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## **Heeding the Call: Incorporating A Gender Justice Lens Into Our Work**

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## **Grounding In**

- Feet flat
- Sit as upright as you are comfortable and able
- Eyes closed or cast your gaze to a neutral site
- Breathe as deeply as you are comfortable and able
- Focus only on the physical sensation of air coming in and out of your nose
- Your mind will wander; notice that, but don't judge it, and simply bring your attention back to your breathing

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## Why Ground In?

- It is useful for your work...being present, deep listening, and showing up.
- To be in the body is a radical act. Women's bodies are the site of this violence and oppression, but they are also the site of personal power, contestation and resistance.
  - Owning one's experience
  - Resisting the dominant paradigm. Systems of oppression work by dominating the mind, body, and spirit, and so to be embodied is a decolonizing act.
  - Recovering from trauma

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## Today's Talk

- **Social Justice framework**
- Systems approach to addressing gender oppression and VAW
- ***Living*** gender justice lives

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**Diversity, Cultural  
Competency and Social  
Justice**

Diversity	Cultural Competency	Social Justice (Gender Justice)
<ul style="list-style-type: none"> <li>• Awareness and appreciation of difference</li> <li>• Not about access to resources, power and privilege</li> <li>• Not about systems</li> <li>• Vaguely used</li> </ul>	<ul style="list-style-type: none"> <li>• Skill development for work across cultural lines</li> <li>• Not about access to resources, power and privilege</li> <li>• Not about systems</li> </ul>	<ul style="list-style-type: none"> <li>• Big Picture <i>and</i> daily lives</li> <li>• Examines systems and how they impact individuals</li> <li>• Looks squarely at access to resources, power and privilege</li> <li>• Is hopeful - a steward of our best values</li> </ul>

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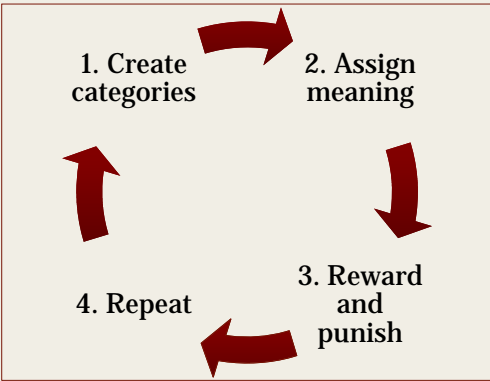
## Systems of Oppression

Individual	Systemic
Intentional	Systematic
Obvious	Ubiquitous

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## How systems of oppression work

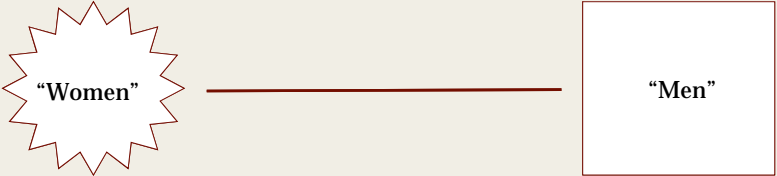


Over time they are meant to seem “normal”, intractable, and overwhelming in their presence in our society.

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 **Create Categories:**  
**Gender Roles**

Gender roles are rigid, framed as a binary,  
and allow for nothing in between.

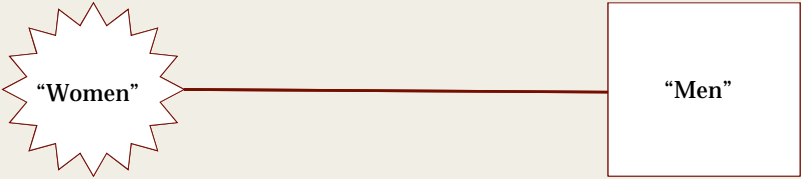


To violate them means punishment in the  
form of shame, harassment, and violence.

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 **Create Categories:**  
**Gender Roles**

They are enforced via homophobia, violence,  
degrading the feminine form, and trans\*phobia.



Biological sex and sexuality are  
also incorrectly constructed as rigid binaries.

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## The Social Construction of Gender and Socialization

- Gender is socially constructed
  - Gender roles are not “real” nor “natural” nor “just are”; there is no “essential” aspect to gender roles
  - Gender roles are socially constructed binary to create, justify and propagate gender oppression
- How gender is socialized in the U.S.
  - Families
  - Education
  - Media
  - Government
  - Work sector
- Application to your work – **Implicit Biases**

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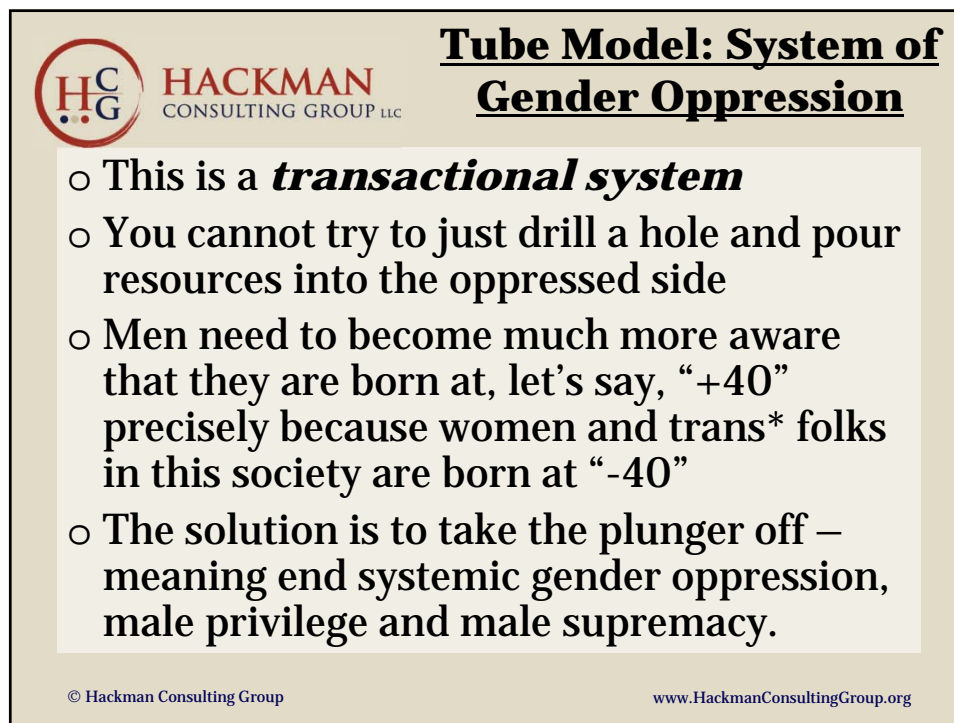
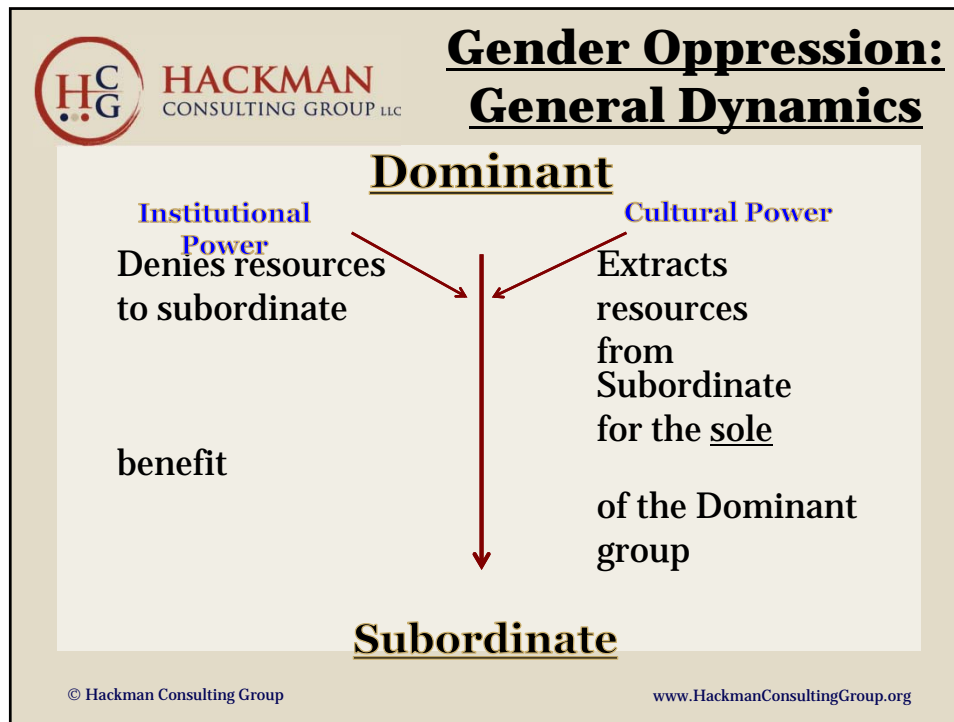
## Gender Justice Focuses On Gender Identity




Embracing this has the potential to fundamentally change how our society views women, men (and masculinity), and trans\* folks, and thereby positively changing how women and trans\* folks are treated and ultimately valued in our society.

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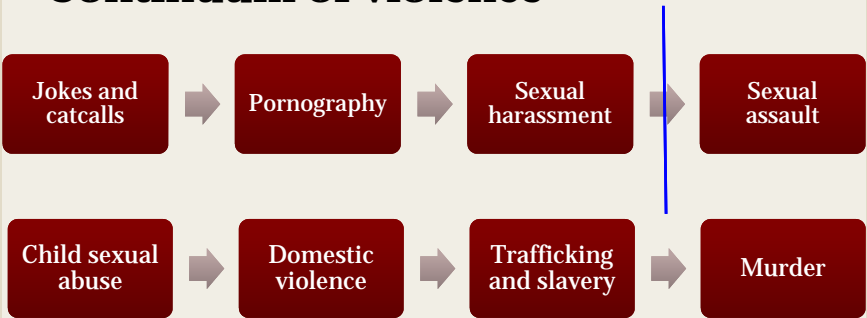
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 **Living Gender Justice Lives**

**Continuum of violence**



```
graph LR; A[Jokes and catcalls] --> B[Pornography]; B --> C[Sexual harassment]; C --> D[Sexual assault]; E[Child sexual abuse] --> F[Domestic violence]; F --> G[Trafficking and slavery]; G --> H[Murder];
```

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## **Living Gender** **Justice Lives**

- We need to move from a “Culture of Violence Against Women” to a “Culture of Gender Justice”
- Culture of Violence Against Women
  - Violence, and in this case VAW, is ubiquitous in U.S. society. We socialize our children into it, we view it as entertainment, and we have casual language that normalizes it.
  - VAW is connected to other forms of oppression in a history / web of cultural violence
    - Whiteness
    - Class oppression
    - LBGTQI oppression

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## **Living Gender** **Justice Lives**

- Gender is understood to be fluid and dynamic
- Women and trans\* folks can be safe in public spaces, but more importantly in their own homes
- W/T can move freely in society
- W/T have equitable access to resources and thus equal access to opportunity
- Men are encouraged to find themselves through a lens other than violent masculinity, and thus have a wide range of options regarding their humanity
- And above all, everyone views themselves and each other through a lens of compassion, connection, mutual responsibility and care, and a desire for lives rooted in justice.

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## Living Gender Justice Lives

**Learn:**  
Gender/Se  
xism/Male  
Privilege &  
Supremacy  
Content

➔


**Integrate:**  
Internal  
Connection  
and Lens  
Shift

➔

**Implement:**  
Application,  
Analysis,  
Reflection

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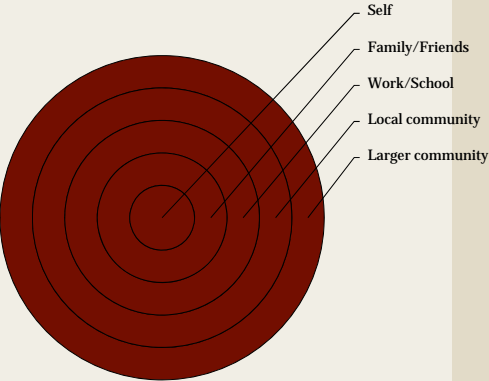
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## Action: Spheres of Influence

- Your control and power lies most significantly with yourself
- The core of social change begins with individuals changing
- As you move to the outer layers, you experience a “social justice Doppler effect” where the ripples of your sphere intersect with others. This is where social change happens – in organizing and collectively transforming systems
- Thus, in order to create change, we **MUST** commit sufficient energy, time, and focus on our own awareness and development, and do so in a rigorous, committed way



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