



## **The Power of 3: Services, Safety, and Sanctuary for BIPOC Students**

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*Ujima, Inc: The National Center on Violence Against Women in  
the Black Community*



## **VISION**

To create a world where Black women & girls are valued, respected, safe, **and** free from violence.

## **MISSION**

Mobilize the community.

Respond to and end violence.

Serve as a resource to survivors of violence, advocates, service providers & the community.





## What does Ujima actually do?

We give voice to Black women and girls.

We provide a supportive community.

We engage all (persons) of our community—women, men, children, LGBTQ, and gender non-conforming.

## What types of strategies do we employ?

Policy and Legislation

Research

Outreach and Capacity Building

Education, Public Awareness, and Training



## AREAS OF FOCUS

Sexual Violence  
Domestic Violence  
Community Violence  
Sex and Labor Trafficking  
Institutional & Structural Violence



# Workshop Agreements

## Active Listening

## Be Present: Silence that Internal Chatter

## Be Open

## Push Through Growing Edge

## Respectfully Challenge Each Other

## Lean In, Lean Out

## Continue to Have These Conversations







# OBJECTIVES

- Gain a greater awareness of the cultural and historical needs of BIPOC students on college and university campuses
- Increase their collaboration skills when working with local college and university campuses (including HBCUs)
- Learn strategies to create impactful programming for BIPOC students at HBCUs and predominantly-white institutions

A large white oval is centered on a brown background with a fine dotted pattern. The oval has a thin blue border. Inside the oval, the text "Exploring Language Together!" is written in a black, sans-serif font.

Exploring Language Together!





## **RACE**

Social political construct.

Socially constructed & culturally enforced.

Refers to social/cultural physical characteristics attributed to people, e.g., skin color, bone/jaw structure



## **ETHNICITY**

A population whose members identify  
with each other  
on the basis of  
common nationality  
or shared cultural traditions,  
e.g., beliefs, language.



## **CULTURE**

A body of beliefs, ideas, and ideals used for cohesion and conformity.

For example,  
roles of men and women in:

- ❖ relationships
- ❖ families
- ❖ workplace



# **PREJUDICE**

Preconceived opinion without just grounds or before sufficient knowledge.

[www.psychologytoday.com](http://www.psychologytoday.com)

Implicit (Covert)  
Explicit (Overt)



## **BIAS**

Bias is a tendency, inclination, or prejudice toward or against something or someone. Biases are often based on stereotypes, rather than actual knowledge of an individual or circumstance.

[www.psychologytoday.com](http://www.psychologytoday.com)

Implicit (Covert)

Explicit (Overt)





## **STEREOTYPES**

Widely held, but fixed and oversimplified image or idea of a particular type of a person, group, or thing.

Derived from pop culture – movies, media, music.



BE MINDFUL ABOUT STEREOTYPES!  
ONLY ONE OF THEM IS A CONVICTED FELON.





# HBCU

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES



CAMPUS  
Technical Assistance  
and Resource Project





## Activity:

How do we talk about college students?

How do we talk about BIPOC women?

How do we talk about survivors?





# Racialized Sexual Tropes

The Overbearing Matriarch

The Mammy

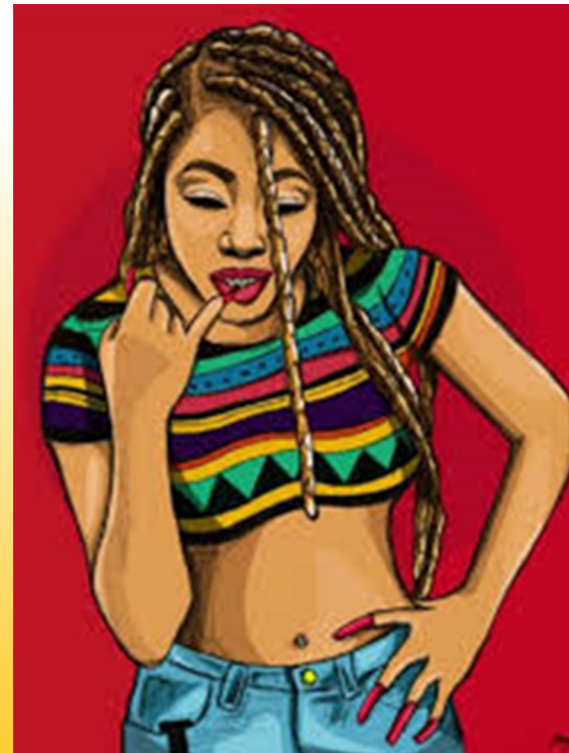
The Jezebel

The Welfare Queen

The Sapphire

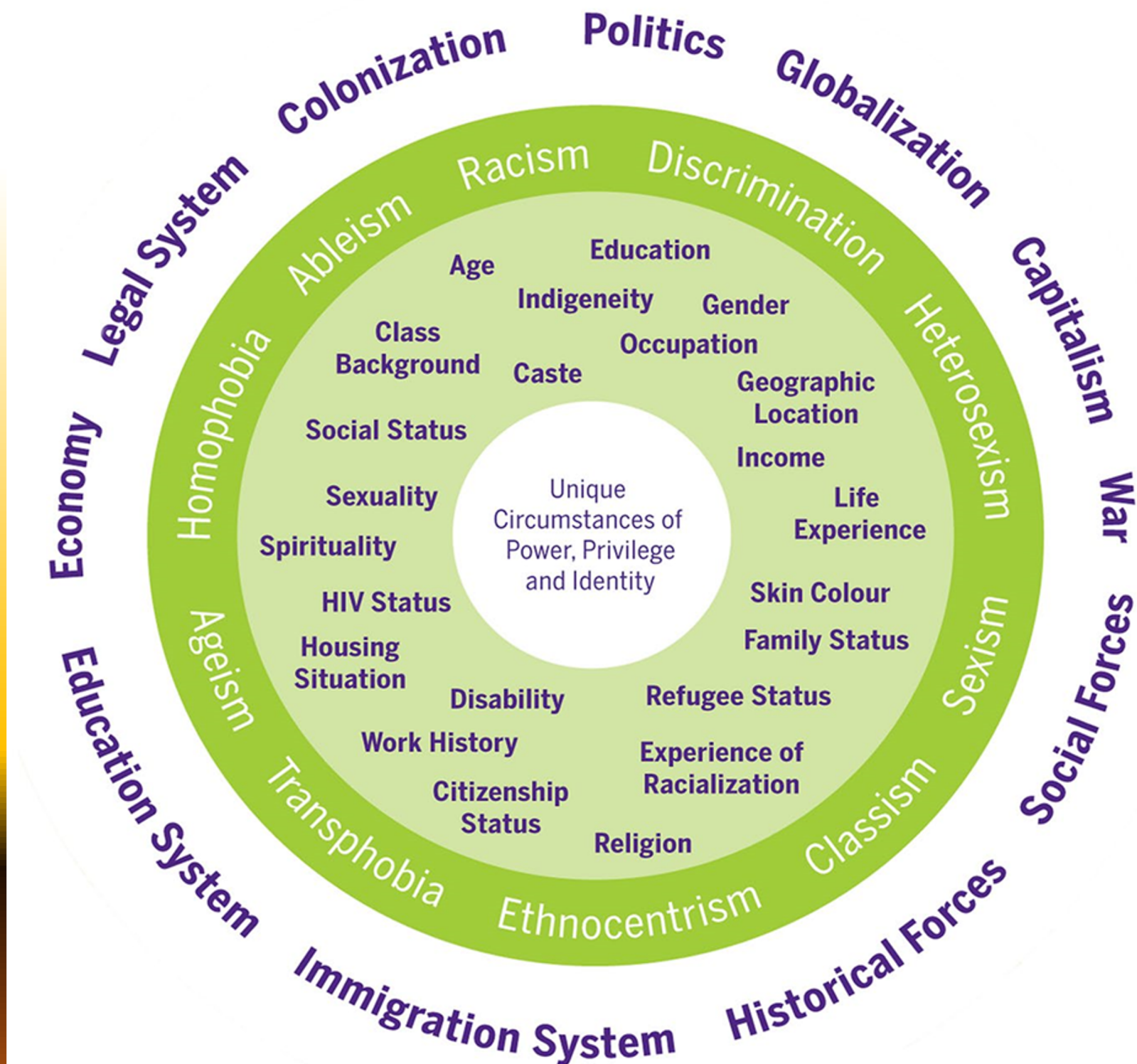
Black Superwoman

The Angry-Bitter Black Woman





# Connecting Systems and Identities





There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde



## Intersectionality

A term coined by Kimberlé Crenshaw, intersectionality is a framework designed to explore the dynamics between identities (race, class, gender) and connected systems of oppression (patriarchy, white supremacy, capitalism).

Identities will often intersect in our community.

This includes communities like the immigrant and LGBTQIA+ communities. They are often categorized together with other marginalized as the 'othered' category. The harm in placing all othered groups together comes in thinking they will each react the same in given processes or situations, or that a "one size fits all" approach will work.



# Understanding Intersectionality





Intersectionality =  
Increased Vulnerability

- \*Poverty
- \*Health Disparities
- \*Mental Health
- \*Education
- \*Criminal Legal System

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Multigenerational trauma  
together with continued  
oppression  
+  
Absence of opportunity to  
heal or access the benefits  
available in the society  
=  
Post Traumatic Slave  
Syndrome.





**DrawntoIntellect**  
@Drawn2Intellect



Use caution when describing barriers.

Being Black is not a barrier for me.  
White supremacy is the barrier.

Being female is not a barrier for me.  
Patriarchy is the barrier.

Name the systems of power.  
These are the barriers.





## *BIPOC LGBTQIA+ Survivors*

BIPOC LGBTQIA+ survivors face multiple systems of discrimination because of how the different parts of their identity intersect. Queer survivors will often deal with homophobia within their own cultural/ethnic communities.

Aside from those internal barriers, survivors face other obstacles in the mainstream culture like:

- Racism
- Xenophobia (discrimination against people from other countries)
- Ableism (discrimination against people who are disabled)
- Colonialism (the effects still felt today)



## *BIPOC Student Survivors: Trauma Informed Practices*

With trauma-informed practices becoming the standard, there are still noticeable gaps, especially when engaging with and responding to Black student survivors.

An institution's programming and practices must be inclusive in order to avoid re-traumatization, and to actively empower survivors to engage with their healing process.

For an institution/organization to be survivor-centered and trauma-formed, they must consistently:

- Train staff; Update policies and procedures to be trauma reductive; Hire staff with an exceptional knowledge of trauma and its historical context; and Provide students with inclusive safety plans/screenings. The student should feel as if their advocates are additional layers of support.



## *BIPOC Student Survivors: Affirmative Support*

In mainstream society, BIPOC people especially BIPOC students, experience discrimination in non-inclusive spaces quite often. This constant negation of their humanity makes the pride in their identity that much more crucial to their *resilience*.

Campus and community support are central to BIPOC student identities being validated, many times resulting in improvements to mental health and potentially less exposure to violent events. Survivors often find the resilience during traumatic episodes when they feel pride in their identity.



## *BIPOC Student Survivors: When Services for Survivors Cause Harm*

Sanctuary harm occurs when services are offered without taking on a critical lens to address the intersecting barriers that BIPOC Student survivors face. These services are initially created to help but can often result in harm.

An example of sanctuary harm can be seen in our health system, when these spaces saw LGBTQIA+ identities as 'disorders'. The effects of this are still felt by LGBTQIA+ folks today. Sanctuary harm implicates that the service does not take into consideration: Heterosexism, Racism, Ableism, Colonialism, Transphobia, Homophobia, Classism



## Power Dynamics between Victims and Advocates

### **Remember:**

Although we go into domestic violence work with the best of intentions, we still operate from a place of privilege and power when working with survivors. The power dynamics that come with being deemed an authority is something to pay attention to.

**You cannot exert power and expect to empower.**



# Power and Microaggressions

Microaggressions have been defined as “brief and commonplace, daily verbal, behavioral and environmental indignities, whether **intentional** or **unintentional**, that communicate hostile, derogatory, or negative slights and insults to the target person or group.”

NCDVTMH



## Power and Microaggressions

**Microassaults:** Conscious and intentional actions or slurs, such as using racist language, displaying swastikas. Thought of as “old-school racism.”

**Microinsults:** Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person’s racial heritage or identity.

**Microinvalidations:** Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a someone who has been marginalized.



## Types of Microaggressions

**Verbal:** messages we communicate with words

**Behavioral/Non-Verbal:** messages we communicate with our actions and inactions; body language, eye contact, touching our hair, etc.

**Environmental:** messages communicated through the layout, design, and setup of spaces in which we work, access services, pray, inhabit, etc.





Ujima HBCU PSA



## Tying it Together

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What is the connection between bias/microaggressions and trauma?

How can we foster honest conversations about social justice and the lived experiences of marginalized survivors?

How can you begin to leverage whatever power or privilege you might have, to best support BIPOC survivors?



# Questions & Comments



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