

V I B E



# Justice for All

Centering Inclusion, Diversity, Equity and Accessibility



# Introductions

Why are you here?

# Community Agreements

- Stories stay, lessons leave
- Emotional expressions are welcome, and we are mindful of impact
- We welcome mistakes
- We strive to remain present
- We enter this work understanding that oppression is real
- We will exercise care for self and others
- We will speak from our own experience
- Trust that others are speaking from their own truth
- We are willing to try new things even if it is uncomfortable and I will remain mindful of my limits
- Duality – multiple things are can be true at once
- Our expectation is that there be no photos or recordings.



# Exploring Privilege Exercise



See: University of North Carolina: [efaidnbmnnnibpcajpcglclefindmkaj/https://intercultural.uncg.edu/wp-content/uploads/Privilege-for-Sale-Activity-and-Reflection.pdf](https://intercultural.uncg.edu/wp-content/uploads/Privilege-for-Sale-Activity-and-Reflection.pdf)

Boise State: <https://sites.google.com/a/u.boisestate.edu/social-justice-training/about-us/our-training/privilege-checklist>

# Instructions for Privilege Exercise

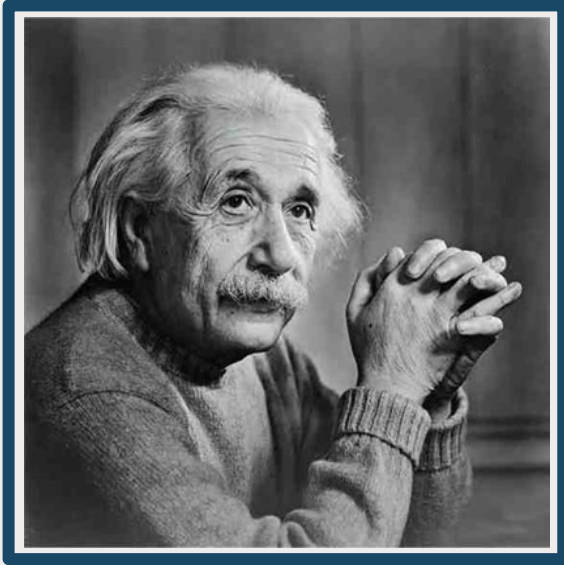
1. You've got your money.
2. Privileges Cost \$100 each
3. Read the List of Privileges
4. Choose which Privileges You Want to Buy

Reflection Question for the Participants:

What are your thoughts  
and/or feelings about this exercise?

Mindfulness  
Moment





“A human being is part of the whole universe, a part limited in time and space. We experience ourselves, our thoughts and feelings as something separate from the rest. A kind of optical delusion of consciousness. This delusion is a kind of prison for us, restricting us to our personal desires and to affection for a few persons nearest to us.

Our task must be to free ourselves from the prison by widening our circle of compassion to embrace all living creatures and the whole of nature in its beauty. We shall require a substantially new manner of thinking if humanity is to survive. I know not with what weapons World War III will be fought, but World War IV will be fought with sticks and stones.

*~(Albert Einstein, 1954)~*

*Slide Layout inspired by the Key West, Florida One Human Family [Website](#)*

ALL PEOPLE ARE CREATED EQUAL MEMBERS OF  
**ONE HUMAN FAMILY**





How some Vermonters felt about Civil Unions.



JANUARY 20, 2021

# Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government



[BRIEFING ROOM](#)

[PRESIDENTIAL ACTIONS](#)

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

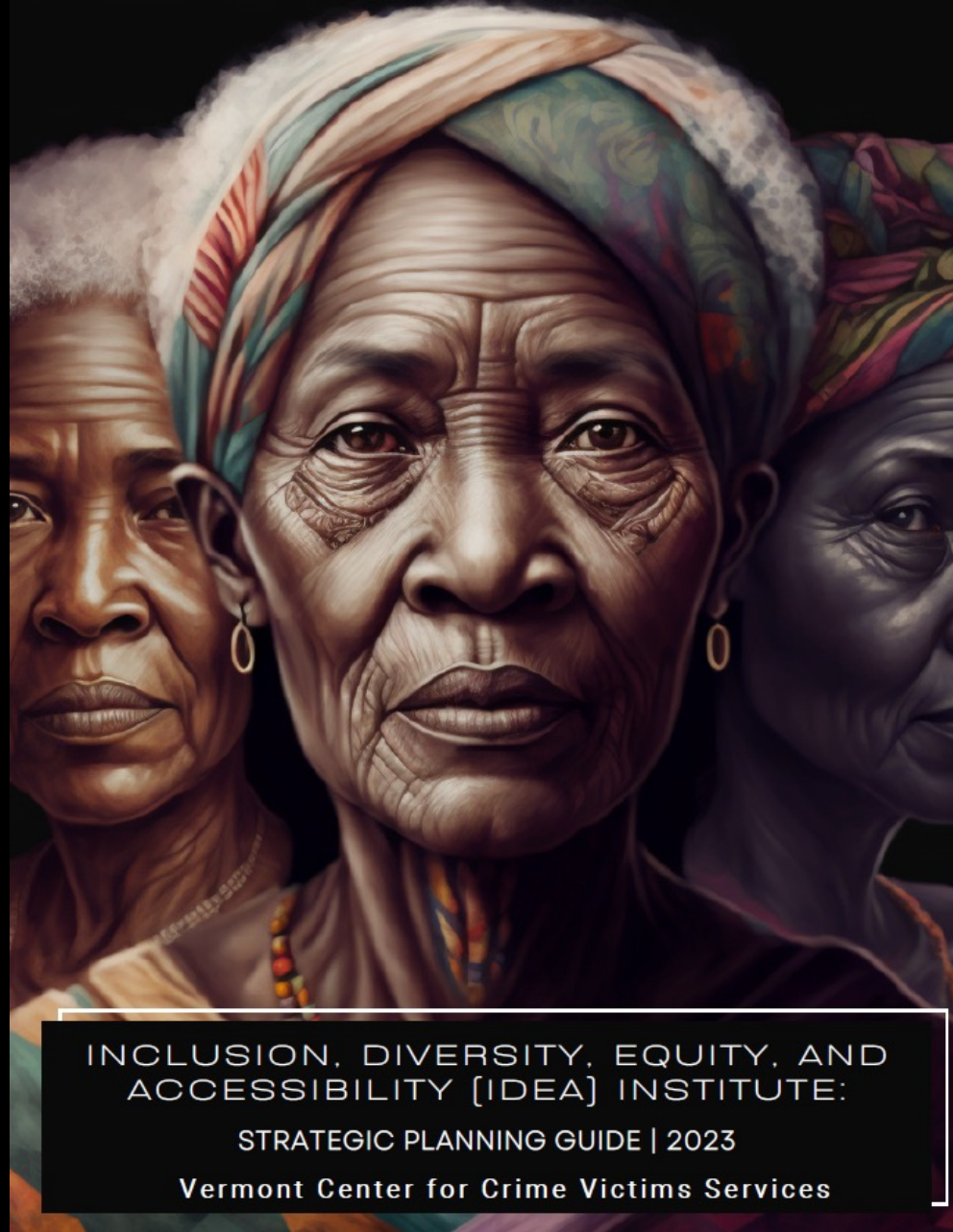
**Section 1. Policy.** Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often

The logo for Race Forward is a black arrow pointing to the right. The words "race" and "forward" are written in white, lowercase, sans-serif font inside the arrow. The arrow is layered over several overlapping rectangular shapes in yellow, blue, green, and purple.

**race  
forward**

<https://www.raceforward.org/research/reports/assessment-federal-equity-action-plans>

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INCLUSION, DIVERSITY, EQUITY, AND  
ACCESSIBILITY [IDEA] INSTITUTE:

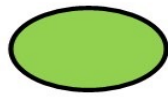
STRATEGIC PLANNING GUIDE | 2023

Vermont Center for Crime Victims Services

Download guide here:

<https://www.flipbookpdf.net/web/site/2c7e420325446679f0375f3b9e31d807ada20272FBP27012433.pdf.html>

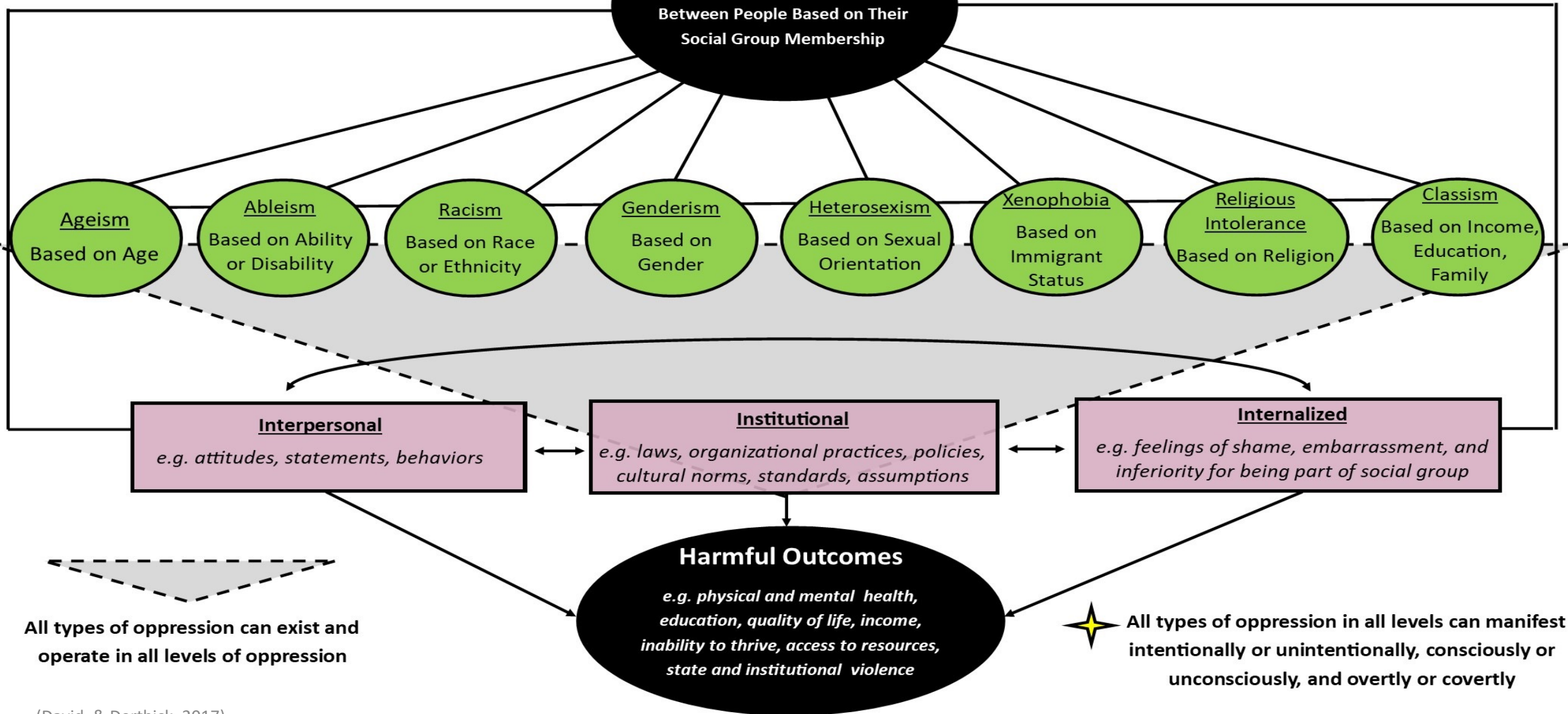
# Oppression Operationalized



Common examples of specific types of oppression; may intersect with each other



Levels of Oppression; interrelated and feed off of each other



All types of oppression can exist and operate in all levels of oppression

★ All types of oppression in all levels can manifest intentionally or unintentionally, consciously or unconsciously, and overtly or covertly

(David, & Derthick, 2017)

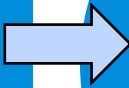
# THEORY OF CHANGE

Vision  
+  
Values

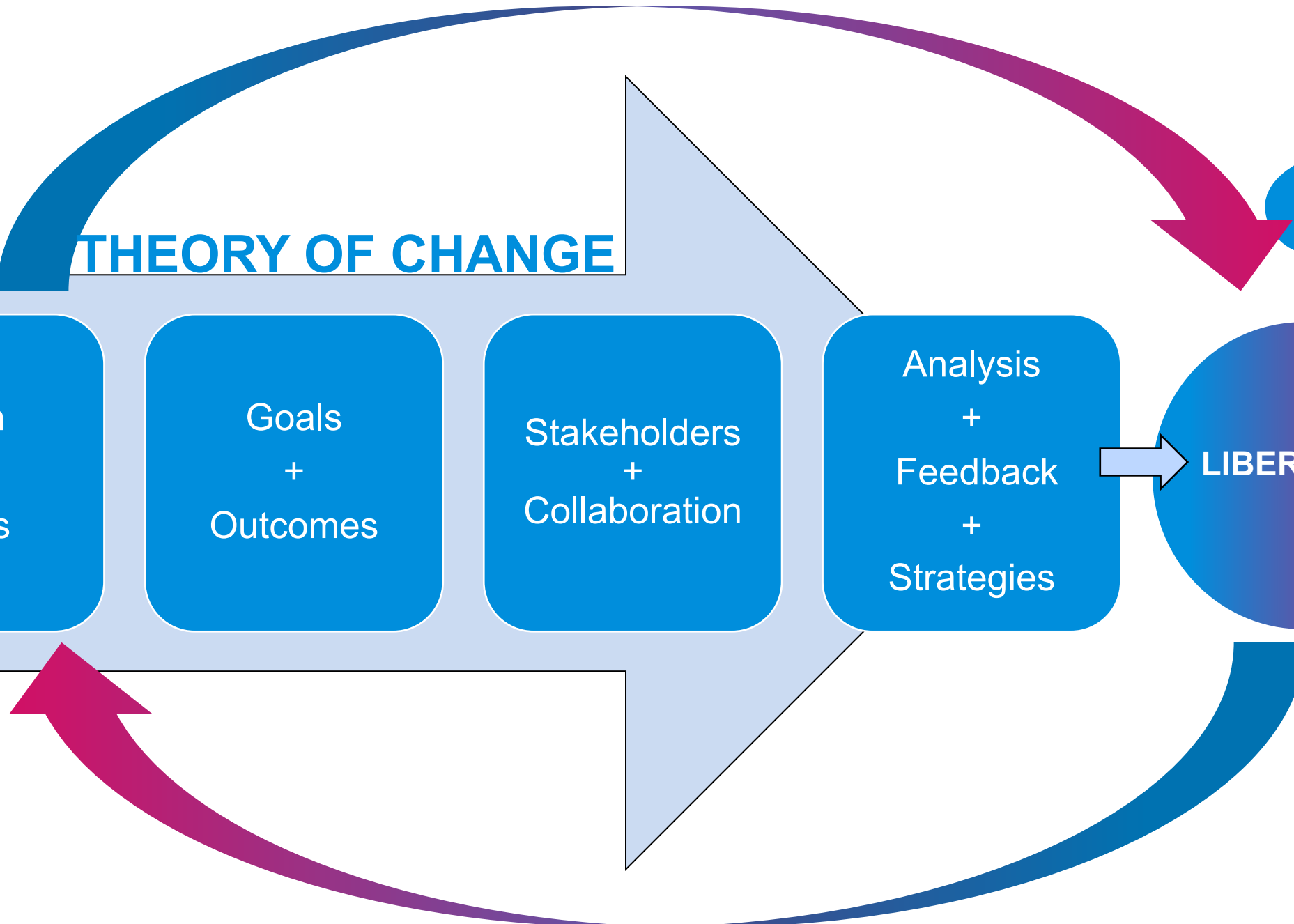
Goals  
+  
Outcomes

Stakeholders  
+  
Collaboration

Analysis  
+  
Feedback  
+  
Strategies



LIBERATION



# In our theory of social change, we strive to:



- ✓ Articulate our community's experiences, perceptions of current problems, and future possibilities
- ✓ Surface existing community and organizational assets
- ✓ Build thinking and understanding for all those involved in our organization's work
- ✓ Describe our approach to making change happen
- ✓ Describe our intentions and aims
- ✓ Ask good questions in order to adjust our organization's role and work based on the context and environment we are operating in
- ✓ Share our organization's impact and progress towards building a better world.



# Equity, Mindfulness & Emotional Intelligence

- ❖ Contemplative Practice
- ❖ Intentional Stillness
- ❖ Somatic Connection & Responsiveness
- ❖ Trauma Informed Care





# The IDEA Institute Online

[academy.ccvs.Vermont.gov](https://academy.ccvs.Vermont.gov)

V I B E



IDEAS

VOCA

Subgrantees  
Goals for the  
Year Ahead



time, time & time

# Lessons Learned

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Dance break!

Feel free to  
reach out!

## V I B E

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