

# DIVERSITY FORUM

PRESENTED BY THE YWCA GREATER HARRISBURG

# HON. SHAMAINÉ DANIELS

HARRISBURG CITY COUNCIL  
EMCEE

**MEGAN CLINE**

DIVERSITY & INCLUSION COMMITTEE  
CENTRAL PENN COLLEGE

# TINA NIXON

PINNACLE HEALTH

VICE PRESIDENT OF MISSION EFFECTIVENESS  
& CHIEF DIVERSITY OFFICER

# REV. SHELLY LEWIS

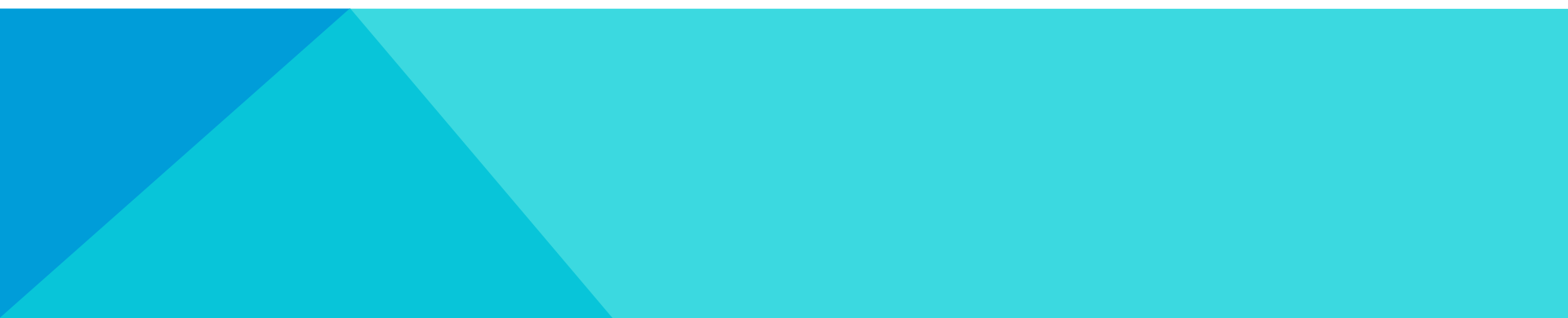
COMMUNITY RESPONDERS NETWORK

## **MISSION**

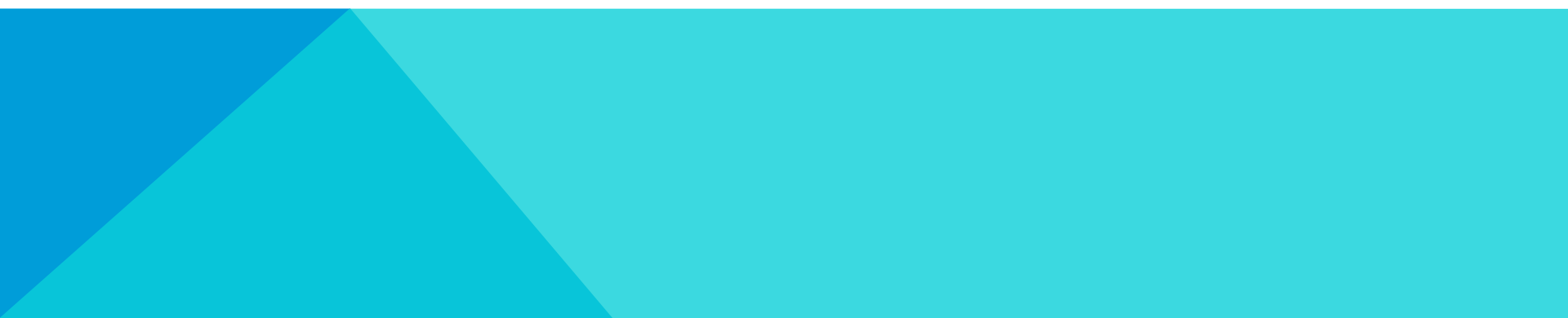
***TO FOSTER INCLUSIVE, ACTION-ORIENTED  
COMMUNITIES THROUGH EDUCATIONAL FORUMS  
THAT PROMOTE AND FACILITATE DIALOGUE,  
BEST PRACTICES AND SOLUTIONS.***

## **VISION**

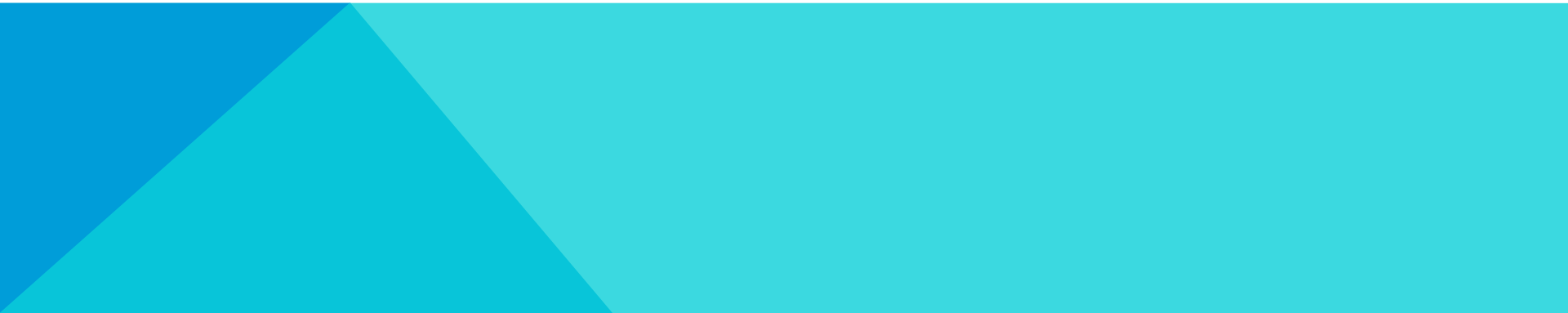
**EQUALITY AND EQUITY FOR ALL.**




# GUIDELINES FOR A “SAFE” & “BRAVE” SPACE

- 1. RESPECT DIFFERENT POINTS OF VIEW.**
  - 2. SPEAK FOR YOURSELF, NOT ANYONE ELSE.**
  - 3. ALLOW EVERYONE A CHANCE TO SHARE.**
  - 4. STICK TO THE ISSUE AND DON'T MAKE PERSONAL ATTACKS.**
  - 5. WHEN SOMEONE HURTS OR OFFENDS YOU, SAY “OUCH!”**
- 

# TODAY's TOPIC







# AMANDA ARBOUR

RACIAL JUSTICE PROGRAM COORDINATOR  
YWCA GREATER HARRISBURG

# Mission Advocacy Framework

Amanda L. Arbour,  
Racial Justice Program Coordinator

eliminating racism  
empowering women

**ywca**

Greater Harrisburg

**YWCA IS ON A MISSION**

# **YWCA Greater Harrisburg Mission**

**YWCA Greater Harrisburg is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.**



# YWCA Greater Harrisburg History

**1894:** YWCA created in Harrisburg with 9-bedroom boarding house, reading rooms and a noon rest program.

**1920:** Phyllis Wheatley branch formed.

**1955:** YWCA branches desegregate.

**1971:** “Eliminating racism” adopted as part of mission.

# YWCA Greater Harrisburg Programs & Services

- Housing & Homelessness Services
- Violence Intervention & Prevention  
(Domestic Violence/Sexual Assault)
- Children & Youth (day care, after school programs, summer camp)
- Economic & Neighborhood Development
- Legal & Visitation Services
- Veterans Programs
- Racial Justice



# YWCA Greater Harrisburg

## Racial Justice

- Addressing Racial Profiling & Police Use of Force
- Advocating for Fairness in the Criminal Justice System
- Confronting Xenophobia & Islamophobia
- Ensuring Protections for Immigrants and Refugees





# YWCA Greater Harrisburg Women's Empowerment

- Ending Violence Against Women
- Ensuring Access to Reproductive Health Services
- Advocating for Equal Pay
- Ensuring Protections for Pregnant & Nursing Workers



# YWCA Greater Harrisburg

## Equality & Equity for All

- Advocating for Equal Rights for LGBTQ People
- Raising the Minimum Wage
- Protecting Voting Rights
- Preventing Gun Violence





# YWCA Greater Harrisburg



eliminating racism  
empowering women  
**ywca**

**YWCA IS ON A MISSION**

# YWCA Greater Harrisburg



eliminating racism  
empowering women  
**ywca**

**YWCA IS ON A MISSION**

# YWCA Greater Harrisburg



eliminating racism  
empowering women  
**ywca**

**YWCA IS ON A MISSION**


**TED MARTIN**

EXECUTIVE DIRECTOR,  
EQUALITY PA

# LINDSEY MAULDIN

STATE FIELD DIRECTOR

PLANNED PARENTHOOD KEYSTONE



# Planned Parenthood PA Advocates

DIVERSITY FORUM

AUGUST 2016



In partnership with the three Planned Parenthood affiliates in Pennsylvania, Planned Parenthood Pennsylvania, the State Public Affairs Office in Harrisburg, works to achieve maximum public, governmental and media support for reproductive health care, including family planning, by developing, implementing and facilitating a statewide strategy.



# Strategies for Advocating

- ▶ Health Center Advocacy Program (HCAP)
- ▶ Story-telling/Collection
- ▶ Legislative Advocacy
- ▶ Civic Engagement



# Challenges and Successes

- ▶ External and Internal Assessment
- ▶ Understanding the Reproductive Justice Framework
- ▶ Community Engagement, Not Outreach
- ▶ Managers as “Lead Learners”

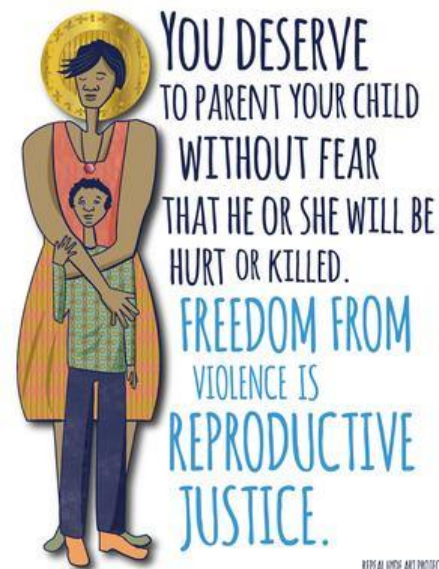


# External and Internal Assessment

- ▶ Creating a more diverse organization
- ▶ Existing structures that perpetuate racial & economic oppression
- ▶ Stepping back as individuals. Stepping up as an organization
- ▶ Continuing to keep the dialogue moving forward

# Reproductive Justice

- ▶ Planned Parenthood is not a “RJ Organization”
- ▶ But can be a good partner to reproductive justice organizations!
- ▶ Understanding intersectionality



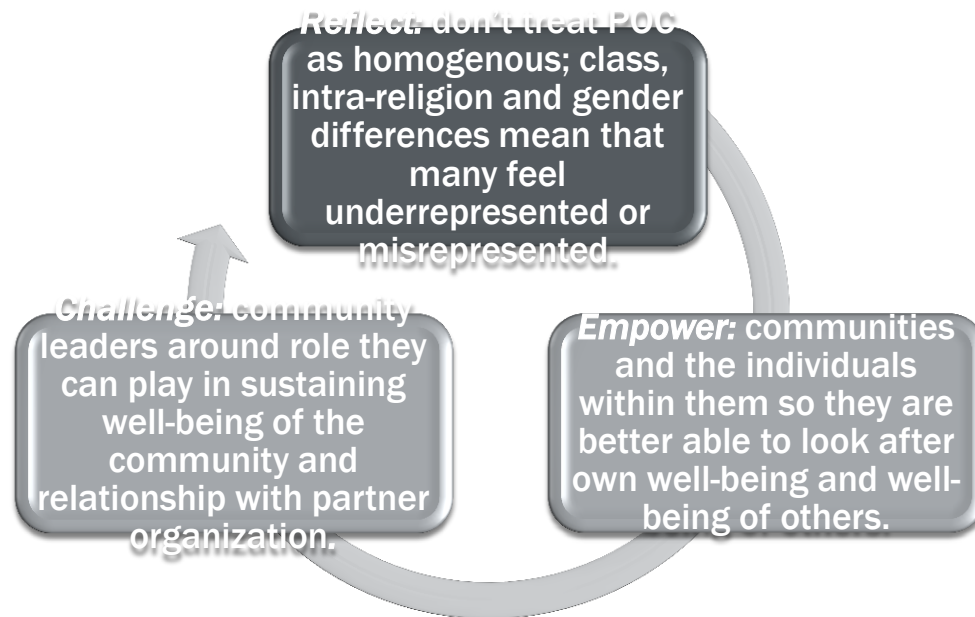
# Reproductive Health Reproductive Rights Reproductive Justice

Movement	Framework
Reproductive Health	Emphasizes necessary reproductive health services
Reproductive Rights	Emphasizes gaining constitutionally framed legal protections for those services
Reproductive Justice	Stipulates that reproductive oppression is the result of the intersections of multiple oppressions and cannot be alleviated without strategies to address them all

# Community Engagement, Not Outreach

- ▶ Outreach is (at best) done “for.”
  - ▶ Outreach, keeps the “outreacher” at the center.
  - ▶ “Targets” of the outreach are outsiders.
- ▶ Community engagement is done “with.”
  - ▶ Rooted in relationship building.
  - ▶ Factoring in the interests and needs of the community

# Community Engagement, Not Outreach



# Managers as Lead Learners

- ▶ Managers should set an example of continued learning and growth. (This is how things change)
- ▶ “Lead Learning” helps to empower individuals to grow
- ▶ Challenges harmful or outdated organizational structures



# Lessons Learned

- ▶ Stepping back
- ▶ Advocating for all issues related to our communities (including those related to economic and social justice)
- ▶ Accurate data-collection for a powerful narrative
- ▶ Building sustainable partnerships



# MARIA SOTOMAYOR

CIVIC ENGAGEMENT COORDINATOR

PA IMMIGRATION & CITIZENSHIP COALITION



## ADVOCATING FOR IMMIGRANTS, MIGRANTS AND REFUGEES



Pennsylvania Immigration and Citizenship Coalition

# PICC's MISSION

The Pennsylvania Immigration & Citizenship Coalition (PICC), is a diverse coalition of 50 member organizations and numerous individual members. *Our mission is to advance immigrants' rights and promote immigrants' full integration into society by advocating with a unified voice for greater public understanding and welcoming public policies throughout Pennsylvania.*

# Understanding Pennsylvania



800,000 foreign-born residents<sup>†</sup> • 170,000 undocumented immigrants<sup>‡</sup>

# PICC's WORK



- Advocacy
  - Federal, State, and Local policies
  - Issue-based Campaigns
- Civic Engagement
- Organizing & Capacity Building
- PA is Ready!



# Advocacy Priorities

## □ Federal Immigration Policies

- Refugees Welcome
- Stop the Raids
- Family Detention

## □ Education Justice

- Tuition Equity
- Fair Education Funding

## □ Workplace Justice

## □ Access to Driver's Licenses



# Civic Engagement

- ❑ PICC registered 2,735 new citizens to vote at USCIS naturalization ceremonies between July 2015 and January 2016
- ❑ United Voices fall candidate forum for Supreme Court election
- ❑ 2016 Get Out the Vote & Voter registration
- ❑ Volunteer with us!



October 17, 2015: United Voices  
Supreme Court candidate forum



New Citizens = New Voters

# Call to Action

- Make a call or send a message to the White House: 1-866-957-2612
- Send a message to the Mothers via <http://bit.ly/supportberks>  
[hungerstrikingmother](http://bit.ly/supportberks)

22 mothers are on hunger strike at Berks Family Detention Center pleading for

DIGNITY  
SAFETY  
JUSTICE

CALL 1-866-957-2612 and tell Thomas Decker: #ShutDownBerks

FIRM ACTION

REFORM IMMIGRATION  
FOR America



# Contact Us!

## **Pennsylvania Immigration and Citizenship Coalition**

2100 Arch Street, 4th Floor  
Philadelphia, PA 19103

215.832.0636

[admin@paimmigrant.org](mailto:admin@paimmigrant.org)

[www.paimmigrant.org](http://www.paimmigrant.org)



## **Sundrop Carter**

Executive Director

(215) 832-0616

[sundropcarter@paimmigrant.org](mailto:sundropcarter@paimmigrant.org)

## **Maria Sotomayor**

Organizer & Civic Engagement  
Coordinator

(215) 832-3482,

[mariasotomayor@paimmigrant.org](mailto:mariasotomayor@paimmigrant.org)

## **Judy Kim**

PA is READY! Coordinator

(215) 832-0615

[judykim@paimmigrant.org](mailto:judykim@paimmigrant.org)

???

**THANK YOU**

