

The Way Forward: *Addressing harm through healing and accountability*

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Who am I and why should you trust me?

The Ahimsa Collective works to respond to harm in ways that foster wholeness for everyone



A framework that grounds it all



- ❖ Come from a mindset and create a space that is **relational, non-shaming and non-judgmental**
- ❖ **Forefront agency** of people to heal themselves and take accountability. People are the authorities of their own life experience.

A framework that grounds it all

- ❖ **Understand that cultural, historical, social, structural context** that cause harm and create trauma are embedded in everything we do.
- ❖ **Centering community-based healing** : believe that we have the ability to sit across from each other around a kitchen table, and heal together
- ❖ **Walking our talk:** *“We have to start with our own self-awareness, which then shapes our health and wellness. We have to understand our own layers of trauma and do our own work. If an unhealed person is facilitating, what are they passing on? You cannot reach out and be a connector if you are not in connection to yourself. Everything has to be reflected restoratively, from the way I talk to people to my environment and office has to show it. Otherwise people won’t feel it.”* Faith Tait. Nisga’a Nation.

The journey to accountability



(1) What is accountability?

Self awareness
Commitment to understand why
Remorse
Desire to make things right



(2) How do I get to accountability?



(3) What gets in the way?

Shame , Trauma
Lack of self reflection
Negative sense of self
Black and white belief systems
Oppression
Unhealthy life choices over time



(4) The impact of accountability

Healing for all parties
Liberation
New sense of self
A desire to “give back”
Beloved relationships and belonging

1. What is Accountability?

- Self awareness
- Commitment to understand why
- Remorse
- Desire to make things right
- A life-long practice
- Finding “right size” accountability: the place between denial and over apology.

Denial _____ 0 6 10 _____ Over apology

2. How do we get to accountability?

When you have cause harm:

- ❖ Connect the dots of ones life that let to harming.
 - ❖ “Hurt people- hurt people” means digging into how ones own past trauma and environmental conditions could have caused “behaviors” to hurt others. *Healing and Accountability* are deeply linked.
 - ❖ Understand the concept of acting in and acting out
 - ❖ Dig into shame and guilt, grief and loss, role of addiction , power and control, and so many of the different “factors” that that could have contributed to causing interpersonal harm.
 - ❖ Causes are often complex and compounded, not singular.

2. How do we get to accountability?

- ❖ Address trauma and accountability separately, as both are alive for the person.
- ❖ Recognize and support that one's "self" is different from the "act".
- ❖ Processing trauma or harm caused can create a new narrative about the self, and a new sense of self
- ❖ Once we are seen (have empathy for ourselves) it may be more possible to have empathy for others.
- ❖ Unearth and validate structural inequities and oppression that lead to committing interpersonal harm.

2. How do we get to accountability?

For those supporting people who caused harm:

- ❖ Create a space that is non-shaming and non-judgmental. Processes should be voluntary.
- ❖ Honor the agency of each person. Recognize that we are the authorities of our own life experiences. Operating from a power with place
- ❖ Your relationship with the person exploring accountability can help to deepen it.
- ❖ When processing accountability, communicate clearly to the person what you are hearing and how it would land for the survivor.
- ❖ In regards to sexual harm: explore impact of sexual harm, rape culture, patriarchy, gender socialization, gender based violence, intimate partner violence, etc. in both healing and accountability work.
- ❖ Support resiliency practices- meditation, mindfulness , creative, and spiritual practices

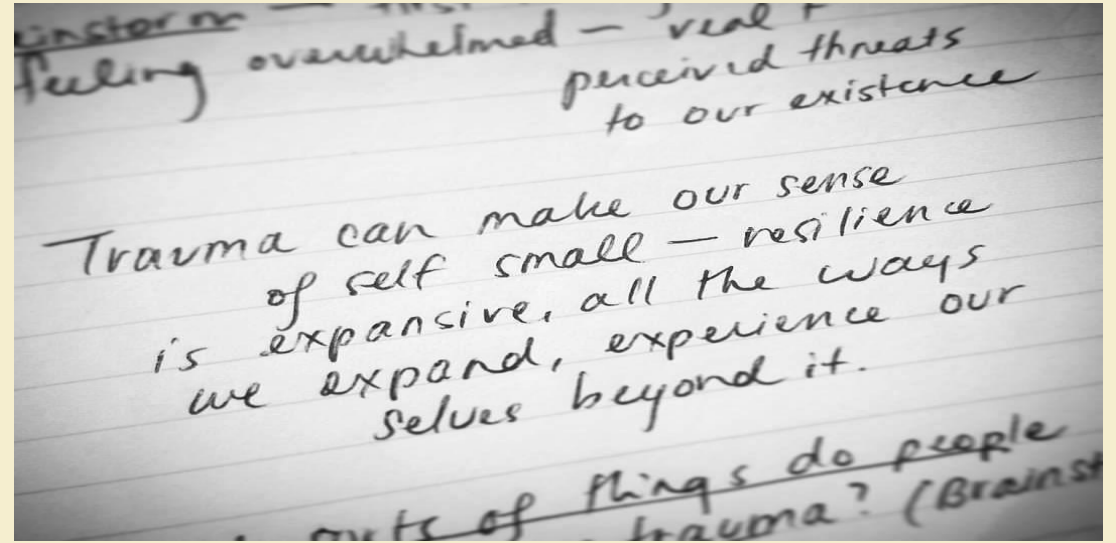
What gets in the way of being accountable?

- Shame
- Trauma
- Lack of self reflection
- Negative sense of self
- Black and white belief systems
- Oppression
- Unhealthy life choices over time

4. What is the impact of accountability?

- Healing for all parties
- New sense of self
- Beloved relationships and belonging
- A desire to “give back”
- Liberation

Healing and Accountability



- ❖ Happens in relationship to each other
- ❖ Happens alone, and in nature
- ❖ **Healing and Accountability can deepen with empathy:** Once we are seen (have empathy for ourselves) it may be more possible to have empathy for others
- ❖ **Sense of responsibility to others can make us more accountable.**
- ❖ **Healing and Accountability increase with community of support:** Being witnessed, not judged, and accepted is a powerful process for healing and taking the plunge into accountability.

Healing and Accountability

- ❖ **Accountability can deepen over time and with relationship :** More relationship we have with someone, the more they trust us to deepen or challenge our accountability
- ❖ **Accountability can deepens with increased self worth and self forgiveness.**
- ❖ **Being reminded of one's good qualities** is not just a hokey RJ process, it can deepen healing for the person that caused harm (Nisga'a nation)
- ❖ As bystanders, witnesses, facilitators, friends **we can experience healing, and liberation when walking with other in their process**
- ❖ **There is no one path towards accountability.**
- ❖ **Healing and Accountability are inextricably linked.**

B. The Curriculum

1. Welcome & Introduction
2. Community Building
3. Facilitation Skills
4. Introduction to Cycle of Harm Essay or Harm Letter
5. Feelings & Emotions (optional)
6. Trauma, Healing & Resiliency
7. Accountability
8. Shame to Worth
9. A Writing Assignment Designed Uniquely for and by Each Participant
10. The Gender Soul Wound - gender socialization, patriarchy, #MeToo, toxic masculinity, internalized homophobia
11. Sexual Harm & Survivorship
12. Healthy Relationships, Intimacy and Sexuality
13. Intimate Partner Violence In progress
14. Closing Ritual
15. Survivors & Guest Speakers (integrated through the sessions)

WAYS TO GET TO DEEPER ACCOUNTABILITY

(When we have **done harm**)

HEALING

- ❖ Address Trauma (@micro, meso and macro level)
- ❖ Unearth and validate structural inequities and oppression that lead to committing interpersonal harm
- ❖ Create opportunity to share and create new narrative about self, traumas, the harm
- ❖ Dig into shame, guilt, forgiveness, grief, loss addiction

ACCOUNTABILITY

- ❖ Create space that is non-shaming and non-judgmental
- ❖ Connect the dots of “hurt people- hurt people”
- ❖ A voluntary process.
- ❖ Empathy- relationship between being seen & seeing others
- ❖ Sense of self worth increases accountability

❖ Explore impact of sexual harm, rape culture , patriarchy, gender socialization, intimate partner violence, etc. in both healing and accountability work.

❖ Resiliency practices- Meditation, Mindfulness , Creative, Spiritual Practices important for both

Healing and Accountability are deeply linked

How do you measure transformation?

Appendix A: Logic Model

Inputs	Short-Term Outcomes	Long-Term
<p>The Ahimsa Collective:</p> <p>Will provide a restorative-based and community-based healing modality for adults (over 18) who have committed or experienced sexual harm.</p> <p>Will hold 12 monthly sessions over the course of a year.</p> <p>Hold circles in a way that is non-judgmental, co-created, collaborative, safe, and based on critical, experiential pedagogy (bell hooks).</p> <p>Develop agreements that are mirrored by facilitators, consistently reinforced, and meet people where they are.</p> <p>Implement a restorative justice model that focuses on accountability and healing. Accountability is documented through a crime impact statement. Healing will occur through ongoing relationship with each other and the facilitators.</p>	<p>Participants will:</p> <ul style="list-style-type: none"> • (S1) Learn how to find their boundaries in relationships • (S2) Unwind male socialization • (S3) Strengthen emotional intelligence • (S4) Build positive meaningful social relationships • (S5) Increase healthy ways to feel power and control • (S6) Increase accountability for the crime they committed • (S7) Decrease silence and shame • (S8) Increase empathy for survivors • (S9) Increase self-forgiveness and self-worth • (S10) Increased desire to be in community instead of isolation • (S11) More empathy for people who have committed sexual harm. • (S12) Increase understanding of healthy sexuality • (S13) Increase understanding of relationship between past unprocessed trauma and violence • (S14) Break legacy of family violence 	<p><u>INDIVIDUAL</u></p> <ul style="list-style-type: none"> • Reduced sexual harm • Healthy positive familial and sexual and peer relationships • Self-containment • Participation in movement for people who have committed or experienced sexual harm <p><u>STRUCTURAL</u></p> <ul style="list-style-type: none"> • Larger range of non-punitive responses to sexual harm • Advocacy/cj reform will include people who have committed sexual harm • Advocates will include people who have committed sexual harm in their reform efforts • There will be a decrease in stigma attached to sexual harm

Table 1: Pre- and Post-Participation Means for All Attitude and Behavior Variables

Variable Number	Variable Question	Pre-Participation Average	Post-Participation Average
a1	I know how to find a balance between sharing too much and too little about my life in my relationships.	2.80	3.32
a2	It is difficult for me to show my emotions to women.	2.13	1.94
a3	I am aware of the external factors that shape me as a man	2.95	3.41
a4	When I am sad, I can usually figure out why.	2.86	3.23
a5	It is difficult for me to show my emotions to men. (S2)	2.68	2.40
a6	When I get mad at someone, I can usually figure out why	3.02	3.31
a7	I feel comfortable and safe in my social relationships.	2.62	3.13
a8	I seek out relationships that make me feel good about myself. (S4)	2.77	2.85
a9	I know how to feel in control with others without feeling aggressive.	2.52	3.23
a10	I know how to feel vulnerable with others without feeling scared. (.068)	2.49	2.81
a11	I know what healthy sexuality is.	2.69	3.43
a12	I believe I am responsible for the crime I committed.	3.77	4.00
a13	It is difficult to share information about the sexual harm I've experienced.	2.92	2.27
a14	I'm embarrassed about the sexual harm I have caused. (S9)	3.50	3.59
a15	I feel empathy for the people that I have hurt.	3.76	3.92
a16	I'm embarrassed about the sexual harm I have experienced. (S9)	3.01	2.95
a17	Even though I caused sexual harm, I'm not a bad person.	3.12	3.43

Participants will learn how to find boundaries in relationships = self containment

Participants will unwind male socialization = reduced sexual harm and healthy positive familial, sexual and peer relationships

Participants will increase positive ways to feel power and control = reduced sexual harm

a18	I am proud of who I am.	2.88	3.4
a19	Even though I did something bad, I'm not a bad person.	3.36	3.77
a20	I prefer being by myself.	2.89	2.23
a21	It is difficult to share information about the sexual harm I've caused.	3.01	2.43
a22	I feel empathy for people who have committed sexual crimes.	2.94	3.45
a23	I know how the harm that happened to me impacted the harm I did to others.	3.42	3.77
a24	I know how to recognize the difference between healthy and unhealthy sexual urges.	3.15	3.72
a25	Past trauma led me to hurt myself.	3.15	3.37
a26	I feel like I can break the legacy of violence in my family.	3.43	3.70
a27	I still have thoughts about crossing sexual boundaries with children or women.	1.81	1.42

Participants will decrease silence and shame = reduced sexual harm and healthy positive familial, sexual and peer relationships

Increase understanding of healthy sexuality = reduce sexual harm

Break the legacy of family violence = reduce sexual harm.

Increase accountability for the crime committed = reduced sexual harm

Face-to Face VOD Dialogs

Motivation and impact on survivors:

- Desire to heal more. Healing this pain is a life long journey.
- Want to hear the truth from the person that harmed them
 - To hear remorse
 - To know why they did it
 - To ask questions that only the person who harmed them can answer
 - To heal the re-traumatization by the criminal legal system
- Desire to know that the person won't harm anyone ever again.
- Desire to share impact w/ person in their own words

**There is no such word in our language
for “offender”. The word that we use is
unhealed.**

-Faith Tait, Nisga’a nation

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