



Women of Color Network, Inc.

#JaggedJustice

Aspiring Allies Community Action Planning Guide

For the Center on Domestic Violence
University of Colorado Denver, School of Public Affairs
January 11, 2017

Purpose, Population and Appeal

WOCN, Inc. posits that women, men and queer people of color, gender non-conforming, gender fluid, cysgender, lesbian, gay, bi-sexual, heterosexual people of Asian, African, Latin, Native, and those of Middle-Eastern descent do not get access to pure justice.

#Jagged Justice is embedded in and arises out of the limited choices or measures that we are forced to accept, which do not fully meet our needs, and leaves ourselves, our families and our communities in pain and broken by the criminal, civil, and all other systems that claim to offer justice. Historically, our justice is jagged with centuries of wounds passed on from generation to generation. Recent increased hate crimes (<https://www.splcenter.org/20161129/ten-days-after-harassment-and-intimidation-aftermath-election>), passive or the lack of response to the public aggressions committed against these groups who are also immigrant and persons with disabilities has caused them great concern about their survival and fears about their safety in this country. Some of those fears are founded in centuries of slavery, the use of detention centers and threats of deportation, and various forms of violence against LGBTQ persons and those who have disabilities.

WOCN, Inc. sees it's **#JaggedJustice** work as an opportunity to lead the anti-gender violence movement efforts to connect the dots between issues such as mass incarceration of women of color, the criminalization of battered women of color in particular and the intersecting oppressions faced by communities of color and to assist mainstream domestic violence programs and state domestic violence coalitions to begin to effectively address those as well. We hope to gain widespread support for this very important work.

For over 10 years, WOCN, Inc. has developed its **National Call to Action Initiative**, lifting up the leadership of women of color and their communities. In November 2014, in the midst of high profile cases of police brutality and a failure to adequately support victims who defend themselves, the **#JaggedJustice** concept was born. Both approaches engage a range of mainstream advocates and activists from across political organizing movements who seek to be allies, and recognize that they possess various means and levels of privilege based on their ability and location in life. Aspiring Allies understand that there is a major need for the voices

and leadership of women of color in this movement to be elevated. Aspiring Allies feel that there is a major need for the voices and leadership of women of color in this movement to be elevated. One of our primary foci is to engender White Aspiring Allies to take united action with women and men of color to address these negatively impactful issues in the following ways.

Amass and Organize Aspiring Allies to Support #Jagged Justice Movement

The following actions are encouraged to stimulate consistent and measurable support of **#JaggedJustice** marginalized populations and develop accountability for Aspiring Allies:

1. Educate communities about and affirm that #JaggedJustice continues to be a civil rights violation for all of Americans.
2. Call to action and challenge White Aspiring Allies to foster solidarity and connections.
3. Encourage White Aspiring Allies and people of color activists and advocates to hold voluntary healing and action focused community conversations/circles with to understand what's happening with individuals, communities and your team as a whole.
4. Share information/current actions/ideas/next steps. Continue these Jagged Justice dialogues and face-to-face spaces to discuss community-based issues and to seek collective solutions and trauma-informed healing practices for self-preservation and sustainability within their movement work.
5. White Aspiring Allies connect the dots between #JaggedJustice and the way in which they understand and approach their work.
6. Acknowledge and address in concrete ways the continued impact of internalized structural racism.
7. Acknowledge and address the ways in which people of color continue to be "misrecognized" as non-human and therefore as non-citizens.
8. Leverage multiple social media platforms to promote #JaggedJustice, raising public awareness through community organizing actions to link personal and organizational messaging across movements
9. Work in teams of 5-7 and then each person can opt to split off and form another group of 5-7 persons to take a variety of actions. Continue to split off in groups in this way to amass support and actions nationally. Each group should schedule regular meetings for updates and grow actions.
10. Each group should seek out opportunities to meet with, engage and challenge those who have not yet embraced anti-racism/anti-oppression concepts.
11. Attend check in meetings with the Women of Color Network, Inc. to share your actions and outcomes.

