

Workshops

Friday, June 30, 1:30 p.m. to 2:30 p.m.

Racial Equity Training

Capitol View Room (Fourteenth Floor)

State and Chapter Leaders are invited to learn about the **Intercultural Development Inventory (IDI)**, an assessment tool that measures individual and organizational intercultural competence. Restore Forward/Black Women's Blueprint utilizes IDI as both a measurement and developmental tool to empower individuals and organizations to become more effective leaders and team members. Our approach to justice work is based on a developmental model that allows each person to grow towards greater intercultural competency based on their unique starting point. IDI then allows RF/BWB to be even more responsive to the unique needs of mission based organizations.

GOAT (Greatest of All Time) Fundraising – Learn How Your Chapter Can be Successful

Wilson (First Floor)

Do you need ideas and inspiration on how to raise money for chapter actions and operations? Join the NOW Membership and Chapters Committee for an informal crowdsourcing session on low cost/low effort fundraising efforts. Learn what's worked (or flopped miserably) for other chapters, whether big/small, rural/urban, or somewhere in between. We hope to encourage members to show and share their experiences with low-cost, low-effort projects that chapters can do to raise non-dues revenue while promoting NOW's core issues. Activists will learn and share ideas for simple fundraising initiatives that they can try at the local chapter level. They will also discover how to tie those projects to NOW's six core issues --such as selling buttons/stickers at a Pride march or partnering with a local tattoo shop to host a Bodily Autonomy fundraiser.

Moderator – Katonya Hart, with Rose Brunache, Kim Villanueva

ERA Media Outreach and Messaging Strategies

Harrison (First Floor)

Reporters and media outlets are more focused on ERA being recognized as part of the Constitution. Come share strategies on local and national efforts to reach mainstream media and boost social media outreach with events, op-eds, petitions and regular actions. Come share strategies on local and national efforts to reach mainstream media and boost social media outreach with events, petitions, op-eds and regular actions. Activists will be encouraged to return home and write op-eds and organize meetings with reporters, editorial board and other outlets to pitch ERA, with information about ERA already ratified and approved by the states and focusing on Congressional action. This will be facilitated as a brainstorming, interactive session rather than expert presenters with activists who can talk about ERA from the LGBTQ+, Generation Ratify and abortion rights lens highlighting ERA messages that are inclusive of all people.

Co - Moderators – Kathy Bonk and Rachel Jones, with Lisa Sales

Plan C Self-Managed Abortion Information Session

Jackson (First Floor)

The Plan C SMA 101 Info Session is an interactive introduction to self-managed abortion with mailed abortion pills. This workshop covers the basics of self-managed abortion and medication abortion and discusses some of the available resources. Participants will leave this session with a basic understanding of 1) what abortion pills are and a general understanding of what mifepristone and misoprostol do; 2) how to find mailed abortion pill options using the Plan C Guide to Pills, 3) resources to make decision-making and implementation processes, more informed and 4) information on how to get more involved in advocating for increased access to mailed abortion pills through Plan C. Spread information about abortion pills by mail using Plan C stickers and mini-flyers with QR codes linking directly to the guide to pills.

An update on the legal status of mifepristone, one of two medications used in self-managed abortion, will be reported. A challenge to the FDA's approval of mifepristone twenty years ago, was made by a Texas judge, partially affirmed by an Appeals Court. but a stay made by the Supreme Court as of late April assures continued use of the medication.

Moderator – Triana Arnold James, with Imani Wilson-Shabazz

Censorship of Sexual Freedom – How to Fight Back

Liberty (Fourteenth Floor)

Censorship of sexual expression is under attack all over the US. Join the Woodhull Freedom Foundation to learn how to recognize deceptive language in legislation and policies being promoted in various states. Censorship is everywhere. It is not just a First Amendment violation; it's a human rights violation. Panelists will discuss how to employ a human rights framework to fight censorship at the local, state, and federal levels. We will focus on the impact of censorship and highlight opportunities for cross-movement strategies to fight against censorship. Participants will learn about the tactics used by censors to limit free speech. Participants will identify three rights from the Universal Human Rights Declaration that protect their freedom of expression. Also, participants will leave with information about pending legislation and opportunities to engage in supporting or stopping them. We will also give out a list of resources for organizations tracking censorship and materials for sharing about censorship online. Action items: speak up, put banned books in Little Free Libraries, use the media in sending op-ed and letters to the editor, get involved locally with your advocacy and run for school board or library board.

Moderator – Mandy Salley, with Ricci Levy

Building Diverse Collaborations – Ways to Reach Out

Madison (First Floor)

How do we form collaborations between diverse groups? How do we ensure equitable participation? How do we build trust? These are the questions embedded in strong cross-cultural and racial-justice

work. This workshop will explore how collaborations between diverse groups are working in rural Minnesota, some of the common barriers to effective collaborations and it will provide tools for exploring how to build collaborations in any community. Much of the work on racial equity is being done in metropolitan areas where diversity levels are higher. However, there is a huge need to figure out better ways to collaborate in rural communities also. This session will explore the difficulties of forming true partnerships between diverse communities, especially in rural areas. It will do this by introducing a Continuum of Collaboration. True collaborations should be about shared goals and objectives, but many collaborations are about the goals of the lead partner. Identifying how this is a part of White supremacy culture and ways to interrupt these processes and to create more equitable partnerships is a key component of the session. In addition, we will talk about the difficulties many rural communities have in forming collaborations with BIPOC community members. Participants will take away specific tools on addressing white supremacy culture and information on how to grow true collaborations, with a step-by-step guide.

Moderator - Renee Cardarelle, with Grace Worwa, Lydia Kolness

Three Realities: *Dobbs* Threatens Health, Women as Second Class Citizens and Clinic Violence

Lincoln Hall (Lower Level)

The U.S. Supreme Court with the 2022 *Dobbs* decision overturned *Roe* and *Casey* and told the states they can decide whether abortion is legal. The ruling also stated that sex-based discrimination is not covered by the Constitution's Equal Protection Clause, throwing into question laws and court rulings affecting women based on the 14th Amendment's Equal Protection Clause. Both actions have pushed women solidly back to second-class citizens status and made clear that we must have an Equal Rights Amendment in the Constitution. Abortion bans and restrictions vary by state, with vagueness of state laws creating confusion. Pregnant people must travel long distances and medical providers sometimes do not know if they can legally provide care. In addition, loud and threatening protestors are still demonstrating at women's health clinics, endangering staff and

patients. Since 1977, there have been 11 murders, 42 bombings, 196 arsons, 491 assaults, and thousands of incidents of criminal activities directed at patients, providers, and volunteers. Experts will bring us up to date and make recommendations.

Moderator – Kobby Hoffman, with Stacie Ballentine, Anne M. Coughlin

Saturday, July 1 – 4:45 p.m. – 5:45 p.m.

Racial Equity Training

Capitol View Room (Fourteenth Floor)

State and Chapter Leaders are invited to learn about the **Intercultural Development Inventory (IDI)**, an assessment tool that measures individual and organizational intercultural competence. Restore Forward/Black Women's Blueprint utilizes IDI as both a measurement and developmental tool to empower individuals and organizations to become more effective leaders and team members. Our approach to justice work is based on a developmental model that allows each person to grow towards greater intercultural competency based on their unique starting point. IDI then allows RF/BWB to be even more responsive to the unique needs of mission based organizations.

Presented by: Farah Tanis, Sarah Aron-Diaz and Melody Monterio

Women Burnout – How to Regain Control and Claim Your Wellness

Wilson (First Floor)

It's an unfortunate fact that women experience burnout at significantly higher rates than men due to a number of factors such as gender requirements to prove themselves twice as hard for the same pay and recognition in professional roles. With this being said, it's essential for women to prioritize their health and wellness in order to prevent burnout from occurring. Taking responsibility for one's own wellbeing involves eating a balanced diet, maintaining an appropriate weight, making sure proper nutrition and sleep are consistently practiced, and most importantly engaging in activities solely for your own happiness. Ultimately, with the slow advancement of equality in our society a great emphasis must be placed on self-care so that the

negative effects associated with burnout can be alleviated.

These can be done in-person or virtually: Provide free wellness workshops to teach women how to embed self-care into their already busy schedules. Provide nutrition classes to teach women how to properly prepare meals that are healthier for them and their families. Partner organizations that teach self-care (mental, emotional, and physical) so that they can educate those in the community about burnout and how to recognize and treat it.

Moderator – Femala Fleming, with Julia Baly

Thirty Years of VAWA Success – More Challenges Ahead

Harrison (First Floor)

The landmark Violence Against Women Act of 1994 (VAWA) brought together a powerful national movement to end domestic violence and sexual assault, ending society's view that gender-based violence is private matter rather than a public concern. The law helped to develop a coordinated community response in every state to protect and assist survivors of intimate partner violence, dating violence, stalking, and sexual assault. VAWA set up the National Domestic Violence Hotline (800-799-SAFE) that, together with other DV hotlines, receives 20,000 calls a day and has undoubtedly saved many lives. Over the years, domestic violence rates have declined, but recently rates began to climb. Of particular focus: immigrant women escaping violence, tribal authority to address violence against women and Missing and Murdered Indigenous women. Expert panelists will describe VAWA's most important programs, note successes, and identify areas of concern and which need attention. Grassroots support for local programs and services is critically important. NOW activists were essential to the '94 passage of VAWA, and we must pledge to continue our important work to end sexual and domestic violence against women. Also discussed will be the new U.S. National Plan to End Gender-Based Violence: Strategies for Action.

Moderator - Kimberly Adams, with Rachel Graber, Casey Swegman, Shannon Holsey

Resisting A Patriarchal Economy with Joy

Jackson (First Floor)

We will share ways women are organizing to redefine banking, business and corporate structure, and definitions of “workers.” As those earning dollars for renting out time in their lives to capitalists who all but own them. What makes the US so tolerant of poverty and non-stop work, paid and unpaid? A growing number of diverse women suggest more democratic paths and patterns, diverging from old patriarchal business paradigms that require – and even maintain and preserve inequality. We want more women to know about their own economic history, and its relevance to alternatives. Women are re-organizing banking, business ownership, finance and coalition building – particularly when engaged with community need, life/work balance, and sharing common resources. Women can better challenge indifferent US public policies built on a legacy of racism, binary-sexism, and slavery that divides us, by first ending economic separation from the planet’s life-diversity and our own. Our methods: Zoom of Our Own conversations introduce economic topics and models how to talk about them and learn more. Learning Circles are small group economic consciousness-raising on an economic topic that builds skills and peer learning. Resource: [Blog — Screwnomics*: How the Economy Works Against Women and Real Ways to Make Lasting Change](#)

Moderator - Katonya Hart, with Rickey Gard Diamon, Georgia Kelly, Farah Tanis, Andria Barrett

Chapter Development Utilizing Membership Lists

Liberty (Fourteenth Floor)

This workshop will focus on strategies to retain and build membership in NOW chapters at the state and local levels. Attendees will learn from experienced chapter leaders who will share their insights on how to use and improve chapter membership lists to engage and inspire members. The discussion aims to help chapters understand the steps they can take to ensure their membership lists are accurate, memberships are renewed, and chapter leaders can reach out to members to engage them in activities that support NOW's efforts. This includes outreach for protest participation, communication with local and federal

legislators and officials, and engaging in Get Out The Vote (GOTV) activities. If you want to learn how to build and maintain an active and engaged chapter, this workshop is a must-attend. You'll gain practical insights **on** how to effectively utilize membership lists and engage members in NOW's important work towards gender equality.

Co-moderators - Diane Lebedeff and Suzanne Southard, with Rose Brunache

Creating Solidarities through Diverse Friendship Circles

Madison (First Floor)

Focused on the values of building friendships across identities and differences and celebrating differences of identities to sustain a robust democracy while challenging systems of oppression that divide and isolate people. This workshop hosts panelists that will share their experiences of engaging within BIPOC circles, highlighting the values of deep listening and thoughtful responses on gender, race, and sexual oppressions and their vexed intersections. In this workshop, you'll learn to share personal experiences of gender, race, or sexual oppressions and discover connections and differences, intersections of privilege and othering. By building friendship circles that are diverse, inclusive, and foster collaborations, you'll foster a robust democracy by cutting through divisive systems.

Moderator - Pramila Venkateswaran, with Lauren Rusk

Want ERA Success? Look to the States!

Monroe (First Floor)

This workshop will focus on the recent victories of the Equal Rights Amendment (ERA) in various states and how attendees can replicate that success in their own states. The panel will feature advocates and ERA experts from Nevada and Virginia, which were among the latest states to ratify the Amendment. Participants will gain insights into the strategies that were successful in passing the ERA in these states and learn how to mobilize support for the federal ERA. The workshop will equip attendees with practical steps they can take to support the ERA movement, including proposing or enforcing state-level ERAs, joining the fight for the

federal ERA by engaging with the new Congressional ERA Caucus, supporting upcoming state-level ERA ballot initiatives, and passing state and local resolutions in support of the federal ERA as the 28th Amendment. If you're passionate about the fight for gender equality and want to be part of the ongoing efforts to achieve full constitutional protections for women, this workshop is a must-attend.

Moderator - Kate Kelly, with Jeri Burton, Lisa Sales, Ting Ting Cheng

