



What is #WeMustHealOurselves?

The We Must Heal Ourselves Initiative was founded, as a 400+1 program, in October 2018, after Brett Kavanaugh's appointment to the United States Supreme Court following sexual assault accusations. Kavanaugh's accuser, Dr. Ford, attested to his assault of her before the Senate, reminding the country of and re-sparking conversations about Anita Hill's courageous plight of the same nature in her battle against Supreme Court Justice Clarence Thomas. This sparked outrage and was a catalyst for mass conversation around accountability and consent, triggering many survivors of sexual harm. One noticeably missing element of the conversation was the voice of Black survivors. Just this year, more evidence of R.Kelly's abuse of young, Black girls surfaced, highlighting just how little society cares about protecting Black women and demanding accountability from those who harm them. Now, #WMHO is taking on the national sexual assault clearance controversy and local miscarriages of survivor justice in Austin and Houston, Texas.

#WeMustHealOurselves has tasked itself with:

- Honoring the power and momentum of this moment; demonstrating the power of collective action
- Empowering survivors of sexual harm to raise political consciousness, shift the political climate and turn community attention toward systemic alternatives to the criminal justice system
- Carving out emotional and psychological capacity for marginalized communities to engage the issue of survivor justice
- Demanding healing and reconciliation as a prerequisite for individual and community growth and rebuilding

#WeMustHealOurselves is applying an abolitionist and healing oriented framework for justice in pursuit of reconciliation and acknowledgment for survivors. This campaign will prioritize Black survivors of sexual harm, individuals who are silenced and neglected in traditional survivor and feminist campaigns.

The National Exceptional Clearance Controversy

In November 2018, investigative journalists discovered that law enforcement agencies across the nation are abusing components of case classification systems in a way that boosts their clearance rates. Traditionally, representatives of police departments use clearance rates to illustrate their effectiveness as law enforcement agencies and often cite said rates as justification for increased allocation of funds from city government to the department. In this investigation, it became apparent that not only are those rates not always reliable support for such arguments or claims, but that victims/survivors of the crimes law enforcement agencies choose to “exceptionally clear” are often exploited, neglected, and left without acknowledgement and closure as a result of department hyperfocus on producing favorable numbers. Even more specifically, those survivors are often of sexual assault.

An exceptional clearance is a classification defined by the Federal Bureau of Investigation using the following criteria:

1. Has the investigation definitely established the identity of the offender?
2. Is there enough information to support an arrest, charge and turning over to the court for prosecution?
3. Is the exact location of the offender known so that the subject could be taken into custody now?

4. Is there some reason outside law enforcement control that precludes arresting, charging and prosecuting the offender (for example, suicide, deathbed confession, double murder, etc.)?¹

Exceptional clearances, while not illegal and condoned by federal law enforcement, can be abused because according to the investigation, the reporting system that sixty percent of law enforcement agencies in the nation use does not differentiate between arrests and exceptional clearances or closed cases. Departments across the nation know that there exists a case closure classification that is meant to be used sparingly and in cases in which, for example, a suspect has died and can't be arrested or is already incarcerated, but can instead be used to give them undeserved credit for closing cases they simply haven't solved. Departments across the nation have also decided that survivors of sexual assault are appropriate collateral damage of their corruption. There aren't clear answers as to why the FBI has not required law enforcement agencies, universally, to transition from the system that supports this corruption-UCR-to its already developed (and used by 40% of law enforcement agencies in the country) newer system that does feature mechanisms that support differentiation, the National Incident Based Reporting System.

What we do know is that the agencies who have failed to transition “serve” cities with some of the largest, and most diverse, populations and that the FBI's failure to force that transition and hold law enforcement agencies accountable has resulted in a culture of policing that further marginalizes women and survivors of sexual harm. We also know that, even if the U.S. Department of Justice or the FBI required all of these departments to transition to the new reporting system, their reports would still be missing data that indicates how many of the cases that they clear are considered “unfounded.”² This is significant because through the multiple investigations of this phenomenon, misogyny, sexism, and victim blaming were found to be prominent components of the culture of policing involved in responses to sexual assault cases that were eventually cleared, meaning that some cases could have been considered unfounded just because the detectives and officers investigating them were biased against and refused to believe survivors.³

¹ <https://www.propublica.org/article/how-we-analyzed-rape-clearance-rates>

² <https://www.newsyp.com/stories/case-cleared-rape-suspects-walk-free/>

³ <http://m.startribune.com/a-better-way-to-investigate-rape-denied-justice-part-eight/501636971/?fbclid=IwAR3ond5fg4K44Wx2spZK8h82M9IU0oYCeaYfs2v5IW0g473NRARofjpN2gw>

How Austin Fails Survivors

One hundred and three law enforcement agencies were contacted to provide data for the national investigation that produced these revelations. [Sixty four obliged](#) and thirty nine didn't.⁴ Of those that reported, some of the cities that were greatest cause for alarm were Wichita Police Department (ranked first in terms of exceptional clearance rate), Oakland PD, Baltimore PD, and the Austin Police Department. The information that they provided investigators and journalists highlighted the unhealthy level of autonomy that police departments, detectives, and even individual police officers have in deciding how and when they will police. It further exposed the lack of accountability that the criminal justice system has to the communities it claims to serve and protect, across the board. Highlighting the lack of transparency and community oversight even further, was the apprehension and refusal of the Austin Police Department, specifically, to grant access to case files (with redacted names and addresses to protect the identity of survivors) so that investigators could corroborate its claims that its alarming use of clearance rates is a result of survivor unwillingness to cooperate with APD investigations.⁵

Though Austin Police Department didn't share access to the files, we know from the data it did provide, that in 2016, it claimed a sexual assault clearance rate of 51%, but actually only made arrests in 17% of the sexual assault cases that were filed that year. That means that the same year the City of Austin allocated funds for a 1% pay increase for sworn officers, devoted 71% of the general fund of the City of Austin budget to public safety, and signed over \$906.7 million dollars to Austin Police Department⁶, Austin law enforcement used the exceptional clearance loophole to close a staggering one third of survivor's cases. The city's allocation of funds was partially based on Chief Brian Manley's June testimony before Austin City Council in which he explicitly and intentionally pointed to his department's clearance rate of violent crimes, claiming it far above the nation's average. We also know that 2016 wasn't the only year that Austin Police Department boosted its clearance rates and failed to protect "public safety." In fact, Sergeant Liz Donegan, an Austin police officer for twenty six years, and former head of Austin Police Department's Sex Crimes Unit says that she was repeatedly instructed to inappropriately use the exceptional clearance classification to boost Austin's clearance rates in order to meet the national average. Ultimately, Donegan claims she refused to follow orders and; as a consequence, was transferred out of the Sex

⁴ <https://www.news1.com/stories/case-cleared-rape-suspects-walk-free/>

⁵ <https://www.kut.org/post/cleared-rape-case-austin-not-always-solved-investigation-finds>

⁶ <http://www.austintexas.gov/edims/document.cfm?id=235522>

Crimes Unit. The year she was transferred, 2012, Austin's clearance rate spiked by **fifty** percent; a false improvement comprised **entirely** of exceptional clearances.⁷ Since 2012, Austin Police Department has exceptionally cleared over fourteen hundred cases of sexual assault. That's **fourteen hundred survivors** who did not get the justice they sought from APD because the department chose to close their cases without resolution.

Though the initial journalistic investigation examined only data from 2012 to 2016, the Department of Public Safety audit of Austin Police Department that followed examined one hundred sexual assault cases handled by the department in January, November, and December of 2017. It found that APD's classification of thirty of those cases as exceptionally cleared wasn't even in alignment with the FBI's criteria.⁸ By its own definition, APD is corrupt.

Austin Police Department isn't the only entity that stands responsible for marginalizing survivors of sexual assault. The Travis County District Attorney's Office has also repeatedly failed to hold itself to standards that result in survivor healing or "offender" accountability. In fact, when APD actually does make an arrest, the District Attorney's Office often refuses to prosecute, leaving survivors without closure and failing to offer offenders an avenue through which they can repair the damage they've done to other individuals and the community.⁹ Actually, those employed at the District Attorney's Office struggle to maintain client confidentiality or even believe and respect the stories of those it claims to represent. Recently, a lawsuit was filed against the office for its mishandling of a sexual assault case and its slander of the survivor who entrusted the office with her case.¹⁰ In fact, First District Attorney Mindy Montford was caught on tape making disparaging remarks about her own client and sharing misinformation about her case.

This disdain for and neglect of the survivor community should come as no surprise given Austin's and even Texas's history of mishandling survivor justice. Until 2011, Texas law enforcement agencies had a backlog of almost twenty thousand rape kits associated with cases dating back to the 1990's. That year, the Texas legislature passed a law requiring agencies to complete testing of the kits that constituted the backlog, but failed to pass any legislation that prevented backlogging as a recurring issue. Now, eight years later, Texas agencies have still yet to prioritize test completion of the kits they were mandated to test.

⁷ <https://www.kut.org/post/cleared-rape-case-austin-not-always-solved-investigation-finds>

⁸ <https://www.statesman.com/news/20190114/austin-police-still-mum-after-dps-delivers-audit-report-on-sexual-assault-cases>

⁹ <https://www.austinchronicle.com/news/2019-02-08/council-calls-for-audit-of-apd-rape-cases/>

¹⁰ <https://www.kut.org/post/sexual-assault-survivor-accuses-travis-county-prosecutor-lying-about-her-case>

There are over two thousand kits remaining from that initial and one time inventory.¹¹ In 2017, Austin Police Department, specifically, had a backlog of over four thousand rape kits, also dating back to the nineties. The kits were so neglected that they had begun to mold in refrigerator in which they were abandoned.¹²

Austin Mayor Steve Adler and Austin City Council have done the [bare minimum](#) in response to Austin Police Department's continuous failure of the survivor community, just as they are inexplicably apprehensive to hold the department accountable for its obvious oppression of the overlapping POC and economically disadvantaged communities of Austin. There have been no consequences for leadership at APD and the Council mandated no interim changes, measures of accountability, or mechanisms to ensure transparency for the duration of what will be the third investigation of Austin Police Department's handling of sexual assault cases.

How Exceptional Clearance Abuse Further Reinforces the Case for Restorative Justice

The national controversy surrounding the abuse of exceptional clearance classification, the FBI's reporting system, and the U.S. Department of Justice's failure to ensure transparency strongly reinforces long-presented evidence that policing, prosecution, and the traditional criminal justice system aren't effective systems of victim-survivor acknowledgement and healing or victim-offender accountability and rehabilitation.

Only one in three survivors of sexual assault report the harm that was committed to the police. In Black communities, that number is significantly lower, with only one in sixteen Black women reporting their assaults to law enforcement, though studies show that at least forty percent of Black women experience sexual violence.¹³ Moreover, Black transwomen are not only far more likely to experience sexual violence and choose not to report it to the police, but thirty two percent of the Black trans community report experiencing sexual harm at the hands of the very system that is supposed to protect it.

This lack of trust is further evidenced by Austin Police Department's own claim that it's exceptional clearance rate can be blamed on lack of survivor cooperation with the department¹⁴, a claim that has yet to be substantiated, but relies heavily on common understanding of the weak

¹¹ <http://www.endthebacklog.org/texas>

¹² <https://www.kvue.com/article/news/local/austin-police-now-caught-up-on-rape-kit-backlog-reported-in-2017-chief-manley-says/269-537034677>

¹³ <https://endrapeoncampus.org/new-page-3>

¹⁴ <https://www.austinchronicle.com/news/2019-02-08/council-calls-for-audit-of-apd-rape-cases/>

relationship between police and survivors. The intuitive choice of survivors to avoid police departments in seeking healing, accountability and closure is validated by the victim blaming language and behavior the department and district attorney's office use and exhibit. That behavior includes posting pictures of survivors on a wall in APD's sex crimes unit to shame them for what officers felt were lies about their experiences.¹⁵ It stands to reason that if community oversight of police practice, policy, and behavior is established, we would have fewer instances of survivor marginalization as well as transparency that offers greater insight into department choices. Better yet, complete divestment from policing and investment in community driven alternatives would offer healthier justice outcomes and greater trust in justice seeking institutions.

Outside of Austin, detectives and prosecutors admit to being biased against survivors who report their assaults to their departments; struggling to believe their stories to be true because of details omitted from the memory of traumatized victims .¹⁶ This speaks to how unqualified those in these positions of power are. Aspects of sexual assault and its aftermath that they must be trained on and exposed to are naturally understood by the members of directly impacted communities who should be leading and facilitating processes of justice for themselves. This is supported by research that suggests that law enforcement agencies struggle to ask interview questions of survivors that are sensitive to their experience and informed by the psychology of sexual assault. Survivor engagement driven by survivor communities would address this challenge presented by the failure of traditional responses to sexual assault.

We should ask ourselves on what, if not solving sex crimes, are law enforcement agencies using the resources allocated them? The answer can be found in data that illustrates the U.S. criminal justice system's disproportionate incarceration of Black men and women who commit nonviolent crimes.¹⁷ For Austin, clues can be located in research that reveals that Austin Police Department use traffic stops to disproportionately target Black folk.¹⁸ Austin's police force is also exceptionally racist and notoriously brutal.^{19 20 21 22 23 24 25 26}

¹⁵<https://www.thedailybeast.com/no-justice-at-all-class-action-lawsuit-says-austin-officials-failed-female-rape-victims>

¹⁶<http://m.startribune.com/a-better-way-to-investigate-rape-denied-justice-part-eight/501636971/?fbclid=IwAR3ond5fg4K44Wx2spZK8h82M9IU0oYCeaYfs2v5IW0g473NRARofjpN2gw>

¹⁷ <https://www.sentencingproject.org/criminal-justice-facts/>

¹⁸<https://www.statesman.com/news/20190308/austin-police-data-show-hispanics-blacks-more-likely-to-be-searched-in-traffic-stops>

¹⁹<https://www.statesman.com/news/20181219/austin-police-officers-found-not-guilty-in-excessive-force-case>

²⁰

<https://www.nbcnews.com/news/us-news/austin-police-chief-sickened-violent-arrest-breiaon-king-n614586>

²¹<https://www.statesman.com/news/20160915/david-joseph-shooting-mother-sues-austin-former-police-officer>

Despite the common misconception that the abolition of prisons and police will result in chaos, anarchy, and a lack of accountability for harm done to our communities, survivors have consistently reported a deep satisfaction with and preference for alternative and community driven responses to the sexual harm they experience.²⁷ ²⁸Commonly accepted tools such as the National Sexual Assault Hotline already have the infrastructure to replace the use of 9-1-1 for survivors. Hotlines and alternative numbers made available for survivors to call after experiencing sexual harm are an opportunity for them to be redirected to the resources that they feel they need; resources that include health care, therapy, and restorative justice. Programs that could help offenders fulfill restorative justice program requirements and fulfill the wishes of those they harmed also already exist and significantly outperform the criminal justice system.

To further the argument, many published studies unanimously agree that survivors need to “tell their own stories,” conduct their own investigations, experience validation as legitimate victims, actually observe offender remorse for harming them, receive support that counteracts isolation and self blame, and above all have choice and input into the resolution of their violation. According to the National Online Resource Center on Violence Against Women, “victim sensitive justice capable of responding to these needs would involve processes that respect [survivors] as autonomous persons, individualize both their needs and the appropriate community responses including avenues for offender accountability, censure, and material reparation if desired, protect physical safety, reduce potential reabuse, and maximize offender fulfillment of commitments.” The criminal justice system has not proven itself capable of fulfilling that criteria, but restorative justice has.

Police and prisons don’t work. It’s time that we define what public safety actually looks like and begin crafting systems that reflect the answer.

²²<https://www.statesman.com/news/20180816/austin-police-officer-who-killed-morgan-rankins-wont-face-criminal-charges-da-says>

²³<https://www.kxan.com/news/crime/family-of-man-shot-several-times-by-apd-officers-arent-allowed-hospital-visits/994683437>

²⁴<https://www.statesman.com/news/20160922/austin-city-council-settles-for-600000-in-larry-jackson-shooting>

²⁵https://www.kxan.com/news/local/austin/community-activists-rally-around-man-punched-by-austin-police-officers_2018031208012633/1031522224

²⁶https://www.statesman.com/NEWS/20180109/Lawyer-accuses-Austin-police-of-racism-in-civil-trial-over-jaywalking-arrest?fbclid=IwAR11TVstDwVr9swKvrzMt4JS3f04hYOn16Mw7vkEjuT-Bd0ibJxgM4D_rwQhttps://w

²⁷ http://www.antonioacasella.eu/restorative/Koss_Achilles_2011.pdf

²⁸<https://publichealth.arizona.edu/sites/publichealth.arizona.edu/files/14%2004%2024%20RESTORE%20On-line%20published.pdf>

#WeDemand and #WeProvide

Demands:

1. Justice for Survivors
2. The requirement of law enforcement agencies nationwide to transition to the National Incident Based Reporting System ([Precedent](#))
3. Data on exceptional clearance practices from the thirty four law enforcement agencies that refused to share said practices with Newsy
4. No more money for Austin Police Department in the City of Austin's 2019-2020 proposed budget
5. Divestment from Austin Police Department's sex crimes unit and investment in:
 - a. The creation of a survivor and sex crimes specific position at The Office of Police Oversight ([Precedent](#))
 - b. Institution-wide training for city funded institutions on survivor sensitivity, eliminating misogyny and sexism from institutional environments, and city inflicted trauma on survivors
 - c. The creation of a survivor review board to which APD must submit sexual assault cases before clearing them
 - d. The creation of an independent, community driven agency of survivor justice support of Austin-based alternatives to 9-1-1 for survivors ([Precedent](#))
6. A published and community accessible timeline for the investigation to be conducted by an independent entity that was mandated by the city's recent resolution
7. Commitment from Austin City Council and City Manager, Spencer Cronk, to actual and specific consequences for employees of Austin Police Department implicated in the mishandling of sexual assault cases by the results of said investigation
8. The adoption of the National Incident Based Reporting System by Austin Police Department ([Precedent](#))
9. The termination of Brian Manley from Austin Police Department (APD Chief June 2018-Present)
10. The termination of Art Acevedo from Houston Police Department (APD Chief 2007-16)
11. A report on knowledge of clearance rate processes, sexual assault clearance rates, and exceptional clearance rates from Mayor Adler indicating when and how much he knew about Austin Police Department's practices
12. The termination of Travis County Assistant District Attorney Mindy Montford
13. Travis county pre and post trial diversion to programs that offer offender-victim dialogue, conferencing, and sentencing circles ([Precedent](#))

14. Allocation of twenty percent of the public safety budget to community driven programs that address sexual harm and offer alternatives to Austin Police Department

Programs, Initiatives and Events:

1. We Must Heal Ourselves Community Response Institute: The We Must Heal Ourselves Community Response Institute will offer alternatives for survivors, offenders, and their communities through community hotlines, independent investigation, health clinics, group and individual therapy, sharing circles, victim-offender dialogue, victim impact panels, conferencing, and accountability circles. The institute will utilize volunteer efforts, organizational collaboration, and community support to redefine and truly demonstrate what #safetyforsurvivors looks like.
2. Believe Survivors Training: #WMHO will conduct a Believe Survivors Training on sexual harm, its prevalence, and statistically supported responses for city employees, ally communities, and survivor communities respectively.
3. Case Cleared Screening: #WMHO will screen “Case Cleared”, a documentary and expose on the national sexual assault clearance controversy.
4. Statistics for Black Survivors: Statistics for Black Survivors will spearhead a research initiative that uplifts the voices and narratives of Black survivors for whom the research community has failed to represent.
5. The Burden of Proof Event: The #WMHO campaign will host events at which the community can discuss root causes for and alternative solutions to the “burden of proof” imposed upon survivor communities.
6. The Listening Project: The listening project is an interview series, research initiative, and podcast that documents survivor stories in ways that are both guided by and healing for survivors.

Next Steps for Planning Committee Members

1. **Publish E-Blast with Next Steps for #WeMustHealOurselves**

2. **Make a statement in support of survivors and against the abuse of exceptional clearances using #WeMustHealOurselves.**
3. **Share #WMHO campaign images (See Kristina), demands and upcoming events**
4. **Contact previously engaged #WMHO contributors**
5. **Research best practices for survivor focused campaigns and review #WMHO guide, events, forms and adjust language where needed**
6. **Review #WMHO guide and agenda and identify opportunities for research. (Focus groups, studies, bases for abstracts, etc...)**
7. **Coordinate base building activity and volunteers (Please see base building forms, graphics, checklists, and spreadsheets)**
8. **Coordinate direct action and volunteers (Please see corresponding material)**
9. **Coordinate survivor engagement (Please see corresponding material)**
10. **Coordinate digital activism (Please see Kristina for media kit and digital material)**
11. **Faces Campaign Development and Coordination**
12. **Plan and implement next steps for Phase 2 and 3 of #WeMustHealOurselves**

Next Steps for Base Building Volunteers

1. **Schedule one on ones with members of the Black community in Austin. This is an opportunity to really mobilize a base of folx who are consistently neglected and overlooked in Austin organizing! Sometimes, organizing really is as simple as having a conversation and sharing information and it's important that we see our own community as the most influential and crucial component of a winning campaign.**

Here's how to do it:

Complete this [form](#).

Share this graphic. (Kristina, we need a graphic for people to advertise that they are doing one-on-ones. Something like "Let's Talk About Healing" with most pertinent #WMHO information)

Consult this [checklist](#)

Add to and utilize this [spreadsheet](#)

2. **Reach out for organizational endorsements and participation. We need Austin City Council, APD, The Travis County District Attorney's Office, HPD, Houston City**

Council, and the U.S. Department of Justice to know that we stand united and are backed by all the folx who really matter! The people want a change. Survivors want a change.

Here's how to do it:

Complete this [form](#)

Share this graphic. (Kristina)

Consult this [checklist](#)

Add to and utilize this [spreadsheet](#)

Next Steps for Direct Action Volunteers

- 1. Help plan and attend a #WeMustHealOurselves Banner Drop. We want to literally shout our support for survivors from the rooftops and make sure our targets know they **will** be held accountable.**

Here's how to do it:

Submit this [form](#)

Share this graphic (Kristina)

Consult this [checklist](#)

[Show up!](#)

- 2. After participating in at least one banner drop, sign up to help plan and attend a #WeMustHealOurselves #TurnUpOnTealRow Action. Teal is the official color of sexual assault awareness and one of the primary colors used in 400+1 media and #WMHO campaign literature. Let's get people asking questions and thinking about what's happening around the nation by lighting up neighborhoods and #turningupontealrow.**

Here's how to do it:

Consult this [checklist](#)

[Show up!](#)

- 3. After participating in at least one banner drop, sign up to help plan and participate in one of our "Did You Know?" Disruptions! It's time for survivors' voices to be heard! We will not stand for the maintenance of status quo and business as usual**

while survivors are silenced, abused, and marginalized. It's time for us to ask residents of both Austin and Houston if they're aware of how local government, local police, and national law enforcement treat survivors and what they want to do about it!

Here's how to do it:

Consult this [checklist](#)

[Show up!](#)

Next Steps for Survivors

1. Help us plan or attend our Sacred Space Circles.
To help us plan, submit this [form](#)!
To attend, submit this [form](#)! But be sure to read the event description.
2. Help facilitate and attend the #WeMustHealOurselves Monthly Meetings
To attend, [just show up!](#)
3. Help us plan and host our monthly Survivor Dinners.
To help us plan, submit this [form](#)!
To attend, [just show up!](#) But be sure to read the event description.

Next Steps for Digital Activists

1. Help us maintain momentum online! It's super important that we create a sense of urgency around the issue of sexual harm and the prioritization of Black survivors' voices.

Here's how:

Submit this [form](#)

Next Steps for Artists

1. **Help our society SEE Black survivors of sexual harm. We need your talent for our top secret Faces project. Submit this [form](#) and we'll send you more information!**

Next Steps for Blackademics

1. **Join Scholars for Black Survivors in synthesizing research that highlights stories untold and better informs the movement! Get involved by submitting this [form](#).**

Next Steps for Healers, Social Workers, Therapists and Nurse Practitioners

1. **Help survivors of sexual harm heal through individual and group therapy immediately after they've been harmed and later in the healing process. Join the collective of mental health practitioners giving their time to community driven and restorative responses to sexual assault.
Sign up [here](#) (Mental health professionals)**
2. **Help us center spiritual and physical grounding in our efforts to heal ourselves through trauma informed movement, spiritual realignment, and meditation.
Sign up [here](#) (Spiritual practitioners)**
3. **Help us create trauma responsive environments and informed programming for survivors participating in the #WeMustHealOurselves campaign and programming.
Sign up [here](#) (Social Workers)**

Next Steps for RJ Facilitators

1. **We need you! Restorative justice facilitators are so crucial to this project. Without you, we can't show the world that prisons are obsolete. Without you, we can't show our people that we can heal ourselves! We need facilitators interested in organizing**

**and facilitating Survivor-Victim/Perpetrator-Victim Dialogue, Conferencing,
Accountability Circles, Sharing Circles, and More!
Sign up [here](#) (RJ Facilitators)**