

PCAR STATEWIDE CONFERENCE 2023

# Honoring resiliency and humanity

CONFERENCE MANUAL



# welcome!

Welcome to the Pennsylvania Coalition Against Rape's 2023 state conference! This is a wonderful opportunity to connect, share practices, hear new thoughts, and learn from each other. Our conference theme this year, Honoring Resiliency and Humanity, speaks to all you do to work toward preventing sexual assault, abuse and harassment and to respond to the needs of survivors and your tenacity in staying with rewarding but difficult work.

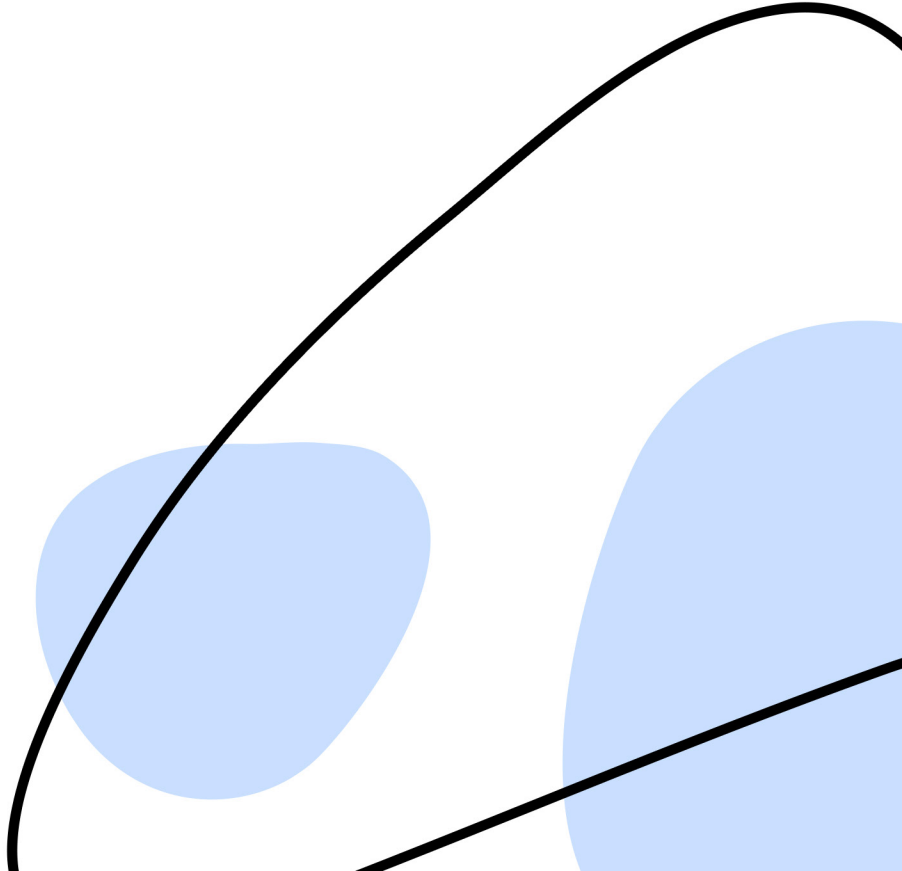
An eclectic group of presenters will enlighten us on a variety of topics, including systems advocacy, prevention, and services for child and adult survivors of sexual assault, abuse and harassment. Our wonderful plenary speaker, ML Daniels will share their experience and help us to see different perspectives in the work we do each day.

I am hoping that as you move through the conference you are also able to take time to honor your resilience and humanity. Visit our Wellness Room, giving yourself time and focus. Select workshops that will inspire and refresh you. In a very distracting world, challenge yourself to be present and stay in the moment with allies in the important collective work we are all committed to.

Warmest regards,



Joyce Lukima  
Coalition Director  
Chief Operations Officer

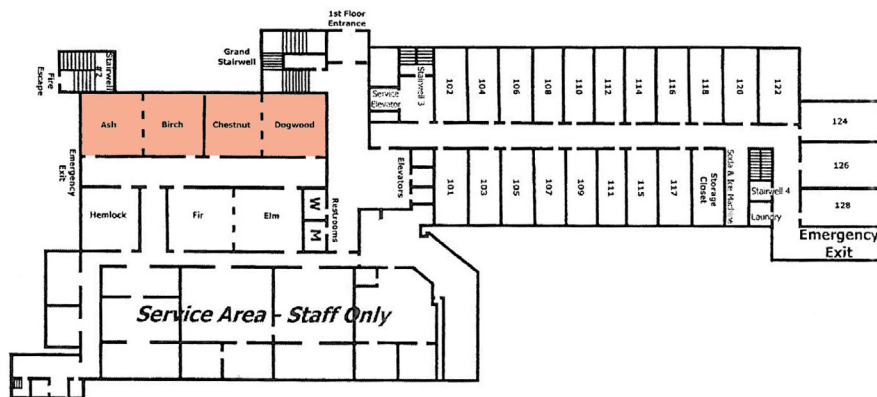


# agenda

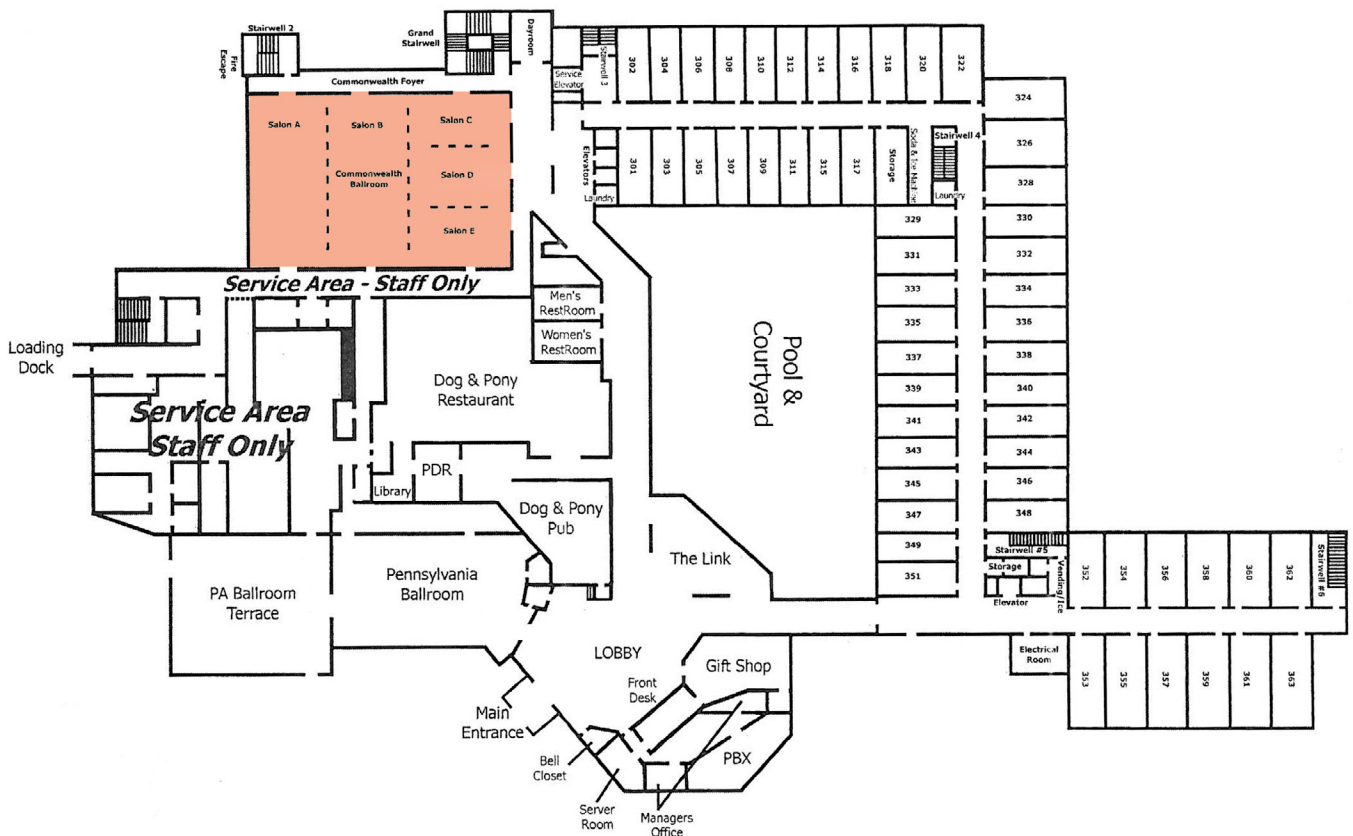
To review the State Conference Sessions, Speaker Biographies, and Overall Agenda, go to: <https://pcar.org/about-us/2023-pcar-state-conference>.

Below is a map of the Sheraton to help you navigate to workshops throughout the conference.

## First Floor



## Third Floor



# wellness

The content of a conference workshop could trigger unexpected or overwhelming emotional responses for participants. If you want to talk with someone, we will be providing options for connecting to help and resources. The wellness space will also offer additional resources and materials to support your self-care. Additionally, we will have emotional support dogs in the Wellness Room.

# evaluations

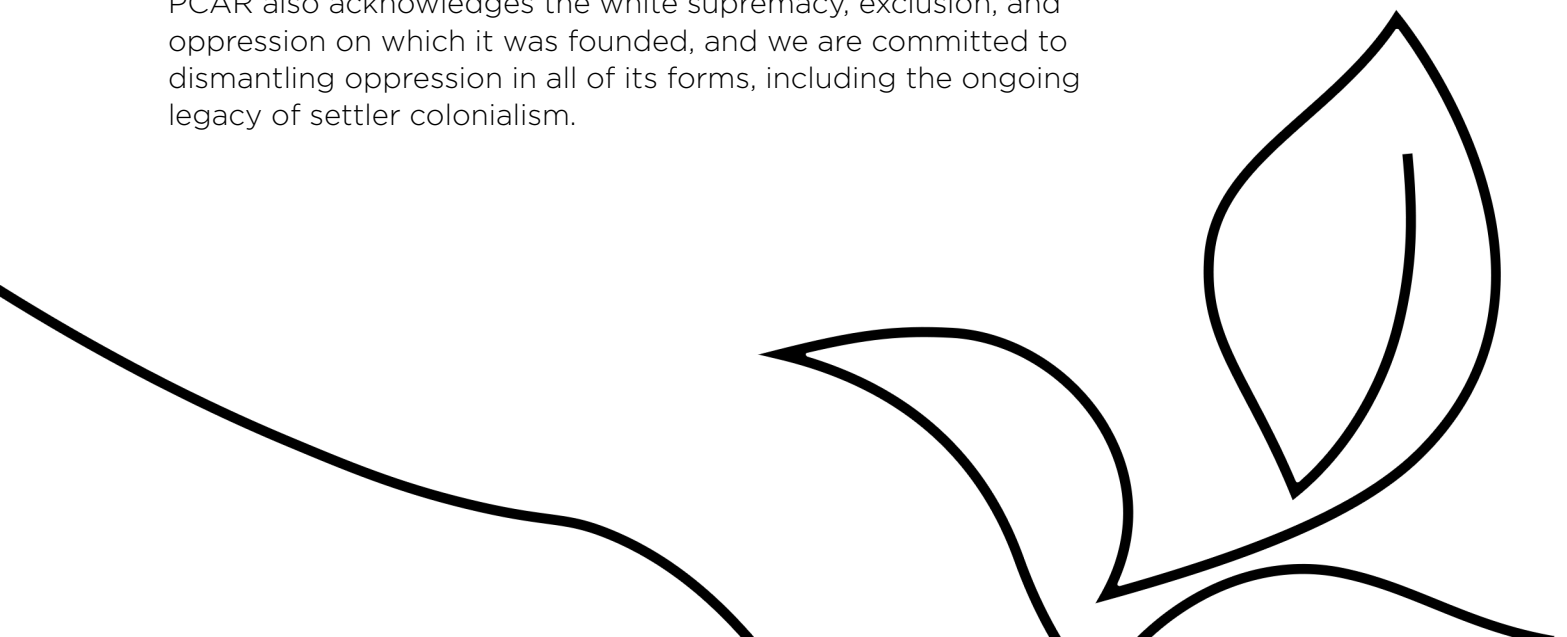
We recognize the importance of evaluating our work, and that includes this conference! We will send out an anonymous online evaluation survey following the conference. Your feedback will be used to guide the planning for future conferences, trainings, and networking opportunities.

# land acknowledgement

## **You are on native land.**

We wish to acknowledge the Susquehannock Tribe, the traditional custodians of our meeting place, Harrisburg, Pennsylvania. Just as we work to promote respect, safety, and sovereignty for each and every body, we respect the sovereignty of the Susquehannock, and the land they cared for. We cannot separate the violence against the communities who settled here long before the colonization of Harrisburg, and against the land itself, from sexual assault, abuse, and harassment we fight against every day.

PCAR also acknowledges the white supremacy, exclusion, and oppression on which it was founded, and we are committed to dismantling oppression in all of its forms, including the ongoing legacy of settler colonialism.



# community agreement

We're proud to host such a vibrantly diverse community at the PCAR State Conference, and we're fully committed to creating an inclusive and respectful space. We ask each attendee to help make this aspiration a reality.

## Here are some helpful tips:

- 1 Be mindful of our wonderful diversity:** Speak at a slower pace to help reduce language barriers. Accommodate people with different physical abilities. Be aware of your privilege and share the verbal space.
- 2 Listen well and be open-minded:** We come to this gathering at different points in our journeys—some as first-timers, others as seasoned social justice veterans. Be willing to learn—and to teach—with compassion, humility, and patience. When someone makes a mistake, strive to be forthright, forgiving, and open rather than defensive.
- 3 Engage rather than avoid:** Our commonalities and our differences are an asset. Rather than avoid difficult conversations, engage in them. Remember the power of using “I” statements and sharing stories from your own life experience. When participating in the chat, be sure to allow space for others to share.
- 4 Allow people to self-identify:** If you're unsure how someone wants to be identified, simply ask them rather than make assumptions based on appearance. You can ask, “How do you identify?” or “What gender pronoun/ racial identifier do you prefer?” “People of color” or “queer” can be positive unifying terms, but people may still prefer their specific and chosen identities to be named. No term works for everyone, and language and meaning are continually changing.

# code of conduct

We are committed to creating a safe place where everyone feels welcome, respected, and valued. We know that people have different boundaries, different levels of comfort, different senses of humor, etc. We also realize that there are many survivors of sexual harassment, misconduct, and abuse in every group. In an effort to ensure a safe environment for all participants, please pay special attention to your words and actions and follow these rules at all events and event-related social activities.

## Unacceptable behaviors may or may not include:

- Foul or obscene language or gestures, including slurs or jokes;
- Derogatory written or electronic statements, pictures, or drawings; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Sustained disruption of sessions, talks, or other events;
- Unwanted leering or staring;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Unwanted sexual attention;
- Physical and/or sexual assault;
- Advocating for, or encouraging, any of the above behavior;
- Prejudicial actions or comments related to gender, gender identity and expression, sexual orientation, differing physical or mental abilities, physical appearance, socioeconomic status, body size, race, ethnicity, nationality, age, or religion.

## If you witness or experience unacceptable behavior:

- 1 If you witness potential harm to a conference participant, be proactive in helping to mitigate or avoid that harm. Remind peers of these guidelines, and take responsibility for interrupting potentially problematic situations, e.g. asking people if they are ok or need help. This is usually easier (and safer) if you don't act alone — e.g. "Let's say something to them so they stop."
- 2 If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a conference staff person as soon as possible. You may request that your report remain completely confidential.

## remember:


- 'No' means no
- 'Stop' means stop
- 'Go away' means go away
- Silence does not mean consent

**If a participant engages in unacceptable behavior, event organizers retain the right to take any actions including warning the offender or expulsion from the conference with no refund.**

# language

Here are a few of the linguistic habits we're encouraging to give you a sense of how to navigate some specific situations:

- Use Black Indigenous People of Color (BIPOC). Never use the word “minority”. BIPOC is meant to be inclusive of all people of color, while recognizing that not all people face the same levels of injustice. Black and Indigenous people have a unique experience of systemic racism. Using the term BIPOC honors the on-going resistance of Black and Indigenous people to colonization and white supremacy.
- Use both Black and African American, and use Indigenous as well as both American Indian and Native American. Use Latine rather than Hispanic, and note that South Asians (from India, Pakistan, Bangladesh and Sri Lanka) are often confused with South East Asians (from Cambodia, Vietnam, Laos, Thailand).
- Use LGBT for Lesbian, Gay, Bisexual, and Transgender, and sometimes we also use queer. The word transgender does not have ‘ed’ at the end.
- Don't use the i-word. The word “illegal” dehumanizes immigrants by turning their immigration status into a permanent status, even though the word itself is flawed in terms of accuracy.



we're so glad  
you're here!

We hope that this conference is a helpful, educational, and engaging space for you to learn from experts, explore new connections, and offer valued insights to the sexual violence advocacy community. Welcome to PCAR's 2023 Statewide Conference!