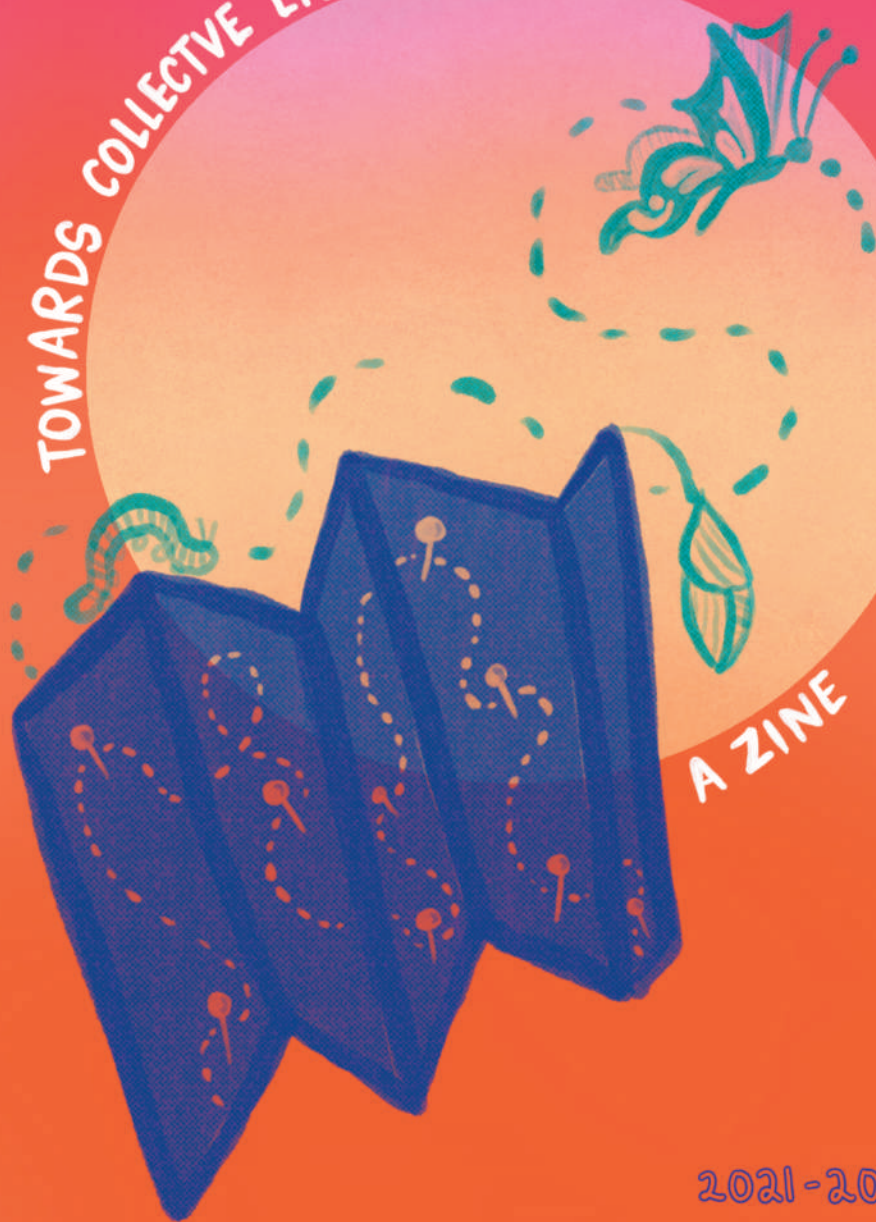


# feminist women's health Center

TOWARDS COLLECTIVE LIBERATION



A ZINE

2021-2023



# WHERE WE'VE BEEN...

BEGAN PROVIDING safe, supportive, & non-judgmental CARE\*



THRIVING families  $\geq 4$  THRIVING GEORGIA!



COMMUNITY engagement

CONTINUED partnership with community LEADERS & ORGANIZATIONS to FOSTER the HEALTH & leadership of BLACK WOMEN



BLACK WOMEN'S wellness PROJECT



KWAJELYN Jackson BECOMES the FIRST BLACK ED in FWHC history

\* A PART of a FEDERATION of WOMEN'S HEALTH Centers

ABORTION & GYNECOLOGICAL care

1976



LEGISLATIVE ADVOCACY program

1997

1999

the YOUNG WOMEN'S leadership to ENABLE young women to DEVELOP REPRODUCTIVE JUSTICE, ACTIVIST, & organizational LEADERSHIP skills

INCREASE IN VOLUNTEER engagement

MEN for EQUALITY & JUSTICE

2003



2010

PROVIDE services to WOMEN that INFERTILITY specialists in the SOUTH were UNWILLING to serve: SINGLE women & queer women



1988 DONOR INSEMINATION

HELP address HEALTHcare needs of young QUEER WOMEN



& CHRYSALIS PROJECT

COLLABORATION to PROVIDE Culturally informed HEALTHCARE services

1998

REFUGEE WOMEN'S health PROJECT

2000

TRANS HEALTH initiative

the PROGRAM was SHAPED & ADAPTED by TRANS folks

only PROGRAM in GA!

2007 LIFTING LATINA voices INITIATIVE



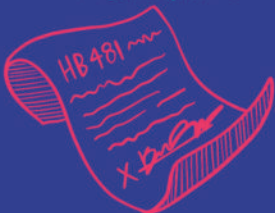
2017

FIRST GRADUATION for the ERRIN J. WILEY fellows PROGRAM



2019 6-Week BAN

HB481 was PASSED & FWHC INITIATED a COURT CHALLENGE with COMMUNITY members





mutual aid & emergency FUNDING

DEFEATED ANTI-ABORTION bill SB456

PAID off our BUILDING

2022

MAINTAINED operations SAFELY DURING a GLOBAL PANDEMIC

ROE fell, BUT we CONTINUE to challenge the GA 6-week BAN

2020



PLAINTIFF in CHALLENGE against ACA STATE MARKETPLACE



2021 BEAT telemedicine BAN

MEDICAID expansion for PREGNANT PEOPLE

THE PAST 3 YEARS

START here



IN SEPTEMBER 2021, the FEMINIST WOMEN'S HEALTH Center EMBARKED on a \_\_\_-month PROCESS FACILITATED by MATTICE HAYNES & JEN WILLSEA WITH the GOAL of FWHC MOVING TOWARDS an EMBODIED ANTIRACIST ORGANIZATIONAL Culture.



# Cultivating EMODED ANTIRACIST LEADERS and ORGANIZATIONAL Culture

WHAT is THAT?

DEVELOPED & FACILITATE by MATTICE HAYNES and JEN WILSEA

AN INWARD-FACING process FOCUSED on:

1. ORG CULTURE
2. IDENTITY
3. STRATEGY

that REQUIRES Racial Reckoning TRUTH-TELLING & GRIEVING

IMAGINING and PIVOTING TOWARDS ANTIRACIST ORG culture & LEARNING to EMBODY Wholeness, ANTI-RACISM, & liberation



## Long-term GOALS

### 1 ERADICATE

white feminism, white supremacy & anti-Blackness as a BEDROCK of the ORG's culture & identity

SUPLANT With REPRODUCTIVE Justice & BLACK feminisms

### 2 CULTIVATE an INTENTIONALLY MULTI-RACIAL ORGANIZATION with an EMBODIED ANTIRACIST, ANTI-OPPRESSIVE

### 3 REDUCE HARM experienced WITHIN the ORGANIZATION Culture

# why

THIS matters:

AN ANTIRACIST, ANTI-OPPRESSIVE organizational CULTURE is a PREREQUISITE to SUSTAINING PEOPLE & ORGS dreaming of & fighting for WORLD free from DOMINATION & OPPRESSION.

### ORGANIZATIONAL Culture:

A SET of SHARED assumptions, values, goals, aesthetics, and behaviors THAT GUIDE what happens (OR DOESN'T HAPPEN) in an ORG.

DEFINITION:



BECAUSE WHITE supremacy & ANTI-BLACKNESS are the FOUNDATION of this COUNTRY, THIS IS the SAME SOIL IN WHICH NONPROFIT organizations HAVE TAKEN ROOT

DESPITE good intentions & expressed SOCIAL JUSTICE values, ORGANIZATIONAL Cultures are often: DEHUMANIZING, DISEMBODED, TOXIC, EXTRACTIVE & ASSIMILATIONIST





INDIGENOUS, MULTI-RACIAL, & OTHER PEOPLE OF COLOR WILL UNDERSTAND their POSITIONALITY, NAME the RACISM they EXPERIENCE, & HOW they UNINTENTIONALLY PERPETUATE ANTI-BLACKNESS within the ORGANIZATION

A CLEAR DIRECTION & PLAN FOR THE ORG'S WORK:

- THEORY of CHANGE
- GOALS
- OBJECTIVES
- STRATEGIES
- ACTION PLAN

UNDERSTANDING of BOTH REPRODUCTIVE HEALTH, RIGHTS & JUSTICE movements

BLACK TEAM MEMBERS WILL UNDERSTAND their POSITIONALITY, NAME ANTI-BLACK RACISM they EXPERIENCE & INTERNALIZE, & RECOGNIZE HOW they UNINTENTIONALLY PERPETUATE ANTI-BLACKNESS IN THE ORGANIZATION

WHITE TEAM MEMBERS WILL UNDERSTAND their POSITIONALITY, NAME WHITENESS & HOW WHITENESS is PRIVILEGED WITHIN the ORGANIZATION, & UNDERSTAND HOW they PERPETUATE ANTI-BLACKNESS & OTHER FORMS OF RACISM

UNDERSTANDING of RECKONING with: THE ORG'S ROLE WITHIN these MOVEMENTS & HOW ANTI-BLACKNESS operates, ELEMENTS of our ORG'S CULTURE that UPHOLD WHITE SUPREMACY & ANTI-BLACKNESS

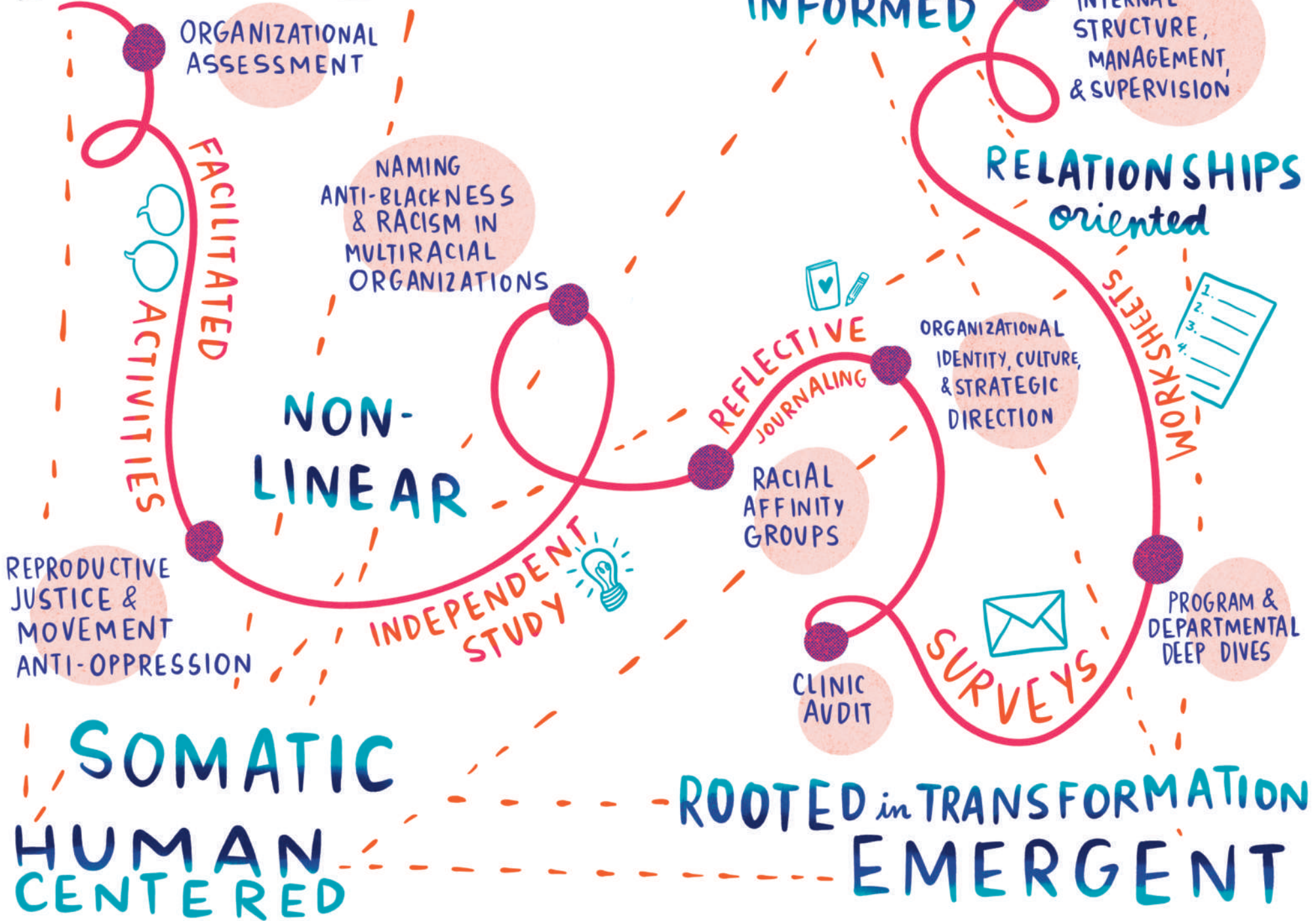
SHIFTING DAY to DAY BEHAVIORS AWAY FROM ANTI-BLACKNESS & WHITE SUPREMACY

A NEW STRATEGIC ORGANIZATIONAL MISSION & VISION



how we're growing

# HOW we GET there



WHAT  
LONG

we  
for



WHAT DO YOU LONG FOR? What

FOR? What do you long for? WHAT DO YOU LONG FOR? What do you



WRITE

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doodle



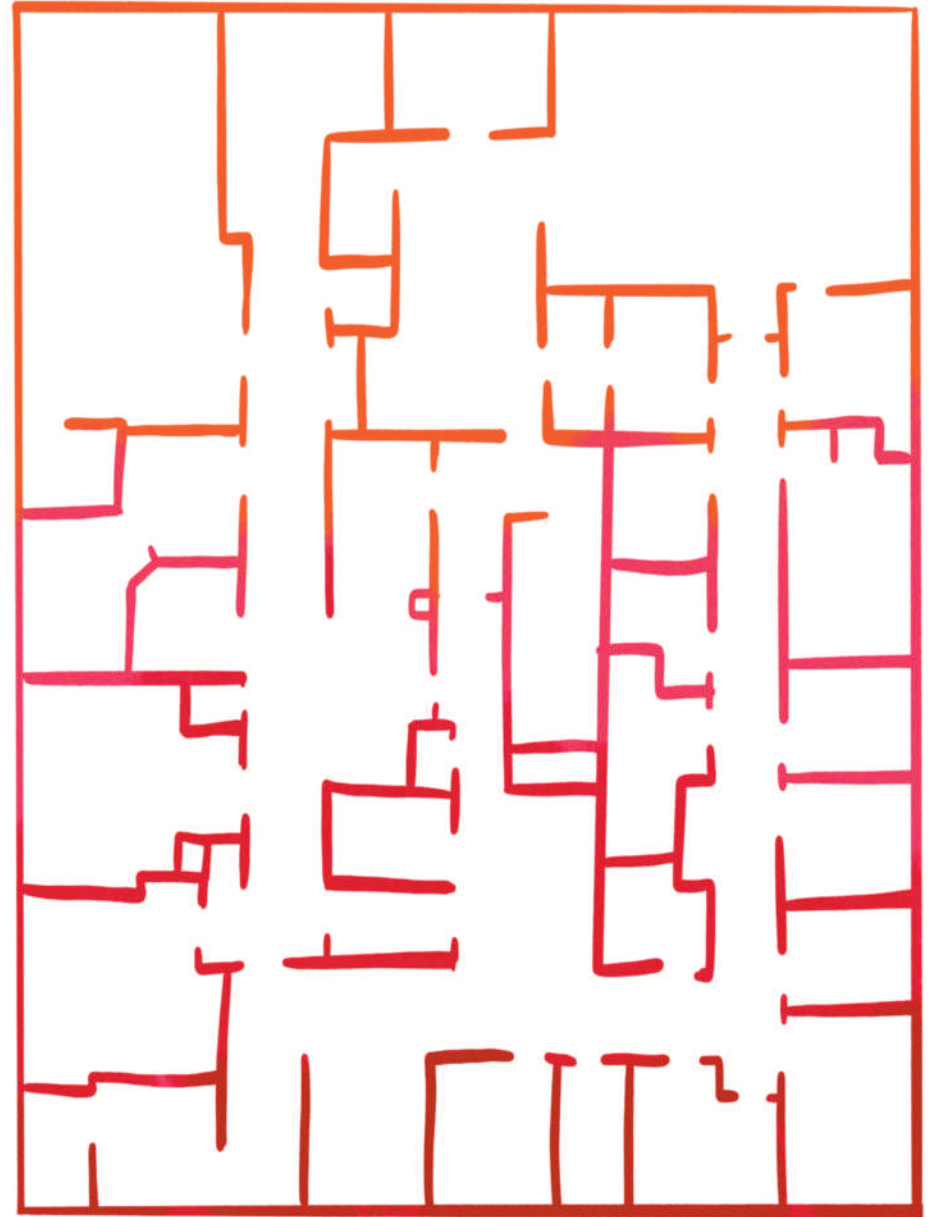
long for? WHAT DO YOU LONG





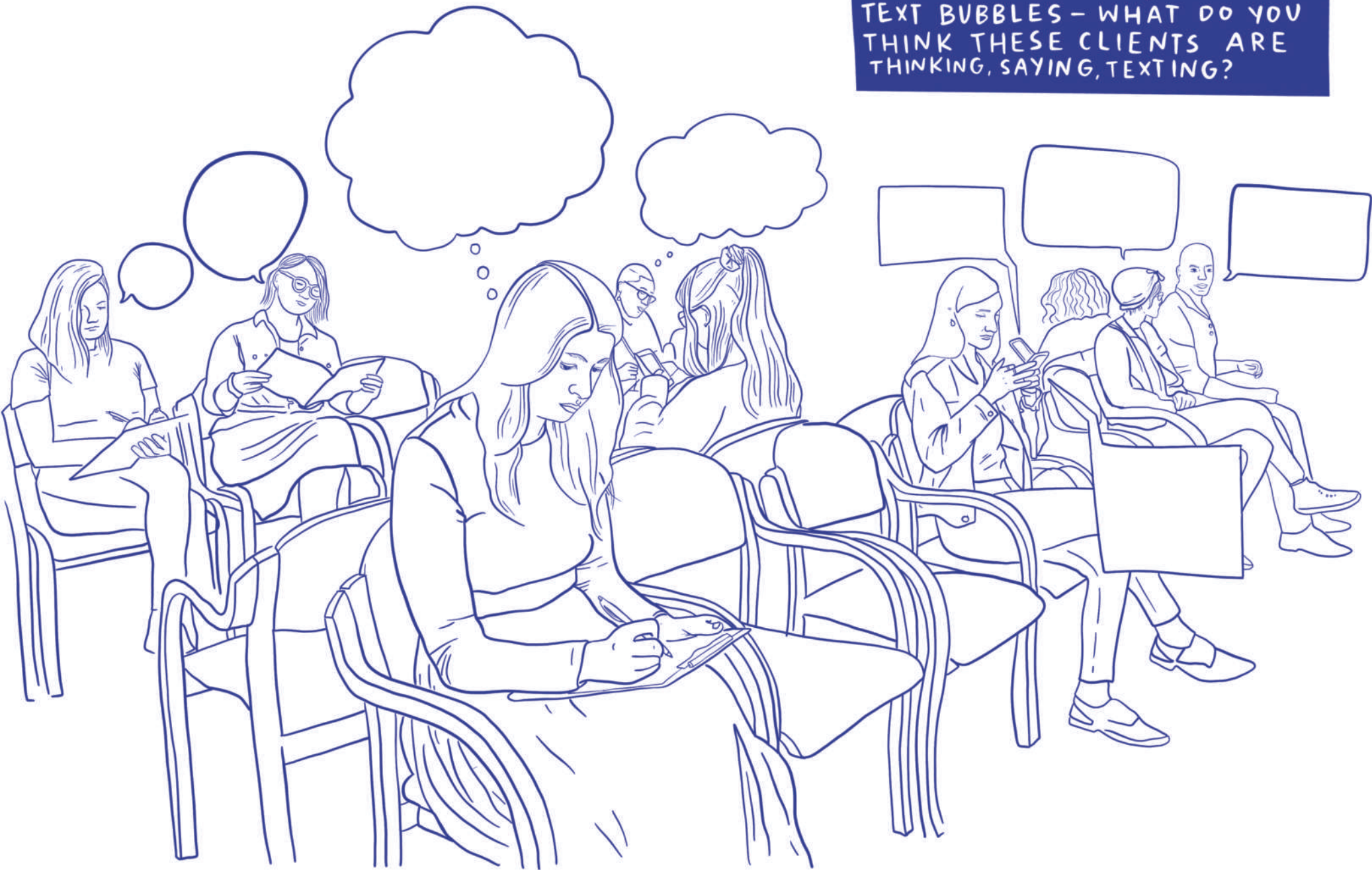
# WHAT & WHO is FWHC in 50 years?

A ONE STOP shop



DIAGRAM/label YOUR dream CLINIC. WHAT services are PROVIDED? WHO are its CLIENTS? HOW do they PROVIDE Care? HOW do they INTERACT with the Community?

COLOR IN A REGULAR MORNING  
IN THE CLINIC WAITING ROOM.  
FILL IN THE SPEECH, THOUGHT &  
TEXT BUBBLES - WHAT DO YOU  
THINK THESE CLIENTS ARE  
THINKING, SAYING, TEXTING?



WHERE we are NOW

as of APRIL 2022

# THEORY of CHANGE

## VISION

WE ENVISION COMPASSIONATE, JUDGMENT-free HEALTH CARE, ABORTION ACCESS for all WHO NEED IT, INTENTIONALLY Centering BLACK PEOPLE, INDIGENOUS PEOPLE, & THE TGNC+ COMMUNITY. WE IMAGINE CLINICS, LEGISLATION, & COMMUNITIES where OUR DECISIONS about our BODIES, PREGNANCY, SEXUALITY, FAMILY, & SAFETY are HONORED, PROTECTED & TREATED with DIGNITY.



## MISSION

FWHC is a REPRODUCTIVE HEALTH, RIGHTS, & JUSTICE ORGANIZATION. WE PROVIDE DIRECT SERVICES, EDUCATION, ADVOCACY, LEADERSHIP DEVELOPMENT, & MOVEMENT BUILDING with PEOPLE ACROSS all AXES of OPPRESSION so that RIGHTS, RESOURCES, & RESPECT to make EMPOWERED, INFORMED DECISIONS about OUR OWN BODIES & HEALTH.



# Assumptions

1 REPRODUCTIVE freedom IS CRITICAL to our COLLECTIVE LIBERATION

2 ACCESS to SEXUAL & REPRODUCTIVE healthcare IS ESSENTIAL to PEOPLE'S autonomy & sovereignty

3 OUR RESISTANCE to OPPRESSION will CONTINUE UNDER all CIRCUMSTANCES

4 NOBODY IS free UNTIL EVERYBODY is FREE

5 WE ARE CURRENTLY offering SERVICES to COMMUNITY members in A SOCIETY that is GENDER ESSENTIALIST

-FANNIE Lou Hammer



# CULTURE

as of

CURIOSITY

TRUST & accountability

COMPASSION & GRACE

TRANSPARENCY

Collaboration

BLACK LEADERSHIP

HONORING Multiple IDENTITIES

open & HONEST communication

joy

HEALTHY Conflict

WE BELIEVE

PEOPLE deserve to SURVIVE racial & gendered CAPITALISM

IN EACH other



# MANIFESTO

april 2022

REPAIRING HARM

USING "I" statements

AUTHENTIC self-EXPRESSION

COURAGEOUS & DIRECT feedback

ASKING questions

RECOGNIZING our own NEEDS & the NEEDS of OTHERS & SUPPORTING meeting those NEEDS

ONGOING & LEARNING & EVOLUTION



DEEP listening without JUDGMENT

OWNING & learning from MISTAKES

TAKING care of OURSELVES & OTHERS

ASKING for HELP

lead & MANAGE without CONTROL OR PUNISHMENT

REFLECTING, REFINING, & IMPROVING our WORK & HOW we DO IT

ONGOING RECKONING with ways IN WHICH we are NOT in ALIGNMENT WITH REPRODUCTIVE JUSTICE & BLACK FEMINISMS

BUILDING trust through CONSISTENCY

# 6-WEEK ABORTION ban

REFLECTION

FWHC staff

IN CONVERSATION

JANUARY 19, 2023



# IMPACTS on our DAY-to-DAY

WITH our LOVED ones



THESE ARE ATTACKS on all of our work: ABORTION & TRANS health CARE

FOR WHAT we can no LONGER offer

"BEARER of BAD NEWS" THE BIG IMPACTS on PATIENT care

DIFFICULTY Communicating TO THE PUBLIC, TO the LEGISLATURE

REQUIRED RAPID Changes & FLEXIBILITY

PROVIDE INFORMATION & resources NAVIGATE RISKS

ENCOURAGE donations NAVIGATING questions about JOB SECURITY

THIS MOMENT HAS EMPOWERED ME TO BE VERY VOCAL + CLEAR WITH FRIENDS + FAMILY... THERE JUST ISN'T ROOM FOR PLAYING SMALL.

WE WILL survive THIS MOMENT

WE ARE also our COMMUNITY. WE WILL NOT set ourselves ON FIRE TO WARM the ROOM.

HARDER TO NOT TAKE the WORK HOME, HARDER to say



BIG feelings of GRIEF, RAGE, and HELPLESSNESS

FOR US, FOR our PATIENTS

SUPPORTING CLIENTS through their OWN GRIEF, RAGE, & FEAR



WE DO NOT ACCEPT this as OUR new NORMAL

GRATITUDE for...

COMMUNITY FELLOWSHIP COLLABORATION RESOLVE we GOT us

KEEPING the DOORS OPEN KNOWING we WILL WING TOGETHER

WE CAN WORK under THESE CONDITIONS

THESE CONDITIONS are UNACCEPTABLE

BUT STILL, we collectively DO AS MUCH AS we can for our CLIENTS



REFERRALS RESOURCES



**FWHC's**  
*constellation of care*  
 OUR COMMUNITY PARTNERS

we will  
 not set ourselves  
 on  
 fire  
 to warm the  
 room

-KWAJELYN JACKSON

[www.feministcenter.org](http://www.feministcenter.org)