

FEMINIST WOMEN'S HEALTH CENTER

TOWARDS COLLECTIVE LIBERATION



A ZINE

2021-2023

ABORTION IS FREEDOM
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HELLO WORLD

Welcome to a slice of
Feminist Women's Health Center's story.

This zine is our attempt to document some of our organizational transformation process. This is not a complete story, but rather, one chapter in our history. It is my hope that transformation is a forever process for us, as we learn from the mandate given by Mary Hooks to "...be willing to be transformed in the service of the work."

Over 2021 and 2022, we had an opportunity to pause in some of our activities in order to engage a comprehensive and broad range of staff, board members and leaders in collectively reflecting on the organization's history and foundation, and collaboratively reshaping our values, culture, and direction. We are actively resisting a top-down approach or continuing in a tradition of unequal distribution of access, tools, and support to do anti-oppression reflection across the organization.

Like many organizations that have been around for a long time, it can be easy to fall into patterns that are familiar, even when they are not helping us reach our goals. The habit of doing things the way they have always been done doesn't stretch us, or challenge us to evolve, or call us to question if those ways are the right ways or simply the familiar ways. When I stepped into leadership at Feminist Women's Health Center, I wanted to get underneath the things that had become second nature to us and interrogate where they came from, who they serve, who they leave behind. Even as we have been surviving external threats and crises, it felt important to look inside, to metaphorically put on our own oxygen mask, so that we could show up better for ourselves, each other, and our communities.

I hope that you enjoy journeying with us as we continue to transform, create, heal, survive, and thrive.

UNTIL JUSTICE,



KWAJELYN JACKSON
EXECUTIVE DIRECTOR

*feminist women's
health center*



TABLE OF CONTENTS



ABOUT

THE FEMINIST WOMEN'S HEALTH CENTER

LOCATED



FOUNDED

IN...



TRANS HEALTH initiative

PROVIDING SAFE, AFFORDABLE & COMPASSIONATE ABORTION & REPRODUCTIVE healthcare

SEXUAL HEALTH & wellness



ABORTION care



EMERGENCY Contraception



BIRTH CONTROL options



MORE than a CLINIC

LIFTING LATINX VOICES initiative

ERRIN J. VULEY fellows PROGRAM

LEGISLATIVE ADVOCACY program

WHERE WE'VE BEEN...

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



ABORTION & GYNECOLOGICAL care

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

1976

THRIVING families 34% THRIVING GEORGIA!



COMMUNITY engagement



LEGISLATIVE ADVOCACY program

1997

1999

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

MEMBER EQUITY & JUSTICE 2000

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

1988

DONOR INSEMINATION



COLLABORATION to PROVIDE Culturally Informed HEALTH CARE services

1998

REFUGEE WOMEN'S health PROJECT

HELP address HEALTHcare needs of young QUEER WOMEN

only PROGRAM in GA!

2000

& CHRYSALIS PROJECT



TR HE ini



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

INCREASE IN VOLUNTEER engagement

ADVOCACY FOR QUALITY JUSTICE



2010

2018

2007

LIFTING LATINA voices INITIATIVE



TRANS HEALTH Initiative

the PROGRAM was SHAPED & ADAPTED by TRANS folks



2017

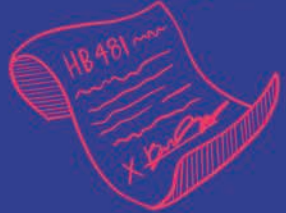
FIRST GRADUATION for the ERRIN J. WILEY fellows PROGRAM



2019

6-Week BAN

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





mutual
aid & emergency
FUNDING

DEFEATED
ANTI-ABORTION bill
SB456

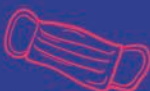


PAID off
our BUILDING

2022



MAINTAINED
operations
SAFELY DURING
a GLOBAL PANDEMIC



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

ELECTRONIC
medical
RECORDS
go live

2020



2023

PLAINTIFF
in CHALLENGE
against ACA
STATE MARKETPLACE



MEDICAID
expansion
for PREGNANT
PEOPLE

2021

BEAT
telemedicine
BAN



THE PAST 3 YEARS

& beyond

START
here

IN SEPTEMBER
2021, the FEMINIST
WOMEN'S HEALTH Center
EMBARKEED on a 9-Month
PROCESS FACILITATED by
MATTICE HAYNES & JEN WILLSEA
of LIBERATORY POWER CONSULTING group
WITH the GOAL of FWHC
MOVING TOWARDS an
EMBODIED ANTIRACIST
ORGANIZATIONAL Culture.

Cultivating EMOBODIED 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 EMOBODY Wholeness, ANTI-RACISM, & liberation

Long-term GOALS

- 1 ERADICATE white feminism, white supremacy & anti-blackness as a BEDROCK of the ORG's culture & identity
 - 2 CULTIVATE an INTENTIONALLY MULTI-RACIAL ORGANIZATION with an EMOBODIED ANTIRACIST, ANTI-OPPRESSIVE Culture
 - 3 REDUCE HARM experienced WITHIN the ORGANIZATION
- SUPPLANT With REPRODUCTIVE Justice & BLACK feminism

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
- DISEMBODIED
- TOXIC
- EXTRACTIVE
- & ASSIMILATIONIST





Increased skill and experience in shifting day-to-day behaviors away from anti-Blackness and white supremacy.

Black team members understand our positionality and intersecting identities while beginning to name the anti-Black racism we experience & internalize, & how we unintentionally perpetuate anti-Blackness within the org.

Understanding of, & an experience reckoning with: our org's role within these movements, how anti-Blackness operates in multiracial orgs, & elements of our org's culture that uphold white supremacy & anti-Blackness.

Understanding of both Reproductive Health, Rights, & Justice Movements.



how we're

White team members understand our positionality & intersecting identities while beginning to name whiteness, how whiteness is privileged within the organization, & how we perpetuate anti-Blackness and other forms of racism within the org.

Indigenous, multiracial, & other people of color understand our positionality and intersecting identities while beginning to name the racism we experience, internalize, & how we unintentionally perpetuate anti-Blackness within the org.

A clear direction & plan for our org's work: theory of change, goals, objectives, strategies, & action plan

A new strategic organizational mission & vision



le growing

HOW we GET there

ORGANIZATIONAL
ASSESSMENT

NAMING
ANTI-BLACKNESS
& RACISM IN
MULTIRACIAL
ORGANIZATIONS

FACILITATED
ACTIVITIES

NON-
LINEAR

REPRODUCTIVE
JUSTICE &
MOVEMENT
ANTI-OPPRESSION

INDEPENDENT
STUDY 

SOMATIC
HUMAN
CENTERED

TRAUMA-
INFORMED

INTERNAL
STRUCTURE,
MANAGEMENT,
& SUPERVISION

RELATIONSHIPS
oriented

REFLECTIVE
JOURNALING



ORGANIZATIONAL
IDENTITY, CULTURE,
& STRATEGIC
DIRECTION

RACIAL
AFFINITY
GROUPS

WORKSHEETS



CLINIC
AUDIT

SURVEYS



PROGRAM &
DEPARTMENTAL
DEEP DIVES

ROOTED in TRANSFORMATION
EMERGENT

WHAT
LONG

we
for



REPRODUCTIVE freedom



safety belonging



INCLUSIVE,
EXPANSIVE,
reproductive
HEALTH CARE



FREE
care 4
ALL

EXPANDED
funding

co-CREATED
leadership

ABUNDANCE REST

COLLABORATION INTERDEPENDENCE



PATIENT-
led CARE

Compassion

SELF-managed
ABORTION &
HERBAL medicine
WORKSHOPS

EDUCATION



WHAT DO YOU LONG FOR? What



WRITE

Three horizontal lines for writing.

Eight horizontal lines for writing.

doodle



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

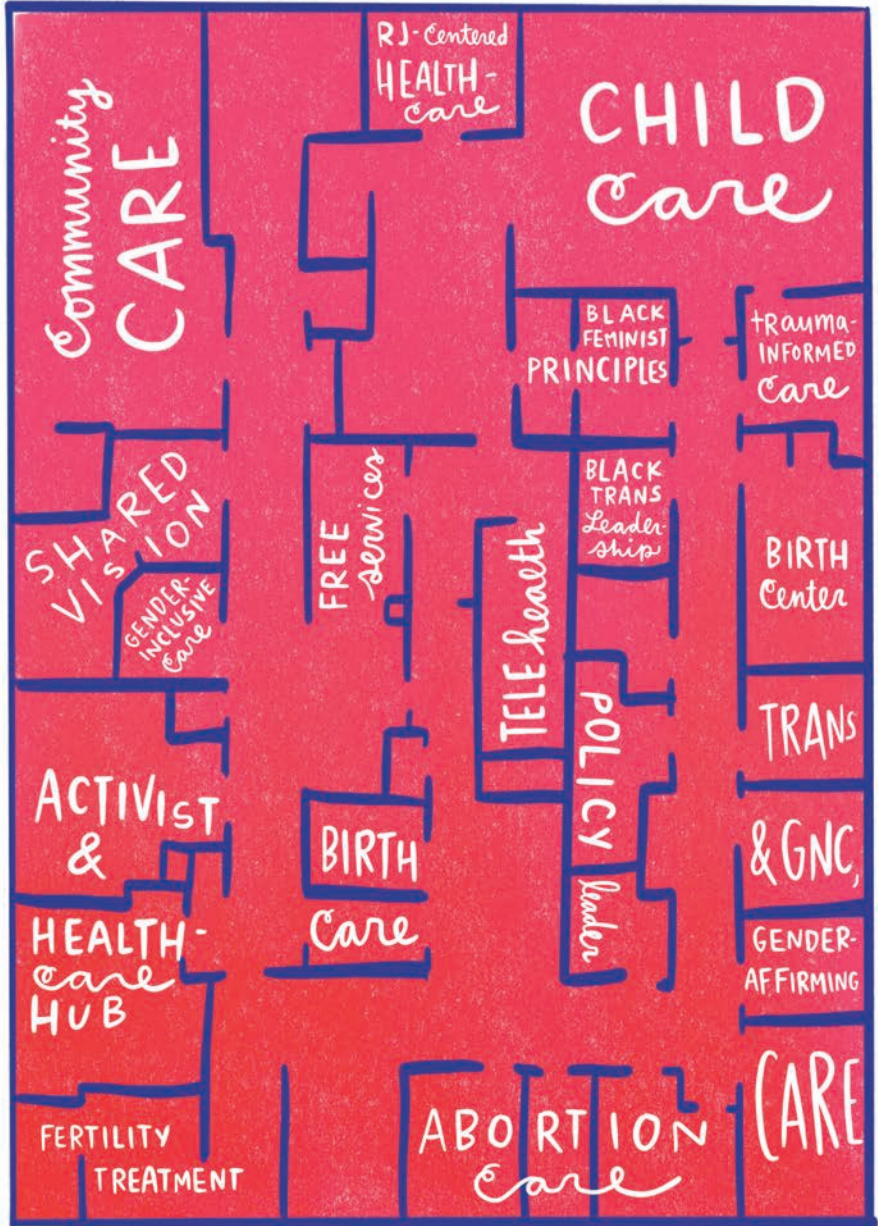
do you long for? WHAT DO YOU LONG FOR? what do you

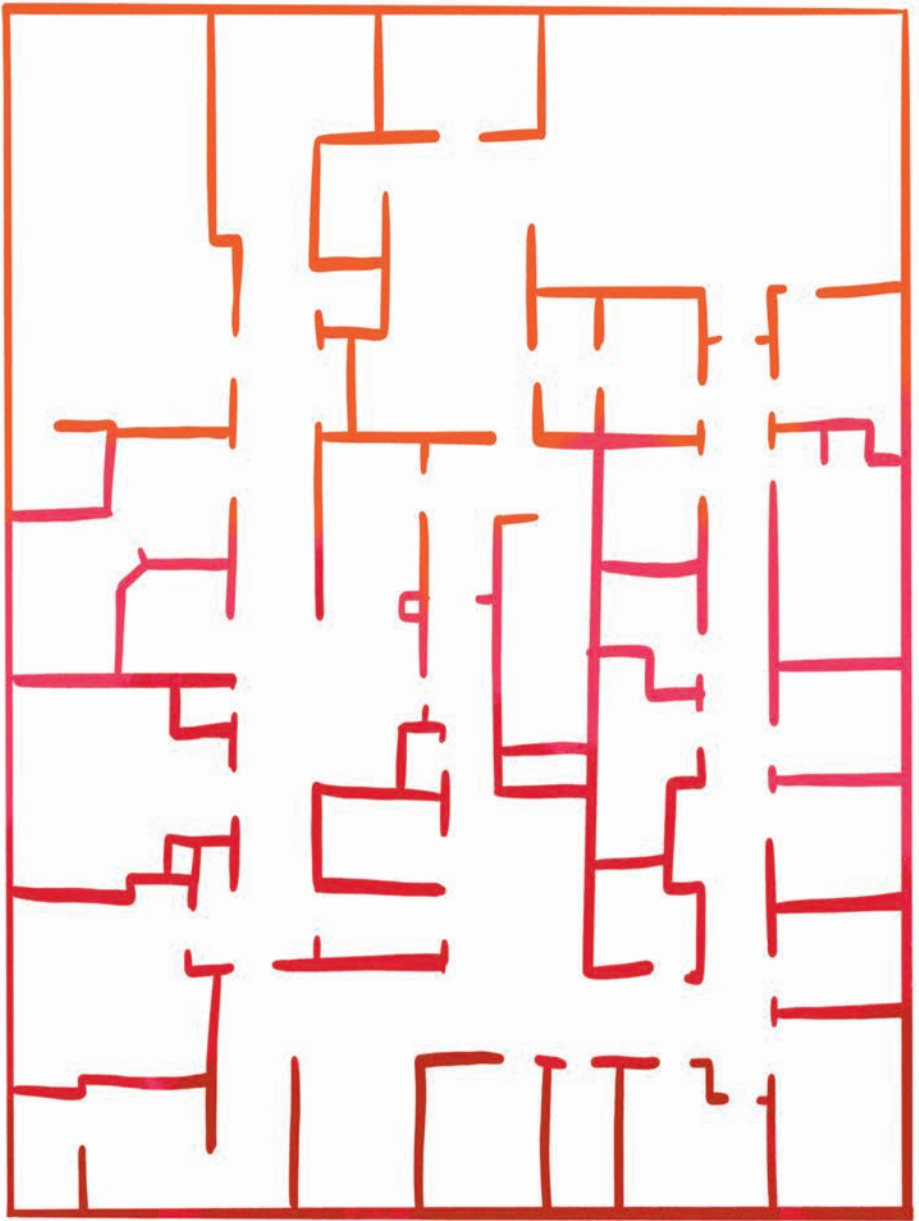
long for? WHAT DO YOU LONG



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 $\frac{1}{2}$
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, and bodily autonomy for all who need it, intentionally centering Black people, Indigenous people, and the TGNC+ community. We imagine clinics, legislation, and communities where our decisions about our bodies, pregnancy, sexuality, family, and safety are honored, protected, and treated with dignity.



MISSION

FWHC is a reproductive health, rights, and justice organization. We provide direct services, education, advocacy, leadership development, and movement building with people across all axes of oppression so that we have the rights, resources and respect to make empowered, informed decisions about our own bodies and 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



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



4 NOBODY IS free UNTIL EVERYBODY is FREE



-FANNIE Lou Hammer



CULTURE



CURIOSITY

TRUST &
accountability

COMPASSION
& GRACE

TRANSPARENCY

Collaboration



BLACK
LEADERSHIP

HONORING
Multiple
IDENTITIES

open &
HONEST
Communication

joy

HEALTHY
Conflict



IN EACH
other

PEOPLE
deserve to
SURVIVE
racial & gendered
CAPITALISM

MANIFESTO

april 2022

REPAIRING
HARM

USING "I"
statements

AUTHENTIC
self-
EXPRESSION

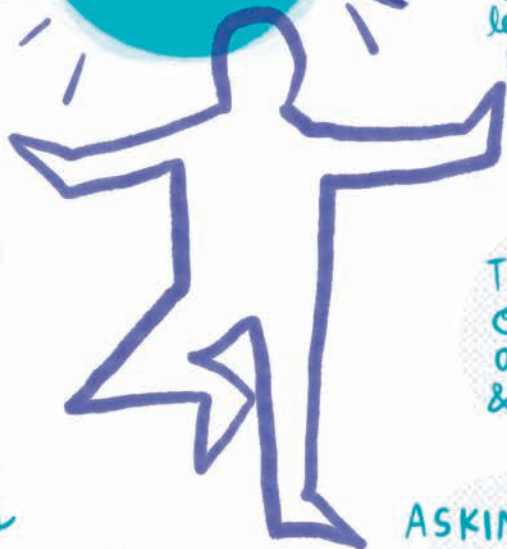
COURAGEOUS
& DIRECT
feedback

ASKING
questions

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

ONGOING &
LEARNING
EVOLUTION

WE
PRACTICE



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

FWHC staff



IN CONVERSATION

JANUARY 19, 2023



REFLECTION

WITH our LOVED ones



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

PROVIDE INFORMATION & resources



NAVIGATE RISKS



ENCOURAGE donations



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.

NAVIGATING questions about JOB SECURITY

GRATITUDE for...

~~WE DO NOT ACCEPT~~ this as OUR new

COMMUNITY RESOLVE
FELLOWSHIP
COLLABORATION

we GOT us

WE CAN WORK under THESE CONDITIONS

KEEPING the DOORS OPEN KNOWING we WILL WING TOGETHER

IMPACTS on our DAY-to-DAY



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

HARDER TO NOT TAKE the WORK HOME, HARDER to say

NO



BIG feelings of **GRIEF, RAGE, and HELPLESSNESS**

FOR US, FOR our PATIENTS

SUPPORTING CLIENTS through their OWN GRIEF, RAGE, & FEAR



Xx NORMAL

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



REFERRALS

RESOURCES

THESE CONDITIONS are ACCEPTABLE



FUNDING





FWHC's
 constellation of care
 OUR COMMUNITY PARTNERS

I WONDER...

Notes



A series of horizontal blue lines for writing, starting with three lines on the left side of the page and continuing with a full-width set of lines below.

WE WILL
NOT SET
OURSELVES



ON
FIRE TO
WARM THE
ROOM

-KWAJELYN JACKSON

WWW.FEMINISTCENTER.ORG