



SAN FRANCISCO  
STATE UNIVERSITY

# LEVERAGING TITLE IX TO ADVANCE GENDER EQUITY & SOCIAL JUSTICE

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## FIRST, WE MUST UNLEARN...

"What we remember of what was done to us shapes our view, molds us, sets our stance. But what we remember is past, it no longer exists, and yet we hold on to it, live by it, surrender so much control to it. What do we become when we put down the scripts written by history and memory, when each person before us can be seen free of the cultural or personal narrative we've inherited or devised? When we, ourselves, can taste that freedom."

Source: Rebecca Walker, (2001). [Black, White, and Jewish: Autobiography for A Shifting Self](#). New York: Riverhead Books, pp. 304-305.

# FOCUS ON PRIMARY PREVENTION

Primary prevention refers to specific measures which stop or reduce the possibility of violent events from occurring in the first place and which do so across a large portion of the community.

Secondary prevention refers to the early identification and amelioration of situations which could otherwise potentially lead to violence.

Tertiary prevention responses repair or minimize the negative consequences associated with violence that has already occurred.

[Source: US Department of Health & Human Services](#)

## WHAT SOCIAL JUSTICE IS NOT

- While these are necessary pre-conditions for social justice, they are insufficient:
  - (Demographic) diversity
  - Multicultural awareness
  - Cross-cultural competence
  - Intergroup dialogue & coalition-building

# WHAT IS SOCIAL JUSTICE?

- Both a process & a goal to achieve:
  - “Full & equal participation of all groups in a society that is mutually shaped to meet their needs”
  - Equitable distribution of resources
- Vision is for all individuals to:
  - Be physically & psychologically safe
  - Be self-determining & interdependent,
  - Have sense of own agency & social responsibility toward & with others, community & global society

Source: Adams, Bell & Griffin, 2007

# THE SOCIAL JUSTICE PARADIGM SHIFT

## PARADIGM SHIFTS

Striving for equality

Striving for equity

Identifying at-risk individuals

Acknowledging the system is “broken”

Learning about “other cultures”

Dismantling systems of entitlement, power & privilege

“Color blindness”

Critical self-examination

Celebrating diversity

Advocating for systemic change

Focusing on intent

Focusing on impact

Adapted from: Paul Gorski,  
EdChange.org, 2010

# ELIMINATE STRUCTURAL INEQUALITY & INEQUITY

- Each person has both an individual identity & a social (or group) identity
  - These identities are both self-defined & constructed for us
  - Each simultaneously comprised of multiple identities which intersect & mediate each other, without any hierarchy
- We wield individual agency plus power derived from at least one social identity
- Each identity is either disadvantaged/subordinate/oppressed or advantaged/dominant/privileged
  - Based in historical, political, institutional, cultural, and/or other factors
  - Maintained via social rewards & penalties
- Identity explains at least some – if not all – aspects of human interactions
- Identity is consciously & unconsciously used to justify structural inequality & inequity

Source: [Allan G. Johnson, \*Privilege, Power and Difference\* \(2nd edition\), 2006](#)

# DISRUPT MASTER NARRATIVES & PROMULGATE COUNTER NARRATIVES

## THE DANGER OF THE “SINGLE STORY” -

- Natural tendency to rely on single stories to define reality
- Single stories may be true, but they are incomplete
- Where the story begins is important
- Those in power can control which story is told & suppress others
- Social change requires that multiple stories are told & heard

[Source: Chimamanda Adichie \(2009, July 23\). Paper presented to TEDGlobal 2009 Conference, Oxford, England.](#)

# INSTITUTE SUSTAINED & SYSTEMIC CHANGE

## Exploitation

- Division of labor
- Transfer of power, status, wealth & resources

## Marginalization

- Restricted from useful participation in community life
- Material deprivation

## Powerlessness

- Decisions mediated by others
- Less “respectable” voices are dismissed & invalidated

## Cultural Imperialism

- Universalization of realities & perspectives of the dominant group
- Subordinate group defined as deviant/invisible, or stereotyped as “the other”

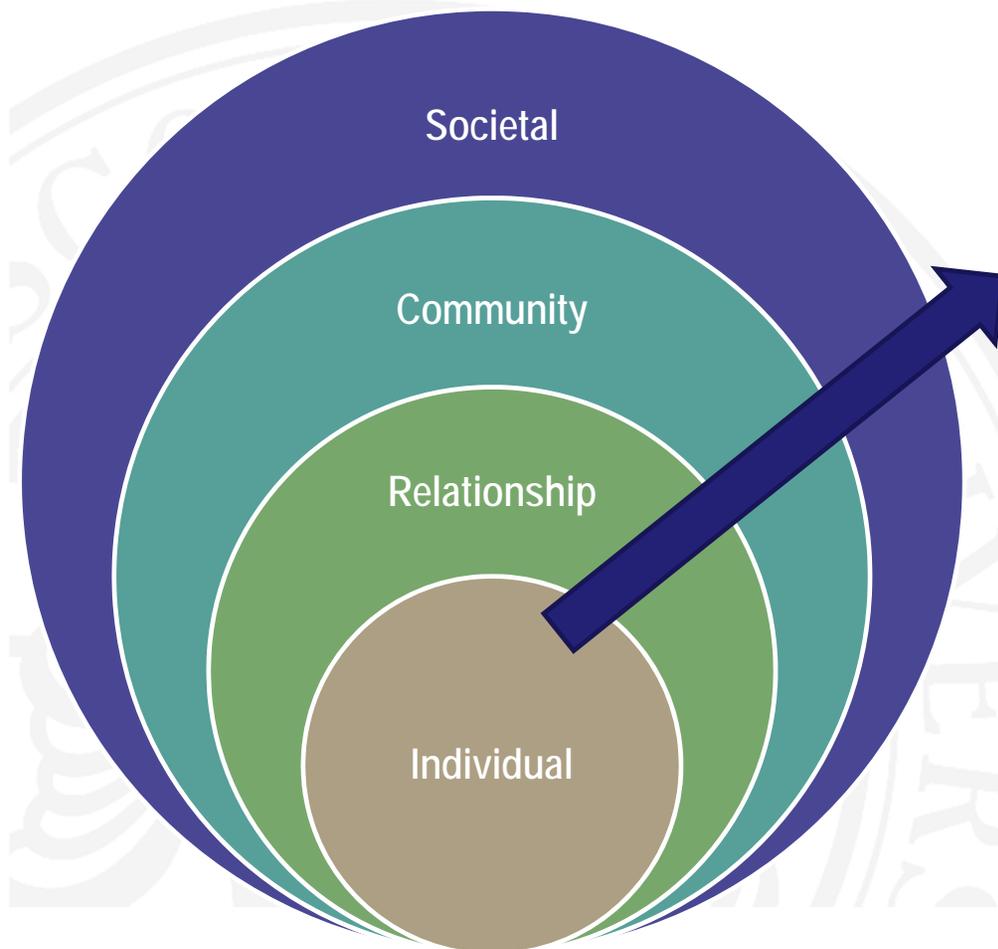
## Violence

Source: Iris M. Young, “Five Faces of Oppression,” in Adams & Blumenfeld, et al., Readings for Diversity & Social Justice (2<sup>nd</sup> ed.), 2010.

# TITLE IX AS SOCIAL JUSTICE WORK

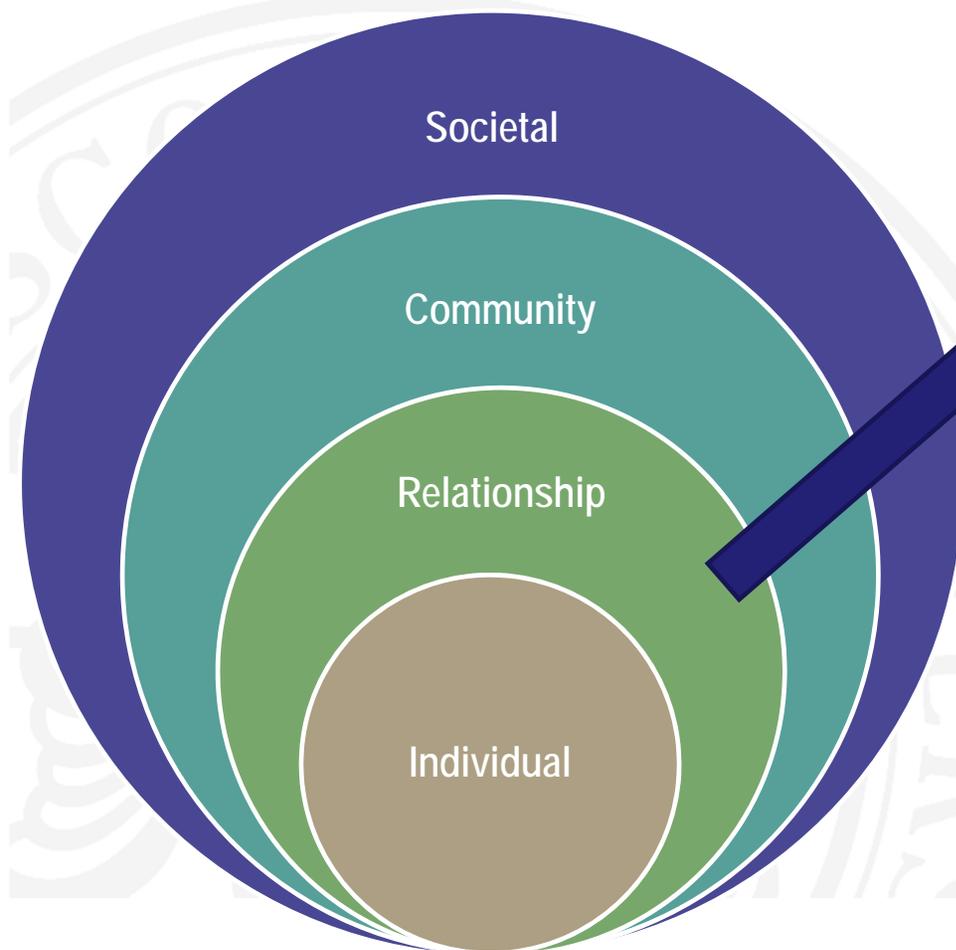
TRADITIONAL PARADIGM	SOCIAL JUSTICE PARADIGM
Focuses primarily on individual responsibility (usually that of the victim)	Focuses on individual actions *plus* systemic/cultural factors, institutional policies, political context & their interrelationship
Agency of the perpetrator is largely invisible or unacknowledged	Agency of the perpetrator & the system that supports his/her actions is named & made transparent
Does not acknowledge the salience of identity, power & privilege in human interactions	Intersections of identity, power & privilege are essential to understanding & deconstructing interpersonal dynamics
Violence & its “prevention” are defined from the perspective of & controlled by the dominant group	The “single story” is challenged & understandings of violence are complex & informed by many counter narratives
Prevention work tends to occur in isolation; efforts are fragmented & inconsistent	Prevention work is embedded across multiple entities working collaboratively to build & sustain community capacity
Focuses almost exclusively on transactional effectiveness	Focuses on transformational *and* transactional impact
Is an overlay on the institution’s existing practices, programs, policies and procedures	Infiltrates the systems, structures, culture & core values of the institution
Sustained as long as “the champion” is present	Sustainable over time, with many champions
Requires care and competence	Requires care, competence *and* courage

# SOCIAL-ECOLOGICAL MODEL: INDIVIDUAL LEVEL RISK FACTORS



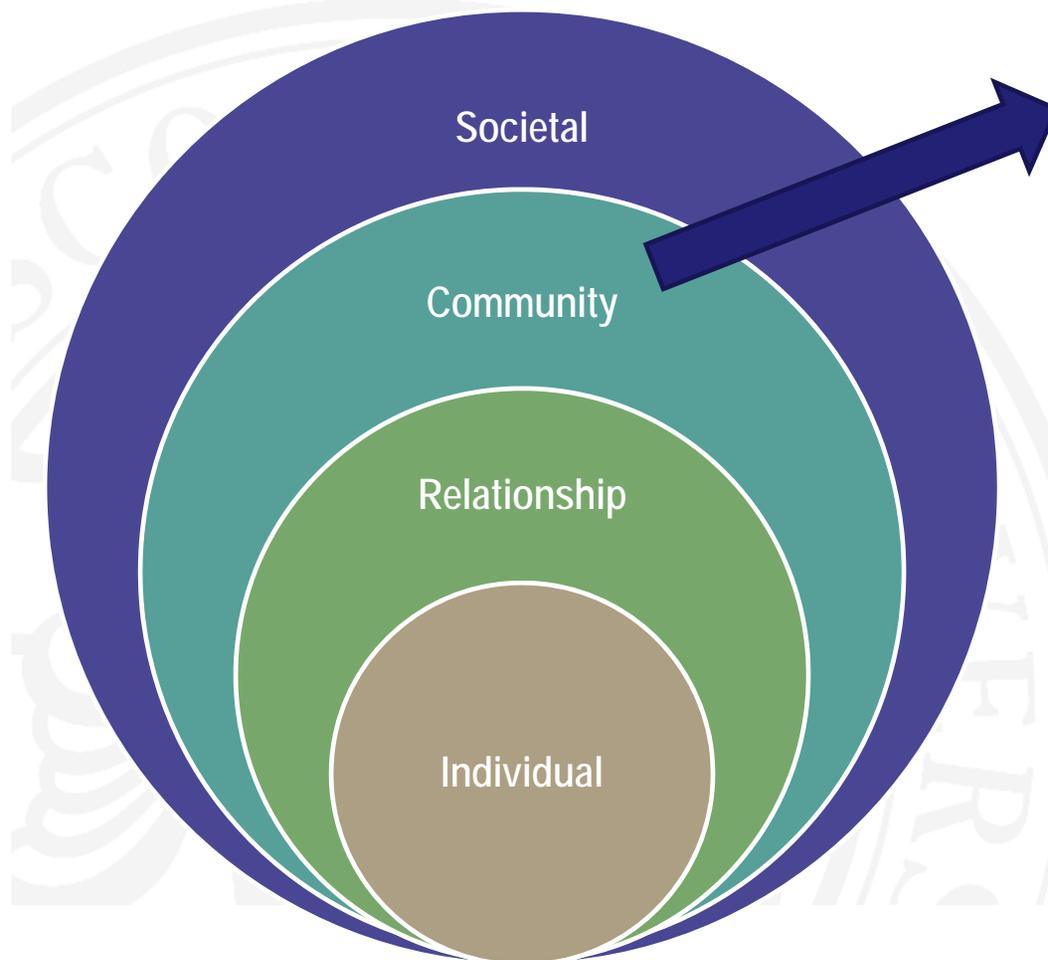
- Alcohol & other drug use
- Attitudes & beliefs towards sexuality & sex roles
- Coercive sexual fantasies; adherence to rape myths
- Power, control & dominance tendencies
- Impulsive & antisocial tendencies
- Preference for impersonal sex
- Hostility towards women
- Hypermasculinity
- Childhood history of sexual & physical abuse
- Prior victimization & socialization experiences
- Experience with family violence as a child

# RELATIONSHIP LEVEL RISK FACTORS



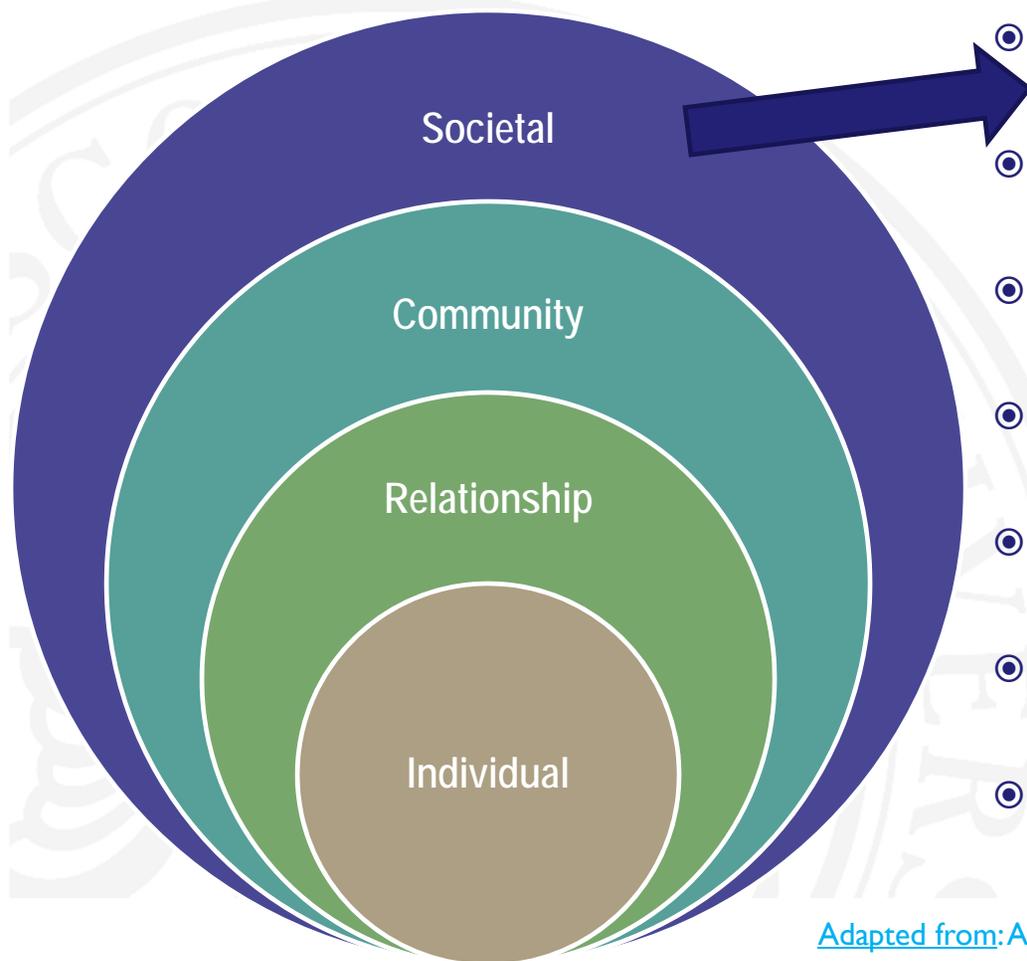
- Association with sexually aggressive & delinquent peers
- Affiliation with all-male peer support networks
- Family environment characterized by physical violence & few resources
- Strong patriarchal relationship or familial environment
- Emotionally unsupportive familial environment
- Family honor considered more important than health & safety of the victim
- Location of the assault
- Perpetrator's misinterpretation of the victim's intent
- Lack of affirmative consent

# COMMUNITY LEVEL RISK FACTORS



- Poverty and associated factors (e.g., neighborhood disadvantaged)
- Lack of employment or “living wage” opportunities
- Lack of institutional support from education, law enforcement and judicial system
- General tolerance of sexual violence within the community
- Weak community sanctions against sexual violence perpetrators
- Minimal bystander intervention
- High levels of crime and other forms of violence

# SOCIETAL LEVEL RISK FACTORS



- Corporate/institutional practices that support & normalize sexual violence
- Cultural beliefs which restrict/limit gender roles
- Societal norms that support male superiority & sexual entitlement
- Values that maintain women's inferiority & sexual submissiveness
- Weak laws & policies related to sexual violence & gender equity
- High tolerance for crime & other forms of violence
- Economic inequality & other forms of social injustice or oppression

[Adapted from: Alan Berkowitz, et al., 1994; Dahlberg & Krug, 2002](#)

# WOMEN OF COLOR & SEXUAL VIOLENCE

- “How do we develop analyses and organizing strategies against violence against women that acknowledge the race of gender and the gender of race?”
- “...we must also learn how to oppose the racist fixation on people of color as the primary perpetrators of violence, including domestic and sexual violence, and at the same time to fiercely challenge the real violence that men of color inflict on women.”
- Disaggregation of data!!

Source: Angela Davis (2000). Keynote address for Color of Violence: Violence Against Women of Color Conference, Santa Cruz, CA.

- “There is no such thing as a single-issue struggle because we do not live single-issue lives.” - **Audre Lorde**
- “We must not allow ourselves to become like the system we oppose.” - **Archbishop Desmond Tutu**
- “When will our consciences grow so tender that we will act to prevent human misery rather than avenge it?” - **Eleanor Roosevelt**
- “Washing one’s hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral.” - **Paulo Freire**

THANK YOU!

FOR MORE INFORMATION:

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