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# ENHANCING KNOWLEDGE

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## ORGANIZATIONAL SUPPORT FOR CREATIVE AND COMPASSIONATE ADVOCACY

Advocacy is an art more than a science. Great advocates bring curiosity and compassion to each interaction with a survivor, and use their skills to help each survivor navigate a personal and unique path to healing. But advocates are only as great as the organization that nurtures them. Fully developing their abilities and strengths takes compassionate and creative supervision and organizational support.

Pick an item from the list on the other side. With a colleague, a coalition staff person, or in individual reflection, consider:

- What does this mean to you?
- Why do you think this is important to advocates? To the survivors they serve?
- What actions or words would demonstrate this to an employee? In other words, how does this show up in practice?
- What signs would indicate a supervisor is not practicing this or is practicing it badly?
- Does this feel different than your current practice? How so?
- What, if anything, should your program consider doing to support this?

Repeat the dialogue or reflection with as many items as desired.

## **ADVOCATES DESERVE:**

- Supervisory support for reflection and growth:
  - » Space to examine fears, worries, biases, and constructive support for growth
  - » Recognition and encouragement of strengths and building from them
  - » Organizational response to and mitigation of vicarious trauma
  - » Help in navigating how one's own trauma might intersect with service provision, and in accessing support and healing services
- Education on adult survivors of child sexual abuse and advocacy skills
- Time to practice advocacy skills
- To feel their intangible advocacy skills are valued and valuable
- To know what they can and should provide to adult survivors of child sexual abuse
- Time and space to adequately and creatively serve adult survivors of child sexual abuse
- Community to build connection and for enhanced learning, particularly advocates of color and advocates serving tribal communities
- To understand the social context and history of their work (sexual violence movement, incarceration, intersecting movements, racism - particularly against black and indigenous people)

## **“Enhancing Knowledge: Organizational Support for Creative and Compassionate Advocacy”**

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