



### Talking Points:

## ***#MeToo: How do we Support Survivors and Leverage this Moment to Create Lasting Change?***

*What is happening with this increase in awareness and discussion of sexual violence and harassment, and why now?*

- The past month marks a watershed moment, when survivors of sexual violence and harassment have come forward using social media and the hashtag #MeToo to create a community of courage, encouragement, and belief.
- This moment is not an “upswing” in reporting of sexual violence; it is the result of survivors who have continued to bravely tell their stories and have, together, exposed patterns and a culture of violence and harassment.
- Sexual violence is a problem in every community and every profession.
- Sexual violence persists because of secrecy and inequality (racism, sexism, classism, ableism and/or homophobia).
- The “me too” movement was created in 2006 by Tarana Burke in order to bring together the voices of women and girls of color.
- The headlines have focused on the famous, but #MeToo is about all of the survivors who have experienced sexual harassment and assault.

### *Prevention is possible*

- As we consider how to move forward, we must believe and center stories and solutions from survivors from poor and marginalized communities.
- We cannot change the pervasiveness of sexual violence unless we change it for all workplaces, all industries, all pay rates, all neighborhoods, all communities, and all people.
- We must address social interactions and the power imbalance to end sexual harassment and assault.
- Change the conversation from who to why and how- why is sexual harassment and assault pervasive and how does it continue persist in our society?
- Say something when you hear the sexist joke- speak up!



### *Accountability*

- We must hold everyone who causes harm accountable, while keeping survivors centered.
- We must ask survivors what true accountability looks like for those who have caused harm.
- Accountability may include loss of jobs, loss of stature, and criminal charges but isn't the only form of accountability for some.
- For some survivors, safety and justice may come from their own communities holding those who have caused harm accountable, seeking to stop harmful behaviors, and to work toward rehabilitation and healing.

### *What Next?*

- Hearing about so many accounts of sexual harassment and assault can be painful and overwhelming for survivors.
- Keep survivors centered in our conversations.
- Everyone has the responsibility to speak up.
- We must go beyond liability and create systemic and lasting change.
- Start now- believe survivors when they come forward.