



¡ADELANTE!

Celebrating 40 years of Latin@-led advocacy

Call for proposals 2023





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Acknowledgements

¡Adelante! sponsors

¡Adelante! A virtual celebration of Latin@-led advocacy is sponsored by the U.S. Department of Justice, Office on Violence Against Women and presented by Esperanza United.

About Esperanza United

Esperanza United mobilizes Latinas and Latin@ communities to end gender-based violence. Formerly Casa de Esperanza, Esperanza United was founded in 1982 by a small group of persevering Latinas as an emergency shelter in St. Paul, Minnesota. We continue to ground our work in community strengths and wisdom, as we serve Latin@s locally and nationwide.

One in three women in the United States experiences domestic violence in their lifetime. This rate is approximately the same for women across most racial and socioeconomic groups—including Latin@s. But just because the rates are the same, that doesn't mean the solutions are. Esperanza United's Latina Advocacy Framework provides the foundation on how best to support Latin@ survivors, families, and communities gain greater safety, connectedness, and self-sufficiency.

Family advocacy

Esperanza United provides family advocacy to Latin@ communities in the Twin Cities metropolitan area, meeting survivors where they are. We provide emergency shelter, comprehensive community-based advocacy, co-advocacy with other shelter programs and community organizations, and a 24/7 bilingual crisis line for Minnesota's Latin@ community.

Prevention and social change

Esperanza United works with the entire community to prevent gender-based violence, using a whole-family approach. In Minnesota, our Fuerza Unida Amig@s initiative focuses on leadership development and community action planning among Latin@ youth, women, men, and gender non-conforming folks



Training and technical assistance

Esperanza United works with service providers nationwide to make sure that together, we are meeting the needs of Latin@ survivors. As a federal technical assistance (TA) provider, we help Latin@ groups, domestic violence organizations, mainstream agencies that work with Latinas and their families, and organizations that serve other, culturally-specific communities.

Research and evaluation

Esperanza United elevates the voices and realities of Latin@ communities through research and evaluation that promotes social justice in the field of domestic violence and sexual assault. Our research center conducts culturally relevant research to inform the creation of new strategies for engaging Latin@s and their communities in ending domestic violence.

Public policy

Esperanza United works to ensure that policies nationwide are responsive to the needs and realities of Latin@ communities, advocating for enhanced rights and protections for survivors, immigrants, and Latin@s. We also decode policy changes and implications for Latin@-serving organizations, helping to better serve our communities.





Call for proposals

Esperanza United, in partnership with the Office on Violence against Women, is excited to announce ¡Adelante! A virtual celebration of Latin@-led advocacy to be held virtually on February 15 – 17, 2023.

Proposals due by October 28, 2022, at 5:00 pm PST

Purpose

Esperanza United calls all Latin@s and allies working to end gender-based violence and other forms of oppression, to submit proposals for workshops at ¡Adelante! Selected proposals would highlight innovative practices, culturally and linguistically specific approaches for working with Latin@ communities, lessons learned, successful collaborations, trauma-informed or survivors-centered advocacy and public policy, and evidence-based practices and/or practice-based evidence.

Audience

¡Adelante! will bring together professionals from a variety of fields. This celebration will provide participants with significant opportunities for networking, resource and expertise sharing, and critical discussions on traditionally challenging topics.

Why ‘¡Adelante! A virtual celebration of Latin@-led advocacy’

¡Adelante! translated into English means forward. This theme highlights the unity in strength in our quest toward a shared vision on creating a new future. This encompasses resiliency, shared vision, unity, and change.

Objectives

By the end of ¡Adelante!, participants will be better able to:

- Analyze the significance, tensions, and strengths of diversity within the Latin@ communities.
- Provide an anti-oppression lens to address and end gender-based violence.
- Integrate concrete organizational development practices and tools in their advocacy work.
- Connect with other organizations and activists to advance their individual and collective practice.
- Share trauma-informed practices to enhance self-care, sustainability, and well-being.

General considerations

Presenters should:

- Have experience working at the intersections of Latin@s, domestic violence, sexual assault, stalking, and/or trauma.
- Have experience creating effective presentations and presenting in front of an audience.
- Use an accessible and survivor-centered approach to all sessions and materials.



Workshop guidelines

Workshops should be very interactive and participatory and may include panels, mini-lectures, and/or discussion formats. Workshops will be between 75 and 90 minutes in length. Accepted workshop proposals will be assigned a day and presentation time.

Workshops should:

- Provide relevant, current information.
- Provide participants with tools or strategies that they can implement in their own work.
- Demonstrate evidence of knowledge and skill in the subject area.
- Be accessible to the widest variety of participants and support a survivor-centered approach.
- Incorporate adult learning principles - See attached access guidelines and learning considerations.

The following list includes suggested workshop topics, as they relate to Latin@s, but we not limited to them:

- Advocating for survivors who stay in contact with current or former abusive partners
- Working with survivors with limited English proficiency (LEP)
- Advocating for LGBTQ Latin@ survivors
- Advocating for Latin@s with disabilities (mental health, physical, intellectual, and other disabilities)
- Promotoras/Promotores approaches
- Working with Indigenous populations
- Border-related issues
- Engaging/Working with men to end violence against women
- Working with Latin@ youth
- Elder abuse
- Sexual violence
- Human trafficking
- Labor trafficking
- Issues affecting TransLatin@ survivors
- Domestic workers' rights
- Measuring the impact of our work
- Evaluation and research topics
- Advocating for policy changes
- Immigration and gender-based violence: implications
- Using culture and art as a tool/form of healing





- Youth and the impact of violence
- Institutional abuse
- Human rights
- Restorative justice
- Housing opportunities and advocacy for Latin@ families
- Economic stability for Latin@s

Fees

There is NO registration fee to attend the virtual celebration.

Presenter responsibilities

- Support the objectives of ¡Adelante!
- Provide high quality, accessible materials.
- Meet all due dates for materials.
- Create a safe and accessible learning environment. See attached access guidelines and learning considerations.
- Presenters must have access to the appropriate and reliable technology to connect at their own cost.

Esperanza United responsibilities

- Ensure that each workshop team is equipped and supported technologically to present.
- Upon request of conference, participants will convert and provide materials in Braille, large print, and plain text. Spanish language interpreters, American Sign Language (ASL) interpreters and captioning services will be available as requested.
- Collect, analyze, and distribute evaluation information to all presenters within 90 days after the conference.

Proposal submission process

We invite you to submit an online proposal for ¡Adelante! We recommend that you first read through the proposal form to find out what type of information you will need to provide for your online submission. See Appendix B Proposal information for more details. When you are ready to submit your proposal, please go to: <https://www.surveymonkey.com/r/2023AdelanteProposal>

OR

Please, let us know if you are unable to access the online proposal submission, and we will send you a format that works for you. Please contact Makeda Toure at mtoure@esperanzaunited.org to request other proposal submission formats.



Notification process

Proposals will be selected based on how well they support the theme and objectives and on their adherence to the guidelines detailed in the previous sections. Notifications will be sent October 14, 2022.

Presentations and materials review

All materials will be reviewed for educational content, suitability for the audience, and for accessibility. If needed, feedback will be provided to presenters individually. Materials submitted after the due date will not be included in the conference. All materials must be reviewed and approved prior to the conference.

Important dates

- Proposals due: **Friday, October 28, 2022**
- Notification of selection: **November 11, 2022**
- Final presentation and materials submission: **November 30, 2022**

Questions about proposals

If you have questions about the submission of proposals, please contact Damary Rodriguez at drodriguez@esperanzaunited.org.





Appendix A: Accessibility guidelines and learning considerations

All presentations and materials must be accessible to all participants. To do so, please keep in mind the following guidelines and learning considerations.

PowerPoint presentations

All PowerPoint presentations must be provided in an accessible format. Please, keep in mind the following considerations:

- Use simple slide backgrounds, for example, avoid backgrounds with images. Choose backgrounds that are in sharp contrast to your font color.
- Use at least 18-point font. For body text, use a sans serif font, for example, Arial or Tahoma. Use font colors that contrast sharply with your background.
- Be clear about the objectives of your presentation.
- As much as possible, use common 1-2 syllable words. Define unfamiliar, but necessary, words, terms, and acronyms.
- Be consistent with words and terms used. Use the exact same wording each time.
- If possible, convey complicated concepts using pictures and stories.
- As much as possible, present information in bullet points with a maximum of four-five points per slide. Try to avoid slides heavy in text.
- Use headers to identify new sections and topics.
- Line-up or justify the left margin, but do not justify to the right or center.
- Any video or audio elements should be closed or open captioned.
- Pace your presentation, as a rule, use one-two slides per minute of your presentation.
- Be prepared to fully describe any graphics or pictures used in your presentation.

Handouts

- All handouts and materials must be provided in an accessible format.
- Use at least a 14-point font. For body text, use a sans serif font, for example, Arial or Tahoma.
- Use headers to identify new sections and topics.
- Line-up or justify the left margin, but do not justify to the right or center.
- Handouts should be provided in a format that can easily be converted to a larger font size.



People-first language

All presentations and materials must use people-first language. If speaking about a disability, put the person before the disability. Use person with a disability or who has a disability or people with disabilities or who have disabilities. Avoid using nouns such as “disabled,” “handicapped,” “patients,” or “crippled.” Other examples include:

USE	AVOID
Has a mental illness	Is mentally ill
Uses wheelchair	Wheel-chair bound/confined to a wheelchair
People who have a developmental disability	Mentally retarded or retarded
People who are blind	The blind
Deaf and people who are hard of hearing	Hearing impaired, deaf-mute, or deaf and dumb

Note: While we recommend first person language, we also recognize that in some communities first person language is not preferred (ie autistic person vs person with autism) and always recommend defaulting to each person’s preferred way of identifying.

During the presentation

- Speak slowly and clearly. Give the audience time for review. Allow time for interpreters to communicate.
- Provide an outline of your presentation in advance so that interpreters can be familiar with the material.
- Be sure to always use the microphone and remind audience members to use the microphone also.
- Avoid jargon and acronyms. If you use an acronym, or terms specific to your field of work, be sure to explain them.
- Be mindful to face the camera as interpreters and participants using other accommodations may rely on your facial impressions.
- Be sure to slow your speaking rate if you are a rapid speaker.
- Be sure the audience is clear about any questions or comments. Repeat or paraphrase all questions and comments from the audience.
- Be mindful of varying abilities when asking for audience participation. For example, some people may not be able to raise their hands to participate in question and answer periods.



Learning considerations

- Draw on previous experiences of participants.
- Listen to each person's questions and viewpoints.
- Encourage participants to think about or write down specific actions they will take in response to the training.
- Use training methods that invite participation and sharing of experiences.
- Use a variety of virtual engagement methods (jam board, polls, question and answer, and chat box).

Note: Accessibility guidelines and learning considerations adapted from the Center on Victimization and Safety, Vera Institute on Justice, 2012.





Appendix B: Proposal information

We invite you to submit a proposal for ¡Adelante! A virtual celebration of Latin@-led advocacy. We recommend that you first review the application content below to learn what type of information you will need to provide for your online submission. When you are ready to submit your proposal, please go to: <https://www.surveymonkey.com/r/2023AdelanteProposal>

If you are unable to submit your proposal on-line, please contact Makeda Toure at mtoure@esperanzaunited.org.

Workshop proposal

1. Contact information. Please be sure to provide contact information for the lead presenter and co- presenter(s) (email, organizational affiliation, phone, title, etc.)
2. Please provide your bio. Bios are limited to 250 words and written in the third person. Please indicate your relevant education and work experience and expertise as it relates to the subject of which you are presenting. Esperanza United may edit bios for consistency, will be included in the conference program and a bio should be provided for each trainer.
3. Each proposal must include the following:

Workshop title

Workshop description - no more than 250 words and should clearly describe the subject matter being presented. Esperanza United may edit descriptions for consistency.

Three learning objectives - stated as goals/outcomes for participants.

Identify the key audience – advocates, policymakers, law enforcement, etc.

Indicate the training level

- ▶ Beginning: Content is designed for those new to the intersection of multi-ethnic/racial culturally and linguistically specific approaches and violence against women.
- ▶ Intermediate: Content is designed for those who have been working at the intersection of multi-ethnic/ racial/culturally and linguistically specific approaches and violence against women for up to three years.
- ▶ Advanced: Content is designed for those who have been working at the intersection of multi- ethnic/racial/culturally and linguistically specific approaches and violence against women for over three years.
- ▶ Appropriate for all levels.



Teaching methods - may include a combination of lecture, discussion, case studies, question, and answer, etc. Be sure to detail any interactive exercises and how you will ensure their access.

Have you presented this workshop in the past? If yes, please indicate the date, name of the event/organization and type of audience presented to.

Proposals due by October 28, 2022, at 5:00 pm PST