

Organizational Change for Gender Justice

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PRESENTATION FORMAT: 15 minute oral presentation

TOPIC/TARGET AUDIENCE: Community partners interested in creating organizational change for gender justice

ABSTRACT: Asian and Pacific Islanders (API) are the fastest growing group in the U.S. and Oregon, yet our experiences are not evident in the mainstream narrative. API stories about accessing reproductive health, in particular, are missing altogether.

APANO Strong Families conducted an organizational assessment on gender / reproductive equity. It identified a framework for APANO that aligns with organizational strategic goals and provides a lens for the work. Staff were empowered to draw connections between the framework and APANO's work, elevating the connection to gender / reproductive justice.

The APANO Board adopted the Strong Families framework. APANO Strong Families developed a cultural project based on storytelling and story collection. The workgroup established a leadership development track for members and staff to strengthen critical analyses on race, gender, and class intersectionality using a gender justice lens.

Organizational change began with existing APANO members who identified having clear passion for gender / reproductive justice. This passion was nurtured by a dedicated APANO staff member and through working in coalition with community partners. Early recognition of a framework highlighting intersectionality and emphasizing the need for adopting it as a lens for APANOs work was necessary to to draw connections between different issues.

- OBJECTIVE(S):
1. List two mechanisms for connecting a gender justice framework to program level work.
 2. Describe three factors that contributed to the strategies for creating organizational change.
 3. Identify three strategies for creating organizational change for gender justice.

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