**Organization Profile**

|  |  |
| --- | --- |
| Name of Organization: | Mirror Memoirs |
| Website URL: | mirrormemoirs.com/mirrormemoirs.org |
| Address: | 1001 N Martel Ave, West Hollywood, CA 90046 |
| Primary Contact Email: | jadenjamesfields@gmail.com |
| 5 Keyword Descriptors:  *Tutoring, afterschool, STEM, college access, career exploration* | LGBTQIA+ child sexual abuse survivors of color, leadership development, survivor leadership, power building |
| Mission Statement:  *What’s the ‘missing” in your service area? How will you fill the gap? Who benefits?* | Mirror Memoirs is an abolitionist storytelling and organizing project intervening in rape culture by uplifting the narratives, healing, and leadership of LGBTQIA+ BIPOC survivors of child sexual abuse. |
| Target Population: *Gender, age, socioeconomic status: infants 0- 4, youth 5-13, Females ages 14-18. Young adults 19-24 from underserved, urban communities. Adults with disabilities ages 25- 55 in the San Fernando Valley. Seniors 55+, afflicted with dementia or Alzheimer’s.* | LGBTQIA+ survivors of CSA, over 18, allies |
| How many clients will you serve and how often? *Include the timeframe, monthly, quarterly, annually. e.g., 100 youth per month* | We have a total of 675 core demographic member across the US, with roughly 150 engaging in monthly member offerings |
| What geographical area will your organization serve? *Community, City, State, Country. i.e., The West Athens community of South L.A.* | We are a national organization, with large organic hubs in major cities, especially LA county. |
| Describe the Gap your organization will fill? *List resources, training, education, opportunities, role models, alternatives, access, etc.* | We provide access to healing and connection for LGBTQIA+ BIPOC CSA survivors through monthly virtual meetings. We are re-launching our leadership training institute for our members to learn more about abolition and how to organize around the issue of CSA in their social justice work, in a cohort model. We will be releasing our audio archive of 70 stories from our members, along with toolkits to help navigate listening to the stories and how to talk about CSA and abolition. We will also be launching a training institute for organizations that focus on violence prevention and LGBTQIA+ rights to have the tools to talk about CSA and to support their clients and staff who might be survivors as well. |
| Describe the innovation in how your organization fills the gap. *Math tutoring by African American Alumnae Engineers, On-the-job training with industry professionals, Homework assistance via app.* |  |
| **Program Description(s):**  What are your organization’s programs?  *Youth development*  *College Readiness*  *Career Exploration*  *Relationship Counseling*  *Parenting Classes*  *Program title: From Boys2Men Rites of Passage*  *Service provided: Mentoring, homework assistance, college access and admissions, career planning, parenting/relationship counseling.*  Measurable goals: *What is the problem? Homelessness. What is the change (verb) your program will produce? i.e., increase, decrease, reduce, eliminate, cure*  By how much? *(% - make the goal attainable. Usually 10-25%)*  *e.g., To reduce homelessness by 10%*  Actionable objectives: *How will your org accomplish the goal? By hosting three interviewing techniques workshops per week*  What is the length, frequency and duration of each program?  How long will your programs run? *e.g., 1 hour, 2 hours, 4 hours*  How often will your programs be offered?  *e.g. 3 times a week, 4 times a month, once a quarter, twice a year*  How long is the program?  *12 weeks, 6 months, 1 year*  *e.g,.* ***Boys2Men Rites of Passage*** *is a male youth development program for young African American men ages, 12-24 from the Watts, Compton, West Athens communities of South Los Angeles. Youth are partnered with professional African American men, ages 25-65 who model positive characteristics, decision-making, healthy relationships and career choices. Participants attend a two-hour workshop every Saturday for 12 weeks, covering topics from peer pressure to goal setting, college, and career exploration, to healthy relationships. The goal of the Boy2Men Rites of passage program is to reduce the school-to-prison pipeline by 25% from these underserved, overrepresented communities by 2025.* | Provide a description (with all the information listed) for **EACH** Program |
| ***Program One:***  **Leadership Development**   1. Black LGBTQIA+ CSA Survivors: A Black only 6 month cohort for leaders to be trained to use the analysis from the audio archive to organize around the issue of CSA and become better public speakers and facilitators. 2. POC LGBTQIA+ CSA Survivors: A POC only 6 month cohort for leaders to be trained to use the analysis from the audio archive to organize around the issue of CSA and become better public speakers and facilitators. This is also a space to explore and interrogate anti-Blackness 3. Allies/Accomplices: A 6 month cohort for leaders to be trained to use the analysis from the audio archive to organize around the issue of CSA and become better public speakers and facilitators. This is a space for our allies and accomplices.   Measurable Goals:   * at the end of the program, participants will present a creative intervention rooted in abolition to address CSA. * Programs for 6 months long, and will be offered one a year to 12 individuals per cohort. |
| **Organizational History**  (About Us, Who We Are, Agency History)  Year of inception. Year incorporated (if different than inception date):  Why organization was founded  What has been the organization’s biggest challenge?  How has the organization overcome that challenge?  What is the organization’s greatest accomplishment since its incorporating?  *Boys2Men was started in the basement of a school counselor’s home in Newark, New Jersey in1999 after witnessing 75% of his male African American freshmen class fall prey to gangs, drugs, teen pregnancy and prison. In 2003, the organization become a 501(c)(3) nonprofit and began administering programs in local elementary and high schools to disrupt the school to prison pipeline ravaging through predominantly under sourced, underserved Black and Brown communities. In 1992, after the L.A. civil unrest, the West Coast Chapter of B2M was incorporated to address the devastating number Black males in Watts, Compton and the West Athens communities of South L.A. entering prison or being killed. To date, the organization has partnered with 5 LAUSD school districts to graduate 100% of its participants (2,200 African American males), provided over $5 million in college scholarships, and placed over 1,750 youth in internships and assisted 1,571 with landing entry level professional and paraprofessional jobs.* | Mirror Memoirs was founded by nationally-recognized survivor activist Amita Swadhin in January 2016, when they received a fellowship from the Just Beginnings Collaborative (launched by the NoVo Foundation). In February 2019, we received fiscal sponsorship from Community Partners, a non-profit in Los Angeles that supports over 150 emerging projects. In December 2020, I became Co-Executive Director, after three years of shaping the project as a Core Member.  Our work is inherently intersectional, following the leadership and prioritizing the needs of those survivors who have been most harmed by systemic, historical and cultural violence in the United States. We are committed to building a world in which Black and Indigenous gender non-conforming children (and therefore all children) are loved, protected and cherished, and in which their wisdom, autonomy and humanity are respected. Given the well-documented history and legacy of state violence against these children and their communities, we are an abolitionist organization, committed to building safety and support through relational networks and cultural change, not through prisons, policing or state-run psychiatric institutions. Knowing child sexual abuse and rape culture will not be fully eradicated in this lifetime, our work is intergenerational, with a commitment to intentionally involve youth and young adults in the leadership and development of our organization.  Our biggest challenge has been managing capacity as survivors for an org that serves our own people. We are managing this challenge by hiring an Operations Director (we are in the midst of this process right now). Our greatest accomplishment is that we wrote, produced, and directed a theater project in 2021, all virtually, and filmed it in an empty theater. That theater project, Transmutation: A Ceremony, is now a cornerstone of our political education work. |