



CHANGING SYSTEMS
TRANSFORMING LIVES



FUNDAMENTAL PRINCIPLES OF
INSTITUTIONAL ANALYSIS

BWJF

Institutional Analysis at BWJP redesigns systems to center the interests of gender-based violence survivors.

For nearly 30 years, BWJP led in the implementation of Coordinated Community Responses and community assessments across the U.S. BWJP and other organizations responding to Gender-Based Violence (GBV) taught women how to advocate for themselves in securing safety and accountability through criminal and civil justice systems. We must now correct our approach and acknowledge the disjuncture created by getting stuck in systems change work while excluding the expert knowledge living within communities. Now, we aim to shift systems and advocates to be responsive to what GBV survivors need instead of continuing to burden survivors by forcing them to contort themselves to fit into the boxes built by systems. We move to change systems by incorporating lessons learned over our decades of experience. We use BWJP's reputation, capacity to broker and privilege to bring in community meaningfully and systematically. BWJP centers the social and cultural networks of GBV survivors through a new model of Institutional Analysis.

Institutional Analysis, def.

Institutional Analysis is a method of examining how complex institutions and systems operate in ways that either meet people's needs or produce negative outcomes for the people they are dealing with. Institutional Analysis discovers how workers are organized and coordinated, directly and indirectly, to approach and act on cases in specific ways. A more academic term is Institutional Ethnography (IE). IE explores the social relations that structure people's everyday lives, specifically by looking at the ways that people interact with one another in the context of social institutions (school, marriage, work, for example) and understanding how those interactions are institutionalized. IE is best understood as an ethnography of interactions which have been institutionalized, rather than an ethnography of specific companies, organizations or employment sectors, which would be considered industrial sociology or the sociology of work. For the institutional ethnographer, ordinary daily activity becomes the site for an investigation of social organization.

We partner with survivors to define problems and design solutions.

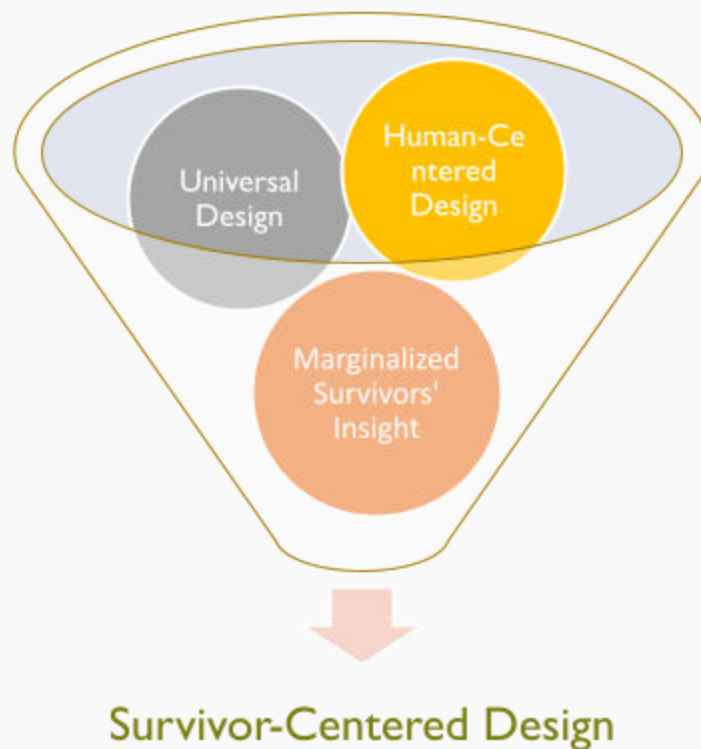
Survivor-Centered Design underpins a new era of Institutional Analysis at BWJP, integrating lessons learned in education and public health from Universal Design and Human-Centered Design, and applying these lessons to our work in institutional assessments and Coordinated Community Response work with Gender-Based Violence survivors. We partner with survivors the intuition, social and cultural networks of GBV survivors, particularly those survivors with identities which systems use to marginalize and push them out.

Human-Centered Design

Human-Centered Design is a process which starts with the people being designed for and ends with solutions tailor-made to suit their needs. Survivor-Centered Design incorporates Human-Centered Design by inviting survivors and their communities in as participants to partner in every step of institutional analysis and development.

Universal Design

Universal Design is the design of systems to be usable by all people, to the greatest extent possible, regardless of ability. The principles of Universal Design are blended into Survivor-Centered Design by centering the knowledge of survivors currently marginalized by criminal and civil legal systems to make these usable to (and for) these survivors. *Nothing About Us Without Us!*

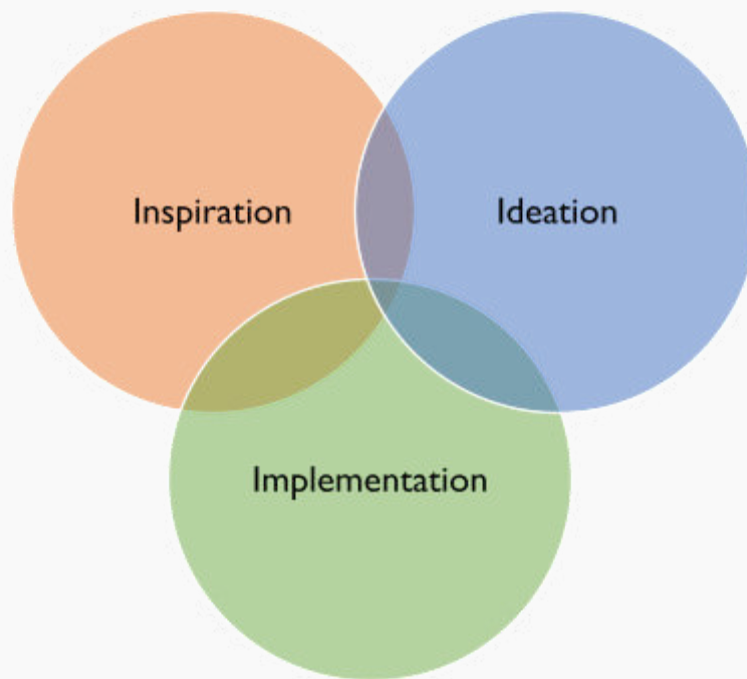


Survivor-Centered Design

During the Inspiration phase, we learn how to better understand survivors by pulling up a chair and coming to their table to discuss their experiences, get to know their educated intuition and insights about systems.

During the Ideation phase, we make sense of everything that we've heard, generate ideas, identify opportunities for design, and test and refine our solutions—together with survivors.

During the Implementation phase, we bring our solutions to life and figure out how to maximize the impact of these solutions in, and outside of, our systems.



Fundamental Principles of Institutional Analysis at BWJP: Survivor-Centered Design

- Tenacity: Gender-based violence is gender-based, but intersects with oppression which cannot be ignored by systems when serving survivors.
- Equity: Complex lives require tailored solutions that are fair, equitable and just. *We recognize and name inequities.*
- Accountability: Who should systems serve? Why do systems exist? To serve survivors, not the needs of system actors. *Nothing About Us Without Us!*
- Agency: Support survivors' right to self-determination and choice in connection to partners, family, and community.
- Courage: We commit to correcting inequities first.
- Survivors as ultimate experts of their experience and their needs

BWJP respects the complexity of survivors' lives, recognizing that the field's previous attempts to address these complexities missed nuances of community and family. COVID-19, years of systemic racism and other forms of oppression, needs-based advocacy, and silos, all led to a re-examination of our work in late 2020. BWJP continues to broker meaningful community engagement to ensure systems' accountability. Our work uplifts the voice of all survivors,

especially those from historically marginalized groups. As a mission-based organization, we are grounded in our core values of:

- **Tenacity:** Determined to do the right thing despite adversity and act with conviction.
- **Equity:** Complex lives require tailored solutions that are fair, equitable and just.
- **Accountability:** Hold oppressive legal and social systems accountable for justice, healing, and societal transformation.
- **Agency:** Support survivors' right to self-determination and choice in connection to partners, family, and community.
- **Courage:** Never give up on our capacity or creativity to effect systemic and community change.

Interested in working together? | Anton Tripolskii, atripolskii@bwjp.org