

Ideas to make your Rape Crisis Center more inclusive:

(These work at all kinds of anti-violence organizations, domestic violence agencies, etc!)

End Food Shaming and Diet Talk

It's so normal in our culture to talk about "being bad" and "being good" when it comes to eating certain foods. But food is morally neutral! Shame doesn't have to be a part of lunch. Birthday cake at a staff party is a celebration, not a sin. Eat what you want, don't eat what you don't want, and let others eat in peace! (And for the love of all that is holy do NOT have some fatphobic "fitness challenge" for staff!!)

Put Fat People in Your Materials

How's the diversity on the cover of your pamphlets? Your website? The posters up on the walls? It's important to make people feel welcome by having images that reflect the population you serve. It's not just thin people or models who deserve safety from relationship violence. Fat people work at your organization! If you make social media posts with staff, include those fat staff people! Include fat celebrities! Fat heroes!

Choose chairs everyone can get into

Can a fat person sit comfortably in your waiting room? In the office chairs? Or the staff room? Buy furniture everyone can use, or try to have a variety of options!

Make your swag available for all

Do you give out T-shirts for team-building? Be sure to make them in all sizes! (This doesn't mean "one size fits all".) If you sell shirts, never charge extra for 4XL!

If you keep extra clothes on hand for participants, have large sizes of sweatpants, underwear, etc.

Do fat-inclusive continuing education

Do you have DEI trainings at your work? If you are talking about inclusivity of any group, and issues that contribute to sexual violence or issues that cause barriers to accessing sexual violence then you need to be training on weight stigma at your workplace, along with racism, transphobia, ableism, sexism, misogyny, poverty... weight-stigma and fatphobia are important *and* they intersect with all these kinds of oppression.

Hire a consultant to audit your center

Be brave and ask for help if you need it. The best time to become fat inclusive was when your center was founded. The second best time is when you get home from this conference. When you know better, do better.

Learn about the intersectionality between eating disorders, rape, and abuse

Anorexia is the mental health condition with the highest mortality rate, and weight-stigma is a leading contributing factor to it. Think about the connections between power & control & restricted eating when you think about high fatality risk factors.

Ask participants and survivors how you're doing

On surveys, online, informally. Go to fat spaces in your community and ask how the people there feel about your agency. Also, **do outreach AT those spaces** so they know you are there for them. (Once you know you are going to be there for them! Don't invite fat people until you have those chairs ready to welcome them.)

Accommodating a variety of body shapes and sizes is part of being an inclusive space. It's central to being anti-racist, as well as trans-inclusive. Gender-based violence flourishes when we are all living in shame, and especially when women and girls are taught that they must be smaller, be more under control, and aren't good enough until their bodies are pleasing to more men. You are part of breaking this cycle! Thank you for all the work you do for survivors. Please reach out to me if I can help!