The Future of Domestic Violence and Sexual Assault Services in WI

Statewide Strategy

End Domestic Abuse WI: the WI Coalition Against Domestic Violence

In Partnership with the

WI Coalition Against Sexual Assault

Funded with support of the US Department of Justice Office of Crime Victim Services

Vision 21 Planning Grant

Executive Summary

In Wisconsin, the sexual violence movement began about 50 years ago, and domestic violence services evolved shortly afterwards about 40 years ago. Early efforts focused on meeting the most immediate needs of women and children who were the primary victims: medical, shelter, food, safety. Services were largely peer support, women helping women, and called for radical social change and equality for women. These early efforts contributed to cultural shifts and acknowledgement that violence against women (rape and violence) were wrong. Public education connected victims to services. Over time, as domestic violence and sexual assault (DV/SA) programs became legitimized through government funding, the focus became almost entirely on services rather than changing the conditions that causes the violence in the first place. Due to fragmentation, lack of planning, and loss of our social justice framework, we need to take a critical view of our collective work, and to develop a shared vision for what the future of domestic and sexual violence work needs to look like, potentially including human trafficking, and build the capacity of the organizations to better serve victims in the 21st century.

Goal: Develop a statewide real-time strategy to effect change in the capacity of WI domestic and sexual violence organizations to serve victims/survivors in the 21st century.

Objective 1: Identify and minimize fragmentation and "silos" to enhance coordination and collaboration, maximizing services to victims.

Objective 2: Develop strategies for proactive thinking and responses to address changing societal conditions and circumstances impacting DV/SA organizations and the victims whom they serve.

Objective 3: Build upon services models to incorporate social justice and social change frameworks to promote innovation.

Background and History

In 2014, End Domestic Abuse WI initiated conversations with diverse groups of domestic violence program directors/leaders. The purpose of the conversations was to gain insights in the general sense that leaders had about the performance of their victim advocacy services. It became immediately clear that the leaders felt that some of their services no longer resonated with all populations, were dated, and that they felt constrained by funders who required them to provide certain services, but with little analysis if those services were what victims really wanted or needed. Thus began the Future of Services initiative.

By then end of 2015, and prior to receiving the Vision 21 planning grant, we had convened four small group meetings with a representative and diverse group of domestic abuse, sexual violence and human trafficking leaders, and 2two larger meetings at which nearly every domestic and sexual violence program director in Wisconsin participated. These early meetings helped to form a critical foundation and sparked the interest of many DV/SA services programs to examine the status of the work. It is rare that advocates doing crisis-based advocacy work actually commit the time to reflect on where we have been, what we are doing, and plan new strategies for moving forward.

Once funded by OVC Vision 21, and following budget approval, we continued convening meetings with the specific purpose of developing some strategic goals to guide the evolution of the work over time. There was no specific agenda or dictate for what the strategies would do. Decision making on the final direction was fully in the hands of the participants. The focus was on mainstream providers, with the help of culturally-specific presenters and facilitators, to aid in highlighting information about populations that either aren't being served well or aren't being served at all. WI's primary DV/SA funders were in attendance at all convenings as a way for them to understand the ways in which funding requirements can constrain innovation and critical change.

Process

A highly adaptive process was employed. In the first half of the planning process, emphasis was on learning, information gathering, and sharing of experiences. A leadership group composed of a diverse set of domestic violence, sexual assault and human trafficking services leaders was created. The purpose of the leadership group was to vet ideas and develop agendas and activities for larger group meetings. After larger group meetings, the leadership group reviewed results and developed recommendations.

All large group meetings were facilitated by representatives from culturally-specific populations as a way to inform mainstream providers of the specific needs of cultural communities and to help guide participants on new, innovative ways to provide both social services and work towards social change and social justice. Culturally-specific providers incorporate social service and social change work naturally as they are working with populations who live daily in the intersections of violence, abuse and oppression.

There was both excitement and anxiety produced by this examination of domestic and sexual violence victim services. Many advocates felt that this process was necessary and that it was time for our community to start to make shifts to better serve a diverse victim population. Others were less comfortable with discussions about change, wanting to hold onto the services model that is known to them.

A final and very critical session was held with Norma Wong, a strategist who helped our leadership group to understand how to take all of the information that we collected over the course of the year and map it into strategy. At this meeting, Norma introduced the concept of moving forward with the "ready, willing and open", noting that those who are tentative will watch and learn as others make shifts in services. Eventually, even those who are less likely to want to change services now may be more open to doing so once they observe the successes and failures of others.

Following this strategy session, the FOS leadership team chose to break into groups to examine and build upon 3 core strategies.

Wisconsin Domestic Violence and Sexual Assault Strategy

Overview

Led by the DV/SA coalitions, directors, staff and board members of programs attended meetings that aimed to provide information and generate ideas for new strategies. After more than a year together, programs decided to focus their efforts on three new strategies that align with the goals and objectives identified by this project. Different facilitators produced slightly different results for each.

Strategy 1: Thinking about Shelter and Housing Differently

Domestic violence shelters began to emerge in the 1970's as a way to provide immediate shelter to victims and their children whose lives were in imminent danger or who were recently battered. Over time, as public outreach and education about the presence of shelters occurred, more and more victims came forward for shelter services. Many victims who utilize shelters today are in imminent danger but others are those who have experienced violence at some point but the danger may not be immediate. Many victims also may strategize about their departure from a violent relationship, planning when to leave based on personal safety and/or convenience in their lives. It is a difficult decision for victims to essentially throw themselves into homelessness and many work to control their departure based upon what other things may be present in their lives. The changing reasons for victims seeking shelter has meant that few shelters have open occupancy and have difficulty accommodating all of those in need. Many shelters operate waiting lists, which require victims to call back daily to inquire about bed space.

Shelters have become iconic and a visible emblem of the domestic violence movement. The victim population has changed over time. The needs of victims today are dramatically different than 40 years ago, and the complexity of the work—dictated by changing demographics, changing community structures, access to low cost drugs, lack of access to affordable housing, and shifting laws that require equitable treatment between all victims of all genders and all heaped with layers of trauma—has compounded challenges shelters face. Most victims need access to safe and affordable housing, whether they enter a shelter or not. Housing has also changed over the 40-year history of domestic and sexual violence victim advocacy. Housing authorities have deeply restricted Section 8 vouchers available and maintain years' long waiting lists. Landlords no longer rent their apartments based on a handshake, instead landlords now conduct extensive credit and background checks. This

has placed a substantial burden on advocates who work to find landlords' who are supportive of victims, will listen to their story and rent to them despite bad credit or other issues that may be present.

Domestic violence shelter program directors, along with key staff and board members, met to develop strategies to address the current dilemmas facing them as they serve a more complex population seeking shelter. Facilitation was provided by Jacqueline Boggess from the Center for Family Policy and Practice, an organization that advocates for the rights of low income families of color, including fatherhood involvement and domestic violence.

Goal 1: A just Wisconsin that promotes safe and stable space for everyone to live and be in the fullness of their own self-worth.

Objectives	Actions
1. Address tension and safety created in the communal living environment of shelter facility	a. Consider building design that offers separate space (such as apartments within one building or scattered site) b. Promote self-care and wellness for resident survivors and staff
2. Whenever possible, seek to prevent homelessness by working to assist victims to safely stay in their existing housing whenever possible	a. Develop "flexible funding" funds to provide rent assistance, transportation assistance, and medical support. Explore use of VOCA funds for this purpose. b. Develop new screening strategies to focus on housing rather than immediate referral to shelter. c. Develop mobile advocacy and "walking with" services to serve victims where they are.
3. Change systems and structures that create barriers to victim safety	a. Build new relationships and community partners. b. Address privilege and racial justice in the shelter workplace to ensure equity of services.

Strategy 2: Resourcing Sexual Violence Victim Services

Although the sexual violence movement began ten to fifteen years earlier than the domestic violence movement in WI, domestic violence services are exponentially better resourced. In WI, the state provides close to $13 million to support domestic violence victims through advocacy programs. Sexual assault services are funded at $2+ million. This huge disparity in funding means that many sexual violence victims are not adequately supported, if at all, in our state. Federal VOCA funds help to fill in gaps, increasing the number of advocates who are there to help but very little of VOCA funds can be utilized for outreach and education, a core component to letting victims know that supportive resources are even available. While there are close to 75 domestic violence programs, there are only 56 sexual violence programs scattered across the state.

Most sexual assault services are provided as a component of domestic violence services. Programs offering both domestic and sexual assault advocacy are commonly referred to as "dual" programs. This is an efficient way to provide services as most dual programs exist in rural communities, where human and financial resources are sparse. However, as domestic violence programs incorporated sexual assault services, many did not change their name (which was likely domestic violence focused) nor did they advertise their services adequately. Many did not change brochures or other media to reflect that sexual assault services were available.

Domestic and sexual assault services providers worked towards creating both a new governing image of sexual violence advocacy and drew ideas of how to implement this new image. Facilitation was provided by Beverly Scow of Wise Women Gathering Place, a program serving Native adults and youth near the Oneida Reservation, including domestic and sexual violence prevention and intervention services.

Goal 2: Resource sexual violence advocacy and outreach to maximize victim services.

Engage system and community partners to create cohesive impact	Creating best practices and consistency around messaging	Fully fund sexual violence work	Include and educate EVERYONE	Provides inclusive, accessible and evaluated services	Create diverse staffing solutions through consistent training and practice
Recognize/utilize cross training across MDTs	Primary prevention first	Increase funding	Lunch & learn at community college	Classes for victims and offenders	Create space to support each other
Utilize system partners	Include those who do harm in the work	Shift some DV funding to SA	Networking community connections	Strengthening SA Support groups	Diversify staff (hiring practices)
SART-Community change, social change	Increase SA messaging on social media	Eliminate funding barriers	Recruit, retain, train volunteers	Evaluation of services includes POC/Immigrants	Volunteers: recruit, retain, train
Better criminal justice coordination	Create opportunities for realistic conversations with youth/all	Legislative action	Community education: targeting new and existing opportunities	All staff rotate "on call" and are cross trained	Cross train staff in SA
Train all systems	Equal and consistent voice	Increase funding for		Rethinking data collection/program evaluation	Training consistently

	surrounding sexual violence	POC programming			across all staff and volunteers
Visibility in the community	Utilize national campaign			Look at SA different when at shelter	
Programs that service SA victims/survivors have clear identity	Insert SA into conversation			Reach/work harder to be inclusive	
Building capacity and trust with community partners				Multiple advocates in court room	
				Outreach to communities by members of that community	
				Every community has SANE	

Strategy 3: Understanding the Intersections of Domestic Violence, Sexual Assault and Oppression

> *"Since violence is used to control women in patriarchal societies, it is important to understand the nature of patriarchy and its relationship to other forms of oppression such as racism, colonialism, heterosexism, etc. Violence against women of color is affected by the intersection of racism and sexism and the failures of both the feminist and antiracist movements to seriously address this issue."–Kimberle' Crenshaw*

In the 1980's, Kimberle' Crenshaw coined the term "intersectionality" as a tool for analysis, advocacy and policy development that addresses multiple discriminations and helps us understand how different sets of identities impact access to rights and opportunities. Intersectionality is used to study, understand and respond to the ways in which gender intersects with other identities and how these intersections contribute to unique experiences of oppression and privilege.

Advocates who work in culturally-specific victim advocacy programs have long understood the intersections of victims' lives and have provided services that naturally incorporate intersectional approaches. Many mainstream services providers have been focused largely on Western/White responses to all victims, failing many times to take into account the multiple barriers faced by victims of color, LGBTQ victims, elder victims, victims with disabilities and immigrant victims.

As a result of the Future of Services process, many mainstream victim services programs committed to working with victims using an intersectional approach. Shedding mainstream responses to diverse populations will not happen all at once and much of the commitment incorporates the need for mainstream advocates to engage in constant training and awareness building. This strategy recognizes that anti-oppression work needs to happen on multiple levels and incorporates individual, organizational and community responses, similar to the Social Ecological Model utilized by prevention advocates.

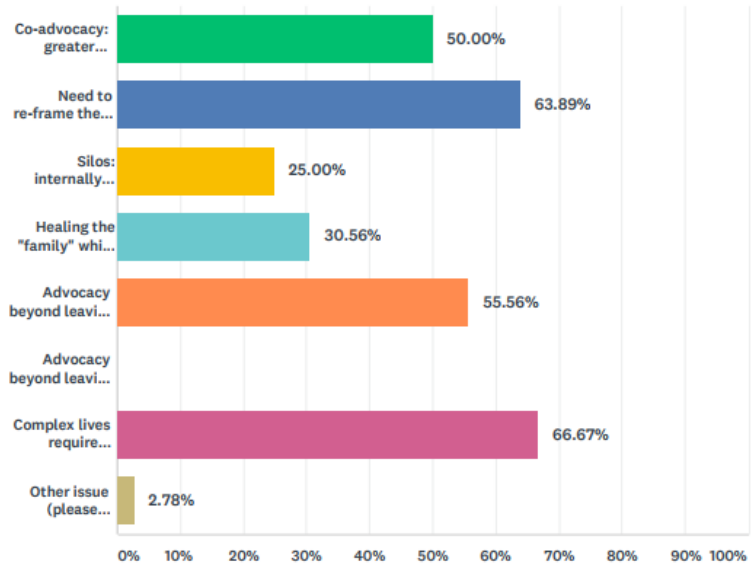
Facilitation was provided by Beverly Scow of Wise Women Gathering Place, a program serving Native adults and youth near the Oneida Reservation, including domestic and sexual violence prevention and intervention services.

Goal 3: Deeply embed anti-oppression, inclusion and equity into all domestic and sexual violence services models.

Check yourself	Engage the community in anti-oppression	Centering leadership with diverse decision makers	Building inclusive & intentional change	Encourage & invest in staff	Creative anti oppression funding
Open to create change for inclusivity Language Used Respectful Calling out Experience a challenging, uncomfortable anti-oppression conversation in safety - Recommit Daily!! Examine how you/we show up. Showing up for others Commit to own uncomfortability Allyship Leadership models healthy work/life, Balance & Selfcare Examine and address white fragility Authentic Allyship Avoid "us" V. "Them" Thinking Humility of one's knowledge Continuous checking of implicit bias	Engage community In rooting out & exposing oppression within Agency. Ally w/issues impacting oppressed Groups Anti-Oppression Messaging on Social Media Training of Community agencies Engage the wealthy /powerful Diverse Community relationships Restorative Justice for the harm agency causes	Do our practices serve todays clients Examine and change Power Structures within Recognize leadership in all –and honor it. Understand & respect cultural advocacy Centering survivors voices POC/LGBTQ as decision makers Board diversity Environment acceptance Examine how we do trauma-informed work Agency represents the community-(the community is represented in the agency) vibrant group of groups! More people of color in leadership& truly valued	Stay, learn, Change or leave Revise Internal Policies & Practices to your organization Educate policy makers on how institutions oppress those we serve Is Healthcare & benefits inclusive & affordable? Intentional hiring practices Active in Legislation Transparent & decentralized decision making $ decisions Recruitment for new employees always includes 2nd lang. Skill Revise hiring Practices/Process (hire more diversity) Build and allow Survivor Leadership Removing Gendered Language	Staff Wellness (flex pay, PTO ect.) Providing separate space for advocates of color TIC: Helpful HELPES or ENABLERS INVESTING $$ into education from marginalized communities Leadership opportunities for Staff of color Encourage Authenticity (speak in language most comfortable with hair styles, various clothing, etc.) Equitable Pay	Challenge funders Re: Oppressive methods Funding ($ behind actions) Shift $$ to Support POC/LGBTQ work

Notes and Minutes

Survey Results: Future Of Services Priorities 2016



ANSWER CHOICES	RESPONSES	
Co-advocacy: greater collaboration between programs (culturally-specific services and mainstream programs, SA and DV, child abuse and DV, etc.) is called for, to keep the best interest of victims at the forefront.	50.00%	18
Need to re-frame the issue beyond domestic violence: we need to address problems linked to violence that may be more pressing to victims (education, job training, immigration status, substance use, etc.)	63.89%	23
Silos: internally segregating types of services within organizations (women's advocate, legal advocate, etc.) as well as forms of violence (DV, SA, trafficking, prostitution, etc.) creates unnecessary divisions.	25.00%	9
Healing the "family" which may include the perpetrator: many victims are invested in staying together and do not wish to end contact with the perpetrator; separation does not equal safety for them.	30.56%	11
Advocacy beyond leaving: services must be designed to recognize that many victims will stay connected to their abusers. Success should never be measured by whether or not the victim and abuser are separated.	55.56%	20
Advocacy beyond leaving: services must be designed to recognize that many victims will stay connected to their abusers. Success should never be measured by whether or not the victim and abuser are separated.	0.00%	0
Complex lives require in-depth advocacy and longer-term services: the historical emphasis on crisis support/emergency shelter must be broadened in order to reduce potential harms victims face when their brief shelter stays end.	66.67%	24
Other issue (please specify)	2.78%	1
Total Respondents: 36		

Future of Services Leadership Group: facilitated by Nan Stoops

March 15, 2016

INTRODUCTIONS MADE BY ALL

- Name
- How long you've been doing "the work"
- Where you're from
- How are you showing up (physical representation)

In the "showing up portion" many performed action with some aspect of raising arms and pulling them in towards your body - some form of gratitude or openness

- Gathering up
- Emphasis on breathing
    - Calming
    - Centering
    - Creates spaciousness
        - Inside and out
    - It's about life
    - Breathing is a moment in the present, it doesn't have a past or a future
    - Decluttering
    - Mindfulness
    - Allows you to throw things out and bring something in
    - So much stress in our lives - helps to release the cortisol
    - Sometimes if the physical motion is unfamiliar, we forget to breath
        - The anxiety about the performance restricts breath
        - *What we're doing together over the next two days is not a performance*
        - It is a breathing space, not a head space

Storytelling in the round - Why are we here?

I've gotten very good at taking care of people. And while I have all the empathy in the world, I'm a little bored. There are so many opportunities to expand and extend our influence. We've done so much but there's so much left to do. We have worked ourselves to death, and are overextended, and need to figure out how to take better care of ourselves. But the realities of marginalized groups of people are silenced. We feel frustrated that our approach is often putting Band-Aids on wounds instead of preventing the wounds. We're missing a lot of pieces. As we go to reach to include others, there could be real solutions. So we need a change. We have an opportunity with our shared experience to move the work forward for all survivors in our state. We're stronger together. We've been facing the same struggles for a long time now. I really think we are parts of movements that go back far, and look forward, and we really want to reimagine. We need to change it. And think about things differently. And adjust the barriers and restrictions that keep us from doing what we know we need to do. Some of us are tired. We're stuck. Growth. Tired is an understatement. There are younger people out there that can do this work as well. I think that by putting all our thoughts in a shared space we can do something bigger. And even though I'd like to pass the baton I think we need to create that space. Keep evolving. It's time to innovate. Put words into action. We face political challenges. But we must reach the last girl. The last girl is as important as the first girl. And we should always follow the lead of survivors. We're here because we have a responsibility. A responsibility to face the issues as to why I'm the only African American female that is ever at these events. I'm feeling frustrated that our agency puts so much time and money and resources into just some people when there are so many others that need to be served. I'm asking questions and questioning answers always. I'm wondering how we make this important process of coming together and creating a joint movement, how do we do that to include everyone. If we don't do that we'll never truly address the problems we're seeking to solve. We have to live in community. We need to do a deeper dive into intersectionality. We need to be brave. We need to keep an open mind in order to make a difference. For me in this work, an important piece is community organizing in marginalized

communities. We need to find a different way. I did wonder the same question as Antonia voiced. What are the barriers? Why? And it's looking at and facing fears. And that's what it is. Face those fears. I wonder about that too, I worry about so many people who are not here. So many different people who are not here who I know are probably really taking the brunt of why we're doing the work. We're sort of up out of it. It's so much bigger, it's connected to all the places that people's humanity is being oppressed. I'm wondering how we do this very important very large work when we all come from different places, and the fear is different for all of us, how do we make it work? And make it safe? This work has to be transformational. For all my relatives. And understanding oppression and looking at our roles in oppression. And how do we help people understand about privilege. I think that's a tough one. And using blame, shame and punishment - that's the age old system - it isn't working. What else can we do? How to have places to have conversations about how we safely let go of the benefits of some of that privilege. How do we understand it? And that can be scary. I think it's about systemic oppression and personal growth. Within. To be working so that we can shut our doors and there are no more victims. Overwhelming. Change is scary and we ask people to do it all the time. We at least have to do it ourselves. To prepare a world for my great grandchildren, for them to have something more. But the issue of power and privilege is not often relinquished just as abusers fight to keep their power, to keep their privilege. As you were saying we ask people to do things, to make changes every day and we can't even look in the mirror. And how do we help communities with generations of oppression. It just seems overwhelming. I was thinking about looking over all of it and looking at the words that have come from terrible intentions. Paying attention to details. How do we help those from generations of privilege; how do we help those who have been abusers - maybe there are some answers there. Looking at our role in people's oppression and accepting and dealing with having to really look at and examine the lives of people in communities that have suffered historical and racial trauma down to the victimizations of domestic and sexual violence within their families. Looking at the individual lives as opposed to the greater context of domestic violence. Understanding the context of their realities. We can bring hope. Through childbirth and rescuing and loving parenting. We need our men, too. Yes we do. We can do better. We can do this. We can revitalize ourselves and we can have fun. Our movement is part of a larger social justice movement. I believe we have the power, the ceremony, the abilities to heal to grow and that they have been overpowered by oppression, by abuse, and bringing them back through what's been experienced to bring that importance back to the world. It's not gonna be an easy ride. It's not gonna be a comfortable ride. I'm used to uncomfortable rides. And I'm in. bring it on. May our grandsons and our granddaughters know more peaceful worlds and stronger communities. Real social justice. What does that mean and how do we get there. And are we okay with being uncomfortable on that ride. It shouldn't be comfortable. I'm in too, 100%. It's about power and equality and share in it, I was just thinking of you, sharing all of that. If it's a comfortable ride we're not doing it right. I'm all in. Bring it on.

PowerPoint Presentation by Nan (can be found here: https://www.dropbox.com/sh/as0jzzbpmderpq6/AABNcDhgRKpipjNHMJIntj13a?dl=0)

- In 2010/11 Nan was invited to participate in the pilot cohort of the Move to end Violence at the NOVO Foundation
- NOVO gave $80million to a ten year program that would attempt to reinvigorated a US based movement to end violence against women and girls (Move to End Violence)
- It became clear in that experience that I (Nan) had a responsibility to bring whatever I'd learned, done, to bring that back to my work world and everyone that I work with.
- Many of you talked about a responsibility "we have a responsibility" - sometimes when there is great responsibility one may be more conservative. I tend to moderate - don't want to get in trouble, want to protect my people
- Tremendous responsibility now - we need it to be radicalizing, revolutionary
    - The conservative thing won't work
- You're here in a leadership capacity for two years
- After two years, something's got to change
- Girl Effect video – https://www.youtube.com/user/girleffect
- 22 states wanted to get involved – Wisconsin is embarking as a large part of a national movement
    - There is a context, and the conversations are happening all over the country
    - What's happening in different locations may/will vary

- There is a moon of the past and a moon of the future
- Telephone booth - Scotty, engage!
    - The telephone booth can be symbolic of many meeting places - church basements, community centers, etc.
- **MOON OF THE PAST**
    - Framed and claimed DV and SA "women's issues"
    - Focused on women's victimization
    - **Criminalized SA and DV**
    - Theorized "learned behavior" and "stranger danger"
    - "Treated" victims and offenders
    - Separated DV and SA
    - All along the way when we make strategic decisions there is this sense of un-tenability
        - Which paths?
        - Whose lives are at stake with this strategy?
        - Who's lives matter?
    - These questions come up as if we can only hold a certain number
        - Is there a way we can hold it all? With the long view?
    - STAR DATE - 2013
- **MIND MELD**
    - Simplified gender analysis
        - Perpetrator - male
        - Victim - female
    - Believing and helping does not liberate
    - Criminalization has failed to hold perps accountable and deter violence
    - Systems reform has not resolved racial disparity and differential access
    - Located violence in individuals instead of culture
    - Fractured movement, fractured people
    - At the time of VAWA's creation we had women of color saying that this is going to make things worse, but we didn't have data at the time
    - Antonia - We should not simplify the impact - exponentially more harmful in communities of color
    - Alice - we can't just become so dependent on the data either
    - If we want to do something different going forward, we need to be intentional
        - Is there something wrong with the structure of our work?
    - If the structure were different, the leadership would be different.
- **MOON OF THE FUTURE**
    - **Create conditions in which every girl can reach her full potential - to the last girl**
    - **Successfully changed societal values and attitudes that perpetuate gender violence**
    - **Create environments whereby people thrive through systems and attitudes that are free from oppression**
    - **Create a world where freedom, justice and peace are present in the lives of all people**
    - **Catalyze a beloved community which recognizes, embraces, and values the humanity and dignity of all**
- Fleet of ships
    - Some of the ships are going to get there early
    - Some are going to come later
    - Some will wait on the old moon to help those there
    - Some will be lost

The geese

- Flying south
- In formation
- There is a slip stream - the birds in back, all they have to do is stay afloat
- They take turns at the front

- If one is injured and falls, two go with it

Pivot 1

- We need to move from reactive to proactive, pursuing a bold vision for change
- Everyone needs to take the pivot individually and organizationally

Pivot 2

- We need to develop and integrated approach to gender violence, no longer work in silos.

Pivot 3

- We need to move from a primary focus on meeting the immediate needs of people impacted by violence to an integrated approach to combine services and social justice

WHY PIVOT

- One foot is planted and you take the core strength with you
- Inhale and exhale through the pivot

Science - Gravity

- The natural attraction between physical bodies, especially when one is a celestial body, such as the earth
- Grave consequences; seriousness or importance
- Solemnity or dignity of manner
- To withstand gravity you have to go into warp speed - warp factor 10
- Kirk believed they would make it
- We can know that gravity will make this hard for us, and know that we can make it

Science - Relationships

- We are a people of relationships
- Funding pits us against one another - its hard to build relationships and be put in a situation where we have to compete

Steady as she goes

- Intersectional, interconnected, relational approach
- Core strengths
    - Relationships
    - Political power
    - Commitment
- Creative more than protective
- Agree on purpose, not on tactics
- Practice
- grace/space
- Abundance more than scarcity
- What we do = who we are

- Distinction between transaction and relationship
- We're organized in transactions
- Collaboration sits somewhere between transaction and relationship
- Theta oscillations - one mind

SURVIVAL

- Behaviors are maladaptive - they keep us stuck
- Habits may be marked as traditions
- In dv and sa we glorify the courageous survivor - what we want for them is more than survival
- We identify with "survival" proudly - its our tradition, but perhaps survival is just a point in time
- We want to be beyond this

HABITS

- Unconscious repetitive acts
- We want to replace bad habits with good practices and good habits with intentional practice
- Habits happen at individual, organizational, community and movement levels

- **Habits of STANCE - energy**
- **Habits of BREATH - power**
- **Habits of AWARENESS - vision**
- **Habits of PACE - rhythm**

WHO HAVE WE BEEN

HABITS

- In competition
- Over processors
- Reactive and defensive
- Tearing down institutions but in that process sometimes tearing down each other
- Power and privilege held by the mainstream
- Critical of ourselves
- Grant driven limitations shifting or keeping DV and SA separate
- Relatively grassroots → VAWA to legal system and police focused
- Hiring people specific to DV or SA
- DV/SA Dissonance
- Police vs. advocates - pigs vs. man haters - adversarial
- Siloed and segregated
- Victim focused - not proactive
- White program leadership
- Funder driven
- Grassroots, survivors
- Distrust in communities of color (distrust of the movement)
- Scarcity
- Criminal justice focused - pro mandatory arrest
- Gone from a movement to a job
- Afraid
- Risk averse
- Bunker mentality
- Money askers (grant writers)
- Work designed to be exclusive rather than inclusive
- Pre-movement reality was the grassroots sheltering by aunties/sisters/grandmas

WHO ARE WE NOW

HABITS

- Trying to gain new ground, but holding on to the old
- Whiteness
- Change averse
- Technology affects the work and our relationships with each other
- Competitive
- Change in workforce - expectations of wages and benefits
- Backlash - necessity to organize or we will lose
- Disconnection between groups
- Funder driven
- Stigma remains
- Moving faster
- Silos
- We've become businesses
- Professionalism
- Victims must come to us

- Focus only on the DV or SA in a person's life
- Low pay
- DV and SA are still separate
- Disparities with people of color
- PREA work not really being done → no funding or support
- Data driven - easier to count outcomes for funding

HABITS/PRACTICES

- Highly technical
- Technology reliant
- Collecting usable data to turn into resources

PRACTICES

- Becoming more conscious of how to serve HT victims
- Research → trauma informed care → effectiveness
- Congress dictates action
- Progression to be more inclusive
- Primary prevention goes back to our original intent of social change
- More recognition of trauma especially in batterers
- Some dual programs who have internally merged into advocacy work. Funding is more flexible
- Children as primary users/clients of services - not just add-ons
- Impact of childhood trauma on the lifespan
- We now recognize victims who also have addictions, risk behaviors, criminal records
- Prevention education is curriculum based vs. community based
- Coordinated Community Response Teams
- Pore public in our place in the community
- Intention to be more inclusive with people of color on the leadership pipeline
- We are strong and effective grant writers
- More sophisticated at legal procedure
- Co-advocacy - reaching out to other programs to figure out what's best for client
- Thinking more about human trafficking
- College campus activism around gender based violence is on the rise
- Question what is a "good" vs. a "bad" victim
- On the cusp of generational change/shift in leadership
- Intentional practice to work more collaboratively with DV and SA stand alone agencies
- Money askers - busy writing grants
- Trauma informed care
- Healing work → focusing on wellness and healing with clients

WHO ARE WE BECOMING

PRACTICES

- Beyond cultural competence to true inclusion
- Highly visible and integrated into the community
- Well compensated (employees) and well funded (organization)
- Prevention driven
- All funding is unrestricted to do responsive and flexible service
- Movement represents who we are as a state
- Person centered advocacy
- Consent is the norm
- Institutionalized peace
- Fully collaborative with legal system
- Changing paradigm - patriarchy falls
- We have found a way to reach and serve the last girl and the last boy

- Leadership development for advocates and survivors
- That we spend time with perpetrators to find out when that perpetrator stopped being a victim and became a perpetrator of violence
- Life affirming, healthier communities and organizations
- Holistic means many things: how we define people to qualify for services
- Humans are liberated from violence and fear
- Holistic in terms of healing the family and/or community
- Restorative justice is the norm
- Our children are safe and trauma free
- We become wellness facilitators of healthy relationships
- Diversity is a natural part of the movement fully embraced
- Hold law enforcement and DA's office more accountable again
- Shelter is not limited to those who say they have experienced DV - the last girl gets in
- Competition is gone and collaborations are solid
- Deliberate intention
- All efforts are fully funded
- Equity and dignity is the norm
- Innovation is encouraged
- Wiser about DV/SA/HT
- Speak a common language for a deeper and shared understanding
- Abuse is not tolerated in our communities
- Claiming our relationships with the community - services are community driven
- Politicians see the need for changes
- There is enough resources for all that needs to be done
- Oppressive practices are gone
- We are unemployed (differently employed) - work ourselves out of a job because this field will no longer need to exist
- Bridge the gap between SA, DV and Trafficking
- To be fluid and nimble at involving community partners

Future of Services Leadership Group – Facilitated by Nan Stoops
March 16 , 2016

Focusing on "gathering up and pushing it out"

Purpose statements

- Suggesting that Wisconsin sign on to the five purpose statements of "the moon of the future"
- "Good enough" - it doesn't have to be perfect but could we start a relationship based on these statements and what they *mean*
- Our role may just be to chart the course

Looking at the key concepts - they are already very aligned with the NOVO purpose statements

- we could see some benchmark successes in our lifetime, and already have
    - Messaging
- Celinda Lake : http://www.movetoendviolence.org/wp-content/uploads/2015/05/MovetoEndViolenceResearchExecutiveSummary2012.pdf
    - The vast majority of voting populations like human rights messaging
    - Did not need to hear any more data to prove that dv/sa is a problem
    - They want to know what to do
    - Vast majority prefer when "girls" is included in the messaging
- Something that does not appear
    - What would it take to begin to explore implementation of these

        - Time
        - Steps
        - A plan
    - If we're going to make these shifts towards the key concepts - social norms work - are you going to add that on to your workload (that is so service oriented)
        - Redeployment of resources (time, money, people)
        - Service model that already incorporates these key concepts
        - This is where the rubber meets the road in terms of our will to do so
        - This is where the pivot comes in because programs won't suddenly get an influx of money to fund these new initiatives
        - There is/will be an aspect of letting go
        - Consider assumptions of refunding
            - People hear that "we now want to change the world → we don't care about survivors"
        - How do we talk about this with communities, survivors, etc.
    - What if our work was only about helping trafficked people, transforming rape culture, and eliminating the consumption of pornography?
    - *What if you asked yourselves those kinds of what if questions?*
    - We don't want to bring forward habits of non-negotiation
    - Call services what they are - call it outreach, awareness, etc. so that it can be VOCA funded, direct service employees can go in and talk about what they do
    - If we want to focus on not needing so many beds in shelter, that is a powerful lens switch
        - Turn from helping those who are suffering to challenging the systems that make things this way
- Not sure if we've really asked the community - stems from the thought that *we* are the ones that have to do the work, *we* are the experts
    - What if we figured out ways to equip others in the community to help?
- We asked DV advocates in WA what survivors say they want
    - Violence to stop
    - Their own lives
    - A place to live
    - For the most part, survivors did not say they needed/wanted shelter
- "What is the 60-40 response to this?"
- "What kind of lives do you want for the children in your community"
    - It will not be perfect, but people will come up with something more dignified than shelter beds
    - What we know is that people will suffer from decisions we make - we cannot meet every need
- The services we provide are never going to be enough
    - Is there a way that we can consider serving some while looking forward
- In the coming two years make sure that we are making affirmative decisions, not defaulting back to old/current ways

One idea the group must agree on is that no idea is too outlandish to share and discuss here

What are the big questions that you have for EVERYONE in the state?

- How can we insure that we are more inclusive?
- What is the first step?
- Where do we start?
- How do we address territorial issues?
- What will link/unify DV and SA programs?
- How do we move forward without consensus
- Is there a way to tie it all together with other issues?
- How do we get buy0in from other programs?
- What are we willing/able to do in our own organizations?
- Can we still move forward with resistance?
- How do we engage our communities in prevention?

- How do we elevate the protection of children within communities
- What would meaningful collaboration look like?
- How can we ensure all have basic needs met?
- How are the lives of women and girls changed/improved as a result of shelter?
- How can we build a system of housing (instead of or beyond shelter)?
- What is the purpose of shelter?
- What are the unintended/negative consequences of allocating so many resources to shelter services?
- How can we ensure that everyone who wants/needs home, has one?
- What do all boys and girls in Wisconsin deserve to have?
- Do we need shelters?
- How do we really keep victims at the center?
- How do we create an environment of support rather than funding driven?
- How do we balance the values that guide our work and how do we integrate and live those values?
- How do you navigate with people or organizations that have values that differ from your own?
- Can we broaden our focus from preventing violence to a more holistic view of wellness?
- What is the role of the criminal justice system in responding to the last girl in Wisconsin?
- How can we catalyze change in the minds of people with wealth and power and in our communities to stop seeing exploitation of those less esteemed as a right and a perk.

What is the information you might need to help tease out the answer?

- How do we recognize our lives and actions as influenced by our privileges and the ways in which we are oppressed and how that influences our relationships with each other?
- Willie Lynch Law
- Internal assessments for our own organizations - needs, readiness, etc.
- Successful models in other states
- Need information from other programs - assess and build buy-in
- Evaluation of shelters statewide
- Better grasp of housing resources
- How much money do we spend on shelter services?
- How do we become allies to those who have been excluded
- What is "good enough" when it comes to inclusion? What are the barriers to inclusivity?
- Need more information about the difference in values by community and culture.

Critical mass - the amount of energy needed to move forward

- Do we need everyone's buy in?
- Whose buy in is important?
- It's hard because as a coalition we want consensus, but is that what we need?
- Coalitions will have to discuss risks in membership, buy in from membership
- Our critical mass includes the curious and questioning
- You want to make sure that the resistance felt is truly resistance

Unchecked, we will default to our habits, so when we come back together we'll need to regroup and discuss where we've left off, or perhaps just a bit before.

Example of dropping everything for electoral politics because it may influence the next 167 years than the amount of individuals served.

The answer for us to transform rape culture. If rape culture is solved, DV will be, but the opposite will not be true
What does a world without rape culture look like.

- All the habits are going to come up when we start addressing this problem
- A world where the last girl will not be raped.

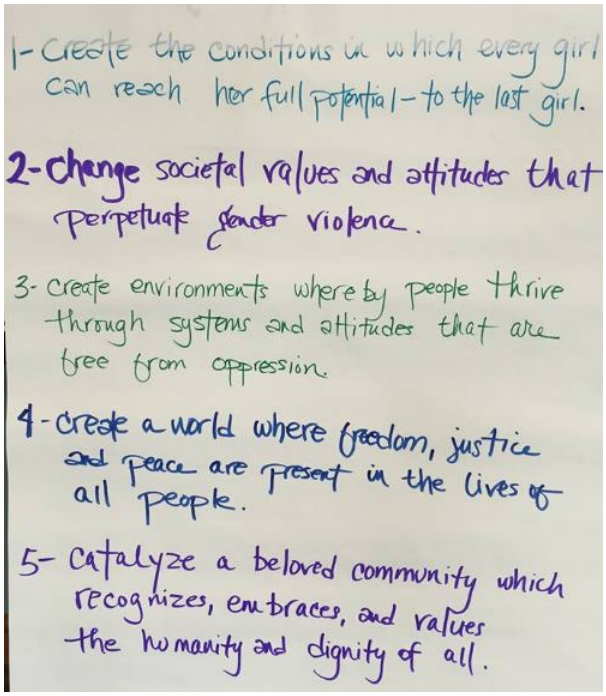
NEXT STEPS

- One more leadership meeting before all directors meeting
- Think about processing out and who might step up and lead some of what we did in this meeting for the larger group
- What do we want to build on?
- What pieces of what we've done in the past, what you've done on your own, of what we've done in the last two days should we be carrying into the all directors meeting?
- We have funds to do some information gathering through focus groups with survivors and other information gathering.
    - We might think about how we gather more fully the kinds of information we need.

As you continue with the "pushing out" stick to a place of inquiry. Engage your peers in helping to develop the questions.

- We have the opportunity to pause
- What do we need to know? Want to find out? Before we chart the course forward
- What if you brought together a group of young Native children - what are the questions? Trafficked women? Abusers? What would we want to ask people?
- Engage your peers in the process of inquiry
- Lead with the acknowledgement that we don't know

Our Shared Purpose:



Future of Services – All Directors, July 2017

Prevention and Social Change

- Naming the strategies on how to get there
- Need a collective vision
    - What are the pieces and is everyone doing it or need to be doing it?
- Looking at the layers
- Community messages
    - People's perceptions are different
- Prioritizing prevention
- What is the message
- What is the delivery system
- Primary prevention
    - Its about it not happening to begin with
- Teaching empathy to kids
- Path
    - Have to come at it with a unified message
    - How do we change the social norms?
    - Who are the key players?
    - Look at the core of audience
- Primary prevention is the hardest
- What makes it hard
- Offenders
- What is evidence based – what works?
- Difficult to start and sustain
- Difficult to be courageous enough to switch funding and focus from direct services to prevention
    - Courage to say this is important and this is why
    - We have to change the social norms and attitudes
- What are we for vs. what we are against
    - We are for everyone having a healthy relationship
    - Expect respect – valuing respect
    - Shared understanding

Anti-Oppression

- Group dialogue
- Get our own houses in order
- Defined community standards and goals (outside of the law)
- Unified, collective front
- Enhanced community response
- Numbers of incidents would change
- Wrap around collaboration between orgs
- Value changes that honors all lives and recognizes humanity in all
- What will it take
- How will you know – what will you see

November 3, 2016 Future of Services

Criminalization of gender violence, state violence and disparate impacts of people of color

The Pyle Center

8:30am-4pm

Rough Agenda

8:30 a.m.—OPTIONAL—Tai Ji to ground us in our social justice framework (weather permitting)

9:00 a.m. Introductions and meeting format: Patti Seger

9:15 a.m. Discussion in the Round—facilitated by Jacqueline Boggess

10:30 a.m. BREAK

10:45 a.m. Fish Bowl Questions and Discussion

12:00 LUNCH ON YOUR OWN

1:00-4:00 p.m. Action Planning

9:15am: Patti provides introduction and format for today's meeting

She explains End Abuse's focus on ending gender-based violence and how complex an issue this is. Oppression is a huge factor in violence. She was able to spend time in Oakland with experts on criminalization of gender violence, state violence and disparate impacts of people of color. Today, we will have a panel discussion, and we ask that the audience *just listens*. We'll follow that with a break, and then have an opportunity to ask questions of the panel. Questions of all kinds are welcome, and we ask that imperfections be tolerated. We'll then ask everyone to turn what they learn today into an action item - something they'll commit to that will affect this issue.

Introductions of Expert Panel

Opening question: Why are you in this circle today?

- Jackie Boges - Facilitator and Contributor, Executive Director for the Center of Poverty and Practice
    - She is here because in her work, she is surrounded by policy issues related to poverty and in her life, she is surrounded by young African American men and boys, far too many of whom have been touched by the criminal justice system.
- Antonia Drew Vann - Asha Family Services (A Culturally-Specific DV/SA program)
    - She is here because she has spent 30 years working with men and women housed in prisons, not only in WI but also in S. FL and NE. She has spent a good deal of time within prisons.
- James Mosely - Alma Center in Milwaukee, WI
    - He is here because he's an elder (a source of pride) and because he has taught ~2500 classes with men, helping them understand the historical legacy of being African American and the effects of violence they have committed. Past experience has also included work with the Mankind Project and the Truth Project as well as Oshkosh and Racine corrections.

- Robin Dalton - Attorney at RISE Law Center
    - She is here because she works with immigrant survivors of DV and SA. The majority of survivors she works with are Latino, but she works with people from all over the world.
- Floyd Rowell II - Alma Center since 2008
    - He is here because he works with (and looks up to) James. He helps people get to a deeper understanding of their realities.
- Betty Brown - Asha Family Service Intake Specialist
    - She is here because she spent 20 years in prison for 1st degree homicide. By sharing her story, others are able to take the step to communicate their stories and start a process of healing.

Panel Discussion

What do we mean when we talk about too many low-income people, people of color, immigrants are incarcerated? What does this look like on a daily basis, for you?

Betty: Prisons set you up to fail when you get out. You take as many classes as you can, but most folks don't get to leave for work release. This means when you get out you can't get a job, which leads to a high likelihood of reimprisonment.

Why's it so Brown in there?

Antonia: It is about economics. This is a system that makes hundreds of billions of dollars off of criminalization. Every bed filled is profit. Koch industries make 2.9billion, AT&T 1 billion in one year; so much is made in prisons - it's a form of slave labor. You need to commodify a population in order for this to work, and with WI having such extreme racism, folks of color are the ones being affected most.

That is describing mass incarceration. What about those who say, "But I saw them commit the crime?"

Antonia: It's not an equitable system: Who has money, who has access to resources, who is being charged? Ex: crack cocaine leads to incarceration; powder cocaine does not.

James: One of the most heart-wrenching experiences was with a young man they helped, who did a strong job putting a resume together, but whom was then was pointed out by a manager of the company as a felon and was told they couldn't hire him. He felt "forever condemned." That is the work we have to do; it's both systemwide and personal.

Jackie: It's about humanity. Folks end up feeling less than human.

Robin: It's about punishment fitting the crime. Things like families not knowing where someone moved when they go to another prison, people being released in the middle of the night, medications not being kept up with in prison leading to exacerbated mental health issues, etc. - they are set up to fail.

How do all these things impact women DV/SA victims/survivors, particularly survivors who are marginalized?

Antonia: It breaks down families, and ultimately, communities. 53206 (a documentary and Milwaukee zip code): Thousands of individuals are dumped back into that zip code. Example: a woman was imprisoned, her 11 children were placed in child care, and several of them were sexually assaulted for the first time in their lives. The woman had never been on welfare or anything; the took odd jobs and took care of her children. However, her entrance into the system puts her children (statistically) into the system.

James: Emotional coldness and anger are a huge part of it. What makes the work difficult is getting through to the man, after so much has happened. There is a lot of blame, but not an ability to be in touch with his own emotions.

Jackie: Say a woman has a man in her home who is violent and angry. She's concerned about herself, her children, and him. What does she do? Who does she call? What decision does she make? Her choices are limited, and she knows all of them will be affected by her actions.

Antonia: It also poses the risk of dual arrests and involves accusations of fraud in the social welfare system. The woman may have to do a calculation: my life, or his third strike? Perpetrators may use that against her, but it doesn't make it any less real a decision for her. For affluent women, she has a longer way to fall: if she calls the police, it's the difference between her children going to public vs private school. For poor women, her status and economic security is tied up in her decision.

Jackie: This point about judgement: Authorities may ask themselves, "Does her house look how I want it to look?" If we can't support the woman who is too easily judged, then our system is broken. Our system decides whether she is "deserving" - what happens to the victims if they aren't in a position to fill in the details of reporting the way the system wants her to?

Antonia: Many people have had to build a defence who often don't have the educational background to navigate these systems. The judgements (assumptions of guilt, dislike of how they communicate, etc.) lead to inability of victims to seek effective help. Our taxes are going to billion dollar corporations far more than they're going to social services. One of the best things Asha did was HIRE women leaving prison.

Betty: I was charged for my bed, food, transportation during my work release. This is not something everyone realizes, but it had a huge impact on how much progress I could make while in prison.

Robin: The victim gets revictimized. This could be because of a language barrier, the way their household looks, a dependence on the perpetrator for economic security (due to immigration status, etc.), or other factors. If you're revictimized by reporting, it's scary to report. Then there's an additional fear that YOU will be taken away if you report, which affects children as well as you.

Jackie: **Patti mentioned ending violence against women. Let's say we put every violent person in prison. What is the world that the survivor is left with? What does her life, community look like?**

Robin: It doesn't look good. Simply removing the perpetrator does not fix the deep trauma they have experienced, especially if children are involved.

James: A man was involved in a drive-by, which led to 25yrs behind bars. His daugher was very young, and when she got older she came to visit and had a very angry look on her face. Talking in group, what changed him, was his daugher asking, "Daddy, why'd you do this to me?" In talking with other men, this damage is deep - there is distrust of him by the children, by the partner, by everyone surrounding him. This affects his judgement about himself and the world. There is a very real, deep pain in the loss of trust. He feels both that he deserves what he's experiencing, but he also wants forgiveness.

Jackie: 13th (documentary) - 1 in 3 African American men has been in prison. When we talk about numbers and disparities, my first thought was "You get it now, right?!" Instead, people take those numbers to mean Black men are more violent, Black children are stupider, etc.

Floyd: In 53206, I used to bike to work at the Alma center. In 2 years, I was pulled over by the police 10 times. Once I was a murder suspect, once I was handcuffed and put in the back of a police car, patted down, sat on the curb, my money was counted - they were trying *so hard* to find something to lock me up for. In this system, you are the bad guy and they treat you that way. What happens to the belief system in all this? What happens to the victim? When folks believe

they're in the slums, when they believe they are trash, that's how they're going to act. If everyone who was violent leaves, wounds still exist. Those wounds will get infected and spread.

Jackie: You can teach your kids how to behave, but at the end of the day it doesn't matter. (She gave the example of her son and an experience she had being pulled over for a minor violation to demonstrate that there are so many assumptions that come along with not being white.) What can you do to protect yourself? Absolutely nothing.

James: We have narratives. We have stories, sometimes unconscious ones. Internally, we feed these narratives. If we learn the narrative about people's self-worth, and that narrative says you're less than another, and then see that in our communities, that narrative is reinforced. That narrative becomes systemic and is retained by our behavior (and vice versa). It's a cycle. Can we change the people? Maybe. Ex: Motivational interviewing. We have to change the collective narrative and understand its roots. I believe that moralism within religions encourage framing some as "good" and others as "bad." This justifies labeling folks as forever bad if they commit one crime.

Betty: Shared experience of her brother and his friend in a suburb of Chicago, who got pulled over for speeding. All were arrested, and her brother called her to get him out of county jail. They asked him to state his name, which was Outlaw, and they not only didn't believe him, they stripped him down and went thought the whole arrest process. This is an outrageous experience for simply being in a speeding car.

Antonia: These men are removed from their families, their communities, the workforce. As a Black mother, she had to teach her son how to behave when he encounters the police. She had an experience with her son being pulled over and cops pulled guns. She was on the phone with her husband, fearful her son would be shot.

In the 70's, Black children lived in two-parent households. What we see today is a result of the "Law and Order" reaction to the civil rights movement.

Victims want the same thing for perpetrators as she has, because she needs and wants him (the perpetrator) in her life and in her children's lives. To change this system, we need to change the system that makes money off of people's bodies.

Robin: What can we do? Have high expectations of people. Making sure you're treating folks with dignity, and not labeling them. Also, understanding and addressing bias - both explicit and implicit. Ex: Bias about pulling over non-White folks on the chance that they're driving without a license. There are both personal-level (ex: use of language, not making judgements) and societal/systemic changes that need to happen.

Jackie: In addition, recognizing that folks are being treated with bias by the system and others, even if you aren't treating them this way.

Floyd: If all this is going on outside the home, what do you expect will go on inside the home?

Jackie: And remembering that this is not the ONLY reason for DV/SA, but certainly a contributing factor.

James: It's also about being responsible for your own personal narrative. The system is treating us as less than, property, and objects. That's the narrative for dehumanization. We are NOT, women are NOT less than, property, or objects.

Patti addresses the room to explain: Out of the Reagan era and the war on drugs came mass incarceration, but another influence was state laws surrounding mandatory arrest laws involving DV/SA. There's tons of money going into locking folks up, but we are not spending enough on treatment. The Violence Against Women Act (VOWA) was placed in the Dept. of Justice, not the Dept. of Health and Human Services. This affects how things are funded and prioritized. Now, arrests are going down in WI but victim services agencies are serving more people than ever - this means that fewer are being arrested, but more are being victimized.

Please take a break and come back with reflections about what alternatives to the current system exist.

BREAK

Fish Bowl Questions & Discussion

At a United Way meeting in Milwaukee yesterday that MaryAnne (of The Healing Center and Sexual Assault Center of Aurora Healthcare) attended, a man (Bevan Baker, a health commissioner for the city of Milwaukee) was upset about 10/11 year old Black and Brown girls being pregnant, and thought the solution was locking up all the perpetrators. Please respond to this.

Jackie: Anger is a natural reaction to something as horrifying as this. The question is not about incarceration, it's about how we prevent this from happening in the first place.

Antonia: Bevan is concerned these cases aren't being prosecuted. There is special concern for girls in the foster care system. Grandmothers are now raising their grandchildren as a means of keeping their grandkids out of the system. We need to look upstream, which is where it gets complex because we have to acknowledge and recognize whose children are being thrown into the system. People with heroin addictions were dying in Milwaukee for decades, Black and Latina women have been trafficked for decades, but until suburban kids were affected, there was no response.

Jackie: All of the horrors will continue until the larger, contextual story is changed.

Antonia: We have generational cycles of people lacking resources, skills, and education who have relied on what they know to get by. This includes criminal enterprises, women being arrested as secondary associates to crime, etc. For example, look at the tearing down of Cabrini Green.

Jackie: It's almost impossible for people to hear the context we provided (systemic problems). They instead hear "If you don't do anything wrong, then those bad things won't happen to you." We can always find the crime, but that is not the whole picture.

Antonia: The money went into the criminal justice system, rather than into the social services system which would build communities, enhance services, enact actual, culturally-specific change.

Robin: A big part of it is resources and stepping back to see what makes these particular women so vulnerable to abuse. Sometimes it's a cultural norm - they may be coming from a small community where it's accepted to engage in sex with young teens. We need to provide resources to let them know it's not acceptable and there are consequences for it.

Michelle w/ Milwaukee Center for Children and Youth: **What makes people so violent? Where does value reside? We've focused on systemic issues so far. How do *we* move forward? How do the flawed mediating parties move forward considering all the dehumanizing that has happened?**

Antonia: We do have personal responsibility. However, race and access to resources are the guiding factors in this. "Some people expect people to pull themselves up by their bootstraps, but if you don't have boots - let alone straps - you can't do this."

Jackie: Of course personal responsibility is a factor. But it's not that systems have failed People of Color, they have *obliterated* People of Color and their humanity. We want to call for accountability, but we've destroyed the human. We

can't destroy people, and then ask their ashes "Why did you do that?" To stop violence against women, we have to stop oppression - all of the oppressions.

James: At the Alma center we're working on addressing the fact that hurt people hurt people. Our punitive system doesn't leave room for compassion. We're going to DOC offices throughout WI doing motivational interviewing to try to crack the culture a little bit. This is one way we can address personal responsibility.

Robin: People need to be held accountable, but that doesn't translate to removing them since removing them doesn't actually stop the violence and it can sometimes make the situation worse.

Betty: When I went to prison, they asked if I wanted medication. This was setting me up for failure, because they should be offering classes and opportunities for personal growth, not just meds.

Antonia: We need to ask how people got to where they are - both the women/girls *and the men. (*She provides an example of a man who shot his partner and bullets hit two children - his history included sexual assault and unaddressed mental health issues in his mother.)

WCASA: There has to be a cultural competency element to all of this. Service providers need to understand that Black women in WI are at their last rope when they go to direct service agencies. When it comes to public displays, we're all in. When it comes to policies and procedures, there is blatant racism.

Jackie: Another way to phrase this is knowing who you're serving - recognizing what living as Black or Brown in the US means for individuals.

Antonia: It's also about people having a familiar environment when they seek services. "Just because you're Black doesn't mean you can work with Black folks." We need to understand historical context and how the interaction of systems all plays into an individual's experience.

Alice S. from WISE Women Gathering Place: I hate the word accountability. Where is accountability in government? We can't ask accountability from someone who has been oppressed for generations. There is too much inequality of accountability - we need restoration, repair, and healing, and we need legislation to have it be illegal to have homelessness and other state violence. Ending violence against women is our charge. Understanding that ending oppression is a part of this is our job. **So, how can we stop mass incarceration and go back to our regular job of ending violence against women?**

Antonia: Power belongs to white males. So, addressing while male dominance is essential to address in order to end oppression. A minority controls the media, that controls policies that feed corporate America. How do we combat that?

Kanisha - volunteer with Milwaukee Center for Children and Youth: Change in America happens on the dollar. Slavery didn't end because of a moral realization. The economic system wasn't going to go forward, so we acknowledged the moral issues with it. We need to find the economic incentive for ending oppression, for ending violence against women, because that is what history shows us will be a realistic force for change.

Ms. Betty Brown shared her story of incarceration. She explained the background of why she was incarcerated: She was abused by her husband, and as the abuse escalated she eventually fought back - she stabbed him near his neck, and he died from the wounds. She was accused of 1st degree murder, and was told that because she was a CNA she should have known her injury would kill him. She clarified that this was never taught to her as part of CNA training, but was used against her anyhow. While in prison, she took advantage of every opportunity she was given, but recognized and experienced the racism and bias that existed in prison, especially between White and Black inmates.

<u>Action Planning</u>

Patti: What are the solutions? It can be large-scale, small-scale - just rapid-fire solutions to ending abuse that either you can personally commit to, your organization can commit to, or that we collectively should commit to.

Small groups posed solutions to oppression and criminalization of gender violence, state violence and disparate impacts on people of color.

James and Danny reviewed the ideas and felt they could be categorized into three main categories.

1. Humanization
2. Disrupting/Altering the current path
3. Healing

Each small group then chose a category and worked on an Action Plan to address these issues. At the end of the day, these plans were handed in. End Abuse made copies of them and sent electronic copies to the plans' creators.

November 4, 2016 Future of Services

Criminalization of gender violence, state violence and disparate impacts of people of color

End Domestic Abuse WI Training Center

9am-4pm

Reflections about yesterday's meeting: What stood out to you?

- Discussion of perpetrators and the need for alternative approaches to treatment: Generally, there is high interest in reforming how we approach treatment of perpetrators, including acknowledging their trauma and rehabilitation. We know there is a correlation between past trauma (for example, sexual assault) and present violence.
- Discussed WBTPA and the economizing of domestic violence. There is a push to get perpetrators to self-refer in order to increase revenue, rather than examining what could be done differently and what is most helpful to the victim. This area should be "cracked wide open for innovation." When perpetrators are going through treatment, their perpetration lessens. However, the traditional models do not help perpetrators dig deep into their pasts and look at the sources of their violence.
    - Discussed issues about WBTPA being "evidence-based." There is no research out there that shows that it is effective. It often is even worse for Hispanic/Latino perpetrators, since there resources are even scarcer. This leads to many not completing the program.

- We don't acknowledge our history of trauma and sexual assault as a major factor in this culture. Perpetrators aren't allowed this as a reason; rather, it's seen as an excuse. Then, perpetrators are unable to find housing, which leads to being unable to find resources - it's a classic "not in my neighborhood" situation. We scapegoat individuals and small groups of people, rather than taking the responsibility to change the cultural norms that have conserved the culture that allows these things to happen in the first place.
- Where is that source of entitlement and oppression? Is it a fear of losing privilege?

- Other standouts from yesterday:
    - Hope.
    - An appreciation for Antonia's presence, as well as Jackie's role as a facilitator.
    - The heavy weight of having been raised among privilege, much of which people in positions of power are unaware of.
    - Anger and sadness about injustices folks face on a daily basis. Ex: Floyd getting pulled over on his bike 10 times in 2 years. In rich neighborhoods riding a bike is a badge of honor and fitness; in a poor neighborhood it is seen as a probable crime.

- Standing rock provided as an example of how our society enforces rights of corporations over rights of people. Many officers are turning in their badges rather than fight against the peaceful protestors. Another example provided of Patti's experience at a KKK rally, where Black officers were protecting the rights of the KKK members.
- Discussed the importance of language. It is a long tradition of environmental abuse in this country affecting non-white communities, and it's dangerous to think that we were in a good place and are now in a bad place - we have always been in a bad place, but now it's being spoken about. "Racism isn't getting worse, racism is getting filmed."

<u>Discussion about criminalization of gender-violence crimes, and how it has harmed people of color:</u>

- Right now, human trafficking isn't fully criminalized in the way DV/SA are, but there's currently a joint task-force (DCF and DOJ) discussing the issue. MN and CT have responses based out of human services rather than DOJ, and the responses are more focused on healing rather than punitive. Victims of trafficking are often arrested for prostitution (they're taken from victim to criminal status), which is part of a pattern we see in perpetrators of DV/SA. Often, criminalization is the only way to get them into the system in order to provide access to needed services.
- For communities of color, there's an uncertainty about the services they'll receive or whether officers will show up at all - in Milwaukee, our homicide report shows that there's a high frequency of police not showing up at all.
- "The Patti Case": A developmentally disabled woman was raped, and the detective who interviewed her "suspected that she was lying and making it up." She couldn't ID who raped her but thought it was her daughter's boyfriend. She was charged for obstruction of justice. They never sent out DNA processing, but once they did it was clear she had been raped. A reporter called Patti Seger, then working at the DA's office, and asked whether she would report it if she were sexually assaulted. She said no, because she has seen how brutal the process is. Looking at the systemic responses at play, this is a clear instance of how victims are systematically discouraged from reporting.
- There are valid reasons people don't call the police, and a lot of misunderstanding between how a reduction in domestic violence can be measured. Mandatory arrest is something we need to revise. Many communities ignore the law anyway - in a recent example, officers were exonerated after ignoring the law, showing how the system serves the officers over the victims. It results in false hope for victims.
- New officers are trained by old officers, and without a change in that system the result is the same old system. The same can be applied to judges. Example given of RISE law center having to change their name in order to avoid immediate bias when identified as an immigrant law office.

- Judges have so much power, and personal politics affect outcomes of cases. There is outright bias in judges that affects outcomes of cases (ex: a non-white person -esp. Latinos- is asked about immigrant status in cases that do not have to do with immigration status, when white people are not - even though they may be immigrants).
- There's also a fact that is important but could disappear without continued discussion: "Immigrants" from Central and South America were historically migrating people; to call them immigrants is incorrect, since they historically crossed colonizers' fake borders continually. Just because we drew some false lines and called them boarders doesn't make their usual migrations suddenly illegal.

Solutions: What are the alternatives?

- Perhaps our framework can focus on healing, humanization, and disruption (as Danny and James came up with yesterday). Request to look at systems through this lens.
- We need to serve everyone, and we don't. We look externally (law enforcement, legal system, etc.), but we need to examine the nonprofit industrial complex. Mainstream agencies enforce existing rules, while culturally-specific agencies may tend to focus on meeting the actual, immediate needs of survivors. Even when the desire to be innovative exists, nonprofits are constrained by existing co-existing systems (board, community, legislature, funders, etc.).
- Request from Alice about additional details about what she is referring to; she pointed out she is only 1 person, and can not speak for an entire group (Native populations). She recommended asking this question of the entire group because it takes an entire group to represent an entire group. Perhaps there is a way to have the group meet with their choice of End Abuse staff so there can be a comfortable space to openly and anonymously communicate needs and concerns of the entire group. Those concerns can then be passed to funders.
- Within the DOJ and the VOWA grants, even though there is certainly restraint, there is enough flexibility to make space for the underrepresented and under-heard voices.
- We need to hear the voices of survivors from their mouths, rather than always through advocates and programs.
- Demonstration grants are another point of contention.
- We can not keep taking from communities of color and doing nothing with it. The forms filled out yesterday were an attempt to form actual commitments. We also can not keep ignoring the hierarchy of needs in our shelters and programs.
- Tony: I'm hearing from Alice that this is unacceptable. Mainstream organizations are more well-equipped to jump through the hoops. He views his role more as a mediator working among these unjust systems, but perhaps what we need is to say "this is <u>unacceptable</u>" *in unison* to funders. Examples provided include HUD and United Way.
- Mention of Nonprofit with Balls: Blog. Shannon: There is a cultural shift that needs to happen because so many of requirements from funders ask whether the victim is "worthy." There are so many hoops to jump through for nonprofits that corporate America does not have to deal with.
- We need to expose the dehumanizing methods at play in order to reveal and ultimately prevent/stop dehumanization. Sometimes we even participate in it, unintentionally.
- Rethinking the entire model of batterers' treatment and intervention - what methods might actually work? WBTPA is a primarily white, male organization; they choose to not acknowledge the Alma center. Part of WBTPA's struggles are due to it being a loose confederation, so change is trickier but not impossible. Its certification process is self-defined and came out of the 90's.

- If we're really hoping to disrupt, we also need to think about legislative changes in relation to batterers' treatment. Ex: Mandatory arrest

- CCRs need to be rethought.
- Danny: Use your privilege to try to promote more equity for culturally specific agencies. Often, agencies that are all needed are pitted against each other for funding; Shannon was able to call this out at a recent city funding meeting.
- Many were shaken by the incarceration rates, Betty's story, and the unjust expectations for prisoners when they are released. We could explore policy positions which take stands against these issues. We (DV/SA services) are expected to handle the dehumanized folks exiting prisons, but there is no accountability from the prisons to rehabilitation; we can not be expected to take that on.
- Truth in Sentencing: Previously, prisoners who chose to take courses, counseling, etc. were incentivized to do so because they would have the opportunity for early release. This led to increased rates of rehabilitative services to prisoners. However, victims argued they wanted full sentences to be filled. This led to the Truth in Sentencing law, which meant fewer prisoners would sign up for the services in prison. Some (not all) conservatives are starting to look at mass incarceration as a very expensive industry. Dept. of Corrections is the largest expense in our state's budget. Perhaps we can form a group/coalition/platform that opposes the Truth in Sentencing law. There is a coalition of faith-based groups whose sole focus is this issue. There are hurdles to working with these groups since they sometimes include victim-blaming language, but it could be a first step to reach out to them to see if we could be a part of that force.
- Another thing to grapple with: It can be challenging to take a position against something like Truth in Sentencing while maintaining credibility as a victim-centered organization, especially since some victims will be vocal about supporting the law. We need to take apart whether being victim-centered means a "to the last girl" approach - supporting what aids the most marginalized - vs. compiling a representative panel and addressing what they say should be prioritized.
- There are a million excuses to not give credibility to people of color; white victims are lent a voice without the same hurdles people of color face. So, providing a space for the voices who most need to be heard is especially challenging.
- Restorative justice. Example of surrogacy pairing provided. Danger of falsely labeled restorative justice programs.

HUMANIZATION	DISRUPTION	HEALING

• Systems are made of humans. Look at the humans who make up those systems, and find a way to train and communicate effectively with these people about how to humanize perpetrators, victims
  ○ Work with
	• Examination of the nonprofit industrial complex - we need to look at why nonprofits are not set up as a place for people of color or non-mainstream thinkers to lead.
	  ○ Mainstream programs prevent people
		• Law Enforcement - Secondary Trauma
		• Criminal Legal System: Judges/Criminal Justice System
		• Cultural humility
		• Expanding restorative justice work
		• Restorative Justice

funders to get what victims need ● Exposing the dehumanizing methods that are being used ● Instilling humanity into perpetrator treatment ● Cultural humility	from getting what they need. ○ Some programs act as gatekeepers of rules ● When we expose dehumanization, collectively call this out to those in power (such as funders) ● Rethink CCRs to expand beyond criminal legal system ● Self-disruption - mainstream let go of territorialism ● Oppose mainstream prison industrial complex	

- To devise something to bring back to programs, it would vastly help to disseminate this information and spark action.
- Crucial Conversations: a suggested book that could be used as one of several tools that can assist these conversations and actions.
- Yesterday, having a space for just hearing stories and engaging in challenging conversations about race was unique, since this can be a difficult space to create.
- DAIS Cultural Competency Leadership Group uses a *constructivist listening* tool, which is really accessible for a lot of people. There was general agreement on this - having a specific curriculum to use at staff meetings would be very appreciated. Nancy will be doing this in our space, but she is expensive to have present.
- Yesterday's meeting was constructivist listening in the morning, when everyone but the panel was asked to just listen. It demonstrated honoring the people in the panel by providing a space for them to speak.
- Re: Nann's Two Moons presentation: general feeling that this is "too big" to be constructively used.
- Shannon brought up that two things have resonated with DAIS staff:
    - Pivoting
    - habits and practices
- Discussion about shelters fearing that they are going to be shut down. Looking at approaching this, what is the root cause of the fear? We need to ask that rather than just deny the claim. It's coming from a place of fear, so we need to honor that fear by discussing this with everyone. Iowa closed a bunch of shelters, and that was used as an example - combining this with decreased funding and other challenges makes it a natural thought that shelters may be closed. State funding is not decreasing, but other funding sources are decreasing.
    - How should we have that conversation? It should perhaps be regionally discussed.
- What are we doing? Looking at areas we think are challenging us and wanting to put forth options to address these challenges. We want commitments of actions that communities are choosing to take - ex: living wage,

housing, transportation - knowing that without commitments to action we are allowing the current system to exist.

- Programs are wanting tools to use that will be in line with what the leaders are discussing. Perhaps Alice and Bev can lead us in a focused conversation to help us determine what the conversation should look like at a regional level. Incorporate leaders from all programs into this.
- Tony: In observing this leadership process, it may be worth thinking about the aspects of these meetings/this work that have allowed you to say "this is a direction I want to go in." When we all entered this process, some of our fears were stronger than they are now as a result of having this space to realize that we have shared experiences and fears. Fear and isolation contribute to immobility in this movement. What are thoughts about this?
    - The optional piece of being invited. Making sure we are choosing to be leaders is an empowering thing. There is a feeling of momentum and alignment among multiple programs/movements. There's a shared desire to innovate among directors across the state. We need to ask directors what specific innovative ideas directors have.
    - It can be difficult to gauge feelings of directors from the all directors meetings, since there is a critical mass generally supporting the ideas and providing positive feedback. However, when smaller spaces exist there may be only 1 or 2 people present who may not be on board with ideas supported by the vocal majority from the directors meeting.
- Looking at pie charts created at last meeting, there was some resistance from one director saying she was overwhelmed and had no space for innovation since she was just trying to hold up what exists now. Alice: It sounds like a woman in labor, just before she gives birth. As she's saying "I can do this!", we're watching her do it.
- Is there a space within regional meetings to have both a director and an advocate, paired? We could have them together, then split up as directors and advocates. This would help bring in the experiences of folks doing direct victim services into the mix, which can be a removed aspect when it's only directors. We also need to focus on drawing out conversations after those meetings.
    - Elise: Pointed out the importance of creating a truly safe space if advocates and directors were to be paired, and how this may be impossible due to the innate power imbalance - directors provide paychecks, after all, so some advocates may not feel able to honestly and openly discuss changes they feel should take place for risk of job security or comfort in the workplace.
- Do advocates have an understanding of what true liberation means for this movement? If we can't get beyond the "bandaid" solutions, then there will be a continual stream of people with immediate wounds that need addressing and there's not room for permanent solutions.
- DOJ: Suggestion of implementing small-scale, tangible solutions in addition to the larger conceptual components of the conversation.
- We could have a list of possible actions, which would allow people to see exactly what actions can be taken and allow folks to choose what does feel approachable.
- How are the people who did the fishbowl (the panel) going to help guide our process? **Floyd wants to stay in the loop and be sent minutes to our meetings so he can see how we're continuing.**
- This process is a "pass it on" kind of thing. Maybe in the future we can create a space that allows advocates from across the state to come together to discuss these topics. End Abuse has regional meetings for directors and advocates, and WCASA has regional advocate meetings - maybe these can be spaces for something of this? We could create leadership tracks which can enable advocates to present their voices. WCASA offered to lead this effort, since they're already talking about intersectionality and oppression.

- We could perhaps replicate the fishbowl we did yesterday. It's important to be held accountable for actual commitments to end oppression.

ENDED EARLY AT 2:30PM

Future of Services Leadership Meeting Notes

1/12/17

End Abuse Training Center

Opening Exercise: 3 Questions

1. **WHY are you here?**
2. **Why are YOU here?**
3. **Why are you HERE?**

At our last meeting we scheduled all meetings for the year except for September (due to the Directors Meeting scheduling). This is the last year we have funding for this, and at the end of the year we want to have a plan. Patti is trying to schedule Norma Wong – who focuses a lot on strategy and how to be strategic in this work - to come to WI, but we may need to do a joint meeting with IL coalition leadership groups in Rockford. The date for that is still being discussed. She wants to integrate national and statewide work, since national ideas and activities can filter into state work. This year, we hope to have WCASA join us at these national meetings.

While it's important to be focused on your programs, the intention of this group is to look statewide.

Let's take time today to talk about all of these areas (from handout) in terms of the big picture. Why, a year and a half ago, were these the most resonant topics and what needs to happen to make a shift?

Request for one person to take on leading each of the discussions about racial justice, prevention, and access to services.

Racial Justice

What will it take for us to achieve racial justice?

Discussion leader lives in Milwaukee, one of the most segregated cities in the US, so this issue is front and center. She has people of color in her family, so it's personal. Looking at the political climate, she feels a lot of uncertainty and worry.

- We need more than one person in a room to represent people of color: At her organization they're trying to recruit people so that we can better represent the needs of people of color, but it has been challenging to fill those open positions.
- We need to address racism: Reference to "focus on what's in his heart, not what he says" (Trump) - It's a dangerous world when words no longer seem to count.
    - How do we do this?
        - Stop being silent. Call racism what it is in community meetings, socially, etc.
        - The voices of people going into power are louder and more listened to. How can we make our voices, which counteract what those in power believe, stronger?
            - Have enough courage to voice the opposition while knowing you're not going to change their mind. Social media provides an opportunity to be braver and more outspoken.
            - It's not just those in power. It's also those who support those in power. All of this requires us to be more vocal and educate voters about how they can counteract what they disagree with. We need to be united in this effort.
        - What specifically can we do to make our voices louder and be united?
            - Encourage board members to push their comfort limits with what they discuss both in board meetings and outside of those meetings

- Tell personal stories. Bring the focus away from broad statements and statistics to the individual, human stories behind our movement.
- Work with the media to get the word out.
- Doing deep, reflective personal work by recognizing and addressing our own implicit biases. Ex: Harvard Implicit Bias Tests (sent to group)
- Attend events to show visible support to the legislature and the media that there are more than just a few people doing this work - Ex: Marches around the capitol, lobbying day. These days are relatively low-risk but can impact public awareness of these things.
- Higher risk options include marching into hearings, etc. which –while risky- do get attention
- Sending individual letters (not form letters) to legislators
- Example given of a small effort that generated a lot of energy in a conservative community: lawn signs

- Trump has renewed acceptance in rape culture. This is not something that is easily moved past.
- We need to understand our white privilege
- How do we speak to people at the DOJ – as individuals and groups - who aren't as familiar with the language surrounding these discussions, but who we need to partner with in this work? How do we engage these people, especially when a common response to these discussions is defensiveness and unwillingness to participate in their conversations?
    - **Could we, as organizations, more vocally publically appreciate the good work officers, DOJ, etc. is doing?**
    - The No More Campaign might be a good "in"/ foot in the door for these types of conversations
    - The relationship building are so key – ride along with law enforcements, shadowing, go to coffee with them
- So far everyone who has spoken has been white. How do we focus on those in the margins?
    - We need to be genuinely ready to listen and learn when we invite POC to our groups
    - Some white people are intimidated by POC; it's about finding common ground and creating a respectful environment for all
    - We have to work internally first, and really work hard to define that.
        - What do people need to be there? (events, meetings, etc.) and how can we help meet those needs?
    - We work to be intentional about addressing what we need to do in order to build relationships w/ law enforcement; we need to invoke this same intentionality and purpose to building relationships to folks who don't have that power but who are equally (if not more) important to be included in this work?
    - Create opportunities to include staff of color when you pick staff to attend events
        - Also, get diverse people into the local legislative offices
        - Ex: Indivisible - https://www.indivisibleguide.com/
    - Considering we're largely white organizations, in what ways can we identify and bring in groups who are not primarily white?
    - Thinking about creating space: There's always a need to avoid tokenism while being inclusive. Also, whose table is it that folks are being brought to, and how can we change whose table that is?

How can we include these topics with WCASA and AIAA?

- We could incorporate it into our regional meetings
- Directors would benefit from being involved more so they understand what their role can be in the national level work

- We could include FOS topics in Directors Meetings – this would allow us to use OVC grant to pay for space and speakers, but not food
- Rather than adding another meeting, we could just use the May meeting for these topics
- We'd want to make sure directors also get time/space for discussing the practical, day to day topics
  - We've dedicated time for this, and yet we've found that many people leave or don't show up during this time
- It'd likely be helpful to have discussion questions and talking points

How do we make a new table?

- Who says it's going to be a table?
- We have to keep trying and taking risks and making "mistakes" - we'll never get it perfectly correct, and it's important to identify things that didn't work as efforts rather than mistakes
- Keep empowering at existing tables until traditionally marginalized folks have enough momentum to lead their own efforts (tables)

Prevention

- Elevate our voices when we talk about prevention – be willing to speak out in the community and challenge assumptions (ex: working with men and boys, working with campus athletes)
- Recognizing connection between blaming, shaming, and punishing people is not working. We need a new approach and to look at root causes of violence. We need to prevent boys and men from committing acts of violence, and we need to prevent boys and men from being victims of acts of violence. Naming men as perpetrators of violence normalizes that expectation for them.
  - We can not ignore men and boys as victims – this is a social justice issue that is difficult to address because of the lack of research on the topic.
  - Example provided of subcommittee that went from being largely ignored to really being listened to within their community (Milwaukee)
  - Example provided of Voices of Men and their efforts towards working with men in prevention efforts. It is a coordinated effort that allows many organizations to connect to and use in a recognized campaign.
- Youth engagement – working with youth and teens as a part of the prevention effort is critical
  - Ex: End Abuse's statewide teen council
- We could include Prevention discussions into the Directors Meeting as well
- How do we specifically achieve these things? We as leaders can come up with answers, but really everyone needs to be discussing specific actions that will work for them.
- How can Sharon or other funders remove barriers that prevent real prevention or social norms change? What are the fears regarding funding?
  - We need to know all the ways funding can be used for prevention
  - We need to include our program staff in the planning of how to use funding for prevention efforts
  - There's a certain amount of culture that came out of past lack of prevention funding
  - People still have a limited concept of prevention work as taking place only in schools – perhaps we can provide a list of concrete prevention efforts that would qualify for funding
  - It's difficult for programs to determine whether they should have dedicated prevention staff or be incorporating this work into existing programs; prevention work can feel like "one more thing" to do in already overloaded workloads – it's a practical concern
    - It's not about what people feel is important, it's about finding the time and space for this primary prevention work
  - Staffing Patterns could be looked at: Norma Wong talked about other type of crisis workers (firefighters, etc.) - incorporated into that is scheduling time "on" and time "off"; can we align that idea with our

work? What would staffing at a victim services agency look like if staff was scheduled similarly? It could potentially address trauma-informed care for staff and allow space for work on things like prevention
    - Ex: staff wouldn't have to work a night shift all alone
  - It can be difficult to understand prevention work because we as a culture struggle to understand that the results of prevention work is for the future generations an won't necessarily be see right away

Access to Services

- African American victims often get the least access to services and are not regarded as a unique cultural group. Other cultural groups such as Hmong or Latinas often are accommodated with language and are viewed as specific cultural groups that may need culturally specific resources. African Americans are not necessarily seen in that same light, but may have specific cultural needs that play into the type of services they require.

  Example provided of a woman asking for help getting jobs who was directed to a bulletin board full of job listings and encouraged to check out the listings as part of an empowerment model. This was viewed as not actually being helpful since just having the job listings doesn't mean they'll be treated equally in the application process. It's worth reading the African American Women Focus Group report that we put together (on our website) to understand this idea. (Elise sent out to the group.)

- Mobile services to victims: Generally there is a location victims come to, but some programs are trying to meet victims in the community, including at homes.
  - This is a concrete change that is challenging in many ways for programs but seems to really meet the needs of victims and address social norms of the people we serve
  - Often 2 staff are needed for remote services, but that doesn't mean that you're necessarily doubling your services despite doubling the staff need
  - The next thing to be prepared for is: What if mobile service works? It may mean needing to buy a van (or two, or three..), etc. - There may be new needs based on new methods
  - Programs are looking at shelters – much of an organization's identity is tied to their shelter, but shelters are expensive to run and there are so many other essential programs that are coming out of their organization that need funding and attention
    - Many victims have figured out (and are told) that once they're in shelter they are prioritized in housing assistance, which results in women not needing emergency shelter trying to get into the shelter
  - The more we unify our voices surrounding why racial justice/immigration/housing justice/economic justice, etc. is important to OUR work, the more legislatures will understand why we fight those battles and how those elements fit into our work and require additional funding

Next Steps

- We'd like help in planning the Directors Meeting on May 9th and 10th – even just a workgroup having a phone call about what will go into that meeting.
- There will be a 2 Day workshop on the 27th and 28th: $750/person
- Discussed upcoming dates for Future of Services and All Directors Meetings + that those dates would be discussed further and circulated

Closing: What were your "aha" moments/things that struck you today?

May 9, 2017 All Directors – Future of Services

Agenda

1- Opening Poem * see below

2- Touchstone Practices (Alice) -30 minutes

3- History of FOS in WI –(Patti and Pennie) – 30 minutes

4-Break into repeating small groups to have discussion and form action steps around:

a. Racial and Gender Justice

b. Prevention and Social Norms Change

c. Access to Services

5-Large Group Report Back

6-Closing

CALLING THE CIRCLE

It has always been scary
to step into the circle of firelight,
to show up in the company of strangers,
to ask for entrance or to offer it. Our hearts race—
Will we have the courage to see each other?
Will we have the courage to see the world?
The risks we take in the twenty first century
Are based on risks human beings took
Thousands of years ago.
We are not different from our ancestors,
They are still here, coded inside us.
They are, I believe,
Cheering us on.

—Christina Baldwin

Group Action Plan

GOALS RELATED TO RACE AND GENDER JUSTICE:

- Understand the difference between equality and equity and educate about those differences.
- Provide equitable services for all clients regardless of race or gender
- Provide an environment in which victims/survivors feel understood and valued.
- Identify underserved populations.
- Provide outreach to groups experiencing oppression.
- Foster conversation and increase understanding about race and gender justice.
- Raise awareness by changing the language within our reach.
- Recognize that by excluding based upon race, gender and other factors, we deprive ourselves of a wealth of talents. By being inclusive, we are drawing on all diverse talents, strengthening the community and eliminating the risk that some will be devalued.

Objectives	Action/Activity	Timeline	Who Will Do It
Ensure that all programs have inclusive services that are welcoming to all.	1. Develop and seek opportunities for staff anti-bias training. 2. create anti-bias checklist/tool for staff 3. Conduct internal review of agency's inclusive practices.		HELP of Door Co, WWGP
Commit to social justice framework.	1. Structure prevention education and outreach around social justice framework (include gender roles, oppression/privilege, patriarchy, colonialism, homophobia, history & legacy of racism) 2-Incorporate into interview questions and practices.		Embrace, Family Support Center, Bridge, Gunderson Health Services
Identify terms to eliminate based upon them being offensive or demeaning to specific races, cultures, gender identities, etc.	1. Identify words/phrases with staff 2. Create an "Oops" jar—violators' must pay penalty.		Sara Meier
Create awareness and understanding	1. Create book (or video) club at work with discussions (examples of books include Waking Up White or Evicted) 2-Move to have book club be adopted by community.		Beth, Jane, Barb, Cheryl, Laura, Stacey

Provide informational and awareness materials in appropriate languages for the services area.	1. Translation of program services. 2-Print/display translated materials from other programs. 3-Ask other program advocates to assist with translation.		Stepping Stones, CAP/Family Crisis Center, New Horizons
Go to where u/s* populations frequent for outreach.	1. Hire staff/volunteers from u/s communities. 2-Ensure language line access 3-Develop a list of frequented places		Stepping Stones, CAP/Family Crisis Center, New Horizons
Staff and volunteers are educated on the cultures of the populations in their services area.	1. Provide regular training 2. Reach out to other programs for cross training.		Stepping Stones, CAP/Family Crisis Center, New Horizons
Increase Awareness	Conversation at staffing about why client population doesn't represent the community population.		Nicole Shea, Angie Gilbertson, Sharain Horn, Lila Z?
Identify Gaps	Conversation at staffing.		Nicole Shea, Angie Gilbertson, Sharain Horn, Lila Z?
Examine agency policies and procedures to see if they allow "equitable" services.	1. Provide training on purpose, details of "equitable" services. 2. Review, revise policies to check for equity of services for clients and staff alike.		Tiffany Parker, Nicole Johnson, Alena Taylor, Teresa Nienow, Judy Woller, Sherrie Paulson Tainter, Melinda Taylor
Does personal responsibility (or awakening) have a role in process?	1. Clients identify barriers and staff acknowledge (be aware) of them. 2. Work with client towards empowerment despite barriers.		Tiffany Parker, Nicole Johnson, Alena Taylor, Teresa Nienow, Judy Woller, Sherrie Paulson Tainter, Melinda Taylor
Barriers	1-Meet where they are 2-Ask u/s clients: how do you feel about services?		Sherry Hartog
Increase awareness	Inclusive verbiage, posters/images		Sherry Hartog
Educate staff to be accepting and open to other people's lives.	1. Culture and implicit bias training.		Kelly Burger

	2. Each staff person will name one anti-oppression goal in their workplan.		

*u/s = underserved

Group Action Plan

A GOAL is a BROAD, PRIMARY OUTCOME. What do you hope to ultimately achieve?

An OBJECTIVE defines strategies or implementation steps to attain the identified **goal**.

An ACTION/ACTIVITY defines the tasks associated with the objective.

TIMELINE indicates that date by which you hope to complete an objective.

WHO WILL DO IT should include the name of the programs and contact person.

GOALS RELATED TO ACCESS TO SERVICES

- Alter messaging, policy and procedures to embrace the encompassing of all genders, cultures, backgrounds of individuals accessing services;
- Increase/improve accessibility to services;
- Increase access to services for all;
- Reduce vicarious trauma in advocacy professionals
- Improve/ensure access to men involving DV/SA
- Develop creative programming places and spaces
- Identify and breakdown the battiers that prevent access to community services

Objectives	Action/Activity	Timeline	Who Will Do It
Make agreements with nearby agencies (with specific qualities to offer) to cover staff time and travel to provide service at our office.			
Universalize intake forms between agencies.			
Re-open programs that were beneficial at one time and that might work now (i.e., satellite sites) Educate funders about the "myth of duplication of services" or that it's "the community's responsibility to resolve the problem".			
Identify and connect to underserved populations.			
Identify and train stakeholders.	Holistic healing groups		

Create awareness to male victims impacted by DV/SA	Target places where men are primarily located: • Factories • Men's rooms • Bars/boxing • Baseball/sports fields • Gun clubs	Immediately	CRA AVAIL
Add male DV/SA advocacy staff			
Market: brochures, Facebook, webpages	Create "Stop Signs", tear offs, brochure		
Develop a support group for advocates experiencing vicarious trauma	• Holding the group • Determine who to invite		
Increase access to services for people of color and other marginalized people	Hire diverse staff		
Provide awareness and access with information in places that we do not usually provide (i.e., men's bathrooms)	• Men's bathroom • LGBT bars • Salons/Barber shops • ADRC • Gyms • Visible community events • Sports shops/gun range • Golf	Ongoing	Stepping Stones CAP/Family Crisis Center New Horizons
Make information language inclusive	Update materials in languages to represent various communities	Ongoing	Stepping Stones CAP/Family Crisis Center New Horizons
Identify the barriers to accessing services	Have meeting with CCR about access to services Discuss barriers with those not able to access services	12 months	
Indentify specific individuals/sub-groups that are not able to access services to identify potential reasons/barriers.	Pair barriers with goals for change.		
Address terms or language describing services to make sure	Create different versions of literature describing services		

they are understood by all.	for children, adults, men and LEP individuals		

Group Action Plan

A GOAL is a BROAD, PRIMARY OUTCOME. What do you hope to ultimately achieve?

An OBJECTIVE defines strategies or implementation steps to attain the identified **goal**.

An ACTION/ACTIVITY defines the tasks associated with the objective.

TIMELINE indicates that date by which you hope to complete an objective.

WHO WILL DO IT should include the name of the programs and contact person.

GOAL RELATED TO INCREASED PREVENTION AND SOCIAL NORMS CHANGE:

- Engage in community trend that violence is never acceptable and no one is "less than".
- Challenge social norms around dating and sexual violence.
- Challenge the acceptance of violence in our society as the norm.
- Redefine healthy interactions.
- Shift current social norms around rape culture to support victims.
- Bring attention & awareness to respect of women and men engaged in relationships. Provide tools to show/give respect.
- Incorporate primary prevention into the mission of the organization.

Objectives	Action/Activity	Timeline	Who Will Do It
Community Conversations about what violence is and how do we end it—engaging everyone in this goal	1. Once a month coffee hour 2. Host conversations 3. Create action plan 4. ToP focused conversations		Bev Scow and Wise Voices
What are warning signs of violence? In myself, what are pre-feelings, pre-words? What Can I do? Start a "Voices of Men" group in our community	1. Create a workshop/worksheet 2. Reflect using ToP focused converastaion		Bev Scow and Wise Voices
Recognizable mentors and indivuals that teens look up to to promote healthy teen relationships (No More campaign with locals)	1. Record and promote a variety of venues 2. Booths at schools and fairs, safety nights 3. Youth involved PSA	Seasonal	Renee Schultz Sue Sippel
• To create awareness and bring change • Broaden base of support	• Staff and community presentation using the Alligator River Story • Facilitate a Voice of Men group in community		Barb, Stacey, Cheryl, Laura, Jane, Beth

• Prepare age appropriate materials
• Make it a community responsibility
	1. Provide presentations
	  • Gender norms
	  • Healthy interactions
	  • Anti-oppression work
	2. Collaborate with partner organizations
			Stepping Stones, CAP/Family Crisis Center, New Horizons

Understand Change Impact	Identify current social norms		Nicole Shea
• Teach or bring awareness to ways and actions of disrespectful behavior (what not to do) and respectful behavior (what to do) • Engage Men to speak to these issues and appeal to a different audiences • Break barriers on "taboo" topics by doing more presentations on those topics	1. View TEDx speakers, promoting messages, show to young adults 2. Hire or train men to have men-based conversations or partner with women on same topics 3. More small group conversations to enhance passion/comfort around these topics to allow/engage with more opportunities to present		
• Engage staff and create more excitement about primary prevention • Learn what true primary prevention is	• Identify local experts/resources • Incorporate discussion in biweekly staff meeting		Kelly Burger
• Other ways to connect with youth outside of school • Identify and educate key players in communities for them to advocate for change	• B/G Club, BB/BS, alternative schools, church groups • Adults and Youth	Ongoing	All of us: Tiffany Parker, Nicole Johnson, Alena Taylor, Teresa Nienow, Judy Woller, Sherrie Paulson Tainter, Melinda Taylor

Future of Services: July 11, 2017

Strategic Movement Building facilitated by Norma Wong

We all share similar hopes but we feel isolated. Particularly in this time.

We will find a way to disagree with one another, even when we are all on the same side? It feels important for us to figure it out…why we do this. We are desperately in need of finding common ground. We need to find common ground without eliminating our individual existence. We need to hold both things…to find common ground while holding individual existence.

We need to exercise curiosity to figure it out.

INTRODUCTIONS

We are working to shift systems and structures. Shifts cannot happen unless they shift at a molecular level. We will focus on developing a shared understanding of how it all works. We don't have mechanisms in us to question our habits. How to shift out of what we are automatically doing…our habits. We are predictable because we fit easily into a "habit pattern". We will focus on how to break that through.

100% righteousness requires that "my way is the only way"….the only way to win is to wipe everyone else out or convert others. There is only win or lose the more righteous you are. This is why right now, things are so fraught. We fight when we think we are losing ground. When we exist in a win/lose situation, our strategies are limited. We have to figure this out so we open up the possibilities of more strategies.

There is more in life than simply surviving. If we stay at just the state of survival, it would be akin to a swimmer who just treads water. We have to move beyond surviving. We will continue to very slowly lose ground if we just stay in survival. We have succeeded by being alive today but it is not enough. We have over glorified survivorship. But is that what we should wish for our people? We honor those who work the hardest, in martyrdom, but then we are honoring "survival" rather than someone who is thriving. Thriving is not indulgence. Suvivors are more vulnerable to being controlled by those in power.

"Habit" is an unconscious repetitive act. Some habits are attributed to survival, such as scarcity. Many habits push us into defensive stance. The more defensive we become, the fewer the strategies that are open to us. To find possibility, look to possibility. Shifting a habit means that you have to have more discomfort with uncertainty.

If you are working to change systems at the conceptual level only, then will meet with resistance. Deviance is in opposition to the norm. We want do something beyond deviance. We don't want to be "opposite" as much as different. If we want things to be different, then we need to fundamentally live differently. When we shift ourselves at a very fundamental level, we can change our relationship to things.

60/40 stance…the importance of standing in a way that takes a small amount of energy, slighltly leaning forward, eyes towards the horizon (rather than looking down) and breathing deep. This is the best offensive position. 40/60 and 50/50 stance – you can easily be knocked off balance. We don't really exist deeply in our bodies…we need to live more deeply in our bodies. We live in our bodies until we are 3-4 years old, then other factors come into play and we live less in our bodies. Our amygdala gets activated in our brain and our pre-frontal cortex, where rationality exists, cannot engage. We remain in our reptile brain.

The natural state of life is "evolution"—we live much of our lives trying to hold it back. Humans that don't like change don't like evolution. Because we resist, we become responsible for our own evolution. The long arc—7 generations before us, 7 generations ahead. We don't really put it into practice but what we do now, will be seen 7 generations ahead. Need to control the destiny of our people, we need to consciously bring back in the long arc of evolution. We

need a longer arc. It is possible for us to envision a better world when we consider the possibility of the long arc. Making your own evolution.

(R)evolution cannot occur without evolution. We all have to evolve, going beyond change and transformation.

Question of gun ownership. We must come to grips, as a country, with the question of violence. My independence cannot be at the cost of your independence. It is inherently violent.

There is a principle between change and transformation: the "ready, the willing and the open". We need to have fruitful conversation about it. It's not about having the same viewpoint. Is the right to a gun a constitutional right? There is no constitutional right to water but there is to guns. Will be have a willingness to enter into this conversation. We have to have that conversation without having a judgement.

More fundamental than the notion of guns, not sure we have figured out that we want to be less violent. Is it a goal as our people to have less violence? Is it a goal of the people of our country? Violence is part of the fabric of our country.

We need to embrace a perspective of a longer, hopeful arc. Not Pollyanna-like. We need to have a hopeful arc and we need to go for it. If we try to stay in the practical, you abandon the long arc, you end up making smaller, incremental changes. How do we create the possibility of a more hopeful future. A longer view-plane helps the possibilities. In the short run, it looks pretty dire. The opposition wins by the collapse of our hope.

We spend a lot of time trying to change the minds of those who don't agree. This is called a "frontal attack" and is the most commonly used strategy. But we have more people that we know of that are ready, willing and open. If we focus on that, we can gain a lot of ground. We can/should adopt strategies of change that work primarily with those who are ready, willing and open. The world is filled with millions of people who are open to being something else.

Appetite: What is my appetite? What is the stance that I am ready, willing and open to take? Then find others who are ready, willing and open to have an appetite.

In the work, our strongest assets are not the laws that we pass, but rather, the people.

How do we know who is "ready, willing and open"?

Interested → Curious → Volunteering → Leaning in → Commitment

Leaning in
Beyond Self
Excitement
Actively questioning
Unreserved
Comfort w/ Unknown

Differentiation

We have a notion that we have to bring everyone along. But differentiation…the different paths each person chooses…is the best and only way to move forward. Don't want to negotiate a compromise to the least common denominator and consider it success. People need to move at the pace that they have a comfort level to move at. Some people need to be more comfortable with risk and some people may want the move but don't want to have as much risk. Sometimes good strategy is to take different strategies. Need to have conversation about the potential for one group to cancel out another groups strategy. There must be a willingness to explore things in a nuanced sense. We are not building a widget that serves a single purpose and fit everything. We need nuanced responses. There must be a willingness to fail forward.

Gates—habit patterns that form early in life. A gate is associated with habit patterns. This is a 3000 year old concept, developed in China. The observation is that everyone has a habit pattern that forms before age 3-4.
Habit patterns of Fear, Suspicion, Doubt and Delusion. You make decisions based upon one of these gates.

All people have 1 gate, some people have 2 gates, very few have 3 and no one has all 4 gates. It is possible for an organization to have all 4 gates.

To identify your gate, think about how you approach a decision. What habit energy comes first?

The biggest obstacles to change, are the human obstacles. This is why it's important to know gates. Movements are made up about people. When people have consciousness about their gates, then we can move. Knowledge of your gate, it will arm you with the knowledge of why some things have difficulty changing or prevent you from being bolder or interrupt a vulnerability.

July 12, 2017

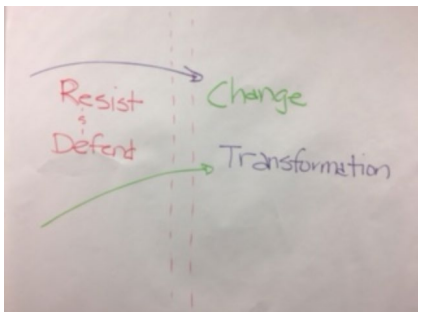
Introduction: focus on self-care. We do not care for ourselves in a way that maximizes our potential. We need to care for ourselves, the people who work in this field, as if we are the best asset. When we are rested, we do better work. Break the binary of working or not working. That we can rest throughout the day as we are working, drink water, sit, stand, breathe, etc. Leadership needs to model it.

Ready, willing and open: is our purpose to convince those who do not agree? If we are spending all of our time and effort to get them to be open, you have to wonder who much they are learning. You want people to be interested or otherwise you are just working against resistance. What is your purpose? What is the purpose of the people you are trying to bring along? If you do not share a purpose, need to look at strategies about who to bring into the room.

Concept of "Critical Mass"- the minimum amount of people to actually do something = 3 ppl. What is a good sustainable critical mass? About 10% of those who are in the room.

Changing the minds of those who resist/oppose/disengage? Work with where you are, see if you can get others to open up a bit. Meet people where they are at, don't require them to meet you where are.

CHANGE	TRANSFORMATION
Change is constant	Transformation happens when people are ready
We resist change	It occurs in leaps and bounds
10% is the usual goal	Transformation is a radical strategy
Change is an incremental strategy	



If change is your strategy, expect a 10% improvement. Is 10% enough?

Transformative Strategy: What does it look like?

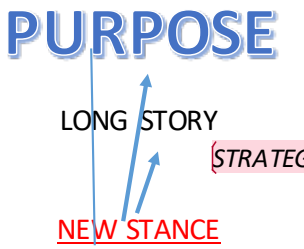
Every action causes a reaction. What can look like a divide or a fight between within a coalition, opens the door to opposition to point out disunity and stop forward movement. This can create the circumstance for change to not happen.

In actuality, we need to have all 3 elements happening at the same time. We need some people to resist and defend, we need to have the courage to also implement a change strategy and a transfomational strategy. What is the stance that you are willing to take? First need to have a purpose nailed down before implement a strategy. If you know what you're going for, you will be willing to take bigger leaps. Otherwise, incremental change.

Start with 2 points and triangulate between those two points: Purpose and Appetite
Ask the question: What is the boldest thing you have an appetite to do? Give people the option to identify what their strategy is—change, transformation or a little of both.

Getting out of the "silo" – join forces with other sectors and you can create chemistry that can promote both change and transformative strategies. Be clear about "towards what end?"

Activity:
Each individual writes out one bold action they think their state coalition/programs should take. All get together and process—what question are these bold actions trying to answer? What is your purpose? In the long story, must develop new strategies to fulfill your purpose. This also means adopting a new stance that is in service to your purpose.



*current stance

Commented [PS1]:

1. **Be aware of the intersection of race and gender.** Women of color, indigenous women, lesbians and transwomen, and other marginalized voices are often silenced or forgotten in conversations about gender-based violence. Deepen your understanding of intersectionality and how various forms of oppression impact women and girls on the margins.

   "For me, the intersection of racial oppression and gender oppression is a daily reality. What I need my white sisters to get is that, until you learn about structural and internalized racism, until you get in touch with both your oppression and your privilege, your good intentions will not stop the violence. Your good intentions do not make me feel welcome or safe." –Inez Torres Davis, Director of Justice for Women

2. **Engage Men.** While men are undoubtedly impacted by sexual and gender-based violence, women and girls are disproportionately affected at alarming rates**.** Encourage the men in your lives to step up and speak out *for and with* women to break the cycle of abuse together.

3. **Recognize services as just one part of a broad spectrum, and not as separate from advocacy.** Encouraging the shelter and services movement to activate its constituencies to become advocates in the antiviolence movement can re-energize staff and enable shelters and service providers to tap into new sources of support and to build a prevention agenda.

Future of Services: Thinking About Shelter and Housing Differently October 12, 2017

Facilitation by J. Boggess

Introduction: Ellen Allen, Hope House and Shannon Barry, DAIS

Role of Funders: Sharon Lewandowski, DCF and Shira Phelps, VAWA Administrator (also representing VOCA & SAVS)

What to hang on to:
- Providing Dignity
- 24-hour support
- Safety
- Partnership with clients
- Letting survivors know they are not alone
- Dignity, inclusiveness and respect
- Safety for survivors
- Safety, support and strength
- Provide Services as Victims need them
- Dignity, respect and compassion
- Empowerment, dignity and respect
- Services survivors need
- Being creative
- Safety
- Safety, hope and compassion
- Trust, respect and safety
- Trauma informed care
- Flexibility to serve each person as they need
- Access, dignity and respect
- Providing safety and Hope
- Survivor centered services
- Keep the client in the middle
- Safety and self-sufficiency
- Stability
- Safety
- Validation, compassion, conversation
- Safety and validation
- Changing when change is needed
- Basic needs and advocacy
- Refresh, improve, sustain and TIC
- Trauma informed practices
- Safety and empowerment
- Safety, empowerment and respect
- Keeping survivors' voices centered
- Tools for transition to the future
- Local healing option
- Positive change, hopefulness and having fun every day

Why registered:
- Face a lot of challenges
- Complexities of lives in shelter
- Resisting burn out

Wants to move in right direction
Learn more
Interested in the conversation around shelter and housing
Things are changing every day
A lot of challenges in shelter
What's happening in shelter and victim needs are challenging
Focus work around housing
Not enough shelter space, housing people in hotels
Not enough capacity
Learn about other people's challenges
Works in shelter
Looking at shelter or something better
A lot of changes and know we need to look at things differently
Hear ideas and knows we need to change
Shelter is exhausting
Provide the best services
We can do better
A lot of things need to change
So many challenges
Connect with others and think about what others are doing
Looking forward to good conversation
Have been having conversation for a while, need to serve more and better
What to learn about shelter options for clients
Better serve those who work and live at the shelter
Support each other, learn how to deal with constant change
Open to change
How to collaborate with non-residential services and shelter
Building a new shelter
We can do a lot better
Thinking about building a shelter
Board needs to take a leadership role in future of the work

Large Group Discussion: What do we hope to accomplish with shelter? What's the point of it?

- Emergency safety
- Save lives
- Immediate access
- Options to make life better, looking forward to getting out of current situation and move on to a healthier life
- Meeting them where they are at, being supportive of the decisions of the client, giving victim control to make choices
- Respite, help heal, empower
- Prevent abuse to children, prevent escalation of the violence
- Emotional safety (in addition to physical safety)
- Prevent homelessness and hunger
- Opportunity to expose clients to different ways of thinking, exposure to staff and others, be with others who model different behaviors.

- Give people space to live the lives they want to live out of the control of the violence partner…live forward what you want to be.
- Meets a general community expectation (community wants there to be a shelter)
- Refuge and a bridge
- Prevention of homicide

Question: do you write down the things that you listed above? Most people noted that these goals are not written down, these are things that just happen.

Sometimes the reality is different than the hoped for results.

Small Groups: What's working WELL in shelter? What contributes to it working well?

What's Working	**What contributes to it working?**
Privacy and confidentiality	Law & training
Access to Staff for shelter residences	Cross training
Strong community partnerships	Outreach, relationship building, open/welcoming
Minimal guidelines to access shelter programming	Philosophical underpinnings and funder support
Inclusiveness	Philosophy, funder support, training
Meeting basic needs for people in crisis	Grants, donations
Residents talking to each other/sharing resources	Opportunity to be in the same space, good space with privacy
Provide a place for consistent follow up services	Dedicated staff, awareness of resources
Children get to celebrate birthdays, get a sense of a healthier life	Community recognition, donors make it happen
Goals are getting worked on and achieived	Supported case management
Layout of shelter	Each family has own bedroom, but share bathroom, kitchen
Some people are not sleeping on the streets or in a violent environment	Available beds, community partnership, awareness, screening so wer are serving the "right" people
Some people connect with each other and naturally support each other	Same space, with privacy
Case management	Resourceful, available case managers, internal and external resources, they have connections
We provide some people with daily needs	Relationship with donors and community, asking residents what they need, letting residents know what's available, adequate storage space
Connections between staff and residents	Long term relationships developed, 24/7 access
Access via crisis line	Skilled, trained staff, 24 hour access, free & confidential, anonymous services
Some people have time/space to think about what comes next	Adequate space, available beds, flexibility in length of stay, emotional safety, space and opportunity to thrive
24 hour access to supportive staff	Having supportive staff, having funding that is adequate, training for staff, face to face contact around the clock.

Staff Communication	Everyone is under one roof, resources are consolidated and utilized wisely, programs near/at shelter
Safety	Camera, bullet proof glass, intercom, limited traffic in the shelter from non residents, non staff
Coordinated Entry	Prioritize DV
Access to other services	Internal services, external partnership from community
Immediate safety	Shelter's existence
Access to basic needs	Community support and staff
Space for "survivor to survivor" support	Happens spontaneously
Screening	Conversation focused on connections and self-identified needs

"Critique Yourself" Group—this is a group of 3 people who have strong feelings about retaining shelter just as it is and 3 people who feel strongly that we should consider new alternatives to shelters.

The 3 "pro-shelter" folks were asked to identify the barriers to a good shelter, the 3 "new alternatives" folks were asked to identify why communities want shelter. In other words, each person with a particular perspective was asked to consider the other side's perspective.

Barriers	*Why communities want shelter*
Space/Overcrowding	Immediate access
Addiction & Substance Abuse	Bricks and Mortar
Extended stays	Lack of rentals
Mental Health issues	Community opinion
Resources: Housing and Transportation	Smoke/Mirror safety
Boundaries: Friend vs. Actual Role	Education about spending money this way
Cleanliness in Shelter	24/7 staff available for face/face
Conflict in shelter • Between clients • Between clients and staff • Between staff	
Being fully staffed	

Small Groups: What are the challenges?	**What contributes to it not working well?**
Communal Living	One kitchen, dining room, lack of privacy or dignity Diversity/culture
Access	Lack of transportation Lack of affordable housing No local shelter Capacity challenges
Staffing	Wages, lack of flexibility can add to turnover Dealing with challenges, issues, mental health, chemical health Diversity of staff

External Environment/Privacy	Lack of security for parking area for staff and clients
Culture of Partner Organizations	Culture of law enforcement contributes to issues of working together
Screening Process: who needs safety and who needs something else?	Capacity-building of staff Philosophy: who should we be serving?
Staffing Shortages	It's hard work 24/7 (holidays/weekends) Economy/unemployment rates Longevity Burnout Training Low pay
Communal Living	Capacity Diversity of clients' needs Privacy Shared common space Addiction Length of stay
The Need is Greater than the Resources	More referrals from different kinds of agencies It's not reasonable to increase until needs are met Some waiting lists are months long
Challenges of Communal Living	Putting people together with multiple layers of trauma creates more problems History of shelter programs: the design of 40 years ago does not meet current needs "Someone took my popsicles or pancakes" (this is a reflection on constant infighting over storing goods in communal places and someone helping themselves to someone else's goods)
Lack of other community resources with expertise in AODA issues	They call us because we accept everybody, they know we won't turn them away.
Appropriate use of funding: project-based can be limiting.	Grant conditions, lack of community partners
Finding staff that is competent, consistent, passionate and not rigid	Need to set boundaries to avoid burnout Training for new and existing staff (having the time to do it)
Internally and Externally-Boundaries of what we can do as shelter (e.g., mental health, AODA)	Being a dumping ground for "difficult" clients, clients not accessible
Safety and Security	Lack of funds and space
We Don't Serve People of Color, immigrants, LGBTQ, people with disabilities, etc. well	We don't do this well.
Staff turnover in shelter	Putting out small fires Cleaning In-home nanny job People come into the work to make a difference, buy into the philosophy but it turns into cleaning toilets and being a nanny
Longer Shelter Stays	Housing is not available

Coming to shelter disconnects survivors from families and their resources	Systems issues Residency issues McKinney Vento
Staff Burnout	
Maintaining a momentum of change	
Getting buy-in from staff	
Victim's goal in shelter is not always the staff's goal for the victims	Trying to be everything for everyone Different definitions of success and trauma informed care Diversity of client needs
Funding	Advocates are stretched and expected to assist with awareness events, drives, campaigns
Coming in with multiple barriers	Lack of resources Housing Jobs Mental health treatment Transportation Place to put their pets No recovery services Very little access to inpatient services
Grant reporting requirements are more than ever	This uses valuable time that could be spent with clients Sometimes feel that people are a number
AODA, Mental health resources are not available in shelter	Goes unaddressed
High turnover due to burnout	Low wages, can't take PTO, understaffed, difficult work
Community not understanding what we can do financially and physically	Lack of time and money to educate the community Understanding that the community actually needs to understand
Sheltering Men	No couples shelters (sometimes couples screen in separately) Funder requirements
Lack of resources to be innovative	
Taking advantage of DV services when not really needed	Other services are not available so we are being relied upon
Communal Living	Everyone comes from different backgrounds
Lack of a collective voice about our services	So many philosophical differences from community-to-community
Physical space challenges	Unable to truly serve men equally

"Critique Yourself" Group—this is a group of 3 people who have strong feelings about retaining shelter just as it is and 3 people who feel strongly that we should consider new alternatives to shelters.

The 3 "pro-shelter" folks were asked to identify the what would be good about NOT having shelter, the 3 "new alternatives" folks were asked to identify what's GOOD about having shelter.

What's GOOD ABOUT HAVING SHELTER? *What's GOOD ABOUT NOT HAVING SHELTER*

24/7 face-to-face staff	More money and time for staffing
This is what the community thinks they want	Fewer staff = fewer staff issues
Integrated services	Creating true empowerment
One Stop Shop	Use funding for other things
Sense of Community	No client vs. client issues
Safety	Less damage and destruction
	Less theft
	Less burnout, less on the job stress
	More client focused
	No communal living challenges

Post Lunch: What Did you Talk About over lunch that you want to share?

Talked with Golden House over lunch, learned that they are rethinking shelter/housing and trying to create new strategies.

If we only had to work with one family at a time, we'd be awesome.

Learning how to work with new types of workers and bridge gap (millennials).

Scarcity of affordable housing…compounds shelter problem.

Small Group Discussion:

Think about demographics of who you serve. Then discuss "Communal Living" as a barrier. What is safety, definitions of safety? How do you deal with the systemic, structural issues that you don't have control over but that complicate your services?

Group 1: cultural responsiveness and inclusivity

- Being victim centered
- Restore dignity and respect
- Staff not reflecting those who use the services
- Fear of deportation not reaching out for services (viewed as part of the system)
- Stigma for older victims

Structural barriers

- W2
- Lack of responsiveness of providers
- Disqualified for housing due to background checks and changes to the law
- Lack of transportation and affordable housing

Group 2: Serve everyone but there is a reality – gender difference, serve a lot of Latinx pops,

- Community biases and staff can cause
- Residents and staff use tension as a way to say "safe"
- Work with residents and staff to reflect on internal biases
- Hold everyone accountable for their own safety

Group 3: Disparity of over-representation of African Americans in shelter (can come from the community or other communities), smaller mostly White communities—when POC come into the shelter can cause a lot of racial tension; young advocates feel uncomfortable serving POC, system doesn't provide supportive services to people with disabilities

Group 4: Community living

Group 5: When people come from outside immediate area barriers include residency requirements of 6 months. A lot of time is spent on behavior in shelter but if people were in their own home, the behavior wouldn't be seen as a problem.

Housing is ONE of the biggest barriers for people to be able to move on. Some of the affordable housing is horrible living conditions. A lot of landlords don't want to work with people with mental illness. Lots of community judgement about people coming from outside the area (this is really institutional racism). Lots of people who have not had housing stability for years… sometimes if ever…. For some, their abuse may be related to lack of housing stability.

Group 6: Communal living: too many families packed together, too much crisis in one place, staff splitting, parenting values, lack of flexibility but they also want/need structure.

Safety: can assist with safety but don't want to give false hope that can/will be100% safe.

Discussion and debrief:

Some racial tension extends to staff. Everyone is jockeying for what little space there is in a shelter.

Systemic racism is actually a significant root of the problem in shelter…while some of the work needs to happen with staff and survivors….but those external systems of oppression come into the dynamics at shelter. There may be real tension inside, but we tend to forget what happens outside (and that it comes into the shelter too!). The barriers for victims externally are real. They may need more advocacy to actually be empowered to live outside on their own.

Important question from Embrace board member (can't remember his name): Are we thinking about "shelter" as a building or safe housing?

Wrap up: Next steps are to hold a second meeting **on December 6.** With this meeting, we laid out all of the strengths and challenges of shelter and housing issues. Next meeting, we will start to develop ideas and actions for how things may be done differently. Some folks requested that we arrange presentations by others either in WI or nationally who are doing things differently.

Notes: Resourcing Sexual Assault in Dual Services Agencies – October 26, 2017

Facilitated by Beverly Scow

Present: Cathy Arney, self-employed/SA; Michelle Arrowwood, AVAIL; Deb Lee, Safe Harbor, Laura Roenitz, Safe Harbor; Amanda Dotson, New Horizons, Amanda Powers, VOCA Grant Administrator, Shira Phelps, VAWA Administrator; Patti Seger, End Domestic Abuse WI; Pennie Meyers, WCASA; Amy Flanders, SA Crisis Center; Rose Barber; LCO Oakwood Haven; Naomi Cummings; Bridge to Hope; Jane Graham Jennings, The Women's Community; Geri Segal, The Family Support Center; Heidi Kilbourn and Kate Nickel, Friends of Washington Co

Check In

What is a DUAL program? (one word description)

Blending
Two
Blending
DV/SA
Victims
Blending
Complicated
Whole
Cross Train
Together
Shelter
All

What Does Visibility for your dual services look like? How do people know what type of services are offered by your agency? How do victims know that you are available for DV/SA services?

- Billboards, going to services agencies, law enforcement, etc. and talking about services. Sometimes it works but really by meeting people is often best. Hard to get officers to come to presentations on sexual assault. Need to get officers trained better. Need to make sure law enforcement knows about cyber crimes. Has gone on radio a few times too. Very rural community with a reservation (LCO).
- Briefings at police shift change can be a good way to connect with police and letting them know about services.
- Need both community awareness and relationship building. Talk about DV and SA all of the time.
- Need to also connect with hospital as a point of contact for victims.
- It's really challenging to get past the perception that we are a battered women's shelter and that we also serve sexual assault victims. SA is not as acceptable to talk about. Serve victims of DV, SA and human trafficking. People don't always know what it means.
- Why are so many jails full of Native and Latinx women? Prosecutor is more willing to charge women with DC rather than charge a perpetrator.
- LaX has Resource Advocates…not defined as Dv or SA but do both. It's on their business cards. They educate people where ever they go.
- Grassroots efforts.
- Good relationships with police for charging conferences with victims.
- Need to keep up the outreach…there's turnover in jobs and you need to keep messaging all of the time. Can never rest.
- Invite new officers in to the program and connect with them one on one.

What are some of the messages that you use?

- Stop domestic violence and sexual assault
- Blending messages has been helpful—SANEs are now forensic nurses and work with both SA and DV. Don't separate the messages. Always talk about both consistently.
- Separating the messages is also helpful.

What are the numbers like?

- With youth, across the board, it's violence of one sort or another.
- Many come in with DV and identify SA later.
- Lots of sexual assault identified up front but same with DV.
- Must make sure that SA services are really prevalent and don't get lost in dv services.
- Work a lot with kids who've experienced SA. Had to be intentional that it is not always combined.
- Funders want to be certain that everyone is served and victims are served fully.
- Have moved the SA position out of the shelter and numbers have increased.
- Increased funding (especially VOCA) has helped to increase services and feel like meeting need.
- Increased funding has also increased staff longevity and stability.

Cross-Training

- Important to have all staff cross trained.
- Need to have everyone know the legal consequences. SA is different.
- Volunteers are also trained.
- Need more training…need more for Native American advocates. Very small programs don't have the staffing to have people go to training.

How are DV and SA services the same?

- Both have victims that are blaming themselves.
- Helping them deal with trauma.
- Need for safety.
- Shattered trust.
- Personal boundaries violated.
- Client is looking for validation that something happened to them, it's not ok, and that they need someone to be there for them.
- Majority of victims are women.
- In DV, sexual violence is almost always there (9 times out of 10).
- Not everybody is aware that what they are experiencing is dv or sa.
- Marital rape is common. So…both DV and SA are happening. Rarely go to trial.

What are the differences?

- Legal aspects are different.
- SA more acceptable in our culture than hitting another person. SA so difficult to talk about.
- Reproductive health
- Health differences generally—not every victim can have a SANE exam because SANE's aren't everywhere
- Stranger rape—not a partnership
- People most likely know each other, not necessarily in a partnership.
- Blurred in terms of jury trial…
- Capitalization of sexual assault – highly profitable (porn, human trafficking, etc)

- More apt to question the victim
- Victims are even less likely to talk about SA than DV.
- SA offenders are more accepted, people can't believe that perpetrators commit SA.
- Donors are more willing to give to DV than SA.

*Rape culture is so prevalent. Our political climate, the recent sexual harassment in the news…we are surrounded by normalized sexual assault and violence against women.

Do funders make us divide up SA and DV? How do we track? Becomes difficult when victims present with both issues.

Sometimes there is a prioritization of victims….DV and SA.

Sometimes **who** the victim is makes a difference (person of color victim, White perpetrator).

Constructivist Listening Activity:

1) ***Equal Time***
2) ***Listen with your heart***
3) ***Confidentiality***
4) ***Speak in the language you think and dream in***

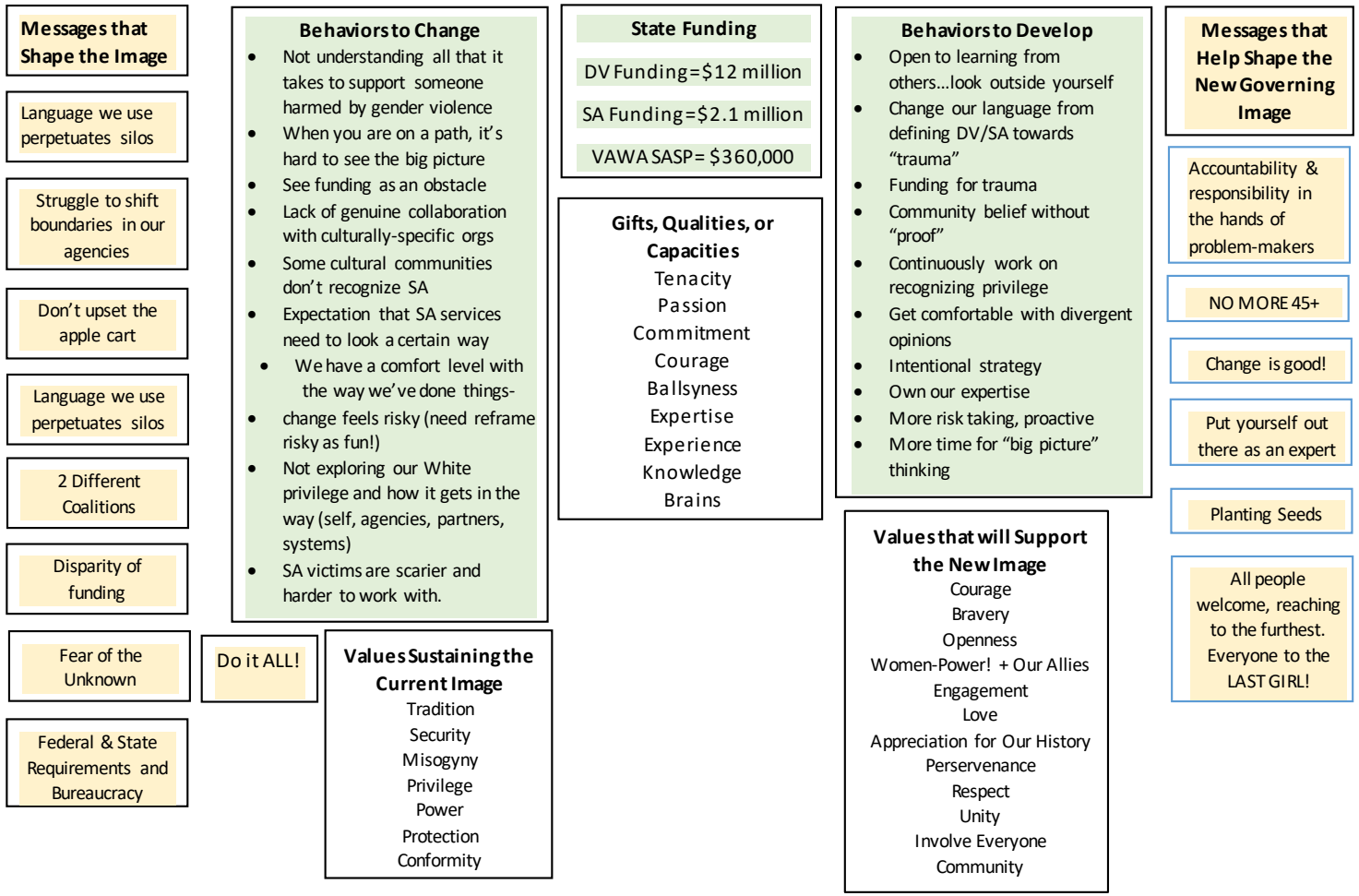
What are the benefits and challenges of dual programs?

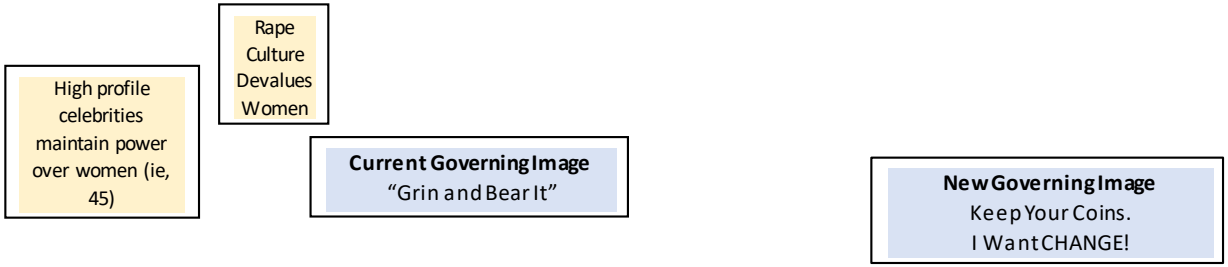
Benefits

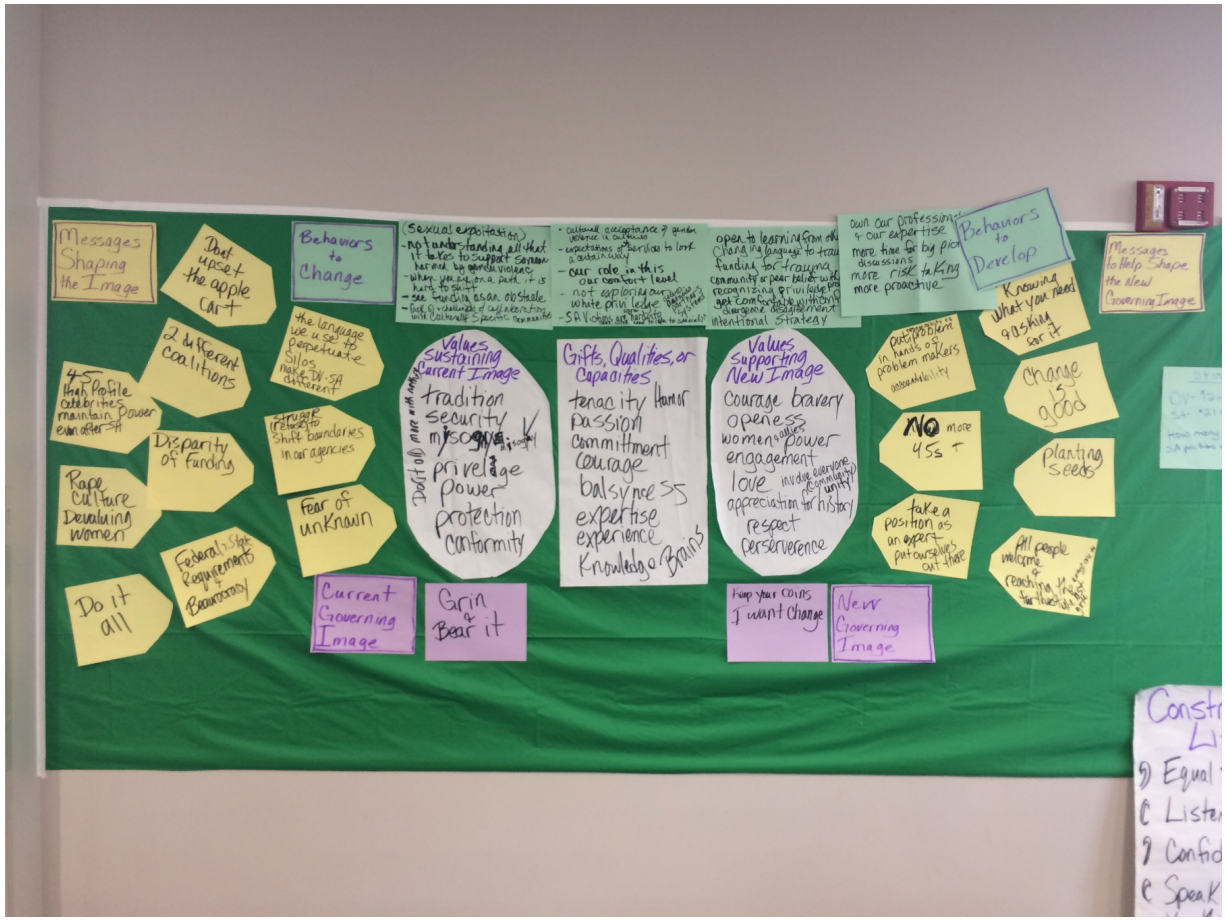
- Increased capacity
- Consistency
- Community knows and understands who you are and what you do
- Once Place
- Practical for rural counties that can't support 2 agencies
- Basic needs met before moving on (shelter, food, etc.)
- Use "healthy relationships" in DV to present in school about SA prevention

Challenges

- Assumption that if you're dual, you are not doing justice to SA work
- Among peers, sometimes SA folks think you don't care about SA if you talk about your shelter
- Need to label (for funding, for donors, for stats keeping)—need to compartmentalize people
- How we work in our own communities with other agencies
- Takes a lot of effort and collaboration to work with a lot of agencies
- Competition for fundraising


Messages that Shape the Image
Language we use perpetuates silos
Struggle to shift boundaries in our agencies
Don't upset the apple cart
Language we use perpetuates silos
2 Different Coalitions
Disparity of funding
Fear of the Unknown
Federal & State Requirements and Bureaucracy
Behaviors to Change
Not understanding all that it takes to support someone harmed by gender violence
When you are on a path, it's hard to see the big picture
See funding as an obstacle
Lack of genuine collaboration with culturally-specific orgs
Some cultural communities don't recognize SA
Expectation that SA services need to look a certain way
We have a comfort level with the way we've done things-
change feels risky (need reframe risky as fun!)
Not exploring our White privilege and how it gets in the way (self, agencies, partners, systems)
SA victims are scarier and harder to work with.
Do it ALL!
Values Sustaining the Current Image
Tradition
Security
Misogyny
Privilege
Power
Protection
Conformity
State Funding
DV Funding=$12 million
SA Funding=$2.1 million
VAWA SASP= $360,000
Gifts, Qualities, or Capacities
Tenacity
Passion
Commitment
Courage
Ballsyness
Expertise
Experience
Knowledge
Brains
Behaviors to Develop
Open to learning from others…look outside yourself
Change our language from defining DV/SA towards "trauma"
Funding for trauma
Community belief without "proof"
Continuously work on recognizing privilege
Get comfortable with divergent opinions
Intentional strategy
Own our expertise
More risk taking, proactive
More time for "big picture" thinking
Values that will Support the New Image
Courage
Bravery
Openness
Women-Power! + Our Allies
Engagement
Love
Appreciation for Our History
Perservenance
Respect
Unity
Involve Everyone
Community
Messages that Help Shape the New Governing Image
Accountability & responsibility in the hands of problem-makers
NO MORE 45+
Change is good!
Put yourself out there as an expert
Planting Seeds
All people welcome, reaching to the furthest. Everyone to the LAST GIRL!


High profile celebrities maintain power over women (ie, 45)
Rape Culture Devalues Women
Current Governing Image
"Grin and Bear It"
New Governing Image
Keep Your Coins.
I Want CHANGE!


Messages Shaping the Image
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Messages Shaping the Image
That upset the apple cart
Behaviors to Change
Behaviors to Develop
Messages to Help Shape the New Governing Image

Future of Services: Thinking About Shelter and Housing Differently

Facilitation Agenda – December 6, 2017

BEGINNING SECTION

1. Check in from last meeting
2. Information sharing:
   Examples from the field
   1-The Waukesha Women's Center
   2-Sojourner Family Peace Center
   3-Golden House
   4-WSCADV-mobile advocacy and housing first

3. Funder Talk

MID SECTION

4. What are the core issues that all shelters share? JB facilitates

   Poverty (race, gender)

LAST SECTION

5. What's our Strategic Vision? Our actions flow from our strategy. PS and JB co-facilitate.

Notes: Thinking About Shelter and Housing Differently, 12/6/17

Facilitated by Jacqueline Boggess

This meeting included presentations by WI programs who were implementing different models of shelter and housing.

Jessi Traut: The Waukesha Women's Center

Larger issue of shelters at capacity all the time, victims not having a place to go. The Waukesha Women's Center has extensive transitional living program. TWC owns the buildings and renovated. Basically owns a city block of housing for victims. Have 10 units. All 4 houses had vouchers for a while but no longer have them. But no longer have them. Get into the T-housing program by being a DV victim. There is a security deposit ($200 but negotiable) and must pay utilities on own. FPL are used. Clients who are most in need of housing are those who access them. Family size – 5 houses and 5 apartments. Largest family that can accommodate is 7 ppl. Determine who is eligible for which unit by family size. Advocacy and support and safety planning starts immediately. Quarterly goals are set. Transitional living group once a month. Have access to hotline and all of the community based resources. Focus a lot on helping people to understanding budgeting. The goal is to have at the end of 2 years, have money saved and be able to live independently on their own. Biggest benefits: work a lot on credit repair and rental history repair. Can be the landlord reference (if release signed). Credit repair because rent is reduced and help connect clients with IDAs so they have matched savings funds. Connected to UW Ext, educate on nutrition, learn how to shop on a budget, meal preparation. Many clients finish 2 year degrees while in T-Housing. First 3 months are intensive and then over time folks meet less with TWC staff but ramp up services at end to make sure the transition goes well…both into housing and sustainable careers.

Liz Marquart and Dolly Grimes Johnson, SFPC

SFPC is a family justice center. There was the opportunity to create a huge shelter. But worked to find the sweet spot of how many shelter beds to have. Didn't want to decrease from 45 but didn't want to make a huge shelter because had no idea how to serve that many people. Wanted the experience to being welcoming. Made the hotline to be a call center and welcoming to all of the shelter residence. Created an environment that is comfortable and welcoming. Would've needed to greatly increase staff if had expanded the shelter significantly. Only increased by 10 beds total. There are 16 partners in the same building. Can easily connect victims to additional services. They offer massage and acupuncture free to residents for wellness. There is a library. Former residents still come back and hang out in the library which is more of a public space. Wanted to avoid the atmosphere of warehousing people. Helpful to have a lot of collateral services so victims are connected as they transition to living in the community. Can continue to have advocacy services but also therapy, housing, work with children. Rapid rehousing…financial assistance to get housing (security deposit and first months rent).

Karen Michaels, Golden House

Were over capacity all of the time, developed strict screening, developed a lot of rules because it was way overcrowded, and it was burning out staff. Lived with it for a long time and tried to manage it. Were really struggling and decided to ask themselves what they need to do something different. First started program called "reaching for next steps"—took 3 rooms and allowed longer stays. People did much better when they weren't warehoused. But it was difficult to combine two approaches in one space. Went to WSCADV conference and learned about housing first and the light bulb went on. Need to have a continuum and have positive outcomes. Not everyone needs the same thing. Safe Home helps support victims to live outside. Depends on what the victim needs. Meet people where they are at. A model of flexible financial assistance is required. Take away any judgments, understanding what people need, and use funds to eliminate any barrier that could cause victims to lose their housing.

Linda Olsen, WSCADV—Housing First and Mobile Advocacy-Skype call

Linda described current trends in Washington State to address barriers to shelter and housing. With a grant from the Gates Foundation, they were able to develop Housing First, mobile advocacy and flexible funding strategies. Has been evaluated and has been very successful. Some shelters are considering closing shelter altogether and instead, focus on other means of shelter.
https://wscadv.org/projects/domestic-violence-housing-first/

Debbie Fox and Monica McLaughlin, NNEDV—Skype call

Shifting models away from traditional ways of providing shelters—will always be a need for shelter but looking at ways to deal with overcrowding and other issues. There are some ways that folks are moving housing forward. Possible housing funding in the budget $25 million.

1-Rapid Rehousing-most important to do realistic screening so folks are really able to live sustainably.

2-OVW Transitional housing—there's $25 million in the field. Different than RR. People can stay for 6 mo-24 months.

3-Improvements to HUD—joint component project. Hybrid of T-housing and RR.

4-Permanent supported housing—focuses on survivors who have been chronically homeless

5-Public housing—innovation happening in that realm with public housing authorities. Some programs are working in coalition with PHA and getting a set number of vouchers for victims each year.

6-Co-located advocacy with public housing authorities.

Kentucky Coalition working with state to build housing and IDA accounts—working towards home ownership.

VOCA-fertile ground for assisting with housing. Funding increased and new regulations. New regulations allow for transitional housing (DV and trafficking victims), rental assistance, other funds that can help someone in a home, funds can be used for relocation. A number of states have been running with use of VOCA for this—California (using VOCA for housing first) and foundations to evaluate, Colorado is also using funding for housing, etc. Its at its infancy and lots of experimentation. National Resource Center on DV has been leading national conversations on this and identifying what things can be funded with VOCA and allowable.

Amanda Powers-VOCA

State VOCA guidelines can be more restrictive than federal guidelines. Lots of discussion with other state administrators, particularly IOWA. Happy to look at modifications to grants because want to serve victims. May be implementing changes more by Spring, 2019. Want to make sure everything is audit proof. Currently what happened with the VOCA rule in 2016: Are allowing for relocation funds, emergency victim assistance funds: VOCA will want to know your policy. State VOCA guidelines outline cost to move, security deposits (Iowa does first and last months rent), board fees for pet (if circumstances warrant), willing to work on car repairs for victims to flee, first months rent, utility start up costs (not ongoing), mortgages are unallowable under any federal grant.

Sharon Lewandowski – DCF

DCF doesn't have constraints in terms of statutory restrictions.

Basic services doesn't identify "shelter" but instead housing and food. FVPSA also have flexibility in the definitions in definition of "shelter".

Jacqui Boggess: Do Race Class and Gender Still Matter?

Powerpoint and discussion.

What is the vision we have for shelter and housing that starts to incorporate the kinds of shifts we know are possible and that might improve shelter/housing for victims?

Goal: A just Wisconsin that promotes safe and stable space for everyone to live and be in the fullness of their own self-worth.

Objectives	Actions
4. Address tension and safety created in the communal living environment of shelter facility	c. Consider building design that offers separate space (such as apartments within one building or scattered site) d. Promote self-care and wellness for resident survivors and staff
5. Whenever possible, seek to prevent homelessness by working to assist victims to safely stay in their existing housing whenever possible	d. Develop "flexible funding" funds to provide rent assistance, transportation assistance, and medical support. Explore use of VOCA funds for this purpose. e. Develop new screening strategies to focus on housing rather than immediate referral to shelter. f. Develop mobile advocacy and "walking with" services to serve victims where they are.
6. Change systems and structures that create barriers to victim safety	c. Build new relationships and community partners. d. Address privilege and racial justice in the shelter workplace to ensure equity of services.

Meeting adjourned at 2:30 p.m. Folks were exhausted and felt that they had pushed as far as they could. This can be fleshed out further in the future.

Resourcing SA in Dual Programs Notes

12-11-17

Facilitated by Beverly Scow

1. Introductions
2. Check in about last meeting:
3. Review of new Image and New Messages that support the new image.
4. What are ways that sexual violence work can be better resourced in dual programs?
   - Defining sexual violence work
     - Provide space for SA victims, crisis response, systems advocacy, support groups, legal advocacy, criminal justice support, Crime Victim comp, health care support, prevention in schools, building community support
   - Cross-training of staff, training volunteers
   - Shift from "how much we are funded" to "how are we serving?"
   - DV and SA are collective services—don't separate out and put in silos.
   - Messaging has shifted – address sexual violence much more clearly in messaging.
   - Community partnerships can create opportunities to reach SV victims.
   - Caring for each other in the process.
   - Shelter/program services
   - Vicarious trauma
   - Reflective supervision
   - Serving offenders (someone else does)

Keep your coins, I want CHANGE!

New messages can be part of actions:

- **Accountability and responsibility as part of social change**
  - Through SART and system partners
- **Social Justice for All!**
  - Lobbying/changing policy
- **Change is good!**
  - Can be scary…get over the fear, can lead to better things for community
- **Put yourself out there as an expert.**
  - Advocates are the expert and are the voice in the room!
- **Planting seeds**
  - Talking about it at every opportunity—educate everyone. Need to create the culture of change. Create the vocabulary for talking about it helps connect the dots.
- **All people are welcome, reaching to the furthest, everyone served to the LAST GIRL!**
  - Prioritizing who you serve.

Consensus Workshop: Implementation of New Image and New Messages

What are ways that sexual violence work can be better resourced?

Engage system and community partners to create cohesive impact	Creating Best Practices and consistency around messaging	Fully fund sexual violence work	Include and educate EVERYONE	Provides inclusive, accessible and evaluated services	Create diverse staffing solutions through consistent training and practice
Recognize/utilize cross training across MDTs	Primary prevention first	Increase funding	Lunch & learn at community college	Classes for victims and offenders	Create space to support each other
Utilize system partners	Include those who do harm in the work	Shift some DV funding to SA	Networking community connections	Strengthening SA Support groups	Diversify staff (hiring practices)
SART-Community change, social change	Increase SA messaging on social media	Eliminate funding barriers	Recruit, retain, train volunteers	Evaluation of services includes POC/Immigrants	Volunteers: recruit, retain, train
Better criminal justice coordination	Create opportunities for realistic conversations with youth/all	Legislative action	Community education: targeting new and existing opportunities	All staff rotate "on call" and are cross trained	Cross train staff in SA
Train all systems	Equal and consistent voice surrounding sexual violence	Increase funding for POC programming		Rethinking data collection/program evaluation	Training consistently across all staff and volunteers
Visibility in the community	Utilize national campaign			Look at SA different when at shelter	
Programs that service SA victims/survivors have clear identity	Insert SA into conversation			Reach/work harder to be inclusive	

Building capacity and trust with community partners				Multiple advocates in court room	
				Outreach to communities by members of that community	
				Every community has SANE	

Future of Services– Intersections of DV/SA and Oppression

December 1, 2017

1. Introductions
2. Common Terms

When we hear the word oppression, what comes to mind?

- Keeping down
- Power over
- Fear
- Systemic
- Injustice
- Buried in a coffin under ground
- Historical
- Pervasive
- Equality vs equity

Recent examples in the media:

- Immigration issues
- Sexual harassment in the news (exemplifies the oppression of women)
- Slavery
- Our President and Twitter
- Hate crimes not being charged as hate crimes
- What stories are considered newsworthy – which get told and what doesn't
- It's real
- Pipeline
- Daily assault with oppressive images and words—all politicians, all they do on a daily basis that oppresses people

Constructivist Listening:

- Equal Time
- Confidentiality
- Listen Fully
- Speak in the language you think, curse or dream in
  Name a time you felt proud? Name a time you felt stepped on?

How did this feel? PROUD

- Hard to talk about proud moment (cultural?)
- Talked too much!
- Felt emotional listening and cried.

How did this feel? STEPPED ON

- Hard. Feels like repress a lot and act like its fine.

- As a professional, hard to figure out what to share with a colleague.

Sometimes we feel uncomfortable but the discomfort is what we need to move us to the new place.

Common Terms and Definitions related to Oppression

- Racism
- Ageism
- Privilege
- Islamaphobia
- Patriarchy
- White Supremacy
- Anti Semitism
- Colonization
- Discrimination
- Fragility
- Heteronormativity
- Homophobia/Transphobia
- Cis Normativity
- Implicit Biases
- Intersectionality
- Silenced
- Systematic
- Structural
- Conservative
- Internalized Racism
- Micro and Macro Aggression
- Misogyny
- Power
- Ableism
- Poverty
- Exploitation
- Audism
- Survival
- Classism
- Ally/Actor/Accomplice
- Nationalism/Xenophobia
- Profiling
- Criminalizing
- Normalization
- Historical
- Entrenched
- Deportation
- Prison Industrial Complex

- Taking Children
- School to Prison Pipeline
- Environmental Racism
- Black Lives Matter
- Anti-Blackness
- Uncomfortable-ness
- Cultural Appropriation
- Sexism

Reactions to these words-

- There are so many
- They are all oppressive
- Overwhelming
- People in poverty have more than 400 words to describe their experience—maybe not even these words
- People may not be believed—even when they do have words for it
- How many organizations have or use other words to sugar coat it
- Force people to use words that aren't their most comfortable language
- How many anti-oppression trainings do we need?
- Silence
- Feels like we are moving forward – but slowly and must be patient
- Patience is hard when our lives are impacted
- We say we meet people where they are at but wonder if we are asking people to meet us where we are at
- Words have evolved to make people feel better
- Words move but we aren't moving (diversity, multi-culturalism, racism, etc.)

The Four I's of Oppression: Small Group Activity

Ideological	
Main Points	• Some groups naturally superior • Superior group has the right to control others • Enforcement mechanisms in place/--language, studies, qualifications, prison • Un-deserving
Reactions	• Agency hires a person of color and thinks they have achieved diversity • Does not want to seek services (afraid of being accused of milking the system)
Insights	• Undermines concept of community (people of color are being excluded) • Dominant culture benefits • Intersectionality (another hurdle from the outside) • Realization that violence is only one piece of the pie
Next Steps	• Recognizing that your justice does not equal justice • Hire and empower people who are willing to advocate(whatever that looks like)

	• Encourage environment that asks questions • Produce materials that reflect the diversity of the community

Institutional	
Main Points	• Policy • Control • Laws • Religion • Oppression • Opportunity • Glass ceiling
Reactions	• Not rent to people of color • Not hire people of color • Police profiling-not reporting DV/SA • Centering people of color in the workplace • Structures perpetuate institutional racism/sexism • Policymakers dictate funding priorities
Insights	• Funds dictate policy • Maintain safety and self sufficiency • Poverty cycle & need for equity • Lack of access to jobs • Institutional barriers • Unequal treatment- questions asked
Next Steps	• Use privilege to advocate • Diversity in charge! In office, to the p0oint that they feel comfortable • Effective with issues • View policies and procedures through an oppression lens-have a diverse group at the table • Diverse images at agency-supplies and signs • ADA accessible • Training for staff • Review of agency structure

Interpersonal	
Main Points	• Acts of violence between people (individuals or groups) • Micro and macro aggressions
Reactions	• Victim of SA has to go to same class with perpetrator • Complex hierarchy of violence i.e., bottom/bitch in trafficking • Senior management using terms like “such a baby” • Lack of understanding/recognition of racism & oppression
Insights	• More awareness that words, attitudes and beliefs can be violent • Advocate/client relationship—how do we balance the power differential? • We minimize turnover as “its just the industry”
Next Steps	• Providing support time for staff

	• Hiring practices that value living experience • Operationalizing accountability: restorative justice for clients and staff • Policy Change-law change • Value client expertise • Lift up advocacy as a profession-we are all experts.

No "reverse racism"	
Main Points	• Racism requires power • Power systems are stacked to benefit white people • Punishment is more severe for people of color who act out
Reactions	• Mass shooters are mostly white men. –Labeled as mental illness • Crime committed by whites does not reflect on all whites • POC who speak up become targets of white people in power • Loud white women in shelters = mental health • Loud African American women = aggressive and scary to advocates
Insights	• White advocates have the privilege to choose to only work within certain hours (culturally specific get called all times of day/night) • Advocates from within or culturally specific orgs are being marginalized or used by mainstream organizations
Next Steps	• Trust advocates for the expertise they were hired for • Personal development, not just professional development • Advocate flexibility to do work – ask for more flexibility from funders • Intentional pipeline of leadership from POC • Humility of leadership • Understand that cultural advocacy is different from mainstream • Change policy and build friendships

Internalized	
Main Points	Inferiority, concept of humanized violence, does the work of the oppressor, lack of power, undoing oppression
Reactions	• Victim/survivor peer bashing (horizontal violence) • Circular firing squad • Competing for numbers and resources • Getting beyond divide and conquer • History does get handed down even without us realizing it
Insights	• Stops people from getting what they need if they can't name it (then we don't have the full story) • Recognizing that "we" need to work on this & find the tie and space to work on it. • Oppressors need to be aware of what is happening and how they use oppression, i.e,; "why is this client difficult?"
Next Steps	➢ Examine how we implement ➢ Trauma Informed Care (keep trauma informed work as a partnership with the client) ➢ Self evaluation & work consistently to improve

	➢ Providing time, resources, space and belief in abilities ➢ Hire advocates & get board members to reflect those we serve "give a voice" ➢ Get voice from the clients

The 4 "I's" as an Interrated System	
Main Points	How do we break it apart and even start? Anti-oppression work has to be a priority on all 4 levels.
Reactions	Victims are confronted by oppression at every turn. How they present to us at our programs does not fit into a neat box. The magnitude of the "bigness" causes us to "turtle up".
Insights	Definitions & services related to trauma-informed services must include historical trauma, lifetime trauma, and present trauma (DV/SA). When asking a V/S "what they need", must be prepared to respond to those requests even if not a mainstream response.
Next Steps	• Educate funders • Educate communities • Re-examine "services" • Redefine what "survivor-centered" services really means.

What comes to mind when we hear the word "Anti Oppression"

Active
Valuing Each Other's Experiences
Collective
Ally-ship
Supportive
Rebellious
Understanding Power and Privilege
Knocking Down Barriers and Walls
Centering POC voices and experiences
Out of the box thinking
Learning
Intentional
Thoughtful
Recognizing everyone's humanity
Authenticity

Check Yourself	Engage the community in anti-oppression	Centering leadership with diverse decision makers	Building inclusive & intentional change	Encourage & invest in Staff	Creative anti oppression funding
Open to create change for inclusivity Language Used Respectful Calling out Experience a challenging, uncomfortable anti-oppression conversation in safety - Recommit Daily!! Examine how you/we show up. Showing up for others Commit to own uncomfortability Allyship Leadership models healthy work/life, Balance & Selfcare Examine and address white fragility Authentic Allyship Avoid "us" V. "Them" Thinking Humility of one's knowledge	Engage community In rooting out & exposing oppression within Agency. Ally w/issues impacting oppressed Groups Anti-Oppression Messaging on Social Media Training of Community agencies Engage the wealthy /powerful Diverse Community relationships Restorative Justice for the harm agency causes	Do our practices serve todays clients Examine and change Power Structures within Recognize leadership in all –and honor it. Understand & respect cultural advocacy Centering survivors voices POC/LGBTQ as decision makers Board diversity Environment acceptance Examine how we do trauma-informed work Agency represents the community-(the community is represented in the agency) vibrant group of groups!	Stay, learn, Change or leave Revise Internal Policies & Practices to your organization Educate policy makers on how institutions oppress those we serve Is Healthcare & benefits inclusive & affordable? Intentional hiring practices Active in Legislation Transparent & decentralized decision making $ decisions Recruitment for new employees always includes 2nd lang. Skill Revise hiring Practices/Process (hire more diversity) Build and allow Survivor Leadership Removing Gendered Language	Staff Wellness (flex pay, PTO ect.) Providing separate space for advocates of color TIC: Helpful HELPES or ENABLERS INVESTING $$ into education from marginalized communities Leadership opportunities for Staff of color Encourage Authenticity (speak in language most comfortable with hair styles, various clothing, etc.) Equitable Pay	Challenge funders Re: Oppressive methods Funding ($ behind actions) Shift $$ to Support POC/LGBTQ work

Continuous checking of implicit bias		More people of color in leadership& truly valued			