



# Appendix A

## Handouts for Participants

**Outreach to Underserved Communities, by Sujata Warriar**

*Building Comprehensive Solutions to Domestic Violence*











The National Resource Center on Domestic Violence

Handouts – Page A 1



## Outreach to Underserved Communities

### Training Schedule DAY ONE



<u>Program</u>	<u>Time</u>
<b>Module One – “Unraveling What We Know”</b>	
 <b>Introductions</b>	<b>20 minutes</b>
 <b>Overview of Project and Curriculum Modules</b>	<b>20 minutes</b>
 <b>Brainstorm Activity: Why Do Outreach to Underserved Communities?</b>	<b>20 minutes</b>
 <b>Lecture: Basic Principles of Outreach</b>	<b>30 minutes</b>
<i>Optional Break</i>	<i>10 minutes</i>
 <b>Before Beginning Outreach, Small Group Work by Program Teams – Worksheet #1: Experiences with Outreach</b>	<b>30 minutes</b>
 <b>Worksheet #2: Critical Self-Assessment of Program</b>	<b>30 minutes</b>
<i>Break</i>	<i>15 minutes</i>
<b>Module Two – “The Threads”</b>	
 <b>Introduction to Module Two</b>	<b>10 minutes</b>
 <b>Worksheet #3: Selecting a Community</b>	<b>20 minutes</b>
 <b>Worksheet #4: Getting to Know Your Selected Community</b>	<b>60 minutes</b>
 <b>Worksheet #5: Barriers to Outreach</b>	<b>30 minutes</b>

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**Handout #1  
(page 2 of 3)**

**Outreach to Underserved Communities**




**Training Schedule  
DAY ONE (continued)**

<u>Program</u>	<u>Time</u>
<i>Break or Lunch Break</i>	<i>15 minutes 60 minutes</i>
<b>Module Three - "Begin to Weave"</b>	
 <b>Interactive Exercises: Our Personal Issues</b>	<b>30 minutes</b>
 <b>Lecture/Discussion: Outreach Skills and Strategies</b>	<b>20 minutes</b>

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## Outreach to Underserved Communities

### Training Schedule DAY TWO

<u>Program</u>	<u>Time</u>
<b>Module Three – “Begin to Weave” (continued)</b>	
 <b>Worksheet #6: Preparation for the First Meeting</b>	<b>45 minutes</b>
<i>Break</i>	<i>10 minutes</i>
 <b>Worksheet #7: Practical Applications</b>	<b>35 minutes</b>
 <b>Lecture: Creating Sustainable Communities</b>	<b>30 minutes</b>
<i>Optional Break</i>	<i>10 minutes</i>
<b>Module Four – “Kinks in the Weave”</b>	
 <b>Lecture: Building Bridges</b>	<b>20 minutes</b>
 <b>Discussion/Lecture: Divisive Reaction to Diversity</b>	<b>45 minutes</b>
 <b>Worksheet #8: Problems That Arise</b>	<b>30 minutes</b>
<i>Break</i>	<i>10 minutes</i>
<b>Module Five – “Those Difficult Issues”</b>	
 <b>Worksheet #9: Those Difficult Issues</b>	<b>90 minutes</b>

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Handout #2  
**Training Goals**  
(page 1 of 2)

- **The battered women’s program/advocate understands the need for outreach to diverse communities on the issue of domestic violence.**
  
- **The program/advocate understands the basic principles of outreach and diversity.**
  
- **The program/advocate uses basic collaboration skills to conduct outreach.**
  
- **The program/advocate uses existing tools and skills to conduct outreach and educational efforts to diverse communities.**

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**Handout #2**  
**Training Goals**  
(page 2 of 2)

- **Advocates begin to partner with community members on a regular basis in order to work towards each community's assuming ownership of the issue of domestic violence.**
  
- **Advocates understand the need for a collective search for solutions for ending domestic violence.**
  
- **Programs are better able to provide quality advocacy, support, and services to battered women from diverse communities.**

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**Handout #3**  
**Introduction**

- **Outreach is a primary advocacy strategy of the battered women's movement.**
- **Outreach has generated fundamental social change on the issue of domestic violence.**
- **Outreach to underserved communities has been inadequately addressed.**
- **Addressing issues in underserved communities is an important part of prevention work.**

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**Handout #4**  
**Commitment to Outreach**

- **Outreach is morally the right thing to do.**
  
- **Outreach is absolutely necessary for community collaboration so that a particular community can take responsibility for addressing domestic violence.**
  
- **Outreach helps battered women's advocates and programs design and provide quality advocacy, support, and services for battered women.**

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Handout #5  
**Principles for Outreach**

**Principles to Guide Outreach to Underserved Communities**

- Recognize the value of working together.**
  
- Recognize that your organization will change as a result of outreach.**
  
- Be open to criticism.**
  
- Define your goals, and be clear about which goals can change and which cannot.**
  
- Invite people in a meaningful way.**
  
- Accept the transfer of leadership to the particular community.**
  
- Enjoy the rewards.**

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Handout #6  
**Outreach Strategies**

**Outreach strategies should**

- **range from simple to complex and from short-term to long-term,**
- **respect the community's norm of privacy and dignity, and**
- **reflect an understanding of and respect for the group's frame of reference.**

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Handout #7  
**Diversity, Multicultural**

***Diversity***

- based on ethnicity, race, sexual identity, gender, etc.
- includes and accounts for differences within each group

***Multicultural***

- based *only* on ethnicity and race
- does not account for differences within group

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**Handout #8**  
**Community**

**Community:** A group of people sharing common interests and affected in similar ways by systems of power.


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**Handout #9**  
**Underserved**

<b>▪Race/ethnicity</b>	<b>▪Language issues</b>
<b>▪Age</b>	<b>▪Economic status</b>
<b>▪Immigration status</b>	<b>▪Education/literacy</b>
<b>▪Religious/cultural</b>	<b>▪Geographic isolation</b>
<b>▪Illness/diseases and risk conditions</b>	<b>▪Semi-closed/ethnically segregated</b>
<b>▪Differently abled</b>	<b>▪Closed communities</b>
<b>▪Sexual orientation</b>	<b>▪Women charged with crimes</b>

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**Handout #10**  
**Stages of Working Relationships**

<b>1. Cooperation:</b>	<b>working together</b>	<b>Unequal Power</b>
<b>2. Coordination:</b>	<b>working together and being aware of power differentials</b>	
<b>3. Collaboration:</b>	<b>working together and sharing power equally</b>	<b>Shared Power</b>

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Handout #11  
**Sensitivity, Competency**

**Sensitivity:** being open and empathic towards  
a group's issues and concerns

**Competency:** includes sensitivity and a critical analysis of one's  
own biases and prejudices

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Handout #12  
**Outreach Skills**

- **Listening**
  
- **Listening without judgment**
  
- **Awareness of how you respond to attacks**
  
- **Acceptance of all feelings**
  
- **Honesty**
  
- **Respect and Humility**
  
- **Authenticity**
  
- **Maintaining an open attitude**

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Handout #15  
**Sustaining Collaboration**

- **Recognize that energy going out is balanced by energy coming in.**
  
- **Acknowledge that there is inherent value in all communities.**
  
- **Remember that collaboration is essential to ending domestic violence.**
  
- **Ensure that work is reciprocal, so that neither group profits unfairly.**

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Handout #16  
**Sustainability**

- **allows us to balance inevitable conflicts**
  
- **allows us to distinguish between empowerment and rescue**
  
- **helps us to understand the need to sustain the relationship over time**
  
- **requires that nobody's resources are being drained**
  
- **gives us new tools rather than new responsibility**
  
- **helps us figure out ways to share, not burden**
  
- **helps us build strength with collective power**
  
- **liberates power and control because we recognize that power is never static; it is fluid, changing, a movement, a balance.**

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**Handout #17**

**Short-Term Strategies**

- Recognize the value of working together.**
  
- Recognize that your organization will change as a result of outreach.**
  
- Be open to criticism.**
  
- Define your goals, and be clear about which goals can change and which cannot.**
  
- Invite people in a meaningful way.**
  
- Accept the transfer of leadership to the community.**
  
- Enjoy the rewards.**

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## Long-Term Strategies

- **Commit yourself to the program.**
  
- **Affirm that each person and each group has inherent value.**
  
- **Acknowledge that the process of connection across differences is an emotional one and cannot be done with the mind alone.**
  
- **Understand that personal and programmatic change will occur.**
  
- **Insist on having a good time together.**
  
- **Let goals, priorities, and directions emerge from the interactions with diversity.**
  
- **Enjoy the rewards of your work.**

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Handout #19  
**Value Diversity**

- Diversity is stability.**
  
- Diversity is strength.**
  
- Diversity is a challenge.**

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## Handout #20 Reminder

- **Accepting differences is a challenge.**
  
- **There is always an unconscious imposition of attitudes.**
  
- **Be aware of guilt, anger, and use of privilege.**
  
- **To connect, we need to learn to imagine the world from a different position.**

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**Handout #21**  
**Defensiveness**

**Indication**

**Response**

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>■ Cannot take criticism</li><br/><li>■ Accuses program of injustice</li><br/><li>■ Accepted original critique but feels it is unjustified</li></ul> | <ul style="list-style-type: none"><li>■ Accept that there will be inaccuracies, injustices, and exaggeration.</li><br/><li>■ There is no excuse for not struggling.</li><br/><li>■ Remain authentic to your program.</li><br/><li>■ Try to understand the criticism and respond constructively.</li><br/><li>■ Guilt is immobilizing; remember that collaboration is not built on being sorry.</li><br/><li>■ Consider what this means for your work.</li></ul> |
|---|---|

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Handout #22  
**Overpersonalization**

**Indication**

**Response**

▪ **This attack is against me.**

▪ **Do not get stuck there.**

▪ **The program members do not like or respect me.**

▪ **Take small concrete efforts and steps.**

▪ **Sometimes the issue might be personal and requires individual change.**

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## Handout #23 Withdrawal

### Indication

- I am hurt by their attitude.
- I do not want to participate.
- I do not want to work with them.

### Response

- Do not take personal criticism to heart.
- Hurt is understandable.
- There is pain on both sides in confrontation.
- Do not spend more energy on personal guilt than on systems change.
- Learn from what happened.

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## Weary and Resentful

### Indication

- They always have privileges.
- I should be able to say what I want.
- I am tired of hearing their constant complaints about oppression.

### Response

- Avoid saying “that issue” again.
- Learn to include those experiences that are not our own.
- See interrelationships between experiences and oppressions.

**Handout #25**

**Trying to Limit Outspoken Minorities to Their Issue**

**Indication**

- Only one person should represent that group.
- They have no business talking about what we should do.

**Response**

- All women should speak on a variety of issues.
- Avoid tokenism – the policy of making only a superficial effort at inclusion.

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