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>> HELLO, EVERYONE, AND WELCOME TO TODAY'S SESSION.

I AM IVONNE ORTIZ.

I AM THE NATIONAL RESOURCE CENTER'S TRAINING INSTITUTE

MANAGER.

AND TODAY I HAVE TWO GREAT PEOPLE THAT ARE GOING TO BE SHARING A LOT OF GREAT INFORMATION WITH US.

TODAY'S WEBINAR IS SPONSORED BY THE DOMESTIC VIOLENCE AWARENESS PROJECT, DVAP AS WE CALL IT, ONE OF THE RESOURCES OF THE NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE.

AND IT'S THE BEST PLACE FOR YOU TO FIND RESOURCES, MATERIALS, ANYTHING THAT YOU NEED TO MAKE ALL OF YOUR AWARENESS EVENTS FOR DOMESTIC VIOLENCE AWARENESS MONTH AND BEYOND EXCEPTIONAL.

SO MAKE SURE TO VISIT DVAWARENESS.ORG AND THERE YOU CAN DOWNLOAD GREAT MATERIALS.

AND LET US KNOW WHAT YOU THINK ABOUT IT.

SO I WANT TO INTRODUCE OUR SPEAKERS.

WE HAVE TODAY COLLEEN -- AND I'M GOING TO PRONOUNCE IT RIGHT, YEAKLE.

AND SAM HARRELL.

GREAT.

WELCOME, GUYS.

COLLEEN HAS SERVED AS AN ADVOCATE IN THE DOMESTIC AND

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SEXUAL VIOLENCE FIELD FOR OVER 20 YEARS AND CURRENTLY SERVES AS THE COORDINATOR OF PREVENTION INITIATIVES FOR THE INDIANA COALITION AGAINST DOMESTIC VIOLENCE.

IN THIS ROLE COLLEEN WORKS WITH COMMUNITIES, STATE AND

NATIONAL PARTNERS TO DEVELOP, IMPLEMENT, AND EVALUATE NEW STRATEGIES FOR PREVENTING INTIMATE -- PREVENTING INTIMATE PARTNER VIOLENCE.

WELCOME, COLLEEN.

AND WELCOME ALSO SAM.

SAM IS AN MSW, HAS WORKING IN ANTIVIOLENCE.

AND IS A PH.D. STUDENT AT THE PORTLAND STATE UNIVERSITY SCHOOL OF SOCIAL WORK WHERE THEY ARE EXPLORING RELATIONSHIPS BETWEEN SOCIAL WORK, TRANSFORMATIVE JUSTICE, AND PRISON HAPPEN BASIS.

SAM ADVISES MSW STUDENTS IN FIELD PLACEMENTS AND TEACHES COURSES ON RESEARCH, ORGANIZATIONAL LEADERSHIP, AND MACRO PRACTICE.

WELCOME, AGAIN, WE ARE EXCITED ABOUT THIS WEBINAR.

GO AHEAD, GUYS.

>> OKAY.

THANK YOU, IVONNE.

THANKS SO MUCH.

HI, EVERYONE.

HOW ARE YOU DOING?

HI, SAM.

>> HI.

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>> I HOPE THAT EVERYONE IS DOING WELL TODAY AND THAT YOU ARE GETTING WHAT YOU NEED, GETTING PHYSICAL SUPPORT, GOOD FOOD, GOOD REST, GOOD EMOTIONAL SUPPORT AND NURTURANCE TO FORTIFY US ALL AS DOMESTIC VIOLENCE AND SEXUAL VIOLENCE ADVOCATES AND WORKING IN THE CONTEXT OF A PANDEMIC OF RACIAL VIOLENCE AND THE VIRUS. SO I HOPE THAT YOU'RE ALL GETTING REALLY GOOD CARE AND SUPPORT RIGHT NOW.

APPRECIATE THIS TIME TO BE WITH YOU AND LEARN WITH YOU. SAM AND I ARE EXCITED TO GUIDE YOU THROUGH OUR PROJECT IN INDIANA TO REALLY INTENTIONALLY RE-ENTER DOMESTIC VIOLENCE PROGRAMS AND SERVICES IN SURVIVOR-DEFINED SUCCESS.

THERE IS SO MUCH THAT I WANT TO TELL YOU.

I THINK WE'RE GOING TO WORK THROUGH A PROGRESSION OF WHY WE DID WHAT WE DID, HOW WE DID IT, WHAT WE LEARNED, AND WHAT WE'RE DOING NEXT.

BUT WE'RE REALLY EAGER TO GIVE YOU WHAT YOU NEED, SO I WANT TO INVITE AND ENCOURAGE YOU TO TYPE OUT QUESTIONS THAT YOU HAVE FOR US IN THE CHAT ALONG THE WAY. WE'LL TRY TO DESIGNATE TIME AT THE END TO RESPOND TO QUESTIONS, BUT WE MAY OR MAY NOT GET TO THAT. AND I'LL JUST BE HERE TO ANSWER ANY QUESTIONS YOU HAVE IN REAL-TIME. SO PLEASE DO COMMUNICATE WITH US THROUGHOUT THIS

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EXPERIENCE BECAUSE WE'RE TELLING YOU ABOUT WHAT WE DID, UNFORTUNATELY, IT'S GOING TO BE MORE TALKING AT YOU THAN I TYPICALLY ENJOY IN A VIRTUAL EXPERIENCE, SO DO WHAT YOU NEED TO DO.

DO A LITTLE DANCE, SING A LITTLE SONG, TYPE YOUR QUESTIONS IN THE CHAT.

LET'S KEEP IT LIVELY.

SO, THANKS VERY MUCH FOR BEING HERE AND LET'S GET GOING.

ANYTHING YOU WANT TO SAY OFF THE TOP, SAM?

>> NO, THAT SOUNDS GREAT.

I CAN'T SEE THE PRESENTATION, SO I JUST WANT TO MAKE SURE THAT THAT'S STILL THERE.

CAN YOU SEE IT?

>> I ALSO CANNOT SEE IT.

>> OKAY.

>> YES, YOU'LL BE ABLE TO SEE IT ONCE WE START THE
PRESENTATION.

THIS IS JUST INTRODUCTIONS.

SO JUSTINE IS GOING TO WORK HER MAGIC AND YOU'LL BE
ABLE TO SEE THE PRESENTATION.

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>> EXCELLENT.

>> PERFECT, THANKS.

>> WE WON'T HAVE TO DO CHARADES THEN.

>> YEAH, SO I'M READY TO JUMP IN WHEN YOU ARE.

>> I'M READY.

>> AND LET'S WAIT A MINUTE WHILE SHE BRINGS IT UP.

>> WHILE THEY'RE GETTING THAT UP I'LL JUST GO AHEAD AND GET STARTED.

I WANT TO TELL YOU AT THE OUTSET THAT THE DATA THAT WE COLLECTED WAS PRIOR TO THE PANDEMIC.

WE COLLECTED THIS DATA IN 2017, MAINLY 2018.

SO IT WAS PRE-PANDEMIC BUT I THINK THAT OUR FINDINGS HAVE BEEN BOTH AFFIRMED AND AMPLIFIED IN THE CONTEXT OF COVID.

THE NEEDS THAT SURVIVORS HAVE DESCRIBED TO US HAVE ONLY BEEN AMPLIFIED.

SO I'LL GO AHEAD AND TALK ABOUT THE WHY OF WHAT WE DID.

SO THE INDIANA COALITION AGAINST DOMESTIC VIOLENCE WAS

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FOUNDED IN 1980, SO, IN 1915 -- I'M SORRY, IN 2016, 2015 -- 2015, 2016, WE WERE KIND OF COMING UP ON THE 40-YEAR ANNIVERSARY OF SERVICES AND ALSO PROGRAMS AND PROJECTS ACROSS THE STATE OF INDIANA WERE LARGELY FOUNDED IN THE LATE 1970S.

AND AT THE 40-YEAR MARK WE WERE REALLY FEELING LIKE IT FELT LIKE AN APPROPRIATE AND NECESSARY TIME TO TAKE PAUSE AND TO REALLY REVIEW WHAT WE'VE CREATED, YOU KNOW, TO REALLY THINK ABOUT OUR LEGACY, TO THINK ABOUT WHERE WE BEGAN, WHAT WAS CREATED.

AND TO REALLY MAKE INTENTIONAL DECISIONS ABOUT WHAT WE

NEEDED TO DO NEXT AS DOMESTIC VIOLENCE MOVEMENT IN INDIANA.

SO WE REALLY WANTED TO GET A DEEPLY CENTERED "YOU ARE HERE."

AND AS WE APPROACH THOSE THOUGHTS AND IDEAS, WE WERE VERY CONSCIOUS THAT WE HAD FEELINGS OF DEEP APPRECIATION FOR THE ADVOCATES WORKING IN THE 1970S WHERE THERE WASN'T CONVERSATION ABOUT DOMESTIC VIOLENCE AT ALL, WHEN THERE WEREN'T RESOURCES, AND THERE WEREN'T SUPPORTS.

JUST THINKING ABOUT THAT TIME AND FEELING APPRECIATION FOR ALL THAT HAD BEEN CREATED ACROSS THAT TIME, HOTLINES, SERVICE PROGRAMS, LEGAL PROGRAMS, YOUTH PROGRAMS, EDUCATION AND AWARENESS TO PROVIDE OUTLETS,

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CONNECTIONS, AND SUPPORT FOR SURVIVORS WHO HAD FELT, AND THEY WEREN'T WRONG, THAT THERE WEREN'T PEOPLE WHO WOULD LISTEN, UNDERSTAND, BELIEVE, AND SUPPORT THEM. SO THESE FEELINGS OF APPRECIATION FOR THAT LEG SAY, BUT WE ALSO HAD TO ACKNOWLEDGE OUR FEELINGS OF DISSATISFACTION WITH RECOGNITION OF THE SURVIVORS WHO HAD BEEN LEFT OUT OF THOSE SUPPORTS AND SERVICES BECAUSE THE PROGRAMS THAT WERE CREATED THROUGH THE WHITE FEMINIST MAINSTREAM DOMESTIC VIOLENCE MOVEMENT

DID NOT MEET THEIR NEEDS, DID NOT RECOGNIZE THEM, DID NOT SERVE THEM, WEREN'T RELEVANT, WEREN'T UNDERSTOOD AS RELEVANT.

AND SO THINKING ABOUT THE PEOPLE WHO WERE EXCLUDED FROM PROGRAMS, SERVICES, AND SUPPORT THROUGH EXPLICIT PROGRAM POLICIES, BUT ALSO JUST PROGRAMS' INABILITIES TO RECOGNIZE AND MEET THEIR NEEDS.

AWESOME.

THERE'S THE PRESENTATION.

SO WE CAN GO AHEAD AND FLIP A COUPLE OF SLIDES.

OR AM I -- I'M ABLE TO ADVANCE THESE MAYBE.

I AM.

SO THAT'S WHERE WE WERE AT IN THE CONVERSATION, AND WE WEREN'T ALONE IN INDIANA, WE WERE A PART OF A NATIONAL CONVERSATION THAT DOMESTIC AND SEXUAL VIOLENCE COALITIONS AROUND THE COUNTRY WERE HAVING TO REALLY

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REFLECT ON THE LEGACY OF OUR WORK AND MAKE INTENTIONAL DECISIONS ON WHO WE NEEDED TO BE AND HOW WE NEEDED TO BE DIFFERENT GOING FORWARD TO REALLY MEET THE NEEDS OF ALL SURVIVORS OF VIOLENCE.

AND ALSO I THINK MORE BROADLY, MORE AMBITIOUSLY, TO THINK ABOUT HOW WE CONSTRUCT THE WORLD, CHARACTERIZED BY LIBERATION FOR ALL OF US WHERE ALL OF US CAN LIVE

LIVES THAT ARE SAFE AND FREE FROM VIOLENCE.

>> AT THE TIME THAT THE INDIANA COALITION AGAINST DOMESTIC VIOLENCE WAS STARTING TO WORK ON THIS SORT OF RE-ENVISIONING, I WAS A PREVENTION PROGRAM COORDINATOR FOR CENTRAL INDIANA DOMESTIC AND SEXUAL VIOLENCE AGENCY, AND BEFORE THAT I HAD DONE LEGAL ADVOCACY IN THE RURAL AREAS SURROUNDING THAT AGENCY.

SO WHEN I THINK ABOUT WHERE OUR AGENCY WAS DOTING MOST OF ITS ENERGY AND ITS RESOURCES, IT WAS PRIMARILY IN SHELTER AND IN LEGAL SERVICES OF ACCOUNTABILITY.

SO PEOPLE WHENEVER THEY WERE CALLING IN CRISIS, THE TWO BIGGEST RESOURCES WE HAD TO OFFER WAS A SOMEWHAT TEMPORARY SHELTER SYSTEM THAT MOSTLY SERVED WOMEN AND CHILDREN, AND WE HAD A LEGAL ADVOCATE SYSTEM IN MOST OF THE COUNTY THAT'S WE SERVED THAT WAS PRETTY LIMITED TO SURVIVORS THAT WANTED TO NAVIGATE ACCOUNTABILITY FOR THE HARM THAT THEY HAD EXPERIENCED THROUGH THE CRIMINAL

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LEGAL SYSTEM, SOMETIMES THE CIVIL LEGAL SYSTEM.

SO WHAT WE WERE NOT DOING AS ROBUSTLY PARTIALLY CONNECT TODAY ISSUES OF FUNDING WERE WORKING INTENTIONALLY WITH SURVIVORS THAT DID NOT WANT TO LEAVE THEIR HOMES, SURVIVORS THAT WANTED TO STAY IN RELATIONSHIPS OR IN

PROXIMITY TO PEOPLE THAT WERE HARMING THEM, SURVIVORS THAT COULD LEAVE IF ONLY THEY HAD JUST A LITTLE BIT MORE FINANCIAL SUPPORT, AND SURVIVORS THAT DIDN'T WANT TO ENGAGE.

THEY DIDN'T FEEL SAFE OR INTERESTED IN ENGAGING WITH THE LAW TO GET JUSTICE.

SO THERE WAS A LACK OF THOSE I THINK SKILLS AND RESOURCES, BUT ALSO FINANCIAL SUPPORT TO SUPPORT SURVIVORS WHO NEEDED HELP OUTSIDE OF THESE WELL -- AND ESTABLISHED SERVICES, AT LEAST AT THE AGENCY THAT I WAS WORKING WITH AT THE TIME.

AND WHEN COLLEEN AND OTHERS BROUGHT ADVOCATES AND DIRECTORS TOGETHER FROM ACROSS THE STATE, I THINK THAT'S SOMETHING THAT WE WERE HEARING MORE BROADLY. COLLEEN, DO YOU WANT TO SPEAK MORE TO THAT?

>> NO, THAT'S GREAT, SAM.

SO WE CAME TOGETHER TO REFLECT ON WHAT HAD BEEN DEVELOPED AND THE SYSTEMS THAT HAD BEEN DEVELOPED WITH DOMESTIC VIOLENCE, SO THINKING ABOUT THE SERVICES,

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PROTECTIONS, AND SUPPORTS THAT DOMESTIC VIOLENCE PROGRAMS WERE PROVIDING FOR SURVIVORS, BUT ALSO THINKING ABOUT THE SYSTEMS OF ACCOUNTABILITY THROUGH

THE CRIMINAL JUSTICE SYSTEM THAT HAD BEEN CREATED TO IMPOSE SOME FORM OF ACCOUNTABILITY ON PEOPLE WHO WERE USING VIOLENCE, AND WE ALSO THOUGHT ABOUT THE NORMS THAT HAVE BEEN PROMOTED BY THE DOMESTIC VIOLENCE MOVEMENT, TRYING TO ADDRESS THE SOCIAL NORM OF PRIVACY THAT MADE IT SO DIFFICULT FOR SURVIVORS TO TALK ABOUT THEIR EXPERIENCES AND REALLY, YOU KNOW, JUST KEPT COMMUNITIES FROM TALKING ABOUT VIOLENCE.

SO JUST THINKING ABOUT EACH OF THOSE THINGS THAT HAVE BEEN DEVELOPED.

SO THOSE WERE THE THOUGHTS AND QUESTIONS THAT WE HAD AT THE OUTSET OF THIS PROJECT WHEN WE STARTED MEETING TOGETHER IN 2016.

WE WERE HAVING THESE CONVERSATIONS AT THE COALITION, AND MORE BROADLY, LIKE I SAID, WITH OTHER STATE COALITIONS AROUND THE COUNTRY WHO THOUGHT, OKAY, WHAT DO WE DO, WHAT DO WE DO WITH THESE QUESTIONS, WITH THESE WONDERINGS.

AND SO WE WENT TO MEMBER PROGRAMS IN INDIANA, SO AND SAID THESE ARE THE THINGS THAT WE'RE REALLY CHEWING ON AND WONDERING ABOUT, WHAT ARE YOU ALL THINKING ABOUT THESE THINGS.

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AND JUST REALLY INVITED MEMBER PROGRAMS THAT HAD THE

CAPACITY AND HAD THE TIME AND ENERGY TO DESIGNATE TO JOIN US IN JOURNEY TO REALLY THINK ABOUT WHAT MIGHT BE NEXT FOR US.

SO WE ASKED THE QUESTION AND 12 OF OUR MEMBER PROGRAMS RAISED THEIR HANDS TO SAY WE'RE WITH YOU FOR THIS STAGE OF THE JOURNEY TO REALLY ASK THE HARD QUESTIONS AND TO ASSESS THE HISTORY AND LEGGY OF OUR WORK AND TO DECIDE WHO AND HOW AND WHAT WE NEEDED TO BE WORKING ON NEXT. SO WE ASKED PEOPLE TO JOIN US IN CONVERSATIONS, AND WE MET ONE TIME MONTHLY.

WE ASKED PEOPLE TO, WE ASKED THE PROGRAMS THAT JOINED US TO DESIGNATE A REPRESENTATIVE FROM LEADERSHIP AND ALSO FROM PROGRAM STAFF.

WE WANTED TWO PARTICIPANTS SO THAT WE WOULD HAVE CONTINUITY AND REPRESENTATION ACROSS THE PROJECT.

-- ALSO THAT PROGRAMS COULD REALLY WORK TOGETHER.

SO WE JUST WANT TO EXTEND OUR DEEP APPRECIATION TO THESE PROGRAMS THAT WERE PART OF THIS EXPERIENCE.

WE KNOW LOCAL PROGRAMS ARE THROWING THEIR ARMS REALLY WIDE EVERY DAY TO MANAGE ALL THE THINGS THAT THEY ARE MANAGING.

AND WE ASKED THEM TO DO THE BRAVE WORK OF IMAGINING DIFFERENT AND REALLY BEING ACCOUNTABLE TO OUR LEGACY.

SO DEEP APPRECIATE TO ALL OF THEM.

YOU WANT TO TALK ABOUT HOW WE WORKED TOGETHER, SAM?

>> YEAH.

SO, YOU KNOW, I THINK IT WAS REALLY UNIQUE OPPORTUNITY ON MY END TO BE IN A ROOM FOR THE FIRST TIME WITH SO MANY DIFFERENT DIRECTORS AND PROVIDERS ACROSS THE STATE.

AND WHEN YOU IMAGINE WHAT IT'S LIKE TO HAVE, YOU KNOW, 30 OR MORE PEOPLE AROUND A CIRCLE TACKLING SUCH BIG QUESTIONS, ONE OF THE THINGS WE RAN INTO PRETTY EARLY WAS HOW DO WE COMMUNICATE IN A WAY AND MOVE THROUGH A PROCESS WHERE WE'RE DESIGNING, DREAMING, AND WRITING TOGETHER WITH SO MANY PEOPLE, AND DO IT EQUITABLY. SO PRETTY EARLY ON WE USED SOME -- TOOLS AND GUIDANCE FROM A RESOURCE I'D HIGHLY RECOMMEND (INDISCERNIBLE) WHICH IS AORTA, THE ANTI-OPPRESSION RESOURCE AND TRAINING ALLIANCE.

SO WE WORKED ON A SYSTEM OF PROGRESSIVE STACK WHERE PEOPLE TOOK TURNS COMMUNICATING INTENTIONALLY THAT WOULD ALLOW PEOPLE TO FIND A SPACE TO SPEAK UP AND SORT OF REGULATE MAYBE PROVIDERS OR DIRECTORS THAT WERE MORE COMFORTABLE TALKING.

WE SET CONTAINERS OR SORT OF GUIDELINES FOR HOW WE MET AND HOW WE COMMUNICATED.

AND USED THINGS LIKE HAND SIGNALS TO MAKE SURE THAT

WHENEVER WE WERE MAKING A BIG DECISION ABOUT THE DIRECTION WE WERE GOING TO GO WITH THIS PROJECT, WE WERE DOCUMENTING ACCURATELY IF PEOPLE WERE ON BOARD WITH IT.

SO TRYING TO PREVENT THAT DYNAMIC THAT HAPPENS IN GROUPS, ESPECIALLY LARGE GROUPS, LARGE GROUPS OF PEOPLE THAT AREN'T -- LEADERSHIP, WE WERE TRYING TO PREVENT THAT HAD BEEN HABIT OF HEARING A FEW PEOPLE ON BOARD WITH AN IDEA AND RUNNING WITH IT.

SO I THINK WE ENDED UP FINDING A SYSTEM AND FINDING A BALANCE FOR THESE TOOLS TO MAKE DECISIONS COLLECTIVELY WITH PEOPLE FROM ALL ACROSS THE STATE, WHICH IS PRETTY EXCITING.

>> I AGREE.

SO INCREDIBLY HELPFUL, THIS WORK.

SAM, THESE WERE SAM'S IDEAS FOR HOW WE WOULD WORK MOST EFFECTIVELY TOGETHER BECAUSE HONESTLY WHEN WE STARTED HAVING THESE MEETINGS TOGETHER WITH MEMBER PROGRAMS, WE DID NOT KNOW WHERE WE WERE GOING.

WE KNEW WE HAD QUESTIONS, WE KNEW WE HAD

DISSATISFACTION, BUT WE DIDN'T HAVE A PLAN, SO WE SPENT

SEVERAL MONTHS MEETING TOGETHER TO DETERMINE OUR
PURPOSE AND HOW WE WOULD GO FROM HERE TO THERE.
AND I THINK IN THOSE EARLY CONVERSATIONS AS A PERSON

WHO WAS OFTEN FACILITATING, I MADE THE MISTAKE OF
BELIEVING THAT VOCAL AGREEMENT CONSTITUTED AGREEMENT.
SO SAM WAS INCREDIBLY HELPFUL IN POINTING OUT YOU KNOW
WHAT THE THREE PEOPLE WHO WERE VOCAL BELIEVE.
YOU DON'T KNOW WHAT EVERYONE BELIEVES AND I'M WONDERING
WHAT EVERYONE HERE IS THINKING.
SO BEING INTENTIONAL ABOUT THE PROCESSES I THINK IS A
REALLY AWESOME AND NECESSARY PART OF THE WORK.
SO I APPRECIATE THAT.
SO THINKING ABOUT REDIRECTION.
HERE ARE THE QUESTIONS THAT WE HAD AMONG OURSELVES AS
WE GOT STARTED ON THIS PROJECT.
WE REALLY WONDERED WHAT DIFFERENT MIGHT LOOK LIKE.
WE WONDERED WHAT ELSE WE COULD DO TO FOSTER SAFETY ON
THEIR OWN TERMS FOR VICTIMS, FOR SURVIVORS.
WE WANTED TO KNOW WHAT SURVIVORS NEEDED AND WANTED IN
ORDER TO CONSTRUCT (INDISCERNIBLE) WE HAD QUESTIONS
ABOUT ACCOUNTABILITY WITH RECOGNITION OF ALL OF THE
WAYS THAT THE CRIMINAL JUSTICE SYSTEM IS INCOMPLETE FOR
SOME AND DESTRUCTIVE, DAMAGING, AND PAINFUL FOR MANY.

WE WERE WONDERING WHAT ELSE CAN WE DO.
TO HOLD PEOPLE ACCOUNTABLE FOR THE HARMS THEY CAUSE.
AND MORE BROADLY WE WANTED TO KNOW WHAT ELSE IS IT THAT
WE CAN BE DOING TO PREVENT VIOLENCE FROM HAPPENING IN
THE FIRST PLACE, WHAT DO SURVIVORS THINK ABOUT WHAT WE
NEED TO DO TO PURSUE OUR VISION OF A WORLD FREE FROM
VIOLENCE.
SO WE THOUGHT, A SMART PERSON THOUGHT WE SHOULD GO TO
SURVIVORS AND ASK THESE QUESTIONS.
AND THAT SEEMED VERY WISE, IF WE WANT TO REALLY
RECENTER WHAT WE DO NEXT AND ADVICE AND GUIDANCE FROM
SURVIVORS, WE SHOULD ASK THEM.
AND SO A FIRST THOUGHT THAT WE HAD I THINK EARLY ON WAS
WE'RE IN RELATIONSHIP WITH LOTS OF SURVIVORS, WE'RE --
EVERY DAY.
WE'LL JUST BEEF UP OUR POST-SERVICE EXIT INTERVIEWS, WE
WILL ASK MORE QUESTIONS.
WE DIDN'T DO THAT BECAUSE I THINK WE WERE THINKING THAT
THAT WAS A GOOD SOLUTION BECAUSE IT WOULD BE
CONVENIENT, RIGHT?
LIKE WE ALREADY HAVE ACCESS TO THIS SAMPLE OF
SURVIVORS.

AND WE KNEW IT WOULD BE QUICK, AGAIN, BECAUSE WE HAVE ACCESS TO THIS SAMPLE OF SURVIVORS.

BUT SMART PEOPLE IN THE GROUP RULED THAT OUT PRETTY QUICKLY AND PRETTY STRENUOUSLY WITH RECOGNITION THAT THAT WOULD RESULT IN A VERY LIMITED SAMPLE.

WE WOULD ONLY BE HEARING FROM SURVIVORS THAT HAD BEEN SERVED BY OUR PROGRAMS, RIGHT?

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AND ALSO WE HAD DEEP ETHICAL CONCERNS ABOUT THEIR ABILITY TO BE HONEST WITH US.

THEIR ABILITY TO TELL US WHAT WE NEEDED TO HEAR IF THEY FELT LIKE THEY MIGHT NEED US AGAIN IN THE FUTURE, THEY DIDN'T WANT TO TELL US HARD TRUTHS.

BUT ALSO JUST WITH RECOGNITION THAT THEY MIGHT JUST MIGHT NOT WANT TO HURT OUR FEELINGS AND FELT LIKE THEY COULDN'T REALLY TELL US WHAT WE NEEDED TO HEAR.

SO WE REJECTED THAT IDEA.

NO GOOD.

AND ALSO WE RECOGNIZE THAT THE ORGANIZATIONAL HABITS OF URGENCY THAT HAVE BEEN BUILT INTO OUR DNA, RIGHT, LIKE AS RESPONDERS TO CRISIS AND TO PAIN, WE ARE USED TO MOVING VERY QUICKLY TO TRY TO SUPPORT AND SOLVE PROBLEMS.

SO WE RECOGNIZE THAT THAT ORGANIZATIONAL HABIT OF

URGENCY WOULD HAVE JUST REPRODUCED PROBABLY THE STATUS QUO BECAUSE WE WOULD HAVE ONLY HEARD FROM PEOPLE WE WERE SERVING, NOT PEOPLE WHO WE HAD FAILED TO SERVE. TELL US ABOUT THAT, SAM?

>> YEAH, I THINK JUST THAT LAST POINT WAS A HUGE ONE AND I THINK WE REALLY SEE IT AS WE'LL SHOW LATER AT THE END -- TODAY IS THAT MISSING OUT ON PEOPLE THAT NEVER ENGAGE WITH US IN THE FIRST PLACE IS, WAS JUST A HUGE

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RISK OF GOING WITH THE SERVICE SURVEYS.

AND I THINK THAT CHOOSING NOT TO GO THIS ROUTE AS WELL AS SOME OF THE OTHER CHOICES WE MADE WERE REALLY PUSHING BACK AGAINST HABITS OF URGENCY AS A WHITE SUPREMACIST CHARACTERISTIC OF ORGANIZATIONAL WORK. IT'S HARD TO GO SLOW AND TO FOCUS ON PROCESSES THAT ARE INTENTIONAL AND EQUITABLE AND THAT DON'T GIVE QUICK ANSWERS, AND SOMETIMES GIVE MORE QUESTIONS THAN ANSWERS, BUT I REALLY THINK IT WAS WORTH IT IN THE END AND WHAT WE GOT IN THE END WAS REALLY ROBUST AND IT TOOK LONGER BUT IT WAS (INDISCERNIBLE).

>> I AGREE.

I THINK THE PROCESSES FOR HOW WE WORK TOGETHER AND HOW

WE ENGAGE WITH SURVIVORS WERE FUNDAMENTAL.
WE HAD A GIANT CADILLAC CAR OF OUTCOMES AND I FEEL
REALLY GOOD ABOUT THOSE TOO, BUT I THINK THE PROCESS
THAT WE USED, THE MENTALITY AND INVESTING THE TIME,
TIME IS A COMPONENT OF POWER, RIGHT?
AND WE COULD HAVE CHOSEN TO DO THE HASTY METHOD,
REINFORCE A LOT OF THE IDEAS THAT WE ALREADY HAD, BUT
AND REJECTED THAT AND CHOSE TO INVEST THE TIME TO
REALLY HEAR BROADLY AND WELL.
AND I THINK THAT'S COOL.
OKAY.

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SO WE DIDN'T DO POST-SERVICE SURVEYS.
INSTEAD, WHAT WE DID WERE MULTIPLE FORMS OF LISTENING.
WE CONDUCTED 91 INDIVIDUAL SURVIVOR INTERVIEWS, AND
THOSE WERE CONDUCTED BY THE MEMBER PROGRAMS THAT JOINED
US IN THIS PROCESS.
SO WE WORKED TOGETHER WITH ALL OF THE PARTICIPANTS WHO
FIGURE OUT WHAT IT WAS THAT WE WANTED TO KNOW, AND THEN
WE TRAINED ALL OF OUR PARTICIPANTS UP TO BE EQUIPPED
WITH THE SKILLS THAT CONDUCT THE INTERVIEWS.
SO WE CONDUCTED THESE ALL ACROSS INDIANA WITH 91
SURVIVORS FROM BROAD RANGE OF GEOGRAPHIES AND
IDENTITIES, FROM ALL ACROSS INDIANA.

SO 91 INDIVIDUAL SURVIVOR INTERVIEWS, AND WE CONDUCTED THOSE IN ENGLISH AND IN SPANISH.

WE ALSO CONDUCTED FIVE FOCUS GROUP CONVERSATIONS, AND I'LL SAY A BIT MORE ABOUT THAT A LITTLE BIT LATER. BUT FIVE FOCUS GROUPS.

AGAIN, THOSE WERE CONVENED IN DIFFERENT AREAS ALL OVER THE STATE.

ONE WAS CONVENED WITH SURVIVORS IN JAIL, ONE WAS ALSO CONVENED IN SPANISH.

AND WE ALSO CHOSE TO JUST REALLY COMPLIMENT THOSE PRIMARY SOURCES BY CONDUCTING OUR LITERATURE REVIEW.

SO WE READ WRITINGS FROM GROUPS OF PEOPLE THAT ARE TRADITIONALLY MARGINALIZED AND UNDERREPRESENTED, SO

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READ THEIR WRITINGS, BLOGS, WEBSITES, ALL OF THE LITERATURE WE COULD COLLECT, WRITINGS FROM COMMUNITIES OF COLOR, LATINX COMMUNITIES, AND LGBTQ COMMUNITIES. SO THOSE WERE THE METHODS OF LISTENING THAT WE EMPLOYED AND WE SPENT ABOUT TEN MONTHS DOING THIS LISTENING. ANYTHING YOU WANT TO SAY ABOUT THAT, SAM?

>> NO.

OKAY.

SO THE COHORT, THE MEMBER PROGRAMS THAT PARTICIPATED IN

THIS PROCESS WERE VERY INTENTIONAL ABOUT WANTING TO ENSURE THAT WE HAD A VERY INCLUSIVE SAMPLE. THEY WANTED TO MAKE SURE THAT WE HEARD FROM A BROAD RANGE OF LIVED EXPERIENCES AND IDENTITIES OF SURVIVORS FROM ALL OVER THE STATE.

SO IS IT POSSIBLE TO SHARE MY SCREEN TO SHOW PEOPLE THAT GOOGLE DOC?

THAT'S GREAT.

CAN YOU TELL ME IF --

>> IT'S LOADING ON MY END.

>> IT'S LOADING, YEAH.

>> IT'S LOADING?

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>> YEAH.

>> SEEMS LIKE IT.

HMM.

OKAY.

I DON'T HAVE 100% TRUST THAT IT'S GOING TO LOAD, SO I WILL JUST, I'LL JUST TRY TO TALK YOU THROUGH SOME OF THE IDENTIFIERS THAT WE WERE ATTENTIVE TO AS WE WERE

CONDUCTING INTERVIEWS.

SO WE HAD A DEMOGRAPHIC PAGE THAT THE SURVIVORS THAT WE INTERVIEWED WERE INVITED TO COMPLETE.

THEY WEREN'T EVER REQUIRED TO COMPLETE THAT, BUT WE JUST WANTED TO KEEP A REAL INTENTIONAL EYE ON ALL OF THE IDENTITIES THAT PEOPLE HAD TO MAKE SURE THAT WE HAD A BROAD AND REPRESENTATIVE SAMPLE.

SO SOME OF THE THINGS THAT WE WERE KEEPING AN EYE ON ... SORRY.

OKAY.

SO WE WERE ATTENTIVE TO AGE, THAT WE WANTED TO HEAR FROM PEOPLE ACROSS THE LIFESPAN, AND THAT MEANT THAT WE WERE HEARING SOME PEOPLE OF ALL AGES, BUT ALSO HEARING SOME PEOPLE WHO HAD EXPERIENCES OF DOMESTIC VIOLENCE THAT HAD HAPPENED YEARS OR EVEN DECADES IN THE PAST. WE HEARD FROM PEOPLE FROM DIFFERENT SIZES OF COMMUNITIES, FROM VERY RURAL THROUGH VERY URBAN

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ENVIRONMENTS.

WE CONSIDERED DIFFERENT HOUSEHOLD SIZES.

YOU KNOW, HOW LARGE IS YOUR FAMILY.

WE HEARD FROM PEOPLE ACROSS THE SPECTRUM OF GENDER IDENTITY, WE HEARD FROM PEOPLE DIVERSE IN RACE AND ALSO ETHNICITY.

SAM WILL TALK A BIT MORE ABOUT THAT.

WE CHECKED IN WITH PEOPLE ABOUT MILITARY EXPERIENCE,
FAITH AFFILIATIONS.

WE ASKED PEOPLE IF THEY SELF-IDENTIFIED WITH ANY
DISABILITIES.

WE ASKED ABOUT SEXUAL ORIENTATION, INCOME, WE ASKED
ABOUT HISTORIES OR EXPERIENCES OF INCARCERATION.
HISTORIES OF HOMELESSNESS.

WE ASKED ABOUT EXPERIENCES OF ADDICTION.

WE ASKED ABOUT PREGNANCY AND WHETHER SURVIVORS WERE
PREGNANT DURING THEIR EXPERIENCES OF ABUSE.

WE ASKED IF THEY HAD WITNESSED DOMESTIC VIOLENCE AS A
CHILD, IF THEY HAD WITNESSED OTHER FORMS OF VIOLENCE IN
THEIR COMMUNITIES.

AND WE ASKED IF PEOPLE WERE IDENTIFIED AS BEING FROM
COMMUNITIES WITH HISTORICAL EXPERIENCES OF TRAUMA.

WE ASKED PEOPLE WHAT COUNTRY THEY WERE BORN IN.

AND REALLY IMPORTANTLY, WE ASKED PEOPLE IF THEY HAD
RECEIVED SERVICES FROM A DOMESTIC VIOLENCE PROGRAM OR

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WHETHER THEY HAD NOT.

OKAY.

OKAY.

SO THAT IS WHY WE ENDED UP CONDUCTING INTERVIEWS FOR

TEN MONTHS, WE THOUGHT THAT IT WOULD TAKE LESS TIME. I THINK WE WERE PLANNING PROBABLY FOR THREE TO SIX. BUT WHEN WE MET AS A GROUP AND REVIEWED OUR SAMPLE OF SURVIVORS WE HEARD FROM WHERE WE FELT LIKE OUR SAMPLE WAS INCOMPLETE, THAT WE HADN'T HEARD ENOUGH FROM PARTICULAR PEOPLE, WE CONDUCTED ADDITIONAL OUTREACH THROUGH PARTNERS, THROUGH FACEBOOK GROUPS TO TRY TO BE SURE TO REACH BROADLY PEOPLE FROM ALL DIFFERENT EXPERIENCES AND IDENTITIES FROM ALL OVER INDIANA.

>> SO HERE'S A BREAKDOWN OF WHO WE HEARD FROM. IT, YOU KNOW, THIS IS NOT A, THE SAMPLE WAS NOT REPRESENTATIVE IN THE CLASSIC RESEARCH SENSE IN THAT WE DID NOT SORT OF INTERVIEW AND RECRUIT PEOPLE AT EXACTLY THE RATE PROPORTIONAL TO POPULATIONS ACROSS INDIANA NECESSARILY OR DOMESTIC VIOLENCE PROGRAMS.

SOME OF THE REASONS WHY SOME OF THE, THESE POPULATIONS ARE HIGHER HAS TO DO WITH ACCESS THAT PROGRAMS HAVE, AND ALSO JUST THE NUMBER OF SURVIVORS THAT FOLLOWED THROUGH TO -- THE OUTREACH.

FOR EXAMPLE, YOU'LL SEE SOME OF THE HIGHEST NUMBERS OF

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SURVIVORS WE HAD ARE PEOPLE THAT IDENTIFIED AS MANAGED HEALTH AND ADDICTION.

PEOPLE THAT HAD NOT USED DV PROGRAMS BEFORE, THAT LARGELY HAD TO DO WITH SOME OF THE -- STRATEGY. FOR EXAMPLE, IN THE AREA THAT I DID INTERVIEWS IN, WE DID A LOT OF OUTREACH AT SHELTERS THAT WEREN'T DOMESTIC VIOLENCE SHELTERS, SPECIFICALLY GOING TO PLACES WITH PEOPLE, A LOT OF FOLKS WHO HAD, WERE CURRENTLY OR FORMERLY EXPERIENCING HOMELESSNESS, BUT WERE NOT PEOPLE THAT HAD ENGAGED WITH DOMESTIC VIOLENCE AGENCIES BEFORE.

WE HAD A COUPLE KEY PROGRAMS THAT HAD REALLY GOOD ACCESS TO -- ALREADY WORKING IN JAILS AND PRISONS INCLUDING MINE SO WE WERE ABLE TO SPEAK TO A LOT OF FOLKS WHO WERE CURRENTLY OR FORMERLY INCARCERATED, MOSTLY CURRENTLY INCARCERATED, AT LEAST IN MY EXPERIENCE.

WE HAVE THIS 12% AS BLACK INDIGENOUS PEOPLE OF COLOR, THAT'S OBVIOUSLY AN AGGREGATED STATISTIC.

COLLEEN, I AM WONDERING, I THINK YOU CAN SPEAK BETTER THAN I CAN TO THE DISAGGREGATED DATA AS FAR AS BLACK SURVIVORS.

THIS WAS ASKED ABOUT IN THE CHAT.

>> I'M SORRY, SAM.

I DIDN'T QUITE GET THAT QUESTION, SO DISAGGREGATED.

>> YEAH.

SO WE HAVE THIS AGGREGATED NUMBER HERE WHERE WE SAY THAT 12% OF PEOPLE IDENTIFIED AS BLACK INDIGENOUS AND PEOPLE OF COLOR.

AND I'M WONDERING IF YOU HAVE BETTER INFORMATION ON SPECIFICALLY BLACK SURVIVORS IN THE SAMPLE WE GOT AND THE SPECIFIC OUTREACH THAT WE DID.

>> YEAH.

SO THE NUMBER THAT YOU HAVE CITED THERE, SAM, THAT WAS ACTUALLY BLACK SURVIVORS, SO I CAN GENERATE NUMBERS FOR INDIGENOUS.

IT'S A SMALLER PERCENTAGE, BUT WHEN WE WERE KEEPING AN EYE ON THAT PART OF THE SAMPLE WE WANTED TO BE SURE TO OVERSAMPLE RELATIVE TO THE INDIANA PLAYING POPULATIONS, SO THE SAMPLE FOR EACH OF THOSE GROUPS OF PEOPLE THAT HAVE BEEN MARGINALIZED IS SLIGHTLY ABOVE THE INDIANA POPULATION FOR THOSE GROUPS.

AND I THINK THAT IS ONE OF OUR TAKEAWAYS WHEN WE THINK ABOUT THE SAMPLE WAS THAT WE WERE INCLUSIVE, I THINK WHEN AND WE WERE REPRESENTATIVE, BUT THAT IS NOT THE SAME AS CENTERING, RIGHT?

SO WE HEARD FROM PEOPLE FROM A BROAD RANGE OF

IDENTITIES, BUT PROBABLY NOT AS MANY AS WE HOPED TO.
IN TERMS OF OUTREACH, WE WORKED WITH PARTNER
ORGANIZATIONS LIKE THE MINORITY HEALTH COALITION, LIKE
I SAID, FACEBOOK GROUPS, LOCAL PARTNERS, OUR OUTREACH
STRATEGIES REALLY RELIED ON PARTNER AGENCIES THAT HAD
TRUSTING RELATIONSHIPS WITH PEOPLE, ESPECIALLY WHEN WE
WERE REACHING PEOPLE WHO HADN'T (INDISCERNIBLE) BUT WE
USED EVERYTHING IN TERMS OF OUTREACH AND RECRUITMENT
FROM OUR SOCIAL MEDIA PLATFORMS THROUGH PULLOFF TABS ON
COMMUNITY BULLETIN BOARDS.
SO REALLY TRIED EVERY MECHANISM WE COULD THINK OF TO
RECRUIT, SO IT DEPENDS.

>> GOT IT.

THANK YOU.

YEAH, I THINK --

>> GO AHEAD.

>> SORRY, YOU CAN GO.

I WAS JUST GOING TO ASK THAT, YEAH, I THINK I RECALL
SPECIFICALLY IN OUR AREA LIKE REACHING OUT TO LGBTQ
PARTNER ORGANIZATIONS TO FURTHER IDENTIFY SURVIVORS.
I THINK ON THIS SLIDE THAT'S JUST A TYPO IN THAT FIRST
BLOCK IT SOUNDS LIKE.

>> OKAY.

YEAH.

YEAH.

REALLY RELIED ON ALL OF OUR RELATIONSHIPS AND ALL OF OUR PARTNERSHIPS TO INVITE IN PARTICIPATION. AND I THINK FELT GOOD ABOUT A LOT OF PARTS OF IT, REPRESENTATION AMONG PEOPLE WHO IDENTIFIED WITH DISABILITIES, AMONG PEOPLE WHO WEREN'T PRIMARILY ENGLISH SPEAKERS I THINK WAS REALLY GOOD, AND THE OUTREACH, SAM, THAT YOU REALLY LED AROUND HEARING FROM PEOPLE WHO WERE INCARCERATED AND WERE BEING SERVED BY HOMELESS PROGRAMS BROUGHT US IN CONVERSATION AND COMMUNITY WITH A LOT OF PEOPLE THAT WE HADN'T SERVED, SO THAT WAS GREAT.

SO WHAT WE ASKED, WE HAD BIG QUESTIONS.

WE HAD BIG QUESTIONS, AND OUR PROCESS FOR DETERMINING THIS WAS TO WORK WITH OUR COHORT, WE ALL SAT AT TABLES WITH GIANT PIECES OF PAPER AND TRIED TO DEFINE WHAT IT WAS WE WANTED TO KNOW.

IT TURNS OUT WE WANTED TO KNOW ABSOLUTELY EVERYTHING, AND THEN WE WENT THROUGH A FEW MONTHS PROCESS OF JUST TRYING TO DISTILL AND FIND THE SWEET SPOT BETWEEN

WANTING TO KNOW EVERYTHING AND WANTING TO KNOW THINGS THAT WERE REALLY ACTIONABLE.

SO WE TRIED TO BE DISCIPLINED AROUND WHAT WE WANTED TO KNOW.

AND HERE ARE THE QUESTIONS, THE AREAS OF QUESTIONS THAT WE ASKED.

SO WE WANTED TO KNOW BROADLY WHAT SURVIVORS NEEDED IN THEIR COMMUNITY IN ORDER TO HAVE SAFE AND STABLE LIVES. SO, WHAT DO YOU NEED, WHAT DO YOU NEED IN YOUR COMMUNITY TO FEEL SAFE.

AND THEN WE WANTED TO KNOW ABOUT ORGANIZATIONAL SUPPORTS, SO WHAT CAN COMMUNITY ORGANIZATIONS DO TO SUPPORT YOU BETTER.

IF YOU WERE IN CHARGE AND YOU WERE CREATING THE PROGRAM, WHAT WOULD YOU CREATE, AND WHAT SORT OF UNMET NEEDS DID YOU HAVE?

WE WANTED TO KNOW WHO SURVIVORS WERE REACHING OUT TO IF NOT TO DOMESTIC VIOLENCE PROGRAMS.

SO ASK, YOU KNOW, WHO DID YOU TALK WITH.

AND ALSO IMPORTANTLY, YOU KNOW, REALLY WANT TODAY ASK THEM, WHO DID YOU WANT TO TALK WITH.

AND ASK THEM QUESTIONS LIKE WHAT DID YOU FEEL LIKE YOU NEEDED TO HIDE ABOUT YOURSELF IN ORDER TO RECEIVE

SERVICES.

I WAS SURPRISED BY THAT QUESTION, I GUESS I WAS SURPRISED THAT PEOPLE, HOW HONESTLY AND FORTHRIGHTLY PEOPLE ANSWERED THAT QUESTION, WAS PRETTY GREAT IN THE INTERVIEWS.

AND LASTLY, WE ASKED SURVIVORS FOR THEIR ADVICE ABOUT

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HOW BEST TO HOLD PEOPLE ACCOUNTABLE FOR THEIR USE OF VIOLENCE.

SO I THINK THESE ARE BIG, DIFFICULT, AND REALLY ESSENTIAL QUESTIONS.

BUT IT TURNS OUT, YOU KNOW, THESE ARE QUESTIONS THAT ARE HARD FOR US TO ANSWER, THOSE OF US WHO WORK IN THIS MOVEMENT, WORK IN THIS FIELD, SO THEY'RE ALSO VERY HARD FOR SURVIVORS TO ANSWER, ESPECIALLY IN THE CONTEXT OF AN INTERVIEW WHERE MAYBE THEY WERE FEELING SOME ANXIETY ANYWAY.

SO THAT'S WHY WE DECIDED AFTER WE HAD CONDUCTED ABOUT THE FIRST 30 INTERVIEWS AND WE HAD A LOT OF SURVIVORS WHO WERE SAYING THAT'S A REALLY GREAT QUESTION, I'M NOT SURE, THAT'S WHEN WE DECIDED TO DOUBLE-BACK AND ALSO CONDUCT FOCUS GROUP CONVERSATIONS SO THAT SURVIVORS COULD REALLY COLLABORATE AND WORK TOGETHER AND ENGAGE IN CONVERSATIONS TO BRAINSTORM ANSWERS TO THESE REALLY

BIG AND HARD QUESTIONS.

>> SO I REALLY WANT TO HIGHLIGHT WHAT I FEEL LIKE WAS THE INTENTIONALITY BEHIND THIS PROCESS BECAUSE ESPECIALLY BEING ENGAGED IN MORE RESEARCH NOW, I THINK I'VE COME TO APPRECIATE MORE NOW THAN I DID AT THE TIME JUST HOW SURVIVORS CENTERED THE PROCESS AROUND INFORMATION SHARING -- AND I REALLY RECOMMEND WHAT

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NRC DV AND THE GROUP DESIGNED AROUND THIS.

SO WHENEVER SURVIVORS BEFORE THE INTERVIEWS STARTED, THEY HAD A REALLY ROBUST CONSENT FORM, IT'S NOT LIKE ONES THAT I HAVE (INDISCERNIBLE) AND THAT SURVIVORS DIDN'T JUST DECIDE IF WE COULD JUST GENERALLY SHARE THE INFORMATION, THEY DECIDED THE TYPE OF INFORMATION THAT WOULD BE SHARED ALL ALONG THE WAY.

SO FROM IF THE INTERVIEW WOULD BE RECORDED OF COURSE OR NOT RECORDED, TO WHO WOULD READ TRANSCRIPTS AND KNOW IF IT WOULD BE JUST THE INTERVIEWER, PROFESSIONAL TRANSCRIBER, OR THE ENTIRE COHORT.

AND BEYOND THAT, IF PEOPLE, IF THE COHORT, THE -- GROUP IN INDIANA COULD QUOTE THE SURVIVORS' WORDS DIRECTLY OR NOT.

OF COURSE, YOU KNOW, IT WAS AN ANONYMOUS -- WITH AN

ANONYMOUS IDENTIFIER, BUT THAT MEANT THERE WERE A GOOD AMOUNT OF SURVIVORS THAT SHARED THEIR THOUGHTS AND THEIR STORIES, BUT WERE NOT PEOPLE THAT WE WERE ABLE TO QUOTE IN THE END, WHICH I REALLY VALUED BECAUSE OF COURSE WE STILL FOUND AGGREGATED RESULTS THAT WERE REALLY MEANINGFULLY, BUT PEOPLE STILL HAVE TO DO THE -- OF THEIR WORK DIRECTLY, BECAUSE PEOPLE SHARING WERE SHARING VULNERABLE AND STORIES SPECIFIC, THAT MIGHT NOT BE SAFE TO SHARE MORE BROADLY.

SO THERE WAS A LOT OF DECISION MAKING POINTS FOR THE

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PEOPLE WE WERE INTERVIEWING ALONG THE WAY.

AND THEN OF COURSE WE WERE OPEN TO PEOPLE CHANGING THOSE DECISIONS THROUGHOUT THE INTERVIEW, AND PEOPLE WERE LEFT WERE OUR CONTACT INFORMATION TO STAY IN TOUCH AFTERWARDS.

PEOPLE WERE GIVEN COMPENSATION AND WE HAD GIFT CARDS THAT PEOPLE RECEIVED, NO MATTER HOW LONG THE INTERVIEW WENT.

SO THEY DEFINITELY VARIED IN LENGTH.

YEAH.

COLLEEN, DO YOU WANT TO TALK ABOUT THE ONGOING PARTICIPATION PART?

>> SURE.

SO WE REALLY WANTED THIS TO BE AN EXPERIENCE WITH, WE DIDN'T WANT TO EXTRACT INFORMATION IN A WAY THAT WASN'T ACCOUNTABLE.

AND WE REALLY WANTED THE SURVIVORS THAT INVESTED THE TIME AND ENERGY TO TALK WITH US, TO FEEL LIKE THEY WERE PART OF SOLUTIONS SO THAT THEY WERE PART OF THIS, WITH US.

SO THAT MEANT BEING VERY INTENTIONAL ABOUT HOW WE HELD THEIR STORIES, LIKE SAM SAID, SOME GAVE US -- TO RECORD AND TRANSCRIBE.

SOME GAVE US PERMISSION JUST TO TAKE NOTES, AND SOME

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SAID, NO, I JUST WANT YOU TO SIT THERE AND LISTEN TO ME.

SO SOME OF EACH OF THOSE THINGS HAPPENED IN THESE CONVERSATIONS AND THEN AT THE END WHEN THEY WERE SIGNING THEIR FINAL PERMISSIONS TELLING US HOW WE COULD USE THEIR WISDOM AND THEIR EXPERIENCE, WE ASKED THEM HOW THEY WANTED TO BE INVOLVED GOING FORWARD IF THEY WANTED TO BE INVOLVED.

SO, OPPORTUNITIES FOR INVOLVEMENT INCLUDED QUARTERLY PROGRESS REPORTS, SO WE REPORTED BACK TO EVERYONE THAT WAS WITH US TO SAY HERE'S WHERE WE'RE AT RIGHT NOW,

HERE'S WHAT WE'RE LEARNING, DO THESE LEARNINGS SOUND RIGHT TO YOU, ARE WE GETTING IT WRONG, HELP US GET IT RIGHT.

DO YOU HAVE ANY QUESTIONS FOR US.

SO, QUARTERLY THEY GOT A REGULAR UPDATE FROM ME EXPLAINING OUR PROGRESS, EXPLAINING OUR CHALLENGES, EXPLAINING OUR LEARNINGS, AND ASKING THEM TO VET THOSE THINGS.

THEY HAD THE OFFER OF RECEIVING A COPY OF THE FINAL REPORT.

THEY HAD THE OPPORTUNITY TO SIGN UP FOR ADVOCACY OPPORTUNITIES, SO AS WE WERE WORKING ON THEIR RECOMMENDATIONS AS PART OF OUR PUBLIC POLICY WORK, WE CAN INVITE THEM TO SUBMIT TESTIMONY RELATED TO THOSE

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ISSUES.

SO ONGOING PARTICIPATION.

AND THE OTHER THING AROUND COMPENSATION, SAM, THAT I THOUGHT WAS REALLY BEAUTIFUL THAT YOU PURSUED WAS WE PROVIDED GIFT CARDS TO SURVIVORS THAT WERE IN THE COMMUNITY, BUT FOR SURVIVORS THAT WERE INCARCERATED, WE WERE ABLE TO PUT MONEY ON THEIR BOOKS, WHICH WAS JUST, IT FELT SO IMPORTANT AND HOPEFUL.

SO OUR RELATIONSHIP WITH RESPONDENTS, WE WANTED, LIKE I

SAID, WE WANTED THIS TO BE A WITH EXPERIENCE, NOT AN EXTRACTION EXPERIENCE.

AND FINALLY, I THINK OUR RESPONSIBILITY AND RELATIONSHIP WITH RESPONDENTS IS TO TAKE ADVICE FORWARD AND REALLY APPLY IT AND MAKE IT MATTER AND TO KEEP OURSELVES IN ACCOUNTABILITY WITH THE PEOPLE WHO TALKED WITH US.

CODING, I CAN JUST TOUCH ON THIS LIGHTLY IF THERE ARE ANY RESEARCHERS WHO ARE INTERESTED IN HOW WE WEPT ABOUT THIS.

BUT, AGAIN, FROM AMONG THE COHORT OF MEMBER PROGRAMS THAT WE WORKED WITH ON THIS, WE ASKED FOR VOLUNTEERS THAT WERE INTERESTED IN HELPING DEVELOP OUR CODING FRAMEWORK.

SO FIVE PEOPLE RAISED THEIR HANDS AND SAID THAT THEY WANTED TO PARTICIPATE IN THAT.

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SO WE REVIEWED TOGETHER ABOUT 25% -- I THINK IT WAS ACTUALLY 27% OF OUR TOTAL NUMBER OF TRANSCRIPTS TO DEVELOPING THE CODING FRAMEWORK.

AND THEN WE SENT THAT OUTLINE TO OUR SURVIVOR LIST TO AGAIN JUST CHECK IN WITH THEM.

LIKE HERE IS OUR WE'RE ORGANIZING YOUR WISDOM, DOES THIS ADD UP FOR YOU, DOES THIS MAKE SENSE.

AND THEN WE UPLOADED THE NOTES THAT WE HAD OR THE TRANSCRIPTIONS WHERE WE HAD THOSE INTO DEDOOSE, WHICH IS A QUALITATIVE DATA ANALYSIS PROGRAM THAT WAS INVALUABLE BECAUSE AT THE END OF COLLECTING THE DATA, WE HAD OVER A THOUSAND PAGES OF DATA TO EVALUATE AND CODE.

AND THEN ULTIMATELY ONCE WE HAD AFFIRMED OUR CODING FRAMEWORK, TWO OF US AT -- REVIEWED ALL OF THE TRANSCRIPTS AND THE DEFINED CODE.

-- ASSIGNED CODES.

ANYTHING YOU WANT TO SAY ABOUT CODING, SAM?

>> JUST THAT I PERSONALLY REALLY APPRECIATED THE COMPONENT OF -- THE CODES BACK TO SURVIVORS. THAT DOESN'T ALWAYS HAPPEN AND I THINK IN RESEARCH THERE'S ALWAYS AN OPPORTUNITY FOR THE PEOPLE DOING THE RESEARCH TO STEER THE CODES TO WHAT YOU'RE ALREADY THINKING OR CONCLUDING -- FOR US.

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SO I THINK DOING IT COLLABORATIVELY LIKE WE DID WAS REALLY IMPORTANT, USING A TEAM OF PEOPLE AND THEN BRINGING IT BACK TO THAT, THROUGH PARTICIPATE CHECKING WAS AWESOME.

I REALLY APPRECIATED IT.

>> EXCELLENT, THANKS.

OKAY.

SO FINDINGS AND RECOMMENDATIONS.

SO WE ORGANIZED OUR FINDS AND RECOMMENDATIONS AROUND
SORT OF THESE TWO AREAS OF ACTION.

SO THE THINGS THAT SURVIVORS TOLD US THEY NEEDED IN
ORDER TO FEEL SAFE AND SUPPORTS WITHIN THE COMMUNITY,
WHAT THEY NEEDED TO BUILD AND MAINTAIN SAFE AND STABLE
LIVES, AND ALSO WHAT THEY NEEDED IN TERMS OF SERVICE
PROVISION AND SUPPORT FROM ORGANIZATIONS, FROM
PROGRAMS.

SO, WE WANT TO INVITE YOU TO SHARE IN THE CHAT WHAT YOU
THINK THEY SAID, WHAT YOU THINK SURVIVORS -- ARE -- FOR
SAFETY IN THE COMMUNITY.

THIS FELT LIKE SUCH AN IMPORTANT QUESTION I THINK TO
OUR COHORT, AND INVITE YOU TO SPEAK TO THAT TOO, SAM,
IF YOU HAVE ANY THOUGHTS.

BUT I THINK WE TYPICALLY PUT MOST OF OUR ENERGY INTO
THINKING ABOUT WHAT GOES ON INSIDE OF OUR BUILDINGS AND

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OUR OUTREACH PROGRAMS, AND WE WANTED TO THINK ABOUT
KIND OF THE MOBIUS DRIFT BETWEEN PREVENTION AND
INTERVENTION, RIGHT?

WHEN WE THINK ABOUT SUPPORTED COMMUNITY CONDITIONS THAT PROMOTE SAFETY, THOSE CONDITIONS ARE CRITICAL FOR RESTORATION FOR SURVIVORS OF VIOLENCE, BUT THEY'RE ALSO REALLY PREVENTIVE, RIGHT?

LIKE THOSE CONDITIONS WITH PREVENT PERPETRATION AND VICTIMIZATION.

SO WE WERE VERY EXCITED TO PUT ENERGY INTO THINKING ABOUT COMMUNITY SAFETY.

>> MM-HMM.

>> OKAY.

SO IVONNE IS HELPING US WITH THIS QUESTION SAYING ACCESS TO OTHER SERVICES AND HOUSING.

YES.

YES, YES.

LANGUAGE ACCESS.

MORGAN, THANK YOU.

YES.

SOME MORE PEOPLE ARE TYPING, SO I'LL STALL ANOTHER MINUTE.

YES.

YES, MEI.

SO, SORT AND SORTING OUT THEIR OPTION IT'S THEY'RE GOING TO CHOOSE TO SEPARATE FROM A RELATIONSHIP OR OPTIONS FOR INCREASING SAFETY IF THEY ARE STAYING IN. OKAY.

SO MORGAN IS TALKING A BIT ABOUT HOW DIRECT SERVICE PROGRAMS WORK TOGETHER.

YES.

YES, YES, YES.

YES, MORGAN.

VERY AFFIRMED BY WHAT SURVIVORS TOLD US.

SO THINKING ABOUT THESE THINGS, JUST INVITE YOU TO KEEP THINKING THAT ABOUT THAT IF YOUR EXPERIENCE IN ENGAGING WITH SURVIVORS AND ALSO YOUR PREVENTION WORK, WHAT IS IT THAT WE NEED TO BUILD AND SUPPORT AND ADVOCATE FOR IN COMMUNITIES TO PROMOTE BROAD SAFETY, AND WHAT IS IT WE NEED TO ADVOCATE FOR AND BUILD TO ENSURE THAT OUR ORGANIZATIONS ARE, YOU KNOW, REACHING AND RELEVANT AND ACCESSIBLE AND SUPPORTIVE FOR ALL SURVIVORS.

SO HERE'S WHAT WE FOUND.

SO WE KIND OF ORGANIZED THESE RECOMMENDATIONS LIKE I SAID IN BROAD STROKES AROUND COMMUNITY SAFETY AND WELL-BEING.

AND ALSO ORGANIZATIONAL STRATEGIES.

SO THE BIG FIVE AROUND WHAT SURVIVORS TOLD US THEY NEED

FOR SAFETY IN THE COMMUNITY, NUMBER ONE ANSWER,
HOUSING, HOUSING, HOUSING, AND YOU ALL KNOW THIS FROM
YOUR WORK WITH SURVIVORS AND ALSO THE WORK OF THE NRC
AROUND PROMOTING HOUSING PROGRAMS.

SO HOUSING WAS A BIG ONE.

FINANCIAL STABILITY WAS HUGE.

SO JUST THINKING ABOUT THE ABILITY TO EARN A LIVING
WAGE AND THE SOCIAL SAFETY NET SUPPORTS FOR WHEN
SURVIVORS ARE UNABLE TO EARN A LIVING WAGE.

THEY WERE VERY INTERESTED IN NEIGHBORHOOD CONNECTEDNESS
AND SAFETY, AND ALSO ACCEPTANCE.

AND WE'LL DIG INTO THOSE A BIT HERE.

SO I SKIPPED OVER HOUSING JUST BECAUSE I FIGURE IT'S
PRETTY WELL KNOWN TO ALL OF US THAT THAT IS THE TOP
NEED AND PRIORITY.

WHEN SURVIVORS WERE TALKING ABOUT THEIR HOUSING SAFETY
NEEDS THEY SPOKE TO NEEDING STABLE HOUSING AND FOR THEM
THAT MEANT HOUSING THAT WAS SAFE IN TERMS OF BEING FREE
FROM VIOLENCE, BUT ALSO STABLE IN TERMS OF
AFFORDABILITY.

SO THOSE WERE THE COMPONENTS OF HOUSING SAFETY THAT
THEY WERE TELLING US ABOUT.

AND FINANCIAL STABILITY, ONE SURVIVOR ACTUALLY SAID
THIS QUOTE.

THE BIGGEST RISK FACTOR FOR WOMEN IS FINANCIAL

INSTABILITY.

AND SURVIVORS WERE TELLING US, YOU KNOW, THINGS THAT YOU KNOW AND THINGS THAT YOU'VE HEARD ABOUT HOW THEY DON'T HAVE FINANCIAL STABILITY, THEIR OPTIONS ARE REALLY LIMITED TO TEMPORARY SHELTER SPACE, RETURN TO GO THE RELATIONSHIP, OR HOMELESSNESS.

SO THEY SPOKE TO THE NEEDS, LIKE I SAID, OF JOBS THAT PAY LIVING WAGES, THAT ARE FLEXIBLE TO SUPPORT PEOPLE WHO ARE NAVIGATING EXPERIENCES OF VIOLENCE, AND ALSO SOCIAL SAFETY NET SUPPORT, AND FOR THOSE TIMES WHEN THEY'RE UNABLE TO EARN.

AND WHEN THEY TALKED ABOUT THE SOCIAL SAFETY NET SUPPORTS THEY WERE ALSO ADVOCATING FOR AN EXPANSION OF THOSE TO ALLOW FOR PEOPLE TO HAVE, YOU KNOW, SMALL INCOMES TO BE ELIGIBLE, BUT ALSO TO ALLOW ELIGIBILITY FOR PEOPLE WHO WERE DENIED ACCESS TO SOCIAL SAFETY NETS, INCLUDING PEOPLE WITH CRIMINAL HISTORIES AND IMMIGRANTS, ALL THE PEOPLE WHO ARE BEING DENIED.

OOH, SUPPORT AND ACCEPTANCE.

AGAIN, A NUMBER ONE ANSWER.

I WOULD SAY, SAM, I DON'T KNOW IF YOU CAN SPEAK TO YOUR EXPERIENCE WITH THIS, BUT I THINK, I DON'T KNOW,

BETWEEN 95 AND 98% OF RESPONDENTS DESCRIBED TO US THEIR EXPERIENCES OF JUDGMENT.

AND THEY SAID THAT THEY HAD THESE EXPERIENCES OF

JUDGMENT IN ALL DIRECTIONS AND FROM ALL OF THE PEOPLE IN THEIR LIVES.

SO THEY TOLD US THAT THEY EXPERIENCED JUDGMENT FROM FRIENDS, FAMILY, EMPLOYERS, FAITH COMMUNITIES, SERVICE PROGRAMS, AND THEY SAID THAT THEY WERE JUDGED FOR THEIR EXPERIENCES OF VIOLENCE, BUT ALSO FOR THEIR EXPERIENCES OF POVERTY, HEALTH RELATED THINGS THAT WERE GOING ON. SO JUDGMENT WAS PERVASIVE ACROSS THE REPORTS THAT WE GOT.

>> I THINK ONE OF THE PLACES WE REALLY HEARD THIS SPOKEN TO IS IN RESPONSE TO THE QUESTION WHO DID YOU WANT TO TELL.

AND I LOVE THAT QUESTION BECAUSE, YOU KNOW, A PART OF THAT QUESTION IS IF WE PUT DOMESTIC AND SEXUAL VIOLENCE ORGANIZATIONS ASIDE AS LIKE THE PLACE YOU GO FOR SAFETY, YOU KNOW, WHO IN YOUR COMMUNITY WOULD YOU WANT TO, ONE, BE COMFORTABLE SPEAKING TO, BUT ALSO BE THE PERSON OR THE ORGANIZATION WHO IS A PART OF THE RESPONSE -- THESE DAYS.

AT LEAST IN THE INTERVIEWS I CONDUCTED, THIS IS WHERE A LOT OF THE COMMENTS AROUND JUDGMENT AND ACCEPTANCE CAME UP.

>> YEAH.

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YEAH.

AND THEY REALLY HURT.

PEOPLE TOLD US, YOU KNOW, I THINK ONE OF THE QUESTIONS AROUND WHAT DID YOU FEEL LIKE YOU HAD TO HIDE IN ORDER TO GET SUPPORT, PEOPLE TOLD US THAT THEY HAD TO MODIFY THEIR EXPERIENCES OF VIOLENCE IN ALL DIRECTIONS.

IN SOME CASES THEY FELT LIKE THEY HAD TO MINIMIZE THE VIOLENCE THAT THEY HAD EXPERIENCE OR THEY WOULD BE JUDGED SO MUCH MORE FOR NOT DECIDE TO GO SEPARATE SOONER.

AND SOME FELT LIKE THEY HAD TO AMPLIFY THEIR EXPERIENCES OF VIOLENCE IN ORDER TO BE CARED ABOUT OR TAKEN SERIOUSLY OR ELIGIBLE FOR PROGRAMS.

SO THIS VERY SORT OF WEIRD THING THAT SURVIVORS WERE HAVING TO DO TO NAVIGATE THEIR OWN NARRATIVE IN ORDER TO FEEL HEARD, CARED ABOUT, SUPPORTED, AND NOT JUDGED. IN EVERY DIRECTION.

THAT WAS IMPORTANT TO KNOW AND DIFFICULT TO HEAR I

THINK.

SO I THINK IN THE COMMUNITY, WHEN WE THINK ABOUT AWARENESS, PART OF THE PROGRESSION OF THE MAINSTREAM MOVEMENT HAS REALLY EMPHASIZED SEPARATION AS THE SOLUTION.

YOU KNOW, SO I THINK THAT NARRATIVE THAT WE'VE CONSTRUCTED RESULTS IN SO MUCH JUDGMENT AROUND THE

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DECISIONS THAT SURVIVORS MAKE AND FOR US TO BE REALLY INTENTIONAL IN HOW WE DO MESSAGING TO SUPPORT SURVIVOR CHOICES, TO TRULY, TRULY, STAND BY THE IDEA THAT SURVIVORS KNOW THAT'S WHAT THEY NEED, BUT TRULY STAND BY THAT IDEA BECAUSE OUR MESSAGING AROUND THE EXPECTATION OF SYSTEMS INVOLVEMENT AND SEPARATION I THINK HAS INCREASED THE JUDGMENT THAT SURVIVORS ARE EXPERIENCING.

AND IF WE WANT THEM TO BE ABLE TO REACH OUT FOR SUPPORT, WE SHOULD REALLY MAKE IT EASY I THINK.

AND RIGHT NOW IN LOTS OF WAYS YOU MAY GET PRETTY MUCH THE OPPOSITE OF EASY, AND I THINK ONE RESULT OF THAT THAT WE FOUND IN OUR SAMPLE WAS ABOUT 15% OF THE SURVIVORS WHO SPOKE WITH US WHEN WE ASKED WHO DID YOU TELL, WHO DID YOU REACH OUT TO, 15% TOLD US NO ONE. UNTIL THEY TALKED WITH US.

THEY HADN'T TOLD ANYONE BECAUSE THEY HADN'T FELT LIKE IT WOULD MAKE THEIR SITUATION BETTER, SO, HUGE, HUGE POINT FOR US AROUND FORTIFYING ACCEPTANCE ACROSS OUR SYSTEMS, BUT ALSO IN OUR COMMUNITY AND OUR AWARENESS FOR IT.

SO COMMUNITY CONNECTEDNESS WAS INTERESTING.

SURVIVORS TOLD US THAT THEY WANTED TO LIVE IN SUPPORTIVE CONNECTED COMMUNITIES, AND THAT WAS ABOUT IMMEDIATE SAFETY, LIKE I WANT MY NEIGHBORS TO KNOW ME,

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KNOW MY NAME, AND KEEP AN EYE OUT FOR ME.

BUT THEY ALSO WANTED JUST COMMUNITY ACTIVITIES AND CONNECTEDNESS, THEY WANTED TO FEEL LIKE THEY WERE PART OF CONNECTED SUPPORTED COMMUNITIES BECAUSE THOSE COMMUNITIES FELT SAFE AS OPPOSED TO THOSE THAT ARE ISOLATED.

DID YOU HAVE A THOUGHT, SAM?

>> NO.

>> YOU KIND OF LEANED IN, SO.

>> OH.

>> THAT'S LOUD.

SO THOSE WERE THE BIG CATEGORIES AND WE'VE GOT LOTS OF SUBCATEGORIES FOR THOSE IDEAS.

BUT THOSE WERE THE BROAD STOCKS FOR IDEAS FOR INCREASING SAFETY, SUPPORT, CONNECTEDNESS AT THE COMMUNITY LEVEL.

SO THEN -- SO THE THINGS THAT THEY TOLD US THAT THEY WANTED FROM OUR PROGRAMS, FROM SERVICE PROGRAMS, MORE SUPPORT.

THEY SAID THAT MANY OF THEM SAID THAT THEY APPRECIATED THE SUPPORTS THAT DOMESTIC VIOLENCE PROGRAMS PROVIDED,

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BUT THEY WANTED THOSE SUPPORTS TO BE MORE BROADLY AVAILABLE.

THEY WANTED THEIR SUPPORTS TO BE AVAILABLE AT NONTRADITIONAL HOURS ON THE CLOCK, RIGHT?

LIKE WE'RE CONVENING SUPPORT GROUPS PRETTY TYPICALLY ON A 9 TO 5 SCHEDULE, SO THEY WANTED THINGS LIKE SUPPORT GROUPS TO BE CONVENED AT DIFFERENT TIMES.

THEY WANTED THOSE TO BE CONVENED IN DIFFERENT LANGUAGES, THEY WANTED THOSE TO BE CONVENED WITH ACCOMPANYING CHILDCARE.

SO THEY WANTED MORE OF THOSE THINGS.

ABOUT ONE THING THAT WE HEARD FREQUENTLY THAT KIND OF

SURPRISED US WAS THEY REALLY WERE ADVOCATING FOR
SURVIVOR MENTOR EXPERIENCES.

THEY SAID THAT LEGAL ASSISTANCE IS REALLY CRITICAL IN
LOTS OF CASES AND REALLY EXPENSIVE AND HARD TO GET.
AGAIN, THEY EMPHASIZE THE IMPORTANCE OF A COMPASSIONATE
RESPONSE, AND THAT WAS AROUND FOR SURE FOR PROGRAMS TO
BE NONJUDGMENTAL AND SORT OF LOW BARRIER.

BUT ALSO THEY EMPHASIZED HOW IMPORTANT THAT FIRST POINT
OF CONTACT WAS IN FORMING ALL OF THE DECISIONS THEY
MAKE NEXT ABOUT WHETHER A PARTICULAR PROGRAM WAS
SUPPORTIVE AND TRUST WORTHY.

THEY EMPHASIZE THE IMPORTANCE OF PROGRAMS BEING
INCLUSIVE, BEING BROADLY KNOWN, ACCEPTABLE AND RELEVANT

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ACROSS A WHOLE RANGE OF IDENTITIES.

AND THEY ALSO HAD ADVICE FOR US ABOUT HOW WE DO
COMMUNITY AWARENESS.

WE'LL DRILL DOWN IN THOSE A BIT.

DID YOU WANT TO SAY ANYTHING ABOUT ANY OF THOSE
CATEGORIES, SAM?

>> NO, AND I'M SORRY, THERE'S A YARD WORK COMPANY RIGHT
OUTSIDE MY WINDOW, SO I'M SORRY IF IT'S LOUD.

>> SORRY ABOUT THAT EVERY TIME, RIGHT?

OKAY.

SO LIKE I SAID THEY WERE RECOMMENDING SURVIVOR MENTORING PROGRAM, AND IN MAKING THE CASE FOR THAT THEY ARGUED THAT RECEIVING SUPPORT FROM A SURVIVOR, THAT PERSON HAD CREDIBILITY THAT PROFESSIONAL PEOPLE DIDN'T SHARE IN THE SAME WAY, EVEN THOUGH A LOT OF US IDENTIFY AS SURVIVORS.

THEY FELT LIKE THEY COULD, THEY REALLY GOT IT.

PEOPLE USED THOSE WORDS, THEY WOULD GET IT, THEY GET IT.

SO THEY COULD TRULY EMPATHIZE BECAUSE THEY SHARED THAT EXPERIENCE.

OOH, THEY JUST SAID I KNOW THAT PERSON PROBABLY WON'T JUDGE ME BECAUSE THEY HAVE BEEN THERE, BUT ALSO THE

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PERSON COULD HELP GUIDE THEM THROUGH ALL OF THE SYSTEMS THAT THEY MIGHT NEED TO ACCESS ALONG WITH THEIR PROGRESSION OF CREATING SAFETY AND RECOVERY FROM THAT EXPERIENCE.

SO THAT WAS A REALLY INTERESTING ONE FOR US AND I THINK REALLY INVITED US TO REEXAMINE THE BOUNDARIES THAT WE'VE CONSTRUCTED AROUND PROFESSIONALISM AND WHO CAN PROVIDE, WHO'S APPROPRIATE TO PROVIDE CARE AND SUPPORT

TO SURVIVORS.

YEAH.

THERE'S A QUOTE FOR YOU.

AND IF ANYONE HAS RESOURCES AROUND SURVIVOR MENTORSHIPS, WE WOULD LOVE TO HAVE THAT HELP.

THAT IS AN IDEA THAT OUR PROGRAMS IN INDIANA HAVE BEEN INTERESTED IN BUILDING OUT AND JUST ANY RESOURCES THAT YOU ALL HAVE TO SHARE WOULD BE HELPFUL.

OKAY.

SORRY, SOMETIMES MY SLIDES ARE WORKING AND SOMETIMES THEY ARE NOT WORKING SO WELL.

SO THE NEXT BIT OF ADVICE THAT THEY HAD FOR US WAS TO MAKE IT EASIER.

AGAIN, IF WE WANT SURVIVORS TO BE ABLE TO REACH OUT FOR SUPPORT, WE SHOULD MAKE IT EASIER FOR THEM TO DO SO.

AND THAT MEANT FOR THEM MAKING SURE THAT OUR PROGRAM INFORMATION IS BROADLY AVAILABLE ACROSS THE COMMUNITY.

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SO PUTTING INFORMATION ABOUT PROGRAMS AND SERVICES, YOU KNOW, REALLY EVERYWHERE THAT WE CAN THINK OF.

AND THEY THOUGHT OF KIND OF THE REGULAR PLACES WHERE WE, MANY PROGRAMS CURRENTLY HAVE INFORMATION, PLACES LIKE LIBRARIES AND SCHOOLS AND SERVICE PROGRAMS, BUT THEY ALSO TALKED ABOUT DOLLAR STORES, THEY TALKED ABOUT

GYMS, THEY TALKED ABOUT GAS STATIONS.

SO JUST REALLY HELPING US GENERATE A LIST OF PLACES WHERE THEY COULD HAVE ACCESS TO PROGRAMMATIC INFORMATION IF THEY CHOSE TO USE IT.

AND THEN I THINK SOMEONE WAS DESCRIBING THIS IN THE CHAT EARLIER, BUT REALLY WORKING HARDER TO FACILITATE THE CONNECTION BETWEEN SERVICES, YOU KNOW, WE SERVE SO MANY SURVIVORS THAT NEED MULTIPLE SERVICES AND SUPPORTS IN THE COMMUNITY, AND LIKE THE PERSON OBSERVED IN THE CHAT, THEY TEND TO BE REALLY DISCONNECTED.

SO WE NEED TO WORK BETTER TO MAKE SURE WE KNOW ONE ANOTHER AND WHAT ONE ANOTHER WORK ON IN ORDER -- WE NEED TO DO THAT HOMEWORK, WE NEED TO DO THAT SO THAT WE AREN'T PUTTING THAT BURDEN ON SURVIVORS TO NAVIGATE ALL OF THOSE SYSTEMS WHEN THEY'RE ALSO NAVIGATING THEIR EXPERIENCE OF TRAUMA.

>> I HAVE SOMETHING ABOUT THAT WHEN I THINK ABOUT SURVIVORS HAVING PREFERENCES FOR DIFFERENT AGENCIES.

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FOR EXAMPLE, ONE OF THE RURAL INDIANA COUNTIES THAT I HELP SORT OF RE-VAMP THE LEGAL ADVOCACY PROGRAM FOR, WHENEVER I DID AN INITIAL NEEDS ASSESSMENT I FOUND THAT THE PRIMARY PROVIDER FOR DOMESTIC VIOLENCE WAS -- HEAD

START DIRECTOR, YOU KNOW, AND EVEN THOUGH THERE HAD BEEN A DOMESTIC VIOLENCE, A COUPLE DOMESTIC VIOLENCE AGENCIES IN THAT COMMUNITY FOR A LONG TIME, THAT'S NOT WHERE PEOPLE WERE GOING.

THEY WANTED TO GO TO SOMEONE WHO LIVED IN THE COMMUNITY AND WHO THEY TRUSTED.

AND SO A LOT OF TIMES IT WAS EARLY CHILDHOOD DEVELOPMENT PROVIDERS.

I THINK THAT WAS A FINDING THAT I JUST REALLY APPRECIATED, NOT ONLY CONNECTING SERVICES BUT ALSO CONNECTING SKILLS AND RESOURCES IN SORT OF THAT -- OF AT THE END OF THE DAY WE MIGHT NOT ALWAYS BE THE FIELD THAT IS, THAT PEOPLE ARE GOING TO TURN TO, SO HOW CAN WE DISSEMINATE RESOURCES, MONEY, AND KNOWLEDGE TO OTHER AREAS OF WORK.

INCLUDING BASIC UNDERSTANDING AND COMPETENCY AROUND DOMESTIC VIOLENCE, WHY PEOPLE LEAVE, AND INFORMATION THAT REDUCES THAT JUDGMENT.

>> AWESOME.

THANKS.

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AND AGAIN, ADDRESSING JUDGMENT WITH OUR PARTNERS JUST HELPING OUR PARTNERS TO UNDERSTAND THE DYNAMIC OF

DOMESTIC VIOLENCE TO HONOR A RANGE OF SURVIVOR DECISIONS ABOUT THEIR EXPERIENCES, AND TO BE PREPARED TO SERVE THEM WITH COMPETENCE AND COMPASSION, REALLY, REALLY TO STAND FOR THAT AND TO ADVOCATE FOR THAT IN OUR RELATIONSHIPS.

SO THE NEXT POINT SURVIVORS MADE WAS, AGAIN, MAKE ACCESS EASY, MAKE IT RELEVANT, AND THAT MEANT ENSURING THAT PROGRAMS WERE INCLUSIVE.

THEY WANTED US TO MAKE SURE THAT SERVICE PROGRAMS WERE ACCESSIBLE AND WELCOMING FOR SURVIVORS OF ALL IDENTITIES, AND IT IS OUR RESPONSIBILITY TO IDENTIFY AND ADDRESS BARRIERS.

SO HERE'S A QUOTE SPECIFICALLY ABOUT PEOPLE WITH DISABILITIES AROUND RESTROOM ACCESS FOR TRANS SURVIVORS.

ONE SURVIVOR TOLD US THAT SHE WALKED BY A PROGRAM EVERY DAY FOR YEARS AND DIDN'T REALIZE WHO THEY WERE OR WHAT THEY DID BECAUSE THEY DIDN'T HAVE SIGNAGE IN SPANISH. SO SHE FELT LIKE SHE WAS LITERALLY WALKING BY HELP FOR YEARS AND WAS UNABLE TO ACCESS IT.

SO THINKING, I THINK REALLY OWNING OUR RESPONSIBILITY TO HEAR FROM SURVIVORS TO IDENTIFY BARRIERS TO ACCESSIBILITY AND RELEVANCE AND APPROPRIATE SUPPORT AND

TO GET AFTER ADDRESSING THOSE TO MAKE SURE THAT OUR PROGRAMS ARE ACCESSIBLE.

AND KATIE, I WONDER IF THAT A LITTLE BIT SPEAKS TO YOUR QUESTION AROUND CHARACTERISTICS THAT AGENCIES AND ADVOCATES NEED IN ORDER TO FEEL SAFE.

I THINK, YOU KNOW, REALLY EXPLORING OUR FEELINGS AND OUR BIASES, REALLY EXPLORING HOW WE SHOW UP WITH JUDGMENT AND HOW WE WILL MANAGE THAT, HOW WE AS INDIVIDUALS DO THAT, BUT THEN ALSO EXPLORING THOSE SAME QUESTIONS AT THE ORGANIZATIONAL LEVEL.

HOW ARE WE WELCOMING, WHAT ARE OUR BARRIERS, REALLY TRULY CREATING ACCESS.

AND THEN JUST REALLY ENGAGING WITH PEOPLE IN A COMPASSIONATE AND OPEN WAY.

I THINK WERE SOME KEY CHARACTERISTICS THAT I HEARD FROM SURVIVORS.

DO YOU HAVE THOUGHTS AROUND KATIE'S QUESTION RIGHT NOW, SAM?

>> WELL, JUST THAT ONE OF THE QUESTIONS, I THINK ALMOST ALL THE QUESTIONS WE WROTE WERE SO OPEN-ENDED AND DID NOT PRESUME USING SERVICES.

AND SO I THINK IN THAT WAY IN SOME WAYS IT MADE QUESTIONS HARD TO ANSWER FOR SOME PEOPLE, AND I THINK WE HAD TO REMIND PEOPLE THAT THEY DIDN'T NEED TO ANSWER

PURELY IN THE TERMS OF EXISTING SERVICE PROVISIONS, YOU KNOW, BUT A LOT OF THE QUESTIONS ASKED ABOUT, YOU KNOW, LIKE WHAT, AGAIN, WHO DID YOU WANT TO TALK TO, WHAT THRIVING WAS LIKE, WHAT (INDISCERNIBLE) SO PEOPLE WERE NOT HAVING TO ANSWER -- IN THE TERMS IN WHICH WE ALREADY IMAGINED IN.

COLLEEN, CAN YOU REMIND ME IF THE REPORT THAT IS BEING SHARED IN THE CHAT, IF IT HAS THE ORIGINAL QUESTIONS THAT WERE ASKED FOR PEOPLE THAT ARE INTERESTED?

>> IT DOES.

>> OKAY, GREAT.

>> ALSO A LINK THAT WAS SHARED IN THE CHAT WILL CONNECT YOU TO THE FULL REPORT, THE QUESTIONNAIRE INSTRUMENT THAT WE CREATED, AND ALSO TO THE INFOGRAPHICS THAT WERE USED.

SO SHE HAS A WHOLE MENU OF STUFF.

KATE YEAR, I HOPE THAT'S A START TO ANSWERING YOUR QUESTION, BUT PLEASE FEEL FREE TO TYPE MORE IN THE CHAT IF THERE ARE MORE THINGS THAT WE CAN TRY TO CLARIFY.

OKAY.

COMMUNITY AWARENESS, SUPER IMPORTANT CLEARLY ALL YEAR ROUND BUT ESPECIALLY IN THE CONTEXT OF DOMESTIC

VIOLENCE AWARENESS MONTH.

SO WITH OUR COMMUNITY AWARENESS, SURVIVORS WANTED US TO ABSOLUTELY JUST STIMULATE CONVERSATIONS AROUND DOMESTIC VIOLENCE.

THEY WANTED US TO NORMALIZE THOSE CONVERSATIONS, AGAIN, TO MAKE IT EASIER FOR THEM TO TALK ABOUT THEIR OWN EXPERIENCES, TO REACH OUT INITIALLY DURING EXPERIENCES OF VIOLENCE AND ALSO TO RECOVER FROM THEM.

IT FELT VERY IMPORTANT TO THEM FOR US TO DO TWO THINGS. THEY WANTED US TO TALK ABOUT DOMESTIC VIOLENCE AS MUCH AS WE COULD TO HELP PEOPLE HAVE COMPETENCE AROUND IT AS AN ISSUE, TO UNDERSTAND THE DYNAMICS, BUT ALSO TO HELP THEM GET HELP.

SO TO KNOW WHAT THE BASIC RESOURCES ARE.

THEY ALSO WANTED US TO ADDRESS JUDGMENT SUCH THAT THEY COULD REACH OUT FOR HELP AND NOT HAVE THAT EXPERIENCE OF JUDGMENT.

SO NORMALIZING AGAIN JUST VALIDATING AND NORMALIZING A RANGE OF DECISIONS AROUND ABUSE IN A RELATIONSHIP.

AND, YOU KNOW, AND THAT I THINK IS INCLUSIVE OF DECISIONS TO SEPARATE AND DECISIONS TO STAY IN THE

RELATIONSHIP.

HOW CAN WE PROVIDE SUPPORT AND HELP SURVIVORS TO INCREASE SAFETY ACCORDING TO THE DECISIONS THAT MAKE THE MOST SENSE FOR THEM.

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AND THEN ANOTHER POINT THAT WAS JUST REALLY BIG FOR US WAS THEY TOLD US THAT WE NEEDED TO USE TRAUMA INFORMED AWARENESS STRATEGIES.

THEY SAID THAT SOME OF THE IMAGES THAT ARE COMING AT THEM DURING DOMESTIC VIOLENCE AWARENESS MONTH ARE PAINFUL AND TRIGGERING, IMAGES OF VIOLENCE AND INJURY AND EVEN OF DEATH.

MORE TRIGGERING AND PAINFUL FOR THEM, AND FOR THOSE WHO HAD EXPERIENCES OF EXTREME PHYSICAL ABUSE, THOSE IMAGES AND FEELINGS WERE KNOWN TO THEM.

THEY DIDN'T NEED TO SEE THEM, THEY WERE KNOWN AND FOR PEOPLE WHO HAD MORE EXPERIENCES OF EMOTIONAL, FINANCIAL, PSYCHOLOGICAL, OR SEXUAL ABUSE, THEY MIGHT HAVE FELT LIKE THOSE IMAGES OF INJURY MADE THEM FEEL LIKE THEIR EXPERIENCES WEREN'T RELEVANT.

MADE THEM FEEL LIKE THEIR EXPERIENCES WERE MINIMIZED.

SO BEING REALLY INTENTIONAL ABOUT HOW WE VIEW AWARENESS, NORMALIZE CONVERSATIONS, WE SUPPORT A RANGE OF DECISIONS, BUT ALSO TO REALLY CENTER IN THE

POSSIBILITY OF HOPE, SAFETY, AND CHANGE.

THAT IS WHAT THEY WERE ADVISING US, BECAUSE IT WAS HARD FOR THEM TO NAVIGATE THEIR NEIGHBORHOODS AND THEIR LIVES DURING DOMESTIC VIOLENCE AWARENESS MONTH IF THEY WERE GOING TO BE CONFRONTED BY IMAGES THAT THEY WEREN'T REALLY UP FOR, YOU KNOW, THEY'RE NOT ABLE TO MANAGE

THEIR OWN EXPERIENCES AND FEELINGS OF TRAUMA WHEN THAT STUFF'S COMING AT THEM.

>> AND I WANT TO ADD I THINK THAT ALSO HAS IMPLICATIONS BEYOND DOMESTIC VIOLENCE AWARENESS MONTH.

I THINK THIS MIGHT BE A GOOD TIME TO TAKE AN INVENTORY OF YOUR GENERAL, OUR GENERAL BROCHURES, WEBSITES.

YOU KNOW, I STILL SEE GENERAL ADVERTISEMENTS FOR DV SERVICES THAT FEATURE A CRYING FEMININE PERSON, YOU KNOW, AS LIKE THE MAIN IMAGE.

AND I CAN UNDERSTAND SOME OF THE LOGIC OF TRYING TO LIKE FLAG PEOPLE, BUT I THINK THERE ARE OTHER -- I'VE SEEN OTHER SORT OF FIELDS TAKE A -- CHOICE WHEN IT COMES TO ADVERTISING AND AWARENESS OF CREATING IMAGES IN AWARENESS CAMPAIGNS PROJECTING THE FUTURE WE WANT, YOU KNOW, AND PROJECTING, AGAIN, LIKE WHAT DOES SAFETY LOOK LIKE, INSTEAD OF IMAGES, TRIGGERING OF IMAGES OF

VIOLENCE THAT ALSO HAVE IMPLICIT MESSAGES ABOUT RACE
AND GENDER AND FEELING, LOO WHAT IT FEELS LIKE TO BE IN
A RELATIONSHIP.

SO I THINK THOSE IMPLICATIONS ALL YEAR ROUND AND FORMS
OF ADVERTISEMENT.

(INDISCERNIBLE)

>> EXCELLENT.

THANK YOU, SAM.

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PROJECTING A FUTURE WE WANT.

I LOVE THAT.

I WANT TO SEE THAT IMAGE.

I WILL BUY THAT CAMPAIGN.

OKAY.

SO ACCOUNTABILITY PRIORITIES.

WE WERE, I WAS A LITTLE SURPRISED.

I SHOULDN'T HAVE BEEN, I THINK -- NATIONAL DATA AROUND
VICTIM EXPERIENCES OF VIOLENCE, BUT ONLY ABOUT A
QUARTER OF SURVIVORS WE HEARD FROM THOUGHT THE CRIMINAL
JUSTICE SYSTEM WAS HELPFUL OR APPROPRIATE FOR THEM AT
ALL.

ONLY ABOUT A QUARTER FELT LIKE IT WAS EQUIPPED TO HELP
THEM FEEL SAFER.

SO THEY WERE REALLY, REALLY EMPHASIZING IN A PRAGMATIC

WAY IT'S A SHORT-TERM ANSWER, IT'S NOT A SOLUTION BECAUSE IT ISN'T GETTING AT THE ROOTS OF THE PROBLEM. SO THEY WERE PRAGMATIC AROUND THIS ISSUE, IN THE SENSE OF THEIR OWN SAFETY, BUT THEY WERE ALSO I THINK VERY COMPASSIONATE IN THINKING ABOUT THE ROOTS OF THE PROBLEMS OF PEOPLE WHO WERE USING VIOLENCE AND ALSO CONCERN FOR THE PEOPLE WHO MIGHT EXPERIENCE HARM NEXT, IF THOSE PEOPLE AREN'T SUPPORTED AND HAVE AN OPPORTUNITY TO GENUINELY CHANGE. ANYTHING ABOUT THAT, SAM?

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>> JUST THAT, YOU KNOW, THIS FINDING IS SUPPORTED BY SUCH A WEALTH OF LITERATURE IN ADVOCACY, PRIMARILY FROM IN MY EXPERIENCE WERE FROM BLACK WOMEN AND ASIAN-PACIFIC ISLANDER WOMEN AND QUEER PEOPLE. ESPECIALLY WHEN WE LOOK AT THE NUMBER OF WOMEN WHO ARE IN JAIL AND PRISON THEMSELVES FOR SELF-DEFENSE OR FOR TRYING TO RESPOND TO VIOLENCE AT HOME IN THEIR LIVES AND ALSO WHEN WE THINK ABOUT THE GROUPS THAT WE INTERVIEWED WHO ARE IMMIGRANTS LIVING UNDER AN EXTREMELY HOSTILE ADMINISTRATION, THE NUMBER OF REASONS WHY PEOPLE DO NOT NOW AND NEVER WANTED TO ENGAGE WITH THE CRIMINAL LEGAL SYSTEM ARE JUST ENDLESS.

SO I APPRECIATED PEOPLE SHARING THIS POINT, AND I THINK THERE'S A LOT OF DIRECTIONS WE CAN GO AND I THINK COLLEEN'S GOING TO SPEAK IN A MINUTE HERE ABOUT THE DIRECTION THAT -- TAKING THIS TOPIC NOW.

>> YEAH.

SO THANK YOU FOR YOUR QUESTION, ALANA.

SO SOME OF THE RECOMMENDATIONS THAT THEY HAD -- THEY HAVE LOTS AND THEY HAD RECOMMENDATIONS BUT THEY ALSO FELT STUMPED IN WAYS THAT WE FEEL STUMPED.

SOME OF THEM FELT LIKE THERAPEUTIC SUPPORTS WERE PART OF AN ANSWER.

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IN FELT LIKE EDUCATIONAL PROGRAMS WERE PART OF AN ANSWER.

SOME FELT LIKE INTERVENTION FROM FRIENDS AND FAMILY WERE PART OF AN ANSWER.

THESE PEOPLE ARE CLOSE TO THE PERSON DOING THE HARM, HAVE THE RESPONSIBILITY TO CHECK THEM AND HOLD THEM ACCOUNTABLE AROUND THAT HARM.

SOME FELT LIABLE FAITH COMMUNITIES SHOULD BE PART OF THE ANSWER.

ONE WOMAN TOLD ME THAT HER CHURCH, IF THEY LEARNED OF EXPERIENCES OF ABUSE IN THE CONGREGATION, THEY WOULD GO

GET THE PERSON WHO WAS DOING HARM AND THEY WOULD HOLD THEM CLOSER INSTEAD OF FARTHER AWAY.

THEY WOULD SAY YOU HAVE BROKEN TRUST WITH OUR COMMUNITY, WE'RE GOING TO HOLD YOU CLOSER AND BUILD YOU BACK UP SO THAT YOU CAN BE PART OF OUR COMMUNITY.

SO THEY WOULD CREATE A SEPARATION BETWEEN THE PERSON WHO WAS HARMED AND THE PERSON THAT WAS DOING THE HARM, BUT THEY MAINTAINED CONTINUITY OF COMMUNITY AND ACCOUNTABILITY.

SO BRINGING PEOPLE CLOSER INSTEAD OF SEPARATING THEM AND PUSHING THEM FARTHER AWAY.

LIKE WE CAN JUST SOLVE THE PROBLEM BY EXILING PEOPLE, THEY JUST RECOGNIZED THAT THAT WAS A FALSE SOLUTION.

SO THOSE WERE SOME OF THE IDEAS THAT THEY HAD AND IN

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OTHER WAYS THEY WERE LIKE, OH, WE NEED SOMETHING BETTER, I DON'T KNOW WHAT IT IS.

SO I'M GOING TO PIVOT NOW BECAUSE WE'RE GETTING SHORT ON TIME TO TALKING ABOUT SOME OF THE LEADS THAT WE'RE FOLLOWING FROM THE -- AT THE STATE AND COMMUNITY LEVEL HERE IN INDIANA.

REALLY, REALLY MOVING FORWARD WITH THIS COMMITMENT, WE'VE ALREADY INVESTED TWO YEARS, MORE THAN TWO YEARS, REALLY, IN OUR TIME TOGETHER, TO LISTEN TO AND TO HEAR

AND TO FEEL, AND NOW WE ARE JUST COMMITTED TO OUR RESPONSIBILITY AND ACCOUNTABILITY TO THE PEOPLE WHO SHARED THEIR WISDOM WITH US TO DO THE STUFF, TO MAKE IT MATTER.

SO HERE ARE SOME OF THE THINGS THAT WE'RE WORKING ON. AT THE COALITION WE HAVE REALLY BUILT UP OUR HOUSING PROGRAM.

SO ROBUST INVOLVEMENT IN HOUSING SYSTEMS WORK AT THE STATE LEVEL THAT WE HADN'T DONE SO MUCH OF BEFORE, BUT WE ALSO CREATED A HOUSING PROGRAM AT THE COALITION. MANY OF YOU PROBABLY HAVE THOSE.

IT WAS NEW FOR US, AND ALSO ADMINISTERING FEDERAL DOMESTIC VIOLENCE BONUS FUNDS TO SUPPORT LOCAL COMMUNITIES AND REALLY PROMOTING RAPID REHOUSING. WE'RE ALSO EXPLORING LEGAL STRATEGIES AROUND EVICTION, EXPUNGEMENT TO ALLOW FOR THE POSSIBILITY OF -- HOUSING

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AFTER SOMEONE HAS LOST THEIR HOUSING.

FEELS LIKE A REALLY CRITICAL STRATEGY.

AND OUR PUBLIC POLICY WORK, REALLY THINKING ABOUT THE ECONOMIC OPPORTUNITY, ECONOMIC STABILITY PIECES.

SO WE ARE CHAMPIONING POLICIES THAT CAN REALLY SUPPORT THAT, SO STATE LEVEL THINGS LIKE PAID FAMILY LEAVE, MINIMUM WAGE INCREASE, PREGNANCY ACCOMMODATIONS, THINGS

THAT CAN SUPPORT FAMILIES IN MAINTAINING EMPLOYMENT,
BUT ALSO OPPOSING PREDATORY LENDING.

SO JUST A BROAD RANGE OF THINGS.

ALSO ADVOCATING FOR INCREASES TO THE SOCIAL SAFETY NET,
THINGS LIKE INDEXING TANF, DO, DO, DO, DO.

WE'RE ALSO WORKING ON OPPOSING ENHANCED SENTENCES
AROUND DOMESTIC VIOLENCE AND PARTICULARLY WITH OUR KIDS
THINKING AND ATTENDING TO THE SCHOOL TO PRISON PIPELINE
ISSUES.

AROUND OUR PUBLIC AWARENESS WORK WE'RE REALLY TRYING TO
ELABORATE COMMUNITIES' UNDERSTANDING OF THE PROBLEM OF
DOMESTIC VIOLENCE AND REMEDIES.

SO REALLY MESSAGING THE COMPLEXITY AROUND SAFETY MEANS
THE ABSENCE OF VIOLENCE IN THE CONTEXT, VIOLENCE AND
ABUSE IN THE CONTEXT OF RELATIONSHIPS, BUT IT ALSO
REQUIRES THE PRESENCE OF BASIC NEEDS, SO THINGS LIKE
HOUSING AND ECONOMIC STABILITY, FOOD SECURITY, ALL OF
THOSE THINGS IS HOW WE'RE TALKING ABOUT SAFETY FOR

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SURVIVORS.

SO REALLY JUST SHINING LIGHT INTO THE COMPLEXITY OF
THOSE NEEDS TO HELP PEOPLE UNDERSTAND BETTER.

AND LIKE WE DISCUSSED EARLIER, PROMOTING AWARENESS
STRATEGIES THAT ARE MORE POSITIVE.

DESCRIBING THE WORLD WE WANT TO CREATE.

THINKING ABOUT OUR SERVICE DELIVERY MODELS AND HOW THEY CAN BE BETTER CENTERED IN SURVIVOR DEFINED NEEDS, AND MINIMALLY INVASIVE.

SO WE'VE GOT COHORTS OF MEMBER PROGRAMS THAT ARE WORKING TO EXPLORE REGIONAL SERVICE MODELS.

SO REDUCING OUR INVESTMENT IN SHELTERS AND INCREASING OUR INVESTMENT IN STRATEGIES LIKE RAPID REHOUSING -- FUNDING, MOBILE ADVOCACY.

SO BUILDING UP THOSE REAL CLIENT-CENTERED SUPPORT SERVICES THAT CAN HAPPEN IN THE COMMUNITY, SO SURVIVORS CAN BUILD AND DEFINE THEIR OWN SENSE OF SAFETY WITHIN THE COMMUNITY RATHER THAN BEING BURDENED TO COME WITHIN OUR WALLS AND NAVIGATE ALL THE CHALLENGES OF SHELTER LIVING.

AND ALSO A COHORT OF PROGRAMS IS WORKING TO EXPLORE THIS SPACE AROUND ACCOUNTABILITY ALTERNATIVES.

THEY'RE REALLY THINKING ABOUT HOW WE CAN PROVIDE A RANGE OF SAFETY OPTIONS FOR SURVIVORS SO THAT THEY CAN CHOOSE THE STRATEGY THAT BEST FITS THEIR EXPERIENCE AND

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THEIR SENSE OF SAFETY AND NEEDS.

SO WE'RE ASKING QUESTIONS AROUND HOW WE CAN CONTINUE TO IMPROVE THE CRIMINAL JUSTICE SYSTEM FOR THOSE SURVIVORS

WHO CHOOSE TO WORK WITH THAT SYSTEM, HOW WE MIGHT BE ABLE TO ADVOCATE FOR A REDIRECTION IN SOME CRIMINAL JUSTICE FUNDS TO MOVE THOSE FUNDS INSTEAD TO SUPPORTIVE SERVICES.

THINKING ABOUT OPPORTUNITIES TO INVEST IN RESTORATIVE JUSTICE, ALTERNATIVE PROGRAMS THAT ARE TYPICALLY SORT OF ALIGNED WITHIN THE CRIMINAL JUSTICE MODEL, BUT ALSO HOW TO IDENTIFY AND INVEST IN AND SUPPORT COMMUNITY BASED TRANSFORMATIVE JUSTICE PROGRAMS THAT ARE OPERATING COMPLETELY INDEPENDENTLY AND SEPARATELY FROM THE CRIMINAL JUSTICE SYSTEM.

ANYTHING YOU WANT TO ADD AROUND ANY OF THOSE, SAM?

ANY THOUGHTS?

>> NO, I THINK IF FOLKS HAVE QUESTIONS WE CAN COME BACK TO IT.

>> GREAT.

SO, YEAH, I THINK THAT IS OUR SUPER SPEEDY OVERVIEW OF OUR EXPERIENCE, AND WE ARE EXCITED TO ANSWER ANY QUESTIONS THAT YOU HAVE ABOUT ANY POINTS ALONG THE WAY. ANY REFLECTIONS ABOUT THE PROCESS OVERALL, SAM, THAT

YOU'D LIKE TO SHARE?

ANY MAIN TAKEAWAYS?

>> JUST THAT I, YOU KNOW, I WOULD LOVE TO SEE A SIMILAR -- AND I KNOW IT IS HAPPENING OTHER PLACES, BUT I THINK THIS EFFORT OF REALIZING, YOU KNOW, THAT A LOT OF STATES, A LOT OF ORGANIZATIONS, COALITIONS HAVE BEEN DOING, WELL, THEY'VE BEEN DOING FOR DECADES NOW BASED ON NEEDS THAT WERE IDENTIFIED BY A PARTICULAR GROUP AT A PARTICULAR TIME, AND I THINK THAT IT'S PAST TIME TO REEVALUATE.

I ALSO THINK THAT ONE ANOTHER ANTIVIOLENCE MOVEMENT BECOMES TRANSFORMED INTO A SERIES OF GOVERNMENT FUNDED INITIATIVES, IT CAN BE HARD TO SORT OF STAY MISSION DRIVEN, AND TO KNOW WHAT YOUR OWN MISSION IS, ESPECIALLY WHENEVER IT TAKES A LOT OF GOVERNMENT FUNDING TO SURVIVE.

SO I THINK IT WAS A BEAUTIFUL CHALLENGE TO SORT OF SET THAT ASIDE AND TURN BACK TO SURVIVORS AT THIS TIME AND I'M EXCITED FOR OTHER STATES AND OTHER AREAS TO DO SIMILAR PARTICIPATORY BASED PROJECTS.

>> MM-HMM.

I THINK IF I HAD IT TO DO AGAIN, I MAY BE, IT WAS, IT WAS BIG.

AND IT WAS AWESOME.

AND I APPRECIATED THE PROCESS, I LOVE THE SURVIVORS, I WAS ABLE TO DO TEN INTERVIEWS MYSELF.

I KNOW YOU DID MORE THAN THAT, SAM.

I THINK ONE THING FOR ME IF I HAD IT TO DO OVER WOULD BE THINKING ABOUT WHO WE INVITED INTO THE PROCESS BY THE WORDS THAT WE USE.

BECAUSE WHEN WE WERE PROMOTING THE OPPORTUNITY TO PARTICIPATE IN INTERVIEWS, WE DESCRIBED THE PEOPLE WE WANT TODAY HEAR FROM AS DOMESTIC VIOLENCE SURVIVORS BECAUSE THOSE FELT LIKE THE OBVIOUS RIGHT WORDS, RIGHT? LIKE THOSE ARE THE WORDS THAT WE USE, BUT I'M AFRAID THAT IN USING THAT LANGUAGE WE PROBABLY EXCLUDED PEOPLE WHO ARE EXPERIENCING RELATIONSHIP CONTROL OR ABUSE, AND DECIDE TO STAY IN THE RELATIONSHIP.

WE HEARD FROM PEOPLE WHO DECIDED TO LEAVE THE RELATIONSHIP, RIGHT?

MAYBE WE HEARD FROM SOME PEOPLE WHO WERE ALSO DECIDING TO STAY, BUT THAT WAS ON THE LIST OF THING THAT'S THEY FELT THEY NEED TODAY HIDE FROM US BECAUSE I DIDN'T, I DON'T REMEMBER IN ANY OF THE TRANSCRIPTS HEARING FROM PEOPLE WHO SAID IT MAKES SENSE FOR ME TO SAY.

SO THAT WOULD BE A REALLY INTERESTING NEXT POINT OF INQUIRY FOR ME OR FOR ANY OF YOU ON THE CALL TO

CONSIDER HOW DO WE IDENTIFY AND RESPOND TO THE NEEDS OF

THOSE WHO ARE CHOOSING TO REMAIN IN THE RELATIONSHIP.

HOW DO WE SUPPORT INCREASES IN SAFETY FOR THOSE PEOPLE.

FEELS REALLY URGENT TO ME.

ANY OTHER REMAINING QUESTIONS THAT WE HAVE NOT

RESPONDED TO?

>> ONE OTHER REFLECTION I MAY ADD ABOUT DOING

DIFFERENTLY IS THAT WHEN YOU DO HAVE PROJECTS THAT CAN

-- ACROSS THE STATE FROM MEMBER AGENCIES I THINK ONE

LIMITATION, I MEAN, THERE'S PROS AND CONS, BUT WHEN YOU

PRIORITIZE PROGRAM DIRECTORS OR ADMINISTRATORS, YOU

KNOW THAT IN ANY NON-PROFIT SYSTEM THE HIGHER UP YOU

GO, THE MORE LIKELY PEOPLE ARE TO BE OF A MORE

HOMOGENOUS GROUP, RIGHT?

SO THE WHITE, CISGENDER, STRAIGHT ENGLISH MAKING

PRIMARILY -- ET CETERA, I THINK WHEN WE ORGANIZE THAT

WAY FOR PROCESS DESIGNING AND RESEARCH DESIGNING OR IF

YOU'RE FROM A MORE HOMOGENOUS GROUP OF PEOPLE, SO I

THINK ONE OF THE THINGS I WOULD HAVE DONE DIFFERENTLY

IS RETHINK WHO IS REPRESENTING MEMBER AGENCIES FROM

ACROSS THE STATE TO GET A MORE DIVERSE GROUP OF PEOPLE.

YEP.

I DON'T KNOW IF THAT MAKES SENSE, COLLEEN.

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>> YEAH.

HI, IVONNE.

WE'RE OUT OF TIME.

>> HI.

I HAD SO MANY QUESTIONS, I WAS WRITING THE QUESTIONS
AND YOUR PRESENTATION WAS GREAT, SO YOU ANSWERED A LOT
OF MY QUESTIONS.

AND I HAVE ONE REMAINING AND I DON'T KNOW IF YOU
MENTIONED IT, BUT I WANTED TO KNOW IF THERE WERE ANY
MALE IDENTIFIED SURVIVORS INTERVIEWS?

>> YES.

I BELIEVE FIVE.

>> OH, WONDERFUL.

WONDERFUL.

>> YEAH.

>> GREAT.

OH, MY GOD, I WISH WE HAD MORE TIME.

DOING GREAT.

LET'S MAKE SURE THAT WE'RE NOT MISSING ANY QUESTIONS.

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>> YEAH, IF ANYONE HAS -- IF YOU WANT FOLLOW-UP

CONVERSATION ABOUT ANY OF THIS OR TO ACCESS THE REPORT,
THERE'S A LINK TO THE REPORT AND MATERIALS, AND THERE'S
MY CONTACT INFORMATION, I'M HAPPY TO TALK FURTHER IF
ANYONE WANTS TO DIG INTO ANY OF THESE AREAS OR IF YOU
HAVE ADVICE FOR US.

>> I WOULD LOVE, LOVE TO LEARN MORE ABOUT THE MENTORING
PROGRAM AND HOW IS THAT GOING, BUT, YOU KNOW, WE'LL
TALK.

WE WILL TALK.

THANK YOU SO MUCH, COLLEEN AND SAM, AND THANK YOU TO
ALL OF OUR PARTICIPANTS FOR JOINING US TODAY.

JUST WANTED TO REMIND YOU THAT THIS WEBINAR IS BEING
RECORDED AND YOU'RE GOING TO BE HAVING ACCESS NOT JUST
TO THE RECORDING, BUT TO THE PRESENTATION AND ANY OTHER
MATERIALS THAT SAM AND COLLEEN SHARED.

AGAIN, THANK YOU FOR SUPPORTING OUR TRAINING INSTITUTE.
WE ARE JUST, YOU KNOW, SO, SO LUCKY TO HAVE YOU GUYS

TODAY WITH US.

AND FOR YOU GUYS, OUR FRIENDS WHO JOIN US EVERY SINGLE TIME WE HAVE A WEBINAR, IT'S WONDERFUL.

PLEASE REMEMBER TO FOLLOW UP ON SOCIAL MEDIA.

WE ARE VERY, VERY ACTIVE ON SOCIAL MEDIA.

THAT WAY YOU'LL LEARN ABOUT ANY OTHER TRAINING EVENTS THAT WE'RE HOSTING.

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SO AGAIN, ANOTHER THANK YOU.

THANK YOU, THANK YOU, COLLEEN AND SAM, AND WE'LL KEEP ON TALKING, WE'LL CONTINUE OUR CONVERSATION LATER ON.

TAKE CARE, EVERYBODY.

>> THANK YOU.

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