

Part 2: February 29, 2024

Presented by

Dr. Carolyn West & Doris O'Neal

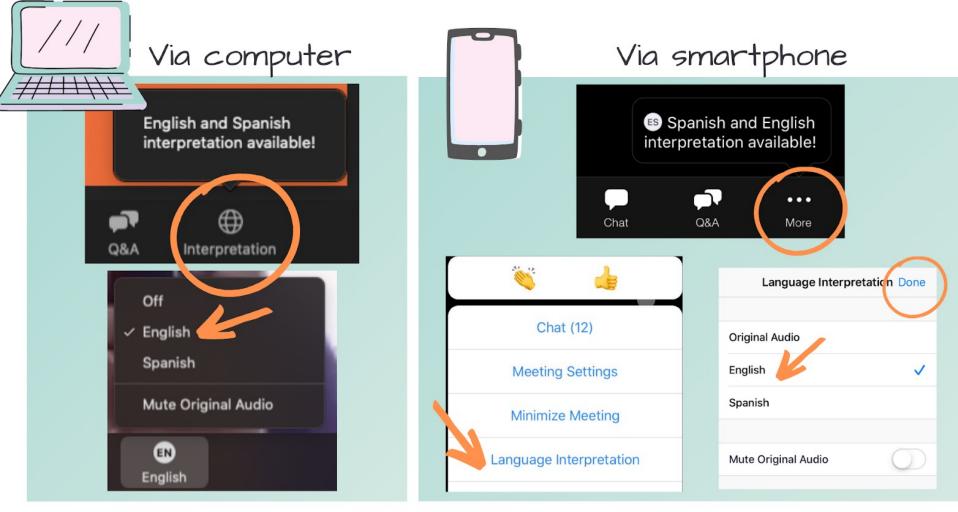


#### PARA ACCEDER A LA INTERPRETACIÓN





#### TO ACCESS INTERPRETATION



# Webinar Housekeeping



This presentation is being recorded.

Esta presentación será grabada.



Live transcriptions/closed captions are available.

Ofrecemos transcripción en vivo/subtítulos.



Enter questions for the presenters in the Q & A.

Ingrese preguntas para los presentadores en el Q & A.



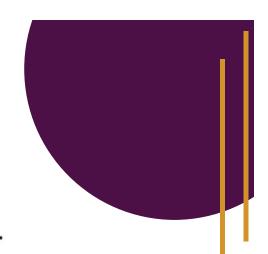
Everyone's mics are muted, and cameras are turned off.

Los micrófonos de todes están silenciados y las cámaras están apagadas.



Please reach out to our staff if you are experiencing ongoing technical issues.

Comuníquese con nuestro personal si tiene problemas técnicos.



MISSION: TO STRENGTHEN AND TRANSFORM EFFORTS TO END DOMESTIC VIOLENCE.

The National Resource Center on Domestic Violence (www.nrcdv.org) provides a wide range of free, comprehensive, and individualized technical assistance, training, and specialized resource materials.







# NRCDV's Theory of Change

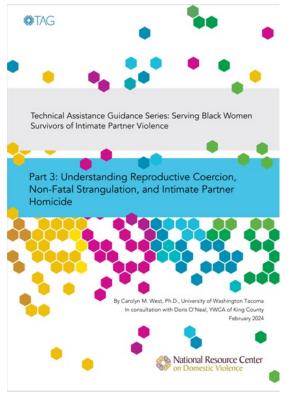
If we center the lived experiences of survivors of color in order to end systemic racism, we will attain safe and thriving communities.

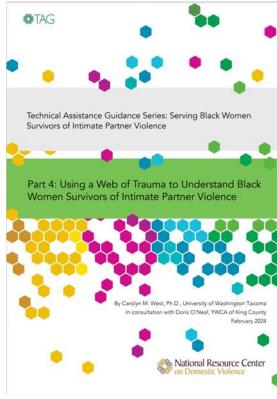




### 4-Part Technical Assistance Guidance Series

February 29, 2024





Part 3: Understanding Reproductive Coercion, Non-Fatal Strangulation, and Intimate Partner Homicide 'An unspoken epidemic': Homicide rate increase for Black women rivals that of Black men

There were 1,821 Black women and girls killed in 2020. That's five women and girls a day.





"I do not even know all their names. My sisters deaths are not noteworthy not threatening enough to decorate the evening news..."

Someone had to speak...to the repeated fact of the blood of Black women flowing through the streets of our communities

<u>– Audre Lorde</u> (1990, p. 3).

# Types of Intimate Partner Violence

Black women experience more of the following:

- Non-fatal strangulation
- Reproductive Coercion
- Domestic Homicide

# Supreme Court of the United States





#### REPRODUCTIVE COERCION

(v.) a set of behaviors that interfere with the decision making surrounding reproductive health

# 1. PREGNANCY COERCION

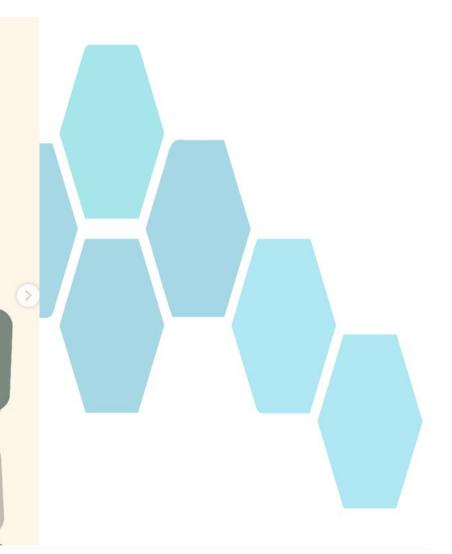
Threats or acts of violence by perpetrator to a pregnant person around decision making to terminate or continue a pregnancy.

#### 2. PREGNANCY PRESSURE

Threats and acts of violence toward a person if they do not agree to become pregnant.

# 3. SABOTAGE OF CONTRACEPTIVE METHOD

Tampering of birth control pills, poking a hole in the condom, or general refusal to use a condom.



## Pregnancy Pressure

"He'd sit there and he would say stuff like, 'when are you going to have my kid' and 'you're useless if you can't have my kid'... It kind of made me feel like there was something wrong with me..." (Paterno, Moret, Paskausky, & Campbell, 2021, p. NP2261).

# Birth Control Sabotage

Black survivors described contraceptive sabotage this way:

"I had condoms, he threw them away. I have contractive stuff, the foam stuff, he threw it away... And I had a whole bag of stuff, the day after pills, he threw the whole bag away. I was like, 'how did I get pregnant when I put a rubber on you every time?' He was like, 'Oh, I pulled it off three times'" (Nikolajski et al., 2015).

# Controlling Pregnancy Outcomes

"He wouldn't let me have an abortion if he was out... He wouldn't even let me come here [for the study interview]. If I was going to [neighborhood where interview being held], he'd think I was going to [the women's hospital] and he was comin' with me" (Nikolajski et al., 2015, p. 220).

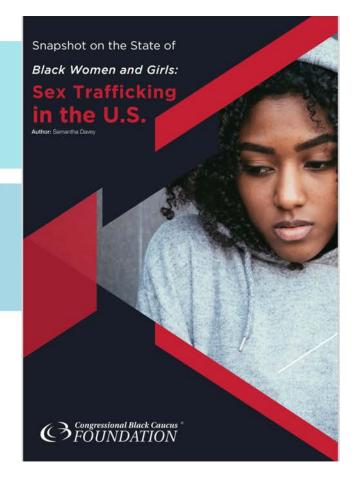
## Get Educated

love WITH accountability

HOME ABOUT BOOK MEDIA RESOURCES #FROMNO2LOVE DONATE CONTACT

# ACCOUNTABILITY IS A RADICAL FORM OF LOVE

Welcome to #LoveWITHAccountability® where we center diasporic Black survivors, and focus on radical healing and accountability. It is possible to disrupt and end the inhumane scourge of childhood sexual abuse and adult rape, humanely. Survivor-centered healing and accountability without relying on policing and prisons is love and radical justice.



## Get Educated





Home | About | Know The Facts | Cet Involved | Events | Resources | >> THE LATEST <<

#### We are in a new defining moment to reshape the narrative around sexual violence and its impact on Black survivors.

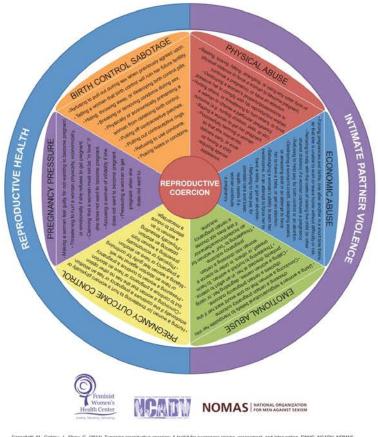
Black survivors have been a key part of defining moments to call out sexual violence. Yet, as movements to address sexual violence have emerged, Black survivors' experiences and stories have gone underexamined—and worse, Black survivors have been silenced or received backlash when they speak out.

We, As Ourselves is a call-to-action to center the voices and experiences of Black survivors and to create the cultural conditions for Black survivors to be heard and supported.

LEARN MORE



# REPRODUCTIVE COERCION Reproductive health and intimate partner violence (IPV) wheel



Exposing Reproductive Coercion: A Toolkit for Awareness-Raising, Assessment, and Intervention 34

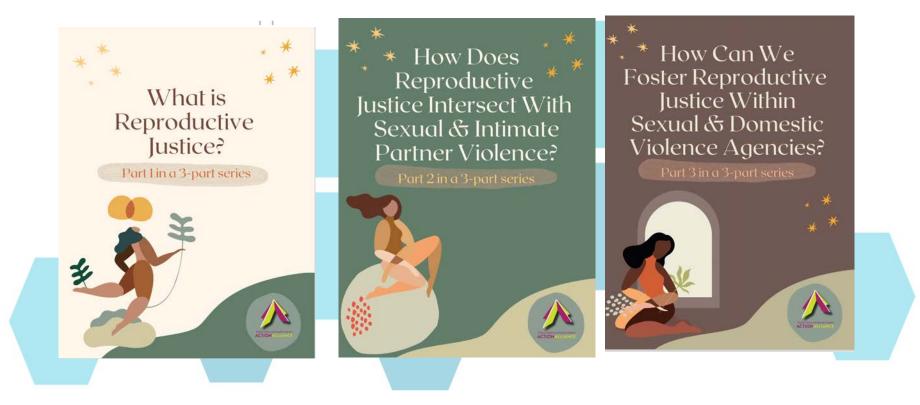


#### Reproductive and Sexual Coercion

A Toolkit for Sexual & Domestic Violence Advocates Third Edition (2020)

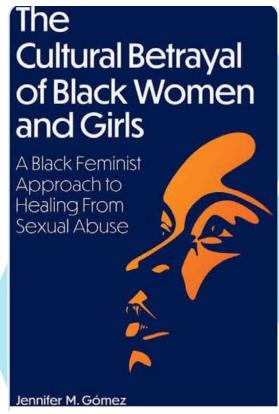


## Survivor-Centered



**Virginia Sexual & Domestic Violence Alliance** 

# Culturally Responsive





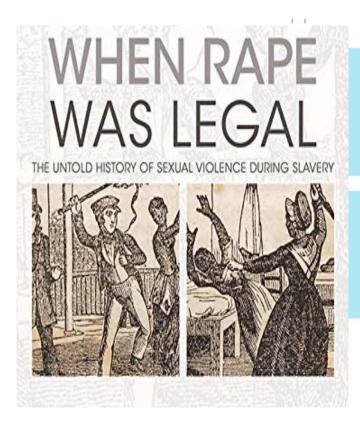


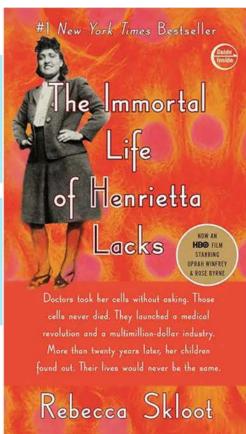
## Trauma Informed Care

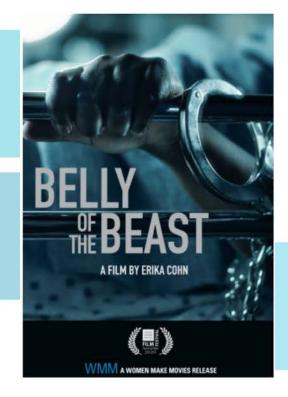
She Wasn't Able to Get an Abortion. Now She's a Mom. Soon She'll Start 7th Grade.



## Trauma-Informed Care

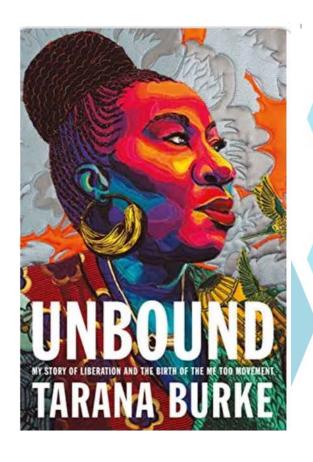


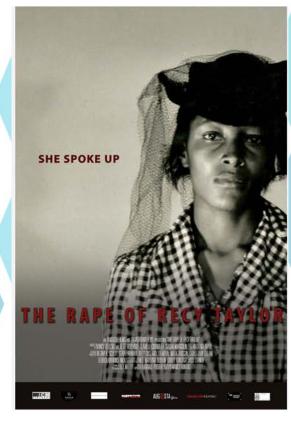


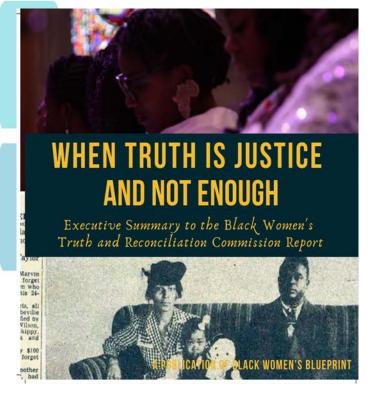


Filmed over seven years with extraordinary access and intimate accounts from currently and formerly incarcerated people, this Emmy-winning documentary exposes a pattern of illegal sterilizations, modern-day eugenics and reproductive injustice in California prisons.

# Strengths-Based Approach







## Non-Fatal Strangulation

Strangulation often occurs within the context of severe intimate partner violence. Alexis a 24-year-old African American mother of a 2-year-old daughter with her abuser, Calvin, described her abuse:

"I wanted to say he probably choked me more than 20 times before, even while being pregnant... he gave me black eyes, dragged me by my hair, got spit on, stomped on... And I'm actually kind of surprised that I didn't lose my daughter because there was times where I got pushed in my stomach" (Harper, 2022, p. NPI3742).



#### Get Educated



Partner-Inflicted Brain Injury: Promising Practices for Domestic Violence Programs



An Overview of Brain Injury Caused by Violence

The Center on Partner-Inflicted Brain Injury
By Luke Montgomery, DO and Rachel Ramirez, LISW-S

Traumatic Brain Injury (TBI) and Intimate Partner Violence: Implications of the Co-occurrence of PTSD & TBI

This Webinar was presented and recorded on June 11, 2019.

In this Webinar, Dr. Akosoa McFadgion will explore the relationship between TBI and PTSD in the context of IPV and the unique experiences of black women and considerations for service providers.

**Webinar Recording** 

#### Get Educated

"My ex-husband can hold me and I won't even bruise at all. I don't know because I'm darker skin or what but I hurt to a point where you're gonna like just give in" (Deutsch, Resch, Barber, Zuckerman, Stone, & Cerulli, 2017, p. 769).

#### C.A.R.E. Tools

- **C**onnect with self, survivors, and other systems;
- <u>A</u>cknowledge that head trauma and mental health struggles are common among survivors and that advocates need ongoing education;
- Respond using accommodations within victim services and referrals to other providers; and
- **E**valuate accommodations and referrals regularly (Kemble, Sucalidito, Kulow, Ramirez, Hinton, Glasser et al., 2022).

### 3. INTIMATE PARTNER HOMICIDE

Femicides are homicides that involve female victims independent of the victim-offender relationships. A large proportion of femicides are intimate partner homicides (IPH) because the victim is killed by an intimate partner. Pregnancy-associated femicide, which is the homicide of women during pregnancy or within one year of pregnancy, refers to the timing of death and does not imply that the homicide was necessarily caused by pregnancy or postpartum status (Kivisto, Mills, & Elwood, 2022).

#### Domestic Homicide

BLACK VOICE

#### The Quiet Crisis Killing Black Women

years of abuse. Could her death have been prevented?

By Melissa Jeltsen 2/07/2010 05:45 am ET I Updated Doc 17, 201



- Most often by intimate partner
- Handgun
- During an argument

### When Men Murder Women:

A Review of 25 Years of Female Homicide Victimization in the United States



OCTOBER 2023

#### DANGER ASSESSMENT

Jacquelyn C. Campbell, Ph.D., R.N. Copyright, 2003; update 2019; www.dangerassessment.com

Several risk factors have been associated with increased risk of homicides (murders) of women and men in violent relationships. We cannot predict what will happen in your case, but we would like you to be aware of the danger of homicide in situations of abuse and for you to see how many of the risk factors apply to your situation.

Using the calendar, please mark the approximate dates during the past year when you were abused by your partner or ex-partner. Write on that date how bad the incident was according to the following scale:

- 1. Slapping, pushing; no injuries and/or lasting pain
- 2. Punching, kicking; bruises, cuts, and/or continuing pain
- 3. "Beating up"; severe contusions, burns, broken bones
- 4. Threat to use weapon; head injury, internal injury, permanent injury, miscarriage or choking\* (use a © in the date to indicate choking/strangulation/cut off your breathing- example 4©)
- 5. Use of weapon; wounds from weapon

artne		Yes or No for each of the following. ("He" refers to your husband, partner, ex-husband, ex- whoever is currently physically hurting you.)
-	1.	Has the physical violence increased in severity or frequency over the past year?
	2.	Does he own a gun?
	3.	Have you left him after living together during the past year?
		3a. (If you have never lived with him, check here:)
	4.	Is he unemployed?
	5.	Has he ever used a weapon against you or threatened you with a lethal weapon? (If yes, was the weapon a gun? check here:)
		Does he threaten to kill you?
		Has he avoided being arrested for domestic violence?
		Do you have a child that is not his?
		Has he ever forced you to have sex when you did not wish to do so?
	10.	Does he ever try to choke/strangle you or cut off your breathing?
		10a. (If yes, has he done it more than once, or did it make you pass out or black out or make you dizzy? check here:)
-	. 11.	Does he use illegal drugs? By drugs, I mean "uppers" or amphetamines, "meth", speed, angel dust, cocaine, "crack", street drugs or mixtures.
		Is he an alcoholic or problem drinker?
	13.	Does he control most or all of your daily activities? For instance, does he tell you who you can be friends with, when you can see your family, how much money you can use, or when you can take the car? (If he tries, but you do not let him, check here: )
	14.	is he violently and constantly jealous of you? (For instance, does he say: "If I can't have you no one can.")
	15.	Have you ever been beaten by him while you were pregnant? (If you have never been pregnant by him, check here:)
	16.	Has he ever threatened or tried to commit suicide?
	17.	Does he threaten to harm your children?
	18.	Do you believe he is capable of killing you?
	19.	Does he follow or spy on you, leave threatening notes or messages, destroy your property, or call you when you don't want him to?
	20	Have you ever threatened or tried to commit suicide?

Thank you. Please talk to your nurse, advocate, or counselor about what the Danger Assessment means in your situation.

DANGER **ASSESSMENT** 



CONTACT FAQS Search

The Danger Assessment

**Training Options** 

In the Field





#### **Training Options**

**Live Training Session** 

**Online Training** 

Post Test & Certification

**Group Discounts** 

**Group Prepay** 

#### Online Training (\$125 USD)

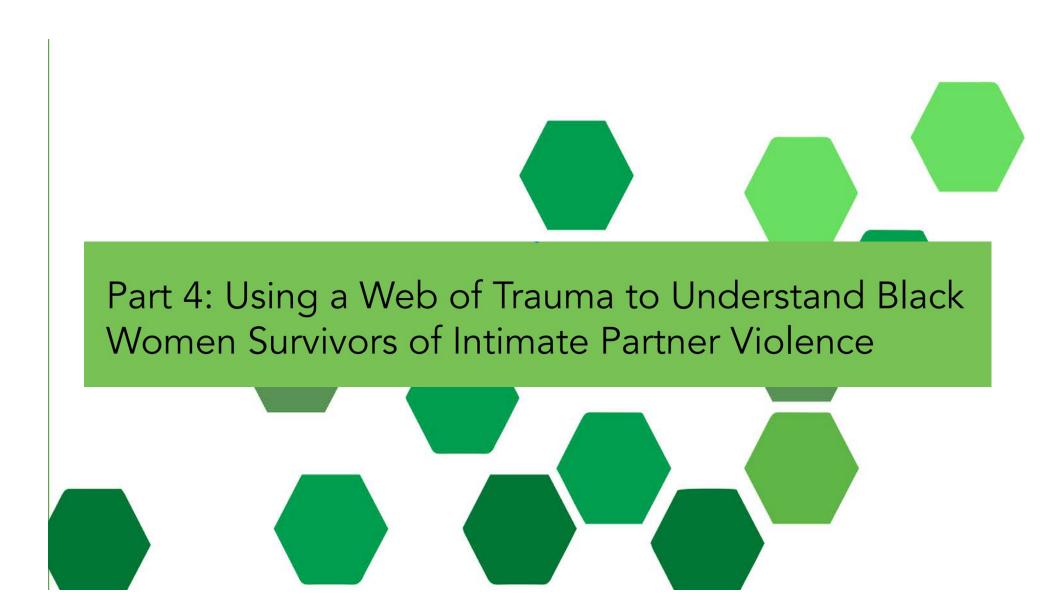
If you are unable to attend a live training, the training is also available online.

After purchasing this option, you can log on to the training, which includes the exact Power Point slides that Dr. Campbell uses in her live presentation, along with her audio guide.

After the session, you will have the opportunity to take the post certification quiz, become certified in administering the tool and scoring, and print out a copy of the certification.

Please note that the certificate signature line is for the "Certified Assessor" to sign, i.e., once you have been certified, you now become the certified assessor that should sign the certificate. This is important in that an image of the certificate appears on the scoring system worksheet that should be printed and maintained on file each time you assess a woman's level of danger. The signaure line validates that the assessment was completed by the person named and that the person named has been trained in use of the DA and the DA scoring system.





#### Root Causes of Violence Against Black Women and Girls

244 years of **slavery** \* legally sanctioned sexual **violence**, forced childbirth & family separation \* 100 years of **Jim Crow** 

law pervasive media and cultural stereotypes of Black women as lazy, dangerous, and hyper-sexual

\* lower wages and workplace discrimination \* denied equal

**housing** opportunities highest rates of **eviction** 

\* biased **medical** treatment

\* higher rates of mother and infant mortality \* adultification of Black girls \* students pushed out of school \* **criminalization** 

> \* discrimination physical abuse from **police** viewing victims of violence as **aggressors** racial disparities in **criminal charges**

of Black women \*

erasure of missing and murdered Black women and girls

Chart 1. Black women's intimate partner violence in the context of a Web of Trauma



Copyright Dr. Carolyn West LLC

This chart is not meant to provide a complete picture of the many forms of violence that Black survivors experience in their lives. Advocates should keep in mind that all these forms of violence can vary based on the intersecting identities of Black survivors (see TAG 2). Although each form of violence will be discussed separately, advocates should recognize that each type of violence is interconnected and often share root causes, such as poverty or perpetrators using power and control over their marginalized and vulnerable victims. Also, survivors who experience one type of violence are at risk for experiencing multiple forms of victimization.

#### 1. HISTORICAL TRAUMA

Historical trauma refers to the ongoing and cumulative emotional, psychological, and spiritual wounding, over the lifespan and across generations, suffered by a group of people because of historical events that were destructive to their physical, mental, emotional, and spiritual life. This trauma is individual and collective, because it impacts members of the larger racial group, and is intergenerational, because it harms individuals, families, and communities over time (Davis & Block, 2020).

**Explore the intergenerational nature of historical trauma**. Advocates can openly explore the links between historical trauma, slavery, and the contemporary physical and sexual violence experienced by Black survivors. A Black rape survivor and participant in a culturally specific support group explained:

"I think it helped me connect the dots because for me I never really realized that how Black women are treated today connects to what happened in slavery... what I really like about this group is we go deeper by connecting in a way our ancestors and family history and learning how to untie the ties from there so we can deepen our own healing in our own lives by untying the knots from past trauma from our ancestors" (Ayeni, 2022, p. 1004).

### Historical Trauma





### Historical Trauma

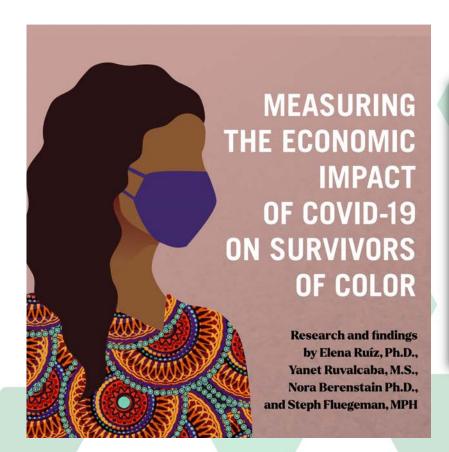


YouTube
Purpose of the Power an...

Historical trauma has emerged as a critical area of study in understanding and addressing long-term health problems in communities.

#### 2. STRUCTURAL VIOLENCE

Referred to as America's "original sin," slavery continues to define the contemporary experiences of Black Americans by setting the stage for current social structural equalities such as racism, sexism, and class-based discrimination. All these forms of oppression converge to create *structural violence*, which "is one way of describing social arrangements that put individuals and populations in harms way. The arrangements are *structural* because they are embedded in the political and economic organization of our social world; they are *violent* because they cause injury to people (typically, not those responsible for perpetrating such inequalities)" (Farmer et al., 2006, p. 1686).



Financial insecurity is greatest among Black and Brown women survivors

AVERAGE AMOUNT OF FINANCIAL RESOURCES AMONG SURVIVORS

\$5,507 average (max \$80K)

\$ 1

\$1,612 average (max \$20K)

> ack + Brown women

\$9,288 average (max \$400K)

White

White women had 5.76x the average amount of financial resources that Black and Brown women had

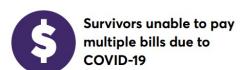
Women of color who are not Black or Brown had 3.42x the average amount of financial resources that Black and Brown women had.\*

\*Please see our demographics on page 16 for a breakdown of survey respondents by race/ethnicity.

### Structural Violence

6

Black and Brown women survivors are at the greatest risk of being unable to pay multiple bills due to the financial impacts of COVID-19





Women of Color (not Black/Brown)

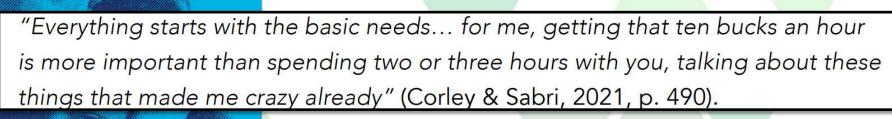
Black + Brown women

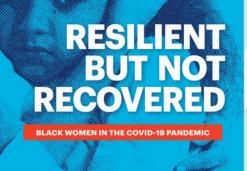
The proportion of Black and Brown women survivors who were unable to pay multiple bills due to COVID-19 was **more than twice** 

that of survivors who were white women or non-Black or Brown women of color. **Conduct culturally responsive screening for structural violence**. Regardless of the survivor's outward appearance or economic status, advocates can screen all clients for structural vulnerabilities in the form of financial insecurity by asking questions such as:

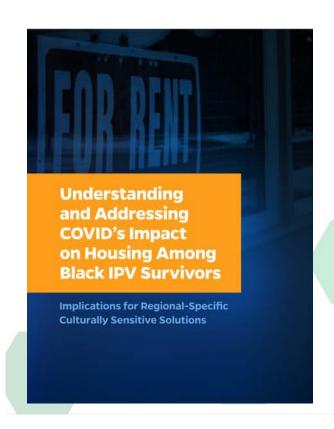
- Do you have enough money to live comfortably—pay rent, get food, pay utilities/ telephone?
- How do you make money?
- Do you have a hard time doing this work?
- Do you run out of money at the end of the month/week?
- Do you depend on anyone else for income? (Bourgois, Holmes, Sue, & Quesada, 2017).

### Structural Violence





# Structural Violence & Systems Advocacy



Understanding the Cycle of Housing Insecurity for Marginalized Survivors of Domestic and Sexual Violence

Shanti Kulkarni, PhD, University of North Carolina Charlotte & Evelyn Hill, Certified Peer Support Specialist October, 2020

SAFE HOUSING PARTNERSHIPS

SAFE HOUSING SAFE HOUSING OCTOBERS OF DOMESTIC VIOlence Safehousingpartnerships.org

### 3. CULTURAL VIOLENCE

Cultural violence is the widespread attitudes or beliefs, including prejudices or stereotypes, that exist in society and are used to justify physical, sexual, emotional, or structural violence (West, 2021). Cultural violence, in the form of stereotypes, can shape how society perceives Black women, how Black women are treated, and what Black women believe about themselves.

# Angry Black Women







"There are higher rates of Black and brown survivors being labeled aggressive, and being exited from shelter as a result. There's a different idea that happens when someone with brown skin gets upset than someone who's white" (cited in Kippert, 2020, p. 3).



### Learn about images of Black Women



### Implicit Bias

As advocates gain a greater awareness of their implicit biases, they can ask themselves difficult questions when interacting with survivors, such as:

- "May some service providers (including me) find it difficult to work with this survivor?"
- "Could the interactional style of this survivor alienate some service providers, evoke potential stigma, stereotypical biases, and negative moral judgments?"
- "Could aspects of this survivor's appearance, ethnicity, accent, etiquette, addiction status, personality, or behaviors cause some advocates to think this survivor does not deserve/want, or care about receiving services?"
- "May some service providers assume this survivor deserves her/his/their plight in life because of the survivor's lifestyle or appearance" (Bourgois et al., 2017, p. 302).

With this awareness, advocates can avoid perpetrating cultural violence by seeing each survivors' individuality and humanity.

## Explore Culture Biases

**Explore internalized victim-blaming beliefs**. Some Black survivors may be fearful of reinforcing the stereotype that Black men are rapists or domestic abusers. Advocates can help Black women place responsibility for the victimization on the perpetrator without casting all men as violent. This sensitive area can be explored by asking:

"As you share what you experienced, I hear you downplaying what happened to you. It also sounds like you don't want me to think he is a bad person. Some Black women I have worked with in the past worried about how I might judge Black men. They worried that because I am a white woman, I might come away thinking that all Black men are rapists. Is this something, you might be worried about?" (Baptiste & Gooden, 2023, p. 120)

### 4. INSTITUTIONAL VIOLENCE

Advocates who work in anti-violence organizations, law enforcement agencies, and the medical community have done heroic work by saving lives and helping survivors work toward healing. Yet, some advocates also have caused harm by engaging in discriminatory behavior or compromising the safety of survivors. *Institutional violence*, also referred to as state-sanctioned violence, is the "systemic marginalization and harm against Black women committed by persons working in or operating on behalf of a historically oppressive state institution such as law enforcement and health care" (Wilson, Tindall, Walker, & Smith, 2023).

### Institutional Violence

- Choosing increased policing, prosecution, and imprisonment as the primary solution to gender-based violence.
- Investing significantly in the criminal legal system, despite knowing that the vast majority of survivors choose not to engage with it and that those who do are often re-traumatized by it.
- Justifying imprisonment and ignoring the fact that prisons hold some of the densest per-capita populations of trauma survivors in the world (<u>Moment of Truth: Statement of Commitment to Black Lives, 2020</u>).

Institutional and Cultural Supports for Battering		
Tactics of Power and Control	Institutional and Community decisions which support individual batterer's ability to use abusive tactics (police, courts, media, medical, clergy, business, education, human services).	Cultural Values and Beliefs that support batterers.
Physical Abuse		
Sexual Abuse		
Isolation		
Emotional Abuse		
Economic Abuse		
Minimizing and Denying		
Using Children		
Threats		
Using Male Privilege		
Intimidation	100 mm	

### Acknowledge Power

**Advocates can acknowledge their privilege**. As gatekeepers, advocates often determine which survivors gain access to services. Despite their best intentions, advocates can create service barriers and policies that retraumatize marginalized survivors. Alicia Sanchez Gill (2018), a social worker and self-identified "queer, Afrolatinx survivor" asserted that:

"We determine eligibility criteria, restrict hours of service, and create and enforce punitive rules... We decide who can participate in the community advisory or client board, and disregard or actively push out clients seen as 'troublemakers' for their lack of gratitude, for having a disagreeable attitude, or for questioning authority" (p. 561).

# Addressing Institutional Violence



Survivors FIRST: Working with domestic violence survivor-defendants

#### 5. COMMUNITY VIOLENCE

According to the <u>Centers for Disease Control and Prevention</u>, community violence happens between unrelated individuals, who may or may not know each other, generally outside the home. It can include assaults or fights among groups and shootings in public places, such as schools and on the streets. High rates of violence are perpetrated against the Black community in the form of hate crimes, defined by the <u>Federal Bureau of Investigation</u> (FBI) (2023) as a type of violent or property crime – murder, arson, assault, vandalism – that is "motivated in whole or in part by an offender's bias against race, religion, disability, sexual orientation, ethnicity, gender or gender identity."

## Trauma-Informed Screening

Service providers are encouraged to assess trauma-related community violence exposure by asking survivors about a range of community and environmental violence:

- Are you exposed to any toxins, chemicals, or excessive noise in your day-to-day environment?
- Are you exposed to violence, drug use, or criminal activity in your neighborhood?
- Have you been attacked/mugged/beaten/chased in your neighborhood?
- Do you know anyone, such as a child, sibling, close friend, who was the victim of homicide? (Bourgois et al., 2017).



# Community Violence

RESEARCH REPORT

#### Let Girls Be Girls

How Coercive Sexual Environments Affect Girls Who Live in Disadvantaged Communities and What We Can Do about It

Susan J. Popkin Lina Breslav October 2015 Mary Bogle Molly Michie Janine M. Zweig

Priya D. Saxena



#### 6. FAMILY VIOLENCE

Family violence occurs when one family member commits a violent act against another family member (e.g., a parent/caregiver abusing a child, a child assaulting a parent). Like other racial groups, Black women who experienced childhood victimization in the form of observing violence between parents/caregivers or experiencing childhood physical abuse is associated with being the victim or perpetrator of adult IPV (Rice et al., 2022). Specially, Black women who experienced child abuse were more than three times the percentage of victims of severe intimate partner violence than nonvictims (13.5% vs. 3.9%). Among Black women who witnessed violence in their family of origin, the percentage of severe partner violence was almost two-fold that of nonvictims (36.3% vs. 17.6%) (Lacey et al., 2021).

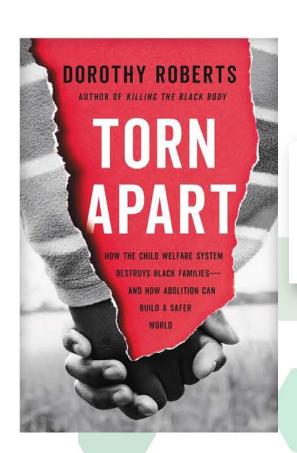
# Normalize help-seeking



"My mom questioned [looking for help]. She would say that when she was young that she experienced a lot of domestic violence and childhood domestic violence as well as all of her sisters and my grandmother, and why didn't she need therapy?" (Schmidt, Kedia, Dillion, & Howell, 2023, p. 8101).

However, with culturally responsive services, Black survivors understand the value of professional help, as Deonna learned:

"...it's not until after going through some therapy and doing some soul searching that I realized how far back it started, and it probably happened for my grandmother's sisters just as far as I know" (Petion et al., 2023, p. 75).



### Mandated Reporters

"Black women have told me they did not disclose because if they were pregnant the child protective services would be called and they would lose custody of their unborn child. They have also told me that they did not disclose their own abuse to their child's health provider, because they were afraid that protective services would be called because their children witnessed DV" (p. 26).

### Non-Violent Parenting

## Spare the Kids

WHY WHUPPING CHILDREN WON'T SAVE BLACK AMERICA



Stacey Patton

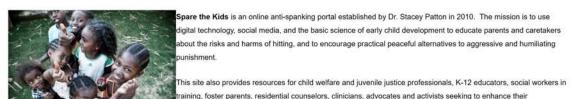
"Without condescension or unnecessary moralizing, this book will challenge your most deeply held assumptions and refute your strongest arguments."

-Marc Lamont Hill, nother of Noboly: Causalties of America's Whe say the Valmenhla, from Forgum to Flint and L



Decolonizing Black Parenting

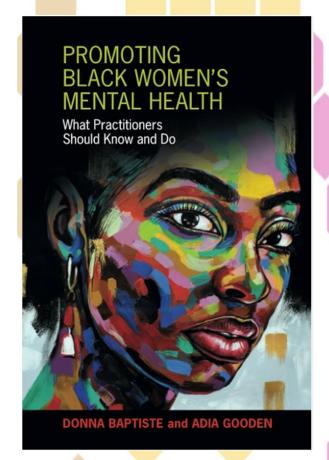
#### WELCOME TO SPARE THE KIDS!



tailored to help professionals develop specialized knowledge and understanding of history, traditions, values, family systems, and racial trauma so they can become more effective at empowering the children and families they serve.

understanding of how race, power, and privilege impact the parenting practices of their clients and the institutional practices that sometimes result in racial disparities. Our cultural competency workshops are child-centered and

Though this site is targeted to Black communities because of the unique cultural and historical specificity of corporal punishment, given the prevalence and acceptance of spanking in American culture, the discussions and resources provided here will be useful to a wide and diverse audience.







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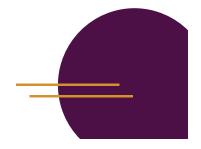


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# Thank you!

WE CAN'T WAIT TO WORK WITH YOU.





