



National Advocacy for Local LGBTQ Communities

OVC DEMONSTRATION INITIATIVE: Providing equal access to mainstream victim services for LGBTQ survivors.

*Webinar to the anti-violence field
February 26, 2013, 3 p.m.*

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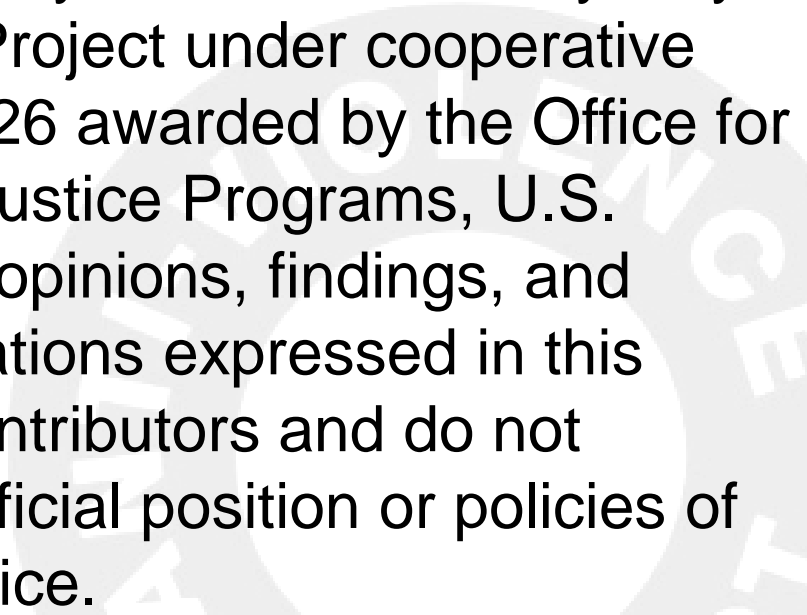
HANDOUT!

- While we wait, please download this handout that is available online for a limited time in the chat box.



OVC DEMONSTRATION INITIATIVE: Providing equal access to mainstream victim services for LGBTQ survivors.

This Webinar was produced by the New York City Gay and Lesbian Anti-Violence Project under cooperative agreement 2011-VF-GX-K026 awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this Webinar are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.





National Coalition of Anti-Violence Programs (NCAVP)

National Advocacy for Local LGBTQ Communities

NCAVP is a collaboration of 40+ member organizations in twenty-four states working to end anti-LGBTQ violence through peer support, technical assistance, public responses, advocacy, training and education, and documentation.

Warm line for the National LGBTQ Training and
Technical Assistance Center:
1.855.AVP.LGBT (1-855-287-5428)

Deaf/Hard of hearing accessible AIM: [AVPlgbt](#)
Prefer e-mail? Join NCAVP's national technical assistance list serve for current and potential OVW grantees. For more information contact: info@ncavp.org.

What we're doing: partners

- Demonstration site partners:
 - Northeast – **The Network/La Red** (MA, www.tnlr.org) and **In Our Own Voices** (NY, www.inourownvoices.org) working on *urban sexual violence* issues with **The Center for Hope and Healing, Rape Crisis Center of Greater Lowell** (MA, www.centerforhopehealing.org)
 - Southeast: **The Lodge** (FL, www.thelodgemiami.org) and **United 4 Safety** (GA, www.united4safety.org) working on *urban domestic violence* issues with **Women in Distress** (FL, www.womenindistress.org); and
 - Midwest: **OutFront Minnesota** (MN, www.outfront.org) and **BRAVO** (OH, www.bravo-ohio.org) working on *rural sexual and hate violence* issues with **The Sexual Violence Center** (MN, www.sexualviolencecenter.org).

Project Partners

- **National Center for Victims of Crime**

Mission is “to forge a national commitment to help victims of crime rebuild their lives.”

www.crimevictims.org

- **Vera Institute of Justice**

“Making justice systems fairer and more effective through research and innovation.”

www.vera.org

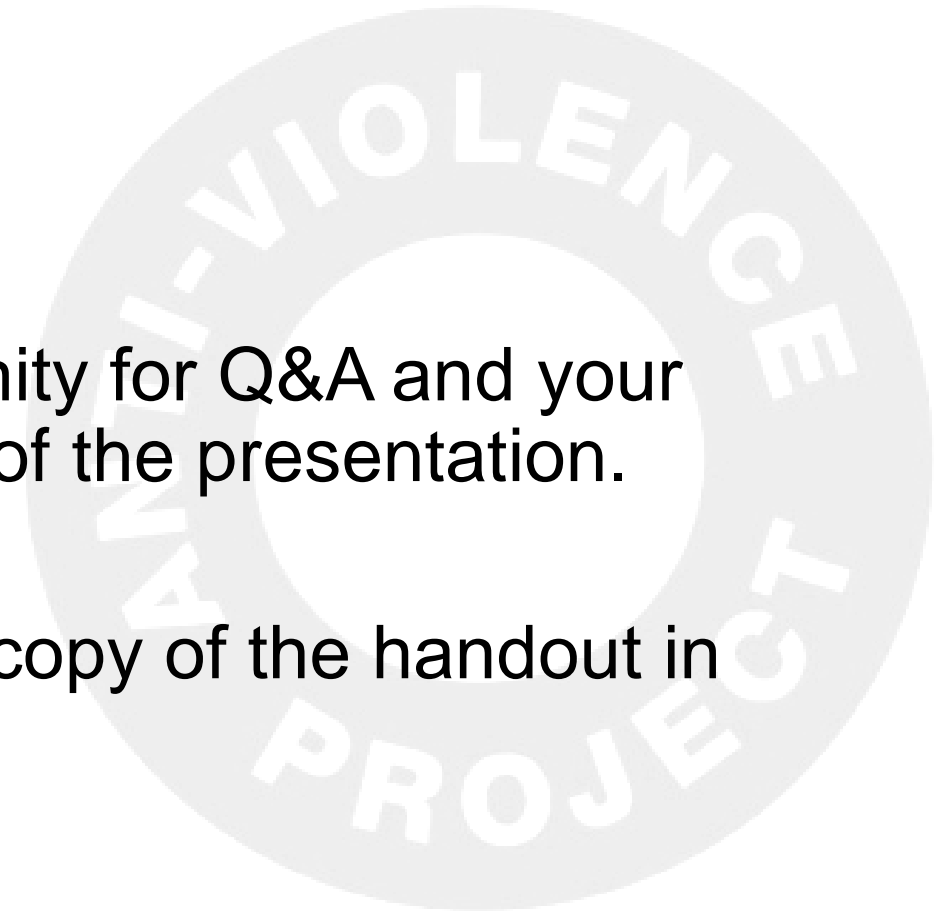


Today's webinar

- Today we'll review:
 - Why we're doing a demonstration initiative
 - What the initiative is
 - Where we are
 - Where we are going

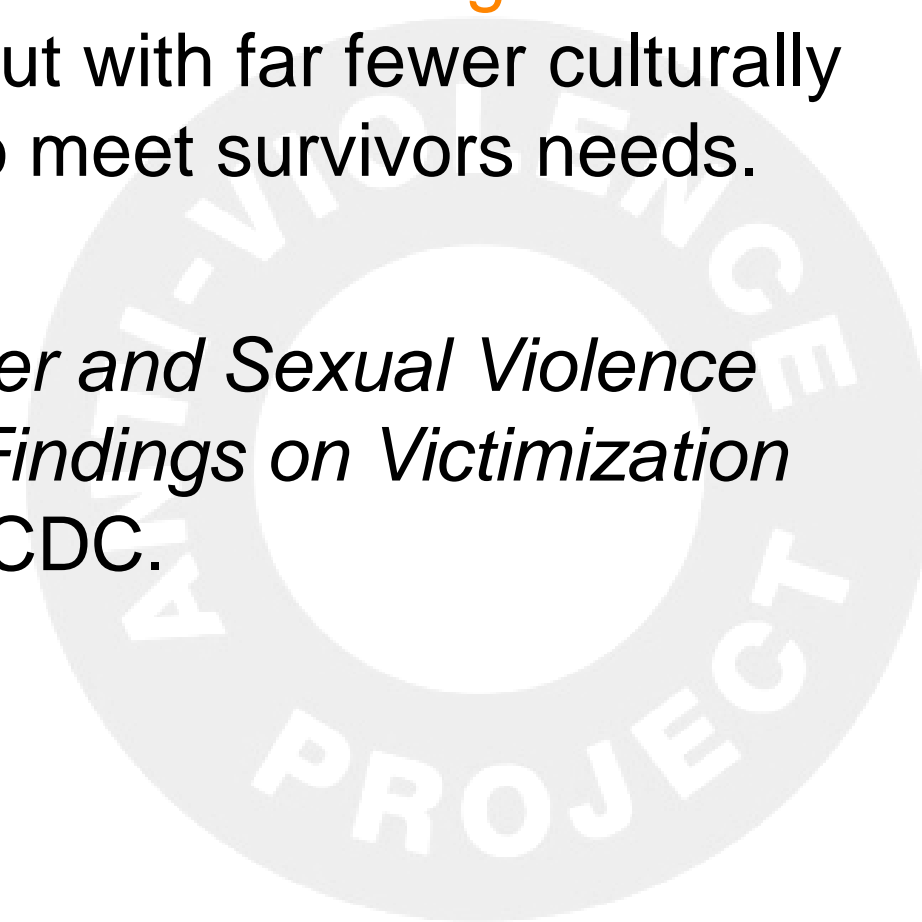
We'll have an opportunity for Q&A and your feedback at the end of the presentation.

****Don't forget to get a copy of the handout in the chat box.**



Why this demonstration initiative

- Violence against and within lesbian, gay, bisexual, transgender and queer (LGBTQ) communities **occurs at the same or higher rates** as other communities but with far fewer culturally competent resources to meet survivors needs.
- *National Intimate Partner and Sexual Violence Survey (NISVS) 2010 Findings on Victimization by Sexual Orientation, CDC.*



Why this demonstration initiative

- Mainstream victim service providers have not been adequately reaching and serving LGBTQ survivors.
- Project allows NCAVP, its local organizations, partners, and a national advisory committee, to **create, test and evaluate models of TTA to create equal access to mainstream service providers for LGBTQ survivors** that can be easily adapted across the country.
- Through three demonstration sites, this project will provide real-world examples of progress.

What the demonstration initiative is

- The project will:
 - determine **primary indicators** for success;
 - involve a **national advisory committee** in review and feedback at all project stages,
 - implement **baseline and annual evaluations**;
 - develop and implement strategies for **addressing gaps in services and barriers** to accessing these services in mainstream organizations;
 - create a **compendium of strategies** and materials for national TTA; and
 - develop **protocols for outreach, advocacy, and services** that will increase LGBTQ competency

What the demonstration initiative is

This is one of three LGBTQ-specific OVC sponsored demonstration initiatives. Others:

- [Beyond Diversity Resource Center](#), with the School of Social Work–Rutgers, demonstration project with six mainstream victim service providers from across the nation. Will enhance LGBTQ victim services by:
 - implementing organizational development strategies with participating organizations
 - offering relevant diversity training
 - developing organizational protocols
 - compiling compendium of project research, organizational development interventions, and provider best practices

What the demonstration project is

- [King County Coalition Against Domestic Violence](#) with the North West Network of Bisexual, Trans, Lesbian & Gay Survivors of Abuse (NW Network), will create a nationally replicable model for improving LGBTQ crime victims' access to mainstream services. The proposal includes
 - Regional Response Model, which will mobilize mainstream victim service programs throughout King County to work together to ensure broad and meaningful access to LGBTQ victims.
 - Support 15–30 improvement sites, which will adopt specific access recommendations,
 - Regional response workgroups to develop practice and policy recommendations,
 - Policy advocacy through established crime-victim coalitions, and
 - Compilation of a Regional Response National Replication Toolkit.

What we're doing – Demonstration Initiative

- The goal is to make **all services available to LGBTQ survivors** and to provide support for all service providers and **community-based organizations** to do this work
- **Evaluative component** will help us understand if our training and technical assistance have resulted in changes within organizations
- Make this information **available to the field**



Where we are--Process

Year 1

- Develop performance indicators
- Collect baseline evaluation data
- Conduct needs assessment within each mainstream organization
- Develop training and technical assistance plan
- Work with NAC
- Begin providing training and technical assistance

Year 2

- Continue training and technical assistance
- Continue work with NAC
- Collect annual evaluation data

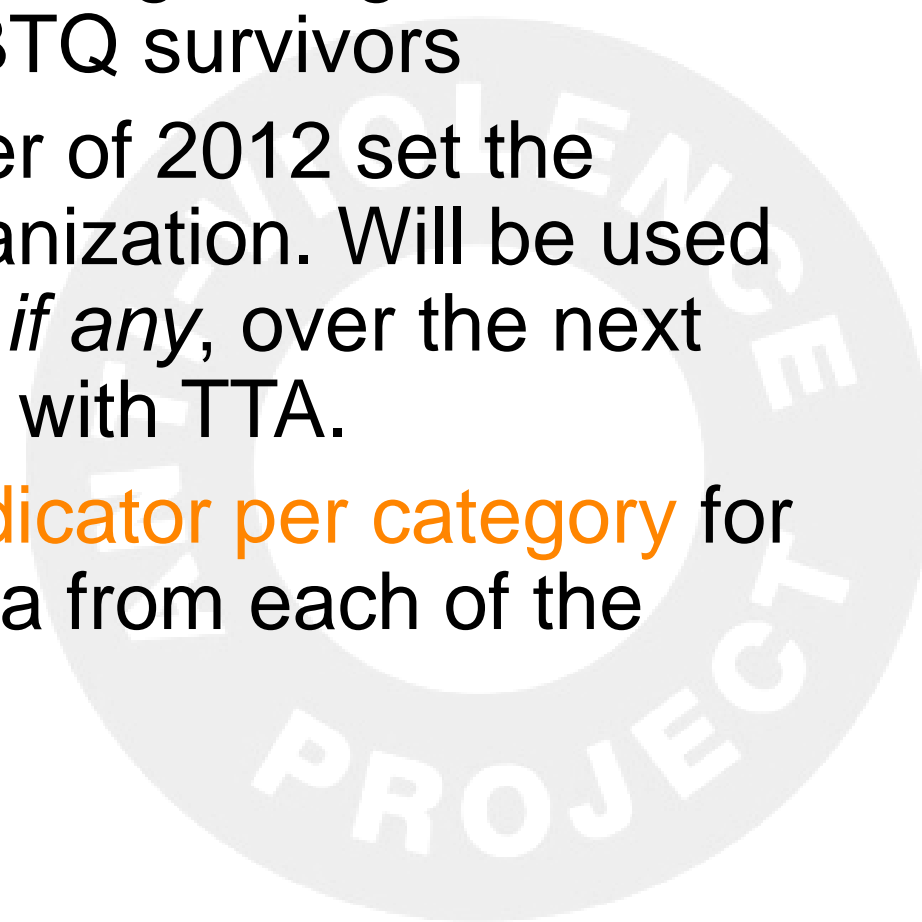
Year 3

- Continue training and technical assistance
- Continue work with NAC
- Collect annual evaluation data



Where we are – Performance indicators

- Examined each of the demonstration sites by looking at 5 assessment categories and **25 performance indicators** regarding their capacity to serve LGBTQ survivors
- Data collected summer of 2012 set the baseline for each organization. Will be used to measure progress, *if any*, over the next two years, associated with TTA.
- We will review **one indicator per category** for this webinar using data from each of the demonstration sites.



Sample baseline indicators and data

- See [handout](#)



Category 1: Organizational capacity

- **Indicator 5: Strength of relationship**
Agency \longleftrightarrow LGBTQ org/group as reported by most Agency staff (i.e., >50%).
- **Finding:** 4 of 12 staff (33.3%) reported either that they know who the contact people are at an LGBTQ organization and have some interaction.



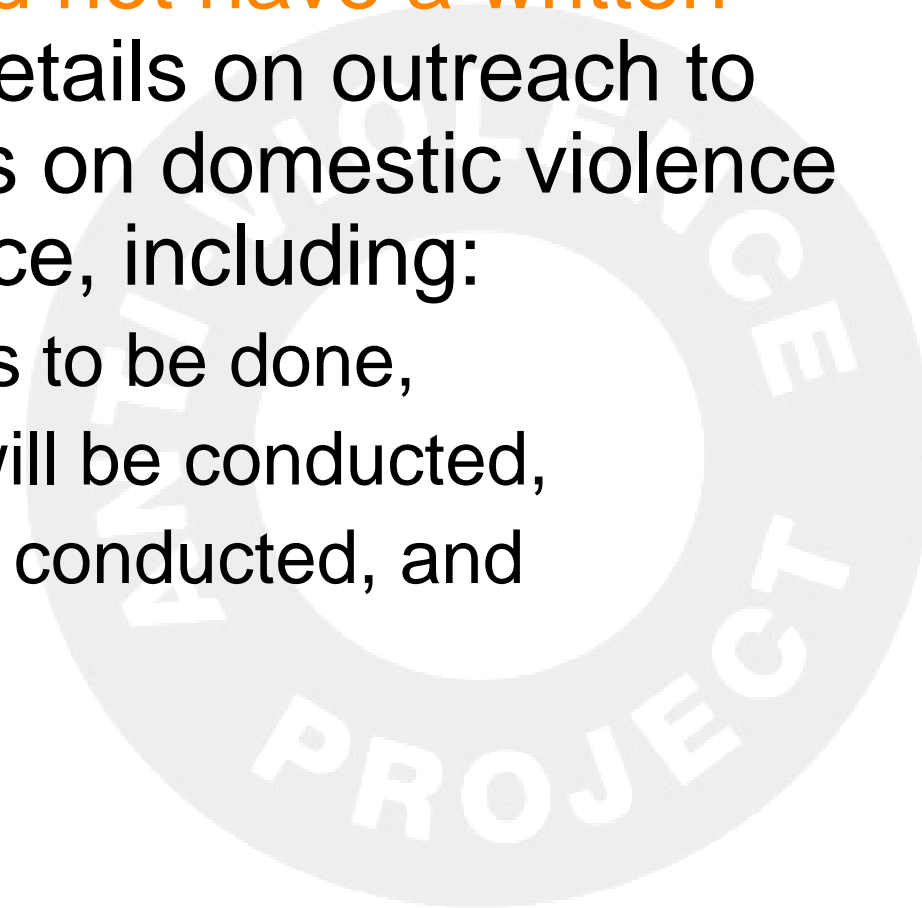
Category 2: Organizational Culture

- **Indicator 6: Agency has written non-discrimination and anti-harassment policy that includes:**
 - 1) sexual orientation,
 - 2) gender identity, and
 - 3) gender expression.
- **Finding:** Agency has written non-discrimination and anti-harassment policy that includes 1) sexual orientation and 2) gender identity. It does not include 3) gender expression



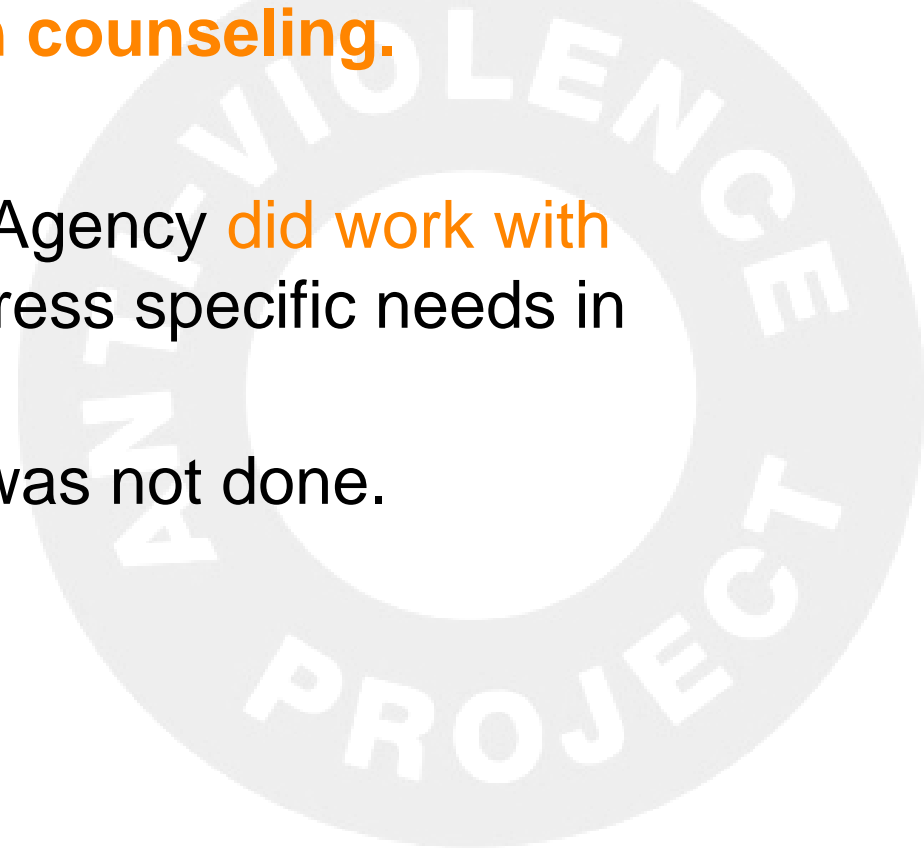
Category 3: Outreach

- **Indicator 11: Agency has annual LGBTQ-specific outreach plan.**
- **Finding:** Agency **did not have a written outreach plan** with details on outreach to LGBTQ communities on domestic violence and/or sexual violence, including:
 - (1) outreach activities to be done,
 - (2) where activities will be conducted,
 - (3) when they will be conducted, and
 - (4) with whom.



Category 4: Service delivery

- **Indicator 17: LGBTQ survivors reporting that they are 'somewhat' or 'very satisfied' with how the Agency addressed their needs in counseling. Current agency staff reporting that they address LGBTQ specific needs in counseling.**
- **Finding:** 3 of 5 staff said Agency **did work with LGBTQ survivors** and address specific needs in counseling.
 - 1 of 5 staff said this work was not done.
 - 1 of 5 staff did not know.

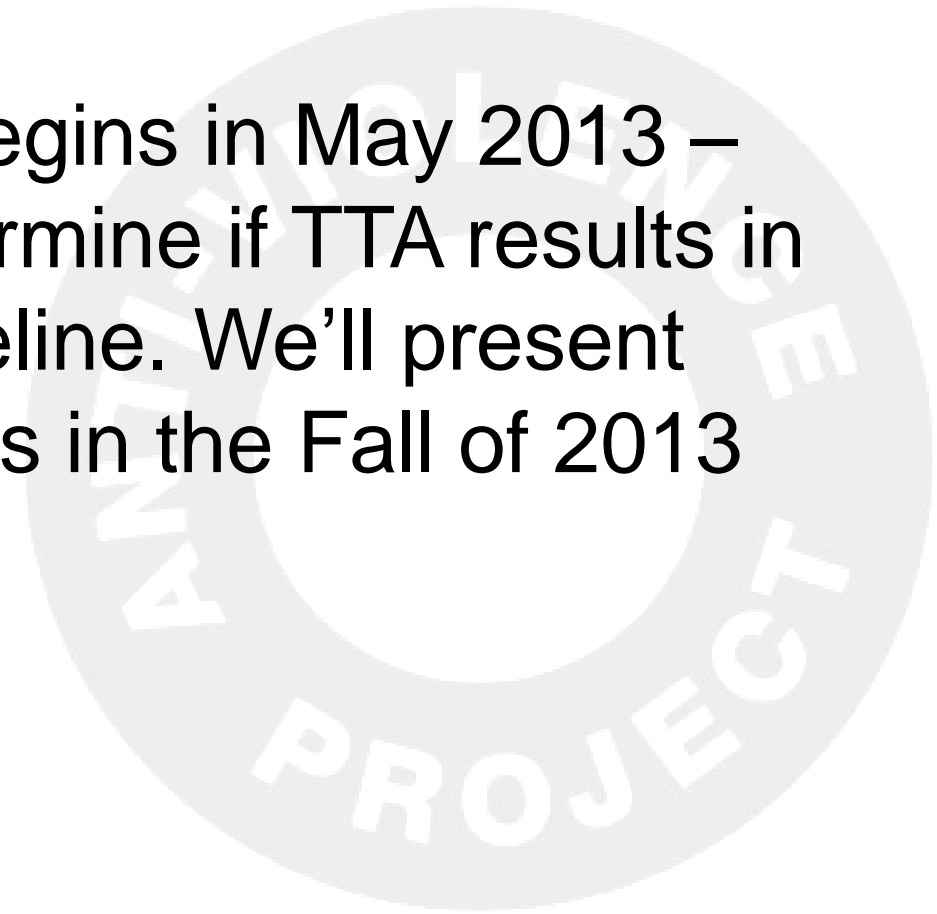


Category 5: Advocacy

- Indicator 24: Current Agency staff reporting that Agency has worked with a) police, b) courts, c) prosecutors and d) victims' advocates in criminal justice system to address barriers for LGBTQ survivors in the last 12 months.
- **Finding:**
 - 11 of 16 staff (68.8%) reported that Agency has worked with all of the above.
 - 3 of 16 staff (18.8%) reported that the Agency has worked with two of the above.
 - Remaining 2 staff did not know.

Where we are going

- **TTA ongoing** – a needs assessment has been done and TTA is being provided
- **Annual evaluation** begins in May 2013 – August 2013 to determine if TTA results in any changes to baseline. We'll present information on results in the Fall of 2013



How you can get involved

Use this project to think about creating an LGBTQ inclusive environment in each organization you work with

Contact our OVW-funded LGBTQ TTA Center for training or technical assistance

1.855.AVP.LGBT (1-855-287-5428) or info@ncavp.org

Look for future webinars or conference workshops about this project

Connect to LGBTQ organizations in your area (TTA Center can point you in the right direction)



Q & A / Feedback

- Questions?
- Feedback?





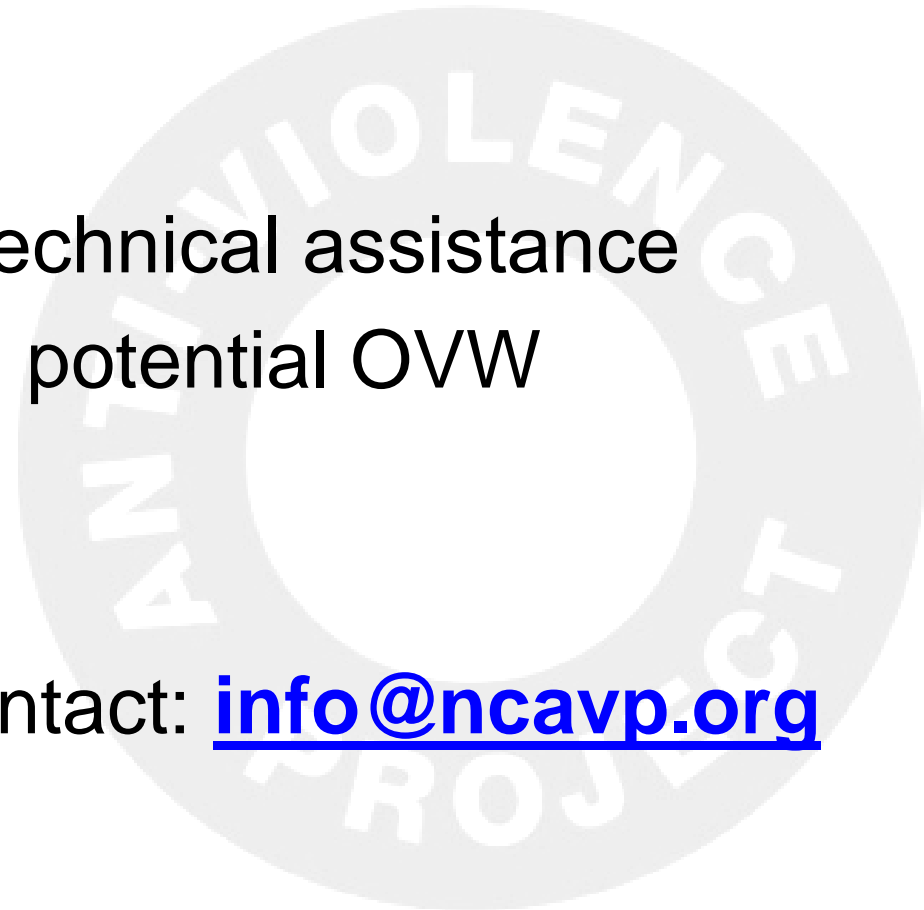
National Advocacy for Local LGBTQ Communities

Join our list serve!

Get tips, information and resources on LGBTQ anti-violence work!

Join NCAVP's national technical assistance list serve for current and potential OVW grantees.

For more information contact: info@ncavp.org



Want more information on this topic?

- CDC's *The National Intimate Partner and Sexual Violence Survey 2010 Findings on Victimization by Sexual Orientation*
http://www.cdc.gov/ViolencePrevention/pdf/NISVS_SOfindings.pdf
- The Network/La Red's *Open Minds Open Doors: Transforming Domestic Violence Programs to Include LGBTQ Survivors*
http://tnlr.org/wp-content/uploads/2011/02/Open_Minds_Open_Doors.pdf
- NCAVP's annual reports on intimate partner violence and hate violence in LGBTQ and HIV-affected communities (15 years of reports available) <http://avp.org/resources/reports/term/summary>
- NCAVP and NCVC's *Why It Matters: Rethinking Victim Assistance for LGBTQ Victims of Hate Violence and Intimate Partner Violence*
<http://avp.org/resources/avp-resources/136>
- CDC's *Using Indicators for Program Planning and Evaluation*
http://www.cdc.gov/dhdsp/programs/nhdsp_program/evaluation_guides/docs/Using_Indicators_Evaluation_Guide.pdf

THANK YOU!

PROJECT