

TOWARD COMMUNITY HEALTH AND JUSTICE

Themes and Summaries from the 2017 PreventConnect Web Conference Series

**A California Coalition
Against Sexual
Assault (CALCASA) /
PreventConnect
Summary Report**

**Produced by
Prevention Institute**



CALCASA
CALIFORNIA COALITION
AGAINST SEXUAL ASSAULT

**PREVENTION
INSTITUTE**

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[Prevention Institute \(PI\)](#) was founded in 1997 as the national center for developing and advancing the practice of primary prevention. PI synthesizes research and practice; develops prevention tools and frameworks; designs and guides inter-sectoral partnerships; and provides training, technical assistance, and strategy development to promote innovative community-oriented solutions, better government and business practices, and policy change. We work across multiple focus areas and our core mission is to promote health equity—the commitment to ensuring that every person has an equal opportunity to be healthy and safe. PI has provided training and consultation on sexual and domestic violence prevention for coalitions, health departments, and communities of practice. PI publications on sexual and domestic violence prevention include: *A Health Equity and Multisector Approach to Preventing Domestic Violence* (2016); *Changing Community Environments to Prevent Sexual Violence* (2010); *Transforming Communities to Prevent Child Sexual Abuse and Exploitation* (2009); *Poised for Prevention: Advancing Promising Approaches to Intimate Partner Violence Prevention* (2007); and *Sexual Violence and the Spectrum of Prevention* (2006).

The mission of the [California Coalition Against Sexual Assault \(CALCASA\)](#) is to provide leadership, vision, and resources to rape crisis centers, individuals, and other entities committed to ending sexual violence. CALCASA supports prevention both within California and nationally. The agency's national project PreventConnect hosts the leading online community dedicated to advancing prevention of domestic violence and sexual assault. PreventConnect/CALCASA is one of the three national partners in [Raliance](#), a national partnership dedicated to ending sexual violence in one generation.

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INTRODUCTION

PreventConnect virtually convenes a diverse national – and in some instances international – community of practice focused on the primary prevention of sexual and domestic violence. The California Coalition Against Sexual Assault (CALCASA)/PreventConnect has partnered with Prevention Institute since 2005 to offer innovative web conferences that bring together local, state, and national perspectives, research, tools and resources to advance sexual and domestic violence prevention practice. The audio-visual format encourages candid discussions about the value of community-level sexual and domestic violence prevention, text-chat interaction among participants, and sharing of strategies from the field of sexual and domestic violence and others.¹ The 2017 PreventConnect web conferences built on conversations from the 2016 series by using Prevention Institute’s THRIVE as an organizing framework, and featured over 80 hours of rich content concentrated on the theme of community health and justice. The series highlighted opportunities for partnering with other sectors and movements, with a particular emphasis on how sexual and domestic violence prevention relates to health equity and multiple forms of violence. Altogether, the series created a space for meaningful conversations to advance sexual and domestic violence prevention work as part of creating healthy, thriving communities for all.

The 2017 PreventConnect series utilized Prevention Institute’s THRIVE (Tool for Health and Resilience in Vulnerable Environments) to intentionally frame topics and share the work of guests focused on changing community environments. THRIVE is a community resilience framework grounded in research and practice. It clusters the community environment into people (the sociocultural environment), place (the physical/built environment) and equitable opportunity to understand social determinants of health, and can be applied to sexual and domestic violence prevention.

The series and this report highlight how communities are leveraging what the evidence shows as effective for sexual and domestic violence prevention, and connecting that research to their local practice. Many in the field are using the Centers for Disease Control and Prevention’s (CDC) [technical packages](#) to locate the best available evidence about preventing multiple forms of violence. These CDC technical packages include recommendations specifically for preventing sexual violence and domestic violence. The PreventConnect series featured practitioners implementing strategies from the technical packages, such as mobilizing men and boys as allies (e.g. Coaching Boys Into Men) or strengthening economic support for women and families.

The sexual and domestic violence prevention field has made tremendous progress over the years and is increasingly working across health and safety issues, sectors, and social justice movements to achieve shared goals. At the same time, there have been setbacks and uneven resources in some communities compared to others. This report represents directions for the field showcasing examples of work at the leading edge, while recognizing that what is doable in each community is context-specific. It allows the ideas, examples, and resources from the web conferences to live on in written form. The report draws together high-level themes that unify the series as a whole and provides summaries of the key findings from each of the eight web conferences.

¹ For more details about the 2016 PreventConnect season and the evolution of the sexual and domestic violence prevention field, refer to the 2016 report: <https://www.preventioninstitute.org/publications/expanding-partnerships-and-linkages-key-directions-sexual-and-domestic-violence>

WEB CONFERENCE TOPICS

The 2017 web conference series featured eight sessions about preventing sexual and domestic violence through community-level strategies:

- 1. Back to basics and moving beyond:
A prevention approach to sexual
and domestic violence**
- 2. Intertwined and aligned:
Supporting health equity and justice in
sexual and domestic violence prevention**
- 3. How do we connect the dots?
Local approaches to preventing
multiple forms of violence**
- 4. Healthy masculinities:
Mobilizing men and boys to
foster healthy gender norms**
- 5. Community accountability for safety:
Building capacity to make sexual
and domestic violence prevention
a community responsibility**
- 6. Organizing for economic opportunity:
Strategies to improve economic
opportunities for sexual and
domestic violence prevention**
- 7. A safe place to call home:
Transforming the physical/built environment
for sexual and domestic violence prevention**
- 8. Addressing the roots:
Preventing multiple forms of violence
through shared underlying factors**

THEMES

After facilitating the web conferences, Prevention Institute reviewed and summarized key findings, examples of innovative work, participant text chat comments, and resources across the web conferences.

Three overarching themes emerged from the 2017 web series:

- 1. Sexual and domestic violence prevention practitioners increasingly operationalize a health equity approach by addressing the root factors of violence and working together with communities to find solutions.**
- 2. Practitioners and advocates continue to improve elements of the sociocultural environment such as norms and social networks, and are expanding their efforts to improve the physical/built environment and economic opportunities.**
- 3. More and more practitioners and advocates are working to change community and organizational norms to make sexual and domestic violence community issues that demand community-wide action.**

2016 THEMES

The [2016 PreventConnect report](#) contained five themes based on the series about how practitioners and advocates are moving toward working across health and safety issues, sectors, and social justice movements in more collaborative ways in order to address inequities and underlying factors that contribute to sexual and domestic violence. These were consistent themes in the 2017 series as well.

1. A growing number of practitioners are focusing on inequities in sexual and domestic violence.
2. Sexual and domestic violence prevention practitioners are increasingly working across multiple forms of violence and trauma.
3. Practitioners are addressing underlying factors that can reduce levels of sexual and domestic violence, bringing together feminism and public health.
4. The field's enduring commitment to community partnerships and empowerment is foundational to preventing sexual and domestic violence.
5. The field is recognizing that alignment with social justice movements and other sectors is critical to bring together diverse perspectives, mobilize new approaches, and achieve shared goals.

- 1. Sexual and domestic violence prevention practitioners increasingly operationalize a health equity approach by addressing the root factors of violence and working together with communities to find solutions.** Root factors or structural drivers refer to the unequal distribution of power and resources, which lay at the foundation of many health inequities.

To understand and address the roots of violence in communities, many of the practitioners and advocates featured in the 2017 series began learning about the multiple and intersecting oppressions in their communities. In doing so, they focus the work on dismantling systems of inequity and lifting up voices of residents most affected in communities.

Examples from the series:

- From web conference topic #2 (*Intertwined and aligned*): Practitioners from Ohio shared that they are engaging the community through a Shared Roots Project, which focuses on identifying the connections between different forms of oppression, and providing space for individuals in the community to practice, discuss and share this information.
- From web conference topic #7 (*A safe place to call home*): Women In Cities International is an organization that grew out of the need to address the gender inequities in urban spaces, recognizing that women's safety was not adequately being considered. They work with women in communities to identify safety and other land-use issues through women's safety audits. Audits provide a local safety diagnosis and set of community-driven recommendations for public space improvements.
- From web conference topic #8 (*Addressing the roots*): Multnomah County names racism as a form of violence and integrates actions to promote racial justice into their prevention work. As part of their Safe and Thriving Communities project they have hired two full-time community health workers who come from the communities they are engaging with as dynamic leaders for the work. In Santa Clara County, public

health department staff members are trained in racial equity, which includes learning to normalize conversations about race equity in public health practice.

- 2. Practitioners and advocates continue to improve elements of the sociocultural environment such as norms and social networks, and are expanding their efforts to improve the physical/built environment and economic opportunities.** Previous web conference series have primarily focused on ‘people’ factors – for example, enhancing social cohesion and addressing harmful norms, such as norms supportive of gender inequities in relationships or of violence. While those factors remain pivotal to preventing sexual and domestic violence, practitioners and advocates are also recognizing the benefits of place-based work to transform the physical/built environment, as well as the ties between safety and economic opportunity. **Figure 1** depicts the community environment and highlights examples of practitioners and advocates taking action. **Figure 2** aligns the various guests and subject matters covered through web conferences with corresponding THRIVE community clusters.

As practitioners and advocates think and act in new spaces, opportunities to develop nontraditional partnerships also expand. For example, the North Carolina Coalition Against Domestic Violence now partners with the Charlotte Housing Authority for prevention efforts (topic #3), and Hands of Hope and the Indiana Coalition Against Domestic Violence have been working with the local parks and recreation department to rehabilitate a park (topic #7). Working at the community-level to influence determinants of sexual and domestic violence requires multisector collaboration.

Figure 1: Examples of communities taking action for community-level change

This figure depicts the community environment and highlights examples of practitioners and advocates taking action.

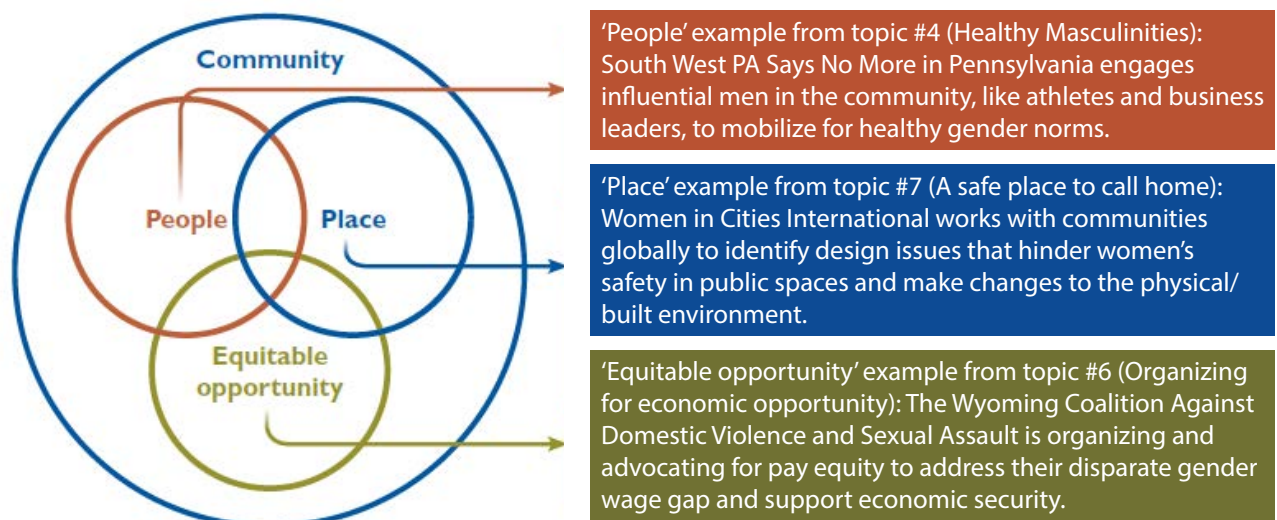


Figure 2: Alignment across PreventConnect topics and THRIVE

This figure shows the THRIVE community clusters that the various guests covered through each web conference.

● = PEOPLE: The sociocultural environment
 ● = PLACE: The physical/built environment
 ● = EQUITABLE OPPORTUNITY
 HE = HEALTH EQUITY

TOPIC	WORK FEATURED	
1. Back to basics and moving beyond: A prevention approach to sexual and domestic violence	Prevention Institute community determinants overview	
	The Enough Abuse Campaign against child sexual abuse <ul style="list-style-type: none"> • Jetta Bernier, Massachusetts Citizens for Children • Beverly Costa-Ciavola, Cape Cod Neighborhood Support Coalition 	
2. Intertwined and aligned: Supporting health equity and justice in sexual and domestic violence prevention	Transformative movement practices and intersectionality <ul style="list-style-type: none"> • Cristy Chung, Private Consultant and Move to End Violence Movement Maker Cohort II 	HE
	Shared Roots Project identifying connections between forms of oppressions <ul style="list-style-type: none"> • Lynn Bilal, Ohio Alliance to End Sexual Violence • Beth E. Malchus-Stafa, Ohio Department of Health 	HE
3. How do we connect the dots? Local approaches to preventing multiple forms of violence	Colorado State Strategic Plan <ul style="list-style-type: none"> • Danielle Tuft, Violence and Injury Prevention-Mental Health Promotion Branch, Colorado 	
	Prevent Violence NC and Charlotte Housing Authority Initiative <ul style="list-style-type: none"> • Deena Fulton, North Carolina Coalition Against Domestic Violence • Allison Preston, Charlotte Housing Authority 	
4. Healthy masculinities: Mobilizing men and boys to foster healthy gender norms	South West PA Says No More: Coaching Boys Into Men and Father's Day Pledge <ul style="list-style-type: none"> • Kristy Trautmann, FISA Foundation • Kiandra Foster, United Way of Southwestern Pennsylvania 	
	Shifting norms toward healthy masculinities in campus settings <ul style="list-style-type: none"> • Jonathan Grove, Masculinities and Violence Prevention Consultant 	
5. Community accountability for safety: Building capacity to make sexual and domestic violence prevention a community responsibility	Transformative justice and community accountability <ul style="list-style-type: none"> • Mimi Kim, Creative Interventions 	
6. Organizing for economic opportunity: Strategies to improve economic opportunities for sexual and domestic violence prevention	Addressing Wyoming's gender wage gap <ul style="list-style-type: none"> • Dr. Susie Markus, Wyoming Health Council • Jody Sanborn, Wyoming Coalition Against Domestic Violence and Sexual Assault 	
	STANDING FIRM: The business case to end partner violence <ul style="list-style-type: none"> • Dr. Patricia Cluss, STANDING FIRM 	
7. A safe place to call home: Transforming the physical/built environment for sexual and domestic violence prevention	Creating inclusive and equitable communities for women <ul style="list-style-type: none"> • Kathryn Travers, Women in Cities International 	
	Barnes Park Improvement <ul style="list-style-type: none"> • Linda Wilk, Hands of Hope • Colleen Yeakle, Indiana Coalition Against Domestic Violence 	
8. Addressing the roots: Preventing multiple forms of violence through shared underlying factors	Coordinating Striving to Reduce Youth Violence Everywhere (STRIVE), Youth Sexual Health Equity Program (YSHEP) and Safe and Thriving Communities <ul style="list-style-type: none"> • Erin Fairchild, Multnomah County Youth and Family Services Division • Vanessa Micale, Multnomah County Health Department • Andrew Campbell, Multnomah County Health Department 	 HE
	East San Jose PEACE Partnership and Racial Equity <ul style="list-style-type: none"> • Andrea Flores Shelton, County of Santa Clara Public Health Department 	 HE

3. More and more practitioners and advocates are working to change community and organizational norms to make sexual and domestic violence community issues that demand community-wide action. Norms-change efforts often involve partnerships between sexual and domestic violence prevention advocates and workplaces, housing providers, schools, and other organizations to build community members' willingness and capacity to take action on sexual and domestic violence. Within these settings, existing social networks can be leveraged and strengthened to promote norms of gender equity and safety, and willingness to take action. A commitment to action can be further reinforced and institutionalized through organizational policy change. *Examples from the series:*

- From topic #1 (Back to basics and moving beyond): [Enough Abuse Campaign](#) works with child- and family- service providers [and public and private school personnel](#) at youth-serving organizations and schools. The campaign assists these providers in taking action to change organizational norms to make preventing child abuse a community responsibility, rather than a private matter.
- From topic #3 (How do we connect the dots?): The Charlotte Housing Authority has integrated bystander training into its organizational policies to educate staff, vendors, and residents to take a proactive stance against violence.
- From topic #5 (Community accountability for safety): Emerging models, such as [Creative Interventions](#), encourage communities to play an active role in promoting accountability for sexual and domestic violence. These models largely operationalize within social networks and seek to shift community norms and build community-wide capacity for action.
- From topic #6 (Organizing for economic opportunity): [STANDING FIRM](#) engages employers in understanding their role in addressing partner violence as a workplace issue through organizational attention, policy development, trainings for staff, managers and human resources, and resource provision. These strategies can facilitate positive changes in workplace climate, increase feelings of safety, and reduce perceived tolerance of violence towards intimate partners among managers and employees in the workplace.

Back to basics and moving beyond: A prevention approach to sexual and domestic violence

This introductory web conference reviews the fundamentals of a public health approach to preventing sexual and domestic violence. It introduces the THRIVE [framework](#) to help identify underlying contributors to sexual and domestic violence and highlights how to use the [Spectrum of Prevention](#) to create comprehensive prevention strategies.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [The Enough Abuse Campaign website](#)
- [Enough Abuse's sexual abuse safe-child standards](#)
- [Pledge to Prevent social media campaign](#)
- [Transforming Communities to Prevent Child Sexual Abuse](#)
- [National Sexual Violence Resource Center, Year 2 Report: Innovations in Prevent](#)
- [Preventing Intimate Partner and Sexual Violence Against Women \(WHO\)](#)
- [THRIVE](#)
- [Spectrum of Prevention](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Jetta Bernier

EXECUTIVE DIRECTOR

[Massachusetts Citizens for Children; Director, Enough Abuse Campaign](#)

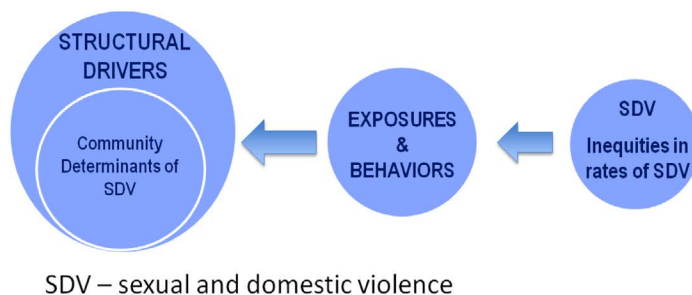
Beverly Costa-Ciavola

DIRECTOR

[Cape Cod Neighborhood Support Coalition](#)

KEY FINDINGS

- A. Prevention Institute’s *Two Steps to Prevention* shows the relationship between health outcomes, exposures and behaviors, and the environments that shape those exposures and behaviors. This tool can be applied to sexual and domestic violence to identify opportunities for prevention.** The first step is to move from examining an injury or illness, and inequities in rates of occurrence, to identifying contributing exposures and behaviors. For example, a history of witnessing violence; adherence to norms related to gender inequities, violence and non-intervention; awareness of lack of community sanctions against domestic violence; and, desire for power and control in relationships are exposures and behaviors associated with domestic violence.¹ The second step involves considering the role of the environment in shaping exposures and behaviors and health and safety outcomes. The environment includes both community-level factors and structural drivers — such as the inequitable distribution of power, money, opportunity, and resources — that produce unequal community conditions.



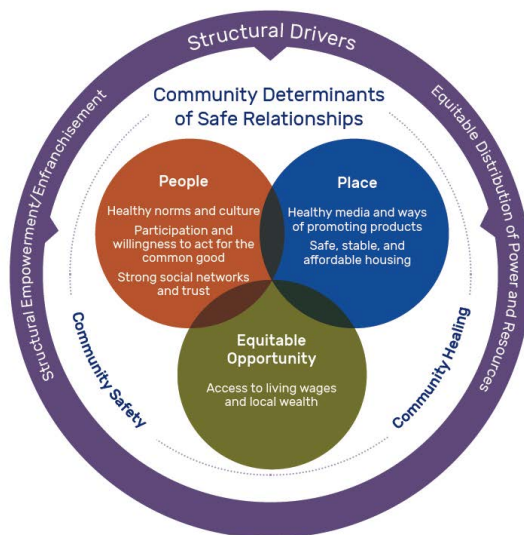
Prevention Institute’s *Two Steps to Prevention* shows how focusing on community environments helps shift from a focus on the problem to a focus on the environment that contributes to the problem. [Image of small circle on right with words inside that say “SDV, Inequities in rates of SDV;” with an arrow pointing from the circle towards the left, to the middle, medium sized circle which says “Exposures and Behaviors;” with an arrow pointing from the circle to the left, to the largest circle, which says “Structural Drivers” at the top, and has another circle inside of it that says “Community Determinants of SDV.”¹

¹ Prevention Institute. (2017). *A Health Equity and Multisector Approach to Preventing Domestic Violence*. Oakland, CA: Author.

B. A public health approach to preventing sexual and domestic violence focuses on reducing risks and bolstering protections, especially in the community environment, to prevent violence before it occurs. **THRIVE** (Tool for Health and Resilience in Vulnerable Environments) is a framework for understanding how structural drivers, such as racism, play out at the community level in terms of the social-cultural, physical/built, and economic/educational environments. THRIVE is also a tool for engaging community members and practitioners in assessing the status of community determinants, prioritizing them, and taking action to change them in order to improve health, safety, and health equity. Improving the environments where individuals live, work, play, and age has the potential to mitigate harmful structural forces and create more equitable community conditions that support health and safety. Community determinants – which can also be conceptualized as risk and protective factors – can strengthen the sociocultural (people), physical/built (place), and equitable opportunity environments to support safe relationships and reduce sexual and domestic violence. For instance, fostering healthy norms and cultural changes, and passing policies to ensure living wages and build local wealth are associated with the prevention of sexual and domestic violence

This diagram models environment associated with safe relationships and reduced domestic violence.^{2,3} [Image of three interconnected circles depicting resilience factors for people (healthy norms and culture, participation and willingness to act for the common good, strong social networks and trust), place (healthy media and ways of promoting products, safe, stable, and affordable housing) and equitable opportunity (access to living wages and local wealth). A purple border surrounds the three circles to highlight structural empowerment/enfranchisement, structural drivers and equitable distribution of power and resources. In between the purple border and the three circles, there are words representing the interplay with community safety and community healing.

Diagram 4: The Environment Associated with Safe Relationships and Reduced DV



- 2 Though research on resilience factors, particularly at the community level, is quite limited, there are a number of interrelated factors for which there is emerging evidence of association with safe relationships and a reduction in domestic violence. Note: we have not completed the same research for sexual violence.
- 3 Prevention Institute. (2017). *A Health Equity and Multisector Approach to Preventing Domestic Violence*. Oakland, CA: Author.

C. A comprehensive approach to prevention focuses on changing the community environment through multi-level strategies – from strengthening individual knowledge and skills to influencing policy and legislation. The [Spectrum of Prevention](#) outlines six key levels of strategy that, when applied together, have a greater effect than would be possible from a single activity or initiative. [Enough Abuse Campaign](#) works across all six levels to prevent child sexual abuse by countering norms supportive of violence and norms of non-intervention in family matters, while promoting adult and community responsibility to prevent child sexual abuse at the state and local levels. It helps mobilize communities, educates and engages citizens, and promotes organizational prevention policies and practices aimed at preventing child sexual abuse *from ever occurring*. For Enough Abuse Campaign, actions usually begin with forming coalitions and networks, followed by education efforts, and then changing organizational practices and influencing policy and legislation. The chart below shows the campaign’s prevention work in the order of the [Spectrum of Prevention](#) tool.

Influencing Policy and Legislation	Enough Abuse is working to pass the Comprehensive Child Sexual Abuse Prevention Act of 2017 , a unique bill which includes a mandate for child sexual abuse prevention training for all public and private school and youth-serving organization personnel, the adoption of safe-child policies, and educating students and youth about boundary-violating behaviors they should be aware of and report.
Changing Organizational Practices	Enough Abuse promotes sexual abuse safe-child standards for schools and youth-serving organizations. These include comprehensive training; improved screening or prospective employees; development of codes of conduct detailing specific boundary-violating behaviors; scanning of physical spaces to reduce opportunities for abuse; and protocols to respond to sexual misconduct and report suspected or disclosed cases of sexual abuse.
Fostering Coalitions & Networks	The Campaign supports public-private, multidisciplinary partnerships at the state and/or county levels as an essential first step in building a sustainable movement to prevent child sexual abuse. Partnership members can include stakeholders from public health, mental health, education, child protection, child- and family-serving organizations, survivor networks, etc. The Cape Cod Enough Abuse Campaign brought together an existing domestic violence council and a family support coalition to lead the local prevention effort.
Educating Providers	Enough Abuse works with child- and family- service providers and public and private school personnel at youth-serving organizations and schools . The campaign assists these providers in taking action to change organizational norms to make identifying and preventing abuse a community responsibility, rather than a private matter.
Promoting Community Education	Enough Abuse has developed a comprehensive “toolkit” of research-based and evidence-informed training curricula, videos, prevention guides for parents, and other on-line prevention resources to educate parents, youth, and concerned other adults about child sexual abuse and actions they can take to prevent it.
Strengthening Individual Knowledge & Skills	The Campaign’s “Pledge to Prevent” social media initiative works to turn the public’s general awareness of the problem into real knowledge that can then lead to specific prevention actions by residents. Individuals choose specific pledges from 5 category levels (Learner, Educator, Safe Community Promoter, Movement Builder) and are provided with matching resources to assist them in carrying out their pledge to prevent child sexual abuse.

Intertwined and aligned: Supporting health equity and justice in sexual and domestic violence prevention

Social justice has long been a core value among sexual and domestic violence prevention advocates, as well as public health. Spurred by the [landmark 2008 World Health Organization report](#) on advancing health equity through addressing the social determinants of health, public health is deepening its understanding of the drivers of health inequities and how to promote health equity. As a community of practice at the intersection of social justice and public health, PreventConnect explores alliances between the two constituencies to address inequities in sexual and domestic violence. This topic summarizes a discussion on the similarities and differences between health equity and intersectionality, as well as the larger structural drivers that influence community determinants of sexual and domestic violence. It also shares examples of how public health and social justice movements can work together to achieve shared equity outcomes, including how one community is promoting dialogue within the sexual assault and interpersonal violence movement on the intersections of oppressions.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [Move to End Violence Resources](#)
- [Shared Roots Project Blog Post](#)
- [We Choose All of Us Campaign](#)
- [Intersectionality 101](#)

PRACTITIONERS AND ADVOCATES FEATURED:

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PRIVATE CONSULTANT

[Move to End Violence](#)

[Movement Maker Cohort II](#)

Lynn Bilal

PREVENTION COORDINATOR

[Ohio Alliance to End Sexual
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Beth E. Malchus-Stafa

PUBLIC HEALTH CONSULTANT

[Ohio Department of Health](#)

- [Movement Strategy Center: The Practices of Transformative Movement Building](#)
- [Movement Strategy Center: Love with Power](#)
- [Kimberlé Crenshaw, The Urgency of Intersectionality \(TED talk\)](#)
- [Social Inclusion as Sexual Violence \(podcast\)](#)
- [Space So White article on Hidden Figures](#)
- [Feministing](#)
- [Courtney Martin, This isn't her mother's feminism \(TED talk\)](#)
- [Countering the Production of Health Inequities Report](#)
- [Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color](#)
- [21 Day Self-Care for Change and Impacttalk](#)

KEY FINDINGS:

- A. Many social justice movements purposefully lift up intersectionality to build a broad base of power and transform society. One way advocates do this is by using transformative movement practices to embody the changes they are working for in their communities.** Embracing the complexities of identities, the movement against sexual and domestic violence has strong ties to social justice frameworks and the concept of intersectionality. Advocates are increasingly concerned with how systems interact with gender, race, class, sexual orientation, and disability to reinforce and sustain oppression. Social justice movements recognize that issues are interconnected and that movements and solutions must be as well. If the goal is to transform society, individuals in the movement must transform themselves and be the leaders that can facilitate greater and accelerated change. [Transformative movements](#) involve practices like leading with vision and purpose, embodiment (consciously reflect the vision in practice and show up as strongest self), radical connection, and strategic navigation (see diagram on next page).

INTERSECTIONALITY:

The study of how power structures and oppressions interact across multiple identities. The term intersectionality was first used by Kimberlé Crenshaw to address the multiple ways that both gender and race impact the experiences of black women.⁴

⁴ Crenshaw, K. (1991). *Mapping the margins: Intersectionality, identity politics, and violence against women of color*. *Stanford law review*, 1241-1299.

“Transformative movements recognize that we are whole people, our communities are whole, and because the issues and problems are interconnected our systemic solutions and movements must be as well.”

-The Practices of Transformative Movement Building,
Movement Strategy Center



[Image says “4 Practices of Transformative Movements,” and the four movements outlined are: “Lead with Vision & Purpose: What do we want and how deeply do we want it?,” “Embodiment through practice: what do we need to consciously practice to be the people who reflect the vision?,” “Radical connecting: How are we connected? How do we honor our connections? What is the ‘We’?,” and “Strategic navigation: How do we make choices that bring our whole selves, whole communities forward within changing and unpredictable conditions?”]

Source: [Movement Strategy Center](#)

B. A health equity approach to sexual and domestic violence prevention aligns with and reinforces commitments to intersectionality. Health equity aims for every person to have an equal opportunity to achieve optimal health and is a core component of public health, though there is a need for public health practice to consider gender inequities more deeply. A health equity approach identifies underlying factors (e.g., housing, jobs, social connectedness) that contribute to health inequities, and encourages communities to implement “upstream” strategies that address these factors to promote equitable community conditions and reduce the prevalence of violence. This includes examining how the unequal distribution of power, also known as structural drivers, affects communities, relationships, and individual behavior in ways that produce or prevent violence. Health equity aligns with and can support intersectionality: an intersectionality lens can help provide a more precise identification and understanding of intersecting inequities, and

a health equity framework illustrates how structural drivers like racism, classism, and sexism play out in communities and impact health and safety, including sexual and domestic violence.

C. Public health and social justice movements share many end goals, which creates opportunities for productive partnerships. Public health contributes a data-driven, scientific approach that involves defining problems, identifying risk and protective factors, developing and testing strategies, and promoting widespread adoption. Social justice movements tend to be people-driven, centering lived experience. The two fields can complement each other in many ways. For example,

- Through analysis of risk/protective factors and other data, public health can help illuminate issues and populations that require attention, while social justice movements ensure those most affected lead the movement.
- By leading with vision and purpose, social justice movements can help public health look beyond areas where there may be limitations in the evidence base and shift focus to participatory methods that build power within community. Transformative movements offer expertise in building relationships, centering humanity, and considering self-care.
- Public health and social justice movements share many of the same goals, though language and methods often differ. For example, public health uses terms like ‘social cohesion,’ ‘community engagement,’ and ‘social connectedness,’ while social justice movements tend to reference concepts like ‘community,’ ‘interdependence,’ ‘radical love,’ or ‘humanity.’

A next step for public health and social justice movements is to connect and discuss how their approaches can work in union to best support communities.

D. Identifying sources of oppression and understanding how different forms of oppression are connected is an important first step. After attending the [April 2016 PreventConnect web conference](#), “Intertwined and Aligned: Supporting health equity and justice in sexual and domestic violence prevention,” Lynn Bilal and Beth Malchus-Stafa were inspired to begin dialogues in Ohio about the shared roots of multiple oppressions. They started the Shared Roots Project to “help Ohioans in the sexual assault and interpersonal violence movement identify how different forms of oppression are connected and provide ways to practice, talk and share this information with colleagues, friends and family.” They developed an e-resource that is distributed to a listserv quarterly with activities and discussion questions. Topics range from living wages, ableism, and bullying in schools to unpacking the book and movie *Hidden Figures* to start conversations about sexism and racism. The Ohio Alliance to End Sexual Violence also engages participants in regional trainings using activities like [Power Flower](#) and [Cage of Oppression](#) to identify sources and experiences of privilege and oppression.

How do we ‘connect the dots?’ Local approaches to preventing multiple forms of violence

The Centers for Disease Control and Prevention’s (CDC) [strategic vision](#) focuses on preventing multiple forms of violence by addressing shared root factors. Communities are increasingly finding ways to operationalize this shared risk and protective approach. What does addressing shared risk and protective factors look like and why should we “[connect the dots](#)”? This topic expands the conversation on how shared risk and protective factors can inform strategies and shares examples of multi-sector efforts.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [Connecting the Dots Report](#)
- [2014 Connecting the Dots Presentation](#)
- [Preventing Multiple Forms of Violence: A Strategic Vision for Connecting the Dots](#)
- [Using Shared Risk and Protective Factors Presentation](#)
- [Mapping the Role of Structural and Interpersonal Violence in the Lives of Women: Implications for Public Health Interventions and Policy](#)
- [CDC Technical Packages](#)
- [Stop SV Technical Package Web Conference](#)
- [Addressing Shared Risk and Protective Factors Report](#)
- [Sources of Strength](#)
- [Prevent Violent North Carolina](#)
- [Charlotte Housing North Carolina](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Danielle Tuft

COLORADO SEXUAL VIOLENCE
PREVENTION PROGRAM MANAGER

[Violence and Injury
Prevention-Mental Health
Promotion Branch, Colorado](#)

Deena Fulton

PREVENTION COORDINATOR

[North Carolina Coalition
Against Domestic Violence](#)

Allison Preston

RESIDENT SAFETY MANAGER

[Charlotte Housing Authority](#)

KEY FINDINGS:

A. Communities are moving theory and research into practice to address local contexts, prioritize risk and protective factors, and unify work. Colorado's *Violence and Injury Prevention – Mental Health Promotion Strategic Plan for 2016 to 2020* focuses on the vision of “creating connected and thriving communities free from violence and injury.” In the planning process, the public health department decided to focus on and set measurable goals to address suicide, prescription drug overdose, older adult falls, motor vehicle crashes, interpersonal violence, child maltreatment, and traumatic brain injury. These areas were identified based on existing momentum, political will to act, partner priorities, and the feasibility of implementing evidence-based strategies. Among the types of violence they identified, the department found that shared protective factors could be bolstered by implementing policies, programs, and initiatives to improve social connectedness, and support positive social norms, behavioral health, economic stability, and resilience (individual, familial and community).

In North Carolina, Prevent Violence NC was created to address the state’s prioritized forms of violence: child maltreatment, intimate partner violence, sexual violence, suicide, and youth violence. North Carolina Coalition Against Domestic Violence (NCCADV) and four statewide partner agencies came together and conducted a literature review to identify shared risk and protective factors. After interviews with local stakeholders and a review of the evidence, they grouped strategies into ‘key strengths,’ which pool together protective and risk factors that prevent all five forms of violence. Prevent Violence NC’s ‘key strengths’ include healthy social and emotional development; parent-child connectedness; school climate and school connectedness; community connectedness; and economic stability and economic opportunity.



Two guiding themes for the North Carolina work are that violence can be prevented, and that varying forms of violence come from similar factors. [Image of a hand with two fingers held up, behind the words “Our Two Premises.” Accompanying text on the graphic reads “1. Violence is preventable” and “2. Many forms of violence share common influences.”]

B. Partnerships with other agencies and sectors, such as education and housing, are essential to crafting effective violence prevention strategies that address shared risk and protective factors. The Colorado Department of Public Health's (CDPHE) Violence and Injury-Mental Health Promotion (VIP-MHP) Branch, and in particular, the Sexual Violence Prevention (SVP) Program have been able to combine previously silo-ed funds and partnerships. This has allowed the team to build and implement creative, multi-faceted programming. The department looks to agencies like the Colorado Department of Education, Colorado Youth Matters, Tony Grampsas Youth Services, Colorado Coalition Against Sexual Assault, and other organizations to build off of shared interests and leverage funds for comprehensive prevention. One example is a strategy that emerged from a partnership with [Sources of Strength](#), a national youth suicide prevention project that builds on peer social networks to change unhealthy norms and culture, and prevent suicide, bullying, and substance abuse. In Colorado, Sources of Strength trained influential peers in social cliques at school to become leaders with conflict management skills. The initiative aims to increase connectedness between students and their school, peers, and teachers. With the success of Sources of Strength in building the protective factor of connectedness, the Violence and Injury-Mental Health Promotion and the Sexual Violence Prevention Programs modified and expanded the program to explicitly address multiple forms of violence including sexual violence.

In North Carolina, the coalition against domestic violence and the Charlotte Housing Authority began working together after meeting through the Mecklenburg County Violence Prevention Coalition, a multi-sector coalition coordinated by the Mecklenburg County Health Department. As a former police officer, Allison Preston, the Senior Vice President of Resident Safety observed domestic violence and conflicts between neighbors as the most common types of violence in public housing communities, often exacerbating and affecting other types of violence. Charlotte Housing Authority and NCCADV together identified protective factors to bolster:

- Promote cultural norms that support non-violence toward others
- Foster coordination of resources and services among community agencies
- Improve neighborhood support and cohesion
- Support community connectedness

With these factors in mind, the partnership is training property managers, vendors, and residents to take a proactive stance to reduce violence as part of the housing authority's organizational policies. They are also bringing residents together through community meetings and empowering local youth to express their opinions on violence and aggression that they witness on a daily basis. Using prompts like "What does a healthy community look like?" and "What does a healthy family look like?", youth and families transform their thoughts into billboards, magnets, keychains, welcome packages, etc. —a visible reminder for the community that domestic violence is unacceptable.

“Intervention and community meetings are all about changing norms around aggression. We are hopeful that the protective factors we boost will impact not only domestic violence, but other forms of violence as well.”

- Deena Fulton, NCCADV

TIP:

Identify and address shared risk and protective factors as a springboard for building new partnerships and strategies, and to maximize impact in communities.

- C. Working across multiple forms of violence requires practitioners to consider how different forms of violence are linked but distinct. Consider your picture, their picture, and the big picture.** A shared risk and protective factor approach that seeks to address multiple forms of violence simultaneously takes time and effort. It requires that stakeholders with varying mandates gather to share the distinct dynamics and nuances that shape the type of violence they face or work to address. For example, sexual and domestic violence prevention advocates may focus on specific gender norms that those working on other forms of violence may not prioritize. At the same time, practitioners must zoom out to find areas of shared interest, which means looking for the big picture that all partners share, rather than just “your picture” vs. “their picture.”

It also takes time to develop shared language and balance work with organizations from different sectors in formal and informal coalitions, while maintaining the priorities of one’s own organization. Deena Fulton explained that most stakeholders that her coalition serves don’t have an understanding of this model, and so the coalition is constantly creating a baseline of shared knowledge.

“We need to improve the language around how we talk about shared risk and protective factors. While large group meetings are valuable, it’s key to have one-on-one meetings with a defined ‘ask’ and the right words to communicate how our work relates to our stakeholders’ interests.”

TIP:

Don’t let go of your issue area or identity just because you are working with other partners. Find ways to see your picture, their picture, and the big picture through several lenses.

Healthy masculinities: Mobilizing men and boys to foster healthy gender norms

Sexual and domestic violence prevention work emerged out of women’s leadership, with a focus on addressing violence against women. Men and boys also have a role to play in the work, including in transforming the sociocultural environment to foster healthy, positive norms about masculinities, gender, and violence, and challenging harmful norms in their social networks and beyond. This topic briefly outlines what is meant by “masculinities” and explores strategies to mobilize men and boys in prevention, referencing on-the-ground work like [Coaching Boys Into Men](#) and other innovative community efforts. It also provides a critique of patriarchal norms and identifies opportunities to promote healthy masculinities.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Handout](#)
- [Text Chat](#)
- [Universe Model of Gender](#)
- [Stop SV Technical Package Conference](#)
- [CDC Technical Packages](#)
- [A Call to Men](#)
- [Coaches Corner](#)
- [Coaching Boys Into Men \(videos\)](#)
- [Southwest PA Says No More Videos](#)
- [Aspiring Ally Identity Development Model](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Kristy Trautmann

EXECUTIVE DIRECTOR

[FISA Foundation](#)

Kiandra Foster

PROGRAM MANAGER

[Southwest PA Says NO MORE,
United Way of Southwestern
Pennsylvania](#)

Jonathan Grove

MASCUINITIES AND VIOLENCE
PREVENTION CONSULTANT

- [Men's Project, Pacific Lutheran University](#)
- [Jonathan Grove Resources](#)
- [The Will to Change: Men, Masculinity, and Love](#)
- [June Jordan, Bahamas report](#)

KEY FINDINGS:

A. Harmful gender norms are a documented risk factor for sexual and domestic violence, which means that promoting healthy definitions of masculinities is important for prevention. Norms are broadly accepted rules of behavior that discourage certain behaviors and reward others. Norms are based in culture and tradition, and often taken for granted. Studies show that when communities adhere to restrictive and harmful norms, such as traditional gender roles or male dominance, sexual and domestic violence is more likely to occur.⁵ It is important to recognize that the concept of masculinities is socially constructed and guides how people define what it means to “be a man.” These can include expectations that men will be financial providers or dominate women. It’s possible to change norms, roles, and power dynamics to support healthy, equitable, and non-violent relationships.⁶ Promoting healthy definitions of masculinities that are not rooted in aggression and exercising power over others, but instead support a range of experiences of manhood can bring us closer to positive social norms for gender equity.

One activity used to start conversations on the social construction of masculinities is “[Man Box](#).” Participants talk through what is socially meant by “man” and what values fit within the box, identifying qualities that can be considered toxic (e.g., intimidation or aggression) and qualities that are more positive (e.g., being a team-player or tough). Participants also discuss what values do not fit within the box, how that can be harmful, and how self-worth cannot be found in the box.

“Not only does feminism give women a voice, but it also clears the way for men to free themselves from the stranglehold of traditional masculinity. When we hurt the women in our lives, we hurt ourselves, and we hurt our community, too.”

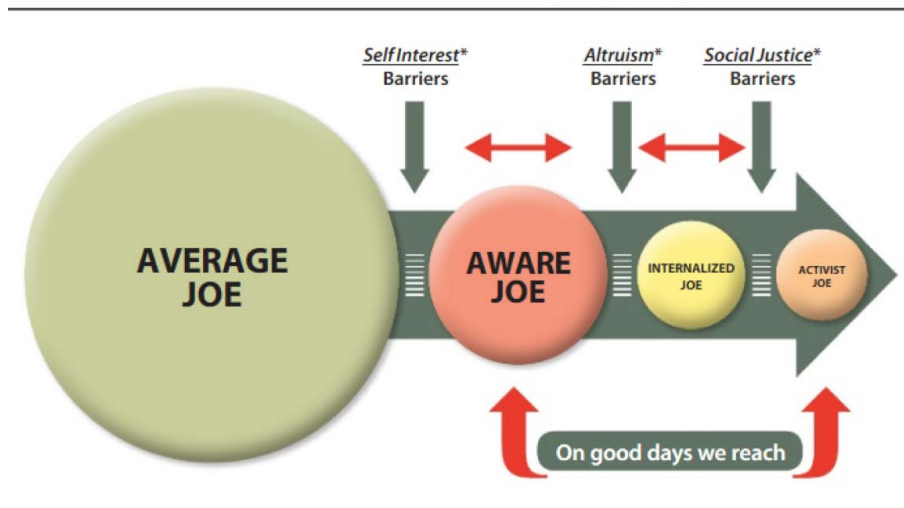
-Byron Hurt, Award-winning documentary filmmaker and anti-sexist activist

⁵ Santana, M.C., Raj, A., Decker, M.R., La Marche, A., & Silverman, J.G. (2006). Masculine gender roles associated with increased sexual risk and intimate partner violence perpetration among young adult men. *Journal of Urban Health*, 83(4), 575-585
World Health Organization/London School of Hygiene and Tropical Medicine. (2010). *Preventing intimate partner and sexual violence against women: taking action and generating evidence*. Geneva, World Health Organization.

⁶ Connell, R. W., & Connell, R. (2005). *Masculinities*. Univ of California Press.

B. Well-defined frameworks and theories of change about engaging men can guide action with the end goal of supporting healthy gender norms. Jonathan Grove developed *A Framework for Engaging Men* that outlines how to engage and empower men to challenge oppression and move from “Average Joe” to “Activist Joe.” Recognizing that only a small group of men were engaging in dialogues about gender norms, he wanted to reach the larger population of “average men” and move them along the continuum from self-interest (e.g., showing up for a particular friend) or altruism (e.g., “I’m doing it for them”) to social justice and the recognition that violence and gender norms affect everyone. Through the Men’s Project at Pacific Lutheran University, Jonathan Grove worked with participants to challenge stereotypes and demonstrate to the wider community what it looks like when men foster positive masculinities and support those around them. He provided a range of opportunities for young men to participate, such as men’s retreats, workshops, mentorship opportunities, and bystander trainings. On Mother’s Day, he took a group of students not typically involved in the violence against women movement (i.e. “Average Joes”) to a local domestic violence shelter to serve brunch for the women there and model healthy behaviors, including for the young boys staying with their mothers. Hearing women at the shelter tell the students that they have never known men who were not abusive turned a problem they may have seen as theoretical into a real human issue, further engaging them in the movement to end sexual and domestic violence.

A Framework for Engaging Men



Created by Jonathan Grove, image by Bobbi Hughes, and drawn from the work of Dr. Erin Casey, Rus Funk, Dr. Dorothy Edwards and Dr. Keith Edwards.
*Edwards, K.E. (2006). Aspiring social justice ally identity development. NASPA Journal 43 (4), 39-60.

The goal of Jonathan Grove’s work is to move men from their ‘Average Joe’ understanding of masculinity, to becoming more aware of harmful gender norms, and eventually, to become an activist. [Image of an arrow moving from left to right, to demonstrate a progression from “Average Joe” (largest circle on the left), the next medium sized circle in the middle of the arrow says “Aware Joe,” moves to “Internalized Joe,” to “Activist Joe.”]

TIP:

Build champions by starting with baby steps towards long term goals. Be open to trying engagement strategies and learning from community champions.

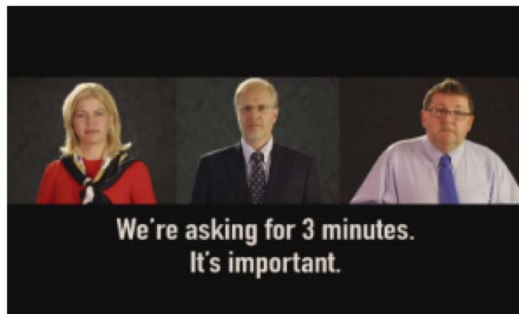
- C. Engaging influential men in the community, like athletes and business leaders, is an innovative way to mobilize for healthy gender norms and gain support outside of the “traditional chorus.”** Seeing sexual and domestic violence prevention as a leadership issue, United Way and FISA Foundation are strategically bringing together a range of community champions, including coaches, athletes and businesses. The Greater Pittsburgh Area has vastly grown its [Coaching Boys Into Men](#) program. To support the regional work, FISA and United Way have partnered with the Major League Baseball team, the Pittsburgh Pirates, and National Football League team, the Steelers, and hosted symposiums for coaches who are new to the Coaching Boys Into Men program to connect with coaches already implementing the program. They also promote a [Father’s Day Pledge](#) where they ask leaders in partner organizations to say they will work to end gender violence and pledge to not use violence in their relationships, speak up if another man is being abusive, be an ally to women working to end violence, and mentor and teach boys to treat women and girls with respect. This is based on the idea that in order to get beyond the traditional chorus, advocates have to offer a small and doable first step that can contribute to norms change. Philanthropic leaders in Pennsylvania wrote an op-ed and signed on to the pledge with the support of FISA. They also host a corporate leadership conference to further engage prominent leaders in the community. This helps increase the number of people talking about the issue across Southwest Pennsylvania and build political will to take on the issue of sexual and domestic violence prevention.



The Pennsylvania Coalition Against Domestic Violence partnered with the Pittsburg Pirates to create public service announcements supporting safe relationships [Image of Youtube video of Chris Stewart, wearing a jersey that says “Pirates” next to the Pirates logo and the Pennsylvania Coalition Against Domestic Violence logo.]

TIP:

Seek and build networks across issues with those committed to offer feedback, support, and lovingly challenge one another.



**An important message
from Pittsburgh's
corporate and civic
leaders to you**

Pittsburgh's corporate and civic leaders are on board to end domestic violence. [Image of 3 individuals. In front of them are the words "we're asking for 3 minutes. It's important" and below "An important message from Pittsburgh's corporate and civic leaders to you."]

D. Discussions about how patriarchy affects people are a starting place for moving beyond the gender binary.⁷ Jonathan suggests that we must understand that the gender binary of "men" and "women" does not reflect the full range of human experience of gender, and those who do not conform to the narrow binary are further marginalized beyond the oppressed status of women and affected by violence to a greater extent. Voices of people who identify as Trans and/or gender non-conforming are critical to engage and center, shifting power to those who are marginalized. Conversations need to start with how patriarchy affects people and this cannot just be a checklist, but rather needs to be an intersectional and systemic dissection of oppressions with willingness across partners to dismantle the system. To fix the problems, we must first see them in full. For men engaging in this work, Jonathan suggests being helpful and accountable, yet advises learning to be led and taught.

⁷ *Gender binary: A social system that requires everyone be raised as a boy or girl (dependent on what sex you are assigned at birth), which in turn forms the basis for how you are educated, what jobs you can do (or are expected to do), how you are expected to behave, what you are expected to wear, what your gender and gender presentation should be, and who you should be attracted to/love/marry, etc. (Source: GSA Network, Beyond the Binary)*

Community accountability for safety: Building capacity to make sexual and domestic violence prevention a community responsibility

The sociocultural environment strongly influences rates of sexual and domestic violence. For example, harmful norms that reinforce gender inequities and other power disparities, approve the use of violence, and encourage non-intervention in family matters increase the likelihood of sexual and domestic violence. On the other hand, strong social networks and communities that demonstrate a strong willingness to take action on sexual and domestic violence as community issues have lower rates of these forms of violence. This exploratory topic highlights the potential for emerging community accountability strategies that seek to strengthen social networks and community involvement to positively influence the sociocultural environment, thereby supporting prevention.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text chat](#)
- [Creative Interventions Website](#)
- [Creative Interventions Toolkit](#)
- [Storytelling and Organizing Project](#)
- [Living Bridges Project](#)
- [Bay Area Transformative Justice Collective](#)
- [Philly Stands Up](#)
- [Incite!](#)
- [Challenging Male Supremacy](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Mimi Kim

DIRECTOR AND FOUNDER

[Creative Interventions](#)

KEY FINDINGS:

- A. Emerging models and initiatives that promote community accountability for sexual and domestic violence can shift factors in the sociocultural environment and thereby support prevention.** While no one sector or segment of the community alone can prevent sexual and domestic violence, community members can be a powerful force for shifting factors in the sociocultural environment that contribute to sexual and domestic violence, including norms. Emerging community accountability models and initiatives – such as [Creative Interventions](#), the [Northwest Network’s Friends Are Reaching Out Project](#) and LGBTQ Relationships Class, the [Bay Area Transformative Justice Coalition](#), and [Philly Stands Up](#) – are largely operationalized within social networks and seek to shift community norms and build community-wide capacity for action. Though they are primarily focused on supporting survivors of violence and changing the behavior of people who have caused harm, they also leverage and strengthen factors that are important for preventing violence, such as revitalizing social networks and increasing community members’ willingness to take action on sexual and domestic violence. These models have the potential to positively influence the sociocultural environment and support prevention.

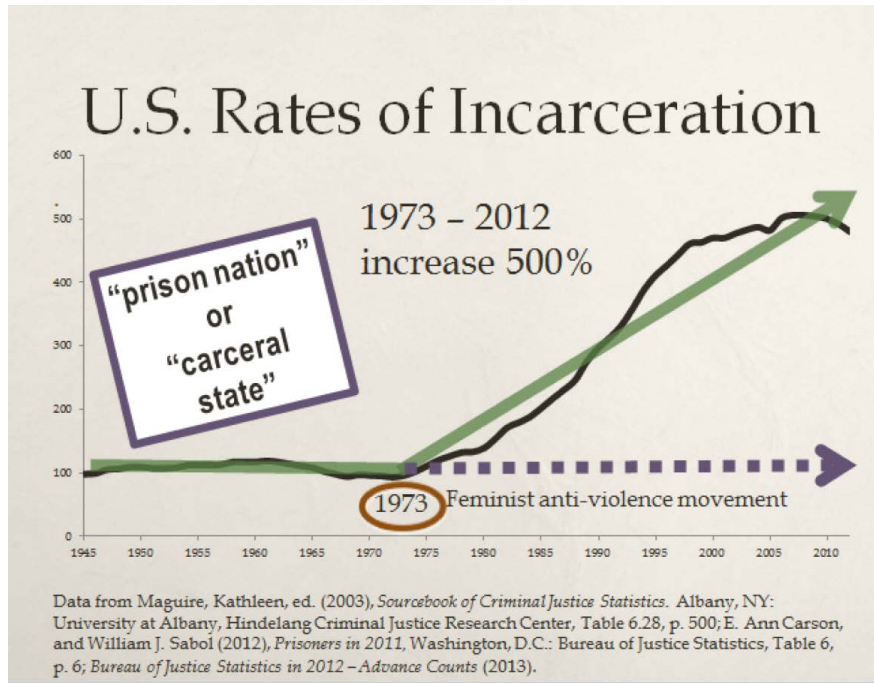
TIP:

Create partnerships with practitioners and advocates focused on prevention and community response, and determine ways to support each other’s work.

- B. An overreliance on incarceration and criminal justice approaches to addressing sexual and domestic violence can unintentionally undermine the very community conditions that are needed to prevent violence.** Many practitioners and advocates working on sexual and domestic violence response and prevention are concerned about overreliance on the criminal justice system. Advocates, particularly women of color, have called attention to the increasing and disproportionate rates of incarceration particularly among people of color in the United States. Rates of incarceration in the United States, which had been relatively unchanged from 1945 until about 1973, have skyrocketed, increasing by 500% over the last 40 years, a surge in incarceration encapsulated by terms like “mass incarceration” and the “carceral state.” According to Mimi Kim:

“Over the past 40 years, most of our services have been organized around the premise that the solution to domestic violence is achieved by some combination of escaping to shelter, arresting the abuser, and/or leaving the relationship... How well have we done in providing a full set of options which might allow survivors to stay safe at home, perhaps even stay safe at home in a relationship with their abusive or once abusive partner, stop and transform the violence, and find safety while keeping homes and communities intact?”

Community accountability models that seek to prevent an overreliance on criminal justice approaches can protect the conditions that are needed to prevent violence while preserving strong social networks and encouraging community engagement and willingness to take action on sexual and domestic violence as community issues.



Incarceration rates increased 500% from 1973 to 2012. [Image of graph titled "U.S. Rates of Incarceration" demonstrating a 500% increase in these rates from 1973 to 2012. A quote box says "prison nation" or "carceral state."]

TIP:

Consider the work already being done and how it can be expanded to deepen its community engagement.

- C. Prevention advocates can consider how their work can leverage and strengthen social networks, and advocates promoting community accountability can explore how to more intentionally prevent sexual and domestic violence in the first place.** Practitioners interested in exploring the nexus of community accountability and community-level prevention can take steps within their organizations and networks, as well as participate in shaping the emerging direction of community accountability work. Stories about family and social network-based interventions to sexual and domestic violence can be powerful tools for learning from real-life examples and envisioning potential models. [Creative Interventions](#) builds capacity for community accountability through trainings, toolkits, story-sharing, and other mechanisms, and is a resource for learning about community accountability.

Organizing for economic opportunity: Strategies to improve economic opportunities for sexual and domestic violence prevention

What do living wages and supportive workplaces have to do with preventing sexual and domestic violence? Referencing research from the Centers for Disease Control and Prevention (CDC) [technical packages](#), this topic explores how economic opportunity can support stability and address issues like poverty, financial stress, and gender inequality. This topic also delves into how workplaces and organizational policies can reinforce healthy norms and make sexual and domestic violence prevention a workplace issue.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [Low Wage, High Risk Pilot Project](#)
- [Wyoming Wage Gap Report: 2016](#)
- [STANDING FIRM website](#)
- [Partner Violence Cost Calculator](#)
- [Workplaces Respond to Domestic & Sexual Violence](#)
- [Change the Story, Vermont](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Dr. Susie Markus

EXECUTIVE DIRECTOR

[Wyoming Health Council](#)

Jody Sanborn

PREVENTION SPECIALIST

[Wyoming Coalition Against
Domestic Violence
and Sexual Assault](#)

Dr. Patricia Cluss

DIRECTOR

[STANDING FIRM: The Business
Case to End Partner Violence](#)

KEY FINDINGS:

A. To address economic insecurity – a risk factor for sexual and domestic violence – communities are interested in increasing economic opportunity for those at the greatest risk for violence. Economic insecurity often plagues entire communities with instability, making it difficult for many to provide necessary resources to their families. Economic disadvantage is often concentrated in specific neighborhoods, due to history and present day policies and practices. The CDC’s [technical packages](#) for sexual and domestic violence prevention promote strategies to strengthen economic supports for women and families, household financial security, and work-family supports.

Wyoming consistently has one of the largest gender pay gaps in the United States, with women on average earning 64 cents for every dollar a man earns. Men whose highest level of education is a high school diploma earn more than women with a bachelor’s degree.⁸ The Wyoming Coalition Against Domestic Violence and Sexual Assault is challenging the local narrative that the wage gap is a matter of “choice” and is employing a collective impact model to organize and advocate for pay equity. Together with the Wyoming Health Council, these organizations are acting as the backbone of the movement for pay equity, bringing together partners from across the state to organize around the common goal of closing the gender wage gap. The team in Wyoming is using a social network analysis to better understand connections and relationships each partner has and is determining next steps through the lens of shared risk and protective factors.

B. Improving organizational policies and workplace climate can create protective environments that promote safety. Workplace policies are listed as a recommended strategy in the [CDC technical packages](#) for sexual and domestic violence prevention. STANDING FIRM engages employers in understanding their role in a community response to partner violence through organizational attention, policy development, trainings for staff, managers and human resources, and resource provision. These approaches have the potential to challenge norms that suggest partner violence is a private, family matter by encouraging disclosure, normalizing help-seeking, and increasing tangible aid and social support to employees, thereby protecting against partner violence. In addition, these strategies can facilitate positive changes in workplace climate, increase feelings of safety, and reduce perceived tolerance of violence towards intimate partners among managers and employees in the workplace.

⁸ Connolly, C. (2016). *The Wage Gap between Wyoming’s Men and Women*. Retrieved September 28, 2017, from Wyoming Women’s Foundation website: <http://wywf.org/wp-content/uploads/2016/06/Wyoming-Wage-Gap-Report-2015.pdf> policies).

C. Making the business case that partner violence impacts the workplace can help employers see their role in prevention. For employers, it is not a matter of “if” the organization will have to deal with sexual violence and domestic violence as an employee issue, but “when.” STANDING FIRM makes the case that partner violence affects employers through staff performance and productivity, staff turnover, absenteeism, employee health, staff morale, and financial costs, such as medical care and mental health services. The organization offers a [Partner Violence Cost Calculator](#) to calculate the financial costs for employers, and is deliberate about calling “domestic violence,” “partner violence” to remove the assumption that the burden is only felt at home.

TIP:

Build in, not bolt on – assist companies in fitting partner violence prevention into strategic initiatives they’re already doing.

A safe place to call home: Transforming the physical/ built environment for sexual and domestic violence prevention

Place matters for sexual and domestic violence prevention. The physical/built environment significantly influences individual behavior, with the potential to promote safety and protect against violence. “Place factors,” such as whether or not a neighborhood looks and feels inviting and safe and access to parks and open space, can work alongside sociocultural factors, such as sense of community and strong social networks, to reduce sexual and domestic violence. This topic builds on the THRIVE framework exploring the role sexual and domestic violence prevention practitioners can play in helping design spaces that promote safety.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [SV Technical Package](#)
- [IPV Technical Package](#)
- [How to Design a City for Women](#)
- [Women Friendly City Project](#)
- [Experiences from the Gender Inclusive Cities Programme](#)
- [Together for Women’s Safety](#)
- [Building Safe and Inclusive Cities for Women: A Practical Guide](#)
- [Virtual Knowledge Center to End Violence Against Women and Girls](#)
- [Prevention Toybox](#)

PRACTITIONERS AND ADVOCATES FEATURED:

Kathryn Travers,

EXECUTIVE DIRECTOR,

[Women in Cities International](#)

Linda Wilk

DIRECTOR,

[Hands of Hope, a division of
Family Service Society, Inc](#)

Colleen Yeakle

COORDINATOR OF

PREVENTION INITIATIVES

[Indiana Coalition Against
Domestic Violence](#)

- [Development Without Displacement](#)
- [Community Safety by Design](#)
- [Sectors Acting for Equity: a Health Equity and Multisector Approach to Preventing Domestic Violence](#)
- [Community Safety: a Building Block for Health](#)

KEY FINDINGS:

A. Improving the physical/built environment can help prevent sexual and domestic violence by creating safe and inclusive spaces that counter harmful gender norms and motivations to abuse. Understanding the role of the physical/built environment, the Indiana Coalition Against Domestic Violence grounds their prevention strategy in the idea that “what surrounds us, shapes us.” The coalition believes that community surroundings can either fuel or deter an individual’s motivation to abuse, and also influence the community’s response to violence. The coalition has created a comprehensive approach that works to shift norms by creating conditions and spaces that are safe and nurturing. For example, in Bloomington, Indiana, the coalition engaged people with disabilities in a participatory mapping process to identify structures that impact those individuals differentially and advocate for change in public spaces to ensure accessibility and inclusion.

Women in Cities International understands that men and women experience a safety gap in urban spaces, with women experiencing higher rates of unwanted sexual remarks and touching, as well as rape and homicide. These experiences affect women’s sense of safety, their experience in a city, and their mobility and access to opportunities. The organization focuses on a gendered approach to creating inclusive and equitable communities, supporting meaningful participation of women and girls in urban development to increase women’s access to public spaces, sanitation, mobility, and more.

B. Safety audits are a tool that allows users of a space to identify design issues that hinder their safety, and participate in the process of designing solutions. Understanding that women are the experts of their own experiences, Women in Cities International works with women to audit their spaces and documents what women like about their environment, what they would want to change, and their sense of safety. The result is a local safety diagnosis and set of recommendations for improvements to match the users of the spaces. Women in Cities International lists seven principles of design for women’s safety that pave the way to more gender-inclusive cities:

1. **Know where you are:** signage, signals and orientation
2. **See and be seen:** visibility, lighting, hiding places
3. **Hear and be heard:** rush hour, peak circulation, social use of space
4. **Be able to get away:** formal/informal surveillance, access to emergency services

5. **Live in a clean and welcoming environment:** design, access and maintenance
6. **Work together:** community participation by the appropriation of public space
7. **Accessibility and inclusion:** consider breadth of intersecting issues

C. Around the world, communities are implementing place-based strategies to transform the physical/built environment in support of prevention. In Gatineau, Canada, a group of elderly women tapped into the work the city was already doing to improve public spaces, vocalized their needs, and the city incorporated their feedback to improve a local park to make it completely accessible for individuals with restricted mobility.



The image on the left shows the park in Gatineau before it was improved, and the picture on the right shows the updates made to the park to make it more accessible. [Image on left shows sand all over the ground, with multiple trees in the sand and a plastic curb also going through the sand. Image on the right shows multiple levels of sidewalks and sloping walkways with railings throughout the park.]

In Vienna, Austria, a photo exhibit in the 1980s showed that girls stopped using city parks around the ages of eight or nine. The city then invested in gender-mainstreaming their urban planning to ensure access to parks for girls. Since then, the city continues to invest in urban planning through a gender inclusive lens, including creating outdoor space for children and parents close to home, establishing on-site pharmacies and doctor's offices, and building housing close to public transit to make running errands and getting to school and work easier. Seoul, South Korea, has also been creating more inclusive spaces for women. A team of women from the Women Friendly City Project evaluate how safe public spaces, such as parking garages, streets, and restrooms, are for women. So far, 240 out of 359 restrooms and parking lots have been certified as women-friendly facilities.

Looking at the American context, in Marion, Indiana Hands of Hope has partnered with neighbors and entities like the local parks and recreation to revitalize and increase usage of Barnes Park, a small neighborhood park that has been viewed as unsafe in the past. Neighbors and partners have been engaged in renovating the facilities and discussing

what the park will look like and what amenities will be included, such as a mini-library and dog-walking area. This type of place-making work is important because safe community spaces are places where people can connect with each other and where respectful social interactions can be publicly modeled and normalized.

TIP:

Take inspiration from work in other communities but leverage local context.

D. Often place-based approaches require generating community support and political will for change, but are efficient and have built-in sustainability. Hands of Hope has been intentional in building relationships between neighbors and with local government. Students organized a presentation to the parks and recreation board advocating for park improvements, and community members are helping rebuild the park. While acquiring playground equipment or raising funds for renovations can take time, place-based strategies can be efficient due to the longevity of the equipment and commitment of the community and local government to maintain public spaces.

TIP:

Engage citizens in the process so they recognize that they have power.



Residents from the neighborhood near Barnes Park in Marion came together to move a piece of playground equipment to the park. [Image of large piece of jungle gym equipment with about ten individuals standing around it.]

Addressing the roots: Preventing multiple forms of violence through shared underlying factors

Multiple forms of violence are shaped by structural factors, such as racism and sexism, resulting in inequitable community conditions, and inequities in rates of violence. Practitioners are pushing back on structural factors and preventing violence by pursuing strategies to improve community conditions. This topic explores how communities are addressing underlying factors through collaborative efforts, while promoting community resilience and healing.

RESOURCES

- [Web Conference Recording](#)
- [Web Conference Slides](#)
- [Text Chat](#)
- [Community Crime Prevention Through Environmental Design Principles](#)
- [Connecting the Dots: Overview of Links Among Multiple Forms of Violence](#)
- [Coaches Corner](#)
- [Technical Package for Prevention on Youth Violence](#)
- [Defending Childhood Initiative: Multnomah County](#)
- [Adverse Community Experiences and Resilience Report](#)
- [Gender-Based Violence against Women: Migration](#)
- [Stories about Land and Identity by Oregon Artists of Color](#)
- [From a Cycle of Violence to a Culture of Safety](#)

PRACTITIONERS AND ADVOCATES FEATURED:

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PROGRAM COORDINATOR

[Multnomah County Youth and Family Services Division](#)

Domestic and Sexual Violence
Coordination Office

Vanessa Micale

PROGRAM SUPERVISOR,

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[Striving to Reduce Youth
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EPS: Equity, Planning,
Strategy

Andrew Campbell

HEALTH EDUCATOR

Multnomah County Health
Department, Youth Sexual
Health Equity Program

Andrea Flores Shelton

VIOLENCE PREVENTION AND HEALTH
EQUITY MANAGER

[County of Santa Clara Public
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COORDINATOR

East San Jose
PEACE Partnership

KEY FINDINGS:

- A. Many advocates and practitioners recognize racism as a structural driver of many forms of violence, and apply a racial justice and equity lens in their prevention strategies.** Drivers like structural racism and socio-economic inequity play out at the community level to deeply impact community conditions, such as lack of economic opportunities and low neighborhood cohesion. While all communities experience violence, it takes an inequitable toll on groups with less structural power, such as people of color. Multnomah County names racism as a form of violence in their work and integrates actions to promote racial justice as part of their efforts to support healing from violence. In Santa Clara, the public health department staff members participate in the [Government Alliance on Race and Equity](#) (GARE) initiative, which emphasizes the role of government in both creating racial inequity and promoting racial equity through policy and practice change.



*Santa Clara County Health Department leads racial equity trainings for staff. [Image of two individuals smiling and standing in front of a projection that says "Advancing Racial Equity in Northern California: 2016 Commencement Exercises."]
Source: Santa Clara County Health Department*

TIP:

To build shared understanding of racial justice practices, organize a coordination team that includes residents and people working on different programs and strategies, and offer trainings.

B. Addressing underlying factors and preventing multiple forms of violence requires cross-cutting and mutually supportive strategies that are inclusive and meet community needs. To address violence affecting youth and teen dating violence, Multnomah County is focusing on shared resilience factors, such as cultivating neighborhood support and positive relationships between youth and adults. They are also addressing the physical/built environment – an approach summarized as “place-making as peacemaking” – through community-led [Crime Prevention Through Environment Design](#) projects to improve lighting, maintain parks and recreational spaces, and more. Multnomah County is also implementing the initiative in non-traditional sports settings like churches and community teams. The county is also expanding and adapting [Coaching Boys Into Men](#) to be more inclusive of Spanish speakers and women and people who identify as LGBTQ. In Santa Clara County, violence prevention efforts in East San Jose include a portfolio of interventions and prioritized strategies that are mutually reinforcing and impactful. One example is changing the narrative and narrator of violence, race, and health equity by influencing how community and leaders talk about violence. Another strategy is the East San Jose PEACE Partnership working alongside [promotor@s](#) to shift family resource centers from a focus on literacy alone to a broader social justice agenda, including with a focus on preventing intimate partner violence and gun violence.

C. Collaborative structures that balance power dynamics and support inclusion in community decision-making lift up community voice so that those most affected by multiple forms of violence are at the center. Through a collaborative governance structure, the East San Jose PEACE Partnership brings residents and traditional decision-makers together on a leadership team. The team has 30 members including residents and community/empowerment organizations; health and healthcare partners, justice, education, and parks and recreation providers. During the formation of the group, participating organizations prioritized representatives who reside in the neighborhood to serve on the Leadership Team. The initiative also operates through a distributive leadership model so that there are “teams of teams” doing the work and sharing ownership.

Multnomah County uses a community health worker and educator model, hiring individuals with lived experience to organize with the community and serve on a Violence Prevention Coordination Team alongside city and county departments. The coordinating body oversees violence prevention work across forms of violence and aligns the goals of a variety of grants, such as Striving to Reduce Youth Violence Everywhere (STRYVE), Youth Sexual Health Equity Program, and Defending Childhood Initiative. The team conducts regular cross-team trainings, and will be tasked with generating policy recommendations.

TIP:

Foster a culture of care that acknowledges workers’ lived experiences and creates inclusive spaces for individuals to process their own reactions to the work they are doing and populations with whom they engage.



Multnomah County hires health educators and community health workers with lived experience of exposure to multiple forms of violence. Here are some of the community health workers and the youth they serve in Multnomah County. [Image of 10 individuals, all wearing rainbow tie-dye shirts that say STRYVE.] Source: Multnomah County

D. Creating a sustainable funding mechanism is essential for long-term prevention of multiple forms of violence. Balancing funder and community needs while focusing on the long-term commitment that is needed for violence prevention can be challenging. One challenge is to create enduring platforms that last beyond funding cycles, where the community can set priorities and direction. To support a sustainable plan, the East San Jose PEACE Partnership has created a Wellness Fund that is managed by a foundation to pool funding from a variety of sources. The leadership team will oversee the fund and prioritize how the money is used for violence prevention strategies.

BIOGRAPHIES

1. Back to basics and moving beyond: A prevention approach to sexual and domestic violence

- **Jetta Bernier** serves as executive director of [Massachusetts Citizens for Children](#), also known as “MassKids,” the nation’s oldest private, statewide child advocacy organization. Since the mid-1980s, MassKids has been the State Chapter of Prevent Child Abuse America. Jetta directs the “Enough Abuse Campaign,” a child sexual abuse prevention model developed in 2003 under a 5-year grant from the Center for Disease Control and Prevention. She is the developed of numerous prevention education resources, including most recently, a one-hour, evidence-informed, online training curriculum specifically developed to educate school personnel about sexual abuse and strategies to prevent it. Sheserves on the 11-member National Task Force on Educator Sexual Misconduct, convened by the National Association of Independent Schools and the Association of Boarding Schools, which released its report and recommendations in August 2017.
- **Beverly Costa-Ciavola** is the director at [Cape Cod Neighborhood Support Coalition](#), an organization that works to strengthen families and the resources that support them in order to help prevent child abuse and neglect. Prior to this she worked in the field of domestic and sexual violence prevention for nearly 20 years. In her current position, Beverly serves on a number of boards, councils, and working groups to help area providers better understand how their clients can utilize and navigate social services on Cape Cod. She is an active volunteer for the Samaritans and is a suicide prevention/intervention trainer, as well as a child sexual abuse prevention trainer.

2. Intertwined and Aligned: Supporting health equity and justice in sexual and domestic violence prevention

- **Cristy Chung** is a private consultant and a [Move to End Violence Movement Maker \(Cohort II\)](#). Cristy brings over 27 years of experience to her work as a passionate change leader. She has expertise in program design, team building and is invested in the leadership of communities of color in the movement to end gender-based violence. As a catalyst for change, Cristy is currently focused on community organizing, movement building, and working at the intersection of race, gender and sexuality.
- **Lynn Bilal** has dedicated her services to the anti-violence movement in various capacities from vulnerable children to victims of domestic violence and sexual assault since 1990. Most recently, as prevention coordinator for the [Ohio Alliance to End Sexual Violence](#), Lynn provides relevant and innovative training and technical assistance to prevention and rape crisis programs across Ohio. Her vast experience, diverse background, and lessons learned have inspired her powerful mission to end all violence and to assist in the healing process.

- **Beth E. Malchus-Stafa** has worked as a gender and health advocate for over 28 years at the [Ohio Department of Health](#). Since 1999, her public health work has been focused on preventing sexual violence, intimate partner violence, teen dating violence, and bullying—to help create a world where everyone belongs and is heard. Beth encourages all in this field to create time for self-care. Her self-care includes blogging, writing short stories, knitting, gardening, hiking, and singing.

3. How do we Connect the Dots? Local approaches to preventing multiple forms of violence

- **Danielle Tuft** is the sexual violence prevention program manager at [the Colorado Department of Public Health and Environment](#). As a public health professional, she has worked on a variety of projects in partnership with both government and nonprofit sectors, and brings experience in community mobilization, grant development and management, and training and technical assistance. In her current role she manages Colorado's Sexual Violence Prevention Community Grant Program and works to build stakeholder capacity in using a shared risk and protective factor approach for effective violence prevention.
- **Deena Fulton** is the prevention coordinator at the [North Carolina Coalition Against Domestic Violence](#). She manages the coalition's DELTA FOCUS grant, overseeing the planning and implementation of state-level primary prevention strategies that address shared risk and protection at the outer layers of the social ecology. Before joining NCCADV, Deena worked at the California Coalition Against Sexual Assault providing training and technical assistance to local practitioners to support the Rape Prevention and Education program across California.
- **Allison Preston** is the senior vice president of resident safety at the [Charlotte Housing Authority](#). He has been working with the housing authority for over 16 years and is also a former police officer. Allison has a true commitment to community, serving on the Violence Prevention Task Force with Mecklenburg County, Teen Dating Violence Awareness Committee, and the Men's Empowerment Coalition.

4. Healthy Masculinities: Mobilizing men and boys to foster healthy gender norms

- **Kristy Trautmann** is executive director of [FISA Foundation](#), a charitable grant making foundation focused on improving the lives of women, girls, and people with disabilities in southwest Pennsylvania. She is the founder of Southwest PA Says No More. Under Kristy's leadership FISA has pursued regional initiatives to end cycles of domestic and sexual violence, empower girls to reach their full potential, promote accessibility among arts and cultural organizations, and improve access to health care for people with disabilities.

- **Kiandra Foster** is a program manager at [United Way of Southwestern Pennsylvania](#). She has spent years focusing on providing needed services such as housing, healthcare, and access to economic opportunities, and more to low-income families, women at times of crisis, veterans, and unaccompanied youth. She is a statistician by training, working to demonstrate key relationships between economic and political institutions and the health and wellbeing of those in need. One of her passions is providing needed supports for women and girls experiencing violence, a passion that led to her engagement with Southwest PA Says NO MORE, where she now works to prevent gender violence before it occurs and increase awareness of important issues like sexual assault and domestic violence.
- **Jonathan Grove** served as the Men Against Violence program coordinator at the Pacific Lutheran University Women's Center from 2006-2014. In this role, he oversaw the education, prevention, and male engagement efforts of three U.S. Department of Justice campus grants and helped to establish a state-wide campus prevention effort. Under his direction, the PLU Men Against Violence Program emerged as a leading voice on strategies to involve college male populations -- traditionally least active -- in ending violence against women. More recently, as a consultant, Jonathan has developed theoretical tools for engaging men along a spectrum of interest through their own experience and providing a process for creating change. Utilizing those engagement tools, he has created programs and curriculum for new DOJ grantees, as well as city and state-wide efforts. Most importantly however, Jonathan dedicates most of his time to raising his two beautiful boys with his partner.

5. Community accountability for safety: Building capacity to make sexual and domestic violence prevention a community responsibility

- **Mimi Kim** is a long-time anti-violence advocate and activist primarily working in Asian immigrant communities and other communities of color. She was the coordinator of the Multilingual Access Model at Asian Women's Shelter in San Francisco for 10 years before founding [Creative Interventions](#) in 2004 in order to create more practical, concrete and accessible community-based models and tools for violence intervention. Mimi is one of the co-founders of Incite! Women, Trans and Gender Non-Conforming People of Color Against Violence. Currently, she is working with Creative Interventions to mobilize a California statewide initiative to introduce and implement community-based and transformative justice violence intervention options through domestic violence and sexual assault organizations in collaboration with social justice organizations. Mimi is also an assistant professor of social work at California State University, Long Beach.

6. Organizing for Economic Opportunity: Strategies to improve economic opportunities for sexual and domestic violence prevention

- **Dr. Susie Markus** is the executive director of the [Wyoming Health Council](#), a nonprofit agency established in 1990 to serve as Wyoming's federal grantee for the Title X family planning program through the US Department of Health and Human

Services. Susie has a Ph.D. in educational leadership, a master's in counseling, and a bachelor's in social work.

- **Jody Sanborn** is a prevention specialist with the [Wyoming Coalition Against Domestic Violence and Sexual Assault](#). Jody leads RPE efforts in Wyoming by collaborating with communities for social change and co-facilitating the Wyoming Sexual Violence Prevention Council. She has experience as a national, state, and local trainer specializing in rural community education, organizing and mobilization, and college populations. She is passionate about collective impact and evaluation for social change.
- **Dr. Patricia Cluss** is a licensed psychologist with a specialty in health psychology and a long-time interest in intimate partner violence. She recently retired from the psychiatry faculty of the University of Pittsburgh School of Medicine. While at Pitt, she developed and implemented an award-winning training for behavioral health providers on *Partner Violence as a Mental Health Concern*. She is an author of over 30 published manuscripts on these topics. Currently, Dr. Cluss is a psychotherapist in private practice, a consultant in women's health for a regional health insurer, and the director of [STANDING FIRM](#): The Business Case to End Partner Violence.

7. A safe place to call home: Transforming the physical/built environment for sexual and domestic violence prevention

- **Kathryn Travers** is executive director of [Women in Cities International](#) (WICI) and works as a global consultant on issues of gender, safety, urban development, and governance. She has a successful history of developing and managing programs in Canada and internationally, and has effectively worked to broaden the understanding of women's safety by bringing an intersectional approach to her work and by collaborating with different groups of women and girls to explore new related issues (accessibility, essential services, adolescence, etc.). Kathryn has led the development of new and innovative tools for capturing data about women's and girls' safety experiences in urban environments and has led training workshops in several countries. She has extensive experience in working with diverse populations in the global North and South including adolescent girls, women with disabilities, indigenous women, elderly women, women living in informal settlements, etc.
- **Linda Wilk** has served as the [Hands of Hope, a division of Family Service Society, Inc.](#), director for the past 23 years, as well as chairing the Mayor's Commission Against Domestic Violence. At the state level, Wilk currently serves on the governor-appointed Indiana Domestic Violence Prevention and Treatment Council and the Indiana Sexual Violence Prevention and Treatment Council. In March 2017, Wilk was appointed to serve on the Marion Public Board of Works by Marion Mayor Jess Alumbaugh.

- **Colleen Yeakle** has served as an advocate in the domestic and sexual violence field for 19 years and currently coordinates the DELTA FOCUS project for the [Indiana Coalition Against Domestic Violence](#). With the DELTA FOCUS project, Colleen works with national, state and community partners to develop new strategies for preventing intimate partner violence by creating community conditions that promote safety, respect and equity for all members. Colleen received her master's degree from the Indiana University School of Social Work, and was recognized as the school's Distinguished Alumni in 2015.

8. Addressing the roots: Preventing multiple forms of violence through shared underlying factors

- **Vanessa Micale** is the STRYVE [[Striving to Reduce Youth Violence Everywhere](#)] program supervisor in the Multnomah County Health Department and a LEAP Cohort Fellow through CALCASA and the Women of Color Network. She has 15 years of social justice experience serving communities most impacted by violence in settings ranging from domestic violence shelters and schools to community centers and juvenile halls. As a Uruguayan-American Latina, Vanessa is informed by a bilingual/bicultural background and a commitment to strengths-based trauma-informed approaches.
- **Erin Fairchild, MSW**, has worked with communities impacted by trauma and violence for the past 17 years, specializing in childhood exposure to violence. She has comprehensive experience in violence prevention, the grass roots domestic violence movement, child welfare, school and systems engagement, trauma and brain development, adverse childhood experiences, trauma informed practice, equity and racial justice, and children's mental health. Recently, she is the proud recipient of the Multnomah Youth Commission Youth Champion Award, and the Multnomah Health Department Public Health Partner Award.
- **Andrew Campbell** was born and raised in Portland, Oregon. He attained two B.S. in psychology and sociology at Tuskegee University, as well as an M.S. in sports psychology at University of Tennessee. As a health educator, he teaches sexual health in middle and high schools, in addition to working with athletic departments and community-based organizations in implementing [Coaching Boys into Men](#) (a dating violence prevention curriculum).
- **Andrea Flores Shelton** has 18 years of experiencing addressing racial and health inequities through local education, juvenile justice, and incarceration system change efforts. Her work as the [Santa Clara County Public Health Department's Violence Prevention & Health Equity](#) manager connects her to her own native East San Jose community where she continues to live, worship, and play with her family. Andrea earned her B.A. in sociology from San Jose State University.