



# *Peace in Our Homes:*

*A Call to End Domestic Abuse in Central Indiana*

*2009-2012*

[www.DVNconnect.org](http://www.DVNconnect.org)



# PEACE IN OUR HOMES GOALS

## **Goal 1:**

*All Youth Engage in Healthy Relationships*

## **Goal 2:**

*The Criminal and Civil Justice Systems are Aware of and Effectively Respond to Domestic Abuse*

## **Goal 3:**

*An Effective Cross-Cultural Response to Domestic Abuse is Present within the Hispanic Community*

## **Goal 4:**

*Survivors of Domestic Abuse Achieve Economic Self-Sufficiency*

## **Goal 5:**

*Domestic Abuse Services Are Coordinated, Integrated, and Systematically Evaluated*

## **Goal 6:**

*The Community is Aware of and Effectively Responds to Domestic Abuse*

## VISION

***Central Indiana is a respectful and peaceful community where all of our children experience healthy relationships and every person is free from the fear or threat of all forms of domestic abuse.***

## MISSION

***To coordinate and strengthen community resources and services that prevent, intervene, respond to and support the ending of domestic abuse in Central Indiana.***

## DEFINITION

***Domestic abuse is a single act or a pattern of abusive and coercive behaviors, used by an individual to gain and/or maintain power and control over another individual in the context of an intimate/dating/familial relationship.\****

*\*Definition created by Project Peace in Arlington, Virginia*

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# VALUES AND GUIDING PRINCIPLES

## VALUES GUIDING PRINCIPLES

### INDIVIDUAL RIGHTS

Victims/survivors have the right to be a voice for change in eliminating domestic abuse.

Prevention and intervention strategies must be available and sensitive to all people regardless of cultures, sexual orientation, economic circumstances, race or gender.

### ACCOUNTABILITY

The abusive partner will be held legally accountable.

The community as a whole is accountable for not tolerating domestic abuse.

The intervention, response and support community is responsible for coordinating services and maximizing resources to eliminate domestic abuse.

### COMMUNITY RESPONSE AND INTERVENTION

An effective and coordinated system of awareness, prevention, and intervention activities must be provided systematically throughout our community.

Educating our children about domestic abuse and creating healthy relationships is all of our responsibility.

### PREVENTION

Age appropriate and culturally competent preventative initiatives that deter generational violence and promote positive relationships must be provided throughout the service delivery system.

Since 2000, Central Indiana domestic abuse prevention organizations have formally worked together to coordinate services and expand their

reach and effectiveness to

eliminate domestic

abuse. The

last eight

years have

demonstrated

that strategic

planning

and shared

efforts can have

lasting results. Victims

of domestic abuse can now call one number (2-1-1) for help in finding needed services. With one phone call, service providers can now find emergency shelter for those in need. Service providers continue to meet monthly to share best practices and focus on emerging needs. Employers are joining together to create safe workplaces and to connect their employees who are being abused and who are exhibiting abusive behaviors to resources.

While we have seen the benefits of coordination, much work remains to be done. During the past year over 200 people from businesses, government, religious, education, and human services organizations dedicated themselves to taking stock of our progress as a community,

identifying gaps in services, and determining priorities for action. Appendix A contains a listing of every individual who gave input into this plan. Guided by the Steering Committee, four task forces were created to focus on these aspects of domestic abuse: children and youth; the Hispanic community; the criminal and civil justice systems; and economic self sufficiency. Each task force held community roundtables and developed goals and implementation strategies. Key stakeholders and community leaders in government and human services have now committed to lead the process for implementing the plan. They will need the help of the community to move this agenda forward, particularly in this time of financial restraint. The *Peace in Our Homes* plan will move our community closer to a shared vision of Central Indiana becoming a

respectful and peaceful community where all of our children experience healthy relationships and every person is free from the fear or threat of all forms of domestic abuse.

***All forms of intimate partner violence, from episodic violence to ongoing battering, are preventable. The key to prevention is focusing on first-time perpetration and first-time victimization.***

***Children and youth exposed to domestic abuse at home are at a higher risk for intimate partner violence, child abuse, and other health risks such as anxiety, bed-wetting, aggression, and depression.***

Domestic abuse is a difficult issue that touches the lives of many of our children, families, friends and co-workers in Central Indiana. Domestic abuse knows no boundaries as it impacts people of all cultures, races, economic circumstances, ages and sexual orientation. Many people's lives are affected as children and family members are witnesses to violence and become entangled in the mindset of powerlessness that befalls victims of domestic abuse. Domestic abuse has physical, emotional, economic and social implications for individuals, families, neighborhoods and our entire community. In our efforts to create a community of respect and peace where domestic abuse no longer resides, we need to be thoughtful, creative, intentional, and responsive as we set priorities, utilize resources and determine how we will work together across government, human services, education and our faith communities.

The last year has been spent bringing over 200 people together to review what is working in Central Indiana and what else needs to be done to eliminate domestic abuse. At a time when resources appear scarce, we have been diligent in building on existing services and seeking ways to evaluate the true needs of the community. We have also drawn on best practices research to help determine the types of actions to take. Many organizations have been asked not only to participate in the planning process but to take the lead on implementing key strategies of the plan. While the Domestic Violence Network (DVN) facilitated this process and will support implementation of the plan, the success of this plan will be determined by those who in business, government, education, human services and faith communities have said "yes" I will stand for this, "yes" I will commit my time and resources and "yes" I will work with others across the community to help make this happen. To those of you who have said yes, thank you. To those of you who are now just learning about this effort, we welcome you and ask for your help.

The following plan is based on the work of a Steering Committee and four Task Force groups which focused on Youth Services, Criminal Justice, Economic Justice and Hispanic Outreach. Please see Appendix B for a description of the planning process. The goals for each of these focus areas are presented on the front inside cover of this plan. It will be the lead organizations that move these initiatives forward as they examine best practices and identify the most effective approaches for achieving success. The Domestic Violence Network will continue to provide overall coordination for the implementation of this plan, working with the Steering Committee and newly formed goal-based Implementation Teams. DVN will document and communicate progress on each goal, meet regularly with partners guiding specific efforts, and continue to be a bridge for the domestic abuse service provider agencies and the larger community.

We believe that by implementing the following plan while maintaining and improving current services, we will improve the system of care for those affected by domestic abuse. It is our intention to not only contribute to the lives of those affected by domestic abuse, but to begin reaching our children and families so that early interventions may redirect and avert additional violence in our community.

***Julie Marsh,***

DVN Chief Executive Officer

On Tuesday, July 22, 2008 April Wills was at home with her daughter and her boyfriend when her ex-husband, Carl Wills, entered her home, killed her boyfriend and dragged April and her 13-year-old daughter into his car.

Wills then murdered April, with her child watching in the back seat, before committing suicide. April became another statistic, one of the

65 people who died in Indiana last year from

domestic abuse. There had

been three previous reported incidents of domestic abuse involving the two and an order was in place

forbidding Carl from exhibiting further violence

toward April. Less than twenty four hours

after visiting with Carl and his mother, April

was dead. April's daughter's life has been

forever changed as a child victim and witness

impacted by domestic abuse. Nearly 75%

of women killed by an intimate partner are

murdered after the relationship ends. Like these

women, April was murdered after she ended the

relationship and was seeking to live life free from

Carl's violence.

April's story reflects the complicated nature

of domestic abuse seen in Indianapolis and

throughout the country. Power and control are

***In 2006, women accounted for 80% of the victims of intimate partner violence (606,350 total) and men accounted for approximately 20% of victims (148,460 total).***

at the center of domestic abuse. Whether out of fear, financial and emotional dependency, or love, most victims, like April, live in a world controlled by their abuser. Breaking this cycle of violence and destruction of our families and community is at the heart of the following plan. Changes need to take place within

the legal system that ease the concerns and fears

of victims and encourage them to cooperate in

prosecution of domestic abuse. April reminds

us of the challenges victims face in leaving

their perpetrators and the need to dedicate

support services and resources to victims and

their families. April calls on us as a community to

get resources closer to those that need help and to

provide our children with avenues for assistance when

they are in unsafe environments. April reminds us that

lives are taken and families forever changed as a result

of domestic abuse.

***The annual cost of lost productivity due to domestic violence is estimated as \$727.8 million with over 7.9 million paid workdays lost per year.***

*Peace in Our Homes*

is presented with

April in mind. As

community and

corporate leaders,

clergy, and human

services providers

we must do all that we

can to eliminate domestic

abuse in Central Indiana. We must protect victims,

provide services that empower, hold perpetrators

accountable to change, and create a community that

teaches its children how to cultivate and sustain healthy

relationships.



The Central Indiana community has a long-standing commitment to ending domestic abuse. Since the formation of the Julian Center in 1975 and the creation of the Domestic Violence Network in 1985, many programs have developed to intervene in the cycle and effects of domestic abuse. The first community forum on family violence, sponsored by Mayor Stephen Goldsmith in 1993, laid the groundwork for recommendations for system-wide improvements. Congresswoman Julia Carson initiated a year-long study of domestic abuse in 1998 bringing together service providers, survivors, healthcare and legal professionals, business leaders and policymakers who recommended two priorities for action: community education and coordination of services. Studies by the United Way of Central Indiana (1998) and Clarian Health (1998) also identified a need for moving to a more comprehensive and integrated approach to providing consistent and holistic care. In 2000, Mayor Bart Peterson hosted a Mayor's Roundtable involving over 100 citizens of Greater Indianapolis who together called for the creation of a community plan to provide an accountable, comprehensive and culturally sensitive approach to preventing family violence. The Domestic Violence Network was charged with facilitating the creation and implementation of this first Family Violence Community-Wide Plan which was completed in 2001. Please see Appendix C for a description of key strategies and outcomes of this plan.

In August of 2005, Mayor Bart Peterson and DVN convened a second Mayor's Roundtable to provide an update on the 2001 plan and to discuss what areas needed improvements. Topics identified included Hispanic outreach, public awareness and education, economic justice, health and legal issues, and prevention. Working with the Advocates Group, priority areas for continued education and study were identified and pursued during monthly meetings in 2006 and 2007. DVN obtained support from the Nina Mason Pulliam Charitable Trust in 2007 to develop a Hispanic Outreach Plan outlining recommendations to address domestic abuse within the Hispanic population and culture. Each of these efforts led to the need for creating a new plan that would continue this work while improving coordination of services and focusing in on new identified priorities.

In early 2008, with the support of Indianapolis Mayor Gregory Ballard, Congressman Dan Burton, and Congressman André Carson, DVN established a new community plan Steering Committee. The Committee was charged with providing oversight and guidance during the assessment, and planning and implementation processes to ensure that a new plan would be timely, relevant, effective and accurately reflect the changing needs of the greater Indianapolis community. The following plan is built upon the last eight years of work and continues many of the priorities established in the initial plan while addressing emerging needs identified by the Advocates Group, the plan's Steering Committee and Roundtable Participants. Please see Appendix B for a full description of the planning process.

# GOAL ONE

## ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

Based upon information received from the 3,500 Domestic Abuse Navigation Hub callers during fiscal year 2007/2008, at least 3,889 children were exposed to family violence. In the spring of 2007, the Indiana State Department of Health administered the Youth Risk Behavior Survey (YRBS) in high schools across the state. Forty-four high schools and 2,331 students participated. The Youth Risk Behavior Survey is a national survey effort led by the Centers for Disease Control and Prevention (CDC) to monitor students' health risks and behaviors. According to the survey results, 11.6% of Indiana high school students reported being hit, slapped, or physically hurt by their boyfriend/girlfriend one or more times during the previous 12 months, and 9.4% report being physically forced to have sexual intercourse.

## GOAL ONE: ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

<b>STRATEGY ONE</b>	Increase utilization of existing intervention and counseling programs, and if necessary, develop new programs for children and youth who have witnessed and experienced domestic abuse at home.
<b>RATIONALE</b>	Exposure to violence as a child has been shown to be strongly associated with ongoing patterns of abuse and victimization. Specialized support services are necessary to mitigate the effects of witnessing domestic violence and to develop coping skills.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Assess current needs and resources: Indiana Youth Institute (IYI), Marion County Commission on Youth (MCCOY), and Children’s Bureau will work with Central Indiana organizations that provide domestic abuse intervention and response services to children/youth to clearly identify a) need, b) what services are offered, c) existing program service capacity and current utilization, d) evaluate existing service gaps that might indicate a need for new programs, and e) work with partners to design and implement new programs.</li> <li>2. Assessment of youth workers’ knowledge of issues and resources.</li> <li>3. Create a plan based on assessments to promote services to referral agencies. Plan will include materials, websites, and identify targeted youth workers and school personnel for training.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Analysis of current needs and resources released to public. Assessment of youth workers’ knowledge completed. Findings and resources will be listed on DVN’s website.</li> <li>2. Year One: Promote existing services to referral agencies.</li> <li>3. Year Two: Make recommendations for new programs, if warranted by increased utilization.</li> <li>4. Year Two: Update resource lists and website information.</li> <li>5. Year Three: Update resource lists and website information.</li> </ol>
<b>INITIATING PARTNERS</b>	Family Service of Central Indiana, Children’s Bureau, Marion County Commission on Youth (MCCOY), Indiana Youth Institute (IYI), and Prevail

## GOAL ONE: ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

<b>STRATEGY TWO</b>	Increase utilization of programs, and if necessary, develop new programs for youth who are being victimized in their own dating-type relationship.
<b>RATIONALE</b>	Rates of young adult and teen domestic violence are significant and specialized resources are needed to address the unique issues surrounding dating and domestic violence.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Assess current needs and resources: IYI, MCCOY, and Children’s Bureau will work with Central Indiana organizations that provide domestic abuse intervention and response services to children/youth to clearly identify a) need, b) what services are offered, c) existing program service capacity and current utilization, d) evaluate existing service gaps that might indicate a need for new programs, and e) work with partners to design and implement new programs.</li> <li>2. Assess youth workers’ knowledge of issues and resources.</li> <li>3. Create a plan based on assessments to promote services to referral agencies. Plan will include materials and websites, and identify targeted youth workers and school personnel for training.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Analysis of current needs and resources released to public.</li> <li>2. Year One: Promote existing services to referral agencies.</li> <li>3. Year Two: Make recommendations for new programs, if warranted by increased utilization.</li> </ol>
<b>INITIATING PARTNERS</b>	Children’s Bureau, Family Service of Central Indiana, Indiana Youth Institute (IYI), Marion County Commission on Youth (MCCOY), Prevail

## GOAL ONE: ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

<b>STRATEGY THREE</b>	Develop treatment programs for children and youth who have begun to exhibit battering behaviors (Youth Batterer Intervention Programs).
<b>RATIONALE</b>	<p>Local criminal justice professionals have identified a need for specialized intervention methods for the youth batterer.</p> <p>Roundtable discussions supported this need based on qualitative data. Statistics concerning youth batterers are not currently being collected.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Clarify and document existing need.</li> <li>2. Identify and evaluate the impact of model YBIP.</li> <li>3. Develop a cost analysis and funding plan.</li> <li>4. Explore the feasibility of adding programs to designated youth service providers existing treatment services.</li> <li>5. Establish a direct linkage to the criminal justice system for proper referral of youth offenders.</li> <li>6. Develop public awareness strategies concerning the availability of new program.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Develop detailed operational plan for one YBIP program.</li> <li>2. Year Two: One YBIP program in operation.</li> <li>3. Year Two: Identification of additional needs and resources necessary for expansion of services.</li> <li>4. Year Three: Evaluation of operating YBIP and long-term sustainability planning.</li> </ol>
<b>INITIATING PARTNERS</b>	Family Service of Central Indiana, Prevail, Marion County Juvenile Courts

## GOAL ONE: ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

<b>STRATEGY FOUR</b>	Implement age-appropriate, best-practice healthy relationship curricula at all levels of education system.
<b>RATIONALE</b>	Only 2.6% of surveyed schools had policies, materials, or teacher/ parent programs related to teen dating violence in place. While there are a few local programs addressing these issues, they do not coordinate efforts, develop programs to specifically address unmet needs, or co-refer to maximize outcomes for youth.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Work with the Indiana Department of Education and Indiana legislators to form a study committee to include healthy relationship curricula in all schools.</li> <li>2. Conduct two DVN “Hiding the Truth Tells the Lie” curriculum train-the-trainer sessions annually.</li> <li>3. Implement Robert Wood Johnson (RWJ) Foundation Grant for Building Healthy Teen Relationships utilizing the evidence based “Safe Dates” program.             <ol style="list-style-type: none"> <li>a. Incorporate healthy relationships and sexual assault education “Safe Dates” as a required component in Health/PE curriculums.</li> <li>b. Train teen peer advocates and teachers to provide curriculum-based training in the 7th to 9th grade Health/ PE classes.</li> <li>c. Parents will be educated and engaged through peer advocates.</li> <li>d. Evaluate curriculum modifications to school policies to make each district a zero-tolerance atmosphere for dating violence.</li> </ol> </li> <li>4. Evaluate the impact of healthy relationship efforts and work with all school districts to implement successful strategies.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Legislative Study Committee Authorized.</li> <li>2. Year One: 40 presentations of “Hiding the Truth Tells the Lie”</li> <li>3. Year One: RWJ grant begins implementation.</li> <li>4. Year Two: Review the initial findings of the study for RWJ “Safe Dates” curriculum.</li> <li>5. Year Two: Implement the recommendations of the Legislative Study Committee.</li> <li>6. Year Two: 40 presentations of “Hiding the Truth Tells the Lie”</li> </ol>
<b>INITIATING PARTNERS</b>	Clarian Health, Ruth Lilly Health Education Center, DVN, Children’s Bureau, Indiana Coalition Against Domestic Violence, Local School Districts

## GOAL ONE: ALL YOUTH ENGAGE IN HEALTHY RELATIONSHIPS

<b>STRATEGY FIVE</b>	Engage children and youth in the development of interactive, technology-based awareness tools.
<b>RATIONALE</b>	Today's youth are a technologically-savvy, multi-tasking group who have learned to be skeptical of advertising. They don't want to be sold anything, yet are bombarded with information more than any other generation in history. The information that breaks through to them is the information that they choose to let in— the information that is relevant and speaks to them.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Implementation of webpage backgrounds, videos, banners, interactive surveys and other digitally-connected 'widgets' for placement on students' MySpace and Facebook pages.</li> <li>2. Develop an online 'create-your-own-PSA' contest, where youth can upload their own video and pictures related to healthy relationships and 'mash-it' with a library of provided videos and images.</li> <li>3. Evaluate the impact of efforts in selected school districts and work with remaining school districts to implement successful strategies.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Implementation of RWJ grant begins.</li> <li>2. Year Two: The PSA receiving the most votes will have theirs made available via RLHEC's ON-Demand cable network.</li> <li>3. Year Three: Expansion of successful program elements to other districts.</li> </ol>
<b>INITIATING PARTNERS</b>	Sonar Studios, Clarian Health, Ruth Lilly Health Education Center, Local School Districts, and DVN

# GOAL TWO

## THE CRIMINAL AND CIVIL JUSTICE SYSTEMS ARE AWARE OF AND EFFECTIVELY RESPOND TO DOMESTIC ABUSE

As evidenced by data gathered by ICADV, tragically, 103 persons died in Central Indiana due to domestic violence in the last four years. Fifty-five of these individuals resided in Marion County. ICADV gathers information from service providers around Indiana; therefore, these numbers may not accurately capture the true number of people dying each year. These figures represent the minimum, thus supporting the need for an effective response from the criminal and civil justice systems. Stakeholders, within the community and within the civil/criminal justice system, noted several factors that, in their opinion, impacted a legal professional's approach to their job. Several noted that the "status" of civil/criminal justice professionals working with domestic abuse cases is perceived to be "lower" than other civil/criminal justice professionals. According to the stakeholders' opinions, these positions are perceived to be entry or low level posts. Professionals are assigned to them as they ascend the justice system hierarchy—these positions are the low rungs on the ladder. Only those professionals with more of a "social work" interest, rather than career advancement goals, would actually seek out an assignment to work with domestic abuse cases. Time and again, in community roundtables, meetings, and conversations, concerns were raised that some members of the legal community that interacted with domestic violence victims lacked the personal empathy, the keen awareness of the complexities of domestic abuse, and the passion and desire to work with domestic abuse cases.



## GOAL TWO: THE CRIMINAL AND CIVIL JUSTICE SYSTEMS ARE AWARE OF AND EFFECTIVELY RESPOND TO DOMESTIC ABUSE

<b>STRATEGY ONE</b>	Create a Marion County Domestic Violence Fatality Review Team (DVFRT) according to state statute and established Indiana Coalition Against Domestic Violence protocol that can be replicated in the surrounding Central Indiana communities.
<b>RATIONALE</b>	A systematic investigation of the circumstances leading to a domestic violence fatality will suggest improvements to the domestic violence system that will prevent future deaths.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Gain commitments from the mandated team participants.</li> <li>2. Present the ordinance to the Marion County City-County Council.</li> <li>3. Gain approval from the City County Council.</li> <li>4. Develop protocols and standard procedures for the fatality review process.</li> <li>5. Facilitate the fatality review team (at least through its development period) and provide administrative support to them.</li> <li>6. Develop a “feedback loop” that informs all facets of the community of the findings and recommendations of the team.</li> <li>7. Evaluate the efforts of the team and recommend changes.</li> <li>8. Continue to work with counties surrounding Marion County in creating fatality review teams in those communities.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: DVFRT Ordinance is passed by City-County Council.</li> <li>2. Year One: DVFRT Guidelines and case selection process developed.</li> <li>3. Year One: One to three cases are reviewed by DVFRT.</li> <li>4. Year Two: Process Evaluation and case review results are released to the public.</li> <li>5. Year Two: Three-six cases are reviewed by DVFRT.</li> <li>6. Year Three: Domestic Violence Fatality Review Teams are established in Boone, Hancock, Johnson, Hamilton, Shelby, and Morgan counties.</li> </ol>
<b>INITIATING PARTNERS</b>	Salvation Army, DVN, Marion County Office of Public Safety , City-County Council, Marion County Prosecutor’s Office, Marion County Coroner’s Office, Marion County Superior Court, Department of Child Services-Marion County Domestic Violence Division, Indianapolis Metropolitan Police Department, Indiana Coalition Against Domestic Violence

## GOAL TWO: THE CRIMINAL AND CIVIL JUSTICE SYSTEMS ARE AWARE OF AND EFFECTIVELY RESPOND TO DOMESTIC ABUSE

<b>STRATEGY TWO</b>	Recruit and retain highly qualified and committed individuals to work within the domestic abuse criminal and civil justice system.
<b>RATIONALE</b>	Victims of domestic abuse deserve to receive compassionate and competent treatment from experienced personnel within the court system.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Establish a Strategy Implementation Team.</li> <li>2. Research retention data to look at items such as: how long do people stay in these jobs, what would encourage them to stay longer, what prompts someone to leave, and what led the person to the job.</li> <li>3. Investigate strategies implemented by other communities that have increased the status of domestic abuse personnel.</li> <li>4. Research compensation and benefit comparisons among similar positions of seniority across different divisions/departments of the criminal and civil justice system.</li> <li>5. Recommend changes to the personnel and compensation policies to increase retention.</li> <li>6. Explore internal and external resources to increase retention and support key domestic violence personnel.</li> <li>7. Set goals for retention in key positions.</li> <li>8. Implement recommended changes.</li> <li>9. Evaluate the effect the changes had on retention and job satisfaction.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Release findings and recommendations from research.</li> <li>2. Year Two: Implementation of changes.</li> <li>3. Year Two: Development and delivery of coordinated inter-agency training and evaluation program.</li> <li>4. Year Three: Release evaluation report indicating retention data and effectiveness of the coordinated training program.</li> <li>5. Year Three: Continuous improvement and evaluation of the training program.</li> </ol>
<b>INITIATING PARTNERS</b>	City of Indianapolis' Director of Public Safety, Marion County Superior Court, Marion County Prosecutor's Office, Marion County Public Defender's Office, Indianapolis Metropolitan Police Department

## GOAL TWO: THE CRIMINAL AND CIVIL JUSTICE SYSTEMS ARE AWARE OF AND EFFECTIVELY RESPOND TO DOMESTIC ABUSE

<b>STRATEGY THREE</b>	Increase domestic abuse knowledge and awareness of legal professionals working with the issue (judges, magistrates, commissioners, prosecutors, criminal and civil attorneys, law enforcement, law students, etc).
<b>RATIONALE</b>	Victims of domestic violence deserve to receive compassionate and competent treatment from experienced personnel within the court system.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Establish a Strategy Implementation Team.</li> <li>2. Conduct an inventory of the type of training that is currently being done for legal professionals, who does the training, and who attends. Determine if gaps exist in the availability of training.</li> <li>3. Research best practices that might link raising awareness with raising empathy/passion for the work.</li> <li>4. Develop a plan for integrating best practices into current training programs.</li> <li>5. Establish on-going partnerships between domestic violence advocates and the legal professional.</li> <li>6. Evaluate if changes in the training have increased the knowledge and understanding of domestic violence within the legal community.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Plan for increasing the effectiveness of training opportunities.</li> <li>2. Year Two: 20% increase in the number of agreements for trainings.</li> <li>3. Year Three: Release of Evaluation Report.</li> </ol>
<b>INITIATING PARTNERS</b>	Indianapolis Bar Association, Marion County Superior Court, Indiana School of Law - IUPUI, Baker and Daniels Law Firm, ICADV, The Julian Center

## GOAL TWO: THE CRIMINAL AND CIVIL JUSTICE SYSTEMS ARE AWARE OF AND EFFECTIVELY RESPOND TO DOMESTIC ABUSE

<b>STRATEGY FOUR</b>	Increase court referrals to batterer intervention programs (BIP), adhering to ICADV standards, for those sentenced to treatment for domestic battering.
<b>RATIONALE</b>	If any offender accountability is to be accomplished, attention needs to be given to establish a more consistent referral process to treatment programs for batterers. There is concern that batterers are being referred to programs which are not held to even an informal set of consistent standards. Judges may refer to anger management programs versus treatment programs for domestic batterers.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Establish a Strategy Implementation Team.</li> <li>2. Develop a baseline of referrals by judges to BIP.</li> <li>3. Develop a set of minimum standards for treatment programs for domestic batterers by working with ICADV and organizations that offer BIP programs.</li> <li>4. Develop a recommended referral list of approved BIP programs based on minimum standards.</li> <li>5. Obtain commitment of judges to use the referral list.</li> <li>6. Evaluate the impact on the number of appropriate referrals.</li> <li>7. Modify program as warranted by evaluation.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: List of BIP programs that meet minimum standards.</li> <li>2. Year One: In-chambers training for all Marion County Court employees.</li> <li>3. Year Two: Commitments from domestic abuse judges to use the list.</li> <li>4. Year Three: Evaluation.</li> </ol>
<b>INITIATING PARTNERS</b>	Marion County Superior Court, Family Service of Central Indiana, Fall Creek Counseling, ICADV

# GOAL THREE

## **AN EFFECTIVE CROSS-CULTURAL RESPONSE TO DOMESTIC ABUSE IS PRESENT WITHIN THE HISPANIC COMMUNITY**

The Hispanic and general immigrant population is growing rapidly in our community and the demand for culturally competent and culturally sensitive domestic violence services to assist with the unique barriers these populations face is also increasing. According to the United Way of Central Indiana's (UWCI) 2008 Community Assessment, not only is our Hispanic population growing in the area, but the general immigrant population is growing as well, accounting for about 25% of the population growth in the metropolitan area between 2000 and 2006. According to the assessment, Hispanic and other recent immigrants often have limited, if any, English language skills and limited educational backgrounds. The assessment indicates that over 25% of the adults do not speak English and have also not graduated from high school. Over the past five years, Connect2Help has experienced a nearly 100% increase in the number of Hispanic callers requesting assistance from the 2-1-1 service. Nearly 50% of Hispanic callers to Connect2Help do not speak English, highlighting the need for Spanish-speaking helpers in Central Indiana. Efforts to increase services to Hispanic individuals face many barriers including 1) Lack of awareness of the issue; 2) Lack of awareness of services; 3) Cultural norm of valuing family above all else; 4) Lack of understanding of US Law; and 5) Fear of Law Enforcement.

## GOAL THREE: AN EFFECTIVE CROSS-CULTURAL RESPONSE TO DOMESTIC ABUSE IS PRESENT WITHIN THE HISPANIC COMMUNITY

<b>STRATEGY ONE</b>	Increase intervention and response services that are culturally competent and culturally sensitive.
<b>RATIONALE</b>	Indiana Latino Coalition Against Domestic and Sexual Violence (LCADSV) provided valuable insight on where to concentrate efforts initially. LCADSV validated that increasing awareness within the Hispanic population about the importance of getting help for domestic abuse is extremely important. However, the organization cautions, wisely, that service agencies must be prepared, with adequate culturally competent, sensitive services available in Spanish, to provide those services as requests for assistance are received.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Host a focus group of clients-service providers and individuals in the field of cultural competence to define what we mean by having services that are “culturally competent and culturally sensitive”.</li> <li>2. Review current assessment tools such as the IDI Inventory, and work with domestic abuse service providers to implement cultural competence assessment.</li> <li>3. Establish key priority indicators for being culturally competent within domestic abuse services.</li> <li>4. Provide on-site training for domestic abuse and first-responder personnel in community and public safety organizations.</li> <li>5. Seek funding to support the development of cultural competence within participating organizations.</li> <li>6. Perform an analysis of gaps in services to Spanish-speaking individuals and identify desired methods of addressing those needs through existing programs or developing specialized services for Spanish-speaking victims.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Assessment System created and implemented within at least 10 intervention and response services organizations in Central Indiana to evaluate the cultural competence and cultural sensitivity of personnel. Provide recommendations for growing the cultural competence of these organizations.</li> <li>2. Year Two: On-site training for personnel provided to 10 organizations.</li> </ol>
<b>INITIATING PARTNERS</b>	Latino Health Organization, Connect2Help, Minority Health Coalition, St. Mary’s Catholic Church

## GOAL THREE: AN EFFECTIVE CROSS-CULTURAL RESPONSE TO DOMESTIC ABUSE IS PRESENT WITHIN THE HISPANIC COMMUNITY

### STRATEGY TWO

Increase the number of Spanish speaking personnel in intervention and response services.

### RATIONALE

The increasing number of Spanish speakers in the community requires a system that is responsive to victims who do not speak English.

### ACTIVITY

1. Identify the current level of Spanish-speaking and culturally competent personnel within first-responder domestic violence organizations. Analyze critical gaps.
2. Meet with key Hispanic organizations in Central Indiana to promote the need for Spanish speaking personnel within the domestic abuse network and obtain their support in increasing the pool of first responders.
3. Develop protocol for domestic abuse organizations to respond effectively to Spanish-speaking individuals in need of services.
4. Increase partnerships to communicate position postings within the Hispanic networks.
5. Host Hispanic employment fair for all domestic abuse/health services related organizations to promote recruitment of Hispanic applicants.
6. Establish Hispanic email network and distribute all job notices for domestic abuse intervention and response services organizations.

### PROGRESS INDICATORS

1. Year One: Conduct an assessment of current number of Spanish-speaking personnel.
2. Year One: Develop protocol.
3. Year Two: Create an email system throughout the Latino network that posts positions for intervention and response services providers on a monthly basis.
4. Year Three: Conduct an analysis of the increase in the number of Spanish-speaking and culturally competent personnel in key domestic abuse first-responder community and public safety organizations.

### INITIATING PARTNERS

City of Indianapolis, Connect2Help, Minority Health Coalition, Latino Health Organization

## GOAL THREE: AN EFFECTIVE CROSS-CULTURAL RESPONSE TO DOMESTIC ABUSE IS PRESENT WITHIN THE HISPANIC COMMUNITY

<b>STRATEGY THREE</b>	Increase awareness within the Hispanic community of domestic violence and how to access services.
<b>RATIONALE</b>	<p>LCADSV advises that efforts to get organizations prepared with adequate services must be done prior to awareness efforts.</p> <p>We need to develop leaders who are knowledgeable about domestic abuse within the Hispanic community.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Host a focus group within at least three Hispanic organizations to identify cultural elements that need to be considered in developing new outreach materials and strategies for the Hispanic community.</li> <li>2. Review and revise and/or create key resources designed for the Hispanic community that reflect various cultural frameworks, language, and literacy levels, including on-line links to resources in Spanish.</li> <li>3. Create a Distribution Plan.</li> <li>4. Establish a Train the Trainers Program that teaches community members how to be advocates for friends and loved ones experiencing domestic abuse.</li> <li>5. Meet with local Hispanic church, organization and community leaders to gain their support in providing Advocacy Workshops within their organization/church/community and obtain the names of potential trainers from them.</li> <li>6. Gain the commitment of at least 5 community partners that will host and promote Advocacy Workshops.</li> <li>7. Recruit 5-10 bilingual leaders from Hispanic churches and community organizations to become trainers for the Advocates Workshops.</li> <li>8. Implement the Training of Trainers (TOT) Workshop at a minimum of 5 locations.</li> <li>9. Evaluate the Advocates Workshop through participant and trainer feedback.</li> <li>10. TOT trainers to evaluate and improve both the Advocacy Workshop and the TOT model.</li> <li>11. Meet with Hispanic community leaders to share results of the workshops and identify next steps for improving and expanding outreach programs.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Revised materials and distribution plan developed.</li> <li>2. Year Two: Training of Trainers Program implemented.</li> <li>3. Year Two: Advocacy Training conducted at 5 sites.</li> <li>4. Year Three: Advocacy Training conducted at 5 additional sites.</li> <li>5. Year Three: Evaluation of TOT programs.</li> </ol>
<b>INITIATING PARTNERS</b>	Indiana Latino Coalition Against Domestic and Sexual Violence, Julian Center, Connect2Help, Latino Health Organization



# GOAL FOUR

## **SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY**

Domestic abusers use various tactics to exert power and maintain control over their partners. Economic abuse is among those tactics. Experts acknowledge that victims of domestic abuse suffer from various economic restrictions imposed upon them by their partners. Domestic abusers use economic control tactics such as:

- inhibiting a victim's resource acquisition
- sabotaging the victim from obtaining and retaining employment
- interfering in a victim's self-improvement activities
- forbidding or limiting victim's access to household resources
- controlling all finances including victim's access to own pay
- exploiting the victim's resources by generating debt, stealing victim's money, creating costs, etc.

Concerns about their own and their children's economic survival is often cited as a reason why victims of domestic abuse do not seek help to end their abusive relationships.

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

<b>STRATEGY ONE</b>	Increase the number of domestic abuse survivors who receive financial literacy education.
<b>RATIONALE</b>	<p>While some domestic abuse service providers include financial literacy in their programming, a comprehensive list of financial literacy programs appropriate for victims of domestic abuse does not exist.</p> <p>Additional linkages between domestic abuse service providers and economic self-sufficiency programs should increase the economic self-sufficiency of victims of domestic abuse.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Develop a matrix on financial literacy education that is currently available.</li> <li>2. Research successful financial literacy education programs to identify key elements for inclusion in local programs.</li> <li>3. Provide financial literacy education models to interested domestic violence organizations.</li> <li>4. Secure the commitment of at least one organization in all levels of intervention to provide financial literacy education.</li> <li>5. Promote awareness of existing and new programs to appropriate social service and domestic abuse organizations.</li> <li>6. Investigate incentives for increasing partnerships of domestic violence organizations with job training, credit counseling, home ownership and other economic self-sufficiency organizations.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Four new organizations will make the commitment to implement financial literacy programs and explore best practices for this work.</li> <li>2. Year Two: At least four financial literacy education programs will be established/ revised across all levels of the continuum of intervention.</li> </ol>
<b>INITIATING PARTNERS</b>	Alternatives of Madison County, Business Ownership Initiative of Indiana, Coburn Place Safe Haven, Community Health Network

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

### STRATEGY TWO

Provide training for domestic abuse service providers to increase their knowledge of resources to address economic barriers faced by their clientele.

### RATIONALE

Economic self-sufficiency programs are specialized programs that do not often intersect with domestic abuse service professionals. To help their clients reach self-sufficiency, the domestic abuse service providers need access to current and reliable information about the various job training, financial literacy, and other economic self-sufficiency programs that are available.

### ACTIVITY

1. Generate a written guide for domestic abuse clients that identifies community resources that address economic barriers.
2. Identify key strategies for economic freedom that can be shared with domestic abuse clients.
3. Place critical information on websites of domestic abuse organizations and distribute to related social service personnel.
4. Develop one 2 hour workshop for domestic violence service providers based on the above information.
5. Secure the commitment of domestic abuse organizations to have their direct client service staff participate in economic awareness training.

### PROGRESS INDICATORS

1. Year One: A written resource guide identifying resources for addressing the economic barriers will be distributed throughout Central Indiana.
2. Year Two: Social service and domestic violence services personnel will participate in training on mitigating the economic barriers associated with domestic violence.

### INITIATING PARTNERS

Coburn Place Safe Haven, Business Ownership Initiative of Indiana, DVN Advocates Group, Alternatives of Madison County, Community Health Network

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

### STRATEGY THREE

Provide “economic barrier-busting” funding that enables domestic abuse survivors to achieve self-sufficiency.

### RATIONALE

Tough economic times and financial pressures make it more difficult than ever for a victim to be able to leave an abuser or transition away from a shelter or temporary housing. Barriers of reliable and affordable childcare and transportation, safe and affordable housing, and job skills are often insurmountable without some kind of financial assistance.

### ACTIVITY

1. Obtain initial funding for “Self-Sufficiency Fund (SSF).”
2. Establish guidelines and procedures for distribution of funds to agencies.
3. Communicate process for accessing SSF to qualified agencies.
4. Distribute SSF to agencies.
5. Monitor SSF recipient agencies.
6. Review and compile reports.
7. Conduct impact evaluation on ability to help clients achieve self-sufficiency.
8. Explore need for a more long-term source of funding for “barrier busting”
9. If a long-term need is established, develop an action plan for acquiring additional funds and a new lead agency.

### PROGRESS INDICATORS

1. Year One: SSF fund is established and funds are distributed.
2. Year Two: Conduct an evaluation of SSF and needs assessment for long-term barrier busting funding.
3. Year Three: Action plan for long-term SSF is developed.

### INITIATING PARTNERS

First Round of Funding Only: DVN, Nina Mason Pulliam Charitable Trust

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

<b>STRATEGY FOUR</b>	Encourage businesses to hire survivors and/or provide pro-bono and discount services to survivors.
<b>RATIONALE</b>	A proactive approach to increasing the number of job openings posted at domestic abuse service agencies should increase awareness and opportunities for survivors to find new employment.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Secure the commitment of businesses to distribute job postings to DVN for distribution to service providers.</li> <li>2. Develop a list of organizations providing pro-bono or discount services to domestic abuse survivors facing economic barriers.</li> <li>3. Gain the commitment of at least 5 employers to offer quarterly employment orientation programs to prospective victims so that prior to job interviews, victims are able to go to the business, understand the values of the organization and the specific responsibilities of the positions that are posted.</li> <li>4. Partner with job training programs to offer job readiness training for domestic violence clients.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: List on the DVN website the organizations which provide pro-bono or discount services to survivors.</li> <li>2. Year Two: Establish a targeted employment training for domestic abuse survivors.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN Employers Group

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

<b>STRATEGY FIVE</b>	Deploy best practices strategies for small businesses to employ and support domestic abuse victims in the workplace.
<b>RATIONALE</b>	<p>The Employers Group of DVN currently involves 40 Central Indiana employers, many of which employ hundreds of individuals.</p> <p>Smaller organizations which may not have a formal human resources department also need to be aware of the impact of domestic violence in the workplace.</p> <p>It is estimated that only 10% of employers in central Indiana have domestic violence in the workplace policies.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Review key elements of corporate employee assistance programs to identify key elements that might be transferable to small businesses.</li> <li>2. Research methods which small businesses without formal assistance programs have implemented to safely and appropriately help employees.</li> <li>3. Host a small business roundtable to review recommended assistance methods and to identify what is feasible to ask of small businesses in the community.</li> <li>4. Create a document that depicts recommended practices.</li> <li>5. Secure the commitment of 20 small businesses to adopt these practices.</li> <li>6. Highlight the efforts of these small businesses in the IBJ, local newspaper articles and the annual DVN educational event.</li> <li>7. Post the names of participating businesses in the “Helping Hands” section of the DVN website.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Best practices for small businesses established.</li> <li>2. Year Two: Best practices for small businesses implemented.</li> <li>3. Year Three: Best practices evaluated and businesses celebrated.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN Employers Group

## GOAL FOUR: SURVIVORS OF DOMESTIC ABUSE WILL ACHIEVE ECONOMIC SELF-SUFFICIENCY

### STRATEGY SIX

Increase the number of employers in Central Indiana who have made a commitment to address domestic abuse in the workplace.

### RATIONALE

A core group of employers are already engaged in workplace domestic violence awareness.

The Employers Group of DVN currently involves 40 Central Indiana employers.

### ACTIVITY

1. Sponsor an Employers Educational Event on Domestic Violence in the Workplace.
2. Secure the commitment of 10 major corporations in Central Indiana to:
  - a. Create domestic violence policies for the workplace.
  - b. Provide education resource and response materials at the workplace.
  - c. Increase corporate awareness about the issue.
  - d. Educate employees about domestic violence.
3. Research measurable indicators of success related to diminishing domestic violence in the workplace.

### PROGRESS INDICATORS

1. Year One: Commitments of 10 corporations secured and work policies created.
2. Year Two: Employee education underway in participating corporations.
3. Year Three: Corporation implementation evaluated and new corporation commitments secured.

### INITIATING PARTNERS

DVN Employers Group

# GOAL FIVE

## **DOMESTIC ABUSE SERVICES ARE COORDINATED, INTEGRATED, AND SYSTEMATICALLY EVALUATED**

The Domestic Violence Navigation Hub provides a simple, three-digit number, 2-1-1, to dial for anyone needing resources to assist with domestic violence.

Since the Navigation Hub began in November 2003, calls to the Hub have increased 87% with nearly 15,000 callers being assisted in accessing the services they desperately need. Connect2Help (C2H) estimates, based upon information received from the 3,500 Domestic Abuse Navigation Hub callers during fiscal year 2007/2008, that at least 3,889 children were exposed to family violence associated with those calls.

At least 65 people died in Indiana in 2008 as a result of domestic abuse.



## GOAL FIVE: DOMESTIC ABUSE SERVICES ARE COORDINATED, INTEGRATED, AND SYSTEMATICALLY EVALUATED

<b>STRATEGY ONE</b>	Maintain and continue to support services to victims and perpetrators of domestic abuse.
<b>RATIONALE</b>	<p>An infrastructure of necessary and vital services to victims and perpetrators is critical to responding to the continuing needs of the community.</p> <p>The Community-Wide Plan addresses needed enhancements to this infrastructure, but current activities and programs also warrant continued support, evaluation, and advocacy.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Continue to provide and assess adequate:             <ol style="list-style-type: none"> <li>a. Emergency Shelters</li> <li>b. Transitional Housing</li> <li>c. Treatment Programs for Batterers</li> <li>d. Counseling</li> <li>e. Crisis Lines</li> <li>f. Legal and Court Advocacy</li> <li>g. Other Necessary Services</li> </ol> </li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Continuing: Indianapolis has an adequate system of response to domestic violence.</li> <li>2. Continuing: Evaluate our system of response through annual state of family violence report.</li> </ol>
<b>INITIATING PARTNERS</b>	Julian Center, Salvation Army, Coburn Place Safe Haven, Sheltering Wings Center for Women, Alternatives of Madison County, Family Service of Central Indiana, Fall Creek Counseling, Marion Superior Court, Indianapolis Metropolitan Police Department Domestic Violence Unit, Marion County Prosecutor’s Office, Marion County Public Defender’s Office, Marion County Juvenile Court, ICADV Protective Order Project, Marion County Court Advocates, and DVN

## GOAL FIVE: DOMESTIC ABUSE SERVICES ARE COORDINATED, INTEGRATED, AND SYSTEMATICALLY EVALUATED

<b>STRATEGY TWO</b>	Maintain and improve our system of coordination of domestic abuse activities and programs.
<b>RATIONALE</b>	<p>Through the previous Community Wide Plan and other initiatives, a system of coordinating services has developed to improve the community's response to domestic violence.</p> <p>Often unknown to individuals outside the domestic abuse community, these activities need to be maintained, evaluated, and improved along with the development of new initiatives.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Continue to organize and convene the Advocates Group.</li> <li>2. Continue to support the integration of the Emergency Bed Space Plan into the Salvation Army's operation.</li> <li>3. Continue to support the integration of the HUB into Connect2Help.</li> <li>4. Continue to coordinate education and training efforts including curriculum development among DV service providers.</li> <li>5. Continue to organize and support the Employers Group</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: DVN Website is functioning as a centralized information and communication tool.</li> <li>2. All years: Monthly C2H reports to assess demand for services and placements are distributed.</li> <li>3. Year Two: DVN webcasts monthly Advocates Meetings and training opportunities in partnership with ICADV.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN, Connect2Help, Salvation Army, ICADV

## GOAL FIVE: DOMESTIC ABUSE SERVICES ARE COORDINATED, INTEGRATED, AND SYSTEMATICALLY EVALUATED

<b>STRATEGY THREE</b>	Strengthen communication between domestic abuse service providers, public safety officials and the community.
<b>RATIONALE</b>	<p>Domestic abuse is a public safety issue that impacts, and is impacted by, greater external community forces. These community forces include quality of life, anti-crime, child abuse, and economic development initiatives.</p> <p>Non-domestic abuse organizations and initiatives need to be aware of how domestic abuse affects their clients, and domestic abuse organizations and advocates need to understand how to access additional community resources.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Continue to support the domestic abuse community by being a champion of and voice for domestic abuse issues.</li> <li>2. Increase community awareness of the continuing problems of domestic abuse through media contacts.</li> <li>3. Provide linkages between domestic abuse organizations and non-domestic abuse organizations through participating in non-domestic abuse initiatives.</li> <li>4. Serve as the catalyst for change in improving Indianapolis's response to domestic abuse by:             <ol style="list-style-type: none"> <li>a. Capacity building.</li> <li>b. Finding new and creative sources of funding.</li> <li>c. Promoting a legislative agenda locally and supporting statewide initiatives.</li> </ol> </li> <li>5. Promote evaluation, best practices, and research within the domestic abuse community.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: DVN Website is functioning as a centralized information and communication tool for the DV community.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN

# GOAL SIX

## THE COMMUNITY IS AWARE OF AND EFFECTIVELY RESPONDS TO DOMESTIC ABUSE

A 2008 stakeholder survey by DVN found that 67% of respondents thought that DVN should be a leader in being a central location for domestic violence data. Through focus groups and implementation exploration meetings, qualitative information shared by participants revealed a frustration in a lack of consistent domestic violence data available at a local level. A shared community-wide understanding of the nature of domestic abuse is needed to assure evidence-based continuous improvement and responsiveness to emerging needs. Local baseline data is often lacking or incomplete. A yearly report to the community will promote the sharing of data between the many private and public institutions that address domestic abuse.

## GOAL SIX: THE COMMUNITY IS AWARE OF AND EFFECTIVELY RESPONDS TO DOMESTIC ABUSE

<b>STRATEGY ONE</b>	Create and disseminate an annual report to the community on the state of domestic abuse in the Greater Indianapolis area.
<b>RATIONALE</b>	National and State data can be relied upon only to a point. Stakeholders assert that having reliable data that measures the status of domestic abuse within Central Indiana is critical to developing an appropriate and impactful effort which prevents, responds to, and addresses the issue of DV.
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Convene an ad-hoc group of data experts to review the reporting elements, data reliability, limitations, and level of confidence prior to the release of any Report.</li> <li>2. Assess current data collection systems on domestic violence statistics in Central Indiana. Identify the gaps in prioritized data need.</li> <li>3. Prepare a report to the community based on readily available data for Marion County and Central Indiana.</li> <li>4. Promote the availability and proper use of the report.</li> <li>5. Evaluate the usability of the report and its effectiveness.</li> <li>6. Investigate enhancements to local and statewide data collection systems and partnership opportunities to expand available data concerning domestic violence.</li> <li>7. Develop a cost analysis for continuation of the project and identify potential funding and sponsorship sources.</li> <li>8. Develop a long-term sustainability plan to incorporate data collection and reporting of domestic violence statistics into other data collection systems.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Annual DV Report released.</li> <li>2. Year One: Plan for enhancement with expanding data sets and external funding sources.</li> <li>3. Year Two: An enhanced DV Report is released.</li> <li>4. Year Three: Integration of data collection into broader data collection systems occurs.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN, Connect2Help, Indianapolis Metropolitan Police Department, Marion County Prosecutor’s Office, WTHR-TV, Julian Center, United Way of Central Indiana, Central Indiana Community Foundation, Indiana Family and Social Service Administration, Indiana Criminal Justice Institute, Polis Center, ICADV

## GOAL SIX: THE COMMUNITY IS AWARE OF AND EFFECTIVELY RESPONDS TO DOMESTIC ABUSE

<b>STRATEGY TWO</b>	Engage and partner with researchers and evaluators to study domestic abuse in the Greater Indianapolis area.
<b>RATIONALE</b>	<p>National studies and local statistics may not fully address the question of the effectiveness of DV services provided to victims and perpetrators of domestic violence.</p> <p>A more in-depth analysis of the nature of domestic violence in Central Indiana may be required in order to assure effective changes in attitudes and community response to DV.</p> <p>Funding that is only available for research may help improve domestic abuse services.</p>
<b>ACTIVITY</b>	<ol style="list-style-type: none"> <li>1. Investigate the benefits to increasing the quality of local services to domestic abuse victims by participating in research projects.</li> <li>2. Identify key concerns of local providers and advocates concerning the local dynamics of domestic violence.</li> <li>3. Develop relationships and partnerships with researchers and service providers to take advantage of national funding opportunities that may help local programs become more effective.</li> </ol>
<b>PROGRESS INDICATORS</b>	<ol style="list-style-type: none"> <li>1. Year One: Identify gaps in local information and statistics that require long-term research and data development.</li> <li>2. Year One: Identify research opportunities that partner local academic researchers with domestic abuse service providers.</li> <li>3. Year Two: Develop three research grant proposals that address gaps in local knowledge about domestic abuse.</li> <li>4. Year Three: Implement the research studies and report initial findings.</li> </ol>
<b>INITIATING PARTNERS</b>	DVN, Indiana University School of Medicine Family Violence Institute, Indiana University National Center of Excellence on Women’s Health, Indiana University School of Social Work, ICADV

The Steering Committee for *Peace in Our Homes* will continue to provide oversight for the implementation of the Plan. The Domestic Violence Network will be directly responsible for supporting the implementation and evaluation of the Plan and for communicating each quarter with the Steering Committee. The Steering Committee will meet every six months to review our progress, identify emerging needs to be addressed, and review the Annual Community Report on the State of Domestic Abuse in the Indianapolis area. This group will continue to generate collaborative efforts with leaders across the Greater Indianapolis community. Five Implementation teams will have direct responsibility for the six goals of the Plan. Initiating partners will guide this work with DVN to ensure effective communication and collaboration across initiatives. The five Implementation Teams include the Youth Implementation Team, Economic Justice Implementation Team, Criminal/Civil Justice Implementation Team, Hispanic Outreach Implementation Team, and the Coordination, Integration and Evaluation Team. The chart below indicates the established system of communication that will take place between DVN, the Steering Committee, key stakeholders, the Mayor's Office and the larger community. It is this continuous sharing and review of our progress that will provide shared accountability for this Plan as those closest to the work share responsibility for the accomplishments throughout the community.

Monthly	<ul style="list-style-type: none"> <li>- <b><i>E-newsletter/Report posted on DVN website and sent to stakeholders</i></b></li> <li>- <b><i>DVN Advocates Group meeting agenda includes discussion time dedicated to Plan progress</i></b></li> <li>- <b><i>DVN staff connects with Chairs/Leads : Telephone, Email, Conference Call, Face to Face, Survey use on DVN website</i></b></li> <li>- <b><i>Post updates on DVN website</i></b></li> <li>- <b><i>Appearances on Radio and TV</i></b></li> </ul>
Quarterly	<ul style="list-style-type: none"> <li>- <b><i>Written communication to the CEO/EDs of Plan Partners and Service Providers</i></b></li> <li>- <b><i>Standing meeting with the Indianapolis Public Safety Director and DVN</i></b></li> <li>- <b><i>Media hits on Plan initiatives' launches and progress in community</i></b></li> <li>- <b><i>Plan Steering Committee - review implementation progress and findings</i></b></li> <li>- <b><i>Prepare documentation for annual evaluation report</i></b></li> <li>- <b><i>Identify emerging issues and funding needs</i></b></li> </ul>
Semi-Annual	<ul style="list-style-type: none"> <li>- <b><i>Face to face meeting with the CEO/EDs of Plan Partners and Service Providers</i></b></li> <li>- <b><i>DVN reports to the United Way Coalition for Human Services Planning Council (CHSP/Funders)</i></b></li> </ul>

Domestic abuse is a serious, complex issue that will not be eradicated until individual, relationship, community, and societal factors that create an incubating atmosphere are addressed and changed. Creating an environment where everyone, without exception, recognizes, values, and chooses to exhibit mutual respect and shared power within relationships is a big task, but achievable. The strategies and activities outlined in this plan are far from comprehensive, but are designed to progress on continuing work and address targeted areas where gaps still exist. *Peace in Our Homes: A Call to End Domestic Abuse in Central Indiana* is the next step, but not the final step. DVN and its partners commit to continuing this work, continuing to monitor and evaluate our communities needs, and continuing to plan and carry out efforts that prevent, intervene, respond, and address domestic abuse in Central Indiana.

## ***Contributors to the Peace in Our Homes: A Call to End Domestic Abuse in Central Indiana 2009 Plan***

### PLAN CONTRIBUTORS

Individuals from various community organizations gave their time, expertise, and resources during this collaborative process. Listed below are those individuals who led the process by serving on the Steering Committee, who assisted by serving on one of four Plan Task Forces, who attended one or more of four Community Roundtables, or who have participated so far in implementation planning. Thanks are given to them for the work they have done so far and their commitment to support this work to its successful completion. DVN would also like to thank Congressman André Carson for officially hosting all four Community Roundtables and providing meeting space at the Julia Carson Government Center. The Julian Center, Salvation Army, Family Service of Central Indiana, WTHR-TV, and Business Ownership Initiative of Indiana also graciously offered meeting space and hosted gatherings throughout this process. Food for the roundtables and meetings was graciously provided by Subway and Fazoli's. The offices of Indianapolis Mayor Gregory Ballard, Congressman Dan Burton and Congressman André Carson have been extremely helpful by providing support, staff commitments, time, ideas and encouragement .

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## ***The Process for Creating the Peace in Our Homes Plan***

The *Peace in Our Homes: A Call to End Domestic Abuse in Central Indiana Plan* is based on the work of a Steering Committee that guided the process and determined the final goals and strategies for the Plan. Within the Steering Committee, Task Force Chairs were identified and four Task Forces were established to focus on: Youth Services, Criminal Justice, Economic Justice, and Hispanic Outreach. The Steering Committee confirmed that prevention, coordination of services, and awareness of the issue and available services should be the principals guiding the development of goals and objectives of the overall Plan. Each Task Force was charged to assess community needs regarding its particular area of focus and to develop recommendations based upon these findings, including identifying needed partners and resources. Each Task Force hosted a Community Roundtable to assess needs and to gather information and insights for the purpose of developing initiatives to prevent, intervene and respond to domestic abuse within the Greater Indianapolis community. Following each Community Roundtable, the particular Task Force met to discuss findings and prioritize suggested initiatives to send back to the plan Steering Committee for consideration.

At a retreat in October 2008, the Plan's Steering Committee reviewed recommendations from all four focus areas to develop strategies. During the review process, each Committee member was asked to provide input on the individual's level of support for each particular recommended strategy. In this way, DVN, as the facilitator of the planning process, was able to determine which strategies garnered enough support to pursue at this time and which strategies, no matter how worthwhile, had to be put aside for lack of implementation support and/or interest. Particular attention was given to strategies aimed at prevention, increased collaboration of intervention and response efforts and increasing awareness of domestic abuse and services available to victims/survivors.

Implementation Exploration meetings were held in the last quarter of 2008 to explore community interest, support and capacity to implement the Plan's recommended strategies. Commitments were secured from the staff of key organizations who agreed to lead the implementation process for specific goals and strategies. This Plan represents the work of over 200 people who attended Community Roundtables, served on committees and task forces, and participated in initiative implementation exploration meetings. It is through this commitment and the resolve of our community's leaders and advocates that the following Plan will become a living guide for focused action.

## ***Summary of the Family Violence Community-Wide Plan of 2001***

The Family Violence Community-Wide Plan of 2001 sought to create a coordinated, comprehensive and culturally competent system of response that promoted prevention and effective intervention to keep family members of all ages safe from family violence.

### **Key strategies included:**

- Implementing a coordinated response within social and human services for victims of domestic abuse and within law enforcement agencies and the judiciaries to increase victim safety and batterer accountability
- Supporting existing programs and efforts and insuring coordination of new initiatives within the larger community service system
- Providing widespread education and training with an emphasis on prevention
- Creating a community model for research and evaluation of the family violence response system
- Establishing ongoing, routine practices to ensure that the family violence response system is culturally competent
- Influencing public policy related to domestic abuse
- Empowering the Domestic Violence Network to coordinate the implementation of the Community-Wide Plan and to track community activities related to the family violence system

Through the leadership of DVN, the Advocates Group and several community partners, much of the original Plan has been implemented over the last eight years. In January 2003, the Emergency Bed Space Plan (EBSP), hosted by the Salvation Army Social Service Center, was implemented. The EBSP ensures that no victim of domestic abuse is denied shelter due to lack of space. The Salvation Army gathers daily census data from community shelters and electronically updates hundreds of case workers, and other referral sources, on available shelter bed space in our community. In addition, the Salvation Army utilizes its “overflow space” to house victims of domestic abuse when shelters are full, providing nearly 1,400 nights of shelter to over 300 single individuals and to over 150 families since the Emergency Bed Space Plan began in 2003.

In November 2003, the Domestic Violence Navigation Hub, hosted by Connect2Help, began taking calls. The Domestic Violence Navigation Hub provides a simple, three-digit number, 2-1-1, to dial for anyone needing resources to assist with domestic abuse. The Navigation Hub is available 24-hours a day, 365 days a year, and is staffed by call specialists specifically trained and skilled in accessing community resources. Having a simple, easy to remember, three-digit number to call ensures that those who need help do not have to carry material, write down, or remember separate numbers for shelter, legal help, support groups, and the array of other vital services needed to get away from an abusive situation. The Navigation Hub’s call specialists assist callers in locating safe shelter, make appropriate referrals and even connect callers directly to helping resources utilizing three-way calling services. Since the Navigation Hub began in November 2003, calls to the Hub have increased 87% with nearly 15,000 callers being assisted in accessing the services they desperately need.

These two community collaborations, the Emergency Bed Space Plan and the Domestic Violence Navigation Hub, have ensured that those impacted by domestic abuse are better served by a single point of access (dialing 2-1-1) for assistance and not being turned away from shelter due to lack of bed space. Demand for both services continues, highlighting the need for continued collaborative efforts to assist those in our community impacted by domestic abuse.

Other key results of the first Plan included: the creation of a series of public awareness campaigns such as Partners Against Domestic Violence, “Shattering the Silence” Campaign with WTHR Channel 13, and “Stop It” which all drew attention to domestic violence and resources available; the development of documentaries and community education experiences; creation of healthy relationships and domestic abuse awareness curriculum; trainings for over 1,000 potential responders and members of the general public each year; creation of public policy to eliminate the \$100 filing fee for Protective Orders, institution of Workplace Violence Policy and training; provision for an additional Family Violence Court in Marion County, the Family Court System, and re-Codification of the Various Protective Order Statute in Indiana. A Cultural Competency Advisory Council was developed and cultural competency training was delivered along with creating domestic violence related materials in both English and Spanish.



*To get help in Central Indiana for domestic abuse, dial 2-1-1 or (317) 926-4357.*

*For more information about Peace in Our Homes: A Call to End Domestic Abuse in Central Indiana, call DVN at (317) 872-1086 or visit [www.DVNconnect.org](http://www.DVNconnect.org).*

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