

The Source

The Quarterly Newsletter of the Michigan Resource Center on Domestic and Sexual Violence

Forging New Collaborations Between Domestic Violence Programs, Child Welfare and Communities of Color

This Introduction to the report was reprinted from the National Resource Center on Domestic Violence publication, Forging New Collaborations Between Domestic Violence Programs, Child Welfare Services and Communities of Color, by Nita Carter.

Reprinted here is the introduction to the report. For the complete document, contact the Resource Center or visit www.vawnet.org.

Whenever two issues converge, new challenges emerge in discussion and certainly in developing strategies. This is especially true with topics as complex as domestic violence and child welfare. To adequately address these issues one must include in their analysis issues like poverty, family formation, child protection, employment, housing, welfare, child care and health care, all issues that affect the safety and self sufficiency of battered women with children. The issue becomes even more complex when one examines how these issues affect women from racial and ethnic communities and begins to explore developing strategies to address their needs. What role does race and culture play and how does racism affect a woman's ability to access and utilize systems?

Although domestic violence occurs across all classes and races, literature suggests that women from communities of color experience more barriers to accessing and utilizing the systems in place to respond to domestic violence and child abuse. Poor women of color are likely to encounter even more barriers to keeping their families intact and becoming self-sufficient. They often encounter systems that discriminate against them and may not provide them with information on services that could help in their journey to become self-sufficient. For example, a study done at the Virginia Initiative for Employment not Welfare (VIEW), found that 59% of White respondents in the program reported that their caseworker was helpful in notifying them of jobs, while only 36% of Black respondents were notified. In addition, 41% of White respondents reported that their VIEW caseworker encouraged them to increase their educational status while [astonishingly] none of the Black respondents

reported their VIEW caseworker encouraged them to pursue or complete an education. Furthermore, 47% of White program participants were offered discretionary transportation assistance by their VIEW caseworkers, while (none) 0% of the Black program participants were offered any transportation assistance.¹

In reviewing domestic violence and child welfare services, a pattern of additional barriers was revealed for women from racial and ethnically diverse communities. For example, the removal of children by the child welfare system has historically been racially disproportionate creating a climate of fear and distrust of these systems. While many racial and ethnic communities have at some point in American history experienced periods in time when their children were disproportionately removed, African American and Native American children appear to have suffered from this practice the most. In 1999, of the 568,000 children in foster care:

- 36% were White non-Hispanic
- 42% were Black
- 15% were Hispanic
- 7% were other races/ethnic origins

Of the 122,000 children who exited foster care during the second half of 1999:

- 45% were White
- 33% were Black
- 13% were Hispanic
- 9% were other races/ethnic origins²

Through the 50's and 60's it was commonplace for Native American children to be removed and sent to boarding schools or placed with families outside of their culture.

Few domestic violence programs provide long term solutions and follow-up services to assist battered women through the process of becoming self-sufficient. Thus, many battered women with children are left to fend for themselves once the immediate crisis is over. Often times, for battered women with children from racial and ethnic communities, this results in engaging in systems where there are high levels of mistrust, stereotyping and confusion about the

(Continued on page 2)

In This Issue

- Forging New Collaborations.....1
- I Will Survive: The African-American Guide to Healing From Sexual Assault and Abuse.....2
- New Nonprofit Management and Development Resources.....2
- Men Ending Violence Against Women.....2
- National Coalition of Anti-Violence Programs Releases Annual Report.....3
- PeaceLine, A New Violence Prevention Education Tool.....3
- Working With Clergy and Spiritual Teachers.....3
- Staff's Cyber Space Favorites.....3
- Updated Fax-on-Demand Resource List.....4

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National Domestic Violence Hotline
Linea Nacional sobre la Violencia Domestica
1-800-799-SAFE (7233)
TTY 1-800-787-3224

Rape, Abuse & Incest National Network (RAINN)
1-800-656-HOPE (4673)

New Resources

Available to borrow from the Michigan Resource Center

Print Materials:

- **The DULUTH Safety and Accountability Audit: A Guide to Assessing Institutional Responses to Domestic Violence**
- **9 to 5 Guide to Combating Sexual Harassment**
- **Killing Rage Ending Racism**
- **Leaping Upon the Mountains: Men Proclaiming Victory Over Sexual Child Abuse**
- **Global Woman: Nannies, Maids and Sex Workers in the New Economy**
- **Protecting the Gift**
- **A Place for Starr: A Story of Hope for Children Experiencing Family Violence**
- **From a Web of Fear and Isolation to a Community Safety Net: Cross-training on Abuse in Later Life (Training Curriculum and Participant's Manual)**
- **Campus Violence Prevention Resource Guides: Creating A Safe Campus Environment Against Sexual Assault, Domestic Violence and Stalking**

process and their rights, often with no one there to represent their interests. Therefore, it seems reasonable to pursue a dialogue on how domestic violence and child protection services agencies can best collaborate when engaging women from racial and ethnic communities. It also seems reasonable that women from racial and ethnic communities should be at the forefront of these dialogues. If we are to truly develop new strategies that reach out to those from the racial and ethnic underserved communities we know exist, women, men, battered women, service providers, leaders and organizations from these communities must be included in our dialogues and strategy development.

¹ Gooden, Susan, T. (1998), *All things Not Being Equal: Differences in Caseworker Support Toward Black and White Welfare Clients*. *Harvard Journal of African American Public Policy*, Volume IV.

² *National Clearinghouse on Child Abuse*, (2001), *Foster Care National Statistics*, website publication.

I Will Survive: The African-American Guide to Healing From Sexual Assault and Abuse

In *I Will Survive* Lori Robinson has created a valuable resource for African-American survivors of sexual assault (as well as their families, friends, and communities), incorporating personal stories, civil rights history, and a call for community activism. An award-winning journalist and a rape survivor herself, Robinson walks readers through the ways survivors can experience emotional, physical, sexual, and spiritual healing, offering her firsthand knowledge on the particular difficulties African-Americans face on their journey toward recovery. She also explores why black women are more likely to experience sexual crimes—an insightful discussion framed in the context of the American slave system and modern institutionalized racism. This groundbreaking guide for African Americans contains an abundance of culturally specific and compassionate advice and information that includes accessible instruction on navigating police, health care, and legal systems, as well as an extensive resources section. To borrow this resource, contact the Resource Center at (517) 381-4663, ext. 17.

New Nonprofit Management and Development Resources

The following new management resources are now available to loan from the Resource Center:

- **The *Manager's Portfolio of Model Performance Evaluations: Ready to Use Performance Appraisals Covering All Employee Functions*** by Brandon Toropov shows how to handle evaluation and performance review questions, quickly, efficiently and properly. It provides model appraisals covering all industries and employee functions that can be adapted to individual needs. Along with the 300 model evaluations strategies for conducting face-to-face meetings with employees at all levels, performance categories are included. This resource is accompanied by a CD-ROM of sample forms.
- ***Strategic Planning for Nonprofit Organizations: A Practical Guide and Workbook*** by Michael Allison and Jude Kaye is a complete and flexible guide to strategic planning, specifically designed for nonprofits. Strategic planning is one of the most powerful management tools available to help an organization do a better job. This comprehensive book/disk set shows how to create and implement an effective strategic plan using a simple, seven-phase process that covers everything from defining your mission and setting your course to initiating, monitoring, and streamlining your plan. The workbook is designed for nonprofits of all shapes, sizes, and budgets, and can be easily adapted to fit any time frame. The package comes with field-tested worksheets, checklists, and tables in both print and disk formats, plus a sample case study that demonstrates strategic planning in action from start to finish.
- ***Chief Executive Succession Planning: The Board's Role in Securing Your Organization's Future*** by Nancy Axelrod asks the question, "How ready are you for a leadership transition?" Discover why it is important for your board to have a leadership transition plan whether or not you anticipate an upcoming executive search. Learn how to devise an ongoing chief executive officer succession plan that is linked to the strategic planning, mission, and vision of your organization. Help your board prepare for the future by tying the needs of the organization into the chief executive officer job description and chief executive officer evaluation.
- ***Transforming Board Structure: Strategies for Committees and Task Forces*** by Marla J. Bobowick, Sandra R. Hughes, and Berit M. Lakey provides a fresh look at committees and illustrates how boards can use work groups to streamline the work of the full board. Discover

Men Ending Violence

Some new resources for ending violence against women:

Breaking Our Silence: Gloucester Men Speak Out Against Domestic Abuse, 11 minute video

Wrestling With Manhood: Boys, Bullying & Battering, 60 minutes, available on video and DVD

Working With Men to End Violence Against Women, a comprehensive bibliography of resources available from the Michigan Resource Center

the importance of reducing the number of standing committees and relying more on ad hoc groups and task forces to accomplish tasks on an as-needed basis. This resource includes a diskette with forms.

- **96 Great Interview Questions to Ask Before You Hire** by Paul Falcone explores how to handle interview questions, giving in depth knowledge about the employer's side—what to ask, and how. This resource is invaluable in telling how to organize interviews to best identify high-performance candidates and how to spot evasions and untruths. An excellent guide to turning general answers into specifics, and to using these candidates' specifics to assess strengths and weaknesses.

Contact the Resource Center at (517) 381-4663 to borrow these resources or to request a copy of the updated bibliography, *Management and Program Development Resources: Personnel Issues, Management, Risk Management, Program Evaluation and Nonprofit Boards*.

National Coalition of Anti-Violence Programs Releases Annual Report on Domestic Violence

The National Coalition of Anti-Violence Programs (NCAVP) recently released its annual report on domestic violence in lesbian, gay, bisexual and transgender (LGBT) relationships. The report contains information compiled during 2002 from 14 agencies that serve LGBT and HIV-affected victims of domestic violence around the country. The report documents 5,092 cases of domestic violence.

Beyond data on domestic violence cases, the report also includes survivors' stories, program summaries, and a summary of the anticipated effect of the Supreme Court's ruling in *Lawrence v. Texas* on the availability of Civil Court protective orders for LGBT people in states with sodomy laws.

Visit www.avp.org for a copy of the report or call the Resource Center.

PeaceLine, A New Violence Prevention Education Tool

PeaceLine: A Violence Prevention Education Curriculum for Middle and High School Aged Youth from the Women's Resource Center of the New River Valley is now available to borrow from the Resource Center. The PeaceLine curriculum is designed with three lesson plans—dating violence, sexual assault and sexual harassment for each grade level 6-12. Lessons can be used in school or community settings and are designed to be completed in one hour. Each lesson includes definitions, activities, handouts and resource information. In addition to the easy to follow lesson plans, *PeaceLine* includes a bibliography of additional resources.

Working With Clergy and Spiritual Teachers

The following new materials on working with clergy and spiritual teachers are now available for loan from the Resource Center:

- *A Sacred Trust: Boundary Issues for Clergy and Spiritual Teachers* from the Center for Prevention of Sexual and Domestic Violence is an exciting new video series, designed for clergy and seminarians. It consists of four 22 minute training videos and a comprehensive facilitator's guide with background information, discussion questions, and suggestions for role-plays and other interactive exercises. The objectives of the program are to increase awareness of the need for healthy and appropriate boundaries in the clergy/congregant relationships; to illustrate the impact of appropriate vs. inappropriate boundaries in promoting effective ministry; and to provide clergy with guidelines for developing healthy boundaries and self-care strategies.
- *Domestic Violence: What Churches Can Do* from the Center for Prevention of Sexual and Domestic Violence is a one-hour program for use in Christian education. It offers basic information on domestic violence, as well as concrete ideas about how congregations can become involved in prevention and can offer a safe space for battered women in their church to come forward. Utilizing a 20-minute video (an edited version of *Broken Vows*), the program provides worship materials, background information on domestic violence as a religious issue, discussion questions, and practical steps congregations can take to get more involved in preventing domestic violence. Includes a 24-page study guide.
- *Broken by You* by Morton Paterson is a painful and personal look at the male mind-set that fosters domestic abuse, and the unforgivable silence of the church on the subject. *Broken By You* challenges men to change and churches to speak out. It will challenge you to a new awareness of this painful and urgent social problem.

Staff's Cyber Space Favorites

Here are a few of our current favorite Web sites:

Pennsylvania Coalition Against Rape:
www.pcar.org and their related sites:
www.menagainstsexualviolence.org
www.wherestheoutrage.org

The Southern Poverty Law Center:
www.splcenter.org

Mujeres en Red: Violencia Contra La Mujer
www.nodo50.org/mujeresred/violencia.htm

New Resources

Available to borrow from the Michigan Resource Center

Video Materials:

- **Date Rape: What You Need to Know**
- **Behind the Screens: Child Sex Abuse on the Internet**
- **Lift Every Voice: End Sexual Violence, Sexual Violence Prevention: Building Leadership and Commitment to Underserved Communities.**
- **Disability, Violence and Survival: A Personal Story**
- **Latinos Speak Out: Sexual Assault in the Latino Community (In Spanish and English)**
- **Sexual Assault Prevention for Individuals with Developmental Disabilities**
- **Stolen Lives: Children in the Sex Trade**
- **Once You Cross the Line: A Training Tape on Preventing Clergy Misconduct: Sexual Abuse in the Ministerial Relationship**
- **La Vida Mia—This Life of Mine**

The Michigan Resource Center on Domestic and Sexual Violence is a collaboration of the Michigan Domestic Violence Prevention and Treatment Board and the Michigan Coalition Against Domestic and Sexual Violence.

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MICHIGAN DOMESTIC VIOLENCE PREVENTION & TREATMENT BOARD



MICHIGAN COALITION AGAINST DOMESTIC AND SEXUAL VIOLENCE

Resources Available Via Fax-on-Demand from the Michigan Resource Center on Domestic and Sexual Violence

The Resource Center staff is pleased to offer a selection of frequently requested materials and other important documents to our patrons via fax-on-demand. This technology will allow our patrons to have immediate and 24-hour access to resources.

Instructions for Using Fax-On-Demand:

- 1) To access the system, please pick up the handset or press the Hook (or Unhook) button on the fax machine.
- 2) Dial (517) 347-1060 (Do Not Press Start).
- 3) You will be prompted by a welcome message. Next, you will be asked to enter the two digit box number of the desired material, followed by the # sign. You may request up to five boxes during this session.
- 4) If you need another box number please enter the number followed by the # sign.
- 5) When finished with your session please press ##. Then, press the Start button to begin receiving your requested materials.

If you have any questions, need assistance or are having problems with the system, please call us at (517) 381-4663. We are more than happy to assist you.

Michigan Resource Center on Domestic and Sexual Violence Lending Policies and Applications

- 02 Resources Available via Fax-on-Demand
- 03 Michigan Sexual Assault and Domestic Violence Programs
- 04 Michigan Resource Center on Domestic and Sexual Violence Lending Policies and Application for Borrowing
- 05 Directions to the Michigan Resource Center on Domestic and Sexual Violence

Bibliographies of Available Resources

- 19 Coordinating a Community Response to Violence Against Women
- 20 State and National Resource Centers on Violence Against Women
- 21 Domestic Violence and Public Policy Resources on the Web
- 22 Frequently Requested Videos ^{UPDATED!}
- 23 Lesbian, Bisexual, Gay and Transgender Resources
- 24 Recommended Books on Sexual Assault
- 25 Recommended Videos on Sexual Assault
- 26 Recommended Web sites on Sexual Assault
- 27 Management and Program Development Resources ^{UPDATED!}
- 28 Recommended Resources on Domestic Violence

- 29 Sexual Assault and Domestic Violence and Persons with Disabilities ^{NEW!}
- 30 Resources for Sexual Assault Programs
- 31 Philanthropy and Fundraising Resources
- 32 Legal and Policy Resources for Advocates and Criminal Justice Professionals
- 33 Multi-Language Resource List ^{NEW!}
- 34 Male Survivors of Domestic and Sexual Violence
- 35 Mandatory Reporting of Domestic Violence
- 36 Violence Against Women: Resources in Spanish
- 37 Cultural Considerations and Violence Against Women
- 38 Religion and Violence Against Women and Children ^{UPDATED!}
- 39 Resources on Domestic Violence and Later Life: Print, Video and Web Resources (3 Bibliographies) ^{NEW!}

Resources for Michigan Service Providers

- 41 Survivor's Handbook for Battered Women For the State of Michigan. A handbook for battered women in Michigan written by Susan G. S. McGee
- 42 Domestic Violence Homicide Prevention Task Force Report and Recommendations Report from the Michigan Domestic Violence Homicide Prevention Task Force April 2001
- 43 A Handbook for Survivors of Sexual Assault: A handbook for adult survivors of sexual assault in Michigan prepared by the Michigan Coalition Against Domestic and Sexual Violence
- 44 Domestic Violence and Sexual Assault Brochure Resource List: brochure clearinghouses in Michigan and across the country.

Michigan Laws Handbook created by the Michigan Resource Center on Domestic and Sexual Violence ^{UPDATED!}

- 45 Select Michigan Domestic Violence Laws
- 46 Select Michigan Sexual Assault Laws
- 47 Select Michigan Stalking Laws
- 48 Select Michigan Personal Protection Order Statutes
- 49 Other Crimes Associated with Domestic Violence and Sexual Assault

Fact Sheets

- 70 Prevalence of Domestic Violence
- 71 Violence Against Women in Michigan
- 72 Sexual Assault—Know the Facts
- 73 Sexual Assault of Adolescents and Teens
- 74 Sexual Assault in Intimate Relationships