



DOMESTIC VIOLENCE SPECIALIST TRAINING: DAY 2

Presenter:

Abby

Legal Advocate

&

Training Coordinator

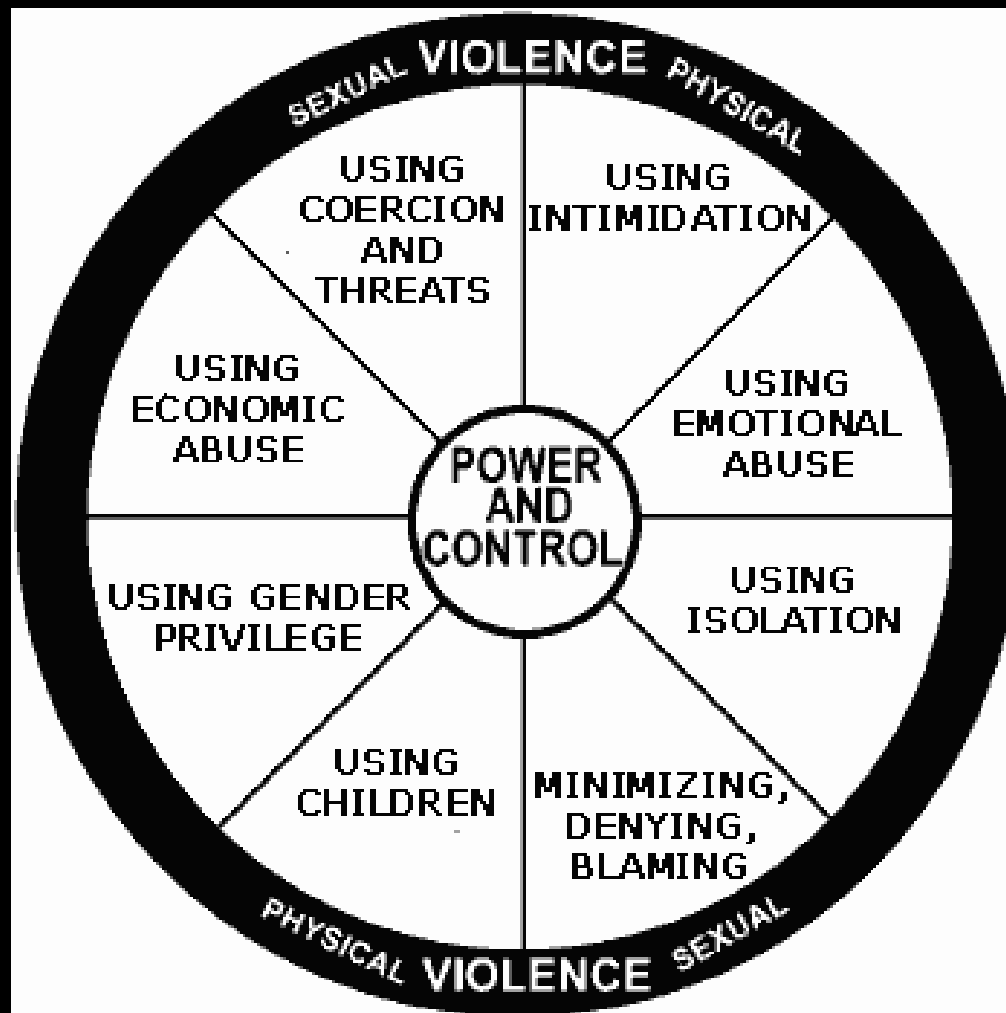


WHAT WE WILL COVER TODAY:

- DV Quick Review
- Role of DV Specialist, Advocates, and Employment Counselors
- DV Scenarios and Exercises
- Communication and Support

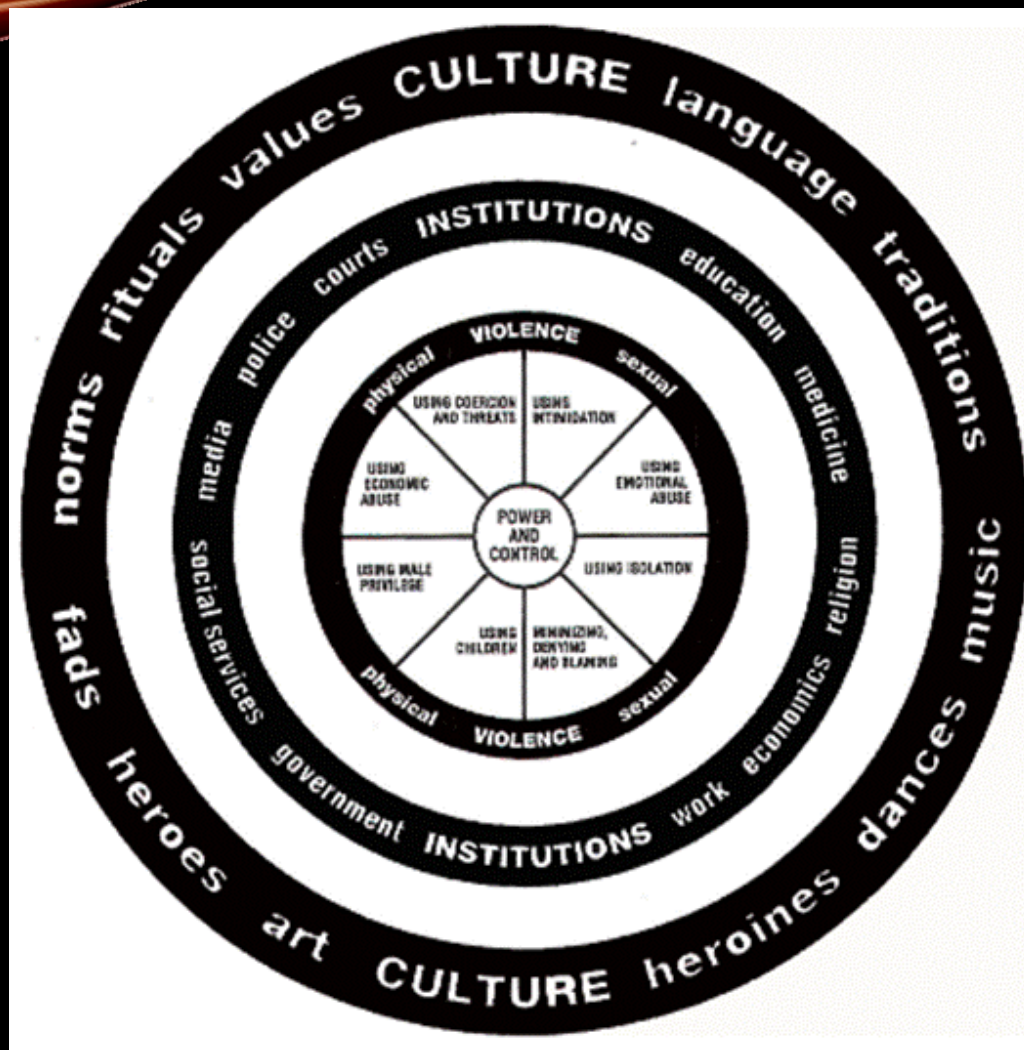


DOMESTIC VIOLENCE REVIEW





ELLEN PENCE: THE POWER AND CONTROL WHEEL





JACKSON KATZ: IT'S A MEN'S ISSUE



THE STORY OF RACHEL

- The Criminal and Civil Justice Systems and how it effects the Victim
- What were some barriers that Rachel was facing?
- Identify some tactics that you heard by the abuser.



THE ROLES

- Employment Counselor
- Domestic Violence Specialist
- Domestic Violence Advocate



EMPLOYMENT COUNSELOR

Goal: Have participants successfully complete the MFIP Program within in the 60 month time clock.

Barriers: Identifying barriers that the participant and their families are facing.

Plan: They create an Employment Plan with the participant and track the Participant's progress.

Execution and Adjustments: Keeping the participant on track and holding the participant accountable for their progress and growth.



DOMESTIC VIOLENCE SPECIALIST

Goal: To collaborate with the Employment Counselor and the Participant to create an EP that focuses on the safety of the victim and their family.

Barriers: Identify obstacles in the participants current EP and what can the EP do to keep the victim safe.

Plan: Create and an EP that is safety centered while being a realistic EP.

Execution: Continue to reevaluate the EP while the Participant is on the DV Waiver while continuing to focus on safety and independence.

Ultimate Goal: No longer needing to be on the waiver because the Participant's danger has managed.



DOMESTIC VIOLENCE ADVOCATE

Goal: To support victims of domestic violence. Provide knowledge of their rights and the choices that are available to them while trusting their decision making.

Barriers: Identify barriers through out multiple systems that victims face.

Plan: Create a safety plan tailored to the victim and help her to continue changing the plan based on the changing circumstances.

Execution: Providing up to date information, options, and support through out the victim's journey to safety along with empowering victims in their choice making.



DV MEMO AND POLICY



DV/FAMILY VIOLENCE WAIVER

- **Who Qualifies?**

- A client who has an act or a combination of acts such as: physical harm, bodily injury or assault, the infliction of fear of imminent physical harm, bodily injury or assault, terroristic threats, criminal sexual conduct committed against or committed by a family or household member.



DV/FAMILY VIOLENCE WAIVER

- **Family or Household members are:**
 - Spouses or former spouses
 - Parents and children
 - People related by blood
 - People who are residing together or who have resided together in the past
 - People who have a child in common
 - If a woman is pregnant and the man alleged to be the father
 - People involved in a current or past significant romantic or sexual relationship



DV WAIVER PLAN

- **What does the Waiver do?**

- Stops the MFIP 60-month time clock
- If a client is determined to eligible they are also meet the eligibility criteria for Family Stabilization services



REQUESTING A DV WAIVER

- **Financial Worker Responsibility**

- Once a client reveals to you that they are experiencing DV the worker must identify the client as help or assistance to develop an EP for Victims of Family Violence.
- The worker must ensure that the client has access to a person trained in DV.
 - Domestic Violence Specialist
 - Domestic Violence Advocate



REQUESTING DV WAIVER

- **Job Counselor Responsibility**

- Once a client reveals to you that they are experiencing DV the counselor must refer client to a person trained in DV if the they are not already working with a DV Advocate.
- Counselor **MUST** ensure that client has that access.
- The counselor and the DV Specialist must assist client in developing an EP.
- Once the plan has been approved the Counselor must inform the Financial Worker.



DOCUMENTATION FOR WAIVER

- The Financial Worker or Job Counselor should advise the client in what documentation they will need for this waiver.
- The county must assist the client if they are having difficulty getting these
- DO NOT require the client to comply with the regular Employment Services activities or ES sanctions while client is obtaining documentation.



DOCUMENTATION

- **All are acceptable but the client only needs for verification for the DV Waiver**
- Police, government agency, or court records
- Statement from battered women's shelter staff person or a sexual assault or domestic violence advocate with knowledge of the circumstances
- Statement from a professional from whom the client has sought assistance about the abuse
- Sworn statement from the participant
- Sworn statement from any other person with knowledge of the circumstances



PERSON TRAINED IN DV

- A “person trained in domestic violence” is a person who works for an organization designated by the Minnesota Center for Crime Victim Services as providing services to victims of domestic violence, a county staff person who has received similar specialized training or any other person or organization designated by a qualifying organization.



PERSON TRAINED IN DV

- A person trained in domestic violence could also be a county or Employment Services staff person who previously received training as an advocate while working at an organization designated by the Center for Crime Victim Services, or it could be someone from Legal Aid or another agency who has been designated by a qualifying organization. Each county must identify locally trained people in order to ensure access for all MFIP participants



PERSON TRAINED IN DV

- **For information about the DV agencies in your area contact**
 - Minnesota Center for Crime Victim Services
 - 1-888-622-8799



DV WAIVER EXTENSIONS

- All waiver participants are eligible for an extension
- The client must verify abuse
- These clients are considered participants of Family Stabilization Services (FSS) and are REQUIRED to develop an EP for FSS Participants and follow FSS requirements



DV WAIVER EXTENSIONS

- The main goal is to ensure the safety of the client and the children.
- The job counselor or FSS case manager do have the final approval for the EP.
- The EP must be approved before the extension is approved.
- The client must comply with the plan to continue to receive the extension.



NON-COMPLIANCE

- Meet with the client and a DV Specialist to go over whether the plan is still appropriate and is meeting the safety needs along with the EP
- Make changes if needed to the EP



LOSE OF ELIGIBILITY

- If the DV Specialist believes that the EP is still appropriate and the client continues to not comply, client loses the waiver.
- If it is determined that the client is to lose the waiver the financial worker needs to be notified immediately.



COLLABORATION



COLLABORATION

- **The Process:**

- The participant shares with their Employment Counselor that they are a victim of domestic violence.
 - The Employment Counselor fills out the Family Violence Referral.
- The Domestic Violence Specialist helps with the Waiver and coming up with an employment plan that is focused on safety.
 - The Family Safety Employment Plan is filled out.
- Through a referral from the DV Specialist, the victim/participant is connected with a Domestic Violence Advocate.
 - Provides confidential service and support to the victim.



COLLABORATION

- **Employment Counselor:** Focus on the EP and meeting requirements for financial independence.
- **Domestic Violence Specialist:** Focus on safety of the participant and their family while creating an EP with the Employment Counselor. Discussing resources and options to keep the participant safe.
- **Domestic Violence Advocate:** Only with consent from the victim can an advocate give input into this process. Advocates can always provide general guidance and knowledge of systems to the DV Specialist or Employment Counselor



COMMUNICATION AND SUPPORT



WHAT DO I SAY?

- At first you may not have to say much. Listening to the participant and asking open questions about what they have shared.
- Validating their experience.
- Be sincere and honest while listening and asking questions.



VICTIM BLAMING EXERCISE

- Read the exercise on victim blaming



WHAT TO SAY?

Do's

- Openly listen
- Validate their experience
- Thank them
- Express concern
- Empower and Encourage
- Be honest about their options

Don'ts

- Negatively judge
- Question if it happened
- "You're wasting my time."
- Disregard their concerns
- Discourage
- Tell them they only have one option



WHAT IF I SAY SOMETHING WRONG?

- Being thoughtful in the questions and the support you give will help to avoid this.
- Most participants won't mind you asking if you are sincere and open about in the way you ask.
- Let the victim know that you appreciate that they shared the DV with them.
- Acknowledge that you may not fully understand what they have gone/are going through BUT you are there to help.



EXERCISE

- Count off
- Get into groups and reenact the Client scenarios.
 - **Employment Counselors:** Fill out the Family Violence Referral
 - **DV Specialists:** Fill out the Family Safety MFIP Employment Plan
 - **Participant/Victim:** Share input



EXERCISE

- What went well?
- What were some challenges?





IT TAKES A VILLAGE.....

No one person, program or institution alone
can end domestic violence.....
but each response creates a ripple.

We don't always know what the impact of a
person's action may be, but we believe all acts of
caring and support will carry forward positive
consequences.