



Summer Newsletter 2021

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A LETTER FROM NCEDSV'S EXECUTIVE DIRECTOR

Greetings all!

We did it! SB 177, which increases the surcharge on every Marriage License sold in the state to provide an increase in funding for domestic violence programs and, for the first time, statewide funding for sexual violence programs was signed by the Governor on June 8th. This was the culmination of two years of planning, 40 years of services, and a big dose of luck. I don't think anyone would have given us odds of passing this bill in this session.

SB177 Revises provisions relating to the Account for Aid for Victims of Domestic Violence. (BDR 16-926)			
PASSED		Two Thirds Elected	
YEA 32	NAY 9	NV 0	EX/A 1
Anderson	Flores	Martinez	Roberts
Benitez-Thompson	Frierson	Marzola	Summers-Armstrong
Bilbray-Axelrod	González	Matthews	Thomas
Black	Gorelow	McArthur	Titus
Brown-May	Hafen	Miller, Brittney	Tolles
Carlton	Hansen	Miller, C.H.	Torres
Cohen	Hardy	Monroe-Moreno	Watts
Considine	Jauregui	Nguyen	Wheeler
Dickman	Kasama	O'Neill	Yeager
Duran	Krasner	Orentlicher	
Ellison	Leavitt	Peters	

We have to thank the primary sponsors of the bill Senator Julia Ratti, Senator Nicole Cannizzaro, and Senator Melanie Scheible for their amazing support and advocacy on this bill. Their testimony, questions, and advocacy with their colleagues were critical to the passage of this bill.

We want to thank the Senators and Assembly members who joined as co-sponsors as we moved the bill along – Senators Donate, Dondero-Loop, Goicoechea, Kieckhefer, Neal, Ohrenschall and SeEVERS Gansert and Assemblymen Benitez-Thompson, Bilbray-Axelrod, Gonzalez, Hardy, Krasner, Marzola, Orentlicher, Summers-Armstrong, Tolles and Torres.

There were 16 Senators and 32 Assembly Members who voted in support of this legislation. We needed a two-thirds majority in both houses to pass the bill. Thanks to bipartisan support in both chambers, we were able to garner the supermajority.

I want to give a special thanks to former Lieutenant Governor and State Senator Sue Wagner for her pioneering work in the initial passage of the surcharge in 1981 and her testimony in 2021 to make this bill a reality. Also, our appreciation to former State Senator and Assemblywoman Helen Foley who helped paint the historical picture of the 1981 passage of the bill for the Assembly Judiciary Committee.

We also need to thank all the indomitable domestic and sexual violence programs that demonstrated both the need and the efficacy of the services that will be provided through this bill. Their testimony during the bill hearings and their efforts in educating legislators were key to the passage of the bill.

Finally, I give gratitude to all the survivors of domestic and sexual violence whose stories of courage and perseverance as exemplified in the testimony of Crystal and Starrla convinced the legislature that it was time to make a difference.

Now comes the hard part—implementing the increase. We will be working closely with the Division of Child and Family Services (DCFS) to create a process for distributing the new sexual violence services funds and continue to work on the smooth delivery of domestic violence services funds. Our thanks go to the staff at DCFS who continue to support the day-to-day work of local programs.

Thanks to all of you as well. We know that many supporters contacted their legislators to voice support for this bill. Celebrating the 40th anniversary of the Marriage License surcharge with a legislative win is nothing short of amazing!

With much appreciation (and a great sigh of relief),

Sue

AWARENESS

AMERICANS WITH DISABILITIES ACT (ADA)

July 26 is Americans with Disabilities Act (ADA) Awareness Day. People with disabilities can be up to three times more likely to experience abuse than people without disabilities.

- For more information about unique challenges and barriers to accessing support for people with disabilities visit our webpage [HERE](#).
- For resources regarding preventing sexual violence against people with disabilities visit our webpage [HERE](#).

Upcoming Training

- July 14 - [Supporting Young Adults With Developmental Disabilities Who Are Struggling in Abusing Relationships: Setting the Stage for Prevention](#).

INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES

August 9 is International Day of the World's Indigenous Peoples. This year's theme is "Leaving no one behind: Indigenous peoples and the call for a new social contract." The theme demands indigenous peoples' inclusion, participation, and approval in the constitution of a system with social and economic benefits for all.

83% of American Indian and Alaska Native women and men have experienced violence in their lifetime, and one in three have experienced violence in the past year. The National Institute of Justice study on the prevalence of violence against American Indian and Alaska Native women and men video can be viewed [HERE](#). The study provides a brief look at the disparity of medical treatment available to Indigenous victim-survivors and estimates of sexual violence, physical violence by intimate partners, stalking, and psychological aggression.

Upcoming Event

- August 9 - [United Nations Virtual Commemoration](#)

SUICIDE PREVENTION

September 5-11, 2021 is National Suicide Prevention Week and September 10, 2021 is World Suicide Prevention Day. Survivors of sexual assault are 10 times more likely to attempt suicide than those who haven't experienced sexual assault. For more resources visit the National Alliance on Mental Illness [HERE](#).

LEADERSHIP VOICES

INTERVIEW WITH ERIKA WASHINGTON

Executive Director of Make It Work Nevada

Q: Please introduce yourself and take a moment to describe your organization and its vision.

My name is Erika Washington, and I am the executive director of Make It Work Nevada. We are a non-profit organization that advocates for and with Black women around issues that keep them from living their version of the American dream. We fight for policies that would change the landscape for all those in the margins but centering those who have been most in the margins since the inception of this country to ensure meaningful progress.

Quality affordable childcare, equity in pay and work, paid family leave, paid sick days, fair scheduling, reproductive justice, and environmental justice are just some of the issues we focus on.



Q: What is your keynote topic, and why is it relevant to our conference theme, Compassion Through the Crisis: Cultivating Resiliency and Overcoming the Unexpected?

My keynote, entitled A Story to Tell will discuss the importance of survivors telling their stories. For far too long the voices and experiences of survivors have been stifled and silenced. The idea that people can just leave situations without the proper support system and the tools to lay a new solid foundation is archaic and dangerous. Those who create the policies and laws need to understand how difficult the hurdles to independence can be. I believe telling their stories on their own terms can empower both the storyteller and their audience, it also makes room for real change regarding access to government resources created to help those in need, but many times make the situation harder.

I believe this conversation is all about cultivating resiliency through one's own strength but not standing alone in the face of challenges both expected and unexpected.

Q: What does it mean to you to have compassion through a crisis?

It means giving deference to those who are in the middle of a storm and can only make decisions in the moment. Many times, we must make a choice between bad and terrible. Instead of judging what choice someone makes during chaotic chapters, we need to give space for understanding and help create better pathways before the next crisis comes.

INTERVIEW WITH STRONG OAK

Executive Director of Vision B.E.A.R. Intertribal Coalition



Q: Please introduce yourself and take a moment to describe your organization and its vision.

My name is Strong Oak, and I am the Executive Director of Vision B.E.A.R. Intertribal Coalition. *The mission of VBCIC is to prevent domestic and sexual violence and other interpersonal violence in the tribal, intertribal, and multicultural communities in the Northeast, which includes Massachusetts, New Hampshire, Vermont, Maine, Connecticut, Rhode Island, and New York, as well as nationally. Our goals are to establish highly visible and viable approach to interpersonal violence prevention throughout the social fabric of our intertribal communities of the Northeast, promote open conversations about*

gender-based violence, and prevent violence against Mother Earth. Furthermore, we help establish a restorative justice approach that ensures accountability for behavior by intertribal members, and educate others to return to a pre-colonization traditional value system that allows us to walk in balance with all our relations. Our organization's vision is to return to pre-colonization values where true democracy, compassion, respect, generosity, courage, wisdom, sacredness, humility, empathy, balance, gratitude and connection to the land are taught by the elders to the adults and children in the community.

Q: What is your keynote topic, and why is it relevant to our conference theme, Compassion Through the Crisis: Cultivating Resiliency and Overcoming the Unexpected?

Our keynote topic is Transforming the Culture of Power: Indigenous Transformative/Restorative Circle Practices on Healing and Thriving Together in Community. This topic is relevant to the conference theme of Compassion Through Crisis: Cultivating Resiliency and Overcoming the Unexpected in relevant and critical ways. Compassion itself can only exist where there is equity in relationships. Otherwise, it devolves into pity or sympathy where power over dynamics exist. We cannot empower others without coming from a place of superiority where one imparts power one controls to another. We can support the power of others, acknowledging that all beings have an innate power that only they have that needs to be expressed without suppression for equity to exist.

The Seven Grandfather teachings of the Anishinaabe people hold these values to be the road to happiness, justice, and peace for any community. These are love, wisdom, courage, humility, empathy, honesty, and truth. In 1776, the colonists formed a Constitutional structure of government that determined explicitly that only White, male, property owners who were Christian could vote or own land. Simultaneously, the colonists developed a money currency that only they controlled. They based their right to these powers based on In Cetera papal bulls that encouraged conquest of all land occupied by people who were not Christian. The Spanish Empire doubled down on these papal bulls to say that Christians could seize all land held by non-Christians and put the people into perpetual slavery as savages with no rights to the land they occupied.

Known as the Doctrine of Discovery, John Marshall, Chief Justice of the Supreme Court upheld the rights conferred by the Doctrine of Discovery to be relevant today. The Papal Bulls and the Doctrine of Discovery have never been rescinded. Since then, suppressed, and repressed people's histories have been coming forward as a challenge for us to heal and restore our communities to wholeness. The trauma of these unfair power dynamics is now known to exist in our DNA, waiting for transformative/restorative practices to bring us to a new place of truth and reconciliation with one another.

Transforming the culture of power in the United States requires a courageous naming and reframing of history. It demands a hard look at the systemic racism that leads to police brutality. It demands a look at how the police came to be. Policing began with capturing escaped slaves and returning them to their "owners." When all of our systems deprive many of us to not have equal access to food, housing, economic wealth, and even safety, then we need to transform the culture of power that is solely responsible for putting those practices into place.

That will not be easy to do. It requires having compassion for those who cause harm as having been introduced to the idea that consent is not a requirement in relationships. This they learned from a government that does not seek consent for its decisions. This they learned from a structure that says it can take what it wants for itself without regard for all of our needs. Crisis after crisis is exposing us to the systemic power abuses documented by cell phone documentation of police murdering Black and Brown people across America. Random acts of violent massacres of innocent people are an almost daily occurrence. Yet, in the face of these daily crimes against people who have been “othered” among us, a compassionate group of witnesses are awakening to the true state of our governance and its role in creating these heinous acts against all beings. Those who harm need healing and love for the violence to stop. They need a nonviolent approach to transform a culture that has fostered, aided, and abetted this harm. Otherwise, we would be harm doers ourselves.

This will require that we seek to address the harm we see in our day-to-day work. It will require that we look within to how much we have internalized the values of the dominant culture into our personal and work relationships. We will need to address our internalized superiority, internalized inferiority, and embrace a multi-racial equitable world where all are supported to reach their full potential without systemic impediment. We will need to create new structures together to support that way of being. It begins with us, it gets taught to our children, one relationship, one decision at a time.

Q: What does it mean to you to have compassion through a crisis?

Compassion means that we need to see those who harm as those who have learned to be violent through their indoctrination into a culture of violence determined by a capitalistic, systemic structure of power that is itself the source of violence. It means for us, that we need to see their pain and provide a healing opportunity for that pain to be expressed. For us this needs to be done through a lens of accountability to those harmed and a willingness to see the impact the harm has not only caused those who have been harmed, but also through a lens of harm it has caused the self.

Crisis is an opportunity to experience our growing edge. We need to see, with clarity, our own role in the creation of the crisis, and beyond that, we need to see with compassion for all, our way to a transformed healing possibility as an outcome of resolving that crisis. Feeling through the reality of another, whose views and experience are far from our own, is a difficult but necessary means of understanding what led to the path another has taken.

INTERVIEW WITH VARSHA N.

Founder and President of R.O.A.R. Training & Consulting, LLC

Q: Please introduce yourself and take a moment to describe your organization and its vision.

Thank you for asking. A person, who has visible bruises in her face walks into the diner and sits right across from your table and starts crying. What would you do? Many of us would jump into action and try to see if we could help. How likely would you be to intervene if we saw someone exhibiting bias and subtle put-downs towards a colleague? A



person we love? We often come across personal and professional situations warranting our attention and we make decisions to act or not act. As an international speaker/consultant and founder of ROAR T&C® (Training & Consulting), LLC, I speak on a wide variety of topics including bias, diversity, cross-cultural communication, healing modalities, bystander intervention, domestic violence, and sexual assault. The mission of ROAR T&C® is to engage professionals and community members in critical thinking and to provide the necessary skills to enhance services. When addressing complex social issues, such as sexual assault, bullying, diversity, inclusion, trauma-informed care, amongst other topics, we can look to successfully follow the prescribed steps outlined by the mission of ROAR T&C – **R**ecognize, **O**bserve, **A**nalyze, and **R**espond®.

Q: What is your keynote topic, and why is it relevant to our conference theme, Compassion Through the Crisis: Cultivating Resiliency and Overcoming the Unexpected?

Illness. Death. Isolation. Bills. Work. Family. This past year has been very difficult for many of us and continues to pose challenges in many ways. I, like many, can attest to the loss of family/friends, workload/environment, isolation, and lack of support. As advocates, medical and criminal justice professionals, we often place the needs of others before our own, whether it be clients, survivors, colleagues, work, or family. In addition, we may have the internal voice of the constant critic on instant replay chiding us to do “better,” yet we have done whatever we can to the best of our ability. This keynote, “The Journey of Compassion for Self & Others – Addressing Stress & Fear Through Togetherness & Cheer,” is designed to address moments of crisis by having compassion, for self and others, which leads to resiliency. The special ingredients of self-care, kindness, self-worth, and healing practices is a recipe to create the Resiliency dish, which has the natural effect of bouncing back from difficult times. Through interactive dialogue and demonstrations, together we will discover the powerful benefits of resiliency.

Q: What does it mean to you to have compassion through a crisis?

In traveling the world and meeting people who have endured illness, genocide, become refugees, death around them, isolation, etc., it is amazing to witness the compassion that humans continue to exhibit. Having compassion for others through crisis is what many of us are wired to do. We place the needs of others before our own needs by offering unconditional empathy, support, using active listening, and the gift of time to be present with the person going through crisis. Yet, we must ask how often can we say we do the same for ourselves? Buddha once stated, “If your compassion does not include yourself, it is incomplete.” When crisis hits, we may be resigned and desperate to make things work at any cost, sometimes overlooking our values and sense of worth. Having compassion through crisis to me consists of two crucial elements – “Honoring the other **and** honoring yourself.” Understanding our limitations, acknowledging our strengths, and exhibiting grace, for ourselves is hard and yet these critical elements help us get through moments of crisis.

EDUCATION AND TRAINING

UPCOMING TRAININGS:

- July 14 – [Supporting Young Adults With Developmental Disabilities Who Are Struggling in Abusing Relationships: Setting the Stage for Prevention.](#)
- July 20 - [Weaving Communities Together](#) – Two-Part Series
- September 21-23, 2021 [Annual Conference: Compassion Through the Crisis: Cultivating Resiliency and Overcoming the Unexpected](#)

2020 was the year that turned the world upside down. It taught us how to live, love and care for others in new, and often more challenging ways. While we can find relief in the new year and what it has brought us, this year's conference reflects on what we learned in the last year, including new ways to advocate for survivors, lessons we learned while serving our communities, bringing compassion to the crisis and learning the power of resiliency.



Visit our training and events [calendar here.](#)

ADVOCACY FOR SEX WORKERS AND VICTIMS OF HUMAN TRAFFICKING

In order to promote anti-racist and anti-oppressive practices in our state, NCESDV has been having quarterly staff and board in-service trainings to address the intersection between intimate partner violence and oppression. In May 2021, NCESDV learned from The Cupcake Girls about advocacy for sex workers and victims of human trafficking.

A sex worker is someone who is choosing to be in the industry, and who is in control of their body, who they spend time with, and have ownership of their money; therefore, human trafficking victims are not considered sex workers. The Cupcake Girls are a Las Vegas, NV and Portland, OR based organization who provide confidential support to both victims of sex trafficking, and sex workers through holistic resources, case management and aftercare. They support any individual who is currently working, or has previously worked in the sex industry.

In order to understand the root causes of harm against sex workers, we must understand how oppressive structures are operating against them. It is important to note that the sex industry itself is not the problem; the problem of sex trafficking and violence against sex workers stems from larger systems of colonialism, capitalism, racism and patriarchy. We must look at how our policies and procedures have created barriers and erased opportunities for sex workers to seek help, and examine our own internal biases.

It is important to note that when looking at sex trafficking victims, there are both individual and systemic vulnerability factors. Child abuse or neglect, a lack of stable housing or economic resources, gender-based violence, oppression, compounding mental health

concerns, unaddressed trauma, and disabilities can all be underlying factors that make someone more susceptible to sex trafficking. When recruiting, pimps use methods that may appeal more to those who have increased vulnerability factors, such as romantic relationships and “wooing,” showering with gifts and affection to psychologically manipulate their victims. Pimps can also use force to control victims, and may kidnap, beat and violate them. Another tactic is to use promises of high success; this may include reaching out through social media with an opportunity for victims to model, act, or dance, and flashing money, or covering the victim’s expenses to show what they could be making. Trafficking can also be generational. If parents have been trafficked, and have not been able to escape, they may end up trafficking their children.

Statistics show that it takes a human trafficking victim about twelve times to leave their pimp; note that this is higher than the average seven that it takes someone to leave an abuser.

When it comes to sex trafficking and sex workers, it is important to remember the key difference of sex workers having autonomy – over their body, their money, and their time. This does not, however, mean that sex workers cannot be trafficked. Pimps may hang out at brothels or strip clubs, seeking out younger or newer sex workers who may not have met their monetary needs for the evening. Younger or newer sex workers may get wrapped up in the relationship with the pimp, and are more susceptible of becoming victims.

When serving sex trafficking victims, or sex workers who have experienced violence, ensure that you are keeping trauma-informed care and equity-based communication in mind. Consider the cultural context of sex work, and how intersectionality’s of oppression are affecting the client. Make sure to maintain a calm and welcoming environment for the client, and give them a judgement-free space, regardless of your own personal feelings on the industry.

For assistance on working with victim-survivors who have been, or are involved in the sex industry, The Cupcake Girls can be reached at info@thecupcakegirls.org or 702-879-8195.

SUPPORTERS

THANK YOU TO OUR SPONSORS



Interested in becoming a corporate sponsor, contact Amanda Bullard, Administrative Director at accounting@ncedsv.org.

NCEDSV PUBLIC POLICY

FEDERAL POLICY UPDATE

FY22 Proposed Budget

On May 28, 2021, the President's FY22 Budget Proposal was released. The budget showed incredible investment in programs that address and prevent domestic violence and sexual assault. The proposed budget includes:

- \$1 Billion for VAWA Programs administered by OVW – would expand existing and create new programs, invest in services and culturally specific services, legal assistance, transitional housing, and the sexual assault services program.
- \$463 Million for FVPSA – a \$280 million increase!
- \$26 Million for the National DV Hotline
- \$101.75 Million for Rape Prevention and Education – a \$50 Million increase!
- \$52 Million in DV/SA bonus funds through HUD homelessness program
- Incremental housing vouchers, for which survivors are eligible

It is now up to Congress to appropriate the money. NCEDSV Staff will be joining the National Network to End Domestic Violence (NNEDV) for their Virtual Advocacy Days, where we will be meeting with the Nevada Federal Delegation to advocate for these funds.

You can view the President's Proposed FY22 Budget [here](#).

H.R. 1562 VOCA Fix

Deposits into the Crime Victims Fund (CVF) have dropped dramatically in the last several years leading to substantial cuts to the VOCA victim assistance grants. Because of this, victim service organizations are facing budget cuts with a simultaneous increase in demanded services. It truly is a crisis for victims. In March, the U.S. House of Representatives acted and passed the VOCA Fix to Sustain the Crime Victims Fund Act on 2021 (H.R. 1562). This bill would increase funding into the Crime Victims Fund to help stave off cuts in funding for victim services. The U.S. Senate has yet to act on this urgent matter. NCEDSV, in collaboration with our national partner and sister coalitions across the state, are urging Senate leadership to bring the VOCA fix bill to the floor.

STATE POLICY UPDATE

The 2021 Legislative Session came to an end on Monday, May 31st and with the end of the session, comes the passage of some exciting and important legislation for victim-survivors of domestic violence and sexual assault. Here is a highlight of some of the important bills that NCEDSV Policy Team worked on during the session:

- [AB214](#) removes the gendered language from the current NRS definition of sexual assault and replace with gender neutral language. The bill also requires the

legislative interim committee to study and evaluate laws governing sexual assault in Nevada and other states and must include input from stakeholders concerning necessary changes to the laws in Nevada.

- [AB404](#) allows for victim-survivors to withhold their personal address when filling for a protection order if sharing their address with the adverse party would increase their risk for safety. Also allows victim-survivors to file for a protection order in a different jurisdiction where the violence occurred.
- [SB177](#) increases the marriage license fee to provide funding for domestic violence programs and establish the first ever statewide funding for sexual assault programs.
- [SB347](#) Enacts comprehensive measures to combat sexual violence and support survivors and students on all NSHE campuses

A full 2021 Legislative Session summary will be available on the NCEDSV website soon.

ADVOCATES CORNER

RELATIONSHIP DYNAMICS

Article by Lisa Lynn Chapman, JD - NCEDSV Technical Assistance Coordinator

How do you approach your day-to-day work with victim-survivors? How have you built your programs or advocacy? Do you see it as Teacher/Student? Rescuer/Victim? Parent/Child? The reality is most people don't think of their relationship dynamics in this way. However, after a while, culture or attitude will develop, reflecting in our relationships with victim-survivors in the shelter or with whom we advocate. So, take a moment and ask yourself, "What kind of relationship are we/am I creating or modeling with my response to challenges, setbacks, and advocacy delivery?"

In this advocate corner, we will explore several common and accidental relationship/program models that can develop over time. Often, we don't see it as it grows, or we develop some rationalization as to why things must be done "this way." Many of these relationships undermine our advocacy goals of autonomy and self-determination to help clients develop safety and self-sufficiency.

Parent/Child

This is a common model that can develop. Advocates underestimate resident's abilities to understand, address, and solve issues in their lives. The tone of voice can be scolding and threatening consequences if the rules aren't followed. This can create another power and control dynamic similar to what the residents left. Or, it enforces the idea that the clients cannot think for themselves.

Teacher/Student

When this model is in play, advocates dominate their advocacy sessions by "teaching" the residents about domestic violence, shelter life, parenting, or accessing community resources. And yes, it is our job to have information about the community resources and other

information and share it with our clients. However, when an advocate adopts the teacher/student relationship dynamic, it is easy to lose sight that we learn a lot from our clients.

Drill Sergeant/Recruit

Much like the Parent/Teacher dynamic, the Drill Sergeant/Recruit model focuses on rules and very harsh consequences. There is an assumption that our way is the best. If they would just do what we say, they would be fine.

Rescuer/Victim

As rescuers, advocates must have all the answers and go above and beyond to save our clients. Unfortunately, we have an expectation of what real or “innocent” victims are, forgetting that all victims are real victims, even those with substance use, criminal records or challenging personalities. Some rescuers feel that clients don’t have the capacity or skills to do for themselves. So, the advocate takes on managing things. Often, there is a feeling that clients should be grateful for all that we are doing for them. And aren’t we shocked when they aren’t appreciative of the rules and control we place upon them?

So, look at your shelter rules. How many do you have? Are you dictating curfews, meal times, or TV time? Times when shelter residents must be out of bed and dressed? Do you have rules that are “for their own good?” Or extreme security measures that trap clients indoors? If so, you can be creating dynamics where clients don’t feel comfortable being honest about their lives with you. They may hide that they saw their partner or are having problems being sober. Often, in programs like this, clients may just leave in the middle of the night or just stop making appointments with you. Or draw the comparison between being in shelter and living with their abusive or controlling partner.

These problematic relationship dynamics all lose sight of the fact that our clients are the experts in their own lives. They are adults who have developed survival and coping skills. But, most of all, we are also losing sight of our role as an advocate.

In subtle ways (subtle because we’re *helping*) these dynamics emphasize the power differential between us and the survivor. They imply that we, the advocate, could never find ourselves in an intimate partner relationship like the one that brought the survivor to our services.

Advocacy, at its core, is supporting and reinforcing a client’s autonomy and self-determination through which they can achieve safety and self-sufficiency. While we focus on safety, we cannot dictate how someone achieves safety. Our job is to help clients:

1. Identify the safety barriers.
2. Help clients develop their abilities to access their safety and plan for their safety.
3. Clarify situations and issues.
4. Provide options and the consequences that may occur.
5. Increase self-esteem.
6. Improve decision-making skills.

Now, not all survivors will need everything. Our clients dictate the relationship and their plans.

So, the relationship model we should strive for is Team Member/Team Member. Yes, we are on Team Client. But, as team members, we recognize that everyone has different strengths and roles.

Teamwork is based on shared learning, mutual accountability, respect, and equity/minimized power imbalances. We are not the leaders of this team. The client decides where, how, and when we are going. We are the logistical and emotional support for this part of the client's journey.

This article was adapted from Changing the Script: Thinking about our relationships with shelter residents by Margaret Hobart, Washington State Coalition Against Domestic Violence.

ORGANIZATIONAL UPDATE

STAFF UPDATES

Serena Evans has been promoted to Policy Coordinator.

Lindsay Yates has been promoted to Events Coordinator.

NEW BOARD MEMBERS

NCEDSV welcomes Jaclyn Trice and Tess Peterson to the Board.