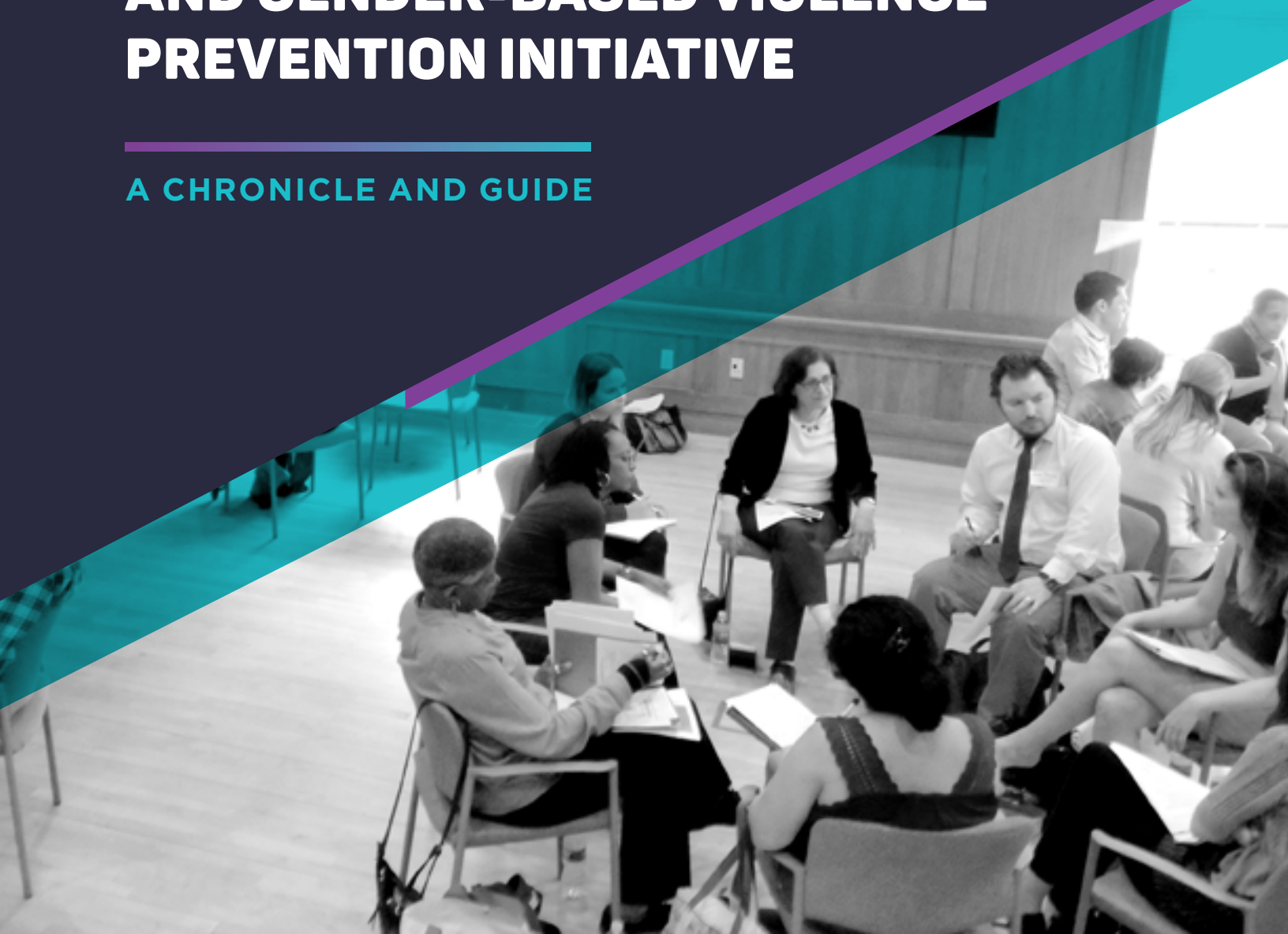




CITY OF CAMBRIDGE
**DOMESTIC & GENDER-BASED
VIOLENCE PREVENTION**

BUILDING THE DOMESTIC AND GENDER-BASED VIOLENCE PREVENTION INITIATIVE

A CHRONICLE AND GUIDE





Liz Speakman, DGBVPI Coordinator, 2015

PREFACE

In October 2014, I was humbled and honored to be hired as the inaugural Coordinator for the Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) in Cambridge, Massachusetts.

I remember reading the job posting for the new position, feeling stunned that a local municipality would commit such resources to gender-based violence prevention. But from my initial experience in the role through the next nine years, I came to understand and deeply appreciate the spirit and dedication of the community behind DGBVPI. Time and again, I witnessed their commitment to supporting survivors and preventing domestic and gender-based violence.

My introduction to this community took place at the annual Domestic Violence (DV) Vigil at Cambridge City Hall. A tradition stemming back nearly two decades, the event is held on the first Wednesday of each October, with consistently sizable representation from the City departments and local service providers.

As I walked into City Hall, I was welcomed by dozens of new colleagues with a warmth and enthusiasm I found quite moving. That night, I listened as various speakers reflected on those who had lost their lives to DV and I witnessed the community's collaborative spirit. Their commitment to supporting survivors and preventing such losses in the future was clear. I left the event feeling energized by my new role and ready to roll up my sleeves.

This is a story I have wanted to tell for years. It is my deep hope that the lessons we have learned in Cambridge will be useful to other communities invested in preventing domestic and gender-based violence.

Although as the Coordinator I am the only staff person currently working for the DGBVPI, the success of this Initiative would not have happened without the engagement, commitment, and labor of hundreds of people across Cambridge. From the initial community summits, to the Needs Assessment process, to the myriad training programs we implemented, none of it would be possible without the dedication of community members, service providers and City employees.

My gratitude is endless.



REPRESENTATIVE DECKER & RISA MEDNICK

“Were it not for the combined efforts and bold leadership of then Cambridge City Councillor, current Representative Marjorie Decker, and then Executive Director of Transition House, Risa Mednick, the Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) would not exist today. These two women came together in 2011, forming an alliance that would prove to be transformative not only for survivors of domestic violence but for the entire City. With the shared goal of putting an end to domestic violence in Cambridge, each woman harnessed her respective resources and expertise. The intersection of municipal government and private non-profit leadership opened opportunities for community-generated solutions that would receive government backing. The drive and dedication of both Representative Decker and Risa Mednick paved the way for community-wide intervention and prevention, and the DGBVPI will be forever grateful for their roles in the campaign to end gender-based violence.” -Liz Speakman

RICH ROSSI & LISA PETERSON

“The DGBVPI could also not have moved forward without the backing of then Cambridge City Manager (CM), Rich Rossi, and then Deputy CM, Lisa Peterson. It was clear from the beginning that Rich and Lisa’s commitment to the DGBVPI would be integral to the success of our work. Rich ensured the funding and support was in place for the new Coordinator position and both Rich and Lisa provided mentorship and guidance on navigating the City systems and developing the DGBVPI.

At our first Executive Committee meeting, I walked into the conference room with Rich. Unsure where he wanted me to sit, I waited for an indication from him. He gestured that I sit at the head of the table. It was a quick non-verbal moment that provided a great deal of information to me about his leadership style and faith in me as a leader. Throughout our time working together, Rich and Lisa respected my experience and considered my perspective when making decisions. They consistently lifted up the work of the DGBVPI and ensured we had the resources needed to make it all happen.” -Liz Speakman

ACKNOWLEDGMENTS

We would like to extend special thanks to: Marjorie Decker, Massachusetts State Representative; Shameka Gregory, Director of Equity & Justice, Transition House; Ora Grodsky, Consultant, Just Works Consulting; Betsy McAllister-Groves, Founding Director of Child Witness to Violence Project, Boston Medical Center; Ceasar McDowell, Engage the Power, Question Campaign; Risa Mednick, former Executive Director, Transition House; Lisa Peterson, former Deputy City Manager; Rich Rossi, former City Manager; Katia Santiago-Taylor, Boston Area Rape Crisis Center (BARCC) and Co-Founder of Sexual Assault Response Team (SART); Wanda Swan, Founder and Executive Director, Swan Center for Advocacy and Research, Inc; Arlen Weiner, former DGBVPI Prevention Specialist

Original Steering Committee members:

Liz Speakman, Coordinator; Rabeya Akther, Outreach Worker, Community Engagement Team; Ronit Barkai, Director of Supportive Services and Community Partnerships, Transition House; Genet Bekele, DV Specialist, Department of Transitional Assistance (DTA); Melody Brazo, Family Liaison Coordinator, Cambridge Public Schools District (CPSD); Maria Chavez, Outreach Worker, Community Engagement Team; Gail Council, Family Advocate, Guidance Center; Rev. Lilia Cuervo, Faith-Based Leader; Kim DeAndrade, Program Leader, Health Education & Social Emotional Learning, CPSD; Alyssa Donovan, Domestic Violence Liaison, Cambridge Police Department (CPD); Patrick Donovan, Youth Clinical Outreach Coordinator, Boston Area Rape Crisis Center (BARCC); Ann Fleck-Henderson, Cambridge Resident and Emeritus, Simmons School of Social Work; Ted German, Director of Training, Emerge; Cathy Hoffman, Resident; Risa Mednick, Executive Director, Transition House; Susan Pacheco, Director, Cambridge Council on Aging; Cathy Pemberton, Social Worker, CPD; Shawn Proctor, Baby U-Fatherhood Facilitator; Sarah Rankin, Title IX Coordinator, Massachusetts Institute of Technology (MIT); Fania Resendes, DV Advocate, Massachusetts Alliance of Portuguese Speakers (MAPS); Nancy Rihan-Porter, Injury and Violence Prevention Coordinator, Cambridge Public Health Department (CPHD); Evelyn Rivera, Trauma and Mental Health Counselor; Nancy Ryan, Resident; Kimberly Sansoucy, Executive Director, Cambridge Commission on the Status of Women (CCSW); Emily Shield, Manager of Programs & Special Projects, CCSW

Needs Assessment Steering Committee members:

Genet Bekele, DV Specialist, Department of Transitional Assistance (DTA); Debbie Bonilla, Family Liaison, Cambridge Public Schools District (CPSD); Gail Council, community member; Christine Elow, Commissioner, Cambridge Police Department (CPD); Michelle Godfry, Site Director, Agenda for Children, Department of Human Service Programs (DHSP); Shameka Gregory, Director of Equity & Justice, Transition House; Derrick Neal, Chief Public Health Officer, Cambridge Public Health Department (CPHD); Fania Resendes, DV Advocate, Massachusetts Alliance of Portuguese Speakers (MAPS); Michelle Scott, Case Manager, Cambridge Works, DHSP; Shayla Simmons, Legal Counsel, Cambridge Housing Authority (CHA)

Executive Committee members:

Branville Bard, Police Commissioner; Claude-Alix Jacob, Chief Public Health Officer; Michael Johnston, Executive Director, Cambridge Housing Authority (CHA); Jim Maloney, Chief Operations Officer, Cambridge Public Schools District (CPSD); Lisa Peterson, Deputy City Manager; Rich Rossi, City Manager; Kimberly Sansoucy, Executive Director, Cambridge Commission on the Status of Women (CCSW); Ellen Semenoff, Assistant City Manager, Department of Human Service Programs (DHSP); Liz Speakman, Coordinator, DGVBPI

Cambridge Police Department's Trauma-Informed Law Enforcement Initiative Team:

Paul Ames, Deputy Superintendent; Kara Blue, Development Liaison, Transition House; Alyssa Donovan, Domestic Violence Liaison & Co-Founder of Sexual Assault Response Team (SART); Cathy Pemberton, Social Worker; Jacqueline Rose, Director of Outreach and Community Programs



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INTRODUCTION

The purpose of this document is to provide an overview of the development and implementation of the Domestic and Gender-Based Violence Prevention Initiative (DGBVPI).

Prior to the creation of the Coordinator position and the DGBVPI, community leaders laid the groundwork through strategy summits, community forums, and a citywide question campaign. This report will chronicle the steps leading up to the formation of the official position and will include a review of the first Needs Assessment and the process for building a structure for the Domestic Violence Steering Committee (DVSC).

This document will also describe the wide array of projects made possible by the work of the DGBVPI, including trainings, outreach efforts, and the creation of new programs and multi-disciplinary teams. Where possible, links to relevant resources are provided to assist communities looking to duplicate these efforts. Also included is a description of a Needs Assessment process focused on pathways to justice for Black and Brown survivors of domestic violence, along with the report and action items following that assessment. This resource will provide general guidance for other cities looking to provide similar services and create safer communities.



Representative Decker (center) and the “Question Campaign” stakeholders. 2012



BACKGROUND

Community Call for Action

The story of the Cambridge Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) begins at **Transition House**, a Cambridge-based organization providing housing options, support services, and myriad other invaluable resources to survivors of domestic violence.

In the Spring of 2011, then City Councillor, current State Representative, Marjorie Decker, accepted an invitation from then Executive Director, Risa Mednick, to visit Transition House.

Moved by her experience on site, Councillor Decker began reflecting on how government can support those impacted by domestic violence. Specifically, she wanted to explore the question, “What

is the role of government when ‘home’ is not safe?” In other words, how might municipal government work with the broader community in an effort to prevent domestic violence in Cambridge?

Determined to examine these questions and provide support to the ongoing needs of her community, Councillor Decker set in motion an Initiative that helped re-shape the relationship between government and Cambridge community members affected by domestic violence. Within months of her visit to Transition House, Councillor Decker summoned stakeholders and kick-started a campaign that continues to evolve and benefit the Cambridge community to this day. Provided is a summary of steps taken in the campaign, as well as a link to the detailed report.

INITIATIVE TIMELINE

2011

Transition House Visit

In the Spring of 2011, then City Councillor, current State Representative, Marjorie Decker, accepts an invitation from then Executive Director, Risa Mednick, to visit Transition House.

Summit #1

On October 11, 2011 Decker holds a summit at the Harvard Kennedy School of Government entitled "UNSAFE at Home: A Strategy Summit on Domestic Violence in Cambridge."

Summit #2

At Councillor Decker's second-year summit, Dr. Ceasar McDowell presents his social change model. Attendees determine that the "Question Campaign" tool will be useful in kick-starting their DV campaign.

21 Days of Questions/ 365 Days of Action Campaign

In October, the City launches the 21 Days of Questions/365 Days of Action campaign at Cambridge College.

2012

2013

Steering Committee

Risa Mednick, then Executive Director of Transition House, takes the lead in recruiting the Cambridge Domestic Violence Steering Committee (DVSC).

City-Funded Position

The Cambridge DVSC decides to create a high-level Coordinator position to ensure a comprehensive approach to domestic and gender-based violence prevention and intervention across Cambridge.

Work Plan

The Cambridge DVSC develops a one-year work plan for the new Coordinator, who will take the lead in the newly formed Domestic and Gender-Based Violence Prevention Initiative (DGBVPI).

Coordinator Hired

The inaugural Coordinator for the DGBVPI is hired. She begins by meeting with each member of the DVSC in hopes of better understanding how each member conceptualizes the purpose of the DGBVPI.

2014

2015

Purpose Statement

Ora Grodsky, a specialist in guiding organizations towards social change, is hired to help form the purpose and guiding principles for the DGBVPI.

BACKGROUND (continued)

UNSAFE at Home: A Strategy Summit on Domestic Violence in Cambridge – On October 11, 2011, Councillor Decker held a summit at the Harvard Kennedy School of Government entitled “UNSAFE at Home: A Strategy Summit on Domestic Violence in Cambridge” to stimulate interest in a grassroots approach to change. More than 100 stakeholders attended. Among the many outcomes from the summit, a planning committee was created and charged with discerning the best strategies for moving the campaign forward.

Question Campaign – With the goal of engaging the community in a citywide creative thought process, the planning committee decided to explore a community awareness tool called the “Question Campaign.” Introduced to them by President of the Interaction Institute for Social Change and Professor of the Practice of Community Development at Massachusetts Institute of Technology, Dr. Ceasar McDowell, the Question Campaign invites members of the public to submit the question they consider most important for improving a particular social issue. Its methods were developed by Dr. McDowell’s global civic engagement organization, Engage the Power (EtP).

Two months after the first summit, Councillor Decker convened stakeholders once again in an effort to familiarize them with the concept behind the Question Campaign. At this second summit, Dr. McDowell presented his social change model. Attendees were tasked with determining whether the tool would be useful in kick-starting their campaign. Their positive response inspired the planning committee to move forward

with the Question Campaign, which they decided to call *21 Days of Questions/365 Days of Action*.

21 Days of Questions/365 Days of Action – Preparations began in the summer of 2012. Over the next three months, the upcoming campaign was publicized through posters, billboards, articles, social media platforms, a public service announcement by the municipal cable channel, and interviews with Councillor Decker, including a segment on Fox25 News. Ambassador Strategic Planning Sessions were held to engage local organizations, such as the police department, along with city employees, public schools, and local colleges. These sessions built awareness about the campaign and taught people how to effectively get involved. Outreach members learned how to best connect with a variety of populations, including communities that are often underrecognized.

In October of that same year, the City launched the 21 Days of Questions/365 Days of Action campaign at Cambridge College. Over the next 21 days, the people of Cambridge were encouraged to submit their most pressing questions regarding domestic violence. The outreach team solicited submissions through social media, discussion groups, cultural events, drop-boxes, texts, emails and micro-blogs. They also set up tables in Cambridge squares and in front of libraries, schools, and businesses.

As a result of the campaign, they received more than 1000 responses in a variety of different languages. All questions were reviewed and subsequently divided into themes, listed on the following page with each theme’s top question:

THEME: Defining and Understanding Domestic Violence

TOP QUESTION: What is domestic violence?

THEME: Support to Stop and Recover from Domestic Violence

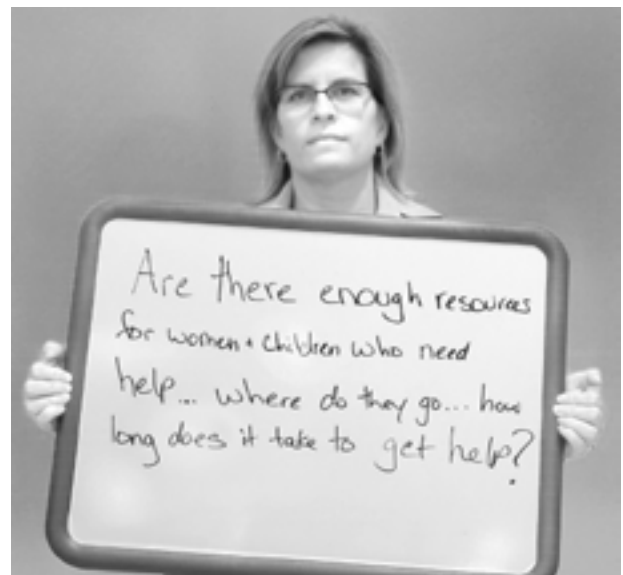
TOP QUESTION: What are the early warning signs of domestic/relationship violence and how can we define them in relationship to a range of communities?

THEME: Children, Teens and Domestic Violence

TOP QUESTION: How prevalent is domestic violence among kids either as victims, witnesses or abusers and what is the impact?

THEME: Preventing and Eradicating Domestic Violence

TOP QUESTION: How can we work together to help young men and women along with their families learn skills to develop healthy relationships and recognize unhealthy relationships?



Marjorie Decker, Former City Councillor. 2012

The full report of the **21 Days of Questions/365 Days of Action campaign** includes a timeline and synopsis of the campaign and results.



BUILDING THE INITIATIVE

Domestic and Gender-Based Violence Prevention

After months of reading through campaign submissions, identifying the most frequently asked questions, and organizing question themes, a plan was made to help move the campaign forward.

Steering Committee – Risa Mednick, then Executive Director at Transition House, took the lead in recruiting the Cambridge Domestic Violence Steering Committee (DVSC), whose members consisted of City employees, local service providers

and community members. Members of the DVSC would be tasked with reviewing the information collected, assessing current progress, and deciding next steps in the campaign.

The first meeting of the DVSC took place in November 2013.



Cambridge College, Prioritizing Questions event. 2013

City-Funded Coordinator Position –

The Cambridge DVSC decided that a high-level Coordinator position was necessary in City government to ensure a comprehensive approach to domestic and gender-based violence prevention and intervention across Cambridge. For nearly a year, the Steering Committee worked closely with the City Administration to create a job description and a collaborative process for hiring a Coordinator. They also developed a one-year work plan for the new Coordinator, who would take the lead in the newly formed Domestic and Gender-Based Violence Prevention Initiative (DGBVPI).

In October 2014, the inaugural Coordinator for the DGBVPI was hired. She began her tenure by meeting individually with each member of the DVSC, in hopes of building relationships and better understanding how each member conceptualized the purpose of the DGBVPI and the role of Coordinator. It was soon clear that each member had a slightly different take on the goals of DGBVPI and the Coordinator’s

role in implementing them. While one member suggested hosting knitting circles for women in the community, another focused on ensuring survivors receive compassionate responses when interacting with city services. Others assumed the Coordinator would tell them the purpose of the DGBVPI. As she reflected on the need for consensus and clarity, City leadership suggested a consultant might help guide the process of building a community-wide initiative from the ground up.

Shortly thereafter, the Coordinator worked with leadership to hire **Ora Grodsky**, who specializes in guiding organizations working toward social change. Together, the DVSC established the purpose and guiding principles for the DGBVPI and the roles and responsibilities for the Steering Committee. After several months of exciting, thoughtful, and at times challenging conversations regarding the structure of the DGBVPI, the Steering Committee developed the following Purpose Statement, which continues to be their guiding star:



Cambridge College, Prioritizing Questions event. 2013

PURPOSE STATEMENT

The Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) engages and mobilizes Cambridge’s communities, agencies, and City departments to change attitudes, behaviors, policies, and practices to prevent and bring attention to domestic and gender-based violence.

In collaboration with community leaders, local agencies, and interested citizens, the DGBVPI develops and provides accessible, safe, and relevant strategies and resources to prevent and respond to domestic violence in Cambridge. Services include training, consultation, building collaborations across various sectors in Cambridge, and coordination of systems of change in order to ensure compassionate and supportive environments for survivors of domestic and gender-based violence across the city.



GUIDING PRINCIPLES

All systems of gender oppression, including sexism, homophobia, and transphobia, in the context of economic, racial, and social injustice, produce domestic and gender based violence. In that context we assert the following guiding principles.

1) This work requires that we seek and incorporate input from our Cambridge communities with a particular emphasis on survivors and structurally marginalized populations, including communities of color, non-English speaking language groups, LGBTQ/T+ populations, and youth. To that end, we rely on deeply formed partnerships and foster expanded relationships with City departments, agencies, community groups and grassroots organizations.

2) Ending gender-based violence empowers people of all gender expressions and identities. It requires the examination of masculinity and how it is experienced in varied cultures and contexts. Therefore, this movement requires men and masculine of center individuals to be active partners, not passive bystanders, for our mutual liberation and safety.

3) We ground and frame our discussions and initiatives in equity and justice, led by and inclusive of intercultural perspectives so that our impact reduces domestic and gender-based violence without sacrificing dignity and cultural identity.

4) We understand “domestic violence” to be broader than violence in intimate couples. It includes abuses of power within any trusted relationship where power is inequitably shared.

5) We acknowledge that this work is ever evolving, and thus requires frequent and timely evaluation and adaptation

BUILDING THE INITIATIVE (continued)

Executive Committee – The Steering Committee was clear that the success of the DGBVPI depended in large part on the involvement of City leadership. Accordingly, they formed an Executive Committee, which included:

- **City Manager**
- **Deputy City Manager**
- **Director of the Department of Human Services**
- **Chief Public Health Officer**
- **Executive Director of the Cambridge Housing Authority**
- **Executive Director of the Commission on the Status of Women**
- **Chief Operations Officer for the Cambridge Public Schools District**
- **Police Commissioner**
- **DGBVPI Coordinator**

The Executive Committee held their first meeting in December 2014 and met quarterly thereafter to provide the Coordinator with feedback and guidance.

City-Funded Services – At the first meeting, the Coordinator’s presentation focused on the lack of direct service support for domestic violence survivors in Cambridge. She explained that with discussions of domestic violence prevention out in the community, disclosures of abuse will inevitably arise. She needed resources and a place to refer people, especially given that the funding for the community’s Domestic Violence (DV) High Risk Team Coordinator position had just ended.

Staff Positions – The Executive Director of the Cambridge Housing Authority (CHA) talked to the City Manager about

sharing the cost of a full time position at Transition House, and it was agreed that the CHA would pay for half of a DV Liaison position at Transition House and the City would pay the other half. This partnership continues today.

Cambridge and the DGBVPI also provide full funding for the salary of another staff member. Staff is trained to offer support services, such as case management, advocacy, crisis management, and safety planning with survivors. Services are tailored to the specific circumstances and choices of each survivor, and staff are skilled in supporting specific populations, such as elders, in need of assistance.

The DGBVPI and the City additionally assist with expenses related to the hiring, orientation, supervision and support of the Director of Equity and Justice at Transition House, who works hand-in-hand with the DGBVPI in further advancing the City’s goal of ending domestic violence. The Director of Equity and Justice collaborates with the City and community partners to center the lived experiences and needs of survivors while focusing on healing, accountability, and repair.

Additional Resources – The City of Cambridge and the DGBVPI further provide Transition House with funding to support continued essential intervention and prevention work. This funding aids survivors’ needs by providing financial assistance and supporting staffing-related expenses. The funding includes emergency financial assistance to survivors as they seek safety, and affords them access to food, emergency hotel stays, transportation, and more.

Strengths and Needs Assessment - After establishing a strong infrastructure and purpose for the DVSC and DGBVPI, the group decided to embark on a Strengths and Needs Assessment process with recommendations to guide their work for the next five years.

In early 2015, a subcommittee was tasked with conducting the Needs Assessment, which took place over a four-month period. Given concerns related to confidentiality, limited access to survivors, and the well-being of survivors, the subcommittee decided to interview people whose professions and affiliations likely meant they worked with people experiencing abuse, even if their work did not involve providing direct services related to the abuse.

Over the four months, the subcommittee interviewed over 90 people at over 50 different organizations. Interviewers asked pre-set questions and also gave interviewees the opportunity to discuss issues the questions had not covered.

As the top question during the Question Campaign was *What is Domestic Violence?*, each needs assessment interview began with the following question:

“Many of us struggle to talk about domestic violence, so we are asking, in terms of your work here, what you understand domestic violence to be? How do the people you serve talk about DV?”

A wide range of responses was given, most of which demonstrated that people know and care about domestic violence but lack the tools to effectively handle it when it comes up at work or in other situations. Interviewees repeatedly asked for information on how they

should respond to disclosures related to domestic violence. They wanted to know what to do when they suspected abuse. Major themes that emerged from the interviews with these providers included needs related to: housing, mental health, cultural competency and awareness, materials for distribution, and prevention via early education. They expressed a need for more training overall, including how to generate awareness and accountability in men. They discussed vulnerable populations, including but not limited to children, elders, LGBTQ+, and people experiencing homelessness.

A complete report of the **Strengths and Needs Assessment** includes a detailed review of the process, key findings, insights, recommendations, and other information that would serve as a guide for the first five years of the DGBVPI.



Question Campaign exercise, Cambridge College Follow-up, 2013

DGBVPI LAUNCH CELEBRATION

Equipped with the necessary perspectives and qualitative research to guide their process, the DVSC and DGBVPI were ready to launch the Initiative in the fall of 2015. To celebrate the report's publication, launch the Initiative, and engage community members, they hosted a celebration at City Hall in October 2015.

Following the launch of the report and celebration, the Steering Committee created a Strategic Plan with goals and objectives for the subsequent five years. In forming their plan, they knew they needed to focus on the broad range of Cambridge cultures, including communities of color and non-English speaking language groups traditionally underrecognized in decision-making leadership. This understanding informed their mindset prior to launching the Initiative and continues to drive their mission forward.

A reception for the
Cambridge Domestic and Gender-Based Violence Prevention Initiative


Wednesday, October 28, 2015

4:00pm Community Appreciation Reception
4:30pm Program
Light refreshments will be served

Sullivan Chamber • Cambridge City Hall • 795 Massachusetts Ave

Speakers
Mayor **David P. Maher**, City of Cambridge
State Representative **Marjorie Decker**
City Manager **Richard C. Rossi**, City of Cambridge
Liz Speakman, Cambridge Domestic and Gender-Based Violence Prevention Initiative Coordinator
Evelyn Rivera, Steering Committee Member, Trauma and Mental Health Counselor
Rev. Lorraine Thornhill, First Holiness Church, Cambridge

Special Guests!
The Hip Hop Transformation



For more information, please visit:
www.cambridgema.gov/domesticviolence

This event is sponsored by the office of the Cambridge City Manager

DGBVPI Launch Event flyer, 2015



DGBVPI Kickoff event. Lisa Peterson, Liz Speakman, and Rich Rossi. 2015



Kickoff event. Rich Rossi, former City Manager. 2015



Kickoff event attendees. 2015



Kickoff event reception table. 2015



Kickoff event Performers—Hip Hop Transformation (front). Liz Speakman, Rich Rossi, Marjorie Decker and Darrin Korte (back). 2015



STRATEGIC PLAN

5-Year Objectives

1

GOAL

Create Stream-lined Network of Culturally Aware Services for Survivors and Foster Cultural Awareness for Service Providers

1A. The cultural norms of domestic and sexual violence unique to various communities are understood by all members of the Cambridge Domestic and Gender Based Violence Prevention Initiative Steering Committee (SC)

1B. The SC has developed a self-reflective process for understanding oppression

1C. The SC and five distinct communities have co-created linguistically and culturally appropriate materials and trainings that include resources and supports

1D. In partnership with each community, resources unique to those communities are disseminated

2

GOAL

Ensure Early and Consistent Prevention Education

2A. CPS Upper and High School students have received education on domestic and gender-based violence prevention (including sexual abuse prevention)

2B. Year-round peer leadership activities for Upper and High School-aged students have been created and are overseen by a trained adult

2C. The SC understands the needs of key youth development staff and is engaged in providing relevant domestic and gender-based violence prevention resources

2D. Adults who work with youth are trained and have implemented the concepts in their settings (i.e., intervening, responding to disclosures, creating safe spaces, etc.)



AN INITIATIVE IN ACTION

Projects and Programming

The Domestic Violence Steering Committee (DVSC) sprang into action following the Launch celebration, creating a wide range of programs and collaborations, from community trainings to interactive workshops to necessary supports during a worldwide pandemic.

Many of these trainings, described in further detail on the following pages, continue to take place today through Transition House.



Faith Leaders Working Group. 2016

CAMBRIDGE CITYWIDE DOMESTIC VIOLENCE TRAINING

While working on the structure, purpose and Needs Assessment, the Coordinator began building out a comprehensive training program as an immediate response to the Needs Assessment. With strong partnership from **Transition House, Emerge, Boston Area Rape Crisis Center (BARCC)** and **Riverside Community Care**, she brought together a training team that built community awareness and provided comprehensive training across Cambridge.

Domestic Violence 101 Trainings - Community members were offered a series of Domestic Violence 101 trainings that provided a foundational understanding of domestic violence, such as how to recognize it, how to support someone who is experiencing it, the legal responses to domestic violence, and available community resources. The trainings, which were offered as a series of workshops, were free and available to anyone in the community who wanted to sign up, including service providers, City staff, and community members.

The series was later consolidated into annual trainings that are still offered today. The trainings use an expansive definition of domestic violence, which focuses on all age groups and all genders. They aim to help community members and providers gain empathy and understanding for what survivors experience in the relationship and when seeking help.

A variety of tools and topics have been employed through the years, including role plays, group activities, partner work, service provider “speed dating” wherein participants learn about community resources, and more. Participants walk away with a better understanding of the nuances of domestic violence in various underrecognized identities. They may learn, for instance, how offenders use the undocumented immigration status of their partner against them or how they control all the wages or earnings of their partner.



Elder Abuse Training. 2017

These sessions, described in detail below, have the additional benefit of strengthening the network of providers in Cambridge.

Role Play - To ease people into role play, two facilitators start off by acting out a scenario. One person is the survivor and the other a provider who intentionally demonstrates poor responses and unhelpful or hurtful behavior. For instance, their actions might be off-putting, dismissive, and/or focused on their own needs. Following the skit, facilitators do not inform participants that anything was wrong with what they witnessed. Typically, however, an audience member will offer that they don't think it went particularly well. Facilitators ask them to explain and then request that participants identify everything they recognized as concerning. Incorporating that feedback, facilitators then run the scenario again, with adjustments made according to participants' observations, and then ask them to comment on the revised role play.

In both scenarios, facilitators are particularly interested in what participants noticed about how the survivor reacted and responded. In the first scenario, they want to see how well participants pick out the poor behavior of the provider and in the second, they are assessing how effective the suggestions are in improving the interaction.

Service Provider Speed Dating - Service providers in the Cambridge area are invited to come to this workshop and share more about their work. This gives participants the opportunity to put names and faces to organizations and to learn about available resources. Participants are split into groups with two service providers per group. Providers are given 7-10 minutes each to share their experience and answer questions.

Their time is monitored and a one-minute warning is given along with the cue to switch. The participants stay in place and service providers move to the next group. Service provider speed dating is consistently a highlight of the day.

In Her Shoes® - This activity is designed to help participants experience the limited options, pressures, complicated systems, and lack of support and sensitivity that survivors of domestic violence experience. Participants are challenged to make decisions based on what they think a survivor would do in hypothetical provider-survivor scenarios. For example, someone in an abusive relationship is given the choice between speaking to their faith leader or their sister. **In Her Shoes®** participants must put themselves in the survivor's shoes to decide which option the survivor would choose. Groups of 5 to 8 people must make decisions collectively. It is often challenging, frustrating, and eye-opening for participants. At the end of the activity, they have a large group discussion. Members of Mending Cambridge have frequently led this exercise, which was designed by the Washington State Coalition Against Domestic Violence (**WSCADV**) and is available for purchase.

Tailored In-Service Trainings - The DGBVPI partnered with the Cambridge Police Department (CPD), Fire Department, Emergency Command Center, and the Housing Authority to provide in-service training for staff. The Initiative's training team taught employees in various City departments, agencies, and local organizations how to provide accessible, safe, and empathetic services while preventing and responding to domestic violence. Trainings were tailored to the specific needs of each agency, but generally focused on understanding the dynamics of domestic



Members of Mending Cambridge. 2018

violence, best practices for working with survivors, and the many resources available to support them in their work.

Each year, these at-capacity trainings have received outstanding evaluations, showing appreciation and learning for the content.

TRAUMA-INFORMED LAW ENFORCEMENT INITIATIVE

In the winter of 2015, the Initiative's training team provided several weeks of in-service training for the CPD. The team then met with the Commissioner and a few members of the Command Staff to discuss next steps, and decided that implementing Trauma-Informed Law Enforcement would greatly benefit the Police Department.

In 2016, the Coordinator and a CPD Deputy Superintendent went to a Trauma-Informed Train the Trainer through the Substance Abuse and Mental Health Services Administration (**SAMHSA**) in New York. Based on their experience, they decided to create Cambridge's own Trauma-Informed Train the Trainer. Members of the CPD, including their Victim Advocate, Licensed Clinical Social Worker, Director of Outreach and Community Programs, and Deputy Superintendent joined together to form the Trauma-Informed Training Team.

They began meeting regularly to determine the content of the trainings and to evaluate other models across the country. They found that some police department's initiatives focused on officer wellness and resiliency in an effort to minimize the impacts of trauma. Others created trainings and protocols that took the trauma of community members into account when investigating certain kinds of cases. The newly formed Trauma-Informed Training Team recognized the importance of understanding both the trauma officers' experience and the trauma experienced by community members. They decided to put together a new framework that would incorporate both of these aspects.

The first training, called Train the Trainer, took place over five days. The group hosted participants from CPD and local community service providers. Within the first two days, participants were advocating for everyone in the CPD and

community to receive this exact training, not the boiled down version originally imagined. The CPD Commissioner at the time participated in all five days and was an immediate proponent of devoting resources towards regular replication of this training. With the goal of ensuring every member of CPD complete the training, the Commissioner soon made it mandatory for all staff to attend.

The Team decided that a schedule of twice a year would provide adequate preparation time for each training. After attempting a two-day training that did not allow enough time to properly provide the experience and information, they landed on a three-day model.

In these trainings, participants are provided in-depth information on what trauma is, the different ways it impacts people, and how it might look in survivors across their lifespans. They learn about the impact of trauma on the brain, and the ways these effects can present in investigations. They discuss resiliency in law enforcement,



SART Training. 2019

and receive training on how to mitigate the impact of trauma and how to use trauma-informed investigative and interview tools.

In 2020, they released the **Trauma-Informed Law Enforcement Initiative Guide**. As of January, 2023, 350 people have completed the three-day training.



SART— Cambridge City Officials Take “Start by Believing” Pledge. 2019

SEXUAL ASSAULT RESPONSE TEAM (SART)

In an effort to continue the work from the Trauma-Informed Training, members of the Trauma-Informed Law Enforcement Initiative planning committee began to envision a Sexual Assault Response Team (SART) in Cambridge. Co-founders visited another SART in Massachusetts to help develop their team, which held their first meeting in the winter of 2017. The team included the Coordinator of the DGBVPI, along with a representative from both the CPD and BARCC. In addition to these founding agencies, the team included representatives from university law enforcement, the Middlesex District Attorney's Office, the Sexual Assault Nurse Examiner (SANE) program, and numerous community-based agencies that operate in Cambridge. Since its inception, the team has continued meeting monthly.

SART aims to streamline the survivor experience and work towards more positive outcomes for survivors who choose to engage in the criminal legal process. Since 2017, SART has allowed space for case discussions and multidisciplinary problem-solving. The team participates in training and discussions around implementing learning outcomes. In 2021, the team engaged in a six-part training series on racial justice. By meeting regularly, the team has helped strengthen multidisciplinary relationships and build trust and collaboration.

Additionally, the Cambridge SART led a local initiative focused on believing survivors. This is a national campaign,

and through the Cambridge SART, the City of Cambridge pledged to be a city that will **“Start By Believing”** survivors.

This campaign centers equity in doing sexual violence work. Members of the Cambridge chapter include:

- CPD
- BARCC
- DGBVPI
- Mass Alliance of Portuguese Speakers
- Harvard Police Department
- Cambridge 911 Emergency Call Center
- Middlesex District Attorney's Office
- Brigham & Women's Hospital
- MIT police
- On the Rise
- Sexual Assault Nurse Examiner Program at Mass Dept of Public Health
- Denovo
- Beth Israel Deaconess Medical Center
- Transition House
- Victims Rights Law Center
- Mass General Hospital
- Cambridge Health Alliance
- Saheli
- Disabled Persons Protection Commission

The Initiative also created sub-committees, which included faith leaders, healthcare facilities, social service organizations, and language-specific communities. The purpose, goals, and accomplishments of each group are discussed in further detail on the following page.

MENDING CAMBRIDGE

Recognizing the need to bring men into the conversation, the Coordinator and the Cambridge Public Health Department (CPHD) partnered together in 2015 with the goal of engaging men in working towards solutions. That winter, women leaders invited men across Cambridge to come together and explore how they can work towards proactively challenging stereotypes and ending violence against women.

A committed group of 13 men, including community residents and representatives from various organizations in the City, came together to learn and share their knowledge. Among the members were men from City departments, Human Services, Peace Commission, Weights and Measures, and the Police, as well as community organizations, MIT, Harvard University, and Emerge. During this time, they provided support and participated in the **White Ribbon Campaign**, an international initiative calling for men and male-identifying individuals to take a stand against gender-based violence. Mending Cambridge also hosted a public pledge and photo at City Hall; provided outreach at the local high school, Cambridge Rindge and Latin School; and worked to get a white ribbon spotlight on City Hall during the White Ribbon Campaign week.

In the summer of 2018, CPHD hired a recent Master's in Public Health graduate as an intern to conduct an assessment of Mending Cambridge and develop a strategic plan for growing the group. Her successes led the team to hire her as a Prevention Specialist in 2019. In this role, she worked closely with

Mending Cambridge to hold facilitated discussions about toxic masculinity and healthy relationships. She also held focus groups to better understand what survivors would want the DGBVPI to address. Following the release of the report, the Mending Cambridge group continued discussions about the best structure for their work and effected the following notable events:

- **Hosted community conversation on masculinity at a local bar**
- **Held a bystander intervention training for Cambridge Teens with the [Boys II Men Program](#)**
- **Participated in a poster presentation at a public health care event**
- **Partnered with the DGBVPI office to do a training on teen dating with the [Moses Youth Center](#)**
- **Held a community forum on masculinity (*Is This the Best a Man Can Get?*) at the Cambridge Senior Center with a guest speaker from Ten Men in Rhode Island**



White Ribbon Day, 2017

FAITH LEADERS WORKING GROUP

In 2016, Transition House and a Unitarian Universalist minister took the lead in bringing together a group of people active in local faith communities. They aimed to bring gender-based violence to the forefront and formulate the most effective approaches for prevention and intervention in these settings.

The group held a two-day workshop on domestic violence targeted specifically at

faith leaders. Included was a brief overview about domestic violence, followed by more extensive work with individual senior leaders to help support them in planning and delivering workshops for members of their communities. The group also worked to equip faith leaders with knowledge and resources regarding best practices whenever they encountered gender-based violence in their communities.

OUTREACH WORKING GROUP

A Transition House representative, along with a Simmons School of Social Work Professor Emeritus and community member, took the lead on this working group. Their purpose was to understand how linguistic and ethnic communities talk about domestic violence, if at all. They met weekly from 2016 to 2018, hoping to achieve the following goals through a listening and learning process:

- **Understand the cultural norms of domestic and sexual violence unique to various communities**
- **Explore ways to support their internal connections and strengths**
- **Work with leaders and community members to develop and revise culturally and linguistically appropriate materials**
- **Strengthen connections with existing culturally specific groups (e.g., [Asian Task Force Against Domestic Violence \(ATASK\)](#), [Saheli](#), [Massachusetts Alliance of Portuguese Speakers \(MAPS\)](#))**

Most meetings centered around invited speakers from one of Cambridge's linguistic and ethnic communities, some of whom then joined the outreach working group. Among these speakers were women from Portuguese speaking communities, Ethiopian communities, Asian communities, and Bengali communities. Conversations covered a range of topics including:

- **Where the different groups are from and their general demographic characteristics**
- **Cultural norms around gender and marriage; attitudes toward power and violence in the family**
- **How to approach conversations about DV with people who are not coming to you with the issue**
- **Where people go for help**

The group learned a lot and was challenged to examine certain assumptions they held, such as those regarding power in households. As an example, in some

OUTREACH WORKING GROUP (continued)



Outreach Working Group. 2019

cultures, the mother or mother-in-law holds the most power within a family.

Other successes of the outreach working group included helping to kick-start meetings at Rindge Towers, an affordable housing development in Cambridge. These meetings were mostly for Muslim and largely Bangladeshi people, as well as some for Latina women.

The outreach working group also provided information tables at many events, engaged more solidly with pastors and parent groups, and took initial steps towards creating a survivors' group.

DOMESTIC VIOLENCE AND ELDER ABUSE FULL-DAY TRAININGS

In 2017, the DGBVPI hosted a full-day training on Domestic Violence and Elder Abuse. They brought in expert guest speakers from Newton Wellesley Hospital and Somerville Cambridge Elder Services, framing it as a training day for professionals working with victims of domestic violence and/or those working with elders in any capacity. The training included dynamics and best practices in cases of domestic abuse in later life; information, referral and support systems available to providers and elders; and interactive opportunities to practice learning.



Elder Abuse Training. 2017

SURVIVOR FOCUS GROUP

In an effort to gauge the effectiveness of services and programs provided in Cambridge, the DGBVPI conducted one-on-one conversations with five survivors who had recently experienced domestic violence and accessed services in Cambridge. This pilot group helped the DGBVPI understand what resources were working and which were creating

barriers for those seeking help. All five survivors agreed to serve in a Survivor Advisory Group, wherein they would help develop and review survivor resources, including language-specific materials; participate in trainings and outreach; and serve as supports for other survivors trying to navigate the system.

CHILDREN EXPOSED TO DOMESTIC VIOLENCE

Prevention Specialist - The Coordinator hired a part time Prevention Specialist in 2019 to advance the DGBVPI's work with youth and enhance prevention efforts. The Prevention Specialist hit the ground running and in under a year was able to accomplish several key Initiative goals. She conducted a survey of young people, provided workshops for youth and youth-serving adults, collaborated with Mending Cambridge to provide youth programming, and provided expert guidance on a variety of other projects.

The Prevention Specialist collaborated with the five City-operated Youth Centers to educate and facilitate discussion groups with young people and staff. She provided interactive sessions using the **In Their Shoes®** curriculum with program directors at the local youth centers.

She further worked to build bridges with the local school district to influence the content of their health classes, particularly their sections on healthy relationships.

Interactive Workshop - In January 2020, the DGBVPI hosted an all day interactive workshop entitled **Toward a Better Future for Children Exposed to Domestic Violence**. Just over 70 participants came together to learn from national expert Betsy Mcallister-Groves about the impacts of trauma on children. The service providers in attendance spent time in small groups discussing strategies to support children and then engaged in case-based conversations. Several local organizations provided resource materials and answered questions from the audience.

5-YEAR ANNIVERSARY CELEBRATION

On February 26, 2020, the DGBVPI held a 5th Anniversary Celebration highlighting all of their work and achievements thus far. They had accomplished so much since the completion of the Strengths and Needs Assessment and the inception of the Initiative. Domestic violence trainings were taking place all around the City, outreach groups were connecting with people from a multitude of linguistic and ethnic communities, and domestic violence education and prevention had become a community-wide priority. In addition, a Prevention Specialist had been hired to enhance domestic violence prevention efforts with the City's youth. She was also working closely with Mending Cambridge and holding focus groups to better understand what survivors wanted the DGBVPI to address.


On the night of the celebration, the DGBVPI put up posters around the room and key leaders stood by to answer questions and explain their piece of the work.

Many Partnerships, One Initiative

Join the City of Cambridge for a **Showcase**
Celebrating Five Years of Cambridge's
Domestic & Gender-Based Violence Prevention
Initiative


Wednesday, February 26, 2020
4 – 6 PM
Cambridge Senior Center
806 Massachusetts Avenue


The celebration will include "speed meeting," where you can engage in conversations with local partners and learn more about:

 Cambridge Police Department's **trauma-informed law enforcement** initiative and training

 Examining **racial justice** within the city's domestic violence work

 **Training, protocol development** and **supportive housing** through the Cambridge Housing Authority and Transition House partnership

 Educating and engaging **youth** to promote healthy relationships and prevent teen dating violence

 **Mending Cambridge**, a partnership with the Cambridge Public Health Department to engage men in prevention.

And much more...

Welcome remarks from
Sumbul Siddiqui, Mayor of Cambridge
Louis DePasquale, City Manager
Lisa Peterson, Deputy City Manager
Marjorie Decker, State Representative
Shameka Gregory, Transition House

Light refreshments will be served
For questions, contact Liz Speakman
espeakman@cambridgema.gov

DGBVPI 5 Year Celebration invitation. 2020



DGBVPI's 5 Year Anniversary Celebration event. 2020

City of Cambridge Domestic and Gender-Based Violence Prevention Initiative

About The Initiative

The Cambridge Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) engages and involves Cambridge's community agencies and City departments to change attitudes, behaviors, policies, and practices to prevent and bring attention to domestic and gender-based violence.

In collaboration with community leaders, local agencies, and municipal teams, the DGBVPI develops and provides awareness, skills, and violence strategies and resources to prevent and respond to domestic violence in Cambridge. Services include training consultation, building collaborations across various sectors in Cambridge, and coordination of systems of change in order to ensure coordination and supportive environments for survivors of domestic and gender-based violence across the city.

Community Partners

South Area Rape Crisis Center (SARCC)
 Everge
 Professionals Alliance of Portuguese Speakers
 Arabic Community Care
 Transition House

City Departments

Cambridge Commission on the Status of Women
 Cambridge Community Engagement Team
 Cambridge Community Development Department
 Cambridge Housing Authority
 Cambridge Human Services Department
 Cambridge Police Department
 Cambridge Public Health Department
 Cambridge Public School District



History

Cambridge has a long history of domestic violence prevention, including the historic resolution to declare the city as a Domestic Violence Free Zone in 1994. Building on this groundbreaking effort, the city funded a Domestic Violence System in 2011 to continue its work in remediating Cambridge's work to prevent domestic violence and undertake a 33 Days of Awareness/33 Days of Action Campaign to engage the Cambridge community on questions they had about domestic violence. The campaign led to the official establishment of the Domestic and Gender-Based Violence Prevention Initiative.



Key Accomplishments

To learn about the DGBVPI's accomplishments over the last five years, we welcome you to walk around the team and learn from our community partners!

Outreach & Engagement

Community Engagement Team Outreach Workers, Transition House

About Outreach & Engagement

The Outreach Working Group was formed to better understand different communities' cultural perspectives about domestic violence and to help identify resources that families may need. Through a collaborative effort, workshops for the Latino, Bangladeshi and Nigerian communities were developed, making them more ready to reach out to community resources. Feedback was used to improve future workshops and to create strategies families can use going forward.



Key Accomplishments

- In 2014 and 2017, a subcommittee of the Initiative met monthly to learn from community members about how various communities talk about domestic violence.
- Latino focus groups triggered with 22 community members, and over 30 families connected with the initiative through 1:1 engagement.
- In collaboration with South to CNV agency, Transition House, a Bangladeshi Women's Group, and 3 focus over a one year period. Twenty members of all ages attended.
- In North Cambridge, 25 Nigerian community members attended 1 workshop discussing violence in the home.



What's Next

- In 2020 members of the Latino community will participate in a 3-part workshop focusing on having conversations about positive and negative relationships.
- Workshops participants will become ambassadors and share their knowledge with others in the community.
- Additional communities in Cambridge will host workshops on domestic violence with culturally appropriate formats.



Cambridge Sexual Assault Response Team

South Area Rape Crisis Center, Cambridge Police Department, Domestic and

The Cambridge Sexual Assault Response Team (SART) collaborates, educates providers and responders, and builds relationships to improve systems and multidisciplinary services for sexual violence survivors.

The Cambridge SART's vision is to develop an interdisciplinary system of a trauma-informed and effective response. Through this system, survivors of sexual violence will be heard, followed, empowered and validated.

Key Accomplishments

- Each agency had an opportunity to present the work they do.
- The City of Cambridge is the first city to declare to be a Saart by Believing City.
- Continued collaboration as all SART members participate in the Trauma Informed Training.



What's Next

- The SART will continue working to best support survivors of sexual violence.
- We will explore the opportunity to review just what to improve response.



Supportive Housing for Survivors

A Partnership with Transition House and Cambridge Housing Authority

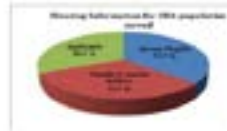
About

The partnership between Transition House and Cambridge Housing Authority (CHA) was formed in 2011 in an effort to help domestic violence survivors increase their housing and support resources. The Cambridge Police Department reported that at least 300 of police calls to CHA buildings were in response to domestic violence. As a result, CHA responded by forming a supportive network for both residents and staff. CHA and the City of Cambridge fund a Community Advocate position at Transition House to provide direct service advocacy to residents of Cambridge, as well as CHA residents' applicants, and provide consultation to CHA staff. Weekly walks or tours are held at CHA's main office, offering a familiar site for staff consultations and access services to navigate the CHA system. The Community Advocate accompanies residents to apply for the Emergency Shelter Application, Screening Assessments, 3 Day Conference, Section 8 Hearings, Briefings and completing WPA Transfer Requests. Additionally, prevention efforts and training have strengthened relationships between the two agencies and in turn provided survivors with more opportunities to receive support. The Pathways to Permanence Housing Program was created, where CHA provides apartments to Transition House, which assumes all tenant responsibilities. After one year, the family graduates to sign the lease directly with CHA. The program is designed to build housing literacy skills with support from Transition House.



Key Accomplishments

- Household served to date: 2013-2016: 179
- Developed and implemented a new protocol for responding to Domestic Violence, Sexual Assault, Harassment, and Bullying.
- Continued cultural training to all CHA staff on domestic violence, working with survivors, CHA's affinity groups and new response protocols. More than 80 hours of training completed.
- Staff delivers facilitated presentations on family relationships and elder abuse in 3 CHA Elder Buildings.
- Received referrals for services by Program Managers, Legal Department, Human Resources, Front Desk Staff, Living Officers, and Security.
- Pathways to Permanence Housing Program 18 households have participated.



What's Next

- Plan a comprehensive after school and holiday training.
- Continue to participate in the Governor's Council to Address Sexual Assault & Domestic Violence, Housing Stability & Self-Sufficiency Collaboration & Training Sub-Work Group.
- Provide a Trauma-Informed Customer Service Training.



5 YEAR ANNIVERSARY CELEBRATION

(continued)

Trauma Informed Law Enforcement Initiative

Cambridge Police Department, BARCC, Transition House

About Trauma-Informed Law Enforcement

In 2014, with guidance and direction from experts in trauma, community-based service providers, and law enforcement agencies from across the country members of the Cambridge Police Department and the DGBVH collaborated to create a program that provides education, resources, and practical training so trauma informed practice for police officers. The Trauma Informed Law Enforcement (TILE) Initiative was created to build a police department culture and capacity that focuses on the well-being and wellness of officers and staff and avoids secondary victimization/re-traumatization of survivors. Over the course of the three day training program, police officers are provided with an opportunity to increase their knowledge about trauma and its impacts, develop skills and strategies to manage personal trauma, mitigate the potential for trauma, and engage in a trauma informed manner as they interact with survivors when responding to calls for service, facilitating investigations, and awaiting follow-up. Although the focus is for law enforcement officers, many prosecutors, victim advocates, rape crisis counselors, SAFE nurses and FVJ disciplines have also attended the program. A multi-disciplinary workforce promotes multi-system discussion, support for law enforcement and law, importantly, helped to break down barriers across the systems which support survivors' wellbeing.



Key Accomplishments

1. Trained 200 people, including 170 sworn CPD Officers and 34 non-sworn CPD staff and 11 Dispatchers.
2. In 2014, CPD received a 4-year grant to fund an additional part-time victim advocate position in the DC and several results are the hope to be able to create a full-time position in the summer of the grant in 2017.
3. CPD established their support information team. This team is where survivors of domestic violence and sexual assault crimes meet with dispatchers and a victim advocate as part of the police investigation. The purpose of the responder was to create a safe, welcoming and safe space for survivors to report traumatic and personal events.



What's Next

We will continue to offer the trauma informed law enforcement training to CPD officers and our community partners biannually until we are able to ease all officers on our staff through the trauma informed approach.



Mending Cambridge

Cambridge Public Health Department & City of Cambridge Initiative on Domestic & Gender-Based Violence Prevention

About Mending Cambridge

Mission: Mending Cambridge seeks to create opportunities for men and male-identifying individuals to challenge stereotypes around masculinity and become active allies in the work to end gender-based violence.

This initiative began in November 2015 with a group of about 50 men responding to a call from women leaders in Cambridge's domestic and gender-based violence prevention community on the need for men to step more into this work.



Key Accomplishments

1. Facilitated a Community Trainings.
2. Held a Public Events for the Cambridge Community.
3. Held a In-Service Trainings for Group Members.
4. Trained Group Members to Facilitate Bystander Intervention Trainings.
5. Worked with Cambridge's Youth Programs to Reach Young Men and Boys.

Domestic Violence Awareness

Mending Cambridge members help coordinate Cambridge's Annual Domestic Violence Vigil at the beginning of October, and participate by reading the names of all of those who have been killed by domestic violence in Massachusetts during the prior year.

What's Next:

We are working with a consultant to implement changes to solidify our organizational structure and refine our outreach goals. We plan to hold the first bystander intervention trainings facilitated by Mending Cambridge members and increase our partnership with Cambridge Youth Programs.



Youth Engagement & Prevention

Mending Cambridge, BARCC, Transition House

About Youth Engagement & Prevention

When it comes to preventing domestic and gender-based violence, engaging youth is one of the most effective approaches. One of the initiative's key priorities is helping youth develop healthy relationship skills to prevent and respond to toxic dating violence and violence across their lifetimes. The initiative takes a whole community approach by working directly with youth as well as youth-serving adults such as teachers, after-school advisors, parents and youth workers.



Key Accomplishments

1. Trained more than 200 youth through collaboration with CDO, CPD, Mending Cambridge, Cambridge Youth Center, Red Sox, MITOP and others.
2. Provided youth-focused workshops for more than 10 youth serving adults at the Cambridge Youth Center, Agency for Children and others.
3. Created a new position and hired a Prevention Specialist to deepen and strengthen the city's youth-focused work.

What's Next

- Collaborate with Cambridge Youth Programs to integrate prevention into existing programs.
- Continue to grow and change for parents.
- Increase collaboration with Cambridge Public Schools.
- Facilitate and encourage youth leadership in prevention activities, including the creation of a Free Bystander program to equip teens with skills to intervene and respond to harmful social media, unhealthy relationship behaviors, and teen dating violence.



The energy of the event was inspiring, stirring even more momentum and excitement about what would be next.

But on March 13, 2020, everything slammed to a halt.

SUPPORTING SURVIVORS IN A PANDEMIC

“I had 7 and 2-year-old boys at home at that time and a partner who worked outside of the home. One of the unique aspects of the shutdown that I often reflect on is that every single person was impacted by the pandemic at roughly the same time. So often there are ebbs and flows to the personal struggles we face. If I am doing okay at a given time but a colleague or friend is not, I can be there for them and vice versa. The pandemic upended that flow entirely. We were also isolated and, for the most part, struggling. At the same time, the Prevention Specialist (a Public Health expert) was recruited to work on the pandemic response so she took a leave from the Domestic and Gender-Based Violence Prevention Initiative (DGBVPI). It was a challenging time and yet we found ways to adapt and continue to provide support.” -Liz Speakman

“I will never forget being on one of our first team Zoom meetings in late March of 2020 and our Shelter Team reporting that the hotline had, essentially, stopped ringing. Working in domestic violence, generally speaking, can bring feelings of worry and fear when helping survivors – and I don’t think anyone on our team had felt this type of concern before. We knew that with the onset of the Covid-19 pandemic, domestic violence didn’t miraculously end. The hotline going near silent told us that we needed to act, and act quickly, to let people know that although we were all collectively in quarantine, Transition House was still open and available to survivors. Working with Liz Speakman, the DGBVPI Coordinator, a dedicated team of Transition House employees began the largest outreach campaign that we’d ever done: the Quarantined But Not Alone campaign. We went to any available businesses that were willing to hang dedicated signage for survivors, letting them know that we were still here. By June 2020, hotline calls began picking up once again, and continued to increase for many months following. This collaborative campaign allowed us to act fast and reach survivors despite the barriers that the Covid-19 pandemic created.” -Kara Blue, Development Liaison, Transition House



PAVING NEW PATHS

“Quarantined But Not Alone” –

The isolation of the pandemic significantly impacted survivors of domestic violence and sexual assault as well as those who provided services. Fully attuned to how much survivors needed them, the staff at Transition House and the DGBVPI Coordinator stepped up and created an awareness campaign called, “Quarantined But Not Alone.” It was the largest outreach campaign they had ever done. The team brought flyers to over 180 businesses across all neighborhoods of Cambridge, including banks, grocery stores, convenience stores, and many more locations. They also hung a banner in Central Square, Cambridge.

While the pandemic paused many of the trainings, the Initiative found a way to host Domestic Violence 101 trainings for providers and community members once again. The demand for these trainings has been as high as it was pre-pandemic. The focus remains on providing concrete information, such as the definition and prevalence of domestic violence, while also equipping people to support survivors through information, context, resources, and role plays. These virtual sessions were designed so that key stakeholders from the community would leave with more empathy and understanding around the topic.



Liz Speakman working from home, Covid Quarantine. 2020



DGBVPI Zoom meeting, Covid Quarantine. 2020

DURANTE LA CUARENTENA, NINGUNA PERSONA ESTÁ SOLA

SI SUFRE VIOLENCIA DOMÉSTICA DURANTE LA CRISIS DEL COVID-19, ESTAMOS AQUÍ PARA APOYARLE

- EN CAMBRIDGE:
Llame al: 617.661.7203
Email: communityadvocate11@gmail.com
- EN MASSACHUSETTS:
Llame a Safelink: 877-785-2020
- EN CASO DE EMERGENCIA: Llame al 911

APOYANDO A LAS PERSONAS SUPERVIVIENTES DE VIOLENCIA DOMÉSTICA
www.cambridgema.gov • www.transitionhouse.org



“Quarantined But Not Alone” campaign flyer. 2020

YOU ARE NOT ALONE

IF YOU EXPERIENCE DOMESTIC VIOLENCE, WE ARE HERE TO SUPPORT YOU

- IN CAMBRIDGE
Call Transition House: 617.661.7203
Email: communityadvocate11@gmail.com
- IN ALL OF MASSACHUSETTS
Call Safelink: 877.785.2020
- IN CASE OF AN EMERGENCY
Call or Text 911

We support survivors of domestic violence.
www.cambridgema.gov • www.transitionhouse.org



“Quarantined But Not Alone” lawn sign. 2020

PATHWAYS TO JUSTICE

Pathways to Justice: The Complexities of Domestic Violence and Black/Brown Women - In November 2020, the Mending Cambridge group and the Domestic Violence Steering Committee (DVSC) hosted a **webinar**.

The webinar featured Wanda Swan, Founder and Executive Director of the **Swan Center for Advocacy & Research, Inc** as the keynote speaker. Local service providers also presented ways their organizations practice anti-racist domestic violence intervention.

The webinar ignited conversations throughout Cambridge regarding how the community can collectively create pathways to justice for survivors of domestic violence and sexual assault. It was the start of a new journey for the Initiative, and one that centered Black and Brown survivors of domestic violence.

In May 2021, the Coordinator convened a meeting for the DVSC and other partners to discuss how to put what they learned in the webinar into practice.

The Coordinator recommended the DVSC and Mending Cambridge groups facilitate a six session series of conversations about Racial Justice based on the **Move to End Violence's (MEV) "Racial Equity and Liberation Virtual Learning Series."** The groups quickly agreed and decided to meet monthly. Prior to each meeting, the group watched the session from the MEV learning series. The Coordinator then facilitated discussions about each MEV session for the DVSC and Mending Cambridge members.



Pathways to Justice event flyer. 2021

The discussions were so successful, the Coordinator decided to offer this option to the Sexual Assault Response Team (SART) and DV High Risk and Assessment Team. The two groups were brought together for this six-month learning series.

All of these conversations among service providers made it clear that in order to create a system of support for survivors that is grounded in racial and social justice, a great deal of work lay ahead. Various suggestions were offered on how to improve, change, or transform the work that was currently happening. But what was missing were the voices of survivors who have received services. Many, if not most, service providers in this field have their own experience of abuse, but in order to prioritize improvements, changes and transformations, it was imperative

to first hear from people who had accessed these services in Cambridge.

The Coordinator hired Wanda Swan and her team at the Swan Center for Advocacy and Research, Inc to guide the community through a Needs Assessment for Black and Brown survivors of domestic violence and sexual assault.

The process began in June 2021 with a presentation to City leadership about the goals and process for the Needs Assessment. Alongside the DGBVPI, Wanda Swan and her team spent a year meeting with various community members, City staff, and local service providers. They developed a Steering Committee that provided guidance and input at every stage of the project. The Steering Committee included members from the Public Health Department, the American Born Black Outreach Team, the local DV program, and many others. The team at the Swan Center for Advocacy and Research facilitated the monthly meetings and provided training for the group. They also posed

discussion questions that informed their development of the survey tool and subsequent recommendations.

Domestic and Gender-Based Violence Prevention Initiative Action Plan - In June 2022, the Swan Center for Advocacy and Research released the **City of Cambridge Needs Assessment: Anti-Oppressive Advocacy and the Domestic and Gender-Based Violence Prevention Initiative**. The Coordinator worked closely with members of the Steering Committee to develop a version of the recommendations that were easily accessible and included action steps. In the fall of 2022, the **Domestic and Gender-Based Violence Prevention Initiative Action Plan** was released.

At the time of this document's creation, the Initiative is bringing together various stakeholders to begin implementation of the action plan. The DGBVPI looks forward to growing its reach and hopes its efforts serve as a model for other cities looking to do the same.



Cambridge Housing Authority all staff training. 2018



SPECIAL APPRECIATION

Just as the story of the DGBVPI began at Transition House, so it continues today.

As the strongest and most supportive community allies of the DGBVPI, the members of this team are consistently the first ones to raise their hands to help out with facilitating training, leading subcommittees, coordinating outreach, and many more activities that have been crucial to the success of the DGBVPI. From the beginning, Ronit Barkai, Assistant Director at Transition House, has been a true leader, strong ally, and dear friend. Without Ronit's leadership, the DGBVPI would not have accomplished most of what it has been able to do. Another Transition House team member who has been there from the beginning through today is Ann Fleck-Henderson, Chair of the Transition House Board, Cambridge Resident, and Emeritus, Simmons School of Social Work. These two thoughtful, brilliant, and passionate women have ensured the DGBVPI has a strong foundation as well as wings to fly. Now, as the DGBVPI approaches its 10-year anniversary and continues to evolve and match the needs of the City, Transition House serves as its steady backbone.

A pillar among many who have partnered with the DGBVPI, the Transition House team not only helped imagine and build the Initiative, but they remain dedicated to maintaining and continuously lifting it up.



REFERENCES

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- Boston Area Rape Crisis Center (BARCC)** (www.barcc.org)
- Riverside Community Care** (www.riversidecc.org)
- In Her Shoes®** (www.wscadv.org/training-kits/in-her-shoes)
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- Guide for Trauma-Informed Law Enforcement Initiative** (rb.gy/ce093)
- Sexual Assault Response Team (SART)** (www.finditcambridge.org/programs/sexual-assault-response-team)
- MA Sexual Assault Nurse Examiner (SANE) program** (www.mass.gov/ma-sexual-assault-nurse-examiner-sane-program)
- “Start by Believing”** (www.startbybelieving.org)
- White Ribbon Campaign** (www.whiteribbon.ca/campaign)
- Boys II Men** (www.finditcambridge.org/programs/boys-ii-men-program)
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- Asian Task Force Against Domestic Violence (ATASK)** (www.atask.org)
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- Massachusetts Alliance of Portuguese Speakers (MAPS)** (www.maps-inc.org)
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- Swan Center for Advocacy & Research, Inc** (www.swancenteradvocacy.org)
- Racial Equity and Liberation Virtual Learning Series** (www.movetoendviolence.org/resources/racial-equity-and-liberation-virtual-learning-series)
- City of Cambridge Needs Assessment: Anti-Oppressive Advocacy and Domestic and Gender-Based Violence Prevention Initiative** (shorturl.at/mADIW)
- Domestic and Gender-Based Violence Prevention Initiative Action Plan** (shorturl.at/rJOX5)



APPENDIX

DGBVPI 5-Year Anniversary Event Posters

City of Cambridge Domestic and Gender-Based Violence Prevention Initiative

About The Initiative

The Cambridge Domestic and Gender-Based Violence Prevention Initiative (DGBVPI) engages and mobilizes Cambridge's communities, agencies, and City departments to change attitudes, behaviors, policies, and practices to prevent and bring attention to domestic and gender-based violence.

In collaboration with community leaders, local agencies, and interested citizens, the DGBVPI develops and provides accessible, safe, and relevant strategies and resources to prevent and respond to domestic violence in Cambridge. Services include training, consultation, building collaborations across various sectors in Cambridge, and coordination of systems of change in order to ensure compassionate and supportive environments for survivors of domestic and gender-based violence across the city.

Community Partners

Boston Area Rape Crisis Center (BARCC)
Emerge
Massachusetts Alliance of Portuguese Speakers
Riverside Community Care
Transition House

City Departments

Cambridge Commission on the Status of Women
Cambridge Community Engagement Team
Cambridge Community Development Department
Cambridge Housing Authority
Cambridge Human Services Department
Cambridge Police Department
Cambridge Public Health Department
Cambridge Public School District



History

Cambridge has a long history of domestic violence prevention, including the historic resolution to declare the city as a Domestic Violence Free Zone in 1994. Building on this groundbreaking effort, the city hosted a Domestic violence summit in 2011 to stimulate interest in revitalizing Cambridge's work to prevent domestic violence and undertook a 21 Days of Questions/365 Days of Action Campaign to engage the Cambridge community on questions they had about domestic violence. The campaign led to the official establishment of the Domestic and Gender-Based Violence Prevention Initiative.



Key Accomplishments

To learn about the DGBVPI's accomplishments over the last five years, we welcome you to walk around the room and learn from our community partners!

Outreach & Engagement

Community Engagement Team Outreach Workers, Transition House

About Outreach & Engagement

The Outreach Working Group was formed to better understand different communities' cultural perspectives about domestic violence and to help identify resources that families may need. Through a collaborative effort, workshops for the Latinx, Bangladeshi, and Ethiopian communities were developed, tailoring them to meet the needs of each community. Feedback was used to improve future workshops and to create strategies families can use every day.



Spanish-speaking focus groups, 2019

What's Next

1. In 2020, members of the Latinx community will participate in a 3-part workshop focusing on having conversations about positive and negative relationships.
2. Workshops participants will become ambassadors and share their knowledge with others in the community.
3. Additional communities in Cambridge will host workshops on domestic violence with culturally supportive formats.



Left: Cambridge Community Engagement Team for the Bangladeshi community and Commission on Immigrant Rights & Citizenship

Right: Spanish-speaking focus groups, 2019



Spanish-speaking focus groups, 2019

Key Accomplishments

1. In 2016 and 2017, a subcommittee of the Initiative met monthly to learn from community members about how various communities talk about domestic violence.
2. Latinx focus groups engaged with 23 community members, and over 50 families connected with the initiative through 1:1 engagement.
3. In collaboration with Saheli (a DV agency specializing in outreach to South Asian women) and Transition House, a Bangladeshi Women's Group met 6 times over a one year period. Twenty women of all ages attended.
4. In North Cambridge, 25 Ethiopian community members attended 2 workshops discussing violence in the home.



For more information, visit CambridgeMA.gov/DVInitiative

Cambridge Sexual Assault Response Team

Boston Area Rape Crisis Center, Cambridge Police Department, Domestic and

The Cambridge Sexual Assault Response Team (SART) collaborates, educates providers and responders, and builds relationships to improve systems and multidisciplinary services for sexual violence survivors.

The Cambridge SART's vision is to develop an interdisciplinary system of a trauma-informed and effective response. Through this system, survivors of sexual violence will be heard, believed, empowered and validated.

Key Accomplishments

1. Each agency had an opportunity to presentation the work they do.
2. The City of Cambridge is the first city to declare to be a Start by Believing City
3. Continued collaboration so all SART members participate in the Trauma Informed Training



What's Next

- The SART will continue working to best support survivors of sexual violence
- We will explore the opportunity to review past cases to improve response



Supportive Housing for Survivors

A Partnership with Transition House and Cambridge Housing Authority

About

The partnership between Transition House and Cambridge Housing Authority (CHA) was formed in 2013 in an effort to help domestic violence survivors maintain their housing and prevent homelessness. The Cambridge Police Department reported that at least 50% of police calls to CHA buildings were in response to domestic violence. As a result, CHA responded by forming a supportive network for both residents and staff. CHA and the City of Cambridge fund a Community Advocate position at Transition House to provide direct service advocacy to residents of Cambridge as well as CHA residents/applicants and provide consultation to CHA staff. Weekly walk-in hours are held at CHA's main office, offering a built-in time for staff consultations and assisting survivors to navigate the CHA system. The Community Advocate accompanies survivors to apply for the Emergency Status Application, Screening Appointments, 5 Day Conferences, Section 8 Voucher Briefings, and completing VAWA Transfer Requests. Additionally, prevention efforts and trainings have strengthened relationships between the two agencies and in turn provided survivors with more opportunities to receive support. The Pathways to Permanent Housing Program was created, where CHA provides apartments to Transition House, which assumes all tenant responsibilities. After one year, the family graduates to sign the lease directly with CHA. The program is designed to build housing tenancy skills with support from Transition House.



What's Next

- Plan a comprehensive elder abuse and bullying training.
- Continue to participate in the Governor's Council to Address Sexual Assault & Domestic Violence, Housing Stability & Self-Sufficiency, Collaboration & Training Sub-Work Group.
- Provide a Trauma-Informed Customer Service Training

For more information, visit CambridgeMA.gov/CHAServices



Training with Cambridge Housing Authority staff, 2018

Key Accomplishments

1. Households served to date (2013-2018): 773
2. Developed and implemented a new Protocol for Responding to Domestic Violence, Sexual Assault, Harassment, and Stalking.
3. Conducted tailored trainings to all CHA staff on domestic violence, working with survivors, CHA's VAWA policy, and new response protocol. More than 64 hours of training completed.
4. Elder Advocate facilitated presentations on healthy relationships and elder abuse in 5 CHA Elder Buildings.
5. Received referrals for services by Property Managers, Legal Department, Human Resources, Front Desk Staff, Leasing Officers, and Security.
6. Pathways to Permanent Housing Program: 10 households have participated.



Training with Cambridge Housing Authority staff, 2018

Trauma Informed Law Enforcement Initiative

Cambridge Police Department, BARCC, Transition House

About Trauma-Informed Law Enforcement

In 2015, with guidance and direction from experts in trauma, community-based service providers, and law enforcement agencies from across the country, members of the Cambridge Police Department and the DGBVPI collaborated to create a program that provides education, resources, and practical training on trauma-informed practices for police officers. The Trauma Informed Law Enforcement (TILE) initiative was created to build a police department culture and capacity that focuses on the well-being and resiliency of officers and staff and avoids secondary victimization/re-traumatization of survivors. Over the course of the three day training program, police officers are provided with an opportunity to increase their knowledge about trauma and its impacts, develop skills and strategies to manage personal trauma, mitigate the potential for trauma, and respond in a trauma-informed manner to signs and symptoms of trauma when responding to calls for service, facilitating investigations, and conducting follow up. Although the focus is for law enforcement officers, many prosecutors, victim advocates, rape crisis counselors, SANE nurses and 911 dispatchers have also attended the program. A multi-disciplinary audience promotes well-rounded discussion, opportunity for networking, and has, importantly, helped to break down barriers across the systems with which survivors' interface.



Remodeled soft interview room

What's Next

We will continue to offer the trauma-informed law enforcement training to CPD officers and our community partners bi-annually until we are able to have all officers on our staff trained in trauma-informed approaches.

For more information, visit CambridgeMA.gov/DVInitiative



Trauma Informed Law Enforcement Training, 2017

Key Accomplishments

1. Trained 303 people, including 178 sworn CPD Officers and 24 non-sworn CPD staff and 911 Dispatchers.
2. In 2018, CPD received a 4-year grant to fund an additional part-time victim advocate position in the DV and sexual assault unit. We hope to be able to create a full-time position at the conclusion of the grant in 2022.
3. CPD remodeled their survivor interview room. This room is where survivors of domestic violence and sexual assault crimes meet with detectives and a victim advocate as part of the police investigation. The purpose of the renovation was to create a soft, welcoming, and safe space for survivors to recount traumatic and personal events.



Trauma Informed Law Enforcement Training, 2018

Youth Engagement & Prevention

Mending Cambridge, BARCC, Transition House

About Youth Engagement & Prevention

When it comes to preventing domestic and gender-based violence, engaging youth is one of the most effective approaches. One of the Initiative's key priorities is helping youth develop healthy relationship skills to prevent and respond to teen dating violence and violence across their lifespan. The Initiative takes a whole community approach by working directly with youth as well as youth-serving adults, such as teachers, afterschool educators, parents and youth workers.



Workshop with Youth Action Corps, Summer 2015

What's Next

- Collaborate with Cambridge Youth Programs to integrate prevention into summer programs
- Facilitate focus groups and trainings for parents
- Increase collaboration with Cambridge Public Schools
- Facilitate and encourage youth leadership in prevention activities, including the creation of a First Responders program to equip teens with skills to intervene and respond to harmful social norms, unhealthy relationship behaviors, and teen dating violence



Source: Centers for Disease Control and Prevention
<https://www.cdc.gov/ncjrs/violenceagainstwomen/PhysicalDatingViolenceAmongTeens.html>

Key Accomplishments

1. Trained more than 200 youth through collaboration with CDD, CPD, Mending Cambridge, Cambridge Youth Centers, Rise Up, MSYEP and others.
2. Provided youth-focused workshops for more than 50 youth-serving adults at the Cambridge Youth Centers, Agenda for Children and others.
3. Created a new position and hired a Prevention Specialist to deepen and strengthen the city's youth-focused work.

At a recent workshop on healthy relationships with Moses Youth Center's Boys II Men program, 90% said they felt more confident communicating about healthy relationships.



Mending Cambridge

Cambridge Public Health Department & City of Cambridge Initiative on Domestic & Gender-Based Violence Prevention

About Mending Cambridge

Mission: Mending Cambridge seeks to create opportunities for men and male-identifying individuals to challenge stereotypes around masculinity and become active allies in the work to end gender-based violence.

This initiative began in November 2015 with a group of about 50 men responding to a call from women leaders in Cambridge's domestic and gender-based violence prevention community on the need for men to step more into this work.



Key Accomplishments

1. Facilitated x Community Trainings.
2. Held x Public Events for the Cambridge Community.
3. Held x In-Service Trainings for Group Members.
4. Trained Group Members to Facilitate Bystander Intervention Trainings.
5. Worked with Cambridge's Youth Programs to Reach Young Men and Boys.



Domestic Violence Awareness

Mending Cambridge members help coordinate Cambridge's Annual Domestic Violence Vigil at the beginning of October, and participate by reading the names of all of those who have been killed by domestic violence in Massachusetts during the prior year.

What's Next

We are working with a consultant to implement changes to solidify our organizational structure and refine our audience goals. We plan to hold the first bystander intervention trainings facilitated by Mending Cambridge members and increase our partnership with Cambridge's Youth Programs.

NOTES:



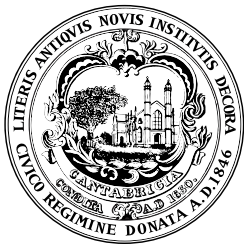
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