Centering Domestic Violence Services in Equity
Appreciation
Developments
Dissatisfaction

Healthy discontent is the prelude to progress.
(Mahatma Gandhi)

izquotes.com
Redirection
Inequity and Violence

Disadvantage → EQUITY ← Privilege

Protection

Policing/Reinforcing

POWER
Choosing Strategy

Is it EFFECTIVE?

Is it EFFICIENT?

Is it ETHICAL?

Is it EQUITABLE?
ICADV Organizational Development

• Staff development  
  – Education and representation
• Partnership
• Investment
• Policy work
Prevention Strategies

Michigan has the seventh-widest gender wage gap in the country, with women earning only three-fourths of what men earn. This disparity is even larger for women of color.

Wage Equity
Redirection

• How else might we foster safety for victims?
• What do victims want/need?
  – How will we know?
Redirection

Enhancing Safety for Women
Communities of color, domestic violence, and social welfare services for low-income men

Jill Groblewski
May 2013

HOW DO SURVIVORS DEFINE SUCCESS?
A NEW PROJECT TO ADDRESS AN OVERLOOKED QUESTION

When you start with problems you get programs.
When you start with strengths you get possibilities.
—Lupa Serrano,
former Executive Director of Casa de Esperanza

THE fullframe INITIATIVE
changing systems, changing lives
October 2014
Redirection

Listening to survivors
Questions include:
• If you could paint a picture of a safe life, what would that look like?
• If you were designing resources for people who have experienced abuse, what would those resources be or look like?
• What would you like for me to know about the response the person who committed the abuse in the relationship experienced?
  – Specific Probe: What type of response did you hope for?
  – Specific Probe: What type of response did you get?
  – Specific Probe: How did the response affect you?
Redirection

How else might we foster accountability for those who use violence?