



**NCCADV**

North Carolina Coalition  
Against Domestic Violence

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# 2018 ANNUAL REPORT

# EXECUTIVE SUMMARY

In 2018 NCCADV made substantial strides toward our mission to lead the state's movement to end domestic violence and to enhance work with survivors through collaborations, innovative trainings, prevention, technical assistance, state policy development and legal advocacy. The year was very full from an operations standpoint, and we're also proud to have updated our brand, as well. It is important as we continue doing this work that we maintain an image that is current and relatable. Our new solid, darker purple vine logo resonates well among the diverse audiences we serve.

We conducted over 20,000 training hours, reaching over 4,000 attendees among all of our programs and events. We offered technical assistance to our members, advocates, survivors and community partners over 700 times. We moved primary prevention efforts forward in the state through the DELTA grant, which was renewed this year for another five-year cycle. We improved and enhanced our latinx services in an effort to advocate state wide to better serve survivors with varying immigration statuses and language access. We launched a brand new LGBTQ DV Response Initiative to assist service providers to become better equipped to serve LGBTQ survivors.

We have built a solid foundation on which to continue and grow in the coming years. Thank you for your interest in and support of NCCADV.

# LEGAL AND POLICY ADVOCACY



## LEGISLATION AND POLICY

The legal and policy team conducted 27 trainings to 726 participants across a variety of sectors in 2018, ranging from service providers to agencies to government officials. The overarching theme of our trainings was **“Improving systemic response to survivors and strengthening protections, improving the way survivors experience the various systems, ensuring everyone provides trauma informed services.”**

**SYSTEMS ADVOCACY:** when other agencies, bodies, organizations, and members are creating policies and procedures we often act as a consulting body with and provide feedback to make sure that they are safe and empowering for victims, and don't have negative unintended consequences for survivors.

NCCADV is a powerful voice advocating on behalf of survivors and their families in the policy making arenas of North Carolina. We are the only agency charged with advocating solely based on a survivor-centered perspective, basing on our knowledge, extensive experience, and direct feedback from survivors. We are a voice for survivors in the legislature.

The needs of survivors extend into every sphere of policy, from housing to healthcare, gun safety to immigration, and beyond. This necessitates a wide lens in monitoring and taking action on bills as they move through the legislative process. We actively monitor and participate in important cases that are moving through the state judicial system.

NCCADV advocates for the vital funding that supports our member organizations in providing services. We were successful in securing full state funding for domestic violence programs in 2017-2018.

A significant portion of 2018 was dedicated to working on NCCADV's legislative agenda for 2019 and refining it with various stakeholders. We consulted DV agencies and partner organizations to determine what the areas of highest legislative need and priority.

NCCADV continued to work with legislators to ensure that NC's DV legal frameworks are implemented in a way that is fair, equitable, and preserves the rights of victims of domestic violence.

Part of 2018 was focused on training and education around legislation and court cases that impact the way domestic violence agencies do their work.

We provide technical assistance to agencies when legal and policy questions arise for them or their clients. We work with partners to improve local systems, such as:

- court room safety
- filing procedures
- the experience of a survivor when they move through the court system in both civil and criminal proceedings



## DIRECT LEGAL SERVICES

Inability to access the court system and obtain an attorney is one of the greatest barriers for domestic violence survivors. In 2018, NCCADV welcomed a new staff attorney to the Direct Legal Services program, hired a Legal and Policy Director, and has two full-time staff attorneys serving survivors of IPV who would have otherwise gone unrepresented. Our attorneys represent survivors primarily with Domestic Violence Protective Orders and related hearings, including custody and divorce.



## DIRECT LEGAL SERVICES 2018 WRAP UP

Staff attorneys represented **153** survivors in their hearings and/or provided legal advice. This figure includes **20** survivors who received representation and pro bono legal advice in expunging criminal records, a new service offered by NCCADV this year. In addition to direct legal services, the Legal Team provides invaluable technical assistance across the state on legal and policy-related matters in **484** instances to **274** allied professionals, attorneys, domestic violence service providers, members of the media, students, survivors and their families.



## CASE PROJECT

The Child Advocacy and Services Enhancement (CASE) Project advanced its mission to invest in strategies, programming, and interagency collaborations prioritizing the well-being and safety of children and teens in NC. We did this work through a multipronged approach utilizing technical assistance, training, programming, and lending our content expertise to our local and statewide partners. **The CASE Project provided 8 trainings to 254 participants including agency staff, allied professionals, teens, and concerned citizens.** These trainings concentrated on the impact and services relevant to a child witnessing DV or teen dating violence.

CASE Project programming increased awareness and access to trauma-responsive services and protective factors-related activities throughout the state. **By way of the Children's Trauma Screening Program, staff from DVSPs were able to screen at least 179 children for trauma.** Because of the trauma screenings, children and their caregivers were able to acquire protective orders against violent perpetrators and locate trauma-informed therapists in their local community. Furthermore, participating DVSPs gained resources in order to provide in-shelter services to children and teens such as group art therapy or a shelter-based garden.

Another way the CASE Project functions to keep children safe while seeking services at local DV agencies and shelters is to offer technical and financial assistance to DVSPs. By screening out agency personnel with questionable criminal background histories, children are likely kept safe from potential victimization by a third party. In 2018, 11 participating DVSPs and 179 children were screened. One DVSP reported declining employment or a volunteer opportunity to someone because of their criminal background check, while another DVSP commented that they "appreciate feeling confident letting parents know that all our staff and childcare volunteers have been fully vetted and are there for their children."

Lastly, the CASE Project's interagency collaborations have allowed us to broadcast the needs of children

and teens exposed to DV and dating violence as well as address child mental health, trauma-informed care, suicide prevention, and preventable child abuse or child deaths.



## CASE PROJECT 2018 WRAP UP

### GOALS OF THE CASE PROJECT

- Promote dialogue and awareness of childhood exposure to domestic violence and teen dating violence.
- Enhance the skills of domestic violence agency staff and allied professionals to work effectively with children exposed to domestic violence and teens affected by dating violence.
- Support research and resource base of services and policies that will assist the needs of children exposed to domestic violence and teens affected by dating violence in North Carolina.

### SCOPE OF WORK:

- Technical Assistance: domestic violence staff, allied professionals and youth
- Trainings: domestic violence staff, allied professionals and youth
- Providing services that address the needs of children exposed to DV and other trauma

### IMPACT

- Over **150** advocates and allied professionals trained annually.
- Technical assistance over **100** individuals requesting for assistance
- Focus on children's trauma – invested in creating resources and tools that advocates can use to assist children and youth affected by DV and teen dating violence.



## ECONOMIC ADVOCACY AND JUSTICE

NCCADV's Economic Advocacy and Justice Program (EAJP) provides intellectual and programmatic guidance to NC domestic violence agencies initiating and fortifying their survivor-centered financial education and economic advocacy services. Our EAJP also facilitates a statewide online network of survivor-centered economic advocates and allies committed to ending domestic violence by reducing and removing economic barriers to leaving and staying safe from an abusive partner and environment.

Currently, our EAJP program is focused on strengthening a survivor-centered advocate response to the economic ripple effect of domestic violence through:

- Providing Allstate subgrantee awards to DV agencies ready to start or fortify their financial education and economic advocacy services (Matched Savings, Emergency Funds, Financial coaching)
- Producing online media content
- Developing and facilitating economic advocacy trainings
- Convening our peer-advocates cohort – a group of advocates providing peer support to strengthen the impact of their advocacy
- **Impact: We reach over 1,000 survivors annually through a mix of our work**

### SUMMARY OF ACTIVITY:

- New Allstate cohort from 3 to 4 sites
- Increased our economic advocacy trainings by 200%
- First full day EAJ training (Winston-salem)
- First Financial Abuse lunchtime workshop with Coastal Federal Credit Union (Raleigh)
- economic justice Pre-Conference Institute @ NCCADV 2018 conference (Raleigh)
- Allstate grant award increased by 60%
- Created Economic Policy Advisory Council to help steer the direction of our Healing Impact Assessment to measure the differential impact of paid leave on IPV
- Ran financial literacy series onsite for coalition staff

- Sponsored Economic security research study initiated and led by CSAJ
- Established new connections to EAJ organization in area and nationally (NC Justice Center, Reinvestment partners, WOCN)

### SOME 2018 OUTCOMES:

- **Trained over 300 people**
- **Presented Financial Abuse basics to Coastal Federal Credit Union workers**
- **Worked with Center for Survivor Agency and Justice (CSAJ) to recruit DV agencies for their economic well being study**
- **Paid leave policy**



## IPV HEALTHCARE PROVIDER NETWORK PROJECT

In 2018, The Healthcare IPV Response Project completed its work with its partner healthcare

centers and domestic violence agencies through the Office on Women's Health IPV Provider Network. This work included implementation and evaluation of two IPV screening and response interventions in primary health settings throughout the state. Throughout the project, **NCCADV trained 228 healthcare staff and providers** on the health impacts of IPV and trauma informed care. **By the end of 2018, these trained healthcare staff screened over 10,000 patients for IPV and offered safety planning and referrals to those experiencing abuse.** NCCADV learned many lessons through this work and created an online IPV health toolkit for healthcare providers and advocates across the state.

As 2018 came to a close, NCCADV made plans to continue this important work through partnerships and funding awarded by Futures Without Violence and Blue Cross Blue Shield. Through these partnerships, NCCADV will be working closely with community health centers across the state to address IPV and human trafficking. NCCADV also regularly provided technical assistance to and trained domestic violence advocates on the health impact of IPV through its Advocates Institute in 2018.

# PROGRAMS



## LATINX SERVICES PROJECT

In collaboration with community partners, NCCADV has been creating resources that will address the gaps in services for Latinx survivors.

Resources distributed to advocates included guidance to help serve survivors with varying immigration status and language access. We also continued to coordinate local response to Latinx survivors, including those who may have experienced human trafficking. Selected communities have seen greater collaboration among community partners and an increase in meaningful access, while Latinx advocates throughout the state have indicated that they feel more supported and better equipped to provide equitable and effective victim-centered responses in their communities. We also continue to advocate against legislative agendas that impact Latinx survivors. In the upcoming year, we will continue to address the gaps identified through our ongoing support of Latinx programs.



## LGBTQ SERVICES INITIATIVE

The LGBTQ Domestic Violence Response Initiative is a brand new project that got its start in 2018. Through funding from

the Governors' Crime Commission, NCCADV in partnership with the Center for Women's Health and Wellness (CWHW) at UNC Greensboro created the LGBTQ Domestic Violence Response Initiative.

This project's mission is to assist domestic violence service providers (DVSPs) to become better equipped to serve LGTBQ survivors in ways that are safe, effective, and culturally relevant. In the spring, NCCADV and CWHW put out requests for proposals among all DVSPs in North Carolina to receive funding to build their organization's internal capacity in equitably serving LGBTQ survivors. After careful consideration of the applications, 5 DVSPs were accepted to be part of this initiative as the project's "Hubs" - Helpmate (Asheville), Durham Crisis Response Center (Durham), Outer Banks Hotline (Manteo), Family Service of the Piedmont (Greensboro), and the Campus Violence Response Center (UNC Greensboro).

These 5 Hubs received support from NCCADV's LGBTQ Services Specialist in their processes of

hiring a full-time staff person to lead this effort in each of their organizations. Baseline survey data was collected from staff at each organization about LGBTQ-specific knowledge, skills, and practices related to service provision during the summer months. Shortly after, NCCADV and CHWH hosted a 4-day workshop as part of the project's official kick-off where each Hub had its Specialist and members of their organizational leadership present. At this training participants learned the nuances of how domestic violence shows up in LGBTQ communities and had space to get to know each other as members of the same project. Additionally, the Hubs brainstormed their organization's goals, approaches to training, and priorities based off of their data that was previously collected. This meaningful week set a baseline for each Hub to kick-off their work in building their organization's LGBTQ-serving capacity.

As 2018 progressed, the focus of the LGBTQ DV Response Initiative was on LGBTQ capacity-building within each Hub and within their communities. This included each Specialist building relationships inside their organization and within their larger community, providing technical assistance, conducting trainings, and consulting on internal policies.

Specifically, the LGBTQ Specialists provided or participated in 18 capacity-building events within their organizations, reaching 115 people. They also participated in 21 LGBTQ capacity-building events in their communities. Additionally, the LGBTQ Services Specialist at NCCADV was focused on providing technical assistance statewide, where she provided 70 instances of technical assistance to DVSPs, allied organizations, and the participating Hubs.

Technical assistance included assistance with creating equitable internal policies, LGBTQ-specific trainings, and identifying relevant community and online resources. As 2018 ended, the project's Advisory Committee had its first convening, which consisted of LGBTQ-identified individuals and served people from around NC. This committee provided consultation on project-specific topics and gave input on how the committee could run most efficiently. Additionally, the LGBTQ Specialists from each project Hub participated in a 3-day retreat where they further exchanged resources, processed challenges, celebrated victories, and gave input on the project's goals for 2019.



## CAMPUS SERVICES

NCCADV is proud to offer a variety of services and resources to colleges and universities across the state. In 2018, we partnered with Capitol Broadcasting Company and the Jamie Kimble Foundation to offer five campuses the eNOugh campaign. This online resource aims to raise awareness of intimate partner violence on campuses and in communities and works to connect survivors with help. **The campaign reached over 90,000 people through the eNOughnc.org website and the outreach ads were seen over 6,215,729 million times.**

We also led an evaluation of the Campus Violence Response Center at the University of North Carolina at Greensboro, which is the first-ever family justice center on a college campus in the country. Through that evaluation we were able to answer questions such as:

- What impact has the Center had on survivors of IPV and sexual assault?
- What impact has the Center had on students across campus?
- To what extent has the Center impacted coordination of care and strength of relationships among professionals who serve campus members affected by IPV and sexual assault?

In collaboration with the North Carolina Coalition Against Sexual Assault, NCCADV facilitated the NC Campus Consortium, which offers training and networking opportunities for campus prevention staff. Semi-annual meetings were planned by the Campus Consortium Advisory Committee and held in the triad. Additionally, NCCADV and NCCASA worked with a student advisory committee to host the 3rd NC WAVE Student Summit. Approximately 80 students from across the state were in attendance to learn and network around how to prevent IPV and sexual assault on their campuses.

The 2018 biennial conference included a campus track, which included a number of sessions specifically geared toward our campus partners. Sessions included:

- The intersectionality of IPV and African American collegiate culture
- ModelCampus: Title IX Action Guide

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- Exploring prevention training with Greek Councils
- Preventing violence beyond a binary gender paradigm
- Healthy Black masculinity programming
- Building comprehensive prevention programming at community colleges



## PREVENTION

In 2018, NCCADV's domestic violence prevention program completed the work of the Centers for Disease Control and Prevention

(CDC) DELTA FOCUS grant and transitioned into a new phase of funding and work with the CDC DELTA IMPACT grant. Both cycles of the DELTA prevention project focus on the community- and societal-level influences that affect the level of risk for IPV.

In this year, the prevention work concentrated on three main areas:

- 1) **Health impact assessments on multiple policies related to IPV**
- 2) **Researching and relationship building for a Trauma Informed Organizational Policy program**
- 3) **Supporting violence prevention at the local level in Wilmington.**

NCCADV theorized that NC's 2016 House Bill 2, and its 2017 replacement HB142, affected several of the influences that research has shown to increase risk for violence. To investigate this theory, NCCADV is conducting an assessment of the impact of HB2 and HB142 on violence outcomes against LGBTQ+ North Carolinians. This assessment was completed in

# PROGRAMS

partnership with an advisory council of LGBTQ-serving professionals, a UNC Capstone team of Master of Public Health students, and professional evaluators. NCCADV began to share about our process and results at national conferences and with various statewide partners.

Under the new prevention project, NCCADV has embarked on the planning for a new health impact assessment related to Paid Family Leave Policy. NCCADV theorizes that the use of Paid Leave Policies will impact violence outcomes by increasing protective factors such as family connectedness and economic security and decreasing risk factors such as economic stress associated with Intimate Partner Violence. Similar to the process with HB2 and HB142, NCCADV will partner with an economic policy advisory council as well as professional evaluators to conduct a health impact assessment to test these theories. This work will continue into 2019 and once it is complete, NCCADV will share the process and results at national conferences and with statewide partners.

In 2018, NCCADV engaged in research and relationship building processes to prepare for the Trauma Informed Organizational Policy (TIOP) Program. This innovative program will provide organizations with training and technical assistance around trauma-informed organizational policies and procedures. This program will also provide agencies with guidance and tools on how to create more trauma-informed internal policies. By doing this, agencies will create more supportive work environments which will address risk and protective factors associated with violence perpetration. In 2019, we will continue this effort in the pilot stage of the program.

Finally, NCCADV is supporting the local prevention work being implemented by Domestic Violence Shelter and Services (DVSS) in Wilmington. In 2018, DVSS implemented Shifting Boundaries at D.C. Virgo middle school and prepared to implement Bringing in the Bystander with Cape Fear Community College. In the coming years, NCCADV will partner with DVSS and a professional evaluator to expand these efforts to other sites and make innovative adaptation to maximize effectiveness in the implementation settings.



Technical Assistance is one of the key services offered by NCCADV. Advocates, preventionists, survivors, community partners, campus staff, and the general public call NCCADV to seek support and find answers to their questions related to DV.

The staff of NCCADV responded to **1,160 people who requested technical assistance in 2018**. Our staff have expertise in the following topics related to domestic violence:

- Crisis intervention and victim services
- Children and DV
- DV and healthcare
- Coordinated Community Response Teams and systems advocacy
- Legal response
- DV prevention
- Serving marginalized communities
- Economic justice
- Housing and DV
- DV on college campuses
- Building capacity in DV services
- Teen dating violence
- Shelter management
- Mental health and DV
- Substance use disorders and DV
- Serving Latinx and immigrant survivors
- Serving LGBTQ survivors
- Trauma-informed approaches
- Management of staff, Board of Directors, and volunteers
- Training and community awareness
- Policy development and advocacy
- Technology abuse and safety
- Database collection system: OSNIUM
- Evaluation

Advocates, preventionists, survivors, community partners, campus staff, and the general public call NCCADV to seek support and find answers to their questions related to providing IPV services. We also connect providers with current research, best practices in the field, and relevant resources. Available technical assistance includes the following formats:

- Answering questions over the phone or by email
- Providing information packets prepared on specialized topics
- Surveying the research in a selected field

# TECHNICAL ASSISTANCE

- Designing assistance tailored to requester's need
- Hosting peer-learning or community of practice events
- Making referrals to appropriate affiliated programs or services
- Connecting service providers to each other

Through Osnum software, domestic violence, and sexual assault agencies are able to receive a free database that can be used for tracking all their services and ensure accuracy of reporting. NCCADV continues to work with funders to keep reporting up to date. The database is able to complete reports for the Governor's Crime Commission, Council for Women, and is HMIS compliant. North Carolina agencies who use the database are able to receive free trainings through Osnum.

## TECHNICAL ASSISTANCE 2018 WRAP UP

There were **747** instances of  
Technical Assistance provided to a  
total of **1,160** people, including:

Allied Professionals • Attorneys • DVSP •  
Faith Community • Legislation • Media •  
Sexual Assault Service Providers • Students,  
Survivors and family/friends of Survivors •  
Volunteers

Technical Assistance information provided varied  
greatly, including:

Referrals to Attorneys and DVSPS • Capacity Building  
• Child/Teen related • Collaborative Work • College  
University Related • Complaints • Disability  
Related • Evaluation • Faith Community • Funding  
Development • Healthcare • Homicides • Housing  
• Immigrant Related • Language Line • Legal •  
Legislative/Policy • LGBT Related • Membership •  
Military • Prevention • Resources • Training

# TRAINING



Each year, NCCADV offers a calendar of statewide training events to help build the skills and information available for domestic violence advocates and allied professionals.

The 2018 training calendar was designed primarily based on NCCADV member needs identified through surveys, technical assistance calls, and direct requests. Training events were distributed throughout the state in an effort to best meet the identified needs based on geographic location. Best practices in the field and current trends were also taken into consideration in planning trainings.

Trainings on the following topics were offered. New trainings are denoted with an \*:

- Domestic Violence & Children
- Teen Dating Violence
- Domestic Violence Basics
- Responding to Stalking, 'Revenge Porn' & Other Technology-Facilitated Crimes
- Serving Survivors with Mental Health and/or Substance Use Disorders\*
- Economic Justice\*
- Trauma-Informed Shelter Management\*
- Court Advocacy: How to Avoid the Unauthorized Practice of Law\*

In addition to these trainings, NCCADV also provided a number of multi-day training institutes. These include the Advocates' Institute (AI), the Legal Advocates' Institute (LAI), the Latinx Advocates' Institute, and the Executive Director Leadership Institute (EDLI).

The AI is a five day training event that offers certification. Intended for new advocates and those that need a refresher, the AI is designed to build skills and competencies around the dynamics of domestic violence and best practices in serving survivors of all ages and identities. The LAI is a four-day advanced program that covers topics designed to assist advocates in 1) recognizing the legal needs and rights of their clients and 2) helping their clients to navigate the complex legal system. Through the LAI participants are able to receive certification. The Latinx Advocates' Institute offered its third annual training series for Latinx and bilingual advocates on best practices to serving Latinx and immigrant survivors of domestic violence. This year, we offered the training in English one day and Spanish the second day in an effort to reach the most advocates possible with the critical information.

The EDLI is a two-day training designed by and for Executive Directors and other managers. The overall purpose of the EDLI is to:

- Convey best practices in organizational leadership
- Heighten awareness of successful leadership trends and concepts
- Enhance the network of EDs across the state
- Motivate EDs in their role as leaders
- The 2018 EDLI offered two tracks for participants. One on managing staff and one on managing Board of Directors. There was also a component of creating an organizational culture of self-care.

NCCADV's 2018 biennial conference was very successful. With a theme of "Moving Forward: Redefining Justice in the Domestic Violence Movement" we offered three day-long institutes focused on different forms of justice: racial justice, economic justice, and gender justice. Keynotes and breakout sessions also centered around this theme and included presentations on the following:

- Redefining housing justice
- Redefining IPV for Trans, Queer, and HIV-Affected Communities
- Addressing DV in the Arab and Muslim Community
- Developing Cultural Humility to Facilitate Change
- Centering Youth Voice in Community Based Violence Prevention Efforts
- Empowering Las Latinas through Art
- Moving from Abuse and Trauma to Healing in the Era of Criminalizing Trauma



# TRAININGS



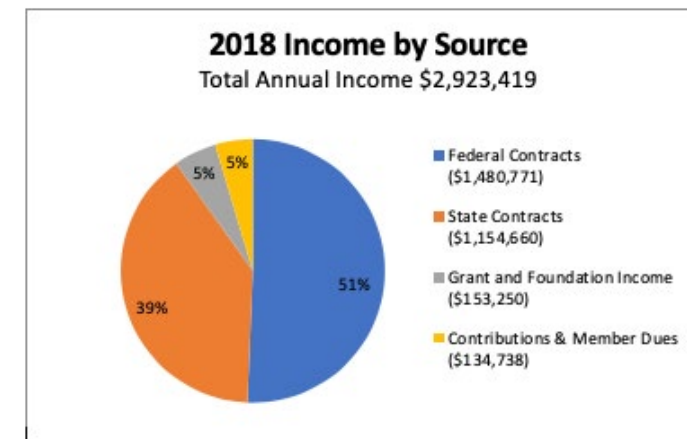
## TRAINING 2018 WRAP UP

A total of **21,522** training hours were conducted by NCCADV. **3,783** people attended trainings and **103** trainings were hosted and facilitated by NCCADV.

### THE TRAININGS CONDUCTED INCLUDED:

- Advocate's Institute
- Children & DV
- Children's Trauma Screening
- Confidentiality
- DV & Homicide
- DV Basics
- DV Basics for Law Enforcement
- DV for Community Partners
- Economic Justice
- Executive Director Leadership Institute
- Healthcare
- Healthy Relationships Among Teens (Latinx)
- Indigenous Survivors
- Latinx
- Law Enforcement Specific
- Legal
- Legal Advocate's Institute
- LGBTQ
- Mental Health
- Supporting Survivors
- Technology Abuse
- Teen Dating Violence
- Unauthorized Practice of Law
- The NCCADV Conference
- The WAVE Summit

# FINANCES



Our income and expenses were both less in 2018 than 2017. We received \$37,000 less in grant funding in 2018 over 2017, and our federal contracts came in over \$700,000 less than the previous year. Much of the adjustments in expenses came from reducing awards to DVSP and Partner Agencies, though we were able to cut costs in contractor/consulting fees as well as program and operating expenses as well.

