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Editor’s Note: This is part I of a 3-part article by Ellen Pence. In addition to “The Early Years of Institutional Advocacy”, there are two other sections. If you would like a copy of the full article, which would include “Intervention and CCR Projects—the 1980’s” and “Advocacy in the New Millenium: Reclaiming Our Roots,” contact Jen Rubin at (608) 255-0539. (Excerpted from Chapter 17 of “Sourcebook on Violence Against Women”, pp. 329-343, copyright © 2001. Reprinted with permission of Sage Publications, Inc., www.Sagepub.com)
Women are being charged with child neglect for failing to stop their batterers from using force against them. New laws require shelter advocates to report women for child neglect when they fail to stop their batterers’ use of violence and are unable to leave them. At the same time, judges grant unsupervised visitation to men who have brutally assaulted their children’s mothers, but judges themselves are not charged with failure to protect children. More and more women are being aggressively prosecuted for crimes committed on behalf of drug dealers who regularly beat them. Immigration policies are changing - for example, the 1985 marriage fraud act and H1 work permit rules - and making foreign-born women more vulnerable to their partners’ violence (Dasgupta, 1998). Finally, shelters once open to all battered women are increasingly screening out “inappropriate” women from their life-saving resources. These are not problems that cannot be overcome or transformed, but doing so requires a critical examination of our present course, a more sophisticated understanding of how institutions - such as the legal system - continuously reproduce relationships of domination between men and women, and a commitment to finding new ways to stand in solidarity with women.

I was asked to write this chapter because I have been around since the earliest days of our collective work. I have been a part of the Duluth Domestic Abuse Intervention Project, the most often cited example of an effective, locally organized, criminal justice reform effort. I have also had the opportunity to visit similar projects in the United States and abroad to learn about their successes and frustrations in using the legal system to protect women from continued abuse. These experiences give me an insight into our history that can be important for those who are working to move our collective efforts forward. Still, I am limited in my experience, both personally and politically. A chapter such as this should be written by a group of advocates from different states, representing different communities. As I describe the history of advocacy, I will use terms such as we, us, and our as if there were a universal “we,” but there never was. I use these terms to represent the social movement of the 1970s and 1980s, in which women worked toward common goals, even while holding different views on how to reach those goals.

The Early Years of Institutional Advocacy —The 1970s

The women who organized the first shelters for battered women described themselves as advocates. The term *advocate* means mouthpiece; it connotes one who speaks for or takes up the cause of another. The *others* in this context were women who were being beaten by their husbands, lovers, or partners. The notion of speaking out was a core theme of the women’s movement, the same movement in which local women’s groups opened shelters and articulated a message to a community that was alternately half-hostile and half-listening. However, we did not use the term *advocate* to distinguish between those who were beaten and those who fought for new institutional responses to battered women, particularly because many advocates themselves had experienced violence in their lives. As advocates, we intended to stand in solidarity with shelter residents. Working at a shelter did not so much require a college degree as a willingness to speak out in often hostile institutional environments. We hoped that battered women differentiated the role of advocates from the role of social workers or other professionals who managed their situations as cases. By the 1970s, social workers had long left their radical roots and were fully entrenched in the institutional processes of regulating and managing the lives of poor people and, in particular, the lives of poor women. As advocates, we claimed the role of articulating the needs of women to the system, not the reverse.

Social movements are characterized by the changes they demand in their formative years. The women’s movement in the United States was preceded by over a decade of progressive organizing by black civil rights activists to strike down the Jim Crow laws, organizing by migrant farm workers to get decent wages and health protection, organizing by welfare recipients to get rid of patronizing vendor payments and secure a guaranteed annual income, organizing by Native American activists to assert tribal rights as sovereign nations, and organizing by antiwar protesters to end the draft and the Vietnam war. Many early women’s advocates had worked in or were heavily influenced by these struggles.

As women filled shelters to the rafters, they told their stories. Women were devastated by the personal betrayal of their abusers but perhaps equally harmed by the seemingly endless ways that police officers, clergy, welfare workers, judges, family members, landlords, attorneys, and therapists found to blame them for their partners’ violence. Advocates heard the same stories in every state. Of course, every story had its parochial twist, but the overarching theme of community collusion with batterers was starkly visible. Like activists in all of the progressive social movements of the 1960s, we sought a
paradigm shift. We wanted practitioners in agencies that battered women needed for protection to refrain from finding fault with the victims and instead to understand and eliminate the social facilitators of this violence. We wanted to train the eye of scrutiny away from a woman’s so-called “healthy” response to being beaten, on to both the abuser and the institutional practices that failed to help women.

Our demands as a social movement emerged from what women needed: They needed to be safe. Women needed exceptions to the legal aid rule that determined eligibility through the family’s income level. Women needed new welfare intake rules that recognized their need to hide from the father of their children. Women needed police to keep records of repeated calls to their homes. To control the use of violence against them and their children, women needed a revision of most of the social service system’s rules. In a sense, we were breaking new ground. We were using legal strategies inspired by Thurgood Marshall and other civil rights activists, but at the same time, we were trying to alter the case management practices of the court and human service systems. This dual role of outside agitator and inside reformer characterized our early years of advocacy.

When we listened to a woman’s experience of being beaten and then turned with her to the legal system for help that was not forthcoming, her anger became ours. Although this empathy with women was seen as unprofessional, in those days being called unprofessional was not an insult; we had no desire to be professionals. In fact, many of us were glad someone noticed the difference. We were also labeled man-haters, a name that struck a more divisive cord among us. For some, it was not much of an insult, although it seemed unfair that our indignation over men beating women was interpreted as our problem with men rather than men’s problem with women. Nevertheless, some women felt that the accusation questioned their loyalty to their sons, fathers, and husbands. Our critics often coupled these accusations with claims that we were all lesbians, unable to get a man, biased because we had been in bad marriages, or alarmists because we had not yet healed from our personal traumas. The fist of what made us biased - and, by default, made the practitioners objective - seemed endless, and it was a powerful tool of resistance to our efforts. The accusations eventually fueled divisions in advocacy organizations and added to the complex set of circumstances in which many activists stepped back and stopped critiquing institutional collusion with batterers. Still, although the seeds of division were already being sewn, so, too, were the fundamental principles of good advocacy. The notion of basing our critique on the experiences of real women was fully entrenched by the late 1970s. Our strength at the state legislatures, with the media, and in efforts to counter bogus research lay in our connection to what was happening to women and our willingness to speak out.

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**Some of the Ways Shelter Programs (and other helping systems) Re-victimize Battered Women**

- We don't believe her.
- We don't recognize her strengths.
- We fail to realize her manipulative tendencies are survival skills.
- We question why she has stayed in the relationship or returns to it.
- We question her inconsistency and react to her not following through with goals. We fault her parenting. We “evaluate” her.
- We only like “good victims” and enlightened victims.
- We hold cultural biases: we are sexist, racist, and homophobic. We take control.
- We uphold unrealistic expectations. We patronize her.
- We don't allow her much or any privacy.
- We question her need for shelter protection when she makes contact with her partner.
- We buy into such labeling as: co-dependent, enabler, addicted to love, etc. - “the woman as defective” theory.
- We blame her for failing to protect her children.
- We assume that leaving an abusive partner will set her free without recognizing the social abuse and stigma that low-income, single women, and women-headed families face. We fail to recognize her religious beliefs about marriage and family.
- We fail to validate and/or understand her positive, even loving feelings towards her partner. We fail to advise her about realistic outcomes of counseling for her partner. We fail to create bridges in the community.

-Author Unknown

(Continued on page 4)
Some workers in the movement identified themselves as feminists, but feminists hardly constituted the majority of volunteer and paid staff. It was a personal commitment rather than a political ideology that inspired large numbers of women to start and maintain local shelters. Many workers in the movement had themselves escaped violent partners or were still living in or attempting to leave violent relationships. Others were daughters, sisters, or mothers of women who had been or were being beaten. Middle-class, working-class, and poor women all joined the working committees and carried out the work of the newly organized shelters. The presence of so many women who had used these systems enriched our movement. Whereas many white middle- and working-class feminists offered a political analysis important to our work, those same women tended to be somewhat naïve about how the state regulated the private lives of women. The term feminist was used mostly by white women who offered an important gender analysis to our work. Progressive African, Native, Asian, and Latin American women in the movement were less likely to use the term feminist. Nevertheless, women of color brought a deeply historical and far less naïve understanding of relationships of domination and exploitation - and, correspondingly, of the pitfalls we would face in using institutions of social control to benefit women.

Progressives in the movement offered a crucial analysis of the violence we all abhorred, but because they did not make up the majority of workers, they did not control the movement’s politics. This broad spectrum of movement workers was not unanimous on how to talk about families, marriage, and women’s roles within those institutions. We did, however, agree that - contrary to what was portrayed in Hollywood and women’s magazines, in romance novels and from the pulpit - women were not safe within the family setting. We agreed that community agencies responsible for controlling criminal and antisocial behavior made the wide-spread abuse of women possible, and even worse when they engaged in practices that either ignored violence or treated it as a symptom of defective relationships. Practices that assumed that violence was the result of a relationship gone sour were particularly problematic because of the resulting intervention activities that focused on changing women. These practices were not simply misguided or ineffective; they were often dangerous. We perceived safety as every woman’s right, as the goal of our work, and most important, as the responsibility of the community to ensure. Safety was to this social movement what liberation was to the larger women’s movement.

In response to the specific needs of women entering shelters, we developed legal avenues of protection in both civil and criminal courts. A number of activists argued that pursuing civil remedies to this violence undermined our long-term goal of getting the police and court systems to view domestic violence as a serious crime against women. However, some civil solutions, such as court restraining orders, held great promise for women who needed immediate state intervention with “teeth” that achieved the same level of relief afforded by a divorce without the long, drawn-out process. On the criminal side, we pushed for greater enforcement of criminal statutes, which had, for almost a century, been ignored when the offender was the husband or lover of the victim.

Start here — Seeking a Civil Remedy

In 1976, the Pennsylvania Coalition Against Domestic Violence became the first advocacy organization to approach its state legislature for a civil relief tailored specifically to the needs of battered women. Within 5 years of the coalition’s success, more than 30 other states had passed legislation allowing courts to grant immediate restraining orders; among other protections these orders could exclude an abusive party from the petitioner’s home. Few people working in courthouses and advocacy programs today are aware of the historical significance of this accomplishment. For more than 10 centuries, women in Western society futilely sought and went without state protection from the violence of brutal husbands. By the late 1970s, we had garnered the political strength and the social consciousness to undermine the husband's "king of the castle" privilege. Women could now tell their story in a courtroom and if a judge were convinced, by a preponderance of the evidence, that she was being physically or sexually abused, the judge could order the man to leave his home and have no contact with her until the court lifted the order. This achievement is on par with the victories of the first wave of feminists, who struggled for almost a century for the right to divorce, sue for custody of our children, use birth control, and vote.

The protection order replaced the old peace bond and divorce restraining order. It was more powerful - most states made...
the violation of a protection order a misdemeanor - and gave police the authority to arrest violators without requiring women to return to court. In average-size cities such as Minneapolis, Minnesota, literally thousands of women filed for this protection every year, and hundreds of men were arrested for not obeying the orders.

Criminal Intervention Strategies

Activists in the battered women’s movement were deeply conflicted over an agenda for criminal system reforms. Yet we did find common ground in the problems women faced as cumbersome and adversarial criminal court system slowly processed their abusers' cases. We knew it was not in the best interests of women to have laws that effectively required them to arrest their abusers, so we advocated for-and achieved-police authority to arrest in misdemeanor cases without witnessing the assault. We knew that taking part in hostile court actions against their abusers was dangerous for women, so we successfully argued for several evidentiary rule changes, as well as police documentation practices that gave prosecutors the ability to bring the victim's story into the courtroom without relying exclusively on her testimony.

Women wanted and needed many things from the justice system, including police protection, orders for their abusers to leave them alone or even leave the house, limits placed on their abusers' contact with them, financial help from him or the state, freedom to stay in their own homes safely, and a way to make abusers' contact with children safe for both the women and the children. Moreover, some women wanted the most hotly contested and controversial of wishes: someone to help him change.

Few women said they wanted their abusers punished, jailed, or put in prison. Most battered women saw imprisonment as a last resort, whereas advocates were more likely to pursue jail as an intervention goal. However, even many advocates recognized jails or prisons as hostile to women and felt that little was to be gained by sending men already fully engaged in anti-woman behaviors into an environment that would only reinforce their hatred of women. Many activists were reluctant to adopt a strategy that used imprisonment against men who were already overly criminalized in our society. Not surprisingly, Native American and African American women offered particularly strong arguments for alternative strategies.

As advocates, we had all seen or heard police officers, prosecutors, probation officers, social workers, or judges shake their heads sympathetically and say, “she's just not ready to testify,” “she's reluctant,” “she's still stuck in the honey-moon phase,” or “she's too dependent on him.” While we relentlessly educated professionals in training sessions and courthouse hallways about the personal struggles of battered women, we also tried to maintain the premise that the problem lies not in a woman's response to being beaten but in the community's response to the beating. Adhering to the notion that women's experiences should form the foundation of our agenda, we asked a fundamental question. Why would a woman who is being punched by her husband take an adversarial action against him that (a) will take up to a year to resolve; (b) will likely result in her being cross-examined by a lawyer who will try to make 12 perfect strangers think that she is an evil, wicked, lying, wretched woman; (c) will focus exclusively on the violence in this one incident and rule as irrelevant the countless blows, insults, threats, and disloyalties she has endured over the years; (d) may result in him being sent to jail - but probably will not; (e) may result in him being sent to a batterers' group that he will hate and probably not finish; (f) may result in him being fined by the court - a fine he could coerce her into paying, and (g) will very likely not penalize him if he fails to follow through on any of the court orders that presumably protect her.

We pursued an agenda of criminalization, not because women in shelters were saying, “I want my partner prosecuted,” but because many activists believed that men would not stop battering women until the community thought of and treated doing so as a crime. We knew that no group of people who systematically dominated others quit doing so because of a spiritual or ethical revelation. Historically, excessive power - the freedom of dominators to act without consequence - has only been curbed by the oppressed who organize to take it away. Our strategy was inspired by the assumption that to make wife beating a crime would profoundly alter the premise of male dominance in marriage. Prosecuting an individual batterer does not necessarily protect the woman he is beating. In fact, sometimes, she becomes subjected to even more intimidation and abuse. Pursuing a criminal agenda meant using individual cases to make a social point. We tried to create some safeguards so that this agenda would not be used against women, but even from the beginning we faced an uphill battle. When
we criticized the almost universal problem of low conviction rates, some prosecutors - instead of improving investigations and police evidence gathering - responded by criminally charging women who refused to testify or who changed their testimony when subpoenaed to testify against their wishes. Today, many advocates have lost sight of this history, and they join other practitioners in viewing the primary barrier to holding offenders accountable as the failure of women to cooperate with prosecution efforts. Criminal consequences for individual men who batter - prosecution and convictions - have become goals of advocates, and many of us see battered women who do not share our enthusiasm for this presumed deterrence strategy as problematic. We label them as reluctant, in denial, recalcitrant, recanters. Note that using the legal system to right a historic wrong is rarely free of risk to those whom the reformed laws are intended to protect.

Eventually, efforts to enhance the state’s control over offenders translated into laws that expanded police powers of arrest, strengthened a prosecutor’s ability to present evidence, and allowed jailers to hold suspects longer. This type of reform is typically supported by the political right, not people of color, progressives, and/or feminists. We pursued every reform effort only cautiously; as I mentioned earlier, each gain has itself been used against some battered women in ways we tried, but were unable, to avoid.

Training and Conversion Efforts

In the late 1970s and early 1980s, on the heels of new legislation, we had the notion that if we trained practitioners to understand the new laws, things would change. We put together training packages - for police officers, social workers, therapists, doctors, judges, and anybody who would let us into their training rooms. I still remember every detail of the first training I did at a police station. In 1977, we had successfully lobbied the Minnesota legislature to pass a law saying that if, during their investigation, police officers reasonably established that one adult household member had assaulted another, the officers could arrest and charge the suspect without the victim initiating the legal action. However, 6 months after its passage, advocates from every shelter in the state were reporting that the new law was rarely used. Police were still asking women at the scene of the assault if they wanted to arrest and prosecute their abusers. Women, of course, continued to say, “No, just get him out of the house.”

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It was common in those days for us to train in a group. Usually, one woman went as the expert and gave a speech full of statistics and the feminist analysis of battering. Then, three or four other women - the “victim’s panel” - talked about their personal experiences of being abused. The expert speaker got dressed up and carried a briefcase. If she had been battered, she would not necessarily talk about it. The other women dressed innocently - no low-cut blouses or tight pants. We all tried to look very heterosexual, because police and others in the system had branded us as man-hating lesbian radical feminists who had been turned off men by some bad experience with a guy. We even stooped to coaxing pregnant shelter workers into accompanying us on these training sessions to improve our image.

On this occasion, in August 1978, I got dressed up as the expert. Three former residents of the Duluth shelter, all of whom had called the police within the past year, dressed innocently. We went off to the police department for 2-hour training, having spent the early part of the day drinking coffee in the shelter lounge and talking with four or five of the current residents, discussing exactly what the police needed to hear. We planned for me to talk for about 20 minutes on the new arrest law and the “dynamics” of battering. Specifically, I was to say that women who lived with men who battered were not sick, crazy, masochistic, or products of bad families but were being controlled by violence and constrained by the inadequate backing of police and the courts. Then, each woman was to talk for about 15 minutes about the kinds of violence her husband used against her and the impact that the police response had on her and her husband. Then, we would open it up for questions.

The speech would open their minds, the panel their hearts. On leaving, we would know that, through our efforts, the police had seen the light and the state - instead of women - would start to take responsibility for arresting men who battered. We were all nervous but determined to do our task well. When we arrived at the police station, the desk sergeant directed us to a basement training room and said “Good luck” as we turned to the staircase. I remember thinking, “How nice.” Downstairs, the training officer introduced us as “the girls from the shelter” to 25 or so uniformed officers, and we began.

I started by answering the question police always ask: Why do women stay? About 5 minutes into this first speech, an of-
ficer named Tommy Cich - a name etched into my memory - raised his hand and said, “I’ll tell you why these women get hit - they let their alligator mouths outrun their hummingbird brains.” I was a bit shocked, but I said, “Thank you, Officer Cich, for that analysis. Mine was slightly different,” and I went back to my planned remarks. Then, another officer raised his hand; I ignored him, but he spoke anyway. “You know, there is something about a battered woman that just makes you want to hit her.” For the second time in as many minutes, the room filled with laughter, and I found myself at a complete loss for words. I finally blurted out in a high-pitched tone, “Well, let’s take a short break here, and you boys can all go get yourselves a cup of coffee!” I motioned to the victim panel, which looked as stunned as I felt, and we slipped off to the women’s toilet. The Duluth Police Department in 1977 did not boast a large women’s restroom with several stalls. Instead, the women’s restroom was a converted closet with a stool in the middle and a tiny sink off to the side. Nevertheless, we hovered around the toilet and said, “Now what?” I remember one woman asking, “Why do they hate us so much?” None of us attempted an answer. None of us knew what to do, nor did we want to try anything. So, we walked out the back door, dove back to the shelter, called the desk sergeant, who no longer seemed so nice, and told him we had left.

Advocates from shelters across the state spent the next few years subjecting themselves to these types of training experiences. We quickly learned how to make witty comebacks to officers who acted like they had been recruited from caves. We occasionally converted an officer or two to be sympathetic to the plight of beaten women. Almost every shelter found a couple of allies in its local police department: someone they could go to with complaints. In some cities, police chiefs agreed to ongoing training programs for officers. Several departments ordered their dispatchers to make calls from the shelter a top priority for sending a squad car. In city after city, police became active participants in the increasing number of task forces and commissions addressing the problem. Nevertheless, none of these accomplishments seemed to substantially alter the way that police responded to calls. In fact, many of us felt that our newly formed cooperative relationships were drawing us into the police way of thinking more than we were persuading them to ours.

Eventually, we recognized the futility of these educational efforts. We began to understand that patriarchy is not simply a mind-set or just a function of attitudes - patriarchy is a practice. We needed to change it at the level of practice. This realization led to the development of criminal justice reform projects in cities across the United States and Canada. These projects were marked by the attention their organizers paid to drafting and lobbying for the enactment of procedures and policies that defined what practitioners could and could not do when responding to cases involving women abuse.
Shelter Rules: Who Needs Them?

By Linda A. Osmundson, Director, Center Against Spouse Abuse, St. Petersburg, FL

A shelter worker is beaten and raped by an abuser whose wife is in the shelter, reports the New York Times. The worker is employed in a battered women’s shelter with a public address, the article continues. Then follows a discussion of the debate over whether shelter location should have been confidential.

The implication is that if their shelter rules had required a confidential location, the rape would have been prevented. Maybe. Maybe not. I happen to think that abusers, intent on horrible violence, will find a confidential shelter nearly as easily as a public shelter with only a little additional persistence. We can only speculate.

The majority of shelters still maintain a confidential location. They have elaborate rules and procedures to preserve their secret. The workers and the women residents believe secrecy rules improve safety for battered women and their children. More recently, a few shelter providers have boldly published their address, believing that a very public address improves security.

Are either of these methods of operating wrong? Not necessarily. Local realities, local herstory, funding, physical location, state laws, county and city ordinances, philosophy, mission and a host of additional factors govern this decision.

Most important, all rules should ensure safety. All rules need to be respectful of the women and children they are supposed to protect. Rules should make it possible for women and children to live comfortably and safely in shelters. If a rule exists only for the convenience of the staff, it needs to be reexamined.

If a rule exists solely to reinforce the power and control of the staff, it should be reexamined. It is a painful struggle to evaluate our own power and control issues, implicit in our efforts to support women in making their own best choices. But this is the hard work of the battered women's movement. Our work is life-changing and the first lives the work changes are our own. Detecting the control factors in our own shelter, advocacy and service systems may mean challenging cherished beliefs and practices.

Everyone appreciates a clean, orderly home. But do we put frightened women and children out of our shelters for failure to meet our standards of cleanliness? Have we become the neatness police? Or a mock paramilitary organization bouncing a quarter off a tightly made bed? Often the inability to maintain order is the objectification of the terror and chaos a batterer has inflicted on a woman or child. Preserving order may also have a lot to do with the physical design of our shelter and how many closets and drawers each family is allocated in crowded shelters. The design of the shelter may make it impossible to be tidy. As long as we do not endanger the health, a perfectly tidy shelter may not be an important goal. We have reduced the staff embarrassment problem by telling our funders and occasional visitors that they can only tour the communal living space but not the bedrooms with closed doors.

Rules for control of medications are critical. For many years our staff locked up all medications in our file cabinets, requiring the women to request and sign for their own medications. We rationalized that we were protecting residents from themselves. But, when we boiled the issue down, our real responsibility was to protect small children from accidentally getting into someone's medications. We installed lockers for each adult woman and we issue locks when women enter the shelter. It is now the responsibility of the residents to lock their own medications in their individual lockers to protect the children. We have closed our "pharmacy" and have stopped "protecting" (controlling) the women. We simply remind the women to keep medications and other valuables in their locker. An added benefit of lockers was near elimination of problems or accusations of theft because the residents are able to lock away money, food stamps and important papers.

A few years ago in our shelter the telephone is a point of control. All calls to the women were answered (and screened) by staff. This was another rationalization that we were protecting women from themselves. We
thought we needed to know who was calling. We thought we could keep women from talking to the abuser. Staff had difficulty giving up control when we decided to install a house phone with its own (unlisted) phone number. Women may give the phone number to their family or prospective employer or whomever they choose. Since women answered like a personal phone, residents did not need to disclose that they were residing in the shelter. A bonus for staff was reducing the time it took to answer calls and locate residents. The residents do that for themselves.

One shelter only allows food to be served for one hour in the morning, one hour at noon and one hour in the evening. Women with different work schedules and children with different school schedules simply go hungry or find food outside of the shelter or hide food in their rooms.

Some shelters have a rule that women must have called the police or applied for an injunction before they can be admitted to the shelter. This type of rule may disproportionately exclude women who have had bad experiences with law enforcement or the justice system such as lesbians, women of color and poor women.

There are shelters who use a merit and demerit system or some other sort of behavior modification technique. These systems seem to me to treat battered women like school children or military forces, instead of empowered adult women. Some years ago our state debated this practice at a meeting. Interestingly, nearly all women who identified as formerly battered women adamantly opposed a merit/demerit system.

Does your shelter have a mandatory attendance requirement at support groups, classes and other programs designed to help shelter residents? I know we think women need these opportunities, but what are the consequences for failure to attend? Should we actually put women and children out of our shelters for this disobedience to our rules? We struggle with the mandatory attendance requirements at our program. We all agree that we do not want any woman put out of the shelter for failure to attend. But we really, really think our groups are helpful. We realize that instead of rules, we actually mean guidelines. There are only a couple rules that when-violated would force someone out of our shelter. Right now we have compromised on asking new residents to attend one support group and try it out. If she hates them she doesn't need to attend again.

Is there a curfew at your shelter? Why? We have a curfew because our shelter is dormitory style with more than one family in a room. It was very disruptive for children to be awakened when another mother and children noisily arrived very late. The public transportation stops fairly early in our city and we do not ordinarily have the staff to pick up women who miss a late bus. Of course, we still pick up stranded women and children who miss the bus but it is less frequent now. However, I have visited a shelter which has a Realtor’s’ combination lock-box on the front door. Residents may come in at any time. To preserve security, the combination is changed frequently.

What are your shelter’s rules about confidentiality? It took us several years to decide that we would no longer pretend. We still do not advertise, photograph or publish our location. We have been in the same downtown urban neighborhood for about ten years and have probably sheltered at least 6000 women and children. The shelter has survived several major renovation projects using public money, so at least 50 construction workers know our location. Every taxi driver, several plumbers, refrigerator, copy machine, computer and other repair people know our location. Quite a few pizza delivery people know our address. Any number of funders and program monitors have been to the shelter. At least 1000 volunteers know the location of the shelter. We realized we were kidding only ourselves that the shelter location was a secret.

Worse, pretending the location was confidential was a tremendous hardship for the residents. How could she tell her 4 year old to lie about where she had lived for a month? She was supposed to walk at least 6 blocks to meet a ride from a friend or family when it was not necessarily safe for her to walk six blocks alone or with
Introduction

While cultural competency training and cross-cultural communication skills can minimize potential barriers between advocates and immigrant clients, it is often the case that battered immigrants feel most comfortable working with persons who share their language and/or culture. It is for this reason that shelters and domestic service providers are encouraged to include the recruitment of multicultural and multilingual staff members in their accessibility plan. It is not always financially possible for an agency to accommodate the specific language and cultural needs of every immigrant woman. Nonetheless, diversifying staff as vacancies become available and funds are raised for new positions informs the immigrant community that your agency is committed to providing culturally appropriate services. Furthermore, multilingual staff reduce the dependency of agencies on outside interpreters, bring important expertise with them that can strengthen training programs, enhance a program’s ability to meet the needs of battered immigrant women, and make excellent community educators in outreach programs.

This chapter will discuss how to recruit culturally diverse staff, retain these newly-hired staff members, and develop volunteer and intern programs to attract current and future multilingual/multicultural staff. It will address strategies geared toward agencies in communities with significant populations of immigrants and in communities where immigrants represent a smaller proportion of the population.

Recruiting Diverse Staff Members

The process of successfully recruiting and hiring multilingual/multicultural staff can be daunting if never previously attempted by a shelter or domestic violence service provider. The first key to recruitment is to advertise strategically, in addition to running job announcements in the classified sections of local newspapers:

- Develop a list of ethnic language minority newspapers, newsletters, and magazines read by members of the local immigrant community.
- Print ads in these publications in English and other languages spoken in your area that clearly state that your agency seeks applicants with language capabilities.
- Post multilingual advertisements at churches, stores, and community centers.
- Send announcements to local nonprofit agencies that serve the immigrant community. Notify community leaders that you are expanding your services to the immigrant community and are seeking applicants with language and cultural expertise. Ask these service providers and leaders to assist with the preparation and translation of job announcements.
- Mail advertisements to local women’s and cultural associations.
- Notify the social work, international/regional studies, women's studies, foreign language departments, and minority student associations at local colleges and universities of job opportunities with your agency.
- Advertise with professional minority associations.
- Increase your program’s hiring time frame so that an applicant pool is created that contains a significant number of candidates from diverse backgrounds.

If the immigrant community in your area is small and resources for advertising are less available:

- Post announcements at more mainstream social service agencies. For example, if your shelter is near a military base where immigrant women live, advertise at the Family Support Centers located on the base.
- Look beyond the borders of your county and direct your efforts to cities with a larger pool of qualified multilingual applicants. Contact the state domestic violence coalition in your area to connect with other domestic violence programs so that they can post announcements in their communities.
- Contact state immigration coalitions as well to tap into neighboring immigrant communities and develop a mailing list for reaching community leaders, journalists, and service providers across the state.
- Send job announcements to the social work, foreign

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language, women's studies, and international/regional studies departments in larger state universities where the diversity of students may be greater.

- Post ads in larger national newspapers and magazines in numerous languages.
- Contact organizations working on domestic violence issues nationally that do mailings or have newsletters that could advertise the availability of your position to persons who might be willing to move to your community and work for your program.
- Expand the hiring time frame even further to accommodate the longer time schedule that is involved in statewide or national candidate searches.

Finally, programs working in communities with larger immigrant populations should also consider advertising job openings through national and statewide domestic violence and immigrant rights organizations, networks, and newsletters. Volunteers working at similar organizations in other states may wish to apply for your job openings.

Hiring and Retaining Multilingual/Multicultural Employees

Once your recruiting strategy is in place, it is important to consider how you will choose qualified and diverse candidates from the applicant pool. During the interview process, it is important to:

- Scrutinize candidates for qualifications and skills (including relevant life experiences, language ability, and flexibility, not only college degrees).
- Find out how the candidate deals with situations of stress or conflict.
- Explore the candidate's employment history for possible problems.
- Look at the demands and the work philosophies of the candidate's previous places of employment and assess how compatible they are with those of your organization.
- Conduct a panel interview that includes diverse employees who have much experience working for your organization.
- Identify any special adjustment or training needs of the candidate and determine whether they can be met by your organization.
- Inform the candidate of your agency's philosophy, mission, and record so that the candidate may learn if his/her own work style and expectations are compatible.

Once qualified candidates have been identified and hired, a strategy for retaining these staff members and introducing them to the agency needs to be developed. For shelters and programs that may have previously been homogeneous, the presence of new multilingual and multicultural personnel can be an adjustment. The following suggestions are intended to ease this adjustment while creating a welcoming work environment for new staff.

When the New Employee Starts Work:

- Introduce him/her to all the staff.
- Inform him/her about the procedures of the agency.
- Treat the employee with respect and make him/her feel at home.
- Validate his/her concerns, questions, and opinions.

Something Good is Happening...

at ASHA Family Services in Wauwatosa. As part of their program, they are offering domestic violence advocacy services to women incarcerated at the Taycheeda Correctional Facility. LaVealea, the Women's Support Specialist at ASHA, introduces ASHA and its services to women while they are still inside the prison. She uses groups and one to one sessions to help women plan for release, and talk about their D.V. issues.

When a woman with whom she has been working is released, LaVealea provides transportation for them from the prison to see their parole officer, and to get necessary items such as winter coats from other local agencies. ASHA also provides support services to these women to help get back on track. They assist with employment issues, arranging housing, and applying for state and county assistance, such as food stamps.

For many women, the parenting and anger management classes help them get custody of their children back. They also have repeated involvement in support groups, which can be a positive experience for parolees. It helps relieve that feeling of being alone, with no one to turn to.

ASHA Family Services offers some other positive programming for hard to reach victims, such as outreach through mental health and AODA programs. They also run a batterers treatment program, support and educational groups, and a program to assist children with anger problems and the process of grieving.

ASHA Family Services can be reached at (414) 875-1511
Schedule weekly or monthly meetings to discuss any issues or problems that surface.

- Provide a clear job description that lists the employee's duties and obligations to the agency.

Generally, multilingual and multicultural staff are expected to act as translators for clients and educate fellow staff members on cultural issues pertinent to the client population. These activities must be explicitly included in the employee's job description and must not be considered additional responsibilities that the employee is to carry out in addition to other work responsibilities. Multilingual/multicultural employees' work performance must be measured by taking into account their translating and training responsibilities.

This prevents managers from losing sight of these duties and penalizing multilingual staff because they are perceived to be accomplishing less work than other staff. In actuality, they are enhancing the work of all staff and these activities need to be recognized and valued. In fact, additional remuneration for translation and education services should be considered. Furthermore, employees should not be expected to remain in the position where they started because their translation services are utilized there. The agency must be willing to replace multilingual staff who leave or are promoted with new multilingual/multicultural employees.

Agency-wide policies should be created so that all existing staff and multicultural hires:

- Receive training on cultural issues, domestic violence, immigration law, and public benefits that are relevant to helping battered immigrant women.
- Support the program's commitment to provide culturally sensitive services and understand their individual roles in this process.
- Learn and practice culturally appropriate communication techniques (including language classes if possible).
- Know that they can ask questions, offer suggestions, and have access to information about cultural diversity if needed.
- Are fully integrated into the agency's workforce, and have the same chances for advancement.
- Are willing to listen and be flexible in order to foster an atmosphere of understanding and cooperation.
- Have a voice in the agency's decision-making processes.

Finally, as social service agencies often work under tight financial constraints, rewards and incentives can be a powerful tool in retaining employees who may seek opportunities elsewhere. To promote morale, emphasize any non-financial benefits that the staff receive and remind them of the value that their work contributes to the agency and to society. Offer social activities and staff retreats that enable employees to interact in a relaxed setting. Opportunities such as these allow employees to become better acquainted, develop camaraderie, and break down stereotypes and other preconceived notions that they may have about each other.

Creating Internship and Volunteer Programs

Another effective strategy for diversifying agency staff is to develop internship and volunteer programs targeted toward multilingual and multicultural students, immigrant domestic violence survivors, and community members. This strategy works especially well for shelters or agencies that may not have the funding to create new staff positions. Interns will often work for free or for a small stipend if they are compensated through credit for their work from their universities. Furthermore, former interns make excellent future hires due to their training and experience. You can significantly reduce the time you will need to devote to hiring multilingual and multicultural staff if you have a core group of interns with whom you have remained in contact and from which you can recruit future staff members.

You will often find that students, inspired by their service with your organization, will continue working with battered immigrants through other agencies across the country. Forming networks with agencies where your previous interns now work is an excellent strategy for strengthening services, outreach programs, and the recruitment of new multilingual/multicultural staff. To recruit interns:

- Contact the internship or career development offices of the universities, law schools, colleges, and community colleges in your area (or across the state) and inform them of your plans. Consult with them on the demographics of their student populations to see if there is an available pool of multilingual/multicultural students. Ask for their expertise on how to advertise your program on campus and meet the requirements for college credit.
- Contact relevant academic departments directly as well. These could include women's studies, ethnic studies, international studies, foreign language, and social work programs.
- Advertise internships and volunteer opportunities with foreign student offices and housing programs, minority student associations, language clubs, women's groups, and public interest associations at local law schools and...
In Memory of Jimmy Pease

We are very saddened by the loss of Jimmy Pease to the Wisconsin domestic violence community. Anyone who spent even the shortest period of time with Jimmy would be left with a strong sense of his commitment to battered women, their children and tribal efforts to eradicate violence against women. They also would carry with them a feeling of kindness that came from, as Arline Hillestad recently said, "Jimmy's special brand of humility".

Jimmy began working with the St. Croix tribe in the early 1990’s. Jimmy was active in the development of the revised Wisconsin Male Batterers Treatment Standards. He was a strong advocate for the development of the WI Batterers Treatment Provider Association, one of its founding members and an active participant. Jimmy was elected to the board of directors of the Wisconsin Coalition Against Domestic Violence in 2002. He was an active, interested member who took his role seriously. He understood the value of dialogue and practiced patience.

The board and staff of WCADV thank his family and colleagues for sharing him with the statewide effort to end violence against women and their children. He made a difference in this world. In some ways, his tragic death has provided us with yet another gift: the time to reflect and to be reminded of what is important and what does make a difference in this time of tremendous turmoil. Jimmy will be greatly missed and never forgotten.

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universities.

- Develop fliers in several languages to attract the attention of multilingual students and have these posted at the schools.

There are also several databases on the Internet that list internship opportunities and this may be particularly helpful for shelters in more rural areas. You may wish to develop your own web site or consult with your local university's internship placement office to learn how to tap into national databases and web pages.

To recruit community volunteers, utilize the same strategy that would be followed for recruiting staff. Recognize that a strong volunteer program depends on the commitment of the community to domestic violence and the rights of immigrant women. This may need to be cultivated during your outreach efforts. To create a pool of volunteers, advertise and hold community education forums at places of worship, community centers, social service fairs, the United Way, agencies, and hospitals. Contact national Volunteer programs such as Americorps, Vista, or private faith-based programs (such as the Jesuit Volunteer Corps or the Lutheran Volunteer Corps) to learn more about opportunities to recruit these volunteers for your agency. This is especially effective for programs in rural areas with limited resources. Even if you only seek volunteer interpreters, make sure that these volunteers are interested in receiving training on domestic violence issues, This will ensure that volunteers are sensitive to the needs of victims while providing support in the victim’s native language. While these volunteers may not be professionally trained to provide interpreter services for legal proceedings, they can assist your program by being able to translate information in client interviews and client interactions during day-to-day activities.

To keep volunteer retention and morale high, recognize them for their unpaid efforts. Hold social events for the volunteers and plan an annual recognition dinner. Local businesses may also be willing to offer nonprofit agencies gift certificates to give to volunteers in exchange for publicity. As your volunteer and internship programs grow, you may consider hiring a volunteer coordinator to plan social events, handle recruitment, and keep volunteers and interns apprised of job openings.

Conclusion

Recruiting multicultural and multilingual staff, interns, and volunteers are challenging processes but the benefits of doing so are numerous. Diverse staff and volunteers offer important perspectives on the issue of domestic violence that strengthen, broaden, and legitimize your agency’s services. Moreover, they serve as an important link to the immigrant women in your city or region. Recruiting and hiring these staff members is a clear asset and an important step toward improving agency visibility and cultural accessibility.

Once you have begun to or are considering expanding your services to diverse populations in your community, consider joining the National Network on Behalf of Battered Immigrant Women. The Network can keep your agency informed of ongoing changes in the laws affecting battered immigrants. It can locate educational materials on issues affecting battered immigrant women and assist your agency with training programs. Finally, Network members are able to provide technical assistance for agency staff working with individual cases for battered immigrant women. Technical assistance is available on immigration, family law, welfare and social services, and health care accessibility issues.
ADDRESSING THE NEEDS OF OLDER VICTIMS OF DOMESTIC ABUSE

In the most recent Wisconsin Report on Elder Abuse (2001), almost 76.7% of alleged abusers were relatives of the victim (excluding self-neglect). As in prior years, these statistics reinforce study findings that have shown that a significant portion of elder abuse is family violence.

The Wisconsin Coalition Against Domestic Violence (WCADV), has been the national leader in identifying the needs of older victims of domestic abuse and working with these victims to develop appropriate services. Through the Wisconsin Aging and Disabilities Project of WCADV, the Program Specialist has provided training, consultation and technical assistance to domestic and sexual abuse programs, aging service providers and Adult Protective Service (APS) agencies. The National Clearinghouse on Abuse in Later Life (NCALL), a project of WCADV, was founded to provide these services nationwide.

With the leadership of WCADV and the state Bureau on Aging and Long-Term Care Resources, Wisconsin leads the nation in the number of programs that have been developed to meet the unique needs of older victims of family violence.

Domestic abuse programs have an obligation to provide services to all victims of abuse regardless of race, religion, ethnic background, sexual preference, or age.

Sometimes program eligibility guidelines or misapplication of their intent can lead to misidentifying a victim or turning a victim away from services. Program eligibility guidelines that strictly enforce requirements such as being able to do chores and provide self-care may not be realistic for an older victim of abuse. A requirement that the abuse be perpetrated by an intimate partner, excludes a victim that is being abused by an adult child or grandchild. Eligibility based on a need for safety may exclude an older person that is the victim of emotional abuse.

A few programs automatically refer any person over the age of 60 to local elder abuse services rather than asking questions to determine if she/he is a victim of domestic abuse. Programs may also give older victims the impression that they are not welcome by distributing materials only displaying younger victims, hiring younger staff and volunteers, and failing to do outreach and provide information about abuse in later life.

When APS, aging service providers of domestic abuse programs do not identify the dynamics of abuse, potential consequences include:

- Nothing is done to end the violence and abuse.

Something Good is Happening...

at the Safe Harbor program in Sheboygan. Kia Thao, coordinator of the children’s program, and Mary Fontanazza, executive director at Safe harbor, created a pilot program for children at Grant School, a local elementary school.

The program, which started last year and continues through this year teaches second through fifth graders age appropriate materials about issues such as family violence and bullying. The program runs in the classrooms for four weeks. Kia has also set up a support group facilitated by two staff members and two volunteers at the school. Curriculum for the pilot program was divided into four parts: 1) an introduction to domestic violence and Safe Harbor, 2) Feelings, 3) Dealing with Conflict, and 4) Safety Planning.

Other support groups for children and teens are also offered at Safe Harbor. Christine Franco, Children’s Program Advocate, staffs a support group at the shelter connecting victimized children and witnesses of domestic violence for help and support. Katie Yokley, part-time Children’s Program Advocate, facilitates a structured support group for children age five through twelve at a local church. There isn’t a group for children four and under, but childcare is provided.

The Safe Harbor program hopes to expand the curriculum and services into other area schools.

Program Staff can be reached at (920) 452-7640.

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Something Good is Happening...

at the Women’s Resource Center in Racine. The Hand-to-Hand Program, a neutral exchange program for child visitation exchanges, was started three years ago by Christine Folsom. The program offers a neutral place for a child to be transitioned between parents, without the need for parents to have direct contact. They also provide supervised visitation between a parent and a child, when that has been court-ordered.

The program was needed to lessen children’s exposure to conflict between the parents. Before this program, children were being exchanged in public places, sometimes by other relatives who could not always be unbiased, and children were sometimes being denied visitation by one parent. The philosophy of the Hand-to-Hand Program is to promote, develop, enhance and maintain relationships between a child and their absent parent, or parents that share physical placement.

All Hand-to-Hand services are provided free of charge. There is also an unlimited amount of time for parents to use the services as long as the rules of service are followed. Hand-in-Hand is in the process of expanding their services. They plan to include a resource room in the visitation and exchange center, focusing on child parent relationships. Inspirational reading, educational videos, computer usage, and other empowerment tools to promote healthy relationships between parents and children will be provided.

Hand-to-Hand can be reached at (262)633-3274

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- The potential victim is left without hope in a dangerous situation that could escalate.
- The victim may be further isolated.

Domestic abuse programs in Wisconsin that have been successful in creating and maintaining specific programming for older victims of abuse, have spent many hours collaborating with partner agencies in the community that provide services to the elderly. A coordinated response is critical to providing appropriate, successful interventions and safety to an older abuse victim.

When exploring the need for services in your community, gather data about prevalence, barriers, funding, existing services and recommended services by organizing an advisory committee, by interviewing older women and interviewing professionals. Contact national and state organizations to learn about existing model projects.

Other questions to consider include:
- Who is eligible for services?
- What services will be provided?
- Where will services be delivered?
- When will services be provided?
- Why – what is the purpose or focus of services?
- How long – will services be time limited?

These and many other questions have been explored by domestic abuse programs over the years. The answers differ from one community to another. NCALL and WCADV have recently completed a national survey of programs that specifically address the needs of older victims of abuse. This information is being compiled into a national directory that will be available in April 2003. For additional information and resources contact Deb Spangler, WCADV Aging and Disabilities Program Specialist at (608) 255-0539 or by e-mail at debs@wcadv.org.
The Battered/Formerly Battered Women’s Committee of WCADV

WCADV was organized as part of the grassroots movement to address violence against women in 1978 to be a resource to and coalition of domestic violence programs. To ensure that battered women were active and helped to direct the work of WCADV and domestic violence programs, a sub-committee of battered and formerly battered women was formed and funded by WCADV in the early 1980’s. While there has been an ebb and flow in membership over the years, the committee continued to be active and committed to keeping battered women involved.

During the year 2000, stronger emphasis was placed on increasing committee membership and reaching a diversity of battered and formerly battered women from all across the state. A committee flyer was developed and committee members have been present to hand it out at each WCADV training and rural networking meeting. Their goal was to provide information about the committee and to encourage those interested to become members. Committee membership continues to increase from 11 in 2000 to 42 presently.

With a solidly active membership, members of the committee then sat down to look at defining exactly what they believed their mission was as a group of battered and formerly battered women. From that a Committee Mission Statement was developed.

COMMITTEE MISSION STATEMENT

In support of, and in accordance with the Wisconsin Coalition Against Domestic Violence Mission Statement, the mission of the Battered/Formerly Battered Women’s Committee is to provide support and leadership to battered/formerly battered women; and to ensure that battered women have a strong and active voice in, and remain at the heart of, WCADV’s work to end violence against women.

Once the Mission Statement was in place, committee members wanted to be sure that their time and efforts were making a difference for battered women and their children. They decided to work together to define objectives and set goals to ensure that those objectives were met. In March of 2001, the committee held a Planning Meeting facilitated by Crystel Anders, an independent consultant with a DV background. The committee’s mission statement was reviewed, current work of the committee was discussed, and the balance of the day was devoted to identifying specific objectives to direct the committee’s work over the next several years.

The main objectives identified at that time were:

1. **Establish our credibility as a resource**
   In order to assure credibility, members felt they needed to 1) be well versed in all aspects of WCADV’s work, and 2) receive training in order to feel effective as presenters. WCADV staff members were individually invited to committee meetings to provide information/training relative to their areas of expertise. Through WCADV scholarships, members have attended various WCADV trainings. They were especially pleased to learn about the history of the movement from Ellen Pence at the Battered Women’s Advocacy training. Each year, some of the members have been involved in Training of Trainers and plan to develop a committee curriculum in 2003.

2. **Increase the visibility/awareness of the committee’s existence**
   Members, as well as WCADV staff, continue to hand out committee flyers at meetings and trainings. A sub-committee was formed to co-edit the 4th Quarter WCADV Educational Journal and provide articles relative to the needs of battered women as seen from their perspective. Members have volunteered to make themselves available to tell their stories as part of a Speaker’s Bureau to further DV education to the public.

3. **Establish a mentoring program**
Initially, we see mentoring as fostering a healthy committee environment in which to mentor and support one another – beyond crisis – to accomplishment - in our work on behalf of battered women and their children. Our efforts to reach out to battered/formerly battered women who are not currently members are a part of our mentoring initiative. Members mentor one another on individual issues.

4. **Identify opportunities for B/FBW’s voices to be heard**

Several committee members have volunteered to serve on other committees such as the Children and Youth Committee and Batterer’s Treatment Providers Committee where the voices of B/FBW are needed to further the work. The committee met with members of the Children and Youth committee to share their experiences and the experiences of their children while in shelter. A second co-meeting was held to discuss ways that women and children’s advocates could work together to provide the best possible services to both women and children.

5. **Be a structured legislative force**

Committee members feel strongly about being involved in the legislative process and do that by giving input regarding pending DV legislation to Patti Seger, WCADV Policy Coordinator. Many members are on Patti’s email list to follow progress of pending DV legislation and to make phone calls to state reps when needed. Some members have made themselves available to speak at legislative hearings.

6. **Be a catalyst to ensure best services for battered women**

This is another objective that members stressed was important to them. Again, there are a many ways and opportunities available to do this. Work on this objective will also be ongoing. Recently, a sub-committee was formed to prepare a list of “talking points” or reasons why B/FBW can be valuable assets to DV Programs.

Although current efforts have been presented under each objective, there is much more in each area that members would like to accomplish. These objectives will continue to be the guidepost for the committee’s work over the next several years.

This committee has grown in membership, commitment, and in the scope of what it desires to accomplish. Support and assistance from the WCADV staff and Board of Directors is crucial to the success of the committee’s efforts. We were very pleased this past September, to be invited to meet with the WCADV Board of Directors and present a status report on the committee’s objectives. Board members and committee members spent the balance of the day identifying opportunities for expansion of the committee’s role and brain-

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children or carrying groceries. It was impossible for differently abled women. Most residents had their friends and family drop them off around the corner so we would not see them. How could we justify making her lie about how far she walked? Were we penalizing the honest women and forcing others to lie to us and to others? I think so.

While there are no correct answers that will fit for every shelter and every situation I hope we will continue to ask ourselves, "How can we be most respectful to the shelter residents?" Are our rules simply for the convenience of the staff? Do we have rules that were made to address a problem that happened 6 years ago? Does everyone need that rule or was it just a situation that should have been addressed individually?

Sometimes, in our efforts to provide safety for battered women and their children, we try to control their entire environment. If we believe women have the right to be powerful, independent decision-makers, then we shelter staff must continue to reevaluate our needs for control. We must keep asking ourselves, "Is this rule respectful?" "Does this rule increase safety?" If we cannot answer yes, then perhaps we do not need the rule.
Goals of the WCADV
Battered and Formerly Battered Women's Committee

- Establish credibility as a resource
- Increase visibility/awareness of BFBWC existence
- Establish mentoring program
- Identify opportunities for BFBW voices to be heard
- Be a structured legislative force
- Be a catalyst to ensure success for BW

B/FBW have a governance role in WCADV and the DV movement in Wisconsin:

WCADV and the B/FBW committee consider the following to be evidence that B/FBW currently have a governance role:
- B/FBW serve on WCADV’s Board of Directors;
- B/FBW are informing and educating WCADV and program staff about the domestic violence experience;
- B/FBW are trainers on a variety of topics at WCADV trainings;
- B/FBW have defined the criteria for evaluating programs and are used as consultants by WCADV and programs and are seen as credible;
- B/FBW are writing and revising policies and procedures;
- There is a formal mechanism for B/FBW to advise the Wisconsin Batterers Treatment Provider Association (WBTPA) regarding standards and services.

Opportunities for expansion of B/FBW role:

Primary level organizing opportunities to expand B/FBW’s role were identified as:
- Encouraging more women to identify as survivors and reaching more women who don’t feel like survivors;
- Incorporate a broader diversity into the committee;
- B/FBW who are involved represent a broader diversity and influence statewide support for truly diverse B/FBW statewide - WCADV’s commitment to that expands;
- Serving on local county committees and have B/FBW on state level organizational bodies; have relationships with BW at local levels (who are not program staff).

Secondary level organizing opportunities to expand B/FBW’s role include:
- Influencing the delivery of services to B/FBW by working with service providers;

Something Good is Happening...

at the New Horizon’s Outreach in Whitehall. Ten years ago they started the nation’s only ongoing talk show about D.V. Behind Closed Doors, and it’s still going strong. The program is filmed monthly, and aired on public access channels in three counties and La Crosse. Sandy Thompson, the show’s host, hopes to encourage more viewers in a wider area by having Behind Closed Doors broadcast on more public access channels in other areas of the state.

During the monthly show Sandy has interviewed public figures such as Denise Brown and Tipper Gore. A recent guest was the father of an Eau Claire victim murdered in a violent relationship. Survivors of D.V and their stories are also featured. Sandy believes that an increased number of victims have come in to receive services after seeing the program. Her main goals have been to increase community awareness of D.V., educate the community and reduce victim blaming and the shame that victims feel about coming forward.

Behind Closed Doors has won the Wisconsin Association of Public Education and Government Channel Award for Excellence in 1999 and the WCADV Media Award the same year.

Sandy Thompson can be reached at (715)538-2311 x307
A Time to Listen and Learn

I have been a member of the Board of Directors of WCADV for two years. Each year the Board plans a retreat to reflect on the Coalition’s consistency with its mission, philosophy, goals and vision for the future. During the last retreat the Board had the opportunity to listen and learn from the Battered/Formerly Battered Women’s (B/FBW) Committee. On the facing page is the actual work plan that was assembled out of this meeting; additionally I would like to share the spirit behind the collaboration between the B/FBW Committee and the WCADV board.

Is it so far fetched that we would sculpt our work around the advice of formally battered women? Is that not why we are here in the first place? Unfortunately, the “business” of serving battered woman in my opinion has overshadowed the necessity of B/FBW being integral in determining how we conduct our business. The involvement of B/FBW ensures that we are seeing the real picture, not the ideal. Our services need to be geared at helping people and not just meeting our business needs. I think it is easy to get caught up in the rat race of financial stability, which we all need. However, it may be at the cost of the real needs people have.

Taking leadership from battered and formerly battered women give us insight into better work plans, realistic missions and reasonable goals. What I as an advocate envision as high priority may be completely different from the thoughts of battered and formally battered women. Their thoughts ground us, make us think about why we are doing the work we are doing and bring a face to the passion that burns in all of us.

The B/FBW committee’s continued involvement in WCADV brightens the light at the end of the tunnel. The board is committed to the participation and input of these amazing women. The light gets brighter when we tailor our work to meet the needs of battered women and their children. What better way to build that plan than with the very people who are effected by the work we do and the services we provide. This approach makes us all stronger. The movement started strong with a few courageous voices of battered/formally battered women. But together, with open dialogue, we build a partnership that is intense! Thank you for keeping our passion burning.

Heidi Dubey,
WCADV Board Member
Youth Advocate, Rainbow House, Oconto County Outreach

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- persuade dv programs/WCADV to have more FBW on staff;
- see that all programs have FBW advisory boards and WCADV has FBW administrative staff;
- address linkages between AODA issues and MH issues.

Ideas for Immediate Organizing Steps:
- B/FBWC rep to rural networking
- B/FBW at regional meetings
- Give B/FBW broader authority to accomplish goals
- Consistent program standards/practices
- Strategic plan
- WCADV’s endorsement of committee work
- B/FBW to come to board meetings
- $Money$
- B/FBW leadership conference
- Need $Money$
- If programs are supposed to have advisory committees-check it out
- WCADV have more involvement in ensuring involvement with DV programs
- Policies and resources that ensure formerly battered women can participate
- Determine how WCADV can help influence programs
THOUGHTS FROM RACHEL

In recent years the question “how can I help?” has become meaningful to many people. But perhaps there is a deeper question we might consider. Perhaps the real question is not “how can I help?” but “how can I serve?”

Serving is different from helping. Helping is based on inequality; it is not a relationship between equals. When you help you use your own strength to help those of lesser strength. If I'm attentive to what's going on inside of me when I'm helping, I find that I'm always helping someone who's not as strong as I am, who is needier than I am. People feel this inequality. When we help we may inadvertently take away from people more than we could ever give them; we may diminish their self-esteem, their sense of worth, integrity and wholeness. When I help I am very aware of my own strength. But we don't serve with our strength, we serve with ourselves. We draw from all of our experiences. Our limitations serve, our wounds serve, even our darkness can serve. The wholeness in us serves the wholeness in others and the wholeness in life. The wholeness in you is the same as the wholeness in me. Service is a relationship between equals.

Helping incurs debt. When you help someone they owe you one. But serving, like healing, is mutual. There is no debt. I am as served as the person I am serving. When I help I have a feeling of satisfaction. When I serve I have a feeling of gratitude. These are very different things.

Serving is also different from fixing. When I fix a person I perceive them as broken, and their brokenness requires me to act. When I fix I do not see the wholeness in the other person or trust the integrity of the life in them. When I serve I see and trust that wholeness. It is what I am responding to and collaborating with.

There is distance between ourselves and whatever or whomever we are fixing. Fixing is a form of judgment. All judgment creates distance, a disconnection, an experience of difference. In fixing there is an inequality of expertise that can easily become a moral distance. We cannot serve at a distance. We can only serve that to which we are profoundly connected, that which we are willing to touch. This is Mother Teresa's basic message. We serve life not because it is broken but because it is holy.

If helping is an experience of strength, fixing is an experience of mastery and expertise. Service, on the other hand, is an experience of being causal. A server knows that he or she is being used and has a willingness to be used in the service of something greater, something essentially unknown. Fixing and helping are very personal; they are very particular, concrete and specific. We fix and help many different things in our lifetime, but when we serve we are always serving the same thing. Everyone who has ever served through the history of time serves the same thing. We are servers of the wholeness and mystery in life.

The bottom line, of course, is that we can fix without serving. And we can help without serving. And we can serve without fixing or helping. I think I would go so far as to say that fixing and helping may often be the work of the ego, and service the work of the soul. They may look similar if you're watching from the outside, but the inner experience is different. The outcome is often different, too.

Our service serves us as well as others. That which uses us strengthens us. Over time, fixing and helping are draining, depleting. Over time, we burn out. Service is renewing. When we serve, our work itself will sustain us.

Service rests on the basic premise that the nature of life is sacred, that life is a holy mystery which has an unknown purpose. When we serve, we know that we belong to life and to that purpose. Fundamentally, helping, fixing and service are ways of seeing life. When you help you see life as weak; when you fix, you see life as broken. When you serve, you see life as whole. From the perspective of service, we are all connected: All suffering is like my suffering and all joy is like my joy. The impulse to serve emerges naturally and inevitably from this way of seeing.

Lastly, fixing and helping are the basis of curing, but not of healing. In 40 years of chronic illness I have been helped by many people and fixed by a great many others who did not recognize my wholeness. All that fixing and helping left me wounded in some important and fundamental ways. Only service heals.
The New Day Shelter Mother/Child Garden Project works in harmony with other community, state, and national organizations to address hunger, health, nutrition, and food accessibility in our area. This program promotes healthy families, sustainable skills development, respect for our planet and our bodies, and outdoor fun at no cost to the participants.

The shelter serves women and children who are in crisis as a result of domestic abuse and/or sexual abuse. Health and nutrition are big concerns in these families. Often the current conditions make it difficult to prioritize the family meal. People cannot afford high quality food and are opting for cheap fast food alternatives. Adults and children are suffering from obesity, hypertension, and anxiety.

For three years a seed has grown at the New Day Shelter. Starting small our first year, a pizza shaped garden was planted and maintained by clients’ children. They harvested the herbs and enjoyed an Italian treat. The following year, raised beds were constructed and painted and many healthy vegetables were planted, harvested, prepared, preserved and enjoyed by children and their parents. It was a wonderfully successful year... and then the deer and rabbits found us! Last year the garden blossomed into an experiential learning family meals program wherein children participated in fun garden based activities in a beautiful fenced in garden. The children, garden facilitator, mothers, and volunteers harvested the available bounty, cleaned and prepared the food, and sat down to break bread and share time. It was wonderful! Mothers got the opportunity to share quality time with their children and learn easy and convenient techniques for growing, preparing, preserving, and staring fresh produce. Children were involved in a fun, active, outdoor project where they were safe and could express themselves through gardening.

We do this every week for fourteen weeks. During this time, children who proclaimed a hatred for raw vegetables ate the foods they grew, women who had fallen into a pattern of eating low quality, high fat, low nutrient foods were taking home fresh produce and recipe cards to cook or store garden fresh foods. Mothers and children are excited about another season of great food, quality family time, and healthier living. In addition, New Day Shelter continues some of the garden themes through the winter and raises red worms, grows mushrooms and cooks nutritious meals.

There has been overwhelming support from community members and local businesses since the onset of this project. For example, in-kind donations were received from the Chequamegon Food Co-op (seeds), the National Garden Supply Company (tools, seeds, plants, and planting guides), CBS Rental (tiller), the Color Center (paint and paint brushes), ABC Thrift Shop (work shirts and hats), Wal-Mart (garden supplies), Friends of the Earth Garden Center (plants), Ashland Construction (top soil and sand), the Wisconsin Conservation Corp. (labor - clearing wooded area for garden space and assembling a fence around the garden), University of WI, Ashland and Bayfield County Extension Offices (resources and presentations on food preservation, etc.), and volunteers from the community and area colleges (WITC and Northland College).

There are 3 main problems/needs that are addressed by the Mother/Child Garden Project. They are:

1. The lack of time parents spend with their children in a safe, productive, educational and fun environment.
2. Health issues perpetuated by poor diets of over-processed foods and lack of physical activity, and
3. The expense of quality food alleviated by growing our own.
In the many years that the domestic abuse movement has been active there has always been the question of how to best empower the women that come through our doors for services. How do we provide the information and support that will assist a victim to make the very difficult decisions necessary for change? How do we provide that victim with access to resources, and assure safety for both the victim and their children? At what point should the “system” aggressively intervene in the situation and begin to take choices away from the victims and what is our role as advocates for victims when that process begins?

A practice that seems to be increasingly popular within the court systems in Wisconsin is mandating victims to have contact with their local domestic violence program. This is often done when a victim asks to have a restraining order dropped or when the victim and perpetrator ask to have the no contact lifted from the perpetrator’s bond. The idea of this practice is that it would be a “safe” way for victims to begin accessing domestic violence services. The victim could tell the perpetrator that they were mandated to go to the domestic violence program; the choice was not theirs. It is believed that it would also be a way to assure that victims are not being coerced into dropping no contact orders, a sort of “cooling off period”, giving victims access to information in hopes that they will understand better the dynamics of power and control which may be evident in their relationship.

Domestic abuse programs may decide to participate in these efforts for various reasons. Some may do it because they believe that this is the best way to safely assist victims of domestic abuse, some because they want to have a smooth working relationship with the Judges, District Attorneys and other players within their county court systems and they believe that to say no could jeopardize the relationship they currently have with that system. Some are doing it because they don’t feel they have a choice in the matter, knowing full well the system is going to mandate the victims somewhere, and believe it is better that the victims talk with advocates who are trained in the dynamics of family violence than with someone who is not as familiar with the power and control dynamics in these families. It is vital that staff of domestic abuse programs have a discussion before making a decision to participate in this process. Some possible questions for your discussion may include:

1. Why are we doing this?
2. Is this going to benefit victims of domestic abuse and if so, how?
3. How can we do this process and assure that victims feel comfortable returning to us after this initial mandated contact.

This indeed may be a time when advocates could lay the groundwork for a victim to feel more familiar with their local domestic abuse program and services. The time with the victim will be very limited, quite possibly a programs’ only time with this person. The victim may see the advocates as another arm of the system and not feel like it is a safe place to talk or receive support. Perpetrators often want to regain the power and control they had in the relationship before the system intervened and may be putting additional pressure on the victim. They may continue to blame the victim each time either party has to go anywhere that continues to involve the system. The perpetrator often will say things about the program that are untrue and try to alienate a victim from any support that may be available. Victims may be trying to calm everything back down and will go through whatever steps necessary just to bring things back to a place where the anger feels manageable, at least for the moment. It is important that programs give thought and consideration to how this process is going to happen. Some things to keep in mind may include:

1. Assure the staff person who has this initial contact with the victim is well trained in the dynamics of

(Continued on page 23)
Something Good is Happening...

at Bolton Refuge House in Eau Claire. After almost three years of planning the domestic violence and sexual assault program has opened the first transitional childcare facility in the state.

The Special Needs Daycare officially opened on August 26, 2002, employing nine staff members and six work-study students from U.W. Eau Claire and Chippewa Valley Technical College. At present, there are twenty-seven children enrolled.

The building that houses the daycare was purchased from the local Campfire Girls for $1.00 when the organization disbanded in 1992. Until renovations started in 2001, the building mainly housed the structured children's support group.

Eau Claire County focus groups showed that special needs daycare was a primary community need, and in 2001 Bolton Refuge House applied for a two-year W-2 Reinvestment grant to fund the program. Using the grant, the building was renovated, programming was developed and services were implemented. The renovations and program design took about twelve months to complete, and licensing took an additional three to four months.

The license granted by the State of Wisconsin allows the daycare to operate from six a.m. to eleven p.m., 365 days a year. Care can be provided for up to twenty-five children ranging from one week to twelve years of age. Childcare is intended for a maximum of six months, enabling clients to find affordable quality care elsewhere. In the future, they hope to be able to also provide childcare for other community members.

**Bolton Refuge House can be reached at (715) 834-0628, and the Special needs daycare, The Children's Center can be reached at (715) 831-0875**

(Continued from page 22)

domestic abuse and is able to present a warm and non-judgmental attitude towards the victim.

2. Assure the staff person responsible has enough time to truly listen to what the victim is saying without interruption.

3. Keep paperwork to a minimum.

4. Explain your confidentiality policy to the victim, assuring them that the discussion you are about to have with them will not be going to the court system to be used against the victim or the perpetrator without the victims written permission.

5. Always take time for safety planning with the victim, including information on how to contact you in the future if necessary.

6. Remember to come up with alternative ways for a victim to hide your phone number. The abuser may take and or destroy any and all information you have provided to the victim.

7. Programs may find it helpful to contact former victims who have been through the process (assuring it is safe to do so) and ask them what worked and didn’t work when they were in that position. What would have been more helpful?

Empowerment of victims of domestic abuse is a concept that may look different to different programs. Each program will have to decide how it will look to them. If the victims see mandated contact with the program as “part of the hoops” the system is requiring, then the practice becomes, to say the least, re-victimizing or at worst…dangerous. If we take the time to think carefully about whether we want to participate in this process and if so, keep in mind the importance of safety and respect for the victim when writing our policy’s and procedure, this may become a way your program can open doors for victims as they begin the process of living without the violence in their lives.
Well I would say my family is like a graveyard, never talking, never listening to what I have to say. A family, like a graveyard, silent, seeming peaceful but really full of hundreds of tales of terrible things. My father would be like the fence around the graveyard. Controlling what goes in and out. I am like a lonely grave left alone and always cold to the touch. My mother is like the flowers on my grave—the only thing that makes me happy. My sister is the ground that gets walked on and trampled over. Never fighting what goes on till one day when it washes away from all the tears of dying people like a funeral. As we all can see the family that once was, is now gone...dead, never to live and be happy ever again.

FAMILY PORTRAIT
Anonymous

THE UNIT  The bear roams the forest warily, The stubborn beast won’t give up And end its suffering, it’s too proud for that.

MOM  The mouth hasn’t tasted the sweet flavor of happiness or fulfillment, The longer it goes, the worse its thirst becomes Until it finally quits altogether.

BROTHER  The fur feels matted and filthy. Its strands are now rough and coiled, The knots will never be untied.

DAD  The paw is forcing this wretched beast on Its body is torn, but still it continues on Its strong controlling quality harms the beast, purposely.

SELF  (Sister/Daughter)  Last there are the eyes, always watching, always tired, It sees itself in the reflecting pool no longer.

This poetry was written by two teenagers staying with their mother in a Wisconsin domestic violence shelter. The children wrote the pieces for a high school assignment which asked them to describe their family as an object, place, or creature, and its individual members as
American Indians Against Abuse (AIAA) is a non-profit coalition dedicated to: providing a network for all eleven Wisconsin Tribes to work against abuse and sexual assault; planning, implementing and operating programs designed to fulfill the purposes of AIAA; providing culturally sensitive education and information about abuse and sexual assault; encouraging referrals to be made to the Wisconsin Native American Shelters and to other local abuse and sexual assault services; and supporting intervention and prevention programs. AIAA is implementing a statewide CCR project to examine tribal code and its implementation in the state of Wisconsin.

phone: 715-634-9980

American Indian Movement (AIM) is an organization pledged to help the Native People regain human rights and achieve restitutions and restorations.
http://www.aimovement.org/

Clan Star Technical Assistance Project
http://www.clanstar.org Phone: 828-497-5507

End Violence Against Native American Indian, Alaska Native, and First Nations Women
This website provides an excellent list of web resources, bibliography, and helpful organizations focusing on the "unique issues and circumstances faced by native women survivors". http://home.earthlink.net/~deers/native.html

Making Connections

Mending the Sacred Hoop - Technical Assistance Project is a Native American program that works towards the elimination of violence in the lives of women and their children by providing training and technical assistance to Alaskan Native and Tribal Nations. They work with villages, reservations, rancherias, and pueblos across the United States to improve the response of the justice system, law enforcement, and services providers to address the issues of domestic violence, sexual assault, and stalking in Native communities. On their website you can find the Power and Control Wheels, a map linking to Tribal Grantees Official Websites, and their newsletters.
202 East Superior Street
Duluth, MN 55802
(218) 722-2781 · (888) 305-1650 Fax: (218) 722-5775
website:  www.msh-ta.org/

Native American Women: Barriers to living violence free resource page
http://www.actabuse.com/NativeAmerican.html

Sacred Circle: Native Resource Center to End Violence Against Native Women is an organization that provides technical assistance, policy development, training institutes, and resource information regarding domestic violence/sexual assault to develop coordinated agency response in American Indian/Alaska Native tribal communities.
Phone: 877-733-7623 (red-road) Fax: 605-341-2472
Email: scircle@sacred-circle.com

Something Good is Happening...
at the Governor’s Office. In September, Lisa Stewart-Boettcher was appointed by Gov. Scott McCallum to the Governor's Board on Domestic Abuse, and will serve until July 2004. The board, appointed by the governor or house speaker, makes recommendations to the legislature on certain bills that are currently in the works. The board also may make recommendations about how funding is distributed to various D.V. Programs.

Lisa, who was nominated for this position by Rep. Steve Foti, has many things she hopes to accomplish with this appointment. She would like to see more accountability for those making decisions in custody cases containing domestic violence, i.e. judges, attorneys and Guardians Ad Litem. She would like to see improved funding for programs in English and foreign languages as well as a better understanding of transitional living and how to make it a better service for those starting over. She is interested in what systems need to do to better assist victims. Better cooperation from school systems and insurance companies also top her list of priorities.

Lisa is doing personal D.V. awareness training, not connected to her Board position. She has an awareness seminar about what a person can expect from the system once they leave an abuser planned for Spring 2003. She would like readers to feel free to contact her with their ideas and concerns.

Lisa is a formerly battered woman, currently a paralegal and studying Criminal Justice with a focus on domestic violence. Her position as a paralegal came about as a result of her interest in family law.
NEW STAFF BIOS

<table>
<thead>
<tr>
<th>Ann Turner, Rural TA Specialist</th>
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<tr>
<td>Ann Turner began working in the domestic violence field in 1981 as part of a group organizing to create a domestic abuse program in rural Polk County, Wisconsin. By 1986 the group opened their first domestic abuse shelter in the county. In 2001, the organization completed a successful capital campaign, raising $1.5 million to build a new shelter/office facility to serve victims of domestic abuse and their children in Polk and Burnett Counties in Northwestern Wisconsin. Ann took a year sabbatical from this work and then began working as one of WCADV’s Rural Technical Assistance Specialists during the fall of 2002. Ann served as a member of WCADV Board of Directors from 1988-1994 and as Chair of the Board from 1992-1994. Ann has also served as a statewide trainer for WCADV; training topics included a History of the Domestic Violence Movement and Grassroots Organizing. Ann is the mother of three children and the grandmother of two. Ann currently lives by herself and works out of her home in a small town in Minnesota.</td>
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<tr>
<th>Wendy Fedorko, Conference Coordinator</th>
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<td>I am the Conference Coordinator for the 2003 WCADV Conference. My background is in Meeting Planning and Conference Services for Hotels and Resorts. I am from Vermont and New Hampshire and have two children, Justin, a graduating high school senior (I didn't think graduation day would ever arrive and now I can't believe it almost has) and Jessica, an 11 year old 5th grader who is about as outgoing and bubbly as they come. Our family moved to Lake Geneva about 8 years ago. I am very excited, and a bit scared, about helping to put together the 2003 Conference. It is my first foray into the non-profit world</td>
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<tr>
<th>Heidi Gehin, Program Assistant</th>
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<tr>
<td>Hello Everyone. My name is Heidi Gehin. I grew up in the Madison area and have lived here all my life. I am very excited to be a part of the WCADV team. I am a program assistant &amp; will be doing a lot with trainings and conferences. I am extremely passionate about stopping domestic violence because I have experienced it in my own life. I feel blessed to be here &amp; look forward to meeting and work-</td>
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<tr>
<th>Beth Plautz, Rural TA Specialist</th>
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<td>In 1996 I started working at HAVEN in Merrill as Children's Advocate. I also worked as Volunteer Coordinator, Victim Advocate and Client Service Coordinator. Before HAVEN, I was a state licensed childcare provider. As a witness and victim of child abuse, my passion is to educate others about the effects of violence. I have been happily married for 23 years and have two children. I</td>
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<tr>
<th>Julie Rozwadowski, NCALL Coordinator</th>
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<td>Julie joined WCADV as the Coordinator of the National Clearinghouse on Abuse in Later Life in February. She brings 15 years of legal experience, as well as a commitment to older adults, to her new position. Julie is enthusiastic about the possibility of making a positive difference in the lives of victims of domestic violence. Julie and her family are excited to be moving to Madison from Kenosha. Her husband, Philip, daughter, Nina, and son, Samuel are all looking forward to being residents of Madison.</td>
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<th>Susan Hemling, Operations Manager</th>
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<td>I started my new adventure with WCADV as the Operations Manager on April 23. I am very excited to be involved with such a dynamic organization and working with a dedicated group of employees. My previous experience has been a variety of positions in the finance/accounting arena with several start-up companies which usually makes every day exciting with new challenges and a unique group of people. I live just outside of Columbus with my husband, a dog, occasional farm animals (calves and chickens) and several hundred trout. I grew</td>
</tr>
</tbody>
</table>
WCADV would like to thank the members of the sub-committee of the Battered/Formerly Battered Women’s Committee, who helped develop and contributed to this issue of the educational journal: Carrie Benes, Deb Hansen, Laura Hauser-Menting, Marsha Larrabee, Renee Switalla, and Joan Terry.

The Wisconsin Coalition Against Domestic Violence

**Board of Directors 2002–2003**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tr>
<td>Chair</td>
<td>Pa Vang</td>
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<td>Chair Elect</td>
<td>Heidi Dubey</td>
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<td>Personnel Chair</td>
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<td>Cheryl O’Neill</td>
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<td>Linda Mayfield</td>
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<td>Renee Switalla</td>
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**WCADV Staff:**

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<tr>
<td>Executive Director</td>
<td>Mary Lauby</td>
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<tr>
<td>Children’s Program Coordinator</td>
<td>Ann Brickson</td>
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<td>NCALL Senior Program Specialist</td>
<td>Bonnie Brandl</td>
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<tr>
<td>Information Technology Coordinator</td>
<td>Vicki Berenson</td>
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<td>Front Desk Assistant</td>
<td>Lynne Butorac</td>
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<tr>
<td>Training Coordinator/Grants</td>
<td>Colleen Cox</td>
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<tr>
<td>Program Assistant-Training</td>
<td>Heidi Gehin</td>
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<tr>
<td>Legal Intern</td>
<td>Cathlene Hanaman</td>
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<tr>
<td>Program Assistant-NCALL</td>
<td>Michelle Hebert</td>
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<td>Operations Manager</td>
<td>Sue Hemling</td>
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<td>Bookkeeper</td>
<td>Gail Huelsing</td>
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<td>Front Desk Assistant</td>
<td>Tanya Jones</td>
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<td>CCR Coordinator</td>
<td>Laurie Jorgensen</td>
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<td>Director of Finance &amp; Administration</td>
<td>Huma Karimi</td>
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<td>Legal Intern</td>
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<tr>
<td>Staff Attorney</td>
<td>Tess Meuer</td>
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<tr>
<td>Tribal TA Specialist</td>
<td>Midge Montano</td>
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<td>Outreach Coordinator</td>
<td>A.J. Moore</td>
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<td>Rural TA Specialist</td>
<td>Beth Plautz</td>
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<td>Health Project Coordinator</td>
<td>Susan Ramspacher</td>
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<td>Policy Intern</td>
<td>Taly Reininger</td>
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<tr>
<td>National Clearinghouse (NCALL) Coordinator</td>
<td>Julie Rozwadowski</td>
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<tr>
<td>Director of Programs</td>
<td>Jen Rubin</td>
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<td>Policy Development Coordinator</td>
<td>Patti Seger</td>
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<td>Aging and Disability Program Specialist</td>
<td>Deb Spangler</td>
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<td>Rural TA Program Support</td>
<td>Joan Terry</td>
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<td>Rural TA Specialist</td>
<td>Ann Turner</td>
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<td>Immigration Attorney</td>
<td>Yer Vang</td>
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<tr>
<td>Rural TA Coordinator</td>
<td>Diane Wolff</td>
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YES, I WILL JOIN THE WISCONSIN COALITION AGAINST DOMESTIC VIOLENCE.

Individual Membership:

___ $25 new
___ $25 renewal
___ $5 battered/formerly battered and low income

Organizational Sponsor ___ $100

Donation ___ $5 ___ $10 ___ $25 ___ $50 ___ $100 ___ other

-Al-All contributions are tax deductible-

Name

Address

City          __________________  State  _____  Zip  ____________

As a member I am interested in receiving

___ Newsletters       ___ Legislative Updates ___ Membership Meeting Notices

I am interested in serving on a WCADV committee. Please contact me at: ________________________________

Please complete the following demographic information; we are required to supply this information in order to receive funding for our training efforts.

Are you over 50 years of age?

___ Yes       ___ No

Racial or ethnic background (check all that apply)

___ African American
___ Asian
___ Caucasian
___ Latino/Latina
___ Native American
___ Other

Do you work with or are you the support person for someone with developmental disabilities?

___ Yes       ___ No

Are you an adult victim/former victim of domestic violence?

___ Yes       ___ No

WCADV is happy to accept credit card payment:

___ MASTERCARD
___ VISA

Name on Card:

Card #:

Expiration Date:

Please return this form to WCADV.