

Understanding the Disability Grant Program & Your Role as Grant Recipients

Beginning Your Journey: Laying the Foundation for Success in the Office on Violence Against Women's Disability Grant Program

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Workshop Objectives

- > Provide background information on past and current efforts to address violence against people with disabilities and Deaf people.
- > Review the Disability Grant program's current purpose, approach, and requirements.
- > Outline the responsibilities of grantees and begin to discuss the implications for your work.
- > Review the role of technical assistance.

Background Information

What We Know
Disability Grant Program: 2002 & 2004
Rationale for a New Approach

What We Know

- > People with disabilities experience violence and abuse at higher rates than people without disabilities.
- > Perpetrators use unique tactics to gain power and control over people with disabilities and Deaf people.
- > Survivors with disabilities and Deaf survivors commonly encounter barriers to receiving the services and support they need.

What We Know cont'd...

- > Organizations that serve people with disabilities have not been specifically designed to address domestic and sexual violence. They often do not:
 - > Have financial resources, policies, and procedures to ensure staff safety and appropriately respond to disclosures;
 - > Training requirements/opportunities on domestic and sexual violence, how this violence effects people with disabilities, and the role staff play in maintaining their safety; or
 - > Have relationships with organizations in their area that address domestic and sexual violence.

What We Know cont'd...

- > Organizations that serve survivors of domestic or sexual violence have limited resources to meet the needs of survivors with disabilities and Deaf survivors. They may not:
 - > Be accessible to people with disabilities or Deaf people;
 - > Have financial resources, policies, and procedures to ensure people with disabilities and Deaf people can request accommodations and the agency can provide them;
 - > Training requirements/opportunities on disability, Deaf culture, accessibility, violence and abuse in the lives of people with disabilities and the Deaf community, and how staff can best serve these survivors.
 - > Have relationships with organizations in their area that serve people with disabilities and the Deaf community.

The Disability Grant Program: 2002 & 2004

- > 2 Year Award
- > Traditional Grant
- > Team Structure
 - > Lead agency
 - > Project partners
- > Emphasis
 - > Increase community awareness of violence against women with disabilities
 - > Train providers on issues related to violence against women with disabilities
 - > Identifying access issues at programs addressing domestic/sexual violence

Key Impact: 2002 & 2004

- > The issue of violence against women with disabilities and Deaf women increased in visibility.
- > Disability organizations joined the movement to end violence against women.
- > Multi-disciplinary coalitions to address this issue began to form at state and local levels.

Key Impact cont'd...

- > Positions were created within programs that address domestic violence and disability.
- > Curriculums were developed and individual staff members were trained.
- > Some progress was made towards improving the accessibility of organizations that serve survivors of domestic and sexual violence.

Limitations of the Grant Program Model: 2002 & 2004

- > Making improvements to how survivors with disabilities are served was not emphasized in disability organizations.
- > Positions created to address this issue could not be sustained after this funding ended.
- > The training model focused on increasing the capacity of individual staff, but many of the trained staff left and the organizational capacity returned to what it was prior to the training.
- > The trainings were not complimented by policy or other permanent changes within organizations.

Limitations cont'd...

- > Projects experienced imbalance.
 - > Lead Agency vs. Project Partners
 - > Role of VAW Organizations vs. Disability Organizations

- > Projects experienced unforeseen challenges as they developed their trainings and other deliverables and they didn't have the time or resources required to navigate them efficiently.
 - > Differences in philosophies, language, and work process
 - > Limited to no time to plan
 - > Limited technical assistance

Rationale for a New Approach

- > The Office on Violence Against Women (OVW) receives a relatively small appropriation for the Disability Grant program.
- > With limited funds, OVW wanted to ensure the enhancements made to services for survivors with disabilities and Deaf survivors were sustainable (not dependent on continued funding or individuals) and thorough.
- > OVW wanted to make sure that grantees had the support they needed to be successful with this approach to the work.

The Disability Grant Program Today

Overview
The End Goal
The Process

Purpose

The purpose of the Disability Grant program is to create sustainable, systemic changes within and among funded organizations that will result in effective services for survivors with disabilities and Deaf survivors.

Grant Program Overview

- > 3 Year Award
- > Cooperative Agreement
- > Team Structure: Collaboration
 - > Mutual Authority
 - > Mutually-Defined Goals & Work Process
 - > Shared Responsibility
- > Emphasis
 - > Enhance Organizational Capacity (Individual & Collaborative)
 - > Build a Collection of Best Practices
- > Phases
 - > Planning and Development
 - > Implementation

Snapshot of Current Grantees

2007: 10 Grantees

- > Local Collaborations: 6
- > State Collaborations: 4
- > Total Agencies Involved: 50

2008: 7 Grantees

- > Local Collaborations: 5
- > State Collaborations: 2
- > Total Agencies Involved: 28

2009: 7 New Grantees, 4 Continuation Grantees

- > Local Collaborations:
- > State Collaborations:
- > Total Agencies Involved:

Current Grantees cont'd...



The End Goal (Local Collaborations)

- > A strong *collaboration* exists between the organizations around the table.
- > Agencies that are a part of your collaboration have enhanced *budgets, policies, practices, knowledge, and other resources* so they can better serve survivors with disabilities and Deaf survivors.
- > Mechanisms are in place to better *share resources and coordinate services* among the organizations in your collaboration.

The End Goal (State Collaborations)

- > A strong collaboration exists between the organizations around the table.
- > Agencies that are a part of your collaboration are addressing violence against women with disabilities in their work more and can provide support to service providers around this topic.
- > You have fostered local multi-disciplinary collaborations in your state.
- > You have assisted the local collaborations in increasing their capacities to serve survivors with disabilities and Deaf survivors.

Measures of Success

- > Efforts result in long-term, meaningful changes to how organizations respond to survivors with disabilities and Deaf survivors.
- > The changes and enhanced services are **NOT** dependent on continued funding or individual champions of the cause.
- > The changes are integrated into the fabric of organizations.
- > These changes result in the creation of promising practices at the intersection of violence and women with disabilities and those who are Deaf.

The Process

- > **PHASE 1:** Engage in an intensive and structured planning and development process to:
 - > Develop a strong foundation for your collaboration's work together;
 - > Select pilot sites (state-level only);
 - > Determine organizational and collaborative strengths and needs; and
 - > Develop a plan for the changes you will make during implementation.

- > **PHASE 2:** Implement the activities and make the changes you proposed in your strategic plan.

Requirements & Responsibilities

Cooperative Agreement
Special Conditions
Work Process
Deliverables

Cooperative Agreement

- > What is a cooperative agreement?
- > Why have a cooperative agreement?
- > What does it mean for you and your collaboration?

Special Conditions

- > What are special conditions?
- > What is the purpose of your special conditions?
- > Where are your special conditions?

Key Special Conditions

- > Your multi-disciplinary team must be engaged in all activities outlined by the grant program.
- > Your project activities must be designed to create sustainable, systemic changes.
- > During planning and development, only approved activities are allowed.
- > You must complete all planning and development activities before you begin implementation activities.
- > All planning and development activities must be reviewed and approved by OVW.

Special Conditions cont'd...

- > Your strategic plan and a budget modification must be submitted to OVW for review and approval.
- > The budget modification must be directly related to the approved strategic plan.
- > You must work cooperatively and collaboratively with the Vera Institute of Justice (Vera) throughout the term of this agreement.
- > You must continue to work with Vera in implementation.
- > You must participate in all OVW funded technical assistance opportunities.

Special Conditions cont'd...

- > You must agree to address and make a plan to address issues of accessibility and responsiveness.
- > Your strategic plan must include a plan to sustain your work with activities beyond seeking additional funding.
- > You must submit all documents and materials funded by this grant program to OVW for review and approval.
- > OVW will have forty-five (45) days to review and approve your documents and materials.
- > All materials (including videos, DVD's, websites) must be accessible to individuals with disabilities.

Additional Expectations

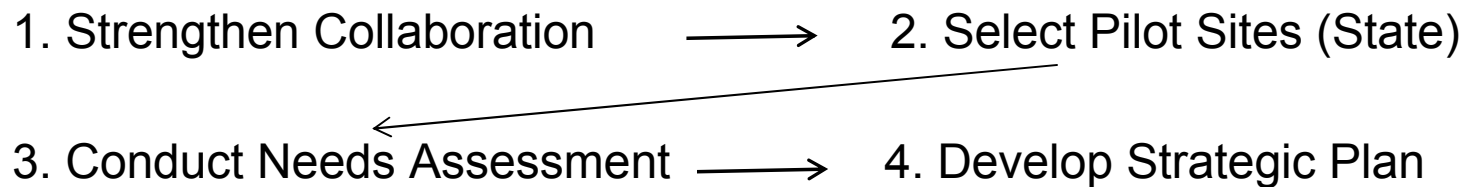
- > Work collaboratively.
 - > Develop an agreed upon vision and mission for the work;
 - > Have an equal voice in the direction of the work;
 - > Share responsibility and accountability; and
 - > Be compensated fairly and equally.
- > Dedicate sufficient time and resources.
- > Engage all levels of the organization in the work, including leadership.
- > Work in areas where your collaboration has expertise and influence.
- > The scope of your work is manageable and feasible.

Expectations cont'd...

- > Follow the structured process of the planning and development phase.
- > Engage fully and deeply in the process.
 - > Meet frequently.
 - > Discuss personal, organizational, and disciplinary perspectives.
 - > Explore differences. Find common ground.
- > Be open to what you learn through the process.
 - > Question your assumptions.
 - > Do not focus on the activities included in your concept paper.

Expectations cont'd...

> Complete each part of the planning and development phase in succession. Complete a step fully and then move to the next step of the process.



Expectations cont'd...

- > Implementation activities should address what you learned from the planning and development phase, **not what you wrote in your concept paper.**
- > Changes should go **deep and wide** within and among select organizations. Work small and strategic.
- > Your agencies will enhance their **accessibility and responsiveness** to survivors with disabilities and Deaf survivors.

Expectations cont'd...

- > Implementation activities should include a mix of relationship building, policy and protocol development, knowledge and skill building, and resource development.
- > Implementation activities should not solely focus on training. Training should just be one strategy for change and not an end goal.
- > Your agencies and selected pilot site organizations should formalize the improvements made by incorporating them into agency policy/protocol and inter-agency agreements.

Deliverables: Planning & Development

1. Collaboration Charter
2. Pilot Site Selection Memo (State ONLY)
3. Needs Assessment Plan
4. Needs Assessment Report
5. Strategic Plan

Deliverables: Implementation

- > Your implementation deliverables will be identified in your strategic plan.
- > A deliverable is anything created or supported with OVW funds.
- > Examples of deliverables include:
 - > Assessment Tools & Reports
 - > Education & Outreach Materials
 - > MOUs & Inter-Agency Agreements
 - > Policies & Protocols
 - > Promotional Materials
 - > Training Curriculum & Supporting Materials

General Guidelines for Deliverables

- > High Quality
- > Stand-Alone Documents
- > Understandable to a Third-Party Reader

Technical Assistance

OVW's Goals & Expectations
The Vera Institute of Justice & The Accessing Safety Initiative
Philosophy & Approach to Technical Assistance
How it Works

OVW's Goals for Technical Assistance

- > Ensure your work is consistent with the goals, approach, and requirements of the Disability grant program.
- > Provide you with knowledge, skills, and resources related to implementing the grant.
- > Prevent common problems from occurring in your work.
- > Help solve any problems or challenges that do occur.
- > Share lessons learned.

What OVW Expects from TA

- ***Pro-active*** interactions with grantees
- ***Frequent*** communication with grantees
- ***Intensive*** guidance and support

The Vera Institute of Justice

- > Founded in 1964.
- > An independent, non-partisan, nonprofit center for justice policy and practice, with permanent offices in New York City and Washington, DC and satellite offices around the country.
- > Combines expertise in research, demonstration projects, and technical assistance to help leaders in government and civil society improve the systems people rely on for justice and safety.
- > Work concentrates on four core areas:
 - > Victimization & Safety
 - > Immigration
 - > Youth Justice
 - > Sentencing and Corrections






Vera cont'd...

- > Work to address violence against women dates back to the 1970s.
- > Partnered with the Office on Violence Against Women to provide technical assistance since 1997.
 - > Judicial Oversight Demonstration Initiative
 - > Safe Return Initiative
 - > Accessing Safety Initiative
 - > Promising Practices Initiative
 - > Supervised Visitation Planning Work
- > Other relevant projects.
 - > Guardianship Project
 - > National Prison Rape Elimination Commission
 - > Sexual Violence Prevention Initiative

The Accessing Safety Initiative (ASI)

- > Launched in December of 2005
- > Provides comprehensive technical assistance and training to OVW grantees
- > Addresses a range of topics, both substantive and process-oriented
- > Combines expertise of staff with expertise of practitioners from the field to meet the needs of grantees
- > www.accessingsafety.org

ASI Staff

					
Nancy Smith Director	Sandra Harrell Associate Director	Jacki Chernicoff Senior Program Associate	Charity Hope Senior Program Associate	Aysu Kirac Program Analyst	Emily Dunn Program Coordinator

Examples of ASI Consultants

- > Valerie Fletcher, Institute for Human Centered Design
- > Michelle Garcia, Stalking Resource Center
- > Leslie Myers, IndependenceFirst
- > Sally Mason, Sojourner Center
- > Julie Rems-Smario, Deaf Hope
- > Nancy Ward, Self-Advocates Becoming Empowered
- > Sujata Warriar, Consultant

Our Philosophy

Assistance should be:

- > Responsive to clients' needs;
- > Knowledgeable about, respectful of, and sensitive to the background and culture of our clients; and
- > Useful, practical, and user-friendly.

Our Approach to Technical Assistance

- > We provide guidance, support and resources to individual collaborations.
 - > In-person retreats and problem-solving sessions
 - > Phone/email consultation
 - > Information and referral
 - > Product development and review

- > We provide training and facilitate peer-exchanges across the collaborations.
 - > Semi-annual all-site meetings
 - > Semi-annual project director meetings
 - > Conference calls

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How It Works

- > You will be assigned to a point person at Vera.
- > Your point person will consult with other members of the ASI team to best assist you in your work.
- > Your point person will meet regularly with the Project Director and semi-regularly with the full collaboration to:
 - > Get/give updates
 - > Trouble-shoot any immediate issues
 - > Provide resources and referrals
 - > Identify other technical assistance needs
 - > Provide guidance on deliverables, work process, and next steps
- > Vera staff member will send follow-up summary email.

How It Works Cont'd...

- > Who identifies TA needs?
 - > You
 - > Your point person at Vera
 - > OVW

- > How does Vera identify needs?
 - > Listen and ask questions about your work
 - > Assess for consistency with grant
 - > Draw from past experiences

- > What happens when Vera identifies an issue or need?
 - > Address issue directly with Project Director and/or collaboration
 - > Work together to identify resources and solutions

- > What happens if you want to go in a different direction?
 - > You will share your ideas and reasons.
 - > Vera will share concerns and rationale.
 - > Vera will direct you to OVW.

Examples of Technical Assistance in Action