

GOAL: Create welcoming environments for Deaf survivors

Initiative/Activities	Who is Responsible?		Timeline (Months)								
	PAH	Working Committee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Increase staff capacity to serve Deaf survivors through knowledge-building and training											
Provide training to Deaf C.A.N on Domestic Violence and Sexual Assault	x Lead - Emily	Emily, Camilla, Ernie									
*Review existing training curricula	x	x	x	x							
-internal			x	x							
-external (Deaf victims)			x	x							
*Update/adapt current trainings where appropriate	x	x	x	x							
*Replace elements of training with new info where appropriate	x	x		x							
Submit to OVW for approval	x	x			x						
*Select date and inform DCAN staff		x			x						
*Deliver training	x	x					x				
*Get feedback	x	x					x				
*Revise Accordingly	x									x	x
Provide training on Deaf culture to HAVEN staff	x Marcy	x Marcy, Marika, Brenda									
*Review existing training curricula	x	x	x								
-internal			x								
-external (Deaf victims)			x	x							
*Update/adapt current trainings where appropriate	x	x	x	x							
*Replace elements of training with new info where appropriate	x	x			x						
Submit to OVW for approval	x	x			x	x					
*Select date and inform HAVEN staff	x		x								
*Deliver training	x								x		
*Get feedback	x								x		
*Revise Accordingly	x									x	x
Provide training to Deaf C.A.N! staff on safety planning/lethality assessment	x Emily	Emily, Camilla, Ernie, Advocate									
*Review existing training curricula	x	x	x								
-internal			x								
-external (Deaf victims)			x	x							
*Update/adapt current trainings where appropriate	x	x	x	x							
*Replace elements of training with new info where appropriate	x	x			x						
Submit to OVW for approval	x	x			x						
*Select date and inform DCAN staff	x				x						
*Get feedback	x						x				
*Revise Accordingly	x	x								x	x

	Who is Responsible?		Timeline (Months)								
	PAH	Working Committee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Provide training to HAVEN staff on working with interpreters	Marcy	M, M, Carol Jensen									
*Review existing external curricula	x	x	x	x							
-Vera											
-DeafHope											
-ADWAS											
-DVAS											
*Develop a training for HAVEN staff	x	x	x	x							
Submit to OVW for approval	x				x	x					
*Schedule training opportunities	x	x	x								
*Deliver training	x	x							x		
*Evaluate	x								x		
*Revise accordingly	x								x	x	
Integrate training series into New Employee orientation at HAVEN	Emily	Em &HR								x	
*Develop policy to ensure ongoing training to new staff	x							x			
*Ensure volunteer coordinator is trained and trains volunteers on Deaf specific DV/SA issues.	x	x							x		
Initiate lunch and learn at DCAN	Marcy &Emily										x
*Twice per year revisit topics from dv/sa training series at DCAN	x										
Integrate training series into volunteer training	Em & Marcy	Emily, Marcy and volunteer coordinators	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
*Ensure DCAN volunteer coordinator participates in training series for DCAN and then followup to ensure she has the tools required to train DCAN volunteers.	x	x					x				
*Ensure HAVEN volunteer coordinator participates in training series for HAVEN and then followup to ensure she has the tools required to train HAVEN volunteers.	x	x							x		

Initiative/Activities	Who is Responsible?		Timeline (Months)								
	PAH	Working Committees	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Create a Trauma-Informed response to Deaf survivors											
	christine	camilla, ernie, steph, marcy, marika									
Identify a trauma-informed expert to provide consultation	x	x	x	x							
*Research in MI for a TI expert	x	x	x	x							
*Research elsewhere if necessary	x	x	x	x							
*Review and compare what is offered	x	x	x	x							
*Vet chosen trainer through OVW for approval	x			x							
*Contract with chosen consultant	x					x					
Conduct trauma-informed trainings in organizations	x	x									
*Identify location for training(s)	x	x			x						
*notify staff	x										
*deliver training	x							x			
*obtain staff feedback on trainer and learned ability to implement information	x							x	x		
Develop plan to implement trauma-informed changes											
*consultant will work with agencies to develop TI strategic plans for both agencies.	x	x				x	x	x	x		
*submit TI strategic plans to OVW for approval	x								x		
Implement changes											x
*Each agency will implement the TI strategic plan approved by OVW	x										

Initiative/Activities	Who is Responsible?		Timeline (Months)									
	PAH	Working Committees	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Initiative/Activities		emily, ernie, stephanie, deaf survivor, pamela, marcy and marika										
	Lead - Christine											
Improve communication access for deaf survivors												
To conduct communication access review	x	x										
Research communication experts	x	x	x	x								
vet chosen communication expert through OVW	x	x	x	x								
* Benchmark existing review tools from the OVW disability grant program	x	x	x									
* Develop a communication access review tool for DV/SA agencies	x	x			x	x	x	x				
* send review tool to OVW for approval	x	x						x				
* Assemble review team	x	x						x				
* Train the review team	x	x							x			
* Conduct review	x	x								x		
* Develop barrier removal plan	x	x									x	
* Address barriers (long term)	x											x
Develop Kit for Communication access	x	x										
*consult with communication expert	x			x	x	x	x	x	x			
*working committee will make recommendations for needed items in the kit	x	x			x	x						
*purchase chosen assistive technology	x	x				x						
*develop information packet for equipment included in the kit	x	x				x	x					
*develop procedures for use to the toolkit based on safety	x	x					x					
*develop training on equipment	x	x						x				
*conduct training	x									x		
*develop policy's for maintenance	x	x								x		
*update kits according to tech. on a yearly basis	x	x									x	
Provide ASL Interpreter training	Lead - Marcy	M, M, cg, interpreter and deaf dv survivor										
*determine curriculum	x	x	x	x	x							
*determine faculty and presenters	x	x	x	x	x							
Submit presenters and curriculum to OVW for approval	x	x			x							
*work with aslta to partner and co-sponsor the training.	x	x	x	x	x							
-recruit participants for training	x	x				x	x					
* location and date	x	x			x							
*conduct training	x								x			
*feedback	x								x			

		em, ernie, producer, deaf survivor, marcy and marika	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Create Intake DVD/informational asl videos	cg										
*research external resources for existing products	x	x	x								
*gather a working committee	x		x	x							
*develop content of dvd/videos	x	x			x	x					
*decide on modality of delivery	x	x	x	x							
- ASL and Closed Captioned											
-Visual walk through of Shelter											
- role plays											
-bare bones - one ASL interpreter or Deaf person conveying information.											
*submit content to OVW for review	x					x					
* after approval, set film date	x	x					x				
*film	x	x						x	x		
* edited finished product	x	x						x	x		
Send final product to OVW for approval	x								x		
Website accessibility project	cg	em, ernie, producer, deaf survivor, marcy and marika	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
*Conduct internal assessment of websites and identify information to include in asl	x	x	x	x							
* Determine costs and resource needs with web development	x	x	x	x							
*create content and proposed enhancements	x	x		x	x	x					
*develop timeline for completing production	x	x				x					
Send proposed enhancements for OVW approval	x						x				
*create enhancements	x	x							x		
*go live with enhancements	x	x								x	x

Initiative/Activities	Who is Responsible?		Timeline (Months)								
	PAH	Working Committees	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Develop policies and procedures to support services for Deaf survivors											
Review existing policies	x	x	x	x	x	x		x			
Determine which policies need to change and which need to be developed	x	x		x	x	x	x		x		
* No Wrong Door policy	x	x									
* Policy on minimum training requirements	x	x									
* Formal policy on using ASL interpreters	x	x									
* Formal policy on screening for abuse	x	x									
Policy approval by BOD's of HAVEN or DCAN depending on agency	x	x					x	x	x		
Send to OVW for Approval	x						x	x	x		
Revise policies	x	x									x

Initiative/Activities	Who is Responsible?		Timeline (Months)								
	PAH	Working Committees	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Develop a long-term plan to sustain collaboration (PAH!)											
Develop working committees	x						x	x	x		
- assign staff from respective agencies											
Communication Access	x							x	x	x	
-barrier removal plan											
Develop a resource-sharing agreement	x								x		
Develop agreement to jointly seek and apply for future funding	x								x		
Develop MOU to sustain collaboration	x								x		