

When is an Open Bed Not an Open Bed?

Creating Inclusiveness
When Serving Survivors

Since domestic violence *rarely* presents as the only aspect of trauma, oppression, or control in a survivor's life... an open bed is truly open when it is open for *any* survivor seeking safety and support.



Two Areas of Consideration

- Competence
 - The ability to do the work required
- Confidence
 - The belief in oneself that competence can increase through investment; creating a sense of “success” at the end of the day

Competence

- In order to increase competence, a leader provides:
 - Guidance
 - Training
 - Direction
 - A System of Accountability

1st of Three Primary Focal Points

- What do you really need to know in order to provide access to safety?
 - Create a minimum of criteria for entry into shelter
 - Determine what really needs to be learned in order to be ready for a survivor's arrival

2nd Primary Focal Point

- How can every experience at shelter be an opportunity to heal?
 - Agreements rather than rules (or even guidelines)
 - Grown-ups behaving like grown-ups
 - Opportunities for Re-centering
 - Integrity as the key to empowerment

3rd Primary Focal Point

- How can we recognize and benefit from the leadership of those we serve?
 - How is a shelter community like a neighborhood organization?
 - The best direction an organization can take

Confidence

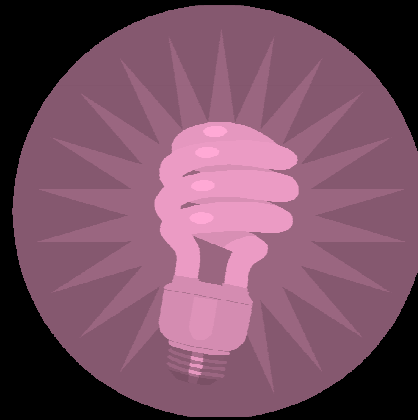
In order to increase confidence, a leader sustains an unwavering belief in the team to accomplish the mission and philosophy of the organization.



1st of Three Primary Focal Points

- Engaging all staff in program development

- Idea Mapping



- Making It Happen Teams

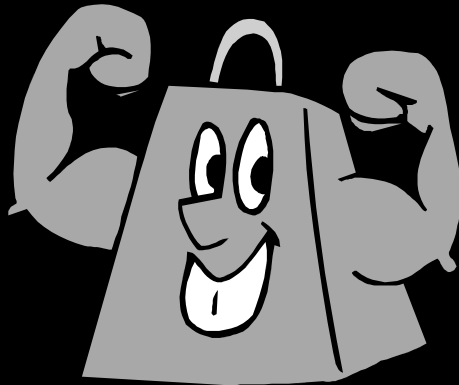
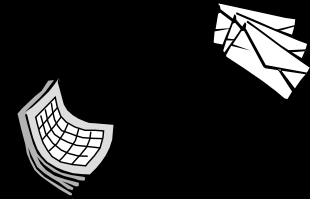
2nd Primary Focal Point

- Engaging all staff in team development
 - Participative decision-making
 - Building and sustaining team cohesiveness

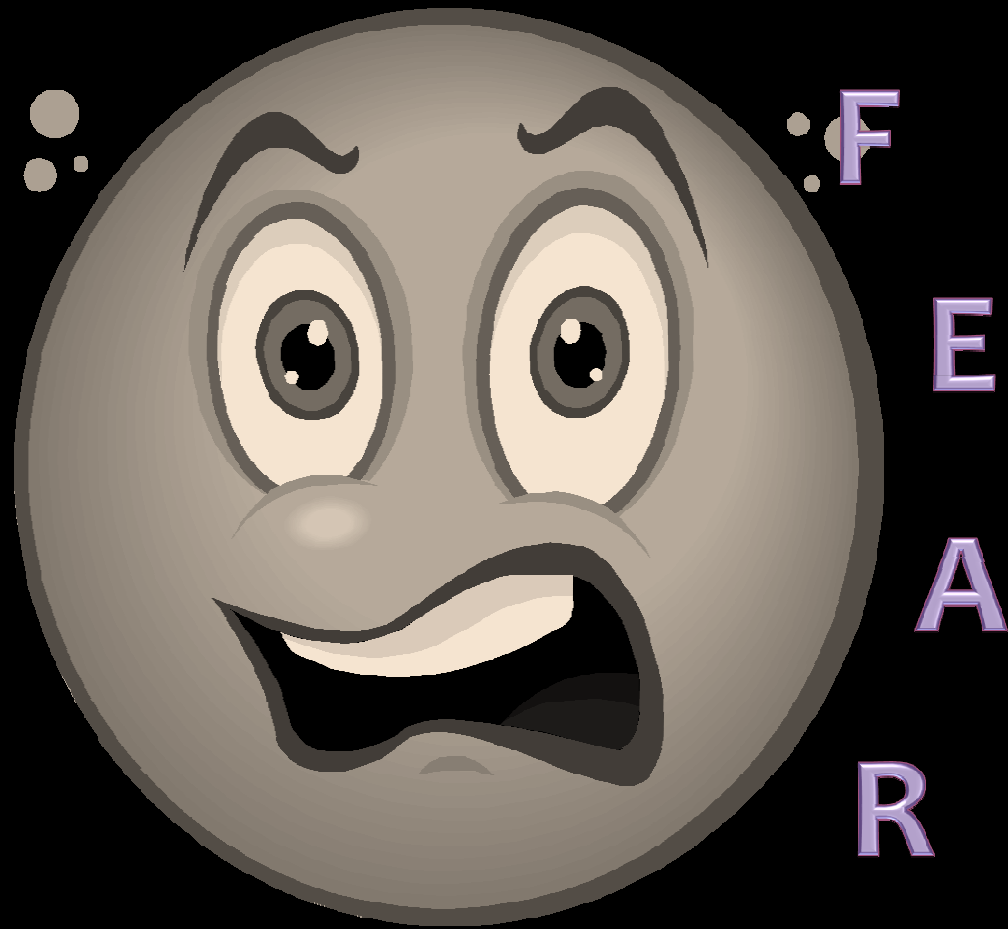


3rd Primary Focal Factor

- Engaging all staff in professional development
 - Recognizing and maximizing executive skills
 - Recognizing and maximizing strengths



Variables and Barriers



Fear of...

- Not having ample competence to meet the needs
- Not having the confidence to undertake the learning that is necessary
- Change
- The absence of protocols
- Generalized uncertainty
- Having no “equation for the unfamiliar
- Not having enough funding
- Not having enough staff or staff investment
- Not having sufficient knowledge

Benefits and Fulfillments

- Moving toward a tipping point
- Increased understanding of the scope of impact of domestic violence
- The need for training increases confidence and competence
- Increased opportunities for collaboration across disciplines
- Multi-generational outreach
- Increased development of community partnerships

Resources, Recommended Reading & Authors

...and recommended
topics for research