

Classes I, J, K

Affinity Discussion

**Social change advocacy:
Possibilities and pitfalls on the road
to organizational change**

We'll begin shortly.

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Praxis International and Manavi in partnership with the Office on Violence Against Women

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Affinity Discussion

**Social change advocacy: Possibilities
and pitfalls on the road to
organizational change**

November 6, 2014

THE *Advocacy* a force for change
LEARNING CENTER

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Webinar tips

- **Comments**
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Road to social change

What is the purpose of our program?

What does our mission say?

What do our job descriptions say?

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Sample mission statements

1. To provide comprehensive support to adult and child victims of domestic violence and sexual assault, to promote community awareness and prevention through education, and to build and support a community culture that stands against violence.
2. To seek to end violence against women by:
 - Working to end its cultural and social supports,
 - Prioritizing our resources for the needs and safety of women and their children,
 - Taking on the cause of and speaking on behalf of survivors and their children,
 - Educating our community about its root causes,
 - Working for social change in policy and practice that supports safety for survivors and accountability for perpetrators, and
 - Strengthening the voices of survivors and supporting them to self-determine their own best interests.
3. To advocate for a coordinated and effective response system that creates a safety net towards building healthy communities, while embracing the strength of our cultural values and traditions.

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Sample mission statements

4. To promote independence and choice and enhance the quality of life for people with developmental disabilities and their families. To prevent the sexual abuse of persons with developmental disabilities: we will achieve this through education, community development and individual empowerment.
5. To open a door through which women and children fleeing domestic violence can find safe haven.
6. To transform battered lives by healing painful emotions, teaching valuable life skills, and fostering financial independence and long-term self-sufficiency.

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Sample advocate job description

The advocate provides direct services such as crisis intervention, guidance, support, and information to victims of domestic abuse and sexual assault including but not limited to crisis intervention, safety planning, domestic violence and rape education, support counseling, advocacy, referrals, transportation, follow-up and access to accommodation.

Duties and Responsibilities

1. Maintaining confidentiality of clients and all persons in contact with the program for services.
2. Conducting individual phone and face-to-face crisis intervention with scheduled and walk-in clients.
3. Facilitating weekly support groups for victims of domestic violence/sexual assault.
4. Attending medical exams, law enforcement interviews, and court hearings (at client's request).
5. Assisting clients with obtaining protection from abuse orders, and informing them of options and rights within the legal system.
6. Assisting clients in using available services such as housing, criminal justice, legal counsel, medical care, mental health services, substance abuse counseling, income support assistance from appropriate governmental agencies, and job placement and training opportunities.
7. Networking and building relationships with community members, officials and agencies that may be able to positively impact the lives of victims (courts, law enforcement, therapists, attorneys, DHHS-CPS and TANF).

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Sample advocate job description (cont'd)

8. Participating in [local collaborative] meetings, serving on committees and task forces.
9. Providing community education presentations.
10. Compiling statistical reports and other reports as needed.
11. Office management: proper documentation of all contacts with persons in or seeking services; following record keeping procedures including documentation of abuse experienced and assistance provided.
12. Providing staff back up on a rotating basis and providing periodic crisis line coverage.
13. Participating in initial and ongoing training and staff development opportunities.

Qualifications

- Minimum of a high school diploma or GED.
- crisis intervention, ability to act effectively in a crisis situation, skills in human relations and conflict resolution, and support group facilitation experience
- Good communication skills including being supportive and non-judgmental.
- Effective listening, oral and written skills are necessary.
- Ability to be a strong advocate and work within systems.
- Qualifications may be obtained through personal experience, education, job experience, or a combination of all of these.
- Strong commitment to ending violence against women.

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Our questions...

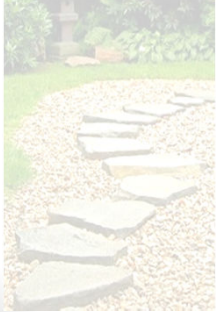
What motivates us to engage in an organizational change process?

What supports us in creating organizational change?

What gets in the way of creating organizational change?

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Chat it in: What's next on your path to organizational change?



Where do we go from here?

What questions does this conversation raise for you?

What ideas does this conversation give you?

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Closing thoughts...



[11]

This project is supported by grant #2011-TA-AX-K074 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions or recommendations expressed are those of the author(s) and do not necessarily reflect the view of the U. S. Department of Justice.



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