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[Delay...]

The residence coming in are going to be primarily white. We will talk about what this means for the program. Those women of color in that area . Or who do not speak English proficiently. If you are not white or you do not speak English you are documented . I take it is and -- an ongoing issue. I am not trying to get or give you an easy out answer.

I agree that it is ongoing. I am wondering how you organize your projects . How do you get a variety of voices in the project ? I know you said the first year you were meeting all of the time . And that you were confused . I am wondering if there is any experience that you pulled that how you listen to each other? And how you counted -- and counted for your different experiences?

I'm going to say that this is a difficult question. How we established -- across the coalition. We are constantly -- even if we are not on a project. We share, and all of those things. I do not know if I have thought about it so much because this is what we do around here.

Because it is intensive , we only collected one program from each region when we started. Then people became upset and they wanted to be part of it too. We regularly get phone calls, and we were directing them to programs that were part of it. So it has been this constant part of the business that the hotline, visit for group , anything that we can do to help them get connected. It has been interesting . People wanted to come together and talk to each other.

This project, it started in 2007. The first year we had seven programs. That was, braiding on more programs -- bringing on more programs . Once it was initially over, we officially met -- basically have a life on his own.

We had training. We talked about rules. There was the understanding -- we could approach problems differently than we have in the past. This is why the conversation becomes so important. You are able to use the examples that you have heard and then you can brainstorm. The suggestion about that advocate -- we have been so excited about this idea. But we have so many different scenarios . But you cannot write all of the scenarios . Each time I get a call I have a different scenario. But you do need to have a problem solution around it.

That is how we we -- go about this. Coming from a place of -- if we have this foundation and this is what we believe. Then we do not have to have an answer for absolutely everything. And we can draw from what we do or what we stand for. This is not a new thing. This is what supports me to be the best advocate possible .

I do not know if momentum is the right word . But you can excite the other advocates. When people started saying this was such a good advocate it was dashed -- connecting people and having a real genuine conversation. That is why people got into this .

Exactly. It is contagious energy that happens -- once you get permission to talk about it differently. And give it a chance to be -- is kind of like getting back to the basics. Then we can all have this moment of freedom, to say this is why we do this work. As a result, these are our principles and this is how we do it. And spend time in a dialogue with women that is for women . With such a great force. It just comes upon you, and it is exciting. I'm going to stop myself for just a moment , to see if there are any questions.

We do not have any questions at this time.

Thank you. If anyone wants to jump in and share your energy -- because we can talk about this for hours. And it would be lovely . As soon as you said 2007 when you started this program -- Ann's study came out -- I am wondering once you have this study in your hands . Was there anything that rang true for you ? how did it come together ?

It was so cool when the research came out . I think I was dancing around the office, saying look . It really true -- it reinforced -- it was not a harebrained idea. There is so many pieces to the research . But there is a section that really deals with rules. I read through it, and we seem rules where we still see trouble. At the basic level, -- these are the same things we continue to have problems with. It supported what we were doing. It supported the programs that we are talking about. It was nice to say, look -- there is research to support us.

Once we started to do on-site training come -- there was a woman who was just hired. She spoke eloquently. She came from another state , -- she lied a lot . Because of how the rules were . When people are hearing that, the qualitative experience about [Indiscernible] . The other thing with chores, there are a lot of issues about expectations shares -- when people come into the shelter. Can we provide incentives? There are a lot of issues surrounding expectations . And really being able to work through that. There were different ideas [Indiscernible-low volume]

Thank you so much for sharing that. I think that reminding ourselves to keep women's voices -- in all of the aspect of our work . Is incredibly important . And often forgotten. There is a contribution -- and everyone to hear with women are saying and respond to it. We sometimes get on a steamroller. We need to remind us that we are doing a great job. I think Lori said that well, we have to figure out how to support each other in this work. I think when we go to that phase -- trying to figure

out or at least start the conversation. We have to be reminded how we can be completely inclusive. We have a question.

This comes from

Courtney [Indiscernible-low volume] from North Dakota. How are you?

Fine. Some --

You mentioned that you have issues surrounding giving chores. One of the rules that comes up for us is alcohol and substance and -- abuse. We have had a significant population increase in the last few years. We have also seen a lot of problems. We have synthetic drug use in the shelters. As well as prescription drug abuse. Our shelters are constantly struggling with what they -- the issues of regulating the stuff. It is a constant struggle. Trying to find a balance. And how to address those situations. The other questions I have -- which came out recently it is regarding firearms in the shelter. North Dakota is a gun friendly state. We need help. We have, [Indiscernible-low volume] and people are allowed to bring their firearms in their vehicles to work. We have definitely seen an increase in Chris -- increase. So how do we address not having firearms in our shelters? Does anyone have any policy examples?

Do you have a lockbox so people can lock up their firearms?

First of all, if you have a concealed weapons. Obviously we might not know you have it.

We are concerned -- somebody's shelters are going to have a knee-jerk response. Is someone who just got out of training and AC a firearm - and they see a firearm -- we just need to have a policy.

You asked two excellent and complicated questions. Please do not misunderstand -- you do have alcohol and mental-ish -- mental illness issue. This is becoming a bigger problem. I do not know -- I do not believe we have one answer to this. Initially, let's talk with -- about that substance abuse. Someone might be alcohol and drug dependent, -- [Indiscernible]. We will never find a way to work with a woman who has these issues. Because this is not a reasonable expectation. How can we have a conversation around -- making it okay for her to talk about it in for us to be open and listen. Just because I use substances, does not mean I am an addict or that I need to go to rehab. Or think I might need to. You have of those expectations. I would truly encourage you -- to look at Patty Bland's information.

She is actually one of our key speakers in our conference -- for our conference in September.

We should not wait

-- we need to start this up front. Including talking to people about diversity in the shelter, and people coming from different walks of life. We provide services to many people. And they are going to have any number of issues. They might be coming from a crisis situation. Some people might have abuse issues. There are many people coming in for

services. Some of the conversation -- just start by saying , a lot of women will use substances just so they could cope with life. This is something that you might want to talk about. We want to talk to you about it . Here are some resources that are available to you. It is making it normal for people to talk about it.

They might have heard from somebody else that they had to leave the program because they opened up.

When you say -- I really do not think you should just create a policy. They have the -- maybe they can have their own lockbox -- people might take things. Are we giving people those types of options where they can lock their things up? That is just one of the things that pop up. It is an ongoing thing. It does depend on how staff responds. Plus the options we give to women -- to lock things up. We ask that you do not have any weapons in the room. We had people turn things over to us, so we locked it up. And when they left, they -- we gave it back to them. The guns and nice, -- knives might be something that will help a woman feel safe . And we do not want to take this away.

You need to reduce the likelihood --

I know with small firearms , we can lock them up. You might have a lots of options. But being transparent. So there is no hidden attention. Because it is communal living -- and you cannot control another person's behavior. You want that person to start thinking about -- how they can do things safely.

You need to be transparent. Are you going to go through all of their things? I would not want anyone to do that to me. There is an element , where we do the best that we can . We have a communal living situation . You have people with different beliefs . But the one common denominator is that they come to us for help. So how can we try to be up front with people and get them options? Maybe try to store things -- I do not know. I hope it was helpful.

The good news is, we have a another session in September. And we will discuss this. Hugh have proven that we need six sessions -- you have proven that we really need six or seven more sessions. We carry our own peers and -- fears and assumptions. We may have staff that are uncomfortable -- it might be places or moments . And that can get muddled. You can put this into any example. All of what we carry as human beings can get garbled up . We need to figure out, how it impacts our work. How it impacts our organization . And what do we do with all of that? It is not an easy task. We are at the end of our time together . I want to thank Jennifer and Laura were being on call. And all of you .

Thank you for having us. We look forward to the next call.

My birthday is on the next session -- so I will send out my address so you can send me a birthday card .

It is SeptemberIt is September 5. And we will continue this conversation.

Thank you , all of you for sharing with us today. I really do appreciate it.

The next time we will all be together, will be September will be September 5 -- which is Laura's birthday. We will all come together and eat birthday cake. It will be Wednesday, October 16 -- we will continue the discussion. Make sure that it is on your calendar. We love in the valuation's. -- We love evaluations. So be sure, when the evaluation pub sub, -- pops up, we would appreciate you filling it in.

My last request, if you have things that have bubbled up in your mind or thoughts -- go ahead and e-mail those to me. We will have time to reshape our next session. If there are things we can incorporate in the next session, please let me know. I will leave you all. I wish all of you to have a good weekend. Goodbye .

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Event concluded]