

# Annual Impact Report 2021

DELAWARE COALITION AGAINST  
DOMESTIC VIOLENCE

Zooming Through The Year with Perseverance, Creativity, and Compassion



# Delaware Coalition Against Domestic Violence

Hello,

DCADV has zoomed through this year with perseverance, creativity and compassion. We have faced the challenges brought on by the pandemic and engaged in comprehensive, collaborative work including:

- offering DV101 and advocates' **training** virtually through a series of webinars;
- **advocating for victims' rights** and privacy protections and importantly, more funding for DV services;
- collaborating with member programs and community partners in **prevention** efforts that address risk factors for intimate partner violence;
- coordinating with member programs on **economic justice** efforts;
- **engaging with healthcare** and DV providers to offer mobile advocacy through community health workers;
- **partnering with the Nanticoke Tribal Association** to provide training and to support the development of Nanticoke Resource Guides.

The Coalition has been able to do all of this work because of the commitment, vision and empathy of the Board and staff.

This year the Coalition has also committed ourselves to prioritize **racial equity** in all of our work. DCADV contracted with Healing Equity United, a project of Centering the Margins, to conduct an organizational equity assessment. This assessment generated a comprehensive report that provides strategies for improving the Coalition's racial equity and inclusion efforts. DCADV understands that working towards racial equity is essential in our efforts to end and prevent domestic violence.

DCADV is deeply thankful for our member programs and shelter and hotline staff, case managers, first responders, victim services, health care workers, community health workers, therapists, teachers, advocates and attorneys who every day put their heart on their sleeve and work compassionately to assist DV survivors.

DCADV is also humbled and inspired by DV survivors, and the brave voices within the WEAVER task force, who are working to raise awareness and to advocate for victim rights. DCADV is grateful to the Women of Color Task Force for their leadership and commitment to end and prevent domestic violence.

We are extremely grateful for the generosity and support of our funders and individual donors. Thank you for your shared commitment to end and prevent domestic violence.



Sue Ryan

## Current Board of Directors

Ann Altemus, Chair  
Nancy Castellanos, Co-Chair  
Jayce Lesniewski, Secretary  
Kathrin Schmalzing, Treasurer  
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Debra Reed  
Deianna Tyree-McDuffy

*Special thanks to Eleanor Kiesel and Debra Reed whose terms end in December 2021.*



## DCADV Staff

Sarah Bear, Prevention Director  
Nick Beard, Policy Coordinator  
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Mariann Kenville-Moore, Director of Advocacy & Policy  
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Brooke Ophardt, Training & Prevention Specialist  
Erin Ridout, DV & Community Health Program Manager  
Nicole Rinier, Prevention Policy Specialist  
Sue Ryan, Executive Director  
Jen Uro, Communications & Fundraising Manager  
Courtney Winkler, Training & Outreach Coordinator

*Special thanks to former staff members Marcey Rezac and Cierra Bryant who contributed to the work featured in the annual report.*

# About DCADV

## Our Vision

The Delaware Coalition Against Domestic Violence envisions a First State where safe, healthy, equitable relationships, families and communities thrive.

## Our Mission Statement

The Delaware Coalition Against Domestic Violence is a statewide, nonprofit organization and coalition of organizations, groups and individuals that strive to promote conditions that prevent and eliminate domestic violence by educating its members and community partners; providing informational resources to the community; and advocating as a strong, unified voice for victims/survivors of domestic violence, children who are affected, domestic violence programs and victim service providers.

## Our Member Agencies

Member Organizations provide direct services to adult and child victims of domestic violence through hotlines, community advocacy, shelters, visitation centers, legal services, therapeutic programs, as well as offering treatment programs for offenders. They support the mission, goals, and philosophy of DCADV and work with DCADV to create an environment in which those victimized by domestic violence become empowered. Representatives from our member organizations serve on our Board of Directors.



## Women of Color Task Force (WOCTF)

The COVID-19 pandemic greatly affected the ability of the task force to meet and focus on community outreach during this fiscal year. With signs that we are turning the corner on this pandemic, the Women of Color Task Force is ready to re-engage and continue the important work of the group in the year ahead. DCADV continues to be grateful to the WOCTF for their leadership, collaboration, and hard work!



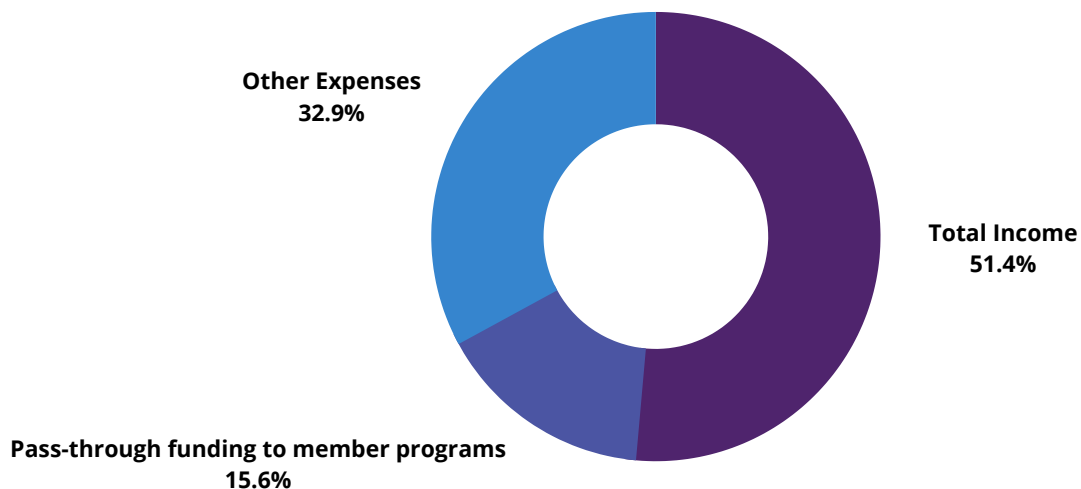
## Women Empowered Against Violence in Every Relationship (WEAVER)

WEAVER is a DCADV task force of survivors of intimate partner violence. Through the years, the task force has changed and evolved to meet the needs of the group, but the intention remains unchanged, to educate the community about domestic violence and advocate for survivors through survivors' personal experiences with domestic violence. Members work to support DCADV's mission and member programs. WEAVER members have the ability to create change by sharing their perspectives. COVID restrictions prevented significant outreach this past year, but a WEAVER Coordinator joined this effort in May to provide support as the task force reconvenes. Previous members are encouraged to reconnect to the task force. Survivors who may be interested in raising awareness, improving systems, and expanding services for victims of intimate partner violence, are encouraged to connect with DCADV through the web.

# 2020-2021 Fiscal Year Financials

Income	Totals
Federal	\$ 1,020,579.00
State	\$ 424,602.00
Foundation	\$ 373,994.00
Conference fees/training	\$ 11,080.00
Donations	\$ 16,759.00
Membership	\$ 8,090.00
Fundraising	\$ 17,402.00
Interest	\$ 27,067.00
<b>Totals</b>	<b>\$ 1,899,573.00</b>

Expenses	Program Services	General Administration	Totals
Salaries and Benefits	\$ 661,554.00	\$ 116,743.00	\$ 778,297.00
Pass-through funding to member programs/ community donations	\$ 578,207.00	\$ -	\$ 578,207.00
Communications	\$ 13,696.00	\$ 2,417.00	\$ 16,113.00
Rent	\$ 20,988.00	\$ 3,704.00	\$ 24,692.00
Office expenses	\$ 54,094.00	\$ 9,495.00	\$ 63,639.00
Professional fees	\$ 156,975.00	\$ 27,702.00	\$ 184,677.00
Public info & resources	\$ 10,814.00	\$ 1,915.00	\$ 12,729.00
Stipends & special projects	\$ 83,840.00	\$ 14,793.00	\$ 98,633.00
Staff training/development	\$ 10,747.00	\$ 1,897.00	\$ 12,644.00
Training (board & community)	\$ 21,763.00	\$ 3,840.00	\$ 25,603.00
<b>Totals</b>	<b>\$ 1,612,678.00</b>	<b>\$ 182,556.00</b>	<b>\$ 1,795,234.00</b>





# Training & Outreach

## Domestic Violence 101

With the number of new advocates needing introductory training and support, it was more important than ever to find a way to continue to offer our signature Domestic Violence 101 training. DV101, typically a two-day, in-person training, is designed to provide a multidisciplinary audience with an overview of the dynamics and prevalence of domestic violence, and teaches participants effective advocacy skills that support safety and empowerment across systems. DCADV's Team adapted this two-day training into a five-session online training that was held in both the fall and spring.

## Virtual Advocates' Retreat & Conference Series

The 2021 Virtual Conference Series was a resounding success! Over 200 advocates, victim service providers, and allied professionals from across the country attended one or more webinars in this eight-part series. Topics included exploring the dynamics of domestic violence from a Muslim-American perspective; addressing organizational trauma; the historical and societal impact of domestic and sexual violence on Black women; and addressing how power, oppression, and privilege intersect with our work in violence prevention/intervention. You can find resources and recordings from these sessions at [www.dcadv.org/retreat](http://www.dcadv.org/retreat).

Adequate self-care is vital to sustaining long-lasting careers as victim service providers. We were excited to provide an opportunity for self-care through *Soul Moves*. *Soul Moves* is a four-week series exploring health and wellness through lenses of Anishnaabe Maadziwin and contemporary yoga. Participants left the series refreshed and equipped with new and sustainable wellness practices to incorporate into their everyday lives.

## Building Capacity in Delaware's Domestic Violence Workforce

Delaware's Certified Domestic Violence Specialists (DVS) continue to lead the DV advocacy community with a commitment to excellence and best practices. Over FY 20/21, one new DVS was certified, and three were recertified, bringing our total number of certified specialists to 45.

As part of our continuing partnership with the University of Delaware's Center for the Study and Prevention of Gender-Based Violence and the Women & Gender Studies Department, DCADV's Executive Director teaches the course Advocacy in DV Services. Students in this course learn about the role and importance of the coordinated community response to and primary prevention of domestic violence by hearing firsthand from our community partners and staff.

The Training Subcommittee of the Domestic Violence Task Force, under DCADV's leadership, continued to host a Community of Practice for advocates and service providers. This group provides opportunities for shared learning and focused discussion about emerging issues and challenges in the field of DV advocacy and services.

This year, DCADV entered into a partnership with the National Association of Social Workers-Delaware Chapter to offer continuing education credits (CEUs) for many of our trainings. By making these credits available, we've been able to reach a broader audience, while also providing the necessary professional development for social workers and other mental health professionals.

***Well-trained advocates are the key to effective victim services, and in turn, more positive outcomes for victims/survivors.***

## **Improving System Response & Coordination**

Through the DV-Community Health Worker Project, DCADV continued to provide training to health care providers on the impact of domestic violence on health. DCADV also provided continued support to CHILD, Inc.'s Community Health Advocates to further develop and strengthen the program and partnerships.

Finding and keeping safe housing is crucial for domestic violence victims/survivors. DCADV worked with Delaware State Housing Authority (DSHA) to increase their awareness of domestic violence dynamics, resources, and legal remedies/housing protections for survivors, and had the opportunity to host two trainings in May on these topics. Over 150 people were in attendance, including DSHA staff, property managers, members of the Delaware Continuum of Care, and members of the Domestic Violence Task Force Housing Subcommittee. Our team was fortunate to tap into the incredible knowledge and expertise of our partners at the National Network to End Domestic Violence; the National Housing Law Project, and the National Alliance for Safe Housing to present these trainings. As a result of the training, one participant noted that they feel confident "to continue fair treatment to all individuals, protect the confidentiality of residents, and make the proper referrals." We look forward to continuing our work with DSHA to improve services and resources for victims/survivors in public housing.

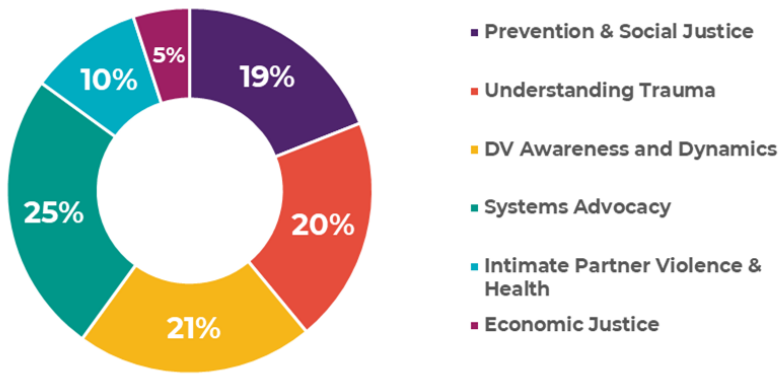
The connection between mental health, trauma, and domestic violence is complex. Common mental health issues (depression, PTSD, suicidality, anxiety, addictions) are often exacerbated by domestic/intimate partner violence. DCADV had the opportunity to work with the Division of Substance Abuse and Mental Health (DSAMH) under the Emergency Response to Suicide Prevention grant, which requires a focus on serving domestic violence victims/survivors. DSAMH has worked with the hotline and shelter staff at two of our member organizations (CHILD, Inc. and People's Place) to help identify those who may be at risk of suicide and to provide them with treatment through Brandywine Counseling and Community Services. Additionally, DCADV provided training to the Brandywine Counseling staff on the dynamics of domestic violence, potential challenges/barriers for folks engaging in service, effective response and support for victims/survivors, and the referral process for connecting folks to DV services. One participant summed up an important message they gained from the training: "I've learned that I can share with my participant that they have options instead of living in fear."

DCADV worked with the Legal Assistance for Victims (LAV) grant project partners to provide targeted training to attorneys, legal staff, and court advocates. These training events focused on enhancing skills to better serve victims/survivors of domestic violence. Cindene Pezzell of the National Clearinghouse for the Defense of Battered Women presented a session on providing expert witness testimony in DV cases. Elaina Roberts of the National Network to End Domestic Violence presented a session on collecting and admitting tech evidence in cases of cyber abuse. DCADV also provided training to our partners at Community Legal Aid Society, Inc. (CLASI) on the impact of secondary/vicarious trauma.

**165 Training Events**  
**Reaching 4,080 people**



## FY20/21 Training



### Prevention & Social Justice (19%)

Health Equity • Challenging Privilege, Bias, and Oppression • Healthy Relationships • Social Determinants of Health • Positive Youth Development • Risk & Protective Factors • Evaluation • Engaging Men & Boys • Bystander Intervention

### Understanding Trauma (20%)

Trauma & the Brain • Secondary Trauma and Provider Sustainability • Children Exposed to DV • Mental Health & Substance Abuse • Trauma-Informed Settings • Trauma-Informed Policies & Practices • Adverse Childhood Experiences • Trauma-Informed Systems

### DV Awareness & Dynamics (21%)

Looking from a Survivor's Perspective • General DV Awareness • DV in the Workplace • Safety Planning

### Systems Advocacy (25%)

Child Welfare • Custody and Visitation • Civil & Criminal Justice Systems • Policy • Legislative Advocacy • Housing • Social Services • Coordinated Community Responses

### Intimate Partner Violence & Health (10%)

Health Impact of DV • Reproductive Health and Coercion • The Role of Health Care Systems & Settings • Trauma-Informed Screening & Response • Health Disparities & Health Inequity • Impact of COVID-19

### Economic Empowerment/Justice (5%)

Financial Abuse • Financial Literacy • Financial Planning Resources & Supports • Public Benefits • Housing • Workplace Policy & Supports



## Prevention & Community Collaborations

### Economic Justice Summit

In October 2020, DCADV, in partnership with the rape crisis centers, collaborated with the University of Delaware's Biden Institute and the Center for the Study and Prevention of Gender-Based Violence to host "Economic Justice Through Social Responsibility," a virtual summit focused on the intersections between violence prevention and economic justice. The summit was a three-part webinar series that featured national experts from the field of sexual and domestic violence prevention. The summit averaged over 100 unique participants and engaged key allies including financial institutions, corporations, and policymakers. According to training evaluation responses, all respondents agreed or strongly agreed that they gained new knowledge applicable to their work. And, 88% of respondents agreed or strongly agreed that they feel prepared to make changes within their workplace to promote economic justice as a result of attending the summit.

## INVEST DE

In February of 2021, DCADV launched Integrating Non-Violent Economic Strategies Throughout Delaware – INVEST DE. This collaborative space of passionate stakeholders exchanges expertise and ideas to help increase the number of data-informed, economically-just policies adopted by workplaces across Delaware. Through this strategy, INVEST DE seeks to address social factors (such as financial instability and poverty) that increase the likelihood for sexual and intimate partner violence to occur. INVEST DE recognizes that moving toward an economically-just Delaware requires a systems-level approach to address these issues. As such, INVEST DE examines systems-level practices to promote an economic justice lens across systems.

## Coaching Boys Into Men/Athletes as Leaders

In FY 20-21, DCADV has maintained its efforts to bring violence prevention to Wilmington's youth by partnering with The Warehouse and Children and Families First of DE (CFF) through programs like Coaching Boys Into Men and Athletes As Leaders. These programs work by helping influential adults and peers discuss healthy relationship behaviors and intervention strategies with the teens they are working with.

Due to the ongoing impact COVID-19 has had on in-person gatherings, most of this work was completed online through remote platforms. The Warehouse offered online programming through their W.A.V.E. Initiative (Warehouse Advanced Virtual Experience) and CFF offered summer programming through GoToWebinar and Zoom. Even though there were challenges and technology hiccups, the teens still expressed their appreciation for programs that gave them a space to discuss what healthy relationships look like to them and ways to spread that message to others. DCADV, along with The Warehouse and CFF, continue to use these programs and adapt them to the ever-changing needs of the communities here in Delaware.

## Domestic Violence Task Force

DCADV continued to provide support and technical assistance to Delaware's Domestic Violence Task Force (DVTF). DCADV staff participate in and/or lead several of the DVTF Subcommittees (including Training, Housing, and Legislative). Even though the group has continued to meet virtually, the DVTF remains a vital space for advocates, service providers, and others from the DV field to network and collaborate.

## DELTA/RPE State Leadership Team

DCADV's prevention team collaborated to conduct a needs assessment with Delaware's State Leadership Team to determine capacity-building needs associated with the three priority areas of the State Action Plan. The assessment included an online survey along with key informant interviews. Needs assessment results, which were released in May 2021, have informed the development of a training and technical assistance plan to strengthen the State Leadership Team's capacity to discuss prevention and advance activities outlined by the State Action Plan. The training and technical assistance plan will be implemented through the remainder of 2021 and beyond.

**“ A rising 10th-grader who is part of The Warehouse said, “I like the dialogue we have during Coaching Boys Into Men and Athletes As Leaders program series...the information we discuss is educational.”**

**A rising 8th-grader who is part of CFF said, “What I...love about this lesson is how we talked about; you don't need to wear makeup to make you beautiful or high fashion clothing and or anything all you need is yourself and not to care about a messy hair day or walking out in your pj's.”**

**”**



## Nanticoke Indian Tribe

Over the last three years, DCADV has been working in collaboration with the Nanticoke Tribe in Sussex County. In partnership, we have developed the Resource Guides for Safe & Healthy Relationships Project, which is designed to support tribal members who can serve as a resource for anyone in the Nanticoke community who may be a victim of domestic violence. The project is intended to help anyone who may be a victim of domestic violence to have access to a fellow Nanticoke community member who has information about available resources.

The Nanticoke Resources Guides have received extensive training, including in the dynamics of domestic violence, trauma-informed responses, and importantly, available community resources and supports. Due to safety precautions needed during the pandemic, the planned Resource Guide training was converted to a virtual format. As part of being trained on culturally competent responses, DCADV partnered with the National Indigenous Women's Resource Center to offer training for the Nanticoke Resource Guides. NIWRC's training focused on Intimate partner violence in Indigenous Communities; Trauma-informed Care in Tribal Communities; and specific NIWRC resources. The training component has been successfully completed with nine Resource Guides 'graduating' and moving into roles that focus on community outreach and response.

## Partner Sustainability

Through the uncertainty of COVID-19 and its impact on in-person gatherings, the ability to acquire and sustain partnerships around programming, such as Coaching Boys Into Men and Athletes As Leaders, that involves consistent group socialization has been challenging. But through using technology to collectively share ideas and the ability to remain flexible to ever-changing needs, we've been able to strengthen an existing partnership with The Warehouse by participating in several rounds of their W.A.V.E. (Warehouse Advanced Virtual Experience) programming, along with participating in early iterations of their Teens In Motion workforce development program.

Along with sustaining our partnership with The Warehouse, we were able to foster a new partnership with Children and Families First of Delaware in early summer of 2020. Our ability to quickly adapt programming to a virtual platform and adapt the lesson plan to meet the needs of their community has helped sustain our partnership past the summer and throughout the year by offering trainings to their Behavioral Health Consultant staff on topics like gender norms, LGBTQ+ topics facing middle school youth, and trans-specific supports.

With multiple successful years of partnership and several successful rounds of programming completed, we are looking forward to sustaining and strengthening our partnerships through the coming years.



LulaRoe donated 2,500 pieces of clothing to Delaware DV shelters and other programs for women in need.

We also want to thank DE Attorney General Kathy Jennings for working with us to obtain a donation of 100 cell phones with prepaid calls, texts, and data. These phones were made available to Delaware domestic violence survivors as the result of a public-private-nonprofit collaboration between the Delaware Department of Justice, the Delaware Coalition Against Domestic Violence, and industry donors. We can do so much more when we work together!





# Communications

## DCADV's new logo

DCADV worked with a designer to create a new logo for DCADV. The new logo represents all the facets of the work of the coalition.



## DCADV's updated website

The new website design was launched and can be seen at [www.dcadv.org](http://www.dcadv.org). New to the site is a section in Spanish along with updates to the advocacy and policy section to share more information regarding economic justice, housing, health, and legislative policy. An **accessibility bar** was also added to promote inclusivity and web accessibility for those who need it.

## Community Prevention Campaign

This campaign was based on prevention strategies that help to prevent domestic violence. The messaging was shared on bus shelters in New Castle County along with radio spots in both English and Spanish. DCADV also had billboards in each county.



## INVEST Campaign

DCADV also launched the INVEST campaign targeted at corporations located in Delaware. DCADV can work directly with management teams and employees to establish or enhance company-wide policies.



The trainings can be tailored to meet the needs of each audience and may cover a wide variety of topics related to domestic violence prevention and intervention.

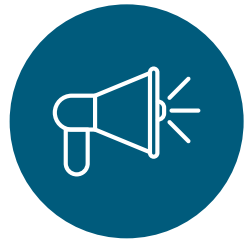
## Hotline Campaign

DCADV was able to re-run the hotline awareness campaign on the radio in English and Spanish and 15 bus shelters across the state.



## Collaborative Projects

DCADV worked with CLASI and Child, Inc. to create a flyer about PFA services during the pandemic. The flyer was printed in English, Spanish, and Haitian Creole. With the help of the Delaware Department of Health, the flyer was distributed at COVID-19 testing sites across the state and a PSA ran on local radio stations as well. The Coalition also worked with the Nanticoke Indian Tribe to create a COVID-19 resource page that included testing site locations, various links, symptoms to watch for, tips to prevent the spread of COVID-19, and hotline numbers.



## Advocacy & Policy

Innovation, flexibility, and persistence enabled DCADV and community partners to address domestic violence this year. Despite the financial impact of the pandemic, our Coalition successfully advocated for increased **funding for domestic violence services at the state and federal level**. Federal level work also focused on anticipated cuts to VOCA grants in coming years, and meetings with our delegates gave hope. We were fortunate to work with NNEDV and other coalitions during the Annual Advocacy Event to educate leaders about the complex needs of victims and to advocate for resources.

Advancing victims' rights was central when it came to **criminal justice reform** efforts, especially related to police accountability and transparency. DCADV's commitment to advancing racial equity and inclusive policies deepened as well, and our collaboration with the ACLU of DE and the Smart Justice Coalition will help us further elevate the diverse experiences of victims and those affected by DV.

**Privacy and confidentiality rights** were also a priority. DE's Victims Bill of Rights addresses the criminal justice system, but gaps in privacy exist in other service areas. As DE develops more robust healthcare and behavioral health responses to DV, our goal is to ensure strong privacy protections that are easy to access. DE House Bill 261 aims to do that and will strengthen privacy protections and potential gaps related to "sensitive services."

Our movement continues to grow and DCADV is building stronger partnerships to address concerns raised by survivors. As the state of emergency continued, so did our work with **Family Court** and community partners to ensure that access to the court and protections remained. The crisis also highlighted the **housing shortage** in the state. Bills like SB 90 (related to income discrimination) and SB 101 (related to evictions) are coordinated efforts to address housing shortages. DCADV also worked to build the capacity of DE advocates in navigating the complex housing service system with survivors. Trainings, resources, and updates to our website about housing were developed as well.

Survivors tell us that the financial impact of domestic violence is a major concern. SB 15 (\$15 min. wage) passed and will have an impact over time, but we also believe a broader range of **economic justice** policies should be advanced. For example, SB 1 (paid family leave) includes leave for medical needs and will help victims seeking safety, as well as reduce stress and risks associated with violence. To learn more about DCADV's policy work and how to join our efforts, go to <https://dcadv.org/what-we-do/advocacy-policy-work/main-page.html>.



Representative Lisa Blunt-Rochester and Staff

## Advocacy Days 2021



Senator Chris Coons and Staff



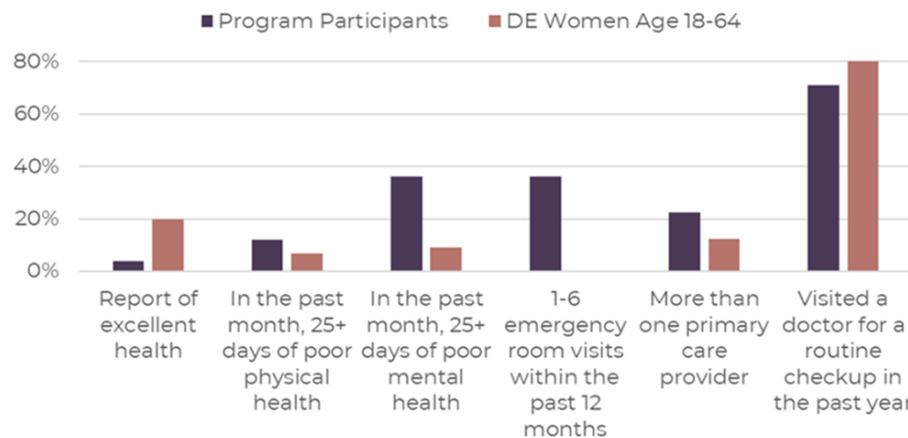
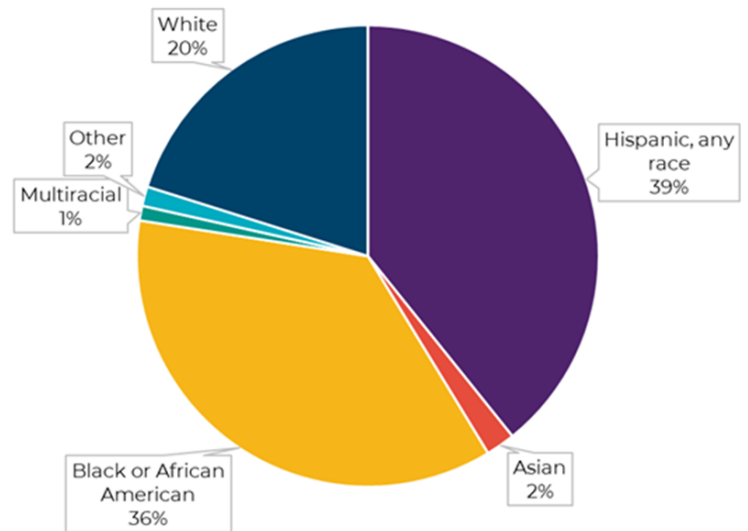
# DV & Health

The Domestic Violence – Community Health Workers (DV-CHWs) have served 370 survivors as of June 30, 2021. Those served are predominantly Women of Color with children (84% have at least one child in their care). A quarter of those served have a primary language of Spanish.

In line with the available research, the survivors engaged with Child, Inc.'s DV-CHW team have complex health needs and face disparate health outcomes. The DV-CHW Project's data, collected at intake using validated Behavioral Risk Factor Surveillance System (BRFSS) questions, shows that prior to engaging with the DV-CHWs, survivors are:

less likely to rate their health as 'excellent;' more likely to have 25 or more poor physical and mental health days in the last 30 days; less likely to have only one primary care doctor; and less likely to have been seen for an annual visit than non-survivors.

**Race and Ethnicity**



These disparities in health and care access are exactly why DCADV sought to establish the DV-CHW service delivery model – a model that comprehensively addresses survivors' safety, health, and social needs. The DV-CHWs build long-term, trusting relationships with survivors, engaging survivors for an average of 6-9 months. This relationship serves as the foundation for positive health and safety outcomes.

Project data shows that survivors felt an increased sense of social support as a result of connecting with the DV-CHW service. Survivors also gained knowledge of available resources, with 88% indicating they have "a lot more" knowledge than before engaging in the service. And two-thirds of survivors shared that their quality of life has gotten "a lot better" as a result of their work with the DV-CHW service. Additionally, survivors who received support from the project's flex funds (flexible financial assistance most commonly in the areas of housing, basic needs, and children's needs) reported reduced financial stress and an increased sense of hope for the future. Efforts are underway to extend the funding for this innovative and survivor-centered service beyond 2022.

**Congratulations to the Domestic Violence-Community Health Workers on being named 2021 CHW Champions!**



**Maite Aros**



**Tisha Jackson**



**Jessica Mora-Martinez**

**During the enormous challenges of the pandemic, you courageously provided quality community health and DV advocacy services.**

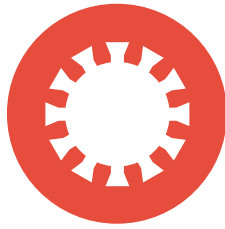


## **DCADV's Work to Prioritize Racial Equity**

This past fiscal year, DCADV contracted with Healing Equity United, a project of Centering the Margins, to conduct an organizational equity assessment as part of the Coalition's efforts to prioritize racial equity in all of its work. This agency-wide assessment involved both the Board and staff and generated a comprehensive report that provides recommendations for implementing strategies at the Board and staff level to improve the Coalition's racial equity and inclusion efforts. DCADV is grateful to Healing Equity United for their guidance.

Healing Equity United also provided a two-day training to delve deeper into the assessment. This training helped guide the staff and the Board in their prioritizing of the assessment recommendations. The Board's Racial Equity and Social Justice Committee and the staff Racial Equity Workgroup are working to implement the recommendations in a thoughtful, sustainable way. These recommendations include increasing diversity of the board, developing a racial equity budget that supports staff and board training, creating brave spaces and resources for staff to come together to continue to increase self-awareness and explore dynamics of racial equity, updating performance evaluation tools to include a racial equity and inclusion (REI) framework, and reviewing organizational policies to ensure they include an REI framework. In addition to working on the recommendations, DCADV staff meet monthly to engage in conversations about race, racism, and equity.

The Board and the staff are engaged in this work with a sense of commitment and purpose. We understand that working towards racial equity is essential in our efforts to end and prevent domestic violence.



# COVID-19 Response

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## Technical Assistance & Guidance

DCADV's Advocacy & Policy team offered technical assistance on a variety of topics. Guidance was provided on creating safe service spaces including both in-person and virtually, adjusting DV services and responses for the state shut down, supporting frontline staff and providing safety for them, and responding to the needs of victims and children having to quarantine with abusive partners. Staff also maintained close connection to federal partners and the network of state coalitions. These connections have helped build our collective wisdom on what it means to be trauma-informed and victim-centered even in a public health crisis.

## Training and COVID-19

DCADV is dedicated to offering quality professional development opportunities to the community. This year, our team continued to offer webinars and other online trainings; including adapting our signature Domestic Violence 101 training and the annual Advocates' Retreat and Conference to virtual spaces. Many of these trainings are recorded and archived on our website. This archive has become a useful tool for advocates and community members to access valuable training at their convenience, while balancing the intensive demands of their workloads.

## DV-CHW

Throughout the COVID-19 pandemic, the DV-CHW team continued to serve survivors whose safety and health needs increased and became more complex. The majority of survivors served are Women of Color with at least one child in their care and have been disproportionately impacted by the pandemic. In addition to meeting the existing health and safety needs of survivors, through supportive services and flexible financial assistance, the DV-CHWs expanded their services to include care coordination around COVID-19. The DV-CHWs provide survivors with information and connection to testing and vaccinations, public health education promoting masking and handwashing, and debunk common misconceptions about COVID-19.

## COVID-19 Resources

DCADV continued to maintain a COVID-19 resource section on the coalition's website. This section contains resource pages and websites for victims/survivors of DV as well as general information regarding the COVID-19 health crisis.

## Prevention

DCADV supported the COVID-19 response through increased prevention efforts. CDC supplemental funding provided the opportunity to support existing DELTA Impact prevention partners, CHILD, Inc. and People's Place, to expand prevention programming and supplement as needed. Through the Sparrow Run Resource Center at CHILD, Inc., the supplemental funding allowed them to provide youth-centered financial literacy and empowerment programming through virtual means. People's Place re-launched their website, REAL Relationships, to continue offering prevention-focused resources to youth and schools during remote learning. Furthermore, DCADV engaged three additional partners through COVID-19 supplemental funding: Network Connect, the Teen Warehouse, and Employment Support Network. Network Connect and the Teen Warehouse worked to strengthen youth support and community resilience in the midst of increased stress due to the pandemic. Employment Support Network provided wrap-around services to individuals across Delaware who found themselves unemployed as a result of COVID-19. Wrap-around services included financial literacy education, employment coach (such as resume review and job search support), and mental health check-ins. All of these efforts worked together to mitigate intimate partner violence risk factors exacerbated by the COVID-19 pandemic and strongly complemented existing prevention programming.

# Supporting Members, Donors, & Funders

July 1, 2020- June 30, 2021

Your support means so much! All of the activities described in this Annual Report were made possible by the generosity and investment in our communities and state by the following individuals, organizations, and agencies. **THANK YOU!**

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Evelyn Deutsch - *Jimmie Gail Porter*  
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Jan Foth - *All those who have lost their lives to Domestic Violence*  
Joelle Hannon-Cropp - *Donna Hannon*  
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## In Honorarium (con't)

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Community Legal Aid Society, Inc.  
Delaware Center for Justice  
People's Place II, Inc.  
YWCA Delaware

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People's Place  
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The Curry Girls  
YWCA Delaware

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DE Division of Health and Human Services - RPE  
DE Dept. of Public Health - Healthy Women, Healthy Babies  
US Department of Health and Human Services - FVPSA & DELTA Impact  
US Department of Justice - VAWA 2019 & VAWA 2020

We are proud to receive donations through United Way of Delaware, Delaware State Employees' Charitable Campaign and Combined Federal Campaign, as well as several employee giving programs.