

*DCADV is recognized as a leader in domestic violence training for advocates, criminal and civil justice personnel, and social service staff, reaching over 1,700 participants each year. DCADV is available to provide training upon request to agencies, organizations, and groups. These trainings can be tailored to meet the needs of each audience. Trainings may cover a wide variety of topics related to domestic violence prevention and intervention. To request one of the trainings below, please use the training request form on our website. If you have further questions or you'd like to discuss topics to fit your needs, please contact DCADV's Training, Outreach, & Prevention Team at [training@dcadv.org](mailto:training@dcadv.org) or 302-658-2958.*

*All trainings (unless otherwise indicated) will require a computer, projector, speakers, and screen or blank wall for projection. DCADV is able to provide a laptop and portable LCD Projector if equipment is not available on site.*

### Domestic Violence 101

DCADV offers a semi-annual two-day Domestic Violence 101 (DV101) Training. DV101 is the Coalition's signature training event and attracts a multidisciplinary audience from across the state. Participants typically include domestic violence service providers, nonprofit organizations, law enforcement agencies, and state employees working on issues ranging from behavioral health services to human resources to the criminal justice system. DV101 provides an overview of the dynamics and prevalence of domestic violence, and teaches participants effective advocacy skills that support safety and empowerment across systems. Topics covered during the training include:



- History & Culture of Domestic Violence
- Dynamics of Abusive Relationships
- Empowerment Advocacy
- Risk Assessment
- Safety Planning
- Community Resources
- Criminal Justice and Civil Justice Systems
- Protection from Abuse Orders
- Trauma-Informed Services
- Prevention & Social Change

DV101 trainings are typically held in February/March and September, and are open to anyone interested in learning more about domestic violence. An abridged version (one-day or half-day) of the DV101 training is available for agencies/organizations who wish to address needs specific to their group. Please contact DCADV to discuss your group's needs.

### Dynamics of Domestic Violence

#### The Dynamics of Domestic Violence: A Cross-Discipline Approach

Traditionally, work in the field of domestic violence services has focused on intervention and the criminal justice system. However, research and practice have shown that we need to go beyond the courtroom; the most effective practices require a multi-disciplinary approach, including prevention and intervention. This session will provide an overview of the history of domestic violence, including the movement from a criminal justice to public health approach. Participants will explore the latest research to best target service provision to unserved/underserved populations. Participants will also be encouraged to use a trauma-informed approach to services.

*Recommended training time: 3 hours*

*Maximum number of participants: 50*

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### **Inclusive Practices to Address Intimate Partner Violence and Safety in the LGBTQ Community**

Intimate partner violence disproportionately affects members of the LGBTQ community, who often have less access to safety and/or may be resistant to utilizing mainstream services. This workshop will increase participants understanding of intimate partner violence in the LGBTQ community. Best practices and key considerations will be shared to utilize inclusive practices that better meet the needs of LGBTQ victims and survivors of violence. Active audience participation is encouraged. Participants will engage in discussion, anonymous polling via clicker technology and role playing.

*Recommended training time: 2 hours*

*Maximum number of participants: 30*

### **Stalking: Prevalence, Dynamics, Impact**

Stalking – a complex, dangerous, and potentially lethal crime – is often misunderstood, minimized or missed entirely. Recognizing stalking and how it intersects with domestic violence is critical for assessing danger and developing responsive safety plans. In partnership with the Stalking Resource Center, DCADV offers training to address the definition of stalking, the prevalence and dynamics of stalking with a focus on the intersection of stalking and domestic violence, how technology is used by stalkers, social normalization of stalking, lethality risks, and considerations for safety. Trainers will work with individual organizations to tailor the presentation to their needs.

*Recommended training time: 1.5-3 hours*

*Maximum number of participants: 50*

### **Trauma-Informed DV Intervention and Creating Social Change**

The core values of domestic violence advocacy include elements of both intervention and prevention. To effectively prevent violence, we need to continue to provide trauma-informed services to those affected. In this training, participants will explore the tenets of trauma-informed services and how we can empower victims and survivors as they move forward. Additionally, participants will make connections between the impacts of domestic violence on victims and survivors and the efforts across Delaware to increase services/supports, with the ultimate goal of eliminating domestic violence. This training is ideal for those new to the field, or those looking to learn more about the intersections of prevention and intervention.

*Recommended training time: 1.5 hours*

*Maximum number of participants: 50*

### **When Domestic Violence Comes to Work: Recognizing, Preventing and Responding to Workplace Violence**

Domestic violence is a pervasive problem throughout our communities. Victims may experience physical, sexual, emotional, psychological, and/or financial abuse. While the trauma and violence experienced by victims and survivors typically occurs in the home, they carry it with them wherever they go - including to the workplace. Likewise, abusive partners can also be employees, or harass their victims who are employed in the workplace. Overall, domestic and intimate partner violence compromises employee safety and wellbeing and challenges company productivity. This training will examine the impact of trauma and domestic violence on both the employee and the workplace, with the goal of collaboratively identifying simple and realistic strategies to help recognize and prevent workplace violence. A review of Delaware laws on employment protections for victims of domestic violence will also be included to prepare employers to effectively respond to victims/survivors and perpetrators.

*Recommended training time: 3 hours*

*Maximum number of participants: 50*

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## Why Do They Stay? Understanding Context and a Victim's Perspective

One of the most common questions we hear about victims of domestic/intimate partner violence is, “But why do they stay?” Every victim/survivor has their own story and many legitimate reasons for the decisions they make. Through an interactive role-play activity, participants will gain insight to the victim's perspective. After the activity, participants will examine the context, cause, and consequence that affect a victim/survivor. Finally, participants will learn about the importance of being trauma-informed advocates and how to provide services and support to victims of domestic/intimate partner violence.

*Recommended training time: 1.5 hours*

*Maximum number of participants: 50*

## Evidence-Based Programming: Assessing for and Responding to Intimate Partner Violence

*The following trainings utilize curricula designed by Futures Without Violence, a national training/technical assistance provider whose mission is to provide groundbreaking programs, policies, and campaigns that empower individuals and organizations working to end violence against women and children around the world.*

### Hanging Out or Hooking Up: Clinical Guidelines on Responding to Adolescent Relationship Abuse Is your Relationship Healthy?: A Clinician's Guide for Screening and Assessing for Abuse and Coercion



Intimate partner and sexual violence are major social issues that impact our safety and our health. The Center for Disease Control and Prevention (CDC) National Intimate Partner and Sexual Violence Survey found that 1 in 4 women have been the victim of severe physical violence by an intimate partner and nearly 1 in 5 women have been raped. With one in five (20%) U.S. teen girls reporting ever experiencing physical and/or sexual violence from someone they were dating and one in four (25%) teens in a

relationship reporting being called names, harassed, or put down by their partner via cell phone/texting, adolescent relationship abuse is highly prevalent and has major health consequences. Adolescent health care providers can play a big role in addressing, identifying, and preventing adolescent relationship abuse. This training will give health care providers tools to deliver universal screening/education, prevention messages about healthy relationships and helping those exposed to abuse.

*Recommended training time: 3 hours*

*Maximum number of participants: 50*

### Removing Barriers: How Assessing for Domestic Violence Helps Early Childhood Centers

Early childhood care providers have a unique opportunity to improve outcomes for families and children by assessing for intimate partner violence (IPV) and domestic violence (DV). During this training, participants will explore the adverse effects of toxic stress and IPV on children and families, and how that trauma may manifest in their daily interactions. Participants will have the opportunity to role play trauma-informed practices with evidence-based tools and resources for assessment, safety planning, and providing warm referrals to other allied professionals.

*Recommended training time: 3 hours*

*Maximum number of participants: 50*

## Removing Barriers: How Assessing for Domestic Violence Helps Home Visiting Programs and Health Ambassadors



Home visitors and health ambassadors have a unique opportunity to improve health outcomes for mothers and their children. Screening for intimate partner violence (IPV)/domestic violence (DV) can make a difference in the lives of the families you serve. During this training, participants will explore the impact of IPV/DV on perinatal/postnatal health outcomes, as well as considerations for interconception care. The training will also address the adverse effects of IPV/DV on children. Finally,

participants will have the opportunity to role play trauma-informed practices using evidence-based tools and resources to assess, screen, and provide support for victims/survivors of DV/IPV.

*Recommended training time:* 3 hours

*Maximum number of participants:* 50

## Young Moms, Strong Kids: A Trauma-Informed Approach to Recognizing and Responding to Domestic Violence

Professionals serving young mothers have a unique opportunity to improve outcomes for women and their families. This training will provide participants with the tools and resources necessary to promote healthy, respectful relationships, assess for relationship/intimate partner violence, and empower young mothers to make informed and safe decisions for themselves and their children. Participants will explore the impact of intimate partner violence on perinatal/postnatal health outcomes, as well as considerations for interconception care. The training will also address the adverse effects of relationship/intimate partner violence on children. Finally, participants will have the opportunity to use an evidence-based universal education tool to increase their comfort level in providing support to the individuals they are serving.



*Recommended training time:* 3 hours

*Maximum number of participants:* 50

## Prevention and Social Change

### Prevention 1.0: An Introduction to Prevention and Social Change

### Prevention 2.0: Working Together to Impact Multiple Forms of Violence

Domestic violence prevention has evolved from one-time awareness events geared towards harm reduction to working collaboratively to identify and respond to the root causes of multiple forms of violence, all while promoting anti-oppression and equality. Through the CDC's report, "Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence," those in the field are starting to recognize the shared risk and protective factors of the communities they serve and leverage relationships with organizations and community partners to identify, implement and evaluate evidence-based strategies to prevent issues, like domestic violence, that plague our society. This two-part workshop will explore a public health and social justice approach to intimate partner violence, while also examining the connections between multiple forms of violence (i.e., child maltreatment, teen dating violence, intimate partner violence, sexual violence, youth violence, bullying, suicide and elder maltreatment). Participants will identify opportunities to work across issues on joint action that can benefit all. DCADV staff will also discuss our organization's anti-oppression approach to preventing domestic violence by utilizing a Social Change Framework in combination with the Public Health Model. Stories of collaboration with DCADV community partners will be shared to demonstrate how awareness in combination with action can lead to social change, the prevention of multiple forms of violence and the adoption of healthier norms that allow communities and individuals to thrive.

*Recommended training time:* 1.5 - 2 hours per workshop

*Maximum number of participants:* 50

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## Program Outcomes and Evaluation

### Grant Writing: Making Sense of Outcomes, Impact, Work Plans, Performance Measures, and Everything in Between

Using interactive, hands-on practice, this training aims to prepare participants to write successful grants. The training provides an introduction to grants and their place in the development of programs and services, common core components of grant applications, and best practices for planning for strong proposals. Using interactive activities, participants practice developing essential grant proposal elements including: project descriptions, evaluation techniques, budgeting and how to effectively communicate issues and needs in a clear and concise manner.

*Recommended training time:* 3 hours

*Maximum number of participants:* 50

### Understanding Evaluation, Parts 1 & 2

Beyond fulfilling funding requirements, evaluation is a critical and necessary component for understanding the impact our programs and services are having as well as for informing continuous improvement of our efforts. This training will provide participants with an overview of the essential components of evaluation as well as tips for designing evaluations that are meaningful but feasible for organizations or programs where time and resources for evaluation activities are limited. This Part 1 training can also be paired with DCADV's logic model training: ***Understanding the Logic in Our Models.***

Building upon concepts covered during Part 1, Part 2 digs deeper into understanding critical evaluation components including, setting short-term and long-term objectives, identifying data sources and data collection methods, using logic models to guide evaluation plans, and user-friendly formats for evaluation plans. The training provides participants with the opportunity for hands-on practicing in developing preliminary evaluation plans. Participants should come to the training with a program, strategy, or initiative to use as their example during the training.

*Recommended training time:* 1.5 – 3 hours

*Maximum Number of Participants:* 50

### Understanding the Logic in Our Models

Logic models are an essential tool for planning, evaluating, and continuously improving our programs and services. This training provides participants with an in-depth look at the purpose of logic models, universal core logic model components, and tips for putting logic models into action. Participants will have the opportunity to practice developing logic models and will receive both instructor and peer support in thinking through common challenges and pitfalls. This training can also be paired with DCADV's evaluation training: ***Understanding Evaluation.***

*Recommended training time:* 1.5 – 3 hours

*Maximum number of participants:* 50

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## Adolescents

### Building Resilience

Many of us have experienced trauma or chronic adversity (racism, sexism, poverty, discrimination) at some point in our lives. Traumatic events and adversity, whether they happen to an individual, a family member or friend, or to our community, can leave us feeling lost. In this session, participants will compare and contrast various coping mechanisms and the impacts they have on their relationships. Participants will participate in a mindfulness-based stress reduction technique to add to their collection of coping skills.

*Recommended training time:* 1.5 hours

*Maximum number of participants:* 30

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## Deconstructing Media Messages

Recognizing how media messages are constructed is essential to developing positive and healthy relationships. Students will learn how media uses and reinforces stereotypes in marketing and how to critically think about the messages they are receiving when viewing media. After analyzing various examples of media messages, students will discuss some of the common themes that are seen throughout, including perpetuating harmful gender norms, power and control, and privilege and oppression.

*Recommended training time:* 1.5 hours

*Maximum number of participants:* 30

## Empowering Healthy Relationships: Gathering Our Power, Control, Confidence, and Courage (for adolescents/young adults)

Healthy relationships with friends, family, and dating partners provide the support needed by adolescents as they navigate young adulthood. By providing resources and affirmation, we can empower young adults to make healthy, safe choices in their relationships for a lifetime. This session will explore the dynamics in various types of relationships, and provide tools for teens to promote healthy relationships for themselves or their peers. Participants will also discuss the impact that harmful gender norms/stereotypes can have on their relationships.

*Recommended training time:* 1.5- 2 hours

*Maximum number of participants:* 30

## Promoting Respectful Relationships: Teen Dating Violence 101 (for individuals working with adolescents)

The foundations of healthy relationships are essential to establish at a young age. For those professionals working with adolescents, your role in promoting healthy and respectful relationship norms, as well as recognizing and responding to potentially dangerous/abusive situations, is an important one. This session will provide information about the prevalence and dynamics of adolescent relationship abuse. Participants will also explore the challenges to working with adolescents, including handling disclosures, mandatory reporting, and safety planning. Participants will also be encouraged to use a trauma-informed approach to services.

*Recommended training time:* 1.5- 3 hours

*Maximum number of participants:* 50

## Engaging Men and Boys in Violence Prevention

### Doing Gender, Doing Health: How Traditional Notions of Masculinity Impact the Health and Well-Being of Men & Boys

From childhood through adulthood, we receive messages about what it means to “be a man.” Unfortunately, many of these traditional notions of masculinity affect the health and well-being of men and boys. This workshop will explore the social construction of gender/masculinity and how these norms affect men seeking physical and mental health services. Best practices for providers to discuss healthy masculinity, healthy relationships, and other health services will be addressed.

*Recommended training time:* 3 hours

*Maximum number of participants:* 50



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## Engaging Men in Domestic and Sexual Violence Prevention

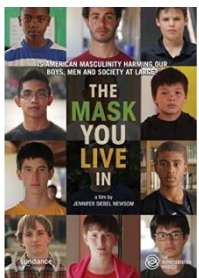
Domestic and sexual violence are men's issues too! Why? Because 1) it is largely men who perpetrate these crimes; 2) harmful gender norms (i.e. hypermasculinity) are connected to violence; 3) men benefit from preventing domestic and sexual violence. Participants will leave this training with a greater understanding of how harmful gender norms contribute to these crimes, ways to deconstruct unhealthy masculinity while also reconstructing more healthy notions of masculinity, as well as key considerations for identifying strategies to engage men in violence prevention efforts.

*Recommended training time:* 1.5 hours

*Maximum Number of Participants:* 50

**Note:** This training is appropriate for any group/organization that serves men and male-identified individuals in any capacity. Regardless of one's field or sector, there are ways to promote healthy masculinity and related protective factors, as well as infuse prevention into ongoing efforts!

## Helping Our Boys and Men Remove Their Masks



During this discussion based workshop, participants will screen clips of *The Mask You Live In*, a Representation Project documentary that explores the impact of society's narrow definition of masculinity. With a successful track record of sparking conversation, the film will create a space conducive for an engaging, facilitated discussion around the social construction of gender/masculinity and how adoption of harmful gender norms affect boys, men, women and society (i.e. violence, substance abuse, poor mental health, suicide, poor academic achievement, etc.). Using wisdom in the room, participants will identify ways to create safer spaces for our boys and men to "remove their mask," and live happy, healthy, safe, authentic lives. DCADV staff will provide best practices and key considerations and highlight related prevention efforts in Delaware.

*Recommended training time:* 1.5 hours

*Maximum Number of Participants:* 30

## Schools

### Taking "Collective Care": Understanding Trauma and Finding Realistic Ways to Help Ourselves, Our Students and Our Schools Build Resilience (3-part series)

Traumatic experiences and chronic adversity are a reality for many of us – our students, families, staff, and surrounding communities. Trauma can impact our brain and therefore, our learning and behavior. This three-part training series will examine trauma with the goal of collaboratively identifying simple and realistic strategies to help recognize and respond to the impact of trauma by taking "collective care" of ourselves no matter our role (student, teacher, administrator, parent, coworker). Working across our roles, we will use our strengths and collective power to reduce re-traumatization and create safe, healing and resilient environments for all.

This training series will explore the effects of trauma and violence at three different levels:

- Part One will focus on the first step of taking "collective care" in a school community- how we can take better care of ourselves. Participants will be invited to consider the impact of trauma and vicarious trauma across the lifespan, and how our own traumatic stress can manifest in the work we do every day. Participants will leave with a greater understanding of resiliency and healthy coping strategies.
- During Part Two, we'll continue the discussion from Part One and look at the impact of trauma on the organization. It's easy for us to lose ourselves in helping others, but it is also important and validating to understand how the trauma we're surrounded with daily affects our organizational culture. We will identify strengths and challenges to see organizational patterns, and will explore tools to promote the health and wellbeing of the organization and its members in affirming and meaningful ways.

- In Part Three, we will begin to consider short-term and long-term action steps. After learning to recognize how trauma impacts us as individuals, communities and organizations, we will work together to discover realistic and practical opportunities to resist re-traumatization, promote healing and resilience, and adapt our systems and environments to become safe, empowering spaces for all.
- Throughout the training series, we will also discuss best practices for trauma-informed services and identify tools and resources to support ongoing, innovative partnerships to prevent individual, organizational, and community trauma within the school/district.

*Recommended training time:* 2-3 hours per session

*Maximum Number of Participants:* 50

**Note:** Because the content of this training is tailored specifically to the audience, some pre-planning sessions with school/district leadership may be necessary.

### **Training Fees and Financial Assistance**

As a non-profit agency, DCADV requests reimbursements for staff travel expenses incurred as part of our training and technical assistance efforts. DCADV's mileage reimbursement policy is based on the current federal rate of \$0.535/mile as of January 1, 2017. Memberships and donations to DCADV are also appreciated to support our coalition and task forces, and our wide array of advocacy, policy, training and prevention programs. However, DCADV is dedicated to helping Delaware communities effectively respond to and prevent domestic violence, and remains committed to this effort regardless of our partners' resource limitations.

### **Scheduling**

To schedule one of the trainings listed above, please use our online training request form. A representative from our Training, Outreach, & Prevention Team will contact you within five business days of receiving your request.

If you have training needs that may not be met by one of the trainings listed above, please contact DCADV's Training, Prevention, and Outreach Team at 302-658-2958 ext. 15 or [training@dcadv.org](mailto:training@dcadv.org). We can work with your organization to develop a training to meet your specific needs.