



**CALGARY
DOMESTIC
VIOLENCE
COLLECTIVE**



Calgary Domestic Violence Collective

Calgary's Collaborative Community response
to addressing domestic and sexual violence



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We are CDVC.

ABOUT US

CDVC is an collective made up of over 70 member agencies aiming to stop the cycle of domestic and sexual violence in Calgary.

As a collective, we are stewards of a movement based on relationships and a common agenda. We are not bound by structure or hierarchy – in fact, adaptability is our essence – allowing us to embrace new and emergent ideas.



THE VOICE OF CALGARY AGENCIES

For 30 years, the Calgary Domestic Violence Collective (CDVC) has served as the voice for agencies that are working to prevent domestic and sexual violence in Calgary.

Currently, CDVC includes:

70

Representation from over 70 organizations across Calgary.

4,000

Over 4,000 participants in workshops and trainings.

1

Shared vision to end domestic violence in our city.

OUR GOAL:

End domestic violence.

The CDVC is an ecosystem inspired by a very powerful idea – ending domestic violence. Our purpose is to identify and support high-impact opportunities, share knowledge and influence norms, practices, programs and policies related to addressing domestic violence.

We do this by focusing on a three-fold mission:

Connect

To build capacity within organizations, communities and individuals to address domestic and sexual violence.

Learn & Grow



Learn & Grow

To inform and influence decision makers, system leaders and government around a framework for preventing and addressing domestic violence.

Connect



Innovate

Innovate

To ensure a collaborative and coordinated community response to addressing domestic and sexual violence in Calgary.



2019-2020 HIGHLIGHTS

At our core, we are about creating space for connection, innovation, learning and growth. As self-organizers, CDVC members represent a broad range of organizations, sectors and political affiliations. Together, we are co-authoring our version of 'collective impact' to address the complexities that underpin the systems and structures that support violence, and create deep and durable impact.

With all of this in mind, here are some highlights we have had in our move towards ending domestic violence.

COMMUNITY CONSULTATION

In February 2020, we held a System Thinking for Complex Problems Workshop where representatives from across Calgary discussed the areas where we can focus our efforts to improve how we address domestic violence in Calgary. During this consult, any member can propose an area of focus for the next two year and then everyone in attendance discusses the options, selects the best options and plans how we will affect change in those areas.

This event allows us to focus on key challenge areas and work through our planning for the year ahead, as well as long-term.

CAUSAL LAYERED ANALYSIS AND GOVERNANCE

CDVC has begun undertaking a Causal Layered Analysis study, which is a group sense-making technique used to explore the underlying causes and worldviews contributing to a situation.

Causal layered analysis is offered as a new futures research method. Its utility is not in predicting the future but in creating transformative spaces for the creation of alternative futures. Causal layered analysis is based on the assumption that the way in which one frames a problem changes the policy solution and the actors responsible for creating transformation.

This large scale project will allow CDVC to plan long-term changes that can be made to our very society.

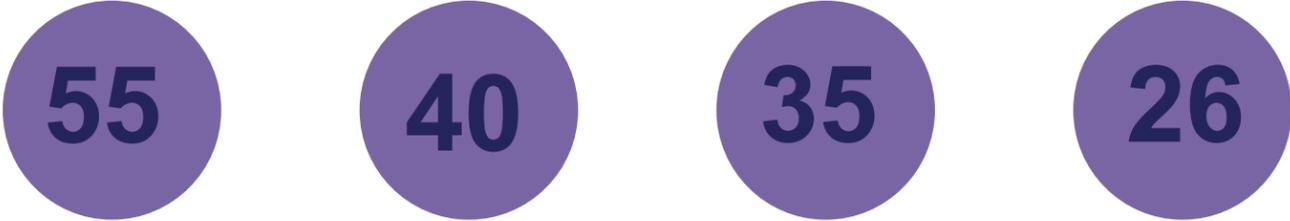
Ongoing planning for current problems as well as the years and decades ahead are underway. This Causal Layered Analysis will set the tone and provide research-based information to advance the work of the collective moving forward.

This key piece of research will help us end violence in Calgary.



CAPACITY BUILDING WORKING GROUP

We conducted a survey in 2018 that identified that 68% of people who work in the domestic violence field in Alberta, have personal experience with or have witnessed domestic violence. Since then, the Capacity Building Working Group (CBWG) has been researching ways to better understand the health and wellbeing of staff involved in domestic and sexual violence prevention. This study included:



Articles studied for impacts of compassion fatigue, trauma and burnout.

CDVC members who attended a focus group to discuss how to heal the healer.

Supervisors, Directors and Executive Directors surveyed.

Front-line staff were asked about their personal experiences.

RIGHT PEOPLE, RIGHT PLACE

Based on the information from the Causal Layered Analysis, CDVC is working on a governance framework for the collective with a focus of ensuring that “the right people meet in the right way, to talk about the right topics to ensure the right movement towards accomplishing our desired impact.” This important piece of work will lay the foundation for the long term sustainability of the collective.

HOW DO WE HEAL THE HEALER? REPORT

This research recognizes that individuals who work with domestic violence survivors are exposed to traumatic events that can leave staff feeling overwhelmed, distressed and susceptible to experiences of trauma themselves.

In 2020, the Capacity Building Working Group (CBWG) released a report titled, “How Do We Heal the Healer,” which took an in depth look at better understanding the health and wellbeing of staff involved in domestic and sexual violence prevention. It also examined how we, as a sector, can build capacity to provide these individuals with safe and supportive working environments.

Through their research, the working group confirmed that domestic violence workers are vulnerable to stress, trauma and burnout due to their ongoing exposure to domestic violence survivors’ traumatic stories, and often, personal experiences with violence.

Results from all sources of data informed several recommendations for CDVC. These included strategies for creating or improving embedded trauma-informed supervision, creating healthy organizational structures and policies, ensuring self-care strategies that are modeled by supervisors and offered during work hours, and prioritizing advocacy for funding for the sector.

Additional work is being done to better develop, test, and examine these findings throughout Calgary.

The full report is available on our website.



CDVC Capacity Building

In addition to the COVID-related virtual trainings with IMPACT, CDVC also offered its members a series of exclusive workshops, sessions, and trainings. This included three Sector Leader Events that allowed leaders from member organizations and agencies to gather and discuss specific timely topics of importance.

There was also Domestic Violence 101, Intimate Partner Sexual Violence, and Psychological First Aid for a Pandemic training sessions offered. These were offered through partnerships with Alberta Health Services, Calgary & Area Child Advocacy Centre, Calgary Communities Against Sexual Abuse, and Sageesse.

10

CDVC also offered 10 specific CDVC workshops, sessions and trainings.

206

Over 200 CDVC member representatives attended these additional sessions.

“Domestic Violence 101 helped me understand the issues facing the sector in a simple and straight-forward way.

I’m so glad that these training sessions are offered”

- CDVC training participant

COORDINATION ALONG THE SERVICE SPECTRUM

The Coordination Along the Service Spectrum group focuses on ensuring there is better coordination and service delivery for those impacted by domestic violence. This Working Groups work focused on enhancing the justice response.

On the following pages, we will discuss the Equally Safe and Access to Legal projects that this group has been working on.



ETHNO-CULTURALLY DIVERSE COMMUNITIES (ECDC)

Ethno-Culturally Diverse Communities Working Group works together to create greater equity in access to services for those impacted by domestic violence. This was selected as one of the three top issues to be addressed by the collective in the 2018 community consultation process.

The group has explored why barriers exist, surfacing research and understanding around the role implicit bias plays in these barriers to access. They worked with a third-party consultant to delve into their own equity process with a focus on implicit biases and creating equity. This process will be captured and will guide the development of a process that all CDVC members will engage in and will be provided as a resource to CDVC member agencies.

The committee also reviewed relevant literature and interviewed professionals and individuals who had faced barriers to service to determine gaps among diverse groups, such as people with disabilities, LGBTQ2S+, etc. This research helped understand the experiences of domestic violence survivors' in seeking out equitable and inclusive services. This research led to a broader trust and equity process, and is continuing through a governance review.

The committee concluded their research and created a report titled "Responding to Barriers to Inclusive and Equitable Service Delivery within Domestic Violence Service Provision."

The report outlines short and long-term recommendations to address the barriers. One of the recommendations is to build a diversity framework to provide equitable and inclusive domestic violence services. This framework will allow the understanding of multi-level responses to complex and intersecting barriers and social experiences/identities. This report can be found on CDVC's website.

ENGAGING MEN & BOYS IN ADDRESSING STRUCTURAL VIOLENCE

This working group is focused on shifting our sector's paradigm around the role that men and boys play in addressing violence.

The committee joined with nearly 80 participants to engaged the sector in multiple think tank exercises to hear from organizations as to what impactful changes they made stepping into working with men and boys, and to engage in a strategic networking process that will deepen their understanding of what it means to be a male ally in prevention of domestic violence, and to learn about and share with others, effective strategies for engaging and supporting men as allies.

The working group is also examining the research of Shift: The Project to End Domestic Violence. This work will help develop a road map for understanding the experiences of men and how best to engage them in addressing structural violence.

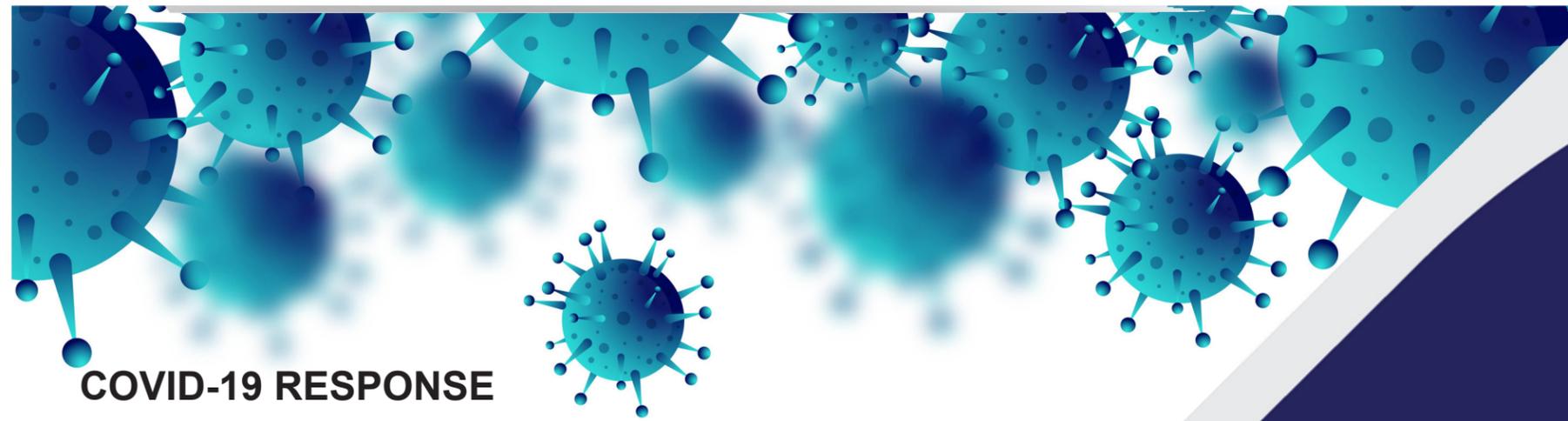
The focus of men as allies in prevention of domestic violence is one that continues to grow and change, and this event will provide a platform for stakeholders to share information, resources, research and possibly form new alliances to advance this area.

Creating Equity Within the Domestic Violence Sector

CDVC believes that all people should be able to receive equal support and service when it comes to domestic violence. The Creating Equity project, underway within the Ethno-Culturally Diverse Communities committee, will build capacity of the domestic violence sector service providers and agencies to:

- Recognize implicit bias and its role in racism
- Recognize how systemic racism and implicit bias impact service provision for those impacted by racism
- Understand how to address implicit bias as a service provider and organization
- Understand how to improve and enhance services for those impacted by racism
- Understand how systemic racism shows up in the domestic violence sector, and
- Understand how we as a sector can work towards dismantling systemic racism





COVID-19 RESPONSE

During the global pandemic, staff from CDVC were seconded to the IMPACT collective initiative to help support a provincial response to end domestic violence. This important work focused on ensuring organizations and agencies across Alberta - including CDVC members - had the resources, information, and support needed to adapt to the new situation.

Hand sanitizer and masks were distributed to the sector, ongoing virtual training sessions provided, and a weekly email newsletter with information and resources was developed.

VIRTUAL LEARNING

During the pandemic, CDVC members gathered online to view presentations from experts on a variety of domestic and sexual violence related information. This included pandemic related information such as from how to incorporate new protocols and safety procedures, how to hold online therapy, and leading a remote team. There were also sessions dedicated to domestic violence related topics to help members stay on top of the latest news, and information available.

ENGAGING SECTOR LEADERS

CDVC engaged sector leaders (Board Chairs, Executive Directors and system leaders) in a series of events designed to bring together decision makers i the sector to discuss issues of importance and find ways to align our work. These discussions have focused on the role of innovation within our sector in addressing the increasing complexities we are all facing.

43

Starting March 13, CDVC, in cooperation with IMPACT offered 43 virtual training sessions to its members.

4,000

Over 4,000 participants in these virtual trainings

IF YOU OR SOMEONE YOU KNOW NEEDS HELP

If you are in an unhealthy relationship and want help, or you want to provide someone else with information, please call any of these numbers:

If you are in immediate danger: Call 9-1-1

If you believe you are experiencing domestic abuse:
24-hour Family Violence Helpline
403-234-SAFE (7233)

If you have been sexually abused in an intimate relationship:
24-hour Sexual Violence Support and Information
403-237-5888 (Toll Free: 1-877-237-5888)

To report domestic abuse or violence:
Calgary Police Service (Non-Emergency) Line
403-266-1234

The Calgary Domestic Violence Collective does not deliver direct services to those impacted by domestic violence. For support, please call any of the 24-hour numbers above.

Get In Touch :

Phone : 403.234.7337 ext. 108

E-Mail : cdvc@sagesse.org

Web : www.cdvc.ca