



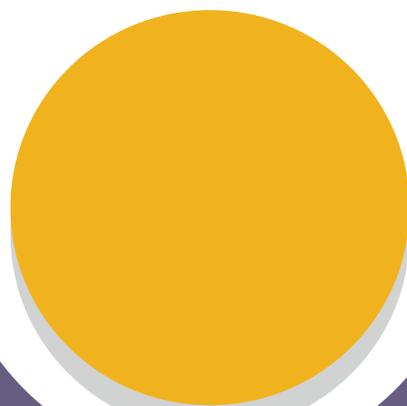
Calgary Domestic Violence Collective

Report to Community



Highlights and accomplishments

2021



About us

WE ARE CDVC.

The Calgary Domestic Violence Collective (CDVC) is an organic 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.

For more than 30 years, the Calgary Domestic Violence Collective has served as the voice for agencies working to prevent domestic and sexual

violence in Calgary. Our mission is threefold:

- **Connect.** To build capacity within organizations, communities and individuals to address domestic and sexual violence.
- **Learn and grow.** To inform and influence decision makers, system leaders and government around a framework for preventing domestic violence.
- **Innovate.** To ensure a collaborative and coordinated community response to domestic and sexual violence prevention in Calgary.

“Calgary’s collaborative community response to addressing domestic and sexual violence.”



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We would like to extend a deep, heartfelt thank you to all of the co-chairs of our Working Groups. They devote so much time and energy to CDVC, and allow us to meet goals, develop strategy, and create resources. Their dedication has allowed us to complete some great work this year. The annual highlights you will see over the following pages is due to their guidance. Thank you!

Our Guiding Principles

Our guiding principles outline how we work and represent the values we live by. All of the work, strategies, and meetings that take place throughout the year reflect these principles:



Common agenda

Members subscribe to a shared vision, a common understanding of the issues and a joint approach to addressing them. Members support a coordinated approach to helping families in crisis.



Equity

Consistent, open communication to establish trust, assure mutual objectives and engage members.



Expertise & capacity

Priorities are based on the historical and current work of CDVC, as well as social and political context.



Shared measurement

Shared outcomes and consistent collection of data among members to measure the alignment of efforts and impact.



Resources

Strong backbone support to steward the vision and strategy for CDVC, mobilize funding and advance policy.

2021 Highlights

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 code – allowing us to embrace new and emergent ideas.

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.



ENGAGING MEN & BOYS IN ADDRESSING STRUCTURAL VIOLENCE

This Working Group is focused on shifting the sector’s paradigm around the role that men and boys play in addressing violence.

In 2021, the group reassessed the intention of the working group. This included taking a closer look at the interests of the active members and how they can generate the most impact collectively within their time together. After this process, it was determined that the new members and fresh ideas that had joined the working group would allow an internal think tank format to thrive. The working group also did a deep dive on the existing resources and programs available within the CDVC membership that engage men and boys to determine the existing expertise in the room. They also generated strong partnerships outside of the CDVC to fill in any information or resource gaps.

This year of exploration showed the capacity and expertise among working group members. This will help inform the group’s ability to develop longer term priorities and a robust work plan focused on understanding the experiences of boys and men. The work will also support the group in exploring opportunities within the sector that addresses structural violence and where levers for opportunity for engagement remain.



SECTOR LEADERS

In 2021 Sector Leaders of the Calgary Domestic Violence Collective’s member organizations met four times to engage in a conversation around innovation. These conversations allowed the leaders to consider how to use innovation to thrive through complexities across the sector, to explore ways we can leverage CDVC and our partnerships within the collective and how to change mindsets to adapt the sector to get upstream in our work.

The group also explored the fundamentals of how adaptive boards capacity to function at a fiduciary, strategic, and generative level depends on their ability to hold the right conversations at the right time.

PROVINCIAL REACH

CDVC is proud to be an active member of IMPACT, a provincial collective impact initiative focused on eradicating domestic and sexual violence in Alberta. Through this membership, CDVC has been actively involved in helping shape and develop the Alberta Primary Prevention Framework. You can learn more about IMPACT and Primary Prevention at <https://impact.sagesse.org>



ETHNO-CULTURALLY DIVERSE COMMUNITIES (ECDC)

In 2021 the ECDC Working Group strived continuously to better understand current approaches to addressing domestic violence within Calgary's ethno-cultural communities. They networked and liaised with community stakeholders, while also taking the initiative to invite leaders from the field for education.

They addressed the unique challenges facing Calgary's diverse communities including immigrants and visible communities. This included building a better understanding of the current relevant gaps in services, and concerns and challenges of addressing domestic violence among ethno-cultural communities. This includes:

- Lack of Cultural understanding by social services agencies
- Not enough culturally sensitive resources
- Lack of awareness of resources among the community especially by those experiencing Domestic Violence.
- Lack of knowledge/confusion about available service in domestic violence
- Lack of available resources

This working group is focused on creating greater equity in access to services for those impacted by domestic violence.

Early in 2021, this group published a paper

Exploring Equity, Diversity, and Inclusion in Domestic Violence in *Advances in Social Science and Culture*. Their research found a gap in the literature specific to equity in service delivery and limited understanding and provision of equitable, diverse and inclusive services.

This paper was a launching point for a year filled with collaboration, assessment and feedback with organizations across Alberta to look deeply into the causes and impacts of systemic racism, why barriers exist and the role implicit bias plays. This included working with Calgary Police Service's

“ Their research found a gap in the literature specific to equity in service delivery and limited understanding and provision of equitable, diverse and inclusive services.

Anti-Racist Action Committee and IMPACT to focus on action that can be taken to address systemic racism in Calgary.

This group also created a new subcommittee focused on developing a framework based on equity, diversity and inclusion (EDI) for service providers that will eventually help to improve access to services for racialized communities.

The group invited community members, stakeholders and service providers from racialized communities to join them and provide input towards building a framework based on EDI.

Action Dignity, ECDC and the University of Calgary are also collaborating on a research project that aims to engage 15 or more racialized communities in Calgary to identify the gaps and challenges in the system around domestic violence prevention and ways to address these barriers. These focus groups will begin in 2022.

ECDC aims to address the prevalence of domestic violence among diverse communities by educating, advocating and creating awareness on the crucial need to adopt culturally appropriate strategies that recognize the unique needs of ethno-culturally diverse communities including immigrants and visible minorities.

Coordination Along the Service Spectrum

ACCESS TO LEGAL SERVICES

The Access to Legal Advisory Working Group addresses issues aimed at improving access and coordination of legal and court support services for victims and their families impacted by family violence and abuse.

This Working Group developed Protection Order Maps to further support front line service providers. These include:

- Emergency Protection Order Map
- Emergency Protection Order Review Map
- Restraining Order Map
- Parenting Order Map

After developing these maps, the Working Group hosted several informative training sessions facilitated by Legal Aid Alberta, Calgary Legal Guidance and Calgary Police Service's Equally Safe, Domestic Conflict Response Team which focused on the Protection Order Map and other resources.

They continued developing further digital resources in 2021 to help the public navigate legal system and resources. These resources will be released publicly when completed.

This year, they also worked on the Common Terminology Project, which was developed to improve knowledge and understanding of the shared terminology utilized between professionals working in the family violence and abuse sector, professionals working in the legal sector, and individuals experiencing family violence and abuse in hopes of coming to a common understanding of these terms.

They also formed a small working group to discuss the seriousness of strangulation. The aim of the small working group is to provide education and awareness on strangulation. Currently, they are working to implement a professional strangulation panel to address any questions or concerns front line service providers may have. The panel will consist of CDVC members from the police, medical, legal, children services, and family violence and abuse sector. Additionally, a member from the Edmonton Strangulation group will be included.



EQUALLY SAFE

The Equally Safe Team is a unique collaboration of agencies that provide timely and effective assessment, intervention and referral services to individuals and families experiencing family violence and abuse. They also support individuals who have perpetrated the family violence and abuse by providing information, resources and referrals. The Equally Safe Program consists of the following partnerships: Calgary Police Service, Calgary Immigrant Women's Association, Awo Taan, YW Calgary, Kerby Centre, and Calgary Women's Emergency Shelter.

They provide specialized services by addressing the unique needs of individuals of all ages and backgrounds through safety planning and navigation of community resources. An Equally Safe Constable works with a community partner to employ early intervention and prevention strategies to reduce the risk of harm to the individual or family.

This team had a busy year with new files being assigned daily. Quarterly trainings has enhanced the Equally Safe team's knowledge and understanding of relevant issues in the community. Additionally, each community partner agency has provided specific training to support the Equally Safe team's specific needs. Counselling for immigrants and refugees has been provided as well as supports for the Indigenous population.

Additionally, an Equally Safe information graph which highlights the focus of the Equally Safe Program was created. The Equally Safe information graph is also available in several different languages, which will be made available shortly.

CAPACITY BUILDING

The Capacity Building Working Group is focused on building capacity in our sector to address domestic and sexual violence. In 2021, this group offered quarterly Intimate Partner Sexual Violence (hosted by CCASA) and Domestic Violence 101 workshops to CDVC members and continued to work collaboratively with IMPACT to deliver webinars on emerging trends.

They also continued to develop the Heal the Healer project by completing a research project to identify barriers and facilitators to safe and supportive workplaces to reduce the effects of secondary or vicarious trauma among staff.

In 2021 they also began development and testing an audit tool to assess trauma-informed supervision practices. The group is continuing their research into these tools and resources.

1,805
hours of in-kind
training in 2020

*includes attendee and
facilitator time

**747 people attended capacity
workshops between January
and October 2021.**

CAUSAL LAYERED ANALYSIS & STEWARDSHIP

This is a new working group with CDVC that is undertaking a causal layered analysis (CLA) of domestic and sexual violence. This will guide the development of a strong governance structure that builds trust and equity among CDVC members.

Over the past year, this group has embarked on a journey together with the following goals:

1. Establishing a trust and equity foundation for our collective work together
2. Setting a revised set of outcomes for the work of the collective
3. Establishing a “governance” framework to achieve those outcomes

The Causal Layered Analysis (CLA) process identified CDVC’s shared mental models and began to set out the foundation of the revised theory of change and desired outcomes. During this exercise, equity was identified as a foundational piece that would anchor the additional work of defining CDVC’s Theory of Change, creating a Strategy Map, and outlining CDVC’s Governance Framework.

The group created a high-level strategy identified to “Address & Eradicate Domestic & Sexual Violence by Focusing on Individual, Family & Community Well Being.”

There are five outcomes they’ve identified to help CDVC achieve this strategy:

- Support healing
- Support alignments
- Reduce binary approaches toward people experiencing and using violence
- Cultivate restorative approaches
- Support belonging, dignity and justice. We have three strategy streams that will help us to shift our mental model, innovate, and achieve changes in policy, programs and systems.

“We are looking for the right people meet in the right way, to talk about the right topics and ensure movement towards accomplishing our desired impact.”



OUR ANNUAL MEMBER SURVEY

Each year we complete an annual survey of members which measures the health of the Collective, the member’s understanding of our common agenda and collective outcomes, member’s expertise and capacity and the role of the backbone and the availability of resources to support the work. In 2020, our survey showed:

- 81% of members agreed there is a commitment to CDVC’s goals and outcomes
- 79% of members have a strong understanding of CDVC’s goals and outcomes
- 75% of members agreed that CDVC is effective at engaging community partners
- 85% of members agreed that Sagesse is effective in its backbone role
- 71% of members agreed that CDVC is influencing attitudes and beliefs of policy level decision makers
 - This was an 11% increase from 2019’s survey
- 62% of members agreed that practices in their own organization have been informed by CDVC’s efforts
 - This was a 15% increase from 2019’s survey

Our external reach

The Communications Working Group meets monthly to discuss how to build awareness of CDVC and ensure that resources and information are easily accessible. In the last year, this group worked hard to develop a new website presence for CDVC at <http://cdvc.ca>.

This new website captures the new brand and colours of CDVC and contains overviews of the organization, the working groups, and its 73 member organizations. With additional sections to highlight members, resources, and where to turn to ask for help, the website provides a thorough overview of the work that has been done historically and is underway within the collective.

In addition to the website, this working group pulled together a biweekly newsletter with sector and member news, created social media posts, and handled media requests throughout the year. Overall, our external reach had a comprehensive and cohesive feel throughout the year.

333

people receive our bi-weekly member newsletter filled with sector news and resources.



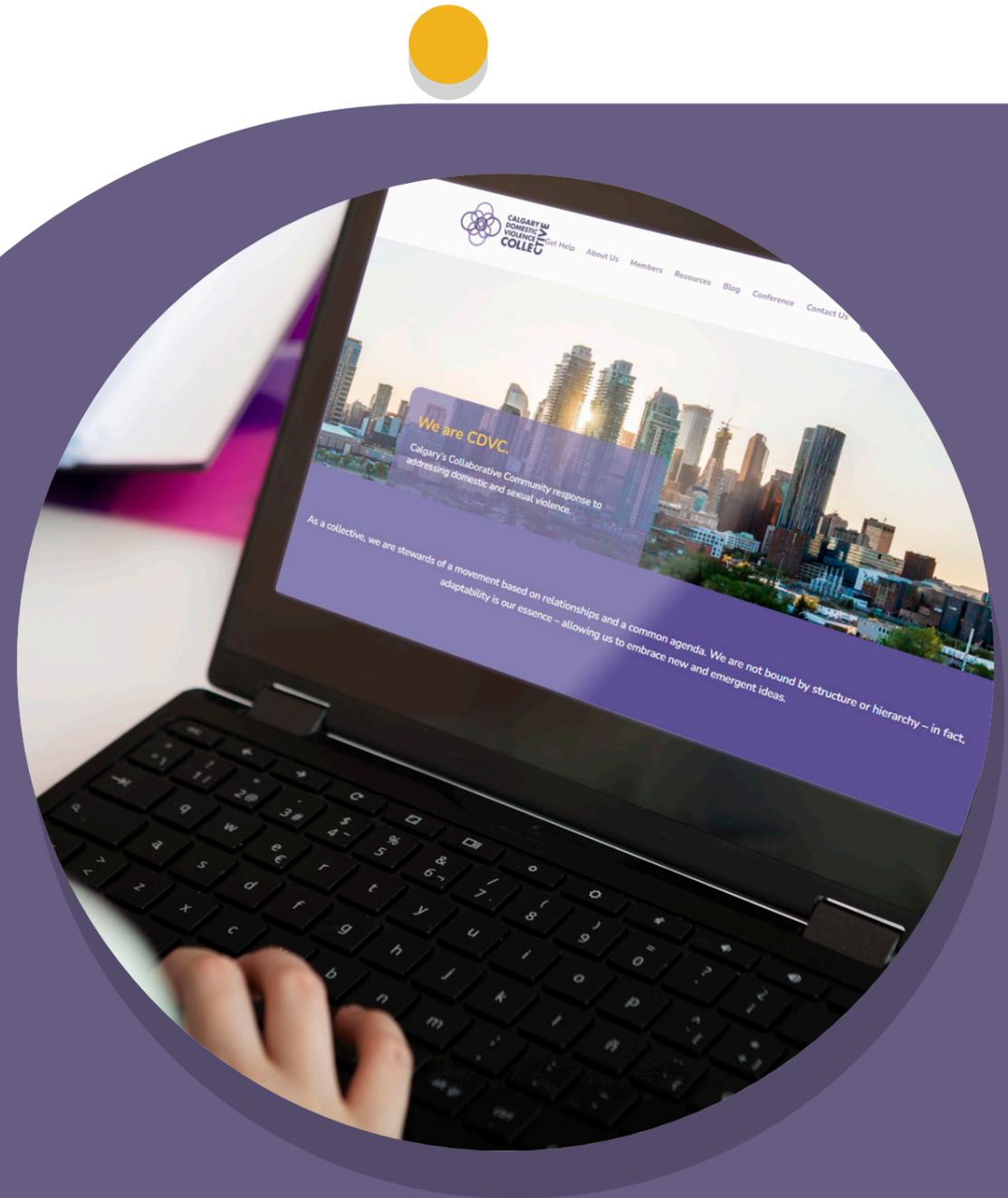
Website visitors

On average, the CDVC website receives 1,000 page views each month. This has nearly doubled compared to last year's traffic.



Members

CDVC is currently the voice of 73 members representing organizations and community groups from across Calgary. This includes members from the not-for-profit, law enforcement and healthcare sectors.





If you or someone you know needs help:

If you are in immediate danger
9-1-1

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

If you have been sexually assaulted
(24-hours Sexual Violence Support and Information)
403-237-5888
Toll Free: 1-877-237-5888

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

CDVC

Address: 240, 1509 Centre
Street SW,
Calgary, AB T2G 2E6
CDVC.ca

Thank you to our backbone agency Sagesse

Sagesse provides backbone support to CDVC by providing administrative and staffing support to help keep the collective organized and moving towards its goals.