



FAMILY JUSTICE CENTER

SAFETY | HEALING | COMMUNITY

The Family Justice Center (the “Center”) is a warm and welcoming one-stop center for children, youth and adults affected by domestic violence, sexual assault, child abuse, elder abuse and human trafficking. By locating many service providers in one place, the Center helps people in crisis to find hope, safety, and healing through a single door. When families are free from violence, our whole community is healthier and safer.

- Family and interpersonal violence is closely related to other types of violence in a community. Many offenders also commit violent crimes outside their own homes.
- People who have been abused often suffer poor health outcomes and high health care costs, which can last for many years, even after their abuse ends.
- Children who experience trauma from abuse and domestic violence are less able to learn and function in school, and have higher rates of antisocial behavior, substance abuse, mental illness, and adverse health outcomes in adulthood.

We operate three Centers in Contra Costa County: West Center in Richmond, Central Center in Concord, and East Center in Antioch. We serve clients regardless of their income, gender, location or immigration status. In 2020, we served 4,444 clients experiencing violence in their homes.

Why a Family Justice Center? When survivors of family violence seek help, they are often frustrated by a fractured system. They may have to travel to multiple locations to access criminal, civil, and social services. They will have to re-live personal traumas as they tell their story repeatedly. National estimates show that victims may access as many as 32 different agencies for assistance. These hurdles can discourage their efforts, and cause many people to simply stop seeking help.

For clients to come to just one location is faster, far less expensive, and help is more immediate. Clients can access a broad spectrum of essential services during each visit when multiple partners are on-site. As an added benefit, reducing the number of times a client must tell his or her story significantly reduces the trauma associated with multiple interviews or assessments, especially for children.

Putting many agencies in one place not only promotes efficiency, but also improves the quality of services. Working face-to-face in the same location allows agencies to serve and advocate for clients quickly and directly; eliminates redundancies; and improves coordination. Papers are filed right away and cases are completed more quickly, with the ultimate result that *clients can be safer sooner.*

How We Serve Our Clients: About 70% of our clients earn less than \$2,000 a month; 50% are Latinx and 15% are African American; 86% of clients are female; and many have young

children. We are open Monday through Friday, from 9 am to 5 pm. We welcome walk-in clients and receive referrals from law enforcement, public agencies, community-based organizations and community members.

What is a Family Justice Center?



Each client works with an expertly-trained, culturally- and linguistically-competent Navigator. Navigators serve as each client's single and trusted point of contact. They provide guidance that supports clients to make safety plans and connect with services to address their immediate crisis related needs. After working on their crisis, our Navigators connect clients to **Long Term Safety** programs that will help build resources in four domains: health (including mental health), education and training, wealth and community.

We also support our Community Fellows program, which provides survivors with skills mentorship, training, access to a learning community, a small monetary stipend, and ongoing support as they each develop and execute an independent, self-directed community project. The Center also invites the Community Fellows to participate as partners and equal stakeholders who guide our work.

How We Work with and Support Partners: Our Navigators connect clients with our partner agencies. Our on-site partners include 9 law enforcement agencies, 8 County/city agencies and 46 community based non-profit organizations.

We collaborate with many of our partners to **build capacity** within our county to support survivors of interpersonal violence. These collaborative efforts include coordination of multidisciplinary team meetings to review high risk cases of domestic violence and human trafficking, the Strangulation Task Force to create a comprehensive county-wide response to cases of strangulation, and participate in the Domestic Violence Death Review Team to create recommendations for ways domestic violence related deaths can be prevented in the future.

Supporting Measure X Request: We support the request by the Alliance to End Abuse for \$4 million of Measure X funds. This funding will fill the unmet needs while implementing innovative, transformational initiatives that will end and prevent interpersonal violence.

In terms of resource gaps, we want to highlight the following:

- Civil legal assistance, including family law, housing, immigration and elder abuse lawyers: Most of our clients seek legal advice; but our current community capacity does not meet this need.
- Community based victim advocates: Our clients need advocates who can provide comprehensive case management at our three Centers full-time. Community advocates can act as cultural brokers and develop trusting relationships with client communities.
- Affordable childcare: Many of our clients would like to go to work or school, but they do not have affordable childcare.
- Affordable housing: This is a huge challenge for many people, especially for IPV victims and their families.

As for transformational ideas, we support:

- Community connectedness: The Center has supported various programs designed to promote community connectedness and leadership.
- Flexible financial assistance: These Measure X funds can go straight to our clients experiencing violence and abuse to overcome their challenges and rebuild their lives. They need financial assistance that will help them retain or obtain housing and childcare. They also need income while they are in training or looking for a job.
- Restorative justice approaches and practices: Many victims of interpersonal violence seek safety and accountability through community-based interventions rather than the traditional response of separation and arrest. In general, RJ brings together those who have harmed, their victims, and affected community members into a process that repairs harm and rebuild relationships.

Please visit our website: cocofamilyjustice.org

Rev. 7/7/2021



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cocofamilyjustice.org

Measure X Packet Index

07/14/2021

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2. "What is a Family Justice Center?" Wheel
3. Family Justice Center MOU Partners List
4. Family Justice Center Community Fellows Report
5. Contra Costa County Domestic Violence Death Review Report Summary
6. Contra Costa County Strangulation Task Force Report



West:
256 24th Street
Richmond CA 94804
(510) 974-7200

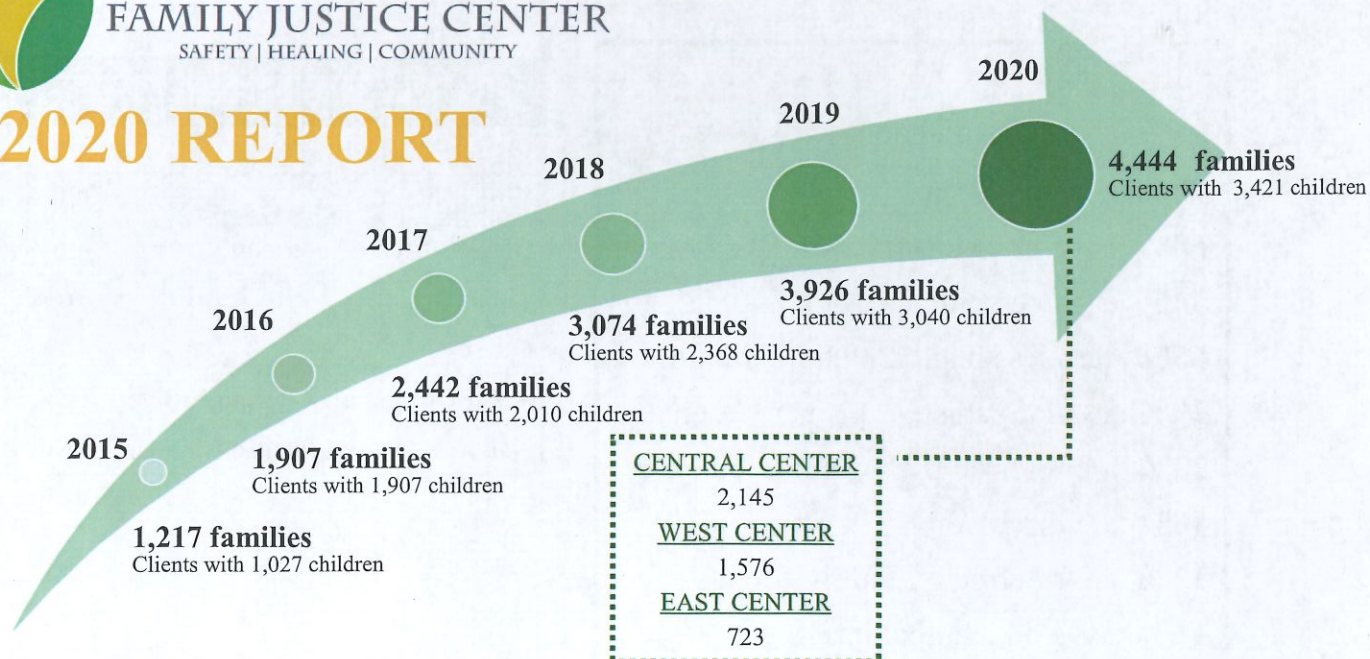
Central:
2151 Salvio Street, Ste 201
Concord, CA 94520
(925) 521-6366

East:
3501 Lone Tree Way Antioch, CA
94509



FAMILY JUSTICE CENTER
SAFETY | HEALING | COMMUNITY

2020 REPORT



NEW 2020 MOU PARTNERS

- 18 Reasons/Cooking Matters
- Brighter Beginnings
- One Day At A Time
- Pinole Police Department
- Renaissance Entrepreneurship Center

TYPES OF VIOLENCE

	CENTRAL	WEST	EAST
Domestic Violence	73%	66%	56%
Sexual Assault	7%	14%	16%
Child Abuse	10%	9%	9%
Elder Abuse	6%	6%	5%
Stalking	3%	4%	12%
Human Trafficking	1%	1%	2%

COVID-19 RELIEF

FINANCIAL ASSISTANCE

- \$77,000 total to 142 families with 263 children impacted

GROCERY CARDS

- 309 families with 481 children impacted

CHROMEBOOKS

- 50 to families in need

BART TOY DRIVE

- 1,200 toys to 121 families with 315 children



OUR CLIENTS



- 97%** are worried about their safety
- 70%** have children
- 68%** have prior history with IPV or law enforcement
- 65%** earn less than \$2,000 per month
- 29%** speak Spanish as primary language
- 22%** are referred by law enforcement
- 18%** are disabled
- 13%** are referred by family/friends
- 16%** have no medical insurance
- 14%** are male
- 18%** live with a substance abuser
- 18%** lack immigration status
- 11%** are over 60 years old
- 6%** have no place to stay tonight

RACE/ETHNICITY

Latinx	51%
White	20%
Black/African American	15%
Asian	6%
Other	5%
American Indian/Alaskan Native	2%
Native Hawaiian/Pacific Islander	1%



TOP 5 CONNECTIONS

STAND!	18%
Lawyers for Family Justice	18%
Healing Conversations	6%
Bay Area Legal Aid	5%
Restraining Order Clinic	4%

TOP 5 CLIENT NEEDS

Advocacy ("Comprehensive Services")	18%
Family Law Assistance	15%
Mental Health Counseling	10%
Financial Assistance	10%
Restraining Order Assistance	10%



TOP 5 CITIES

1. Richmond
2. Concord
3. Antioch
4. Pittsburg
5. San Pablo



The Family Justice Center assists families regardless of location. In 2020, we assisted families from **19** states!

CRISIS SUPPORT PROGRAMS

Domestic Violence Multidisciplinary Team

- Reviewed **18** cases with **102** partners

Human Trafficking Multidisciplinary Team

- Reviewed **11** cases with **63** partners

Lawyers for Family Justice

- **591** clients served through **1,774** pro-bono office hours

Healing Conversations

- **457** tele-therapy sessions held for **190** clients

LAWYERS
for
FAMILY JUSTICE



COMMUNITY BUILDING PROGRAMS

Family Justice Institute

- **26** total workshops with **1,681** participants

Project Connect

- **15** gatherings held with **221** participants

LONG-TERM SAFETY PROGRAMS

Comenzar un Negocio Con Confianza

- **18** students completed an entrepreneurship course

Cooking Matters

- **4** classes hosted with **56** participants

Inner Strength Yoga

- **33** sessions attended by **198** participants

Success Academy

- **52** students received helped with their education

Triple P Parenting

- **55** parents participated in learning parenting skills

KARMA
YOGA TRIBE
GOOD FOR YOU, YOUR FAMILY, YOUR COMMUNITY



GOVERNMENT CONTRACTS & FOUNDATION GRANTS

GOVERNMENT

California Governor's Office of Emergency Services
Community Development Block Grant Antioch
Community Development Block Grant Concord
Community Development Block Grant Public Service
Concord /Pleasant Hill Health District
Contra Costa Census 2020
ECIA City of Richmond
Employment & Human Services: Alliance to End Abuse
Employment & Human Services: Elder Abuse Prevention
Keller Canyon Mitigation Fund

FOUNDATIONS

Blue Shield of California Foundation
Chamberlain Family Foundation
Contra Costa Regional Health Foundation
East Bay Community Foundation
Gerbode Foundation
Goodwin Family Foundation
Hellman Foundation
June & Julian Foss Foundation
Kaiser Community Benefit Northern California
Korpita Family Foundation
Leshner Foundation
Lowell Berry Foundation
Pacific Service Credit Union
San Francisco Foundation
Share the Spirit
Silicon Valley Foundation
Travis Credit Union Foundation
Van Löben Sels/RembeRock Foundation
Witkin Foundation
Women's Catalytic Fund



SUSTAINING CONTRIBUTIONS

HOPE CIRCLE (\$10,000+)

John Muir Health Foundation
Seeno Homes & Jacqueline M. Seeno Construction Co., Inc
Sutter Delta Medical Center

HEALING CIRCLE (\$5,000-\$9,999)

Brenden Mann Foundation
City of Brentwood
Elizabeth Weiss
Kaiser Permanente East Bay/Diablo
Reyes Coca Cola Bottling

SAFETY CIRCLE (\$2,500-\$4,999)

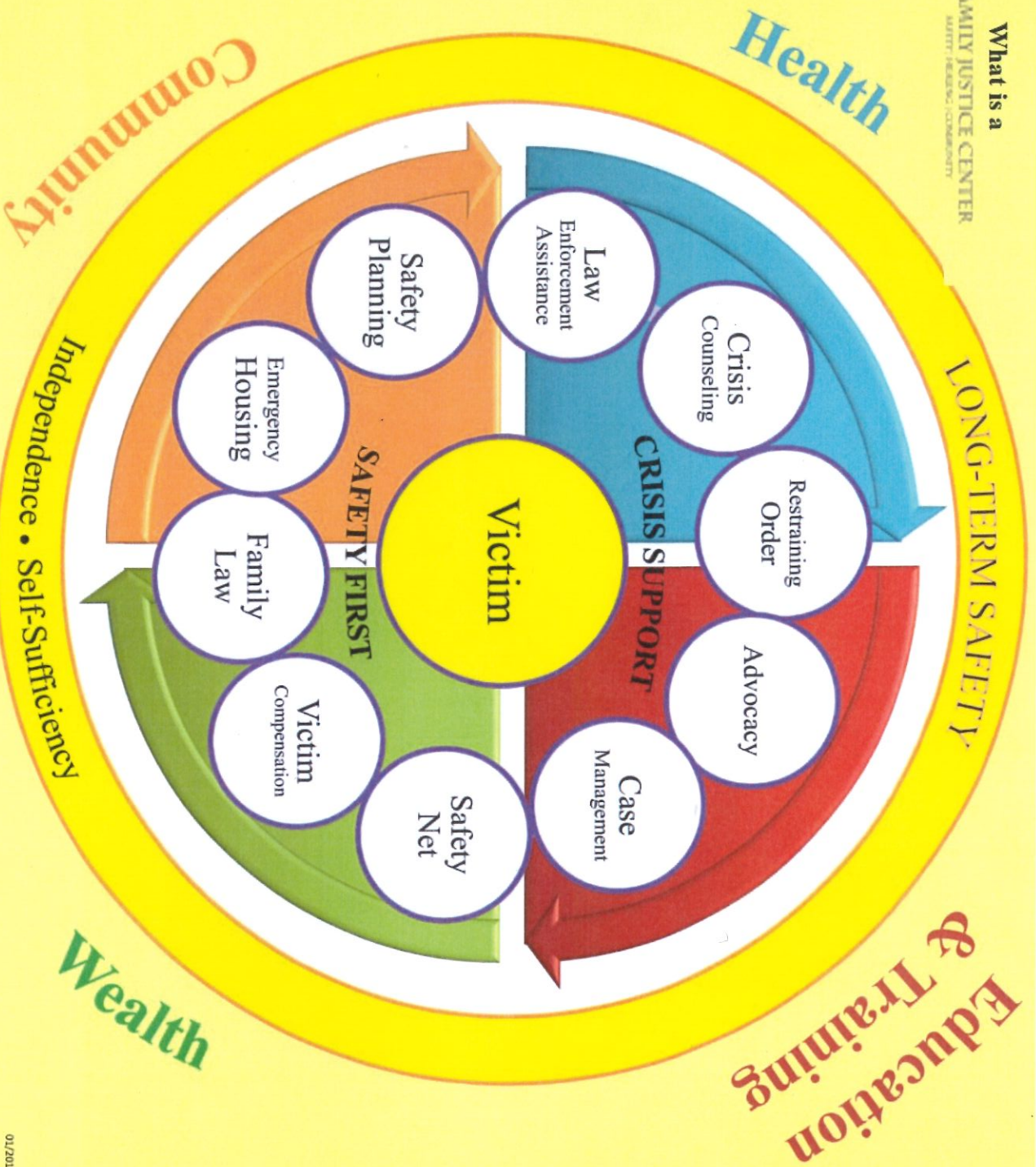
AT&T Services, Inc.
Bay Church
Garaventa
James Paulsen
Kathleen Cole-Smyk
Mechanics Bank
Ron Brandon
Western Alliance Bank

FRIENDS CIRCLE (\$1,000-\$2,499)

Angie Coffee
Carey Watson
Contra Costa District Attorney's Office
Devorah Levine
Elizabeth Premazzi
Goodwin Family Foundation
Harry Gilbert
Jackie Seeno
Linda Kay Tittle
Richmond Police Officers Association
Rotary Club of San Ramon Valley
Timothy & Tamara Grayson
Tom Siino

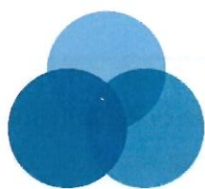
2020 SUPPORTERS

Ada Tsui	Candace	Curtis Roe	Haydee Alfonso	Karen Zepeda	Lindsay Dilworth	Michelle Lee	Robert H. Uyeki	Susun Kim
Akiko Lewis	Andersen	Cynthia Torp	Heather Wagner	Katherine	Lisa Mihaly	Mido Lee	Robert Nash	Tamina Alon
Alex Crumlin	Carey Gregg	Dana Filkowski	Henry Kelly	Siegfried	Lisa Palacios	Mindy Pines	Robert Rachal	Tammany Brooks
Alex Zobel	Carla	Darren Deffner	Idania Wong	Keally McBride	Lois Price	Misha Misha	Robyn Gerdes	Tara Roach
Alfred Stansbury	Winter-Evans	Dave Ralston	James Bardley	Ken Carlson	Lora & Guy	Nancy Noble	Rose Duignan	Teresa Gerringer
Alicia Brizzi	Carlyn Obringer	Debbie Long	James Cummings	Kim Trupiano	Swanger	Nancy Kersey	Rye Thomson	The Glen Price
Alison Marcozzi	Carol Weesner	Denise Barrios	Janet Kennedy	Kimberli Walker	Lori Johnson	Natalie	Sabrina Ferrell	Group
Andrew Schneit	Celeste Tell	Denise East	Janice Johnson	Kimberly Barnes	Louise Williams	Boyanovsky	Sarah Wilhelm	Tim Bouslog
Angela Rundles	Charles & Ann	Denise Winn	Jay Larrick	Kristen Busby	Luanne Oleas	Natalie Oleas	Savannah Stewart	Tina Akins
Anne Lackey	Myers	Diana Becton	JayMarie Garcia	Kristin Bodiford	Luise Reul	Neda Raeva	Sean Bimey	Tom Tamura
April Allen	Cheryl Owens	Diane Burgis	Jeanie Bunker	Kyoko Bischof	Lynn Mackey	Nicole Haley	Shannon Moulton	Tyler Watson
April Capil	Chassidy Hanley	Don Sherwood	Jenny Hartshorn	Lana Real	Magda Lopez	Nikki Wong	Sharon Friedland	Vanessa Barnett
Ava Zahara	Chris Kanios	Donna Dupuy	Jeremy Seymour	Lara DaLaney	Manny Bowlby	Nina Drucker	Sharon Kojima	Varinder & Ankush
Ziegler	Chris Maourlot	Duffy Newman	Joanna Chleboun	Laura Stephens	Marcel Hawiger	Oravanh	Sheila Duignan	Sudhir
Ben Ilegbodu	Christina	Elizabeth Dantes	Johanne Hardy	Laura Wilson	Marisa Traylor	Thammasen	Shelly Pighin	Varuna Choudhry
Billy Crawford	Harrington	Emily Lee	Jordan Simmons	Lauren Lamberto	Marisol Martinez	PohmYoga	Shirley Krohn	Veronica Dodson
Bindu Fernandez	Christina Mares	Eric Vacin	Joseph Lynch	Lauren Villa	Marjorie Leeds	Polly Robbims	Sira Anderson	Victoria Torres
Bisa French	Colleen Gleason	Fine Tuning	Josephine Zhao	Leslie Gguina	Marry Anne	White	Stephanie Kang	Viji Ravikumar
Brenda Solorio	Constance Gatto	Healing Arts	Josh Frager	Leslie Ruiz	Snowber	Rachel Molano	Stephanie Rivera	Wasatch West
Brian Oreilly	Contra Costa	Francis Nepacena	Joy Bloch	Leticia Chavez	Mary Staunton	Raully Butler	Stephen Nagorski	Young Chang
Caitlin Elliot	County Chapter IFPTE	Gael Strack	Judy Gee	Liliana Moncada	Matt Hatfield	Rebecca Prather	Sunny Rising	Yvette Williams
Caitlin Lawrence-	Local 21, AFL-CIO	George Fulmore	Julie Freestone	Linda Moll	Melodi Dice	Richmond Police	Leather	Barr
Toombs	Cristina	Harpreet Sandhu	Karen Majors	Linda Reynolds	Michele Kwok	Management	Susan	
	Principato	Harry Gilbert				Association	Woodhouse	



FAMILY JUSTICE MOU PARTNERS: 63

		Joined	West	Central	East	Offsite
Law Enforcement: 9		9				
Concord Police Department DV/SV Unit	Investigation	2015		X		
District Attorney's Office	Prosecution	2017	X	X	X	
DA's Victim Assistance Program	Services for crime victims	2015	X	X	X	
Pittsburg Police Department	Investigation	2015			X	
Richmond Police Department: DV/SV Unit	Investigation	2014	X			
Antioch Police Department	Investigation	2019			X	
Oakley Police Department	Investigation	2019			X	
Brentwood Police Department	Investigation	2019			X	
Walnut Creek Police Department	Investigation	2021		X		
County/City: 8		8				
Alliance to End Abuse	Training and TA	2015				X
CCC Senior Peer Counseling	Peer counseling for seniors	2016	X	X	X	
Contra Costa County Library Adult Literacy Program - Project Second Chance	Literacy for Every Adult Project (LEAP)	2015	X			
Contra Costa County Office of Education	Case management for homeless children, youth and families	2019	X		X	
EHSD/Adult Protective Services	Elder abuse investigation	2015	X	X		
EHSD/Benefits	Assistance with CalWorks, CalFresh, and Medi-Cal	2018	X			
EHSD/Children and Family Services	MDT meetings	2018				X
EHSD/For our Families	Navigation for EHSD resources	2018	X	X	X	
Community Based Organizations: 46		42				
18 Reasons/Cooking Matters	Cooking classes	2020			X	
Bay Area Legal Aid	Civil legal services	2014	X	X	X	
Brighter Beginnings	Health services for parents and their children	2020				X
C.O.P.E. Family Support Center	Counseling and parent education	2017	X	X	X	
Community Violence Solutions	Comprehensive services for sexual assault and human trafficking victims	2015	X	X	X	
Contra Costa Crisis Center	Crisis support and 211	2018	X	X	X	
Contra Costa Senior Legal Services	Civil legal services for elders	2016	X	X	X	
Court Appointed Special Advocates, CASA	Court-appointed volunteer advocacy for foster youth	2015		X	X	
CV Tax Solution Firm, Claudia Velasco	Tax preparation	2018		X	X	
DeafHope	Comprehensive services for deaf victims	2016	X	X		X
Early Childhood Mental Health	Mental health services for young children	2017	X			
East Bay for the Performing Arts	Performing arts programs for youth and young adults	2021				X
Familias Unidas	Mental health services for adults and children	2015				X
Fresh Approach	Making Healthy Food More Accessible in the Bay Area	2021	X	X	X	
Healing Conversations, Angela Canestraro	Free mental health counseling	2019	X	X	X	
Hope Solutions, formerly Contra Costa Interfaith Housing	Housing services	2019	X	X	X	
John F. Kennedy University, JFK Counseling	Counseling services	2019	X	X		
Jubilee Immigration Advocates	Immigration law consultation	2017	X			
Karma Yoga Tribe, Kimberli Walker	Yoga classes	2016	X			
La Clinica de La Raza	Community health center	2018		X		
Lao Family Community Development, Inc	Crime Victim Services	2018	X			X
Lawyers for Family Justice	Free civil legal services	2016	X	X	X	
Love Never Fails	Services for domestic sex trafficking victims	2018	X	X	X	X
Meals on Wheels Senior Outreach Services	Case management for seniors, fall prevention education, and meals	2016	X	X	X	
Monument Impact	Mental health workshop in Spanish	2015		X	X	
Narika	Domestic violence advocacy for South Asian victims	2015	X	X		
National Alliance on Mental Illness, NAMI	Mental health education	2015		X		X
Ombudsman Services of Contra Costa County	Monitoring of assisted living facilities	2015	X	X	X	X
One Day At A Time	Youth development and services	2020			X	X
Pillars of Hope, Inc	Resources for victims of human trafficking	2021		X	X	
Planned Parenthood Northern California	Reproductive Health counseling and services	2018				X
Rainbow Community Center	Comprehensive services for LGBTQ community members	2015	X	X	X	
Renaissance Entrepreneurship Center	Workshops for small businesses and entrepreneurs	2020	X	X	X	
RotaCare Richmond	Medical services for adults and children	2015	X			
Shelter Inc.	Housing services and services for veterans	2021				
STAND! for Families Free of Violence	Comprehensive services for domestic violence victims	2015	X	X	X	X
Success Academy	Tutoring and special projects help for children	2019	X	X		
Tandem, Partners in Early Learning	Families resources to support their children	2019	X	X	X	
The Grateful Garment Project	Clothes and essentials for sexual assault survivors	2018	X	X	X	
The Latina Center	Spanish support group for DV victims	2015				X
We Care Services for Children	Mental health services for young children	2015		X		X
West Contra Costa Youth Services Bureau (YSB)	Wrap around services for young children and their families	2021	X			X
Yellow Heart Committee		2021		X		
Child Abuse Prevention Council		2021	X	X	X	
The Alliance for Community Wellness, dba La Familia		2021	X	X		
Community Financial Resources		2021				



FAMILY JUSTICE CENTER



FAMILY JUSTICE CENTER COMMUNITY FELLOWS

SURVIVORS' LEADERSHIP DEVELOPMENT

2016-2018



Introduction

The mission of the Contra Costa Family Justice Center (“Center”) is to bring together our community to support the healing of family violence survivors, and to integrate capable partners with a comprehensive service approach to renew individuals and our community from the trauma of family violence. “Community” is an integral part of the Center’s mission, strategies, and day-to-day work. The Center is committed to offering crisis support services to victims of interpersonal violence (IPV, including domestic violence, sexual assault, child abuse, elder abuse, and human trafficking), as well as providing long-term safety support and number of community-building programs.

The Center piloted its first Community Fellowship project in 2014-2015. Since then, the leadership development program for survivors of IPV has become one of our core programs. The Community Fellowship provides IPV survivors with skills mentorship, training, access to a learning community, a small monetary stipend, and ongoing support as they each develop and execute an independent, self-directed community project. The Center also invites the Community Fellows to participate as partners and equal stakeholders who guide our work. They express and hold us accountable to authentic community needs, while they learn about criminal justice, social service and other systems, grow their networks, and build practical skills.

Working with survivors as our partners through this project has powerfully influenced the Center and changed our perspective about, and our relationships with, the community and clients we serve. We have shifted away from a traditional clinical/professional relationship with clients to a truly client-focused and community-centered perspective. In traditional clinical view, clients come to service providers to solve their problems, and the actions and solutions are thought to come from the service provider – they play a powerful role. The client acts as a passive recipient with little or no power; once their problem is “solved,” they are not expected to return.

However, we now see that the Center’s work is more relevant and effective as an *equal partner* with survivors and clients who bring unique and necessary solutions, strengths, experiences, and insights into the relationship. The Center intentionally and explicitly invited its Fellows to contribute to our programs their best ideas and insight from their lived experiences. Over the past three years, the Fellows’ work and ideas have changed our policies, protocols, and practices to make them more relevant and effective. Their community projects, big and small, have made lasting changes at the Center, and they continue to be key stakeholders and active participants in our work and community even when they no longer need crisis intervention or safety support.



History of Community Fellowship

The first iteration of the Community Fellowship program was in 2014-2015. A small number of community members who had experienced interpersonal violence joined the Family Justice Center for a limited time to work at the office, participate in outreach, and share their ideas and perspectives about the Center's services. *Carmen Flores* was the first Community Fellow and an accidental founder of the program when she showed up at the Center hoping "to help out." She did not have the right job experience or skills to take on a staff position, so she and a few other local residents received mentoring and skills training while helping with office chores one to two days a week. For the first two years, their fellowship was informal, without a set curriculum – but the seed Carmen Flores planted had taken root. After two years at the Center, Carmen moved on to a full-time administrative position at the Youth Service Bureau in Richmond in 2016, where she put to work many of the skills she gained at the Center. She is working there today.

The second iteration of the Community Fellowship program kicked off in January 2016. Now with a program plan and a proposed curriculum, the Center was awarded a grant from the Blue Shield of California Foundation to offer a 10-month leadership development training for a cohort of 10 individuals at the Center's two locations, Central and West. The cohort received formal mentorship and computer skills training, and they were given a small stipend upon completing their community project. A second cohort of nine Fellows had a similar experience throughout 2017. These two years resulted in 19 community projects from 19 emerging leaders, which they designed themselves.

Marisol Martinez was one of the early Community Fellows from 2014-2015 who returned to participate in the formalized Community Fellows program in 2016. She created Project Connect, a monthly community-building and skill-building circle for the Latinx community, which incorporates restorative justice practices (e.g., community building circles). Project Connect draws 16-20 participants at each monthly gathering. Many of our past Community Fellows have also been regular Project Connect members. In 2017, Marisol accepted a staff position as a Project Assistant and Navigation Support staff at the Family Justice Center, and she continues to facilitate Project Connect, which has become one of our core programs.

The third iteration of the Community Fellowship program started in January of 2018. Instead of having a cohort of 10 Fellows, the Center offered a four-month cohort for four Fellows in the spring, and a three-month cohort for three Fellows in the fall. The format of the third iteration was designed so that the Center could sustain the essential elements of the program without a dedicated funding source, and to demonstrate that a less-intensive program could be replicated by other IPV victim service providers. While the 10-month program (with a \$3,000 stipend for each Fellow) allowed for deep learning and connections, it was not sustainable or replicable without dedicated funding. The modified program in 2018 produced desired results -- each of the 2018 Fellows still designed and implemented community projects. Based on its successes, the Family Justice Center will continue to run and support the Community Fellowship as a 3.5-month program where individuals who have experienced interpersonal violence come together as a learning cohort to build leadership capacity, design and implement community projects, and contribute to the Family Justice community.

Leadership Development Framework

Key leadership development tools in the Family Justice Center's Community Fellowship program were adapted from the work of Dr. Monica Sharma, an author and former Director of Leadership Development at the United Nations. The curriculum is designed to address challenges that are common among individuals who have experienced interpersonal violence and are no longer in crisis, yet who are still traveling the distance between surviving and thriving. It is specifically designed to address:

- ❖ Low self-confidence, or low self-efficacy¹; and
- ❖ The lack of survivors' voices and insights in conversations about what and how to create effective responses to interpersonal violence.

Often, individuals who experience interpersonal violence lose confidence their ability to create and lead change in themselves, let alone in their communities. They may doubt that circumstances can be different. Although they have life experiences that could inform improved responses to interpersonal violence and lead to positive change in their communities, survivors may feel isolated and disconnected, and as a result, may fail to share their experience and ideas with service providers and others.

By the end of participants' Fellowship experience, we expect the following outcomes:

- ❖ Each program participant will complete a community project that is IPV related and that connects to the purpose of the Center;
- ❖ Self-evaluations will reveal that participants experience increased levels of generalized self-efficacy and leadership efficacy;
- ❖ Program participants will contribute to Family Justice Center practices, and will work with the Center and/or its partner organizations on projects;
- ❖ Program participants will each attain new practical skills, and create a new resume.
 - To make the above happen, the program invites and supports following mindset shifts:
- ❖ A shift from "us versus them" to "we."
- ❖ Shift from a scarcity mindset of "not enough" to one of "creating from what I know and what I have available right now."
- ❖ Shift from a belief that "I'm not responsible" to believing "we are all responsible" for the safety and wellbeing of our communities.

¹ Self-efficacy is the belief one has in one's abilities to meet the challenges and succeed. We used the General Self-Efficacy Scale by Judith Bäßler, Ralf Schwarzer & Matthias Jerusalem, 1993.

Values and Principles

The values on which the Community Fellowship is built include: dignity, courage, inclusivity, compassion, and creative possibility. The project's guiding principles include:

- ❖ *Connection.* We recognize that community problems call for community solutions and that we can do more when we come together. The program connects fellows with the Center's partner organizations and other Fellows, past and present.
- ❖ *Contribution.* Fellows give back to their communities through designing and implementing community projects which are in alignment with the Center's mission. Their human need to contribute is honored and valued as their feedback on our work is embraced.
- ❖ *Celebration.* Fellows celebrate their accomplishments and learning in community. They re-inspire each other to set new goals and stretch further. They get to know themselves not only as survivors, but also as creators of new possibilities for themselves and others.

Basic Program Components

To operate effectively, the Community Fellowship project must have (a) a Program Coordinator; (b) Mentors (each Fellow is assigned one Mentor); and (c) Community Projects. The Program Coordinator is responsible for recruiting and selecting Fellows, training and supporting them throughout the Fellowship, and overall project management. Mentors offer encouragement and constructive feedback to support the Fellows to select and design their Community Projects, prepare action plans to implement them, and decide how to evaluate their projects. In the Center's program, each Mentor was expected to communicate with the Fellows they mentor at least every other week, and to attend the Fellowship graduation.

The Community Project represents a focal point for each Fellow's leadership journey. Out of 26 Fellows, 25 designed and implemented a community project. A full list of the projects is attached, but some examples include:

- ❖ *Project Backspace:* Transforming a largely-unoccupied bare cement walkway outside the back door of West Center into an outdoor sanctuary for clients, partners, and staff.
- ❖ *Project Faith in Action:* Engaging one Fellow's faith community to support the Family Justice Center on an ongoing basis through donations and volunteerism, including a Back to School Supplies Drive, and adding the Center to the church's volunteer roster.
- ❖ *Let's Make a Change:* A workshop for Latino parents about bullying that introduces restorative justice principles to change attitudes about children who commit acts of bullying, and to raise awareness about the impact it has on children when they experience abuse in the home.
- ❖ *Activate Physical Health, Inner Peace and Self-Love:* a 6-week fitness and nutrition class for victims of domestic violence.

- ❖ Breaking Barriers in Education: a Community Diagnostic for Latinx immigrants that seeks to ascertain interest in continuing education and to understand perceived obstacles to taking action on that interest, as well as factors that motivate them to continue studying.

Essential Community Fellowship Elements²

To support each Fellow to develop their community project, the program provides them:

- ❖ Two full days of immersion into leadership training to launch the training (7 hours per day).
- ❖ Fellows' meetings twice a month to support one another to design and implement their community projects (2.5 hours per meeting, after the initial two-day immersion).
- ❖ Basic Computer Skills class (3 hours).
- ❖ Interpersonal Violence 101 training (facts, myths and dynamics of IPV) (4 hours).
- ❖ Support Circles twice a month in-between group meetings (2 hours per circle).
- ❖ Coaching calls with Program Coordinator once a week.
- ❖ Twice a month feedback and assistance from Mentors about the development of their community project, whether by phone or email.
- ❖ Outreach activities (minimum 10 hours throughout Fellowship).
- ❖ An informational interview with a Family Justice Center partner organization.
- ❖ Resume consultation with workforce development coach.
- ❖ *Mentes Positivas en Accion*, a 6-week program (if group is Spanish Speaking) or support group meetings if available.
- ❖ Community Fellow Agreement.
- ❖ Community Fellow Statement of Commitment.
- ❖ General Self Efficacy Evaluation, a self-evaluation completed at the start and end of the program to measure each Fellows' belief in their own ability to succeed and to accomplish tasks and goals.
- ❖ Leadership Efficacy Evaluation, a self-evaluation completed at the start and end of the program to gauge each participants' level of confidence in their knowledge, skills, and abilities to be an effective leader.
- ❖ Support to design and implement a community project throughout the duration of the program.
- ❖ Individual presentations at the Fellowship graduation when each participant speaks about their own leadership journey and their community project.
- ❖ \$500 stipend for Community Fellow participation.

² A tool kit for Community Fellowship Program Coordinator contains information and documents covering these topics and can be made available upon request.

Changes in the Fellows

Using the General Self-Efficacy Scale, we asked Community Fellows to self-report their sense of self-efficacy and leadership efficacy at the beginning and end of their fellowship. Nearly all Fellows in each year of the program improved their self-efficacy by the end of the Fellowship. They agreed with statements such as, “I can solve most problems if I invest the necessary effort,” and “Thanks to my resourcefulness, I know how to handle unforeseen situations.” They also had improved perception of their own leadership abilities. At the end of the program, they agreed that “I can communicate effectively,” and “I can ‘take charge’ when necessary.”

When they put this into their own words, many of them made statements like: “I can do more things than I think.” “In spite of my insecurities, I know I’m powerful and that I can do anything.” “I have many strengths as a person.” “I am unstoppable.” “If I put my mind to it, I can make a change in my community.” “Nothing is easy but everything can be accomplished.” “I don’t have to be perfect, just present, persistent, and committed to a purpose.”

On their exit evaluations, Fellows reported improving their skills in: networking, public speaking, planning and coordinating events, assessing community needs & existing resources, making presentations, time management, community building, and communicating in English

Another strong indicator of the program’s impact is the ongoing involvement of past Fellows with the Fellowship program and with the Center, and the continued evolution of some past Fellows’ community projects.

Changes at the Center

Community Fellowship program invites the Fellows to give input on the Center’s policies, protocols, and practices. Over the past three years, they provided critical, relevant and useful input which encouraged the Center to:

- ❖ Advertise stories about the Fellows’ and their Community Projects as inspirational news, which led us to make calls to media outlets.
- ❖ Create new outreach opportunities to link their own communities to the Center.
- ❖ Introduce outreach materials at places that many people visit regularly, such as check-cashing facilities and public benefits offices.

- ❖ Shift the Center's communications with partner organizations on immigration issues and DACA repeal, after Fellows shared their perspectives on these issues.
- ❖ Provide coloring paper and markers for children waiting in the lobby, after Fellows told us they noticed children in the waiting room with their parents were drawing all over the Center's informational flyers.
- ❖ Attract more traffic to the Center's table at family-friendly outreach events by providing giveaway items geared toward children. At the suggestion of our Fellows, the Center now gives away small Play Doh containers at outreach events. The containers have Family Justice Center stickers with our phone number. It is effective and low-cost marketing: children swarm around the table, and their parents quickly follow.
- ❖ Greater inclusivity and continuous inquiry about "who is not in the room" for conversations about IPV resulted in editing our handouts to include men and persons with disabilities by name, due to one Fellow's unwavering commitment to "radical inclusivity."

The most significant contributions have been:

- ❖ Project Connect, which started in 2015 and now has become a core program of the Family Justice Center. It has also become a launching pad for new Community Fellow projects and a gateway into the Center's long-term safety programs. These community meetings consist of community building circles and information workshops have been occurring every month.
- ❖ On the recurring theme of the Family Justice Center being about families, one of the first cohort Fellows mentioned that she was sharing with other parents the services at the Family Justice Center "that are not just about helping women." She said that community members were surprised to hear, for instance, about our parenting classes, which she encouraged others to join. This same Fellow said that the reason more people didn't come into our Center was that many families, to survive financially, needed the support and contribution of its members, and that "striking out on one's own" may not be the answer for everyone. She gave examples from her own personal experience about how her marriage had grown and changed over time and wondered why there was no more support for intact families to gain skills in improved family relationships and communication. This feedback impacted the design of 2016 Innovations Conference on the theme of Restorative Justice. The 2016 Conference

featured Mimi Kim of Creative Interventions and sujatha baliga of Impact Justice, two renowned experts in the fields of IPV and transformative/restorative justice. From the conference, we generated enough community interest to start a pilot elder abuse restorative justice project in 2017. Subsequently, the Center was able to obtain a grant under the Innovative Response to Marginalized Victims Program of the California Office of Emergency Services and launched a bigger scale pilot family violence restorative justice project in partnership with five community-based organizations.

Sustainability and Replicability

Over the past year, the Family Justice Center developed a Project Coordinator Toolkit for the Community Fellows program to guide future program implementation, and as a reference for other organizations that may replicate the Fellowship. The Toolkit outlines the methods we have used to develop Fellows' leadership abilities across three domains: (1) personal development and leadership capacity, (2) designing and implementing a project that impacts the community, and (3) interpersonal communication.

The Family Justice Center is committed to continuing the Community Fellowship program after the end of Blue Shield's grant funding for the program. The Fellowship program has impacted the lives of individual Fellows as well as their communities, and has enabled the Family Justice Center to partner with the families and communities we serve so we can meet their needs.

List of Community Fellows and Projects

2016 (10)

- ❖ **Marisol Martinez: *Project Connect***
A monthly community circle where Latino survivors co-create safety in learning and select topics for skill building.
- ❖ **Sindy Juarez: *Project Raise Your Voice***
A step-by-step bilingual Guide for Latino parents of Children with Special Needs.
- ❖ **Nelvis Quintana: *Project Cyber Prevention***
A resource page for Latino parents about cyber bullying.
- ❖ **Aracely Cuevas: *Project Protection***
Decoy cards for Spanish-speaking victims of domestic violence.
- ❖ **Cynthia Altamirano: *Project Faith in Action***
Engaging her faith community to support the Family Justice Center on an ongoing basis through donations and volunteerism, including a Back to School Supplies Drive and the addition of the Center to the church volunteer roster.
- ❖ **Petronila Fernandes: *Project Parents Council***
A survey for Latino parents at Ford Elementary to engage parents in their children's education and to engage the school's collaboration.
- ❖ **LaTonya Germany: *Project Yummy***
Bringing the "Cooking Matters" program to GRIP shelter staff and residents, to increase nutritious and flavorful food choices.
- ❖ **Rosario Aviles Ibarra: *Project MIA***
MIA self-care bags for victims of domestic violence. Rosario presented her MIA bags at the workshop: "Pasando La Voz con MIA."
- ❖ **Mariana Rosales: *Project "Pasando La Voz"***
"Pasando La Voz con MIA," a workshop to raise awareness in Latina women about types of domestic violence and the risks of acquiring HIV.
- ❖ **Vanessa Johnson: *Project Backspace***
Transforming the West Center's bare, cement, largely unoccupied space into an outdoor sanctuary for clients, partners and staff.

2017 (9)

- ❖ **Janell Coleman: *Marsh Creek Community***
Creation and coordination of Family Movie Nights at Marsh Creek Apartments in Brentwood, where Janell and her family live.
- ❖ **Esmeralda Cardenas: *Happy Women***
A crafts class (embroidery and crochet) for Central Center clients that inaugurated at a Project Connect meeting.
- ❖ **Sparkle Stephen: *Pals 4 Change***
Connecting isolated survivors of abuse with shelter pets so they can heal together.
- ❖ **Tiphereth Banks: *Sauti (Swahili for sound or voice)***
Contour Drawing classes for urban youth as a channel for self-expression.
- ❖ **Carmen Alejo: *Active Parents, Healthy Children***
A five-part bilingual workshop for parents of children diagnosed with mental illness.
- ❖ **Adriana Martinez: *Let's Make a Change***
A workshop for Latino parents about bullying that introduces restorative justice in seeking to change attitudes about children who commit acts of bullying and to raise awareness about the impact on children of abuse in the home.
- ❖ **Shani Miranda: *Oya Defense Training (Oya represents the energy of the wind as well as death & rebirth in the Yuruba tradition)***
A self-defense workshop to bring women together who have been victims of a violent crime and build a sisterhood, to move away from isolation.
- ❖ **Kayla Lopez: *Transitioning Foster Youth 101***
A leadership capacity building program for transitioning foster youth and supportive services for social workers.
- ❖ **Teresita de Jesus Escobedo: *Voices of Emerald Park***
A survey for residents of Emerald Park in Pittsburg to rate in order of priority their top concerns in a safe and anonymous way.

2018 Spring (4)

- ❖ **Clara Reyes: *Activate in Physical Health, Inner Peace and Self-Love***
A 6-week fitness and nutrition class for victims of domestic violence.
- ❖ **Silviana Hernandez: *60 Minutes for You***
A 4-week yoga series that started out as an opportunity to bring mothers and teens together.
- ❖ **Mirtha Mackthun: *Consciousness-in-Action***
A dialogue with Rainbow Community Center about HIV testing and LGBTQ inclusion in Latinx communities.
- ❖ **Ceydel Ramirez: *Positive Minds for Youth***
Inspired by the positive impact of *Positive Minds* and by the needs of her own teen daughter, she convinced the program creator to offer the program to youth in English.

2018 Fall (3)

- ❖ **Patricia Muñoz: *Breaking Barriers in Education***
A Community Diagnostic for Latinx immigrants that seeks to ascertain interest in continuing education and to understand perceived obstacles to taking action.
- ❖ **Karla Woods: *BEND JUSTUS***
An online platform for victims of interpersonal violence to share their stories of how they turned their pain to power, and the resources that supported them in their journeys.
- ❖ **Joleen Reutlinger: *Project Passion* (In Progress)**
Envisions changes and improvements to the support currently offered to Human Trafficking survivors.

Funding provided by Blue Shield of California Foundation, 2016 – 2018.

Special thanks to Annabelle Berrios, Leadership Consultant, who led with love and compassion.

CONTRA COSTA COUNTY DOMESTIC VIOLENCE (DV) DEATHS

A NEW REPORT WITH LIFE-SAVING INFORMATION

In 2020, the Contra Costa Alliance to End Abuse revitalized the Domestic Violence (DV) Death Review Team for the first time in 15 years, even in the face of Coronavirus pandemic restrictions. The resulting report (covering 2010–2019) reminds us that domestic violence **can be deadly** and touches members of our community across age, race, and location. It also identifies patterns and gaps that can be addressed as life-saving measures.



THE FACTS

- There were 86 domestic violence related homicides or suicides in Contra Costa County between 2010 and 2019.
- Domestic violence affects people **regardless of age, race, gender, immigration status, or city where one lives.**
- The five cities with the **highest rates of homicide and suicide (2010–2019)** were Antioch, Pittsburg, Richmond, San Pablo, and Walnut Creek.
- Domestic violence affects people **across the lifespan.** Victims may be as young as 2 or as old as 90. Suspects may be as young as 15 or as old as 83.

WHAT THE PUBLIC SHOULD KNOW

- The **most dangerous time** for victims is **attempting to leave** a domestic violence relationship.
- **Current or former dating partners** were the most frequent type of relationship between the victim and suspect.
- **Non-fatal strangulation (choking)** is a **key predictor** for subsequent homicide victims of domestic violence.
- **Gun shot wounds** made up the most frequent cause of death (63%).



RECOMMENDATIONS



Direct funding towards the development and implementation of danger assessments and in custody, in-person intervention services.



Immediately connect children who have experienced the loss of a parent due to a homicide, or suicide related to domestic violence, to supportive services.



Establish law enforcement agency protocols to support the mental health needs of personnel dealing with homicide or suicide calls.

Strengthen community awareness around the Domestic Violence Restraining Order (DVRO) process by providing frequent training for agencies that work with individuals requesting DVROs.

HOW TO GET HELP

- **Current Contra Costa County projects** reducing the risk of DV homicide include:
 - DV Multidisciplinary Teams
 - Lethality Assessment Program
 - Strangulation Task Force
- **Click here to access our help resource page.**

[Click here to view our complete DV Report](#)

CONTRA COSTA
ALLIANCE
to End Abuse



Strangulation Task Force

Strangulation is one of the best predictors for the subsequent homicide of victims of domestic violence. One study showed that the odds of becoming an attempted homicide victim increased by 700 percent, and the odds of becoming a homicide victim increased by 800 percent for women who had been strangled by their partner.

In response to the severity of strangulation in domestic violence cases, California passed SB 40 in 2018. SB 40 additionally requires law enforcement responding to a domestic violence incident to include a statement informing the victim that strangulation may cause internal injuries and encouraging the victim to seek medical attention.

In January of 2019, the Contra Costa County Strangulation Task Force was created as a response to the lethal implications of strangulation for domestic violence victims. The Task Force is a multi-agency team with representatives from domestic violence agencies, law enforcement and healthcare agencies which meets on an on-going basis.

Goals

- 1 Help implement SB 40 by developing protocols, creating tools and conducting training around strangulation.
- 2 Raise awareness around strangulation and the services available for victims of strangulation.

Achievements

- ✓ Developed county-wide protocols related to the implementation of SB 40 which have been adopted by the 26 law enforcement agencies within Contra Costa County including the Strangulation Advisement Card and the law enforcement form PC 13700, both of which were uploaded into ARIES;
- ✓ Updated the Contra Costa County Police Chiefs' Association Law Enforcement Protocol: Domestic Violence and Children Exposed to Domestic Violence to include language around strangulation, stalking, LGBTQ+ identified victims and human trafficking; and
- ✓ Trained law enforcement, healthcare professionals and victim advocates on the county's updated strangulation protocols.

Task Force Team Members

Alexandra Madsen, *Alliance to End Abuse*
Ashley Palomino, *STAND! For Families Free of Violence*
Carey Watson, *Kaiser Permanente*
Colleen Gleason, *Contra Costa County District Attorney's Office*
Dana Filkowski, *Contra Costa County District Attorney's Office*
Gregory Leonard, *Walnut Creek Police Department*

Jill Henderson, *Contra Costa County District Attorney's Office*
Kristopher Tong, *Richmond Police Department*
Natalie Oleas, *Contra Costa Family Justice Center*
Reina Sandoval-Beverly, *STAND! For Families Free of Violence*
Susun Kim, *Contra Costa Family Justice Center*
Todd Orlando, *Brentwood Police Department*

Special thanks to Gael Strack and the Strangulation Training Institute
<https://www.strangulationtraininginstitute.com/>

History and Background



Strangulation Advisement Card Created by the Task Force

LAW ENFORCEMENT STRANGULATION ADVISEMENT TO VICTIM

- After a strangulation assault, you can experience internal injuries with a delayed onset of symptoms, usually within 72 hours. These internal injuries can be serious or fatal.
- Stay with someone you trust for the first 24 hours and have them monitor your signs and symptoms.
- Seek medical attention or call 911 if you have any of the following symptoms: difficulty breathing, trouble swallowing, swelling to your neck, pain to your throat, hoarseness or voice changes, blurred vision, continuous or severe headaches, seizures, vomiting or persistent cough.
- The cost of your medical care may be covered by your state's victim compensation fund. An advocate can give you more information.

"As a law enforcement officer, I have a duty to warn you that strangulation is serious and can cause internal injuries, brain damage and/or delayed health consequences such as strokes, thyroid issues, miscarriage and/or death. Research shows that if you are strangled even one time, you are 750% more likely to be killed by your partner. I strongly encourage you to seek immediate medical attention at an emergency department and ask for support from an advocate."

SIGNS

- Scratch marks
- Pinpoint red spots
- On eyes
- On scalp/face
- Bruising
- Swollen tongue/lips
- Ligature marks
- Fingernail impressions
- Cuts/abrasions
- Bloody/broken nose

SYMPTOMS

- Voice changes
- Swallowing changes
- Neck pain
- Nausea/vomiting
- Breathing changes
- Behavioral changes
- Vision Changes
- Involuntary urination or defecation
- Hearing changes

YOUR SIGNS

Signs/Symptoms: _____

Date: _____

Signs/Symptoms: _____

Date: _____

NOTICE TO GIVE MEDICAL PROVIDER

- In patients with a history of a loss of consciousness, loss of bladder or bowel control, vision changes or petechial hemorrhage, medical providers should evaluate the carotid and vertebral arteries, bony/cartilaginous and soft tissue neck structures and the brain for injuries.
- Life-threatening injuries include evidence of petechial hemorrhage, loss of consciousness, urination, defecation and/or visual changes.
- If your patient exhibits any of the above symptoms, medical/radiographic evaluation is strongly recommended. Radiographic testing should include: a CT angiography of carotid/vertebral arteries or CT neck with contrast, or MRA/MRI of neck and brain.
- Consult Neurology, Neurosurgery and/or Trauma Surgery for admission.
- Consider an ENT consult for laryngeal trauma with dysphonia, odynophagia, dyspnea.
- Discharge home with detailed instructions to return to ED if neurological signs/symptoms, dyspnea, dysphonia or odynophagia develops or worsens.

Date of Incident: _____ Police Department: _____

Police Report Number: _____ Officer Name/Badge Number: _____