2019/2020 ANNUAL REPORT

CENTER FOR DOMESTIC PEACE®

Working Together to End Domestic Violence

Center for Domestic Peace mobilizes individuals and communities to transform our world so that domestic violence no longer exists, creating greater safety, justice, and equality.

WELCOME

Dear Friends,

It is my honor to present the annual report highlighting the work of Center for Domestic Peace (C4DP) for the fiscal year July 1, 2019 to June 30, 2020.

This past year has been extraordinary both in terms of the advances we made in general and since the onset of a global pandemic. COVID-19 stress tested C4DP to our core and in the process revealed our pre-existing strengths**: responsive, adaptable, nimble, survivor focused, emergency responders extraordinaire, and our natural asset of being relationship based!**

These strengths coupled with the dedication and expertise of the staff fueled our ability to successfully deal with a pandemic while responding to the more complex needs of domestic violence victims as they navigate their way through COVID.

It has often been said, "out of crisis comes opportunity." It is a theme present in the work we do with survivors, as well as with those who abuse. And it is a theme present in this reflection of our work. Growth and fundamental levels of change tend to occur when we venture out of our comfort zone, when certainty and predictability no longer rule. Faced with these exact circumstances, C4DP has managed to thrive. Building stronger relationships, program operations, technology capacity, and new systems for communication, sharing, and learning – blessings in disguise have been revealed.

It takes courage to face what C4DP has faced. And it takes innovation, ingenuity, and drive to create success and well-being during such circumstances. C4DP staff have done just this.

I extend my deep appreciation to Kate Kain, Deputy Executive Director, for her innumerable contributions and steady leadership especially since COVID. I thank all the staff for making C4DP the object of their devotion. Finally, I extend gratitude to our community for their unwavering support of C4DP and their investment in us. All of you reflect the best of humanity!

As we forge forward, may you be sheltering in peace.

Donna Garske
Executive Director

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July 1, 2019 to June 30, 2020

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A YEAR IN REVIEW: July 1, 2019 to June 30, 2020

Options for Safety and Opportunities for Personal Transformation

Options and opportunities are available for: **All victims of domestic violence for safety as needed in forms that are appropriate to their needs.**	**8,633** 24/7 hotline calls **406** housing residents (178 adults and 228 children) **28,616** bednights of shelter and transitional housing **133** Rapid Rehousing/Housing First participants **440** legal system advocacy participants **147** adults with 182 children received case management **114** individual/family therapy participants **20** text line users **79** CFS participants helped through out-posting **24** contacts via community site-based advocacy
Women and girls to have safety, equality, and freedom from rigid societal beliefs regarding gender roles. **Boys and men to be free from rigid societal beliefs regarding gender roles.**	**69** Marin Youth Services participants **182** In This Together parent/child therapy participants **94** empowerment support group participants **94%** of housing participants (shelter and Second Step) remained independent from abuser at program exit **208** calls to hotline from batterers **116** ManKind participants **42** WomanKind participants **12** Mujer Gentil participants

Community Responsibility

The individuals and organizations in Marin County take responsibility for creating innovative and dynamic solutions that help to end violence, abuse, and intimidation of women.

85 volunteers contributed 3,083 volunteer hours (1.8 FTEs)

3,050 individuals trained (youth providers, youth/young adults, college students, law enforcement, mental health practitioners, etc.)

10,252 community members educated through outreach events

70 attendees from the criminal justice system, government, and community-based organizations participated in 2 CCR Network general sessions

7 local law enforcement (LE) jurisdictions appointed DV LE Liaisons

57 MOUs continue to be implemented with partners

Global Social Transformation

The global movement to end violence against women is strengthened by the work of C4DP.

34 youth trained as lifetime activists and contributed 610 hours to MAYA (Marin Against Youth Abuse)

4,053 website visits from users outside the US (8% of all sessions)

C4DP EVENTS:

22 attendees at "How to Teach Kids About Consent and Sexual Ethics" Workshop

80 attendees at *Day of the Dead*

119 donors in honor of cancelled *Mother's Day Luncheon*

HIGHLIGHT: July 1, 2019 to June 30, 2020

C4DP's Increased Capacity to Respond to Evolving, Emerging, and Shifting Changes

Nowhere is C4DP's capacity to respond to change more evident than in our response to COVID, which has brought: 1) widespread organizational change; 2) technological advancements; and 3) impacts on survivor well-being and safety.

1) Widespread Organizational Change: C4DP could not have imagined the unprecedented, rapid change that was to come when the Shelter-in Place Order (SIP) went into effect on March 17, 2020 as a result of COVID-19. A week before SIP, C4DP started scenario planning, reviewed our Emergency Preparedness Plan, and added additional cautionary steps in our protocols for direct service work. To the best of our ability, our goal was to be prepared to face whatever was ahead.

Overnight C4DP's 55-person workforce began pivoting to new ways of working, both remotely and with reduced direct contact with shelter and transitional housing residents. While our response to COVID may sound like what other nonprofits faced, our pivoting required coordination with multiple systems and institutions also undergoing their own rapid change process, as well as attention to the increased risk and vulnerabilities victims faced being trapped in their homes with the abuser.

C4DP has faced new and unforeseen changes before, but never any that affected the organization at such a widespread level with as many considerations needed for the health and safety of our staff and service users.

2) Fast-Forwarding Technological Advances: COVID revealed the need for a culture shift within C4DP to meet the requirements necessary to have a workforce operate remotely and to offer services via the internet. While efforts have been underway to increase staff skills in technology, COVID accelerated this change. To that end, all relevant programs successfully moved online or to telephone support.

3) Impacts on Survivor Well-Being and Safety: COVID essentially added a second pandemic to the pre-existing global pandemic of violence against women. C4DP witnessed firsthand how SIP brought added fear for victims already navigating complex situations. Survivors grew more afraid to reach out for help or leave home for needed emergency shelter. The SIP order cut many victims off from support networks and heightened the level of fear among many who were already grappling with the impact of previous trauma.

Accessing services via technology has posed challenges; some victims don't have access to devices, are unfamiliar with using them, and need tech coaching from C4DP staff, which has increased the amount of time staff spend providing services. And survivors lost employment and income and are more vulnerable to poverty than ever before, due to the scarcity of employment and increased competition in the job market resulting from the many lay-offs and increased unemployment in the general economy.

While we have yet to know the full impact COVID-19 will have on the domestic violence survivors we serve, we do know that they could be facing challenges for years, even generations, to come – including housing shortages, lost wages, family illnesses, or even death.

SPOTLIGHT: July 1, 2019 to June 30, 2020

Lifting Up Voices of Change!

Voces de Cambio (Voices of Change) is a community-based volunteer group comprised of 19 former C4DP service users and survivors of domestic violence. These Latina women have organized as volunteers in Marin to address domestic violence through the lens of the collective "we." At the core of this "we" is the strength, beauty, effectiveness, and power of volunteerism at its best within the Latina community.

For the past 18 years, this amazing group of volunteers has achieved breathtaking results. Voces is comprised predominately of immigrant women, several of whom are monolingual, raising children (many as single parents), and working multiple jobs. C4DP's success in reaching isolated Spanish-speaking women is due in large part to the efforts of Voces. They have a long history of working in the community to bring awareness and education by shifting norms around culturally-acceptable behavior within the Latinx community and increasing help-seeking behavior among victims.

This group of volunteers annually devotes over 200 hours toward strategically expanding their activism to reach more domestic violence survivors in new and diverse ways. They have done this through many strategies, including organizing and attending community events and health fairs, distributing specially designed and culturally competent resources, and taking bold action to address the needs of LGBTQ communities and homophobia in all sectors of our communities.

Every year at the end of October, Voces hosts a compassionate and heartfelt bilingual event, Día de los Muertos (Day of the Dead), to honor those we have lost and those who have survived domestic violence. The public is always welcome.

Their passion and commitment to breaking the cycle of domestic violence is inspiring and worth honoring. **To that end, on November 1, 2019, Voces de Cambio received the North Bay Leadership Council's Leaders of the North Bay Award for their work in the Latinx community**. We are most grateful to their dedication to ending domestic violence. www.c4dp.org/voces-de-cambio

LEADERSHIP IN ACTION

Economic and Racial Justice

COVID didn't cause economic and racial injustice, but it did reveal it in undeniable terms. Thankfully, C4DP draws strength and clarity from our operating principles in understanding that racial, economic, and gender inequities exist and are foundational in understanding and solving domestic violence. These principles also establish the imperative that we continue to deepen our work as individuals to address equity issues, while also examining institutional practices within our organization and movement that promote racism and bias.

At the staff level, a priority was established early in FY 19/20 to increase staff competency and responsiveness to issues of diversity including race, ethnicity, culture, age, language, citizenship, class, differently abled, sexual orientation, and gender. We began the process first with teams' review of C4DP's operating principles and policies addressing bias and discrimination, and then by establishing ongoing practice sessions, currently underway, on how to apply these tools to our work.

C4DP is currently engaged in dialogue with our movement and in our community to address the fields' over-reliance on criminal justice responses to domestic violence and the impact of poverty on women. We have a role to play in reframing public safety by advancing practices that resist violence and oppression and promote safety, support, accountability, and economic stability. The time is right for C4DP to assert our commitment to further address intersectional issues impacting domestic violence survivors, and increase our leadership to promote dialogue and action on issues of racial and economic injustice impacting domestic violence victims, including advocacy to help redefine public safety.

Using Social Media as a Force for Good

A few years ago, C4DP made a strategic investment in social media, knowing its potential and power for being a force for good. Through analysis of our own organically grown social media footprint and industry best practices, our focus narrowed to using it as a tool to reach more survivors where they are with tips and tools, and to take a leadership role in promoting our role in anti-racism advocacy and activism.

Our country saw unprecedented calls for social and economic justice this past year in the wake of the global pandemic, the death of George Forman, and subsequent Black Lives Matter (BLM) protests. C4DP amplified these calls for action in our posts and activity on our social media channels, offering solidarity and increased commitment to advocacy and activism.

We increased the use of images and postings around immigration rights and BIWOC (Black, Indigenous and Women of Color), participated in solidary campaigns with BLM movement locally, and followed Marin nonprofits addressing racial inequality on social media. We believe social media is a necessary and important vehicle to utilize in our increasing efforts to move the needle in ending violence against women and girls.

STORIES OF HOPE

You are an Angel!

Lucy is a single mom with 2 children, age 4 and 7, and works as a grocery store clerk. She rents a room in a home with an elderly woman. Before March 16, and the Shelter in Place order, she found out about C4DP's *In This Together* program and was planning to start attending to help her and her children heal from the trauma of the domestic violence she sustained and help build the bond back with her children. With the shutdown, C4DP's in-person groups were cancelled, and we moved to telephone support.

Lucy was devastated when the SIP order came down and she lost her job, so she called us. She received both family therapy and individual therapy on the phone, and help navigating resources in Marin. Because she was not tech savvy, we helped her use her phone to access info and assistance: locations of food pantries, COVID testing, and access to Marin Community Foundation's cash grants for vulnerable populations. As the order was lifted, she was reemployed by the store, but with reduced hours. She continues to check in with us and use our services for ongoing therapy and referral.

Lucy recently told our advocate, "You are an angel, lighting my way through the darkest days of my life. I can see the end of this, and you shining the way. God Bless you, and all at Center for Domestic Peace!"

We are *In This Together!*

Ashley, age 5, had been attending *In This Together (ITT*) in person before the SIP order. Since then, with her mother, she connected with her therapist over the phone and over Zoom. She has witnessed a great deal of domestic violence, staying for a time at the shelter with her mother due to the abuse. Ashely has a great deal to say, and her therapist is always surprised at her eagerness to talk about what is happening in her life and her feelings about the abuse in her family.

The abusive father will not let her brother be with them, so Ashley is mourning the loss of being able to see her father and brother. In therapy, she expresses sadness at not seeing her friends due to SIP. The mother is very supportive of her daughter talking about her feelings with the therapist and has told C4DP that her daughter is very excited when she knows it's time to talk with her therapist. She sees her therapist as a safe person and a friend that she is always happy to talk to.

A young woman named Michelle, age 14, had been attending ITT in person prior to SIP and had come frequently. She was always shy but loved to draw and express herself through her clothing and hair colors. To escape the abuse, she and her mother moved to Oregon for a time, but just recently moved back to Marin, so the young woman asked to connect with her therapist again.

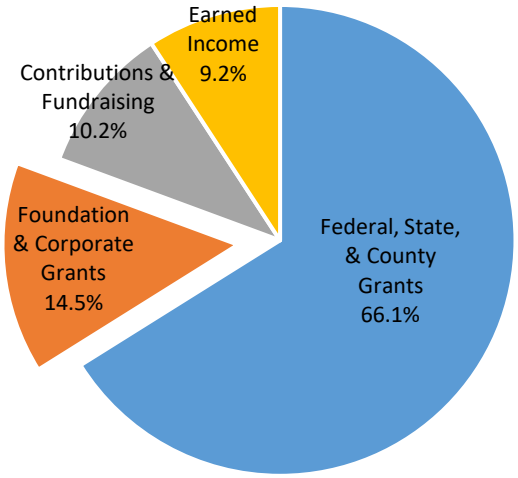
Due to SIP, she and her therapist are now able to meet via Zoom where she shares her artwork and clothing designs over video. She recently told her therapist that because she is so isolated from her peers and doesn't have many friends, her connection with her therapist is very special to her because he allows her to express herself and supports her creative pursuits. She told him that he is one of the only people she is able to connect with in her life right now.

FINANCIAL INFO: July 1, 2019 to June 30, 2020

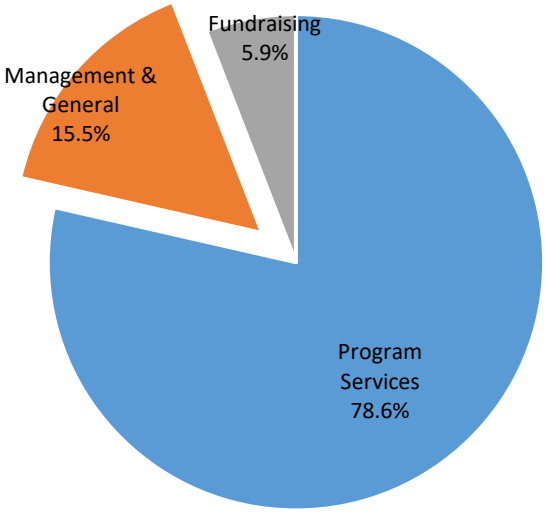
Revenue & Support FY 19/20	
Federal, State, & County Grants	$2,876,350
Foundation & Corporate Grants	$632,216
Contributions & Fundraising	$442,059
Earned Income	$400,759
TOTAL	$4,351,384

Expenses FY 19/20	
Program Services	$3,256,560
Management & General	$644,487
Fundraising	$243,858
TOTAL	$4,144,905

Income FY 19/20



Expenses FY 19/20



Our Community Supporting Us ~ THANK YOU!

Center for Domestic Peace honors the hundreds of individuals, families, corporations, foundations, and community organizations who invest us. We acknowledge our partners who contributed more than $150 from July 1, 2019 to June 30, 2020.

$50,000 +

Blue Shield of California Foundation
Buck Family Fund of MCF
CA Dept. of Housing & Community Development
CA Governor's Office of Emergency Services
County of Marin
Ginnie & Peter Haas Jr. Fund
Marin Community Foundation
Justine Miner
Office on Violence Against Women
Silicon Valley Community Foundation
Beverly Tarbell Estate

$20,000 - $49,999

Bridget Beck
William and Sylvia Jacob
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Little Flower Fund
Shelley Munson
The California Endowment
The Davis/Dauray Family Fund

$10,000 - $19,999

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Bewley-Motluk Charitable Foundation
Dandelion Foundation
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Gruber Family Foundation
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The Joan Leidy Foundation
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The Women's Foundation of California
TJX Foundation

$5,000 - $9,999

Anonymous (2)
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Ms. Molly Foundation/Molly Maid of Marin
Newman's Own Foundation
Tracy Richards
Ellen Seh
Sing for America

$5,000 - $9,999 continued

Sunshine Polka-Dot Foundation
Town of San Anselmo

$1,000-$4,999

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TTY: 415.457.2421

www.centerfordomesticpeace.org

24-hour hotline:
English /Spanish 415.924.6616

M-F, 9 am – 5 pm
ManKind/WomanKind Program 415.457.6760
Marin Youth Services Text Line 415.526.2557