






Statement of Purpose

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

Strategic Focus

To build, expand, and more fully engage our base of support to strengthen the organization and to leverage our vision, leadership, and resources in the effort to eliminate domestic violence, abuse, and intimidation.

Values

-  **Aspirational and Visionary.** We believe in the potential of each person and each community to be free of relationship violence and coercion. Toward that end, we lead the way toward systemic change with innovation and resiliency.
-  **Survivor-Focused and Feminist Movement-Based.** We prioritize the experiences of survivors while building our community-based work and collaborating to make lasting social, systemic, and institutional change.
-  **Equity.** Economic and racial justice are key aspects of our work to end violence. We model and advocate for diversity and inclusion, recognizing that they are central to achieving equity.
-  **Relationship-Based.** We lead with connection, inclusivity, and generosity while also being willing to have courageous conversations.
-  **Responsive and Strategic.** We are adaptable and nimble, including in unprecedented times. We are constantly learning and use data to guide our decisions.

Core Pillars of C4DP



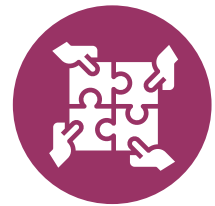
**Safety and
Empowerment**
Service Strategies



**Community
Responsiveness**
Partnerships and
Community Action



Social Transformation
Awareness and Action



**Organizational
Well-Being and
Sustainability**



Safety and Empowerment

Service Strategies

Ensure the availability of needed services for complex populations.

Strategies:

- Strengthen C4DP's understanding of and responsiveness to diverse populations, including all genders, sexual orientations/LGBTQ, ages, ethnicities, socio-economic classes; and leverage relationships with allies within those populations.
- Explore new and alternative models to address survivor's short and long-term needs by meeting survivors where they are.
- Diversify strategies that hold abusers accountable and that end their violent and coercive behaviors.
- Explore new and alternative models of providing services and solutions to achieve our ends, e.g. new ways of "sheltering."
- Expand efforts with youth (ages 11-24) to increase their help-seeking behavior.
- Expand strategies to address how technology has provided abusers with additional opportunities.



Community Responsiveness

Partnerships and Community Action

Reinvigorate our commitment to a social movement theory in which change results from the action-oriented participation of large numbers of people, organizations, and institutions, inclusive of survivors.

Strategies:

- Build on our work with the Coordinated Community Response to Domestic Violence and Sexual Assault Network.
- Broaden and deepen C4DP's community-based youth leadership and multi-generational work to increase community responsiveness and action.
- Expand C4DP's work promoting the protective factor of social connectedness and reduced isolation as it relates to survivors' well-being.
- Deepen opportunities for building local and regional strategic partnerships that encourage community action, advance equity, and reduce inequities related to domestic violence.



Social Transformation

Awareness and Action

Continue the work of Transforming Communities to build awareness and action toward changing social norms that promote or enforce violence against women.

Strategies:

- Continue to align with other progressive and women's organizations within Marin and in conjunction with regional, state, and national campaigns.
- Increase C4DP's role in the community to address the intersections between racist, classist, and anti-LGBTQ oppression in policies that impact the domestic violence response to survivors.
- Increase learning opportunities for community members to understand the intersections between racism, classism, LGBTQ oppression, gender roles, and violence against women.
- Increase skills and confidence of community members to respond to dating abuse and domestic violence (including building an understanding of generational differences and how violence and abuse change throughout the lifespan).
- Broaden and deepen C4DP's work in promoting youth leadership toward social norm change that moves us toward ending dating and domestic violence.
- Increase understanding of how dating and domestic violence affects well-being and productivity of community, family members, and friends; promote actions to ensure well-being.
- Share C4DP's expertise/knowledge and primary research findings.



Organizational Well-Being and Sustainability

Continue to enhance C4DP's capacity to manage the complex financial systems in a timely manner, as well as enhance C4DP's organizational-wide approach to organizational well-being.

Strategies:

- Conduct 3-year financial scenario planning.
- Maximize staffing structure to meet department needs.
- Conduct annual staff survey to assess organizational-wide approach to organizational well-being.
- Expand use of HR modules through the Existing ADP Workforce Now Platform.
- Provide training to supervisors on managing personnel and HR issues.
- Increase capacity of supervisors and staff to use data in real time to guide quality improvement and effectiveness.
- Conduct regular program surveys/evaluations in English and Spanish.
- Leverage opportunities to use technology to prevent violence.
- Utilize Learning Management System to further integrate anti-oppression (i.e., racism, classism, and LGBTQ oppression) work into staff trainings and C4DP's training across the board.
- Broaden C4DP's donor base through fund development strategies related to emerging philanthropic trends and new innovations.
- Share experiences of positive outcomes/capture success stories and share.
- Increase C4DP's capacity to use social media for organizing community responsiveness and promoting organizational thought leadership.

C4DP Statement of Purpose

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

C4DP Strategic Focus

To build, expand, and more fully engage our base of support to strengthen the organization and to leverage our vision, leadership, and resources in the effort to eliminate domestic violence, abuse, and intimidation.

Center for Domestic Peace Values



Aspirational
and Visionary



Survivor-Focused
and Movement-
Based



Equity



Relationship-
Based



Responsive
and Strategic

Core Pillars



**Safety and
Empowerment**
Service Strategies



**Community
Responsiveness**
Partnerships and
Community Action



**Social
Transformation**
Awareness and Action



**Organizational
Well-Being and
Sustainability**

What C4DP Works to Achieve

- **Social and Political Analysis.** We provide education and opportunities to deepen the awareness and understanding of patriarchy so that society will act to end oppression and control of women, girls, and any gender impacted by dating abuse and domestic violence.
- **Options for Safety and Opportunities for Personal Transformation.**
Options for safety are available for: Those victimized by dating abuse and domestic violence, including their children, in ways and institutions that are responsive to their needs and address intersectionality issues impacting their safety.
Opportunities for personal transformation are available for: Those victimized by dating abuse and domestic violence for their personal transformation toward a future of greater safety, freedom, and equality.
Perpetrators of dating abuse and domestic violence to end their violence and need to control by transforming their beliefs and behaviors to promote safety, equality, and freedom.
- **Community Responsibility.** The individuals and institutions in Marin County join C4DP in creating innovative and dynamic solutions that help end dating abuse and domestic violence. mote safety, equality, and freedom.
- **Global Social Transformation.** C4DP aligns with and strengthens the global movement to end violence against women, girls, and any impacted genders.