

Integrating Responses to DV: Moving to *Survivor-defined* Success

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The Full Frame Initiative

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**Futures Without Violence
Health and Domestic Violence Conference
Washington, DC ~ March 21, 2015**

Who We Are

The mission of the Full Frame Initiative is to change systems so that people and communities experiencing poverty, violence and trauma have the tools, supports and resources they need to thrive.

- Organizations effective with highly marginalized people share a **common DNA: Full Frame practice.**
- Full Frame practice includes:
 - focusing on **people, not problems;**
 - supporting **Five Domains of Wellbeing;**
 - and recognizing and addressing **tradeoffs.**
- Through many **partnerships,** we document, support and make the case for Full Frame practice.



What We'll Do Today

Share methodology and findings from multi-year project in CA, documenting how different stakeholders understand survivor success.

- 1. Learn more about how survivors 'define' success for themselves.**
- 2. Better understand how survivors get to personal success.**
- 3. Begin to explore how these findings can be used to strengthen system response for survivors.**

What is Success to You?

Which of these best describes success in your own life?

1. **Minimizing problems** and challenges
2. Having rewarding **relationships** with friends, family, community – feeling connected, a sense of belonging
3. ‘Giving back’ – creating **value for others**
4. Being physically and/or emotionally ‘**safe**’
5. **Achieving** something for myself – e.g., getting a good job, buying a house, staying sober, learning to change a car tire



How Do Survivors Define Success for Themselves?

A new project to address a *commonly overlooked question.*

Goals:

- Help fill **knowledge gap.**
- Learn from **success**, not just crisis.
- Identify opportunities for **change.**
- Create cultural and linguistic **access.**



Project Approach

- **Significant Moment Reflection and Appreciative Inquiry.**
- **Focus on exploration, learning and innovation, not traditional evaluation of program effectiveness.**
- **Did not collect demographic or personally-identifying information from workshop participants.**

Guided by a National Advisory Council - 21 experts from diverse disciplines and communities, representing CA-specific and national perspectives.



Project Nuts and Bolts

Literature review **27 sources**

Phase I:

Workshops
with **151 survivors** **25**
(incl. 5 Pilot)

Workshops
with **186 practitioners** **21**
in DV and other
service settings

Interviews with
policy advocates and **12**
funders

Cultural and Linguistic
Access **Pilot (Pilot)** **12 participants**
(5 workshops)

Phase II:

Community
conversations with **15**
~90 stakeholders



Cultural and Linguistic Access Pilot

- **One-day** Train-the-Trainer to build capacity to use our workshop process.
- **12 participants representing** Latina, Native American, and seven Asian communities.
- First experienced the workshop process; then **customized** process and content to be culturally relevant.
- **5 “Pilot” workshops conducted:**
 - **2 Native American in English, 1 ไทย (Thai), 1 普通话 (Mandarin), 1 Español (Spanish).**



Focusing on *Success*

Survivor Workshops:

1. Single **moment** when it felt right for you (and your family).
2. Who/what made that moment **possible**? What did you do?
3. What do you do **in between** these great moments? Who/what helps you keep going?

Practitioner Workshops:

1. Single **moment** when it felt right for a survivor you work(ed) with.
2. What did s/he do or others do to make the moment **possible**?
3. What happens **in between** these great moments? Who/what helps him/her keep going?



What We Heard: Survivor Success

Survivors define success for themselves

1. **Connection not separation!**

> 55%

2. Achieving something of value for self and others (“I did it!”).

3. Calm and ‘normalcy’.

Experience of DV was not central to moments of success.

“I did it!” ≠ “I left”. Only **7%** of moments related to changes in relationship.

Practitioners define success for survivors

1. Moments of **survivor success**

> 65%

- Characterized by **breakthrough insights**, shifts in personal agency, and **transformation**.

2. Moments of practitioner or survivor & practitioner success.

~30%

90% of moments happened in formal services context.

Findings held true across all geographic, mainstream and culturally specific communities.



Survivor's Moments of Success

Graduating from college. It was huge for me. I felt like I had never completed anything in my life, and this felt like something I had accomplished for myself.

DV was always the predominant issue in my life until this moment with my daughter. She didn't like to touch people. [But that day,] holding her hand, for the length of time, was extraordinary... I felt a joy I had never experienced ... [And it was after that that] I left my abuser for the last time and never went back.

[I was] in my kitchen at our house in Arkansas with my husband, and he was taking the day off work just to stay home with me, and we were dancing in the kitchen.



Practitioner's Moments of Survivor Success

I was sitting in my office and she [client] said "I'm not going to let him control me anymore" and she stood firmly when she said it.

She lifted her head, unfolded her body. She looked strong and coming back into herself. She had been frail before. Now she looked like she had her hands back on the wheel.

The common theme in getting to success is various services leading to empowering that individual, so you see the transition from being a victim to a survivor ...



What We Heard: Getting to Success

Survivors say they get to success

Practitioners say survivors get to success

Non-Pilot

1. **Self.**
2. Friends and family.
3. Professionals (most often a *specific* person).

Pilot

1. Friends and family.
2. **God/faith.**
3. Self.

Only notable difference across geographic, mainstream and culturally specific communities.

1. Survivor's actions/personality.
2. Practitioner's actions (and program resources).
3. Survivor's friends and family.

Recognize survivors' efforts and informal connections, but **overemphasize role of formal systems.**



Policy and Funder Perspectives

- Survivor success is about autonomy and personal control, achieved through **access to services**.
- Funders typically not guided by explicit definitions of success; rely on measures of program success generated by grantees.
 - Measurement and documentation of program outputs/outcomes is not consistent across funding sources.
- Funders interested in knowing more about what works and how to get to it, including measuring grant-giving effectiveness.
- Policy advocates: interested in survivor-centered success measures.



What We Learned

- Significant **disconnect** between how survivors and practitioners define survivor success.
- Success for survivors is **not traditionally** held ideas of safety through separation and services.
- Culturally specific programming has **wide-reaching** relevance.
- The field is ready for change!
 - Survivors are **buried** under ‘victim’ and ‘survivor’ labels.
 - Practitioners are constrained and frustrated by systems, and eager to **translate project findings** into improved response for survivors.
 - Both groups are hungry for time, space, and tools to *learn from what goes well*.



Integrating the Project Findings

1. Ask different questions

<i>Instead of (or in addition):</i>	<i>How about:</i>
- What is your presenting problem? What are your challenges?	- What are you most worried about?
- What do you need?	- What do you have? What's working really well? What's a great day look like?
- Where else are you getting services?	- Who helps you? Who do you help? Who is most important to you? Where do you belong?
- What are your goals?	- What's most important to you? How do you get it? Who or what helps?

2. Learn about **positive deviance** - www.positivedeviance.org

3. Collaborate with and learn from culturally specific organizations and communities, to better **bridge those at the margins and at the center.**



Opportunities for Action

Recommendations identified in Phase II

1. Create a Taskforce of diverse stakeholders to translate project findings into **shared definition** of program success and related metrics.
2. * Develop a Train-the-Trainer to equip the field and communities to systematically **learn from what goes well.** *
3. Provide skill development for practitioners to more explicitly support survivors' **informal connections** and identify assets/resources outside of formal services.



Download Full Report for Free!

HOW DO SURVIVORS DEFINE SUCCESS?

A NEW PROJECT TO ADDRESS AN OVERLOOKED QUESTION

When you start with problems you get programs.
When you start with strengths you get possibilities.
—Lupe Serrano,
former Executive Director of Casa de Esperanza



October 2014

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What is Success to You?

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We can learn to see each other and see ourselves in each other and recognize that human beings are more alike than we are unlike.

- Maya Angelou



Thoughts? Reactions? Questions?

- Findings **affirm** what you already know?
- Spark **new ideas** or thoughts for working with survivors?
- **Challenge** what you believe or have heard?
- Ideas for **integrating findings** into your daily work?



Thank you!

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