Mentimeter

SPOTLIGHT on SOLUTIONS

From Intervention to Transformation

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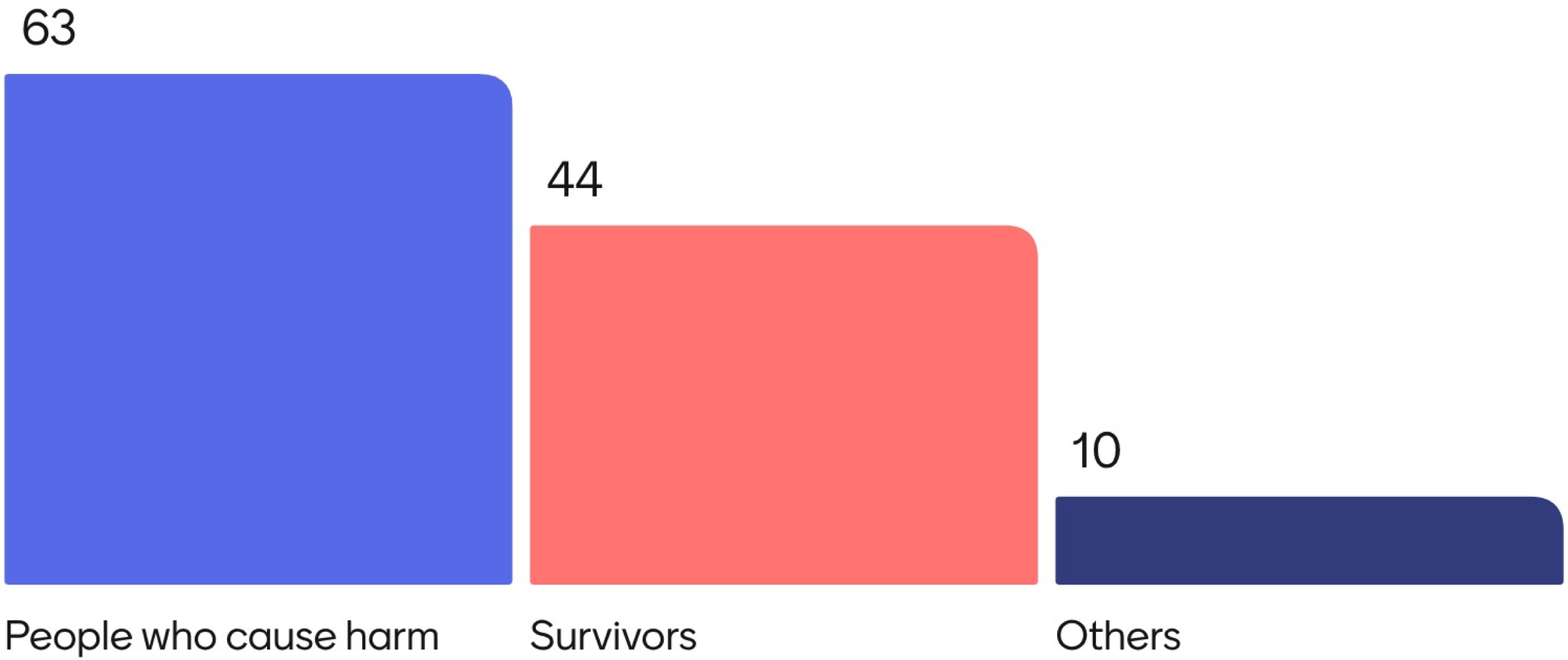
Who are you primarily serving?



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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Loss of covid dollars

Loss of medicaid

Federal funding cuts

All our funding is on hold!

None - our department covers the cost of the program for our clients

None

List of coworker

i'm not sure

3

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

- attack on DEI
- I have never received any funding
- trauma informed
- Looking for more funding outside of federal grants
- It hasn't been affected
- None
- DOC has cut funding
- Unaware

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

State

CVC changes

New position and more opportunities for services have recently been added. Funding from state and federal

Have increased state funding available.

Limited space for groups

Federal budget not passed

Specific nonsensical wording in grants.

Goverment funding

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Separation of families

Some OVW programs allowing more funding for intervention

VOCA cuts. Loss of Medicaid affecting our state allocations.

Federal funding freezes

Cuts in federal research funding. Cuts in state budgets.

CVI (Community Violence Intervention) Funding

We dont have funding from federal funds

Loss of grant money

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

- Reduced legislative funds
- None - No grant funding
- None
- High turn over
- Funding holds
- List of co workers
- Reduction of staff
- Loss of Medicaid dollars

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Funding holds/theeats

Loss of Covid funds

Loss of upstream funding affecting sub-grantees

Staff cuts

limited funding we can apply for

There has been a defunding of funds for research that incoprorates minorities. As a graduate student working on research in the field of IPV with a focus on minorities/minority stress, this impacts me

new grant requirements

N/A

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

General anxiety

Loss of medicaid

Healthy families funding

Limiting what can say to survivors

PAIP is funded separately from general dv services

We have lost 2 large grants (huge portion of our funding) in the last few months due to the county or federal funding reductions. County is worried about their own funding cuts, pulling back money.

Not being able to test them for alcohol/drug use if use was not involved in the initial legal charge or DCS case.

Attack on DEI

What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

- Reduce funding
- Use of language/arrack on Dei
- Concern about highlighting men who use force in program language
- Unknown budget a month in to the FY
- None
- No enough money for services for people who need mental health/domestic violence services
- Our state funding increased
- SNAP benefits being cancelled, lack of housing support

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Program division

Grants are significantly less, leading to cut hours of operation and number of families we're able to serve, leading to staff hours being cut

The funding pause

Government

Our governor stopped providing justice reinvestment funds to AIPs this year.

Some funding on hold to due to government shut down

It hasn't been affected

No impact on our intervention program.

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Covid grants have run out. Grant changes have changed how many advocates can provide which services in our organization.

Personality innsues with funder and organization

I'M not sure

Judges aren't sending them because they don't think they can pay

None clients mostly cash pay

Our community will NOT apply because of how they define domestic violence as only being a crime and not a social problem

Loss of funds for housing move in costs

Increase number of clients

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

None

Offenders are not getting enough time to work on DV issues.

Lack of Covid funding, threats and changes to VOCA funding, funding on hold

Changed climate from a pro-abuse administration

Loss of co workers

State agency did not fund us and our admin didn't fight for us.

Greater insecurity for survivors and programs that serve them

Loss of food assistance

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Renaming DEI efforts

Federal cutbacks impacted the suburban department of health that impacted their funding support. Fees from participants are down.

VOCA DEI

Loss of 20% funding results in loss of staff, programming, and client assistance

Not entirely sure- various funding changes have created a lot of fear and uncertainty, but not sure which ones have been the most impactful.

Funding cuts resulting in less resources available

Less staff

Funding on hold which prevents us from helping survivors with move in deposits. Every shelter is FULL

What recent or emerging federal or state <u>funding changes</u> have most impacted your work in battering intervention or advocacy?

Voca, DEI

Unable to say that we do racial equity work to funders

We have less flexibility for those who are financially struggling

Contention between Non-profits affecting collaboration where we should be collaborating

N/A

The gov shutdown has made funding be up in the air for us

Receive no funding but clients affording BIP services most likely impacted due to other services funding being eliminated.

N/A

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

None

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N/A

Loss of community positions, stagnant wages, loss of resources for referrals, loss of healthcare, lost goes on!

So much fear and uncertainty

Not enough money for receiving proper services

Delays in receiving federal funding

None

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

None yet, concerns for future

N/A

VOCA

Grants are less, cutting a major part of budget

Housing has been impacted

uncertainty of next year

Federal funding cuts

Not able to provide services to full capacity

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Changed funding environment means kess $ next year and beyind

Clients have to self-pay for previous vouchered services

Language regarding underserved, marginalized and oppressed communities.

Loss of funds for Community Health Advocates - provides financial services for victims) Delta Grant funds (for prevention services in high schools. parent agency had to find emergency funds to keep

Over half of our team has been released but we have to s meet obligations

CVI (Community Violence Interruption) State Funding.

Providing financial support to survivors ie move in expenses, paying ppo filing fee etc

Concerns around needing to focus more on fee based services. Low income participants are seeing the grants that cover their enrollment disappear

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Not sure

Loss of grant money

- how are clients going to pay for services? - concern for those who depend on federal grants

Staff reduction, shifting of priority to residential instead of focusing on non residential as well.

uncertainty of funding from day to day, lack of communication from grant providers. lack of follow through of approved grants that have not been paid out. Lack of community understanding of service fu

AIP may not be effected specifically it that the participants are being effected due to housing and food insecurities

Victims compensation funds, prevention funds in high schools, community health advocates; Victims Crisis Center Funding good for about 3 months, then might have to shut down;

They havent asked us to chamge how we talk about anything but we havent asked

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What recent or emerging federal or state funding changes have most impacted your work in battering intervention or advocacy?

Not wanting us to focus on "social change"

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

None, yet

Lay offs

N/A

not sure

None

None

None yet

None

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

N/a

N/A

Cuts to court services

N/A

N/A

We dont get federal funds

Fewer referrals

Makes it hard to work with funders in an open space

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

N/A

Concerns around shifting more toward fee based services

Return people away from getting services

No changes

partnerships are strained due to power dynamics

Subsidy reductions

No changes at this time

No changes so far

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

VOCA cuts. Medicaid cuts. Govt shutdowns

N/A

starting a new group and looking at hiring more staff

New funding opportunities led to new position. Services expanding with state funding

N/A

We have had to reduce our capacity (staff/groups/hours available), leading to a reduction in # of participants served. Having to push more for fee collection

not being able to make updates to program

Leadership concerned about men specific language in program brochures

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

Foundations in our state have organized to help

Force to change language on all printed materials and website.

We are limited in being able to offer reduced payment options, limited on providing raises to employees

Slash of funding for operating costs, thus a reduction in classes

Very limited staffing, highly stressed staff

Indiana requires the participants to pay for accountability so funding issues do not influence any decisions.

N/A

Little to no effect.

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

None

People aren't getting the help that they need

Cut hours, unable to take in as many families, less trainings for staff

Having to cut services

research funding problems - focusing on IPV in minority communities (my research interest as a graduate student), I have to shift my research focus...

Being able to provide services

Having to make cuts with money in mind, not clients

Lack of referrals

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

Survival uncertain in 2026. New funding midel needed by 2027

Thoughtful about how to move forward with projects.

Watching our language
Who our donors are and if they are A conflict to our values

Our team is being stretched to handle more responsibilities and there has been no change in pay

Greater reliance on State and private funds which can't meet the full needs.

We are looking at tough cuts including a potential loss of a full time advocate. Less money to help survivors.

recent changes to the CVC program

Ethics remain the same- we have to be creative and more intentional

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

We have to rely on other resources & they don't always have enough money

Some programs in our state have paused enrollment.

Not sure

Hard to have partnerships, open dialog

Lose of jobs, no people wanting to work

No extra funds for clients specific needs

Loss of staff

Knowing that funding should be at risk, we are making sure that we are putting processes in places to ensure compliance and looking to strengthen relationships with private donors.

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

We've had to restructure our organization and downsize staff. We've discontinued certain programming. We are reaching out to the community for support.

We lost staff and hours/pay. No direct impact to our clients.

It doesn't. Ethics are doing the right thing regardless.

Even with funding cuts still providing the best services for victims/survivors. That's why we're there

Referral has dropped.

Unable to provide raises or fill positions.

Limit websites and Programming - DEI

I do not receive funding so no impact for me, but the abusers are being squeezed financially. Alot of them lost jobs due to case and now there are no agencies to fall back on.

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

It changed the language and effected all of our literature.

The funding is not an issue since I have never received any funding. Operations are good, partnerships are hard to come by and my ethical decision making is solid,

No funding shifts at this time. However, we are having constraints on how many facilitators we can hire. We have had an increase in referrals, but no increase in state funding over the last 2 years.

Cutting staff. Closing programs. Wondering what demographics to report when asking for funds. Lower client assistance. Can't pay staff more when the economy is badl

No raises for staff

none at all

Not filling empty positions

None yet

How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

How will clients pay for services

How long can we operate without federal funds

Worry and fear- what's next?

Strengthening private donors so that we aren't as reliant on state or federal funding

Reduction in classes and societal harm imposed

- concern for organizations that rely on federal funding - concern that court mandated therapy won't be sustainable - increased difficulty finding housing for victims - Concern for salaries

Having to make difficult decisions about funding, loss of staff due to budget cuts, having to decide between survival and losing services completely.

Victim resources

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How are those funding shifts influencing your program's operations, partnerships, or ethical decision-making?

Cutting staffing and programs Shifting priorities / crisis focused Scarcity mindset Donors who are against of values Understaffing/ stretching staff / burnout

I would imagine that the economy can be difficult to bring income in.

Lay offs

Payments for female offenders were cut

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

None

Research funding is bizzare

I don't receive funding.

Unknown

Does not apply

changes in "allowed topics" have made creating trainings difficult

Change languages

Having used words such as "inclusive" (which also leads to funding cuts), equity, etc

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

If. I don't do exactly what that want we won't get paid

Not applicable

More case management needs because of SNAP and Medicaid cuts

ICE has shown up at our DV courthouse

Concerns about male specific language in program materials

None

ICE has created an extra element of fear and risk

DEI

2

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

Eliminating pronoun use, hiding identifying immigration status

Changing dei language
Fear of dei trainers to do the work - monitored by FBI
SNAP

Diversity equity and inclusion

Change in language

More staff stress, fear of losing job

Participants have less income to pay fees

VOCA funding cuts

Having to rewrite sop's.

2

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

Just being more cautious and nervous about what could be coming

None

SNAP

Having to change verbiage to receive current grants

DEI

Protecting confidential spaces from ICE

SNAP and Medicaid cuts

Culturally Specific programs

2

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

SNAP and Medicaid cuts are affecting our clients

Shelters are effected due to limitation of donations for basic needs

I work for an profit agency and the peoples who has had their insurance, or snap benefits cannot afford mental health therapy

I have been limited in my discussion of minorities in IPV research - in the NSF GRFP I am applying for, I am unable to mention LGBTQIA+ populations (a research interest) due to this and have to shift

funding loss and stricter regulations around language allowed in trainings and presentations

SNAP Instructions for how to deal with ICE

Changed our website. Removed names of our staff which showed great diversity

We had to change the name from BIP to Abuse Intervention Program, requiring all new orientation materials, business cards, etc. We cannot test for alcohol/drug use, even though it is a group rule on

2

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

None currently but i don't have anything to do with policy or funding. We lost state funding so it has been a struggle with program expenses and staffing.

CVI focus to safer communities softened and redirected focus

Immigration enforcement

Language on some documents have been changed. Right now currently reviewing State Admin Code to propose updates for all Illinois PAIPs.

DEI

DEI

Removal of funding from CVI work to workforce development and education efforts

I'm not sure

2

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What recent or emerging federal or state policy changes have most impacted your work in battering intervention or advocacy?

DEI PROGRAMS

Revised safety measures

Develop plans for response to ICE

Meeting new funding requirements to continue operating

Language from PO that participants just have to show up vs participate

Community ICE watch/helplines

Not having money for dv services and therefore not getting good mental health services

Funding, getting stakeholders on board

2

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

N/A

VOCA cuts mean focusing on survivor program funding

We may have less staff to continue the work & the challenges.

Concerns about what is posted online in regards to DEI

No

None

Reduce benefits Consider which services continue Harmful exposure to propaganda

None

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

We must stay within new guidelines and eliminate what government considers prejudice terms

Not now

Loss of staff

Having to find creative ways to rephrase goals to not mention DEI or other things

Not influencing.

Government funding cut short means people suffer in attaining good mental health services

We have to be careful in the language that we use in some of our programs.

All choices feel compromised

2

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

Clients prematurely discharged

No major changes at this time.

None

Less access to resources

I hear that agencies are ignoring rules to protect clients from agencies like ICE.

Trying to find other resources such as food pantries

Reorganisation of staff responsibilities

Caution around terms within application for federal grants

2

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

Fear inside our program

Policies around immigration enforcement - sometimes locking doors to building

We still make it happen just by changing verbiage

Increasing stress

So many different policies that are conflicting make moving forward difficult

Worried stressed staff

Probation want to determine how programs are run I.e how long a participant has to attend

Survivors worried about continued access to services

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

Thankfully, our partnerships are intact. We did lose funding which decreased staff and programming. I can't perceive impact to our ethical responsibilities.

Cutting staff and programs. Not reporting demographics. Losing partnerships if they don't agree with our mission.

We get to change our literature,(marketing) changing our language with the survivors Going after the funding Application

They are not. It is even more important then ever to stand up for what us right. Ethics is doing what is right regardless of the cost.

Had to close on Mondays Minimize time scheduled with clients (one-on-one and group) Fewer hours for staff, leading to less available time to seek much needed resources

We had to change literature (Marketing) . Changed language with Survivors. Funding applications.

It's forcing a change in language around the marketing of programming and a shift of direction towards funding sources.

No regard to the need for consistency within the community AIP

How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

Housing complications above the "norm" funding levels falling, gushut do

My program does not receive any funding, but my services may be impacted by referrals from Advocacy groups whose funding was cut and can no longer serve as many victims.

We have to more creative and cautious in how we document grant applications and meeting requirements

Complicating interactions with partner agencies

Having to talk through debriefing all the rough incidents and decisions

Changing language on communications Complicates reporting for grants/funding Moving our Spanish speaking groups online for safety from ICE Can't use certain terms - impacts research and data

Remove staff info, location from website

Our government does not fund a dv program therefore not providing services and some folks lose their jobs due to court ordered services.

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

Collaboration Creativity with safety

Fear of staff - how can we comfort clients when staff are limited

Decreasing the opportunity of funding

Told not to use organizational name tag because it includes pronouns

Decreasing funding and class provision.

Less attention given to one population due to having to give attention to ew responsibilities

Provide food to clients

It decreases funding.

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How are those policy shifts influencing your program's operations, partnerships, or ethical decision-making?

More work requirements from fewer workers

Community partners asking if we're still/will remain viable

Not at all All requirements must be met

Lack of accountability for police - may be reluctant to report

Not at all It may take more time But still maintain ethics

Offering specialized groups (such as language, culture or LGTBQ) might be considered DEI

No

Submitted

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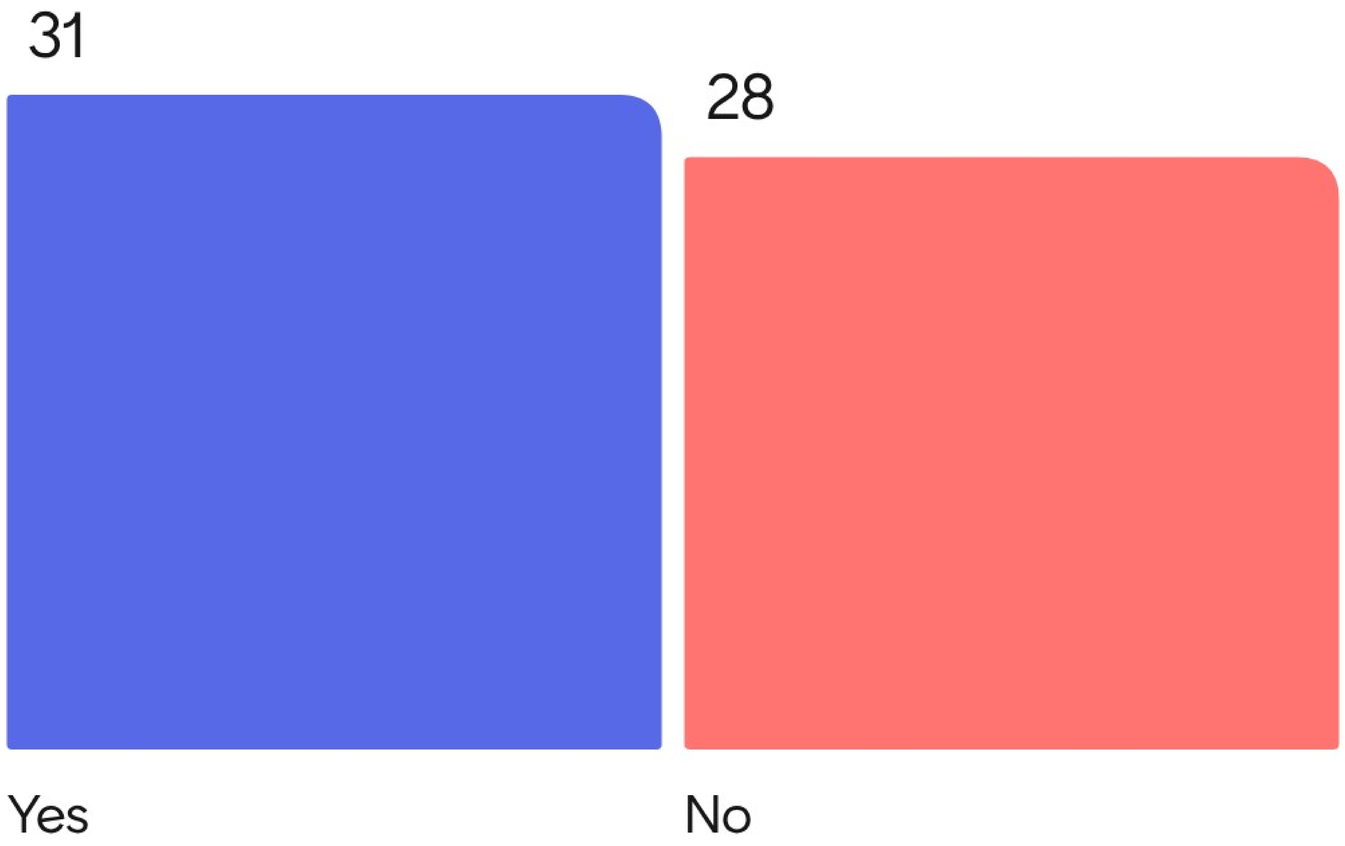
Have new federal and/or state funding requirements created ethical conflicts with your organization's survivor centered / offender focused principles



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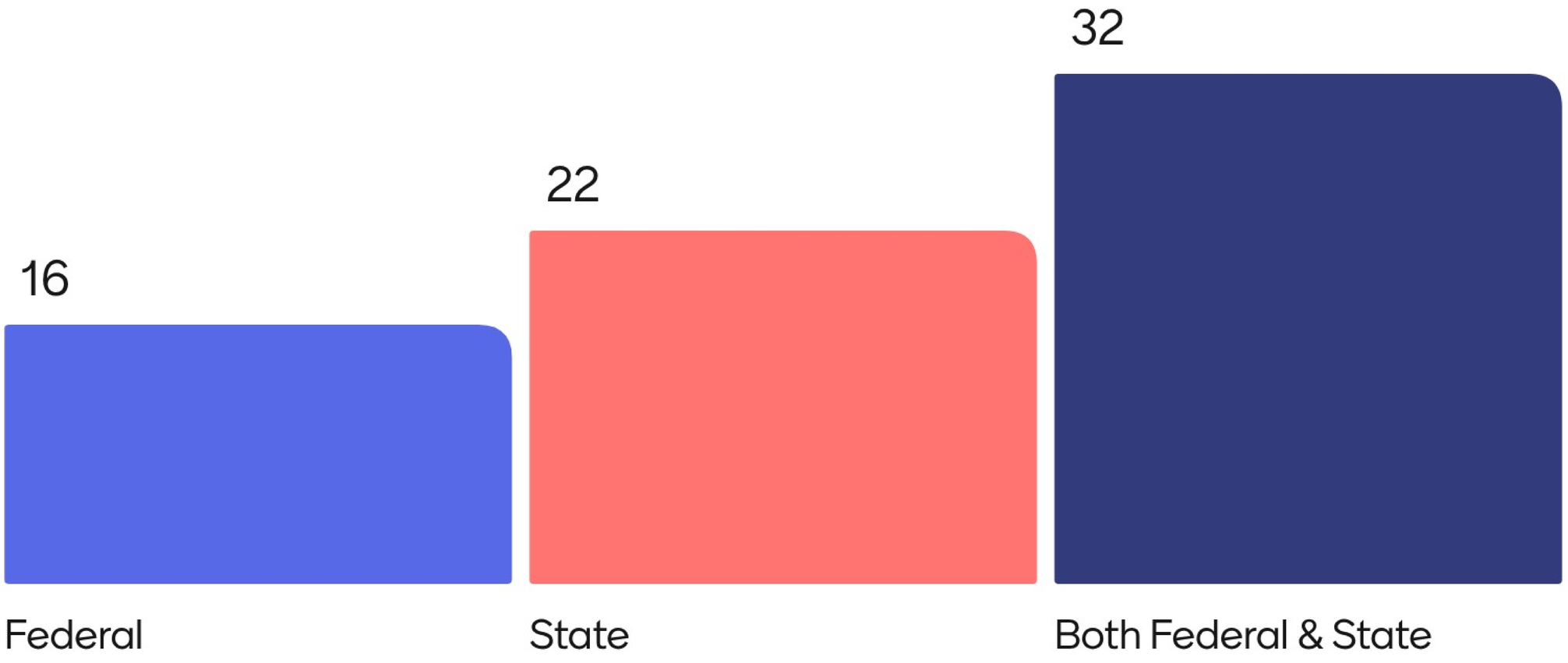
If yes; Federal, State, or both



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How have you navigated those tensions?

None

too current

Having difficult conversations

Haven't

Avoidance lol

I said no

Not applicable to my organization

Not involved

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How have you navigated those tensions?

Have not had to

Haven't

Talking with like minded people Chocolate and wine

Rage. Crying.

Trying to corral around each other in the organization

Patience, persevere

We have not issued

I have had to adjust my research topic for my fellowship proposal... I have to examine demographics as a covariate instead of directly.

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How have you navigated those tensions?

N/A for me as of now

Not there yet

Self care

Patients and persevere!

Balancing values vs. requirements

Made changes to what we offer as training content

Keep hope

Self care

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How have you navigated those tensions?

Being more careful about language when working in education, changing some of our terminology.

Kept my head down to preserve the BIP program. I have fears it could be cut as our work is not popular in our coalition. Also, survivor centered resources take priority there.

N/a

Team decision making
Shared Power

Weekly feedback from the team

Provided more staff support and program participant support and information.

Be upfront and transparent where possible. Not recording meetings. Bring very selective about what to write down. Not using AI

I have worked with the participants on a payment plan and I have even reduced my program fee overall.

How have you navigated those tensions?

Staff discussions to decide on whether to pursue some funding or restrict programming

We continue to protect people and have discussions when possible.

Focus on what we can control and advocate

Screaming into a pillow.

Communication with internal committees about maintaining our mission/goal while jumping through loop holes to get funding

Trying to work together and find common ground to do the best for clients

Try to work toward problem solving and constructive and creative conversation

I don't let the state funding or not dictate my ethical standards

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How have you navigated those tensions?

Protecting the persons of threat to be illegal immigrants (whether they are or not but may not have documentation) the best we can

Prayer. Focusing on were we agree rather then disagree. Finding were we can you live with and support each other.

CCR discussions

Restructure team dynamic and reassign responsibility

Perseverance and continued to provide the same services even with the reduction of funding. Political advocacy. Seeking for alternate local, state, and federal grant funding sources.

A lot of open dialogue about what we're being required to do and what we stand for and how we continue to serve all folks needing our services.

Talking and hanging out with similar minded people

Self care , talk to friends

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How have you navigated those tensions?

PA 511 restrictions as it is. It based on ability or economic status

It's particularly hard that these impact many of us both professionally and personally because of identities we hold.

Know that we are on the right side of history

Self-care talk with God

Self care and prayer

Preserved and continued to offer the service with integrity. And pray!

Canada seems nice

Look for other resources another way to get it done

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How have you navigated those tensions?

Payment plans, sliding scale.

Support and self-care!

With prayer

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What ethical guardrails guide your decision-making when adapting to new mandates or compliance pressures?

How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

It doesn't.

Contacting legislature

We do not deal with policies

We do not set policy

Sexual sexual

Lobbying at the local, state, courts, and DOJ for BIP & SSA

SSA

SSA - money not coming through Both - limit gender based programming and DEI work, or face potential funding restrictions, and not be lowed to do ICE notifications

How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

n/a

We aren't, we provide BIP only

Sitting in committees across state coalitions/with other stakeholders

Lobbying at the local, state, and federal levels

I work for a probation department and we are not able to do so

Talking to representatives. Using 5calls.org

Our agency has a lobbyist on staff.

BIPP - we are educating our partner agencies and the local population.

How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

BIPP & Survivor Services

SSA/BIP - advocating at state and federal level

Staying informed and choosing battles

AIP- insisting that we are part of any discussion about DV

Good question. SSA staff too busy to do this, unfortunately

SSA- collaborating with local and state partnerships to push and advocate, while supporting other programs around the state/nationally. Trying to stay united

We have conducted a rewrite of our state standards to bw more in line with best practices and centering our program as a victims service.

Advocating for more funding to support AIPs

How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

Focusing on state-level efforts

SSA- we have been told we can't do lobbying as we cannot take a political stance with our agency's name

AIP: education and lobbying. Keeping most groups virtual

Sadly it isn't. 😞

Starting our CCR

SSA- having a lot of conversations in our community to advocate for our needs

Specialized dv court

I am the active policy person at my BIP/AIP, staying involved in our state boards, going to legislature, etc.

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How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

SSA Staying informed; still waiting for the shoe to drop.

Counseling,therapist, advocating court Support

None

Lots of behind the scenes harm reduction with government partners on the state level

AIP/BIP

AIP/BIP

Advocacy Court support, self care, Therapy, DV and SA advocacy

SSA - working with other agencies to support clients

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How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

Working with victim services and other accountable systems to collaborate and support each other.

BIP: We are working on revising the WI State Standards right now and we work colsely with CCR and the DOC to make sure victim's interest are addressed.

We are involved in a community coordinated response team and defintely advocate for policy change and accountability

Networking with judges, prosecutors, and attorneys, including individual meetings and panel discussions.

Working on systemic changes- judicial monitoring,

Working more in our community especially in the courts

Trips to the capital
Meetings with law makers
Creating task forces to review new ways to fund

SSA- working with local systems to advocate for improved and more understood victim support and perpetrator accountability.

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How is your organization engaging in policy advocacy to shape more survivor-centered and accountable systems? Please indicate AIP/BIP or SSA

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Educating community on what exactly is going on.

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What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

No idea

Unknow

Our CEO

ICADV

Me

Has to be approved by CEO - not sure if there is any guidance or principles

Board

Agency officials

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What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

Our CEO and Development VP

ED and Board. Our mission and values guide

State coalition: internal policy team and member leadership with broad input

CEO and Board; not affecting funding

Our board makes these decisions.

Funding sources.

Unknown

Board in combo w/ leadership

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Mentimeter

What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

Need admin approval

We always take a stance.

The executive director. The assumption is that she needs to go to the board of trustees

Executive Director..

The Board and Executive Directors

We follow public policy framing intentions that we drafted

MIDC

State coalition has opinions and offers guidance.

4

35

What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

Our staff advisory board

Our ED and our board. It's a big discussion to make sure it's in the best interest of our clients and agency as a whole. We have to heavily consider longevity and risk to funding by taking stances.

CEO COO CFO Department heads

Board of directors and who is the one making the issue would determine on how loud we would be

Our Mission Statement

BOD & ED

Our board and administration makes those decisions

I do! I am the CEO of my own private practice. Also, the VP and ED of the company that I contract with in rendering services.

4

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What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

The management team and board of directors - safety of staff, program participants, and thoughtful discussion of consequences and potential outcome

Organization as a whole takes a completely survivor focus and will be advised by our Director and supported by our Board to take a public stance.

Unknown

It needs to be a part of our mission

Our CEO

Not aware that anyone addresses policy issues, at least related to our programs.

Our Mission State and our CEO

The Govenor's Council, the Commission on Sexual Assualt and DV and the Department of Corrections. We also work with End Abuse Wisconsin.

What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

Board of Directors and administration

Me, as director of our BIP services.

Board of Directors weigh in.

It would seem, from the view of staff, that the director asks, "Will this make waves?" and avoids any public stance that would be the least bit controversial. Though we know she 100% may disagree :/

Is the issue controversial? Would it skew community opinion? Will it effect funding?

CEO

Working with youth, safety is always taken into consideration. Ex: when language had to change, threats were made to the youth drop-in center and shelter. The executor ordered the pride flag removed

Our Director

4

35

What/Who determines when your organization takes a public stance on policy issues? What questions and principles guide the actions, concerns?

Because we are "for profit" we can educate judges and law enforcement, lobby legislators.

CEO

The CEO. And Policy

4

35

Mentimeter

Is your program working beyond the group room?

Yes	No	Not Sure
0	0	0

Does your program provide:

Prevention	Policy Advocacy	System Reform
0	0	0

What risks or opportunities arise when AIPs expand into these new spaces?

What steps can be taken to minimize the risks

Encourage voluntary responses

1

Mentimeter

Question

Has your program / organization made changes in response to emerging federal / state policy and/or funding challenges that have "worked"

Yes	No
0	0

Mentimeter

where do we find hope?

None

None

N/A

God

In community

Self care

each other

Gotta hold on to those successes

2

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Mentimeter

where do we find hope?

Our clients and our staff

I tend to offer pro bono services when there is not enough money for their mental health services

Talking to each other, hearing that we aren't alone in these struggles

Nature and its cycles - nothing stays the same forever.

My cats

Like-minded people and friends

in the successes

Through seeing how many others care - the majority

2

38

Mentimeter

where do we find hope?

Others who do the work!

In the strength of our colleagues

My coworkers & loved ones

Not being pre compliant. Knowing things will change

Jesus Christ

community

God

My colleagues who are passionate

2

38

Mentimeter

where do we find hope?

The CEO in the policy

When you get to be invited into the space of your past participants

In the changes we see in the participants in our groups

Actual human connection.

I try to find hope in the passion my colleagues and I share/ people want to do the work, want to do good.

Knowing we always come out on top

God

Self-care AT work; self-care outside of work

2

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Mentimeter

where do we find hope?

New people who want to learn more about the work

role models making important changes and speaking important messages

Community, witnessing men break generational cycles of violence, solidarity with the oppressed

My hope is in God alone!

Seeing people who help

In our successes and the knowledge that our work is meaningful.

Coming together with other providers and people doing good work.

Jesus

2

38

Mentimeter

where do we find hope?

Evidence that change can happen. I've changed. People I know have changed.

It's my job to give my clients hope, without hope they may not be able to succeed

Staying involved in policy and my state's board

Fellow staff and clients.

The next generation

Knowing we have good karma

God

Joining together with other #3s and standing up against the #1s.

2

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Mentimeter

where do we find hope?

In each other, in our strengths, in our uniqueness

Staying connected to people--the purpose for the work

This is tough! I always find hope in my clients' successes

In the survivors we serve

God, the faces of my clients (survivors), passionate supervisors and coworkers

These systems were built. They can be rebuilt. They can be revolutionized.

Women and men who finish 40 sessions say that it was "just right," and I see them in the public later on with a new partner and look peaceful before they see me. It just gives me hope.

When survivors come back to share their success

2

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Mentimeter

where do we find hope?

Keep training and supervising people

Despite it all, people keep loving each other.

The Most High!!!

Inviting people to join the revolution and work toward collective liberation!

Seeing when changes do occur in clients

Gods

When a survivor shares the difference that was made by coming from the support that was offered to them by our program

Technology helped to locate allies, information, resources, spread information, network, and come up with creative solutions. Use of the Internet, emails, text messages and conference calls to conect.

2

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where do we find hope?

Understanding DV and power/control helps me understand the federal administration

In myself and my relationships with partners. I have little trust in my own organization but I just stay inspired by the people in my groups.

In the moments we see these men making better choices and changing their belief systems

The leadership of Black, indigenous, and immigrant people!!!

My dog

When something i share in group makes a visible impact with one or more men in our program.

The successful changes participants show and express the changes the made and the accomplishments that achieved. When I see them 3,4, or 6 years later and they are still doing well without re-offendin

All around us with family and friends and colleagues and in the work we do!

2

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