

Brazos Valley Presentation “Increasing Access to Justice: Advocating for LGBT Victims of Domestic Violence”

SPONSORSHIP INFORMATIONAL PACKET



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NEEDS ANALYSIS

My Story

In 2001 I transitioned from male to female on a full-time basis. Almost a year later in 2002 I left my partner of 8 years to be with a woman who promised me the world and seemed to lust after me as a woman in a way that my current partner had not. What ensued for the next year was a tumultuous relationship based on emotional and even verbal abuse that I could not seem to pull myself away from because, in the words of my victimizer, "No one would love me the way that [she] loved me".

Making a change in outward presentation of sex to match who one believes they are inside takes courage, but it also is a process which scars the psyche with questions of "Am I woman enough to be accepted as who I know I am." At least, it did for me, and was a major dimension in why I emotionally could not extricate myself from the situation I found myself in.

Time heals, and volunteering for a women's shelter following my breakup with this victimizer taught me the warning flags I should have seen all along.

I am not alone though, there are many women and men like me in the gay, lesbian, bisexual, transgender and otherwise queer¹ community. A community characterized by strong social stigma, and a community that has shown time and again that it can rise up to amazing challenges²

¹ Although still for some a derogatory term, the use of queer has become accepted in academic communities and in some use to refer to individuals who are left out of the heteronormative society model which assumes all people are heterosexual and are either masculine men, or feminine women. It refers to a very large community of people all sharing a diversity in terms of sexual identity - whether that is based on gender identity, gender expression, or sexual orientation.

² I speak here of GLBT community responses to crises like the HIV/AIDS epidemic in the 1980's and the AIDS Memorial Quilt that is the living legacy of the pandemic. <http://www.aidsquilt.org/>

Same-Sex Domestic Violence in America

	Brazos Valley	Harris (Houston)	Texas	US
Population Figures from 2000 Census for Same Sex Couples	215 ^c	8612 ^c	49423 ^c	776943 ^b
DV Low- 25%	53.75	2153	12355.75	194235.75
DV High - 33%	70.95	2841.96	16309.59	64097.55

Table 1:

numbers represent the number of couples, ex 215 same sex couples in the Brazos Valley

DV = Domestic Violence

DV low and DV High refer to the 25% to 35% DV/IPV range found by (Ciarlante & Fountain, 2010)

b=Census Snapshot United States (The Williams Institute, 2007)³

c= Census Snapshot Texas (The Williams Institute, January 2008)⁴

“Gay and Lesbian Families live in 99.3% of all counties in the United States” (Smith & Gates, 2001). Domestic violence (DV), or intimate partner violence (IPV) among persons of the same-sex has been found to be of the same magnitude as it is in opposite-sex relationships (Ciarlante & Fountain, 2010). This means that between 1 in 4 to 1 in 3 couples of the same-sex or opposite-sex are affected by domestic and interpersonal violence. Table 1 demonstrates what these statistics would mean in real numbers for same-sex households in the Brazos Valley (nearby Harris county, state and US figures are provided for comparison.⁵)

Whereas, domestic violence is violence all the same, there are unique barriers common to those individuals in same-sex relationship that are not found in counterparted opposite-sex relationships. The most notable of these barriers are due to the societal stigma that surrounds being a minority sexuality that some consider "deviant".

³ <http://www.law.ucla.edu/williamsinstitute/publications/USCensusSnapshot.pdf>

⁴ <http://www.law.ucla.edu/williamsinstitute/publications/TexasCensusSnapshot.pdf>

⁵ It is very difficult to arrive at prevalence figures in terms of acts/100K people for instance specific to a locality because of the difficulty in extracting “couplehood” from number of households in the Brazos Valley for both opposite-sex and same sex relationships because of the possibilities of not living together and because of the diverse arrangements in family units. Further, acts of DV and IPV often go unreported or horribly underreported. The best data we have to date is a range of 25% to 35% of couples.

Many times the risks with being forthright and "out" about one's relationship puts a victim in a situation wherein if such information got out they could lose housing or even their jobs.

Further, sensitivity training among first responders such as law enforcement to incidents of interpersonal violence are many times not of a sufficient level for appropriate care of victims. In fact, "reports of abusive treatment by law enforcement increased significantly between 2007 and 2008" according to a study by the National Coalition of Anti-Violence Coalitions. (Skolnik, 2008)

Domestic Violence is an issue which affects a whole community in terms of its health and vibrancy, it is an issue which a community must grapple with and bring under control for the sake not only of its members, but for its ability to adapt and grow into the future. In particular, in a minority community in a small county such as the Brazos Valley in central Texas where the GLBT community is small and "everyone knows everyone", it is likely that an individual knows very well both the victim and the victimizer. As can be seen in Table 1, the scope of violence is a problem of considerable weight to the midsize community and its sister metroplex.

There are many approaches to addressing the phenomenon that is violence in our communities. One such approach is empowering a community with a toolkit of knowledge to see the warning signs of the phenomenon and ways to act as an advocate against violence.

INTERRUPTING DV / IPV STRATEGY

Targeted change on interpersonal action can be affected via intervention of the key behavioral drivers of benefits, costs, others and self-assurance (BCOS model). (Andreasen & Kotler, 2009) Notably, the first two drivers highlight the importance of the exchange relationship in any endeavor. To this end,

"... the way to achieve competitive success is to offer superior value propositions that will lead (ideally) to lifetime target audience relationships" (Andreasen & Kotler, 2009)

Source: (Ciarlante & Fountain, 2010)

Survivors of sexual assault and IPV receiving victim services: 1 in 5

6% of respondents in a NCAVP survey indicated that majority of victims served were LGBT

69.2 to 92.9% of all survey respondents reported that they lacked outreach specifically designed for LGBT Victims

43% of sexual assault and intimate partner violence service providers said they did not collaborate with any LGBT organizations; neither did half of responding law enforcement-based victim assistant programs and nearly 78 percent of prosecutor's offices. Problem: Difficulty finding partner agencies in rural or highly conservative areas.

Exploiting the value proposition position is the domain of anyone who wants to address societal ills by affecting how people act. The key concept is to provide a bundle of information and approaches that is worth more to the audience than that of the current way of doing things. This is not absent from an individual's environment or their own sense of efficacy in performing the required action.

One useful behavioral change strategy therefore is community wide education programs that present information and empower people through skill set learning to act on that knowledge. Such an approach uses the BCOS model in the following way. First, it uses real data about an issue and its repercussions to set up the benefits and costs and set the stage for an alternative value proposition to the "way things are normally done". Next, by gathering community members, often neighbors, friends, and colleagues in one place for the same dissemination of information, it cuts down on communication encoding and decoding errors while providing the communal "glue" that the influence of others brings. Finally though, through key skill building exercises it provides the mechanism to begin to build self-assurance in an intervention method.

For the workshops of the program being proposed, this breaks down as follows

Increasing Access to Justice: Advocating for LGBT Victims of Crime				
Time		Presenter	Topic	
Begin	End			
8:00 AM	9:00 AM		Registration	
9:00 AM	10:30 AM	Texas Advocacy Project	LGBT Family Violence 101	
10:30 AM	10:45 AM		Break	
10:45 AM	12:00 PM	ALLGO	How to be an Ally	
12:00 PM	1:30 PM	on your own	Lunch	
1:30 PM	3:00 PM	Texas Advocacy Project	Legal Rights and Protective Orders for LGBT Victims of Family Violence	
3:00 PM	3:15 PM		Break	
3:15 PM	4:15 PM	Texas Advocacy Project	Advocating for LGBT Victims of Interpersonal Crimes	
4:15 PM			Evaluations/ Closing Remarks	
Day 1		Target = Professionals in Social Service Community		
Day 2		Target = General community, open		

Table 2

The program proposed is a two day event during which social service provider professionals will be targeted for the workshop on Day 1 and community members (ie, the general public) will be invited on Day 2. Although some crossover in groups is expected, because of the daylong nature of the workshop, expectations are that professionals will be more drawn to the workday setting that would coincide with taking

off work for professional training appropriate to their continuing education while an "at large" public without similar opportunity would be drawn to the Saturday training.

LGBT Family Violence 101

This module sets the stage by introducing the audience to the facts of LGBT ⁶ family violence; it sets up the value proposition⁷ by introducing the problem in somewhat abstract, but real form about what happens as DV and IPV go unaddressed. The module is presented by Jose Juan Lara, Jr. MS, MA, Director of Advocacy and Training for the Texas Advocacy project, and utilizes his expertise to set a professional tone for the foundation of the topic at hand while establishing the costs of violence in our communities and by contradiction, the benefit of change.

How to be an Ally

Following the foundation of need, audience members should be impacted in a way that demonstrates how personal action can reduce incidence of DV and IPV in the Brazos Valley community. As such, volunteers from ALLGO, a statewide queer people of color organization, will present information and share experiences about how to be an ally to victims and to the community at large. Through modeling as well as direct information, this module elucidates the personal cost of intervention and begins to build on skills to lead towards self-confidence in action. Further, because of the context this module is held in, the use of peers reinforces learning and skill building.

⁶ LGBT = Lesbian, Gay, Bisexual, and Transgender

⁷ Value proposition = a desirable combination of positive and negative consequences to an audience in exchange for undertaking a desired action (Andreasen & Kotler, 2009)

Lunch

Most educators might not approach lunch as an actual part of strategy, but when utilized correctly it can be. Although a provided lunch sets up a situation in which attendees are held captive and will have a chance to discuss learning, it is a "forced community"⁸ and can have the tendency to constrain an atmosphere wherein attendees may not feel as free to talk. Alternatively, a lower cost solution is to "have lunch on your own", but to suggest places to eat. The advantage to this methodology is that for the most part attendees who are social in nature will group up in peer teams and discuss topics freely. As lunch is part of a workshop activity, there is a higher likelihood that such conversations will drift onto content material which will enable introspection, internalization, and peer reinforcement. In essence, a regular life function has become part of program strategy.

Legal rights and protective orders for LGBT victims of Family Violence

Informational in nature, this module illustrates the resources available to advocates and their charges towards addressing an episode of violence. By providing "backup" and tangible legal items to hold onto, protective orders and discussion on rights benefit not only the victim of an episode, they help build the toolkit to give grounding to an advocate's sense of self-efficacy in addressing the problem. As such, the strategy of this module is resource building in support of ability enhancement.

Advocating for LGBT Victims of Interpersonal Crimes

The strategy of this module is to further build self-confidence and explain the costs of advocacy for attendees by presenting what it means to be an advocate for LGBT victims of interpersonal crimes.

⁸ In other words, it obligates people to share a meal together. This can be positive and helpful. In an interest to reduce budget costs and provide a more organic reinforcement of peers, the no-lunch, suggested lunch venue option is being implemented instead.

Summary

Through utilization of the BCOS model, this workshop tailors every module directly to the key drivers of behavior modification. As a strategy it provides peer support while laying out plainly the costs of the problem of domestic violence and interpersonal violence in the LGBT community and thereby the benefit of their interruption. We then begin to build the skill set, and therefore self-confidence of the attendee through practical information and guidance. Time is allowed for internalization of the information and peer reinforcement through pre-arranged breaks in the program. Finally, the costs and benefits to the individual attendee as an agent of community change are addressed and a call to action is supported.

PERSONNEL, TASKS, RESOURCES

RESOURCE ALLOCATION TABLE: INCREASING ACCESS TO JUSTICE: ADVOCATING FOR LGBT VICTIMS OF DOMESTIC VIOLENCE																
Task	Resource Required															
	Administrative	Telephone	Facilities	Partner Organization	Donor / Sponsorship	Funding Analysis	Interpersonal	Networking	Contact Database	Email	Web	Social Media	Printing	Graphic Designer	Social Worker	Partner Responsibility
CEU Provision																
Counseling/ Risk Prevention for Attendees																NASW / TAP Katy
Venue																BVAAA / Aggie Allies
Programming																TAP / ALLGO
Hosting Speakers																Host Org - Katy JJ as liason w ALLGO
Marketing																Katy / EQTX Media Consultant
Food																
Event Day (milestone)																All Partners
Arrive Early and Walk through Facility																Katy
Check on Facility Setup																All Partners
Print Evaluative Materials (1-2 days before)																Katy evaluative / TAP program content

Table 3

PERSONNEL

“Increasing Access to Justice: Advocating for LGBT Victims of Domestic Violence” is a programmatic element of the Texas Advocacy Project (TAP), assembled by Director of Advocacy and Training, Jose Juan Lara Jr., MS, MA. The program is being brought to the Brazos Valley through the auspices of Equality Texas Foundation per the request and energies of Katy Dawn Stewart, board member, and in partnership with Ed Lane, LMSW-IPR - Branch Chair NASW Brazos Valley. This triad of minds represents the main personnel for the hosting and provision of this program in the Brazos Valley.

Other personnel include Priscilla Hale and Rose Pulliam from ALLGO, a statewide queer people of color organization.

Community sponsors /partners will be tasked to project tasks such as marketing, risk management, and for membership encouragement as attendee participants. A list of target sponsor/partner organizations has been provided in Appendix D. Texas A&M Aggie Allies has stepped forward as one of these sponsors in providing a venue for workshop day 2 and for providing refreshments on that day.

TASKS

Accomplishment of a new program offering in a community that brings in outside speakers and does not take place in “its own offices” can provide some unique challenges to a provider. First steps would necessarily include finding organizational partners in the community whom are willing to act as a “host organization” for the event. Other operational partners will be needed to secure resources needed for the event and to participate in marketing of the event. The host organization consisting of Equality Texas in partnership with Texas Advocacy Project and the Brazos Valley Chapter of the National Association of Social Workers have been able to work with local partners to establish venue and dates for the workshops. Remaining tasks call for marketing of the program, logistics for hosting speakers, food for attendees, the option of continuing education units for professionals, and risk abatement. The following section details such tasks that must be addressed in order to bring this program to fruition.

Venue Selection

One of the first steps to hosting a program of this kind is to ask, “Where will it be held” To minimize costs on venues and better appropriate funding towards other program elements, sponsorship and partnership has been sought with community LGBT and social service organizations to provide workshop venue free of charge. Day 1 workshops will be held in the "Brazos Room" of the Brazos Valley Area Agency on Aging. Day 2 workshops will be held on the Texas A&M campus in CAIN Hall B-111. Provision of these sites free of charge has been estimated in value by looking at similar venues in the community and on the Texas A&M campus. More information can be found in the budget narrative Appendix B.

Marketing

The main part of the success of “Increasing Access to Justice: Advocating for LGBT Victims of Domestic Violence” is in getting peer groups together both from within the LGBT community and outside the community to receive intervention strategies. As such, one of the main tasks to be handled is marketing of the program to the community and to professionals working in social service provision.

Necessarily, the first part would be to determine the marketing channel breadth. Will communications suffice to just send electronic communications to professionals and LGBT community members?

Not if the idea is to provide a broad enough base of attendees to make an impact on the problem. At a minimum, print, electronic, and radio elements will have to be addressed.

Print approaches will include posters and flyers in LGBT allied organizations to solicit attendance. Further, partnership will be sought with LGBT embracing churches such as Friends Congregational Church, UCC and the Unitarian Universalists of the Brazos Valley in order to display posters and even include information in newsletters or church bulletins. Further, a press release will be sent to the local community magazine "Brazos Valley Insite" by August 15, 2010 to run in their October issue.

Electronic approaches will basically “shake the e-tree” through press release information of organizational members of professional and LGBT community organizations through listserv release. Emails will be sent to professionals previously participating in NASW CEU courses in the area via the NASW partner. Also, individual email invitations will be sent to key organizational members of organizations such as the Sexual Assault Resource Center and key community leaders.

Radio approaches will use PSA’s as a free and viable advertisement method. However, personal extended pieces will be sought by communicating with community radio personalities who have an interest in LGBT topics. To this end, Teddy Wilson who has a show on the local community radio station and has previously covered LGBT subject matter will be sought out in an effort to connect him with the presenters who will speak to discuss domestic violence and intimate partner violence on the radio. In addition, Shelly Blair, with her show "Fair and Feminist" will be sought for feature opportunities.

All marketing channel elements will have to be deployed no later than mid August to September in order to meet deadlines and to have community dialogue saturation about the workshop.

Hosting logistics for speakers

Speakers for each workshop day will have to be provided lodging, food, and transportation to the Brazos Valley. Per agreed upon arrangement with ALLGO, speakers needs will be met with an honorarium. JJ Lara with Texas Advocacy Project will make his own arrangements. Although arrangements will be left to their own accord, Katy Stewart will confirm accommodations with speakers no less than one month prior to the event date.

Food/Refreshments

Food and incidentals are provided in the budget narrative section. Day 1 refreshments will be purchased using budgeted funds. Per discussion with Aggie Allies, Day 2 refreshments will be considered part of the partnership package they are offering. Arrangements will be made to use local providers when possible. Food orders will be ascertained two weeks prior to the event and revised downward the week before the event based on actual numbers. Katy Stewart will have responsibility for food/refreshment provision on Day 1, with responsibility on Day 2 communicated by Texas A&M Aggie Allies

Registration logistics

Registration tasks will be completed through an event page hosted by Equality Texas Foundation as part of host sponsorship of this program. Such a tool will allow the host partners to realistically estimate numbers needed for the budget narrative elements. Setup of this event page is being handled by Chuck Smith, Administrative Director, of Equality Texas.

CEU provision

CEU provision has been made possible by partnership with Ed Lane, LMSW-IPR - Branch Chair NASW Brazos Valley. All tasks associated with paperwork and fees will be handled as an option to participants and will be handled through Ed Lane on an individual basis. At the time of this writing, JJ Lara with TAP is also looking into the provision of CRIJ continuing education credits for probation officers. Should this opportunity arise, all handling of CRIJ credit will be handled by him.

Counseling / Risk Prevention for Attendees

One of the risks inherent with a program dealing with violence is attendee reaction to the subject matter based on personal experience. For those individuals who

have experienced DV or IPV and are engaged in this program because of self-need to make a change in the Brazos Valley community, intervention will need to be provided should the subject matter bring about unforeseen personal and emotional ramifications. Although one of the partners is a certified social worker and although social service professionals will be present, it will be necessary to seek outside assistance to manage this risk on Day 2 when a larger community presence is expected.

Host organizations will arrange to have immediate crisis consultation available by a counselor with knowledge, sensitivity and experience with counseling GLBTQ clients. Ed Lane LMSW-IPR, ACHP-SW, C-ASWCM, with the National Association of Social Workers will also be present to assist with this kind of risk control.

Event Day logistics:

To ensure proper setup and logistical responsibilities such as refreshment setup, project Katy Stewart will arrive one hour prior to event for set up and last minute check in. Maps to the Brazos Valley Area Agency on Aging facilities will be included on the registration event page provided by Equality Texas

For attendees that register with an email, a email packet providing a friendly email reminder of the event as well as incidentals such as directions to the venue they have chosen and parking options will be sent one week prior to the event. Katy Stewart will provide this communication with participants.

RESOURCES

Targeted information in regard to resources are provided below, a summarized version of resource allocations is included on Table 3 A full description of resource needs is delineated in the budget narrative (Appendix C)

Printing

Printing of materials will be handled by the host organization per funds budgeted and available. Printing will be completed the week before the event based upon the latest registration numbers.

Social Worker

As mentioned, Ed Lane, project partner has the following accreditations and will be useful for social worker risk management and perspectives

LMSW-IPR, ACHP-SW, C-ASWCM

Graphic Design

Graphic Design services are will utilize the flyers and posters that Texas Advocacy Project uses for events such as this across the state. Appropriate credit in the form of logo attachment and mention on program materials will be accomplished via the TAP project partner

Partner / Sponsor Organization Facilitation

As the project hostess, Katy Stewart will provide partner/sponsor organizational facilitation and logistics for this project.

Administrative overhead

Administrative overhead such as Administration, telephone contacts, teleconference monitoring, and financial oversight will be handled by Texas Advocacy Project, the Brazos Valley Branch of NASW, and Equality Texas Foundation under the leadership of Katy Stewart

Social Media/ Web/ Contact Database and Email

As a resource methodology web/contact database use and email will be used as a communication means by main project partners. Social Media implementation will be handled through partnership with Texas A&M Aggie Allies' Brad Dressler, chair.

CEU/CRIJ Continuing Education Unit Provision

Continuing Education Credit will be offered to all interested attendees for the cost of \$10. This revenue does not raise funding for the project itself, but goes directly to processing fees of the correct accrediting agency to record and issue such credits. CEU credits will be sent to the National Association of Social Workers. CRIJ credits will be offered through the appropriate law enforcement accreditation organization.

MONITORING PLAN

The project team size for this workshop makes monitoring much easier, and much more efficient. Lead project team members are composed of the host organization Equality Texas, board member, Katy Stewart; JJ Lara, Director of Advocacy and Training for Texas Advocacy Project; and Ed Lane, LMSW-IPR - Branch Chair NASW Brazos Valley. Monitoring will occur via monthly teleconference and email communications. Status updates will be completed on a monthly basis July through September. A mid-October teleconference will be scheduled to make sure all elements are ready to go for the program. Control of logistics such as printing and food will be held under the purview of Katy Stewart and reported to the rest of the group two weeks out and the week before the event. Appendix E lays out a complete monitoring schedule.

PROJECT EVALUATION

The approach used in this methodology to interrupt same-sex domestic violence or interpersonal violence is to impart knowledge, skills and understanding of the phenomenon will empower individuals to act as community partners in actionable ways. The purpose is really to give attendees a skill set by which they can identify and interrupt domestic violence, or act as supportive vehicles for victims of such incidents. The evaluative component of this program then hinges on two main program aspects – how is content delivered, and what does retention of information and skills look like in the short term. Longer term behavioral changes in terms of whether an attendee has acquired not only knowledge and skills, but self-confidence and community context to act against community-wide phenomenon of DV and IPV are beyond the scope of this program. It is the partners hope though that the work we do in these presentations and follow-up evaluative elements or opportunities may lay a foundation for longer term change in same-sex domestic violence in the Brazos Valley community

ATTENDEE SELECTION

In order to ascertain process affects of whether the proposed program is getting to the “right people” or people who make decisions in the regular carrying out of their professions that intersect with same-sex domestic and interpersonal violence, it is vital that attendees include at a minimum social service providers such as counselors, therapists, and law enforcement officials. To accomplish reaching to this audience, partners will advertise the program to social service providers that they interact with. Further, organizations in the Brazos Valley that already engage in domestic violence or interpersonal violence work will be specifically sought for partnership and encouraged to send organizational representatives. It is hoped that such a relationship will enable future projects that will engender long-term results. Specifically, partnership with the Sexual Assault Resource Center will be sought on this program

Measurement of success in this regard will be ascertained through a demographics registration instrument as attendees show up the day of training. Such an instrument will have an option to indicate professional association such as counselor, therapist and law enforcement official. In addition, organizational membership will be recorded. In lieu of general demographic grouping categories that respondents would check off, an open-ended design methodology is used in keeping with the idea that “specific questions and specific answers will prove to be more reliable and more effective at capturing the construct of interest” (Hall, 2010).

Success for inclusion of social service providers will be considered if demographics results show a 10-25% incidence of these professionals. It is our hope that 1/4 of the audience will be such professionals all on Day 1. However, considering the subject matter and community, 10% will be considered that we "accomplished something".

Diversity demographics along the lines of other sought characteristics will be considered highly successful if a match with current Brazos Valley demographics⁹ (US Census Bureau, 2010) is achieved in the microcosm of these workshops.

⁹ Demographics for the Brazos Valley, found at <http://quickfacts.census.gov/qfd/states/48/48041.html>

CONTENT EVALUATION

Educational programs, such as the one proposed in this project, are most prone to risk and error in the communication channel. How information is encoded, transmitted, and decoded are elements fruitful to failure.

Evaluators

In order to understand the efficacy of facilitation techniques used to convey information presented and qualitatively judge information presented, two attendees with practical experience in LGBT safe zone training, facilitation, and evaluation will be sought to look strategically at impact of facilitation and presentation methods on the audience. This will include looking at the strengths and weaknesses of how information is presented as well as opportunities for better clarity, audience engagement, dynamics, and management. Evaluators will pay special attention to risks that facilitation styles may engender. There is no worse damage that a facilitator can do than provide bad diversity training. Poorly conceived or delivered training dealing with diverse audiences on sensitive subject matter can turn those audience members off to future messaging. One evaluator will be tasked per day. A minimum one page report of the qualitative measurement of this program will be asked of each evaluator.

Audience Evaluation

In addition to skilled facilitative evaluators, an audience poll of programmatics will be distributed for assessment. Texas Advocacy Project uses a program evaluation instrument that ranks items as to the following categories:

Excellent/ Good / Fair

Strongly Agree/ Somewhat Agree/ Somewhat Disagree

Success will be measured if average audience response as charted on a distribution curve demonstrates "good" for the group of questions using that paradigm and "somewhat agree" for the group of questions using that approach. Questions will also be looked at individually as to where audience member averages align point to areas where program improvement needs to be made.

KNOWLEDGE/SKILL EVALUATION

Attendee change in knowledge and skills will be measured using a pre-test/ post-test method. The following broad categories will be areas of inspection for this instrument:

- Myths and misconceptions about same-sex domestic violence / interpersonal violence
- Legal rights of same-sex DV/IPC victims
- Types of protective orders that can be issues for victims and how they can be accessed
- Recognizing homophobia and its impact in a intimate situation
- Risks / Responsibilities of being an advocate for victim

Success will be measured if the %difference in mean scores (if scores and number of attendees receiving those scores were graphed on a distribution curve) on the pre-test and post-test is 10-25%. It is expected that professionals will come in with a certain level of knowledge already in place. Unless there is clear delineation based on demographics between professionals attending on one day or another though, it will be difficult to parse professionals from non-professionals.

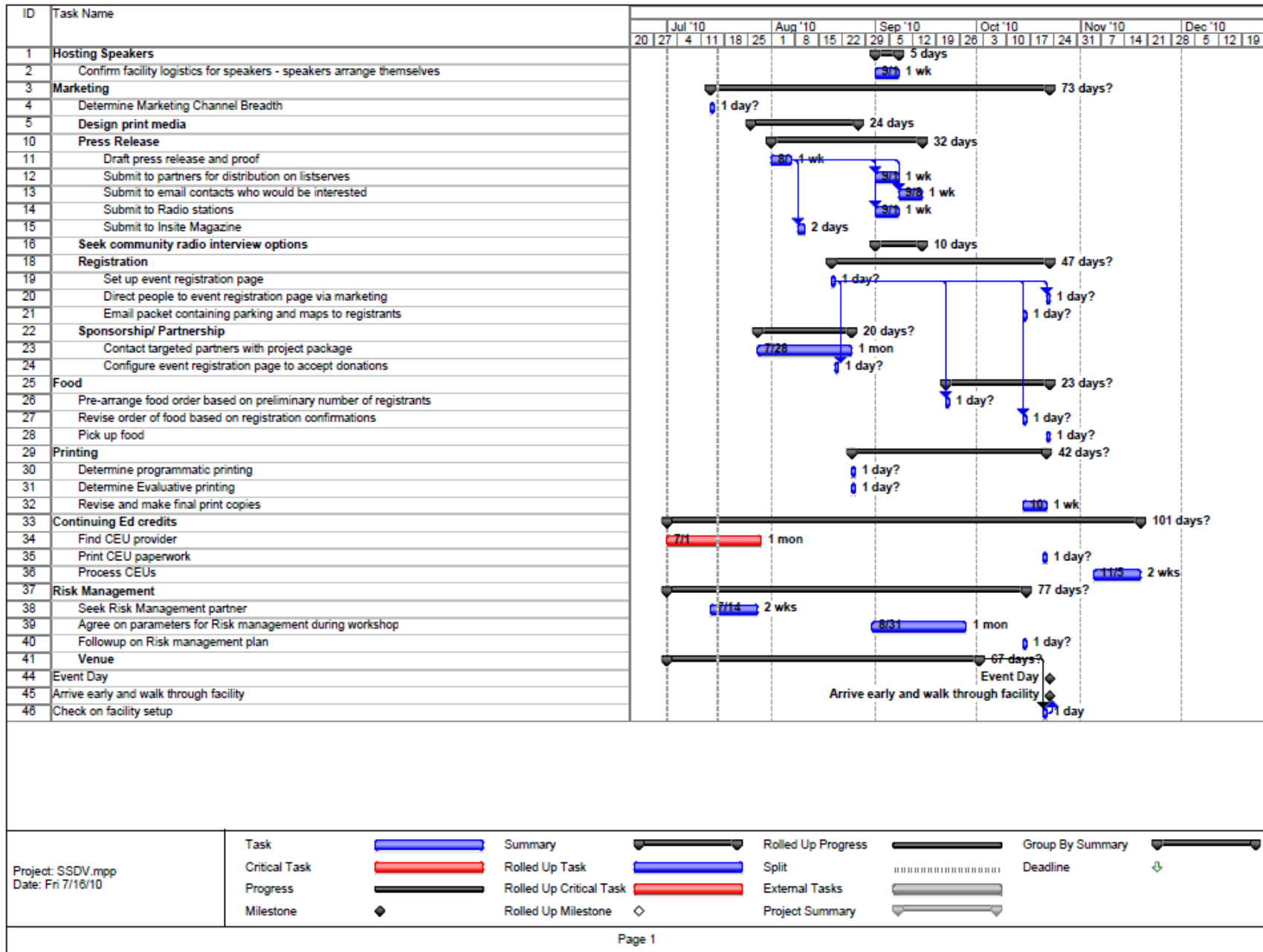
In an October 2008 pre-test/post-test methodology used with Extension Professionals in the Journal of Extension (Fishel, 2008), agricultural professionals showed a 11% difference in knowledge scores in 2002 followed by a 16% difference in 2003. Although not directly correlative, this gives us a "gut check" on whether our range of expectation is realistic.

Another way of thinking about this approach is that a successful program is indicative of moving a "D" or "F" student on a pre-test to a "C" or "B" grade on a post-test. Similarly, this would be moving a "C" student to a "B" or "A" understanding pre-test verses post-test. Both scenarios involved a 10% to 25% movement of scores.

Data will be gathered and analyzed on both a total knowledge score basis as well as normative distributions on each question pre-test and post-test. Questions will be limited to one sheet of approximately 10-15 multiple choice, true/false, and match the blank questions.

Examples of a demographics instrument, as well as the TAP Program Evaluation and potential pre-test/post-test questions are included in Appendix F: Evaluation Rubric

APPENDIX A: SCHEDULE



APPENDIX B: BUDGET SUMMARY

Increasing Access to Justice: Advocating for LGBT Victims of Domestic Violence			
	Requested	Support from Other Sources	Total
Honorarium	\$300	\$800	\$1,100
Equipment	\$0	\$174	\$174
Laptop		\$198	
Projector		\$150	
Venue	\$0	\$185	\$185
Printing	\$150	\$0	\$150
Refreshments	\$100	\$100	
Supplies	\$0	\$90	\$90
CEU/CRIJ	\$0	\$100	\$100
Totals	\$550	\$1,349	\$1,899

APPENDIX C: BUDGET NARRATIVE

The Brazos Valley Presentation, “Increasing Access to Justice: Advocating for LGBT victims of domestic violence” (BV LGBTDV) is a partnership between the organizations of Equality Texas, Texas Advocacy Project, ALLGO, and a representative of the National Association for Social Workers (NASW). BV LGBTDV is a two day conference with the same material presented on both days (see appendix for program schedule).

Day 1: specifically is designed to target and appeal to social service provision professionals

Day 2: open to the entire community, hosted at a Texas A&M venue through support from Aggie Allies¹⁰

Admission is free for attendees, Continuing Education Units are provided through NASW for \$10. Texas Advocacy Project is investigating the possibility of Criminal Justice Continuing Education credit.

Grant match funds will be sought through donations and solicited pre-event sponsorship of supplies, funds, materials, and in-kind line items.

PERSONNEL:

Professional talent for the conference presentations is provided by volunteers of ALLGO and Jose Juan Lara, Jr., MS, MA, Director of Advocacy & Training for Texas Advocacy Project. Discussions with Texas Advocacy Project have yielded an organizational match of the time and expertise of JJ Lara. An honorarium has been agreed upon with ALLGO to cover travel, lodging, food, and talent of their presenters. Calculation of TAP matching support through provision of JJ Lara’s time and expertise is at a rate of \$50/hr which the organization invests on an hourly basis in his work day.

Texas Advocacy Project:

*Director of Advocacy & Training \$50/hr * 8 hours * 2 days = \$800*

¹⁰ <http://allies.tamu.edu>

EQUIPMENT

Equipment costs were calculated using local rental vendors¹¹ as shown below. A laptop and projector are being provided by the Equality Texas partner. These items are therefore marked as support from other sources. The on-campus location secured by Aggie Allies has full audio visual capabilities. This support in kind is considered lumped into the approximation of the venue rental.

Advanced Micro Solutions: Projector - \$99/day Laptop - \$75/day

VENUE

As previously mentioned, Aggie Allies, a Texas A&M affiliated organization, is co-sponsoring the second day of this conference for community and campus attendees. Rates for Texas A&M venue space is difficult to readily approach and so the in-kind support of \$90 is assumed as the listed rental of a half room at the Reed Arena according to the MSCC Relocation Guide¹². The first day of the conference a space has been provided by the Brazos Valley Area Agency on Aging. In-kind sponsorship of this item has been assumed at the rate of \$95 to rent a room at the College Station Conference Center

Aggie Allies - CAIN Hall B-111:

Comparable Room rate for a half room (45 people capacity) @ Reed Arena = \$90

Brazos Valley Area Agency on Aging - "Brazos Room":

Comparable rate for room 106 (Capacity 48) @ College Station Conference Center on George Bush Drive = \$45 + \$50 deposit = \$95

PRINTING

Attendance to this event has been capped at 50 individuals per day, with the full understanding that on the second day in the non-professional setting some individuals may come and go "picking and choosing" parts of the program they want to attend.

¹¹ <http://www.amstx.com/articles/rentals.html>

¹² <http://www.mscc.tamu.edu/documents/scheduling/RelocationGuide.pdf>

Printing costs will be revised downward one week before the event based upon actual numbers of individuals registered with a slack factor of 10%. Printing costs assume 100 packets with 10 pages of material and handouts, a voluntary demographic instrument (1 page), pre-test (1 page), post-test(1 page), and program evaluation(2 pages). Printing is assumed at 10 cents a page.

REFRESHMENTS

Refreshments include \$67.97 for a Kroger fruit tray (morning), cookie tray (afternoon), and vegetable tray (afternoon) for each day. This is based on a party platter price list dated 2006 and did not account for the cost of beverages. The figure has thus been rounded up to \$100 even for each day, with the understanding that Aggie Allies will absorb the cost of refreshments as part of their co-sponsorship

SUPPLIES

Supplies calculated through pricing via Office Depot's website¹³ and include pocket folders, flip chart, markers, easel, and name tag badges. Ed Lane, Brazos Valley Chapter of the National Association of Social Workers has agreed to use these materials already in his possession for this project.

CEU/CRIJ CONTINUING EDUCATION CREDITS

CEU and CRIJ continuing education credits are a unique bonus to interested parties at this workshop. These credits are provided "at cost" to participants, meaning that 100% of funds are sent to the accreditation agency to provide the credit. The partners of this project, nor the project itself retains any of those funds. For purposes of this budget, an assumption of 10 such credits was assumed. This number would be revised at the time of the event. Again, no funds affect the bottom line cost of this project positively or negatively.

*Continuing Education Credit: 10 people * \$10 = \$100
All funds go to the accreditation agency*

¹³ <http://www.officedepot.com/>

APPENDIX D: Sponsorship/Partner Targets






- Sexual Assault Resource Center of the Brazos Valley (SARC)
- Phoebe's Home
- Brazos Progressives
- Texas A&M GLBT Professional Network
- Texas A&M Queer Studies Working Group
- Texas A&M Aggie Allies
- Texas A&M GLBT Resource Center
- Teddy Wilson, KEOS
- Shelly Blair, hostess of "Fair and Feminist", KEOS
- Friends Congregational Church, UCC
- Unitarian Universalists of the Brazos Valley

APPENDIX E: MONITORING SCHEDULE

Increasing Access to Justice: Advocating for LGBT Victims of Domestic Violence			
Task	Time Due	Responsibility	Monitor mechanism
Risk Management Support			
Conversation with Kerry Hope	July 28, 2010	Katy Stewart	Teleconference
July 28, 2010 Teleconference	July 28, 2010	Katy Stewart	Free Conference Call.com
Marketing			
Flyer	August 15, 2010	JJ Lara	Proof to partners due
Press Release	August 15, 2010	Katy Stewart / Media Consultant	Proof to partners due
Marketing blast	September 1, 2010	Katy Stewart	Report Due to partners via email
Sponsorship / Partnership			
Contact target list for partners	August 15, 2010	Katy Stewart	August teleconference
Financial Update	ongoing	Katy Stewart	Regular teleconference meetings
August 25, 2010 Teleconference	August 25, 2010	Katy Stewart	Free Conference Call.com
Registration			
Event Page	September 1, 2010	Chuck Smith, Equality Texas	live link to Katy Stewart
Venue			
On-campus room secure	September 1, 2010	Katy Stewart	email conversation with Aggie Allies
BVAAA facility secure	September 1, 2010	Ed Lane	email confirmation to partners
September 29, 2010 Teleconference	September 29, 2010	Katy Stewart	Free Conference Call.com
Registration			
Email packet to registrants	October 15, 2010	Katy Stewart	include partners on email blast
Food			
Order Food	October 1, 2010	Katy Stewart	make arrangements with provider
Pickup Food	Event Day	Katy Stewart	
Printing			
Evaluative Instruments	October 20, 2010	Katy Stewart	report cost to partners and confirm printing via email
Program Materials	October 15, 2010	JJ Lara	email to Katy
CEU/ CRIJ credits			
Provision of CEU / CRIJ to interested parties	Event Day	Ed Lane - NASW / JJ Lara - TAP	Interpersonal paperwork at event registration
October 15, 2010 Teleconference	October 15, 2010	Katy Stewart	Free Conference Call.com

APPENDIX F: EVALUATION RUBRIC

Demographic Instrument:

<p>Help us Get to know You Please fill in the blanks as appropriate to you.</p>	<p>Increasing Access to Justice: Advocating for LGBT Victims of Crime</p> 
<p>Sex: _____</p>	    <p>Are you a social service professional such as counselor, therapist, law-enforcement, or health-care worker? _____</p> <p>Please indicate the nature of your profession: _____</p> <p>Please indicate any professional titles you hold _____</p>
<p>Gender Identity/ Gender Expression: _____</p>	
<p>Sexual Orientation: _____</p>	
<p>Age: _____</p>	
<p>Race/ Ethnicity/ Cultural Background: _____</p>	
<p>Current City of Residence: _____</p>	
<p>How far did you travel to come here today: _____</p>	
<p>Reason for attending today _____ _____ _____</p>	

<p>Years of Experience in Domestic Violence/ Intimate Violence Work: _____</p>	<p>If here with an organization:</p>
<p>Your familiarity with DV / IPV information: _____</p>	<p>Name of organization: _____</p>
<p>Would you like to hear about future speakers/ presentations: _____</p>	<p>Your position in the organization (development director, intern, etc.) _____</p>

The planning committee of this summit would like to make this the most memorable and useful undertaking for you possible. To that end, we would like your permission to contact you in 6 months for a followup survey on **knowledge gained, tools, and tips** that you have found the most useful in implementing what this summit hopes to achieve. Please indicate your willingness to participate in such a survey below.

I hereby give my permission to be contacted in approximately 6 months for a follow-up survey.

Please print name clearly so we know whom to contact _____ Email _____

Signature _____

Texas Advocacy Project Program Evaluation Questions:

Presentation I: LGBT DV 101					Excellent	Good	Fair
1a.	Overall, I would rate this presentation as:				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1b.	How do you rate the speaker:				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1c.	This presentation added to my knowledge about the topic.				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	How?						
1d.	This information will be useful to me in my profession.				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1e.	How could this presentation be improved?						

Pre-Test/Post-Test Sample Questions

Multiple Choice: For each of the following questions, circle the letter of the answer that best answers the question.

Domestic Violence/ Interpersonal violence is present in what percentage of same-sex relationships ?

- A. 80%
- B. 75%
- C. 25-35%
- D. 10%

True or False: For each statement, circle True or False.

True False DV and IPV among same-sex couples is higher than in opposite-sex couples

Fill in the Blank: Into each sentence below, copy a term from the word bank that correctly completes the sentence.

LGBT	Influential Allies	Enumeration
Law Enforcement	Questions and concerns	Needs Assessment

69.2 to 92.9% of all survey respondents reported that they lacked outreach specifically designed for _____ victims

Sensitivity training among first responders such as _____ to incidents of interpersonal violence are many times not of a sufficient level for appropriate care of victims

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