

NYSCADV

NEW YORK STATE COALITION AGAINST DOMESTIC VIOLENCE

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Greetings from the Executive Director

Happy New Year!

Throughout 2016, NYSCADV will continue to deliver a range of training and technical assistance opportunities for domestic violence advocates around the state. Building on our work in 2015, we will provide innovative coalition-building, advocacy, and policy initiatives that not only strengthen responses to domestic violence, but strive to prevent it in the first place.

I'm excited about all the great things in store for us in the coming months, and hope the year is off to a wonderful start for you. As always, feel free to reach out to NYSCADV with questions, requests, and ideas. Together, I know we will make 2016 a year to remember!

All the best,
Connie

Around The State

OCFS Nondiscrimination ADM Takes Effect

The New York State Office of Children and Family Services (OCFS) issued a clarifying administrative directive in October 2015 reaffirming their requirement that residential and non-residential programs provide shelter and appropriate services for all victims of domestic violence, regardless of race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, marital status, or disability. The guidance more specifically addressed service access for the following people: lesbian, gay, bisexual, transgender, intersex and questioning (LGBTQ) persons and cisgender heterosexual males. To comply with this guidance, all OCFS Licensed and/or Approved domestic violence programs were required to have specific plan in place by January 15, 2016.

Follow this link to [read the full administrative directive and view template policies](#).

If you have any questions related to the directive, please [contact your regional OCFS office](#).

If you would like support related to LGBTQ access and inclusion you can [contact the New York State LGBTQ Training & Technical Assistance Center](#). Also, please note in the Training & Events Section [NCAVP will be hosting a webinar on LGBTQ inclusion](#) in shelter on January 27th.

Governor Cuomo Signs Legislation Prohibiting the Shackling of Pregnant Inmates

Governor Cuomo signed legislation relating to the restraint of pregnant inmates. The bill (A.6430-A/S.983-A) prohibits the use of restraints during the transport of all pregnant inmates at state and local correctional facilities, and within eight weeks after the delivery or pregnancy outcome, except in the most extraordinary of circumstances.

"These common sense reforms strike the right balance that protect the health and dignity of a pregnant inmate, while also addressing public safety concerns," Governor Cuomo said. "This legislation has made New York's criminal justice system fairer and stronger and I thank the sponsors and advocates who worked so hard to get it passed."

While current law prohibits the use of restraints on an inmate about to give birth, it does not address the use of restraints on pregnant inmates prior to or after childbirth or pregnancy outcome.

Currently, restraints are being used on pregnant inmates in a number of situations ranging from trips to weekly medical appointments, to trips between prisons, which can take more than 10 hours. This poses tremendous health risks to both the mother and child. It heightens the risk of blood clots, limits the mobility needed for a safe pregnancy and delivery, and increases the risk of falling, which can possibly cause a miscarriage.

In addition to the shackling provision, the bill also prohibits the presence of any

correctional staff in the delivery room unless requested by medical staff or the inmate giving birth, requires more rigorous training of all correctional staff on this policy, and institutes annual detailed reporting of all instances in which officers deem restraints necessary. Click here to [view the full press release](#).

New York City Issues New Guidance on Gender Discrimination

New York City Officials recently released new guidance outlining an amendment made to the 2002 Transgender Rights Bill. The new guideline aims to provide a stronger and clearer understanding of discrimination for employers and landlords when working with transgender individuals.

The new guidance strictly prohibits gender-based discrimination in the areas of employment, public accommodations, and housing. The new guidance also outlines specifics surrounding failure to use preferred names and pronouns, prohibiting a business from refusing to allow a person to use restrooms or locker rooms consistent with their gender, and other items ranging from employee benefits to gender-specific dress codes.

Click here to [view the article New York City Officials Unveil New Guidelines for Businesses on Gender Discrimination](#).

Click here to [view the NYC Commission on Human Rights, Legal Enforcement Guidance on the Discrimination on the Basis of Gender Identity or Expression](#).

Remembering Judith Kaye, First Woman to Serve as New York's Chief Judge

Judith S. Kaye, the first woman named to the highest court in New York and the first to serve as the state's chief judge - a job she held longer than any of her 21 male predecessors - died on January 7th at her home in Manhattan. She was 77.

Judge Kaye presided over the seven-member Court of Appeals for nearly 16 years and also supervised the \$2.5 billion, 16,000-employee statewide judicial system, which she modernized by making jury service more equitable and convenient and by establishing boutique courts concerned as much with problem-solving as with punishment.

Among many important rulings related to domestic violence, Judge Kaye wrote the sweeping, unanimous Nicholson decision that ruled child welfare authorities cannot take children from an abused parent and place them in foster care merely because they have been exposed to domestic abuse at home.

Follow this link to [read the full article celebrating the life and work of Judith S. Kaye](#).

New Leadership New York Summer Institute

The Center for Women in Government & Civil Society is pleased to announce that applications for the 2016 NEW Leadership New York (NLNY) Institute are now open.

If you are an undergraduate student, or a recent graduate, interested in public service leadership, policy-making, community organizing, coalition building, and advocacy for positive social change, this program is for you!

This intensive week-long residential summer institute encourages leadership through action, and urges participants upon graduation from the program to develop and lead a campus/community project by offering competitive mini grant awards.

The Institute will be held from Tuesday, May 31, 2016 through Monday, June 6, 2016 at the University at Albany SUNY Campus, and is free of charge to all participants, including meals and accommodations.

NLNY is open to undergraduate women (or recent graduates) enrolled at New York State colleges and universities, and to New York State residents enrolled in colleges and universities outside of New York.

Click here to [view the application for the New Leadership New York Summer Institute](#).

All applications must be received by March 1, 2016.

Should you have any questions, please contact Bilge Avci at 518.591.8762 or BAvci@albany.edu

#ICanDoSomething

Next month is Teen Dating Violence Awareness and Prevention Month, and the New York State Office for the Prevention of Domestic Violence is looking for students ages 14-18 throughout New York State to produce an original video, one minute or less in length, that illustrates one or more values of a healthy relationship. Call for submissions will run through January 31, 2016. The top 12 finalists will be chosen to compete through public voting, and the winners will be given some awesome prizes! To [learn more and submit a video visit the #ICanDoSomething website](#).

Around The Nation

Know Your Rights with Immigration and Customs Enforcement

The Department of Homeland Security recently announced that in January, Immigration and Customs Enforcement (ICE) will begin raids targeting the homes of Central

American families that entered the U.S. in 2014. NYSCADV is deeply concerned that the Department is returning vulnerable individuals with valid protection claims to life-threatening violence. There have been a number of reports that within days or weeks of their deportation individuals, including mothers and children, are being killed. We are working collaboratively with coalitions across the US to educate congressional representatives and the president about these concerns.

The Immigrant Defense Project, in partnership with with the Center for Constitutional Rights has developed a Know Your Rights, quick reference flyer and a more in-depth booklet to help affected communities better understand and respond to ICE agents. Please consider making these available within your organizations.

Click here for [more information and to view the English and Spanish versions of the Know Your Rights with ICE flyer and booklet.](#)

January Is National Stalking Awareness Month

Now in its thirteenth year, National Stalking Awareness Month (NSAM) provides us with the great opportunity to promote awareness about an important issue affecting 7.5 million people nationwide each year. The theme, "Stalking: Know It. Name It. Stop It", challenges the nation to fight this dangerous crime by learning more about it.

Stalking is a crime in all 50 states, U.S. Territories and the District of Columbia, yet many victims and criminal justice professionals underestimate its seriousness and impact. In one of five cases, stalkers use weapons to harm or threaten victims, and stalking is one of the significant risk factors for femicide (homicide of women) in abusive relationships. Victims suffer anxiety, social dysfunction, and severe depression at much higher rates than the general population, and many lose time from work or have to move as a result of their victimization.

Stalking is difficult to recognize, investigate, and prosecute. Unlike other crimes, stalking is not a single, easily identifiable crime but a series of acts, a course of conduct directed at a specific person that would cause that person fear. Stalking may take many forms, including assaults, threats, vandalism, burglary, animal abuse, and unwanted cards, calls, gifts, or visits. One in four victims report that the stalker uses technology, including computers, global positioning system devices, or hidden cameras, to track the victim's daily activities. Stalkers fit no standard psychological profile, and many stalkers follow their victims from one jurisdiction to another, making it difficult for authorities to investigate and prosecute their crimes.

The Stalking Resource Center has developed a toolkit to Promote Stalking Awareness Month including posters, graphics, sample media releases, and many more items to help promote awareness this month. Click here to [view the Stalking Awareness Month Website.](#)

Record Increase for VAWA, VOCA, & FVPSA Funding

The Fiscal Year 2016 Federal Omnibus Appropriations Bill, was signed into law on December 18, 2015 because of the fervent efforts of advocates across the nation, taking action to make our nation safer for survivors of domestic and sexual violence by raising their voices to protect funding for the Violence Against Women Act (VAWA), the Victims of Crime Act (VOCA), and the Family Violence Prevention and Services Act (FVPSA).

Specifically, the bill includes an additional \$15 million for the FVPSA, the nation's only dedicated funding for shelters and related services for domestic violence victims and their children, and an additional \$50 million for coordinated community responses and specialized services authorized by VAWA. The bill also releases an additional \$312 million from the VOCA Fund for state victim assistance grants, which are used to provide direct services to victims of crime in each state.

This funding will cover the federal Fiscal Year 2016 (which started on October 1, 2015). Click here to [see NNEDV's VAWA and Related Programs Chart for details.](#)

DOJ Guidelines on Gender Bias and Policing

In December the United States Department of Justice (DOJ) released new guidelines for law enforcement agencies intended to examine how gender based violence affects the response of law enforcement to sexual assault and domestic violence.

The new guidelines also provide a frame work of principles for law enforcement agencies to help develop more effective policies, practices and trainings to ensure that gender bias, whether intentional or unintentional, does not undermine their ability to protect victims and hold offenders accountable.

Click here to [view the DOJ Guidelines, Identifying and Preventing Gender Bias in Law Enforcement Response to Sexual Assault and Domestic Violence.](#)

Click here to [view The Washington Post article Gender and Racial Stereotypes Derail Rape Investigations, Attorney General Says.](#)

NO MORE's Week of Action 2016

NO MORE's Week of Action 2016 will take place March 6-12, 2016.

Created by NO MORE (a unifying symbol and awareness movement focused on engaging bystanders to end domestic violence and sexual assault) along with its many partners, NO MORE Week is designed to spark conversations around issues of domestic violence and sexual assault and galvanize more communities, organizations and corporations to make them a priority year-round.

Click here to [sign up to receive updates for the 2016 NO MORE Week of Action.](#)

Click here [to view and download the NO MORE Toolkit.](#)

2016 National Crime Victim's Rights Week

The Office for Victims of Crime has released the 2016 National Crime Victims' Rights Week (NCVRW) theme video and artwork. NCVRW will be observed April 10-16, 2016.

This year's NCVRW theme video highlights how serving victims and building trust restores hope and strengthens communities. The theme artwork is also available for organizations to incorporate into their outreach materials, and includes:

- Theme poster
- Facebook and Twitter imagery
- Artwork for buttons, bookmarks, ribbon cards, and more

The full 2016 NCVRW Resource Guide, produced in partnership with the National Center for Victims of Crime, is anticipated to be available online in February 2016 and will include an array of outreach products including fact sheets, sample PR pieces, and how-to information to save you time and unite your efforts with others around the country.

Click here to [view the 2016 NCVRW Theme Video and Artwork.](#)

Member Spotlight

Haven House To Coordinate Erie County High Risk Team

Acting Erie County District Attorney Michael J. Flaherty Jr. has announced the formation of a domestic violence high-risk team (HRT). The HRT is funded in part through a grant program authorized by the U.S. Department of Justice's office on violence against women. The three-year \$900,000 grant includes funding for a high-risk team coordinator to be located at Child and Family Services' Haven House, a victim advocate to be employed by the International Institute of Buffalo, a prosecutor and investigator to be located at the district attorney's office, and a probation officer.

The team coordinator, based at Haven House, will be charged with obtaining all relevant current and background information pertaining to a case and organizing meetings. The team will then develop an intervention plan informed by the assessments, a review of history and criminal behavior patterns, the concerns of the victim, and the context and severity of violence.

Click here to [read the full article about the new Erie County high risk team.](#)

Technology Corner

Police Body Cameras in Domestic Violence & Sexual

Assault Investigations

One of the hottest topics in domestic violence and policing, and policing generally, is the use of body cameras by law enforcement. This issue has become increasingly debated as the public demand for police accountability is on the rise, and technology enhancements offer new opportunities for better data capture. However, the application of body-worn cameras in policing presents issues unique to domestic violence cases. Against this backdrop, the Battered Women's Justice Project has released a thought-provoking paper, *Police Body Cameras in Domestic and Sexual Assault Investigations: Considerations and Unanswered Questions* that addresses and tackles some of these issues. Legal and Policy Advisor Sandra Tibbetts Murphy raises concerns from the field and details the ways in which the widespread use of body cameras could implicate many safety and privacy concerns for victims.

Click here to [view the resource *Police Body Cameras in Domestic and Sexual Assault Investigations: Considerations and Unanswered Questions*](#)

Facebook Tag Deemed a Violation of an Order of Protection

A New York woman was found guilty of second-degree criminal contempt after tagging her former sister-in-law in a Facebook post was deemed a violation of an order of protection. The respondent created a post in which she called her former sister-in-law and her family "stupid" and then tagged her former sister-in-law in. Gonzalez argued that the order of protection did not specifically ban Facebook communication. This argument was dismissed. "The allegations that she contacted the victim by tagging her in a Facebook posting, which the victim was notified of, is thus sufficient for pleading purposes to establish a violation of the order of protection," Capeci wrote.

Click here to [read the article *Woman Faces Year In Jail for Tagging Former In-Law on Facebook*](#).

Resources

Intimate Partner Homicide Prevention

This Special Collection explores the most tragic consequence of domestic violence and offers a variety of tools and information towards its prevention. The collection outlines the scope of the problem; provides an overview of tools and strategies for assessing danger or the risk of lethality in domestic violence cases; recommendations and approaches for utilizing the fatality review process to prevent intimate partner homicide; materials describing various systems' responses to domestic violence and efforts to prevent homicide; resources to assist advocates in helping to frame the issue through media response and community mobilization; and resources addressing the grief and trauma experienced by loved ones of those whose lives are lost to domestic violence.

This resource was developed by the National Resource Center on Domestic Violence, with contributions from the Battered Women's Justice Project, Washington State Coalition Against Domestic Violence, Florida Coalition Against Domestic Violence, and Pennsylvania Coalition Against Domestic Violence.

Click here to [view the IPV Homicide Prevention Toolkit](#).

LGBTQ Best Practices Toolkit

The New York State LGBTQ Intimate Partner Violence Network (The Network) recently announced the launch of a Domestic Violence Shelter Access Campaign to increase access to emergency shelter for lesbian, gay, bisexual, transgender and queer (LGBTQ) people statewide. The campaign will raise awareness about the lack of LGBTQ domestic violence shelter access in New York State, aiming to increase shelter accessibility over the next two years. As part of the campaign, The Network created a toolkit for mainstream domestic violence service providers to use as a starting guide to transforming their shelters and services to be LGBTQ inclusive. The campaign asks mainstream domestic service providers to sign on to working towards ensuring their agencies are LGBTQ inclusive.

NYSCADV is proud to be a part of this campaign as well as a number of our member programs have also taken action and joined the campaign for LGBTQ Domestic Violence Shelter Inclusivity.

Click here to [view the LGBTQ Best Practices Toolkit](#).

WomensLaw

Now entering its 15th year of operation, WomensLaw, a project of the National Network to End Domestic Violence (NNEDV), provides legal information and support to victims of domestic violence and sexual assault.

WomensLaw features sections covering:

- court preparation
- safety planning
- state and federal laws and legal statutes
- Resources such as state and local programs directory, locating an attorney
- Ways to help a survivor, for professionals as well as friends and family members

Click here to [view the WomensLaw.org](#).

Funding

The Ursula Forem Domestic Violence Program

Employment Fellowship

The Office for the Prevention of Domestic Violence (OPDV) is accepting proposals from domestic violence programs in New York State that are licensed and/or approved by the Office of Children and Family Services (OCFS) to hire recent college graduates (2013-2016) or current graduate students to work for the domestic violence program and collaborate with OPDV.

OPDV will fund two grants, up to a total of \$75,000 with a maximum of \$37,500 annually per award. The funds will be available to cover salary and fringe benefits for two years.

Deadline for submission: February 3, 2016

Click here to [learn more about this opportunity, and review the Request for Proposals.](#)

Coordinated Tribal Assistance Solicitation

The U.S. Department of Justice is seeking applicants for its Fiscal Year 2016 Coordinated Tribal Assistance Solicitation (CTAS). CTAS provides comprehensive funding to American Indian and Alaska Native tribal governments and tribal consortia to support public safety, victim services, and crime prevention improvements.

Applicants can submit a single application and select from any or all of the nine purpose areas, including two administered by OVC:

- Comprehensive Tribal Victim Assistance Program (CTVA): CTVA supports tribal program response to victims of crime, their families, and communities and provides trauma-informed, culturally competent holistic services.
- Children's Justice Act Partnerships for Indian Communities Program (CJA): CJA supports comprehensive and coordinated multidisciplinary responses to child abuse victims and their families in ways that are trauma-informed and culturally competent.

In an effort to provide guidance on CTAS, the Department of Justice is sponsoring a webinar series that will focus on educating applicants about CTAS application requirements and purpose areas. View the CTAS applicant webinar series schedule for detailed information and to register.

Click here to [learn more about the Coordinated Tribal Assistance Solicitation.](#)

Application Deadline: February 23, 2016, at 9:00 PM EST

Core State Violence and Injury Prevention Program (CORE SVIPP)

CDC's National Center for Injury Prevention and Control (Injury Center) announces the availability of funding for the Core State Violence and Injury Prevention Program (CORE SVIPP, CDC-RFA-CE16-1602). This new funding opportunity will provide resources and support to focus on implementation, evaluation, and dissemination of injury and violence prevention (IVP) programs, practices, and policies with the best available research evidence. Core SVIPP will build on the state capacity that was established through the previous iterations of Core VIPP.

The overall purpose of the Core SVIPP FOA is to decrease injury and violence related morbidity and mortality, and increase sustainability of injury prevention programs and practices.

Funding Amount and Mechanism

The Injury Center expects to make available \$30,675,000 over 5 years to states (including District of Columbia), territorial governments or their bona fide agents, and American Indian or Alaska Native Tribal governments (federally recognized or state recognized) to support CORE SVIPP. The mechanism of support is a cooperative agreement.

Click here to [learn more about the Core SVIPP FOA.](#)

Deadlines:

Letter of Intent:

March 1, 2016

Application Due:

April 8, 2016

Webinars, Events & Trainings

(descriptions are taken directly from the host's event announcements)

National Center on Domestic Violence, Trauma, and Mental Health

Beyond Trauma: A Healing Journey for Women

January 21, 2016

3:00 PM - 4:30 PM EST

This webinar introduces the newly revised evidence-based Beyond Trauma: A Healing Journey for Women program. The revised edition incorporates the insights of neuroscience with the latest understanding of trauma and PTSD. Cognitive-behavioral techniques, mindfulness, expressive arts, and the principles of relational therapy are integrated in this strength-based approach. The curriculum also has a psycho-educational component that teaches women what trauma is, its process, and its impact on both the inner self (thoughts, feelings, beliefs, values) and the outer self (behavior and relationships, including parenting).

This webinar focuses on techniques to help women develop coping skills, as well as

emotional wellness. In addition, there is a brief discussion on adapting the materials for girls. The newly revised six session Healing Trauma: A Brief Intervention for Women is also introduced.

This webinar will include a 15 minute Q&A session at the end.

Click here to [register for Beyond Trauma: A Healing Journey for Women.](#)

Battered Women's Justice Project

Male Peer Support for Violence Against Women

January 25, 2016

2:00 PM - 3:30 PM EST

Presented by: Martin D. Schwartz, Ph.D., Visiting Professor at George Washington University and Walter S. DeKeseredy, Ph.D. is the Anna Deane Carlson Endowed Chair of Social Sciences, Director of the Research Center on Violence, and Professor of Sociology at West Virginia University.

Content: Drs. Schwartz and DeKeseredy will review their theory on male peer support for violence against women and discuss the research their research on this topic over the course of the last 25 years. A TBA practitioner will comment on the research and discuss its findings and implications for the work to end violence against women.

Click here for [more information and to register for Male Peer Support for Violence Against Women.](#)

Stalking Resource Center

Stalking in Later Life

January 27, 2016

1:00 PM - 2:00 PM

A 2011 national study found that 1 in 18 men and more than 1 in 7 women will be stalked in their lifetime. While stalking occurs across the lifespan, research indicates that approximately 10% of stalking victims are ages 50 - 64 and 4% are age 65 or older. Most stalking victims know their offenders. For older stalking victims, the offender may be a current or former intimate partner, a relative, or an acquaintance, such as a current or former care giver. Victims of stalking in later life face unique challenges, including lack of dedicated services for stalking victims and lack of recognition of stalking among providers of services to older adults. This webinar will provide an understanding of the dynamics of stalking, explore the challenges faced by victims of stalking in later life, and provide professionals with considerations for working with older stalking victims. Click here to [register for Stalking in Later Life.](#)

National Coalition of Anti-Violence Programs

From Policy to Practice: Nondiscrimination and Inclusion of LGBTQ Individuals in

Victim Service Programs

January 27, 2106

2:00 PM - 3:00 PM EST

The National Coalition of Anti-Violence Programs' Training and Technical Assistance Center is pleased to release a new resource for domestic and sexual violence victim service providers, *From Policy to Practice: Nondiscrimination and Inclusion of LGBTQ Individuals in Victim Services Programs*. The 2013 Reauthorized Violence Against Women Act (VAWA) includes protections from discrimination based on sexual orientation and gender identity in VAWA funded programs. This booklet assists domestic and sexual violence victim service organizations to incorporate these new protections. The booklet provides sample nondiscrimination statements and policies, as well as important considerations and recommendations for implementing LGBTQ nondiscrimination policies within domestic and sexual violence victim services programs.

Click here to [view the booklet *From Policy to Practice: Nondiscrimination and Inclusion of LGBTQ Individuals in Victim Services Programs*](#).

NCAVP's National Training and Technical Assistance Center will also hold a webinar to discuss recommended uses of the booklet on Wednesday, January 27th 2pm-3pm EST, 1pm-2pm CST, 12pm-1pm MST, 11am-12pm PST. The webinar will feature panelists Jennifer Bain from HAVEN in Bozeman, Montana, and Nora Hartmann from the Safehouse Progressive Alliance for Nonviolence in Boulder, Colorado who will share their experiences of becoming LGBTQ-inclusive. Click here to [register for *From Policy to Practice: Nondiscrimination and Inclusion of LGBTQ Individuals in Victim Service Programs*](#).

Safe Homes of Orange County

Commercial and Sexual Exploitation of Children: Modern Day Slavery

January 29, 2016

8:30 AM - 5:00 PM EST

Goshen, NY

UNDERSTANDING CHILD SEX TRAFFICKING: Training will include an in-depth look on child sex trafficking, and look at an individual case from two different experiences: the survivor and the law enforcement officer involved in her case. Throughout the day, participants will have a greater understanding of the sex trafficking industry and how it functions. How to identify, intervene, and best practices to provide comprehensive services to survivors.

WHO SHOULD ATTEND: Law Enforcement, Probation, Parole, Judges, Court Officials, Attorneys, Child Protective Service Workers, Child Welfare Workers, Social Workers, Therapists, Counselors, Advocates, Mental Health Professionals, and anyone concerned about the impact of human trafficking in their community.

Click here to [register for *Commercial and Sexual Exploitation of Children:*](#)

Northwest Network

Supporting LGBTQ Youth Experiencing Dating Violence

February 2, 2016

3:00 PM-4:30 PM EST

This interactive webinar will examine the strengths and challenges of the domestic violence movement's responses to serving young people experiencing violence. We will focus specifically on understanding and addressing barriers to working with youth under the age of 18, the needs and experiences LGBTQ youth, and explore how domestic and sexual violence movements can meet the unique needs of young people experiencing dating & domestic violence. This session will also highlight lessons learned and recommendations from Queer Collaborations (Q-Lab), an OVW-funded project that provides full spectrum support, innovative prevention work, and intervention strategies for LGBTQ youth survivors of violence, while addressing the underlying conditions that create health and safety disparities for youth experiencing violence. Click here for [more information and to register for Supporting LGBTQ Youth Experiencing Dating Violence.](#)

Battered Women's Justice Project

Negotiating Successfully with Allies Around Confidentiality

February 4, 2016

2:00 PM - 3:30 PM EST

Presented by: Alicia Aikens, J.D., Executive Director, Confidentiality Institute

Content: Despite our best intentions, relationships between professionals can sometimes be a barrier to effective collaborations, and confidentiality is often the scapegoat for relationship breakdowns. Using proven negotiation, communication, and listening techniques, community allies can break down barriers, protect confidentiality and achieve community-level goals. Click here to [register for Negotiating Successfully with Allies Around Confidentiality.](#)

Northwest Network

For Your Own Good? Rethinking Mandatory Reporting Practices

February 16, 2016

3:00 PM - 4:30 PM EST

For many youth, the first thing they are told when they reach out to a service provider is: "If you tell me about violence, I will have to make a mandatory report to CPS or the police." This statement can silence, confuse, or intimidate young people experiencing harm or abuse. These responses can unintentionally communicate, "There is no one

you can talk to about your experiences. You are alone." How did we get here? Is this the response we intended? This webinar will help anti-violence advocates separate fact from fiction when it comes to Mandated Reporting. We will give practical tips for limiting the negative impacts of mandatory reports, share youth-centered practices when a report is needed, as well as lay out a rationale for a reform of current mandatory reporting practices. Click here for [more information and to register for For Your Own Good? Rethinking Mandatory Reporting Practices.](#)

Battered Women's Justice Project

Talking with Survivors about Privacy, Releases and Choices

February 18, 2016

3:00- 4:30 PM EST

Presented by: Alicia Aiken, J.D., Executive Director, Confidentiality Institute

Content: "Sign at the x, then we'll get working" is the most common approach to discussing forms in modern America. This webinar will take a step back to examine the interaction between worker and survivor, the true nature of choice and risk balancing as part of violence recovery, and the gold standard for communicating about privacy, risk, releases, and individual choices.

Click here to [register for Talking with Survivors About Privacy, Releases and Choices.](#)

Empire Justice Center

Statewide Housing Protections for Domestic Violence Victims

February 29, 2016

12:30- 1:30 PM EST

Presented by: Empire Justice Center

Content: Signed in October 2015 and effective January 19, 2016, victims of domestic violence statewide will finally have access to a variety of critical housing discrimination and anti-eviction protections as part of both the Real Property Law and the Real Property Actions and Proceedings Law. This webinar will explain New York's new law, as well as discuss its challenging intersection with local nuisance ordinances.

Click here to [register for Statewide Housing Protections for Domestic Violence Victims Webinar.](#)

National Center on Domestic Violence, Trauma, and Mental Health

Beyond Anger and Violence: A Program for Women

March 3, 2016

3:00 PM - 4:30 PM EST

Presenter: Stephanie Covington, PhD, LCSW

This webinar introduces and provides a concise overview of Beyond Anger & Violence, a new manualized curriculum for women who struggle with the issue of anger. The curriculum can be used to offer groups within community settings, such as domestic violence services. Beyond Anger & Violence is the first manualized intervention for women that focuses on anger, as well as the trauma they may have experienced. It utilizes a variety of evidence-based therapeutic strategies (i.e., psycho-education, role playing, mindfulness activities, cognitive behavioral restructuring and grounding skills for trauma triggers). This webinar provides an overview of this new intervention, with a focus on the guiding theory, structure, and content needed for running groups.

This webinar will include a 15 minute Q&A session at the end.

Click here to [register for Beyond Anger and Violence: A Program for Women.](#)

Supporting Organizational Sustainability to Address Violence Against Womens Institute

Date: March 9, 10, 11, 2016

Location: San Francisco, CA

Application deadline: January 19, 2016

Pending OVW approval, we are accepting applications.

The SOS Institute is an interactive 2.5 days training with six months follow up support on action plans to enhance organizational infrastructure and provide institutional sustainability support for community based organizations working with underrepresented and underserved populations.

Presented by:

U. S. Department of Justice, Office on Violence Against Women, in partnership with Futures Without Violence.

Learning Objectives

As a result of the 2.5 days training participants will be better able to:

1. Connect your mission and core values with your organizational culture and organizational policies or practices.
2. Describe the importance of planning for an organization's growth and sustainability.
3. Identify key areas to prepare for transitions and change based on mission, core values and resiliency.
4. Clarify roles and responsibilities of staff, board of directors, and advisory board and tribal councils.
5. Develop funding strategies based on core values, mission, and local realities.
6. Explore and develop practices to support staff strengths, growth, and

sustainability.

7. Identify organizational communication practices that enhance clarity and reduce conflict.
8. Clarify your organization's values on collaborations.
9. Create an action plan with concrete next steps to integrate training results into your organization's structure and functions

Who may attend?

- Community-based organizations (CBOs) that work with specific underrepresented and underserved populations. The communities may include, but not limited to: tribal communities, LGBT communities, newly arrived communities, rural communities, and other underrepresented communities.
- OVW grantees and their OVW grant partners can participate and use their OVW travel funds to send grant funded staff and partners to this training, with prior approval from their OVW Program Manager.
- Participants must attend in teams of 2-3 individuals. Team members may include, but are not limited to: executive director, board member, and program staff, to obtain the maximum benefit of the SOS Institute.

Costs:

The education program is provided free of charge. Please note that participants are responsible for their own meals, lodging, travel arrangements, and costs associated with attending the program. Lodging accommodations: \$179 plus 16.35% tax per night (tentatively The Tuscan Inn). Logistical information will be provided with confirmation.

Please do not make any travel arrangements until you receive a confirmation letter. Scholarships are available.

How to apply:

Organizations interested in participating will need to apply for this training, with each individual submitting a separate application and noting other team members in the space provided. If you are using your OVW funds to participate, please obtain approval from your OVW Program Specialist, before applying. Due to space limitations, your application is not confirmed until you receive an acceptance letter. Teams will receive confirmation of participation on a rolling basis.

Organizations interested in participating will need to submit an application for this training, online or through the attached form. Please apply ASAP, space is limited. Teams will receive confirmation of participation on a rolling basis.

Click here to **[view the online application and more information on the Futures Without Violence SOS Institute.](#)**

Employment Opportunities

(descriptions are taken directly from the host's employment announcements)

New York State Coalition Against Domestic Violence

Director of Public Policy

The Director of Public Policy is responsible for managing statewide policy and systems advocacy initiatives including analysis, training, and technical assistance duties. The position works closely with the Executive Director and other staff as assigned, and involves on-going cooperation and coordination with member programs, allied organizations, and policymakers.

DUTIES

- Manage assigned policy, training, systems advocacy, and technical assistance initiatives
- Develop and lead advocacy efforts around the Coalition's policy agenda in collaboration with Coalition membership, allies, and the organization's leadership
- Provide technical assistance to Coalition members and other stakeholders on policy and systems advocacy issues
- Educate policymakers on domestic violence issues
- Cultivate local, statewide, and national alliances to further the policy and systems advocacy work of the Coalition
- Contribute to the Coalition's publications and social media presence in regard to policy matters
- Manage research projects that support policy initiatives and needs of member programs of the Coalition
- Speak publicly on policy issues and represent the organization at public meetings and on taskforces as assigned
- Develop briefing papers, reports, and other policy materials
- Plan and participate in Coalition trainings, conferences, advocacy days, policy briefings, and other forums
- Produce policy related training curricula and training materials and conduct trainings for diverse audiences
- Provide individual and systems advocacy as opportunities arise or as requested
- Support the Executive Director in carrying out the organization's mission, philosophy, and goals and objectives
- Contribute to the planning of organizational goals and strategic planning
- Assist with grant writing and external agency reporting as requested
- Compile monthly, quarterly, and annual reports as requested
- Perform other duties and responsibilities as assigned

QUALIFICATIONS/EXPECTATIONS

- Bachelor's degree and minimum of three years of experience in policy/advocacy programs or equivalent combination of education and experience required
- Advanced degree (i.e. JD, MPP, MPA, or related field) or equivalent combination of experience and education preferred
- Understanding of public policies and their impact on victims of domestic violence and domestic violence programs preferred
- Knowledge of the legislative process, criminal and civil statutes, regulations, and systems preferred
- Critical thinking skills and enhanced ability to understand and interpret complex

- policies and regulations
- Excellent written and verbal communication skills, planning and project coordination, training expertise and experience, negotiation and networking skills, and proven ability to creatively problem-solve
 - Proficiency in Windows operating system, MS Office, database management, and non-profit programming
 - Proven ability to multi-task and maintain attention to detail required
 - Personal qualities of integrity and credibility and commitment to NYSCADV's Mission required
 - Commitment to nonviolence and diversity, and ability to respect and work within diverse groups required
 - Ability to maintain an independent workload, and work collaboratively and professionally with all NYSCADV staff, consultants, members, and funders required
 - Ability and commitment to comply with the agency Ethics, Standards of Conduct, and Confidentiality policies required
 - Valid driver's license, access to own transportation, willingness and ability to travel required

ABOUT THE NEW YORK STATE COALITION AGAINST DOMESTIC VIOLENCE

The New York State Coalition Against Domestic Violence is a not-for-profit organization whose mission is to create and support the social change necessary to prevent and confront all forms of domestic violence. As a statewide membership organization, we achieve our mission through activism, education, and leadership development, promotion of sound policy and practice, and broad-based collaboration integrating anti-oppression principles in all our work.

APPLICATION PROCESS

To apply, submit a cover letter (specifying the position of interest), resume, and the contact information for 3 professional references to: nyscadvjobs@nyscadv.org
No phone calls please. Review of applications will begin immediately and the position will remain open until filled.

The New York State Coalition Against Domestic Violence is an Equal Employment Opportunity Organization.

National Center on Domestic Violence, Trauma, and Mental Health

Position Opening: Online Training and Resources Coordinator

Application Deadline: Until filled

Status: Full Time

Location: Chicago, IL

Starting Salary: Competitive salary and benefits

Reports to: Project Manager, Training and Technical Assistance

Organizational Overview

The National Center on Domestic Violence, Trauma & Mental Health is a federally funded national domestic violence resource center. We provide training and consultation to advocates, mental health and substance abuse providers, legal professionals, and policymakers as they work to improve agency and systems-level responses to survivors and their children. Our work is survivor defined and rooted in principles of social justice.

Position Description

The position will involve coordination of day-to-day operations of all of NCDVTMH's online training and resources. This will include maintaining and further developing the current online training and resource center to enhance the delivery and accessibility of our online training materials and activities. The coordinator will manage and provide technical assistance for all national webinars, provide website support, and manage online communications and marketing. The coordinator will also maintain a database of training, technical assistance, and dissemination activities and assist in the preparation of project proposals, reports, and other resources.

The above statements are not intended to encompass all functions and qualifications of this position; rather, they provide a general framework of the requirements of the position.

Responsibilities

- Manage and expand NCDVTMH's Online Training and Resource Center (OTRC) to enhance the delivery and accessibility of our online training
 - Work with website designer to continue to build out the OTRC, including the design, layout, interactive features, and interface of this section of our website
 - Create and enhance learning opportunities through our online trainings, webinars, and materials
 - Maintain, update, and add new website resources
 - Post and manage all publications and products
- Manage online communications and marketing
 - Manage social media presence, including Twitter and Facebook
 - Format, post, and send news, updates, and resources to our email list
- Manage and provide technical support for all webinars
 - Manage the operation of all national webinars
 - Work with presenters
 - Edit materials
 - Set up registration, closed captioning
 - Troubleshoot technical issues and questions with participants
 - Post webinars and related materials to the website
- Track training and technical assistance
 - Maintain a database of requests for technical assistance
 - Maintain records of trainings, training participants and evaluations
 - Prepare reports
 - Provide certificates for participants who complete training

- Additional project duties include:
 - Provide support for webinars, meetings, trainings, and conferences hosted by the NCDVTMH
 - Assist with preparing grant applications and completing grant reports, in conjunction with staff and consultants
 - Participate in staff meetings
 - Other duties as assigned

Required Qualifications

- Demonstrated commitment to social justice and anti-oppression work
- Excellent project management and organizational skills
- Excellent writing and communication skills, including writing for the web
- Ability to organize data and create and maintain tracking systems
- Ability to manage multiple priorities and to meet deadlines
- Energetic, comfortable, and effective in a small, fast-paced office setting
- Good working knowledge of domestic violence, sexual assault, mental health, and/or trauma

Required Technical Skills

- Familiarity with and willingness to learn web publishing tools and languages
- Experience in using Microsoft Word, PowerPoint, Publisher, Access and Excel as well as knowledge of Outlook and Adobe/Acrobat

Preferred Qualifications

- Experience with educational technologies
- Knowledge of information architectures
- Experience in online marketing and communication
- Experience as a trainer (in-person or online)
- Understanding of adult learning principles
- Understanding of online learning theories
- Written and spoken fluency in Spanish

The National Center on Domestic Violence, Trauma & Mental Health/ Hektoen Institute, LLC is an equal opportunity/affirmative action employer and strives for a fully inclusive work environment and does not discriminate on the basis of race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation, gender identity, or marital status. EOE/M/F/H/V

Salary is commensurate with experience. Hektoen Institute, LLC provides a competitive benefits package.

We encourage applications from people of color, women, people with disabilities, people who identify as lesbian, gay, bisexual, queer, trans*, intersex, and gender nonconforming.

How to Apply

To apply, please send a cover letter and resume to: jobs.ncdvtmh@gmail.com

Applications received by December 18, 2015 will be given priority; however, this

posting will be listed until the position is filled.

No phone calls, please.

New York Legal Assistance Group

Immigration Attorney

Location: Staten Island Family Justice Center (FJC)

The New York Legal Assistance Group (NYLAG) seeks a highly motivated attorney for a full-time position within NYLAG's Immigrant Protection Unit to provide representation to victims of domestic violence at the Staten Island Family Justice Center. NYLAG is a not-for-profit law office that provides free civil legal services to low-income New Yorkers.

NYLAG handles a wide spectrum of legal matters, including immigration, benefits, family/matrimonial law, impact litigation, elder law and legal health. NYLAG's Immigrant Protection Unit (IPU) handles a comprehensive range of immigration cases including adjustment of status, citizenship, asylum, VAWA (Violence Against Women Act), U and T visa petitions, DACA, SIJS, TPS, removal defense and other forms of immigration relief.

An immigration attorney who is part of NYLAG's Immigrant Protection Unit, will work full time on-site at the Staten Island Family Justice Center (FJC), providing legal services to immigrant victims of domestic violence

RESPONSIBILITIES:

- Staff the FJC full-time during regular business hours when the FJC is open;
- Screen and advise clients who enter the Staten Island Family Justice Center seeking services;
- Provide consultation and full representation in immigration matters, including VAWA self-petitions, U nonimmigrant status/U-visa applications, battered spouse waivers, adjustment of status, removal defense, trafficking, and Special Immigrant Juvenile Status;
- Supervise and coordinate the work of the project paralegal;
- Attend FJC meetings, meetings with off-site partners, civil legal coordination meetings, staff meetings at NYLAG's main office, and participate in coalitions and task forces addressing DV and immigration issues; and
- Conduct educational seminars and outreach to lawyers, social workers, advocates, and the general community on immigration issues.

QUALIFICATIONS:

- Admission to the New York State Bar
- 2-3 years of immigration law experience, preferably in matters including VAWA self-petitions, U nonimmigrant status/U-visa applications and battered spouse waivers
- Experience working with victims of domestic violence and gender based violence
- Fluency in Spanish highly preferred
- Demonstrated commitment to public interest work

- Excellent written, oral and analytical skills
- Excellent organizational skills; and
- Demonstrated ability to take initiative and work independently

To be considered, send a cover letter and resume to hr@nylag.org. The New York Legal Assistance Group is an equal opportunity employer; applicants from diverse backgrounds are encouraged to apply. Salary commensurate with experience and subject to funding limitations.

Praxis International

Praxis International (Praxis) is a nonprofit training and technical assistance organization that works to eliminate violence in the lives of women and children through local, statewide and national institutional reform initiatives that bridge the gaps between what people need and what institutions provide. Praxis serves as a national technical assistance provider for the U.S. Department of Justice Office on Violence Against Women and our methods of institutional analysis and community assessment have been used by communities across the country to examine and improve responses to domestic violence and sexual assault in the criminal and civil legal systems, advocacy programs, supervised visitation centers, and child protection.

Primary Duties: The Program and Training Specialist will work closely with the Program Manager and project team on our Blueprint for Safety Projects to develop programming, provide technical assistance and training, conduct on-site consultations, and provide program support.

- Co-plan and coordinate TA events with project staff and consulting faculty including in person training institutes and meetings, and webinars and audio conferences;
- Develop tailored TA plans, coordinate and provide TA to demonstration sites and new Blueprint communities including on-site TA visits, audio/video consultations, and customized webinars, Develop and write webinar and in-person event publicity, training agendas, presentation materials, handouts and evaluations.
- Develop and write training materials and resources e.g., tool kits, best practice assessment tools, guides, training materials and handouts, and video/audio materials.
- Develop and conduct training sessions for in person trainers and webinars/audioconferences;
- Facilitate prompt responses to grantee requests;
- Provide individualized TA via phone and e-mail consultation;
- Co-plan and facilitate planning meetings;
- Build and maintain strong relationships with a national faculty and consultant pool and work with the pool on delivery of technical assistance and training.
- Assist in the preparation and review of progress reports;
- Provide administrative support to the project including: pre-event and event planning and support for in-person trainings and post-event wrap-up;

development of event publicity and program/training materials; copying, mailing and shipping of project materials; maintaining program database that meets record-keeping and reporting needs; collecting event demographics and attendance statistics; ordering supplies and materials; and maintaining program records and files.

Experience:

We are seeking a candidate with in-depth knowledgeable of the criminal legal system and an understanding of disparity of impact of criminal legal system interventions in domestic violence cases. Appreciation for the Praxis mission; excellent organizational skills and ability to balance multiple deadlines in a small, team-oriented, fast-paced office; professional, courteous and cooperative interpersonal skills with colleagues, partners and the general public; outstanding written and verbal communication skills, with an ability to relate effectively with a diverse variety of people; experience with Microsoft office suite, including Publisher and Excel, and with social media and email publicity software.

Additional information:

We are looking for someone with strong computer skills who is very organized and capable of coordinating many details. Must be available for travel for on-site consultations across the country.

Compensation:

This is a full-time, exempt position with a salary range of \$50,000-\$60,000 dependent upon qualifications, with benefits (holiday/vacation/sick leave, health/dental/disability insurance, and retirement contributions).

How to apply:

Candidates should send the following as email PDF attachments: cover letter detailing qualifications, experience, resume, and three to five business references. Send to sue@praxisinternational.org. Position open until filled. No phone calls, please.

Safe Horizon

Position:

Staff Attorney, Domestic Violence Law Project

Reports to: Director, Legal Services

Location: Staten Island Family Justice Center

FLSA: Exempt

Program: Legal Services

Pay grade: Pay grade and range TBD

Summary:

The Staff Attorney, using autonomy and independence, provides legal representation to domestic violence victims in family offense, custody, visitation and child support

cases in Family Court, and conducts presentations and trainings to internal and external audiences including community-based organizations and other service based providers on domestic violence and the law. This position is located full-time at the Staten Island Family Justice Center. The staff attorney will work closely with other Family Justice Center partners to ensure victims receive comprehensive services.

Essential Job Functions:

- Conducts in depth interviews with victims of domestic violence, compiles history and investigates to corroborate allegations.
- Drafts all legal documents and makes all court appearances with victims of domestic violence.
- Prepares witnesses and client for court appearances.
- Responsible for assisting clients with a holistic range of services, including advocacy on non-legal issues.
- Exercises complete decision making authority over each client's case.
- Provides legal information, advocacy and referrals to individual who reach out to the DVLP helpline.
- Maintains clients' case files and all internal data logs. Responsible for their own clerical case-related work.
- Maintains monthly statistical reports documenting case representation, provision of legal advocacy and referrals.
- Conducts presentations and trainings to community-based organizations and other service providers to promote the mission of the agency.
- Attends meetings to discuss policy issues affecting client population.
- Develops and maintains relationships with individuals, organizations and government agencies within the domestic violence and legal community in New York City.
- Participates in the Lawyer's Committee against Domestic Violence and other advocacy/policy groups.
- Serves as an internal resource to Safe Horizon staff, answering questions and making educational presentations.
- Contributes to the employment, supervision and oversight of support staff, volunteers and student interns.

Supervisory Reports:

The Staff Attorney does not have any direct reports.

Interacts with:

Clients

Safe Horizon court programs staff

External decision makers

Funders

Judges

Court Staff

Private Attorneys

Attorneys from other not for profit organizations, with related missions

Private and not for profit community-based service providers
District Attorney's office
Family Justice Center
Mayor's office
Representatives from law schools
Representatives from the Bar Association

Required skills:

Must possess strong oral and written communications skills, including the ability to convey legal concepts to lay people. The ability to write routine reports, court documents, case notes, pleadings and correspondence in a clear, concise and effective manner is essential. Must be creative and have critical thinking skills. Must be a persuasive and effective public speaker. Must possess demonstrated appropriate communications skills with client populations, colleagues and court staff. Problem-solving, prioritizing, time management, team-building and organizational skills are also essential. Must be familiar with legal services, resources and procedures available in New York City. Must possess a knowledge and understanding of economic issues facing domestic violence victims, including but not limited to housing, public benefits and child support. Strong networking skills and the ability to develop and maintain relationships with various individuals, organizations and government agencies is essential. A strong commitment to working exclusively with victims of domestic violence is required.

Qualifications:

Must have a Doctor of Jurisprudence degree from an accredited law school, be admitted to the New York State Bar and have two to four years of related experience. New graduates who have substantial relevant experience may be considered. Must have prior experience in and/or thorough knowledge of family law, crisis intervention, criminal justice system, working with victims of domestic violence, sexual assault, stalking, family violence, poverty law, feminist law and/ social justice work. Bilingual oral and written skills strongly preferred.

Click here [to view the full job posting for Staff Attorney and to apply.](#)

STEPS to End Family Violence

Agency Description:

STEPS To End Family Violence (STEPS) - founded in 1986 by the legendary Sister Mary Nerney - offers a variety of innovative, trauma-informed, anti-oppressive programming focused on the prevention of intimate partner violence; advocacy and healing for survivors and children impacted by abusive partner behavior; as well as training and education intended to increase awareness of the epidemic of gender-based violence; and advocacy and activist efforts designed to transform the rhetoric and institutions that sustain such violence. STEPS is a program of Edwin Gould Services for Children and Families.

Director, Children's Services

Location - Staten Island Family Justice Center

Location and Position Summary:

The Director of Children's Services position is located at the Staten Island Family Justice Center (SIFJC). The Family Justice Centers are an initiative of the Mayor's Office to Combat Domestic Violence and are designed to reduce barriers to support faced by survivors of intimate partner violence, elder abuse and sex trafficking. STEPS is co-located at the SIFJC and partners with the Mayor's Office, the Richmond County District Attorney's Office and other community-based organizations to provide a safe and welcoming place for survivors and their children.

The STEPS Children's Services staff at the SIFJC provides clinical and supportive services to child witnesses of intimate partner violence. The Director of Children's Services implements and oversees all aspects of the Children's Services provided by STEPS staff at the SIFJC. The ideal candidate will bring a passion for social justice and anti-oppressive practice, ample experience providing clinical services to child witnesses of intimate partner violence and/or other forms of trauma, a desire to work collaboratively with a team of creative and committed advocates, and has demonstrated experience providing reflective clinical and administrative supervision.

Core Responsibilities:

- Oversees all services provided by the STEPS Children's Services staff at the SIFJC, including individual and group therapy, childcare and recreational activities, to ensure quality and appropriateness of services.
- Provide clinical and case management supervision to staff and interns; assist in resolving complex case management issues; conduct one-on-one supervisory sessions for all staff and interns; work collaboratively with faculty of sponsoring educational institutions to train and evaluate interns.
- Ensure that staff appropriately counsel and engage clients; monitor compliance with case contact requirements; assist staff to utilize legal, social, housing, educational, employment, and other resources which will enable clients to effectively navigate the criminal legal and social service systems; aid staff in making meaningful referrals.
- Manage the performance of paid staff; assess training and development needs of staff; assist with in-service training; evaluate job performance; appropriately address performance problems.
- Ensure that staff have the necessary supports to respond to client needs; responds to work-related stress of staff and interns.
- Actively engages in inter-disciplinary collaboration and case coordination with administrative staff of the SIFJC and other partner agencies.
- Develops relationships with community-based resources and links clients with services.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.

- Other duties as assigned.

Qualifications:

- LCSW and SIFI certification (or eligible for SIFI certification), required.
- Training in Childhood Parent Psychotherapy (CPP), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Parenting Journey and/or other evidence based practice designed to support child survivors of trauma, required.
- Bi-lingual English/Spanish, preferred.
- Strong and diverse clinical and supervisory skills;
- Dynamic understanding of the impact that abusive partner behavior and other forms of trauma has on children's social, emotional and cognitive development;
- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal, speaking, and writing skills and the ability to apply these skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary team as well as independently;
- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to [Anne Patterson \(apatterson@egscf.org\)](mailto:Anne.Patterson@egscf.org), indicating "SIFJC - Director" in the subject line.

Supervisor, Community Based Services

Location-New York, NY-Harlem Office

Position Summary:

The Supervisor of the Community Based Services (CBS) team will provide clinical supervision and support to a team of clinical and advocacy staff members who provide direct therapeutic and other support services to adult and adolescent survivors of intimate partner violence as well as child witnesses of intimate partner violence. The ideal candidate will bring a passion for social justice and anti-oppressive practice, ample experience providing clinical services to survivors of intimate partner violence and/or other forms of trauma, a desire to work collaboratively with a team of creative and committed advocates, and demonstrated experience providing reflective clinical and administrative supervision. This position is located in our East Harlem office.

Core Responsibilities:

- Oversees all services provided by the STEPS CBS team, including individual and group therapy and the STEPS helpline to ensure quality and appropriateness of services.
- Provide clinical and case management supervision to staff and interns; assist in resolving complex case management issues; conduct one-on-one supervisory sessions for all staff and interns; work collaboratively with faculty of sponsoring educational institutions to train and evaluate interns.

- Ensure that staff appropriately counsel and engage clients; monitor compliance with case contact requirements; assist staff to utilize legal, social, housing, educational, employment, and other resources which will enable clients to effectively navigate the criminal legal and social service systems; aid staff in making meaningful referrals.
- Manage the performance of paid staff; assess training and development needs of staff; assist with in-service training; evaluate job performance; appropriately address performance problems.
- Ensure that staff have the necessary supports to respond to client needs; responds to work-related stress of staff and interns.
- Actively engages in inter-disciplinary collaboration and case coordination with other STEPS programs and relevant agencies.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.
- Other duties as assigned.

Qualifications:

- LCSW and SIFI certification (or eligible for SIFI certification), required.
- Training in Childhood Parent Psychotherapy (CPP), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Internal Family Systems (IFS), Therapeutic Crisis Intervention (TCI), and/or other evidence based practice designed to support survivors of trauma, required.
- Bi-lingual English/Spanish, preferred.
- Strong and diverse clinical and supervisory skills;
- Understanding of the dynamics of intimate partner violence;
- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal, speaking, and writing skills and the ability to apply these skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary team as well as independently;
- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to [Alejandra Caso \(acaso@egscf.org\)](mailto:Acaso@egscf.org) indicating "CBS Supervisor" in the subject line.

Assistant Director, Children's Services

Location - Staten Island Family Justice Center

Location and Position Summary:

The Assistant Director of Children's Services position is located at the Staten Island Family Justice Center (SIFJC). The Family Justice Centers are an initiative of the Mayor's Office to Combat Domestic Violence and are designed to reduce barriers to support faced by survivors of intimate partner violence, elder abuse and sex trafficking. STEPS is co-located at the SIFJC and partners with the Mayor's Office, the Richmond County District Attorney's Office and other community-based organizations to provide a safe

and welcoming place for survivors and their children.

The Assistant Director of Children's Services implements and oversees childcare, recreational, and social activities at the SIFJC. The Assistant Director also provides referrals for counseling, and child-centered assistance and case management services as needed to child clients and their caregivers.

Core Responsibilities:

- Oversees all services provided in the Children's Room at the SIFJC, including childcare, therapeutic activity groups and recreational activities, to ensure quality and appropriateness of services.
- Develops and implements themes and activities for groups and childcare conducted in the Children's Room at the SIFJC.
- Conducts observations of the children in the playroom, regarding behavioral and emotional health as well as socialization skills; engages child's caregiver and other SIFJC staff, as appropriate, in discussing results of those observations.
- Provides advocacy and case management assistance to clients at the SIFJC as needed.
- Actively engages in inter-disciplinary collaboration and case coordination with administrative staff of the SIFJC and other partner agencies.
- Develops relationships with community-based children's resources and links clients with services.
- Oversees planning of periodic special events and recreational activities.
- Oversees inventory in the Children's Room and works with staff at STEPS and the SIFJC to ensure the Children's Room is adequately supplied.
- Distributes children's program in-kind assistance, including gifts, clothing, and children's supplies.
- Works with appropriate staff at STEPS and SIFJC to recruit and supervise volunteers and interns in the Children's Room.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.
- Other duties as assigned.

Qualifications:

- Degree in early childhood education, child development or related discipline and/or ample experience in early childhood education, required.
- Bi-lingual English/Spanish required.
 - * Experience developing and running children's groups and activities.
 - * Strong desire to work with children and families.
 - * Knowledge of the dynamics of intimate partner violence and other forms of trauma.
 - * Excellent communication skills and computer literacy.
- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal skills and the ability to apply those skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary

team as well as independently;

- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to

[Anne Patterson \(apatterson@egscf.org\)](mailto:apatterson@egscf.org), indicating "SIFJC - Assistant Director" in the subject line.

The Advocacy Center of Tompkins County

Youth Services Counselor Advocate (full-time/35 hours week)

\$28,445 with excellent health and time off benefits

Expected start date February 2016

Ithaca, NY

Application Submission and Deadline

Submit cover letter and resume in MS Word or PDF format as separate attachments and two professional references, one of which should be someone who has been in a supervisory position.

Please send these materials as attachments to an email to jobs@theadvocacycenter.org

Resumes will be accepted until the position is filled.

Position Summary

The Youth Services Counselor Advocate provides crisis intervention, emotional support & systems advocacy to sexually abused youth, non-offending family members, and adult survivors of child sexual abuse. The Youth Services Counselor Advocate works collaboratively with law enforcement, child protective services, prosecution, medical personnel and others on behalf of the child and family and accompanies youth and families to hospital-based sexual assault exams, to meetings with law enforcement, prosecutors, and caseworkers, and to court.

The Youth Services Counselor Advocate works independently and as part of an eight-person client services team. A shared rotation of night and weekend paid after hours on call work is a required part of this position. The person in this position will also provide support and advocacy services to youth impacted by domestic violence and relationship violence, adult domestic violence and adult sexual assault as needed and while on call.

Qualifications

- A minimum of one year counseling/advocacy experience in a human services setting is required.

- Knowledge of and experience in working with child sexual abuse, domestic violence and sexual assault issues, as well as community and legal systems strongly desired.
- Strong interpersonal, engagement, listening and communication skills and crisis management skills.
- Proven ability to multi-task and manage crisis
- Reliable car, valid NYS license and clean driving record required
- MUST live within 30 minutes of driving time to Cayuga Medical Center
- Multicultural awareness
- Ability to work independently and as part of a team, with a willingness to appreciate different points of view and problem solve in a constructive manner.
- BA in socialwork or a related human service field is highly desired.
- Valid NYS driver's license, clean driving record and vehicle required.

Education Director (full-time/35 hours week)

\$38,000 with excellent health and time off benefits

Expected start date February 2016 - Position is based in Ithaca, NY

Application Submission and Deadline

Submit cover letter and resume in MS Word or PDF format as separate attachments and three professional references, one of which should be someone who has been in a supervisory position. Please send these materials as attachment to an email to jobs@theadvocacycenter.org Applications will be accepted until the position is filled.

Position Summary

As a member of the management team, the Education Director oversees all activities of the Education Department, which serves to educate the community about child sexual abuse, sexual assault, and domestic violence prevention and the programs and services of the Advocacy Center. This includes managing the development and implementation of awareness and prevention programs for middle and high school youth, college students and adult community members.

The Education Director is expected to stay current on research-based prevention strategies and programs and apply current research and education theory to the ongoing development of the education department, which includes education program development and staff development. The Education Director provides training to professionals, oversees Enough Abuse Campaign Tompkins, coordinates agency events and oversees organizing and leading community events during Teen Dating Violence Awareness Month (February) Sexual Assault Awareness Month (April) and Domestic Violence Awareness Month (October). The Education Director serves as the media contact for selected agency issues and develops and manages social media outreach.

The Education Director is responsible for hiring, training and supervising department staff as well as providing leadership and professional development to the education team. The Education Director will manage specific grants and grant funds, and will ensure that goals and objectives of specific programs are implemented.

Qualifications

- Proven leadership abilities
- 3 years' experience supervising paid employees in human services, public health, educational or not for profit
- Administrative experience in a non-profit or human service organization
- Demonstrated experience facilitating training programs to professional audiences
- Experience developing and implementing outreach strategies, including social media
- Experience developing and participating in community collaborations
- Ability to establish and maintain effective professional working relationships
- Excellent organizational, communication, public speaking and time management skills
- Proficiency with the Google platform, Publisher, PowerPoint and similar programs
- Experience serving under-served populations desired
- Knowledge of issues of child sexual abuse, domestic violence and/or sexual assault desired
- Crisis intervention/counseling skills desired

The Advocacy Center (www.theadvocacycenter.org) seeks a diverse applicant pool and is an AA/EO employer

The Network/La Red

DIRECTOR OF COMMUNITY ENGAGEMENT

Hours: Full time; varied schedule with some evenings and weekends required

Overall Responsibilities: Foster expanded community engagement in The Network/La Red and the issue of LGBTQ/T partner abuse. Provide direct services as needed (including rotating on-call back-up).

Supervised by: Co-Executive Director

Supervises: Community Organizer, Grassroots Fundraising Coordinator, Volunteer Coordinator, Volunteers and interns

Main responsibilities:

- Develop/implement volunteer recruitment strategies, recruiting a linguistically and culturally diverse pool of volunteers for all aspects of the organization, including outreach/education/organizing, direct services, administration, fundraising, etc.
- Oversee communications: Maintain website and social media. Develop/implement an electronic and print communications strategy.
- Develop/coordinate a Community Partnership Program, recruiting organizations,

- businesses and groups to partner with the organization.
- Co-coordinate TNLR's annual fundraising gala and other events as appropriate.
- Develop publications such as newsletters and annual reports. Design advertisement materials for outreach and volunteer recruitment
- Attend roundtables, coalitions, caucuses, committees etc. as appropriate.
- Participate in program development and other organizational projects.
- Participate in/coordinate committees which carry out specific projects as appropriate
- Provide direct services for survivors of LGBTQ/T partner abuse as needed, including rotating after-hours back up
- Keep up a database of information about the program, provide program information and reports as necessary
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience - formal education is not required. People of color, transgender people, survivors of partner abuse especially encouraged to apply. The ideal candidate will:

- Be bilingual (English/Spanish)
- Have a minimum of 2 years experience in at least 3 of the following areas: LGBTQ/T partner abuse; program development; training/public speaking; organizing/community outreach; graphic design; web design & internet strategy; communications
- Be a "people person" - enjoy talking with people (in person and on the phone), have experience making and maintaining connections in community, and representing the organization in professional and social settings.
- Be able to think with the big picture in mind while also paying attention to detail
- Have excellent listening, organizational, and communication skills.
- Be able to handle multiple tasks and responsibilities, including the stress of juggling daily tasks, ongoing projects, and crisis support of survivors as it comes up.
- Have a passion for social change/social justice.
- Be energetic and able to work independently and as part of a team.

Compensation

Salary in low-mid \$40s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA, generous time off.

Application details

- Applications will be accepted on a rolling basis until the position is filled. Send resume and letter:
- By email: director@tnlr.org
- By fax: 617.423.5651
- By post: P.O. Box 6011, Boston MA 02114

SAFEHOME COORDINATOR

Hours: Full time; varied schedule with some evenings and weekends required

Primary Responsibilities: Oversee daily functioning and development of The Network/La Red's emergency safehome program for survivors of partner abuse in LGBTQ/T, polyamorous, and BDSM communities, offering short-term, emergency shelter, emotional support, and advocacy services to safehome guests and former guests. Support safehome guests in transitioning from emergency safehome to other housing. Provide other direct services, including hotline, crisis intervention, and on-call back-up.

Supervised by: Director of Survivor Services

Supervises: Direct service volunteers and interns

Main responsibilities:

- Provide direct services: Keep staff up-to-date on safe home availability. Provide safe home intakes. Provide support and advocacy for hotline callers, safe home guests, and other survivors in the community. Provide hotline coverage and rotate 24-hour back-up coverage for hotline and safe homes.
- Support safehome guests in transitioning from safehome to appropriate longer term housing (90 day emergency shelter, transitional living programs, apartments, etc.).
- Provide employment advocacy to safehome guests and former safehome guests and support survivors in obtaining other financial resources.
- Manage and maintain records of allocation of financial resources.
- Supervise direct service volunteers and interns.
- Manage program logistics (equipment, supplies, etc.).
- Participate in program development and other organizational projects.
- Work with the other staff on publicity for direct services.
- Participate in development and management of program budget.
- Attend roundtables, coalitions, caucuses, etc. as appropriate.
- Maintain records and statistics, and provide reports as necessary.
- Work with other staff to recruit linguistically and culturally diverse pool of volunteers to staff hotline, provide safe homes, support safe home guests, and assist with program logistics.
- Assist as needed with training for all paid and volunteer staff.
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience, formal education is not required. People of color, trans people, survivors of partner abuse especially encouraged to apply. This is a bilingual (English/Spanish) position. In addition the ideal candidate will:

- Have a minimum of 2 years experience in at least three of the following areas: Housing advocacy, employment advocacy, work with volunteers; LGBTQ domestic violence work; program coordination; training/public speaking; direct services/crisis intervention
- Have a passion for social justice/social change.
- Have excellent listening and communication skills.
- Be able to think strategically while also paying attention to detail.

- Be able to juggle multiple responsibilities, including the tension between daily tasks, current projects, and crisis intervention.
- Be energetic and able to work independently and as part of a team.
- Valid driver's license preferred.

Compensation

Salary in low \$40s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA, generous time off

Application details

- Applications will be accepted on a rolling basis until the position is filled. Send resume and letter:
- By email: community@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011, Boston MA 02114

VOLUNTEER COORDINATOR

Hours: Full time; varied schedule with some evenings and weekends required

Overall Responsibilities: Oversee expansion and daily functioning of volunteer program for all aspects of organization. Provide direct services as needed (including rotating on-call back-up).

Supervised by: Director of Community Engagement

Supervises: Volunteers and interns

Main responsibilities:

- Assist with recruitment of linguistically and culturally diverse pool of volunteers for all aspects of the organization, including direct services, outreach/education/organizing, administration, fundraising, etc.
- Coordinate and co-facilitate volunteer training: Coordinate all training logistics (interviews, space, schedule, manuals, supplies, etc.). Work with other staff to train all paid and volunteer staff.
- Coordinate and co-facilitate monthly volunteer meetings.
- Develop and/or review volunteer job descriptions for clarification of volunteer roles and responsibilities.
- Develop and/or review a volunteer handbook
- Work cooperatively with the organization's volunteer advisory committee.
- Create, review and update volunteer manuals.
- Maintain volunteer database, track volunteer participation and performance.
- Develop/expand mechanisms for regular communication with volunteers and for volunteer appreciation.
- Participate in program development and other organizational projects.
- Attend roundtables, coalitions, caucuses, etc. as appropriate.
- Provide direct services (including rotating 24-hour back-up coverage for hotline

and safe home).

- Maintain records, statistics; provide reports as necessary.
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience, formal education is not required. People of color, transgender people, survivors of partner abuse especially encouraged to apply. The ideal candidate will:

- Be bilingual (English/Spanish).
- Have a minimum of 2 years experience in at least three of the following areas: volunteer coordination; LGBTQ/T partner abuse work; program development; training/public speaking; organizing/community outreach.
- Have a social justice/social change philosophy on partner abuse.
- Have excellent listening and communication skills.
- Be able to think strategically while also paying attention to detail.
- Be able to juggle multiple responsibilities, including the tension between daily tasks, current projects, and crisis intervention.
- Be able to work independently and as part of a team.

Compensation:

Salary in low \$40s, full health insurance (HPHC) and dental insurance, Simple IRA, generous time off.

Application details:

Resumes will be accepted on a rolling basis until the position is filled

- By email: volunteer@tnlr.org
- By fax: 617.423.5651
- By post: P.O. Box 6011 Boston MA 02114
- Start date: As soon as filled.

OVERNIGHT HOTLINE ADVOCATE

Hours: Full time, Monday-Friday 12:00am-8:00am

Primary Responsibilities: Provide overnight hotline support for survivors of partner abuse from LGBTQ/T, SM and/or polyamorous communities. This position allows for staff to be asleep when not on the hotline.

Supervised by: Director of Survivor Services

Main responsibilities:

- Provide crisis intervention, supportive counseling, and information/referrals for survivors of partner abuse (and people in their support systems) through the hotline.
- Provide initial interviews for support groups (in-person and conference call-based).
- Pass on relevant direct service updates to day time staff.
- Maintain records as necessary.

- Other duties as assigned/needed.

Qualifications:

We hire for life experience. People of color, trans people, survivors of partner abuse especially encouraged to apply. This is a bilingual (English/Spanish) position. In addition, the ideal candidate will:

- Have a minimum of 2 years experience in at least two of the following areas: LGBTQ/T partner abuse work; other partner abuse work; direct services/crisis intervention; social justice activism.
- Have excellent listening and communication skills.
- Be energetic and able to work independently.

Compensation:

Salary in mid \$30s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA.

Application details:

- Applications will be accepted until the position is filled. Send resume and letter:
- By email: community@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011, Boston MA 02114

Willow Domestic Violence Center

Willow Center is a dynamic and collaborative work environment comprised of dedicated and supportive professionals who care about making our community a better place. Every day we have an impact on the lives of families. Join our team to help fulfill our vision of a community free from domestic violence, where healthy relationships thrive.

Location (All jobs below): Rochester, NY

DIRECTOR OF FINANCE FULL TIME**JOB SUMMARY**

The Director of Finance is a member of the Executive team and is responsible for the leadership, oversight and implementation of the organization's financial operations. She or he also provides oversight to the financial management of grants. The ideal candidate will have a working knowledge of non-profit finance and accounting rules. The Director of Finance plays a critical role in representing the agency to the community and as a leader within the organization.

ESSENTIAL DUTIES AND RESPONSIBILITIES**FINANCIAL MANAGEMENT AND REPORTING**

- In collaboration with the Chief Executive Officer, develops the annual operating and capital budgets for the agency to include forecasting, monthly analysis and

variance reports.

- Prepares grant budgets as required and administers the financial portion of grants for timely vouchering.
- Manages and directs overall finances for Willow Center and its Housing Fund Development Corporation.
- Closes the books timely, on a monthly basis (for each entity) and reconciles all material balance sheet accounts or reviews reconciliations performed by Finance Staff.
- Prepares and distributes monthly financial reports to the Board of Directors and Finance Committee.
- Supports the Board of Directors Finance and Audit Committees including coordination and providing information as requested.
- Manages agency cash flow to include analyzing areas for cost reduction and improving cash flow. Prepares monthly and quarterly cash flow projections.
- Stays abreast of laws and regulations affecting funding and operations. Ensures financial management is in compliance with Generally Accepted Accounting Principles (GAAP) and funder regulations.
- Develops and maintains agency accounting policies and procedures.
- Coordinates financial results with the Director of Development and Marketing on a monthly basis to ensure proper recording of grants and donations.
- Prepares required documents and supporting materials for the annual audit and acts as the liaison to external auditors resulting in a clean and positive audit.

DEPARTMENT AND TEAM MANAGEMENT

- Develops and implements Finance Department procedures in accordance with GAAP and ensures they are communicated to all staff.
- Ensures that all Finance Department staff stay current on technical accounting practices.
- Provides coaching, guidance and support to the Finance staff to ensure that they complete work in a timely manner and deliver the highest degree of customer service.
- Supervises Finance Department staff and ensures completion of performance appraisals in a timely manner.

OTHER DUTIES AS ASSIGNED

- Oversees the payroll function and ensures efficient systems, processes and controls are in place. Collaborates with the Director of Human Resources when necessary.
- In collaboration with the Director of Human Resources, develop and maintain a competitive employee benefits program.
- Develops and maintains the agency's methodology for allocating each expense.
- Attends and participates in all agency staff meetings and pertinent training meetings.
- Any other duties as may be assigned.

QUALIFICATIONS

- Bachelor's Degree in Accounting with a minimum of five years of experience in a

financial management position to include a minimum of two years of non-profit and supervisory experience, CPA a plus.

- Must have strong analytical and problem solving skills.
- Experience in making presentations is required.
- Excellent leadership, management, communication and organizational skills are essential.
- Advanced computer skills in Microsoft Excel with Word and PowerPoint.
- A working knowledge of Paychex and Blackbaud Financial Edge and Raiser's Edge a plus.
- Ability to work a flexible schedule is required.

COMPENSATION

Starting salary: Commensurate with Experience

Please Provide Your Salary Requirement

SHELTER SUPERVISOR

Monday through Friday, 3:15 p.m. - 11:45 p.m. with the flexibility to work other hours as needed. Participation in a rotating weekend coverage schedule is required.

JOB SUMMARY

The Shelter Supervisor is a key member of the Willow Domestic Violence Center Team and is responsible for managing the daily operations of a 40 bed emergency shelter for survivors of domestic violence. The ideal candidate will have excellent communication skills and must be able to resolve problems, handle conflicts, be adaptable and flexible and make effective decisions under pressure.

ESSENTIAL DUTIES AND RESPONSIBILITIES

TEAM MANAGEMENT

- Oversees shelter programming, milieu management and hotline services, under the direction of the Shelter Manager.
- Responsible for implementing agency policies and procedures.
- Provides ongoing coaching, counseling and training to direct reports including written performance appraisals.
- Works in collaboration with the Director of Human Resources and other members of the residential team to screen and interview for residential positions as necessary.
- Provides direction and supervision to counselors and volunteers.
- Facilitates monthly staff meetings and weekly TCM meetings team meetings.
- Develops, facilitates, supervises and evaluates residential groups in collaboration with Shelter Manager.
- Communicates with Department of Social Services for emergency housing, eligibility, extensions and fair hearings.
- Facilitates orientation and training for residential staff.
- Is present to oversee a minimum of two overnight shift change each week.
- Ensures effective trauma informed best practices are being used by shelter staff.

DOCUMENTATION AND REPORTING

- Completes weekly staff schedule to ensure proper coverage for shelter services.
- Schedule is completed and posted no later than two weeks prior to the beginning of the work week.
- Gather, interpret and report information as required.
- Ensure that all staff are fully trained and appropriately utilizing program software and data tracking systems. □ Monitors data tracking and reporting by staff to ensure complete, up-to-date and correct reporting.

OTHER DUTIES AS ASSIGNED

- Provides counseling, advocacy and intervention to residents and hotline callers using a trauma informed approach.
- Provides on-call coverage for the shelter.
- Attends and participates in pertinent agency meetings and trainings.
- Maintains confidentiality and completes all job responsibilities in an ethical and culturally competent manner.
- Other duties as assigned.

QUALIFICATIONS

- Associate's degree in Human Services; Bachelor's in Social Work preferred or an equivalent combination of education and experience.
- A minimum of three years of work experience, preferably in a residential setting with a minimum of two years of supervisory experience.
- Excellent communication skills (verbal and written) are required.
- Strong organizational skills are necessary.
- Must be adaptable and flexible.
- Understanding, influencing and serving others are important attributes in this position.
- The ability to display a high degree of professionalism while keeping difficult situations in proper perspective is essential.
- Valid New York State Driver's License not in jeopardy of being revoked.

INCLUSION ADVOCATE/PROJECT MANAGER

JOB SUMMARY

The Inclusion Advocate/Project Manager is a key member of the WILLOW DOMESTIC VIOLENCE CENTER Team and is responsible for overseeing and directing the work of this collaborative. This individual will facilitate the meetings, assist with the development of the needs assessment and strategic plan, and ensure that the partnering agencies are delivering all the goals and objectives as outlined in the strategic plan. The Inclusion Advocate/Project Manager will be the liaison between the three partnering organizations, he/she will train staff, update all Willow materials to be more inclusive and develop a video for the Willow Center website to reach the Deaf and hard of hearing population. Additionally, this individual will be the point person for outreach and education with Advocacy Services for Abused Deaf Victims (ASADV) and RESTORE (formerly Rape Crisis Services) staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES

PROJECT MANAGEMENT AND ADVOCACY

Serves as Project Lead within Willow Center as partner with Advocacy Services for Abused Deaf Victims (ASADV) and Restore (formerly Rape Crisis Services).

- Manages overall review and assessment of Willow's five program areas to identify barriers in serving the Deaf and hard of hearing communities in Monroe County.
- Working with project partners, facilitate the development of an improvement plan to remove barriers for Deaf and hard of hearing survivors in accessing services within Willow's core program areas.
- Working closely with the Director of Programs and Services, oversee the implementation of the improvement plan, make course corrections as required and trouble shoot issues as they arise to a positive conclusion.
- Attend all project partner meetings and provide support as identified to facilitate and move project forward.
- Engage stakeholders and community groups to inform the overall improvement plan, including but not limited to, participating in the Domestic Violence Consortium and relevant sub-committees working with the Deaf and hard of hearing population.
- Coordinate agency trainings related to serving Deaf and hard of hearing survivors.
- Other duties as assigned.

DOCUMENTATION AND REPORTING

- Work with ASADV and Restore to track data; provide reports required by funders and monitor the progress of the grant. Work with Willow program team to establish a data-tracking system for Deaf and hard of hearing services.

OTHER DUTIES AS ASSIGNED

- Participate in agency meetings and trainings as required.
- Maintain confidentiality and complete all job functions in an ethically and culturally competent manner. **QUALIFICATIONS**
- Associates Degree required, Bachelor's Degree preferred in Human Services, Counseling, Social Work or a related field or an equivalent combination of education and experience.
- A minimum of three years of experience working in the human services field in grants or project management is required.
- Experience working with survivors of domestic violence and working with diverse populations is preferred.
- Proficiency in American Sign Language (ASL) is a plus.
- Excellent communication skills (verbal and written) are required.
- Must be adaptable and flexible.
- New York State Driver's License not in jeopardy of being revoked.

WORK SCHEDULE

37.50 hours per week, Monday through Friday

COMPENSATION

Starting salary: \$ 35,000 per year

RESIDENTIAL FAMILY COUNSELOR FULL TIME EVENINGS (2 positions, see work schedule below)

Work Schedule: Wednesday through Sunday 3:15 p.m. - 11:45 p.m. (1 position) and Sunday through Thursday 3:15 p.m. - 11:45 p.m. (1 position)

JOB DUTIES

The Evening Residential Family Counselor is a key member of the Residential Services team, working directly with survivors of dating and domestic violence. This position requires a caring, dedicated individual who possesses the ability to work with families in crisis, cultural awareness and sensitivity with effective counseling and advocacy skills. Must display a high degree of professionalism and respect while keeping difficult situations in proper perspective. Understanding, influencing and serving others are important attributes in this position.

QUALIFICATIONS

- Associates degree in Human Services or a related field, Bachelor's degree preferred with experience in human services, social work, counseling or a related field or an equivalent combination of education and experience is required.
- A minimum of one year of experience working with families in crisis is preferred.
- Residential experience is a plus.
- Bi-Lingual (Spanish) a plus.
- Excellent communications skills (verbal and written) are required.
- Ability to deal with a variety of emotions and frustrations in the workplace, communicate with a variety of people, work independently and maintain strict confidences.
- Must be able to resolve problems, handle conflicts, be adaptable and flexible and make effective decisions under pressure.
- Must be attentive, listen to people, perceive the real problems and bring issues to a successful conclusion.

WORK SCHEDULE

40 hours per week, Wednesday through Sunday 3:15 p.m. - 11:45 p.m.

COMPENSATION

HOW TO APPLY

- Mail: P.O. Box 39601, Rochester, NY 14604
- Email: HR@WillowCenterNY.org
- Fax: 585.232.3501

Be sure to indicate which position you are applying for in the subject line.

No phone calls please.

***We offer a generous benefits package including health and dental insurance,
paid time off, pension plan and 401k.
Willow Center is an Equal Opportunity Employer***

Worker Justice Center of New York

Domestic & Sexual Violence Advocate

Worker Justice Center of New York pursues justice for those denied human rights, with a focus on agricultural and other low-wage workers, through legal representation, community empowerment and advocacy for institutional change. The organization is currently seeking to hire a full-time Advocate to join its Domestic & Sexual Violence Program. The position will be located in WJCN's Kingston, New York office.

Supervisor: WJCN Program Director

Working Hours: 35 hours per week

Compensation: WJCN offers comprehensive benefits. Salary is commensurate with experience and is based upon the union-negotiated compensation scale.

Job Summary:

The Domestic and Sexual Violence Advocate is a non-exempt, union position. The Advocate will focus on providing case management services to women who are survivors of domestic and/or sexual violence, with an emphasis on farmworker women, and to adult U.S. and foreign born survivors of human trafficking. The primary role of the Advocate will involve providing intensive, comprehensive, and culturally competent services within a six-county region, including Greene, Dutchess, Columbia, Orange, Sullivan and Ulster. The Advocate will work to create strong community collaborations with survivor-specific service organizations in order to ensure a quality, community response to domestic and sexual violence and trafficking against migrant, seasonal, immigrant, and non-immigrant farmworker women, and trafficked persons.

Job Requirements:

- Conduct intake interviews in clients' primary language
- Screen intakes for facts indicating human trafficking
- Create a comprehensive service plan tailored to each individual client's legal, social and health needs
- Complete a safety plan in collaboration with clients, including options for protecting the confidentiality of the client, the client's address and case information, update safety plan as needed
- Giving consideration to clients' primary language, provide clients with referrals for emergency, short and long-term legal, social and health services
- Accompany clients when interacting with law enforcement and in family court
- Provide education to clients about workplace sexual violence
- Cultivate and organize group support for victims who come forward
- Participate in the local Domestic and Sexual Violence Task Forces and service coalitions and act as a community liaison to those entities

Qualifications:

- Bachelor-level college degree or combination of education and experience in the social work, refugee, and/or human services area
- Experience with diverse cultures and providing direct human services to victims of violence or trauma
- Spanish and English fluency
- Ability to demonstrate sensitivity to the cultural/ethnic diversity of the service population and to be sensitive to the needs of special populations
- Ability to work in a multi-cultural setting, communicate and build rapport with survivors from a variety of ethnic and religious backgrounds and lifestyles
- Ability to work cooperatively with clients, colleagues, law enforcement, management, and public
- Excellent verbal and written communication skills, interpersonal skills and organizational skills
- Flexible schedule to meet client safety needs
- Ability to meet short timelines, under pressure
- Basic computer skills for data entry, email, and word processing
- Valid New York State driver license, reliable vehicle and legally-mandated automobile liability insurance

To apply, please submit a cover letter and resume to Executive Director, Lew Papenfuse by email at lpapenfuse@wjcny.org, or by fax to 585-325-7614 or by mail to 1187 Culver Rd., Rochester, NY 14609. Applications will be considered until the position is filled.

WJCNY is an equal opportunity employer and encourages all applicants regardless of race, sex, disability, religion, national origin or sexual orientation. WJCNY is an affirmative action employer and encourages applicants from women, people of color, persons with disabilities and lesbian, gay, bisexual and transgender individuals.

New York State Coalition Against Domestic Violence

Join Our Mailing List!