

ICADV Training Institute, continued

Leadership Academy, Cohort 6 – Sessions 1, 2, and 3

ICADV is committed to developing leaders that will help Illinois effectively advocate for the eradication of domestic violence statewide, nationwide, and worldwide. One avenue in which ICADV works toward that goal is through offering the Leadership Academy. The Leadership Academy is an annual, yearlong program which focuses on building new, diverse voices of leadership within the movement to end domestic violence by providing hands-on leadership development opportunities for staff from domestic violence agencies, other allied professionals, and survivors, especially those that represent underserved or under-represented communities.

There are six sessions involved in the Leadership Academy, and each session covers a different topic. Topics range from general leadership development and communication to antiracism and storytelling for social change. Session 1 of the Leadership Academy took place in February 2022, Session 2 took place in April 2022, and Session 3 took place in June 2022.

Best Practices for Working with Deaf Survivors of Domestic Violence, Part 2 | January 2022

While limited research exists regarding the prevalence of domestic violence within the Deaf community, it is known that Deaf individuals experience violence at significant and alarming rates. As a follow-up to September 2021's *Best Practices for Working with Deaf Survivors of Domestic Violence, Part 1*, this webinar expanded upon best practices in serving Deaf and Hard of Hearing survivors, provided detailed information on how to make accommodations when serving these populations, and shared relevant and culturally responsive resources to support agencies' missions. This webinar was part of a series of webinars that ICADV continues to provide in collaboration with Envision Illinois.

Exploring ACEs and Beyond: The Impacts of Individual, Historical, and Community Trauma on Survivors | February 2022

This training first covered the landmark Adverse Childhood Experiences (ACEs) Study, how ACEs and other trauma can impact health across the life course, and how organizations can utilize trauma-informed principles to build resilience and promote thriving across the lifespan in their communities and workplace. Then, facilitators discussed the background of historical and community trauma, as well as how they can impact health outcomes just as strongly as individual experiences. These traumas have become integrated into the systems that direct much of our lives – education, housing, healthcare, and the criminal-legal system – and are perpetuated through implicit biases and explicit prejudices.

TOGETHER WE CAN BE THE
VOICE OF CHANGE

Management Training 2022 | April 2022

Staff working within domestic violence and sexual assault victim advocacy programs are acutely aware of survivors' experiences with the use and misuse of power, and this understanding is clearly visible in their approaches to the work. Our stated organizational mission, values, and policies often include intentions to center equity, share power, elevate marginalized voices, implement healing-informed approaches, and use effective communication, to name a few. Because these themes are embedded in the fabric of ICADV's programs, staff are expected to treat survivors and colleagues in these ways. Staff also expect to experience these conditions for themselves as they work. Disruptions, disconnections, and conflicts commonly occur.

It is challenging for many people in leadership roles to consistently balance these intentions with the organizational structure, pace of the work, individual personalities and preferences, individual experiences with trauma and violence, and the variety of staff skills and levels of competency needed for effective work.

This training offered opportunities to unpack supervisory and leadership challenges. It also offered strategies to shift the organizational culture and support an organizational climate focused on positivity, learning and growing together, effective communication, and collaboration.

Legal Advocacy Summit 2022 | May 2022

In 2022, ICADV's annual *Legal Advocacy Summit* covered two topics relevant to the work of legal advocates and court advocates: housing protections for survivors and child welfare.

Part 1: Federal and State Housing Protections for Survivors of Domestic Violence

With the pandemic contributing to increased frequency and severity of domestic violence, housing protections for survivors have become even more important in assisting survivors in reaching or maintaining safety. There have also been recent additions to housing protections that survivors can access through the reauthorization of the Violence Against Women Act. This training reviewed Illinois protections, including the Safe Homes Act, Illinois Eviction Act, and the Gender Violence Act. It also reviewed federal protections, including the Fair Housing Act and the Violence Against Women Act.

Part 2: Domestic Violence and Child Welfare: Policy and Practice in Illinois

This portion of the training focused on the response of the child welfare system to families experiencing domestic violence. Participants developed an understanding about the best practices that are more likely to result in child welfare interventions that enhance the safety, stability, wellbeing, and healing of children and their families. Participants also learned about the laws, structures, and procedures governing the child welfare system in Illinois. They gained concrete advocacy strategies for supporting adult survivors and their children, as well as for building the capacity of child welfare workers to more effectively respond to families experiencing domestic violence.

TOGETHER WE CAN BE THE
VOICE OF CHANGE

Cultural Consciousness Training | May 2022

Cultural consciousness supports the awareness and appreciation of how our own culture differs from one individual and group to the next. Training in this area can result in expanding our understanding of culture while developing deeper cultural knowledge about other individuals and the context from which it emerges.

Participants in this training engaged in innovative learning activities that provided increased individual and organizational benefits to include new knowledge, increased awareness, and enhanced skills to use an intentional mindset of cultural consciousness to carry out specific roles and responsibilities.

Best Practices of Trauma-Informed Shelter Services | June 2022

This interactive learning experience centered on best practices of providing trauma-informed services in a shelter setting. Throughout this training, participants explored how to define and identify advocacy within their shelter settings, recognize the power of perspective taking, and understand and apply empathy skills. This training had an emphasis on skill-building and practical integration of comprehensive facilitation principles into the participants' current and future work. Attendees interacted with presenters and with each other through discussion, group work, practical application, and individual reflection.

Advancing Advocacy | June 2022

This year, ICADV hosted its fifth annual Advancing Advocacy training: a two-tiered series which focuses on survivor-driven advocacy and organizational support for advocates as they serve survivors in a trauma-informed manner.

Domestic violence service providers in Illinois are overburdened, doing more with less, and often have multiple claims on their time and resources. Continued training for advocates is one critical component of their work, which is set aside in favor of the more immediate crisis in front of them. Advancing Advocacy offers frontline staff the opportunity for additional training on responsive advocacy to survivors with varying needs and in various stages of trauma. In addition, it offers an adjacent training for Executive Directors and Program Managers, providing an overview of the advocate training content and offering organizational opportunities to support staff in their advocacy efforts.

This training requires that interested parties submit applications. Please reach out to ICADV Director of Training, Emily Hinrichsen, if you are interested in participating in Advancing Advocacy next year.

TOGETHER WE CAN BE THE
VOICE OF CHANGE