



# CALGARY DOMESTIC VIOLENCE COLLECTIVE ANNUAL REPORT 2015



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## 1.0 Vision & Mission

### **Vision: End Domestic Violence**

The Calgary Domestic Violence Collective's purpose is threefold: To develop capacity to address domestic violence for professionals and allied professionals; To inform and influence decision makers around a framework for ending domestic violence; To ensure a collaborative and coordinated community response to domestic violence in Calgary and Area.

## 2.0 Guiding Principles

All actions and decisions will be measured against the following guiding principles:

1. We actively explore (new) research to support and improve existing work and develop new innovative solutions.
2. We believe that a systems perspective is necessary to identify and impact the root causes and effects of violence and abuse.
3. We believe that by keeping clients central to our deliberations, we will respect the diverse, varied perspectives, and needs of the community.
4. We believe that accountability and responsibility and being goal oriented are necessary to create effective outcomes and maintain focus on clients.

## 3.0 Definition of Domestic Violence

We define domestic violence as the attempt, act or intent of someone within a relationship, where the relationship is characterized by intimacy, dependency or trust, to intimidate either by threat or by the use of physical force on another person or property. The purpose of the abuse is to control and or exploit through neglect, intimidation, inducement of fear or by inflicting pain. Abusive behavior can take many forms including: verbal, physical, sexual, psychological, emotional, spiritual, and economic and the violation of rights. All forms of abusive behavior are ways in which one human being is trying to have control, exploit and/or have power over another.

This definition of domestic violence has been widely accepted in the community of Calgary and recognizes a life span perspective of domestic violence. Domestic violence includes the abuse of the youngest to the most senior members of our society, in relationships including dating, cohabiting, marital, parent-child, grandparent- grandchild and caregiver and person requiring care.

## 4.0 Need

The Calgary Domestic Violence Collective (CDVC) is a collaboration of over sixty social agencies, funders and governmental bodies that work to end domestic violence. CDVC is committed to ending domestic violence through collaborative and coordinated interventions and prevention strategies.

“Recent studies show that Alberta has the fifth highest rate of police reported intimate partner violence and the second highest rate of self reported spousal violence in Canada, and despite a 2.3

percent decline over the last decade, the province's rate of self-reported domestic violence has stubbornly remained among the highest in Canada; rates of violence against women alone are 2.3 percentage points higher than the national average. In fact, every hour of every day, a woman in Alberta will undergo some form of interpersonal violence from an ex-partner or ex-spouse"<sup>1</sup>.

Currently there exists a multitude of approaches to addressing domestic and sexual violence in Calgary. While organizational approaches to addressing the issue of domestic and sexual violence in our collective may differ, we are all in agreement that the presence of domestic violence in our society is problematic, the issue of domestic and sexual violence is extremely complex and the optimal pathway to achieving our vision of ending domestic and sexual violence is through collaboration and partnerships across community stakeholders, systems and government.

## 5.0 Strategy

The Calgary Domestic Violence Collective is a collaborative of more than 60 community agencies, stakeholders and systems working together for a coordinated and collaborative approach to ending domestic and sexual violence in Calgary. CDVC operates as a complex adaptive collective. Successful collaboration and coordination requires a common understanding of the issues of domestic and sexual violence, a common purpose and framework for addressing domestic and sexual violence, mutually reinforcing activities, an ability to leverage and honour the expertise and capacity of our collaborators, trust in the process of collective impact, continuous communication and dedicated staff resources to support and coordinate the collaborative process.

The collaborative process of the collective is ongoing, fluid and responsive to the needs and priorities of the collective which are re-assessed bi-annually. There are three pillars under which all collective action towards achieving our goal of ending domestic and sexual violence are organized:

- Capacity Building - To develop capacity to address domestic violence for professionals and allied professionals;
- Policy and Position - To inform and influence decision makers around a framework for ending domestic violence; and
- Coordinated Response - To ensure a collaborative and coordinated community response to domestic violence in Calgary and Area.

Through a biannual community consultation the collective identifies leverage areas (areas of momentum and readiness) under these three pillars. Leverage areas for 2014-2016 include: Safe, Affordable and Accessible Housing; Engaging Men and Boys; Ethno-Culturally Diverse Communities; Coordination along the Service Spectrum; Supporting the Supporters; Education and the Intersection of Domestic Violence, Sexual Assault and Sexual Exploitation.

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<sup>1</sup> Wells, L., Boodt, C. and Emery, H. (2012). *Preventing Domestic Violence in Alberta: A Cost Savings Perspective*. The School of Public Policy 5(17).

## 6.0 Rational

Research shows that the isolated impact of working for change through a single organization versus a structured cross-sector coalition is limited and extremely low in order to address a complex issue or achieve systemic change. Amongst our collective partners, 95% of participants feel they can achieve their goals towards a vision of ending domestic violence better working together than working alone.

## 7.0 Indicators/Milestones:

1. The collective informs public policy around the complex issues of domestic and sexual violence, best practices, the evidence base, service needs and trends
2. There is a collaborative communications plan for domestic and sexual violence in Calgary
3. There is a coordinated collaborative response to domestic and sexual violence in Calgary
4. Professionals and paraprofessionals have capacity to use best practice models in supporting individuals experiencing domestic and sexual violence

## 8.0 Membership

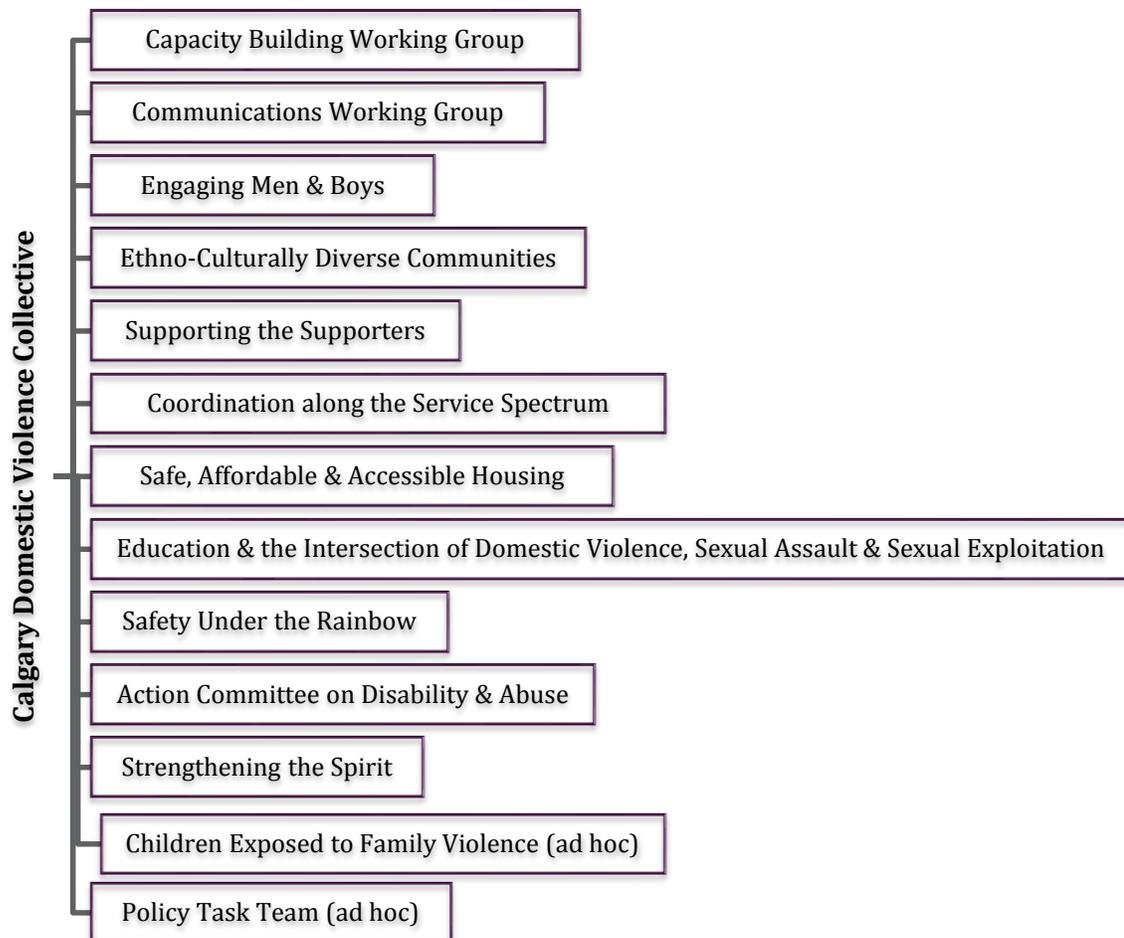
Membership in the Calgary Domestic Violence Collective is by sector or large system representation. Each sector or 'large system' decides the best way to be represented. The following are the currently identified sectors of CDVC:

- Aboriginal
- Addictions
- Children's
- Disabilities
- Ethno-cultural
- Family
- Faith
- Funders
- Government
- Health
- Homelessness
- Justice
- LGBTQ
- Mental Health
- Research
- Schools

- Secondary Education
- Seniors
- Sexual Abuse
- Sexual Exploitation
- Sexual Health
- Treatment
- Women's Shelters

## 9.0 Structure

The Calgary Domestic Violence Collective will achieve our goals through working groups.



## 10.0 Accomplishments in 2015

### Capacity Building

To develop capacity to address domestic violence for professionals and allied professionals:

- 4 Brown Bag Lunch and Learns:
  - Alberta Works Overview - presented by Roxanne Gill
  - Alberta Works Overview - presented by Roxanne Gill
  - Male Victims of Domestic Violence – presented by Alex Cameron, Calgary Counselling Centre
  - Human Trafficking in Canada: Identifying and Assisting Victims – presented by ACT Alberta
- Ethno culturally Diverse Communities Committee – Presented to the RESOLVE Research Conference on Oct 22, 2015 on Round Table on Family Violence project
- Immigration and Integration Workshop – presented by Jassim Al-Mosawi

### Policy and Position

To inform and influence decision makers around a framework for ending domestic violence:

- Letters to Government:
  - January 2015 in support of Gay Straight Alliances
  - March 2015 on the inclusion of domestic violence in social policy budget framework
  - June 2015 introduction of CDVC to new Premier and Cabinet Ministers to reemphasize the importance of including domestic violence in social policy
  - Provincial Strategy Recommendations - paper

### Coordinated Response

To ensure a collaborative and coordinated community response to domestic violence in Calgary and Area:

- Supporting the Supporters to Prevent Domestic Violence Initiative: Exploring the Role of Informal Supports in Preventing Domestic Violence in Calgary and Area – paper
- Calgary Domestic Violence Collective: Summary Report on Inquiry Project - paper
- Considerations for Adaptive Resourcing for CDVC – paper
- Engaging Men and Boys – Framework for Action: Engaging Men and Boys in Calgary (paper) and Theory of Change
- Ethno culturally Diverse Communities Committee – Roundtable on Family Violence (report)

- Ethno culturally Diverse Communities Committee – Men’s Pledge event, May 23, 2015 at Genesis Centre of Wellness, NE
- Ethno culturally Diverse Communities Working Group – Women’s Health and Wellness Expo, September 12, 2015 at Centre for Newcomers, NE
- Dissemination of Safety Under the Rainbow Working Group – A Framework For Change (paper)
- Formalized membership of Coordination Along the Service Spectrum Working group, identified entry point to leverage and began development of a protocol

### 90 Collaborative Meetings

- CDVC monthly meetings (11 meetings; approx. 550 volunteer hours)
- Working Group Meetings
- Coordinated Communications (12 meetings; 234 volunteer hours)
- Capacity Building (5 meetings; 65 volunteer hours)
- Ethno-Culturally Diverse Communities (6 meetings; 216 volunteer hours)
- Engaging Men & Boys Working Group and Advisory Committee (14 meetings; 327 volunteer hours)
- Action Committee on Disability and Abuse (10 meetings; 160 volunteer hours)
- Safety Under the Rainbow (11 meetings; 132 volunteer hours)
- Coordination Along the Service Spectrum (4 meetings; 140 volunteer hours)
- Research and Best Practices (1 meeting; 24 volunteer hours)
- Supporting the Supporters (3 meetings; 66 volunteer hours; 100 consultant hours)
- MLA Strategy Committee – (1 meeting; 14 volunteer hours)
- Inquiry Working group – (4 meetings; 40 volunteer hours; 100 consultant hours)

**1968**  
volunteer  
hours

### Coordinated Communications

- 6 collaborative media releases/editorials
- Maintained and distributed communications via mass e-mailing list
- Sent out collective e-mail communications on a weekly basis
- Social media
- November 2, 2015 launch Family Violence Prevention Month
- I Believe You sexual violence public awareness campaign

### Family Violence Prevention Month

## **BREAK THE SILENCE**

THE CHANGE STARTS WITH YOU

**November 2, 2015**  
**10:30am - 1:00pm**

Formal Presentations:  
11:00 am - 11:30 am  
Agency Information Fair:  
11:30 am - 1:00 pm

Calgary Central Library  
616 Macleod Trail SE  
7th Avenue across from City Hall

**#breakthesilenceyyyc**

## Significant Change

### Engaging Men and Boys

At a strategic review in March 2014, the CDVC identified Engaging Men and Boys (EM&B) as a leverage area for collective impact. Due to significant interest amongst the collective membership, the United Way of Calgary Area provided funding to CDVC to develop a Framework of Action for this new and growing area.

A Consultant was retained to facilitate the process from May 2014 - May 2015. An Advisory Committee comprised of representatives from 7 non-profit and governmental organizations, was established from the onset and this Committee informed and sustained the developmental process to create the framework. The continuously evolving process was supported with reflective meetings, refinements and critical dialogues among the core Advisory Group and a wider Working Group. This required the Committee to be adaptive and comfortable with passages of ambiguity that led to rich learnings and targeted planning.

The Advisory Committee met at least once a month to discuss and revise the framework. These meetings were held prior and after the meetings with the EM&B Working Group. In January 2015, the Advisory Committee held a one-day planning session in which all aspects of the framework were pulled together in a final draft version to be shared with the Working Group.

The Working Group is made up of 37 individuals from 26 different Agencies, Initiatives and Institutions, who wanted to inform the evolving framework. At key points in the development the larger Working Group was updated, consulted and their feedback was used to refine the plan. Over the course of the development, five meetings were held with the Working Group. The final meeting for finalizing the framework was held in March 2015 during which the Working Group provided feedback and endorsement. There was resounding support for the framework and mobilization of the actions.

Since then, the Advisory Committee continues to meet monthly and is working towards their long term goal of engaging men and boys to end domestic and sexual violence through strategies that seek to build capacity amongst service providers to increase their understanding of masculinities and their relationship to violence prevention and create spaces for and initiate community conversations to engage men.

## Significant Learning

### CDVC Inquiry Project

As has been reported, for the past three years the Calgary Domestic Violence Collective (CDVC) has operated with two full-time positions: a Coordinator and an Administrative Assistant. In this reporting year, the CDVC underwent an inquiry into the most effective and efficient use of its resources for collective impact, which

Inquiry Project illuminated growth and development areas for CDVC while validating the strengths of our collaborative to be at once structured yet flexible, nimble, responsive and an adaptive collective.

compelled the collective to explore what the best operational structure for CDVC is going forward that could better support CDVC's adaptive collective impact model. The CDVC assembled an Inquiry Working Group of five CDVC members to work with a Consultant who facilitated a process to understand, from historical and current perspectives, what is the best way forward for CDVC as a collective, specific to resourcing support and collective impact capacity.

The following are the kinds of questions explored during the iterative inquiry process:

1. What makes CDVC a collective impact model?
2. How does CDVC as a community level collective connect to system and policy work? Does it need it?
3. Could committees each have a theory of change and outcomes that feed into impact for CDVC?
4. What are the areas where CDVC could use the most support and what does that support look like?
5. What resources/or resource person (in addition to the Administrative Assistance) is needed to continue to support CDVC to be adaptive?

The CDVC assembled an Inquiry Working Group of 5 CDVC members to work with a Consultant to facilitate a process aimed at understanding, from historical and current perspectives, what the best way forward CDVC is as a collective, specific to resourcing support and collective impact capacity. Through individual interviews, ongoing conversations with the Inquiry Working Group and feedback sessions with the CDVC membership, recommendations were developed.

Four key recommendations were proposed for moving the work of CDVC forward as an adaptive collective impact model:

- 1) To utilize CDVC's current financial resources to support a Part time, contract based strategic management position for CDVC
- 2) To establish a process to support emergent funding needs that arise from actions of CDVC Committees
- 3) To develop a collective impact evaluation framework for CDVC
- 4) To enhance the collective impact capacity of CDVC

Overall the Inquiry Project has illuminated growth and development areas for CDVC while validating the strengths of our collaborative to at once structured yet flexible, nimble, responsive and an adaptive collective.

## **Engagement Outcomes**

To assess the engagement of CDVC members we ask the membership to evaluate the effectiveness of coordinated communications through an Engagement Survey

- 60% of the membership prefer to receive updates via e-mail and 30% via collaborative meetings
- 94% of respondents indicated that they are happy with the amount of incoming communications they are receiving from CDVC

- 90% of respondents indicate that the coordinated media relations in response to incidences of domestic homicide are done well
- 80% of respondents feel well informed about collective initiatives.

## Collaboration Outcomes

To assess the effectiveness of our collaboration, the CDVC distributes the Collaboration Survey to our collective Membership

- 91.5% of respondents feel that CDVC meetings accomplish what is necessary for the collaboration to function well
- 96% of respondents feel that their organizations tasks are well coordinated with others in the collaboration
- 95% of respondents indicate that it is worthwhile to stay in the collaboration rather than leave
- 95% of respondents indicate that their organization's ability to achieve their vision of ending domestic violence is better served working together as a collective rather than working alone

## Financials

<b>Income</b>	
United Way of Calgary and Area	\$174,500
Grants	\$16,040
Deferred Revenue	\$19,835
Donations	\$1,488
<b>Total Income</b>	<b>\$211,863</b>
<b>Expenses</b>	
Compensation and Consultant Fee's	\$137,561
Mileage and Travel	\$4,739
Direct Programming Expenses	\$19,513
Operational and Office Expenses	\$27,550
Fiscal Fee (11.8%)	\$22,500
<b>Total Expenses</b>	<b>\$211,863</b>