

Attendees:

- Amara Legal Center
- Ayuda
- Children’s Law Center (CLC)
- Children’s National Medical Center
- DC Rape Crisis Center (DCRCC)
- Ethiopian Community Center
- FAIR Girls
- HER Resiliency Center
- Howard University
- Jewish Coalition Against Domestic Abuse (JCADA)
- Men Can Stop Rape (MCSR)
- Mary’s Center
- Network for Victim Recovery of DC (NVRDC)
- Office of Victim Services and Justice Grants (OVSJG)
- Rights4Girls
- Safe Shores
- Ujima/DC Coalition Against Domestic Violence (DCCADV)
- US Attorney’s Office
- Elisabeth Olds, SAVRAA Independent Consultant

- I. Introductions—name, organization + role, something you are excited about
  
- II. Next Steps for DCCESV
  - a. DCCESV has a 501c(3) status. This is an important marker for establishing its independence.
  - b. Indira Henard, Executive Director of DCRCC, will provide some context, and a brief history of how the Coalition got here:
    - i. Historically, DCRCC has held the federal designation for sexual assault coalition. When Indira came onboard about 4 years ago, she touched base with the sexual assault community as to what they wanted from a DC Coalition. Many wanted a standalone Coalition.
    - ii. It is a conflict of interest to be a direct service provider and to do Coalition work. The national standard is not to have this conflict.
    - iii. We, broadly, want to align with national partners, and do what is in the best interest of not only DC, but survivors of sexual violence.
    - iv. This has called for a shift in process, making DCCESV a standalone entity. This has been thought out very carefully and methodically. This is an opportunity for the sexual assault provider community to come together and make this community what we want it to be, to move forward and design it intentionally
    - v. Today we will get some intentional input from attendees to move forward in this process and hear what everyone wants in a Coalition leader (Executive Director).
  - c. Rachel Friedman, Deputy Director of Men Can Stop Rape, takes a moment to acknowledge the work Indira has done out of a dedication to DCRCC, the city, and survivors to thoughtfully and graciously go through building, repairing, and deepening relationships, and her work in helping guide the formation of the DC Coalition to End Sexual Violence
  
- III. Overview of process to hiring an Executive Director

- a. Being a standalone coalition will come with a network of other coalitions and training and technical assistance
  - b. Resource Sharing Project will provide technical assistance and share expertise and best practices
  - c. To get the 501c3 designation, bylaws and financial processes had to be created, along with a Board of Directors:
    - i. Melissa Hook
    - ii. Jonathan Wade
    - iii. Dr. Sislana Ledbetter
    - iv. Rachel Friedman
  - d. Once an ED is in place, they will be supported in doing further board development
  - e. Today, in groups, meeting attendees will look at:
    - i. What kind of qualities we want in an ED
    - ii. What kind of qualifications
    - iii. Where we need to be posting this and who we need to talk to in order to ensure we have real diversity in applications
  - f. A hiring committee has also been established. This includes:
    - i. Najma Johnson, ED of DAWN
    - ii. Elizabeth Olds
    - iii. Neil Irvin
    - iv. Indira Henard
    - v. Rachel Friedman—she will recuse herself from the board vote approving the final selection for the Executive Director, since she is also a part of the hiring committee.
  - g. Once the ED is in place, more strategic and forward-looking work can be done
  - h. What questions do folks have?
    - i. How is this person getting paid?
      1. Some funding from local grant to do Coalition work will support payment. DCCESV's applications for federal and local funding will support this, starting October 1. This will need to be figured out with the chosen ED, but this has been a part of planning and budgeting this year
    - ii. Where will this person physically be located?
      1. Will work out of a WeWork space
    - iii. Is there a possibility of Members submitting suggested questions to the hiring committee?
      1. Absolutely, this is a great idea
- IV. Small group work. Attendees consider:
- a. What qualities are important in an Executive Director of DCCESV?
  - b. What qualifications are important for an Executive Director of DCCESV?
  - c. How/where should we post the job announcement to increase diversity of applicants?
- V. Sharing out from small group work
- a. What qualities are important in an Executive Director of DCCESV?
    - i. Passionate
    - ii. Self-motivated
    - iii. Someone who is able to operate objectively and be neutral
    - iv. Someone that can be comfortable with some conflict, and measured in their approach, but not necessarily the spark of any kind of conflict
    - v. Where to post—alumni networks, faith based communities, university job boards

- vi. The diplomacy to navigate conflict, understanding how to work with everyone without sacrificing core values
  - vii. Someone who's committed to ending harm and thinking innovatively about access and care
  - b. What qualifications are important for an Executive Director of DCCESV?
    - i. Someone who knows the DC system but is unbiased; neutral vs. informed. Someone who has worked in community, with medical, law enforcement, different systems in DC
    - ii. Someone who has direct service experience and managerial experience
    - iii. Looking for about 5 years experience, but willing to look past that for the right person. Possibly someone with an advanced degree.
    - iv. Direct service knowledge and experience
    - v. Someone who has experience with fundraising, grant writing, development, and the ability to work with a board
    - vi. Someone with a background or experience in policy
  - c. How/where should we post the job announcement to increase diversity of applicants?
    - i. Transparency is a major concern. Want to make sure salary and benefits are being posted upfront. Statistics have shown that if you don't post benefits and salary, your applicants are less diverse.
    - ii. Posting in places that don't enact a paywall (where you don't have to pay in order to post it). One group generated a list of places to post
    - iii. Posting to DC Listserves
    - iv. What qualifies as diversity? How are we ensuring we're not tokenizing people?
      - 1. Desire to look at grassroots experience, including black and brown-led grassroots organizations
      - 2. Someone who is multilingual, especially in languages most spoken in the DC area
    - v. Should it be a DC resident?
      - 1. DC is expensive. IN the name of trying to be inclusive, attendees agree that not restricting the position in this way would be mindful of the expense of housing in DC.
    - vi. For people who may not have an advanced degree, possibility of attaining education within role?
    - vii. If people are aware of best practices to diverse hiring, to share out
- VI. What's a good way of giving feedback or continued commentary on hiring process?
- a. Surveys
  - b. A dropbox will be created for the Coalition that everyone can have access to, as away of sharing out information or input
  - c. Call, text, email, send a letter as thoughts continue to come to mind
- VII. Next steps
- a. A Dropbox will be created so resources around these things can be freely shared
  - b. Will send a survey that solicits the same kind of feedback discussed in groups, so folks who couldn't be here can share or that people who have lingering thoughts can share
  - c. Want to work on some sort of mechanism for sharing out potential interview questions
  - d. Job description will be circulated
  - e. Do we have goals and vision for the next 5 years? This may help with questions
    - i. We can draft something—this is very much a function of the future ED, the board of directors, and the members, so we don't want to be too prescriptive
    - ii. Can create a parking lot in the Dropbox so that people can share input on this

- VIII. SAVRAA Update, Elizabeth Olds
- a. Elizabeth will be working on the implementation of SAVRAA 2019 and will provide some updates on the implementation process
    - i. From December to the end of February, Elizabeth will meet with individual stakeholders to meet about implementation steps. The idea is to phase in what needs to happen over a course of months. It will take place in a few “jolts”, and certain pieces of the law will become effective in April. Certain training requirements will kick in as well
    - ii. Ultimately, the goal is to have the expanded advocacy function ready to go by October 1<sup>st</sup> 2020; instead of having advocates available at the hospital, they are going to be available to anyone in the District; this will require comprehensive training due to increased pool of advocates
    - iii. The plan will shift and change. Each piece in the early part creates the latter part, so please understand that things will change and adapt as the process goes on
    - iv. Elizabeth will set up two separate working groups for adults and adolescents to set up protocols, and will gradually add in more and more stakeholders.
  - b. Currently, the following action steps are being taken:
    - i. meeting with OVSJG and coordinating
    - ii. Engaging DFS and OCME to go over what needs to be done in terms of training, and to include advocates and forensic nurses in this so that it’s trauma informed and survivor centered and, where applicable, age appropriate
    - iii. The SART will include new members, which will include youth focus
      1. The goal is to have distinct youth/teen protocols (in addition to adults); goal is to make these protocols coordinated and seamless so that everything runs together
  - c. OVSJG is tasked, in the law, with creating the training for counselors, advocates, and youth advocates. They are creating the training curriculum, then holding the first training. They will consult with experts to create the curriculum and draw from ones that exist, including nationally
    - i. They will send out curriculum and solicit feedback
  - d. SART also has to establish membership criteria for advocacy programs and forensic nurses, and create a feedback subcommittee for complaints and positive feedback (and work to make this as transparent as possible)
  - e. Organizations that are interested in applying for funding for advocacy piece—there will be an info session before that funding stream becomes available so it is clear what that will require/look like in action
  - f. After all of this, there will be a soft launch to advocates for teens—the advocacy piece will be tried with teens before it is popularly offered to them
    - i. One wrong turn with the teen piece, and teens will not use it or call for help.
    - ii. This will begin with CAPC calling to get an advocate for teens, then build out from there, and this will inform approach as to how to get teens to use it on their own
  - g. Oct 1 will mark jumping off point to expanded advocacy for adults
- IX. Opportunity for questions
- a. How are the working groups comprised?
    - i. Starts with youth division of MPD and forensic nurses
    - ii. Moving out to new and existing advocates, and going out from there
    - iii. At every coalition meeting, will be bringing updates to the group. The protocols will not be a surprise; everyone needs to know them and know where their organization plugs into that, so there’s no question about how to access services in a given scenario
  - b. Will advertising efforts be subject to feedback before they go public?
    - i. Yes, feedback will be solicited from teens

- ii. Possibility of creating talking points about the reach of SAVRAA, so that people will understand what it looks like
  - c. For further questions—reach out to Elizabeth; contact information can be located at the bottom of the handout she gave
  
- X. DCSAAM 2020 Planning
  - a. There will be an action guide, SAAM proclamation (on April 7), and community calendar.
  - b. As we have done in previous years, we usually focus on a theme and update information in the proclamation that is connected to that theme
    - i. Please give us thoughts and feedback
  - c. Please share your events with us, we are happy to lift them up on our website and social media
  
- XI. Member Only Business