

ANNUAL REPORT, 2022

ICADV Organizational Equity Plan



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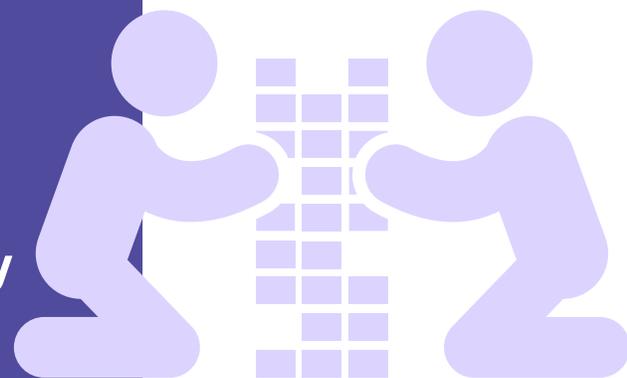
ICADV will use data from populations that have been marginalized to determine coalition priorities including programs, strategies, investment, training, communications and public policy.



Organizational Evolution

The ICADV team made progress on our commitments to listen, develop, practice and institutionalize equity and inclusion-centered practices across all areas of our work. Some highlights include:

- We gathered a collection of our favorite equity resources for onboarding new team members,
- All staff members engaged in ongoing education to center equity in their work, and
- Staff provided monthly reports describing both their efforts to advance equity and equity-related needs that they had observed in their work to our next steps.



Most notably in this period, ICADV formed a contract with the Black Women's Blueprint to serve as an accountability partner and coach. The Black Women's Blueprint will work with the staff and board to hold us in supported accountability around these commitments, to help us recognize the needs and opportunities that we have not yet observed, and to keep building towards an equity-centered Coalition where all members are welcomed, seen and supported.

Representation

The ICADV team made progress on our commitments to listen, and develop. ICADV is committed to convening a broadly representative Coalition that is responsive to the needs and strengths of all of our stakeholders.

To assess growth in representation among Coalition staff and Board, we did a point in time comparison of reported racial and ethnic identities in 2017 (prior to the adoption of our organizational equity plan) and in 2022.

ICADV 2017		
STAFF	white: 92%	BIPOC: 8%
BOARD	white: 100%	BIPOC: 0%

ICADV 2022		
STAFF	white: 71%	BIPOC: 29%
BOARD	white: 55%	BIPOC: 45%

In 2022, ICADV initiated a process of semi-annual assessment to invite staff, board members and consultants to share information about their identities in addition to racial and ethnic identities. We conduct this assessment to help us better understand our representation, and to be more intentional in inviting in new team members with identities, experiences and perspectives that we might be missing. Additionally, this survey asks these stakeholders to share feedback about their experiences of belongingness at ICADV, and advice about strategies for promoting a more inclusive organizational culture. This snapshot of our identities was collected in March, 2022.

Racial and ethnic identities	28% of our team identify as BIPOC with representation of African American, Asian American, Latinx, and Native American team members.
Sex and gender identities	77% of our team identify as female or cis-female; 15% as male or cis-male; 8% selected other identities including trans male, asexual and non-binary/gender fluid.
Romantic and sexual orientation	26% of our team members report romantic and sexual identities other than straight with identities including bi-sexual, queer, and other fluid identities.
Ages	Our team members range in age from under 18 to over 60.
Abilities	26% of our team members identify as neurodivergent, as a Disabled person or as a person with disabilities.
Survivors	46% of our team members identify as a survivor of abuse or violence.
Communities with histories of oppression and trauma	29% of our team members identify as coming from a community that has faced divestment, violence, and trauma.

Representation continued

All respondents either strongly agreed, or agreed that ICADV offers an environment that provides a sense of belonging and inclusivity. Respondents said that their experiences of inclusion vary in different settings, and with different team members. Recommendations for improvement in the Coalition culture included continuing to increase representation and leadership among people of color across areas of operation; fostering open dialog and respect for our differences; being intentional about how we interact with one another; and fostering youth leadership.

Leadership

ICADV convenes a BIPOC affinity group to foster leadership development, to provide mutual support and to identify emerging needs among communities of color. In January, the affinity group organized a leadership summit for advocates of color; over 150 advocates representing community, state and national programs from across the country participated in the event.

Partnerships

In this period, ICADV maintained partnerships with a diverse range of agencies that center the needs of communities that have traditionally been marginalized and formed new collaborations to expand the reach of Coalition support to groups that have been underserved, or unserved.

Highlights include:

- ICADV formed a deeper partnership with AccessABILITY—providing funding, training and specialized technical assistance to support the agency in conducting a multi-sectoral needs assessment and implementing plans to expand and formalize supports for people with disabilities.
- ICADV staff participated with community organizing events convened by grassroots domestic violence programs lead by women of color. We participated in community awareness events with One Voice Indy and provided flex funding to Silent No More to support their work to provide hotel-based sheltering for domestic violence victims at the height of the COVID pandemic.
- ICADV formed new partnerships with the CHIN Community Center in Indianapolis (for program planning and fund development) and with the Damian Center (as a partner in the distribution of flex funding) in Indianapolis.

Systems Advocacy

ICADV engages in systems advocacy to advance equity because the decisions made by systems' leaders have broad impacts on the lives of all Hoosiers living in communities across the state. Systems decisions include things like where public resources are invested, which rights are affirmed, and for whom, and also whether and how community members are held accountable when they break systems' rules or community laws.

The ICADV team engaged in legislative and systems advocacy in this period. During the legislative session, and through the course of the special sessions that have been called subsequent to the close of the regular session in March, ICADV has advocated for expanded protections, participation, access to services, and rights for communities that have been marginalized. Specific areas of action have included opposing permit-less carry of firearms, championing the rights of trans girls to participate in competitive school athletics, and supporting the right to safe and accessible abortion services for pregnant people in Indiana.

In each of these cases, the General Assembly has enacted laws that erode individual rights and community protections; and the impacts of these new laws will disproportionately affect communities that have been marginalized.

Specifically, we are concerned that Indiana's new permitless carry law will result in increases in lethal violence--particularly in communities that were already experiencing disproportionate levels of gun violence. The General Assembly's action to prohibit the participation of trans girls in competitive school athletics serves as a validation of discrimination that amplifies stigma and may result in increased levels of depression, suicidality, and abuse perpetrated against trans people. Finally, we believe that the General Assembly's most recent session to prohibit most abortions will have disproportionate negative health and financial outcomes for impoverished women and women of color.

Resources

Forty-five percent of ICADV's 2023 fiscal budget is designated for equity-focused efforts. This represents a commitment of nearly 1.25 million dollars to advance equity in our work. These funds are invested across all areas of Coalition operations and include:

Percentages of staff salaries for designated activities

Consultant payments (including Indiana Disability Justice partners, youth advisory council members, Black Women's Blueprint, among others)

Payments to project partners and communities

Flex funds to support basic needs among survivors with identities that have been marginalized

Adaptive technologies and supplies

Interpretation and translation services

Travel expenses for training, presentations and projects related to equity

Pro bono and low bono legal representation for survivors with identities that have been marginalized

Awareness, education and outreach messaging and materials;

Equity-specific project costs

We chose a point in time comparison to assess changes in the amount of Coalition resources invested in equity efforts. We chose 2018 as our baseline year because that was the year that we adopted our initial organizational equity plan. Though this was the year that we formalized our commitments by putting them in writing, we had already made significant investments in our equity practices and programs, so we begin with the relatively high baseline of 39% of the total budget invested in equity. The six percent increase in equity-designated funds between 2018 and 2023 represents an increase of nearly \$150,000.

Though shifts in funding have affected the continuity of projects and personnel, we have continued to increase the percentage of Coalition funds invested in equity work, and to identify new sources of funding to fulfill our commitments. Funding strategies have included designating funds in existing grants (where allowable) to support equity-focused efforts, applying for new funding streams that align with this work, centering equity in fundraising events, and utilizing unrestricted dollars to support emerging equity needs and opportunities.

Services

ICADV staff engaged in processes of assessment, planning, training, technical assistance, convening learning communities and distributing resources to support the local adoption of services that reach, and support the needs of survivors with identities that have been marginalized. Key activities include:

Indiana Disability Justice (a statewide network co-founded and co-lead by ICADV working to prevent violence and to enhance independence and wellness for and with people with disabilities) is working with 10 organizations in Indiana and across the nation to evaluate internal policies and practices to aid the development of organizational action plans that increase accessibility and safety for and with people with disabilities. The team created the IDJ Organizational Assessment Tool--a survey that businesses or organizations may use to increase organizational accessibility, prevention efforts and trauma informed services for people with disabilities.

ICADV convened learning cohorts among member programs to support the development and implementation of mobile advocacy services, and other strategies for reaching and supporting survivors in the community. These strategies are fundamentally survivor-centered and may be a better fit for survivors who have not felt like shelter services met their physical, safety and cultural needs. To date, 56% (23 out of 41) of member programs have adopted new, community-based service strategies.

Over the past few years, ICADV has applied for and designated nearly a quarter of a million dollars for flex funding to support survivors' basic needs for safety and stability in the community. Over 70% of these funds were distributed to survivors with identities that have been marginalized including racial and ethnic minorities, people with disabilities, immigrants and LGBTQ folks.



ICADV was awarded a grant that has allowed us to expand our legal services into the housing and eviction space. This is urgent work because the Indiana Housing and Community Development Association reports a 22% increase in homeless individuals compared to 2021. We know that Indiana households most affected by the economic instability of the pandemic include renter households, households with children, low-income households, and Black and Brown households. At a time like this ICADV has been able to step up and provide legal services to those facing eviction in the form of eviction prevention, mediation, and expungement services.

Communication

ICADV has consistently represented our commitment to equity across Coalition communication platforms. Our messages across all platforms—website, social media, newsletter, print materials, and annual report—have included broadly representative messengers with identities including people with disabilities, young people, people of color, LGBTQ community members and immigrants.

We have posted our organizational equity statement and equity plan to the Coalition’s website. We’ve used the agency’s social media platforms to celebrate expansions in leadership representation like the appointment of Kentanji Brown Jackson to the US Supreme Court. We have also had to use our communication platforms to mourn the lives of people of color taken by racially targeted acts of gun violence perpetrated by white men.

In addition to intentionality around content and messengers, ICADV has also focused on strategies for making the content of our communications accessible for our diverse stakeholders including translating content into Spanish and ASL, and offering graphics and videos, in addition to written narrative to convey content.

Next steps in this area are to post information on our website about our Indiana Disability Justice Project, African American and Black Women and Girls Project, and Youth Advisory Council.



Trainings

Multiple strategies have been undertaken to integrate equitable practices, content and representation across Coalition trainings. Highlights include:

- Planning our statewide conference with the organizing theme of “Centering Equity In Our Work” with keynote presentations from women of color who lead equity efforts within the violence prevention field.
- The prevention team convened a 2-day institute focused on moving power to promote equity; the BIPOC affinity group conducted a leadership summit for advocates of color; and Indiana Disability Justice presented multiple webinars promoting safety, justice and rights for disabled people.
- Creating content to provide an overview of the fundamental connection between equity and violence prevention, and ICADV’s commitment to this work for use in all training sessions.
- Initiating a process of reviewing and updating standard training materials with an equity lens.
- Deliberating about our use of land acknowledgments with the goal of adopting practices that can honor the humanity of the indigenous people of Indiana, acknowledge the history of colonization and violence that separated them from their home places, and create meaningful connections with indigenous people currently living in Indiana to support their thriving futures.
- Institutionalizing the practice of asking training participants about their accommodation needs and utilizing a broad range of adaptive technologies to improve the accessibility of training content for our audiences.

More broadly, we began a process of assessing our standard presenter compensation rates, and questioning our assumptions about how we value education, professional credentials, personal experience and time. We noticed that our standard presenter honorariums (generally around \$200) only support the participation of professionals who are already compensated for work in this, or an allied field (who are disproportionately people with identities that have been privileged). These small awards don’t enable the participation of folks outside of the field who are largely doing this work on their own time. This inequity reduces opportunities for thought leadership and representation in training space among grassroots advocates (who are disproportionately people with identities that have been marginalized).

Additionally, we observed that one-size fits all training and travel budgets exclude the participation of people with different needs and skills. For example, travel for presenters with mobility-related disabilities often require more time, space, equipment and assistance; these accommodations make travel expenses up to four times more costly than those for presenters without disabilities. Similarly, the development of training content requires different amounts of time for people with different abilities, so standard daily pay rates result in a lower hourly rate for those who need more time.

Going forward, we will to continue to plan for sufficient time and budget sufficient resources to enable the participation of a diverse range of experts in ICADV’s training events. We will advocate with funders and national partners to recognize and support the additional resources needed to enable participation among experts with identities that have been marginalized.

Data

In this reporting period, ICADV staff engaged in multiple methods of data collection for program planning with DV survivors, people with disabilities, and individuals involved with batterers' intervention programs. Listening methods, topics and populations have included:

PEOPLE	METHOD	TOPIC
DV survivors	Listening sessions (3)	Accountability priorities
DV survivors	Listening sessions (2)	Program planning
DV survivors	Listening sessions (2)	Loneliness reduction strategies
People with disabilities	Surveys	Community strengths and needs assessment
BIP participant	Interview	Violence prevention strategies for people who have done harm

With each of these strategies, we collaborated with member programs, and primarily relied on convenience sampling to recruit individuals who currently were, or had been involved with their agencies' services. In working with these partners, we encouraged intentional outreach to center the needs of survivors from communities that have been marginalized.

Because we wanted our listening sessions to feel more conversational than clinical/research-focused, we have not systematically collected participants demographic information. We have asked our co-facilitators (who are in more regular contact with participants) to provide us with a summary of the identities of participants involved in each session. We will ask our equity committee to determine whether the benefits of having more detailed demographic information outweighs the burden of asking participants to share their identities.

Across all areas of data collection, about 15% of participants represented racial and ethnic minorities; going forward, we will focus on more intentional recruitment to elevate the needs of survivors of color.