

Domestic Abuse Awareness for W-2 Staff

Purpose

Participants will recognize the signs and impact of domestic abuse.

Objectives:

Upon completion of this course, you will be able to:

- Identify the eight tactics of the power and control wheel when presented with situations or scenarios.
 - Listen for ways Power and Control tactics affect victims and survivors through their stories.
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W-2 Contact Information

Questions regarding this training material should be directed via your local agency process to the Partner Training Team,

Email: PTTTrainingSupp@wisconsin.gov

A contact person is available to answer e-mailed questions related to this training material, assist you in completing any activity that you are having difficulty with, and/or provide explanation of anything else about this training material.

Questions regarding W-2 production cases and systems should be directed via your local agency process to the W-2 Help Desk at:

Email: DCFW2CARESHD@wisconsin.gov

Telephone: (608) 422-7900.

W-2 Policy questions should be directed to your Regional Office staff.

DCF is an equal opportunity employer and service provider. If you have a disability and need information in an alternate format, or need it translated to another language, please contact (608) 535-3665 or the Wisconsin Relay Service (WRS) – 711.

For civil rights questions call (608) 422-6889 or the Wisconsin Relay Service (WRS) – 711.

Defining Domestic Abuse



Domestic Abuse Definition

Administrative Rule Department of Children and Families 101.15 (3)(a)

Domestic abuse. (a) Domestic abuse definition. For the purposes of this section, “domestic abuse” means any of the following acts that affect the individual and are engaged in by a spouse or former spouse, an adult with whom the individual has or had a dating relationship, an adult with whom the person has a child in common, an adult or minor family member, or an adult or minor with whom the person resides or formerly resided:

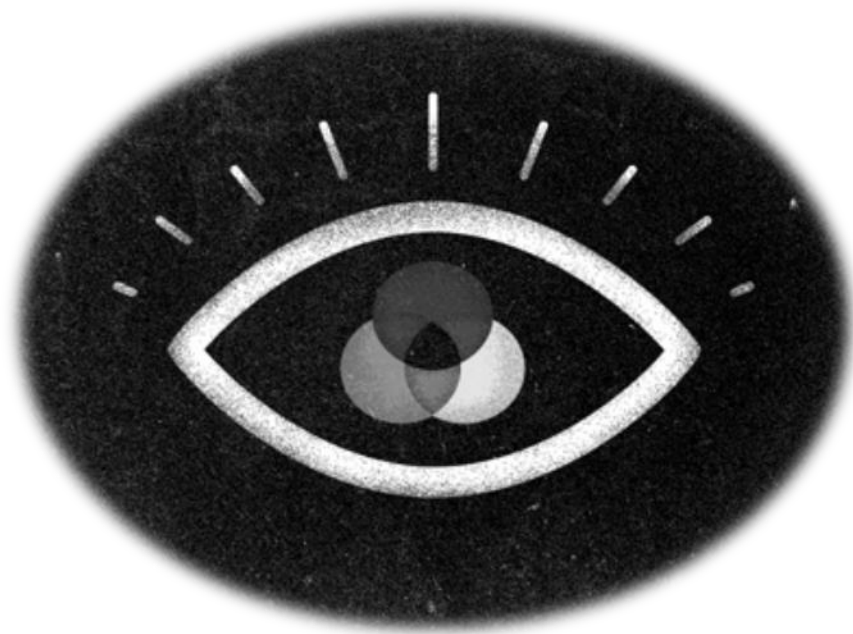
1. Physical acts that result in pain, illness, or injury.
2. Sexual abuse or sexual assault.
3. Threats of, or attempts at, physical or sexual abuse.
4. Emotional or mental abuse.
5. Verbal abuse.
6. Deprivation or destruction of physical or economic resources.
7. Neglect or deprivation of medical care.
8. Forced isolation.
9. Stalking or harassment.

What Shapes Our Perceptions?

The messages we receive from our _____,
_____, and _____.

Our own _____ and those of the people closest to us.

The _____ in which an incident occurs.



Power and Control Wheel



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<https://www.theduluthmodel.org>

Economic Abuse

Employment and Workplace

Finances and Credit

Child Support

Public Assistance

Housing

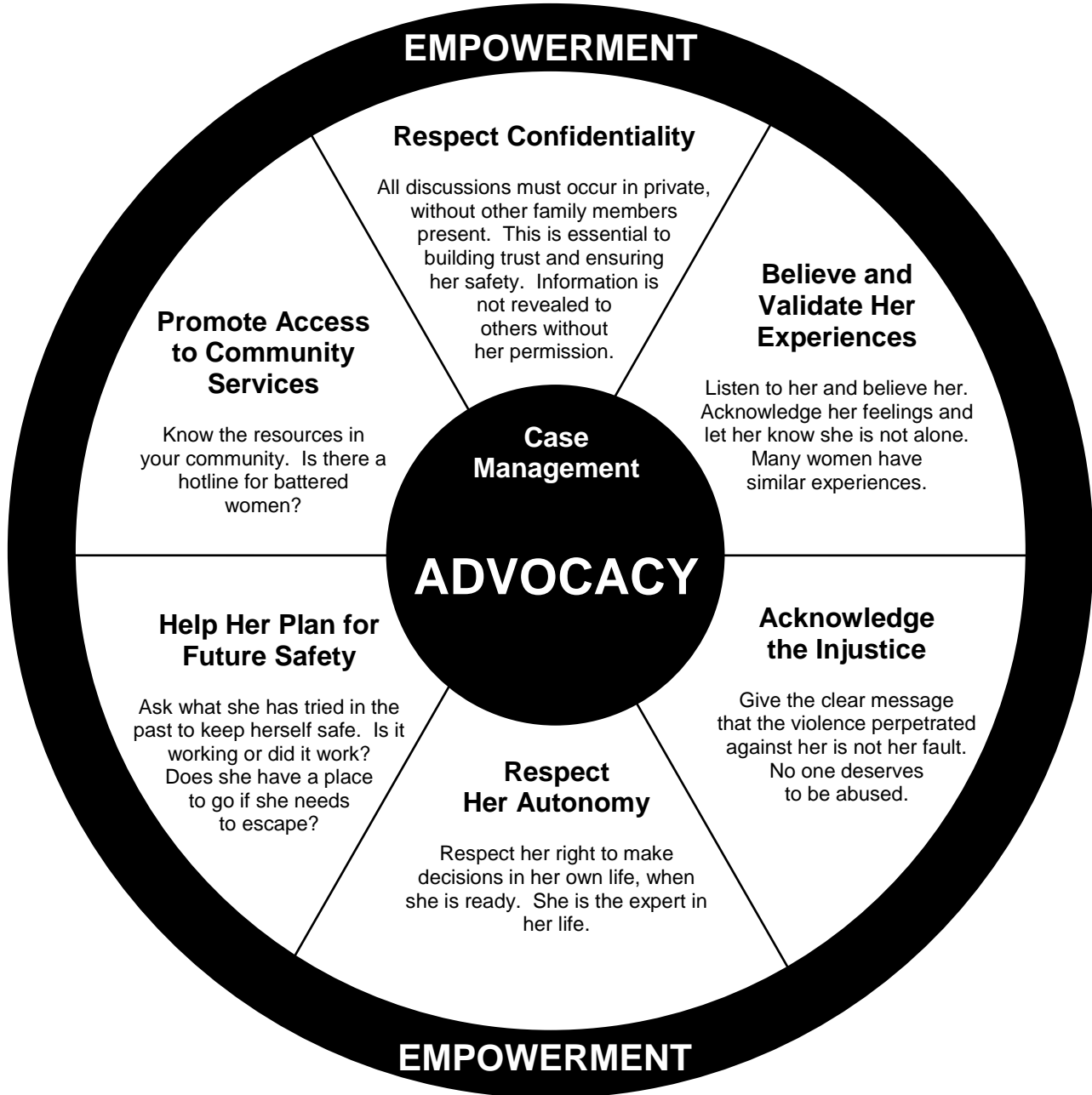
Child Care

Education and Training

Legal Issues

Case Management Advocacy

Mark each section on the wheel as follows: 'C' if you are comfortable performing the action or 'P' if you need practice.



Adapted from
"The Medical Empowerment Wheel"*
Developed by the Domestic Violence Project
Kenosha, WI

Used with permission from:
The Domestic Violence Project
and
Domestic Abuse Intervention Programs

*Based on the "Equality Wheel"
Developed by Domestic Abuse Intervention Programs
202 E. Superior St., Duluth, MN 55806 218-722-2781

Case Management Advocacy Wheel

Give an example of how you perform these best practices.

Respect Confidentiality

Believe and Validate Experiences

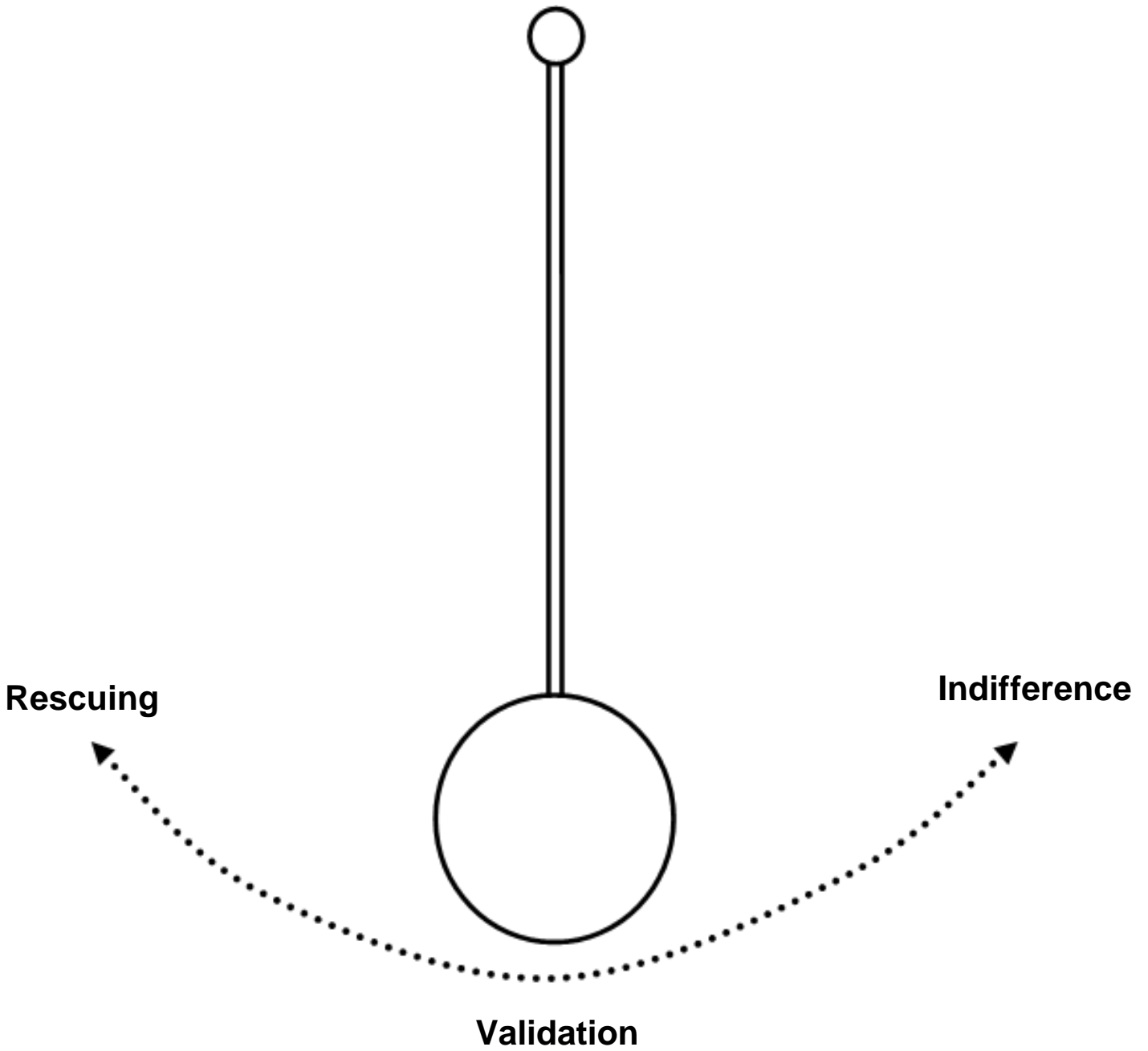
Acknowledge the Injustice

Respect Autonomy

Help Plan for Future Safety

Promote Access to Community Resources

Validating Responses



Response Implications

Rescuing

Indifference

Validation

Suspicion or Disclosure of Abuse

Warning Signs

Leah's Story

Initial Appointments...Leah brings her partner, Austin, to her eligibility appointment. As Leah is trying to find a piece of verification, Austin makes a comment that this is typical and Leah would lose her head if it wasn't attached. Every so often, Austin answers some of the questions for Leah. When asked about assets, Leah mentions that Austin lets her use his bank account as needed for cashing checks or saving money. She borrows a car from her parents. Austin mentions that Leah's parents always seem to have strings attached with borrowing the car, so he tries to drive her whenever possible. For the most part, Leah is pretty quiet during the appointment and answers questions as needed with short answers.



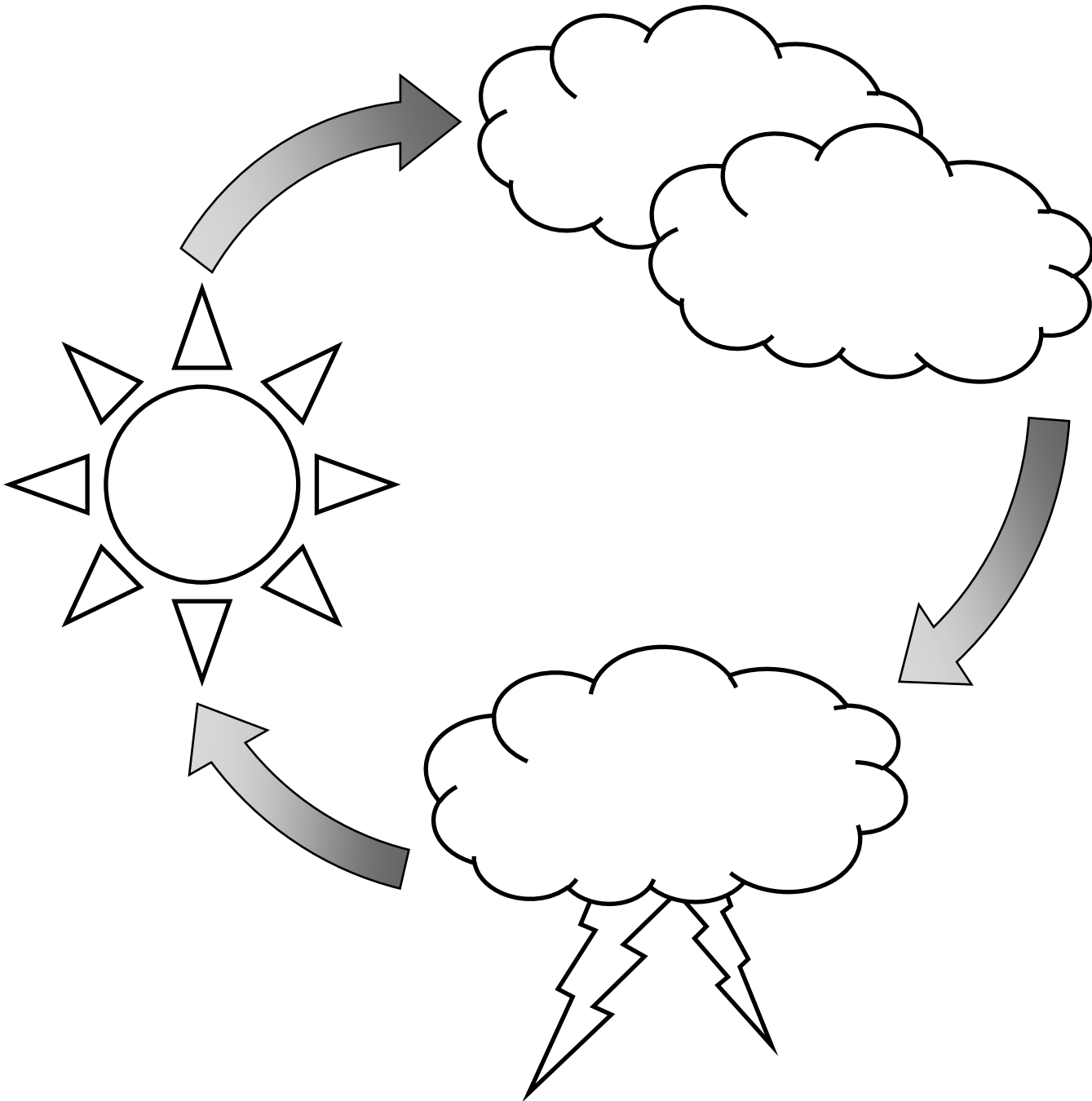
Leah attends her placement appointment without Austin. She is in a good mood and tells you that Austin plans to take her to dinner tonight to celebrate that she is trying something new. In discussing her employment history, Leah mentions she left her last job to move closer to Austin. Leah says Austin said it was too hard to be an hour apart. Leah seems to struggle with goal setting during EP development, and often starts her response with, "Austin thinks...". When it comes to activity assignment, Leah wants assurances that she can be home by five every night to start dinner for Austin and the kids.

How can identifying these warning signs benefit you as a worker?

Best Practices

- Call your local Domestic Abuse Agency and become knowledgeable about the services they provide. Ask for brochures or posters for your office.
- Explain the W-2 program's confidentiality policy.
- Consider having information about domestic abuse visible in your office or cubicle.
- Speak his or her language by using the same terminology – such as controlling or abuse, victim or survivor, etc.
- Follow up on referrals given to participants.
- Explore with participants support groups or counseling that they already may be attending – such as AODA; counseling with child(ren); parenting skills.
- Focus on short term and personal goals.
- Provide accommodations as needed.

The Cycle of Violence



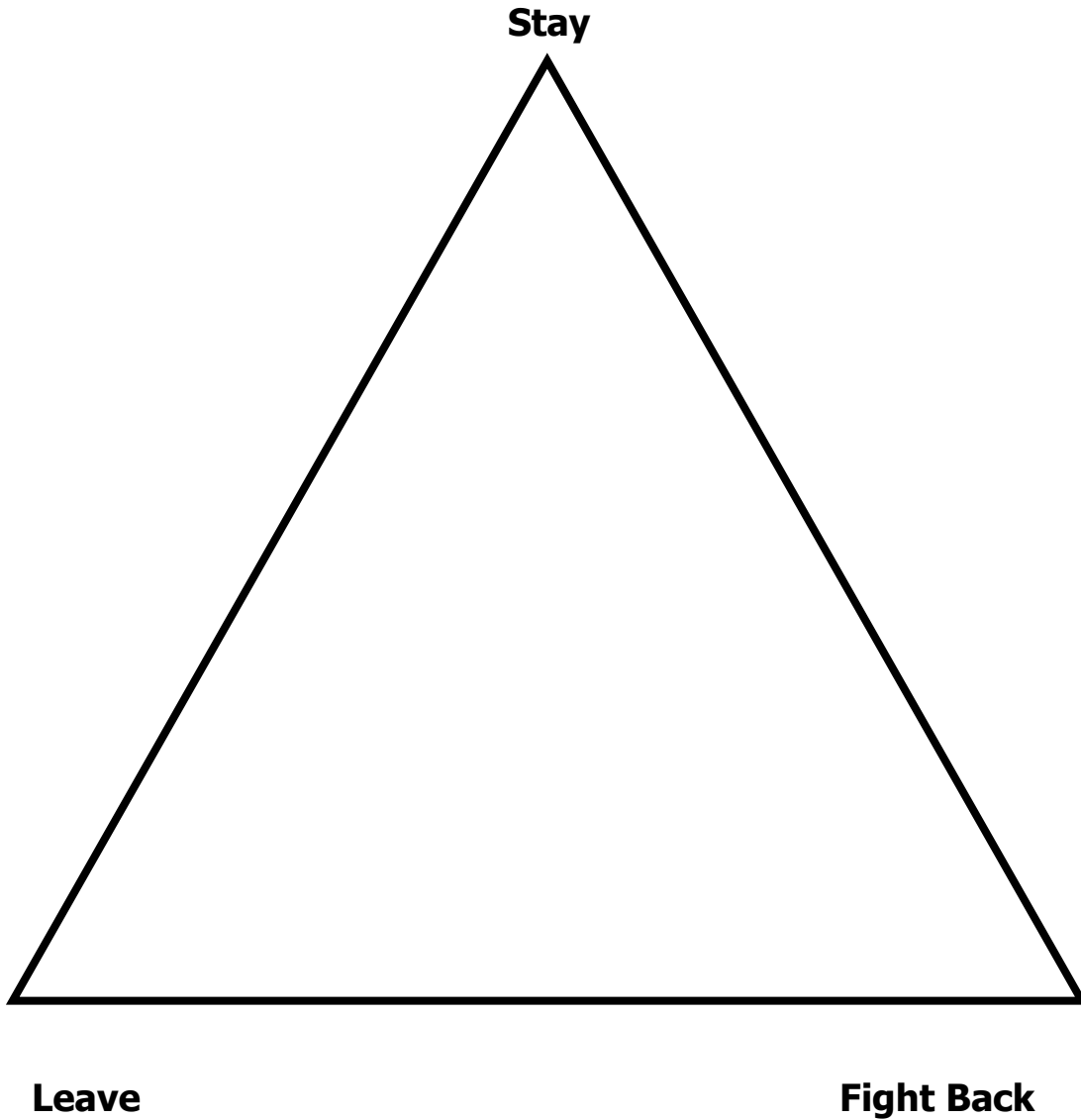
Cycle of Violence Video

What might a victim do to try to prevent an explosion?

How does this cycle help explain why someone might stay in a relationship, knowing the cycle will repeat?

Safety Planning

Choices Triangle



Statistically Speaking

Which two statistics about domestic abuse stand out to you?



Domestic Abuse Agencies

Understanding Advocacy Services


Types of advocates:

Services provided:

Confidentiality restrictions:

Referring W-2 Participants

My Local Domestic Abuse Agency:



Ways We Provide Information and Make Referrals

Risks	Benefits

Wrap Up

W-2 Case Management Expectations Review

- Be aware that each victim's _____ are unique.
- Speak the victim's _____.
- Provide information about local domestic abuse _____.
- Explain that participating in _____ related services may count toward W-2 participation.
- Be open-minded, allowing the victim to make his or her own _____.
- Understand that victims have _____ and religious dynamics that may make it difficult for you to empathize with their situation.

Sentence Prompts

I learned...

I feel...

I was surprised...

I'm wondering...

I re-discovered...

I appreciate...

I...

Summary

**Domestic abuse should not happen to anyone. Ever. Period.
But it does.**

When a W-2 participant exhibits signs of domestic abuse or reveals he or she is in an abusive relationship, now or in the past, we have a responsibility to take appropriate action to ensure his or her safety and help him or her overcome barriers so that he or she can become self-sufficient. We should never lose sight of the fact that most victims want to work and support themselves and their families.

Remind domestic abuse victims that domestic abuse is never okay, and that they are not alone. W-2 is a program that allows flexibility to overcome barriers and obtain self-sufficiency. Our current and future partnerships with local domestic abuse agencies are a critical factor in achieving these goals.

References

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- Robinson, Kathryn. (2013). *50 Obstacles to Leaving: 1-10*. Austin, TX: The National Domestic Violence Hotline. Retrieved from <http://www.thehotline.org/2013/06/50-obstacles-to-leaving-1-10/>.
- Wisconsin Coalition Against Domestic Violence (WCADV). (2000). *Why Does She Stay? Scenario II: Younger Victim with Children (Comings and Goings)*. Madison, WI: WCADV. Comings and Goings activity adapted with permission.

Resources

Domestic Violence Fact Sheet. Access to HHS-Funded Services for Immigrant Survivors of Domestic Violence.

<https://www.hhs.gov/civil-rights/for-individuals/special-topics/national-origin/domestic-violence/index.html>

Additional information on resources and prima facie forms for qualified non-citizens who are victims of abuse.

**End Domestic Abuse Wisconsin:
The Wisconsin Coalition Against Domestic Violence**

1245 E. Washington Ave., Suite 150

Madison, WI 53703

Phone: 608-255-0539

www.endabusewi.org/

Find Wisconsin statistics and locate domestic abuse agencies in your area.

National Center on Domestic and Sexual Violence

http://www.ncdsv.org/publications_wheel.html

Find a variety of wheels adapted from the Power and Control wheel model that are inclusive of many populations.

National Coalition Against Domestic Violence (NCADV)

Phone: 303-839-1852

www.ncadv.org

Find national and state statistics, culture specific resources for victims, and resources for male victims.

National Network for Immigrant and Refugee Rights

Phone: 510-465-1984

www.nnirr.org

National Resource Center on Domestic Violence

Phone: 800-537-2238

www.nrcdv.org and www.vawnet.org

Sojourner Family Peace Center

619 W. Walnut St.

Milwaukee, WI 53212

24-Hour Hotline: 414-933-2722

Phone: 414-276-1911

www.familypeacecenter.org

Stalking Resource Center (A Program of The National Center for Victims of Crime)

Phone: 855-484-2846

www.victimsofcrime.org/our-programs/stalking-resource-center

Technology Safety

www.techsafety.org

Resources exploring technology in the context of domestic violence, including a tech safety app. Managed by the Safety Net Project at the [National Network to End Domestic Violence](#) (NNEDV).

Why Does He Do That?: Inside the Minds of Angry and Controlling Men

By: Lundy Bancroft (2002)

In this groundbreaking book, a counselor who specializes in working with abusive men shows you how to improve, survive, or leave an abusive relationship.

Hotlines

Hmong Domestic Violence Hotline

877-740-4292

<https://hawamke.wordpress.com/>

The National Domestic Violence Hotline

800-799-7233 (SAFE)

www.thehotline.org

Includes online chat services.

National Sexual Assault Hotline

800-656-4673 (HOPE)

www.rainn.org

Includes online chat services.

National Suicide Prevention Lifeline

800-273-8255 (TALK)

www.suicidepreventionlifeline.org

Includes online chat services.

Appendix

Appendix A - Severity Continuum

Use the space below to capture your thoughts based on the abuse continuums.

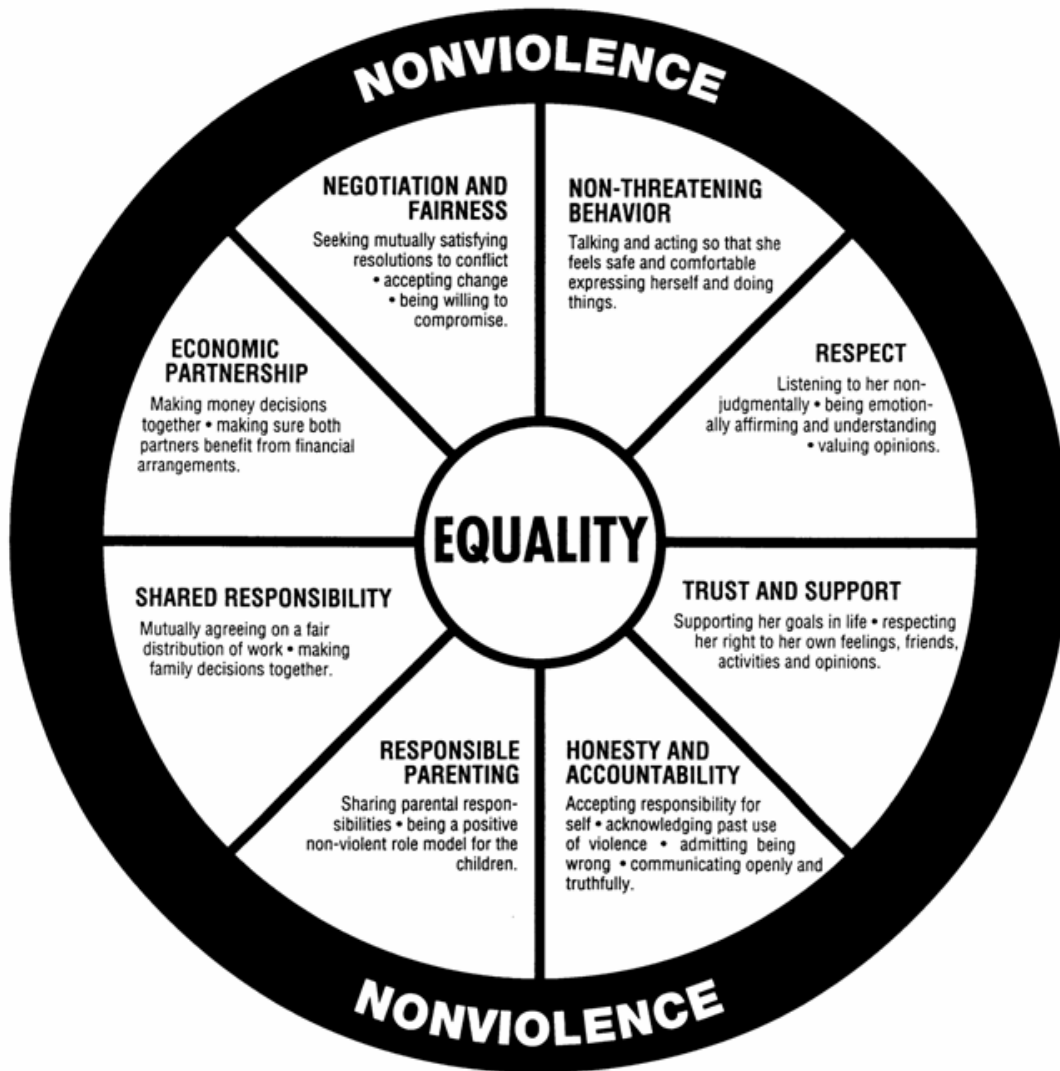
Physical

Economic

Emotional

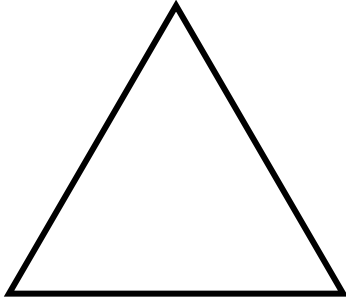
Stalking

Appendix B – Equality Wheel

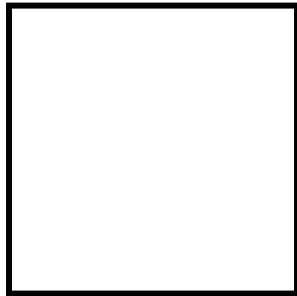


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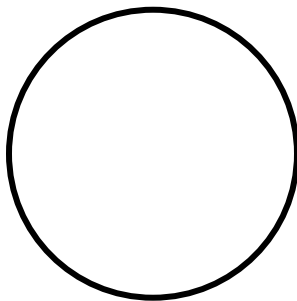
Appendix C - Wrap Up



Three important points:



Points that square with you:



Anything still circling around: