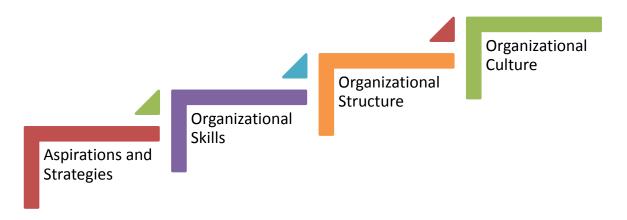


Building Capacity for Prevention*

*The **willingness and ability** of staff members AND agencies to engage in **mission-driven** efforts seeking to prevent violence in an **effective manner**.

What does it take to build capacity for prevention?¹



Questions to consider when thinking about building and sustaining capacity for doing prevention work.

Aspirations and strategies

Do you have a clear agencywide prevention agenda? How will you realize it?

Organizational skills

Do staff have the ability (and support) to conceive of, map-out, execute, and regularly adjust the implementation of prevention initiatives?

Organizational structure

Do managers understand the knowledge and skill sets necessary for prevention positions?

Are they able to accurately represent that understanding in recruitment?

Organizational culture

How does your organization see itself?

Do you, and your community, see it as primarily a service delivery organization, a social change organization, both, or neither/other.

¹ For more on these strategies, check out VSDVAA's <u>Moving Upstream Newsletter</u> (Volume 6, Issues 1 & 2)



Preventing violence in your community

Successful prevention efforts seek to bring about change in individuals, relationships, communities, and society through strategies that:

- •Challenge narrow ideas about what it means to be a man/woman
- Help people be financially independent so they can make decisions about relationships based on well-being rather than financial need
- •Talk about the connections between violence, racism, homophobia, and poverty

Address root causes of violence

Shift culture

- •Challenge our communities to reject all types of violence
- Promote the expectation that all people will be treated with respect in their relationships

- Help people learn how to have healthy conflict and resolve their differences in respectful and non-controlling ways
- •Support youth in learning and exercising leadership
- •Encourage people to speak up if they see something that's not cool—show them how and help them practice

Build skills

Promote healthy relationships

 Have conversations (in schools, with friends, and in the community) about what healthy relationships look like and feel like

What does this look like for WSCADV?

Our Domestic Violence Housing
First program is focused on
eliminating housing as a reason to
stay in an abusive relationship,
which helps prevent future
violence.

The Refuse To Abuse® domestic violence prevention campaign with the Seattle Mariners uses male athletes as role models to promote respect and healthy masculinity.

WSCADV launched a Teen Leadership Council (TLC). We recognize the importance of youth leading us (and each other) in the work to end violence in relationships. We developed *In Their Shoes: Teens and Dating Violence*, a scenario-based training that helps adults talk to young people about their relationships.



Planning for Prevention

Prevention work	Address root causes of violence	Shift culture	Build skills	Promote healthy relationships
Activities we're already doing				
Activities we'd like to be doing				

Next Steps			
What	By When		



5 ways to increase your program's capacity to do prevention

Get your board on board

 Affirm that your organization has a commitment to prevent violence.

Start talking

• Domestic violence is preventable! Spread this message.

Stay connected

 Network with other people doing prevention work and share ideas. We do this work better together!

Try it out

- Evaluate how it went and learn from it.
- Try again.

Make the connection

 Share with your funders and your community how prevention work connects to victim services.²

² Prevention work is in service to and is directly linked to the experiences of victims and survivors for a variety of reasons:

[•] Victims don't want their kids to experience domestic violence.

Victims inform what we know about the nature of abuse dynamics and therefore inform our strategies to prevent it.

[•] Prevention strategies help victims in future relationships.

Skills for healthy relationships keep everyone safe (including victims) from future violence.