



PEACEWATCH

Center for Domestic Peace Newsletter • Fall 2015



Dear Supporters,

It is our honor and privilege to serve as your new Co-Chairs of C4DP's Board of Directors. For 38 years, C4DP has operated under the direction of an amazing volunteer board of women with varied backgrounds and expertise that complement C4DP's executive management, with the common goal of ending domestic violence locally and worldwide.

I, Natasha Singh, am honored to serve as Co-Chair at a time when gender issues are gaining worldwide traction. The shift in consciousness around gender-based violence is due in large part to work done by countless individuals, groups, and organizations. C4DP has been a pioneering leader in this movement. It is my privilege to sit at the same table with women who offer their skills, compassion, and tireless commitment to making Marin and beyond violence free. The perspectives I bring to the board are rooted in my history of activism and commitment to social justice, manifest in my teaching, writing, organizing, and, most recently, in my efforts to create safe housing for some of India's most vulnerable women in Kolkata's largest red light district. I am grateful to join my voice with a C4DP chorus that stands for possibility, peace, and hope.

I, Kim Tsuchimoto, was introduced to C4DP three years ago after I spoke at the Marin Grassroots Women of Color in Leadership. As a biotech finance executive, I was inspired after meeting the amazing, intelligent, thoughtful members on C4DP's board. My passion for equality and giving voice to those with no voice easily translated into my desire to support C4DP. I add value to the board through my ability to understand, resolve issues, and participate in discussions about financial strategy and innovative ways of providing training, support, and outreach toward ending domestic violence. After having met some survivors and their children, I can only say I am deeply humbled to co-chair such a valuable organization.

We share the same hope and vision as we look forward to safeguarding C4DP's work over the next two years. Please join us **October 23** for our free breakfast event, "**Changing the Future for Children**" at 8:15 AM, Terrapin Crossroads in San Rafael. Come hear how children benefit from the multigenerational impact of C4DP's work. Hope to see you there!

We thank you and wish you peace.



Natasha Singh



Kim Tsuchimoto

Letter from Executive Director: What a Difference a Name Makes



During the historic recession in 2009, when the economy was in turmoil, Marin Abused Women's Services (MAWS) had been on a path for several years toward a possible name change. Many friends said, "Don't do it. Now is not the time. Life is too uncertain."

Despite these uncertain times, we stayed true to the strategic plans and direction of the expanding organization and moved forward. On October 1, 2010, our corporate name changed from Marin Abused Women's Services to Center for Domestic Peace (C4DP). And as a result, we've made great strides in altering our community's understanding of who we are.

Since its founding in 1977, MAWS had grown to be a "big tent" organization addressing domestic violence from a full continuum of intervention services to far-reaching prevention strategies for women, children, and men. The organization's name, however, was a challenge. MAWS conveyed neither the "big tent" approach of the organization nor our considerable geographic reach through our expansive national training work.

The name change to Center for Domestic Peace has produced numerous positive gains. Just recently, we added a tagline "Working Together to End Domestic Violence" to further clarify our broad vision of domestic peace. Comments are frequently made about how great it is to have a name that is so inspirational and inclusive. At the same time, it is common to hear members of the community still refer to us as MAWS. Sometimes this is out of habit, and other times it is because MAWS described a problem, abuse of women, that many still believe needs to be named.

Managing the tension points between the names has been a creative process. We honor, respect, and hold sacred the long history of work performed by MAWS.

The new name has also facilitated opportunities within our community. If I could put my finger on the most significant change, I would point to the extent to which more people now see us as "center" to solving the problem of domestic violence. We have long been the go-to resource in Marin for direct services, support and resources. This aspect of our organizational work has been well understood.

Centering the organization toward the goal of domestic peace has deepened the dialogue with individuals, collaborators, donors, and community members. It has enriched our work with young people, teens, men, young adults, and most recently children. It has also created the space for more people to say, "Wow, I want that for myself."

What is it that so many of us want? Whether directly impacted by domestic violence or not, many of us desire to have safety, respect, understanding, support, and equality, not only in intimate relationships, but in all relationships – with children, friends, family members.

Speaking to this desire presents an opportunity for us at C4DP to not only have a "big-tent" approach to what we do, but actually fill the tent increasingly with people who understand the intersections between domestic violence and the "power over" paradigm of coercion, intimidation, and violence that is impacting our world on multiple levels.

To that end, as we move forward, we are forever committed to engaging with more and more people who feel passionate about our cause, and who can help us do more good with passion!



Donna Garske
Executive Director

"When the **power of love** overcomes the **love of power**,
the world will know peace." ~ Sri Chinmoy

Why Donors Give

We often receive donations here at A Street and are continually inspired by the generosity of so many wonderful supporters. The donations come in online, sometimes in the mail, and occasionally are hand delivered. Often, we do not know the back stories, motivation, or people behind the gifts. But from time to time, the donations come to life for us.

For instance, there is a man who contributes regularly and generously in his wife's memory, as she loved MAWS and volunteered years ago. There is a couple who contributes because ManKind changed his life, helping him to stop his violence, and the support groups gave her a place to find a sense of community as they worked to make their marriage healthy and loving. There was a man who left a home to us in his will, to support the long-term sustainability of the organization because he believed in the value of our work.

We also know of young people in the community who have collected and donated socks for the shelter, because they just wanted to do something! There was a woman turning 32, doing 32 random acts of kindness for her birthday, and she chose to support C4DP. And there have been baby showers, clothing swaps, bake sales, and many more heartfelt activities that have supported us.

Each and every one of these actions, no matter how small or what the personal stories behind them are, are all part of the engine underneath C4DP, powering us closer and closer to our end goal of creating domestic peace here in Marin and beyond.

Our Community Supporting Us ~ Thank You!

Center for Domestic Peace honors the hundreds of individuals, families, corporations, foundations, and community organizations who invest in the work we do. We acknowledge our partners who contributed more than \$5,000 from July 1, 2014 to June 30, 2015. For a complete list of donors, please download our Annual Report online after December 31st.

\$50,000 +

Anonymous
Blue Shield of California Foundation
CA Dept. of Housing and Community Development
CA Governor's Office of Emergency Services
County of Marin
Dept. of Housing and Urban Development
Dominican Sisters of San Rafael
Office on Violence Against Women
Peter E. Haas Jr. Family Fund

\$20,000 - \$49,999

Alice Shaver Foundation
Anonymous
Crescent Porter Hale Foundation
Little Flower Fund
The Mary Kay Foundation
The San Francisco Foundation
Verizon HopeLine

\$10,000 - \$19,999

Davis/Dauray Family Fund
Kaiser Permanente
Ellen Seh
The Miner Foundation

\$5,000 - \$9,999

Bay Area Bluestone
Center for Volunteer & Nonprofit Leadership
Ghilotti Construction Company
H.E.L.P Foundation
Margaret E. Haas Fund
Michael & Pepper Jackson
Ronald Jorgensen
Jane Miller
Donna Motluk and Stuart Bewley
Ms. Molly Foundation /Molly Maid of Marin
Saraiya Family Foundation
Sunshine Lady Foundation
The Barstow Foundation
The Joan Leidy Foundation
TJX Foundation, Inc.
Town of San Anselmo
Nancy Warfield, Nightingale Fund

C4DP's Financial Consolidation Project

What is the financial hosting project?

Since 2013, Center for Domestic Peace (C4DP) has provided varying levels of financial management to other California domestic violence agencies. These services range from daily transactional services – such as accounts payable, payroll, budgeting, and invoicing – to financial reporting and strategic analysis that can support executive decision-making.

How did the project come about?

The Financial Consolidation Project grew out of the Bay Area Domestic Violence Shelter Collaboration, a group of 17 shelter-based domestic violence organizations from eight San Francisco Bay Area counties that formally came together in 2010. The partners were initially drawn together with the goal of generating increased revenue, separate from the partners' existing fundraising efforts. A 2011 feasibility study led the group to expand its vision to increase administrative/operating efficiencies and decrease costs through back office consolidation.

With the guidance of a consulting company and funding from the Blue Shield of California Foundation, the Collaboration developed a preliminary model for financial consolidation. C4DP was then identified as having the expertise to serve as a host organization for organizations who would be interested in outsourcing their financial services. C4DP was chosen specifically as a financial host because we have a well-staffed and sophisticated financial management infrastructure that could benefit agencies with more limited financial resources.

Who is benefiting?

To date, C4DP provides hosting to 5 domestic violence agencies in areas ranging from the East Bay to Tahoe. Through the consolidation, C4DP has benefited by being able to build the capacity of our financial management system. This helps to ensure better services than any one partner organization could build on its own. Additionally, financial hosting has helped C4DP increase our earned income and leverage our leadership to help sister domestic violence organizations. Guest agencies benefit from the assurance that financial work is done by the most qualified financial staff. They are assisted in creating standardized systems that can be followed, regardless of future staff turnover. This helps to create greater stability within the organization.

What have we learned?

One take away of financial hosting has been its ability to provide financial mentorship for emerging leaders at guest agencies. Many of the directors at these agencies are overburdened with unnecessary administrative and financial tasks. Additionally, they may not have written financial policies and procedures. By providing training to staff at these agencies and helping them to implement standardized methods, C4DP has expanded our role as a leader in the domestic violence community in a new way.

What does the future hold?

The Blue Shield of California Foundation is providing funding for the next two years to grow the project with the addition of 4-8 new partner organizations. C4DP's finance department will continue to add new staff to keep up with this expansion.

Staff Profile: Roxanne Albin – Business, Finance, and Administrative Director



A resident of Marin for more than 40 years and longtime supporter of Center for Domestic Peace (C4DP), Roxanne Albin originally came to the organization on a two-day temporary bookkeeping job assignment. Eleven years later, she has grown from bookkeeper to business, finance, and administrative director and member of C4DP's executive team, while at the same time earning both her bachelor's and master's degrees.

As director of the department, Roxanne's role is complex in that it juggles the organization's business, financial, and administrative ends of management, as well as its property operations. She is responsible for oversight of three of C4DP's owned facilities: the 18-bed emergency shelter, a 10-unit transitional housing apartment building, and the administrative building, which houses multiple C4DP staff, some program services, and also provides rental space to 11 nonprofits and businesses.

To balance these duties, Roxanne manages a staff of one bookkeeper and two accountants to ensure the finance department meets deliverables and timelines, along with a newly hired financial hosting manager who will oversee the financial hosting guests and help scale the project over the next few years. This work includes many time-sensitive deadlines that must be met on an ongoing basis, particularly with government grants and funders.

To manage the facilities, Roxanne works with the operations manager to oversee that all locations are running smoothly, always keeping an eye out for liability issues. She is the primary contact to ensure the safety of residents in the event of an on-site emergency. Additionally, she and the operations manager supervise administrative staff, collaborating to implement policies and procedures that ensure C4DP continues to run efficiently. While much of her work is done behind the scenes, she is crucial in ensuring that C4DP is able to extend its services to those who need them.

When asked why she has chosen to stay at C4DP, Roxanne says she enjoys the variety and being able to work towards a cause she believes in each day. Additionally, she appreciates the opportunity given to her to grow with the organization and use what she has learned to enhance the functioning of the finance and operations department. She has experienced success implementing regular procedures and helping to mentor smaller domestic violence agencies through the financial hosting project. "It is extremely satisfying to be taking our services and what we have learned over the years to other agencies to help them establish more effective processes. As a survivor of domestic violence, it is both professionally and personally important to me to be doing this work."

Outside of her work here, Roxanne is highly committed to service in the community. She enjoys spending her time with friends and family, hiking with her dogs, being out on the water, and generally enjoying all of the nature that Marin has to offer.

The Intersection Between Gender Stereotypes and Domestic Violence

In June, Center for Domestic Peace hosted the screening of Jennifer Siebel Newsom's latest documentary, *The Mask You Live In*, at the Marin JCC to a packed audience of nearly 400 guests. The film highlights the reality that boys today are more likely to be depressed, commit suicide, use drugs, and be violent to their partners as they struggle to grow into society's definition of what it is to be a man. Following the film, a panel of leading experts opened the discussion to dig deeper into the intersection between gender stereotypes and violence against women.

What the film and the work of our men's program, ManKind, touch on is that violence is learned, and it can be unlearned. The learning process starts with young boys, with messages they receive in school, from their peers, on athletic fields, in the music they listen to, even within their own families, and on and on. The film challenges us to look critically at how all these messages strip boys of having the safety they naturally crave – to feel vulnerable and sad, to acknowledge they feel lost or afraid, and to be loved unconditionally.

We as a society are doing a poor job at lifting up the basic human spectrum of boys' emotions and true, authentic selves. We have told boys that to be masculine, they must reject anything that is feminine. Any sign that is perceived as feminine cannot possibly be masculine, and boys then must reject it within themselves and other males. They learn that dominance and control is the way to win, gain, and be a man. In return, we wonder why men's violence against women, which is a coercive pattern of dominance and control, is a global epidemic.

But what we also know to be true is that violence against women can be unlearned. We can aid males who have been indoctrinated and teach them that they have a choice. Starting with boys, we can offer them safe spaces to express all that they feel, and shun default comments like "boys don't cry, man up, don't be a sissy" while also providing healthy role modeling within our own relationships. For men, we can offer tools and tips to identify the dominating and controlling behavior that contributes to unhealthy relationships and hurts the ones around them. (Visit www.mankindprogram.org.) We can help them seek ways to express themselves in loving and nonviolent ways.

Social transformation is possible. We have seen it, from ending slavery to accepting and legalizing gay marriage. But it takes work on many levels. C4DP is laser-focused on ending domestic violence, now and forever, but we cannot do it alone. We all need to work together. We all need to do our part.

In the column on the right, you will find some tips and tools you can use within your own community to do your part to create more peace in the world. Let's make sure that the next generation of boys is freed from the gender-role conditioning that impacts their ability to be loving, authentic, emotional, and desiring of equality in relationships.

How Can You Help Raise Healthy Boys?

- ◆ Expand your definition of what it means to "be a man."
- ◆ Model or encourage healthy masculinity.
- ◆ Support boys in being their whole selves.
- ◆ Dads can bring sons to ManKind and learn together how to relate in a healthy and equal way.

ACTIVITY:

Try this with your family or co-workers. Spend a week listening for messages that promote gender stereotypes. Every time you hear one, write it on a piece of paper and put in a jar on the dining room table or on a conference table. Look for them on television, in what you read, in line at the grocery store, around the water cooler. At the end of the week, all sit together and read through each one. Did you hear "runs like a girl," "he's a wimp," "what a sissy?"

- ◆ How did it make you feel?
- ◆ What would be another way to say it, free of stereotypes?

Questions you can ask yourself today about gender in your own life:

1. Reflect on your own experience of gender.
How has it shaped your life? Has it affected your jobs, your hobbies, your parenting, how people have treated you?
2. Reflect on your family and community's experience of gender.
How does it shape the gifts you purchase for children? The nicknames you give to family members? How do coaches talk to athletes? Teachers talk to students?
3. Think about the media you consume.
Start to notice how men and women are portrayed. Does it support strict gender stereotypes or offer opportunities to expand and support different kind of role models?
4. What actions can you take today, tomorrow, this year, to support emotional health for boys and for girls?

Volunteer Profile: Jennifer Weller



Twelve years ago, Jennifer Weller, a telecommunications expert, began volunteering at Center for Domestic Peace. She has worked in many capacities, serving on the board of directors, chairing the Mother's Day Luncheon Committee, and helping to organize many different fundraising events over the years. "The 30th Anniversary March stands out to me in particular," Jennifer states when speaking about her experiences. "It was empowering to see how the march from Dominican University to downtown San Rafael brought the Marin community together, and also to hear the greetings from our supporters along the way, not to mention fun."

Over her time with the organization, Jennifer has seen its impact expand nationally, with its programs growing in diversity and scale. "I have seen the impact ManKind and our increasing focus on children has had," she explains. "I've also appreciated being able to observe C4DP's advocacy programs and see how the excellent staff is able to empower women and help them turn their lives around and begin again. It has been very endearing to see the growth."

A survivor of domestic violence herself, Jennifer states, "I had never dealt with the emotional scars left behind, and I wanted to take that dark time in my life and turn it into something positive. Volunteering with C4DP has given me a chance to help other women and their families escape the circle of domestic violence and start their lives anew. It has been incredibly healing and rewarding for me to think I may have made a difference for them."

Jennifer continues to be motivated by the people and the work. Over the twelve years she has been part of the organization, she never fails to be inspired by the extraordinary things C4DP does and the difference it makes. "I would only encourage everyone reading this to get involved," she says. "It will be as rewarding to you as it has been to me, and to the many who are helped by C4DP."

24-HOUR HOTLINES

English	415.924.6616
Spanish	415.924.3456
Men's	415.924.1070
Marin Youth Services	415.526.2557
M-F, 9 AM-5 PM	

OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH

Changing the Future for Children

Free Breakfast Event: Morning of Inspiration at Terrapin Crossroads

Featuring child advocate and comedian Michael Pritchard, nationally praised by the Wall Street Journal, CNN and Time for his ability to use humor to inspire and educate his audiences.

Join us for an inspirational event that will offer you the opportunity to make a difference in the lives of children impacted by domestic violence.

Friday, October 23

8:15 AM - 9:15 AM

100 Yacht Club Dr., San Rafael, CA

RSVP 415.457.2464

Sex Trafficking in Marin County?

When you hear the term “sex trafficking,” images of poor third-world countries may come to mind. Victims in India, Mexico, the Middle East, and Asia have been highlighted in news stories and online reports. It might surprise you to know that California leads the United States in sex trafficking cases, with 685 reported cases in 2014. Which is to say, the Bay Area has an active sex trafficking industry, and here at home in Marin, it happens too. Providing support to sex trafficking victims is not new to Center for Domestic Peace, as our emergency shelter has housed these individuals for years. Thankfully, the press and our community are now bringing more light to this tragic practice. In 2014, a Marin County Sex Trafficking Task Force was established to train law enforcement and service providers to identify and investigate these cases, and to develop and improve the county’s current response system. The Marin County District Attorney’s Office is leading the task force, with its Victim Services Committee co-chaired by Center for Domestic Peace and Community Violence Solutions. Other task force members include Adult & Juvenile Probation, Sunny Hills, Victim Witness Services, Children and Family Services, Shared Hope International, Soroptomist International, and Canal Alliance.



So, what is sex-trafficking?

Sex trafficking is a form of modern slavery. Sex traffickers use violence, threats, lies, debt bondage, and other forms of coercion to force women, men and children to engage in sex against their will for money or goods. This exploitation includes pornography and prostitution. All trafficking victims share one essential experience – the loss of freedom.

What’s the connection to domestic violence?

Sex trafficking is often an extreme form of domestic violence in which traffickers are pimps and batterers rolled into one. Boyfriends and lovers become pimps, forcing partners to have sex against their will. They maintain control through a mixture

of rewards and punishments. Often, gifts and declarations of love are followed by verbal abuse and beatings – hence the pattern of abuse.

Types of abuse are similar to what domestic violence survivors experience: total isolation, physical abuse, sleep or food deprivation, degradation, and humiliation. The abuse can also include forced drug or alcohol use, damage to reproductive systems, forced abortions, and sexually transmitted diseases.

Who can fall victim?

No one volunteers to be a victim of sex trafficking. Traffickers prey on the vulnerable, the needy, the runaways, and the disenfranchised, frequently recruiting people with promises of love, safety, and money. Many pimps often use a “lover-boy” technique to recruit girls from middle and high schools. A lover-boy will present himself as a boyfriend and woo the girl with gifts, promises of fulfilled dreams, protection, adventure – whatever she perceives she is lacking. After securing her love and loyalty, he forces her into prostitution.

Our doors are open for sex trafficking victims. Trafficking victims need the same kind of holistic services that domestic violence victims need. **Services we provide:**

- ▶ Safety planning
- ▶ Crisis management
- ▶ Information
- ▶ Shelter/housing
- ▶ Legal services (immigration, criminal justice, family law)
- ▶ Interpretation
- ▶ Trauma-informed counseling
- ▶ Referrals for medical care
- ▶ Life skills
- ▶ Financial assistance
- ▶ Access to public benefits
- ▶ Referrals for job readiness/employment
- ▶ Family reunification
- ▶ Repatriation

Who are the traffickers?

Husbands and boyfriends, family and community members, pimps, and organized crime rings can all be traffickers. Also, former trafficking victims may be desperate and end up trafficking others as a way to receive less abuse or gain their freedom back.

Why do victims stay?

Victims of sex trafficking stay because they are controlled emotionally, physically, and financially. They can experience traumatic bonding, similar to what is known as the Stockholm Syndrome, where victims can feel empathy for their abusers. Traffickers often convince victims that they are outside the law and can never seek protection from the police. Trafficking victims are frequently arrested for prostitution. However, rarely are they identified as either victims of domestic violence or victims of sex trafficking, as they often do not volunteer the details of their abuse due to humiliation, fear, despair, or lack of understanding of their own situation.

How can you help?

1. Educate yourself about warning signs of victims and traffickers.
2. Tell your friends and family if you have concerns about yourself or someone you know, and call one of Center for Domestic Peace’s hotlines.
3. Report a suspected case of sex trafficking to the police.
4. If you know someone who is buying sex, report it to the police.
5. Contact your elected representatives– they need to hear from you! Tell them to support legislation that increases funding for runaway and homeless youth, and funding to prevent human trafficking and increase services for victims.
6. To seek assistance for a sex trafficking victim, call the Department of Health and Human Services Human Trafficking Hotline at 1-888-373-7888.

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OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH



changing the future for children

Free Breakfast Event: Morning of Inspiration

Friday, October 23 from 8:15 AM - 9:15 AM

Terrapin Crossroads, San Rafael

You are invited to participate in an inspirational event that will also offer you the opportunity to make a difference in the lives of children impacted by domestic violence.

Hosted by Michael Pritchard, comedian, youth counselor, and advocate for children.

For more information and to RSVP, please call (415) 457-2464.



Children’s Purple Shoe Project 2015



In the month of October, C4DP is collecting used children’s shoes for the **Children’s Purple Shoe Project**, whose goal is to shed light on the issue of domestic violence and its impact on the children who witness it. The Children’s Purple Shoe Project calls us as a community to increase our awareness, sensitivity, and compassion for the lives of children impacted by domestic violence and to imagine “walking in their shoes.” Donated worn out shoes will be collected all month at 734 A Street, San Rafael, M-F, 10 AM - 4 PM and painted purple for an art installation, to be unveiled at the Day of the Dead event, 12-2 PM, October 30th at C4DP.

Information: www.c4dp.org/dvam or call 415-526-2543

CENTER FOR DOMESTIC PEACE
Working Together to End Domestic Violence

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