

Speak Out



STAND! Against Domestic Violence

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Speaker's Update and Appreciation

After over two years, Speaker's Bureau revived the quarterly Speaker's Bureau Update with an update and volunteer appreciation dinner at STAND!'s new west county office in Richmond. The dinner started off with just three volunteers and three staff but as the evening wore on, four more volunteers showed up. The 10 of us feasted on pizza, salad, cake, and drinks. After the meal, Sara Rudder, Speaker's Bureau coordinator for WCO, lead a discussion on how to improve our services, how to get more speaking engagements, and how to recruit more volunteers were just some of the topics touched upon. See page 2 for a write up on the findings. At the end of the discussion, we had our traditional 5-minute presentations done by two

of our new speakers. Ginny Weber and Africa Hands did a wonderful job! Check out their speeches on the following pages. To end the evening, we gave each participant a volunteer appreciation gift (don't worry, if you didn't attend, you should get yours with this newsletter!)

Speaking of speeches, I am in the process of collecting speeches for a "speech" library so give me copies of your speeches—they do not need to be completely written out, if you have an outline, that's good enough.

If you missed this update, don't worry, we're having another one. The next one will be held in Central County, date to be determined. If you're interested in hosting the update at your home,

please let me know and we'll arrange something! I can be reached at 925-603-0175.

Last but not least ... paperwork. I know we all hate it, but, unfortunately, STAND! needs those numbers—we get funding for the number of active volunteers, number of volunteer hours (please include prep and travel time,) number of presentations, and number of participants per presentations so please turn those sheets in to either Sara or me. You can also email me the information: susanw@standagainstdv.org or fax it to me at: 925-676-0449.

Until Next Time,
Susan

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Upcoming Speaking Engagements

- ❑ *Phi Epsilon Phi speaking engagement in San Ramon, 8/24 7:30—8:30 p.m.*
- ❑ *Wells Fargo tabling event in Concord, 8/25 11:30—2:30 p.m.*

Would you like to get this through email? Let me know!
Susanw@standagainstdv.org



Available Handouts/Flyers

One of the requests that we received from the update discussion was a list of available handouts/flyers that speakers can use.

Wheels

- ❑ Cycle of Violence (Spanish & youth version)
- ❑ Power and Control (Spanish, Teen, GLBT, Elderly, Immigrant women, Lesbian, & Substance Abuse versions)
- ❑ Equality (Spanish & Teen ver-

sions)

- ❑ Nurturing of Children

Children and DV

- ❑ Effects of DV on Children (there is a PowerPoint presentation that goes with this)
- ❑ Effects of DV on Children (stats, what children learn, & effects of trauma on the child)
- ❑ How Children are Affected by DV

Domestic Violence

- ❑ The Cost of DV
- ❑ What Each of Us Can Do
- ❑ How You Can Help

DV in the Elder Population

- ❑ Cultural/social issues specific to the elder survivor of DV
- ❑ Profile of elders who abuse their intimate partners

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Update Discussion

What Works and Has Been Helpful?

- ❑ Susan coordinating each event by providing helpful resources like brochures and packets
- ❑ Staff taking the materials to the volunteers
- ❑ Packets being available to distribute after presentations and at tabling events
- ❑ Volunteers keeping left over resources and using them for next event instead of returning leftovers every time
- ❑ Volunteers' freedom to compose their own DV presentations instead of reading one that has already been composed by STAND!
- ❑ Walking up to people at tabling events to help engage them

Needed Improvements and Suggestions

- ❑ Web communication for volunteers, brochures available online
- ❑ Have set presentations provided by STAND! as helpful guidelines to use. Have different PowerPoint presentations according to audience
- ❑ Have speakers draw names at the meetings to determine who will give a presentation at the next meeting
- ❑ Things to improve at tabling events: table cloth or hand made quilt, raffle giveaways, candy, stand up poster with bright pictures and stories, album with pictures, STAND! banner, balloons, DV t-shirts, children's drawings

How Do We Increase the Number of Speaking Engagement?

- ❑ Telling all people we come across at speaking engagements and tabling events that we are always willing to speak to groups, corporations, schools, etc.

- ❑ PSAs on the radio and TV announcing our services—including DV education to the community
- ❑ Send letters saying we would like to speak to their corporation, etc.
- ❑ Call places we have spoken to in the past—attempt to make it an annual event
- ❑ Give our resource cards out at every event with a reminder that we are always available to speak



- ❑ Outreach to various women's networking groups—put ads in their newsletters, etc.
- ❑ Think of a campaign for DV Awareness month in October

How Do We Increase the Number of Speakers?

- ❑ Collaborate with and train other speaking groups like Toastmasters so that they can include DV education and information about STAND! in their presentations
- ❑ Ask volunteers and staff to recruit friends to the Speaker's Bureau in newsletters—have some sort of recognition for those that do recruit
- ❑ If there is a well-spoken person in the audience of a speaking engagement or tabling event, approach them afterwards and recruit them for the

Speaker's Bureau

- ❑ Make the need for speakers and volunteers a part of your pitch at every event
- ❑ Tap into the retirement population, such as placing an article in the Rossmoor newsletter

- ❑ Recruit students at the local community colleges

What Do You Need from STAND!?

- ❑ A binder of resources
- ❑ Updated information about what is going on with STAND!, the DV movement, stories within the agency

- ❑ Newspaper articles with relevant news from the community
- ❑ An in-person story at our meeting from a person who has been through STAND!'s program
- ❑ Quarterly Speaker's Bureau meetings with ongoing educational pieces incorporated into the meetings—"Continuing Educational Piece"
- ❑ Relevant and up to date stats on DV globally and locally

DV in the WorkPlace—Africa Hands

When I first hired Marie she seemed like the perfect candidate for the job. Excellent references, variety of experience, good written and verbal skills. Now, something about her seems a bit off. She looks sad and tired; I can swear she was crying in the break room last week. And all of a sudden she's late to work and can't stay late to make up the time. She's spaced out in meetings and doesn't interact with her co-workers anymore. And what's with all that makeup?

Depression. Crying. Tardiness. Inattentiveness. Isolation.

These are all signs that an employee may be the victim of domestic violence and can greatly affect productivity and work performance. The fact is the domestic violence is not confined to the

home – it carries over into the workplace.

The fact is that high medical costs and diminished productivity levels costs employers \$3-5 billion every year. Employers lose approximately \$100 million in lost wages, paid sick leave, and absenteeism associated with domestic violence. And abusive partners harass their victims at work either over the phone or in person, creating a dangerous environment for all employees.

What can employers and managers do to help?

- ▣ Become a partner in the fight against domestic violence.
- ▣ Contact your local domestic violence shelter or agency and arrange for a presentation to employees.

- ▣ Clearly post on bulletin boards and in restrooms information about the Victims' Economic Security and Safety Act, and phone numbers to confidential hotlines available to victims.

- ▣ Adopt policies that directly address domestic violence, such as granting paid or unpaid time off to employees.

- ▣ Choose health plans with domestic violence services, including counseling.

- ▣ Train employees how to deal sensitively and confidentially with domestic violence issues in the workplace.

These and other steps can help an employee struggling with domestic violence, improve work performance and productivity, and increase awareness of the issue.

Dynamics of Domestic Violence—Ginny Weber

Did you know that your neighbor is isolated from her family by her husband? Oh yes, I know you live in Danville and Blackhawk.

Did you know that it is impossible for your 14 year old daughter to enjoy outside friendships due to her boyfriend's jealousy?

I am here as a volunteer with STAND! Against Domestic Violence to let you know of a serious crime that exists in your schools, in your families, and in your neighborhoods and to also let you know what to do when you encounter Domestic Violence.

After my talk I will be here for 10 minutes to hand out information.

DV exists everywhere, with teenagers and adults, of all socio-economic classes, ethnic backgrounds, and faiths.

25 % of women are abused by an intimate partner in their lifetime (that's all women – we can estimate that a quarter of the women in this meeting have been a victim of DV).

28% of high school students have experienced violence in a relationship and it

happens as early as grammar school.

Approximately 2 million women are battered each year by their partners and over 1300 of those women are killed by a partner.

Closer to home, we received over 20,000 calls to STAND!'s crisis line last year. I work on that crisis line and talk to these women every week.

And 5000 DV calls are made to Contra Costa County law enforcement.

When I was first in training to be a volunteer counselor with Stand and first learning about domestic violence, I was amazed to learn that 95% of all calls to the Danville Police Department were for domestic violence. Upscale Danville with its gated communities and lily white neighborhoods. That's where I live, thinking that DV couldn't possible exist there.

What is DV

Domestic violence is the misuse of power and control. Partners use different forms of sexual, social and psychological abuse to maintain power and control.

The abuse is more than physical abuse.

It can be emotional abuse: Putting her down or making her feel bad about herself, calling her names. Making her think she's crazy.

It can be isolation: Controlling what she does, who she sees and talks to, where she goes.

It can be intimidation: Putting her in fear by using looks, actions, gestures, loud voice, smashing things, or destroying her property.

It can be economic abuse: Trying to keep her from getting or keeping a job. Making her ask for money, giving her an allowance, or taking her money.

It can be sexual abuse: Making her do sexual things against her will. Physically attacking the sexual parts of her body. Treating her like a sex object.

It can be using the children: Making her feel guilty about the children, using the children to give messages, using visitation as a way to harass her.

It can be threats: Making or carrying out threats to do something to hurt her emotionally. Threaten to take the chil-

