



# **Voice and Choice: Centering People and Communities**

November 10, 2022

# Housekeeping

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**We encourage participation.** Please use the Q/A or chat function for questions, comments, etc.



**This session will be recorded** and posted to the FPWA website.



**You will receive a follow-up email** with link to the recording and a short post-session survey. *Please take 2 minutes to complete the survey!*



**Please take care.** This session includes information and discussion about trauma.



## About FPWA

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- **FPWA** is an **anti-poverty policy and advocacy organization** with a membership network of over 170 human services and faith-based organizations.
- We **promote the social and economic well-being** of individuals and communities by **advocating for just public policies** and **strengthening human services organizations**.

## How we support nonprofits

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- FPWA supports nonprofit and faith-based organizations, by **building their capacity** to use a **trauma-informed** and **people-centered approach** to service delivery, organizational effectiveness, and civic engagement.

# Why the focus on being trauma-informed?

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Nonprofit and faith-based organizations play an **integral role in supporting the needs** of individuals and communities.



Often, these **needs stem from** generational, interpersonal, systemic, and/or community **trauma**.



Ultimately, we believe that a trauma-informed approach will result in an **effective and impactful human services sector**, best positioned to serve their communities and **interrupt the cycle of trauma and poverty**.



To **support organizations in addressing both the root causes and manifestations of trauma**, FPWA offers a core set of trainings and resources, focused on trauma-informed practices.



Sarah Crawford-Banda, LMSW  
Director of NMIC's Domestic  
Violence Project



Cinthya K. Mendez, Esq.  
Coordinating DV Attorney at  
NMIC



Thida Virak  
Director of Social Services &  
Advocacy at Mekong NYC



Marie Dunn  
Program Director for the Family  
Success Initiative at Graham



William Weisberg  
Executive Director of Forestdale, Inc.



Sarah Crawford-Banda, LMSW  
Director of NMIC's Domestic  
Violence Project

Sarah Crawford Banda has served at the Director of NMIC's Domestic Violence Project since 1998. She is a graduate of the Columbia University School of Social Work and has dedicated her career to community-based interventions in solidarity with immigrant survivors of intimate partner violence in New York City.



Cinthya K. Mendez, Esq.  
Coordinating DV Attorney at NMIC

Cinthya K. Mendez, Esq., is the Coordinating DV Attorney at NMIC since September 2020, where she provides free bilingual legal services to victims and survivors of domestic violence. Cinthya provides family law consultations and representation in orders of protection, custody, divorce, child, and spousal support. She is licensed to practice in the states of Florida and New York.



Thida Virak  
Director of Social Services &  
Advocacy at Mekong NYC

Thida Virak is the Director of Social Services & Advocacy at Mekong NYC and was previously Lead Organizer for Mekong NYC for ten years. Born in Phnom Penh, Cambodia, Thida immigrated to the Bronx, where she began her work in the community as a volunteer. Shortly after Mekong NYC was founded in 2011, she joined as a part-time organizer and quickly helped build Mekong NYC's community base and was promoted to Director of Social Services & Advocacy in October 2021. Mekong NYC is a social justice organization that brings dignity and value to the lives of Southeast Asians in the Bronx and throughout New York City. As an organizer, advocate, interpreter and translator, freedom fighter, and mother, she exemplifies the spirit of social justice and advocacy. Her work explores identities, culture, collective healing, mutual supports, and community building, and deepens Mekong NYC's campaigns for health justice, mental health justice, and the end of deportation in the Southeast Asian community. She also serves as a delegate in various coalitions, like the Bronx-Wide People's Platform. Thida attended John Jay College of Criminal Justice and Borough of Manhattan Community College, completed various certified training such as ANHD's Center for Community Leadership Organizing program, Leaders of Embodied Organizing training, Leader in Training program and more.





Marie Dunn  
Program Director for the Family  
Success Initiative at Graham

Marie Dunn has worked in the Children and Family Services field for over 10+ years. She continues to use her personal and career experiences as a Social Worker to help families overcome trauma and the stress of being separated from their children. Currently, a Program Director for the Family Success Initiative at Graham, she supports organizational and family interventions. Focusing on diversity-related consulting, coaching, and training; team building; conflict resolution using a trauma-informed care approach. In 2013, Marie was featured in the Journal Newspaper for her contribution as a Program Coordinator at the Bronx for a re-entry program for persons formerly incarcerated at the Bronxville Reformed Church through a partnership program with the Ossining Presbyterian Church. In 2017 Marie received the President's Award for her outstanding organizational leadership. In 2021 the Pillar Award for her incredible role in motivating staff, and her unconditional support in giving of herself relentlessly during the height of the COVID Pandemic. Marie takes pleasure in being of service to others.

Marie lives by the mantra, "Believe you can, and you will and in all thy doing be kind and compassionate to all mankind." Marie tries to be the best human being she can be.



William Weisberg  
Executive Director of Forestdale, Inc.

Bill Weisberg has worked in the fields of youth services and international conflict resolution since 1981 motivated by the conviction that children deserve to flourish free from the obstacles of poverty and war. He is currently Executive Director of Forestdale, Inc, a leading family service organization in Queens, New York. He is working with the Forestdale team to continue to develop wrap-around supports that help families in distress create the conditions for their children to thrive, from evidence-based treatments increasing secure attachment in children to prevention programs that promote the long-term growth of families to internship programs that place young people on a path to adult success.

Prior to Forestdale, he was Executive VP at Children's Aid, where he worked to bring the full-service community school strategy to scale, to implement family asset-building initiatives, and to design and implement a collective impact strategy, building a cradle through college pathway for children in the South Bronx. In international affairs, Bill has been a facilitator of multi-party talks to address conflicts in the Middle East, Sri Lanka, the Haitian Diaspora, and the Mohawk Nation. Bill has a PhD in Social Psychology.



**DOMESTIC  
VIOLENCE  
PROJECT**



-  [nmic.org/dvp](http://nmic.org/dvp)
-  [dvp@nmic.org](mailto:dvp@nmic.org)
-  [@nmicnyc](#)
-  [nmicnyc](#)

**¡Podemos Ayudar! 212-822-8311 We Can Help!**



"Even though our struggles vary, and we may feel the impacts of this crisis in different ways, I'm grateful that through it all, we continue to be there for each other. Here at NMIC we are working really hard to support you through this crisis. We've created tangible COVID-19 related services to address crisis and poise our community for success."

**Maria Lizardo, LMSW**  
**NMIC Executive Director**

**NMIC SERVICES**

**NMIC**  
www.nmic.org  
45 Wadsworth Avenue  
New York, NY 10033  
(212) 822-8300

- Housing**
  - Housing Legal Services
  - Tenant Organizing
  - Housing Development
  - Weatherization
- Immigration**
  - Immigration Legal Services
  - Citizenship Preparation
- Benefits & Finance**
  - Benefits Access
  - Tax Preparation
  - Consumer Debt Legal Services
- Health**
  - Healthcare Navigation
  - Community Health
  - Mental Health Counseling
- Education & Career**
  - Adult Education
  - Professional Training/Certification
  - Career Development
- Holistic Services**
  - Case Coordination
  - Domestic Violence Services
  - Community Organizing

**OUR MISSION**

TO SERVE AS A CATALYST FOR POSITIVE CHANGE IN THE LIVES OF THE PEOPLE IN OUR COMMUNITY ON THEIR PATHS TO SECURE AND PROSPEROUS FUTURES

*Caras vemos, corazones no sabemos*  
[We see their faces, but we don't know their hearts]

# Our Values

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- Client driven and survivor centered
- Trauma informed
- Non judgmental
- Free and low barrier
- Community based
- Culturally and linguistically affirming – *la cultura cura y saber es poder*
- Flexible
- Holistic and intersectional
- Long term
- Contextualized
- Strengths based and resiliency focused



# 2021

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524 Survivors served  
76% Spanish speakers  
65% Undocumented  
174 Survivors accessed other  
NMIC programs  
44 group counseling sessions  
235 What's App messages to 306  
survivors



- Trauma informed counseling and crisis intervention
- Risk assessment and safety planning
- Case management and advocacy
- Drop in support group
- Family Law consultations and representation
- Immigration assistance
- Shelter placement & relocation assistance
- Education and career services
- Workshops on financial literacy, parenting, stress reduction, women's health and wellness, among others
- Primary prevention, awareness raising, and outreach
- Multilevel advocacy and coalition building



Collaboration  
starts with  
the survivor  
and extends  
from there



**Internal/NMIC Resources**



**External Resources**



**Partnerships**



**Discoverable Resources**



# Definition of Trauma

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TRAUMA is defined as an event that combines fear, horror, or terror with actual or perceived lack of control.

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SAMHSA definition-individual trauma results from "an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being."

# What does “Trauma Informed” mean?

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1. Safety

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2. Trustworthiness and transparency

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3. Voice and Choice

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4. Collaboration and mutuality

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5. Empowerment

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6. Cultural, historical, and gender contexts and connections

# *Salir Adelante*

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Sayings and metaphors known as *dichos* are wellsprings for interventions.

“...folk sayings exhibit cultural beliefs and ideals embedded in figurative language that describe the human condition. The Spanish language has crystallized human situations, frailties, and anecdotes in the *dichos* used in everyday conversations. These *dichos* offer the clinician culturally viable tools for mitigating resistance, enhancing motivation, or reframing problems. Importantly, *dichos* provide an ambience that contributes to culturally sensitive treatment.” --  
*Zuñiga, ME*



**A MAL TIEMPO,  
BUENA CARA**

Tenemos una invitada muy especial este viernes en el grupo de apoyo-  
SOBREVIVIENTE, COLOMBIANA, LUCHADORA  
Y MADRE DE KAYLEE - ¡SANDRA GOMEZ!

*No falta este testimonio y celebración de la fortaleza de una madre y su familia.*

# *La Cultura Cura*

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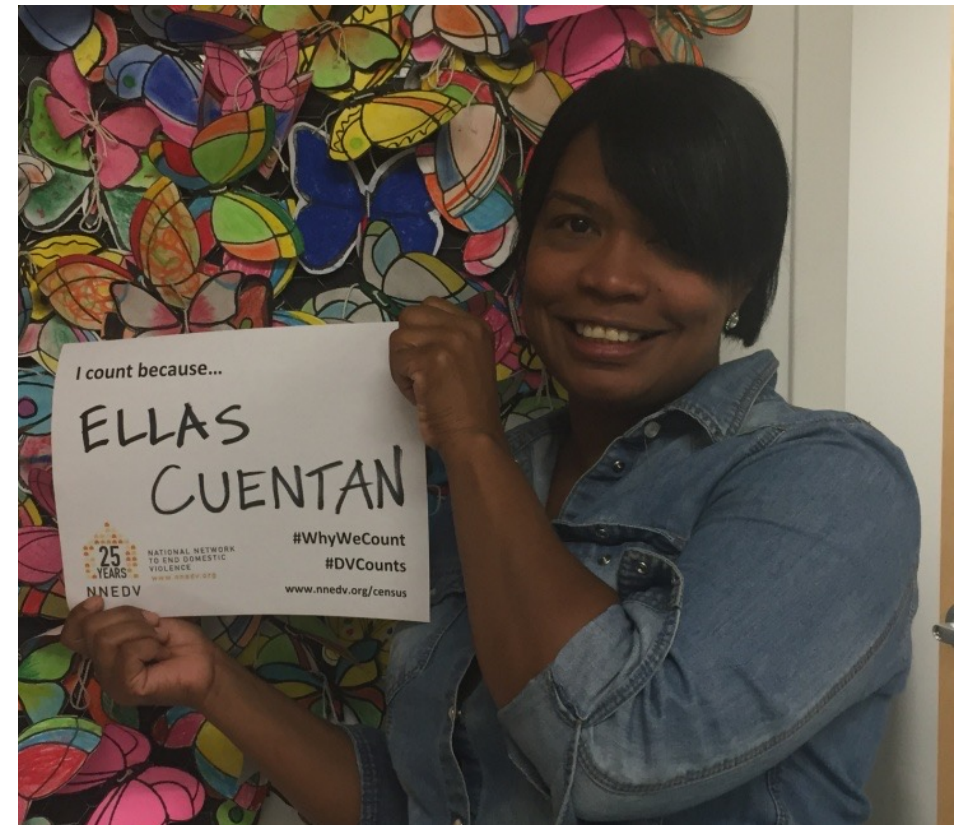
La Cultura Cura is a “transformative health and healing philosophy that recognizes that within an individual’s, families and community’s authentic cultural values, traditions and indigenous practices exist the pathway to healthy development, restoration and life long well being.” -- *The National Compadres Network*



## Purpose/ Destino – Based on Individual, Family/Community Dignity ( *DIGNIDAD* )

A basic premise of the individual, family /community dignity acknowledges that within the ancestral wisdom of a people are the teachings and medicine necessary for growth and healing. It is understood that the teachings and healing elements inevitably come from the people themselves. Therefore, in order for true healing, or rebalancing to be sustained, although the initial incentive may come from an outside person (organization, funding source), the ongoing motivation for individual, family/community growth and rebalancing must come from within the circle of those who desire or need growth or change.

*The National Compadres Network*



## Responsibility – Based on Respect ( *Respeto* ) for Family/Community Vision



Individuals must have a *vision* that reflects the potential of their true self in reference to their family and community. If a person only has a negative view of their self and their culture then they have no avenue for growth, development or a healthy response-ability (ability to respond to life's struggles).

*The National Compadres Network*

## Interdependence – Based on Individual, Family/Community Trust ( *Confianza* )



The strengthening of a community, and the families within it, directly, enhances the development and healing of its individuals. As individuals heal and grow, they re-integrate with the positive vision of the community. Families/communities, and the individuals within them, must develop interdependently. If one is missing, then disharmonious growth occurs, which leads to false hope and development. It is essential to know the difference between co-dependence, individualism, and indigenous cultural interdependence: (*confianza*). Through the redeveloped interconnectedness, cycles of generational destruction and pain are interrupted and a commitment to generational healing and development is initiated, individual by individual, family by family, community by community.

*The National Compadres Network*

# Development – Circular Learning Based on Love (*Cariño*) for Life

A love for life is the basis of a circular learning process. As times change, people must learn “new” ways to live in the world as individuals, families, and communities. There must be pride in one’s ethnicity, respect for those of all roots and a process for balancing differences. The new ways must be both life-preserving and life-enhancing. In addition, organizations, institutions, systems and dominant societal communities must also learn to live in new ways being willing to change their philosophy, policies and procedures based on the needs of the evolving community.

*The National Compadres Network*





## Enthusiasm – Living Life with a Sense of Hope (Spirituality/ *Esperanza*)

Living life with a sense of spirit allows an individual, family/community to approach life with an element of enthusiasm (*ganas*). Instilling or re-instilling that sense of hope in an individual, family/community allows one to deal with the difficult, and sometimes overwhelming, day-to-day pressures with a sense of “greater spirit”. As part of this development, it is important for a community to engage in ongoing and consistent community affirming celebrations and events to acknowledge the emerging leaders and the positive efforts that are taking place in order that they may take root and grow.

*The National Compadres Network*



# Centering Voice, Choice & Collaboration

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- Survivor driven data collection
- Survivor determined “success”
- Self determination is paramount even when it comes to safety. Use the concept of safer vs safe.
- Built in feedback loops
- Surveys, polls and focus groups
- Amplifying survivor voices
- Survivors as experts
- Anticipating barriers
- Use familiar language
- Program design input



# Access points

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**DO YOU FEEL  
UNSAFE AT  
HOME WITH  
YOUR  
PARTNER?**



## **WE ARE HERE FOR YOU**



The Domestic Violence Project @  
NMIC offers free and confidential services  
for survivors:

- Remote individual counseling
- Legal services for family law, immigration and housing
- Crisis intervention
- Virtual peer support group
- Assistance connecting to emergency grants and food resources

**Reach our team safely and  
remotely in Spanish or English.**



**212-822-8311**



**212-822-8311**



**DVP@NMIC.ORG**



**DM: @NMICNYC**



**DM: @NMICNYC**

**FOR EMERGENCIES CALL 911  
FOR 24-HOUR SUPPORT CALL 1-800-621-4673**

## Proceso de la Visa U



### ¿Qué es la Visa U y cómo te puede ayudar?

La Visa U permite que víctimas de crímenes que cumplen con ciertos requisitos permanezcan en Estados Unidos.

**La Visa U brinda los siguientes beneficios:**

- Le permite vivir legalmente en Estados Unidos por cuatro años.
- Después de tres años de tener la Visa U, puede solicitar la residencia permanente, conocida en inglés como "Green Card".
- Puede recibir un permiso de trabajo.
- Podría ser elegible para ciertos beneficios públicos.

**Este folleto muestra las partes principales del proceso de la Visa U. Para saber si es elegible, comuníquese con nosotros.**

**DOMESTIC VIOLENCE PROJECT**  
nmic.org/dvp  
dvp@nmic.org  
@nmicnyc

**SERVICIOS GRATIS Y EN ESPAÑOL**  
Por asistencia ligé 24hrs llame al 1-800-621-HOPE

**PROCESO DE LA VISA U**

## LOVE

**Does your partner...**

- ...check your phone constantly?
- ...decide how and when money is spent?
- ...threaten to call immigration or have you deported?
- ...decide who you can talk to and where you can go?
- ...threaten who you can talk to and where you can go?
- ...insult you, or blame you for all of the problems in your relationship?
- ...decide how and when you have sex?
- ...threaten to commit suicide, harm you or take your children away?
- ...insult you, or blame you for all of the problems in your relationship?
- ...decide how and when you have sex?
- ...threaten to commit suicide, harm you or take your children away?

**We Can Help! 212-822-8311**  
Help a friend, help a neighbor, help a co-worker... Help your community.

**DOMESTIC VIOLENCE PROJECT**  
nmic.org/dvp  
dvp@nmic.org  
@nmicnyc

**FREE AND CONFIDENTIAL**  
For 24-hour assistance call 1-800-621-HOPE

M100 Bx7 M3 M4 M5 A 1  
43 Wadsworth Avenue, corner of 175th Street, New York, NY 10033

## En una relación saludable...

- Las parejas se comunican abiertamente, con respeto y amor.
- Ambas personas toman decisiones juntas.
- Cada persona apoya las metas de su pareja.
- No hay amenazas, manipulación, intimidación, maltrato ni violencia.



U visa petitioners are now waiting 10+ years to receive a determination on their case.

"I know that the U visa is my solution, but I'm waiting, waiting, waiting."

Processing delays impact the recovery journey for survivors of domestic violence.

## A MENTAL HEALTH CRISIS

Immigrant survivors reported feeling anxious and depressed due to the uncertainty they experienced throughout the U visa process.

"...later I can't sleep because I'm thinking, oh God, what if they take me away from here and don't help me? Where will I go? What will I do with my stuff? And well, sometimes I feel desperate and overwhelmed, and I start to cry."

"When a woman has suffered so much, I think that we should take into account that that person cannot continue to suffer so many things."



"In reality, work for an undocumented person is very difficult these days. We are experiencing many things, a lot of discrimination. We are being exploited, and it's very hard, the truth is, it's very hard."

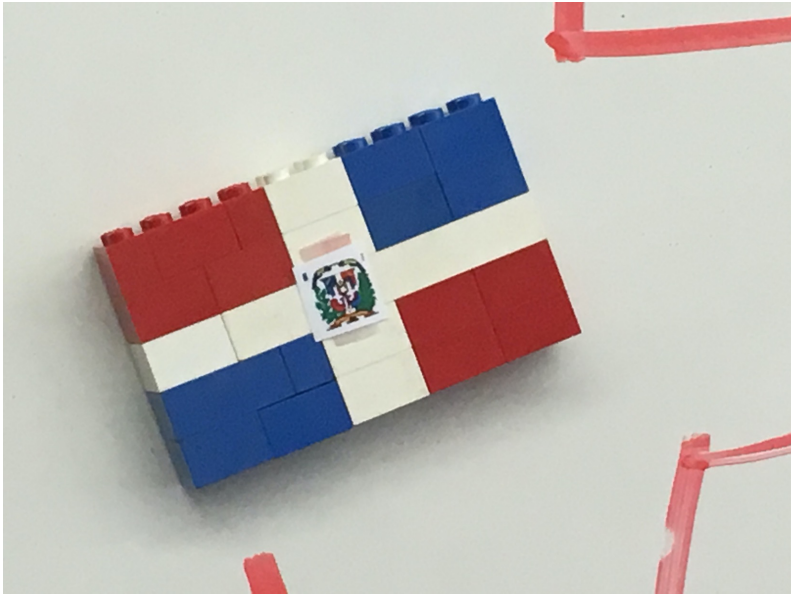


**Promoting Dignity through our Surroundings**



# Responsiveness and Flexibility

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# Belonging, Connection and Community

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Healing is tied to social justice action, mutual aid and collective *bienestar*.

A recent study by the Full Frame Initiative found that only 7% of survivor stories of success were about leaving or altering the relationship with the abusive partner. The remaining 93% were about connections with others, accomplishments outside the abusive relationship, and/or the normalcy of daily life- shifts in confidence, skill building, etc.



Autonomy and self efficacy are promoted and valued

Wed, Feb 9



12:25 PM

Tue, Mar 29

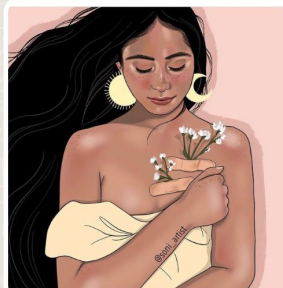
### ¿Ha aplicado para la U visa?

Comparta su historia con NMIC en una entrevista sobre el proceso de solicitud y sus experiencias esperando una decisión.  
LLÁMENOS AL 646-397-8721  
\*Este es un proyecto de NMIC

¿Nos puede ayudar? ¡Nos encantaría escuchar su opinión!

10:09 AM

Tue, Apr 26



Más allá del dolor nace la esperanza 🌱🙏💜

10:16 AM

Today



Inversiones falsas por Facebook: cómo te engañan para quedarse tu dinero- lee más aquí  
<https://documentedny.com/2022/04/29/inversiones-falsas-por-facebook-como-te-enganan-para-quedarse-tu-dinero/>

2:36 PM

DVP last seen today at 12:38 PM



¿Para qué ponernos en situaciones que "valgan la pena"? ¡Mejor que valgan la alegría! Muchas veces nos quedamos en situaciones que sabemos que no nos conviene esperando que las penas sean contrarrestadas por una alegría que nos imaginamos vendrá en un futuro. PERO, tu tienes el poder AHORA de decidir si quieres seguir viviendo en "la pena" ¡o moverte a la alegría! Tu tienes completa autonomía sobre tu proyecto de vida y cómo quieres llevarlo a cabo.



¿Tienes experiencia de limpieza? ¿Necesitas un horario flexible? ¿Estas interesada en ser tu propia jefa? Ecomundo es una cooperative de trabajadores de limpieza verde en el Alto Manhattan. NO NECESITAS TENER UN PERMISO DE TRABAJO. Para aplicar, visite el sitio web [www.ecomundo.coop](http://www.ecomundo.coop) y al final de la página haz clic donde dice "apply here"

10:21 AM

Friday



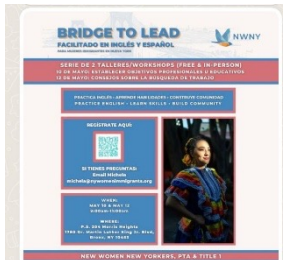
¡HOY es VIERNES! 🍀 Esperamos verla en el GRUPO de APOYO a la 1pm —No se permite entrar después de las 1:10pm 🍀 <https://us02web.zoom.us/j/86350078495?pwd=Ty9jQTR4UDBIWHhScjdF1QvMTR4Zz09> # de sala-

Thu, Mar 31



¡HOY es VIERNES! 🍀 Esperamos verla en el GRUPO de APOYO a la 1pm —tenemos una invitada especial! 🍀 <https://us02web.zoom.us/j/86350078495>

BRIDGE TO LEAD FACILITADO EN INGLÉS Y ESPAÑOL



¡Recomendamos estos talleres! ¡Solo es 2 horas pero abrirá su mente para soñar y salir adelante! ¡Hay solo 10 asientos disponibles! Para registrar [https://docs.google.com/forms/d/e/1FAIpQLSclapI2IkLy0besH\\_fs3PbcM9\\_AAjlsFDUxCPeY50GSq\\_xdi-g/viewform](https://docs.google.com/forms/d/e/1FAIpQLSclapI2IkLy0besH_fs3PbcM9_AAjlsFDUxCPeY50GSq_xdi-g/viewform)

10:36 AM



## UNA INVITADA ESPECIAL: NINOSKA

Este viernes, nos acompaña Ninoska en el grupo de apoyo! Ninoska es una madre, hija, y sobreviviente poderosa. Comparta la mañana con nosotras escuchando su testimonio y celebrando su fortaleza!

**7 DE OCTUBRE**  
OFICINA DE NIMC  
45 WADSWORTH AVE,  
PISO 3  
10AM - 12PM



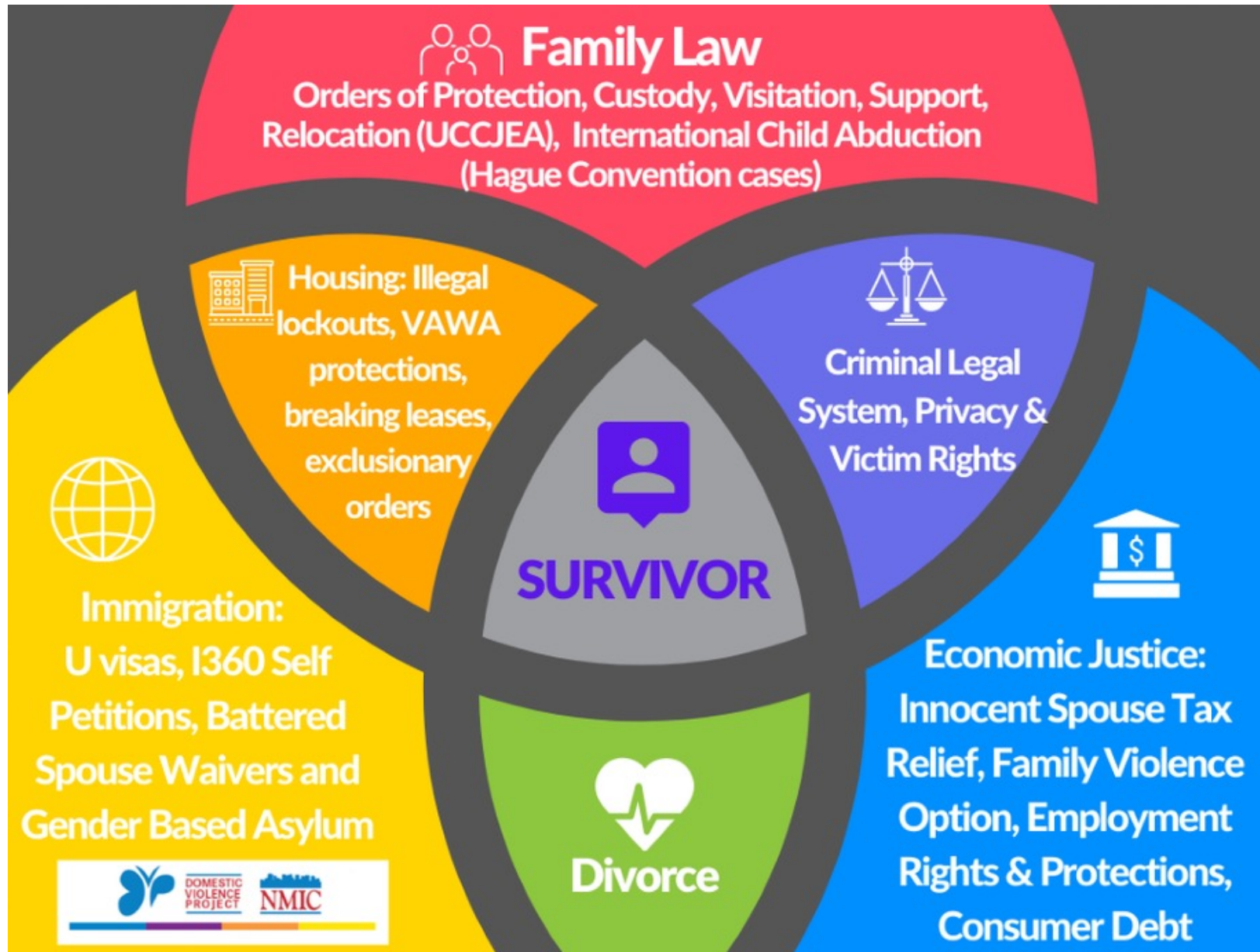
# Justice

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“Le temo a mi pareja y me quiero separar ¿cuales son mis derechos en NY?”



# Holistic Legal Assistance



# Survivor Centered Legal Services: Transparency, Collaboration & Empowerment

- Ask Client what s/he prefers to be called and use that name.
- Whenever possible accommodate client's schedule for meeting times.
- Verbalize that they are the expert on their story.
- Send appointment reminders and use visual prompts for help getting to the office.
- Prepare your physical space- can you make it more comfortable? Can you meet the client in the lobby and escort them to your meeting room? Is there a desk between you and the client signaling power differences?



45 Wadsworth Avenida  
entre las calles 175 y 176 en alto Manhattan

TREN A hasta la estación 175

o

TREN 1 hasta la estación 181

Bus - BX3, BX11, BX13, BX35, BX36, M101, M98, M5 & M100

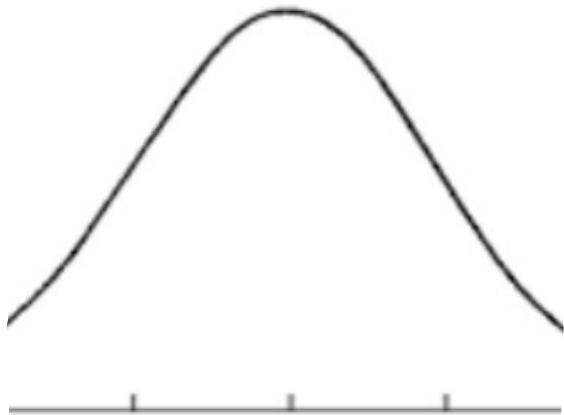
# Preview & Explain- Tell them the tough stuff before you get started

- You may need to ask detailed questions.
- You may need to clarify slang terms or vague statements.
- Explain why you need to talk about the tough stuff.
- Explain that they can't "fail."
- Start with a quick review of what you will be covering that day so the client can prepare his/herself and knows what to expect.
- Clarify everyone's roles : i.e.: "Our role as your attorneys is to complete all the paperwork, worry about the legal case and information that USCIS needs. Your role as the Client is to tell us your story. I believe you. You don't need to try to convince anyone of anything, just focus on what you remember." "Your role is to let me know if I am mistaken or not understanding correctly."
- Say it's ok to ask for breaks.
- Explain who the different "players" are in advance. Explain how to communicate effectively with language interpreters.



# Trauma Informed Interviewing

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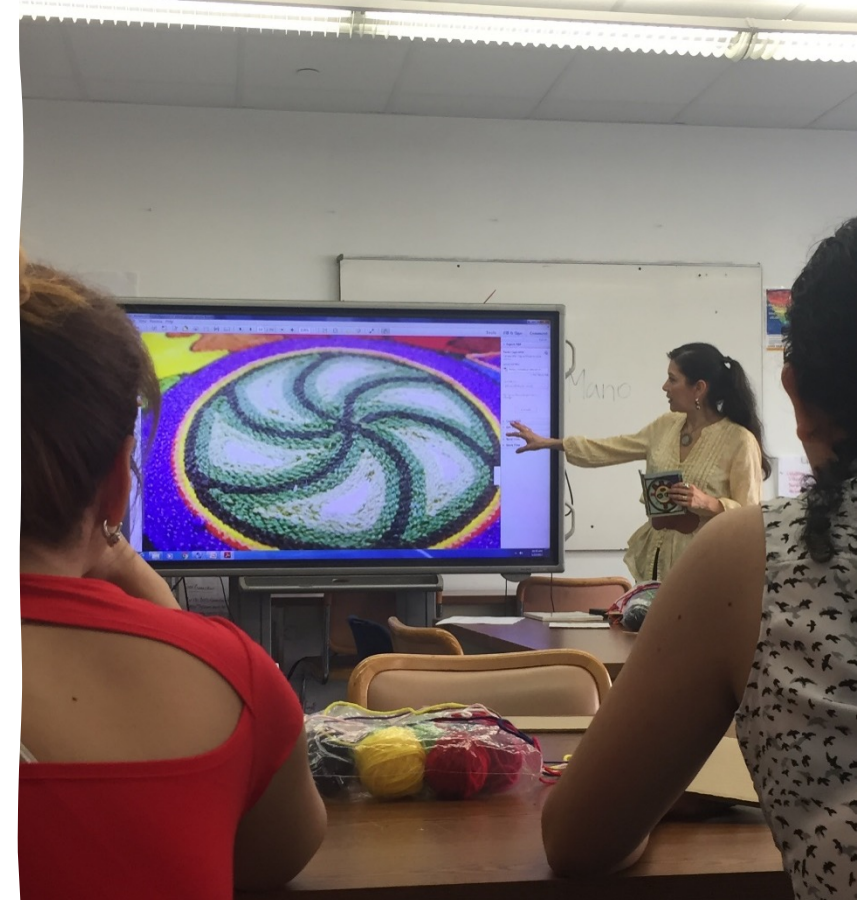


- Frame the questions and give warning prior to changes in topic: “Okay, we just talked about how you crossed the border. Now I want to talk to you about how your partner treated you.”
- Use yourself as a point of reference when clarifying and reviewing information... “I want to make sure I have it right,” “I understood that...what changes do I need to make?”
- Blame yourself as the reason for the repetition. Example: I know you told me about your partner being possessive and threatening you at work, but I’m a little confused. Can you tell me more about that? (This example uses yourself as reason for need to return to the topic and allows the client to freely tell you about the issue)
- Warn the client that you may have to ask “devil’s advocate” like questions or clarify things if they don’t add up. Stress that you believe the client but need clarification.
- Ask the client if s/he has any questions. Debrief after court appearances.
- Use visual aids when available.
- Start and end the interview with “lighter topics” to help with emotional regulation.

# Healing, *Bienestar+* *Serenidad*

*Quien canta, sus males espanta*  
[She who sings, scares away her woes]





**Self reliance,  
Self compassion  
and Self efficacy**

Guided imagery

Visualizations

EMDT techniques such as the butterfly hug, body scans for somatic sensations

*Manualidades*





# How to Make a Successful Referral to DVP



## Plant a Seed

“If it is alright with you, I’d like to provide you with a resource. Only take it down if it is safe. You can call anytime, and someone will get back to you.”



## Provide Information and Details

“The counselors speak English and Spanish.” “All the services are free.” “They can help connect you to many resources so you can *salir adelante*/move on from the relationship.” “They can talk to you about your rights, feeling safe, or whatever your priorities are.” “They are a community ‘based agency and do not work for the government.”



## Be Proactive and Offer Options

“If it is alright with you, I would like to share your name and safe number with NMIC so they can call you and tell you more about their services.” “They can email/text/What’s App and can work around your schedule.” “After we are done with the call, I would like to text you their number and the citywide hotline 1-800-621-4673 if it is safe.”



## Reassure and Offer Connection

“Thank you for sharing this with me.” “We understand these things can be very sensitive and overwhelming.” “The counselors understand that you know what is best for your family.” “It’s important not to feel alone. They also have a support group where you can hear from others who have been through similar experiences.”

# Partnerships

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NYC Family Justice Centers- onsite partner at Manhattan FJC

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VIP

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Sanctuary for Families

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Museum of Modern Art

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NY Presbyterian Hospital & Ambulatory Care Network

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Westside Campaign against Hunger

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New Women New Yorkers

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Undocumented Women's Fund

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Neighborhood Trust Credit Union and NYC Financial Empowerment Center

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Gibney Dance

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Exhale to Inhale

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Mano a Mano

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Columbia Presbyterian Headstart and Early Headstart Programs

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The Bridge Project

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Herban Cura

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Ni Una Menos

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NY Latinas Against Domestic Violence

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Various Latin American Consulates

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Washington Heights & Inwood Coalition Against Interpersonal & Domestic Violence

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Planned Parenthood

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ID Studio Theater

# ¡Gracias!

- Sarah Crawford Banda - Director
  - Cinthya Mendez- Coordinating DV/ Family Law Attorney
  - Janet Sanchez- Housing Advocate (part time)
  - Grace Gonzalez- Paralegal
  - Aleida Sainz- Immigration Attorney
  - Regina Favela- Support Group Facilitator
  - Taya Lowery Williams - Social Work Intern
  - Christine Coakley- Social Work Intern
- 

Telephone & What's App= [212-822-8311](tel:212-822-8311)

Email = [DVP@NMIC.ORG](mailto:DVP@NMIC.ORG)

DM on Instagram and Facebook= [@NMICNYC](https://www.instagram.com/NMICNYC)



**DOMESTIC  
VIOLENCE  
PROJECT**



**FOR EMERGENCIES CALL/TEXT 911  
FOR 24-HOUR SUPPORT CALL 1-800-621-4673**







**GRAH****M**

CARING FOR KIDS & FAMILIES

SINCE 1806



## **OUR MISSION**

In full partnership with families and communities, Graham Windham strives to make a life-altering difference with children, youth and families who are overcoming some of life's most difficult challenges and obstacles, by helping to build a strong foundation for life: a safe, loving, permanent family and the opportunity and preparation to thrive in school and in the world.

# HISTORY

Graham Windham was founded in 1806 as *The Orphan Asylum Society* by Isabella Graham and a group of progressive women including Elizabeth Schuyler Hamilton, wife of Alexander Hamilton, one of the nation's founding fathers, to care for and educate children who lost their parents regardless of their financial resources. It evolved into *The Graham Home for Children* and merged in 1977 with *Windham Child Care*, which had been established to enable widowed parents to work while their children were safely and properly educated and cared for.

During its long history Graham has always been there to make a difference in childrens' and families' lives by going above and beyond to meet the need.

**Today, we focus on youth and family success at 12 sites in Harlem, Brooklyn, and The Bronx for over 4,500 children and their families each year.**



# SUMMARY

With an annual operating budget of \$55 million, we provide youth and family programs at 12 community-based sites in Harlem, Brooklyn, and the Bronx, for over **4,500 children and their families each year.**

Our programs have evolved to include parenting supports, child behavioral supports, after-school and youth development, college and career access and support, mental health services, as well as an innovative Family Enrichment Center in Hunts Point. Graham Windham employs approximately 400 full-time and 50 part-time staff and manages more than 150 volunteers and interns.

In addition, Graham Windham is affiliated with, and oversees The Greenburgh-Graham Union Free School District (GGUFSD) that is located in Hastings-on-Hudson, NY and provides a year-round K-12 educational program for over 200 students.

The GGUFSD is a fully accredited public school district offering comprehensive elementary, middle and secondary special education programs in small classes leading to a high school diploma.





# PROGRAMS

## Youth Success

Through our innovative **Graham SLAM** program, we provide educational and career coaching for close to 400 young adults a year starting in 9th grade, with the goal of helping young people enter a living wage career path by 26.

We provide afterschool, summer programming, and work experiences for over 1,000 children, youth and their families in Harlem and Hunts Point in the Bronx through our **Beacon and Cornerstone Community Centers**.

Our **Community Schools** at PS/MS123 in Harlem and MS424 in Hunts Point engage families, improve school attendance, support an extended learning day and provide school-based mental health therapy.

Through **Scholars of Service (SOS)** youth ages 13-21 throughout Brooklyn, the Bronx, and Harlem participate in career-connected learning and internships. SOS helps to create workforce-ready young adults, and engages and develops youth as current and future leaders. Experiences have included creating a podcast to elevate youth voice in the community, artwork to express outrage about racial injustice, work as tutors to help youth with their schoolwork, and more, and are structured on an 8-12 week cycle, depending on the project.



## **Family Support and Empowerment**

We help families develop the skills and supports they need to help children thrive, through family support and empowerment services to over 1,600 children and their families per year in the Bronx, Harlem, and Brooklyn.

This also includes specialized supports for families with substance abuse and mental health challenges, and in-home Brief Strategic Family Therapy.

## **Family Foster Care, Adoption**

Our foster care program provides foster homes and case management services to over 800 children in foster care per year to ensure their safety and well-being.

We support parents in working toward the goal of reunifying with children, and when parents cannot provide for children's safety, we seek an alternative strong, permanent family through kinship care or adoption.

## Health and Family Wellness

We offer coaching, support, parenting education and skill development for close to 200 parents a year through the **Family Success Initiative**. We provide **therapy** for over 500 children, adolescents, and their parents per year through our Harlem- based Manhattan Mental Health Clinic, as well as for those involved in our foster care and family support and empowerment services in Brooklyn and The Bronx.

Our **Health Homes** program provides over 500 children and youth with care management for emotional and health care needs; and our **Behavioral Health coaches** work in homes and communities with young people who are struggling with challenges related to traumatic experiences to help them develop new cognitive and behavioral skills.

We also run **O.U.R. (Organizing to be United and Resilient) Place, a Family Enrichment Center** in Hunts Point in The Bronx that is a warm, inviting place where neighbors connect, contribute to their community, find resources, and support one another.





# RECENT ACHIEVEMENTS

## Key Strategic Initiatives:



In 2014 in line with our strategic vision, we launched the **Graham SLAM** program, an innovative strategy for helping youth successfully transition to adulthood, through comprehensive long-term support, from high school through college or vocational school and onto a living-wage career path (even after youth have left the child welfare system).

In 2019 Graham was instrumental in the creation of **Fair Futures**, through which the SLAM model has been expanded to all older youth in foster care in NYC. Fair Futures is a coalition of 100+ organizations and youth that advocated for a model based on SLAM across foster care in NYC. This led to an initial City investment of \$10 Million in 2019, and resulted in \$30.7 Million of City funding in 2022 to reach all youth in and formerly in foster care, as well as youth in the juvenile justice system up to age 26.

In 2018 we launched the **Hunts Point O.U.R. Place Family Enrichment Center** as one of three centers in an Administration for Children's Services demonstration project to provide support to families. As a mayoral initiative, these centers are now being scaled throughout NYC.

In 2020 we were awarded contracts by NYC ACS to expand Family Support from 377 to 709 families.

The ACS Family Support expansion took **Solution-Based Casework** to scale across NYC. Graham introduced this model to NYC in 2011.

In 2022 the NYC Administration for Children's Services is bringing **Parents Empowering Parents** to scale across all 26 foster care programs. This model, which pairs Advocates with parents whose children are in foster care, is largely modeled after Graham's **Family Success Initiative**.

In February 2021 **Kimberly Watson**, who had been Graham's COO for the prior 5 years and Vice President for Foster Care, Adoption, and Prevention before that, was named President and CEO-elect and she fully assumed executive leadership in October 2021.





## Awards and Recognition:

President & CEO, Kimberly Watson, was recognized in **The 2022 Nonprofit Power 100 List** in City & State New York. Graham was also named a **2022 New York City Top Workplace** in amNewYork Metro.

In **2020 the Columbia University Business School Executive Education** department published a case study, *Developing Leaders to Help Young New Yorkers and their Families Thrive*, about Graham's diverse leadership team developed through intentional learning opportunities and career ladders.

Graham was selected as one of three winners of the **2019 Harvard Business School Club of New York's Community Partners Leadership Award**, for management excellence.

In **2014 The New York Community Trust Nonprofit Excellence Awards** selected Graham Windham as one of three winners out of 77 nonprofit organizations in recognition of our outstanding management practices among the City's nonprofit organizations.

**Featured on National Child Welfare Workforce Institute Learning Lab** webinar as agency model for implementing Solution-Based Casework. (October 2012)

Graham Windham's self-evaluation practices highlighted as leading example of excellent performance measurement and accountability practices by nonprofit consultants, **The Bridgespan Group**. (April 2012)



# MAJOR FOUNDATION & CORPORATE SUPPORTERS

## FOUNDATIONS

Allen Family Foundation; Carson Family Charitable Trust; Citi Foundation; The Clark Foundation; Columbia Community Service; Conscious Kids Foundation; Frances L. & Edwin L. Cummings Fund; Ira W. DeCamp Foundation; Doris Duke Charitable Foundation; Dune Road Foundation; Enterprise Holdings Foundation; Epstein Teicher Philanthropies; Foster Care Excellence Fund; Howard Gilman Foundation; Harris Philanthropies; Help for Children; Conrad N. Hilton Foundation; Renate Hofmann Article 3 Charitable Trust; The Marion E. Kenworthy-Sarah H. Swift Foundation; Metzger-Price Fund; Lucius N. Littauer Foundation; The New Yankee Stadium Fund; The New York Community Trust; O'Neill Foundation; The Pinkerton Foundation; The Price Family Foundation; Redlich Horwitz Foundation; Select Equity Group; Seth Sprague Foundation; Sirius Fund; Dave Thomas Foundation for Adoption; Tiger Foundation; van Ameringen Foundation; The Walbridge Fund; Joseph LeRoy and Ann C. Warner Fund; Wells Fargo Foundation; West Harlem Development Corporation.

## CORPORATIONS

AllianceBernstein; Apple, Inc.; BlackRock; BNY Mellon; Broadway Cares/ Equity Fights AIDS; Children's Place; Citi; Clayton, Dubilier & Rice; Command Companies – Bind-Rite; Cushman & Wakefield; Debevoise & Plimpton; Ethical Culture Fieldston School; Federation of Protestant Welfare Agencies; Food Bank of NYC; Arthur J. Gallagher & Co. of New York, Inc.; Goldman Sachs; JPMorgan Chase & Co.; Legacy Office Solutions; McKinsey & Company; Mizuho Americas; Morgan Stanley; Mutual of America; NFP Corporate Services; The Oyate Group, Inc.; Penguin Random House; Ropes & Gray LLC; USB; United Healthcare; WCA Technologies; Weil, Gotshal & Manges; Welsh, Carson, Anderson, & Stowe; The Worthy Company.

# LEADERSHIP

## **R. KENNETH BRYANT**

CO-CHAIR

## **RICHARD ROTHMAN**

CO-CHAIR

## **KIMBERLY WATSON**

PRESIDENT & CEO

### **BOARD OF DIRECTORS:**

Alexandra Ackerman, Jacqueline Arthur, Joshua Bank, Garrard Beeney, Henry J. Carnage, John L. Cecil, Sally Durdan, William Gorin, Evan Grayer, Joan Haffenreffer, Thomas Haines, Adam Hemlock, Damyn Kelly, André Koester, Ju-Hon Kwek, Jennifer Mackesy, Barbara Marcus, Heather McVeigh, Salim Ramji, Mark Rufeh, Jennifer Russo, John Sargent, Eyal Shemesh, Kate Swann, Max von Zuben, Georgia Wall, Don Weisberg

**GRAHAM WINDHAM HAS APPROXIMATELY  
400 FULL-TIME STAFF, 50 PART-TIME STAFF,  
AND 150 VOLUNTEERS AND INTERNS**





# PROGRAM SITES

## **Bronx Program Office**

1946 Webster Avenue  
Bronx, NY 10457

## **Brooklyn Program Office**

195 Montague Street, 8th Floor  
Brooklyn, NY 11201

## **Brooklyn Program Office**

25 Chapel Street  
Brooklyn, NY 11201

## **Harlem Program Office**

423 West 127th Street, 2nd Floor  
New York, NY 10027

## **Harlem Family Support Services**

127 West 127th Street  
New York, NY 10027

## **Harlem Beacon Community Center**

PS/MS 123, 301 West 140th Street  
New York, NY 10030

## **Hunts Point Beacon After-School and Family Support Program**

MS 424 BAMB, 730 Bryant Avenue  
Bronx, NY 10456

## **O.U.R. Place Family Enrichment Center**

940 Garrison Avenue  
Bronx, NY 10474

## **Family Support Program**

PS 55, 450 St Paul's Place  
Bronx, NY 10456

## **Graham Mental Health**

274 West 145th Street  
New York, NY 10039

## **Manhattanville Cornerstone**

**Community Center**  
530 West 133rd Street  
New York, NY 10027

## **Administrative Office**

**Graham Windham**  
One Pierrepont Plaza, Suite 901  
Brooklyn, NY 11201

## **Historical Program Site**

**The Graham School**  
One South Broadway  
Hastings-On-Hudson, NY 10706

## **Affiliated School District**

**Greenburgh-Graham  
Union Free School District**  
One South Broadway  
Hastings-on-Hudson, NY 10706

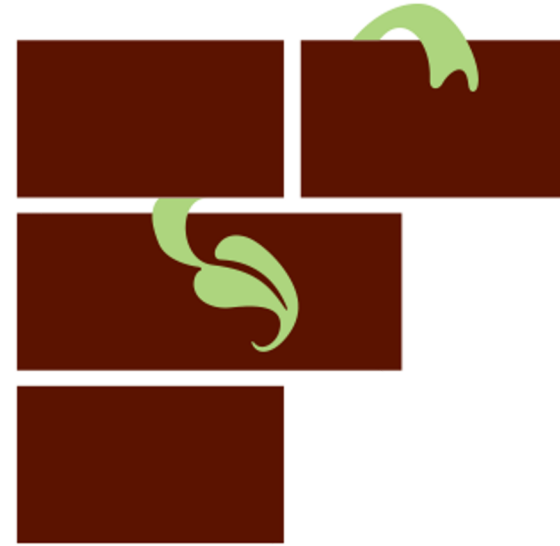
**GRAHAM**

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212.253.5829 (fax)

[www.graham-windham.org](http://www.graham-windham.org)

@grahamwindham

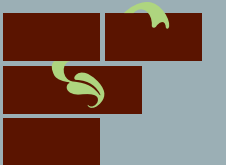


**FORESTDALE**

FAMILY WHEN FAMILIES NEED US

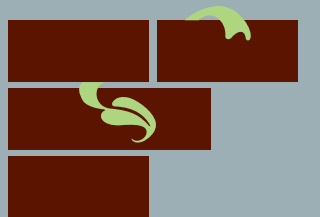
# **FPWA Voice & Choice: Centering People and Communities**

**Presented by Bill Weisberg  
Executive Director, Forestdale**



**What does voice and choice mean to you?**

**We think about pairing decision-making by those who know best, the clients, with expertise obtained from a service provider**







# Why client and community voice & choice?

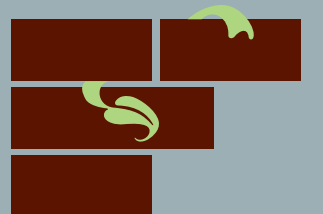
## *It works!*

- Research from school success notes community-school partnership and student-centered learning as 2 of 5 essential elements of school success (A. Bryk)
- Research on Human-Centered Design has demonstrated benefits of community input into public health outreach campaigns (cf. Bartlett *et al*)



**As a service provider, what opportunities have we taken advantage of to incorporate client voice & choice?**

- **Most obviously, each family should determine their goals and services**
  - **Solution-Based Casework**
  - **Motivational Interviewing**

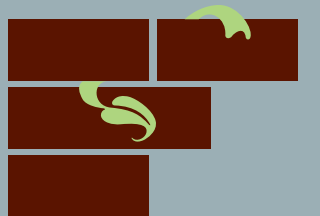


## **Examples of Services:**

- **Mothers wanted help with Intimate Partner Violence**
- **Parents and young people wanted help with housing**
- **The pandemic highlighted the need for Material Assistance & Income Supports**
- **Models, like Trauma Systems Therapy, use a person-centered and environmental approach**
- **The Mockingbird Family Model builds intentional communities of foster families**



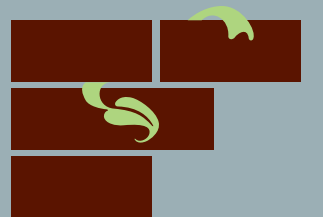
**What process has impressed you for  
engaging community or client voice and  
choice?**





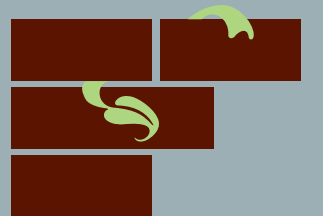
**Some of the processes we have tried have included:**

- **Focus groups to design our preventive services**
- **Teen leadership groups to determine activities**



# Yet...still...it's not enough

- **Our Race Equity Diversity & Inclusion Specialist is working to do more**
- **Family Enrichment Center is a new community-led model of site-based supports**





**FORESTDALE**  
FAMILY WHEN FAMILIES NEED US





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# Next Steps

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Join us in December for the next Foundational webinar focused on **Trauma-Responsive Organizations**:

Dec. 08, 10:00 am – 11:30 am

**“Workforce Support and Well-Being: Avoiding Burnout and Vicarious Trauma”**

The registration link will be in our follow-up email and is also available on our [website](#).

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# Thank You!

Please remember to complete our **short post-training survey** that automatically opens after this session.