

Understanding the Needs and Identifying Effective Strategies for Working with Criminalized Black Women Survivors of Domestic and Sexual Violence

A Summary of Two

Roundtable Convenings

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If you would like to learn more about Project SAFE, please visit our website:
courtinnovation.org/project-safe.

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Overview

The Center for Court Innovation (the Center), in partnership with Black Women’s Blueprint (BWB), the National Black Women’s Justice Institute (NBWJI), and Reverend Dr. Cheryl Dudley of the American Baptist Churches of Metropolitan New York (ABCMNY), convened two roundtables under Project SAFE (Services and Fundamental Enhancements), an Office on Violence Against Women (OVW)-funded initiative that aims to improve services offered to criminalized Black women who are survivors of intimate partner violence and sexual assault.

Over the past thirty years, the United States has seen a drastic increase in the number of incarcerated women and girls. Women of color are disproportionately represented in the prison population, making up 38 percent of the incarcerated female population but only 12 percent of the United States female population. Moreover, women in the criminal legal system experience extreme rates of domestic (77 percent) and sexual violence (86 percent). And Black women in particular are at an increased risk of victimization, with rates of domestic violence higher than that of women of any other racial or ethnic group aside from indigenous and multiracial women. Compounding this overrepresentation and victimization are significant barriers to services, ranging from economic and employment barriers to racism and immigration issues to the lack of appropriate trauma-informed and gender-responsive approaches available to meet the unique needs Black women in the criminal legal system.

Project SAFE was developed in response to the growing concern that criminalized Black women’s needs were not being met. It addresses the

intersections of trauma, racism and racial bias, sexuality, and poverty, as well as the specific gender-responsive needs of Black women in the criminal legal system. The overarching goal of Project SAFE is to expand the capacity of OVW grantees to respond to criminalized Black women who have experienced intimate partner violence and sexual assault through convenings, trainings, and targeted technical assistance.

The first roundtable, held in February 2018 in New York City, brought together OVW grantees and national thought leaders to discuss the needs of criminalized Black women survivors. The second roundtable, held in January 2019 in San Francisco, assembled OVW grantees, including system players and victim service advocates, as well as survivor leaders and other community-based professionals working directly with criminalized Black women survivors to determine best practices and guidelines for working with them.

The goals for the meetings were as follows:

- Understand the needs of Black criminalized women survivors;
- Understand the diversity of approaches used to serve Black criminalized women survivors;
- Identify essential themes and tools of intervention for Black criminalized women survivors;
- Discuss challenges in the work and explore strategies to face identified challenges; and
- Articulate concrete ways in which stakeholder agencies can incorporate these themes into their practices.

Convenings such as these are essential to safeguarding the sustainability of intentional stakeholders in ending gender-based violence,

which is known to lead to marginalization, hyper-criminalization, and other adverse outcomes for Black girls and women, their families, and their communities. This report will outline important

observations and reflections from roundtable participants about the needs of criminalized Black women survivors and offer strategies for supporting them.

Roundtable One

UNDERSTANDING THE NEEDS OF CRIMINALIZED BLACK WOMEN SURVIVORS OF DOMESTIC AND SEXUAL VIOLENCE

On February 1, 2018, Project SAFE hosted its first roundtable to address the needs of criminalized Black women survivors of domestic violence and sexual assault. Prior to the convening, the Center conducted a needs assessment, which indicated that many legal system stakeholders and victim service providers do not receive substantial training on the needs of criminalized Black women survivors, even though they regularly work with them. As such, the convening brought together OVW grantees and thought leaders who have implemented successful reforms to discuss the needs of Black criminalized women survivors.

Three key themes emerged from this discussion and revolved around the importance of

1. responding to the intersections of complex trauma histories and adverse childhood experiences;
2. centering the experiences of Black criminalized women survivors; and
3. engaging community partners to create more holistic interventions.

RESPONDING TO INTERSECTIONS OF COMPLEX TRAUMA HISTORIES AND ADVERSE CHILDHOOD EXPERIENCES

The convening opened with an overview presentation entitled *Understanding the Needs of Criminalized Black Women Survivors*. The presentation reviewed the prevalence and human process of trauma in childhood, adolescence, and young adult growth and development; provided a brief overview of physiological and behavioral responses to trauma; and discussed the role of trauma bonding and interpersonal trauma experiences, such as domestic violence and sexual assault. It also outlined the role of interpersonal trauma, systemic trauma and oppression (e.g., traumatic experiences within the legal, child welfare, or other systems) and structural trauma and oppression (e.g., racism, poverty, homophobia) and how they relate to victimization in the form of gender-based violence as well as pipelines to prison. This presentation served to highlight the dynamic impact of childhood trauma on adolescent

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and adult outcomes and how society responds to individual's trauma symptoms and reactions. For people of color, trauma reactions are often viewed as anti-social behaviors and are subsequently criminalized, resulting in large numbers of untreated individuals and an even wider gap in access to adequate victim services. This is especially true for women of color; the natural trauma reactions they exhibit in response to domestic violence and sexual assault (e.g., drug and alcohol use, re-victimization, violence as self-defense, shoplifting, suicidality, isolation, and self-harming behaviors) have been grossly misdiagnosed, overlooked, and criminalized in Black women.

Project SAFE considers that an increased awareness of the prevalence of domestic violence and sexual assault within the Black community as well as the impact of related trauma and adversity on the lived experiences of women and girls can improve responses to engaging criminalized survivors. It stresses that each institution and agency implement trauma-informed practices to respond adequately to the well-established impact of childhood trauma and domestic violence and sexual assault, on health, mental health, and behavior. During the roundtable, participants shared that trauma-informed stakeholders generate a more effective response than practitioners utilizing traditional methods of engaging criminalized Black women because of the high rates of interpersonal, systemic, and structural trauma they face. Presently, however, participants discussed how trauma-informed care is a buzzword in the field, while its implementation and sustainability are challenged by the very biases that precede legal system involvement. Moreover, traditional responses often fail to consider gender-responsive practices (e.g., integrating programming that supports healthy relationships with children and increases opportunities for economic empowerment through education and employment training) and culturally-responsive practices (e.g., understanding the impact of intersectionality on clients' lived experience and ensuring that program staff reflects the community served) that can better meet the

needs of criminalized Black women survivors and lead to their safety, healing, and well-being.

Throughout the day, participants addressed the intersections of Black women's experiences, reinforcing the need for specific trauma-informed enhancements in victim service engagement and provision as well as criminal and civil legal system policies and practices. **The following strategies highlight enhancements around engagement that can improve trauma-informed service provision for clients**, including for survivors of domestic and sexual assault who have contact with the criminal legal system.

- **Understand the prevalence of domestic violence and sexual assault and the impact of trauma**
 - Acknowledge the complexities surrounding victim-defendants, such as the criminalization of trauma responses, and the challenges of intersectional identities that include race, gender, sexuality, class, ability, mental health, and spirituality.
- **Promote safety** - Improve direct services through staff training that enlists staff as agents of prevention, intervention, and support.
- **Earn trust** - Encourage hope at all entry and access points to systems.
- **Respect human rights and culture** - Treat clients with dignity and respect and learn about the specific needs of the target population to inform programmatic strategies.
- **Believe the narrative** - Centering the experiences of women, particularly women of color, helps reestablish healthy relationship dynamics.
- **Share power** - Recognize that clients are the experts in their own lives. Afford them the opportunity to make decisions, where possible, and acknowledge the complexities and challenges they face while avoiding judgment and pathology.
- **Communicate with compassion** - Understand that individual's feelings and behaviors are adaptations to survive and are normal reactions to abnormal experiences, such as physical, sexual, and emotional abuse.

CENTERING EXPERIENCES: NEEDS OF CRIMINALIZED BLACK WOMEN SURVIVORS

After a discussion of trauma, facilitators engaged participants in a discussion related to the needs of criminalized Black women survivors. Project SAFE acknowledges the disproportionate representation of women of color in the criminal legal system as well as their high rates of previous victimization often through domestic violence and sexual assault. Given the complexity of their experiences, it is imperative to listen to the needs of survivors when developing policies and best practices. Roundtable participants shared various needs their clients have articulated over the years, as well as their own observations based their research and practice. Attendees noted that victim services need to be more trauma-informed and inclusive of all forms of trauma, including systemic and structural traumas which are often overlooked and left unaddressed. Acknowledging the direct and complex connection between trauma and criminalized trauma responses and the pervasive impact of racism and poverty creates a more holistic picture of a survivor's lived experience. It also recognizes that gender-based violence is rarely a solitary issue and it interconnects with various aspects of communities and systems.

Participants shared that survivors often note that victim services need to focus on prevention and intervention and offer more community-based solutions, given that racism and trauma, both historical and current, often deter Black women from reporting abuse. Attendees also noted that there must be more support and funding for criminalized survivors; they are often automatically disqualified from accessing services (e.g., shelter and reentry services) and often do not receive support from their peers and the broader community due to their criminal history and the lack of understanding of their dual victim-defendant status. More marginalized populations, including women of color,

lesbian and bisexual women, and transgender and gender non-conforming people, fare even worse because services are often not responsive to their cultural and gender-specific needs. Participants agreed that advocacy is necessary to remove these barriers to successful reentry.

ENGAGING COMMUNITY PARTNERS TO CREATE MORE HOLISTIC RESPONSES

Community engagement and support can play a significant role in meeting the needs of survivors; however, participants noted that organizations are often siloed and not in conversation with each other. Discussion focused on how to enhance existing community-based responses, increase court and criminal legal agency collaboration with community agencies, and better equip the faith community to provide support to criminalized Black women survivors.

ENHANCING EXISTING COMMUNITY-BASED RESPONSES

During the roundtable, participants discussed the various access points for victim engagement, such as campus sexual assault initiatives and other community-based domestic violence and sexual assault agencies. Participants from Black Women's Blueprint (BWB), a Project SAFE grant partner, briefly shared about their campus sexual assault prevention work with historically Black colleges and universities. They discussed the necessity of creating a sexual assault prevention strategy that centers survivors and actively engages them, as well as faculty and staff, in the process of policy creation and implementation. Additionally, they discussed their work around culturally-specific bystander intervention. Given the historical lack of trust between Black students and campus law enforcement that often deters Black women from

reporting abuse, BWB's work seeks to equip men on college campuses with the tools to be better advocates for ending violence in their college communities. BWB advises that male allies should identify oppression by acknowledging gender, race, and power and control dynamics; and increase empathy towards people of all genders. Notably, participants reflected that bystander intervention work can be applied beyond college campuses and can further enhance the community's response to gender-based violence.

Other participants discussed the importance of raising awareness within communities about the survivor-defendant paradigm. The broader community's lack of understanding about how victims' trauma responses are often criminalized resulting in victims' entry into the legal system, makes it harder for victims to receive services and achieve stability upon reentry. Participants talked about the need to work together as a community to ensure that survivor-defendants are fully supported when they reenter communities. Notably, participants mentioned that these reentry services should be gender and culturally responsive, given the disproportionate number of Black women survivors involved in the criminal legal system. These services should include support around clients' trauma; educational and economic empowerment programming; child care, parenting programming, and appropriate services for clients' children; substance use support, transportation subsidies, and housing options. Comprehensive case management and strong partnerships between criminal legal agencies and community-based domestic violence and sexual assault agencies as well as social service providers can strengthen the coordination of these services for survivors, particularly when they reenter the communities.

ENCOURAGING COURT COLLABORATION WITH COMMUNITY AGENCIES

Participants also raised the point that some survivor-defendants participate in treatment courts, such as mental health, substance, domestic violence, and human trafficking intervention courts; alternative to incarceration programs; and some engage in vacatur remedies upon reentry. These interventions bring specialized services directly to survivors, which is crucial because this population is often least likely to access adequate support. Participants agreed that courts should continue to partner with community-based agencies who can assess clients for histories of domestic violence, sexual assault, and trauma; enhance mitigation efforts, and make immediate linkages to appropriate support. These community agencies should also participate in stakeholder meetings convened by the court to ensure that ongoing education, particularly around cultural responsiveness, can be shared with all parties. Indeed, participants emphasized the importance of providing training and technical assistance for court actors, a main goal of Project SAFE. These community agencies often play a big role in providing crucial training to court and legal system actors about the dynamics of trauma and the survivor-defendant paradigm. Project SAFE has also been engaged these efforts by providing training and technical assistance to court actors and other system players on best practices in trauma-informed and culturally and gender-responsive services.

Notably, participants stressed that some survivor-defendants are not able to participate in these alternative interventions, and instead, are incarcerated. Participants reiterated the need for more funding for programming for criminalized survivors, particularly programs within prisons, so

survivors can have access to gender-responsive and trauma-informed programming that can help criminalized Black women survivors of domestic violence and sexual assault begin the process towards healing and wellbeing. Partnerships with community-based gender-based violence organizations who can offer these services within prisons and provide or make referrals to reentry and aftercare support remains crucial.

EQUIPPING THE FAITH COMMUNITY

Throughout the roundtable, another common theme was the importance of faith and spirituality in the Black community. In particular, participants spoke of the growing interest in faith communities to meet the needs of criminalized Black women survivors of domestic violence and sexual assault who are members of their congregations and communities. Moreover, participants shared that survivors have articulated that churches and faith leaders have a great potential to be a resource for criminalized Black women survivors. Indeed, the faith community may be in a better position to mobilize campaigns dedicated to supporting criminalized Black women survivors given that they are unconnected to the criminal legal system, which is fraught with a history of oppression and trauma. However, participants noted two barriers to the faith community's involvement: (1) clergy and pastoral leadership often lack the knowledge and training to address gender-based violence issues in a trauma-informed and culturally-responsive manner; and (2) they have not acknowledged the historical impact and lack of accountability of faith communities in the Black American experience. Indeed, faith communities, once sought after for refuge and respite, are now challenged with supporting those most vulnerable within their communities.

During the roundtable, Rev. Dr. Dudley reviewed foundational themes bridging all religious experiences while highlighting the historical and cultural necessity of centering one's spiritual identity. Incorporating faith-based approaches to engagement with criminalized Black women survivors can be considered one aspect of trauma-informed care as it respects culture and can help establish trust. Subsequent discussion around this topic focused on identifying methods to enhance engagement between faith leaders, advocates, communities, and the legal system. The goal of this collaboration is to narrow gaps within faith communities that alienate, isolate, and/or ban survivors and begin hosting critical conversations aimed at centering Black women and girls.

The key strategies developed during the roundtable, included:

- Raising awareness in the faith community about the prevalence of domestic violence, sexual assault and trauma, which can be achieved through partnership with community-based domestic violence and sexual assault agencies;
- Ensuring that faith communities are accountable to the needs of Black women and girls and that they specifically acknowledge the intersectional identities and cultural experiences of Black women and girls;
- Increasing executive leadership opportunities for women in faith communities; and
- Creating opportunities for ongoing training and technical assistance about domestic violence, sexual assault, trauma, and cultural responsiveness for faith leaders.

By equipping faith-based agencies with the tools to engage criminalized Black survivors in these ways, communities can broaden the number of potential intervention access points and ensure clients' needs are met holistically.

Roundtable Two

IDENTIFYING EFFECTIVE STRATEGIES FOR WORKING WITH CRIMINALIZED BLACK WOMEN SURVIVORS OF DOMESTIC AND SEXUAL VIOLENCE

Building off the first convening, Project SAFE hosted its second roundtable on January 31, 2019. As one of the key takeaways from the first roundtable was the importance of centering the experiences of survivors, this convening brought together a group of survivor leaders and community advocates to discuss effective strategies for working with criminalized Black women survivors. Areas of discussion focused on (1) centering the experiences of survivor leaders in the field and (2) further developing and enhancing collaboration with faith leaders and a broad coalition of community actors.

CENTERING EXPERIENCES: CHALLENGES FACING BLACK WOMEN SURVIVORS AS LEADERS

Notwithstanding the prevalence of exposure to victimization and criminalization, Black women demonstrate collective perseverance and resilience, resonating in a growing number of Black women survivor leaders, several of whom attended the roundtable as participants. Centering their experiences is crucial in the work to end gender-based violence because they are most attuned to the needs of criminalized Black women survivors. Their experience can build capacity and improve responses to clients as opposed to more traditional responses that often marginalize and isolate clients.

Throughout the roundtable, a common theme raised by the group was the lack of funding specifically

earmarked to provide services for criminalized Black women survivors and the various infrastructure challenges that make it difficult for agencies, particularly smaller survivor-led grassroots agencies, to operate effectively. Roundtable participants also discussed the need to connect more established agencies with newer survivor-led organizations, so they can share effective strategies on sustainability and programming.

Survivor-leaders in the room noted that they can further be supported in a variety of ways:

- Ensuring dedicated funding is available to support survivor-led agencies that provide services to survivors of domestic violence and sexual assault and/or women of color impacted by the criminal legal system;
- Utilizing focused and intentional hiring practices and retention strategies to employ impacted workers and advocates to ensure that survivor voices are centered;
- Providing access to peer-to-peer networking;
- Increasing opportunities for skill sharing and training to further enhance best practices on trauma-informed and culturally responsive engagement; and
- Increasing collaboration between domestic violence and sexual assault advocates, grassroots organizations, and system players to work together to eradicate pipelines to confinement (e.g., sex abuse to prison pipeline) and provide comprehensive prevention, intervention, and reentry services.

FURTHER DEVELOPING AND ENHANCING COMMUNITY COLLABORATION

As mentioned, during the first roundtable, participants discussed the importance of better engaging the community in responding to the needs of criminalized Black women survivors. Conversations during the second roundtable focused on further enhancing the community response. For example, Rev. Dr. Cheryl Dudley presented on the impact of coordinating the first Moral Courage Convening at the American Baptist Churches of Metropolitan New York. This gathering, organized in part because of ideas that generated from the first roundtable and Rev. Dr. Dudley's work on Project SAFE, brought together a group of Black women clergy and pastoral leaders from 20 congregations throughout New York City to raise awareness and foster accountability from the Black church for criminalized Black women survivors. Rev. Dr. Dudley discussed a few examples of how participants from the Moral Courage Convening plan to enhance collaboration between faith leadership and communities, including publishing a document that outlines the role of faith communities in responding to Black women and girls who are survivors of gender-based violence that can be used in partnership outreach with community-based organizations.

After discussing how to better equip the faith community, participants noted the importance of enhancing the broader community response to criminalized Black women survivors of domestic violence and sexual assault. Improving community response not only calls for improved coordination from stakeholders, it also requires a shift in the way community is defined. Most often when the field thinks of community, they consider those they personally or professionally know and often

struggle to consider alliance collectively, but it is important to think more broadly.

Participants discussed using the following methods to enhance community responses and build new leaders for the field:

- Adopt a survivor-centered framework that moves from a trauma-informed approach to a healing-centered approach and focuses on individual potential, resilience, and growth;
- Utilize national interagency collaborations, such as the Women of Color Network's National Call to Action on Jagged Justice, which brings together individual and organizational allies to discuss collaboration and problem-solving strategies to address current events, such as supporting gender-based violence survivors reentering communities such as Cyntoia Brown;
- Encourage multicultural alliances, including partnering with indigenous advocates to raise awareness about the prevalence of domestic violence and sexual assault victimization and criminalization amongst women of color;
- Host meetings to support criminalized Black women domestic violence and sexual assault survivors and their families as they navigate the criminal legal system and engage in advocacy to transform the system;
- Engage youth and male allies in LGBTQ advocacy to develop culturally responsive engagement strategies;
- Create and support youth-led campaigns to raise awareness about gender-based violence and eradicate pipelines to confinement (e.g., S.O.U.L Sisters Leadership Collective)
- Engage men as allies, particularly those who are experienced in holding men accountable (e.g., violence prevention organizations like A Call to Men); and
- Encourage survivor leaders to engage in systems-change work (e.g., Domestic Violence Justice Survivors Justice Act in New York State).

Conclusion and Recommendations for Next Steps

The Project SAFE roundtables were an initial step towards bringing together OVW grantees, including victim service providers, system actors, and community-based practitioners, as well as thought leaders, survivor leaders, and faith leaders to discuss the needs of criminalized Black women survivors and effective strategies for working with them. Overall, participants agreed that paramount to any effective intervention with this population is meaningful engagement with criminalized domestic violence and sexual assault survivors themselves; their experiences must be centered and they must have a seat at the table, so their wisdom and expertise is leveraged to inform policies and best practices. Participants also agreed that cultivating strong community partnerships and implementing trauma-informed and culturally-responsive approaches at all points of engagement with criminalized Black women survivors is crucial to effective intervention. Communities interested in enhancing their response to this population should explore the use of the many strategies outlined in this report that represent lessons learned from Project SAFE. In utilizing these strategies, roundtable participants believe that stakeholders can offset traditional, often punitive responses that marginalize and further traumatize criminalized survivors.

While these roundtables provided ample opportunity to explore the needs of criminalized Black women survivors of domestic violence and sexual assault and understand the diversity of

existing approaches used to serve the population, participants agreed that there are not enough spaces for survivor leaders, system actors, and other community stakeholders to come together to support each other and discuss the challenges of the work. Additionally, participants noted that though Project SAFE has worked to fill this gap, training on trauma-informed and culturally responsive practices for stakeholders remains limited. More must be done to ensure that engagement with criminalized Black women survivors by victim service agencies and civil and criminal legal stakeholders is trauma-informed and inclusive of all forms of trauma, including systemic and structural trauma and oppression, which are often overlooked and left unaddressed. Indeed, enhancing services for criminalized Black women survivors is an area that continues to need attention and support. Next steps should include: (1) increasing training for system professionals, including law enforcement, probation, judges, and lawyers on recognizing the prevalence of domestic violence and sexual assault in the criminalized Black women population and understanding the victim-defendant paradigm; (2) increasing funding and community-based programming options that are gender-responsive, trauma-informed, culturally responsive, and address the needs of criminalized Black women, including LGBTQ women; and (3) providing more technical assistance opportunities for OVW grantees so they can assess and enhance their current interventions.

Appendix A

AGENDA FOR 2018 ROUNDTABLE - UNDERSTANDING THE NEEDS OF CRIMINALIZED BLACK WOMEN SURVIVORS

9:30 - 10:15 am	<p>Welcome, Introductions, and Overview of Project</p> <ul style="list-style-type: none">• Afua Addo - coordinator, Gender and Justice Initiatives, Center for Court Innovation• Center for Court Innovation• National Black Women's Justice Institute• Black Women's Blueprint• Rev. Dr. Cheryl Dudley of the American Baptist Churches of Metropolitan New York• Office on Violence Against Women
10:15 - 11:30 am	<p>Centering Experiences: Effects of Criminalization on Black Women Survivors</p> <ul style="list-style-type: none">• Afua Addo - coordinator, Gender and Justice Initiatives, Center for Court Innovation• Falilah Bilal - consultant, National Black Women's Justice Institute
11:30 - 11:45 am	Break
12:30 - 1:30 pm	<p>Identifying Gaps in Service: Needs of Criminalized Black Women Survivors</p> <ul style="list-style-type: none">• Mara Chin Loy - program associate, Domestic Violence Programs, Center for Court Innovation
12:00 - 1:00 pm	Lunch
1:30 - 2:30 pm	<p>Promoting Reform: Essential Themes of Intervention</p> <ul style="list-style-type: none">• Farah Tanis - co-founder/executive director, Black Women's Blueprint• Erika Dickerson-Despenza - assistant executive director, Black Women's Blueprint• Rev. Dr. Cheryl Dudley - regional executive minister, American Baptist Churches of Metropolitan New York

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2:30 – 2:45pm	Break
2:45 – 4:15pm	Building Progress: Future Ideas and Actions for Intervention
4:15 – 4:45 pm	Moving Forward: Debrief and Next Steps <ul style="list-style-type: none">• Afua Addo – coordinator, Gender and Justice Initiatives, Center for Court Innovation
4:45 – 5:00 pm	Wrap Up

Appendix B

AGENDA FOR 2019 ROUNDTABLE – IDENTIFYING EFFECTIVE STRATEGIES FOR WORKING WITH CRIMINALIZED BLACK WOMEN SURVIVORS

9:30 – 10:15 am	<p>Welcome, Introductions, and Overview of Project</p> <ul style="list-style-type: none"> • Afua Addo – manager, Gender and Justice Initiatives, Center for Court Innovation • Center for Court Innovation • National Black Women’s Justice Institute • Black Women’s Blueprint • Rev. Dr. Cheryl Dudley of the American Baptist Churches of Metropolitan New York • Office on Violence Against Women
10:15 – 11:00 am	<p>Identifying the Expertise in the Room – Participant Introductions</p> <p>Afua Addo – manager, Gender and Justice Initiatives, Center for Court Innovation</p>
11:00 – 11:45 am	<p>Centering Experiences: Effects of Criminalization on Black Women Survivors as Leaders - Falilah Bilal – consultant, National Black Women’s Justice Institute</p>
11:45 – 12:00 pm	Break
12:00 – 1:00 pm	<p>Notes from the Field: Understanding Strengths and Challenges in Current Work</p> <ul style="list-style-type: none"> • Justice-Involved Survivors of Sexual/Domestic Violence – Farah Tanis, co-founder/executive director, Black Women’s Blueprint • Youth – Falilah Bilal, Consultant, National Black Women’s Justice Institute • LGBTQIAGNC – Afua Addo, manager, Gender and Justice Initiatives, Center for Court Innovation • Faith-Based Approaches–Rev. Dr. Cheryl Dudley – regional executive minister, American Baptist Churches of Metropolitan New York
1:00 – 2:00 pm	Lunch

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2:00 – 3:00 pm	<p>Notes from the Field Continued: Emerging Themes and Practices</p> <ul style="list-style-type: none">• Farah Tanis, co-founder/executive director, Black Women’s Blueprint• Rev. Dr. Cheryl Dudley – regional executive minister, American Baptist Churches of Metropolitan New York
3:00 – 3:15 pm	Break
3:15 – 4:15 pm	<p>Enhancing the Movement: Creating a Roadmap for Change</p> <ul style="list-style-type: none">• Ava Montgomery – coordinator, Training and Technical Assistance, National Black Women’s Justice Institute• Brittany Davis – coordinator, Gender and Family Justice, Center for Court Innovation
4:15 – 4:45 pm	<p>Looking Ahead: Debrief and Next Steps</p> <ul style="list-style-type: none">• Afua Addo – manager, Gender and Justice Initiatives, Center for Court Innovation
4:45 – 5:00 pm	<p>Wrap Up</p> <ul style="list-style-type: none">• Afua Addo – manager, Gender and Justice Initiatives, Center for Court Innovation

Appendix C

PARTICIPANTS IN ATTENDANCE AT 2018 ROUNDTABLE - UNDERSTANDING THE NEEDS OF CRIMINALIZED BLACK WOMEN SURVIVORS

PARTICIPANTS

LaMia Aiken, *In Our Own Voices*

Brittany Brathwaite, *Girls for Gender Equity*

LySaundra Campbell, *National Network to End Domestic Violence*

Mara Chin Loy, *Center for Court Innovation*

Karma Cottman, *Ujima: The National Center on Violence Against Women in the Black Community*

Elise Delacruz, *Connecticut Alliance to End Sexual Violence*

Erika Dickerson-Despenza, *Black Women's Blueprint*

Gretta Gardner, *Ujima: The National Center on Violence Against Women in the Black Community*

Umi (Sheila) Hankins, *National Institute on Transformation and Healing in the Black Community*

Delores Hunter, *A Call to Men*

Tonya Lovelace, *Women of Color Network*

Robyn Mazur, *Center for Court Innovation*

Alice Mills Mai, *STEPS to End Family Violence*

Sue Osthoff, *National Clearinghouse for the Defense of Battered Women*

Tiffany Turner-Allen, *Ujima: The National Center on Violence Against Women in the Black Community*

Antonia Vann, *The Asha Project*

Gwen Wright, *New York State Office for the Prevention of Domestic Violence*

FACILITATORS

Afua Addo, *Center for Court Innovation*

Falilah Bilal, *National Black Women's Justice Institute*

Rev. Dr. Cheryl Dudley, *American Baptist Churches of Metropolitan New York*

Farah Tanis, *Black Women's Blueprint*

OVW REPRESENTATIVE

Tonette Ngassa, *Office on Violence Against Women*

Appendix D

PARTICIPANTS IN ATTENDANCE AT 2019 ROUNDTABLE - IDENTIFYING EFFECTIVE STRATEGIES FOR WORKING WITH CRIMINALIZED BLACK WOMEN SURVIVORS

PARTICIPANTS

Hafsa Al-Amin, *California Coalition for Women Prisoners*

Julia Arroyo, *Young Women's Freedom Center*

Marlene Carson, *The Switch & Rahab's Hideaway*

Ashley Carter, *Advancement Project*

Ifasina Clear, *Young Women's Freedom Center*

Brittany Davis, *Center for Court Innovation*

Violet Dawson, *Los Angeles County Probation Department*

Wakumi Douglas, *S.O.U.L. Sisters Leadership Collective*

Nzingha Sonya Dugas, *Oakland Unified School District*

Krea Gomez, *Young Women's Freedom Center*

Holly Joshi, *Consultant*

Katherine Katcher, *Root & Rebound*

Malachi Larrabee-Garza, *Innovative Justice Solutions*

Annika Leonard, *Priceless Incite*

Jenifer Lyle, *MISSEY*

Tonya Lovelace, *Women of Color Network*

Aurielle Marie, *Young Women's Freedom Center*

Emma Mayerson, *Alliance for Girls*

Ida McCray, *Families with a Future*

Ava Montgomery, *National Black Women's Justice Institute*

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