



Prevention Inventory of
Organizational Changes
and State/Community
Activities to Build
Capacity for Primary
Prevention of Intimate
Partner Violence

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INVENTORY OF POTENTIAL ORGANIZATIONAL CHANGES

This list is not prescriptive. It is intended as a helpful resource to help generate ideas for your organization's capacity-building goals and activities.

Identify those changes that are most important to assure the integration of primary prevention of intimate partner violence (IPV) into your organization's efforts. Feel free to modify the examples below and delete or add new activities to fit your organization's special needs, resources, and experiences.

Leadership

Support and prioritization of primary prevention among the organization's executive director, senior management and board members

Potential organizational changes:

- Board members [vote] approve an updated mission statement, strategic plan, training materials, etc.] that includes primary prevention
- Integrate regular primary prevention agenda items into board meetings
- Integrate primary prevention agenda topics in annual executive board retreats
- Add a board member with primary prevention experience/expertise
- Establish ongoing training for organization leadership about [specify topic; examples below]
 - the public health approach to prevention
 - root causes of IPV
- Integrate primary prevention into executive director orientation training

INVENTORY OF POTENTIAL ORGANIZATIONAL CHANGES

Structures and Processes

Incorporation of primary prevention in the way the organization formally organizes and operates

Potential organizational changes

- Revise mission/vision statements to include the goal of primary prevention of IPV
- Include IPV primary prevention in the organization's policy/advocacy talking points
- Add a section to the organization website about primary prevention of IPV
- Organization's newsletter has a regular section on primary prevention of IPV
- Incorporate primary prevention materials in regular listserv announcements
- Use [specify data source] to inform IPV prevention priority areas or strategic partnerships. Some examples of data sources include:
 - BRFSS (Behavioral Risk Factor Surveillance System) data
 - Prevalence data
 - Demographic data on perpetrators or victims
- Incorporate IPV primary prevention in the organization's strategic plan
- Add IPV primary prevention resources to the organization's library

Staffing

Incorporation of primary prevention in the way in which staff members are trained, organized and operate within the organization

Potential organizational changes

- Form a staff team or workgroup to work on primary prevention of IPV
- Add primary prevention to an existing staff work group or planning group
- Incorporate IPV prevention topics into regular staff meetings

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- Revise standard staff training materials to include primary prevention
 - primary prevention frameworks
 - healthy relationships
 - working with men and boys
 - preventing teen dating violence
- Conduct regular staff trainings specifically on IPV primary prevention
- Add a staff member whose primary job function is primary prevention of IPV
- Revise existing volunteer or student positions to focus on primary prevention [i.e. AmeriCorps/student intern/volunteers]
- Revise coalition job descriptions to include primary prevention activities and responsibilities
- Require all staff to receive [i.e. annually/quarterly/monthly] primary prevention training/TA

Partnership Development

Engaging new partners or developing existing partnerships for the purpose of building and/or supporting primary prevention work

Potential organizational change

- Establish a new partnership/enhance an existing partnership with [specify organization]. Some examples include:
 - Organizations working with men and boys
 - A healthy relationship program
 - A mentoring program
 - A state committee
 - A state task force

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- A state workgroup
- A different organization interested in or currently conducting IPV primary prevention work (please specify)

Resource Development

Pursuing and attaining funding or in-kind support for primary prevention work.

Potential organizational changes

- Receive new funding for IPV prevention activities and/or priority changes
- Partners provide [name in-kind resources] to the organization to support primary prevention work
 - Materials
 - Supplies
 - Staff time from partners
 - Other (please specify)
- Designate a % of general funds raised to support primary prevention initiatives

Member Agency Development

Working with member agencies to promote their primary prevention capacity.

Potential organizational changes

- Hold regular member agency trainings on IPV primary prevention
- Create/update/revise written materials that go to member agencies to include IPV primary prevention
- Add primary prevention component to member agency trainings materials (i.e. trainings for new advocates.)

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- Review member agency training materials annually to assess extent to which the coalition has incorporated primary prevention of IPV in training materials (as part of a larger annual review of materials)
- Incorporate primary prevention into member agency annual meetings
- Develop/incorporate primary prevention into certification track
- Develop primary prevention standards for member programs
- Incorporate primary prevention in [annual/semi-annual] retreats with member agencies
- Include an IPV primary prevention track at the organization's annual conference

INVENTORY OF POTENTIAL PREVENTION ACTIVITIES AND STATE AND COMMUNITY CHANGES

Building Capacity for What?

The organization has engaged in prevention capacity-building for a purpose. It seeks to realize its prevention vision and mission and to lead and facilitate changes that will prevent the first-time occurrence of intimate partner violence (IPV). The increased capacity of the organization will help promote, support and sustain primary prevention efforts at the state and/or community levels.

Inventory of Potential Prevention Activities for State and Community Changes

For the purposes of this inventory, prevention activities are defined as the organization's actions or activities to initiate, support or modify state and/or community data systems, media targeting, education, and strategic plans intended to build state/community capacity to implement IPV primary prevention programs and policies. The organization's prevention activities may include actions taken independently or in collaboration with partners.

Prevention activities can lead to **state and community changes** that facilitate and promote IPV primary prevention strategies.

This list is not prescriptive. It is intended as a helpful resource to help generate ideas for your organization's efforts to facilitate and enhance state and community capacity for IPV primary prevention.

Prevention Activities

CONDUCT STRATEGIC PLANNING

Efforts made to create a strategic plan and/or conduct strategic planning at the state or community-level that include IPV primary prevention

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Potential activities

- Work with partners to develop a state strategic plan for IPV prevention
- Revise existing state strategic plan for violence prevention to include IPV primary prevention
- Make recommendations to state health department to add specific IPV primary prevention objectives to its state plan for injury/violence prevention
- Organization participates in state-level planning initiative that has the potential to impact risk or protective factors for IPV. Examples are:
 - Early Childhood Comprehensive System (ECCS)
 - Strengthening Families Initiative
 - Early childhood home visiting initiative
 - Affordable housing
 - Community economic development
 - Access to affordable childcare
 - Access to mental health services
 - Increased school graduation rates/decreased school drop-out rates
 - Rape Prevention Education (RPE)/sexual violence prevention strategic plan
 - Boys & Girls Club programming to promote pro-social attitudes, norms and behaviors
 - Girl Scouts/Boy Scouts programming to promote pro-social attitudes, norms and behaviors
- Survey a community or service sector that has the potential to impact risk or protective factors for IPV to determine interest for participation in community/state level planning for IPV prevention. Examples of community/state sectors are:
 - Faith-based organizations
 - Businesses
 - Health department

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- Community service providers
- Neighborhood associations
- Youth-serving organizations
- Early childhood care and education
- Health care providers

SUPPORT OR COORDINATE IPV DATA COLLECTION AND ANALYSIS

Efforts made to work with data providers (e.g., researchers, government agencies) to improve state/community-level data systems related to IPV prevention

Potential activities

- Form a data review committee with state partners with the intent to examine a state-level data source. Examples of data sources are:
 - BRFSS (Behavioral Risk Factor Surveillance System)
 - YRBSS (Youth Risk Behavior Surveillance System)
 - IPV Fatality Review Report
 - Data sources on risk and protective factors for IPV
- Conduct an inventory of current state-level data for IPV incidence, prevalence, risk/protective factors
- Analyze current state spending on data systems for IPV; analysis resulting in a report, formal presentation, written recommendations, white paper, etc.
- State data review committee submits written recommendations to a specific agency or group for adding IPV related questions to a specific data source.
 - Examples of agencies/groups are:
 - Fatality Review Committee

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- Health Department
- Department of Education
- Early Childhood Comprehensive System (ECCS)

Examples of data sources are:

- BRFSS (Behavioral Risk Factor Surveillance System)
- YRBSS (Youth Risk Behavior Surveillance System)
- IPV Fatality Review Report
- Sponsor/co-sponsor a forum on evaluating primary prevention activities and programs.

EDUCATE GENERAL PUBLIC OR SPECIFIC GROUPS

Efforts made to provide training, technical assistance or raise awareness among groups or individuals other than coalition member agencies, staff, or board members about primary prevention of IPV

Potential activities

- Train leaders from youth-serving organizations and/or youth mentorship programs on primary prevention of IPV. Example organizations include:
 - Big Brothers Big Sisters
 - Boy Scouts/Girl Scouts
 - Youth athletic associations
 - After-school programming collaborative
- Conduct/support a webinar/online training about an IPV primary prevention topic for a specify audience. Topics may include:
 - Shared risk and protective factors across public health areas such as other types of violence prevention e.g. youth violence, sexual violence, child

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- maltreatment, healthy eating/active living, chronic disease prevention
- Building partnerships for IPV primary prevention
- Translating/using data for IPV primary prevention
- Teen Dating Violence Prevention
- Host a summit (i.e., training and raising awareness) for youth that focuses on healthy relationships
- Provide ongoing technical assistance on primary prevention to partners/community groups who can facilitate primary prevention strategies in their community
- Create/maintain weekly discussion thread about primary prevention intended for partners/community groups
- Host a conference on engaging men in preventing IPV

TARGET MEDIA CHANNELS

Efforts made to influence the amount of media coverage and/or media framing of IPV to include a primary prevention and/or public health perspective

Potential activities

- Meet with media representatives (e.g. editorial board, editor, health issues reporter) to discuss:
 - Violence is preventable. We can stop violence before it starts.
 - Framing IPV within a social context (i.e. the social ecological model)
 - Social norms that support IPV
 - Primary prevention goals/events/partnerships in which the organization is involved
- Write op-ed(s) or editorial(s) focused on a primary prevention topic

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- Provide training for state/local media representatives about framing the way violence is reported and including information about primary prevention of IPV
- Develop communications plan with partners for prevention response to IPV issues/incidences covered by media

SUPPORT POLICY

Efforts made to inform state-level policies or programs for primary prevention of IPV

Potential activities

- Initiate/support community or state IPV advocacy efforts intended to educate legislators and policymakers about specify legislation or policy for violence prevention
- Meet with policymakers/legislators to communicate support for [specify primary prevention legislation focus]
- Work with partners to educate legislators on the potential impact of legislation on improving school environments and student well-being
- Hold a rally to increase public support for [focus of legislation]
- Submit a formal recommendation to the state Department of Education in support of teen dating violence/healthy relationships school policies
- In collaboration with the state child maltreatment prevention organization, educate [specify intended audience] on a bill that supports early childhood programs-
- Write a bill on [specify IPV primary prevention topic area] to submit during the current/next legislative session
- Disseminate a [name policy tool] on IPV primary prevention to distribute to policymakers and advocacy groups

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- Policy brief
- Position paper/White paper
- Advocacy strategies for IPV primary prevention
- Work with leaders from [Specify name of youth-serving organizations and/or youth mentorship programs] on organizational practices/policies to include IPV primary prevention training for all staff and volunteers working with youth.
Example organizations are:
 - Big Brothers Big Sisters
 - Boy Scouts/Girl Scouts
 - Youth sports and recreation organizations

SUPPORT OR OBTAIN FUNDING

Efforts made to obtain funding for state or community primary prevention efforts.

Potential activities

- Collaborate with [other state-level organizations/coalitions/initiatives] to submit a joint grant request for funding of state primary prevention activity/effort.
Examples of other state-level agencies include:
 - Health department
 - Child maltreatment prevention organization
 - Early childhood education and development groups
 - Education collaborative
 - Substance abuse/mental health prevention collaborative
 - Universities/Colleges
 - Teen pregnancy prevention coalition
- Submit resolution to county commission on engaging business partners to fund

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prevention programs

- Make specific recommendations to state agencies (e.g., Department of Education, Health Department, Child Protective services, etc.) on funding primary prevention for shared risk/protective factors across violence areas
- Analyze current state spending specifically for IPV (specify the type of product the analysis would yield; i.e., report, formal presentation, written recommendations)

State or Community Changes for Primary Prevention of IPV

Prevention changes enhance a state or community's ability to engage in initiatives to prevent IPV. These changes may have been influenced by the prevention activities implemented by your organization.

NEW OR MODIFIED STATE/COMMUNITY STRUCTURE, PROCESS OR SYSTEM

Prevention changes

- A multi-disciplinary steering committee for violence prevention is now the Governor's official advisory group on IPV prevention priorities
- State Strategic Plan for IPV prevention now exists (if a plan that included IPV primary prevention did not exist before.) Standing data review committee with state-level representatives now exists
- IPV Fatality Review Committee formed to review violent deaths in the county and/or state annually
- The state [specify state report] includes recommendations for primary prevention of IPV; example reports include:
 - IPV Fatality Review Report
 - Adolescent Health Report

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- Juvenile Justice Report
- Early Childhood Intervention
- State-level system for tracking IPV incidence, prevalence, and prevention (i.e., risk and protective factors) data is [specify the change and evidence of the change]:
 - Available on Health Department website
 - More accurate due to improved reporting measures
 - More comprehensive in regards to because it includes risk/protective factors
 - More accessible to local programs
- State task force on teen dating violence prevention is formed, including participation from youth representatives

NEW OR MODIFIED PROGRAM RELATED TO THE PRIMARY PREVENTION OF IPV

Prevention changes

- Community leaders were matched with youth leaders to promote youth working on IPV primary prevention. (This may happen after coalition-sponsored Prevention Effort such as Youth Summit or meeting of Faith Community Leaders.) Examples may include:
 - Youth-led initiatives for healthy relationships; Teen Dating Violence Prevention initiatives
 - Engaging youth as members/participants in planning committees
 - Substance abuse prevention in adolescent populations
- Implementation of a Teen Dating Violence Prevention program, such as:
 - Safe Dates

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- Popular Opinion Leaders (POLs) peer-led strategy
- Bystander Intervention Programs like Green Dot
- Faith-based community leaders convene annual summit of faith organizations to address their role IPV primary prevention

NEW OR MODIFIED POLICY RELATED TO THE PRIMARY PREVENTION OF IPV

Prevention changes

- Governor's task force on domestic violence now includes representative with primary prevention expertise
- Governor's task force requires funding proposals on IPV to include a primary prevention component, such as:
 - Working with men and boys
 - Promoting healthy relationships
 - Preventing Teen Dating Violence
 - Community economic development
- Governor's task force designates [XX%] of its budget for implementing primary prevention. Examples include:
 - Working with men and boys
 - Promoting healthy relationships curricula
 - Preventing Teen Dating Violence
 - Community economic development
- New policy mandating middle schools to implement healthy relationship curriculum is passed by the legislature
- State legislation mandates formation of IPV Fatality Review Committees for all counties

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- State legislature passes new IPV prevention policy or long-term funding stream
- Incorporation/integration of IPV primary prevention within existing policies or programs addressing IPV
- Youth-serving organizations and/or youth mentorship program requires IPV primary prevention training for staff and volunteers. (after organization staff/ leadership participate in trainings or strategic planning sessions, for example)

Examples may include:

- Big Brothers Big Sisters
- Boy Scouts/Girl Scouts
- Youth sports and recreation organizations

NEW OR IMPROVED MEDIA COVERAGE RELATED TO PRIMARY PREVENTION OF IPV

Prevention changes

- Local news special report on creating healthy environments for youth
- Local news special report on shared risk/protective factors across violence types, including IPV
- Local newspaper highlights Teen Dating Violence Prevention/Healthy Teen Relationships Initiative as a community effort to address IPV

NEW OR INCREASED SUPPORT OR FUNDING RELATED TO THE PRIMARY PREVENTION OF IPV

Prevention changes

- Foundation funding awarded to collaborative effort for primary prevention

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strategies to address violence

Partnership examples may include:

- Health Department
 - Child maltreatment prevention organization
 - Early childhood education and development groups
 - Education collaborative
 - Substance abuse/mental health prevention collaborative
 - Universities/Colleges
 - Teen pregnancy prevention coalition
- County commission votes to include funding for primary prevention of violence as part of healthy communities development
 - Obtain written commitment from community business partners to match county funds for school-based healthy relationships programs
 - Federal discretionary grant awarded to state partners for IPV primary-prevention strategy (for example, after joint grant application was submitted by these partners)
 - Increase in designated funding for state/community-level IPV primary prevention programs