



Board of Directors Application Packet

ACESDV Mission Statement:

To end sexual and domestic violence in Arizona by dismantling oppression and promoting equity among all people.

ACESDV Vision Statement:

We envision a world in which all individuals are safe and communities champion respect and equality.

ACESDV Purpose:

AMPLIFIES awareness of sexual and domestic violence to reduce stigma, prevent violence, and champion healing and justice.

SUPPORTS organizations in building and sustaining trauma-informed responses and comprehensive sexual and domestic violence services.

COLLABORATES with survivors and community partners to end violence and oppression by shifting culture, systems and policy.

LEADS the anti-sexual and domestic violence movement in Arizona through centering and elevating the needs and voices of survivors.

ACESDV Guiding Principles

The Arizona Coalition to End Sexual and Domestic Violence (ACESDV) believes that gender-based violence is rooted in a patriarchal ideology which ascribes power/privilege to masculinity while disempowering and devaluing identities and ideals associated with femininity. This misogyny creates systemic and institutional gender inequality. Furthermore, such violence is fueled by the intersection of multiple forms of oppression, including but not limited to:

- Sexism
- Racism
- Elitism
- Classism
- Ageism
- Heterosexism
- Cissexism
- Ableism
- Nationalism

We are committed to confronting the roots of violence, oppression and victim blaming within ourselves, and within economic, social and political systems. We will focus our efforts on facilitating changes necessary to end oppression and violence by promoting equity among all people, guided by the following values:

Practices and values

- Social norms – We believe we must all work together to be successful in changing societal attitudes and systems that contribute to and perpetuate sexual and domestic violence. We are committed to raising awareness about and dismantling tolerance of rape culture; unequal distribution of power; violence; unhealthy and restrictive definitions of gender roles and expectations; lack of responsibility for harmful behavior; and discrimination and intolerance in its many forms.
- Agency and empowerment – We believe all people deserve the right to self-direction and control over their own lives. We are committed to fostering and supporting the empowerment of all survivors by: listening to their diverse and unique voices; using their expertise to guide our work; promoting their leadership in the movement; and being accountable to them in the work we do.
- Collaborations – We believe there is power in collaboration and value in partnering with other social justice movements to strengthen our efforts to end gender-based violence. We are committed to building and maintaining partnerships, open and honest discussion, professional interactions, and active cooperation as fundamental strategies for ending sexual and domestic violence. It is our priority to engage with, listen to, learn from, and build partnerships with communities that have traditionally been marginalized or disenfranchised from our movement.

Human Rights

- Racial justice – Race is a social construct upon which many systems are created and reinforced in our society, with a structure that puts Whites at the center. It has affected how the movement to end gender-based violence has been constructed over the last 40 years, with the dominant narrative being that of a middle-class white woman, excluding voices of color. We are committed to collaborating with communities of color to change the narrative of the future, centering people who have historically been marginalized.
- Native American/Indigenous rights – Rates of violence, sexual and domestic violence are disproportionately higher within Native communities. Early colonization, reinforced through intentional policies, have decimated the cultures, languages, and ancestral homes of Native people, and have led to intergenerational trauma. This has resulted in significant rates of poverty, poor health, unemployment, substance use, family disruption, and suicide, among other issues. We are committed to acknowledging this historical trauma as well as on-going oppression and supporting Native people as they reclaim their culture, communities, families, and sovereignty.
- LGBTQ/GSM rights – We recognize that LGBTQ individuals are often denied basic human rights including, but not limited to, access to services, supports, providers, systems, and public facilities, and experience alarmingly high rates of violence. We are committed to providing education to create equitable access to services for LGBTQ survivors of violence and lessening re-traumatization during interactions with institutions such as law enforcement, healthcare systems, and social services. We understand that in doing so, it is necessary to address institutional and interpersonal anti-LGBTQ attitudes and discrimination rooted in homophobia, transphobia, transmisogyny, biphobia, and cissexism (i.e., a structure that places higher value and legitimacy on bodies and experiences of those who are cisgender).
- Disability rights – We recognize that people with disabilities are at increased risk of experiencing violence and have limited access to services and support. Stereotypes suggesting that people with disabilities are unable to form intimate and/or sexual relationships can lead to victimization and/or re-traumatization, where survivors may not recognize assault as victimization or may not be believed when they disclose. We are committed to providing education to create equitable access to services for people with disabilities and to open dialogue around healthy relationships and sexuality.

Policy

- Immigration reform – Immigrant victims, either documented or undocumented, face significant barriers when seeking help. They are less likely to report crimes or seek police assistance due to fear they will be reported to federal immigration authorities and deported. Further, immigrant victims often feel trapped because of immigration laws, language barriers, social isolation, and lack of financial resources and knowledge about their rights. We are committed to advocating for comprehensive immigration reform that recognizes the human dignity of all people, to increasing access to culturally responsive social and legal systems, and to promoting awareness in the immigrant community regarding available services.
- Limiting access to firearms – In a culture that glorifies power and control and condones violence to maintain it, firearms are a weapon of oppression. There is an undeniable correlation between gun violence and domestic violence. Accessibility to firearms in this country facilitates and amplifies violence as well as increases the likelihood of lethality. We are committed to ensuring that perpetrators do not have access to firearms and to educating the public about the risks associated with firearms, and their link to gender-based violence.
- Access to health care and reproductive freedom – We believe access to and choices for culturally responsive health care and reproductive freedom are fundamental rights for all individuals. We are committed to ensuring that people have information regarding primary, mental, and acute health care, access to affordable services, sex-positive education, and access to birth control and other reproductive health options.
- Economic justice – We believe that personal safety and economic security are inextricably linked for survivors of sexual and domestic violence. We support survivors in securing and maintaining resources to build economic resiliency including, but not limited to: paid sick and safe days; equal pay; living wage; the social safety net; safe and affordable housing, child care and transportation; fair access to financial institutions and loans; education and training; and workplace safety.
- Civic participation – We believe all members of society deserve to have their voice heard and to participate actively in the development and evaluation of the laws, policies and practices that affect them. We are committed to facilitating the inclusion and active participation in civic engagement of all those who have been silenced, harmed, and excluded.

- Over-criminalization – We believe the legal and criminal solutions for which we have advocated, adopted into our state and federal statutes, and perpetuated in every jurisdiction have done little to end gender-based violence. These “solutions” have done more harm than good in marginalized communities, and communities of color. We are committed to listening to the voices of survivors from all communities, hearing their experiences, and looking for guidance and leadership for creating solutions to gender-based violence that values individuals, families and communities. This may include repealing or changing laws we helped create and advocating for real solutions that place marginalized individuals at the center.
- State violence and control – We believe the carceral state is the experience of marginalized people being controlled and monitored by multiple state systems up to and including incarceration. We are committed to efforts to dismantle these systems of control and surveillance.
 - People who are experiencing violence are often subjected to multiple forms of oppression and face multiple barriers and challenges in achieving safety and peace in their lives. Each form of oppression reinforces the other. It is therefore imperative that we examine strategies to end violence through a lens of intersectionality.

What is Domestic Violence?

Domestic violence is a pattern of behavior that includes the use or threat of violence and intimidation for the purpose of gaining power and control over another person. Violence is characterized by physical abuse, sexual abuse, economic abuse, isolation, emotional abuse, control, or verbal abuse.

What is Sexual Violence?

Sexual violence can include sexual actions and words that coerce, manipulate, or are forced upon someone with the intent to intimidate, humiliate, dominate, subjugate or control. Most often these acts are perpetrated by someone the victim already knows such as a friend, relative, or intimate partner. It takes many forms: rape, intimate partner sexual violence, sodomy, incest, molestation, human trafficking, forced prostitution, unwanted sexual touching, sexual harassment, and more. Sexual violence can happen to anyone, regardless of gender, age, race, sexual orientation, socioeconomic status, or ability.

History of the ACESDV

In 1980, the Arizona Coalition Against Domestic Violence was formed so that concerned citizens and professionals could unite through this state-wide organization to: increase public awareness about the issue of domestic violence, enhance the safety of and services for domestic violence victims, and reduce the incidence of domestic violence in Arizona families. Since its inception, the Coalition has served as an advocate and a voice representing the needs of domestic violence service providers and the victims they serve throughout Arizona. In 2013, the Coalition’s mission was expanded to include addressing sexual violence, and in December, the name changed to the Arizona Coalition to End Sexual and Domestic Violence.

Board Commitment

Being an ACESDV Board member requires active committee participation and meeting attendance. The ACESDV Board of Directors meets 10 months a year from 12 – 1:30 p.m. plus a full day Board retreat each year. It is important that for the business of the Coalition to continue that Board members regularly participate in meetings and attend the annual retreat. Failure to do so could result in termination of Board membership. It is also important for Board members to participate in Coalition events, such as the Thrive Gala and Moving to End Violence. By completing this application, you are affirming that you understand and can meet the time commitment(s) involved.

Application Process

1. Review Board of Directors Responsibilities and Full Application Packet
2. Complete Application Packet
3. Email completed Application Packet, Cover Letter and Resume to: jenna@acesdv.org.
4. Governance Committee reviews application
5. ACESDV Governance Committee Chair contacts applicant.

APPLICANT INFORMATION

First & Last Name: _____

Organization Name: _____

Position/Title: _____ Length of Employment: _____

Organization Street Address: _____

Organization City, State, Zip: _____

Home Street Address: _____

Home City, State, Zip: _____

Cell Phone Number: _____ Work Phone Number: _____

Home Phone Number: _____ Fax Number: _____

Email Address: _____

Preferred Mailing Address: _____ Home _____ Work

Preferred Telephone Contact: _____ Cell Phone _____ Work/Home

APPLICANT EXPERIENCE

Select which of the following best represent your skills and competencies:

- | | |
|-----------------------------------------------------------------|----------------------------------------------------|
| <input type="checkbox"/> Analytics (data, metrics) | <input type="checkbox"/> Coalition Building |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Crisis/Trauma Services |
| <input type="checkbox"/> Education & Research | <input type="checkbox"/> Financial Management |
| <input type="checkbox"/> Fund Development (fundraising, events) | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> Leadership Development | <input type="checkbox"/> Legal |
| <input type="checkbox"/> Non-Profit Governance | <input type="checkbox"/> Program Design/Evaluation |
| <input type="checkbox"/> Public Policy | <input type="checkbox"/> Technology |

Select which of the following best represents the environment of your professional or work industry:

- | | |
|------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Corporate Sector | <input type="checkbox"/> Education/Academic |
| <input type="checkbox"/> Government Sector | <input type="checkbox"/> Non-Profit Organization |
| <input type="checkbox"/> Faith Based Community | <input type="checkbox"/> Other: |

Select which of the following best represents your affiliation with ACESDV:

- | | |
|-------------------------------------------------------------|-------------------------------------------------------------------------------|
| <input type="checkbox"/> Program Member: DV/SV Dual Program | <input type="checkbox"/> Program Member: DV Program |
| <input type="checkbox"/> Program Member: SV Program | <input type="checkbox"/> Program Member: Victim Service Provider |
| <input type="checkbox"/> Program Member: Partners & Allies | <input type="checkbox"/> Program Member: Tribal Nations/Tribal DV/SV Programs |
| <input type="checkbox"/> Supporting Membership: Survivor | <input type="checkbox"/> Supporting Member: Student Supporter |
| <input type="checkbox"/> Individual Supporter | <input type="checkbox"/> Affiliate Organization or Business Supporter |

_____ Member of ACESDV Constituent Committee. If so, which Committee/s:

Rainbow Collective S.H.A.R.E. Legal Program Managers Communities of Color

Executive Directors Immigration YAI Other: _____

BOARD COMMITTEE INVOLVEMENT

Board members are expected to participate in at least one committee of the Board. Please indicate on which committee(s) you are willing to serve:

- Governance: Responsible for setting Board policies, recruiting, and orienting new Board members, conducting a Board evaluation, creating a Board Calendar, and evaluating the Executive Director.
- Budget & Finance: Oversees the finances of the organization, including setting the Annual Budget and overseeing the organization's investments as well as reviewing the Annual Audit. Ensures and monitors ACESDV's compliance with state and federal regulations and rules as set forth by contracts, special conditions, and circulars; reviews ACESDV's financial statements prior to Annual Audit.
- Development: Guides the Coalition's short- and long-term development strategies and assists with telling the Coalition's story to members, stakeholders, and funders.

APPLICANT QUESTIONNAIRE

1. What motivates you to serve on the Board of Directors for the Arizona Coalition to End Sexual & Domestic Violence?
2. What areas of expertise will you bring to the Board and how will it contribute to advancing the mission of ACESDV?
3. What types of obligations or commitments do you have that would prevent you from actively participating in ACESDV Board or Committee meetings?
4. How much time each month are you able to commit to Board and Committee service?
5. Describe the role you think the Arizona Coalition to End Sexual & Domestic Violence should have in Arizona:
6. What does domestic violence mean to you? What factors do you believe lead to domestic violence?

7. What does sexual violence mean to you? What factors do you believe lead to sexual violence?

8. Why are people poor?

9. What does the mission/vision statement of ACESDV mean to you?

10. What do the guiding principles mean to you?

11. Please list your present and/or past organizational affiliations, board memberships, volunteer, and civic involvement:

Please provide a cover letter, brief biographical statement, and current resume along with your signed and completed application. Applications may be emailed to Jenna Panas, Executive Director at jenna@acesdv.org, or mailed to:

Arizona Coalition to End Sexual & Domestic Violence
2700 N. Central Ave. Suite 1100
Phoenix, AZ 85004

Signature

Date

Printed Name

Title

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