



Mission:

Empower individuals and engage communities to end domestic violence.

Elevate voices and learn from those most impacted by gender inequity, racism, oppression and ongoing marginalization.



Values:

Provide empathetic and trauma-informed services.

Center social justice and equity.

Use a strengths-based, survivor-led approach.

Work collaboratively within our communities.

Practice with heart and a holistic mindset.

Elevating Equity and Community

Our Vision for 2026:

Increased safety and well-being for survivors from marginalized communities.

Transform our work by centering voices of survivors to inform our approaches and services.

Reduced rate of DV homicide across the U.S.

Bring together effective practices, the latest research and strong partnerships with sharpened focus and attention to communities most at risk.

New pathways created for positive youth development and leadership.

Pilot a new program with deeper community engagement that will be tailored to students most in need.

Improved outcomes for survivors and people who use violence.

Integrate new intervention approaches that are evidence-based, racially and culturally appropriate, targeted to risk level, less punitive and more effective.

Elevating Equity and Community

What are our strategies for accomplishing our vision for 2026?



Collaborate with organizations whose primary missions are to serve BIPOC and LGBTQ+ people, and people with disabilities

Listen to and learn from survivors who are most vulnerable, and empower them to lead our work



Nurture a sense of welcome, belonging, safety and recognition in our public engagement and service delivery

Prioritize our involvement in community efforts to address intersectional issues that affect survivors, such as homelessness and substance abuse



Engage communities across the U.S. to reduce rates of domestic violence homicide

Provide opportunities for youth to develop, grow, and lead efforts in reducing domestic violence and creating healthy communities



Implement new proven intervention approaches that are racially and culturally appropriate

Make key investments in staff hires, professional development, advanced technology and data evaluation





Elevating Equity and Community

What did we move forward in Year 1 of this plan?

**Here's a
Year 1
Recap:**



- Voiced our commitment to Diversity, Equity, Belonging and Inclusion
- Committee on Equity and Change formed several subcommittees focused deeply on the following issues: Culture, Training, Policy, Community Engagement and Power
- Recruited new board members from diverse backgrounds and cultures
- Staff participated in trainings on diversity, equity and inclusion
- Increased diversity of staff and prioritized hiring survivors, people who are bilingual/ bicultural, BIPOC, people with disabilities, and LGBTQ+ folks
- Worked on cultivating meaningful partnerships with local organizations
- Launched Geiger Institute and implemented homicide reduction tools in five new communities
- Implemented a new data subcommittee and began review of data needs across all programs



Elevating Equity and Community

What is coming up in Year 2?

Here's What We're Working On Now:

- Board training on racial justice and equity
- Continuing to increase diversity of staff and board
- Working on community mapping project focused on reaching marginalized survivors
- Improving policies to better support and retain BIPOC staff

Here's What's Next:

- Learn from survivors, particularly those who are marginalized, through the Trauma-Informed Practice Scale
- Expand Girls Inc. of the Seacoast Area programming in Lawrence
- Build new national partnerships in marginalized communities, criminal justice reform, gun violence and bail reform
- Improve participant experience with groups for people who use violence through more individual support and increased opportunities for feedback

