

The Network - Advocating Against Domestic Violence Case Study

Presented by:
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Presented:
2022-2023





Case Study Overview

Throughout the year, The Network—Advocating Against Domestic Violence in Chicago, Illinois, provides its members with in-depth learning and skill-building opportunities. Courageous SHIFT has had the pleasure of participating two years in a row.

The Obstacles and Challenges

Obstacle #1

The Network wanted to ensure its members are learning best practices and new skills to support their diverse clients and employees.

Obstacle #2

The Network wanted to have presenters that are knowledgeable and engaging.

Obstacle #1

- In year one, Courageous SHIFT facilitated *Workplaces to Brave Spaces* in two sessions for advocates and senior leaders of domestic violence organizations. In this workshop, we discussed what a brave space is, why it is needed, and how to build one within your organization.

The Plan



Obstacle #2

- In year two, Courageous SHIFT provided a full-day training on Building a Framework to Address Microaggressions and Inclusion. In this three-part series, we discussed three key areas of the framework: workplace culture, confronting and responding to microaggressions, and building your organization's framework. Actionable steps were provided during each part.

WILL WE GET THERE?

How will we
In order to have...
Transparency →
Compensated →
Feel valued →
Be proactive →
VULNERABILITY →
Safe to share emotions →
Manager be present →

OBSTACLE #1 OUTCOMES

- 01 TOOLS TO HAVE DIFFICULT CONVERSATIONS
- 02 RECOGNIZE THEIR BIASES AND HOW TO ADDRESS THEM
- 03 HOW TO CREATE THEIR SAFE AND BRAVE SPACES
- 04 WHAT'S NEEDED IN THEIR DEPARTMENT'S BRAVE SPACES
- 05 WAYS TO CHALLENGE THEIR BELIEFS
- 06 TIPS TO PRACTICE EMPATHY AT WORK
- 07 KNOWLEDGE OF HOW BIAS IMPACTS RESPONSES
- 08 STRATEGIES FOR PRACTICING EMOTIONAL INTELLIGENCE AT WORK
- 09 TOOLS TO SUPPORT AND SHOW CARE TOWARDS COLLEAGUES WHO ARE SURVIVORS OF DOMESTIC VIOLENCE.
- 10 BETTER UNDERSTANDING OF THE POTENTIAL TRIGGERS FOR SURVIVORS AND HOW THEY IMPACT THE WORKPLACE.
- 11 RECOMMENDATIONS FOR THE NEXT STEPS TO CONTINUE DEVELOPING A CULTURE SHIFT WITHIN THE DEPARTMENT AND ORGANIZATION.

OBSTACLE #2 OUTCOMES

01 AN IN-DEPTH LOOK AT PARTICIPANT ORGANIZATION'S INTERNAL AND EXTERNAL CULTURE.

02 DETERMINE GAPS IN ACTUAL AND DESIRED CULTURE.

03 TIPS AND STRATEGIES FOR CONFRONTING AND RESPONDING TO MICROAGGRESSIONS AS THE TARGET, BYSTANDER, AND PERPETRATOR.

04 RESOURCES YOUR ORGANIZATION HAS OR NEEDS TO BUILD ITS FRAMEWORK AND ITS PRIORITIES TO MAKE IT SUCCESSFUL.

WORKSHOP ATTENDEE

The content was informative and presented in a manner to encourage all persons to work together to create an inclusive environment.

WORKSHOP ATTENDEE

Melody created an open atmosphere that was safe to ask questions about the topic and encouraged us to provide feedback throughout.

100%

of those surveyed said they learned something new.

WORKSHOP ATTENDEE

Melody created an open atmosphere safe to ask questions about the topic and encouraged us to provide feedback throughout.

90%

of those surveyed found
the content useful.

WORKSHOP ATTENDEES

It was engaging. A sense of humor was appreciated to lighten the material.

[I liked] that it was a REAL TALK and guided one on how to handle issues they may be experiencing in the workplace and in life.

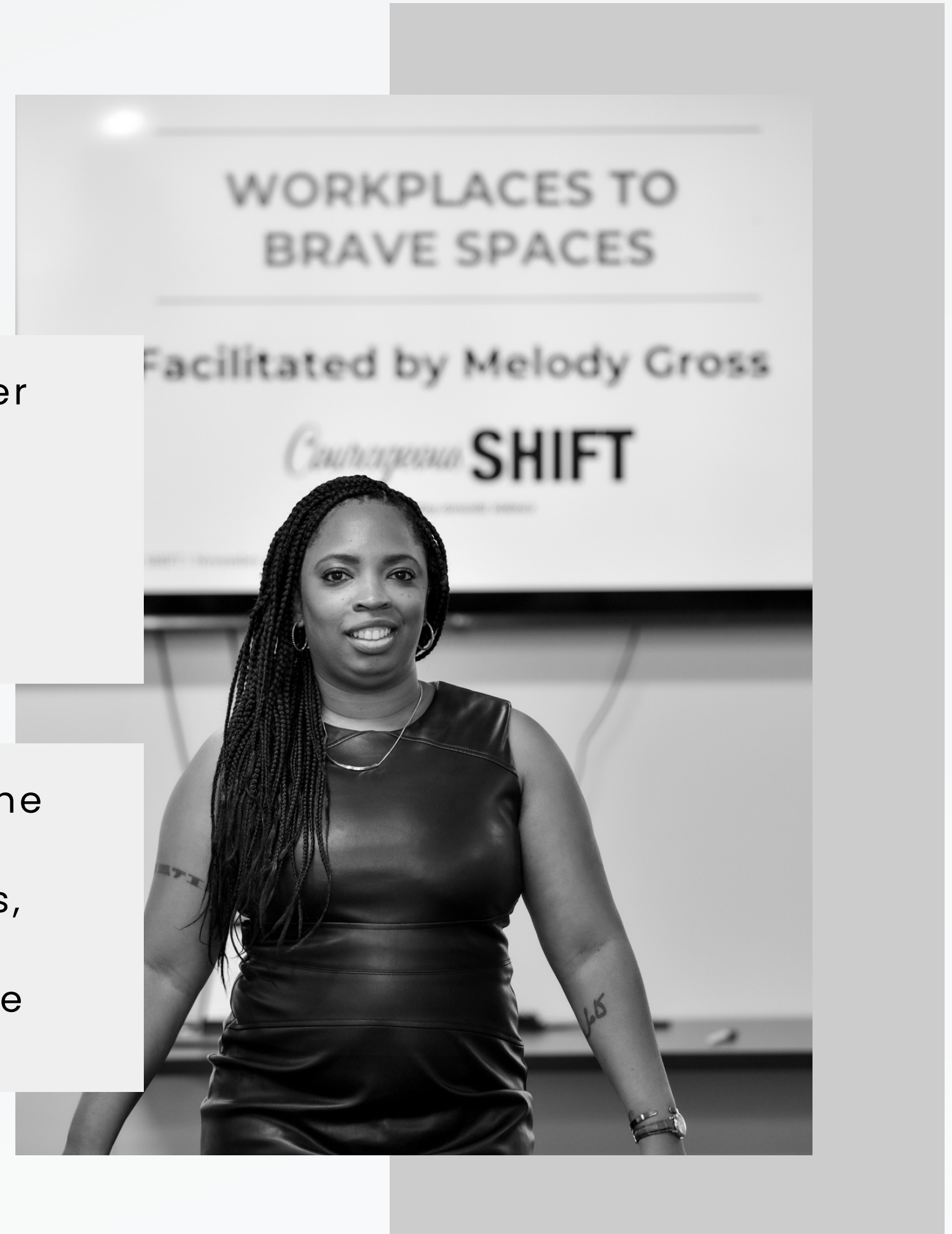
99%

of those surveyed would recommend *Building a Framework to Address Microaggressions and Inclusion* to other professional colleagues outside of their organization.

ABOUT US

Courageous SHIFT Courageous SHIFT is a speaker and consulting agency reimagining workplace culture and employee safety. We provide organizations with the tools, strategies, and courage to create an equitable, inclusive, and safe workplace for everyone.

We work to change systems through action at the intersection of domestic violence and DEI. Courageous SHIFT was founded by Melody Gross, a motivational speaker, facilitator, survivor of domestic violence, and certified professional life coach.





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