



Metro Office of Family Safety

Metropolitan Government of Nashville-Davidson County, Department of Family Safety

OFS WORKSHOP CATALOG

This catalog contains the current training workshops offered by the Office of Family Safety (OFS). Standard workshops descriptions are included. In addition to the workshops and courses listed in this catalog, special training sessions and custom courses *may* be developed *upon request* to meet departmental/agency needs.

In order to request training from OFS:

1. Please fill out the following request form: <https://ofs.nashville.gov/get-to-know-us/what-we-do/training-and-outreach/request-a-speaker/> 2. Under the form section "Please describe what you would like this speaker to talk about," **please include the specific training title from the catalog OR "Custom Course"** followed by a brief description of the requested topic.

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Workshop Title: Confidentiality Best Practices

Workshop Description: Over the last several years, there has been much discussion about HIPAA confidentiality requirements. You may not know that most victim services agencies have more stringent confidentiality requirements. This workshop will explore those requirements, the responsibilities of victim services staff, and confidentiality best practices for your work.

Objectives:

1. Participants will gain an understanding of confidentiality requirements, including additional regulations specific to victim services agencies, to ensure compliance and mitigate legal risks.
2. Role Clarification: Participants will clarify their roles and responsibilities regarding confidentiality within victim services agencies, including proper handling of sensitive information and communication protocols.
3. Identifying Confidentiality Risks: Participants will learn to identify common confidentiality risks and vulnerabilities within their work environment, such as breaches of privacy and data security, and develop strategies to address them effectively.
4. Implementing Best Practices: Participants will acquire practical skills and strategies for maintaining confidentiality in their daily work, including confidentiality protocols, documentation practices, and effective communication strategies with clients and colleagues.

Standard Presenter(s): Heather Herrmann

Workshop Title: Ethics in Victim Services

Workshop Description: This workshop will explore several topics related to professional ethics for victim services providers, including professional boundaries, confidentiality, record keeping, acting within the scope of your profession, and more. This workshop will be highly interactive, with lots of time for questions and discussion.

This training presentation explores the fundamental ethical considerations within the realm of Victims' Services. Participants will delve into key pillars, including maintaining professional boundaries, safeguarding confidentiality, maintaining meticulous record-keeping practices, and operating within the defined scope of their profession. Through interactive discussions and case studies, attendees will gain insights into navigating complex ethical dilemmas, fostering trust, and upholding the highest standards of integrity in supporting victims of crime.

Objectives:

1. **Understanding Professional Boundaries and Confidentiality**
 - o Participants will be able to define and explain the importance of maintaining professional boundaries and safeguarding confidentiality in victim services.

- Attendees will learn to identify potential boundary issues and confidentiality breaches and understand strategies to prevent them.
- 2. Developing Effective Record-Keeping Practices**
 - Participants will learn the principles of meticulous record-keeping, including what information to document, how to document it, and the legal and ethical considerations involved.
 - Attendees will be able to implement best practices for record-keeping that ensure accurate, secure, and confidential documentation.
- 3. Navigating Ethical Dilemmas and Scope of Practice**
 - Participants will explore common ethical dilemmas faced by victim services providers and develop strategies for resolving these dilemmas while maintaining professional integrity.
 - Attendees will understand the importance of operating within the scope of their profession and the potential consequences of overstepping professional boundaries.

Standard Presenter(s): Heather Herrmann

Workshop Title: Effective Collaboration: Working with Interpreters in Victim Services

This workshop aims to equip victim service providers with the knowledge and skills necessary to collaborate effectively with interpreters. Participants will learn best practices for ensuring clear and accurate communication, maintaining confidentiality, and providing culturally sensitive support. Through interactive activities and discussions, attendees will develop strategies to enhance their work with interpreters, ultimately improving the services offered to non-English-speaking and Limited English Proficiency (LEP) clients.

Training Objectives:

- 1. Enhance Communication Skills:**
 - Participants will learn effective techniques for working with interpreters to ensure clear, accurate, and culturally sensitive communication with non-English-speaking and LEP clients.
- 2. Develop Best Practices:**
 - Attendees will identify and implement best practices for maintaining confidentiality, professionalism, and ethical standards when collaborating with interpreters in a victim services context.
- 3. Foster Cultural Competence:**
 - Participants will gain an understanding of cultural nuances and sensitivities, enhancing their ability to provide respectful and inclusive support to clients from diverse backgrounds with the assistance of interpreters.

Standard Presenter(s):

Workshop Title: Compassion Fatigue Part 1 - Revitalizing Compassion: Understanding and Addressing Compassion Fatigue in Victim Services

Workshop Description:

This workshop is designed to help victim service providers differentiate between Compassion Fatigue and Vicarious Trauma and understand the unique causes and symptoms of each. Participants will explore the concept of Compassion Fatigue as a depletion of compassion, often resulting in emotional numbing to cope with clients' pain and distress. The session will emphasize that compassion is a renewable resource, offering strategies to replenish and sustain it. Through interactive discussions and practical exercises, attendees will learn how to recognize signs of Compassion Fatigue in themselves and others and implement effective self-care and resilience-building techniques.

Learning Objectives:

- 1. Differentiate Between Compassion Fatigue and Vicarious Trauma:**
 - Participants will understand the distinct causes and manifestations of Compassion Fatigue and Vicarious Trauma, enabling them to accurately identify and address each condition.
- 2. Recognize and Assess Signs of Compassion Fatigue:**
 - Attendees will learn to identify the symptoms and early warning signs of Compassion Fatigue in themselves and their colleagues, fostering a proactive approach to self-awareness and peer support.
- 3. Implement Strategies to Renew Compassion:**
 - Participants will explore practical techniques and self-care strategies to replenish their compassion, maintain emotional well-being, and enhance their capacity to support clients effectively.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Revitalizing Compassion Part 2: Advanced Strategies for Sustaining Compassion in Victim Services

Workshop Description:

Building on the foundational concepts from Part 1, this advanced workshop delves deeper into the strategies for sustaining compassion and preventing burnout in victim services professionals. Participants will explore in-depth techniques for emotional resilience, learn about organizational practices that support compassion renewal, and engage in self-reflective exercises to identify personal strengths and areas for growth. This session aims to equip attendees with a robust toolkit for maintaining their compassion over the long term, ensuring they can continue to provide empathetic and effective support to clients.

Learning Objectives:

- 1. Deepen Emotional Resilience Techniques:**

- Participants will explore advanced methods for building emotional resilience, including mindfulness practices, stress reduction techniques, and cognitive-behavioral strategies, to better manage the emotional demands of their work.
2. **Implement Organizational Support Systems:**
 - Attendees will learn about organizational policies and practices that promote a supportive work environment, such as peer support programs, supervision practices, and professional development opportunities focused on compassion renewal.
 3. **Engage in Personal Reflection and Growth:**
 - Participants will engage in self-reflective exercises to assess their personal resilience, identify strengths, and develop a personalized action plan for sustaining their compassion and preventing burnout in their professional practice.

Standard Presenter(s): Heather Herrmann

Workshop Title: 'I Don't Want to Talk About It': Having Brave Conversations in the Workplace

Workshop Description: We are often called upon to engage in challenging conversation with clients, staff, partners, and funders. These conversations stretch our skills in crisis response, negotiation, empathy, strategizing, and improvisation. They can make us feel anxious, stressed, resentful, and even burned out. This workshop will help reframe difficult confrontations into brave conversations, offering tools to support your work and ample time for conversation and practice.

Objectives:

1. **Enhance Communication Skills for Difficult Conversations:**
 - Participants will learn effective communication techniques to approach challenging conversations confidently and clearly, including active listening, empathy, and assertiveness.
2. **Develop Strategies for Emotional Regulation:**
 - Attendees will acquire tools and strategies to manage their emotional responses during difficult conversations, reducing anxiety, stress, and the potential for burnout.
3. **Practice and Apply Brave Conversation Techniques:**
 - Participants will engage in role-playing exercises and scenario-based practice to apply the techniques learned, gaining hands-on experience in reframing confrontations into productive and brave conversations.

Standard Presenter(s): Heather Herrmann, Amber Ellis, LaToya Townsend

Workshop Title: Fostering Organizational Wellness in Victim Services

Workshop Description:

This training session focuses on assessing and enhancing organizational wellness within the victim services field. Participants will learn how to evaluate the well-being of their organization, identify areas needing improvement, and implement strategies to create a healthier, more supportive work environment. By fostering organizational wellness, agencies can better support their staff, improve service delivery, and sustain the overall health and resilience of their teams.

Learning Objectives:

1. Assess Organizational Wellness:

- Participants will learn to conduct comprehensive assessments of their organization's wellness, identifying strengths and areas for improvement related to staff well-being, work environment, and organizational culture.

2. Identify and Address Wellness Challenges:

- Attendees will gain insights into common challenges that affect organizational wellness in victim services and develop targeted strategies to address these issues effectively.

3. Implement Wellness Initiatives:

- Participants will explore and design practical wellness initiatives and programs tailored to their organization's needs, fostering a supportive and resilient work environment that enhances staff morale and service delivery.

Standard Presenter(s): Heather Herrmann

Workshop Title: Healing Organizational Trauma: Building Resilience in the Workplace

Workshop Description: This workshop explores how trauma can impact organizations and manifest within individuals and groups in the workplace. Participants will learn to identify signs of organizational trauma and understand its effects on staff and operations. The session will also provide strategies to mitigate past trauma and foster resilience within staff and organizational systems, promoting a healthier and more supportive work environment.

Learning Objectives:

1. Understand Organizational Trauma:

- Participants will gain a comprehensive understanding of how trauma can affect organizations, including its manifestations within individuals and groups, and the impact on workplace dynamics.

2. Identify Signs and Symptoms:

- Attendees will learn to recognize the signs and symptoms of trauma within their organization, enabling them to address issues proactively and support affected staff members.

3. Implement Resilience-Building Strategies:

- Participants will explore and apply strategies to mitigate the effects of past trauma and build resilience within their staff and organizational systems, promoting long-term health and well-being.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Healing Organizational Trauma Part 2: Advanced Strategies for Sustaining Resilience

Workshop Description: Building on the foundational concepts from Part 1, this advanced workshop delves deeper into strategies for sustaining resilience within traumatized organizations. Participants will explore in-depth approaches for creating trauma-informed policies, fostering a culture of continuous support, and implementing long-term wellness initiatives. Through interactive activities and case studies, attendees will develop a robust toolkit to maintain a resilient and healthy work environment.

Learning Objectives:

1. Develop Trauma-Informed Policies:

- Participants will learn how to create and implement trauma-informed policies and procedures that support staff well-being and promote a resilient organizational culture.

2. Foster Continuous Support and Wellness:

- Attendees will explore methods to establish ongoing support systems, such as peer support programs, regular wellness check-ins, and professional development opportunities focused on resilience.

3. Implement Long-Term Resilience Initiatives:

- Participants will design and plan long-term initiatives to sustain organizational resilience, including comprehensive wellness programs, regular training on trauma-informed practices, and strategies for continuous improvement in organizational health.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Trauma-Informed Supervision

Workshop Description: What does it mean to make our supervision with staff as trauma-informed as our work with victims? Is it possible to preserve our duty to victims while weighing our concern for staff? In the demanding field of victim services, balancing the mission to provide safety and empowerment for victims of interpersonal violence with the well-being of staff is crucial. Staff members often absorb the traumatic stories of those they serve, potentially exhibiting similar trauma symptoms over time. This workshop delves into the importance of trauma-informed supervision, addressing how to make supervisory practices as trauma-informed as the work with victims. Participants will explore key questions, such as how to

support staff who are impacted by secondary trauma while maintaining a strong commitment to clients. Through interactive discussions and practical exercises, attendees will learn how trauma-informed supervision can enhance staff effectiveness and productivity, fostering a healthier and more resilient workforce.

Learning Objectives:

1. Understand Trauma-Informed Supervision Principles:

- Participants will learn the core principles of trauma-informed supervision, including recognizing the impact of secondary trauma on staff and integrating trauma-informed approaches into supervisory practices.

2. Develop Supportive Supervision Strategies:

- Attendees will acquire practical strategies for providing supportive supervision that addresses the emotional and psychological needs of staff, helping to mitigate the effects of secondary trauma and prevent burnout.

3. Enhance Staff Well-Being and Effectiveness:

- Participants will explore methods to create a balanced work environment that prioritizes both the well-being of staff and the mission to support victims, ultimately leading to a more effective and productive team.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: 'Tis the Season: Wellness During the Holidays

The holiday season can present unique challenges for both survivors of interpersonal violence and the service providers who support them. Stress, emotional triggers, and increased demands can take a toll on well-being during this time of year. This skills-based workshop is designed to equip participants with practical tools and techniques for maintaining their own wellness throughout the holiday season. Attendees will also learn how to adapt these strategies to support the survivors they work with, fostering resilience and emotional stability. Through interactive exercises and discussions, participants will gain valuable insights into self-care and survivor care, helping to create a more balanced and supportive holiday experience.

Learning Objectives:

1. Identify Holiday-Related Stressors:

- Participants will learn to recognize common stressors and emotional triggers that arise during the holiday season for both themselves and the survivors they support, enabling proactive management of these challenges.

2. Implement Personal Wellness Practices:

- Attendees will explore and practice a variety of wellness techniques, such as mindfulness, stress reduction exercises, and self-care routines, to enhance their own well-being during the holidays.

3. Adapt Wellness Tools for Survivor Support:

- Participants will learn how to adapt and incorporate wellness strategies into their work with survivors, providing tailored support that addresses the unique needs of survivors during the holiday season.

Standard Presenter(s): ALL

Workshop Title: Hiring, Firing, & Retention

Workshop Description: This workshop focuses on the essential aspects of human resources management within victim services agencies, covering critical topics such as hiring, firing, and staff retention. Participants will learn effective strategies for recruiting and selecting the right candidates, managing employee performance and terminations ethically and legally, and implementing practices that promote staff retention and satisfaction. Through interactive discussions, case studies, and practical exercises, attendees will gain the knowledge and skills necessary to build and maintain a competent, committed, and motivated workforce in their organizations.

Learning Objectives:

1. Effective Hiring Practices

- Participants will understand the principles of effective hiring, including identifying staffing needs, creating accurate job descriptions, and conducting thorough interviews.
- Attendees will learn techniques for evaluating candidates to ensure a good fit with the agency's mission and values.

2. Ethical and Legal Considerations in Firing

- Participants will be able to identify the legal and ethical considerations involved in employee termination, including due process and documentation requirements.
- Attendees will learn strategies for handling terminations with sensitivity and respect to minimize negative impacts on the organization and remaining staff.

3. Strategies for Staff Retention and Engagement

- Participants will explore best practices for promoting staff retention, including creating a positive work environment, offering professional development opportunities, and recognizing and rewarding employee contributions.
- Attendees will be able to develop and implement retention strategies that foster employee satisfaction and reduce turnover rates in their agencies.

Standard Presenter(s): LaToya Townsend, Diane Lance

Workshop Title: Beyond Band-aids: Healing Burnout & Empowering Teams

Workshop Description: In the demanding field of victim services, professionals are often exposed to high levels of stress and secondary trauma, leading to burnout. This training, "Beyond Band-aids: Healing Burnout & Empowering Teams," goes beyond traditional self-care advice to provide innovative and practical strategies for addressing and preventing burnout. Participants

will explore evidence-based techniques to foster resilience, create supportive work environments, and empower teams to thrive. Through interactive activities, case studies, and expert insights, attendees will learn how to implement systemic changes that promote well-being and enhance team performance, ensuring sustained effectiveness in their vital roles.

Learning Objectives:

1. Identifying and Understanding Burnout

- Participants will be able to identify the signs and symptoms of burnout specific to victim services professionals and understand the underlying causes, including chronic stress and secondary trauma.
- Attendees will gain insights into the impact of burnout on personal well-being and organizational effectiveness.

2. Implementing Evidence-Based Strategies for Resilience and Well-Being

- Participants will learn evidence-based techniques for fostering resilience and enhancing personal well-being, moving beyond traditional self-care methods.
- Attendees will explore practical strategies such as mindfulness, cognitive-behavioral techniques, and peer support systems that can be integrated into daily routines and organizational practices.

3. Creating Supportive and Empowering Work Environments

- Participants will understand the importance of a supportive work environment in preventing burnout and learn how to implement systemic changes that promote team well-being and empowerment.
- Attendees will develop skills to create and sustain positive workplace cultures, including strategies for effective communication, team-building, and recognizing and addressing workplace stressors.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Becoming an Oasis: Mindful, Calming, & De-Escalation Tools for Daily Practice

Workshop Description: This workshop is designed to enhance the capacity of professionals in the field to create a supportive and inclusive environment for survivors, colleagues, and professional partners. The discussion will center on practical strategies to ensure accessibility and foster a culture of dignity and respect. Participants will learn techniques to be more present in their work, thereby reducing stress, anxiety, and fear responses in clients and colleagues. Additionally, the workshop will explore small, actionable shifts that can be made to promote overall wellness in the workplace. Through interactive discussions, real-life scenarios, and expert guidance, attendees will gain valuable insights and tools to enhance their professional practice and personal well-being.

Learning Objectives:

1. Enhancing Accessibility and Inclusion

- Participants will understand the importance of accessibility in victim services and learn practical strategies to ensure that services are inclusive and available to all survivors, regardless of their background or abilities.
 - Attendees will be equipped with tools and techniques to identify and address barriers to accessibility within their organizations.
- 2. Promoting Dignity and Respect in Interactions**
- Participants will explore the principles of dignity and respect and learn how to apply them in interactions with survivors, co-workers, and professional partners.
 - Attendees will develop skills to create a supportive and respectful environment, fostering positive and empowering relationships.
- 3. Implementing Wellness Strategies to Reduce Stress and Anxiety**
- Participants will learn techniques to be more present in their work, which can help reduce stress, anxiety, and fear responses in both clients and colleagues.
 - Attendees will identify small, actionable shifts that can be implemented to promote overall wellness in their work environment, enhancing both personal well-being and professional effectiveness.

Standard Presenter(s): Heather Herrmann, Amber Ellis, LaToya Townsend

Workshop Title: Barriers or Doorways? Boundaries as a Fundamental Part of Our Work

Workshop Description: “Walls keep everybody out. Boundaries teach people where the door is.”

This workshop delves into the crucial role that boundaries play in fostering healthy, respectful, and productive interactions with clients, colleagues, and partners. Participants will gain a comprehensive understanding of how to uncover and define their personal and professional boundaries. The workshop will provide practical tools for effectively communicating these boundaries and address common challenges faced in enforcing them. Panelists will discuss the dynamic nature of boundaries, emphasizing how they change and evolve over time. Through engaging discussions, real-world examples, and expert insights, attendees will leave with the knowledge and skills to set and maintain boundaries that support their well-being and enhance their professional relationships.

Learning Objectives:

- 1. Uncovering and Defining Personal and Professional Boundaries**
 - Participants will learn techniques to identify and understand their own personal and professional boundaries, recognizing the impact these boundaries have on their well-being and relationships.
- 2. Communicating and Enforcing Boundaries Effectively**
 - Participants will acquire practical tools and strategies for communicating their boundaries assertively and respectfully to clients, colleagues, and partners.
 - Attendees will examine common obstacles to enforcing boundaries, such as fear of conflict or guilt, and develop approaches to overcome these challenges.

3. Adapting to the Evolution of Boundaries Over Time

- Participants will understand the dynamic nature of boundaries and how they can change and evolve over time due to personal growth, professional experiences, and changing circumstances.
- Attendees will learn strategies to reassess and adjust their boundaries periodically, ensuring that they continue to support their health, productivity, and relationship quality.

Standard Presenter(s): ALL

Workshop Title: Basic Motivational Interviewing Skills

Workshop Description: Most commonly used to increase motivation toward behavioral change, motivational interviewing is an evidence-based approach designed to encourage clients to talk themselves into making beneficial changes in their lives. Motivation to change varies from person to person, from one situation to another, and over time. Some of us are unwilling, others are unable to change, and many are not fully ready. Motivational interviewing (MI) is a client-centered tool based on empathy and allows for client-guided change and growth. This workshop will explore what MI is, what it is not, and how to add MI skills and tools into your work with clients.

Objectives:

1. Understanding the Principles and Techniques of Motivational Interviewing

- Participants will be able to define motivational interviewing (MI) and distinguish it from other therapeutic approaches.
- Attendees will learn the core principles of MI, including empathy, collaboration, evocation, and supporting autonomy, and how these principles guide the MI process.

2. Developing MI Skills for Client-Centered Conversations

- Participants will acquire practical MI skills, such as open-ended questioning, reflective listening, affirmations, and summarizing, to facilitate client-guided change.
- Attendees will practice these skills through role-playing and interactive exercises, enhancing their ability to effectively engage clients in conversations about change.

3. Integrating MI into Professional Practice

- Participants will explore strategies for incorporating MI techniques into their existing work with clients, adapting the approach to various stages of readiness for change.
- Attendees will identify common challenges in applying MI and develop solutions to overcome these obstacles, ensuring a seamless integration of MI into their practice to support client growth and change.

Standard Presenter(s): Heather Herrmann

Workshop Title: The Impact of IPV on Survivors & Perpetrators: A Guide for BIP Facilitators

Workshop Description: This workshop is designed for facilitators of Batterers' Intervention Programs (BIPs) to deepen their understanding of the profound impact of interpersonal violence on victims and survivors, as well as the dynamics and tactics employed by perpetrators. Participants will explore the psychological, emotional, and physical effects of abuse on victims, gaining insights into the long-term consequences and challenges they face. The workshop will also examine the behavior patterns, manipulation tactics, and power dynamics used by perpetrators to control and harm their victims. Through case studies, expert presentations, and interactive discussions, facilitators will enhance their ability to effectively address these issues within their programs, fostering a more empathetic and informed approach to intervention.

Learning Objectives:

- 1. Understanding the Impact of Interpersonal Violence on Victims and Survivors**
 - Participants will gain a comprehensive understanding of the various forms of interpersonal violence and their psychological, emotional, and physical impacts on victims and survivors.
 - Attendees will learn about the long-term consequences of abuse, including trauma responses, mental health challenges, and barriers to recovery.
- 2. Analyzing Perpetrator Dynamics and Tactics**
 - Participants will explore the common behavior patterns and tactics used by perpetrators to exert control and inflict harm on their victims, such as manipulation, intimidation, and coercion.
 - Attendees will examine the power and control dynamics inherent in abusive relationships and understand how these tactics affect victims' ability to seek help and leave abusive situations.
- 3. Enhancing Intervention Strategies in BIPs**
 - Participants will learn how to incorporate a victim-centered perspective into their intervention strategies, ensuring that their programs address the needs and experiences of victims and survivors.
 - Attendees will develop skills to effectively challenge perpetrators' justifications for their behavior, promote accountability, and support positive behavioral change within their programs.

Standard Presenter(s): Becky Bullard, Heather Herrmann

Workshop Title: The Impact of Domestic Violence on the Family (CAC-Approved Curriculum Includes Polyvictimization)

Workshop Description: Nationwide, approximately 2/3 domestic violence shelter residents are children. Domestic violence has a far-reaching impact on family systems and interpersonal relationships even among non-abusive family members. Abusers often target these relationships, particularly those between children and the non-offending parent, to exert additional control over their victims. This training will explore the dynamics of domestic violence within family systems, the commonality of polyvictimization or co-occurring victimization within family units, how children are impacted by violence in their homes, and will briefly touch on how service providers can help to strengthen and promote healthy family relationships.

Learning Objectives:

1. Attendees will leave with a clear understanding of the nature of domestic violence (DV).
2. Attendees will be able to define Polyvictimization and understand the ways in which children are at risk for Polyvictimization
3. Training will explore the ways that violence in the home impacts children
4. Training will explore the impacts of DV on the overall family system, including relationship between children and non-offending parents
5. A brief introduction of protective factors

Standard Presenter(s): DVDCS Liaison Program, Heather Herrmann

Workshop Title: Seeing Children as Clients Too: Building Hope and Resilience for Young Victims

Workshop Description: Often providers in survivor serving agencies who work primarily with adult victims struggle with how to provide meaningful interventions to children who may accompany their adult clients for services. This workshop will speak to the importance of viewing accompanying children as clients worthy of intentional attention and intervention, and give some ideas or best practices that all agencies can put in place for interacting with the children who come in their door while they are on site. It will also address strategies on encouraging connection/relationship rebuilding with the child and non-offending parent.

Learning Objectives:

1. Recognizing and Valuing Children as Clients
 - Participants will understand the importance of viewing children who accompany their adult clients as individuals in need of intentional attention and meaningful interventions.
 - Attendees will learn to recognize the unique needs and experiences of these children, emphasizing the value of providing tailored support within survivor serving agencies.
2. Implementing Best Practices for Child Interaction and Intervention

- Participants will gain knowledge of best practices and practical strategies for interacting with and supporting children who come to their agencies, ensuring that these practices are appropriate and effective.
 - Attendees will explore techniques for creating a child-friendly environment and engaging children in ways that promote their safety, well-being, and sense of security.
3. Facilitating Connection and Relationship Rebuilding
- Participants will learn strategies for encouraging and facilitating connection and relationship rebuilding between the child and the non-offending parent, recognizing the importance of this relationship in the child's recovery and healing process.
 - Attendees will develop skills to support the non-offending parent in understanding and addressing their child's needs, fostering a nurturing and supportive family dynamic.

Standard Presenter(s): DVDCS Liaison Program, Diane Lance, Heather Herrmann

Workshop Title: Building Healthy Relationships: A Guide for Teens & Young Adults

Workshop Description: This engaging and interactive workshop is designed to empower teens and young adults with the knowledge and skills to build healthy, respectful relationships. Participants will learn to recognize red flag behaviors that signal unhealthy relationships and green flag behaviors that indicate healthy, supportive connections. The workshop will emphasize the importance of mutual respect and clear boundaries in all relationships, whether romantic, platonic, or familial. Through discussions, activities, and real-life scenarios, attendees will gain practical tools for fostering positive relationships and addressing potential issues before they escalate.

Learning Objectives:

1. Recognizing Red and Green Flag Behaviors
 - Participants will learn to identify red flag behaviors that indicate unhealthy or potentially abusive relationships, such as manipulation, control, and disrespect.
 - Attendees will explore green flag behaviors that characterize healthy relationships, including open communication, mutual respect, and support.
2. Understanding and Practicing Respect
 - Participants will gain a deeper understanding of what respect looks like in relationships, learning how to both give and receive respect in their interactions with others.
 - Attendees will explore ways to cultivate a culture of respect in their relationships, ensuring that all parties feel valued and heard.
3. Establishing and Maintaining Healthy Boundaries
 - Participants will learn the importance of setting and maintaining healthy boundaries to protect their well-being and ensure balanced, respectful relationships.

- Attendees will develop skills for effectively communicating their boundaries and respecting the boundaries of others, fostering mutual understanding and trust.

Standard Presenter(s): ALL, DVDCS Liaison Program

Workshop Title: Teen Dating Violence: Understanding Dynamics and Recognizing Warning Signs

Description: This workshop is dedicated to equipping professionals who work with teenagers, such as educators, counselors, and legal practitioners, with essential knowledge and skills to identify and address teen dating violence. Participants will delve into the dynamics of abusive relationships among teenagers, recognizing the unique characteristics and challenges faced by this age group. The workshop will also cover the warning signs of teen dating violence and provide strategies for effective intervention and support. Through a combination of expert insights, real-life examples, and interactive discussions, attendees will be prepared to create safer environments for teens and promote healthy relationship behaviors.

Learning Objectives

1. Understand the Dynamics of Teen Dating Violence:
2. Explore the unique characteristics and patterns of abusive behavior in teenage relationships.
3. Learn about the psychological, social, and developmental factors that contribute to teen dating violence.
4. Examine the impact of technology and social media on teen dating violence dynamics.
5. Recognize Warning Signs and Indicators:
6. Identify common warning signs and red flags of teen dating violence.
7. Understand the differences between normal teen relationship behaviors and abusive behaviors.
8. Analyze case studies to practice identifying potential indicators of dating violence in teens.
9. Implement Effective Intervention and Support Strategies:
10. Gain knowledge of best practices for intervening in cases of teen dating violence.
11. Develop skills to provide appropriate support and resources to affected teens.

Standard Presenter(s): Training & Outreach Teams

Workshop Title: The Use of Custody to Abuse: Understanding and Addressing Post-Separation Control Tactics

Description: Abusers often continue their patterns of control and manipulation even after separation by exploiting custody battles and legal proceedings. According to the APA Presidential Taskforce on Violence & the Family, abusers are more likely than their victims to seek sole or primary custody of children, using the custody system as another tool of abuse. This workshop aims to educate legal professionals, social workers, and family court personnel on the intricacies

of post-separation abusive dynamics and the ways in which abusers can manipulate custody processes to maintain power over their victims. Through expert-led discussions, case studies, and practical guidance, participants will learn to recognize and address these tactics, ensuring a more informed and equitable approach to custody and family law.

Learning Objectives

1. Understand the Dynamics of Post-Separation Abuse:
 - Explore the continuation of abusive behaviors and control tactics by abusers after separation.
 - Identify the psychological and emotional impacts of post-separation abuse on victims and children.
 - Examine the various forms of manipulation and coercion used by abusers in the context of custody disputes.
2. Recognize and Address Manipulation in Custody Processes:
 - Learn to identify signs and patterns of manipulative behavior in custody cases.
 - Understand the legal and systemic vulnerabilities that abusers exploit to gain custody.
 - Develop skills to critically assess custody claims and protect the interests and safety of victims and children.
3. Implement Best Practices for Supporting Victims in Custody Disputes:
 - Gain knowledge of trauma-informed approaches to handling custody cases involving domestic violence.
 - Explore strategies for providing effective legal support and advocacy for victims of abuse.
 - Learn to collaborate with other professionals to create a coordinated response that prioritizes the safety and well-being of children and victims.

Standard Presenter(s): Heather Herrmann, DVDCS Liaison Program

Workshop Title: Pediatric Strangulation: Understanding the Effects, Tactics, and Lethal Implications

Description: This specialized workshop is designed for healthcare professionals, social workers, law enforcement officers, and legal practitioners who work with children and families. The session will provide an in-depth examination of pediatric strangulation, a severe and often under-recognized form of violence. Participants will learn about the physiological and psychological effects of strangulation on children, the unique tactics and circumstances that characterize these cases, and the potentially lethal implications of this type of violence. Through expert presentations, case studies, and interactive discussions, attendees will gain critical knowledge and skills to identify, respond to, and support victims of pediatric strangulation.

Learning Objectives

1. Understand the Effects of Strangulation on Children:

- Explore the short-term and long-term physiological impacts of strangulation on pediatric victims.
 - Identify the psychological and emotional consequences of strangulation trauma in children.
 - Examine the signs and symptoms that healthcare and other professionals should look for in cases of suspected strangulation.
2. Recognize Unique Tactics and Circumstances in Pediatric Strangulation Cases:
- Learn about the specific tactics used by perpetrators in cases of pediatric strangulation.
 - Understand the contexts and circumstances in which pediatric strangulation most commonly occurs.
 - Analyze case studies to identify patterns and risk factors associated with this form of violence.
3. Comprehend the Lethal Implications and Develop Effective Response Strategies:
- Gain knowledge of the potential lethality and serious health risks associated with pediatric strangulation.
 - Explore best practices for immediate and long-term responses to pediatric strangulation incidents.
 - Learn to collaborate with multidisciplinary teams to ensure comprehensive care and legal protection for victims.

Standard Presenter(s): Becky Bullard

Workshop Title: Cultural Humility - Supporting Victims in Marginalized Communities: The Impact of Interpersonal Violence and Cultural Humility in Victim Services

Law Enforcement Focused Version Available

Description: This workshop is designed for victim services professionals dedicated to providing comprehensive and equitable support to all victims of interpersonal violence. The session will delve into the unique challenges faced by victims in marginalized communities, highlighting the intersection of domestic violence and systemic inequities. Participants will learn about the profound impact of interpersonal violence on these communities and the importance of adopting a cultural humility approach to ensure that services are accessible and sensitive to the diverse needs of all survivors. Through expert presentations, case studies, and interactive discussions, attendees will develop skills to enhance their practice and foster a more inclusive support system for all victims.

Learning Objectives

- 1. Understand the Impact of Interpersonal Violence on Marginalized Communities:**
 - Explore the unique dynamics and additional barriers faced by victims in marginalized communities.
 - Identify the compounded effects of systemic inequities and interpersonal violence on these victims.
 - Examine the specific needs and experiences of marginalized victims of domestic violence through case studies and real-life examples.
- 2. Implement a Cultural Humility Approach in Victim Services:**
 - Learn the principles of cultural humility and how they differ from cultural competence.
 - Develop skills to continuously self-reflect and address biases in providing victim services.
 - Explore strategies to create a more inclusive and responsive support system that respects and honors the diverse backgrounds and experiences of all survivors.
- 3. Enhance Access to Services for All Victims and Survivors:**
 - Identify and address barriers that prevent marginalized victims from accessing necessary services and support.
 - Learn best practices for outreach and engagement with marginalized communities.
 - Develop collaborative approaches to work with community organizations and stakeholders to improve service delivery and accessibility for all victims.

Standard Presenter(s): LaToya Townsend, Amber Ellis

Workshop Title: Addressing Domestic Violence in Black Communities: Culturally Sensitive Support and Understanding Historical Contexts

Description: This workshop is tailored for victim services professionals committed to providing respectful and culturally sensitive support to Black survivors of domestic violence. Participants will gain insight into the unique challenges faced by Black victims, including the heightened risk of lethal violence against Black female victims. The workshop will explore the deep-rooted impacts of historical oppression and marginalization on help-seeking behaviors and access to

services. Through expert presentations, interactive discussions, and practical exercises, attendees will enhance their ability to offer effective, respectful, and culturally informed support to Black survivors.

Learning Objectives

- 1. Understand the Impact of Domestic Violence in Black Communities:**
 - Explore the prevalence and unique dynamics of domestic violence within Black communities.
 - Examine the increased risk factors and heightened lethality of domestic violence for Black female victims.
 - Analyze case studies to understand the specific needs and experiences of Black survivors.
- 2. Provide Respectful and Culturally Sensitive Services:**
 - Learn the principles of culturally sensitive and respectful victim services.
 - Develop skills to engage with Black survivors in a manner that acknowledges and respects their cultural backgrounds and experiences.
 - Explore strategies for creating a supportive and inclusive environment that fosters trust and healing.
- 3. Address the Impacts of Historical Oppression and Marginalization:**
 - Understand how historical and systemic oppression affects help-seeking behaviors and access to services for Black victims.
 - Identify barriers rooted in historical marginalization that hinder Black survivors from seeking and receiving support.
 - Develop approaches to mitigate these barriers and ensure equitable access to services for all Black survivors.

Standard Presenter(s): LaToya Townsend

Workshop Title: Supporting Immigrant and Refugee Survivors: Addressing Interpersonal Violence with Cultural Sensitivity and Accessibility

Description: This workshop is designed for victim services professionals dedicated to supporting immigrant and refugee survivors of interpersonal violence. Participants will explore the unique challenges faced by these communities, including barriers related to language access, immigration status, and marginalization. The session will cover respectful and culturally sensitive service delivery, the importance of translation and interpretation services, and how abusers exploit these barriers to maintain control. Through expert presentations, real-life examples, and interactive discussions, attendees will develop the skills and knowledge necessary to provide effective, inclusive, and accessible support to immigrant and refugee survivors.

Learning Objectives

- 1. Understand the Impact of Interpersonal Violence in Immigrant and Refugee Communities:**
 - Explore the specific dynamics and challenges of interpersonal violence within immigrant and refugee communities.

- Identify the unique vulnerabilities and risk factors faced by immigrant and refugee survivors.
 - Examine the compounded effects of language barriers, immigration status, and marginalization on help-seeking behaviors.
- 2. Provide Respectful and Culturally Sensitive Services:**
- Learn principles and best practices for delivering culturally sensitive and respectful services to immigrant and refugee survivors.
 - Develop skills to engage with survivors in a manner that honors and respects their cultural backgrounds and experiences.
 - Explore strategies for building trust and rapport with immigrant and refugee clients to facilitate effective support and intervention.
- 3. Increase Accessibility Through Translation and Interpretation Services:**
- Understand the critical role of language access in providing equitable services to immigrant and refugee survivors.
 - Learn how to effectively utilize translation and interpretation services to enhance communication and accessibility.
 - Develop approaches to address the ways in which language access, immigration status, and marginalization can be exploited by abusers and impact service delivery and help-seeking.

Standard Presenter(s):

Workshop Title: Breaking Barriers: Trauma-Informed Language Access for Victims of Crime

Workshop Description: Language barriers can prevent victims of crime from accessing the care and justice they need, leaving them isolated and vulnerable. "Breaking Barriers: Trauma-Informed Language Access for Victims of Crime" empowers professionals to make meaningful language access a cornerstone of their trauma-informed practices. This interactive training explores the foundational principles of language access, the vital role it plays in providing equitable services, and its importance in coordinated community responses to intimate partner violence (IPV). Participants will gain practical tools and guidance to develop comprehensive language access plans tailored to their agencies, ensuring that all survivors receive the care and support they deserve, regardless of their language or cultural background.

Learning Objectives:

1. Understand the importance of trauma-informed language access and its impact on equitable service delivery for victims of crime.
2. Explore strategies for integrating meaningful language access into a community's coordinated response to intimate partner violence.
3. Learn the key components and steps to create a comprehensive language access plan for your agency.

Standard Presenter(s):

Workshop Title: Title: Advancing Equity: Building a Future Free from Oppression through Experiential Education

Description: “Building a future free from oppression through experiential education.” This two-day immersive and interactive course is designed to enhance participants' cultural awareness and equip them with the skills to recognize and address power dynamics between providers and clients. Participants will delve into understanding systemic oppressions that impact services to victims of trauma and increase their capacity to lead meaningful conversations on diversity, equity, and inclusion within their agencies and communities. Through a combination of experiential activities, discussions, and reflections, this workshop aims to empower attendees to foster a more equitable and inclusive environment for all.

Learning Objectives

1. Enhance Cultural Awareness and Sensitivity:

- Develop a deeper understanding of diverse cultural backgrounds and experiences.
- Learn to recognize and respect cultural differences in interactions with clients and colleagues.
- Explore strategies for creating an inclusive and culturally responsive environment in service provision.

2. Recognize and Address Power Dynamics and Systemic Oppression:

- Identify power imbalances between providers and clients and understand their impact on service delivery.
- Examine the ways systemic oppression affects access to and quality of services for victims of trauma.
- Develop skills to critically assess and challenge oppressive practices within organizations and systems.

3. Increase Capacity to Lead DEI Conversations:

- Gain tools and techniques for facilitating effective discussions on diversity, equity, and inclusion.
- Build confidence in addressing sensitive and complex topics related to DEI in professional settings.
- Learn to create safe spaces for open dialogue and foster a culture of continuous learning and growth around DEI issues.

NOTE: This is a 2-Day training with a minimum number of attendees required to participate.

Workshop Title: Introduction to Domestic Violence

Law Enforcement Focused Version Available

Workshop Description: The session provides a comprehensive overview of the fundamental concepts necessary for understanding and addressing domestic violence effectively. Participants will explore power and control dynamics, gain a brief understanding of trauma and its impacts, and learn about victim-centered work and empowerment-based models. Through a blend of theoretical knowledge and practical applications, this training aims to equip new professionals with the essential skills and insights needed to support and advocate for survivors of domestic violence.

Learning Objectives

- 1. Understand Power and Control Dynamics:**
 - Learn about the various tactics used by abusers to exert power and control over their victims.
 - Explore the cycle of abuse and the different forms of domestic violence, including physical, emotional, psychological, and economic abuse.
 - Identify the warning signs and red flags of abusive relationships.
- 2. Gain a Basic Understanding of Trauma:**
 - Understand the psychological and emotional impacts of trauma on survivors of domestic violence.
 - Learn about the common trauma responses and behaviors exhibited by victims.
 - Explore the importance of trauma-informed approaches in supporting survivors.
- 3. Implement Victim-Centered and Empowerment-Based Models:**
 - Learn the principles of victim-centered work and how to prioritize the needs and autonomy of survivors.
 - Develop skills to apply empowerment-based models that support survivors in reclaiming control and making informed decisions.
 - Explore best practices for creating a supportive and non-judgmental environment for victims of domestic violence.

Standard Presenter(s): ALL

Workshop Title: Domestic Violence & Prevention- Advanced Course - Advanced Understanding of Domestic Violence: Causes, Risks, and Transformative Responses

Law Enforcement Focused Version Available

Description: This advanced workshop is designed for professionals seeking a deeper understanding of the complexities surrounding domestic violence. Participants will explore the root causes and risk factors of domestic violence, gain insights into offender profiles, and examine the barriers that victims face in seeking safety and services. The workshop will also address how to shift societal responses to domestic violence and discuss strategies for meeting victims where they are to help them achieve their unique visions of safety and justice. Through a combination of expert presentations, case studies, and interactive discussions, attendees will enhance their ability to provide informed and effective support to survivors.

Learning Objectives

1. Understand Causes, Risks, and Offender Profiles:

- Analyze the underlying causes and risk factors that contribute to domestic violence.
- Explore common characteristics and behaviors of domestic violence offenders.
- Examine the role of societal, cultural, and individual factors in the perpetuation of domestic violence.

2. Identify Barriers to Safety and Service for Victims:

- Learn about the various barriers that prevent victims from accessing safety and support services.
- Understand the impact of systemic, cultural, and individual barriers on victims' help-seeking behaviors.
- Develop strategies to address and mitigate these barriers in professional practice.

3. Transform Societal Responses and Meet Victims Where They Are:

- Explore ways to shift societal attitudes and responses to domestic violence to create a more supportive environment for victims.
- Learn how to adopt a victim-centered approach that respects and supports victims' individual definitions of safety and justice.
- Develop skills to advocate for systemic changes that enhance safety, justice, and support for all victims of domestic violence.

Standard Presenter(s): Heather Herrmann, Amber Ellis, Becky Bullard, Kellye Potocki

Workshop Title: The Use of Custody to Abuse: Understanding and Addressing Post-Separation Control Tactics

Description: Abusers often continue their patterns of control and manipulation even after separation by exploiting custody battles and legal proceedings. According to the APA Presidential Taskforce on Violence & the Family, abusers are more likely than their victims to seek sole or primary custody of children, using the custody system as another tool of abuse. This workshop aims to educate legal professionals, social workers, and family court personnel on the intricacies of post-separation abusive dynamics and the ways in which abusers can manipulate custody processes to maintain power over their victims. Through expert-led discussions, case studies, and practical guidance, participants will learn to recognize and address these tactics, ensuring a more informed and equitable approach to custody and family law.

Learning Objectives

1. Understand the Dynamics of Post-Separation Abuse:

- Explore the continuation of abusive behaviors and control tactics by abusers after separation.
- Identify the psychological and emotional impacts of post-separation abuse on victims and children.
- Examine the various forms of manipulation and coercion used by abusers in the context of custody disputes.

2. Recognize and Address Manipulation in Custody Processes:

- Learn to identify signs and patterns of manipulative behavior in custody cases.

- Understand the legal and systemic vulnerabilities that abusers exploit to gain custody.
 - Develop skills to critically assess custody claims and protect the interests and safety of victims and children.
- 3. Implement Best Practices for Supporting Victims in Custody Disputes:**
- Gain knowledge of trauma-informed approaches to handling custody cases involving domestic violence.
 - Explore strategies for providing effective legal support and advocacy for victims of abuse.
 - Learn to collaborate with other professionals to create a coordinated response that prioritizes the safety and well-being of children and victims.

Standard Presenter(s): Heather Herrmann

Workshop Title: Just Lovely People: The Way We Talk About Domestic Violence is Killing Us

Workshop Description: Abusers are often experts at manipulating peers, at presenting a charismatic facade that hides the abuse they may perpetrate against their victims on a regular basis. Often serious and tragic incidents of domestic violence are portrayed in the media as anomalies, wherein an otherwise 'lovely person' just 'snapped'. Entertainment can still be seen portraying control, jealousy, and abuse as romance. The ways society speaks about domestic violence leaves victims at risk, hamper prevention efforts, and removed responsibility from perpetrators. This course was designed to give the attendees an advanced understanding of the causes and risks associated with domestic violence, as well as offender profiles, barriers to safety and service for victims, how we can begin to change societal responses to domestic violence, and meet victims where they are to help them achieve their individual ideas of safety and justice.

Objectives:

- 1. Identify and Analyze Societal Narratives:** Participants will be able to identify and analyze how societal narratives and media portrayals of domestic violence contribute to misconceptions, victim-blaming, and the minimization of abusive behaviors, and discuss ways to challenge and change these harmful narratives.
- 2. Understand Offender Manipulation Tactics:** Participants will gain an advanced understanding of the manipulation tactics used by abusers to present themselves as charismatic and non-threatening, and learn to recognize these tactics in order to better support victims and hold perpetrators accountable.
- 3. Enhance Prevention and Support Strategies:** Participants will learn to develop and implement more effective prevention and support strategies by addressing the barriers to safety and service for victims, changing societal responses to domestic violence, and promoting a victim-centered approach that prioritizes the individual needs and safety of survivors.

Standard Presenter(s): Heather Herrmann

Workshop Title: Finding Hope in the Courthouse: Nashville's Court-based Family Justice Center – the Jean Crowe Advocacy Center (JCAC)

Workshop Description: The Jean Crowe Advocacy Center (JCAC) is a unique resource that provides a Family Justice Center model within one of the most unwelcoming places for a victim of crime – the courthouse. The JCAC was developed in response to Nashville's Safety & Accountability Audit that found multiple safety concerns in the courthouse and throughout the criminal justice system. The JCAC provides a services and support in a safe and secure location for clients who are waiting for court. This workshop will look at this distinctive model that provides innovative advocacy services for clients as well as partner connection with the DA's office and non-profits while improving victim safety and ensuring offender accountability.

Objectives:

1. Learn about Nashville's unique method of supporting victim safety and advocacy needs during the criminal justice and OP civil court process.
2. Understand the difference between a court-based and community-based FJC and the benefits of having both.
3. Recognize the benefits of a Safety & Accountability Audit and the positive outcomes for a court system.

Standard Presenter(s): Diane Lance, Becky Bullard, Whitney Blanton, LaToya Townsend

Workshop Title: Linking two Family Justice Centers for complete Client Programming

Alternate Title: Bridging Justice and Community: Integrating Services Between Court-Based and Community-Based Family Justice Centers

Workshop Description: This workshop focuses on the collaboration between court-based and community-based Family Justice Centers to provide comprehensive, holistic services to victims of interpersonal violence. By linking the resources and expertise of both types of centers, this partnership aims to enhance the support systems for survivors, streamline service delivery, and improve outcomes. Attendees will explore the benefits and challenges of such collaborations, share best practices, and develop strategies for effective integration to ensure that victims receive seamless and comprehensive care.

Learning Objectives:

1. **Understand the Roles and Functions of Different Family Justice Centers:** Participants will gain a thorough understanding of the distinct roles, functions, and resources of court-based and community-based Family Justice Centers, and how these can be effectively leveraged to provide holistic services to victims of interpersonal violence.
2. **Develop Collaborative Strategies:** Participants will learn to develop and implement collaborative strategies that facilitate seamless integration of services between court-based and community-based centers, including coordination of legal, social, and supportive services to enhance the overall support system for survivors.

3. **Enhance Service Delivery and Victim Outcomes:** Participants will explore best practices for overcoming common challenges in collaboration, such as communication barriers and resource limitations, to enhance service delivery and improve outcomes for victims of interpersonal violence through a unified, multidisciplinary approach.

Standard Presenter(s): Becky Bullard & Diane Lance

Workshop Title: Safety & Accountability: Assessing your Community's Readiness for Change

Alternate Title: Enhancing Safety and Accountability: Conducting a Systems-Wide Audit to Improve Community Responses to Interpersonal Violence

Workshop Description: This workshop provides an in-depth guide on conducting a systems-wide Safety & Accountability audit in your community, with a focus on evaluating the system's response to interpersonal violence and understanding victims' experiences with these systems. Participants will learn how to assess their community's readiness for change and identify key areas for improvement to enhance victim outcomes. The workshop will cover the steps and methodologies involved in performing the audit, analyzing findings, and developing actionable recommendations for systemic change.

Learning Objectives:

1. **Learn Audit Methodologies and Procedures:** Participants will gain a comprehensive understanding of the methodologies and procedures involved in conducting a systems-wide Safety & Accountability audit, including data collection, stakeholder engagement, and analysis of system responses to interpersonal violence.
2. **Evaluate Victims' Experiences and Systemic Barriers:** Participants will learn how to evaluate victims' experiences with community systems effectively, identify systemic barriers that hinder victim support and safety, and use this information to inform the audit process and recommendations.
3. **Assess Community Readiness and Develop Action Plans:** Participants will be equipped with the tools to assess their community's readiness for change, develop actionable plans to address identified gaps and weaknesses and implement strategies to improve overall victim outcomes and system accountability.

Standard Presenter(s): Becky Bullard. Diane Lance

Workshop Title: Navigating Confidentiality: Best Practices and Legal Standards in Multi-Agency Family Justice Centers

Workshop Description: This workshop addresses the complexities of maintaining confidentiality in family justice centers and other multi-agency environments. Participants will learn about the best practices and legal standards essential for protecting the privacy of victims of interpersonal violence, including those outlined in the Violence Against Women Act (VAWA), Victims of Crime Act (VOCA), and Family Violence Prevention and Services Act (FVPSA). The session will cover the importance of confidentiality in fostering trust, strategies for managing

information sharing among agencies, and practical guidance for compliance with relevant laws and regulations.

Learning Objectives:

1. **Understand Legal Standards and Compliance:** Participants will gain a thorough understanding of the confidentiality requirements and legal standards outlined in VAWA, VOCA, and FVPSA, and learn how to ensure compliance within family justice centers and other multi-agency environments.
2. **Implement Best Practices for Confidentiality:** Participants will learn best practices for maintaining confidentiality, including strategies for secure information sharing, data protection, and creating a culture of privacy that enhances trust and safety for victims.
3. **Manage Complex Confidentiality Issues:** Participants will explore the complexities of confidentiality in multi-agency settings, including how to navigate potential conflicts between agencies' needs and victims' privacy rights, and develop practical solutions to manage these challenges effectively.

Standard Presenter(s): Heather Herrmann

Workshop Title: Getting Guns out of the Hands of Abusers: City-Wide Firearms Dispossession Implementation

Workshop Description: This training, "Getting Guns out of the Hands of Abusers: City-Wide Firearms Dispossession Implementation," is designed to equip multi-disciplinary professionals with the knowledge and strategies necessary to enhance community safety by addressing firearm dispossession in cases of domestic violence and related offenses. Participants will explore the critical intersection of firearms and intimate partner violence, learn about the legal and procedural frameworks for firearm dispossession, and examine successful models for city-wide implementation. Through interactive discussions, case studies, and actionable guidance, professionals will leave with a deeper understanding of how to collaborate effectively across sectors to protect victims and prevent future violence.

Learning Objectives:

1. Identify the legal and procedural mechanisms for firearms dispossession in cases involving abusers, including state and federal requirements.
2. Examine best practices and challenges in implementing a city-wide firearms dispossession program, with an emphasis on multi-disciplinary collaboration.
3. Develop actionable strategies to enhance the effectiveness of firearms dispossession efforts within participants' respective professional roles and agencies.

Standard Presenter(s): Becky Bullard, Kellye Potocki

Workshop Title: IPV & Firearms: A Deadly Combination

Workshop Description: "Intimate Partner Violence and Firearms: A Deadly Combination" is a professional training designed to address the heightened risks associated with firearms in cases of intimate partner violence. Participants will explore the alarming connection between firearms and domestic violence fatalities, gain insights into the barriers victims face when seeking safety, and examine the role of laws, policies, and multi-disciplinary responses in preventing firearm-related violence. This training will provide actionable strategies to enhance safety for victims and accountability for perpetrators, equipping professionals to work collaboratively in mitigating this deadly threat.

Learning Objectives:

1. Analyze the statistical and situational connections between firearms and intimate partner violence fatalities, including risk factors for lethality.
2. Identify barriers victims encounter related to firearms possession by abusers and evaluate ways to reduce these obstacles through policy and practice.
3. Develop practical approaches to multi-disciplinary collaboration that enhance victim safety and enforce firearm prohibitions in intimate partner violence cases.

Standard Presenter(s): Becky Bullard, Kellye Potocki

Workshop Title: Systemic Safety Netting: Guarding the Gaps High-Risk Victims Fall Through & Offenders Escape Through

Workshop Description: OFS's focus on gap-guarding began after Nashville's comprehensive Safety & Accountability Assessment, where multiple gaps were brought to light, including a lack of safe spaces and resources for victims/survivors, coordination around high-risk cases, and accountability for firearms users and stranglers. This presentation will discuss the development of multi-disciplinary teams and solutions to these gaps through innovative high-risk team work, high-risk court case flagging, firearms dispossession accountability work, and strangulation city-wide protocol.

Objectives:

1. Understand the benefits and impact of comprehensive and ongoing assessments of your jurisdictions' work on interpersonal violence
2. Learn how a city can develop high-risk case review teams utilizing the LAP & the DA
3. Receive concrete guidelines for protocols and flagging around high-risk issues of firearms and strangulation

Standard Presenter(s): Becky Bullard, Kellye Potocki

Workshop Title: Responding to Risk Together: The Journey of Nashville's High-Risk Intervention Panel (HRIP) Multidisciplinary Team

Workshop Description: "Responding to Risk Together: The Journey of Nashville's High-Risk Intervention Panel (HRIP) Multidisciplinary Team" provides an in-depth look at how Nashville addressed critical gaps in handling high-risk domestic violence cases. Sparked by findings from the city's comprehensive Safety & Accountability Assessment, the HRIP was developed to focus on cases involving high-risk indicators such as firearms use and strangulation. This interactive session explores the evolution of the HRIP, highlighting both the challenges and successes of implementing a multidisciplinary approach. Attendees will gain insights from HRIP members on their roles, strategies, and the tangible impact of the Panel on victim safety, offender accountability, and agency collaboration.

Learning Objectives:

1. Understand the origins and objectives of Nashville's High-Risk Intervention Panel (HRIP) and its focus on high-risk domestic violence cases involving firearms and strangulation.
2. Explore the roles of multidisciplinary team members and how their collaboration enhances victim safety and offender accountability.
3. Identify the challenges and successes in implementing a high-risk intervention model and strategies for replicating similar approaches in other communities.

Standard Presenter(s): Becky Bullard, Kellye Potocki

Workshop Title: Responding to Risk Together: Using the Danger Assessment in your FJC & Nashville's High-Risk Team

Workshop Description: Nashville's focus on high-risk cases began after its comprehensive Safety & Accountability Assessment released in 2013 highlighted multiple gaps regarding high-risk offenders and their victims. As a result, Nashville adopted the Lethality Assessment (LAP) for police officers and the Danger Assessment (DA) for service providers that funnel the highest-risk cases of intimate partner violence to Nashville's High-Risk Intervention Panel (HRIP), a multi-disciplinary case review team. This webinar will discuss the impact of the Danger Assessment in Nashville's two Family Justice Centers, the benefits of assessing for danger, and additional programming to develop to support high-risk clients. The presentation will also cover how high-risk cases identified by the DA and the LAP are funneled into the HRIP and how the high-risk team works together to provide wrap-around services to survivors and accountability for offenders. Attendees will hear from HRIP members about their roles on the team and how Nashville's high-risk work has impacted their agencies.

Objectives:

1. Learn how a city can develop high-risk case review teams utilizing the LAP & the DA
2. Understand the challenges & benefits of high-risk case review teams
3. Evaluate your city's ability to create a high-risk team and brainstorm next steps
4. Consider additional risk response programs around strangulation & firearms

Standard Presenter(s): Becky Bullard, Kellye Potocki, High-Risk Team

Workshop Title: Implementing a High-Risk Intervention Panel

Workshop Description: "Implementing a High-Risk Intervention Panel" offers an in-depth look at the Nashville-Davidson County High Risk Intervention Panel (HRIP) as a model for addressing high-risk domestic violence cases. This training will guide multi-disciplinary professionals through the HRIP's collaborative process of identifying and intervening in very high-risk cases. Participants will learn how the panel leverages weekly remote meetings and monthly in-depth discussions to develop tailored intervention plans that engage the entire response system. This session provides practical tools and insights to help participants implement or enhance similar models in their own communities, with the ultimate goal of increasing victim safety and holding offenders accountable.

Learning Objectives:

1. Understand the structure and operational process of the Nashville-Davidson County High Risk Intervention Panel, including its weekly and monthly meeting formats.
2. Identify key components and collaborative strategies for developing individualized intervention plans for high-risk domestic violence cases.
3. Explore best practices and challenges in implementing a high-risk intervention panel to improve victim safety and offender accountability within a multi-disciplinary framework.

Standard Presenter(s): Becky Bullard, High-Risk Team

Workshop Title: Understanding & implementing Domestic Violence Fatality Review in Your Community

Description: Fatality reviews are a powerful tool for uncovering gaps in systems and services, identifying missed opportunities for intervention, and promoting coordinated responses to prevent domestic violence fatalities. This immersive training is designed for multi-disciplinary professionals, including law enforcement, advocates, healthcare providers, social workers, prosecutors, and court professionals, who are committed to enhancing their understanding and response to domestic violence-related deaths.

Participants will engage in an interactive mock fatality review process, utilizing a comprehensive case study to explore the circumstances leading to a domestic violence fatality. Through this exercise, attendees will learn how to analyze risk factors, understand systemic challenges, and foster collaboration across disciplines. The training will emphasize the importance of creating a supportive, nonjudgmental review climate to encourage open dialogue and innovation.

Additionally, participants will develop practical skills to implement findings from fatality reviews, driving meaningful changes in policies and practices. This session aims to strengthen the capacity of multi-disciplinary teams to identify high-risk situations, improve intervention strategies, and enhance community responses to domestic violence, ultimately saving lives.

Learning Objectives:

1. **Analyze Key Risk Factors and Systemic Gaps:** Participants will learn to identify critical risk factors and systemic barriers that contribute to domestic violence fatalities, using real-life case scenarios to deepen their understanding.
2. **Develop Collaborative Strategies for Prevention:** Participants will explore effective methods for fostering collaboration among multi-disciplinary teams, ensuring comprehensive and cohesive responses to high-risk domestic violence cases.
3. **Implement Findings to Drive Systemic Change:** Participants will gain practical skills for translating insights from fatality reviews into actionable policies and practices that enhance prevention and intervention efforts within their communities.

Standard Presenter(s): Nicole Ribera-Ergueta, Heather Herrmann, Clare Ryan, Becky Bullard, Kellye Potocki

High-Risk Flagging for Victim Safety: Implementing a Firearms & Strangulation Flagging Program for Domestic Violence Cases

Description:

This training explores the implementation and impact of a Firearms & Strangulation Flagging Program, a critical initiative to identify and address high-risk domestic violence cases. Participants will gain a comprehensive understanding of the program's structure, processes, and benefits for victims, law enforcement, and the legal system. The session emphasizes the importance of collaboration and data-driven approaches to improve safety outcomes and offender accountability.

Learning Objectives:

1. Understand the Role and Impact
Participants will learn the significance of firearms and strangulation indicators in domestic violence cases and how flagging programs mitigate lethality risks.
2. Master Program Processes
Participants will explore the workflows, key stakeholders, and best practices for effectively identifying and managing high-risk cases through coordinated multi-disciplinary efforts.
3. Develop Implementation Strategies
Participants will identify actionable steps to establish a flagging program in their communities, including building partnerships, securing resources, and addressing implementation challenges.

Workshop Title: When Trafficking hits Close to Home: Understanding the Dynamics of Intimate Partner & Familial Human Trafficking

Workshop Description: Human trafficking, domestic violence, child abuse, and sexual assault intersect in multiple ways, including methods of power and control, cycles of violence and continuums of abuse. These issues can be even more intertwined when an intimate partner or a family member engages directly in human trafficking, perpetrating against their own family member or intimate partner. Understanding the similarities within these crimes enables service providers, law enforcement, and prosecutors to identify and respond to intimate partner & familial human trafficking and integrate this work into domestic violence, sexual assault, and child abuse organizations, law enforcement units, and multidisciplinary teams with a thorough understanding of the intersections of these issues.

Familial specific:

Human trafficking by a family member is often missed by practitioners working with children and families due to a lack of information and understanding around this form of trafficking. However, familial human trafficking of children is a very common form of exploitation that can be recognized by providing a lens for exploitative abuse. Familial human trafficking also involves complex control structures and dynamics within families that are essential to understand in order to appropriately identify and respond to survivors of abuse. This session will explore these dynamics, the types of familial trafficking that can occur, and how to collaborate with a multidisciplinary team to respond to familial trafficking cases.

Objectives:

- 1) Understand the overlap between human trafficking, domestic violence, child abuse, and sexual assault.
- 2) Identify intimate partner and familial sex and labor trafficking cases.
- 3) Describe the importance of collaboration between human trafficking & related abuse fields to respond to all victims/survivors of trafficking.

Standard Presenter(s): Becky Bullard

Workshop Title: Understanding Human Trafficking (HT 101)

Law Enforcement Focused Version Available

Workshop Description: This workshop provides a comprehensive introduction to human trafficking, offering participants a foundational understanding of its definitions, dynamics, and prevalence. Attendees will explore key statistics on perpetration and victimization, as well as the complex factors that contribute to human trafficking. The session will also cover best practices for working with victims, including trauma-informed approaches and strategies for providing effective support and resources.

Learning Objectives:

1. **Define and Recognize Human Trafficking:** Participants will gain a foundational understanding of what human trafficking is, including the various forms it takes (sex trafficking, labor trafficking, etc.), and learn to recognize the signs and indicators of trafficking situations.
2. **Analyze Statistics and Dynamics:** Participants will explore key statistics and data on human trafficking, discussing trends in perpetration and victimization, as well as the socio-economic, cultural, and systemic factors that contribute to the prevalence of human trafficking.
3. **Support and Empower Victims:** Participants will learn best practices for working with victims of human trafficking, including trauma-informed care, creating a supportive environment, and connecting victims with appropriate resources and services to aid in their recovery and empowerment.

Standard Presenter(s): Becky Bullard, Training Team

Workshop Title: Advanced Course on Human Trafficking - Advanced Human Trafficking Response: Deepening Understanding and Enhancing Victim Support

Workshop Description: This advanced workshop builds on foundational knowledge of human trafficking, delving deeper into the complex dynamics and advanced strategies for combating this crime. Participants will explore in-depth case studies, advanced identification techniques, and the intersections of human trafficking with other forms of exploitation. The course will also cover innovative approaches to prevention, law enforcement collaboration, and enhancing victim services to provide comprehensive, long-term support.

Learning Objectives:

1. **Analyze Complex Dynamics and Case Studies:** Participants will examine detailed case studies to understand the intricate dynamics of human trafficking, including recruitment tactics, control mechanisms, and the intersection with other crimes such as drug trafficking and organized crime.
2. **Implement Advanced Identification Techniques:** Participants will learn advanced techniques for identifying human trafficking in various contexts.
3. **Enhance Multi-Disciplinary Collaboration and Victim Support:** Participants will explore innovative approaches for collaborating with law enforcement, legal professionals, and service providers to create a cohesive and effective response network, focusing on comprehensive, trauma-informed, and long-term support for victims.

Standard Presenter(s): Becky Bullard

Workshop Title: Human Trafficking & Substance Use - Unmasking the Intersection: Drug Use and Human Trafficking Dynamics

Workshop Description: This workshop delves into the complex relationship between drug use/abuse and human trafficking, focusing on how offenders exploit substances to control and extort victims. Participants will gain insights into the multifaceted dynamics of these intertwined

issues, understand the role of drugs in trafficking operations, and explore strategies for addressing the unique challenges faced by victims grappling with addiction and exploitation.

Learning Objectives:

1. **Understand Offender Dynamics and Substance Exploitation:** Participants will gain a comprehensive understanding of how traffickers use illegal substances to manipulate, control, and exploit victims, including tactics such as forced addiction, debt bondage through drug supply, and leveraging addiction to maintain control over victims.
2. **Identify and Support Victims:** Participants will learn to identify victims of human trafficking who are also struggling with substance abuse, recognize the signs and symptoms of co-occurring exploitation and addiction, and develop strategies for providing trauma-informed, holistic support that addresses both their recovery and their need for safety and justice.
3. **Develop Collaborative Response Strategies:** Participants will explore best practices for fostering collaboration between multi-disciplinary agencies to create an integrated response network that can effectively address the dual challenges of human trafficking and substance abuse.

Standard Presenter(s): Becky Bullard

Workshop Title: Nashville's Human Trafficking Court & Court Diversion Programs

Workshop Description: "Nashville's Human Trafficking Court & Court Diversion Programs" delves into the innovative approach of the Cherished HEARTS Court, which provides a trauma-informed judicial response to justice-involved survivors of human trafficking and individuals at risk of sexual exploitation. This training offers multi-disciplinary professionals an opportunity to learn about the court's unique structure, which integrates pre- and post-conviction cases, bond conditions, and holistic intervention strategies. Participants will gain insights into how the program addresses the complex needs of nonviolent individuals with high criminogenic risk, extreme trauma, and co-occurring behavioral health challenges, ultimately aiming to reduce revictimization and promote recovery.

Learning Objectives:

1. Examine the structure and operational framework of the Cherished HEARTS Court, including its eligibility criteria and multi-tiered case acceptance process.
2. Explore the role of trauma-informed practices and holistic interventions in addressing the complex needs of survivors with behavioral health challenges and co-occurring disorders.
3. Identify best practices and challenges in implementing court diversion programs to reduce revictimization and support justice-involved survivors' recovery and stability.

Standard Presenter(s): Becky Bullard & Bre Miller

Workshop Title: Combatting Human Trafficking Misconceptions: Harmful Myths that Hurt Victims & Survivors

Workshop Description: Human trafficking has been misrepresented and misinterpreted for decades. From news coverage to movies to social media trends, human trafficking is often portrayed with a hyper-sensationalized effect that can promote conspiracy theories and disinformation. These portrayals and subsequent impacts create barriers for providers and first responders while harming victims and survivors. This workshop will discuss the framing and language that harmfully impacts the anti-trafficking field, the impact of misconceptions, and how to understand, identify, and relay what the reality of experiencing human trafficking is for victims and survivors.

Objectives:

1. **Identify and Debunk Common Myths:** Participants will learn to identify common myths and misconceptions about human trafficking, understand their origins and impacts, and develop skills to debunk these myths in professional and public settings effectively.
2. **Analyze the Impact of Misconceptions on Victims and Providers:** Participants will explore how sensationalized portrayals and misinformation create barriers for victims seeking help and for providers delivering services and learn strategies to mitigate these harms.
3. **Communicate Accurate Information:** Participants will gain tools and techniques for effectively communicating the realities of human trafficking, including appropriate framing and language, to educate the public, support victims better, and enhance the effectiveness of anti-trafficking efforts.

Standard Presenter(s): Becky Bullard

Workshop Title: (Metro Nashville) Workplace Response to Domestic Violence (Staff or Supervisors)

Workshop Description: This course focuses on domestic violence and how it affects the workplace. During this training, we will discuss what domestic violence is, how Metro Government responds, and identify services available to support Metro employees who may be experiencing domestic violence. Participants will learn how to create and promote a safe and supportive workplace environment in which employees feel comfortable discussing domestic violence issues and seeking assistance from the Metro Office of Family Safety & partners.

Standard Presenter(s): LaToya Townsend, Heather Herrmann

Workshop Title: Creating Effective Workplace Responses to Domestic Violence

Workshop Description: Domestic violence can significantly impact the workplace, affecting employee safety, productivity, and overall well-being. This workshop focuses on equipping employers, managers, and HR professionals with the knowledge and tools needed to recognize signs of domestic violence, establish comprehensive policies and procedures, and effectively respond to disclosures of domestic violence in the workplace. Participants will learn how to create a supportive and safe work environment that prioritizes the health and safety of all employees.

Learning Objectives:

1. **Recognize Signs of Domestic Violence in the Workplace:** Participants will learn to identify the signs and indicators of domestic violence among employees, understand the potential impact on the workplace, and gain strategies for proactive monitoring and support.
2. **Develop and Implement Policies and Procedures:** Participants will gain insights into creating and implementing effective workplace policies and procedures that address domestic violence, including safety planning, confidentiality measures, and legal considerations.
3. **Respond Effectively to Disclosures:** Participants will be equipped with best practices for responding to disclosures of domestic violence, including how to provide appropriate support, connect employees with resources, and maintain a safe and supportive work environment.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Creating Effective Workplace Responses to Sexual Harassment

Workshop Description: Sexual harassment in the workplace can undermine employee morale, safety, and productivity, creating a hostile work environment. This workshop is designed to help employers, managers, and HR professionals recognize the signs of sexual harassment, develop and enforce robust policies and procedures, and respond appropriately to reports of harassment.

Participants will gain the tools and knowledge necessary to foster a respectful and safe workplace culture that prioritizes the well-being of all employees.

Learning Objectives:

1. **Recognize Signs of Sexual Harassment:** Participants will learn to identify various forms of sexual harassment in the workplace, understand the impact on victims and the workplace environment, and develop strategies for proactive detection and intervention.
2. **Develop and Implement Policies and Procedures:** Participants will gain insights into creating and implementing comprehensive workplace policies and procedures to prevent and address sexual harassment, including clear reporting mechanisms, investigation processes, and disciplinary actions.
3. **Respond Effectively to Reports of Harassment:** Participants will be equipped with best practices for responding to reports of sexual harassment, including providing appropriate support to victims, conducting thorough and impartial investigations, and maintaining a safe and respectful workplace environment.

Standard Presenter(s): Heather Herrmann, Amber Ellis, LaToya Townsend

Workshop Title: Enhancing Medical Response to Interpersonal Violence: Screening, Recognition, and Intervention

Workshop Description: Interpersonal violence can have profound effects on a patient's health and well-being. This workshop is designed to equip medical providers with the skills and knowledge necessary to effectively screen for, recognize, and respond to signs of interpersonal violence. Participants will learn to identify red flags in patients, understand the health impacts of interpersonal violence, utilize screening and assessment tools, and develop the communication skills needed to discuss interpersonal violence with patients sensitively and effectively.

Learning Objectives:

1. **Identify Red Flags and Health Impacts:** Participants will learn to recognize the physical, emotional, and behavioral signs of interpersonal violence in patients and understand the short-term and long-term health impacts of such violence on individuals.
2. **Utilize Screening and Assessment Tools:** Participants will gain proficiency in using validated screening and assessment tools to identify patients experiencing interpersonal violence, ensuring accurate and consistent identification and documentation.
3. **Develop Communication and Intervention Skills:** Participants will enhance their skills in discussing interpersonal violence with patients, including how to approach the topic sensitively, provide appropriate support, and connect patients with relevant resources and services for further help.

Standard Presenter(s): Heather Herrmann, Amber Ellis

Workshop Title: Advanced Interventions for Interpersonal Violence: Safety Planning and Risk Assessment for Medical Providers

Workshop Description: Building on foundational knowledge of screening and recognizing interpersonal violence, this advanced workshop equips medical providers with the skills and strategies needed for effective safety planning and risk assessment. Participants will learn to conduct thorough risk assessments, develop personalized safety plans, and coordinate care with other professionals to ensure comprehensive support for patients experiencing interpersonal violence.

Learning Objectives:

1. **Conduct Comprehensive Risk Assessments:** Participants will learn to perform detailed risk assessments for patients experiencing interpersonal violence, understanding the various factors that contribute to risk and how to evaluate the immediate and long-term safety concerns of patients.
2. **Develop Personalized Safety Plans:** Participants will gain the skills to create individualized safety plans that address the unique needs and circumstances of each patient, including strategies for immediate safety, long-term protection, and connecting patients with supportive resources.
3. **Coordinate Multidisciplinary Care:** Participants will explore best practices for collaborating with other professionals, such as social workers, law enforcement, and

community organizations, to provide a cohesive and integrated response that enhances patient safety and support.

Standard Presenter(s): Heather Herrmann, Amber Ellis, Becky Bullard

Workshop Title: Nashville's Journey: How to transform the way your city responds to victims of interpersonal violence

Workshop Description: Nashville, TN was once one of the cutting-edge cities in America for its work addressing domestic violence. However, with unanticipated changes, specialized units and victim services began to fall apart. After a two-year **Praxis Safety & Accountability Audit**, the city of Nashville recommitted to prioritizing victims of interpersonal violence through multiple changes in the criminal justice system and the commitment to develop two Family Justice Centers – one within the courthouse and one within the community. Multi-disciplinary teams were created to tackle the findings of the assessment and training and outreach efforts increased substantially. All of these changes came from the city taking responsibility for supporting victims and holding offenders accountable through the formation of the Metro Nashville Office of Family Safety. In this workshop, you will learn about Nashville's journey and key takeaways to develop your own innovative programming and practices throughout your city.

Duration: 1.5 – 3 hours

Objectives:

1. Learn how city can institutionalize victim centered work by tasking an independent entity within the government structure
2. Gain hope by learning about the amount of positive change and accountability can come from conducting a Praxis safety and accountability audit
3. Understand how client services, high risk teams, and training and outreach programming can enhance your cities response to interpersonal violence.
4. Understand the difference between a court-based and community-based FJC and the benefits of having both.

Standard Presenter(s): Diane Lance & Becky Bullard, LaToya Townsend

Workshop Title: Office of Family Safety Overview

Workshop Description: This training provides an in-depth exploration of the mission, programs, and collaborative efforts of the Metropolitan Nashville-Davidson County Office of Family Safety. Participants will learn how the office enhances victim safety and offender accountability through crisis intervention, advocacy, training, outreach, and the coordination of multi-disciplinary teams at Family Safety Centers. This training offers valuable insights into the resources, practices, and partnerships that support victims of interpersonal violence.

Learning Objectives:

1. Understand the mission and services of the Metropolitan Nashville-Davidson County Office of Family Safety and its Family Safety Centers.
2. Explore how multi-disciplinary teams and community collaboration contribute to increased victim safety and offender accountability.

Standard Presenter(s): ALL

SEXUAL ASSAULT

Workshop Title: Sexual Assault Response & Prevention (SA 101)

Workshop Description: "Sexual Assault Response & Prevention (SA 101)" is a foundational training designed to deepen understanding of the pervasive issue of sexual violence. This workshop examines the unique and complex dynamics of sexual violence victimization across different life stages, emphasizing the diverse impacts on individuals and communities. Participants will explore the societal narratives and myths that perpetuate stigma, contribute to underreporting, and hinder justice for survivors.

Learning Objectives:

1. Analyze the unique dynamics and lifelong impact of sexual violence victimization, recognizing its prevalence and complexity across different populations and stages of life.
2. Identify societal narratives and myths surrounding sexual violence that contribute to stigma, underreporting, and barriers to justice for survivors.
3. Develop trauma-informed strategies to better support survivors and implement approaches to challenge harmful narratives and promote cultural change toward prevention and accountability.

Standard Presenter(s): ALL

Workshop Title: Sexual Assault Response & Prevention (SA 201): Advanced Practices and Advocacy

Workshop Description:

"Sexual Assault Response & Prevention (SA 201)" is an advanced training designed for professionals seeking to deepen their expertise in addressing sexual violence. Building on foundational knowledge, this workshop delves into nuanced survivor experiences, intersectional challenges, and advanced trauma-informed practices. Participants will critically examine systemic barriers, explore strategies for enhancing multidisciplinary responses, and develop advocacy skills to drive systemic and cultural change. This session equips professionals with the tools to lead efforts in improving services, promoting equity, and fostering a societal shift toward prevention and accountability.

Learning Objectives:

1. Evaluate the intersectional and systemic barriers that impact survivors of sexual violence, particularly those from marginalized communities, and explore strategies to address these inequities.
2. Apply advanced trauma-informed practices to enhance multidisciplinary responses to sexual violence, focusing on collaboration and survivor empowerment.
3. Develop advocacy strategies to influence systemic change, challenge societal norms perpetuating sexual violence, and promote prevention at community and organizational levels.

Standard Presenter(s): Heather Herrmann, Amber Ellis

Workshop Title: Sexual Assault: Media, Culture, & Victim Blaming

Workshop Description: "Sexual Assault: Media, Culture, & Victim Blaming" examines the pervasive issue of sexual violence through the lens of societal narratives and cultural influences. This training highlights the complex dynamics of sexual violence, exploring how media and cultural portrayals often reinforce harmful stereotypes and shift blame from perpetrators to victims. Participants will gain insights into the ways these narratives contribute to underreporting, stigmatization, and barriers to justice. The session offers strategies to deconstruct victim-blaming rhetoric, promote survivor-centered advocacy, and foster cultural and systemic changes that uphold accountability and dignity for survivors.

Learning Objectives:

1. Analyze the role of media and cultural narratives in perpetuating victim-blaming and shifting responsibility away from perpetrators of sexual violence.
2. Identify the impact of societal narratives on survivors, including stigma, barriers to justice, and the underreporting of sexual violence.
3. Develop actionable strategies to challenge harmful cultural and media narratives, advocate for survivor-centered approaches, and promote systemic change toward accountability and prevention.

Standard Presenter(s): Heather Herrmann

Workshop Title: He Sent Me Flowers: The Hidden Dangers of Stalking

Workshop Description: "He Sent Me Flowers: The Hidden Dangers of Stalking" unpacks the alarming realities of stalking, a crime often dismissed or misunderstood despite its dangerous and potentially lethal consequences. Research reveals that stalking impacts 1 in 6 women and 1 in 17 men during their lifetime, with many victimized at a young age. Particularly in domestic violence cases, stalking serves as a critical warning sign of escalating danger. Yet, many stalking behaviors appear innocuous when taken out of context. This dynamic training will empower participants to recognize the patterns of stalking, understand its profound impact on victims, and implement strategies to help survivors reclaim their safety and well-being.

Learning Objectives:

1. Recognize the nuanced behaviors and patterns that constitute stalking and its role as a high-risk indicator in domestic violence cases.
2. Understand the psychological, emotional, and physical impacts of stalking on victims and how these experiences intersect with broader issues of trauma and safety.
3. Develop survivor-centered strategies to enhance safety planning, support recovery, and address the unique challenges faced by stalking victims.

Standard Presenter(s): Heather Herrmann, Amber Ellis

Workshop Title: Unmasking Stalking: Advanced Risk Assessment and Intervention Strategies

Workshop Description: "Unmasking Stalking" takes a deeper dive into the complexities of stalking as a pervasive and life-threatening crime. This advanced training equips professionals with the tools to identify subtle yet dangerous stalking patterns, assess risk levels effectively, and craft tailored interventions. Participants will explore the intersection of stalking with other forms of violence, such as intimate partner violence, and analyze its implications for victim safety and offender accountability. This workshop emphasizes proactive, multidisciplinary approaches to managing high-risk cases and fostering a culture of prevention and survivor empowerment.

Learning Objectives:

1. Conduct advanced risk assessments for stalking cases, focusing on identifying high-lethality behaviors and patterns, particularly in the context of intimate partner violence.
2. Explore the intersectionality of stalking with other forms of violence and its broader implications for victim safety, systemic responses, and community awareness.
3. Develop and implement advanced, multidisciplinary intervention strategies to enhance survivor safety, improve offender accountability, and prevent escalation in high-risk stalking cases.

STRANGULATION

Pediatric Strangulation: Understanding the Effects, Tactics, and Lethal Implications

Description: This specialized workshop is designed for healthcare professionals, social workers, law enforcement officers, and legal practitioners who work with children and families. The session will provide an in-depth examination of pediatric strangulation, a severe and often under-recognized form of violence. Participants will learn about the physiological and psychological effects of strangulation on children, the unique tactics and circumstances that characterize these cases, and the potentially lethal implications of this type of violence. Through expert presentations, case studies, and interactive discussions, attendees will gain critical knowledge and skills to identify, respond to, and support victims of pediatric strangulation.

Learning Objectives

- 1. Understand the Effects of Strangulation on Children:**
 - Explore the short-term and long-term physiological impacts of strangulation on pediatric victims.
 - Identify the psychological and emotional consequences of strangulation trauma in children.
 - Examine the signs and symptoms that healthcare and other professionals should look for in cases of suspected strangulation.
- 2. Recognize Unique Tactics and Circumstances in Pediatric Strangulation Cases:**
 - Learn about the specific tactics used by perpetrators in cases of pediatric strangulation.
 - Understand the contexts and circumstances in which pediatric strangulation most commonly occurs.
 - Analyze case studies to identify patterns and risk factors associated with this form of violence.
- 3. Comprehend the Lethal Implications and Develop Effective Response Strategies:**
 - Gain knowledge of the potential lethality and serious health risks associated with pediatric strangulation.
 - Explore best practices for immediate and long-term responses to pediatric strangulation incidents.
 - Learn to collaborate with multidisciplinary teams to ensure comprehensive care and legal protection for victims.

Standard Presenter: Becky Bullard

Workshop Title: In Control of your Next Breath: The Lethality of Strangulation for Adults & Children

Workshop Description: Strangulation is one of the highest-risk domestic violence behaviors—even a single strangulation incident increases someone’s risk of being killed by their partner by 750%. This training with OFS’s Becky Bullard will explore the danger of strangulation, the prevalence of strangulation crimes in our community, the impact on victims, and best practices for working with clients who have been strangled.

Children specifically

Strangulation is a high-risk abusive behavior that can seriously injure or kill a young person; however, there are multiple misconceptions around strangulation that have contributed to a lack of identification and even normalization of this dangerous crime. This training will explore the impact of strangulation perpetrated by family members or other trusted adults to children as well as the concerning trend with youth of strangulation within young dating relationships.

Duration:

Objectives:

- 1) Clarify the term strangulation & understand how strangulation occurs.
- 2) Recognize the signs and symptoms of strangulation in children and youth, and how these can impact their physical and mental health.
- 3) Identify multiple collaborative solutions and resources to assist with strangulation identification and response.

Standard Presenter(s): Becky Bullard, Heather Herrmann, Clare Ryan, Kellye Potocki

Workshop Title: Intersections of Trauma: Human Trafficking, Sexual Violence, and Strangulation

Workshop Description:

Victims of human trafficking often endure overlapping forms of abuse, including sexual violence and strangulation, resulting in compounded trauma and heightened risks to their safety. This training delves into the critical intersections of these crimes, emphasizing the profound impact of poly victimization and the unique challenges survivors face. Participants will learn to identify risk factors, understand the short- and long-term effects of trauma, and develop survivor-centered strategies to enhance safety and recovery. This session equips professionals with the tools to provide nuanced, trauma-informed responses while fostering collaboration across disciplines to support survivors effectively.

Learning Objectives:

1. Recognize the connections between human trafficking, sexual violence, and strangulation, and their implications for victim risk and safety.
2. Understand the impact of poly victimization and compounded trauma on survivors and their recovery journeys.
3. Develop trauma-informed, survivor-centered approaches to enhance safety planning, improve systemic responses, and address the unique needs of victims experiencing overlapping forms of violence.

Standard Presenter(s): Becky Bullard

Workshop Title: Seeing Children as Clients Too: Building Hope and Resilience for Young Victims

Workshop Description:

Children exposed to violence are often the unseen victims in family justice centers, yet they are deeply impacted by trauma and adversity. This training emphasizes the importance of viewing children as clients in their own right and ensuring that every interaction fosters hope, resilience, and healing. Participants will explore practical strategies to engage children in fun, age-appropriate activities that increase their Hope Scores while addressing their unique needs. Through trauma-informed approaches, this workshop empowers family justice center professionals to create a supportive environment where young victims can find safety, joy, and a renewed sense of possibility.

Learning Objectives:

1. Recognize the importance of seeing children as individual clients with unique needs in family justice center settings.
2. Explore trauma-informed strategies and age-appropriate activities that support children's emotional well-being and increase their Hope Scores.
3. Develop practical approaches to create a fun and engaging environment that fosters resilience and healing for child victims of violence.

Standard Presenter(s): DVDCS Liaison Program, Diane Lance, Heather Herrmann

Workshop Title: The Science of Trauma: Understanding Its Profound Impact on the Brain and Body

Workshop Description:

Trauma leaves lasting imprints on the brain and body, shaping how individuals think, feel, and connect with others. This training explores the neurobiological underpinnings of trauma, providing insights into how it alters memory, influences behavior, and disrupts social connections. Participants will delve into the science behind trauma's long-term effects and learn strategies for recognizing and addressing these impacts in a supportive, trauma-informed manner. By understanding the profound ways trauma manifests, professionals can better support victims on their paths to healing and recovery.

Learning Objectives:

1. Explore the neurobiological effects of trauma and how it alters brain function and body responses over time.

2. Understand how trauma affects memory processing, influences behavior, and impacts social connections and relationships.
3. Apply trauma-informed principles to recognize and address the long-term effects of trauma in interactions with victims of violence.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Trauma-Responsive Advocacy: Building Victim-Centered Legal Support Systems

Workshop Description:

Navigating the court and legal systems can be daunting and retraumatizing for victims of violence. This training equips advocates with the knowledge and tools to implement trauma-responsive, victim-centered approaches in legal advocacy. Participants will explore strategies to reduce re-traumatization, enhance victim empowerment, and create supportive pathways through complex legal processes without breaching the bounds of their profession. By fostering empathy and understanding, this workshop ensures that professionals can provide equitable and compassionate advocacy, empowering victims to reclaim their voices and pursue justice.

Learning Objectives:

1. Understand the principles of trauma-informed and victim-centered advocacy in the context of legal and court systems.
2. Identify practices that reduce re-traumatization and enhance victim safety and empowerment throughout legal processes.
3. Develop strategies for fostering collaborative, empathetic, and equitable support across multidisciplinary teams to improve outcomes for victims of violence.

Standard Presenter(s): JCAC Leadership, Whitney Blanton

Workshop Title: Implementing Trauma-Informed Care: How Understanding Trauma, Empowerment, & Wellness Strengthens Our Work

Workshop Description: Trauma-informed care acknowledges the need to understand a survivor's life experiences in order to deliver effective care, and has the potential to improve the experiences and outcomes of the people we serve. A comprehensive approach to trauma-informed care must be adopted at both the direct-services and organizational levels. Too frequently, providers attempt to implement trauma-informed care at the micro-level without the proper supports necessary for broad organizational culture change. This can lead to uneven, and often unsustainable, shifts in day-to-day operations. This narrow focus also fails to recognize how other staff, such as front desk workers and security personnel, often have significant interactions with clients and can be critical to ensuring that survivors feel safe. In this workshop,

we will be taking a look at trauma-informed work from multiple angles, across organizations and role to ensure implementation that can support both clients and staff.

Objectives:

1. Understand the foundational principles of trauma-informed care and their importance in improving outcomes for survivors of violence.
2. Identify strategies for implementing trauma-informed practices at both the micro (direct services) and macro (organizational) levels to foster sustainable cultural change.
3. Explore the critical roles of non-direct service staff, such as front desk workers and security personnel, in creating safe and supportive environments for survivors.

Standard Presenter(s): Heather Herrmann, LaToya Townsend

Workshop Title: Trauma-Informed Victim Interviewing: Enhancing Law Enforcement Responses to Violence

Workshop Description:

Law enforcement professionals play a critical role in ensuring justice and safety for victims of domestic violence, sexual assault, and stalking. This training equips officers with the skills to conduct trauma-informed interviews, recognizing how traumatic experiences impact victim memory, reactions, and behavior. Participants will explore strategies to foster trust, enhance communication, and gather accurate information without bias. By postponing judgment and conducting thorough, victim-centered investigations, officers can build stronger cases and provide a more compassionate, effective response to survivors.

Learning Objectives:

1. Describe how trauma impacts victim memory, behavior, and reactions, and understand how these responses may influence investigations.
2. Develop strategies for fostering trust and communication with victims during interviews to gather comprehensive and accurate information.
3. Recognize potential sources of officer bias and implement practices to mitigate their impact on the investigation and reporting process.

Standard Presenter(s): Kellye Potocki, Training Team, High-Risk Team

Workshop Title: Client-Centered Advocacy: Empowering and Supporting Victims of Violence

Workshop Description:

Trauma-responsive, client-centered advocacy is essential for providing compassionate, effective support to victims of violence. This training will delve into the principles of victim empowerment, understanding trauma responses, and fostering empathy in advocacy practices. Participants will learn how trauma shapes behavior, memory, and decision-making and how

advocates can build trust, promote resilience, and respect survivors' autonomy. This interactive session will empower participants to create safer spaces for survivors and enhance their capacity to support healing and recovery.

Learning Objectives:

1. Understand the impact of trauma on victim behavior, memory, and decision-making to better tailor advocacy approaches.
2. Develop strategies to empower victims by respecting autonomy, promoting resilience, and building trust.
3. Strengthen empathy and compassion in advocacy practices to foster meaningful and supportive survivor interactions.

Standard Presenter(s): ALL

Workshop Title: Building Stronger Systems: Innovative Tools to Create and Enhance Training Programs for Your Community

Workshop Description

Family Justice Centers (FJCs) play a critical role in fostering collaboration among multidisciplinary partners, but the effectiveness of this collaboration hinges on a well-informed and consistently trained network of professionals. This workshop explores innovative tools and strategies to create, implement, and enhance impactful training programs that engage your community and partner agencies, including local government, courts, and law enforcement. Participants will learn how to identify gaps in training, use technology to deliver accessible content, and strengthen cross-sector partnerships to improve outcomes for victims and survivors.

Learning Objectives

By the end of this workshop, participants will be able to:

1. **Identify Training Needs Across Agencies:** Evaluate gaps in knowledge, skills, and communication within multidisciplinary teams to build tailored and impactful training programs.
2. **Leverage Innovative Tools and Platforms:** Explore practical tools, such as e-learning platforms, webinars, and interactive workshops, to deliver engaging, accessible, and scalable training programs.
3. **Foster Collaboration and Buy-In:** Develop strategies to engage local government, courts, and law enforcement partners in implementing cross-sector training initiatives that improve coordinated responses to violence and build stronger systems of support.

OFS Nashville's training model includes:

- Mandated domestic violence training of all Metro Government employees and supervisors
- Providing domestic violence, sexual assault, and trafficking education to female inmates (RISE program)
- Videos for clients, partners, and public including high risk indicators, strangulation, what happens in court, power and control and cycle of violence, and the city's domestic violence movement
- Roll-call trainings at police precincts
- Advocate Certification program
- Internal FJC events – socials, workshop screenings, movie screenings

Standard Presenter(s): Heather Herrmann, Becky Bullard

Workshop Title: Train the Trainer (Parts 1 & 2)

Workshop Description: This interactive workshop is designed for staff members eager to enhance their training, facilitation, and public speaking abilities. In **Part 1**, participants will delve into essential skills and tools for effective training, including curriculum development, public speaking techniques, and dynamic facilitation strategies. The focus will be on creating engaging and impactful training sessions that resonate with diverse audiences.

In **Part 2**, attendees will have the opportunity to put their new skills into practice by developing and presenting their own mini-trainings. Participants are encouraged to choose topics they are passionate about, with a focus on fun, funny, and light-hearted themes to create an enjoyable and supportive environment. This hands-on experience will boost confidence and refine presentation skills, preparing participants to lead impactful training sessions in their professional roles.

Standard Presenter(s): Heather Herrmann

Workshop Title: Vexatious: How Abusers Use Our Systems Against their Victims

Workshop Description: Abusers often exploit the court system to maintain power and control over their current or former partners, engaging in tactics such as vexatious litigation, custody battles, and repeated filings. These actions can cause significant financial, emotional, and practical harm to victims, forcing them to navigate complex legal processes, often without support. This training will examine how abusers misuse the legal system, the impact on victims, and strategies professionals can use to mitigate harm and support survivors through these challenges.

Learning Objectives

1. Recognize Patterns of Legal System Abuse: Identify common tactics abusers use to manipulate the court system and the harmful impacts these actions have on victims' finances, employment, and emotional well-being.
2. Explore Legal and Advocacy Responses: Examine existing laws and tools designed to prevent vexatious litigation and discuss strategies for advocating for systemic changes to protect survivors.
3. Mitigate Harm and Support Survivors: Develop trauma-informed approaches and multidisciplinary responses to help victims navigate the legal system, reduce stress, and minimize the long-term consequences of court misuse.

Standard Presenter(s): Heather Herrmann

Workshop Title: Understanding Elder Abuse: Recognizing, Responding, and Supporting Vulnerable Adults

Workshop Description: Elder abuse, neglect, and exploitation are often overlooked yet pervasive forms of interpersonal violence. This training will equip professionals with the knowledge to recognize the signs of elder abuse, understand its intersections with other forms of violence, and implement practical tools to support elder and vulnerable adult populations effectively. Participants will leave with a deeper understanding of how to respond to these complex cases with sensitivity, collaboration, and trauma-informed approaches.

Learning Objectives

1. Identify Signs and Types of Elder Abuse: Recognize indicators of physical, emotional, financial, and neglect-related abuse in elder and vulnerable adult populations.
2. Understand the Intersections of Abuse: Explore how elder abuse intersects with other forms of interpersonal violence, including domestic violence, caregiver abuse, and financial exploitation.
3. Apply Practical Tools and Strategies: Utilize tools and trauma-informed approaches to enhance agency responses when working with elder and vulnerable adult populations, fostering safety, dignity, and well-being.

Standard Presenter(s): Training Team, Kellye Potocki

Workshop Title: Assessing Risk, Enhancing Safety: Tools and Strategies for Supporting Victims of Violence

Workshop Description: Effective risk assessment and safety planning are critical components of supporting victims of abuse and preventing further harm. This training will provide professionals with the knowledge and tools to identify risk factors, assess the level of danger victims may face, and develop personalized, survivor-centered safety plans. Participants will explore evidence-based risk assessment models and practical strategies to empower victims while fostering safety and stability in their lives.

Learning Objectives

1. Identify Key Risk Factors: Recognize common indicators of escalating danger and high-risk situations for victims of abuse, including tools for lethality assessment.
2. Implement Effective Risk Assessment Models: Utilize evidence-based tools and frameworks to assess risk levels and guide informed decision-making.
3. Develop Survivor-Centered Safety Plans: Create practical, individualized safety plans in collaboration with victims, addressing their unique circumstances, needs, and goals while prioritizing empowerment and autonomy.

Standard Presenter(s): ALL

Workshop Title: Crafting Strong Orders of Protection: Skill-Building for Effective Advocacy

Workshop Description: This skill-building workshop will guide participants step-by-step through the process of filing an Order of Protection (OP) in Davidson County, with a focus on writing clear, compelling, and detailed OP narratives that give survivors the highest chance of success in court. While some procedural details will be specific to Davidson County, the skills and strategies discussed will benefit advocates from across the state. Participants will gain practical tools to effectively support clients through the OP process, ensuring their experiences are accurately and powerfully represented.

Learning Objectives

1. Understand the Order of Protection Process: Navigate the procedural steps for filing an OP in Davidson County, from initial paperwork to court appearances.
2. Craft Clear and Compelling Narratives: Write strong, survivor-centered OP narratives that clearly document abuse, highlight risk factors, and align with legal requirements.
3. Support Clients Through the Process: Apply practical strategies to empower and guide survivors through the OP process, enhancing their confidence and chances of success in court.

Standard Presenter(s): ALL

Workshop Title: Crafting Strong Orders of Protection: Hands-On Practice and Courtroom Application
PRACTICUM

Workshop Description: In this interactive, hands-on session, participants will put their skills into practice by working through real-world case studies and mock scenarios. This workshop will provide advocates the opportunity to craft Order of Protection (OP) narratives for mock cases, receive feedback, and explore how their narratives might be presented and challenged in a courtroom setting. By engaging in this practical application, participants will deepen their understanding of writing effective OPs and gain confidence in supporting survivors through the court process.

Learning Objectives

1. **Apply Narrative Writing Skills to Case Scenarios:** Practice crafting clear, detailed, and persuasive OP narratives using mock case studies.
2. **Anticipate Courtroom Dynamics:** Explore how OP narratives may be presented, questioned, or challenged in court to better prepare clients for the process.
3. **Refine Advocacy Skills Through Feedback:** Enhance their ability to represent survivor experiences effectively by receiving constructive feedback on their OP narratives and strategies.

Standard Presenter(s): Training Team, Becky Bullard, JCAC Leadership

Workshop Title: Connected, Stable, & Empowered: Safety Planning Beyond the Crisis

Workshop Description: Safety planning is a critical and dynamic process for survivors of interpersonal violence, offering strategies to reduce risk, enhance security, and promote well-being. This workshop will provide professionals with a comprehensive understanding of safety planning, emphasizing its importance as a foundational tool in supporting survivors. Participants will explore practical strategies to create personalized safety plans that address immediate needs during crisis situations and incorporate long-term solutions for lasting security and stability. Special attention will be given to considerations for victims in high-risk circumstances, including those facing escalating violence, stalking, or threats involving firearms. Attendees will leave equipped with trauma-informed approaches and tools to empower survivors in navigating their safety while addressing their unique needs and barriers.

Learning Objectives

1. **Understand the Role and Importance of Safety Planning:** Explain what safety planning is, why it is essential for survivors of interpersonal violence, and how it serves as a critical tool in reducing harm and enhancing well-being.

2. **Develop Personalized and Effective Safety Plans:** Collaborate with survivors to create tailored safety plans that address both immediate crisis needs and long-term strategies for security, stability, and recovery.
3. **Address High-Risk and Complex Situations:** Identify and implement safety planning considerations for survivors in high-risk scenarios, including those facing escalating violence, stalking, and threats involving firearms or other lethal factors.

Standard Presenter(s): Heather Herrmann, Nicole Ribera-Ergueta

Workshop Title: Safety Planning in Action: Practical Application and Skill-Building PRACTICUM

Workshop Description: Building on the foundations of safety planning, this interactive session will provide participants with hands-on experience to practice and refine their skills. Through case scenarios and mock client sessions, attendees will work through real-world examples to develop personalized safety plans tailored to survivors' needs. This practical workshop will focus on navigating complex, high-risk situations, addressing barriers survivors may face, and fostering trauma-informed, survivor-centered approaches. Participants will leave with increased confidence and the tools to effectively support survivors in creating actionable and sustainable safety plans.

Learning Objectives

1. **Apply Safety Planning Strategies to Real-World Scenarios:** Practice creating detailed, individualized safety plans using case studies and mock client exercises.
2. **Navigate Complex and High-Risk Situations:** Develop solutions for safety planning challenges, including escalating violence, stalking, and barriers to access such as financial dependence or isolation.
3. **Refine Communication and Advocacy Skills:** Strengthen trauma-informed approaches to engaging survivors in safety planning, ensuring the process is collaborative, empowering, and survivor-centered.

Standard Presenter(s): Training Leadership

Workshop Title Intersections of Abuse: Understanding Co-Occurring Violence and Heightened Risk

Workshop Description: Domestic violence often does not occur in isolation—it frequently intersects with other forms of abuse, such as human trafficking, stalking, and child abuse. These co-occurring forms of violence can significantly increase a victim's risk of harm, complicating their safety, support needs, and path to recovery. This training will explore the interconnected dynamics of abuse, examine the heightened risks victims face in these situations, and provide strategies for identifying and addressing overlapping forms of violence. Participants will leave

with a deeper understanding of these intersections and practical tools to enhance their response to victims facing multiple forms of harm.

Learning Objectives

1. Identify the Intersections of Abuse: Recognize how domestic violence can co-occur with human trafficking, stalking, and child abuse, and understand the unique dynamics of these overlapping forms of violence.
2. Assess Heightened Risks to Victims: Analyze how co-occurring abuse increases a victim's risk of physical harm, emotional trauma, and lethality.
3. Develop Comprehensive Intervention Strategies: Apply trauma-informed and survivor-centered approaches to support victims facing multiple forms of abuse, ensuring safety planning and service delivery address their complex needs.

Standard Presenter(s): Heather Herrmann, High-Risk Team

Workshop Title: Violence & Addiction: The Role of Substance Use in Interpersonal Violence

Workshop Description: This training will explore the complex relationship between substance use and interpersonal violence, including how abusers may use addictive substances as a tool for control and manipulation. Participants will discuss how abusers may blame their violent behavior on substance use to avoid accountability and examine the increased risk of substance use among survivors coping with trauma. By understanding these dynamics, professionals can better support victims while addressing the interconnected challenges of addiction and abuse.

Learning Objectives:

1. Recognize the Role of Substance Use in Power and Control: Identify ways abusers may use addictive substances to manipulate, coerce, or control their victims.
2. Understand Manipulative Narratives Around Addiction: Examine how abusers may blame violence on substance use as a tactic to shift accountability and perpetuate abuse.
3. Address the Impact of Trauma on Substance Use: Understand the increased risk of substance use among survivors of trauma and integrate trauma-informed approaches to support victims effectively.

Standard Presenter(s): Heather Herrmann

Workshop Title Risk of Intimate Partner Violence in Pregnant and Postpartum Women: Understanding, Identifying, and Addressing Unique Challenges

Workshop Description: Pregnancy and the postpartum period bring unique challenges for women, and unfortunately, they can also increase the risk of intimate partner violence (IPV). This training will explore the elevated risks that pregnant and postpartum women face in abusive

relationships, the impact of IPV during this critical period, and strategies for identifying signs of abuse in expectant or new mothers. Participants will gain a deeper understanding of how IPV can affect maternal health, fetal development, and overall well-being, as well as learn effective ways to support survivors during this vulnerable time.

Learning Objectives

1. **Identify the Increased Risk of IPV During Pregnancy and Postpartum:** Understand the unique dynamics of intimate partner violence as it relates to pregnant and postpartum women, including physical and emotional risks.
2. **Recognize the Signs and Impact of IPV on Maternal and Infant Health:** Learn to identify indicators of abuse in expectant or new mothers and understand the potential effects of IPV on both maternal health and fetal development.
3. **Develop Supportive and Trauma-Informed Approaches:** Implement strategies to provide effective, compassionate, and trauma-informed care for pregnant and postpartum survivors of IPV, with a focus on safety, empowerment, and advocacy.

Standard Presenter(s): Heather Herrmann, Clare Ryan

Workshop Title: The Post-Roe South: Reproductive Coercion, Abortion, and Domestic Violence

Pregnancy is one of the most dangerous times for individuals in abusive relationships, particularly when there are existing patterns of reproductive coercion. This workshop will provide attendees with a comprehensive understanding of how reproductive control and coercion can trap individuals in abusive relationships, exacerbating the risks and challenges they face. Participants will be updated on the current state of abortion legislation in Tennessee and across the United States, with a focus on the recent changes following the reversal of *Roe v. Wade*. The workshop will place current legal statuses within the broader historical context of abortion in the U.S. Additionally, attendees will explore how present and future reproduction-focused legislation may impact victims of domestic violence and sexual abuse, considering both immediate and long-term effects.

Learning Objectives:

1. **Understand the Dynamics of Reproductive Coercion:** Participants will learn to identify and understand the various forms of reproductive coercion and control, including how these tactics are used by abusers to maintain power and control over their victims.
2. **Analyze Current Abortion Legislation and Historical Context:** Participants will gain a thorough understanding of the current abortion laws in Tennessee and the United States, situating these within the historical context of abortion rights and restrictions in the country.
3. **Evaluate the Impact of Legislation on Domestic Violence Survivors:** Participants will assess the potential and actual impacts of current and future reproductive health legislation on victims of domestic violence and sexual abuse, discussing strategies for support and advocacy in this evolving legal landscape.

