

Miami Inclusion Alliance

Miami, Florida

Strategic Plan

OVW-DOJ GRANT

PROJECT NUMBER: 2015-FW-AX-K001



This project was supported by Grant No. 2015-FW-AX-K001 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

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Introduction

The Miami Inclusion Alliance (MIA), is made up of four organizations located in Miami-Dade County, Florida. Disability Independence Group, Inc. (DIG) the lead agency, is a nonprofit disability rights legal advocacy center with a mission to expand opportunities for participation, education, employment and acceptance of persons with disabilities. Mujeres Unidas en Justicia, Educacion, y Reforma, Inc. (MUJER) is a certified sexual assault center that provides domestic violence and sexual assault education, direct response and support services. Miami-Dade County Community Action and Human Services Department, Coordinated Victims Assistance Center (CVAC) is a one-stop center that provides holistic and coordinated services to victims of domestic violence, sexual assault, dating violence, stalking and human trafficking. Dade Legal Aid (Legal Aid) is a civil legal services provider with a dedicated domestic violence unit. This Collaboration applied for and received the Office on Violence Against Women grant funding in 2015, enabling the work of this Collaboration to commence. Our focus is to build capacity in each of our organizations enabling us to better serve persons with disabilities who are victims/survivors of domestic violence and/or sexual assault.

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Member Organizations

Disability Independence Group, Inc. (DIG)

Agency Type: Disability Services

Established in 2002, DIG is a nonprofit disability rights legal advocacy center with a mission to expand opportunities for participation, education, employment and acceptance of persons with disabilities through advocacy, litigation, education, and training. DIG trains and educates persons with disabilities and their parents and caregivers about their rights and the current federal laws related to disability, so that they can use those laws as tools to challenge exclusion and discrimination. DIG consults with attorneys, service providers, and government officials on how to facilitate integrating persons in the community to maximize participation and has delivered over one hundred trainings and seminars. DIG is also a resource to the legal community and assists the Florida Bar with the implementation of initiatives that promote the inclusion of lawyers with disabilities into the Bar itself and into the practice of law as a profession. DIG, in partnership with our local fair housing organization, created and produced twelve videos in American Sign Language on fair housing and fair lending issues that are presently a part of the United States Department of Housing and Urban Development's ("HUD") national effort to reach the Deaf and Hard of Hearing to inform them of their housing rights.

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Mujeres Unidas en Justicia, Educacion, y Reforma, Inc. (MUJER)

Agency Type: Domestic Violence and Sexual Assault

Established in October 1994, and started serving clients in 1997, MUJER, a community based not for profit organization, has served the South Miami-Dade community by providing domestic violence and sexual assault education, direct response, and support services, and is the only certified sexual assault center in South Miami-Dade County. MUJER has been recognized as a responsive agency that ensures culturally sensitive services to their target population, individuals experiencing domestic violence within their Latino families. MUJER serves the South Miami-Dade community, which is comprised of predominantly Latino low-income residents. MUJER is experienced in working with marginalized subsets of the population and understanding culture differences and the special needs of the undocumented. MUJER provides several services, including individual and family counseling, legal services, community advocacy, relocation assistance, and a 24/7 Sexual Assault Help Line.

Miami-Dade County, Community Action and Human Services Department,
Coordinated Victims Assistance Center (CVAC)

Agency Type: Victims Services

Established in 2008, CVAC, a governmental agency, is a one-stop center that provides holistic and coordinated services to victims of domestic violence, sexual assault, dating violence, stalking, and human trafficking. CVAC coordinates the

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services of over thirty onsite and offsite partners that collectively offer a range of services for victims and their dependents. The services offered at the Center include, advocacy and referrals, support groups, educational workshops, civil and immigration legal assistance, individual and family counseling, financial emergency relief assistance, relocation assistance, injunction assistance, among others; these services are effectively operated by public and not-for-profit partners.

Dade Legal Aid (Legal Aid)

Agency Type: Legal Services

Established in 1949, Legal Aid, a nonprofit law firm, has served the indigent population of Miami-Dade County for longer than any other civil legal services provider. Legal Aid, provides civil legal services to vulnerable populations, including children, teens, victims of domestic violence and sexual assault, women, the elderly, and families living in poverty. Legal Aid is the only legal service provider in Miami-Dade County with dedicated domestic violence units representing domestic violence victims seeking legal protection.

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Mission

The mission of Miami Inclusion Alliance, is to learn about the intersection of disability and domestic violence and/or sexual assault in order to promote a culture of inclusion within and between all collaborating agencies.

Vision

The Miami Inclusion Alliance, envisions an environment that is accessible, safe, and promotes dignity and respect for all persons with disabilities affected by domestic violence and/or sexual assault.

Needs Assessment Plan Summary

Our needs assessment plan was done in two parts:

1. The Performance Indicator Measurement System: DIG, MUJER, and CVAC used this tool. Legal Aid does not use the Performance Indicator Measurement System because there is not a tool specifically developed for law firms.
2. Focus groups and interviews. We conducted focus groups and interviews with victims/survivors of domestic violence/sexual assault, persons with disabilities and staff of Dade Legal Aid. We had 64 participants in the Needs Assessment.

We are all committed to providing appropriate, safe, and accessible services, including embracing new approaches to policy, service delivery, and systemic change in our organizations.

We actively pursued the following goals:

Goal 1: Identify current organizational structures, barriers, and gaps with regard to policies, procedures, and practices at DIG, MUJER, CVAC and Legal Aid that address how to respond to, serve, and support victims/survivors with disabilities.

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Goal 2: Identify what supports and limits exist in each organization's culture; to respond to and address staff's ability to provide a safe, accessible and responsive service delivery system for victims/survivors with disabilities.

Goal 3: Identify current attitudes, knowledge, skills and comfort of professionals at every level of the agencies regarding responding to and providing services to victims/survivors with disabilities.

Goal 4: Identify what works and what barriers exist in each agency to ensure accessibility, safety, and responsiveness through the lens of survivors of domestic violence and/or sexual assault and persons with disabilities.

Miami Inclusion Alliance made the following Key Findings from what we learned from our Indicators, focus groups and interviews.

Finding #1 (Outreach)

We found that there is a need to enhance and expand the Collaborative Partners' outreach efforts to victims/survivors with disabilities. We found that all groups articulated the need for us to reach out and expand outreach efforts. Our Performance Indicators also supported this need.

We know that there is a high rate of abuse in the disability community, yet there is an extremely low numbers of persons with disabilities currently requesting our domestic violence/sexual assault services.

We recognize that we don't have a coordinated or even complimentary system of outreach in place. A coordinated outreach effort is foundational to our goal of greater service to victims/survivors with disabilities.

Finding #2 (Staff Comfort, Knowledge and Skill)

We found there is an extensive need for building staff capacity to serve victims/survivors with disabilities. Training will be the primary vehicle through which this will occur, but there are others, such as creating resources to guide staff in their work. This will include a mini-guide to each partner agency and training modules delivered through a webinar on domestic violence, sexual assault, the legal system and Disability101 at the Intersection.. The Collaborative Partners do

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not currently provide staff training that focuses on working with victims/survivors with disabilities. The goal of any new training will be to build staff capacity and comfort to work with victims/survivors with disabilities in all four agencies. The need for training is important, as we expect an increase in victim/survivors with disabilities to enter our system because of our improved outreach efforts and staff is not currently prepared to adequately meet their needs.

Finding #3 (Policies and Procedures)

We found that Collaborative Partners agencies need clearer policies and procedures at the point where disability and domestic violence/sexual assault intersect. Such policies and procedures, will be designed to provide direction and guidance in the provision of services to victims/survivors with disabilities.

While all four agencies meet their basic accreditation and grant required standards as to policies and procedures, we found a need to develop more depth and scope. We all have policies that use boilerplate language, but there is consensus that we need specific policies that assist us in serving victims/survivors with disabilities. All four agencies need to review and expand their policies and procedures, where they relate to the intersection of abuse and disability. In addition, staff has requested more clarity on what is required and what is best practice for assisting victim/survivors with disabilities.

Finding # 4 (Safety and Accessibility)

We found that there is a need to make both the facilities and communications/information systems in each Collaborative Partner agency more accessible, safe and welcoming to victims/survivors with disabilities. The goal is to ensure all agencies are accessible and safe. MUJER, CVAC and Legal Aid will need to improve their accessibility and DIG will need to create an environment for safe disclosure of abuse if necessary.

Participants in our focus groups who have disabilities, shared their experience with significant gaps in accessibility and comfort when they accessed services in our community. Therefore, addressing safety and accessibility is critical to creating the environment necessary to increase our service to victim/survivors with disabilities.

Strategic Planning Process

Following the formal approval of our Needs Assessment Report, we moved into our Strategic Planning phase. The first step was to hold listening sessions for staff of all levels at all Partner agencies. The goals of the listening sessions were to inform staff of the key findings of our Needs Assessment, to hear from them about ideas for possible solutions and setting priorities, and to generate interest and support for our work over the next year. We held four listening sessions, one at each Partner agency. We prepared a power point presentation that outlined our Grant activities to date and what we learned through the Needs Assessment Process.

We learned that staff wanted more resources such as referral information, to better serve victim/survivors with disabilities.

We heard suggestions for implementing change in our agencies. What worked best, how change should be rolled out to staff, and what resources would assist in smooth transitions to new policies and procedures.

We used what we learned in crafting this Strategic Plan.

Strategic Plan Initiatives

There were many needs identified in the Needs Assessment process. In order to address those needs, Our Collaboration has prioritized several short-term initiatives to be completed by the end of the grant period and some long term initiatives for the future. We prioritized initiatives based on the following criteria:

- Do they align with our Collaboration’s vision and mission;
- Do they address concerns in our Needs Assessment raised by people with disabilities, victims/survivors and staff across agencies;
- Do they create sustainable systemic changes within and between our agencies;
- Are they practical, and will they create a manageable amount of work that can be the foundational start to future work;

Working with our technical assistance providers from the Vera Institute, we selected the following four Key Initiatives for the Implementation Phase of our grant:

Initiative #1 Enhance Outreach efforts to victims/survivors with disabilities.

Initiative #2 Build the comfort, knowledge and skill of DIG, MUJER, CVAC and Legal Aid staff to effectively work with victims/survivors with disabilities.

Initiative #3 Cultivate a policy environment within Collaborating agencies that encourages safe environments and practices, promotes access and gives staff confidence and comfort in working with victims/survivors with disabilities.

Initiative #4 Review and enhance safety and accessibility of all MIA partner agencies.

These initiatives reflect what we heard from participants during our Needs Assessment and also from staff during our listening sessions.

The goals of our Strategic Plan will help us to transform our agencies and improve how we support victims/survivors with disabilities with services that are accessible and disability aware.

An outline of the Key Activities and a timeline for each initiative is located in the Appendix.

We anticipate submitting a request for a no-cost extension for 3 months. Our timeline reflects that extension. Completion date will be December 31, 2018.

Initiative 1

Enhance outreach efforts to victims/survivors with disabilities.

Initiative #1 is our response to Finding #1 that clearly showed that we need to expand and enhance our outreach to victim/survivors with disabilities. This is

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supported by the extremely low numbers of victims/survivors with disabilities currently accessing our system. Participants in the focus groups made it clear that we must review our outreach plans and incorporate specific outreach strategies that focus on the needs of the disability community. It is clear that our methods of outreach and communication must expand and change.

We developed two key activities to begin our work toward enhanced outreach efforts. The activities will improve our access in the short term and will serve as models for expansion of our outreach efforts in the long term.

Key Activity #1

In order to reach out to the disability community we must first assess whether current outreach efforts are accessible to and inclusive of persons with disabilities. This activity will begin that effort.

1. We have selected MUJER to be the lead agency for this activity. MUJER will select a current agency outreach brochure for review for accessibility.
2. That review will be done using the Barrier/safety review tool selected in Initiative #4.
3. Upon completion of the review the Collaboration will review and discuss the results together.
4. Based on those discussions, MUJER will create its first fully accessible brochure and submit it to OVW for approval
5. The fully accessible brochure will be produced and then used by MUJER and the Collaboration partners.

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The new brochure will be the first step in a new outreach effort by the MIA to victims/survivors with disabilities.

Key Activity #2

We anticipate a significant increase in persons with disabilities entering the domestic violence/ sexual assault system of care in Miami -Dade County because of our enhanced outreach efforts. One of the most important, but also complex piece of the system, they will be entering, is the Domestic Violence Court. The Court system is particularly hard to navigate for victim/survivors with cognitive and intellectual disabilities. Most victims/survivors are pro se litigants, already fearful and traumatized. The Court is overburdened with cases, fast paced and governed by complicated laws and procedures. There currently exists no tools to assist a victim/survivor with cognitive or intellectual disabilities to understand the process and successfully obtain help from the Court. To meet that need, we will create a pictorial/simplified guide, for persons with disabilities, who are using the Domestic Violence Court System. We believe this guide will greatly enhance the MIA's ability to successfully assist persons with disabilities navigate the complicated and difficult court system.

1. We will first identify and review any known pictorial/simplified language guides as a Collaboration.
2. We have selected DIG and Legal Aid to be the lead agencies and to create the guide.
3. We will explore the need for any consultation to help create the guide

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and if required submit consultant's contract to OVW for approval.

4. DIG and LA will create a draft guide bring it to the Collaboration for review and discussion.
5. We will submit the guide to OVW for approval.
6. We will produce guide and distribute to all partners for immediate use.

The new guide will be another asset for the MIA to use to assist victims/survivors with disabilities.

Initiative 2

Build comfort, knowledge and skill of DIG, MUJER, CVAC, and Legal Aid to effectively serve persons with disabilities.

Initiative #2 is our response to Finding #2 ,that there is a need to build staff capacity, comfort, knowledge and skill, in order for them to successfully assist victim/survivors with disabilities. In staff interviews, we heard from all agencies that staff welcomed the opportunity to expand and enhance their services to victim/survivors with disabilities, but did not feel adequately trained. They did not have the resources they need to make meaningful referrals between agencies. They voiced a need for information about best practices, sensitivity training and disability etiquette. They requested a strong foundational training about the intersection of abuse and disability and more knowledge about domestic violence, sexual assault and disability.

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We developed two key activities to begin our work toward staff capacity, knowledge and comfort. The activities will improve our access in the short term and will serve as models for expansion of our outreach efforts in the long term.

For the first activity, we will produce our first interagency scope of services guide that will enhance interagency knowledge, referral and coordination when serving victims/survivors with disabilities. All four partners will participate in the delivery of this guide.

For the second activity, will create a new intensive four hour training webinar that covers domestic violence, sexual assault, the legal system and the intersection of abuse and disability including Disability 101. The goal is to provide staff with four different training modules that are easily available, comprehensive and informative. The training will be delivered to all staff, in partner agencies, as part of our short term goals. The training will also be available for new hire training, refresher training and to prepare volunteers.

Key Activity #1

In order to enhance interagency knowledge, referral and coordination to better serve victims/survivors with disabilities, we needed to create an interagency scope of services guide so that each agency knows exactly what services are available, how to access them and who provides them.

1. All four partners will work together to create the guide.
2. Each partner agency will draft their agency content.
3. The Collaboration will meet to discuss the content and format for the guide.

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4. We will submit the guide to OVW for approval.
5. We will produce the guide and distribute to all staff in all partner agencies.

The information that will be contained in this new guide will be a significant new asset for Collaboration partners. It will meet the request by staff for information in order to make meaningful interagency referrals.

Key Activity #2

In order to give staff, board and volunteers the comfort, knowledge and skills to serve victims/survivors with disabilities, we will develop a webinar training. It will cover Domestic Violence, Sexual Assault, the Legal System and the Intersection of disability and domestic violence/sexual assault and Disability 101. The request for this type of training came from listening sessions, indicators and focus groups. The demographics in Miami-Dade County forecast a large number of victims/survivors with disabilities. We have over 2.6 million residents, 51% are women and 25.7 % of that population are person with disabilities. (US Census-2000) We know that women with disabilities are twice as likely to suffer abuse. Studies have shown as many as that 83% of women with disabilities have suffered sexual abuse. (America.Aljezeera.com) We must be prepared to provide for the unique barriers that face these victim/survivors. This includes communication, physical and cultural barriers. The webinars, will address the basic topics outline above with special emphasis on the unique needs of victims/survivors with disabilities, tactics unique

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to abuse against victims/survivors with disabilities and what happens when abuse and disability intersect. Each Collaborative partner will use their special expertise to create their webinar. MUJER will deliver the webinar on sexual assault, CVAC on domestic violence, Legal Aid on the legal system and DIG on the intersection and the basics of disability .The use of a webinar format that allows the information to be viewed in its entirety or as four separate modules will make it easily accessible, sustainable and therefore a smart use of resources.

1. Each partner will craft a PowerPoint for their module.
2. The Collaboration will identify and retain a vendor for the webinar.
3. The Collaboration will discuss the webinar content and agree on the final PowerPoints.
4. The Collaboration will submit the PowerPoints and vendor to OVW for approval.
5. The Collaboration will deliver the webinars to our entire staffs
6. We will incorporate these new webinars into all new employee and volunteer training

The webinar will be the first time that the partner agencies have ever crossed trained. It will bring their individual expertise to the other partners and their staff.

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Initiative 3: Policies & Procedures

Collaborative Partners agencies need clearer policies and procedures at the point where disability and domestic violence/sexual assault intersect.

Initiative #3 is our response to Finding #3, where we found that there is a need to review and strengthen our policies/procedures at the intersection of abuse and disability. While all four agencies meet their basic accreditation and grant required standards as to policies and procedures, we found a need to develop more depth and scope. We want to cultivate a policy environment that encourages victims/survivors with disabilities to seek our help and then successfully provides them the services they need. We then will train our staffs on those policies and procedures.

We have selected three policy areas to address as part of this Strategic Plan. This selection is based on the Needs Assessment Report, Indicators and listening sessions. The Collaboration has chosen a lead partner for each of the policy areas to be reviewed. That partner will take the lead on drafting new policy/ procedures but will work collaboratively with the other partners to create a final product. This will be a collaborative effort. While three of the partners will create new policy/procedures for immediate implementation, CVAC will review and assess its policy/procedures on accommodations with the goal of creating a recommendations memo. As a government entity, there is an extensive process to change a policy/procedure. The governmental bureaucracy is burdensome and takes years, so CVAC has chosen to complete a recommendations memo. The use

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of a memo, will allow CVAC to make changes to internal policy/procedures on the issue of accommodations that warrant change, using their own internal process.

Through the Need Assessment process we learned that the partner agencies do not have clear policies/procedures on serving a victim/survivors with a guardian. MIA believes this is an important gap in our ability to serve victim/survivors at the intersection. MUJER and LA will take the lead on drafting policy/procedures on victim/survivors with guardians. MUJER, as a sexual assault center and LA as a law firm, may need different policy/procedures around the issue of guardianship, however, much of the drafting and research will be done jointly by the two agencies. DIG, as a disability organization, will take the lead on drafting a policy/procedure around the issue of screening for abuse. These new policy/procedures will be drafted using an individual organization as lead with significant input and discussion by all Collaboration partners. The research and crafting of the final language will be done together and will inform all partners on these important policy areas. All four partners will be able to use these new policy/procedures to enhance their agency's response, service and support of victim/survivors with disabilities.

Key Activity #1

Lead agency CVAC and the Collaboration will develop a policy/procedures memo for providing accommodations.

1. CVAC will review their existing policy/procedures on accommodations.
2. The Collaboration will review other agency's policies to determine what key elements might need to be included.

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3. CVAC will create a draft recommendations memo to address suggested changes to the existing policy and present to the Collaboration for discussion and approval.
4. The final will memo will be submitted to OVW for approval.
5. CVAC will implement and train staff on the accommodations memo.

Key Activity #2

Lead agency MUJER and the Collaboration will develop a policy/procedures on serving victims/survivors with a guardian.

1. The Collaboration will review other agency's policies/procedures to determine what key elements might need to be included in a policy/procedures on serving victims/survivors with a guardian, and seek legal review if necessary.
2. MUJER will submit that draft to the Collaboration for discussion and approval.
3. MUJER will submit the draft to their leadership
4. The final draft will be submitted to OVW for approval.
5. MUJER will implement and train staff on the new policy/procedures.

Key Activity #3

Lead agency Legal Aid and the Collaboration will develop a policy/procedures on serving victims/survivors with a guardian.

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1. The Collaboration will review other agency's policies to determine what key elements might need to be included in a policy/procedures on serving victim/survivors with a guardian, and seek legal review if necessary.
2. LA will submit that draft to the Collaboration for discussion and approval.
3. LA will submit the draft to their leadership.
4. The final draft will be submitted to OVW for approval.
5. LA will implement and train staff on the new policy/procedures.

Key Activity #4

Lead agency DIG and the Collaboration will develop a policy/procedures on screening for abuse.

1. The Collaboration will review other agency's policies to determine what key elements might need to be included in a screening for abuse policy/procedures.
2. DIG will submit a draft policy/procedure to the Collaboration for discussion.
3. DIG will submit the draft to their leadership for approval.
4. The final draft will be submitted to OVW for approval.
5. DIG will implement and train staff on the new policy/procedures.

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Initiative 4

Review and enhance safety and accessibility of all MIA partner organizations.

Initiative #4 is our response to Finding #4, where we found that there is a need to make both the facilities and communications/information systems in each Collaborative Partner agency more accessible, safe and welcoming to victims/survivors with disabilities.

MIA will begin by selecting a tool that will review both access and safety barriers. We know from our listening sessions and focus groups that physical and communication environments are critically important. By conducting a detailed review of all four partner agencies we will identify changes we can make to ensure that our services are more safe, welcoming and accessible. The four reviews will be attended by all four partners and will be conducted as a team. Once the reviews are completed and key changes are identified, plans will be created by each partner in collaboration with the team. We will then prioritize what issues and improvements can be made in the short term and as part of a long term strategy. The goal is to complete access and safety reviews on an annual basis.

Key Activity #1

The Collaboration will conduct a barrier/safety review at DIG, CVAC, MUJER and LA.

1. The Project Director will research available tools that can be used by all the agencies.
2. The Collaboration will choose the tool to be used and schedule the reviews.

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3. The Collaboration partners as a team, will conduct the reviews.
4. The Collaboration, as a team, will review and discuss all the data gathered.
5. Each partner will select a barrier/safety concern as the priority for their agency.
6. Each partner will draft a remediation/improvement plan for the barrier removal/safety enhancement they have chosen.
7. The Collaboration will discuss and approve of the remediation/improvement plan.
8. Each agency will seek leadership approval of the plan.
9. The plans will be submitted to OVW for approval.
10. Each agency will complete their short term improvements.

Long-Term Initiatives

We define long-term as beyond our work under this grant. We are going to take the lessons we learn from our process in the implementation phase of our grant to define our work in the long-term. We will use our collective knowledge to continue to improve services for victims/survivors of domestic violence/sexual assault who are persons with disabilities.

We value expanding the work begun in our four Initiatives. In Outreach Efforts, we will continue to evaluate all our outreach and communication efforts to persons with disabilities. We will begin to build relationships with the disability community and establish new partnerships beyond the current four partners in the MIA. We will create additional resources with a goal of having all outreach materials both new and existing, used by all four partners, being fully accessible.

In Staff Comfort, Knowledge and Skill we plan to establish an ongoing training schedule so that staff receive all training, including trauma informed training, within a timely manner and develop ongoing cross trainings and funding to support those trainings.

We will continue to update and keep current our new Interagency Scope of Services Guide and begin to add more community partners to the guide.

In Policies and Procedures we will use what we learn from the process of creating policies and procedures in the short-term and apply those new skills to developing additional policies and procedures in the long-term.

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In Access and Safety Review we will actually conduct reviews on a yearly basis and make any and all improvements as required. We will create an implementation and funding plan in each partner agency for any significant and long term improvements that are identified by the review.

We value taking what we learned during the short-term and want to apply it to the larger goal of expanding our Collaboration to other organizations, both domestic violence/sexual assault and that serve persons with disabilities. We will share with other organizations the lessons we learned and the tools we developed to help them improve their services for victims/survivors with disabilities.

The Collaboration would like to expand our work to the entire system of care in Miami-Dade County including the Court System.

Sustainability

We understand that turnover, changes in organizational culture, and shifts in priorities happen frequently in the nonprofit and government sector. We will build sustainability into every aspect of our initiatives through a number of strategies and tactics. Every initiative will help to make cultural change at each agency, which we believe will impact long-term change. An example of this can be seen through Initiative 3, Policies and Procedures. We will establish new policies and procedures and enhance existing policies and procedures using what we have learned as a Collaboration. These new policies will then guide the agency's future work.

We will ensure a clear commitment to training and coordination of services through an annually updated MOU between all four Partners. We plan to outline our obligations and define our referral processes to ensure wrap-around services for victims/survivors with disabilities. By establishing our commitment to continue to work together through an annually updated MOU, we will ensure the sustainability of our Collaboration.

We are committed to achieving our vision of creating the best possible services for people with disabilities. As we have seen and heard numerous times since the start of our grant, there is a great need in our community to better serve this population. This grant has created a strong and lasting partnership between DIG, MUJER, CVAC and Legal Aid. During implementation we will continue to strengthen our partnership while putting the needs of victims/survivors with disabilities at the forefront of our work toward our goals.

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Conclusion

The work we set out to accomplish in the implementation phase of our grant will mold the culture and capacity of our agencies and will improve services for victims/survivors of domestic violence/sexual assault who are persons with disabilities. The initiatives outlined in this plan provide the steps needed to continue to work towards our shared vision.

The mission of the Miami Inclusion Alliance, was to learn about the intersection of disability and domestic violence and/or sexual assault in order to promote a culture of inclusion within and between all collaborating agencies. We have completed that mission and all four partners have imbedded in their agencies a new culture of inclusion that was not there before.

The vision was an environment that is accessible, safe, and promotes dignity and respect for all persons with disabilities affected by domestic violence and/or sexual assault. We have made significant progress towards that vision. We have already improved how we support victims/survivors with disabilities but have agreed to work together to complete the vision, and make that inclusive environment a reality.

Appendix

Appendix A: Detailed Timelines for Initiatives

Appendix B: Work Plan

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Initiative 1-Enhance outreach efforts to victims/survivors with disabilities.													
Key Activity #1: Assess whether current outreach efforts are accessible to and inclusive of person with disabilities.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. MUJER will collect all its outreach brochures	MUJER, PD		■	■									
c. Schedule the review	Collaboration, PD		■										
d. Conduct the review	Collaboration, PD			■									
e. Bring results to the Collaboration for input	MUJER, PD				■								
f. Write plan to implement review suggestions	MUJER				■	■	■						
g. Submit Brochure to OVW for approval	DIG , PD						■						
h. Develop accessible brochure based on review	MUJER, PD							■	■				
k. Distribute brochure to partners	Collaboration, PD									■	■		
Deliverable #1: Accessible Brochure.													

Initiative 1-Enhance outreach efforts to victims/survivors with disabilities.													
Key Activity #2: Create a pictorial/simplified guide for persons with disabilities who are using the Domestic Violence Court System.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Identify and review any known pictorial/simplified language guides	LA,DIG,PD												
c. Explore use of consultants for technical assistance	Collaboration, PD												
d. Hire consultant, if necessary	DIG												
e. Create draft of guide	LA, DIG, PD												
f. Introduce Guide to Collaboration partners for input	Collaboration, PD												
g. Submit Guide to OVW for approval	DIG												
h. Distribute guide to Collaboration partners.	Collaboration, PD												
Deliverable #2: Guide for PWD who are using the Domestic Violence Court System.													

Initiative 2- Build the comfort, knowledge, and skill of DIG, MUJER, CVAC and Legal Aid staff to effectively work with victims/survivors with disabilities.													
Key Activity #1: Enhance interagency knowledge, referral and coordination by creating an interagency scope of services guide .	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Develop content for Guide	Collaboration, PD												
b. Gather agency information from each partner	PD												
c. Create draft of guide	PD												
d. Introduce draft guide to Collaboration partners for input	Collaboration, PD												
e. Submit guide to OVW for approval	DIG, PD												
f. Distribute guide to Collaboration partners with one hour training on guide.	Collaboration, PD												
Deliverable #3: Interagency Scope of Services Guide.													

Initiative 2- Build the comfort, knowledge, and skill of DIG, MUJER, CVAC and Legal Aid staff to effectively work with victims/survivors with disabilities.													
Key Activity #2: 2. Develop a webinar training for Collaboration partners to be used for staff, Board and volunteers on Domestic Violence, Sexual Assault, the Legal System and Disability 101.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Assign partner agencies to webinar topics based on expertise.	Collaboration, PD												
B. Create draft PowerPoint for each of the four topics.	Collaboration, PD												
c. Identify webinar vendors .	PD												
d. Submit vendors and PowerPoint to OVW for apporioval.	DIG, PD												
e. Conduct and record webinar	Collaboration, PD												
f. Deliver entire webinar training to each partner agency staff.	Collaboration, PD												
Deliverable #4: Webinar Training on Domestic Violence, Sexual Assault, the legal system, and Disability 101.													

Initiative 3-Cultivate a policy environment within collaborating agencies that encourages safe disclosures, promotes access and gives staff confidence and comfort in working with victims/survivors with disabilities.													
Key Activity #1: Develop policy/procedures for CVAC regarding the provision of accommodations.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Review existing policies/procedures for providing accommodations.	CVAC												
b. Review existing policies from other agencies to determine key elements to be included.	CVAC, PD												
c. Select one accommodation policy/procedures to review	CVAC												
d. Create draft recommendations memo addressing any suggested changes to existing policy/procedures	CVAC, PD												
e. Submit recommendations memo to CVAC leadership	CVAC												
f. Submit recommendations memo to Collaboration partners for input.	Collaboration, PD												
g. Submit recommendations memo to OVW for approval	DIG, PD												
Deliverable #5: Policy/Procedure memo for CVAC regarding the provision of accommodations.													

Initiative 3-Cultivate a policy environment within collaborating agencies that encourages safe disclosures, promotes access and gives staff confidence and comfort in working with victims/survivors with disabilities.													
Key Activity #2: Develop policy/procedures for MUJER on serving victims/survivors with a guardian.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Review existing policies/procedures for serving victims/survivors with a guardian.	MUJER												
b. Review existing policies from other agencies to determine key elements to be included.	MUJER, PD												
c. Create draft policy/procedures	MUJER, PD												
d. Submit draft policy/procedures to MUJER leadership	MUJER												
e. Submit policy/procedures to Collaboration partners for input.	Collaboration, PD												
f. Finalize draft policy/procedures	MUJER, PD												
g. Submit draft to OVW for approval	DIG, PD												
h. Train staff on new policy/procedures.	MUJER,PD												
Deliverable #6: Policy/Procedure for MUJER on serving victims/survivors with a guardian.													

Initiative 3-Cultivate a policy environment within collaborating agencies that encourages safe disclosures, promotes access and gives staff confidence and comfort in working with victims/survivors with disabilities.													
Key Activity #3: Develop policy/procedures for Legal Aid on serving victims/survivors with a guardian.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Review existing policies/procedures for serving victims/survivors with a guardian.	LA												
b. Review existing policies from other agencies to determine key elements to be included.	LA, PD												
c. Create draft policy/procedures	LA, PD												
d. Submit draft policy/procedures to Legal Aid leadership	LA												
e. Submit policy/procedures to Collaboration partners for input.	Collaboration, PD												
f. Finalize draft policy/procedures	LA, PD												
g. Submit draft to OVW for approval	DIG, PD												
h. Train staff on new policy/procedures.	LA, PD												
Deliverable #7: Policy/Procedure for Legal Aid on serving victims/survivors with a guardian.													

Initiative 3-Cultivate a policy environment within collaborating agencies that encourages safe disclosures, promotes access and gives staff confidence and comfort in working with victims/survivors with disabilities.													
Key Activity #4: Develop a policy/procedures for DIG on screening for abuse.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Review existing policies/procedures for screening for abuse.	DIG												
b. Review existing policies from other agencies to determine key elements to be included.	DIG, PD												
c. Create draft policy/procedures	DIG, LA												
d. Submit draft policy/procedures to DIG leadership	DIG												
e. Submit policy/procedures to Collaboration partners for input.	Collaboration, PD												
f. Finalize draft policy/procedures	DIG, PD												
g. Submit draft to OVW for approval	DIG, PD												
h. Train staff on new policy/procedures.	DIG, PD												
Deliverable #8: Policy/Procedure for DIG on screening for abuse.													

Initiative 4- Review and enhance safety and accessibility for all MIA partner agencies.													
Key Activity #1: Conduct a Safety Review of DIG.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Research available tools	Collaboration, PD												
b. Select / tweak tool	Collaboration, PD												
c. Schedule review for DIG	Collaboration, PD												
d. Conduct review of DIG	Collaboration, PD												
e. Bring results to the Collaboration for review and input	DIG, PD												
f. Conduct meeting with DIG leadership to review priorities.	DIG												
g. Write plan for Safety Enhancement at DIG	DIG, PD												
h. Submit plan to OVW for approval.	DIG, PD												
i. Complete short term improvements.	DIG												
Deliverable #9: Safety Enhancement Plan for DIG.													

Initiative 4- Review and enhance safety and accessibility for all MIA partner agencies.													
Key Activity #2: Conduct Barrier Removal/Safety Review at MUJER.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Research available tools.	Collaboration, PD												
b. Select / tweak tool.	Collaboration, PD												
c. Schedule review for MUJER.	Collaboration, PD												
d. Conduct review of MUJER.	Collaboration, PD												
e. Bring results to the Collaboration for review and input.	MUJER, PD												
f. Conduct meeting with MUJER leadership to review priorities.	MUJER												
g. Write plan for Barrier Removal and Safety Enhancement at MUJER.	MUJER,PD												
h. Submit plan to OVW for approval.	DIG, PD												
i. Complete short term improvements.	MUJER												
Deliverable #10: Barrier Removal/Safety Enhancement Plan for MUJER.													

Initiative 4- Review and enhance safety and accessibility for all MIA partner agencies.													
Key Activity #3: Conduct Barrier Removal/Safety Review at Legal Aid.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Research available tools.	Collaboration, PD												
b. Select / tweak tool.	Collaboration , PD												
c. Schedule review for Legal Aid.	Collaboration, PD												
d. Conduct review of Legal Aid.	Collaboration,PD												
e. Bring results to the Collaboration for review and input.	LA, PD												
f. Conduct meeting with Legal Aid leadership to review priorities.	LA												
g. Write plan for Barrier Removal and Safety Enhancement at Legal Aid.	LA, PD												
h. Submit plan to OVW for approval.	DIG, PD												
i. Complete short term improvements.	LA												
Deliverable #11: Barrier Removal/Safety Enhancement Plan for Legal Aid.													

Initiative 4- Review and enhance safety and accessibility for all MIA partner agencies.													
Key Activity #4: Conduct Barrier Removal/Safety Review at CVAC.	Agency Responsible	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
a. Research available tools.	Collaboration, PD												
b. Select / tweak tool.	Collaboration, PD												
c. Schedule review for CVAC.	Collaboration, PD												
d. Conduct reviews of CVAC.	Collaboration, PD												
e. Bring results to the Collaboration for review and input.	CVAC, PD												
f. Conduct meeting with CVAC leadership to review priorities.	CVAC												
g. Write plan for Barrier Removal and Safety Enhancement at CVAC.	CVAC, PD												
h. Submit plan to OVW for approval.	DIG, PD												
i. Complete short term improvements.	DIG												
Deliverable #12: Barrier Removal/Safety Enhancement Plan for CVAC.													

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
1/9/18	Partner Meeting	4	<ul style="list-style-type: none"> Webinar Topic & Outline Due PD bring sample Pictorial Guides Review Sample Pictorial Guides 	<ul style="list-style-type: none"> Webinar Topic & Outline Due Review Sample Pictorial Guides 	<ul style="list-style-type: none"> Webinar Topic & Outline Due Review Sample Pictorial Guides 	<ul style="list-style-type: none"> Webinar Topic & Outline Due Review Sample Pictorial Guides
1/30/18	Partner Meeting	4	<ul style="list-style-type: none"> PD bring sample barrier/safety review tools Continue review of Pictorial Guides 	<ul style="list-style-type: none"> Continue review of Pictorial Guides Review Sample barrier/safety review tools 	<ul style="list-style-type: none"> Continue review of Pictorial Guides Review Sample barrier/safety review tools 	<ul style="list-style-type: none"> Continue review of Pictorial Guides Review Sample barrier/safety review tools
2/9/18	Partner Meeting	4	<ul style="list-style-type: none"> DIG draft webinar PPT DUE PD bring additional pictorial guides for discussion Select barrier /safety review tool Schedule barrier/safety reviews for all partners PD bring proposed vendors for webinar 	<ul style="list-style-type: none"> MUJER Draft webinar PPT DUE Select barrier /safety review tool Schedule barrier/safety reviews for all partners Continue review of Pictorial Guides 	<ul style="list-style-type: none"> CVAC Draft Webinar PPT DUE Select barrier /safety review tool Schedule barrier/safety reviews for all partners Continue review of Pictorial Guides 	<ul style="list-style-type: none"> Legal Aid Draft Webinar PPT DUE Select barrier /safety review tool Schedule barrier/safety reviews for all partners Continue review of Pictorial Guides
2/27/18	Partner Meeting	4	<ul style="list-style-type: none"> DIG Content for Scope of services Guide due Final Discussion on webinar PPT and choice of proposed vendor 	<ul style="list-style-type: none"> MUJER Content for Scope of services Guide due Final Discussion on webinar PPT and choice of proposed vendor 	<ul style="list-style-type: none"> CVAC Content for Scope of services Guide due Final Discussion on webinar PPT and choice of proposed vendor 	<ul style="list-style-type: none"> LA Content for Scope of services Guide due Final Discussion on webinar PPT and choice of proposed vendor
2/28/18	SUBMIT to OVW		<ul style="list-style-type: none"> Submit Webinar vendor and PowerPoint Slides to OVW for approval 			

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
3/9/18	Partner Meeting	4	<ul style="list-style-type: none"> Conduct barrier/safety review at DIG Draft Pictorial Guide due from DIG and LA Partners review and discuss Pictorial Guide 	<ul style="list-style-type: none"> Conduct barrier/safety review at DIG Partners review and discuss Pictorial Guide 	<ul style="list-style-type: none"> Conduct barrier/safety review at DIG Partners review and discuss Pictorial Guide 	<ul style="list-style-type: none"> Conduct barrier/safety review at DIG Draft Pictorial Guide due from DIG and LA Partners review and discuss Pictorial Guide
3/20/18	Partner Meeting	4	<ul style="list-style-type: none"> Conduct barrier/safety review at MUJER PD brings draft of Scope of Services Guide for final discussion 	<ul style="list-style-type: none"> Conduct barrier/safety review at MUJER Partners review and discuss Scope of Services Guide 	<ul style="list-style-type: none"> Conduct barrier/safety review at MUJER Partners review and discuss Scope of Services Guide 	<ul style="list-style-type: none"> Conduct barrier/safety review at MUJER Partners review and discuss Scope of Services Guide
3/26/18	Barrier/safety Review	4	<ul style="list-style-type: none"> Conduct Barrier/safety review at CVAC and LA 	<ul style="list-style-type: none"> Conduct Barrier/safety review at CVAC and LA 	<ul style="list-style-type: none"> Conduct Barrier/safety review at CVAC and LA 	<ul style="list-style-type: none"> Conduct Barrier/safety review at CVAC and LA
3/31/18	SUBMIT to OVW		<ul style="list-style-type: none"> Submit Scope of Services Guide to OVW for approval 			
4/13/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners have final discussion and approval of Pictorial Guide PD brings examples of model policies/procedures on accommodations, screening for abuse and guardianship 	<ul style="list-style-type: none"> Partners have final discussion and approval of Pictorial Guide Partners review and discuss model Policies/procedures 	<ul style="list-style-type: none"> Partners have final discussion and approval of Pictorial Guide Partners review and discuss model Policies/procedures 	<ul style="list-style-type: none"> Partners have final discussion and approval of Pictorial Guide Partners review and discuss model Policies/procedures
4/24/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners will discuss the data from all four Barrier/safety Reviews and how to create plans Partners will continue the discussion on 	<ul style="list-style-type: none"> Partners will discuss the data from all four Barrier/safety Reviews and how to create plans Partners will continue the discussion on 	<ul style="list-style-type: none"> Partners will discuss the data from all four Barrier/safety Reviews and how to create plans Partners will continue the discussion on 	<ul style="list-style-type: none"> Partners will discuss the data from all four Barrier/safety Reviews and how to create plans Partners will continue the discussion on

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
			model policies/procedures	model policies/procedures	model policies/procedures	model policies/procedures
4/30/18	SUBMIT to OVW		<ul style="list-style-type: none"> Submit Pictorial Guide to OVW for approval 			
5/4/18	Partner Meeting	4	<ul style="list-style-type: none"> DIG's Draft plan for Barrier /safety Improvement due Partners will review MUJER's draft brochure 	<ul style="list-style-type: none"> MUJER's Draft plan for Barrier /safety Improvement due Partners will review MUJER's draft brochure 	<ul style="list-style-type: none"> CVAC's Draft plan for Barrier /safety Improvement due Partners will review MUJER's draft brochure 	<ul style="list-style-type: none"> LA's Draft plan for Barrier /safety Improvement due Partners will review MUJER's draft brochure
5/22/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners have final discussion and approval of MUJER brochure Partners will continue the discussion on draft Barrier/safety plans Partners will obtain leadership approval of Barrier/safety Plans before next partner meeting Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners have final discussion and approval of MUJER brochure Partners will continue the discussion on draft Barrier/safety plans Partners will obtain leadership approval of Barrier/safety Plans before next partner meeting Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners have final discussion and approval of MUJER brochure Partners will continue the discussion on draft Barrier/safety plans Partners will obtain leadership approval of Barrier/safety Plans before next partner meeting Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners have final discussion and approval of MUJER brochure Partners will continue the discussion on draft Barrier/safety plans Partners will obtain leadership approval of Barrier/safety Plans before next partner meeting Partners will continue the discussion on model policies/procedures
6/8/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners have final discussion and approval of Barrier/safety Plans for each partner agency Partners will set schedule for introduction and 	<ul style="list-style-type: none"> Partners have final discussion and approval of Barrier/safety Plans for each partner agency Partners will set schedule for introduction and 	<ul style="list-style-type: none"> Partners have final discussion and approval of Barrier/safety Plans for each partner agency Partners will set schedule for introduction and 	<ul style="list-style-type: none"> Partners have final discussion and approval of Barrier/safety Plans for each partner agency Partners will set schedule for introduction and

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
			training on Scope of Services Guide <ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	training on Scope of Services Guide <ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	training on Scope of Services Guide <ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	training on Scope of Services Guide <ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures
6/22/18	Conduct Webinar #1	2	<ul style="list-style-type: none"> Conduct Webinar#1-DIG 			
6/22/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures 	<ul style="list-style-type: none"> Partners will continue the discussion on model policies/procedures
6/30/18	SUBMIT to OVW		<ul style="list-style-type: none"> Submit Barrier/safety Plans for all four partners and MUJER Brochure to OVW for approval 			
7/18	Partner Meeting	4	<ul style="list-style-type: none"> DIG's draft policy/procedures on screening for abuse due Partners will review draft policies/procedures Partners will set schedule for introduction and training on Pictorial Guide Partners will obtain leadership approval of new policy/procedures before next partner meeting 	<ul style="list-style-type: none"> MUJER's draft policy/procedures on guardianship due Partners will review draft policies/procedures Partners will set schedule for introduction and training on Pictorial Guide Partners will obtain leadership approval of new policy/procedures before next partner meeting 	<ul style="list-style-type: none"> CVAC's draft policy/procedures memo on accommodations due Partners will review draft policies/procedures Partners will set schedule for introduction and training on Pictorial Guide Partners will obtain leadership approval of new policy/procedures before next partner meeting 	<ul style="list-style-type: none"> LA's draft policy/procedures on guardianship due Partners will review draft policies/procedures Partners will set schedule for introduction and training on Pictorial Guide Partners will obtain leadership approval of new policy/procedures before next partner meeting

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
7/18	Conduct Webinar #2	2	<ul style="list-style-type: none"> Conduct Webinar#2- LA 			
7/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners have final discussion and approval of new policies/procedures for all four partner agencies 	<ul style="list-style-type: none"> Partners have final discussion and approval of new policies/procedures for all four partner agencies 	<ul style="list-style-type: none"> Partners have final discussion and approval of new policies/procedures for all four partner agencies 	<ul style="list-style-type: none"> Partners have final discussion and approval of new policies/procedures for all four partner agencies
7/31/18	SUBMIT to OVW		<ul style="list-style-type: none"> Submit Policies/procedures to OVW for approval 			
8/18	Partner Meeting	4	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan
8/18	Conduct Webinar#3	2	<ul style="list-style-type: none"> Conduct Webinar#3- MUJER 			
8/18	Partner Meeting	4	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Begin short term improvements from Barrier/safety Plan
9/18	Partner Meeting	4	<ul style="list-style-type: none"> Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan
9/18	Conduct Webinar#4	2	<ul style="list-style-type: none"> Conduct webinar #4- CVAC 			
9/18	Partner Meeting	4	<ul style="list-style-type: none"> Continue implementation of Strategic Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan 	<ul style="list-style-type: none"> Continue implementation of Strategic Plan

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
			<ul style="list-style-type: none"> Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue short term improvements from Barrier/safety Plan
10/18	Partner Meeting	4	<ul style="list-style-type: none"> Partners will set schedule for introduction and training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Partners will set schedule for introduction and training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Partners will set schedule for introduction and training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Partners will set schedule for introduction and training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan
10/18	Partner Meeting	4	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan
11/18	Partner Meeting	4	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> Continue training on new policy/procedures Continue implementation of Strategic Plan Continue short term improvements from Barrier/safety Plan
11/18	Partner Meeting	4	<ul style="list-style-type: none"> Continue training on new policy/procedures 	<ul style="list-style-type: none"> Continue training on new policy/procedures 	<ul style="list-style-type: none"> Continue training on new policy/procedures 	<ul style="list-style-type: none"> Continue training on new policy/procedures

MIA – Work Plan

DATE	TASK	HOURS	DIG	MUJER	CVAC	Legal Aid
			<ul style="list-style-type: none"> • Continue implementation of Strategic Plan • Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> • Continue implementation of Strategic Plan • Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> • Continue implementation of Strategic Plan • Continue short term improvements from Barrier/safety Plan 	<ul style="list-style-type: none"> • Continue implementation of Strategic Plan • Continue short term improvements from Barrier/safety Plan
12/18	Partner Meeting	4	<ul style="list-style-type: none"> • Complete implementation of Strategic Plan and all deliverables 	<ul style="list-style-type: none"> • Complete implementation of Strategic Plan and all deliverables 	<ul style="list-style-type: none"> • Complete implementation of Strategic Plan and all deliverables 	<ul style="list-style-type: none"> • Complete implementation of Strategic Plan and all deliverables