

American Institutes for Research /  
National Center on Family Homelessness

# Transitional Housing for Survivors of Domestic and Sexual Violence: A 2014-15 Snapshot

---

Overview Webinar #2 (Chapters 5-8)

# ***Transitional Housing for Survivors of Domestic and Sexual Violence:***

---

## **A 2014–15 Snapshot**

### ***Presenter:***

Fred Berman, *Senior Associate*, American Institutes for Research/  
National Center on Family Homelessness

- This project was supported by Grant No. 2012-TA-AX-K003 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 and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

# What's on the Project Webpage?

---

The project webpage is [www.air.org/THforSurvivors](http://www.air.org/THforSurvivors). The webpage contains links to

- The 12 chapters of the **Report**, each with an executive summary and a reference list;
- The Methodology webinar and four **Overview webinars**;
- Four brief **podcast interviews** highlighting the approaches of some of the providers we interviewed; and
- **Broadsides** highlighting two of the many important topic areas this report addresses.

# Chapters of the Report (Overview Webinar #1)

---

- #01 - *Definition of “Success” & Performance Measurement*
- #02 - *Survivor Access and Participant Selection*
- #03 - *Program Housing Models*
- #04 - *Taking a Survivor-Centered / Empowerment Approach: Rules Reduction, Voluntary Services, Participant Engagement*

## Chapters of the Report (Overview Webinar #2)

---

- #05 - *Program Staffing*
- #06 - *Length of Stay*
- #07 - *Subpopulations and Cultural / Linguistic Competence*
- #08 - *OVW Constituencies* (Domestic Violence - Dating Violence - Sexual Assault - Stalking +Trafficking)

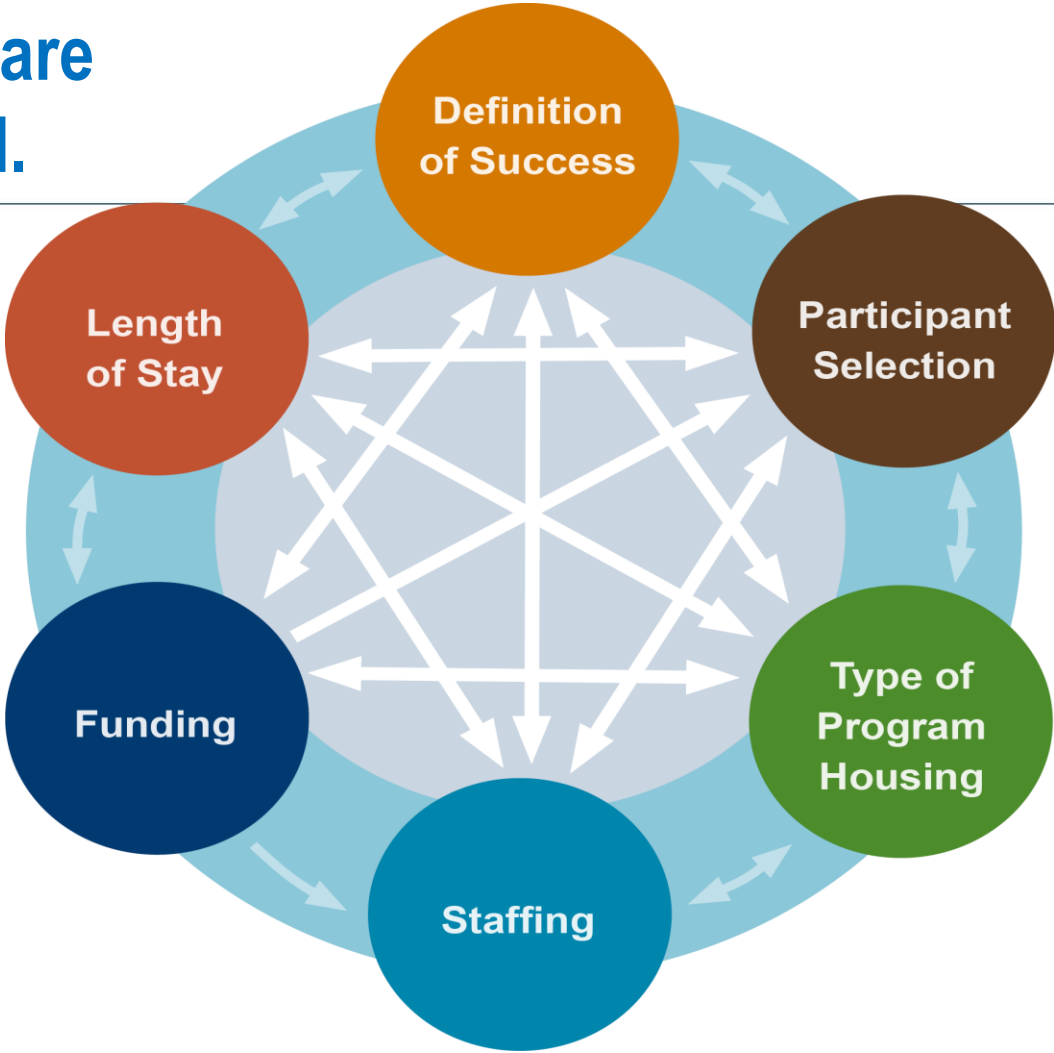
***This is Overview Webinar #2.***

## Chapters of the Report (Overview Webinars #3 & 4)

---

- #09 - *Approach to Services: Basic Support and Assistance*
- #10 - *Challenges and Approaches to Obtaining Housing and Financial Sustainability*
- #11 - *Trauma-Specific and Trauma-Informed Services for Survivors and Their Children*
- #12 - *Funding and Collaboration: Opportunities and Challenges*

The topics are interrelated.



# ***Chapter 5: Program Staffing***





## *Program Staffing: Current Practice*

---

- On average, OVW grant pays for
  - .8 FTEs of advocate, case management, program coordinator position;
  - .11 FTEs of specialized staff (e.g., counselor, child care worker, support staff, legal advocate, facilities operation)
  - .07 FTEs of administrator
- **Provider comments** on approach to staffing and factors that impact program staffing decisions

# ***Program Staffing: Provider Staffing Preferences***

---

- What providers look for -- and look to avoid -- when hiring staff
  - Recommendations in the literature and **provider comments**
  - Background information and **provider comments** on:
    - ✓ Pros and cons of hiring staff who are survivors
    - ✓ Pros and cons of having a clinician on staff
    - ✓ Pros and cons of having child-focused staff
    - ✓ Challenges and approaches vis-à-vis staff diversity

# ***Program Staffing: Training and Support***

---

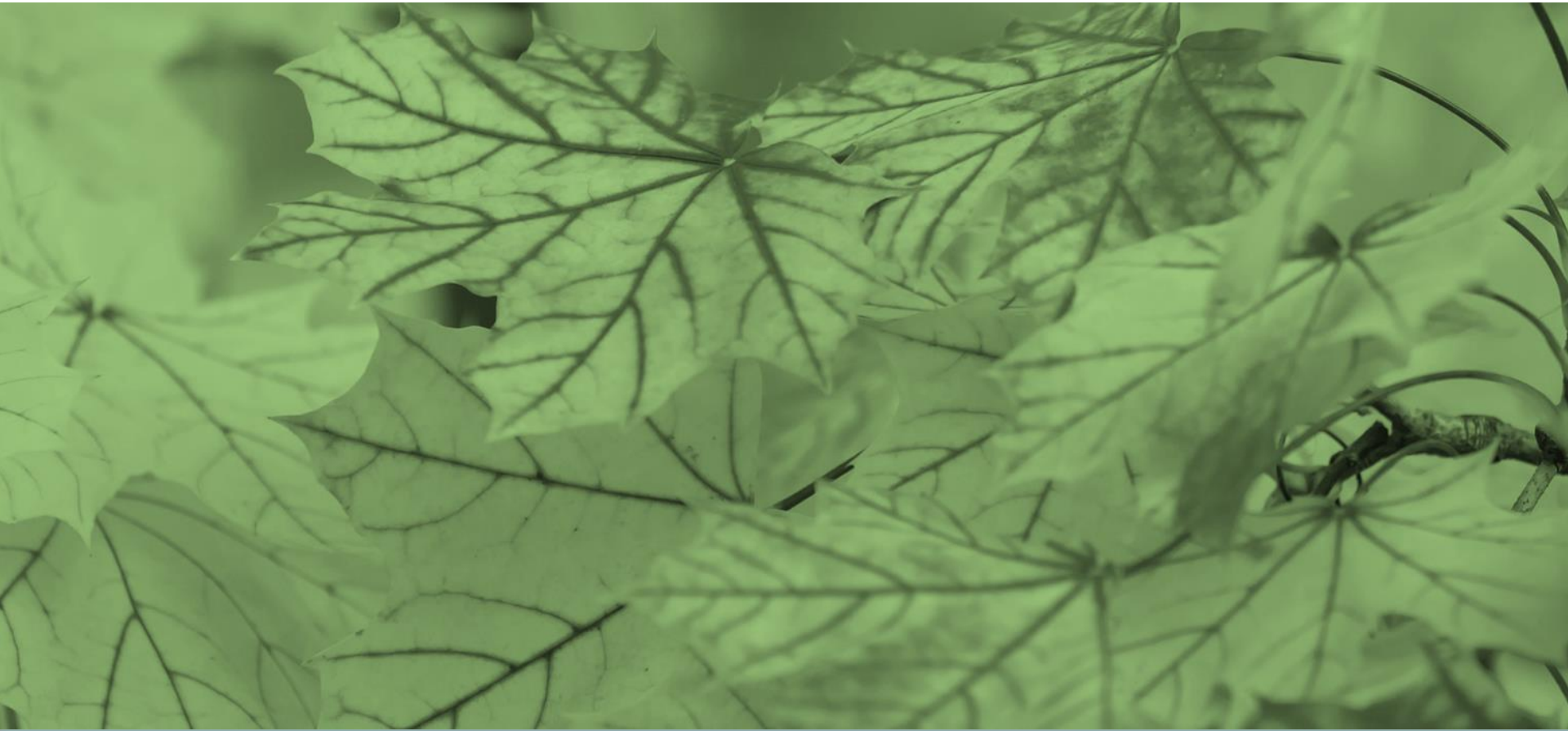
- Sources of training: State Coalitions, OVW, NNEDV, NCDVTMH
  - diversity of approaches, training curricula, requirements
  - Importance of understanding trauma
- Importance of supervision and support
  - Reflective supervision / Clinical supervision / NASW perspective
  - Secondary Traumatic Stress / Vicarious Trauma / Burnout: prevention, early identification, and response
  - Staff safety

# ***Program Staffing: Use of Volunteers***

---

- Roles, Screening, Training, Support
  - Limited roles in most programs (mostly used by other types of programs: hotline, shelter, etc.)
  - Mixed feelings about involving volunteers in direct services
  - Solicitation and use of pro bono professional services
  - If volunteers used, important to provide training / support at same level as entry-level direct staff
  - Broadens program diversity / linguistic capacity
  - Distinguishing between services that are paid / donated

# **Chapter 6: Length of Stay** **(Duration of Assistance)**



## ***Length of Stay (Duration of Assistance): Regulatory Framework and Guidance***

---

- OVW and HUD statutory/regulatory framework
  - OVW: minimum of six months, maximum of two years, plus six-month extension, pursuant to waiver
  - HUD TH: no regulatory minimum, up to two years (but can extend to accommodate needs of persons with disabilities)
  - HUD RRH: regulatorily up to 24 months, but...
    - ✓ ESG Rapid Rehousing 12-month income assessment
    - ✓ Written Standards by CoCs / ESG states, counties, cities
    - ✓ HUD RRH Brief: “typically rehouse household in 2 weeks, and in most cases in less than 30 days” -- “just enough assistance” – “typically for six months or less”

# *Length of Stay (Duration of Assistance): Provider Approaches*

---

- Maximum LOS vs. targeted LOS vs. expected LOS
  - Provider approaches to explaining LOS limits to survivors
  - **Provider comments:**
    - Range of approaches to LOS
    - Approaches to extending stays beyond targeted LOS
      - ❖ Extensions routinely offered; opportunity to take stock
      - ❖ Extensions based on individual needs / circumstances
      - ❖ Need for extension = sign that program hasn't done enough
      - ❖ Contingent on demonstrated effort / engagement\*
- \* potentially problematic: RE voluntary services, restrictive condition, etc.

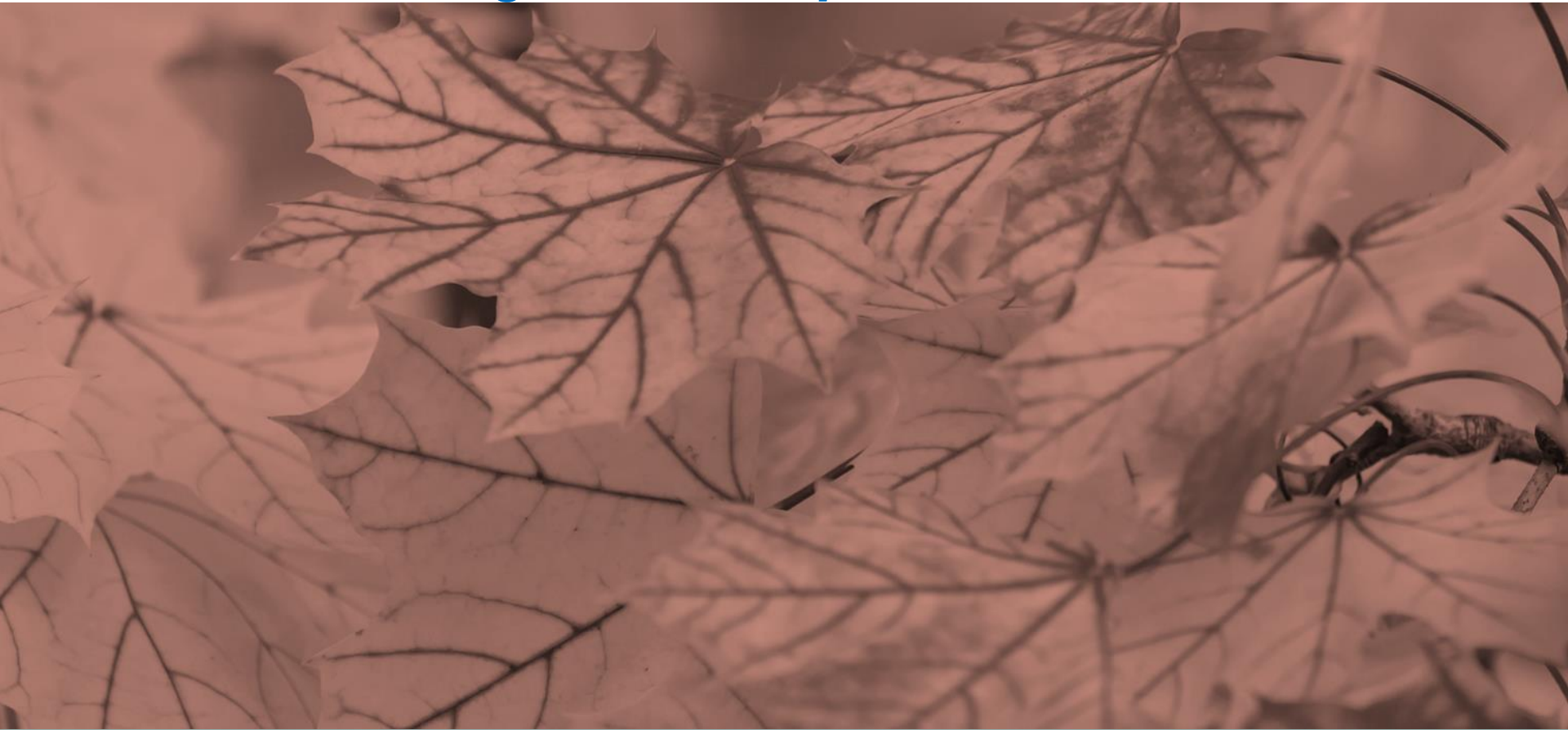
## ***Length of Stay (Duration of Assistance): Provider Challenges***

---

- Pressure on HUD-funded providers to shorten lengths of stay, while maintaining program performance levels poses challenges:
  - “Fit” with programs serving survivors recovering from trauma
  - Challenges implementing voluntary services, focusing on survivor-defined priorities **and pace**, meeting expectations
  - Potential impact on participant selection practices and practices governing duration / level of financial assistance
  - Heightened challenges in communities with acute shortage of affordable housing / housing subsidies, poor job options for survivors with limited employment credentials



# **Chapter 7: Subpopulations / Cultural & Linguistic Competence**



# *Subpopulations / Cultural & Linguistic Competence*

---

- Context: Diversity has many dimensions
  - Race / cultural background / religion / linguistic community
    - ✓ Diversity within racial ethnic communities
  - Gender identity / sexual orientation
    - ✓ Diversity within LGBTQ population
  - Age / generation
  - Disability / Deafness
  - Socioeconomics / Class / Survivor of trafficking or prostitution
- Balancing cultural awareness and sensibilities without stereotyping: demonstrating understanding without making assumptions / judgments.

# *Subpopulations /*

## *Cultural & Linguistic Competence: CLAS Standards*

---

- CLAS Standards for **C**ultural and **L**inguistically **A**ppropriate **S**ervices (HHS Office of Minority Health, 2000)
  - Effective, understandable, respectful, culturally appropriate care
  - Staff diversity that is representative of the community served
  - Training in culturally and linguistically appropriate services
  - Title VI of Civil Rights Act provisions ensuring “meaningful access” for persons with limited English proficiency (LEP)
  - Efforts to ensure that services are appropriate to and meeting the distinctive needs of the community and its subpopulations
- **Provider comments** on what it means to be “culturally competent” -- and how they demonstrate cultural competence

# *Subpopulations / Cultural & Linguistic Competence:* **Resources & Provider Comments**

---

- Diverse Constituencies: Extensive annotated resource listings / **Provider Comments** on the constituencies they serve
  - Immigrant and diverse populations, in general
  - African American Survivors
  - Latina / Hispanic Survivors
  - Asian American / Pacific Island Survivors
  - Native American and Alaska Native Survivors
  - LGBTQ Survivors
  - Young adult, older adult, and male survivors
  - Ex-offender survivors
  - Deaf survivors
  - Survivors with disabling conditions

# ***Subpopulations / Cultural & Linguistic Competence: Federal Non-Discrimination Requirements***

---

- Non-Discrimination / Requirements for “***Reasonable Accommodation***” and “***Reasonable Modification of Policies and Procedures***”
  - Civil Rights Compliance section of OVW TH Grant Solicitation Companion Guide
  - Section 504 / Americans with Disabilities Act
  - Fair Housing
  - Concept of “***disparate impact***”
  - Implications for survivors with mental and behavioral health-related conditions

# *Subpopulations / Cultural & Linguistic Competence: Serving Survivors with Disabilities*

---

- **Serving survivors with behavioral health-related conditions**
  - Traumatic Brain Injury (TBI)
  - Strangulation
  - How trauma / complex trauma can affect participant engagement
  - Serving survivors with mental health / substance use issues
- OVW-funded collaborations to build victim services providers' capacity to serve survivors with disabilities and disability providers' capacity to serve clients who have experienced domestic and sexual violence.
- **Provider comments** on serving survivors with disabilities
- **Provider comments** on serving survivors with behavioral health conditions

# **Chapter 8: OVW Constituencies: Survivors of Domestic & Dating Violence, Sexual Assault, Stalking, Trafficking**





## OVW Constituencies: Overview

---

- TH grant applicants are not required to serve all constituencies; specify in the grant application which constituencies they will serve
- **Provider comments:** mostly address IPV; most *program participants* who were stalked, sexually assaulted are in program because of IPV
- VAWA MEI data about FY 2013-14 TH program participants:
  - upwards of 85% of cases, perpetrator was an intimate/dating partner
  - under 10% of cases, perpetrator was other than intimate/dating partner
- 2011 National Intimate Partner and Sexual Violence Report: Of female victims of rape or other sexual violence (lifetime), the perpetrator was
  - an *intimate partner* in 45.4% (rape) and 36.0% (OSV) of cases;
  - an *acquaintance* in 46.7% (rape) and 43.4% (OSV) of cases.



## ***OVW Constituencies:***

### ***What about Sexual Assault Survivors?***

---

- ***Why the disproportionate representation of DV survivors vs. survivors of sexual assault by non-intimate partner?***
  - FVPSA-funded DV shelters are a primary source of referrals
  - Does sexual assault lead to homelessness, or is sexual assault a concomitant of homelessness?
  - Stigma attached to reporting / disclosure
- ***Where are sexual assault survivors?***
  - In the community
  - If homeless, in mainstream shelters, TH programs, on the street
  - In other treatment venues (MH/SA) / incarceration

# *OVW Constituencies: Serving Survivors of Sexual Assault*

---

- Differences in approaches to serving DV survivors vs. survivors of non-IPV sexual violence
  - Victim Rights Law Center (VRLC) resources on safety planning for survivors of non-IPV sexual violence
- How can survivors of non-IPV sexual violence be afforded access to trauma-informed transitional housing that can provide a path out of homelessness? (VRLC interview)
- Resources on serving survivors of non-IPV sexual violence
- Military Sexual Trauma
  - What it is / Incidence rates / VA resources / Other resources
- **Provider comments** on serving survivors of non-IPV sexual violence

## ***OVW Constituencies:***

### ***Who Are Survivors of Trafficking?***

---

- Survivors are ...
  - Foreign-born women and girls smuggled into the country, with little or no family / community to turn to for help
  - Women and teenage boys and girls – including a disproportionate number of Native Americans – who fled dangerous or exploitive home situations, and were kidnapped or tricked into the sex industry
  - Children connected to family-controlled trafficking businesses
- Traffickers control victims with manipulation, drugs, violence
- Trend away from criminalizing the victim, but the stigma remains

# ***OVW Constituencies: Serving Survivors of Trafficking***

---

- Challenges: **Complex trauma, plus ...**
  - Fear of being found / caught / punished by trafficker
  - Stigma attached to prostitution / trafficking
  - Trauma- / mental health-related needs + serious health issues (tuberculosis, sexually transmitted diseases, etc.) + addiction
  - Foreign nationals: isolated by language, culture, fear of deportation, cannot return to home country, fear harm to family in home country
  - Minors cannot be served in residential programs for adults,
  - All the other needs of impoverished victims of sexual violence
- Resources
- **Provider comments** on serving survivors of sexual trafficking

# Thank You!

For more information visit: [www.air.org/THforSurvivors](http://www.air.org/THforSurvivors)

**Fred Berman,**  
*Senior Associate*

**American Institutes for Research  
National Center on Family  
Homelessness**

201 Jones Rd. – Suite #1  
Waltham, MA 02451  
Telephone: 781-373-7065  
Email: [fberman@air.org](mailto:fberman@air.org)

**Barbara Broman,**  
*Managing Director*

**American Institutes for Research**

1000 Thomas Jefferson St. NW  
Washington, DC 20007  
Telephone: 202-403-5118  
Email: [bbroman@air.org](mailto:bbroman@air.org)