

Prepared for the United States Department of Justice
Office on Violence Against Women (OVW)
From the State of Vermont

S.T.O.P.

SERVICES
TRAINING
OFFICERS
PROSECUTION

Federal Formula Grant Program
Implementation Plan
For Federal Fiscal Years
2022, 2023, 2024, 2025

Approved by the Office on Violence Against Women
09/08/2022



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Emily's Story

Emily experienced a particularly lethal domestic assault. Law enforcement was called, and a Lethality Assessment Screening was conducted with the local domestic violence program. Law enforcement and advocacy determined Emily was in grave danger and worked together, which began Emily's journey to safety, services, and independence. The STOP funded Domestic Violence Program provided her, and her three small children with emergency shelter, and group support. Between defense attorney delays and the limitations resulting from COVID-19, her perpetrator's trial had been on hold for three years. The prosecutor in this case leveraged evidenced-based strategies and worked with a dedicated domestic violence law enforcement investigator who was able to document a pattern of the defendant's prior bad acts, which reduced the burden and trauma of Emily having to testify against her abuser and contributed to a successful outcome of the case. Never-the-less, the criminal legal process brought back all the feelings of the trauma as if it had just happened. Fortunately, the judge was respectful to all parties, including the defendant and was tuned-in to trauma, and power and control dynamics, and ensured that the perpetrator was compliant in his conditions. This helped increase victim safety. Because of the re-traumatization and re-victimization, she decided that she needed to move out of her home, where the assault happened. It was something she had expressed immediately after the assault, but due to barriers at the time, she decided to put moving plans on hold. The STOP funded multi-disciplinary team, supported her through depositions, interviews, and legal negotiations as the criminal legal process dragged on. She shared with advocates her dream of owning her own home. Through dedicated advocacy with community partners, advocates assisted Emily in finding an affordable home. After advocates explained the dynamics of financial abuse, the lender was willing to overlook the bad credit, limited references, and inconsistent rental history created by her ex-partner. Advocates found resources that would cover most but not all the purchase price and continued to look for ways to help Emily find the funds. Eventually, a local community group agreed to cover the remaining costs and Emily and her children moved into their first home.

I. The Planning Process-Introduction

This program is authorized by 34 U.S.C. §§ 10441, 10446–10451. The Services * Training * Officers * Prosecutors (STOP) Violence Against Women Formula Grant Program (STOP Formula Grant Program) (CFDA 16.588). The STOP Formula Grant Program supports communities, including American Indian tribes and Alaska Native villages, in their efforts to develop and strengthen effective responses to domestic violence, dating violence, sexual assault, and stalking.

On Thursday, May 11, 1995, Attorney General Janet Reno announced that Vermont would receive the first grant awarded under the Violence Against Women Act. That first STOP grant totaled \$426,000. Today Vermont receives approximately \$825,000 a year from this grant program to support innovative services and training for prosecutors, law enforcement, victim advocacy and the judiciary. A study conducted by the Vermont Network in April 2021, conservatively estimated that the public cost of domestic violence in Vermont totals over \$111 million dollars a year.¹ The World Health Organization classifies violence against women as a major public health problem and a violation of women’s human rights. This plan addresses the challenges Vermont faces regarding these crimes with the goal of finding innovative solutions to support survivors.

¹ [The Economic Impact of Domestic and Sexual Violence on the State of Vermont, Vermont Network](#), April 2021

A. Date and Time Period Covered by Plan

This Implementation Plan follows the required elements that are outlined in the Implementation Plan Checklist tool (2019) that was provided to VAWA (Violence Against Women Act) Administrators by the Office on Violence Against Women's (OVW's) Technical Assistance STARR (STOP Technical Assistance to Administrators) project. The plan was approved by the state STOP advisory committee on 06/15/2022. This plan will guide STOP grant funding for the Federal Fiscal Years 2022, 2023, 2024 and 2025.

II. Needs and Context

A. Demographic Information of State

The State of Vermont resides on the ancestral land of the Abenaki Nation, between Lake Champlain and the Connecticut River, with the Green Mountains running from North to South in its western edge. As of August 25, 2021, Vermont had 643,077 residents. In the past decade, Vermont's population grew by only 2.8%, ranking it 40th in the nation in population growth. Vermont ranks second after Wyoming on the list of states with the smallest populations. Our population is older than the rest of the nation, with 20% of our residents being 65 and older, ranking Vermont fourth in age. Vermont is also the third least diverse state in the Nation with a diversity index of 20.2%, compared to 61.1% nationally.

Vermont's Victim Services infrastructure is agile and innovative, but challenged in resources: broadband coverage, transportation, affordable housing, mental health services, and there are wide swaths of rurality and isolation which can have a devastating impact on victims of interpersonal and sexual violence. Census data follows.

UNITED STATES CENSUS QUICK FACTS VERMONT 2021	
Population Estimate, July 1, 2021	645,570
Population, Census, April 1, 2010	625,741
Age and Sex	
Persons under 5 years, percent	4.70%
Persons under 18 years, percent	18.30%
Persons 65 years and over, percent	20.00%
Female persons, percent	50.60%
Race and Hispanic Origin	
White alone, percent	94.20%
Black or African American alone, percent	1.40%
American Indian and Alaska Native alone, percent(a)	0.40%
Asian alone, percent(a)	1.90%
Native Hawaiian and Other Pacific Islander alone, percent(a)	>0
Two or More Races, percent	2.00%
Hispanic or Latino, percent(b)	2.00%
Population Characteristics	
Veterans, 2016-2020	34,915
Foreign born persons, percent, 2016-2020	4.60%
Housing	
Housing units, July 1, 2021, (V2021)	336,779
Owner-occupied housing unit rate, 2016-2020	71.30%
Median value of owner-occupied housing units, 2016-2020	\$230,900
Median selected monthly owner costs -with a mortgage, 2016-2020	\$1,630
Median selected monthly owner costs -without a mortgage, 2016-2020	\$686
Median gross rent, 2016-2020	\$999
Building permits, 2021	2,319
Families & Living Arrangements	
Households, 2016-2020	262,852
Persons per household, 2016-2020	2.28
Living in same house 1 year ago, percent of persons age 1 year+, 2016-2020	86.70%
Language other than English spoken at home, percent of persons age 5 years+, 2016-2020	5.60%
Computer and Internet Use	
Households with a computer, percent, 2016-2020	91.30%
Households with a broadband Internet subscription, percent, 2016-2020	83.00%

Education	
High school graduate or higher, percent of persons age 25 years+, 2016-2020	93.50%
Bachelor's degree or higher, percent of persons age 25 years+, 2016-2020	39.70%
Health	
With a disability, under age 65 years, percent, 2016-2020	10.40%
Persons without health insurance, under age 65 years, percent	5.60%
Economy	
In civilian labor force, total, percent of population age 16 years+, 2016-2020	65.30%
In civilian labor force, female, percent of population age 16 years+, 2016-2020	62.70%
Total accommodation and food services sales, 2012 (\$1,000)(c)	1,564,272
Total health care and social assistance receipts/revenue, 2012 (\$1,000)(c)	4,457,996
Total manufacturers' shipments, 2012 (\$1,000)(c)	9,315,494
Total retail sales, 2012 (\$1,000)(c)	9,933,751
Total retail sales per capita, 2012(c)	\$15,868
Transportation	
Mean travel time to work (minutes), workers aged 16 years+, 2016-2020	23.3
Income & Poverty	
Median household income (in 2020 dollars), 2016-2020	\$63,477
Per capita income in past 12 months (in 2020 dollars), 2016-2020	\$35,854
Persons in poverty, percent	9.40%
BUSINESSES	
Businesses	
Total employer establishments, 2020	20,540
Total employment, 2020	258,423
Total annual payroll, 2020 (\$1,000)	11,668,150
Total employment, percent change, 2019-2020	-1.10%
Total non-employer establishments, 2018	62,027
All firms, 2012	75,827
Men-owned firms, 2012	41,270
Women-owned firms, 2012	23,417
Minority-owned firms, 2012	2,354
Nonminority-owned firms, 2012	70,491
Veteran-owned firms, 2012	8,237
Nonveteran-owned firms, 2012	63,317
Geography	
Population per square mile, 2010	67.9
Land area in square miles, 2010	9,216.66

B. Underserved Populations

We are seeing that people from significant populations, for example, those with disabilities, who identify as LGBTQ++, are immigrants and refugees, who speak languages other than English, or are elderly, are most comfortable seeking services with organizations that have staff that reflect their identities and whose missions are to serve the populations with which they identify. However, many of these population specific programs are housed in the more populated areas of our state. So, we know we must strive to ensure that all organizations have the capacity and knowledge to serve everyone. Also, most people don't neatly ascribe to only one cohort of "population type." In fact, that is hardly the case as most people attribute their identities to more than one of the diverse groups described herein.

The First Nation – Abenaki

The Abenaki are a Native American tribe and First Nation. They have resided in what is now called northern New England and southern Quebec for 12,000 years. There are over 27 bands of the Western and Eastern Abenaki. Vermont is within the territory of the Western Abenaki. Four bands of the Abenaki have received recognition by the State of Vermont. They are the Elnu, the Nulhegan, the Koasek and the Abenaki Nation at Missisquoi. There are about 3,200 Abenaki



living in Vermont and New Hampshire, without reservations, chiefly around Lake Champlain. Thus, the Missisquoi are the largest band of the Abenaki with their tribal headquarters located in Swanton, Vermont.

The beauty of Abenaki art, culture, philosophy, and their respect for the earth provides inspirational lessons for all of us. Unfortunately, in 1927 Professor Perkins, at the University of Vermont initiated the Eugenics Survey. This led to Vermont approving a sterilization law on March 31, 1931 (the 29th state to pass such a law) which targeted and victimized many groups. The number of victims sterilized without informed, consent, in Vermont was 253, with two-thirds of those sterilizations performed on women.² This shameful history has had a profound impact on the psyche of the Abenaki in Vermont, which still lingers today. From the 1930s till 1970 when the practice ceased, their rich traditions and history were obscured, as the Abenaki people “hid in plain sight” from the state.

There are approximately 1,700 of the Missisquoi Abenaki with state recognition who live in Franklin and Grand Isle Counties, the largest concentration in the state. They are descendants of the great Abenaki Nation that once exclusively inhabited the State of Vermont. Although slightly improving, the Abenaki community still suffers from low education attainment, severe poverty, inadequate housing, high unemployment and substance abuse, and disproportionately high incidences of domestic and sexual violence, as well as child abuse.

The Missisquoi Abenaki have an established and productive relationship with Voices Against Violence, the Vermont Network program in their area. They are also recipients of the STOP grant which supports a domestic violence and outreach coordinator at their tribal headquarters.

This Missisquoi Abenaki also house a non-profit group, the Maqam Bay of Missisquoi, Inc. who work to better the lives of all people in the Swanton, VT region. This group works to

² <http://www.uvm.edu/~lkaelber/eugenics/VT/VT.html>

“sustain and nourish their Indigenous cultural knowledge, to protect their places of historical, ecological and spiritual significance and to strengthen the overall health and wellness of their people and community.”³ They provide vital services to all people in Franklin County and surrounding areas. They operate a robust food pantry program, and in 2021 were able to feed 1,302 families, and 4,207 individual people, not only in their county, but in Chittenden and some parts of upstate New York, and not only Abenaki citizens.

People Isolated by Rurality

60.6% of Vermont’s population is living in rural areas (US Census 2020) or small cities, making it the largest underserved population. Residents in rural communities are isolated from neighbors, local services, and healthcare. Many lack their own transportation or are reliant on their perpetrator for transport. There are less social service and mental health agencies in the most rural communities, less cell coverage, and more poverty. Confidentiality also presents a challenge in rural communities, where everyone knows everyone, so anonymity is non-existent. There is also a false sense of security, that living in Vermont is much safer than urban areas. However, research has shown that rural communities have higher rates of sexual assault than urban areas, though urban areas have higher percentages of rapes that are reported.⁴

OVC has supported Vermont through the Rural grant since 1996, which has created substantive changes in reaching out to victims who face barriers to service due to rural isolation. Because of the Rural grant, there is increased outreach in these communities, training on a wide

³ The mission statement of the Maquam Bay of Missisquoi.

⁴ Lewis, S. Sexual Assault in Rural Communities. Harrisburg, PA: VAWNET A Project of the National Resource Center on Domestic Violence/Pennsylvania Coalition Against Domestic Violence. September 2003.
http://new.vawnet.org/category/Main_Doc.php?docid=419

variety of topics from healthy relationships, consent, technology safety, sexting and sexual violence prevention and the development of a home visiting project.

People with Disabilities

Crime Victims with disabilities in Vermont must contend with the unique challenges of their disability compounded with the nature of their victimization, and the state's less than accessible rural infrastructure. The estimated number of individuals with disabilities in Vermont can be gleaned from the US Census Bureau's *American Community Survey* (ACS). The 2018 survey estimates that 12.6% of the total civilian non-institutionalized population in the United States lives with some disability. This report is used to inform Cornell University's annual *United States Disability Status Report*.

Per the 2017 Cornell University Disability Status Report, 2% of the Vermont population have visual disability, 4.6% hearing, 6.8% ambulatory, 5.7% cognitive 2.2% self-care, and 5.2% have independent living disability.⁵ Using those percentages as multipliers against Vermont's total population, we estimate, that combined, these disabilities occur 186,129 times in individuals in the state, with some individuals experiencing more than one disability. Using the national average for the rate of serious victimization in each of those categories established by the American Community Survey (2012), we can then estimate, by disability category, the numbers of individuals with disabilities who suffer violent victimization each year in Vermont as follows:

⁵ [2017 Cornell University Disability Status Report](#), Vermont, Accessed June 2022

Disability type	2019 Cornell disability status % Prevalence	# of occurrences in Vermont of disability type or LEP	Rate of Violent Victimization/yr. Nationally per 1000 – BJS 2021	Estimated # people violently victimized per year in Vermont by disability
Visual	2%	12,911	47.6	30,731
Hearing	4.6%	29,696	23.6	15,236
Ambulatory	6.8%	43,898	34.7	22,402
Cognitive	5.7%	36,797	83.3	53,778
Self-Care	2.2%	14,202	37.1	23,952
Independent Living	5.2%	33,569	38.4	24,791
Est. total disabilities in VT*		171,076*		
2013 ACS LEP Vermont	1.5%	9,181	Data Not Available	

** Some people have more than one type of disability*

“In 2019 the rate of violent victimization against persons with disabilities was nearly four times the rate for persons without disabilities (49.2/1,000 people vs. 12.4/1,000 people aged 12 and older).”⁶ When assisting individuals with disabilities, law enforcement, VT Network advocates and prosecutors not only have to address the aftermath of the crime but need to consider the many areas of their lives that these victims need assistance.

LGBTQ++ Individuals

Vermont has the highest rate of same sex couples in the United States. 61% of those couples identify as female and 39% as male, and 23% are raising children.⁷

In their National Intimate Partner and Sexual Violence Survey, the Center for Disease Control and Prevention (CDC) found that LGBTQ individuals experience greater levels of violence and vulnerability than their heterosexual peers. These findings come from a comprehensive disaggregate of data across identity categories. Given the disproportionate levels of violence

⁶ U.S. D.O.J. Office of Justice Programs, Bureau of Justice Statistics, Crime Against Persons with Disabilities, 2009-2029 Statistical Tables, Accessed 6/6/2022 chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://bjs.ojp.gov/content/pub/pdf/capd0919st.pdf

⁷ https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT&area=50#density

facing LGBTQ people, it is imperative for advocates, law enforcement officers, and prosecutors to educate themselves about the specific ways violence affects LGBTQ++ people and about the myriad of barriers LGBTQ communities face to access support. Through an acknowledgement of the current rise in violence and vulnerabilities for LGBTQ people and of the factors that hinder access to assistance, we can begin to better serve LGBTQ victims; in tandem, we will be able to provide more comprehensive support and advocacy for this population across intersecting identities and types of violence.

Our recognition that LGBTQ communities are at heightened risk for violence implores us to both explore and address the barriers that prevent this population from accessing avenues of advocacy and support. In their report, *Intimate Partner Violence and Sexual Abuse Among LGBTQ People: A Review of Existing Research*, Brown and Herman from the Williams Institute at UCLA School of Law highlight several barriers that impede LGBTQ individuals from accessing support. A recognition that definitions of domestic violence often do not include same-sex couples, the numerous dangers of “outing” oneself in the process of seeking support, and low levels of confidence in the sensitivity and LGBTQ education of providers were cited as key issues for LGBTQ victims.⁸ NCAVP corroborated these factors in their Tool-Kit, noting that this population often does not report to police and that they are apt to experience further violence the times that they do. Of the respondents NCAVP interviewed to glean the Tool-Kit data, 66% reported police as indifferent or hostile toward them when they came seeking services.⁹

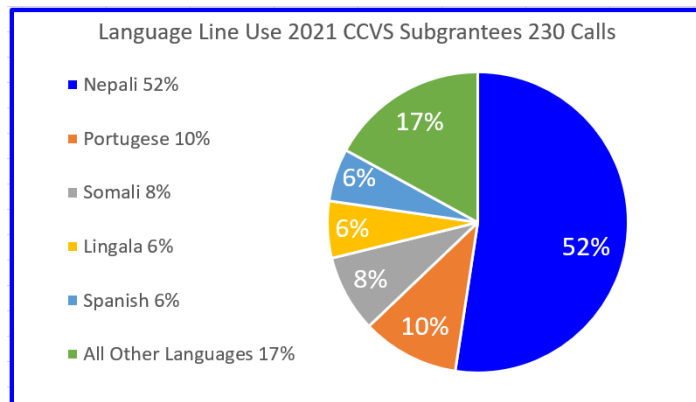
Refugees and Immigrants

⁸ Brown, Taylor and Jody Herman, *Intimate Partner Violence and Sexual Abuse Among LGBT People: A Review of Existing Research*, Williams Institute UCLA School of Law, 2015 <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Intimate-Partner-Violence-and-Sexual-Abuse-among-LGBT-People.pdf>

⁹ National Coalition of Anti-violence Programs, NCAVP Hate Violence in 2016 Advocacy Toolkit 2017 Release Edition

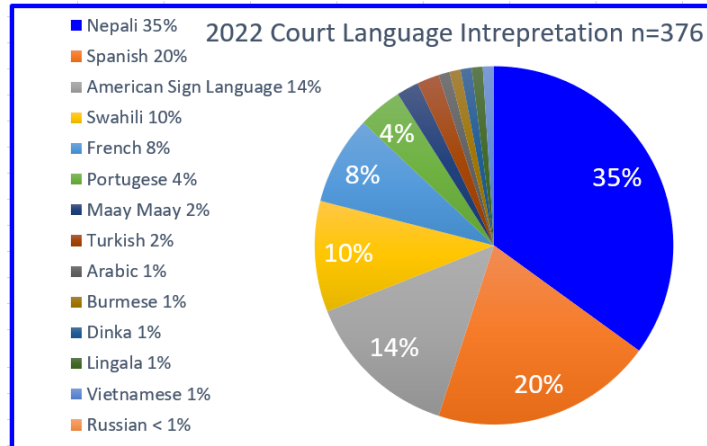
Chittenden County has 163,414 people (26% of the state’s population) residing there. It is the most diverse of Vermont’s Counties, with 15% of some of the primary and secondary schools’ children who are refugees and immigrants. Per the United States Census Vermont has a foreign-born population of 28,008, and of that group 22.6% speak languages other than English. This means that the LEP population in Vermont is about 7,426 people. We also learned in our conversations that it is preferred to use the phrase “people who speak languages other than English” vs. Limited English Proficiency which has a negative connotation. Many people who don’t speak English speak numerous other languages, unlike most Americans.

The Vermont Center for Crime
Victim Services provides
LanguageLine Solutions® to all the
domestic violence and sexual
violence service providers in the
state. They provide high quality,



phone, video and onsite interpretation and translation in more than 240 languages. CCVS provides training and materials to sub-grantees for language line telephonic interpretation services and offers referrals to in-person interpretation services providers. In 2021, CCVS subgrantees used Language Line for 230 calls, for a total of 3,484 minutes.

The Vermont Judiciary provides court interpreter services for all people whose language isn't English and tracks those requests. In 2022, the greatest call for interpreters is historically in Family Court, then Criminal, followed by Civil, Judicial Bureau, and finally Probate Court.



Elderly

Vermont's population is aging. Per the US Census data, Vermont will have an estimated 88,000 additional residents by 2030, a 14 percent increase from 2006. Vermont's senior population (older than 65) is likely to increase by 91,000, effectively accounting for all the state's population growth during this period.¹⁰ Nearly all the factors that compound vulnerability for victims of domestic and sexual violence are found with greater frequency in older people. In 2014, an estimated 35.9% of adults aged 65+ in the United States reported a disability compared to 10.5% of adults ages 18-64.¹¹ People who are older are more likely to be dependent on others, which amplifies the dynamic of abuse of power in relationships. While females 18-24 generally report higher rates of domestic and sexual violence, it may be because older women do not report it as often.

Elderly victims in care facilities who disclose sexual assault face difficulty finding justice.

¹⁰ <https://www.census.gov/programs-surveys/popproj.html>

¹¹ Cornell University, (2014) Disability Statistics

In a study of 429 alleged cases reported to adult protective services and other authorities over a six-month period in five states, 182 disclosed sexual assault to investigators, but only 18% of the allegations were substantiated. And only 11% of those victims were offered forensic examinations. The most offered intervention for these individuals was “no intervention.”¹² Though its VOCA grant program, the Center for Crime Victim Services supports the Community of Vermont Elders who has established the first advocate in the state with the specific mission to assist elders who are victims of crime.

Black and Latinx/white People

Most recently the Council of State Governments, released its analysis of a Justice Reinvestment initiative in Vermont regarding *Racial Equity in Sentencing Analysis*.¹³ This unearthed glaring disparities in our justice system such as, Black people are six times more likely to be incarcerated in Vermont, relative to White People, are 3.5 times more likely to be represented as defendants in misdemeanor cases relative to white people, 5.9 times more likely to be defendants in a felony case, and 14 times more likely to be defendants in felony drug cases. In 2013, the Vermont Legislature required that all law enforcement agencies in our state study traffic stop data. UVM’s Stephanie Seguinto began to analyze this data in 2017 and in 2021 was able to analyze data from all 79 law enforcement agencies and compile the information in the report *Trends in Racial Disparities in Vermont Traffic Stops, 2014-2019*. The data show that Black drivers are almost twice as likely to be stopped, and that Black people are 3.4 times more

¹² Ramsey-Klawnsnik, H. (2012) Research to Practice Brief: The Study of Sexual Abuse of Vulnerable Adults in Care Facilities. National Adult Protective Services Resource Center

¹³ chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://legislature.vermont.gov/Documents/2022/WorkGroups/Senate%20Judiciary/Justice%20Reinvestment%20II/W~Madeleine%20Dardeau~Justice%20Reinvestment%20II%20Racial%20Equity%20Sentencing%20Analysis~1-6-2022.pdf (accessed June 2022)

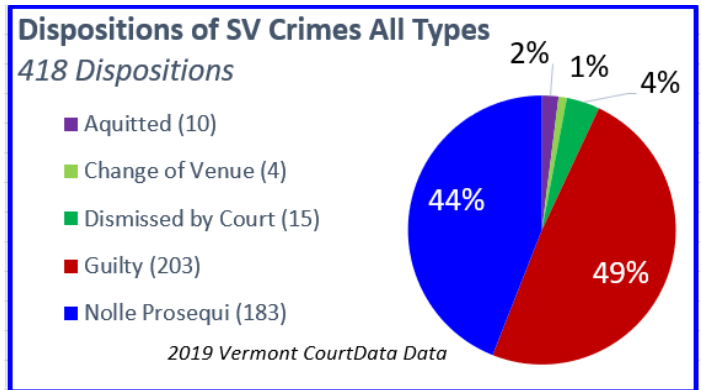
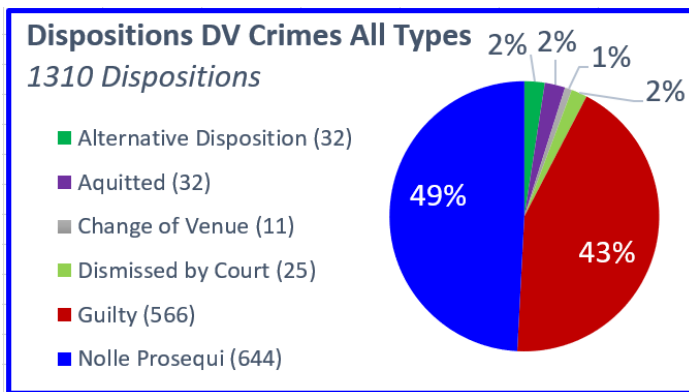
likely, and Latinx/white are 2.14 times more likely to be arrested. Asian/white are half as likely to be arrested. Data also indicate that Black and Brown drivers are less likely than white drivers to have contraband. Traffic stops are not the only type of experience that people have with law enforcement, but that is the most frequent type of encounter. If there is bias in traffic stops, and our sentencing in court, there is also likely to be bias in other aspects of policing. These disparities feed into a lack of trust and faith that the criminal justice system is there to help people of color making it much less likely that a person of these demographics would want to report to law enforcement or seek justice in governmental systems.

C. Court, Law Enforcement and Vermont Network Data

Data from the Vermont Judiciary, (2019, most recent year available) the Vermont Department of Public Safety (data from 2019, 2020, and 2021), and the Vermont Network Against Domestic and Sexual Violence (data from 2019, 2020, and 2021) will be interspersed throughout the plan. Vermont's Crime Research Group (CRG), one of the Office of Justice Programs Statistical Analysis Centers (SACs), provided CCVS with court data available from 2019 that pertained to crimes of sexual violence, stalking and interpersonal violence. It is important to realize that the incidents and the crime victims represented in these three data sets are not the same. Individuals may end up working with one, some or all these STOP disciplines, and the time frame for entering and exiting one system, is different than the time frame for another.

We will first look at the results of the court dispositions for crimes of DV and SV in 2019.

CCVS looked at 416 charges relating to Sexual Assault, and 1,311 charges relating to Intimate



Partner Violence and Stalking that were in the court docket in 2019. It should be noted that some of the incidents of sexual assault and domestic violence carried more than one charge.

CCVS was able to glean the final court dispositions for a variety of DV and SV criminal offences

listed in Title 13 of the Vermont Statutes. We see that the average time from an arrest of sexual assault to the time of sentencing (if the case makes it that far) is 838 days or 2.3 years; the

average time from an arrest of a domestic violence incident to the time of sentencing (if the case makes it that far) is 293 days or 9.63 months. These numbers do not intend to make assumptions

regarding a plaintiff's satisfaction with the verdict in a case. Overall, 43% of the 1,311 domestic

charges resulted in a guilty verdict and 49 % of the Sexual Violence crimes resulted in a guilty

verdict. It is important to remember that the prosecutors will generally only bring a case forward

if they believe there is enough evidence to do so. When looking at these statistics it is also

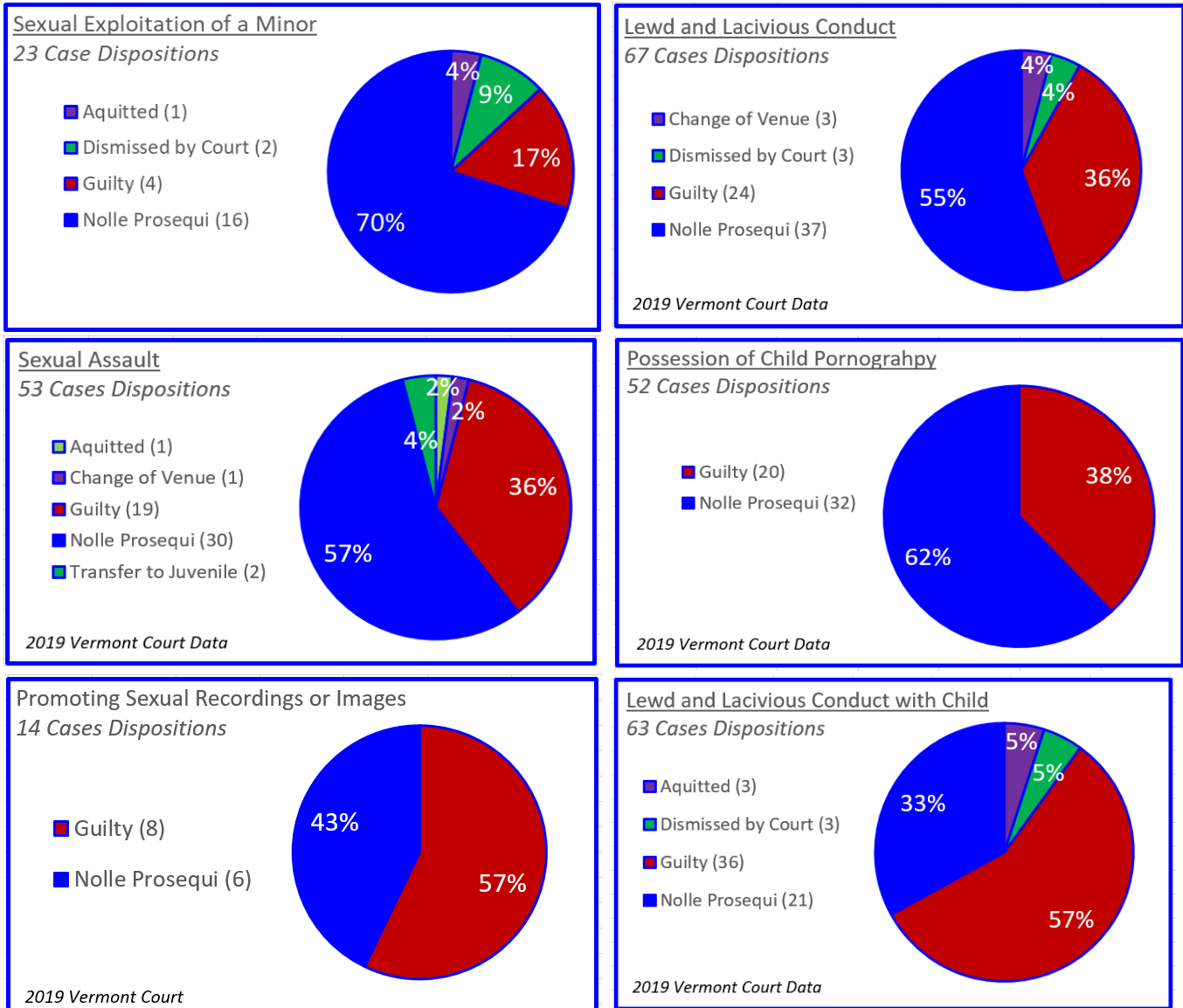
important to put them in context. Nationally, only 310 out of 1,000 sexual assaults are reported

to police.¹⁴ And of those, only 105 get referred to prosecution. The following charts show the

¹⁴ Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, National Crime Victimization Survey (2020)

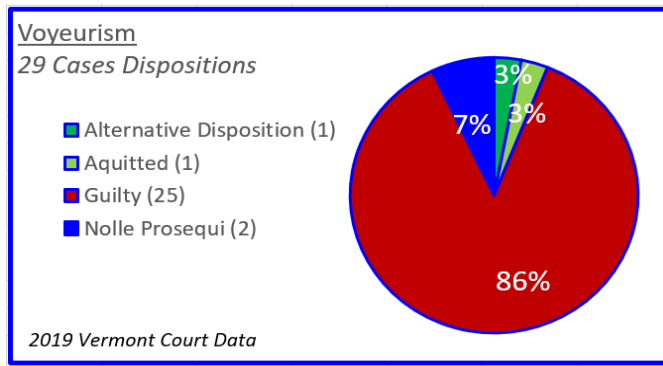
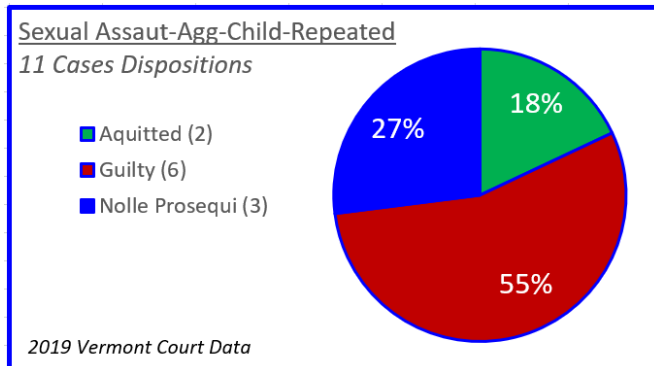
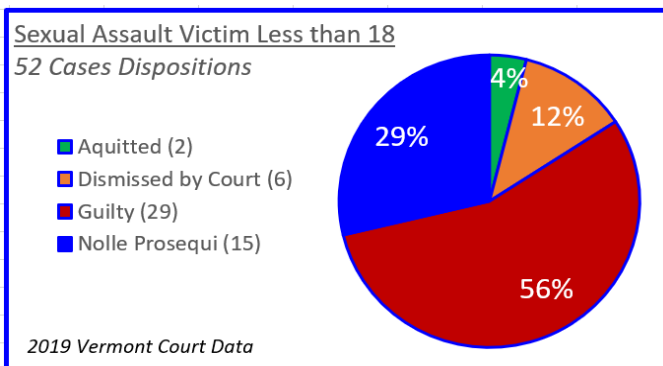
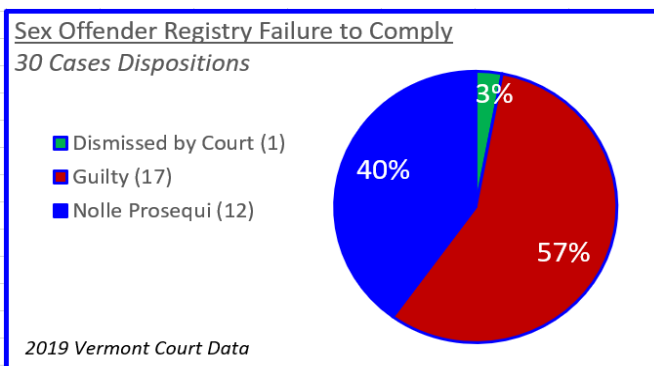
dispositions of specific types of domestic and sexual violence charges that occurred in the Vermont Court system in 2019. Nationally, the number of victims who are reporting domestic violence incidents to law enforcement is down from about two-thirds in 2010 to 52% in 2019.¹⁵

2019 Court Data - Sexual Assault Dispositions – Various Charges

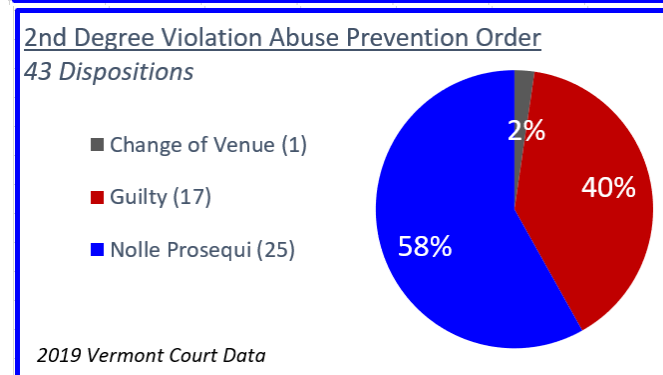
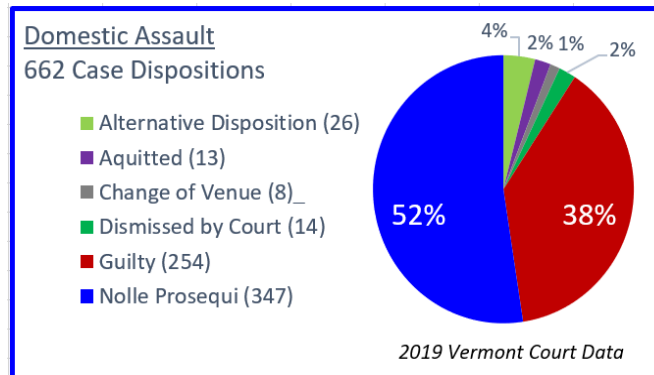
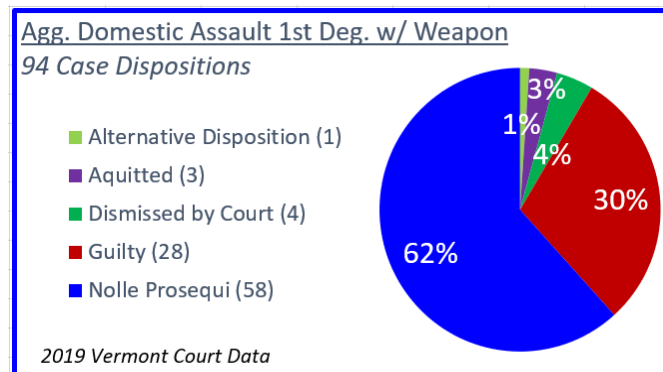
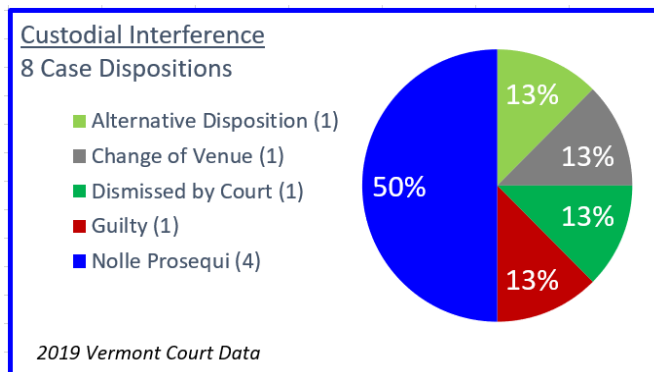


¹⁵ Federal Bureau of Investigation, National Incident-Based Reporting System (2017)

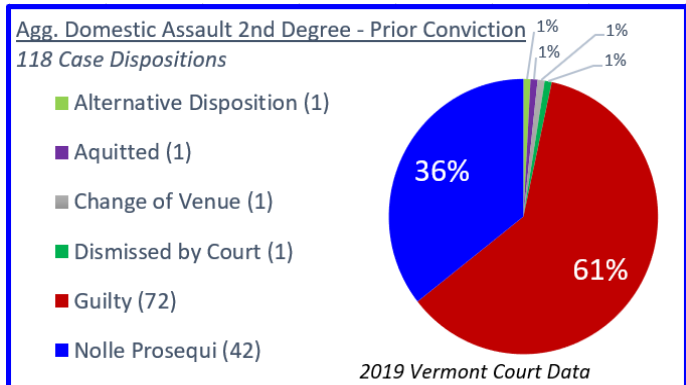
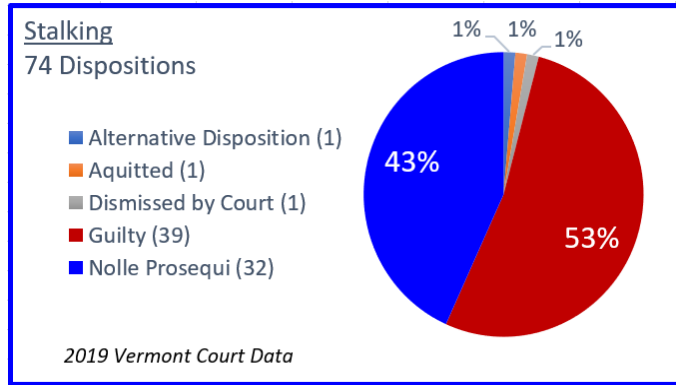
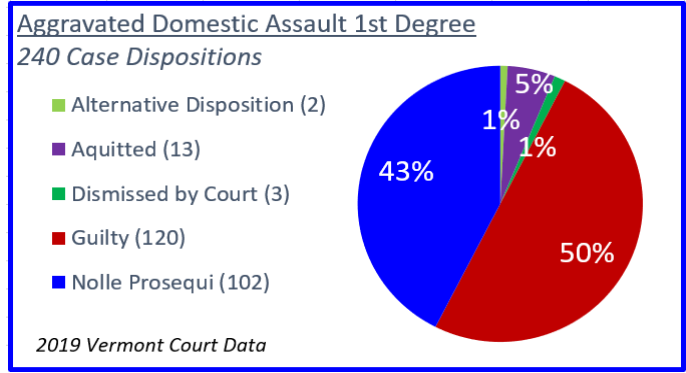
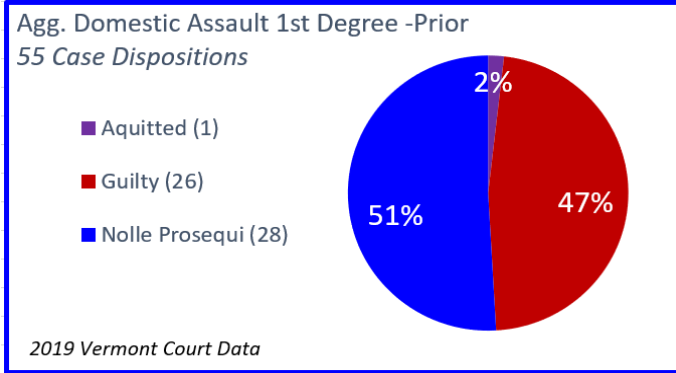
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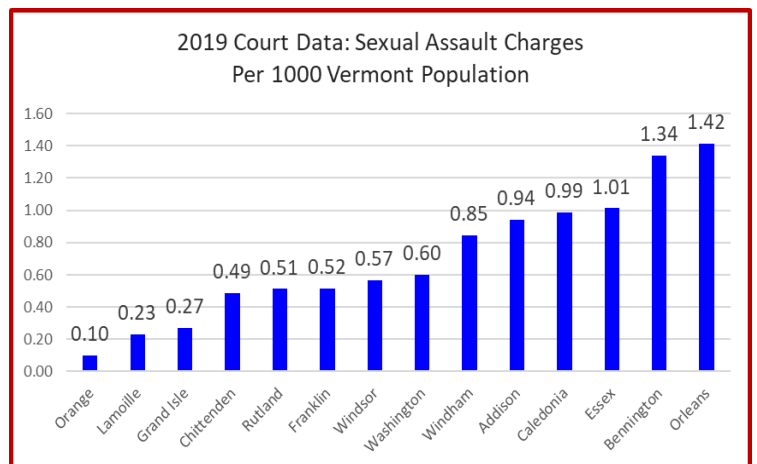
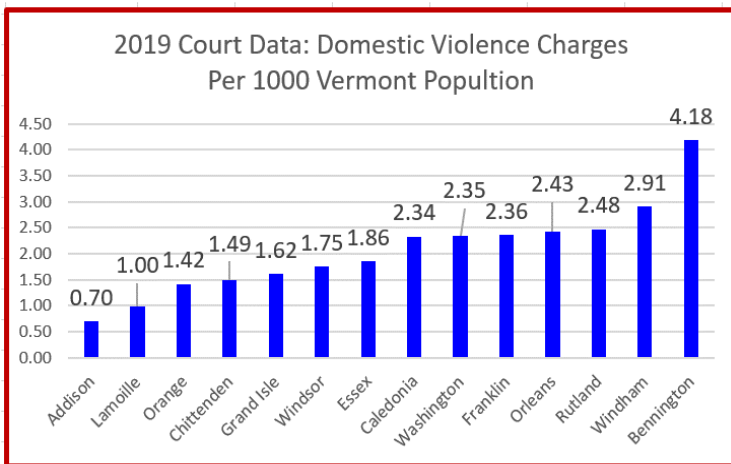
2019 Court Data -Domestic Violence Dispositions – Various Charges



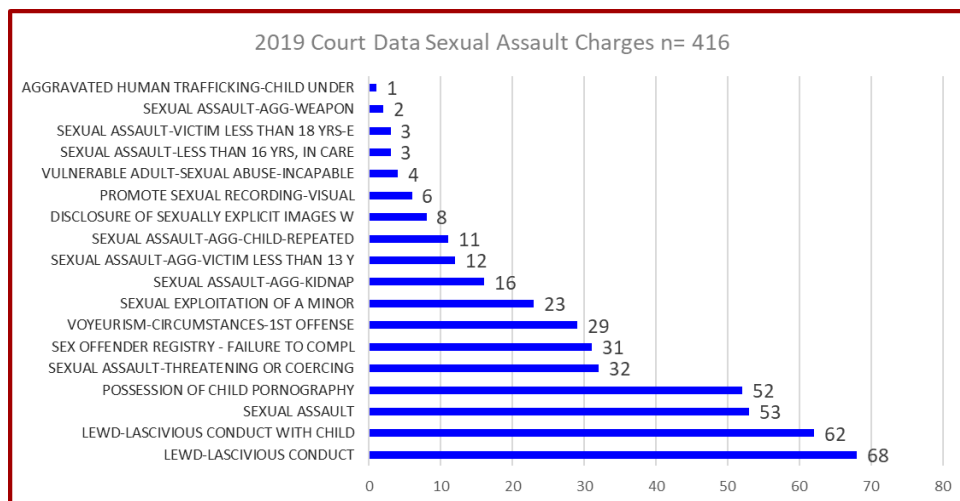
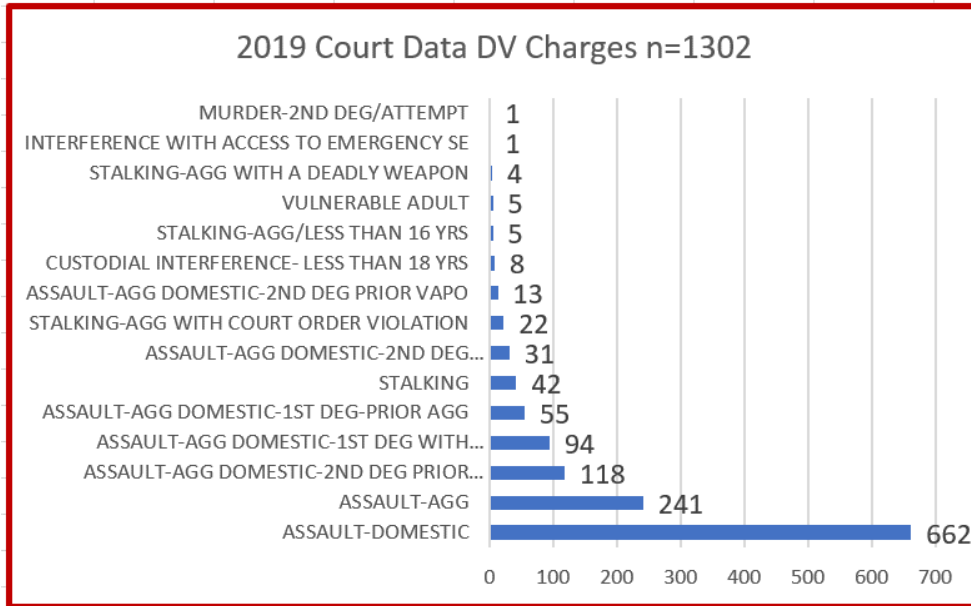
2019 Court Data – Domestic Violence Dispositions – Various Charges



2019 Court Data: DV and SV Charges Per 100 Vermont Population by County



2019 Court Data Domestic and Sexual Assault Charges Ranked



III. Description of the Planning Process

A. Brief Overview

Our integrated planning committee advises on OVW's STOP (Services, Training, Officers, and Prosecution) and SASP (Sexual Assault Services Program) grants in addition to the FVPSA (Family Violence Prevention and Services Act) grants that are under the United States Department of Health and Human Services, Administration for Children and Families.

B. Documentation of Collaboration

In compliance with 34 U.S.C. 10446(i)(2)(B); 28 C.F.R. 90.12(b)(7), this planning committee consists of the Executive Director from the Vermont Network (which is a dual domestic and sexual violence coalition), a representative from the Vermont State Police, an Assistant Attorney General representing the prosecution perspective, a program manager from the Vermont Judiciary, and a representative from the Missisquoi Tribe of the Abenaki Nation. Representatives from population specific organizations include the Executive Director from Disability Rights Vermont, the Executive Director of SafeSpace at the Pride Center (which serves LGBTQ++ individuals who are victims of domestic and sexual violence) and the Associate Director from the Association of Africans Living in Vermont (a name that reflects the organizations historical roots in the African resettled refugee community from 1999, AALV today serves refugees and immigrants from all national groups).

C. Consultation and Coordination with Other Allied Organizations

Vermont's Center for Crime Victim Services (CCVS) houses many key victims' service programs including: the Victims' Compensation & Sexual Assault Program; the Vermont

Restitution Unit; and our Community Engagement and Training Department which runs the Vermont Victim Assistance Academy. CCVS staff also serve on the following advisory boards: the Vermont Council on Domestic Violence; the SANE Advisory Board; the Criminal Justice Council; and the Vermont Human Trafficking Task Force. CCVS staffs a team member on the Office on Violence Against Women's Firearms Technical Assistance Project which meets twice a month for the purpose of information gathering. CCVS intentionally meets with a statewide integrated strategic planning group for the purpose of planning and priorities around domestic and sexual violence quarterly. This leadership team informs a collaborative planning process for CCVS and also engages key stakeholders working with victims in Vermont: The Vermont Network Against Domestic and Sexual Violence, Disability Rights Vermont, the Special Investigative Units Board, The Vermont Attorney General's Office, the Vermont Department for Children and Families, Vermont Adult Protective Services, the Vermont Agencies on Aging, the Vermont Department of Corrections, the Department of Mental Health, the Association of Africans Living in Vermont, SafeSpace at the Pride Center of Vermont (LGBTQ), the Vermont State's Attorney's Victim Assistance Program, the Vermont Association of Chiefs of Police, the Vermont Association of Court Diversion Programs, the Community Justice Network of Vermont, and Vermont's Legal Partnership for Crime Victims. VCCVS also has a strong working relationship with the Crime Research Group in Vermont which provides statistics on the incidence of domestic violence in the state.

1. Sexual Assault Victim Service Providers

There are thirteen Special Investigative Units/Child Advocacy Centers in the State of Vermont. These Special Investigative Units are charged, by Vermont Law (Title 24 § 1940) to

collaborate with law enforcement agencies, victims' advocates (i.e., the Victim Assistance Program in the prosecutors' offices), and social service providers to investigate not only child abuse, but also human trafficking, and adult sexual assault, which includes the sexual abuse of vulnerable adults. Additionally, these programs may assist with the investigation of other incidents including those involving domestic violence and other crimes against vulnerable adults. In Vermont's State Fiscal Year 2021, the SIUs served 1,440 new clients, consisting of 1,183 children and 257 adults. Thus, 82% of those served in Vermont's CAC/SIUs are children and their families. During the planning programs indicated that they are currently doing everything they can for organizational improvement. Concerns were raised that if they were to increase outreach, and thereby increase the number of vulnerable adults, human trafficking victims and domestic violence victims seeking help from them that they would need to increase their training and staff capacity to adequately address the discrete needs of those individuals.

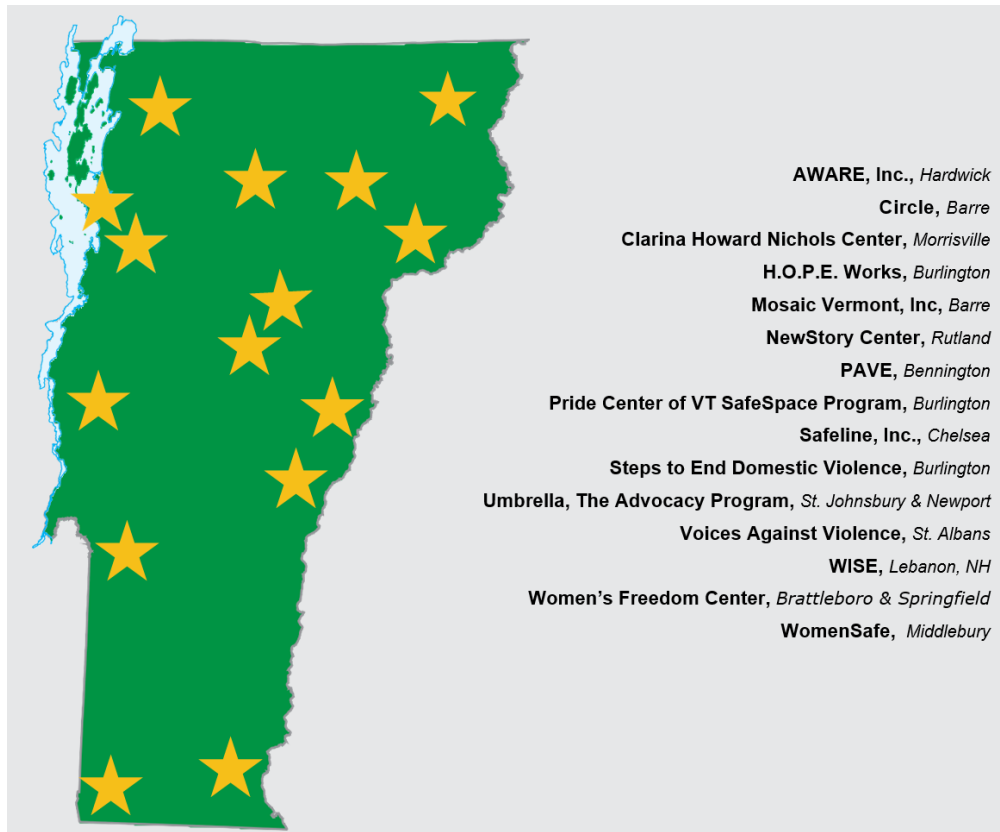
Two of the Vermont Network Programs are stand-alone sexual violence programs. The first is HOPE Works which resides in Chittenden County, which has a population of 168,865 (26% of the state). Chittenden County is home to the University of Vermont. The second is Mosaic, which resides in Washington County. SafeSpace at the Pride Center serves victims of sexual violence who identify as LGBTQ++.

As of May 2022, there were 90 credentialed Sexual Assault Nurse Examiners (SANEs), who cared for 408 adults this consisted of 117 pediatric cases (under 18 years of age) and 291 adults the previous year. The examinations include adult, adolescent, and pediatric sexual assault and physical abuse, DFSA, elder and vulnerable adult maltreatment, strangulation, and human trafficking. As part of the program oversight, the Vermont Network provides, and tracks evidence

kits and staffs an interdisciplinary SANE Board. Recent increases in VOCA funding have enabled Vermont to provide a SANE clinical coordinator for adults as well as a SANE Pediatric Clinical Coordinator.

2. *Domestic Violence Victim Service Providers*

THE VERMONT NETWORK



The Vermont Network programs are the bedrock of domestic violence programming in the state. The fifteen-member programs are geographically situated to best serve the residents of Vermont. Thirteen of the programs are dual domestic and sexual violence programs. The Network is a non-profit 501c3 and was founded in 1986. The Network provides trainings and technical assistance for its member organizations as well as allies who work with individuals impacted by interpersonal and sexual violence. The Network advocates in the Vermont Legislature on a myriad of key issues on behalf of survivors, from advancing restorative justice

practices, to getting guns out of the hands of abusers and reduction of domestic violence homicide. The Network also provides housing support for survivors. The following table illustrates the numbers of domestic and sexual assault victims that were assisted through the Vermont Network Programs in 2019, 2020 and 2021.

The Vermont Network's "Data Snapshot" 2019, 2020 and 2021 Number of People Served			
Year	Domestic Violence	Sexual Violence	Hotline Calls
2019	5,234	1,276	18,921
2020	4,597	993	17,137
2021	3,886	1,232	21,447

3. *Population Specific Organizations*

The Center for Crime Victim Services works with organizations that provide cross training to support professional development in providing culturally intelligent service delivery. Programs continue to evaluate their materials, practices, and policies to ensure that their services are open and responsive to all survivors. STOP advocates are active and vocal participants in efforts to end oppression working with programs such as (but not limited to): SafeSpace at the Pride Center; Outright Vermont; Deaf Vermonters Advocacy Services; Disability Rights Vermont; the Vermont Center for Independent Living; the Community of Vermont Elders; and the Association of Africans Living in Vermont, the U.S. Committee for Refugees, and Immigrants. Programs also reach out to incarcerated victims and minors. This past year CCVS has also been attending meetings of the Bias Incident Response Team which is convened by the Vermont Attorney General’s Office. The goal of that group is to establish an Anti-bias advocacy position that can assist people who are experiencing hate crimes. Population specific organizations that are

affiliated with that group include MoveOn Manchester, the NAACP, the Root Social Justice Center, Out in the Open, and the Asian Cultural Center, and Disability Rights Vermont.

4. *Others Consulted, Not Part of the Planning Committee*

The Center for Crime Victim Services conducted eleven virtual, integrated strategic planning, listening sessions between December 15, 2020, and May 6, 2022. These conversations inform the section in this plan regarding the major concerns that were raised during the planning process. A total of 98 people attended these sessions. Documentation of these meetings can be found in Appendix A.

2020-2020 Strategic Planning Listening Sessions		
Date	Type of Professionals	Number Attended (not including CCVS)
12/15/2020	Legal Partnership	10
2/8/2021	Restorative Justice	11
3/3/2021	Multi-disciplinary	8
3/4/2021	Multi-disciplinary	11
3/8/2022	Multi-disciplinary	9
3/31/2021	Vermont Network Staff	10
4/5/2021	Vermont Network Youth Advocates	9
4/5/2021	CCVS Staff Compensation and Restitution	7
4/21/2021	Interview Karen Fondacaro	1
4/29/2021	Vermont State’s Attorney’s	12
5/11/2021	Abenaki Tribal Council and Maquam Bay Board	5
5/6/2022	Sexual Assault Nurse Examiners Board	5
	TOTAL	98

In addition to the listening sessions, CCVS grant staff conduct routine monitoring of all its subgrantees once every four years. Since January 1, 2020, CCVS grant staff has conducted twenty-nine visits either in person or as enhanced virtual desk reviews (COVID-19 impact). These visits offer the opportunity to have in-depth conversations with the staff at the programs that

serve on the front lines of victim services in our state. These visits document successes and challenges that the programs are facing. These are recorded in post-site visit reports that are provided to the subgrantees and kept in the Center for Crime Victim Services grants files.

Vermont's STOP grant administrator is also the Center for Crime Victim Service's designee on Vermont's Council on Domestic Violence. By Vermont Statute this council consists of the following members and meets quarterly:

- (A) five members of the judiciary, one of whom may be a magistrate, one of whom may be an assistant judge, and one of whom may be a court manager.
- (B) one guardian ad litem;
- I a representative of Vermont Legal Aid; and
- (D) a representative of the Vermont Bar experienced in family law.
- (3) The following members:
 - (A) the Secretary of Human Services or designee;
 - (B) the Director of the Vermont Crime Information Center or designee;
 - I the Defender General or designee;
 - (D) the Attorney General or designee;
 - I the Executive Director of the Vermont Center for Crime Victim Services or designee;
 - (F) the Director of the Vermont Network Against Domestic and Sexual Violence or designee;
 - (G) the Executive Director of the Criminal Justice Training Council or designee;
 - (H) the Executive Director of the Vermont Commission on Women or designee;
 - (I) a representative from each county domestic violence task force;
 - (J) a representative from Vermont's Supervised Visitation Coalition;
 - (K) a representative from the Vermont Police Chiefs' Association;
 - (L) a representative from the Vermont Sheriffs' Association;
 - (M) a representative from the Vermont Coalition of Batterer Intervention Services;
 - (N) the Commissioner for Children and Families or designee;
 - (O) the Commissioner of Public Safety or designee;
 - (P) the Commissioner of Corrections or designee; and
 - (Q) the Secretary of Education or designee.

The purpose of Vermont's Council on Domestic Violence is to provide leadership for Vermont's statewide effort to eradicate domestic violence.

D. Consultation with Tribes

1. Description of efforts to reach tribes

The Missisquoi Abenaki Tribe is a member of Vermont's STOP Implementation Planning

Committee which meets quarterly. The state administrator also reached out to the Vermont Commission on Native American Affairs, as well as the Nulhegan, Koasek and Elnu tribes via email. These emails described the STOP grant, and how the process requires consultation and inspiration from many groups; with the goal of creating an inclusive and meaningful plan, for addressing the most pressing challenges we face regarding violence in interpersonal relationships. We received a warm response from the Chair of the VT Commission of Native American Affairs. She has offered to help us to connect with the other three tribes so that the next incarnation of the STOP grant cycle includes their input and ideas for program development. The State Administrator was invited, by the Missisquoi Tribe's Committee Member to an Abenaki Heritage Day Event at the Echo Center in Burlington Vermont. It was important to go, and *simply listen*. Members of all four state recognized tribes were present. It was not the place to talk about STOP Plans Priorities and Approaches, but rather to listen to the Priorities and Concerns of the Tribes. Currently, their focus and efforts are around undoing the damage inflicted upon them by colonization, and to revive and scientifically document their heritage.

2. *Which tribes were consulted and with whom?*

This is addressed in further detail in questions one and two in this section. The STOP Administrator also attended a Tribal Council and Maquam Bay Board of Directors meeting on May 11, 2022, attended by Chief Richard Menard. They are developing outreach through women's groups to connect survivors with services. Their programming is new. In conversations with tribal members the fact that the State and Federal government has, through history, earned a well-deserved lack of trust from the indigenous citizens in Vermont was duly noted.

3. *The means by which the tribes were given the opportunity to offer their opinions?*

The Center for Crime Victim Services has an on-going, and important relationship with the Missisquoi Tribe of the Abenaki. That tribe provides representation on the State's STOP Planning committee, which meets on a quarterly basis. The development of relationships with the other three state-recognized tribes is ongoing. The current funding cycle of the STOP grant is committed through June of 2023. Continued outreach to the Elnu, Koasek, and Nulhegan Tribes is planned to develop meaningful ideas that assist the response to domestic and sexual violence for the citizens of these First Nations. We look forward to the continued conversations and determining the best way those ideas will manifest.

E. Major Concerns Raised During the Planning Process

- **Mental Health**

All programs expressed a dire need for more Mental Health providers in our state. While immediate mitigation of trauma is crucial, it is not unusual to hear of wait times for a month to up to a year for survivors to find clinicians. Unfortunately, the Pandemic exacerbated the wait time for victims to secure a mental health provider.

Some individuals have severe mental health problems that prevent them from being appropriate in shelter.

Hospitals are reluctant to release people when a patient needs guardianship.

Law enforcement find themselves on the front line of mental health crises when they become dangerous. Embedding victim advocates in law enforcement agencies who are licensed social workers is an area of growing interest in our state. The Vermont State Police have a

Director of Victim Services (funded through the Victims of Crime Act grant) who operates a program that serves as a model for other law enforcement agencies.

“Approaches to mental health are quite different for diverse cultures and groups. Success starts with outreach. For instance, we heard that it is especially important to learn about the idioms of distress in other cultures, for instance a Nepali-Bhutanese survivor might describe emotional distress as, ‘I have a problem with my heart-mind connection.’ Some new Americans have the perception that people who seek help with mental health providers are ‘crazy.’ Interestingly, most literature for this population is replete with the assumption that refugees have PTSD (Post Traumatic Stress Disorder). Studies have shown that not all, but 31.4% suffer from PTSD, 31.5% suffer from depression, and 11% from anxiety. So, it is a disservice to label all refugees as having PTSD. Also, it is important to realize that these events are not in the past for refugees, because so often refugees still have family in their countries of origin. Trauma stewardship is especially complicated with the refugee population in that many of the service providers who serve refugees have also experienced torture, trauma, and victimization in their countries of origin. There is also a fundamental flaw in our mental health system in regarding the label of ‘disorder.’ It is important not to look at individuals as ‘disordered’ but as people having ‘normal reactions to abnormal circumstances.’”¹⁶

The planning process also opened our imaginations about expanding the capacity to help survivors with alternative healing options to alleviate the demand for traditional mental health services. “Despite the substantial mental health burden associated with IPA, findings indicate that consultation with mental health services amongst victims is suboptimal. Only around one in

¹⁶ The Vermont Connecting Cultures Program, Karen Fondacaro, Lecture May 2022.

three women who report rape from an intimate partner and around one in four who report physical violence, access mental health care for this abuse. Victims of IPA were twice as likely as nonvictims to report unmet need for mental health care. These findings emerge even though women who have lived with abusive partners have been found to access some services more frequently than other women, including higher rates of general practitioner consultations, outpatient hospital visits, accident and emergency department admissions, and prescriptions and suggest a potentially key role for alternate sources of healing. There are very few studies which have measured the efficacy of Complementary and Alternative Medicine (CAM) for victims of Interpersonal Violence. Those that do exist suggest that music therapy and yogic breathing may be beneficial to people who have experienced IPA, however, methodological limitations mean that these results should be interpreted with caution. Given the enormously damaging health, social and economic consequences of IPA, and an apparent reluctance amongst victims to access mental health care, it is vital that a comprehensive evidence-base of CAM research is established. ”¹⁷

- **Addiction**

People who are struggling with substance use, who are in and of treatment, are more vulnerable to abuse. These individuals are also less likely to reach out to law enforcement or medical services for support and when they do, they commonly receive messaging that is intimidating. Substance use support without stigma is crucial.

¹⁷Duffy, Lake, Jon Adams, David Sibbritt, and Deborah Loxton, (2014) *Complementary and Alternative Medicine for Victims of Intimate Partner Abuse: A Systematic Review of Use and Efficacy*, Hindawi Publishing Corporation, 2014

- **Survivor Centered Case Management**

Our system is crisis responsive, which results in fragmented solutions that only address the current challenge a survivor faces. A change in basic assumptions is in order, one where the response considers the goal of self-empowerment; not just reacting to one incident, by one abuser, but finding resources and supports that genuinely empower the individual for their lifetime. This reality underscores the importance of community collaborations. Limited resources force our programs to focus on immediate needs: on hotline work, crisis counseling, emergency shelter, meeting basic human needs, representation in protective order hearings, and safety planning. One Vermont Network director put it this way, “In terms of meeting the needs of anybody, we must look at the needs of everybody.” There was a call for more funding to assist with employment services, education, homelessness prevention, wrap-around legal advocacy (representation in divorce and custody) and support groups will help the survivor with long term self-sufficiency and will cost less to society overall.

We heard that the most significant areas of need are the availability of services to aid in the recovery and healing following a crime. There is a dearth of trauma specialized counselors and other necessary services, including but not limited to safe housing. In addition, unless the victim has been able to make connections with a specialized community-based organization there doesn't seem to be a clear place for them to turn to be given the right information or referrals for accessing more services.

- **Housing**

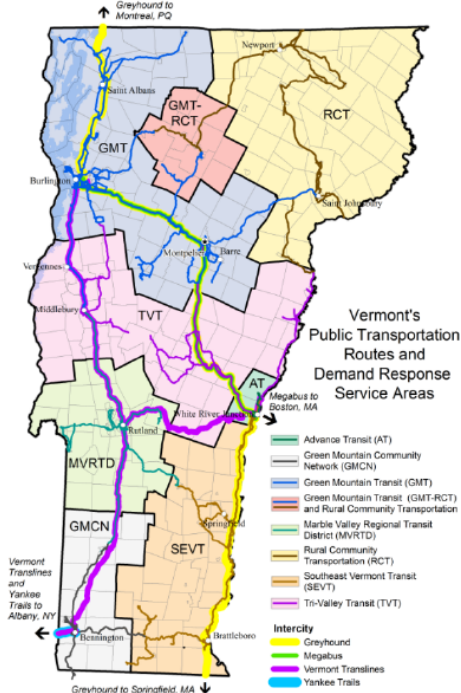
There is a dire need for shelter and long-term housing solutions in Vermont. One program

has no shelters or motels in their county. Clients there must be sent to a different county to obtain safe temporary shelter. This phenomenon is extremely disruptive for the survivor, especially if their children attend schools in the county or the survivor works in that county. This also presents a problem for the provider of origin because they are not always sure where the survivor finally ends up. Did they land with a friend, a hotel or motel in another county, or another Network Program, or back with their abuser? The program of origin is not able to track the event for the purpose of collecting data; the data that is needed to prove the need for the housing.

Affordable and safe housing is desperately needed. Programs reported that the housing offered by the Economic Services division does not feel clean or safe. Often people in homeless (non-Network Program) shelters are actively using drugs and alcohol, which is activating for sober survivors. Often those shelters are not in secure locations. Vermont also needs to build better support for trans survivors of IPV, cisgender and transgender men cannot stay in any DV shelter in Vermont. There is a need for a LGBTQ+ specific shelter.

The post migration difficulties of housing, hunger and unemployment are exacerbated in refugee and immigrant populations. Studies indicate that these post migration difficulties cause more distress than the trauma that the person has experienced. This is where case management becomes crucial.

Figure 1: Service Areas of Vermont's Public Transportation Providers



- **Transportation**

Public transportation is not accessible to most Vermonters. “Only 3% of the state’s population used a ‘public transit bus’ as their primary community mode and 8% said that they had used public transit for commuting at some point in the past year.”¹⁸ There are wide swaths of the state that have no public transportation, taxi services or ride share programs like Uber or Lyft.

- **Domestic Violence Investigations**

STOP teams benefit from having a dedicated domestic violence investigator provided by a law enforcement agency. These investigators are adept at bringing prior bad acts to light, obtaining honest and accurate information from victims, and helping victims become more comfortable with the prosecutor’s office, simultaneously ensuring that prosecutors are equipped with sufficient evidence for the courtroom, and that the victims feel heard.

- **The Forensic Experiential Trauma Interview Training Center (FETI)**

The Forensic Experiential Trauma Interview Training Center was established in 2018 through STOP’s competitive grant process. Since then, the program has conducted thirteen police trainings with forty-one police officers trained in trauma-informed response, best practices for

¹⁸ Vermont Agency of Transportation, *Vermont Public Transit Policy Plan 2020*

initial interviews, and making referrals. They have also completed eight trainings with twenty-nine advocates and three trainings with nineteen Special Investigative Unit staff. In terms of training experts on testifying, and attorneys on utilizing expert testimony, they have completed two trainings with ninety people attending. In all, this program has conducted twenty-six trainings with 179 learners. With the additional funding in the last two years, this FETI pilot program has paid for ten advocates and prosecutors to complete the 16-hour on-line, self-paced FETI Methodology class. It has also allowed eight officers to complete the full (on-line methodology and either in-person or on-line) FETI Practical class, certifying them to conduct FETI interviews. During the past year alone, this STOP funded program sponsored an in-person Certified FETI Practical training where fourteen people were trained.

- **Court Challenges**

A judicial emergency was declared on March 16, 2020, under Administrative Order 49 in Vermont. This order effectively closed in-person court operations and imposed an unprecedented burden on the judiciary to pivot to virtual operations. The courts did not reopen until July of 2021. At the time of the submission of this STOP Implementation Plan, COVID cases are still surging in Vermont and the Vermont Judiciary has yet again extended the COVID emergency, this time through August of 2022.

WebEx is a video conferencing and collaboration product offered by the company, Cisco. It is the cloud-based software that the Vermont Judiciary uses to conduct virtual hearings. Challenges regarding the WebEx platform for Domestic and Sexual Violence plaintiffs was brought to light during the planning process. For starters, many of Vermont's IPV victims cannot

access WebEx and so some plaintiff's attorneys reported that they now are representing people that they have never met in person. Yet, the consensus is that WebEx and remote hearings are not going away, even after the pandemic does. Considering this, addressing the issues associated with this virtual platform becomes necessary as are the trainings aimed at this end.

While it was noted that WebEx allows survivors to attend court without the offender there are several issues that need to be addressed. For example, during the planning sessions, one domestic violence director was surprised that a domestic violence director in another county was able to get a list of the cases that would be on the docket the next day – this was not something they had been able to experience to date. Unlike in person meetings, this system does not allow for consultation with the victim before and during the court appointment, where advocates and plaintiff's attorneys would be able to provide their clients with information about the court process, or other services that they may need, and/or to put them at ease. This puts the plaintiff at a serious disadvantage. We have also found that victims do not always receive the correct information about or during proceedings and that during final hearings, the victims and defendants are being thrown into the same waiting rooms, which brings up new concerns.

- **The Importance of Procedural Justice**

In our planning conversations we often heard that the level of understanding that judges and attorneys have regarding trauma makes all the difference. We heard from victim service providers that the treatment a survivor gets in court is entirely dependent on the judge that they stand before. For example, one judge will appreciate candid conversations, while another will find it disrespectful and might scold the plaintiff. When victims have an unpleasant experience in the courtroom, are scolded, or treated dismissively, it contributes to the perception that

survivors are often hurt by the criminal justice system.

Continued training for lawyers and judges to increase understanding about the seriousness and the variety of situations that constitute domestic violence was expressed as a need for the professionals who work within the criminal justice system. Of those survivors who do interact with justice systems, some will experience secondary victimization (also known as “re-victimization”), which can result in serious physical and mental health consequences.¹⁹

Other factors, such as a person’s racial or ethnic group, sexual identity or if they have disabilities and how those identities may compound the dynamic of re-victimization should be considered. For example, victim’s advocates, prosecutors, or law enforcement responders must be careful not to make incorrect assumptions about a victim’s credibility and levels of cooperation, given the wide range of disabilities that a person might have, many of which are hidden.

Vermont’s judiciary is currently using their STOP funds for the judicial training “*How Do You Take a Plea? Why it makes sense to incorporate Procedural Fairness principles in the Domestic Violence Plea Hearing.*” Over 98% of Domestic Violence related criminal cases in Vermont, not dismissed, end with a plea and usually a plea bargain incorporating an agreed upon sentence. Trials have long become the exception and the plea hearing has become the most critical judicial step in criminal case resolution. Yet how judges manage those hearings and how such handling

¹⁹ *Secondary Victimization of Crime Victims by Criminal Proceedings*, Social Justice Research 15(4):313–325 (2002); see also Malini Laxminarayan, *Procedural Justice and Psychological Effects of Criminal Proceedings: The Moderating Effect of Offense Type*, 25 Soc. Just. Research 390, 392 (2012) (describing “secondary victimization” as “negative experiences” caused by criminal proceedings or “societal reactions in response to a primary victimization that may be perceived as a further violation of rights or entitlements by the victim”).

affects acceptance, compliance and recidivism has been little studied. Burgeoning research tells us that ensuring the essential principles of procedural fairness in any proceeding increases voluntary acceptance and compliance with resulting orders and increases public faith and confidence in the court process. The Vermont Judiciary is committed to incorporating those principles into plea hearings and thereby improve outcomes for defendants and victims in DV cases.

- Victim Rights Enforcement



A statement from Vermont’s 2010 STOP Implementation Plan could still be included today; “There continues to be a concern that prosecutors make decisions about plea agreements without consulting victims and settle cases using the explanation that they are doing what is best for the victim. A significant improvement would be to include victims more in decisions that

impact case outcomes. This issue is also impacted by the confusion of the roles of advocates working in State's Attorney's (SA's) offices and those that are working in community-based advocacy organizations. Clearly, it is more challenging for Victim Advocates in SA's office to dispute decisions made by the prosecutor." Twelve years later we continue to hear that this concern from the organizations that try to assist crime victims through the criminal justice system.

Another huge remaining need is bringing the victim out of the shadows in the criminal justice process. As it currently exists, the system is a series of additional actions imposed upon the victim with little regard for their position or consent. Despite the legislative purpose of the victims' rights statutes that states:

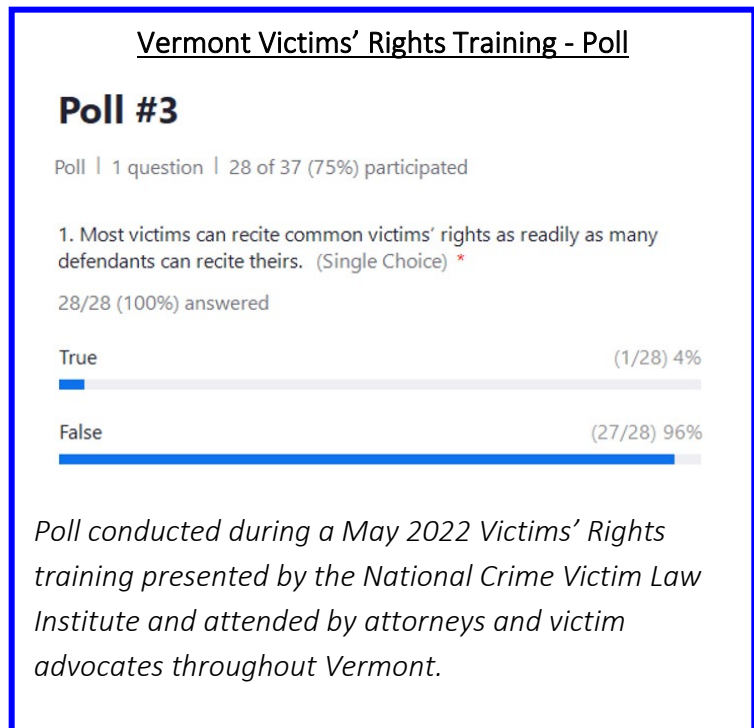
(a) The fundamental objective underlying this chapter is the protection of victims of crime. This chapter seeks to ensure that crime victims are treated with the dignity and respect they deserve while functioning in a system in which they find themselves through no fault of their own. This chapter seeks to accommodate that objective and balance crime victims' needs and rights with criminal defendants' rights.

(b) This chapter also seeks to reduce the financial, emotional, and physical consequences of criminal victimization, to prevent victimization by the law enforcement and criminal justice system, and to assist victims with problems that result from their victimization.

(c) Victims of crime shall be treated with courtesy and sensitivity by the court system and the State's Attorney's office. Those responsible should ensure that the process of criminal prosecution moves smoothly and expeditiously and, after the conclusion of a prosecution,

should cooperate in an appropriate manner with victims who seek to enforce their civil rights and remedies, which cooperation may include preserving and producing evidence, documents, and testimony to the victims for use in such efforts.

Victim advocates and victim’s attorneys routinely reported that decisions are being made about victims without any consultation or notice, rights are overlooked, and no remedy is available. Protective orders and accommodations are not regularly sought, and victims are often brought into the conversations late in the process, which routinely ensures that



their needs are not met. “Victim perceptions of helplessness and lack of control are maximized by raising the expectation that a right of participation exists, the victim electing to exercise that right, and then being denied that right.”²⁰

- **Legal Services**

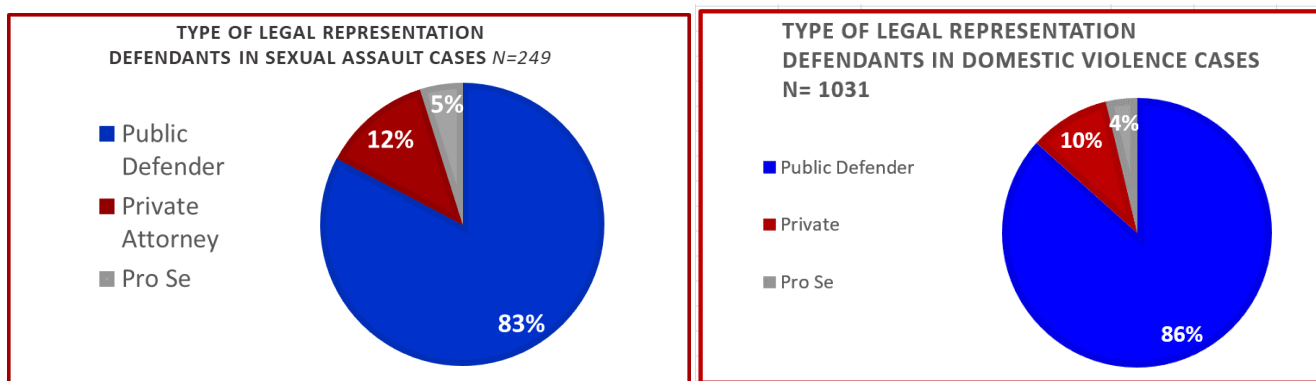
Hiring a private attorney in Vermont costs between \$172 and \$244 per hour, which is out of

²⁰ Judith Lewis Herman, *The Mental Health of Crime Victims: Impact of Legal Intervention*, 16 J. of Traumatic Stress 159, 163 (2003) (observing that “dissatisfaction appears to be highest among victims who are denied a chance to participate in the legal system, in spite of their expressed wish to do so”).

reach for most domestic violence victims in our state; especially considering the likelihood that the victim’s finances are under the control of the abuser. Studies reveal that:

- “Between 94-99% of domestic violence survivors have also experienced economic abuse.
- 79% experienced economic exploitative behaviors and
- 78% experienced employment sabotage.²¹
- 64% of victims of domestic violence indicated that their ability to work was affected by the violence.²²

The need to provide legal help to domestic violence victims after a Relief from Abuse Order has taken place, is a huge gap that came up frequently in the planning discussions. Almost every person who is a victim of domestic violence also needs help with custody or divorce. Helping people with legal issues surrounding divorce, parentage, child custody and parent child contact are multi-year commitments. One solution in reducing legal costs is to provide “unbundling,” or “limited representation of services,” in other words, a la carte legal services. This can help a client reduce the overall costs of representation. Another solution, for victims who have no resources at all, would be to provide more free legal clinics in the state to provide legal services for victims who cannot afford any. We provide public defenders, and equal funding should be allowed for the plaintiffs. *Justice and safety should not be a luxury.*



²¹ Postmus, Judy L., Sara-Beth Plummer, Sarah McMahon, N. Shaanta Murshid, Mi Sung Kim (2011), *Understanding Economic Abuse in the Lives of Survivors*, pp. Retrieved from <https://journals.sagepub.com/doi/abs/10.1177/0886260511421669>

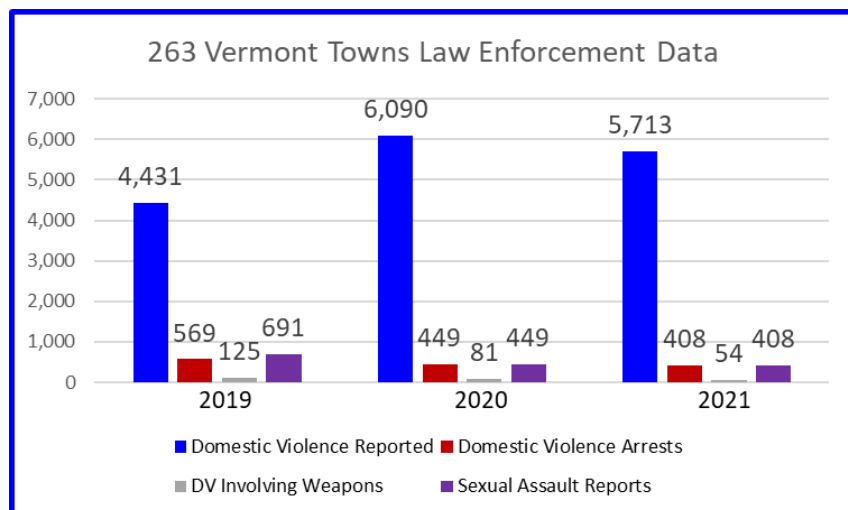
²² Corporate Alliance to End Partner Violence, National Benchmark Survey on Domestic Violence in the Workplace

The 2019 court data revealed that in 83% of the sexual assault cases, and 86% of the domestic violence cases, the defendant was provided with a public defender.

CCVS also convenes quarterly meetings of the VOCA funded Legal Partnership for Crime Victims. This group was formed in 2016 following an increase in VOCA funding and in direct response to the conclusion that Legal Services for Crime Victims was a great unmet need in our state. The Partnership is comprised of Legal Services Vermont, Vermont Legal Aid, the Vermont Bar Association, the Vermont Network, the South Royalton Clinic at Vermont Law School, Have Justice Will Travel and the Vermont Bar Association. The cases that come before them are mostly related to interpersonal violence. This partnership is designed to help all crime types, and 37% of the crimes that this Partnership is called to help with is for Domestic and or Family Violence(14% for stalking, and 10% for child abuse and adult sexual assault). 61% of the need for help falls under the types of criminal victimization that coincides with STOP. 87% of the people who are accessing help are female. The demand for their services is growing yearly, and they have reached capacity.

- COVID-19 The Pandemic

Vermont initiated its “Stay Safe/Stay Home” orders in March of 2020. At that time Domestic Violence Advocates were reporting an increase in calls and an increase in the volume and severity of the cases they were seeing for domestic violence. At the same time the Child



Advocacy Centers and Special Investigative Units reported that things were eerily quiet. We surmised at the time that the pandemic was creating added stressors to intimate partner relationships. During this time children were no longer going to school and developing relationships with mandated reporters. School teachers were expressing concerns that the virtual classroom was likely being monitored by a child's abuser. These assumptions are validated when looking at the law enforcement data from 2019 to 2020 where law enforcement agencies in Vermont saw a whopping 35% increase in Domestic Violence calls and a simultaneous decrease of 35% in sexual violence calls.

Court advocates and attorneys also reported that it became more difficult to get victims important court information as in pre-pandemic levels. This may have been due, in part to the transition of information being disseminated from a centralized system rather than from the local court clerks.

In the beginning of the pandemic domestic violence programs shared that survivors were not getting access to the COVID relief checks due to the way that family taxes are filed, further exacerbating the dynamics of economic abuse.

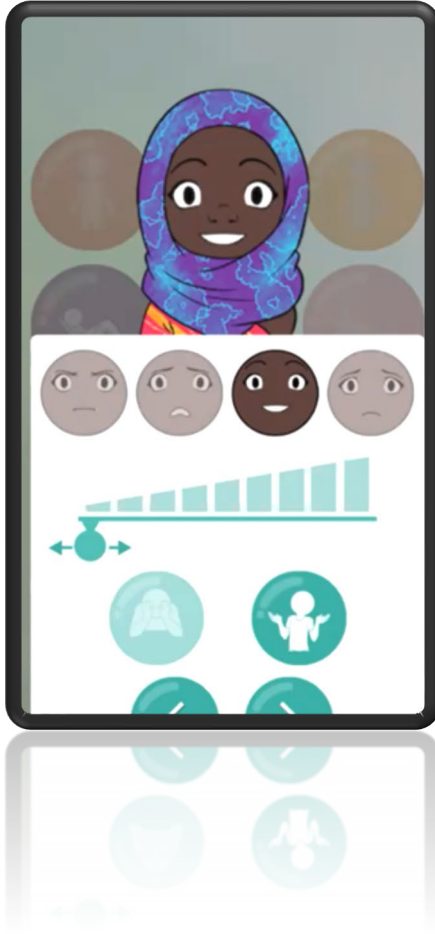
One of the good outcomes of the pandemic is that there has been an increase in virtual services, trainings, webchats, and expansion of other virtual tools.

- **Language Justice**

The September 2022 STOP Planning Committee meeting focused on the issue of Language Justice for people who speak languages other than English. This inspired the Center for

Crime Victim Services to reach out to Middlebury College, to provide an intern over the summer of 2022 for the project, *“Building a Seamless Multilingual Victim Services World.”* This intern will be supported by a group of professional advisors that include; the Project Director for the Vermont Language Justice Project, the Programs Manager for the Planning and Court Services Division at the Vermont Judiciary, the Associate Director of the Association of Africans Living in Vermont, the Director of Disability Rights Vermont, the Coordinator of Interpretation and Translation Services for the VT office of the United States Committee for Refugees and Immigrants, and the Director there, as well as the Director of the State of Vermont Refugee Office. This group will advise the intern and provide pertinent information. The goal of this STOP inspired summer project is to: 1) Identify what “best practices,” look like and the steps that Vermont needs to take to achieve the goal of a non-dominant language-centric justice system, so that people of all languages receive services as seamlessly as those that speak English; 2) Identify the roadblocks for achieving this ideal system; 3) Incorporate their findings into a document that can serve as a reference guide for other organizations/entities committed to ensuring that one’s language is not a barrier to receiving and understanding justice.

A Phone Application from Connecting Cultures



The *Connecting Cultures Program* in Burlington developed a language free cell phone application (app), as most people, including refugees, have cell phones. The app starts with an avatar, which clients seem to enjoy. They have included culturally specific hijabs and jewelry and there is an emotional tracker. They have pilot evaluated this application within Somali Bantu and Nepali-Bhutanese clients. Although further research is warranted, the initial results are showing that the application is lowering symptoms of anxiety and depression.

This planning process also revealed that only 43% of the professionals in Vermont who we asked about risk assessment tools, indicated that a person who is fluent in the victim’s primary language (or a professional translator) administers the risk assessment tool in the language the victim prefers.

- **Domestic Violence Risk Assessment**

The need for assessment of risk in intimate partner violence and working across systems to respond to and assess risk, is a universally agreed upon practice by all the disciplines that serve these cases. Vermont’s Domestic Violence Programs mostly use Jaqueline Campbell’s [Lethality Assessment Program, “Maryland Model,”](#) danger assessment. Rutland has employed [Jeanne Geiger’s Domestic Violence High Risk Team](#) model. The Vermont Department of Corrections uses the [Domestic Violence Screening Instrument-Revised \(DVSIR\)](#) and sometimes the [ORAS-Ohio](#)

[Risk Assessment Screening Tool](#). Some Mental Health and Health care providers in Vermont indicated that they use clinical interviews and the “[HARK](#)” four question assessment.

HARK is an acronym for Humiliation, Afraid, Rape, Kick. The four HARK questions identify women experiencing intimate partner violence in the past year and may help women disclose intimate partner violence in general practice.

HARK Questions

- H → HUMILIATION Within the last year, have you been humiliated or emotionally abused in other ways by your partner or your ex-partner?
- A → AFRAID Within the last year, have you been afraid of your partner or ex-partner?
- R → RAPE Within the last year, have you been raped or forced to have any kind of sexual activity by your partner or ex-partner?
- K → KICK Within the last year, have you been kicked, hit, slapped, or otherwise physically hurt by your partner or ex-partner?
- *One point is given for every yes answer; a score of > 1 is positive for IPV.*

There were some concerns raised with using risk assessment tools. One child welfare worker cautioned, based on her experience with risk assessments, that although it can offer helpful historical information, it often reflects just a “moment in time” of risk and does not encourage an ongoing conversation about risk and safety, which creates gaps in safety. A Department of Corrections worker was concerned that Risk Assessment sometimes opens the offenders’ eyes to what the risk is, and they then fixate on that. Most professionals who employ risk assessment tools do not use them alone for a determination of risk. Practitioners also count on intuition, training, experience, clinical interviews, affidavits, programming participation, conditions of release, probation orders, victim services and victim contact.

We know that colleges, primary and secondary schools, homeless shelters, substance abuse treatment centers, dentist offices, law firms and organizations serving culturally specific

populations encounter victims and survivors of interpersonal violence, initially for reasons other than IPV. STOP planning brought to light the idea of developing of a greater selection of risk assessment tools that apply to those other systems, beyond those used by law enforcement, advocacy, prosecution the courts and corrections. The development of more occupation specific risk assessment tools can raise awareness among the broad spectrum of professional disciplines to improve the safety net for people whose lives are impacted by intimate partner violence.

- **Meaningfully Addressing Sexual Assault**

Current STOP funded subgrantees meaningfully address sexual assault in many ways. The dual Domestic and Sexual Violence Network programs use the STOP Sexual Assault funding for staff time working directly with sexual assault survivors by providing information and referrals, safety planning, emotional support, support groups, civil and criminal legal advocacy, medical advocacy and SANE (Sexual Assault Nurse Examiner) accompaniment. Systems Advocates in these dual programs also provide training and technical assistance to community partners and Local and State Law Enforcement to ensure that survivors of Sexual Assault receive the support and services that they need and deserve. These advocates are members of their area's SANE/SART teams. Investigators in Law Enforcement assist victims of Domestic Violence to include Sexual Violence. Disability Rights Vermont provides legal representation to victims with disabilities involving cases with Sexual Assault. DRVT helps victims enforce their rights, seek protections or accommodations, and inform them of the judicial process(es).

Our planning conversations were also informed by Vermont's Sexual Assault Examiner's Advisor Board in relation to the STOP grant's Purpose Area 8, "the training of sexual assault

forensic medical personnel examiners in the collection and preservation of evidence, analysis, prevention, and providing expert testimony and treatment related to sexual assault.” They expressed several unmet needs:

There is a need to hire SANE coordinators in the hospitals in Rutland, the North Country and at the Copley Hospital in North Central Vermont. This individual would be an experienced Registered Nurse who is credentialed in Vermont as a Forensic Nurse. This is to ensure that patients are offered timely and compassionate forensic nursing care through direct and indirect patient care, professional education, consultation, competency, and interdisciplinary and community collaboration.

SANE nurses in Vermont are seeing an increase in drug facilitated sexual assaults. Increased funding is needed for testing for drug facilitated sexual assaults, especially on college campuses, and for supporting the parents whose children are victims of sexual assault.

- **Expanding Services for Young Adults Impacted by Dating and Sexual Violence**

According to the Bureau of Justice Statistics, the twelve- to thirty-four-year-old age group are at highest risk for sexual assault with 15% of sexual assaults occurring between the ages of twelve and seventeen. This cohort would benefit from programming tailored to their age group. Eighty-two percent of all juvenile victims are female, and ninety percent of all adult sexual assault victims are female.

The expectations of the Vermont Network Programs to respond 24/7 for hotline response as well as being available to support victims at Sexual Assault Nurse Exams is exhausting, given their



funding levels and staffing capacity. They also may not be the first place a sexual assault victim turns to after the incident.

Following a sexual assault, victims make a variety of decisions, including whether and how to seek help. Most (58-94%) seek help informally from friends and family members first.²³ For adolescents, especially, their first

disclosure is typically made to a family member, and the response they receive impacts whether they disclose to anyone else or report the crime to law enforcement.²⁴ During our planning conversations one Network director mentioned the importance of fortifying the community response to sexual violence, especially among young adults, and high school students.

Encounters with this age group revealed that the drive to support and care exists, but that most people do not know what to do to support their friends. At which point there an idea was born to develop a youth peer support campaign called, “**How Do I Support My Friend?**” That idea is informing this STOP plan’s goals.

²³ (Filipas & Ullman, 2001; Lindquist et al., 2013; Orchowski & Gidycz, 2012; Starzynski, Ullman, Filipas, & Townsend, 2005; Walsh, Banyard, Moynihan, Ward, & Cohn, 2010; for review, see Ménard, 2005).

²⁴ End Violence International, Start by Believing Campaign (Hanson et. al, 2003)

- **Domestic Violence Accountability**

In 2019 the Vermont Council on Domestic Violence began to overhaul the language of the Domestic Violence Accountability standards. At the time Vermont's standards did not have values-based language. American Rescue Plan funds enabled Vermont's Domestic Council to work with the Center for Court Innovation to conduct focus groups and research to inform a thoughtful redrafting of Vermont's Statewide Accountability Standards.

"Stakeholders from a variety of profession-based groups including providers, advocates, defense bar, state's attorneys, child welfare, community justice center staff, Vermont Network staff, judges and court staff, probation, and civil legal attorneys provided meaningful feedback through focus groups and surveys about the current state of programming and their thoughts on enhancements for the future. Survivors as well as people who have caused harm through intimate partner violence also lent their wisdom and thoughts to this process.

Understanding that domestic violence is a serious issue that can cause significant harm to survivors, including physical, mental, emotional, and economic, and their communities, Vermont stakeholders recognize the importance of holding people who cause harm accountable for their behavior and supporting their change process. The following statements represent the Vermont anti-domestic violence community's collective beliefs and values about working with people who cause harm through intimate partner violence.

People who cause harm through intimate partner violence...

- can cause significant-- and sometimes even lethal-- harm and must be held accountable
- are, in most cases, capable of change and need support and skills to foster that change
- are unique individuals and have different motivations for their use of violence
- have been influenced by broader systems of oppression that perpetuate violence
- have often experienced trauma in their own lives and suffer from shame
- can be anyone even though those most likely to be impacted by the criminal legal system are those with low income and other service needs.

People who cause harm need...

- their basic needs met before true accountability work can begin
- to see themselves in their wholeness and be treated with respect
- to address their co-occurring issues, such as substance use, mental health, and trauma
- support from their spheres of influence
- programs that will provide education, support, skill-building opportunities and the time to grow into their accountability

The barriers to change for people who cause harm include...

- inability to pay for programming
- access issues such as lack of transportation, childcare, technology, and language/cultural responsiveness
- the lack of programming options that meet their individual needs, including their own past trauma
- living within a community and society that may not support their change process
- the system response that often causes more harm and is not sufficient to address the root causes of violence

Accountability...

- is multipronged and includes personal accountability, community accountability, and program and systemic accountability
- for people who cause harm, requires an active self-reflection process to shift harmful thinking
- for people who cause harm, requires acknowledgment and understanding the impact of one's actions
- for people who cause harm, requires behavior change
- cannot be forced upon someone who has caused harm and requires community and relational assistance to meet the needs of people who cause harm and support their change
- should be supported via a multitude of pathways that may or may not need to involve the criminal legal system

The role of the system is to:

- provide a coordinated response to prevent domestic violence
- remove barriers for survivors and abusive partners who access needed services
- provide support, including financial support, to intervention programs
- encourage flexibility and innovation so prevention and intervention efforts can offer a menu of options tailored to individuals' needs
- be accountable to the community

The role of the community is to:

- advocate for mechanisms that support safe and healthy families and communities
- engage in prevention and education campaigns about domestic violence
- actively call out domestic violence that happens in the community and support survivors
- support those who are causing harm in their own accountability

The role of domestic violence accountability programs (DVAPs) is to...

- center survivors in intervention work
- create a supportive, non-shaming, and open space for participants to learn about the harm they caused, hold themselves accountable, make choices that lead to healthy relationships
- address the trauma of those who have caused harm and allow for their healing
- provide opportunities for community support and involvement, including group peer support
- provide referrals to meet individuals' needs

Vermont's Values for Community and System Accountability

From these beliefs stem important values that guide the work of individuals working to end domestic violence in Vermont. The state's work around abusive partner intervention and engagement should be rooted in the following principles:

- Survivor voices and experiences
- Personal, community, and system accountability and support
- Equity
- Flexibility
- Dignity and respect
- Transformation and hope"²⁵

Vermont now has value-based standards which honor positive and community supported change rather than punitive methods of addressing domestic violence. The new standards, which move away from a one size fits all solution are not prescriptive. These new standards understand that to encourage change in the behavior of those who have caused harm to their intimate partners, we must acknowledge the traumatic experiences that they may have gone through. DV Accountability programs cannot on their own create all the resources that are needed to facilitate the necessary changes in the perpetrators' behaviors. The new standards acknowledge that the whole community needs to help. Equity is a value --- for example financial equity to provide more funding for these programs. DV Council is working with all the ten programs to identify what each area's community partners need to do to engage in change work.

²⁵ Information Provided by the Vermont Council on Domestic Violence <https://www.vtdvcouncil.org/dvap>

- **Restorative Justice**

We frequently heard during the planning process that the traditional criminal justice system often hurts people and causes more harm. There is momentum in leveraging Vermont’s Community Justice Centers to build Restorative Justice approaches that will provide alternative options for all parties who experience domestic violence in finding an acceptable and safe path forward. Vermont is in a good place to explore and develop Restorative Justice solutions for domestic violence cases. Vermont has a strong infrastructure of Community Justice Centers in conjunction with the National Center for Justice Reform at the Vermont Law School, the first place in the United States to offer a Master of Arts in Restorative Justice.

In 2019 the Vermont General Assembly created the Act 146 Study Committee to explore the potential for providing individuals impacted by domestic violence the option of using restorative justice models as an alternative to the traditional criminal justice system. The committee offered eight recommendations:

“Recommendation #1: Vermont should continue to study and explore restorative justice options as responses to domestic violence and sexual violence and examine whether or if restorative justice is an appropriate intervention in stalking cases.

Recommendation #2: Programmatic criteria for programs offering restorative justice interventions to address domestic violence, sexual violence and stalking should be formalized by a body or agency that is authorized to create readiness criteria, provide support and technical assistance, and offer oversight.

Recommendation #3: Vermont should accelerate its commitment to procedural justice reforms – especially as they relate to legal responses to domestic violence, sexual violence, and stalking.

Recommendation #4: Expand victims voice and voluntary participation in current restorative justice processes.

Recommendation #5: Vermont should explore a focused effort to integrate restorative practices into Relief from Abuse Order process in Family Court.

Recommendation #6: DCF should expand family group conferencing capacity and offerings.

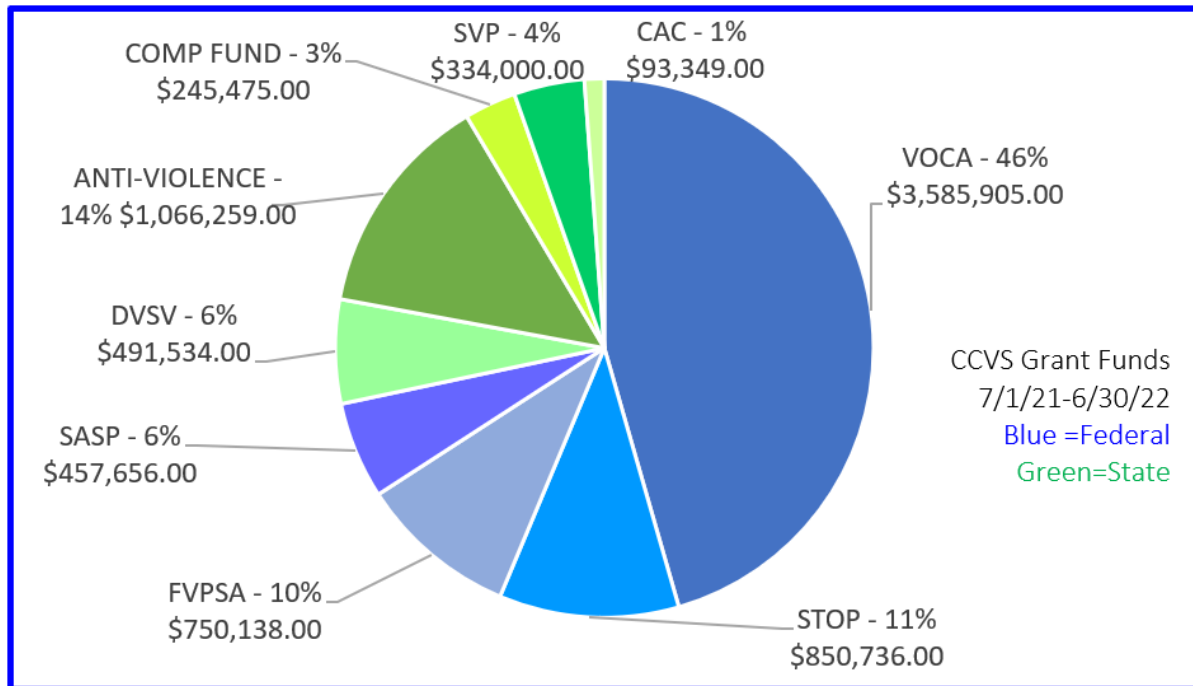
Recommendation #7: Community-Based Programs should develop peer-support opportunities for survivors of domestic and sexual violence.

Recommendation # 8 : There should be public investment in pilot projects aimed at addressing dome violence, sexual violence, and stalking

There is currently a pilot project for Restorative Justice in Windsor County Vermont, called Circles of Peace. This program is being studied by New York University (NYU). They set out to study this program in 2019 and then the pandemic hit, which changed the focus of the research. Now the focus of their research is on the efficacy of virtual platforms for Restorative Justice solutions for people experiencing domestic violence.

NYU has found that Vermont is unique compared to programs in other states they are researching, because Vermont has Community Justice Centers all over the state, whereas other states are mostly using the Duluth Model, and their Restorative Justice programming is being conducted in social service organizations. This make the transition in Vermont easier, because practitioners in Vermont are trained in the Restorative Justice model.

Coordination with Other Grant Programs (FVPSA, VOCA, RPE)



In the most recent fiscal year the Vermont Center for Crime Victim Services (VCCVS)

administered the following fifteen state and federal grant programs:

- **State Grant Programs:**
 1. Act 174 for domestic and sexual violence programs
 2. Anti-violence for domestic and sexual violence programs
 3. Supervised Visitation Programs -providing a safe space for children to visit their non-custodial parents.
 4. Child Advocacy Centers/ Special Investigative Units
 5. State Covid Relief Funds
- **Federal Grant Programs**

The US Department of Health and Human Services (HHS):

 6. Family Violence Prevention Services Act (FVPSA)
 7. The American Rescue Plan Act – COVID-19 Mobil Health Units (Supplemental)
 8. The American Rescue Plan Act – Sexual Assault Programs (Supplemental)

The US Department of Justice Office of Justice Programs (OJP):

Office on Violence Against Women (Violence Against Women Act - VAWA):

 9. Services Training Officers and Prosecution (STOP)
 10. Sexual Assault Services Program (SASP)
 11. Rural Grant (discretionary grant)

Office for Victims of Crime (Victims of Crime Act – VOCA):

12. VOCA Assistance
13. VOCA Compensation
14. VOCA Enhanced Collaborative Model Task Force to Combat Human Trafficking (discretionary)
15. VOCA Building State Technology Capacity (discretionary grant)

- **The Rape Prevention Education RPE Grant Program**

In 2021, the Vermont Department of Health partnered with the Vermont Network Against Domestic and Sexual Violence to deliver **Vermont’s RPE (Rape Prevention Education)** Grant program, which support three main strategies.

1. Strengthening sexual health education

Vermont’s Sexual Health Education Stakeholders group envisions a future where every young person in Vermont receives comprehensive, inclusive, high-quality sexual health education and has access to the sexual health care services they need. This partnership includes the Vermont Department of Health and Agency of Education, Planned Parenthood, the Vermont Network Against Domestic and Sexual Violence, Castleton Universities Health Education Program, Outright Vermont, Vermont Cares, health educators and adolescent sexual health experts. The Sexual Health Education Stakeholders Group developed the Essential Topics in Sexual Health Education guide and offered a training series to help health education teachers strengthen school-based sexual health education by presenting best practices and essential content for seven must-teach sexual health education topics. The Stakeholders group also participates in the national Leadership Exchange for Adolescent Health Promotion (LEAHP), an opportunity for Vermont stakeholders to learn from TA providers and other states and to build a state action plan to support adolescent sexual health policies, practice, and implementation.

2. Partnering with youth in sexual violence prevention efforts

Vermont's Building Consent Culture Youth-Adult Partnership Program is a training and leadership development program that engages youth as partners in sexual violence prevention efforts. The program is a collaboration between the Vermont Network, sub-recipient organizations WomenSafe and Mosaic, and Vermont's LGBTQ+ youth advocacy organization Outright VT, which have spent the past year planning and testing strategies and developing the program. Adult staff build knowledge of positive youth development and increase capacity to share power and decision-making with youth and support their leadership. Youth participants receive training, mentoring and a livable wage to complete a sexual violence prevention project of their choosing, focused on promoting healthy sexuality or equipping adults to support youth and prevent sexual harm.

3. Cultivating "askable adults"

Vermont's Askable Adult Campaign utilizes social media and educational workshops to reach Vermont adults aged 25-65 who relate to youth as parents, caregivers or other family members, teachers, or youth workers, and who want to be more supportive to the youth in their lives but aren't sure how. The Vermont Network trains youth and adults to deliver the Askable Adult Lesson Plan and Conversation Starter Guide, an accessible curriculum designed for adults or youth/adult team to bring to other adults in their workplace or community. It outlines flexible lessons and informal conversation starters that increase understanding and skills for adults to become more connected and "askable" for children and youth in their lives. The RPE social media strategy for 2022 incorporates a focus on youth mental health and connectedness.

- **Elements of Success**

During our planning process we asked service providers how they measured success. A common theme highlighted the importance of giving survivors the power of being heard and believed from the start. This sets the stage for trust, and open communication that moves survivors to a place of independence. Building community partnerships and engaging the entire community is also essential for connecting survivors with the many services they may need. Even that advice was tempered with caution by one prosecutor who said that “sometimes our victims get to us and are burned out-too many cooks in the kitchen. They don’t know who to contact or how; particularly if a Relief for Abuse Order has been denied by the Judge.”

IV. Prosecution, Law Enforcement, Courts & Services Support Letters

See Appendix B for Letters of support.

V. Plan for the Four-Year Implementation Period

A. *Goals and Objectives*

1. *Concise Description of meeting the State’s goals per 28 C.F.R. 90.12(a)*

The State of Vermont created the goals in this plan with the consultation as required under 28 C.F.R. §90.12. This plan will cover a period of four years and will be guided by the input of the State Planning Committee. The State will submit information on any updates or changes to the plan, as well as updated demographic information in years two through four of the plan. This Committee as described earlier consists of the Executive Director from the Vermont Network (which is a dual domestic and sexual violence coalition), a representative from the Vermont State Police, an Assistant Attorney General representing the prosecution perspective, a program manager from the Vermont Judiciary, and a representative for the Missisquoi Tribe of the

Abenaki Nation. Representatives from population specific organizations include the Executive Director from Disability Rights Vermont, the Executive Director of SafeSpace at the Pride Center (which serves LGBTQ++ individuals who are victims of domestic and sexual violence) and the Associate Director from the Association of Africans Living in Vermont.

Goal 1: Strengthen Partnerships Between Law Enforcement and Victim Service Programming

Law enforcement and advocacy share common ground in their desire to keep victims safe.

Building effective partnerships can be challenging given the different perspectives of these disciplines, but collaboration is crucial in solving problems, reduction of future violence and finding resources to help victims of domestic violence.

1. Enhance Police Response to domestic violence calls by consistently calling the local domestic violence program at the time of the call. Although domestic violence calls sometimes also have mental health components to them, they are generally distinctly different from each other.
2. Support more trainings in evidence-based Lethality Assessment Protocols (LAPs) and increase the usage statewide. Implementation of LAPs have been shown to reduce the severity and frequency of violence and increase safety planning.²⁶
3. Develop Lethality Assessment questions that address underserved populations.

Goal 2: Increase the Implementation of Forensic Experiential Trauma Interviews

The Multidisciplinary Interview and Training Center (MITC) in Vermont was founded in 2019 with the STOP grant. The MITC uses the Forensic Experiential Interview Technique which is similar in structure to the multidisciplinary team interviews that are conducted in the Child Advocacy Centers and Special Investigative Units. This technique uses critical incident stress debriefing and takes into consideration the neurobiology of trauma. It has been shown to garner better quality interviews for prosecution and law enforcement.

²⁶ [National Institute of Justice, How Effective are Lethality Assessment Programs for Addressing Intimate Partner Violence](#), 2018

1. Support a Forensic Experiential Trauma Interviewer position to work with the county task force. This position can be in a law enforcement agency, prosecutors' office, domestic violence program, a Culturally Specific Organization or Special Investigative Unit. The position will be charge off the law enforcement allocation of the STOP grant.
 - a. Position will require certification in Forensic Experiential Trauma Interviewing.

Goal 3: Establishing Language Access Plans

Immigrant survivors, whose primary language is not English, should feel as comfortable with mainstream services providers in the wake of domestic and sexual violence as survivors who do speak English . A key to this is respecting fundamental language rights in providing the ability to communicate and be understood in their preferred language.

1. Identify an inter-disciplinary team of law enforcement, advocacy, prosecution, and the local court to commit to the creation of a language access action plan for their jurisdiction.

Goal 3: Adolescents will be Supported by Peers for Sexual Violence Prevention and Reporting

More than three-quarters of female victims of completed sexual assault (79.6%) were first sexually assaulted before their 25th birthday, with 42.2% experiencing their first completed sexual assault before the age of 18 (29.9% between 11-17 years old and 12.3% at or before age 10).²⁷ 200 of the 419 Sexual Assault court charges that were reviewed were crimes committed against youth under the age of eighteen.

1. Establish peer-led sexual assault prevention programming for middle school and high school youth. Build effective training program partnerships with schools.
2. Create action plans for adolescents to whom sexual assaults are disclosed by their friends, so they are armed with a clear path for reporting to adults and seeking help. Start a "How Can I Help My Friend," campaign.
3. Forge partnerships with Special Investigative Units and Child Advocacy Centers and strengthen messaging and outreach in sexual violence programs and dual sexual violence programs to create a welcoming place for support and advocacy for younger people.

²⁷ National Intimate Partner and Sexual Violence Survey, Summary Report Centers for Disease Control (2010),

Goal 4: Domestic and Sexual Violence Victims' Rights are Consistently Afforded their Rights

Victims' Rights as written in Vermont statute are stated in philosophical terms, and there is no recourse if they are not enforced. Lack of enforcement of these rights undermines the most precious values of victim services. Since there is no remedy in Vermont law if the rights are not enforced, it is up to the teams of prosecutors, advocates, and judges to ensure that rights are afforded.

1. Build teams of domestic and sexual violence program advocates, prosecutors, judges, and victim advocates in State's Attorneys Offices that are committed to consistently affording victims' rights. These teams will be candid and document the ways, reasons, and number of instances when those rights are not enforced.
2. These inter-disciplinary Victim Rights Teams will develop a recording system to document this information.
3. Teams will report the instances of failure to afford victims their rights (which rights are not being afforded, the frequency and the case examples) in the annual STOP subgrantee reports to help establish patterns, and barriers to enforcement.
4. Teams will provide suggestions for system improvement in the enforcement of victims' rights in Vermont.

Goal 5: Reduction of Domestic Violence Homicide

Half of the homicides in Vermont are related to domestic violence, and half of those homicides were committed with guns. [13 V.S.A. §1048](#) "Removal of Firearms," authorizes law enforcement officers to remove firearms when they arrest, cite, or obtain an arrest warrant for a person for domestic assault.

Continue supporting mandatory biennial domestic violence training required by the Vermont Criminal Justice Council for certification so that all law enforcement officers in the State of Vermont are conversant and use their authority when appropriate to comply with 13 V.S.A. §1048 to protect the officer, parties involved and the family members.

1. Support a system that can track when law enforcement removes firearms from the scene of a domestic incident.
2. Support law enforcement agencies in identifying viable storage locations for non-evidentiary firearms.
3. Create an intentional framework for gathering information to ascertain the challenges and successes regarding the enforcement of 13 V.S.A. § 1048. Are these challenges specific to jurisdictions, agencies, or demographics?

Goal 6: The Vermont Judiciary is Supported with Training Opportunities

The way that litigants are treated in the courtroom is more closely aligned to their satisfaction with their experience than is the outcome of the case; judicial conduct also increases the compliance of the defendant regarding conditions of release.

1. Judges and court clerks in Vermont will be offered trainings on the importance of procedural justice for litigants in domestic violence cases, to increase compliance and accountability.
2. The Vermont Judiciary will be offered trainings on best practices in compliance hearings for conditions of release. The training will cover the resources and steps required to establish the practice, and the benefits for doing so.

2. How Funding will be used to Meet Goals- 34 U.S.C. 10446(i)(1); 28 C.F.R. 90.12(a)

This Implementation Plan was informed (and described in more detail in section III of this plan), by victim service leaders in Vermont: Vermont's STOP Implementation Planning Committee (as documented in Appendix C, "Collaboration Forms"); key stakeholders through focus groups and the Center for Crime Victim Services staff's membership on task forces and councils. All of these conversations focus on our collective responsibility to improve our state's response for victims of domestic and sexual violence, dating violence and stalking. CCVS consulted with victim service providers in the development of this plan. This plan, and its goals, shall be the guiding star for a competitive application process that will be released in the fall of 2022 for STOP grants beginning July 1, 2023. The request for proposals will require that applicants address at least one or more of the goals in this Implementation Plan. CCVS will

convene a team of reviewers who are experts in this field, to make determinations on which group of applications show the greatest promise for meeting this Implementation Plan's goals. The timing of the competitive process aligns to the Implementation Plan cycle and is designed to give the winning proposals at least four years for program development and inspiring others in the state. If this process does not result in enough proposals that meet the goals of this plan, the Center will consider using its discretionary funding to support training or other projects to support the plans goals.

3. Distribution of Funding Across the STOP Allocations Per 34 U.S.C. 10446(c)(4)

The Center for Crime Victim Services will ensure that the following allocations will be used when issuing subawards under the STOP Grant: not less than 25% shall be allocated for law enforcement; not less than 25% shall be allocated for prosecutors, not less than 30% shall be allocated for victims' services, of which at least 10% shall be distributed to culturally specific community based organizations: and not less than five percent shall be allocated to State and local courts (including juvenile courts). 20% shall be distributed across at least two funding categories to meaningfully address sexual assault.

B. Statutory Purpose Areas

1. Sexual Assault Set Aside

The Center for Crime Victim Services ensures that at least 20% of the STOP funding meaningfully addresses sexual assault across at least two of the allocation categories. Two of the STOP subgrantees are stand-alone sexual violence programs. Additionally, goal 3 of this plan seeks to inspire the creation of programming specifically designed for youth who are victims of sexual assault.

2. *Reduction of Domestic Violence Homicide*

This is addressed in goal five in this plan.

C. *Addressing the Needs of Underserved Victims*

1. *Plan to Meet Needs of Underserved Populations per(34 U.S.C. 10446(i)(2)(E); 28 C.F.R.*

90.12(e))

It is a core value of the State to identify and support underserved populations, including but not limited to, culturally specific populations, victims who are underserved because of sexual orientation or gender identity, and victims with limited English proficiency. We have consistently allocated more than the required percentage of funds to these significant populations and this value is integrated into this plan and the goals, which will inform the next application process.

2. *Equitable Distribution of Funds to Underserved Populations*

The Center for Crime Victim Services funds many different programs that are set up to serve distinct populations. We look at the overall picture of all the grant funding we distribute in consideration of the equitable distribution of subgrants. We also take into consideration the population and need.

3. *Set Aside for Culturally Specific Community Organizations*

When we are determining the grant amounts for the STOP program, we start by allocating the required amounts for the funding formula, for all the allocations so that we are sure that we are providing the required amount for underserved populations. We typically provide more to that that category when we can add back in the previous year's unobligated allocations.

D. *Grant Making Strategy*

1. *Timeline for cycle*

Vermont issues a competitive application for STOP funding every four years to align with the

Implementation Plan cycle. Subgrants are renewed for the three following state fiscal years non-competitively (July-June) to give the selected proposals time to take hold and be evaluated.

Projects that are currently being funded under STOP have one more year, July 1, 2022-June 30, 2022, without having to compete again. The next request for proposals will be informed by this Implementation Plan and will be released in the fall of 2022 for grants beginning July 2, 2023.

2. Description of announcement of funding opportunity

The next STOP Request for Proposals (RFP) will follow the basic outline of the last RFP. Which contained the following elements:

ANNOUNCEMENT
OVERVIEW OF PROGRAM
PURPOSE AREAS
OVW PRIORITY AREAS
VERMONT PRIORITY AREAS
ACTIVITIES THAT COMPROMISE VICTIM SAFETY AND RECOVERY
UNALLOWABLE ACTIVITIES
PROGRAM SPECIFICATIONS
ALLOCATION
MATCH
ELIGIBILITY
TERM OF SUBGRANT
APPLICATION REQUIREMENTS and EVALUATION OF PROPOSALS
Instructions for Submission
Required Elements
Checklist
 Project Narrative
 Cover Sheet
 Project Budget
 Memorandum of Understanding MOU
 Performance Measures
Additional Documentation Required with Application:
 Audit
 Confidentiality Notice Form
 Conflict of Interest Policy
APPENDIX
POST AWARD REQUIREMENTS
Attachment A: Scope of Work to be Performed
Attachment B: Payment Provisions
Attachment C: Standard State Provisions

Attachment D: STOP Special Conditions

In the subsequent three years, programs will submit their applications through the Center for Crime Victim Services newly developed “GEARS”, the state’s Grant Electronic Application and Reporting System. This system requires that all CCVS applications include:

- Grantee information, contact names, addresses, phone numbers, DUNS numbers, and Vendor Number this to ensure that information is updated yearly, and that Standard Grant Agreements contain accurate information.
- A budget summary including a detailed budget narrative of the intended use of the funds. When a non-federal match is required, budgets will describe whether the match is cash or in-kind.
- Signed civil rights assurances
- Insurance Certificates
- Organizational Budgets
- Organizational Conflict of interest policy (if a non-profit)
- Most recent audit and/or review

3. Communication to Subgrantees During Application Development

This Implementation Plan illustrates the great extent to which our subgrantees identified the priorities and approaches that will inform the next RFP. CCVS will distribute the next RFP via our list serv and will post it on our website. After the competitive RFP is released, the Center will host a bidders’ conference which will ensure that any subgrantees are “offered the opportunity to consult with victim service providers to ensure that the proposed activities are designed to promote the safety, confidentiality, and economic independence of victims,” per 34 U.S.C. 10446(i)(1).

4. Description of Selection Process

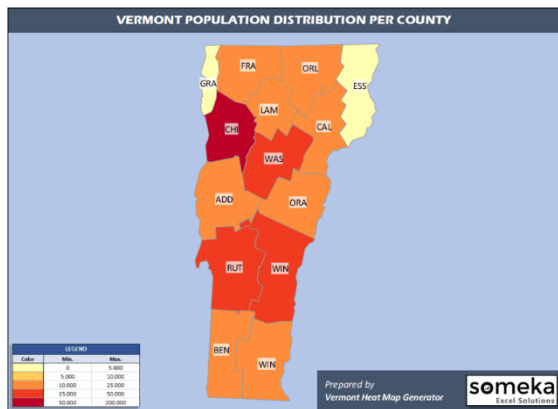
Every four years Vermont will issue a competitive application or Request for Proposals (RFP). The Center for Crime Victim Services will recruit reviewers who have expertise in domestic and sexual violence programming in Vermont and have no conflict of interest in receiving STOP grant funding. After the competitive RFP is released, the Center will host a bidders’ conference

which will ensure that any subgrantees are “offered the opportunity to consult with victim service providers to ensure that the proposed activities are designed to promote the safety, confidentiality, and economic independence of victims,” per 34 U.S.C. 10446(i)(1).

5. *Multiple or Single Year Basis*

Vermont’s STOP subgrantees receive yearly grant awards. They apply on a competitive basis every four years, with non-competitive applications in the ensuing three years.

6. *Subgrants Based on Population and Geography*



In the evaluation of our next competitive subgrants, extra weight will be given to those proposals which will have the potential to have state-wide impact as model programs. We will consider the most pressing issues that arose in this planning process and seek out proposals that offer

promising solutions to the challenges Vermont faces in serving individuals whose lives are impacted by interpersonal violence, stalking and sexual violence. The state of Vermont’s most recent STOP (FFY21) award was for \$823,126. This resource enables us to fund three part-time dedicated domestic violence prosecutors in 3 of the 14 counties in our state, the equivalent of 3 part time law enforcement investigators in three counties, the full time Forensic Experiential Training Center in Winsor County (which has statewide impact). The Assistant Attorney General funded in part by the law enforcement allocation and in part by the prosecution allocation also has statewide impact. The court administrator’s office currently and will in the future provide trainings to the entire judiciary, also impacting the entire state. Currently the twelve STOP victim services programs all fund part time positions in their organizations where the advocates

that either work with their jurisdictions task forces or provide training and technical assistance on a statewide level. Some of the programs are in highly densely populated areas of the state, and some are in very rural communities. A program that is in a rural area or a densely populated area will still require the same amount of funding to support a part time advocacy position. The proposals that the state receives in the next competitive grant cycle will be determined on a case-by-case basis, but will largely follow the distribution that is currently allocated, which does take into consideration population and geographic area impacted.

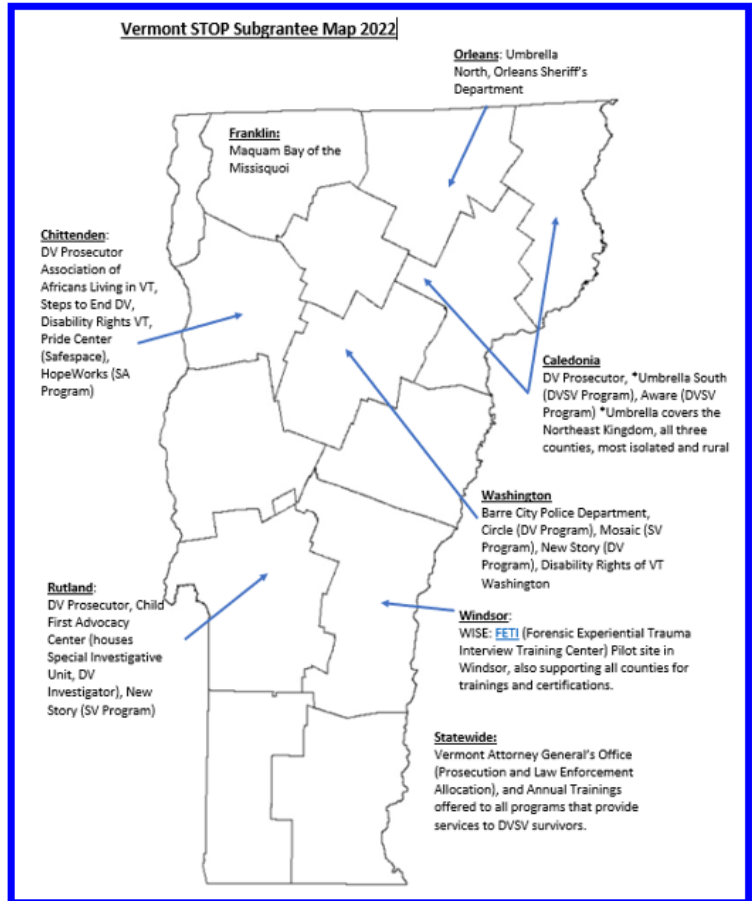
7. Equitable Distribution of Funds based on Geography

All current victim services in the state of Vermont: law enforcement; domestic violence programming; the courts; and the prosecutors' offices, are found in each of Vermont's fourteen counties. Thus, the foundation of services, supported mainly by the State of Vermont, is already equitably aligned for geographic distance, and population density, with more victim services professionals working in the more populated jurisdictions. It is this solid foundation upon which we interject the programming ideas born out of the STOP program. The STOP program is best leveraged to seek out innovative and promising practices that can serve as role models for the rest of the state, with the hope that those projects will inspire duplication in other locales. We also hope that this plan serves as a signal to all the systems in Vermont to rise and help support domestic violence victims so that their journey ends with self-sufficiency and survival.

8. Projects State Plans to Fund

Through June 2023 STOP funding will support the same projects as it currently funding and seen on the map herein. Vermont's most recent STOP competitive application process resulted in awards going to counties where the recipients were members of the classic coordinated

community response partnership with some members receiving STOP and some signing on to the STOP initiated MOU. 1) In Chittenden County STOP supports a full time dedicated DVSV prosecutor; the DV Program, Steps to End Domestic and Sexual Violence; the LGBTQ DVSV program SafeSpace; the Sexual Violence Program, HOPEWorks; Disability Rights Vermont; and while not supported with STOP funding, the Burlington Vermont Police Department signed onto the STOP MOU. The Burlington Police department funds a dedicated domestic violence advocate with city dollars, a position started many years ago under STOP. The Association of Africans Living in



Vermont, also located in Chittenden County, serves refugees and immigrants from all nations. 2) In Caledonia, supports a .75 FTE dedicated DVSV prosecutor; advocacy at the DVSV program Umbrella, and advocacy at the DVSV program Aware. Partners in the Caledonia STOP MOU who were not supported with STOP funding included the St. Johnsbury PD, the VT State Police Troop B, the Hardwick PD and the Lyndonville PD. 3) In Rutland County, funds 1 FTE dedicated DVSV prosecutor; part time law enforcement investigation, with the position ultimately being housed at the Rutland County Child Advocacy Center/Special Investigative Unit; advocacy at New Story, the DVSV program; partners in the Rutland County MOU, who were not supported with STOP

dollars included the Castleton PD, the Fair Haven PD, the Brandon PD, the VT State Police and the VT Department of Corrections.

The FETI (Forensic Experiential Trauma Interview) which is described previously in this plan is a quintessential model of collaboration. The FETI takes its cues from the multidisciplinary teams of mental health, law enforcement, advocacy, and prosecution that are found in the Child Advocacy Centers, using the CAC inspired trauma interview for the most serious domestic violence cases.

In years two, three and four of this planning cycle, STOP subgrants will be determined by the competitive application process. These awards will be issued yearly: July 1, 2023-June 30,2024; July 1, 2024 – June 30, 2025; and July 1, 2025 -June 30, 2026, pending federal funding.

This plan did not identify using funding to address the Crystal Judson purpose area of the STOP program.

Subgrants for July 1, 2023-June 30, 2027

CCVS will ensure that any subgrants that arise from the new RFP to be released in the Fall of 2022 will adhere to the required STOP funding formula and STOP statutory requirements.

APPENDIX A – FOCUS GROUPS

1. **2020.12.15 Legal Partnership for Crime Victims Covid Impact**

Send Update	Title	Legal Partnership Meeting-Strategic Planning Covid		
	Required	○ AJ Ruben (AJ@DisabilityRightsVT.org); ○ Amanda Murphy; ○ Cielo Mendoza; ○ Ed Paquin (ed@disabilityrightsvt.org); ○ Eddie Polff; ○ Eric Avildsen; ○ Erin Jacobsen, Esq.; ○ Heather Holter; ○ Jocelyn Hard; ○ Lindsey Owen Esq. (Lindsey@DisabilityRightsVT.org); ○ Maguire Curran; ○ Mary Ashcroft; ○ Michael Benvenuto Esq. (mbenvenuto@vtlegalaid.org); ○ Michele Olivera Esq. (michele@vtnetwork.org); ○ Michelle Donnelly; ○ Sam Abel-Palmer; ○ Wynona Ward		
	Optional	○ Omara Rivera-Vazquez; Chris Fenno; ○ Elaine Boyce		
	Start time	Tue 12/15/2020	1:00 PM	<input type="checkbox"/> All day <input type="checkbox"/> Time zones
	End time	Tue 12/15/2020	2:30 PM	
Location	CCVS Room Finder			

Hello Legal Partnership:

I am looking forward to connecting with you tomorrow. I would like to ask few questions

- 1) How has the COVID-19 situation impacted your work?
- 2) What do you see as the greatest concerns going forward?
- 3) What services do crime victims need that they are not getting?
- 4) What type of crime victim isn't getting needed services and why?
- 5) How can the needs of crime victims be met? (i.e. better ways to do what we are doing, innovative new ways to serve victims, existing services that need to be expanded)

2. **2021.02.08 Restorative Justice "Voice and Choice" Listening**

-

Integrated Strategic Planning STOP/SASP/FVPSA/VOCA/STATE Victim Service Grants

Organizer	○ Omara Rivera-Vazquez
Time	Monday, February 8, 2021 11:00 AM-12:00 PM
Location	https://us02web.zoom.us/j/84528990789
Response	✓ Accepted Change Response

CCVS is inviting you to a scheduled Zoom meeting. (*Note updated Zoom Link)

Join Zoom Meeting

<https://us02web.zoom.us/j/86799039557>

Meeting ID: 867 9903 9557

Passcode: 500530

One tap mobile

+13126266799,,86799039557#,,,,*500530# US (Chicago)

	Name	Attendance	Response
<input checked="" type="checkbox"/>	Omara Rivera-Vazquez <Omara>	Meeting Organizer	None
<input checked="" type="checkbox"/>	Lisa Bedinger <lbedinger@south>	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Ana Cimino Burke <aburke@lrcc>	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Rhonda Somers-Fletcher (rhond)	Required Attendee	Accepted
<input checked="" type="checkbox"/>	BROC Community Action (Lryan@)	Required Attendee	Accepted
<input checked="" type="checkbox"/>	jessie@occdp.org	Required Attendee	None
<input checked="" type="checkbox"/>	Burlington Community Justice (rj)	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Kim Jordan <kjordan@burlington>	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Anthony Jackson-Miller <ajacks>	Required Attendee	None
<input checked="" type="checkbox"/>	Gene Nelson <gene.nelson@ccv>	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Jessie Schmidt <jessie@ocryvt.org>	Optional Attendee	Accepted
<input checked="" type="checkbox"/>	Anthony Jackson-Miller <amiller>	Optional Attendee	Accepted

3. **2021.03.03 Multi-disciplinary Listening**

Send Update

Title **CCVS Listening Session-Integrated Strategic Planning Session STOP/SASP/VOCA/FVPSA/State Grants**

Required [Wynona Ward](#); [Carolyn Hanson Esq.](#); [Amanda Cochrane](#); [Christopher St. Cyr](#); [Kris Lukens-Rose](#); [brooke.l.pouliot@vermont.gov](#); [Becky Gonyea <beckygonyea@gmail.com>](#); [Omara Rivera-Vazquez](#); [Jenn Poehlmann <Jenn@vtchildrensalliance.org>](#)

Optional [Chris Fenno](#); [Elaine Boyce](#); [Carol Brochu](#)

Start time All day Time zones

End time [Make Recurring](#)

Location

TO: Wynona I. Ward, Have Justice Will Travel (Statewide, Legal Services)
Carolyn Hanson, Office of the VT Attorney General (Statewide, Legal)
Amanda Cochrane, Umbrella (Caledonia County, VT Network DVSV Program)
Christopher St. Cyr (Caledonia Special Investigations Unit, Inc./CAC)
Kristin Lukens (Franklin County, VT Network DVSV Program)
Brooke Pouliot (Washington County, Barre City PD)
Becky Gonyea (Lamoille, Clarina Howard Nichols Center)
Jenn Poehlmann, J.D., (Statewide, Vermont Children's Alliance)

cc: Chris Fenno, CCVS
Elaine Boyce, CCVS
Omara Rivera-Vazquez, CCVS

Hello:

Thank you so much for responding to our invitation to attend one of the Center for Crime Victim Services (CCVS) strategic planning listening sessions. We tried to create groups that had members from a variety of disciplines. Some of you may know each other already or this is an opportunity to make new connections. We aim to discern the universal themes regarding the unmet needs for crime victims across the state, as well as hearing about the unique challenges that each of you face.

This session is scheduled for only one hour. Thus, it may be challenging to cover all these questions, during that time. It would be appreciated if you could jot down your answers in advance of the conversation, and then provide us with a copy at your convenience.

We are looking forward to hearing from you! Zoom link follows.

Listening Session Questions:

1. What is the most significant benefit from the services you currently offer?
2. How do you measure success?
3. What services do victims of crime need that they aren't getting?
4. Who/what type of crime victim isn't getting needed services and why?
5. What service gaps currently exist? In terms of current services, what might need to be expanded?
6. How can the needs of crime victims be met?
 - a. Are there better ways to do what we're doing?
 - b. Are there innovative or new ways to serve victims? Are you implementing them now?
7. Would you be able to sustain programming if funding were to decrease?
8. Where do you see your program in the next 3-5 years?

Gene Nelson is inviting you to a scheduled Zoom meeting.

Topic: C CVS Victim Services Focus Group 1

Time: Mar 3, 2021 02:00 PM Eastern Time (US and Canada)

Name	Attendance	Response
<input checked="" type="checkbox"/> Gene Nelson	Meeting Organizer	None
<input checked="" type="checkbox"/> Wynona Ward	Required Attendee	None
<input checked="" type="checkbox"/> Carolyn Hanson Esq.	Required Attendee	Accepted
<input checked="" type="checkbox"/> Amanda Cochrane	Required Attendee	None
<input checked="" type="checkbox"/> Christopher St. Cyr	Required Attendee	Accepted
<input checked="" type="checkbox"/> Kris Lukens-Rose	Required Attendee	None
<input checked="" type="checkbox"/> brooke.illpouliot@vermont.gov	Required Attendee	Accepted
<input checked="" type="checkbox"/> Becky Gonyea <beckygonyea>	Required Attendee	None
<input checked="" type="checkbox"/> Omara Rivera-Vazquez	Required Attendee	Accepted
<input checked="" type="checkbox"/> Jenn Poehlmann <Jenn@vtchi>	Required Attendee	Accepted
<input checked="" type="checkbox"/> Chris Fenno	Optional Attendee	None
<input checked="" type="checkbox"/> Elaine Boyce	Optional Attendee	Declined
<input checked="" type="checkbox"/> Carol Brochu	Optional Attendee	Accepted
Add a name here		

4. 2021.03.04 Multi-disciplinary Listening

Attendee responses: 7 accepted, 0 tentatively accepted, 0 declined.

Title **CCVS Strategic Planning Listening Session OVV/OVC STOP/SASP/FVPSA/VOCA/State Grants**

Required Mary Ashcroft; Patti Randall; Linda Ingold; Samantha McPhail <smcphail@broc.org>; Bianca Zanella <zanellabay@live.com>; Vicki Rathgeb; Karol Diamond; Omara Rivera-Vazquez; Pouliot, Brooke LL <Brooke.LL.Pouliot@vermont.gov>; Maguire Curran

Optional Chris Fenno; Elaine Boyce; mash@sover.net <mash@sover.net>

Start time Thu 3/4/2021 1:00 PM All day Time zones

End time Thu 3/4/2021 2:00 PM [Make Recurring](#)

Location Zoom

TO: Mary Ashcroft (Statewide, Vermont Bar Association, Legal Services)
 Patricia L. Randall (Vermont Children’s Alliance, SIUs/CACs statewide)
 Linda Ingold (Orange County, Safeline, Inc., Vermont Network DSVS Program)
 Samantha McPhail (Rutland County, BROC Community Action, SVP and CJC)
 Bianca Zanella (Rutland County, New Story Center, Vermont Network, DSVS Program)
 Vickie Rathgeb (Chittenden County Unit for Special Investigations, CAC/SIU)
 Karol Diamond (Washington County, Circle, Vermont Network, DSVS Program)
 Brooke Pouliot, (Washington County, Barre City PD)
 Maguire Curran (Statewide, VT Legal Aid)

cc: Chris Fenno, CCVS
 Elaine Boyce, CCVS
 Omara Rivera-Vazquez, CCVS

<input checked="" type="checkbox"/>	<input checked="" type="radio"/> Gene Nelson	Meeting Organizer	None
<input checked="" type="checkbox"/>	<input type="radio"/> Chris Fenno	Optional Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Elaine Boyce	Optional Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> mash@sover.net <mash@so	Optional Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> Mary Ashcroft	Required Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Patti Randall	Required Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Linda Ingold	Required Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> Samantha McPhail <smcphail	Required Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> Bianca Zanella <zanellabay@	Required Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> Vicki Rathgeb	Required Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Karol Diamond	Required Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Omara Rivera-Vazquez	Required Attendee	None
<input checked="" type="checkbox"/>	<input type="radio"/> Pouliot, Brooke LL <Brooke.LL	Required Attendee	Accepted
<input checked="" type="checkbox"/>	<input type="radio"/> Maguire Curran	Required Attendee	Accepted
	Add a name here		

5. 2021.03.08 multi-disciplinary Listening

Send Update

Title: CCVS Listening Session OVV/OVC STOP/SASP/FVPSA/VOCA/State Grants

Required: [Susan.Lemere@wcmhs.org](#); [AJ.Ruben](#); [Anne.Ward](#); [Lisa.Ryan.<LRyan@broc.org>](#); [Tracy.Patnoe](#); [Kate.Brayton](#); [Betty.Lavoie](#); [Omara.Rivera-Vazquez](#); [Roxie.Rivard.<roxie@umbrell.net>](#); [jenna.caslin@partner.vermont.gov](#); [Loomis.Wendy.<Wendy.Loomis@partner.vermont.gov>](#)

Optional: [Chris.Fenno](#); [Elaine.Boyce](#); [Carol.Brochu](#)

Start time: Mon 3/8/2021 9:00 AM All day Time zones

End time: Mon 3/8/2021 10:00 AM [Make Recurring](#)

Location: Zoom

TO: Susan Lemere, Barre City PD, Washington County & Washington County Mental Health (Law Enforcement, Mental Health)
 AJ Ruben, Disability Rights Vermont, Statewide (Legal Services)
 Anne Ward, Mosaic Vermont, Inc., Washington County (Sexual Assault Program)
 Lisa Ryan, BROC Community Action, Rutland County, Supervised Visitation Program and Community Justice Program
 Tracy Patnoe, Lamoille County SIU/CAC
 Kate Brayton, Vermont State Police, Director of Victim Advocacy
 Betty Lavoie, Northwest Unit for Special Investigations (CAC)
 Roxie Rivard, (Caledonia, Umbrella, VT Network DSVS Program)
 Jenna Caslin, (Bennington, CAC)
 Wendy Loomis, (Rutland CAC and CAC/SIU Statewide Director)

CC: Omara Rivera-Vazquez, CCVS
 Gene Nelson, CCVS
 Chris Fenno, CCVS
 Elaine Boyce, CCVS

Hello:
 Thank you so much for responding to our invitation to attend one of the Center for Crime Victim Services (CCVS) strategic planning listening sessions. We tried to create groups that had members from a variety of disciplines.

Name	Attendance	Response
<input checked="" type="checkbox"/> Gene Nelson	Meeting Organizer	None
<input checked="" type="checkbox"/> Chris Fenno	Optional Attendee	None
<input checked="" type="checkbox"/> Elaine Boyce	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Carol Brochu	Optional Attendee	None
<input checked="" type="checkbox"/> Susan.Lemere@wcmhs.org	Required Attendee	Accepted
<input checked="" type="checkbox"/> AJ.Ruben	Required Attendee	Accepted
<input checked="" type="checkbox"/> Anne.Ward	Required Attendee	None
<input checked="" type="checkbox"/> Lisa.Ryan.<LRyan@broc.org>	Required Attendee	Accepted
<input checked="" type="checkbox"/> Tracy.Patnoe	Required Attendee	Accepted
<input checked="" type="checkbox"/> Kate.Brayton	Required Attendee	Accepted
<input checked="" type="checkbox"/> Betty.Lavoie	Required Attendee	Accepted
<input checked="" type="checkbox"/> Omara.Rivera-Vazquez	Required Attendee	None
<input checked="" type="checkbox"/> Roxie.Rivard.<roxie@umbrell.net>	Required Attendee	None
<input checked="" type="checkbox"/> jenna.caslin@partner.vermont.gov	Required Attendee	None
<input checked="" type="checkbox"/> Loomis.Wendy.<Wendy.Loomis@partner.vermont.gov>	Required Attendee	Accepted
Add a name here		

6. 2021.03.31 Vermont Network Staff

VT Network Staff Listening Session

Organizer: [Omara.Rivera-Vazquez](#) Sent: Mon 3/1/2021 11:15 AM

Time: Wednesday, March 31, 2021 9:30 AM-10:30 AM

Location: Zoom

Response: Accepted [Change Response](#)

March 31st, 9:30-10:30: Vermont Network Staff Meeting
<https://us02web.zoom.us/j/83725017168?pwd=OFFMei9yYXpMallNl3VhdKR0R3VDU09>
 Meeting ID: 837 2501 7168
 Passcode: 2231302
 One tap mobile: +13017158592,83725017168# US (Germantown)
 Phone: 929 205 6099

Dear VT Network Members:
 As part of the 2021 Center for Crime Victim Services Strategic Planning Process, we are conducting a series of listening sessions, via zoom, with professionals from allied organizations that serve crime victims. During these one-hour sessions we will be asking the following focus group questions:

From meeting notes attendees at Network Staff Meeting –of 3/31/2021

2021.03.31 Ann Smith, Director of Training; Gene Nelson, Sr. Grants Manager, Center for Crime Victim Services; Chani Waterhouse, Director of Member Relations; Kelli Prescott, Director of Advocacy and Healing; Sarah Robinson, Deputy Director; Omara Rivera-Vazquez, Grants Manager; Lisa Ryan, Director of Domestic Violence Response Systems; Alex Bettinelli; Jessica Barquist, Director of Policy & Organizing; Karen Tronsgard-Scott, Executive Director; Kara Casey, Director of Economic Empowerment; Dana Paull, Finance Director

7. **2021.04.05 Vermont Network Program DV Children’s Advocates**

Send Update	Title	Children's Advocates Network STOP/SASP/FVPSA/VOCA STATE LISTENING SESSOIN		
	Required	Lizzy Lyons <lizzy@vtnetwork.org>; Amanda Rohdenburg <amanda@outrightvt.org>; David Glidden <david@outrightvt.org>; Kayla Farrar <kayla@umbrellane.org>; Sierra Hargrave <sierra@umbrellane.org>; Mary Mackie <mary@mosaic-vt.org>; Tonda Bryant <awareyouth@vmlink.net>; Savannah Williams <savannah@umbrellane.org>; Lenna <lenna@mosaic-vt.org>; Allyson Scanlon <ascanton@clarina.org>; +5 others		
	Optional			
	Start time	Mon 4/5/2021	9:00 AM	<input type="checkbox"/> All day <input type="checkbox"/> Time zones
End time	Mon 4/5/2021	10:00 AM	Make Recurring	
Location	Zoom			

Dear Network Children’s Advocates:
We look forward to hearing from you next Monday. Here are the questions we will be going over from 9 am to 10 am. Please forward to anyone I may have missed.

Present: 2021.04.05 Network Youth Advocates Listening Session: Tonda Bryant, Youth Advocate, Aware; Amy Torchia, VT Network, Children’s Advocacy Coordinator; Amanda Rohdenburg, Advocate, Outright VT; Lizzy Lyons, VT Network Coordinator of the Rural Grant; Lenna Mosaic Sexual Violence Advocate; V Pearson, Director of Youth Organizing, Outright VT; Kayla Farrar, Youth Advocate Umbrella, Newport; Sierra Hargrave, Youth Advocate, Umbrella St. Johnsbury; Mary Mackie, Director of Advocacy, Mosaic Sexual Assault Program; Omara-Rivera Vazquez, and Gene Nelson, Grants Managers Center for Crime Victim Services

8. **2021.04.05 Vermont Center for Crime Services: Victim’s Compensation Program and Restitution Unit**

CCVS Listening Session RU and COMP

Organizer	Omara Rivera-Vazquez
Time	Monday, April 5, 2021 10:00 AM-11:00 AM
Location	https://zoom.us/j/98271726028?pwd=cTV1NE1najg2UnNMbVhOeVVETGUvQT09
Response	<input checked="" type="checkbox"/> Accepted Change Response


CCVS is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
<https://zoom.us/j/98271726028?pwd=cTV1NE1najg2UnNMbVhOeVVETGUvQT09>

Meeting ID: 982 7172 6028

9. 2021.04.21 Interview Karen Fondacaro

 Attendee responses: 1 accepted, 0 tentatively accepted, 0 declined.




Send Update


Title Karen Fondacaro Gene Nelson

Required

Karen.Fondacaro@uvm.edu

Optional

Start time Thu 4/21/2022  1:30 PM All day  Time zones

End time Thu 4/21/2022  2:00 PM [Make Recurring](#)

Location Zoom

Gene Nelson is inviting you to a scheduled Zoom meeting.

The following responses to this meeting have been received:

Name	Attendance	Response
<input checked="" type="checkbox"/> Gene Nelson	Meeting Organizer	None
<input checked="" type="checkbox"/> Karen.Fondacaro@uvm.edu	Required Attendee	Accepted
Add a name here		

10. 2022.04.29 Vermont State's Attorneys' Listening Session on DSVS

All SA Meeting

Organizer Perry, Ashley <Ashley.Perry@vermont.gov>

Time Friday, April 29, 2022 9:00 AM-1:30 PM

Location Microsoft Teams Meeting

Response Accepted [Change Response](#)

 4.29.22 SA Meeting Agenda.docx
18 KB ▼

Vermont State's Attorneys' Meeting **VIA TEAMS**

Friday, April 29, 2022

9:00am to 1:30pm

- 9:00am-9:30am
 - Evan Meenan & Stacy Graczyk - Attorney General's Office proposal regarding 23 V.S.A. § 1216
- 9:30am-10:00am
 - Evan Meenan, Legislative Update
- 10:00am-10:30am
 - Carolyn Hanson – FTAP Presentation
- 10:30am-11:00am
 - Lisa Ryan – Domestic Violence Response Systems Grant Project
- 11:00am-11:30am
 - Gene Nelson on the STOP Grants
- 11:30am-11:45pm
 - Marc Wennberg - Restorative Justice initiatives
- 12:00pm-12:45pm
 - Judge Zonay, Chief Superior Judge
- 12:45pm-1:30pm
 - SA Offices' Roundtable

Name	Attendance	Response
<input checked="" type="checkbox"/> Perry, Ashley <Ashley.Perry@	Meeting Organizer	None
<input checked="" type="checkbox"/> Perry, Ashley	Required Attendee	None
<input checked="" type="checkbox"/> SAS - State's Attorney	Required Attendee	None
<input checked="" type="checkbox"/> George, Sarah	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Goodenough, Ward	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Corbett, Dickson	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Wygmans, Dennis	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Noonan, Annie	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Thibault, Rory	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Shove, Todd	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Marthage, Erica	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Zaleski, Jessica	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Hughes, Jim	Optional Attendee	None
<input checked="" type="checkbox"/> Kennedy, Rosemary	Optional Attendee	None
<input checked="" type="checkbox"/> Mills, Colleen	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Meenan, Evan	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Hanson, Carolyn	Optional Attendee	None
<input checked="" type="checkbox"/> lisa@vtnetwork.org	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Carly Murray <cmurray@csg.	Optional Attendee	None
<input checked="" type="checkbox"/> marc@communityreentry.net	Required Attendee	None
<input checked="" type="checkbox"/> Shriver, Tracy	Optional Attendee	None
<input checked="" type="checkbox"/> Darren <dbmitch@verizon.ne	Optional Attendee	None
<input checked="" type="checkbox"/> Zonay, Thomas	Optional Attendee	None
<input checked="" type="checkbox"/> Nelson, Gene	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Graczyk, Stacy	Optional Attendee	None
<input checked="" type="checkbox"/> Barrett, Jennifer	Optional Attendee	Accepted
<input checked="" type="checkbox"/> Brant Wadsworth <bwadswor	Optional Attendee	Accepted
<input checked="" type="checkbox"/> DiSabito, Doug	Optional Attendee	Accepted

11. 2022.05.06 Sexual Assault Nurse Examiners Policy Board Listening Session

2022.05.06 SANE Board

Kiona Heath, Director of Trauma Informed Care, Sarah Robinson, Deputy Director Vermont Network, Vicki Garza, Sexual Assault Program Specialist, Tracy Wagner, SANE Nurse, Renetta Liberty, Clinical Coordinator, Forensic Nursing Program

Purpose Area 8

VCCVS/Vermont Forensic Nursing Program STOP/SASP/FVPSA/VOCA STATE Grants integrated

Organizer Sarah Robinson <sarahkr@vtnetwork.org>






























Time Friday, May 6, 2022 10:00 AM-11:00 AM

Location Microsoft Teams Meeting

Response Accepted [Change Response](#)

	Name	Attendance	Response
<input checked="" type="checkbox"/>	Sarah Robinson <sarahkr@vt	Meeting Organizer	None
<input checked="" type="checkbox"/>	Sarah Robinson	Required Attendee	None
<input checked="" type="checkbox"/>	gene.nelson <gene.nelson@c	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Omara Rivera-Vazquez <Om	Required Attendee	None
<input checked="" type="checkbox"/>	Vicki Garza <vicki.garza@ccv	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Kiona Heath	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Raenetta Liberty	Required Attendee	Accepted
<input checked="" type="checkbox"/>	Tracey Wagner	Required Attendee	Accepted

All sessions backed up with notes that are date stamped on the day of the meetings.

-  DV Council
-  0.2022..5 Appendix Documentation Strategic Planning Sessions
-  0.COMPILED THOUGHTS
-  2021 Interdisciplinary CCVS Listening Sessions
-  2021 Interdisciplinary CCVS Listening Sessions dates assigned
-  2021.2.8 Vocie and Choice
-  2021.03.03 V & C Listening session Q & A- BROCC Community Action
-  2021.03.18 Anna Cimino Lamoille Restorative Justice
-  2021.3..3 Chris St. Cyr Additional Thoughts
-  2021.3.3. Listening Session Questions
-  2021.3.4 Interdisciplinary Listening Session
-  2021.3.8 Interdisciplinary Listening Session
-  2021.3.23 Interdisciplinary Listening session
-  2021.3.31 VT Network Staff Listening Session
-  2021.04.21 Karen Fondacaro
-  2021.4.5 Center Staff
-  2021.4.5 Youth Advocates at Network
-  2022.04.19 Directors
-  2022.04.21 Karen Fondacaro
-  2022.04.29 STOP State's Attorneys Focus Group
-  2022.05.06 Sane
-  2022.05.06 Betty Wheeler Data VSP
-  2022.05.06 SANE Board
-  2022.05.06 SANE Hospital Coordinator Job Description
-  2022.05.09 Mosaic
-  2022.05.10 Heather Holter DV Council Coordinator
-  2022.5.11 Carolyn Hanson FTAP
-  Listening Session 1 Questions
-  Mental Health

**Abenaki Nation of Missisquoi
Tribal Council and Maquam Bay of Missisquoi Board of Directors
May 11, 2022
Agenda**

1. Call meeting to order.
2. Any changes or additions to the agenda.
3. Wayne Laroche and Gene Nelson from the STOP Grant

Maquam Bay of Missisquoi Board of Directors

1. Financial Report
2. Chronic Disease Grant update
3. COVID Grant Update
4. June event
5. Food Shelf Stats
6. Voices grant
7. Basket class on Thursday and Friday
8. Paint and Snack Class on May 28
9. July river event

Tribal Council

1. Update on the meeting with Swanton Manager and VT Housing Association
2. Generax System
3. Floors in the building have been cleaned and waxed. Thank you to Scott and Pam.
4. Maintenance of floors – any questions
5. Update on the VT Commission on Native American Affairs
6. Update on work with the lawyer regarding the repayment request from DOL

Bob Richard Tribal Council

John Lavoie MAGUAM COUNCIL

Roger Bushey Tribal Council

Linda Richard Tribal Council & Maguam Bay

Chief Rickard Mquard

APPENDIX B – LETTERS

THOMAS J. DONOVAN, JR.
ATTORNEY GENERAL

JOSHUA R. DIAMOND
DEPUTY ATTORNEY GENERAL

SARAH E.B. LONDON
CHIEF ASST. ATTORNEY GENERAL



TEL: (802) 828-3171

<http://www.ago.vermont.gov>

STATE OF VERMONT
OFFICE OF THE ATTORNEY GENERAL
109 STATE STREET
MONTPELIER, VT
05609-1001

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

June 14, 2022

**RE: LAW ENFORCEMENT 2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

The Vermont Attorney General's Office wishes to offer our wholehearted support for Vermont's 2022 Application for the STOP (Services, Training, Officers, and Prosecution) Grant Program. The Vermont Attorney General's Office has staffed a committee member on the STOP team since its inception, decades ago. The interdisciplinary nature of this program, one that promotes community collaboration, has been crucial in advancing and elevating ideas that have improved our state's response to crimes of domestic violence, dating violence, stalking and sexual violence. This grant program advances programming and ultimately saves lives.

Our STOP-funded prosecutor is the coordinator and organizer of our statewide Domestic Violence Fatality Review Commission. The Commission meets six times a year and the STOP-funded prosecutor coordinates these meetings, prepares the case review, arranges for witness testimony, and assists in crafting recommendations based on the reviews. The STOP-funded prosecutor also gathers information about all the homicides in the state on a yearly basis for the Commission which then determines which homicides are domestic-violence-related. Over this past year, she helped the commission launch a social media campaign to raise awareness about domestic violence, promote how to get help, and let victims know they are not alone. The STOP-funded prosecutor also developed a relationship between the state E911 board and the Commission to explore how to best reach and support domestic violence victims in rural areas of the state where law enforcement response time can be much longer.

The STOP-funded prosecutor also has the primary responsibility for coordinating OVW's Domestic Violence Firearms Technical Assistance grant and serves on both working groups and the management team.

The STOP-funded prosecutor also serves on the police academy training subcommittee that is responsible for the mandatory domestic violence training that every officer is required to complete every two years to maintain their certification. With her support, the subcommittee agreed to devote the 2022/23 mandatory training cycle to an interactive session about the intersection between domestic violence and firearms and ways in which the police can assist in removing firearms in highly lethal situations by: (1) seeking firearms at the time of service of a protection order, and (2) seeking removal for safety purposes (non-evidentiary firearms) when responding to a call. She assisted in creating the training along with the FTAP technical assistance providers.

The STOP-funded prosecutor is also on the steering committee for the statewide Council on Domestic Violence that has responsibility for domestic violence accountability programming, serves on the SIU advisory board, and is the domestic violence specialist on the statewide child fatality review team.

The STOP-funded prosecutor also works with advocates in the state on various policy initiatives and consults on legislation. She also advises local prosecutors and assists with the training efforts and identification of domestic violence experts.

The efforts just mentioned impact all of Vermont and follow the overall United States Census demographic characteristics that were shared in the beginning of the STOP Implementation Plan.

Sincerely,

A handwritten signature in blue ink, appearing to read 'TJD', followed by a horizontal line.

Thomas J. Donovan Jr.
Vermont Attorney General



ABENAKI NATION OF MISSISQUOI

St. Francis/Sokoki Band

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

5/27/2022

**RE: Maquam Bay of the Missisquoi
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

As a member of Vermont's STOP Implementation Planning Committee, we would like to offer our support for OVW's 2022 STOP grant application. Our involvement with this program has helped to heighten the importance of understanding and is fostering positive relationships between our tribe and victim services.

This funding has enabled us to staff a Community Health Worker/Advocate and Outreach Coordinator out of our tribal headquarters to provide immediate emotional support and advocacy and when appropriate refer survivors to allied organizations. This advocate also reaches out to other populations, in addition to indigenous people that are being served with Franklin County Caring Communities, people of color, LGBTQ, low-income individuals, and service members.

This advocate also represents our tribe on the Firearms Technical Assistance Information Gathering Group. This is a project that is funded by the Office on Violence Against Women and the National Council of Juvenile and Family Court Judges.

We look forward to our continued collaboration with the Center for Crime Victim Services and what the future will bring. We could not do this work without the support of this grant program.

Sincerely,

Chantel Menard-Bockus

Chantel Menard-Bockus
President
Maquam Bay of the Missisquoi



Vermont Department of State's Attorneys and Sheriffs

Allison Randall, Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

5/27/2022

**RE: VERMONT DEPARTMENT OF STATES' ATTORNEYS AND SHERIFFS
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

I am writing to lend the full support of the State's Attorneys and Sheriff's Office for Vermont's 2022 Application for OVW's STOP (Services, Training, Officers, and Prosecution) Federal Formula Grant Program.

This past fiscal year our department received \$207,281 in STOP funding, augmented by \$67,000 in state funds to support dedicated domestic violence prosecutors in Chittenden, Caledonia, and Rutland Counties. Our offices also work in collaboration with STOP funded domestic violence investigators at the Barre City Police Department in Washington County, the Orleans County Sheriff's Office, and the Child First Advocacy Center in Rutland. We also see great promise with the Forensic Experiential Trauma Interview Training Center in Windsor County, an innovative pilot project funded with STOP.

Over the years STOP has strengthened our ability to respond to domestic and sexual violence cases. With the ongoing pandemic, we have seen rates of domestic violence increase in many areas and caseloads have increased substantially as a result. The ability to commit specific prosecutorial resources to this alarming issue cannot be understated.

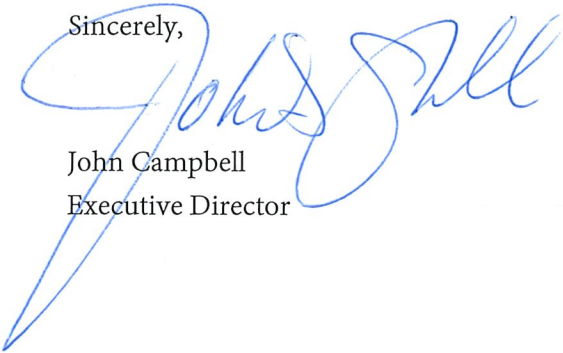
STOP prosecutors disposed 288 cases in 2019 (the most recently available statewide report). Of those 288 cases, 112 were misdemeanor domestic violence/dating violence, of which 64 or 57% resulted in convictions; 103 of were felony domestic violence/dating violence of which 76 or 74% resulted in convictions; 9 were felony sexual assault of which 8 or 89% resulted in convictions; 15 were violation of probation or parole in which 13 or 87% resulted in convictions; 43 were violation of protection order of which 21 or 49% resulted in convictions and 15 were violation of the court order of which 15 or 100% resulted in convictions. In all counties, our court data for 2019 indicates that 1,729 cases involving domestic and sexual violence were disposed that year.

Given the volume of cases presented each year, we must continue to support our domestic and sexual violence prosecution efforts. Sensitive prosecution of these cases is central to the well-being of our criminal justice system. We are very grateful for the funding we receive through the STOP grant. The expertise afforded through the dedicated investigative and prosecution efforts have a positive impact on our work, by helping to establish best practices and allowing for more dedicated time to these most complex cases.

These prosecutor positions are in our more populated jurisdictions. Chittenden County for instance is home to more refugees and immigrants than the rest of the state. This area shows a slightly higher proportion of racially diverse population with 90.3% of the residents there identifying as “white alone,” compared to the overall Vermont population of 94.2%.

Overall, the STOP grant enables prosecutors to have more time dedicated to meeting with and building rapport with victims and ensuring that their safety and well-being moving forward is a priority.

Sincerely,

A handwritten signature in blue ink that reads "John Campbell". The signature is stylized and cursive, with a long, sweeping underline that extends to the left.

John Campbell
Executive Director



20 Allen Street, 3rd Floor, Burlington, Vermont 05401
Phone: (802) 985-3106 Fax: 802-881-0521

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

5/27/2022

**RE: Association of Africans Living in Vermont
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

As a member of Vermont's STOP Implementation Planning Committee, I would like to express the need of this funding for the development of culturally informed programming for all victims of domestic and sexual violence.

STOP funding has allowed us to continue to provide education to communities who are affected by all sorts of violence and discuss safety planning. It has also helped us collaborate with a local pro bono lawyer who provide education on how court systems work. Our communities come from various parts of the world where justice systems look different, therefore it is imperative to understand what's expected to be part of the proceedings. The justice system in the USA is overwhelming and intimidating for new Americans, our advocates help to educate and council our clients so that this new world is less frightening.

There is still much work to be done. We look forward to our continued collaboration with this committee and appreciate how our input is valued and has been incorporated into the 2022 STOP Implementation Plan.

Sincerely,

Thato Ratsebe
Associate Director
Association of Africans Living in Vermont



Formerly Vermont Protection & Advocacy
(800) 834-7890 (Toll Free)
(802) 229-1355 (Voice)
(802) 229-1359 (Fax)

141 Main Street, Suite # 7, Montpelier, VT 05602

EXECUTIVE DIRECTOR

Lindsey Owen

STAFF ATTORNEY

Henry Mauck

INTAKE SPECIALIST

Alisa Hooey

SENIOR INVESTIGATORS

Tina Hagen

Merry Postemski

ADVOCATES

Linda Cramer

Clark Postemski

Clare Pledl

COMMUNICATION SUPPORT PROJECT

Jennifer LeScouëzec, Program Coordinator

CHIEF FINANCIAL OFFICER

Donna Samson-Sprake

ADMINISTRATIVE COORDINATOR

Nicole Chicoine

RECEPTIONIST

Lisa Fletcher

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James Pontbriand

Ericka Reil, PAC Chair

Carol Warner

Marsha Bancroft

DRVT is the Protection & Advocacy System for Vermont and our state's Mental Health Care Ombudsman

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

6/7/2022

**RE: DISABILITY RIGHTS VERMONT (DRVT)
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

I am writing in support of Vermont's 2022 Application for funding under OVW's STOP formula grant program. As a member of the STOP Implementation Planning Committee, I appreciate the way that this program encourages intentional conversations between diverse victim service providers to find appropriate responses to the diversity of the populations we serve.

STOP funding has allowed DRVT to have enhanced collaborations with service providers, prosecutors, and law enforcement in the counties in which we get this funding. It allows us the ability to advocate and educate the agencies involved in the criminal justice system to better serve victims with disabilities more easily. DRVT receives STOP funding in two counties, it is worth noting that those two counties also have the highest rates of referrals to DRVT. It is DRVT's opinion that without these fundings we would not be serving and protecting as many victims of crime who have disabilities.

As outlined in the 2022 Implementation Plan, the rate of violent victimization for people with disabilities is four times the rate for persons without disabilities. When we place that reality in the context of a very complex and intimidating criminal justice system and victim services world, the need for this funding and the continued evolution of support and services for victims of IPV who also have disabilities is abundantly clear.

Sincerely,

Lindsey Owen

Lindsey Owen, Esq.
Executive Director
Disability Rights Vermont

Defending and Advancing the rights of people with disabilities.

Email at info@DisabilityRightsVT.org,

On the web: www.disabilityrightsvt.org

**Supreme Court of Vermont
Office of State Court Administrator**

SCOTT GRIFFITH, Interim State Court Administrator
scott.griffith@vermont.gov
Mailing Address:
Office of Court Administrator
109 State Street
Montpelier, VT 05609-0701
Telephone: (802) 828-3278
FAX: (802) 828-3457



GREGG MOUSLEY, Chief, Finance & Administration
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MARCIA SCHELS, Chief Technology Innovation Officer
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Laurie Canty, Interim Chief Trial Court Operations
laurie.canty@vermont.gov
SCOTT GRIFFITH, Chief, Planning and Court Services
scott.griffith@vermont.gov

www.vermontjudiciary.org

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

5/27/2022

**RE: Office of the Vermont Court Administrator
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

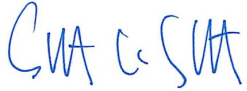
I am writing in support of Vermont's STOP Formula Grant application. The varied use of these funds offers an important benefit as the judiciary works to support people on a broad continuum from judges and court staff to new Americans, refugees, and court volunteers. Each year, several judges take advantage of the STOP funded trainings about domestic and sexual violence issues. This year STOP funds will be used to train judges on the importance of Procedural Justice and how both plaintiffs and defendants are treated in the court room is often more important than the outcome of the case, and how being mindful of Procedural Justice also improves compliance.

STOP funding has also supported survivors within our Parent Coordination services. These services are specifically designed for parents who are unable to work out details of child contact while negotiating difficult processes such as divorce or child support. This service increases safety for the plaintiffs. This oversight is conducted by trained staff and helps to assure that appropriate space is made for victims to express their concerns.

As we look to the future, we anticipate that our collaborations with the state's STOP Planning Committee will inform our trainings on subjects such as Language Justice, and refinements in the WebEx platform for remote hearings. The Vermont Judiciary serves the entire state of Vermont and the people we serve reflect the demographics of the state.

Crimes of domestic and sexual violence are among the most complex that the judiciary faces. The support, resources, and collaborations that this program provides is critical to keeping up to date with best practices and enriching our work.

Sincerely,

A handwritten signature in blue ink, appearing to read 'SUA C. SUA', written in a cursive style.

Scott Griffith
Interim State Court Administrator



Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

May 27, 2022

**RE: VERMONT NETWORK
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS**

Dear Ms. Randall:

I am pleased to offer this letter of support for Vermont's 2022 application for STOP formula funding. As a member of the state's STOP Planning Committee, I am heartened by our inspiring conversations that are informing improvement of services for people experiencing interpersonal violence. I also appreciate that this committee always centers this work on traditionally marginalized populations. Currently, nine of the fifteen Vermont Network Programs receive STOP funding. Our programming has also been improved by partnerships with organizations such as Disability Rights Vermont, the Association of Africans Living in Vermont, the Missisquoi Abenaki Nation, and SafeSpace at the Pride Center (the latter of which is a member of the Network).

We are watching closely the evolution of the Forensic Experiential Trauma Interview Training Center, in Windsor County. This could not have come into existence without STOP funding. This program is set up to respond to aggravated domestic assaults and is modeled after the trauma informed multi-disciplinary interview processes that is employed by the Special Investigative Units for sexual assaults. Dozens of Vermont professionals, law enforcement, prosecutors, and advocates have now been trained on this approach. During this last planning cycle, two additional counties have established FETI investigators through the STOP grant.

As a member of the STOP Statewide Planning Committee, I am sensitive to the complex dynamics that exist between the Courts, the State's Attorneys and our Law Enforcement partners. We appreciate how the STOP grant encourages us to deeply examine our collaborative responses to these crimes which impact so many people, on so many levels in our state.

Sincerely,

A handwritten signature in black ink that reads "Karen Tronsgard-Scott". The signature is written in a cursive style with a long horizontal flourish at the end.

Karen Tronsgard-Scott
Executive Director



PRIDE CENTER OF VERMONT

255 SOUTH CHAMPLAIN STREET, SUITE 12
BURLINGTON, VERMONT 05401
(802) 860-7812
PRIDECENTERVT.ORG
INFO@PRIDECENTERVT.ORG

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

RE: SafeSpace at the Pride Center
2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS

Dear Ms. Randall:

5/27/2022

The STOP grant has empowered us to create identity- and trauma-informed networks of support in criminal, legal, medical, housing, employment, and victim advocacy systems across the state for LGBTQ+ survivors of interpersonal violence. Additionally, we receive an abundance of requests for trainings, and STOP funding allows us to meet at least a portion of these requests with an emphasis on training providers in the most populated county in Vermont and with providers who will most benefit increasing services to survivors. We attend quarterly STOP grant partner meetings to discuss emergent topics in our work. This grant has also allowed us to be involved with the Parallel Justice Commission, a panel of local and state leaders, victim advocates, survivors of crime, social service and health care providers, and other organizations whose work intersects with victims of crime. Through their partnership, the Commission works to coordinate resources and create systemic change for people impacted by crime and harm.

Sincerely,

A handwritten signature in black ink that reads "Kim Jordan, MA".

Kim Jordan, MA
Director of the SafeSpace Anti-Violence Program
Pride Center of Vermont





State of Vermont
Department of Public Safety
45 State Drive
Waterbury, Vermont 05671-1300
<http://dps.vermont.gov/>

Allison Randall
Acting Director
Office on Violence Against Women
145 N Street NE Suite 10W.121
Washington, DC 20530

5/14/2022

RE: LAW ENFORCEMENT 2022 STOP IMPLEMENTATION PLAN
NEED, USE, RESULT, AND DEMOGRAPHICS OF STOP GRANT FUNDS

Dear Ms. Randall:

The Vermont Department of Public Safety offers our support for Vermont's 2022 STOP application to the Office on Violence Against Women. Our long-standing partnership of working to increase victim safety and offender accountability has led to many positive changes in how law enforcement officers respond to crimes of violence against women. We are pleased with our inclusion in the STOP Statewide Planning Committee are enriched by the discussions that help to inform the evolution of our response to crimes of domestic violence, dating violence, stalking and sexual violence.

The STOP requirement that 25% of annual funds, are allocated for law enforcement acknowledges the challenge and the importance of partnerships at the local level that engender a common commitment to working as a team. Vermont has sixty-nine law enforcement Agencies including County Sheriffs' departments, Municipal Police Departments, and the Vermont Department of Public Safety. Thus, the \$204,781 allocation provides funding for approximately three agencies to support innovative and inspiring pilot programs.

Over the years the STOP Grant has helped to create greater system goals around coordinated community response, trauma informed law enforcement response, lethality assessment protocols, and firearms surrender at the scene of domestic violence incidents. During this last Implementation Planning cycle, STOP funds helped to enhance the leadership capacity at the Vermont State Police in response to Interpersonal Violence Crimes. The International Chiefs of Police (IACP) in partnership with law enforcement, prosecutors, advocates, and subject matter experts, presented a curriculum that increased understanding of these crimes and instilled mentoring, training and leadership skills focused exclusively on supervisors who hold primary responsibility for overseeing first responders. This four-day training was delivered to 32 law enforcement leaders in the Vermont State Police.

Currently, the Forensic Experiential Trauma Interview Training Center in Windsor County uses a significant portion of the Law Enforcement Allocation. This appears to be a promising practice for the investigation of the most serious domestic violence crimes. The success of that STOP funded pilot program over the past four years has inspired other counties (Orleans and Rutland) to train and initiate that type of law enforcement interview model.

In 2021, Law Enforcement Agencies, serving 263 towns in Vermont responded to 5,713 calls for domestic violence, with 408 arrests, and responded to 408 Sexual Assault Reports. It also should be noted that calls regarding domestic violence during the COVID lockdown increased from 4,431 in 2019 to 6,090 in 2020 (a



37% increase); similarly, we saw a decrease in reports of sexual assault going from 691 reports in 2019 to 449 in 2020. This may be due to the increased stress between partners during the “stay safe/stay home,” lockdown, which also coincided with a time when school aged minors were isolated at home, out of the watchful eye of mandated reporters. Regarding demographic specific information, these crimes are found in all cohorts of Vermont’s general population, and those are reflected in the data that is included in the Implementation Plan.

We look forward to the continued evolution and improvement in Vermont’s response to these most challenging crimes, and appreciate the resources, collaboration, and innovative ideas that the STOP grant program inspires.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Schirling". The signature is fluid and cursive, with a large loop at the end.

Michael Schirling
Commissioner
VT Department of Public Safety

APPENDIX C- COLLABORATION FORMS

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Office of the Vermont Attorney General

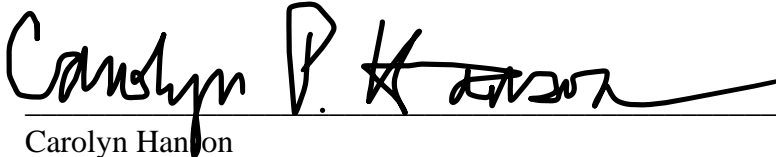
Planning Team Meeting Date(s) Attended: 5/14/2020, 9/3/2020, 11/19/2020, 2/11/2021, 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, 3/17/2022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	yes
Did you receive a copy of the draft plan?	yes
Did you review the draft plan?	yes
Did you receive a copy of the finalized plan?	yes
Were you satisfied that the plan included any issues you may have asked be included?	yes
If no please explain:	

Collaborating Agency: Office of the Vermont Attorney General



Carolyn Hanson
Assistant Attorney General
Office of the Vermont Attorney General

4/15/22
Date

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Association of Africans Living in Vermont

Planning Team Meeting Date(s) Attended: 5/14/2020, 9/3/2020, 11/19/2020, 2/11/2021, 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, 3/17/2022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: Association of Africans Living in Vermont



June 15,2022

Thato Ratsebe
Associate Director
Association of Africans Living in Vermont

Date

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: State of Vermont Judiciary

Planning Team Meeting Date(s) Attended: 5/14/2020, 9/3/2020, 11/19/2020, 2/11/2021, 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, ~~3/17/2022~~, 6/14/022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	Yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: State of Vermont Judiciary

Seema Kumar

June 15, 2022

Seema Gadh Kumar
Programs Manager
State of Vermont Judiciary
Office of the Court Administrator

Date

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Maquam Bay of Missisquoi, Abenaki Nation

Planning Team Meeting Date(s) Attended: 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, 3/17/2022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	Yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: Maquam Bay of Missisquoi

Michelle Bessette

June 14, 2022

Michelle Bessette
Advocate and Outreach Coordinator
Maquam Bay of the Missisquoi

Date

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: SafeSpace Anti-Violence Program at Pride Center Vermont

Planning Team Meeting Date(s) Attended: 5/14/2020, 9/3/2020, 11/19/2020, 2/11/2021, 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, 3/17/2022

The following should be answered by the Collaborating Agency: SafeSpace at Pride Center Vermont

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	yes
Did you receive a copy of the draft plan?	yes
Did you review the draft plan?	yes
Did you receive a copy of the finalized plan?	yes
Were you satisfied that the plan included any issues you may have asked be included?	yes
If no please explain:	

Collaborating Agency: SafeSpace at Pride Center Vermont

Kim Jordan _____ 6/15/2022 _____
Kim Jordan Date
Program Director
SafeSpace Anti-Violence Program at Pride Center Vermont

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Vermont Special Investigative Units, State's Attorneys' Office

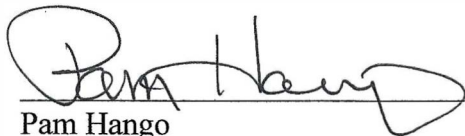
Planning Team Meeting Date(s) Attended: 7/15/2021, 9/16/2021, 11/18/2021,
1/20/2022, 3/17/2022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	Yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: Vermont Special



Pam Hango

6/15/22

Date

Special Investigative Units Grants Manager

Vermont Department of States Attorneys and Sheriffs

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Vermont Department of Public Safety (Law Enforcement)

Planning Team Meeting Date(s) Attended: 9/3/2020, 11/19/2020, 3/17/2022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s): Yes

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	Yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: Vermont Department of Public Safety

Robert McKenna

June 15, 2022

Lt. Robert McKenna

Date

Internal Affairs

Vermont Department of Public Safety

STOP VIOLENCE AGAINST WOMEN FORMULA GRANT PROGRAM

DOCUMENTATION OF COLLABORATION

Implementation Planning Process

State Territory: Vermont

Administering Agency: Vermont Center for Crime Victim Services

Collaborating Agency: Vermont Network

Planning Team Meeting Date(s) Attended: 5/14/2020, 9/3/2020, 11/19/2020, 2/11/2021, 7/15/2021, 9/16/2021, 11/18/2021, 1/20/2022, 3/17/2022, 6/14/022

The following should be answered by the Collaborating Agency:

Did you participate in planning meeting(s):

Question	Please indicate yes or no
Did you have adequate opportunity to discuss the concerns or issues impacting your area of expertise and/or the populations you were representing?	Yes
Did you receive a copy of the draft plan?	Yes
Did you review the draft plan?	Yes
Did you receive a copy of the finalized plan?	Yes
Were you satisfied that the plan included any issues you may have asked be included?	Yes
If no please explain:	

Collaborating Agency: Vermont Network Against Domestic and Sexual Violence



06/13/2022

Karen Tronsgard-Scott
Executive Director
Vermont Network Against Domestic and Sexual Violence

Date