**Mission:**
Empower individuals and engage communities to end domestic violence.

Elevate voices and learn from those most impacted by gender inequity, racism, oppression and ongoing marginalization.

**Values:**
Provide empathetic and trauma-informed services.

Center social justice and equity.

Use a strengths-based, survivor-led approach.

Work collaboratively within our communities.

Practice with heart and a holistic mindset.

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**Elevating Equity and Community**

**Our Vision for 2026:**

- Increased safety and well-being for survivors from marginalized communities. Transform our work by centering voices of survivors to inform our approaches and services.

- New pathways created for positive youth development and leadership. Pilot a new program with deeper community engagement that will be tailored to students most in need.

- Reduced rate of DV homicide across the U.S. Bring together effective practices, the latest research and strong partnerships with sharpened focus and attention to communities most at risk.

- Improved outcomes for survivors and people who use violence. Integrate new intervention approaches that are evidence-based, racially and culturally appropriate, targeted to risk level, less punitive and more effective.
Elevating Equity and Community

What are our strategies for accomplishing our vision for 2026?

- **Collaborate with organizations** whose primary missions are to serve BIPOC and LGBTQ+ people, and people with disabilities.
- **Listen to and learn** from survivors who are most vulnerable, and empower them to lead our work.
- **Prioritize our involvement** in community efforts to address intersectional issues that affect survivors, such as homelessness and substance abuse.
- **Engage communities** across the U.S. to reduce rates of domestic violence homicide.
- **Provide opportunities** for youth to develop, grow, and lead efforts in reducing domestic violence and creating healthy communities.
- **Nurture a sense of welcome**, belonging, safety and recognition in our public engagement and service delivery.
- **Make key investments** in staff hires, professional development, advanced technology, and data evaluation.
- **Implement new proven intervention approaches** that are racially and culturally appropriate.
Elevating Equity and Community
What did we move forward in Year 1 of this plan?

Here's a Year 1 Recap:

- Voiced our commitment to Diversity, Equity, Belonging and Inclusion
- Committee on Equity and Change formed several subcommittees focused deeply on the following issues: Culture, Training, Policy, Community Engagement and Power
- Recruited new board members from diverse backgrounds and cultures
- Staff participated in trainings on diversity, equity and inclusion
- Increased diversity of staff and prioritized hiring survivors, people who are bilingual/ bicultural, BIPOC, people with disabilities, and LGBTQ+ folks
- Worked on cultivating meaningful partnerships with local organizations
- Launched Geiger Institute and implemented homicide reduction tools in five new communities
- Implemented a new data subcommittee and began review of data needs across all programs
Elevating Equity and Community

What is coming up in Year 2?

Here's What We're Working On Now:

- Board training on racial justice and equity
- Continuing to increase diversity of staff and board
- Working on community mapping project focused on reaching marginalized survivors
- Improving policies to better support and retain BIPOC staff

Here's What's Next:

- Learn from survivors, particularly those who are marginalized, through the Trauma-Informed Practice Scale
- Expand Girls Inc. of the Seacoast Area programming in Lawrence
- Build new national partnerships in marginalized communities, criminal justice reform, gun violence and bail reform
- Improve participant experience with groups for people who use violence through more individual support and increased opportunities for feedback