Healing Trauma.
Resolving Conflict.
Ending Violence.
Guiding Principles

Violence is a public health issue that impacts all of us.

The solution requires all of us to know more about the root causes of violence and crime as well as intervention and prevention strategies.
Healing Trauma

- Helping individuals, families and communities heal from the trauma and harm caused by all forms of violence

- Providing comprehensive state-mandated crime victim and witness assistance

- Offering restorative justice opportunities for victims, offenders and communities
Resolving Conflict

• Teaching / facilitating non-violent ways to resolve conflict

• Creating opportunities for healthy and productive dialog

• Providing training programs on intervention and prevention strategies

CVVC 2009
Ending Violence

• Educating the community on the root causes of violence and intervention, prevention and wellness strategies

• Asking community members to become part of the Peace-It-Together Community Initiative
CVVC History

- CVVC is a community-based 501(c)(3) non-profit agency committed to helping individuals, families & communities heal from violence and crime.
- Founded in 1975 and serves all of Allegheny County.
- The only comprehensive crime victim assistance agency in the Southwestern Pennsylvania region and is one of the oldest and largest.
- Unique status of being both a rape crisis center as well as a comprehensive victim assistance center & community mediation center.
- Serves men, women and children and addresses all forms of violence and crime: robbery, burglary, sexual assault, rape, homicide, DUI’s.

CVVC 2009
Trauma Informed Services--Our theory of change drives our work.

- Unresolved Trauma and Grief can lead to re-victimization or becoming an offender
- Interrupting the Cycle of Violence

CVVC 2009
The Pittsburgh Mediation Center (PMC) was a community-based 501(c)(3) non-profit agency committed to resolving conflicts, restoring relationships and building peaceful communities.

- Founded in 1981, PMC was Western PA’s leading resource for conflict resolution, including mediation services and training.
- PMC’s Victim Offender Mediation program was the agency’s first Restorative Justice program, followed by Community Accountability Programs and a pilot program in schools.
Transformative Mediation

“Theory is the foundation of professional practice; it is the ground on which mediators stand, the basis for making choices about time and implementation of strategies and techniques.”[1]

Goals of Restorative Justice

- Put key decisions into the hands of those most affected by crime
- Make justice more healing and, ideally, more transformative, and
- Reduce the likelihood of future offenses

(Susan Sharpe, Restorative Justice: A Vision for Healing and Change)
Balanced and Restorative Justice (BARJ)
CVVC Continuum of Services

LENS

Restorative Justice

Trauma Healing

Transformative Mediation

ASSESSMENT

SERVICES

Community Ed.  Mediation  Helpline  Victim Services  VOD  Therapy

Training

CVVC 2009
Foundational Values

- What are the values on which your field is based?
- How do these inform your work?
- How explicitly are these values talked about?
- In what ways do you experience tension between your values?
## Values

<table>
<thead>
<tr>
<th>Restorative Justice</th>
<th>Trauma Healing</th>
<th>Transformative Mediation</th>
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</thead>
<tbody>
<tr>
<td><strong>Goal:</strong> Repairing Harm</td>
<td><strong>Goal is determined by the client</strong></td>
<td><strong>Goal:</strong> To support people to do what they need and want to do.</td>
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<tr>
<td>- Ma’at</td>
<td>- Regaining sense of control</td>
<td>- Each person’s reality is unique</td>
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<tr>
<td>- Respect</td>
<td>- Integrating trauma into healthy identity, community, relationship</td>
<td>- People have a need to advance their own self and to connect with others.</td>
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<td>- Opportunity to speak the truth</td>
<td>- What’s happened to you? NOT what’s wrong with you?</td>
<td>- Self-determination</td>
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<td>- Interdependence</td>
<td>- Empowerment</td>
<td>- People can work beyond themselves.</td>
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<tr>
<td>- People aren’t bad – Behaviors are.</td>
<td>- Honor self-determination</td>
<td>- We function in relation to others.</td>
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<td>- Look at needs of all</td>
<td>- Physiological response</td>
<td>- Conflict causes people to become weak, self-absorbed, and less open to understanding others.</td>
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<tr>
<td>- Relationships</td>
<td>- Psychological education</td>
<td>- Conflict is relational.</td>
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<td>- Self-determination</td>
<td>- Ripple Effect</td>
<td>- Empowerment and recognition</td>
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<td>- Inclusive process</td>
<td>- No blaming victims</td>
<td>- Process</td>
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<tr>
<td>- Equality/balance</td>
<td>- Respect people’s experience</td>
<td>- Non-judgment</td>
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<td>- Justice (determined by those involved)</td>
<td>- Relational experiences can change the physiological</td>
<td>- Intervention as support</td>
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<td>- Responsibility</td>
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<td>- Reconciliation</td>
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<tr>
<td>- Forgiveness</td>
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<tr>
<td>- Repair/Reparation</td>
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<tr>
<td>- Integration</td>
<td></td>
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<tr>
<td>- Wholeness</td>
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</tbody>
</table>

CVVC 2009
Partner Sharing
(for cvvc staff process)

1. Give a one-minute description of the agency, as you would give if someone stopped you on the street and said “What is CVVC?”.

2. What values in your field are most important to you, and how do they inform your work?

3. In what ways have the merger of PMC & CVVC services helped you to better serve clients? Give specific examples if possible.

CVVC 2009
Discussion

- What criteria can be used to monitor an agency’s change of ‘lens’?
- What language is appropriate for describing work across multiple fields?
- How can cross-field trainings be designed and utilized?
- How can organizations apply their stated values and principles to the ways that they work with one another?