



CVVC

**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



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*

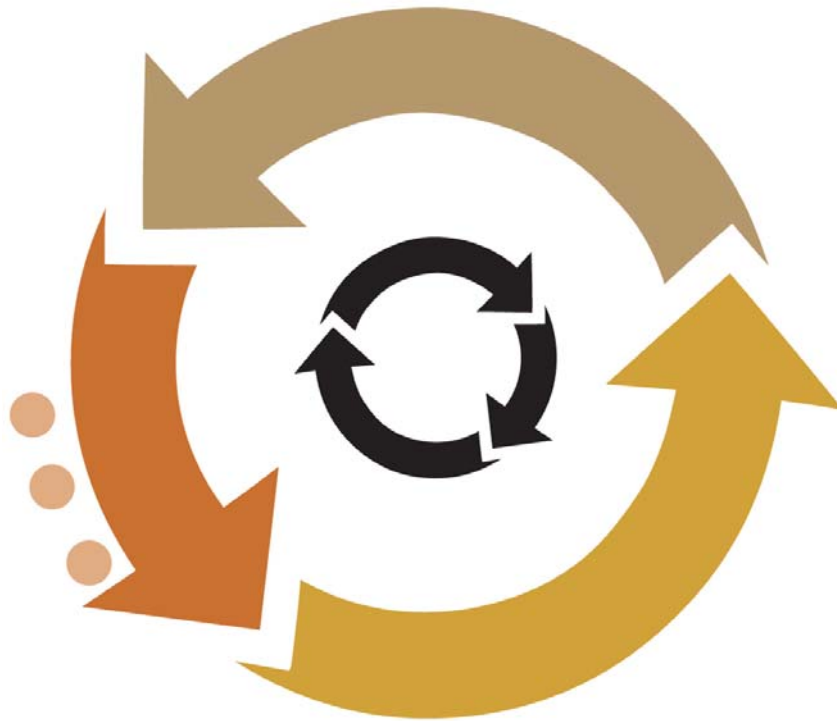


CVVC History

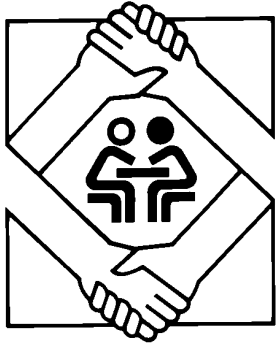
- CVVC is a community-based 501(c)(3) non-profit agency committed to helping individuals, families & communities heal from violence and crime.
- Founded in 1975 and serves all of Allegheny County.
- The only comprehensive crime victim assistance agency in the Southwestern Pennsylvania region and is one 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.



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



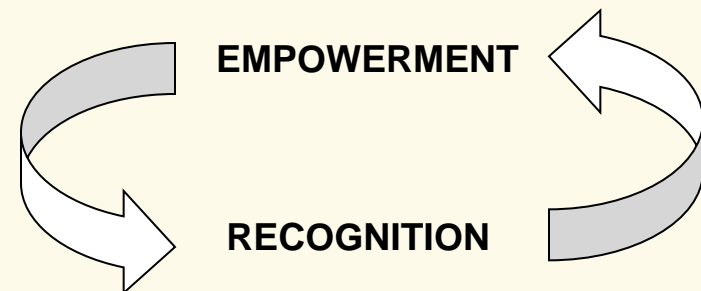
PMC History

- 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]



^[1] Lang, Michael D. & Taylor Allison The Making of a Mediator : Developing Artistry in Practice, Jossey –Bass 2000 pp 20-21



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)

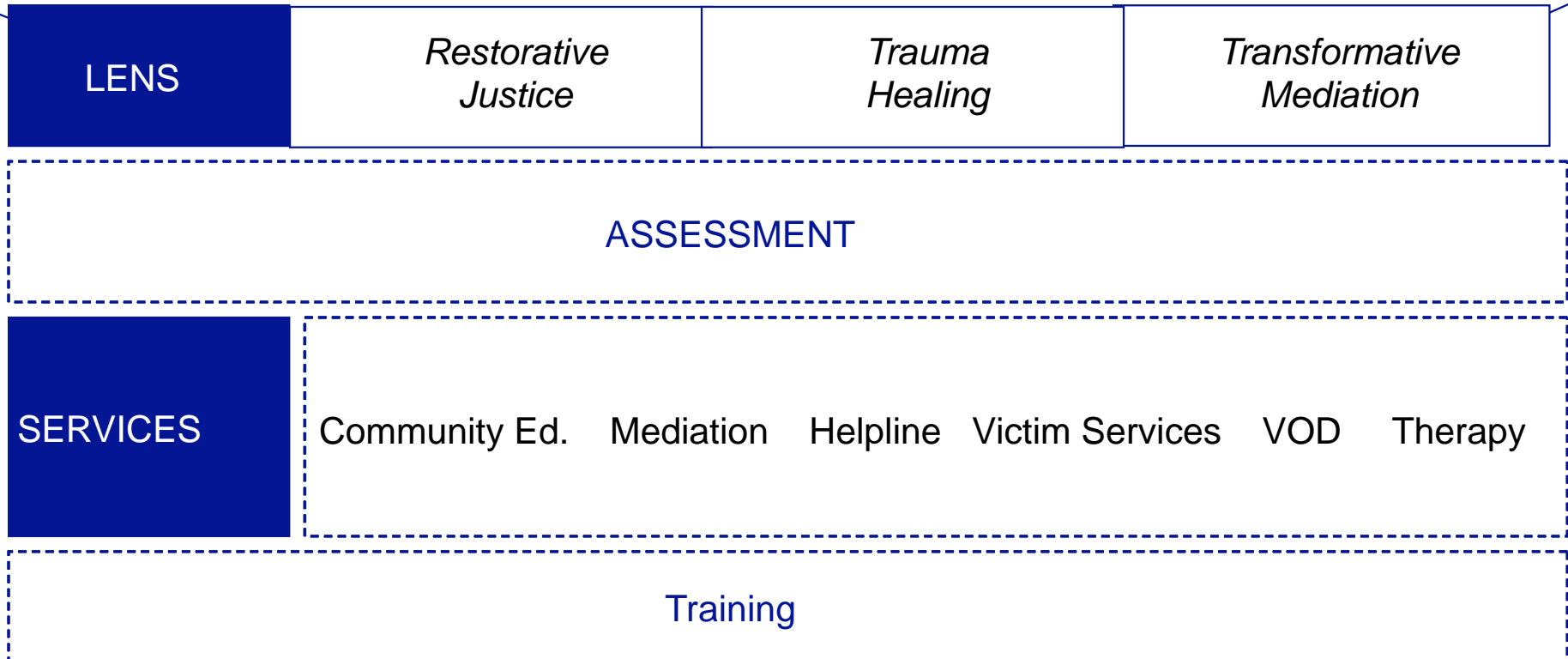


Balanced and Restorative Justice (BARJ)



CVVC 2009

CVVC Continuum of Services





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

Restorative Justice

Goal: Repairing Harm

- Ma'at
- Respect
- Opportunity to speak the truth
- Interdependence
- People aren't bad – Behaviors are.
- Look at needs of all
- Relationships
- Self-determination
- Inclusive process
- Equality/balance
- Justice (determined by those involved)
- Responsibility
- Reconciliation
- Forgiveness
- Repair/Reparation
- Integration
- Wholeness

Trauma Healing

Goal is determined by the client

- Regaining sense of control
- Integrating trauma into healthy identity, community, relationship
- What's happened to you? NOT what's wrong with you?
- Empowerment
- Honor self-determination
- Physiological response
- Psychological education
- Ripple Effect
- No blaming victims
- Respect people's experience
- Relational experiences can change the physiological

Transformative Mediation

Goal: To support people to do what they need and want to do.

- Each person's reality is unique
- People have a need to advance their own self and to connect with others.
- Self-determination
- People can work beyond themselves.
- We function in relation to others.
- Conflict causes people to become weak, self-absorbed, and less open to understanding others.
- Conflict is relational.
- Empowerment and recognition
- Process
- Non-judgment
- Intervention as support



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.



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?



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