



Council to End Domestic Violence

Proposed Leadership Structure

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Proposed Leadership Structure of the CEDV

- ✓ Equity Subcommittee Proposal
- ✓ Endorsed by the Leadership Facilitation Group



Overview

- Brief Review of Origins, Goals & Process of the CEDV & Equity Subcommittee
- Specifics of the Proposal

Origins & Evolution of the CEDV

Started out as a body of mostly senior county people meeting to discuss county policies and practices related to domestic violence.

Council has matured over time – maintaining that original focus – but also expanding to incorporate and address the voices and concerns of the community.

Mission of the CEDV

- As stated in the Bylaws, the mission is:
- To **unite** senior-level public officials and community leaders;
- To **advise** the Board of Supervisors on a range of domestic violence policy, legislative, and program issues; and
- To **guide** the development of coordinated and collaborative community response to domestic violence in Fairfax County.

The Equity Subcommittee

The evolving foci on **COMMUNITY** and **DIVERSITY** eventually led to the creation of the Equity Subcommittee.

CEDV Equity Subcommittee Members

Co-Chaired by Toni Zollicoffer, Domestic and Sexual Violence Services (DSVS) & Corie O'Rourke, AYUDA

Members

Suheir Kafri, Adams Center
Kimberly Jaramillo, Supervisor Palchik's office
Captain Clarence Dickens (Fire and Rescue)
Jane Burns, Fairfax County Police Department
Eduardo Leiva, Data Analytics Unit, Department of Family Services (DFS)
Phylicia Woods, Commission for Women
Judge Dipti Pidikiti-Smith (General District Court)
Stacy Ziebell, Domestic and Sexual Violence Services (DSVS)

Ramona Carroll, Neighborhood and Community Services (NCS)
Mattie Palmore, Community Member
Jim Ferguson, Legal Services of Northern Virginia (LSNV)
Genève Fine, Community Member
Judge Maha Abejuela, Juvenile and Domestic Relations
Rachna Krishnan, The Women's Center
Amanda Katz, Jewish Coalition Against Domestic Abuse
Katrina Smith, Juvenile and Domestic Relations

Consultation: Karla Bruce, Chief Equity Officer

Goals & Charge of the Equity Subcommittee

- First, to integrate an **Equity and Racial Justice focus** into all areas of CEDV's work
- Charged to consider issues related to full CEDV participation, diversity of perspectives, membership, and inclusion.

Goals & Charge of the Equity Subcommittee

- Looking at the structure of the Council, the leadership structure, succession planning, barriers to participation, and how to promote and increase community engagement.
- BYLAWS: Making these changes involve amending the Council's bylaws.

LEADERSHIP STRUCTURE IS JUST ONE OF MANY ISSUES WE ARE WORKING ON.

Process of the Equity Subcommittee

Thorough, Thoughtful, Open, and Transparent Process

- Surveys of the Council
- Interviews with individual CEDV members
- Focus group
- Research of other board and commissions in the County and elsewhere.



Proposals re: Leadership Structure

- 1) The Leadership Roles - a Chair and Vice Chair
- 2) The creation of a New Community Leader/Organizer Role
- 3) Modifications to the Leadership Facilitation Group; and
- 4) Fleshing out of the role of the Nominations Committee

The proposals have been endorsed by the Leadership Facilitation Group

Executive
Committee
*



Nominating
Committee



Chair and
Vice-Chair



The Leadership Roles

Proposal: Create a Vice Chairperson role to work alongside the Chairperson.

- Both will serve three (3) year terms. Either the Chair or Vice-Chair shall be a member of the Fairfax County Board of Supervisors or a member of Fairfax County Senior Management.
- During a term in which one of the roles is filled by a County leader, the other role shall be filled by a leader of local nonprofit organization that works on domestic violence issues.

The Leadership Roles

At the end of one three-year term, **the positions will rotate.** The Leadership Role that had been filled by a County leader will be filled by a nonprofit leader and the position that had been filled by a nonprofit leader will be filled by a County leader.

Duties

Flexibility!

The Duties of the Leader(s)

- As directed by the Council, **bring the actions and concerns** of the Council to the Board of Supervisors;
- As directed by the Council, **communicate** with elected officials, and others where a coordinated community response is needed to remedy a significant barrier to victim safety and services;
- **Collaborate** with staff and other appropriate partners in the development of Council meeting agendas;
- **Lead** all meetings of the Council in accordance with these bylaws.

The Duties of the Leader(s)

- **Partner** with, and serve as a liaison to, the DV Network (other CEDV members may be designated to assist with this task);
- **Guide** strategies and efforts to garner community participation and voice in determining the agenda and work of the CEDV;
- **Encourage** active participation and consistent attendance by all Members; and
- **Establish** Committees and Work Groups as requested by the Council or Leadership Facilitation Group.

A Third Leadership Role: Community Leader/Organizer

- **New and centrally important leadership role** for the CEDV.
- Would serve on both the Leadership Facilitation Group and the Nominations Committee.

Duties of the Community Leader/Organizer

- **Provide strategic direction** to CEDV and supporting systems where CCR is needed to remedy a barrier to victim safety and services;
- Serve as **visible advocate** on issues related to victim safety and access within the various communities that the leader is part of.
- **Garner resources** (funding, people, advocacy, etc.) as available to address identified issues.
- Provide **varying perspectives** from their communities about issues, gaps, and bright spots related to the systems' response to IPV; highlight current trends;
- Garner community participation and voice in determining agenda and work of the CEDV.



The Community Leader/Organizer

Looking for community member with proven track record of engagement and leadership on DV issues and who would bring such attributes and skills to the work of the Council.

The Leadership Facilitation Group

- Proposal fleshes out the role and purpose of this group. The LFG is responsible for **supporting strengthening and enhancement of the County's CCR.**
- LFG **will appoint** the members of the Nominating Committee.
- **Adds new positions** to this body, including Community Leader/Organizer, the Vice Chair of the Council, the Past Chair or Vice Chair, the Director of DFS, and additional nonprofit Executive in addition to the one who is already there.

The Nominations Committee

- This body plays **vital role** in helping the CEDV achieve its DEI goals.
- Members of the Committee are to be **appointed** by the Leadership Facilitation Group.
- **Composition** to include Community Leader/Organizer and at least two government and two nonprofit representatives.

PROCESS

A lengthy and thorough process of recruiting and vetting appropriate candidates.

Review of Recommendations

1. The Chairperson and the Vice-Chairperson
2. A Third Leadership Role: The Community Leader / Organizer
3. Fleshed Out Role for the Leadership Facilitation Group
4. Enhanced Role for the Nominations Committee

Next Steps

1. Formal CEDV Adoption of these Proposals that were endorsed by the LFG
2. Amendment to Bylaws (County Attorney Review)
3. Board Adoption of Amended Bylaws
4. Additional Bylaws Changes Further Down the Road to reflect other changes proposed by subcommittee

