

# Department of Family Services, Domestic and Sexual Violence Services Calendar Year 2025 Equity Impact Plan



**Leadership Sponsor:** Keesha Coke, Division Director, Domestic and Sexual Violence Services

**Name:** Keesha Coke, Interim Division Director, Domestic and Sexual Violence Services (DSVS); Andréa Nunes-Gardner, Crisis Response Services Program Manager, DSVS; Abby Picard, Prevention and Education Coordinator, DSVS; Tianna Hairs-Hughes, Victim Advocate, DSVS

**Brief Description of the Initiative:** The Fairfax County Department of Family Services Domestic and Sexual Violence Services (DSVS) works across systems for many of its services as issues of domestic violence, sexual violence, human trafficking and stalking require a coordinated community response to effectively respond, reduce and prevent incidents of interpersonal violence in Fairfax County. The key milestones to date are:

- 1) Fairfax County was an early adopter of the Lethality Assessment Program (LAP) and was one the first jurisdictions in Virginia to implement this partnership between law enforcement and domestic violence services. The LAP prioritizes victims that are at highest risk and connects them in real time with victim services (FY24 - 465).
- 2) The Domestic Violence Action Center (DVAC)- a partnership among 16 government and community-based organizations to provide holistic and easily accessible services to victims of interpersonal crime (FY24 - 2,201).
- 3) The Council to End Domestic Violence (CEDV) - a Board approved governing body that unites 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 a coordinated and collaborative community response to domestic violence. In FY 2023, the CEDV Accountability Workgroup formed to examine policies regarding those who commit acts of domestic violence and to focus specifically on the concept of accountability. The Workgroup sought to explore how an accountability process can create pathways to responsibility, healing, hope, transformation, and in some cases restoration in people who cause harm, systems, and communities. In April 2024, the Accountability Workgroup published a [final report](#) of their findings and recommendations. The CEDV will continue its work in advancing the recommendations of the Accountability Workgroup, which aim to amplify the voices and choices of victims, their families, and individuals who have caused harm.

The CEDV, through its Equity Subcommittee, is dedicated to integrating an equity and racial justice perspective across all its initiatives. Efforts continue to focus on community engagement and ensuring meaningful participation in the Council's activities. Additionally, the CEDV developed a Geographic Information System (GIS) mapping initiative in 2024 to identify and highlight areas with high needs and service gaps. DSVS and CEDV continue to map services and service providers around the County that support persons impacted by interpersonal violence, which will be used as a baseline to identify new and existing service providers, gaps in services, and underserved communities.

- 4) DSVS provides community education, technical assistance, and prevention to government agencies, community-based organizations and community members to advance the mission of reducing and preventing interpersonal violence, and experienced an increase of 47% in FY24 (4,633 individuals).
- 5) Equity as well as partnership with culturally specific organizations are pillars of the DSVS strategic plan.
- 6) DSVS is an active member on several boards, commissions, and workgroups that address interpersonal violence and intersectional issues (a link to the list of workgroups, committees, etc., in which DSVS is actively involved is provided below).

**Context:** There is value in intimate partner violence service providers engaging in a reevaluation of its philosophical approach and assessing whether its approach has applicability to a diverse population of victims/survivors and using new information (best practices) to make appropriate changes in practice to be more responsive to the diverse needs of victims from differing backgrounds, ages, and gender identities. Key areas to address are:

- 1) True victim choice and self-determination,
- 2) Access to meaningful services, the systems' ability to build in natural and community supports and resiliency into the Coordinated Community Response (CCR), and
- 3) Alternative, community-based responses (co-responder and restorative justice) to traditional resources and services for victims of domestic and sexual violence, stalking, and human trafficking.

In gathering data, there is not common language or understanding of the difference between race and ethnicity in defining demographics across databases. There are also limitations in demographic choices to capture gender identity and gender expression. As a result of these inconsistencies, it is difficult to code data accurately to reflect the various populations we serve. Since we know that incidents of domestic and sexual violence are

not more prevalent in one race, ethnicity or socio-economic group, it is important to understand who is accessing formal services (e.g., advocacy, counseling, legal services, emergency shelter) and why and what intersectional issues make it more or less likely for someone to seek formal support.

Internally, DSVS must lead efforts to:

- 1) Crisp messaging about interpersonal violence and bring awareness to the harmful societal norms that fuel it.
- 2) Use more user-friendly language and models that have relevance to a broader, more diverse audience.
- 3) Provide community education of how historical oppression is foundational and has provided the gateway to all forms of interpersonal and power-based violence and inequities.
- 4) Provide services that are tailored to diverse communities.

Immigrant clients, regardless of status, are concerned about how accessing services may impact them. Our ability to respectfully bridge language barriers is important to our success in providing quality services to immigrants in our communities. Generally, language interpretation services have not integrated quality control protocols into their service array to ensure that interpretative services are delivered with trauma-informed lens and cultural humility to attend to the socio-cultural context of the client and the services requested.

Finally, interpersonal violence in all communities is historically underreported and more so in immigrant and LGBTQ communities and communities of color. DSVS continues to expand services to community-based locations and continues to consider the need for alternative, community-based responses (co-responder and restorative justice) to support victims of domestic and sexual violence, stalking, and human trafficking who want alternative methods of support and accountability. There is momentum across the country to explore coordinated community responses to crises that give victims of interpersonal violence true choice in how they want to restore safety and hold accountable those who do harm. When survivors have choices, it can have a positive impact on helping them heal and restore personal safety. Without alternatives to traditional crisis responses, many Fairfax County residents (particularly persons of color and immigrants) will continue to be a greater risk of further abuse, and possibly even death, due to interpersonal violence.

### **Key Stakeholders:**

- [Fairfax County Health and Human Services System](#) - network of county agencies and community partners that supports the well-being of all who live, work and play in Fairfax County

- Fairfax County courts
  - [Juvenile and Domestic Relations District Court](#) - hears cases involving juveniles, crimes against juveniles, and family matters (except divorce) in Fairfax County, the City of Fairfax, and the towns of Herndon, Vienna, and Clifton
  - [General District Court](#) - hears traffic violation cases, minor criminal cases known as misdemeanors, and civil cases such as landlord and tenant disputes, contract disputes, and personal injury actions
  - [Circuit Court](#) - the trial court of general jurisdiction that has authority to try a full range of cases, both civil and criminal, jury and non-jury
- Fairfax County public safety organizations
  - [Police Department](#) - provides ethical leadership through engagement with the community to prevent and fight crime, improve the culture of safety at work and within the community to preserve the sanctity of all human life, and to keep pace with urbanization
  - [Fire and Rescue](#) - provides fire suppression, emergency medical, technical rescue, hazardous materials, water rescue, life safety education, fire prevention and arson investigation services
  - [Sheriff's Office](#) - ensures the safety of, and provide the highest quality of service to, the residents of Fairfax County, Fairfax City and towns of Herndon and Vienna by operating a secure and humane Adult Detention Center; providing security for the Courthouse, courtrooms and surrounding complex; and serving/executing civil law process on behalf of the courts
- [Fairfax County Public Schools](#) - one of the largest school divisions in the U.S. with 199 schools and centers
- Nonprofit organizations (e.g., [Korean Social Services Center](#), [United Community](#), Ashiyanaa, etc.) - organization that qualifies for tax-exempt status by the IRS because its mission and purpose are to further a social cause and provide a public benefit
- Civic organizations (e.g., [Phi Beta Sigma fraternity](#) and [Zeta Phi Beta sorority](#), etc.) - non-profit entities that are separate from the State and the market and are composed of voluntary members
- [Inova Fairfax Hospital](#) - leading nonprofit healthcare provider in Northern Virginia, delivering world-class healthcare to every community
- [Virginia Sexual and Domestic Violence Action Alliance](#) - Virginia's leading voice on sexual and domestic violence
- [Council to End Domestic Violence](#) - senior level public officials and community leaders to take action against and guide the development of a coordinated and collaborative community response to domestic violence

- [Domestic Violence Network](#) - a multi-disciplinary group of service providers and justice professionals coordinating a consistent and comprehensive direct response to domestic violence in Fairfax County
- [Fairfax County Domestic Violence Action Center](#) - a comprehensive, co-located service center, staffed by DSVS. Comprised of government and community non-profit partners, DVAC was created to provide culturally responsive information and support services for victims of domestic and sexual violence, stalking, and human sex trafficking, and their families.
- [Commission for Women](#) - advises the Fairfax County Board of Supervisors on policies and initiatives to promote gender equality, eliminate violence against women, and honor women and girls in Fairfax County
- Colleges and Universities
  - [George Mason University](#) - Virginia's largest public research university that offers more than 200 undergraduate and graduate degrees and numerous minors and certificate programs to customize education and meet career and personal goals
  - [Northern Virginia Community College](#) - provides equitable access to affordable and exceptional higher education and workforce programs, transforming the lives of our students and advancing opportunity in our community

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<b>Goal 1: Strategically identify, develop, strengthen, and sustain partnerships with service providers that serve marginalized and diverse populations to strengthen community response to domestic and sexual violence, stalking, and human trafficking</b>				
<b>Key Equity Driver(s):</b> Community Health and Wellbeing, Community Safety and Justice, Equitable Community Development, Inclusive Prosperity				
<b>One Fairfax Area(s) of Focus:</b> 6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County. 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood. 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.				
<b>Countywide Strategic Plan Community Outcome Area(s):</b> Empowerment and Support for Residents Facing Vulnerability (ESRFV), Safety and Security (SS)				
<b>Countywide Strategic Plan Strategies/Metric(s):</b> ESRFV 1. Develop targeted marketing and outreach strategies, in coordination with community-based partners, to proactively engage residents facing vulnerability. ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated and comprehensive approach to meeting the needs of residents facing vulnerability. ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities, in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources. SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve. SS 4. Provide timely, quality protective services to mitigate the risk of harm and ensure the safety of children and vulnerable adults.				
Actions	Stakeholders	Responsible	Timeline	Performance Measures
1a. DSVS will develop partnerships with at least two organization that serve marginalized and diverse populations residing in communities of opportunities (islands of disadvantage).	Ft. Belvoir Family Advocacy Program, Culmore Conversations partners (Second Story and Northern Virginia Family Services),	DSVS Partnership Workgroup	CY 2025	Application of the DSVS Partnership Framework with Ft. Belvoir Family Advocacy and the Culmore Conversation partners (Second Story and Northern Virginia Family Services)

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	marginalized and diverse populations in Fairfax County			<p>Development of new or revision of existing MOU with Ft. Belvoir Family Advocacy and the Culmore Conversation partners (Second Story and Northern Virginia Family Service) outlining the expectations and commitment for the next 3 years with focus on increased access of services to marginalized and diverse populations</p> <p>Number of consultations DSVS programs conduct with the DSVS Partnership Workgroup to assess and strengthen its partnership with Ft. Belvoir Family Services</p> <p>Number of consultations DSVS programs conduct with the DSVS Partnership Workgroup to assess and strengthen its partnership with Second Story and Northern Virginia Family Service</p> <p>Number of new partnerships DSVS develops with providers that serve marginalized and diverse populations</p>
1b. DSVS will pilot the DSVS Partnership Framework for requests for new partnerships and renewals of existing partnerships.	Intimate partner violence service providers, marginalized and diverse populations in Fairfax County	DSVS Partnership Workgroup	CY 2025	<p>Application of the DSVS Partnership Framework for requests for new partnerships and renewals of existing partnerships</p> <p>Number of consultations DSVS programs conduct with the DSVS Partnership Workgroup to assess requests for new partnerships and/or to strengthen existing partnerships</p>

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			<p>Development of new or revision of existing MOU with each partner outlining the expectations and commitment for the next 3 years with focus on increased access of services to marginalized and diverse populations</p> <p>Number of new partnerships DSVS develops with providers that serve marginalized and diverse populations</p> <p>Number of new or renewed DSVS partnerships that serve populations residing in communities of opportunities (islands of disadvantage)</p>
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Goal 2: Strengthen the provision of domestic and sexual violence services to marginalized and diverse communities				
<b>Key Equity Driver(s):</b> Community Health and Wellbeing, Community Safety and Justice, Cradle to Career Success, Equitable Community Development, Inclusive Prosperity				
<b>One Fairfax Area(s) of Focus:</b> 5. Education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life. 6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County. 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.				
<b>Countywide Strategic Plan Community Outcome Area(s):</b> Empowerment and Support for Residents Facing Vulnerability (ESFRV), Lifelong Education and Learning (LEL), Safety and Security (SS)				
<b>Countywide Strategic Plan Strategies/Metric(s):</b> ESRFV 1. Develop targeted marketing and outreach strategies, in coordination with community-based partners, to proactively engage residents facing vulnerability. ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated and comprehensive approach to meeting the needs of residents facing vulnerability. ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities, in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources. ESRFV 15. Maintain ongoing engagement with residents who have faced vulnerability and been served by the county in order to proactively mitigate potential setbacks. LEL 9. Champion initiatives that encourage family engagement in educational activities within and beyond the classroom. SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve. SS 4. Provide timely, quality protective services to mitigate the risk of harm and ensure the safety of children and vulnerable adults.				
Actions	Stakeholders	Responsible	Timeline	Performance Measures
2a. In partnership with George Mason University's School of Social Work, DSVS will conduct asset	GMU School of Social Work, Department of Neighborhood and	Abby Picard, DSVS	2023-2025	Number of resources identified in southern Fairfax that support marginalized

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<p>mapping of resources that marginalized populations in southern Fairfax utilize to address domestic and sexual violence.</p>	<p>Community Services, county and non-profit providers in southern Fairfax that serve marginalized populations; marginalized populations in southern Fairfax</p>			<p>populations with regards to domestic and sexual violence</p> <p>Number of new and/or strengthened domestic and sexual violence resources in southern Fairfax that marginalized populations identify</p>
<p>2b. DSVS will implement and evaluate the linguistically and culturally relevant PILAS (Proyecto de Prevención e Información Lidereando Adolescentes Saludables) curriculum, to high school aged Latinx and Spanish-speaking youth.</p>	<p>Spanish-speaking youth, caretakers of Spanish-speaking youth, youth in general and their caretakers, Department of Neighborhood and Community Services, Fairfax County Public Schools, Second Story</p>	<p>Noraybeth Nieto, DSVS</p>	<p>CY 2025</p>	<p>Number of facilitated PILAS sessions in the community</p> <p>Number of requests from partner agencies to conduct PILAS with teens</p> <p>Number of participants in PILAS sessions</p> <p>% of participants reporting an enhanced understanding of domestic and sexual violence topics</p>
<p>2c. In collaboration with the Commission for Women (CFW), DSVS will respond to recommendations identified in <i>Gains, Gaps, &amp; Goals</i>, a study of women and girls.</p>	<p>Women and girls in Fairfax County, non-profit organizations, and program leaders</p>	<p>Commission for Women</p> <p>Salima Hemani, SZH Consulting</p> <p>Keesha Coke, DSVS</p> <p>Alexandra Hernandez, DSVS</p>	<p>CY 2025</p>	<p>Finalization of contract with SZH Consulting to facilitate the CFW in development of a 2-3 year action plan to address key recommendations and barriers from <i>Gains, Gaps, &amp; Goals</i></p> <p>Number of stakeholders that participate in at least one consultation or feedback session</p> <p>Development of a concrete 2-3 year action plan to address key recommendations and</p>

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				barriers from <i>Gains, Gaps, &amp; Goals</i> and to include priorities, timelines, and resources
2d. DSVS will establish the foundation for development of its first-ever Survivor Advisory Council, which will enable survivors to offer essential feedback on services, policies, and practices to enhance their relevance and responsiveness	Victims of intimate partner violence in Fairfax County, communities impacted by intimate partner violence, intimate partner violence service providers	Senior Victim Advocate (will be hired in spring 2024), DSVS	CY 2025	<p>Identification of best practices for incorporating survivor voice and feedback into programming from an equity-focused and trauma informed perspective</p> <p>Development of guidelines for DSVS staff on recruitment and selection of potential participants in survivor advisory group</p> <p>Development of guidelines and participant responsibilities for survivor advisory group</p>

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Goal 3: Infuse racial equity into DSVS policies and practices				
<b>Key Equity Driver(s):</b> Community Health and Wellbeing, Community Safety and Justice, Equitable Community Development, Inclusive Prosperity				
<b>One Fairfax Area(s) of Focus:</b> 6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County. 10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services. 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.				
<b>Countywide Strategic Plan Community Outcome Area(s):</b> Empowerment and Support for Residents Facing Vulnerability (ESRFV), Safety and Security (SS)				
<b>Countywide Strategic Plan Strategies/Metric(s):</b> ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated and comprehensive approach to meeting the needs of residents facing vulnerability. ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities, in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources. SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve. SS 4. Provide timely, quality protective services to mitigate the risk of harm and ensure the safety of children and vulnerable adults.				
Actions	Stakeholders	Responsible	Timeline	Performance Measures
3a. DSVS will infuse racial equity into at least one policy or practice per DSVS service area utilizing the DFS equity tool, <i>DFS Equity Analysis for Proposed Business and Process Change</i> .	DSVS clients and customers	DSVS Teams – Advocacy Services; Clinical Services; Crisis Response Services; and Prevention,	CY 2025	% of DSVS teams that include racial equity in at least one policy or practice

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		Education; and Coordination		
		DSVS Equity Team		
3b. DSVS will explore and determine how to capture race, ethnicity, and gender data of its customers and clients with greater frequency and accuracy to help staff provide identity-specific service delivery.	DSVS customers and clients	Kelly Jackson, DSVS	CY 2025	Inventory of race, ethnicity, and gender data DSVS captures of its customers and clients across all service areas
		Equity and Social Justice Priority Team, DSVS		Assessment of how DSVS captures race, ethnicity, and gender data of its customers and clients across all service areas
		Data Analytics Team, DSVS		Development of guidance and training on best practices for capturing race, ethnicity, and gender
				Training of staff on guidance for capturing race, ethnicity, and gender

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<b>Goal 4: Coordinate the County’s efforts to address disparities in access to systems and services through the work of the Council to End Domestic Violence (CEDV)</b>				
<b>Key Equity Driver(s):</b> Community Health and Wellbeing, Community Safety and Justice, Cradle to Career to Success, Equitable Community Development, Inclusive Prosperity				
<b>One Fairfax Area(s) of Focus:</b>				
5. Education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life.				
6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.				
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.				
10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.				
<b>Countywide Strategic Plan Community Outcome Area(s):</b>				
Empowerment and Support for Residents Facing Vulnerability (ESRFV), Lifelong Education and Learning (LEL), Safety and Security (SS)				
<b>Countywide Strategic Plan Strategies/Metric(s):</b>				
ESRFV 1. Develop targeted marketing and outreach strategies, in coordination with community-based partners, to proactively engage residents facing vulnerability.				
ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated and comprehensive approach to meeting the needs of residents facing vulnerability.				
ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities, in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources.				
ESRFV 15. Maintain ongoing engagement with residents who have faced vulnerability and been served by the county in order to proactively mitigate potential setbacks.				
LEL 9. Champion initiatives that encourage family engagement in educational activities within and beyond the classroom.				
SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve.				
SS 4. Provide timely, quality protective services to mitigate the risk of harm and ensure the safety of children and vulnerable adults.				
Actions	Stakeholders	Responsible	Timeline	Performance Measures

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<p>4a. In collaboration with the CEDV Equity Committee and Fairfax County GIS &amp; Mapping Services, DSVS will continue to map services and service providers around the County that support persons impacted by interpersonal violence, which will be used as a baseline to identify new and existing service providers, gaps in services, and underserved communities.</p>	<p>CEDV, communities impacted by interpersonal violence</p>	<p>CEDV Equity Subcommittee</p>	<p>CY 2025</p>	<p>Analysis of relationship of mapped services and service providers with other health and safety data using other maps and datasets (e.g. health needs assessment, digital divide) to develop further understanding of the services and needs landscape</p> <p>Integration of mapped services and service providers with other vulnerability measures to provide a comprehensive overview of the regions requiring the most attention</p>
<p>4b. In collaboration with the CEDV, the Institute for Court Innovation, and the Virginia Sexual and Domestic Violence Action Alliance, DSVS will continue to facilitate efforts in the County to improve systems' response to persons that cause harm to improve victim/survivor safety and be more responsive to the unique cultural, individual, and geographical needs of families experiencing violence.</p>	<p>CEDV, communities impacted by interpersonal violence</p>	<p>CEDV Accountability Workgroup</p>	<p>CY 2025</p>	<p>Advancement of recommendations by the CEDV from the 2024 Accountability Workgroup Final Report</p> <p>Development of a multi-agency proposal in partnership with Department of Neighborhood and Community Services, Fairfax County Courts, and the Department of Family Services of recommendations to the CEDV for broad community-based accountability work</p>
<p>4c. In collaboration with the CEDV, the StepUp4Kids Coalition, Second Story, Northern Virginia Family Service, and other community providers, DSVS will facilitate greater awareness of and access to community and governmental</p>	<p>CEDV, communities impacted by interpersonal violence, children exposed to interpersonal violence</p>	<p>CEDV, the StepUp4Kids Coalition</p>	<p>CY 2025</p>	<p>Community learning session curriculum developed</p> <p># of community learning sessions conducted with Fairfax County residents</p>

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resources for children impacted by interpersonal violence in the Culmore community through a series of community conversations.				% of participants reporting an enhanced understanding of the impact of trauma on children
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