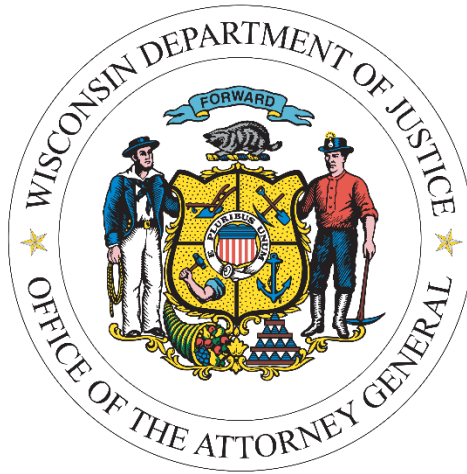


State of Wisconsin
STOP Violence Against Women Act
Formula Grant Program
FFY 2022-2025 Implementation Plan



Wisconsin Department of Justice
Office of Crime Victim Services
17 West Main Street
Madison, WI 53703

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I. Introduction

The Wisconsin VAWA STOP grant program is dedicated to supporting survivors by funding responsive and accessible services; supporting trauma-informed training and technical assistance; encouraging innovative approaches to responding to violence against women; building the capacity of culturally-specific programs; and supporting the development and sustainability of multidisciplinary teams addressing these crimes.

The 2017 – 2020 STOP Implementation Plan organized the STOP grant into nine program areas:

- 1) Justice System Training
- 2) SANE Training & Technical Assistance
- 3) Community Coordinated Response (CCR) & Sexual Assault Response Teams (SART)
- 4) Specialized Enforcement
- 5) Specialized Prosecution
- 6) Victim Services
- 7) Local Technical Assistance
- 8) Demonstration Project
- 9) Planning, Evaluation, Assessment

Over the course of the last year, an Implementation Planning Committee evaluated each Program Area to determine if Wisconsin was using the funds in the most strategic, meaningful, and culturally-responsive way. Particular attention was paid to racial and cultural equity within the provision of victim services and programming. In response to this evaluation, the structure and funding level of some program areas changed in accordance with the newly established goals and priorities. New program areas were also created. The 2022-2025 STOP Implementation Plan will detail:

- 1) The planning process and collaborative partners involved.
- 2) Demographic information and the methods and resources used to gather the data.
- 3) The grant application, award, and monitoring process.
- 4) Detailed goals and objectives for each of the program areas.

A draft of the State of Wisconsin 2022-2025 STOP Implementation Plan was provided to each of the federally-recognized tribes in Wisconsin with an invitation and opportunity for input. The Implementation Plan was formally approved by the Implementation Planning Committee on June 5, 2022. The Office of the Attorney General at the Wisconsin Department of Justice approved the Implementation Plan on behalf of the State of Wisconsin on June 14, 2022.

II. Needs and Context

The following data was gathered and utilized to inform the Implementation Planning process:

- 1) Demographic information regarding the population of the state derived from the most recent available United States Census Bureau data including population data on race, ethnicity, age, disability, and Limited English Proficiency.¹
- 2) Description of the methods used to identify underserved populations within the state and result of those methods, including demographic data on the distribution of underserved populations within the state.²
- 3) State data pertaining to domestic violence homicides.³
- 4) 2021 Statewide Crime Victim Services Needs Assessment Executive Summary.⁴

¹ See Appendix A.

² Id.

³ Id.

⁴ See Appendix B.

III. Description of the Planning Process

The Planning Process

The Wisconsin Department of Justice (DOJ) Violence Against Women Act Advisory Committee (VAWA AC) is a multidisciplinary group that helps to guide the STOP funding priorities and response to violence against women in Wisconsin. The VAWA AC is a multi-disciplinary subcommittee of the Office of Crime Victim Services Advisory Committee, which meets quarterly to inform the policy and funding priorities of the Office of Crime Victim Services. The VAWA AC was convened in 2021 to serve as the Implementation Planning Committee. The membership includes diverse representation from law enforcement, prosecution, community-based victim services, systems-based victim services, culturally-specific organizations (including by-and-for organizations serving Indigenous, Hmong, and Black/Brown communities and survivors), court operations, a forensic nurse examiner, and grant administrators from multiple state agencies. The table below provides a full membership list for the VAWA AC⁵:

Statewide Victim Service Coalitions

Pamela Johnson
Executive Director
American Indians Against Abuse
Hayward, WI

Monique Minkens
Executive Director
End Domestic Abuse Wisconsin
Madison, WI

Pennie Meyers
Executive Director
Wisconsin Coalition Against Sexual Assault
Madison, WI

Pa Thao
Executive Director
Black & Brown Womyn Power Coalition
Eau Claire, WI

⁵ See Appendix C.

Sexual Assault, Domestic Violence, Human Trafficking & Culturally-Specific Service Providers

Kabzuag Vaj
Co-Executive Director
Freedom, Inc.
Madison, WI

Lea Denny
Executive & Clinical
HIR Wellness Institute
Milwaukee, WI

Yessica Gonzalez
Bilingual Community Advocate
HIR Wellness Institute
Milwaukee, WI

Dr. Debbie Lassiter
Executive Director
Convergence Resource Center
Milwaukee, WI

Michelle Bailey
Planner, Menominee Indian Tribe of Wisconsin
Grants Manager, Office of Crime Victim Services
Statewide

Courts

Amber Peterson
Legal Advisor
Director of State Courts, Office of Court Operations
Statewide

Law Enforcement

Denise Armstrong
Detective
City of Madison Police Department
Madison, WI

Kelly Andrichik
Officer
UW Parkside Police Department
Kenosha, WI

Prosecution

District Attorney (judge-elect) Tania Bonnett
Adams County District Attorney's Office
Friendship, WI

Victim Witness

Jen Dunn
Victim Witness Coordinator
Waukesha County District Attorney's Office
Waukesha, WI

Marlys Howe
Domestic Violence Unit Manager
Dane County District Attorney's Office
Madison, WI

Grant Administrators

Stacy Cicero
Domestic Abuse Program Coordinator
Wisconsin Department of Children & Families
Statewide

Kaitlin Tolliver
Trauma & Domestic Abuse Program Coordinator
Wisconsin Department of Children & Families
Statewide

Courtney Watson
SAVS & SAFE Fund Administrator
Wisconsin Department of Justice
Statewide

Amanda Powers
Victim of Crime Act Administrator
Wisconsin Department of Justice
Statewide

Kara Benjamin
Sexual Violence Prevention Program Coordinator
Wisconsin Department of Health Services
Statewide

Wisconsin Department of Justice

Michelle Viste
Executive Director
Office of Crime Victim Services
Statewide

Susie Kanack
SANE Program Coordinator
Office of Crime Victim Services
Statewide

Brooke Johnson
Missing & Murdered Indigenous Women (MMIW) Taskforce Coordinator
Office of Crime Victim Services
Statewide

The VAWA AC spent the past year analyzing each of the 2017-2020 STOP Program Areas and assessing whether or not Wisconsin is currently utilizing VAWA STOP funds in the most strategic, impactful, and equitable way. This analysis involved both collective discussions as a group and one-on-one direct outreach to a variety of stakeholder victim service providers by the OCVS Grants Team staff.

Three primary goals were the driving factors of our analysis. The first goal was to sustain or increase support for programming that provides accessible, culturally-responsive, trauma-informed victim services. The second goal was to design or redesign programs that engaged collaboratively to provide a cohesive, consistent, and trauma-informed response to sexual assault, domestic violence, stalking, and trafficking in Wisconsin. The third goal was to increase the capacity of those serving victims of sexual assault, domestic violence, stalking, and trafficking to build the sustainability of both community- and system-based victim services.

The VAWA AC engaged the expertise and assistance of ALSO STAAR’s STOP Intensive Technical Assistance Project (SITAP) to further explore and evaluate our approach to funding and gender-based violence through a racial justice and equity lens. The SITAP mentorship has had significant impact on the development of the STOP Implementation Plan and how OCVS approaches and prioritizes funding for culturally-specific and responsive services.

Summary of Issues Raised

The following is a summary of the primary concerns that were raised during the planning process and how they are addressed in this Implementation Plan:

Primary Needs/Issues Discussed	How are these needs/issues addressed in the Implementation Plan?
Sustaining the work and implementing the findings of the Missing & Murdered Indigenous Women Taskforce. Increasing awareness of historical traumas and their intersectionality with violence against women.	<ul style="list-style-type: none"> • Creation of the Missing and Murdered Indigenous Women (MMIW) Program Area. • Addition of capacity-building mini- grants for culturally-specific victim service providers.

Building and sustaining training and technical assistance capacity across disciplines and systems.	<ul style="list-style-type: none"> Expanding the scope of victim service coalitions awarded technical assistance funding to include additional culturally-specific providers.
Support for culturally specific programs; building the capacity of “by-and-for” programs and services to address unmet needs of communities impacted by inequity.	<ul style="list-style-type: none"> Addition of capacity-building mini-grants for culturally-specific victim service providers. Expanding the scope of victim service coalitions awarded technical assistance funding to include additional culturally-specific providers.
Increase in new, inexperienced prosecutors and high caseload demands. Need to expand the capacity for experienced VAWA prosecutors offer technical expertise.	<ul style="list-style-type: none"> Sustaining the VAWA Regional Prosecutor Program with a renewed focus on training, technical assistance, and support for new, inexperienced prosecutors statewide.
Lack of quantitative and qualitative data regarding access to, enforcement of, and efficacy of restraining and no-contact orders.	<ul style="list-style-type: none"> A study of restraining order access, enforcement, and efficacy was discussed and considered but not integrated into the current plan. Other resources to pursue this type of study will be explored.
Increased need for accessibility resources across disciplines and systems.	<ul style="list-style-type: none"> Creation of the Language Accessibility Project area.
Continued need for coordination and capacity building to meet the needs of survivors of human trafficking.	<ul style="list-style-type: none"> Creation of the Anti-Human Trafficking Program to provide training, technical assistance, networking, and support to providers and agencies serving victims and survivors of human trafficking.
Concerns regarding stakeholder engagement in multidisciplinary approaches and the need to build the capacity and cohesiveness of multidisciplinary teams.	<ul style="list-style-type: none"> Continuation of the CCR & SART programs with a renewed focus on sustainability and capacity-building within discrete communities
Continued need for an expanded and more representative pool of Justice System Trainers.	<ul style="list-style-type: none"> Investment in building a diverse speaker’s bureau to engage in trainings. Incentivize those with subject-matter expertise to become trainers.

Lack of affordable and appropriate housing to meet the most basic needs of survivors of gender based violence.	<ul style="list-style-type: none"> • Housing First options will be pursued as a best practice through other funding sources and not integrated into this plan.
Historical lack of support and resources for communities disproportionately impacted by violence. Systemic barriers to meaningful change remain in place.	<ul style="list-style-type: none"> • Creation of the Missing and Murdered Indigenous Women (MMIW) Program Area. • Addition of capacity-building mini- grants for culturally-specific victim service providers. • Expanding the scope of victim service coalitions awarded technical assistance funding to include additional culturally-specific providers. • An acknowledgment on the part of the state administering agency that there is considerable work to be done to address and overcome barriers and that words need to be accompanied by action. The state administering agency commits to sharing with federal funders the barriers we see in effecting meaningful change.

Tribal Consultation & Other Collaborative Partners

Wisconsin has 11 federally recognized Tribes: Bad River Band of Lake Superior Chippewa Indians, Forest County Potawatomi Community, Ho-Chunk Nation, Lac Courte Oreilles Ojibwa Tribe, Lac du Flambeau Band of Lake Superior Chippewa Indians, Menominee Indian Tribe of Wisconsin, Oneida Nation of Wisconsin, Red Cliff Band of Lake Superior Chippewa, St. Croix Chippewa Indians, Sokaogon Chippewa Community (Mole Lake), Stockbridge-Munsee Band of Mohicans. Over the past several years, OCVS has developed a strong collaborative relationship with American Indians Against Abuse (AIAA), Wisconsin's tribal victim service program coalition. This collaboration includes ongoing conversations about the needs of Wisconsin's tribal communities and survivors. In December 2020, the Wisconsin DOJ announced the formation of a Missing and Murdered Indigenous Women (MMIW)

Taskforce. The MMIW Taskforce was charged with helping to fight the abduction, homicide, violence, and trafficking of Indigenous women in Wisconsin through an examination of the intersectional factors that contribute to MMIW. The MMIW Taskforce membership includes representation from all 11 federally recognized Tribes, the Brothertown Indian Nation (non-federally recognized), and AIAA.

Multiple MMIW Taskforce members and the Executive Director of AIAA participated in the VAWA Advisory Committee, both formally and informally advising the process. These partners identified the need for improved cultural awareness across the criminal justice system; increased support and capacity building for Indigenous-led advocacy and healing initiatives; and dedicated resources to support the development and implementation of culturally-responsive policies and protocols to address domestic violence, sexual assault, dating violence, human trafficking, and stalking in Indigenous communities. The Wisconsin DOJ recognizes that victim services in tribal communities have been historically under-resourced and often lack appropriate cultural responsiveness. The Wisconsin DOJ is committed to increased support for Indigenous-led victim services and is dedicated to sustaining and implementing the efforts of the MMIW Taskforce via the creation of the Missing and Murdered Indigenous Women Program.

The Wisconsin DOJ has a strong and ongoing relationship with Wisconsin's domestic abuse coalition, End Domestic Abuse Wisconsin (End Abuse); sexual assault coalition, Wisconsin Coalition Against Sexual Assault (WCASA); and a culturally-specific coalition serving Black, Brown, and LGBTQIA+ communities, Black & Brown Womyn Power Coalition. Our agencies collaborate regularly on a number of projects and issues, which helped to guide this Implementation Plan. The Executive Director of each coalition sits on the VAWA Advisory Committee and WCASA is actively involved in the Attorney General's Sexual Assault Response Team and the Sexual Assault Kit Initiative. These

coalitions are engaged in DOJ victim services training and curriculum development and offer a variety of high quality training to advocates statewide.

State Grants Coordination

The OCVS Grants Team includes the administrators for VAWA (STOP and SASP), Victims of Crime Act (VOCA), and the state Sexual Assault Victim Services (SAVS) grant. The OCVS Grants Team works together daily to provide technical assistance to subgrantees, set funding priorities, monitor programs, and strategically plan funding implementation. The OCVS Grants Team participates in one another's planning activities and workgroups. The VOCA and SAVS administrators attend VAWA Advisory Committee meetings and were involved in evaluating the STOP Program Areas for this Implementation Plan. The OCVS Grants Team was able to utilize their grants expertise and experience with programs to help shape the changes that we will be making specifically to the STOP Victim Services Program Area.

The OCVS Grants Team works with the Family Violence Prevention Services Act (FVPSA) grant managers at Department of Children Families (DCF). The FVPSA grant managers sit on the VAWA Advisory Committee and bring a deep understanding of Wisconsin's domestic violence programs and trauma to the extensive assessment of the STOP Victim Services Program Area. The OCVS Grants Team and FVPSA grant managers also participate in reviewing grant applications for each other's programs and work together on other statewide committees, including the Governor's Council on Domestic Violence, to coordinate efforts.

The OCVS Grants Team also works with the Rape Prevention and Education (RPE) grants manager at the Department of Health Services. The RPE manager also serves on the VAWA Advisory Committee and the VAWA Grants Administrator serves on the Wisconsin Department of Health Services Violence and Injury Prevention Partnership Committee. The OCVS Grants Team plans to continue to

collaborate and develop opportunities to support each other's efforts to address sexual assault in Wisconsin.

From 2015 - 2019, the Wisconsin DOJ was awarded nearly \$10 million from the Bureau of Justice Assistance (BJA) and the District Attorney's Office of New York (DANY) to address the accumulation of unsubmitted sexual assault kits around the state. A multidisciplinary team was created at DOJ to provide support and assistance to local jurisdictions after a kit was returned with a foreign DNA profile. This team has reviewed over 1,500 cases, thus far resulting in five convictions of serial sexual assault perpetrators. In addition, \$920,000 of the BJA funds were given as subgrants to community-based sexual assault service providers in the 10 counties with the highest number of unsubmitted sexual assault kits to increase the program's capacity to provide direct services to clients affected by unsubmitted sexual assault kits as well as clients who were recently assaulted.

DOJ continues to utilize \$1,900,000 from an "Improving Criminal Justice Response" grant from the Office on Violence Against Women (OVW) to address the criminal justice system response to sexual assault. Over the past six years, the SART Strengthening & Enhancement Project selected nine local communities, including a campus community, to serve as pilot sites to strengthen their multidisciplinary response to sexual assault. As part of this project, a 2009 "Adult Sexual Assault Response Team Protocol" was updated and expanded into a compilation of "Best Practice Recommendations for Sexual Assault Response Teams." This resource includes information on SART foundations, development, and sustainability with an increased focus on inclusive representation and culturally relevant and responsive care. Existing collaborators on the SART Strengthening & Enhancement Project include American Indians Against Abuse and the Wisconsin Coalition Against Sexual Assault. The Minnesota Indian Women's Sexual Assault Coalition was recently added as a collaborator to provide training and technical assistance to center Indigenous values and frameworks to create and/or strengthen existing multidisciplinary

responses to sexual violence for both Tribal advocates and responders as well as non-Tribal SARTs and responders. In addition, this project provides training for law enforcement on conducting trauma-informed sexual assault investigations as well as scholarships for nurses to attend sexual assault nurse examiner training to increase the capacity and availability of forensic exams around the state.

Lastly, the OCVS Grants Team and VAWA Grant Administrator coordinate and collaborate with other state agencies and grant administrators to work towards a cohesive, strategic response to sexual assault, domestic violence, dating violence, stalking, and human trafficking in Wisconsin by participating in the following statewide committees: the Office of Crime Victim Services Advisory Committee, the Attorney General's Sexual Assault Response Team; the Wisconsin Department of Health Services Violence and Injury Prevention Partnership; the Governor's Council on Domestic Abuse Workgroups (Long-Range Planning, Budget and Access); the Director of State Courts Office STOP Grant Advisory Committee; A2A Steering Committee, Statewide Forensic Nurse Examiner Coordinator Meetings, and Child Death Review Committee.

IV. Plan Priorities for the Four-Year Implementation Period

Identified Goals

The Wisconsin STOP grant program is dedicated to supporting survivors by funding responsive and accessible services; supporting trauma-informed training and technical assistance; encouraging innovative approaches to responding to violence against women; building the capacity of culturally-specific programs; and supporting the development and sustainability of multidisciplinary teams addressing these crimes and supporting survivors.

Priority Areas

Program Area 1: Justice Systems Training

Program Goal: Improve the criminal justice response to sexual assault, domestic violence, dating violence, stalking, strangulation, lethality, and trafficking by providing trauma-informed, victim-centered, culturally-responsive, and offender-focused training and curriculum development across the criminal justice system.

Subprogram A: Law Enforcement Regional Training

Project Design: The Justice Systems Training Law Enforcement Regional Training Program will continue to develop and provide trauma-informed, collaborative, multidisciplinary, and culturally-responsive trainings to law enforcement officers throughout the state. Trainings will be planned strategically to cover each of the four regions of the state. Although the focus is law enforcement officers, training will be provided to and by a multidisciplinary audience including law enforcement, SANEs, prosecutors, victim/witness specialists, advocates, victim service providers, and survivors, when appropriate. The DOJ Violence Against Women Law Enforcement Trainer (VAWLET) will develop consistent trainings in consultation with a DOJ Training Collaboration Workgroup. The DOJ Training Collaboration Workgroup is a multidisciplinary group of trainers, including representation from statewide victim service coalitions and victim service providers, which will meet to ensure DOJ trainings are consistent, trauma-informed, culturally-responsive, and incorporating of evaluative feedback. Cross-training among the various disciplines responsible for responding to reports of sexual assault, domestic violence, dating violence, stalking, strangulation, lethality, and trafficking is essential in ensuring that all professionals understand, respect, and value the roles and responsibilities of their colleagues. The multidisciplinary training approach is best practice because it provides a collaborative, victim-

centered response to sensitive crimes that reduces the potential of re-victimization by the criminal justice system. It also ensures an offender-focused response by training on the importance of gathering all of the facts of the case, drawing attention to the actions and behaviors of the offender, and holding the perpetrator accountable for their actions.

The Justice Systems Training Law Enforcement Regional Training Program will have a renewed focus on building the capacity and competencies of law enforcement trainers statewide. The DOJ VAWLET and DOJ Training Collaboration Workgroup will collaborate to cultivate diverse, multidisciplinary trainers from both rural and urban areas of the state. The roster of subject-matter experts will be supported by the Justice Systems Training Law Enforcement Regional Training Program with Train-the-Trainer learning opportunities, access to standardized evaluation tools, and scholarship opportunities to enhance their own subject-matter expertise related to violence against women.

Projects to be supported: The JST Law Enforcement Regional Training project is awarded internally to DOJ for project management. The VAWLET is housed in the DOJ Division of Law Enforcement Services Training and Standards Bureau.

Subprogram B: Judicial Systems Training

Project Design: The purpose of the Judicial Systems Training Program is to provide statewide and targeted education for judges and court personnel surrounding the issues of domestic violence, sexual assault, stalking, and human trafficking. This project also provides improved court policy and procedures related to the handling of domestic violence and sexual assault cases, as well as research into ways court efficiencies and processes involving these topics could be improved.

Projects to be supported: The 5% court set-aside is awarded to the Wisconsin Director of State Courts. The Director of State Courts Office of Court Operations will convene a STOP Advisory Committee to guide and approve the spending of these funds.

Program Area 2: Sexual Assault Nurse Examiner (SANE) Training and Technical Assistance

Program Goals: To provide evidence based, trauma-informed, and culturally responsive training, technical assistance, and support to Sexual Assault Nurse Examiners and programs, and to support the development, sustainability, and accessibility of SANE programs around the state.

Project Design: The STOP funded SANE Coordinator will:

- Provide technical assistance to SANE programs and nurses, including existing programs as well as hospitals or medical facilities that are interested in starting a SANE program.
- Organize, facilitate, and instruct, as needed, at adult and pediatric SANE trainings and clinical skills labs for nurses.
- Develop, coordinate, and maintain the infrastructure for Peer-to-Peer and Program-to-Program support.
- Conduct ongoing needs assessment of SANE programs and nurses statewide and implement evidence based, trauma-informed, and culturally responsive programming to meet those needs.
- Explore new and innovative approaches and methods to make SANE exams more accessible to survivors in rural communities, including an assessment of mobile SANE programs.

Projects to be supported: The SANE Training and Technical Assistance program is awarded internally to the Wisconsin Department of Justice. The SANE Coordinator is housed in Office of Crime Victim Services and is a part of the OCVS Grants & Training team.

Program Area 3: Community Coordinated Response & Sexual Assault Response Teams

Program Goals: Fostering collaborative community based efforts designed to build a comprehensive, victim-centered response to domestic violence, dating violence, sexual assault, and stalking including:

- Improved coordination of the justice system and victim service activities.
- Ensure multicultural inclusion in CCR/SART work involving community-based providers in underserved communities.
- CCRs/SARTs located in areas where Tribal Governments exist should have active communication with the tribes and effective representation within the team.

Project Design: STOP funds positions at both WCASA and End Abuse. The positions at both coalitions work closely together to provide intensive technical assistance and support to teams, develop tools for teams to utilize, and develop and facilitate regional CCR/SART trainings. The CCR/SART team also works closely with the VAWA Grant Administrator and OCVS Grants & Training team.

Projects to be supported: The CCR/SART program is a non-competitive program awarded to the Wisconsin Coalition Against Sexual Assault and End Domestic Abuse Wisconsin.

Program Area 4: Missing & Murdered Indigenous Women

Program Goals: To acknowledge the epidemic of Missing & Murdered Indigenous Women (MMIW) as violence against women, including domestic violence, sexual assault, stalking, and human trafficking, which is deeply rooted in generational and historical trauma. To sustain the work and integrate the findings of the MMIW Taskforce by:

- Increasing support and capacity-building for Indigenous-led, culturally-specific victim advocacy and healing initiatives.

- Improving cultural awareness and the capacity of law enforcement and prosecutors to respond consistently and appropriately to the needs of traditionally underserved Indigenous populations.
- Developing policies and protocols for implementing best- and culturally-responsive practices across tribal and non-tribal systems and jurisdictions to ensure a consistent response to domestic violence, sexual assault, dating violence, human trafficking, and stalking impacting Indigenous victims and communities.

Scope of the Program: The MMIW Program Coordinator will:

- Develop and implement policies and protocols in response to recommendations and findings of the MMIW Taskforce.
- Facilitate cross-system coordination and the early involvement of appropriate Indigenous victim advocacy resources by building and supporting relationships between tribal advocacy and law enforcement.
- Work closely with American Indians Against Abuse and other Indigenous-led victim service organizations to provide technical assistance and capacity building for tribal victim service programs in order to expand the provision of culturally-responsive victim services and healing initiatives.
- Organize a speaker bureau and provide training for law enforcement, prosecutors, Victim Witness, court personnel, and other criminal justice system actors related to MMIW, cultural responsiveness, and intersectional traumas.

Projects to be supported: The MMIW Program is awarded internally to the Wisconsin Department of Justice. The MMIW Program Coordinator is housed in the Office of Crime

Victim Services and is a part of the OCVS Program & Policy team. The MMIW Coordinator will oversee the development of a speaker bureau and facilitate speaker engagement via contract.

Program Area 5: Anti-Human Trafficking

Program Goals: To provide evidence-based, trauma-informed, and culturally responsive training, technical assistance, networking, and support to providers and agencies serving victims and survivors of human trafficking.

Scope of the Program: The Anti-Human Trafficking Program will offer quarterly, virtual, regional “Communities of Care” for individuals and organizations providing services to adult victims and survivors of human trafficking. In coordination and collaboration with statewide victim service coalitions and national technical assistance providers, the Office of Crime Victim services will coordinate the development of core competency training for anti-human trafficking victim service providers; partner with other state agencies to increase knowledge and awareness of human trafficking throughout Wisconsin, including common indicators and how to report suspected cases of human trafficking; expand the capacity and competency of those providing victim services to victims and survivors of human trafficking; and work with the Violence Against Women Law Enforcement Trainer (VAWLET) to offer trainings on human trafficking, the dynamics involved in sex and labor trafficking, and the intersectional relationship between human trafficking and MMIW to a multidisciplinary audience statewide.

Projects to be supported: The Anti-Human Trafficking Program is awarded internally to the Wisconsin Department of Justice. Staff within the Office of Crime Victim Services will engage with external partners, oversee the development and coordination of the “Communities of Care,” and facilitate a human trafficking resource and speaker bureau to engage trainers via contract.

Program Area 6: Specialized Prosecution

Program Goals: Ensure the prosecutorial response to violence against women effectively keeps victims safe, reduces secondary victimization and trauma, and holds perpetrators accountable.

Project Design: This grant project will accomplish these goals by maintaining five Violence Against Women Resource Prosecutors (VAWRP) to provide technical assistance and training statewide. The VAWRP will enable more effective prosecution and service to victims by improving the capacity of the justice system to respond to victims needs and to treat victims with respect; providing technical and subject matter expertise to prosecutors statewide; cultivating prosecutorial tools and resources; and providing leadership in the coordinated delivery of violence against women training and response in Wisconsin.

VAWRP responsibilities will include:

- Working collaboratively with local, regional, and state partners, including law enforcement; domestic violence and sexual assault victim service providers; court systems; domestic violence and sexual assault statewide coalitions; Wisconsin DOJ; and other identified partners to assess the need for, develop, and provide technical assistance for prosecutors statewide.
- Provide legal advice and technical assistance to prosecutors on issues of crimes of violence against women, including sexual assault, domestic violence, stalking, and human trafficking.
- Provide outreach to individual counties and act as consultant in violence against women cases.

- Build the capacity and skill of new prosecutors by coordinating mentorships related to violence against women cases.
- Identify and become familiar with best practice policies and other publications to enhance the prosecution of crimes of violence against women.
- Become familiar with existing VAWA DOJ statewide training efforts and provide ongoing violence against women training opportunities for prosecutors. Develop and implement a statewide prosecutor resource library for violence against women cases.
- Serve on advisory councils, local multidisciplinary teams, and other committees and entities as requested or invited by partners, and others working on issues of crimes of violence against women.
- Maintaining a caseload focused exclusively on crimes involving violence against women and gender-based violence that will not exceed 40% of their prosecutor position.

Projects to be supported : Five Wisconsin counties will be awarded a VAWRP to serve regionally and support the needs of both rural and urban communities in their assigned region.

Program Area 7: Victim Services

Program Goals: Enhance the ability of local communities to keep victims safe, meet the needs of survivors in a holistic and culturally-responsive way, and hold perpetrators accountable.

Sub-Program A: Victim Service Innovation Grants

Project Design: Funding is available to expand or enhance a wide-range of services to adult and teenage victims of domestic violence, sexual assault, stalking, and human trafficking. Special emphasis is placed on services to culturally specific and population specific communities.

Priorities should include addressing critical issues such as access, capacity, racial equity, and other

systemic barriers. Additional consideration will also be provided to programs offering victim services to adult survivors of childhood sexual abuse and those demonstrating competent services to LGBTQIA+ survivors. The 5% that STOP is able to spend on prevention will be more intentionally focused and strategically allocated within this program area.

Projects to be supported: A competitive funding announcement will be available for victim service programs to submit new innovative proposals. The project period will be three years, with the expectation that programs have three years to develop a new, innovative program with STOP funds, and then the program will then be able to shift to other funding sources to sustain the project. The STOP funds will then be available to another competitive round of new, innovative programs. The OCVS Grants team has and will continue to collaborate to ensure this strategy aligns with the OCVS funding philosophy to use VAWA funds to support innovation and other funding sources to sustain established programs and services.

Sub-Program B: “By & For” Capacity-Building Grants

Project Design: Funding is available for “by & for” victim services, programs, and organizations serving culturally-specific communities and victims. The “mini-grants” will be highly targeted at providing funds to encourage capacity-building, with an emphasis on financial stability and responsibility; organizational growth and infrastructure; grant writing; and programmatic outreach. Priority will be provided to organizations tailoring their services to meet the specific healing and safety needs of the communities and victims they serve. The overall intention of the “by & for” capacity-building grants is to support the growth and sustainability of culturally-specific victim services so that these programs and organizations may have better access to other funding sources.

Projects to be supported: A rolling, non-competitive, discretionary funding announcement will be available for programs and organizations to submit their specific capacity-building proposal for consideration. The project period will be two years, with the expectation that the program will focus the funds solely on the discrete capacity-building initiative and ultimately remove barriers to accessing other long-term funding sources. During the two-year grant period, awarded programs and organizations will have the opportunity to engage in on-going, targeted technical assistance provided by one or more of the statewide victim service coalitions to further ensure growth and sustainability.

Program Area 8: Technical Assistance

Program Goals: To strengthen the ability of communities to effectively address the crimes of domestic violence, sexual assault, stalking, human trafficking, MMIW, and dating violence by:

- Enhancing the capacity of statewide and community-based efforts on behalf of victims of violence against women with particular emphasis upon the development of leadership by and inclusion of survivors and non-traditional, community based providers in the ongoing planning and development of comprehensive services to victims in Wisconsin communities.
- Improving access to justice system and victim services coordination and effectiveness, especially for underserved areas and populations.
- Supporting assessment, planning, coordination, and program implementation efforts that address these crimes.

Project Design: Funds will continue to be available to statewide coalitions to provide site-specific technical assistance in the areas of planning, development, implementation, capacity-building, and assessment of violence against women programs and services.

Projects to be supported: STOP will award non-competitive grants to WCASA, End Abuse, American Indians Against Abuse, and Black & Brown Womyn Power Coalition to provide technical assistance to member and non-member organizations serving victims and survivors of domestic violence, sexual assault, stalking, human trafficking, MMIW, and dating violence.

Program Area 9: Special Projects

Sub-Program A: Homicide Prevention Project

In previous years, the STOP program has funded the Community Response & Homicide Prevention Coordinator (CRHPC) at End Domestic Abuse Wisconsin (End Abuse). The CRHPC has worked closely with the Maryland Network Against Domestic Violence (MNADV) to provide training and technical assistance to Wisconsin communities on successful implementation of the Lethality Assessment Program (LAP). The LAP is a two-pronged intervention process featuring a research-based lethality screening tool that enables law enforcement and other first responders to assess domestic violence victims to identify those at highest risk of being killed. These first responders then initiate immediate contact with a domestic violence service provider to connect victims with services proven to reduce the risk of homicide. For the past several years, MNADV has been in a formal agreement with End Abuse and End Abuse has served as the primary LAP training and technical assistance provider for Wisconsin jurisdictions.

MNADV recently restructured and now provides LAP technical assistance under an annual subscription model. To ensure the continuity of operations by Wisconsin jurisdictions currently utilizing the LAP model and to offer End Abuse a year to evaluate the efficacy of this subscription model, STOP will fund one year of the MNADV LAP subscription.

The success of the LAP model in Wisconsin has spurred further discussion and interest in similar researched-based lethality assessment tools to be utilized by the courts to inform bail and

bond considerations. Noting that the law enforcement-base LAP was never intended to be used by the courts and is strictly an early intervention model, the exploration of an appropriate tool to assess lethality within criminal court process would serve to complement the existing LAP interventions. Several Wisconsin jurisdictions have expressed interest in exploring the feasibility of current models and potentially adapting existing models to best meet the specific needs of each jurisdiction.

The goals and the objectives of this project will be:

Project Goal 1: To offer continuity of operations amongst jurisdictions currently implementing the LAP.

Objectives:

- Enter into a one-year subscription agreement with the MNADV, continue to track domestic violence-related homicides in Wisconsin and lethality risk factors present in those cases.
- Continue to answer questions and offer support to jurisdictions implementing the MNADV LAP model using resources provided by MNADV.

Project Goal 2: To establish a long-term sustainability plan for the LAP in Wisconsin.

Objectives:

- Connect with implementing LAP Team Coordinators to assess the efficacy of the MNADV subscription model.
- Explore alternative options to this model and work towards having End Domestic Abuse Wisconsin be the sole LAP training and technical assistance provider for Wisconsin jurisdictions.

Project Goal 3: To explore and adapt existing research-based domestic violence lethality assessments to be used by courts and potentially implement protocols at pilot court sites.

Objectives:

- Engage in a full assessment of existing court-based domestic violence lethality assessments.
- Engage interested pilot site courts in the exploration, adaptation, and analysis of these tools within their own communities (with specific attention paid to the mitigation of biases).
- Assist pilot court sites to adopt, implement, and assess the use of these tools.

Sub-Program B: Language Accessibility Project

In March 2021, the Office of Crime Victim Services concluded a statewide Crime Victim Needs Assessment, which included comprehensive surveys and focus groups of systems and non-systems-based victim advocates, affiliated professionals, and survivors.⁶ While the assessment itself explored and highlighted the needs of all crime victims across Wisconsin, both before and during the COVID-19 pandemic, some of the key findings noted improvement areas that would directly support the needs of some of the most marginalized survivors of gender-based violence. Increased language accessibility was one such area for improvement. By engaging in a coordinated effort to increasing language accessibility across systems and regions of the state, victims and survivors of gender-based violence may be better informed and served by both community-based and system-based service providers.

⁶ See Appendix B.

Project Goals: To ensure that information pertaining to victim services and rights are available and accessible to all individuals impacted by gender-based violence regardless of their English proficiency, location, or initial access-point to victim services.

Objectives:

- Provide standardized training on domestic violence, sexual assault, and stalking for certified court interpreters and language assistance/translation/interpretation providers.
- Elevate the use of interpreter services that are cross trained on victim services and legal advocacy.
- Addition of required training for OCVS Grants recipients to ensure basic best practices, incorporation of monitoring practices.
- Increase access to in-person or remote language services.
- Promote access to the courthouse, law enforcement agencies, and victim service providers through signage and webpages in other, commonly used languages.
- Develop and increase culturally competent practices in the criminal justice system through improved awareness of language accessibility needs.
- Ensure multi-lingual quality access to court, legal, and victim rights materials.

Program Area 10: Assessment, Evaluation, and Planning

Program Goals: Develop and implement a plan for the STOP VAWA Formula Grant funds that strengthens the criminal justice system's response to violence against women and enhances services for victims throughout the State of Wisconsin by:

- Evaluating and improving assessment, planning, coordination, and program implementation efforts that address domestic violence, sexual assault, dating violence, human trafficking, and stalking.
- Assisting Wisconsin communities in assessing their ability to respond effectively and efficiently to the needs of victims.
- Fostering collaboration on all levels of policy planning and protocol development designed to keep women safe and to hold perpetrators accountable throughout the State of Wisconsin.

Project Design: The project will meet the program goals through the coordination of the OCVS Advisory Committee; the work of the VAWA Grant Administrator; ensuring as many programs as possible receive information about upcoming competitive funding announcements; and ensuring the process for each STOP VAWA competitive grant opportunity is consistent and transparent. The OCVS Advisory Committee will continue to promote collaboration and multidisciplinary response to violence against women and holding perpetrators accountable; and ensure that the diverse population of the state is included in the development and implementation of this project.

Projects to be supported: This Program Area is awarded internally to DOJ OCVS.

Sexual Assault Set-Aside

Wisconsin will meet the sexual assault set-aside via the following programs:

Regional Violence Against Women Resource Prosecutors: The Regional VAWRP are charged to provide training and technical assistance to other prosecutors in their regions on issues relating to cases involving violence against women. They are required to carry a caseload in their county, which accounts for no more than 40% of their time, and provide regional training and technical assistance, which accounts

for the remaining 60% of their time. The program requires that the Regional VAWRP spend half of their time, including cases in their home county and special prosecutions, on sexual assault. This will help ensure that sexual assault is addressed by prosecutors in all seventy-two counties in Wisconsin, increase the number of sexual assault cases charged, and ensure that these prosecutions are handled or supported by experience prosecutors. All prosecutors statewide will have the opportunity to receive sexual assault training from DOJ and the Regional VAWRP; technical assistance on any sexual assault case they work on; and support developing sexual assault case protocol and resources for their county.

Victim Services: The STOP funds will continue to fund sexual assault services at the even rate it has in the past. The STOP program will continue to coordinate with SASP, VOCA, and SAVS to ensure that every county has quality and accessible sexual assault services. Funding announcements will indicate a prioritization of funding allocations for programs that specifically address the needs of adult survivors of sexual abuse and survivors that identify as LGBTQIA+.

SANE Program: STOP funds will continue to support sexual assault survivors' access to quality, trauma-informed, and culturally aware sexual assault forensic examinations throughout the state via the SANE Program. The SANE Coordinator will provide technical assistance to SANE programs and nurses; organize, facilitate, and instruct at adult and pediatric SANE trainings; and develop, coordinate, and maintain the infrastructure for Peer-to-Peer and Program-to-Program support. These efforts will not only support improved service to survivors of sexual assault, but also assist in the prosecution of sexual assault cases statewide.

Attorney General's Sexual Assault Response Team: The Attorney General's Sexual Assault Response Team (AG SART) was created several years ago to address the coordinated response to sexual assault in Wisconsin. The AG SART is composed of law enforcement, prosecutors, the State Crime Lab, domestic violence and sexual assault coalitions, SANEs, and DOJ staff. Over the past several years, the

AG SART has been focused on improving access to, management of, and payment for sexual assault forensic exams and HIV prophylaxis; working with campuses around the state to determine the appropriate DOJ response to campus sexual assault; drafted Administrative Rules for the Wisconsin Sexual Assault Forensic Exam (SAFE) Fund and advises on matters related to the Sexual Assault Kit Initiative (SAKI). STOP will continue to support the VAWA Grants Administrator's time working with the AG SART and the workgroup projects.

Sexual Assault Response Teams (SARTs): The STOP funded statewide SART program will continue to provide assistance, support, capacity-building, and technical assistance to SARTs throughout the state. Stronger SARTs means better service provision and experiences within the criminal justice system for survivors through the collaborative engagement of law enforcement, prosecution, victim service providers, and/or the courts.

Addressing Needs of Underserved Victims

A meaningful discussion of the needs of underserved victims could not be had without acknowledging the ongoing, devastating, and disparate impacts of the COVID-19 pandemic. Survivors of domestic, sexual, and other gender-based violence have been isolated, often unable to access safety and support. Service providers have had to adjust and find creative means to reach out to survivors, provide virtual services when needed, and come together to support our state's most marginalized survivors and advocates. The COVID-19 pandemic has not only demonstrated what the anti-gender-based violence movement is able to accomplish in crisis, it also has clarified and magnified existing racial inequities. Many advocates are asking what role the criminal justice system should have in the response to gender-based violence and what additional harms have these systems caused for survivors of color and other marginalized groups.

These questions will be at the center of the anti-gender-based violence movement and response moving forward. DOJ OCVS will continue to prioritize efforts to meet the needs of all victims of gender-based violence in the state of Wisconsin. The OCVS Grants team is committed to continued outreach, trust building, and collaboration with un-served and underserved communities. The collective approach of the VAWA, VOCA, and SAVS grant administration provides an opportunity to establish consistent and equitable funding priorities.

DOJ OCVS will continue to work with other state funders, as well as WCASA, End Abuse, AIAA, and the Black & Brown Womyn Power Coalition to maintain partnerships and achieve a common goal: outreach to and support of culturally specific organizations. End Abuse operates the National Clearing House on Abuse in Later Life. Wisconsin has long benefited from the presence of this project in our state. WCASA has been active in developing resources for “disabilities” community both statewide and nationally for many years. WI DOJ has also partnered with Disability Rights Wisconsin on a number of victim rights issues and trainings for criminal justice professionals. WCASA and End Abuse work together to support the statewide LGBTQIA+ project which provides both support and advocacy to individuals and technical assistance to programs working with specific clients as well as developing their capacity to serve their local LGBTQIA+ populations. Black & Brown Womyn Power Coalition offers a variety of culturally specific trainings for victim service providers, including Queer Justice for Communities of Color: LGBTQIA+, Foundation to Gender Based Violence, and Sexual Assault Capacity Building for Hmong Programs. AIAA has been a leader in the MMIW movement in Wisconsin and offers direct technical assistance, tribal victim advocacy training, and culturally specific resources to aid tribal governments and programs serving Indigenous persons. STOP will continue to fund positions and programming at each of our statewide coalitions to ensure that the needs of underserved populations are meaningfully addressed.

To ensure continual review of our efforts and impact on underserved populations in Wisconsin, the OCVS Advisory Committee will continue to meet regularly throughout the year and will continue to expand membership and engagement with community-based organizations that provide linguistically and culturally specific services throughout the state. The VAWA program will continue to work with the OCVS Advisory Committee, the OCVS Grants team, and other grant administrators to ensure that underserved communities in Wisconsin are able to access and develop the services they need. Funds will be intentionally allocated so that they are distributed equitably among underserved populations. The data collected for this Implementation Plan will help determine who and where the funds are most needed.

Grant-making Strategy

DOJ OCVS awards funds through both competitive and non-competitive subgrant application and review processes. OCVS ensures the subgrant award process is transparent and preserves accountability. The goal of our grant program is to meet the needs of victims, support their recovery, and hold offenders accountable. All VAWA STOP grant funds will be administered in accordance with these established processes.⁷

Competitive Award Process

Competitive Requests for Proposals (RFPs) will be offered every three years for the victim services, specialized prosecution, and special project Program Areas. Available funding will be advertised on the statewide coalitions' listservs, as well as through OCVS Grants and Training email distribution list, which combined reach most victim service providers and related stakeholders in the state.

A three-year competitive cycle will allow programs to grow and develop new innovative initiatives. Subgrantees will be required to submit a budget, project updates, and goals and objectives to OCVS for approval on the start of the second and third non-competitive years.

⁷ Note: Wisconsin does not plan to use the "Crystal Judson" purpose area.

Grant review teams, consisting of external and internal stakeholders, are assembled to review the competitive grant applications. Applications are reviewed by system and program representatives who are familiar with best practice, program concept, and existing resources and programs. The identities of grant reviewers remain confidential, and reviewers have no financial interest in the outcome of the application review process. The review team evaluates each application and meets to discuss and reach a consensus on funding recommendations to the OCVS Executive Director. The entire process takes an average of 12 weeks from funding announcement to awarding subgrantees. OCVS is the single point of contact regarding grant applications and grant administration.

Non-Competitive Award Process

Subgrants to state agencies and statewide coalitions for which there would be no useful competition may be awarded directly, following OCVS staff review and in compliance with state procurement laws. The grants awarded to WCASA, End Abuse, AIAA, Black & Brown Womyn Power Coalition, and the Office of State Courts are non-competitive, but still require the submission and approval of a budget, project updates, and goals and objectives to OCVS every year. STOP funds that are awarded internally - such as SANE Training and Technical Assistance, Justice Systems Training, and MMIW Program - also require the submission of a budget, project updates, and goals and objectives for approval every year.

General Review Criteria

While more detailed subgrant review criteria for competitive projects is developed and published with subgrant application materials, basic application review criteria include clearly documented need for services; quality and sustainability of proposed project and evaluation plan; and ability of the project to meet the needs of communities impacted by inequity. Additional award criteria include the equitable distribution of STOP funds on a geographical basis, considering urban and rural allocation, and the

existence of domestic violence, dating violence, sexual assault, and stalking services in each county. The data gathered in Appendix A will be used to ensure population, need, and geography are considered when awarding funds.

Interim Review Process

For projects operating longer than one year, the interim review process is designed to bring the subgrantee, VAWA Administrator, and OCVS staff together to report on the status of the grant program and address any ongoing challenges. Projects continuing for a second and third year submit written applications and complete the interim review process. This process gives the subgrantee the opportunity to report on the progress of the project and the VAWA Administrator the opportunity to provide technical assistance and clarify expectations.

Victim Services and Victim Collaboration

All applicants are asked to describe their collaborative efforts with victim service providers while developing their grant applications to ensure that the proposed activities are designed to promote the safety, confidentiality, and economic independence of victims. All government agencies are required to submit a Certification of Consultation with their application. The Certification must be on agency letterhead and must certify that the applicant agency has consulted with a local not-for profit, non-governmental victim service provider in the development of this application.

Applicants for the Victim Services program are asked to answer the following questions as a way of ensuring victim involvement in the development of services and ongoing program feedback: How has the population you serve been involved in the development of services? How will this involvement continue? The VAWRPs are required to report if and how they communicate with victims in the cases they are working on; what does that communication look like; how they collaborate with the victim/witness staff; and how they collaborate with community victim services providers.

Subgrant Management, Monitoring, and Assessment

The OCVS Grants Team collaboratively developed a risk assessment tool and monitoring plan to be consistent across OCVS funding sources, including VAWA, VOCA, and SAVS grant programs. This process is divided into two separate steps, detailed below.

Step One: Pre-Award Risk Assessment

- All applications shall be reviewed and assessed for their risk level, using the WI DOJ Risk Assessment tool.⁸ This will be completed pre-award during competitive and continuation grant cycles.
- Risk Assessment results will be recorded in the Program Visits spreadsheet.
- Special condition language will be included for high-risk programs, designated for level 3 monitoring, in grant award documents.
- Grant Manager(s) will determine next steps for monitoring, based on the Monitoring Plan determined by OCVS Grant Monitoring Procedures.

Step Two: Based on the Risk Assessment, the grant administrator develops and implements a monitoring plan for the subgrantee based on the following process:

Develop a Monitoring Plan

At the start of each calendar year, OCVS will establish a monitoring plan for the calendar year. The monitoring plan will be developed based on each agency's risk level as well as other known information by OCVS. Grant Managers and Financial Grants Specialists will participate in the development and implementation of the monitoring plan. When creating the annual monitoring plan, Grant Managers and Financial Grants Specialists are encouraged to focus on risk level two

⁸ See Appendix D: WI DOJ Risk-Based Assessment.

and three identified agencies. However, Grant Managers and Financial Grants Specialists have discretion to determine which agencies are a high priority for monitoring during that year, regardless of risk level. OCVS will consider the following items to develop a monitoring plan: risk level (programmatic, administrative, financial); last grant monitoring; visit date; last financial desk monitoring review date; and new subgrantee agencies. OCVS may also consider last grant monitoring visit findings; last financial desk monitoring review findings, compliance concerns, ongoing technical assistance, new awards or award increases. Each Grant Manager and Financial Grants Specialist will identify the agencies they will monitor during the calendar year. This information will be consolidated into one OCVS monitoring plan. The monitoring plan will identify the method of monitoring along with target quarter.

Perform Monitoring Activities

Based on an agency's risk, monitoring priority, and other known information by OCVS, the following forms of monitoring may be performed:

- Grant Monitoring Visit: A typical grant monitoring visit entails review of the agency's programming and services, collaboration with other agencies, policies and procedures (including finances), staff and volunteer training process, civil rights compliance, review of data collection and performance measures, financial process, Board of Director oversight of program, review of the facility (if onsite), and interviews with OCVS grant funded staff as outlined in the OCVS Grant Monitoring Form.⁹ Following the grant monitoring visit, OCVS outlines requirements or recommendations, and provides technical assistance to meet the items outlined.

⁹ See Appendix D: Grant Monitoring Form.

- **Financial Desk Monitoring Review:** A typical financial desk monitoring review includes review of supporting documentation from previously reimbursement financial requests, within an OCVS identified timeframe. Using the OCVS Desk Monitoring form, a Financial Grants Specialist reviews supporting documentation to determine if expenditures were in accordance with the guidelines. The Financial Grants Specialist then sends a results letter to the grant recipient with observations, recommendations, or corrective actions needed. If OCVS believes there has been fraud, waste, abuse, or misconduct, OCVS may report this information to US DOJ Office of Inspector General at the direction of the OCVS Executive Director.

V. Conclusion

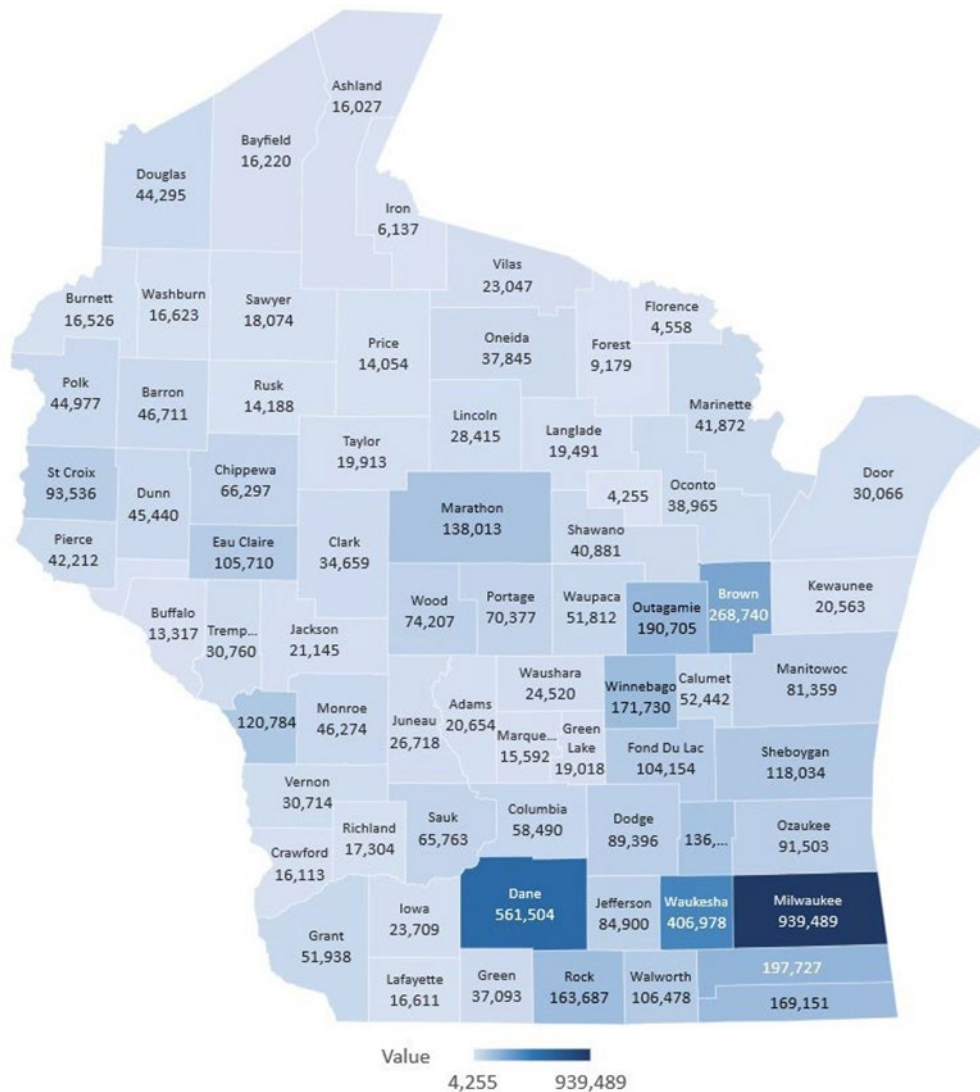
The Wisconsin STOP VAWA grant program is dedicated to collaborating with diverse partners to support survivors and hold perpetrators accountable. Through the development of the 2022-2025 STOP Implementation Plan , we commit to supporting survivors by funding responsive and accessible services; supporting trauma-informed training and technical assistance; encouraging innovative approaches to responding to violence against women; building the capacity of culturally-specific programs; and supporting the development and sustainability of multidisciplinary teams addressing these crimes and supporting survivors

Appendix A:
Wisconsin Demographics

TOTAL WISCONSIN POPULATION

According to the 2020 United States Census, Wisconsin has grown 3.6% since 2010. Wisconsin's total population in 2020 was 5,893,718 residents. The most recent available United States Census Bureau population estimates are displayed below by county, where the darker the blue, the more populous the county, comparatively. The smallest county is Menominee County, with 4,255 residents, while the most populous county, Milwaukee County, has 939,489 residents. (U.S. Census Bureau, 2020).

Figure 1. Wisconsin Population in 2020 by County (U.S. Census Bureau, 2020)

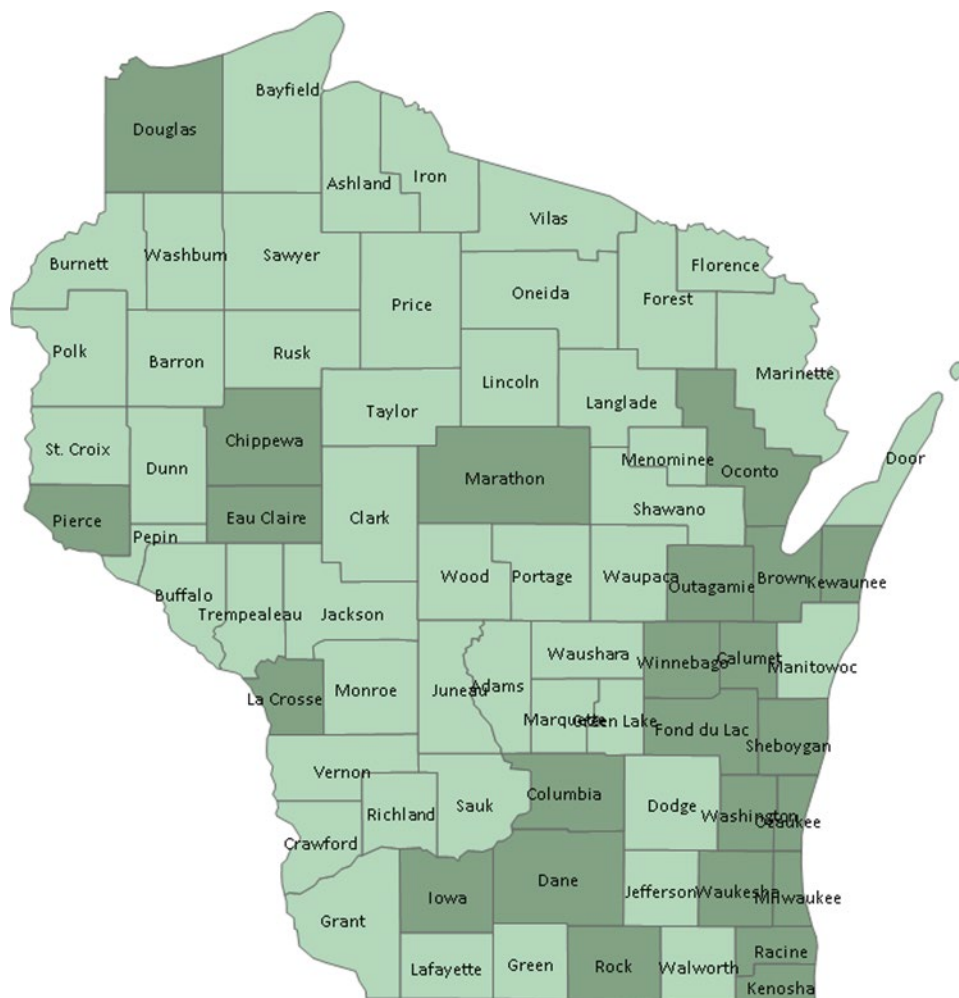


UNDERSERVED POPULATIONS

Geography - Urban/Rural

Metropolitan statistical areas (metro area) are geographic entities defined by the U.S. Office of Management and Budget (OMB) for collecting and publishing Federal statistics. A metro area includes one or more counties containing a core urban area of 50,000 or more people, together with any adjacent counties that have a high degree of social and economic integration (commuting to work) (U.S. Census Bureau, 2010). The dark green counties in Figure 2 are metro counties (urban) as determined by OMB.

Figure 2. Map of Urban and Rural Wisconsin Counties, as defined by the U.S. Office of Management and Budget 2010¹ Standards



¹ 2020 OMB standards and 2020 census date will be published in 2023. See [Federal Register :: 2020 Standards for Delineating Core Based Statistical Areas](#).

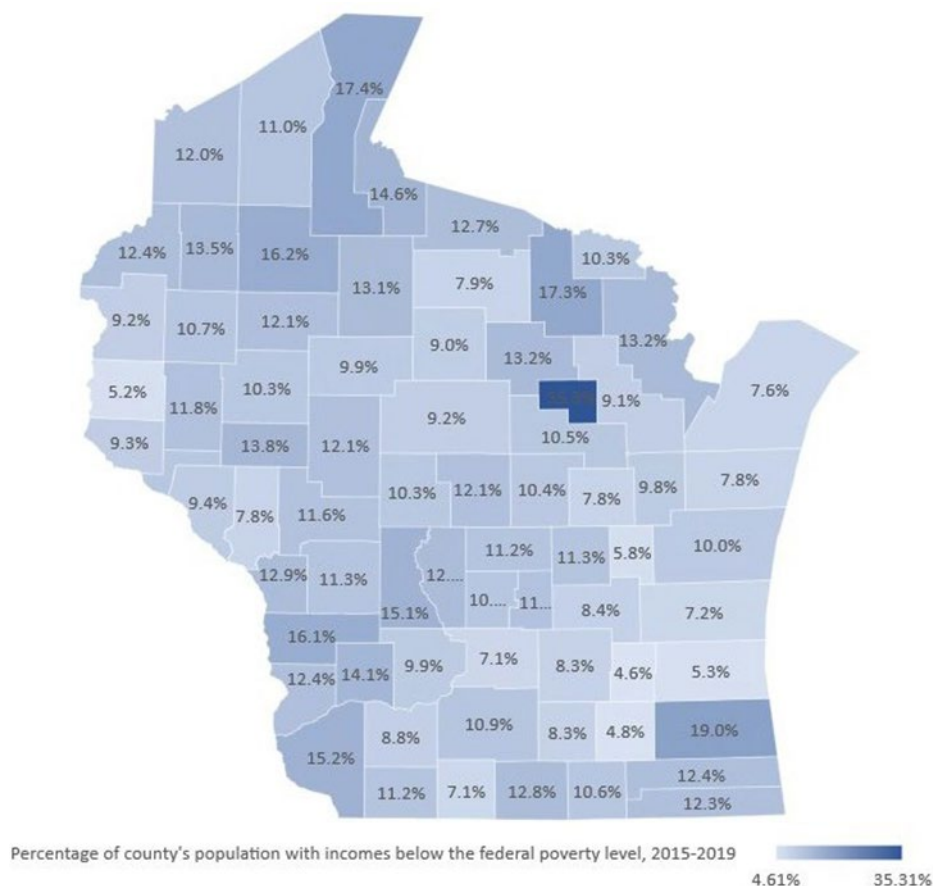
Below the Poverty Level

According to the 2016-2020 U.S. Census American Community Survey, 11.0% of Wisconsin residents (or 620,947 people) live below the poverty level. Poverty status is determined by comparing annual income to a set of dollar values, called poverty thresholds. These thresholds vary by family size, number of children, and the age of the householder and are updated every year to account for the changes in cost of living using the Consumer Price Index (CPI). If a family's before-tax money income is less than the dollar value of their threshold, then that family and every individual in it are considered to be in poverty. The U.S. Department of Health & Human Services 2020 poverty guidelines (effective January 14, 2020) are displayed in table 1 below. The map illustrates the number of individuals within that county whose incomes fall below the poverty line as a percentage of that county's population (Figure 3, Table 1).

Figure 3. Map of percentage of Wisconsin population with incomes below the poverty level (Table 1) for each county, 2015-2019 (U.S. Census Bureau, 2019)

Table 1. Department of Health and Human Services 2020 Federal Poverty Threshold

<i>Persons in Family/Household</i>	<i>Poverty Guideline</i>
1	\$12,760
2	\$17,240
3	\$21,720
4	\$26,200
5	\$30,680
6	\$35,160
7	\$39,640
8	\$44,120



Age

In Wisconsin, median age (i.e., the age midpoint) from 2000 to 2020 increased from 36 to 38.5 years. Rural counties in northern Wisconsin tend to have larger percentages of older populations than other areas of the state. The increasingly large proportion of seniors in Wisconsin is expected to continue to grow in the coming decades. As Wisconsin's older population increased, its child population decreased (see Table 2). Figure 4 illustrates the senior population (over 65 years) across Wisconsin as percentages of each county's population. Figure 5 shows the percentage of individuals within each county that are considered minors (less than 18 years). Figure 6 displays the median age by Wisconsin County.

Table 2. Wisconsin Proportion of Youth & Adults, 2010, 2015, and 2020

	2010	2015	2020
Under 18 years	23.6%	22.4%	21.9%
Over 65 years	13.6%	15.6%	20.8%

Figure 4. Percentage of individuals who are 65 years or older by Wisconsin county, 2016-2020 (U.S. Census Bureau, 2020)

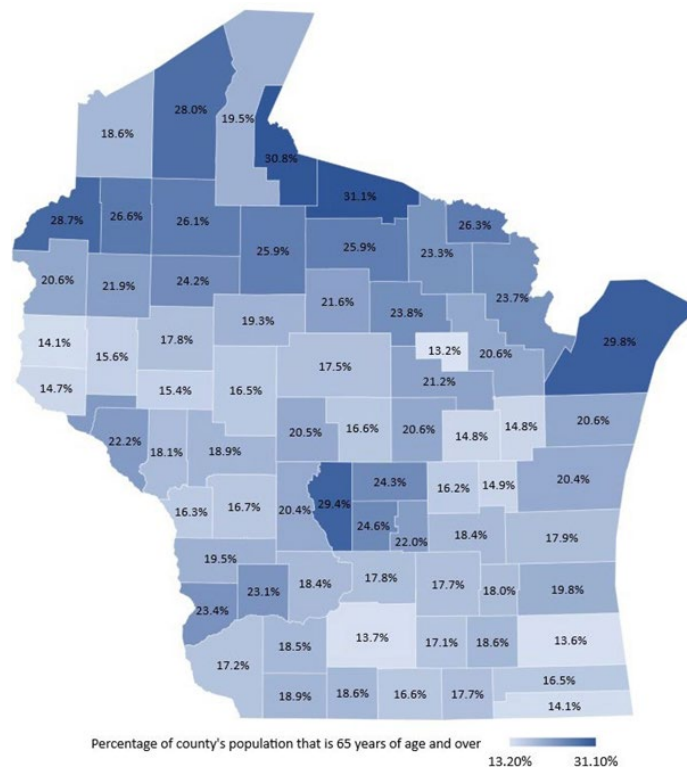
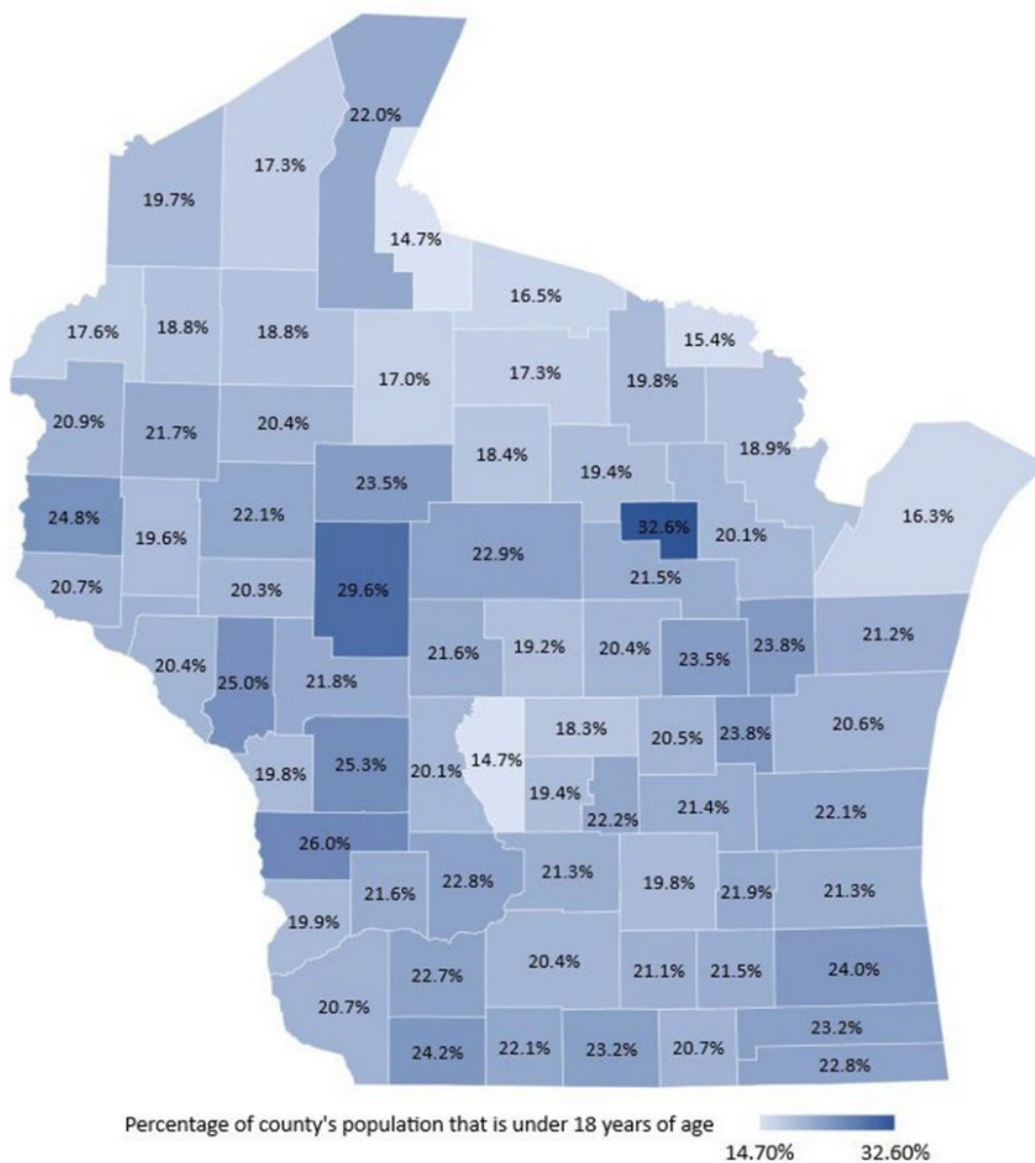
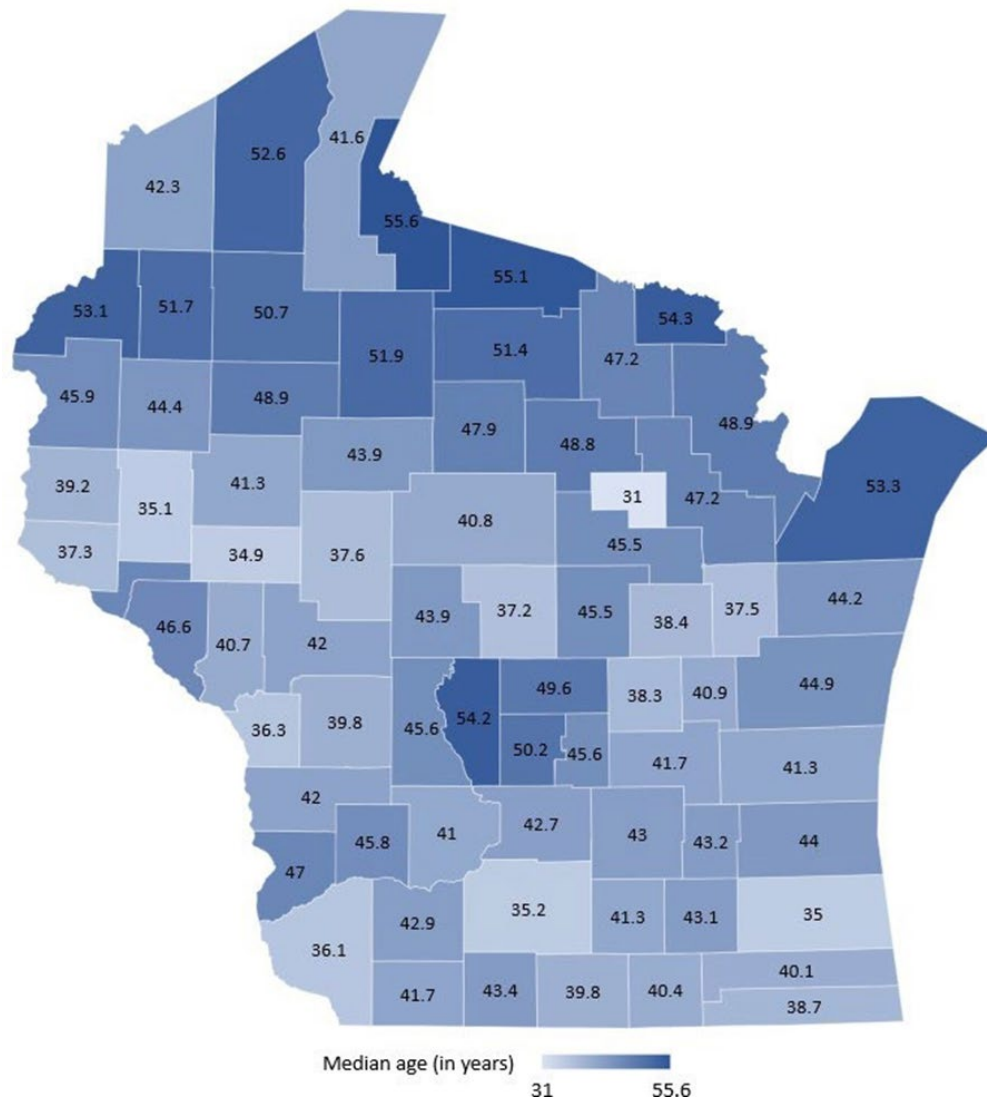


Figure 5. Percentage of Wisconsin population under the age of 18 by county, 2016-2020 (U.S. Census Bureau, 2020)

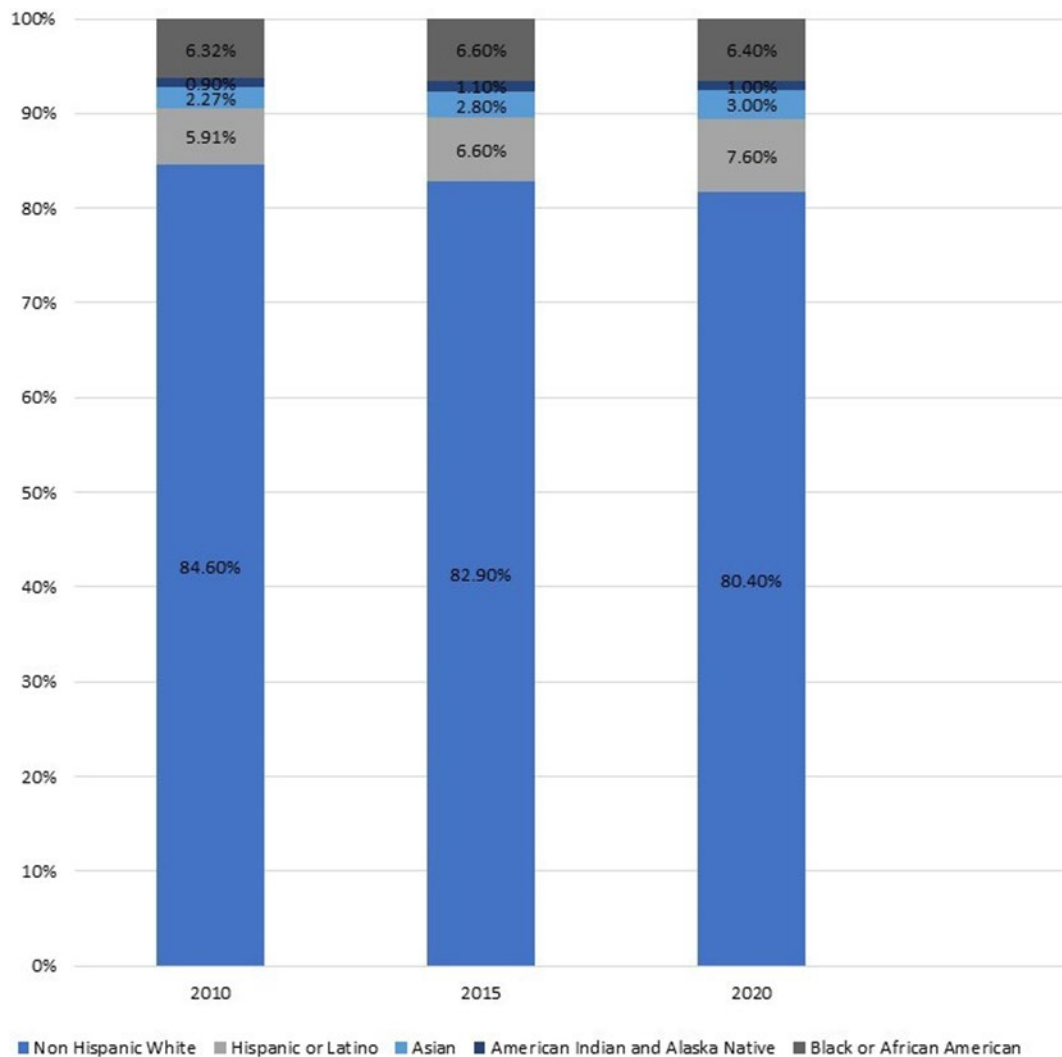




Race & Ethnicity

Although Wisconsin has recently become more diverse, Wisconsin continues to be *less* racially diverse than the Midwest and United States. The chart below portrays the racial and ethnic composition of Wisconsin in 2010, 2015, and 2020 (Figure 7). The following maps display the concentration of African American, Hispanic, Asian, and Native American populations across Wisconsin in 2020 (Figures 8-11).

Figure 7. Racial and ethnic composition of Wisconsin population, 2010-2020



Wisconsin's African American population lives primarily in the southeast and in rural counties that have prisons. Figure 8 is the percentage of African American individuals in that county in 2020. The darker the blue, the larger the African American population is in the county.

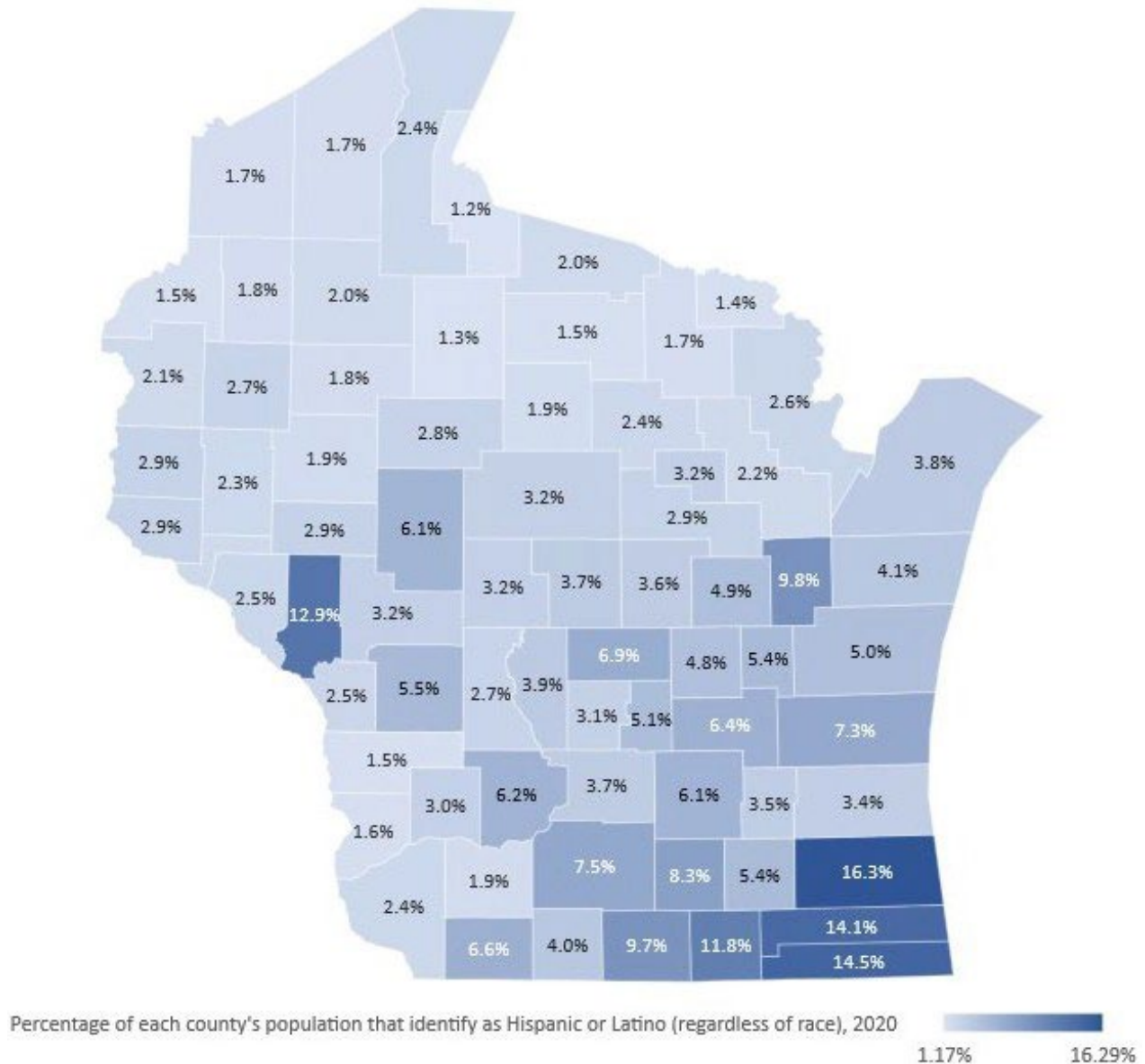
Percentage of each county's population that identify as Black / African American (alone), 2020

0.05% 26.17%

Hispanic Population

Over half of Wisconsin Hispanics live in Milwaukee, Dane, or Racine counties, but there is a small and growing Hispanic population in rural Wisconsin. Figure 9 shows the percentage of Hispanic individuals in that county in 2020. The darker the purple, the larger the Hispanic population is in the county.

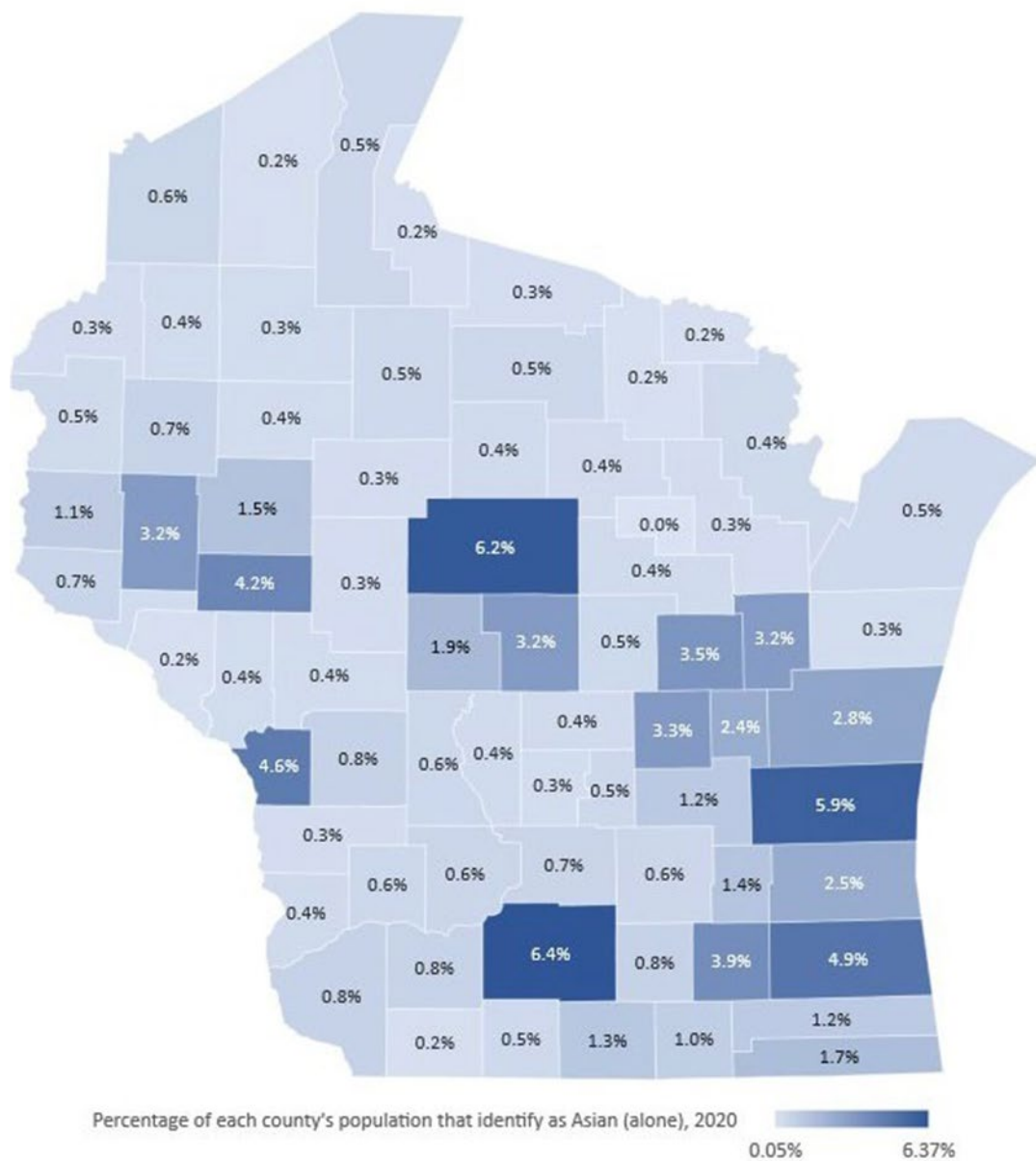
Figure 9. Wisconsin Hispanic Population by County, 2020 (U.S. Census Bureau, 2020)



Asian Population

Wisconsin is home to many diverse Asian communities. The largest subset of Asian heritage in Wisconsin is Hmong. In fact, Wisconsin is home to one of the largest Hmong populations in the country. Wisconsin is also home to many Asian Indian, Chinese, and Burmese (including both Karen and Rohingya) communities. Figure 10 displays the percentage of Asian individuals by Wisconsin county in 2020.

Figure 10. Wisconsin Asian Population by County, 2020 (U.S. Census Bureau, 2020)



Most of Wisconsin's American Indian population lives in the north of the state, in or near tribal communities and reservations. Each percentage in Figure 11 is the percentage of Native Americans in that county in 2015. The darker the blue, the larger the Native American population is in the county.

Percentage of each county's population that identify as American Indian and Alaska Native (alone), 2020

0.16% 85.62%

Native American Reservations

There are 11 federally recognized tribes in Wisconsin: Bad River Band of Lake Superior Chippewa, Ho-Chunk Nation, Lac Courte Oreilles Band of Lake Superior Chippewa, Lac du Flambeau Band of Lake Superior Chippewa, Menominee Tribe of Wisconsin, Oneida Nation, Forest County Potawatomi, Red Cliff Band of Lake Superior Chippewa, St. Croix Chippewa, Sokaogon Chippewa (Mole Lake), and Stockbridge-Munsee. Wisconsin tribal lands and nations are displayed in Figure 12 (*Brothertown is not state or federally recognized).

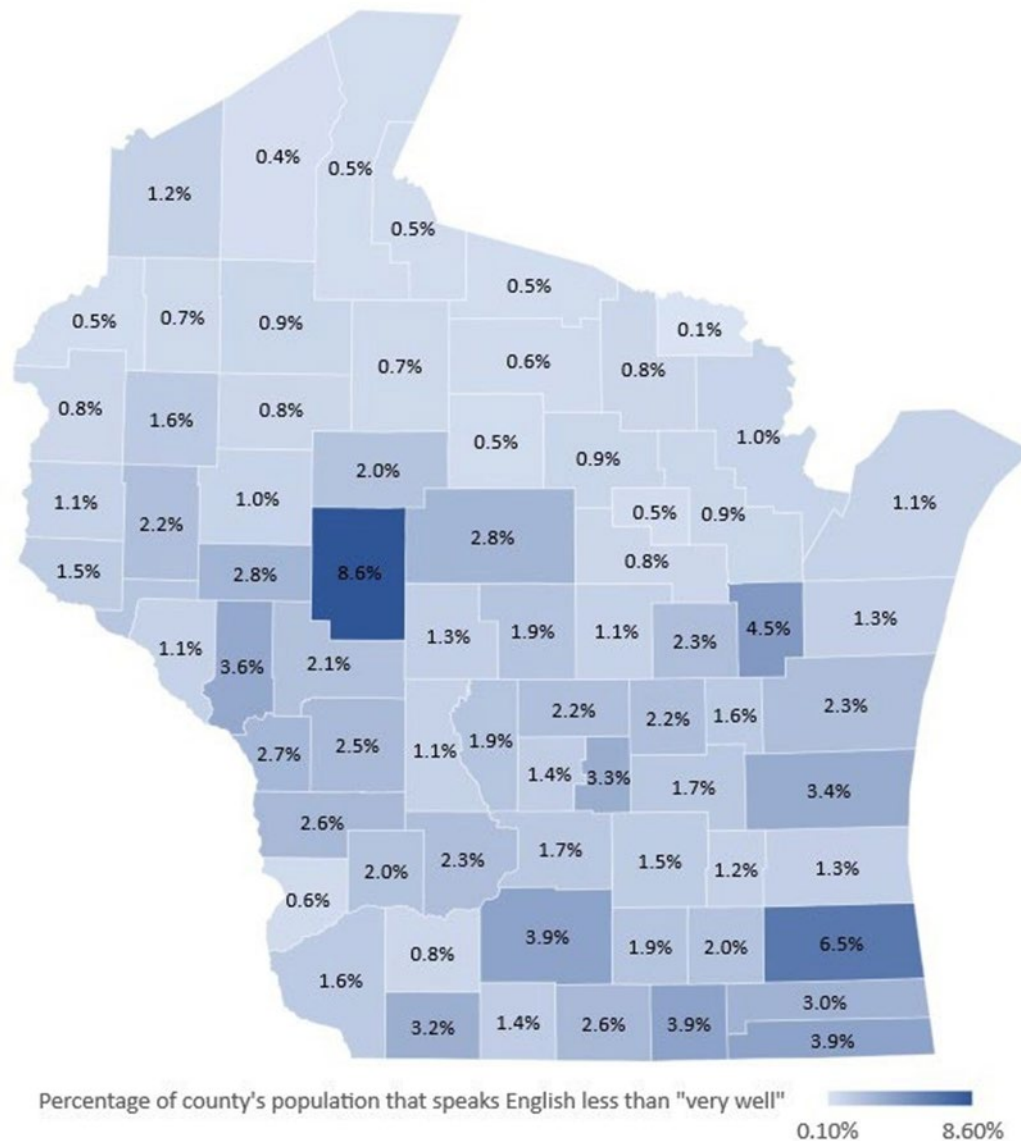
Figure 12. Wisconsin Tribal Lands Map from Wisconsin First Nations, adapted from Native Nations Map from The Ways (Wisconsin First Nations)



Limited English Proficiency

According to the U.S. Census 2016-2020 American Community Survey 5-Year Estimate data, there are an estimated 3.00% of Wisconsinites who self-identify as speaking English less than “very well” (U.S. Census Bureau, 2020).

Figure 13. Wisconsin Limited English Proficiency by County, 2015-2019 (U.S. Census Bureau, 2019)



Deaf and Hard of Hearing

According the 2016-2020 American Community Survey estimates, 11.8% of individuals in Wisconsin have a disability. Approximately 204,489 individuals, or 3.6% of Wisconsin residents have a hearing difficulty. Better ways to count the number of victims who are deaf or hard of hearing is required to get a more robust picture of the needs of this population.

LGBT Population

According to the Movement Advancement Project, 3.8% of adults 18+ in Wisconsin identify as LGBTQ (Movement Advancement Project, 2022). Among youth, it is estimated that 35,000 LGBT youth ages 13-17 identity as LGBT in Wisconsin, with 1,850 of those identifying as transgender (The Williams Institute, 2020). To note, data about sexual orientation and gender identity are commonly underreported, thus data may not reflect the true LGBT population in Wisconsin.

Domestic Abuse Related Homicide in 2020

In 2020, 68 people in Wisconsin lost their lives to domestic violence (End Domestic Abuse Wisconsin, 2020). Among the 68 who lost their life, 58 were victims of homicides, 8 were perpetrators of homicide who died by suicide, and two were perpetrators who were killed by law enforcement (End Domestic Abuse Wisconsin, 2020). There was a rate of approximately 1 domestic violence homicide death every 5 days in Wisconsin in 2020, taking place in 17 Wisconsin counties (End Domestic Abuse Wisconsin, 2020).

WISCONSIN DEPARTMENT OF JUSTICE: VAWA SERVICE PROVIDERS

The below tables detail VAWA STOP & SASP funded agencies and award amounts for 2022 by county. Crime Type is included when applicable: Sexual assault (SA), Domestic Violence (DV), Human Trafficking (HT).

County	VAWA STOP Agency	Crime Type	Award Amount
Brown	Brown County District Attorney's Office	DV/SA	\$ 110,204.00
Dane	Dane County District Attorney's Office	DV/SA	\$ 125,000.00
Dane	Domestic Abuse Intervention Services	DV	\$ 43,134.00
Dane	Freedom, Inc.	DV/SA	\$ 58,104.00
Eau Claire	Eau Claire County District Attorney's Office	DV/SA	\$ 109,297.00
Marathon	The Women's Community, Inc.	DV/SA	\$ 63,194.00
Milwaukee	Milwaukee County District Attorney's Office	DV/SA	\$ 123,726.00
Milwaukee	Sojourner Family Peace Center	DV	\$ 77,634.00
Rock	YWCA of Rock County	DV/HT	\$ 16,652.00
Sawyer	La Courte Oreilles	SA	\$ 50,000.00
Statewide	American Indians Against Abuse	DV/SA	\$ 100,000.00
Statewide	Black and Brown Womyn Power Coalition	DV/SA	\$ 100,000.00
Statewide	End Domestic Abuse Wisconsin	DV	\$ 217,000.00
Statewide	Wisconsin Coalition Against Sexual Assault	SA	\$ 250,000.00
Statewide	WI DOJ – Office of Crime Victim Services	DV/SA	\$ 125,000.00
Statewide	WI DOJ – Training and Standards Bureau	DV/SA	\$ 70,000.00
Walworth	New Beginnings APFV	DV/SA	\$ 49,993.00
Waukesha	Waukesha County District Attorney's Office	DV/SA	\$ 125,000.00

VAWA SASP Funding 2022

County	VAWA SASP Agency	Award Amount
Brown	We All Rise: African American Resource Center	\$ 70,896.00
Dane	UNIDOS Against Domestic Violence	\$ 55,800.00
Dodge	People Against a Violent Environment	\$ 75,212.00
Eau Claire	Bolton Refuge House	\$ 81,000.00
La Crosse	Cia Siab, Inc.	\$ 50,564.00
Menominee	Menominee County Health and Human Services	\$ 50,000.00
Ozaukee	Advocates of Ozaukee	\$ 50,000.00
Pierce	Turningpoint for Victims of DV & SA	\$ 27,586.00
Statewide	Wisconsin Coalition Against Sexual Assault	\$ 40,000.00

REFERENCES

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End Domestic Abuse Wisconsin. 2020. End Domestic Abuse Wisconsin Annual Report 2019-2020: The Shadow Pandemic of Domestic Violence. Retrieved from <https://www.endabusewi.org/end-abuse-releases-annual-wisconsin-domestic-violence-homicide-report/>.

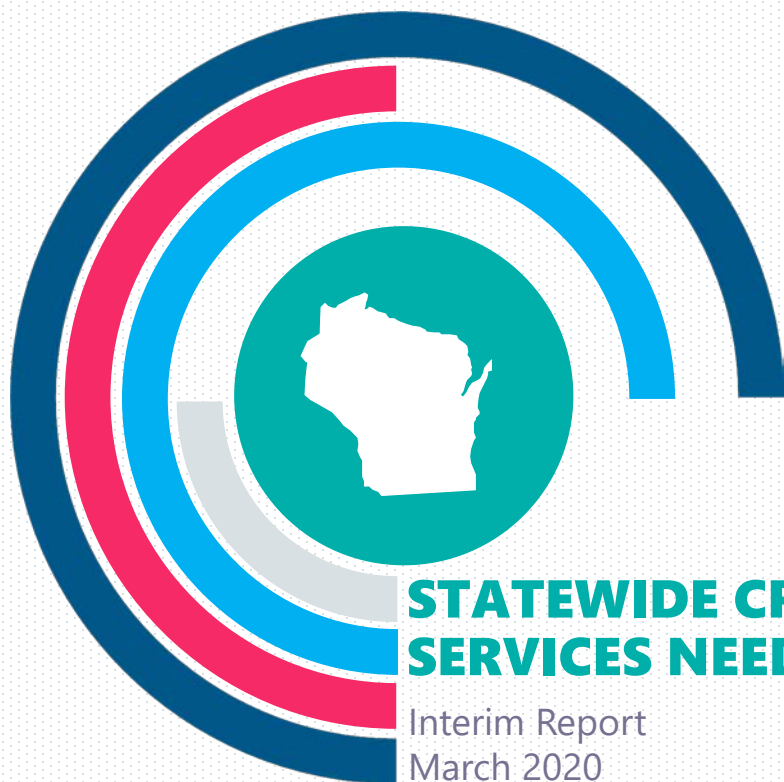
U.S. Census Bureau. 2010 OMB Standards. Retrieved from: <https://www.census.gov/programs-surveys/metro-micro/about/omb-standards/2010.html?msclkid=80f2284ba61c11ecba1ceadfff58a51c>.

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Appendix B:

2021 Statewide Crime Victim Services Needs Assessment

Executive Summary



STATEWIDE CRIME VICTIM SERVICES NEEDS ASSESSMENT

Interim Report
March 2020

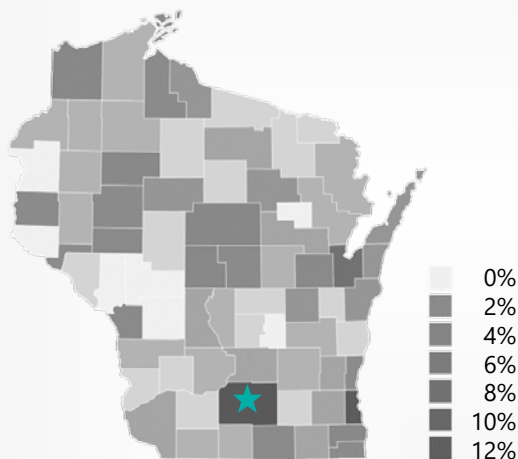
EXECUTIVE SUMMARY

On behalf of the Wisconsin Department of Justice, Office of Crime Victim Services (OCVS), ICF Incorporated, LLC (ICF) is conducting a needs assessment with victim service providers and crime victims across the state of Wisconsin. Funded in fall 2019, the purpose of the needs assessment is to ensure that all OCVS programs and services are responsive to the needs of crime victims and service providers in Wisconsin.

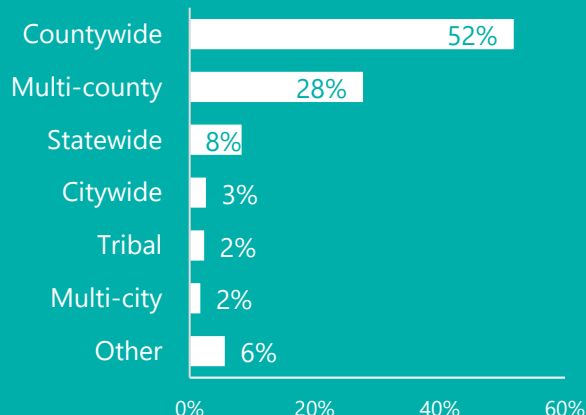
This needs assessment comprises two core components: a survey of service providers and allied professionals and focus groups with crime victims. ICF conducted a statewide survey of service providers to assess the experiences and perspectives of service providers related to the needs of crime victims and the services available. The second component of the study will include focus groups with any crime victim that is willing and able to participate to add a firsthand account of crime victims' experiences with services provision in Wisconsin. This executive summary provides an overview of the key findings from the first component of data collection and offers recommendations regarding areas for service improvement throughout the state.

RESPONDENTS & SERVICE AREA (n=313)

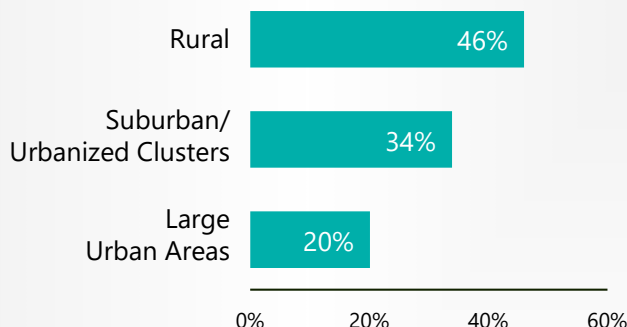
Survey captured perspectives from **NEARLY ALL COUNTIES**, Dane County had the highest percentage of survey responses



MOST RESPONDENTS identified their organization service area as **Countywide**



POPULATION SERVED was primarily rural communities.

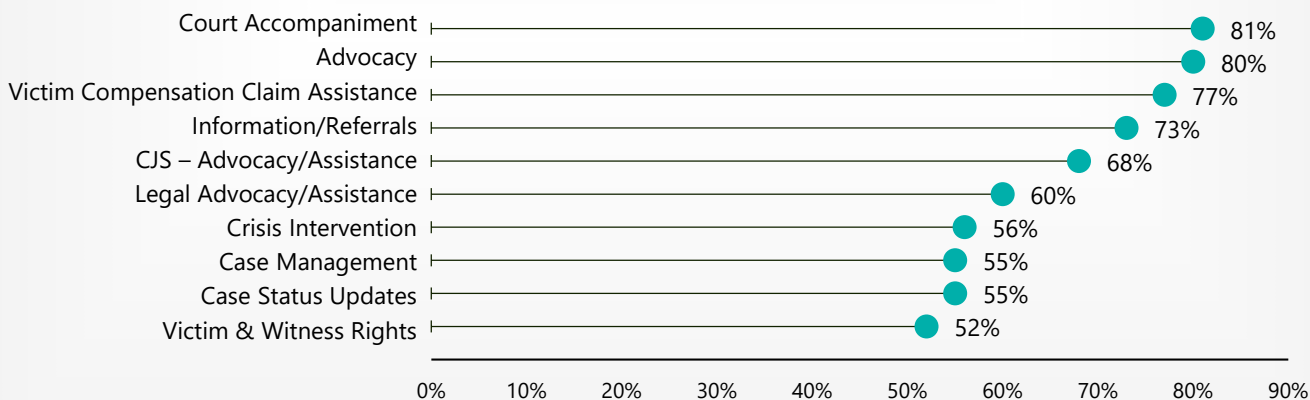


TOP TEN Organization Types

Non-profit, sexual assault, and domestic abuse agencies among the highest respondent pools

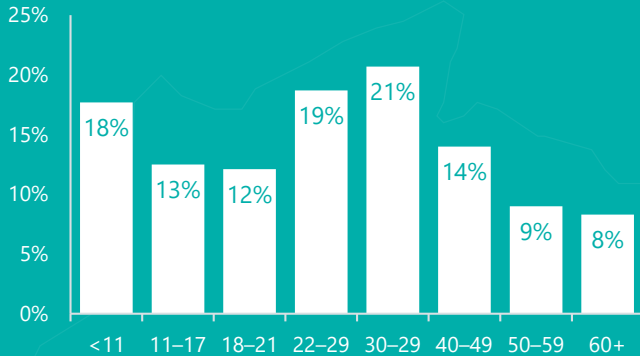
Non-Profit	36%
Sexual Assault Agency	33%
Domestic Abuse Agency	32%
Domestic Violence Shelter	24%
Child/Youth Services	22%
Prevention Services	16%
Criminal Justice Government Agency	16%
Human Trafficking	15%
Legal Services	15%
Prosecution	15%

TOP TEN Victim Services Provided by Organizations (n=212)



CLIENT DEMOGRAPHICS (n=177)

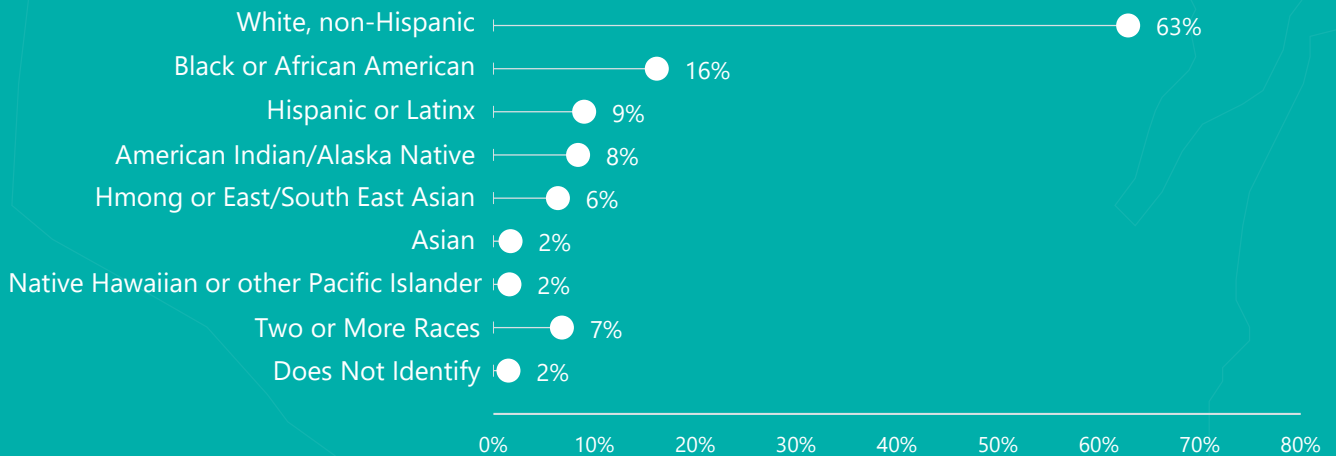
AGE



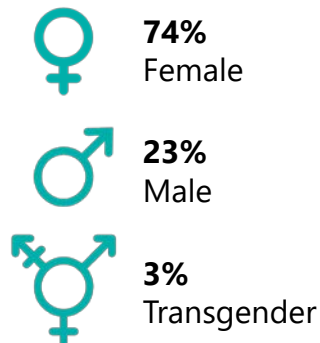
PRIMARY LANGUAGE



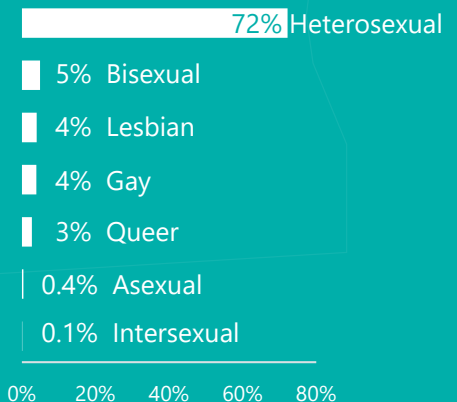
RACE/ETHNICITY



GENDER



SEXUAL ORIENTATION



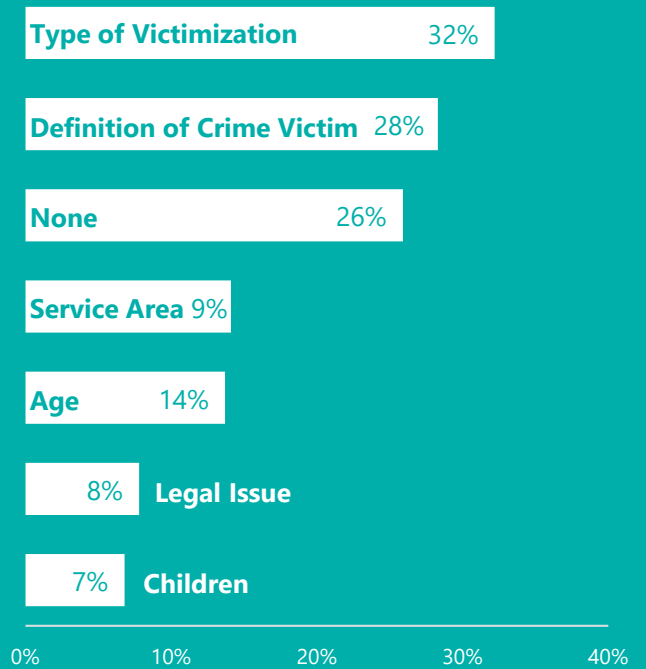
ELIGIBILITY & TYPES OF SUPPORT

(n=313)

VICTIMIZATION TYPES supported by providers

Domestic Abuse	93%
Sexual Assault (including Rape)	92%
Child Abuse	83%
Assault	75%
Stalking	71%
Human Trafficking	60%
Elder Abuse	59%
Survivors of Homicide Victims	50%
Financial Exploitation/Fraud	49%
Special Needs/Victims with Disabilities	46%
Burglary	44%
Property Crime	44%
Robbery	39%
DUI/DWI/Other Traffic-Related Crime	38%
Hate Crimes	29%
Missing/Exploited Children	18%

TOP SEVEN Eligibility Requirements cited by service organizations and allied professionals (n=205)



ABILITY TO ACCOMMODATE differently abled victims was wide-ranging (n=187)

89% Mental Health

80% Substance Abuse

19% of respondents serve differently abled victims

Impairments

84% Cognitive

87% Mobility

83% Hearing

78% Visual

METHODS to assist Limited English Proficient (LEP) victims varied, with interpreters, translated materials, and technology as the most utilized

INTERPRETERS

Paid	47%
Informal (family member, friend, etc.)	42%
Staff Member(s)	41%
Volunteer	21%

TECHNOLOGY

Telephone	44%
Internet	26%
Smartphone App	19%

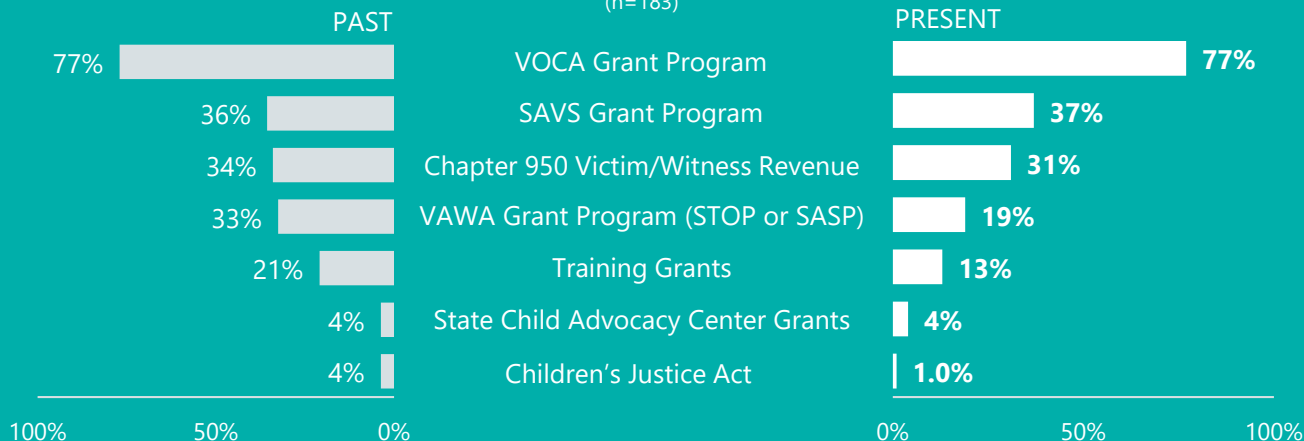
OTHER

Materials translated into other languages	49%
Language access plan	38%
Do not have LEP victims	10%
Do not have a way to assist LEP victims	2%

FUNDING ASSISTANCE

Sources of OCVS Funding

(n=183)



TOP FIVE Current Funding Sources for Victim Services Programs & Activities (n=201)

Victims of Crime Act (VOCA) Grant Program	69%
County Line Item	35%
Sexual Assault Victim Services (SAVS) Grant Program	33%
Chapter 950 Victim/Witness Revenue	30%
Private Foundations	29%

NEARLY ALL (77%)

respondents receive VOCA grant funding

TRAINING OPPORTUNITIES

Training & Technical Assistance Organization Needs

(n=103)

HIGH NEED



64%

Professional Development

MODERATE NEEDS



46%

Cultural Competence/Humility



43%

Program Monitoring/Evaluation



42%

Technology/ Case Management Systems



41%

Program Development

LOW NEEDS



36%

Program Management

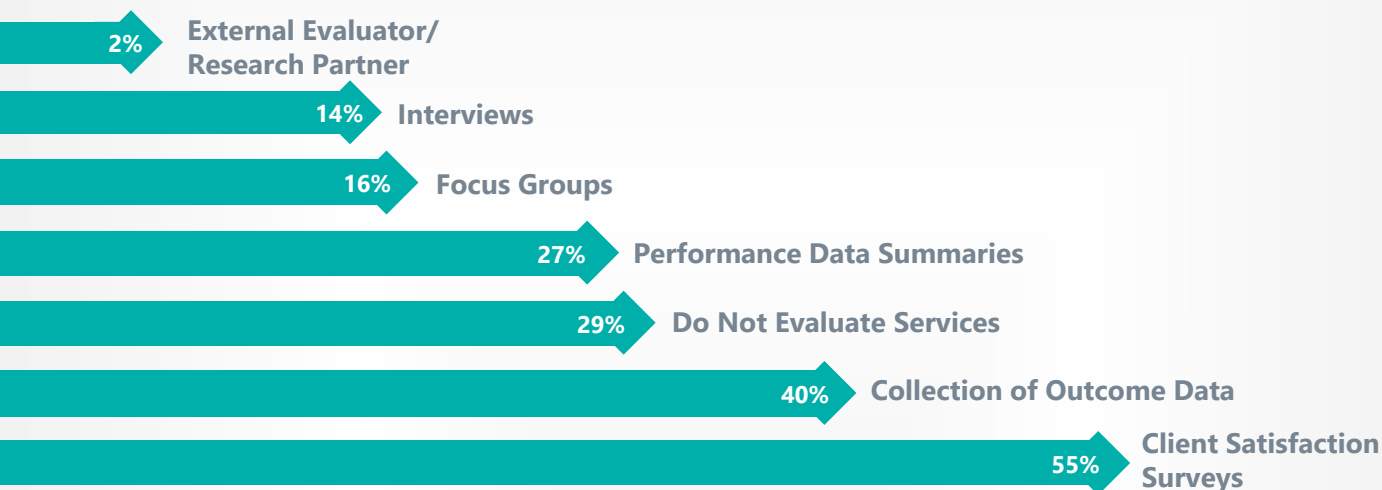


38%

Organizational Management

EVALUATION PRACTICES (n=313)

EVALUATION METHODS of services provided by organizations was primarily through client satisfaction surveys and collection of outcome data



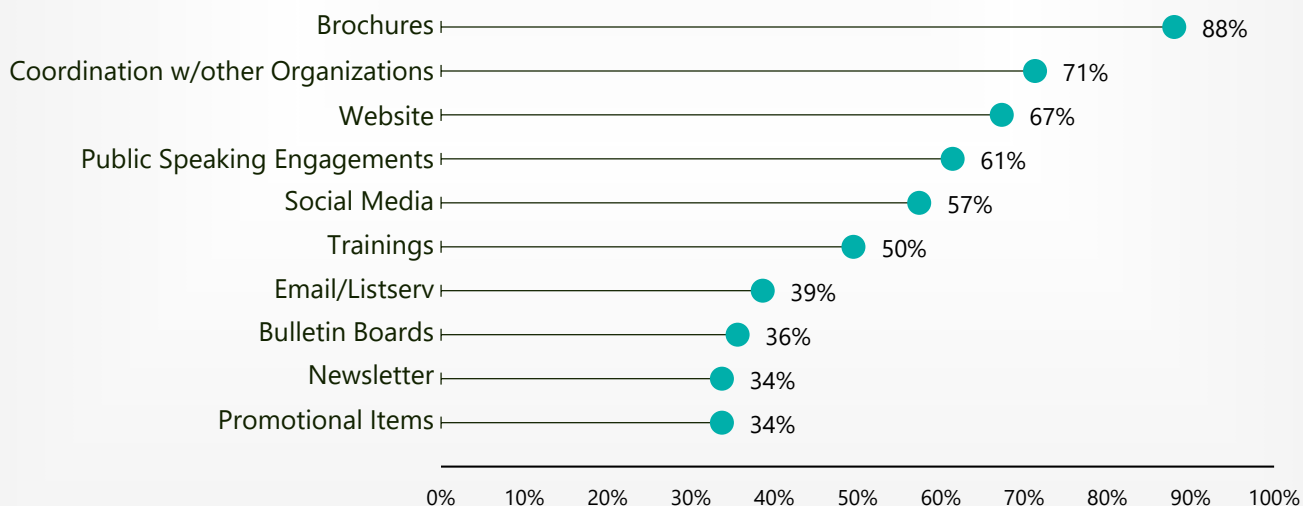
TYPES OF DATA STORAGE (n=162)

Only a small number of organizations have electronic data systems

Electronically (Excel, Osnium, etc.)	60%
Paper Files/Hardcopy	30%
Do Not Collect Outcome Data	30%

OUTREACH & AWARENESS (n=313)

TOP TEN Public Outreach and Awareness Techniques



CHALLENGES AND BARRIERS TO SERVICE DELIVERY (n=89)

BARRIERS

to Organizations Providing Services

MODERATE

- Lack of funding
- Lack of sufficient financial resources to meet demand for services
- Lack of sufficient staff to meet demand for services
- Lack of transportation for victims to access services
- Reaching unserved victim populations
- Reaching underserved victim populations
- Lack of culturally diverse staff
- Lack of general public awareness regarding programs and services offered by my organization

BARRIERS

to Victims Accessing Services

HIGH

- Lack of trust in the system
- Fear of retaliation against self and/or family
- Feelings of shame or embarrassment

MODERATE

- Lack of transportation for victims to access services
- Victims are unable to get basic needs met, which stops them from seeking other services
- Cultural barriers
- Lack of awareness regarding available services
- Fear of deportation/legal status
- Language barriers
- Negative experience previously with service provider
- Disability: Mental health or Substance abuse
- Victims do not understand the process of obtaining services
- Victims have too to many different agencies/organizations to receive services
- Lack of services available in the victim's community
- Lack of services available immediately post-trauma
- Disability: Physical
- Lack of services requested by the victim
- The process for obtaining services is overly burdensome for victims
- Lack of available services

RECOMMENDATIONS

from providers on suggested ways to alleviate such barriers

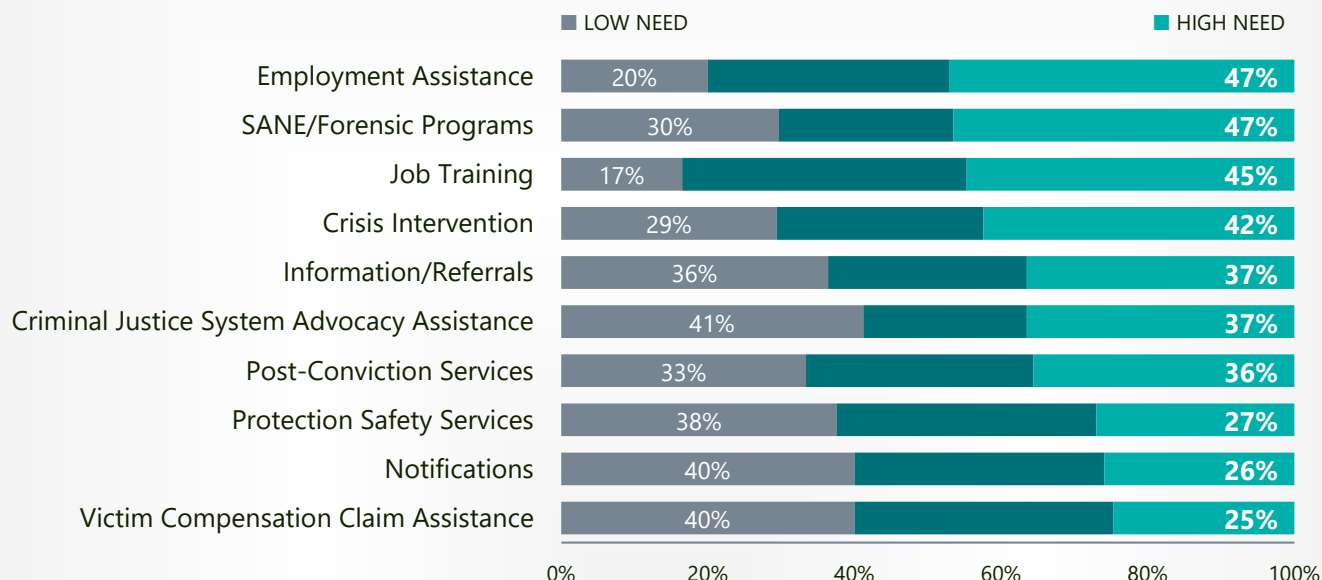
- Increase funding resources
- Support culturally diverse services
- Transportation
- Medical care
- More advocates
- Affordable housing
- More therapists
- More staff to serve population
- Increase education
- Increase training
- Increase outreach and awareness

CRIME VICTIMS' SERVICE DELIVERY NEEDS

TOP TEN

Victim Service Needs Beyond Current Capacity

(n=89)



SERVICES & COORDINATION ACTIVITIES

TOP TEN

Average Extent of Coordination with County Organizations

(n=89)



	Share materials, tools, or other resources	Provide referrals <i>to</i> this organization	Receive referrals <i>from</i> this organization
Domestic Abuse Agencies and/or Sexual Assault Agencies	4.07	4.05	3.71
Victim Advocates	4.04	3.98	3.70
Prosecution/Legal Services	3.79	3.55	3.56
Law Enforcement	3.72	3.36	4.25
Court System	3.30	2.83	2.93
Child Advocacy Centers/ Child Care/Youth Serving Agencies	3.24	2.91	2.85
Social Services	3.20	3.23	3.14
SANE Programs	3.19	2.96	3.05
Schools	3.02	2.56	2.81
Mental Health Providers	2.82	3.20	2.32

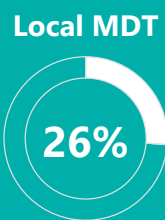
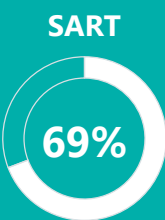
SERVICES & COORDINATION ACTIVITIES

Respondents were asked to indicate the three organizations they *would like to* make and receive referrals for crime victims, yet do not currently.

- Cultural Agencies
 - Health and Human Services
 - Housing and Urban Development
 - LGBTQIA Agencies
- Medical Providers
 - Law Enforcement
 - Legal Services
 - Social Services
- Schools
 - Refugee Resettlement Centers
 - Substance Abuse Agencies

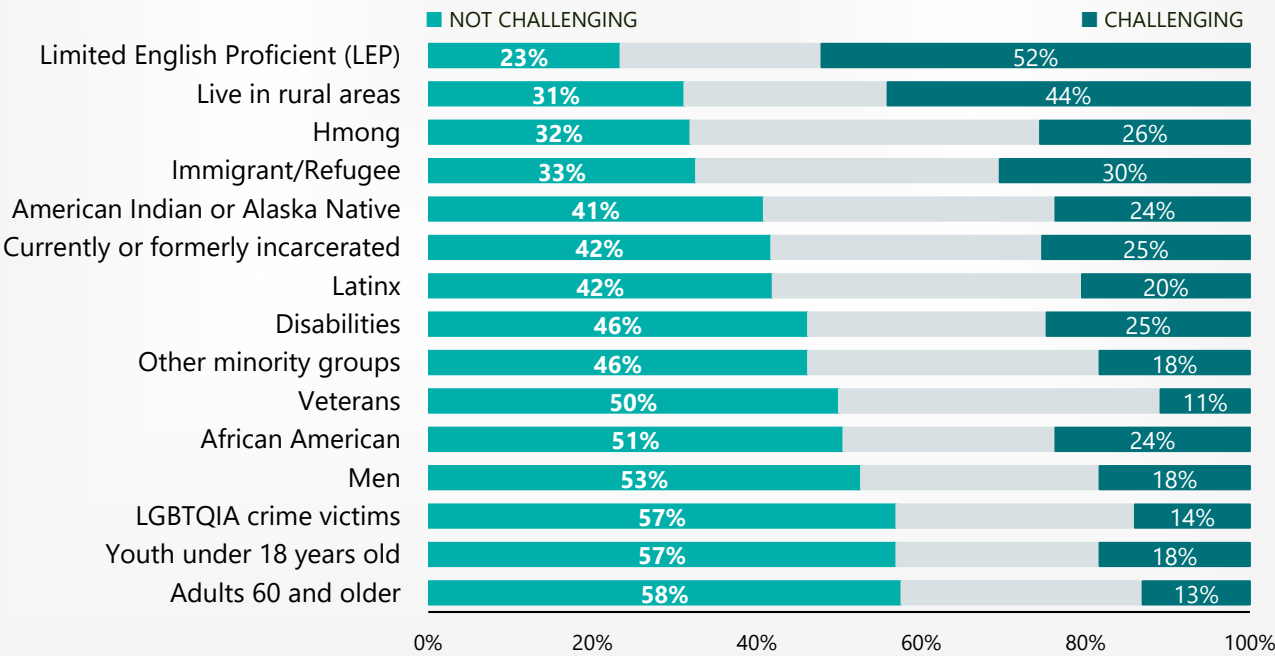
COLLABORATION

MEMBERSHIPS
with Victim Services
Collaborative Bodies
(n=65)



CULTURAL COMPETENCY & HUMILITY

EXTENT OF CHALLENGES Serving Different Population Types
(n=94)



CULTURAL COMPETENCY & HUMILITY

Other types of **SPECIAL POPULATIONS** that organizations have a limited ability to serve:



Sex Trafficking Victims



Children with Low Cognitive Functioning



Victims with Mental Health Issues

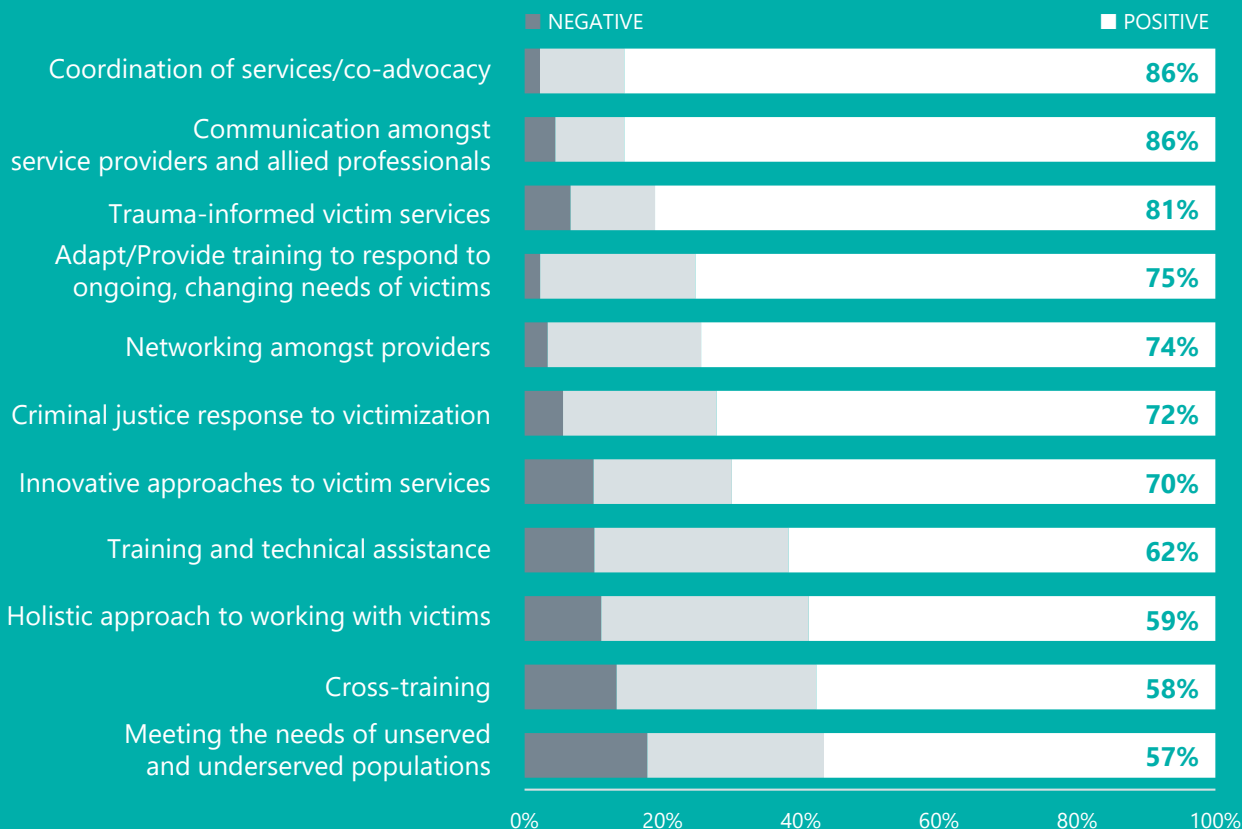


Hearing and Sight Impaired

STRENGTHS

ORGANIZATIONAL STRENGTHS

(n=90)



FUTURE DIRECTIONS

SUSTAINABILITY for 1 to 2 Years

(n=140)

LEAST SUSTAINABLE 1 ○ --- ● --- ● --- ● --- ● 5 HIGHLY SUSTAINABLE

The program/services are well integrated into the operations of the organization	4.36	
Program staff/partners are invested in the development and sustainability of the program/services	4.11	
Leader/Champions—internal and/or external leaders—actively advocated for the program/services/organization	3.99	
The program/services are supported by policies designed to help ensure sustained funding	3.68	
The program/services are periodically reviewed to provide for decision-making about which components are ineffective and how to discontinue	3.63	
The program/services have integrated communication strategies to secure and maintain external awareness and support	3.61	
A plan to periodically review program/services results is in place	3.55	
There is a plan to integrate evaluation results into ongoing project planning and implementation	3.47	
The program/services include plans for future resource needs	3.40	
The program has conducted a self-assessment/evaluation to adapt and adopt new strategies as appropriate	3.37	
The program/services provision has sustainability plan in place to allow for continuous support	3.27	



EMERGING TRENDS OR PRIORITY ISSUES

- Civil legal Assistance
- Housing
- Identity theft
- Crisis Intervention/management
- Human trafficking
- Trauma-informed Care
- Privacy



UNDERSERVED POPULATIONS

- Amish
- Hispanic
- Hmong
- Homeless
- LGBTQIA
- Native
- Rural
- Male Victims (especially DV/SA)

RECOMMENDATIONS

Service Provider Phase



Training & Technical Assistance

Provide tailored technical assistance to organizations that fill an important service gap or represent a marginalized community. For example, organizations frequently denied funding assistance due to a lack of grant writing experience.

Collaborate with federal training and technical assistance centers to provide sustainable solutions to TTA needs, including program monitoring and evaluation, sustainability planning/fund development, and cultural competence/humility.

Support technical assistance that will provide organizations with the tools and resources to better collaborate and develop strategic partnerships, integrate culturally competent practices into their services, and providing services to persons with disabilities or LEP, who live in rural areas, or have been trafficked.

Consider a new model of learning to increase provider satisfaction with current TTA, for example utilizing peer-to-peer, mentoring, and/or learning cohort models



Collaboration & Community Partnerships

Include collaboration as a requirement within awards and provide guidelines to subrecipients to document their efforts to strengthen referral mechanisms and raise awareness about their organizational capacity.

Develop and manage a statewide database of victim service providers to increase awareness of services/capacity and strengthen referral networks among providers.



Funding & Sustainability

Prioritize funding for positions and services for culturally specific populations.

Fund a state-level marketing campaign for victims in underserved communities to begin to improve awareness and access to services in underserved communities, where local programs have limited capacity.

Promote community outreach and trust building to reduce the number of unserved victims.

Incentivize and encourage organizations to strengthen their core programs and services as opposed to expanding or diversifying services beyond their capacity.

Support regional approaches and specialized service provision that providers report are limited, and victims have a need for. Regional service provision is likely to be a more sustainable solution and reduces the funding and capacity pressure on service provider to try and provide for all types of victims and their varied needs.

Consider requiring subrecipients to collect and report on a baseline set of outcome measures to assist with monitoring and prioritizing program funding. Couple this with training and technical assistance on evaluation and implementation of key measures.

CONCLUSION

Overall, the survey indicated several important needs for respondents and organizations to improve service delivery. Increasing training and technical assistance related to funding support, reaching underserved populations, cultural competency, evaluation, and sustainability planning would help organizations reach additional populations, evaluate their services, and secure funding and planning for service continuity. Organizations could also benefit from improved outreach—not just to victims but to other organizations—to aid in collaboration, information and resource sharing, and addressing barriers to service delivery and service access that stem from lack of coordination. Finally, increased funding is needed to support additional staff, staff training, transportation, outreach, and increasing services offered.

Appendix C:

Implementation Planning Forms

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: End Domestic Abuse Wisconsin

Type of Agency: Domestic Violence Coalition



If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☒ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan and a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Monique Cominckens

Signature Monique Cominckens

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 9, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: HIR Wellness Institute

Type of Agency: Tribal Organization



If population specific organization, please specify which population: Native American

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

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☒ No

Did you receive a copy of the Final Implementation Plan?

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If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

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☐ No

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If no, please explain: _____

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☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Yessica Gonzalez

Signature _____

Date June 9, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: _____

Type of Agency: Choose one

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☐ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

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Were the major concerns raised during the planning process included in the draft plan?

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If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

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☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Susan Kanack

Signature Susan Kanack

Digitally signed by Susan Kanack
Date: 2022.06.09 13:16:47 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Freedom Inc

Type of Agency: Choose one

If population specific organization, please specify which population: Hmong, Khmer, and Black

Other: LGBTQI

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☐ Yes ☒ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: we've had transitions at our Organization

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☐ Yes ☐ No ☐ Partially

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Were the major concerns raised during the planning process included in the draft plan?

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☒ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

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☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

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☐ No

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If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____


Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Kabzuag Vaj

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Justice- Office of Crime Victim Services

Type of Agency: Other State Agency

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

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During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

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Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Michelle Viste

Signature Michelle Viste

Digitally signed by Michelle Viste
Date: 2022.06.10 11:00:40 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Black and Brown Womyn Power Coalition, Inc.

Type of Agency: Dual Coalition

If population specific organization, please specify which population: Asians/Blacks

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☐ Yes

☒ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☒ Yes

☐ No

If yes, please explain: _____

Name Pa Thao

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 9, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: American Indians Against Abuse

Type of Agency: Tribal Coalition



If population specific organization, please specify which population: Native American

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan and a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Pamela Johnson

Signature P. Johnson

Date June 9, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Convergence Resource Center

Type of Agency: Population Specific Organization ☒

If population specific organization, please specify which population: adult women

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☒ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Debbie Lassiter

Signature Debbie Lassiter

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Health Services

Type of Agency: Other State Agency

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☐ Yes

☐ No

☒ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Kara Benjamin

Signature Kara Benjamin

Digitally signed by Kara Benjamin
Date: 2022.05.16 10:33:16 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Waukesha Victim Assistance

Type of Agency: Other State Agency



If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☐ Yes ☐ No ☒ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: For the most part, yes.

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☐ Yes

☐ No

☒ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: Overall, yes, but concerns raised about lack of funding for prosecution-based victim services weren't included.

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Jennifer Dunn

Signature _____

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: _____

Type of Agency: Other State Agency 

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☒ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Brooke Johnson

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: City of Madison Police Department

Type of Agency: Law Enforcement

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☐ Yes ☒ No

If yes, how many meetings did you attend? ☐ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☐ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☐ Yes

☐ No

☒ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Denise Armstrong

Signature Denise Armstrong Digitally signed by Denise Armstrong
Date: 2022.06.08 12:45:08 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: University of Wisconsin's Parkside Police Dept

Type of Agency: Law Enforcement

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☐ Yes ☒ No

If yes, how many meetings did you attend? ☐ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: I work a rotating shift and they did not fall on my work days

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☐ Yes

☐ No

☒ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Ofc. Kelly Andrichik

Signature Kelly Andrichik

Digitally signed by Kelly Andrichik
Date: 2022.06.08 12:54:19 -05'00'

Date June 5, 2022


STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 8, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: HIR Wellness Institute

Type of Agency: Tribal Organization 

If population specific organization, please specify which population: Native American

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☒ Yes

☐ No

If yes, please explain: _____

Name Lea Denny

Signature _____

Date June 8, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Adams County District Attorney's Office

Type of Agency: Prosecution

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Tania M. Bonnett

Signature Tania M. Bonnett

Digital signature of Tania M. Bonnett
DN: cn=Tania M. Bonnett, o=US, email=tania.bonnett@usai.gov, c=US
Date: 2022.06.05 15:41:01 -0500

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Children and Families

Type of Agency: Other State Agency

If population specific organization, please specify which population: domestic abuse

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☐ Yes ☒ No

If yes, how many meetings did you attend? ☐ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☐ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☐ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Kaitlin Tolliver

Signature Tolliver: Kaitlin R ~
2018032012452176

Digitally signed by Tolliver: Kaitlin R ~
2018032012452176
Date: 2022.06.08 10:01:56 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Menominee Tribe

Type of Agency: Tribal Organization

If population specific organization, please specify which population: Menominee Tribe

Other: Wisconsin DOJ-OCVS

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Michelle Bailey

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Director of State Courts Office

Type of Agency: Courts

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☐ Yes

☒ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Amber Peterson

Signature Amber Peterson

Digitally signed by Amber Peterson
Date: 2022.06.05 17:08:50 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Coalition Against Sexual Assault

Type of Agency: Sexual Assault Coalition

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Pennie Meyers

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Type of Agency: Other State Agency

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

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If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Courtney Watson

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Justice OCVS

Type of Agency: Other

If population specific organization, please specify which population: _____

Other: VOCA Administrator

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☒ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Amanda Powers

Signature 

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Dane County District Attorney Office

Type of Agency: Prosecution

If population specific organization, please specify which population: _____

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☐ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☒ Yes

☐ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☒ Yes

☐ No

☐ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Marlys Howe

Signature Marlys K. Howe

Digitally signed by Marlys K. Howe
Date: 2022.05.05 08:20:06 -05'00'

Date June 5, 2022

STOP Violence Against Women Formula Grant Program Implementation Planning Participation

Please send back to Erin Welsh at welsheb@doj.state.wi.us by June 5, 2022.

State/Territory: Wisconsin

Administering Agency: Wisconsin Department of Justice, Office of Crime Victim Services

Participant Agency: Wisconsin Department of Children and Families (DCF)

Type of Agency: Other State Agency

If population specific organization, please specify which population: Domestic Violence

Other: _____

Planning Team Meeting Date(s): 1/25/21; 11/22/21; 1/10/22; 2/7/22; 3/7/22; 4/15/22; 5/2/22

Did you receive notification of meeting dates at least one month in advance? ☒ Yes ☐ No

How were you notified? (check all that apply)

☒ Email ☐ In-person ☐ Phone call ☐ Website post ☐ Letter ☐ Other: _____

Were you able to participate in the meetings? ☒ Yes ☐ No

If yes, how many meetings did you attend? ☐ All ☒ Some

Meeting format: (check all that apply) ☐ Teleconference ☒ Video conference ☐ In-person

If no, please explain: _____

During the meeting(s), were you able to freely provide input, ask questions, share concerns, and propose goals? ☒ Yes ☐ No ☐ Partially

Did you receive a draft of the Implementation Plan *and* a list of major concerns raised during the planning process? ☒ Yes ☐ No

If no, please explain: _____

Were you given at least one month to review the draft plan? ☒ Yes ☐ No

If no, please explain: _____

Were the major concerns raised during the planning process included in the draft plan?

☒ Yes

☐ No

If no, please explain: _____

Did you provide comments or recommended changes to the draft plan?

☐ Yes

☒ No

Did you receive a copy of the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

If applicable, do you believe your recommended changes to the draft plan were adequately addressed in the Final Implementation Plan?

☐ Yes

☐ No

☒ Not applicable

If no, please explain: _____

Overall, were the feedback, concerns, recommended goals, etc. of planning group participants adequately reflected in the Final Implementation Plan?

☒ Yes

☐ No

If no, please explain: _____

Do you have any concerns with the content of the Final Implementation Plan?

☐ Yes

☒ No

If yes, please explain: _____

Name Stacey Cicero

Signature Stacey Cicero

Digitally signed by Stacey Cicero
Date: 2022.05.11 11:27:16 -05'00'

Date June 5, 2022

Appendix D:

Subgrantee Risk-Based Assessment & Grant Monitoring Form

Wisconsin Department of Justice, Office of Crime Victim Services Subgrantee Risk-Based Assessment

Agency Name: _____

Programmatic Risk: _____ **Administrative Risk:** _____ **Financial Risk:** _____

OCVS Funding: ☐ SAVS ☐ STOP ☐ SASP ☐ VOCA

Is the agency receiving an OCVS award for the first time? <i>(Circle answer)</i>	Yes	No
--	-----	----

Section 1: Programmatic Risk Rate the agency based on your knowledge of the following:	YES	NO	Not Sure	Points
a. Are any of the Project Directors new?	5	0	5	
b. Does the agency subcontract programmatic services?	5	0	5	
c. Does the agency have prior experience with similar projects? <i>(i.e. providing bilingual advocacy or services for human trafficking survivors)</i>	0	10	10	
d. Does the agency have qualified staff to provide services? <i>(Consider length of vacancies and staff turnover.)</i>	0	10	10	
e. Do any of the project include a position providing population specific services in an agency who doesn't primarily focus on that population? <i>(i.e. culturally specific, etc.)</i>	15	0	15	
f. Does the dual agency have less than 2 FTE Sexual Assault Advocates?	15	0		
g. Does the agency have any documented discrimination complaints in the grant file?	15	0	15	
Comments: <i>(add or reduce points, if necessary)</i>				
<u>Circle Risk Level (and list at top of form)</u>	<u>One</u> (low)	<u>Two</u> (medium)	<u>Three</u> (high)	TOTAL PROGRAMMATIC RISK:

UPDATES			
Date:	Comments:	New Programmatic Risk:	Signature:

Section 2: Administrative Risk Rate the agency based on your knowledge of the following:	<10%	11% - 49%	≥50%	Points
Percentage of turnback from last year.	0	10	20	
Date of previous site visit was within:	<2 yrs 0	3-4 yrs 10	4+ yrs 20	
Rate the agency based on your knowledge of the following:	YES	NO	Not Sure	Points
a. Does the agency have a history of turnback? <i>(Significant percentage of award for two grant years or more?)</i>	10	0		
b. Does the agency receive multiple grants from OCVS?	5	0	5	
c. Is the Executive Director new?	5	0	5	
d. To OCVS' knowledge, did the agency adhere to terms and conditions of prior grant awards? <i>(i.e. modifications submitted on time, modifications submitted when necessary, special conditions met, etc.)</i>	0	15	15	
e. Does the agency submit inaccurate or unreasonably late program reports or other grant documents <i>(site visit follow-up, OVC PMTS, statistical reports, etc.)?</i>	10	0	10	
f. Does the agency respond to requests from OCVS in a timely manner?	0	5	5	
Comments: <i>(add or reduce points, if necessary)</i>				
<u>Circle Risk Level (and list at top of form)</u>	<u>One</u>	<u>Two</u>	<u>Three</u>	TOTAL ADMINISTRATIVE RISK:

UPDATES			
Date:	Comments:	New Administrative Risk:	Date and Signature:

Section 3: Financial Risk <i>To be completed by Financial Grants Specialist</i> Rate the agency based on your knowledge of the following:	<div> <div><\$149,999</div> <div>\$150,000 to \$749,999</div> <div>≥\$750,000</div> </div> <div>Points</div>
Total amount of current OCVS awards combined.	<div>0</div> <div>10</div> <div>20</div>
Rate the agency based on your knowledge of the following:	<div>YES</div> <div>NO</div> <div>Not Sure</div> <div>Points</div>
a. Are any of the Financial Officers new?	<div>5</div> <div>0</div> <div>5</div>
b. Does the agency use cash match for grants?	<div>5</div> <div>0</div> <div>5</div>
c. Does the agency use Volunteers as match?	<div>5</div> <div>0</div> <div>5</div>
d. Does the agency use the 10%, or less, de minimus indirect cost rate?	<div>10</div> <div>0</div> <div>10</div>
e. Does the agency have a NICRA?	<div>5</div> <div>0</div> <div>5</div>
f. Is there program income?	<div>15</div> <div>0</div> <div>15</div>
g. Do any of the projects have subcontracts or equipment in the budget?	<div>10</div> <div>0</div> <div>10</div>
h. Does the agency have Emergency Victim Assistance Funds supported through OCVS grants?	<div>10</div> <div>0</div> <div>10</div>
i. Does the agency have significant findings or questioned costs from prior single audit or from the 2018 OIG Audit? (Check with Amy Byrnes, VOCA Accountant, for single audits)	<div>10</div> <div>0</div> <div>10</div>
j. Does the agency submit inaccurate or unreasonably late fiscal reports?	<div>10</div> <div>0</div> <div>10</div>
i. Total points from Subrecipient Financial Capability Questionnaire (each "no" or "not sure" response to questions 3 – 11 is 1 point, max 10)	
Comments: (add or reduce points, if necessary)	
Circle Risk Level (and list at top of form) <div> <div>One</div> <div>Two</div> <div>Three</div> </div>	<div>TOTAL FINANCIAL RISK:</div>

UPDATES			
Date:	Comments:	New Financial Risk:	Date and Signature:

Approved By: _____
Director of Grant Programs & Operations

Date: _____

WISCONSIN DEPARTMENT of JUSTICE
 Office of Crime Victim Services
 17 West Main Street, Madison, WI 53707
 PHONE: (608) 264-9497

Office of Crime Victim Services Grant Monitoring Visit Form

Agency Name:

Monitoring Visit Date:

Date of Last Visit:

Agency Address:

Point of Contact who completed form:

Contact Email:

Monitoring Visit Participants:

The Office of Crime Victim Services (OCVS) will conduct at least one **on-site or virtual grant monitoring visit** every four years. OCVS will prioritize agencies identified as level three monitoring, per our risk assessment and OCVS monitoring plan, or agencies encountering a variety of challenges.

Each visit will:

1. Provide an opportunity for agencies to discuss the progress of OCVS grant funded projects;
2. Discuss compliance with terms, conditions, and purpose of grants;
3. Identify technical assistance needs; and
4. Provide OCVS with a better understanding of the victims and victim services in the community.

Visit Agenda

(Order of activities may vary based on staff availability, facility accessibility, and/or any other upcoming events).

- Introductions and general information
- Facility overview
- Individual Staff interviews *(to be completed with OCVS during visit)*
- Agency and grant(s) discussion:
 - o Review the Grant Monitoring Form *(complete and submit to OCVS before the visit)*
 - o Submit Required Documentation for Grant Monitoring Visit (pg. 3)

Following the on-site or virtual visit, your agency will receive a follow-up letter that summarizes the visit and outlines any outstanding requirements, recommendations, or technical assistance needs. The visit is a good time to ask questions about your grant(s) and to discuss how OCVS can be a resource for your agency. Please prepare ahead of time and reach out to OCVS prior to the visit if any questions arise.

Form Instructions

The Grant Monitoring Form outlines the significant aspects of your agency and grant(s) OCVS wishes to discuss. The questions within each section act as a guide to our visit and discussion. Most questions require you to type in your answers, while some only need a checked box.

Sections:

Required Documentation for Grant Monitoring Visit.....	2
Overview Summary.....	2
Staff & Volunteers.....	2
Training	2
Services and Programs	2
Collaboration	2
Project Implementation.....	2
Board of Directors	2
Policies and Procedures	2
Facility	2
Financial and Accounting	2
Federal Civil Rights Policies and Compliance Checklist	2

Required Documentation for Grant Monitoring Visit

Please review the following list, check off the policies you have, and submit in ShareFile prior to the grant monitoring visit. When submitting electronically, please include the file name and page number that each requirement is saved under.

Financial Policy and Procedures, Including:

<input type="checkbox"/>	Personnel payroll policies
<input type="checkbox"/>	Process for tracking grant expenditures by fund source
<input type="checkbox"/>	Process for documenting in-kind match
<input type="checkbox"/>	Process and documentation for employees to track time/attendance by fund source
<input type="checkbox"/>	Policy, process, and documentation for administering and tracking Gift Cards and/or Emergency Assistance Funds
<input type="checkbox"/>	Process for tracking program income
<input type="checkbox"/>	Process for ensuring non-supplanting and no comingling
<input type="checkbox"/>	Checking debarment for subawards/subcontracts?
<input type="checkbox"/>	Procurement Policy
<input type="checkbox"/>	Physical (Equipment and Property) Inventory Procedure
<input type="checkbox"/>	VOCA Vehicle Policy and Mileage Charts (if applicable)

Civil Rights Policies:

<input type="checkbox"/>	Federal Civil Rights Policies and Compliance Checklist
<input type="checkbox"/>	Grievance Policy (signed) for: <ul style="list-style-type: none">• Clients• Staff and Volunteers
<input type="checkbox"/>	Limited English Proficiency Policy (LEP Policy)
<input type="checkbox"/>	Non-Discrimination Policy for clients, employees, and volunteers specifying non-discrimination based on: <ul style="list-style-type: none">• Age• Disability• Gender Identity• Race/Ethnicity• Religion/Spirituality• Sexual Orientation
<input type="checkbox"/>	Procedure for referring Civil Rights complaints to DOJ or the Office for Civil Rights

HR Policies:

	Child and Youth Sexual Abuse Prevention Policies and Procedures <ul style="list-style-type: none">• (OCVS strongly encouraged that organizations have written policies and procedures regarding the prevention of sexual abuse of children and youth. Policies and procedures should address all six components as outlined in the Centers for Disease Control and Prevention (CDC) Guide.)• Written Determination form for suitability to interact with minors• Suitability to interact with Minors policy
	Confidentiality Policy & Written Release Forms
	Conflict of Interest Policy
	Drug-Free Workplace Policy
	Employee Evaluation Process Policy
	Employee (and Volunteer) Training Manual or New Employee Training Checklist
	Non-Violence in the Workplace Policy
	Policy Banning Text Messaging While Driving
	Seat Belt Policy
	Whistle-Blower Policy
	Policy to address workplace-related incidents of sexual misconduct, domestic violence, and dating violence involving an employee, volunteer, consultant, or contractor (for VAWA Funded agencies)

Miscellaneous Policies:

	Data Breach Policy
	Reporting Waste, Fraud, Abuse, Mismanagement to OIG
	Board Investigation Policy

Additional Documents:

	Current List Board of Directors (if applicable)
	OVC PMT Supporting Documentation (VOCA Only) Please submit documentation (no PII) that supports the data submitted in the most recent quarterly PMT. This documentation could be spreadsheets or an Osnium VOCA Report as an example.
	OVC Personnel Budget Summary
	Volunteer file, if applicable, including: <ul style="list-style-type: none">• Volunteer application• Signed confidentiality form• Completed caregiver background check for volunteers• Documentation showing interview completed• Documentation showing reference checks completed.• Volunteer tracking form (includes total hours and signatures)
	Memorandums of Understanding (MOUs) or agreements with other agencies (if applicable)

Overview Summary

1. Number of office locations (please list any satellite/outreach locations)?
2. Provide a description of the agency's service area by county. OCVS defines service area as the counties in which your agency actively provides prevention education and outreach.

OCVS Grants Summary

Please include the following detail for each OCVS grant your agency receives:

OCVS Grant:

Project Title:

Award Amount:

Grant ID:

Project Director:

OCVS Grant:

Project Title:

Award Amount:

Grant ID:

Project Director:

OCVS Grant:

Project Title:

Award Amount:

Grant ID:

Project Director:

OCVS Grant:

Project Title:

Award Amount:

Grant ID:

Project Director:

Staff & Volunteers

1. How are staff recruited?

(Please describe how positions are advertised and describe how positions are advertised to underserved populations.)

- Is the process different for volunteers? If so, please describe.

2. Please describe the screening and interview process?

- a. How does the agency value and compensate for "lived "experience?
- b. What input do staff have in the hiring process?

3. Does the employee and volunteer screening process include a WI- DOJ caregiver criminal history check? *(This includes both a general criminal history check and a caregiver background check.)*

4. Does the program's staff represent the populations it serves? Please explain.

5. How does the agency provide services to communities historically impacted by inequity?

6. Do you have advocates on staff that are that reflect specific populations and survivors or are from communities historically impacted by inequity?

- a. If not, do you contract with another agency to provide culturally humble services?
Please explain how the agency corrects this gap in services.

7. Are any staff or volunteers bilingual? Please explain.

8. If your agency has satellite office(s), please describe activities and how the satellite office(s) functions. How are satellite staff supervised? Please consider any staff with office hours on college campuses.

9. What is the protocol for when a staff member leaves?
(Describe the process including exit interviews, follow-up, etc.)

10. Has the agency had any staff turnover since the OCVS grant application? How has this affected the agency's capacity to serve victims and survivors?

11. How many staff have resigned, quit, or were terminated in the past year?

12. Has any Staff of Color resigned, quit, or been terminated in the past year?

13. How are staff supervised?

14. What is the employee evaluation process? How does the agency ensure equitable pay amongst staff? How are raises assessed and implemented equitably?

15. How does your agency show appreciation and recognition of its staff and volunteers?

Additional Comments:

Training

1. What training is provided to new staff?
 - Does the agency utilize a checklist of training requirements or training plan? If so, please include with the required documents.
 - Does the agency utilize a training manual? If so, please include with the required documents.

2. How often is volunteer training conducted and what does it encompass?

3. How are staff trained on unconscious bias and diversity equity and inclusion? Or anti-oppression.

4. How does your agency adequately train staff and volunteers in de-escalation and in dealing with a violent person?

5. What on-going training opportunities are offered to staff?

6. What on-going training opportunities are offered to management/supervisors/Executive Director?

7. What are the largest remaining training needs?

8. Have all SAVS/VAWA/VOCA funded staff attended the OCVS Introductory Training for Victim Service Providers within the last three years? What is the process for ensuring staff meet the requirement?

Reminder: All OCVS funded staff are required to attend the training a minimum of every three years.

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Additional Comments:

Services and Programs

1. What is the agency's victim services provision philosophy?

2. What is your victim services model?

3. How do you ensure that all staff follow the same model and philosophy?

4. Please describe your intake process.

5. Please explain your organization's policy and procedures on how staff meets the needs of clients with disabilities, blind, or Deaf/Hard of hearing. How does the agency ensure continued best practices provision of services for Deaf, blind, and clients who are disabled?

6. How do you ensure staff carry out policy and procedures related to provision of services?
Please explain in detail.

7. How does your agency conduct outreach?

8. How does your agency provide medical advocacy, including but not limited to: responding to victims in local hospitals, clinics, or other medical facilities in the service area?

9. What does prevention look like in your agency?

10. If the agency is a dual domestic violence and sexual assault program, how does your agency ensure equitable resources to sexual assault?

Please see [*Opening Our Doors: Building Strong Sexual Assault Services in Dual and Mutli-Service Advocacy Agencies*](#) from the Resource Sharing Project.

11. How does your agency ensure continued compliance with the two Sexual Assault advocate requirement?

Please answer the following if your agency provides shelter or housing:

1. Indicate, with an X, which type/s of shelter your agency provides:

	Emergency shelter		Transitional housing
	Other community shelter (i.e. homeless shelter, religious shelter)		Hotel/motel vouchers
	Other:		

2. What happens when the shelter is full or housing is not available?

Please answer the following if your agency provides a 24 hour crisis line or hotline:

1. Please explain the logistical operation of your crisis line. Specifically, please explain:

- Coverage during non-standard business hours;
- Training that is provided (if different than what is described under the Training section);
- How it is advertised; and
- How people with limited English proficiency (LEP) access it, etc.

OCVS Services

1. Describe how you assist clients in completing Crime Victim Compensation applications. Do staff and volunteers feel comfortable calling CVC for assistance?

2. Do you have Crime Victim Compensation (CVC) application/brochures (in multiple languages) posted and accessible to clients?

3. How often are clients referred to the Victim Resource Center (VRC)? Do staff and volunteers feel comfortable calling VRC for assistance?

4. Does the agency have any Safe at Home Application Assistants? If so, how many? Do staff and volunteers feel comfortable calling Safe at Home for assistance?

5. What do you need from OCVS that you are not receiving?

Service and Discrimination Complaints

1. Have any complaints been filed against the agency?

2. Have any informal/formal complaints of discrimination been filed against the agency with OVCS and/or the Office of Civil Rights?

Additional Comments:

Collaboration

1. Describe your agency's relationship and involvement with the following. Keep in mind:

- What does co-advocacy look like?
- Barriers/obstacles/challenges
- Agencies you want to connect with because it will benefit your clients

Community Agencies	Relationship/Involvement
Child Advocacy Center	
Civil Attorneys	
Coordinated Community Response Team or other Multidisciplinary Team	
Culturally-Specific and/or Population Specific Agencies	
Domestic Violence Programs	
Dual Domestic Violence/ Sexual Assault Programs	
Faith-Based Communities	
Hospitals, Medical Facilities, SANE	
Law Enforcement	
Probation/Parole	
Prosecuting Agencies (District Attorney, Victim Witness)	
Sexual Assault Programs	
Sexual Assault Response Team (SART)	
Schools	

Community Agencies	Relationship/Involvement
Social Service Agencies (i.e. Boys and Girls Club, YMCA, YWCA)	
Statewide Coalitions	
Therapists	
Other:	

Additional Comments:

Project Implementation

Project Tracking

1. What system do you have to track and maintain client records? Please explain your agency's policies and procedures for the retention and destruction of records that preserves a victim's confidentiality.

2. How do you keep track of your clients and the services you provide?

Project Evaluation

1. What does success look like for your project?

2. What does successful co-advocacy look like at your agency?

3. How do you evaluate your project(s)' progress?

4. What have you learned from evaluating your project(s)?

Project Reporting

1. Does the agency have a history of submitting late, incomplete, or incorrect reports? If so, what updates to policies and procedures to ensure complete, timely, accurate reports are submitted has the agency made?

2. How can OCVS make reporting easier?

3. What type of feedback from OCVS would be helpful?

OVC PMTS (VOCA funded agencies only)

1. How do you track and report data for the OVC PMTs (Performance Measurement Tool)?
Where do you keep this data to ensure that backup documentation is available for OCVS or other monitoring/audits?

2. Are staff trained on how to track the type of services provided and each instance those services are provided to clients? If so, please describe your data collection training process.

3. Please provide supporting documentation, as requested under “Required Documents” (such as a redacted spreadsheet or Osnum VOCA report) for the aggregate data reporting in OVC PMT for the last quarter. Does it support the numbers reported in OVC PMT? If not, could you explain the reason for the discrepancy?

4. Have you had your OVC PMT report returned to you for corrections? What are your consistent challenges with PMT? What are the common errors and barriers to successful PMT submission?

Additional Comments:

Board of Directors

If you are an agency without a Board of Directors, please move on to the next section.

1. Are there any vacancies in your board? If yes, what positions are vacant and are any executive officers' positions vacant? What is the plan for filling the positions?

2. What are the term limits for the Board?

3. How does your agency recruit board members? How does the Board reflect the community?

4. What kind of training does the board receive? *(Is there a packet of information, interview with Director and/or Boards member, etc.?)*

5. Describe the board's role in the agency.

6. How often does the Board receive updates on the agency financials?

7. What are the Board Subcommittees?

Additional Comments:

Policies and Procedures

1. Are agency policy and procedures easily accessible to all staff and volunteers?

2. Are the policies and procedures current and updated on a regular basis? How are updates communicated to staff and volunteers?

3. Please explain your agency's policies and procedures for referring individuals that cannot be served in emergency situations

4. Do you have a policy and procedure in place to inform the WI DOJ Egrants helpdesk to deactivate staff's Egrants login rights when staff leave, or are let go? Who is responsible for this task?

5. What is the agency's process for checking for employment verification? (I-9 Form or E-Verify?) Where is the documentation kept (OCVS will verify but not view as it contains PII).

6. What is the agency process for checking [registries](#) required by the federal government for individuals who may interact with participating minors
- Is the process followed for anyone who would reasonably interact with a minor (volunteer or employee)?
 - Where is the documentation kept?
 - How does the agency ensure this process is completed every five years?

Additional Comments:

Facility

1. Does your facility meet the American Disabilities Act (ADA) standards in terms of handicap accessibility? (*Consider entrances, bathrooms, laundry room, etc.*)

2. How do you maintain a safe and healthy environment for your clients? (*Emergency procedures posted, clean and well-kept facility, security system, etc.*)

3. Is there anyone with access to the facility, clients, staff or program materials who has *not* completed and passed a background check? If so, please explain.

Additional Comments:

Financial and Accounting

Financial System and Recordkeeping:

1. How financial records adequately safeguarded?

2. How is supporting documentation for all OCVS reimbursed expenses stored and maintained?

3. What bookkeeping or accounting system/software does your agency use? Does it allow for expenses to be coded to and prorated across different funding sources?

4. Who are the individual staff members who are directly responsible for, or have knowledge of, the maintenance of the financial records? *(Please list staff (and/or outside accountants) and their individual fiscal responsibilities)*

5. Who prepares the fiscal reports in Egrants? How is the information and expenses that are submitted in the report gathered? (Describe the collection, submission, and approval process)?

6. How does your agency separately account for different funding sources that prevents supplanting and comingling? If not, how are grant expenditures tracked?
 - If expenses are shared, such as rent or phone lines, how are costs allocated to each fund source such as SAVS, VAWA SASP, VAWA STOP, and VOCA?

Fiscal Reports and Supporting Documentation:

1. If your project includes travel, at what rate is mileage reimbursed? ____/mile. How does the agency ensure that state travel rates are followed?

2. What is your process/procedure for reaching out to OCVS for approval for out of state training?

3. Do your projects require match? What are the match sources and how is match tracked?

4. If in-kind match is used, how is it documented and kept on file?

Time and Effort Reporting:

The allocation or distribution of costs should be an after-the-fact accounting not based on estimates. Payroll records must reflect actual time spent on the activity or activities. See: <https://ovc.ojp.gov/program/victims-crime-act-voca-administrators/documenting-salaries-wages-and-fringe-benefits>

1. What time reporting system does your agency use to allow staff and volunteers to track their time charged to different funding sources?

2. Does your time and effort reporting system allow for time to be recorded to OCVS specific funded sources? (Separating match from actual expenses billed to OCVS)

3. How does your agency charge personnel expenses to OCVS funded grants? Is it based on estimates or on after-the-fact accounting using the time reporting system mentioned above? Please explain.

4. What is the process for time certification (time certified or signed (electronic is acceptable) by staff and approved by a supervisor). How often?

Separation of Duties:

1. Please explain your agency's policy and procedures for opening the mail.

2. Who approves payments?

3. What is the process for writing checks? Who is authorized to sign checks?

4. Are all checks and disbursements (including for Emergency Victim Assistance Funds, if applicable) supported by invoices and supporting documentation? What is the procedure?

5. Does someone **other than** the person recording and endorsing checks, prepare and make deposits?

6. Who reconciles bank statements? How often?

7. List the staff who have access to an agency credit or debit card?

8. Who reconciles credit card/debit card statements and how often?

Subcontract/Subaward:

1. Does your agency subcontract or have a subaward with any vendors or professionals (e.g. therapists, legal services, interpretation) for an OCVS project? If yes, please list by OCVS project. If no, please skip this section and move on to Gift Cards/Emergency Victim Assistance Funds.

2. How does the agency ensure no conflict of interest with vendors or suppliers?

3. Do you have a procedure in place to get OVCS approval if the federal hourly/daily limit is exceeded?

4. How do you determine if an agreement is a subaward?

5. What monitoring and risk assessment polices are in place to subaward OCVS funds and meet the requirements for pass through entity responsibilities?

6. How does the agency subaward agency share performance measurement data with the agency? How does the agency validate the data submitted from the subaward?

-
7. How does the agency ensure compliance with auditing requirements of the subaward agency?

Gift Cards/Emergency Victim Assistance Funds:

Please complete if your agency disburses emergency victims' assistance funds/gift cards with OCVS funds. If this section does not apply to your agency, please move to Equipment and Property section.

1. What is the process for distributing Emergency Victim Assistance Funds or gift cards to clients?

2. How do you track the disbursement of Emergency Victim Assistance Funds/gift cards?

3. Is there an emergency victim assistance fund journal? *(During the site visit, look at emergency fund journal or log)*

YES ☐ NO ☐

4. If gift cards are used for Emergency Assistance Funds, are gift cards kept in a secure location? Who is responsible for keeping them? *(During the site visit, look at location where cards are kept)*

5. Is there a gift card log? *(During the site visit, look at gift card logs)*

YES ☐ NO ☐

6. Any cash disbursements made to survivors with OCVS funds (this includes Venmo, CashApp, PayPal, etc.)?

Equipment: (\$5,000+ per unit and useful life of more than one year)

Property: (\$1,000 per unit and useful life of more than one year)

1. Does the agency have a procurement policy? YES ☐ NO ☐

2. How does the agency ensure no conflicts of interest when procuring Equipment or Property?

3. Does the program have any equipment or property purchases in its SAVS/VAWA/VOCA project budget? If yes, did the program use a competitive procurement process? Please describe.

4. What is the inventory system used to track and identify equipment and property purchased with OCVS grant funds?

5. Please show OCVS Staff any equipment or property purchased with OCVS grant funds.

Independent Audit:

1. Has the agency had an independent audit? If so, when was the last one?

2. Where there any reportable conditions in that audit? If yes, please explain.

3. Were any of the reportable conditions considered material weaknesses? If yes, please explain.

4. Has a copy of that last audit been forwarded to WI DOJ OCVS (if annual expenses of federal funds are \$750,000 or more)?

YES ☐ NO ☐

Program Income:

If the agency charges program income, it will be discussed during the grant monitoring visit.

Additional Comments:

Federal Civil Rights Policies and Compliance Checklist

Per the U.S. Department's Office of Justice Programs, an Equal Employment Opportunity Plan (EEOP) is a comprehensive document that analyzes a recipient's relevant labor market data, as well as the recipient's employment practices, to identify possible barriers to the participation of women and minorities in all levels of a recipient's workforce. Its purpose is to ensure the opportunity for full and equal participation of men and women in the workplace, regardless of race, color, or national origin. The following is a table that outlines the responsibilities a recipient has in complying with the federal EEOP requirement:

If Then	Does the recipient need to submit a Certification Form to OCR?	Does the recipient need to develop an EEOP?	Must the recipient submit an EEOP Utilization Report to OCR?
Recipient is a Medical or Educational Institution, Indian Tribe, or Nonprofit	YES	NO	NO
Largest individual grant received is less than \$25,000	YES	NO	NO
Recipient has less than 50 employees	YES	NO	NO
None of the above	YES	YES	YES

Prepare and submit EEOP and Certification at <http://ojp.gov/about/ocr/eeop.htm>

1. If the subrecipient is required to prepare an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R. pt. 42, subpt. E, does the subrecipient have an EEOP on file for review?

Yes ☐ No ☐

If yes, on what date did the subrecipient complete the EEOP?

2. If the subrecipient is required to submit an EEOP Utilization Report to the Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice (DOJ) in accordance with 28 C.F.R. pt. 42, subpt. E, has the subrecipient done so?

Yes ☐ No ☐

If yes, on what date did the subrecipient submit the EEOP Utilization Report?

3. Has the subrecipient submitted a Certification Form to the OCR certifying compliance with the EEOP requirements?

Yes ☐ No ☐

If yes, on what date did the subrecipient submit the Certification Form?

4. How does the subrecipient notify program participants and beneficiaries (e.g., through brochures, postings, or policy statements) that it does not discriminate in the delivery of services or benefits based on race, color, national origin, religion, sex, disability, and age (as well as sexual orientation and gender identity if the subrecipient receives funding from the Office on Violence Against Women (OVW) or under the Violence Against Women Act (VAWA) of 1994, as amended)?

5. How does the subrecipient notify employees and prospective employees (e.g., through advertisements, recruitment materials, postings, dissemination of orders or policies) that it does not discriminate on the basis of race, color, national origin, religion, sex, and disability (as well as sexual orientation and gender identity if the subrecipient receives funding from OVW or under VAWA)?

6. Does the subrecipient have written policies or procedures for notifying employees on how to file complaints alleging discrimination by the subrecipient?

Yes ☐ No ☐

If yes, explain these policies and procedures.

7. Does the subrecipient have written policies or procedures for notifying program participants and beneficiaries on how to file complaints alleging discrimination by the subrecipient, including how to file complaints with OCVS and the OCR?

Yes ☐ No ☐

If yes, explain these policies and procedures.

8. If the subrecipient has fifty or more employees and receives DOJ funding of \$25,000 or more, has the subrecipient taken the following actions:
- a. Adopted grievance procedures that incorporate due process standards and provide for the prompt and equitable resolution of complaints alleging a violation of the DOJ regulations implementing Section 504 of the Rehabilitation Act of 1973, found at 28 C.F.R. pt. 42, subpt. G, which prohibit discrimination on the basis of disability in employment practices and the delivery of services?
Yes ☐ No ☐
 - b. Designated a person to coordinate compliance with the prohibitions against disability discrimination contained in 28 C.F.R. pt. 42, subpt. G?
Yes ☐ No ☐
 - c. Notified program participants, beneficiaries, employees, applicants, and others that the subrecipient does not discriminate on the basis of disability?
Yes ☐ No ☐

Comments:

9. If the subrecipient operates an educational program or activity, has the subrecipient taken the following actions:
- a. Adopted grievance procedures that provide for the prompt and equitable resolution of complaints alleging a violation of the DOJ regulations implementing Title IX of the Education Amendments of 1972, found at 28 C.F.R. pt. 54, which prohibit discrimination on the basis of sex?
Yes ☐ No ☐
 - b. Designated a person to coordinate compliance with the prohibitions against sex discrimination contained in 28 C.F.R. pt. 54?
Yes ☐ No ☐

- c. Notified applicants for admission and employment, employees, students, parents, and others that the subrecipient does not discriminate on the basis of sex in its educational programs or activities?

Yes ☐ No ☐

Comments:

10. Has the subrecipient complied with the requirement to submit to the OCR any adverse findings of discrimination against the subrecipient based on race, color, national origin, religion or sex that are the result of a due process hearing conducted by a federal or state court or a federal or state administrative agency?

Yes ☐ No ☐

- a. To agency's knowledge, have any complaints been filed against the agency?

- b. Have any informal/formal complaints of discrimination been filed against the agency with OVCS and/or the Office of Civil Rights?

Comments:

11. Does the subrecipient have a written language-access policy on providing services to LEP persons?

Yes ☐ No ☐

12. What steps has the subrecipient taken to provide meaningful access to its programs and activities to persons who have limited English proficiency (LEP)? Please explain your organization's policy and procedures on how staff meets the needs of clients for whom English is not their primary language or who are Deaf/hard of hearing.

13. Does the subrecipient conduct any training for its employees on the requirements of applicable federal civil rights laws?

Yes ☐ No ☐

Comments:

14. Does the subrecipient provide federally funded services to eligible beneficiaries regardless of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice?

Yes ☐ No ☐

15. If the subrecipient engages in explicitly religious activities, does it do the following:

a. Separate the explicitly religious activities in either time or location from the federally funded activities?

Yes ☐ No ☐

b. Ensure that participation in the explicitly religious activities is voluntary for participants in the federally funded program?

Yes ☐ No ☐

Comments:

16. If the subrecipient is a religious institution or a faith-based organization, does the subrecipient do the following:

a. Provide appropriate notice to program beneficiaries or prospective beneficiaries that the subrecipient does not discriminate on the basis of religion in the delivery of services or benefits?

Yes ☐ No ☐

b. Provide appropriate notice to program beneficiaries or prospective beneficiaries that if they object to the "religious character" of the subrecipient, the subrecipient will make a reasonable effort to find an acceptable alternative provider in close geographic proximity that offers comparable services?

Yes ☐ No ☐

c. Keep a record of the requests for an alternative provider from beneficiaries or prospective beneficiaries who object to the subrecipient's "religious character," noting the subrecipient's efforts to find an appropriate alternative provider and to follow up with the beneficiary or prospective beneficiary?

Yes ☐ No ☐

Comments:

17. If the subrecipient receives funding under **VAWA** or from **US DOJ Office on Violence Against Women (OVW)**, does it serve male victims of domestic violence, dating violence, sexual assault, and stalking?

Yes ☐ No ☐

Comments:

18. If the subrecipient receives funding under **VAWA** or from **OVW**, does the subrecipient provide sex- segregated or sex-specific services?

Yes ☐ No ☐

If yes, describe how the services are sex-segregated or sex-specific.

If yes, has the subrecipient determined that providing services that are sex-segregated or sex specific is necessary to the essential operation of the program?

Yes ☐ No ☐

If yes, describe how the subrecipient determined that providing sex-segregated or sex-specific services is necessary to the essential operation of the program.