

Violence Prevention

THROUGH EDUCATION,
ENCOURAGEMENT
AND EMPOWERMENT.



Inclusiveness and the WCFOC

Report Card 2010

Our Values

Using the Denver Foundation's Inclusiveness at Work guidebook, one of the first objectives of the WCFOC Inclusiveness Task Force was to create a case statement for the agency regarding inclusiveness. The following was drafted, discussed, and voted on as our statement going forward:

The WCFOC values the individual diversity of all employees, volunteers, clients, and supporters of our violence prevention programs. Differences and distinguishing factors provide experiences, viewpoints, and ideas that can strengthen and enrich our work. Our goal is to create an evolving environment that is inclusive, respectful, and equitable, and to welcome and be accessible to all populations of clients in order to accomplish the mission of the WCFOC.



Where we have been- Where we are going

Since its inception, the **Women's Crisis & Family Outreach Center** (WCFOC) has provided programs, services, and community outreach to anyone requesting those services and on a non-discriminatory basis. As shown by our history and targeted efforts in rural populations facing specific and unique barriers, the WCFOC has always been an inclusive organization, one that is ever-striving to be accessible and meet the needs of all victims regardless of background.

While the WCFOC has always been equally accepting of all victims of domestic violence, we realize that there may be individuals and groups that are not aware of our shelter and other services, know how to

access the assistance or realize that we welcome them as clients. Specifically, we know that we need to be diligent in targeting specific outreach.



In 2006, and as an identified and over-arching goal for the agency, the WCFOC started to formalize our strategies toward inclusiveness. The agency formed an Inclusiveness

Task Force, consisting of staff, Board members and other volunteers; we also hired Nita Henry with New Basics Consulting to assist us.

In November 2008, we created an Inclusiveness Blueprint and in 2009 began implementing many of the action steps. The agency goal: to infuse diversity, equality and inclusiveness though-out the agency.









As an agency, we will strive to promote inclusiveness internally and through collaborations externally.

WCFOC inclusiveness Committee








Inclusiveness Accomplishments - 2010

-  The WCFOC pro-actively targeted organizations which work with under-served populations: informing potential clients about our services, improving accessibility, and encouraging volunteerism among these groups.
-  The WCFOC's Shelter Program strove to minimize bias among clients and between families residing in the shelter.
-  The WCFOC's Legal Advocacy Program increased opportunities for indigent clients to find affordable legal representation.
-  The WCFOC clinical programs increased the agency's ability to meet the therapeutic needs of non-English speaking clients.
-  The WCFOC reviewed progress at staff meetings and retreats in order to discuss changes and pursue additional strategies that may be needed, and to celebrate successes.
-  The WCFOC Board of Directors implemented a better way to recruit potential board candidates who have connections with under-served populations. Specifically, questions about those contacts were added in the board application and in the interview process. The Board of Directors annually evaluates the make-up of its members, with an ongoing emphasis on increasing diversity.



Inclusiveness Goals - 2011

-  The WCFOC will continue to pro-actively target under-served populations by diversifying our message avenues and increasing the content and resources available online.
-  The WCFOC's Shelter Program will strive to create a safe and welcoming space for all clients, specifically focusing special attention to those with special needs or additional barriers to overcome.
-  The WCFOC's Legal Advocacy Program will continue their efforts to increase opportunities for clients to find affordable legal representation.
-  The WCFOC clinical programs will increase the agency's ability to meet the therapeutic needs of clients with barriers decreasing their access to therapy.
-  The WCFOC will work to "institutionalize" inclusiveness and equality with every program offered and in all facets of our agency.

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Colorado Civil Rights Division

www.dora.state.co.us/civil-rights
800-CO-CIVIL

Denver Anti-Discrimination Office

www.denvergov.org/discrimination
720-913-8458

Equal Rights Colorado

www.equalrightscolorado.org
303-773-7743 ext.309

Senior Outreach Services

Douglas County Division
of Adult Services
303-660-7519

National Organization for Women

1100 H St NW, 3rd floor
Washington, D.C. 20005
www.now.org
202-628-8669

The Center

www.glbtcOLORADO.org
303-733-7743

NAACP National Headquarters

www.naacp.org
877-NAACP-98

For more information log on to www.twcfoc.org
or call 1-303-688-1094



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