



Black Women and Domestic Violence:

Cultural Competency Training for Victim Advocates

Prepared by
Carolyn M. West, Ph.D.
Associate Professor, Psychology
University of Washington
Interdisciplinary Arts and Sciences
1900 Commerce Street, Tacoma, WA, 98402
(253) 692-5652
email: carwest@u.washington.edu
web: www.DrCarolynWest.com.

Training Agenda

Black Women and Domestic Violence Cultural Competency Training for Victim Advocates

Morning Session

8:30-9:00 a.m.	Breakfast
9:00-9:30 a.m.	Module 1: Introduction and Curriculum Overview
9:30-10:30 a.m.	Module 2: Overview of Culture and Oppression
10:30-10:45 a.m.	<i>Break</i>
10:45-11:45 a.m.	Module 3: Profile of Black Women
11:45-12:45 p.m.	<i>Lunch</i>

Afternoon Session

12:45-1:45 p.m.	Module 4: Violence in the Lives of Black Women
1:45-2:45 p.m.	Module 5: Cultural Competent Advocacy
2:45-3:00 p.m.	<i>Break</i>
3:00-4:30 p.m.	Guest Speakers
4:30-5:00 p.m.	Wrap-Up

Goals

The overall goals of this training are to:

- Challenge participants to examine the beliefs, values, and attitudes that can impact their ability to understand Black victims of DV.
- Provide participants with knowledge and skills that will enable them to respond to those victims more sensitively and successfully.

Module 1 Introduction & Curriculum Overview

- Lesson 1 Introduction and agenda setting
- Lesson 2 Training goals and objectives
- Lesson 3 Developing a partnership

Module 2 Overview of Culture and Oppression

- Lesson 1 Define culture
- Lesson 2 Define oppression
- Lesson 3 Define intersectionality
- Lesson 4 Find your social location

Module 3 Profile of Black Women

- Lesson 1 Demographic profile of Black women
- Lesson 2 Challenges and risk factors
- Lesson 3 Resilience and protective factors

Module 4 Domestic Violence in the Lives of Black Women

- Lesson 1 Definition and demographic profile of battered women
- Lesson 2 Challenges and complexities

Module 5 Culturally Competent Advocacy

- Lesson 1 Define cultural competency
- Lesson 2 Overcome cultural barriers
- Lesson 3 Providing culturally sensitive services

MODULE 1

INTRODUCTION AND CURRICULUM OVERVIEW

Objectives

By the end of this module participants will:

- Be familiar with the goals and objectives of the training program.
- Begin to get comfortable with each other and the trainers.
- Identify personal goals, hopes, and concerns for the training.
- Understand the scope and limits of the training program
- Identify ground rules they need for their own safe participation
- Agree to ground rules that will help create a safe atmosphere for all participants

MODULE 1

INTRODUCTION AND CURRICULUM OVERVIEW

Lesson 2: Training Goals and Objectives

Objectives

As a result of the training, participants will have the skills and knowledge to:

- Recognize DV in Black intimate relationships.
- Recognize how the intersection between racism, classism, and sexism affect Black DV victims.
- Recognize particular risks encountered by Black victims of DV
- Be aware of how racism affects the ability of Black victims to get help
- Understand their responsibility as advocates to identify and provide referrals for Black survivors of DV.
- Access information and resources for Black survivors and perpetrators of DV.

MODULE 1

INTRODUCTION AND CURRICULUM OVERVIEW

Lesson 3: Developing a Partnership

Speak for yourself.

- Speak out of your *own* experiences, if you feel safe doing so.
- Feel free to share personal information if you feel comfortable doing so, but also feel free to *decline* to speak personally.
- Be willing to take risks in encountering this material. Stretch yourself, but know your own limits, too. Take care of yourself.
- Don't dwell on feeling guilty, or blame yourself for not being perfect, but take responsibility for learning.
- Be open to information that challenges your current ways of thinking. Appreciate others who take the risk of pointing out things you need to learn.

Listen respectfully to others.

- Commit to being safe for others to interact with. An atmosphere that feels safe to you may feel safe to others.
- Respect each other's point of view and individual experience. Argue with others' *ideas*, not with their feelings.
- Recognize the validity of others' experience, even when it contradicts yours.
- Keep personal information about others in the group confidential.
- Offer support to each other.
- Stand up for others.

Work together.

- Recognize that many of us will have experienced being parts of both oppressing and oppressed groups. Don't pigeonhole yourself or others.
- Don't compare oppressions or argue about who is more oppressed than whom.
- Look for ways to increase everyone's understanding.
- Stand together, as allies.

Ground Rules

- **Respect each other's point of view**
- **Be open to new information**
- **Keep personal information confidential**
- **Recognize time limits**
- **Take care of yourself**
- **Support each other**
- **Be willing to "park" issues if needed**

MODULE 2

OVERVIEW OF CULTURE & OPPRESSION

Objectives

By the end of this module participants will:

- Be familiar with the definition of culture
- Be familiar with the definition of oppression and related terminology
- Understand the concept of intersectionality
- Identify their social location

MODULE 3

PROFILE OF BLACK WOMEN

Objectives

By the end of module participants will be able to

- Provide a demographic profile of Black women
- Identify challenges and risk factors that can increase the probability of victimization
- Identify resilience and protective factors

MODULE 4

DOMESTIC VIOLENCE IN THE LIVES OF BLACK WOMEN

Objectives

By the end of this module participants will be able to

- Define domestic violence and identify the profile of battered Black women
- Identify challenges and other social and demographic factors that make domestic violence more complex for Black women and contribute to underreporting
- Identify psychological consequences of abuse

MODULE 4

DOMESTIC VIOLENCE IN THE LIVES OF BLACK WOMEN

Lesson 2: Challenges and Complexities

Domestic violence in the lives of Black women is both very similar and at times vastly different from the violence experienced by their White counterparts or women from other ethnic groups. As advocates, the challenge is to articulate the racial similarities in intimate partner violence without negating the experiences of Black women. This should be done while simultaneously highlighting racial differences without perpetuating the stereotype that Black women and their families are inherently more violent.

This lesson will focus on several challenges that make domestic violence more complex and challenging for Black women: Living at the intersection of multiple forms of oppression and in a web of trauma as well as high rates of femicide, HIV, and Black male incarceration.

MODULE 5

CULTURALLY COMPETENT ADVOCACY

Objectives

By the end of this module participants will be able

- Define cultural competency
- Identify techniques for overcoming cultural barriers
- Understand culturally sensitive services

Articles

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