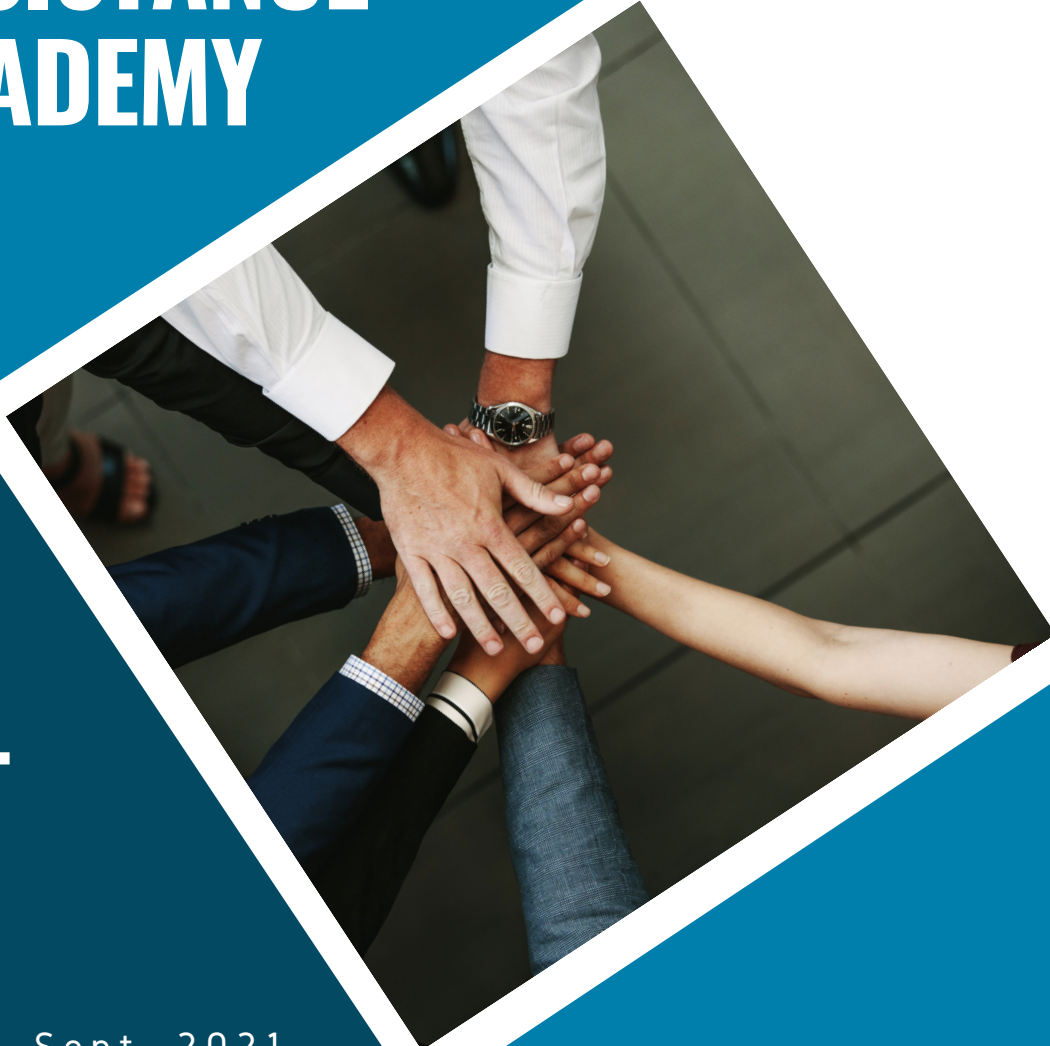


NEW JERSEY VICTIM ASSISTANCE ACADEMY



RUTGERS

School of Social Work
INSTITUTE FOR FAMILIES



FISCAL YEAR 2021

Oct. 2020 - Sept. 2021

4TH QUARTER AND YEAR END REPORT

Developed by the Institute for Families
School of Social Work
Rutgers, The State University of New Jersey

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EXECUTIVE SUMMARY

Introduction

In October 2008 the Institute for Families (IFF) at Rutgers School of Social Work established the New Jersey Victim Assistance Academy (NJVAA) with the assistance of a grant from the U.S. Department of Justice, Office of Justice Programs, Office for Victims of Crime which is presently administered by the New Jersey Department of Law & Public Safety, Division of Criminal Justice, State Office of Victim Witness Advocacy. IFF was awarded a discretionary expansion grant in October 2018 to build and expand services and curricula offered by the NJVAA.

NJVAA delivers three key training areas: Foundation Series, Advanced Academy, and Traveling Workshops. The Foundation Series is a comprehensive foundation-level 40-hour training series designed for victim assistance providers, victim advocates, criminal justice personnel, and allied professionals. This Foundational Series offers an academically based course of study in victimology and in victim's rights and services. The Advanced Academy is offered to victim assistance providers at all levels of experience with trainings that address the variety of vital skills and essential knowledge when serving victims of crime. In addition, NJVAA began offering Traveling Workshops in FY2020 to replace the Skill Sessions offered previously in order to meet the needs of organizations interested in training staff in their agency or department. Traveling Workshops are delivered upon request. NJVAA tailors training content to meet the needs of community-based organizations and increases accessibility for their staff.

Report Overview

This report summarizes overall accomplishments in FY2021 (October 1, 2020 through September 30, 2021) and fourth quarter details (July 1, 2020 through September 30, 2021). See the Infographic on page 4 for an overview of services delivered.

Year-End Highlights: Fiscal Year 2021

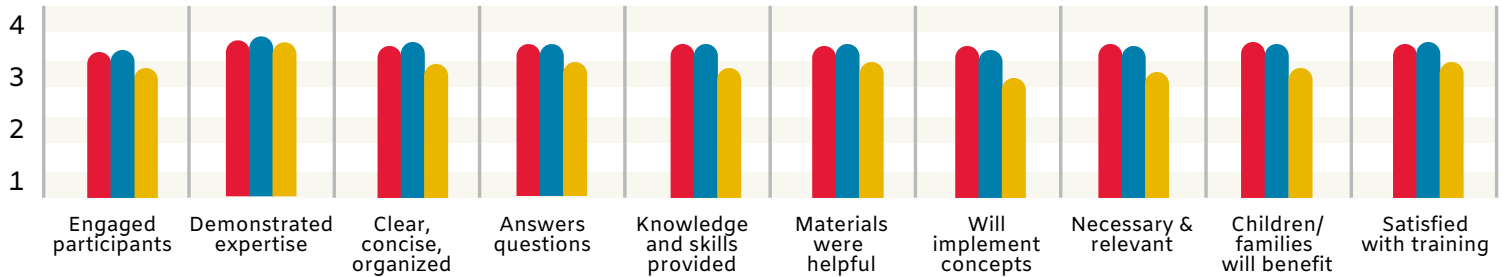
October 1, 2020 to September 30, 2021



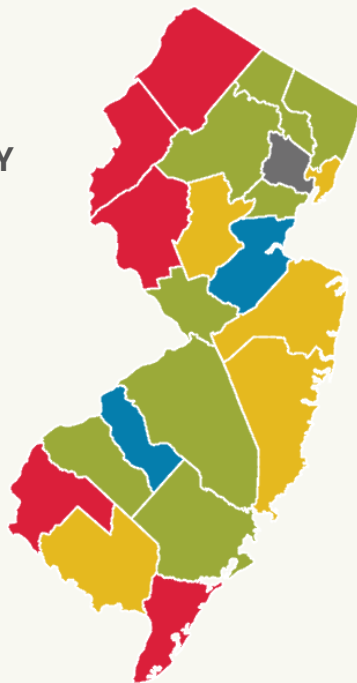
SATISFACTION RATINGS FOR COURSES*

*On a scale of 1 to 4
1 = Strongly Agree
4 = Strongly Disagree

- Foundation Series (FS)
- Advanced Academy (AA)
- Traveling Workshop (TW)



PARTICIPATING ORGANIZATIONS FROM NEW JERSEY



- 50+ Organizations
- 20-49
- 10-19
- 5-9
- 0-4

*Key Guide

ORGANIZATIONS PARTICIPATING NATIONALLY



DE (1)



PA (2)



TX (1)

COURSE DEVELOPMENT

Modified all trainings for virtual delivery

Delivered 23 new session topics

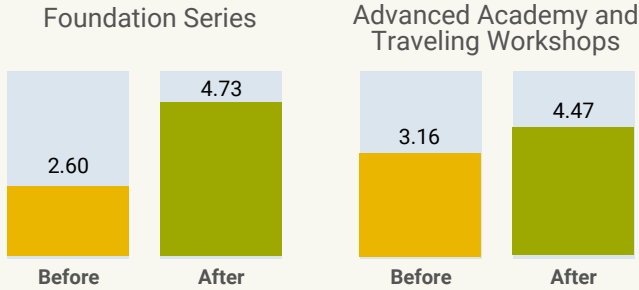
Released 3 short eLearning videos

Launched web-based resource library

Designed course guide with NACP credentials

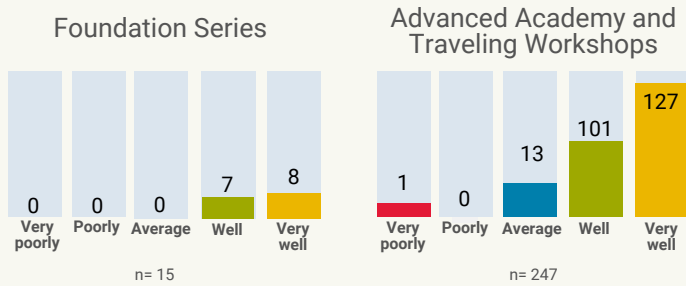
LEARNER FEEDBACK

Knowledge of Training Concept (Self-rated)

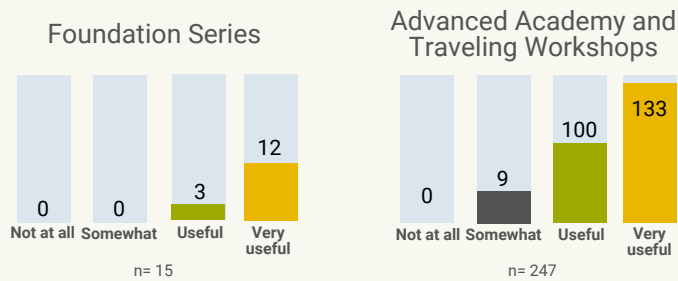


*Scale from 1 = No Knowledge to 5 = Very Knowledgeable

Course material presented in a way that helped you learn



Training was useful for my work with victims of crime



Note: Total number of responses varied by question

ENGAGING VIRTUAL LEARNERS FOR EFFECTIVE TRAINING

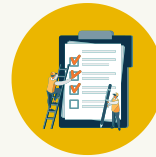


Incorporated engagement technology to reinforce interactivity and learning



Recruited and onboarded 4 moderators

REINFORCING QUALITY

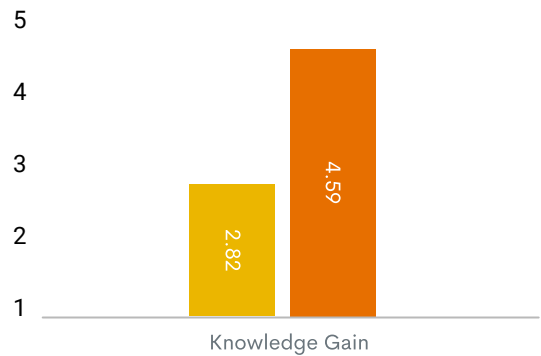


Daily review and response to trainer feedback reports



Ongoing review of participant satisfaction surveys and integration of input into operations

FOUNDATION SERIES: KNOWLEDGE GAIN



Before Training After Training

Scale from 1 = No knowledge to 5 = Highest Knowledge

OUR MISSION

The mission of the Institute for Families (IFF) at the Rutgers School of Social Work is to advance the professional practice and knowledge base of individuals and organizations dedicated to improving the lives of children and families.

NJVAA aims to build the capacity of victim service providers and allied professionals with the knowledge and skills to better assist victims of crime.

PART I: PROGRAM DELIVERABLES

FY2021 Accomplishments Overview

NJVAA met all grant goals for FY2021, and exceeded them in several areas. In light of the COVID-19 global pandemic and growing tensions around systemic and service inequities for persons of color in the United States, NJVAA modified programming to respond to the evolving needs of victim service providers. Most notably, NJVAA successfully developed a comprehensive evaluation model, collaborated with a steering committee to inform strategic planning, and expanded service delivery to the number of organizations and providers. See Table 1.1 for grant goals and accomplishments in FY2021.

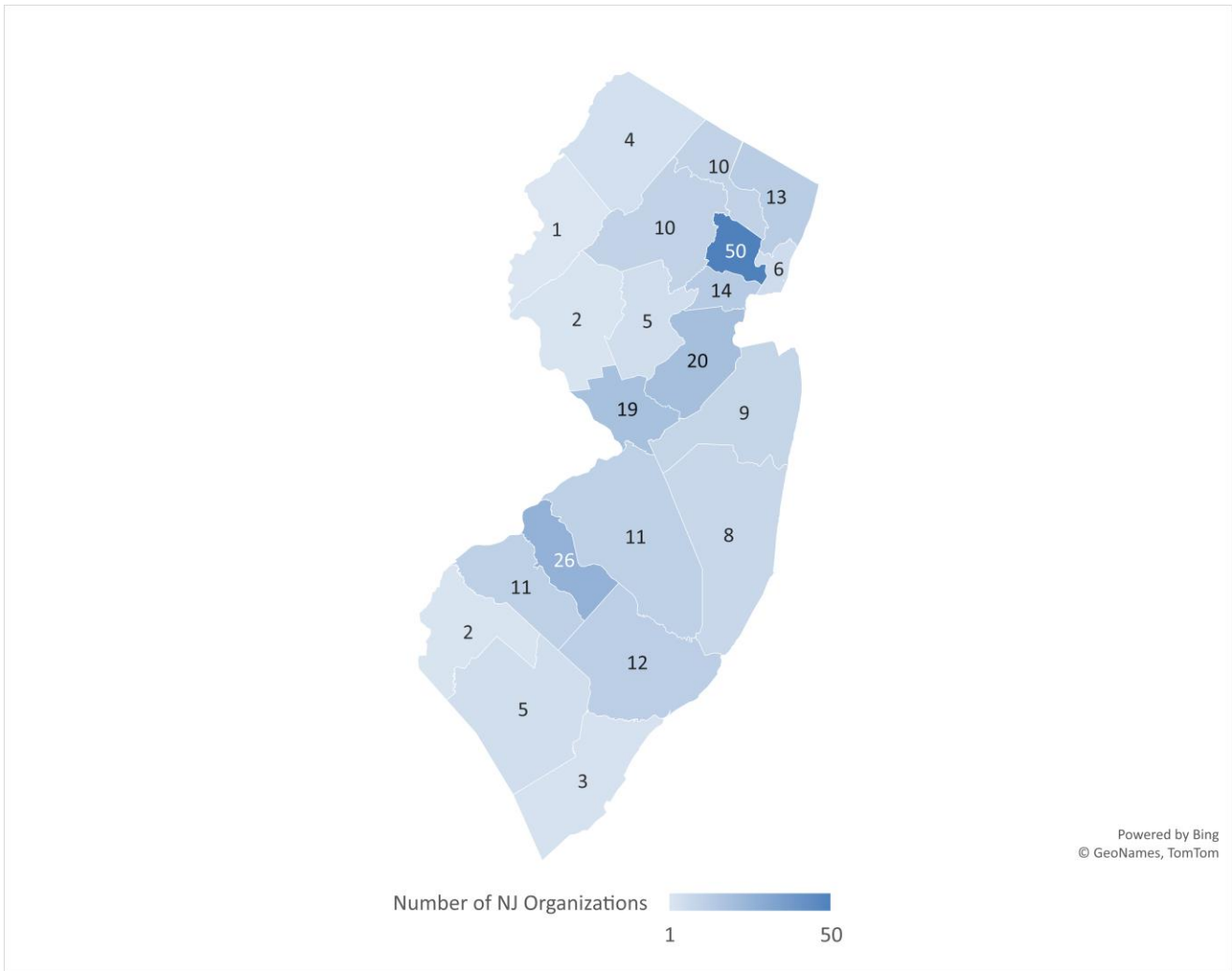
Table 1.1 Grant Goals and Accomplishments

| VT-1-18 Grant Goals | | Status as of FY2021 |
|----------------------------|---|---|
| Evaluation | Conduct needs assessment | Accomplished – Results included with FY2020 report. NJVAA was invited to present findings at the 2021 National Training Institute coordinated by the National Center for Victims of Crime. |
| | Develop satisfaction surveys, pre-post tests for advanced academy, trainer feedback & learner follow up surveys | Accomplished – Developed and implemented satisfaction surveys, learning objective assessments, trainer feedback surveys, and satisfaction surveys for Foundation Series and Advanced Academy trainings. |
| Strategic Planning | Convene steering committee | Accomplished - Facilitated strategic discussion at Victim Witness Coordinators Association Meetings (Sept 2020, March 2021). |
| | Develop 2-year strategic plan | Accomplished - Strategic Plan implemented in FY2020. COVID 19 shifted plan to virtual delivery for FY20 and FY21 and halted delivery of Advanced Academy Cluster Series. |
| Expand NJVAA | Establish on-line registration | Accomplished – Offered emailed training announcements and registration system using Constant Contact. |
| | Expand course offerings | Accomplished – Developed additional Foundation Series Speakers Day, 23 new Advanced Academy course topics, and offered Crisis Response Team Training for National Organization for Victim Assistance (NOVA) Certification. Delivered 30 full-day sessions in year one compared to 154 sessions in year three. |
| | Expand frequency, topics and methods of delivery | Accomplished - Added a series of live webinars exploring wide variety of content. Created online modules for all core content for wider access with synchronous and asynchronous learning tools. Developed 3 asynchronous short videos. |
| | Translate core content into online modules | Accomplished – Foundation Series moved to fully virtual platform. Developed Resource Library for participants. |
| | Secure continuing education credits to support advanced credentials | Accomplished – Foundation Series approved for the National Advocate Credentialing Program (NACP) Provisional Certificate, Domestic Violence Specialists (DVS) by New Jersey Coalition to End Domestic Violence, and Continuing Education Units (CEUs) for social workers. Targeted Advanced Academy courses are approved for Continuing Legal Education (CLEs) for attorneys. |
| Reporting | Program reports | Accomplished – Provided written quarterly reports with narrative progress and performance measures. Provided year end reports with cumulative training evaluation data. |

Participating Organizations

NJVAA increased training accessibility and reach for victim assistance community across the state of New Jersey. The map below highlights representation from organizations in all 21 counties. Additional participating organizations were from outside the state of New Jersey, with organizations based in Pennsylvania, Delaware, and Texas also participating.

Figure 1.1 Number of Participating Organizations*



*Number of out-of-state organizations: DE (1), PA (2), TX (1)

Fourth Quarter Narrative Progress Report

The Fourth Quarter Narrative Progress Report summarizes the tasks and achievements of NJVAA's activities during the period of July 1, 2021 through September 30, 2021. See Appendices to view greater details for training, participation, and development over Q4 and FY2021.

Professional Development for Victim Advocates and Allied Professionals

a. Meet the Educational Needs of New Jersey Victim Assistance system and organizations

1. Developed one new Advanced Academy course at the request of the Strategic Planning Committee to assist supervisors as they return to in-person work:
 - a. *Supporting Staff Returning to Work Post COVID-19*
2. Partnered with Mission 89 (an international non-profit organization that fights the exploitation of human trafficking in sport) to deliver a new course for the Advanced Academy:
 - a. *Not in Our Game: Protecting Young Athletes from Trafficking in Sport*
3. Completed an additional two asynchronous videos to support targeted skills and education available on the Resource Library in Canvas:
 - a. *Trauma Informed Approach: The Learning Brain Vs. Trauma Brain*
 - b. *Using Your Senses to Interview a Victim of Crime*
4. Finalized curriculum and created a prototype for a mandatory eLearning course for all incoming students at Rutgers University on interpersonal violence in collaboration with the Center on Violence Against Women and Children, The Office on Violence Prevention and Victims Assistance, and the Title IX Office.

b. Collaborate with the Strategic Planning Group to assess and meet the Educational Needs of Victim Advocates and Victim Assistance Providers

1. Maintained informal communications with members of the Strategic Planning Committee to gain feedback on current victim advocate needs and thoughtfully plan for needed support with training and resources.
2. Designed and delivered requested training in Q4 (see above).

c. Provide professional development for Victim Assistance Providers

1. Continued offering fully virtual trainings in Q4
2. Facilitated 34 virtual sessions for 662 participants (see Performance Measures Appendices A and B):
 - a. 15 sessions for Foundation Series for Cohort 3
 - b. 19 Advanced Academy sessions
3. Added 23 new webinars to course offerings (see Appendix C for list of new courses).
4. Offered one open session per month to allow participants to register without enrollment caps providing an opportunity for more participants to attend:
 - a. *Domestic Violence and Religion: Supporting Survivors of Faith on Campus*
 - b. *Identifying and working with LGBT Survivors of Human Trafficking*
 - c. *Not in Our Game: Protecting Young Athletes from Trafficking in Sport*

Enhancement and Conversion of Training Materials

a. Update and Enhancement of NJVAA Curricula

1. Developed and disseminated eLearning videos and peer-reviewed publications through a Resource Library to support participants in Foundation Series.
2. Secured Continuing Legal Education (CLEs) for the following session:
 - a. *Identifying and Working with LGBT Survivors Of Human Trafficking*
 - b. *Understanding the Prevention of Domestic Violence Act*
3. Created standard Introductory/Closing PowerPoint slides for Advanced Academy sessions to build NJVAA brand awareness.
4. Revised and professionalized orientation for course moderators with updated information and procedures.

Evaluate Learning Impact on Victim Advocates

a. Expanded use of evaluation instruments developed in FY2020 to assess effectiveness of all training modules this fiscal year.

1. Revised Advanced Academy surveys by incorporating Learning Objective Assessments (LOAs) for all Advanced Academy courses. Surveys scheduled to go live in FY2022.
2. Distributed follow-up survey in September 2021 to participants who attended all NJVAA courses in Q4.
3. Analyzed qualitative data from all four follow-up surveys to include in year-end report. (see Part II: Training Evaluation)
4. Reviewed existing Member Form in Qualtrics available on NJVAA website and added prospective participants to current distribution list.

Fourth Quarter Goals and Objectives Update

Below is an update of grant goals and objectives during Q4. Relevant activities over the three-year grant period are also noted to recount targeted completion details. For quarterly-specific information, view completed reports for Q1-Q3.

1. Indicate status of each goal that was due for completion during a previous reporting period but carried over due to implementation or other problems.

Although NJVAA surpassed program goals in FY2021, an extension was requested to use the remaining \$150,000 in federal funds to support the growing demand of training in the victim assistance community.

2. State the status of each goal which was scheduled to be achieved during the report.

GOAL 1: Convene a steering committee of practitioners and leaders representing systems and organizations from across the victim assistance community.

- Maintained communication with members of the Steering Committee to stay abreast of victim advocates needs. The Steering Committee, comprised of the NJ Association of Victim Witness Coordinators, represents all 21 counties.
- In response to a steering committee meeting request in Q2, NJVAA developed and delivered the following session:
 - *Supporting Staff Returning to Work Post COVID-19* (see Appendix C)

GOAL 2: Conduct a comprehensive statewide needs assessment to identify the training and educational needs of professionals serving victims of crime in New Jersey.

- Completed and submitted with FY2020 Year End Report.
- Findings disseminated in a peer-reviewed presentation, “Voices of Victim Service Providers: Using Needs Assessments to Inform Victim Assistance Academies” for the National Center for Victims of Crime’s 2021 National Training Institute in Atlanta, GA on October 8, 2021.
- Results from survey and focus group data continue to inform service delivery.

GOAL 3: Develop a two-year strategic plan to deliver training and resources that meet the educational needs of victim assistance professionals.

- Modified the strategic plan due to COVID-19 by offering virtual trainings and adding new, relevant course topics to the changing landscape and expanded virtual learning opportunities for wider access and flexibility including live webinars, asynchronous videos, and the Resource Library on Canvas.

GOAL 4: Award a series of mini-grants to organizations delivering specialized professional development.

- In alignment with the Office of the Attorney General, Office of Victims of Crime’s direction, this goal was removed to support efforts to address the more emergent needs of victim advocates supporting individuals within the COVID-19 environment. This change from live meetings with providers allowed the team to abide by the CDC and NJ State guidelines restricting larger in-person gatherings.

GOAL 5: Develop a comprehensive evaluation component for all education provided through the plan using course satisfaction surveys, pre- and post- test assessments, trainer feedback reports, and learner follow-up surveys that assess application to professional work with victims.

- Applied all evaluation instruments to assess effectiveness of Foundation Series.
- LOAs finalized for all Advanced Academy courses and will go live in FY2022.

GOAL 6: Expand the New Jersey’s Victim Assistance Academy.

- Utilized subscription with Constant Contact, an online marketing tool, to maintain distribution list with approximately 1,600 service providers and manage monthly training announcements and registrations.
 - Filled July course enrollment within 20 minutes of announcement release.
 - Surpassed industry averages demonstrating high demand in course offerings:
 - Email open rate of 30% vs industry average of 10%
- Transitioned Foundation Series to a hybrid model with a combination of live webinars, asynchronous videos (provided by The Office for Victims of Crime Training and Technical Assistance Center), as well as independent assignments.
- Expanded Advanced Academy course topics and trainer pool
 - Added a total of 23 new topics in FY2021 (see Appendix C)
 - Added three new trainers through a partnership with Mission 89
- Secured continuing education credits for additional Advanced Academy courses:
 - *Identifying and Working with LGBT Survivors of Human Trafficking*
 - *Understanding the Prevention of Domestic Violence Act*

GOAL 7: Manage the operations, efficacy and quality of all education provided through the project by coordinating the schedules, registration process, evaluation tools, and learning outcomes experienced through all training courses provided by the NJVAA and mini-grant recipients.

- Utilized Constant Contact to promote trainings and track registration.
- Developed internal tracking procedures to monitor levels of service.
- Reviewed training curriculum with consultation from the Learning and Development team at IFF to design creative, learner-centered products that advance the knowledge and skills of participants.
- Participated in monthly meetings with the Research and Evaluation team at IFF to

design and monitor all evaluation tools.

- Developed new policies to support quality assurance during virtual training delivery, including revised moderator procedures and expectations.

GOAL 8: Prepare a report on the New Jersey victim assistance workforce’s educational needs and the methods and efficacy of services provided by this program in meeting them.

- Consulted with IFF’s Learning & Development to design new report cover and infographic to improve report layout and brand.
- IFF’s Research & Evaluation analyzed and compiled findings from evaluation tools discussed in Part II.

3. *State the corrective action planned to resolve implementation problems and state the effect of these problems on the remaining schedule for achieving the project remaining goals.*

With an extension, NJVAA plans to create educational coursework to address emerging issues for victim service providers, provide educational sessions that disseminate training topics that have been in high demand to reach a larger audience, and expand access through live webinars and asynchronous learning opportunities.

4. *If appropriate, identify changes that are needed in the implementation plan specified in the grant application to overcome problems. Changes that alter plans and/or goals set forth in the application require prior grantor agency approval and issuance of a Grant Adjustment Notice (GAN).*

N/A: The Narrative Justification was submitted in August 2021.

5. *State what technical assistance the grantor agency might provide during the next six-month period to help resolve implementation problems. If technical assistance has been provided to resolve implementation problems, state the problems (or tasks) addressed and the results (or impact) of the assistance provided.*

NJVAA will continue offering Traveling Workshops requested by the victim advocates in the field and provide additional support for trainers and participants during live webinars with a course moderator. All other requests will be addressed by the NJVAA team as needed.

6. *Based on the performance measures set forth in the grant application (implementation plan), indicate in quantitative terms the results (of the project) achieved both during the reporting period and cumulative-to-date. Explanatory and qualifying statements will be helpful here, especially if project objectives have changed.*

NJVAA surpassed the original goals set forth in the implementation plan for this three-year project. NJVAA shifted all trainings to virtual delivery because of COVID-19, resulting in significant increases in attendance and training development over the course of the three-

year grant. For example, NJVAA served 327 participants in year one compared to 3,697 in year three and delivered 30 full-day sessions in year one compared to 154 sessions in year three. Additionally, NJVAA surpassed the original goal to develop 5 new trainings in years two and three by adding over 60 new course topics. Twenty-three new topics were added in FY2021 alone. See Performance Measures for more quantitative highlights in FY2021.

Performance Measures

Performance Metrics for the Fourth Quarter, and the full FY2021 are outlined below. For a breakdown of quarterly totals per month, please view Appendices A and B.

| Progress Note | Q4: July 2021-September 2021 | FY2021: October 2020-September 2021 |
|--|--|---|
| 1. Number of training requests received | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • Traveling Workshops: 10 |
| 2. Number of trainings scheduled | <ul style="list-style-type: none"> • Advanced Academy: 19 • Foundation Series: 1 Cohort (15 Webinars) • Traveling Workshops: 0 • Total: 20 trainings (34 sessions) | <ul style="list-style-type: none"> • Advanced Academy: 101 • Foundation Series: 3 Cohorts (43 Webinars) • Traveling Workshops: 10 (including 1 4-day series) • Total: 154 |
| 3. Number of trainings conducted | <ul style="list-style-type: none"> • Advanced Academy: 19 • Foundation Series: 1 Cohort (15 Webinars) • Traveling workshops: 0 • Total: 34 | <ul style="list-style-type: none"> • Advanced Academies: 101 • Foundation Series: 3 Cohorts (43 Webinars) • Traveling Workshops: 10 • Total: 154 |
| 4. Number of participants registered for training | <ul style="list-style-type: none"> • Foundation Series: 38 per session (570 duplicated) • Advanced Academy: 835 • Traveling Workshops: 0 • Total registered: 1,405 | <ul style="list-style-type: none"> • Foundation Series: 38 per session (1,503 duplicated) • Advanced Academy: 4,695 • Traveling Workshops: 275 • Total: 6,473 |
| 5. Number of participants attending or completing training | <ul style="list-style-type: none"> • Advanced Academy: 441 • Foundation Series: 221 • Traveling Workshops: 0 • Total: 662 | <ul style="list-style-type: none"> • Advanced Academy: 2,715 • Foundation Series: 668 • Traveling Workshops: 314 • Total: 3,697 |
| 6. Number of participants trained | <ul style="list-style-type: none"> • Advanced Academy: 441 • Foundation Series: 221 • Traveling Workshops: 0 • Total participants trained: 662 | <ul style="list-style-type: none"> • Advanced Academy: 2,715 • Foundation Series: 668 • Traveling Workshops: 314 • Total: 3,697 |
| 7. Number of trainings delivered | <ul style="list-style-type: none"> • Advanced Academy: 19 | <ul style="list-style-type: none"> • 101 Advanced Academy |

| | | |
|--|--|---|
| | <ul style="list-style-type: none"> • Foundation Series: 1 Cohort (15 Webinars) • Traveling Workshops: 0 • Total trainings delivered: 34 | <ul style="list-style-type: none"> • Foundation Series: 3 Cohorts (43 Webinars) • Traveling Workshops: 10 • Total: 154 |
| 8. Number of technical assistance requests received | <ul style="list-style-type: none"> • 1,405 requests | <ul style="list-style-type: none"> • 6,473 requests |
| 9. Number of organizations receiving technical assistance | <ul style="list-style-type: none"> • 135 organizations | <ul style="list-style-type: none"> • 244 organizations |
| 10. Number of individuals receiving technical assistance | <ul style="list-style-type: none"> • 1,405 individuals | <ul style="list-style-type: none"> • 6,473 individuals |
| 11. Number of participants who completed a feedback survey | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • 2125 |
| 12. Number of participants indicating overall satisfaction with the training | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • 2044 |
| 13. Number of participants indicating an increase in knowledge and skill | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • 2046 |
| 14. Number of participants indicating they planned to implement training knowledge and skill | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • 2028 |
| 15. Number of participants who rated this training as necessary and relevant | <ul style="list-style-type: none"> • NA | <ul style="list-style-type: none"> • 2024 |

PART II: TRAINING EVALUATION

NJVAA Training Evaluation

NJVAA utilizes a robust and comprehensive evaluation component, including three assessment tools, to measure efforts and monitor continuous quality improvement. Evaluations include satisfaction surveys, learning objective assessments, and follow-up surveys.

Satisfaction Surveys

Training participants completed a survey at the end of the training session to assess their satisfaction with the learning experience. The survey link was provided in the virtual training platform chat box. The survey solicits feedback on the training experience, materials, and instructor.

The first 10 items have participants rate their satisfaction on a four-point Likert scale with responses ranging from 1 (strongly disagree) to 4 (strongly agree).

1. *The trainer was able to engage participants.*
2. *The trainer demonstrated expertise related to the training topic through her/his knowledge, skills, and practice experience.*
3. *The trainer's presentation was clear, concise, and organized, resulting in an effective training.*
4. *The trainer was able to answer participants' questions.*
5. *The training increased my knowledge and skills about the training topic.*
6. *The instructional materials (PowerPoint slides, handouts, and participant manual) were helpful to building participants' knowledge and skills in this topic.*
7. *I will implement training concepts into my work with victims of crime.*
8. *This training is necessary and relevant to my work with victims of crime.*
9. *Victims of crime and/or their families will benefit from knowledge and skills participants gained during this training.*
10. *I am satisfied with the training overall.*

Three additional items invite comments from participants through open-ended questions:

11. *Please provide three specific examples of how you will use what you learned in your work with victims.*
12. *Please provide any additional comments on your training experience.*
13. *What other training topics would you find helpful in order to benefit the individuals you serve?*

The last two items asked participants the following questions:

14. *How would you rate your knowledge of the training concepts?*
 - Likert Scale Responses: 1 = No Knowledge to 5 = Very Knowledgeable
15. *Did you experience any problems with the technology during the training?*
 - Yes/No

Satisfaction Survey Findings

Participants reported high levels of satisfaction with the trainings, materials, and trainers. The overall satisfaction survey scores by course type are presented below. Across foundation, advanced academy, and traveling workshops, the highest satisfaction scores were for the trainer demonstrating expertise related to the training topic through her/his knowledge, skills, and practice experience.

| Table 2.2 Satisfaction Survey Results | | | |
|---|-------------------------------|--|--|
| Items | Foundation n = 365 | Advanced Academy n = 1645 | Traveling Workshops n = 113 |
| The trainer was able to engage participants. | 3.69 | 3.73 | 3.61 |
| The trainer demonstrated expertise related to the training topic through her/his knowledge, skills, and practice experience. | 3.77 | 3.79 | 3.75 |
| The trainer’s presentation was clear, concise, and organized, resulting in an effective training. | 3.74 | 3.77 | 3.67 |
| The trainer was able to answer questions. | 3.74 | 3.74 | 3.67 |
| The training increased my knowledge and skills about the training topic. | 3.73 | 3.73 | 3.65 |
| The instructional materials (PowerPoint slides, handouts, participant manual) were helpful to building participants’ knowledge and skills in this topic. | 3.71 | 3.72 | 3.68 |
| I will implement training concepts into my work with victims of crime. | 3.71 | 3.7 | 3.51 |
| This training is necessary and relevant to my work with victims of crime. | 3.74 | 3.71 | 3.54 |
| Victims of crime and/or their families will benefit from knowledge and skills participants gained during this training. | 3.76 | 3.72 | 3.66 |
| I am satisfied with the training overall. | 3.74 | 3.76 | 3.68 |

Note: Satisfaction with the trainings is rated on a four-point Likert scale with responses ranging from 1 (strongly disagree) to 4 (strongly agree).

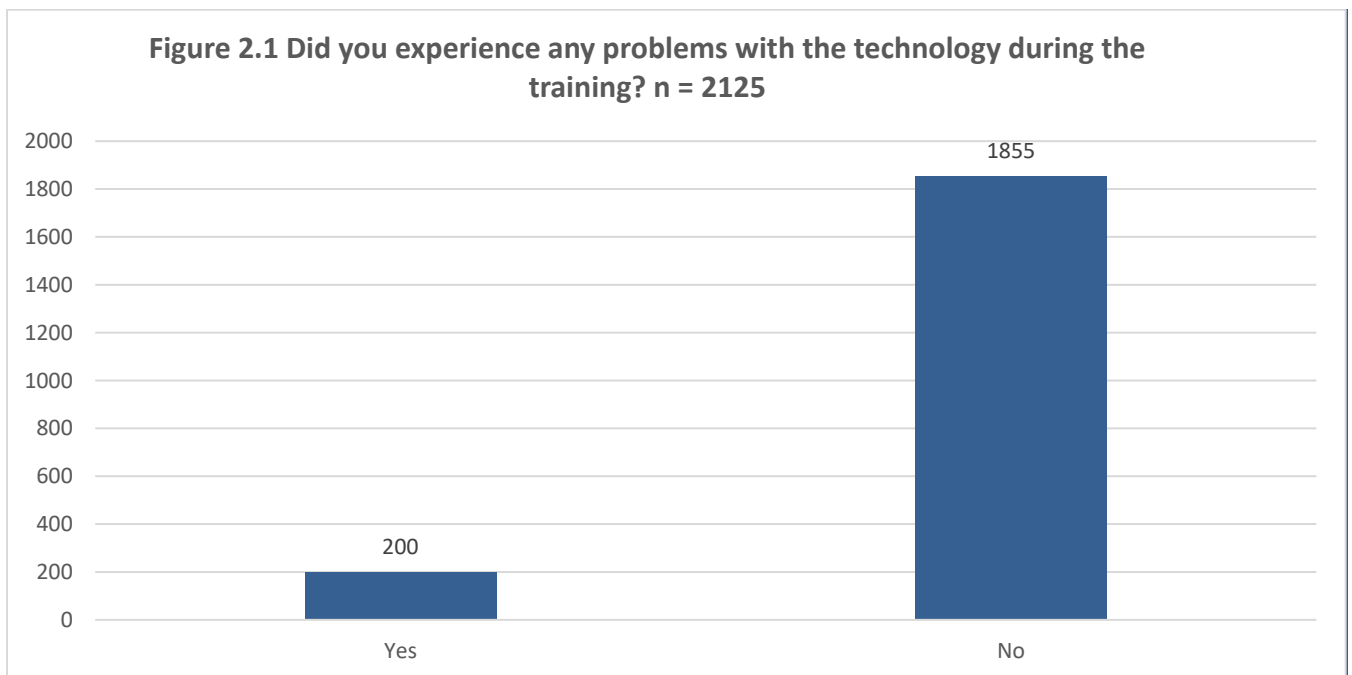
Analyses of satisfaction scores by course title and type are presented in Appendix G-I. While there is not much variation across the aggregate satisfaction ratings for courses, there is greater variation in the satisfaction ratings by individual learner or individual class. For this reason, each satisfaction survey is reviewed for comments and experiences. Training team staff review participants’ comments on satisfaction surveys and address any areas where improvements can be made, such as trainer delivery, and preparedness. Satisfaction survey comments are provided in Appendix G-I. Comments are provided verbatim and in their entirety.

Examples of Participant Comments from Satisfaction Surveys

“Would definitely recommend NJVAA Foundation Series to other victim advocates & service providers - expanded knowledge re history, scope, ongoing efforts of victim services; provided encouragement and context (the big & little picture) for my time and efforts with and on behalf of the children I serve; introduced practical information, ideas and concepts to consider, apply, refresh and re-evaluate my practice and approach. Thank you again.”

“This training is spectacular! The trainer was easy to understand and very personable. I feel that I was more about to benefit due to her presentation of the training!”

As seen in the graph below, the majority of participants did not experience problems with technology during the training. By staffing each webinar with a moderator, NJVAA staff immediately addressed issues experienced by participants. Moderators provided support to participants by walking through and resolving technology problems. For example, when computer audio was not working, NJVAA staff assisted them with setting up audio through their phone. Most participants reported having technology issues predominately due to individual computer issues.



Learning Objective Assessments

At the end of each training session, participants were asked to self-report their level of knowledge on the training concepts before and after the training on a scale from 1 = no knowledge to 5 = very knowledgeable. The purpose of these learning objective assessments is to assess trainee knowledge gain due to attendance in training. Overall results are reported below.

Across all foundations sessions, respondents rated their knowledge of the concepts before the training (mean score was 2.82 out of 5) and after the training (mean score was 4.59 out of 5). Responses show that due to the training, respondents gained knowledge (+1.77) of the training concepts.

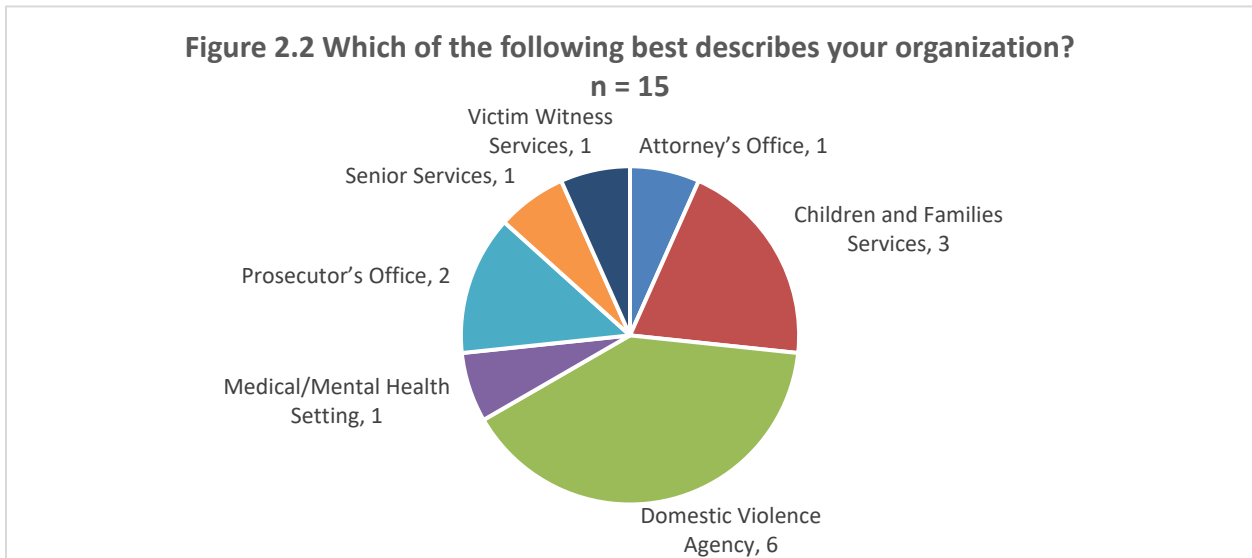
| Table 2.3 Foundation Series Learning Objective Assessments | | | | |
|---|----------|------------------------|-----------------------|-------------------|
| Course Titles | n | Before Training | After Training | Difference |
| 1011 - Welcome and Introductions | 33 | 2.88 | 4.36 | + 1.48 |
| 1012 - History of Victims' Rights | 27 | 2.36 | 4.22 | + 1.86 |
| 1013 - New Jersey Victims' Rights Laws and Advocacy | 16 | 2.15 | 4.23 | + 2.08 |
| 1014 - The Justice System Criminal, Juvenile, Federal | 24 | 2.22 | 4.33 | + 2.11 |
| 1015 - Impact of Crime on Victims | 25 | 3.37 | 4.79 | + 1.42 |
| 1016 - Communicating with Victims | 20 | 3.23 | 4.83 | + 1.60 |
| 1017 - Crisis Intervention | 25 | 2.92 | 4.69 | + 1.77 |
| 1018 - Promoting Access to Justice: Cultural Competency | 18 | 3.15 | 4.72 | + 1.57 |
| 1019 - Ethics in Victim Services | 17 | 2.78 | 4.78 | + 2.00 |
| 1021 - Collaboration and Assessing Needs | 24 | 3.00 | 4.56 | + 1.56 |
| 1022 - Special Populations Elder Abuse | 25 | 2.95 | 4.80 | + 1.85 |
| 1023 - Special Populations Working with Victims with Cognitive Limitations | 25 | 2.87 | 4.68 | + 1.81 |
| 1024 - Community Outreach & Putting it All Together | 12 | 3.19 | 4.72 | + 1.53 |
| 1025 - Homeland Security Investigations | 12 | 2.55 | 4.31 | + 1.76 |

| Table 2.3 Foundation Series Learning Objective Assessments | | | | |
|---|----------|------------------------|-----------------------|-------------------|
| Course Titles | n | Before Training | After Training | Difference |
| 1026 - Speaker's Day | 11 | 2.64 | 4.79 | + 2.15 |

Follow-Up Email Survey – Foundation Series

Foundation Series

Of the 40 participants who completed the foundation series, 39 received a follow-up email survey two weeks after the completion of the foundation series (one email address was invalid). There were 15 responses (response rate = 38%). The majority of the respondents identified their current affiliation as a domestic violence agency. The breakdown is detailed below.



The majority of respondents identified their current role/focus as DV Advocate/Volunteer and Advocate. The breakdown is detailed below.

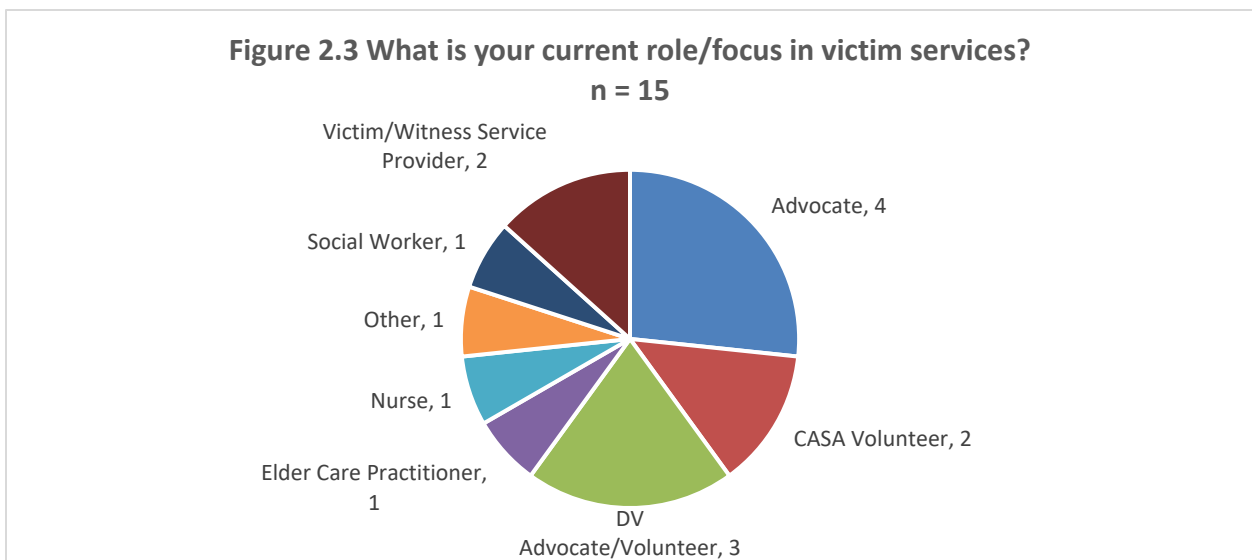


Table 2.4 NJVAA Foundation Series Follow-Up Survey Results
n = 15

| <p>How would you rate your knowledge of the training concepts? (Mean Score; Likert Scale 1= No Knowledge; 5=Very Knowledgeable)</p> | <table border="1"> <thead> <tr> <th>Time</th> <th>Mean Score</th> </tr> </thead> <tbody> <tr> <td>Before</td> <td>2.6</td> </tr> <tr> <td>After</td> <td>4.73</td> </tr> </tbody> </table> | Time | Mean Score | Before | 2.6 | After | 4.73 | | | | | | |
|--|---|------------|------------|-----------------------|-----|------------------|------|----------------------|---|----------------|----|---------------------|---|
| Time | Mean Score | | | | | | | | | | | | |
| Before | 2.6 | | | | | | | | | | | | |
| After | 4.73 | | | | | | | | | | | | |
| <p>Did the course cover the information you were expecting?</p> | <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>0</td> </tr> <tr> <td>Yes</td> <td>15</td> </tr> </tbody> </table> | Response | Count | No | 0 | Yes | 15 | | | | | | |
| Response | Count | | | | | | | | | | | | |
| No | 0 | | | | | | | | | | | | |
| Yes | 15 | | | | | | | | | | | | |
| <p>Was the course material presented in a way that helped you learn?</p> | <table border="1"> <thead> <tr> <th>Rating</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very poorly presented</td> <td>0</td> </tr> <tr> <td>Poorly presented</td> <td>0</td> </tr> <tr> <td>Average presentation</td> <td>0</td> </tr> <tr> <td>Well presented</td> <td>7</td> </tr> <tr> <td>Very well presented</td> <td>8</td> </tr> </tbody> </table> | Rating | Count | Very poorly presented | 0 | Poorly presented | 0 | Average presentation | 0 | Well presented | 7 | Very well presented | 8 |
| Rating | Count | | | | | | | | | | | | |
| Very poorly presented | 0 | | | | | | | | | | | | |
| Poorly presented | 0 | | | | | | | | | | | | |
| Average presentation | 0 | | | | | | | | | | | | |
| Well presented | 7 | | | | | | | | | | | | |
| Very well presented | 8 | | | | | | | | | | | | |
| <p>How useful was the information you learned in the training in you work with victims of crime?</p> | <table border="1"> <thead> <tr> <th>Usefulness</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Not at all useful</td> <td>0</td> </tr> <tr> <td>Somewhat useful</td> <td>0</td> </tr> <tr> <td>Useful</td> <td>3</td> </tr> <tr> <td>Very useful</td> <td>12</td> </tr> </tbody> </table> | Usefulness | Count | Not at all useful | 0 | Somewhat useful | 0 | Useful | 3 | Very useful | 12 | | |
| Usefulness | Count | | | | | | | | | | | | |
| Not at all useful | 0 | | | | | | | | | | | | |
| Somewhat useful | 0 | | | | | | | | | | | | |
| Useful | 3 | | | | | | | | | | | | |
| Very useful | 12 | | | | | | | | | | | | |

Participant Comments from Foundation Series Follow-Up Survey

A selection of verbatim participant comments is presented below. Only those comments were included below that represented the sentiments of the majority of respondents. The comments that best represented those themes are listed below.

“Everyday interactions with victims, organization, communication within and outside of my agency, helping build better practices at my agency.”

How will you use what you learned in the training?

- Background info and victim services. Clarified role in larger context as well as in individual case work. Resources for further information
- I will use the information in helping the consumers I serve along with the staff
- Everyday interactions with victims, organization, communication within and outside of my agency, helping build better practices at my agency
- I currently practice in senior services, and would like to include what I learned when speaking to my seniors in the program. I would also like to volunteer in the future, and provide support for victims outside of my work environment.
- I will apply them while working with clients, show them empathy, pay attention to what they are saying, and be more open minded
- In my everyday advocating for my clients.
- It would be helpful working with clients.
- Just to continue to stay client oriented and what is best for them.

How can this training be better?

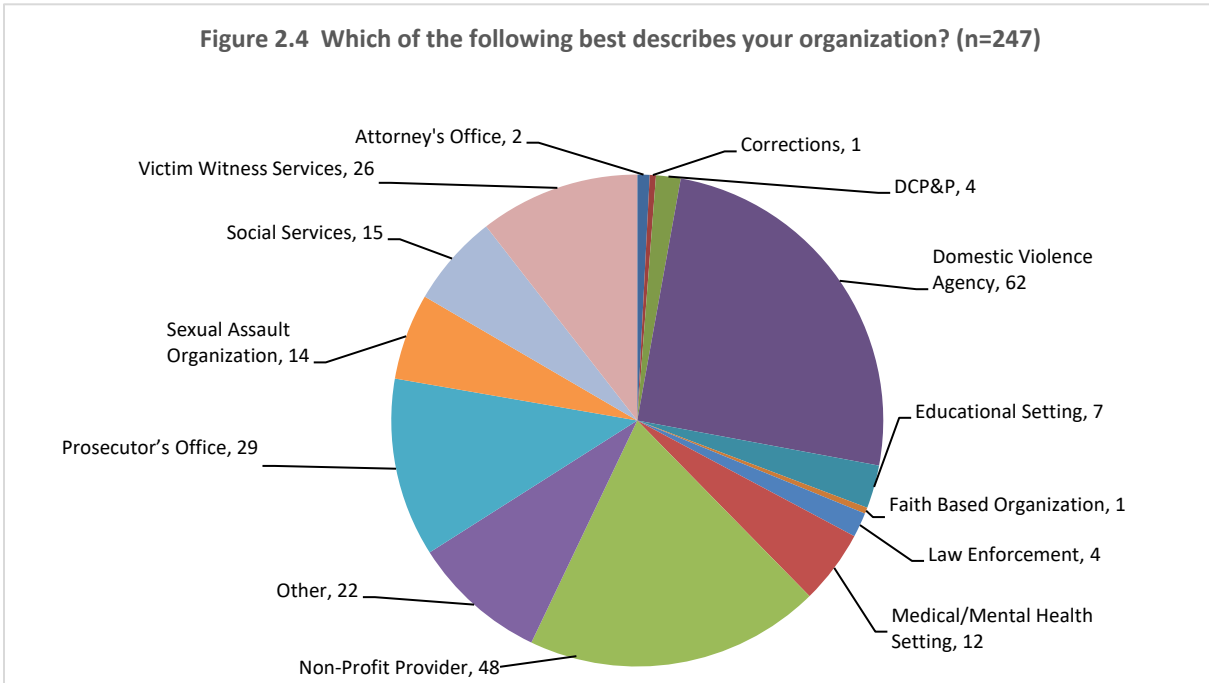
- Add a stress management module. It can help both service providers and victims.
- I understand with COVID but I wished it was in person
- In-person training would have been more engaging. Lots of distractions.
Note - for me, the time estimates for class preparation given in the syllabus were underestimated. I could 'skim' and highlight the material in the estimated time frame but it took me longer to actually READ, learn, understand & remember the material in order to learn from wrong answers on pre-test, do well on the post -tests
- Take place in person! (I know that was beyond control this year) I think that level of interaction is the only improvement I can think of
- Well done - virtual format worked well for me, able to be an active participant. I had time in my schedule to prepare for and attend the lectures.

Advanced Academy and Traveling Workshops

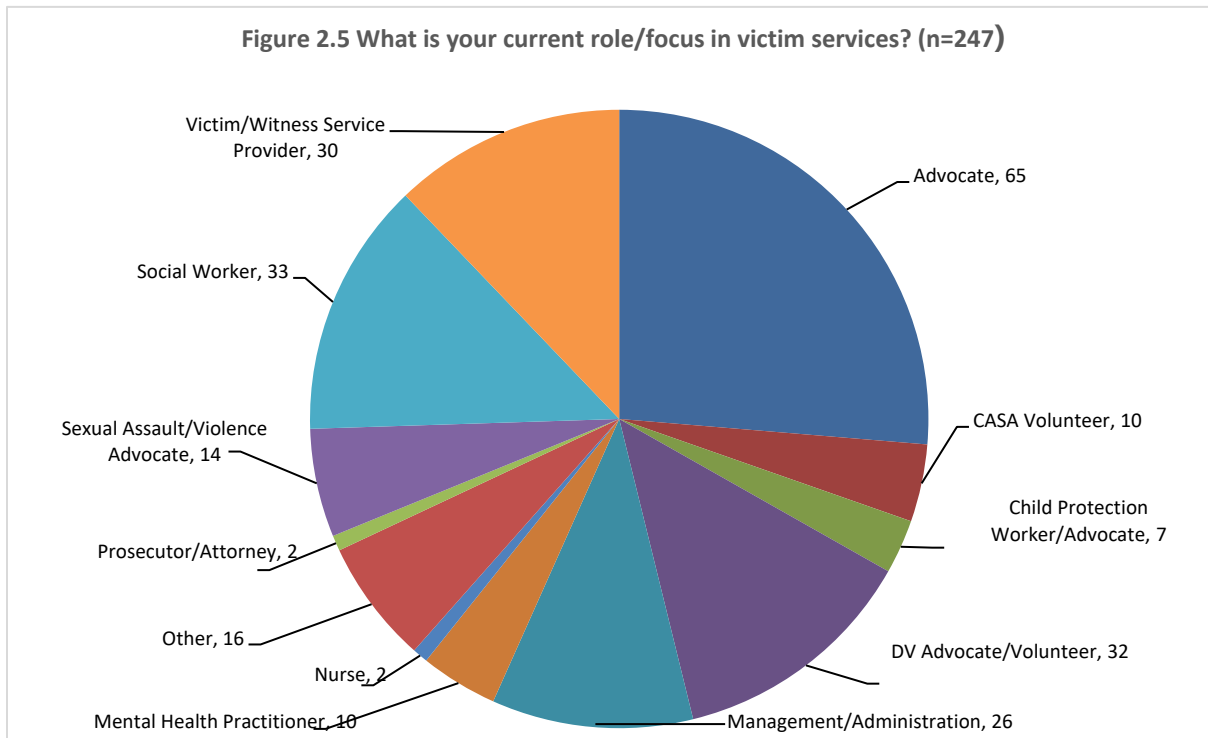
Of the 952 Advanced Academy and Traveling Workshop attendees across the year, 928 received a follow-up email survey. Follow-up email surveys are sent at the end of each quarter (January, April, July, and September 2021). 24 attendees did not receive a follow-up email survey due to invalid email addresses. There were 247 responses (response rate = 27%) The majority of respondents reported attending 3 or more trainings in the last three months. The breakdown is below.

| Table 2.5 How many NJVAA trainings did you attend in the last 3 months? | | |
|--|------------------|-------------------|
| n = 247 | | |
| Number of trainings | Frequency | Percentage |
| 1-2 | 83 | 34% |
| 3-4 | 82 | 33% |
| 5-6 | 35 | 14% |
| 7-8 | 18 | 7% |
| 9-10 | 5 | 2% |
| More than 10 | 24 | 10% |

The majority of respondents identified their current affiliation as a domestic violence agency, non-profit providers, and prosecutor's office. The breakdown is detailed below.

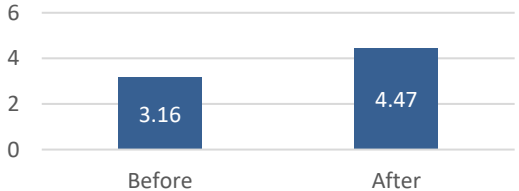
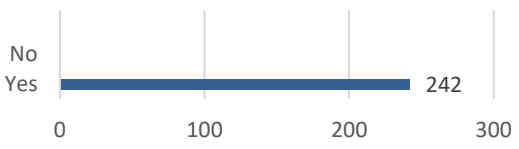
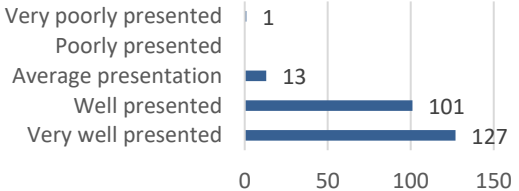
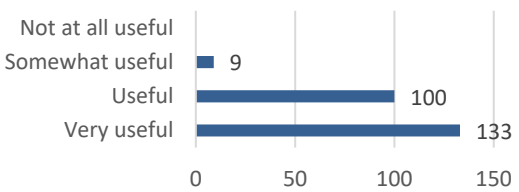


The majority of respondents identified their current role/focus as an advocate, social worker, and victim/witness service provider. The breakdown is detailed below.



**Table 2.6 Advanced Academy and Traveling Workshops
Follow-Up Survey Results**

n* = 247

| <p>How would you rate your knowledge of the training concepts? (Mean Score; Likert Scale 1= No Knowledge; 5=Very Knowledgeable)</p> |  <table border="1"> <thead> <tr> <th>Time</th> <th>Mean Score</th> </tr> </thead> <tbody> <tr> <td>Before</td> <td>3.16</td> </tr> <tr> <td>After</td> <td>4.47</td> </tr> </tbody> </table> | Time | Mean Score | Before | 3.16 | After | 4.47 | | | | | | |
|--|---|--------------------|------------|-----------------------|------|------------------|------|----------------------|-----|----------------|-----|---------------------|-----|
| Time | Mean Score | | | | | | | | | | | | |
| Before | 3.16 | | | | | | | | | | | | |
| After | 4.47 | | | | | | | | | | | | |
| <p>Did the course cover the information you were expecting?</p> |  <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>242</td> </tr> <tr> <td>No</td> <td>5</td> </tr> </tbody> </table> | Response | Count | Yes | 242 | No | 5 | | | | | | |
| Response | Count | | | | | | | | | | | | |
| Yes | 242 | | | | | | | | | | | | |
| No | 5 | | | | | | | | | | | | |
| <p>Was the course material presented in a way that helped you learn?</p> |  <table border="1"> <thead> <tr> <th>Presentation Level</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Very poorly presented</td> <td>1</td> </tr> <tr> <td>Poorly presented</td> <td>1</td> </tr> <tr> <td>Average presentation</td> <td>13</td> </tr> <tr> <td>Well presented</td> <td>101</td> </tr> <tr> <td>Very well presented</td> <td>127</td> </tr> </tbody> </table> | Presentation Level | Count | Very poorly presented | 1 | Poorly presented | 1 | Average presentation | 13 | Well presented | 101 | Very well presented | 127 |
| Presentation Level | Count | | | | | | | | | | | | |
| Very poorly presented | 1 | | | | | | | | | | | | |
| Poorly presented | 1 | | | | | | | | | | | | |
| Average presentation | 13 | | | | | | | | | | | | |
| Well presented | 101 | | | | | | | | | | | | |
| Very well presented | 127 | | | | | | | | | | | | |
| <p>How useful was the information you learned in the training in you work with victims of crime?</p> |  <table border="1"> <thead> <tr> <th>Usefulness Level</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Not at all useful</td> <td>9</td> </tr> <tr> <td>Somewhat useful</td> <td>9</td> </tr> <tr> <td>Useful</td> <td>100</td> </tr> <tr> <td>Very useful</td> <td>133</td> </tr> </tbody> </table> | Usefulness Level | Count | Not at all useful | 9 | Somewhat useful | 9 | Useful | 100 | Very useful | 133 | | |
| Usefulness Level | Count | | | | | | | | | | | | |
| Not at all useful | 9 | | | | | | | | | | | | |
| Somewhat useful | 9 | | | | | | | | | | | | |
| Useful | 100 | | | | | | | | | | | | |
| Very useful | 133 | | | | | | | | | | | | |

*Total number of responses varied by question.

Participant Comments from Advanced Academy and Traveling Workshop Follow-Up Surveys

A selection of verbatim participant comments is presented below. Only those comments were included below that represented the sentiments of the majority of respondents. The comments that best represented those themes are listed below.

“I was informed with several types of safety assessments and strategies for safety planning that I wasn't aware about prior the training.”

How has your participation in NJVAA training/s impacted your work with victims of crime?

- All techniques provided have been useful to properly guide victims.
- Applied the knowledge and techniques learned to their work.
- Better understand of how different crimes effect victims
- Definitely provided more awareness in working with victims and services I provide
- Equipped me with the knowledge, understanding, and tools necessary for the population I work with. Working with survivors of domestic/sexual violence, human trafficking, dealing with racial issues, and trauma, every workshop has benefited me which improved my approach with each survivor.
- Excellent, trauma information has been a key in the services provided
- Gained an understanding of the experiences of victims and clients.
- Gained awareness and became more compassionate towards victims and clients.
- Gained resources and knowledge that has given them the opportunity to network with other advocates and share information.
- I am currently seeking work so I have no actual experience as of yet to provide you with a proper answer here.
- I am most grateful for the education I have received through NJVAA. It is important to continue the conversations, update our procedures and policies and have a renewed sense of why we do the work we do.
- I chose that number because I am not sure if I ever had your trainings.
- I have not had the opportunity to attend any of the trainings.
- I love how engaged the presentations. I leave feeling more confident.
- I was informed with several types of safety assessments and strategies for safety planning that I wasn't aware about prior the training.
- Important information regarding trauma-informed care during the pandemic
- Improved upon skill sets and became more prepared to assist clients.
- Information is useful and applicable. Able to incorporate the information in my day to day activities with clients.
- It has helped our team provide better support to the victims we are working with.
- It has increased my awareness on how victims may respond when having conversations.
- It is beneficial as it provides knowledge that allows me to better assist victims
- It was good to have a general overview
- more inclusive language and increased empathetic and trauma-informed language

- NJVAA has truly help me understand the new role that I am adjusting to. I can look back at materials and was able to ask questions. This training has truly helped me and help me support my victims.
- Sadly, the opportunity to work with victims has been halted due to Covid-19
- The training provides information on current topics and builds upon what I learned in the foundation series. The opportunity to meet with other advocates is priceless and allows me to add to my skills and networking abilities to better serve victims of crime.
- These trainings have helped me an incredible amount! Each time I've heard trainer speak, I've learned new facts, concepts and perspectives. Trainer's presentation style is nurturing and direct, a rare combination, that really brings concepts to life and allows for a deeper understanding. The Restorative Retelling webinar was also jam-packed with information, but also provided an opportunity to discuss things on a programmatic level as well. I feel that I learned a lot with regard to cultural humility and expanding social justice work into the work I do with survivors of grief and traumatic loss.
- Used self-care techniques learned on themselves
- The trainings were:
 - Useful
 - Valuable
 - Beneficial
 - Informative
 - Great
 - Helpful

If NJVAA sessions were not available to you, where would you have received this education and support?

- Absolutely not! These sessions were an absolute treasure and I feel privileged to be in a position within my organization to have access to such workshops.
- At local law enforcement office
- Don't know
- Having to pay for an education such as this one
- I can't answer that question at this time.
- I do not know where we would have found this type of training. We would have to search for other options.
- I probably wouldn't have received education and support without NJVAA sessions.
- I would not have received any
- In person
- In the workplace
- Internet
- It all depends on the specific trainings offered and needed. But I'm happy to know NJVAA is a great option
- It may not be readily available. I would either have to do my own research or look online for relevant courses.
- It would take me a very long time to grasp my new role and I would read research papers or YouTube university.
- My colleagues
- On line

- Other resources
- Other webinars
- That's a great question.
- The internet
- Thought Victim Witness training
- Through college or courses
- Unsure of where else to get this education
- Would not have received this education
- Yes, I take CEU's for my license.
- Through other organizations:
 - SERV
 - NJCEDV
 - CASA
 - NOVA
 - DRCC
 - NADV
 - DVRT
 - OVC
 - RHYTACC
 - NCAC

Tell us at least one way that the training information changed how you provide services to crime victims.

- Became more compassionate and empathetic towards clients.
- Became more educated about trauma and trauma care.
- Began to identify bias in themselves and others.
- Began to listen carefully to victims in order to understand them better.
- Being able to be victim friendly by changing my vocabulary or being made aware of other services
- Educated themselves and others to improve interactions with clients.
- Expands my knowledge of services available to victims of crime. I know I can reach out to other advocates and agencies, if needed, especially after having met them through the training.
- Far more in awe of what Direct-Service staff deal with every day
- Gained a better understanding of the experiences of victims and clients.
- Gained a broader perspective when dealing with victims.
- Gave me new knowledge and insight into importance of self-care, connecting our environment and how that helps victims when talking about their circumstances
- Help make me realize that I am not alone in my work, especially during pandemic times.
- Helping survivors use narrative to reconstruct meaning it has for them.
- I believe it is going to make me pause and think more
- I have not had a client who is a victim of violent crime yet but I am sure when I do I will remember this training and the great information that was provided to me.
- Improved interaction and communication with clients and victims.
- Learned more about advocating for victims.
- More sensitive to the challenges we all face because of the global pandemic
- The thought process is much clearer now.

- There were a lot of technical problems during the presentation
- To know different options and resources for victims of DV to inform/support them as well as improve the way how I face these cases, and manage my own mental health
- Trainings gave me the confidence to deal with clients more effectively
- Used tools learned in the training(s) to connect clients with resources that will help them.

Is there anything else you would like to tell us?

- Changed my thought process, and helped me understand that trauma affects so much, and trauma greatly impacts how people act.
- Feel more comfortable and empowered
- I enjoyed the information and leaning virtual making it easy to understand
- I learn more from each training I am able to take. I appreciate the invitation to learn as a CASA volunteer from the Rutgers community.
- I really appreciate the trainings you have provided. I have learned so much from them and am able to practice what I have learned in and outside of work.
- I truly feel blessed to have taken them.
- Looking forward to future trainings.
- Not at this time.
- Thank you for offering these courses
- Thank you for these trainings.
- Trainings surrounding the impact of motor vehicle crashes and fatalities would be beneficial.
- What are some effective ways to console the victim?
- Training was:
 - Excellent
 - Great
 - Amazing
 - Wonderful

APPENDICES

Appendix A: NJVAA Quarterly Training Total Sessions

| | | ADVANCED ACADEMY | | TRAVELING WORKSHOPS | | FOUNDATION SERIES | | TOTAL SESSIONS | |
|---------------|-----------|-------------------|----------------------|---------------------|----------------------|--------------------|----------------------|-----------------|-------------------|
| | Month | Session per Month | Sessions per Quarter | Sessions per Month | Sessions per Quarter | Sessions per Month | Sessions per Quarter | Total per Month | Total per Quarter |
| Q1 | October | 9 | 26 | 0 | 1 | 0 | 0 | 9 | 27 |
| | November | 8 | | 1 | | 0 | | 9 | |
| | December | 9 | | 0 | | 0 | | 9 | |
| Q2 | January | 5 | 29 | 4 | 7 | 2 | 16 | 11 | 52 |
| | February | 9 | | 3 | | 8 | | 20 | |
| | March | 15 | | 0 | | 6 | | 21 | |
| Q3 | April | 9 | 27 | 0 | 2 | 7 | 12 | 16 | 41 |
| | May | 10 | | 1 | | 5 | | 16 | |
| | June | 8 | | 1 | | 0 | | 9 | |
| Q4 | July | 9 | 19 | 0 | 0 | 6 | 15 | 15 | 34 |
| | August | 7 | | 0 | | 9 | | 16 | |
| | September | 3 | | 0 | | 0 | | 3 | |
| TOTALS | | 101 | 101 | 10 | 10 | 43 | 43 | 154 | 154 |

Appendix B: NJVAA Quarterly Attendance

| | | ADVANCED ACADEMY | | TRAVELING WORKSHOPS | | FOUNDATION SERIES | | TOTAL ATTENDANCE | | | |
|---------------|-----------|------------------|----------------|---------------------|----------------|-------------------|----------------|----------------------------|--------------------------|--------------------------|------------------------|
| | Month | Total Registered | Total Attended | Total Registered | Total Attended | Total Registered | Total Attended | Total Registered per Month | Total Attended per Month | Total Registered per Qtr | Total Attended per Qtr |
| Q1 | October | 537 | 320 | 0 | 0 | NA | NA | 537 | 320 | 1413 | 817 |
| | November | 388 | 221 | 57 | 25 | NA | NA | 445 | 246 | | |
| | December | 431 | 251 | 0 | 0 | NA | NA | 431 | 251 | | |
| Q2 | January | 219 | 137 | 43 | 149 | 66 | 34 | 328 | 320 | 2082 | 1362 |
| | February | 504 | 314 | 92 | 86 | 264 | 112 | 860 | 512 | | |
| | March | 696 | 444 | 0 | 0 | 198 | 86 | 894 | 530 | | |
| Q3 | April | 360 | 194 | 0 | 0 | 231 | 113 | 591 | 307 | 1573 | 856 |
| | May | 439 | 234 | 55 | 36 | 174 | 102 | 668 | 372 | | |
| | June | 286 | 159 | 28 | 18 | 0 | 0 | 314 | 177 | | |
| Q4 | July | 366 | 182 | 0 | 0 | 228 | 90 | 594 | 272 | 1405 | 662 |
| | August | 338 | 187 | 0 | 0 | 342 | 131 | 680 | 318 | | |
| | September | 131 | 72 | 0 | 0 | NA | NA | 131 | 72 | | |
| TOTALS | | 4695 | 2715 | 275 | 314 | 1503 | 668 | 6473 | 3697 | 6473 | 3697 |

Appendix C: New Session Topics Developed in FY2021

| Training Type | Course Name | Trainer |
|---------------|--|---|
| AA | Advanced Safety Planning - A Structured Approach to Improving Victim Safety Plans | Steven J. Dana |
| AA | Child Sexual Abuse | Pat Stanislaski |
| AA | Cultural Humility | Larry Williams, MA |
| TW | Domestic Violence and Religion: Supporting Survivors of Faith on Campus | Rev. Allison Burns-LaGreca |
| AA | Empathy & Compassion for Helping Professionals | Gabriela Cristina Celeiro, BFA, MSW, LCSW |
| AA | Empathy | Pat Stanislaski |
| AA | Identifying and working with LGBT Survivors of Human Trafficking | Lynly S. Egyes; HSI Guest Speaker |
| AA | Intimacy After Trauma | Gabriela Cristina Celeiro, BFA, MSW, LCSW |
| AA | LGBTQI Awareness | Pat Stanislaski |
| AA | Not in Our Game: Protecting Young Athletes from Trafficking in Sport | Daniele Canepa; May Ikeora; John Luke Chua; HSI Guest Speaker |
| AA | Racism, Trauma and Mental Health | Dr. Tawanda Hubbard, LCSW |
| AA | Restorative Retelling: Supporting The Bereaved After a Sudden, Traumatic Death | Laura Takacs, LICSW, MPH |
| AA | Self-Care | Larry Williams, MA |
| AA | Stress Management | Larry Williams, MA |
| AA | Suicide Awareness for Advocates | Amy J. Saville, LCSW |
| AA | Supporting Staff Returning to Work Post COVID-19 | Christine Heer, JD, MSW, LCSW, DVS |
| AA | Considerations for Building Rapport with Children and Adolescents During the Times of COVID-19 | Amy J. Saville, LCSW |
| AA | Exploring ACEs | Pat Stanislaski |
| AA | Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being | Dr. Tawanda Hubbard, LCSW |
| AA | FABULOUS Resilience to Mitigate Secondary Traumatic Stress and Vicarious Trauma Development | Barbara Rubel, MA, BCETS, D.A.A.E.T.S. |
| AA | The Practice of Mattering--A Person-Centered Approach: Honoring the Dignity and Worth of the Person in Victim Status | Dr. Tawanda Hubbard, LCSW |
| AA | Understanding Ambiguous Loss in the Time of COVID-19 Development | Barbara Rubel, MA, BCETS, D.A.A.E.T.S. |
| AA | Navigating and Managing Microaggressions and Implicit Bias in Victim Advocacy | Dr. Tawanda Hubbard, LCSW |

Appendix D: Foundation Series Sessions Delivered in FY2021:Q4

| Date(s) | Topic | Registered | Attended* |
|-----------|---|------------|-----------|
| 7/12/2021 | Cohort 3: Welcome and Introductions | 38 | 16 |
| 7/14/2021 | Cohort 3: History of Victims' Rights | 38 | 15 |
| 7/19/2021 | Cohort 3: New Jersey Victims' Rights Laws and Advocacy | 38 | 15 |
| 7/21/2021 | Cohort 3: The Justice System Criminal, Juvenile, Federal | 38 | 15 |
| 7/26/2021 | Cohort 3: Speaker's Day A | 38 | 14 |
| 7/28/2021 | Cohort 3: Impact of Crime on Victims | 38 | 15 |
| 8/2/2021 | Cohort 3: Speaker's Day B | 38 | 15 |
| 8/4/2021 | Cohort 3: Promoting Access to Justice: Cultural Competency | 38 | 15 |
| 8/9/2021 | Cohort 3: Communicating with Victims | 38 | 14 |
| 8/11/2021 | Cohort 3: Ethics in Victim Services | 38 | 13 |
| 8/16/2021 | Cohort 3: Crisis Intervention | 38 | 14 |
| 8/18/2021 | Cohort 3: Collaboration and Assessing Needs | 38 | 15 |
| 8/23/2021 | Cohort 3: Special Populations Elder Abuse | 38 | 15 |
| 8/25/2021 | Cohort 3: Special Populations Working with Victims with Cognitive Limitations | 38 | 15 |
| 8/30/2021 | Cohort 3: Community Outreach & Putting it All Together | 38 | 15 |

*For any missed classes, participants are offered the opportunity to complete independent assignments to preserve the training hours and assist with completion of series for NACP certification and CE credits.

Appendix E: Advanced Academy Sessions Delivered in FY2021:Q4

| Date(s) | Topics | Registered | Attended |
|-----------|--|------------|----------|
| 7/8/2021 | Navigating and Managing Microaggressions and Implicit Bias in Victim Advocacy | 42 | 28 |
| 7/8/2021 | Self-Care | 29 | 15 |
| 7/12/2021 | DV and Religion: Supporting Survivors of Faith on Campus | 51 | 35 |
| 7/13/2021 | The Practice of Mattering--A Person-Centered Approach: Honoring the Dignity and Worth of the Person in Victim Status | 42 | 8 |
| 7/15/2021 | Expanded Healing Invisible Wounds: Understanding Victim Impact: A Trauma-Informed Response to Sexual Violence | 41 | 21 |
| 7/15/2021 | Racism, Trauma and Mental Health | 40 | 18 |
| 7/16/2021 | Cultural Humility | 35 | 15 |
| 7/22/2021 | Intimacy After Trauma | 42 | 20 |
| 7/29/2021 | Advanced Safety Planning - A Structured Approach to Improving Victim Safety Plans | 44 | 22 |
| 8/5/2021 | Expanded Healing Invisible Wounds: The Neurobiology of Trauma and Post-Trauma Response | 40 | 22 |
| 8/5/2021 | Identifying and working with LGBT Survivors of Human Trafficking | 98 | 54 |
| 8/6/2021 | Stress Management | 40 | 24 |
| 8/12/2021 | Expanded Healing Invisible Wounds: Trauma Bonding and Psychological Manipulation | 40 | 26 |
| 8/19/2021 | Expanded Healing Invisible Wounds: Caring for Self and Others: The Benefits of Self-Care | 40 | 29 |
| 8/20/2021 | Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being | 40 | 17 |
| 8/25/2021 | Supporting Staff Returning to Work Post COVID-19 | 40 | 15 |
| 9/1/2021 | Not in Our Game: Protecting Young Athletes from Trafficking in Sport | 50 | 29 |
| 9/9/21 | Advanced Safety Planning - A Structured Approach to Improving Victim Safety Plans | 41 | 23 |

Appendix F: Organizations Served in FY2021

| Organization | Organization Address | City | State | Zip Code |
|---|---------------------------------------|---------------|-------|----------|
| 180 Turning Lives Around | 1 Bethany Rd., Bldg. 3 Ste. 42 | Hazlet | NJ | 07730 |
| Abigail House for Rehab | 1105 Linden St. | Camden | NJ | 08102 |
| Access Family Services | 60 Webster St. | Irvington | NJ | 07111 |
| Acenda Integrated Health | 42 South Delsea Drive | Glassboro | NJ | 08028 |
| Aids Resource Foundation for Children | 77 Academy St. | Newark | NJ | 07102 |
| Alternatives in Counseling | 212 Barclay Pavillion East | Cherry Hill | NJ | 08002 |
| American Baptist Churches of NJ | 3752 Nottingham Way | Trenton | NJ | 08625 |
| Atlantic Co. Superior Court | 1201 Bacharach Blvd. | Atlantic City | NJ | 08401 |
| Atlantic County | 1333 Atlantic Ave. | Atlantic City | NJ | 08401 |
| Atlantic County Prosecutor's Office | 4991 Unami Blvd. | Mays Landing | NJ | 08330 |
| Avanzar | 927 N Main St. | Pleasantville | NJ | 08232 |
| BCPO | 49 Rancocas Rd. | Mount Holly | NJ | 08060 |
| Bergen County CASA | One Bergen County Plaza, Suite 334 | Hackensack | NJ | 07601 |
| Bergen Family Center | 274 Knickerbocker Road | Englewood | NJ | 07631 |
| Bessie Mae Women and Family Health Center | 280 So Harrison Street, 4th Fl. | East Orange | NJ | 07018 |
| Better Life Behavioral Health Care, LLC | 31 East High St | Somerville | NJ | 08876 |
| BRAVE of Real House Inc. | 31 North Mountain Ave. | Montclair | NJ | 07042 |
| Brick City Peace Collective | PO Box 002 | Newark | NJ | 07102 |
| Brick Education Network | 534 Clinton Ave. | Newark | NJ | 07108 |
| Brookdale Community College Displaced Homemakers Services | 213 Broadway | Long Branch | NJ | 07740 |
| Burlington County Prosecutors Office | 49 Rancocas Rd. | Mount Holly | NJ | 08060 |
| Burlington Office | 100 High St | Mt. Holly | NJ | 08638 |
| Camden City School District/ School Based Youth Services | 990 Morgan Blvd | Camden | NJ | 08104 |
| Camden County Department of Children's Services | 512 Lakeland Road | Blackwood | NJ | 08012 |
| Camden County Domestic Violence Response Team | 311 Market Street | Camden | NJ | 08102 |
| Camden County Women's Center | 311 Market St. | Camden | NJ | 08102 |
| Cape May County Prosecutor's Office | 4 Moore Road | Cape May | NJ | 08210 |
| CARA | 800 Route 9 | Cape May | NJ | 08210 |
| CASA | 15 Coniston Ct. | Wayne | NJ | 07470 |
| CASA for Children of Essex County | 212 Washington St. Room 912 | Newark | NJ | 07102 |
| CASA for Children of Mercer and Burlington Counties | 100 High St. Ste. 301 | Mount Holly | NJ | 08060 |

| | | | | |
|---|---|----------------------|----|-------|
| CASA for Children of Monmouth County | 400 Route 34 | Colts Neck | NJ | 08060 |
| CASA of Middlesex County | 77 Church St. | New Brunswick | NJ | 08901 |
| CASA of Union County | 1143-45 E Jersey St, 2nd Floor | Elizabeth | NJ | 07201 |
| CASA Shaw | 150 Boulevard | Washington | NJ | 07882 |
| Catholic Charities | 200 Monmouth Ave. | Lakewood | NJ | 08701 |
| Catholic Charities Children's Mobile Response | 540 Route 22 East | Bridgewater | NJ | 08807 |
| Catholic Charities Diocese of Trenton | 200 Monmouth Ave. | Lakewood | NJ | 08701 |
| Catholic Charities- Providence House | 595 Rancocas Rd. | Westampton | NJ | 08060 |
| CCLSJ | 126 N. Broadway | Camden | NJ | 08102 |
| Center for Empowerment | 29 Oakwood Ave. | Edison | NJ | 08837 |
| Center For Family Services | 584 Benson St. | Camden | NJ | 08102 |
| Center for Family Services, SERV Program | P.O. Box 566 | Glassboro | NJ | 08028 |
| Center for Great Expectations/Open Door | 4141 Bayberry Court | Monmouth Junction | NJ | 08852 |
| Center for Hope and Safety | 12 Overlook Ave. | Rochelle Park | NJ | 07662 |
| CGE | 19 Dellwood Lane, House B | Somerset | NJ | 08873 |
| Christian Caring Center | P.O. Box 385 | Pemberton | NJ | 08068 |
| City of Englewood | 2-10 N. Van Brunt St. | Englewood | NJ | 07631 |
| City of Newark | 31 Green St. Rm 313 | Newark | NJ | 07104 |
| CJFHC | 788 Shrewsbury Ave., Bldg. 2, Suite 203 | Tinton Falls | NJ | 07724 |
| Clayton Board of Education | 13 Red Oak Drive | Mullica Hill | NJ | 08062 |
| Coalition Against Rape and Abuse | PO Box 774 | Cape May Court House | NJ | 08210 |
| Community Access | 80 West Grand St. | Elizabeth | NJ | 07202 |
| Community Health Law Project | 900 Haddon Ave. Ste. 400 | Collingswood | NJ | 08108 |
| Contact | 504 W Park Ave. | Lindenwold | NJ | 08021 |
| CORESSWC | 5 Linden Court | West Orange | NJ | 07052 |
| Cumberland County Prosecutor Office | 115 Vine St. | Bridgeton | NJ | 08302 |
| Cure 4 Camden | 590 Benson St. | Camden | NJ | 08103 |
| DASACC of Warren County | 29 Broad St. | Washington | NJ | 07882 |
| DASI | 105 Main St. | Newton | NJ | 07860 |
| Deirdre's House | 8 Court St. | Morristown | NJ | 07960 |
| Department of Child Protection and Permanency | 40 East Broad St. | Bridgeton | NJ | 08302 |
| Displaced Homemakers Services | 213 Broadway | Long Branch | NJ | 07740 |
| Div. of Criminal Justice | 1 Apollo Drive | Whippany | NJ | 07981 |
| Division On Women | PO Box 717 | Trenton | NJ | 08625 |
| Division of Child Protection and Permanency | 1 Harmon Meadow Blvd. | Secaucus | NJ | 07094 |
| Domestic Abuse and Sexual Assault | | | | |

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|---|------------------------------------|--------------------|----|-------|
| Intervention Services | PO Box 805 | Newton | NJ | 07860 |
| Domestic Violence Advocacy Center | 1515 Castile St. | Celebration | FL | 34747 |
| Dream Alive Foundation of New Jersey | 101 Route 130 Suite 106 | Cinnaminson | NJ | 08077 |
| DVRT Edison/Metuchen | 100 Municipal Blvd. | Edison | NJ | 08817 |
| EB Johnson Group | 3 Brookstone Dr. | Voorhees | NJ | 08043 |
| Edward Joseph Fenwick | 102 Russell Road | Princeton | NJ | 08540 |
| El Camino Ministry | 13 Becker Drive | Parlin | NJ | 08859 |
| El Centro Day Care | 438 Martin Luther King Blvd. | Camden | NJ | 08103 |
| Essex Co. Prosecutor's Office | 50 West Market St., 3rd Fl. | Newark | NJ | 07103 |
| Essex County LGBT RAIN Foundation | 168 Park St. | East Orange | NJ | 07017 |
| Essex County Prosecutor's Office | 50 W Market St #3 | Newark | NJ | 07102 |
| Exhale Women's Fellowship | 15 Bancroft Lane | Willingboro | NJ | 08046 |
| Family Advocacy Program 87th Medical Joint Base McGuire-Dix | 3458 Neely Road | Lakehurst | NJ | 08733 |
| Family Connections NJ | 7 Glenwood Ave. | East Orange | NJ | 07018 |
| Family Crisis | 101 South Shore Road | Northfield | NJ | 08234 |
| Family Service Bureau of Newark/ DVRT Edison | 274 S Orange Ave. | Newark | NJ | 07107 |
| Family Service League | 60 South Fullerton Ave., Suite 109 | Montclair | NJ | 07042 |
| First Baptist Church of New Market | 450 New Market Road | Piscataway | NJ | 08854 |
| FIS | 655 Broadway Ave. | Garfield | NJ | 07026 |
| Forever Your Overwatch Foundation | 35 Wallace Rd. | Mt. Holly | NJ | 08060 |
| FP YouthOutCry Foundation Inc. d/b/a The HUBB | 135 Prince St., Lower Level | Newark | NJ | 07103 |
| Fruits of The Spirits Daycare | 22 Seymour Ave. | Newark | NJ | 07108 |
| Garland Elder Law Firm | 2 Ward Place | Manalapan Township | NJ | 07726 |
| Gateway Head Start | 425 N South Carolina Ave. | Atlantic City | NJ | 08401 |
| Georgian Court University | 900 Lakewood Ave. | Lakewood | NJ | 08701 |
| Ginnie's House Children's Advocacy Center | 4 High St. PO Box 3156 | Newton | NJ | 07860 |
| Gloucester County Prosecutor's Office | Hunter St. | Woodbury | NJ | 08096 |
| Good Grief | 38 Elm St. | Morristown | NJ | 07960 |
| Hawthorne Domestic Violence Response Team | PO Box 356 | Hawthorne | NJ | 07506 |
| Healing Space | 214 State St., Suite 207 | Hackensack | NJ | 07601 |
| Heart 2 Heart Services | 130 W. Whitehorse Pk., 1B | Berlin | NJ | 08009 |
| Help USA | 711 Broadway | Newark | NJ | 07104 |
| Hispanic Family Center of Southern NJ, Inc. | 2850 Federal St. | Camden | NJ | 08105 |
| Hudson County Prosecutor's Office | 595 Newark Ave. | Jersey City | NJ | 07306 |
| Human Rights Recovery Institute | PO Box 2337 | Ventnor | NJ | 08406 |

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|--|--|---------------|----|-------|
| Humble Beginnings | PO Box 3103 | Paterson | NJ | 07059 |
| Hunterdon Behavioral Health | 2100 Wescott Dr. | Flemington | NJ | 08822 |
| Hunterdon County Prosecutor's Office | 65 Park Ave. | Flemington | NJ | 08822 |
| Isaiah House | 238 North Munn Ave. | East Orange | NJ | 07107 |
| JBWS | PO Box 1437 | Morristown | NJ | 07960 |
| Jefferson Park Ministries | 70 W. Grand St. | Elizabeth | NJ | 07202 |
| Jersey Battered Women Services | 10 Court St. | Morristown | NJ | 07962 |
| Jersey City Medical Center | 395 Grand St. | Jersey City | NJ | 07306 |
| JFCS | 1301 Springdale Rd. Suite 150 | Cherry Hill | NJ | 08003 |
| JJC | PO Box 1332 | Mount Laurel | NJ | 08054 |
| Judiciary | 262 State St. | Perth Amboy | NJ | 07081 |
| K&C Family Solutions | 141 S Black Horse Pike | Blackwood | NJ | 08012 |
| La Casa de Don Pedro | 23 Broadway | Newark | NJ | 07104 |
| LALDEF | 714 S Clinton Ave. | Trenton | NJ | 08610 |
| Lead My Way | PO Box 2072 | Edison | NJ | 08818 |
| Legacy Community Resource Consortium | 305 W Park Ave. | Pleasantville | NJ | 08232 |
| Life Changing Christian Counseling | 721 Route 34, 2nd Fl. | Matawan | NJ | 07747 |
| LifeTies Inc. | 2205 Pennington Road | Ewing | NJ | 08638 |
| Love Heals, Inc. | 709 Sanford Ave. | Newark | NJ | 07112 |
| Manavi | PO Box 3103 | New Brunswick | NJ | 08903 |
| Mercer County Community College | 1200 Old Trenton Road SC 227 | West Windsor | NJ | 08550 |
| Mercer County Prosecutor's Office | 1589 Lambertson Road | Trenton | NJ | 08611 |
| Middlesex County Center for Empowerment | 29 Oakwood Ave. | Edison | NJ | 08837 |
| Middlesex County Prosecutor's Office | 25 Kirkpatrick St. | New Brunswick | NJ | 08901 |
| Mobile Family Success Center | 26 Safran Ave. | Edison | NJ | 08837 |
| Modestly Cover Diaper Bank | 5A Cambridge Drive | Monroe Twp. | NJ | 08831 |
| Monmouth County Prosecutor's Office | 132 Jerseyville Ave. | Freehold | NJ | 07728 |
| Montclair State University | 1 Normal Ave., Student Center Room 113 | Montclair | NJ | 07043 |
| Morris CARES | 95 Mt Kemble Ave. | Morristown | NJ | 07960 |
| Morris County Prosecutor's Office | PO Box 900 | Morristown | NJ | 07960 |
| New Hope Baptist Church | 144 Norman St. | East Orange | NJ | 07017 |
| New Jersey Association on Correction | PO Box 1462 | Blackwood | NJ | 08012 |
| New Jersey Child Assault Prevention | 157 Harding Highway | Elmer | NJ | 08318 |
| New Jersey Coalition Against Human Trafficking, Inc. | 30 Chatham Road, #711 | Short Hills | NJ | 07078 |
| Newark Anti-Violence Coalition | 285 West Side Ave. | Jersey City | NJ | 07305 |
| Newark Community Solutions - Victim Services | 223 Hawthorne Ave. | Newark | NJ | 07102 |
| Newark Community Street Team | 714 Hunterdon St. | Newark | NJ | 07102 |

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|--|--|---------------|----|-------|
| New Bridge Services-CFS | 1259 Rt. 46 East Building 2, Suite 100A | Parsippany | NJ | 07054 |
| New Point Behavioral Health | 404 Tatum St. | Woodbury | NJ | 08096 |
| Nicole's Bookkeeping | 1602 Adriatic Ave. | Atlantic City | NJ | 08401 |
| NJ Department of Corrections/ Office of | PO Box 863 | Trenton | NJ | 08625 |
| NJCEDV | 1670 Whitehorse Hamilton Sq. Rd. | Trenton | NJ | 08690 |
| NJDOE | Camden | Camden | NJ | 08105 |
| NJIT | 323 MLK Blvd. | Newark | NJ | 07112 |
| Ocean County Sexual Assault Response Team | 112 Chamberlain Ct. | Toms River | NJ | 08757 |
| Opportunity Project Inc. | 60 East Willow St. | Millburn | NJ | 07041 |
| Palisades Family Success Center | 1408 New York Ave. | Union City | NJ | 07087 |
| PALS Program | 110 Main Ave. | Passaic | NJ | 07055 |
| Passaic County CASA | 415 Hamburg Tpk., Ste. D2 | Wayne | NJ | 07470 |
| Passaic County Community College | 1 College Blvd. | Paterson | NJ | 07505 |
| Passaic County Prosecutor's Office | 401 Grand St. | Paterson | NJ | 07505 |
| Passaic County Women's Shelter | PO Box 244 | Paterson | NJ | 07543 |
| PEI Kids | 231 Lawrence Rd. | Lawrenceville | NJ | 08648 |
| People First! | 1841 Burlington Mt. Holly Rd. | Westampton | NJ | 08060 |
| Planned Parenthood | 196 Speedwell Ave. | Morristown | NJ | 07960 |
| Preferred Behavioral Health Group | 1500 Route 88 | Brick | NJ | 08724 |
| Prevent Child Abuse - NJ | 3100 Federal St. | Camden | NJ | 08105 |
| Protection From Abuse Security Services | 911 Church St. | Millville | NJ | 08332 |
| Providence Center | 2557 N 5Th St. | Philadelphia | NJ | 19133 |
| Providence House | 88 School House Rd. | Whiting | NJ | 08759 |
| Providence House Burlington | 595 Rancocas Rd. | Westampton | NJ | 08060 |
| Providence House Domestic Violence Services | 595 Woodlane Rd. | Westampton | NJ | 08060 |
| Providence House Ocean County | 88 Schoolhouse Rd. | Whiting | NJ | 08759 |
| Real House Inc. | 95 Grove Street | Montclair | NJ | 07042 |
| Reimagining Justice | 16 Summer St. | Camden | NJ | 08105 |
| Rutgers Law | Rutgers Law | Newark | NJ | 07112 |
| Rutgers School of Nursing | 65 Bergen St. | Newark | NJ | 07102 |
| Rutgers University | 151 Centennial Ave. | Piscataway | NJ | 08052 |
| Rutgers University-Newark | 350 Dr. Martin Luther King Jr. Blvd Room 316A | Newark | NJ | 07102 |
| Safe and Sound Somerset | 427 Homestead Road | Hillsborough | NJ | 08844 |
| SAFE in Hunterdon | 47 East Main St. | Flemington | NJ | 08822 |
| Salem County Prosecutor's Office | 87 Market St. | Salem | NJ | 08079 |
| Salem County Women's Services | PO Box 125 | Salem | NJ | 08079 |
| Sanctuary of Hope and Healing | 567 Park Ave Suite 101 | Scotch Plains | NJ | 07076 |

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|---|--|--------------------|----|----------------|
| SART/St. Francis Counseling | 4700 Long Beach Blvd. | Long Beach Twp. | NJ | 08008 |
| Saving Grace | 808 Market St. | Camden | NJ | 08102 |
| Saydah's Career Planning Adventure, Inc. | 802 So. 14th St, 3rd Floor | Newark | NJ | 07103 |
| School Based Youth Services Program-CCSD | Woodrow Wilson High School 3100 Federal St. | Camden Trenton | NJ | 08105 08618 |
| Senior Care Options Inc. | 20 Center Ave. | Atlantic Highlands | NJ | 07716 |
| Services Empowering Rights of Victims/CFS | 17 S. Delsea Drive | Glassboro | NJ | 08028 |
| Shiloh Community Development Corporation | 416 Bellevue Ave. Ste. 407 | Trenton | NJ | 08618 |
| Somerset County Prosecutor's Office | 40 N Bridge St. | Somerville | NJ | 08876 |
| South Jersey Center for Psychological Services, LLC | 20 S. Broadway, Ste. 2 | Clayton | NJ | 08312 |
| Southern NJ Perinatal Cooperative, Camden Healthy Start | 808 Market Street 2nd Floor | Camden | NJ | 08102 |
| St. Clare Homes Property | 176 Roseville Ave. | Newark | NJ | 07107 |
| St. Clare's | 77 Academy St. | Newark | NJ | 07102 |
| Start Out Fresh Intervention Advocates | 11 Pine St. | Montclair | NJ | 07042 |
| Stockton University | 101 Vera King Farris | Galloway | NJ | 08205 |
| Sunrise Clinical Services | 105 W. Bigelow St. | Newark | NJ | 07108 |
| Supporting Homeless Innovatively Loving Others (SHILO) | 526 Linden Ave. | Woodbridge | NJ | 07095 |
| Sussex County Prosecutor's Office | 19-21 High St. | Newton | NJ | 07860 |
| The Apostles House | 24 Grant St. | Newark | NJ | 07104 |
| The Domestic Violence & Sexual Assault Crisis Center of Warren County | 29C Broad St. | Washington | NJ | 07882 |
| The HUBB | 135 Prince St. | Newark | NJ | 07103 |
| The Safe House | 1 Clara Maass Drive | Belleville | NJ | 07109 |
| The Sanar Institute | PO Box 32353 | Newark | NJ | 07104 |
| TIP | 2600 Mt Ephriam Ave. | Camden | NJ | 08104 |
| TOUCLINK | PO Box 416 | Avenel | NJ | 07001 |
| Traumatic Loss Coalition Camden County | Center for Family Services 584 Benson St. | Camden | NJ | 08103 |
| Tri-State Canine Crisis Response Team | 35 Conwell Ave. | Cherry Hill | NJ | 08002 |
| Union County Child Advocacy Center | 240 West Jersey St. | Elizabeth | NJ | 07208 |
| Union County Division of Social Services | 342 Westminster Ave. | Elizabeth | NJ | 07201 |
| Union County Prosecutor's Office | 32 Rahway Ave. | Elizabeth | NJ | 07202 |
| United Advocacy Group | 40 E Commerce St. | Bridgeton | NJ | 08302 |
| United Community Corporation | 332 S 8th St. | Newark | NJ | 07102 |

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|---|------------------------------|---------------|----|-------|
| University Hospital Violence Intervention Program | 90 Bergen St. | Newark | NJ | 07101 |
| University Hospital-Newark | 150 Bergen St. | Newark | NJ | 07103 |
| Urban League of Essex County | 506 Central Ave. | Newark | NJ | 07107 |
| Vitas Healthcare | 70 S Orange Ave Ste. 210 | Livingston | NJ | 07039 |
| Volunteer Lawyers for Justice | 424 N Maple St. | Ridgewood | NJ | 07450 |
| Volunteers of America | 205 West Milton Ave. | Rahway | NJ | 07065 |
| WAFAA Organization | PO Box 3204 | Wayne | NJ | 07474 |
| Warren County Prosecutor's Office | 199 Hardwick St. | Belvidere | NJ | 07823 |
| William Paterson University | 300 Pompton Road | Wayne | NJ | 07470 |
| Woman Walking In the Spirit | 345A Spruce St. | Camden | NJ | 08102 |
| Woman Space | 1530 Brunswick Ave. | Lawrenceville | NJ | 08648 |
| Women Aware | 250 Livingston Ave. | New Brunswick | NJ | 08901 |
| Women of Hope Resource Center | 14 Estaugh Ave. | Berlin | NJ | 08009 |
| Women Rising, Inc. | 270 Fairmount Ave. | Jersey City | NJ | 07306 |
| Women's Opportunity Center | 302 Commerce Square Blvd. | Burlington | NJ | 08016 |
| WWITS Mentoring Program | 808 Market Street, 3rd Floor | Camden | NJ | 08102 |
| Wynona's House Child Advocacy Center | 185 Washington St. | Newark | NJ | 07102 |
| Youth Advocate Programs, Inc. | 45 Academy St. | Newark | NJ | 07102 |
| YWCA | 733 E Curtis St. Fl. 2 | Linden | NJ | 07036 |
| YWCA of NNJ/Healing Space | 214 State St. | Hackensack | NJ | 07601 |
| YWCA Union County | 1131 East Jersey St. | Elizabeth | NJ | 07201 |

Appendix G: Foundation Series Participant Satisfaction Scores

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|---|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 1011 - Welcome and Introductions | 36 | 3.37 | 3.57 | 3.49 | 3.54 | 3.43 | 3.46 | 3.43 | 3.54 | 3.57 | 3.46 |
| 1012 - History of Victims' Rights | 28 | 3.56 | 3.67 | 3.59 | 3.63 | 3.67 | 3.54 | 3.52 | 3.63 | 3.67 | 3.63 |
| 1013 - New Jersey Victims' Rights Laws and Advocacy | 17 | 3.29 | 3.41 | 3.35 | 3.29 | 3.29 | 3.18 | 3.29 | 3.41 | 3.35 | 3.35 |
| 1014 - The Justice System Criminal, Juvenile, Federal | 27 | 3.59 | 3.85 | 3.78 | 3.81 | 3.78 | 3.81 | 3.70 | 3.74 | 3.81 | 3.78 |
| 1015 - Impact of Crime on Victims | 25 | 3.60 | 3.63 | 3.64 | 3.63 | 3.56 | 3.56 | 3.60 | 3.64 | 3.68 | 3.72 |
| 1016 - Communicating with Victims | 20 | 3.90 | 3.95 | 3.95 | 3.95 | 3.95 | 3.95 | 3.95 | 3.95 | 3.95 | 3.95 |
| 1017 - Crisis Intervention | 27 | 3.93 | 3.96 | 3.96 | 3.96 | 3.96 | 3.96 | 3.96 | 3.93 | 3.93 | 3.96 |
| 1018 -Promoting Access to Justice: Cultural Competency | 23 | 3.73 | 3.73 | 3.73 | 3.73 | 3.73 | 3.68 | 3.68 | 3.73 | 3.73 | 3.71 |
| 1019 - Ethics in Victim Services | 18 | 3.72 | 3.78 | 3.76 | 3.78 | 3.78 | 3.72 | 3.78 | 3.78 | 3.78 | 3.83 |
| 1021 - Collaboration and Assessing Needs | 25 | 3.84 | 3.84 | 3.84 | 3.84 | 3.80 | 3.76 | 3.80 | 3.84 | 3.80 | 3.80 |
| 1022 - Special Populations Elder Abuse | 27 | 3.70 | 3.78 | 3.78 | 3.78 | 3.78 | 3.78 | 3.70 | 3.70 | 3.78 | 3.78 |
| 1023 - Special Populations Working with Victims with Cognitive Limitations | 27 | 3.70 | 3.78 | 3.78 | 3.78 | 3.78 | 3.78 | 3.70 | 3.70 | 3.78 | 3.78 |
| 1024 - Community Outreach & Putting it All Together | 22 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| 1025 - Homeland Security Investigations | 16 | 3.86 | 3.80 | 3.80 | 3.67 | 3.73 | 3.73 | 3.73 | 3.73 | 3.80 | 3.80 |
| 1026 - Speaker's Day | 27 | 3.74 | 3.78 | 3.74 | 3.77 | 3.78 | 3.78 | 3.81 | 3.81 | 3.81 | 3.73 |

Appendix H: Advanced Academy Participant Satisfaction Scores

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|---|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2010 - Significance of Connections During Social Distancing | 25 | 3.92 | 3.92 | 3.88 | 3.88 | 3.88 | 3.88 | 3.88 | 3.80 | 3.88 | 3.92 |
| 2011 - Staying Victim Centered: Practicing a Trauma-Informed Approach During COVID-19 | 31 | 3.77 | 3.84 | 3.87 | 3.84 | 3.84 | 3.81 | 3.81 | 3.77 | 3.84 | 3.87 |
| 2012 - The Power of Universality: Supporting Others When We Feel Vulnerable | 28 | 3.71 | 3.68 | 3.59 | 3.56 | 3.56 | 3.52 | 3.52 | 3.48 | 3.52 | 3.59 |
| 2013 - Dealing with Difficult Emotions | 1 | 4.00 | 4.00 | 4.00 | 3.00 | 3.00 | 3.00 | 3.00 | 4.00 | 4.00 | 3.00 |
| 2014 - Creating Nurturing Space Through Technology | 30 | 3.77 | 3.80 | 3.77 | 3.77 | 3.77 | 3.80 | 3.83 | 3.73 | 3.77 | 3.77 |
| 2015 - Compassion Fatigue in Extraordinary Times | 23 | 3.74 | 3.78 | 3.78 | 3.78 | 3.78 | 3.78 | 3.70 | 3.70 | 3.65 | 3.78 |
| 2016 - Providing Virtual support after crisis: What we need to know now | 30 | 3.83 | 3.80 | 3.77 | 3.83 | 3.63 | 3.72 | 3.60 | 3.63 | 3.60 | 3.63 |
| 2019 - Why Some Bounce Back and Some Never Do - the Phenomenon of Resilience | 53 | 3.74 | 3.83 | 3.77 | 3.71 | 3.79 | 3.79 | 3.75 | 3.71 | 3.75 | 3.79 |
| 2020 - Elder Abuse | 27 | 3.58 | 3.77 | 3.77 | 3.73 | 3.73 | 3.73 | 3.81 | 3.81 | 3.81 | 3.81 |
| 2021 - Healthy Boundaries and Professional Use of Self | 27 | 3.74 | 3.81 | 3.81 | 3.78 | 3.67 | 3.63 | 3.70 | 3.74 | 3.67 | 3.63 |
| 2022 - Advocacy in the New Jersey Courts | 13 | 3.69 | 3.85 | 3.85 | 3.85 | 3.77 | 3.77 | 3.77 | 3.77 | 3.85 | 3.77 |
| 2023 - The Prevention of Domestic Violence Act | 30 | 3.60 | 3.77 | 3.67 | 3.67 | 3.70 | 3.60 | 3.60 | 3.67 | 3.63 | 3.67 |
| 2024 - Helping Youth with Traumatic Grief | 40 | 3.70 | 3.75 | 3.70 | 3.70 | 3.68 | 3.63 | 3.68 | 3.63 | 3.65 | 3.75 |

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|--|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2025 - Where Do You Stand? Creating A Community Conversation to Talk About Racism And Anti-Racism | 16 | 3.81 | 3.81 | 3.81 | 3.88 | 3.81 | 3.88 | 3.75 | 3.88 | 3.88 | 3.94 |
| 2027 - Human Trafficking and Victim Assistance | 36 | 3.72 | 3.92 | 3.80 | 3.89 | 3.81 | 3.81 | 3.69 | 3.83 | 3.86 | 3.89 |
| 2028 - Healing Invisible Wounds: Session One: Understanding Victim Impact: A Trauma-Informed Response to Sexual Violence | 41 | 3.68 | 3.73 | 3.73 | 3.71 | 3.66 | 3.73 | 3.61 | 3.68 | 3.71 | 3.71 |
| 2029 - Healing Invisible Wounds: Session Two: The Impact of Trauma Bonding and Psychological Manipulation on Human Trafficking Victims | 57 | 3.86 | 3.86 | 3.84 | 3.81 | 3.81 | 3.82 | 3.81 | 3.82 | 3.84 | 3.84 |
| 2030 - Complicated Grief After a Homicide, Suicide, or Drug Misuse Death: What Every Victim Service Provider Needs to Know | 22 | 3.77 | 3.91 | 3.86 | 3.86 | 3.82 | 3.82 | 3.77 | 3.77 | 3.82 | 3.77 |
| 2031 - Healing Invisible Wounds: Session Three: The Neurobiology of Trauma and the Benefits of Mindfulness | 61 | 3.92 | 3.92 | 3.93 | 3.90 | 3.87 | 3.87 | 3.80 | 3.82 | 3.85 | 3.92 |
| 2032 - Federal Child Exploitation Investigations | 31 | 3.77 | 3.84 | 3.81 | 3.77 | 3.77 | 3.81 | 3.77 | 3.74 | 3.81 | 3.81 |
| 2033 - Surviving Sorrow: Supporting a Victim Living with Loss and Pain | 55 | 3.76 | 3.80 | 3.76 | 3.75 | 3.75 | 3.71 | 3.75 | 3.80 | 3.80 | 3.80 |
| 2034 - Ethics in Victim Services | 11 | 3.55 | 3.64 | 3.50 | 3.55 | 3.55 | 3.45 | 3.45 | 3.36 | 3.45 | 3.45 |
| 2035 - FABULOUS Resilience to Mitigate Secondary Traumatic Stress and Vicarious Trauma | 34 | 3.50 | 3.65 | 3.59 | 3.53 | 3.59 | 3.56 | 3.52 | 3.59 | 3.59 | 3.53 |
| 2036 - Understanding Ambiguous Loss in the Time of COVID-19 | 31 | 3.68 | 3.81 | 3.71 | 3.55 | 3.65 | 3.68 | 3.61 | 3.67 | 3.63 | 3.71 |

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|---|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2037 - Navigating and Managing Microaggressions and Implicit Bias in Victim Advocacy | 55 | 3.69 | 3.76 | 3.76 | 3.76 | 3.75 | 3.76 | 3.76 | 3.78 | 3.78 | 3.78 |
| 2038 - Exploring ACEs | 35 | 3.69 | 3.83 | 3.83 | 3.80 | 3.77 | 3.66 | 3.71 | 3.77 | 3.66 | 3.80 |
| 2039 - Forensic Interviews in Federal Investigations | 51 | 3.63 | 3.76 | 3.76 | 3.69 | 3.73 | 3.62 | 3.51 | 3.45 | 3.61 | 3.69 |
| 2040 - The Practice of Mattering--A Person-Centered Approach: Honoring the Dignity and Worth of the Person in Victim Status | 54 | 3.80 | 3.80 | 3.80 | 3.76 | 3.72 | 3.70 | 3.70 | 3.74 | 3.74 | 3.78 |
| 2041 - Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being | 34 | 3.76 | 3.76 | 3.76 | 3.76 | 3.65 | 3.74 | 3.71 | 3.74 | 3.68 | 3.71 |
| 2042 - Considerations for Building Rapport with Children and Adolescents During the Times of COVID-19 | 15 | 3.93 | 4.00 | 3.87 | 3.87 | 3.93 | 3.80 | 3.80 | 3.87 | 3.87 | 3.87 |
| 2043 - Suicide Awareness for Advocates | 10 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 | 3.90 |
| 2044 - Empathy & Compassion for Helping Professionals | 16 | 3.88 | 3.94 | 3.94 | 3.88 | 3.81 | 3.93 | 3.88 | 3.94 | 3.94 | 4.00 |
| 2045 - Child Sexual Abuse | 39 | 3.51 | 3.51 | 3.49 | 3.37 | 3.47 | 3.42 | 3.42 | 3.51 | 3.49 | 3.46 |
| 2046 - Stress Management | 53 | 3.89 | 3.87 | 3.89 | 3.83 | 3.79 | 3.77 | 3.83 | 3.79 | 3.77 | 3.85 |
| 2047 - Advanced Safety Planning - A Structured Approach to Improving Victim Safety Plans | 75 | 3.67 | 3.88 | 3.81 | 3.69 | 3.75 | 3.71 | 3.73 | 3.79 | 3.76 | 3.77 |
| 2049 - Self-Care | 30 | 3.60 | 3.60 | 3.63 | 3.62 | 3.60 | 3.60 | 3.57 | 3.53 | 3.53 | 3.60 |

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|--|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2050 - Identifying and working with LGBT Survivors of Human Trafficking | 52 | 3.70 | 3.80 | 3.78 | 3.74 | 3.76 | 3.72 | 3.68 | 3.70 | 3.76 | 3.80 |
| 2051 - Restorative Retelling: Supporting The Bereaved After a Sudden, Traumatic Death | 56 | 3.62 | 3.71 | 3.71 | 3.70 | 3.66 | 3.68 | 3.62 | 3.63 | 3.68 | 3.70 |
| 2052 - Cultural Humility | 33 | 3.91 | 3.91 | 3.88 | 3.82 | 3.88 | 3.85 | 3.97 | 3.94 | 3.88 | 3.91 |
| 2053 - Racism, Trauma and Mental Health | 34 | 3.88 | 3.85 | 3.88 | 3.85 | 3.85 | 3.85 | 3.76 | 3.82 | 3.88 | 3.85 |
| 2055 - Intimacy After Trauma | 27 | 3.74 | 3.78 | 3.78 | 3.77 | 3.70 | 3.69 | 3.67 | 3.74 | 3.74 | 3.74 |
| 2056 - DV and Religion: Supporting Survivors of Faith on Campus | 21 | 3.40 | 3.65 | 3.52 | 3.29 | 3.42 | 3.45 | 3.50 | 3.55 | 3.50 | 3.42 |
| 2057 - Expanded Healing Invisible Wounds: Understanding Victim Impact: A Trauma-Informed Response to Sexual Violence | 39 | 3.72 | 3.74 | 3.79 | 3.74 | 3.77 | 3.74 | 3.67 | 3.67 | 3.72 | 3.77 |
| 2058 - Expanded Healing Invisible Wounds: The Neurobiology of Trauma and Post-Trauma Response | 46 | 3.80 | 3.87 | 3.85 | 3.87 | 3.80 | 3.84 | 3.83 | 3.89 | 3.89 | 3.89 |
| 2059 - Expanded Healing Invisible Wounds: Trauma Bonding and Psychological Manipulation | 28 | 3.75 | 3.75 | 3.71 | 3.75 | 3.75 | 3.68 | 3.61 | 3.68 | 3.75 | 3.75 |
| 2060 - Expanded Healing Invisible Wounds: Caring for Self and Others: The Benefits of Self-Care | 42 | 3.71 | 3.71 | 3.67 | 3.73 | 3.69 | 3.71 | 3.60 | 3.57 | 3.55 | 3.71 |
| 2062 - LGBTQI Awareness | 19 | 3.58 | 3.68 | 3.63 | 3.58 | 3.42 | 3.63 | 3.53 | 3.58 | 3.53 | 3.63 |
| 2063 - Empathy | 3 | 3.67 | 4.00 | 4.00 | 4.00 | 4.00 | 3.67 | 3.67 | 4.00 | 3.67 | 4.00 |
| 2064 - Not in Our Game: Protecting Young Athletes from Trafficking in Sport | 17 | 3.29 | 3.65 | 3.41 | 3.41 | 3.53 | 3.35 | 3.35 | 3.24 | 3.35 | 3.41 |

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|---|---|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2065 - Supporting Staff Returning to Work Post COVID-19 | 9 | 3.78 | 3.78 | 3.78 | 3.67 | 3.56 | 3.67 | 3.56 | 3.44 | 3.44 | 3.78 |

Appendix I: Traveling Workshops Participant Satisfaction Scores

| Course Titles | N | Trainer engaged participants | Trainer expertise | Trainer clear, concise, organized | Trainer able to answer questions | Increased knowledge and skills | Materials were helpful | I will implement training concepts | Relevant to work | Victims of crime will benefit | I am satisfied with the training overall |
|--|----|------------------------------|-------------------|-----------------------------------|----------------------------------|--------------------------------|------------------------|------------------------------------|------------------|-------------------------------|--|
| 2012 - The Power of Universality: Supporting Others When We Feel Vulnerable | 16 | 3.81 | 3.80 | 3.81 | 3.81 | 3.75 | 3.75 | 3.38 | 3.50 | 3.69 | 3.81 |
| 2032 - Federal Child Exploitation Investigations | 12 | 3.50 | 3.83 | 3.58 | 3.83 | 3.83 | 3.45 | 3.11 | 3.10 | 3.82 | 3.75 |
| 2041 - Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being | 9 | 3.89 | 4.00 | 3.89 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| 2043 - Suicide Awareness for Advocates | 30 | 3.80 | 3.87 | 3.83 | 3.76 | 3.80 | 3.87 | 3.76 | 3.86 | 3.90 | 3.87 |
| 2056 - DV and Religion: Supporting Survivors of Faith on Campus | 16 | 3.25 | 3.44 | 3.31 | 3.38 | 3.25 | 3.38 | 3.25 | 3.19 | 3.25 | 3.25 |
| 2061 - Understanding & Responding to the Mental Health Consequences of Mass Violence Within New Jersey | 30 | 3.47 | 3.67 | 3.60 | 3.50 | 3.48 | 3.60 | 3.45 | 3.45 | 3.48 | 3.52 |

Appendix J: Participant Comments: Foundation Series Satisfaction Surveys

1012 - Foundation Series Module: Welcome and Introduction

Please provide three specific examples of how you will use what you learned in your work with victims.

- Advocacy
- Advocating for client
- Advocating for DV victims
- Assessing victim needs in any interaction
- Awareness of resources
- Being a better advocate
- Believe their story
- Client referrals for assistance
- Communication
- County prosecutor's office agency
- Educate other members of my agency so they are equipped this vital information as well
- Emotional support
- Empathy
- Faith based organizations
- Finding out how they are feeling
- Focus on clients' needs
- Focus the initial efforts into the contact to make the victim feel safe and heard
- Helping families find resources
- Increases comfortability with survivor need assessments
- Keep an open mind
- Knowing more resources and being able to share them
- Knowing other resources available that I can connect victims to
- Link victims to those resources
- Listen to the victim
- Listening better
- Needs of victims
- Provide shelter information
- Psychoeducation
- Psychological first aid
- Reaching out to other agencies for resources
- Recognition of the importance of safety
- Reference to agencies
- Resources within various agencies
- Revived trauma informed spirit
- Sharing additional resources for services with victims
- The agencies used for victims
- This training helps me to realize I may not have all of the answers, but the training gives me information to help look for additional help for each victim.
- This training will help me become a better listener
- This training will help me in the knowledge of resources for victims.
- U.S. attorney general office agency
- Use the skills
- Use the techniques or approaches that are provided
- Utilize the various options in the community to provide the best services to victim
- Verbal communication
- Working with agencies for further resources

Please provide any additional comments on your training experience

- Great training.

- I'm grateful for this extended training on Victim Assistance. The trainers are very knowledgeable about this subject.
- Thank you for the opportunity
- This was an excellent session; the first session can be difficult in normal circumstances, even more so with the virtual option we are forced to use. Trainer and Trainer did a fantastic job presenting the material and engaging the participants in the session.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Alternative resources available to clients
- Any training that focus on advocates supporting victims
- Autism Spectrum Disorder
- Child advocacy
- Higher education for victims
- Homelessness
- How to help undocumented victims
- Human Trafficking Victims
- I am looking forward to going into more of the specific services offered in NJ.
- in session 1 it would be helpful to have some facilitated dialogue to get to know more of who is in the class
- The training topics presented so far is good. Do you have more on crisis involving teens?
- Trauma informed services
- Violence in personal relationships is very prevalent with the victims I work with
- Working with the perpetrator of violence, youth offenders of violence

1012 - Foundation Series Module: History of Victims' Rights

Please provide three specific examples of how you will use what you learned in your work with victims

- Communication with Victims
- Connections made with other class participants advances community based work for survivors as well
- Context & perspective overall - foundation for what we do, how we got here, 'the big picture' re victims' rights (who, what, when, how, where, why) how/where my current advocacy fits in the picture
- Crisis intervention needs
- Educate on the progression (some would say slow) and room for growth of victim's rights to clients
- Example of president R. Regan
- Federal institutions
- Giving victims the resources they need
- I will be able to explain the various agencies now
- I will be able to refer clients to various agencies
- Identify needs of victim and find resources
- Keep my knowledge on victim right's fresh in my own mind to work more efficiently
- Knowledge of how things started in Victim services
- Letting them know that they will not be alone in this process.
- Letting them know what options are available
- Make sure their rights are upheld
- More familiar with orgs that help victims
- Promote & gives direction for further reading -specific case base or general information/knowledge in area of interest
- Provide historical perspective and context as I approach situations of assisting victims.
- Resource list of organizations & agencies
- Understanding the history of services inspires me to make broader efforts in the name of victim services
- Victims' rights
- Work to protect and inform victims through the court process

Please provide any additional comments on your training experience

- Another great training. History of any subject can be difficult to maintain the groups attention but between the breakout session and Jeopardy game, I believe all participants stayed engaged in the lesson.

- Guess this is the spot to let you know that I am not very tech savvy as may be so I struggle a bit to not lag behind. but I am enjoying the trainings a great deal. I need to really get in and around canvas to feel comfortable. sometimes when I can't find something I just assume it is me and my inexperience with the technology
- My only issue is that I am not well versed on the computer and websites and programs but Trainer has been patient and helpful. I don't want to pull away because I cannot manage the trainings on line. thanks for the help and understanding
- Playing Jeopardy was very fun and engaging
- The game was fun. Thank you
- This class was very enjoyable, and engaging.
- Very informative

What other training topics would you find helpful in order to benefit the individuals you serve?

- Group counseling
- More detailed review of NJ rights and policies specifically?
- Nothing additional from today's training, all topics were fully covered.

1013 - Foundation Series Module: New Jersey's Victims' Rights Laws and Advocacy

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocacy
- Application (real life examples) of Victim's Bill of Rights, State Constitutional Amendments
- Be a better advocate
- Communicate to victim their rights
- Continue to keep victims fully informed of their rights
- Educate victims more thoroughly about the VINE program when I have contact with victims.
- For referral to other agencies
- Help direct clients who may need retraining orders
- Help victims get help with finding lawyer
- Increase knowledge for dealing with situations
- Information of pro bono legal services
- It will help me to ensure that victims know and understand their rights
- Knowledge - existence of SART
- Knowledge of existence of County Victim Witness Advocacy program, coordinators
- Legal assistance
- Linkage to programs
- Model their passion for their jobs to further my abilities and skill in advocacy
- Offer more knowledge and assistance to victims applying to VCCO
- Offer more knowledge to victims about VINE
- Provide consumers with info vine services
- Refer clients to NJCVLC
- Research similar situations
- Stay open
- Support
- To help the victim be aware of the VINE program and how it will help them.
- To help victims of certain crimes be aware of the Victims of Crime Compensation for certain expenses they may have as a result of the crime.
- Use the practical advice given by speakers
- Victims compensation
- Vine

Please provide any additional comments on your training experience

- Both speakers were very engaging, and knowledgeable about topic discussed today. Great experience
- Excellent and inspiring speakers. Reinforced & brought to (real) life the information presented & learned last week - modules 1 & 2.
- I was completely unaware of some of the different information and help that is out there for victims of crime. This training is very helpful.

- Looking forward to share with victims
- The instructors were extremely engaging and their passion for their careers and work with victims was very apparent.
- The training was excellent and very informative.

What other training topics would you find helpful in order to benefit the individuals you serve?

- More case history
- Parenting Skills and domestic violence
- Pro bono legal help
- Understanding crime victim's rights in situations of reactive violence (ex: years of abuse and fights back and perp gets to LE to report primary victim first)

1014 - Foundation Series Module: The Justice System: Criminal, Juvenile, Federal

Please provide three specific examples of how you will use what you learned in your work with victims

- A deeper understanding of victim's rights
- Advise the victim of their rights.
- Ask victim if is ok to share information with emergency contact
- Better able to advocate for, know & provide victim's rights at each phase
- Better able to anticipate victim's needs and concern's, how & where victim's rights will be applied
- Court system Process
- Criminal Justice Process
- Different form of resources and exploring more community organizations that provided related services
- Educate victims on how their rights can be upheld throughout the criminal justice process
- Ensuring the victim is safe and feels safe.
- Explain criminal justice process in detail for victims
- Explaining the different forms of rights that a victim has based on the different forms of systems like the courts, probation etc.
- Help prepare victims for what to expect in the court process
- Help the victim understand that they have the right to be notified of the status and location of the offender
- Help victims to feel protected
- Helping victims know they have the right to be free from intimidation and assist them with obtaining restraining orders if necessary.
- I will apply it to my own work
- I will be mindful when dealing with victims
- I will be more observant of rules and policy's
- Implement further training for my agency to better their understanding of our roles and responsibilities to victims.
- It deepened my understanding of how law enforcement agencies work with victims of domestic violence.
- Knowing that they have a right to be present but do not HAVE to
- Notification of hearings and proceedings
- Notification of offender's whereabouts
- Offer therapy
- Preparing victims for the processes later on during prosecution and potential trial proceedings
- Provide better contacts for victims during the initial contact after they have been victimized.
- Providing more detailed information about the criminal justice process
- Set the proper tone for trust and cooperation when working with the victim.
- To be an advocate
- To better assess the case
- To clarify if anyone ever does not understand
- To effectively advocate for the victims' rights
- To provide resources to others
- Understanding of justice system, each phase & system encountered along the journey of the suspected offender & therefore also the journey for the victim
- Understanding the role each of the seven key phases in the criminal justice system will help me with information to help the victims. To understand their rights in a case against a juvenile offender.
- Victims' rights during prosecution

- Where to locate NJ Statutes

Please provide any additional comments on your training experience

- Trainer is a very knowledgeable and engages the participants to ensure we are learning what is being presented.
- Good to know there's a system in place, wish there was a way to make it easy for victims without triggering trauma
- Great block of instruction with a lot of information covered; Trainer did a fantastic job of keeping the class engaged and active throughout the training even with barriers associated with virtual instruction.
- I was not aware of the difference between criminal justice system and juvenile justice system. I didn't know or understand the seven key phases of the justice system. This training has so much needed information.
- I would not change a thing
- Looking forward to completing the async work and the remaining trainings.
- Thank you Trainer, I have been waiting for an explanation of the criminal justice system since starting this new role.
- The presentation was excellent, but the time isn't enough for a complex topic.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Children Trauma Ages 2-15
- Housing law for domestic violence survivors
- It is unfortunate that we have to remain virtual as I could see Christine User's usual instruction would have allowed for more participation and role playing.
- No contact orders
- Schools training on juvenile behavior
- This topic should be given in two sessions because it is a lot of information that is impossible to recall everything.
- Which victim's services also provide resources for relocation and quality of life

1015 - Foundation Series Module: Impact of Crime on Victims

Please provide three specific examples of how you will use what you learned in your work with victims

- Alert to potential level of trauma to secondary & community victims
- Attempt to address the four types of impact that they could experience as a result of the event, assist them with more than just the physical trauma but also the emotional, financial, and spiritual.
- Be more patient with the victims
- Be sensitive to victims' reactions to certain situations
- Being more empathetic
- Cater more specifically to victim needs in the wake of their victimization
- choose my reactions and actions carefully when working with victims to consider the impact this incident has on them
- Communicate with others in my agency to assist and address and secondary victimization they may experience as being first responders.
- Empathy
- Identify effect of trauma
- Identify Signs of Trauma (2)
- Listen to the victim (3)
- Long-Term and Short-Term Impact on Primary and Secondary victims.
- More appropriately approach victims as they express the varying states of emotion as they are all affected differently from the impact of their criminal/traumatic event.
- Offer group therapy
- Respect individual beliefs and do not project our beliefs on the victim.
- Specifically, & clearly validate experience the event, their reaction
- Taking into account all aspects of well-being, physical, emotional, financial, spiritual
- This training will help me understand more about the short and long term effects of crime on victims
- This training will help me with recognizing some of the common responses a victim may have to trauma.
- Viewing the list of physical impact and emotional/psychological impact that crime can have on a victim is very helpful.
- Work to establish a relationship of trust

Please provide any additional comments on your training experience

- Trainer did a fantastic job covering the material and keeping the class engaged. She provided excellent feedback with our group during the breakout period discussion.
- Trainer is a great teacher. The group participation breakout sessions and videos are extremely informative.
- Great program!
- House calls
- Thank you for all this information
- This session on the impact of crime on victims helps when interacting with victims. A lot of information I didn't know or consider before will be very helpful.
- Video scenarios were very helpful-applying reading & lecture information to 'real life'. Engaging & emotional.
- Good tool for us/the participants to 'experience' hearing a victim tell his/her own story in real time.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Dating
- Understand victims

1017 - Foundation Series Module: Communicating with Victims

Please provide three specific examples of how you will use what you learned in your work with victims

- Be careful with language used when speaking with a client
- Be mindful of cultural differences and Language
- Be present with the client
- Better connect to others in this class and in my profession who have different options and skill sets for providing aid to victims.
- Communication
- Create a go to list
- Develop a relationship with the victim in order to gather information to assess their needs. To help the victim identify their need for safety. To provide the victim with resources that may fill their needs.
- Establish relationships local provider
- Help victims recognize and deal with their immediate needs, such as medical, mental health and personal needs.
- Helping the victim avoid a secondary trauma when dealing with the criminal justice system
- How to utilize more empathy when accessing the needs of survivors?
- I will meet the client where they at
- Instructions
- Know the resources available to a client in crisis.
- Know what to recognize with a victim in crisis
- Listen for key words/terms
- More mindful- rethink/refresh, how I interact with clients and other service providers on the case (most effective advocate)
- Note on language
- Pay attention to body language
- Provide support
- Provide training to others in my agency for building rapport and showing compassion with victims as they deal with trauma.
- Research services and referrals
- Skills
- T Hubbard 'models' and uses effective communication in her presentation / presentation style. This is impactful for us as victim service providers to be on the receiving end.
- Take consideration of the victims need for rest/sleep prior to taking a detailed victim statement (when appropriate and applicable)
- Take culture and religion in consideration
- To continue to build my skills to better access needs of survivors.
- To create a base to better support survivors in crisis.
- Use listening to and listening for skills
- Use my words wisely

- Utilize Maslow's Hierarchy and young's three phase model
- Websites provided at the end of class for community resources

Please provide any additional comments on your training experience

- Awesome training.
- Trainer is an amazing speaker, she motivates for participating and helps me to learn more about this topic
- Trainer was a fantastic instructor who kept the class engaged through the entire session. For a virtual class she maintains a level of participation comparable to an in person setting.
- Trainer was AMAZING as always. Very informative!
- Great
- Great training. Very informative!
- Love Trainer's trainings.
- Thank you! Trainer is a gift to victim service work and this world. I have been on 3 trainings with Trainer and they are incredible reminders of how we can be our best in this work.
- This training session was great and needed. It gave a lot of information needed to better assist victims of crime.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any
- Dating for teens
- How to empower client
- How to offer safety/shelter?
- Phobias
- Serving deaf and blind populations

1018 - Foundation Series Module: Promoting Access to Justice: Cultural Competency

Please provide three specific examples of how you will use what you learned in your work with victims

- After this training I will make sure my resources are updated.
- Be honest about what I don't know
- Being better trauma informed.
- Bring more aware and understanding to poly-victimization.
- Compassion
- Consider ways to help victims overcome barriers to service
- Continually self-examine for my own biases, actively making sure they are not in play
- Ensure each victim is properly notified and serviced in ways that meet their specific needs
- How the agency that I work for can access more under represented persons.
- I will be more patient when working with clients
- Identify differences in victim needs based on their culture and identity
- Identify potential barriers to service
- Increase access to victims.
- Integrate the IAT and its findings to better train the members of my agency.
- Listen more closely
- Look for clues that help me understand who they are
- Make additional efforts to engage various groups in my community.
- Meet victims in their communities.
- More open minded
- Not be judgmental
- Poly-victimization may have occurred.
- Recognize and challenge power imbalances.
- Remind community partners of our service.
- Respect
- Strive to become fluent in another language that has a great need for my department's services.
- Things I can do to address, remove barriers on a daily basis even, if only in small ways
- This training helped me to be more aware of respect other cultures more.

- This training helped me to understand some of the barriers victims may have.
- To be mindful of cultural humility
- Trust

Please provide any additional comments on your training experience

- Excellent presentation. Trainer had the group engage in open conversations and chat more than we have during previous sessions.
- Thank you for this training. I have learned a lot and gathered more information to help me be more effective in helping.
- The trainer was well prepared. I was able to share my experiences and also listen to other people experiences. I learn a lot, well done.
- The trainer, Trainer, was very knowledgeable and engaging.
- totally love his use of the break out rooms thanks
- Very good training! Too many breakout rooms for my preference.

What other training topics would you find helpful in order to benefit the individuals you serve?

- How to become cultural competent
- I think additional discussion on how specific tactics/training to overcome implicit bias could be useful.
- Minor children

1019 - Foundation Series Module: Ethics in Victim Services

Please provide three specific examples of how you will use what you learned in your work with victims

- Apply discretion
- Aware of culture
- Aware of the exceptions of client's confidentiality.
- Boundaries
- Check with supervisor for any concern about case
- Communication is the key
- Contact supervisor for direction.
- Follow standard of ethics
- For policy change
- I will share this info with fellow staff.
- I will stay abreast of changing info when needed.
- Know when and who to disclosure information
- Know when to report.
- Knowledge
- Look at confidentiality and privilege
- Maintain their confidentiality
- Only provide information specific to the desired cause.
- OVC resource as specific outline & breakdown
- Refer to find out NJ specific laws, changes re confidentiality - exceptions
- Remain vigilant, look at each situation for conflict of interest, personal VS professional, etc.
- Respect client privacy
- Set and maintain boundaries
- To educate clients
- To protect the welfare of the client.
- Understanding

Please provide any additional comments on your training experience

- Excellent training and review
- Great presentation on an important topic
- Great training!
- Thank you!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Child Neglect
- Dating with a purpose
- How to practice self-care
- Intellectual Disabilities in Youth
- Open
- Training with police department

1021 - Foundation Series Module: Collaboration and Assessing Needs

Please provide three specific examples of how you will use what you learned in your work with victims

- Collaborate
- Collaborate with other agencies
- Connect the victim with resources
- Connect with other participants for services
- Considerations re Collaboration
- Direct connections made with the participants in the breakout room, that I will be able to refer victims to for further assistance.
- Do reach out to establish providers contacts
- Follow up wellbeing
- Follow-up with the victim
- Have a meeting to assess program needs
- How to better access the needs of survivors.
- How to better collaborate for the needs of survivors.
- How to better work worth collaborators
- How to collaborate with programs across counties and possibly states.
- How to gain trust from a victim?
- How to introduce referrals to victims?
- I know how to better communicate with peers to get better insight on how to serve victims
- I know where to refer victims
- I know where to start and how to provide support in that situation
- In the effectiveness of referrals to better serve clients
- Include in engagement resource bank
- Increase working relationships with outside organizations to better assist victims
- Influence work culture
- Information
- Maintain transparent communication with other organizations about my office's goals and procedures with victims
- Model successful collaboration to assist my agency with building stronger relationships throughout the community
- Monitoring services provided
- Refer clients if needed
- Research programs that provide services
- Share knowledge with victims on other resources in an organized and concise manner
- Sharing
- specific breakdown aspects & thoughts of case management concept and process.
- To be able to developing a network and working relationships with other agencies.
- To be able to effectively collaborate with other organizations.
- Using Tuckman's model of group dynamics to better organize and operate with small and large groups of employees.
- Ways to continue to keep the goal victim centered victim focused

Please provide any additional comments on your training experience

- Great training (2)
- I really needed and appreciate all the information I receive sometime you can feel like you're in a bubble.
- Trainer was a very skilled instructor who was able to communicate successfully with both the small and large groups during this session.
- This information is very helpful. Looking forward to put in practice
- This was very informative. I was happy to learn so much and to actively participate.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any
- DATING
- Homelessness
- Learn about other institutions
- List of Agencies and the agencies of participants
- List of community outreach programs

1022 - Foundation Series Module: Special Populations: Elder Abuse

Please provide three specific examples of how you will use what you learned in your work with victims

- Accommodate the needs of elders more specifically so they can connect to the help and services they need when they've been victimized
- APS resource information if ever needed
- Awareness of signs & concerns of elder abuse of venerable adults who might live in homes/families while doing a child visit for the child
- Be patient
- By helping people recognize and understand emotions
- Co workers
- Cognitive empathy
- Connecting more with people through compassionate empathy
- Different forms of reporting
- Family
- Friends
- How to further help elders being abused
- I will be better aware.
- I will be more aware of the signs and cues for abuse that could be overlooked during initial contacts with victims/elders.
- I will contact the appropriate services when necessary when dealing with these types of cases.
- I will know what resources are available.
- I will provide this information and training to others within my agency to better serve the community.
- I will share information with staff.
- Identify the abuse
- identifying different forms of elder abuse
- Information on APS services
- Information to share discuss w/ colleagues
- Keep in mind the biases and struggles elders face when servicing them
- Knowing the different forms of elder abuse
- Knowing where to report elder abuse
- More closely look for signs of elder abuse in older victims
- Provide support to family
- Recognize elder abuse
- Recognize four different areas where elder abuse occurs.
- Recognizing signs of elder abuse
- Report abuse when I see it
- Report to police department
- Send them to the right place for safety
- Set up a referral listing of support services for people over 60
- Show more empathy
- Take better care of myself
- To know the difference in having emotional, cognitive and compassionate empathy with the victims.
- Understanding how people feel and react based on their emotions.
- Value their concerns

Please provide any additional comments on your training experience

- Excellent presentation -interactive etc. of this very important, relatively newer topic (versus Child abuse, Domestic violence).
- Excellent training (2)
- I have been in her trainings before and she is one of my favorite facilitators.
- The instruction was very well thought out and organized and the presenter showed a great deal of knowledge and experience in the topic.
- This training on elder abuse was very helpful and it will help me be more aware of the victims I work with. The resource information is very helpful.
- Very informative and wonderfully presented
- Very informative, thank you
- Well done, I learned a lot today.

What other training topics would you find helpful in order to benefit the individuals you serve?

- a full day of elder abuse
- Child abused
- Dating
- Learn about other institutions

1023 - Foundation Series Module: Special Populations Working with Victims with Cognitive Limitations

Please provide three specific examples of how you will use what you learned in your work with victims

- Cognitive learning
- Communicate as clearly as possible with victims so they fully understand the information I am giving them
- Communicate with them more effectively
- Create a routine
- Creating a more inclusive environment
- Good intervention /alternative learning styles - to keep in mind for work with all age groups and abilities -modify as needed
- Highlighting
- How to talk to them
- Identifying different forms of cognitive limitations
- Learning Disabilities
- Leaving spaces on paper
- Make sure I don't confuse the victim by using jargons, but speak clearly and plainly
- Positive engagement strategies.
- Provide awareness to others that work with me to service victims about cognitive limitations and the best ways to communicate with them
- See them as person
- Skills/techniques to work with victims and family members
- Speaking slowly
- Strategies of effective communication.
- Three different types of cognitive disabilities.
- Tips on how to use 'plain' language (speak, written) without being condescending
- To make sure I say 'a person with ____ disability
- Trauma
- Treat them with empathy
- Understand how a person feels in order to build a caring relationship with them. To have empathy with them, to feel what they feel and have sympathy for them, to provide comfort and assurance.
- Understand root of disability
- Understand the type of disability this person may have and adjust my working with them to help
- Use techniques to better communicate with victims who have cognitive limitations (I.e. plain language)
- Using simple words and clear sentences when interacting with people with disabilities.

Please provide any additional comments on your training experience

- As always very informative, and engaging.
- Great presentation, thank you
- Great speaker. Very interactive training
- Learned a lot, thanks!
- None
- Trainer is an excellent teacher/trainer. She and Trainer are an excellent team.
- Please provide any additional comments on your training experience
- The training was very helpful
- There was so much I didn't know before this training, but I have gained a lot of information and examples to help me be better at helping those that I advocate for. Thank you.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Child neglect
- Dating relationships
- Interaction with the family members

1024 - Foundation Series Module: Community Outreach and Putting It All Together

Please provide three specific examples of how you will use what you learned in your work with victims

- Be more supportive
- Communication
- Consider all ethical codes when making decisions to assist victims on a daily basis
- Different self-care techniques
- Family
- Friends
- Guide clients to specific resources
- Intentional and specific thoughts and language of hope, optimism, empathy with service providers, resource parents, etc. around the child's 'negative or problematic behaviors' actions and inactions
- Looking the necessary resources to serve the community better
- Pro bono
- Provide better explanation to victims and others involved in official reports on what could be discoverable or disclosed from their particular case.
- Provide examples of ethical decision making in the next annual training session for my agency.
- Provide support
- Re - eval & reconsideration of self-care goals and action plan
- Reaching out to different providers to form my own resource list
- Refer to my code of ethics when making a difficult decision on how to assist a victim
- Regularly review codes of ethics in my field of work with victims
- Self-care
- Show a better understanding of professional's thoughts and feelings while dealing with a duty to warn/report scenario and are now contacting my agency.
- Space, balance, timing for client's own progress and their ability to see and choose their way forward
- Strangers
- The importance of gathering resource information that would help when working with victims
- The importance of self-care
- Use more listening skills
- Vigilant

Please provide any additional comments on your training experience

- Trainer has continually been an excellent instructor through this series. She has always been able to keep the class engaged, provide relevant examples for the topics covered, and deliver the information in a dynamic way that makes it's easy to receive and learn.
- I appreciate all of the trainings and hard work of all the speakers. Thank you for all the information and I hope to be able to put all I learned into practice.

- I have had problems with the webinars finding them and then completing and having it register
- Often I forget about self-care. This training has information on the different self-care techniques to use. Such as boundaries, exercise and eating right. This training has given the many resources available to use in helping victims.
- Thank you.
- Perfect
- Thank you for this seminar.
- Amazing speakers.
- Would definitely recommend NJVAA Foundation Series to other victim advocates & service providers - expanded knowledge re history, scope, ongoing efforts of victim services; provided encouragement and context (the big & little picture) for my time and efforts with and on behalf of the children I serve; introduced practical information, ideas and concepts to consider, apply, refresh and re-evaluate my practice and approach. Thank you again.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Child abused
- Dating among Teens
- DV or child advocate

1025 - Foundation Series HIS Speaker's Day

Please provide three specific examples of how you will use what you learned in your work with victims

- Access and now familiar with VCCO application
- Answer specific questions about VCCO benefits for victims
- Better knowledge of the organizations that work to help victims of human trafficking
- Better understanding of aid for crime victims.
- Describe VCCO in greater detail of victims who need assistance
- Encourage victims to apply even if they do not know what they would need compensation for at first
- Educate clients
- Educate Victim about requirements to receive compensation available
- Facilitate a relationship with VCCF and my agency
- Help encourage the victims to not wait in reporting what happened and the different organizations that are available to help them.
- Help the victims fill out the claim application
- Helping the victims understand the different benefits they may be eligible for.
- HSI involvement to provide victims' rights regardless of immigration status
- Knowledge, information protection for victim's human trafficking
- Offer training to my agency based on today's session
- Provide the fact sheets and information to victims
- Relieve the stress of submitting application
- Share info with coworkers
- Submit more applications on line

Please provide any additional comments on your training experience

- Excellent webinar. Very informative.
- Trainer was very informative and helpful, lots of good information about VCCO!
- Our speaker, Trainer, was extremely knowledgeable on these topics and was very effective at connecting the facts and structure of the system to real world use to help victims of crime.
- The information received regarding the claimant information / claim application and Benefits in a Nutshell were all very helpful.

What other training topics would you find helpful in order to benefit the individuals you serve?

- More detailed training on human trafficking.
- Paranoid
- The training thoroughly covered all of the topics of discussion.

1026- Foundation Series Module: Speaker's Day

Please provide three specific examples of how you will use what you learned in your work with victims

- Being able to collaborate with DHS
- I will promote self-care and try a new method of relaxation
- I will refer clients to other agencies
- Identifying victims of human trafficking and or child exploitation.
- Providing resources and assistance for victims of human trafficking
- Read more on the different task force in HS
- Refer victims that will need further assistance
- Share this information with others

Please provide any additional comments on your training experience

- Great presentation.
- It was an excellent training; it can be divided into two trainings. A copy of her PowerPoint would be helpful as she covered a lot of material quickly. Her presentation was very informative.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Victim advocate focused presentations

Appendix K: Participant Comments: Advanced Academy Satisfaction Surveys

2010 – Advanced Academy: Significance of Connections During Social Distancing

Please provide three specific examples of how you will use what you learned in your work with victims

- A resource for families
- Able to understand clients.
- ACE and connections through the lifespan
- Actively listening to clients
- Anxiety / is it normal
- As a support
- As guidance
- Be mindful of voluntary and involuntary coping
- Business
- By attempting to identify relationships with them.
- Church
- Community
- Continue to be patient
- Continue to listen
- Continue to respect
- During my FTMs
- Establishing Ground rules
- I am looking forward to using in my every day experiences
- I have started do work with Casa and I can see how I will use this in understanding my cases
- I will be mindful of adverse childhood experiences and connections
- I will use it in my everyday life
- I will use when I visit with victims and recall to listen to more to understand who they are
- In domestic violence situations
- In order to link victims to community services
- Increase my own awareness in order to help my client
- Learning to listen
- My clients
- Recognize how connections are impacted by trauma
- Relationship Matters
- Resist the urge to think about what I'm going to say next to clients
- Through difficult conversations
- Use knowledge of voluntary and involuntary coping with clients
- Utilize solution focused mindset in difficult situations
- When families are overwhelmed
- With my supervisor

Please provide any additional comments on your training experience

- Always a good training with trainer
- Excellent training
- Great training very informative.
- I thoroughly enjoyed the training.
- I truly enjoy Trainer presentations thank you
- Trainer was absolutely wonderful and informative. She was able to read and incorporate our chat comments, which is refreshing, as that has not been the case with most of my other webinars.
- This training, just reinforced what I was already aware of, but also had me thinking of ways I can improve in other areas of my personal and work life.
- Thanks so much for sharing your knowledge.
- Trainer is an EXCELLENT trainer!!! So glad to have taken two trainings with her and would love to take others.
- The trainer was great, knowledgeable and soft spoken

- Trainer is a terrific presenter!
- Very Informative as well very useful to my work.

What other training topics would you find helpful in order to benefit the individuals you serve?

- ACE and trauma for children involved with child protective services
- ACES and connections for youth in the child welfare system
- All training is helpful.
- Child exploitation
- Coping Mechanisms and Self Care
- Engaging families through COVID19
- Liability of a victim advocate
- Race Relations
- Racisms and Policing

2011 – Advanced Academy: Staying Victim Centered: Practicing a Trauma Informed Approach During COVID-19

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocacy is a thin line between therapy.
- Asking for clarity of request
- Awareness of others trauma
- Be able to communicate more efficiently
- Be supportive no matter what
- Business
- Careful when you would say something like shot you an e-mail to a person who may have been victim of shooting
- Church
- Community
- Educating volunteers that work with children in foster care
- Empathy being connection
- Empathy versus sympathy - powerful clip by Brene Brown (2)
- Empathy with the victims
- Empathy
- Get familiar with the tips/strategies share with colleagues
- Grief and loss ideas with SV victims
- Help them cope and thrive!
- Helpful in gentrifying certain different words that may be used to recognize any violence in the victim's situation
- Helpful with my listening skills
- Helping our volunteer's children experiencing trauma
- How depression, anxiety, etc. have a function and should not just be seen as something negative.
- How to be patient with others place with grief
- How to focus on self-care to better assist others
- How to implore more empathy?
- I will help by reframing language with clients as needed.
- Impact of trauma on everyone right now due to COVID-19
- Increase personal knowledge
- Listening
- Meeting the victim where they are at
- My approach, tone
- Not trying to fix a situation
- Not what is wrong with you but what happened to you
- Practicing self-care in order to help the victim better
- PTG
- Reframe language to help clients and workers understand control behavior and impacts on clients/workers/systems.
- Reframing language with DCPD workers to have better understanding of victim centered care.
- Remember to identify strength-ask how the get through the situation
- Reread the slides

- Review the slides
- Serve as a role model
- Share knowledge with peers
- Share the materials with colleagues
- Speaking back clients worries to make them feel heard
- Timeless Trauma-New terminology
- Trauma is perspective based
- Use the tips on my victims
- Use the tips to apply to victims
- Watch my language when speaking to someone traumatized
- Will be more careful when discussing schedule in of appointments
- Will be much more careful when asking why questions

Please provide any additional comments on your training experience

- Comprehensive and wonderful job as usual
- Excellent
- I love when the trainer asks the audience to interact and the way she takes the time to learn everyone name - it's very helpful
- I really appreciated that the presenter engaged the group in a conversational way. It made you feel a part of the training and the work as opposed to be talked on how to do our work. I loved that the presenter checked in on everyone. Very personal and engaging which is much needed in this remote working world right now. I would love a training with this presenter again.
- I really enjoyed the present's attempts to engage the virtual room. I appreciated the opportunity of implementing the skills taught through the scenarios.
- I thought the training was very informative.
- It was important for me to remember the ground rules especially when the chat box comments were other people feelings. e.g. black vs. white.
- Also wrote down some nice quotes: Big T vs. Little t... Common Sense is not common.
- Thank you Trainer I always enjoy your presentations reminds of my graduate school days.
- Thank you Trainer I really enjoy all your webinars. Can wait to sign up for more.
- Thank you!!
- The presenter was very informative.
- The representative was very informative and has a soothing voice. She explained things in great detail and engaged everyone through the Chat room.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Adolescent work
- Best practiced to engage with non-English speaking communities as well as undocumented population.
- Boundaries with victims
- Conflict Resolution in the Work Place
- Domestic violence during Covid 19
- Every Training that is geared towards Victim advocates
- Trainings that are geared for victim witness advocates
- Trauma and children in foster care
- Trauma-informed supervision techniques

2012 – Advanced Academy: The Power of Universality: Supporting Others While We Feel Vulnerable

Please provide three specific examples of how you will use what you learned in your work with victims

- Allowing myself to feel somewhat vulnerable in order to be more empathetic
- Better understand the disparity in cultures
- By taking time to take care of me I can better serve my clients
- Empathy (2)
- Explaining the importance of self-care.
- It takes work to undo the idea of it being selfish to care for one's self

- Link between vulnerability and empathy
- Medical implications due to stress
- Self-care and its importance (3)
- Supportive
- Trying not to blame others and instead holding people accountable
- Use self-compassion
- Vulnerability

Please provide any additional comments on your training experience

- Always walk away enriched.
- Trainer is always engaged with audience, I love her trainings
- Excellent trainer, participant engagement and application of knowledge.
- Very good training.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Grief

2014 – Advanced Academy: Creating a Nurturing Space through Technology

Please provide three specific examples of how you will use what you learned in your work with victims

- Acknowledging the need of nurturing space
- Active development of a working relationship through social media
- Active listening
- Be mindful of safe spaces online
- Become more aware of attachment types
- Being aware of zoom fatigue, taking better care of myself
- Being ever more mindful of how clients feel
- Being mindful of body language, tone, word choice
- Being mindful of drawbacks and what's not working
- Being more responsive while using technology
- Better create an environment for victims of trauma
- Better engagement what my clients
- Connecting
- Continuing to utilize skills and tools provided to engage families via this new platform.
- Engagement
- Engagement through technology
- Felt relational Presence/how to hear emotions
- I am already working on creating a better safe space at home in my office
- It promotes a greater sense of self-awareness re: actions that I must take during sessions.
- Learned how to make sessions comfortable
- Learned to let the client know that even though we are not in person, we are still advocating just as hard for them and can understand what they are going through even though we aren't in the same room talking.
- Listening for patterns and changes of tone of voice over the phone
- Listening too, instead of listening for
- Look for attachment styles of victims
- Look for emotion-action-communication-need
- Make sure the victim feels safe and secure even virtually
- Mindful of body language
- Mindful of my space online and theirs
- Mindful of who else may be there
- Nonverbal cues
- Not getting worried if there is a silent
- Ok to have a phone call instead of Zoom
- Paying attention to facial cues and body language.
- Person in survivor status

- Person in victim status
- Providing counseling services via telephone
- Reading body language
- Respecting people's history regarding ACEs
- Safe space
- Share with advocates
- Share with church
- Share with family
- Support
- Support to clients who are seen via telehealth sessions
- To be victim centered
- To develop a working relationship
- To know how to engage clients who are vulnerable
- Trauma informed care
- Understanding other POV
- Use different ways of engaging like phone calls, video chats etc.
- Using the importance of listening to and difference between listening for
- Vulnerable

Please provide any additional comments on your training experience

- Amazing
- Great presentation!
- Great Training (2)
- I really enjoy Trainer's presentations. She should do as many as you can get her scheduled for.
- Informative
- Trainer is warm, very knowledgeable, and engaging. I look forward to attending more webinars with her!
- Thank you so much for the information provided in this training.
- The trainer's voice is calming. Makes you want to pay attention. She is professional and patient and immediately garners the respect of her audience. I may have taken the ACEs training with her (can't recall) but she is a fantastic resource. Thank you
- The training was very detailed and informative.
- This training was very helpful because we are all living through the corona virus pandemic. Contacting clients through phone calls and not being able to see them face to face has been challenging for both sides and these series of workshops have been very valuable.
- This training was very informative
- This training was very informative and useful for me. I am still getting comfortable with the idea of virtual training professionally and personally. Most of the challenges discussed were relevant and things that I am currently struggling with. It's really important for me that I feel competent and confident using this new platform of communication. I feel vulnerable, but I am being courageous in sharing my challenges, being open to help and suggestions, and being kind to myself (sometimes) when things go wrong.
- Would love to take more courses with Trainer. Could you please send me more information of classes she is teaching?
- This was a fantastic training! Trainer is a fantastic facilitator.
- Very informative as always this is my second webinar with same presenter
- Was excellent.
- Wonderful trainer.

What other training topics would you find helpful in order to benefit the individuals you serve?

- A self-esteem workshop
- Advancements in new tech considering COVID; Legislative Advocacy
- Any and all
- Coping with COVID and how this pandemic has affected everyone including helping professionals in how we assist clients, plus the effect on clients
- Expressive Arts Therapy! I co-facilitate healing poetry and always want to learn more.
- Grief and traumatic loss
- How to establish rapport on camera with clients A to Z demo

- More information on trauma focused therapy, ACES, and assessing for trauma.
- Others like this
- Trauma

2015 – Advanced Academy: Compassion Fatigue in Extraordinary Times

Please provide three specific examples of how you will use what you learned in your work with victims

- Cultivate mentors and mentor others
- Daily for myself
- Find strategies
- Help community
- Help myself
- Help other
- I will do more walking and some exercise
- I will encourage a better work atmosphere for my staff so they can avoid compassion fatigue/burnout, which will allow them to help victims better
- I will have a positive attitude when times get stressful
- I will set more boundaries, which will benefit me and will in turn help me to better help my victims
- I will try to take more time for myself
- Ideas on self-care
- Journaling
- Learn to take time for me
- Listen more instead of reacting
- Make time to meditate
- Mediate
- Mindfulness
- Not work on day off
- Physical
- Planning time off
- Protect self-care
- Reflect on my why of my career choice
- Resetting breathe
- Self-care (2)
- Self-care helps me help others
- Spend time at the gym
- Take breaks
- Understanding why I'm doing this work
- Utilize skills
- Vicarious trauma
- Working through triggers
- Write down

Please provide any additional comments on your training experience

- Awesome as always!!!
- I would love to see a quicker get acquainted with any of the trainings so that the meat and potatoes of the discussion isn't moved through too quickly. not that I am not understanding the information but sometimes I feel like wow would love to have moved a little slower through the second half.
- Important and useful information that we should review frequently because we tend to forget when we are working daily with different dramas and difficulties. Thank you for your wonderful webinar! Emily Gonzalez
- Presenter was great!
- Super great trainer. Engaged the trainees and time went by really fast.
- Thank You
- This was a great training. It opened me up to take care of myself so I can be more productive. Thank you.
- Trainer is a natural trainer! I would definitely take another class with her.

- Trainer is very engaging

What other training topics would you find helpful in order to benefit the individuals you serve?

- Compassion fatigue and Compassion satisfaction
- Elder Abuse; Safety Planning
- Enhancing Supervisor Skills
- More training with children and young adults
- Policing and Racism
- Professional boundaries with needy clients
- Setting boundaries with clients
- Telling my story
- Working with batterers
- Workplace Conflict Resolution

2016 – Advanced Academy: Providing Virtual Support Through Crisis: What We Need to Know Now

Please provide three specific examples of how you will use what you learned in your work with victims

- Active listening
- Always be in control when dealing with loud victims
- Be empathetic
- Being aware of our body language
- Being more responsive and extra positive in tone when communicating by text
- Better interaction skills
- Clarify
- Continue validating their feelings
- Continued listening
- Don't assume that a defensive client doesn't need support
- Enhance my active listening skills
- Enhance my de-escalating presence preparing myself before meet client
- Ensure positive virtual communication going through this pandemic
- Extra patience in guiding victims with electronics. Some don't know how to participate in virtual meetings.
- How to apply it to myself
- I learned the difference between stress and trauma with the instructor examples
- Improve communication by using technology
- Knowing what the difference of PTSD & CPTSD
- Looking closer at ACES
- Mindfulness
- Paraphrasing
- Paying attention
- Practice and use active listening skills
- Provide knowledge
- Reflection
- Rendering support via self or others
- Self-awareness to be a de-escalating presence
- Sharing the information with our survivors who are coping with stressful situations in the middle of a pandemic
- Take extra deep breaths and remain focused
- Talking about the difference between stress & trauma
- To empower the victim
- Tone
- Use active listening on my phone calls to patients
- Using core active listening skills such as reflection when interviewing children in foster care
- Using my presence to de-escalate when parties don't agree with the Judge's ruling in court matters
- Video and Phone virtual communication tips
- With families
- Work on becoming a de-escalating presence

Please provide any additional comments on your training experience

- Annotation activities were fun and I learned something new for Zoom
- As always, another phenomenal training. I especially enjoyed this one as it is necessary and how to cope with everything going on at the moment.
- I never walk away without amazing information and tools to use with clients. Thank you.
- I really enjoyed and learned from this training. Thank you for providing it.
- I'm not a CSW but now I have a better idea of my role as a support professional for DV victims
- Thanks for a great training experience!
- Trainer is always an excellent presenter!
- Very informative

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any continual training pertaining to trauma, youth, lgbtq, and crisis intervention.
- Any training that would be helpful to serve our clients
- Domestic violence
- Immigrants' application to social welfare; VAWA visa; Public Charge Rule
- Self-Care information tips for consumers
- Social policies related to different social problems -Covid-19
- Virtual support for children coping with trauma

2019 – Advanced Academy: Why Some Bounce Back and Some Never Do: The Phenomenon of Resilience

Please provide three specific examples of how you will use what you learned in your work with victims

- Although I'm caring, I will be more mindful in showing the care
- Ask them to share their abilities, qualities
- Assessment of trauma
- Be more patient with them
- Be more understanding
- Better Assistance to my Client
- Better communication
- Better understanding
- Business
- Church
- Community
- Discussion with colleagues about the resiliency gene
- Don't be too hard on yourself
- Encouragement for families
- Everyone can bounce back after tragic incidents
- Everyone can learn and develop positive coping skills
- Everyone needs support system
- Following through on the tasks
- Form greater connections
- Help them focus of their strengths
- I am a CASA volunteer. I expect that I can use this training to assist the children as well as their parents move their lives forward successfully.
- I am going to ask her more specific questions like what is she grateful for rather than how are you or how is school going?
- I am going to praise her for the accomplishments she has made so she is reminded that she CAN make a positive change.
- I help victims understand that they are resilient by asking for help and connecting.
- I learned I am part of how their trauma is handled
- I will encourage them to list supports they already have
- I will implement some of the ideas for a healthy recovery
- I will observe which victim needs 10,000 gallons of water and those that need less, and provide it.
- I will refer to the knowledge about the effect of positive relationships
- I will use the knowledge about the Resiliency DNA
- I will use the tips at the end to help build resiliency

- I work with a 15-year-old girl who is truant and has emotional issues. I am going to set smaller and more achievable goals for her.
- I would suggest you reframe victim to survivor
- Importance of talking to ourselves as we talk to a friend
- In my approach with families
- Interventions in treatment
- Laughter therapy in Zoom
- Less judgmental
- Look into strategies and course of action they can follow
- More below the surface of a human
- Post Traumatic Growth Theory
- Provide victims with outreach numbers
- Recognizing that resilience is a skill
- Referral to available resources
- Resiliency can be learned and taught!
- Resilient gene has been Identified
- Resilient is a skill
- Set higher goals students
- Share with coworkers
- Take a breather
- Taking more time for myself as I do with others
- Teach how to achieve goals
- Teach how to move past a bad situation.
- Teaching them for skills for resilience
- The further information on post traumatic growth increased my knowledge to better introduce the concept to my clients
- The knowledge of the genes was helpful to know predisposition is a factor
- Tool- Dr. Edith Grotberg
- Utilizing the resources

Please provide any additional comments on your training experience

- Excellent trainer. Very engaging. Super knowledgeable. And extremely useful information.
- Great experience. Would love more trainings from Trainer.
- Great presentation Trainer, I learned so much
- Great training
- Great training and a wonderful presenter.
- I really learned a lot about resilience in this presentation. I knew I was resilient due to my own trauma but I didn't know about the gene information. I think that is very interesting and will research more on that. I also have my eyes opened now to know PTG and how we, as advocates are part of the growth for our victims after trauma. Thank you!
- I thoroughly enjoyed this training. It was very informative and enjoyable. I especially loved the break music playlist! 😊
- I thought the training was amazing, and I am interested in learning more about the resiliency gene and Post-traumatic growth.
- I understand the importance of children resilience resources
- It was so enlightening. It has given me a lot of insight on how to become a more effective mentor to my 15-year-old mentee. I also feel it was highly beneficial to me personally. I appreciate all of the recommendations Patricia made on where we can find more information. I will definitely be taking advantage of them. Thank you so much!
- No excellent
- The trainer was great!
- The trainer was very passive aggressive and it made me almost want to log off. Her comments that not everyone could complete the simple task of her poll were completely inappropriate when #1 I personally didn't see the submit button so some of it could have been not knowing how to interact with the poll, and #2 we later learned at least one person was only listening in and couldn't see the presentation. No empathy or problem solving. She was also rude to the cohost who tried to help by playing music during break when her's wasn't working. It made me very uncomfortable and turned off by the whole thing. I understand she said she apparently didn't know this was happening today, but roll with it and understand you're working with professionals who are multitasking their work day, not children.
- The trainer's ease, knowledge and tone of voice made it a pleasant experience, as well as engaging.

- Thank you.
- The training provided me with a wealth of knowledge and it motivated me to explore all the materials, books and articles more. It gave me a new positive outlook in the fact that resilience can be learned.
- This presenter was not my favorite. She was engaging but almost too much. If someone did not feel comfortable answering a poll, Trainer would call them out for not answering/listening to the presentation.
- This was an amazing training. Thank you so very much. I learned so much!
- Trainer was wonderful! Very engaging and knowledgeable. Provided tools that I can implement in practice.
- Very good strategies

What other training topics would you find helpful in order to benefit the individuals you serve?

- Children and sexual trauma interventions, assessment of traumas in biopsychosocial
- Codependency
- How to engage them in a two-way conversation.
- Incest sexual abuse
- More resiliency training and in regards to building resiliency within ourselves as service providers to best help our clients
- Risk assessment
- Strategies for traumatized people to calm/center themselves
- Toolkits to encourage clients to utilize their strengths and abilities
- Training that provides tools on moving people past their trauma

2020 – Advanced Academy: Elder Abuse

Please provide three specific examples of how you will use what you learned in your work with victims

- Agencies for support
- APA Resources
- APS
- Awareness
- Become more aware of the signs
- Being mindful & listen more
- Communication techniques
- Educate others
- Educate others in elder abuse
- Emotional and physical abuse
- Financial abuse
- Forms of abuse
- I have many criminal cases where there are elderly victims, so I learned I need to be more empathetic and explain things more as they may not understand easily.
- I will be more understanding and try to put myself in their shoes and try to experience how they are feeling.
- I will share information I learned from this webinar with my coworkers.
- Laws
- More compassion
- Ombudsman resources
- Paying attention to signs
- Personal life
- Reporting information
- Resources
- Statistics
- To be educated on the topic
- To be gentle with elders and gain their trust so as advocates we can assist the best way we can.
- To help our advocate identify abused elders
- Types of abuse
- What to look to confirm abuse to elders
- Where to report.
- Work

Please provide any additional comments on your training experience

- Great webinar! I will utilize this information for future purposes. Thank you.
- I cannot provide an assessment for the class since I was not really able to participate. But I do thank you for providing the handouts which I will read through.
- I've had an in-person training with this speaker and she has been very informative every time!
- Please provide any additional comments on your training experience
- Thank You (2)
- Thank you for this training. The facilitator was extremely knowledgeable.
- These were the best two hours of training. It was due to have a refresher. Thanks!!!
- Very informative little sad to see the reality most of the elder people suffer

What other training topics would you find helpful in order to benefit the individuals you serve?

- Animal abuse (2)
- Cause of homelessness
- Clinical supervisors
- Direct services to victims of domestic violence.
- Domestic Violence topics
- Sexual abuse of teenagers
- Sexual Assault
- Working with difficult victims during Covid 19

2021 – Advanced Academy: Healthy Boundaries and Professional Use of Self

Please provide three specific examples of how you will use what you learned in your work with victims

- Answer client's personal questions with questions about them.
- Answer questions without anger
- Ask questions of client
- Asking the client questions to ascertain why they asked you specific things is important
- Awareness about personal disclosure only if it benefits client
- Be more thoughtful in responding to questions asked by colleagues and clients
- Boundaries for myself
- Correct vocabulary
- Demonstrate use of communication skills
- Empathy
- Finding Balance
- Healthy and unhealthy boundaries
- How to answer personal questions to a client
- How to put it away at the end of the day
- How to say no with love
- I liked the facilitators suggestion not to use yes, but at least...
- I will have a better understanding about what to share
- I will think before I speak
- Keep my privacy is my choice
- Maintain a balance between being relational and professional
- Ok to relate with victim
- Perform active listening and empathy
- Personal use of self
- Professional use of self (2)
- Redirecting
- Reflect
- Seek feedback from trusted sources before sharing with client
- Self-disclosure
- Set boundaries
- Stay professional at work
- Talk to coworkers, supervisor when needed

- The importance of keeping the boundaries
- The relevance of rapport
- Useful skill of power on human connection
- Validate their feelings
- Ways to approach victims
- Ways to set up boundaries
- What are boundaries are?
- When to self-disclose
- Working with victims

Please provide any additional comments on your training experience

- Great training
- I absolutely loved the presenter, Trainer! She made this topic a little more fun with the questions she asked. I enjoyed engaging in the chat and the breakout rooms too.
- I think we could get a little more content.
- The session was dynamic.
- Love this presenter!!
- More exchanges between the participants and presenter
- Thank you Trainer this was a great training and a refresher. Reminds me of graduate school.
- The coach did an excellent job, her public speaking and examples were very good. I learned a lot and I liked the examples given, that are going to be very useful when my clients approach me with those slightly uncomfortable questions.
- This topic is very important. Thank you
- Thought this training was great! Loved the fact that we were able to be placed in groups and interact with others in the group.
- Trainer is an amazing presenter. Always walk away with great insight.
- Very good, interactive training

What other training topics would you find helpful in order to benefit the individuals you serve?

- Abuse & Depression
- Conflict resolution between roommates at shelter
- It was informative so not sure what would supplement the training
- Networking between agencies who service the same clients
- Self-care
- Social policy, research
- Supporting family members impacted by domestic violence
- Training topics that helps become a great Advocate - Stress, Empathy, Ethics, court advocate, Setting boundaries

2022 – Advanced Academy: Advocacy in New Jersey Courts

Please provide three specific examples of how you will use what you learned in your work with victims

- Community outreach
- Accompaniment for court advocacy
- Advocacy tips to assist clients in /out of court
- Confidentiality privilege
- Different way to assist victims of crime
- Don't ever give legal advice
- DV counseling
- Effective advocacy skills
- Forwarding this information to my team members
- General knowledge was extremely helpful
- Goals & functions of advocates
- Hotline information
- I will follow the rules of the courts
- Learn about the different cases
- Preparing clients for hearings

- Promote clients' needs and intentions
- Providing resources Survivors of Sexual Assault
- Respect the court and its protocols
- Use the tools to support my victim

Please provide any additional comments on your training experience

- ALWAYS LOOK FORWARD TO ANY NEW INFORMATION OR UPDATED INFORMATION.
- Great trainer! Explained well and kept is real.
- I can't thank you enough for sharing your knowledge with us. We deal with real cases every day. We are the voice of the most vulnerable people and need to educate ourselves to provide them the adequate assistance. Thanks again!
- Thank you Trainer, it was great to see you and learned a lot from this presentation. Hope there is more info on the courts.
- Trainer was wonderful! Very knowledgeable and engaging.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Mem who are still in the home
- NJ Laws for survivors that are forced into Human Trafficking. Criminal charge for survivors according to their age range.
- Research or books on the topic
- Resources available for victims of crime

2023 – Advanced Academy: The Prevention of Domestic Violence Act

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocacy
- Advocating for domestic violence victims
- Assessment of Laws
- Be better able to educate client on process
- By introducing the victims to the law
- Can better assist victims/survivors with Remedies available
- Church
- Community
- Conveyance of information
- Crisis interventions
- Defining the NJ Prevention of DV Act
- Educating myself so I can better answer questions
- Explaining the process to victims
- Factors considered in court
- Having a better understanding of the law
- Help the victims seek necessary services
- I realized that our staff is speaking to the Prevention act wrong, will work on this
- I will be able to be more solid in explaining their options
- I will be able to better direct clients on their rights related to where to get a RO
- I will be better able to help clients think about how to prepare for a RO
- I'm share with my Residence the information I learn on yesterday
- Know the best way to help the victim
- Learning What constitutes domestic violence
- Legal process assistance
- NJ Domestic Violence Legal Systems Chart provided
- Obtaining compensation
- Obtaining restraining order
- Practice
- Provided a deeper dive into PDVA- will help with training volunteers
- Providing victims with certain information that will benefit them
- Received updates regarding the Act
- Relief available
- Safety Planning

- Share information with coworkers
- The available resources to victims
- Training
- Use it in the schools I work with.
- Very common so have to be able to recognize
- What is expected and not expected at court level
- Where to go to complaint

Please provide any additional comments on your training experience

- Always great. Thank you all
- Excellent as always
- Excellent presentation
- Good training. Should be mandatory for all incoming DVRT Coordinators. I struggled teaching some of this stuff in the beginning of my tenure 9 yr. ago and had to find trainings on my own to develop better ability to discuss nuances
- Great information and instruction.
- It was very informative and insightful. I loved it
- Thank you for the information
- This was awesome. So amazing though what the law says vs. what gets practiced for instance, police officers requiring victims to file RO with town incident happened in.
- Trainer was excellent

What other training topics would you find helpful in order to benefit the individuals you serve?

- Homelessness prevention
- More LGBTQ Topics
- Open
- Sexual Assaults
- Sexual Coercion
- Signs of Domestic violence
- Topics related to domestic liaison position, cross-section of dv informed services in child protective services

2024 - Advanced Academy: Helping Youth with Traumatic Grief

Please provide three specific examples of how you will use what you learned in your work with victims

- Active listening
- Always encourage the victim even when they don't think they doing well
- Aware that grief is not a linear process
- Be a better listener (2)
- Be able to support I work with at DCPD that have experienced trauma
- Be mindful of agency protocols and policies with self-disclosure
- Be more patient (2)
- Be more transparent
- Being aware of secondary adversities after loss of loved one
- Being compassionate
- Being loyally to clients
- Being more understanding
- Believe in Clients
- Better assist grieving clients
- Coming into someone else pain (understanding)
- Continue to be a good listener, always remember that its's always about the client.
- Different ways to handle situations.
- Discern the underlying need of self-disclosure
- Don't be afraid to ask questions
- Empower clients
- Encourage the youth to discuss their grief
- Ensuring that the focus of care is always on the client

- Finding a balance, connection to communication
- Help find resources
- How to help better
- How to speak to children after a loss
- Identifying what information of myself I will share with the clients
- In home visits
- Inform the youth that grief is normal and there are many supports in place etc.
- Information I share
- Let the youth talk
- Liked important to relocate person in your life
- Listening skills
- Overall understanding of grief & trauma that youth experience
- Patient
- Provide family with where to go for additional help
- Recognizing signs of grief
- Refer the youth and families to proper resources
- Share only if it's beneficial to helping the client
- Sharing positive coping mechanisms
- Taking care of your self is not selfish
- The use of positive coping skills
- To be more empathic
- To improve communication
- Understand concepts of grief and bereavement better
- Use concrete tools to help youth cope
- Utilize self-disclosure to build rapport, humanize the experience
- Utilizing empathetic skills
- Ways children will react to a loss
- When I listen
- When I speak

Please provide any additional comments on your training experience

- Awesome trainer.
- Great presenter. Thank you!
- Great training
- Thank you, this was an excellent training. Very useful information to use in my work as well as personal life.
- The title of the slide Rule of Thumb I feel is inappropriate as the history of the saying relates to domestic violence.
- The trainer was very knowledgeable and I am excited to have these tools for my toolkit for the future.
- The training was very informative. Although I am familiar with most of what was discussed. It The training help me realize that I have the mindset, to assist my clients in a productive manner. I really enjoyed the videos. Ted Talks Education with Rita Pierson was very inspirational. Empathy provided a better outlook on how to deal with a client's concerns and issues.
- This training was really helpful for me. I will continue to try and assist the families that I serve and become their source of strength when needed. I will look for some of your other workshops.
- Trainer is a great instructor and listening to her, is going to make me a better advocate. Thank you for permitting me to take part of this training.
- Trainer used engaging applications for our involvement. This technique allowed us to be more focused and involved.
- Very Informative
- Very informative. Trainer presents a difficult & emotional topic in a way that is very engaging.
- Very insightful information, I enjoyed and learned at the same time

What other training topics would you find helpful in order to benefit the individuals you serve?

- Anxiety due to covid
- Anything adolescent
- Anything dealing with children and trauma
- Domestic violence and sexual assault
- Domestic violence trainings

- Holistic approaches to trauma
- How to detect Substance Abuse, and the Resources for treatment
- Listening skills
- Racism and Policing
- Substance abuse
- Techniques to use with clients, ethical stories and examples
- Trauma Informed Care
- Victims' Rights

2025 – Advanced Academy: Where Do You Stand? Creating a Community Conversation to Talk About Racism and Anti-Racism

Please provide three specific examples of how you will use what you've learned in your work with victims.

- Acknowledge my privilege and try to share with other's so they can also be aware of it and understand it.
- Actively be anti-racist as opposed to passive.
- Always stand up against racism and never turn a blind eye or you are just as guilty
- Become active
- Better Serve community
- Bring back information to my agency
- Bring information to my clients and coworker on racism
- Calling out racism when I see it
- Checking my white privilege
- Continue the work resolving racism and learning along with my clients
- Educate
- Educate coworkers
- Fight for and with coworkers and clients of color
- Have more sensitivity
- Have my own awareness on this topic and internalize.
- I will advocate to every police department in Camden county to get better training for their officers for diversity and cultural competency along with mental health.
- It will help in addressing the families we serve
- Listen to coworkers and clients of color
- Share what I learned
- Teach others
- When serving our clients
- Will use some of what we discussed in break out
- Will use what I saw in the video
- Within my place of employment
- Within my religious organization

Please provide any additional comments on your training experience

- Excellent training! Very informative
- Great Session!!
- Great training
- PHENOMENAL FACILITATOR. LEARNED ALOT FROM TRAINER.
- the speaker was fabulous and the breakout session was very informative.
- This training was informative and well presented. It will enhance my work with victims and provides a broader understanding toward the subject of racism/Anti-racism.
- Very good; presenter obviously qualified and well-spoken and organized. Look forward to viewing her slides again!
- Woman space is presenting, over a period of three months, training on anti-racism. We actually have Trainer scheduled on March 24 for a virtual one-hour training. Trainer's presentation was a perfect precursor to our events. Thanks, Trainer
- Wonderful training!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Abolition

- Anything that can help better serve my crisis clients during COVID. We are having a lot of clients with issues of being stalked, harassed, and also tracked/house is bugged. The technology today is so advanced and our clients are sitting ducks. I would like to know how to better equip them against this.
- Developmental disabilities
- More on race
- Sexual abuse
- The video and break out room

2027 - Advanced Academy: Human Trafficking and Victim Assistance

Please provide three specific examples of how you will use what you learned in your work with victims

- Being more aware myself of surroundings and things to notice
- Better understanding of services, etc.
- Bring awareness
- Bring this information to my workers
- Calling proper tip lines
- Continue to work with the NJ Coalition Against Human Trafficking
- Difference between trafficking and smuggling
- Educate my family & friends
- Educate the families with the appropriate information
- Educating staff, staff and partners
- Expanding partnerships
- Friend
- Good review of potential indicators of victims and traffickers. Will share with other professionals and use this information to identify potential victims/traffickers.
- Having better knowledge of how to identify victims of human trafficking.
- Help me in becoming more aware
- Help victims and Identifying trafficking
- Hotlines to call
- Housing resources
- How to locate victims
- I feel I can better spot red flags of human trafficking victims
- I have learned to be aware of Silent Signals from victims
- Immigration resources
- Increasing awareness
- Knowing what to ask
- Learn about HSI & anti trafficking mission
- Learn how to better engage the child victim
- Learning Dynamics of HT
- Maintain VCA
- Personally
- Reinforce the information
- Reporting
- Resources (2)
- Share and direct
- Share information with new employees, direct them to this workshop.
- Share information with various organizations I'm involved with.
- Sharing information on indicators and resources to help victims
- Signals from victims
- Strategies to use with clients
- Take it back to my colleges
- The 4 P's, The 3 R's and HT indicators.
- Underserved Populations
- Use in the community

- Victims' video was very powerful and interesting. Made me more aware that it happens right in our community. Will share video with other professionals and on social media.
- We have victims of trafficking and this will help me understand them better
- What resources to provide a victim of human trafficking
- Will follow up with resources provided for more training and for documents/handouts to share with victims (Blue Campaign, etc.)
- With my mentees
- With my non-profit
- Work

Please provide any additional comments on your training experience

- As usual great training very informative. Thank you!
- Excellent Training
- Excellent training and information... I will be interested in the two days training that they were talking about during the session... Thanks
- Great training!
- Having a dedicated speaker who has an in-depth knowledge of HT enriched the training today.
- It was a little fast if it can be a little longer for the sake of writing note throughout the presentation
- Thank you so much!
- Thanks, Trainer! I don't usually ask many questions on webinars. The information you provided was great! Got me even more interested in this topic.
- The training was very informative and interesting
- This was an awesome training
- This was an overall very informative training.
- Trainer is an excellent presenter - thank you, as always, Trainer
- Trainer is always so engaging and informative
- Trainer did a fantastic job on the presentation - it was informative, interesting and thought-provoking. I would be glad to attend any of her other future webinars. Thank you.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Additional training in the topic
- Any training Opportunities will help in my DVRT work.
- Anything dealing with children and trauma
- Confidentiality
- Continued training in trafficking
- Dementia
- Empathy. LGBTQ Resilience
- I think all the presentations have been great so far and touched on everything I could think I am interested in.
- Immigration Remedies
- Impact to service delivery systems - due to Covid - NJ budget cuts.
- More Human trafficking information and unaccompanied children on the border
- Sexual Abuse and additional Human Trafficking trainings
- sexual assault counseling

2028 - Advanced Academy: Healing Invisible Wounds: Session One: Understanding Victim Impact: A Trauma-Informed Response to Sexual Violence

Please provide three specific examples of how you will use what you learned in your work with victims

- Allowing victims to take control
- An awareness of how the brain is impacted from the trauma
- Asking less questions & more statements or offering comfort by asking what the victim would prefer
- Asking questions that focus on the senses
- Assessment of trauma
- Awareness

- Building rapport
- Connect them to resources
- Creating a safe space
- Don't use why questions
- DV Counseling
- Educating others
- Everyone processes differently
- Give my worker's directives and guide them through the process of working with individuals who have been traumatized.
- Healing process
- Help victim recovery
- Helps me to better engage and listen/observe
- Helps me to better understand on who to contact/how to respond when dealing with a victim
- Hotline
- How to respond to victims with complex trauma
- How to speak with victims in a more supportive and encouraging way.
- I can approach v using the trauma focus approach
- I like that they mentioned by going into a session assuming someone may have experienced trauma could help to not re-traumatize someone
- In case review
- In interaction with clients
- In supervision with my staff
- Information will help me be more aware on how I as a CPS worker can help identify potential services.
- Informing clients that the forensic exams must be done within 5 days of the assault.
- Interact action with working survivors
- Interventions in treatment
- Linking victims with services
- Listen
- Listening more to survivors
- Looking into more PTSD diagnosis
- Meet them where they are at
- Method of treatment
- My approach
- Outreach
- Patience
- Referral to available resources
- Resource (2)
- SART
- Sensitivity
- Share tips with coworkers
- The process of how SANE exams are completed will allow me to assure the family and child through the process.
- To be able to better identify victims
- To know how to treat and talk with/interview victims of trauma without retraumatizing them.
- Understand why they may not come forward
- Understanding on trauma and implications on distancing and identity focus on trauma
- Utilize services recommended to limit retraumatization
- When providing guidance to CPS peers
- When responding to questions from the community, family and friends of victim
- While reviewing documentation related to victim disclosures

Please provide any additional comments on your training experience

- Attending any kind of training on the Subject that you work with on a daily basis is very supportive you feel like you are able to help the Survivor more because you have information.
- Could cut down on overall time (if you want to) by eliminating breakout rooms

- Excellent presentation. I learned a lot. The instructor was cognizant of and was sensitive to our needs and possible discomfort with some of the material. She gave us the leeway to walk away or take a short break if needed. That sensitivity was an added bonus.
- Excellent speaker and training
- Great webinar! Very informative. The zoom break out rooms did not seem to be working.
- It was very informative.
- Loved it. This topic is so important esp in how we engage and provide support to victims.
- Thank You
- Training was useful and helpful

What other training topics would you find helpful in order to benefit the individuals you serve?

- Children and sexual trauma interventions, assessment of trauma in biopsychosocial
- Deception in treatment
- Domestic Violence Topics
- Mental Health and Self-care of caregivers (and case managers, service providers)
- More continued training in this.
- Organization and professionalism with difficult clients
- Resources Transitional Housing
- Tech addictions, African American families and how to serve them
- Trauma

2029 - Advanced Academy: Healing Invisible Wounds: Session Two: The Impact of Trauma Bonding and Psychological Manipulation on Human Trafficking Victims

Please provide three specific examples of how you will use what you learned in your work with victims

- 1st contact with client
- Allowing victims to talk about their trauma when they are ready to
- Assessing for any risk factors for HT
- Assessment
- Assist my families who have experienced this to get linked to appropriate services.
- Attachment
- Awareness
- Awareness of ways that the survivors of sexual trafficking are branded.
- Be careful with language I use
- Better understand the vic trauma
- Better understanding how to communicate with the victims.
- BIASES EFFECTING WORK
- Build a stronger rapport with clients
- Compassion
- Educate clients
- Educate my colleagues on this topic
- Email Gabby to obtain resources
- Empathy (2)
- Engaging victims by letting them know they did not do anything wrong
- Help build self-confidence
- Help me in understanding the reasons behind the survivor's choices and help me to better support them.
- Help victims to understand that scars is where the light enters/ It will get better with time to heal
- How controlling pimps actually are
- How to assess for trafficking
- I learned why they can't leave and how to help them
- I will allow the victims to get their power back by listening to them
- I will use it in some of my unit meetings and have them share the information with their clients and families
- I will use it with my family
- I will use this personally to become calm

- I'll be more empathetic now that I have a better understanding of behaviors and what kind of experiences lead to victimization.
- I'll be able to empathize with them better
- I'll be using the aspects of trauma in childhood to inform the current lives of the victims I serve.
- I'll certainly be employing the tips she mentioned about identifying trafficking victims.
- Identify Human Trafficking when were activated to hospitals for Sexual Assault.
- In my everyday work
- It'll help us understand our victim's
- Know that I don't know everything there is to know about being a victim of trafficking and I can learn from them how to better serve them. There is no cookie cutter way for all victims. Everyone's story is different.
- Language
- Leave my own biases at home
- Letting victims know they are not alone
- Listen
- Listen and be supportive of victims
- Meeting victims where they are
- More awareness of trauma bonding so can understand and communicate with the clients better.
- More awareness of ways that the traffickers brand their victims; such as, tattoos.
- Navigate services
- Non-judgmental
- Offering community services to address their needs
- Provide empathy
- Provide insight to peers re: the mindset of survivors
- Provide resources
- Provide services to parents and children regarding low self-worth
- Provide Trauma Therapy services
- Recognizing the manipulation
- Refer to the appropriate services.
- Research to educate myself on the topic
- Resource available to client
- Self-care
- Share information with coworkers
- Share information with our volunteers
- Some terminology used in trafficking
- Stay knowledgeable about HT
- Therapeutic interventions that were successful
- This training will make me more aware of my own community and how to investigate signs of human trafficking
- Time
- To refer the victims with appropriate services
- To see possible signs of abuse
- Trauma Bonding (2)
- Trying to understand how the impact of the trauma has on their well-being when they're trying to move forward in their lives, yet are not quite there. Be patient with the victims and understand their fears.
- Type of sexual exploitation
- Understanding more of what the victims go through when others are trying to help and how we can better serve them, rather than revictimize them.
- UNDERSTANDING THE SHAME
- Use the information learned to better guide me when assisting with services
- Videos were moving
- What I've learned about Trauma Bonding helps garner empathy and patience while engaging survivors
- When completing interviews with victims
- Will be better able to help victims
- With the children and families on my worker's caseload
- Within my community

Please provide any additional comments on your training experience

- Enjoyed it.
- Excellent training. Hard-hitting, but very necessary.
- Excellent!!
- Exceptional trainer who was very knowledgeable and engaging.
- Great Information. Using real scenarios was very helpful.
- I think the time in the breakout rooms is a little too long
- It was very good and informative.
- Loved the use of videos
- Thank you, Trainer this was very informative and I love learning from other cultures and seeing the impact has some similarities and differences. I spent my graduate career focused on culture and would love to email you with questions.
- Thanks
- The trainer was very knowledgeable and engaging.
- The training was very informative.
- This was an excellent training. The last of the three part sessions on Trauma and Healing. I enjoyed it and I learned a lot. The trainer was exceptionally knowledgeable.
- This was wonderful!!! I'm thankful to have been a part of it.
- Trainer did an amazing job in explaining the content with real life examples which makes the training more engaging. I really appreciate the resources she shared and especially the videos clips.
- Trainer is a wonderful trainer!!
- Trainer is an excellent trainer and very knowledgeable on the subjects she teaches. This is the 2nd training I've had with her and I have been happy with both. I feel like I learn things from her whereas some trainings, we don't get as much out of.
- Thank you!
- Trainer was awesome and I can't wait to attending other trainings with her.
- Updated videos and materials to explore Human Trafficking progress and where we are today.
- Videos were so powerful. An awesome webinar.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Additional Human Trafficking
- Any trauma related topics are helpful
- Domestic violence
- Honestly, the biggest issue I have is locating resources in Ocean County for DV victims.
- Human Trafficking/Sexual Exploitation young teens: The after Math
- I would like to see videos in these trainings on trafficking that show Caucasian males and other races besides black males as pimps. The culture already has a negative perception of our black men so driving home this image by only showing them as pimps intensifies the hatred for the them. Otherwise, I appreciated the content. Great work Trainer.
- I've always found the trainings that have the actual survivors speaking out about their experiences are the most helpful and impactful. It helps to have a better understanding of what they went through and ways to help. With that being said, I would like to hear more from teens aging out of the system and what they found worked and what did not when dealing with DCP&P and the system.
- Immigration focused
- Mental health, domestic violence
- More in this area
- More topics that touch on trauma in childhood, leading to living lives riddled with crime.
- More training in this area.
- Professionalism, customer service, dealing with difficult clients
- Resources and funding
- Secondary trauma
- Sensitivity and cultural biases.
- Since I work with different cultures it is good to obtain some of the practices that are used to help victims.
- trainings on addressing batterers and/or persons perpetrating HT
- Trauma
- Trauma informed care
- Trauma recovery interventions

- What other training topics would you find helpful in order to benefit the individuals you serve?

2030 - Advanced Academy: Complicated Grief After a Homicide, Suicide, or Drug Misuse Death: What Every Victim Service Provider Needs to Know

Please provide three specific examples of how you will use what you learned in your work with victims

- A better understanding in order to help one suffering from grief
- Ambiguous grief
- Anticipatory loss vs sudden loss
- Be able to normalize a client's grief with them and explain what they are showing is normal
- Be more aware of different types of grief shown in clients (instrumental vs intuitive)
- Be more compassionate to individuals experiencing loss
- Be more open to new ways to talk to someone dealing with grief
- Being able to respond appropriately
- Compassion
- Empathetic
- Helping others who are experiencing grief.
- Helping victims where they are
- How grief can impact an individual
- How to be present
- How to cope
- In session
- instrumental grief
- Just breathe!
- Know how to talk to someone who's grieving
- Know the different ways of grieving
- Listen attentively
- Listening to those who have experienced loss
- Patience
- Self-care
- Share resources with clients and coworkers
- Show others how to cope with a loss
- Strategies to deal with grief
- The stages of grief
- There are different types of grief
- Understand various behavioral reactions for individuals experiencing grief and loss
- Understanding grief (2)

Please provide any additional comments on your training experience

- Excellent training!!
- Great trainer! Great to listen to her expertise and I could feel how caring she is!
- Thank you for your empathy, so spot on the topic.
- Thanks
- Trainer was awesome and highly qualified! Personally and professionally she knows exactly what she was emphasizing, and it made the training so much more meaningful.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Community Support
- Complex trauma of DCPD workers-how to personally cope with case related deaths
- Mental Health and Substance abuse
- More in this area (2)
- Not sure at the moment
- Professionalism and customer service
- Spirituality
- Trauma, substance use

2031 - Advanced Academy: Healing Invisible Wounds: Session Three: The Neurobiology of Trauma and the Benefits of Mindfulness

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocacy
- Be more attentive on what the victims say
- Be more supportive
- Being empathetic at the right times
- Being helpful
- Better awareness of how the brain is impacted by trauma
- Counseling
- Distress techniques
- EMDR
- Encourage families to use healthy coping skills
- Ensure safety
- Explaining about reuniting hemispheres
- Great techniques for relaxation
- Grounding
- Have a prepared list of resources
- Have more compassion
- Having a better understanding of trauma and its impact.
- Having different conversations
- Help myself take time to heal
- Help with getting in touch with services that will help.
- Helping other get grounded
- Hotline
- How to help them start to heal
- How to talk to trafficked victims
- Human traffic concepts
- I am going to use the self-helps tips for myself.
- I am knowledgeable in how to approach my clients who might be dealing with trauma
- I can use these mindfulness techniques to help a client in crisis
- I do not work directly with victims but I can certainly use some of the information for myself
- I will be able to understand they made the decisions they did
- I will be able to use relaxation and centering techniques
- I will use the EMDR activities
- I'll be able to understand how they are feeling more
- Intervention
- Learned that certain senses; such as, smell may trigger traumatic experiences that one may have experienced.
- Learned ways to relax & self-care
- Learning how to take a break and breathe
- Learning to do something you love to relax from traumas
- Meditate, give yourself some time
- Meet basic needs
- Mindfulness techniques (2)
- More aware of the effects of the trauma experienced
- Networking and apply different approaches
- Overall knowledge of what I learned today
- Positive thinking
- Promote healthy living
- Provide Opportunities for regaining valued social rules
- Relaxation Techniques (2)
- Relieving stress
- Self-awareness

- Self-care (3)
- Share resources with victims
- Share this knowledge with staff
- Share this knowledge with volunteers
- Share video if we have it
- Tactics Trafficker's Use to establish control
- Taking care of myself first
- Taking some time for yourself
- Talk to families about the importance of self-care
- Teaching the clients about self-care as well.
- The specific exercises Trainer demonstrated
- Traumatic Bonding- Attachment Styles
- Using aromatherapy with clients
- Using Earth-Air-Water-Fire technique
- Using the butterfly hug
- Utilized the reading materials from this webinar
- Various types of yoga
- Where to look for these victims
- Who is the victim and how to see them in a different prospective?
- Will be able to utilize techniques; such as, deep breathing to assist clients and self
- Will share content with other staff
- With clients as well as on myself
- Yoga techniques to reduce stress
- You're not crazy, this is how brain works in trauma

Please provide any additional comments on your training experience

- Excellent presentation
- Excellent program and presenter. I hope to participate in more trainings with her in the near future!
- Excellent reminder for self-care, and inspiring that our work matters.
- Excellent training
- Great training
- Great Training! Very informative!
- Great!
- I love this trainer
- I would like to know more about the singing bowls and where to find resources for learning more about the other things taught (aromatherapy, qi gong, etc.).
- NO thank you all training expects were great.
- Please of the materials / power point and videos. Thanks
- Thank you so much for this relaxing webinar.
- Wish all webinars was like this. I really learn a lot and will use the tools to manage my stress. Protecting the Brain is very important.
- The trainer was very engaging.
- This was a great training. The viewing of the shot video really puts the face on the victims and lets you see what they are feeling.
- Today's training was excellent a lot of very good information I understood everything that she talked about
- Trainer was wonderful!!
- Trainer is a great training! She is very precise and her trainings have a great flow to them. She keeps me interested.
- Trainer is awesome!
- Trainer you're awesome
- Training was helpful.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Challenges and intervention to promote recovery from trauma
- Coping
- Culture

- EMDR
- Grief and traumatic loss
- How to cope with stressors from Covid
- How to engage difficult clients, and motivational interviewing & crisis intervention techniques
- LGBTQ
- More on this topic and resources
- More science based
- Resources for kids to work on themselves
- Self-care
- Trauma and youth in foster care
- Trauma approach and resources
- You are doing great with topics

2032 - Advanced Academy: Federal Child Exploitation Investigations

Please provide three specific examples of how you will use what you learned in your work with victims

- Approaches on how to speak with your children
- Become more educated in apps & online sites she discussed
- Become more engaged about this subject
- Being more careful myself on the internet
- Can use this topic to inform community and children
- Educating people on the perils of internet safety
- Education
- Explain that we as parents are always here for support
- Explain to children about sex predators
- Hard conversation with our kids on safety
- Help parents to communicate better with their children
- I appreciate the resources that are provided in regards to reporting.
- I can inform parents internet safety
- I plan on sharing with schools we are in contact with info on guardian
- I will share information in regards to how secure computer/technology and what to do if they discover the materials on child's device.
- I will share this information with all of my friends and family
- I will stay alert and present when it comes to apps on my kid's electronics
- I will take all my kids phones today and iPad and go through them
- Online safety protocol
- Provide information to colleagues and team members
- Provide services to parents for child exploitation
- Sensible use of internet for minor
- Share with co-workers who work with youth
- Share with victim's ways and manner to help their children from being a prey
- Talking to children about their internet use
- Teaching my advocates
- Teaching youth I know
- The conversation with your children and family
- To disclose to their children
- Use during my assessments of children & adolescents in schools
- Use with my own grandchildren
- With my DV Victims as part of their safety plan
- Working with children
- Would like to teach people about this

Please provide any additional comments on your training experience

- Amazing training. Loved her way of being relatable yet presenting heavy information.
- Great training! Very useful and knowledgeable!!

- Our presenter was very engaging and knowledgeable. I really enjoyed this training.
- Thank You
- Thank you this was very informative!
- The webinar was very interesting and informative.
- Would really be helpful if we could know where our colleagues are located so we could share information, as it does vary from jurisdiction.
- Trainer is one of the best presenter

What other training topics would you find helpful in order to benefit the individuals you serve?

- Anything trauma, domestic violence, resources
- Cyber bullying, grooming, investigations after the sexting
- Homicide victim training; Mandated Reporter Training
- I know the safety planning training was closed but I would love to be in it.
- I know we take this from a very law enforcement perspective, would be great to get more holistic
- I took this training more so because it sounded interesting rather than it having to do with my work
- Immigration issues
- Positive reinforcement/parenting
- Provide information to your children regarding predators online, social media
- Sexual desires amongst children with disabilities
- We co-serve victims of human trafficking
- Working with traumatized children

2033 - Advanced Academy: Surviving Sorrow: Supporting a Victim Living with Loss and Pain

Please provide three specific examples of how you will use what you learned in your work with victims

- Abused victims
- Allow them to stir their process
- Also the idea of primary and secondary loss, this I was aware of. It is a good reminder for me to express to co-workers. Not all prosecutors understand secondary losses.
- Apply to clients needing assistance
- Apply to personal life
- Approaching victims will be different
- Awareness
- Be a better listener
- Be a good listener
- Be extra patient
- Be gentle & mindful of how people grieve
- Be more supportive
- Being an active listener
- Being compassionate
- Being supportive
- Better reflecting skills
- Better understanding
- Book
- Books on grief
- Business
- CHO
- Church
- Communication
- Community
- Connect with Trainer- she offers so much
- creating opportunities for discussion
- Different models
- Different models

- Empathy
- Explaining the stages that they might experience
- Feeling their feelings
- Grief model
- Help victims understand what they are feeling
- Helping clients explore difficult feelings of grief
- Honor that grief looks very different for everyone
- How I approach victims
- How to advocate and listen to Sexual Assault survivor without judgement of how they are coping
- I will avoid Why questions and use more tell me more questions.
- I will work on my ability to explore emotions with the victims.
- Ambiguous & nonfinite losses
- Incorporating Music
- Individuals dealing with loss
- Invest time in learning more about grief in the healing process of victims and survivors
- Know that people suffer from trauma differently so respect it
- Learn how to capture details of incidents
- Learned different grieving styles
- Letting them know what they are experiencing is normal
- Letting the client be
- Letting them know that they are not alone
- Listening
- Loss and Grief. Stages of Grief
- Meeting the victim/client where they are at
- Models of Grief (2)
- Music
- MVA
- Providing support
- Read Linda Schupp's work
- Respect people emotions
- Sexually abused victims
- Share info with others
- Share with colleagues
- Sharing sorrow
- SXA
- Talking about the person whose passed
- The book
- The poems that were shared
- Understand that loss is a continuum and it depends on the situation
- Understanding (2)
- Understanding meaning of the loss
- Understanding that no two people grieve the same
- Understanding victim's emotions and feelings
- Validating their feelings
- Vocabulary will be different in approaching victims
- Watch my triggers
- Working with children who are exposed to domestic violence
- Working with victims of domestic violence

Please provide any additional comments on your training experience

- Absolutely loved the presenter.
- As always, enjoy Trainer Happy Holidays
- Great training
- I am grateful for the opportunity to work with Ms. Hubbard in this training. This is vital and life changing work. We lost one of our two daughters two years ago and this was so important for me personally and professionally.

- I feel the training was great, and prevalent to the work I do with victims.
- I had the best two hours of learning, I was happy to enhance my knowledge and I will use it when needed.
- I thoroughly enjoyed and learned a lot from this training. Especially the different forms of grief and the different models to use when dealing with someone who experienced loss.
- It was a wonderful presentation.
- Loved this presenter! She went at the right pace & I was able to understand and follow along
- Presentation was excellent but a bit rushed at the end. Each slide had a lot of information to digest. My suggestion is to apply the less is more approach. Thank you!
- Thank You
- The training was dynamic; Trainer is always engaging.
- This was a very powerful training and I'm glad to have been able to be a participant.
- This was really helpful and insightful thank you
- Trainer is a perfect presenter ❤️👏
- Trainer was very engaging.

What other training topics would you find helpful in order to benefit the individuals you serve?

- All
- Children exposed to violence.
- Divorce grief
- Expressive arts therapy and working with survivors of domestic and sexual violence
- Grief and Loss
- Individuals in the LGBTQ+ community and identify as a POC
- More about grief
- More trainings about DVs and Restraining Orders
- Racism
- Racism and Policing
- Sexual abuse
- Sudden death; living with reoccurring MVA trauma
- Talking to grieving children
- Trainings on environmental, historical Trauma
- Victims and Depression; Undocumented victims and available help

2034 - Advanced Academy: Ethics in Victim Services

Please provide three specific examples of how you will use what you learned in your work with victims

- Addressing Ethical Questions
- Apply the code of ethics to standard practice with survivors
- Confidentiality
- Ethical Responsibilities
- Ethics (2)
- How to ethically advocate for the clients I serve.
- I learned to read the code of ethics frequently
- Informed consent
- Protecting Confidentiality
- Seeking supervision
- Self-care
- The manner in which I supervise my staff.

Please provide any additional comments on your training experience

- Trainer is a very thorough presenter.

What other training topics would you find helpful in order to benefit the individuals you serve?

- I would like more training targeted toward domestic violence, sexual violence, and human trafficking

2035 - Advanced Academy: FABULOUS Resilience to Mitigate Secondary Traumatic Stress and Vicarious Trauma

Please provide three specific examples of how you will use what you learned in your work with victims

- Be empathetic
- Be mindful
- Be open minded
- Be optimistic
- boundaries
- Bring awareness
- Business
- caring
- Choose a better attitude
- Church
- Clearly communicate boundaries
- Community
- continuing to be empathetic
- empathy
- establish regular relaxing me time
- everyone doesn't work as we do
- Find ways to relax and de-stress
- Finding strength in themselves
- Gratitude
- Have a process group on a weekly basis with other clinicians
- Have compassion
- Help others
- Help to build up confidence and trust
- Help victims
- I will use the Fabulous principle
- Improve self-care to be more functional
- Incorporate in my personal life

- its ok to feel hurt or sad by what you're working with
- keep my boundaries recognize victim's boundaries
- Know my great strength
- lead from a position of inter strength not fear
- Leave work at work
- Listening deeper
- Maintaining Appropriate Boundaries
- make time for myself to decompress
- monitor myself more closely
- Oversharing with Client
- Personally
- recognizing vicarious trauma
- Reevaluate my boundaries
- Reinforce some techniques to manage vicarious trauma
- resilience
- Self-Awareness
- self-care (3)
- Self-Care Plan to Let go of Work
- self-compassion
- Share with staff
- show empathy
- Show empathy but not try to save
- Taking care of myself
- Taking care of myself will help how I help others that I work with.
- Taking time out to reflect on my feelings
- Thinking of happier times to dwell on
- To highlight their strengths
- To set personal boundaries
- Unhealthy Boundaries
- use my strengths
- utilizing workbook given to help mitigate vicarious trauma
- vicarious trauma is a real thing

Please provide any additional comments on your training experience

- A dynamic presentation! Thanks!
- Great series...looking forward to additional ones offered
- I absolutely LOVE Barbara, the presenter. Her voice is so calming and soothing. I want more trainings with her. I am more engaged in an online training when Barbara is presenting.
- It was a wonderful training with great information and tools that are useful.
- Overall a great training
- Thank You
- Thank you for offering such an informative presentation. I enjoyed how the presenter reviewed the information and the examples she provided.
- The presentation was very well put together and articulated. None at the time
- The presenter was disconnected 2 times. Technological issues on zoom.
- The speaker was fantastic and engaging!
- The trainer was knowledgeable but not interactive with participants.
- The training was good overall, but I would have liked to see her answer some questions during her presentation instead at the very end.
- The training was very informative and will be very helpful to me.
- The webinars are wonderful. Looking towards future webinars with you. Thanks so much.
- Training was excellent
- Training was very good

What other training topics would you find helpful in order to benefit the individuals you serve?

- Self-awareness
- Active listening skills
- Anything pertaining to better health and welfare of victims
- bereavement counseling
- Compilation and Analysis of last Social Policies due to Covid-19
- DV
- guilt release
- How to navigate complex issues involving victims experiencing historical trauma.
- Phenomenon of Resilience
- Professional Boundaries
- Self-care, coping strategies, ethics, family therapy
- Spirituality
- working with African American families

2036 – Advanced Academy: Understanding Ambiguous Loss in the Time of COVID-19

Please provide three specific examples of how you will use what you learned in your work with victims

- Active listening
- Apply to case practice
- Apply to personal life
- Ask more question
- Be compassionate
- Be empathetic and sympathy to victim needs
- Be more aware of covid impact on me
- Being more understanding
- Bringing meaning to loss
- Compassion
- Concept of uncertainty distress
- Dealing with ambiguous loss
- Different kinds of grief/loss
- Different ways of making meaning
- Discuss impact of covid with clients
- Disenfranchised Grief
- Educating clients on ambiguous loss
- Educating clients on disenfranchised loss
- Encouraging resilience
- further research
- Help grieve and post trauma
- Helping my clients find purpose and different coping mechanisms.
- Highlight qualities client has that promotes resiliency
- How does one make meaning out of loss?
- Importance of self-care
- Just listen
- Learning (2)
- Listen (2)
- Listen to victim's story
- Making meaning
- Not talking much
- Palette of grief
- Post Traumatic Growth
- Provide info to victims

- Providing the ability for others to be able to count on me
- Realizing that WE are not alone
- Reflect on the circumstances
- Self-care, meditation
- Share with others
- Show how we grow from grief
- To allow people to express themselves
- To understand where a person is in their grief process.
- Uncertainty Distress
- Understand how a particular person grieves.
- Understanding
- Understanding the correlation between trauma and Covid

Please provide any additional comments on your training experience

- Awesome
- Great and very informational training.
- Great speakers
- Informative. Provided a level of calm and realization that we are truly not alone. Wonderfully presented.
- It was an amazing webinar! Very informative.
- Presenter was excellent, well informed and clear in her presentation.
- Thanks
- There was a lot of information however I wish there was more information regarding putting this information into practice and how to work with clients who are experiencing the issues presented.
- This training was very informative. Thank you.
- This was a very depressing & hard topic, but the trainer did a very good job not wearing me out too much! The presenter talked very clear and at the right pace. I appreciate the presenter sharing her story and helping me understand more of the loss of others.
- Trainer was very knowledgeable and engaging
- Very intriguing, and insightful thank you

What other training topics would you find helpful in order to benefit the individuals you serve?

- Anything trauma related
- Discipline on children with behavioral issues
- Enhance victims meaning making
- I am looking forward to the webinars I have registered for
- I work with DV victims so anything related to trauma or DV
- I'd like more information on ACEs and how it applies to families
- Resilience
- Role of clergy in domestic violence
- Stress management
- Therapy
- Use of self/self-awareness

2037- Advanced Academy: Navigating and Managing Microaggressions and Implicit Bias in Victim Advocacy

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocacy
- Apply learnings with victims
- Asking others to explain comments that are biased
- Asking questions
- Be an active bystander to stop microaggressions
- Be aware of my own biases and be open to making a positive change
- Be mindful and check in my bias (3)
- Being more aware on microaggressions, implicit biases, and micro-inequities
- Being self-aware of how what I say affects others

- Bringing awareness to historical facts that were mentioned
- Check in and normalize other bias
- Check my biases
- Church
- Community
- Consciously being more aware of biases I may have
- Create a safe space
- Educate myself on the history of bias
- Educate others on microaggressions
- Exploring client's bias and its impact on overall functioning
- Give people the benefit of doubt
- Handling microaggressions in a more constructive manner
- Hold myself and others accountable regarding microaggressions
- How to be a warrior against racism
- I will always keep in mind the barriers my clients of color face- past, present, and potential future barriers
- I will bring these concepts to our team meetings so that we can discuss implicit bias and microaggressions on a program and professional level.
- I will examine my own biases to make sure they do not negatively impact the work I do with survivors.
- I will not condemn myself for my own biases, as they can serve as an unconscious way of protecting myself or looking at information.
- I will not leave my personal stuff at the door when working with clients because it is a part of who I am but I will, instead, be mindful about how my personal experiences/beliefs can play a role in my work.
- I will train others who work with victims
- I will use this information to develop policies and procedures for our program that serves victims
- Identity Politics, the quote used was great
- Incorporate into work with clients and staff
- Increase my own awareness into how to be a better leader
- Looking for biases from others
- looking for microaggressions in myself
- Macro aggressions (2)
- Micro aggressions (2)
- Never judge based on looks
- Practice
- Race has and still remains a varying factor in society.
- Reading more about discrimination to be informed
- Realizing that we cannot deny that inequity exist in our communities.
- Recognize automatic biases
- Recognizing self
- Remembering all the videos about perspective.
- Respect everyone
- Self-recognition
- Self-education
- Share with anti-racism task force
- Share with coworkers
- Share with friends and family
- Share with my supervisees
- Share with my supervisor
- Share with our equity committee
- Sharing with team
- Status quo
- Support members of marginalized groups to decrease the impact of structural/institutional racism
- take bias test
- Taking into consideration the video about all the history many people are unaware of because it is not talked about much.
- Teaching others (2)
- Tim Wise's short video (background info)

- Understanding biased views from different parties.
- Understanding my bias
- Understanding the system is not broken it was designed that way!
- Using this info to help people
- With families
- With my thought processes
- Work with staff to regularly assess and address personal biases

Please provide any additional comments on your training experience

- Again, Trainer provided an incredible training. The density of the material presented was amazing and her ability to deliver the information in such a concise, compassionate and sensitive manner was outstanding. I could listen to her all day long! Thank you again for this amazing opportunity to study with someone with such expertise!
- Amazing training.
- An incredibly valuable training, although I would've liked more time at the end to dig deeper into the microaggressions and how to best navigate them.
- Another excellent training. thank you
- As always, love Trainer
- Thank you
- As always, Trainer delivered magnificent content. She is very knowledgeable.
- As usual, Trainer's training was very good. I found it to be clear, provided context, understanding and tools.
- Excellent training
- Great training! Loved all the videos and slides. It was extremely eye opening to hear about and see how some people live, constantly being watched and judged. Also, the video about the history that is not very talked about. Most of it was all new news to me! Breaking down the different types of bias and the effects definitely gave me a different outlook on it all. Thanks so much!!
- Great training!!! should be shared again!
- I really enjoy the material. I completely enjoy Trainer's presentations.
- I thought it was a great presentation.... slides, info and the presenter's skills
- Incredibly powerful, eye opening, meaningful and reflective experiences that all people should be knowledgeable about. None of us know and understand racism, microaggressions and biases the same way. But refusing to see injustice and privilege is like walking around with blinders on.
- it was informative
- Presenter was engaged with us and was loved her topic
- Thank you
- The trainer was approachable, mindful of my emotional needs, and overall a GREAT presenter. I really appreciated her approach and demeanor.
- The trainer was excellent. Her tone, demeanor, and lecture style made me feel open to learning and comfortable sharing.
- THE WORKSHOP WAS INCREDIBLE AND I LEARNED A LOT OF INFORMATION. WONDERFUL JOB TRAINER
- This is the 2nd training I have done with Trainer and I think she is an amazing trainer. Not only is she knowledgeable she is passionate and it makes her trainings great. She is so engaging.
- This was a great training
- This was great webinar, this is my third time taking a webinar with Trainer, would love to take another one. I always come out of a session with Trainer, learning something new.
- Trainer is an excellent facilitator.
- Trainer knowledge is very nurturing
- Trainer was positive.
- Trainer was remarkable, engaging, and the training was meaningful and thought provoking. I am sincerely glad to have attended and would like to learn about more trainings offered.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Animal abuse
- Bias in the courtroom
- Dealing with batterers
- Dealing with people who have tunnel vision and learning. They only can see one way of thinking. People have expanded their minds teachable.

- Documentation for DV
- Grief and Traumatic Loss
- How to appropriately document biases in notes and seeking support/supervision
- Mental health and barriers to mental health
- More on Identity Politics
- More on this please
- Personality disorders
- Racism and policing
- Stages of change/motivational interviewing
- There are implicit biases that seem to be toward substance abusers.
- Training on NJ legal systems, Trauma Informed Care, how to make systemic change to current systems
- Work with youth diagnosed with RAD

2038 – Advanced Academy: Exploring ACEs

Please provide three specific examples of how you will use what you learned in your work with victims

- A better listener
- Ace affects dna
- Ace affects immunity
- Ace causes stress
- Awareness of clients' children exposed to ACES
- Be more supportive
- Be more understanding to those with childhood trauma
- Business
- Church
- Community
- Considering incorporating the ACEs survey when doing intakes
- Continue to give them hope
- Continue to never doubt a client's need for understanding
- Continue to support and provide services to children
- Cultural Humility
- Education
- Explore new ways in how to keep children safe
- Factors of ACE
- How DA can affect the development of a child
- I will be a better listener
- I will be mindful of questions
- I will have more compassion
- I will use my knowledge of ACE and discuss it with colleagues
- I will work with clients to provide preventative care by providing referrals to appropriate agencies
- I will work with clients to understand how childhood parental patterns affect their current parenting styles
- Identify a pattern of behavior within a family
- Include in my conversations with other advocates
- Learn something I did not know
- Pay attention to patients who express ACES and look for support accordingly
- Promote 'Protective Factors' through activities or programs
- Reinforce
- Request that family court Judges receive this training
- Resiliency
- Results of childhood trauma
- Self-Awareness |
- Share with collaborative partner who works with families with small children
- Share with team in order to utilize in our work with survivors of violence
- Strengths-Based Approach

- The epigenetics of abuse
- Trauma-Informed Approach
- Utilize PTG focus in our work with survivors
- What my role is when confronting a family that is struggling with ACE
- When working with family
- When working with youth
- Where to find Malika
- Where to locate the ACES study

Please provide any additional comments on your training experience

- Amazing, insightful training
- Excellent trainer! Thanks, NJVAA for facilitating us necessary training.
- Excellent training
- Great Information. Family Court Judges should be formally exposed to this information and insight.
- Great session very informative, love your teaching Pat.
- I thought that the info was well planned.
- It was a great training and I learned a great deal about A.C.E.S.
- This was a great training. It opened my mind and I will be a letter listener.
- Very useful information. The different media, PowerPoint, video clips, chat, and lecture were useful and kept the discussion going. Thanks

What other training topics would you find helpful in order to benefit the individuals you serve?

- Anything related to trauma/ trauma informed therapy modalities
- Anything working with children/families
- ASD
- Budgeting to use with clients using social work knowledge
- Creation of a child who is born to parents who have been raised in a home of mental illness. Is it possible for each parent to realize that have created a child needs to be adopted by a family who can give them unconditional love and support.t?
- How to better serve our aging population who too may be a victim of violence.
- More intersections with other concerns
- More training on ACEs
- Moving Victims to Survivors | A Transition in Healing
- Resilience
- Review new social policies according to social aspects. Learn different resources and agencies according to social problems
- Trauma

2039 – Advanced Academy: Forensic Interviews in Federal Investigations

Please provide three specific examples of how you will use what you learned in your work with victims

- Non coercive
- Advocacy
- Asking open-ended questions
- Assessing developmental level of victims and use appropriate techniques
- Awareness of rapport building.
- Better communication
- Body language when speaking
- Building rapport (3)
- By being more sensitive to the child
- Close with comfort and bring victim down from the experience of sharing
- Communication skills with children
- Community Partners
- Counseling
- Developmentally appropriate
- Examples of questions & dialogue within Forensic Interview
- Forensic Interview Structure

- How to be prepared and predict to avoid more trauma
- How to build rapport
- How to speak with difficult children
- Hypothesis
- I also will know when clients are not guessing their Answers
- I do not interview children for my work
- I know what types of questions to ask my clients depending the type of case
- Interview techniques and protocols. (2)
- Interviewing/Intake
- It may take more time but it's worth it
- Keep it simple, and be victim sensitive
- Know how to check in with certain questions to ensure cv is on the same page.
- Know how to properly question
- Know when to redirect a child victim
- Knowledge is Power
- Learned about age specifics in interviewing techniques
- Learned more about fact-finding
- Learned more about rapport building
- Looking at a Victim
- Maintain a productive conversation
- Patience
- Pitfalls to avoid in interviewing
- Practice building rapport
- Provide the Information to Staff
- Question phrasing
- Questions to ask (2)
- Rapport building
- Remember culturally appropriate concepts when interviewing
- Resources provided
- Room presentation
- Rules when interviewing survivor.
- Skills to employ interviewing children
- Specific questions to ask and avoid
- Specific ways to best engage to get victims talking
- The importance of Rapport Building
- The questions used
- Things to Not do/say
- To better advocate my Client
- To better assess my Client
- To better understand my Client
- To help me communicate in general better with children victims
- To help me interview child victims
- Transferable in interviewing victims of trauma
- Use open questions
- Very important to build trust
- Work on rapport building skills
- Working with children
- Working with reluctant clients

Please provide any additional comments on your training experience

- Great Trainer
- great training
- It was very informative, thought provoking and very detailed. However, I would have liked to have asked her about question about establishing a fact pattern. I just now thought of it.
- Presentation was excellent and very informative

- The presenter had great expertise and was engaging. Excellent presentation!
- The training was excellent. Will now go to the resources to review the information that is similar to what was presented on the slides.
- This Training was informative.
- This was great. Thank you.
- Trainer is wonderful! Extremely knowledgeable and engaging.
- Trainer was so engaging and knowledgeable on the topic. She had great information and answers to both my own questions and others.
- Training was excellent.
- Very informative slightly different from state one, the federal level
- Very Informative.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Advocacy training; Training on how to testify in judicial proceedings
- Anything related to child trauma
- Anything to do with correctional settings and human trafficking.
- Bail Reform in NJ
- Fbi topics
- Guideline protocol when reporting child abuse to different agencies
- Helping the kids I serve
- Human Trafficking
- Human Trafficking
- Managing Stress & Human Trafficking
- Mdt meeting
- More on the federal side
- Narrative practice, working with reluctant clients, forensic experiential trauma interviewing
- Parent Alienation and Stress
- Positive behavior supports, techniques working with sexually abused children
- Rapport Building with victim
- Relocation information for DV clients
- SPMI offender information/treatment
- Trauma Coping Mechanisms and building trust

2040 – Advanced Academy: The Practice of Mattering—A Person-Centered Approach: Honoring the Dignity and Worth of the Person in Victim Status

Please provide three specific examples of how you will use what you learned in your work with victims

- 10 Elements of Dignity
- Advocate
- Advocate from the beginning to end
- Assessing what is said as well as what is not said
- Assessment
- Be a better victim advocate
- Be aware of my point of generosity.
- Being more supportive to my clients.
- Being more understanding with victims during assessments
- Business
- Changing the language, I use when talking with victims
- Church
- Communicating better with victim
- Community
- Compliment people
- Dignity (2)
- Empathetic (2)
- Empower clients

- Engagement
- Evaluation
- Explore what services they need
- Help them create a road map to a normal life
- Help them regain self-worth
- Honor
- Human Recognition (2)
- I will incorporate it in my trainings
- I will remember that as an Advocate I will collaborate with the victim, but ultimately, the victim is their own greatest asset.
- I will share this with my staff
- I will share this with volunteers
- Improve services
- In engagement
- Increased mindfulness in engagement
- Inform partners
- Inform staff
- Knowing your limits- when compassion fatigue sets in.
- Knowledge of justice system
- Leave my own biases at home
- Listen with empathy
- Listening (2)
- Listening more & helping advocates with the process of court, referrals, etc.
- Mattering
- More mindful to ensure that the client populations served know their importance
- Never diminish the value/worth of someone, consciously or subconsciously
- Not to use rosy glasses
- Person centered approach to trauma victims
- Personhood
- Providing awareness to social differences
- Providing extensive empathy to victims
- Recognizing the events that occurred from the victim's view
- Recognizing the relationship development is key to advocacy work
- Remembering the importance of dignity, and person centered services.
- Respect. We all matter.
- Serving as a liaison
- Showing more empathy for victims
- Simply be there for all survivors
- Support
- Survival needs: Social Belonging, Dignity & Fairness
- The case example was a great way to examine the different aspects of the victim experience
- The immense need to humanize victims so that they understand that they matter.
- The importance of advocacy work
- The need to utilize dignity when working with victims to build trust
- The working agreement was new for me and I very much appreciated it
- To be real with clients within boundaries
- Treat each other with dignity (2)
- Use effective listening
- We all matter & we all need to matter; I want to make sure everyone is able to feel this way
- When responding to victims, make them feel valued. It is not always about what you say, it's how you say it.
- Will pass this information on to staff to increase their skill sets
- Will use these strategies to build a culture of mattering in the workplace
- Words

Please provide any additional comments on your training experience

- Amazing experience

- Awesome training.
- Excellent Training
- Exceptional presentation, of great value. Thanks so much!
- Great jog. Thank You 😊
- I cannot say enough about this presenter. She is amazing!!!!!!
- Love Trainer
- Love Trainer's presentations
- And moderators are wonderful organizers!
- Please see previous comments. Great presentation.
- Perfect
- The changes in font (color, size, bold, underline) on slides was very distracting and challenging to read at times. Great presenter, Trainer was very engaging and acknowledges responses both via chat and microphone to create an accessible dialogue.
- The instructor was very knowledgeable and it was so wonderful to hear her speak. I hope to attend another training of hers in the future! Thank you for the opportunity.
- The trainer is outstanding. I have taken other trainings with her and she is always knowledgeable, engaging, and excellent at explaining things.
- The training was very much needed to professionals who interact with people in general, as well as professional interactions on a daily basis.
- This was an informative and insightful training.
- Trainer is very informative!
- Trainer was WONDERFUL! I would love to take another one her trainings.
- Wonderful presenter on topic, thank you!
- Zoom needed an update which delayed my training entry time. Also, a small number of participants reported to the training [7 out of 40]. It would have been nice to have more participants to have constructive dialogue respective to topics presented. However, Trainer still provided a wonderfully informational and eloquent training.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any trauma informed trainings dealing with youth and children
- De-escalation training for people who work in group homes and communal living
- Grief and traumatic loss
- Helping victims escape the cycle of abuse, accessing the Victim's Compensation Fund
- How to get restitution to victims quicker?
- How to provides ongoing victim related resources well after the crime
- I cannot think of any topics at this time. In general, the topics provided by NJVAA are great.
- I think to tie it all together, it would be great to have a training on how to approach the batterer's as well.
- More on mattering
- More visuals
- Motor vehicle accidents & the victims
- Previously stated in other evaluations. You've been very receptive to my training requests
- Rape
- Role playing different situations that may come up while on the job (advocate and victim)
- sensitivity trainings working in behavioral health
- Sexual Abuse by family members/sex trafficking
- Speaking to children about domestic violence
- The sacredness of humanity
- Training on how to better serve sexual violence survivors

2041 – Advanced Academy: Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being

Please provide three specific examples of how you will use what you learned in your work with victims

- Asking clients about their family- definition, who they consider their family
- Asking victims about who their family is rather than assuming
- Asking what family means to the victim (re-wording and asking if there is anyone they can reach out to)

- Assessing for ACEs with all clients
- Be more sensitive
- Be a better listener
- Being aware of the many detentions of family violence
- Being non judgmental
- Building resiliency in youth
- Business
- Church
- Collaborating with the victim
- Community
- Compassion and empathy
- Consider ACES and their effect on an individual's wellbeing
- Consider clients' family structure and dynamic in my work
- Continued advocacy in systemic dysfunction
- Creating a holding environment
- Do not push for feelings
- Encouraging victims accordingly while supporting their pace.
- Exercising more empathy
- Giving resources
- How the Ace study is a valuable tool in assessment?
- I will not define what others view as their family
- I will tap into the resource provided to use in my everyday work
- Increase awareness
- Increase curiosity
- Keep in mind the life lasting effects of ACEs on mental and physical health.
- Keep non-condemning attitude toward abuser and story
- keeping my clients grounded
- Layers of family dynamics
- Learning more about the aces
- Let clients tell their story and recognize how stories shape their experiences. Ask questions in a way to evoke details of their story and experience not just to gather data about their past.
- Listen to victims' stories
- Listening and observing
- Making sense of the trauma
- Narrative Identity (2)
- Narrative identity and mean making
- Openness about their situation, especially parent/child related issues
- Promoting Well being
- Provide a safe space
- Resources to use
- Sharing information with peers
- Sharing up-dated statistics
- Strategies for how to stop child violence from being a life sentence
- Teach about Toxic Stress and its impact
- The nested ecological model and the dimensions of well-being. We are not just our individual, family relationships. We are affected by so many other things.
- There is no health without mental health
- Understanding Biases
- Understanding how sense of self plays an important role in their lives
- Understanding their narratives
- Use a trauma informed lens when considering childhood adversity
- Use of the Nested Ecological Model in Conceptualizing Experience of Violence
- Utilizing Narrative technique
- Validating the victim's feelings if they have ambivalence towards the abuser (if it is a family member, etc.)
- Varied approaches to family violence

- Watch my words
- When working with victims allowing them to share what their narrative is and believing their perception of their story

Please provide any additional comments on your training experience

- Although it was very informative, I thought that the terminology slides were long-winded. It felt unnecessary to spend so much time of the presentation explaining the definitions of different kinds of abuse & violence that most of us were already familiar with, considering we all worked in similar fields. It felt that the latter half of the presentation, which addressed the well-being & identity portion of the content, was rushed because of this. However, I enjoyed the presenter's engagement and lecturing during the presentation.
- always wonderful and informative.
- Awesome presentation
- Great presentation full of vital information
- Great training
- Great training! Thank you
- I always enjoy webinars led by Trainer. A ton of great information presented in a calm, encouraging, and warm manner.
- I enjoyed the presentation very much and find the presenter very knowledgeable with the topic presented, I found too much time was spent on the history, definitions and systemic dynamics that impact a person's identity rather than the direct impact on self. I also prefer to address questions at the end of a presentation in order to avoid rushing through the meat and potatoes of the presentation.
- I would like more training on this topic.
- My toolbox overflowed. Always so much to think about and digest. Great info.
- Trainer is always an excellent presenter. Thank you!
- Trainer is Wonderful! Very knowledgeable and provided information and tools that I can use in practice.
- Trainer was a dynamic presenter.
- Trainer was wonderful and very engaging with the group. I wish there was more time since the last 10 minutes was very rushed and probably was meant to have 30 minutes of time. I wish there were captions available on the TedTalk. The slides were very packed with information at times.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Intersectionality and service provider competency (ethical dilemmas/solutions)
- Nurtured heart
- Providing this information in a culturally sensitive way. How to translate key terms in Spanish when delivering information?
- Working with batterers
- Working with Dissociative Clients

2042 – Advanced Academy: Considerations for Building Rapport with Children and Adolescents During the Times of COVID-19

Please provide three specific examples of how you will use what you learned in your work with victims

- Being mindful if there is initial resistance to engaging in sessions
- Continue to provide a safe space
- Creating a safe environment for youth to feel comfortable with sharing
- Get permission before hugging children
- How to better comprehend their feelings
- How to better engage the youth.
- How to engage children through online means when face to face isn't available
- How to handle implied trauma
- How to refer to proper resources
- How to speak to children after immediate trauma
- It was validating to hear similar challenges and experiences
- Keep improving on meeting need of people as they come
- Meet them where they are at/give them the time they need (2)
- Texting etiquette
- When trying to engage with youth virtually

Please provide any additional comments on your training experience

- I haven't worked with juveniles yet, so this training was very informative! I loved hearing of everyone's experiences too.
- Love webinars with Trainer!
- Trainer was a great speaker, and very knowledgeable. She made the 2 hours go very quickly!!
- Wonderful topic and facilitator

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any training on Trauma and/or ACE's
- Anything related to childhood trauma
- Physical abuse topics
- Working with tech addicts

2043 – Advanced Academy: Suicide Awareness for Advocates

Please provide three specific examples of how you will use what you learned in your work with victims

- Ask when signs are present
- Become more aware of why people may want to commit suicide
- Become more familiar with resources
- Better understanding of the risk factor of suicide and also the different things that can trigger it
- Don't be in denial about suicide
- Risk factors/ culturally responsive intersectional prevention
- Start a conversation and connect to services
- Will be listening more carefully to their situation

Please provide any additional comments on your training experience

- So much useful information

What other training topics would you find helpful in order to benefit the individuals you serve?

- Domestic Violence and How to become independent
- Managing during the pandemic

2044 – Advanced Academy: Empathy & Compassion for Helping Professionals

Please provide three specific examples of how you will use what you learned in your work with victims

- ACTIVE LISTENING
- Being more empathetic
- Counseling victims
- Families in the Court System
- I will always apply those skills when working with child victims and their families
- I will ask clts where they want to begin when they tell me about several things that are going on
- I will be better at identifying signs within my clients.
- I will be better at identifying signs within my staff.
- I will be better at identifying signs within myself.
- I will be more observant
- I will share the training concepts with other colleagues in my agency
- I will teach victims empathy is a skill not a trait
- I will use active listening
- I will work to increase my empathy skills
- Interview victims
- Look at issue/circumstances from their perspective
- Move through the issue Do not allow the client to remain stuck
- Remain non judgmental
- Resource Families
- Talking with others about victims of crime
- That using your own experiences as empathy isn't bad

- When completing intakes, I will ask how can I help?
- When following up with cts I will ask them how we they been
- When to use compassion versus empathy
- Youth in Foster Care

Please provide any additional comments on your training experience

- It was a great topic and I learned a lot
- Thank you for the presentation! It was very informative.
- The training refreshed concepts that I had learned in the past and reinforced the importance of empathy in victim services.
- The training was very informative and engaging.
- This was an excellent training!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Current issues that impact Victim Services
- Dealing with grief
- Human Trafficking
- Mental health/disabilities
- Substance Abuse

2045 – Advanced Academy: Child Sexual Abuse

Please provide three specific examples of how you will use what you learned in your work with victims

- Assessment of clients
- Be more observant.
- Become more aware of what is going on with children
- Church
- Community
- Contact my resource development specialist
- Create awareness in my organization
- Define CSA and what it encompasses.
- Defining child abuse
- Educate community
- Educate Parents
- Educate Teens
- Educate the youth
- Friends share information
- I work with adults that advocate for children
- Identifying preventive measures
- Learned public health measures to help prevent CSA.
- Letting children know they are not alone
- Listen more intently.
- Listening to their stories
- Pay attention to cues
- Recognizing signs and symptoms and indicating how to report (2)
- Share info with counselors & volunteers
- Share information with schools
- Share with counselors
- Signs to be aware of regarding abuse
- Staying resilient
- Support to clients
- Supporting families
- Teach young ones how to protect themselves
- The training will help me understand why a child may be behaving badly
- Tools to address the myths and bring discreet awareness.
- Tools to Assess Stress and Risk of a client.

- Tools to identify the potential problem(s) in a situation.
- Watch their verbal body language
- Will educate people personally
- Will support children who are victims and take preventative measures

Please provide any additional comments on your training experience

- Excellent information!
- Excellent training! Great presenter!
- Excellent training.
- I did not experience problems but the instructor had some. it didn't bother me at all I had the time set aside.
- Thank You
- The training you provide is so important. It is clear and understandable. The train is really great. I appreciate all involved. Thank you.
- There seemed to be a little confusion during the breakout session. Some people did not contribute to the conversation and kept their videos off. I think it's easier to have conversation with people you can see. It was still good for those who did participate.
- This webinar was so informative!
- Trainer is always great
- Trainer and Trainer are great presenters and a team. I look forward to the next training.
- Trainer! You did a great job! Very informative.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Abuse with children with Disabilities
- Childhood Trauma
- Families of sexual assault
- Forensic nurse
- More about trauma (ACEs)
- Physical Abuse
- This presenter mentioned the relationship with animals and abuse and I thought that would be interesting as well

2046 – Advanced Academy: Stress Management

Please provide three specific examples of how you will use what you learned in your work with victims

- Sharing info with them may benefit them when they are stressed
- Apply some stress reduction tips for myself
- Apply on myself and advise clients the importance of balance life
- Appreciate my stressor because they are my support system as well
- Assist staff members with stressful issues
- Assist survivors in dealing with stress
- Being more aware of the positive/negative stressors
- Bullseye of stresses and non-stresses
- Case Management
- Conflict Resolution
- Create a balance way to deal with daily stressors
- Describe symptoms so they can identify them
- Develop an exercise routine
- Do my things to relieve stress
- Educate them about what stress is
- Emotional stability
- Exercise to improve your mood
- Find a place where you can renew yourself
- Find time to identify stresses
- Help others to de-stress.
- Help others to find what works for them.
- Help understand triggers

- Helping client with stress management
- How to deal with stress & anxiety
- How to find my sanctuary place and find my center?
- How to focus more on myself and self-care
- I can you this in my personal life
- I hope to set boundaries and leave work at work
- I will be mindful and more aware of others who have symptoms of stress
- I will begin a routine to take care of my safe to stay balanced.
- I will exercise
- I will prioritize my well being
- I will share with my friends
- Identify signs of stress and sources
- Identify who are stressors and supports at the same time
- Implementing stress management strategies in my personal life
- I will suggest to the victims I serve to look at negative situations and find something positive
- Knowledge of the different types of Stress
- Laugh more
- Laughing at negative situations can make a person feel better
- Learn to not only tell others to renew self but to do myself.
- Learned about how the four areas work and how to use them
- Learned techniques to calm myself
- Make exercise a priority for stress management
- Managing stress
- My stressors and also some of my supporters and I cannot get rid of them
- Never take support system for granted despite the stress you may be feeling after working with clients
- Pass on knowledge
- Personal stress management to better service clients
- Provide tips to implement tools to improve knowledge
- Recognize stressors
- Remember How to Laugh
- Remind myself that I am worth it
- Renew self
- Renew Yourself and take care of your self-care
- Self-care for advocates
- Self esteem
- Self-talk when I get stressed
- Self-care
- Share how to identify symptoms of stress
- Share some of the coping tools I learned about to deal with stress
- Share stress reduction tips
- Share the circle tool with the circle and squares to identify supporters and stressor and talk about it.
- Sharing stress tips with friends and family
- Sleep more, work less
- Stay active
- Stress Reduction tips
- Stress types and effects
- Take time to have fun
- Take time to implement knowledge
- Taking care of me will help me take care of others
- Teach clients how to distress.
- Teach clients how to identify/develop a supportive network.
- Teach clients how to live a life that is balance
- Team Conflict Resolution
- That without our stressors we would not have our supporters

- This is good for group therapy on how to handle stress
- Tips they can use to reduce their stress level
- To do personal inventory on myself before engaging my participants
- Utilizing my support system more
- Ways that I can help my victims that are experiencing these symptoms
- Work out

Please provide any additional comments on your training experience

- A good interactive webinar - his voice is relaxing
- Excellent speaker
- The exercise in groups could be with less time
- For future trainings, if there are breakout rooms, any instruction on how to create a chat with just the breakout room members would be great, as some people aren't able to unmute themselves. Thank you!
- Got to work on that self-care!
- Great training
- I love to participate in these trainings, every time I learn more!!
- I loved this presenter! He was very engaging and I actually spoke like 3-4 times (I usually don't speak during webinars). He was very soothing and it was a great presentation!
- I really appreciate this presentation.
- I thought this training was great. He provided so many good tips in learning how to deal with stress.
- It was an eye opener when I had to identify what or who was stressing me out. I was able to create realistic tips for myself to reduce stress.
- It was engaging and delightful.
- It was very good, and helped me remember that I am worth it!
- More focus on mindfulness and meditation as a tool to release stress. In addition to exposure to nature as a way to manage stress.
- Thank you for presenting on this topic. I have gained more information about stress that I wasn't familiar with. The tips were a reminder to practice more and incorporate those that I should try.
- Thank you very much for the experience. I was able to get a lot out of it even though I could not log in until about halfway through.
- The facilitator was very engaging and was very encouraging in the participants interacting with each other. I felt very comfortable speaking freely.
- The Trainer and Attendees were amazing and influenced my interested and participation even more; this training was just informative, fun and amazing, I love every bit of it!!!!
- The trainer was very funny but provided useful information. Very enjoyable!
- The training was very informative.
- This was a great training and very much needed during this tumultuous time.
- This was a great training. In this present time, it is good to know that others are displaying the same feelings and we learn better ways to deal with the negativity and practice positive.
- Trainer is very good at explaining concepts. He's a very good training facilitator.
- Trainer was wonderful and I would definitely attend more workshops of his!
- Trainer's presentation was great! :)

What other training topics would you find helpful in order to benefit the individuals you serve?

- All training that has a focus on victim advocates
- Areas of Specialization Topics; Legislative Advocacy
- Conflict management
- Conflict resolution - how to manage it at the shelters.
- How to find and secure permanent housing.
- How to navigate resources to pass on to victims?
- It will help them handle their stress better
- Learn to Laugh
- More Stress related classes. I would also like to see more on sex trafficking survivors
- Motor vehicle accident trauma
- Resilience

- Time management (3)
- Tips for coping with trauma
- Training on motivation and encouragement.
- Trauma Informed Care
- Vicarious trauma
- Ways to engage those whose appear not interested in counseling to assist them with coping skills.
- Working with inconsistent clients

2047 – Advanced Academy: Advanced Safety Planning – A Structured Approach to Improving Victim Safety

Please provide three specific examples of how you will use what you learned in your work with victims

- 5 threat assessment tool
- 5Ds
- Add additional questions during intake
- Advocate
- Assessing on a continuum
- Assessing vulnerabilities
- Assessment as a framework for Safety Planning
- Assessment of victims
- Be familiar with various assessment tools and get trained on the ones I use
- Being aware of the good advice being bad advice.
- Being mindful of risk assessment terminology
- Being so much more aware that safety cameras are not enough nor is changing the route someone takes home from work.
- Being specific in safety planning
- Casework
- Character of defendant
- Client
- Collaboration is key to helping victims
- Collaboration or Referrals to Steven's Agency
- Continue to reflect on the balance info
- Crowdsourcing for safety
- Danger assessment
- Do not offer bad good advice
- Educate DCPD workers on out of the box safety planning
- Education other
- Good resource for NJ to have at disposal
- Having conversations about vulnerability
- Help me create my own training for holistic safety planning
- I plan to speak with my office and change the way we are giving client's information about how to safety plan
- I will use them to better protect my clients
- I will use what I learned to understanding victim impact
- implement risk assessment
- Importance of using structured and unstructured risk assessments to ensure you get accurate information
- Improve assessment
- In case study reviews
- Incorporate vulnerability assessments when working with victims.
- Incorporating safety measures in the safety plan that includes the perpetrator.
- increased knowledge of risk assessment in creating a safety plan
- Individual specific dynamics
- Individualizing risk, threats and vulnerability
- It's not just a checklist or static document; it's ever changing
- Joint effort between the client & myself
- knowledge of Mr Dana's organization
- Layered safety

- Listen attentively without judgement.
- Minimization
- Networking
- Not just a checklist (3)
- Open collaboration
- Printer info to the cloud and other media storage to the cloud
- Provide opportunities for hope.
- Provide resources for help. (2)
- Putting together safety plans
- Re Offender knowing locations
- Remembering that example from someone moving while their perp has access to the insurance information and how that increases vulnerability
- Resources are very helpful
- Restructure Safety Plans to assure threat and vulnerability assessment is being implemented
- Review/learn/seek training on various risk assessment tools
- Reviewing the threat assessment information
- Risk Assessment
- Risk planning
- Safety planning (2)
- Seek more resources and opportunities to network with other agency providers
- Self-education
- Share safety planning knowledge with private practice colleagues to help identify folks using control.
- Share the information
- Share the information with family and friends, victims
- Share the information with my church family
- Share this information with my team at work
- Share with Assistant Prosecutors and detectives when working with victims who are in threatening situations
- Share with staff
- Speaking to individuals about how to deter behaviors, like cutting down bushes, etc.
- Speaking to stakeholders about the concepts of moving someone off the path to violence.
- Staff
- Stay connected
- Strategies with Safety Planning
- Suggested staff take his training on 3/24
- The 5 D's to better safely (3)
- Threat assessment (2)
- Threats, Risk, Vulnerabilities
- To assist in improving survivor risk level and security.
- To protect Clients information
- To reiterate to my organization to be mindful about advice and the possible consequences that may cause an escalation of danger to our victim.
- Training staff to better work with victims
- Understanding of how to use threat assessment
- Unsure
- Update existing safety plans
- Use the different assessments to evaluate the individual I am speaking with to better serve them.
- Using the assessments
- Utilize the info in real time (2)
- Various Assessment Tools
- Victim Assessment! Gather the resources needed to present to our victim and understanding the importance of a support system.
- Victims' assessment
- What works and doesn't work.
- Will use as a consultant when and if needed
- Will use the assessments

- with other staff persons
- With our clients. New and current

Please provide any additional comments on your training experience

- Excellent presentation with many resources to consider.
- Excellent Training! I learned new information and received tools I could implement into my practice. Trainer was wonderful!
- Excellent training.
- Good wisdom and knowledge to apply. The resources of this training presentation is greatly needed.
- Great Training (2)
- Great training! Thank you for providing these critical trainings.
- I am still looking for more particulars related to brainstorming what options exist for safety planning in complex situations. This training felt introductory and I would like a more in depth and experiential training to understand how to apply the information.
- I didn't enjoy this presenter. He didn't catch my attention and I wasn't engaged.
- I found the training interesting but some of the technical language and lists seemed a bit much. Safety planning during crisis intervention has to feel personal and learning to do it well involves role play and practice
- It was one of the best presentations!
- Receiving the PowerPoint and handouts prior to or at the beginning of the training is always helpful for those who like to take notes.
- So much important information
- Thank you for another great and useful training.
- Thank you!
- The speaker was engaging, excellent!
- The speaker went on way too long.
- The training was very informative.
- The training was very insightful and well design
- This trained was excellent and necessary. The Training did an excellent job!!!!
- This was a fabulous training. Very informative and relatable.
- This was an excellent training.
- Trainer is a great speaker and very knowledgeable in this field. Thank you for putting together this training. I look forward to more online trainings!
- Trainer was engaging and relatable. Discussed material in an understandable manner.
- Very informative!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Advanced Safety Planning with LGBTQ+ Youth
- Child abuse
- Free legal aid in South Jersey for survivors of DV
- How to work with perpetrators.
- IPV and immigration rights.
- LGBTQ related
- Motivation tactics
- Paranoia
- Policing and Racism
- Safety planning
- Self-defense courses
- State resources
- Teenage Suicide
- Training
- Transitional housing for abused women and children
- Victim's compensation fund -an overview of timelines and what is covered.

2049 – Advanced Academy: Self-Care

Please provide three specific examples of how you will use what you learned in your work with victims

- Be a better person
- Be better at what I do
- Be more empathetic
- Break down the different types of self-care
- Commit to focusing on my physical and spiritual needs
- Consider activities with clients in the different areas of self-care
- Continue to have a dialogue with clients
- Discuss self-care techniques with clients
- Encourage clients to self-care
- Encourage reading/walking/exercising
- Explain the importance of self-care
- Family self-care
- Give tips for self-care
- Have crossword puzzles or coloring books available
- Help them to learn to meditate
- Helping others
- I will also focus on 2 self-care topics and try to change my mindset and make myself a priority in my personal and professional life.
- I will recommend the five types of self-care to clients.
- I will use the tips personally to access my mental health.
- I would use what I learned today when working with client and staff.
- Importance of self-care
- Including self-care for clients with time constraints.
- Incorporate training aspects into training with my staff
- Incorporating new activities to my daily routine.
- Learn to prioritize
- Love
- My self-care
- Organize my daily/ weekly work but including personal time
- Positive self-talk.
- Practice self-care myself in order to help my clients to my full potential.
- Prioritize self-care
- Providing cost efficient self-care techniques for clients with financial challenges.
- Reminder to apply self-care to myself
- Share information with my clients about areas of self-care
- Share the importance of self-care with our survivors
- Share tips of self-care with our survivors
- Sharing tips with clients to consider self-care
- To develop a plan for self-care
- To develop a self-care plan for my family
- Trauma
- Use example of phone battery dying
- Utilizing the tips learned during this training will make my interactions with everyone (i.e. family, spouse, friends and victims) more pleasant.
- Victims self-care

Please provide any additional comments on your training experience

- Break out groups may not work for some of us.
- Excellent trainer!
- Very important not only to learn and put into practice new concepts related to our clients but also for ourselves.
- I enjoy Trainer's presentations and his ability to interact and create community within the presentation.
- It was extremely helpful to be reminded of the importance of self-care.
- It was fun and informative

- Really positive and informative training! Great reminder to take care of myself more so that I am able to help my clients. Thank you!!!
- Thank you!!
- The instructor was great. He had very good command of the subject. He made us feel relax.
- This was a lovely training and very informative and helpful!!
- Trainer is exceptional!!!! This presentation was extremely helpful and enjoyable.
- Trainer was amazing and I was glad that we had a group where everyone spoke and connected in some way to each other.
- Training was very insightful. Questions asked during training were self-reflecting.
- Very well informed trainer!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Addressing the mental effects of covid and offering tips for personal and professional life.
- Crisis management - keeping calm when dealing with someone in crisis
- dealing with difficult victims and/or difficult situations
- How to quantify and evaluate the client's outcomes; research
- Human Trafficking
- Interventions with or for batterers
- It will prevent me from developing burnout or compassion fatigue.
- Self-care is always needed.
- Self-esteem
- Suggestions he pointed out prior to the end of the sessions on specific self-care ideas
- Training on how to provide supervision to staff.
- Trauma Informed
- Traumatic grief and loss
- Violence

2050 – Advanced Academy: Identifying and Working with LGBT Survivors of Human Trafficking

Please provide three specific examples of how you will use what you learned in your work with victims

- ADVOCACY
- Advocate for victims in the LGBT community
- After the training, I feel a better understanding why my clients are hesitant to call the police. I will work with police officers to acknowledge that fear.
- Agencies to call when you need help
- Ask youth's pronouns
- Asking the right questions
- Be more empathetic
- Be more mindful of personal bias.
- Be more sensitive regarding questions I ask of victims
- Be prepared for victims
- Being more aware of a person's identity
- Being more compassionate
- CASE MANAGEMENT
- Cisgender are people that identify with their gender of birth
- Connect and establish professional relationships with local LGBTQ support agencies
- Continue with training in this area
- Correct vocabulary to use
- Creating a safe space for interviews and services (3)
- Empathy
- Encouraging to know that there are some safe LE
- Ensuring a person's proper pronouns are always used.
- Ensuring to advocate for H.T victims
- How to communicate properly with victims
- How to deal with LBGT victims
- How to deal with victims of trafficking

- How to identify signs of Transgender in sex trafficking?
- How transgender people are not believed
- I will be more aware of the LGBTQ community culture
- I will use what I have learned and share it with my colleagues.
- Identifying LGBTQ Clients
- Importance of honesty throughout the entire process
- Intake process...being concise of how to ask certain questions
- Interviewing LGBTQ Clients
- Keep in mind not to make promises that I cannot keep
- Kindness (2)
- Knowing that being LGBTQ puts someone at a higher risk of trafficking
- Knowing the system biases
- Knowing what to look for in the body language
- Lack of shelters is a barrier to our homeless LGBT trafficking youth
- Learning how to approach
- Listening (2)
- Look for more signs of HT when working with victims.
- More conscientious of language used when speaking to clients
- More extensive communication with trafficking victims.
- Networking with agencies
- None judgmental approach
- Not assume that the trafficking is the worst event that has happened to the person
- Not overlooking indicators of H.T
- Not to judge
- OUTREACH
- Patients
- Prepare clients better to deal with law enforcement when reporting a crime.
- Provide the information to staff
- Provide this information to Providers
- Recognizing the signs of human trafficking
- Recommend to clinic admin to add gender pronouns and preferred name to intake and patient documentation forms
- Resources for LBGTQ and sex trafficking
- Respect
- Share info learned today with fellow staff members at my agency and suggest more training
- Sharing that there ARE some good, trustworthy people in LE
- Show a person the bathroom (2)
- The importance of connecting with my clients and asking them about their immediate needs, based on their life experience and not my assumptions
- The training gave me examples of what Transgender youth go through in the trafficking circle and at times it is difficult for them to see themselves as a victim. I will help them navigate those feelings.
- To be empathetic
- To believe the person & realize the person is having a hard enough time with law enforcement
- Training other volunteers
- Trans being broader than just male and female
- Understanding anyone can be a trafficking victim
- Use this information in the field
- Victim needs over personal curiosity
- Working with families at dcpp
- Working with LE

Please provide any additional comments on your training experience

- Always amazing information shared. I appreciate the real life experiences. So much to be learned from them.
- Excellent training. Very informative and I learned a great deal. The training is beneficial to those of us in the field of working with families and victims.
- Exceptional and informative training. Super essential training in working with LGBTQI survivors. Thank you!

- Great training!
- Great training! Speakers were very organized and knowledgeable on the topic. Personal stories about their clients was very impactful.
- I loved the personal stories
- IT WAS AWESOME!
- It was great. Both presenters were very well informed and able to give first hand examples. They also were able to keep our attention when speaking.
- Thank you. Great story examples from the presenters.
- Thank you. The stories the presenters told were very helpful.
- The facilitators were amazing. I really appreciated the case examples as the message was that more comprehensive. The facilitators are incredibly knowledgeable and have a GREAT demeanor (open, friendly, honest). I truly enjoyed this training and highly recommend the facilitators for future trainings.
- The training was very informative.
- This was an engaging and eye-opening training!
- Very good information
- Wonderful Training

What other training topics would you find helpful in order to benefit the individuals you serve?

- Absolutely.....very informative.
- All of your training topics have been very interesting.
- Child trafficking and trauma
- Coping with Grief, Cycle of Domestic Violence, Victimization of Minorities
- Domestic violence
- Domestic violence, homelessness, coping skills, ptsd
- Evidenced based therapy models for victims of human trafficking
- First Responders and Hospital System training
- Hospital systems and routes of exit
- How to break the bonds of human trafficking?
- Human trafficking in LGBTQ+ community
- I feel that all types of training will help to benefit.
- Interview skills with LGBTQ survivors
- LAWS FOR HT VICTIMS IN NJ
- Legal resources and info on how to assist clients through the court process.
- Mental health issues
- Perhaps a Part 2 of this one, more on working with LE, labor T
- Resources and services that are available to victims of human trafficking.
- Same training but in two parts because it wasn't enough time to cover everything
- Trauma in childhood
- Trauma with foster children.
- What happens after trafficking

2051 – Advanced Academy: Restorative Retelling: Supporting the Bereaved After a Sudden, Traumatic Death

Please provide three specific examples of how you will use what you learned in your work with victims

- Cognitive Empathy
- Accepting that everyone processes grief differently
- Awareness of the 3 types of Empathy
- Be a good listener.
- Be mindful that everyone grieves differently.
- Better ways to help the participants cope with their grief
- Compassionate Empathy
- Connectedness and the Heart of Empathy
- Cross training with coworkers
- Educate staff members in the importance to continue to use empathy in our practice
- Helping people rewrite the narrative in their head about the death

- Emotional Empathy
- Explaining the grieving process is not linear
- Give resources
- Grief groups
- Group rules to consider and overall group dynamics
- Have group work with grief
- Help clients see differences and understand empathy
- Help to process grief
- Helping a person process their grief through asking questions like what they want to say to the deceased and what would they want to hear from deceased
- How a few simple actions can help me to create stronger connections
- How culture effects responses
- How to introduce Restorative Retelling.
- I refer people to services and it is helpful knowing the process.
- I speaking with family/friends after a death
- I will be able to place myself in the victim's shoes
- I will try to connect with my client when they come talk to me
- Imagery
- Increasing empathy towards my clients
- Knowing what to tell to comfort a client who has lost a loved one.
- Language or questions to consider when working with client
- Looking at the drawings and questions to ask
- Model- Restorative Retelling
- Not to rush the process & connect to additional services
- Processing the death notification
- Putting myself in another person's shoes
- Recognizing their emotions
- Remember that there's no time limit to grieving.
- Retelling the narrative
- Sharing my knowledge with coworkers
- Strategies to assist individuals with sudden loss
- The attention will all be on the victims
- The proper way to facilitate a grief support group
- This training will help me to better serve the victims
- Tips for processing grief
- To be an empathetic listener
- To hopefully learn how to do RR
- Trauma is Subjective. Death looks different for everyone.
- Traumatic grief response
- Understanding of how to discuss common experiences of the bereaved after sudden, traumatic loss.
- Understanding the Cold/Hot States of Empathy
- Understanding the stages of grief
- Use empathy to make connections with the client's systems
- Use language better for grieving
- Victim Notifications
- Victim phone calls
- Ways to keep the group interested in completing the course
- What is helpful and what is not to a person who is grieving.
- When clients are sharing their stories, I will show them empathy
- When I get called out for homicide
- When speaking to victim survivors
- Will try to start running a restorative retelling group
- Work with people with grief

Please provide any additional comments on your training experience

- Connection is key!
- Exceptional training!! Super informative.
- Great topic thank you
- Great training! awesome resources
- I thought 2 1/2 hours was going to be too much but it wasn't
- Presenter was very knowledgeable and gave a terrific presentation! Thank you!!!
- The facilitator was wonderful and the training was very informative
- The trainer did an excellent job of bringing this topic to us. For those with no experience in this topic (me!) it was very informative. I appreciate all the effort that has gone into creating this.
- The trainer is absolutely fantastic! She is very knowledgeable.
- The training was good. I look forward to receiving a copy of the handouts for further review with my notes.
- This facilitator was amazing. She offered to stay after the training ended to continue discussions. It would be great if attendees in could connect after the training, as we could not only provide to support to each other, but we could also enhance the services we provide.
- This was a great training and will assist me n being a better advocate
- Trainer was excellent. Would like to obtain the materials she made reference to
- Trainer, LICSW/MPW is an excellent presenter. Kept us engaged, gave examples and handouts.
- Very well presented

What other training topics would you find helpful in order to benefit the individuals you serve?

- A further training on Emotional Literacy feeling chart.
- Acceptance and Commitment Therapy
- All types of training are welcome
- Asd
- Assisting Children with grief
- How to address culture and religion when working with bereavement?
- How to help not just grieving victims but also those suffering with traumatic experiences
- Human trafficking, Sexual assault, Domestic violence
- I would like more information on working with transgender community.
- LGBTQ Focused Topics (Various)
- Traumatic loss

2052 – Advanced Academy: Cultural Humility

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocate
- Always consider how things make others feel
- Be aware of my own biases
- Be mindful of power imbalance between client and provider.
- Be mindful of the cultural of others
- Be open to hearing
- Be willing to learn
- Being better at having client define what they need
- Being patient with others
- Decentering myself in interactions
- Don't prejudge
- Educate myself
- Educate other
- Ensure that clients have an opportunity to tell their story and define who they are.
- Equity
- Help me know that I don't know everything
- Help me to be more humble in my practice
- Help me to start where they are
- How it applies to real life
- I am more cognizant of the importance of culture

- I am re-designing my cultural competence lecture and transition to more of a cultural humility standpoint
- I apologize for not knowing something and will ask more upfront questions in a professional way
- I believe I will listen more to hear the person
- I want to use the giraffe stories in my own class
- I will ask what do I need to know about you
- I will be more aware of others needs and feelings
- I will not assume
- I will not be judgmental
- I will not make assumptions about them based on how they look
- Keep in mind that within a culture there are still differences.
- Know who you are and understand you don't really know others. Always be open to grow
- Learning how to communicate with others of different cultures
- Lifelong learning
- Listen more
- Look at others situations and have an open mind
- Not hold expectations of others
- Now that I am more aware I can check in with my thoughts
- Post to my social media sites
- Practice cultural humility (2)
- Remember to have an open mind and ask someone what they need, not decide yourself
- Respect differences
- Respect others culture
- Self-reflection
- Share the training with my participants
- Share with my coworkers
- The elephant and giraffe story
- The story provided will stick with me forever and I am excited to share it among coworkers
- The video we watched is something I will think about and share as well
- To be respectful of others beliefs
- To give clients options that are culturally sensitive
- To not set someone up to fail intestinally as the giraffe did to the elephant in the training material
- To notice obvious difference in people, culture, opinions, etc.
- To think about how my words impact someone else either positive or negative
- Try to understand where people are coming from
- Trying to be more open minded
- Understanding other cultures

Please provide any additional comments on your training experience

- Breakout rooms need some supervision. I naturally step up if no one immediately takes the lead to begin the conversation but sometimes I find myself in rooms with folks who don't talk or chat. its awkward, not sure what the proper zoom etiquette is in that situation.
- Great and useful training, thank you! (2)
- I am thankful for the opportunity to take this class. It will help me to be a better advocate and mindful of other's needs.
- I enjoyed the training. I thought it was well done.
- I enjoyed this presenter especially he does not read off a PowerPoint the entire time. The breakout rooms are a fun way to get participants engaged with the topic.
- N/A, it was excellent!
- Even though I was only able to listen.
- Thank You
- Thank you Trainer for this wonderful presentation on cultural humility. I have learned a lot.
- Thank you so much!
- The training was very insightful. Excellent discussion
- This training was amazing; I am glad I chose this topic!!!!
- This was very eye opening and thought provoking in the reality of us all being so unique from our Cultural differences to our past experiences. Including life experiences that have happened to us that frame us and make us who we are.

- Trainer is a very engaging presenter. Thoroughly enjoy his webinars
- Was wonderful, I really enjoyed the breakout rooms

What other training topics would you find helpful in order to benefit the individuals you serve?

- A breakdown of the resources available from local Board of Social Services and qualifications for applying, etc.
- All of them are great
- Any topics that will enable me to grow as a worker and person in regards to cultural diversity and inclusion.
- Any Webinar that is geared to learning ways to support Victims of crime.
- Anything that can help in the field of social services
- Communicating with victims of less serious crimes like theft, burglary
- Compassion
- Dementia
- Ethics
- How to frame your question for your interest in their Culture?
- Learning how to empathize with others.
- Racism and Policing
- Safety planning! (I was sad that one was full)
- Sharing this training so public service workers will be or continue to be open to people they see as different
- Spirituality in social work
- Trauma related

2053 – Advanced Academy: Racism, Trauma and Mental Health

Please provide three specific examples of how you will use what you learned in your work with victims

- A better Understanding of Racism as a system
- Be mindful of race based discrimination in healthcare/mental health treatment
- Be more mindful of how people of color feel in society
- Being aware of the policy and laws
- Being mindful of this information when working with BIPOC folks
- Better understanding of the impact of COVID on various communities
- Biopsychosocial spiritual perspective
- Broadened my knowledge of racism and trauma
- Educating staff/volunteers on how this information can impact those we work with
- Encourage me to have open dialogue regarding race and impact on daily functioning
- Encourage others to take this session
- Holding others accountable for putting the BIPOC community down
- Holistic approach
- I will look at every individual with a new lenses and recognize any potential bias.
- I will remember that my health includes my mental health.
- I will try to engage in the conversations that are tough to have.
- Knowledge of the history of the police has broaded my understanding of how and why people of color may distrust the police
- Look within myself regarding my biases
- Making sure to validate personal experiences with racial trauma
- Myth of Equality...all does not really mean all.
- Not to be prejudice
- Obtain information that will help support the population I work in
- Remember how the history of racism impacts current functioning
- Review the material due to good source of information
- Social Determination
- Training resources for staff
- Use a Biopsychosocial-Spiritual perspective lens when working with victims of crime
- Watch what I say from my point of view
- Wellness and not pathologizing
- Work with children in foster care

- Work with children that have been impacted by trauma
- Work with victims of crime more effectively

Please provide any additional comments on your training experience

- Excellent!!!
- Great training!!! Training is awesome!
- Great, training!
- I absolutely loved this training and the presenter! Everyone needs to take this training or watch some of these videos. Everything said in this training is accurate and very informational.
- I def think this is a longer training. would have loved to go into more depth. maybe we can have sign off before the class on the rules to take that time out of the class. I truly enjoy this instructor and really enjoyed the thought provoking nature of the topic thank you.
- Loved the videos and conversational aspects - would have loved more time in order to have more of that. Wonderful training that really broadened my understanding/knowledge.
- Thank you Trainer for yet again another great webinar with an important message.
- The trainer was phenomenal. I really enjoyed her overall presentation style.
- These kinds of topics are difficult to cover in a short time, but this was a great source of information and resources to continue to learn.
- This was amazing. I wish Trainer had more time to for discussion, as I feel that was what helped propel my knowledge and awareness forward.
- Trainer is the best! She is incredibly knowledgeable and guides difficult content in such a compassionate and supportive way.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Coping with Covid-19 longevity and its impact on the community
- Grief and Traumatic Loss, particularly exploring how BIPOC individuals are affected in a historical trauma/systemic racism/multigenerational transmission of trauma lens
- Healing trauma
- Healthy Boundaries, stress
- I would love for another training on race and impact on mental health as well as colorism and impact on mental health.
- more of the same topics The Topic Racism, Trauma and mental Health was not long enough please considering a longer of two-day training
- Perhaps a Part 1 and a Part 2 for Trainer's work! This was amazing!
- Trauma-informed supervision

2055 – Advanced Academy: Intimacy After Trauma

Please provide three specific examples of how you will use what you learned in your work with victims

- Additional symptoms of trauma
- Advocate
- Be a better active listener
- Be aware of the full range of sexual trauma...not just rape...
- Be more aware to the client's feelings on touch
- Being aware of the body holding on to trauma and keeping this in mind when working with clients and how to approach the situation
- Better knowledge to navigate conversations with victims around their sexuality
- Bringing sex and healthy intimacy as a topic in groups and sessions
- Broaching sex and intimacy
- Discovering a healthier relationship with self
- Education (2)
- Financial
- Help my Clients
- How to have sexual relationships after trauma
- identifying when they feel pleasure
- Impact on Relationships

- Impact on sex and sexuality
- Listening
- My own awareness
- My own understanding
- Normalizing behaviors related to impacts of trauma on intimacy
- Normalizing relearning sex
- Partners need services too
- Promiscuous behavior after trauma
- Reinforcement of previous knowledge of risky sexual behavior/ avoidance of sexual behavior flip sides of dysfunction
- Setting boundaries
- Tangible exercises for coping with fears around sex and intimacy
- The videos!

Please provide any additional comments on your training experience

- Excellent training
- excellent training, sorry I am closed out of the trauma bonding webinar coming up :(
- Excellent training. Very interesting topic and information shared. I could have listened for two more hours.
- Good one! Thank you.
- I really enjoyed this and would love to do more like this.
- Look at a different, fresh proposal. The videos definitely help. I think that the paradigmatic issue about sex and even the benefits of having a sexually healthy life should be worked on a bit.
- This training topic was awesome and so well done. It is such an important tool. I would love to see more trainings exploring topics that can be really uncomfortable for clients to voice or explore like this one. Thank you for offering this. One of my favorite trainings by far.
- Trainer was amazing and knowledgeable, thank you!

What other training topics would you find helpful in order to benefit the individuals you serve?

- All types
- ASD
- Dealing with batterers
- Intersections of gender identity and trauma treatment
- More trainings like this please
- Racism and Policing
- Somatic experiencing techniques
- That after surviving sexual abuse we all have the right to enjoy a healthy, pleasant and safe sexual life.
- Trainings on domestic violence and human trafficking.

2056 – Advanced Academy: DV and Religion: Supporting Survivors of Faith on Campus

Please provide three specific examples of how you will use what you learned in your work with victims

- A more positive view of religions also having supportive scriptures
- A potential resource in Rev. Allyson
- Ability to counter negative bible with knowledge of positive ones
- Advocate for others
- Allowing them time and space to speak about their religion if it is important to them
- Ask if victim would feel comfortable talking with clergy who are trained in domestic violence
- Being more mindful of referring VS to their clergy
- Brainwash
- Dv
- Educate my clients
- Educate myself
- Encouraging victims to not take specific scripture without looking further into the true meaning behind what's being used to explain/minimize abuse
- I will further engage with clergy to gain and share knowledge to help parishioners in need.
- Improve my services

- Incorporating religious resources if client expresses religion as an important part of their identity/ healing process
- Listen about their religious beliefs whenever they bring it up
- Making sure the victims are speaking to clergy who are informed & supportive
- More confidence working with someone with strong religious convictions
- My self-knowledge
- Not assuming that religious community is a stable support for clients by acknowledging how religion can be used to perpetrate abuse
- Religion
- Teaching others
- Try to learn more about the community religious supports to try & build a partnership for clients seeking spiritual guidance
- Understanding of culture interacting with religion
- Working with victims with strong religious beliefs

Please provide any additional comments on your training experience

- Before entering the training my preconceived thought was it might address generalities to all victims. female male lgbtq Etc. So while I really liked the Bible references towards women I was hoping for a wider spectrum. Does that make sense? Thank you I enjoyed it
- Facilitator was energetic and interesting. Could have benefited from some interactive exercises and less straight reading from the ppt but in all a good presentation
- I enjoy the information presented & the presenter was supportive & encouraging.
- I really enjoyed this training. Religion plays a role in abuse and healing more often than we realize, and it is important to learn about the nuances of this topic in order to navigate the positives and negatives of religion in a client's life.
- Thank you, it was very useful!
- This webinar was very insightful and useful information! Thank you!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Culture and violence
- How to deal with batterers
- How to engage your local PDs into using DVRT while a victim is in their department
- Issues with Muslim families
- Police and Racism (2)
- Working with court-mandated/ DCPD mandated clients, practicing boundaries with clients (with a focus on cultural considerations that impact setting boundaries)
- Working with HT

2057 – Advanced Academy: Expanded Healing Invisible Wounds: Understanding Victim Impact: A Trauma-Informed Response to Sexual Violence

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocate for others
- Assisting families of victims with relating to the them
- Awareness
- Be aware of trauma responses
- Be mindful of the importance of my self-care
- Be mindful to use centered survivor centered communication
- Be more trauma informed
- Be open to the victim's request
- Being more sensitive when asking questions to a survivor
- By understanding the impact of sexual violence and how it affects the brain I am better equipped to offer trauma informed care.
- Educate
- Educate myself
- Educate others
- Education of staff
- Explore virtual vs. phone services

- Giving space
- Having a better knowledge of the resources they need
- Helping victims understand their trauma
- I will be more conscious with how I speak with survivors of SA
- I will better work to empower survivors to make decisions for themselves
- Increasing my awareness of retraumatization
- It was good to have a refresher
- MY response to survivors
- Not touching the victim on any part of the body
- Provide resources
- Remember to let the victim control the conversation
- Share Resources Given
- Supporting the victim during the forensic evidence gathering
- Trauma informed individual therapy
- Trauma informed intake assessments
- Trauma Informed outreach
- Understand Law Enforcement role vs health practitioners
- Understanding how trauma impacts the brain and the recollection the victim may or may not have of the incident
- Understanding the fear of how pressing charges may impact the victim
- Understanding the importance in empathizing, normalizing and active listening.
- Using my awareness of what the forensic exam may be like.
- When I meet with clients at the police station
- Will help me to believe and be more empathetic.

Please provide any additional comments on your training experience

- Great refresher!
- Great training as usual!
- Great training, some of the information regarding trauma was a refresher but the information surrounding sexual assaults was great and I learned a lot from the material.
- Great Training!! Thank you!
- I am a volunteer with CASA and some of the children have suffered sexual trauma. This training increased my knowledge and understanding of the impact sexual trauma has on a person's life.
- I was pleased with the training and learned a lot. I look forward to attending any upcoming training you may be offering in the near future.
- Love these trainings.
- Thank you always helpful!
- The use of videos during the training was a nice pedagogical device to help reinforce certain points from the slides. Thanks for a clear presentation!
- Trainer provided excellent information regarding trauma on the victim's brain, showing a video of what usually takes place during a forensic exam, showing first person accounts of victim's stories. It's the victim's story that must be supported.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any trainings centered around vulnerable adults.
- Anything with youth or family dynamics
- Crisis training
- FORENSIC EXAM
- How to find and secure housing resources
- How to provide support to a victim during police interrogation session. When to know how to stop an aggressive officer when they interview a victim.
- Life after Trauma Survival
- More info on how to bring topics directly to the High school population and college age
- Play therapy for children who have experienced trauma
- Policing and racism
- Specific counseling techniques to address trauma
- Trauma Informed Clinical Interventions

- Uniting survivors with families and providing trauma informed care training for family members
- Victims compensation Fund
- Working with batterers (2)

2058 – Advanced Academy: Expanded Healing Invisible Wounds: The Neurobiology of Trauma and Post-Trauma Response

Please provide three specific examples of how you will use what you learned in your work with victims

- Ability to identify trauma
- Ability to teach others to identify trauma
- Advocacy with victims
- Amygdala
- Amygdala, Hippocampus & Prefrontal cortex effect in trauma
- Ask agency to train on HT and SV
- Ask if the person wants water and then come back to the question
- Asking them about their feels during their experiences of trauma instead of open ended questioning.
- Be more cognizant of the specific types of memory
- Being more perceptive in identifying trauma reactions
- Better understand when first time interview a victim
- Content not chronology
- Continue to use creativity within therapy
- Currently a DV advocate
- Definitely will share the videos with others
- Educating them on the trauma response
- Empathizing with them
- Empathy
- Encourage victims don't to give up from therapy because their mental and physical health can be improved (brain plasticity)
- engaging in empowerment and resilience building activities
- Explaining how to cope
- Fight, flight, freeze concept and lack of control
- Focus on senses more
- Grounding
- Helpful to know oxytocin can be released with excess adrenaline
- Helping clients to reprogram in a positive way their traumas
- Helping them to know that freezing is ok, that this is part of trauma
- Helping them to not feel bad about themselves. They are brave survivors.
- I am now more cognizant of why some victims exhibit behaviors that are not seemingly congruent with their victimization.
- I now better understand how to communicate with a victim that has undergone trauma.
- I will use the engagement suggestions
- I will use the training to help victims understand their trauma.
- Identify the indicators of trauma
- Identifying different traumas
- Integrate Rape Trauma Syndrome
- Kindness
- Knowing how the brain work with victims.
- Listening
- My faith that the human body was built to heal itself, including the brain, has been reinforced. I can reassure victims that it is possible to heal, when they are ready.
- Not retraumatize by not asking certain questions
- Recognize the person may not be ready to talk about the incident
- Refer to info on memory impairment when working with survivors
- Review video presented to co-worker
- Signs of covering up & coping with trauma
- Speak with peers about info
- Stages of recovery

- Sympathetic versus parasympathetic (2)
- The suggestion to question with the reptilian brain in mind
- TI curriculum
- Tips on how to notice their trauma response and cope
- Understanding of the brain post trauma
- Understanding trauma and how it affects our clients
- Use of the videos provided
- Utilize sight and sound to ground triggered clients
- What not to do or say to a client that has been traumatized

Please provide any additional comments on your training experience

- Excellent explanation of concepts
- Excellent training; maybe a little longer.
- Great training (2)
- Loved the topic. trainer was great.
- Thanks!
- The trainer was very approachable and knowledgeable
- This training was very informative and helpful - she presented technical information in a very digestible way!
- Trainer was wonderful! I appreciated how Trainer read the chat aloud for everyone. It would be helpful for captions on videos.
- Trainer showed a depth of knowledge in the subject and a willingness to engage questions posed to her by participants. She expanded a lot on the information on the slides. The videos showed during the training were an excellent complement to reinforce points made during the presentation.
- Very informative and educational training
- very informative.
- Wonderful training and great presenter!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Advocacy training
- Anything specific to the LGBTQ+ community
- Continued updates and information on trauma and children
- Female Veteran DV Victims/ PTSD
- How children deal with trauma
- How to deal with batterers
- Legal supports for low income survivors
- LGBTQ matters
- More in depth training around neurobiology and ethics related trainings
- More on victim's reactions to trauma
- PTSD
- Serving individuals with disabilities.
- The process to get VAWA Visa
- Therapeutic tips for working with traumatized clients
- Training specifically around SV and HT
- Working with batterers

2059 – Advanced Academy: Expanded Healing Invisible Wounds: Trauma Bonding and Psychological Manipulation

Please provide three specific examples of how you will use what you learned in your work with victims

- Approaching victims
- Asking consistently about HT
- Attachment bonding
- Be more in tune to surrounds
- Better provision of trauma informed care
- Cohesive control
- Continue to advocate with police about their role.

- Education the juvenile system
- Forced sex and labor as types of trafficking
- Gentle approach to victims
- Have a better understanding of factors that contribute to these situations victims are found in
- Have more patients
- How to better understand their trauma
- How to communicate effectively with trafficking victims
- How to communicate more effectively?
- I will be more empathetic
- I will commit to self-care as an act of self-love and integrity so that I can continue to support victims and survivors. Thank you!!
- I will not underestimate the power of love and trust.
- I will pay closer attention for signs of potential trafficking amongst the DV victims I encounter.
- I will speak with others about what I learned.
- Identifying abuse
- May be able to id victims
- Offer shelter
- Reaching out to community network systems for additional support.
- Referrals to group
- Resources to provide patients
- Respect pause and don't interrupt
- Seek out more resources
- Serving from an area of competence
- The light shines through our scars
- Trauma bonding
- Trauma focused
- Trauma-informed approach
- understand how trafficking happens
- Understand impact of empathy
- Understanding the trauma caused by pimps
- Understanding why they won't leave
- Using correct terminology
- With colleagues from CAPS holding Group Session on how to recognize College Student Sex trafficking

Please provide any additional comments on your training experience

- Amazing training!
- Excellent training!!! Super informative and extremely powerful too.
- Excellent training. Trainer was very informative.
- Great presentation
- Great training as always! Professional and informative. I appreciate how this trainer in particular always checks on attendees due to nature of topic to ensure we are ok.
- Great training very informative.
- I am so glad that Trainer is IN this work. Her commitment and passion are incredibly evident. I appreciate the extra steps she took to help me to support a victim. Sometimes it is that one extra step that we take that changes the trajectory of a situation. We may never know the impact, but I can assure you that I felt the ripple! Continued blessings and so many thanks! -Responder
- The trainer was excellent would love more trainings on this topic
- This was one of the most interesting and gripping trainings, Trainer did an amazing job. The videos were vital in truly understanding the subject matter.
- Trainer is a joy to learn from. She is not only knowledgeable but organized, which makes it much easier to learn from her. The information on the slides, her explanations and ability to answer questions, and the video clips she utilizes all contribute towards a full training experience. I am greatly appreciative for her efforts!
- Very good webinar / not discussed enough

What other training topics would you find helpful in order to benefit the individuals you serve?

- Anything DV related
- Anything trauma related
- Child abuse & Domestic Violence
- Coping skills for victims
- Domestic violence
- Helping to increase self-esteem in marginalized student populations.
- Human trafficking the LGBTQIA+ community
- Information about shelters
- Mental Health and coping skills
- MVA TRAUMA
- Sexual violence in the context of IPV
- Stalking
- Trauma, Mental Health, Clinical Interventions
- Victims compensation Fund
- Victims of Domestic Violence

2060 – Advanced Academy: Expanded Healing Invisible Wounds: Caring for Self and Others: The Benefits of Self-Care

Please provide three specific examples of how you will use what you learned in your work with victims

- Additional resources
- Breathing
- Chair yoga (2)
- Different types of therapies to do at home
- EDMR
- Encouraging client to teach their children
- Expressive therapy
- Grounding
- Help my Client
- Help myself (2)
- Help others (2)
- How to calm people
- I don't think I will be using these techniques at all
- I have more variety in self-care techniques to use at my desk during a difficult day.
- I will do more breathing exercises
- I will introduce more music and sound therapy
- I will practice self-care
- I will suggest to my victims of crime to try yoga and deep breathing
- I will try the chair yoga
- Importance of relaxation
- Improve my own understanding
- Listening skills, mental health skills
- Me time is important
- Mediation (2)
- Mindfulness (3)
- Movement
- Pay more attention about my self-care
- Putting together activities for families
- Recommend Tai Chi
- Relax myself
- Relieve stress
- Self-care
- Share with my support group
- Sound therapy
- Stretching

- Tapping (2)
- Teach relaxation techniques
- Teaching victims Self-care techniques
- Understand others
- Use different mindfulness techniques for my clients and myself
- Useful for taking care of myself
- When meeting survivors/victims in crisis.
- Yoga

Please provide any additional comments on your training experience

- Always great!
- Always very interesting and well presented. Information that truly help advocates and clients.
- Excellent presentation, thank you!
- Great presentation
- Great training
- I really enjoyed this training and found it to be extremely informative. It also provided me with some helpful tools for myself in general.
- Loved the training, very informative
- Some of it, I had heard of before and actually used. Some was new. It was quite interesting.
- There other methods of relaxation that can be implemented. I thought it was one-sided; I felt overwhelmed by the infusion of the eastern religion methods.
- This training heled me to start to take better care of myself so I better care for the victims I assist. Thank you for this great training.
- Trainer is hands down my favorite NJVAA trainer. Her use of video clips and even personal demonstrations of techniques were very helpful. I am also appreciative of her willingness to use cases from her practice as examples to further illuminate her points. THANK YOU!
- Trainer was amazing!!
- Very happy with the presentation. Thank you to Trainer!

What other training topics would you find helpful in order to benefit the individuals you serve?

- All types of training are helpful
- EFT, Qi Gong, Attachment
- I was uncomfortable with the Eastern Religion vibe that came across with the training; I thought it was a little bias. I don't believe in this type of method, meditation, the bells, the bowl, etc.
- More of the same kind of demonstrations such as the yoga and Qi gong!
- More of this
- MVA trauma and long term effects
- Racism and Policing (2)
- Relaxing technique
- VAWA visa

2062 – Advanced Academy: LGBTQI Awareness

Please provide three specific examples of how you will use what you learned in your work with victims

- As an investigator I can educate teenagers
- Awareness
- Be mindful and empathetic
- Be non-judgmental
- Culture reasons for not being feeling accepted
- Help individuals feel safe
- I am better informed and can educate others
- I can educate the families I serve and provide resources
- I will educate colleagues and clients when possible
- I will keep gender identity in mind when working with younger children
- I will use gender neutral terms when working with clients

- In future professional ventures as my desire is to establish transitional housing for aging out youth.
- In my personal ministry as I'm starting a group for LGBTQ youth
- Know the difference of transgender
- Know what binary is
- Use proper terms
- When interacting with my survivors who identify lgbtq

Please provide any additional comments on your training experience

- Great training!!
- I felt this training was extremely outdated, and found some of the information provided inaccurate and offensive. I did not think it was appropriate that the presenter did not include any information on non-binary individuals and was very binary specific in discussing transgender individuals. There are many other terms that were not covered and the language used did not feel appropriate. I did not feel that I learned any new information, and I did not find that any of this was trauma focused. There was not enough conversation regarding societal issues on gender and sexuality and how that should inform our work with individuals who have experienced trauma. I did not find it appropriate that the presenter often referred to certain terms as more for younger people. I found the personal example of a meeting a transgender man and assuming he was just a man offensive, and I found it important to point out that there is no right or wrong way to be transgender, and that gender and sexuality are both incredibly fluid parts of one's identity.
- I appreciated the conversation starters, but felt that it was not handled well.
- Training was not long enough for the content being explained.
- Trainer is a great trainer
- Very informative and engaging

What other training topics would you find helpful in order to benefit the individuals you serve?

- A more updated training on LGBTQI+ Inclusivity.
- Any additional information on we can better serve all types of populations
- Further in depth training of the LGBTQ community as survivors of domestic violence and human trafficking
- Physical abuse
- Ways to support those within this community, resources

2063 – Advanced Academy: Empathy

What other training topics would you find helpful in order to benefit the individuals you serve?

- Liability

2064 – Advanced Academy: Not in Our Game: Protecting Young Athletes from Trafficking in Sport

Please provide three specific examples of how you will use what you learned in your work with victims

- 3ps
- Be more aware
- Being able to access different resources
- Being able to identify signs of human trafficking
- Being more aware of risk
- Different ways traffickers seek victims
- Promoting risk in my social discussions and child advocacy
- Resources
- Share with coworkers
- Share with my church
- Share with parents
- Share with staff
- Tools to help victims

Please provide any additional comments on your training experience

- Excellent; thank you!
- Great!

- Very informative presentation.

What other training topics would you find helpful in order to benefit the individuals you serve?

- Any HT topics
- Domestic violence / abuse within trafficking
- Safety Planning
- Trauma-Informed Care Approach to avoid re-traumatization of victims

2065 – Advanced Academy: Supporting Staff Returning to Work Post COVID-19

Please provide three specific examples of how you will use what you learned in your work with victims

- Advocate for more PTO days for mental health and wellness
- Advocating for all well being
- Assess for effects of loss/isolation/mental health due to COVID
- Awareness of varying individual opinions regarding COVID/vaccinations when approaching clients
- Behavioral Issues
- Continue to provide space to process concerns with on-site work
- Emotional responses
- Encourage the agency to be flexible with both staff and clients
- Increase support for staff, which in turn, supports victims.
- Interpersonal violence
- Knowing about policy
- Reviewing of policy timely to address asap
- Share knowledge of legal aspects from employer's perspective regarding COVID
- Understanding more on FCL
- What the laws

Please provide any additional comments on your training experience

- I thought the training was great! It was very informative.
- Informational
- Thank you! It was very good and helpful.
- This was helpful as a what to be aware of however I would need a what to do next or what I can specifically do strategy's etc. to be more informed on this topic to make it useful to take back to my organization
- Trainer is amazing

What other training topics would you find helpful in order to benefit the individuals you serve?

- Part II to this training for specific strategies, skills, policy language etc. to better help my organization/staff through covid-19 changes
- Trauma-Informed and Culturally Competent Engagement

Appendix L: Participant Comments: Traveling Workshop Satisfaction Surveys

2012 - The Power of Universality: Supporting Others When We Feel Vulnerable

Please provide three specific examples of how you will use what you learned in your work with victims

- Acceptance of self.
- Accepting my sense of vulnerability when in practice
- Acknowledge the me-we dilemma in practice
- Allowing others to show vulnerability without trying to fix it
- Assist clients in accepting the vulnerabilities as strengths.
- Building empathy
- Counseling sessions
- Cultivate empathy.
- Encourage and normalize vulnerability
- Group
- I need to recognize how I view things differently than others.
- I need to take care of myself before I can help them.
- I will work on discussing vulnerability with the youth.
- Identify we all view things different
- In individual sessions
- Interaction with co-workers
- Make sure I'm ok before I attempt to help others
- Make sure to truly listen to my peers
- My personal life
- Take care of myself more
- Teach the concept of self-belonging
- Teaching my clients, the concept of blaming
- Will also lend to topics in groups

Please provide any additional comments on your training experience

- It was very informative.
- Thank you! The training was well done, informative and so necessary given our current times. I hope to train with you again soon.
- The presenter was awesome! I definitely look forward to attending more of her trainings in the future.
- the trainer was very good and I really enjoyed the topic. The survey, however, does not apply to my work, as I work with the perpetrators of crime, and not the victims per se.
- This training is spectacular! The trainer was easy to understand and very personable. I feel that I was more able to benefit due to her presentation of the training!
- Trainer was amazing and even her tone was engaging. Thank you!!
- Wonderful presentation

What other training topics would you find helpful in order to benefit the individuals you serve

- Applying poly-vagal informed interventions with juveniles
- Continued trainings on vulnerability would be appreciated as well as trauma informed care.
- Emotional Intelligence
- How to work with families
- Ongoing discussions about particular cultures and their perspectives on help-seeking
- Survivor resources
- Trauma informed care

22032 - Federal Child Exploitation Investigations

Please provide three specific examples of how you will use what you learned in your work with victims

- Advice to older children - support and advocacy
- Be careful of social media sites

- Call police and don't touch phone to preserve evidence
- CASA - working with at risk children
- Consider using filters on a child's electronic devices
- Discuss with parent of my CASA child
- How to engage in a conversation with youth about this topic
- Increased awareness to identify risky behaviors
- More vigilant to potential threats
- Observing online activities
- Open communication about internet use
- Preventing sexual exploitation of children
- Privacy settings
- Resources to deal with potential issues
- Share with others
- Where to report incidents and resources for youth

Please provide any additional comments on your training experience

- Fabulous program. Thank you
- I found this training to be very informative, not so much for my CASA work at the moment but to help with my own kids. I would definitely recommend this training.
- I wish I had this information 20 years ago when my sons were victims. Not only did I not know what to do but local law enforcement was of no help and so nothing was done.

What other training topics would you find helpful in order to benefit the individuals you serve?

- As a Casa, I have only dealt with small children and these topics tend to be more geared towards teens.
- Training on social media and phone technology - preventative actions
- Would like to hear more about child trafficking

3041 – Exploring the Impact of Violence and Victimization within the Family on a Person's Identity and Well-being

Please provide three specific examples of how you will use what you learned in your work with victims

- Anticipate rising bias; acknowledge it and move away from it
- Be mindful to look for signs of violence
- Be more aware about the behavioral effects of violence
- Being a more effective listener to my CASA kid
- Helping my CASA kid with storytelling, especially regarding their future
- How to engage with victims as to not pressure them in addressing issues
- How to engage with victims of abuse
- How to properly apply empathy instead of sympathy
- I will be more mindful of men when it comes to abuse/victimization
- I will focus on having more structure and routine when I visit the kids
- I will listen more to body language
- I will make sure that I do not use harsh words about their parents
- I will make sure that I explore all kinds of violence that my kid might be subjected to as opposed to only the reason for the removal from the parents
- I will take into account the Big picture
- Mediation techniques for mindfulness
- Review the family environment
- Things to look for when dealing with victims

Please provide any additional comments on your training experience

- The instructor was well spoken and easy to understand. Her speed of speaking was comfortably paced. She clearly was a master of the subject and had a great command over the presentation. I would love to take another webinar with instructor. The material was presented well, especially given such a heavy topic.
- The presenter was absolutely amazing. I hope I get to see more trainings by her.

- The presenter was absolutely fantastic. So knowledgeable. I hope I can attend other trainings by her.
- Trainer was an amazing instructor. I hope to take some of her other trainings in the future.

What other training topics would you find helpful in order to benefit the individuals you serve?

- How to advocate for victims in a way to promote breaking the cycle or stigma
- More about how to engage with victims of violence and make them feel comfortable sharing
- Self esteem
- Trauma in children below 5 years old
- Understanding more about the Transgender community

2043 - Suicide Awareness for Advocates

Please provide three specific examples of how you will use what you learned in your work with victims

- Always seed hope
- Assess clients more efficiently
- Be more aware of suicide indicators
- being mindful of planting hope
- Check out ASP.org
- Connect to proper services
- Continue building protective bridges with clients
- Continue working to reduce stigma around suicide
- Data and ways to increase discuss discussion around suicide
- Differential statistics based on gender expression/orientation
- Discussing supports/protective factors with clients.
- Don't be afraid to talk about it
- Don't worry alone (2)
- Encouraged more to talk about suicide and ask those hard questions
- Engage directly with clients presenting with concerning behavior.
- Expect to be uncomfortable
- Focusing on risk factors to specific populations
- Having a plan for follow-up
- Help to prevent
- How to better explain the role of law enforcement and aid.
- How to better support survivors of trafficking.
- How to engage in dialogue when doing presentations about child trafficking.
- I will --not worry alone
- I will verbalize HOPE for people
- I will work to connect even more than I have
- Identifying risk factors
- In crisis intervention
- In intake and assessment and cultural competency
- In offering coping strategies to clients
- Inform clients
- Informed consent
- It will help in getting connected to resources
- It will help in letting clients know they are not alone
- Language to use when approaching
- Listen intently to clients' words for signs of possible suicide ideations
- Make the appropriate referrals/safety plan.
- Not afraid to ask about it
- Not worry alone
- Notify
- Plant a seed of hope
- Practice being more compassionate
- Prevent

- Reach out and ask more specific questions
- Reach out to colleagues
- Reinforcing no assessing alone with my d=staff
- Remind myself of 'seeding hope'
- Research resources
- Resources available
- Seed hope (2)
- Support
- Talk about it
- Tools for exploring topic with nonjudgment
- Understanding clt histories and how it impacts suicidality
- Understanding vulnerable populations and risk/warning signs
- Use her approach to introducing the subject

Please provide any additional comments on your training experience

- Excellent presentation. Appreciate the data and practical application.
- Facilitator was very engaging
- Great Job!
- I enjoyed Trainer's presentation she has a calming and soothing way to talk about a very messy and painful topic. I look forward to part 2.
- I thought the training was very informative!
- Need more time! So much information. Could have been 4 hours instead of 2. Especially to address imminent harm warning signs and recommended responses.
- This was amazing information and the trainer was both knowledgeable and engaging.
- This was great information
- Trainer was great.
- Trainer was great. This was a great training and think it could be useful to so many people. It really is about saving lives.
- Very insightful and informative. Looking forward to the next training!

What other training topics would you find helpful in order to benefit the individuals you serve?

- Addiction
- Anxiety in children
- Assessing for homicide
- Communication skills and dealing with forgiveness
- De-escalation
- Grief Counseling
- Holding the person who chooses abuse accountable, motivational interviewing
- Mood disorders and working with highly sensitive individuals
- Substance use screening
- Vicarious Trauma, Clinical Work W/ Suicidal Individuals, Documentation with Suicidal Individuals

2056 - DV and Religion: Supporting Survivors of Faith on Campus

Please provide three specific examples of how you will use what you learned in your work with victims

- Acceptance
- Advocacy
- And consideration for advocacy
- As a culture competence
- Be aware of religious roadblocks and scripture that may be an issue when supporting a DV survivor
- Be mindful of cultural differences
- Be sensitive in handling information given.
- Believe
- Case management
- Compassion
- Developing materials to educate faith leaders

- Educate
- How survivors may be affected spiritually (I am not from a faith community so much of this is new knowledge to me)
- How victim's religion impacts their understanding of abuse
- I have resources to share.
- I have some sample language to use in discussing religion with survivors.
- I will share this information with co-workers.
- I'm going to continue to have long discussions with our agency chaplain
- Inform
- Listen
- Nonjudgmental reaction
- Not to use Bible verses wrongly to make a point.
- Reflect on my own personal bias
- Resources (2)
- Respect, listen and direct people to seek help.
- Safety plan
- The role that religion plays is vital to how a client makes a decision to leave and support that.
- Understanding
- Understanding the background many faith leaders have when it comes to DV
- Using women positive contexts for clients, since DV victims often use the bible as a reason to stay
- Will seek opportunities to share related information with local faith-based agencies and clergy

Please provide any additional comments on your training experience

- I don't think using scripture out of context is good to make a point. It causes bias. Because there's always one School of thought concerning God's word.
- I really enjoyed this training, it was really informative.
- Presentation was fantastic. I love how relatable it was.
- This training was great. It would also be great to expand and include perspectives from an Imam and a Rabbi.
- Trainer was an excellent, down to earth, effective presenter. As a DV advocate, I would have appreciated more of the second half (what the faith community is like, how survivors are affected spiritually, etc.) than the long focus on scripture in the beginning - perhaps just a shorter version of that would still convey the same message.

What other training topics would you find helpful in order to benefit the individuals you serve?

- ASD
- Continued information about religion
- Correlation of animal abuse and dv/sv.
- I did not agree with the biblical verses used in the first hour. Because we don't live under the law. The Jews made over 600 laws, that God was against. And during that period and century the customs were different along with attitudes against women. It's why God destroyed them and Christ came and abolished the law. His time in the New Testament was under grace. He showed kindness towards all genders. That phrase, he explained all people are created equal in his eyes. Allison's understanding of the Old Testament was off in my view as a survivor and Christian.
- Racism and Christianity
- Stalking and IPV on Campus

2061 – Understanding & Responding to the Mental Health Consequences of Mass Violence Within New Jersey

Please provide three specific examples of how you will use what you learned in your work with victims

- Active listening
- Advise of Their rights
- Approaching a victim of crime (2)
- Availability for more training
- Better equipped with resources
- Better understanding of crisis response model
- Building trust
- Crisis response (2)

- Different divisions of crisis response
- Different types of help
- Disasters
- DRCC
- Having support
- How to counsel during a crisis
- I understand the way that the crisis response system has been implemented in New Jersey.
- Incidents of mass violence affect people much more than I initially realized.
- It is important to only respond to incidents when asked to do so because you can do more harm than good.
- Listening more
- More knowledge on my states critical partners
- More knowledge on the diagram of the Disaster Response Structure and Operations
- Obtained the resources that were mentioned
- Post meeting to help me know what information to share with the caregiver
- Provide trauma- informed services/crisis assessment
- Referral to services regarding covid
- Referrals to hope and healing
- Resources
- Review the slides
- Sit in for pre-meeting to know what to share with caregiver
- Sit with victims to help with their emotional stress during a disaster
- The CCP approach
- Trauma and brain
- Understand that each victim's response will be different and not to react or expect a certain response from a victim
- Understanding how to administer services necessary
- Understanding other organizations and how they are categorized will give me a better understanding of where and who to reach out to
- Understanding reactions of victims
- Understanding victims' frustrations
- Use the skills that were mentioned to support my victims
- Validating statements

Please provide any additional comments on your training experience

- Great training experience!
- I really enjoyed this training
- Thank You
- The training was very educational
- The training was very informative. I was able to understand how I can obtain team facilitator classes for accreditation through Children Alliance
- Trainer is very knowledgeable in his field and was easy to understand
- Very informative as always! thank you Trainer

What other training topics would you find helpful in order to benefit the individuals you serve?

- All Training that is model for Victim advocates to support their victims
- Allowing Advocates to sit in on Forensic Interviews
- Any training is appreciated
- Anything that is related to victim services
- Group intervention training
- Identifying different types of trauma and effects in different ages
- Laws & Abuse
- More certification trainings
- Other trainings offered through njdrcc.org
- Serving victims with disabilities, Children and Trauma