



## Time Line for Key Activities to Build

### Diversity, Equity, Inclusion and Access Initiatives and Efforts

Year	Activity
2012	No Shame Campaign - Aimed at Latina survivors with messaging aimed at dispelling misperceptions that WEAVE encouraged or “required” survivors to leave a relationship and emphasized there were many ways to keep a family safe and there was no shame in remaining in a relationship. Outreach materials including bus stop ads, posters, postcards, etc.
2014	Shared Vision – Partnership with the Sacramento Native American Health Center - Initial funding to support collaboration and process changes in both organizations to provide culturally responsive services to American Indian survivors in urban settings. Lead to process changes at both organizations, developing of culturally informed service models, and an embedded WEAEV Advocate and/or Counselor at SNAHC. Project continued using embedded format through 2022. Initial funding through Blue Shield of California Foundation and subsequent funding through CalOES
2015	Analysis of demographic data across all WEAVE programs highlighted racial disparities including African American survivors being over represented in crisis services (shelter) and under represented in preventative services (counseling and legal).
2016	Beth Hassett meets with Sister Circle members to start dialogue and get feedback regarding WEAVE’s reputation in the African American community.
2017	WEAVE receives OVW Disabilities Grant Program funding to partner with Society for the Blind to address the experiences of domestic and sexual violence survivors who are blind or low vision and to work towards systems and process change within both organizations to improve safety and accessibility.
2017	WEAVE participates in the NextGen program facilitated by My Sister’s House to explore and respond to the experiences of API survivors accessing services.
2017	WEAVE and the Sacramento LGBT Community Center receive funding through RALIANCE to address the needs and experiences of LGBTQ survivors.
2017	WEAVE receives first Catalyst grant to work with Mercy Family Health Clinic which establishes relationship with CCI/Tides Foundation.
2018	Client listening sessions for the OVW Disabilities grants calls at need to address bias and respond to the experiences of survivors from unserved/underserved communities.
2018	WEAVE receives Catalyst grant to explore the experiences of African American employees and clients. Maroon Space formed.
2018	Timiza Wash and Paula Del Pozo participate in the CalCASA LEAP program
2018	CEO Beth Hassett and Board President Ashley West initiate meetings with African American women regarding experiences of African American staff and clients and agency’s intent to tackle bias and systemic racism within the agency.
2018	WEAVE receives funding from the Blue Shield of California Foundation to establish the South Sacramento Healthy Black Families Collaborative.
2019	Conducted four-art agency wide DEI trainings.
2019	WEAVE initiates its first staff retreat (Creating an Inclusion Mindset) aimed at establishing a DEI program/framework within the agency. Second retreat held later that year using a different format and staff co-created approach.
2019	Began working with Adèle James and established Equity & Inclusion work group.



2019	iWEAVE initiate created to encompass agency's equity and inclusion goals.
2020	Foundation Days model implemented to begin providing all employees with foundational information regarding WEAVE's Diversity, Equity, and Inclusion goals and expectations.
2020	Developed WEAVE Learn tutorials: Systemic Racism, Domestic & Sexual Violence; Implicit Bias – Finding the Blind Spots; Understanding the Role of Culture in Shaping Our Work with Domestic & Sexual Violence Survivors; and Being an Ally.
2021	Established Equity & Inclusion Committee to lead development and implementation of equity policies, practices, and procedures within the organization.
2021	Esta Contigo initiated by Latina staff members. Listening circles held with survivors.
2021	Community Engagement Strategist position created to lead agency's DEI work.
2021	Completed agencywide Equity & Inclusion Self-Assessment
2021	Developed Pride Pronouns & Progress Training in partnership with Midtown Association, Sacramento LGBTQ Community Center, Sacramento Rainbow Chamber of Commerce, FACES Nightclub and Outword Magazine to educate businesses about importance of nurturing an inclusive environment.
2022	WEAVE partners with Rainbow Chamber of Commerce and Midtown Association to expand Safe Night Out Program and integrate Pride Pronouns and Progress training to create an inclusive training for employees of nightlife establishments regarding recognizing and responding to intimate partner violence and sexual harassment and violence and to create more inclusive and supportive workplaces for employees. Efforts prioritize education of staff at LGBTQ+ establishments.
2022	Equity & Inclusion Sub-Committee developed activities to respond to results of the Equity & Inclusion Self-Assessment.
2022	Equity & Inclusion Work Groups evaluate needs of trans survivors and Afghani survivors with presentations and action steps shared.
2022	Equity & Inclusion Committee trained on use of racial equity tools including 1) Racial Equity Impact Assessment, 2) CLAS Standards, 3) White Supremacy Values & Antidotes, and 4) SMARTIE Goals
2022	Developed and finalized WEAVE Equity Vision Statement.
2022	WEAVE creates IDEA Department with expanded role of addressing Inclusion, Diversity, Equity and Access and to support agency wide capacity building efforts.
2022	Established Diversity Equity & Inclusion Board Committee
2023	WEAVE launches comprehensive Employee Onboarding program encompassing the first year of employment and including Foundation Days, First Friday and Department Showcases to center WEAVE's Diversity, Equity, and Inclusion work in the employee experience.
2023	RPE Economic Security, Mobility & Leadership Project begins including an employee work group leading efforts to increase recruitment to hire from marginalized communities and creating a tiered development, mentoring, and coaching program for WEAVE staff.