

# New Mexico Coalition Against Domestic Violence Presentation to Health and Human Services

Date: 10-26-2021



# Presentation Purpose



**Discuss challenges and opportunities in survivor services and battering intervention across New Mexico**

# What Does Domestic Violence Cost Us?



- In 2013, Forbes Magazine reported the annual national financial costs of domestic violence to be \$8.3 billion
- Short and long-term consequences of domestic violence include poverty, substance abuse, homelessness, lack of education, mental illness, crime, unemployment, child abuse and physical diseases
- Children and youth who are exposed to domestic violence experience emotional, mental, and social damage that can affect their developmental and intellectual growth

# Challenges



- **Fragmented community responses**
- **Adequately funded services**
- **Systems that consistently promote safety and accountability**

# Opportunities



- **Develop and maintain coordinated community responses**
- **Provide community education**
- **Fully fund services for survivors and children and battering intervention programs**

# Battering Intervention Programs (BIP)



# Battering Intervention Programs



- **Sometimes referred to as Domestic Violence Offender Treatment Intervention (DVOTI)**
- **Goal of reducing domestic violence recidivism**
- **Referred by: Pre-trial services, Probation and Parole Officers, and Child Protective Services**
- **Consists of psycho-educational group interventions**

# BIPs in New Mexico



- In NM, offenders convicted of Battery and Aggravated Battery Against a Household Member are required to complete a 52-week BIP program
- Child, Youth and Families Department (CYFD) certifies and monitors these services
- Currently there are 34 providers
- 1,326 participants statewide in FY21



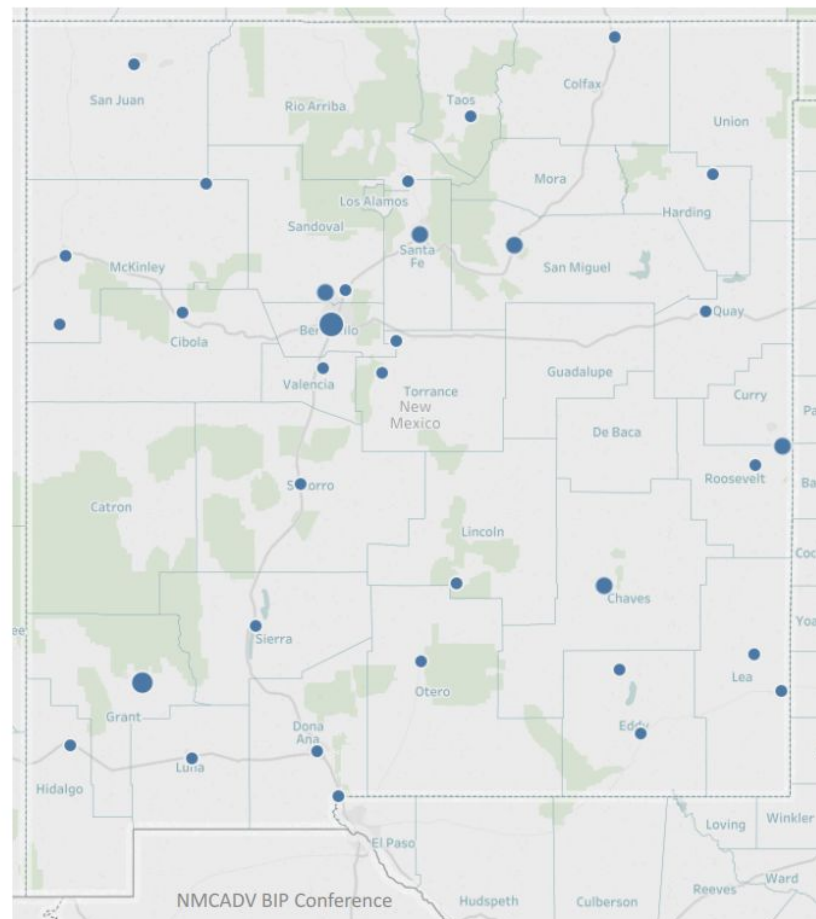
# NMCADV is Building a Statewide BIP Network



- **Benefits of a statewide network:**
  - Increased engagement
  - Increased partnership
  - Increased oversight
  - Increased data
- **BIP and Domestic Violence Survivor Services Organization (DVSSO) relationship building in the locations where it does not yet exist**
- **Increase and enhance relationships between the Courts and BIPs**
- **Growth beyond the criminal justice system as a source of referrals**

# BIP Program Locations

Program  
locations



# Funding



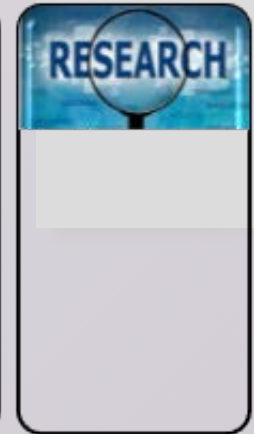
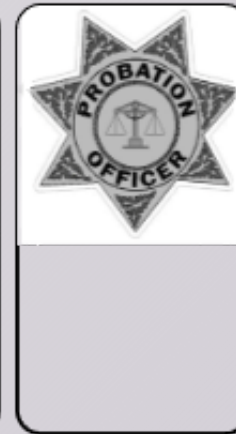
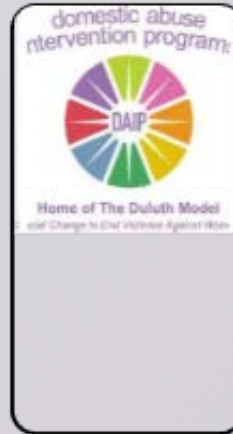
- **A combination of General Revenue Funds and fees have supported these services**
- **Court fees deposited into the DVOTI Fund have declined rapidly**
- **Current funding is no longer sufficient to cover program costs**

# CYFD Analysis of 2021 Funding Shortfall



- According to CYFD, BIP program costs exceeded available revenue by approximately \$1 million this year
- If everyone convicted of DV was referred to a BIP program as is required under statute, the shortfall would increase from 1 million to \$2.25 million.
- The University of New Mexico Evaluation Lab notes \*Convictions on DV charges fell from 21% in 2015 to 11% in 2020; convictions on DVOTI charges fell from 15% in 2015 to 7% in 2020.

# NMCADV Coordinated Community Response Training Series



**October  
6, 2021**

1:00 pm MT-3:00 pm MT

**Community Partnering with**  
Creating a coordinated community response to domestic violence: Strategies to enhance accountability, safety and well-being

*Center For Court Innovation*

**October  
20, 2021**

1:00 pm MT-3:00 pm MT

**Community Partnering with:**  
**Law Enforcement**

*Eric Threlkeld,  
Quintin McShan,  
and Johnnie Trujillo*

**October  
27, 2021**

1:00 pm MT-3:00 pm

**Community Partnering with:**  
**District Prosecuting Attorney**

*Rhonda Martinson  
and local DA  
(TBD)*

**November  
10, 2021**

3:00 pm MT-4:30 pm MT

**Community Partnering with:**  
**Judges and Magistrates**

*Judge Blankenhorn,  
Taos  
  
Judge Rosemary Cosgrove Aguila,  
Ret. Judge Libby Hines*

**December  
7, 8, and 9, 2021**

2-3 full day trainings

**An In-Depth Understanding of the Coordinated Community Response to Ending Domestic Violence**

*Scott Miller*

**December  
1, 2021**

1:00 pm MT-3:00 pm MT

**Community Partnering with:**  
**Probation and Compliance Officers**

*Jim Henderson  
and local PO  
(TBD)*

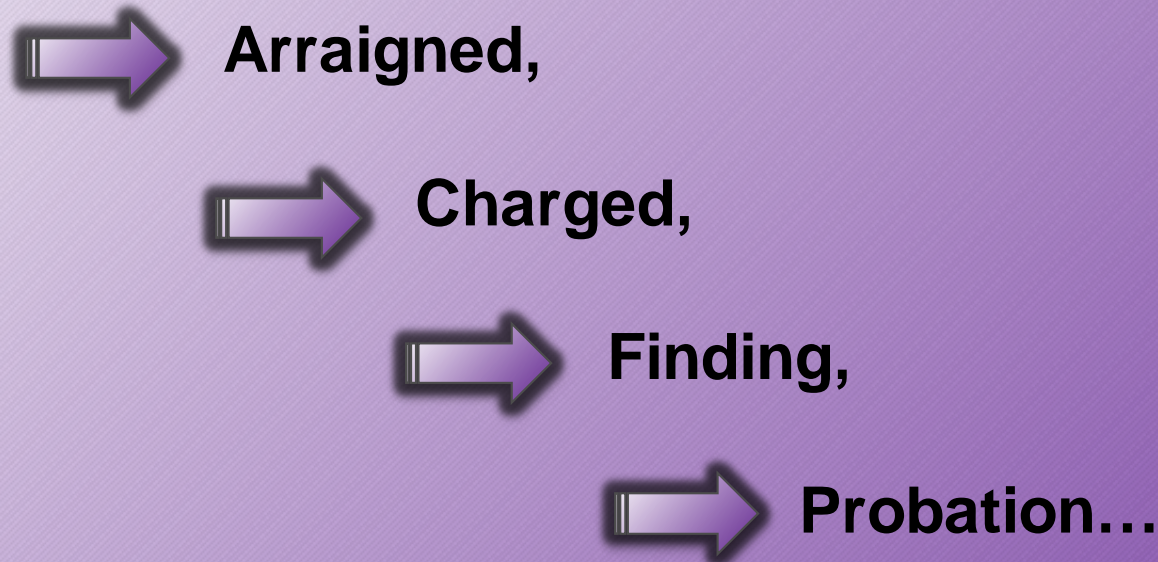
**December  
15, 2021**

9:00 am MT-11:00 am MT

**Community Partnering with:**  
**Understanding and Utilizing Research on Battering Intervention Programs**

*Eric Mankowski  
& Christopher Hall*

# The Need for Battering Intervention



## What's Next?

Begin with the end in mind...

# NM Leads the Country



**While New Mexico is a leader in BIP, with a strong infrastructure, well trained, experienced staff, and a national reputation, inadequate funding, including the loss of court fees, threatens program viability.**

# Survivor Services





# Provider Services



- **30 survivor service providers in rural and urban areas throughout the state**
- **Services include shelter, crisis intervention, counseling, and advocacy for survivors. The majority of programs have strong children services as well as options for care of family pets**
- **Community education**

# Increasing Needs



- **Survivors and their children have increasingly complex needs requiring high degree of staff knowledge, experience, and skill**
- **Providers are often the sole social service provider in a community**

# Increased Complexity = Increased Cost



- **Funding to support skilled staff has not been consistently available**
- **Prior to 2021, the service reimbursement schedule remained unchanged even as costs rose dramatically**
- **For many services, the reimbursement rate had not been raised since 1997**
- **Providers have had to minimize expenses. Many kept essential positions vacant and salaries low to compensate for rising costs and stagnant revenue**

# Implications For Hiring Mission-Driven Staff



- Working in victim services is tremendously demanding contributing to high turnover
- Programs cannot find or retain qualified staff particularly when other area employers offer higher wages and better benefits

# Crime Victims Reparations Commission (CVRC) Advocate Wage Analysis



- In 2018, met with the state survivor coalitions (CSVANW, NMCADV, NMCSAP) regarding high advocate turnover rates. Coalition member programs were losing employees to District Attorney Offices, who paid higher wages for advocates
- CVRC determined that \$18.00 per hour was the minimum required to hire and keep qualified staff
- That figure has undoubtedly grown since that time, but many providers still fall short of having the resources to meet that wage

# CYFD Analysis



- Hourly wages for front-line advocacy staff ranges from \$10.50 to \$16.00 per hour
- A salary analysis by CYFD on reducing turnover showed that salaries must increase to an average of \$18/hr. for advocates; \$20/hr. for specialized advocates; and \$25/hr. for shelter managers (+ \$1.8 million)
- A universal health insurance benefit (individual) (+ \$1.6 million)
- A 5% retirement benefit (+ \$1.6 million)
- If every program hired qualified administration and finance staff (+ \$1-2 million)

**\*Not every program requires all the above increases**

# Conclusion



- **A lack of sufficient resources threatens program stability, necessary for providing effective help and support to victims and their children**
- **Salaries should be commensurate with the level of knowledge, skill, and empathy that the position requires**

# Survivor Services Funding Proposal



**An increase of \$3.5 million will fill essential positions, make salaries competitive, reduce turnover and associated costs, and substantially stabilize programs**



# Total Budget Request



- Increase Victim Services by \$3.5 million
- Increase Battering Intervention Services by \$1.25 million
- Total request is \$4.75 million

# Thank You

