



**July 17, 2018**

**Presenter: Anna Melbin**

**Title: Examining Safety Plans to Increase Survivor Wellbeing**

**Webinar Description**

People who have experienced domestic and sexual violence, like all of us, are more than their problems and crises. And like all of us, are hard-wired to increase their access to not just safety, but also stability, social connectedness, mastery and meaningful access to relevant resources – the universal needs and experiences essential to health and hope (The Five Domains of Wellbeing). This webinar will explore the intersection of safety and wellbeing and how existing safety plans can be assessed and improved upon to support survivors in accessing long-term wellbeing.

The webinar will include a brief overview of The Five Domains of Wellbeing framework and approach, including the concept of tradeoffs; and detailed review of a process by which organizations and programs can analyze their current safety planning tools through the lens of wellbeing.

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# Examining Safety Planning to Increase Survivor Wellbeing

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# Your Presenter Today:



Anna Melbin

Director of Strategic Capacity Building  
Full Frame Initiative



# Examining Safety Planning to Increase Survivor Wellbeing

**Anna Melbin,  
Director of Strategic Capacity Building  
The Full Frame Initiative**

**[www.fullframeinitiative.org](http://www.fullframeinitiative.org)**

**Webinar  
July 17, 2018**



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# Today's Objectives

- Review the Five Domains of Wellbeing framework and approach, including definitions and tradeoffs.
- Introduce a process to analyze current safety planning tools through the lens of wellbeing.



# Favorite Summer Activities

Of these summer activities, which do you resolve to do more of this summer (maybe compared to past summers)? Please choose one.

- A. Outdoor activities (hiking, swimming, fishing, boating)
- B. Go to the beach or pool
- C. Relax on the deck, porch or lawn
- D. Spend time with friends (BBQs, parties)
- E. Read for pleasure



# Who We Are: The Full Frame Initiative

## What We're Responding To

- Well-intentioned interventions may cause unintended effects by forcing people struggling with poverty, trauma and violence to make unsustainable tradeoffs.
  - Short-term gains at the expense of long-term wellbeing
  - Solidifying inequities

## What We Do

- Partner with organizations, systems and communities to shift from fixing problems to fostering wellbeing.
- Demonstrate how this shift creates lasting change for people and opens the door to greater equity in society.





# Defining Wellbeing

**FFI defines wellbeing as the needs and experiences essential for health and hope.**

We all need to have assets in and the ability to minimize tradeoffs between our

**social connectedness,**

**safety,**

**stability,**

**mastery, and**

**meaningful access to relevant resources**

so that we can weather challenges, retain hope, and have adequate physical, mental and emotional health.



# Shifting from Safety to Wellbeing

A wellbeing orientation and  
The Five Domains of Wellbeing helps us:



- Put **whole people and their assets**, not their problems, at the center.
- Recognize we are ALL trying to meet our needs for wellbeing:  
**all behaviors serve a purpose.**
- Understand that context matters: support **individuals** to increase access to wellbeing.
  - Ask, “**Is it worth it?**”  
And then respond accordingly.

**Drawn from practice,  
validated by research.**



# Safety is an Individual Experience

Think about a situation in which you were with at least one other person, and you felt completely safe and someone you were with did not.

- Same situation but very different experiences of safety.
- Think about the factors that made you feel safe, and others not feel safe.
- Would it have helped or been useful to tell that person they “were” safe? Would that have made them feel safe or safer?





- We **all** have assets in every domain.
- We **all** have challenges in every domain.
- We **all work to meet our needs** in these domains **without hierarchy**, as best we can given **our experiences** and what is available to **us**.
- Sustaining any progress or change in one domain usually requires addressing the **tradeoffs** in the other domains.



# Do you babysit?

**YES**

**NO**



# Survey Says!

Reasons people said **Yes** to babysitting:

- Most fell into SC or maybe Mastery domains:
  - Like to help friends out, pay it forward (reciprocity), like to spend time with kids
  - I'm the kind of person who ... "is there for my friends", "can be counted on to help out."

Reasons people said **No** to babysitting:

- Most fell into Stability or maybe Mastery domains:
  - Self-care, practicing saying "no", putting my self first
  - Babysitting can be hard and unpredictable
  - Don't want to change my plans last minute



# Tradeoffs: Decision, Choice and Change

- When we **decide** if something is “worth it” or not, we are balancing tradeoffs.
- When people make **choices** different from what we expect or want, they are weighting tradeoffs differently.
- Tradeoffs change over time; we can do our best to anticipate and address tradeoffs -
  - We are more likely to make change if we **think** the tradeoffs are worth it.
  - We are more likely to **sustain change** if the tradeoffs indeed **are worth it**.



# Safety ~~Plans~~ PlannING to Increase Wellbeing

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# Tips for Safety and Wellbeing Planning

## Do's

- Remember safety is an individualized experience and feeling, not something objective you have or don't have.
- Approach planning as an ongoing, living and evolving process.
- Talk about tradeoffs (known and anticipated). *What's worth it?*
- Actively address and help minimize tradeoffs.
- Attend to how safety can be increased by increasing access to wellbeing (ALL Five Domains of Wellbeing).

## Don'ts

- Approach safety planning as a one time activity or conversation, or a contract.
- Decide for other people what safety is and feels like.
- Prioritize traditional ideas of safety before or over other domains of wellbeing.



# Common Elements of Safety Plans

- Vary your routine - change your route to work or school; change the time you pick up your children; go to a different grocery store or go on a different day than usual.
- Call 911. Teach children when and how to call 911.
- Access services - counseling, shelter, medical treatment.
- Essentials to pack/bring - IDs, paperwork, legal docs, medications, money, etc. Other - photos, sentimental items.



## From Safety Planning to Wellbeing Planning

### Part One: Identifying Tradeoffs in Safety Plans

This activity is part of the Full Frame Initiative's *From Safety to Wellbeing Planning Toolkit*. It is designed to help an organization or program examine its current safety planning tools and methods through the lens of wellbeing. The goal is to assess and better understand where the safety plan may create tradeoffs in the Five Domains of Wellbeing, and how the plan is helping increase or decrease access to wellbeing, beyond just safety. This activity will help advocates and others begin to develop new ways of thinking about safety plans, and the intersection between safety planning and wellbeing. Over time, a formal activity or "tool" such as this won't be needed as the organizational culture, policies and practice become increasingly oriented around wellbeing.

**Instructions:** This activity should be done in groups of 2-4 people who have a variety of roles (jobs) and perspectives within the organization, including *at least* one person who works directly with survivors. Start with your current safety plan tool or tip sheet. Using your *Five Domains of Wellbeing Key Aspects and Common Misconceptions* reference sheet, consider possible ways this safety plan may increase assets or create challenges and force tradeoffs in the Five Domains of Wellbeing for the survivors you work with. Because this is about practicing a new way of thinking about safety planning, it may be helpful to identify 1 or 2 specific people (survivors) and use this activity with them in mind.

**Step 1:** Identify one part (one question, or tip from a tip sheet) of your current safety plan tool to be examined for the purpose of this activity.

**Step 2:** Analyze the selected part of the safety plan through the lens of the Five Domains of Wellbeing – where are there gains, losses and tradeoffs? Consider how survivor identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains. *Note - there may not be gains and losses in every domain.*

**Step 3:** Review what you've identified in Step 2. Write down what stands out to you - what surprises you? What have you learned? Which tradeoffs stand out as unintended, or unsustainable?

**Step 4:** To further increase survivor wellbeing, think creatively about how your program might address or minimize the tradeoffs of your current safety plan tool.



**1) Identify one part (question or tip) of your current safety plan tool to be examined for the purpose of this activity, and determine the intent of this part of the safety plan:**

**Part of the safety plan tool, tip or question to be examined:**

**What is the intention of this part of the safety plan?**



II) Go step by step through each of the Five Domains of Wellbeing and analyze whether and how this part of the safety plan may create gains or challenges for survivors in each domain. Consider how survivor identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains. Remember to use your *Five Domains of Wellbeing Key Aspects and Common Misconceptions* reference sheet to more fully understand the definition and key elements of each domain. \*Note, there may not be gains and losses in every single domain; and there may be gains and losses in the same domain.

Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Social Connectedness		
Safety		
Stability		
Mastery		
Meaningful Access to Relevant Resources		



**I) Identify one part (question or tip) of your current safety plan tool to be examined for the purpose of this activity, and determine the intent of this part of the safety plan:**

**Part of the safety plan tool, tip or question to be examined:**

Change your daily routine – to work, home, friend's homes, the grocery store, appointments – frequently.

**What is the intention of this part of the safety plan?**

To increase safety by decreasing the chances of being followed or stalked.

**II) Go step by step through each of the Five Domains of Wellbeing and analyze whether and how this part of the safety plan may create gains or challenges for survivors in each domain. Consider how survivor identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains. Remember to use your *Five Domains of Wellbeing Key Aspects and Common Misconceptions* reference sheet to more fully understand the definition and key elements of each domain. \*Note, there may not be gains and losses in every single domain; and there may be gains and losses in the same domain.**

Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Social Connectedness	- May make new connections as a result of new routines	- May lose connection to key people, for example if a different bus route means a new driver or passengers; or new therapist - May go to stores or appointments at different times and lose connection to other 'regulars', lost sense of belonging
Safety	- May mean people can't follow or predict survivor's schedule and show up where the survivor is	- May create a false sense of safety; be less vigilant or aware when threats happen - May not feel comfortable or safe being authentic self with new social connections - Risk of getting lost may feel unsafe - Being in new, unpredictable situations may feel unsafe, particularly for people in non-dominant identity groups



Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Stability		<ul style="list-style-type: none"> <li>- Routines and possible anchors are disrupted</li> <li>- Lost sense of familiarity and predictability</li> </ul>
Mastery	<ul style="list-style-type: none"> <li>- May experience sense of control from learning new routes, schedules, routines, and having better knowledge of the area</li> <li>- May experience pride and accomplishment if safety is indeed increased</li> </ul>	<ul style="list-style-type: none"> <li>- May lose sense of control due to loss of predictability</li> </ul>
Meaningful Access to Relevant Resources	<ul style="list-style-type: none"> <li>- May discover new ways of gaining access to resources</li> </ul>	<ul style="list-style-type: none"> <li>- Previous routines and social connections may have increased meaningful access. (i.e., survivor who goes to same grocery store every Tue at 4pm and knows the checkout clerk who always discounts the bill).</li> <li>- Now that meaningful access is lost</li> </ul>



III) Review and reflect upon what you have identified in the table above (Step 2) - potential gains and losses for survivors in each of the domains. What stands out to you? In general, did you identify more possible gains or losses? Do gains in some areas create losses in other areas? Are certain losses 'worth it' and if so, why? What new information does this analysis give you?

How do this survivor's identity, race and culture change their experience of your safety plan, and the impact on their wellbeing?





**III) Review and reflect upon what you have identified in the table above (Step 2) - potential gains and losses for survivors in each of the domains. What stands out to you? In general, did you identify more possible gains or losses? Do gains in some areas create losses in other areas? Are certain losses 'worth it' and if so, why? What new information does this analysis give you?**

**How do this survivor's identity, race and culture change their experience of your safety plan, and the impact on their wellbeing?**



- What stands out is how this part of the safety plan (varying the routine frequently) impacts so many domains, beyond safety.
- We didn't realize before now how clearly a gain in one domain can create a loss in another. And, there are potential gains and losses in more than one domain. And we don't know what is ultimately worth it to each individual survivor until we ask and listen.
- The varying of routines might result in more or less time to get places; we need more information about what this time could mean to the survivor (where the tradeoffs are).
- This part of the safety plan has the potential to create real challenges in stability, with little guarantee of increasing safety.
- Race and other identities are a critical part of this examination process. For example, being a person-of-color or a person without legal status heightens challenges in safety and other domains when facing unfamiliar or unpredictable situations.



IV) Reviewing the table above (Step 2) and your impressions (Step 3), identify the tradeoffs (gains and losses) that stand out as unintended, or unsustainable. Which tradeoffs require further exploration to determine what will be worth it or not? Where (in which domain) are there more or fewer unintended or unsustainable tradeoffs? Then think creatively about ways your organization and staff might help minimize those tradeoffs.

Tradeoffs (that are unintended or unsustainable):

Potential ways to minimize tradeoffs:

- What additional information is needed?
- How to prepare people to anticipate those tradeoffs in advance:
- What can be changed, added or removed?

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IV) Reviewing the table above (Step 2) and your impressions (Step 3), identify the tradeoffs (gains and losses) that stand out as unintended, or unsustainable. Which tradeoffs require further exploration to determine what will be worth it or not? Where (in which domain) are there more or fewer unintended or unsustainable tradeoffs? Then think creatively about ways your organization and staff might help minimize those tradeoffs.



**Tradeoffs (that are unintended or unsustainable):**

- Specifically the tradeoffs for people of color and other non-dominant identities are significant. Forcing people into unpredictable situations creates not only challenges in stability but also in safety – which undermines the point of a safety plan.
- Varying routines and routes has the potential to create real challenges in safety and stability, with little guarantee of increasing overall safety.

**Potential ways to minimize tradeoffs:**

- What additional information is needed?
- How to prepare people to anticipate those tradeoffs in advance:
- What can be changed, added or removed?

We'll talk through this part of the safety plan with survivors in more detail. If they are being actively stalked, changing routines may be necessary or worth it but we need to talk through how that is going to feel, and how to minimize the challenges it creates.

- We'll ask specifically about feelings of safety or feeling unsafe with changing routines, and stability.

If changing routes is necessary, ways we might minimize tradeoffs include: going with the survivor on new routes to better determine safety and support a sense of mastery around the new route, and increase predictability; talking explicitly about routines and how to hold on to some routines and anchors when others are changing; talking through the various routes ahead of time to increase predictability; and asking about access to resources and how route changes might decrease meaningful access

If it's decided that it's not worth it to change the route and routine, we'll need to talk about other ways of increasing the experience of safety and minimizing the impact of potential stalking. We can talk about each place and each routine or route, and identify strategies the survivor is using and can use to be safe in those specific places, times, etc.

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# Ways We Can Help Increase Survivor Wellbeing

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# Focusing on Wellbeing

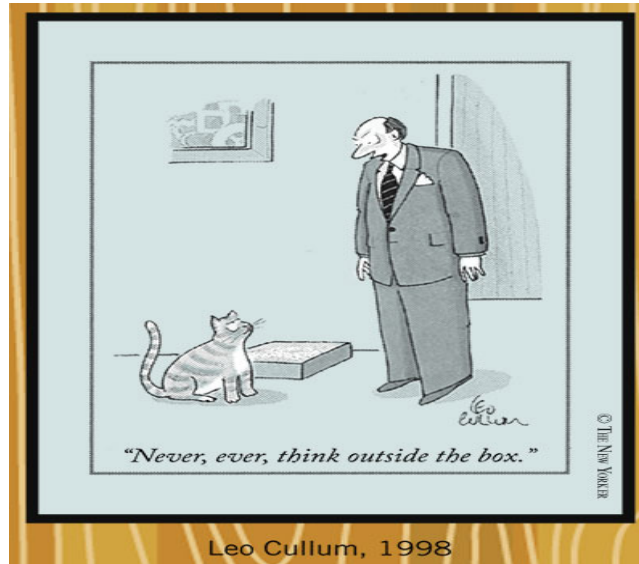
Non Trauma Informed	Trauma Informed	Wellbeing
What's wrong with you? What's the matter with you?	What happened to you?	What matters to you?
Behaviors need to be stopped or started.	All behavior has a meaning .	All behavior serves a purpose - towards meeting <b>universal</b> needs for wellbeing.
Problematic behaviors are maladaptive.	Behaviors are adaptations and coping strategies in response to trauma.	All behavior serves a purpose - towards meeting <b>universal</b> needs for wellbeing.
Focus on problems, crisis response and doing no harm.	Focus on strengths that have helped overcome adversity.	Start with what's going well for the whole person, including outside of context of problems and adversity.
They're unmotivated; not ready for change; lazy.	Experiences of trauma make it difficult to want to take risks or make change.	What about this change feels the hardest? What doesn't feel worth it? What would make it more worth it <b>to you?</b> (change means weighing tradeoffs.)



# Shift What We Think, Say and Ask

Instead of...	Try...
They're unmotivated. They don't care. They care more about him than being safe.	What is making this change difficult or not worth it? What would make it more worth it? How can I help make it more worth it?
I can't believe they're doing that. They know better.	What are they weighing? What do they gain and lose by doing that (from their point of view)?
Getting safe should be most important to you.	What's most important to you?
What do you need to get safe?	What will be hard for you? What would make the change less hard?
Why did you do <i>that</i> when you know it makes you less safe?	You've been able to avoid <i>that</i> for three weeks in a row, even when things were tough. What made it possible before? What was different this time? What changed?
Good job _____. ...not calling her. ...seeking services.	That's a great step and a positive change from what was happening before. What made it worth it this time?

# There are Tradeoffs - Now What?!



It doesn't mean  
we don't move  
forward.

## Things we can do or try:

- Be aware.
- Talk about it ahead of time, and ongoing.
- Talk about all Five Domains of Wellbeing and what is/isn't worth it to **them**.
- Change the what or how:
  - Add something.
  - Take something out.
  - Alter something, even slightly.
- \* Prioritize control and choice whenever possible!





# Questions? Answers? Comments?





# Thank You!

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# Thank you for joining today's presentation

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# THE FIVE DOMAINS OF WELLBEING

All of us—from janitor to judge, senior executive to senior citizen, adult to adolescent—share a set of universal needs that are critical to our wellbeing. These essential human needs are what the Full Frame Initiative defines as the **Five Domains of Wellbeing**.

We all need: 1) **social connectedness** to people and communities, in ways that allow us to give as well as to receive; 2) **stability** that comes from having things we can count on to be the same from day to day, and knowing that a small bump won't set off a domino-effect of crises; 3) **safety**, the ability to be ourselves without significant harm; 4) **mastery**, feeling that we can influence what happens to us, and having the skills to navigate and negotiate life; 5) and **meaningful access to relevant resources** to meet our basic needs without shame, danger or great difficulty.



While we share a common need for assets in these domains, each of us experiences the domains in different and deeply personal ways, influenced by many factors, including our personal history, race, gender, age, community, family, values and context. A returning veteran may feel physically vulnerable sitting in traffic. A young black man may face extra scrutiny from security guards at a department store when he's buying clothes for school. A pick-up soccer game might give one person a sense of belonging and connectedness, but make another feel awkward and isolated.

Those same factors also influence what we are (or are not) willing to give up in order to increase our wellbeing. Increasing wellbeing doesn't happen by making progress in each single domain independently. The domains are interconnected. Sometimes, building assets in one domain means giving up something we value in another: a tradeoff. We all ask ourselves,

*"Is it worth it?" Is it worth it to take a job that gives me a big raise? If it means waking up 20 minutes earlier, maybe so. But if it means always missing visiting hours at a parent's nursing home, maybe not. Sometimes we can find a way to minimize the tradeoff so that what wasn't worth it before, now is: convincing the nursing home to make an exception for visiting after hours twice a week. Being able both to decide for ourselves what's "worth it," and to navigate life in ways that build our assets and minimize tradeoffs, fosters wellbeing.*

Yet many people, families and communities living at the intersection of poverty, violence and trauma face constant threats to their wellbeing, and services designed to help them address a challenge in one domain—gaining access to housing for example—rarely are set up to take into consideration the tradeoffs that might be an unintended by-product of this progress. And sometimes those tradeoffs aren't worth it, and so the progress doesn't stick. For example, if turning down available housing automatically disqualifies a person who is homeless from other housing options, the system has decided housing is "worth it," no matter what the cost of the

tradeoff. But what if taking that housing means a mother has to move across the state, away from her job and the grandmother who provides care to her child who has a disability? That housing placement probably won't last, even if she takes it.

To create change that *will* last, systems and services must help people minimize tradeoffs and build assets in the **Five Domains of Wellbeing**. Doing so will begin to break the cycles of poverty, violence and trauma that undermine wellbeing for us all.

## WHAT THE **FIVE DOMAINS OF WELLBEING** MEAN FOR INDIVIDUALS

### Social Connectedness

The degree to which a person has and perceives a sufficient number and diversity of relationships that allow her or him to give and receive information, emotional support and material aid; create a sense of belonging and value; and foster growth.

Related concepts: belonging, social capital, social networks, social support, reduced social isolation and exclusion

### Stability

The degree to which a person can expect her or his situation and status to be fundamentally the same from one day to the next, where there is adequate predictability for a person to concentrate on the here-and-now and on the future, growth and change; and where small obstacles don't set off big cascades.

Related concepts: resiliency, permanency, certainty

### Safety

The degree to which a person can be her or his authentic self and not be at heightened risk of physical or emotional harm.

Related concepts: security; absence of harm, risk or danger

### Mastery

The degree to which a person feels in control of her or his fate and the decisions she or he makes, and where she or he experiences some correlation between efforts and outcomes.

Related concepts: control, choice, self-efficacy, self-esteem, self-confidence, empowerment, applying knowledge

### Meaningful Access to Relevant Resources

The degree to which a person can meet needs particularly important for her or his situation in ways that are not overly onerous, and are not degrading or dangerous.

Related concepts: having knowledge, meeting "basic" needs, cultural competence (of resources), utilization rates, service integration/defragmentation, reduced barriers, information and referral, navigation

*The Full Frame Initiative believes that everyone needs and has a right to wellbeing.  
Our mission is to change systems so that people and communities experiencing poverty,  
violence and trauma have the tools, supports and resources they need to thrive.*

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# The Five Domains of Wellbeing Definitions and Key Aspects

Each of us experiences the Five Domains of Wellbeing in different and deeply personal ways, influenced by many factors, including our personal history, race, gender, age, community, family, values and context.



**Social connectedness:** The degree to which a person has and perceives a sufficient number and diversity of relationships that allow her or him to give and receive information, emotional support and material aid; create a sense of belonging and value; and foster growth.

<b>KEY ASPECTS</b> <ul style="list-style-type: none"><li>Quantity and diversity of relationships</li><li>Reciprocity—given and get information, material help, emotional support</li></ul>	<ul style="list-style-type: none"><li>A sense of belonging</li><li>A sense of being valuable and needed</li><li>Foster growth</li></ul>
<b>MISCONCEPTIONS</b> <p>It's only about emotional support.</p> <p>It's only about what we get from other people.</p> <p>It's just nice to have but not essential.</p>	<b>TRUTHS</b> <p>Social connections are also about information and material support.</p> <p>It's just as important to have opportunities to give.</p> <p>Research shows that social connections are critical for our physical and mental health. Social isolation is linked to serious health issues and addiction.</p>

**Stability:** The degree to which a person can expect her or his situation and status to be fundamentally the same from one day to the next, where there is adequate predictability for a person to concentrate on the here-and-now and the future, growth and change; and where small obstacles don't set off big cascades.

<b>KEY ASPECTS</b> <ul style="list-style-type: none"><li>Anchors, that create a sense of predictability in days or weeks</li></ul>	<ul style="list-style-type: none"><li>Buffer to small problems snowballing to big problems</li><li>Familiarity</li></ul>
<b>MISCONCEPTIONS</b> <p>Stability is something we either have or don't have.</p> <p>It's about really big things over long periods of time, such as housing stability.</p> <p>Stability comes after all our other needs are met—for example, once we get a place to live, we'll be stable.</p>	<b>TRUTHS</b> <p>We can have stability in some parts of our life and feel very unstable in others.</p> <p>Stability is often created through small routines (anchors) that ground us day-to-day or week-to-week. We can have a house and a job and still feel unstable overall.</p> <p>We all experience stability through our anchors, and feelings of stability ebb and flow all the time.</p>

**Safety:** The degree to which a person can be her or his authentic self and not be at heightened risk of physical or emotional harm.

<b>KEY ASPECTS</b> <ul style="list-style-type: none"><li>Physical and emotional</li><li>From people, places and systems</li></ul>	<ul style="list-style-type: none"><li>Ability to be true to core identity without harm or humiliation</li></ul>
<b>MISCONCEPTIONS</b> <p>Safety is "objective" and there is only one way to experience it.</p> <p>Being our "authentic self" is about being able to feel completely comfortable all the time and not judged in any way.</p> <p>Safety can only be threatened by violence or physical danger and by people.</p>	<b>TRUTHS</b> <p>What we consider safe or safer may or may not be very different from what others consider safe.</p> <p>Safety is about really core parts of ourselves (race, body size, religion, political views, gender). The experience of safety is being able to express our core identities in different settings without fear or danger.</p> <p>We can be physically safe but emotionally unsafe. Systems and programs—not just people—can make someone feel unsafe. For example, some people fear the police and not because of a specific person or police officer.</p>

**Mastery:** The degree to which a person feels in control of her or his fate and the decisions she or he makes, and where she or he experiences some correlation between efforts and outcomes.

KEY ASPECTS	<ul style="list-style-type: none"><li>• Goal is attainable but not guaranteed</li><li>• Correlation between efforts and outcomes</li><li>• Sense of control and choice</li></ul>
MISCONCEPTIONS	<p>Mastery is only about what we've accomplished—we have to master something to feel mastery.</p> <p>It's about being in complete control.</p> <p>It's the same thing as self-esteem.</p>
TRUTHS	<p>It's really about our sense of accomplishment, which can come from making progress or getting better at something even if we're not 'the best.'</p> <p>It's really about feeling that we have an ability to influence people or situations around us, or our own future.</p> <p>Self-esteem is important, but it's not the same as mastery. We can have high self-esteem and still not have a sense that we can influence other people or our world, or that we have the ability to accomplish something or overcome challenges.</p>

**Meaningful access to relevant resources:** The degree to which a person can meet needs particularly important for her or his situation in ways that are not overly onerous, and are not degrading or dangerous.

<b>KEY ASPECTS</b>	<ul style="list-style-type: none"><li>• Self-determination of what basic needs are relevant and important</li><li>• Resources exist</li></ul>
<b>MISCONCEPTIONS</b>	<p>“Resources” are social services.</p>
<b>TRUTHS</b>	<p>While social services often can help us get resources, the Five Domains of Wellbeing are what everyone needs. We all need relevant resources, but we don’t all need services to get those resources. A food bank (service) can provide access to food (relevant resource), but we don’t all need a food bank to get food.</p>
<p>If resources are available, they are accessible.</p>	

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## From Safety Planning to Wellbeing Planning

### Part One: Identifying Tradeoffs in Safety Plans

This activity is part of the Full Frame Initiative's *From Safety to Wellbeing Planning Toolkit*. It is designed to help an organization or program examine its current safety planning tools and methods through the lens of wellbeing. The goal is to assess and better understand where the safety plan may create tradeoffs in the Five Domains of Wellbeing, and how the plan is helping increase or decrease access to wellbeing, beyond just safety. This activity will help advocates and others begin to develop new ways of thinking about safety plans, and the intersection between safety planning and wellbeing. Over time, a formal activity or “tool” such as this won't be needed as the organizational culture, policies and practice become increasingly oriented around wellbeing.

**Instructions:** This activity should be done in groups of 2-4 people who have a variety of roles (jobs) and perspectives within the organization, including *at least* one person who works directly with survivors. Start with your current safety plan tool or tip sheet. Using your *Five Domains of Wellbeing Key Aspects and Common Misperceptions* reference sheet, consider possible ways this safety plan may increase assets or create challenges and force tradeoffs in the Five Domains of Wellbeing for the survivors you work with. Because this is about practicing a new way of thinking about safety planning, it may be helpful to identify 1 or 2 specific people (survivors) and use this activity with them in mind.

Step 1: Identify one part (one question, or tip from a tip sheet) of your current safety plan tool to be examined for the purpose of this activity.

Step 2: Analyze the selected part of the safety plan through the lens of the Five Domains of Wellbeing – where are there are gains, losses and tradeoffs? Consider how survivor identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains. *Note - there may not be gains and losses in every domain.*

Step 3: Review what you've identified in Step 2. Write down what stands out to you – what surprises you? What have you learned? Which tradeoffs stand out as unintended, or unsustainable?

Step 4: To further increase survivor wellbeing, think creatively about how your program might address or minimize the tradeoffs of your current safety plan tool.

1) Identify one part (question or tip) of your current safety plan tool to be examined for the purpose of this activity, and determine the intent of this part of the safety plan:

Part of the safety plan tool, tip or question to be examined:

What is the intention of this part of the safety plan?

II) Go step by step through each of the Five Domains of Wellbeing and analyze whether and how this part of the safety plan may create gains or challenges for survivors in each domain. Consider how survivor identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains. Remember to use your *Five Domains of Wellbeing Key Aspects and Common Misconceptions* reference sheet to more fully understand the definition and key elements of each domain. \*Note, there may not be gains and losses in every single domain; and there may be gains and losses in the same domain.

Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Social Connectedness		
Safety		
Stability		
Mastery		
Meaningful Access to Relevant Resources		

III) Review and reflect upon what you have identified in the table above (Step 2) - potential gains and losses for survivors in each of the domains. What stands out to you? In general, did you identify more possible gains or losses? Do gains in some areas create losses in other areas? Are certain losses 'worth it' and if so, why? What new information does this analysis give you?

How do this survivor's identity, race and culture change their experience of your safety plan, and the impact on their wellbeing?

IV) Reviewing the table above (Step 2) and your impressions (Step 3), identify the tradeoffs (gains and losses) that stand out as unintended, or unsustainable. Which tradeoffs require further exploration to determine what will be worth it or not? Where (in which domain) are there more or fewer unintended or unsustainable tradeoffs? Then think creatively about ways your organization and staff might help minimize those tradeoffs.

Tradeoffs (that are unintended or unsustainable):

Potential ways to minimize tradeoffs:

- What additional information is needed?
- How to prepare people to anticipate those tradeoffs in advance:
- What can be changed, added or removed?

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# **From Safety Planning to Wellbeing Planning**

## **Identifying Tradeoffs in Safety Plans**

### **User Guide**



## Wellbeing Key Concepts

The Full Frame Initiative believes that everyone has a right to wellbeing - the needs and experiences essential for health and hope. Wellbeing is defined as: *having enough assets in and the ability to minimize tradeoffs between social connectedness, safety, stability, mastery and meaningful access to relevant resources* (the Five Domains of Wellbeing<sup>1</sup>) *so that we can weather challenges, retain hope and have adequate physical, mental and emotional health*. As you read through this user's guide and use the corresponding Identifying Tradeoffs in Safety Plans activity, it is important to keep in mind a few key concepts about wellbeing:

1. **Wellbeing is both universal and individually experienced.** Human beings have an innate (biological) drive to experience all Five Domains of Wellbeing. However, *how* we experience wellbeing and our ability to get our needs met in the domains is deeply personal and individualized. Factors such as race, gender, sexual orientation, religious affiliation, class, geography, experiences of poverty, violence and other forms of trauma, and more all inform our experiences of wellbeing and can create access or barriers to wellbeing.
2. **The Five Domains of Wellbeing are all essential and equally important, overall.** Human beings do not prioritize safety over experiences of pride and accomplishment, or predictability over feeling socially connected. In any given situation or moment we may need to attend to one domain over the others, but overall in our lives they are all equally important.
3. **The Five Domains of Wellbeing are connected and interdependent.** For example, we can increase our experience of safety by increasing our social connectedness or our sense of stability. Conversely, our experience of safety may be decreased if we have difficulty accessing resources to meet our basic needs, such as food or housing, or if we are socially isolated.
4. **Wellbeing is dynamic, not a static 'thing' you have or don't have or 'achieve'.** The interdependence of the domains combined with our individual experiences, identities and access or barriers to wellbeing, means that our experiences in and among the domains can and do change daily, weekly, and over longer periods of time and depending on the situation.
5. **We are all balancing and weighing tradeoffs in and among the Five Domains of Wellbeing, all the time.** Because our experience of wellbeing is dynamic and evolving, and because the domains are so dependent upon each other, every decision, choice or behavior (no matter how big or small) comes with both benefits and costs or consequences: a tradeoff. Sometimes the benefit from the decision or change is worth the tradeoffs; sometimes it isn't. Whether a change is worth the tradeoffs is very individual - it may feel worth it to one person and not worth it to another. However, all of us are less likely to stick to a decision or make lasting change when the tradeoffs are too big and erode other parts of our wellbeing.

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<sup>1</sup> More information on FFI's Five Domains of Wellbeing approach and framework, including definitions and fact sheets, is available at: <http://fullframeinitiative.org/resources/about-the-full-frame-approach-and-five-domains/#5dw>



## About this User Guide

This activity and user guide is part of a larger set of activities, guides and materials FFI has created and compiled as the *From Safety to Wellbeing Planning Toolkit*. This toolkit was developed to support organizations, advocates and others working with people who have experienced domestic violence shift their focus from safety planning to plans and support that help increase overall wellbeing. There are three complementary parts, in addition to supplemental materials on the Five Domains of Wellbeing.

This user's guide is specifically for Part One: Identifying Tradeoffs in Safety Plans, and will provide step-by-step instruction and examples for using the activity. The examples included in this user guide are just that - examples. They are included to illustrate how to use this activity and the type of conversation that can and may be generated. The examples are not intended to be an exact model of your own safety planning tool or your own responses to this activity.



## Identifying Tradeoffs in Safety Plans

Identifying Tradeoffs in Safety Plans provides organizations and programs with a structured activity for examining current safety planning tools and methods through the lens of wellbeing. The goal is to assess how current safety plans and safety planning methods may create tradeoffs in the Five Domains of Wellbeing, and increase or decrease overall wellbeing for survivors, beyond just safety. This activity will help advocates and others begin to develop new ways of both thinking about safety plans, and the intersection between safety planning and wellbeing. Over time, a formal activity or 'tool' such as this won't be needed as the organizational culture, policies and practice become increasingly oriented around wellbeing.

**Note:** This activity is far more effective if you are familiar with the Full Frame Initiative's Five Domains of Wellbeing and concept of tradeoffs. Use of this activity requires going beyond traditional ideas of safety and safety planning, to deeply explore the idea and application of wellbeing planning.



## What You'll Need

- A copy of or ability to reference your organization's or program's current safety plan, safety planning methods, tools or tip sheets.
- A copy of the Five Domains of Wellbeing Key Aspects and Common Misconceptions.





- A copy of the Identifying Tradeoffs in Safety Plans activity.



- Something to write with.

## Set Up

This activity should be done in groups of 2-4 people who have a variety of roles (jobs) and perspectives within the organization including *at least one* person who works directly with survivors. Everyone in the group should have a copy of the organization's or program's current safety plan tool or tip sheet, and a copy of the Identifying Tradeoffs in Safety Plans activity. This activity is designed to support a new or different way of thinking about safety planning, as a key but not the only component to survivor wellbeing. The first time or few times you engage in this activity, it may take up to an hour.

## Step One - Choose part of your safety plan to examine

As a group, review your current safety plan tool or tip sheet. Together, choose one specific part - one of the questions, tips, recommendations - to be analyzed for the purpose of this activity. If you're new to this activity, you'll want to start with one concrete part of the safety plan, to ensure the process is not overly complicated as you practice developing new ways of thinking about safety planning.

Some examples of a concrete part of a safety plan include: Call 911; Vary your routine and driving route to and from work; call a domestic violence service provider; talk to a lawyer; and make copies of all your important documents (birth certificate, medical records) and give them to someone for safekeeping. These are only examples. Your group should choose something specific from your own safety planning tool.

### EXAMPLE

**Part of the safety plan tool, tip or question:**

**Call 911**

**What is the intention of this part of the safety plan?**

**To increase safety by accessing law enforcement.**



## Step Two - Examine through the lens of wellbeing and tradeoffs

Think about a specific person (survivor) you have worked with or are currently working with as you go through the rest of this activity. Because this is about practicing a new way of thinking about safety planning, it is helpful to have a real person to have in mind; this helps prevent getting caught up in hypotheticals.

Keeping this person in mind and referencing your Five Domains of Wellbeing Key Aspects and Common Misconceptions document, examine the part of the safety plan you chose through the lens of each of the Five Domains of Wellbeing. Going domain by domain, try to identify where the part of the safety plan you have identified may help this specific person increase access (gains) to wellbeing, and where it may be creating barriers (losses) to wellbeing, and what the tradeoffs may be.

Make sure you consider and talk about how this survivor's identity (race, gender, sexual orientation, religious beliefs, immigration status and more), culture, and context impact experiences in each of the Domains.

**Note:** There may not be gains and losses in every domain.



Remember that this is an activity to begin thinking a different way about safety and wellbeing planning. It is not designed with any right or wrong answer, nor is the completed activity meant to be "perfect" in any way. Even though you're keeping a specific person in mind, you may need to make some assumptions as you go. This is about practicing developing skills for attending to survivor wellbeing, and identifying what additional information you need.



Your group may not identify gains and losses in every single domain. There may be domains that have both gains and losses, just gains or losses, or neither gains nor losses.

### EXAMPLE

#### Call 911:

Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Social Connectedness		This survivor's community doesn't typically call the police; it's not "what's done". Survivor may have negative consequences - may have to leave neighborhood or community, or be isolated

Continued on following page →

Domain	What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Safety	Increase safety if law enforcement responds quickly and appropriately	Survivor's community has experienced threats to safety by law enforcement - this may create additional threats to safety
Stability		<p>Could create anxiety and instability due to not knowing what's going to happen, and what the next steps will be (may have to leave home, or go to court, or be involved with child welfare)</p> <p>May result in having to leave home or community, which may create changes in routine and schedule</p>
Mastery	May feel increased sense of "I can do it" and control due to taking a concrete action step to increase their and their children's safety	If the experience with law enforcement is negative or makes the situation worse (social connectedness, stability), this action may create challenges in feeling a sense of accomplishment and pride; may increase feelings of hopelessness
Meaningful Access to Relevant Resources	May increase access to services (supports, housing, legal assistance and more) which can be a way of getting resources.	<p>May result in having to leave home (become homeless) or community</p> <p>May result in loss of access to resources the person using violence is providing (transportation to work)</p>



### Step Three - Review to identify tradeoffs and other observations

Once you've completed the table (Step 2), now is the time for review and reflection. Look over your completed analysis and together, discuss your overall observations and new information you've gained. You can use these questions to guide your conversation: What stands out to you? Are there potential gains and losses in every domain, or do one or two domains stand out? Overall, are there more potential gains or losses in wellbeing? Do gains in some areas create losses in other areas? Are certain losses 'worth it' from your perspective and if so, why? What new information does this analysis give you? What have you learned?

What new questions do you have? **How do this survivor's identity, race and culture change their experience of your safety plan, and the impact on their wellbeing?**

### EXAMPLE

What stands out is at first glance there are more challenges (losses) in wellbeing created than gains, which raises the question of whether calling 911 is really worth it to every survivor, given all they might lose. Calling 911 is supposed to be a strategy to increase safety, but it may increase safety in some ways (response to threat from person using violence) and decrease safety in other ways. Particularly for survivors who are people of color or don't have legal status in the U.S.

What also stands out is that the potential gains are dependent upon the specific officer(s) that responds to the call. Most officers are great, but it could go very badly if they're not. That's a lot of unpredictability.

This analysis raises questions about how else we can support gains in safety (and other domains, such as access to resources), in situations where calling 911 might not be worth it. And in real crisis or life threatening situations, calling 911 may be worth the actual losses.



### Step Four - Identifying and minimizing unsustainable tradeoffs

As a group, review both the table (Step 2) and your impressions and observations (Step 3), and discuss the tradeoffs that stand out to you as unintended or even unsustainable. For example, this activity may have surfaced that calling 911 creates significant challenges in social connectedness and does not increase safety as much as perhaps intended. If this is the case, is calling 911 worth these tradeoffs? Do you anticipate this survivor is not going to feel it's worth it to call 911? If this is the case, how might you and your program help minimize these tradeoffs - increase options for safety without losing social connectedness, for example? You can use these questions to guide your conversation:

- What tradeoffs really stand out? Which tradeoffs are new information, or are clearly not intended?
- Which tradeoffs are likely *not worth it*? Which tradeoffs are likely *worth it*?
- What concrete and creative ways can we minimize those tradeoffs?
- What additional information do you need from the survivor?

## EXAMPLE

### Tradeoffs (that are unintended or unsustainable):

In particular, the losses to social connectedness and safety stand out. We don't think that risking losing the place of belonging and community will be worth it to this survivor, unless the situation is truly dire.

### Potential ways to minimize tradeoffs:

- What additional information is needed?
- How to prepare people to anticipate those tradeoffs in advance:
- What can be changed, added or removed?

This survivor is in a situation that is high-risk, and very violent. Calling 911 probably has to be an option sometimes. Instead of just putting it in a safety plan, we can talk through with each survivor what the tradeoffs will be, and how they want to handle possible isolation or anger from their community. Do some planning around police response in their community in advance.

### Maybe:

- we can help the survivor come up with ways of reaching out to community and creating a neighborhood response so that calling 911 isn't always necessary.
- we can find a different emergency response system - which may cost money - that could be the first responder?
- we could reach out to the local police department and strengthen those relationships, and ask them to partner with us to address these tradeoffs.



## Practice, practice, practice!

Thank you for beginning to explore how your safety plans and related tools and tip sheets impact survivor access to wellbeing. This is a great step towards supporting survivor wellbeing overall. And, it takes time and practice. Use this activity as often as you need, until this way of thinking and approaching the work becomes integral to your daily practice.

For more information about the Full Frame Initiative, our wellbeing orientation framework, the Five Domains of Wellbeing, and our *From Safety to Wellbeing Planning Toolkit* please go to [www.fullframeinitiative.org](http://www.fullframeinitiative.org)  
If you have specific questions about this activity and user guide please email: [info@fullframeinitiative.org](mailto:info@fullframeinitiative.org)

Thank you!



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Anna Melbin has more than 25 years of experience working with non-profit organizations and on state and federal policy issues. As the Director of Strategic Capacity Building at the Full Frame Initiative, she leads the organization's work with diverse partners and systems (child welfare, juvenile justice, sexual and domestic violence, courts) to orient themselves around wellbeing by applying the Five Domains of Wellbeing framework. Previously, she led FFI's multi-year statewide project in CA documenting how different stakeholders understand success for domestic violence survivors. Prior to joining FFI, Anna was the Housing Director at the National Network to End Domestic Violence. She began her career by providing direct services in homeless shelters, domestic violence shelters, and long-term transitional housing programs for families. She is an invited keynote speaker and expert panelist at conferences across the country, and holds a Masters in Social Work and a Masters in Public Policy from the University of Michigan, Ann Arbor.



## **Certificate of Participation**

### **Webinar Training**

**Examining Safety Planning to Increase Survivor Wellbeing**

**Presented by Anna Melbin**

**1.5 Hours**

**Casey Gwinn, J.D.**  
Co-Founder and President  
Alliance for HOPE, International

**Gael Strack, J.D.**  
Co-Founder and CEO Alliance  
for HOPE, International

**July 16, 2018**