Core Competencies for Domestic Violence Training Programs

Core Competency	Knowledge & Skills
Recognition	**1. What is violence?** a) Characteristics b) Prevalence (gender analysis) c) Dynamics of abusive relationships What is not abuse? (what is a healthy relationship? What does conflict look like in a healthy relationship? d) Understanding violence from a broader context (AR/AO – Human Rights – decolonization framework - social determinants model).
Recognition	**2. What are the impacts?** a) On the woman experiencing or having experienced volence? b) On her children and family c) Health affects d) Other relationships e) On vulnerable populations f) Understanding trauma g) Intersectional impacts of Mental Health, Addictions, Criminalization h) Systems that the woman has to interface with.
Response	**3. Interventions** a) Having the conversation so trust is built. b) Creating safe environments for disclosure c) Disclosure response d) What else is going on in her life that complicates intervention? e) Risk management/Threat Assessment f) Safety Plans g) Unintended consequences h) Supports available i) Resource materials to provide
Reporting Risk Reduction	**4. Professional role and practice in the workplace** a) Workplace policy b) Roles/responses and mandate c) Workplace program

	d) Documentation, confidentiality and information sharing e) Worker's safety f) Understanding strengths and limitations of the professional frameworks within one's sector/organization
Refer **Risk Reduction**	**5. Professional role and practice outside the workplace** a) Roles/responses and mandate b) Understanding strengths and limitations of the professional frameworks c) Making effective Referrals
Refer **Risk Reduction**	**6. Inter/Intra Professional Collaboration** a) Developing an integrated approach to intervention b) Confidentiality (information sharing) c) Mapping the network d) Strengthening professional relationships and networks
Personal & Professional Development	**7. Self-Reflection/ (reflective practices)** a) Personal values, attitudes and beliefs specific to the professional/ worker/learner b) Engagement with self-care c) Compassion fatigue d) Commitment to continuous learning