



KANSAS Implementation Plan 2022 - 2025

**Federal S.T.O.P. Violence Against Women Act
Federal Victims of Crime Act-Assistance
Federal Sexual Assault Services Program
Federal Family Violence Prevention and Services Act**

**Kansas Governor's Grants Program
Landon State Office Building, Rm 304 N
900 SW Jackson St.
Topeka, KS 66612
<https://grants.ks.gov/home>**

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I. Acknowledgments

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II. Executive Summary

In 2019, the KGGP convened key stakeholders and a consultant team to create the Implementation Plan to guide the state's administration of four federal formula grants, the S.T.O.P. Violence Against Women Act (VAWA), Victims of Crime Act (VOCA), Sexual Assault Services Program (SASP), and Federal Family Violence Prevention and Services Act (FVPSA), for the grant award years 2022 through 2025.

The Consultants conducted a comprehensive assessment to determine victims' and survivors' needs and identify service gaps. They examined reported crime, health, and social determinants data, including secondary data, from all 105 counties in Kansas. Additionally, they engaged more than 500 multi-disciplinary professionals with expertise in crime victims' services, courts, prosecution, law enforcement, and health care.

Two primary needs emerged from their analysis:

- Consistency and coordination between systems; and
- Culturally effective and accessible responses to underserved and diverse victim populations.

Based on these identified needs the Guiding Principle shaped the Goal of the Implementation Plan to prioritize funding for a victim-centered “whole community” approach that is accessible, evidence-based, trauma-informed, and culturally effective and inclusive of all crime victims in need of services. This goal calls for collaborative responsibility and involvement among service providers to collectively assess, identify, and understand the needs and gaps to strengthen their assets, capacities, and interests in serving crime victims.

III. Introduction

The KGGP values Kansans living in healthy communities, where they can grow, learn, feel safe, and thrive. The KGGP believes in creating a S.A.F.E. Kansas where: Services are available and accessible in every community; Accountability for systems, agencies, and services; Funding provided for adequate resources; and Empowerment of organizations to help individuals and agencies succeed.

The KGGP provides training opportunities, including the Annual Governor and Attorney General's Crime Victims' Rights Conference and the Kansas Academy for Victim Assistance, committed to improving crime victim services by enhancing professionals' skills working with crime victims and survivors. Also, the KGGP staffs the Governor's Advisory Council on Domestic and Sexual Violence Response, a collaborative effort with the Kansas Office of the Governor, Kansas Supreme Court Office of Judicial Administration, Kansas Office of the Attorney General, Kansas Department of Corrections, Kansas Law Enforcement Training Center, and Kansas Coalition Against Sexual and Domestic Violence.

Kansas Governor Laura Kelly designated the KGGP as the state administrating agency for 15 federal formula grants, two state grants, and one federal discretionary grant program, including the four federal grants addressed in the Implementation Plan (Plan). This Plan identifies critical priorities and strategies for these four grant programs to improve the availability, accessibility, and quality of services provided to victims and survivors. The Plan will also tie in the Kansas Department of Health and Environment recommendations for the State Action Plan for Preventing Sexual and Domestic Violence in Kansas.

The KGGP staff, Consultants, and the Implementation Plan Committee (Committee) members reviewed the Plan to ensure it met the four federal grant programs needs assessments and planning requirements. (See page 112 for list of Committee members, Consultants, and KGGP staff.)

The Plan was approved on October 28, 2021, and will cover grant award years 2022 through 2025.

Part One

Methods and Goal

IV. The Implementation Planning Process

Committee Formation and Membership

The KGGP, in consultation with the Kansas Coalition Against Sexual and Domestic Violence (KCSADV), identified and invited stakeholders from across the state with expertise in sectors such as victim services, law enforcement, prosecution, courts, probation/corrections, healthcare, mental health, business, culturally-specific organizations, Tribes, university campuses, and the military to participate in the development of the Plan. Final membership included 39 representatives reflective of the state's diversity.

Committee Process and Workgroups

The Committee held five Zoom meetings between January and October 2020. The members provided additional feedback on the Plan through written surveys and individual phone calls with Consultants and KGGP staff. A record of each member's attendance and participation was kept throughout the Committee process and is on file at the KGGP.

Process and Sector Workgroups were created to guide specific parts of the process. Each workgroup met multiple times. Membership consisted of Committee members and additional professionals the Committee members nominated.

The following **Process** Workgroups provided input on the design of each of the data collection methods:

- Secondary and Program Data Review;
- Needs Assessment Survey;
- Victims' Survey;
- Focus Group Planning; and
- Key Informants.

The following **Sector** Workgroups recommended specific strategies to address the critical issues in their sector:

- Law enforcement;
- Courts;
- Prosecution;
- Victim Services; and
- Health Providers.

Due to the COVID-19 pandemic, participants of the virtual planning meetings and data collection activities used Zoom online audio and web conferencing platform. All surveys

administered used Survey Monkey or RedCap software, and all meetings, focus groups, and key informant interviews were conducted using Zoom.

Also, the COVID-19 pandemic emerged during the planning process, resulting in numerous delays. The pandemic identified a lack of preparedness by service providers and the justice systems. The lack of accessible technology was acutely perceived by crime victims and the professionals working in the justice systems, as well as members on the Committee. Questions were added to all need assessment processes to assess the impact of the pandemic, so it could be represented in the Plan to address any future occurrences.

Coordination with Specific Entities

Tribes

The federal grant programs require specific coordination with federal and state- recognized Tribes. There are four federally recognized resident Tribes present in Kansas:

- Iowa Tribe of Kansas and Nebraska population = 173 (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [1];
- Kickapoo Tribe in Kansas population = 3,983 (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [1];
- Prairie Band Potawatomi Nation population = 1,645 (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [1]; and
- Sac and Fox Nation of Missouri in Kansas and Nebraska population = 141 (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [1].

The Kickapoo Tribe is by far the largest Tribe in Kansas, with a population of about 4,000, nearly twice the size of the combined population of the other three federally recognized Tribes in the state. American Indians affiliated with these four Tribes, living in Kansas represent less than one percent of the total state population of 2,911,505 (2018 U.S. Census estimate) [2], and are geographically located in the state's northeastern region.

The Kansas Native American Affairs Office facilitates official communications between the State of Kansas and the four Tribes, and the Governor appoints the Executive Director for the office. After consulting with the Kansas Native American Affairs Office's Executive Director, the KGGP Administrator initiated formal communication with each of the Tribes' Chairpersons. An invitation was sent to each Tribe inviting them to participate with the Committee and provide input to the planning process and the draft Plan. The KGGP will share a copy of the final Plan with each Tribe and all Tribes are eligible to respond to requests for application for federal funds.

Rape Prevention Education State Plan

The Kansas Department of Health and Environment is the designated cabinet-level state agency for allocating and administering Preventive Health and Health Services Block Grant funds (PHHSBG). This grant program is a part of the Public Health Services Act, which includes a set-aside for Sexual Violence Prevention Education. The KGGP Administrator serves on the PHHSBG Advisory Committee, assuring coordination of services provided to local agencies and provides an established opportunity to leverage the impact of these prevention funds. The KGGP Administrator shares updates on grant activities to support crime victims and provides consultation on awarding the prevention funds. Complementary areas that support crime victims' programs include funding initiatives to support a violence prevention coalition in the state's largest metro area and grant awards to schools to support the implementation of the Committee for Children's Social-Emotional Learning and Bullying Prevention curriculum. The PHHSBG Advisory Committee meets twice each year, and the KGGP Administrator and Block Grant Coordinator communicate interim progress, making mid-course corrections as indicated.

Needs Assessment Methods

In compliance with state procurement processes, three Consultants with combined expertise in participatory state planning processes, conducting needs assessments and analysis of quantitative and qualitative data were contracted to administer the needs assessment and facilitate the planning process. They conducted the needs assessment process using quantitative and qualitative data collection methods and analysis. Survey instruments were developed in collaboration with Process and Sector Workgroups. Similarly, the data gathering processes were informed by Sector Workgroups. All aspects of the needs assessment tools and methods were approved by the Committee prior to implementation. *(For copies of the survey instruments email KGGP@ks.gov.)*

The following five comprehensive data collection efforts were utilized:

- 1) Secondary and Program Data Review;
- 2) Service Provider Needs Assessment Survey;
- 3) Crime Victim Survey;
- 4) Focus Groups; and
- 5) Key Informant interviews.

These are discussed in detail in the following sections.

Secondary and Program Data Review Methods

An environmental scan was conducted of all potentially-applicable secondary and program data sources to help inform the planning process. Data was collected, reviewed, and more in-depth calculations and analysis were performed on certain data sets. KGGP staff and

Committee members advised and provided program- and organizational-specific data and reports.

Dozens of data sources were reviewed. Secondary data sources with data included in the final analyses for Committee decision-making were as follows:

- U.S. Census Bureau: population estimates, American Community Survey 1- and 5-year population and housing data, Small Area Income and Poverty Estimates;
- Kansas Vital Statistics: marriage, marriage dissolution, birth, and death data;
- Kansas Bureau of Investigation: Crime Statistics; Domestic Violence, Rape, and Stalking Statistics; Law Enforcement Statistics;
- Federal Bureau of Investigation;
- U.S. Bureau of Economic Analysis;
- U.S. Bureau of Labor Statistics;
- U.S. Social Security Administration;
- Kansas Department of Labor;
- KanCare;
- Kansas State Department of Education;
- Kansas ChildCare Aware;
- Kansas Department of Children and Families;
- Kansas Department of Health and Environment;
- National Center for Homeless Education;
- Federal Communications Commission broadband deployment data;
- Kansas Department of Commerce;
- Youth Risk Behavior Survey;
- Kansas Hospital Association;
- Centers for Medicaid and Medicare Services;
- Kansas Behavioral Risk Factor Surveillance System;
- Feeding America;
- Kansas Housing and Urban Development Continuum of Care Homeless Assistance Programs; and
- Kansas Coalition Against Sexual and Domestic Violence (multiple reports).

KGGP program data for the VAWA, VOCA, SASP, and FVPSA grants, as well as other special reports from Committee members, were reviewed and analyzed by the consultant team to further inform any gaps, barriers, or needs.

Data packets were created highlighting secondary data results, interspersed with explanations and questions for consideration. Committee members were invited via email to review data packets and respond to a feedback survey with their key takeaways.

Secondary data packets and the general feedback survey are here:

<https://www.datacounts.net/ipc/data-packets.asp>

Service Provider Needs Assessment Survey Methods

The Service Provider Needs Assessment Survey was designed based on similar surveys that have been administered in other states, notably Hawaii and Ohio, with input from the Committee, KGGP staff, and the Needs Assessment Workgroup. Components of the survey included the following:

- Descriptor information about the responding organization and the populations of crime victims it serves;
- Sections with questions specific to law enforcement, prosecution, courts, and corrections;
- Sections about specific services offered to victims of domestic or family violence, dating violence, and teen dating violence; stalking or harassment; sexual assault; and other crimes;
- Training needs;
- Efficacy and need for special services by sector;
- Barriers and priority issues;
- COVID-19 impacts; and
- Racism and biases.

For copies of the survey instruments email KGGP@ks.gov.

The distribution list for the survey was compiled from lists of the Kansas Crime Victims' Rights Conference attendees; previous and current subgrantees of the KGGP; statewide lists for judges, chiefs of police, sheriffs, corrections directors, county administrators, city officials, county and district attorneys, health departments, and mental health centers; university health centers and victim services; and other partner listservs. The list was curated to include only one contact per organization or distinct department within an organization, and those invited to take the survey were asked to have only one representative complete the survey.

The survey was created and distributed via email using the SurveyMonkey platform. Using this platform, responses were able to be tracked for completion while maintaining anonymity. Multiple reminder emails were sent to those invited to take the survey. The survey was open from July 28, 2020, to August 20, 2020, and 377 people with varying organizational backgrounds responded.

Crime Victim Survey Methods

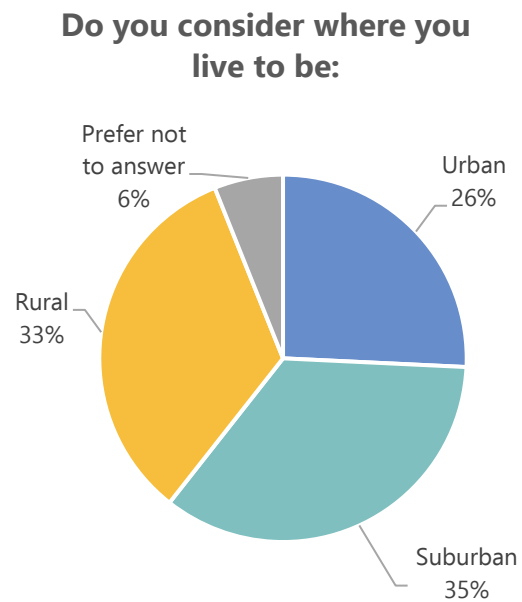
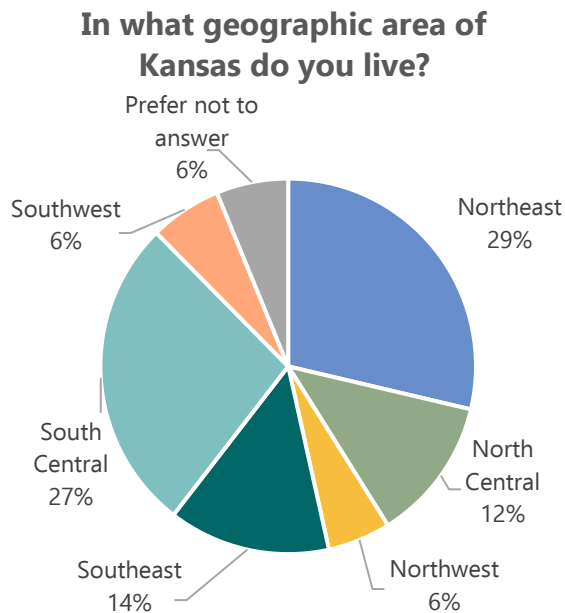
A literature search was conducted to inform question development and survey format, with significant content derived from the November 2010 Minnesota Department of Public Safety, Office of Justice Programs report, *Best Practices Guidelines: Crime Victim Services*, 2006 Department of Justice Report, *Crime Victims' Needs and VOCA-Funded Services: Findings and Recommendations from Two National Studies*, and the 1999 report from the International Association of Chiefs of Police Summit on Victims of Crime, *What Do Victims Want? Effective Strategies to Achieve Justice for Victims of Crime*. For copies of the survey instruments email KGGP@ks.gov.

The Key Informant and Crime Victim Survey Workgroups met twice (June 8 and July 2, 2020) to provide input into the survey questions and data collection process. The workgroups requested the addition of open-ended questions to provide options for additional feedback regarding their satisfaction/dissatisfaction with services received from each sector. Additionally, workgroup members requested the addition of questions regarding perceived biases in service provision. Prior to the outbreak of the COVID-19 pandemic, the group had discussed making the survey available both electronically and paper/pencil. However, safety concerns associated with the pandemic informed the decision to make the survey exclusively available electronically.

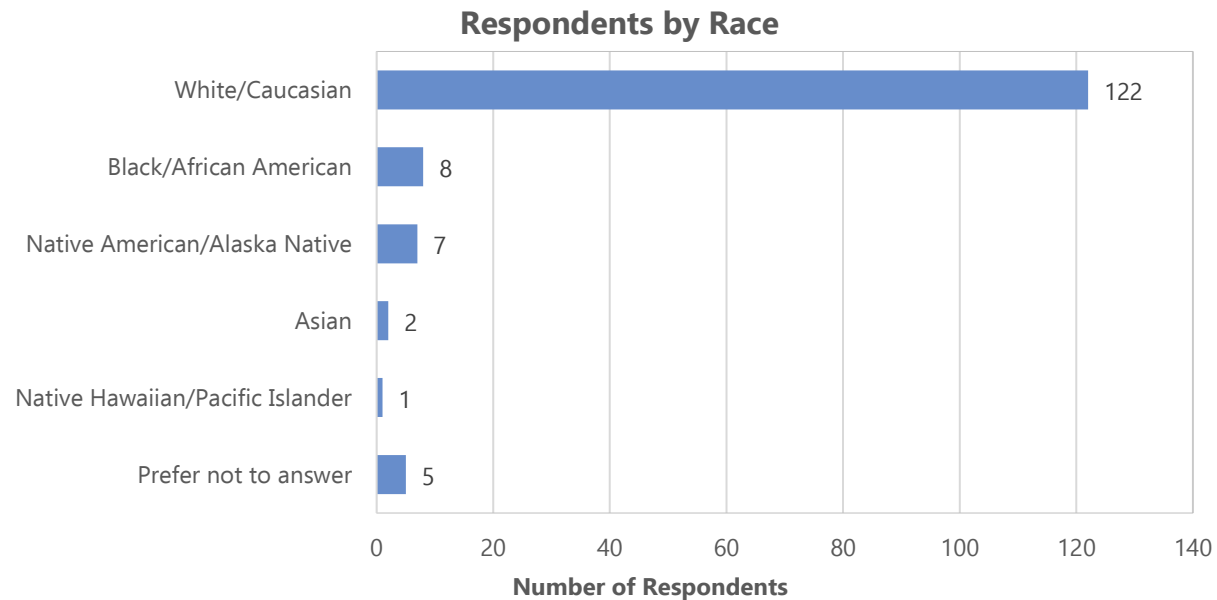
The survey contained four sections:

- Demographic questions regarding race/ethnicity, gender, age, disability, geographic region, preferred spoken/written language, time since crime was experienced, and type of crime experienced.
- Level of agreement/ disagreement with statements representing the victim's experience as a crime victim, including questions regarding crime victims' perceptions whether race, ethnicity, culture, disability, sexual orientation, gender, and/or gender identity impacted how they were listened to by various sectors with whom they interacted.
- Concrete or tangible needs experienced, assistance sought to address the need, and satisfaction with the help received. Optional, open ended questions provided an opportunity to share specific positive or negative experiences when the crime victim responded that services were sought.
- Three optional open-ended questions:
 - What have law enforcement, the court system, and/or victims' services programs done well that have helped you move forward?
 - What, if any, barriers have you encountered in dealing with law enforcement, the court system, and/or victims' services programs?
 - If you could change just one thing in law enforcement, the court system, and/or the victims' services programs to improve the experiences of future crime victims, what would that be?

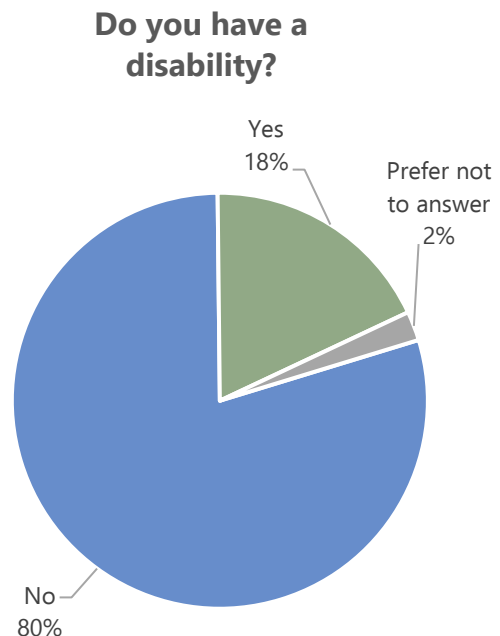
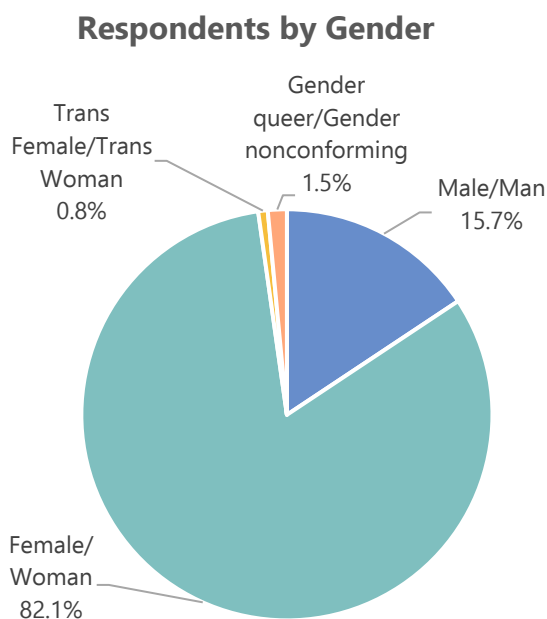
The anonymous survey of crime victims was available electronically in English and Spanish from July 31 through August 31, 2020, using RedCap software. Committee members and KGGP staff distributed the survey link to partners across the state and requested that they place it on their websites, promote it through social media, and invite crime victims to complete the survey through personal invitation. A total of 132 crime victims completed or partially completed surveys with good participation from all geographic regions of Kansas. As anticipated, the largest percent of completed surveys were from crime victims in the urban/suburban Northeast and South-Central regions.



According to the 2018 United States Census estimates [2], the racial/ethnic makeup of the population of Kansas was: 86.4% White; 6.1% Black or African American; 1.2% American Indian and Alaska Native; 3.1% Asian; and 12.2% Hispanic. The racial/ethnic makeup of our convenience sample of crime victims reflected this racial/ethnic breakdowns: 84.1% White/Caucasian; 5.5% Black or African American; .05% American Indian and Alaska Native; and 12% Hispanic.

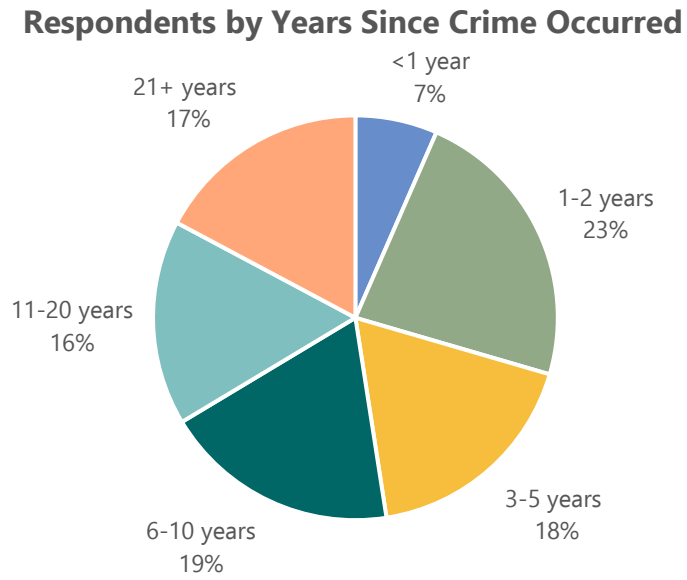


Respondents were 82.1% Female, 15.7% Male, 1.5% Queer or Gender Non-Conforming, and 0.8% Trans Female/Trans Woman. Eighteen percent of respondents reported that they have a disability. The age of respondents ranged from 9 years to 76 years, with a mean age of 46.8 years of age.



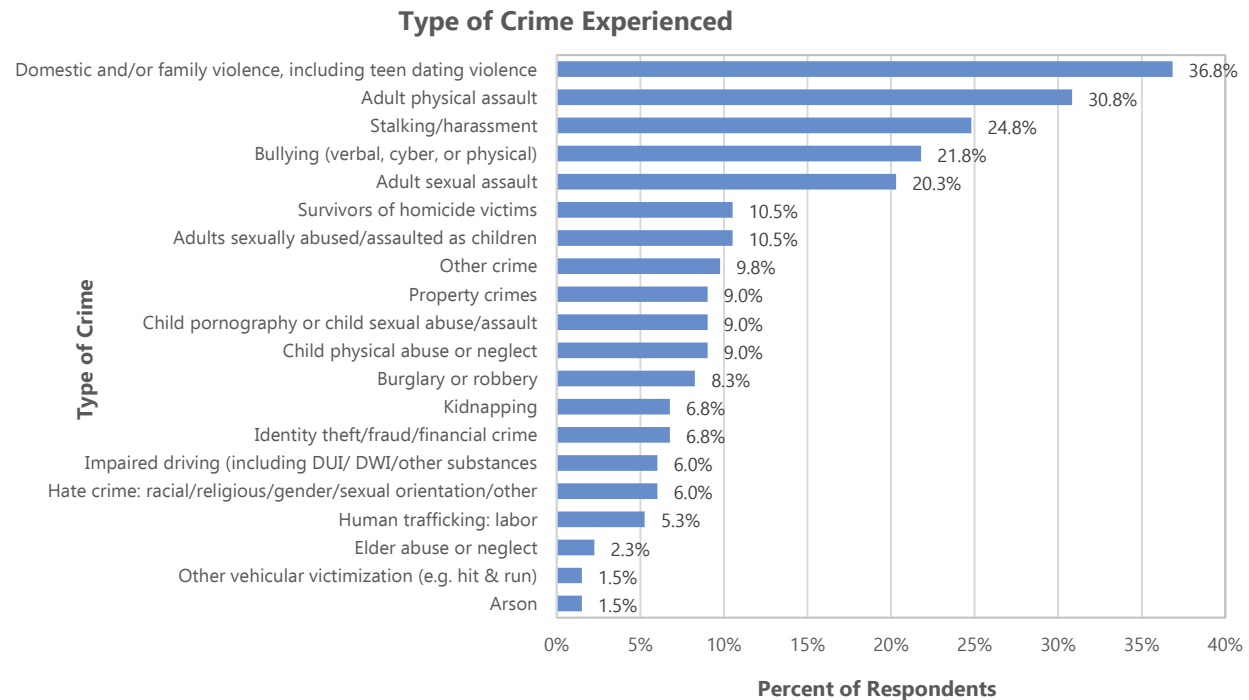
Most of the respondents reported experience with crime was not recent:

- Over half - 6+ years since event
- 70% - 3+ years since event



Respondents had experienced a wide variety of types of crimes, with the five most frequent types being:

- Domestic and/or family violence, including teen dating violence (36.8%)
- Adult physical assault (30.8%)
- Stalking/harassment (24.8%)
- Bullying - verbal, cyber, or physical (21.8%)
- Adult sexual assault (20.3%)



The frequency of other types of crime ranged from 1.5% to 10.5%.

Focus Group Methods

Focus groups offer an in-depth understanding of the participants’ personal attitudes, experiences, and beliefs that other research methods cannot replicate, resulting in insightful results [3].

A focus group involves the gathering of a group of people who are asked about their attitudes, experiences, and recommendations regarding a specific concept or idea. A focus group consists of participants who are guided via a facilitated discussion, using open-ended questions to initiate discussion among participants. A trained facilitator can steer the participants back to the focus group questions or go along with the direction of the focus group discussions, depending on the research questions posed. Focus groups concentrate on a clearly defined topic, in an effort to gather information and opinions from participants [4].

In all except two focus groups, participants were sector and regionally homogenous. Two additional focus groups participants represented cross-sector agencies that serve culturally specific and traditionally underserved communities. The focus group facilitator has over 30 years of experience facilitating focus groups and analyzing resulting qualitative data. Themes to be explored through focus group discussions in each sector were identified by Committee members and all questions were reviewed by that group, resulting in focus group scripts that explored each topic in-depth.

Focus groups were conducted to increase understanding of the following:

- Successful strategies and activities serving crime victims;
- Priority issues/challenges facing each sector when serving crime victims and the factors that contribute to those issues;
- Service deficits that exist and possible options for addressing them;
- Resources and training needs for serving crime victims with limited-English proficiency, individuals with hearing barriers, and culturally specific groups; and
- Education needs of those serving crime victims, education needs of crime victims, and education needs of the public regarding issues of crime and community resources available for crime victims.

The Focus Group Workgroup met twice (May 6 and June 30, 2020) to discuss recruitment procedures for the focus groups, topics to be discussed, and specific questions to be asked. Question categories for all sectors included successes, priority issues/challenges, gaps in service, and diversity, equity, and inclusion. Specific questions varied slightly to fit each sector. For copies of focus group scripts email KGGP@ks.gov.

Eighteen virtual focus groups were conducted in five sectors (Courts, Direct Service Providers, Healthcare, Law Enforcement, and Prosecution), engaging professionals who work in those sectors from all geographic regions of Kansas (northeast, north-central, northwest, southwest, south-central, and southeast) using Zoom technology. Two additional cross-sector, multi-regional focus groups were conducted with participants who work specifically with traditionally underserved and/or culturally specific populations. The racial/ethnic makeup of focus group participants was: 90.2% White; 3% Black or African American; 1.5% Asian; 5% preferred to not designate their race and/or ethnicity; and 8.2% Hispanic. Participants in the focus groups that discussed needs of traditionally underserved and/or culturally specific populations reported providing crime victim services to youth and incarcerated women, and individuals with disabilities and LGBTQ identities. Focus group participants reported that they provide services in all 105 counties of Kansas.

All focus groups were conducted between August 10 and August 27, 2020. Each focus group was 90 minutes in duration and was recorded by the Consultants with permission from participants. The recordings were used by one consultant for analysis and then were destroyed. Participants were assigned unique identifiers that replaced their names when

participating in groups so that they could remain anonymous and speak freely. All participants agreed to maintain confidentiality when they accepted the focus group invitation. The consultant who invited focus group participants, assigned unique identifiers, and facilitated focus group discussions, is the only person with access to the names and agencies of participants.

The Committee members invited individuals in their sectors and regions to complete an online profile survey, (for copies of the online survey, email KGGP@ks.gov) that allowed Consultants to determine in what sector and region the potential focus group participant best fit. A total of 166 individuals completed the profile survey.

All individuals who completed the profile survey received an email invitation to participate in a regional sector-specific group or a special populations group that matched their profile data. If the scheduled date or time conflicted with their schedule, potential participants were offered the option of participating in their sector’s discussion in a different region. If an individual did not respond to the first email, they received a second email invitation to participate. There were larger numbers of participants in the northeast and south-central regions as these areas of Kansas are more densely populated (urban and suburban) than the other regions.

Focus Group Participation by Region and Sector					
Region* (Potential Participants)	Courts	Direct Service Providers	Healthcare	Law Enforcement	Prosecution
NE (64)	16	28	5	11	4
NC (19)	4	7	2	5	1
NW (18)	0	10	3	5	0
SW (27)	7	9	5	5	1
SC (33)	7	17	4	5	0
SE (15)	0	9	2	4	0
Total Potential Participants (176)	34	80	21	35	6
124 (70.5% of potential participants) participated in focus groups					

**Includes multi-region, cross-sector groups on traditionally underserved populations*

Focus group recordings were analyzed using open coding to derive themes and recommendations. Data from each sector focus group were aggregated into sector-specific reports. Data from the two cross-sector, multi-regional focus groups consisting of individuals serving traditionally underserved and/or culturally specific populations were aggregated into one additional report.

Key Informant Interview Methods

Key Informant interviews were conducted by a member of the Consultant team to assess the views of elected and appointed officials and advocates regarding the interviewee's:

- Awareness of crime, services available, and sufficiency of services;
- Perception of racial justice issues and its impact on services;
- Opinions on the type(s) of crimes that concern them most; and
- Source(s) for information about crime or crime victims.

The Committee members were invited to nominate elected and appointed leaders and local or regionally based individuals whose input was not likely to be captured in the other needs assessment components. As noted above, the Key Informant and Crime Victim Survey Workgroup was convened on June 8, and July 2, 2020. Members provided input into the interview script and recommended key informants. Twelve Committee members provided 71 nominations for consideration as key informants. A final list of 12 interviewees were selected with geographic representation and diversity in mind. Between one and three individuals from each region of the state agreed to an interview. The Consultant conducted all interviews, using the telephone and a final script approved by the Committee to guide the interview. Interviews were conducted between June 24, 2020, and August 7, 2020, and ranged in length between 25 and 55 minutes.

Eight elected or appointed officials, three individuals engaged in racial justice work, and one behavioral health specialist were interviewed. The interviewer captured interviewee responses in computer notes during the interviews, synthesized the qualitative data collected, and analyzed the recorded information to identify recurring themes and opinions. For copies of the key informant interview scripts email KGGP@ks.gov.

Methods to Identify Underserved Populations

The methods for identifying underserved populations centered around the VOCA and the VAWA and FVPSA definitions for underserved populations and the VAWA and FVPSA definition of culturally specific services.

Victims of Crime Act

28 C.F.R. 94.104 requires KGGP, as the state administering agency, to identify which victims are underserved among various jurisdictions in the state. In its VOCA solicitation, KGGP requires applicants to use local data to define the underserved populations identified in the agency's service area, including those underserved because of ethnic, racial or cultural background, language diversity, persons with disabilities, or geographic isolation. Applicants are required to submit a plan, including a description of the specific steps taken by the applicant, to provide outreach and services to the underserved populations.

Violence Against Women Act/Family Violence and Prevention Services Act

Culturally specific services are those directed towards racial and ethnic minority groups, such as “American Indians (including Alaska Natives, Eskimos, and Aleuts); Asian Americans; Native Hawaiians and other Pacific Islanders; Blacks; and Hispanics,” as defined by section 1707(g) of the Public Health Services Act.

Underserved populations are defined by the Violence Against Women Reauthorization Act of 2013 as “populations who face barriers in accessing and using victim services, and includes populations underserved because of geographic location, religion, sexual orientation, gender identity, underserved racial and ethnic populations, populations underserved because of special needs (such as language barriers, disabilities, alienage status, or age), and any other population determined to be underserved by the Attorney General.”

These definitions guided the demographic and secondary data collection and review, and the design of the service provider needs assessment survey, focus groups, crime victim survey, and key informant interviews. The Committee, the Consultants and KGGP staff were intentional about including data and perspectives representing these populations.

Similarly, the definition of *rural* for helping to identify underserved populations by geographic location was based on the definition from the OVW [VAWA application](#) in combination with the Office of Management and Budget (OMB) definitions:

Applications must propose to serve a rural area or rural community, as defined by 34 U.S.C. § 12291(a)(26) to mean (a) any area or community, respectively, no part of which is within an area designated as a standard metropolitan statistical area by the OMB; (b) any area or community, respectively, that is (i) within an area designated as a metropolitan statistical area or considered part of a metropolitan statistical area; and (ii) located in a rural census tract; or (c) any federally recognized Indian tribe.'

Based on the above definition and data availability, multiple indicators were broken out by metropolitan, micropolitan, and rural areas. Metropolitan and Micropolitan Statistical Areas area based on counties associated with primary cities, even though some county boundaries may not overlap their primary city's limits (e.g., Doniphan County and St. Joseph, MO).

- Metropolitan Statistical Areas primary cities with associated Kansas counties: Kansas City; Lawrence; Manhattan; St. Joseph, MO; Topeka, and Wichita.
- Micropolitan Statistical Areas: Atchison, Coffeyville, Dodge City, Emporia, Garden City, Great Bend, Hays, Hutchinson, Liberal, McPherson, Ottawa, Parsons, Pittsburg, Salina, and Winfield.

The remaining counties not associated with a metropolitan or micropolitan statistical area are defined as rural in the plan's graphs and charts, although micropolitan and rural areas could be combined to form a broader rural category more closely aligned with the OVW

VAWA grant definition, if desired. (The finer micropolitan-rural breakout was deemed more helpful for decision-making.)

Demographic and secondary data was also explored using a Kansas-specific rurality definition that used population density. This provided a more granular definition of the rural counties and better highlighted certain rural-urban disparities. Population-density peer groups using this definition of rurality are defined as follows:

- Urban: 150.0 or more persons per square mile;
- Semi-Urban: 40.0 – 149.9 persons per square mile;
- Densely-Settled Rural: 20.0 – 39.9 persons per square mile;
- Rural: 6.0 – 19.9 persons per square mile; and
- Frontier: less than 6.0 persons per square mile.

Homeless populations were defined based on the Point-in-Time count from the Kansas Housing and Urban Development (HUD) Continuum of Care Homeless Assistance Program [5].

See the previous section, Overview of State Demographics, for data summaries of Kansas underserved, culturally specific, and rural populations.

The Committee and the workgroups helped further define and assure that all underserved groups were being incorporated into the data collection and analysis process. This included Committee members who advocated for special considerations for deaf and hard of hearing populations, communities of faith, racial equality and racial bias issues, and college and university populations.

At the direction of the Committee and the Needs Assessment Workgroup, additional underserved populations not previously mentioned that were covered in the needs assessment survey are the following:

- People living in rural areas;
- People with substance abuse problems;
- People who are victims of human trafficking;
- People with limited English proficiency;
- People who are undocumented;
- People with special healthcare needs;
- People with access and/or functional needs;
- People underserved due to sexual orientation or gender identity;
- People who are deaf or hard of hearing; and
- People who are blind or visually impaired.

Guiding Principle

The Committee raised several vital concerns and issues during their discussions. In response, members created the following core foundational Guiding Principle to direct all data collection and analysis, critical priorities, and strategies:

Utilize the whole community approach to develop accessible, evidenced-based, trauma-informed, culturally effective, and equitable services directly impacting crime victims and increasing awareness of their needs.

Definitions

Defining the following key terms and phrases became necessary to ensure clarity, consistency, and inclusion throughout the final Plan:

- a. **Victim-centered:** All service providers have "designed their practices, policies, and protocols to reflect best practices that can be adapted to meet the needs of all victims/survivors." [6] Prioritizing the voices and autonomy of crime victims is crucial. Services, supports, systems, and protocols should be standardized and streamlined to provide consistent and predictable expectations for crime victims and be flexible enough to adapt to specific populations, geographies, and crime victim needs.
- b. **Accessible:** Accessible services and systems cover all aspects of accessibility, including, but not limited to, affordability, availability, and sufficiency to meet demand, timeliness, physical and virtual (as necessary and appropriate) access to services and support, increasing awareness of services, competency and expertise to meet needs, and removing barriers to utilization. Accessibility refers to the design of services and environments, so they are usable by all people regardless of age, race, ethnicity, culture, sexual orientation, gender, gender identity, geographic location, technology barriers, financial resources, language barriers, or disabilities.
- c. **Evidence-based:** Evidence-based services are based on scientific evidence rather than anecdotal evidence or opinion.
- d. **Trauma-informed:** A trauma-informed approach addresses the six guiding principles as defined by the Substance Abuse and Mental Health Services Administration's National Center for Trauma-Informed Care: Safety; Trustworthiness and Transparency; Peer Support; Collaboration and Mutuality; Empowerment, Voice and Choice; and Cultural, Historical, and Gender Issues.
- e. **Culturally specific services:** Services directed towards racial and ethnic minority groups, such as "American Indians (including Alaska Natives, Eskimos, and Aleuts); Asian Americans; Native Hawaiians and other Pacific Islanders; Blacks; and Hispanics," as defined by section 1707(g) of the Public Health Services Act.

Note: Racial equity and justice issues were receiving national and state attention during the planning process. Questions were included to all data collection methods regarding racial equity and justice, diversity training, and treatment of crime victims from marginalized populations. The Critical Priorities and Strategies address equity, inclusion, and cultural competency.

- f. Underserved populations: Defined by the Violence Against Women Reauthorization Act of 2013 as "populations who face barriers in accessing and using victim services, and includes populations underserved because of geographic location, religion, sexual orientation, gender identity, underserved racial and ethnic populations, populations underserved because of special needs (such as language barriers, disabilities, alienage status, or age), and any other population determined to be underserved by the Attorney General." People who are undocumented or have limited English proficiency are considered underserved populations for purposes of the Plan.
- g. Culturally effective services: Services that are designed to recognize and honor the beliefs, values, customs, and unique needs of culturally specific, underserved, and other population or identity groups.

V. Strategic Goal and Funding Direction

The Plan's strategic goal is to prioritize funding to applicants demonstrating the Guiding Principle of a victim-centered "whole community" approach to services. As defined by the Federal Emergency Management Agency, the "whole community" approach calls for shared responsibility and coordinated involvement among service providers to collectively assess, identify, and understand the needs and gaps in their respective communities to strengthen their assets, capacities, and interests. The core foundational principle guiding the whole community approach centers on developing accessible, evidence-based, trauma-informed, culturally effective, and equitable services directly impacting crime victims and increasing awareness of their needs.

The Plan's strategic goal is to prioritize funding to applicants demonstrating the Guiding Principle of a victim-centered "whole-community" approach to services.

The "whole community" approach calls for shared responsibility and coordinated involvement among service providers to collectively assess, identify, and understand the needs and gaps in their respective communities to strengthen their assets, capacities, and interests.

The Guiding Principle: Utilize the "whole community" approach to develop accessible, evidenced-based, trauma-informed, culturally effective, and equitable services directly impacting crime victims and increasing awareness of their needs.

Critical Priorities

The statewide assessment results identified several critical priorities. Committee members identified the following as the top priorities. The priority list is not in order of preference. Agencies seeking funding from any of the four federal grant programs listed in the Plan must identify which critical issue(s) they will address.

Priority 1: Insufficient services and system responses for underserved and culturally specific victim populations.

Priority 2: Insufficient services to meet emergency, immediate, and long-term crime victims' needs.

Priority 3: Lack of accessible, trauma-informed, and evidence-based mental and behavioral health services, including substance abuse treatment.

Priority 4: Insufficient partnerships, coordination, and communication across sectors, jurisdictions, and geographies to address increasingly complex issues impacting crime victims.

Priority 5: Challenges with workforce development, including staff recruitment, retention, and leadership.

Priority 6: Lack of training to maximize awareness, expertise, and skill building for those working with crime victims.

Priority 7: Gaps in data, data systems, and timely access to data for decision-making.

Priority 8: Gaps in accessible technology for crime victims and service providers.

Strategies

The following three strategies were developed by the Committee to address the Critical Priorities (one through eight) identified in the prior section and to support the Guiding Principle: 1) leverage service through coordination and collaboration among agencies/sectors; 2) enhance services within the agency; and 3) engage and empower through training and awareness. The strategies often refer to sectors, which includes law enforcement, prosecution, courts, corrections, victim services organizations, culturally specific organizations, healthcare, mental/behavioral health, faith-based organizations, education, and others working with crime victims.

Agencies seeking funding from any of the four federal grant programs listed in the Plan must identify which strategy or strategies they will implement to address the corresponding critical priority or priorities.

1. Leverage services through coordination and collaboration among agencies/sectors

Standardize protocols by sector and between sectors. (Priority 4)

Protocols should provide for consistent messaging and approach regardless of crime victim access point. If protocols cannot be standardized statewide, agencies are still encouraged to work together to share best practices.

Increase responsive services and programs in health care sector. (Priorities 1, 2, and 4)

Services offered within the healthcare sector must be responsive to crime victims' needs. This could include expanding options for training Sexual Assault Nurse Examiner and Sexual Assault Forensic Examiner staff working with adult, adolescent, and pediatric patients, so crime victims do not have to wait or travel to obtain those services. Members of the healthcare team who have interactions with crime victims should receive training on the specific issues of sexual and domestic violence, skills for trauma-informed care, and cultural competency. Healthcare staff should coordinate services with other sectors' resources to address crime victims' multiple and ongoing needs.

Implement lethality assessment protocols and high-risk team community collaborations. (Priority 4)

Community team-building, training, and implementing culturally effective lethality assessments and high-risk teams can help communities provide more immediate services and reduce domestic violence homicide risk.

Increase complete and timely reporting by criminal justice agencies. (Priority 7)

Criminal justice agencies required to report data to the Kansas Bureau of Investigation (KBI) should examine barriers to crime reporting and explore potential incentives to increase complete and timely reporting and strategies to address those barriers.

Increase availability of victim advocates to provide immediate intervention and follow-up. (Priorities 1 and 2)

System- or community-based advocate positions should be developed or maintained to immediately connect with crime victims regardless of the entry point, to assess urgent needs, plan for safety, and provide follow-up.

Increase timely mental health assessment and treatment for urgent situations. (Priorities 2 and 3)

Mental health services should be accessible to crime victims 24 hours a day, seven days a week, even in rural areas of the state. Programming to address this need, such as mobile mental health units and multi-disciplinary teams of responders, should be culturally effective and trauma-informed.

Develop or maintain offender interventions designed to reduce repeat assault of crime victims. (Priorities 3 and 4)

The primary goal of evidence-based, culturally effective programming and practices to hold offenders accountable must be victims' safety, reducing the risk of repeated victimization.

Identify and address needs of underserved crime victim populations. (Priorities 1, 2, and 4)

Community, regional, or statewide efforts are needed to identify underserved crime victim populations in specific geographic areas. Once populations are identified, assessing the populations' specific unmet needs will inform the development and implementation of strategies to improve access to needed services. An example of an unmet need is translation/interpretation services for people with disabilities and people with limited English proficiency.

Development of partnerships and meaningful engagement with organizations that specialize in working with underserved and culturally specific populations will increase accessibility and inclusion in current services or when developing new services.

Address specific resource deficiencies for crime victims. (Priorities 1 and 2)

Development of services at the agency or community level is needed to address specific resource deficiencies for crime victims, including childcare, legal aid or legal advocacy, transitional housing, and transportation.

Assure victims' access to services regardless of their personal technology access and the physical location of the provider. (Priority 2 and 8)

Crime victims should be able to connect with services virtually to increase safety planning options. Providing access, tools, or community technology access points for crime victims allows the victim to access services regardless of physical locations.

2. Enhance services within the agency

Address impacts of COVID-19 on victim services organizations and resulting needs. (Priorities 1, 2, and 8)

Agencies should identify long-term organizational needs and impacts due to the COVID-19 pandemic and develop the resources necessary to address these needs for future pandemics, particularly those that disproportionately impact underserved populations.

Implement employment incentive policies (Priority 5)

As reflected in Section II(A), childcare shortages and other infrastructure issues impact crime victims and the workforce that serves them. Agencies throughout all sectors should consider incentives that would draw from a diverse applicant pool. Incentives to consider might include pay increases, alternate or flexible work schedules, housing

assistance, loan forgiveness, time off for self-care, specialized training, professional association memberships, and other desirable incentives.

Build capacity of current and potential leaders across sectors. (Priority 5)

Team building, collaboration, strategic and financial planning, organizational wellness, and other specialized training should be available to administrators and board members. Training should emphasize trauma-informed, collaborative, culturally effective agency culture. Mentoring, peer support, and other opportunities to build connections and community between leaders are encouraged.

Increase the diversity of the workforce. (Priority 1 and 5)

Agencies should recruit, train, mentor, and support a diverse workforce, including leadership roles, volunteers, and board members. Increasing workforce diversity must also include cultivating an inclusive agency culture, which prioritizes equity, respect for diverse opinions, and recognition of the value of difference.

Expand capacity to collect and use data. (Priority 7 and 8)

Agencies should invest in the needed technology to improve data collection. Funders should provide training on current data, barriers to data reporting and availability, the ethical, legal, and timely collection of data, use of client data while protecting confidential information, and evaluating client outcomes.

Expand use of safe platforms to ensure continuity of operations and service provision. (Priority 8)

Technology-based solutions for service providers could include internet access, software, hardware, and other needs identified by the provider.



Graphic created by the Robert Wood Johnson Foundation (2017) illustrating the difference between equality and equity.

3. Engage and empower through training and awareness

Increase specialized training opportunities throughout the state. (Priority 6)

Specialized training should be mandatory, re-occurring, and accessible virtually if possible. Cross-sector, joint, or multidisciplinary instruction is encouraged. Both introductory training and advanced-level training is needed.

Coordinate community-specific plan for developing and training new professionals to serve crime victims. (Priorities 5 and 6)

Meeting workforce demand across sectors requires creative collaborations with high schools, community colleges, and universities to address aptitude testing, recruitment, training, internships, and other inventive solutions. Agencies and communities should also consider applicants with transferrable skills and the ability to train in place. Agencies should give training for new staff sufficient time and resources before they begin working with crime victims. Mentoring, peer support, and other trauma-informed initiatives for workers are encouraged.

Develop training specific to effectively accessing and serving underserved and culturally specific populations. (Priorities 1 and 6)

Training should be required for agency staff and should focus on underserved and culturally specific populations and require all sectors to focus on the underserved and culturally specific populations present in the service area, regardless of whether anyone from those populations sought services in the past.

Increase knowledge of training resources throughout the state. (Priority 6)

Centralized cataloging of available training, qualified trainers, and training resources should be made available throughout the state to all those serving crime victims in paid and volunteer capacities.

Increase awareness of available community services among service providers and crime victims. (Priorities 1 and 6)

Agencies should collect accurate information regarding available services and access points across all agencies that serve crime victims, focusing on rural areas. Information should be made accessible and kept current utilizing technology-based solutions.

VI. Grant-Making Procedures

Grant-Making Process

The following chart sets forth the KGGP grant making process from solicitation development to final grant award decisions:



¹ KGGP Grant Portal is a web-based grant management system used to manage grant applications.

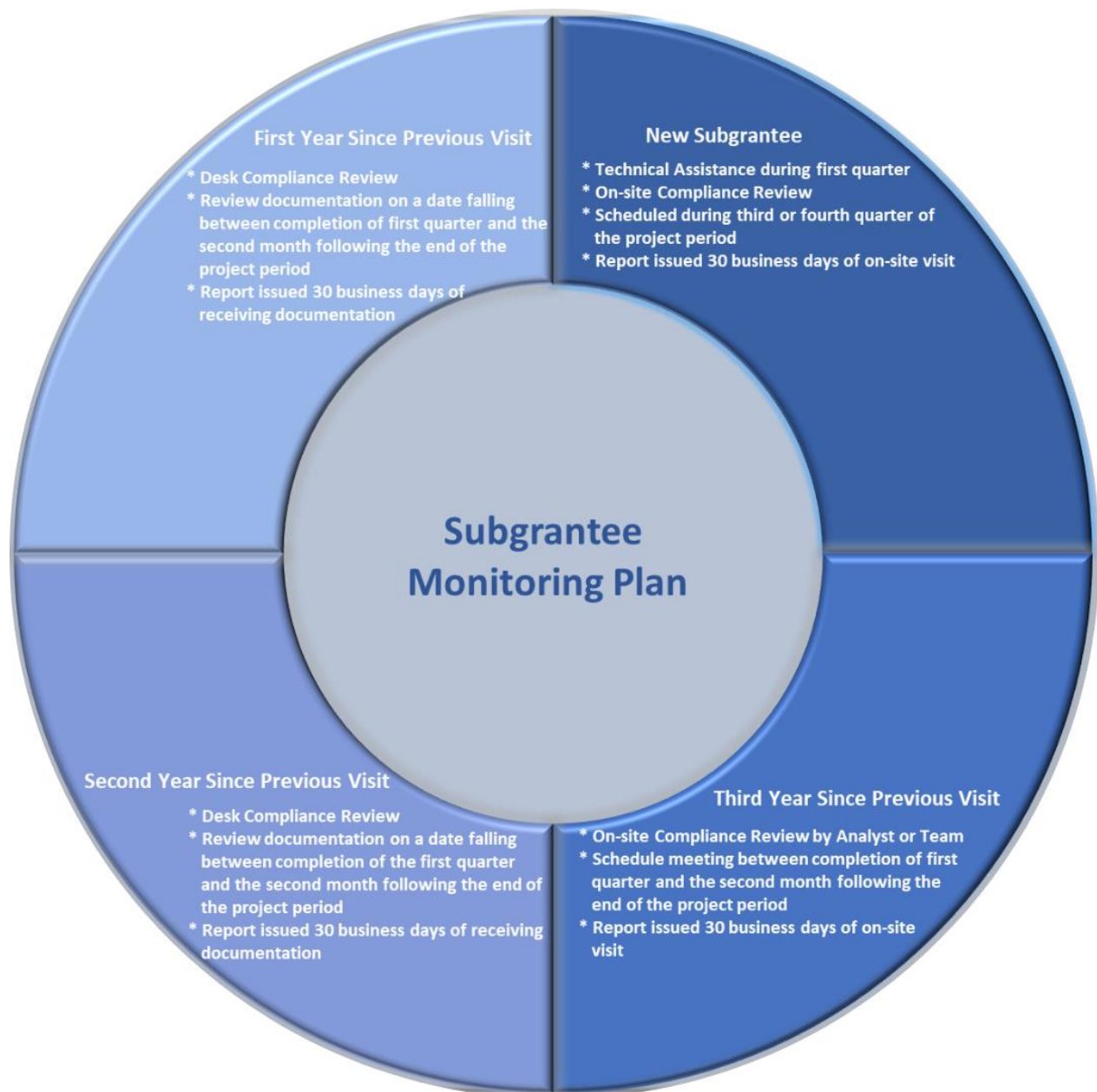
² The grant assurances document incorporates federal grant assurances, laws, and regulations; state laws and regulations; provisions of the state solicitation; and administrative requirements.

Grant Cycles

	Grant Cycle	Competitive Process
VOCA	October 1 through September 30	Yes, however an abbreviated continuation application is available for ongoing projects.
VAWA	January 1 through December 31	Yes
SASP	January 1 through December 31	Yes
FVPSA	July 1 through June 30	No. Distribution of funds complies with the KGGP formula allowed by the U.S. Department of Health and Human Services.

Grant Monitoring Process

The KGGP staff is responsible to ensure subgrantees comply with applicable laws, regulations, and policies for the different federal grant programs KGGP administers. In addition to conducting on-site and desk compliance reviews, the KGGP staff provides on-going technical assistance to subgrantees. Technical assistance is provided by phone, in writing, email, Zoom, and in-person. Every contact is recorded in the Blackbaud Grantmaking grant management software program.



VII. Federal and Kansas Governor's Grants Program Funding Distribution Requirements

Victims of Crime Act

Victims of sexual assault, spousal abuse (includes domestic and intimate partner violence), or child abuse priority

To ensure that priority is given to eligible crime victim assistance programs providing assistance to victims of sexual assault, spousal abuse, or child abuse, a minimum of 10 percent of each federal fiscal year's VOCA grant is allocated to each of these categories. The KGGP will consider the following when making funding decisions:

- Whether the applicant is a crime victim assistance program; and
- Whether the proposed programming is specifically designed for victims of sexual assault, spousal abuse, and/or child abuse.

Underserved populations of victims of violent crime priority

At least 10 percent of each federal fiscal year's VOCA grant will be allocated to victims of violent crime who were previously underserved, in accordance with the definition listed on page 18. As noted in the Guiding Principle, Critical Priorities, and Strategies sections, the KGGP is committed to working to engage underserved populations and supporting recipients to develop or expand services for these populations.

S.T.O.P. Violence Against Women Act

Federal guidelines require the allocation of funds as a minimum of 25 percent for law enforcement, 25 percent for prosecution, five percent to courts, and 30 percent for nonprofit, community, and faith-based victim service organizations. The remaining 15 percent may be allocated at the discretion of the KGGP within the parameters of the Federal S.T.O.P. VAWA guidelines.

Within the 30 percent of funds allocated to victim services, a minimum of 10 percent will be distributed to culturally specific community-based organizations, defined as organizations providing services that are "primarily directed toward racial and ethnic minority groups." A minimum of 20 percent of funds will be allocated to projects that meaningfully address sexual assault, including stranger rape, acquaintance rape, alcohol or drug-facilitated rape, and rape within the context of an intimate partner relationship. No more than five percent of funds may be used to conduct public awareness or community education campaigns or related activities to broadly address domestic violence, dating violence, sexual assault, or stalking.

Matching contributions of 25 percent (non-federal cash or in-kind services) of the total cost of each VAWA grant project (federal grant award plus match) are required for each VAWA funded grant project, with the exception of any Tribe or nonprofit victim service organization, which are exempt from the match requirement if receiving funds from the 30 percent allocation for victim service organizations.

Culturally Specific Set-Aside

The KGGP will continue to work on engaging culturally specific organizations to expand or develop services. Listening to the strengths and needs as identified by marginalized communities and/or culturally specific organizations will assist the KGGP to determine what will most benefit the underserved. Providing training for new and existing applicants in accordance with the priorities and strategies outlined in the Plan, will help build capacity and support previous unfunded or underfunded culturally specific organizations.

Sexual Assault Set-Aside

To ensure that no less than 20 percent of the total VAWA award is allocated for programs in at least two disciplines to meaningfully address sexual assault, the following will be considered when making funding decisions:

- Whether the programming named in the proposal is specifically designed for sexual assault survivors (as opposed to combined domestic violence/sexual assault programming);
- Whether the proposal is informed by data specific to sexual assault; and
- Whether there are at least two disciplines (law enforcement, prosecution, courts, and victim services) represented by the funded proposals.

Family Violence and Prevention Services Act

In the distribution of FVPSA grant funds, the State must ensure that not less than 70 percent of the funds distributed are used for the primary purpose of providing immediate shelter and supportive services to adult and youth victims of family violence, domestic violence, or dating violence, and their dependents; not less than 25 percent of the funds will be used for the purpose of providing supportive services and prevention services. A 20 percent non-federal cash or in-kind match is required.

The KGGP distributes grant funds to community-based nonprofit domestic violence organizations. The distribution of funds is based on a formula with special emphasis given to community-based nonprofit organizations whose primary purpose is to prevent incidents of family violence, domestic violence, and dating violence by providing immediate shelter and supportive services as defined below, including counseling, advocacy, and self-help services. To be considered for a grant award, an applicant must be accredited or be in the process of accreditation by the KCSDV.

The amount of FVPSA funds the agency may apply for is based on the following formula:

- 40 percent base amount;
- 15 percent for each shelter facility; and
- 45 percent distributed by service area (85 percent: population/15 percent: square miles).

Sexual Assault Services Program

To heal from the trauma, survivors often need support from family and friends, as well as critical direct intervention and related assistance provided by victim-centered social service organizations such as rape crisis centers, through 24-hour sexual assault hotlines, crisis intervention, and medical and criminal justice accompaniment. The SASP supports these services by assisting with the establishment, maintenance, and expansion of rape/sexual assault crisis centers and other nongovernmental or Tribal programs dedicated to assisting those affected by sexual assault. To be considered for a grant award, an applicant must be accredited or be in the process of accreditation by the KCSDV.

Part Two

Data and Findings

VIII. Identified Needs

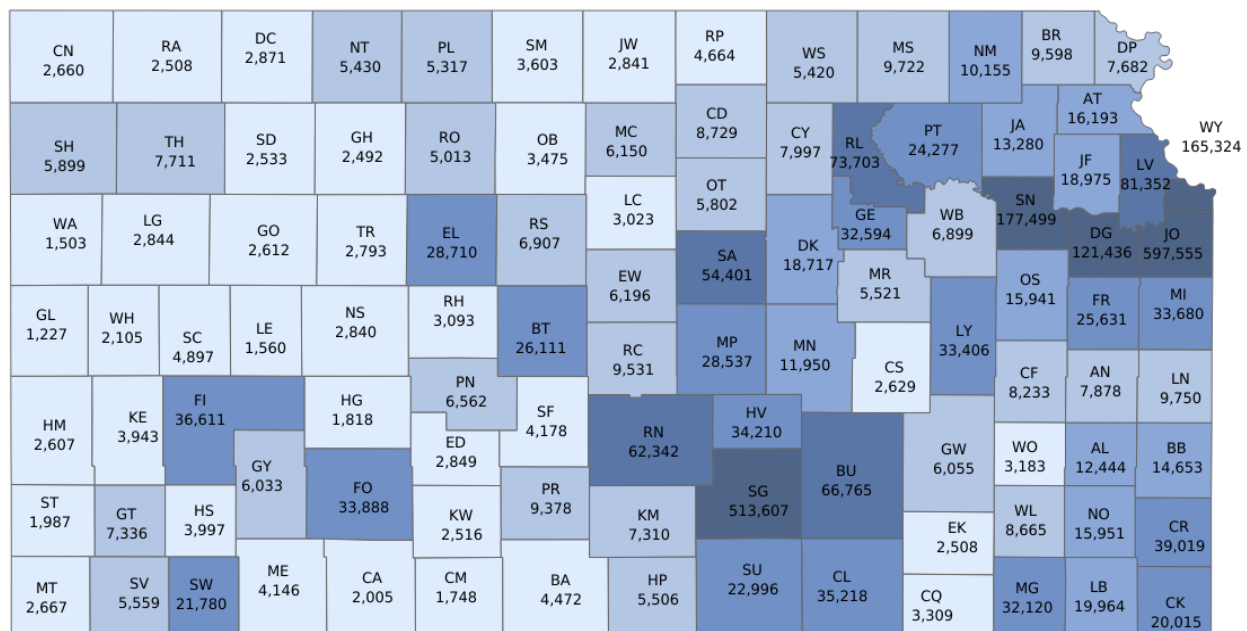
Context

This section gives a broad overview of the demographics of the state, including underserved and specific populations, as well as social, economic, and health factors.

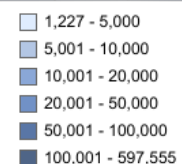
The state of Kansas is comprised of 105 counties, 626 cities, and 4 Tribal Nations. The population is estimated at 2,911,505 (2018 U.S. Census estimate) [2], making it the 34th most populous state in the nation. (*Note: The 2020 census data was not available at the time of this analysis.*)

The large majority of the population is concentrated in the eastern portion of the state, with over half (54%) of the state's population residing in the five most populous counties: Johnson and Wyandotte (Kansas City, Kansas metro areas), Sedgwick (Wichita), Shawnee (Topeka), and Douglas (Lawrence). Most Kansas counties are small, rural counties: 67 counties have less than 10,000 residents, and 34 counties have less than 5,000.

Population by County



2018 U.S. Census Bureau Population Estimates

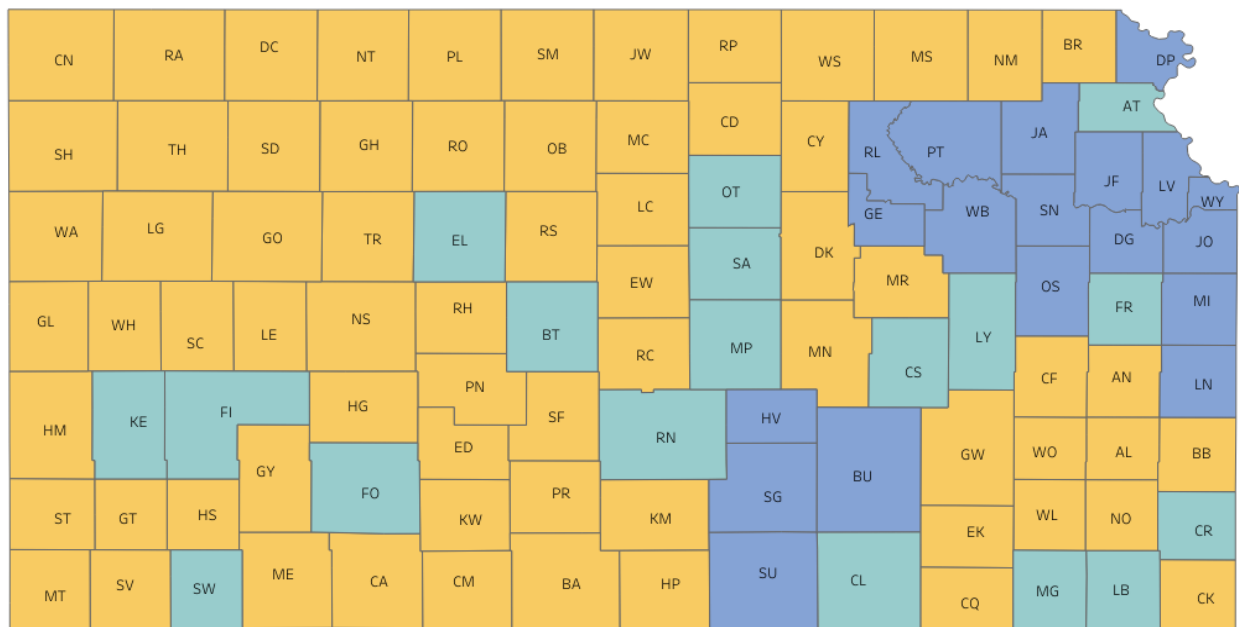


Related to assessing needs by rural and urban areas, the definition of rural from the OVW VAWA application in combination with the OMB guidance was used as the primary definition. This is based on metropolitan and micropolitan statistical areas, counties associated with designated primary cities.

- Metropolitan Statistical Areas with associated Kansas counties include: Kansas City; Lawrence; Manhattan; St. Joseph, MO; Topeka, and Wichita.
- Micropolitan Statistical Areas include: Atchison, Coffeyville, Dodge City, Emporia, Garden City, Great Bend, Hays, Hutchinson, Liberal, McPherson, Ottawa, Parsons, Pittsburg, Salina, and Winfield.

The remaining counties not associated with metropolitan or micropolitan statistical areas are defined as rural.

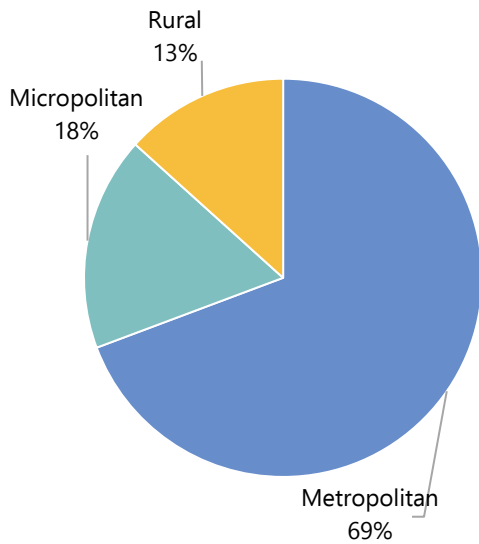
Counties by Metro/Micro Statistical Areas and Rural Areas



2018 U.S. Census Bureau Population Estimates



Kansas Population by Metro/Micro Areas and Rural Areas

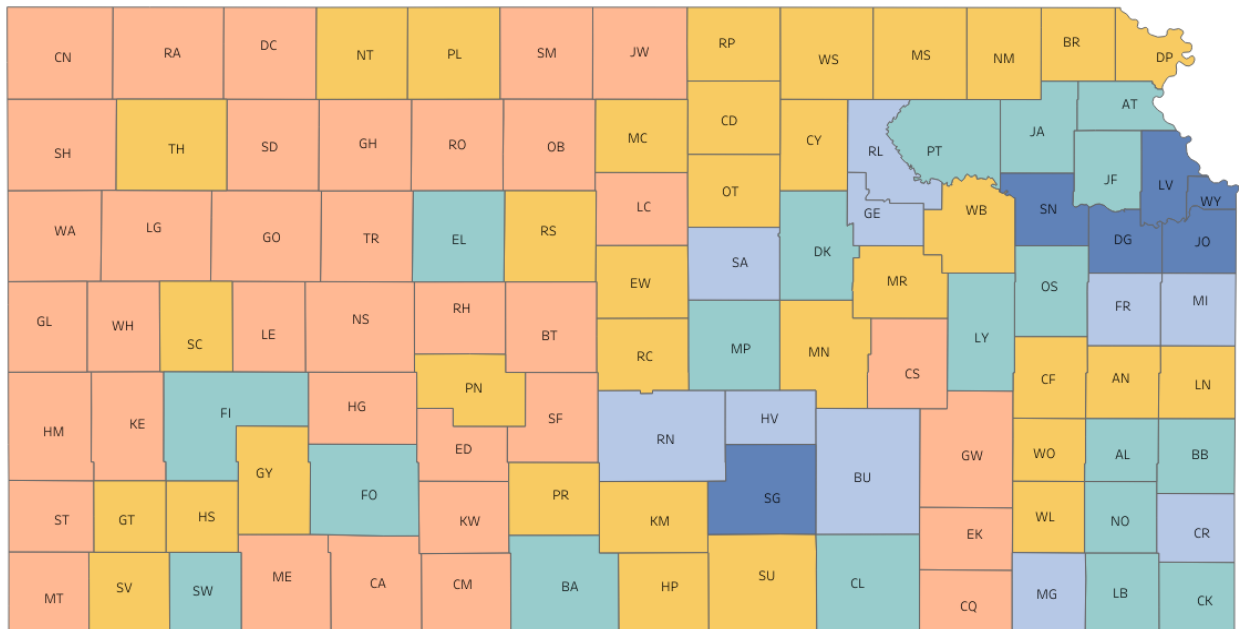


2018 U.S. Census Bureau Population

Approximately two-thirds (68) of the 105 Kansas counties are rural, yet they make up only 13% of the total population, compared to 69% of the population in metropolitan statistical area counties.

Select demographics and data indicators were also analyzed by a Kansas-specific urban-rural breakout, population-density peer group. This breakout provided a more granular rural definition and better highlighted certain rural-urban disparities.

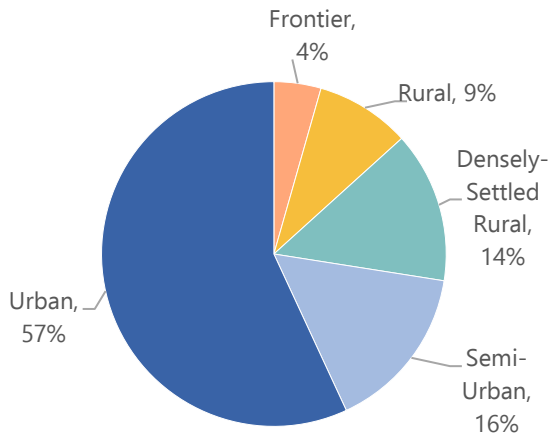
Counties by Population Density Group



2018 U.S. Census Bureau Population Estimates

- Urban
- Semi-Urban
- Densely-Settled Rural
- Rural
- Frontier

2018 Kansas Population by Population Density Group

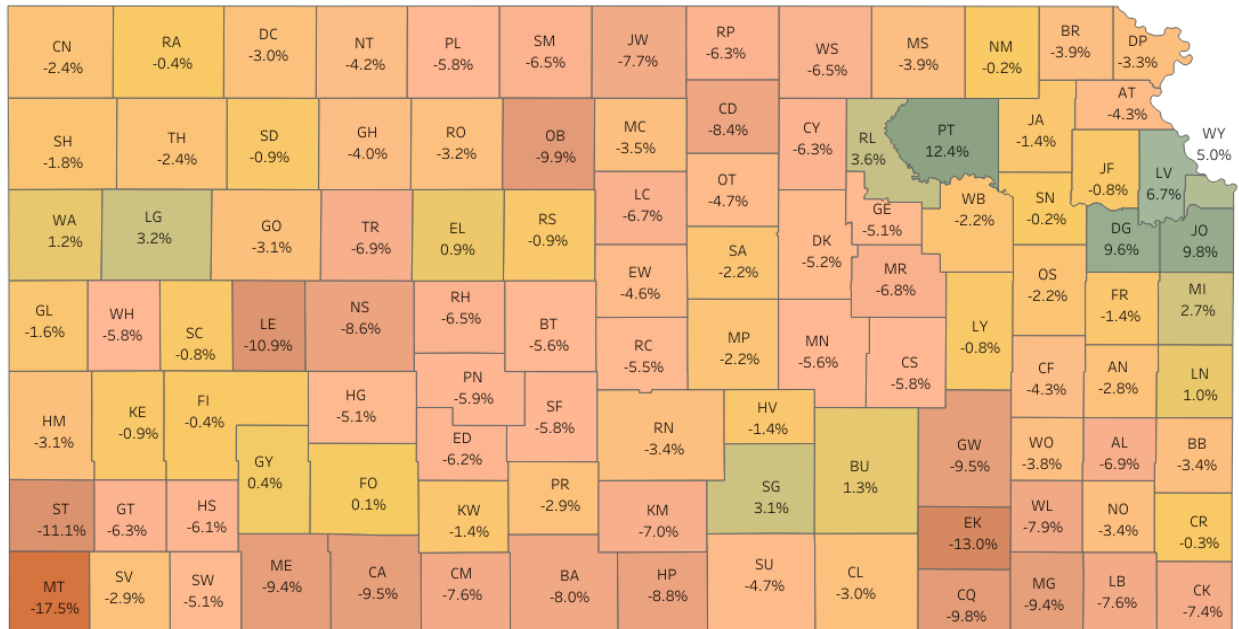


2018 U.S. Census Bureau Population Estimates

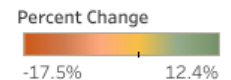
Based on population density breakouts, the six urban counties comprise 57% of the state's population. On the other end of the spectrum, the state's 36 most sparsely populated counties (frontier counties with populations less than 6.0 persons per square mile) comprise only four percent of the state's population. Regardless of size, each county and geographic region faces its own unique challenges in serving crime victims, whether it has sufficient population to support resources and proximity to services in rural areas or greater numbers of crime victims needing services in urban areas.

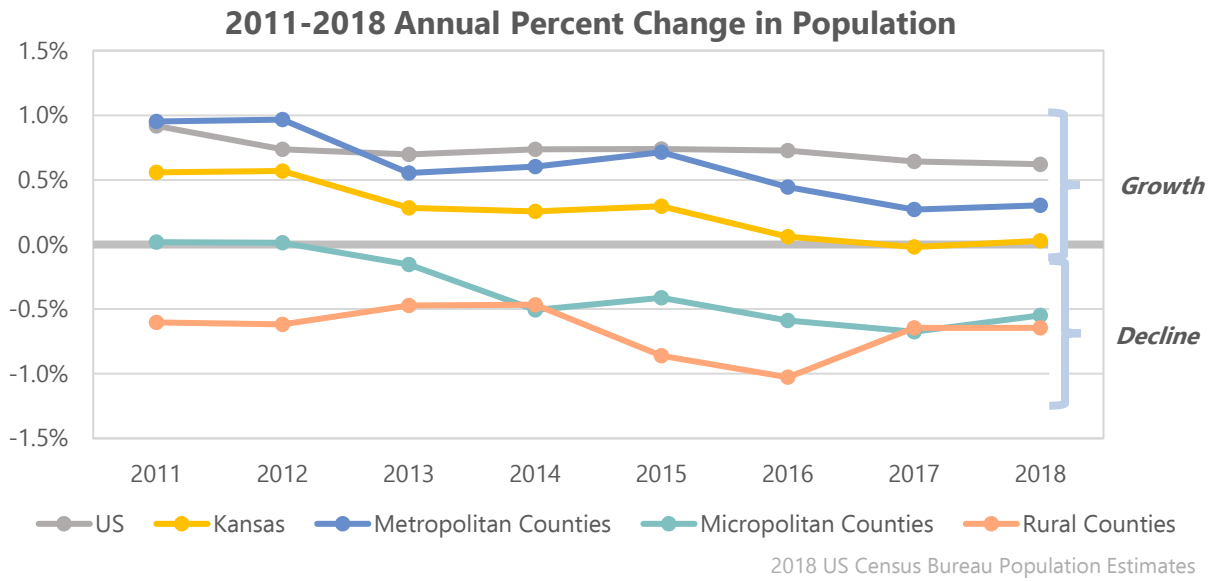
From 2010 to 2018, Kansas experienced a 2.0% population growth, compared to 6.0% growth nationwide during this same time period. Most of this growth was concentrated in the Kansas City and Lawrence metropolitan areas. Micropolitan and rural areas experienced a decline during that period. Statewide, Kansas' growth slowed or declined in recent years. Some counties have been more impacted by changes in population than others.

Population Percent Change from 2010 to 2018



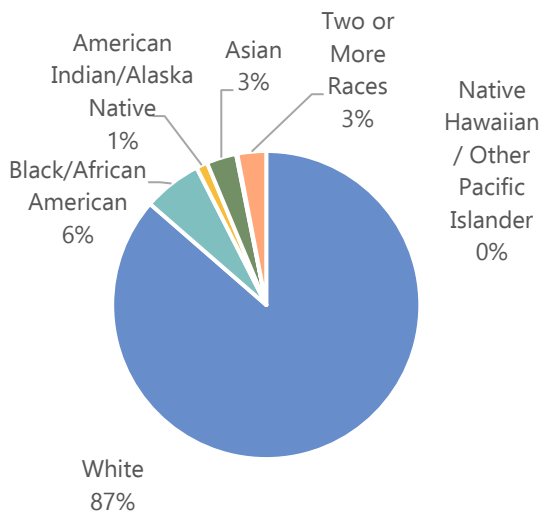
2010 and 2018 U.S. Census Bureau Population Estimates





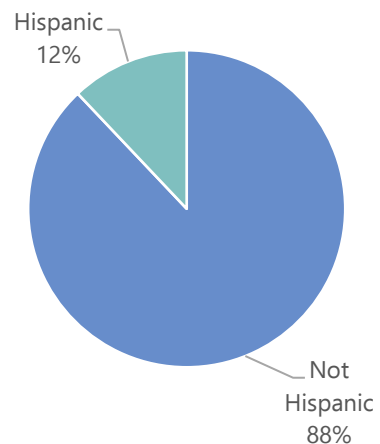
Kansas is 87% white, 6% black/African American, 3% Asian, and 4% other racial groups (2018 U.S. Census) [2]. By Hispanic ethnicity, 12% of Kansans are Hispanic or Latino.

Kansas Population by Race



2018 U.S. Census Bureau Population Estimates

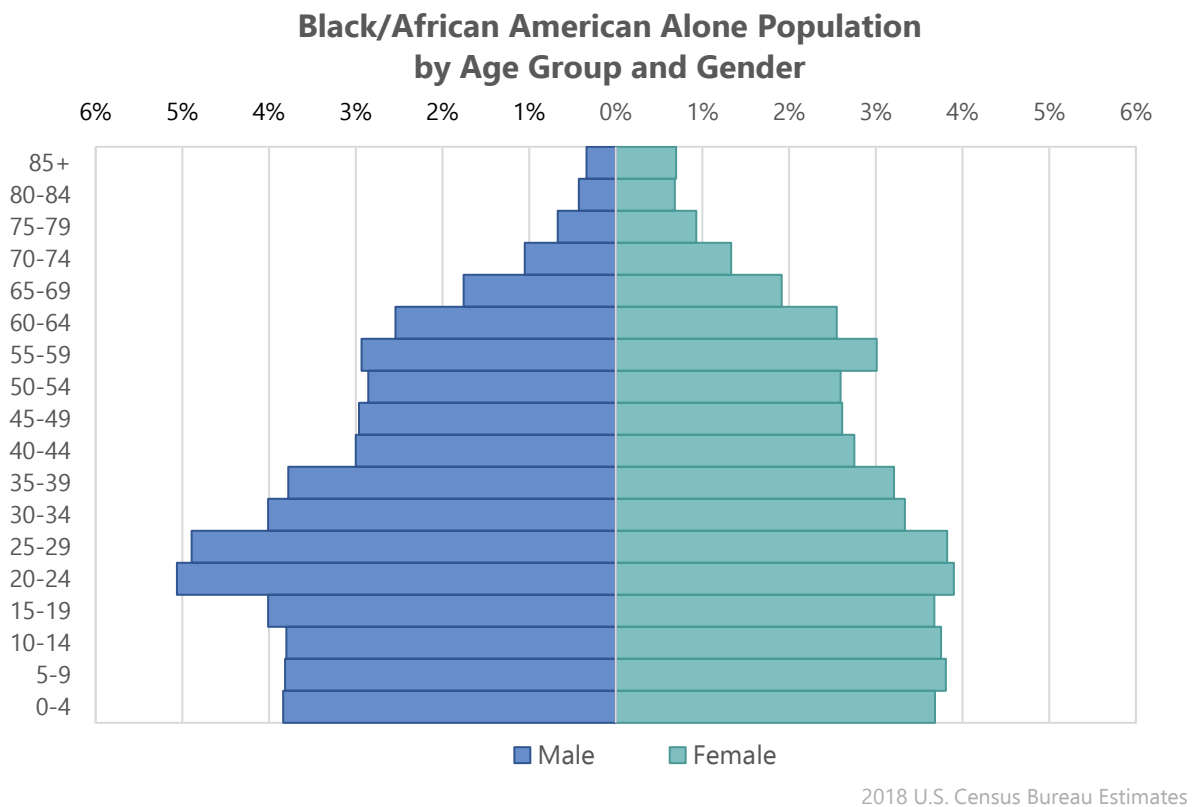
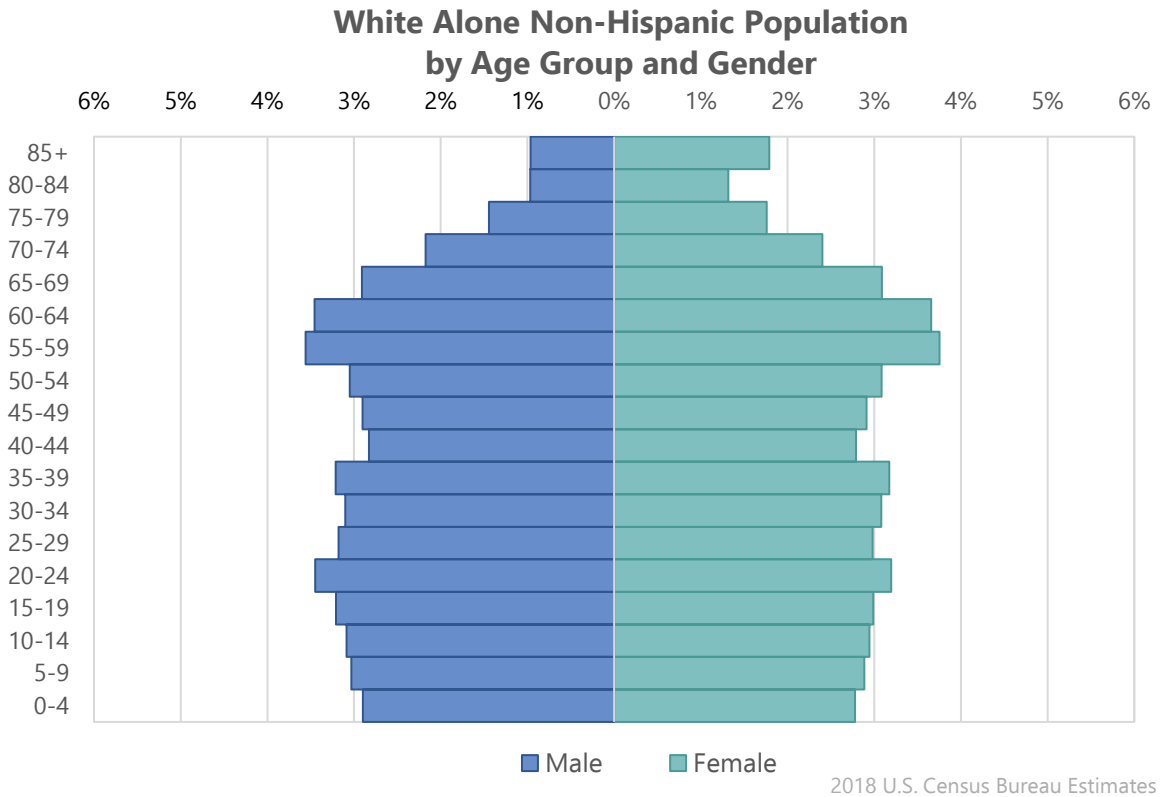
Kansas Population by Hispanic or Latino Ethnicity



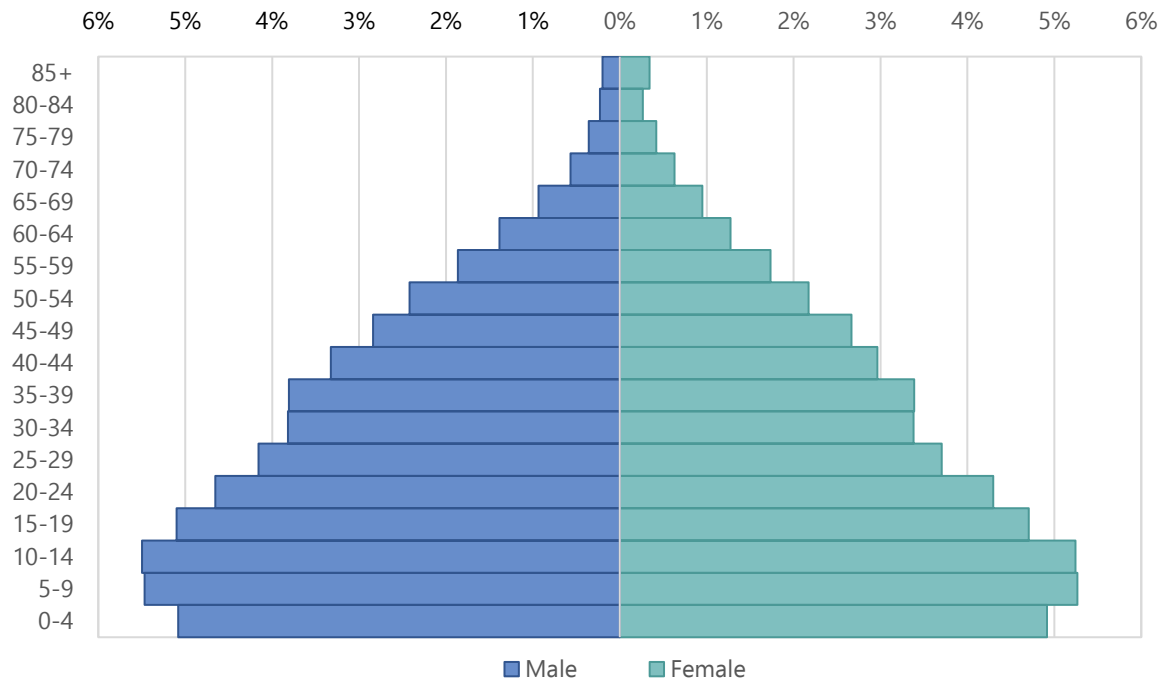
2018 U.S. Census Bureau Population Estimates

Racial and ethnic groups have varying age and sex distributions, which can help inform needs for services by race and ethnicity. All primary racial ethnic distributions were explored, but the three largest groups are shown here. The “White Alone Non-Hispanic” population is balanced across the age groups, with a “bump” in baby boomer years, while the Hispanic population is very young. (Note: The “alone” descriptor means no other race was self-

selected among the Census categories. The person identified only as "white," not as "white" plus another race.)



Hispanic Population by Age Group and Gender

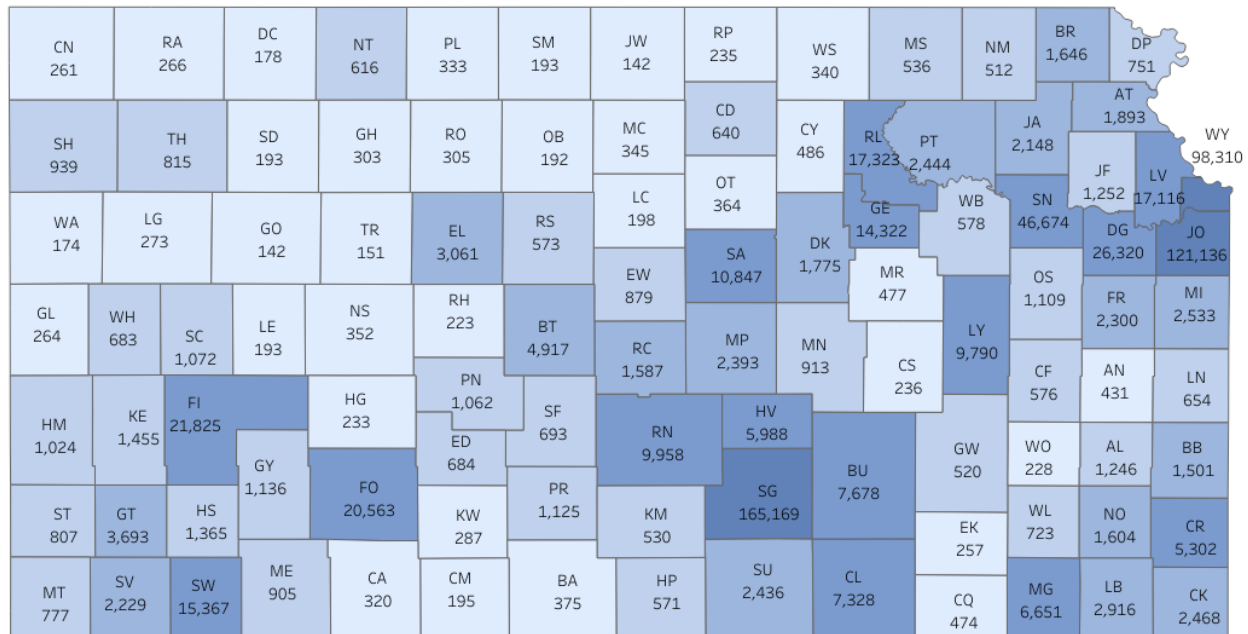


2018 U.S. Census Bureau Estimates

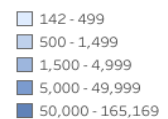
By county, racial-ethnic distributions vary considerably, with urban areas and Geary County home to greater proportions of black residents and Southwest Kansas with higher proportions of Hispanic/Latino residents.

The following map shows the combined number of racial/ethnic populations, that is, populations who identify as a racial group that is *not* white alone nor those who identify as Hispanic or Latino.

Total Racial/Ethnic Minority Population by County

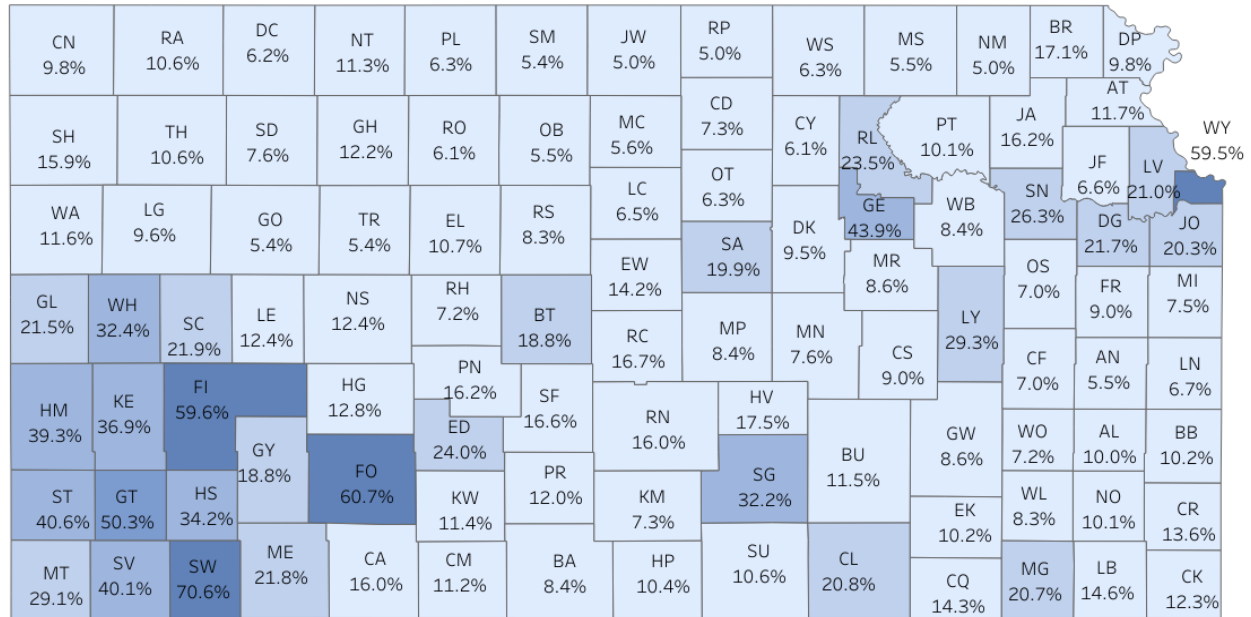


2018 U.S. Census Bureau Population Estimates



The following map displays the combined percentage of the population that is part of a racial or Hispanic ethnicity minority group. *Note:* There are several Kansas counties, both urban and rural, that have majority-minority populations.

Percent Racial/Ethnic Minority Population by County

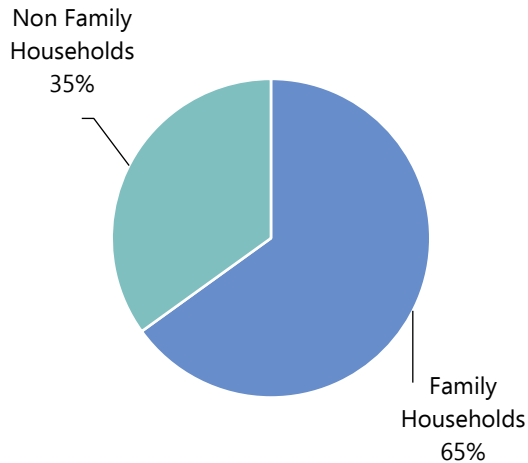


2018 U.S. Census Bureau Population Estimates



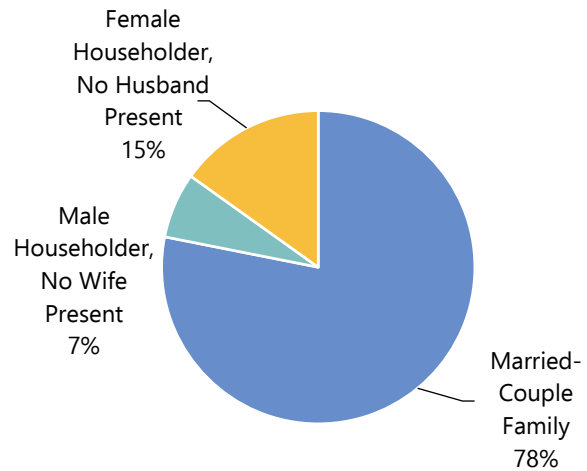
Non-family households are comprised of unrelated individuals living together and individuals living alone. Family households include married-couple families, as well as related families with only a male or female head of household. Approximately one-third of Kansas households are non-family households, and approximately two-thirds are family households. Among non-family households, more than four in five (83%) are a householder living alone. Among family households, 78% are married-couple families.

Kansas Households by Type



2018 American Community Survey 5-Year Estimates

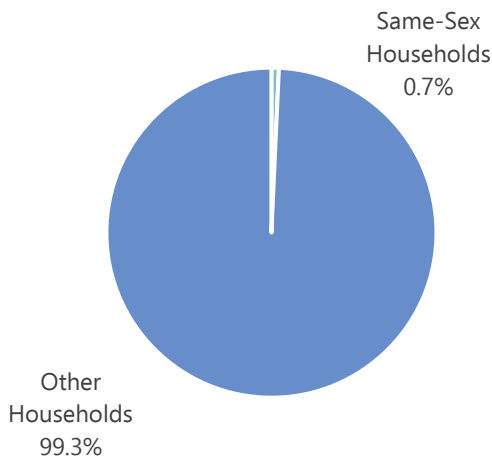
Kansas Family Households



2018 American Community Survey 5-Year Estimates

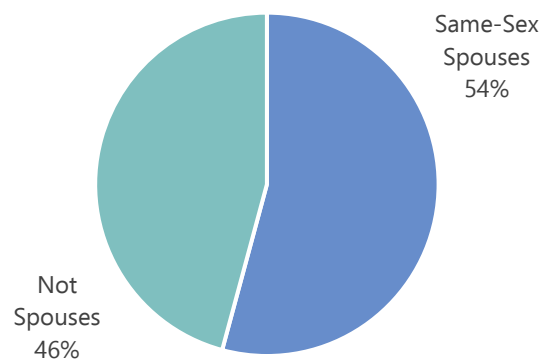
According to the 2018 one-year American Community Survey estimates [7], 0.7% of all households are same-sex households. Among those households, 54% are spouses.

Kansas Same-Sex Households as Percent of All Households



2018 American Community Survey 1-Year Estimates

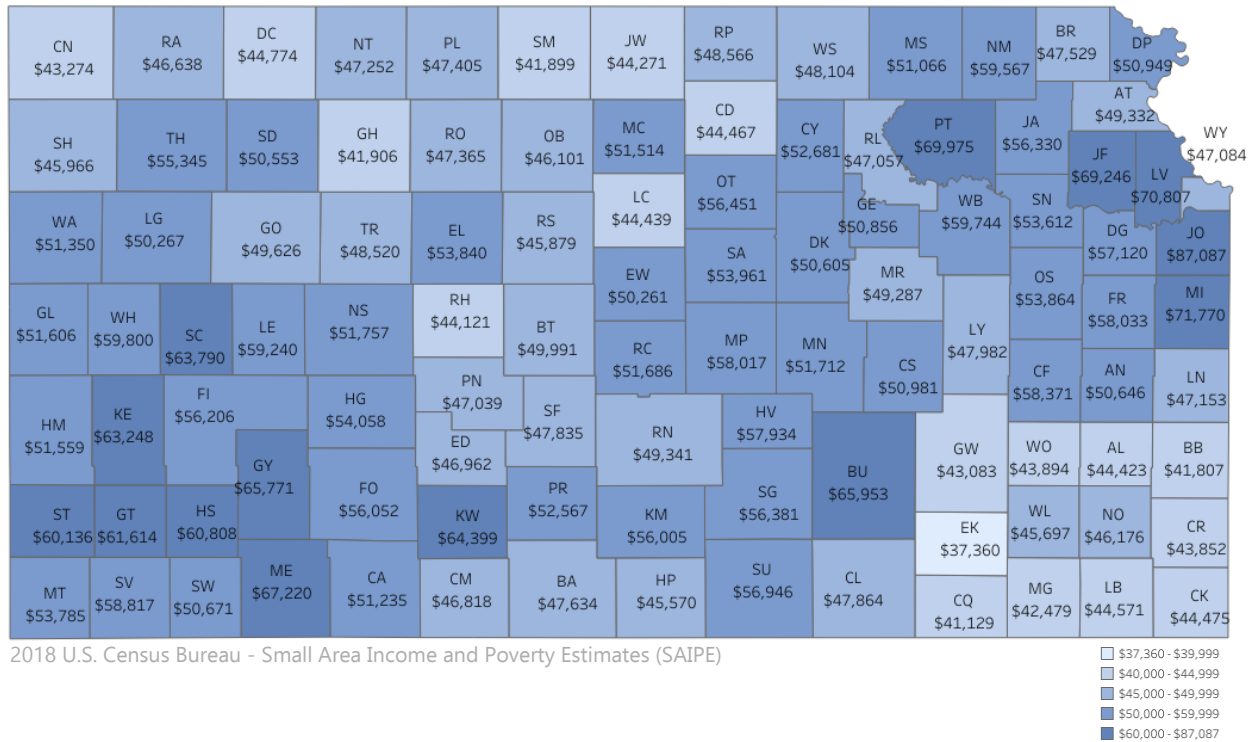
Kansas Percent of Same-Sex Households with Same-Sex Spouses



2018 American Community Survey 1-Year Estimates

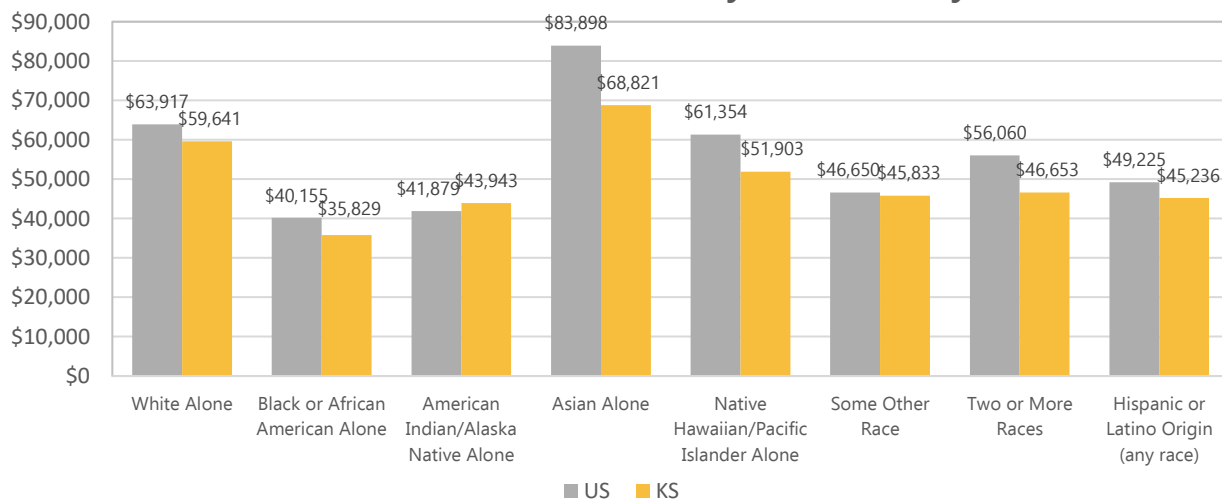
Statewide, the median household income in 2018 was \$58,150, which was below the national average of \$61,937. Across the state, median household income varies from a low of \$37,360 in Elk County (rural Southeast Kansas) to a high of \$87,087 in Johnson County (Kansas City metro area and includes cities of Overland Park and Olathe).

Median Household Income

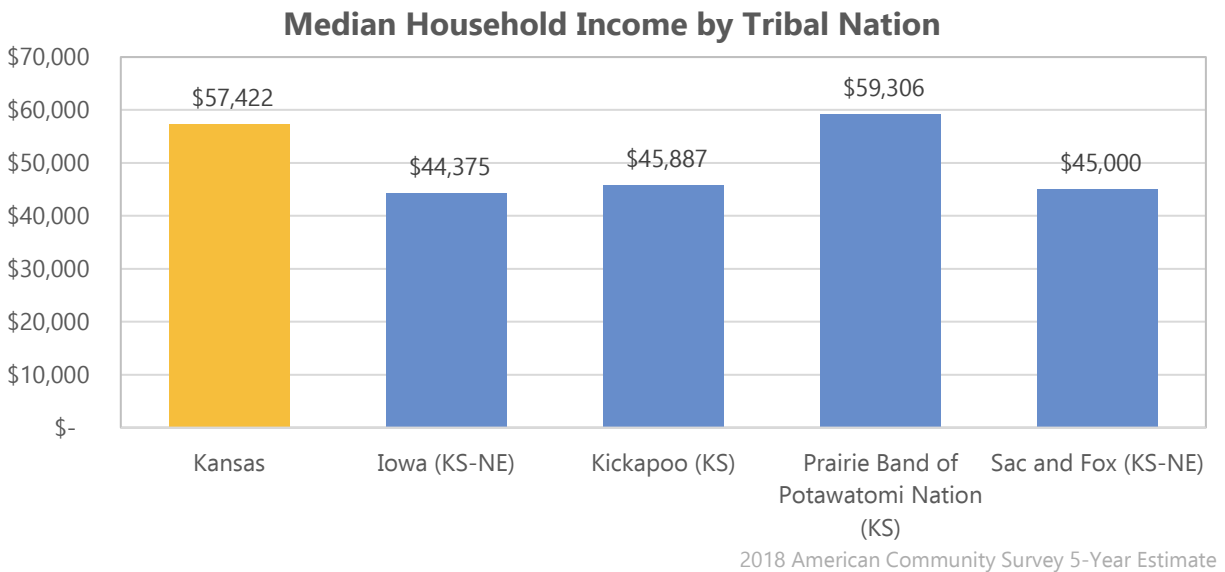


There are wide variations to household income by race/ethnicity, with white alone and Asian alone populations having higher household incomes than all other racial/ethnic groups. The black/African American alone population has the lowest median household income in Kansas at \$35,829.

Median Household Income by Race/Ethnicity



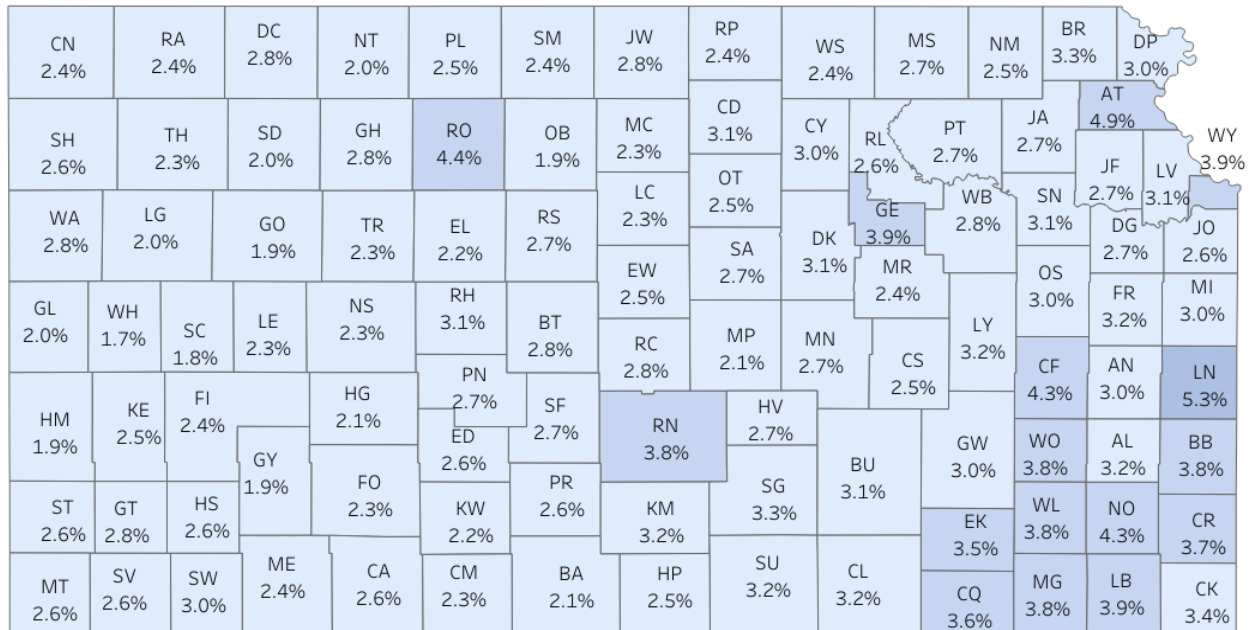
Among Tribal Nations, the Prairie Band of Potawatomi Nation has a higher median household income than Kansas, while the other three nations have household incomes lower than the statewide average.



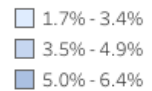
Employment and wages underwent notable changes from 2019 to 2020, with the COVID-19 pandemic presenting special challenges. The maps of unemployment rates in May 2019 and May 2020 highlight geographic differences for both longer-term higher unemployment rates (better reflected in the 2019 map) and challenges specific to the pandemic (2020 map). The pandemic continues to drive changes in employment, which should continue to be monitored using the latest data.

Statewide unemployment rates are slightly lower than the national rates, with 3.1% unemployment for Kansas compared to 3.6% for the U.S. in May 2019 and 10.0% for Kansas versus 13.3% for the U.S. in May 2020.

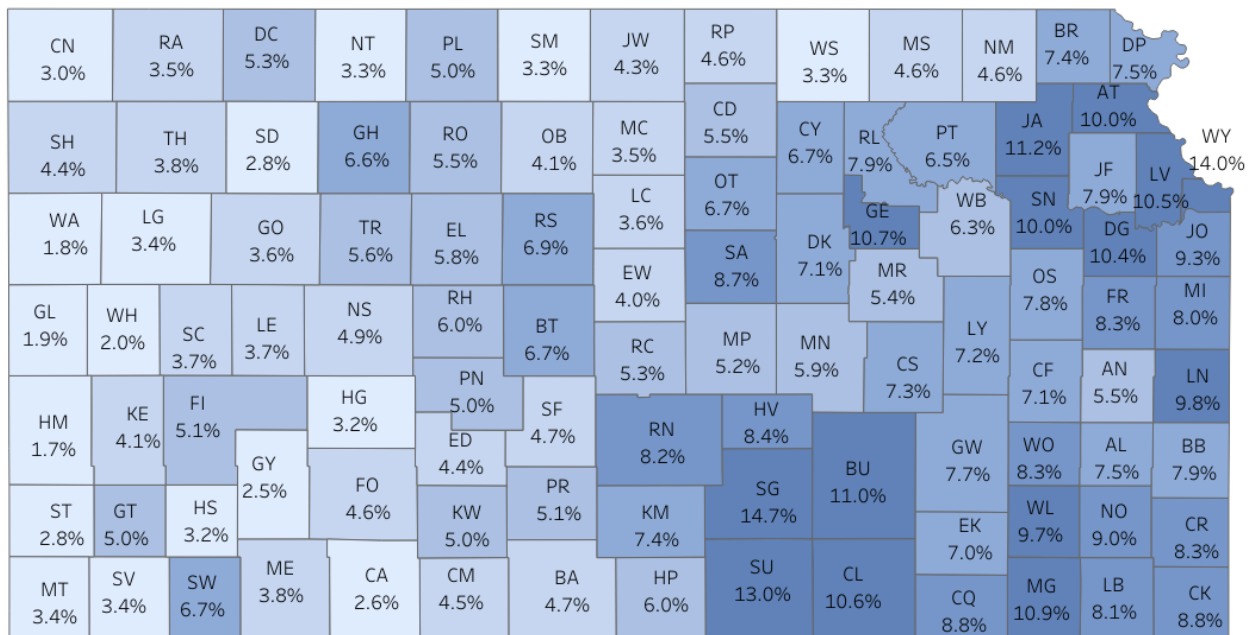
Unemployment Rate, May 2019



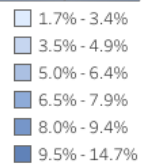
2019 Kansas Department of Labor, U.S. Bureau of Labor Statistics



Unemployment Rate, May 2020

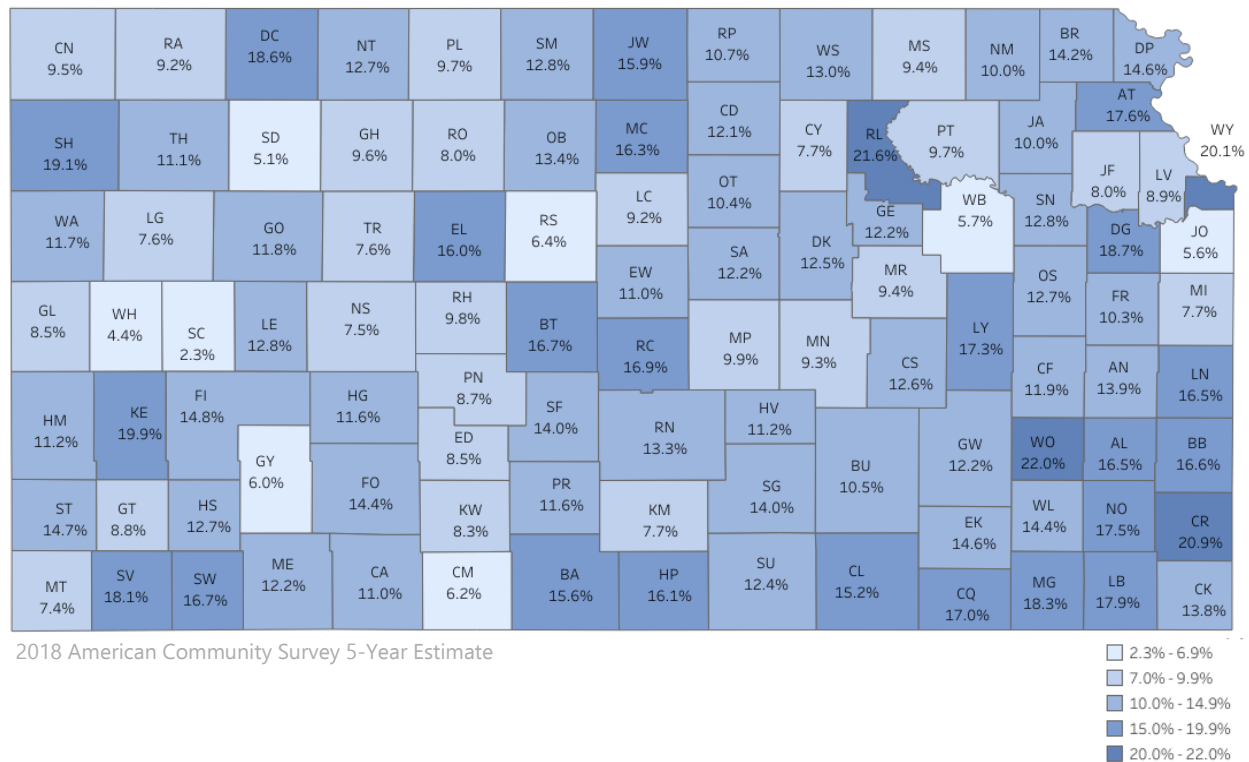


2020 Kansas Department of Labor, U.S. Bureau of Labor Statistics



Kansas has 12.4% of the population living below the poverty level compared to 14.1% of the U.S. population (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [8]. There are generally higher percentages of Kansans living below poverty in Southeast Kansas, in Wyandotte County (Kansas City, Kansas), in certain rural counties, and in counties with universities due to the lower income of the student population while attending school.

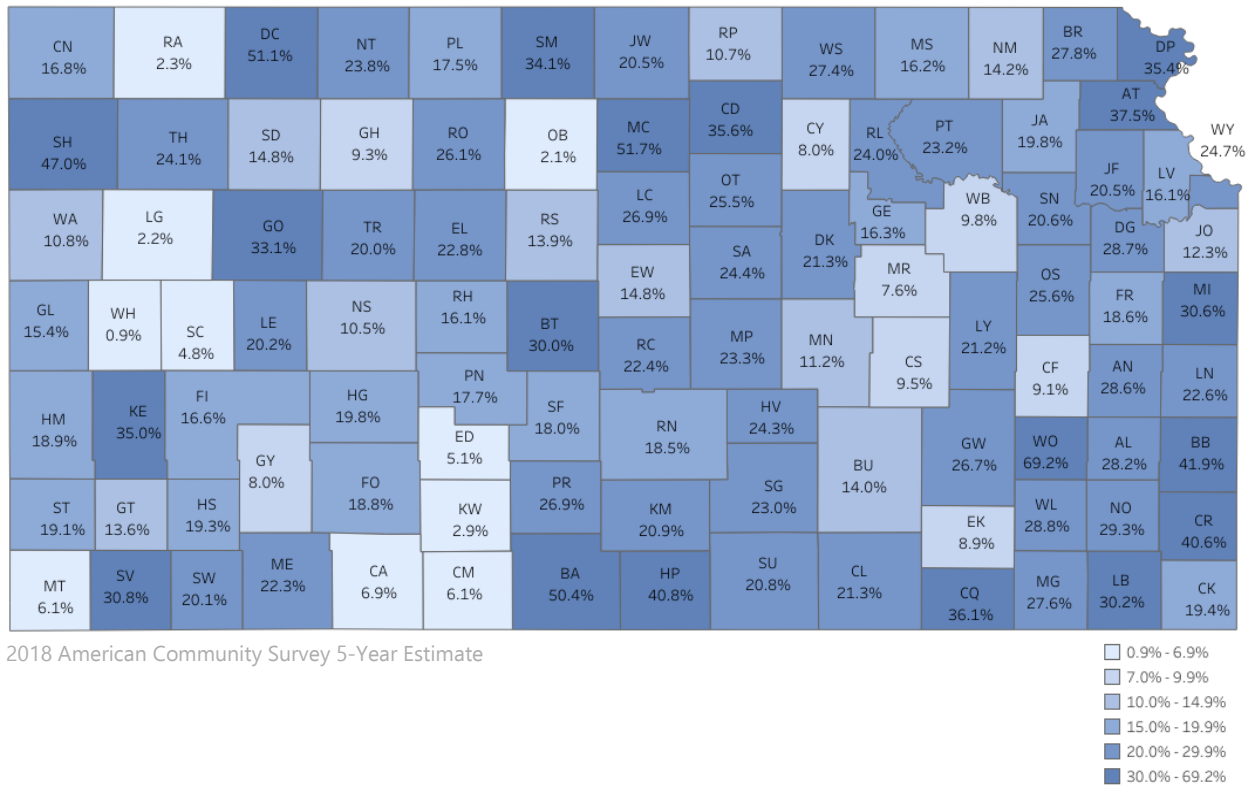
Percent Population Below Poverty Level



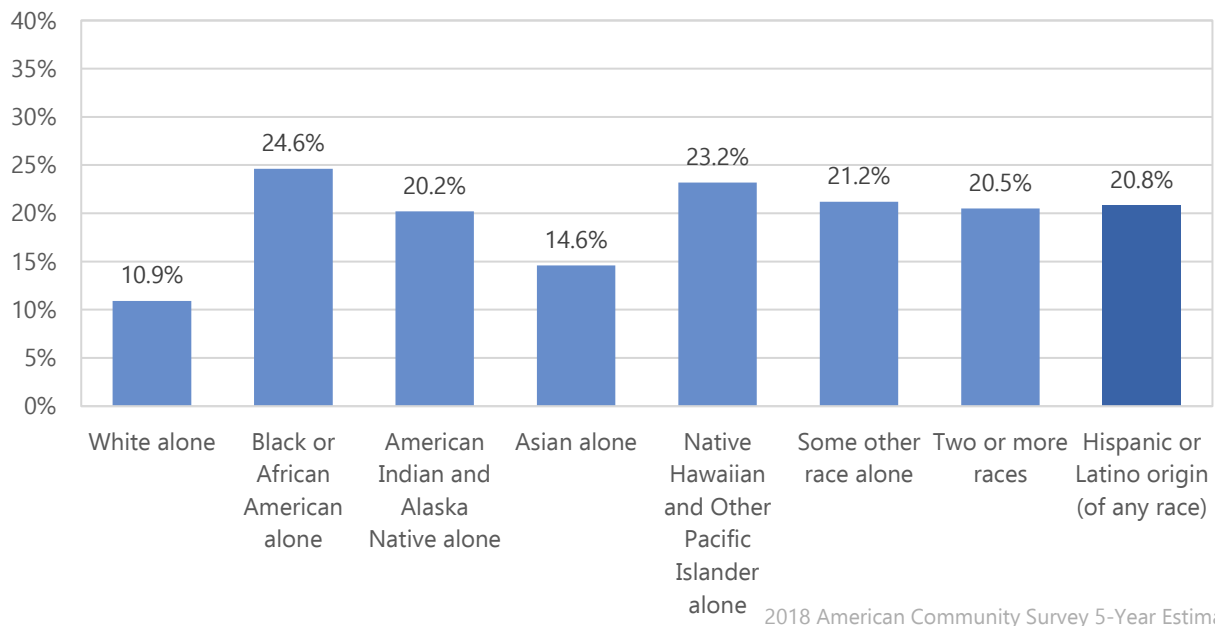
The next map displays the percent of the racial and ethnic minority population (i.e. residents who are *not* white alone, non-Hispanic) living below the poverty level. There are geographic variabilities here as well, with the percent below poverty trending much higher in most counties than the total population.

Comparing racial and ethnic groups statewide, only 10.9% of the white alone population lives below the poverty level, compared to nearly one in four black or African American Kansans and one in five Hispanic or Latino Kansans. This is shown in the Percent Below Poverty Level by Race/Ethnicity bar chart.

Percent Racial/Ethnic Minority Below Poverty Level

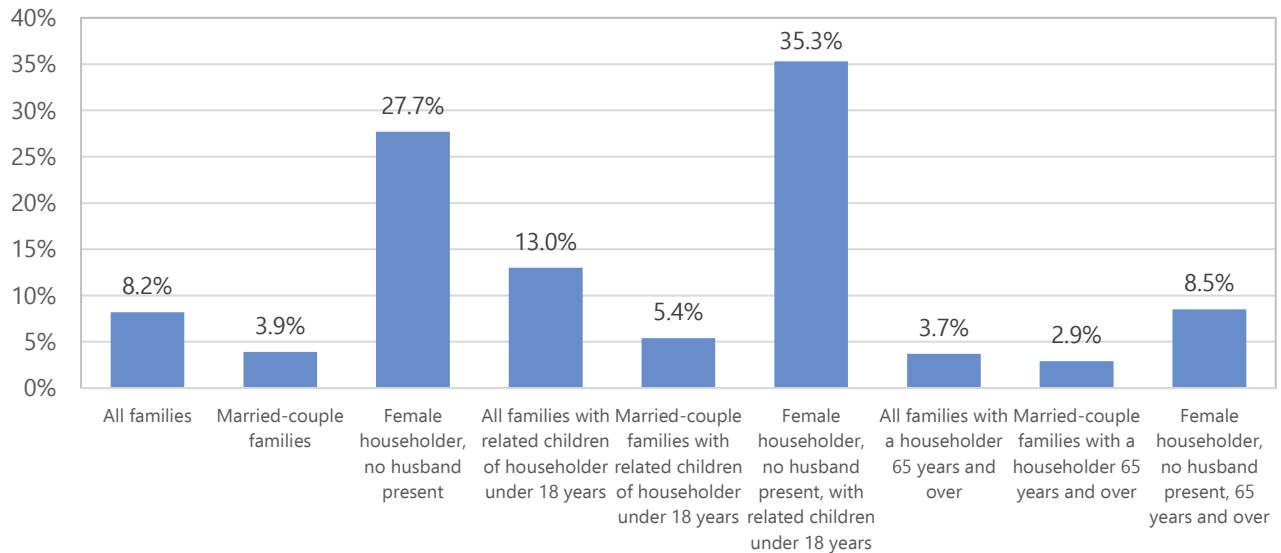


Percent Below Poverty Level by Race/Ethnicity



The Census defines families as a group of two or more people related by birth, marriage, or adoption and residing together. Looking at poverty status by family type, families with single female householders have the highest proportion living in poverty. More than 35% of single female householders with children under 18 live below the poverty level, compared to about 5% of married-couple families with children.

**Percent Kansas Families Below Poverty
 by Family Type**

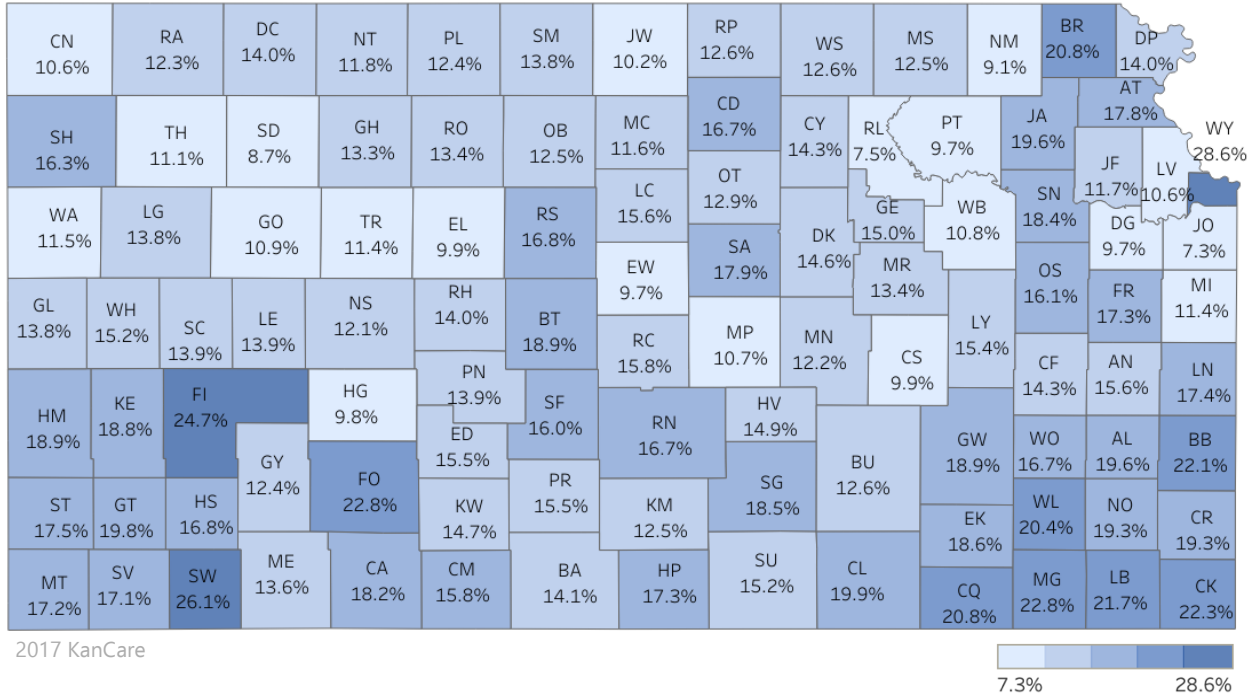


2018 American Community Survey 5-Year Estimate

Statewide, 8.1% of Kansans receive food stamp benefits, compared to 12.2% of people nationally. Higher proportions of those living in Southeast Kansas and Kansas City, Kansas proper (Wyandotte County) receive food stamp benefits compared to the rest of the state.

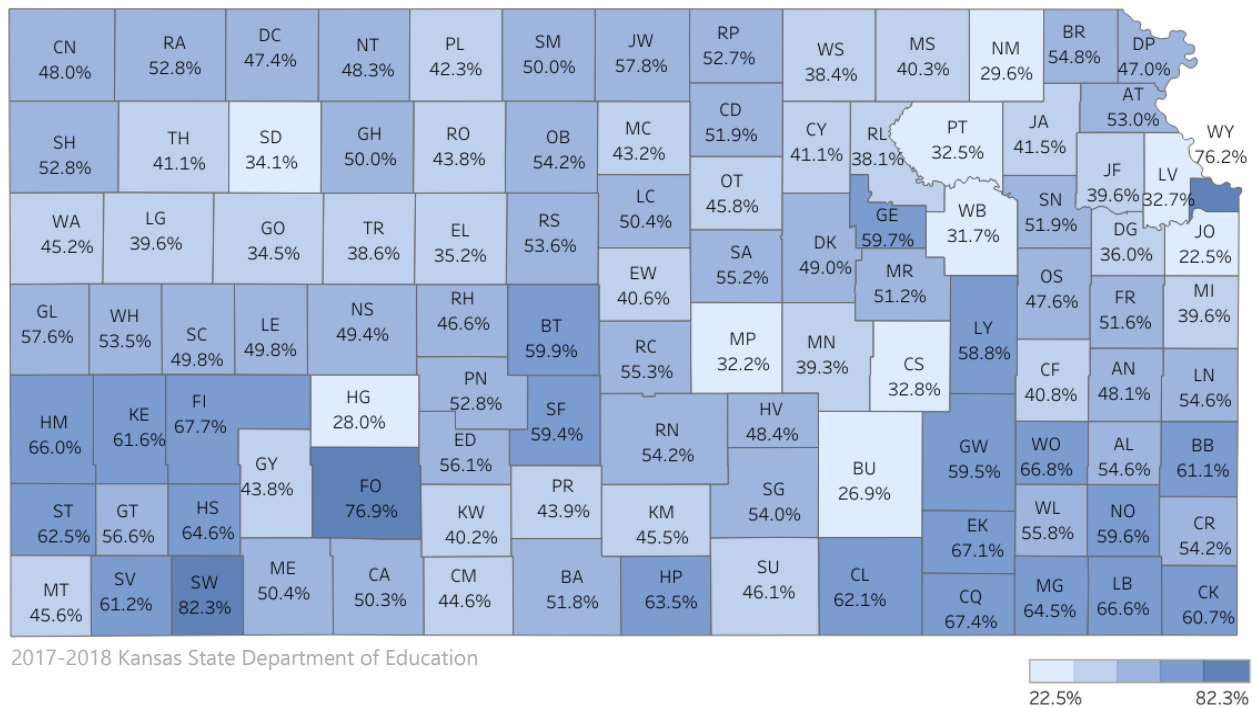
Approximately 15 percent (15.1%) of Kansans are enrolled in Medicaid for medical coverage benefits. This varies geographically with higher proportions in Wyandotte and Southeast Kansas, which are areas with higher poverty rates. As of May 2021, Kansas is among 12 states that have not expanded Medicaid eligibility.

Percent Enrolled in Medicaid



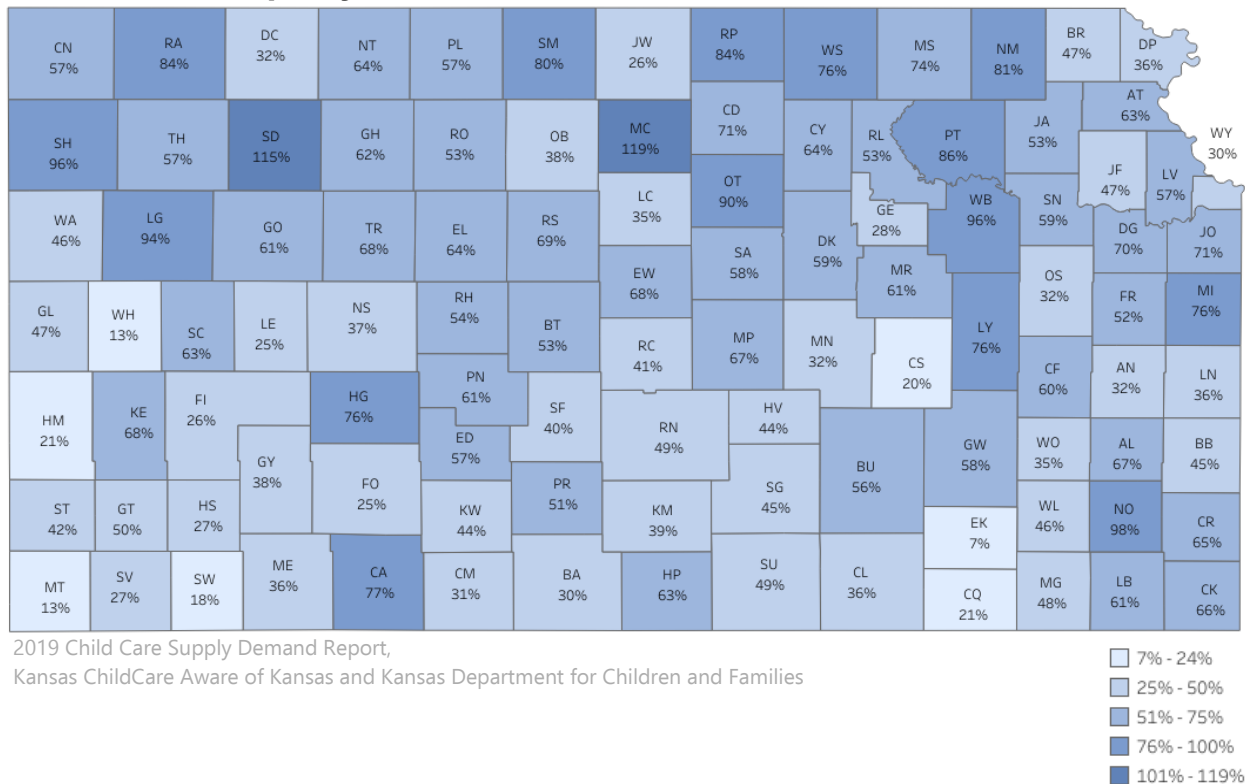
The percent of students receiving free and reduced lunches also trends higher in Southeast and Southwest Kansas, with the majority of students in most counties in those areas approved for free/reduced lunches. More than three in four students in Wyandotte County qualify, as do nearly six in ten students in Geary County (Junction City and Fort Riley military base).

Percent of Students Approved for Free or Reduced Lunches



Statewide, there is a shortage of sufficient and quality child care. According to the 2019 Child Care Supply Demand report [9], only two counties had a capacity that was estimated to meet or exceed the demand. In many counties, there is a significant gap; 46 Kansas counties are estimated to have less than half the capacity needed to meet the demand for child care.

Extent Desired Capacity for Child Care Meets Potential Demand

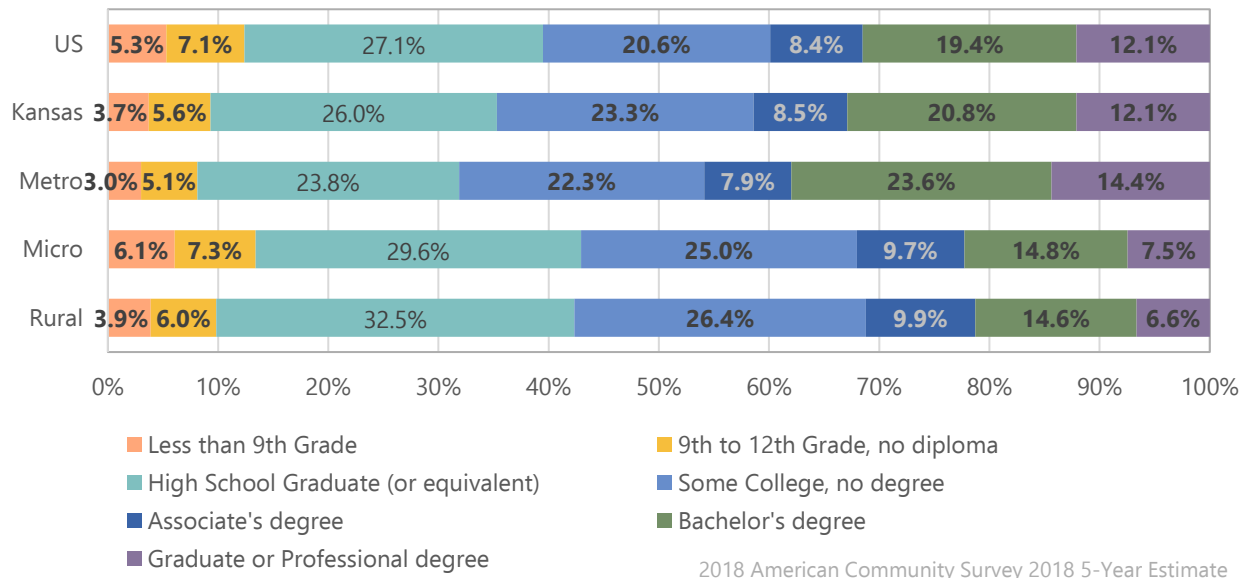


The level of educational attainment provides another measure of potential needs and disparities in the population. In Kansans, 9.3% of adults aged 25 years and older are without a high school diploma or equivalent, which is lower than 12.3% of adults nationally. Kansas females are slightly less likely to be without a high school diploma than males (8.6% versus 10.0%).

Regarding college degrees, nearly one in three (32.9%) Kansas adults 25 years and older has a bachelor’s degree or higher, compared to 31.5% of U.S. adults. Kansas females rate slightly better than males in completing a four-year college degree (33.6% versus 32.2%).

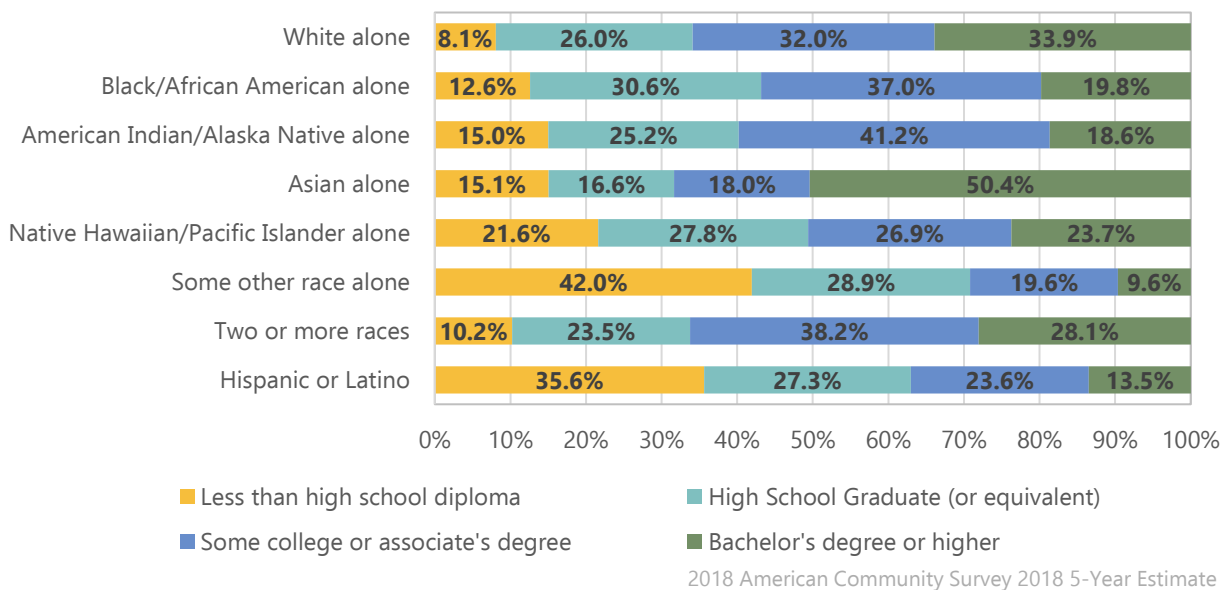
Adults living in Kansas metropolitan statistical areas have higher levels of educational attainment than those living in micropolitan statistical areas and rural counties.

Educational Attainment for 25 Years and Older by Metro/Micro Statistical Area



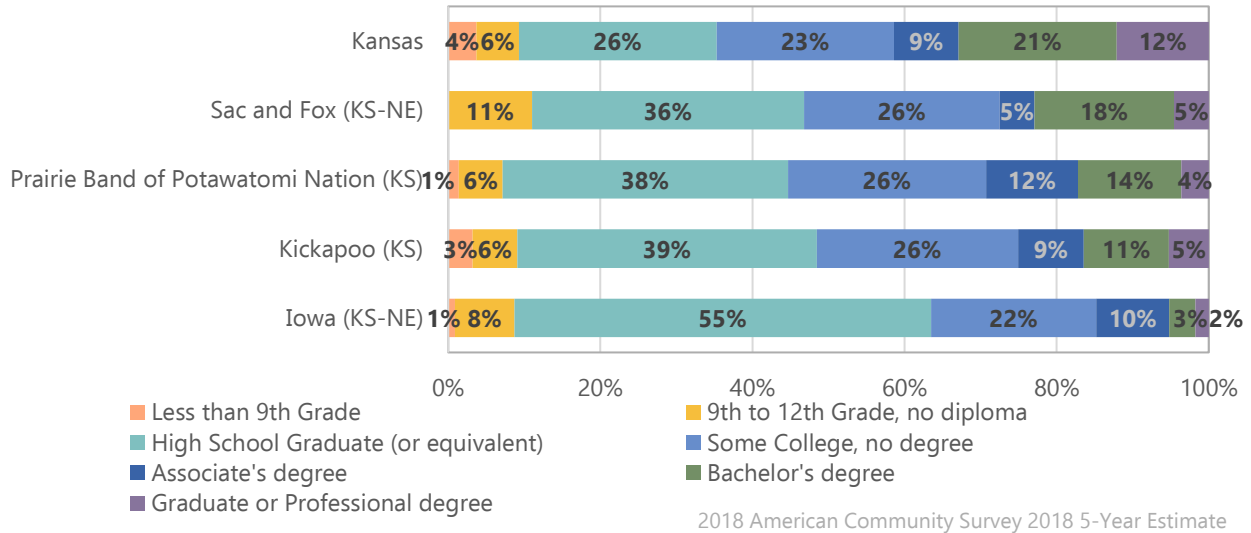
Considering educational attainment by race and ethnicity, white alone adults have higher levels of educational attainment, with the Asian alone race having the highest proportion of adults (more than half, 50.4%) with a bachelor's degree or higher. Hispanic or Latino ethnicity and some other race (which tends to be mostly those of Hispanic/Latino ethnicity) have the lowest levels of educational attainment.

Educational Attainment Age 25 Years and Older by Race/Ethnicity



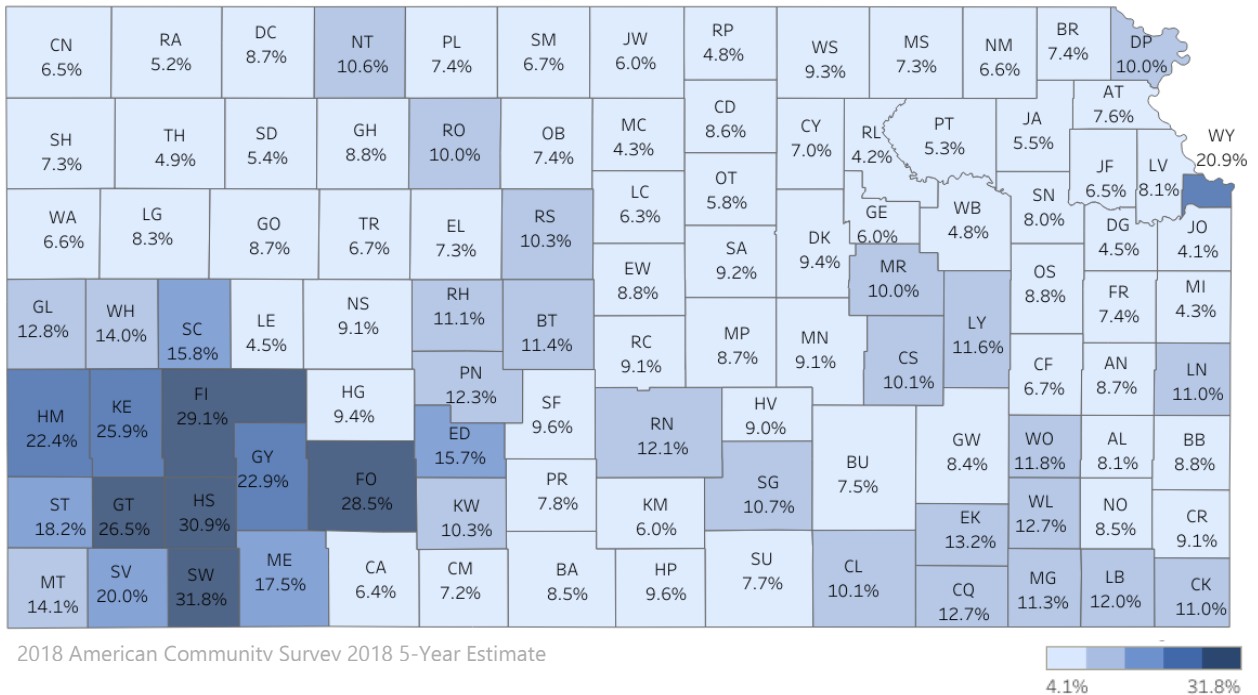
Comparing Tribal Nations with the state as a whole, all Tribes had lower levels of educational attainment with the Iowa nation having the lowest proportion of adults attaining a bachelor's degree or higher.

Educational Attainment Age 25 Years and Older by Tribal Nation



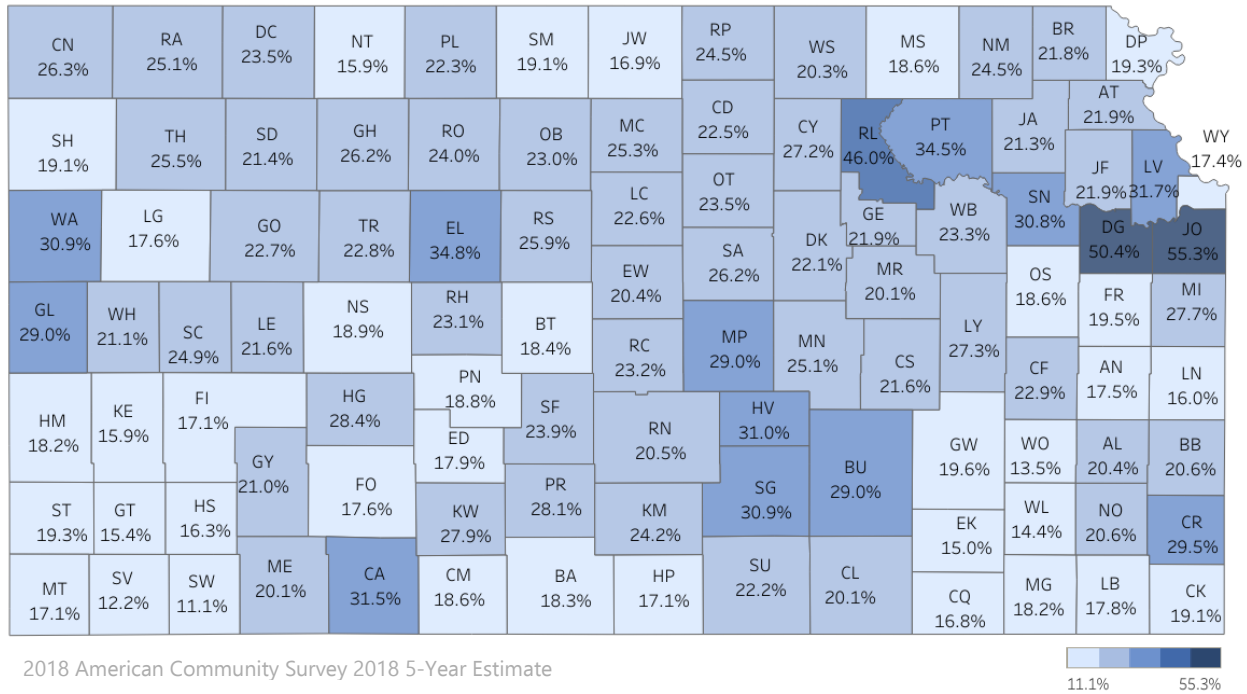
Geographically, the highest proportion of adults without a high school diploma or equivalent are concentrated in the Southwest portion of the state, as well as in Wyandotte County (Kansas City, Kansas).

Percent Age 25 Years and Older without High School Diploma or Equivalent



Geographic trends for those with a bachelor's degree or higher show lower proportions in southwest and southeast Kansas and the highest proportions in Douglas (Lawrence, home to University of Kansas) and Johnson (Kansas City metro area, including cities of Overland Park and Olathe). More than half of adults in those two counties have a bachelor's degree or higher, with nearly as many in Riley County (Manhattan, home to Kansas State University). As with many factors in Kansas demographic data, there is a stark contrast between the two most populated Kansas City metropolitan areas counties: Wyandotte and Johnson.

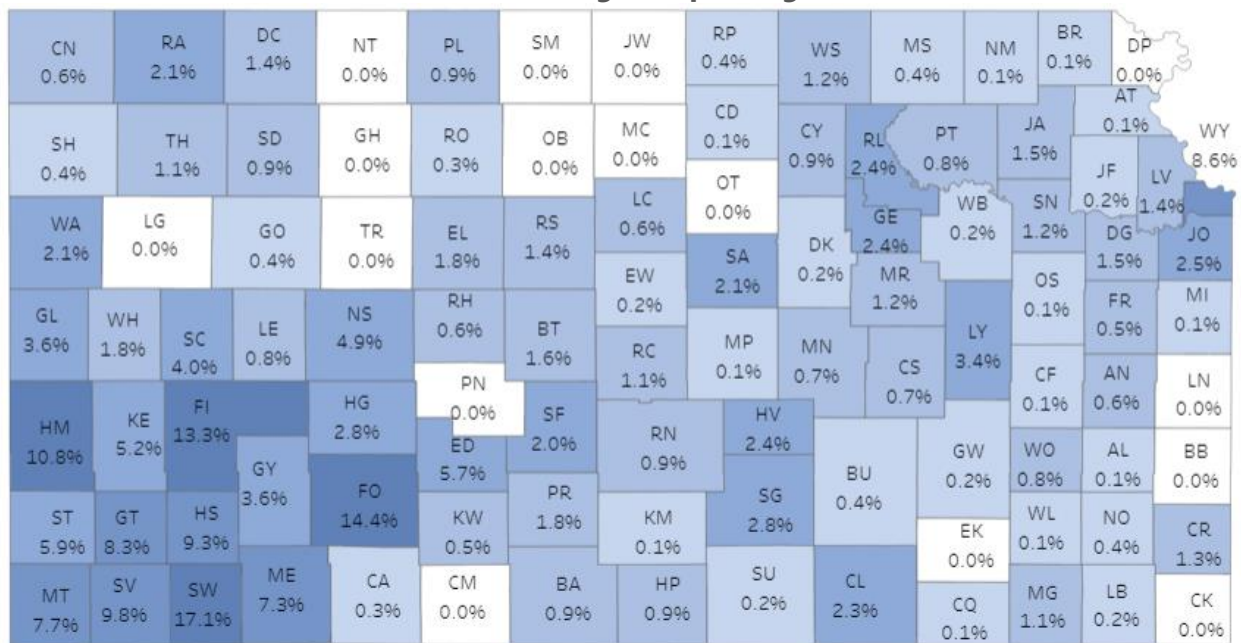
Percent Age 25 Years and Older with Bachelor's Degree or Higher



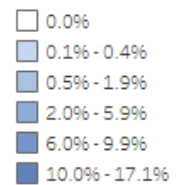
The following map displays the percentage of households that are non-English speaking with limited English. These are defined as households in which no member 14 years and over speaks only English *or* speaks a non-English language and speaks English "very well." In other words, all members 14 years and over have at least some difficulty speaking English.

In Kansas, 2.5% of households are limited English-speaking households, compared to 4.4% of U.S. households. Across the state there is significant variability, with the highest proportion of limited English households being in southwest Kansas.

Percent of Households that are Limited English-Speaking Households



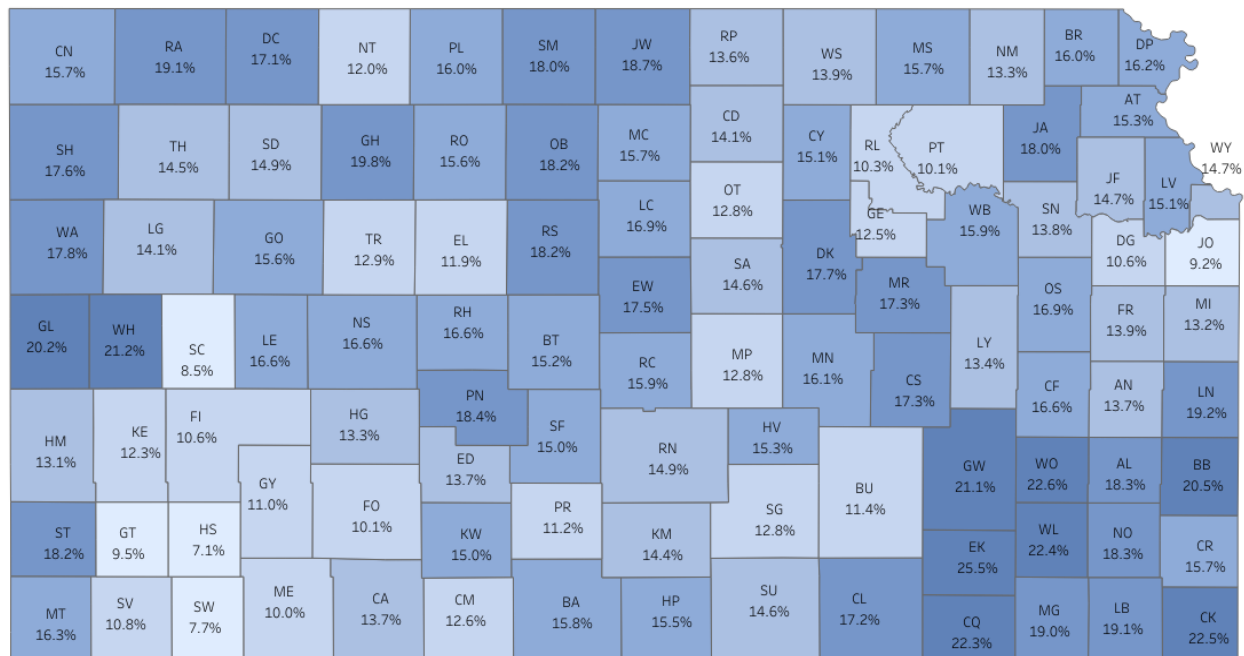
2018 American Community Survey 2018 5-Year Estimate



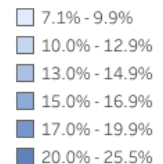
Slightly more than one in eight non-institutionalized Kansans (13.0%) live with at least one disability, which is similar to the U.S. rate of 12.6%. In several counties, as many as one in four to one in five are living with a disability (2018 American Community Survey Five-Year Estimates, U.S. Census Bureau) [10]. Higher rates of disability are correlated with counties that have aging populations and higher poverty rates.

As defined by the Census, this includes the following types of disabilities: hearing difficulty, vision difficulty, cognitive difficulty, ambulatory difficulty, self-care difficulty, and independent living difficulty.

Percent of Noninstitutionalized Persons with a Disability

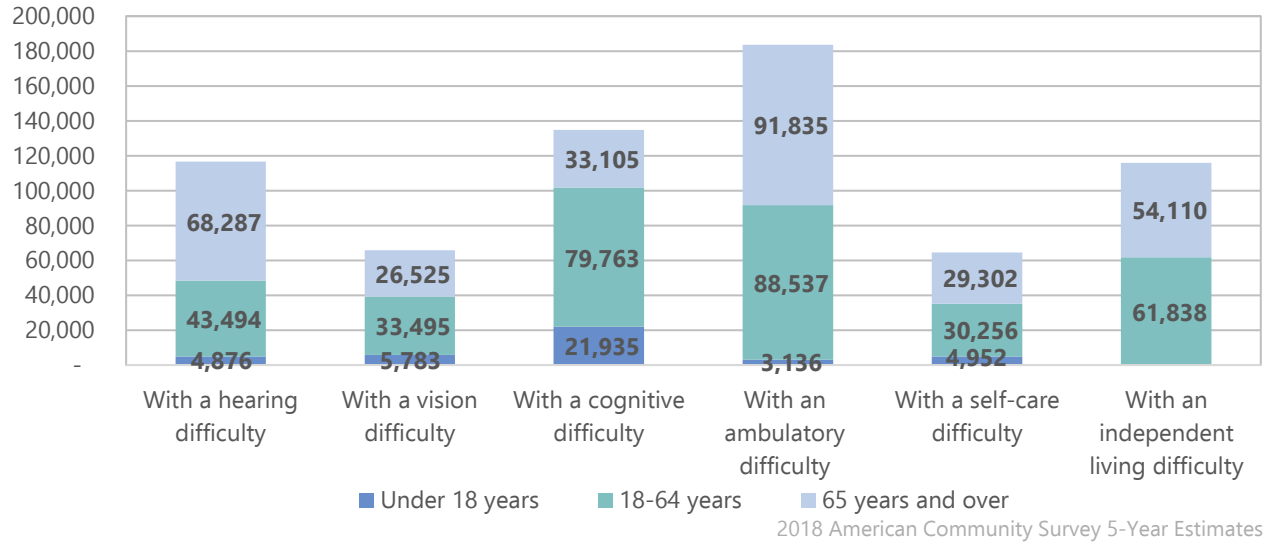


2018 American Community Survey 2018 5-Year Estimate

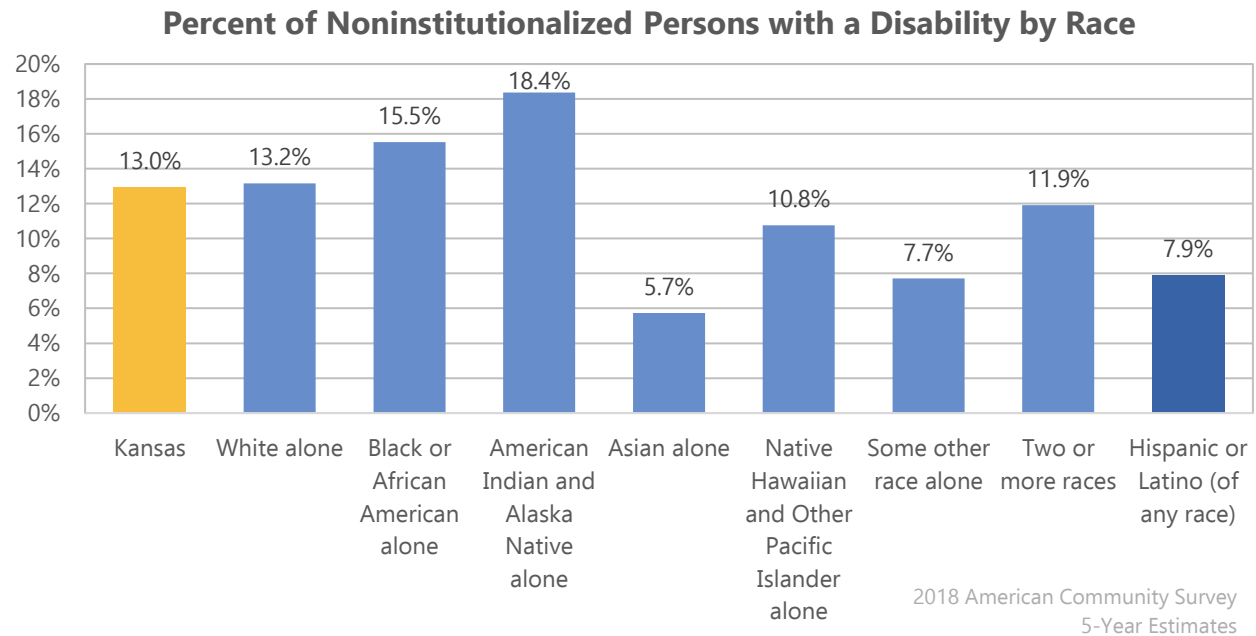


Ambulatory difficulties are the most common type of disability. Hearing, ambulatory, and independent living difficulties, in particular, are more common with older adults. However, disabilities impact all age groups.

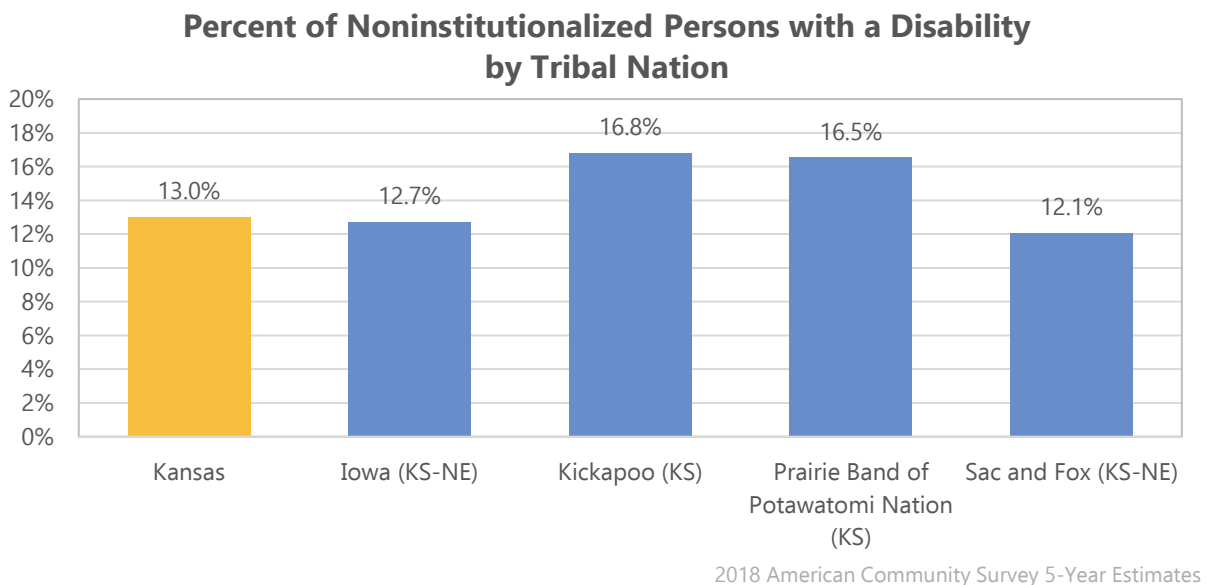
Noninstitutionalized Persons with a Disability by Type and Age



There are disparities across racial and ethnic groups, with Asian alone and Hispanic/Latino groups having the lowest rates of disability. (Some other race is most commonly the Hispanic/Latino ethnicity.) Black and American Indian races have higher-than-average rates of disability.



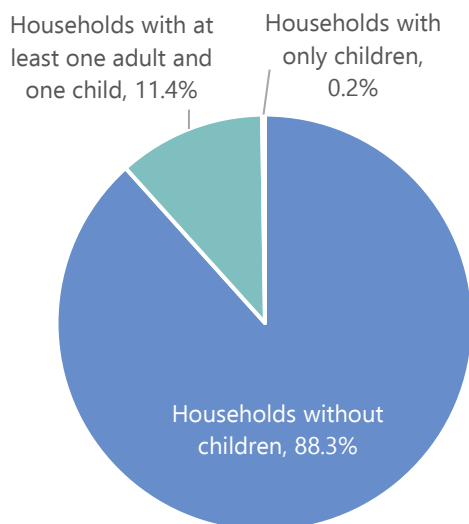
By Tribal Nation, the percentage of the population living with a disability is similar to or higher than the state rate.



Based on the HUD 2019 Continuum of Care Homeless Assistance Program Point-In-Time survey [5], there were 1,801 homeless households in Kansas and 2,279 homeless persons.

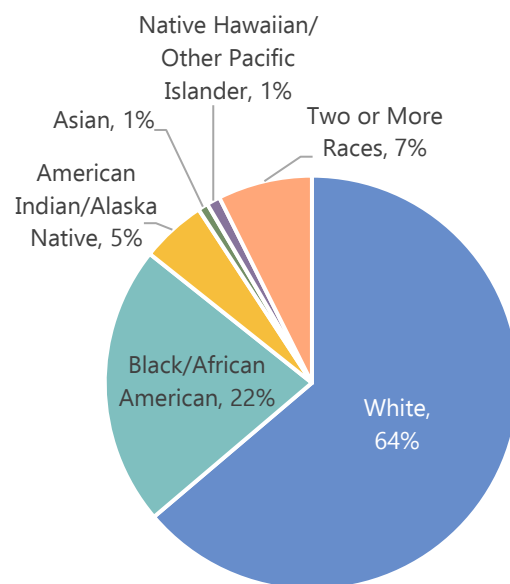
Most homeless households were without children, though 11.4% had at least one child. Minority racial and ethnic populations were disproportionately impacted by homelessness: for example, 22% of the Kansas homeless population was black, compared to 6% of the total population.

Homeless Households by Household Type



2019 Kansas HUD Continuum of Care Homeless Assistance Programs, Homeless Populations and Subpopulations Report

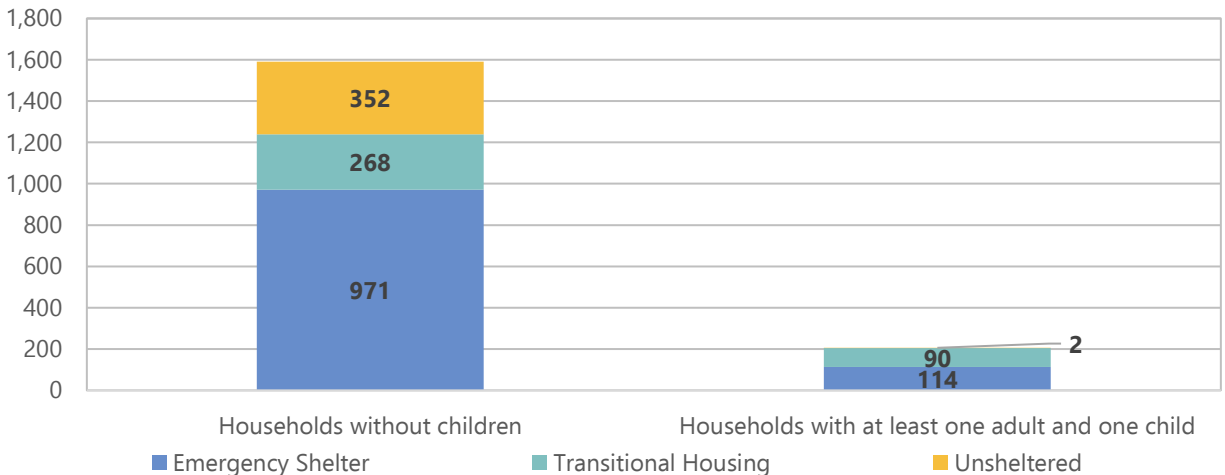
Homeless Persons by Race



2019 Kansas HUD Continuum of Care Homeless Assistance Programs, Homeless Populations and Subpopulations Report

By shelter or housing status, living in an emergency shelter was most common for households without children.

Homeless Households by Type and Shelter/Housing Status



2019 Kansas HUD Continuum of Care Homeless Assistance Programs, Homeless Populations and Subpopulations Report

This section includes only highlights of the demographic data reviewed for the project. Additional data is available here: <https://www.datacounts.net/ipc/data-packets.asp>

Key Findings

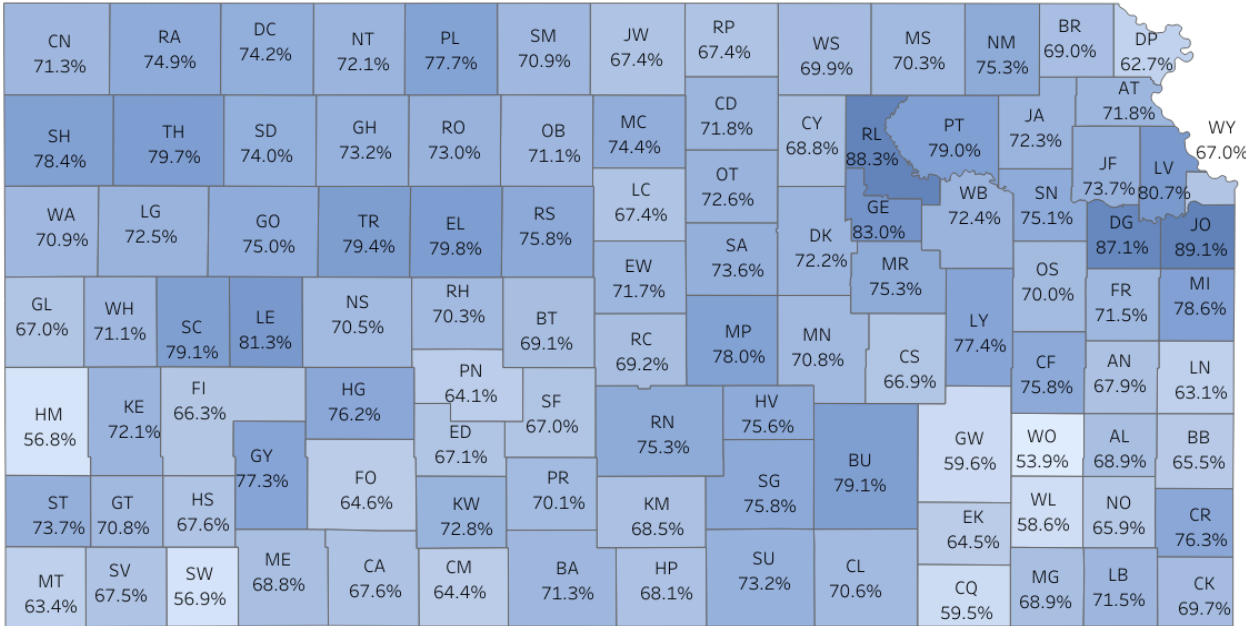
Secondary Data Review Findings

This section presents selected findings related to technology infrastructure, health and behavior risks, and crimes.

Technology

According to 2018 American Community Survey (ACS) 5-year estimates [11], 77.4% of Kansas households had a desktop or laptop computer, compared to 77.9% of U.S. households. Similar proportions had a smartphone: 74.7% for Kansas and 75.9% for the U.S. There are geographic disparities across the state for both measures.

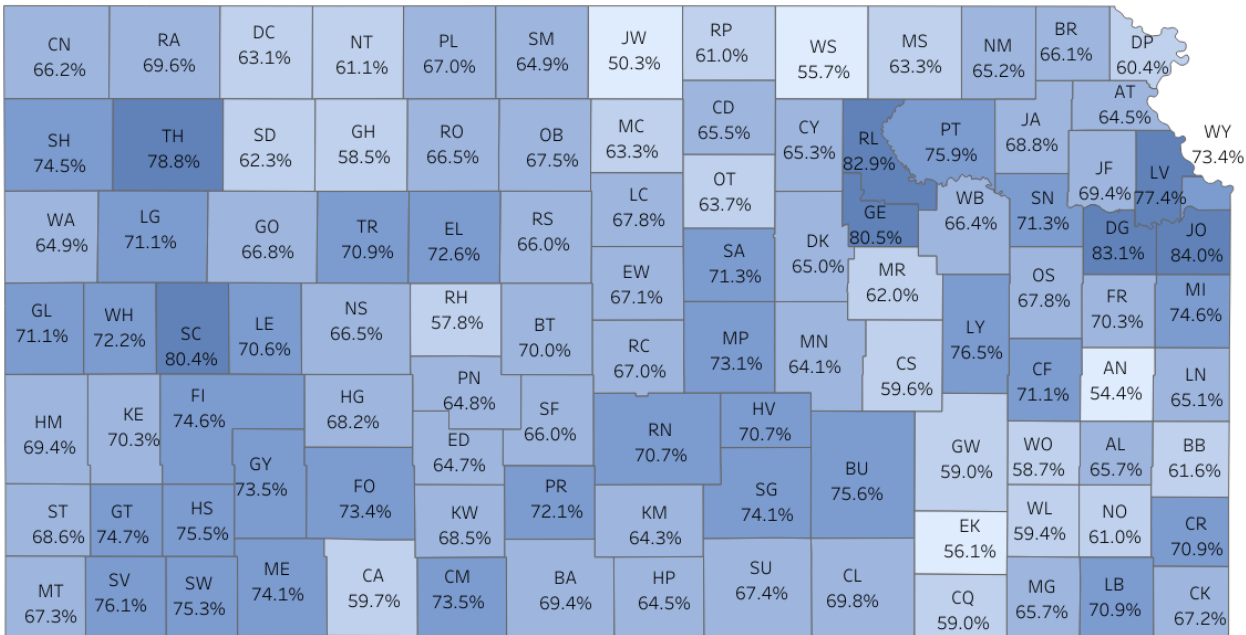
Percent of Households with a Desktop or Laptop Computer



2018 American Community Survey 2018 5-Year Estimate



Percent of Households with a Smartphone



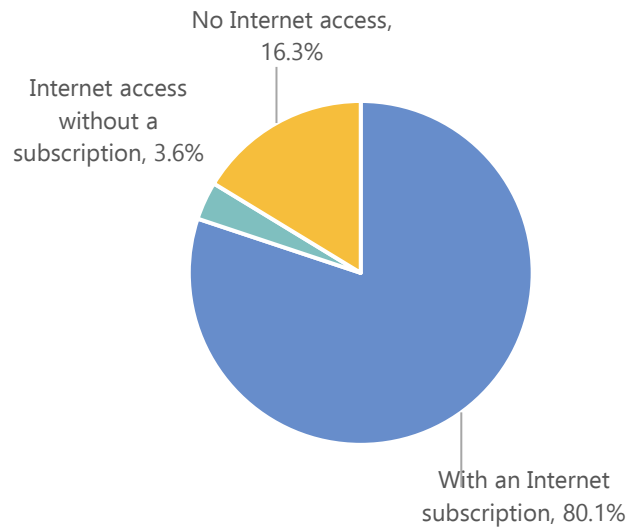
2018 American Community Survey 2018 5-Year Estimate



Also, according to 2018 ACS 5-year estimates [11], four in five households had an internet subscription, and 16.3% had no internet access.

Though these technology measures have likely continued to change over the past two or more years, qualitative data collection confirmed that computer, internet, and smartphone access are a barrier, and there are gaps and barriers to broadband service.

Kansas Households by Internet Subscription Status

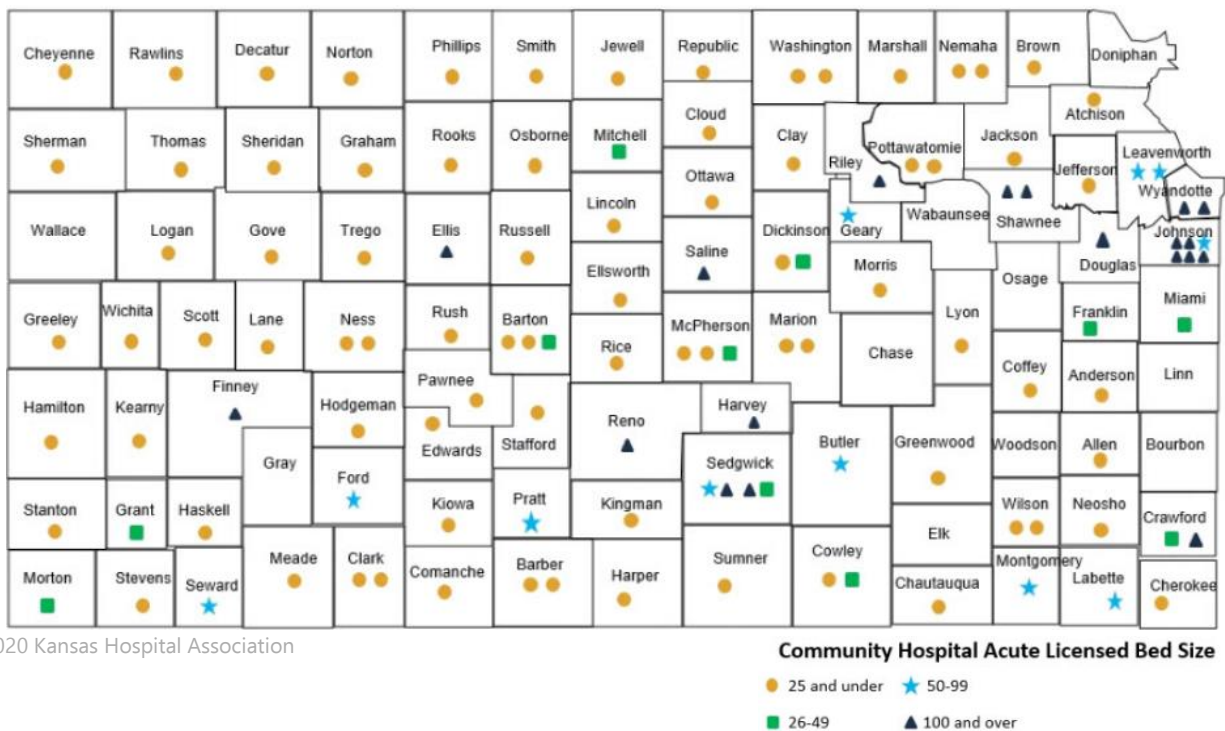


2018 American Community Survey 2018 5-Year Estimate

Healthcare and Health Risks

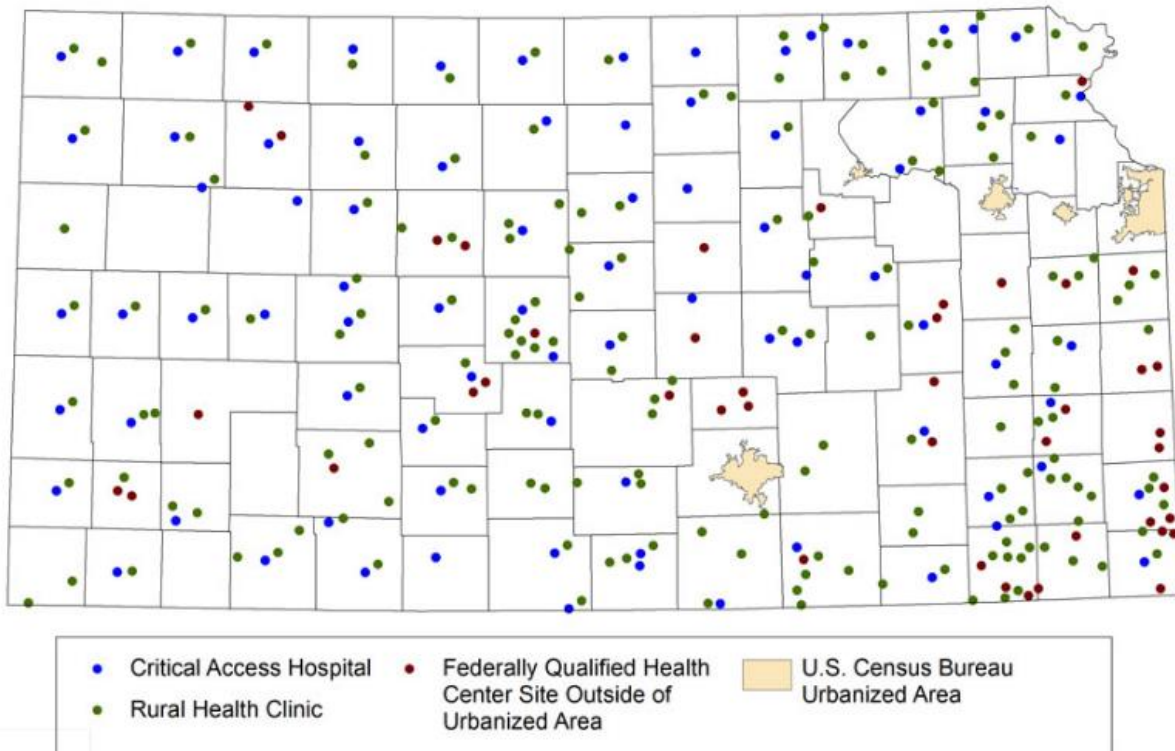
There are 124 community hospitals in Kansas. The majority of these are small, rural hospitals with 25 acute licensed beds or fewer, and most of these are critical access hospitals.

Distribution of Kansas Community Hospitals



According to the Health Resources and Services Administration [12], there are currently 83 critical access hospitals in Kansas. Other rural health resources include 171 Rural Health Clinics and 44 Federally Qualified Health Centers located outside of urban areas.

Selected Rural Healthcare Facilities in Kansas

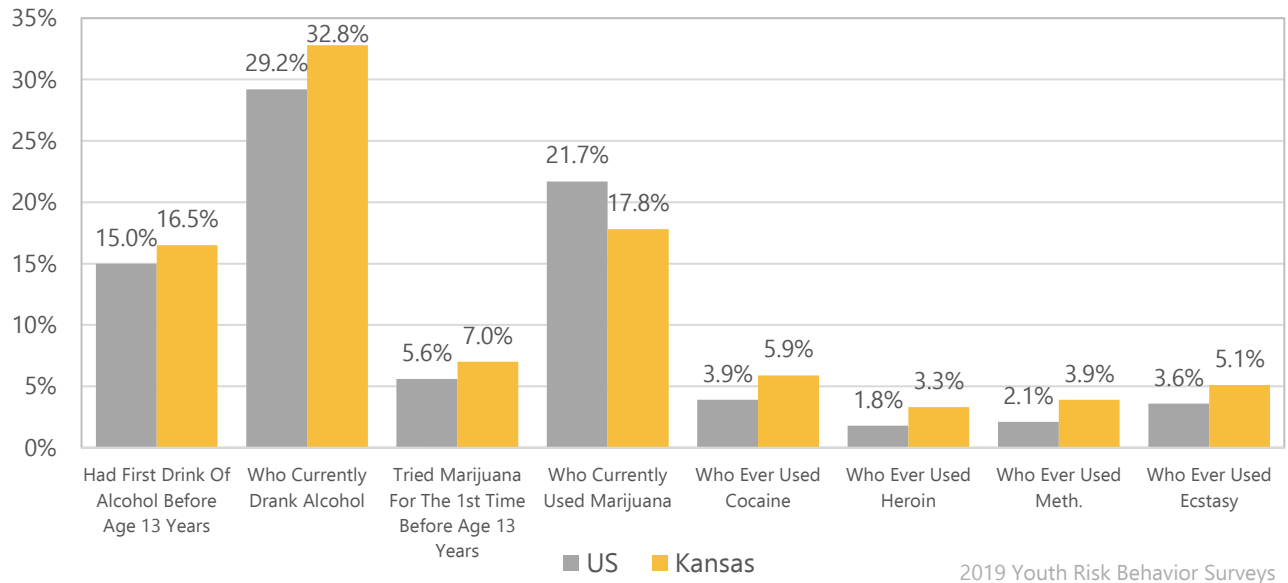


Rural Health Information Hub, data.HRSA.gov, U.S. Department of Health and Human Services, July 2020

Multiple sources throughout the planning process pointed to issues related to substance use disorders and mental health issues as a high priority.

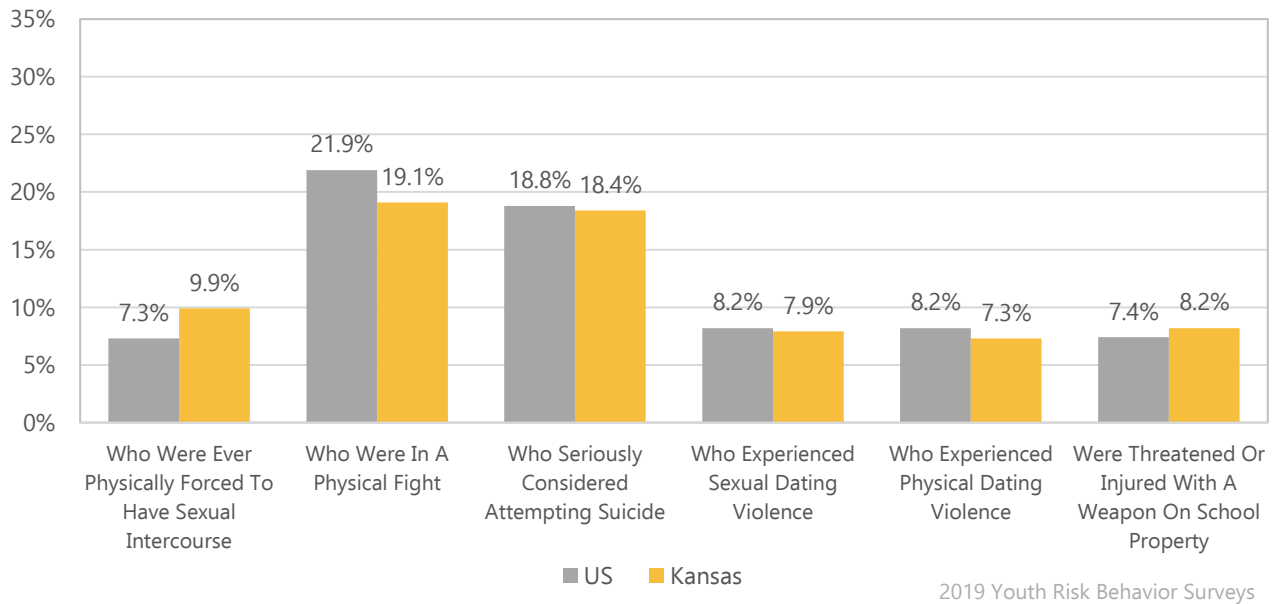
Among youth, there are early signs of these problems that may continue to be challenges into adulthood. According to the 2019 Youth Risk Behavior Survey [13], a lower proportion of Kansas high school students currently use marijuana than students nationwide (17.8% vs. 21.7%), but a higher proportion of Kansas students reported other alcohol and drug use risk behaviors compared to their national counterparts. This included Kansas high school students who currently drink alcohol (nearly one in three, 32.8%), had their first drink before age 13 years (16.5%), tried marijuana before age 13 years (7.0%) and had ever used “harder” drugs (nearly 6% had used cocaine and almost 4% had used methamphetamines).

Alcohol and Other Drug Use Risk Factors Among High School Students



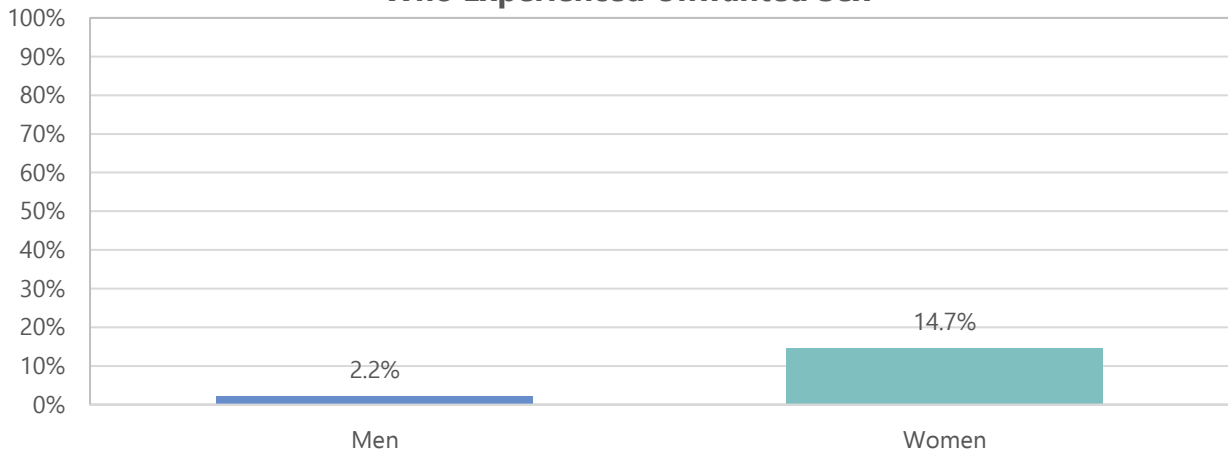
Looking at measures related to violence in the same survey, nearly one in ten Kansas high school students (9.9%) said they had been physically forced to have sexual intercourse; this compared to 7.3% of students nationally. Nearly one in five had been in a physical fight (19.1%) and considered suicide (18.4%).

Violence Behavioral Risk Factors Among High School Students



According to the 2014-2015 Kansas Behavioral Risk Factor Surveillance System [14], approximately one in seven adult women (14.7%) had experienced unwanted sex (2014-2015). This compares to about 1 in 50 adult men (2.2%).

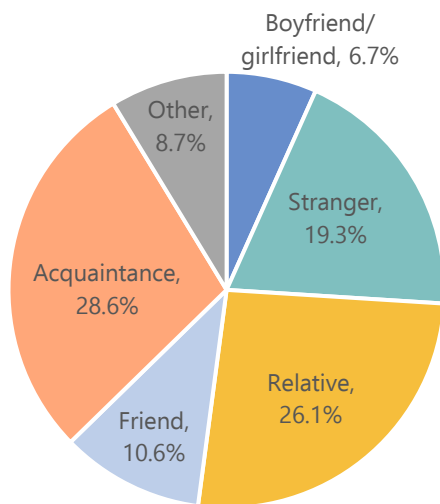
Percent Men and Women Age 18 Years and Older Who Experienced Unwanted Sex



2014 and 2015 Kansas Behavioral Risk Factor Surveillance System, Bureau of Health Promotion, KDHE

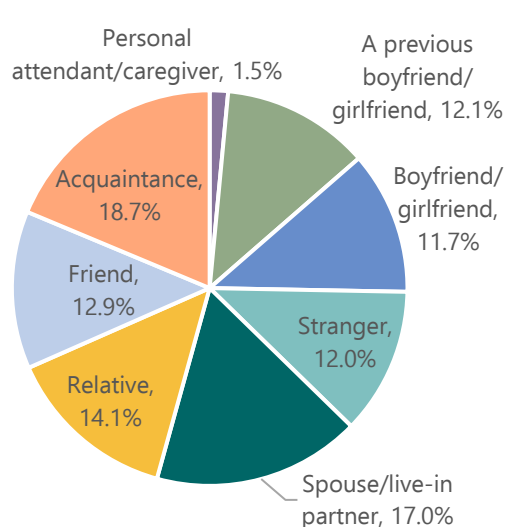
Both women and men were more likely to experience unwanted sex with a perpetrator they knew. The perpetrator was a stranger for only 19.3% of men and 12.0% of women.

Among Men Who Experienced Unwanted Sex, Relationship to Perpetrator in Most Recent Incident



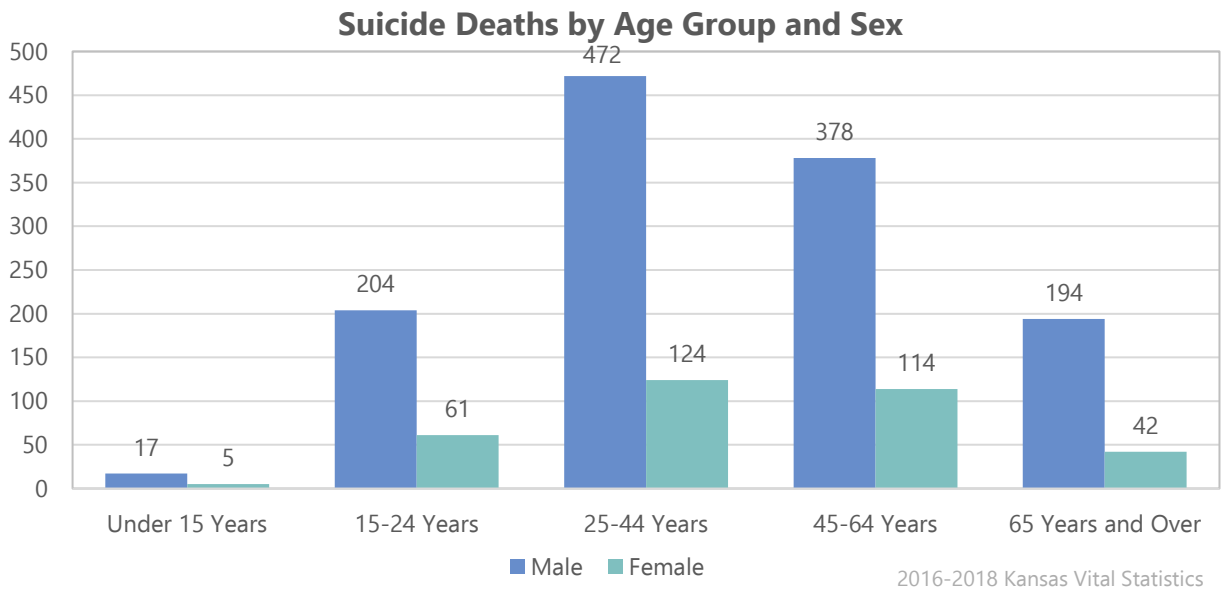
2014 and 2015 Kansas Behavioral Risk Factor Surveillance System, Bureau of Health Promotion, KDHE

Among Women Who Experienced Unwanted Sex, Relationship to Perpetrator in Most Recent Incident

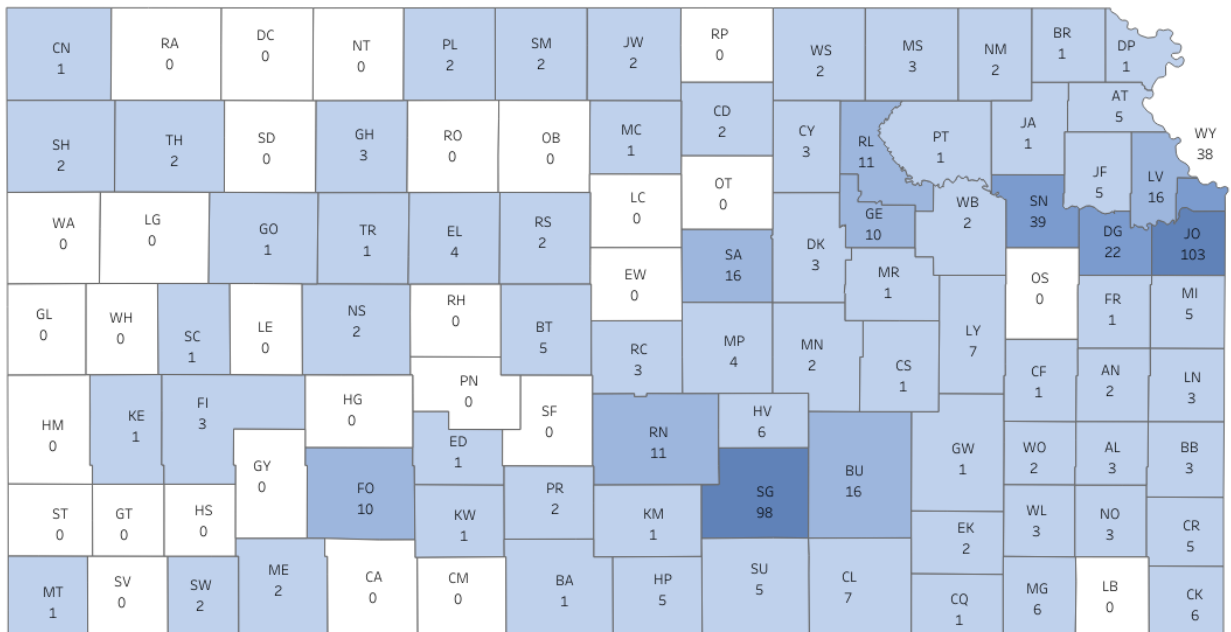


2014 and 2015 Kansas Behavioral Risk Factor Surveillance System, Bureau of Health Promotion, KDHE

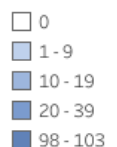
Statewide, suicide was the eighth leading cause of death in 2018. It was the second leading cause of death for 15 to 24 and 25 to 44-year-old age groups. (Unintentional injuries were the leading cause for those age groups.) Almost four-fifths of suicide deaths (78.9%) were male. The below graph shows the combined suicide deaths by age group and sex for 2016-2018.



Number of Suicides



2018 Annual Summary of Vital Statistics, Kansas Department of Health and Environment

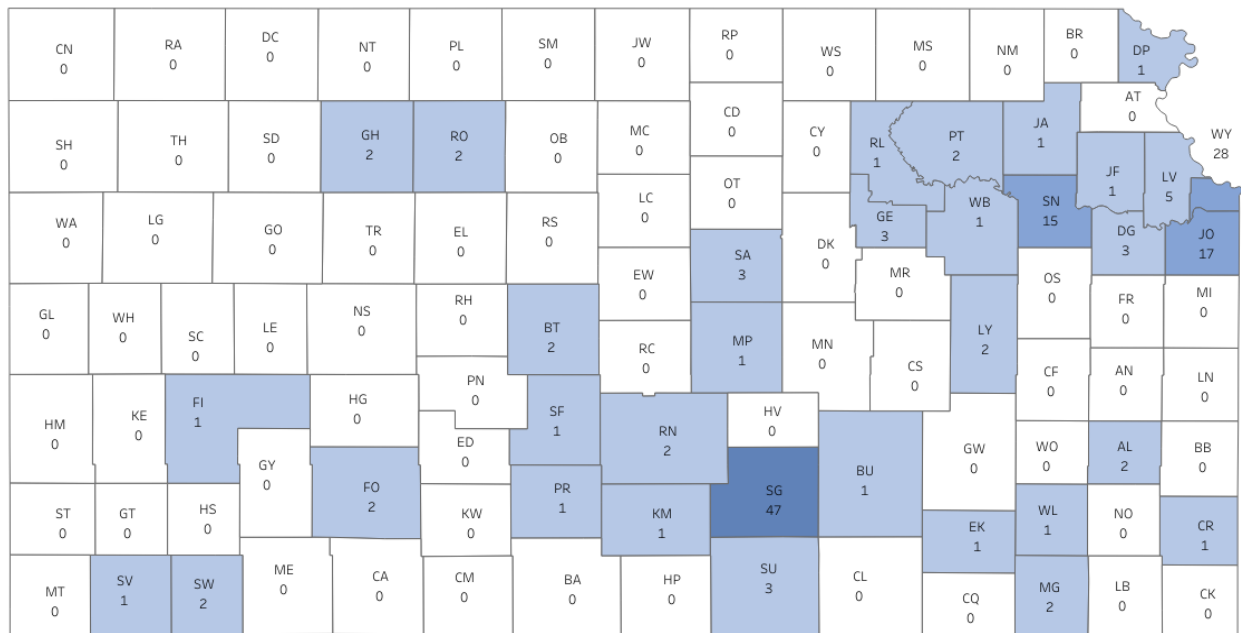


The majority of counties had at least one suicide death in 2018, with suicides concentrated in urban areas, though many rural counties had multiple deaths by suicide.

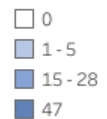
Crime Data

Homicides were the third leading cause of death for the 15-24 and 25-34 age groups (fourth leading cause for the combined 25-44 age group). The majority of homicides took place in urban areas, though multiple rural counties had at least one homicide in 2018. Nearly three in four homicide victims (74.2%) were male.

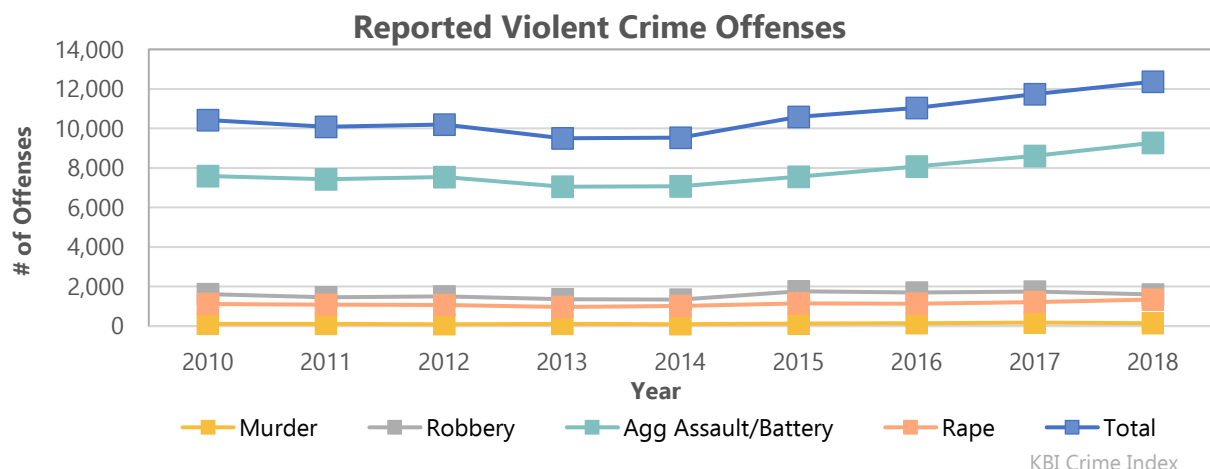
Number of Homicides



2018 Annual Summary of Vital Statistics, Kansas Department of Health and Environment

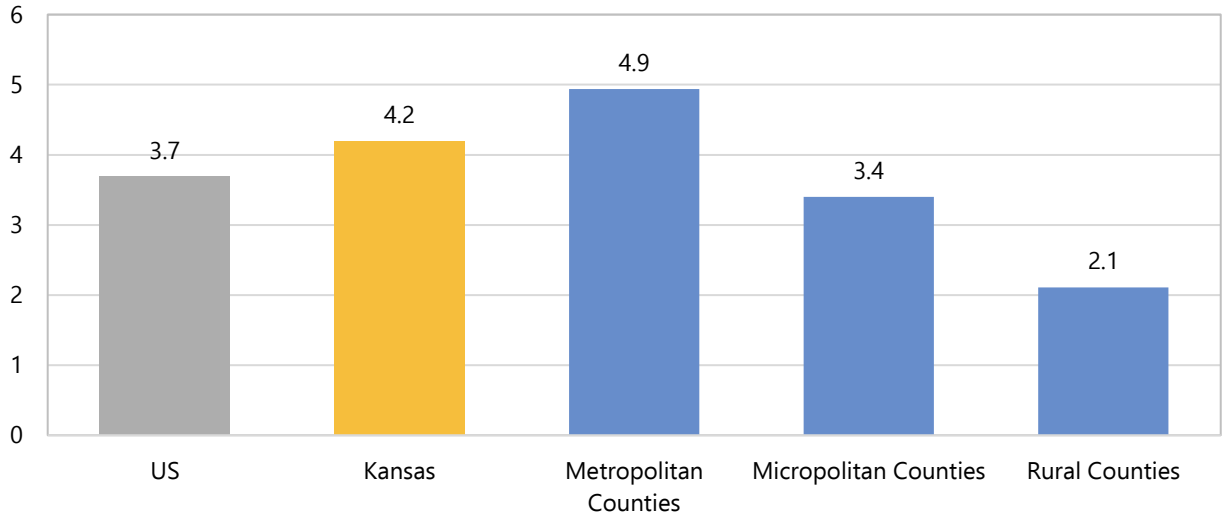


Next, looking to crime index statistics, total reported violent crime index offenses in Kansas have increased since 2010 (KBI 2018 Crime Index [15]). Violent crimes include murder, robbery, aggravated assault/battery, and rape.



The violent crime rate per 1,000 population, based on reported crimes was higher in metropolitan versus rural counties.

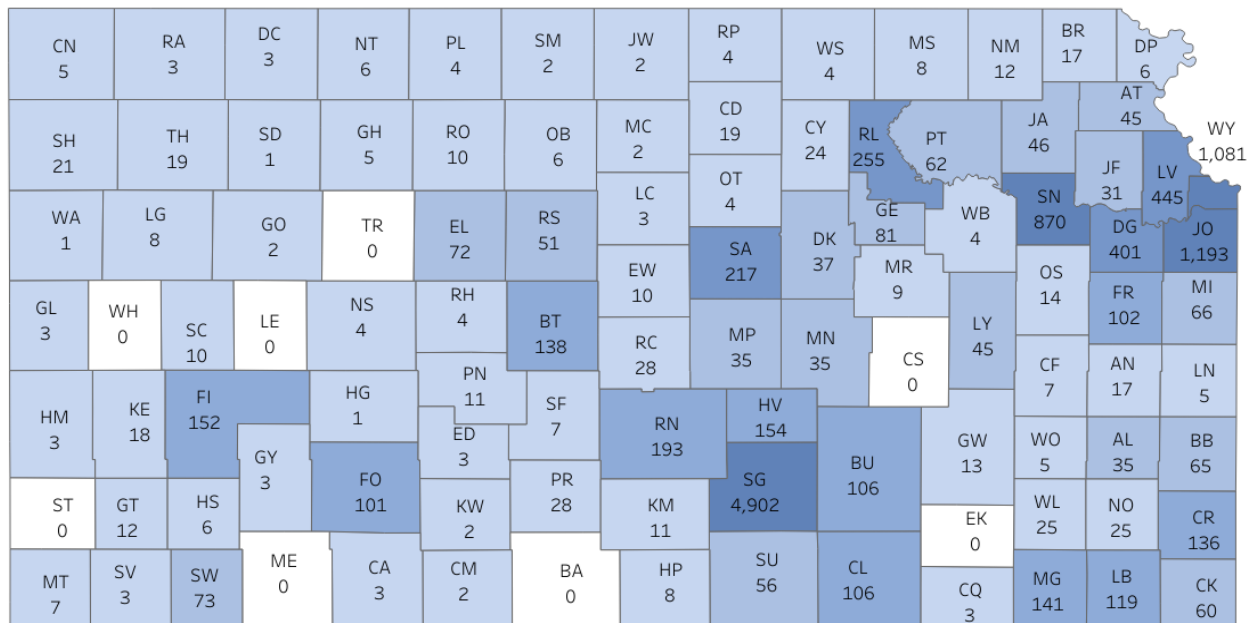
Violent Crime Rate per 1,000 Population by Metro/Micro Statistical Areas



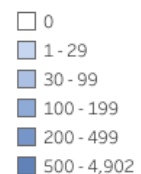
2018 Federal Bureau of Investigation, KBI

The following map shows the number of reported violent crimes by county.

Number of Reported Violent Crimes

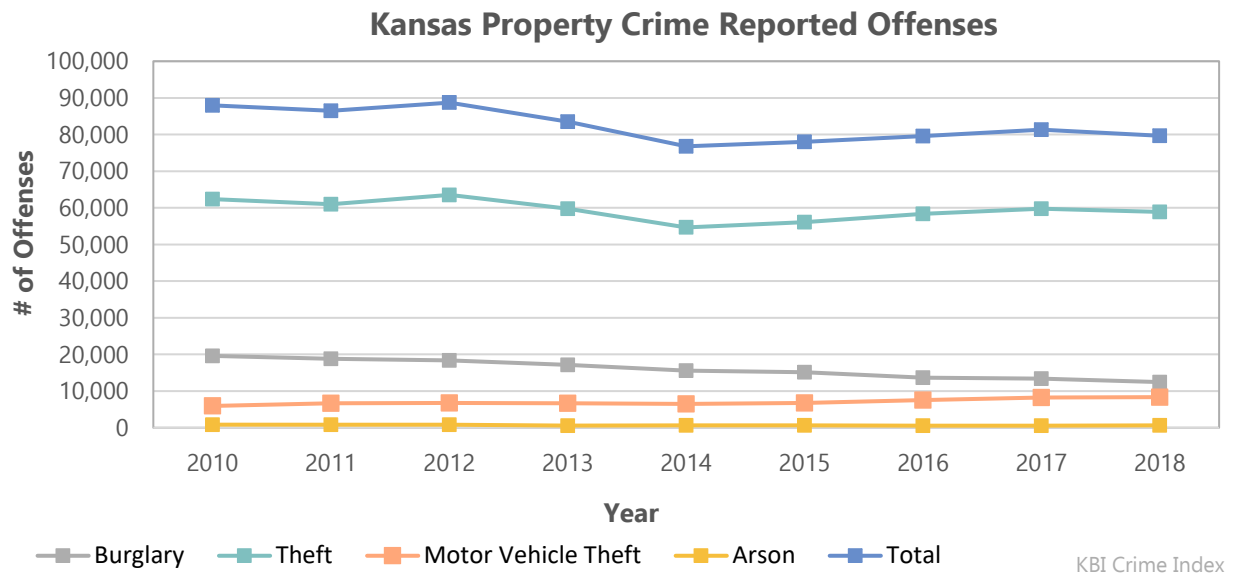


2018 KBI Crime Index



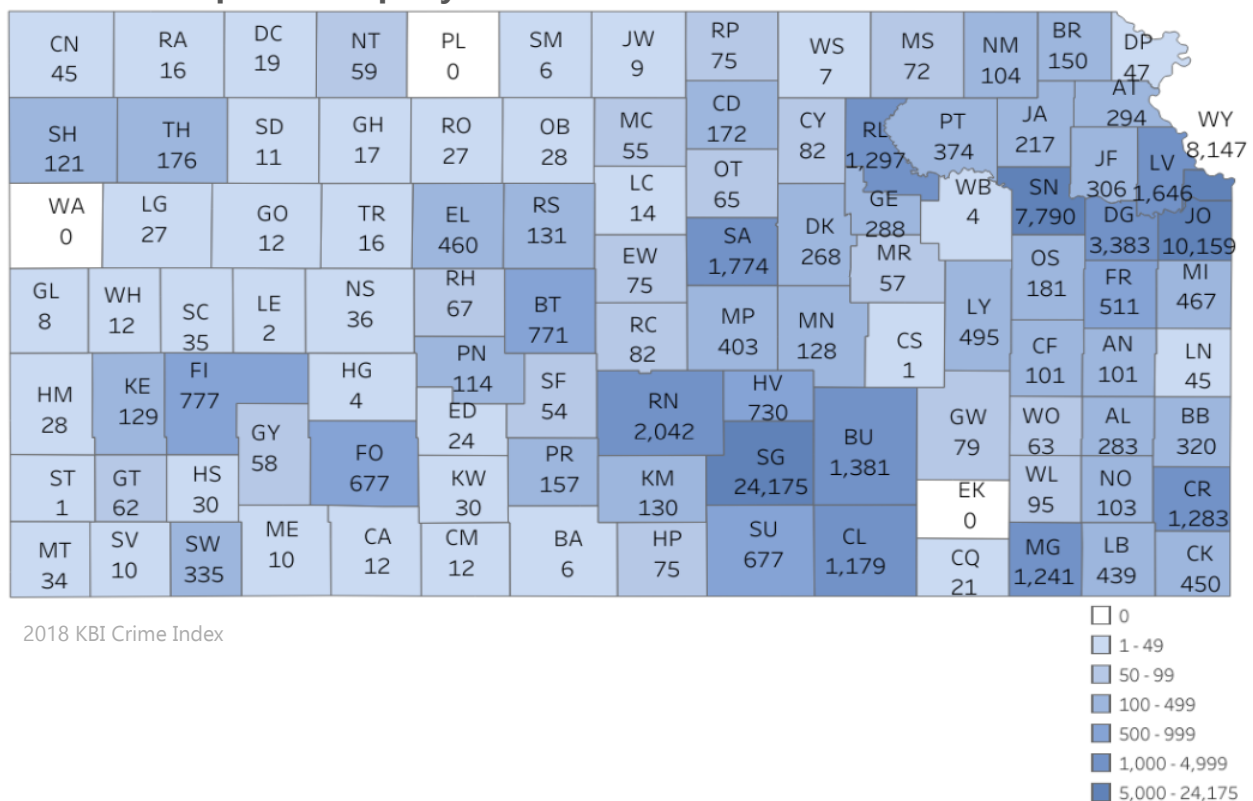
Because several agencies did not report or did not report all 12 months, this is likely not a full picture of all violent crimes.

While violent crime index offenses have increased since 2010, total reported property crime index offenses in Kansas have decreased since 2010 (KBI 2018 Crime Index [15]). Property crimes include burglary, theft, motor vehicle theft, and arson.

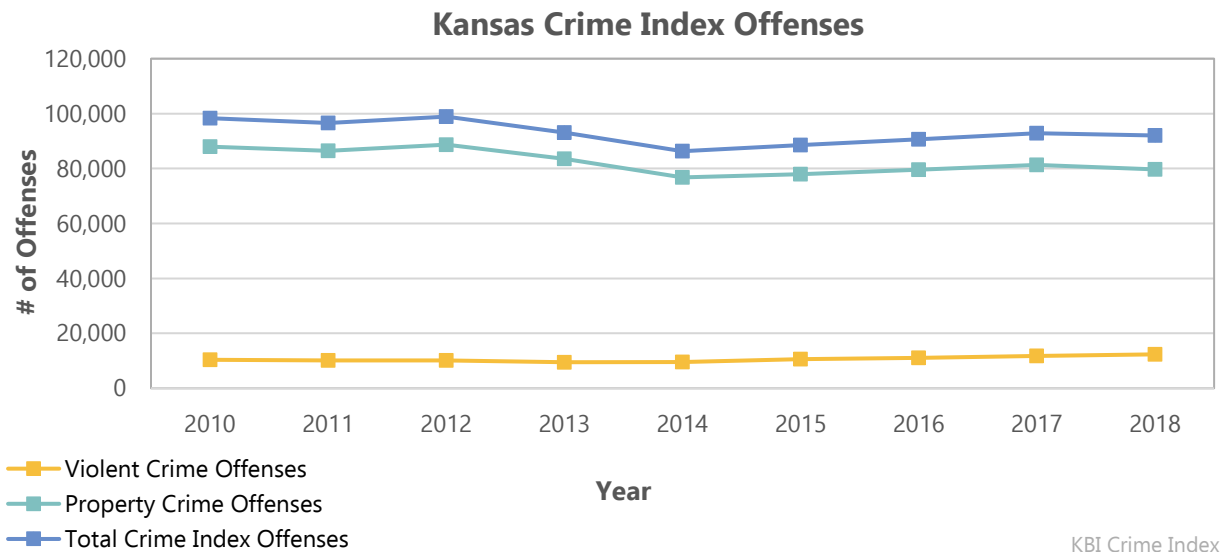


The following map shows the number of reported property crimes by county. *Note:* Because several agencies did not report or did not report all 12 months, this is likely not a full picture of all property crimes.

Number of Reported Property Crimes

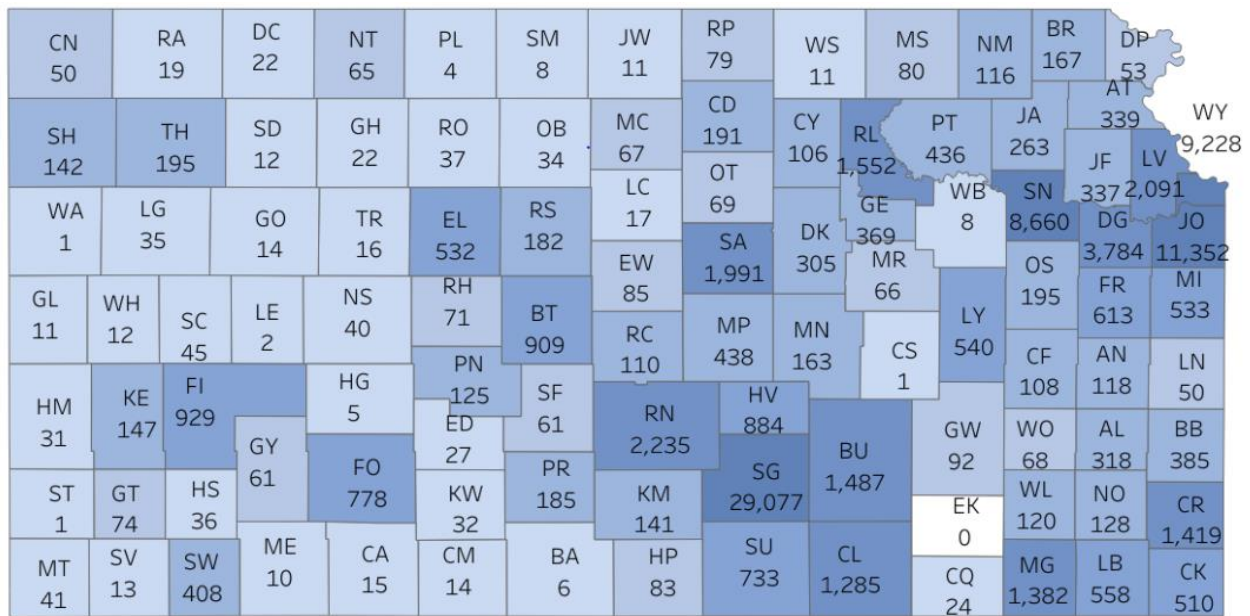


The following graph shows reported property and violent crime offenses. Property crimes make up the majority of offenses in Kansas.

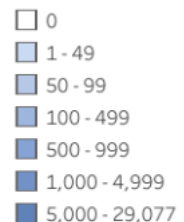


The map below shows the number of reported crimes, both property and violent crimes, in each county. All counties, except Elk, reported at least one crime.

Number of Reported Crimes

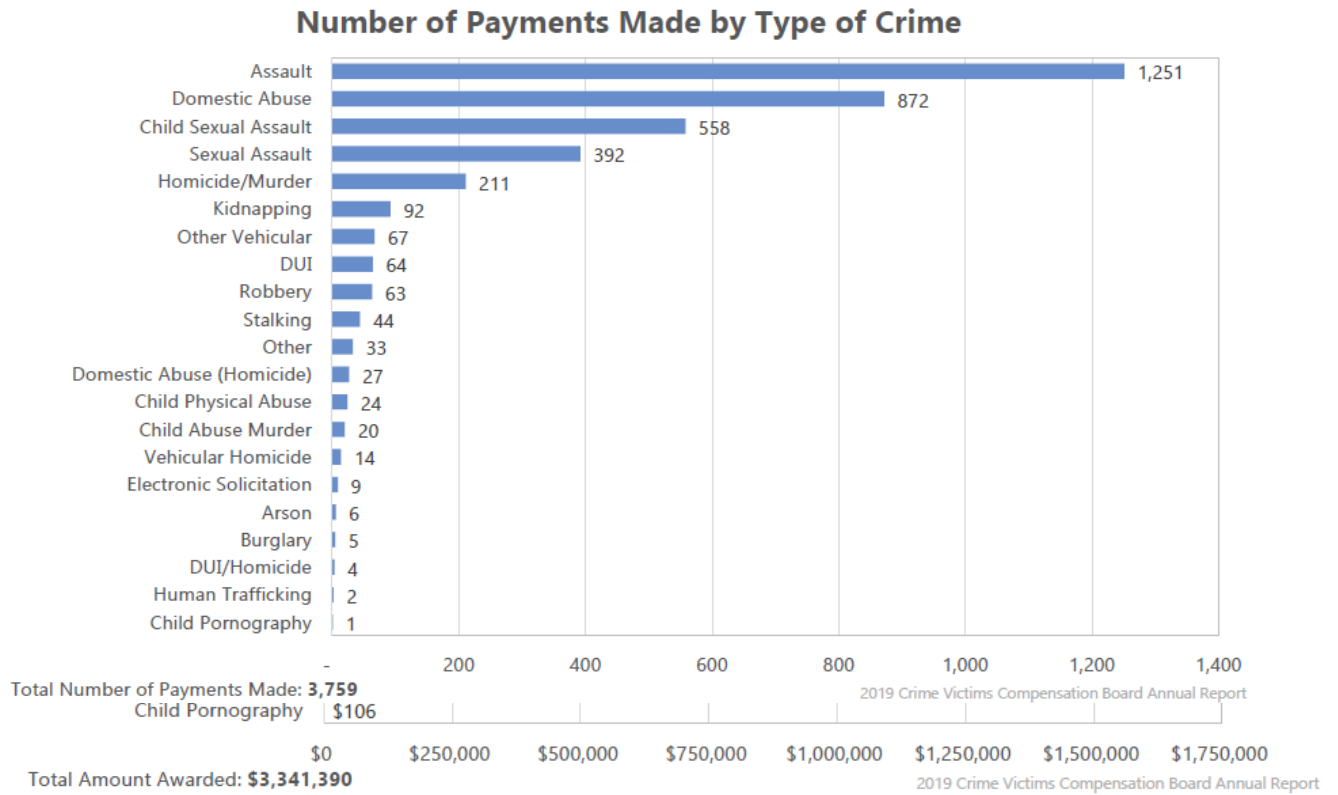


2018 KBI Crime Index

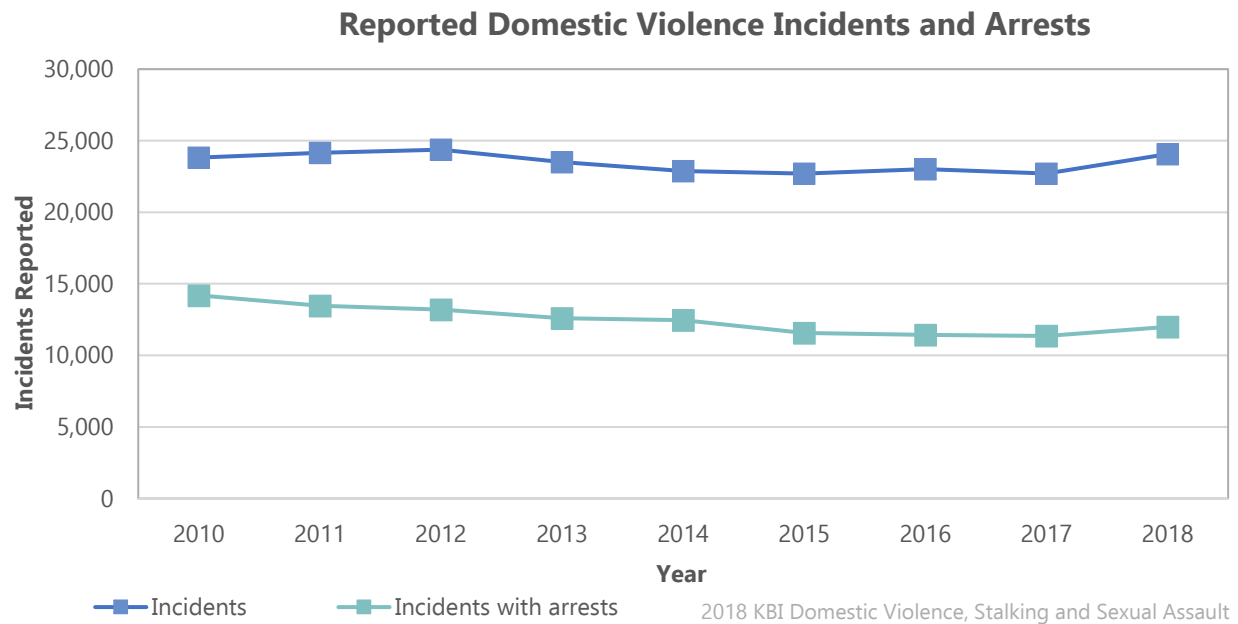


Note: Because several agencies did not report or did not report all 12 months, this is likely not a full picture of all property and violent crimes.

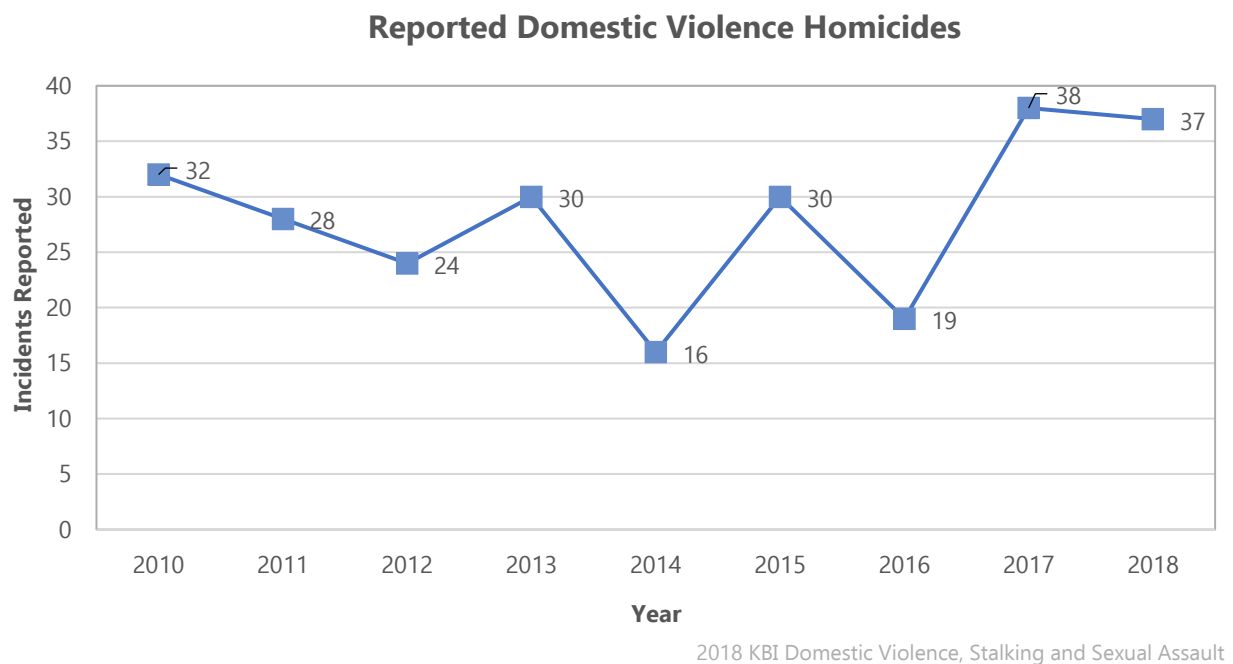
According to the 2019 Crime Victims Compensation Board Annual Report [16], 3,759 payments were made to crime victims. These payments amounted to a total of \$3,341,390 awarded. The following graphs show the breakdown of payments to victims by type of crime.



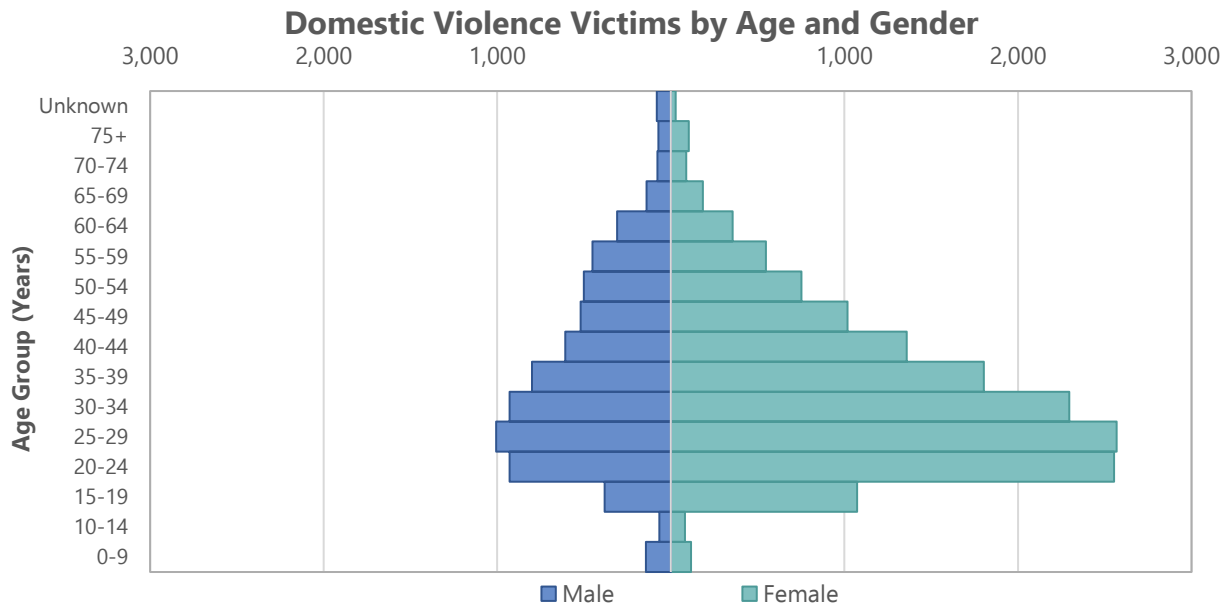
From the Domestic Violence, Stalking, and Sexual Assault in Kansas report (KBI, 2018 [17]), there were 24,066 reported domestic violence incidents in 2018, with slightly less than half, 12,000, resulting in arrests.



There were 37 domestic violence homicides reported in 2018. Among those, the suspect was male in 35 of the 37 cases, and the weapon used was a firearm in 26 of the cases.

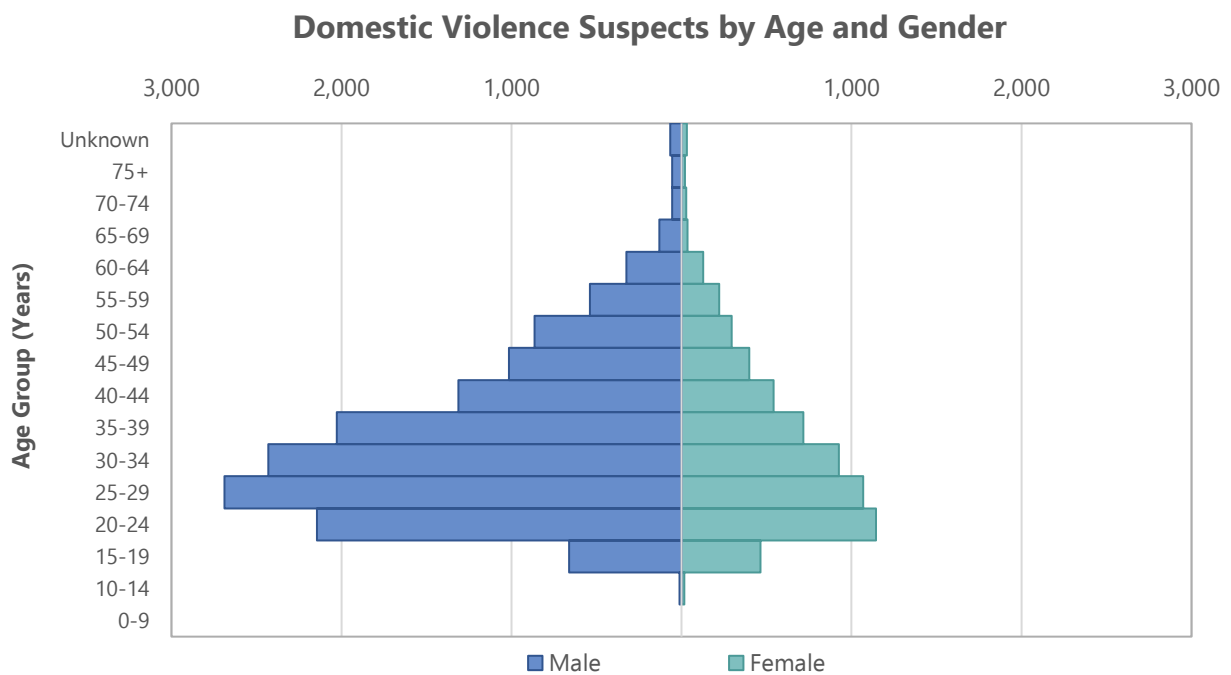


According to 2018 KBI reported law enforcement incidents [17], domestic violence victims were commonly females, aged 15-49, with ages 20-29 having the highest reported incidents.



2018 KBI Domestic Violence, Stalking, and Sexual Assault

Domestic violence suspects were most commonly males, age 20-39, with ages 25-29 having the highest reported number of suspects.



2018 KBI Domestic Violence, Stalking, and Sexual Assault

Domestic Violence Services Provided During One Day in Kansas

On September 12, 2019, 22 out of 22 (100%) identified domestic violence programs in Kansas participated in a national census of domestic violence services conducted by the National Network to End Domestic Violence (NNEDV). The following figures represent the information shared by these 22 participating programs regarding the services provided during DV Counts Day, the 24-hour survey period [18].

- 891 Victims Served
- 187 Hotline Calls Answered
- 300 Individuals Attended Prevention and Educational Trainings
- 51 Unmet Requests for Services, of which 78% (40) were for Housing and Emergency Shelter

Type of Service Provided on DV Counts Day	% of Programs Providing Service
Emergency Shelter	82%
Children's Support or Advocacy	73%
Court Accompaniment/Legal Advocacy	68%
Rural Outreach	59%
Bilingual Advocacy	50%

Domestic Violence Homicide Reduction

As noted in the previous Reported Domestic Violence Homicide line chart, 37 domestic violence homicides were reported to the KBI in 2018 [17]. The goal and objectives for Kansas are:

Goal: Reducing domestic violence homicides in Kansas.

Objective 1: Implement legislation focused on victim safety and offender accountability.

Objective 2: Implement a lethality assessment and high-risk team toolkit to support Kansas communities in their domestic violence homicide reduction efforts.

Kansas law has several statutes that address crimes related to domestic violence. The following list summarizes some of the laws in place to keep victims safe and hold offenders accountable.

Domestic Violence Designation. K.S.A.s 22-4616 and 21-6604 provide, except in specific instances, if the trier of fact determines that the defendant committed a domestic violence offense the court shall place a domestic violence designation on the criminal case and the defendant shall undergo a domestic violence offender assessment conducted by a certified batterer intervention program and follow all recommendations made by such program.

Law Enforcement Policies. K.S.A. 22-2307 requires law enforcement agencies in the state to adopt written policies regarding domestic violence calls and make such policies available to all officers of the agency. The statute requires all law enforcement agencies in the state to provide training to law enforcement officers regarding the agency's adopted policy. The

statute also requires such written policies provide, when an arrest is made for a domestic violence offense, including an arrest for violation of a protection order, the officer shall provide the victim information regarding:

- The fact that in some cases the person arrested can be released from custody in a short amount of time;
- The fact that in some cases a bond condition may be imposed on the person arrested that prohibits contact with the victim for 72 hours, and if the person arrested contacts the victim during that time, the victim should notify law enforcement immediately; and
- Any available services within the jurisdiction to monitor custody changes of the person being arrested, including, but not limited to, the Kansas Victim Information and Notification Everyday (VINE) service, if available in the jurisdiction.

K.S.A. 22-2309 requires all prosecuting attorneys that prosecute crimes related to domestic violence to adopt and put into effect written policies regarding the prosecution of crimes related to domestic violence.

K.S.A.22-2310 requires all law enforcement agencies in Kansas to adopt written policies regarding allegations of stalking.

K.S.A. 22-2311 requires all prosecuting attorneys that prosecute crimes related to stalking to adopt and put into effect written policies regarding the prosecution of crimes related to stalking.

Housing Protections. K.S.A. 58-25,137 prohibits certain actions being taken against a tenant, lessee, or applicant for a lease because such person is a “protected person,” defined as a person who, during the preceding 12 months, has been, is, or is in imminent danger of becoming a victim of domestic violence, sexual assault, human trafficking, or stalking. Specifically, an applicant cannot be denied tenancy on the basis of or as a direct result of being a protected person, if the applicant otherwise qualifies for tenancy or occupancy. A tenant or lessee cannot be evicted from the premises or found to be in violation of a rental or lease agreement on the basis or as a direct result of being a protected person, if the tenant or lessee otherwise qualifies for tenancy or occupancy.

Protection Orders. K.S.A. 60-31a06 allows victims to obtain a protection order from stalking, sexual assault, or human trafficking.

K.S.A.s 60-3101 through 60-3111 allow victims to obtain a protection order from abuse.

Domestic Battery/Strangulation. K.S.A. 21-5414 is the domestic battery law and in 2017, Kansas added the crime of aggravated domestic battery to the statute. Aggravated domestic battery is defined as knowingly impeding the normal breathing or circulation of the blood by applying pressure on the throat, neck, or chest of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting, or angry manner; or knowingly impeding the normal

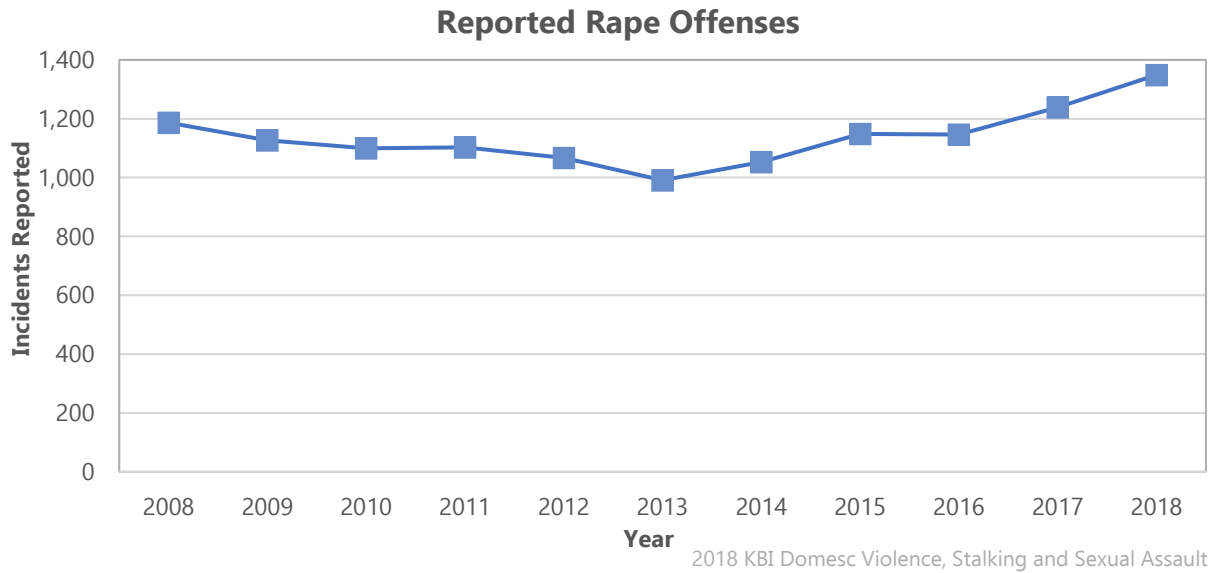
breathing or circulation of the blood by blocking the nose or mouth of a person with whom the offender is involved or has been involved in a dating relationship or a family or household member, when done in a rude, insulting, or angry manner.

In 2019, the KGGP along with partner agencies Kansas Office of the Attorney General, KCSDV, Kansas Law Enforcement Training Center, Kansas Office of Judicial Administration, and the Kansas Department of Corrections, received a supplemental grant award from the U.S. Department of Justice, Office on Violence Against Women, for the Improving the Criminal Justice Response (ICJR) to Sexual Assault, Domestic Violence, Dating Violence and Stalking Grant Program. This grant project will continue through at least 2022 with the goal of building capacity throughout the state to respond to high-risk domestic violence offenders and reduce homicides.

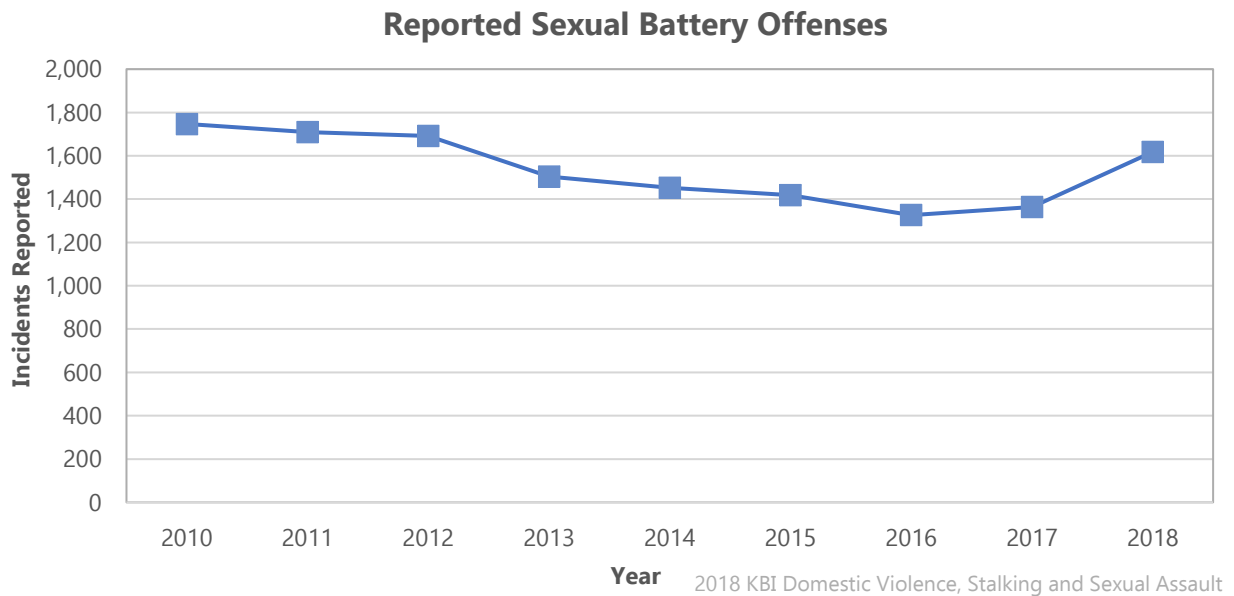
Representatives from the ICJR partner agencies make up the Kansas Governor's Advisory Council on Domestic and Sexual Violence Response (Council). The Council and ICJR project staff are creating a toolkit, training resources, and other technical assistance for Kansas communities implementing a lethality assessment or high-risk team protocol to reduce domestic violence homicides. The Council is also working to implement the lethality assessment and high-risk team protocol in a Kansas community that can serve as a model.

Crime Data (Continued)

There were 1,349 reported rape offenses in Kansas (2018, KBI), which represents a 36% increase in reported offenses between 2013 and 2018. In approximately four-fifths of reported rapes, the suspect was known to the victim.



In 2018, there were 1,618 reported incidents of sexual battery in Kansas, which represented an 18.7% increase over 2017 reported incidents.

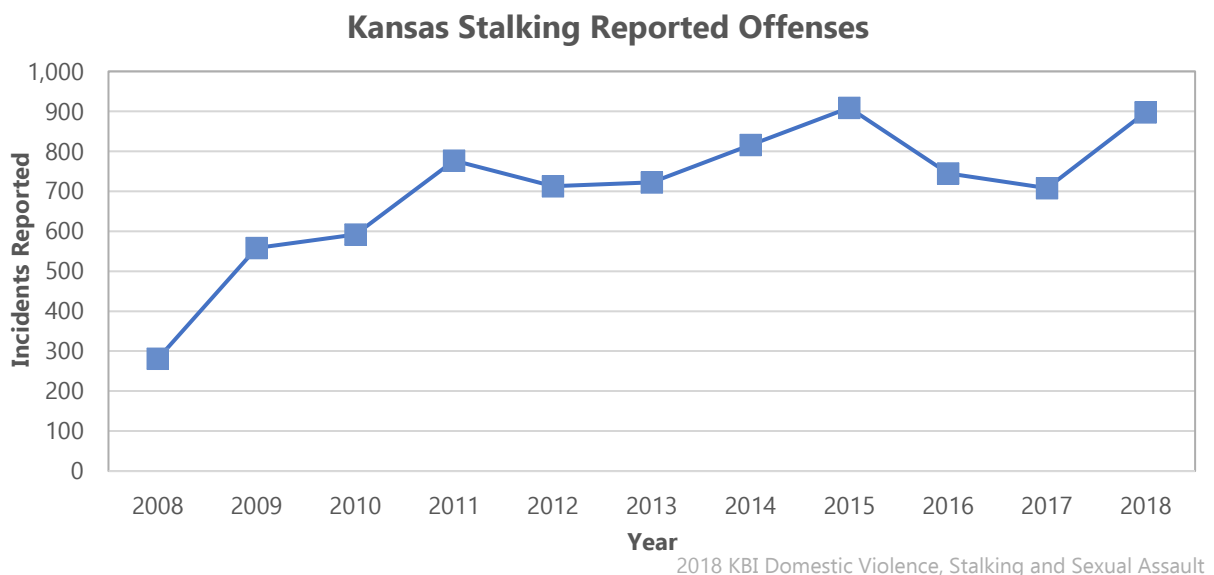


Sexual Violence Services Provided During One Week in Kansas

During the week of September 8-15, 2019, the KCSDV coordinated the fifth statewide census of the number and type of sexual violence services provided in one week in Kansas. Twenty-five of the 26 community-based, victim advocacy programs reported. These numbers represent a snapshot of sexual violence services provided during the week [19]. Numbers can vary week to week.



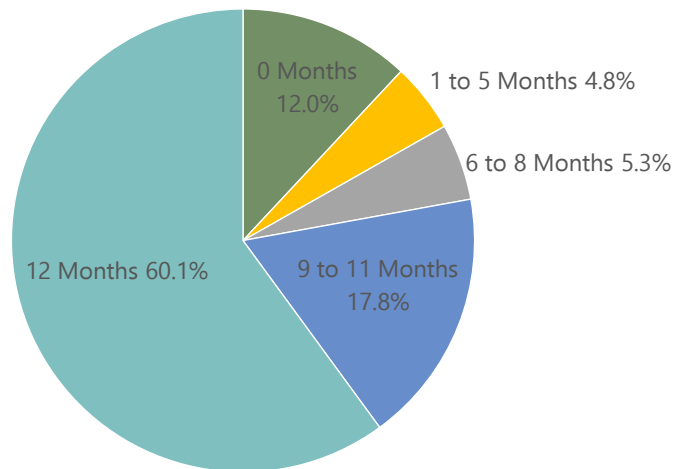
In 2008, the Kansas Legislature amended the definition of stalking, which was reflected in the large increase of offenses reported since 2009. In 2018, there were 898 reported stalking offenses, as shown in the following graph.



The crime data reported to the KBI reflected in this report, is an incomplete picture of the crime that has occurred in Kansas due to non-reporting and under-reporting. For instance, a police department in a large metro area of Kansas did not report stalking data to the KBI during 2016, 2017, or 2018 affecting the accuracy of the above graph.

Among Kansas law enforcement reporting agencies, 47 did not report any statistics for 2018, and their reporting was not covered by another agency. Another 110 agencies had incomplete reporting with fewer than 12 months reported. Many, but not all, of these agencies serve areas with small populations and lower numbers of expected crimes.

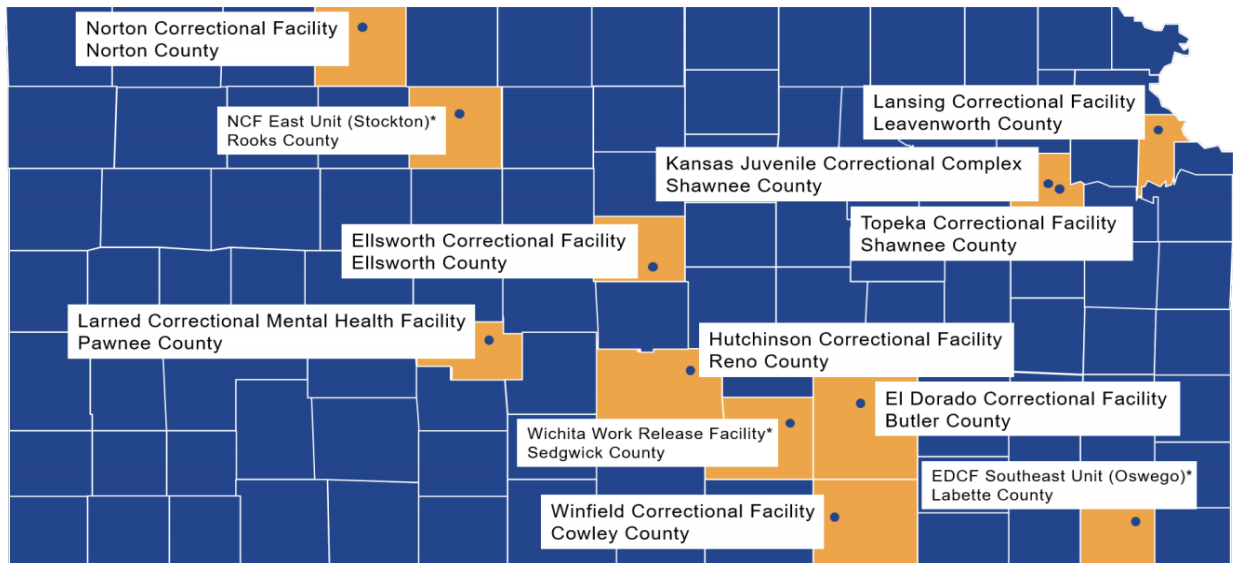
Percent of Law Enforcement Agencies by Average Number of Months Reported



2018 KBI Crime Index

The below map displays correctional facilities in Kansas from the FY 2019 Kansas Department of Corrections Annual Report [20]. Adult population in Kansas correctional facilities for FY 2019 was 921 females and 9,123 males (see graph). FY 2019 juvenile intakes and assessment services by Kansas judicial districts included 7,912 juvenile offenders and 5,899 children in need of care.

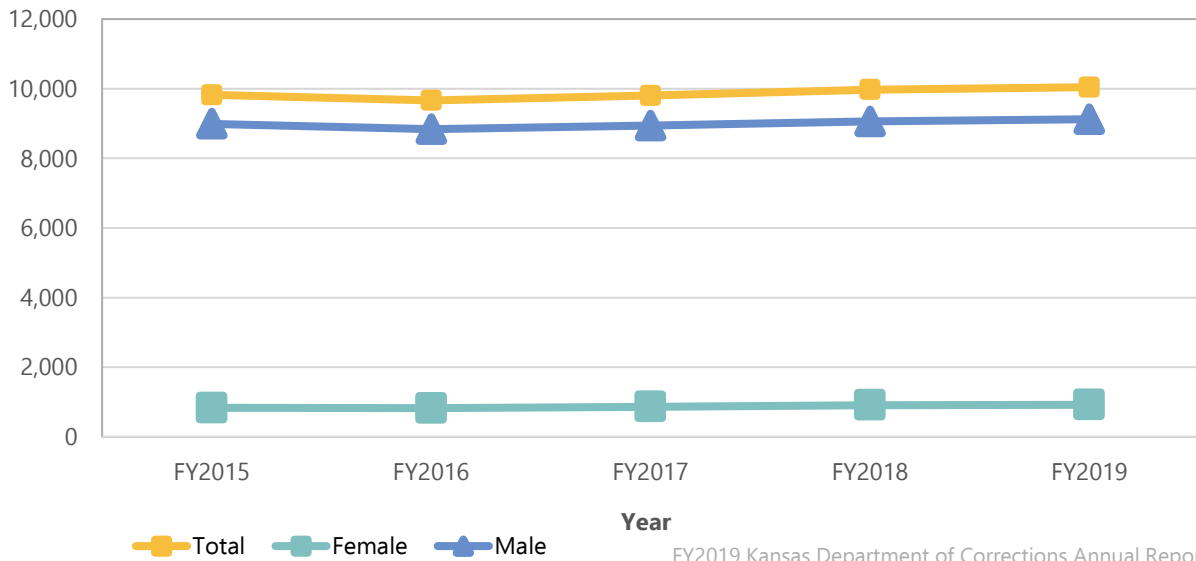
Correctional Facilities in Kansas



* Parent institutions: Wichita Work Release Facility is under Winfield Correctional Facility. NCF East Unit (Stockton) is under Norton Correctional Facility. EDCF Southeast Unit (Oswego) is under El Dorado Correctional Facility.

FY 2019 Kansas Department of Corrections Annual Report

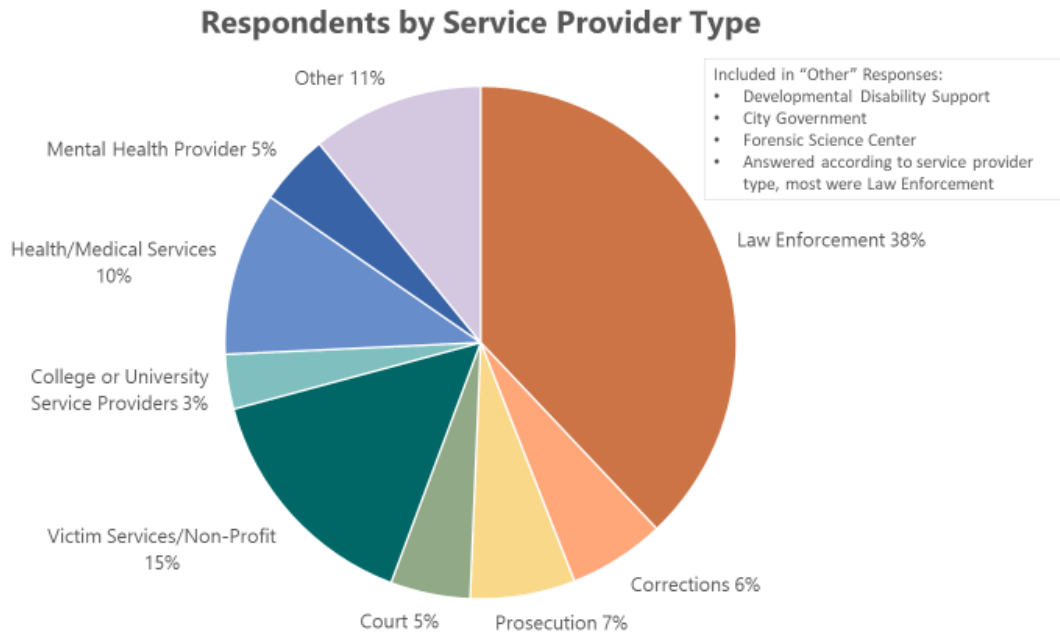
Adult Population in Correctional Facilities



FY2019 Kansas Department of Corrections Annual Report

Service Provider Needs Assessment Survey Findings

There were 377 respondents to the Service Provider Needs Assessment Survey. The largest portion of respondents were law enforcement (38%) followed by Victim Services/Non-Profit (15%). More than 10 different types of service providers are represented in the survey data. Because the responses were heavily represented by law enforcement and (to a lesser extent) other organizations, analysis by service provider type and other breakouts (e.g., types of crime victims served) was important to the interpretation.



General Observations

- There was notable **variability** in responses by:
 - Type of crime victims served experienced;
 - Organizational type of provider respondent; and
 - Cross-sector observations (i.e., how one sector viewed itself and other sectors).
- There were also several **common themes** observed across sectors and crimes.

Key Takeaways Related to Resources for Victims of Domestic Violence, Sexual Assault, and Other Crimes

- Top resources where service is "available and sufficient" include:
 - Information and referral;
 - 24-hour Help Line; and
 - Access to interpreters.
- Top resources where service is "insufficient" or "not available" include:
 - Housing/shelter/transitional housing;

- Legal aid;
- Substance abuse treatment/services;
- Child care;
- Emergency financial assistance;
- Transportation; and
- Legal services for immigrant and refugee victims.

Top Barriers Identified by Each Service Provider Organization Type

“Lack of sufficient financial resources” was the top barrier cited overall, with 60% of respondents citing it as one of their top five barriers.

Organization Type	Top Barrier Identified
Law Enforcement	Lack of sufficient financial resources
Victim Services	Lack of sufficient financial resources
Health Organizations	Lack of sufficiently trained staff
Prosecution	Lack of services designated for victims of certain crimes
Corrections	Lack of knowledge regarding other available services
Courts	Lack of sufficient financial resources

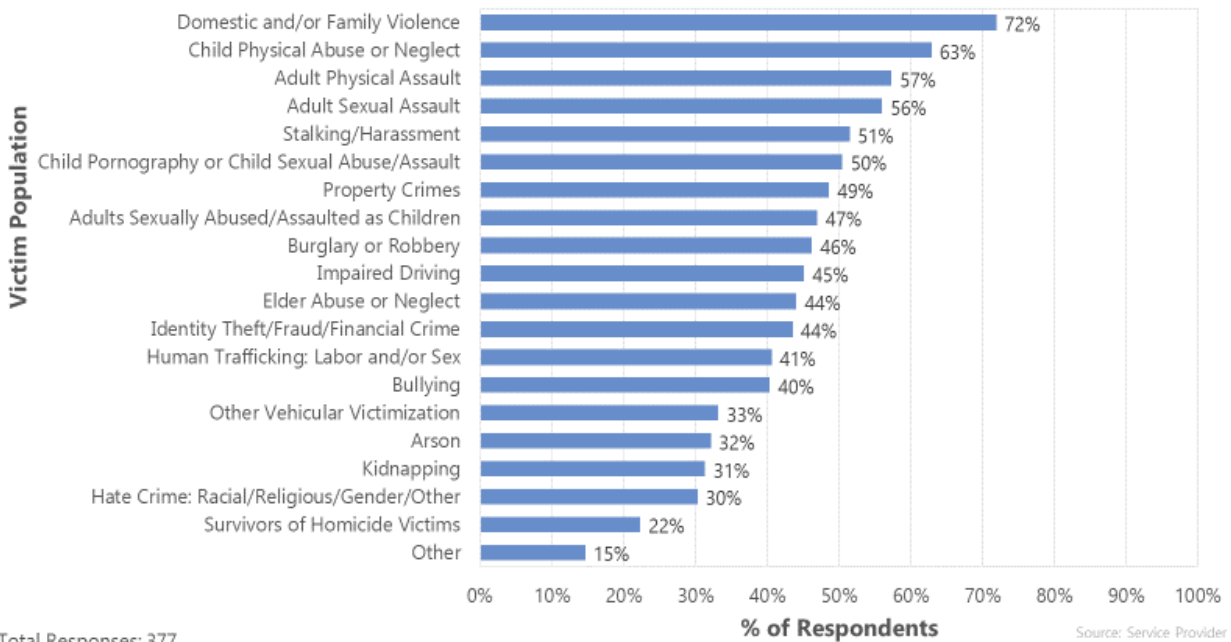
Top Priority Identified by Each Service Provider Organization Type

“Mental health or behavioral health services” was the top priority cited overall, with 42% of respondents citing it as one of their top five priorities they would like to see addressed through training or resources.

Organization Type	Top Priority Identified
Law Enforcement	Mental health or behavioral health services
Victim Services	Public awareness
Health Organizations	Victim needs
Prosecution	Mental health or behavioral health services
Corrections	Trauma-informed care
Courts	Legal advocacy/assistance

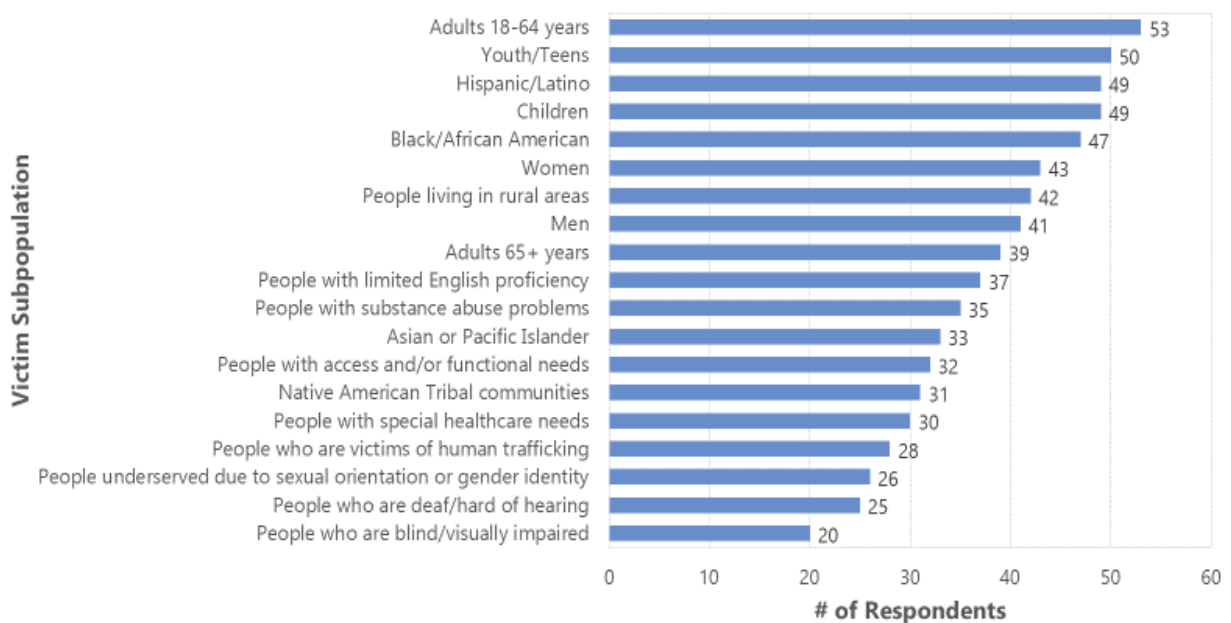
As shown in the following graph, nearly three-quarters of respondents served victims of domestic and/or family violence (72%), while less than one quarter of respondents said that they serve survivors of homicide victims (22%). (Respondents could select multiple crime victim populations.)

Respondents by Type of Victim Populations Served

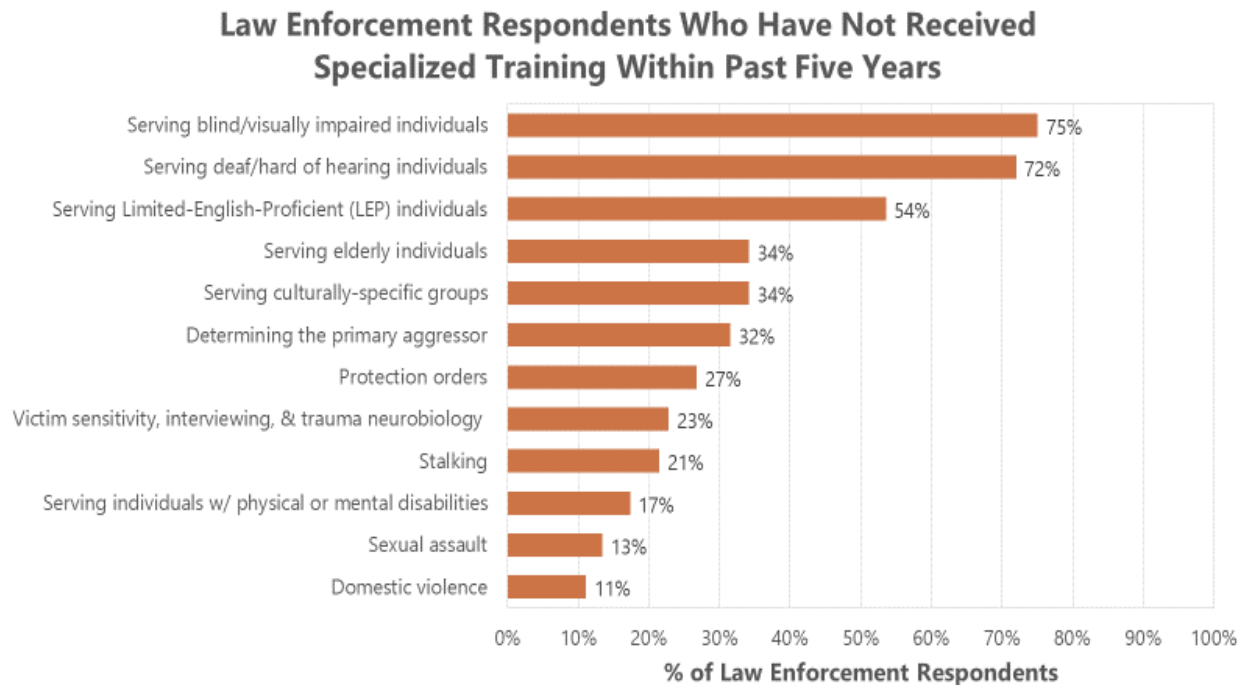


Out of the 376 responses, 291 respondents said they serve “all populations” without a focus on the specific victim subpopulations listed. Of the specific victim subpopulations listed, those who are blind/visually impaired are served by the fewest respondents (20), and those who are deaf or hard of hearing were served by only 25.

Number of Respondents Serving Specific Victim Subpopulations



The following question was asked only of law enforcement respondents. Most law enforcement respondents (75%) said they have not received specialized training within the past five years for serving blind/visually impaired individuals. Only 11% of law enforcement respondents said they haven’t received specialized training within the past five years for domestic violence.

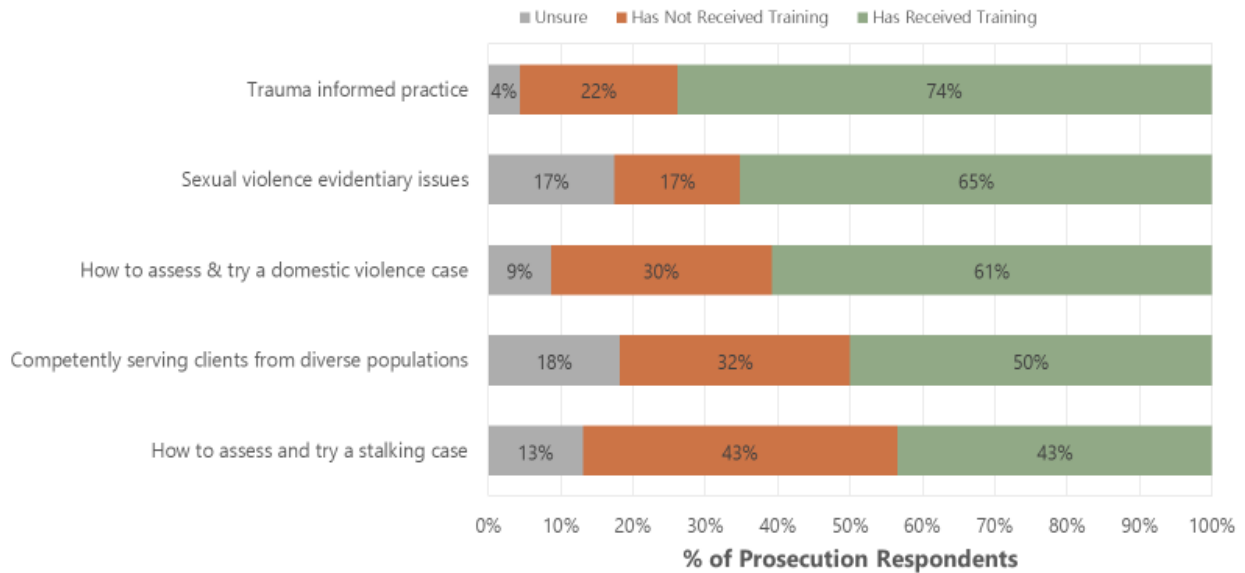


Total Responses: 127

Source: Service Provider
Needs Assessment Survey, 2020

Of the Prosecution respondents, 74% indicated they received special training within the past five years for “trauma informed practice,” but only 43% said they had received specialized training for “how to assess and try a stalking case.” Several Prosecution respondents were unsure if they had received specialized training for the listed areas, especially in the areas of “competently serving clients from diverse populations” and “sexual violence evidentiary issues.”

Specialized Training Levels of Prosecution Respondents Within Past Five Years

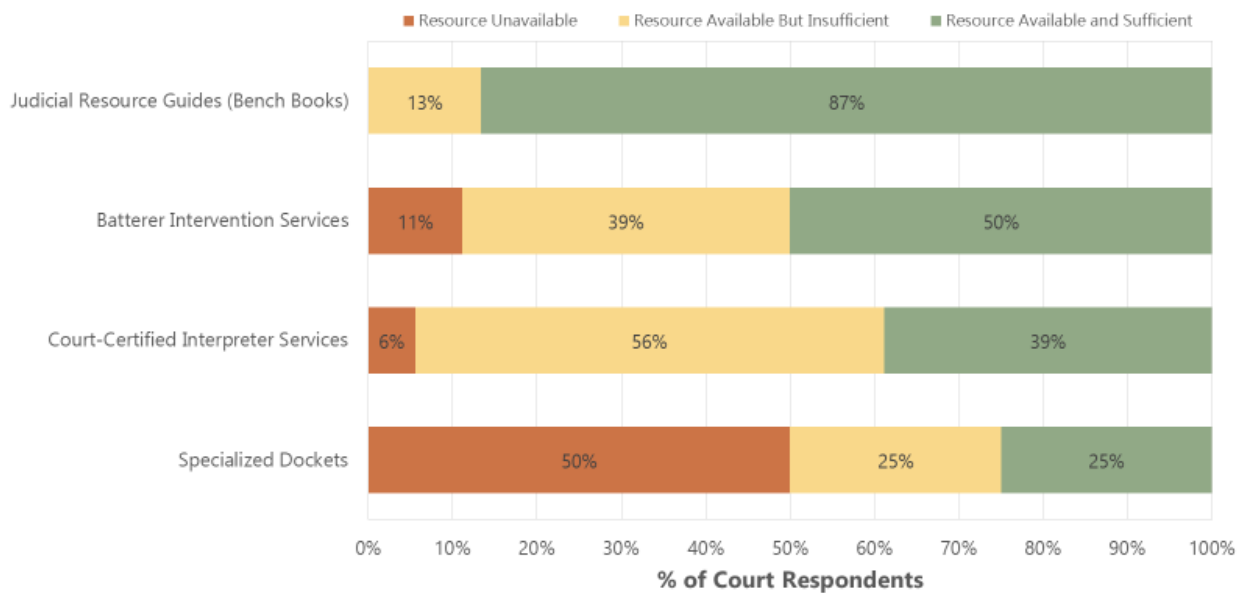


Total Responses: 23

Source: Service Provider Needs Assessment Survey, 2020

Out of the 19 Court respondents, 50% said that specialized dockets are a resource that is unavailable in serving crime victims. Over half of Court respondents also indicated that court-certified interpreter services are available but insufficient.

Resource Availability for Court Respondents in Serving Victims of Crime



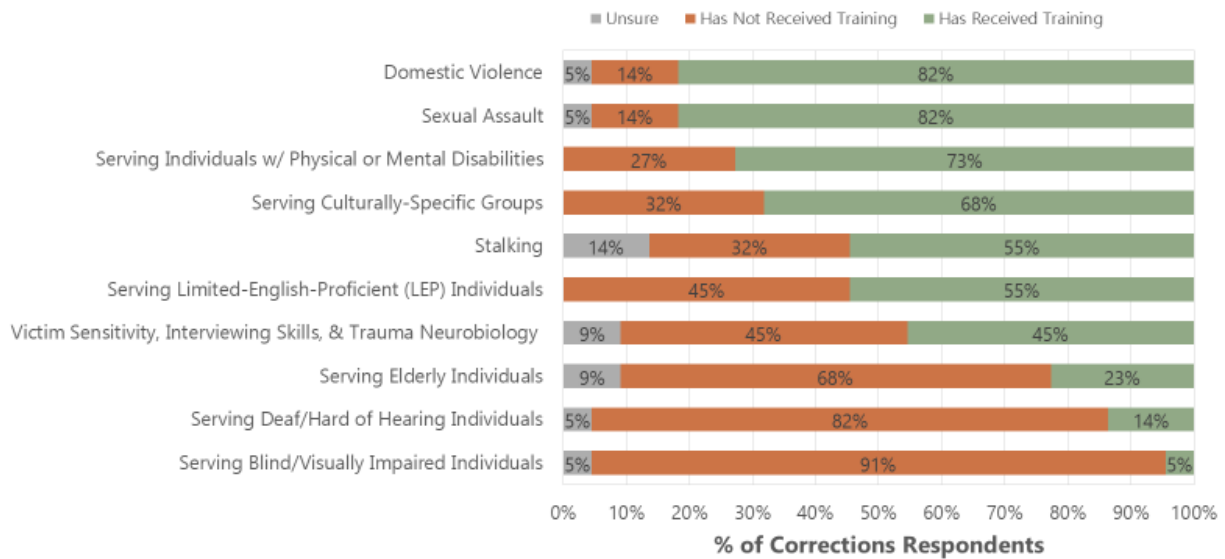
Total Responses: 19

Not Sure responses omitted from effectiveness percentage on each area (average of 12% *Not Sure* respondents)

Source: Service Provider Needs Assessment Survey, 2020

Nearly all of Corrections respondents have **not** received specialized training in “serving blind/visually impaired individuals” (91%) nor “serving deaf/hard of hearing individuals” (82%). Most respondents (82%) *have* received special training in domestic violence and sexual assault.

Specialized Training Levels of Corrections Respondents Within Past Five Years



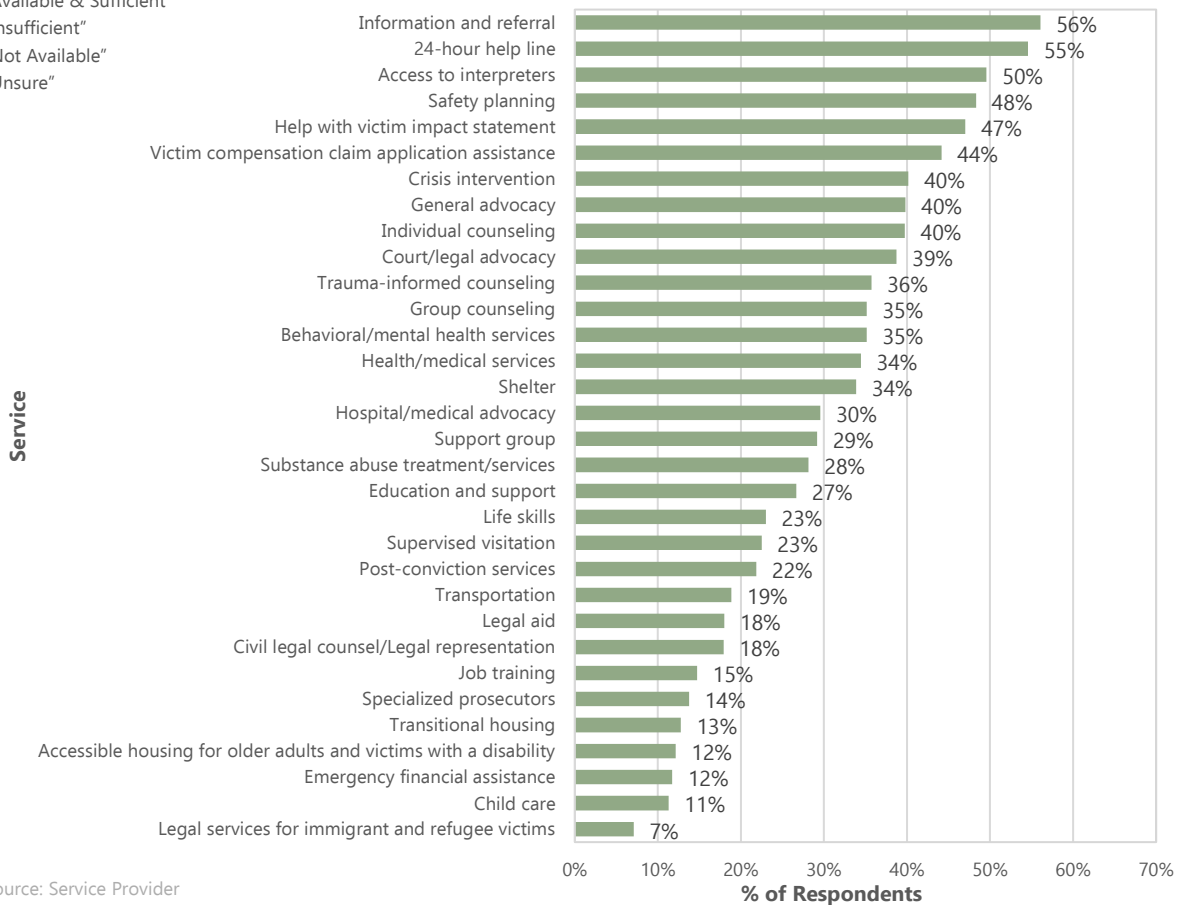
Total Responses: 22

Source: Service Provider
 Needs Assessment Survey, 2020

Transitional and accessible housing, financial assistance, child care, and legal services for immigrant and refugee victims fell in the bottom five as services for victims of domestic violence that were *least* marked “available and sufficient” by respondents serving victims of domestic violence. Only three services listed were marked as “available and sufficient” by 50% or more of respondents serving victims of domestic violence.

Note: Respondents could answer question with:
 “Available & Sufficient”
 “Insufficient”
 “Not Available”
 “Unsure”

Respondents Serving Victims of Domestic Violence Where Service Is “Available and Sufficient”



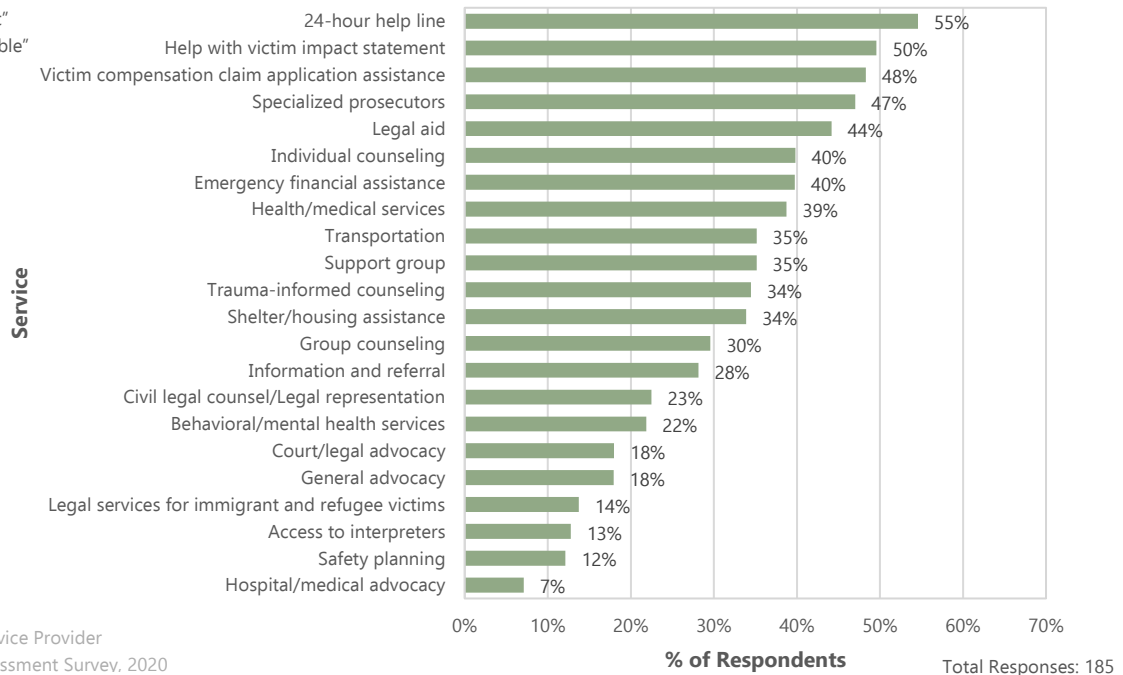
Source: Service Provider
 Needs Assessment Survey, 2020

Total Responses: 244

Of the 185 respondents who serve victims of stalking and harassment, only 12% said that “safety planning” is a service that is “available and sufficient” to victims and the majority indicated court/legal, general, and hospital/medical advocacy are services that are **not** “available and sufficient.”

Note: Respondents could answer question with:
 “Available & Sufficient”
 “Insufficient”
 “Not Available”
 “Unsure”

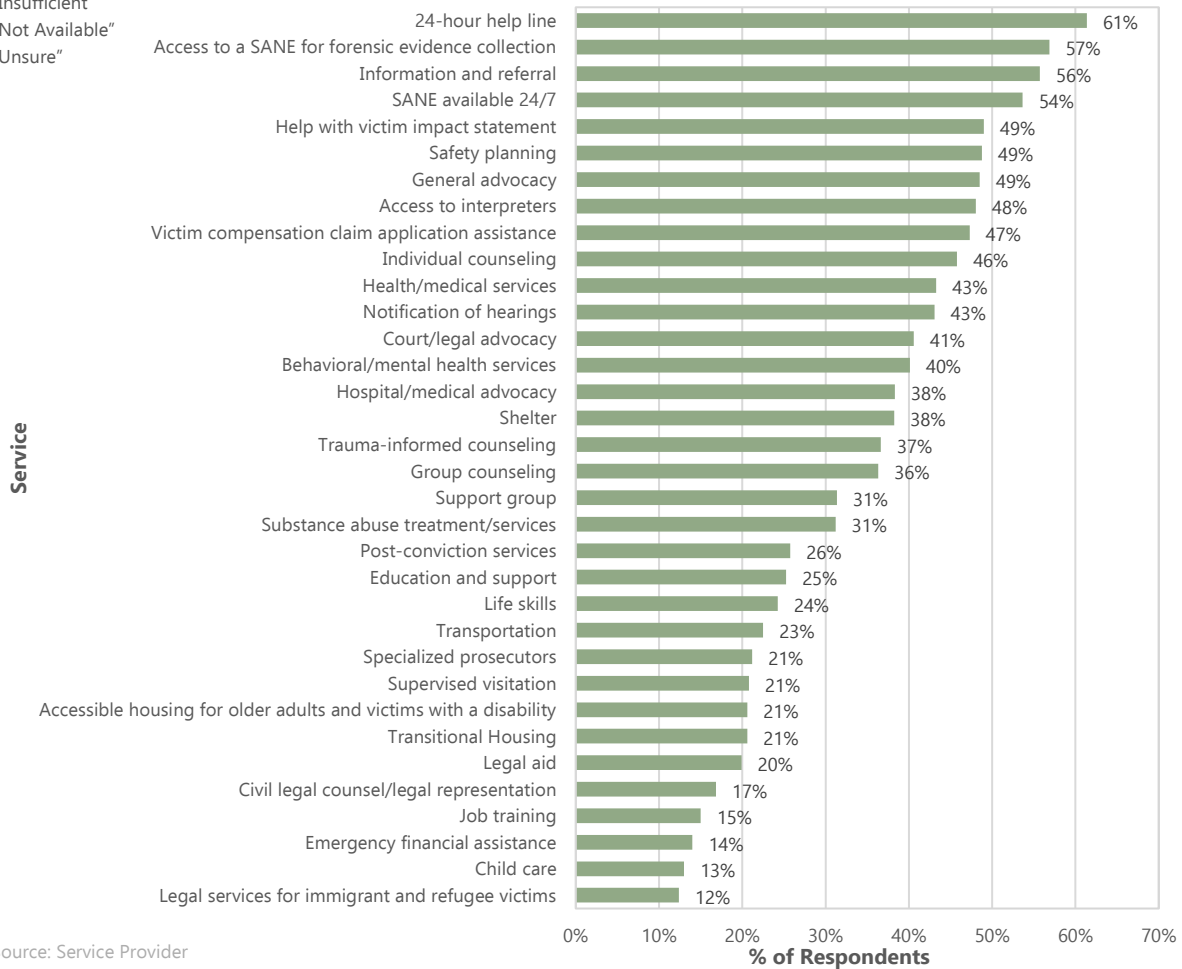
Respondents Serving Victims of Stalking and Harassment Where Service Is “Available and Sufficient”



“Legal services for immigrant and refugee victims” came in at the bottom of the list of services that are “available and sufficient” for victims of sexual assault according to respondents who service victims of sexual assault. This service consistently ranked very low for victims of all types of crimes.

Note: Respondents could answer question with:
 “Available & Sufficient”
 “Insufficient”
 “Not Available”
 “Unsure”

**Respondents Serving Victims of Sexual Assault
 Where Service Is “Available and Sufficient”**

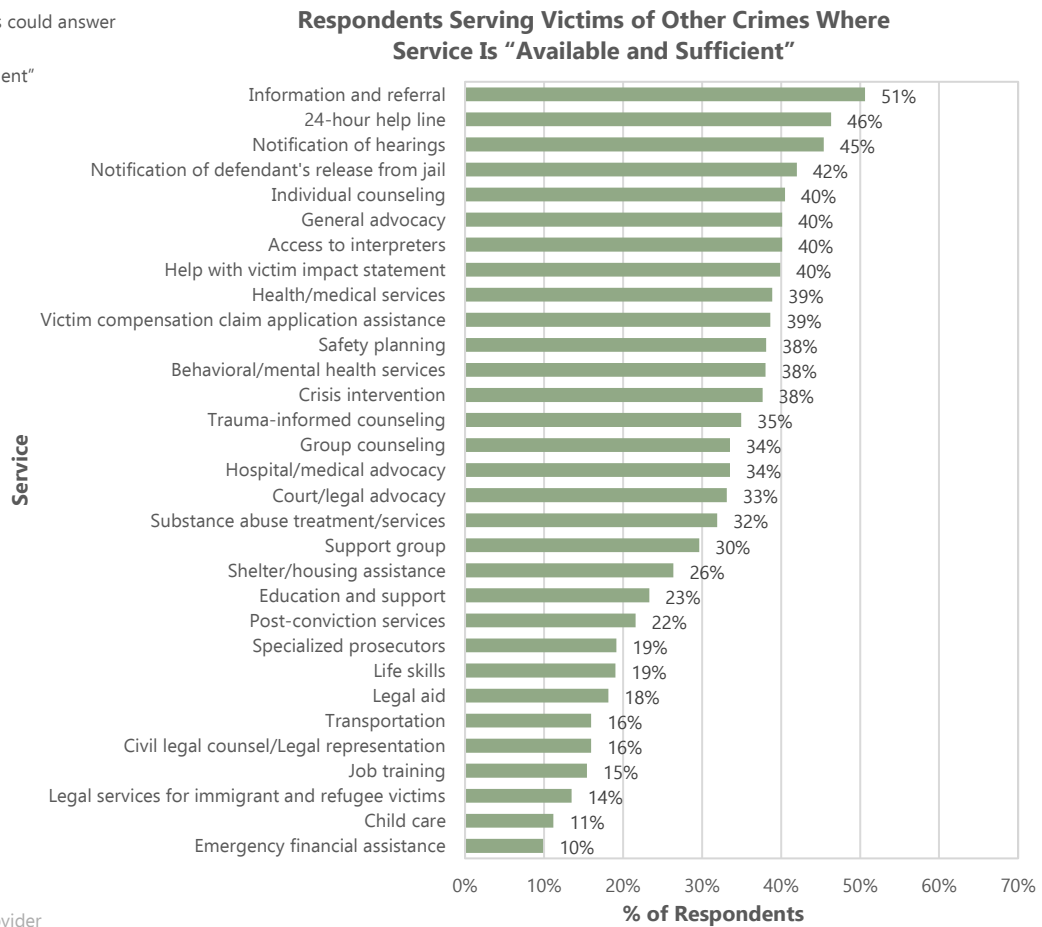


Source: Service Provider
 Needs Assessment Survey, 2020

Total Responses: 209

Just over half of respondents who serve victims of other crimes indicated that “information and referral” is an “available and sufficient” service, but only 10% said that “emergency financial assistance” is “available and sufficient.”

Note: Respondents could answer question with:
 “Available & Sufficient”
 “Insufficient”
 “Not Available”
 “Unsure”

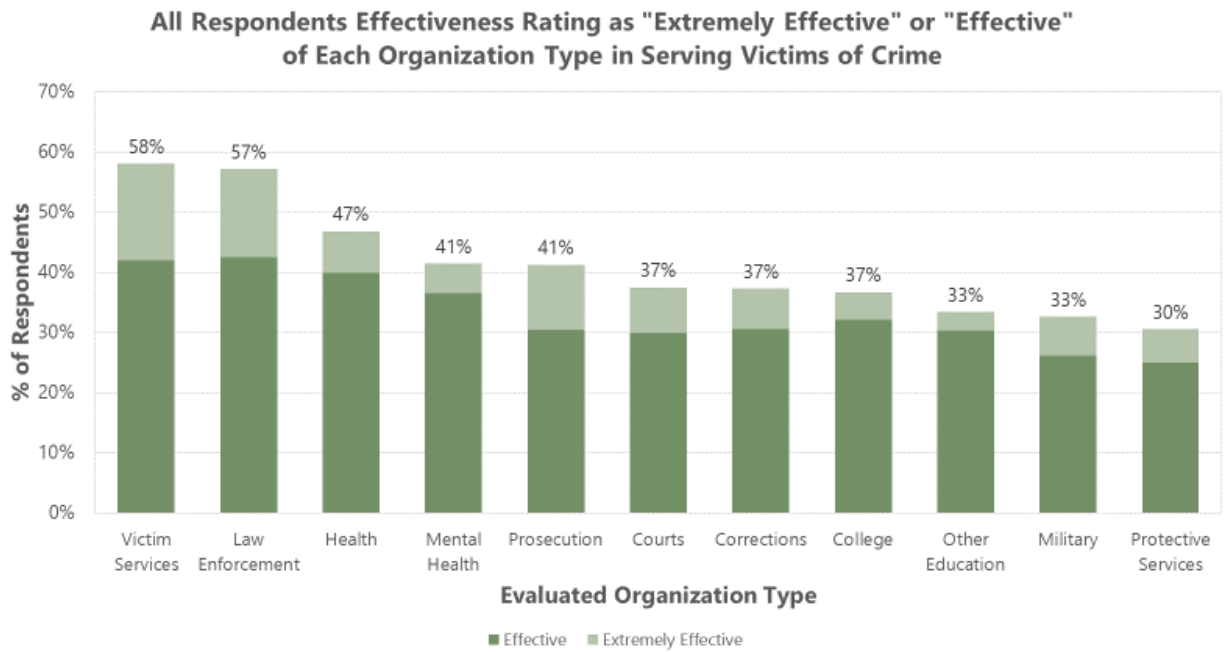


Source: Service Provider
 Needs Assessment Survey, 2020

Total Responses: 209

Respondents evaluated the effectiveness of each type of organization in serving crime victims. Overall, victim services and law enforcement were marked as effective or extremely effective by over 50% of respondents (though these organization types also represent the largest percentages of respondents). Graphs that show effectiveness perceptions from the perspective of specific organization types are available in the full data packet at:

<https://www.datacounts.net/ipc/agency-survey.asp>



Total Responses: 251

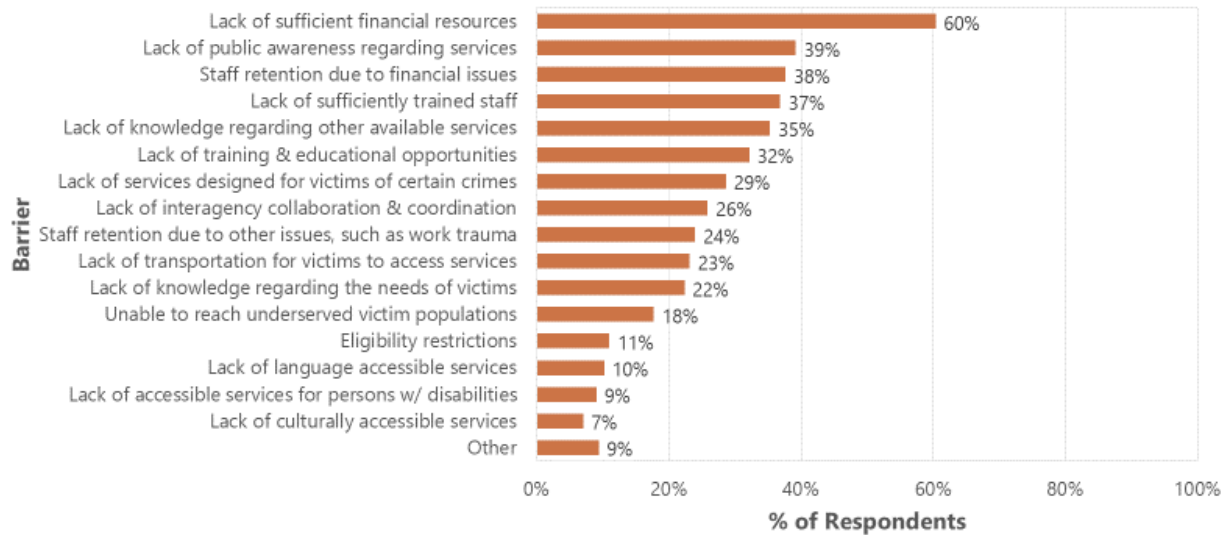
*"Not Sure" responses omitted from effectiveness percentage on each area (average of 29% "Not Sure" respondents)

Source: Service Provider Needs Assessment Survey, 2020

After lack of sufficient financial resources, respondents indicated that the top barriers they face in providing services to crime victims are lack of public awareness regarding services, staff retention due to financial issues, and lack of sufficiently trained staff.

Top Barriers Respondents' Organizations Face to Provide Services to Crime Victims

Respondents selected their top 1 to 5 barriers

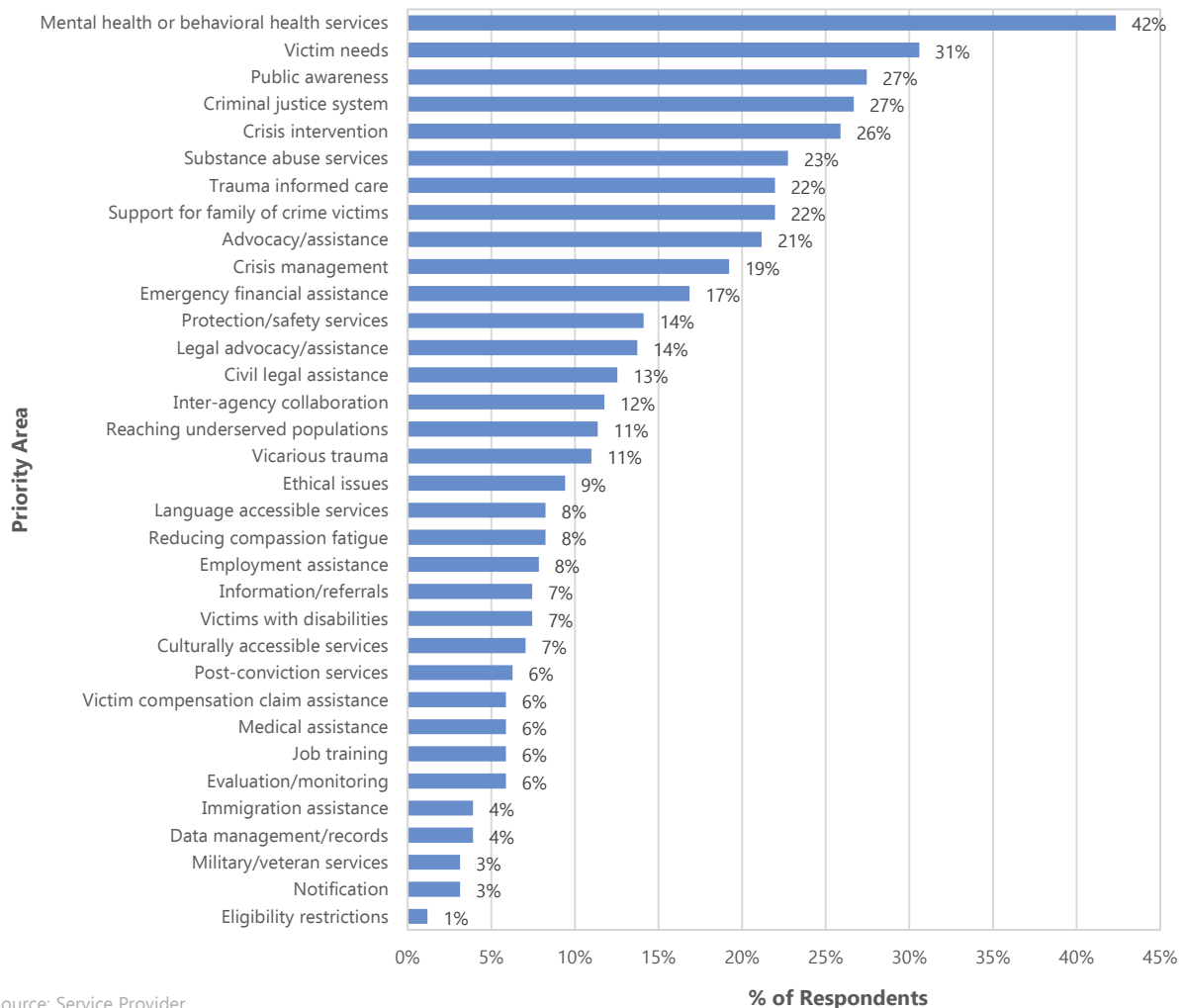


Total Responses: 255

Source: Service Provider Needs Assessment Survey, 2020

More than four in ten respondents (42%) listed mental health or behavioral health services as one of their top five priority issues to be addressed through training or resources.

Top Priority Issues that Respondents Would Like to See Addressed Through Training or Resources



Source: Service Provider
 Needs Assessment Survey, 2020

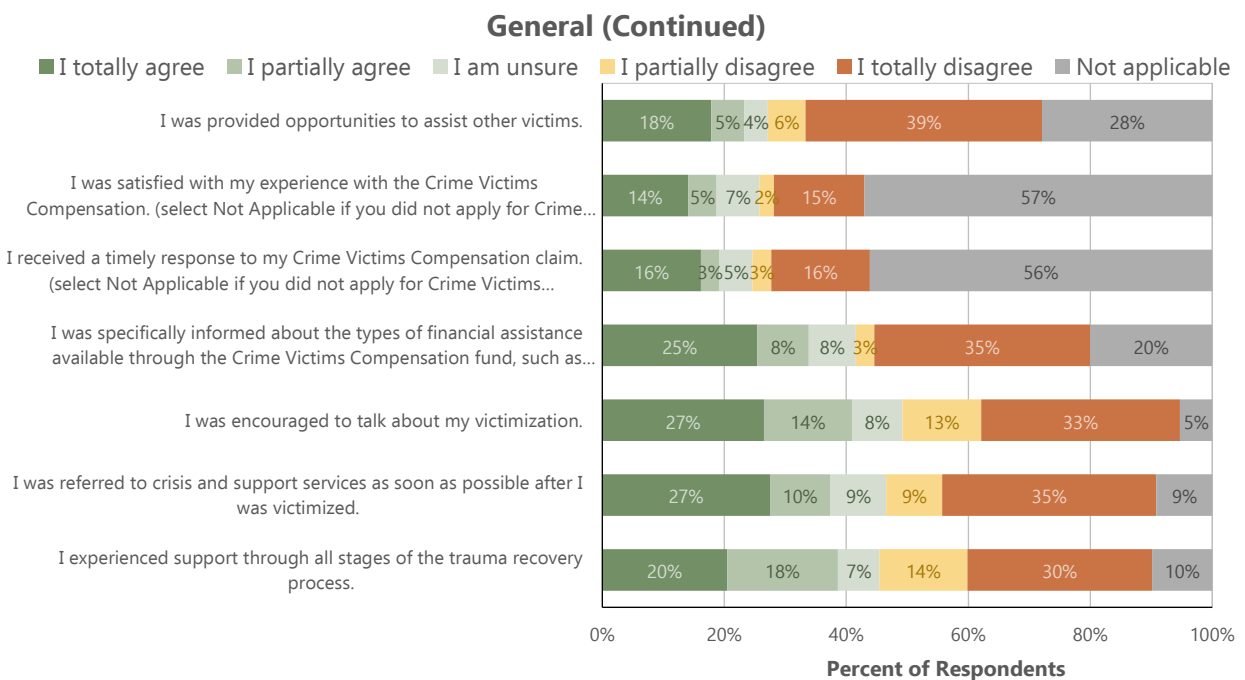
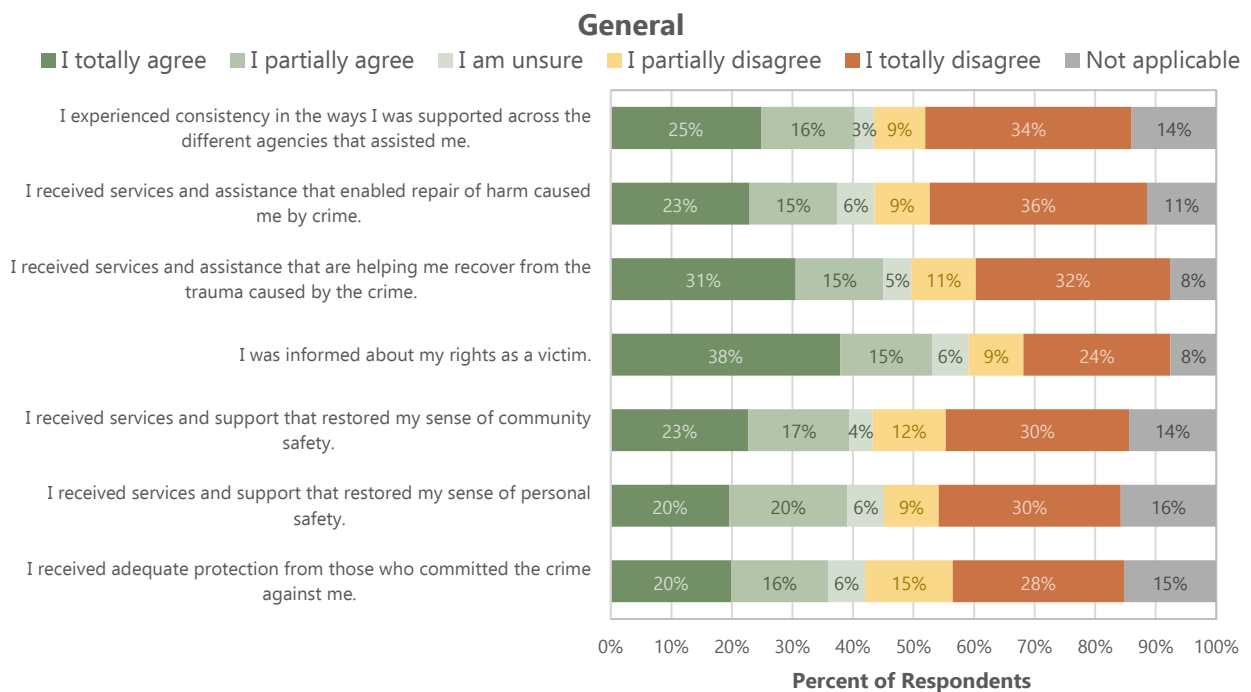
Total Responses: 255

Crime Victim Survey Findings

Key findings from Crime Victim Survey regarding experiences:

Over 40% of crime victims reported experiencing positive overall experiences related to receiving services and support after criminal victimization, with 53% reporting that they were informed of their rights as a crime victim.

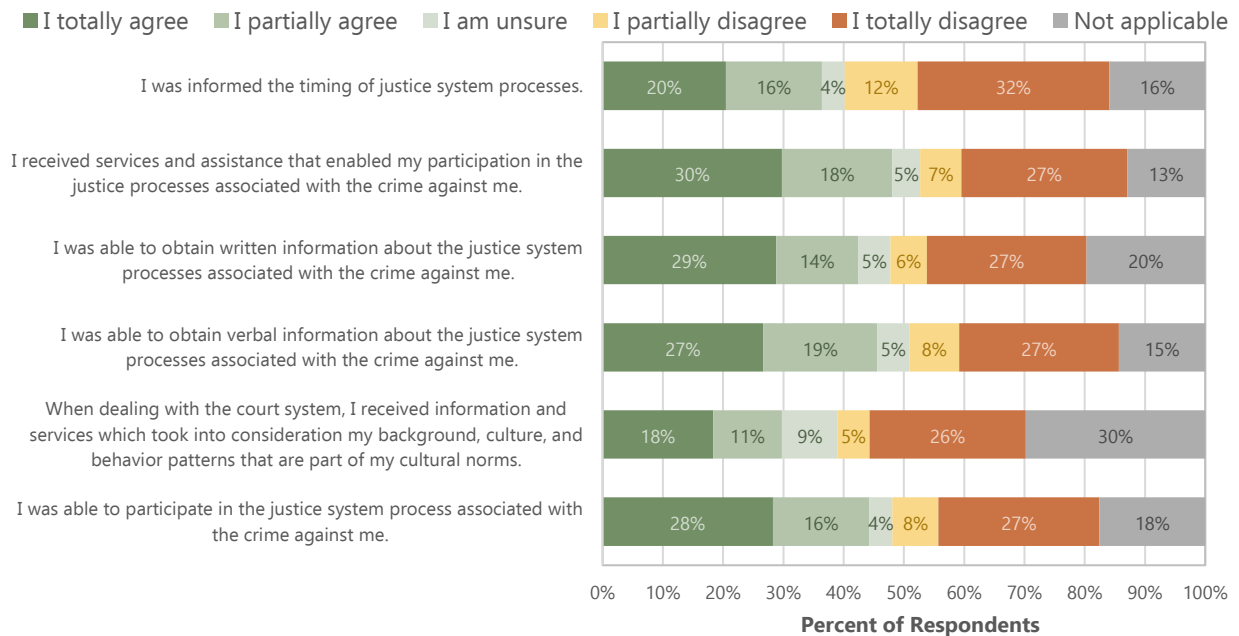
Approximately one-third of crime victims reported that adequate services were not offered or provided to them.



Most important factors for crime victims were empathy (in general), timeliness, and being informed in all stages of the justice process. An average of 42% of crime victims reported experiencing a positive experience related to receiving services and support from courts, justice system, or prosecution.

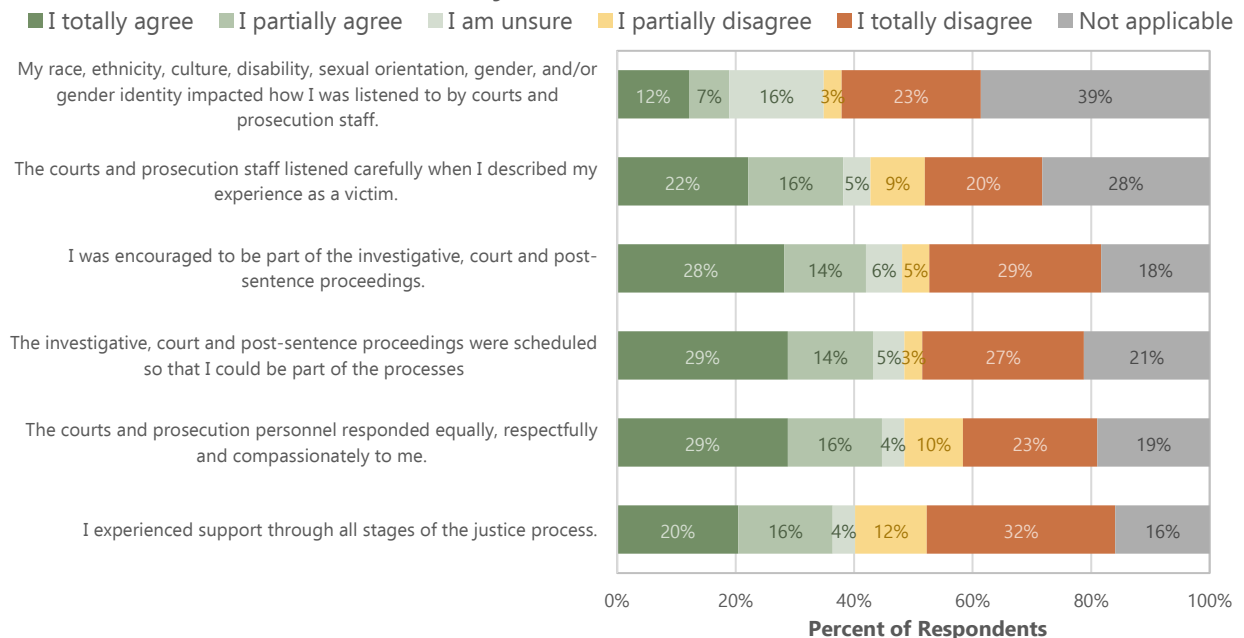
Twenty-nine percent of crime victims agreed or partially agreed with the statement, “When dealing with the court system, I received information and services which took into consideration my background, culture, and behavior patterns that are part of my cultural norms.”

Courts, Justice System and Prosecution



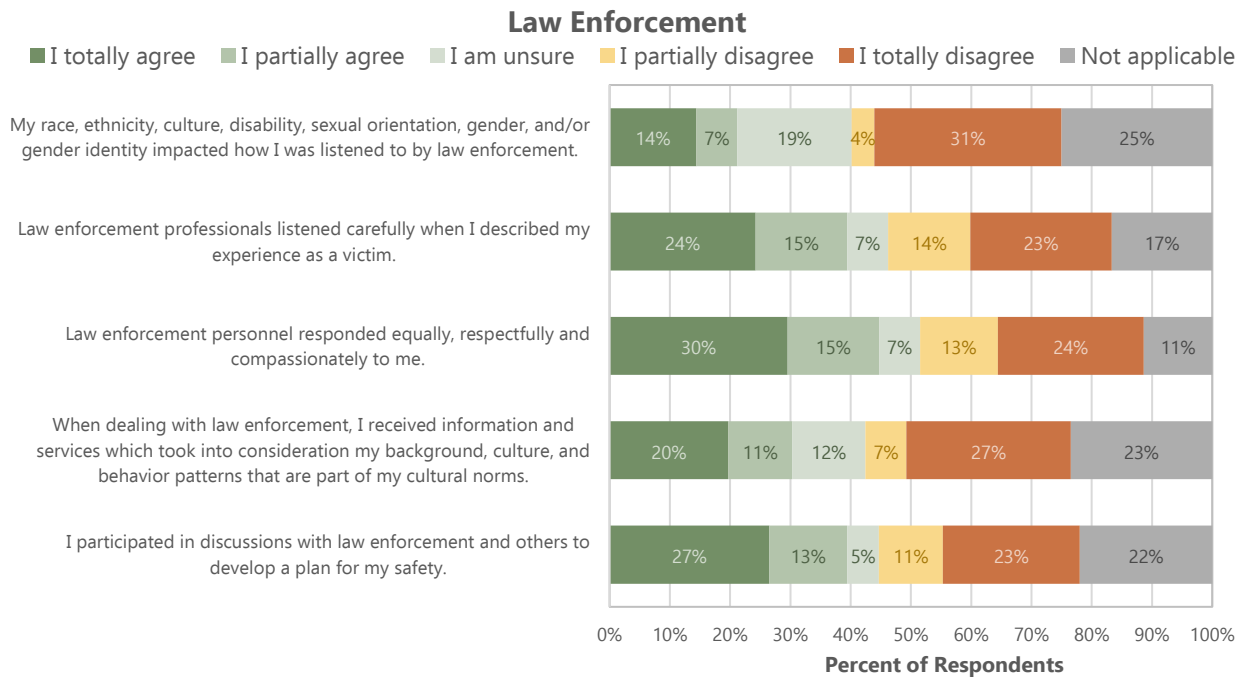
Nineteen percent of crime victims agreed or partially agreed with the statement, “My race, ethnicity, culture, disability, sexual orientation, gender, and/or gender identity impacted how I was listened to by courts and prosecution staff,” 16% were unsure. *

Courts, Justice System and Prosecution (Continued)



**Note:* The survey did not specifically ask crime victims to address whether this impact was positive or negative. However, respondents were offered the opportunity to provide additional feedback in open-ended questions related to services received and recommendations for change.

An average of 41% of crime victims reported positive interactions with and support from law enforcement. Twenty-one percent of crime victims agreed or partially agreed with the statement, “My race, ethnicity, culture, disability, sexual orientation, gender, and/or gender identity impacted how I was listened to by law enforcement,” 19% were unsure. *

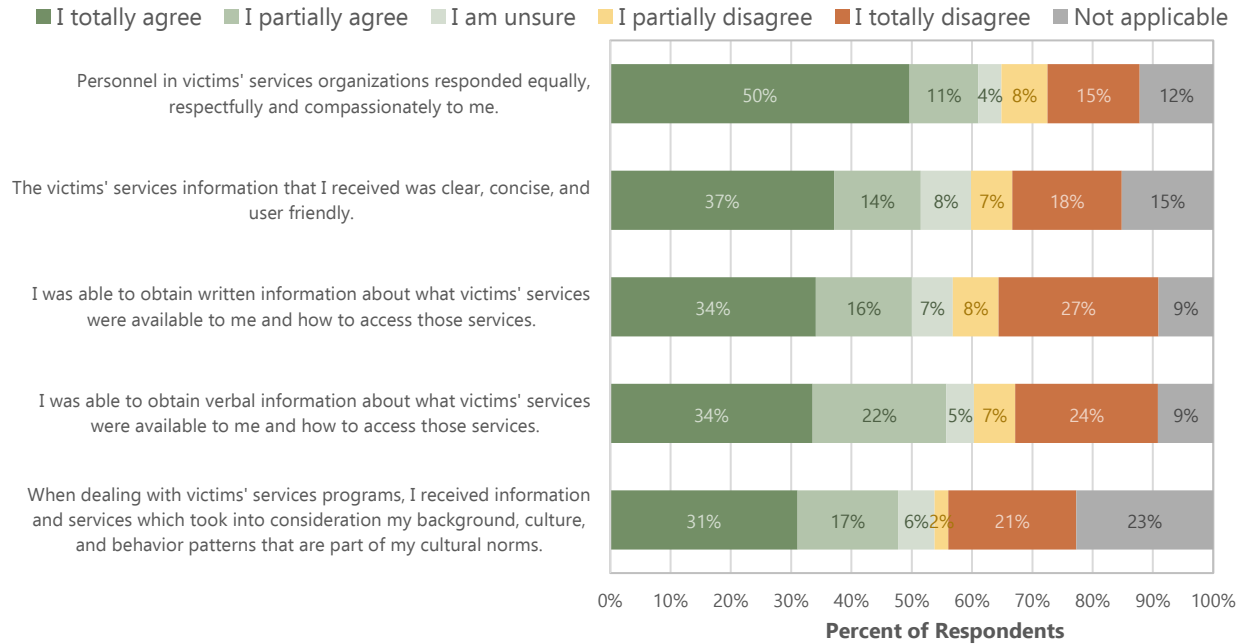


Overall, “I totally disagree” was the most common answer *and* was selected by more than 30% of the respondents for the following*:

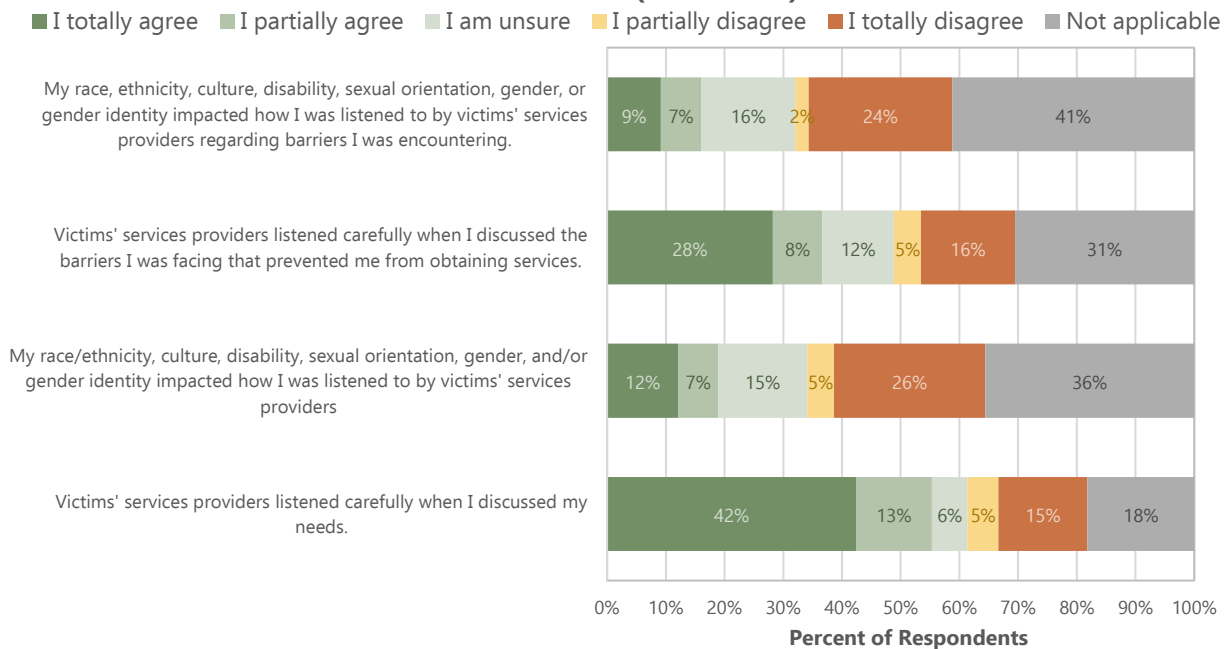
- “I experienced support through all stages of the justice process” (32%);
- “I was informed of the timing of the justice system processes” (32%);
- “I experienced consistency in the ways I was supported across the different agencies that assisted me” (34%);
- “I received services and assistance that are helping me recover from the trauma caused by the crime” (32%);
- “I was provided opportunities to assist other victims” (39%);
- “I was specifically informed about the types of financial assistance available through the Crime Victims Compensation fund...” (35%);
- “I was encouraged to talk about my victimization” (33%); and
- “I was referred to crisis and support services as soon as possible after I was victimized” (35%).

***Note:** It had been more than two years since the crime occurred for 70% of crime victims and more than five years for 52% of crime victims, so these issues may not necessarily fully reflect *current* crime victim experiences.

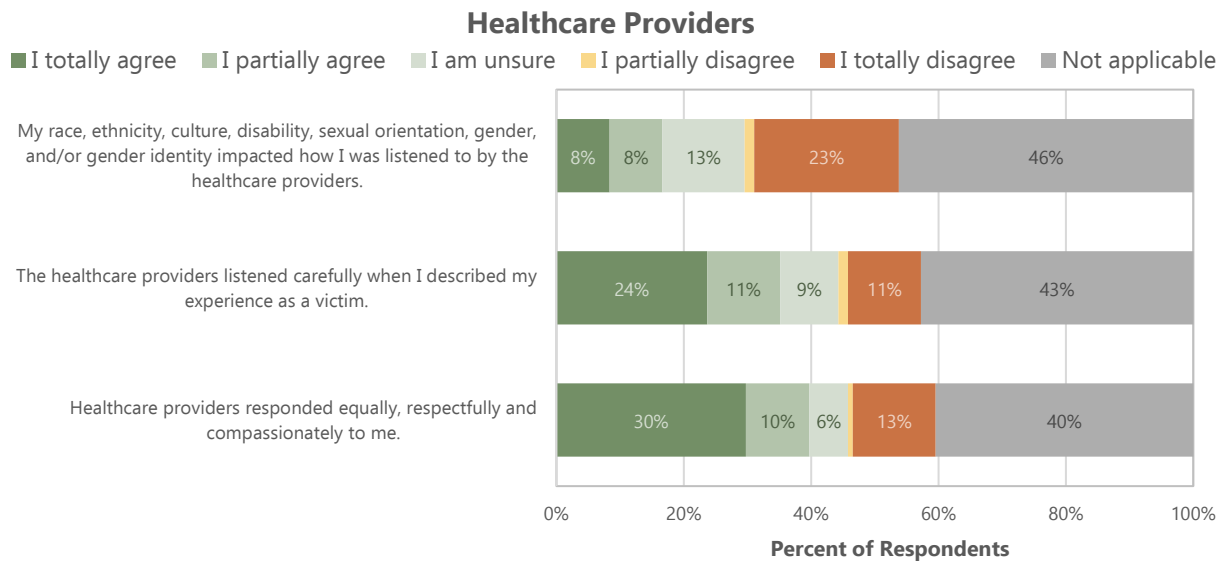
Victim Services



Victim Services (Continued)

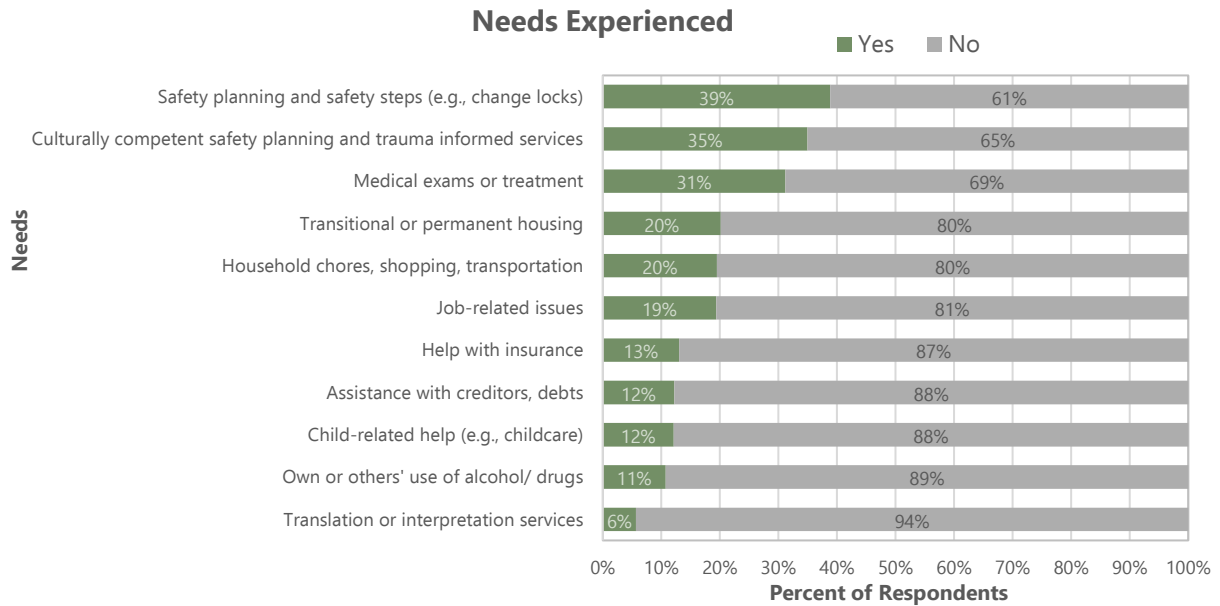


“Not applicable” was the most common response to questions about victims’ experience with healthcare providers. Only 16% of respondents agreed or partially agreed that “my race, ethnicity, culture, disability, sexual orientation, gender and/or gender identity impacted how I was listened to by the healthcare providers”, while 40% of respondents agreed or partially agreed that “healthcare providers responded equally respectfully and compassionately to me”.



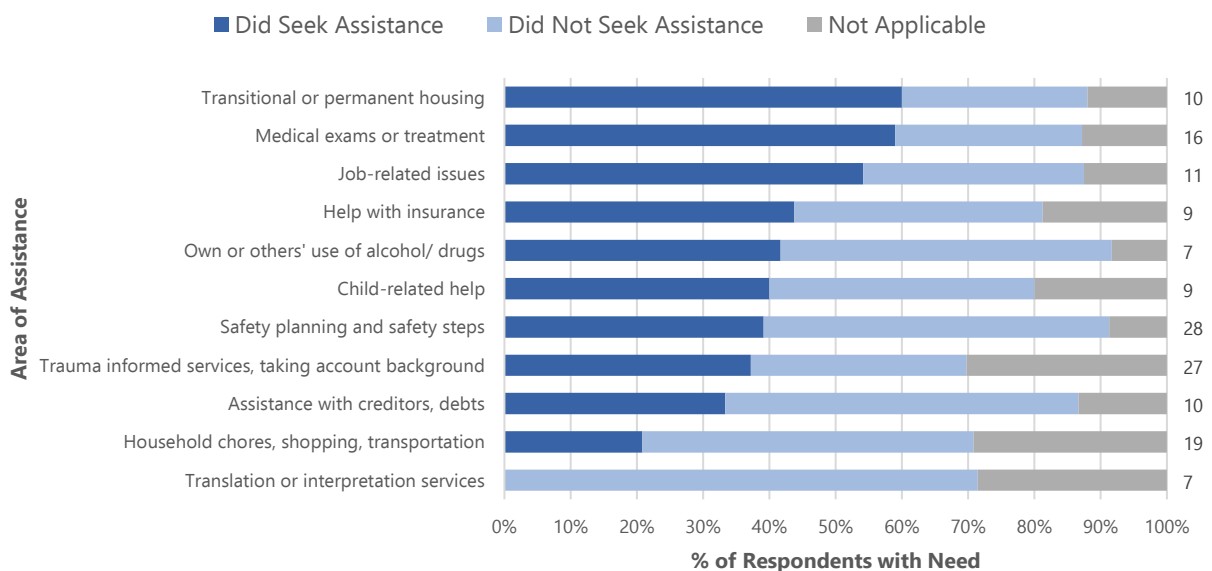
Key Findings from Crime Victim Survey Regarding Needed Services

- Over 30% of crime victims reported needing:
 - Safety planning and safety steps (e.g., change locks);
 - Culturally competent safety planning and trauma informed services; and
 - Medical exams or treatment.



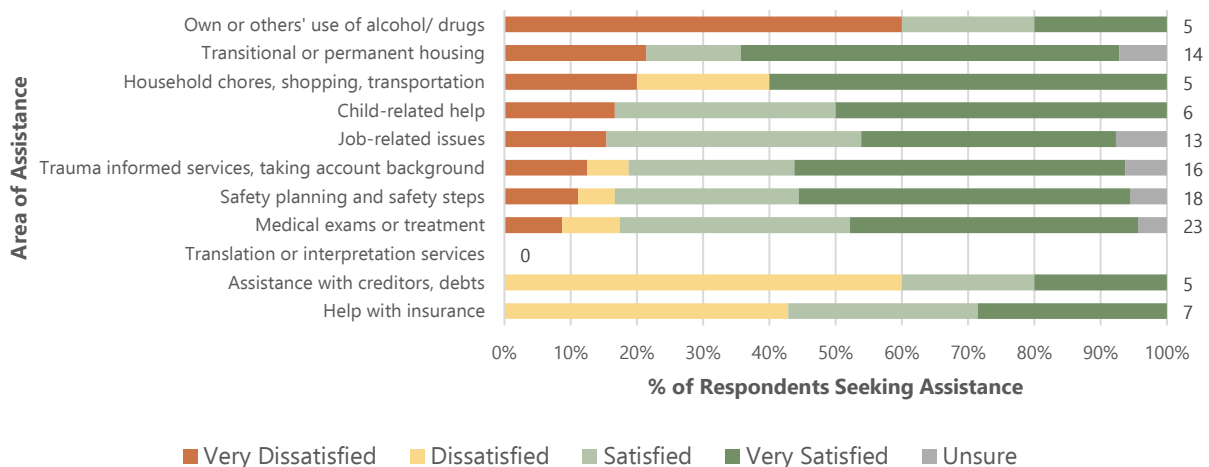
- The most sought assistance included:
 - Medical exams or treatment;
 - Transitional or permanent housing;
 - Help with insurance;
 - Own or others’ use of alcohol/drugs;
 - Child-related help;
 - Safety planning and safety steps; and
 - Trauma-informed services, taking background into account.

Among Respondents with a Need in the Following Areas, Percent Seeking Assistance (All Respondents)



- Crime victims who sought services were most satisfied with:
 - Trauma-informed services, taking background into account;
 - Safety planning and safety steps (e.g., change locks);
 - Job-related issues;
 - Medical exams or treatment;
 - Child-related help; and
 - Transitional or permanent housing.
- Crime victims who sought services were most dissatisfied with:
 - Own or others’ use of alcohol/drugs;
 - Assistance with creditors/debts; and
 - Help with insurance.

**Satisfaction Ratings of Assistance Received,
 Among Respondents Who Sought Assistance (All Respondents)**



Summary of responses to open-ended question regarding what crime victims would change:

- Need for empathy, compassion, respect, and listening to crime victims by all sectors.
- Need to speed up court systems while keeping crime victims informed of processes and options throughout the entire justice cycle.
- Need to increase staff in all sectors to allow more time and better access to all kinds of services.
- Need for specific training on handling domestic violence and sexual assault cases for all sectors.
- Need for consistency in sentencing, handing down sentences that are appropriate for crime committed, and keeping offenders in prison.
- Need for community training, especially in schools, regarding domestic violence, sexual assault, and human trafficking.

A full summary of the Crime Victim survey can be found at:
<https://www.datacounts.net/ipc/victim-survey.asp>

Focus Group Findings

These focus group discussions provided a rich complement to the quantitative data collected in the Needs Assessment survey by adding to the context in which providers and victims meet. The recruitment of sector specific providers by Committee members resulted in a highly diverse convenience sample of 124 providers who shared perspective, experiences, and recommendations. As described in "Methods," data from sector specific groups was aggregated, summarized as themes and recommendations. While some themes presented are unique to a single sector, all sectors groups spoke of geographic service disparities and lack of available workforce in rural communities. Generally speaking, the focus group participants exhibited a keen awareness of challenges faced by rural and some urban, inter-city populations as well as an overall lack of specific services. The key themes that emerged from the analysis are presented by sector and represent an aggregate of the issues that were identified as themes common to each respective sector.

Key Cross-Sector Focus Group Findings

- Lack of sufficient adaptable, responsive, and effective services for traditionally underserved victims, crime victims in rural communities, and culturally specific victim populations.
- Lack of available and accessible mental health and behavioral health services, including substance abuse treatment.
- Lack of accessible training to maximize awareness, expertise, and skill building for those working with crime victims.
- Insufficient partnerships, coordination, and communication across sectors, jurisdictions, and geographies to address increasingly complex issues impacting crime victims.
- Gaps in technology accessibility and availability for crime victims and service providers, particularly in rural areas.

Key Courts Sector Focus Group Findings

- Not all judges are trained to handle domestic violence, child abuse and neglect, and sexual assault resulting in inconsistency in processes and outcomes.
- Lack of standardized documents available online and in multiple languages.
- Kansas does not have an Office of the Public Guardian to assist elder abuse and elderly crime victims.

Key Direct Service Provider Sector Focus Group Findings

- Lack of co-located, coordinated and/or comprehensive services to meet emergency/immediate and long-term crime victims' needs.
- Lack of awareness among community agencies and community members of availability of crime victim resources.
- Inconsistencies in systems, protocols, services, and outcomes for crime victims.
- Lack of services for children and youth, especially trauma-focused mental health services.
- Challenges with workforce development, including staff recruitment, retention, and leadership.

Key Healthcare Sector Focus Group Findings

- Shortage of Sexual Assault Nurse Examiners and Sexual Assault Forensic Examiners and frequent turnover that results in long waits or travel by crime victims to obtain services.
- Lack of interpreters for non-English-speaking crime victims and those using American Sign Language.
- Cost of care, especially for uninsured and under-insured populations.

Key Law Enforcement Sector Focus Group Findings

- Impact of misinformation spread through social media and political environment on community cooperation with and support of law enforcement, resulting in low morale and recruiting challenges.
- Law enforcement are currently asked to play too many roles.
- Lack of interpreters for non-English-speaking crime victims.

Key Prosecution Sector Focus Group Findings

- Lack of civil legal representation for crime victims without resources.
- Volume of cases was already overwhelming and is now greater due to the COVID-19 pandemic.

Key Agencies Serving Traditionally Underserved and/or Culturally specific Populations Focus Group Findings

- Cultural beliefs of immigrants regarding domestic violence and human trafficking may keep crime victims from seeking help.
- Inadequate access to legal assistance for undocumented crime victims who want to pursue citizenship or legal documentation to work.
- Reentry from incarceration is disjointed, especially for women with children.

Key Informant Interview Findings

Individual interviews were conducted with a select group of elected and appointed officials who provided insight from an elected leader perspective and non-elected community leaders who presented perspective for matters related to racial justice. Common themes that emerged from interviews were aggregated by type of key informant.

Elected and Appointed Officials

Data analysis revealed considerable similarity in perceptions from elected/appointed officials and is summarized as follows:

- Crime impacts business in various ways:
 - Property owners don't invest and grow business in areas they perceive as unsafe.
 - Businesses consider crime rate and poverty rates when selecting business locations.
 - Businesses consider factors that shape their workforce when selecting location, including mental health, crime, and housing.
 - The cost of employee turnover (both crime victims and offenders) and short staffing that results from crime has a negative impact on business operations.
- Crime (especially drug and alcohol-related crimes) impacts both crime victims and offenders:
 - It impacts their ability to hold a job.
 - Use of drugs and alcohol drives domestic violence and DUI crimes, leading to job loss.
 - Once a person enters into the Criminal Justice System, it drastically hinders their ability to find meaningful work.
- Perception of racial justice:
 - Peaceful nature of protests to date are attributed to proactive community policing practices and providing active support from law enforcement to protesters.
 - Law enforcement has ongoing communication with community members to establish collaborative relationships.
 - Law enforcement is responding to community demands for fair and just policing practices and policies.
 - Overall, law enforcement has a good relationship with the public they serve.
- Insufficient services:
 - Housing – old and generally poor quality priced beyond affordability of crime victims.
 - Transitional housing – crime victims do not have funds to pay for it.
 - Treatment facilities – rehab for drug users is non-existent or limited.
 - Alcohol treatment – long wait lists for detox beds; not accessible for uninsured or for those unable to pay out of pocket.
 - Foster home placement for severely mentally ill is difficult to find.

- Transportation is a barrier for crime victims seeking services, especially low-income crime victims.
- Safe places for victims of personal crime are not readily available.
- Access to social workers is lacking.
- Support for offenders is lacking to break the cycle of crime.
- Mental health:
 - This is a key driver of crimes- especially domestic violence and child abuse.
 - People are in jail and prisons that shouldn't be.
 - This is the underlying precipitator of drug and alcohol abuse, which leads to domestic violence and other personal crimes.
 - Officials are overwhelmed by the growing mental health problems and unsure of an effective course of action.
- Sources of information:
 - Officials depend on law enforcement (Chiefs of Police and Sheriff departments) and prosecutors for crime data.
 - Officials are satisfied with the sufficiency of information provided by law enforcement and city/county staff.
 - Other sources of crime data include medical, websites, economic development office, social media, and personal experience.
 - Information is used in evaluating law enforcement response, making staffing decisions, determining deployment of staff, and in recruiting law enforcement officers more reflective of demographics of the community being served.
- Law enforcement response:
 - Key Informants hold law enforcement in high regard.
 - Law enforcement alone is not adequate; there is growing public interest in integrating social services into policing.
 - Law enforcement is first on the scene of a crime or call for help; they do the best they can.

Other Key Informants

Analysis of Key Informant interviews with the individuals engaged in racial justice work and/or behavioral health revealed considerable synergy with elected and appointed officials regarding sufficiency of services. However, some (but not all) expressed significantly divergent views when describing law enforcement response and their current reality of racial unrest:

- Crimes of greatest concern:
 - Crimes against children and youth;
 - Gun violence;
 - Sexual assault among college students;
 - Drug and alcohol abuse related crimes; and
 - Traffic violations.

- Sufficiency of services:
 - Funding for crisis centers is complicated and convoluted; the degree of reporting and documentation is a barrier to effective use of the funds.
 - Transportation is the biggest barrier to services in a large rural part of the state.
 - Mental health, a factor in half of the people taken in by law enforcement, is the most common service need for crime victims; services are nearly non-existent for crime victims who are uninsured and/or unable to pay out of pocket.
- Trust or distrust of law enforcement and the Criminal Justice System among advocates
- Perceptions indicating trust:
 - Law enforcement officers are doing the best they can; there is a growing understanding of the benefit of officers training in trauma-informed care for recognizing/identifying and responding appropriately to mental health issues.
 - Every community is different and responds to its own priorities.
 - Law enforcement is required to handle situations for which they may not be trained.
 - Law enforcement officers are normally good communicators and open to hearing what people say; COVID-19 has stifled community meetings.
- Perceptions indicating mistrust:
 - People of color fare worse in sentencing; there is a general discontent regarding how rape and sexual abuse cases are handled with regard to mental health care and sentencing.
 - People of color are over-policed by frequent, concentrated, and targeted traffic patrols in distinct areas of town where people of color live.
 - People of color are not supported by law enforcement; they have personal, negative experiences with law enforcement and are afraid to complain.
 - Law enforcement thinks it is more progressive than it actually is; there is a lack of transparency and reluctance to give up power.
- Racial Unrest/inequity
- Perceptions of minimal racial unrest exists:
 - Protests have been peaceful; people do not want to see anyone hurt or property destroyed.
 - Law enforcement participated in pre-protest rallies, which were calm and open.
 - People accept diversity. Racial unrest is potentially there, but we have lived with racial tolerance, influenced by a highly diverse population – 64 languages spoken in public schools.
 - People are grateful to live in a community without the rioting seen elsewhere.
 - Rural communities offer safer places for parents of color to raise their children (many activities, safe to walk to and from school, convenience store, park).
- Perceptions of higher racial unrest occurring:
 - Policing approaches have changed to become more intimidating. Advocates and people of color are afraid; not able to come and go freely.
 - Communities are distinct: rural and urban centers experience different issues.

- Community organizers seeking racial justice are fearful of being publicly identified with the cause, due to personal threats from self-deputized people and not feeling protected from them by the law enforcement officers.
- Sentencing for DUI is much harsher for people of color.
- Issues of racial inequity does not hit home to most of the general public. If they know someone of color who does not complain about racism, they deduce it is not a problem.

Closing Statement

The KGGP, together with a team of consultants and a stakeholder advisory committee, worked to identify gaps and barriers to serving Kansas crime victims and survivors. Through rigorous demographic and crime data collection and various needs assessment methods designed to capture the voices of victims, service providers, and policymakers, the need for consistency and coordination between systems and culturally effective and accessible responses to underserved and diverse crime victim populations emerged. This comprehensive research informed the development of a strategic goal, Guiding Principle, critical priorities, and strategies.

The Plan's strategic goal is to prioritize funding to applicants demonstrating the Guiding Principle of a victim-centered "whole community" approach to services. Applicants will be required to incorporate at least one of the eight critical priorities into their proposed projects. The proposed projects must also clearly articulate the strategy or strategies employed to address the corresponding priorities.

Guided by this Plan, the KGGP will strive to provide grant funding to VAWA, VOCA, SASP, and FVPSA subgrantees to cultivate the Guiding Principle, embrace the victim-centered priorities, and implement the corresponding strategies. The KGGP expects that by funding subgrantees whose projects align with the Plan, best practices will emerge and provide opportunities for replication across the state to eliminate the gaps and barriers to providing critically needed services to crime victims and survivors.

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X. Implementation Plan Committee Members, Consultants, and KGGP Staff

The following charts include all initial members who agreed to serve, consultants, and KGGP staff. Unfortunately, due to the COVID-19 pandemic and community challenges, several members withdrew from serving on the Committee before finalizing the Plan. Nevertheless, the KGGP staff acknowledges those who started with the Committee and provided invaluable suggestions during the Committee and workgroups sessions. The KGGP staff genuinely appreciates the Committee members who participated and contributed beneficial information for the Implementation Plan.

The KGGP staff and Committee members express their gratitude and appreciation to the consultants who provided more than 90 years of combined experience and expertise in conducting focus groups, key informant interviews, surveys, and secondary data research. They worked diligently to ensure the continual forward movement of the IP process amid the unique challenges encountered due to the pandemic and were dedicated to the production of a polished final product.

Last but not least, the completion of this report could not have been possible without the ongoing support and work of the KGGP staff, Juliene Maska, Jennie Marsh, Erica Haas, and Jamie Bowser. They worked closely with the consultants, Committee members, and workgroups to finalize the Plan. The time they provided for the detailed planning process is greatly appreciated.

Committee Members

First Name	Last Name	Role	City	County
Jessica	Albers	Healthcare	Hays	Ellis
Jessica	Albin	University	Hays	Ellis
Marian	Augustus	Community member	Kansas City	Wyandotte
Susan	Benkelman	Corrections	Lawrence	Douglas
Rebecca	Brubaker	Domestic/sexual violence victim service provider	Pittsburg	Crawford
Robert	Cooper	Underserved population representative *Deaf/Hard of Hearing community	Topeka	Shawnee
Kristen	Czugala	Crime victims’ compensation	Topeka	Shawnee
Daniel	Goombi	Tribal victim service provider	Mayetta	Prairie Band Potawatomi Nation
Tom	Gottschalk	Investigator in prosecution office	Olathe	Johnson
Joyce	Grover	State sexual and domestic violence coalition	Topeka	Shawnee

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Adam "Sean"	Hankins	Law enforcement (Kansas Highway Patrol)	Salina	Saline
Kristin	Hines	Court Appointed Special Advocate program	Dodge City	Ford
Stephen	Jones	Prosecution	Parsons	Labette
Dung	Kimble	Child abuse victim service provider	Wichita	Sedgwick
Pastor/Dr. Desmond	Lamb	Faith-based community	Kansas City	Wyandotte
LaDora	Lattimore	Community member	Kansas City	Wyandotte
Laci	Leichliter	Healthcare	Goodland	Sherman
Amy	Longa	Underserved population representative *Humanitarian aid organization	Wichita	Sedgwick
Melody	McDowall	Military	Ft. Riley	Geary
Shanese	McGregor	University	Manhattan	Riley
Amanda	Miller (Hovorka)	Corrections	Dodge City	Ford
Dawn	Myers	Underserved population representative *Homeless services	Lawrence	Douglas
Aude	Negrete	Underserved population representative *Latino community	Topeka	Shawnee
Brooke	Powell	Domestic/sexual violence victim service provider	Pittsburg	Crawford
Andrea	Quill	Domestic/sexual violence victim service provider	Salina	Saline
Susan	Ratzlaff	Drunk driving victim service provider	Garden City	Finney
Amy	Raymond	Office of Judicial Administration/Courts	Topeka	Shawnee
Cindy	Riling	Prosecutor system-based victim services provider	Lawrence	Douglas
Laurel	Searles	Department of Labor	Topeka	Shawnee
Nick	Sowers	Law enforcement	Sterling	Rice
Mary	Stolz	Sexual violence victim service provider	Wichita	Sedgwick
Brandi	Studer	Underserved population representative *Disability community	Topeka	Shawnee
Alex	Tapia	Department of Labor	Topeka	Shawnee
Magistrate Judge Jay	Tate	Judicial	Oberlin	Decatur
Mark	Thompson	Business community	McPherson	McPherson
Juliane	Walker	State child advocacy center's association	Wichita	Sedgwick
Katie	Whisman	Law enforcement (KBI)	Topeka	Shawnee
Shannon	Wilson	Prosecution	Wichita	Sedgwick
Heidi	Wooten	Domestic violence victim service provider	Overland Park	Johnson

Consultants

Paula Clayton	PFC Consulting, LLC, Overland Park, KS
Judy Johnston	University of Kansas on behalf of its School of Medicine, Wichita, KS
Connie Satzler	President & Owner EnVisage Consulting, Inc. Manhattan, KS
Amy Marsh	Private Consultant, amymarshconsultant@gmail.com

KGGP Staff

Jennie Marsh	Director of Programs
Erica Haas	Attorney
Juliene Maska	Administrator
Jamie Bowser	Executive Assistant