



# National Resource Center on Domestic Violence

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September 25, 2020

To Whom It May Concern:

On behalf of the National Resource Center on Domestic Violence (NRCDV), we are pleased to offer this letter of recommendation for Tawana Bhagwat.

For more than 20 years, the **National Resource Center on Domestic Violence**, [www.nrcdv.org](http://www.nrcdv.org), has been a comprehensive source of information for those wanting to educate themselves and help others on the many issues related to gender-based violence and other intersecting issues.

Through its [key initiatives and special projects](#), NRCDV works to improve community response to gender-based violence and, ultimately, prevent its occurrence. NRCDV has unfailingly demonstrated a history of excellence in the provision of technical assistance, training, and resource development to advance policy and practice to end gender-based violence in relationships and communities.

Through NRCDV's commitment to address diversity, equity and inclusion (DEI) internally and externally we have been fortunate to partner with Tawana Bhagwat.

It was clear when we partnered with Tawana earlier in the year that she is an expert. Her knowledge of DEI is impressive but coupled with her ability to create a safe environment while facilitating an uncomfortable conversation is unparalleled. She has this unique ability to read the room, even on zoom, and hear what's not being said and bring that to the forefront so that it gets handled.

Although, we have focused on racial justice for our survivors, we had not made much progress internally on our DEI efforts. Tawana helped us identify our opportunities and provided recommendations for a path forward. We could not imagine partnering with another coach to help us close the gap between where we are today and where we desire to be in the future.

Tawana is perfectly poised to take us on this journey. Her passion for dismantling racism while helping people uncover their biases to bring the best version of themselves is something to experience.

We look forward to continuing to grow our partnership with her as we move to the next phase of our work in creating inclusive leaders that builds an inclusive organization.

With gratitude,

Heidi Notario  
**Vice President of Strategic Partnerships  
& Systems Change**

Arlene Vassell  
**Vice President of Programs, Prevention & Social Change**