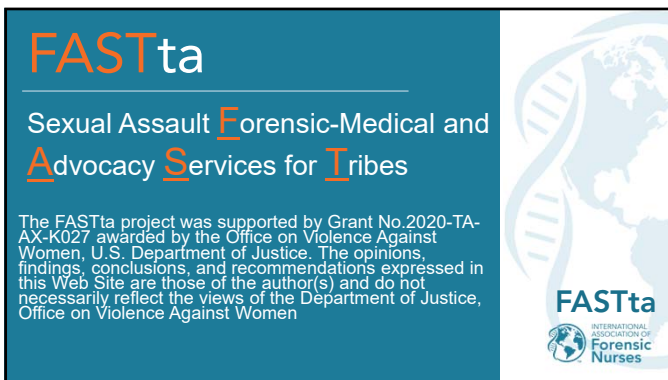


SART 101 and Strategies for Success
Sexual Violence Justice Initiative

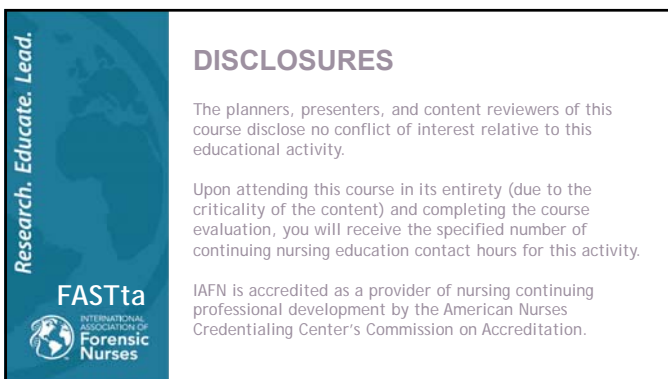
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FASTta
Sexual Assault Forensic-Medical and Advocacy Services for Tribes

The FASTta project was supported by Grant No.2020-TA-AX-K027 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this Web Site are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women

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Research. Educate. Lead.


FASTta INTERNATIONAL ASSOCIATION OF Forensic Nurses

Fatima Jayoma, MSW
 Rural Projects Coordinator
 SVJI@MNCASA




This project was supported by Grant No. 2015-TA-AX-K014 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

Chat In: Name, role, and how long have you been doing SART or multidisciplinary team work? (Optional)



SVJI's Purpose Statement

The Sexual Violence Justice Institute uses a systems change approach to support communities in improving systems' responses and the outcomes for victims/survivors of sexual violence.



Training

- Webinars
- Workshops
- Conferences
- Special Topics

Resources

- Templates
- Fact Sheets
- Blog
- Toolkits & Guidebooks

Support

- Brainstorming
- Meeting Facilitation
- Problem Solving

Connections

- Experts
- Technical Assistance Providers
- Peers
- Mentors

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Agenda


- ▶ Discuss Sexual Assault Response Team (SARTs)
- ▶ Talk about the phases of systems change
- ▶ Learn about the internal and external factors

8

Zoom Poll:

9


What is a sexual assault response team (SART)?



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What is a SART?


- ▶ Sexual Assault Response Team
- ▶ Multi-disciplinary representatives
- ▶ Focused on collaboration and systems change
- ▶ Devoted to changing SV response in community
 - ▶ Uses a continuous improvement process
- ▶ Strategy to improve outcomes for V/S



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Who is part of a SART?

- ▶ Advocacy
- ▶ Medical Providers
- ▶ Law Enforcement
- ▶ Prosecutors/DAs
- ▶ Corrections/Probation
- ▶ Related systems
 - ▶ e.g. colleges or adult protection
- ▶ Community/culturally specific groups
- ▶ Points of disclosure and entry into help seeking



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Team Members: Agencies

- ▶ Commitment to Process via MOU



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Team Members: Individuals

- ▶ Discipline expert
- ▶ Contributor to tasks and discussions
- ▶ Agency liaison



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Team Members: Feedback Loop



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Types of SARTs

Acute Response	Systems Change
<ul style="list-style-type: none"> ▶ Focus: single case ▶ Changes: individual responders ▶ Needs: individual participation ▶ Processes depend on each responder ▶ Results: targeted, small scale change 	<ul style="list-style-type: none"> ▶ Focus: cases and processes ▶ Changes: agencies and systems processes ▶ Needs: agency-wide participation ▶ Embeds processes ▶ Results: long-term and wide spread change

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What is systems change?

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What do we mean by systems?

- ▶ Set of interconnected parts that make up a whole
- ▶ Each part is both its own system AND a part of a bigger whole
- ▶ Individual systems...
 - ▶ Law enforcement
 - ▶ Medical
 - ▶ Prosecution
 - ▶ Corrections/probation
 - ▶ Advocacy!

...combine to make the criminal legal system!

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What is systems change?

- ▶ Systems change is working towards **improving** individual systems response to sexual violence while also **increasing** collaboration between systems.
 - ▶ **Enhancing the strengths** of practice, policy, procedures, and collaboration
 - ▶ **Addressing the shortcomings** of practice, policy, procedures, and collaboration
 - ▶ **Ensuring support and engagement** for victims throughout all processes
 - ▶ **Continuously improving** over time and as communities change


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Phases of Systems Change

- ▶ Assess Status Quo
 - ▶ Learn about current response and experience
- ▶ Make Change
 - ▶ Use ASQ info to target improvements
- ▶ Measure the Change
 - ▶ Check effectiveness/outcome of changes made




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Assess the Status Quo (ASQ)

- Take inventory of existing service providers
- Bring in the voices of victims/survivors
- Community Needs Assessment



Make Change



Measure the Change

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Assess the Status Quo (ASQ)

Make Change

- Develop/revise interagency protocol
- Identify training needs (knowledge/skills)
- Create programs/tools/resources

Measure the Change

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Assess the Status Quo (ASQ)

Make Change

Measure the Change

- Monitor implementation of change
- Assess gaps and barriers
- Surveys, Focus Groups
- Case Review

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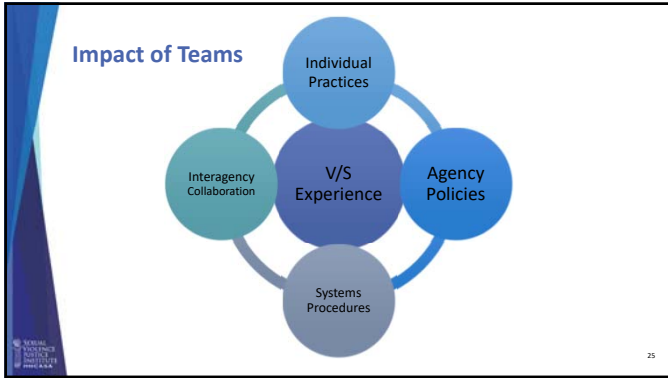
Systems change is a cyclical process.

MEASURE the CHANGE

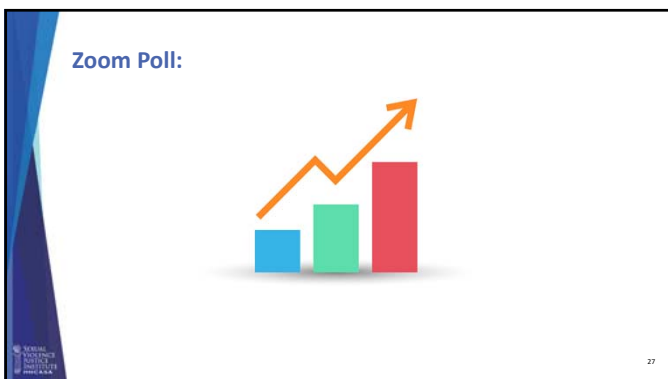
ASSESS the STATUS QUO

Make CHANGE

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- ### What can SARTs do?
- ▶ Connect to marginalized survivors
 - ▶ Develop new interagency policies
 - ▶ Involve victims/survivors' voices
 - ▶ Accountability for perpetration
 - ▶ Increase reporting
 - ▶ Change prosecutorial practice
 - ▶ Support communities in change
-
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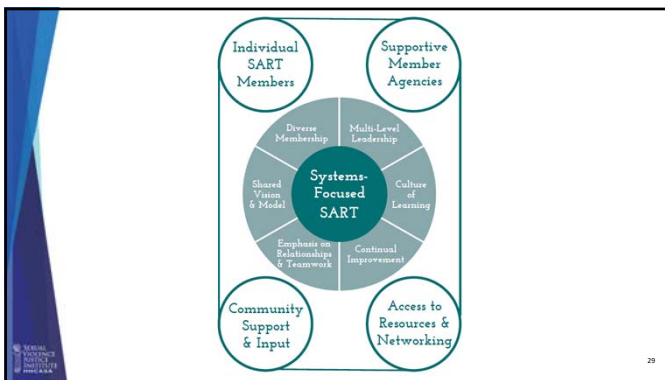


A Ten-Factor Framework for Sexual Assault Response Team Effectiveness

Ten Internal & External Factors That Facilitate Success for Systems-Change Sexual Assault Response Teams

Developed by the Sexual Violence Justice Institute at the Minnesota Coalition Against Sexual Assault

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Internal Factors - Shared Vision & Model


- ▶ All members should agree on the model and vision of the team
- ▶ A team's model includes:
 - ▶ Team structure
 - ▶ Team leadership
 - ▶ The purpose and scope of the team's work

	SART A	SART B
Focus	Community-based systems change	Cooperative work on individual sexual assault cases
Structure	A formalized multidisciplinary team	An informal cooperative partnership
Leadership	A SART coordinator housed in one of the team's member agencies; multilevel leadership roles from all members/ member agencies	No established leadership
Decision-Making Processes	All team members contribute to decision-making, with input from member agencies and community members	Members consult with one another while making independent decisions related to their respective disciplines

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Things to Think About:

- ▶ Does your team have a mission/vision statement?
- ▶ What is your team's decision-making process?



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**Internal Factors:
Diverse Membership**


- ▶ Multidisciplinary collaboration
 - ▶ Unique roles
 - ▶ Unique networks
 - ▶ Mutually beneficial
- ▶ Your team should reflect your community



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Things to Think About:

- ▶ Is your team representative of your community? How do you know?
- ▶ Who else should be on your team?
- ▶ How do you add new team members?



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**Internal Factors:
Multi-Level Leadership**


- ▶ Every member should play a leadership role
 - ▶ Equal distribution of power
 - ▶ Acknowledge power imbalances
 - ▶ Consider all perspectives and knowledge



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Things to Think About:


- ▶ Are power imbalances addressed on the team?
- ▶ How is leadership shared amongst team members?



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**Internal Factors:
Culture of Learning**

- ▶ The existence of a culture of learning emphasizes the importance of:
 - ▶ Unique contexts
 - ▶ Documenting and examining
 - ▶ Emerging strategies
 - ▶ Applying new information



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Things to Think About:

- ▶ 1. How do you celebrate successes on your team?
- ▶ 2. How are issues talked about on the team, if at all?

Example: 1. Monthly "award" at each meeting 2. Brought to SC first, then discusses as a team




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**Internal Factors:
Continual Evaluation & Improvement**

- ▶ Closely tied to the three phases of systems change
 - ▶ Determine effectiveness
 - ▶ Identify unintended effects, emerging issues, and room for improvement
 - ▶ Long-term collaboration




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Things to Think About:

- ▶ How comfortable are you with doing evaluation?
- ▶ How much capacity do you have to do evaluation?




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Internal Factors: Emphasis on Relationships & Teamwork

- ▶ Although membership is diverse, should operate together as a collaborative body.
 - ▶ Honesty
 - ▶ Open & Consistent communication
 - ▶ Respect for differences
 - ▶ Active Listening




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Things to Think About:

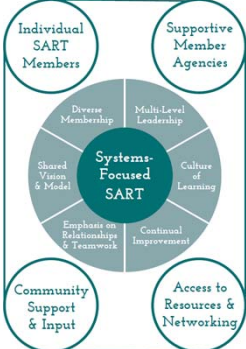
- ▶ What does trust mean to you?
- ▶ How do you gain trust between individuals?
- ▶ How do you gain trust between agencies?



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External Factors




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External Factors: Confident Individual SART Members

- ▶ Each SART member should feel confident in their professional role and as a member of the team
- ▶ Balance between:
 - ▶ Confident vs Humble
 - ▶ Open vs Critical



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External Factors: Supportive Member Agencies


- ▶ All member agencies should be active and invested in the team
- ▶ Active agencies:
 - ▶ Implement changes
 - ▶ Support



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Things to Think About:


- ▶ How do you build confidence among team members?
- ▶ How supportive are the member agencies of your team?



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**External Factors:
Access to Resources & Networking**

- ▶ Teams need consistent access to local, state, and national resources and networks for support and training
- ▶ Resources might be:
 - ▶ Training
 - ▶ Funding
 - ▶ Space & Supplies
- ▶ Networking might look like:
 - ▶ Community events
 - ▶ Conferences
 - ▶ Online discussion groups



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**External Factors:
Community Support & Input**


- ▶ SARTs receive support and involvement from their communities and communities feel invested and engaged in the work of their local SARTs.
 - ▶ Improves the team's ability to respond directly to the community's self-identified needs



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Things to Think About:

- ▶ How do you gather community input?
- ▶ How do you let the community know what you are doing?



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Questions?




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**A Ten-Factor Framework
for Sexual Assault Response
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Ten Internal & External Factors That Facilitate Success for
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Developed by the
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Thank You!

Fatima Jayoma
Rural Projects Coordinator
fjayoma@mncasa.org
651.288.7448



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