
Building Collaborative Partnerships

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Responding to Crime Victims with Disabilities
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Workshop Goal

The goal of this workshop is to discover innovative ways that victim service, law enforcement and disability providers can work together to serve individuals with disabilities who are victims of crime.

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Workshop Objectives

1. Participants will learn how to identify and engage potential partners and stakeholders.
2. Participants will learn how to establish an effective Advisory Team regarding violence against individuals with disabilities.
3. Participants will learn how to engage partners in collaborative activities.
4. Participants will receive information regarding how to build capacity and expand funding streams.

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Collaboration

Collaboration has been defined as:
"the act of working together jointly".


"We either work in collaboration or independently".



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Where do we begin?


- How do we decide to work collaboratively within another agency?
- Will the collaborative relationship enhance our mission?
- Do we have a shared mission and vision?



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Working Collaboratively

- Defining the Project
- Identifying Community Stakeholders
- Developing Relationships
- Building Capacity
- Expand Funding Streams
- Establishing Advisory and Other Working Committees



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Program Goal

The *program goal* is a general statement about what you'd like to achieve among a particular population or geographical area.

It is relative to a demonstrated program need.

Measurable Objectives

Measurable objectives are quantifiable activities that specify what must be done to increase, decrease, enhance, or improve a program or service.



Identifying Community Stakeholders

- Governmental Agencies
 - Executive (Dept. of Health, etc.)
 - Legislative (Local Representatives, etc.)
 - Judicial (Court Appointed Advocates, etc.)
- Nonprofit Organizations
- Disability Advocates
- Victim Advocates
- Tribal Organizations



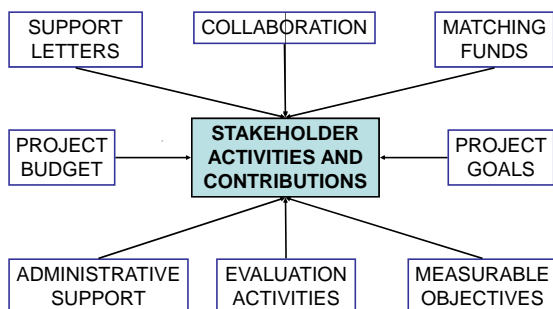
Engaging Community Stakeholders

Shared Incentives:

- ✓ Publicity
- ✓ Monetary (Contracts/Stipends)
- ✓ Working Lunch or Dinner
- ✓ Political Recognition and Influence
- ✓ Access to Information and Materials
- ✓ Learning about the Issues
- ✓ Partnering for Future Grant Opportunities



Stakeholder Activities and Contributions



Establishing an Advisory Committee

Why do we want a working committee or team?

- Community support
- Multiple perspectives, cultural competency and credibility
- Build funding base and partnerships
- Influence direction of funding by including and educating the funders (collective voice is more influential than one person or project)

Establishing an Advisory Committee

How do we structure our committee?

- Local and National Experts = Credibility in New Territory
- Size and Composition: Broad base, but not too big.
- Centralized Meeting Locations
- Frequency: Limited number of meetings, planned in advance.
- Committee/Group Norms and Agreements



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Example of Committee Members

- NM Commission for the Deaf and Hard of Hearing
- NM Commission for the Blind
- New Vistas Independent Living Center
- NM Governor's Commission on Disability
- New Mexico Division of Vocational Rehabilitation



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Potential Committee Members

- Community Outreach Program for the Deaf
- NM Crime Victims Reparation Commission
- NM Coalition of Sexual Assault Programs
- Bernalillo County Prevention of Violence Against Women Coordinator
- Albuquerque Sexual Assault Nurse Examiner Collaborative



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Potential Committee Members

- NM Attorney General's Office
- La Pinon Sexual Assault and Recovery Center
- NM Department of Health
- NM Department of Public Safety
- Florida Attorney General's Office
- California State University Autism Center



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Problem Solving Together

- ✓ Blending both disability and non-disability services together to meet clients needs.
- ✓ Learn from each other to reach a common understanding.
- ✓ Project success is achieved TOGETHER.



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Team Member Temperaments

Temperament is comprised of:

- personality traits - communication style, patterns of action, attitudes, values, and talents;
- personal needs and desires; and
- contributions to the workplace, and the roles they play in society.

Dr. David Keirsey has identified four basic temperaments:

- Artisan – concrete utilitarians
- Guardian – concrete cooperators
- Rational – abstract utilitarians
- Idealist – abstract cooperators

<http://www.keirsey.com>



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Team Member Temperaments

Free test and informational materials at:
<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

Have team members answer 72 questions and assess their responses. Takes about 5 minutes, there are no right or wrong answers and it should be done privately at home or in the office. Have team members bring in the four letters that describe their personality for group discussion or facilitation.

<u>Temperament Identifiers:</u>	<u>Temperament Characteristics:</u>
Extravert or Introvert	• SP – Artisan
Sensing or INtuition	• SJ – Guardian
Thinking or Feeling	• NT – Rational
Judging or Perceiving	• NF – Idealist

Team Stages Model

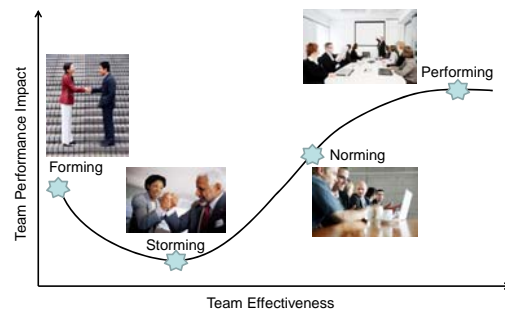
Bruce Tuckman's "team stages model": first developed in 1965, Tuckman's model is widely known as a basis for effective team building.



Team Stages Model

- **Forming:**
 The initial stage of team development during which individuals have not yet gelled together. Everybody is busy finding their place in the team, sizing each other up, and asking themselves why they are here!
- **Storming:**
 People begin to see themselves as part of a team. However at this stage they may challenge each other, and the team leader, about such things as what the team is doing, and how things should be done. As the stage title suggests, conflict and confrontation typify this stage, as differences surface. This may result in some loss of performance or focus on the task, as the diagram illustrates.
- **Norming:**
 This is the phase where team members start to come together, developing processes, establishing ground rules, clarifying who does what, and how things will be done. This phase is characterized by a growing sense of "togetherness".
- **Performing:**
 This is the final stage where increased focus on both the task, and on team relationships, combine to provide synergy. Performance is delivered through people working effectively together.

Effective Team Building



Engaging in Collaborative Activities

- ✓ Joint Press Releases
- ✓ Joint Trainings and Conferences
- ✓ Fund Raising Events
- ✓ Nominating Partners for Local and State Awards
- ✓ Participating Jointly in the Legislative Process
- ✓ Sharing Grant Opportunities

Building Capacity

- Reciprocal relationships with community stakeholders:
- Education and Networking (issue awareness, professional referrals);
 - Serving on other committees (Grant review teams, VAWA Implementation Team, Conference Planning Committees);
 - Provide technical assistance (information and referral, TTY purchase and training, etc.); and
 - Invitation to speak at local, state and national conferences.

Expanding and Leveraging Funding

- Sharing available resources.
- Established relationships pave the way for future project projects and proposals.



Multidisciplinary Collaborative Projects

- Protecting Children from Sexual Assault: A Parent's Guide
- New Mexico First Judicial District Court's Accessibility to Victims of Domestic Violence, Sexual Assault, and Stalking with Mobility Limitations
- Protecting Children from Sexual Assault: A Doctor's Guide

Multidisciplinary Collaborative Projects

- The SANE Response to Individuals with Developmental Disabilities
- The SANE Response to Individuals with Physical Disabilities
- Evaluating Accessible Domestic Violence and Sexual Assault Services Provided to Individuals with Disabilities

Patience and Persistence

- Small projects pave the way to greater endeavors.
- Relations may take years to develop.
- Systemic changes take time and actions truly speak louder than words.

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