



**PREVENTION
CONNECTION**
THE VIOLENCE AGAINST WOMEN
PREVENTION PARTNERSHIP

A Project of

CALCASA

TEXT CHAT CONTENTS

WEB CONFERENCE

Turf is Not a Four Letter Word: Advancing Violence Against Women
Prevention Partnerships

Wednesday, May 14th, 2008

2:00-3:30 PM Eastern (11:00 AM – 12:30 PM Pacific)

Host

David Lee, Director of Prevention Services,
California Coalition Against Sexual Assault

Presenters

Larry Cohen and Elizabeth Waiters, Prevention Institute

Guests

Wendy Loomas, Pinellas County Domestic Violence Task Force
& Florida Department of Health

Dick Bathrick, Men Stopping Violence, Atlanta, Georgia

*Participant names have been removed from this chat record, unless provided by the
participant in text.*

Hi everyone this is Tara Wright and Dawn Foor of Sexual Assault Victim Services in
Orange County CA. We're here and ready to take part in this web conference!

Hey

Hey!

Does anyone know how to mute?

Larry Cohen and Liz Waiters: mute is automatic

Rape Crisis Team

Rape Crisis Center

DV and Homelessness Program

Rape Crisis

Non-profit sexual violence program

small, private college

Rape Crisis and DV Agency

university

Domestic violence center

Sexual trauma Center

DV State Coalition

rape crisis center

Domestic Violence Agency

state coalition-IPV and SV

Military DV Program

national resource center

State Government

State DV/SA Coalition

Victim/Witness Program

victims services

community based - faith based

Domestic Violence

government agency

DV Coalition

domestic & sexual violence services

Government Organization

DV/SA

Rape Crisis

State coalition

DV primary prevention

crisis center

Employer
Attorney General
Rape Crisis
independent consultant
State Coalition
domestic violence and sexual assault agency
dual DV and SA with county
public health
DOH
rape crisis center
Rape Crisis Center
victim advocacy
Family Violence Coalition
Women's Centre
State DV & SA Coalition
State Health Dept
Sexual Assault
Sexual Assault and Domestic Violence Services
State DV coalition
sexual assault/ d v
LGBT Domestic Violence
university student health promotion
RC/CAC and DV shelter
Domestic Violence Agency
national DV organization
University Police
University
Area Agency on Aging
DV and sexual assault
rape and domestic violence center
International DV hotline
DV and sexual assault

Batterer's Program
Rape Crisis Center-
Government
Coalition building
Domestic Violence serving Asian & Pacific Islanders
Dutchess County District Attorneys Office
fatherhood collaborative
state health department
domestic violence legal services
University
Domestic Violence
womwn shelter of east Texas domestic violence
training and education/technical assistance
Sexual Violence State coalition
Domestic Violence
Prevention organization in Missoula Montana
University Office of Sexual Assault and Harm Prevention.
coalition
Differential Response
state sexual assault coalition
DV/SA
CBO
all violent crimes
DV agency
the James house Domestic Violence
University Health Promotion Services
Assistant Coordinator of the Domestic Violence Response Initiative
DV/SA
CDPH DVP
dual DV SA program
DV collaborative intermediary
human trafficking provider

sexual violence, NJ
DV/SA Crisis Center
State Sexual Assault Funding Agency
D/V Outreach Ctr. D/V Advocate
Area agency on aging
Human services
non profit agency in BC Canada - counseling and outreach
Child Sexual Abuse Prevention
Domestic Abuse
SA/DV non-profit
Crisis Center
what does TURF mean?
defensiveness
control
Negative interactions
ownership
ownership
territory
sharing resources between SA/DV
ownership
place, ground, ownership
boundaries
my job/space
mine
control
states attorney's office
claims of expertise
leverage
not in my backyard
boundaries
everyone wants to be the expert in their field
ownership, power, lack of collaboration

David Lee: What comes to mind when thinking of turf
ownership
this is my area, my struggle
breaking through walls
PROTECTING
money
control and power
Territory
property or ownership of property
difficult collaborations
my territory
competition for funding and philosophical differences about how to achieve positive
outcome
ownership
special investigators
territory
power
territorialism and traditions
territory, sharing information (or not), money
fear of lost gains
boundaries, control
25 years of my professional work
breaking barriers
territory
That's my job, not yours. I know what I'm doing, you don't.
control, ownership, territory
Ownership area
stepping on people's toes
old history
territory
territorial
Belonging to
loss of focus on common goal because of difficult personalities and resource concerns

mine place

perception of scarcity of resources

not collaborating with other organizations that have similar goals

institutionalization of organizations resulting in fighting for money, not working for change

my job

competition for resources and prestige

presumption of control and possession of a topic

MONEY!

Fragmentation of sexual violence prevention-adult females, child victims, male empowerment, etc

perceived rights to public

fear of losing resources and place in community

Power struggles with professions with different training models. i.e. medical, law enforcement

David Lee: Have you experienced issues of turf in your work preventing violence against women?

David Lee: how frequently do issues of turf arise in your own work?

weekly

once every few months

once a month

daily

Almost Daily

daily

monthly

daily

monthly

Daily

once every few months

DAILY

once a month

once a month

once a week

once a month about

daily

every few weeks

once a week at least

once a month

once every few months

once a month

once every few months

monthly

daily

1 a month

monthly

once every few months

every few months

every few months

once a month

once every few months

a few times a year

daily

once a month

once every few months

once a month

weekly

daily

once a month

once a month

once a month

daily

once a month

once a month

once a month

once every few weeks

weekly

weekly

once a month

every few months

once per week

weekly

Unfortunately they are frequent and getting harder to diffuse

weekly

once every few months

daily

weekly

every few months

twice a month

1x /wk

once a month

once a year

weekly

monthly/daily

monthly, sometimes weekly

At least monthly, perhaps more than once a month

once a month

daily

Once every few months.

not often maybe once a every 5 months

for victim services, every activation

every day

Grants!! Money!! That's it!!

once every 3 weeks

grant money limited

coverage of services

competition for funding and for recognition

concealing information

money

fundraising

There are two DV programs in one rural county

military v. civilian

Larger organizations taking over

legal issues and division

conflict within a state prevention planning team

we do that not you

recognition

money

you do SA we will do DV!!! when we both do all

philosophy

best practices

Most only boundaries and services

numbers

overlapping of services

fundraising

education

boundaries - not sharing information

streamlining overlap of services

fundraising

political power and money

NOT HONOURING EACH OTHER'S WORK

definitely money, providing services

all of those things

service area between counties

boundaries of services

our way or no way

\$

confidentiality

financial, boundaries, duplication of services

ownership of the issue

fear that new initiative will remove need for another organization's funding

police and college processes/interests
paternalistic "taking care" of another organization
boundaries, providing programs
resistance to collaboration b/c not wanting lead organization to take credit
professional boundaries
SA or DV more important?
fear of limited clients
who is responsible for what
disrespect
university interests vs. our interests
territory boundaries - schools, topics, money
funding, duplication of services, notoriety
resources, grants, intellectual turf, curricula, membership
expertise
covering for one another is not always the best here
competition for funds, who can do the best job, who is allowed to do the work, cliques in the community
service areas
personalities
philosophical differences about definition of human trafficking
my issue of more import
1 organization mis-representing their services
I been here for years! no room for change
mandated reporting
stats
fear of change
Hi David- this forum is great
David Lee: Why do people join coalitions?
strength in numbers
gather resources
to pool resources
power in numbers
to do good in the community

better resources
support and strength
share ideas/resources
networking
common goals
common goals
to work out these boundary issues
We gotta work together to end VAW!
more clout
passion for the issue
resources
shared goals
Strength in numbers
not duplicate services
finding allies
to provide comprehensive services
hopefully to serve others
commonalities
passion for the work, want to see change
increase opportunities to get the prevention message out
funding requirement
share information and ensure needs of community are met.
pool resources
to accomplish a task
personal goals
strength in numbers
building strength
share information and network
to strengthen advocacy
find new resources, ideas, allies
efficiency, diverse expertise, funding
More productive, not having to reinvent the wheel

share information and resources
better services for clients
strength in numbers, sharing of expertise
Additional information
maximizing resources
shared goals, financial resources
common problem
greater access to resources, power, bigger impact, like-minded folks
need to belong to a coalition to get funding
well intentioned--want to see change, need support
share info, resources, monies, non dup programming
furthering the agenda for everyone
broadening services
a passion for something
creating coordinated community response
support
More power with more people and to help .
reducing competition, increasing understanding of others
comprehensive approach
Sharing resources
to achieve a common goal
Need to teach others about what victims needs really are!
Allies-resources-common goals
networking and improving services
sometimes common philosophies, sometimes to share funding..
increasing services
to network and make referrals, work together
creating partnerships and best practices, enhancing services to victims
collaboration appeals to funders
keeping current
Having a stronger voice with policymakers and funders
providing a holistic - comprehensive approach to victims

fresh outlook on topic
reducing isolation
staying relevant and pooling resources
communication--know what we all are doing
Because prevention is the only solution!
Educating our community
staying current
combining strengths

David Lee: The text chat will be posted on www.PreventConnect.org after the web conference

can we print the slides off the website afterwards?

David Lee: The slides are available on www.preventconnect.org and can be printed
thanks

David Lee: Why do turf conflicts arise?

lack of trust
limited resources
fight over power
Scarcity of resources
division of responsibility
limited resources
Recognition
stress
fear
not wanting to be 1-uped
lack of trust
different language
recognition of each others work
power
philosophical differences
power struggles
funding
insecurity, lack of trust
lack of understanding of another's role

ego,
lack of agreement of common goal
limited resources
different goals
stats
agencies wanting to be the best
inadequate resources, staff turnover
past collaborations
history within the agencies
power
fear -losing \$\$, power, et
ineffective communication
discontent staff
fear
trust --
Just because people have the "WHAT" in common doesn't mean they have the "HOW"
in common
fear
differing agendas/what they want to see happen/different beliefs
undefined goals
money and trust, fear change
power struggles
competition
fear of losing power or funding
Recognition; control issues
funding
multiple entities in same area being funded to address same issue
insecurity
funding and who's the expert
entrenched personal leadership with particular view on how to do things
lack of follow through
dividing resources among various programs and also within programs
fighting over limited resources

personal agendas, power
insecure head of agency
egos
mass confusion
who's on top!
Confusion of roles
Philosophical differences
the unknown
money issues, different philosophy
Threat and intimidation regarding some people with long term experience
Unhealthy process/communication
blame when things go wrong
old guard vs. new members
unclear roles
influx of start-up NPO
lack of understanding everyone's agenda
no

David Lee: What techniques do you have for handling turf?

communication, mutual respect
communication
listen more
pick a great facilitator
reach out to another victim service agency and offer a letter of support for a grant app
communication
create and focus on mutual goals/objectives
lay it all out on the table
inclusion
pointing out one another's strengths
keep the focus on the clients
active listening
being open
collaboration math!

having set rules
define clear goals
open discussion about goals
and assertiveness
food and fun at meetings
remain open minded
accept differences
communication
focus on mission continually
meeting half way
social and professional interactions
collaborate on grant apps
goals and facilitation
Memorandum of Understanding
deep breathing; reduce defensiveness
honor individual missions
acknowledge common interests
identify common ground
mutual respect
take another look in your own perspectives/biases
focus on the work to be done and working together for the common good
give credit and recognition recognizing other strengths and contributions
establish core values & principles to guide work
Be honest about the fact that there is turf, and be as light hearted as possible
recognition of what others do and what they do well
work together and be willing to change
play well with others
share responsibilities and decisions
respect
send thank you notes
Stop and acknowledge and address the issue
cross training

Including those with similar agendas, but also those that hope to stop the ultimate goals of the collaborations

I totally agree about thank you notes!

use teamwork with members of different leadership styles to define goals

Take about the turf issue that may arise before they arise. Develop a plan on how to address turf issues before they arise.

David Lee: Information about Collaboration Math can be found in archives of web conferences at www.PreventConnect.org

Tip #3 has worked very well in my experience

use consensus, if possible

see- everyone puts the PD in the middle

Is there evidence for consensus? I rec'd an email today from an agency that said it is the least effective method for organizations.

Just to be clear, I don

invite everyone to our table

I don't agree with that notion, and like consensus

Tip #6 is very effective

celebrating the success of your coalition partners even if not related to coalition agreed

I agree! I hate meetings without food!!! :)

me too!!

To build on # 7-creating task forces/advisory groups to focus on specific tasks attractive to those involved in the small groups

#8 is what we've focused on this year and have experienced an increase in participation forming sub-committees allow for others to step up to the plate to share leadership roles

David Lee: We are on slide 44

agree on the sub-committees

a great argument for including folks who are in the margins - survivors, volunteers, etc.

conversation about it

make the observation

be honest

talk about the pink elephant in the room

talk about it

communication

try to foster accountability- setting example

what can you do when you are NOT the ED and don't have the "power" to address it??

honest discussion

encourage free speech and sharing ideals

hold persons accountable

facilitate a discussion session to talk about formulating solutions to address a specific gap in service

David Lee: What have you done to make turf battles overt?

encourage members to share, rather than only tell certain people

we developed partnership agreements that really made differences explicit

identify the benefits of coming from different perspectives

remind of common ground

Yes we got sound. We got disconnected some how. Thank You

have everyone share

practice 'fair fighting' - can't get personal

stopping action and taking a step back

anonymous surveys for everyone

Engage a professional facilitator to advise and guide the conversation

can protocols work?

discussed unspoken boundaries

encourage people to not talk behind each other's backs

Absolutely protocols work...as long as they are developed by all of those that will be affected by them

Technology of Participation Group Consensus Models

right, thank you

David Lee: The text chat will be posted on www.PreventConnect.org after the web conference. You will receive notice when it is posted.

David Lee: We are on slide 51

It's impossible to "undo" years of differences in a short amount of time -

Some feel exercises like Wendy mentioned are "touchy feely" but are great for relationship building. Relationship building is essential for any coalition/group work.

Especially when there's bad history

I agree. It usually takes twice the time to undo what has been done.

We've also had some success by acknowledging some of the history consciously and framing it about what we want to take forward and what we want to leave behind

its about finding a balance between task and process - "feel good" exercises are great. Why would anyone participate if they didn't feel good?

Maybe because "feeling good" is relative to each participant...

David Lee: Raise your hand if you have a question

business vs. coalition are different types of organizations. Businesses there is a hierarchy and a coalition everyone is suppose to come equal to the table.

I prefer the term advisory group

I like that

In BC we have a provincial initiative called Community Coordination for Women's Safety

David Lee: 8 Steps is available at www.preventioninstitute.org under tools and a Prevention Connection web conference at www.preventconnect.org

So how do we reconcile it when coalition members operate using hierarchy, since many are non-profits and they are businesses too

In my work, I find that accountability is a great tool for at least opening the lines for communication. It can also be a bit complex depending on the community and the level of power placed with the board and program.

I think that each member of a coalition may have a hierarchy within themselves, but there should not be one when the members are at the table.

creating operating guidelines for the group that everyone has to follow as members

I think front line staff can join coalitions and have a strong voice

thank you, Wendy thanks, noel, for sending the email

Chad Sniffen: Have a good day everyone.