



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

A Project of  
  
CALCASA

## **TRANSCRIPT**

### **WEB CONFERENCE**

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

**Wednesday, May 14<sup>th</sup>, 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

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GOOD DAY, LADIES AND GENTLEMEN.

WELCOME TO THE PREVENTION CONNECTION WEB  
CURRENTLY ALL PARTICIPANTS IN LISTEN ONLY MODE AS  
AS A REMINDER, THIS CALL IS RECORDED.

AT THIS TIME, WE WILL TURN THE CALL OVER TO DAVID  
PLEASE GO AHEAD.

NEW SPEAKER: THANK YOU VERY MUCH.

WELCOME TO TODAY'S PREVENTION CONNECTION WEB

CONFERENCE.

VIOLENCE AGAINST WOMEN PREVENTION PARTNERSHIPS.

I'M GLAD TO HAVE SO MANYING ON THE LINE.

I'M SORRY.

I DIDN'T MEAN TO WRITE THAT LINE ON THE SCREEN.

PREVENTION CONNECTION IS A PROJECT OF THE

I WANT TO HIGHLIGHT, IF YOU WANT TO BE ABLE TO

REACH US, THESE ARE THE NUMBERS WE CAN BE

REACHED.

WE HAVE 888-922-5227.

ALSO, WE HAVE OTHER NUMBERS FOR INFORMATION THAT

CHAD, MYSELF ARE PRIMARY CONTACTS.

PLEASE FEEL FREE TO EMAIL US AT THE ADDRESSES

THAT YOU IS SEE ON YOUR SCREEN.

THESE ARE THE TWO DIFFERENT EMAIL ADDRESSES.

PREVENTION CONNECTION AS ON OUR WEB SITE AT WW

WRVMENT.PREVENTCONNECT HAS A WIDE VARIETY OF

INSTRUMENTS AN TOOLS THAT CAN BE AVAILABLE TO

ADVANCE PRIMARY PREVENTION OF VIOLENCE AGAINST

WOMEN.

I ENCOURAGE YOU TO VISIT THE WEB SITE TO LEARN

MORE ABOUT OUR PODCASTS. ABOUT OUR ON-LINE

PRESENTATIONS. AND ALSO, PREVENTION CONNECTION

WIKI. THE PREVENTION CONNECTION WIKI IS A LOT

LIKE WICKIPEDIA BUT IT IS DEDICATED ONLY TO

VIOLENCE AGAINST WOMEN PREVENTION TOPICS. AND BY

THE FIELD. SO FOR EXAMPLE, ON THE PREVENT

CONNECT LISTSERV, THERE IS A DISCUSSION OF

POSTERS THAT WE NOW CAN SUMMARIZE THAT

THE WIKI COLLECTING THE KNOWLEDGE OF PEOPLE FROM

THE FIELD. ON OUR LISTSERV, OUR WEB SITE, YOU

CAN ALSO SIGN UP FOR THE LISTSERV WHICH IS

WONDERFUL RESOURCE OF 900 PREVENTION EDUCATORS

CONVERSATION ABOUT WHAT VIOLENCE AGAINST WOMEN IS.

PREVENTION CONNECTION LIKE YOU ARE ON NOW AND WE ALSO, CAN HAVE READING CLUBS THAT WE WILL HAVE AND SENDING PEOPLE ANNOUNCEMENTS FOR. READING CLUB, IS A SMALL WEB CONFERENCE OF ABOUT 10-15 VIOLENCE AGAINST WOMEN, AND TALK ABOUT THE TO PRIMARY PREVENTION.

YOU'LL SEE ANNOUNCEMENTS ABOUT UPCOMING READING CLUBS SOON.

ALSO ON THE WEB SITE, WE HAVE THE MATERIALS AND OUR ARCHIVES OF OUR PREVIOUS EVENTS.

I ENCOURAGE YOU TO BE ABLE TO VISIT THE WEB SITE.

I AM HEARING SOMEONE'S VOICE. AND, ALL BUT PLEASE BE CAREFUL.

WE AN UPCOMING WEB CONFERENCE.

OUR NEXT WEB CONFERENCE WILL BE CALLED ADVANCING PRIMARY PREVENTION PARTNERSHIP.

CHALLENGES AND OPPORTUNITIES FOR WORKING WITH IN SERVICE DELIVERY ORGANIZATIONS. THIS BE HELD ON JULY 10, 2008. ALSO, JUST SO YOU ARE TALKING ABOUT DIFFERENT TURF ISSUES. SO ANNOUNCEMENTS WILL BE SENT TO EVERYONE WHO IS ON THIS WEB CONFERENCE TO REFER OTHERS TO ATTEND THE SESSION.

I WANT TO ALERT YOU HOW TO USE THIS TECHNOLOGY. YOU DON'T HAVE TO MUTE YOUR PHONES.

ALL PARTICIPANTS PHONES ARE ALREADY ON MUTE. ON YOUR LEFT HAND SIDE OF THE SCREEN, YOU WILL SEE A BAR, VERY SIMILAR TO WHAT APPEARS ON THIS SLIDE. IN THERE, ONE OF THE FEATURES THAT YOU CAN USE, THAT WE WILL USE IS OUR HAND RAISE FUNCTION WHICH APPEARS ABOVE MY PICTURE.

YOUR HAND. WE CAN HEAR A LOT OF SOUNDS OF PEOPLE RAISING THEIR HANDS.

I CAN SEE THAT.

GO AHEAD, RAISE YOUR HANDS. I SEE PEOPLE ARE DOING THIS.

THIS IS A WAY TO ASK FOR INFORMATION FROM YOU BE USING IS THAT WE USE IS OUR QUESTIONS AND ANSWERS.

THIS IS A WAY THAT WE FIND OUT INFORMATION ABOUT YOU.

FOR SOME REASON, THE Q&A, I NEED TO BE ABLE TO THIS HERE.

THE SYSTEM DID LOSE IT IN HERE.

WE WILL, I WILL COME TO THAT IN A MINUTE AS WE CAN BE ABLE TO TALK ABOUT WAYS TO LEARN MORE ABOUT THE AUDIENCE AND WHAT FEATURES ARE HERE IN PREVENTION CONNECTION. FOR PREVENTION CONNECTION, SO LET ME CLOSE THIS AND MOVE ON.

WE ALSO HAVE OUR TEXT CHAT.

OTHER.

THIS IS A WAY THAT YOU CAN BE ABLE TO LEARN FROM AND SHARE IDEAS.

THE TEXT CHAT WINDOW APPEARS ON YOUR LEFT HAND IF YOU WANT TO MAKE THAT A LARGER WINDOW, CLICK ON THE BOX IN THE FAR RIGHT HAND CORNER AND THAT WILL EXPAND YOUR BOX, CHAT BOX AND MAKE IT EASIER THAT YOU CAN BE ABLE TO DO TO BE ABLE TO JOIN OUR WEB CONFERENCES AND BE ABLE TO PARTICIPATE WITH EACH OTHER. WHAT I WOULD LIKE TO DO IS NOW ADD SOME -- LOOKS LIKE MY QUESTIONS HAVE DISAPPEARED FROM THE SYSTEM.

I WILL NOT DO THIS EM.

IF THIS IS YOUR FIRST PREVENTION CONNECTION

CONFERENCE, PLEASE RAISE YOUR HAND. GO AHEAD AND I SEE THAT ABOUT 40, 41 OF YOU HAVE RAISED YOUR HANDS. THAT IS GREAT. WE HAVE ABOUT, WE HAVE A LARGE NUMBER OF OUR AUDIENCE WHO ARE FIRST-TIME SENSE OF HOW MANY PEOPLE ARE -- CAN YOU GO INTO THE TEXT CHAT AND WRITE IF YOU ARE, WHAT TYPE OF ORGANIZE YOU ARE.

SO WE CAN GET A FEEL OF WHAT TYPE OF ORGANIZATIONS.

ARE YOU A RAPE CRISIS ORGANIZATION, A DOMESTIC ARE YOU WITH THE UNIVERSITY? THAT IS GOING TO GO REALLY FAST.

COALITION.

WE CAN SEE GOVERNMENT SERVICES.

DUAL, ATTORNEY GENERAL, DUAL RAPE CRISIS CENTERSH THIS IS FLYING BY.

THIS IS GREAT. FATHERHOOD COLLABORATIVE. SEXUAL VIOLENCE COALITION.

PREVENTION COALITION IN MONTANA.

COALITION. DIFFERENTIAL RESPONSE FROM A COMMUNITY-BASED ORGANIZATION. UNIVERSITY HEALTH PROMOTION. THIS IS REALLY HELPFUL TO GET A SENSE ON THE CALL.

IT IS REALLY GRATE TO BE ABLE TO LEARN ABOUT WHO IS IN OUR AUDIENCE. ALSO, WE HAVE POWER POINT SLIDES THAT YOU ARE SEEING HERE TO GET COPIES OF THE SLIDES. THESE ARE AVAILABLE ON PREVENTCONNECT.ORG.

THESE ARE ONE PER SCREEN AND HANDOUTS OF THREE PER SCREEN SO YOU WILL BE ABLE TO REFERENCE THEM. WE WILL RECORD THIS SESSION AND PLACE IT ON THE WEB CONFERENCE AFTER THE SESSION. JUST FROM QUESTIONS YOU CAN ALWAYS SEND US A TEXT CHAT,

PRIVATE TEXT CHAT ON THE BOTTOM BOX OF, WHO IT SAYS WHO TO SEND IT TO.

WE'LL ANSWER YOUR QUESTION THERE.

CALL ISLAND TECHNICAL ASSISTANCE AT 800-799-4510.

OR YOU CAN CALL CALCASA AT 888-922-5227 AND CHAD

WILL BE THERE TO BE ABLE TO ANSWER YOUR

QUESTIONS. IN PREVENTION CONNECTION, WE TALK

ABOUT VIOLENCE AGAINST WOMEN AND DEFINE THIS IN A

BROADWAY. LOOKING AT BOTH DOMESTIC VIOLENCE AND

SEXUAL VIOLENCE AND LOOKING AT VIOLENCE ACROSS

THE LIFESPAN.

PREVENTION CEG WE ARE LOOKING TO PREVENT BEFORE

VIOLENCE BEGINS IN THE FIRST PLACE.

AND WE ARE LOOKING TO MAKE CONNECTIONS TO OTHER

FORMS OF VIOLENCE IN OTHER SOCIAL ISSUES.

I ENCOURAGE YOU TO BE ABLE TO JOIN WITH OTHER

CENTER FORCE DISEASE CONTROL COLLABORATIVE --

NATIONAL RESOURCE CENTERS.

ON THIS ISSUE, AND INCLUDING THE NATIONAL SEXUAL

VIOLENCE RESOURCE SEASONER.

NATIONAL YOUTH VIOLENCE RESOURCE CENTER AND THE

NATIONAL ON-LINE RESOURCE CENTER.

TODAY FROM PREVENTION INSTITUTE ALL PROVIDE

IMPORTANT VALUE INFORMATION.

THE VIEWS AND INFORMATION PROVIDED IN THIS WEB

CONFERENCE DO NOT NECESSARILY REPRESENT THE

THE CDC OR CALCASA. SO WITH THAT, I WOULD LIKE

TO BE ABLE TO HAND OVER OUR HOST, FACILITATOR

WHOSE WILL BE LEADING THIS TRAINING TODAY.

LARRY COHEN AND LIZ WAITERS FROM THE PREVENTION

INSTITUTE.

SO LARRY AND LIZ, I AM GOING TO HAND IT OVER TO

YOU OF.

NEW SPEAKER: EXCELLENT.

THANK YOU SO MUCH, DAVID. HI, AND WELCOME  
I'M LIZ WAITERS.

I'M A PROGRAM DIRECTOR HERE AT PREVENTION  
AND I AM DELIGHTED TO BE JOINED BY MY MENTOR,  
EXECUTIVE DROAKT RR AND CO-FACILITATOR LARRY  
COHEN.

HAPPY TO BE HERE.

LET'S GET START AWED AS YOU ALL KNOW, PREVENTING  
VIOLENCE BEFORE IT OCCUR, REQUIRES A SYSTEMATIC  
CONDITIONS AND SOCIAL NORMS.

AS PART OF THE COMPREHENSIVE APPROACH, OUR  
CURRENT SERIES OF WEB FORUMS HAVE, AND WILL  
CONTINUE TO FOCUS ON BUILDING PARTNERSHIPS AN  
COLLABORATIONS TO ADVANCE PRIMARY PREVENTION OF  
VIOLENCE AGAINST WOMEN.

THESE CAN FOSTER HEALTHY ENVIRONMENTS AND IN  
TURN, HEALTHY BEHAVIORS THAT PREVENT VIOLENCE  
AGAINST WOMEN BEFORE IT OCCURS IN THE FIRST  
PLACE.

ENVIRONMENT HAS SUCH A POWERFUL INFLUENCE ON OUR  
BEHAVIOR, IT IS CRITICAL TO UNDERSTAND AND TO  
ADDRESS, YOU KNOW, THE WAY OUR ENVIRONMENT SHAPES  
NORMS. WHEN I USE THE WORD NORM, MAYBE I SAY,  
THERE ARE STANDARDS THAT INFLUENCE.

SO THEY ARE A KEY MECHANISM BY WHICH  
INSTITUTIONS, BY WHICH ORGANIZES TRANSLATE AND  
EFFECT OUR BEHAVIOR STHRU CUES IN OUR  
ENVIRONMENT.

I THINK IN OUR WORK, LIZ, WE REALLY KIND OF  
IDENTIFIED, THERE ARE FIVE NORMS WHICH COME TO  
THE TOP AND PROBABLY SOME OF THE PEOPLE WATCHING  
THIS HAVE ALREADY HEARD THIS.

MIGHT BE GOOD TO REVIEW THAT.

NEW SPEAKER: OKAY.

WE WILL START WITH THESE FIVE KEY NORMS THAT WE IDENTIFIED.

THE FIRST IS TRADITIONAL GENDER ROLES OF MEN IN SOCIETY. WHICH INCLUDE THOSE THAT PROMOTE DOMINATION, CONTROL AND DANGEROUS RISK BEHAVIOR.

THE SECOND NORM IS LIMITED SENDER -- GENDER ROLES OF WOMEN IN SOCIETY INCLUDING THOSE THAT PROMOTE OBJECTIVECATION AND PRESSURE WITH GIRLS.

THIRD NORM IS POWER.

WHERE VALUE IS PLACED ON CLAIMING AND MAINTAINING CONTROL OVER OTHERS. NEXT, WE HAVE VIOLENCE

WHICH IS THE NORM WHERE AGGRESSION IS TOLERATED AND BLAME IS ATTRIBUTED TO VICTIMS. FINALLY,

NORM OF PRIVACY WHERE NORMS ASSOCIATED WITH INDIVIDUAL AND FAMILY PRIVACY IS SO SACTITY IS

THOSE WHO WITNESS VIOLENCE ARE DISCOURAGED FROM

NEW SPEAKER: OBVIOUSLY, THOSE NORMS ARE HARD TO CHANGE.

WE NEED TO CHANGE INSTITUTIONS. WE NEED TO CHANGE ORGANIZATIONS.

THAT IS WHY I DEVELOP THE PREVENTION INSPECTION.

UNTIL THE TIME OF THE DEVELOPMENT, WHICH I THINK

THAT NOW ABOUT 20 YEARS AGO, PEOPLE WERE MOSTLY

THINKING WHEN THEY HEARD THE WORD PREVENTION

ABOUT EDUCATION. AND WE KNOW TELLING PEOPLE, IS

NOT ENOUGH TO REDUCE AND ELIMINATE RILENCE

AGAINST WOMEN.

WE KNOW THAT TELLING WOMEN IS NOT ENOUGH CHANGING

THOSE NORMS THAT YOU WERE TALKING.

WE NEED COMPREHENSIVE APPROACH.

THE SPECTRUM IDENTIFIES THE SIX LEVELS, THE SIX

ELEMENTS THAT TOGETHER, YOU KNOW, WE CAN USE TO DEVICE A COMPREHENSIVE STRATEGY TO CHANGE THE ENVIRONMENTS, TO CHANGE THE NORMS. TO ULTIMATELY CHANGE THE BEHAVIORS.

NEW SPEAKER: EXACTLY.

SO TODAY, WE ARE GOING TO BE FOCUSING ON SPECTRUM LEVEL 4.

WHICH IS ABOUT FOSTERING COALITIONS AND NETWORKS.

NOW WORKING WITH COALITIONS AN NETWORKS CAN BE ESPECIALLY IMPORTANT IN VIOLENCE AGAINST WOMEN PREVENTION BECAUSE THE MORE PARTNERS WE BRING THAT UNDERLIE VIOLENCE AGAINST WOMEN.

NOW, OBVIOUSLY, THERE IS A HISTORY OF SUCCESSFUL PARTNERSHIPS AND MOBILIZATION IN THE MOVEMENT AND THESE PARTNERSHIPS ARE CRITICAL IN ADVANCING THE WORK.

AT THE SAME TIME, THIS LEVEL OF THE SPECTRUM PRESENTS A RANGE OF CHALLENGES AN THAT IS WHY WE DEVELOPED A NUMBER OF TOOLS TO HELP.

INCLUDING THOSE THAT WE HIGHLIGHTED IN THE LAST TWO WEB FORM, EIGHT STEPS TO COALITION BUILDING AND COLLABORATION MAP.

WHICH IN CASE ANY OF YOU MISSED THE LIVE FORUMS THEY ARE ARCHIVED ON [WWW.PREVENTCONNECT.ORG](http://WWW.PREVENTCONNECT.ORG).

NEW SPEAKER: YEAH.

ANOTHER CONCERN THAT COMES UP.

IT COMES UP IN INTERDISCIPLINARY COLLABORATIONS.

IT COMES UP IN ALL OF OUR COALITIONS, I THINK.

I THINK IT COMES UP EVEN WHEN WE THINK ABOUT WHO WE WILL PARTNER WITH AND WHO WE ARE NOT GOING TO PARTNER WITH.

AND THAT QUESTION IS TURF. LET ME ASK EVERYONE WHO IS LISTENING NOW, WHEN YOU HEAR THE WORD

TURF, PROBABLY, SOME OF YOUR CONCERNS OF WHAT BROUGHT YOU TO THIS WEB FORUM.

SO WHEN YOU HEAR THE WORD TURF, OR THINK ABOUT WHAT YOU BETTER WANT TO UNDERSTAND FOR TURF, WHAT COMES TO MIND TO YOU? WOULD YOU TEXT CHAT THAT IN PLEASE?

NEW SPEAKER: WHILE TEXT CHATTING THAT IN, I'LL GO OVER LEARNING OBJECTIVE FORCE TODAY'S FORUM. WE'LL DESCRIBE TURF. TURFISM AND DIFFERENT STRUGGLES.

MANAGING TURF ISSUES.

AND THEN WE ARE GOING TO EXPLORE TURF ISSUES THAT EMERGE IN VIOLENCE AGAINST WOMEN PREVENTION. AND BRAIN STORM SOME STRATEGIES TO ADDRESS THEM.

NEW SPEAKER: MONEY, CONTROL AND POWER, TERRITORY, MY TERRITORY, MICHAEL CHANG SANG 25 YEARS OF OLD HISTORY.

TERRITORY AND TURF ARE SOMEHOW MIND PLACED, YOU KNOW.

NEW SPEAKER: BOUNDARIES I SAW EARLIER.

NEW SPEAKER: MY JOB AT STAKE.

COMPETITION FOR RESEARCH, PRESTIGE, VERY, VERY IMPORTANT PARTS OF IT.

NEW SPEAKER: MONEY. THE BIG PART OF IT.

THESE ARE GREAT.

WE ARE GOING TO ACTUALLY WIND UP DISCUSSING A LOT OF THESE PARTICULAR ISSUES AS THEY ARE RELATED TO VIOLENCE AGAINST WOMEN WORK. SO OUR AGENDA FOR TODAY IS WE ARE GOING TO START WITH A BRIEF INTRODUCTION AND THEN WE ARE GOING TO EXPLORE THE TENSION OF TURF INCLUDING THE TIPS AND TOOLS FOR EFFECTIVE TURF MANAGEMENT.

THIS WILL BE FOLLOWED BY A MODERATED PANEL WITH

OUR GUEST WENDY LOOMAS FROM COUNTY HEALTH DEPARTMENT IN FLORIDA.

AND DICK BATHRICK FROM MEN STOPPING VIOLENCE, IN ATLANTA, GEORGIA.

SO LET'S GET START AWED THERE IS A MOTION OF A TENSION OF TURF. BUT, THE REASON THAT WE WROTE THE ARTICLE AND HAVING THIS FORUM, BECAUSE I THINK THAT A LOT OF PEOPLE LOOK AT TURF AS REALLY A 4-LETTER WORD. OH, IT IS A PROBLEM.

OR SOME PEOPLE HAVE SAID TO ME, OH, I NEVER HAVE PROBLEMS.

I AM VERY PUSHY AND I INSIST THAT PEOPLE LEAVE THEIR AGENERAL YEAHS AT THE DOOR.

AND I THINK THAT ACTUALLY, IN OUR WORK, A LOT OF CRAZY TO THINK ABOUT LEAVING THEM AT THE DOOR.

SO, IT IS BETTER THAN TO REALLY UNDERSTAND AND GET INTO THE TURF.

ENHANCE THE WORK THAT WE ARE DOING AS OPPOSED TO BEING AFRAID OF IT.

THAT IS WHAT A LOT, OF WHAT WE TALK ABOUT.

CAN PEOPLE RAISE THEIR HANDS IF YOU EXPERIENCED ISSUES OF TURF IN YOUR WORK OF PREVENTING VIOLENCE.

NEW SPEAKER: WOW.

NEW SPEAKER: NUMBERS RISING QUICKLY.

NEW SPEAKER: JUST ABOUT EVERY HAND IS RAISING.

NEW SPEAKER: SO FAR, A LITTLE MORE THAN HALF.

STILL RISING.

OF COURSE, A COUPLE PEOPLE WHO NEVER LIKE TO RAISE THEIR HAND. BUT I WOULD SAY THAT WE HAVE ABOUT TWO-THIRDS OF THE GROUPS SAYING THAT THEY NOW, WE WANT YOU TO DO ANOTHER TEXT CHAT BEFORE SO FOR THOSE WHO HAVE EXPERIENCED ISSUES OF TURF,

TEXT CHAT INTO US HOW FREQUENTLY YOU HAVE EXPERIENCED ISSUES OF TURF IN YOUR WORK. OR HOW FREQUENTLY THESE ISSUES COME UP. NEVER. ONCE EVERY FEW MONTHS. ONCE A WEEK. DAILY. ONCE A MONTH. DAILY, DAILY, DAILY, MONTHLY, DAILY, DAILY. A LOT OF DAILYS. NEW SPEAKER: EVERY FEW MONTHS. NEW SPEAKER: ONCE A YEAR.

THINK OF THE GROUP SITTING AROUND THE TABLE. A LOT OF THINGS BETWEEN MEETINGS. A LOT 6 THINGS THAT GO ON WITH THOSE WHO PEOPLE ARE KIND OF MANEUVERING AROUND. WHO IS GOING TO PLAY WHAT ROLE. SO, I MEAN, I THINK THERE IS A NUMBER OF DIFFERENT WAYS THAT WE SEE THIS ARISING. I REALLY WANT TO THANK EVERYONE HERE FOR THEIR HONEST RESPONSES.

NEW SPEAKER: YES.

NEW SPEAKER: THANK YOU. WHAT EXACTLY DO WE MEAN BY TURF? WELL, HISTORICALLY THE TERM TURF REFERS TO HOW PROPERTY IS DIVIDED UP.

IN THE CASE OF COALITIONS, THIS WOULD REFER TO THINGS LIKE WHO GETS THE RECOGNITION AND THE FINANCIAL OR POLITICAL RESOURCES. THE DEFINITION THAT WE LIKE TO USE IS FROM PECK AND HAG WHO BETWEEN INDIVIDUALS OR ORGANIZATIONS THAT HAVE SEEMINGLY COMMON GOALS.

NOW, TURF STRUGGLES EFFECT EVERY SINGLE MEMBER OF THE COALITION AS WELL AS THE COALITION ITSELF. SO KEEPING THIS DEFINITION IN MIND, WE WOULD LIKE

KINDS OF TURF CONFLICTS THAT YOU HAVE EXPERIENCED. THEY MAY BE THE SAME THEY ARE TALKING ALREADY OVER MONEY, BOUNDARIES, BUT, HERE YOU GO.

COVERAGE OF SERVICES.

CONCEALING INFORMATION.

MONEY.

FUNDRAISING. LEGAL ISSUES.

NEW SPEAKER: MILITARY WITH CIVILIAN.

THAT IS GOOD.

NEW SPEAKER: THAT IS BEST PRACTICES.

NEW SPEAKER: PHILOSOPHY. UH-HUH.

NEW SPEAKER: UH-HUH.

OVERLAPPING OF SERVICES.

NEW SPEAKER: NOT HONORING EACH OTHER'S WORK.

OR WAY OR NO WAY.

NEW SPEAKER: CONFIDENTIALITY.

NEW SPEAKER: I SEE BOUNDARIES COMING UP A LOT.

NEW SPEAKER: YEAH. EXCELLENT.

NEW SPEAKER: WHAT IS INTERESTING ABOUT WHAT I AM

SEEING IS, AS WE ARE WATCH, IT SEEMS YOU CAN

BREAK THESE INTO TWO DIFFERENT TYPES IN A WAY.

SOME ARE, HONEST AND PRACTICAL DIFFERENTSSH THAT

YOU MIGHT CALL THAT BOUNDARY ISSUES.

SOME SEEM TO BE MORE, LIKE THERE IS A MORAL TERM

THAT COMES IN HERE.

I THINK THAT IS SOMETHING WE MAY WANT TO TALK A

LITTLE BIT FURTHER TODAY.

YOU KNOW, MY WAY OR NO WAY.

YOU KNOW, THAT IS ALMOST LIKE, WAIT A MINUTE.

THERE IS, YOU CAN SEE THE BACKS RISING AS WE

THINK ABOUT THAT. OR, YOU KNOW, UNFAIR

MANIPULATION, YOU KNOW.

PHILOSOPHICAL DIFFERENCES COULD BE REALISTIC.  
OR PHILOSOPHICAL DEFINITION, WAIT A MINUTE.  
IT IS PHILOSOPHICAL.  
SOUNDS LIKE THERE IS A MORAL CHARACTERISTIC TO IT.  
SOMETIMES PEOPLE TAKE THINGS THAT MAY BE MORE  
PRACTICAL REALISTIC DIFFERENCES, AND  
OVERMORALLIZE THEM AND THAT MAY MAKE THE TURF  
MORE DIFFICULT TO COME ACROSS.

DIFFERENT TYPES OF TURF ISSUES THAT HAVE BEEN  
COMING UP. NOW, WHILE WE OFTEN VIEW TURF THROUGH  
THE LENS OF A BATTLE METAPHOR, WHEREFORE EXAMPLE,  
TWO SIDES BIDE FOR CONTROL AND OWNERSHIP AND ONLY  
ONE SIDE VICTORIOUS AND THE COALITION CONTEXT,  
THE TURF FAR MORE COMPLEX THAN TWO SIDES FIGHTING  
SO, INSTEAD, WE HAVE COALITION MEMBER WHOSE ARE  
REQUIRED TO BALANCE THEIR BERNAL AGENDA AND THEIR  
ORGANIZATION SENSE OF MISSION OR FINANCIAL  
WELFARE WITH THE COALITION'S SHARED GOALS.  
AND IN FACT, IT IS THIS NEED TO WEAR MANY HATS  
CONFLICT, AS I'M SAYING, IS A BAD SIGN.  
IN FACT, YOU KNOW, TURF IS NATURAL.  
BUT IT REALLY DEPENDS ON HOW WE HANDLE IT.  
HOW WE REACT TO IT.  
HOW WE TRY AND STEER AWAY FROM THE MORAL ISSUES.  
THE OTHER PERSON IS BAD. THE OTHER PERSON IS  
WRONG. THE OTHER PERSON IS OVERCONTROLLING THAT  
WE ALL COME IN WITH CHARACTER AND PERSONAL STYLES  
THAT CERTAINLY WILL BE WITH IT. COMPLICATING IT.  
DIFFERENCES ARE REALLY HARD OF DEMONSTRATING THE  
LOCATE YOWS OF ISSUES THAT COALITION IS -- LOCUST  
OF ISSUES THAT THEY ARE DEALING WITH.  
NEW SPEAKER: WHAT IS IT MADE OF?

NEW SPEAKER: PEOPLE WHO ARE PASSIONATE WHAT THEY BELIEVE IN.

MOVE AN AGENDA FORWARD.

THEY HAVE COME THERE, I THINK, WITH A VISION OF WHAT WERE THE DIRECTIONS IN WHICH THEY WANT TO GO.

WHY THEY CARE AND OBVIOUSLY, NO TWO PEOPLE, NO COME WITH THE EXACT SAME VISION AND I THINK THAT SOMETIMES THAT IS WHERE SOME OF THE TURF COMES FROM WHICH IN A WAY WE CAN DESCRIBE AS SO OFTEN IT TURNS OUT, UNLESS IT IS WELL UNDERSTOOD, WELL HANDLED AND NOT FEARED, NOT AS PRODUCTIVE.

WELL, KEEPING THAT IN MIND, LARRY, THANK YOU.

I WOULD LIKE TO HAVE YOU ALL TAKE A MOMENT TO TEXT CHAT TO US ABOUT WHY YOU THINK THAT PEOPLE JOIN COALITIONS IN THE FIRST PLACE. BECAUSE, IN IS IMPORTANT TO UNDERSTAND WHY MEMBERS JOIN COALITIONS. WHAT THEIR MOTIVATIONS ARE FOR JOINING COALITIONS AND HOW THEIR OWN GOALS MIGHT INTERPLAY WITH THOSE OF THE COALITIONS.

EXACTLY. FINDING ALLEYS. NOT DUPLICATING THINGS. POOLING RESOURCES. STRENGTH IN NUMBERS. BUILDING STRENGTH. SHARED GOALS.

FINANCIAL RESOURCES.

NEW SPEAKER: GREATER ACCESS TO RESOURCES.

NEW SPEAKER: FURTHERING THE AGENDA FOR EVERYONE. BROADENING SERVICES. SHARING RESOURCES COMES UP A LOT. NETWORKING. KEEPING CURRENT EXACTLY. THAT OBVIOUSLY MEANS THAT MONEY IS IN THE MIDDLE THAT IS PROBABLY GOING TO MEAN THAT THERE IS PROBABLY SOME CONFLICT AT TIMES. PROVIDING A THAT IS EXCELLENT.

REDUCING ISOLATION.

NOT ARISE AS MUCH.

BECAUSE THEY ARE FEELING THE SENSE OF SUPPORT.

THAT IS SOMETHING WE CAN BUILD IN WHEN WE TALK

TURF.

NEW SPEAKER: WELL, YOU ARE ALL BRINGING UP

OBVIOUSLY, THERE ARE MANY REASONS FOR JOINING A

COALITION. NOT ALL OF WHICH ARE GOING TO BE

COMPLETELY EXPLICIT. LARRY, WHY DON'T YOU TELL

US SOME OF THE OTHER REASONS THAT PEOPLE WOULD

JOIN?

WHEN PEOPLE ARE PASSIONATE OR, YOU KNOW, UP TO

DATE, THESE ARE REASONS PEOPLE SAID THIS.

KIND OF SEE AN ISSUE AS IMPORTANT.

AND SAY, LET'S KIND OF BE ENGAGED IN THIS

TOGETHER.

TOGETHER WE CAN ACCOMPLISH MORE THAN ANY OF US

CAN ALONE.

OF A MOVEMENT AND OUR WORK MAY BE MORE SERVICE

ORIENTED OR NARROW.

WE FEEL LIKE, YOU KNOW, WE ARE NOT QUITE ABLE TO

ACCOMPLISH IT BY OURSELVES.

ALSO, IF YOU ARE THERE BECAUSE OF THE FUNDING,

THERE IS ALSO THE POTENTIAL OF STRIFE BECAUSE THE

FUNDING.

AND THEN, ALSO THIS NOTION OF SOCIAL SUPPORT.

IT IS PRETTY RARE WHERE YOU HAVE A COALITION

WHERE PEOPLE ARE JOINING JUST FOR ONE OF THOSE

REASONS.

IT TENDS TO BE A MIX.

IN PARTICULAR, PEOPLE OFTEN GO BECAUSE THEY ARE

INVITED.

MAY NOT BE THAT EXPLICIT BECAUSE OF WHAT THEY ARE

THAT IS ONE THING THEY THINK ABOUT, GETTING PEOPLE EXPLICIT, ONE ON ONE CONVERSATIONS. THIS IS HOW YOU COULD BENEFIT.

WHAT YOU SEE IS THE BENEFIT SO PEOPLE COME IN WITH A SENSE OF WHAT THE PURPOSE AND OUTCOMES MIGHT BE.

NEW SPEAKER: PROBABLY LESSER KNOWN REASONS. PROBABLY PROTECTION SERIES FOR EXAMPLE A COALITION MIGHT FORM BECAUSE THE GROUP EXPERIENCES OR PERCEIVES A THREAT TO ITS SOVEREIGNTY.

FOR EXAMPLE, THE GROUP MIGHT FEAR THAT THE COALITION MIGHT REFRAME A PUBLIC DEBATE AROUND A KEY ISSUE THAT WOULD CONSEQUENTLY UNDERMINE THE GROUP'S OWN VIEWPOINT OR CREDIBLE OR IMPORTANCE. OR THE COALITION MIGHT WIN FUNDING THAT OTHERWISE COULD HAVE GONE TO INDIVIDUAL GROUP.

PRIMARILY TO PROTECT THEIR OWN TURF, THE RISK OF A STRUGGLE WILL BE HEIGHTENED.

NEW SPEAKER: AND, I'M JUST THINKING, ONE OF THE FIRST COALITIONS I WAS INVOLVED IN, THE FIRST MULTI CITY COALITION ON TOBACCO CONTROL IN THE COUNTRY. AND, THERE WERE THREE KIND OF MAJOR PARTNERS ALONG WITH PARTNER HEALTH WHICH WAS THE CANCER SOCIETY HEART ASSOCIATION AND LUNG SOCIETY.

I WON'T SAY WHICH OF THE THREE.

TWO OF THE THREE WERE QUITE WILLING.

THIRD, WAS LIKE, WE DON'T WANT TO DO THIS.

FUNDRAISING BUT WE DON'T WANT TO BE LEFT OUT.

WE ARE AFRAID THAT THERE IS A LOT OF ATTENTION AND NOT GOING TO GET ANY OF IT.

THAT WAS LEFT WITH A CERTAIN AMOUNT OF TENSION.

BECAUSE THEY WERE ALWAYS KIND OF DRAGGING US DOWN A LITTLE BIT. YET, IT WAS VALUABLE TO HAVE ALL OF THE THREE GROUPS WORKING TOGETHER.

THERE WAS A TURF THING.

BECAUSE THEIR INTEREST WAS, YOU KNOW, SLIGHTLY SAYING, HEY, WAIT A MINUTE.

WE WILL EXPAND THE PARK FOR EVERYONE.

BUT IT WAS IMPORTANT TO BE AWARE OF WHAT THE SPECIFIC AGENDAS WERE. AND HOW MUCH IT RELATED TO FUNDING.

TAKING THAT IN MIND, I WOULD LIKE YOU ALL TO TAKE US ON ANOTHER MINUTE TO TEXT CHAT TO US WHY YOU THINK THAT TURF CONFLICTS ARISE IN THE FIRST PLACE AND THE WORK YOU HAVE DONE AND THE CONFLICTS THAT YOU HAVE EXPERIENCED, WHAT WAS UNDERLYING THESE PARTICULAR CONFLICTS?

NEW SPEAKER: LIMITED RESOURCES.

RECOGNITION. I THINK WE'LL SEE SOME OF THE TERMS WE'LL SEE BEFORE.

STRESS, FEAR, LACK OF TRUST.

NEW SPEAKER: EGO.

DIFFERENT GOALS.

NEW SPEAKER: THAT IS IMPORTANT ONE.

DISCON TENT STAFF.

NEW SPEAKER: UNDEFINED GOALS.

POWER, COMPETITION.

NEW SPEAKER: FEAR OF LOSING POWER OR FUND, NANCY. INSECURITY.

NEW SPEAKER: FUNDING AND WHO IS THE EXPERT.

NEW SPEAKER: AGAIN, I'M SEEING THIS IN THE ARTICLE I SEEN, NOT AS CONSCIOUS AS I'M SEEING IN THIS TEXT CHAT, AS SOME OF THE CHARACTER ISSUES. SOME OF THESE MORE PRACTICAL ISSUES MUCH AGAIN,

IF WE CAN TRY TO, AS THEY SAY IN CONFLICT NOT KIND OF FOCUS ON, YOU ARE A BAD PERSON, LIZ, BECAUSE YOU WANT TO DO THINGS DIFFERENTLY THAN ME.

MORE, YOU HAVE ONE DIRECTION AND I MAY HAVE A SLIGHTLY DIFFERENT DIRECTION.

HOW DO WE CREATE A WIN-WIN SITUATION?

NEW SPEAKER: THAT WILL ENABLE PROBABLY MORE SUCCESS. A LOT OF WHAT IS UP THERE.

IT IS REAL AND PART OF IT.

IT IS THIS ISSUE ABOUT, YOU KNOW, THE EGO OR THE STRESS OR THE TENSION. OR THE, YOU KNOW, OVERCOMPETITION AT TIMES. FRANKLY, YOU KNOW, PARTICULARLY, WHEN WE TALK ABOUT VIOLENCE AGAINST WOMEN PREVENTION, YOU KNOW, WE ARE TALKING ABOUT CRUMBS.

WHEN THERE ARE CRUMBS, PEOPLE FIGHT OVER CRUMBS. WHEN THERE IS ENOUGH TO GO AROUND, IT IS A LOT BETTER.

WE HAVE TO WORK HARD ON THIS AND REALLY REMEMBER, WHO IS GOING TO BENEFIT ULTIMATELY EVEN THOUGH THERE ARE CRUMB, BECAUSE ON FIELDS WITH LOT MORE RESOURCE.

NEW SPEAKER: THIS GOES BACK TO WHAT YOU SAID EARLIER, SURF STRUGGLES COME UP BECAUSE DEDICATED TO THE WORK.

SO WHAT WE ARE TALKING, THAT PASSION THAT PEOPLE BRING TO THE COALITION.

NEW SPEAKER: THAT IS RIGHT.

NEW SPEAKER: HOW IMPORTANT IT IS TO HONOR THAT COALITION. SO THE CHALLENGE FOR THE LEADERSHIP WILL BE TO FIGURE OUT HOW TO ACKNOWLEDGE, ACCEPT AND BUILD ON THE SURFACES.

IS FINANCIAL RESOURCES.

YOU KNOW, BUT AGAIN, THERE IS THE RECOGNITION, THE PUBLICITY, THERE IS THE CONTROL OF THE COALITION IDENTITY. AND OF COURSE, UNDERLYING AS ISSUES OF EGO.

THERE IS WHO IS MORE OUTSPOKEN.

WHO IS MORE PUSHY. YOU KNOW, THE WAY THAT PEOPLE'S INDIVIDUAL CHARACTERISTICS, YOU KNOW, MAY PLAY OUT IN KIND OF, MIGHT CALL THEM COALITION PERSONNEL CONFLICTS.

BUT WHAT IS AT STAKE THEN? THE RECOGNITION. THE MONEY. IT IS THE CONTROL.

THAT'S THE PLACE WHERE WE WANT TO DO MOST OF THE YOU MENTIONED EGO EARLIER.

ONE OF THE THINGS WE NEED TO ACKNOWLEDGE IS THAT TENSION WITHIN A COALITION MIGHT NOT ALWAYS BE GENERATED BY TURF. SOMETIMES, NON-COALITION RELATED ISSUES ARE BROUGHT INTO THE COALITION SO, FOR EXAMPLE, THERE MIGHT BE A HISTORY OF BAD INDIVIDUALS.

THESE KIND OF STRUGGLES MIGHT BE AN ISSUE OF CHARACTER OR PERSONNEL.

SOMETIMES PEOPLE ARE ARGUMENTATIVE IN WHICH CASE TURF WON'T ALL APPLY.

NEW SPEAKER: STRONG FACILITYTATION WILL APPLY.

AND WE REALLY NEED TO KIND OF HANDLE THE ISSUES AND NOT LET THEM GET OUT OF CONTROL.

WHEN I SAY WE, WE WANT TO BE CLEAR AS WE HAVE BEEN IN OUR PAST COALITION, DISCUSSION. IS THAT WE ALL HAVE TO SHARE IN THE LEADERSHIP.

THERE MAY BE A CHAIR OF A MEETING.

CERTAINLY, TIMES THAT THEY SHOULD BE DEFERRED TO.

ALSO TIMES THAT WE ALL NEED TO STEP IN, WAIT A MINUTE, THIS IS NOT ALL OKAY.

SOME COALITIONS I HAVE CHAIRED, I REALLY FELT THERE WERE THINGS WE COULDN'T SAY AND FELT REALLY SUPPORTED WHEN OTHER PEOPLE STEPPED IN AND SAID, TOO FAR FIELD COALITION WORK.

I THINK SOMETIMES MEMBERS HAVE SAID, THE CHAIR THIS EGO OR THIS, YOU KNOW, OUT OF NON-TOPICAL CONCERN TO GET, YOU KNOW, TO GET IN THE WAY.

I MEAN I WAS IN ONE COALITION WHERE IT TURNED OUT, I WAS REPRESENTING COUNTY GOVERNMENT. IT THE COMMUNITY GROUPS AN COUNTY GOVERNMENT FROM 15-20 YEARS BEFORE I HAD BEEN THERE. BUT THEY WERE GOING TO PLAY IT OUT IN THIS MEETING.

THEY WERE JUST NOT GOING TO GET ALONG.

THAT IS NOT THAT UNCOMMON I'M AFRAID.

THERE ARE ALSO THREE DIFFERENT TYPES OF TURF STRUGGLE.

MOST PEOPLE ASSUME THAT TURF IS, BETWEEN TWO COALITION MEMBERS.

THAT IS ACTUALLY, ONE TYPE OF TURF ISSUES BETWEEN COALITION MEMBERS AND OTHER COALITION MEMBERS.

SO, FOR EXAMPLE, THE BATTLE FOR RESOURCES THAT THE BATTLE FOR RECOGNITION, THESE OFTEN HAVE HISTORICAL ROOTS AS YOU MENTIONED. THERE IS ALSO THE, FOR EXAMPLE, IMAGINE A VIOLENCE PREVENTION COALITION THAT INCLUDES TWO MEMBERS WHO ARE EXECUTIVE DIRECTOR FROM SERVICE PROVIDER THESE PEOPLE COULD HAVE A TENSION THAT YOU DESCRIBED THAT COULD EASILY CARRY OVER TO PROCEEDINGS.

NEW SPEAKER: OR MAY NOT BE REALLY ENOUGH MONEY I MEAN, ONE MAY SAY, WITE A MINUTE.

THERE IS A GRANT COMING UP RIGHT NOW.

AND I NEED TO SECURE MY STEP.

THAT BECOMES A NATURAL AND ALL ENCOMPASSING GOAL AND CAN REALLY GET INTO THE WAY OF PERHAPS WHAT IS BEST FROM THE PERSPECTIVE OF THE COALITION.

OR MORE IMPORTANTLY, WHAT IS BEST FROM THE PERSPECTIVE OF THE COMMUNITY.

ANOTHER THING THAT ARISES, THOUGH, MOST PEOPLE WHEN THEY THINK ABOUT TURF ARE THINKING THIS, TWO MEMBERS ARE FIGHTING AND THE CHAIR IS THE NEUTRAL PARTY.

ACTUALLY, THE COALITION ITSELF CAN END UP IN TURF STRUGGLE AS A MEMBER.

WHERE WE FORM THIS UMBRELLA ORGANIZATION AND SAY, WELL, NOW, WE SHOULD APPLY FOR THE GRANTS OR WE SHOULD BE THE GO-TO PLACE WHEN PEOPLE, WHEN THE PRESS IS CANNING FOR HIS INFORMATION.

MINUTE MANY WE FORMED THIS TO WORK TOGETHER FOR MUTUAL BENEFIT.

NOW THE COALITION IS COMPETING WITH US.

WHY DID I JOIN THIS COALITION? HOW CAN I BE A PART OF SOMETHING WHICH IS IN AFFECT TAKING AWAY MY RESOURCE OR MY RECOGNITION OR MY OBJECTIVE OR MY DECISION-MAKING. THAT COMES UP A LOT.

IT CAN ALSO COME UP A LOT, LIZ, WITH THE LEAD AGENCY IN A COALITION.

RIGHT?

NEW SPEAKER: EXACTLY. THAT IS VERY SIMILAR TO THE LEAD AGENCY MIGHT BE ELIGIBLE FOR RESOURCES THAT THE INDIVIDUAL MEMBERS WOULDN'T NORMALLY BE ELIGIBLE FOR, BUT BECAUSE THEY ARE A PART OF THEIR REPRESENTING THE LARGER COALITION, THEY HAVE A STRONGER CASE TO MAKE. AND SO THAT COULD

BREED RESENTMENT REALLY QUICKLY AS WELL. TURF PLAYS OUT. BECAUSE, TURF STRUGGLES CAN BE OVERT OR THEY CAN BE COVERT. AND IF THEY ARE COVERT, IT IS MUCH MORE DIFFICULT TO RESOLVE. AT LEAST IF WE KNOW WHAT IS GOING ON, IF WE CAN STRAIGHTFORWARD. BUT WITH COVERT BATTLES, I THINK WE HAVE TO BRING THEM OUT INTO THE OPEN. NEW SPEAKER: AND AS WE MENTIONED, EVEN, WHEN SEEMINGLY OVERTURE OF STRUGGLES COULD HAVE HIDDEN ELEMENTS.

OFTEN, WE REFERRED A LOT TO THE HISTORICAL OR THINGS THAT CAME UP LIKE THE PHILOSOPHICAL DIFFERENCES, YOU KNOW, THE DIFFERENCE OVER VALUES NEW SPEAKER: LET'S BE FRANK ABOUT IT.

AN ISSUE LIKE THIS, THOSE VALUES ARE GOING TO BE VERY, VERY STRONG.

NEW SPEAKER: THERE ARE VALUES AROUND GENDER. VALUES AROUND DEPRESSION. THERE ARE VALUES AROUND, YOU KNOW, HOW POLITICALLY RADICAL TO BE. HOW MUCH TO KIND OF PLAY THE GAMES OF GOVERNMENT OR FUNDERS, VERSUS HOW MUCH TO STAND UP IN. AND PEOPLE OFTEN FEEL SLIGHTED BY PEOPLE WITH A DIFFERENT PERSPECTIVE ON THOSE ISSUES.

NEW SPEAKER: TURF IS A HARD ISSUE FOR COALITIONS TO RESOLVE PRECISELY BECAUSE ORGANIZATIONS ARE FORCED TO BALANCE. IMPORTANT, FINANCIAL MISSION OR FINANCIAL WELFARE. BECAUSE A LOT BIT OF PRELIMINARY GUIDANCE CAN GO A LONG WAY, THEY PREVENT THE FOLLOWING SUGGESTION TO MANAGE TURF EFFECTIVELY.

AS WE GO THROUGH 50 EACH OF THESE NEXT TEN TIP FORCE PERSPECTIVE TURF MANAGEMENT, WE ENCOURAGE YOU ALL OUT THERE TO TEXT CHAT IN ABOUT SIMILAR

TECHNIQUES YOU HAVE USED TO RESOLVE YOUR OWN STRUGGLES. SO LET'S GO AHEAD AND START WITH OUR FIRST TIP.

NEW SPEAKER: LET'S JUST SEE IF THERE IS ANY RESPONSES FIRST IN TERMS OF TECHNIQUE TO SEE HOW HANDLING TURF.

NEW SPEAKER: COMMUNICATION. MUTUAL RESPECT. LISTEN MORE.

TAKE A GREAT FACILITATOR. CREATE AND FOCUS ON MUTUAL GOAL AN OBJECTIVES AND INCOLLUSION. POINTING OUT ONE ANOTHER'S STRENGTH.

I LIKE THAT. FOCUS ON ALLIANCE.

CLEAR RULES.

NEW SPEAKER: MEETING HALFWAY.

FOCUS ON THE MISSION CONTINUALLY.

GRANT APPLICATIONS. THAT IS AT TIMES, AT TIMES, I WAS GOING TO SAY.

DEEP BREATHING WITH DEFENSIVENESS. DEEP BREATHING CORE VALUE HERE.

CORE VALUES AN PRINCIPLE.

NEW SPEAKER: LET'S GO TO THE TIPS FOR THE SAKE OF TIME. AND, I THINK PEOPLE WILL KEEP CHATTING IN. THE FIRST ONE, I THINK TO BE STRAIGHTFORWARD PARTICIPANTS AN TALKING WITH PEOPLE ONE ON ONE AT TIMES ABOUT THE HISTORY OF RELATIONSHIPS.

ALSO THE HISTORY OF ORGANIZATIONS WITH THE MEMBERS WHICH AT TIME IS DIFFERENT.

ORGANIZATIONS DO.

THEY MAY KIND OF PICK THAT UP. YOU KNOW, I KNOW WITH A GREAT DEAL OF TRUST AND RESPECT.

OTHERS WE ARE WEARY OF.

YOU KNOW, I WOULD PROBABLY DESCRIBE IT AS EXECUTIVE DIRECTOR.

I'M WORRIED THAT THEY WILL STEP ON TO SOME OF OUR  
THEY WILL TAKE SOME OF OUR AREAS OF AUTHORITY AND  
I DON'T ALWAYS SAY IT THAT FRANKLY.

BUT I BET IT SPREADS OUT SUBTLY.

A KEY THING TO TRY IS TO CHOOSE COALITION MEMBERS  
WHO REALLY HAVE A GENERAL SENSE AND ARE OPEN TO  
PAST. MAYBE THEIR JOB DESCRIPTION.

EXECUTIVE DIRECTOR WILL BE MORE MONEY ORIENTED  
AND EDUCATIONAL DIRECTOR WHO WORKS WITH YOUTH ALL  
OF THE TIME MIGHT BE A BETTER REPRESENTATIVE IN A  
CASE LIKE THAT. LESS CONCERNED ABOUT THE HISTORY  
THAT MAKES PERFECT SENSE.

NEW SPEAKER: PERSONALITIES CAN MAKE SOME PEOPLE  
LESS INFLUENCED BY THE PAST.

I LIKE THE WAY YOU DESCRIBED THAT IN TERMS OF  
INHERITED HISTORY SOMETIMES. OUR SECOND TIP IS TO  
TALK DETAILS. IT IS ABOUT ENCOURAGING MEMBERS TO  
TABLE AND SHARING INFORMATION ABOUT THEIR  
RESPECTIVE ORGANIZATIONS. HERE, WE SUGGEST  
DEVELOPING A COLLABORATIVE DOCUMENT THAT INCLUDES  
THE GOALS, ROLES AND INVESTMENT OF EACH PARTNER.  
AND THAT INCLUDE AS BUDGET AND A TIME LINE.

YEAH. THAT MEANS, YOU KNOW, AT INITIAL COALITION  
MEETINGS ALLOWING TIME FOR PURPOSES AND REALLY  
GETTING ON TO THE TABLE, NOT JUST THE COALITION  
PURPOSE, BUT IN EFFECT, WHY DIFFERENT PEOPLE ARE  
THERE.

WHAT ARE SOME OF THE KEY FUNDING SOURCES? WHAT  
KNOW, USING THE WORD THREATEN, YOU KNOW,  
SOMETIMES DOESN'T COME UP IN COALITION.

IT IS VERY IMPORTANT TO ACKNOWLEDGE THAT WE ARE  
GO TO BE THREATENED.

LET'S FIND OUT WHAT THE THREATS ARE.

YOU KNOW, WHAT WOULD ENHANCE THE FUNDING BASE?  
WHAT WOULD BE VALUABLE TO PEOPLE? HOW COME WE  
USE THE COALITION TO ENSURE THAT IT USES VALUE.

WHO IS THE KEY STWISHSIS IN DIFFERENT --  
CONSTITUENCYS IN DIFFERENT^ GROUPS.t  
CONFLICT.

WE WANT TO WORK WITHIN THE SCHOOLS AND  
ORGANIZATIONAL CHAINS.

SOMETIMES IF WE CAN LAY THAT OUT AND SEE IT  
CLEARLY, COLLABORATION MATH TOOL WE TALKED ABOUT  
IN OUR LAST WEB FORUM IS A REALLY GOOD TOOL FOR  
LAYING THIS OUT.

BY ORGANIZATION.

BECAUSE IT IS REALLY A GRID IN THE MATE RICK.

THEN, PEOPLE ARE MOVING FROM A SENSE THAT THE  
COALITION IS NOT JUST THE GROUP. BUT IT IS ALSO  
THERE TO BENEFIT THE INDIVIDUAL GROUPS WHICH ARE  
ALSO DOING IMPORTANT WORK.

NEW SPEAKER: THIS GOES BACK TO SEVERAL OF THE  
COMMENTS WHERE PEOPLE MENTION THAT COMMUNICATION  
IS KEY.

NEW SPEAKER: ALL RIGHT.

LET'S MOVE ON TO THIRD TIP THEN.

OUR THIRD TIP, WHILE MEMBERS SHOULD BE ENCOURAGED  
TO EXPRESS INDIVIDUAL NEEDS AND LIMITS, SHAPING A  
COMMON FOCUS AND COLLECTIVE IS GOING TO BE  
ESSENTIAL.

NEW SPEAKER: YEAH, I THINK THAT, YOU KNOW, AS I  
SAID EARLIER, THIS NOTION OF, OKAY, LEAVE YOUR  
HAT AT THE DOOR IS UNREALISTIC.

BUT ON THE OTHER HAND, WE JUST DON'T WANT PEOPLE  
THERE, YOU KNOW, WITH THEIR INDIVIDUAL  
ORGANIZATIONS. WE REALLY WANT THEM TO TAKE PRIDE

IN THE WORK THEY ARE DOING TOGETHER.

THIS NOTION OF COLLECTIVE IDENTITY THAT WE HAVE PERHAPS WE HAVE ACCOMPLISHED SOMETHING THAT IS GREATER THAN ANY OF US COULD HAVE DONE INDIVIDUALLY. AND REALLY BEING PROUD OF THAT. I'M THINKING, HEY, ANOTHER PART OF THE WORK THAT I FEEL REALLY GOOD ABOUT.

THIS IS ANOTHER WAY THAT I AM HAVING AFFECT THAT I'M REALLY, REALLY PROUD OF.

THIS GOES BACK TO THE FACT THAT IS ABOUT SHARING ROTATING MEETINGS ABOUT MEMBERS AN ORGANIZATIONS. TAKE THE LEAD IN PUBLIC PRESENTATIONS ABOUT THE COALITIONS ACTIVITIES.

ALL OF THESE THINGS PLAY INTO HELPING SHAPE THAT COLLECTIVE GROUP IDENTITY.

ALSO FEEL THEIR ROLE AS PART OF A MORE COMPLETE PICTURE.

OKAY.

LET'S MOVE ON TO OUR NEXT TIP.

NEW SPEAKER: WELL, LET'S LOOK FOR A MINUTE AT OUR PLAIN DEALER ARTICLE.

BECAUSE, YOU KNOW, AS WE WERE SAYING, IT IS IMPORTANT THAT ALL COALITION MEMBERS KIND OF FEEL COMFORTABLE, EVEN EMPOWERED TO REPRESENT THE ONE WAY OF SHARING THE LIMELIGHT, IT IS OF COURSE THE MEDIA. AND IVETION IN, IT IS ONE OF THE MORE IMPORTANT WAYS, I THINK, IN TERMS OF TURF STRUGGLES. SO WE ARE WORKING HERE AT PREVENTION KNOW. AND, IT IS A NATIONAL INITIATIVE DESIGNED CITIES IN THE UNITED STATES TO PREVENT VIOLENCE BEFORE IT OCCURS PARTICULARLY THE VIOLENCE THAT AFFECTS USE THE MOST.

ESSENTIAL PART OF BUILDING THE NATIONAL MOMENTUM

IS EMPOWERING THE CITIES THEMSELVES TO PROMULGATE THAT VIOLENCE PREVENTION METHODS. SO, YOU KNOW, IN CLEVELAND, YOU KNOW, WORKING WITH THE COALITION THEY DID THIS ARTICLE, LATOYA WALKER, WHO IS THE STEERING COMMITTEE MEMBER.

THE CITY COUNCIL MEMBER.

WORKING WITH THE MAYOR. THE MAYOR AND CITY COUNCIL.

AND, SO HE WAS KIND OF USING SOME OF THE COALITION CAPACITY TO REALLY HIGHLIGHT AN INDIVIDUAL MEMBER'S LEADERSHIP IN A WAY THAT WOULD BE MOST BENEFICIAL IN THEIR OWN TOWN. PERHAPS, IF DEBRA, AT UNITY CO-CHAIR WAS NOT THERE, WE COULDN'T HAVE GOTTEN THE ARTICLE IN. ON THE OTHER HAND, THE GETTING THE ARTICLE IN, AND NOT TALKING LATOYA WALKER, AGAIN, IT WOULD NOT HAVE SHARED THE LIMELIGHT IN A WAY THAT IS REALLY, REALLY EFFECTIVE. THAT IS SPECIFIC EXAMPLE.

INDIVIDUAL MEMBERS AND THE LARGER COALITION.

THANK YOU, LARRY.

SO FOR OUR FOURTH TIP, IT IS ABOUT FAIR DECISION-MAKING.

NEW SPEAKER: YEAH, IT IS CRITICAL THAT DECISION MAKING PROCESSES BE CONSISTENTLY APPLIED AND BASED ON MY NARRATIVE SUPPORT.

NEW SPEAKER: SORRY.

BASED ON MAJORITY SUPPORT. GOOD THING NICOLE WAS HERE TO CORRECT ME ON THAT.

NEW SPEAKER: ONE OF THE THINGS THAT WOULD BE HELPFUL IN APPLYING THIS TIP IS CONSIDER DEFINING CONSENSUS, NOT AS 100% AGREEMENT BUT RATHER THAN

WHAT THE MAJORITY SUPPORTS AND WHAT EVERYONE CAN LIVE WITH.

OTHERWISE, THE DECISION-MAKING ITSELF BECOMES SO CUMBERSOME IT IS ALMOST LIKE AN OUTGROWTH OF TURF THAT MAKES IT KIND OF UNBREATHABLE, UNWORKABLE IN THE COALITION.

IN FACT, IN A LOT OF CASES, DECISIONS JUST GOING YOU KNOW, SHOULDN'T BE A LOT OF -- ALMOST LIKE, WE JUST MOVE FORWARD.

IF THERE IS A CONFLICT, THIS DEFINITION OF CONSENSUS MAKING EARLY ON, MUCH MORE HELPFUL. YOU CAN SPEND A LOT OF TIME.

NEW SPEAKER: OKAY. FOR OUR FIFTH TIP, IT IS? COORDINATION.

COALITION WORKING.

YOU REALLY NEED TO ENSURE THAT THERE IS THE KIND OF LEADERSHIP THAT THERE IS TIME NOT ONLY FOR THE CONVERSATIONS WITHIN THE COALITION BUT A LOT OF THE ONE ON ONE CONVERSATIONS THAT REALLY BUILD THE UNDERSTANDING AND CAN BE PROBLEM SOLVING, YOU DIFFERENT KINDS OF ISSUES MAY ARISE.

AND, ALSO, IF THERE IS SOME FUNDING FOR THE COALITION AND THAT IS CLEAR AND ESTABLISHED.

NEW SPEAKER: ESTABLISHING LEVEL, WE CAN GET RID OF THE COMPETITION THAT ARISES BETWEEN THE COALITION AND MEMBERS AND YOU CAN FOCUS ON THE MEMBER PART MERSHIP AS OPPOSED TO THE MEMBERSHIP. WE NEED TO MOVE FORWARD.

NEW SPEAKER: THAT MAKES PERFECT SENSE BECAUSE IDEOLOGY AND FUNDING IS SO INTRICATELY TIED TO EACH OTHER BECAUSE IT IS IMPORTANT TO CONSIDER A PLAN FOR HOW RESOURCE NEEDS ARE GOING TO BE SHARE AND HOW TO ACQUIRE AND DISTRIBUTE NEW RESOURCES

AND I SAW THAT EARLIER IN SOMEONE'S TEST CHAT ABOUT APPLY FOR A GRANT APPLICATION TOGETHER. SO TO DO THIS, ONE OF THE THINGS WE SUGGEST IS THAT THE COALITION EXPLORE CONTINUUM OF SUPPORT DIFFERENT LEVELS FROM FINANCIAL SUPPORT TO STAFF TIME, TO PROVIDING INSIGHT AND RESEARCH. IF GONE THROUGH THESE TIPS, PLEASE FEEL FREE TO TEXT CHATTING SIMILAR EXPERIENCES WITH SIMILAR EXPERIENCES, TECHNIQUES.

WHAT HAS AND HASN'T WORKED.

WHAT YOU WOULD DO DIFFERENTLY NEXT TIME.

NEW SPEAKER: GOOD.

SO TIP SIX, TIP SIX, AND, YOU KNOW, WE HAVE GONE I CAN THESE SPECIFIC ITEMS ARE REALLY THE THINGS THAT CAN BE THE DIFFERENCE BETWEEN, YOU KNOW, SUCCESS OR FAILURE.

TIP SIX, AWARD MEMBERS AND CELEBRATE SUCCESSES. I KNOW IT IS SOMETHING THAT WE DON'T ALL DO WELL ENOUGH.

I FEEL, SOMETIMES, WE SUCCEEDED AT THIS, WAY BEHIND ON THE NECK THING.

WE HAVE TO STOP AND GIVE OURSELVES CREDIT.

WE REALLY IN A COALITION, NEED TO MAKE SURE THAT ONE OF THE EARLIER TIPS ABOUT THE IDENTITY, CELEBRATING SUCCESS IS REALLY IMPORTANT PART OF IT.

BECAUSE IT IS IMPORTANT THAT COALITION BENEFITS EXCEED THE COST. YOU KNOW, IF YOU BRING PEOPLE FEEL LIKE IT IS WORTHWHILE FOR THEM.

THE SUCCESS ALONG THE WAY.

THERE WE WERE.

PREVENTION INSTITUTE.

NEW SPEAKER: OFFICE.

WE HERE LIKE TO CELEBRATE OUR SUCCESSES AROUND  
WE TRY HEALTHY.

NEW SPEAKER: OKAY. FOR A TIP NUMBER 7, THIS IS  
ABOUT BUILDING BRIDGES. Y IS ABOUT MAINTAINING A  
FRIENDLY RESPECTFUL TONE. COALITION MEMBERS ARE  
JUST PEOPLE AND WHEN THEY LIKE EACH OTHER, THE  
SO HERE IT IS IMPORTANT TO TAKE TIME AFTER  
TO ENJOY ONE ANOTHER.

THINK THAT ACTUALLY REFRESHMENTS ARE IMPORTANT  
PART OF THE MEETING BECAUSE THEY ENCOURAGE PEOPLE  
TO LINGER AND MAYBE EVEN REFRESHMENTS AT THE  
BEGINNING. YOU KNOW, HOPEFULLY, MEETINGS DON'T  
ALWAYS START ON TIME.

LATE.

PEOPLE GATHER.

CHANCES TO CHITCHAT.

WITH TURF REALLY THAT THE COALITION AS A GROUP.  
SO KIND OF CREATING THIS ENVIRONMENT.

BY PROVIDING REFRESHMENTS BY ALLOWING THE TIME  
FOR THE CONVERSATION BY SHOWING THE SENSE OF  
CARING, THE SENSE OF APPRECIATION, YOU ARE ALSO  
DOWN PLAYING SOME OF THE POTENTIAL CONFLICT  
BETWEEN THE COALITION AND THE MEMBERS. BECAUSE  
YOU ARE SAYING, WAIT A MINUTE.

THE COALITION RECOGNIZES MEMBER CONTRIBUTION.  
IT IS TOKEN.

BUT A VERY IMPORTANT TOKEN, I THINK THE  
REFRESHMENT, THE OPPORTUNITY, THE CHITCHAT.  
ALL THAT. IT IS ANOTHER OPPORTUNITY TO BRING  
PEOPLE TOGETHER TO FOCUS ON COMMONALITY.

WHO DOESN'T LIKE GOOD REFRESHMENT?

NEW SPEAKER: I THINK THE ICE TIP, LIZ, IS AN

IMPORTANT ONE.

REMINDING PARTICIPANTS OF THE BIG PICTURE.

NEW SPEAKER: THIS HAPPENS TO RELATE TO BASICALLY MAKING SURE THAT PEOPLE UNDERSTAND WHY THEY ARE THERE IN THE FIRST PLACE.

WHY THEY ARE A PART OF THE LARGER COALITION IN THE FIRST PLACE.

SO, SOMETIMES, THERE ARE MANY PEOPLE IN A COALITION WHO AREN'T INTERESTED IN FIGHTING FOR TURF AND THESE ARE THE PEOPLE IN THE COALITION WHO OFTEN ARE BEST SUITED TO RESOLVE ANY KIND OF SURF ISSUES BETWEEN FELLOW COALITION.

NEW SPEAKER: THAT IS RIGHT. RIGHT.

NEW SPEAKER: FOR EXAMPLE, SURVIVOR, COMMUNITY MEMBERS, AND INDIVIDUALS FROM THE SAFE COMMUNITY ARE TEND TO HAVE HIGHER CREDIBLE BECAUSE OF THEIR PERCEIVED NEUTRALITY COUPLED WITH THE DEDICATION TO THE CAUSE AND THE FACT THAT THEY USUALLY DON'T HAVE SIDE AGENDAS.

SO JUST AS WE CAN SEE, WHEREBY STANDERS CAN HELP PREVENT DOMESTIC VIOLENCE, CERTAIN COALITION MEMBERS TO THE COALITION'S BIGGER PICTURE.

REMIND MEMBERS WHY THEY JOINED THE COALITION IN THERE WAS A VIOLENCE COALITION, I WAS PART OF.

WHERE, SEVERAL OF THE MEMBERS WERE FIGHTING OVER WHO WOULD BE THE LEAD IN A NEW GRANT. AND, WE HAD SOME YOUNG PEOPLE, IN FACT, A YOUNG PERSON WHO HAD DONE THIS, THIS IS ACTUALLY PART OF A QUILL.

NEW SPEAKER: IT WAS MADE INTO A POSTER.

TRAGICALLY, IN HONOR OF A FAMILY MEMBER OF HIS.

AND, HE STOOD UP AND SAID, WAIT A MINUTE, ARE YOU FORGETTING WHY WE ARE HERE? HERE, 15-YEAR-OLD,

TEARS IN HIS EYES.

SAYING, WE ARE TALKING ABOUT MY FRIENDS, MY COUSINS, MY BROTHER AND SISTER.

WE ARE FIGHTING OVER THE MONEY OR THE RECOGNITION. THAT IS NOT WHAT THAT IS ABOUT. NEEDLESS TO SAY, EVERYONE WAS.

NEW SPEAKER:ED, HUMBLD.

EVERYONE WAS REMINDED. THERE ARE TIMES AS A FACILITATOR, THEY SAY TO THE PEOPLE BEFORE THE CONSTRUCTIVE BECAUSE NOT INVOLVED IN THE TURF. HE MIGHT JOKE AND SAY, HE HAS A HIGHER VALUE AND HIGHER CREDIBLE.

I SAY, I WANT YOU TO BE WHERE, BECAUSE IT MAY ARISE IN THE MEETING.

WE MUST BE ABLE TO PREDICT IF IT ARISES.

I WANT TO YOU STEP IN FROM THE PERSPECTIVE OF YOUR STANDING IN THE COMMUNITY.

BECAUSE YOUR NEUTRAL VOICE.

I'M THE FACILITATE -- FACILITATOR BUT CAN'T COME FROM ONE^ VOICE.t

THAT IS REMINDING PARTICIPANTS OF THE BIG PICTURE, THAT TIP IS A VERY, VERY IMPORTANT ONE.

NEW SPEAKER: THANK YOU FOR SHARING THAT. BECAUSE YOUNG PEOPLE ARE OFTEN SEEN AS NEUTRAL MEMBERS.

PEOPLE OFTEN LISTEN TO WHAT THEY HAVE TO SAY.

INCLUDE YOUNG PEOPLE AND SOMETIMES THERE IS A, WHAT A PROFESSIONAL, YOUNG PEOPLE, HOW DO THEY WORK TOGETHER IN A COALITION?

NEW SPEAKER: HERE IS AN EXAMPLE OF THE INCREDIBLE. OF PEOPLE WHO NOT ONLY WORK, BUT IN A WAY, WE ALL DO.

I THINK IT IS PROFESSIONAL SOMETIMES, WE GET A WE FORGET THE INITIAL MOTIVATION AS WE GET CAUGHT

UP IN THE NITTY-GRITTY OF SURVIVAL OF OUR WORK.

NEW SPEAKER: SO AS WE MOVE ON, SLIDE 46 NOW.

THIS IS TIP 9. MAKE SURF -- TURF STRUGGLES OVER.

AS WE HAVE BEEN SAYING ALL ALONG, CHURCH STRUGGLES ONLY ADDRESSED IF MEMBERS ADMIT THEY ARE THERE IN THE FIRST PLACE.

COALITION LEAD AGENCY SHOULD BE ESPECIALLY ALERT TO TURF STRUGGLES AND ADMIT THE PROBLEM. THE CHAIR OR NEUTRAL MEMBER COULD EVEN MEET WITH MEMBERS INDIVIDUALLY IF SHE OR HE FEELS THAT TURF ISSUES ARE COMING UP OR AREN'T HANDLED WELL.

LET ME JUST RAISE IT WITH PEOPLE.

HOW WOULD YOU MAKE TURF STRUGGLES OVERT? WHAT WOULD YOU DO? OR WHAT HAVE YOU DONE TO KIND OF BRING TURF ISSUES OUT INTO THE OPEN? THOSE TEXT CHAT IN, FOR THOSE WHO DEALT WITH IT.

WHAT DID YOU FAIL TO DO PERHAPS?

NEW SPEAKER: THAT IS A GREAT QUESTION, YEAH.

CONVERSATIONS. TALKING IT.

EXACT L. HERE. COMMUNICATION DOES SEEM TO BE THE KEY.

NEW SPEAKER: GOOD TIMING.

NEW SPEAKER: TRY TO FOSTER ACCOUNTABILITY SETTING EXAMPLE. ENCOURAGE FREE SPEECH.

SHARING IDEALS.

NEW SPEAKER: WHAT IF YOU ARE NOT -- ADDRESS.

WE'LL COME BACK TO THAT IN A MINUTE.

NEW SPEAKER: HOLD PEOPLE ACCOUNTABLE. ENCOURAGE MEMBERS TO SHARE RATHER THAN JUST TELLING CERTAIN PEOPLE. OH, SOMEONE, MAKING IT EXPLIS YET.

NEW SPEAKER: MASS CHARTING, I THINK.

NEW SPEAKER: REMIND PEOPLE OF COMMON GROUND. WHY THEY ARE THERE IN THE FIRST PLACE. THESE ARE

GREAT.

AS WE MOVE ON TO 10TH AND FINAL TIP, WE ARE ON THIS TIP IS ABOUT ACKNOWLEDGING THAT THE MORE RIGID PEOPLE ARE, THE HARDER COALITION COOPERATION IS GOING TO BE. HERE YOU NEED TO CREATE OPEN ENVIRONMENT WHERE MEMBERS ARE OPEN AND OPEN ENVIRONMENT AND WITH CONFLICT.

CRITICAL.

TO THIS EXTENT, HUMOR IS HELPFUL.

TO DESCRIBE DISAGREEMENTS WITHOUT PERSONAL CRITICISM.

NEW SPEAKER: A YEAH, I THINK, AS PEOPLE COMMENTING EARLIER, WHEN THERE WAS EARLY ON COMMENTS ABOUT WHAT THE PROBLEMS WERE, WORDS LIKE EGO CAME UP A LOT.

WORDS, OTHER PEOPLE HAVE A HORRIBLE PERSONALITY PERSONNEL.

I KNOW WE ALL FEEL IT AT TIMES IN SOME OF^ THE SITUATIONS.

THE GROUND RULES ARE IMPORTANT THOUGH.

GET INTO THIS, YOU KNOW, THAT WE HAVE TO PUT A BIG LIST OF GROUND RULES ON THE WALL AT EVERY MEETING.

ALL, CERTAIN SITUATIONS WHERE YOU HAVE TO DO THAT.

REALLY, IT IS KIND OF MORE NORM.

WE TALK ABOUT NORMS.

GOING TO HAVE PERSONAL CRITICISM.

THAT WE ARE GOING TO TRY TO GET TO THE ROOT OF I THINK, JUST ACCEPTING THE TURF, AS ALL OF THE STEPS DO, WHOLE CONVERSATION, GO AS LONG WAY, AS I JUST WANTED TO COMMENT, BEFORE MOVING ON A COUPLE OF IMPORTANT QUESTIONS. THAT CAME UP.

EARLIER. ABOUT BOUNDARIES, WHETHER CERTAIN THINGS WORKED.

WE ARE GOING TO HAVE A Q&A AFTER WE HAVE THE TWO GUESTS.

AND I WANT TO ENCOURAGE PEOPLE TO RAISE THEIR HANDS AND ASK THOSE QUESTIONS.

THEN WE'LL ALL TALK ABOUT THEM LATER.

I KNOW WE NEED TO MOVE ON RIGHT NOW.

NEW SPEAKER: THANK YOU, LARRY.

EFFECTIVELY MANAGING TURF, WE WANT TO SEE HOW SOME OF THEM HAVE BEEN APPLIED TO REAL LIFE TURF CONFLICT WITH VIOLENCE AGAINST WOMEN MOVEMENT. WE ARE DELIGHTED TO BE JOINED BY WENDY LOOMAS IN FLORIDA AND DICK BATHRICK IN FLORIDA.

WELCOME BOTH OF YOU.

NEW SPEAKER: HI, DICK. HE IS OUT THERE, TOO.

WELL, I'M GOING TO FACILITATE A BRIEF DISCUSSION WITH OUR GUESTS TO FURTHER HIGHLIGHT SOME OF THE ROOTS OF TURF STRUGGLE.

HOPEFULLY PROVIDE INSIGHTS TO MAKE THE PROCESS OF ADDRESSING TURF IN YOUR OWN WORK MORE MANAGEABLE.

LET'S START BY INTRODUCING WENDY AND DICK.

FIRST UP, WE HAVE WENDY LOOMAS.

VIOLENCE PREVENTION PROGRAM AT THE P-INELLAS COUNTY HEALTH DEPARTMENT.

CHAIR OF THE DOMESTIC VIOLENCE TASK FORCE AND SERVES ON SEVERAL COALITION THAT ADDRESS FAMILY VIOLENCE. THANK YOU FOR BEING HERE WITH US TODAY.

NEW SPEAKER: THANK YOU FOR HAVING ME, LIZ.

NEW SPEAKER: WONDERFUL TO HAVE YOU HERE WENDY.

NEW SPEAKER: DICK BATHRICK IS CO-FOUNDER OF MEN STOPPING VIOLENCE IN ATLANTA GEORGIA.

ALL PROGRAM INITIATIVES INCLUDING COMMUNITY

EDUCATION AND PUBLIC POLICY AND INTERVENTION WITH MEN.

THANK YOU FOR BEING HERE WITH US AS WELL, DICK.

NEW SPEAKER: GOT BACK DOWN.

NEW SPEAKER: GLAD THAT HAPPENS.

WE KNOW THAT MEN STOPPING VIOLENCE IN ATLANTA IS REALLY VERY THOUGHTFUL AND STRATEGIC BOTH IN WHAT THEY DO INTERNALLY IN TERMS OF YOUR OWN ORGANIZATION AND HOW THAT GETS EXPRESSED EXTERN EXTERNALLY.

WE ARE THRILLED TO HAVE THAT WITH US TODAY.

NEW SPEAKER: WINDY, I'LL START WITH YOU.

I UNDERSTAND THAT YOU WORKED ON A TWO YEAR EFFORT TO BRINGING TO INTIMATE PARTNER VIOLENCE AND CHILD ABUSE PREVENTION GROUPS.

WHILE OUR AUDIENCE IS LOOKING AT THEIR MISSION STATEMENTS, OF THE HEALTH DEPARTMENT AND THE TASK FORCE, COULD YOU TALK A LITTLE BIT ABOUT WHY YOU THOUGHT IT WAS IMPORTANT TO BRING TOGETHER THE IPV AND CHILD ABUSE PREVENTION GROUPS?

NEW SPEAKER: WELL, AS MANY PEOPLE KNOW, A LONG HISTORY OF CONFLICT IN THE TWO GROUPS.

BECAUSE OF THEIR DIFFERENT PERSPECTIVES ON HOW TO PROTECT CHILDREN AND HOW TO PROTECT THE VICTIMS AND IN OUR COMMUNITY, IN OUR STATE, OUR CHILD PROTECTION SYSTEM IS PRIVATIZED SO OUR STATE AGENCY A COUPLE YEARS AGO REQUIRES A PRIVATE AGENCIES TO HAVE AN AGREEMENT WITH THE LOCAL RELATIONSHIPS.

AND, THEY PROVIDED A TEMPLATE FOR EVERYBODY TO SIGN.

AND OUR COMMUNITY DECIDED INSTEAD OF SIGNING THE TEMPLATES THAT WE WOULD CREATE OUR OWN AND SO WE

METAPHOR TWO YEARS AND I WAS ONE OF THE FACILITATORS BECAUSE I'M NOT IN EITHER OF THOSE AGENCIES, TO BRING THE FOLKS TOGETHER AND REALLY GUESS, MORE REAL.

BECAUSE WE WORKED ON IT TOGETHER AND WE DIDN'T JUST SIGN THE, YOU KNOW, THE GIVEN ONE.

NEW SPEAKER: WHAT WERE THE PRIMARY CHALLENGES IN BRINGING THESE GROUPS TOGETHER?

BECAUSE THIS WAS AN AGREEMENT THAT HAD TO BE WHICH HAD TO HAVE THE EXECUTIVE DIRECTOR OF THE AGENCIES.

AND SOME WHO HAD A LONG HISTORY OF REALLY NOT WORKING TOGETHER, NOT TRUSTING ONE ANOTHER.

SO THAT WAS THE FIRST THING.

TO GET THEM ALL THERE.

THE AGREEMENT TO THE STAFF, ACTUAL PEOPLE WHO IMPLEMENT THE AGREEMENT.

ALSO SOME OF WHOM HAD BAD HISTORY AND SOME WITH GOOD HISTORY.

WE HAD TO REALLY THINK THROUGH HOW WE WERE GOING TO PUT IT OUT TO SEVERAL HUNDRED PEOPLE.

TO BE ABLE TO DO THE AGREEMENT WE AGREED ON.

SO IN TERMS OF GETTING THE RIGHT PEOPLE TO THE TABLE, WHAT DID YOU DO TO DO THAT? WHAT DID YOU AND YOUR CO-CHAIR DO BEHIND THE SCENES OR CONDUCT OF MEETINGS TO BRING THE TWO SIDES

NEW SPEAKER: IT WAS A LOT OF PHONE CALLS.

BETWEEN, YOU KNOW, ME CALLING OR THE OTHER FACILITATOR CALLING PEOPLE.

WE ALSO HAD COINCIDENTALLY, A GREAT CATALYST OF A NEW PROJECT THAT HAD ALMOST FORCED SOME OF THE PLAYERS TO START TALKING TO BE ABLE TO APPLY FOR

A GRANT.

A FEDERAL GRANT CALLED SAFE START WHERE WE WERE LOOKING AT WORKING WITH CHILDREN EXPOSED TO VIOLENCE SO, THAT BROUGHT IN THE CHILD ABUSE AND ALREADY STARTED TALKING TO BE ABLE TO APPLY FOR THAT GRANT AND THEN, WHEN THE AGREEMENT OR, YOU KNOW, THE TEMPLATE OF THE AGREEMENT CAME FROM THE STATE, WE THOUGHT THAT WE SHOULD USE THESE RELATIONSHIPS THAT WE HAD STARTED TO BUILD TO TRY TO MAKE THAT RELATIONSHIP.

TO MAKE THAT AGREEMENT BETTER.

IT HAD TO, HAD TO DO WITH TALKING TO SOME IN THE FACILITATION AND THAT WAS AN IMPORTANT ONE, TOO, WHEN THEY START DIRECTOR, WHO WAS DIRECTING THE GRANT AS WELL, AND ME, WAS THE TWO FACILITATORS AND WE DIDN'T WORK FOR ANY OF THE AGENCIES INVOLVED. AND WE WERE SEEN AS NEUTRAL.

NEW SPEAKER: OKAY WE WERE MORE TRUSTED, I THINK.

NEW SPEAKER: IT IS INTERESTING, WENDY, THAT YOU ARE DESCRIBING KIND OF THE GRANT THAT THEY KIND OF A CATALYST.

NEW SPEAKER: I THINK THAT ONE OF THE TURF TIPS TOGETHER. THE WAY THAT THEY DESIGN FUND, THE QUESTIONS THEY ASK.

WHO NEEDS TO BE AT THE TABLE COULD BE A REALLY BIG CATALYST FOR THAT.

I KNOW THAT LOT OF FUNDERS HAVE BEEN ENCOURAGING COLLABORATION.

I'M NOT SURE THEY THOUGHT ABOUT TURF IN A THOUGHTFUL WAY.

IT MIGHT BE IMPORTANT MESSAGE TO BRING TO THE FUNDING COMMUNITY, TOO.

NEW SPEAKER: LET ME ASK YOU THIS, ALSO, HOW DID

YOU -- WHAT DID IT TAKE TO TRANSLATE THE IMPLEMENTING THE PLAN?

NEW SPEAKER: IT IS A TRAINING AND ESSENTIALLY THE AGREEMENT ITSELF. I WOULD SAY LOOKING BACK A COUPLE YEARS LATER, DIDN'T MAKE IT BACK TO EVERYONE WHO IT NEEDED TO MAKE IT TO, FORTUNATELY.

I THINK, A LOT OF IT HAD TO DO WITH HOW FORCHILD PROTECT SOMEONE IN A SHELTER.

SO, THE SHELTER FOLKS, BASICALLY, CARRIED THAT AGREEMENT WITH THEM WHEN SOMEBODY KNOCKS ON THE DOOR. AND, SO WE HAVE DONE A LOT OF WORK AND SOME SUCCESSFULLY AND SOME LESS SO MAYBE ABOUT MAKING SURE THAT EVERYBODY WHO WORKS IN THOSE AGENCIES THAT WOULD BE AFFECTED BY THAT HAVE A SO.

AND, ONE MORE QUESTION AROUND, UP, HOW YOU GOT RELATIONS, HOW DID YOU DEAL WITH THAT?

NEW SPEAKER: I THINK THE FIRST MEETING WE STARTED TO DEAL WITH IT BY MY CO-FACILITATOR AND I HAD EVERYBODY WRITE DOWN SOMETHING ABOUT EACH PERSON IN THE ROOM THAT WAS POSITIVE. SO THEY HAD TO REALLY, WE PASSED THE PAPER AROUND WITH EVERYBODY'S NAME ON THE TOP. AND SO THEN AT THE END, THE FACILITATORS READ OFF WHAT PEOPLE SAID SO WE STARTED WITH THAT. SO, YOU KNOW, RESPECT WITH PEOPLE TEXTING IN ABOUT IT.

AND REALIZING EVERYBODY WAS THERE FOR THE SAME PURPOSE. AND, THAT, YOU KNOW, WE REALLY WANTED TO HELP FAMILIES, YOU KNOW, BE SAFE.

SO WE STARTED WITH THAT. AND THEN, I THINK REALLY, IT HAD TO DO WITH JUST SITTING AT THAT TABLE OVER AND OVER.

WE MET PONTLY FOR A LONG TIME AND TOOK US ABOUT 14 MONTHS TO GET IT ALL, YOU KNOW, WHAT WE WANTED AND, THAT REALLY CHANGED THE RELATIONSHIP OF THIS DOING THAT.

I THINK THE STRONG FACILITATION OF BEING ABLE TO, KNOWING WHO WAS PROOBL GOING TO TRY TO STOP IT AND BEING ABLE TO STOP THEM, HAVE THAT, YOU KNOW, THOSE PEOPLE'S RESPECTING US THAT WHEN WE SAID, WE NEED TO MOVE ON FROM THAT, THAT THEY WOULD BE QUIET AND LET US MOVE ON.

SO IT HAD TO DO WITH A LOT OF THE PERSONALITIES.

I CAN SAY NOW THAT A LOT OF THOSE PEOPLE WILL PICK UP THE PHONE TO CALL EACH OTHER.

NEW SPEAKER: JUST CURIOUS, WITHINY, WHEN YOU SAY DOING IT.

IF HADN'T BEEN TURF HISTORY, HOW LONG FOR THE SAME WORK TO GO ON?

HAVE BEEN MUCH QUKER.

PROBABLY WOULD HAVE DEFINED THE AGREEMENT OF THE

NEW SPEAKER: BUT I THINK THAT ACTUALLY, THERE WAS A WILLINGNESS AT THIS POINT TO REALLY DELVE DEEPER. MY PRIVATE AGENCY HAS CHANGED UNFORTUNATELY TWICE SINCE THEN.

SO EACH TIME, WE HAD TO SORT OF REDOING AGAINST. WHICH IN A WAY IS GOOD.

WE REALLY HAVE FOUND THAT WE NEED TO REVISIT IT. BECAUSE IT IS NOT -- YOU KNOW, PEOPLE FORGET.

NEW SPEAKER: WHAT WERE THE UT COMES OF THE COLLABORATION?

IN EFFECT.

THAT TIME ARE STILL, AS FAR AS I CAN SEE, WORKING WELL. AND, IN FACT, THEY INCREASED BECAUSE SOME OF THE PLAYERS HAVE CHANGED AND EACH TIME A

PLAYER CHANGES, I NOTICE THAT PEOPLE WILL GO AND KECK WITH THAT PERSON.

IT IS REALLY, A COMMITMENT TO KEEP THAT GOING.

I'M ALSO THE CHAIR OF THE DOMESTIC VIOLENCE TASK FORCE AND HAVE DONE A LOT OF WORK IN GETTING CHILD PROTECTION PEOPLE TO COME TO THE MEETINGS WHICH THEY NEVER HAVE DONE BEFORE AS WELL.

SO, IT SORT OF CONTINUING THAT NEUTRAL STAND AND THEN, THE OTHER THING IS THAT WE ARE ALL WORKING TOGETHER ON AN EVENT FOR DOMESTIC VIOLENCE MONTH IN OC WHERE WE ARE GOING TO DO ALL DAY TRAINING OR TEACH EACH OTHER ABOUT WHAT EACH AGENCY DOES AND OUR PERSPECTIVES AND SORT OF NEXT STEP IN THE COUNTRY, AS WE CAN IMPROVE OUR FAMILY EXPERIENCING.

NEW SPEAKER: LET ME ASK YOU ONE LAST QUESTION, WENDY, IF YOU COULD DO IT ALL OVER AGAIN, WHAT WOULD YOU DO DIFFERENTLY AND WHY?

NEW SPEAKER: I THINK, ONE THING WE SHOULD HAVE DONE A BETTER JOB WITH WHAT IS THE TRAINING OF AS WE COULD HAVE. SOME OF THE AGENCIES THAT WERE PART OF IT, I THINK THAT WE SHOULD HAVE USED A PREVENTION FOCUS MORE.

BECAUSE I THINK THAT WE WOULD FIND MORE COMMON GROUND IN THE PREVENTION AREA. THAN WHAT WE WERE DEALING WITH.

MORE INTERVENTION.

I THINK WE NEED TO TALK ABOUT THAT MORE TOGETHER. WE ARE WORKING ON THAT NOW AS WE PREPARE FOR OCTOBER EVENT. I THINK, TOO, WE SHOULD HAVE BEEN MORE PREPARED FOR THE OUTCOME OF PARTICULARLY TALKING SAFEGUARD GRANT.

REALLY EDUCATING THE COMMUNITY ABOUT HOW MUCH

BEING EXPOSED TO VIOLENCE HURTS KIDS.

WE WEREN'T REALLY PREPARED HOW THAT WAS GOING TO PROTECTION THINKING THAT THEY HAD CHILDREN TO PROTECT FROM.

I DIDN'T REALLY THINK AHEAD.

ONE THAT WE ARE TALK ABOUT TURF, EXISTING IN THE THE TURF, INTERPLAYS WITH THE CONTENT YOU ARE WORKING ON.

I THINK AS YOU ARE STAYING, IF YOU CAN BROADEN THE CONTEXT OF PRIMARY PREVENTION, PRIMARY PREVENTION HAS A BROADNESS OF GOAL WHICH OFTEN PEOPLE CAN SEE AS WE SEE IN THIS DIAGRAM HERE, PEOPLE CAN SEE HOW THEIR WORK IS COMPLIMENTTIVE AND CONTRIBUTING TO THE LARGER GOAL.

I REALLY LIKE, AS I MENTIONED ONE OF THE TURF TIPS, THAT KIND OF MAKING THE ISSUES EXPLICIT AT THE BEGINNING, BUT I REALLY LOVE THE WAY YOU DID IT, WENDY.

YOU MADE THE TURF EXPLICIT IN A VERY, VERY POSITIVE WAY BY SAYING, HEY, THERE MAY BE ISSUES HERE, LET'S START OUT BY SAYING WHAT YOU REALLY LIKE ABOUT RESPECT TO ONE ANOTHER AS OPPOSED TO LAYING OUT THE PROBLEMS AN MAKING IT PAINFUL AND ACT LIKE TURF IS A 4 LETTER WORD. ANTICIPATING AND ACKNOWLEDGING THAT REALLY, REALLY DOING IT. THE OTHER THING THAT I WOULD LIKE TO SAY, I'M KIND OF, AS YOU KNOW, WE NEED TO MOVE ON TO IT, IT IS PREVENTIVE.

YOU SAID, IT COULD HAVE GONE A LOT QUICKER AND WILL NEXT TIME.

CHANGED THE NORMS OF THE ORGANIZATION. SO THAT THEY ARE NOW MUCH MORE COMFORTABLE AND HAPPY IN A MUTUAL PARTICIPATION.

NEW SPEAKER: AND THEY ARE MUCH MORE WILLING TO TALK TO ONE ANOTHER.

NEW SPEAKER: GOOD FOR YOU.

THANK YOU SO MUCH.

NEW SPEAKER: THANK YOU, WENDY.

YOU, YOU KNOW, MEN'S STOPPING VIOLENCE, A MEN'S ROOTED IN THE WOMEN'S MOVEMENT. WHICH MEANS THAT MANY WAYS YOUR ORGANIZATION IS WORKING ON WOMEN'S TURF. WHAT ISSUES HAVE COME UP FOR YOU IN RELATION TO THE WORK THAT YOU DO? VIOLENCE AGAINST -- MEN AGAINST VIOLENCE.

NEW SPEAKER: THAT WILL HAPPEN.

UP ACCEPTABLE AND UNIMPOSED MEANINGFUL CONSEQUENTS.

TO DO THAT, WE NEED TO WORK IN SOLIDARITY WITH HOW WOULD WE KNOW IF OUR STRATEGIES ARE BUILDING IN WOMEN'S VOYS AND EXPERIENCES. THAT IS EASILY SAID, BUT HOW DOES THAT HAPPEN?

A WAY IT WORKFORCE WOMEN AND FOR MEN TO HAVE THOSE KINDS OF COMMUNICATION EXCHANGES.

STRUCTURALLY, THIS IS OUR 26TH YEAR AND SINCE OUR BEGINNING, THAT 26 YEARS, ALL BUT TWO OF THOSE YEARS, TWO OF OUR PRESIDENTS HAVE BEEN WOMEN AND OF 20 OF THOSE YEARS, OUR EXECUTIVE DIRECTOR HAS BEEN A WOMAN.

AND, THE PREDOMINANCE OF THE BOARD MEMBERS IS WOMEN. THERE IS A KIND OF ACCOUNTABILITY THAT WE TRY TO BUILD IN STRUCTURALLY WITHIN OUR ORGANIZATIONS. WHAT WERE YOU GOING TO SAY?

NEW SPEAKER: NO.

WE ALSO PURSUE, TRY TO MAKE OUR WORK TRANSPARENT BY GOING TO A STATE COALITION. WOMEN CENTERED ORGANIZATION. TO INVITE THEM TO WITNESS THE WORK

AND GIVE THEM FEEDBACK ON WHETHER OR NOT THEY  
WOMEN. WE TRY TO MODEL A STRUCTURAL  
FIND OUT.

WE ARE INVITING THAT KIND OF INFORMATION. I  
THINK THERE IS A LOT OF SUSPICION WITH IT.

WE ARE WORKING WITH BATTERERS.

HOW COME, YOU KNOW, ARE WE COLLUDING? TALKING  
ABOUT THE BRAVES IN THERE? WHAT ARE WE DOING  
WHEN WE ENGAGE WITH MEN. WE HAVE TO BUILD IN  
WAVES.

PEOPLE CAN WITNESS. YOU MENTION THE SUSPICION.  
WHAT ARE THE MAJOR CHALLENGES YOU FACE AS A  
RESULT OF TURF ISSUES?

ONE OF THE THINGS THAT HAPPENS WHEN WE REALLY  
OPERATE UNDER ONE OF THE CORE PRINCIPLES, WOMENS  
VOICES AN CORE EXPERIENCE ARE CENTRAL TO THE  
WORK, THEN, MEN HAVE TO FIGURE OUT, SO DOES THIS  
MEAN THAT WE ARE JUST SORT OF, COW TAILING TO  
WOMEN AND WE REALLY HATE MEN AND REALLY RESPECT  
WOMEN? SO HOW DO WE PRACTICE PRINCIPLES IN SUCH  
A WAY THAT WE ENGAGE WITH MEN? AND CONNECT WITH  
MEN BUT NOT COLLUDE WITH MEN? I THINK THAT IS  
ONE OF OUR CHALLENGES.

BECAUSE AS I SAY, WE MAKE IT PRETTY CLEAR TO THE  
MEN WHETHER WE ARE, MAINSTREAM MEN WE ARE WORKING  
WITH OR RECRUITING OR WHETHER IT IS MEN IN OUR  
CLASSES THAT THE REASON FOR OUR EXISTENCE IS TO  
MAKE COMMUNITIES SAFER FOR WOMEN. AND WE THINK  
THAT IT IS IN MEN'S INTEREST TO DO THAT.

NEW SPEAKER: AND THAT ACTUALLY SPEAKS TO NUMBER  
THREE, SHAPING COLLECTIVE IDENTITY, DRAWING  
PEOPLE TO THE LARGER REASON. DICK, IN TERMS EVER  
THE LOT OF THE CHALLENGES THAT YOU FACE AND YOU

MENTIONED, A COUPLE OF IDEAS HERE, WHAT ARE SOME SPECIFIC THINGS MEN STOPPING VIOLENCE HAS COME? MEN STOPPING VIOLENCE TURF ISSUES.

THAT WE OPERATE ON, ONE IS THE WOMEN'S EXPERIENCE CENTRAL.

ANOTHER ONE IS RACE MATTERS.

IN OUR MOVEMENT, VIOLENCE AGAINST WOMEN, OUR PARADIGMS, OUR HISTORY WOULD SAY THAT OUR PARADIGMS ARE PREDOMINANTLY WHITE.

WHITE MEN AND WOMEN BUILDING STRATEGIES AND THOSE SO NOW, WE REALLY SEE AND EXPERIENCE MOMENTS WHERE THERE ARE REAL CONFLICTS AMONG WOMEN, AROUND, FOR EXAMPLE, THE INCOLLUSION OF MEN IN THIS WORK. WHITE WOMEN WITH GOOD REASON WONDERING, STRESSFUL, TO A REAL EXTENT AROUND WHAT MEN WOULD DO OF MEN IN THERE.

NEW SPEAKER: ARE WE GOING TO GO AND TAKE IT OVER? WHAT ARE WE GOING TO DO? MEANWHILE, WOMEN OF COLOR, PARTICULARLY, AFRICAN-AMERICAN WOMEN RIGHT NOW, I THINK THAT ARE REALLY WELCOMING AND INVITING MEN FROM THEIR COMMUNITIES TO STEP IN AND JOIN THEM IN DOING THE WORK. SO THERE ARE SOME REAL SORT OF TENSION AMONG WOMEN IN THAT REGARD. AND IT THEN MEANS THAT FOR US AS MEN, WHAT IS OUR ROLE WHEN WOMEN ARE HAVING CONFLICT. DO WE STEP IN AND TRY TO TAKE SIDES AND CONSOLIDATE OUR POWER? SORT OF A BASIC STRATEGY. OR, IN THIS CASE, FOR EXAMPLE, IF WHITE WOMEN ARE NOT LISTENING TO WOMEN OF COLOR, AND, IN FACT, USING THEIR PRIVILEGE, WHITE PRIVILEGE, IS IT NOT THEN MY RESPONSIBILITY TO RESPECTFULLY FIRST LOCATING MY POSITION IN SOCIAL LOCATION AND STEP INTO THIS EXCHANGE BUT THEN POINT OUT THE

RACISM THAT IS REALLY GETTING IN THE WAY OF SOMETHING REALLY BEGINNING TO HAPPEN IN THE ROOM. AROUND FIGURING OUT HOW AND WHEN MEN CAN PARTICIPATE.

NEW SPEAKER: THIS IS PERFECT.

WHAT YOU ARE REALLY HIGHLIGHTING GOES RIGHT BACK TO TURF NUMBER ONE.

WHEN THEY ARE OVERARCHING ONE, ACKNOWLEDGING POTENTIAL TURF ISSUES UPFRONT.

YOU MENTIONED TWO HUGE ONES.

RACE AND WORKING AS MEN IN WOMEN'S TERRITORY.

TOUGH AND CRITICAL TO WORK WITH.

THEY DO MIX, POTENTIALLY BECOME THOSE CHARACTER KIND OF THINGS OR EGO TYPE OF THINGS.

OR WHAT RIGHT DO YOU HAVE TO TELL ME THOSE KIND OF THINGS.

OR GEE, THERE ARE DIFFERENT POSITIONS.

NAVIGATION. NOT SURE THERE IS ALWAYS A RIGHT ANSWER. ALWAYS IMPORTANT TO BE STRATEGIC ABOUT WHAT THE ANSWERS ARE.

NEW SPEAKER: I WANT TO THANK DICK AND WINDY AND I WANT TO OPEN IT UP.

WE HAVE TEN MINUTES. THEN, WE LEARN ALL OF YOU OUT THERE, WE HAVE QUESTIONS IF YOU WOULD LIKE TO ASK LINDA, DICK, LARRY OR MYSELF, PLEASE RAISE YOUR HAND.

NEW SPEAKER: I KNOW, OPERATOR, IF YOU COULD OPEN THE PHONE LINES.

ALLISON BASINGER HAD A QUESTION.

NOEL, NICOLE MATTHEWS CREECH AN MICHELLE. IF ANY OF THEM WANT TO GO BACK TO THE QUESTIONS THEY HAD BEFORE. ANYONE ELSE? PLEASE RAISE YOUR HAND.

LET ME ASK YOU DICK, NOEL HAD A QUESTION BEFORE.

NOEL IS YOUR LINE OPEN YET? ANYONE'S LINE OPEN YET?

NEW SPEAKER: I'M SORRY.

NOEL?

NEW SPEAKER: NOEL DUCKWORTH.

NEW SPEAKER: CAN YOU HEAR ME?

NEW SPEAKER: HI, NOEL.

NEW SPEAKER: HI.

NEW SPEAKER: MY QUESTION WAS, WHEN YOU MENTIONED CONSENSUS. IT WAS INTERESTING BECAUSE I GOT AN EMAIL FROM A GROUP THAT TALKS ABOUT COMMUNICATION STYLES. AND IT CAME ACROSS TODAY THAT SAID THAT CONSENSUS IS ONE OF THE MOST LEAST EFFECTIVE IT IS EMAIL THAT GOES OUT TO BUSINESS COMMUNITIES.

WHEN YOU TALK ABOUT IT IN PRESENTATION, IT RESONATED.

I JUST WANT TO KNOW WHAT EVIDENCE IS OUT THERE AROUND CONSENSUS.

SO IF WE HAVE PEOPLE MAKING THE ARGUMENTS, IT IS THE MOST LEAST EFFECTIVE HOW WE CAN TALK ABOUT

NEW SPEAKER: YOU KNOW, I DON'T ACTUALLY KNOW WHAT THE EVIDENCE IS. I THINK THAT MY NOTION AND THEN I WOULD LOVE TO HEAR FROM DICK AND WENDY, MY NOTION THAT, YOU KNOW, DEFINING CONSENSUS IN THE WAY THAT I DID, WHICH IS GEE, WE CAN LIVE WITH IT. I HEARD AND LEARNED FROM SOMEONE ELSE. THAT IS A LOT STRONGER THAN THE NOTION THAT CONSENSUS NEEDS TO WORK AND AGREE ON THINGS.

JUST BECAUSE THE COALITIONS ARE TOOLED TO GET THINGS DONE. WE CANNOT GET THINGS DONE IF WE SPENT ALL OUR TIME ON FOCUSING ONE DECISION AND GETTING EVERYONE HAPPY.

I'M WONDERING, DICK, WHAT YOUR EXPERIENCE IS.  
AND WHAT ANY IMPLICATIONS YOU MAY HAVE.

NEW SPEAKER: WELL, I DON'T HAVE MUCH TO SAY ON  
WE TRIED TO SORT OF WORK IN A NON-HIERARCHY  
STRUCTURE. AND WE, I COULD SAY, MY PERSONAL  
EXPERIENCE AND CONSENSUS WORK HAS BEEN  
EXHAUSTING.

AND, YOU KNOW, THERE IS COMING THE MOMENT WHERE  
SOMEONE WILL SAY, WELL, THIS IS REALLY IMPORTANT.  
BUT THERE ARE WOMEN GETTING INJURED, IF NOT  
KILLED OUT THERE. AND WE ARE, YOU KNOW, SECOND  
DECISION.

SO I DON'T KNOW.

I HAVE FOUND IT EXHAUSTING.

NEW SPEAKER: THE HOTTER THE ISSUE IS, THE MORE  
THE CONSENSUS IS A CONCERN.

NEW SPEAKER: THIS IS DAVID FROM PREVENTION  
CONNECTION.

I THINK THERE IS A DIFFERENCE BETWEEN CONSENSUS  
AND RUNNING AN ORGANIZATION AND CONSENSUS AROUND  
A COALITION.

THAT IN A COALITION, WE REALLY NEED TO BE ABLE TO  
CERTAIN DECISIONS TO BE MADE.

IN A COALITION, IT IS REALLY ESSENTIAL TO GET  
THAT VOICE INVOLVED WITH EVERYONE.

I THINK THAT IN A BUSINESS COMMUNITY, THAT IS  
MAYBE LOOKING AT SPECIFICALLY AT THEIR OWN  
PORTION, IT MIGHT BE DIFFERENT.

NEW SPEAKER: YEAH, I THINK ALSO, LIKE, DEFINING,  
MAY BE DIFFERENT LEVELS OF DIG.

THERE ARE CERTAIN DECISIONS ABOUT POLICY THAT  
COULD THREATEN A SPECIFIC ORGANIZATION.

THERE ARE POLITICAL DECISIONS AND THEN THERE ARE

JUST, HOW DO WE GET ALONG DIGS?

TO HAVE DIFFERENT, PERHAPS, DIFFERENT LEVELS OF AGREEMENT.

OPERATOR, COULD YOU OPEN GWEN FEDDEREKEO'S PHONE AND ALSO ALLISON'S IF IT IS NOT OPEN. WENNY, ANYONE YOU WANT TO ADD ON THE CONSENSUS ISSUE?

NEW SPEAKER: WELL, I JUST THINK, I WANT TO ECHO IT TAKES TIME.

BUT USUALLY, IT IS WORTH IT.

THEN YOU HAVE EVERYBODY'S BUY-IN AND EVERYBODY'S

NEW SPEAKER: I'M SORRY, MA'AM.

NEW SPEAKER: ALLISON VASSINGER.

Mr. FEDERICO.

YOU CAN GO AHEAD.

YOUR LINE IS OPEN.

I'M JUST WONDERING, AS MY AGENCY WHERE A DOMESTIC VIOLENCE SEXUAL ASSAULT DUAL AGENCY LOOKING AND, FINDING STAKE HOLDERS, AND ENGAGING THEM AND I'M JUST WONDERING WHAT THE FUNDAMENTAL DIFFERENCES ARE IN THE LANGUAGE OF USING A TASK FORCE OR AN ALLIANCE IN BUILDING THIS COALITION.

YOU WELL, I'LL RESPOND UNLESS EITHER OF THE GUESTS HAVE A RESPONSE.

DICK OR WENDY.

NEW SPEAKER: I DON'T.

NEW SPEAKER: I PROBABLY MENTIONED IT, OURS IS CALLED A TASK FORCE.

I HAVE ACTUALLY BEEN SORT OF TALKING WITH PEOPLE ABOUT CHANGING THE NAME BECAUSE I DON'T LIKE IT SOUNDS VERY MILITARISTIC TO ME ALMOST.

AND THERE ARE SOME GROUPS AROUND THE COUNTRY THAT LIKE AN ACRONYM THAT SPELLS SOMETHING POSITIVE.

AND IT DOESN'T EVEN HAVE TASK FORCE COALITION ALLIANCE OR ANYTHING IN IT.

IT HAS WORDS LIKE, PREVENTING VIOLENCE KINDS OF WORDS. AND, YOU KNOW, SO THEN, REALLY TALKING ABOUT WHAT THEY ARE DOING AND NOT WHO, NOT SOME NEW SPEAKER: GWEN, IF YOU WANT TO HAVE MORE TECHNICAL BACKGROUND, YOU CAN GO TO OUR EIGHT STEPS FOR EFFECTIVE COALITION PAPER.

OR PERHAPS ONE OF THE EARLIER WEB FORUMS. THE PAPER IS JUST ON PREVENTION INSTITUTE.ORG UNDER TOOLS.

AND, ONE OF THE POINTS WE MAKE IS THAT THERE IS PROBABLY ABOUT EIGHT DIFFERENT NAMES.

THERE IS ALLIANCE, TASK FORCE, COALITION.

COLLABORATIVE. AND SEVERAL OTHERS MUCH ONE OF UNDERSTAND, PEOPLE OFTEN UNDERSTAND THESE TERMS INTERCHANGEABLY. AND MAY HAVE DIFFERENT MEANINGS. THREE PEOPLE HAVE DIFFERENT MEANINGS TERM IN AND OF ITSELF WON'T SOLVE THE PROBLEM.

A TASK FORCE, I HAVEN'T THOUGHT ABOUT THE MILL TEARISTIC ASSOCIATION, I THINK OF IT IN SOME WAY POSITIVE BECAUSE IT IS EMPHASIZING THIS, SOMETHING SPECIFIC TO GET DONE. COALITION MIGHT BE SOMETHING THAT IS A BIT BROADER.

AND, AN ACTION GROUP OR A WORKING GROUP MIGHT BE MORE SPECIFIC OR MORE NARROW.

THOSE ARE SOME OF THE CHARACTERISTICS TO THINK OF.

SMALLER D-IAZ AND IT RIAZ THAT ARE TASKED WITH MOVING A SPECIFIC ITEM TO MOVE FORWARD.

NEW SPEAKER: WE HAVE TIME PROBABLY JUST FOR ONE MORE QUESTION, UNFORTUNATELY. BUT I WOULD LOVE

TO, IF WE CAN HEAR FROM ALLISON BASINGER,  
ALLISON, IF YOUR LINE IS OPEN.

NEW SPEAKER: ONE MOMENT FROM MISS BASINGER.  
OKAY, MISS BASINGER, PLEASE PROCEED WITH YOUR  
QUESTION.

NEW SPEAKER: FIRST OF ALL, I WANT TO SAY THANK  
YOU FOR CATCHING OUR QUESTION AND INVITING US TO  
ASK IT.

AND THANK YOU FOR ALL OF THE GREAT SUGGESTS.  
IT HAS BEEN A REALLY, REALLY WEB-INAR.

NEW SPEAKER: THAT IS GOOD TO HEAR.

NEW SPEAKER: OUR ISSUE, AS KIND OF GROUND LEVEL  
ADVOCATES WE REALLY NOTICED THE COLLABORATION CAN  
BE A REALLY, REALLY POSITIVE THING.

IN TALKING TO OTHER AGENCIES AND OTHER GROUND  
WE REALLY AREN'T IN THE PLACE TO INITIATE THOSE  
CONVERSATIONS.

NOT IN OUR HANDS?

NEW SPEAKER: OH, NO.

NEW SPEAKER: DICK, ANY COMMENTS ON THAT?  
I'M GOING TO PASS.

NEW SPEAKER: IT IT SOUNDS LIKE THE QUESTION,  
HIERARCHY.

IF YOU ARE NOT THE ED, YOU DON'T HAVE THE POWER.  
YOU MAY NOT HAVE THE POWER EITHER. AT THE  
COALITION MEETING OR REALLY EVEN TO FULLY  
REPRESENT YOUR ORGANIZE, NEEDLESS TO SAY, THESE  
ARE ALL VERY REAL.

WE HAVE TO BE REALISTIC WHEN WE SPEAK AND HOW WE  
SPEAK, ETC.

AT THE SAME TIME, I WANT TO EMPHASIZE THAT WE ARE  
ALL IN THIS WORK BECAUSE WE REALLY CARING ABOUT

OUTCOME.

I THINK THAT THERE ARE WAYS TO USE YOUR VISION,  
INSISTENCE THAT WE ARE THERE TO MAKE THE RIGHT  
DECISIONS AND TO ACHIEVE IMPORTANT RESULTS.

AS KIND OF THE VOICE THAT YOU USE.

I THINK IF YOU CAN RECONTEXTURALLIZE IN TERMS OF  
WHAT THE WORK IS ALL ABOUT, I WON'T SAY GIVE YOU  
THE SAME LEVEL OF POWER, AS SOMEONE MORE POWERFUL  
BUT IT IS CERTAINLY ENHANCE YOUR WORK.

I REALLY THINK THAT IT SETS THE TONE THAT, WAIT A  
MINUTE.

WE ARE ALL CONTRIBUTING HERE.

WE ALL HAVE SOMETHING TO OFFER.

BECAUSE THAT SOMEONE, WROTE IN, IN THE TEXT CHAT,  
YOU KNOW, COALITIONS ARE DIFFERENT FROM A  
BUSINESS. IT IS NOT A HIEARARCHY.

WE ALL DO HAVE, ALTHOUGH THERE ARE OBVIOUSLY  
WE ALL DO HAVE BOTH THE OPPORTUNITY AND THE  
RESPONSIBILITY TO MAKE ARENCE.

THANK YOU FOR ALL OF YOUR QUESTIONS ALLISON.

AN DICK FOR JOINING US FOR TODAY'S WEB FORUM.

PEOPLE WORK COLLABORATIVELY THAT THERE IS GOING  
TO BE ISSUES OF TURF.

IF TURF ISN'T A PROBLEM IN YOUR WORK NOW, IT  
COULD BE IN THE FUTURE.

AND TALKING THROUGH SOME OF THE ISSUES THAT YOU  
HAVE WORKED THROUGH.

AND HOW YOU HAVE WORKED THROUGH THEM.

NEW SPEAKER: THANK YOU.

NEW SPEAKER: AND WE HOPE THAT BOTH THEIR VERY  
REAL AND EXTRAORDINARILY, I THINK, VALUABLE, YOU  
KNOW, KIND OF QUICK AND DIRTY EXPLANATION OF  
THEIR EXPERIENCE REALLY, YOU KNOW, ARE GOING TO

MAKE TURF MORE MANAGEABLE FOR YOU. I HOPE YOU ARE COMMUNE KATING WITH US AND LET US KNOW THAT. YOU KNOW, AS IT MOVES FORWARD. WE HOPE ALL OF WILL HELP YOU ADDRESS THESE ISSUES MORE MANAGEABLY.

MOST OFTEN, INDIVIDUALS ENJOY A COALITION BECAUSE THEY BELIEVE IN THE COALITION REASON IT WAS FORMED. THE VALUE OF BRINGING TOGETHER DIFFERENT PERSPECTIVES TO WORK ON A COMMON ISSUE SHOULD IN FACT, THAT IS WHAT BRINGS, THAT IS WHAT PREVENTS STAGNANT THINKING AND FACILITATES COMPREHENSIVE SOLUTIONS.

IN YOUR OWN WORK AND IN YOUR OWN COMMUNITIES. AND, WE HIGHLY ENCOURAGE YOU TO READ THE SUPPLEMENTAL MATERIAL, THE TENSION OF TURF MAKING IT WORK FOR THE COALITION. THAT IS AVAILABLE ON CALCASA'S WEB SITE. I AM GOING TO SIGN OFF NOW. AND --

NEW SPEAKER: IT HAS BEEN A PLEASURE, LIZ. THANK YOU SO MUCH FOR MAKING THIS HAPPEN. DAVID, WE'LL TURN IT OVER TO YOU. YOU REALLY, YOU KNOW, REALLY CREATED A VIRTUAL TURF-FREE COMMUNITY HERE. TO TALK ABOUT HARD ISSUE AS WELL, GREAT. THANK YOU, LEHRER WHY AND LIZ. THANK YOU DICK AND WENDY FOR A WONDERFUL CONVERSATION. AND, YOU SHOULD SEE ON YOUR SCREEN, OUR EVALUATION. PLEASE FILL OUT THE EVALUATION. IT IS VERY IMPORTANT FOR US. WE USE THIS IN BEING ABLE TO SHAPE OUR PREVENTION CONNECTION ACTIVITIES. OUR NEXT WEB CONFERENCE WE ARE LIKELY TO BE DOING REPEAT, ENCORE

PERFORMANCE OF THIS ONE ON TUR.  
GO AHEAD, WHEN YOU HEAR ABOUT THAT, QUICKLY  
AND ALSO, WE WILL BE HAVING ON JEWEL 10, ANOTHER  
WEB CONFERENCE -- JULY 10, LOOKING AT ANOTHER  
CONFERENCE LOOKING AT SERVICE DELIVERY  
ORGANIZATIONS DOING PREVENTION WORK ON SOME OF  
THE ISSUES AROUND THAT COLLABORATION AND TURF  
ONCE AGAIN.  
REVISITING US. SO I WOULD LIKE TO THANK YOU FOR  
THE TEXT CHAT WILL BE AVAILABLE ON THE PREVENT  
CONNECT WEB SITE.  
YOU CAN DOWNLOAD THOSE.  
WE WILL HAVE A RECORDING AVAILABLE.  
AND WE WILL SEND YOU ALL AN EMAIL ONCE WHEN THAT  
IS AVAILABLE.  
THANK YOU ALL FOR JOINING US TODAY.  
FUTURE.  
AND IF YOU HAVE ANY QUESTIONS, FEEL FREE TO  
CONTACT MYSELF AND GET INFORMATION AND WE LOOK  
FORWARD TO YOU DOING MORE EXCITING WORK  
SURROUNDING ENDING VIOLENCE AGAINST WOMEN.  
THIS WILL STAY ON FOR TEN MINUTES FOR YOU TO  
COMPLETE YOUR EVALUATION.  
WE'LL HAND THIS BACK TO THE OPERATOR.  
THIS CONCLUDES THE PREVENTION CONNECTION WEB  
SEMINAR.  
YOU MAY ALL DISCOUNT.