Welcome,
This Web Conference Will Begin Soon

How to Build Organizational Capacity to Support Sexual and Domestic Violence Prevention
PreventConnect
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Sacramento CA 95814

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How to use this technology

- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
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- Web conference guidelines

Please send a private chat message for help.
Call iLinc Technical Support at 800.799.4510.
PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners
2017 PreventConnect
Web Conference Series

From a Cycle of Violence to a Culture of Safety and Equity

January 17: From Foundations to Innovations: Applying a public health approach to preventing sexual and domestic violence

February 28: How to Build Organizational Capacity to Support Sexual and Domestic Violence Prevention

March 28: Healthy masculinities and gender norms

May 16: Evaluating sexual and domestic violence prevention

June 20: Media and marketing environments to prevent sexual and domestic violence

July 18: Economic opportunity and supports

August 15: Race and culturally informed prevention

September 19: Centering the margins in prevention: Intersectionality and health equity
How to Build Organizational Capacity to Support Sexual and Domestic Violence Prevention

February 28, 2018
11am-12:30pm PT; 2pm-3:30pm ET

PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conferences do not necessarily represent the official views of the U.S. government, CDC or CALCASA.
Prevention Institute team

Alisha Somji, MPH
Associate Program Manager
Prevention Institute
(she, her, hers)

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Program Assistant
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Objectives

- Identify **critical components for building prevention capacity**
- Explore how **practitioners and agencies at the state and community levels are building capacity for prevention**
- Engage in a candid discussion on **considerations and challenges in prioritizing prevention organizationally**
- Identify **tools and resources** to support capacity building
What is capacity building for prevention?

• The integration of prevention priorities into organizational frameworks
• Incorporating prevention into all aspects of an agency’s work
Is prevention integrated throughout your agency? If so, what are some examples of how your agency has done this?
From the Delta PREP toolkit

- Step 1: Prevention Capacity Assessment
- Step 2: Action Planning

**what is your prevention capacity?**

**Action Planning Workbook**
Building Your Organization’s Capacity for Primary Prevention: Developing an Action Plan

**Prevention Institute**
**PreventConnect**
Components to consider

- structures and processes
- leadership
- staffing
- partnerships
- resources
About our first guest

Matthew Huffman
He/his/his or they/their
Public Affairs Director,
Missouri Coalition Against Domestic and Sexual Violence
If you don’t like the way the world is, you change it.

You have an obligation to change it.

You just do it one step at a time.

- Marian Wright Edelman
Getting started

The DELTA PREP project was a collaborative effort between the Centers for Disease Control and Prevention (CDC), the CDC Foundation, and the Robert Wood Johnson Foundation.

Project Goals

Build the organizational capacity of state domestic violence coalitions to serve as catalysts for Intimate Partner Violence (IPV) primary prevention efforts in their states and communities.

Advance a national movement for IPV primary prevention through strategic prevention partnerships and dissemination of project resources.
Prioritizing prevention

Before we could provide assistance to our member centers, we had to work on ourselves.

1. Define prevention and organizational capacity;
2. Develop inventory of potential changes;
3. Determine organizational changes to be sought.
Mission focused:

*The Missouri Coalition Against Domestic and Sexual Violence (MCADSV) unites Missourians with a shared value that rape and abuse must end, and advances this through education, alliance, research and public policy.*
MCADSV’s core areas

Education  Alliance

Research  Public policy

Prevention is cross-cutting
What is your agency’s mission or vision?
How does it, or how could it, support prevention?
A team-based approach

- Leadership
- Structures and processes
- Staffing
- Partnership Development
- Resource Development
- Member Agency/Community Development

**these efforts should be monitored, evaluated, tailored.**
Structure of MCADSV Board

Standing Committees of the MCADSV Board of Directors

- Executive Committee
- Finance Committee
- Board Development Committee
- Public Policy Committee
- Membership Committee

Board of Directors only

Blend of board members and program members

Primarily program members
Gaining support from Board of Directors
Capacity construction continues

Using our Delta Prep capacity building tools, we’ve incorporated a health equity approach for other areas:

- Anti-racism/racial-justice
- Anti-oppression/LGBTQ equity
- Language access
- Sexual harassment
Text chat question

What questions do you have for Matthew?
You are invited to join MCADSV Directors’ Academy!

As a new leader in the Missouri movement to end domestic and sexual violence, it’s important that you invest in professional development—not only for your staff, but for yourself.

That’s why MCADSV created the Directors’ Academy, which offers monthly training on the topics that directors need:
• funding • board development • staff management • more!

Join anytime and "graduate" in a year!

Scheduled monthly training topics start over in January so you can join in anytime during the year!

Program directors in their first to third year in their leadership positions are invited to join the MCADSV Directors’ Academy. This year-long training and peer support Academy meets the fourth Thursday of each month January to December.*

*Exceptions are February, September, November and December, when participants attend MCADSV statewide training events or due to other Training Center conflicts. Directors with more than three years of experience may still be eligible to participate and should contact MCADSV if they wish to attend.
Member center profile

Metropolitan Organization to Counter Sexual Assault

- CEO was hired and went through our Directors’ Academy;
- Lead MOCSA staff and board through strategic planning with a focus on prevention;
- CEO currently serves on MCADSV board.
About our guests

Melanie Austin
She/her/hers
Director of Education, Metropolitan Organization to Counter Sexual Assault (MOCSA)

Vanessa Crawford Aragon
She/her/hers
Community Prevention Coordinator, Metropolitan Organization to Counter Sexual Assault (MOCSA)
MOCSA Services

- 24-hour Crisis Line
- Advocacy
- Counseling
- Prevention and Education

MOCSA
Metropolitan Organization to Counter Sexual Assault
MOCSA serves the entire metropolitan area.

- Kansas: Johnson & Wyandotte Counties
- Missouri: Clay, Cass, Platte & Jackson Counties
Education Programs

- Project Aware
- Middle and High School Education
- Community and Professional Education

Prevention Programs

- Community Level Primary Prevention (2014)
- Strength Clubs (2009)
- Middle School Program by Green Dot (2014)
Capacity Building Steps

1. Attended strategic planning training
2. Held a visioning session
3. Started talking to funders
4. Educated board members
5. Developed a program plan
6. Sought funding
7. Educated all staff members on primary prevention
Mission

• MOCSA exists to improve the lives of those impacted by sexual assault and abuse, and to prevent sexual violence in our community
Hiring and Recruiting

• Started a bachelor’s level internship program
• Created two part-time positions
• Included primary prevention presentation in our volunteer training
• Revamped job descriptions
• Developed a Prevention Specialist position
Previous Staffing Structure

- Director of Education
  - Coordinator of Education & Outreach
    - Education & Outreach Specialist
    - Education & Outreach Specialist
    - Education & Outreach Specialist
    - Education & Outreach Specialist
Wyandotte County Sexual Assault Prevention Coalition
Wyandotte County
WyCo-SAP
Sexual Assault Prevention Coalition

A community-based coalition of
MOCSA
Metropolitan Organization to Counter Sexual Assault
MOCSA’s vision is a community free from sexual violence

Why Crime Prevention Through Environmental Design?

It’s practical. Basic CPTED strategies are cost effective and as simple as trimming trees or turning on your porch light.

It’s effective. CPTED has proven to lower crime by over 50% and contributes to overall community connectedness.

It’s our solution. Wyandotte County deserves a safe community. CPTED gives us the power to create it.

Community Prevention Coordinator (816-285-1333) facebook.com/MOCSAkc
Violence Prevention Plan

Goals & Objectives were determined from the needs assessment, readiness assessment, and community dialogues

Goals:

– Foster safer/violence free neighborhoods
– Promote/Foster Community Connectedness and Support
– Address cultural norms that support/promote violence
Time to talk challenges and tips!

Melanie Austin
MOCSA

Vanessa Crawford Aragon
MOCSA

Matthew Huffman
MCADSV
What are some challenges you’ve encountered in building organizational capacity for prevention and health equity?
Challenges from MOCSA

- Reviewing/improving practices and procedures
- Finding the right staff for new positions
- Educating people on community level prevention and primary prevention versus intervention and individual level education
- Not a clear road map for success for community level work
Back to the audience
Challenges & Opportunities-MCADSV

- Funding is limited;
- Prevention can seem invisible;
- Burnout/staff turnover

- Think about sustainability at the early planning stages;
- Develop tangible markers of success while staying rooted in social change;
- Self-care, support, supervision
Tips from MOCSA

• Individual education is good, but policy and environmental change is needed for bigger impact
• Understand the importance of community organizing
• Leverage other violence prevention efforts in the community
• Utilize technical assistance and expertise from evaluators when possible
Tools and Resources

www.preventioninstitute.org

Photo credit: Emily Barney
What is the **Coalition Prevention Capacity Assessment (CPCA)**? The CPCA is a tool that can help you to get started with your plans for organizational change to build prevention capacity. It’s a theoretically-based index that draws from coalition and organizational research, in addition to practitioner experiences, to delineate the prevention-specific capacities needed for a non-profit organization to engage in prevention work. It is administered in the form of a survey. The DELTA PREP project administered the CPCA via SurveyMonkey.

**What kind of information does the CPCA provide?** The CPCA is designed to assess multiple organizational stakeholders’ (agency leader, board, and staff) perceptions of their agency’s primary prevention capacity. The CPCA can serve as a snapshot of organizational capacity that helps to guide the organization’s planning for action to implement changes that will facilitate and support its primary prevention efforts.

**How do you administer the CPCA?** The following persons within your organization/coalition should be asked to participate in the survey/assessment: the executive director, the board chairperson, 3 staff
Embracing Prevention as Social Change

How to Build Organizational Capacity for Prevention

March 2012
MOCSA Resources

- Evidence-based public health course offered by KDHE
- CPTED training (40-hour course through NICP)
- TOPs training (meeting facilitation)
Resources from MOCSA

Collaboration Multiplier

Collaborator 1
Expertise:
Desired Outcomes:
Key Strategies:

Collaborator 2
Expertise:
Desired Outcomes:
Key Strategies:

Collaborator 3
Expertise:
Desired Outcomes:
Key Strategies:

Collaborator 4
Expertise:
Desired Outcomes:
Key Strategies:

Shared Outcomes
Partner Strengths
Joint Strategies
2017 PreventConnect Report

TOWARD COMMUNITY HEALTH AND JUSTICE
Themes and Summaries from the 2017 PreventConnect Web Conference Series.

A California Coalition Against Sexual Assault (CALCASA) / PreventConnect Summary Report
Produced by Prevention Institute

January 2018