

Welcome,  
This Web Conference  
Will Begin Soon



How to Build Organizational Capacity to Support  
Sexual and Domestic Violence Prevention

**PreventConnect**  
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**95814**

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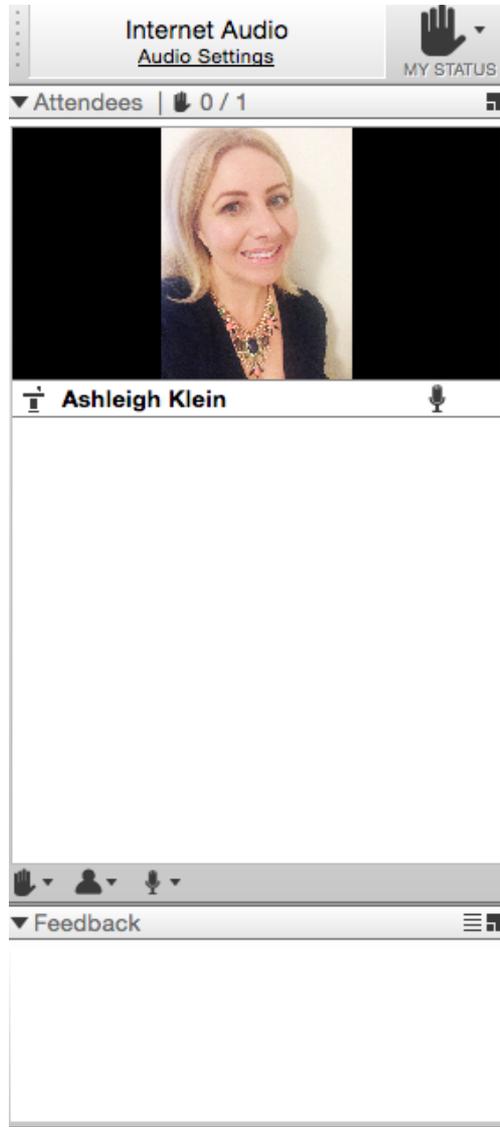
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- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

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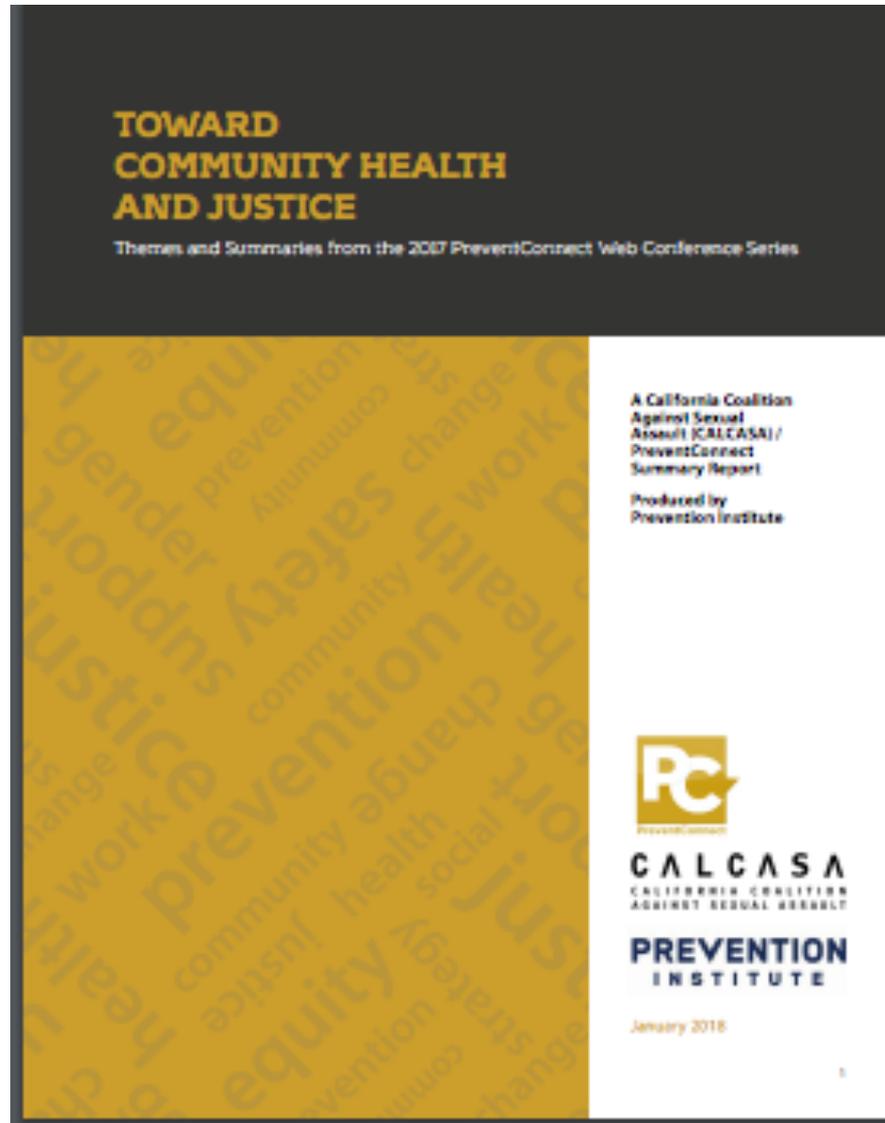
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# PreventConnect

- 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



[http://  
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# 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

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

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March 28: Healthy masculinities and gender norms

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May 16: Evaluating sexual and domestic violence prevention

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

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July 18: Economic opportunity and supports

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August 15: Race and culturally informed prevention

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September 19: Centering the margins in prevention: Intersectionality and health equity

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# 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)



Sonja Lockhart  
Program Assistant  
Prevention Institute  
(she, her, hers)

# 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



# Text Chat Question



Is prevention integrated throughout your agency? If so, what are some examples of how your agency has done this?

# From the Delta PREP toolkit

what is your  
prevention  
capacity?

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

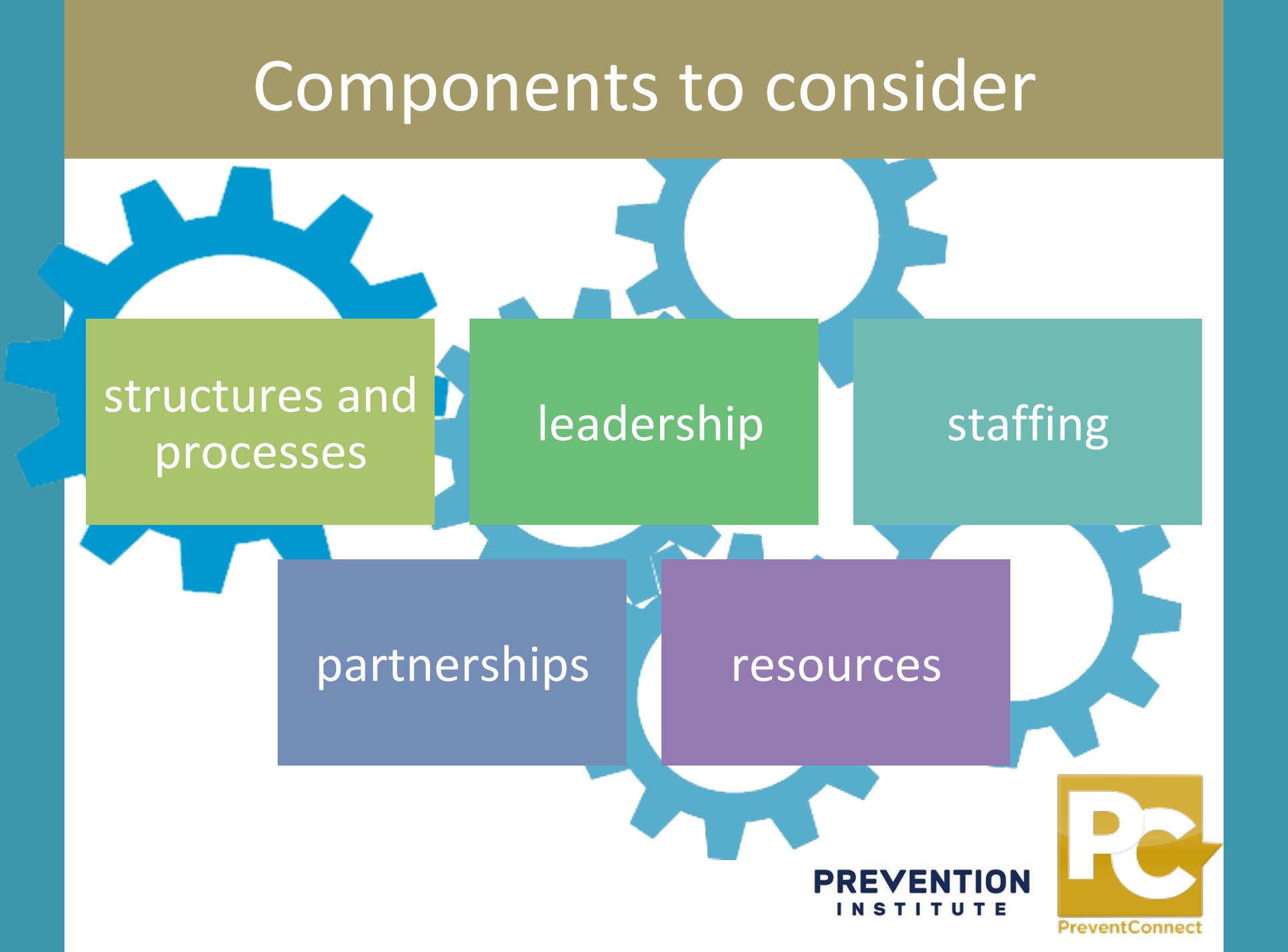
## **Action Planning Workbook**

Building Your Organization's  
Capacity for Primary  
Prevention: Developing  
an Action Plan

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# Components to consider



structures and  
processes

leadership

staffing

partnerships

resources

# About our first guest



## Matthew Huffman

He/his/his or they/theirs  
Public Affairs Director,  
Missouri Coalition Against Domestic and Sexual Violence

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# Social change

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

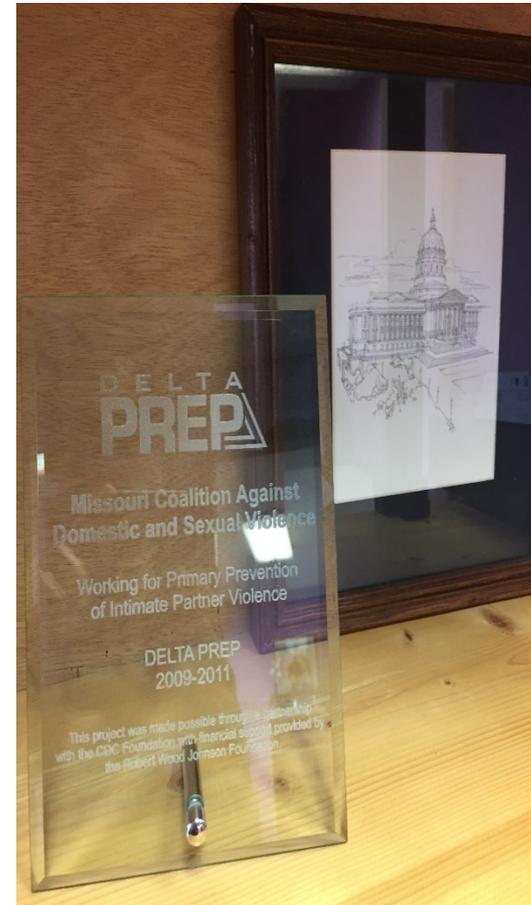
The DELTA PREP project was a collaborative effort between the Centers for Disease Control and Prevention (CDC), the CDC Foundation, and the Robert Wood Johnson Foundation.

## 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.



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# Prioritizing prevention

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

Define prevention and organizational capacity;

Develop inventory of potential changes;

Determine organizational changes to be sought.

TECHNICAL ASSIST

## Embracing Prevention as Social Change

How to Build Organizational  
Capacity for Prevention

.....|March 2012

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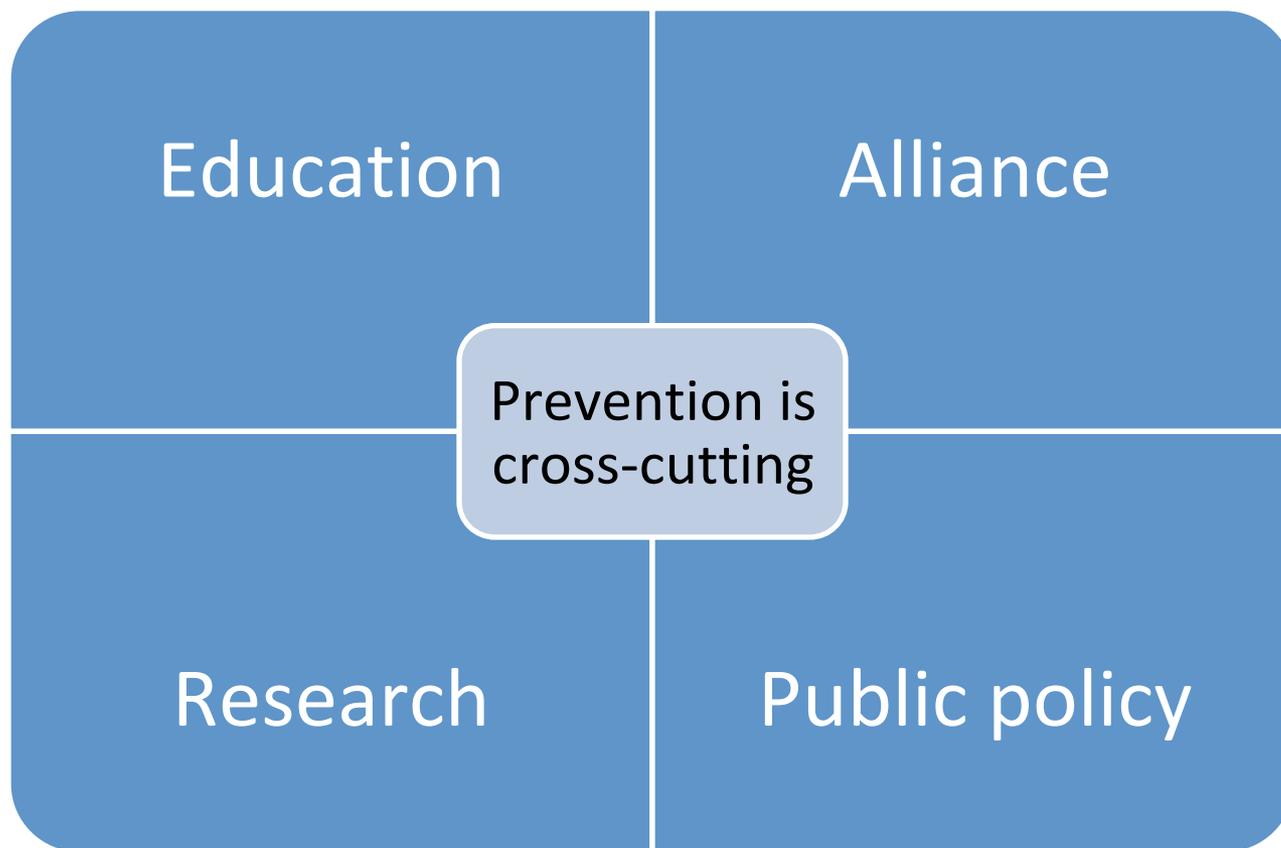


# Embedding prevention

## 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



**mcadsv**  
Missouri Coalition Against  
Domestic and Sexual Violence

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# Text chat question



**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?

# Executive Directors' Academy



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*"The Academy was so helpful to me, and I can only see positive things that resulted in my attending it. I think this is perfect for the new directors and even those directors like me who were struggling with some specific issues. The collaboration with other directors was a huge bonus, and I didn't feel so alone in my efforts. I would attend the Academy again!"*

*– a 2012 Directors' Academy graduate*

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## **You are invited to join MCADSV Directors' Academy!**

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*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!

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## **Join anytime and "graduate" in a year!**

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

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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

The logo for Metropolitan Organization to Counter Sexual Assault (MOCESA) features the word "MOCESA" in a bold, blue, hand-drawn style font. The letters are thick and have a slightly irregular, sketchy appearance.

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

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# 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)

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# MOCOSA Services



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

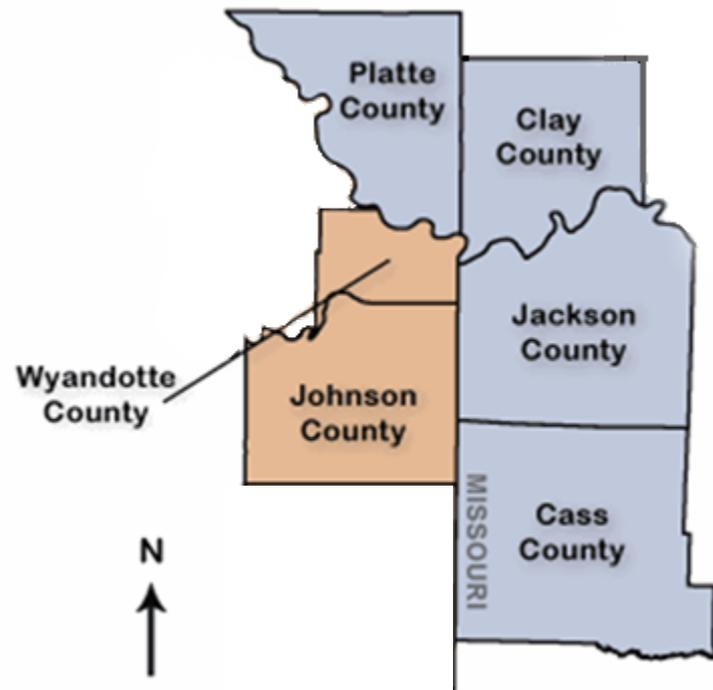
**MOCOSA**

Metropolitan Organization to Counter Sexual Assault

# MOCSA Service Area

MOCSA serves the entire metropolitan area.

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



# Education Department

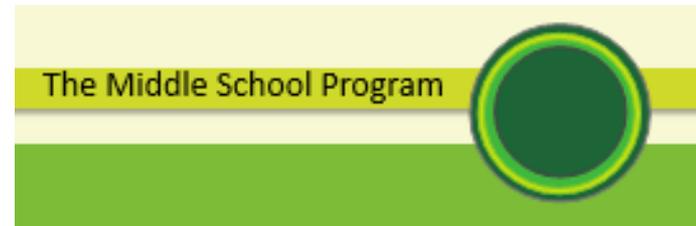
## Education Programs



- 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)
- Youth Led Prevention (2015)



# 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

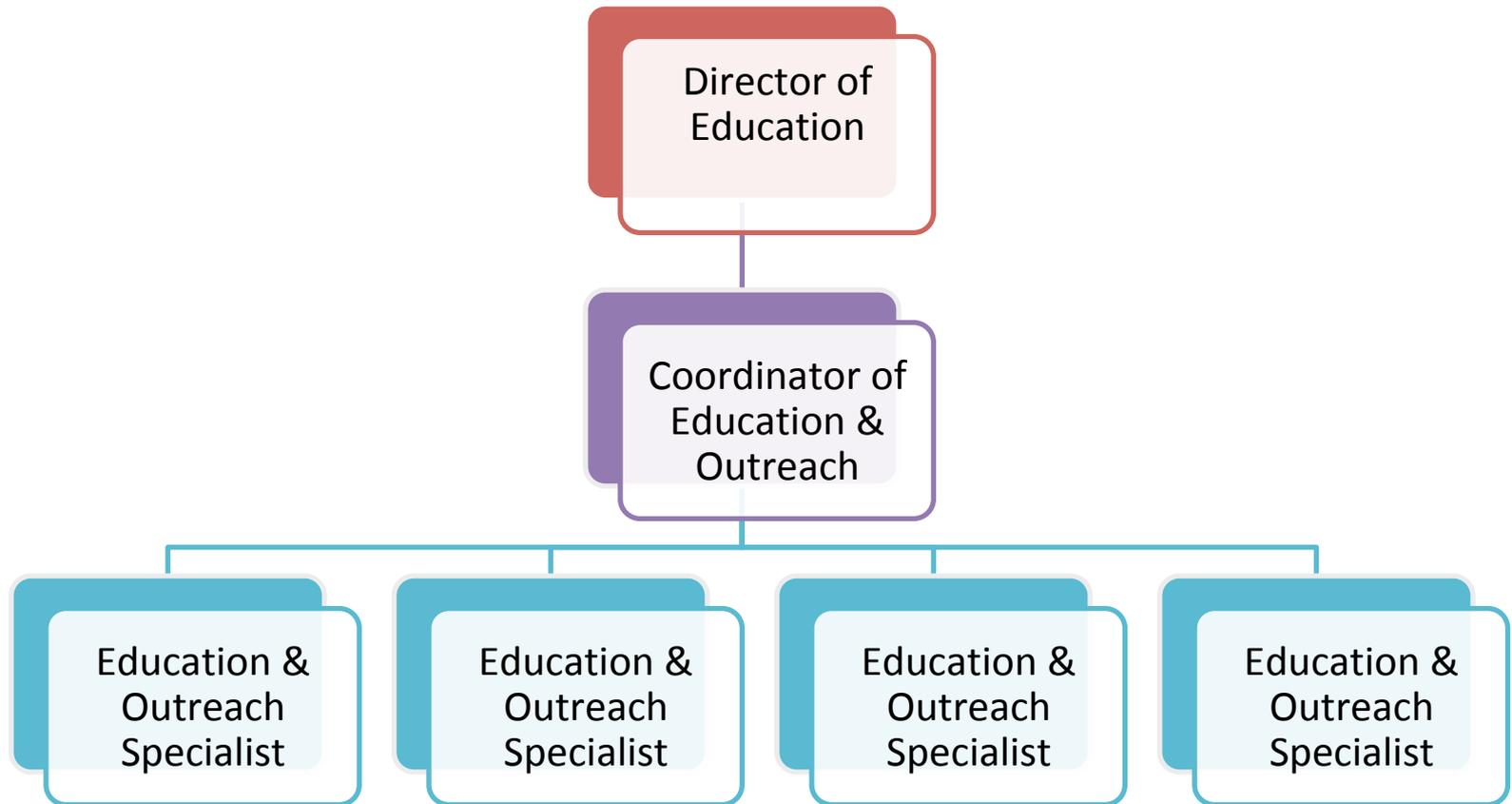
- MOCSA exists to improve the lives of those impacted by sexual assault and abuse, and **to prevent sexual violence in our community**

# Hiring and Recruiting

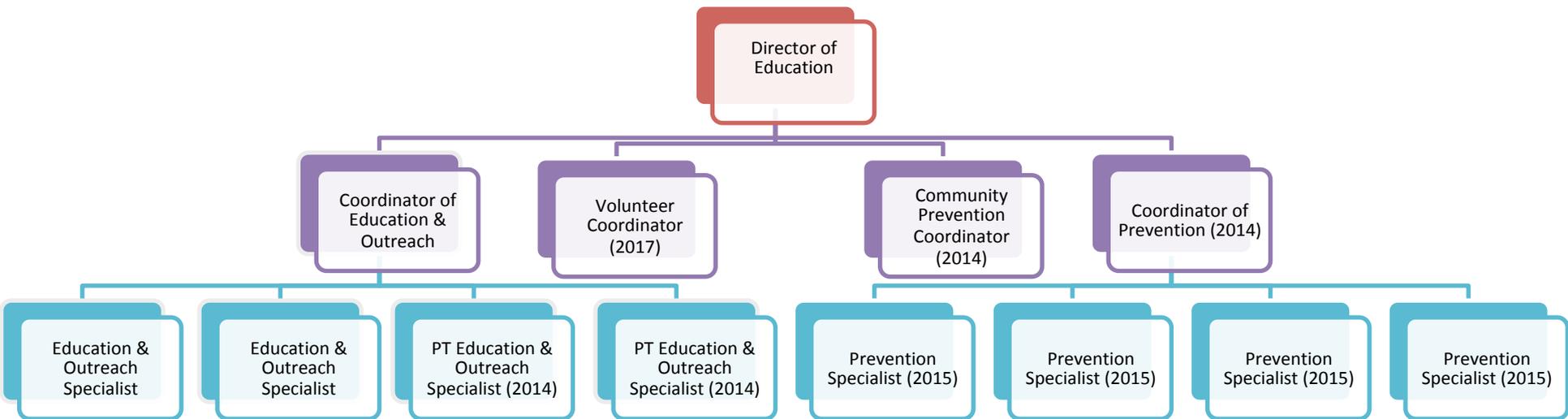
- Started a bachelor's level internship program
- Created two part-time positions
- Included primary prevention presentation in our volunteer training
- Revamped job descriptions
- Developed a Prevention Specialist position



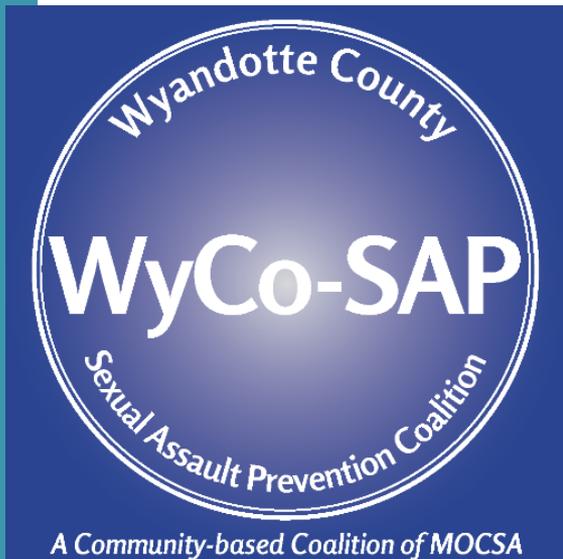
# Previous Staffing Structure



# Current Staffing Structure



# Wyandotte County Sexual Assault Prevention Coalition



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A community-based coalition of

**MOCSA**

Metropolitan Organization to Counter Sexual Assault  
MOCSA's vision is a community free from sexual violence

MAKING

WYANDOTTE COUNTY

A SAFER PLACE,

FREE FROM

SEXUAL VIOLENCE

## Why Crime Prevention Through Environmental Design?

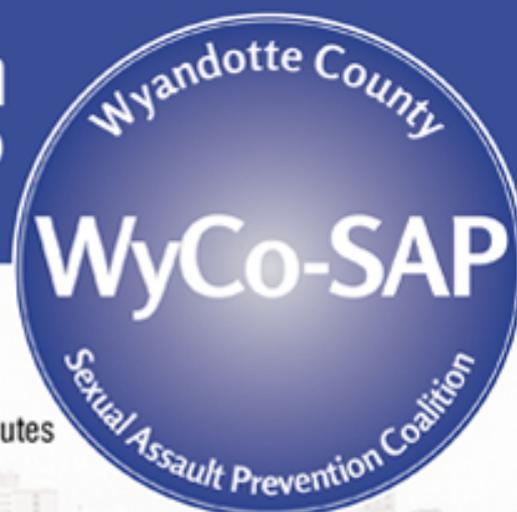
**It's practical.** Basic CPTED strategies are cost effective and as simple as trimming trees or turning on your porch light.

**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](https://facebook.com/MOCSAkc)



A community-based coalition of

**MOCSA**

Metropolitan Organization to Counter Sexual Assault  
MOCSA's vision is a community free from sexual violence

# 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

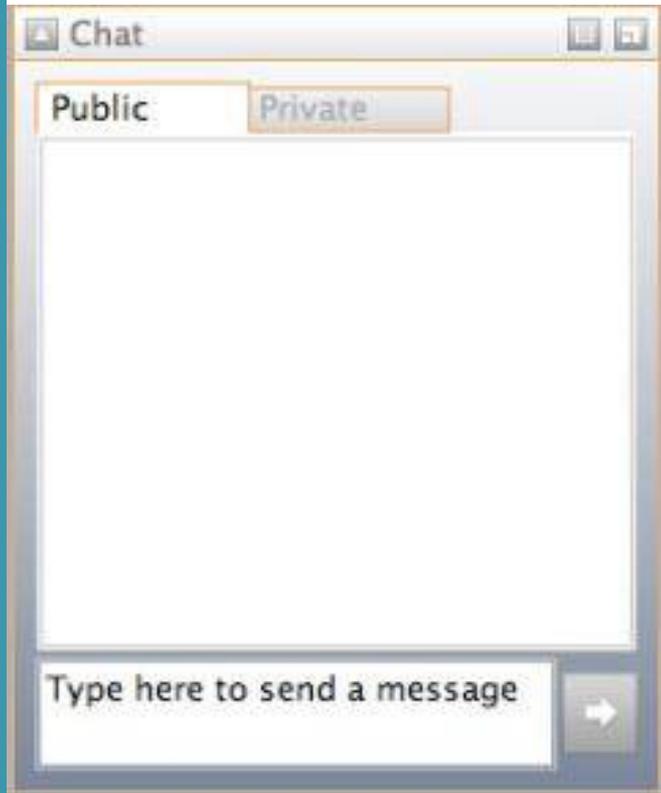


**Vanessa Crawford Aragon**  
MOCSA



**Matthew Huffman**  
MCADSV

# Text Chat Question



**What are some challenges you've encountered in building organizational capacity for prevention and health equity?**

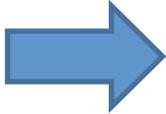
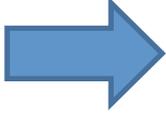
# Challenges from MOCSA

- 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;  Think about sustainability at the early planning stages;
- Prevention can seem invisible;  Develop tangible markers of success while staying rooted in social change;
- Burnout/ staff turnover  Self-care, support, supervision

# Tips from MOCOSA

- 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



Photo credit: Emily Barney

[www.preventioninstitute.org](http://www.preventioninstitute.org)

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# DELTA Prep Toolkit



BUILDING  
PREVENTION CAPACITY

ABOUT US

RESOURCE  
CENTER



what is your  
prevention  
capacity?

**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

# MCADSV Resource

TECHNICAL ASSISTANCE

## Embracing Prevention as Social Change

How to Build Organizational  
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.....|March 2012

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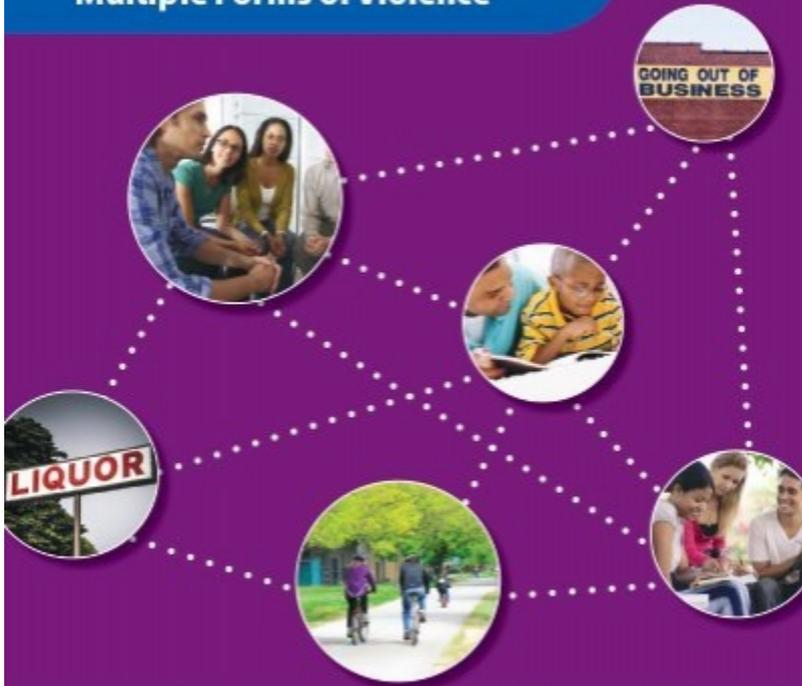


# MOCSA Resources

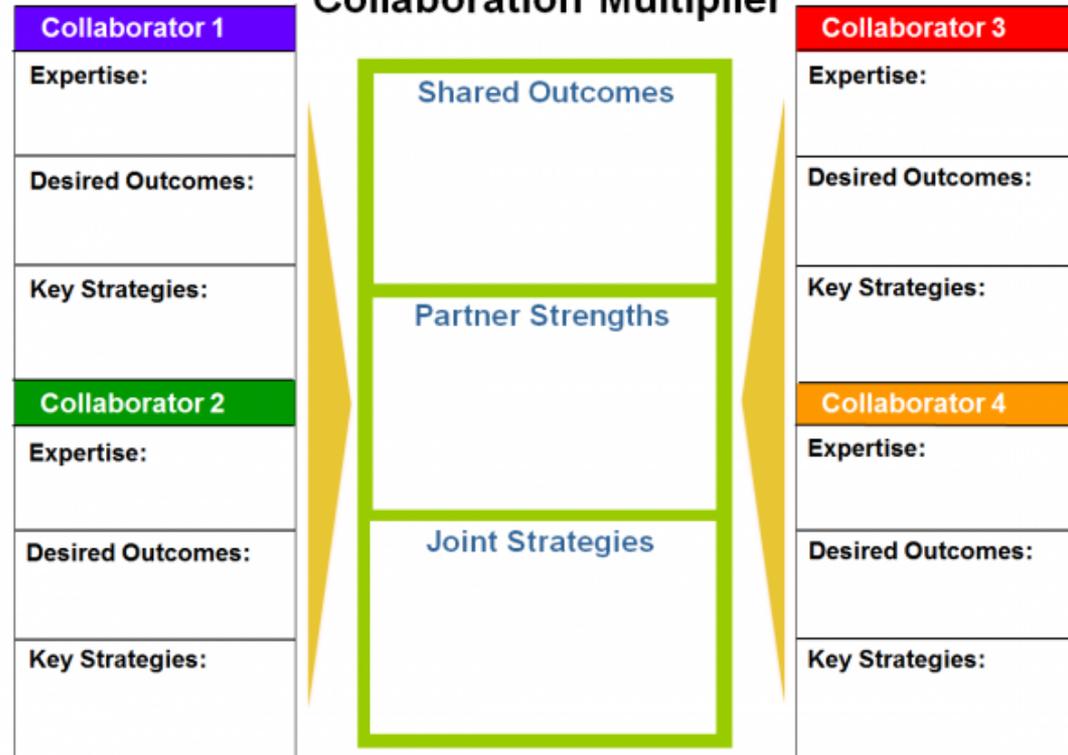
- Evidence-based public health course offered by KDHE
- CPTED training (40-hour course through NICP)
- TOPs training (meeting facilitation)

# Resources from MOCOSA

## Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence



## Collaboration Multiplier





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