



**Sexual Assault**  
DEMONSTRATION INITIATIVE  
Enhancing Sexual Assault Services

# Where to Begin? Starting Your Assessment Journey

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Resource Sharing Project

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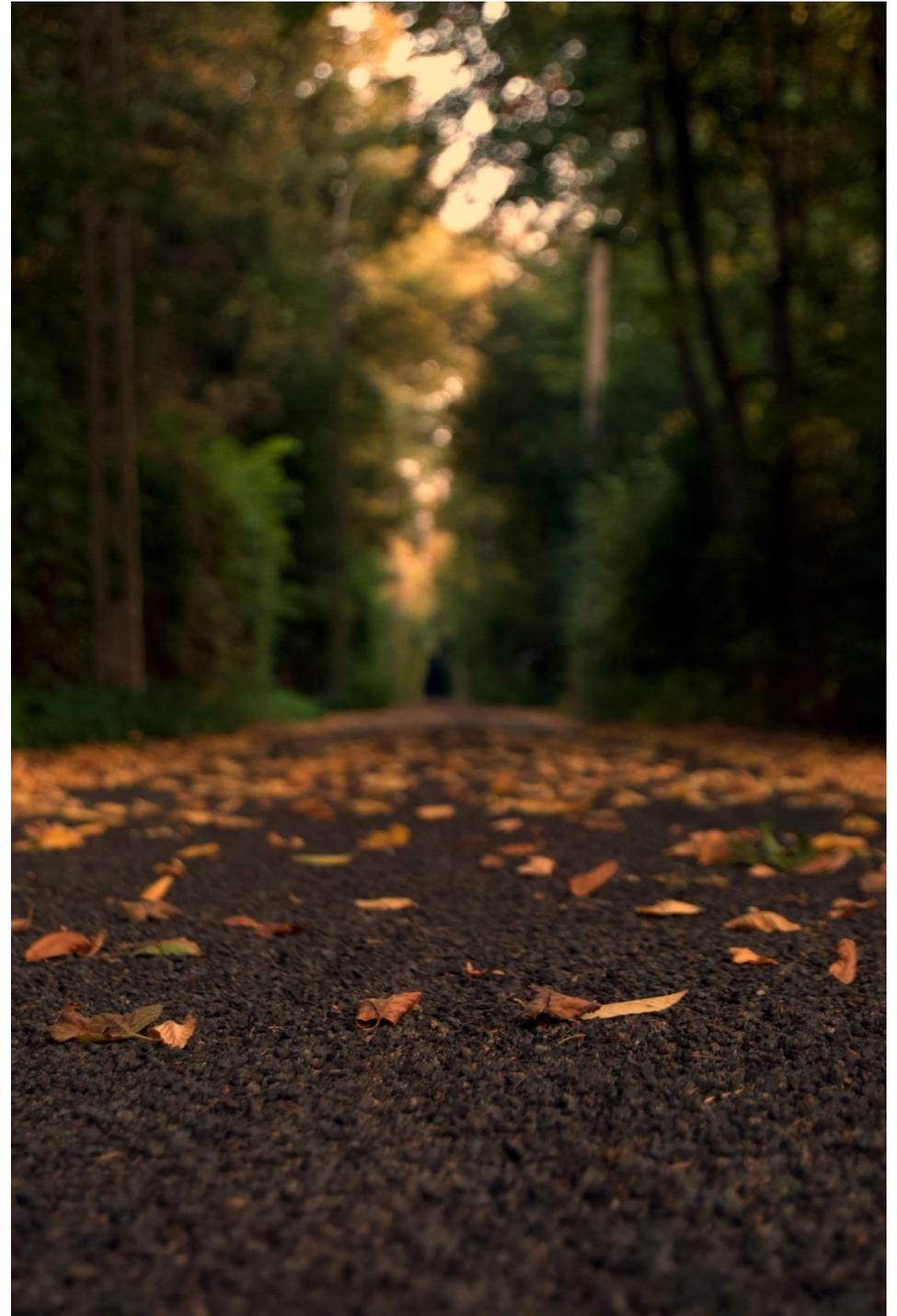




**What Most Concerns You About Starting A Change Process?**

**What Most Excites You About Starting A Change Process?**

**WHERE DO  
WE START?**



# Get Curious

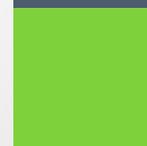
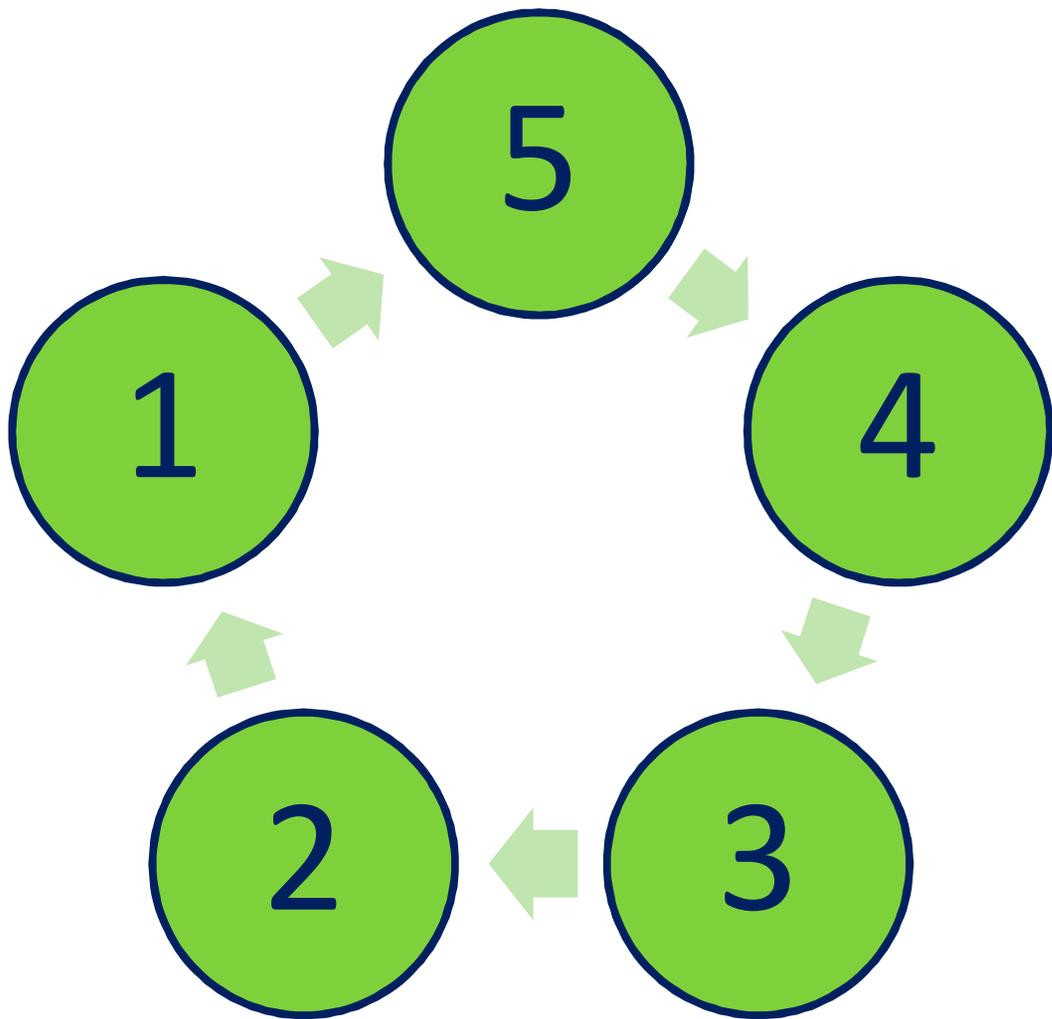
- “ When we are curious:
  - “ we see things differently
  - “ we are more capable of embracing opportunities, making connections, and experiencing moments of insight and meaning
- “ Requires opportunities to slow down and take time to notice and process
- “ Can be nurtured and developed

**LET'S PRACTICE**

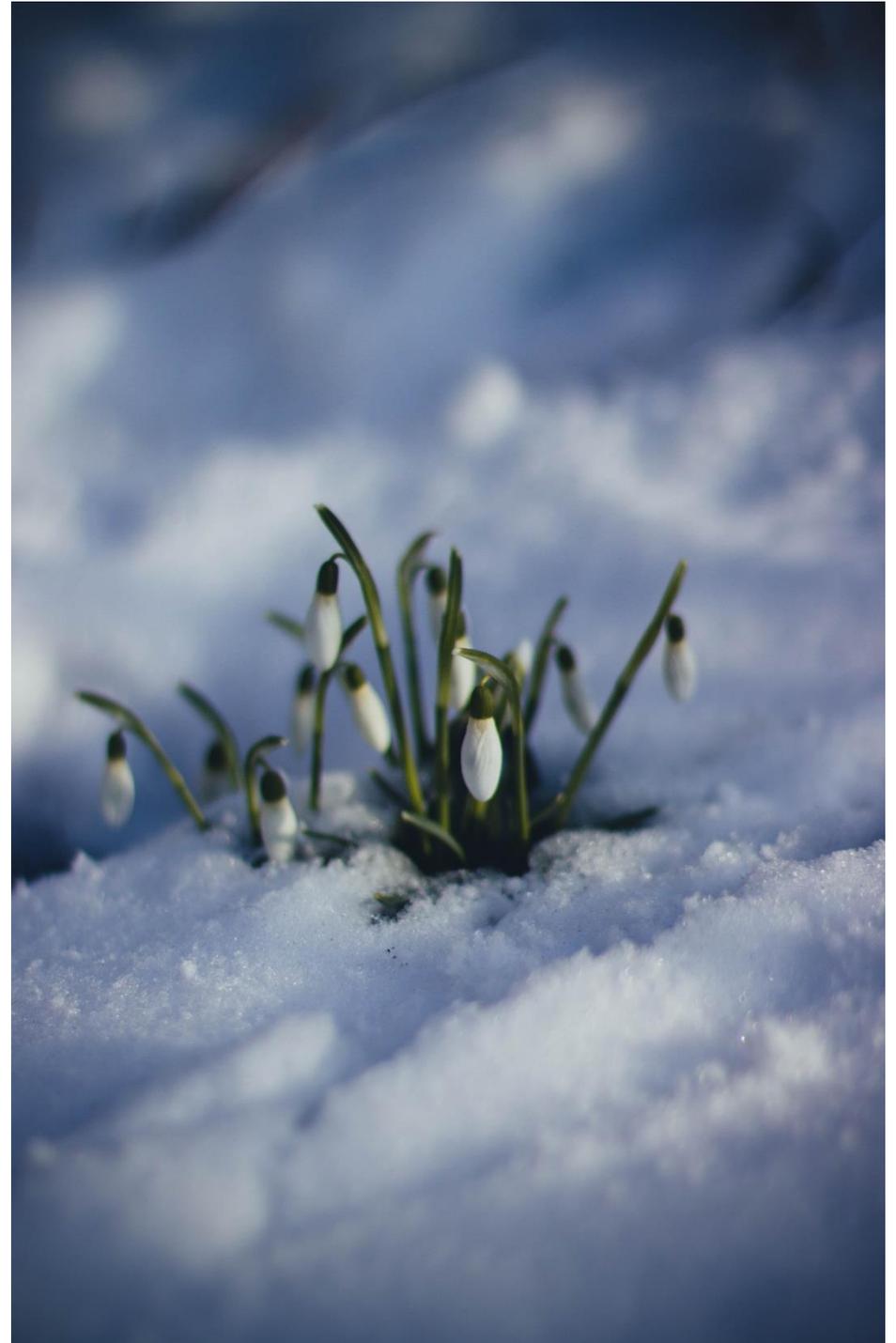




# Table Talk



**IS MY  
PROGRAM  
READY TO  
CHANGE AND  
GROW?**



# Facilitators of Successful Change

- “ Openness to Learning
- “ Openness to Change
- “ Stable & Empowering Leadership
- “ Anti-racism Commitment
- “ Support for Staff

**Reflect on these  
facilitators.**

**Where is your program at?**



# **PICTURING YOUR PROGRAM: ORGANIZATIONAL ASSESSMENT TOOLKIT**

# Readiness for Change: A Guided Reflection

- “ includes questions to spark intentional conversations about your program’s wellbeing and capacity for change
- “ help your team have transparent and open conversations together and gain new insight into your work
- “ **Remember, developing a clear picture of your program’s capacity for change and growth is a journey of reflection, not judgement.**

# Making Survivors' Pathways Visible

- “ mapping activity to highlight how survivors of sexual violence access your program and move through services
- “ worksheet for touring your program from survivors' perspective

# People to People

- “ tool for exploring internal resources and networks
- “ help you look at connections within your program and think about these questions:
  - “ Who holds the expertise on sexual violence?
  - “ How is knowledge about sexual violence shared?

# Pages to Practice

- “ a checklist for reviewing your program’s documents to examine organizational identity, organizational structure, and organizational policies and procedures
- “ you will explore these questions:
  - “ How much does our program know about sexual violence?
  - “ How holistic are our services for survivors of sexual violence?
  - “ What do our policies and procedures say about sexual violence? How do they support our staff?

# Questions?



**HUMAN SYSTEMS  
GROW TOWARDS  
WHAT THEY  
PERSISTENTLY ASK  
QUESTIONS ABOUT.**

-COOPERRIDER & WHITNEY, P. 3

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<http://www.resourcesharingproject.org/sexual-assault-demonstration-initiative-0>

# THANK YOU!

- “ 6 Project Sites
- “ Office on Violence Against Women
- “ Dr. Stephanie Townsend
- “ Minnesota Indian Women’s Sexual Assault Coalition (MIWSAC)
- “ National Organization of API Ending Sexual Violence (NAPIESV)
- “ National Sexual Violence Resource Center (NSVRC)

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