Creating Positive Working Relationships between Law Enforcement and Sexual Assault Survivors

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With you today...

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This is how I feel about being here today!
The Sexual Violence Justice Institute equips multidisciplinary teams and allied professionals with the concepts, tools, training, and resources needed to create a victim-centered response to sexual violence within their local communities.
Welcome & Introductions

• Show of hands
• Discipline (Advocacy, LE, Prosecution, Medical, Corrections, Other)
• Experience (0-5, 6-10, 11-15, 16-20, 20+)
SARTs...what’s all the buzz about?
Another reciprocal relationship at work

- ‘What’
- ‘How’

Meaningful Work of a SART
SQUIRREL!
Success is an iceberg

WHAT PEOPLE SEE
SUCCESS!

WHAT PEOPLE DON'T SEE

Persistence
Failure
Sacrifice
Disappointment

Dedication
Hard work
Discipline

@svladuckworth
Why Do SARTs Matter?
What Do WE Mean When WE Say SART?

• Sexual Assault Response Team
• Multi-disciplinary representatives
  • Differing views, approaches, constraints, and experiences
• Working to improve criminal justice outcomes
• Changing SV response in community
SART Membership

• Advocacy
• Medical
• Law Enforcement
• Prosecutor
• Corrections/Probation
• Other relevant systems (e.g. corrections and adult protection)
• Community specific service providers
SARTs as a Strategy for Change

- Individuals
- Systems
- Agencies

Arrows indicate interactions between these elements.
SVJI: System Change Approach

**Acute Response**
- Focus: Single Cases
- Changes individual responders
- Needs individual participation
- Processes depend on each responder
- Results in small scale change

**Systems/Process Focused**
- Focuses on patterns
- Changes whole agencies and systems processes
- Needs agency-wide participation
- Embeds processes
- Results in long-term and wide spread change
What Does “Change” Mean?

• Engaged in intentional collaboration
• Working for systems change
• Improving processes to better serve all
Habits of Successful SARTs

- Clear mission, purpose, vision
- Regular, structured meetings
- Focus on improving response
- Buy-in from decision makers
- Active participation
- Values of collaboration and victim experience
- Respect for unique roles
Partnerships with Law Enforcement Prosecution
Improving Interactions with Victims/Survivors
• Equity in relationships
  • Manage power differentials
• Informed/active members
• Respect for unique roles
• Mutual compromise
• Support, challenge, change
• Buy-in and investment
Building Partnership and Buy-In

• Comprehensive planning and communication
  • Create feedback loops for information
• Find champion or lead
• Team as shared success for community
• Contribute resources and reputation
• Develop durable relationships
What strategies can you use to build buy-in and durable partnerships?
“There’s nothing like using what comes out of the pen or keyboard of a responding officer to learn”

-Chief Paul Schnell
Stakeholder Engagement
Trust and Process
Broader Coalition
Clarity
Fair Process
The Central Idea...

‘...individuals are most likely to trust and co-operate freely with individuals and systems - whether they themselves win or lose by those systems - when fair process is observed.’

Fair Process

**Principle 1**

**Engagement:**

Involving individuals in decisions that affect them, by asking for their input so they can tell their story.

*Kim & Mauborgne, Harvard Business Review, July – August 1997*
Fair Process

Principle 2

Explanation:

Everyone involved and affected should understand why final decisions are made as they are. Creates a powerful feedback loop that enhances learning.

Fair Process

Principle 3

Expectation Clarity:

Once decisions are made, new rules are clearly stated, so that everyone understands the new standards and the implications for failing to honor undertakings.

What Fair Process Isn’t

• Decisions by consensus – sometime circumstances make this impossible
• Does not set out to achieve harmony
• Does not set out to win support through compromises that accommodate every individual’s opinions, needs or interest

What Fair Process Isn’t

• Team members or others forfeiting their prerogative to make decisions, establish policies and procedures

Are We Making a Difference?

Resources for Sexual Assault Response Teams assessing systems change

Overview | Practice | Stories | Contact Us

This page includes a variety of resources to help you make the case for evaluation, learn the basics, gain evaluation skills, and access tools. Scroll down to get started!
Thank you!

Ask questions • Find answers
Make changes

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