

DHS Domestic Violence Council

June 21, 2005

Facilitator: Sandy Maynard

Members Present: Carol Krager, Jennifer Holland, Ardy Birkmeyer, Rhonda Culley, Jayne Downing, Theresa Guerrero, Kym Lamb, LeAnn Mederios, Carri Ramsey, Bonnie Braeutigam, Ruth Scofield, Lorena Navarez, Naomi Steenson, Kate Blackman, Allison Wilson

Members Absent: Dave Flock, Susan Hughes, Julia Olsen, Mary Oschwald, Julie Davie, Stephanie Merhib, Sarah McDowell, Julie Wahl-Talley

Purpose of the Day: (1) Goals for the day, (2) Establish 1-year work plan; (3) Clarify goals and roles

Dream/1-year vision for the Council (from Council Members)

- T** Director supports/validates/strong connection
- T** All clusters are convinced that DV is important and needs to be understood
- T** Tackle issues delineated in the standards
- T** Guidelines on expected training for staff and tools for managers to discuss need level for staff (i.e. skill assessment for staff)
- T** Better collaboration/connection with staff and DV providers—continued/positive
- T** More diversity on the council
- T** Changes throughout community
- T** More visibility—one day special event
- T** Council work goes back to work at home
- T** More/better staff training (especially first contact with client)
- T** Staff awareness of council—we are a resource
- T** All program areas being open to DV training—higher priority
- T** Monitor and access that standards are being practiced and supported
- T** More requirements for management training to be kept updated/current
- T** Increase educational opportunities
- T** Develop standardized trainings beyond DV 101
- T** Looking at practice vs policy in all program areas throughout DHS
- T** Strong connection with the sponsor
- T** Standards are in place and accepted
- T** Council known to all DHS staff
- T** Right staff are at this table
- T** Discussion with contracts office around standards (standards are incorporated in contracts)
- T** How to work with survivors of sexual assault

Accomplishments of the Council to Date (by Council Members)

- T** Developed standards
- T** Continued connection with director's office through three directors
- T** Continued education for the council
- T** DV 101 standardized; DV training for staff
- T** Policies for the Council
- T** Survey for partners
- T** Recruitment process/protocol
- T** Unified focus
- T** Networking
- T** Going to Jayne's house
- T** Collaboration
- T** Identification of DV policies across DHS
- T** Web page
- T** Committee work
- T** Membership recruitment
- T** Recognition that the problem within DHS is practice not policy
- T** Training is an event; education is an on-going process
- T** Training does not automatically fix things; good practice needs to follow
- T** This is an on-going important issue; being a champion for the cause. This education needs to be part of our culture.

What Are We currently Working On?

- T** Identifying further training for staff (beyond DV 101) and connection with local providers and resources
- T** Impact of training on practice
- T** Standards adopted by cabinet

What Will We Be Celebrating in June 2006? (By Council Members)

- T** The director is attending giving us two awards (1) Public Education Award and (2) Best Council Ever Award
- T** Everybody in DHS knows the standards; they are part of the contracts/they are used
- T** Folks are coming to us for education (menu of specific standardized training available and attended)
- T** Successful one-day special event
- T** Website for best practice for standards
- T** Service delivery areas are being recognized for using standards
- T** Recruitment speaks to experience

What are our Strengths?

- T** Infrastructure is strong
- T** Commitment is strong
- T** Unified vision
- T** Resources
- T** Education of council
- T** Various disciplines
- T** Diversity
- T** Collaboration
- T** Connection to a larger community

What are our Weaknesses?

- T** Full time jobs
- T** Overly committed to other responsibilities
- T** Overly ambitious
- T** Chain of command
- T** Inconsistent leadership
- T** Bureaucracy
- T** Representation
- T** Representation too narrow
- T** Overwhelming
- T** Not knowing how to get it done
- T** 1 day per month
- T** Inconsistent attendance
- T** Get tired

Benefits of the Council

- T** Lives changed
- T** DHS culture changed positively
- T** Increased recognition (echoes)
- T** Set precedent for others (states)
- T** Partners trust DHS
- T** Help staff do their jobs better/be more successful
- T** Workers will be honored by partners
- T** Workers honor partner's work
- T** Membership boom

Risks/dangers for the Council

- T** Complacency
- T** Shift from self directed to other directed
- T** Backlash
- T** Refusal to receive input
- T** Council falls apart
- T** Stop reinventing ourselves
- T** Take on too much.....
- T** Become unrealistic about change we can effect
- T** New members don't share vision

Summarize our Commitment

Save lives by changing/enhancing/improving/developing and positively influencing DHS culture through ongoing commitment to educate DHS and partners and through modeling it ourselves

Create 1 Year Time Frame

- T** Public Education Award (three events)
- T** Best Council Ever Award (five events)

Three strategies for July 2005 - July 2006

- T** Sell the standards
- T** Develop training modules
- T** One day DV conference to be scheduled for October 2006

Action Plan/DHS Education Award

- (1) **Menu of training/available/attended/specific standardized**
 July/Aug: (survey out/compile survey/prioritize/begin developing curriculum for one module
 Sept/Oct: (Pilot curriculum/fine tuning, curriculum kits developed/specifics developed within curriculum
 Nov/Dec: (train the trainer/identify next module, development; begin rolling out training at local level
 Jan/Feb: (repeat above)
 Mar/Apr: (repeat above)
 May/June: (1) bring train the trainers back together for assessing/evaluating
 (2) Compiling stats/feedback

- (1) **Successful one-day event**
 July/Aug: Develop conference ideas/conference committee
 Sept/Oct: Approach director's office, select date, location, curriculum, etc.)
 Nov/Dec: Coordinate site, speakers, etc.
 Jan/Feb - Conference development/involve point people, providers
 March - October: Coordinate, coordinate, coordinate
 October 2006 is conference date. (**long range plan:** one conference per year to be held in different locations around state

- (1) **Standards are known and used (sell standards)**
 July/Aug: (1) Get By-in from Cabinet; (2) Create map of DHS: where do we need to go; (3) Identify guides for areas by asking Cabinet, SDAs, etc., (4) Develop checklist from standards
 Sept/Oct: (1) Identify first group of participating sites, offices, clusters; (2) Participating sites with guides will start self-assessment process.
 Nov/Dec: (1) Units continue self-assessment and develop preliminary action plans; (2) Units send in preliminary action plans to Council for review; (3) Council identifies policies for review, other issues
 Jan/Feb : (1) Keep assessment process going; 2) Post information (Q&As, good ideas, strategies) on web site; (3) Identify next group of participants.
 Mar/June (1) Keep process going
 May/June: (1) Select recipients fro Council awards.

Individual Commitment

Each member made a personal commitment to one of the three strategies.
 5 for standards
 5 for training
 9 for conference

Committee Structure

1. Policy committee changed **Standards Committee**
2. Practice committee changed to **Training Committee**
3. **Structures Committee** (ad hoc)
4. **Communication Committee** roled into all three committees/coordinate)
5. **Conference Committee**
6. **Marketing Committee** coordinates with Standards, Training, Conference Committees

Next Steps for the Council

- T** How do committees get launched? (Chairs will connect with members)
T How do we engage members that are not here? Decision made for members in attendance to connect with members not in attendance and (1) give them an overview of today's meeting and (2) ask them to select a committee. LeAnn /Mary, Theresa/Sarah, Carol/ Dave, Kym/Julia, Rhonda/Susan, Ardy/Julie Davie, Carol/Julie Wahl-Talley

Time Schedule for July's Meeting

9:00 - 12:00 Council
12-1:15 Lunch
1:15 - 3:15 Committees
3:15 - 4:00 Council

Committee Membership

T Conference: Carri, Naomi, Ruth, Kym, Rhonda, Jennifer, **Allison**, Lorena

T Training: Jayne, **Ardy**, Rhonda

T Standards: **LeAnn**, Kate, Carol, Theresa

*Bold indicates convener of the committee

July Meeting Approved:

July 19, 2005 - 9:00AM to 4:00PM
4074 Winema Place - Building 53
Upstairs SDA 3 Conference Room
Salem, OR

Snacks: Carri

Facilitator: LeAnn

August Meeting with by at Jaynes...more info to come
Drew names for team building exchange in August