

DHS DV COUNCIL

Feb. 26, 2008

Present: Carol Camfield; Marie Cervantes, Rhonda Culley; Jayne Downing; Betsy Hoag; Susan Hughes; Therese Hutchinson; Julie McFarlane, April Scott; Chris Sielieky.

Introductions:

Introductions were conducted.

Strategic Planning Session

Anita Davis from Training and Development attended to assist the council in development of the DHS DV Council Strategic Plan. She explained her role in the process as a listener, guide and to provide focus for the group during the planning stages. She asked members to define what strategic planning means to them.

Examples of strategic planning:

- Goals
- Objectives
- Why? / The meat of it
- Working and not working
- Better processes
- Clear projects
- Breathing life
- Realistic

The plan time frame is defined as 1 year. Anita distributed the Diversity Strategic Plan 2007/2008 and the DHS DV Council Brainstorming Session 2005. The group was asked to provide a list of council customers.

Customers:

- DHS staff / managers
- DHS contractors
- DHS policy makers
- DV service providers
- Community members interested in older adult / disabled persons
- People w/physical disabilities
- Public agencies
- Survivors of DV and their children
- Survivors of elder / disabled persons abuse
- Divisions / disciplines of DHS
- Community programs
- Hospitals

- Home health services
- Legal Aid
- Advocacy groups
- County APS specialists & APS managers

Anita distribute a handout titled The Difference Between. A discussion was held around both the vision and mission statement for the council. Members were divided into two groups and asked to develop a mission statement. The two groups reconvened and re-worked the two products into one for the following result.

DHS DV Council mission statement: *Enhance safety for victims and survivors by providing guidance and developing systems to ensure a coordinated community response to prevent violence.*

A discussion was held around the vision for the following year.

Visions for the council:

- Culture shift that eradicates Domestic Violence all together
- Full membership for the council
- All members trained

Members developed a list of stakeholders for the council.

Stakeholders:

- DHS cabinet & director’s office
- DV victims & their families
- DV advocates & service providers
- General population of OR DV survivors
- Legislature
- Variety of DHS entities
- OR tax payers
- OCADSV
- Governors DV Council

Members developed a list of council suppliers.

Suppliers:

- National centers for elder abuse
- Local APS services in other states
- Hospitals and other advocates
- Local DV/SA programs
- Legislature – national / state
- Client Care Monitoring Unit

- DV providers
- DHS staff – DHS executives
- General public
- DV survivors
- Other community partners
- Child welfare
- Batterer programs
- Other state models, social service agencies
- National prevention agencies
- State DV strategic plans
- Other DHS councils
- Legal Aid
- Court system
- Legislature (laws)
- Taxpayers

The group brainstormed to add additional threats to the list generated at the previous session.

Threats:

- Time
- Funding
- Burnout
- Continued training
- Turnover
- Lack of Momentum
- DV Council may be disbanded without goals
- Not filling vacancies
- Implementation problems
- Disconnect with cabinet
- Lack of support and attention from management

The 2005 Action Plan was reviewed for unfinished business. It was concluded that all items were completed with the exception of portions of the Standards implementation plan. Items left undone were identified as:

Standards – loose ends:

- Create map of DHS: where do we need to go
- Identify guides for areas by asking cabinet, SDAs, etc.
- Develop checklist from Standards
- Identify first group of participating sites, offices, clusters
- Participating sites w/guides will start self-assessment process

The council agreed that the Standards still need to go through the official implementation process. A discussion was held around objectives. The group would like to develop a Strategic Plan that is transparent and measurable. Other components were as follows:

Objectives:

Organization:

- Recruit / retention
- New member training
- Attendance
- Revisit governance of council
- Get sponsor involved – data, passion, help understanding
- Ask Clyde what broad representation would look like

Education / Training / Partnerships

- Diversity Conference
- DHS managers to go to specific DV training
- Outreach to other divisions
- Information / training

Refine / Evaluate / Survey

- Needs assessment
- Ask survivors
- Infrastructure for performance and accountability
- Look at what data is available

Communication Plan

- Talking points
- Define audience
- Who are we – what do people need to know about us?
- Strategic message to leverage resources

Budget

- Cost analysis
- Regular dialog w/Clyde
- Develop evidence based rationale for budgetary request including a data cost benefit analysis
- Draft budget proposal including training and admin. support

Re-new interest in Standards and ongoing training

- Develop train the trainer program
- Review existing standards vs. practices
- Create a pamphlet / brochure w/ Standards

➤ Training issues

Action Items:

- Rhonda, April, Betsy and Anita will hold an email discussion around the best date in April for the final planning session.

Next Meeting:

Agenda: Report out of today's session.
Jaynes sample manager training
New member packets
Team building – Susan
Education – Jayne
Snacks – Marie / Therese