

Letter From The Editor

Welcome to the ninth issue of Reshape. In this issue we will be addressing collaboration. The premise behind collaboration is that it is mutually beneficial to enter into a relationship with one or more organizations in which results are more likely to be greater than if one worked alone. The possible synergistic effects are boundless with added dimensions brought into the mix by community partners. How has this partnering of parties benefited those involved and what is the best way to utilize these relationships for furthering your work in the sexual assault field? In this edition we will examine how some of our coalitions have had success in this area.

Also in this issue of Reshape we will debut a new feature, "Ask the Tech". This feature will include questions that you submit regarding technological issues. Arash Ebrahimi, Multimedia Specialist at CalCASA, will provide us with answers to the tech problems we all face. We are looking forward to sharing his wonderful expertise as a regular feature in Reshape. You can send your questions to: arash@calcasa.org.

Evelyn Larsen - Editor

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*Making Collaboration Work
for Victims;
The Minnesota Model*

Donna Dunn - Program Manager
Sexual Violence Justice Institute
Minnesota Coalition Against Sexual Assault

While collaboration has been a tradition of sexual assault coalitions, the historical partnering they represent has been primarily about uniting and connecting the advocacy community - those people working locally on behalf of victims/survivors of sexual assault. That foresight has brought the advocacy community great benefits: shared training, shared resources, and a safe place to argue philosophy, find support and friendship, and debrief with people who really know the work of advocates.

Collaboration today has taken on new and different dimensions in the work to end sexual violence. For a number of social and political reasons, collaboration with disciplines outside of the advocacy community has become the way to move talk to action. Without a doubt, this approach to system change deserves careful scrutiny and even more careful planning to ensure success for advocates, their collaborators and ultimately victims/survivors.

The move to multidisciplinary collaboration has emerged out of a number of forces: funding requirements/opportunities; increased levels of victim-centeredness within traditional criminal justice/health care professions; decreasing public funds, and naturally developing relationships after 25 years of sharing an issue and a community with criminal justice professionals. In Minnesota, at the outset of our collaborative work, we began asking the question, "What can we do in partnership that we cannot do alone?" We have also been asking, "How can we be sure that we don't compromise our unique role in speaking with and for victims of sexual violence?" We recognize that this shift to multidisciplinary collaboration also affects our sexual assault coalition work.

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The following are issues that require coalition attention and leadership when using multidisciplinary collaboration to create systems change:

• **Missions and vision:**

Does the collaborative effort mesh with or conflict with the coalition's mission and vision? While both may call for an end to sexual violence and cite victim-centeredness as a means to that end, there may be very different understandings of how to achieve victim-centeredness. Can both coexist within a coalition structure?

The collaborative arm of MCASA is the Sexual Violence Justice Institute. It has a multidisciplinary advisory board that includes members of the MCASA governing board. While the SVJI operates under the auspices of MCASA, it has been able to articulate a compatible but separate mission from the home agency. Attention to communication across programs and boards within MCASA is critical to peaceful partnering.

• **Strategy:**

Collaboration for the sake of collaboration rarely achieves the kind of change desired. A clear strategy for what, how, when, and why collaboration is happening has to be articulated so that all partners see their role in the process. In Minnesota, we have relied on the 8-step protocol development process detailed by Anita Boles and John Patterson in the book *Improving Community Response to Crime Victims**, to form the template for our community-based collaborative work. The process gives direction to the partners, clearly identifies purpose, process and product related to each step and motivates a group to continue moving forward.

• **“Inside/out” change agents:**

Most sexual assault advocacy and coalition efforts grew out of a recognition that local systems were not seeing sexual assault crimes and victims in their midst. Grassroots advocacy has been all about prompting change from the outside. Multidisciplinary collaboration moves that change-agent work to the inside where institution change meets community change. It offers the opportunity to define power as the capacity to produce intended change.

• **Accountability:**

Collaborative work requires all partners to commit to shared accountability. All work is open to scrutiny, even the work of advocates. Every

partner on the team must commit to the overall mission. Partners must be able to give and receive constructive criticism that prompts the individual and systems change that promises results-oriented action. Accountability also applies to our commitment to work within our discipline's ethics and philosophy. For example, as an advocate, I would never negotiate away my commitment to creating an advocacy environment within which a victim can define her/his needs.

“...collaboration with disciplines outside of the advocacy community has become the way to move talk to action.”

• **Problem solving:**

Advocacy and collaboratives both grow out of a necessity to solve problems at the community level. Any successful collaborative must accommodate problem solving on small and large scales. While we may be prone to “problem admiring” – finding infinite ways to analyze the problem – our greater challenge and need is to solve the problem at hand.

• **Allow for time:**

It has taken generations to create the problems we are trying to solve. Yet, we often find ourselves on the one year, 18 month, two year grant cycle and expect (or are told to expect) change to occur that neatly. We all know that it takes time to build trust, overcome turf issues and build relationships. Often, partners join a collaborative because they have created good working relationships with other partners. It is often not until well into a true collaboration that challenges to the collaborative vision arise. Collaborations that start out as community/relationship building opportunities face different challenges when/if they move to policy and systems change agendas. This work cannot be rushed if it is to be sustainable.

In Minnesota, with the advent of VAWA funds, we envisioned writing a universal protocol that could be adopted by each of the 87 counties and hopefully, but perhaps not realistically, the community response to sexual violence would be transformed. As we conducted multidisciplinary focus groups around the state, we heard repeatedly that counties did not want a “one-size-fits-all” handed down from “on-high.” What they requested was financial

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• Boles, Anita B. & Patterson, John C., *Improving Community Response to Crime Victims: An Eight-Step Model for Developing Protocol*, Sage Publications, 1997

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assistance for local multidisciplinary teams to develop their own response based on their own resources and demographics. What resulted is the MN Model Sexual Assault Response Protocol which offers a county team the Boles/Patterson process of protocol development. Each team ultimately has access to what we believe to be the best practices given Minnesota laws and procedures. But, each team is charged with examining their community and drafting their unique response. The test sites have been funded (\$35,000 per year) and the process was evaluated by Wilder Research Center. Currently, while the model is available to everyone, there are only eight counties which have been funded to follow the process with the SVJI as highly involved technical advisors. An additional four to five counties have been working their way through the process without funding and with minimal support from us.

We have learned some of the lessons I cited earlier while supporting eight community based teams across Minnesota as they work through the 8-step protocol development process. The oldest of our teams has been doing this work since 1998. Teams are required to involve, at a minimum, law enforcement, prosecution, advocacy and medical providers. All teams have augmented their membership by inviting other community members such as: school personnel; public health; corrections/probation; mental health; agencies serving specific populations such as the gay/lesbian/bi-sexual/transgender communities, refugee and immigrant communities, sex offender treatment providers, etc. Teams are required to draft mission statements and to embrace the concept of developing a victim-centered response to sexual assault.

Boles and Patterson's 8-step process requires teams to do the following:

1. Inventory of Existing Services:

Determine who is serving victims/survivors, what gaps in service exist, and how services can be accessed. This step helps the team discover the range of players in the community who come into contact with victims.

2. Victim Experience Survey:

This is a vehicle to gain feedback from victims about their experiences within the criminal justice or other community systems. The team can find out what works well and what does not work well in the community from those who have relied on the system for care.

3. Community Needs Assessment:

In addition to the first two steps, one must ask what else affects the community's response to sexual assault? What is the population base? Is there a large seasonal population (college students, migrant workers, vacationers) that requires a focused response? How many cases are currently recorded? What does line staff in any of the partnering agencies feel about how the system currently works? What can you hear from the public or via focus groups that helps the team understand more about the current response to sexual assault?

4. Writing Protocol:

Moving from the lessons learned about the community response to sexual assault, teams then commit to writing interagency protocols. Of necessity, protocols should focus on problem areas identified by victims and/or the community. Protocols should also institutionalize those practices that are working well. Protocols highlight not only internal processes for individual agencies but also cross-discipline commitments to communication and joint service.

5. Adopt Protocol:

Once protocols have been written and accepted by the team, agency leadership must accept them and commit to agency support for implementation of the new protocol.

6. Protocol Based Training:

Personnel affected by the new protocols must be trained so they are aware of what is expected of them under the new working agreements.

7. Monitoring:

Are partnering agencies holding themselves accountable for implementing changes? Are line staff following the new procedures? Is what we thought was the best response to victims really the best? Monitoring is about determining the extent to which the protocol is being implemented and identifying any problem areas with the protocol.

8. Evaluation:

This step measures the impact of the protocol on how victims are treated as well as how the criminal justice system performs. Are victims feeling well served? Are system changes producing better case results?

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From our eight sites we have learned:

- Teams must maintain close contact with victims so that the collaborative efforts reach truly victim-centered goals.
- Funding must be available to support a staff person to ensure that the work gets done. All of our sites are funded to support minimally a .5 FTE.
- Agency representatives must keep their colleagues and leadership informed of the team work during the process. No one should be surprised when protocols are issued and training is required.
- Partners must take the time to learn about the roles and responsibilities of other partners. What does it mean to investigate a case? How do advocates support a victim? Team members often have only sketchy ideas of what others do. Trust and respect can develop across disciplines when members gain a clear understanding of others' roles.
- The process takes time. The first three steps usually take a team 18 months to complete. The entire 8-step process has required over three years in most sites. Team members have learned to be at ease with the deliberateness of the process.
- Teams must take time to celebrate their accomplishments and share what they have learned with the community.
- All of the original teams are still functioning, are viable and producing. They have continued to define and redefine how victims should be served by systems in their communities.

The 8-step process is, in the best of circumstances, cyclical. This work is not static: communities change, statutes change, ways of offending change (e.g. date rape drugs), victim needs change, and agency personnel change. Monitoring and evaluation help a team understand these changes and lead the team to rewrite protocol and retrain personnel. In other words, for the best and most updated response to victims, the 8 steps should continue to cycle. In Minnesota, funding concerns have eclipsed this vision. The "oldest" teams may experience a funding loss with the next grant cycle so that new communities can be funded to begin this work. The "old teams" are discussing how or if they can continue this focus without critical staff to facilitate the work. They are all working on institutionalizing

the procedures of monitoring and evaluation to ensure that the collaborative response continues to be scrutinized and changed to meet changing victim and community needs.

While we believe that multidisciplinary collaboration can reap benefits for victims, it is clear that oversight of the process is necessary to ensure that efforts do not run afoul of victim needs. Those who speak for victims, regardless of their discipline must be ready to constantly pose the question, "Is what we are doing in the best interest of the victim?" In a healthy collaboration, this question will be welcomed.

The Foundation of Long Term Partnerships

Ryan Warner

Washington Coalition of Sexual Assault Programs

"Independence"... [is] middle-class blasphemy. We are all dependent on one another, every soul of us on earth. ~G.B. Shaw, Pygmalion, 1912

One of the major keys to working in a coalition is the acknowledgment that you or your agency cannot accomplish your goals alone and must engage in work in partnership to be successful. To work in collaboration with others means to bring your expertise to the table of public discourse but also to be open yourself to the possibilities that come with the cross pollination of ideas, systems, and plans. This requires dialogue and that is based on rapport and trust.

During the past year the Washington Coalition of Sexual Assault Programs has participated in a grant focused on Ending Violence against Women with Disabilities. As part of this grant, we had the distinct pleasure of working with a group of partner agencies throughout the disabilities community to guide us in our work to end violence specifically against women with disabilities. What surfaced as being of paramount importance was the significance of dialogue. Although this seems obvious, one must not underestimate the power behind simple communication.

As part of this project we partnered with six very dynamic and diverse agencies that work with people with disabilities, as well as the state office that provides funding for crime victim services. The six partners in the process included ARC of Washington, Abused Deaf Women's Advocacy Services, Washington Protection and Advocacy Services,

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Washington Coalition of Citizens with Disabilities, Tacoma Area Coalition of Citizens with Disabilities, and Communities Against Rape and Abuse. Each participant brought a thorough analysis to a diverse cross section of issues including: public policy, direct service, legal topics, systems analysis, and numerous other issues. Throughout the meetings and different topics, the members' unique experiences and expertise surfaced. It was our job to appreciate what knowledge they brought to the table even if it contradicted what we felt we knew about that particular issue.

The second key aspect of successful partnership work is putting a value on personal conversations between you and your partners. Far too often in our work we run from meeting to meeting, arriving five minutes before the meeting starts and leaving right when the meeting ends. Spending time talking with the members of your partnership team allows you the opportunity to learn more about their perspectives in a relaxed and casual atmosphere outside of a formal meeting structure. During the course of the disabilities grant, I spent a great deal of time in coffee shops throughout the Seattle area meeting with members of the partners group. These meetings helped the partners get to know us at the Sexual Assault Coalition and helped us to become educated about the issues of importance within the disabilities community. This undoubtedly laid a foundation that helped build stronger dialogue that led to a better end result.

The third key concept of partnership is to keep to a long term view of collaboration. Although you may be collaborating on a particular project, with specific time parameters, it is important to remember the longer term relationship that you are building with your project partners. This grant has been the beginning of the coalition's work towards ending sexual violence against women with disabilities. The relationships and education which began on this project will continue in the years and months to come. The spin off of those relationships has already enhanced the work of our coalition within Washington State.

Achieving our goal of a world where rape does not exist is going to require enlisting everyone willing to fight. In order to advance our movement we must learn how to collaborate and that means starting and continuing to dialogue with each other. The time spent building rapport with other groups will pay big dividends in terms of understanding other communities, and the importance of specific issues to those communities. This increased dialogue will help plant roots and build strength in the long term health of your partnerships.

A History of Collaboration; Work in Progress

Monika Johnson Hostler
North Carolina Coalition Against Sexual Assault

The Sexual Assault Response Team (SART) began with a statewide summit in 1997. At that time the purpose was not to create SARTs but instead to encourage judicial districts in North Carolina to work collaboratively in all criminal cases. North Carolina Coalition Against Sexual Assault (NCCASA) and North Carolina Victim Assistance Network hosted the summit for teams of prosecutors, advocates, law enforcement and victim witness assistants. The timing could not have been better for NCCASA. A few months later NCCASA began the first of many Sexual Assault Nurse Examiner trainings.

The following fiscal year, NCCASA administered a grant to train and establish SART and SANE programs throughout the state. To date NCCASA has provided training for over 500 nurses and hundreds of prosecutors, victim witness assistants, and law enforcement. As a result of consistent trainings all urban areas and several rural areas have hospital based and supported SANE programs. Over thirty of North Carolina's one hundred counties have active SARTs. Although the collaborative efforts were intended to enhance the coordinated comprehensive victim centered response, SARTs have various functions. Those functions include cross training, prosecutorial district conferences, campus SARTs, increased prosecution, and coordinated response.

"In some instances it was clear who wanted to be there and who didn't but by the end of the time together we could see that participants were taking something of value home with them."

In 2000, NCCASA held the second summit, which was specific to the SART concept. After over three years of working together, many teams admitted to working together on an as needed basis. For many of the workshop facilitators it was obvious the level of commitment was not consistent within teams. In many instances, it was a case of turnover of staff and in others there was a lack of dedication to the collaborative concept. By the end of three days many renewed their commitment while others were invigorated by the opportunities that lay ahead. To date, many of these teams have gone through many trials but continue to work together on some level.

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The various types of teams include, county-wide protocol development, case sharing, and coordinated response.

The consistent obstacles we have faced in most counties in North Carolina include “the good ole boy” attitude, lack of commitment, confidentiality issues, and time. Although many teams have overcome some of these barriers many still complain of the missing link, the prosecutor’s office. (See the following article: *Ways for Sexual Assault Coalitions to Enhance the Relationship Between Prosecutors and Sexual Assault Nurse Examiners*, for additional ideas on how to address this issue) NCCASA has attempted various strategies. The most successful strategy was the local face to face meetings with the rape crisis center and the elected district attorney. Other successes include presenting at the Prosecutors statewide conference, including their office in local SANE trainings and cosponsoring trainings with the North Carolina Conference of District Attorneys. Not all prosecutors have joined the local SART but a few have not only joined but have specialized sexual assault prosecution units. These strategies also begin to close the gap between the services that prosecutor and law enforcement based victim advocates provide and local rape crisis center advocates.

Law enforcement was also one of our more challenging partners. By working with the justice academy, School Resource officers, and local community colleges we have been able to provide three day law enforcement training. In some instances, it was clear who wanted to be there and who didn’t but by the end of the time together we could see that participants were taking something of value home with them. Our work isn’t nearly complete but we do have a police captain on our board of directors which forms a solid foundation for strengthening this relationship.

The beauty of the North Carolina SART training is that we invite anyone to the table that has a vested interest and we include those that don’t necessarily want to be there. This has included law enforcement, child protective services, local health departments, department of corrections and sex offender treatment providers. These groups are now involved in not only local SARTs but in the overall goal to end sexual violence. Our most recent efforts have been the military. North Carolina has several military installations which are an integral part of their respective local communities. We have noted that many local law enforcement officers in some of these communities have previously served in the military.

At this point we have not identified a strategy to ensure their involvement but that hasn’t stopped our efforts.

We have learned by inviting each of the collaborative agencies to present their role, in a nice location with food is the beginning of great things to come. All of our SART and SANE trainings are localized. The presenters are from that particular community with the exception of established SARTs that discuss their journey. It has also been educational and motivational for many teams to see the successes of other county teams that mirror them in size, locale and demographics. What has not worked in North Carolina is to bring in outsiders, those from out of state, with Virginia as the exception.

The best evidence we have seen of true collaboration, is the counties where the team members have become friends. Friends share a history and a future and it is the stories we gather from these friendships that fuel our drive to work together in a more collaborative effort in North Carolina.

Ways for Sexual Assault Coalitions to Enhance the Relationship Between Prosecutors and Sexual Assault Nurse Examiners

Teresa P. Scalzo, Esquire - Program Manager
Violence Against Women Program
American Prosecutors Research Institute

While local prosecutors focus on events and activities in their own jurisdictions, the statewide sexual assault coalition is monitoring what is happening throughout the state. The coalition can use its broad perspectives and access to statewide resources to enhance collaboration between prosecutors and Sexual Assault Nurse Examiners (SANEs) in two major ways. First, the coalition can assist with resource identification and development and second, the coalition can develop and organize training programs for prosecutors and SANEs.

Although the number of SANE programs is growing, there are still many jurisdictions without programs. Creating a SANE program can be challenging. Prosecutors, especially those in smaller offices, may not have the time or staff to research what needs to be done to create a program. Coalitions can work with prosecutors to identify model programs, protocols, and necessary resources, thereby lowering the barriers to establishing SANE programs.

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Next, coalitions can develop and host training programs for SANEs and prosecutors. Presenting SANE testimony effectively can be quite challenging. Prosecutors and SANEs must understand how to introduce medical conclusions to insure that they are legally admissible. Additionally, SANEs must be able to explain injury and the absence of injury in a way that is understandable and credible to jurors. Most SANEs have little or no experience testifying or being cross-examined prior to their first sexual assault trial. Similarly, many prosecutors have very little experience introducing medical testimony regarding evidence collection in sexual assault cases. Participating in a mock trial program could enhance the skills of both the prosecutor and the SANE. Coalitions can work with the state prosecutors association or prosecutor coordinator's office to sponsor statewide or regional trial advocacy training programs during which SANEs practice testifying and prosecutors practice introducing their testimony.

Coalitions may also be interested in inviting local speakers to address prosecutors and SANEs on current topics of interest. For example, someone from the state's DNA lab could be invited to address the audience regarding DNA analysis and presentation. SANEs would learn how to improve their evidence collection skills and prosecutors would enhance their understanding of DNA evidence.

Sexual assault coalitions can enhance the relationship between prosecutors and SANEs by identifying model SANE programs and resources and hosting training programs. A good working relationship between prosecutors and SANEs will assist prosecutors in holding offenders accountable and keeping victims safe.

For additional information on developing a collaborative trial advocacy training program for prosecutors and SANEs, contact the Violence Against Women Program at the American Prosecutors Research Institute (APRI) at 703-549-4253 or vawa@ndaa-apri.org.

Supporting resources:

Check these web sites for helpful information on Collaborating.

www.crs.uvm.edu/nnco
(National Network for Collaboration)

www.azpartners.org/default.asp
(Partners, Inc. Partnership for Adolescent Resources through training Network Education Referrals and Support: A Collaboration Manual)

Building a Partnership with Faith Based Communities

Tonya Genise Jackson
Virginians Aligned Against Sexual Assault

They stood in a circle dressed in their Sunday best. "Heads are bowed and eyes are closed" began one of the women. And so, the prayer began. The circle of prayer, that wasn't even in a church. It was an average Friday morning in the office of the coalition. On that particular morning the coalition office served as a sanctuary for leaders in the black church who were concerned about the people of faith who are also victims or survivors of sexual violence.

This is the story of the partnership between the Virginia Coalition and a group of people of faith that came together to solve a problem. It started with a grant from VAWA that funded a partnership between Virginia's domestic violence coalition and sexual assault coalition. Both coalitions were very eager to find answers to questions about their identified underserved communities. To get answers to these questions the groups used formal focus groups, meetings, statistics and interviews.

African American women were amongst the groups that verbalized hesitation and distrust of domestic violence programs and sexual assault crisis centers. Statistical data amplified their sentiments. Eager to discover solutions, each coalition's outreach coordinator formed and facilitated an advisory committee comprised of women of color from diverse economic, professional, and ethnic backgrounds. In the very first meeting the women were asked to make suggestions about strategies that could be immediately implemented to reach victims and survivors. As ideas were suggested it fueled a sense of hope that lifted the spirits of many in the room and although this was positive there still seemed to be the noticeable feeling that something was missing. After a great deal of rhythmic discussion the women strongly advised the coalitions to partner with the faith community. They further advised that we should continue to build strong alliances and involve them in the crucial steps of action planning and a sub committee was formed.

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Mindful of the barriers, the subcommittee decided that women who were familiar with our mission would be more willing to work with us. Women who were leaders in the faith community were recruited. Formal pastors, evangelists and wise seniors served as guides. We began to work with women who were already involved in sexual assault programs and centers. These women were board members, advocates and volunteers.

As is typical with development of a new group there were adjustments to be made. We realized that atmosphere was very important and each meeting began and ended with prayer. The rules of hierarchy also had to change. In the black church, seniors are given a high degree of respect and deference is given to them unfailingly. Our facilitators, who also happened to be African American, realized and honored this very important transition. Another unique feature of this group was that the rhythm of conversation is different from other groups; there was a great deal of call and response, high laughter and deep expressions of sorrow.

We also learned that none of the women of faith had ever been to the main coalition office. Sometimes a simple invitation, a sign of willingness to begin dialogue, is all that it takes to initiate a relationship. It was apparent that they enjoyed the sharing of information. We learned that many of the women were completely unaware of what we do as an organization. They felt they knew what we did and that it had something to do with pressing charges against rapists. It was clear that lack of communication had really created even more barriers. It was a time for true sharing of information, goals, and hopes for the future.

As this article is being written we are working together to develop training curriculums that can be used to share knowledge about sexual assault with communities of faith. We continue to work on building relationships and recognize that this is and will continue to be an on-going learning experience. We believe strongly in the power of this collaborative effort and the step we are taking with this partnering as a very positive step in addressing sexual violence in all communities and reaching those communities through the mechanism that serves them in the most appropriate manner.

For more information on *Building a Partnership with Faith Based Communities* you can call:

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Or check out the Washington Coalition of Sexual Assault Programs publication:

“Creating Partnerships with Faith Communities to End Sexual Violence” on their website at: www.wcsap.org.

“Ask the Tech”

Arash Ebrahimi

When I first heard about Grand Theft Auto III, it was advertised as a game in which “You can sleep with a prostitute, beat her, take back your money, kill her, and when the ambulance comes to help her, kill the driver, steal the ambulance, and run them both over”. To no one’s surprise, the game hit the market and the controversy ensued. Do games like Grand Theft Auto III promote violence against women? Should my coalition advocate for stricter game ratings? How does technology effect the movement to end violence against women? Believe it or not, many people have the same questions. While the idea of ending violence against women isn’t new, the incorporation of technology into the movement is. New technology can be scary and uncomfortable. Plato warned his students of the dangers of the written word, fearing it would end spoken conversation. To begin understanding the intersection between gender issues and technology, conversations need to begin surrounding these topics. Hopefully they will serve to make the technology feel more comfortable.

“While the idea of ending violence against women isn’t new, the incorporation of technology into the movement is.”

To make this idea more concrete this space will be used to discuss any questions that you have regarding technology and sexual violence. Each quarter, one or several questions and answers will be posted in this newsletter. Be as vague or specific as you like. (i.e. “Should we use the .PDF format or .DOC format for our web site” or “How are other coalitions using technology to end violence against women”)

Working within this movement, my main goal is to incorporate technology with the ending of sexual violence. The intersection between these two issues is very large, and technology has many real and perceived ways to impact our movement. The only way to bring change in this way is by creating dialogues concerning techology, and how we should incorporate it.

We hope the questions you submit are questions others have, and that this space will therefore be for the benefit of all coalitions.

Arash is a 2003 graduate of the University of Texas, Austin and began pursuing a MSW this past summer. He has two years experience with the Voices Against Violence campus component of CalCASA. Arash has helped create and moderate a listserv that connects all web content managers of the State Coalitions.

Send questions, comments, thoughts, or general ideas to arash@calcasa.org.

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The topic of the next issue:

Media

If you have expertise or a project in this subject area that you would like to share with others please contact evelyn@wcsap.org,

Comments? Email evelyn@wcsap.org

Upcoming Events

3rd Annual Eastern Conference on Child Sexual Abuse Treatment

February 25-27, 2004

University of Wisconsin-Madison.

Crystal Gateway Marriott, Arlington, VA

(608) 263-5130

20th National Symposium on Child Abuse: Celebrating the Past, Embracing the Future

March 16-19, 2004

National Children's Advocacy Center, Huntsville, AL

(256) 327-3863

www.nationalcas.org/

The Other Half of the Solution: Men Taking a Stand to End Sexual Violence

April 22-23, 2004

Long Branch, NJ, New Jersey

Coalition Against Sexual Assault

(609) 631-4450

www.njcasa.org/events.html

2004 International Research and Action Conference: Innovations in Understanding Violence Against Women

April 25-28, 2004

Wellesley Centers for Women

www.wcwoonline.org/conference/

The Revolution Will Not Be Funded: Beyond the Non-Profit Industrial Complex

April 30 - May 1, 2004

Santa Barbara, CA

(734) 231-1845

2004 National Sexual Violence Prevention Conference: Building Leadership and Commitment to End Sexual Violence

May 25-28, 2004

Los Angeles, CA

(915) 446-2250

www.cdc.gov/ncipc/2004nsvpc.htm

Upcoming Regional Meetings

Central Region Meeting

January 27-29, 2004

Memphis, TN

hosted by Iowa

rsp@iowa.org

Western Region Meeting

March 3-5, 2004

San Francisco, CA

hosted by Washington

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