How To Repair Broken Partnerships: Reframing and Repairing When Things Go Wrong

June 18, 2019
2:00-3:30 p.m. (eastern time)

Presenters:

Elise Reifschneider, Director, Denver Anti-Trafficking Alliance (DATA)

Dr. Karen Countryman-Roswurm, Executive Director, WSU Center for Combating Human Trafficking (CCHT)

Aubrey Lloyd, Human Trafficking Team Lead, Office for Victims of Crime Training and Technical Assistance Center

The material presented during today’s webinar session will be available on the Human Trafficking Grantees Learning Community and the OVC TTAC Human Trafficking Webinars page. The session will be recorded and will begin shortly.

As with all technology, we may experience a momentary lapse in the webinar session. In the event of a problem, please be patient and remain on the line. If the problem persists, please contact khough@ovc_ttac.org for technical assistance.
Today’s Presenters

Elise Reifschneider
Karen Countryman-Roswurm
Aubrey Lloyd
Empowering OUR nation’s capacity to provide effective prevention, intervention, and prosperity promoting responses through the provision of 6 methods:

- Direct Service
- Education
- Training
- Consultation
- Research
- Policy Development
The Denver Anti-Trafficking Alliance (DATA) works to facilitate a victim-centered, multidisciplinary response to human trafficking in Denver through enhancing collaborative efforts; supporting trauma-informed services; promoting collaborative investigations and prosecution; improving education and awareness; and advancing public policy and advocacy.
Poll

What sector do you represent?
A. Law Enforcement
B. Direct Services
C. Survivor Leadership
D. Task Force Leadership
E. Prosecution
In one word, what comes to mind when you hear the word or think about “collaboration”?
With the number of individuals who are at risk of and/or subjected to human trafficking...not to mention the multidimensional complexities of human need...**collaboration** (two or more people working together for a common purpose/toward a shared goal) is critical.
We believe lasting societal change is achieved through both collaboration and meaningful disagreement. Living the value of collaboration inspires us to accomplish more together.

Collaboration requires relationship.
Collaboration Means...

1. Including various stakeholders.
2. Clarifying and fulfilling roles and responsibilities.
3. Committing to some basic shared values and a shared purpose.
   • Shared doesn’t have to mean THE SAME.
4. Recognizing and leveraging various points of view.
5. Sharing efforts, resources, etc., in a manner that respects and honors each other’s expertise, gifts, and professional roles for the purpose of promoting prosperity among those at risk of or subjected to human trafficking.
Collaboration Does Not Mean...

1. Forcing or engaging in role drift.
2. Group think.
3. Agreeing with one another simply to protect or maintain the status quo.
4. Submitting to holders of authority or power—even when you think something has gone wrong with a case/survivor.
5. Being “nice” in an effort to prioritize the “collaborative” relationship above the needs of individuals who are vulnerable or marginalized.
How well would you say you are collaborating with others in your community in efforts to address human trafficking?

A. Amazing - we are very successful.
B. Okay - some glitches but pretty well.
C. Not so well - we have some significant issues with other partners.
D. Terrible - at this point, we are really just doing our own thing.
Examples of Collaborative Success

1. Regional partnerships (systems and community)
2. Legislation
3. Subcommittee work
Examples of Collaborative Success

# of HT Victims Served by Grantees of the Office of the Attorney General Per Fiscal Year

- 2009: 2
- 2010: 2
- 2011: 27
- 2012: 44
- 2013: 217
- 2014: 352
- 2015: 428
- 2016: 463
- 2017: 475
- 2018: 450
Open-Ended Question

Please type your answer in the message box below.

• How has your collaborative effort experienced conflict?
  • Examples: differing on your approach to direct services, jurisdictional issues, disagreeing on who should be part of a collaboration, etc.
We believe lasting societal change is achieved through both **collaboration** and **meaningful disagreement**. Living the value of collaboration inspires us to accomplish more together.
Getting Started

• Although it can be uncomfortable and feel overwhelming, healthy conflict is an expected component of a growing collaboration!
  • When you reach areas of disagreement, it is usually a sign that you are progressing as a collaborative body.
Examples of Collaborative Struggles

1. Nontraditional partnerships
2. Missteps/repairing relationships
Examples of Collaborative Struggles

Child Advocacy Center to centralize services in former Lincoln Elementary building

Child victims of sex trafficking receive mixed messages: If we aren’t ‘aggressors’ then why are we arrested?

The following op-ed was shared with media throughout the state and nationally. It was written by Karen Countryman Roswurm, Center for Combating Human Trafficking, and Linda Smith, Shalom Hope International.

In February, Kansas Judge Michael Gibbons came under fire in national news for claiming that two girls, ages 13 and 14, acted as “aggressors” in a situation of exploitation in which a 67-year-old man, Eugene Soder, paid them to have sex. While public reaction to Gibbons ruling was appropriately harsh, the reality is that his decision is reflective of a much larger societal and legal paradigm.

Read full story
How do you define collaboration?

What is your overall goal/mission?
  • If you haven’t yet, write it down!
  • Ensure this is a living document – it is natural that the goal/mission may change over the course of time and with experience.

What is your goal?

• No single partner should determine the goal/mission.
How do you define collaboration?

What is your goal?

What is the goal of your collaborative team/task force?

• Be clear with partners what your task force/multidisciplinary group is and what it is not.

• Avoid focusing on consensus.
  • Focus on building trust and establishing meaningful partnerships/professional relationships.
  • Work toward understanding intent and processes.
How are you defining success?

- Who defines success? How does the collaborative body define success?
  - Success may look different for each partner (or each case), but a commitment to a shared *victim-centered* approach should be the foundation.

- How does the victim/survivor define success?
Engaging Stakeholders

• Who are the stakeholders?
  • Survivors, law enforcement, service providers, victim advocates, educators/researchers, health care and mental health professionals, legal professionals, translators/interpreters, policymakers, and more

• Is the space inclusive?

• Are you thinking outside the box?
  • Who else could/should be a part of the conversation(s)?
Tools for Addressing Conflict

- Build in an operations framework
  - Policies & Procedures Manual
  - Bylaws
  - Define mission, goals, values, etc.
  - Robert’s Rules
- If financially able, bring in an outside facilitator
  - At an annual meeting, a retreat, etc.
- Have pre-scheduled meetings that do not have an agenda
  - Collaborative lunch every 6 months
- Participatory brainstorming
  - Get creative

Practice empathy! We are all human and have complicated lives; be understanding of what you do not see or hear.
Lessons Learned and Additional Tips

• Internally
  • Know thyself - heal thyself as wounded healer.
  • Get and stay connected to “your why.”

• Externally
  • Facilitate community screen/capacity assessment.
  • MAKE TIME for relationships.
  • Clarify roles, responsibilities, resources, and commitments.
  • Have a plan/process for how you might, even amidst or because of progress, lean into courageous conversations.

• Healthy Conflict
  1. Name
  2. Claim
  3. Tame
  1. Say thank you
  2. Fix the problem
  3. Move forward
Questions?
Contact Information

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Thank you!

Please take a moment to fill out an evaluation for this webinar.