



Supporting and Sustaining Staff

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Sexual Assault
DEMONSTRATION INITIATIVE
Enhancing Sexual Assault Services

Welcome & Introductions





**Programs must
attend to the
well-being of their
staff.**



Vicarious Trauma

- “ Creates a permanent, subtle or marked change in the personal, political, spiritual, and professional outlook of the advocate
- “ Affects the advocate’s view of the world and their relationships and connections to family, friends, and community

(Richardson, 2001)



The extent to which programs support their own staff directly influences the quality of services provided to survivors.



Supporting staff also includes creating an environment where staff who are survivors of violence can, if they choose, identify as such without feeling shamed or the legitimacy of their work being questioned.



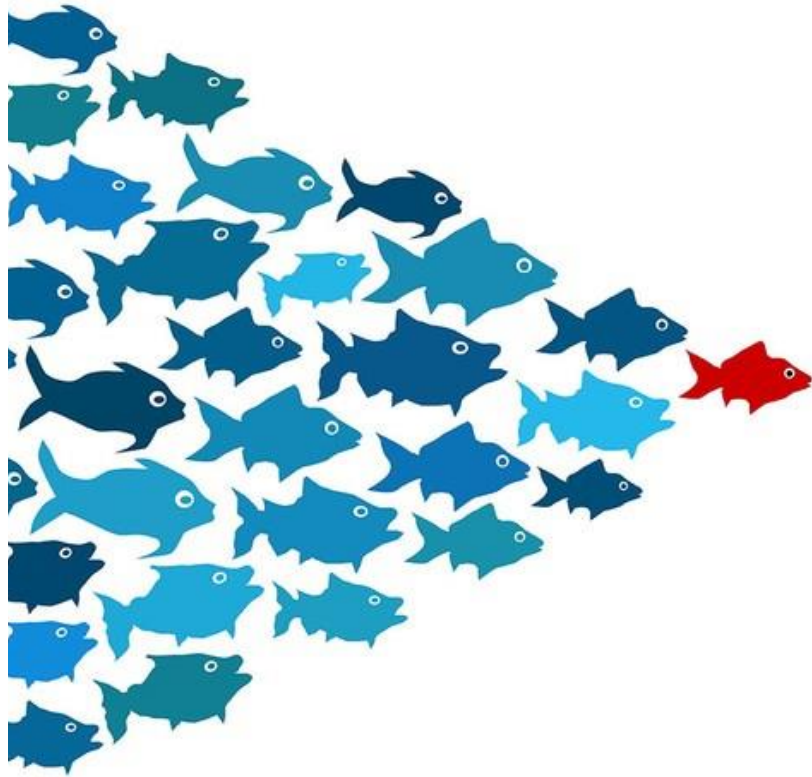
Bringing this issue into the open is critical to enhancing sexual assault services.



ORGANIZATIONAL STRATEGIES



Empowering Leadership



- “ create of culture of appreciation
- “ use trauma-informed supervision
- “ be a good example



Ethics & Vision

- “ use direct & open communication
- “ build buy-in, leadership, and morale
- “ create flexibility within the organizational structure
- “ create a sustainable evaluation system



Create Safe Spaces



- “ build a culture that promotes boundaries & supports workload balance
- “ create a safe, comfortable, & private work environment



Training

- “ practice excellent hiring protocols
- “ provide sufficient orientation, initial training, & continued training
- “ support learning that is job-related and life-related



Empowerment



“ put time and thought into staff benefits

“ value staff as whole people



Standing Together

- “ hold regular staff meetings
- “ connect global issues to everyday work
- “ get out of the office together
- “ bond as a team; support team-building and group wellness
- “ celebrate accomplishments
- “ examine team or work issues sooner than later



Questions?

HUMAN SYSTEMS GROW
TOWARDS WHAT THEY
PERSISTENTLY ASK
QUESTIONS ABOUT.

-COOPERRIDER & WHITNEY, P. 3



FOR ADDITIONAL QUESTIONS OR SUPPORT

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Learn more!

Materials and resources
available at www.nsvrc.org/SADI or
<http://www.resourcesharingproject.org/sexual-assault-demonstration-initiative>

