

The background features abstract teal line art. In the top right, there are several concentric, wavy lines that curve downwards and to the right. In the bottom left, there is a larger, more complex pattern of many closely spaced, overlapping lines that form a shape reminiscent of a human profile or a stylized figure. The overall effect is a sense of depth and movement against the solid black background.

# Growing our Community Responses

RESOURCE GUIDE

# ABOUT THIS GUIDE

This resource guide serves as a tool to aid in development of your Sexual Assault Response Team or Coordinated Community Response Team through reflection questions and sample resources. Pulling together a team is hard work, and often just one of the many hats we wear in this work. As we grow our collective futures and our community responses, we can look to the plethora of resources already available; there's no need to reinvent the wheel! However, we must balance past resources with the promise of future response teams truly unique to our communities and survivors. Please explore reflection questions to aid in imagining the future and the resources as tools to take tangible steps toward building the future.

These questions and resources are meant to assist, not to be cumbersome. Pick and choose what resources you want to focus on at any given time.

Know also that our teams, our communities, and our understanding of trauma are constantly growing. Return to these questions as time goes on to see what things may have changed. Know these resources may also change and we must do our best to adapt our practices as we learn and grow more.

For more resources, sample protocols, case review forms, and more reach out to Nicole at [ncolvin@oaesv.org](mailto:ncolvin@oaesv.org)

*This publication was supported by Rape Crisis Funding awarded by the Ohio Governor's office, administered by the Ohio Attorney General's Office. The opinions, findings, conclusion, and recommendations expressed are those of the authors and do not necessarily reflect the views of the Governor or the Ohio Attorney General's Office.*

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## **VISIONING: WHAT IS THE FUTURE OF YOUR TEAM?**

If one day all SARTs disappeared and you could rebuild them, what would we want them to look like? What can be built in your community?

### **NOTES:**

What does "sexual assault response" mean?

Who is experiencing sexual violence? Who is most impacted by sexual violence?

What experiences are people having in your community? How are survivors being responded to?

**NOTES:**

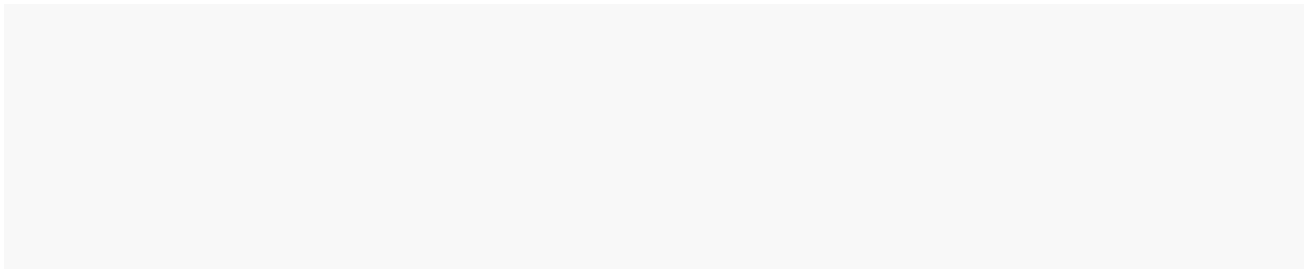
Who wants to be at the table for your team?

Who are the bridgebuilders in your community?

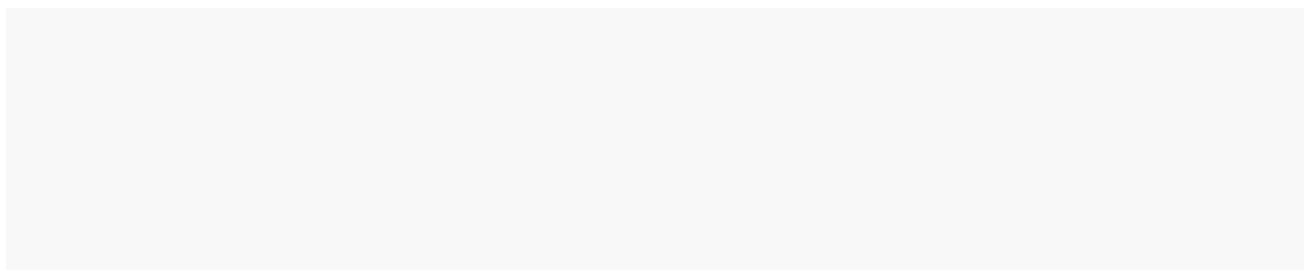
Who gets things accomplished in your community?

**NOTES:**

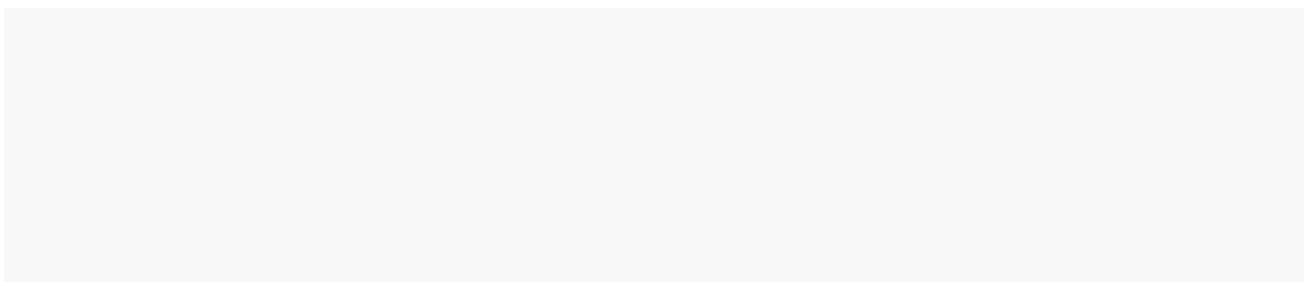
Who are you excited to work with? Who is excited to work with you?



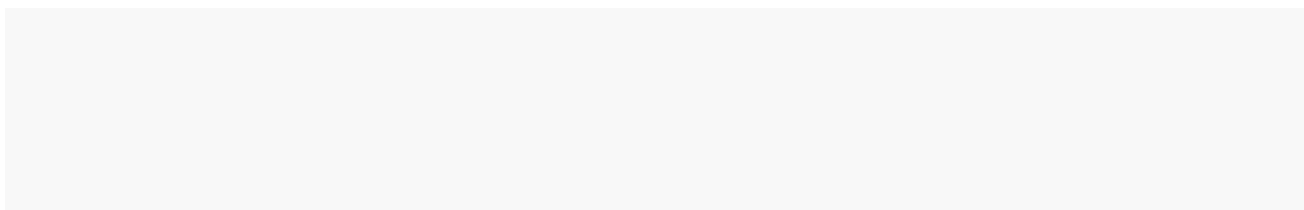
What infrastructure is needed in your community to prevent sexual violence?



Where are community members being helped? Where are community members being harmed?



**NOTES:**



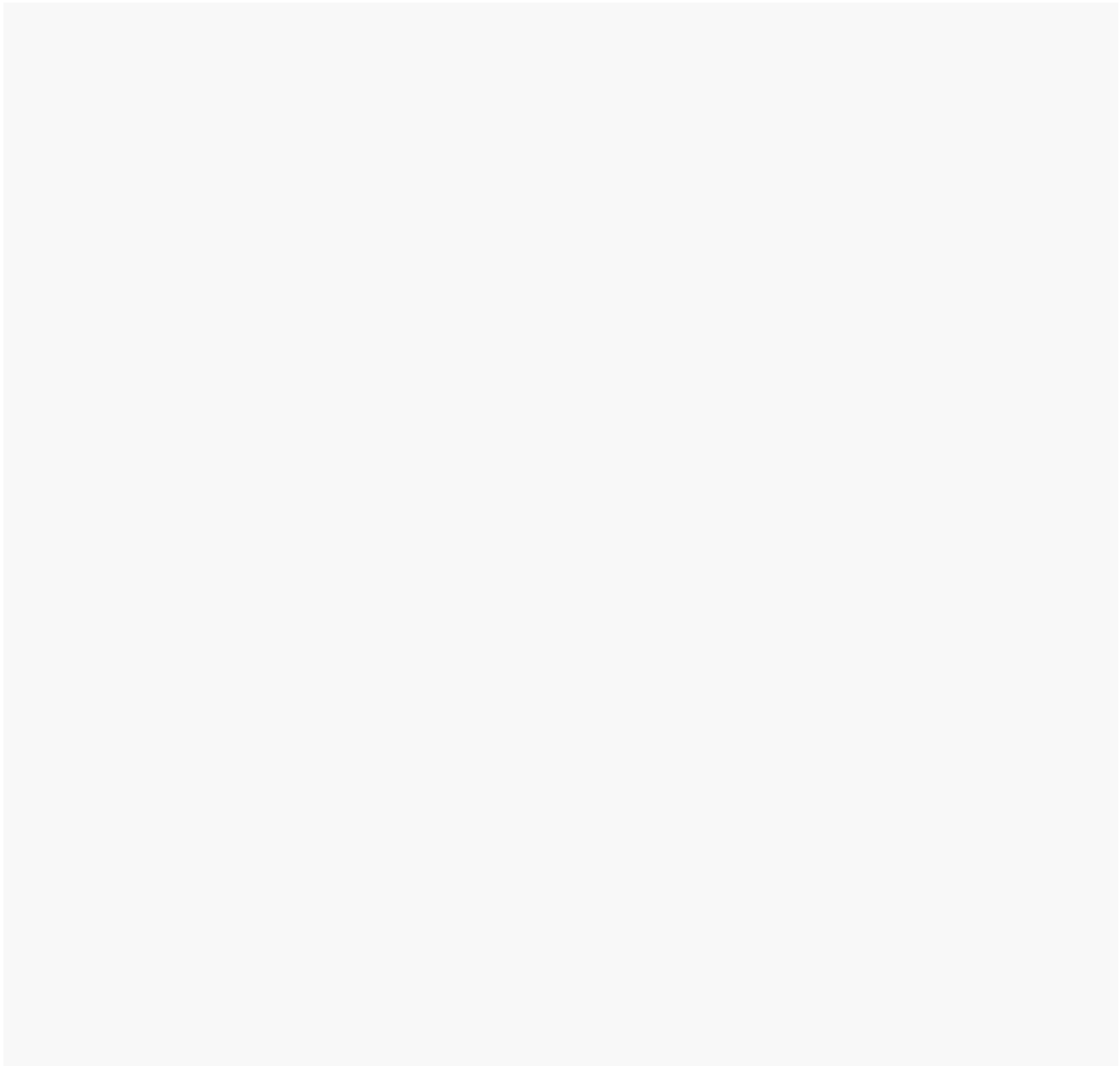
What protective factors are in your community?

What barriers do survivors face in your community?

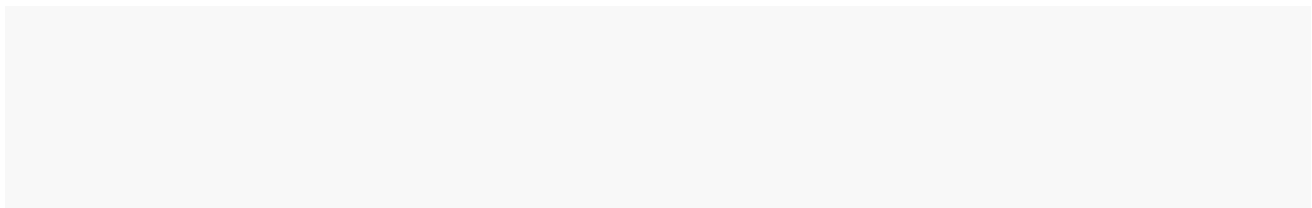
Do survivors have a voice in your community? If yes, which survivors have a voice in your community and which survivors don't have a voice in your community?

**NOTES:**

Based on your answers in the previous pages, brainstorm ideas for your team. This could include things like team members, strengths, areas for growth, goals, and your vision for the ideal team for your community.



**NOTES:**



## **INFORMATION GATHERING**

**Resources and samples for community needs assessments, focus groups, listening sessions, and curious questions**

[Possible Assessment Questions for SARTs](#)

[Are We Making a Difference: Sexual Assault Response Teams Assessing Systems Change](#)

[Picturing Your Program: Planning Organizational Growth](#)

[Community Toolbox: Assessing Community Needs and Resources](#)

[NSVRC SART Toolkit: Community Needs Assessments](#)

[Facilitation Guide for Community Engagement](#)

[Let's Talk Evaluation](#)

[Holding Change: The Way of Emergent Strategy Facilitation and Mediation](#)

## RELATIONSHIP AND TEAM BUILDING

Who are survivors disclosing to and why? Who are survivors not disclosing to and why?

Review your community's census data. How might you ensure that your team is reflective of your community?

Reflect on some effective professional relationships you have. What started those relationships? What sustains them? What has motivated you to stay in strong relationship with those professionals and how might you translate that experience to your team?

**NOTES:**

## **RELATIONSHIP BUILDING AND TEAM BUILDING**

**Possible team members, team building activities, and building equitable and inclusive teams**

[Training for Change: Team Building Tools](#)

[Equitable and Inclusive Civic Engagement](#)

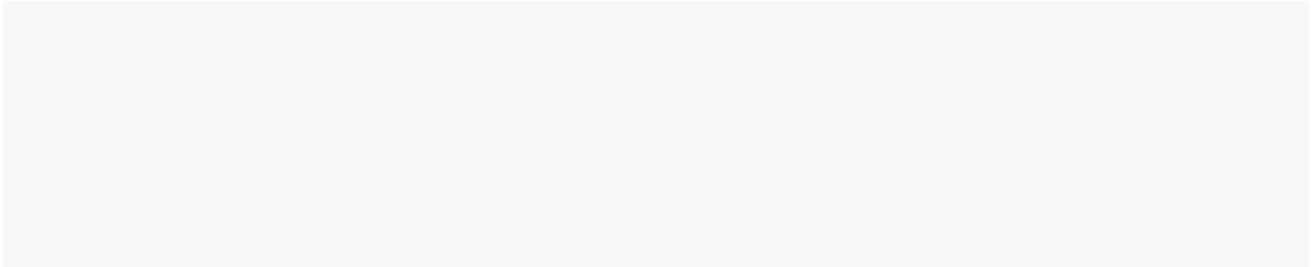
[Sexual Violence in Disasters](#)

[Who Should be on my Team?](#)

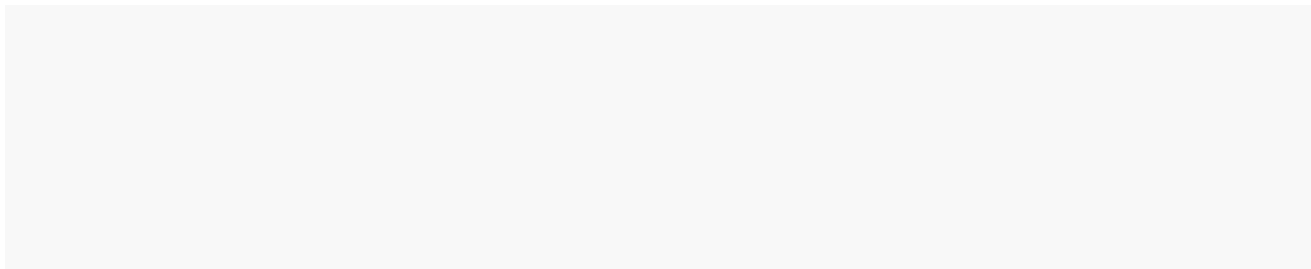
[Resources for Ally and Coalition Building](#)

## **GROUP AGREEMENTS AND CONFLICT RESOLUTION**

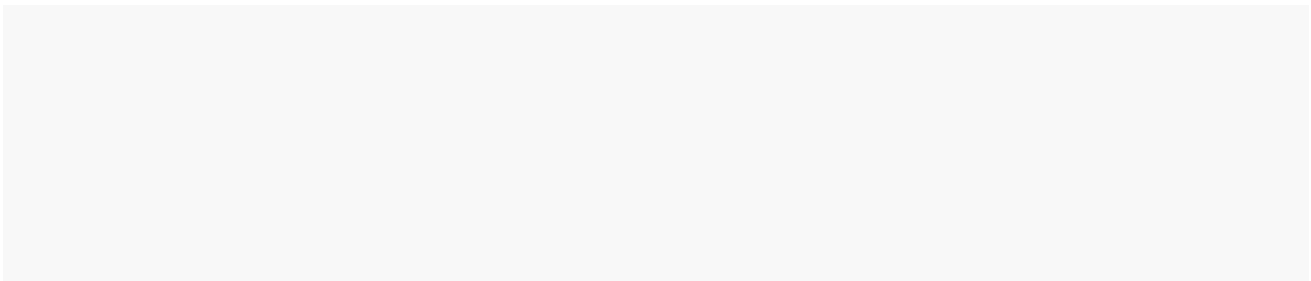
What kinds of guidelines or agreements help make a group effective, engaging, sustainable and safe?



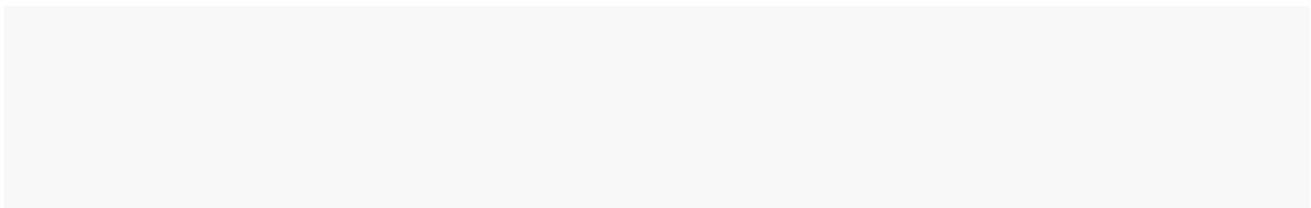
What challenges might you anticipate in working with your team? What agreements and processes might assist in proactively mitigating potential issues?



Reflect on communication, decision-making, and conflict resolution strategies that have been helpful. What strategies might be applied to your team?



**NOTES:**



# **GROUP AGREEMENTS AND CONFLICT RESOLUTION**

**Workbooks and tools for creating group agreements and responding to conflict**

Turning Toward Each Other

Developing Community Agreements

Transform Harm: Community Accountability

Pod Mapping

Collaboration Multiplier

Trauma-Informed Conflict Transformation for Social Justice & Spiritual Growth

The Tension of Turf

Approaches to Resolving the Challenge of Missing Members

Conflict and the Dominant Culture

# **MEMORANDA OF UNDERSTANDING**

## **MOU formulas and samples**

Breaking Down the Mystery of the MOU

Sample MOUs

## **MISSION, VISION, AND GOALS**

Think about the things that motivate you and bring value to your life. What is your personal mission and vision?

How might your personal mission, vision, and goals differ from other members of your team? How will you facilitate a space with shared mission, vision, and goals?

How will you continuously tie mission, vision, and goals into the work of your team? How will you evaluate if mission, vision, or goals need to change throughout time?

### **NOTES:**

# **MISSION, VISION, AND GOALS**

## **Mission, vision, and goals inspiration and formulas**

[A Ten Factor Framework for SART Effectiveness](#)

[Vision and Scope of Work Planning](#)

[Mission Builder](#)

[SMARTIE Goals](#)

[Vision Statements](#)

[Goals](#)

[Objectives](#)

## **PROCESS MAPPING**

What is your agency's/team's current process for acute sexual assaults?  
Note timelines, who is activated, and communication processes.

What is your agency's/team's current process for past sexual assaults?  
Note timelines, who is activated, and communication processes.

Is your current process an ideal process for your team? If not, what  
processes might your team map out differently?

### **NOTES:**

## PROTOCOLS

What might be some advantages or disadvantages of written protocols for your team?

What types of processes in your team might be helpful to have in writing? How will you ensure that your protocols are equitable, survivor-centered, and trauma-informed?

How often feels appropriate for your team to review protocols? Who might be a good point person or group for protocol matters on your team?

## NOTES:

# **PROTOCOL AND PROCESS MAPPING**

## **Sample process maps and protocols**

[Military SAPR Sample Process Map](#)

[Guidance for Protocol Development](#)

[Sexual Assault Response Team Development](#)

## TEAM STRUCTURE

Reflect on teams or groups that you've been a part of. What teams have been particularly engaging and how were they structured?

Think about the strengths of your team or prospective team. How might each strength be best utilized?

Consider the time of your meetings. What structures can make the most out of the time you have to meet?

## NOTES:

# **TEAM STRUCTURE**

## **Team structure considerations**

SART Formation: Subcommittees

Team Formations: SART Advisory Councils

Leadership Roles

## MEETING PREPARATION AND FOLLOW UP

In what ways can you ensure continued action between meetings?

What information might be helpful to include for those unable to attend meetings?

Talk to your team or prospective team about preferred communication (email, text, stopping by their office, etc). Note what you learned and how this might impact your meeting preparations and follow up.

**NOTES:**

## **MEETING PREPARATION AND FOLLOW UP**

### **Meeting planning and agenda samples and ideas**

[Intentional Agenda Planning](#)

[Gaining Momentum for Unproductive Team Meetings](#)

[Developing Motivation when Rebuilding a Team](#)

[Sample Agendas](#)

[Conducting Successful Team Meetings](#)

## REMOTE MEETING CONSIDERATIONS

How might remote meetings increase access to your team? How might remote meetings create barriers to access to your team? What steps can you take to ensure the most access?

Remote meetings often include challenges such as participants multi-tasking, Zoom fatigue, and lack of networking opportunities. In what ways can you ensure your meetings are engaging and interactive despite these challenges?

Remote meetings may include additional privacy and confidentiality concerns. In what ways might you adjust group agreements, meetings, protocols, or other things within your team to protect privacy and confidentiality within remote meetings?

**NOTES:**

## **REMOTE MEETING CONSIDERATIONS**

### **Tips and tricks for accessible, engaging, and effective virtual meetings**

[Underserved Communities and Alternatives to Technology](#)

[Promising Practices in Remote Advocacy](#)

[Networking in a Virtual World](#)

[How to Use Liberating Structures Virtually](#)

[Dealing with Virtual Facilitating Challenges](#)

[Using Virtual Engagement in Your Work](#)

[Virtual Engagement at Length](#)

[Use of Virtual Engagement](#)

[Best Known Methods for Creating Accessible Digital Zoom Meetings](#)

## **SURVIVOR INVOLVEMENT**

What does survivor involvement currently look like within your team or program? Do survivors have an option to provide feedback?

In what ways can you include survivor perspectives on your team?

How will you ensure emotional and physical safety, privacy, confidentiality, and equity for survivor involvement?

**NOTES:**

# **SURVIVOR INVOLVEMENT**

## **Resources to ethically include survivors**

[Survivor Engagement Resources](#)

[Ethical Storytelling](#)

## QUALITY ASSURANCE

Does your team currently have a quality assurance process?

In what ways can you include survivor perspectives on your team?

How will you ensure emotional and physical safety, privacy, confidentiality, and equity for survivor involvement?

**NOTES:**

# QUALITY ASSURANCE

## Resources and samples for evaluations

[Case Reviews](#)

[Empowerment Evaluation Toolkit](#)

[Brainstorming Stakeholders](#)

[Evaluation Plan Checklist](#)

## **COLLECTIVE AND SELF-CARE**

Does your team currently have a quality assurance process?

In what ways can you include survivor perspectives on your team?

How will you ensure emotional and physical safety, privacy, confidentiality, and equity for survivor involvement?

**NOTES:**

## **SELF- AND COLLECTIVE CARE**

### **Peer support resources and spaces**

[Resilience for Advocates through Foundational Training](#)

[Self-Care for Advocates](#)

[Resilient Retreat](#)

[Bi-Weekly QTBIPOC Co-working Space](#)

[Support Groups for Black Helpers Facilitated by Black Clinicians](#)

[Sexual Assault Advocacy Network](#)

Men of Color Healing Space  
contact Jayvon Howard with OAESV  
[jhoward@oaesv.org](mailto:jhoward@oaesv.org)

**Notes and Action Plan:**

