

# **Public-Private Partnerships to Prevent Abuse: The IMPACT:Ability Model**

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# Agenda

- How it Started
- Introduction to the Private – Public Partnership
- What is the IMPACT:Ability Model?
- What it Means to be a Good Collaborator
- Success Stories
- Developing Your Own Collaboration
- Roma's Story – How Collaboration Enhances Outcome

Collaboration Guarantees Change because it makes us accommodate the reality of our partners—and accept all the ways they're not like us. And those differences are important. The more we can draw upon our partner's strengths and avoid approving our partner's weaknesses, the better that partnership will be." – *Twyla Tharp*

# Collaborating

## How we got here

### IMPACT:Ability Video Clip



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# Story: The Graduation

- Surprised – Aren't they concerned about the appearance of abuse reports?
- Comforted – They believe in people with disabilities, recognize ability to learn!
- Relieved – They're doing the work for me, weren't alone!
- Impressed – Included all persons with disabilities who are interested!
- Encouraged – Working to prevent abuse!

# Our Story: The Need for Public Collaborators

- We had a good program but weren't making enough impact
- Changing systems can't be done in isolation
- Wanted to ensure our protocols are consistent with state laws and abuse investigation procedures
- Stronger influence on peer organizations



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# Public-Private Partnerships

## IMPACT:Ability Collaborators



# Challenges to Collaboration

- Different and sometimes conflicting beliefs and values
- Time-consuming
- Different work styles and priorities
- A program or process involves many agencies— can be difficult to track

# new collaborators were Chosen

- Shared commitment to principles
  - ” Self-advocacy, choice, empowerment, social justice
  - ” Shared leadership: 50% of steering committee is people with disabilities
- Clear role
- Good relationships
- Capacity to make the program a priority

# Ability Collaborators

- Public Sector
  - ” Disabled Persons Protection Commission
  - ” Department of Developmental Services
  - ” Boston Public Schools
- Nonprofit Sector
  - ” Triangle
  - ” Massachusetts Advocates Standing Strong
  - ” The Meeting Point
- Individual Consultants
  - ” Disability Rights advocates
  - ” Parent advocates

# IMPACT:Ability Model

- Characteristics of Organizations that Effectively Prevent Abuse
  - ” Empowerment of people with disabilities
  - ” Change in official policies and unofficial culture
- Created by the IMPACT:Ability Steering Committee

# What is the IMPACT:Ability Model?

- Civil Rights of People with Disabilities and Understanding Ableism
- Self-Advocacy and Choice
- Abuse Prevention Leadership Teams
- People with Disabilities are Leaders in All Abuse Prevention Efforts
- Written Policies on Abuse Prevention and Response

# ACT:Ability Model

- Education and Training for Staff
- Education and Training for People with Disabilities who Receive Services
- Support for Healthy Relationships and Sexuality
- Valuing and Supporting Employees
- Trauma-Informed and Pro-Active Responses to Abuse Reports

# ACT:Ability Model

- Respectful Communication
- Cultural Competence
- Challenging Conversations
- Visible Support from Senior Leadership

# n This Model...

- Activist, service-provider and public sector sensibilities came together
- These perspectives were enhanced by challenges and different perspectives of other collaborators



# 5 Ways to Be a Good Collaborator

- Understanding perspectives of others
- Not being rigid about the way we work
- Understanding each collaborator's role
- Choosing collaborators that truly complement your mission and enable better work
- Pushing the envelope while respecting collaborator's limits

# Building Trust

- Honest communication
- Willingness to push the envelope in a bureaucratic system
- Willingness to respect limitations of people in certain roles

# Government Agencies Can do to be Good Collaborators

- Use their influence
- Help ensure systems work as they should
- Hold providers accountable
- Use regulation and certification process
- Arrange for government employees and others to receive training
- Support outside initiatives
- Bring resources to the table

# Profit and Community Agencies Can Do to Be Good Collaborators

- Respect the roles, responsibilities and limits of government entities
- Understand the organization's role and how it differs from the role of government agencies
- Make a real commitment to abuse prevention
- Believe people with disabilities and disclosure
- Share resources
- Seek funding opportunities, identify needs and initiate programs

# Individual Success Stories

## ➤ Felix

” Feels safe enough to walk to school by himself

## ➤ “Sarah”

” Stopped a potential assault

# Organizational Success Stories

- Report from adult with a disability
  - “ I reported because I knew my agency supported me
  - “ I knew exactly what to do because of my collaboration with DPPC
- Report made by a young person from a prominent family

# ston Public Schools: A Collaborative Challenge & Success

- Community organization staff reported when school staff felt they couldn't
- Education and participation from DPPC created trust
- Relationship with BPS administration enabled conversation about reporting challenges
- Result: Professional development for teachers by child and adult protective service agencies

# Developing Your Own Collaborations



# First, answer these questions...

1. What is your goal, vision, project?
2. Why can't you accomplish it alone?
3. Who else can/should help you?
4. What is the scope of your project?
5. What will it take to effectively work together?

# Multidisciplinary Collaboration

- Identify what individuals, organizations and agencies are already working on the issue or with the population (persons with disabilities);
- Determine the roles, responsibilities and jurisdiction of those involved in working with persons with disabilities;
- Identify those already collaborating, as well as those working independently; and
- Target and meet with potential partners to understand respective efforts, determine levels of interest, establish an environment that fosters trust and open communication, and provide sufficient opportunity to gain understanding of similarities and differences.

# Multidisciplinary Collaboration

- Once a determination of interest is satisfied, the next step is to bring together a core group to form a steering committee.
- It is important to note that this concept can be accomplished at the local, regional or statewide level.
- While the inclination might be to “cast a wide net”, at this stage, it is far more productive to begin with a smaller, core committee.

# Multidisciplinary Collaboration

- Questions should be asked that can assist in identifying steering committee members, such as:
  - ” Who are the major stakeholders?
  - ” Who has statutory or regulatory jurisdiction?
  - ” Who can influence change in an agency, court system or legislative process?
  - ” Who is likely to “think outside the box”?

# Multidisciplinary Collaboration

- Once the core group is identified, steps should be taken to formalize the group into a steering committee. A steering committee can, of course, be used for different purposes. Among the earliest decisions to be made by a steering committee is to establish its role in the collaboration.

# Multidisciplinary Collaboration

- Steering Committee members should:
  - “ Identify leadership positions and define the role and responsibility of the committee;
  - “ Formalize the partnership through a written agreement;
  - “ Establish the mission statement, goals, plan and core values;
  - “ Set a calendar and conduct regular and routine meetings with agendas and meeting minutes that are shared with all committee members; and
  - “ Identify training needs and cross train collaborators about the work of each participating agency.

# Multidisciplinary Collaboration

- Finally, a major component to a successful partnership is an on-going evaluation of that partnership/project. Issues and concerns should be addressed and resolved. The input of all Team members is critical. Team members should:
  - “ Meet on a regular basis to review roles, responsibilities and protocols;
  - “ Be flexible in thought and action;
  - “ Evaluate, through qualitative and quantitative measures, successes and non-successes;
  - “ Address and resolve all conflict; and
  - “ Be willing to make changes that are necessary to sustain the partnership.

# Program Successes: Programs that Exist Because of Public-Private Partnerships

- Self-Defense and Persons with Disabilities – Prevent Abuse!
- DDS Leadership Project – Prevent Abuse!
- Governor’s Council to Address Sexual Assault and Domestic Violence – Respond Effectively to Victims with Disabilities!
- DPH’s Statewide Prevention Project and DPH SANE’s – Prevent Abuse and Effective Response to Sexual Assault Victims!
- Statewide Training – Cross Training – Employing Persons with disabilities!
- BARCC’s Equal Access to Safety and Healing Project – Ensuring Therapeutic Treatment!
- Awareness and Action – Training for Persons with Disabilities on Recognizing, Reporting, Responding to Abuse!



# Introduction to Awareness and Action

Video clip produced by AbleVision



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to educate and empower our  
audience with stories of inspiration  
and ability.

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# its to Collaboration

- Improved communication and coordination
- Increased reporting, criminal investigations and prosecutions
- Improved civil and criminal investigations
- Improved data collection and documentation
- Institutionalized systemic improvements
- Less trauma for victims and families
- Enhanced access to the criminal justice system for victims with disabilities
- Increased understanding of how DPPC works

# Roma's Story

- How comfortable would you feel
  - “ Knowing who to report the abuse to?
  - “ Communicating with Roma?
  - “ Teaching self-defense to Roma?
  - “ Providing the extra time for Roma?
  - “ Investigating the abuse/crime?
  - “ Prosecuting the case?
  - “ Asking for or knowing where to go for assistance if needed?
- Is this a “Successful Prosecution”?



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# Roma's Story

# Roma's Story

- How Collaboration Enhances Outcomes for Roma
  - “ What does your organization do and do best?
  - “ What does Roma need that you can't provide?
  - “ How can collaboration ensure that Roma gets what she needs?
  - “ Who and how can you work in your city, state, or region to prevent, report, respond to abuse and/or to Roma?

# Developing Collaborations...

- the concept is simple;
- the work is difficult; but
- the benefits are worth it!



“A clearly stated and consciously shared purpose is the foundation of great collaborations.”

– *Twyla Tharp*