



**The focus of change
 is not the individual worker.**

**It is about changing what
 organizes and coordinates
 workers to think and act.**

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Mission, Purpose and Function

- Mission - the overall goals of the organization
- Purpose - specific processes within the mission
- Function - of a practitioner in a specific context

How well does the Mission, Purpose, and Function centralize victim safety?

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Rules and Regulations

- Laws, court rulings, and legislative mandates
- Other governmental requirements
- Policies and directives

What are the underlying assumptions?

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Administrative Practices

- Methods that an institution uses to standardize how practitioners carry out its policies, laws, regulations and mandates
- Use of texts, forms, and report writing formats

How does the text (form) contribute to or compromise victim safety?

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Resources

- How a community allocates funding
- Resources for victims—shelters, transitional housing, advocacy, legal representation, child care, etc.
- Funding for the courts and law enforcement
- Resources for related human services

What is the impact for victims, children, offenders and practitioners?

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Linkages

- Ways institutions link practitioners to other workers in the intervention process
- Ways institutions are linked to the people whose cases they process
- How information is collected and shared
- How problems get resolved

Who might benefit from a more comprehensive interagency information exchange? What problems might it pose for victim safety?

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Accountability: Five Ways

1. Hold offenders accountable for the harm they have done to victims
2. Hold practitioners accountable to the safety and wellbeing of victims
3. Hold practitioners accountable to the due process of offenders
4. Hold practitioners accountable to other interveners in the system
5. Hold agencies accountable to other agencies

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Concepts and Theories

- Includes theories, assumptions and philosophical frameworks
- Conceptual practices are ingrained in language, assessment tools, and policies

Concepts and theories are not owned by a specific individual—they are embedded in institutional practices

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Education and Training

- The ways disciplines organize workers to understand their jobs
- Ways agencies train their workers to think about cases
- Exposure to concepts and theories
- Ongoing skill building that enable workers to intervene with diverse populations

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Steps of a Praxis Institutional Analysis

1. Mapping the system
2. Collecting experiences from focus groups
3. Interviewing and observing workers
4. Analyzing forms and paperwork generated from intervention
5. Identifying promising practices
6. Preparing recommendations for change

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Individual Case Issues

Problematic practices used by a practitioner who:

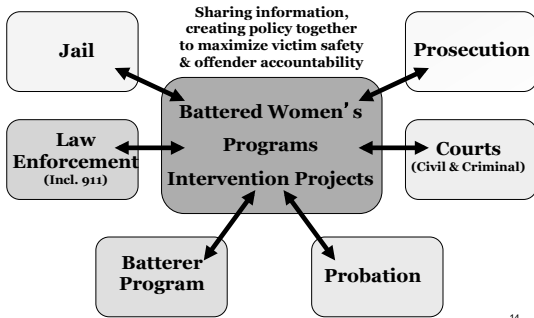
- Lacks skill or training
- Is not following existing policy or competent standard practice

This is not typical of accepted practices in the agency.

Systemic Issues

- Problematic practices resulting from the way the agency organizes workers to do their jobs.

Duluth-Model Coordinated Community Response (Criminal/Civil Justice System)



The Work of a CCR

- Identify what's working and not working in the collective response of the agencies to safety for victims
- Build changes into the infrastructure of case processing
- Evaluate and monitor the systemic changes that have been put in place

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