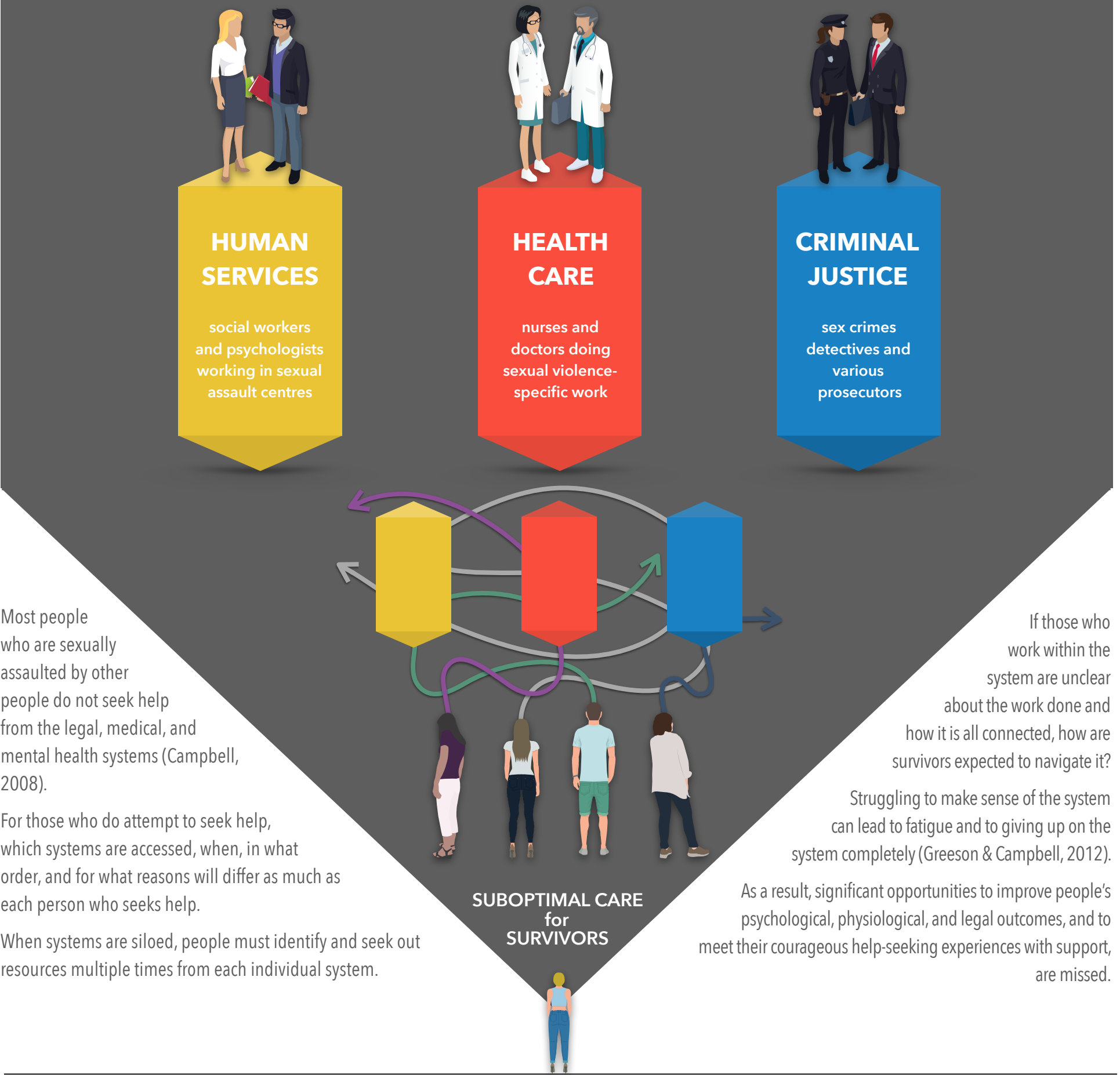


DISCIPLINARY SILOS IN SEXUAL VIOLENCE WORK

WHAT ARE SILOS?

Silos occur when people working on the same issue work in **isolation**, **detached** from and **uninformed** by one another, **unaware of the roles and responsibilities of others** working on the same or similar cases (Kelty et al., 2013; Mason et al., 2017).

The large system of sexual violence work (here, comprised of professionals working in some capacity with survivors of sexual violence) is **challenged by silos between subsystems** - between the mental health, healthcare and legal systems - where fault lines between disciplinary systems weaken the broader one.



OTHER CONSEQUENCES OF SILOED WORK INCLUDE INSUFFICIENT COMMUNICATION | WORK DUPLICATION | BLINDSPOTS | MISGUIDED WORK | BURNOUT

[Please see our bibliography for all works cited , referenced, and generated for the purposes of this system mapping.]

WHY DO SILOS PERSIST?

MOST ROLES ARE BRIEF and/or NON-SPECIALIST

- sexual violence work represents a temporary or small area of career focus with little additional sexual violence focused training for those in healthcare and criminal justice
- human services workers' training is immersive and ongoing, but many transition out for better pay

DISCIPLINARY HIERARCHY SUBORDINATES SPECIALISTS

- human service workers have the most specialized training, spend the most time, and work closest with survivors, and this work is often intangible (e.g., unlike work such as evidence collection)
- human service workers are thus often devalued, and sometimes even excluded from multidisciplinary work

PEOPLE, NOT ROLES, DEFINE RELATIONSHIPS

- bridges between disciplines are produced by the *people* who occupy leadership roles, not by expectations in leadership itself
- leadership changes can therefore require redesigning or rebuilding bridges entirely

RESOURCES PROMOTE COMPETITION

- funding opportunities often require the positioning of sexual violence as a single-issue problem, treatable within the context of a single discipline
- seeking funding therefore often promotes cross-disciplinary competition, not collaboration

SOLUTIONS LANDSCAPE

cooperation

SUPPORT and SYSTEM NAVIGATION

Human services help survivors navigate healthcare and legal systems, serving as a thread connecting disciplines together.

- survivors receive support through medical and legal processes
- healthcare and legal systems need not create cross-disciplinary bridges

partnerships

COLLABORATION between PROFESSIONALS and ACADEMICS

- fruitful feedback cycle where research informs practice, practice informs research
- mutually beneficial roles fostered between professionals and researcher

coordination

MULTIDISCIPLINARY RESPONSE TEAMS

Professionals from all systems collectively respond to a person who has been sexually assaulted by someone.

- survivors need not seek out systems
- professionals are equal team members
- multidisciplinary engagement is brief and people are not constant
- turf wars can emerge

training

EVIDENCE-BASED, CROSS-SECTORAL TRAINING

- multidisciplinary training with multidisciplinary professionals enriches perspectives
- fosters appreciation of cross-disciplinary expertise and the benefits of multiple vantage points

co-location

MULTIDISCIPLINARY CENTRES

Representatives from various disciplines are physically located together at one site to work on sexual violence cases.

- offers a one stop shop for survivors
- proximal work promotes relationship building
- ongoing facilitation is necessary to sustain meaningful collaboration

community

"COMMUNITY in CONVERSATION"

- informal lunches to facilitate cross-disciplinary conversation, community-building, and collaboration
- individual and group analyses of cross-disciplinary commonalities and differences

Existing solution efforts should not be abandoned, as there are noted benefits to providing survivors with diverse offerings (Robinson & Hudson, 2011). Current services could be enriched by incorporating the observations noted below.

WHAT GAPS WERE DISCOVERED?

GAPS

collaborative relationships require cultivation and nurturing

Actively and intentionally facilitate formal and informal cross-disciplinary sharing and learning opportunities.

RELATIONSHIPS

disciplinary leadership requires collaborative capacity and intent

Mandate that leadership roles **model**, **encourage**, and continually **facilitate** multidisciplinary collaborative engagement.

ROLES

human service workers are an undervalued wealth of knowledge

Invite and incorporate human service workers' **knowledge** and **insights** into practices about **interacting with survivors**.

RULES

resources are needed to facilitate meaningful collaboration

Seek out or promote the creation of **resources that privilege collective work and multidisciplinary activities**.

RESOURCES

These initiatives can be linked up, undertaken within the same multidisciplinary sites, and could be studied in collaboration with researchers.

LEVERS of CHANGE