



Cultivating a Culture of Safety in Youth-Serving Organizations

Megan Banet, Prevention Specialist

Keita Cooley, Prevention Specialist

Kris Crim, Prevention Director

October 2018

2nd Annual Ignite Conference

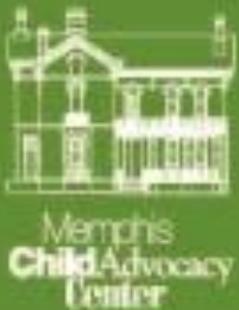


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Kris Crim



- Knows the lyrics to every Richard Marx song.
- Has an extensive collection of Care Bears.
- Frequently foregoes giving his name to new people he meets, and simply says, prevention is possible.



Megan Banet



- Went through a very awkward Juggalo phase in her early 30s.
- Has no idea what kombucha is but is certain she won't like it.



Keita Cooley



- Is President of the local Mariah Carey Fan Club.
- Is always picture ready. I mean *always*.



Learning Objectives

1. Review child protection policy workshop materials.
2. Discuss strategic partnerships and recruitment strategies.
3. Review workshop evaluation results.



What's in a Workshop

- Integral aspects of policy
- Pertinent state laws
- Code of Conduct
- Case examples from the news
- Small group discussions



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Integral Aspects of Policy

1. Screening of staff/volunteers
2. Guidelines on Interactions
3. Reporting
4. Education of employees & volunteers
5. Supervision



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Screening of Staff/Volunteers

1. Written application
2. Check references
3. In-person interviews
4. Background checks



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Guidelines on Interaction

- Minimize isolated one-on-one interactions
- One-on-one interactions should be interruptible and/or observable



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Reporting Suspicions

- State reporting laws
- State laws regarding whether an organization must inform parents/guardians
- Reporting policy violations internally



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Education of Employees & Volunteers

- Education in organizational policies and procedures
- Child sexual abuse prevention training – specifically Stewards of Children



Supervision

- Of the youth participating
- Of staff and volunteers
- Of visitors



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Code of Conduct

- Very specific
- Discussion of how to tailor Code to their program needs



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Los Angeles Times

L.A. Now

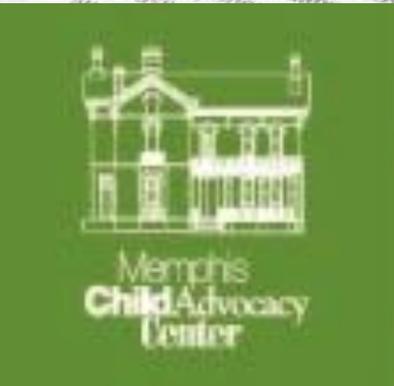
California: This just in



LOCAL / L.A. Now

Girl molested by Diamond Bar teacher on Disneyland trip awarded \$8 million by jury

<http://www.latimes.com/local/lanow/la-me-8-million-verdict-sex-abuse-teacher-20160511-story.html>



Group Discussion

1. What policies do you have in place currently?
2. What experiences have you had that others might learn from?
3. What do you plan to add or revise?



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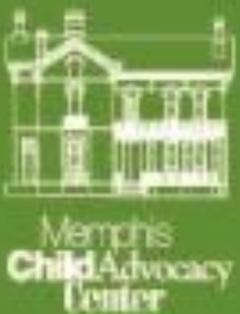


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Strategic Partnerships

- United Way of the Mid-South
- Memphis Grizzlies Foundation
- Memphis Grantmakers Forum
- ArtsMemphis
- The Urban Child Institute
- Kemmons-Wilson Family Foundation



The Groundwork

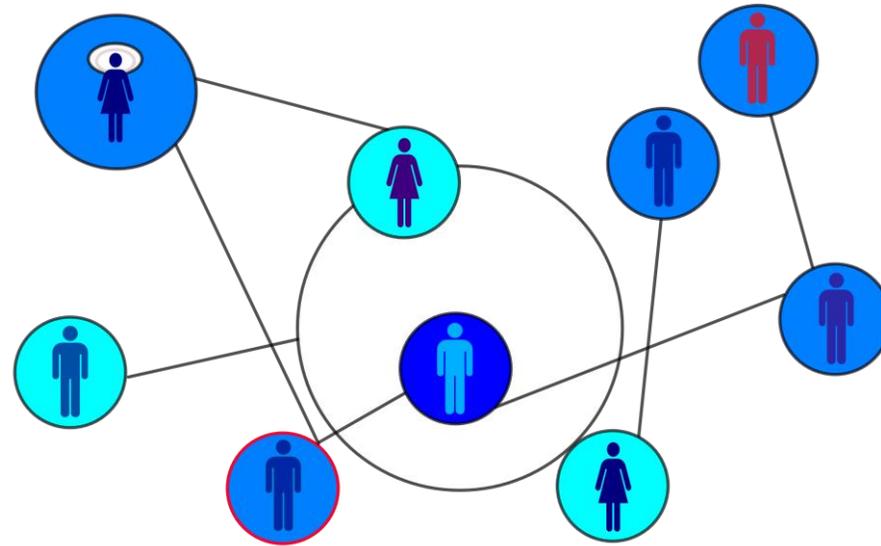
- Forging relationships
- Making the case
- Providing support



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Forging Relationships



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Making the Case

- Do your homework!
- Clear, targeted plan and messaging
- Flexibility – meet them where they are at



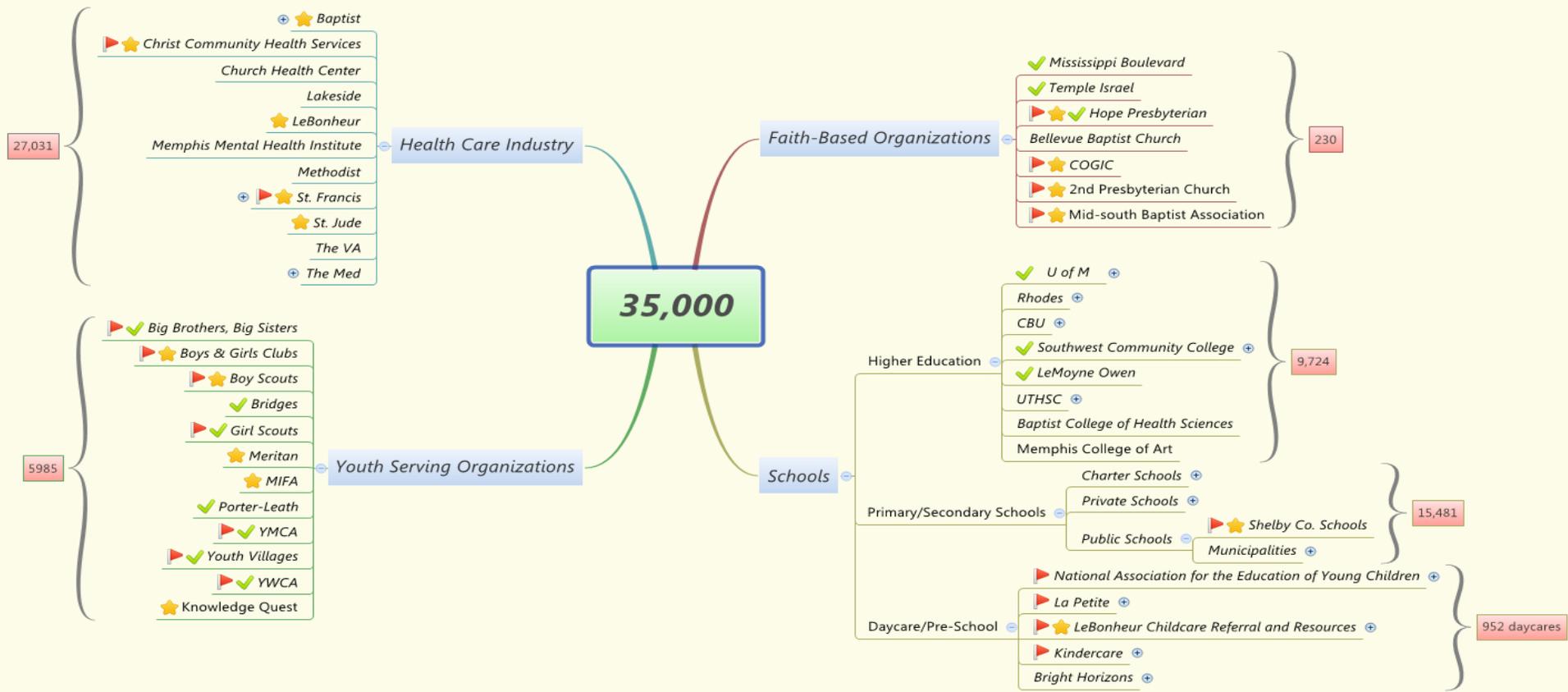
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✓ Recurring training commitment

★ Target (28,391)

▶ Operates within a target zip code



58,560



Providing Support

You are providing all the needed ingredients
for success



Recruitment

- Referrals from foundations
- Stewards of Children participants
- Targeted emails
- Community emails (LinchHub)



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Continuous Quality Improvement

Highlights from Evaluation



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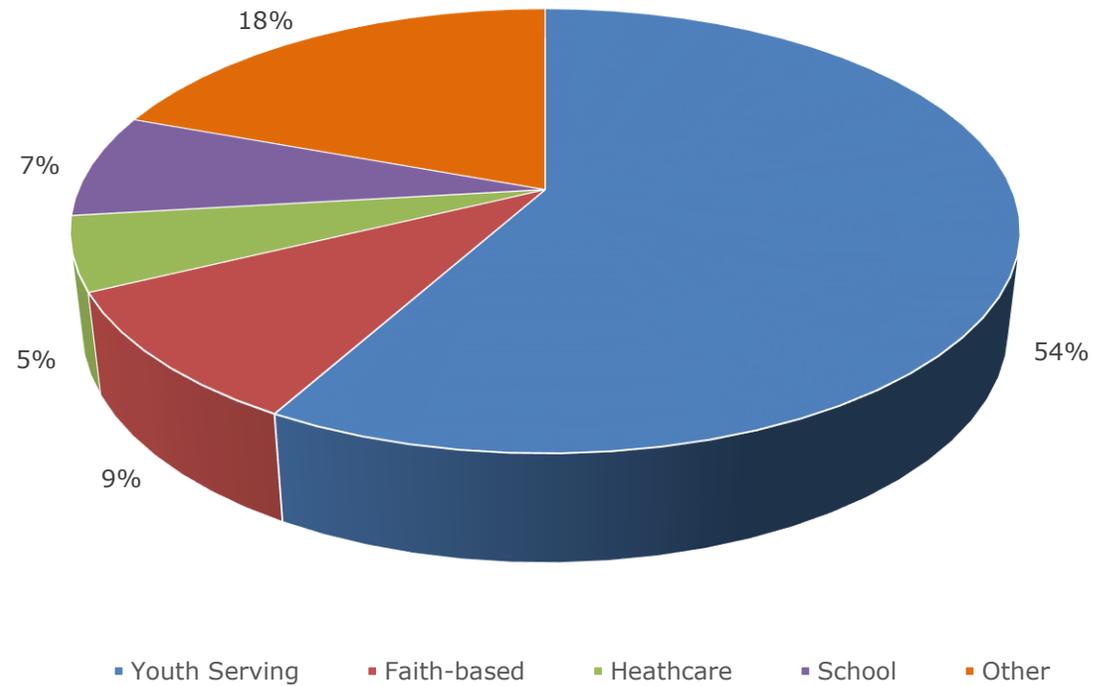


Workshop Evaluation

- 10 workshops (9 evaluated)
- 244 attendees
- 135 Agencies
- Evaluation was Likert-type scale 1 (Poor) to 5 (Excellent)
- 218 (89%) completed evaluations



Organization Type



Perceived Knowledge

- Average self-rating of knowledge *prior to* the workshop 3.56 (Good)
- *After* the workshop 4.68 (Very Good)
- 16% rated their knowledge prior to the workshop less than 3 (Good)
- All reported a gain after the workshop



	% of participants who rated the item "Very Good" or "Excellent"
Overall, how would you rate this workshop?	95%
Information on key aspects of child protection policy	96%
Explained important aspects of screening employees and volunteers	96%
Information pertaining to background checks	93%
Information about state laws regarding reporting of suspected child maltreatment	91%
Suggestions for creating a Code of Conduct	94%
Presenters' organization and preparation	98%
Presenters' expertise in child protection policy	97%
Usefulness of materials provided	96%
Stimulation of open exchange of ideas	91%



Participant Suggestions

“Having a detailed policy and complete a background check on a 3 year basis.” (most helpful)

“Group discussions could have some guide questions to spark conversation.” (could be improved)

“Actually writing Code of Conduct, policies, etc.” (other comments/suggestions)



Workshop	Follow-up Response Rate
July 2015	33%
October 2015	14%
<i>Switched to 3 month follow-up</i>	
June 2016	33%
October 2016	59%
April 2017	38%
July 2017	33%
November 2017	23%
April 2018	30%
Overall	35%



Highlights

- 24% (n=14) had no child protection policy in place prior to the workshop
- 8% (n=5) had no policy at follow-up
- 60% (3) of those were working on finalizing the policy at follow-up



What Policies Cover

	% Answering "Yes"
Staff/volunteer screening	85%
One-on-one interactions with youth	80%
Mechanisms to enforce policy/Code of Conduct	82%
Staff training in child protection	75%



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93% said they had a better understanding
of state reporting laws as a result of this
workshop



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How was the information used?

	Create New	Revise Existing
Policy	24%	59%
Code of Conduct	19%	62%
Procedures to screen staff/volunteers	20%	41%
Procedures to train staff	33%	49%
Procedures to report suspected abuse	22%	41%



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“The workshop was really well done. I felt more confident in my ability to protect children and my organization after attending.”



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