



Tempe creates outstanding value for those we serve through shared vision, superior service and sustainable practices.

# Family Justice Commission

## Participatory Strategic Planning Workshop

May 17, 2016

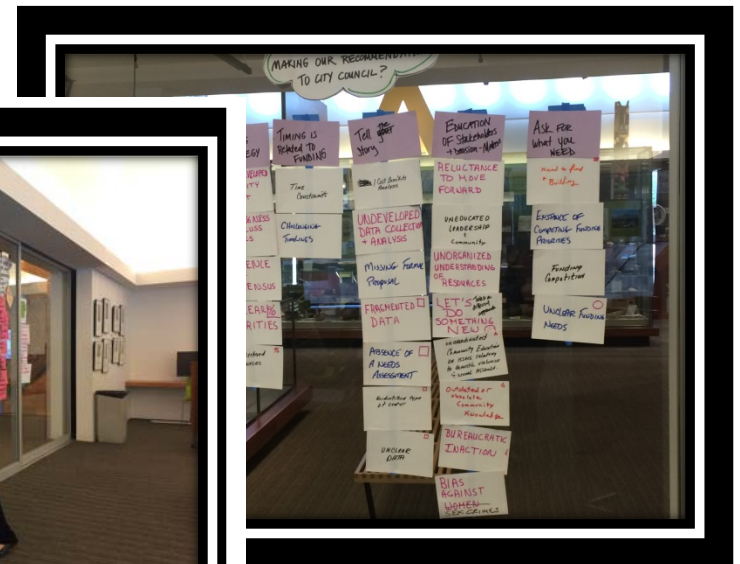
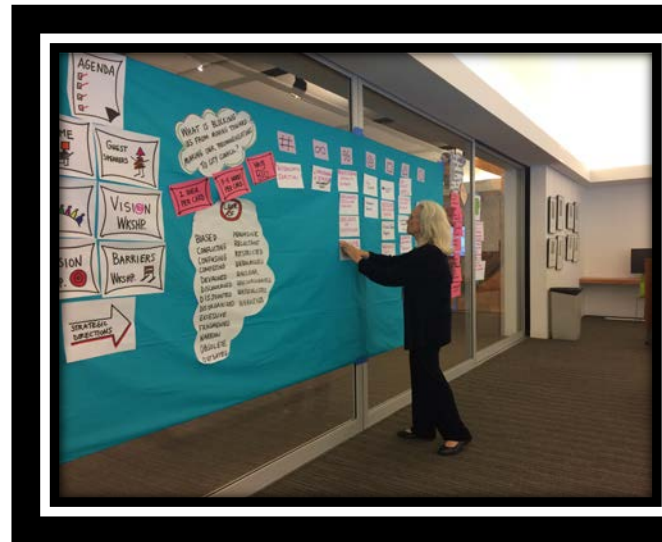
Tempe History Museum

### WORKSHOP AGENDA

1. Review of Tempe City Council Strategic Priorities
2. Draft Mission Statement
3. Practical Vision
4. Underlying Contradictions
5. Strategic Directions

Facilitation:

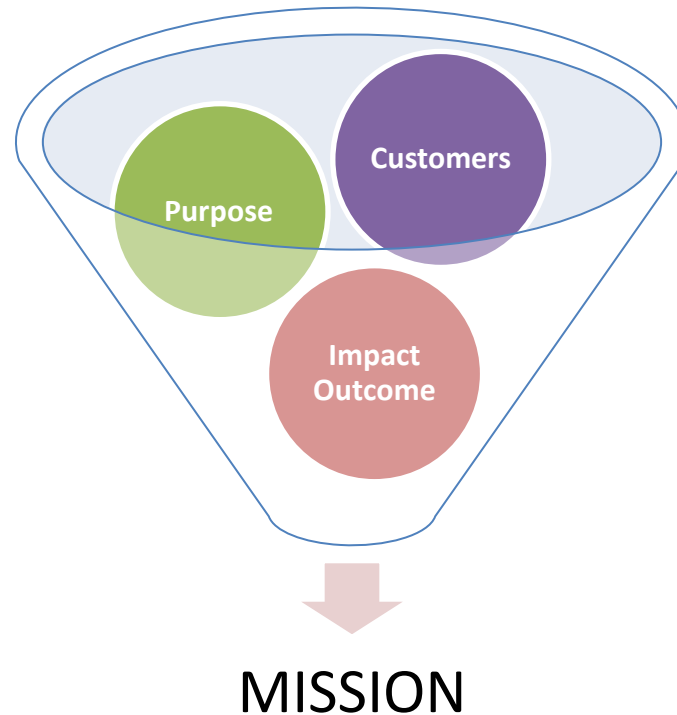
Wydale K. Holmes, City of Tempe  
Office of Strategic Management & Diversity



## 1. Tempe City Council Strategic Priorities



## 2. Mission - Draft



**The Mission of the Family Justice Commission is to provide advice, recommendations, and guidance to the Mayor and City Council that promotes a coordinated community response to issues related to domestic and sexual violence.**

### 3. Vision Elements

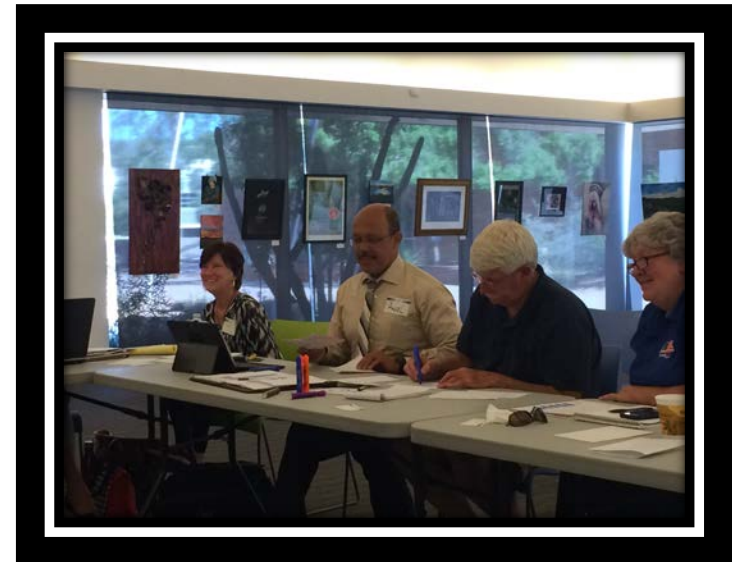
The Practical Vision workshop asks the question:

***In an ideal world and situation, what type of recommendations do we see this commission offering to City Council for review?***

*The vision of an organization is held in part by all of its members. This workshop seeks to bring these together to create their shared picture of the future. The practical vision is the responsive statement of hope within the given environment. It provides a sense of the destination of the effort. It tells us where we are going, what the accomplishments, outcomes, changes and results are that we are seeking by our efforts.*

Participants listed their hopes and dreams for the Family Justice Commission, which included:

- ❖ **Enhanced Inclusive Partnerships**
- ❖ **Statistical Driven Direction**
- ❖ **Increased Personnel Funding**
- ❖ **Comprehensive Services**
- ❖ **Focused and Coordinated Education**
- ❖ **Safe, Comprehensive Services Destination**
- ❖ **Enhanced School Involvement and Engagement**
- ❖ **Intentional Advocacy for Change**



The chart on the following page presents the brainstorm data generated by participants as well as the above consensus statements.

## PRACTICAL VISION

*“In an ideal world and situation, what type of recommendations do we see this commission offering to City Council for review?”*

Enhanced Inclusive Partnerships	Statistical Driven Direction	Increased Personnel Funding	Comprehensive Services	Focused and Coordinated Education	Safe, Comprehensive Services Destination	Enhanced School Involvement and Engagement	Intentional Advocacy for Change
<ul style="list-style-type: none"> <li>▪ Collaboration</li> <li>▪ Tempe, ASU Partnership Police, City, University resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Establish benchmarks</li> <li>▪ Current status goals (metrics)</li> </ul>	<ul style="list-style-type: none"> <li>▪ SROs in all schools</li> <li>▪ Counselors in schools full-time</li> <li>▪ More Care7 personnel</li> <li>▪ Money for volunteer coordinator of mentors/services</li> <li>▪ More TPD detectives</li> </ul>	<ul style="list-style-type: none"> <li>▪ Regional approach to sexual violence</li> <li>▪ Innovation new approaches to current and future issues</li> <li>▪ Community response to reporting and progress; App/911/First responders</li> <li>▪ Hotline 24/7 - Advocacy</li> <li>▪ Trauma informed care commitment</li> <li>▪ Multi-bilingual: all services</li> <li>▪ Replication of successful programs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Frequent continuing inter-professional Education</li> <li>▪ Interview training</li> <li>▪ Student lead groups</li> <li>▪ Specific training prevention - education</li> <li>▪ Reduce fear of process</li> <li>▪ Judicial education on FJC topics</li> </ul>	<ul style="list-style-type: none"> <li>▪ Advocacy center - one stop shop</li> <li>▪ Family Justice Center</li> <li>▪ Community Center</li> <li>▪ Community Cafe</li> <li>▪ Transitional Housing (not a shelter)</li> <li>▪ Gap Housing</li> <li>▪ Free family support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Preschool; After school; Summer School</li> <li>▪ All-year school</li> <li>▪ School assemblies on FJC topics</li> </ul>	<ul style="list-style-type: none"> <li>▪ Civic engagement</li> <li>▪ Voice for Legislation</li> </ul>

## 4. Underlying Contradictions/Barriers

The Underlying Contradictions workshop asks the question:

***What is blocking us from moving toward making our recommendations to City Council?***

The current realities facing an organization become manifest when placed under the light of a practical vision. Without a vision, problems and anxieties are relegated to "lists of things to do" or are explained away as personal conflicts. As a group considers the range of its issues together, root causes can be uncovered and objectified for sober consideration and proposed actions.

Participants listed the underlying obstacles in relation to their practical vision. These included:

- ✧ **Staying Alert!**
- ✧ **Statistical Driven Direction**
- ✧ **Timing is Related to Funding**
- ✧ **Tell the story**
- ✧ **Education of Stakeholders and Decision-Makers**
- ✧ **Ask for what you need**

For details, see the next page.



## UNDERLYING CONTRADICTIONS

*“What is blocking us from moving toward making our recommendations to City Council?”*

Staying Alert!	Statistical Driven Direction	Timing is Related to Funding	Tell the story	Education of Stakeholders and Decision-Makers	Ask for what you need
<ul style="list-style-type: none"> <li>▪ Understanding of restrictions</li> <li>▪ Undiscovered/Unidentified Rules</li> </ul>	<ul style="list-style-type: none"> <li>▪ Marketing Strategy</li> <li>▪ Underdeveloped community support</li> <li>▪ Unwillingness to discuss issues</li> <li>▪ Absence of consensus</li> <li>▪ Unclear priorities</li> <li>▪ Unleveraged resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Time constraints</li> <li>▪ Challenging timelines</li> </ul>	<ul style="list-style-type: none"> <li>▪ Cost Benefits analysis</li> <li>▪ Undeveloped data collection and analysis</li> <li>▪ Missing formal proposal</li> <li>▪ Fragmented data</li> <li>▪ Absence of a needs assessment</li> <li>▪ Unidentified type of center</li> <li>▪ Unclear data</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reluctance to move forward</li> <li>▪ Uneducated leadership and community</li> <li>▪ Unorganized understanding of resources</li> <li>▪ Let's take a different approach</li> <li>▪ Uncoordinated community education on issues relating to domestic violence and sexual assault</li> <li>▪ Outdated or obsolete community knowledge</li> <li>▪ Bureaucratic inaction</li> <li>▪ Bias against sex crimes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Need to find a building</li> <li>▪ Existence of competing funding priorities</li> <li>▪ Funding competition</li> <li>▪ Unclear funding needs</li> </ul>

## 5. Strategic Directions

The Strategic Directions workshop asks the question:

***“What innovative, substantial actions will put our recommendations before the City Council?”***

In the Strategic Directions workshop participants are asked to focus on innovative, practical actions that will deal with the blocks and opportunities identified in the previous session as well as move the organization towards its practical vision. By planning strategically, that is, in relation to its real situation and the underlying challenges, and its practical vision, then it has a chance to realize its vision.

The participants identified four overall strategic directions for the next year, each with specific action arenas.

- **Creating Stakeholder Buy-In**
- **Establishing Recommendations**
- **Gaining Support**
- **Influencing the Delivery of Service**

For details, see the next page.





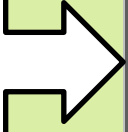
# STRATEGIC DIRECTIONS

*“What innovative, substantial actions will put our recommendations before the City Council?”*

## INVOLVE THE RIGHT PEOPLE

- Have all stakeholders at the table

A. CREATING STAKEHOLDER  
BUY-IN



## COLLECT AND ANALYZE DATE

- Research facilities (Strengths + / - Barriers)
- Manpower assessment for personnel
- Compile data from multiple sources
- List resources currently available
- Determine cost of each priority
- Analyze data for gaps and priority needs

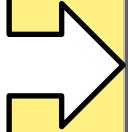
## TAKE ACTION ON DATA

- Group consensus on priorities using data
- Define benchmarks and timelines
- Establish timeline and responsible parties

## CREATE REPORTS

- Create complete proposal with supporting data
- Write report to Council

B. ESTABLISHING  
RECOMMENDATIONS



## SELL THE STORY

- Collaborative funding plan
- Marketing assistance
- Meet with public relations to develop framing
- Educate community in ways that changes the culture

C. GAINING SUPPORT



## EDUCATE AND ENGAGE THE AUDIENCE

- Community Forums
- School Assemblies
- Encourage reporting
- Develop a variety of presentations
- Develop a speakers bureau
- Educate Mayor & Council
- Establish recurring outreach and education to target audience

D. INFLUENCING THE  
DELIVERY OF SERVICE

