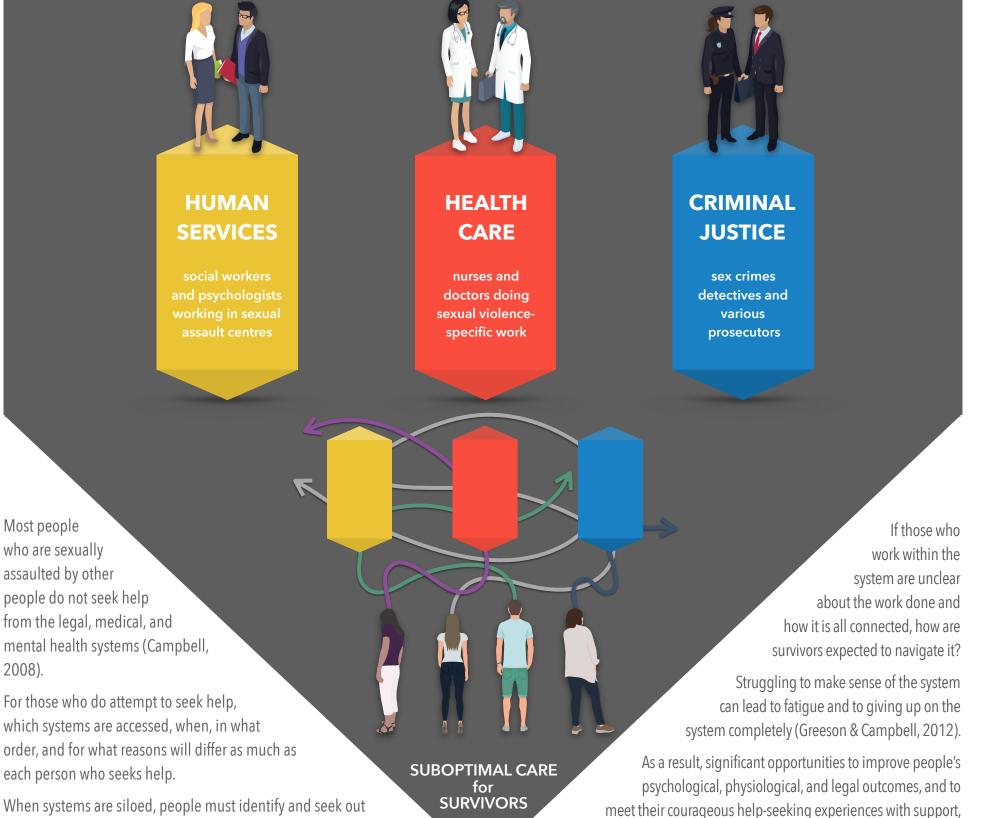
DISCIPLINARY SILOS IN SEXUAL VIOLENCE WORK CALGARY

WHAT ΔRE 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.

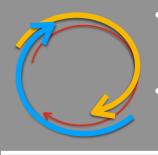


resources multiple times from each individual system.

[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

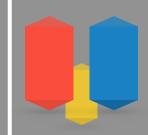


- sexual violence work represents a temporary or small area of career focus with little additional sexual violence focused training for those in healthcare and criminal justice
- human services workers' training is immersive and ongoing, but many transition out for better pay

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



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

DISCIPLINARY HIERARCHY SUBORDINATES SPECIALISTS

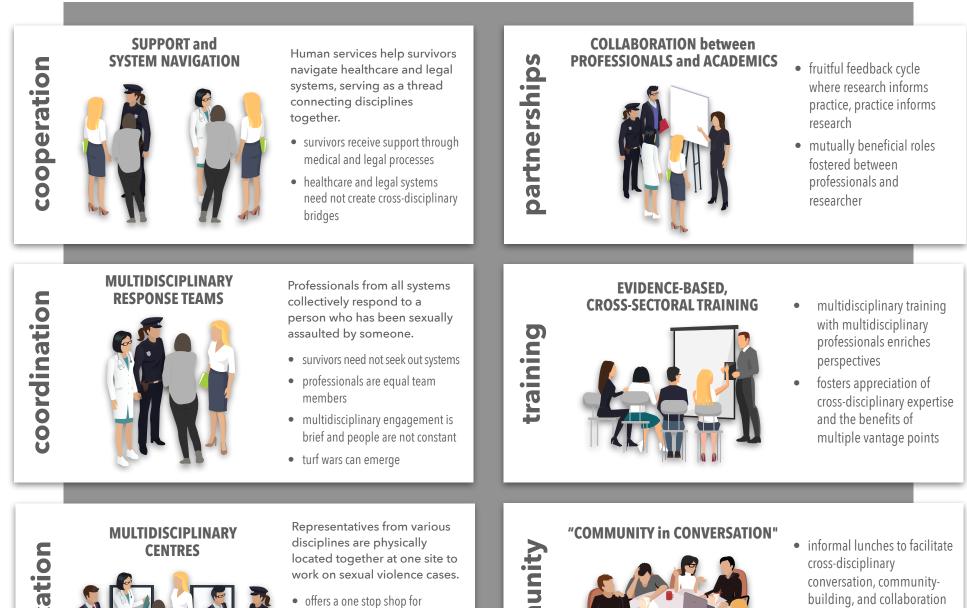
are missed.

human service workers are thus often devalued, and sometimes even excluded from multidisciplinary work

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 crossdisciplinary competition, not collaboration

SOLUTIONS LANDSCAPE





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



- building, and collaboration
- individual and group analyses of cross-disciplinary commonalities and differences

Existing solution efforts should not b here are noted benefits to providing survivors with diverse offer Id be enriched by incorporating the observations noted below.

WHAT GAPS WERE DISCOVERED?

POLES

collaborative relationships require cultivation and nurturing



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

disciplinary leadership requires collaborative capacity and intent



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

human service workers are an undervalued wealth of knowledge

PULES



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

LEVERS of CHANGE

Kiara Mikita | Rick Jané | Haley Scott | Robin Brooks-Sherriff | Monica Henderson with special thanks to Kate Sales, Danelle Plettell, Oluronke Babatunde, and Bruce Walker

RESOURCES resources are needed to facilitate meaningful collaboration



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

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