

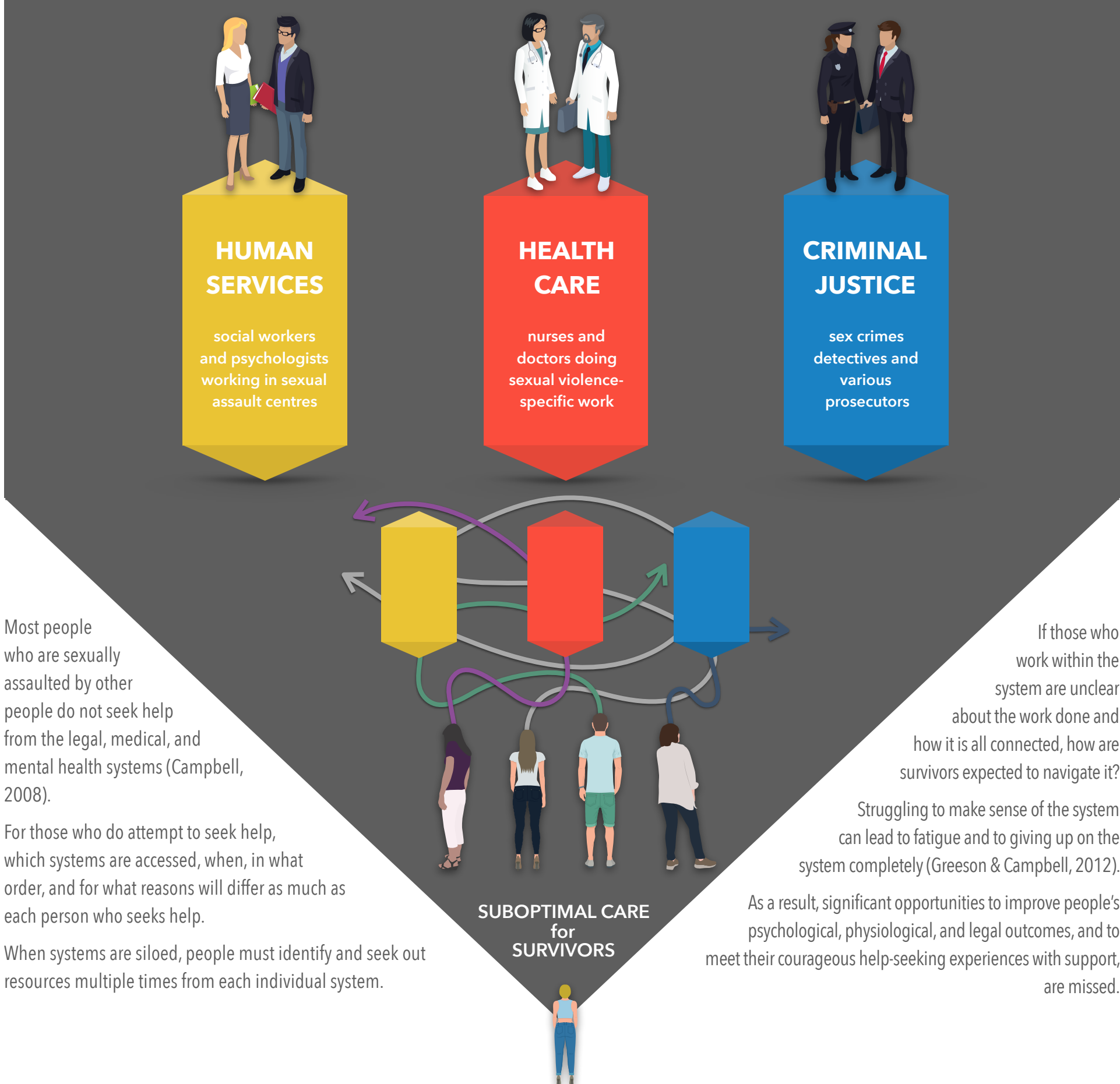
# DISCIPLINARY SILOS IN SEXUAL VIOLENCE WORK



## 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.

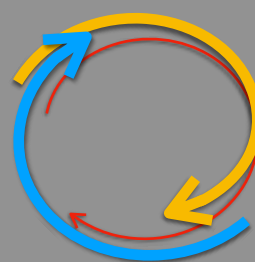


OTHER CONSEQUENCES OF SILOED WORK INCLUDE INSUFFICIENT COMMUNICATION | WORK DUPLICATION | BLINDSPOTS | MISGUIDED WORK | BURNOUT

[ 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



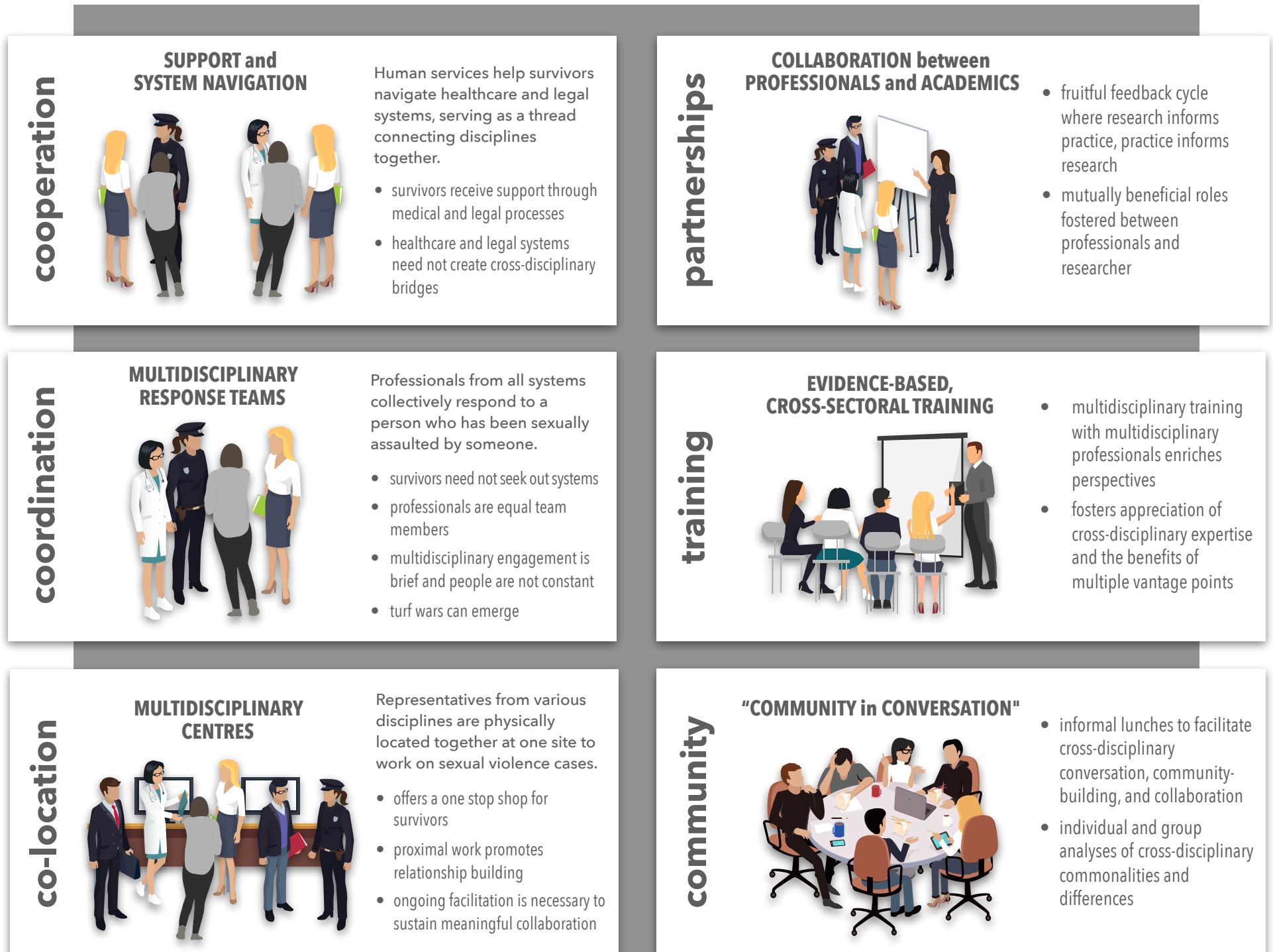
- bridges between disciplines are produced by the *people* who occupy leadership roles, not by expectations in leadership itself
- leadership changes can therefore require redesigning or rebuilding bridges entirely

### RESOURCES PROMOTE COMPETITION



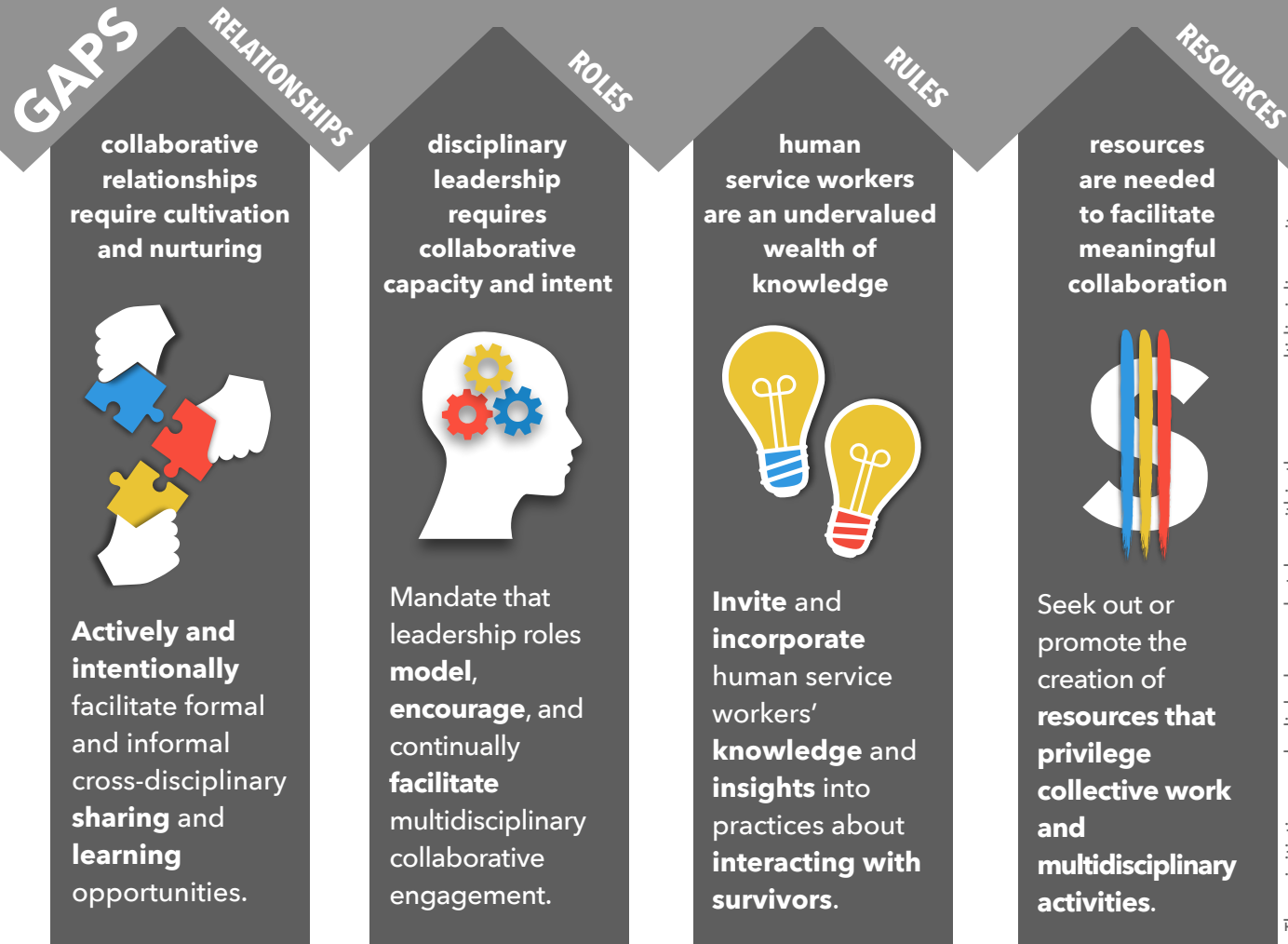
- funding opportunities often require the positioning of sexual violence as a single-issue problem, treatable within the context of a single discipline
- seeking funding therefore often promotes cross-disciplinary competition, not collaboration

## SOLUTIONS LANDSCAPE



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?



## LEVERS of CHANGE

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