

SPEAQ Community of Practice Framework

Draft - version 15-03-2022

This document sets out the ideas suggested and agreed by SPEAQ members to date, drawing mainly on the CoP meeting of 3/2/2022, and discussion at subsequent meetings.

What members are looking for from a SPEAQ CoP:

- Learning from others
- open to advice and any knowledge to improve what I do
- excited to be in a space where there's opportunities to learn
- hear where are people coming across barriers and gaps in services, and how can we assist in easing that
- Connection with other practitioners – the only program up here – good to make connections with MBCPs down south
- what's cropping up
- things coming up – other issues emerging
- how we can develop integrated responses beyond just connections with individual workers
- want the voice of women to be a strong part of SPEAQ – women working in this space for women is important
- also get some space for advocates to talk about their concerns and making better connections with the women they work with
- frustrations with MBCP – can be stagnant – difft theories, tools and approaches
- being able to talk to clients on the phone about groups
- Improving on practice re image management & collusion
- Case studies to workshop
- Goal of strengthening practice – the basics
- Reducing isolation
- building resilience
- Female facilitators voice can be lost – talking about the unique challenges for the only women in the room

Who can participate?

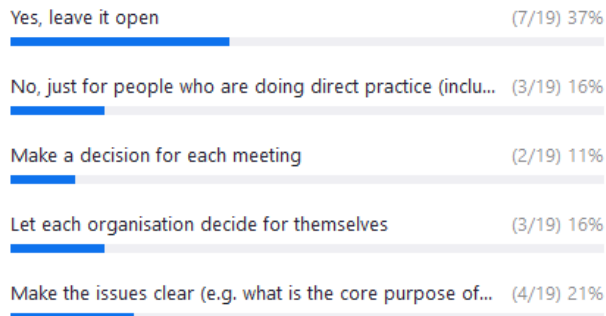
- Just members – a benefit to members – participate in CoP
- A discussion and poll was taken re whether Managers should be allowed to attend CoP meetings. There was support for Managers who are involved in direct practice to be included, but a poll taken on managers not involved in direct practice:

Untitled Poll

1:37 | 1 question | 19 of 19 (100%) participated

1. Include managers or not? (Single Choice) *

19/19 (100%) answered



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- While the highest number of votes went to “Yes, leave it open”, and this was noted in the meeting, there were actually more votes expressing the desire to either keep it for those in direct practice or make a decision based on some criteria – this was not noted in the meeting but suggests this question needs further discussion.

Session format / structure - options

A number of options were raised, and there was support for using a **combination of these**:

- Choose a topic in advance – prepare material
- Guest speaker
- Case studies – monthly – prep time for this – enough notice needs to be given for someone to prepare, but also for participants to read the case study material (if appropriate) before the CoP meeting so they can respond.
- The option of Open discussion (unstructured) was also raised, but there was some consensus that this is not such a good use of time

Also noted that notifying topics in advance is essential for people to plan attendance.

Practice discussion topics

The following topics have been decided for 2022, following discussion at the meeting of 3/2/22, and a subsequent survey and a reorganisation to combine similar topics:

- Responding to image management, collusion and misogyny in groupwork and counselling
- Centring women’s voices in behaviour change work & How practice is impacted when we don’t have victim contact
- Individual versus group work - what are services providing, what are the differences, challenges, responses to risk etc.
- Engaging first nations men (and women); including in mainstream programs
- Raising the voices of children
- Trauma – how does it appear in our work with clients + trauma informed work with men using DFV
- Focus on contact work for affected family members (aka women's advocacy)

- Responding to diversity - how do we account for and work with different patterns of use of violence, motivations for violence, and risk profiles
- Role plays (how to do them) – could also be an opportunity for a guest speaker – someone with expertise in this area
- Exploring new research findings, innovation and stretching our frameworks - different theories, tools and approaches in behaviour change work

Nuts & bolts: When; Zoom platform; minutes or no minutes; to record or not to record?

- Dates: Alternating first Tuesday and Thursday of the month as per established pattern
- Recording: Consent will be sought from participants at the start of each meeting. A recording of the meeting may be made only if all participants consent. The recording will be made available to participants after the meeting to confirm consent before making it more widely available to members. The option of having part of the meeting edited out before wider member distribution is available.
- Minutes: Minutes will not be taken. Those who wish to take notes for their own purposes are welcome to do so.
- Zoom platform will be used.
- Facilitation: we are talking with WorkUP about training and support for a small team of facilitators for the CoP. If you are interested in being part of this, please contact the SPEAQ secretary.

Appendix: Suggested Practice Topics

Suggested in CoP meeting 3/2/2022:

- Centring women's voices
- Raising the voices of children
- Trauma – how does it appear in our work with clients + trauma informed work with men using DFV
- Shame – how does it show up and how can we respond to it
- Motivational Interviewing and engaging men in productive change work
- Women as facilitators
- Responding to Image management
- Collusion
- Risk Assessment in a men's DFV behaviour change context
- Group dynamics – difficult versions of this and how to respond
- Co-facilitation dynamics and getting co-facilitation working well
- Working with men using/misusing alcohol and drugs
- Resistance in the group
- Balancing accountability with compassion
- Risk conversations between facilitators and advocates and safety planning
- Program delivery: what frameworks, approaches, structure, processes are being used, what works and what would you change?
- Balancing accountability with compassion
- Dealing and responding to misogyny in the group space
- Individual versus group work - what are services providing, what are the differences, challenges, responses to risk etc.
- Engagement strategies - bring an activity that you like to deliver in the group to share with COP
- Working with challenging behaviours in group
- Engaging first nations men (and women); including in mainstream programs
- How Facilitators can obtain deeper understanding of the day to day impacts of violence and abuse on women and children
- Role plays (how to do them) – could also be an opportunity for a guest speaker – someone with expertise in this area
- Engagement re working remotely building relationship and maintaining engagement
- Engagement with victim survivors
- Worker safety and self care
- Balancing engagement and relationship with safety planning and admin
- How practice is impacted when we don't have victim contact
- How we can develop integrated responses beyond just connections with individual workers
- Innovation and stretching our frameworks - different theories, tools and approaches in behaviour change work

From other feedback, these additional topics have been raised

- Responding to diversity - how do we account for and work with different patterns of use of violence, motivations for violence, and risk profiles
- Exploring and unpacking new research findings
- Role plays - actually doing one in the session and unpacking it