

Statewide Fact Sheet

North Dakota Organizational Capacity Assessment (OCA)

In 2012 and 2019, CAWS North Dakota, in partnership with the North Dakota Department of Health, conducted an Organizational Capacity Assessment (OCA) for prevention as part of the North Dakota Sexual and Domestic Violence State Capacity Building Team (SCBT). CAWS North Dakota has 20 member organizations across the state, and each were invited to participate in the assessment process.

CAWS NORTH DAKOTA'S MISSION

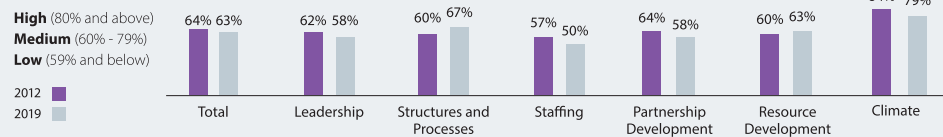
Our mission is to create social change by mobilizing a unified response of member programs and communities through advocacy, education, and action to end sexual and domestic violence.

WHAT IS THE OCA?

The OCA is a 59-item questionnaire that is a modified version of the Rhode Island Organizational Capacity Assessment. It asks about how deeply prevention is integrated into an organization by exploring in the following areas:

1. Leadership
2. Structures and Processes
3. Staffing
4. Partnership Development
5. Resource Development
6. Climate

Chart 1: Statewide Results



Why do OCAs Matter?

In 2009, the National Sexual Violence Resource Center did a 3-year study exploring the primary prevention needs of local rape crisis centers. The study found that agency mission, and not *necessarily* funding, drove the success of prevention efforts. Integration of primary prevention into strategic plans, trainings, and marketing materials, and inviting all staff to participate in primary prevention activities makes implementation smoother and increases the likelihood of positive impact.

What Are Our Results?

In Chart 1 we can see that **Structures and Processes** and **Resource Development** scores have increased by 5% and 12%, respectively, in 2019 compared to 2012. In all other areas, we saw slight decreases. The goal is to have all areas at 80% or above. Though it appears capacity is building in some areas, there is room for further growth and development.

member organizations participated

2012	2019
14	12

What Can Be Done?

- ✓ Host agency-wide trainings on prevention that include staff, managers, directors and board members
- ✓ Ask staff for personal examples of how they engage as bystanders in their professional and personal lives
- ✓ Invite all staff to experience the prevention programs as participants in order to foster understanding
- ✓ Give staff the opportunity to speak to how their work contributes to prevention
- ✓ Give all staff opportunities to influence and define what prevention looks like
- ✓ Ask staff to generate ways to include prevention more in agency newsletters, websites and other publications

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Prevention is possible. Your simple acts can make a difference.