New Visions for Safety, Equity and Justice May 23, 2018

Let's Head 'em up and Move 'em Out! Debby Tucker



Responsibilities of the Movement to End Violence Against Women

- Collaborate with battered women, victims of sexual assault, harmed children and men.
- Build organizations that learn and are responsive.
- Create cooperation, coordination and collaboration in the community.
- Create a society and world without violence.



Change Ain't New

"Insanity is doing the same thing over and over again and expecting different results."

—Sir Winston Churchill

Principles of Prevention

- Primary: Ending tolerance to of Violence in Society and Eradicating the Underlying Attitudes and Beliefs Allowing it to continue to be used (swamp)
- Secondary: Victim Safety and Well-being (nurse back)
- Tertiary: Accountability for the Person using Violence, Stopping One at a Time (DDT-spray)

Prevention vs. Intervention

- Emphasis *Initially* on Intervention
- Gloria Steinem, *The River*
- Political Analysis
 - Services vs. Social Change
 - Education vs. Prevention
- Inviting Action, Participation Professionals
- Building a Community Based Movement



Profile of Victims

- 65% of the victims are women
- 35% of the victims are men
- No symmetry in actions or motive

Male Users of Lethal Violence

- Men kill wives who have left them
- Men commit murder-suicide
- Men kill when they believe their partner has been unfaithful-does not have to be true
- Men kill after lengthy abuse
- Men perpetrate familicidal massacres

Female Users of Lethal Violence

- Women kill in defense of self or children
- Women kill after suffering years of abuse
- Women kill after exhausting all assistance
- Women kill when they feel trapped
- Women kill when they fear for their lives



Homicide Reduction Formula

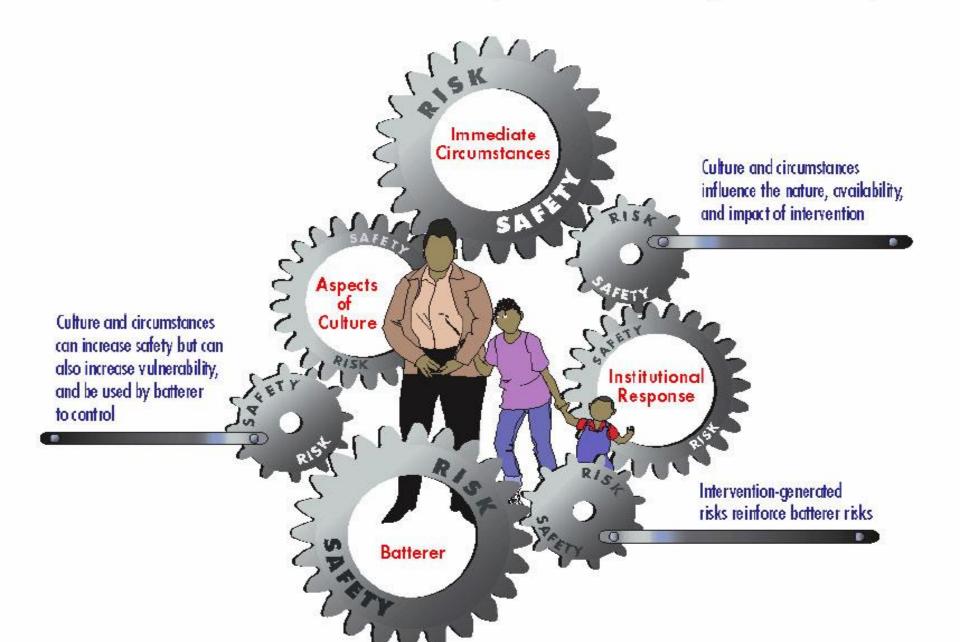
- Strong leadership
- Strong pro-arrest policies
- Community task force / council
- Mandatory training for all
- Coordinated effort by all
- Commitment to change

- Chief Sam Bacca, 1987



What did you swear to yesterday?

For each woman and her children, what risks are generated by...





Culture and Circumstances Analyzing the Risks

- Children—only this one now, see end
- Prejudice and Discrimination
- Impact of Trauma / PTSD
- Domestic Violence & Addiction
- Coping Abuses
- Adult Victim Survivor Skills



Assessing Risks: Children

Lack of cooperation among agencies responding to the person who uses violence against children when committing domestic violence against their partner/the children's mother exacerbates the lack of safety for victims and accountability for offenders.



When analyzing the risk to battered women, we must assess the risks to the children. How will the intervention we propose support the victim's efforts to protect the children from abuse?

Where do victims of domestic violence seek help?



5 Things to Say to a Victim

- 1. I am afraid for your safety.
- 2. I am afraid for the safety of your children.
- 3. It will only get worse.
- 4. I am here for you when you are ready for change.
- 5. You don't deserve to be abused.
 - Sarah M. Buel, JD, Co-founder, National Center on Domestic and Sexual Violence
 NCDSV for OCADSV-Closing-May 23, 2018

5 Things to Say to Person using Violence



- 1. I'm afraid you'll really hurt her badly or kill her next time.
- 2. I'm afraid you'll hurt your children.
- 3. It can get worse if nothing changes.
- 4. I'm here for you when you're ready to change.
- 5. No one, including you, has the right to abuse/hurt another person.
 - Deborah D. Tucker, Co-founder, National Center on Domestic and Sexual Violence

Partnerships People and Systems

- Bill Childers, Texas Sheriff's Association
 - Task Force Development
- Lt. Governor Bullock—
 - TWPC, TFPA, TCFV, TAASA and more
 - Bras notwithstanding!
- DoD DTFDV Japan
 - No smoking in uniform



Process of Change for Men...and others...using Violence

- Recognition
- Responsibility
- Re-education
- Restitution
- Restoration



Eight Activities

- Common Philosophical Approach
- 2. Standardize Practices
- 3. Monitor & Track Cases
- 4. Coordinate Information& InteragencyNetworking

- Resources & Services for Victims
- Sanctions for Offenders
- 7. Undo Harm to Children
- 8. Training & Evaluation



Next Steps....at the end!

- Mindset for Successful Collaboration
- Too often spurred by a key event, such as a court-watch program, election or homicide
- Eight Steps to
 Building
 Effective
 Collaborations



Change in a Process

- The Three C's of Partnership
 - Cooperation
 - Coordination
 - Collaboration



Cooperation

- Relationships usually formed around one area of information exchange.
- Resources and organizations kept separate.
- May be short-term or project-oriented.
- There will be little planning or evaluation, but will be some problem-solving.



- Relationships broader in scope, in-depth communications.
- Resources specifically allocated by the partnering organizations.
- Individuals designated as responsible.
- Usually longer-term, more of a program rather than a project and involves some planning and evaluation.



Collaboration

- Relationships intertwined; open communications to problem-solve and create new approaches.
- Resources avidly shared and sought jointly.
- Responsibilities and roles in the effort clear, with leadership coming from several organizations.
- The venture has an articulated vision and is planned, with evaluation and redesign based on performance.



Challenges...

...to Coordinated Community Response



Challenges for Coordinated Community Response

- 1. Keeping a shared focus on victim safety
- 2. Maintaining trust and information exchange between and among agencies
- 3. Building effective child protection into domestic violence response
- 4. Changing policies and procedures using interagency working groups
- 5. Holding each other accountable while maintaining effective working relationships

Challenges of Rural Communities

- People know each other and one another's business
- Distrust of outsiders
- Isolation, geographically and socially
 - MOVING REST OF RURAL CHALLENGES AND STRENGTHS TO END, SWEAR IN!!!

COMMUNITY ACCOUNTABILITY WHEEL

This wheel begins to demonstrate the ideal community response to the issue of domestic violence. Community opinion, which strongly states that battering is unacceptable, leads all of our social institutions to expect full accountability from the batterer by applying appropriate consequences. This wheel was developed by Mike Jackson and David Garvin of the Domestic Violence Institute of Michigan (P.O. Box 130107, Ann Arbor, MI 48113, tel: 313.769.6334).

MEN WILL: Acknowledge that all men benefit from men's violence. MEDIA WILL: Educate the community about the epidemic of violence the epidemic of violence

BATTERERS

Acknowledge that all men benefit from men's violence. Actively oppose men's violence. Use peer pressure to stop violence against women and children. Make peace, justice, and equality masculine virtues. Vigorously confront men who indulge in misogynistic behavior. Seek out and accept the leadership of women.

CLERGY WILL:

Conduct outreach within the congregation regarding domestic violence and provide a state environment for women to discuss their experiences. Develop internal pollides for responding to domestic violence. Speak out against domestic violence from the pulpit. Organize multi-faith coalitions to educate the religious community. Interact with the existing domestic violence intervention community.

EDUCATIONAL SYSTEM WILL:

Dialogue with students about violence in their homes, the dynamics of domestic violence, and how it's founded on the oppression of women and the worship of men. Provide a leadeship role in research and theoretical development that prioritizes gender justice, equal opportunity, and peace. Intervene in hamssment, abuse, violence, and intimidation of girls and women in the

educational system.

JUSTICE SYSTEM WILL:

Adopt mandatory arrest policy for men who batters. Refer batteres exclusively to intervention programs that meet sate or federal standards. Never offer delayed or deferred sentence options to batterers. Provide easily acceptible protection orders and back them up. In carcerate batterers for noncompliance with any aspect of their adjudication.

Educate the community about the epidemic of violence against women. Prioritize safety, equal apportunity, and justice for women and children over profit, popularity, and advantage. Expose and condemn patriaschal privilege, abuse, secrecy, and chauvinism. Cease the glorification of violence against women and children.

SOCIAL SERVICE PROVIDERS WILL:

Become social change advocates for battered women. Refer batterers to accountable intervention programs. Stop blaming batterers' behavior on myths such as drugs and alcohol, family history, anger, provocation, "loss of control," etc. Design and deliver services that are sentitive to women and children's safety needs. Minimize how batteres use them to continue batterins their

GOVERNMENT WILL:

families.

Pass laws that: define battering by men as criminal behavior without exception; vigorously and progressively sanction men! battering behavior; create standards for accountable battere-intervention programs; and require coordinated systems of intervention in domestic violence. Provide ample funding to accomplish the goal of eradicating domestic violence.

EMPLOYERS WILL:

Condition batterers'

Condition batterers'

consistent of the provident. Actively intervene against men's stalling in the workplace. Support, finandally and otherwise, advocacy and services for battered women and children. Continually educate and dialogue about domestic violence issues through personnel services.

COMMUNITY OPINION

Implied and adapted from the "Power & Control Equality Wheels" dieveloped by: Domestic Mase Intervention Project 202 East Superior Street Dulath, MN 55802 218-722-4134

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Overcoming Challenges

- 1. Meet to Plan
- 2. Work the Plan
- 3. Evaluate the Plan
- 4. Revise the Plan



Vision the desired change

- Who:
 - Are our allies?
 - Will be opposed?
 - Will we need to recruit?
 - Will be our strongest collaborator?



What:

- Will need to change?
- Tells us the change is desirable?
- Advocacy will be required and with whom?
- Will we bring to the effort?
- Does our strongest collaborator bring?



Where:

- Are the resources we need?
- Can power be best organized to bring about change?
- Are other communities that have achieved the change we want?



When:

- Is this the best time to push for this change?
- Do we want to achieve the change?
- Can we expect results?



How:

- Do we obtain our own organizational commitment to the effort?
- Will we organize to be effective in managing the new initiatives?
- Do we define success?

Steps for the Road Ahead

- Review
- Reflect
- Refine
- Reinvigorate
- Resolve
- Renew
- Revolution



 ${\cal V}$ e are here to listen…not work miracles.

We are here to help a woman discover what she is feeling...not to make the feelings go away.

We are here to help a woman identify her options...not to decide for her what she should do.

 $W_{
m e}$ are here to discuss steps with a woman...not to take steps for her.

We are here to help a woman discover her own strength...not to rescue her and leave her still vulnerable.

We are here to help a woman discover she can help herself...not to take responsibility for her.

e are here to help a woman learn to choose...not to keep her from making difficult choices.

 \mathcal{V} e are here to provide support for change.

-Anonymous

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Ten Commitments of Leadership

PRACTICES

Challenging the process



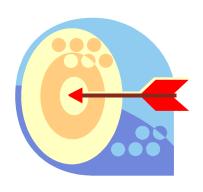
- 1. Search out challenging opportunities to change, grow, innovate and improve.
- 2. Experiment, take risks, and learn from the accompanying mistakes.



Ten Commitments of Leadership

PRACTICES

Inspiring a shared vision



- 3. Envision an uplifting and enabling future.
- 4. Enlist others in a common vision by appealing to their values, interests, hopes, and dreams.



Ten Commitments of Leadership

PRACTICES

Enabling others to act



- 5. Foster collaboration by promoting cooperative goals and building trust.
- 6. Strengthen people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.





Modeling the way

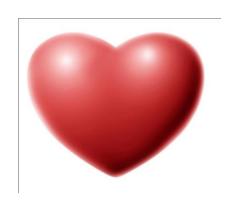


- 7. Set the example by behaving in ways that are consistent with shared values.
- 8. Achieve small wins that promote consistent progress and build.



PRACTICES

Encouraging the heart



COMMITMENTS

- 9. Recognize individual contributions to the success of *every* project.
- 10. Celebrate team accomplishments, regularly.

- Felicia Collins-Correia, Domestic Violence Intervention Services, Inc., Tulsa, OK



Check on line for...

- NCDSV Domestic and Sexual Violence Resources
- PowerPoint
- Handouts included in the PowerPoint
- My email address!
- Visit <u>www.ncdsv.org</u> for more!



MUCH MORE AT END!

Thank you for reading through the following slides I had to leave out for time purposes, knowing I stand between you and the closing of the conference and getting home! Thank you for you attention and support while I was here and travel safe.

Debby



BUT FIRST....

- Let's thank the Board for their commitment to advancing the organization and supporting the staff and OCADSV members....and
- Let's thank Vanessa and all the Staff for leadership in every aspect of the Coalition's work, directly supporting you, the members, while challenging systems to carry out their roles in ending domestic and sexual violence.



- Give a hand to the staff at Sunriver who worked hard to permit us to have a good conference...
- Finally, give yourselves a hand for sharing what you have and asking for what you need, seeing each other as partners and resources.

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- Neighbors may be far away and unavailable for assistance or to hear calls for help.
- Running away may mean traveling dozens of miles on foot.
- The batterer and other family members may be the victim's only social contacts.
- The victim may have never been outside of the county.



- Bad weather may keep the victim isolated if roads are bad or impassable.
- Social service providers may be few and far between.
- Social outlets may be limited to bars and churches, leaving victims with few opportunities to establish friendships on their own.
- The nearest domestic violence shelter may be in the next county or many miles away.



Rural Barriers: Law Enforcement

- It may take an officer anywhere from 30 minutes to hours to reach the victim because of isolated locations and large geographic jurisdictions.
- There may not be a 911 emergency system or enhanced 911 system.



Rural Barriers: Law Enforcement

- Officers may view domestic violence as a personal problem rather than a crime.
- Responding officers often know perpetrators personally and may be reluctant to arrest them.



Rural Barriers: Transportation

- Many victims of domestic violence have no transportation of their own or do not drive.
- Most rural areas have no public transportation making it difficult for victims to get to work, look for work or to escape.

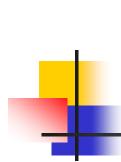


Rural Barriers: Transportation

Without the abuser, the victim may have no way to get to the grocery store, medical appointments, or social service offices.



- Victims may believe that it is their duty as a wife to remain in the marriage or as a parent to protect children by not reporting their abuse to authorities.
- Divorce may be discouraged as morally unacceptable.



Rural Barriers: Social & Religious Values

- There may be a stigma attached to using welfare or food stamps – grocery clerks may be rude, laugh, or spread gossip....or victims fear they will.
- Religious beliefs may include the idea that women must be subordinate to men and follow their direction.



Rural Barriers: Social & Religious Values

- Some community members may not believe the abuser is capable of abuse because they have known him all his life and he comes from a "good family."
- Retaliation and ostracization from community members who are family and friends of the abuser.



Rural Barriers: Community

- Limited job opportunities with low pay, especially for women.
- Few resources for local programs and social services.
- Few housing opportunities or motels.



Rural Barriers: Community

- Few places in the community where the abuser could not locate the victim.
- Victim witness coordinators, law enforcement officers and prosecutors may wear multiple hats creating confusion of roles and responsibilities.



- A long response time to calls.
- A single officer responding is the norm.
- Weapons and tools readily accessible to batterers.

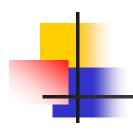
Strengths in Rural Areas for Law Enforcement and Prosecutors

- Local knowledge of people and the area.
- Deference to and respect for authority.
- Familiarity with terrain, roads and lack of formal addresses.



Strengths of Rural Communities

- Creativity and a sense of make-do.
- Informality and flexibility.
- Personal knowledge of others, including system players.
- Religious community and other support networks.
- Personal credibility.



Mindset for Successful Collaboration

Too often spurred by a key event, such as a court-watch program, election or homicide.



Mindset for Successful Collaboration

- Define your vision and goals what you want to accomplish to achieve a successful outcome.
- Focus on possibilities what you can do together, while understanding limitations that may exist. Avoid being cynical — don't decide in advance that nothing can work.



- Create a recommendation, agreement and/or plan of action with the other parties involved.
- Be open to being influenced by others. There may be more than one right way. Be neither doormat, nor immovable object.



- Have a curious/investigating attitude about others' needs, power, mandates, mission, barriers, and opportunities to move forward.
- Avoid blaming, "shoulding," and/or making assumptions about others' motives and meaning.

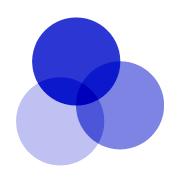
Mindset for Successful Collaboration

- Look for connections rather than differences — the "fit" — meeting your needs and others' needs.
- See yourself as a significant partner with confidence in your ability to "hold your own" when situations are confusing and complex.

[—] Battered Women's Justice Project, *Advocacy Institute: Building Comprehensive Solutions to Domestic Violence,*Philadelphia, PA, May 1999







...to Building Effective Collaborations

Eight Steps to Building Effective Collaborations

- 1. **Analyze** the program's objectives and determine whether to form a collaborative.
- 2. Recruit the right people.
- **3. Devise** a set of preliminary objectives and activities for the coalition.
- 4. Convene the collaborative.



- **5. Anticipate** the necessary resources.
- Define elements of a successful collaborative structure.
- 7. Maintain collaborative vitality.
- 8. Improve through evaluation.

— Violence Prevention News (Winter 2002, volume 9, number 1), Illinois Center for Violence Prevention



- Co-location of multi-disciplinary team
- Provide coordinated comprehensive services to victims, children and offenders
- Visit: www.familyjusticecenter.org

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