

2012 Annual Tri-State Advanced Victim Assistance Conference



**Stoweflake Conference Center, Stowe, VT
September 24, 2012**

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Leadership and Prioritization of Violence Against Women Crimes

International Association of Chiefs of Police
National Leadership Institute on Violence Against Women

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LEADERSHIP

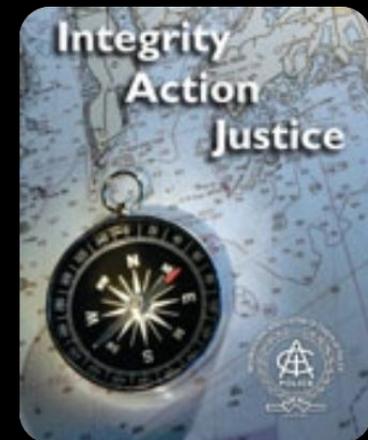
What we CAN DO as LEADERS in the context of violence against women crimes...

“LEADERSHIP & ACTION”

LEADERSHIP

In one word, what is the most important character trait, or quality, of an effective leader?

In a brief sentence , why did you want to become a leader?



Violence Against Women

*“If it were between countries, we’d call it a war.
If it were a disease, we’d call it an epidemic.
If it were an oil spill, we’d call it a disaster.
But it is happening to women.
It’s just an everyday affair.
It is violence against women”*



Michael Kaufman, 1991

White Ribbon Campaign of Canada

Violence Against Women

Michael Kaufman Cont:

“It is sexual harassment at work. It is sexual abuse of girls and women. It is the beating, or the blow that millions of women suffer each and every day .

It is rape at home, or on a date. It is murder.

There’s no secret enemy pulling the trigger. No unseen virus that leads to death.

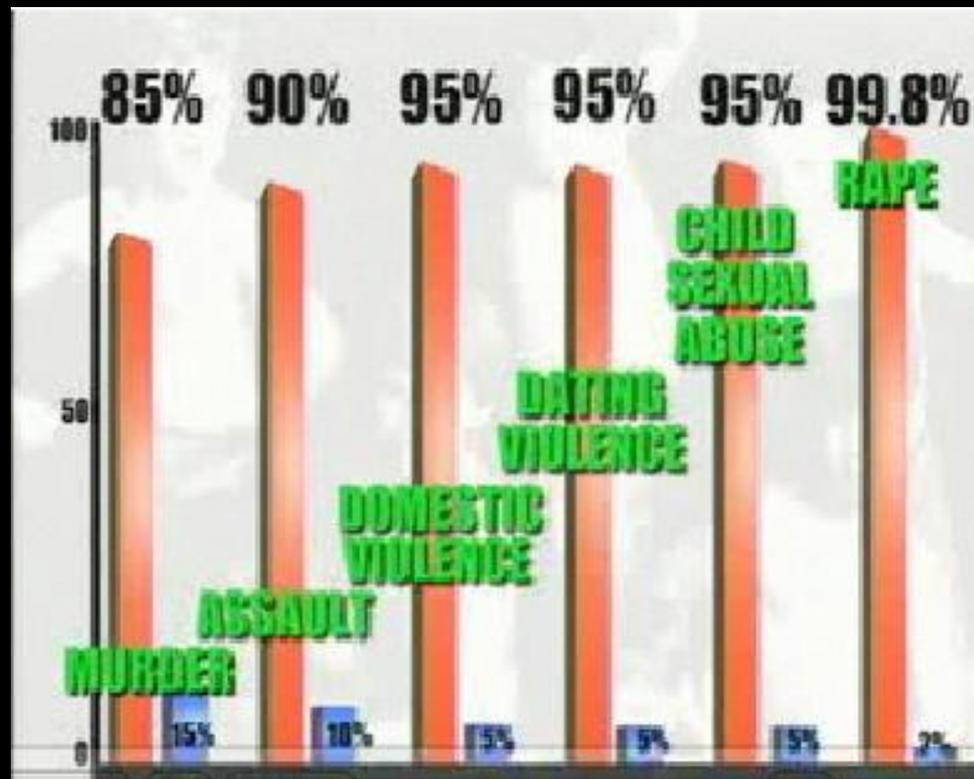
It is only men. Not all men, but far too many men.”

Men's Role in VAW

- Overwhelming majority of VAW crimes is committed by men; men who know their victims
- Small percentage of men commit VAW crimes
- The “90 – 10 Rule” = 90% of the crime is committed by 10% of the population...

Men's Role in VAW

Majority of violence is perpetrated by the “10%”



Jackson Katz: “Tough Guise” Jacksonkatz.com

Who Gets Hurt By Violence?

Victims of Male Homicide:

- 76% = Men
- 24% = Women

Context of the violence is different:

- Men are killed by male strangers / rivals
- Women are killed by men they know

Men's Role in VAW

- VAW Offenders target and exploit victims who are most vulnerable
- VAW Offenders course of conduct: power, control, authority and manipulation
- VAW Offenders are often serial offenders who commit interconnected, co-occurring crimes
- VAW Offenders often promote societal myths about VAW crimes and “blame the victim”

Offenders have taught us...

Three sides to everyone's life...

PUBLIC

PRIVATE

SECRET

Offenders have taught us...

The Secret Side

Non-deviant
Non-criminal

Deviant and/or criminal
fantasy but not acted on

Deviant and/or
criminal behavior

Men's Role in VAW

- Men's role in preventing VAW crimes
- Law Enforcement is a male dominated culture
- How is the climate and culture of your organization regarding violence against women ?
- What are we doings as leaders, men or women, to encourage men's involvement in VAW prevention?

Leadership: Men's Resources

- www.aalltomen.com (Committed to Ending Violence Against Women)
- www.mencanstoprape.org (Creating Cultures Free From Violence)
- [White Ribbon Campaign](#): *"I Pledge never to commit, condone, or remain silent about violence against women and girls"*
- Bystander Intervention Training

Interconnected & Co-Occurring

Child Abuse

Strangulation

Domestic
Violence

Animal Abuse

Protective Order

Course of Conduct Investigation

Sexual
Assault

Stalking

Vandalism

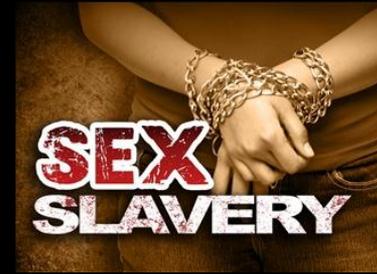
L & L

Unlawful Restraint

Voyeurism

Threats

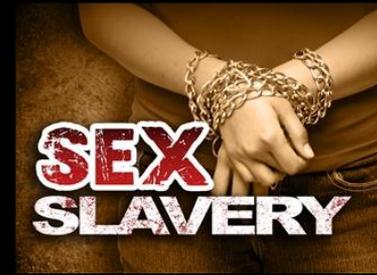
Human Trafficking



U.N.: 2.4 Million Human Trafficking Victims

- April 2012: UN crime-fighting office announced 2.4 million people across the globe are victims of human trafficking at any one time
- 80 percent of them are being exploited as sexual slaves
- Two out of every three victims are women
- Laws in most of the world criminalize prostitutes and other victims of trafficking but almost never criminalize the perpetrators

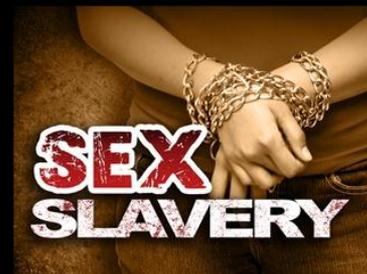
Human Trafficking



U.N.: 2.4 Million Human Trafficking Victims

- \$32 billion is being earned every year by criminals running human trafficking networks
- Trafficking is one of the fastest growing most lucrative crimes in the world, but there is a lack of legislation and police training to combat trafficking
- Estimated that only 10 percent of police departments in U. S. have protocols on trafficking

Human Trafficking



August 8, 2012: Ohio Human Trafficking Commission Report; Trafficking victims

- 1/3 Trafficked for Sex before age 18
- 44% were the victim of abuse in the home
- 63% ran away from home at least once
- 47% reported being raped more than year before they were trafficked

Domestic Violence



- 1 in 4 women experience DV in her lifetime
- CDC / NIJ 2000
- 5.3 million IPV victimizations among US women
- CDC 2003
- 32% of college students are victims of Intimate partner violence
- National Sexual Victimization of College Women Survey 2000
- 1/3 of college students admit physically assaulting a dating partner in previous 12 months
- National Sexual Victimization of College Women Survey 2000

Sexual Assault



- 1 in 4 college women will be victim of attempted or actual sexual assault during college *(Fisher)*
- As low as 16% of sexual assaults are reported *(Kilpatrick, Dean G., et. al. 2007)*
- 2010 FBI Crime Report = 84,767 forcible rapes
- Change in Uniform Crime Report definition
- Sexual Assault is the most underreported violent crime in the U.S. (Women, Men, LGBT)

Sexual Assault



- 16.3% chance that rapists will end up in prison
(NCPA from US DOJ stats)
- In a sample of imprisoned sex offenders with fewer than 2 known victims, offenders actually disclosed an average of 110 victims
- Separate sample found that sex offenders commit sex crimes for an average of 16 years before being caught

(Ahlmeyer, Heil, McKee & English 2000)

Sexual Assault



Key barriers to advancing sexual violence prevention:

- The persistence of “rape myths” & misconceptions
- Victim blaming, Investigations need to focus on offender behavior, not victim behavior
- Victims’ reluctance to report, (second victimization)
- Lack of community engagement & public discourse
- Lack of effective leadership, training & education on sexual violence for first responders & communities

2010 Roundtable , U.S. Department of Justice Office on Violence Against Women, White House Council on Women and Girls, and White House Advisor on Violence Against Women

Rape Culture?

“No means yes, yes means anal!”



The image is a screenshot of a news article from CNN U.S. The article is titled "Fraternity pledges' chant raises concerns at Yale" and is dated October 18, 2010, by Angelica Bonus. The article discusses a viral YouTube video showing Delta Kappa Epsilon fraternity pledges at Yale University chanting phrases like "no means yes" and "yes means anal." The article also mentions that these phrases sparked discussion among the Yale community and beyond. A photo of a fraternity house with a "ΔΚΕ" sign is included, along with a credit to Christopher Peak/Yale Daily News.

CNN U.S. SEARCH
POWERED BY GOOGLE

Justice Entertainment Tech Health Living Travel Opinion iReport Money Sports

Fraternity pledges' chant raises concerns at Yale

October 18, 2010 | By Angelica Bonus, CNN

In a YouTube video that went viral, chants encouraging rape are heard, allegedly being expressed by a fraternity's new recruits as they marched through Yale University last Wednesday.

The potential pledges of Delta Kappa Epsilon's Phi chapter are heard shouting rape-trivializing phrases such as "no means yes" and "yes means anal."

The phrases sparked discussion among members of the Yale community and beyond.

Delta Kappa Epsilon



Christopher Peak/Yale Daily News
prompted discussion at Yale University and beyond.



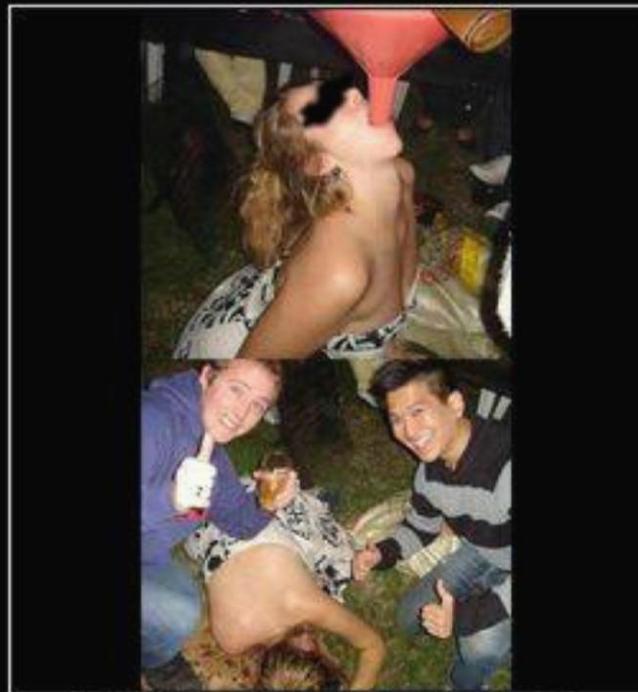
Rape Culture?

“If you could rape someone, who would it be?”



Culture and Climate - Impact of Language

“Date Rape” = Non-Stranger Sexual Assault



DATE RAPE

This Is What Fathers Pay Thousands Of Dollars
To Send Their Daughters Off To College For
- Let The Fun Begin -

10/ MotivatedPhotos.com



GOSSIP
BERRY

Lethality of VAW Crimes

- 1,818 women in the U.S. were murdered by men in single victim/single offender incidents in 2009
- 93% murdered by a male they knew
- 52% of murders where weapon could be determined were committed by firearms
- 69% of homicide by firearms were handguns

- 2011 Violence Policy Center Report Based on 2009 FBI Supplementary Homicide Report

Femicide Study

- **76% of femicide cases involved at least one episode of stalking within 12 months prior to the murder**
- **85% of attempted femicide cases involved at least one episode of stalking within 12 months prior to the attempted murder**

Reports to Law Enforcement

- ***54% of femicide victims reported stalking to police*** before they were killed by their stalkers
- ***46% of attempted femicide victims reported stalking to police*** before the attempted murder

- NCVC: Stalking Resource Center

LETHALITY

DV Fatality Review: VT, NH, ME

Percentage of DV Homicides:

- Vermont; 10 year - **51% DV Homicides**
- New Hampshire; 10 year - **44% DV Homicides**
- Maine; 2010-2011 - **43% DV Homicides**

Common Themes:

- **Isolation, Firearms, Homicide/Suicide**

Reluctance to Report...

What messages do victims hear about reporting violence against women crimes?

- Myths and misconceptions
- Victim blaming – no one will believe you

Who is sending those messages?

- Society?
- Offenders?

What is our message...

“After it happened, I didn’t know what to do. I looked on the department’s website but all I could find was how to pay my parking tickets and how to get a copy of a police report. There was nothing about what to do if you were stalked and raped.”

Domestic Violence/Stalking/Sexual Assault Survivor

How and what are we communicating as Leaders on violence against women crimes?

Leadership Messages



“Today we are strengthening our response to sexual assault in schools and on college campuses. Students across the country deserve the safest possible environment in which to learn. That's why we're taking new steps to help our nation's schools, universities and colleges end the cycle of sexual violence on campus.”

Vice President Joseph Biden, April 4, 2011

Leadership



UNITED STATES DEPARTMENT OF DEFENSE Sexual Assault Prevention and Response

“The Department of Defense has a no-tolerance policy toward sexual assault. This type of act not only does unconscionable harm to the victim; it destabilizes the workplace and threatens national security.”

- Dr. Robert M. Gates, Secretary of Defense

The Department of Defense's sexual assault policy is that this crime has no place in the United States Armed Forces. Our men and women serving throughout the world deserve nothing less. Their leaders, both military and civilian, are committed to maintaining a workplace environment that rejects sexual assault and reinforces a culture of prevention, response and accountability. This website is a resource for all those who deal with or have been affected by this sensitive issue. Together we can achieve a culture free of sexual assaults.



SAPRO

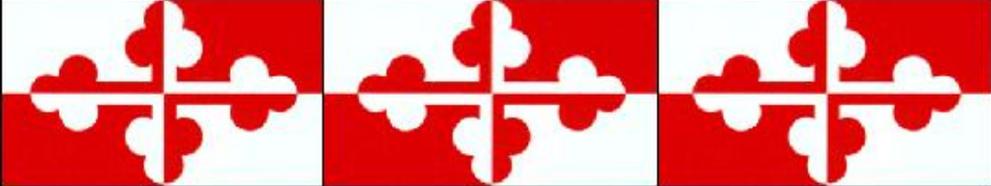
Sexual Assault Prevention and Response Office

“I have been sexually assaulted, or someone I know has. What are my options?”

Leadership

Action:

Maryland has
witnessed a **41%**
**drop in intimate
partner homicides**
over the past three
years



LETHALITY ASSESSMENT PROGRAM FOR FIRST RESPONDERS



Learning to read the danger signs



Maryland Network Against Domestic Violence • 6911 Laurel Bowie Road Suite 309 Bowie, MD 20715
Phone: (301) 352-4574 • Toll Free: 1-800-MD-HELPS • Fax: (301) 809-0422 • Email: info@mnadv.org • Website: www.mnadv.org

Leadership

Vision:

Michigan Domestic
Violence and Sexual
Assault Prevention
and Treatment
Board, 2012 Task
Force

August 17, 2011

TIME

Michigan Sets an Aggressive Goal: Winning the War on Sexual Assault



*Multi-Disciplinary Leaders Across
the State Step Up to Make Ending
Sexual Assault a # 1 Priority*

*Multi-media Campaign Leading the
Way in Educating the General
Public in Understanding the Victim
Centered Offender Focused
Approach*

*Public Safety Officials Look at
Sexual Assault Cases for Solutions
to Preventing all Types of Crimes*



Leadership



INTERNATIONAL ASSOCIATION of CHIEFS of POLICE
global leadership in policing

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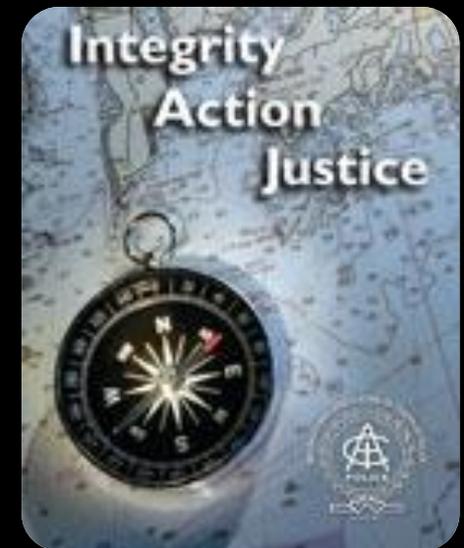
POLICE RESPONSE TO VIOLENCE AGAINST WOMEN

The IACP's Police Response to Violence Against Women Project, with funding from the Department of Justice's Office on Violence Against Women (OVW), focuses on the development of tools and policies to assist law enforcement in responding effectively to [human trafficking](#), [sexual assault](#), [domestic violence by police officers](#) and [domestic violence](#) and all other crimes against women.

Leadership

IACP National Law Enforcement Leadership Institute on Violence Against Women:

“To develop and enhance strategies for law enforcement executives to effectively marshal and deploy law enforcement resources for proactive interventions to prevent and eliminate violence against women in our communities”



Domestic Violence – Stalking – Sexual Assault – Human Trafficking

Leadership

Statewide Leadership Summits on Violence Against Women Crimes

Partnerships between State DV/SA Coalitions, State Chiefs/Sheriffs Assoc., Police Academies

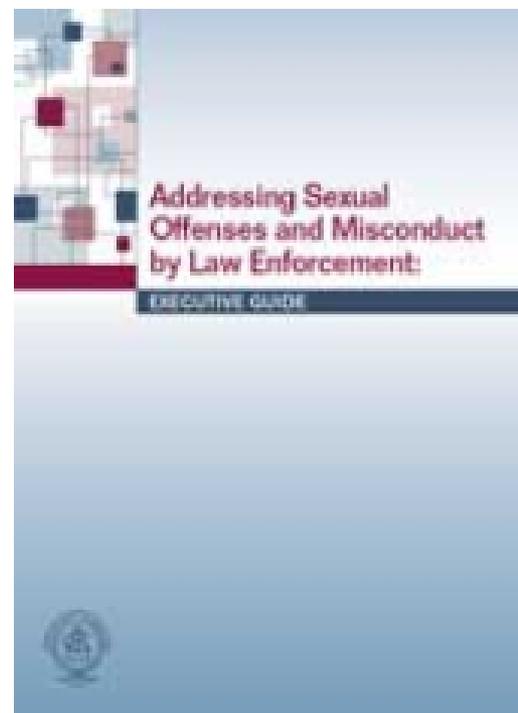
- Tennessee
- Michigan
- Ohio
- Illinois
- Vermont
- Minnesota
- North Dakota
- Oregon



INTERNATIONAL ASSOCIATION of CHIEFS of POLICE
global leadership in policing

Sexual Offenses and Misconduct by Law Enforcement

Members of law enforcement are in a unique and visible position in the communities they serve. They are entrusted with the authority to enforce laws and protect the civil rights of citizens. Sexual offenses and misconduct implicating law enforcement represent a grave abuse of this authority. It is imperative that executives prepare to proactively address and prevent incidents through agency mission, policy, and training. The IACP has released an Executive Guide that addresses criminal offenses as well as non-criminal sexual conduct that is inappropriate, unprofessional, and damaging to the public confidence in a department.





INTERNATIONAL ASSOCIATION of CHIEFS of POLICE global leadership in policing

Domestic Violence by Police Officers

Police leaders across the country have taken steps to prevent violence, reduce department liability, enhance victim safety and preserve careers by proactively confronting the issue of domestic violence committed by police officers. The IACP [Domestic Violence by Police Officers Model Policy](#) focuses on early intervention, incident response and investigation procedures and has served as a foundation for agencies across the country looking to adopt and implement policies to address this problem.

- [IACP Domestic Violence by Police Officers Policy](#)
- [IACP Domestic Violence by Police Officers Discussion Paper](#)
- [Guidelines to Address Officers Under Orders of Protection](#)
- [Administrative Orders of Protection](#)

Austin Police Department Sex Crimes Unit

Our motto is "We Believe"
because we understand the
bias and prejudice victims can
experience due to common
misperceptions about the realities
of sexual assault. Your case
will be handled with the **respect
and consideration** you deserve.



Experience has taught us...

A Multi-disciplinary Response Policies are critical for the effective investigation of VAW Crimes:

**Improved Victim Services & Greater Offender
Accountability = Public Safety = Public Trust**

- Training and exercise with the policy with all Multi-disciplinary team members
- After action case reviews, policy updates

LEADERSHIP AND ACTION

What is your leadership message on violence against women?

How are you communicating your priorities?

How does your message translate to your department?

- Policies, training, hiring, promotion
- Accountability: discipline and awards
- Collaboration, multi-disciplinary approach

LEADERSHIP AND ACTION

How does your message translate to your department and community?

Leadership and our Advocacy Partners

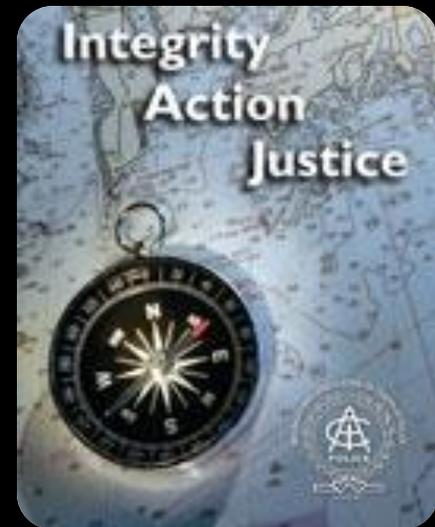
- Professional relationships before crisis
- Involvement in policy development/review
- Joint training
- Involvement in hiring and promotional panels

LEADERSHIP AND ACTION

Leaders Lead... “Action”

**Leaders Develop a Shared
Vision...**

**Leaders Inspire Others to
Make the Vision a Reality...**



LEADERSHIP AND PRIORITIZATION OF VIOLENCE AGAINST WOMEN CRIMES

Q & A

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