

## ***Day 1 – Tuesday, April 19, 2022***

**8:00 – 8:30**

**Welcome & Opening Remarks**  
***Dave Cohen, Master of Ceremonies***

**8:30 – 9:15**

**Award Presentations**  
➤ ***Professional Impact Award – Jim Hopper***  
➤ ***Visionary Award – Tom Tremblay***

**9:15 – 10:15 Plenary I: Justice Begins with a Trauma-Informed Approach: Reflections and Visions**

***Thomas Tremblay, Chief, Burlington Police Department (Ret.), Advisor and Trainer, Tremblay Consulting & Training, Fort Myers, FL***

Victims and survivors of sexual assault measure “justice” in many ways. There are evolving community expectations and demands for trauma-informed approaches to victims and survivors. This has led to new professional standards for trauma-informed care in our response, investigation, and prosecution of sexual assault cases, and more importantly, for victims and survivors; “*Justice begins with a trauma-informed approach.*”

The effects of trauma on victims and survivors, and the vicarious trauma experienced by service providers, are often misunderstood, misinterpreted, or ignored. Trauma-informed care is grounded in the understanding and responsiveness to trauma not only for victims and survivors, but also for service providers. We must ask ourselves how we can be expected to understand someone else’s trauma if we don’t start by understanding our own trauma.

The presenter will share his vision for utilizing trauma-informed approaches throughout the administration of “*justice.*” This can help build trust, that can empower victims and survivors in overcoming their reluctance to engage in the criminal justice system. It can also contribute to their immediate and long-term recovery and provide a helpful foundation for how they will measure *justice - and how we can reimagine justice in our continued work ahead.*

**As a result of this session, participants will be better able to:**

- Examine the complex nature of sexual assault and the human condition of bias surrounding gender-based violence and its impact on the pursuit of justice.
- Define trauma, historical trauma, vicarious trauma, and trauma-informed care in the context of gender-based violence and the importance of emphasizing physical, psychological, and emotional safety for victims / survivors, and service providers.
- Identify promising practices for sexual assault reforms: prevention, trauma-informed and victim-centered approaches, and offender-focused investigations for greater accountability and public trust.

**10:15 – 10:45 Break**

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### **10:45 – 12:00 Plenary II: From “Fight, Flight, Freeze” to “Survival Mode” and “Reflexes and Habits”**

***Jim Hopper, PhD, Independent Consultant, Teaching Associate, Harvard Medical School, Arlington, MA***

The phrase “fight or flight” is still commonly used to describe how people react while being sexually assaulted, yet it fails and harms many sexual assault survivors on a daily basis. In reality, many victims of sexual assault don’t fight or flee. Adding “freeze” as a third possible response, which has become common, doesn’t fix the problem, for two reasons: First, any phrase that starts with “fight or flight” doesn’t reflect the reality for many survivors and leaves them feeling like their response was abnormal or wrong. Second, many survivor behaviors during sexual assault don’t fit under “fight,” “flight” or “freeze” because they’re habit-based behaviors, in which they aren’t “frozen” but rather behaving politely and submissively. Using the term “fawn” doesn’t fix it either, because many polite and passive habit behaviors don’t involve fawning, and because “fight” and “flight” still come first and leave people feeling judged by others and themselves.

In this plenary, Dr. Hopper will explain how we got into this mess and propose a way out: replacing “fight, flight, freeze” with “survival mode” and “habits and reflexes” – language that reflects the realities of victim behavior and the neurobiology of trauma, and that much better supports survivors of sexual assault in their pursuits of healing and justice.

#### **As a result of this session, participants will be better able to:**

- Explain why “fight or flight,” “fight, flight, freeze,” and other variants of that language do not reflect reality.
- Recognize why “fight or flight” and its variants are harmful to many survivors of sexual assault.
- Describe the historical origins of “fight or flight” and how the usage of that phrase reflects a misunderstanding of the scientist who is credited for coining the phrase and the misapplication of his research.
- Identify why “survival mode” is a much better phrase for describing the neurobiological state and why “reflexes and habits” is a much better phrase for describing the behaviors associated with that state, including in the contexts of victim advocacy, investigation, and prosecution.

#### **12:00 – 1:00 Lunch**

#### **1:00 – 2:30 Concurrent Breakout Sessions**

#### **The Future of Victim Services – 2021 and Beyond**

***Gena Castro Rodriguez, PsyD, Assistant Professor, University of San Francisco, and Director of Survivor Policy, Research and Training Center, San Francisco, CA***  
***Paige Allmendinger, MSW, Lead Consultant, Allmendinger LLC., Reston, VA***

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One in five people have been the victim of crime over the past ten years, but less than one in three report receiving help. Black, Indigenous, People of Color (BIPOC) report receiving help from police in less than 20% of cases, and primarily turn to loved ones, health care providers and community-based services. Recent research confirms the long lasting emotional, physical, and financial struggles crime victims endure long past the crime event. Reform of the criminal justice system is necessary, and it is our role as advocates to push for the equally important reform and improvements to ensure safety, recovery, and healing for crime survivors. We need to develop more comprehensive services and supports for victims and survivors and better access for those who traditionally do not seek services. Trauma-informed treatment and recovery resources associated with the crime, prevent future victimization, and reduce criminal behavior. Victim services are both public health and public safety strategies.

This session will look at recent research and reports from victims of crime advisory boards and listening circles that will inform vital reform efforts and shape the future direction of victim services and victim advocacy.

### **As a result of this session, participants will be better able to:**

- Recognize criminal justice reforms that affect crime survivors.
- Evaluate feedback from crime survivors about their experiences, needs, and input on criminal justice reform efforts.
- Describe recommendations from survivors and advocates about opportunities for reform and service delivery improvements for crime survivors.

### **The Movement is the Message: Meeting People Where They Are and Breaking Through Ideological Barriers**

***Anne Ream, Founder, The Voices and Faces Project, Chicago, IL***

Changing minds and hearts on social justice issues is challenging, even during the best of times. And these are not the best of times. Today, Americans are more divided, and less willing to listen to one another, than at any point in the last half century. But there are effective strategies for meeting people where they are to move them closer to justice. And time-tested ways to break through barriers to make sure that your message is heard and acted on.

During this session, the presenter will share new strategies for using our personal stories to create political change; explore ways that language and word choice can open audiences up — or shut them down — in our politically polarized era; make the case for discovering your own, truly unique “change style;” and remind us that the fight for joy is a critical element of the fight for justice.

She'll also speak to lessons we can learn from movement leaders (Bob Dylan, Dolores Huerta, Rosa Parks, and Martin Luther King, Jr.), change creators (novelist Dorothy Allison, comedian Trevor Noah, global hip hop star Sister Fa), and the community of gender-based violence activists she has collaborated with through her work.

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### **As a result of this session, participants will be better able to:**

- Identify strategies for learning how to translate what we know about social justice into messages that can change hearts, minds, and public policy.
- Recognize how word choice cues ideology and how to employ words strategically to reach different audiences.
- Describe the concept of “mindful messaging:” how you impact even observers when you engage in a public way.

### **DNA and Sexual Assault Kits: A Great Forensic Tool**

***Nancy, O'Malley***

When sexual assault victims/survivors consent to a forensic sexual assault examination, they fully expect that the completed Sexual Assault Kit (SAK) will be submitted by law enforcement to a crime lab to be tested. Sadly, that is not always the case.

This session will discuss the problem of untested SAKs and the role of law enforcement in ensuring SAKs are submitted for testing. The session will discuss strategies for identifying where backlogs occur and strategies for ensuring that all SAKs are tested. The session will also discuss strategies for expediting testing of SAKs, particularly through non-government crime labs and expediting the submission of foreign DNA into State and National databases. Lastly, the session will discuss strategies for contacting and engaging survivors of cold cases.

### **As a result of this session, participants will be better able to:**

- Assess the number of Sexual Assault Kits (SAK) held in law enforcement custody and the status of testing of the SAK.
- Develop a strategy for testing all SAKs in your jurisdiction.
- Create a strategy to contact and engage survivors of cold cases.

### **“Start by Believing” A Case Study in Transforming Victims to Survivors**

***Kimberly Corban Rourke, Survivor & Advocate, Windsor, CO***

***Michael J. Rourke, JD, Weld County District Attorney, Windsor, CO***

Have you ever wondered what the long-term impacts of being believed can do for crime victims? Join survivor advocate Kimberly Corban and Weld County, Colorado District Attorney Michael J. Rourke as they discuss Kimberly’s 2006 assault by a stranger who broke into her college apartment.

The investigation, prosecution, and agency collaborations that brought this highly publicized case to a successful conclusion lay the foundation for an in-depth discussion on how we identify justice. Had Kimberly not been believed, the outcome would have been very different.

Adaptations in advocacy are evolving faster than ever to reach victims in their own spaces, especially when we must imagine alternatives to justice. Kimberly will describe, through her own experiences, how to innovate and reimagine outreach efforts and

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influence professionals within your organization. Resources and messaging for victims who have not disclosed or were not believed are also addressed.

If you're seeking inspiration and tangible ways to advocate for, and respond to victims, this is the session for you.

### **As a result of this session, participants will be better able to:**

- Evaluate best practices for sexual assault case management.
- Describe examples of adaptive advocacy and how they can be applied by participants' organizations.
- Analyze strategies to address mental health challenges for victims and their support systems.
- Recognize the "after" of cases including victim notification, recent legislation, and the impact of the "Start by Believing" campaign in the Weld County community.

### **Transforming Secondary Trauma: Providing Support When Empathy Runs Out**

***Karen Adams, MS, Training Manager, Appriss, Inc., Louisville, KY***

***Cassie Drochelman, MEd, Training and Outreach Manager, Mary Byron Project, Louisville, KY***

In the digital age, with mobile technology taking an omnipresent role in our lives today, victim service professionals must understand the importance of self-care when working with victims/survivors. For those in the helping professions, working with victims/survivors who have experienced violence can take a toll on your professional and personal lives. With the added stress and anxiety of a worldwide pandemic, it's more important than ever to talk about ways that service providers can take care of themselves to minimize harm, both to themselves and to their clients.

Appriss is leading the way, by making critical local and national resources more accessible to victim services professionals and law enforcement through the Victim Information and Notification Everyday (VINE) service, as they guide victims in the healing process. This interactive session is most impactful for professionals who may experience physical and emotional effects of secondary trauma, as they strive to provide community resources and tools to support those who have experienced violent crime. In this session, the presenters will explore self-care strategies that can help increase resilience and well-being and provide victim advocacy information on key digital resource solutions available to victims today.

### **As a result of this session, participants will be better able to:**

- Define secondary trauma and how it occurs.
- Identify the signs and symptoms (both physical and emotional) of secondary trauma.
- Explore personal resiliency strategies.
- Learn about digital resources solutions and services for safety planning.

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### **Creepy But Crucial Information: Advanced Grooming as Described by Sex Offenders**

***Cory Jewell Jensen, MS, Consultant / Instructor, CBI Consulting, Lake Oswego, OR***

During this session, the presenter will share information collected from thousands of adult sex offenders who were involved in long-term, court mandated sex offender treatment, as well as research gathered from a variety of similarly focused research studies. Attendees will learn some of the specific strategies' offenders used to target, seduce, and exploit children and adults, as well as how they manipulated the victims and their loved ones by inhibiting disclosure, detection, and reporting.

A variety of video clips, research studies and anecdotal interview data from numerous sex offenders will be utilized to illustrate each stage. Although this presentation is not for the "faint of heart," it provides crucial information related to trauma and the need to improve training and skill in forensic interviewing, investigation, and prosecution.

#### **As a result of this session, participants will be better able to:**

- Determine the causes of low rates of reporting and detection of sexual crimes.
- Identify the strategies and goals of "grooming behavior" used by sex offenders.
- Recognize some of the dynamics of grooming that make it difficult for children to fully comprehend the abuse they are experiencing, report and recover from child sexual abuse.

### **Beyond Mere Words: How Prosecutors' Offices Can Confront Systemic Racism in a Transformational Way**

***Laurel Smith, JD, Senior Deputy Prosecuting Attorney, Clark County Prosecutor's Office, Vancouver, WA***

***Deb Wechselblatt, Senior Deputy Prosecuting Attorney, Clark County Prosecutor's Office, Vancouver, WA***

In response to the murder of George Floyd, the Clark County Prosecutor's Office formed the Action and Reform Committee (ARC). ARC is a group of attorneys, advocates, and support staff who wanted to reconsider the role of the prosecutor in the criminal justice system and turn bold ideas into real action. Since its inception, ARC has transformed the office's internal policies, publicly supported the use of body worn cameras and bail reform, worked to educate the office in systemic and institutional racism and promote diversity in recruitment and hiring practices, fostered the opportunity for ongoing dialogue with the local defense bar on equity issues, and worked with outside organizations to engage and listen to marginalized voices in the community.

This session focuses on how prosecutors' offices can address systemic racism in a meaningful way – beyond just words – and how the fight against systemic racism can be expanded to address inequities for victims during all stages of a criminal case. The

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presentation will detail how ARC was formed, its successes and failures, and how it can be replicated by other organizations.

### **As a result of this session, participants will be better able to:**

- Identify roadblocks and opportunities to enacting change within a mid-size prosecutor's office.
- Describe strategies for identifying stakeholders and seeking buy-in from community groups and other justice partners.
- Describe the successes of ARC and areas for improvement to help others implementing a similar model or working on policy changes.

### **Law Enforcement: What Can the SANE Tell You at the End of the Medical Forensic Examination?**

***Diana Faugno, MSN, RN, CPN, SANE-A, SANE-P, FAAFS, DF-IAFN, DF-AFN, Founding Director, EVAWI, Past President and Co-Founder, Academy of Forensic Nursing, Dallas, GA***  
***Stacey Mitchell, DNP, MBA, RN, SANE-A, SANE-P, DF-AFN, FAAN, Clinical Professor, Texas A & M Health Center of Excellence in Forensic Nursing, Treasurer, EVAWI, Bryan, TX***

#### ***Law Enforcement TBD***

The medical forensic examination is arguably one of the most critical components of a victim-centered response to sexual assault. The exam has two main goals: to treat the survivor of the assault for any medical injuries that may have resulted from the assault and to collect precious evidence that may eventually lead to the arrest, prosecution, and conviction of the offender. At the completion of the examination, the medical forensic report is generated.

The focus of this presentation will be on the information that can be found in the medical forensic report, and how this can impact a sexual assault investigation. We will review common misconceptions about examination interpretation as well as the information that can be obtained during the examination process. The presenters will provide a basic review of anatomical terminology and injury identification terms, to enable the audience to apply the examination findings to their investigations and potential prosecution.

### **As a result of this session, participants will be better able to:**

- Identify information commonly found in the medical forensic report.
- Explain limitations in interpreting the medical-forensic examination.
- Identify areas of inconsistency in the medical forensic report.
- Summarize the importance of collaboration with forensic examiners when deciphering the medical report.
- Apply the information from the session in an actual review of a medical forensic record.

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### **Alternative Responses to Intimate Partner Prosecution: From Diversion to High Lethality**

***Kathryn Marsh, JD, Special Victims Prosecutor, Co-Founder, Right Response Consulting, Washington, DC***

***Melissa Hoppmeyer, JD, Special Victims Prosecutor, Co-Founder, Right Response Consulting, Washington, DC***

In 75% of intimate partner violence homicides, the victim experienced violence within the preceding 30 days. Victims of intimate partner homicide who have been strangled are 750% more likely to be victims of intimate partner homicide. However, not all cases involve high lethality. Therefore, communities may consider alternatives to prosecution in intimate partner violence cases, as a result of data driven factors that address outside stressors and engagement of survivors.

The presenters will begin with a discussion on the creation of evidence-based diversion courts for first time offenders whose crimes did not involve a weapon or serious injury. Next, the presenters will focus on high-risk cases that involve repeat offenders, escalating violence, and stalking. They will share strategies to effectively prosecute these cases without re-traumatizing victims, which include targeted sentencing recommendations and treatment. Finally, the presenters will discuss high lethality cases such as cases that involve weapons, strangulation, asphyxiation, and serious injury.

#### **As a result of this session, participants will be better able to:**

- Recognize outside stressors that may be contributing to first time violence.
- Identify appropriate services and community partners to help address these stressors and encourage survivor participation in the process.
- Establish Intimate Partner Violence Diversion Courts.
- Detect high risk cases for survivors, to better invest resources and time.
- Identify high lethality cases to reduce the risk of homicide.
- Evaluate strategies to prosecute high risk and high lethality cases without victim participation.

**2:30 – 3:00 Break**

**3:00 – 4:30 Concurrent Breakout Sessions**

### **Who Do You Work For: An Exploration of Ethics for Victim-Serving Professionals**

***Cortney Fisher, JD, PhD, Principal, Finch Strategies and Professor, University of Maryland, Washington, DC***

It is often difficult for victim-serving professionals to balance the ethics of their profession with an ethical response to crime victims. The conflicts of these ethical codes, and the misunderstandings that exist among our colleagues, create tension and mistrust across disciplines. While our roles may be different and our ethical obligations

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may vary, collaborating with victim service professionals is possible. This session will compare and contrast the ethical responsibilities of health care workers, law enforcement, prosecutors, corrections, therapists, and victim advocates towards the goal of fostering understanding among colleagues and increasing ethical behavior and communication toward victims.

### **As a result of this session, participants will be better able to:**

- Apply the codes of ethics specific to health care practitioners, law enforcement, prosecutors, corrections, and victim advocates.
- Identify the similarities and differences among the different ethical codes of the various professions.
- Identify ethical principles for working with victims in any profession.
- Describe shared language, which enables collaborative work across disciplines.

### **The Sexual Assault Survivors' Task Force: Transforming Texas' Response to Sexual Violence**

*Hillary England, MSW, Sexual Assault Survivors' Task Force Administrator, Office of the Texas Governor, Austin, TX*

*Rose Luna, MS, Chief Executive Officer, Texas Association Against Sexual Assault (TAASA), Austin, TX*

This presentation will highlight the outcomes of a bipartisan legislation designed to improve Texas' response to sexual assault, culminating in the creation and implementation of a statewide Sexual Assault Survivors' Task Force (SASTF) in Texas in 2019. This was a pivotal moment for sexual assault survivors in Texas, a state that has witnessed the passage of key legislation prioritizing survivors' needs. This legislation includes newly mandated requirements for increased system accountability and transparency; the collection of multiple data sets illuminating critical aspects of how the system is functioning; and the creation of a statewide task force that includes survivors along with some of Texas' foremost experts and practitioners in the field of sexual assault. The speakers will integrate the conference theme of reimagining justice via an overview of this unprecedented statewide effort to address the prevention, investigation and prosecution of adult and child sexual assault. These efforts leave Texas poised to change the landscape in a meaningful way for adult and child sexual assault survivors across the state. The speakers will highlight three aspects of the SASTF's work: implementation design and execution; key outcomes including policy changes and protocol improvements; and a case study on developing a trauma-informed rubric and a statewide safety planning protocol.

### **As a result of this session, participants will be better able to:**

- Describe best practices for designing and implementing statewide, multidisciplinary teams to address sexual violence.
- Identify and implement best practices for survivor inclusion in multidisciplinary teams.
- Describe how statewide multidisciplinary teams can influence and shape policy and protocol change.

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- Demonstrate the advantages of leveraging multiple groups of subject matter experts to enhance statewide multidisciplinary team outcomes.

### **Transforming Crisis Response into Long-Term Solutions**

***Cynthia Amodeo, LMHC, Chief Program Officer, Barrier Free Living, Bronx, NY***

***Erika Calderon, LCSW, Program Director, Barrier Free Living, Bronx, NY***

Barrier Free Living is a domestic violence agency in New York City that serves people with disabilities and those who are D/deaf. According to the World Health Organization, people with disabilities are 1.5 times more likely to be a victim of violence than those without a disability, while those with mental health conditions are at nearly four times the risk of experiencing violence. During the COVID- 19 pandemic we learned a lot about how we can offer services in an accessible and flexible manner. We now better understand the true meaning “client centered” services by letting people choose how they would like to receive services such as by phone, video, or in-person. This resulted in people attending services more regularly and on-time. The presenters will discuss what a disability is from a social model perspective, lessons learned about providing accessible victim centered services virtually and in-person and identify elements of the social work principals of “meeting people where they are at” as it relates to agencies’ policies and procedures with a disability lens.

#### **As a result of this session, participants will be better able to:**

- Discuss lessons learned from COVID 19 about providing accessible victim centered services virtually and in person.
- Explore strategies to modify programs to serve people with disabilities or those who are D/deaf.
- Identify elements of Social Work principals of “meeting people where they are at” as it relates to our agencies’ policies and procedures.

### **Identifying Repeat Offenders by Applying Lessons Learned from The Rape Kit Backlog**

***Samantha Gwinn, Associate, EVAWI, Wilmington, DE***

A new picture of sexual violence and homicide offenders has emerged due to increased funding to test backlogged and unprocessed rape kits, and the collection and processing of DNA from known offenders. This session will summarize findings from agencies nationwide and outline specific best practices gleaned from big misses in investigations and DNA processing. The presenter will provide case examples, resources for further guidance on intra- and inter-agency collaboration, as well as ideas for using DNA and information technology to identify and track repeat offenders.

#### **At the end of this session, participants will be better able to:**

- Identify what serial sex offenders look like, how registered sex offenders fit in with the overall problem and how they affect overall crime rates.

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- Recognize how historical offender typologies align with the latest research and developments.
- Utilize non-sworn and light-duty resources to give your agency a head start on DNA-related investigations.
- Explain how the concept of “Start by Believing” enhances and optimizes investigations, and how doubt and disbelief allow repeat offenders to evade detection, arrest, and prosecution.

### **In It for the Long-Haul: Concrete Strategies for Building a Trauma-Informed Workplace**

***Ava Carcirieri, PhD, Director of Special Court Programs, Delaware Family Court, Wilmington, DE***

***Erica Davis, Domestic Violence Coordinator, Delaware Family Court, Wilmington, DE***

In recent years, there has been a push for organizations to become trauma-informed. While this is a necessary endeavor that many technical assistance providers have pivoted many trainings towards, there is a dearth of information about what it means to build vicarious trauma (VT) awareness into an organization. Trainings provide a wonderful resource for staff and supervisors, however, becoming a trauma-informed workplace must do more to ensure systemic and ongoing efforts to reduce VT in the workplace. Government organizations often have additional barriers that limit how funds and resources are used.

This presentation will highlight Delaware Family Court's experiences with becoming a trauma-informed workplace, as our staff are at high risk of suffering the negative consequences of VT (namely burnout, cynicism, and hostility); which in turn affects how they interact with and help victims of violence that come to court seeking relief. The presenters will cover specific examples and strategies that were employed to build VT awareness into the organization from the ground up, such as: Human Resources policy and document changes, management/supervision techniques and directives, employee performance review enhancements, court-wide policy construction, and employee onboarding trainings.

#### **As a result of this session, participants will be better able to:**

- Describe strategies used to construct Vicarious Trauma (VT) workplace policies, and include VT awareness in performance evaluations, and employee recruitment.
- Identify ways that supervisors can support their staff and mitigate VT.
- Create an employee onboarding training schedule that addresses the risk of exposure and directs staff to wellness resources.
- Explain the importance of VT awareness-building to your organization's leadership and the need to continuously manage trauma.

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### **Only the Faces and Names Change – Witness Intimidation in Intimate Partner Violence Cases**

***John Guard***, Chief Deputy, Pitt County Sheriff's Office, Greenville, NC

***Heidi Bonner***, PhD, Associate Professor & Chair, East Carolina University, Greenville, NC

Witness intimidation in intimate partner violence cases is a significant problem because offenders use complex interpersonal processes to keep violent relationships intact. Research suggests that as many as 80 percent of cases that reach the court system involve victims that recant or refuse to testify because savvy offenders know how to influence victims. In this environment, what can communities do to improve case outcomes, hold offenders accountable, and ensure victim safety?

The Pitt County, North Carolina, model of responding to witness intimidation in intimate partner violence cases was developed in response to legal constraints on standard prosecutorial efforts, and has evolved in response to changing case law, site-specific research, and changing circumstances such as the COVID-19 pandemic. This case study of efforts led by the Pitt County Sheriff's Office, to increase victim safety and hold offenders accountable in cases of witness intimidation, will provide multiple investigative strategies for agencies to adopt in their own jurisdictions so they can do the same.

#### **As a result of this session, participants will be better able to:**

- Recognize how prevalent witness intimidation is during the post-arrest phase of the court process.
- Describe investigative techniques and strategies and discuss how witness intimidation continues to evolve to circumvent successful prosecution.
- Identify the ever-evolving strategies offenders in intimate partner violence cases use to facilitate the victim's absence at trial.
- Identify evidence that can be collected in an effective post-arrest investigation, thus enhancing offender accountability.
- Demonstrate how new research, evaluation, and data collection continue to fuel advances in practice.

#### **Assessing Culpability: Context before Conviction**

***Jane Anderson***, JD, Attorney Advisor, AEquitas, Washington, DC

***Nicole M. Bell***, Founder and CEO, Living in Freedom Together (LIFT), Worcester, MA

***Jeri Moomaw***, Founder and Executive Director, Innovations Human Trafficking Collaborative, Olympia, WA

Victims of trafficking, assault, and exploitation are often brought into the criminal justice system as defendants, which subjects them to criminal penalties that lead to collateral consequences. This presentation will provide "real life" examples of how context is key to understanding these cases. The presenters will bring their lived and professional experience to this topic and will provide strategies to collaborate with multidisciplinary

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professionals, improve the identification of victims within the criminal justice system, and enhance the quality of justice for those who have been victims of abuse and exploitation.

### **As a result of this session, participants will be better able to:**

- Collaborate to better identify victims within the criminal justice system.
- Conduct contextual analyses to improve the quality of justice.
- Identify strategies to ensure that victims are not unjustly criminalized by providing access to criminal records relief.

### **If They Knew What I Was Thinking: What Sex Offenders Can Teach Us About Interviewing**

***Cory Jewell Jensen, MS, Consultant / Instructor, CBI Consulting, Lake Oswego, OR***

This presentation examines the relationship between confession rates and sex offender characteristics, such as offender age, relationship to victim, personality type, offense history and prior experience with the criminal justice system. In addition, several studies that investigated the effectiveness of various interviewer styles, such as investigator demeanor and approach, will be reviewed. Lastly, the presenter will provide anecdotal comments from 121 adult male sex offenders related to the thoughts and concerns they had while they were initially being interviewed by detectives. Their comments focus on the reasons they declined to be interviewed, and why they either lied about their behavior or confessed. The presenter will use video clips to illustrate some of the specific skills used by police to enable offenders to confess, along with recommendations for specific interview comments and questions from 26 veteran child abuse detectives from 10 law enforcement agencies in Oregon.

### **As a result of this session, participants will be better able to:**

- Describe the research related to overall confession rates with sex offenders and the factors that inhibit and increase confession rates.
- Explore various interviewer styles that appear to increase confession rates.
- Evaluate various offender characteristics that increase and decrease confession rates.

### **Bystander Intervention Beyond Color Blindness: How to Better Teach Bystander Intervention**

***Kira-Lynn Ferderber, Prevention Educator, SPARCC, Sarasota, FL***

Bystander Intervention is one of the most popular skillsets taught by violence prevention educators, especially on campuses. The appeals are multiple: it's non-threatening, it engages the audience as potential allies rather than perpetrators or victims, and it relies on the idea that violence is happening out in public and that the solutions can be immediate and within the scope of one individual's actions. However, along with the great news that many students are taking bystander intervention sessions, we must

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acknowledge the reality that when it is not taught carefully, bystander intervention tactics can ignore or even further entrench harmful and racist norms.

When we ask people to "do something" if they "see something", we must unpack who and what looks dangerous, and to whom. We also must consider how the race and other attributes of the offender, victim, and bystander might influence not only whether to intervene, but what the safest and most realistic forms of intervention might be. Too often the lesson of "help someone who is in trouble" fails to acknowledge the reality that many white people cannot or do not accurately assess the needs of people of color who are being targeted with violence. This session is for anyone who is teaching - or has taken - any form of bystander intervention education, to help you make the material more anti-racist and inclusive.

### **As a result of this session, participants will be better able to:**

- Recognize bias in bystander intervention instruction/curricula.
- Evaluate strategies to modify existing approaches to make them more inclusive.
- Recognize personal bias when teaching about or making real life decisions to intervene (or not).
- Identify the harm of one-size-fits all or "colorblind" approaches to bystander intervention.

### **4:45 – 6:00 Concurrent Evening Sessions**

#### **Speaking Out Online is Trending: Start by Believing and Social Media**

***Alison Jones-Lockwood, Consultant, Training and Technical Assistant Specialist,  
Start by Believing Community Liaison, EVAWI, Fort Collins, CO  
Kimberly Corban Rourke, Survivor & Advocate, Windsor, CO***

Over the past decade, social media has allowed anti-violence programs and criminal justice agencies to connect with their communities in new and exciting ways. Advocacy organizations across the country have identified new avenues for connecting with survivors and their loved ones, by posting messages of support and opportunities for activism, while criminal justice organizations are able to foster new connections with communities by participating in online conversations that are timely and relevant to the people they serve.

During this session, the presenters will spotlight how organizations and influencers have utilized their social media platforms to spread anti-violence messages with examples of high-profile posts and campaigns. Focused on Start by Believing social media campaigns, this interactive session will provide concrete tips on how to use Instagram and TikTok to spread the campaign philosophy, and big picture strategies for Facebook and Twitter. The presenters will offer suggestions on how to maintain an online presence when resources are limited, tips on how to stay safe online, and keep the momentum going year-round.

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Whether you are new to TikTok and Instagram, or an expert, this session will offer practical tools to expand the trajectory of your message!

### **As a result of this session, participants will be better able to:**

- Identify steps to create and launch a Start by Believing social media campaign.
- Explore various social media platforms to determine which one(s) will help you connect with your community.
- Examine successful social media posts and campaigns to generate new ideas.

### **Global Panel Discussion: Envisioning Liberty & Justice for All – This World Was made for You & Me**

***Varsha N., JD, Founder, ROAR Training & Consulting, LLC, Director, EVAWI, Los Angeles, CA***

***Diana Faugno, MSN, RN, CPN, SANE-A, SANE-P, FAAFS, DF-IAFN, DF-AFN, Founding Director, EVAWI, Past President and Co-Founder, Academy of Forensic Nursing, Dallas, GA***  
***Panelists from Around the World: TBA***

*Justice will not be served, until those who are unaffected will be outraged as those who are. ~Ben Franklin~*

Blame. Fear of Authority. Lack of Peer Support. Language Barriers. Survivors of assault and domestic violence around the globe are faced with many obstacles as they tirelessly seek justice. Many do not speak up. Those that do seek justice are often misunderstood and blamed for their experiences.

We view our world through our individual lens often with the narration of our own voices. During this powerful session, an advocate and a forensic nurse will begin by sharing an overview of challenges faced by survivors seeking justice. Then they will engage in a thought-provoking conversation with panelists from diverse cultural backgrounds from around the world (possible panelists from Asia, Africa, Europe) to explore the following questions: What does justice mean to survivors, including immigrant survivors? How does justice look similar or different in various parts of the world? What empowers survivors to keep going?

### **As a result of this session, participants will be better able to:**

- Recognize, compare, and contrast challenges survivors and service providers from diverse cultural backgrounds face.
- Identify and review religious and cultural considerations in the context of domestic and sexual violence.
- Explore helpful tools and successful strategies service providers can use to help all survivors seeking justice.

### **Gender-Based Violence and Faith: Toward a Faith Sensitive Approach**

***Cortney Fisher, JD, PhD, Principal, Finch Strategies and Professor, University of Maryland, Washington, DC***

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Too often, when victim advocates, social workers, and therapists begin their work with victims of gender- and power-based violence, we assess the survivor and the case using a standard needs assessment format. When a victim/survivor tries to tell us about abuse and violence, they frequently leave out some of the most traumatic incidents because they are convinced, we won't understand them - and they are right. The use of spirituality to maintain control over a victim/survivor is not unique to any one faith, but it is discounted by many (or most) system professionals. Victim advocates, social workers, human service workers, law enforcement and prosecutors discount spiritual abuse because we don't understand it and we don't know how to address it.

This session will help professionals assess clients for spiritual abuse, work with them to dismantle the stigma associated with the abuse (particularly among marginalized religions) and help law enforcement and other professionals use evidence of spiritual abuse to make their case in administrative, civil, or criminal proceedings.

### **As a result of this session, participants will be better able to:**

- Identify examples of spiritual abuse specific to Catholicism, Judaism, and Islam.
- Modify standard needs assessments in campus-based, systems-based, hospital-based, and community-based environments to identify spiritual abuse in a culturally sensitive manner.
- Classify all evidence of spiritual abuse into a more comprehensive case presentation for administrative, civil, and criminal proceedings.
- Explain the ways in which offenders use spirituality to maintain power and control over victim-survivors.

### **#NoMoreSilos: Strengthening Multidisciplinary Efforts in the Hashtag Era**

***Erica Olson, MSS, MLSP, Principal, Anassa Consulting, Austin, TX***

***Julie Germann, JD, Founder, Finding the Right, Austin, TX***

Activism has enormous value and potential in effecting social justice change, particularly as it relates to violence against women and Black, Indigenous, People of Color (BIPOC) communities. But in a polarized climate, activism can cause unintended harm to multidisciplinary efforts addressing the very problems it aims to redress. Victim service professionals and agencies already frequently work in silos. When collaborations dissolve, multidisciplinary teams can splinter into factions, reinforcing turf wars, competition for resources, and working at cross purposes. In turn, survivors and communities suffer from the resulting "justice gap." In this session, we will explore the rise of online activism as part of recent social justice movements in an increasingly polarized climate. We will examine the impact of polarization and hashtag activism on multidisciplinary collaborations involving community and criminal justice professionals and the resulting "justice gap." The presenters will also provide evidence-based practices, tools and approaches to build, repair and strengthen multidisciplinary efforts that can withstand social upheaval in polarized climates and continue to effect positive outcomes for victims, survivors, and communities.

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### **As a result of this session, participants will be better able to:**

- Define the "justice gap" and the negative consequences for survivors and communities.
- Identify specific ways multidisciplinary teams and collaborations bridge the justice gap, resulting in improved individual and systemic outcomes.
- Recognize the unique challenges and impact of hashtag activism and social polarization on multidisciplinary efforts that weaken their effectiveness.
- Employ evidence-based tools and best practice approaches to reduce divisiveness and strengthen multidisciplinary collaboration and teamwork, resulting in positive survivor and community outcomes.

### **Noncriminal Legal Interventions and Alternative Service Responses to Sexual Violence**

*Kimberly Dudik, JD, MPH, Chief Executive Officer, Public Policy Institute of the Rockies, Missoula, MT*

*Sophie Moon, Chief Financial Officer, Communications Specialist, Program Associate, Public Policy Institute of the Rockies, Missoula, MT*

The presenters will discuss a new approach to help combat human trafficking and sexual violence - the use of non-criminal state law interventions and their possible impact on human trafficking, the reporting of sexual crimes, and the safety of sex work. We will discuss the approach Montana has taken towards creating an alternative service response to sexual crimes, including legal changes to allow individuals engaging in sex work to report crimes, such as sexual assault or human trafficking, and access services without fear of prosecution. How this approach benefits sexual violence survivors and all stakeholders, including law enforcement and service providers, will be discussed. This presentation will also discuss the importance of recognizing and addressing sexual violence amongst rural Indigenous populations, exploring intersections with the Missing and Murdered Indigenous Persons epidemic, as well as the disproportionate impact on trans-individuals.

### **As a result of this session, participants will be better able to:**

- Recognize the disproportionate impact of sexual violence on marginalized communities.
- Describe how non-criminal interventions can reduce barriers to reporting.
- Implement more effective and intersectional non-criminal interventions dealing with sexual violence.
- Identify the specific impacts that various marginalized communities face in terms of sexual violence.

### **Trans/Non-Binary Survivors and Forensic Exams: Care, Compassion, and Creativity**

*michael munson, Executive Director, FORGE, Milwaukee, WI*

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Forensic exams are difficult for anyone. Trans and non-binary survivors face additional social, legal, and medical barriers when pursuing medical care, healing from trauma, and seeking legal or restorative justice. This session will explore how forensic nurse examiners, advocates, and other medical providers working with survivors directly after a sexual assault can more effectively and respectfully serve trans survivors.

A brief review of trans-specific prevalence rates and other relevant data will bookend this session, grounding practical content with research. A discussion of common barriers trans and non-binary survivors face – specifically in forensic exam settings – will set the stage for addressing how SANEs and advocates can navigate history taking, documentation, the exam itself, and follow-up care with a more trans-specific culturally-sensitive lens. Practical resources and links to additional information will be provided.

### **As a result of this session, participants will be better able to:**

- Describe three ways to lower barriers to trans survivors seeking forensic exams.
- Identify at least one place in the pediatric and adult National Protocol(s) for Sexual Assault Medical Forensic Examinations that supports providers in sensitively providing care to trans survivors.
- List two resources for additional support and guidance in working with transgender survivors of sexual assault.

### **Changing the Child Welfare System Response to Domestic Violence – Overview of a Successful Pilot**

***Carol Wick, MS, President & Chief Executive Officer, Sharity Inc., Maitland, FL***  
***Gloria Saiz, LMFT, Clinical Program Director, Children's Home Society, Miami, FL***

Traditional child welfare approaches to domestic violence place a heavy emphasis on the victim's actions to protect themselves and their child from the abuser. Many case managers view the act of hiding victims in shelters and then separating them from abusers as a successful resolution to the violence. This approach does not work for many reasons. Relying solely on the victim to stop the violence at best results in the victim being labeled as having a "lack of protective capacity." At worse, well-meaning case managers increase the danger by forcing a separation without the appropriate safety plan and resources to keep the survivor safe. For decades, this view that separation is the only solution has forced thousands of women to choose between extreme danger, homelessness, or staying with their abuser for lack of other options. Sadly, the result is that they all too frequently lose their children.

This session provides an overview of a six-month pilot project conducted to determine if the use of evidenced-based domestic violence screening tools and assessments at intake could alter the way that child welfare staff addressed domestic violence. The results were transformative and provide simple low-cost solutions that can be implemented to create systemic change that protects both children and survivors.

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### **As a result of this session, participants will be better able to:**

- Evaluate the current system of identification and response to domestic violence in the context of previous attempts to address the issue.
- Describe evidenced-based screenings and assessments that can be used to identify ongoing domestic violence in child welfare cases.
- Recognize how the lack of identification results in poor outcomes and increased danger.
- Review new implementation models that can be utilized to address highly lethal DV situations.

### **Measuring Success in the Criminal Justice System’s Response to VAWA Crimes**

***Sarah Goan, MPP, Senior Research Associate, University of Southern Maine – Cutler Institute, Portland, ME***

***Kristina Lugo-Graulich, PhD, Senior Research Associate, Justice Research and Statistics Association, Washington, DC***

The Office on Violence Against Women (OVW) administers grant programs authorized by the Violence Against Women Act (VAWA) to develop the nation’s capacity to reduce domestic violence, dating violence, sexual assault, and stalking by strengthening services to victims and holding offenders accountable. Since 2019, the Violence Against Women Measuring Effectiveness Initiative (VAWA MEI) and the Justice Research and Statistical Association (JRSA) have been engaged in efforts to research, pilot, evaluate, and recommend outcome measures that OVW and grantees can use to measure the success of law enforcement’s response to crimes. The project will culminate in recommendations to OVW for collecting outcomes that are linked to good practice, matched to VAWA-funded activities, useful to grantees for data-driven decision-making, feasible for both OVW and grantees to implement, and minimally burdensome for grantees to use. This presentation shares the results of this two-year exploration, focusing first on the emerging conceptual framework that maps VAWA-funded law enforcement activities to outcomes at the agency, officer, and victim levels. The presentation will then share the results of a data collection pilot conducted with 15 OVW grantees to explore the usability, feasibility and quality of proposed outcome indicators when collected in the field.

### **As a result of this session, participants will be better able to:**

- Explain what a concept model is (and how it differs from a logic model).
- Describe the longer-term outcomes associated with improving the law enforcement response to VAWA Crimes.
- Identify meaningful outcomes connected to Law Enforcement improvement work.
- Evaluate field-tested metrics that can be used to gauge success.

### **State Expert Committee: Innovative Approach to Statewide Leadership and Reform**

***Ann Burdges, Policy Consultant, President, EVAWI, Atlanta, GA***

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***Amy Hutsell, Program Director, Sexual Assault, Child Abuse and Human Trafficking Unit, Criminal Justice Coordinating Council, Atlanta, GA***

This session will spotlight how Georgia improved criminal justice and public responses to sexual assault in communities throughout the state with a first-ever State Expert Committee (SEC). Created by invitation, the SEC is part of a larger collaborative project designed to build and strengthen sexual assault response teams (SARTs) across the state that remain respectful of local design, resources, and capacity. The project was funded in 2013 with a grant awarded by the US Department of Justice, Office on Violence Against Women, and administered through the Georgia Governor's Criminal Justice Coordinating Council. It involves partnerships with several advocacy organizations, the Georgia Public Safety Training Center, the Prosecuting Attorney's Council, the Institute of Continuing Judicial Education, and the Administrative Office of the Courts for all of Georgia's 49 judicial circuits and 159 counties. The SEC was originally established to provide guidance, training, and technical assistance to support policy and protocol development, training delivery, and resource sharing throughout the state. However, partners quickly recognized that the value extended far beyond its initial purpose and the SEC has grown to include a wide range of critical issues such as improving cold case investigations, working with the media, and expanding the needs and focus of public policy.

### **As a result of this session, participants will be better able to:**

- Describe steps to establish and sustain an effective State Expert Committee (SEC) by defining its purpose/mission, role, and expectations that are mutually respected, valued, and reinforced.
- Identify critical objectives for SEC leadership, including law enforcement training and SART protocol development.
- Recognize the benefits of media collaboration to communicate effectively while respecting needs and boundaries.

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**8:00 – 8:30**

**Opening Remarks:**

**8:30 – 10:00 Plenary I: Prosecuting the Golden State Killer**

**Greg Totten, JD, Chief Executive Officer, California District Attorneys Association, Sacramento, CA**

**Anne Marie Schubert, JD, Sacramento County District Attorney, Sacramento, CA**

Sacramento County District Attorney Anne Marie Schubert and Greg Totten, Chief Executive of the California District Attorneys Association and formerly the Ventura County District Attorney will discuss many aspects of the investigation and prosecution, including genealogical DNA, that led to the successful conviction of Joseph James DeAngelo, commonly known as the "Golden State Killer" or the "Original Night Stalker."

**As a result of this session, participants will be better able to:**

- Describe the investigation and prosecution of the Golden State Killer.
- Recognize the science behind investigative genetic genealogy and its application to law enforcement investigations.
- Explain the legal issues related to this tool and the critical need for employing best practices in its use.

**10:00 – 10:30 Break**

**10:30 – 12:00 Plenary II: When Victims of Crime Become Defendants: Should Context Matter?**

**Mark Wynn, Lieutenant, Nashville Metropolitan Police Department (Ret.), Owner, Wynn Consulting, Nashville, TN**

**Nancy Grigsby, MS, Former Legal Assistance Program Director, Ohio Domestic Violence Network, Columbus, OH**

What does justice look like when a victim of a crime becomes a defendant? This session will inspire every kind of professional to consider context in their response in these cases. Incarcerated women experience staggering rates of sexual assault and domestic violence across the life span leading up to the offenses for which they are charged or convicted. This plenary session will inspire professionals in multiple disciplines to more deeply consider the context of possible violations of law committed by crime victims. The session will include information on how trauma, victimization, strangulation, and brain injury, along with sexual assault and domestic violence dynamics, should be considered when responding to possible violations of law by victims of crime to reach more just outcomes.

**As a result of this session, participants will be better able to:**

- Develop a deeper knowledge of the dynamics of trauma, brain injury, strangulation and sexual assault and domestic violence, as they may arise in a case where the victim is the Defendant.
- Recognize the role of poverty, racism, and gender in the historical criminal justice responses to crime in the U.S.

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- Develop a broader understanding of the opportunities to consider context when responding to victim defendants pre-trial and post-conviction, whether they work in advocacy, law enforcement, prosecution, corrections, or related fields.

**12:00 – 1:00 Lunch**

**1:00 – 2:30 Concurrent Breakout Sessions**

**The New and Improved SAFE Virtual Practicum**

***Grace Frances, MPA, Director of Community Partnerships, EVAWI, Tallahassee, FL***

***Jacque Bassett, MNLM, Operations Manager, EVAWI, Colville, WA***

***Marnie Shiels, JD, Attorney Advisor, Office on Violence Against Women, Washington, DC***

***Tamara Jackson, MSN, RN, SANE-A, SANE-P, Clinical Program Coordinator, Amita Health, Chicago, IL***

When it comes to an effective response to sexual assault, it is vitally important that victims have access to the most compassionate care possible and that evidence is collected properly to strengthen investigations and prosecutions of perpetrators.

In October 2018, The Office of Violence Against Women awarded EVAWI a grant, in partnership with the National Institute of Justice, to update the Virtual Practicum to ensure that it incorporates advances in science, technology, and best practice recommendations. EVAWI and members of the original Dartmouth team that created the Virtual Practicum, collaborated with the Academy of Forensic Nursing, International Association of Forensic Nurses, and an Expert Practitioner Panel to re-master the Virtual Practicum and add two new scenarios with an incarcerated and transgender patient. Presenters will highlight new content, including how it has been updated to reflect the current National Protocol for Sexual Assault Medical Forensic Examinations.

**As a result of this session, participants will be better able to:**

- Recognize the collaborative process used to revise the Virtual Practicum, and the underlying philosophy for creating a training tool that reflects advances in science and best practices.
- Identify how the Virtual Practicum incorporates the National Sexual Assault Medical Forensic Examination Protocol.
- Describe how the Virtual Practicum can be used as a training tool for individual learning (anytime and anywhere) and in instructor-led group settings.

**Confidential Victim Advocacy for Survivors of Sexual Violence in Detention: Practical Considerations**

***Cynthia Totten, JD, Deputy Executive Director, Just Detention International, Washington, DC***

***Carol Schrader, Esq., Senior Staff Attorney, Victim Rights Law Center, Portland, OR***

Finalized nearly a decade ago, the national Prison Rape Elimination Act (PREA) standards require detention facilities to take concrete steps to prevent and respond to sexual abuse — including by offering survivors in custody community-based victim services. In tandem with the Violence Against Women Act (VAWA) and the Victims of

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Crime Act (VOCA), PREA has created a framework for advocates to provide these services confidentially in a setting where constant monitoring and an absence of privacy have long been the norm. Indeed, an increasing number of advocates, in partnership with corrections agencies, are delivering crisis services in a manner consistent with their work in the community. Despite these impressive gains, far too many incarcerated survivors still lack meaningful access to this healing support. Instead of getting the help that they need and deserve, survivors suffer in isolation, without crisis counseling or accompaniment during a forensic exam or an investigation. Many advocates have found that confidentiality remains a challenge, in part because of inconsistencies between PREA's requirements and VOCA and VAWA. For example, VOCA and VAWA require that advocates obtain a signed, written release of information from clients — but what if your client is incarcerated? For guidance on how to negotiate solutions to such scenarios and more, join us for this interactive session!

### **As a result of this session, participants will be better able to:**

- Describe confidential victim services to survivors in custodial settings.
- Explain common challenges related to victim advocacy for survivors in confinement, including forensic exams and investigations.
- Recognize and harness the framework that the Prison Rape Elimination Act (PREA), the Violence Against Women Act (VAWA), and the Victims of Crime Act (VOCA) have created for advocates to provide confidential support services for survivors.
- Expand the use of written agreements with facilities to strengthen access to confidential victim services in detention settings.

### **Online Solicitation of Youth and When it Becomes Commercial Exploitation**

***Kate LePage***, East Central Safe Harbor Regional Navigator, Lutheran Social Service, St. Cloud, MN

***Nick Riba***, Special Agent, Predatory Crimes Section, Minnesota Bureau of Criminal Apprehension, St. Paul, MN

During this session, the presenters will discuss online solicitation of youth and when it becomes a criminal case. The presenters will showcase aspects in online cases of exploitation and how they differ from in-person sex trafficking and exploitation transactions. The presenters will use case scenarios, federal and Minnesota statutes, as well as their experience facilitating chat stings and seeing cases through to prosecution, to equip attendees with information about the criminal components needed for online solicitations to move forward in the court system. The presentation will also provide attendees with avenues to monitor online activity, a minor's rights to privacy, criminal aspects of the issue, and how to collaborate effectively with community and systems-based partners. Lastly, the presenters will discuss consistent social media platforms and various up-and-coming platforms gaining traction in Minnesota since the Fight Online Sex Trafficking Act was passed in 2018. Participants will leave with a better understanding of what makes a case of online solicitation criminal, and the steps that can be taken by law enforcement, social services, advocacy, and parents or caregivers. This session will accomplish these objectives through lecture, sharing personal experiences, and case scenarios.

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### **As a result of this session, participants will be better able to:**

- Identify the criminal aspects of “sexting” and leave with an understanding of what components determine whether a criminal case is possible.
- Explain the legal differences between erotica and child abuse imagery and various statutes that can be used to prosecute cases involving online solicitation and how to meet statutory guidelines.
- Identify how to screen and follow up on cases involving online transactions of photos or videos from a multidisciplinary approach.
- Recognize resources to support their work with investigations, youth, and parents.

### **Investigating and Prosecuting Sexual Assault by Intoxication**

***Wendy Patrick, JD, PhD, Deputy District Attorney, San Diego County District Attorney’s Office, Cadre of Experts, EVAWI, San Diego, CA***

***Cathy Garcia, Supervising Investigator (Ret.), Sex Crimes, Human Trafficking, and Child Abduction, San Diego County District Attorney’s Office, Cadre of Experts, EVAWI, Chula Vista, CA***

***Carlton Hershman, Detective (Ret.), San Diego Police Department, Cadre of Experts, EVAWI, Cape Coral, FL***

This presentation will address the issues investigators, prosecutors, victim advocates, and medical personal often encounter in alcohol-facilitated sexual assaults. Hurdles in these cases typically include the consent defense, perceptions about “he said/she said” cases, and victims suffering from memory loss, as well as challenges related to victim shame, embarrassment, and lack of trust in law enforcement. This means that sexual assault by intoxication cases are some of the hardest and most difficult cases to investigate and prosecute. These challenges are not typically found in other types of crimes which adds to the complexity of the community response. In these cases, first responders, including health care professionals, are often challenged by a victim’s inability to describe the crime due to memory gaps, or other perception difficulties caused by intoxication. Together, these challenges can impact an investigation, and ultimately the opportunity to successfully prosecute a case.

Recognizing and understanding these challenges will help improve the criminal justice response while advocates and health care professions will be better able to support victims of these crimes. However, understanding victims and how these crimes occur is only half the battle; getting a case into the courtroom is the other half.

### **As a result of this session, participants will be better able to:**

- Describe strategies to better assist victims of alcohol-fueled sexual assault
- Explore options to empower survivors to find their voice when their credibility is attacked.
- Identify ways to corroborate cases with a wide range of facts and details.
- Evaluate the best questions to ask to overcome the consent defense.

**Using Restorative Justice to Benefit Victim Survivors: Is it Possible?**

**Cortney Fisher, JD, PhD, Principal, Finch Strategies and Professor, University of Maryland, Washington, DC**

Although an ancient practice, restorative justice is experiencing a revival in public interest. Communities, particularly those that have been shut out of the traditional American systems of adjudicating crime, are drawn to a system which incorporates community residents into the decision-making process. If the crime is harming our community, shouldn't we be the ones to determine who is held accountable and what that accountability looks like? While attractive at first glance, restorative justice poses a lot of questions for victims of gender- and power-based violence. Is it really in the victim/survivor's best interest to confront an offender? Is it safe - physically or emotionally? Will the community be counted on to understand the inherent power and control dynamics of domestic violence, sexual assault, and stalking? How can we ensure that this process will not be more traumatizing for the victim than our system of traditional American justice?

This session will explore what restorative justice is and what it isn't. A special focus will be on the victim's role in restorative justice, and how to make restorative justice work in a way that is empowering and not traumatizing for the victim-survivor.

**As a result of this session, participants will be better able to:**

- Identify the components of restorative justice and explain restorative justice to decision-makers in their agencies.
- Analyze the costs and benefits of using restorative justice in their communities, either in a school-based or campus environment or in a larger community.
- Identify and apply methods to make restorative justice an empowering process for victim-survivors, rather than a traumatizing process.
- Implement the initial steps to bringing restorative justice to their community.

**Start by Believing: The Johnnetta McSwain Story: “Why Did Nobody Believe Us, Why, Why?”**

**Johnnetta McSwain, PhD, International Empowerment Speaker, Author, Adjunct Professor, *Breaking the Cycle, Beating the Odds, Powder Springs, GA***

“Whatever happens in this house stay in this house”, as my momma would shout to my sister, and me. Growing up in Birmingham, Alabama, as a little girl, you didn't tell your momma's business. And sadly, the same rules apply in millions of households today. Dr. Johnnetta McSwain, author, empowerment speaker extraordinaire, will share her personal journey of how she triumphed and overcame vicious cycles of horrific childhood sexual, physical, and emotional abuse, violence, and self-destruction, through her EMMY AWARD WINNING documentary, “The Road Beyond Abuse,” produced by Georgia Public Broadcasting (GPB) and narrated by Jane Fonda. Born to an alcoholic mother and an absent father, the odds were unceremoniously stacked against her even as she drew her first breath. By the innocent age of five, she was viciously raped and

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incessantly battered by her three uncles while in the custody of her grandparents. And when she told, she was not believed, beaten, and sworn to secrecy. A secret she kept for over 30 years. This presentation will shed light on the adverse effects of not believing when childhood sexual and sexual assault is reported.

### **As a result of this session, participants will be better able to:**

- Assist those who have been victims of child abuse, sexual assault, and domestic violence, in order to transition from victim to victor.
- Recognize the importance of organizations, families, law enforcement, policy makers, social services, advocates, and survivors working together to improve individual and system responses to sexual assault.
- Explain the connection between childhood abuse and adverse effects on victims in later life.

### **Hope, Healing and Empowerment: Build Resiliency, Restore Lives, from Victim to Survivor to Thriver**

*Susan Omilian, JD, Chief Executive Officer and Founder, Thriver Zone, West Hartford, CT*  
*Cindy Hedges, Executive Director, Services to Abused Families, Inc. (SAFE), Culpeper, VA*

From hopelessness and despair, survivors of domestic violence can be empowered to take the critical journey beyond abuse from victim to survivor to thriver and reclaim their lives. The presenters will share a motivational model, based on Dr. Ju's stages of recovery from trauma, that can help survivors build their resiliency, restore their self-esteem, and bolster their self determination to move beyond abuse. The session will demonstrate the innovative, evidence-based, and life-changing techniques successfully being used to help women move from survivors to thrivers. The techniques include positive storytelling, writing exercises to counter negative limiting beliefs that sabotage forward movement, and tools for strategic visioning and goal setting, so survivors can manifest a life of power and purpose despite all that has happened to them.

### **As a result of this session, participants will be better able to:**

- Describe the stages of healing in the aftermath of abuse.
- Explore a motivational model to build resiliency, restore self-esteem and stabilize lives.
- Identify best practices such as positive storytelling to reduce the long-term impact of violence, abuse, and trauma.
- Identify barriers for survivors to moving forward with their lives and ways to overcome them.

### **Empathy-Based Interrogation (EBI)**

*Nancy Oglesby, JD, Owner, Justice 3D, Richmond, VA*  
*Michael Milnor, Chief (Ret.), Owner, Justice 3D, Cadre of Experts, EVAWI, Richmond, VA*  
*Mark MacKizer, Behavioral Analysis Consulting, Special Agent, Federal Bureau of Investigations (Ret.), Justice 3D, Richmond, VA*

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Empathy-Based Interrogation (EBI) is an advanced interrogation and interview philosophy designed to keep suspects talking. EBI is research-based and grounded in empathy which facilitates an understanding of the subject's point of view and motivation for committing the offense. It also provides incentives for the subject to share accurate information. In addition, because it is a non-coercive, conversational interview, it is more easily defended in the courtroom. EBI will benefit anyone who conducts interviews for the purpose of gaining accurate and actionable information. Therefore, EBI can be applied to a wide array of interview settings. EBI is also extremely effective in sexual assault, stalking and domestic violence cases because the suspect usually wants to provide their version of events. This session will be delivered by a retired chief of police and career prosecutor and focuses on how a successful interview aimed at how corroboration more than a confession can lead to more successful outcomes in the investigation and in the courtroom.

### **As a result of this session, participants will be better able to:**

- Identify the importance of subject personality type in an interview.
- Explore how atmosphere impacts the interview process.
- Apply communication skills, grounded in empathy to the interrogation process.
- Recognize the importance of planning interview questions based on risk level and using a strategic process to introduce evidence during the interrogation.

### **A Racial Justice Adaptation of SAMHSA's Trauma-Informed Care Principles**

***Brittany Coleman, Program Manager, Alachua County Victim Services & Rape Crisis Center, Gainesville, FL***

Racial justice is a public health and safety issue. The history of systemic racism and structural disempowerment in the United States sets the stage for a multitude of problems in vulnerable populations. In communities of color, health disparities related to bias and persistent institutional mistreatment and trauma are pervasive. For victims of color, who have experienced domestic or sexual violence, these harmful structures can be increasingly disenfranchising and act as barriers to engagement in services, participation in the criminal justice system, and can also lead to negative case outcomes.

This session will detail the systemic and institutional barriers victims of color face when seeking services, discuss health disparities in communities of color, and present ways to increase engagement in services when applying a trauma-informed lens focused on social justice. The racial justice adaptation of SAMHSA's Trauma-Informed Care principles can be a powerful tool in reducing the potentially re-traumatizing impact of the criminal justice system for victims of color. In addition, these principles can reduce barriers faced by victims of color when seeking services from community agencies. This combination of public health, victim advocacy, and racial justice has many implications for community agencies and multidisciplinary teams.

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### **As a result of this session, participants will be better able to:**

- Recognize social justice as a public health and safety issue, especially for domestic and sexual violence victims of color.
- Discuss health disparities in communities of color as it relates to systemic and institutional racism and how these factors act as a barrier for victims when seeking services or help through the criminal justice system.
- Adapt and apply a social justice framework to SAMHSA's Trauma-Informed Care Principles.

### **2:30 – 3:00 Break**

### **3:00 – 4:30 Concurrent Breakout Sessions**

#### **The Trauma of Incarceration**

***Moe Whitcomb***, Healer, Artist, Writer, Occupied Unceded Haudenosaunee and Kanien'kehá:ka land, Albany, NY

When addressing the collateral consequences of incarceration, there is very little attention paid to the traumatic impact of the experience of incarceration, and the effect that it has on successful reconnection with family and the community upon release. This session will explore the prevalence of pre-incarceration trauma; individual and institutional trauma that is experienced while incarcerated; incarceration as trauma; and the impact that these experiences have on currently and formerly incarcerated people. Themes of isolation, disconnection, institutional betrayal, and healing will be explored through the presenter's art and storytelling. Further, this session will address the implications that the trauma of incarceration has on therapeutic dynamics, relationships that incarcerated and formerly incarcerated people have with service providers, and the impact that it has on how formerly incarcerated people are able to move through the world. Participants in this session can expect active discussion and session activities addressing trauma, healing, and worldview.

### **As a result of this session, participants will be better able to:**

- Describe the complexity of trauma that incarcerated people embody, including pre-incarceration trauma, trauma experienced while incarcerated, oppression as trauma, as well as institutional, historical, and generational trauma.
- Recognize how incarceration impacts therapeutic and service provider relationships, as well as meaningful reconnection with community and family after release.
- Develop a deeper understanding of oppression, and the complex dynamics of working with incarcerated survivors of sexual violence.
- Recognize how participants' own lived experiences and how upbringing, socialization, and worldview impact perspectives about people who are incarcerated.

#### **Survivors Justice Project: A Radical Collaboration to Decarcerate Survivors of Domestic Violence**

***Kate Mogulescu***, JD, Project Director, Survivors Justice Project, Brooklyn, NY

***Melissa Mahabir***, MSW, Project Coordinator, Survivors Justice Project, Brooklyn, NY

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The Survivors Justice Project (SJP) is a collective of survivors of domestic violence, currently and formerly incarcerated women, activists, lawyers, and students working for the decarceration of domestic violence survivors through the implementation of the New York State Domestic Violence Survivors Justice Act (DVSJA). The Coalition for Women Prisoners launched the campaign for the DVSJA in 2009, led by currently and formerly incarcerated women, many of whom are survivors of abuse. Ten years later, the DVSJA became law. It is the first sentencing reform of its kind: it takes a broad view of domestic violence as more than just intimate partner abuse and allows for alternative sentencing and resentencing for survivors convicted of a range of offenses, including felonies categorized as violent. Many survivors have already been released from prison under the DVSJA but there remains much work to do. This session will present SJP's collaborative and interdisciplinary work. The presenters will share the resources that have been developed for "creating a new narrative" that can be utilized by professionals in other states and explore the law's impact in New York in its initial two years. The goal of this project, and this presentation, is to reimagine what justice looks like for survivors of domestic violence who have been criminalized.

### **As a result of this session, participants will be better able to:**

- Explain the elements of the innovative Domestic Violence Survivors Justice Act, a 2019 New York sentencing reform.
- Explore the grassroots organizing history that created the DVSJA and led to its passage.
- Recognize that advocacy does not end at the passage of a law, and how participatory research can ensure state accountability and form a collective response to the specific needs of survivors in prison.

### **Stalking: Slow Motion Homicide**

***Anna Nasset, Speaker / Survivor, Stand Up Resources, Associate, EVAWI, Waitsfield, VT***

Anna Nasset will present her own experience as a victim of stalking for the last decade. Through the years, Anna has worked with nearly 100 service providers and community members, has successfully experienced prosecution and is currently still a victim of stalking. From the moment Anna first reported the behavior and actions of a stranger who was stalking her, to sentencing 8 years later; law enforcement, advocates, judges, prosecuting attorneys and more have worked together as a multidisciplinary team and supported her every step of the way, from across the country and within in multiple states. The involvement and support of all the service providers resulted in a conviction for felony aggravated stalking and felony cyber stalking, sentencing the defendant to the maximum 10 years in prison. Anna highlights the positive and lifesaving work of these individuals through-out her case study and gives concrete examples for all victim service providers when working with victims of stalking or other crimes. She educates on the importance of victim-centered responses for all victims of stalking and shares the success and outcome of these practices in her case and life.

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### **As a result of this session, participants will be better able to:**

- Recognize the victim experience of stalking and learn how to meet victims where they are, while understanding the hurdles and psychological toll stalking takes.
- Describe tactics you can take to encourage, empathize, and empower victims.
- Explain the complexities of the crime of stalking.
- Demonstrate how to build a stalking case: describing the victim's role in self-advocacy and evidence collection, identifying patterns and actions of offenders, explaining the importance of multi-disciplinary teams, and proving psychological and life altering injury.
- Describe what justice looks like in a crime that for a victim of stalking, is never over.

### **Reimagining Justice for Survivors through Policy Change and Healing Environments**

***Jessica Pride, Esq., Sexual Assault Attorney, The Pride Law Firm, San Diego, CA***  
***Samantha Caracciolo, Paralegal, The Pride Law Firm, San Diego, CA***

At any level of the justice system, serving survivors with a verdict against their perpetrator or a settlement for themselves is not enough to say we have reached justice. Our society is socialized to believe impunity and punishment of perpetrators will become justice for survivors, and while we believe this to be true for some – what can be truly transformative is a reimagined focus on healing. Survivors deserve systems and spaces that create healing opportunities and prevent harm, though throughout the United States there is a growing crisis of sexual assaults occurring within psychiatric and rehabilitation facilities. Current laws and policies ignore this epidemic of sexual violence and instead enable environments for sexual violence to occur. We need a reimagined focus on healing, and policy initiatives that brings this harm to the forefront, with leaders ready to take on the corporations that sell us mental health care.

### **As a result of this session, participants will be better able to:**

- Describe the systemic issue of abuse in psychiatric and rehabilitation facilities.
- Recognize the challenges for survivors seeking justice.
- Examine the laws and policies that remain hurdles for survivors and how to change them.

### **A Victim-Centered Approach to Elder Abuse Investigations**

***Ann Laatsch, JD, Justice System Coordinator, National Clearinghouse on Abuse in Later Life, Shorewood, WI***  
***Christopher Merkle, Investigator, Office of the District Attorney, 20<sup>th</sup> Judicial District, Boulder County, Boulder, CO***

One in ten adults over the age of 60 has experienced one or more forms of abuse – physical or sexual assault, neglect, or financial exploitation. However, communities often struggle to identify, respond to, and prevent elder abuse. Ineffective response can result from lack of training for law enforcement, prosecutors, and court staff. It may also be due to lack of coordination across systems and disciplines. Factors such as ageism,

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family dynamics, fear, isolation, health concerns, and financial constraints can impair an older victim's ability or willingness to report abuse. Furthermore, in many communities, there is a lack of funding to address elder abuse and provide services to victims.

Investigations that are victim-centered can support, empower, and respect older victims, even when charges are not ultimately filed. Crimes against vulnerable adults can have a devastating impact on victims, who are often left feeling more vulnerable than prior to their victimization. The control they had over their lives may be replaced with fear, isolation, and a daunting and unfamiliar criminal justice process. When the victim lacks capacity, the challenges can be even greater. This session will explore the unique challenges and opportunities of investigating crimes against older victims with the twin goals of perpetrator accountability and victim safety.

### **As a result of this session, participants will be better able to:**

- Discuss victim-centered investigative strategies and evidence collection in elder abuse cases.
- Identify and work collaboratively with key partners to support older victims and determine if a crime has occurred.
- Assess victim safety and support regardless of whether the case is charged.
- Describe opportunities to fund local training, victim services, and coordinated community response to elder abuse.

### **Survivors Voices: Reimagining Justice for People with Intellectual and Developmental Disabilities**

***Pam Malin, VAWA Project Coordinator / VOCA Disability Victim Advocate, Green Bay, WI***  
***Shirley Pacey, MA, Independent Consultant, Decatur, IL***

Crimes against people with disabilities are often challenging for professionals who respond to crime victims. Although people with disabilities are 7 times more likely to experience sexual assault than people without disabilities, they often do not have access to victim services. In this session, attendees will explore what justice means to people with disabilities by listening to the voices of survivors. Together, the presenters and attendees will reimagine what trauma-informed best practices should look like for victims with disabilities. This session will provide proven resources and strategies for victim advocates, law enforcement, prosecutors, forensic examiners, multidisciplinary teams, social workers, and others for responding successfully, one person at a time. Attendees will leave with concrete steps and actions they can take back to their communities to ensure equal access to justice for survivors with disabilities.

### **As a result of this session, participants will be better able to:**

- Recognize what justice looks like to crime victims who have disabilities.
- Identify at least four strategies for successful interactions with victims with disabilities.
- Explore strategies and proven resources for responding to crimes against people with disabilities.
- Develop two action steps to take back to their community to ensure equal access to justice for survivors with disabilities.

**Effective Victim Interviewing: Helping Victims Retrieve and Disclose Memories of Sexual Assault**

**Joanne Archambault**, *Founder & Chief Executive Officer, EVAWI, Sergeant, San Diego Police Department (Ret.), Colville, WA*

**Kimberly A. Lonsway**, *PhD, Director of Research, EVAWI, San Luis Obispo, CA*

**Matthew Stegner**, *MA, Senior Investigator, New York State Police, Cadre of Experts, EVAWI, Buffalo, NY*

What is the purpose of an investigative interview with a sexual assault victim? Is it just to gather the facts of “who, what, when, where, and why?” Or is there a larger purpose? At the risk of oversimplification, the purpose of an interview can be summarized as helping victims to: (1) *remember* details about their sexual assault, and (2) *share* those details with investigators. After conducting an interview, the investigator’s role is then to document this information and analyze it within the context of the entire investigation.

The presenters will begin by offering a brief overview of the scientific research on stress, trauma, and memory, as well as the unique dynamics of sexual assault. They will then apply this knowledge to the practical tasks involved with: (a) the initial response and preliminary investigation of a sexual assault report; (b) preparing for and conducting an in-depth victim interview; (c) documentation; and (d) follow-up investigation. We also address the impact of interviews *on investigators themselves*. At its core, investigators are advised to create an environment of safety of trust for victims, and a nonjudgmental orientation toward interviewing, then focus on *carefully listening* to victims and *documenting* what they say and do, without making assumptions or leaping to premature conclusions and judgments.

**As a result of this session, participants will be better able to:**

- Identify the two primary purposes of a law enforcement interview with a sexual assault victim.
- Recognize the importance of effective victim interviewing in the larger context of thorough, multifaceted, and evolving sexual assault investigations and prosecutions.
- Explain the need for at least two law enforcement interviews with each sexual assault victim and the difference between a preliminary and detailed interview.
- Utilize best practice recommendations, strategies, and tools when interviewing victims of sexual assault and other types of gender-based violence.

**Mindfulness for Multi-disciplinary Teams: Best Practices Gained from an Unprecedented Year**

**Justin Boardman**, *Detective (Ret.), West Valley City Police Department, Owner, Boardman Training & Consulting, Cadre of Experts, EVAWI, Salt Lake City, UT*

The COVID-19 pandemic uprooted daily life in ways most of us never imagined, and the effects have been ongoing, creating a consistent undercurrent of stress, uncertainty, and trauma. Coping skills for actively looking after our mental health, regulating our emotions, and maintaining our interpersonal relationships have never been more critical. Mindfulness allows us to focus on the present, get out of the worry loop, and center ourselves to move forward.

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The best practices for reducing stress and internal conflict are practically applied to working with multidisciplinary teams. Every multidisciplinary team is its own unique organism, functioning with a specific personality and energy. Our teams work hard to improve the justice system for survivors of crime continually, and that work can deplete our resilience. Individuals come to the team with their personalities, professions, and trauma backgrounds. In coordinating our work as a unit, our meetings can become frustrating and even retraumatizing. By addressing our trauma and secondary trauma directly, we can begin to look at more effective and supportive teamwork options. Then, as a team, we can prevent future dysfunction – benefiting both the team and the survivors we serve. Through mindfulness exercises, we will address valuable tools for multidisciplinary teams and individuals to practice self-care.

### **As a result of this session, participants will be better able to:**

- Identify potential sources of stress and trauma related to large-scale events such as the pandemic and define how they relate to stress in everyday life and work environments.
- Explore coping skills for managing such events, particularly in the context of multidisciplinary teams.
- Employ mindfulness techniques that can aid in managing stress and trauma, appraise their efficacy, and interpret how these techniques can serve us in a multidisciplinary team environment.
- Construct and evaluate effective ways to prevent future dysfunction and maintain a resilient work environment, where team members and the survivors they serve have their needs met.

### **Forensic Nurse Case Review**

**Diana Faugno**, MSN, RN, CPN, SANE-A, SANE-P, FAAFS, DF-IAFN, DF-AFN, Founding Director, EVAWI, Past President and Co-Founder, Academy of Forensic Nursing, Dallas, GA

**Kathy Bell**, MS, RN, SANE-A, SANE-P, DF-AFN, Board Member, Academy of Forensic Nursing, Forensic Nursing Administrator, Tulsa Police Department, Tulsa, OK

**Debra Holbrook**, MSN, RN, SANE-A, FNE A/P, DF-AFN, FAAN, Treasurer, Academy of Forensic Nursing, Director of Forensic Nursing, Mercy Medical Center, Baltimore, MD

**Catherine Rossi**, FNP-C, RN, MSN, SANE-A, SANE-P, DF-AFN, Forensic Nursing Program Manager, Cone Health System, Immediate Past President, Academy of Forensic Nursing, Greensboro, NC

**Stacey Mitchell**, DNP, MBA, RN, SANE-A, SANE-P, DF-AFN, FAAN, Clinical Professor, Texas A & M Health Center of Excellence in Forensic Nursing, Treasurer, EVAWI, Bryan, TX

**Tamara Jackson**, MSN, RN, SANE-A, SANE-P, Clinical Program Coordinator, Amita Health, Chicago, IL

Unfortunately, forensic nurses have historically practiced in “silos” and not participated in peer review as part of their practice within their programs and communities. Case, or Peer review, has considerable potential and is a key component of modern quality assurance and patient satisfaction. In the forensic world, case review ensures that the evidence collected, and injuries identified are accurate before going to court for a criminal or civil trial.

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The focus of this session will be on sexual assault/ strangulation cases. Presenters will highlight several cases from a variety of programs and discuss best practices. The cases will be presented to demonstrate the process of peer review and effective case discussion with input from all.

Trigger Warning: graphic photographs.

### **As a result of this session, participants will be better able to:**

- Examine sexual assault/strangulation cases and recognize the value of peer review and discussion.
- Identify normal and abnormal findings.
- Compare the techniques and resources utilized for each patient.
- Discuss implications for practice changes based on the case discussion.

### **4:45 – 6:00 Concurrent Evening Sessions**

#### **Speak Volumes without Uttering a Word – The use of Pronouns in your Communications to Open Doors**

*Michael Crumrine, Sergeant, Austin Police Department, Cadre of Experts, EVAWI, Austin, TX*

*Andrea Munford, Deputy Chief, Michigan State University Police, Cadre of Experts, EVAWI, East Lansing, MI*

For decades we in law enforcement have conveyed messages without ever saying a word. The way we dress, the way we stand, the design on our patrol cars, our unique police mannerisms and facial expressions have sent signals to our communities. We've been taught that these signals convey integrity, competency, courage, accountability, and approachability. We have told the public that we are the "shining knight" here to protect and save you. However, for many in society, the starched shirts, shiny shoes, uniformed patrol cars, unique mannerisms and facial expressions send a message of being narrow minded, ridged, unapproachable, and incompetent. Some see our paramilitary appearance as racist, homophobic, transphobic, and xenophobic. Quite often it's because the image we have carefully crafted doesn't look, sound, or act like them. They may feel we do not see them for the unique individuals they are, and therefore we are not a doorway to justice they wish to access.

Using pronouns in our written and spoken words is a step towards ingratiating law enforcement to not just the LGBTQ+ community, but to others in society who may never have felt comfortable approaching law enforcement. It may open a door to justice they never thought of going through.

### **As a result of this session, participants will be better able to:**

- Explore the unique issues related to working with marginalized communities and the ways in which hate crimes, domestic violence and sexual assault disproportionately impact these communities.

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- Discuss and explore the dynamics that contribute to members of marginalized communities not reporting crimes to law enforcement.
- Understand the variety of pronouns used in our society and how many people chose not to be limited by the pronouns which define only a male & female gender.
- Discuss how the use of one's pronouns in your written and spoken communications can improve law enforcement's accessibility and approachableness.

### **The Outside Looking in – How External Reviews Helped the Army Revolutionize Its Response Systems**

*James A. Helis, PhD, Director of the Army Resilience Directorate, HQDA, DCS, G-1, Army Resilience Directorate, Arlington, VA*

The Fort Hood Independent Review Committee (FHIRC) arose from the questions and concerns voiced by family members, Congress, and various advocacy groups during the investigation into the murder of Army Specialist Vanessa Guillén. The FHIRC examined the command climate and culture at Fort Hood and the surrounding military community to determine whether they reflect the Army's commitment to safety, respect, inclusiveness, diversity, and freedom from sexual harassment. Findings in the report identified flaws in the implementation, reporting and adjudication of the Army's sexual harassment and sexual assault response system. As a result of the review, Army Senior Leaders tasked the Army's People First Task Force (PFTF) to map out a plan to tackle approximately 70 issues identified in the FHIRC report and redesign the Army Sexual Harassment/Assault Response and Prevention (SHARP) program.

In February 2021, the Secretary of Defense established a 90-Day Independent Review Commission on sexual assault. The IRC charter was to evaluate military policies, programs and processes related to sexual assault and generate recommended policy changes and improvements to prevention efforts in the Military Services.

The presenter will explain how the Army's People First Task Force reviewed and implemented changes to the SHARP Program based on the FHIRC report and the findings of the 90-Day IRC.

#### **As a result of this session, participants will be better able to:**

- Recognize the background and history of the Army Sexual Harassment/Assault Response and Prevention (SHARP) program
- Evaluate the findings of the Fort Hood Independent Review Committee (FHIRC), 90-Day Independent Review Commission (IRC), and People First Task Force (PFTF).
- Identify how the changes implemented as a result of the FHIRC, IRC, and PFTF efforts will enable leaders to develop and sustain healthier organizational climates; employ a more prevention-focused, victim-centric SHARP program; and provide better response, victim support, investigative, and accountability capabilities.

**Project Empower: Best Practice in Hospital-based Intimate Partner and Sexual Violence Patient Care**

*Carol Olson, LPC, ATR-BC, Manager, Project Empower - IVPP, Associate, EVAWI, Richmond, VA*

*Elizabeth Gilmore, Manager, Hospital-based Violence Intervention Program, Bon Secours Mercy Health Richmond, Richmond, VA*

This session will highlight the development of Project Empower, a hospital-based violence intervention and prevention program, as the result of a 10-year development process. The presenters will describe the initial development, sustainability, and growth of a hospital-based intimate partner violence/domestic violence intervention program at a Level I trauma center. This session includes descriptive statistics on the process, outcome, and impact of the program. A public health approach was used to determine the problem in terms of prevalence of intimate partner violence, knowledge base of the hospital providers, and the type of intervention needed in terms intimate partner violence team development, staff education and training, patient screening, hospital-based interventions, community engagement, and referral. The presenters will share results of the implementation, including the expansion into consulting with other hospitals to develop similar programs. Project Empower's success is represented by an exponential growth in screening access and identification of survivors who are securely linked to forensics, advocacy, counseling and follow up with local centers for ongoing support. Project Empower is now initiating collaboration with community violence programs and identifying the links between domestic violence and community violence.

**As a result of this session, participants will be better able to:**

- Evaluate their healthcare system to identify possible partnerships in hospital-based violence intervention programs.
- Recognize the link between effective screening and improve identification of victims of intimate partner violence and sexual assault.
- Identify the need to integrate understanding of gender violence concepts into training on screening for intimate partner violence and sexual assault to improve outcomes.
- Develop collaborative programming across health-systems and local advocacy centers.

**Stronger Together: Creating a Human Trafficking Collaborative Using the Baltimore Blue Dot Model**

*Debra Holbrook, MSN, RN, SANE-A, FNE A/P, DF-AFN, FAAN, Treasurer, Academy of Forensic Nursing, Director of Forensic Nursing, Mercy Medical Center, Baltimore, MD*  
*Thomas Stack, Detective, Montgomery County Police Department (Ret.), Human Trafficking Coordinator, Mayor's Office of Neighborhood Safety and Engagement, Baltimore, MD*

In 2018, Baltimore City launched a multidisciplinary collaborative of 48 federal, state, and local agencies who came together to combat human trafficking in both sex and labor along the Baltimore Washington corridor. This innovative and committed group

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recognized the challenges of having no central point of intake for these vulnerable victims and created the Blue Dot Initiative of Baltimore City. Understanding that the majority of these victims are strangled and the inequity of justice in demonstrating wounds in darkly pigmented victims, alternate light source technology has equalized the field of justice for victims of trafficking and is now accepted in Baltimore City court systems. Cities across the country are seeking guidance in replicating this collaborative model which has identified and offered warm hand off resources and safety to over 150 victims of trafficking in 18 months.

This session will offer guidance in establishing effective community collaboratives, share opportunities for replicating Blue Dot care to victims of trafficking in both urban, rural, and tribal settings, and share outcomes of research measuring the efficacy of collaborative care. Case studies including sex, labor and international victim recovery will be shared.

### **As a result of this session, participants will be better able to:**

- List essential partners required in a model multi-disciplinary human trafficking collaborative.
- Identify similarities in screening both sex and labor victims of trafficking in healthcare, school, and other community settings.
- Describe the components of a successful central point of victim intake in the community setting.
- Recognize disparities in justice outcomes secondary to strangulation and how alternate light source technology leads to equity in judicial outcomes.

### **The Unreported: How Data Beyond Reported Incidents Can Drive Measurable Change**

***Sheri Kurdakul, Chief Executive Officer, VictimsVoice, Princeton, NJ***

Most domestic violence and sexual assault go unreported. The "National Domestic Violence Prosecution Best Practices Guide" (2017) found that nationwide in the US, 80% of all the cases that were reported, were dismissed largely due to a lack of evidence. We know that victims suffer multiple incidents of domestic violence before they make their first call for help and that they leave and return to an abusive relationship an average of seven times before they leave for good. What we have is a huge void in the actual specifics of what is really taking place in these abusive environments.

Attendees will look at a sample of data from a tool used by victims to document in (close to) real-time the specifics of what is happening to them and explore how this information can help law enforcement, community leaders, healthcare providers, victim advocates, prosecutors, and law makers design and implement more effective responses, programs, procedures, and legal policies that better serve survivors. The presenter will show how data transparency can support collaborative efforts in sharing best practices across entities and regions and holding these programs and those in authoritative position to a high ethical standard.

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### **As a result of this session, participants will be better able to:**

- Recognize the different types and sources of data available,
- Identify strategies to leverage "real time" data to better understand how it can affect your programs.
- Create educational materials using this data.
- Identify and access other organizations using the data to collaborate for better outcomes.

### **Criminal Jury Trials During COVID-19 and Beyond: Prosecution Leadership for a New Era**

***Patti Powers, JD, Attorney Advisor, AEquitas, Washington, DC***

COVID-19 has dramatically impacted the criminal justice system. Lengthy court delays have raised concerns over speedy trial rights and crowded dockets, prompting jurisdictions to consider how a volume of jury trials can be scheduled in the midst of uncertainty with the pandemic. However, necessary measures to protect the health and safety of all parties and the public – including social distancing in courtrooms, alternative physical spaces, and virtual hearings – raise challenges of their own. The process of adapting to change implicates constitutional and civil rights and decision-making within the necessary constitutional framework. With little time to accommodate sweeping change, prosecutors are challenged to assume leadership in the ongoing collaboration with judicial officers, defense attorneys, and other professionals to help shape thoughtful strategies for criminal proceedings during our “new normal.”

This presentation addresses the impact of safety measures on jury trials and strategies for protecting the integrity of the proceedings. The presenter will discuss strategies for triaging delayed cases; considerations of constitutional rights, including 6th amendment rights to a speedy and public trial and right to confrontation, 1st amendment freedom of the press; the use of juror questionnaires during selection and adapting prosecution strategies to virtual platforms.

### **As a result of this session, participants will be better able to:**

- Develop strategies to work collaboratively to determine priority of cases for trial.
- Identify and overcome issues impacting defendants’ and the public’s constitutional rights in physical & virtual spaces.
- Implement panelist questionnaires to enhance case prep and economize court/panelist time during voir dire.
- Identify ways to respond to issues that affect the integrity of the proceedings and presentation of evidence.

### **Circling Up in a Good Way**

***Sayra Pinto, PhD, Chief Practitioner, Moon Jaguar Strategies LLC., Richmond, CA***  
***Jennifer Randolph, Executive Director, Northeast Native Network of Kinship and Healing, Vineyard Haven, MA***

Over the past 40 years, indigenous peoples throughout the hemisphere have been engaging institutions in the effort to shift their policies, behaviors, and relationships to

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communities. One such effort happened with the courts in the Yukon Territories throughout the 80s and 90s. This effort led to the adoption of circles as a modality in the restorative justice field, which is now being implemented within the domestic violence/sexual assault field throughout North America.

The purpose of this presentation is to examine how these efforts done in the name of innovation and change led to the cultural appropriation of these practices and the ongoing disempowerment of indigenous communities as a cautionary tale of what happens when innovation and change processes are not accountable to communities and to the lineages they are emerging from. Attendees will review two case studies for the misuse of these practices: 1) the implementation of a school-based effort in Martha's Vineyard; and 2) the misuse of this process on the Wind River reservation in Wyoming.

The presenters will then introduce participants to the nine principles of collaboration with indigenous communities. This presentation is a team effort endorsed by the Northeast Native Network of Kinship and Healing, the Wyoming State Coalition Against Domestic Violence and Sexual Assault, the National Tribal Trial College, and the Restore Circles Initiative.

### **As a result of this session, participants will be better able to:**

- Describe the history behind adoption of the circle process in the restorative justice movement.
- Identify the centrality of community accountability in the development of social innovations and the implementation of change efforts.
- Describe the nine principles of collaboration with indigenous communities.
- Apply these principles to their ongoing work with the communities they are working with and for.

### **Sexual Assault and Stalking Survivor Safety: Promoting New Approaches to Long-Standing Crimes**

*Jessica Mindlin, JD, National Director TTA, Victim Rights Law Center, Portland, OR*  
*Jennifer Landhuis, MS, Director, SPARC, Washington, DC*

Advocates, lawyers, law enforcement, and other first responders are often well-schooled in safety planning with survivors of intimate partner violence. However, many of the most common safety planning tools and methodologies are not relevant to survivors of non-intimate partner (including stranger) sexual assault and stalking. These commonly misunderstood, and severely underreported, crimes require safety plans that are informed by and responsive to survivors' realities. In this interactive session, we will explore the intersection of stalking and sexual violence, identify stalking behaviors, summarize possible legal remedies to enhance survivor safety, and share examples and strategies to safety plan with and support victims of stalking and sexual violence.

### **As a result of this session, participants will be better able to:**

- Recognize the stalking behaviors and dynamics that often intersect with sexual assault.
- Summarize legal remedies to enhance survivor safety.
- Develop safety planning skills responsive to sexual assault and stalking survivors' needs.

**Ten Steps to Consider When Conducting a Criminal Sexual Assault Investigation**

**Matthew Stegner, MA**, Senior Investigator, New York State Police, Cadre of Experts, EVAWI, Buffalo, NY

This presentation will focus on lessons learned from a 25-year law enforcement career which has placed the presenter in a variety of communities. Whether inner-city Atlanta, Georgia, the St. Regis Mohawk Indian Reservation, or on a college campus, sound trauma-informed investigative principles around gender-based violence and sexual assault should apply equally to all. As law enforcement moves to more community-oriented policing and procedural justice models, the presenter proposes that a sound response to instances of sexual assault incorporates these principles. This presentation is geared toward law enforcement professionals, but is also applicable to prosecutors, public safety, and advocates. This presentation on the “Ten Steps” will provide the audience with a malleable template to assist them with the successful implementation of a trauma-informed approach to a criminal sexual assault investigation. The foundational step (step #1) stresses the importance of having a collaborative infrastructure that includes SANE’s, advocates, Title IX coordinators, campus safety and local law enforcement, before a disclosure occurs. The “Ten Steps” will include fundamental investigative strategies, as well as innovative concepts to provide useful content for the new, emerging, or seasoned detective to facilitate reducing the "Justice Gap."

**As a result of this session, participants will be better able to:**

- Recognize the benefit of a multi-disciplinary approach when receiving a disclosure of sexual assault.
- Describe the importance of a trauma-informed interview, not just for the benefit of the survivor, but to obtain the maximum information possible for criminal prosecution.
- Utilize innovative investigative strategies that move beyond traditional "in custody questioning" of a suspect.

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### **8:15 – 9:45 Concurrent Breakout Sessions**

#### **A Simple Multidisciplinary Approach to Strangulation that Doubled both Forensic Medical Examinations and Reports to Law Enforcement**

***Kathy Bell, MS, RN, SANE-A, SANE-P, DF-AFN, Board Member, Academy of Forensic Nursing, Forensic Nursing Administrator, Tulsa Police Department, Tulsa, OK***

***Catherine Rossi, FNP-C, RN, MSN, SANE-A, SANE-P, DF-AFN, Forensic Nursing Program Manager, Cone Health System, Immediate Past President, Academy of Forensic Nursing, Greensboro, NC***

The Tulsa Police Department coordinated a multi-agency community approach to address the consequences of the violent act of strangulation and promote the availability of medical examinations for patients. This initiative included a one-hour educational offering on the potential negative ramifications for patients and the correct procedures for all its law enforcement officers to utilize in strangulation/domestic violence encounters. This initiative highlighted recent research from The Better Tomorrow Network Women's Health Study which demonstrated that posttraumatic stress symptoms in patients were universal six weeks after reporting strangulation as a part of their sexual assault. A pocket-sized strangulation awareness card was created and provided to all individuals experiencing domestic violence or strangulation. Within less than one year, the number of medical exams conducted, and the number of domestic strangulations reported to law enforcement doubled. It also unexpectedly doubled the number of arrests and resulting cases filed by prosecutors.

#### **As a result of this session, participants will be better able to:**

- Describe the prevalence of Post-Traumatic Stress Disorder (PTSD) and its correlation to strangulation in sexual assault patients.
- Identify three common symptoms of Post-Traumatic Stress Disorder (PTSD).
- Describe the myth reliance on observation of injury to necessitate medical examination and the importance of described symptoms versus injury observation.
- Identify four key members in the multidisciplinary response to strangulation.

#### **Reporting Can Help Solve Problems, Not Just Expose Them**

***Rachel Dissell, Independent Journalist, Cleveland, OH***

Journalists often expose systemic problems in the way sexual assault, domestic violence, stalking, and harassment cases are handled. Powerful storytelling can spark change in the justice system -- and broader dialog about how we respond to these crimes. But that's only part of the story, right? Journalists can also galvanize change by reporting just as rigorously on successful efforts to improve system responses. Solutions Journalism is a framework that teaches journalists to put equal effort into exploring emerging or proven methods, techniques and models that can improve outcomes measurably. These aren't fluffy stories about heroes or quick fixes. Solutions

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Journalism stories require a deep examination of what it takes to make headway on complex issues, including assessments of hurdles and challenges allied professionals may face and whether a solution can translate from one community to another. Good solution focused stories combine research and scientific proof with experiences and examples from professionals doing the work. During this session we will explore examples of Solutions Journalism from around the country about efforts to increase safety, build trust and reduce trauma for victims and survivors. And we'll ask: Can this type of news help my community?

### **As a result of this session, participants will be better able to:**

- Describe the basic pillars of Solutions Journalism and how it can help your community.
- Explore the impact solutions reporting has had on improving the response to gender-based violence.
- Identify how to find Solutions Journalism stories and locate trained journalists in your area.

### **Stress, Vicarious Trauma, and Burnout: Resiliency Through Tactical Exercises**

*Andrea Munford, Deputy Chief, Michigan State University Police, Cadre of Experts, EVAWI, East Lansing, MI*

*Rebecca Campbell, PhD, Professor of Psychology, Advisor, Michigan State University, East Lansing, MI*

*Amy Jeanguenat, MFS, Principal Consultant, Mindgen, LLC, Palmyra, VA*

Whether it's direct survivor service, review of disclosure details in reports or research, exposure to sexual assault experiences can leave professionals feeling a variety of emotions due to performance stress, compassion fatigue, vicarious trauma, and/or burnout. While professionals train and study to be proficient in their respective disciplines, many do not acknowledge the need to monitor their own mental health, and employers rarely put much focus on prevention and resiliency, or provide support when employees find themselves in the midst of a struggle.

In this session, participants will hear from a research psychologist, a law enforcement professional, and a forensic scientist about their experiences with stress, vicarious trauma, and burnout. Participants will learn the science behind these experiences. Finally, participants will learn evidence-based exercises in tactical wellness and resiliency.

### **As a result of this session, participants will be better able to:**

- Recognize stress, vicarious trauma, and burnout through experiences shared by the speakers.
- Identify the differences between stress, vicarious trauma, and burnout through discussion of the research and science of neurobiology.
- Develop resiliency and thrive by learning tactical exercises.

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### **Conducting Interviews in the Virtual Environment – New Normal to Increase Access**

***Catherine Johnson***, Assistant Director of Investigations, US Center for SafeSport, Cadre of Experts, Secretary, Director, EVAWI, Sneads Ferry, SC

While it has been a long-accepted practice to interview victims of crime in person, the recent global pandemic has caused what is viewed as normal to shift. In the interest of public and personal safety it has been imperative for people to consider space and distance to avoid the spread of COVID-19. Schools have closed, court hearings have been postponed, and in some jurisdictions, interviewing crime victims had to be postponed or reimaged.

Throughout 2020, and 2021, society has been forced to adapt to the use of virtual platforms for work, education, worship, medical and mental health care, as well as a multitude of other activities. Although the preference is still for interviews to be conducted in person, the ability to engage parties via the virtual platform has become a necessity. As the world transitions back to normal, the idea of virtual interviews need not become a thing of the past. Virtual platforms can be a valuable tool to increase access and participation.

#### **As a result of this session, participants will be better able to:**

- Recognize and navigate the challenges associated with conducting interviews in the virtual environment.
- Develop skills and techniques for conducting a trauma-informed interview.
- Discover ways to allow for confidential conversations with victims and their advocate or advisor during a virtual interview.
- Evaluate ways to utilize the virtual environment to increase access within underserved populations.

### **What You Focus on Grows: Stop Justifying Victims' Behavior & Focus on Offenders' Predatory Conduct**

***Alysh B. Gallagher***, JD, Assistant Prosecuting Attorney, Ingham County Prosecutor's Office, Lansing, MI

***Annie M. Harrison***, Detective, Sexual Assault Kit Initiative Investigator, Ingham County Sheriff's Office, Lansing, MI

***David Lisak***, PhD, Forensic Consultant, Placitas, NM

***Joseph E. Merritt***, Detective, Sexual Assault Kit Initiative Investigator, Blackman-Leoni Township Department of Public Safety, Jackson, MI

All too often investigators and professionals seek to justify a victim's behavior, instead of focusing on the offender's conduct. This session re-imagines offender focused investigations in a meaningful way and gives participants concrete ideas to create system changes within their own community. In this session, Dr. David Lisak, who has

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spent his career interviewing ‘undetected rapists’ will highlight some of his findings and help participants better understand the predatory nature of sexual violence.

Participants will learn common characteristics of the modus operandi of sex offenders and gain a better understanding of predatory sex offenders and their adeptness at identifying ‘likely’ victims and testing prospective boundaries. The session will help professionals better understand why being offender focused is crucial to holding sexual predators accountable. The presenters will use real case examples to demonstrate an offender focused approach to sexual assault investigations. Participants will learn techniques to focus on what matters – the offender’s actions. Shifting away from a ‘victim focused’ approach, this experienced panel will share best practice strategies that investigators and prosecutors can implement moving forward.

### **As a result of this session, participants will be better able to:**

- Describe the predatory nature of sexual violence and dispel common misconceptions.
- Identify the common characteristics of the modus operandi for the undetected rapist.
- Recognize the benefits and values of applying an offender focused approach in their investigations.
- Apply practical investigative techniques and prosecution strategies that are offender focused through real case examples.

### **Traditional Law Enforcement Interrogator Methods Versus the Trauma-informed Interview Process**

***Captain Mike Schentrup (Ret.)***, Owner / Lead Trainer of Advanced Police Concepts, Cadre of Experts, EVAWI, Gainesville, FL

***Jon Rappa***, Corporal, Gainesville Police Department, Gainesville, FL

Traditional interview and interrogation methods have been used for years to the detriment of survivors of sexual violence, including the way questions were asked and how a victim’s answers were scrutinized using deception detection techniques. However, over the last several years, progressive law enforcement agencies have come to realize why a trauma-informed response to survivors of sexual assault is a significant improvement. This is especially true in how law enforcement has begun using a trauma-informed interviewing process for survivors. What if we extended these same trauma-informed techniques to victims of other crimes, witnesses, and even suspects?

The presenters will share lessons learned from years as Robbery/Homicide Detectives. One presenter currently teaches traditional interrogation methods, while the second presenter teaches a trauma-informed approach. Together, they will discuss the nuances that differentiate traditional interrogation methods from trauma-informed methods. Understanding these differences is vital when discussing these techniques with law enforcement personnel and commanding officers not trained in trauma-informed techniques. Attendees will also learn the benefits of trauma-informed interviewing techniques for both victims and suspects.

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### **As a result of this session, participants will be better able to:**

- Recognize the reasons deception detection works against a survivor of sexual assault and to the benefit of the offender.
- Describe how trauma-informed interview techniques can be used on all victims or witnesses of crimes.
- Recognize trauma-informed interviewing techniques can also be used for better suspect interviews and interrogations.

### **Adolescent Sexual Assault: A Handbook for a Developmentally Supportive and Procedural Justice Approach**

***Joan Meunier-Sham, RN, MS, MA, SANE, MA Department of Public Health, Boston, MA***

***Jessica Shaw, PhD, Assistant Professor of Psychology, University of Illinois at Chicago, Chicago, IL***

***Silvia Rudman, JD, Second Assistant District Attorney, Chief, Special Victim's Unit, Bristol County District Attorney's Office, Fall River, MA***

***Patrick Glynn, MA, Lieutenant Detective, Special Investigations and Narcotics Unit, Quincy Police Department, Quincy, MA***

First responders face challenges meeting the needs of adolescent sexual assault survivors. This is especially true if responders do not understand the adolescent's developmental needs, or other factors that may influence if and how adolescents choose to engage with first responders. Over the past 4 years, the Massachusetts (SANE) Program has convened a Multidisciplinary Adolescent Taskforce to examine and improve how responders interact with adolescent survivors and with one another.

This multi-year, multidisciplinary effort culminated in a responder handbook that contains agreed-upon guiding principles and priorities, commitments, and responder-specific applications for responding to and interacting with adolescent survivors in a way that prioritizes a developmentally supportive and procedural justice approach. This taskforce was impetus for a mixed method multi-study that included qualitative interviews with adolescent sexual assault survivors to understand their post-assault experiences with responders. A Police Officer, Prosecutor and SANE Program Director discuss their participation on this Taskforce, how procedural justice provided important framework for collective work, and how elements of the handbook are being integrated into practice. The panel's Researcher will share interviews with adolescents regarding their post-assault experiences that demonstrate the importance of the handbook tools.

### **As a result of this session, participants will be better able to:**

- Describe developmental and procedural justice needs of adolescent sexual assault victims.
- Discuss the Guiding Principles and Commitments that are incorporated into the multi-disciplinary responder Handbook.
- Describe how the Handbook and approach has been introduced and integrated into practice.

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- Discuss important lessons learned from adolescent sexual assault survivors and implications for multi-disciplinary responder practice.

### **Digital Violence: Understanding Trauma-informed Methods of Care**

***Francesca Rossi, LCSW, Thriving Through, Brooklyn, NY***

What is digital violence and what does it look like when we're reliant on technology to stay connected? This session will help service providers better understand digital violence and the trauma impact on those who have experienced it. Trauma from digital violence often goes unrecognized due to providers lack of assessment and understanding. This training helps to identify tech facilitated abuse and understand it within the lens of gender-based violence. The mental health impact of being abused through digital methods and platforms can have devastating effects on a person's global functioning, including their ability to communicate through technology. For those who have suffered online abuse, connecting through digital methods can reactivate trauma symptoms and destabilize them in personal and professional settings. There is a constellation of trauma within digital abuse that needs to be untangled otherwise it becomes a barrier to treatment, especially as forms of communication and engagement are web based and digital. Being trauma-informed in our digital communication methods is a form of prevention when working with survivors of violence. This session will reduce the stigma of "cyber" based abuse by supporting providers to learn digital upstanding behaviors. Building safety with survivors in digital spaces is essential as our world continues to be lived online.

#### **As a result of this session, participants will be better able to:**

- Identify what digital violence is and the mental impact on those who have experienced it.
- Identify trauma-informed communication methods when using technology to build safe digital space.
- Recognize how to assess for and identify digital abuse and tech facilitated trauma symptoms.
- Examine recommendations on how to apply this learning to telehealth therapeutic practices.

### **Victimization of Asian American Pacific Islander Women and Hate Crimes and Racial Justice**

***Aurelia Sands Belle, MEd, Vice President, EVAWI, Research Instructor, National Mass Violence and Victimization Resource Center (NMVVRC), Charleston, SC***  
***Cynthia Choi,***

**9:45 – 10:15 Break**

**10:15 – 11:45 Concurrent Breakout Sessions**

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### **“Changing the Shape” How an Expert Advisory Workgroup is Shifting the Culture at their Institution**

***Andrea Munford***, Deputy Chief, Michigan State University Police, Cadre of Experts, EVAWI, East Lansing, MI

***Rebecca Campbell***, PhD, Professor of Psychology, Advisor, Michigan State University, East Lansing, MI

***Kelly Schweda***, MA, Executive Director, Michigan State University, East Lansing, MI

In 2018, MSU faced an institutional crisis when over 200 survivors gave victim impact statements at the sentencing hearing of the former MSU physician who had abused them over a 20-year period. 2018 was also a breaking point for many other survivors — hundreds of MSU students, faculty, staff, and alumni came forward to report abuse and harassment they had been afraid to report for years, even decades. The university had created a culture in which survivors were afraid to report, and those who did disclose abuse often felt re-victimized and re-traumatized. In response to this crisis, the Relationship Violence and Sexual Misconduct Expert Advisory Workgroup was formed.

The workgroup is composed of leaders throughout the MSU community with recognized expertise in addressing issues of relationship violence and sexual misconduct, and who are committed to prompt action. This group helped lead the implementation of immediate changes, formulate decisions for longer-range changes affecting responses to reported incidents and broadly support prevention efforts and survivor services. As part of this work, a strategic plan has been developed using a principles-based evaluation framework to create an empirically driven, values-based process for creating institutional change.

#### **As a result of this session, participants will be better able to:**

- Create a multidisciplinary expert advisory workgroup at their institution or agency.
- Identify strategies for gaining community feedback to inform programs, initiatives and improve services.
- Develop a strategic plan using a Principles Based Evaluation Framework to create an empirically driven, values-based process for creating institutional change.

#### **Image-Based Abuse and Trauma**

***Cathy Garcia***, Supervising Investigator (Ret.), Sex Crimes, Human Trafficking, and Child Abduction, San Diego County District Attorney's Office, Cadre of Experts, EVAWI, Chula Vista, CA

***Carlton Hershman***, Detective (Ret.), San Diego Police Department, Cadre of Experts, EVAWI, Cape Coral, FL

Image-based sexual abuse, which is sometimes referred to as “revenge pornography” is the distribution of sexually explicit images or video of individuals without their permission. The material may be used by the perpetrators to blackmail the subjects into performing sex acts, to punish them for ending a relationship, to coerce them into

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continuing a relationship, or to silence them. In addition to these dynamics, extortion and monetary payment are often involved. Image-based sexual abuse is a form of psychological and domestic abuse, as well as a form of sexual abuse. This type of evidence, coupled with the suspect's manipulative behavior, is used to control victims in domestic violence and human trafficking situations.

The investigation and prosecution of this type of crime can be difficult and complicated due to mishandling of the issues and misunderstanding the victim. Judging and holding the victim at fault can cloud the issues and severely tarnish the investigation. Image-based sexual abuse crosses racial and economic barriers as anyone can be targeted. The long-term effects of this often-overlooked crime can be devastating for victims.

The presenters will present real case investigations, many of which involve stalking or sexual assault, in addition to the image evidence.

### **As a result of this session, participants will be better able to:**

- Recognize image-based abuse in the context of investigations, emphasizing the ramifications for victims.
- Identify local and federal criminal laws to use for investigating and prosecuting cases involving image-based abuse.
- Develop strategies to recover and document evidence during an investigation.
- Use image-based abuse as part of a prosecution package and filing considerations.

### **Overcoming the Criminalization of Human Trafficking Survivors**

***Moderator: Stephany Powell, PhD, Sergeant, Los Angeles Police Department (Ret.), Director of Law Enforcement Training and Survivor Services, National Center on Sexual Exploitation, Juniper Hills, CA***

***Jamie Beck, JD, President & Managing Attorney, Free to Thrive, San Diego, CA***

***Mary-Ellen Barrett, JD, Deputy District Attorney, Office of San Diego District Attorney, San Diego, CA***

***Wilnisha Sutton, Community Response Advocate, District Heights, MD***

This panel will discuss the criminalization of human trafficking survivors and the ways advocates and attorneys can support survivors and help them clear their criminal records. The topics discussed will include: the intersection of the criminalization of survivors with racial justice, criminal court advocacy, affirmative defenses, criminal vacatur, changes in the laws nationally, power of vacatur for survivors, and how to build relationships with prosecution and educate the legal system.

### **As a result of this session, participants will be better able to:**

- Identify the various ways in which trafficking victims and survivors end up in our criminal system.
- Develop strategies to raise awareness of the impact of a criminal record on trafficking survivors and the many barriers they face as a result.
- Recognize what criminal vacatur is and how it can be used to support human trafficking survivors.

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- Help survivors overcome the barriers they face because of their criminalization.

### **Social Justice Disparities in Utilizing Forensic Nurses – The Innovative Generalist Perspective**

**Debra Holbrook**, MSN, RN, SANE-A, FNE A/P, DF-AFN, FAAN, Treasurer, Academy of Forensic Nursing, Director of Forensic Nursing, Mercy Medical Center, Baltimore, MD  
**Catherine Rossi**, FNP-C, RN, MSN, SANE-A, SANE-P, DF-AFN, Forensic Nursing Program Manager, Cone Health System, Immediate Past President, Academy of Forensic Nursing, Greensboro, NC

Forensic nurses have historically been deployed for cases of sexual assault and are under-utilized by law enforcement, advocates, and healthcare settings. As our communities experience even greater numbers of violent crimes, it is essential that forensic nurses are better utilized to care for victim patients and create stronger outcomes. The “generalist perspective” is a paradigm shift designed to eliminate the inequities between victims of violence and assures that all victims of trauma across the lifespan are cared for by skilled, trauma-informed nurses. The generalist model assures care responses that work in urban, rural, and tribal communities with a variety of staffing options.

This session offers guidance to assure that communities care for all victims of crime in an equitable system designed to serve victims of elder abuse, child abuse, sexual assault, intimate partner violence, dating violence, trafficking, strangulation, gun violence, stabbings, non-accidental poisonings, burns and many other types of violence. Attendees will also learn how the generalist model facilitates patients through the medical examiner process and even assists with organ donation needs. Multidisciplinary teams are encouraged to attend this session which will provide real solutions to 24/7/365 response to victims of violent crimes.

#### **As a result of this session, participants will be better able to:**

- Define the generalist perspective in forensic nursing response.
- List a wide variety of victims affected by violent crimes that can be better served using the generalist model.
- Examine generalist options that are effective in urban, rural, and tribal settings.

### **Seek Then Speak: Technology Designed to Increase Reporting and Access to Services**

**Kimberly A. Lonsway**, PhD, Director of Research, EVAWI, San Luis Obispo, CA  
**Sheri Kurdakul**, Chief Executive Officer, VictimsVoice, Princeton, NJ

Research indicates that only 1 in 5 victims of forcible rape will report the crime, precluding law enforcement from holding offenders accountable and decreasing the likelihood that survivors will connect with supportive services. To increase access to reporting, EVAWI partnered with VictimsVoice to create a new self-guided, online interviewing tool for sexual assault victims. First, survivors and their support people are offered information about sexual assault victimization and various options for reporting to

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police and accessing services (SEEK). If they choose, survivors can then begin the process of reporting to police by providing information in response to trauma-informed interview prompts (SPEAK). The tool generates a PDF the survivor can: (1) save on their own device, (2) print, (3) email directly to the police department, or (4) provide to a sexual assault advocacy center to submit anonymously on the survivor's behalf. If survivors are not yet ready to share their information but want to save it, they can also upload it to the VictimsVoice tool, where it will be securely stored until they are ready to release it. Survivors can access this second-generation of SEEK THEN SPEAK from any digital device, in 100 different languages, reducing barriers of language and accessibility.

### **As a result of this session, participants will be better able to:**

- Describe the second-generation technology of SEEK THEN SPEAK, helping sexual assault survivors and their support people gather information and explore options.
- Explain how sexual assault survivors can use the new tool to begin the process of reporting to law enforcement by completing a self-guided interview.
- Consider how this new tool could increase access to reporting and supportive services for sexual assault victims in your community.

### **Strategies for Enhancing Victim-Witness Testimony in Sexual Assault Cold Cases**

*Jason J. Dickinson, PhD, Professor of Psychology, Montclair State University, Montclair, NJ*

*Annie M. Harrison, Detective, Sexual Assault Kit Initiative Investigator, Ingham County Sheriff's Office, Lansing, MI*

*Nicole E. Lytle, PhD, Associate Professor, Montclair State University, Montclair, NJ*

Cold case investigations pose unique challenges for investigators who question victims and witnesses many years after a crime was committed. Challenges to eliciting victim-witness testimony include identifying and overcoming motivational barriers (e.g., reluctance), as well as factors related to the fallibility of human memory (e.g., source misattribution). Investigators have traditionally received little training in how to elicit cold case testimony. Drawing on examples from actual cases, this presentation will identify unique investigative challenges inherent to eliciting cold case testimony and review evidence-based strategies for enhancing victim-witness reports.

### **As a result of this session, participants will be better able to:**

- Identify and overcome motivational and memory related barriers to victim-witness testimony.
- Develop strategies to manage communication and conversational dynamics within the interview.
- Identify ways to overcome victim-witness stress, anxiety, and trauma related factors that may impede victim-witness memory.
- Examine principles of human memory and cognition to enhance memory for remote events.

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### **Through the Looking Glass: Creating Change by Leveraging Your Own Leadership**

***Rachael Frost, Master Investigator (Ret.), Chief Executive Officer, Frost ICED, Murrieta, CA***

Agency after agency diminishes passion and engagement by failing to take advantage of the connection and capabilities of their staff and those around them. “This is how we have always done it,” becomes the fallback mantra as our organizations remain stagnant; too busy supervising to remember how to lead. This creates an atmosphere that is resistant to change and prevents the true growth of the justice system, negating the needs of the victims the system serves. In such environments, people begin to feel like bystanders to their careers and circumstances, losing hope that a better way of doing things might even be possible. This presentation connects all the disciplines in the room under one umbrella of hope that guides the responsibility, possibility, and the passionate inevitability of change.

Individuals across any agency can affect such change regardless of their rank by leveraging their own skills and capacity for leadership. Everyone has the capability to engage their environment for the better, no matter the professional or personal roadblock. We will discuss inspirational leadership and business practices and how the justice system - and those within it - can create paradigm shifts to build trust and engagement within their organization and the community at large. Attendees will leave this session believing, "I can do it!"

#### **As a result of this session, participants will be better able to:**

- Identify areas for change within their own agency/life and how they can leverage their own skills and abilities to effect that change.
- Recognize how effective organizational leadership practices can translate into becoming a leader among peers, creating greater capacity for handling difficult situations with advanced communication, both personally and professionally.
- Explain ineffective practices among leaders and how a multidisciplinary response to issues and problems can create positive change for both the involved organizations and the community at large.
- Identify the benefits of effective communication and how leaders can use communication to become closer to a more productive workforce.

### **What’s Next? Building a Continuum of Care to Heal Trauma of Domestic and Sexual Violence Victims**

***Susan Omilian, JD, Chief Executive Officer and Founder, Thriver Zone, West Hartford, CT***  
***Kevin J. Connors, MS, MFT, Senior Vice President, Hecht Trauma Institute, Costa Mesa, CA***  
***Kathryn Hamel, PhD, Chief Executive Officer, Hecht Trauma Institute, Costa Mesa, CA***  
***Cindy Hedges, Executive Director, Services to Abused Families, Inc. (SAFE), Culpeper, VA***

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Since the battered women's and anti-rape movements of the 1970s, services for sexual and domestic violence victims have been designed to provide safety and stability in a time of crisis. While heroic and lifesaving, these programs fail to address what's next for victims after the crisis. What is needed is a full spectrum of integrated services that foster healing after abuse, poly-victimization, and trauma. In 1992, Dr. Judith Herman proposed a three-stage process in her book "Trauma and Recovery," providing a road map for survivors to find a new sense of themselves and their futures after violence, abuse, and trauma. Based on her work, this multi-disciplinary panel will describe a continuum of care from initial contact by a first responder with a victim through a wholistic, multi-disciplinary consortium of care providers creating a supportive re-entry for a survivor into a healthier life. Best practices for this survivor-to- "thriver" part of the journey will be highlighted, and outcomes discussed. Women who reclaim their lives in this way are less likely a return to an abusive relationship and more able to break the cycle of violence in their lives and that of their children.

### **As a result of this session, participants will be better able to:**

- Describe nature, pervasiveness, and costs of on-going victimization and interpersonal trauma.
- Describe the impact of trauma on sexual and domestic violence victims, delineating the three stages of trauma recovery.
- Identify best practices for first responders, program staff and advocates at all stages of healing.
- Identify barriers, including lack of funding and buy-in from all parts of current system and ways to overcome them.

### **Elevating Victims' Voices: The Difference a Lawyer Can Make**

*Julie K. Hester, Project Director, National Crime Victim Law Institute, Portland, OR*  
*Meg Garvin, MA, JD, MsT, Executive Director, National Crime Victim Law Institute, Portland, OR*

Affording victims of crime, the power to choose how, when, and to what extent to participate in the criminal justice system correlates with more positive outcomes for both victims and the system. These choices are the foundation of victims' rights. Yet activating rights in our legal systems requires competent legal advocacy. Unfortunately, too few victims have access to legal representation to help them assert their rights in the criminal investigation and prosecution that result from their victimization.

This presentation will discuss the Rights In Systems Enforced (RISE) Project and the models of legal representation that the ten legal clinics are using to assist victims in the aftermath of crime. From outreach to training to pro bono management to direct representation, the RISE Legal Clinics are elevating victims' voices in criminal justice. The presenters will leverage case scenarios to showcase the rights enforcement work of RISE Clinics and share lessons learned ranging from costs of services, identified needs of victims, and the impacts legal representation can have. The session will be interactive throughout and will include a

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question and discussion session to allow attendees to ask questions about the information, material and tools provided.

### **As a result of this session, participants will be better able to:**

- Understand how victims often experience the criminal justice system.
- Recognize how legal services on crime victims' rights can mitigate negative criminal justice experiences.
- Identify models for no or low-cost legal services to support victims as they assert and seek enforcement of their rights.
- Recognize how outreach, training and litigation fit together to best serve victims.

### **11:45 – 12:45 Lunch – Provided**

### **12:45 – 1:00 Comments/Announcements**

### **1:00 – 2:15 Plenary I: Bystanders in Blue: Exploring the Dynamics of Law Enforcement Action or Inaction**

***Wendy Patrick, JD, PhD, Deputy District Attorney, San Diego County District Attorney's Office, Cadre of Experts, EVAWI, San Diego, CA***

***Maureen Evans, Special Agent, Naval Criminal Investigative Service (Ret.), Cadre of Experts, EVAWI, Norfolk, VA***

***Keith Reid, Sergeant (Ret.), Metropolitan Police Department, Cadre of Experts, EVAWI, Clinton, MD***

***Captain Mike Schentrup (Ret.), Owner / Lead Trainer of Advanced Police Concepts, Cadre of Experts, EVAWI, Gainesville, FL***

In every case involving the use of force by law enforcement, questions arise regarding the actions or inaction of other officers on the scene. This program will explore the issue of law enforcement bystander intervention, and the practical factors that complicate the analysis on a case-by-case basis. It will cover the role of police policies and procedures, practical considerations on the ground in the heat of the moment and present a combination of scientific and experiential evidence regarding the physical and cognitive dynamics in play when officers are confronted with potentially deadly threats on the job.

### **As a result of this session, participants will be better able to:**

- Examine the different types of policies and procedures that govern police use of force.
- Identify categories of calls for service that are likely to involve a high probability of the necessity to use force.
- Recognize the psychological components of police bystander intervention.
- Explore the extent to which level of experience factors into the response of law enforcement bystander witnesses.
- Determine the ways in which the legal system analyzes the liability or responsibility of police bystanders.

### **2:15 – 2:45 Break**

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### **2:45 – 4:00 Plenary II: A Story of Triumph over Tragedy**

***Michelle Corrao, Survivor, Author, Noblesville, IN***

She never aspired to be the subject of the Top Story on the evening news, but Michelle Corrao's abduction was the final crime in a string of assaults on women in Central Indiana. The events of September 12, 1996, would change the entire course of her life. In the days that followed, she could not imagine how she could ever live a normal, happy life; and she certainly never wanted to talk about it.

Violently assaulted and placed in the trunk of her own car, Michelle was found and given a second chance at life. Michelle vulnerably documents her story as a source of hope for other survivors and their families, as a compelling resource for anyone who longs to live more trauma-informed. This is the story of how her life was forever impacted by the compassionate heroism of an off-duty officer, the patient and powerful love of her greatest ally, and the answer to a desperate prayer during what she believed were her dying moments. She shares this now with immense gratitude for every little miracle that would happen along the way and, eventually, empower her to become a voice for others who need to know they, too, can survive whatever unexpected turns life may bring. Her faith, compassion, gratitude, and empathy light the way for all who want to make the world a safer, kinder place.

#### **As a result of this session, participants will be better able to:**

- Recognize the impact of sexual assault.
- Identify opportunities for healing in the aftermath of sexual assault.
- Identify strategies to interact with survivors in ways that promote healing.

### **4:00 – 4:30 Closing Remarks**

***Joanne Archambault, Founder & Chief Executive Officer, EVAWI, Sergeant, San Diego Police Department (Ret.), Colville, WA***

***Aurelia Sands Belle, MEd, Vice President, EVAWI, Research Instructor, National Mass Violence and Victimization Resource Center (NMVVRRC), Charleston, SC***