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Achieve Your Vision of a Safer and More Accountable Community

**Amalfi Parker Elder, Praxis International Blueprint for Safety and Bree Adams
Bill, Ramsay County Domestic Abuse Intervention Program**

November 9, 2017

>> Good afternoon everyone and welcome to this webinar, blueprint for safety advocacy, achieve your vision of a safer and more accountable community presented by the office of violence against women. My name is Amalfi Parker Elder and I am the training specialist here at praxis. I will introduce our presenter today in just a moment but first I am joined with my colleague Liz Carlson which will help us with technical aspects of today's webinar. Liz will you tell us a little bit about how the webinar will work?

>> Of course, hello to all of you. Just a few pointers in your participation with the webinar today. You notice there are captions rolling at the bottom of the screen and we ask if you happen to know errors with some of the live captions which happen inevitably, don't be distracted by them. We would like to point out that you have the means to adjust the settings of each of the webinar boxes on your screen and if you hover over the icon on the far right of each box, you will see there is a range of options available to you feel free to utilize them on your own preferences. If we happen to have anyone participating in today's webinar by telephone only, your best way to connect with us with your questions and comments because the phone lines will be muted for the duration, will be through sending an email to me liz@praxisinternational.org. For the rest of you participating in the webinar, I will pause for a moment. I noticed we lost our captions. I am certain that our webinar host is working to get them back. For the rest of you who are participating in the webinar, we encourage you to utilize the

1

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box that is in the middle column at the top of your screen called question and answer to past your thoughts along to us as the presenters and we will incorporate your questions and respond within the webinar so everyone will get to hear and you will see our responses in the captions. I will also let you know, and the lower left-hand corner of your screen you will see a materials box with a number of resources that will be referenced today. There is no need to be overly concerned about those resources yet. In a short while, our presenters will give you more information about what each of those resources are and the availability to download them. A couple more things. If you get disconnected either by the webinar platform or by telephone, simply rejoin through your original process. If there are any technology issues, you can send your questions to myself or the webinar host within that question and answer box on your screen. Finally, the session is recorded and will be available on the blueprint for safety recording archives page. With that, we have our captions back and I think we are ready to get started.

>> Thank you Liz. Today we are joined by Bree Adams Bill , the blueprint safety coordinator and director at the same par and Ramsey County domestic abuse intervention project. She has worked with battered women for over 19 years as a community-based domestic abuse legal advocate, she has been instrumental in sustaining a coordinated response team in partnership with the criminal legal system to ensure those are receiving the assistance they need and deserve. Through her experience and knowledge of the criminal legal system, she participated in the development and enhancement of the St. Paul blueprint for safety and creation of its companion piece with the role of the legal advocate. She facilitates focus groups of women to ensure victims survivors experiences remain a forefront of any response designed to serve them and incorporate such when training locally and nationally. Thank you for joining us today brief. -- Bree. Today we want to spend some time thinking about the role of blueprint legal advocacy.

2

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We have this quote that comes from advocacy Learning Center. Positive cynicism, having the enthusiasm and optimism to keep going, but the cynicism to see problems. That could be a strong term to use but the idea is as systems legal advocates, always being cautious and aware and paying attention to what the system is doing and impact on victims. It requires a level of questioning. We encourage you to do that with enthusiasm and optimism. Today we will look at blueprint legal advocacy. What the response is and what else is entailed in blueprint legal advocacy be on their. Specific tools that your communities can use to pave the path for change you are hoping for in your local CCR. And also how you can achieve your vision. Community advocacy is leading efforts to stop violence against women and children in our country and around the globe. Today's webinar, we will look at the blueprint for safety with the plan and approach with the criminal legal system's response provides the framework and tools for community advocacy to enhance their work and ability to affect change. One of the primary features as I said, that is the first step. Advocates are uniquely positioned to intimately know the experience victims have with the criminal legal system but they are not always well-positioned to act on the information they amass. The blueprint offers tools you can use to address issues that you know are most impacting the women and children in your community. It is important we take a brief moment to note the origin of domestic violence advocacy in the many homes of women who open their doors to other women, sisters, friends and neighbors in need of shelter and safety and to talk a little bit about the steps in advocacy that led to the blueprint for safety and Bree will talk about that today. In the late 1970s, shelters as we know them today started opening for survivors and the center battered women's movement began criminalizing domestic violence. It did cause caution for intervention but a deeper understanding of how our path to safety and accountability in this work for victims and offenders would work every community did not develop until later. In the 70s and 80s when that shift towards

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looking at the criminal legal system's role started happening, the idea that advocates had was the community had to stop leaving the victim and take responsibility for stopping violence. Also working together to eliminate factors of violence. Shift the focus from women to the abuser. Using the criminal legal system to deter offenders. With this philosophy, and initiative began that many people know with the domestic abuse intervention project. In 1980, the organizers believed that a criminal issue protecting victims should fall on the state but only if every agency in the criminal system was willing to change the way they handled domestic violence cases. This is where the foundations of community response developed. Adhering to the principles of accountability, not standing alone as the only interventions strategy but the office and judiciary carrying out an approach holding offenders accountable and imposing. While victims still receive support and advocacy from communicate community-based advocacy. CCR developed across the country since this work began in the 1980s. The common goals of intervention in most CCR's is victim safety, offender accountability, system accountability, changing the climate of tolerance to violence in the community. It is not always clear how exactly we should go about achieving this.

>> Hello this is Bree. I will talk now about extending about what she just spoke about how the path to safety and accountability began with the battered women's movement and now how the blueprint is an additional step that can continue on this path. To set the stage a little bit on where this all began as far as the blueprint for safety. In the early 2000's, the city of St. Paul where I am from, our domestic violence community response was really questioning itself and asking of each other how can we better do what we are doing? How can we achieve our goals? The city of St. Paul and partnership with organization that I work within which is the St. Paul and Ramsey County domestic abuse intervention project, along with a face based coalition named Isaiah. Together the city, agency

4

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and Isaiah petitioned and receive support from our Minnesota legislature to create a framework that would our criminal way response here should at each point of the case processing. The project which we all know now is known as the blueprint for safety, brought together seven criminal justice agencies with very strong leadership from my agency which is the local community-based advocacy program and support from praxis to develop new policies for responding to domestic violence. Over two years, which really was about 2007 and 2009, we held multiple victim advocate and criminal justice practitioner panels kind of like our own focus group if you will. We worked with a team of researchers that could advise us as we went on this journey of developing the blueprint, then we spent a full year writing the final document. All that being said, St. Paul launched the very first print in 2010. 2013, we received new funding which enabled us to enhance our efforts and assess our projects. In 2016, we received a federal oh VW funding to continue our efforts which we are excited about. The important thing is it is based over 30 years of best practice and research. It really is bringing together the best possible ways the criminal legal system could intervene in domestic violence cases. Government agencies and advocates, we share commitments. We share a philosophy if you will. It is rooted in the six foundational principles of the blueprint for safety which are on your screen here. I will go over them with you quickly.

>> I apologize Bree, there was a technical problem with the platform recognizing our graphic so you can describe the principles for us.

>> Okay, thank you for the clarification. Real briefly, there are six foundational principles for the blueprint for safety. The first is an interagency approach and collective intervention goals. We have to do this work together, come together and really tried to be on the same page as what our goal is with the criminal legal system intervening in domestic violence. Another principle is paying attention to

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context and severity of each individual domestic related client crime. There is always risk of danger in domestic violence cases. However, it is not always the same level of risk and danger. Another principle is recognizing that domestic violence is a pattern crime and because of that it requires the criminal legal system to continually engage with victims. The point is, to ensure that each time the criminal legal practitioner is engaging with the victim, they are setting the foundation that most likely they will be speaking to them again and or there is another practice and are following that will speak to them. It is not just one individual instance of domestic violence, it is usually patterned. The next principle, knowing that sure and swift consequences are the most effective ways to impact and have a better outcome for victims to the domestic violence criminal case. It is not waiting for months and months to be looked at and not being charged in a quick amount of time, or probation violation not being done as quickly as possible after a new offense has occurred. Another principle is messages of help and accountability. This is just recognizing that we all have a role in sending messages and when I say we, I really want to focus and say criminal, legal system practitioners do. They have responsibilities to send messages of help and accountability to victims, offenders and children. Those messages need to be shared. The final and sixth principle is really being cognizant that the criminal legal system is reducing unintended consequences and disparity of impact. The whole point is not to make it more difficult or create more consequences that are unintended. Or create a disproportionality by race or economic status. It is really continuously monitoring this to make sure that there is an unattended consequence, the criminal legal system is responding to that and doing something about it. The slide and funny which I love, really showcases and is meant to provide a visual. The community-based advocacy role in the blueprint for safety. Quite frankly, community-based advocacy is central for the blueprint for safety. It's why the advocacy is at the center of the diagram on the slide. We

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know one of the most distinctive roles of advocates is to speak on behalf of and in support of victims of domestic violence. Advocates have no other vested interests or loyalties at all other than the victims that are here for us to serve. That being said, advocates need to be at the center because we are the closest ones to the victims. Our role and focus is creating and maintaining, and honoring our relationships with victims. We are not a part of any government system. We are an outside entity and our loyalty is to victims and not anybody else. Not to the victims families, the criminal legal system, the medical field, nobody. It is really the relationship that comes before any other. Because advocates are speaking directly with the Doms, hearing from the experts themselves, advocates are best suited to fill in for lack of a better term, for victims to inform the best practices when responding to them. This is what the visual before you is depicting. The triangular diagram to the right describes what is happening with advocacy. You can see that there is an exchange of information happening in this triangle. It is from the victim, to the advocate, advocates I will say to the blueprint advocate as well is community-based advocate. It is then upon the advocates to include and inform the blueprint coordinator and together we ensure victims are centralized and represent victims to the entire system. That triangle is really describing the advocacy oval and the diagram to the left. This is how the blueprint is set up. This is how it should be happening in the blueprint community. There is proper linkage to all agencies together and having that linkage, be surrounding the advocate as you see. The advocate is linked to every other criminal legal agency because we are the closest to the victim. In saying that, I want to shift towards the importance of the advocacy initiated response. The information between advocates and victims and advocates and criminal legal system, is of course only possible if victims are able to actually connect with them. They need to actually connect with the advocates. The advocacy initiated response is a partnership between law enforcement and advocates designed to make the critical connection happen.

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This is how. I really want to say, the advocacy initiated response is the next step or another step on the path to safety and accountability which of course is our focus of the webinar today. The process really is that law enforcement contacts the community advocacy program as soon as possible after they respond to a domestic related crime. It should not matter if the offender is arrested or if that offender has fled. The point is for law enforcement to connect a victim of domestic violence directly to an advocacy based agency. The victim is informed by law enforcement. What happens regardless is once the advocate receives this information from law enforcement about another domestic crime, the advocate initiates the contact to the victim. Historically, we have relied on victims reaching out to us and that is really a very large burden for them to bear. The idea is switching that up and having advocates connect with victims at this point of criminal and legal intervention. It is important that it occurs as soon as possible. As we should all know as advocate, our approach is key. If the victim chooses to not speak with us or does not want any information, we have to respect that. The point is, we are at least initiating contact. I always think of it as what the goal is at this point and time as an advocate. What is the goal? Is it to solely give information as advocates? Such as this is what you can expect now that your abuser has been arrested. Is the goal to explain who we are as a community-based advocacy agency? What our services are? Or is our goal to offer emotional support? I would say it is all of them. It is more than just making a contact with the victim. This intervention point is critical for advocates because it is beginning to build a relationship with the victim. It is shutting our own death as advocate to be with the victim in the moment, to be present, accepting them, letting them cry, swear, be angry, whatever it is. This is at the core of why advocates want to be called by law enforcement. We want to make a connection with big Dems. Victims. It is the path of safety and accountability. This is why we want to make the call. It is not just as information givers, not just information takers. It is all of

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it. The beginning steps to build relationships. Here's some rationale behind that. We know there is very high risk to victims as a consequence of them reaching out to law enforcement. Whether they called or not, it is really a high risk if law enforcement intervenes in domestic violence. Also, we know everything the victim says to law enforcement will be public domain. Advocates provide this confidential special relationship and resource as someone to talk to and in that alone, we help reduce risk for her future and intervention in the future. The confidential advocacy is a protective factor in this way. We also know victims need information about court process, resources, of course we help understand their rights, rule in the criminal justice process. We explain and engage with victims. We do all these different things. Sometimes I think advocates should be notified by law enforcement if only there is a certain level of risk and only so we can let them know what will happen next in the criminal legal process. Really, advocates should be involved regardless of a number of risk. Regardless of how many risk factors another agency might deem. We should be involved anyways and we should be involved to not only let them know what will happen, but for everything else that I have just explained. That is how I look at the air if you will. Just knowing that receiving a call from law enforcement alone enhances safety for victims because we are being connected with them as advocates and therefore it also increases accountability for offenders. With that being said, I want to encourage all advocates here today to think about this connection as something beyond what law enforcement is supposed to do because of articles. We need to explain to law enforcement that we want this call because we want to be able to build these relationships with her allowing her story to come out over time and doing anything and everything that is required of us depending on information she is sharing with us. I hope that makes sense.

>> Thank you so much Bree for giving us such a solid and thoughtful description of the program. Air has been on enter goal part of coordinating response and

9

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many communities have AIR programs that are similar with what you just described the base model as. AIR is the first step in blueprint legal advocacy. When we talked earlier about those common goals of intervention, AIR allows community-based advocates to step in and prioritize victim safety and the needs when the system is responding. The system is certainly going to be holding the offender accountable and offering the offender times to change if they want that. When we think about system accountability, the blueprint offers a process for how a CCR or blueprint team, and particularly how community-based advocacy, whether that is just a CCR or blueprint advocate, somebody who specifically has been given the title and role of a blueprint advocate or whether you are a community not doing blueprint but you have some advocates who are positioned in leadership positions or who do work within your CCR. We think of three main ways that advocates can focus on system or legal advocacy. Accountability in this particular context when we talk about system accountability, it is not the assigning of guilt or sentencing. When we think of accountability in terms of offenders. It is more about a commitment that is made by every agency in the criminal legal system to an ongoing and consistent internal and inter-agency review with advocate along hand as AIR was talking about before. The intended response is not being carried out, a commitment to work across agencies with community advocacy to identify existing gaps and develop and implement solutions to close those gaps. This process, like I said we break down into three steps. The first is building a knowledge base and really knowing your own local system. The second is as you are building that knowledge base and gaining information on how your system response to domestic violence, to track and document everything. We will talk in more detail about that. Finally, constructive engagement with the system. Practitioners or agency heads. We will look at each of these three steps in more detail, but we do want to talk a little bit about the blueprint legal advocate role that we have been referencing. When we talk about

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systems advocacy as a separate and part of individual one-on-one advocacy with a particular victim, we look at systems advocacy is working within institutions and systems to better protect all women, and to deter violence against all women, and create change for all victims. Like I said, in the blueprint, there is a particular role dedicated to a community-based advocate who will kind of take on the leadership of board needing these different system accountabilities that we are talking about. In any community, as you are encouraging and developing community-based advocacy role in your CCR, any advocate can be taking on these roles of systems advocacy which is beyond just the work you do one-on-one with individual but comes. It is participating in and representing victim voices which means really having a seat at all tables. In the community CCR, criminal legal system partners within the CCR really accept that role and welcome it. By being at the table and participating in all activities, community-based advocacy is helping to define and assess the overall goals of the CCR. They are there at the table to work with system practitioners to identify problems and gaps and act on them. Act on those gaps meaning to reduce risk for all victims by addressing those gaps and finding changes in either policy or practice that can resolve the solutions and improved victim experience with the system response. Once you address gaps building processes to institutionalize the changes so they last, the main thing about having a seat at the table, is challenging the system when necessary. Bree will talk to you all in more detail about the tips and strategies that she has used in doing this work. The first step with system accountability, is knowing the system. System practitioners will respect advocacy if advocates input is based on some real information about the system. That they can tell you have done your homework. You are not coming to them to figure out for the first time how this whole thing works. That you are bringing in a base level of knowledge and awareness so that they can talk to you with some respect going both ways. The kind of know that system well, you probably know a great deal from the work you

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have done with victims, but when we talk about knowing the system in this sense, we are really talking about fully understanding each step of how a case processes through and how institutionally these practitioners that maybe you interact with on a regular basis are set up and designed and directed by the agency to respond to domestic violence cases. The core activities that are done in the blueprint, the interagency team, blueprint team or CCR teams that you may have during practice assessment to gather this information. They can learn and understand how the system is responding. These could be interviews, interviewing practitioners one-on-one and really talking to them about how they are set up to respond to domestic violence cases or observing them at their work. Writing along with police officers or sitting at a 911 call center, going to court to observe what prosecutors and judges are doing. Shadowing officers. Text analysis, it is a praxis international term that comes out of this institutional assessment process that is really case, file review. It can be administrative tax forms, looking at how the system documents case information. Finally, community consultation which is really that process that advocacy is in the core of. For advocates doing this work, community consultation is really important to include others in your community that are interacting with women who may be experiencing battering but maybe they are not going to a traditional domestic violence provider. There might be other organizations in your community that you know will be crossing paths with women from different groups and different backgrounds that are being battered but maybe they are not coming into your specific domestic violence program or system. You would still want to learn from those women and learn and understand why they are not accessing those mainstream services to better understand what their needs are and how the system could be a resource for them if that should happen. What you are looking for as you are doing these activities, what is happening to victims at each step of the system response? You are keeping into account when you work with victims, what they need at each

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step and you bring that knowledge into these activities looking and seeing how the system responds. A brief example of this would be an advocate that we worked with was in a case file review or text analysis session with various practitioners and there was a moment of understanding between 911 and the advocate that was at the table, regarding how 911 is on the phone. As advocates, you might be working with victims who have shared that 911 can come across as very direct, abrupt and maybe not interested or sympathetic enough. 911 explained in that session that it is not about not caring at all. That is why we do the work we do. It is about a very specific protocol and directive we have to get very specific information officers need particularly about safety and risk that is waiting for them on the scene. That is our main focus. We are focused on getting that and if we have to redirect or cut off a caller to do that, we might have to do that. An advocate felt at least I understand how that works now. When a victim comes to be the next time really concerned about how 911 was on a call, I can at least talk her through this and give her that system perspective. These activities are really set up to help advocates be part of a process of really learning and it is meant to be done with other practitioners in the system as well. Bree, if you can move on to your next slide. I am having a slight inability to click to our next slide.

>> No problem. Advocates know is absolutely vital, there is also a unique knowledge base that advocates have and that we are responsible for building. That is about knowing victim experiences themselves, what their real experiences are with the criminal, legal interventions. This is really about talking to victims specifically and with intention about how they experience intervention. I like to think of it as it is different from conversations advocates typically have with victims in a sense that normally these conversations we have are really centered on safety assessments and planning, how will they meet the needs they have now. That is definitely what needs to happen. That is definitely what should happen first. Focusing on their safety, children safety and what needs they have

13

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in the moment. This thing that we're talking about goes a little bit beyond that. It is beyond our direct service to victims if you will. It is really about having an intention, a plan and having a method to connect with victims to learn their experiences and ensure that diverse experiences are represented. That we learn about individual victims direct experiences as a person that may not be represented well or represented at all or accurately in society. I would like to think about this planned method is going is there a specific issue I need to know about as an advocate? Like a specific experience when it comes to how a no contact order has helped or harmed the victim or is there an issue I need to focus on such as their experiences with 911 and how it was helpful or harmful? That is what I mean about having a plan and method. It is also about looking and going maybe there is a broader question that I have and that we want to know. May be the plan is I want to know about the experience that victims had with law enforcement. Or as the criminal legal system as a whole or probation. Sometimes it is a mixture of a broader question with a very specific type of focus and question. When we are talking about this plan and method, I am really talking about developing surveys or questionnaires that focuses on something. What is it you want to know and what are you trying to draw out? It can be about organizing focus groups or attending support groups that are already happening and facilitating conversation there. It is true that it can be informal conversation with victims. Maybe you are on the phone and maybe it has to do with providing some support or giving information and a natural kind of opportunity presents itself for an advocate to go a little bit different deeper on their experience. Maybe they're talking about the disappointment with the prosecution and the advocate can go deeper and say what is the thought that was disappointing? What were you hoping for? That is still awesome and wonderful information that advocates are receiving directly from victims about their specific experiences. Of course, advocates especially in this way attending court hearings

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with victims, have a unique advantage and a benefit of observing firsthand for ourselves in real-time. We are able to process right then and there with victims as something is happening in court whether it is positive or negative. It provides a unique in the moment opportunity. Those are some examples and ways in which advocates need to build knowledge base of victim experiences. Then there is this other part which is we need to talk to women who do not call 911 for help. We need to understand and learn why 911 or law enforcement intervention or the criminal legal system does not seem like a viable option to intervene in their domestic violence happening in their home. Why? We understand where the criminal legal system isn't accessible or an option. We just need to know is that the criminal legal system, what is working for them? What other means is working to intervene? Maybe nothing is but they are doing something if not reaching out to law enforcement. What is that? Here's the best piece about it. Listen, the criminal legal system needs to know this information to pick they need to understand why they are not always being seen as helpful to all victims of domestic violence. I want to give a quick example. From a law enforcement standpoint, it may appear to them domestic violence is decreasing in the community. They will look and say wow our domestic numbers are going down and it might seem like a celebration and a good impact like they're doing something. In context if it is not brought into it which is critical and context advocates are number one practitioners to give, it could really be that this is nothing to celebrate at all. It could be that there are less victims reaching out for law enforcement help, so it is a concern. It speaks back to the point I said about the positive cynicism. What we need to scrutinize is a little better. My point being, what we are doing here about victim experiences and what we are looking for, we want to know at each step what their realistic experiences are, we want to know what works for them, what does not work for them and we want to know what they were hoping for. What did they need and what did they hope for? They had

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a magic wand, what would it look like? These are brief examples of why we need to build our knowledge base of working with victims. I think I will just continue on. It is important on the slide here. As advocates gather information about building our knowledge base. We then need to do this big task of documenting and tracking what we have learned. We absolutely need to do that. It is important for us to do that and it is the role of advocates, one that we should be taking up. On your side, it really shows how we document. We want to document trends that are impacting victims that includes very specific things based on how their experiences are impacted by their race, gender, other identifiers. Definitely, we want to understand and track what is happening with victims offenders. Of course we want to track physical as well as narrative information. A monitoring aspect of advocates, we are positioned by our role as advocates, once the identified gap of advocates, we can't help ourselves that we have to respond to that gap. We do this all the time for individual victims. We address the issues they bring forward. How I look at tracking and documenting and looking forward, if this is happening with this individual victim, I better examine further if this is a gap affecting more victims. I have to be positioned to track what I am saying and finding and documenting what is going on. I am asking myself when I'm doing this, is it a compliance issue if it is a bigger problem? Is it really an individual issue of a practitioner? Not only that, how does this really play out on the ground? That's when we are asking what do the practices really look like? How are things really working? As I mentioned before, advocates scrutinize. That is a part of our role. It is definitely something we are positioned to do and should be doing. As we are scrutinizing, we have to make sure we are documenting. A big issue here is that if we don't have the documentation, it is really difficult to bring this information forward. And to present it in a way that is most effective to the criminal legal system. Documenting our findings is critical and there are lots of ways we can do this. We can do this by developing a specific form that targets a certain issue and

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tracking it on that form. Some of us create databases whether that is an electronic database or you create your own like I do with Excel sheets to store information. It is about taking notes at all meetings, activities or even run-ins. It happens a lot when you are an advocate that will go to court. You could be in an elevator going from one courtroom to another courtroom. Perhaps an elevator with you is a particular judge and there is a conversation that is had and is not worthy. That is important information to document. It is talking with victims, tracking and looking deeper to see if it is an ongoing issue, then of course it is documenting whatever findings there are in a presentable way. It is what I said before, what are the experiences for each step of intervention and write it down. What works and what doesn't work? What do women need from the system that they want? It is writing it down. Hopefully that is making some good sense. We have this in front of us and Amalfi will speak for that.

>> I want to pause to encourage everyone listening in to use the question and answer box if you have a question, we will read it out to the group and try to answer it for you. We will have a little bit of time at the end but please don't be shy and join our discussion, and share your thoughts and questions with us. The eight methods, really comes out of the work that is done early on. The partnership with St. Paul when blueprint was being developed, praxis was already in the thick of institutional analysis work just guiding communities into doing particular audits of various different agencies in the criminal legal system or in the civil legal system even. These methods are part of that assessment process that blueprint takes on. Part of the guiding factors that really guide what Bree has been talking about. When going into the practice assessment activities that I describe, even when having run-ins that Bree just described, any of the settings in which you are gathering and collecting and understanding information about systems response, we encourage folks to get up and look at the lens of these eight methods. It is a framework that would guide your process of identifying

17

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gaps in the system response and finding the solutions to the processes that will close the gap in a way that is focused on institutions and not individuals. Institutional response and not the work being done by a particular worker. Bree had just mentioned that as an advocate when you are gathering information, you engage with victims, practitioners and learning something about the system response. Sometimes you might ask yourself, is this because of Officer X or prosecutor X. That is a common thing I think a lot of us deal in most situations. You kind of think about that specific worker you interacted with. This process we do in the blueprint for safety and praxis, is really about taking a step back and saying all workers. Maybe you are not the best worker. We want to believe that every worker wants to do a good job at their job. They want to do a good work. They are directed and guided by various things to do that work. For instance, we don't have a choice when we show up at work, we have to kind of do what we know is within our agency's policies and protocols. Policies and protocols are just one piece. They are really a different things we want to look at to see how institutions are set up. Things like policies and laws, court rulings, legislative mandates. Formal rules and regulations to guide and give directives on work workers might do. Administrative practices are the things that are being done to actually carry out your work. Either instructions on how to do particular things, the paperwork you use, the forms you use, your screening tools, protocol documents. Resources are workers, resources of a type, technology, support staff, financial help, legal representation, these are various resources and agency has to function with. The concepts and theories, but really all agencies or institutions have their own sets of theories. Individuals do as well if you think about a particular agency, you can think about the language that is used. When we think about legal, we think about lawyers and prosecutors. Categories of values, think about concept and varies of police officers guided by categories that they routinely use on police report forms. Assumptions that are kind of made by that

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body of workers of an institution. The ways of thinking and talking about an issue and philosophical framework that drives that agency or institution. Bree talked a lot about linkage which is a way various agencies or workers are linked with one another. The slide with the exchange of information was kind of showing how advocacy is linked in with the criminal living goods system. Purpose and function are the overall process of what the agency believes it is guided to do. The specific process for it, their purpose and function, accountability, how that agency views itself as accountable. When talking about the criminal legal system, how is the system accountable to the victims, to those in the community, to those in the system, etc. Education and training. How are workers are trained and educated on how to do our work. We pause on the eight methods and bring these up. Really as an important way to guide this process in a way that is really focused on the system and what the system is doing, not individuals. Bree, tell us a little practical insight into what we mean when we talk about thinking about these eight methods when doing this work.

>> Thanks Amalfi. I was talking about the tracking and documenting the trends and gaps in the systems response. Really, to go with what Amalfi was saying. This says to what you are saying about how the workers are within an agency. Rather than an attitude or personality difference of an individual worker. Let's be honest, those are going to be there. Sometimes we will be seen as that too. It is not about that. Our blueprint approach is to default that any issue or problem we see is within the structure of the agency. That is what we focus on. Here is an example. In my agency, advocates identified that there is a brick occurring theme that reports were not fully written. The domestic related calls to 911. We weren't understanding what was happening here and we were getting really upset about why patrol officers were not doing that. What we learned, especially because it seemed to be a couple particular officers that were not writing this police report in a particular district. We learned what was happening, wasn't the problem of

19

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those three individual officers or that particular head of the district. It was that when we look into it more, and documented, we learned that during roll calls in that particular district, that we are calling a problem district, roll call, they were given incorrect information and the incorrect information was that if there is not probable cause to make an arrest, they don't have to write the full police report. We addressed the problem and if advocates hadn't seen that something was going on, it wasn't making sense to us why reports were not being written and it seeming to us that it was particular officers. Could you imagine if we would've had a jerk reaction here and went to the officers to challenge it were directly to the bosses? Sometimes that is necessary and okay to do. Really, we were asking ourselves, how is their response organized? Where is the problem located within what Amalfi was just talking about with the eight methods and of course we found the problem and the piece with the education and training. I say that because it was loose education and training but important education and training in the sense that it was during the roll call. We all probably know law enforcement room lies on the rollcall every day during every shift to get the most updated information. At the end of the day, it made sense what was going on and therefore, it made sense because we were doing what we have been explaining here all along, tracking and documenting the problems that we were seeing. Again, we started with focusing on the structure of the police department and are situation and how their work was organized, how this was happening there. It was super helpful. We try to do that all the time when we are looking at problems or gaps and looking at specific trends. We will move on to how do we as advocates partake in constructive engagement? How do we talk and approach criminal legal systems? I want to be very direct and honest here. Advocates should be at the table. We need to be at the table. Whether we receive an invitation or not, we have to own this confidence for lack of a better word, I want to say it is knowledge. We need to be there. We are expected to be at the table, advocates

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are. That is because victims expect us to be at the table. That is why we need to be there. Aside from that, there is this whole sentence of approaching how we are having these conversations. It really is an art and science. I like to think of it that way. It is a way we have to look at our end game here. Our point is to impact change. We need to be constructive which means starting with being respectful, rallying together and saying let's problem solve. That approach is better than just coming and criticizing. It is always assuming that they want to help and believing that they can help. Sometimes that means we have to convince them that they can help us but we do that anyways. These models of engagement in front of you, the constructive engagement, has really work a lot in St. Paul and in a lot of different ways. I want to say most importantly about this, it is not on the side. Advocates like I said before, really need, I look at it as having a confidence that is different from arrogance because we are really kind of innocence that we are the experts here if there are any professionals in the room, we are the experts. We are the best ones to engage in the system, we are the best ones to engage in practitioners. We bear a really big responsibility to do constructively. It is really going to be about how we do this whether we like it or not that is going to influence the response of the very system we are trying to influence. Constructive engagement is really important. I'm going to move on and talk about the tools to pave a path for change. You will see in the handout section of the webinar screen, the lower left we have provided tools for some of the processes that we have been discussing here. We are not just talking about it and not giving you anything to actually look at and see. We are providing them for you. I hope everyone can see that there. Let's move onto these tools and what you have in the materials box. I will talk about a couple of them here. I want to talk about the tracking tools and these can be downloaded. Let's talk about one of the tracking tools which is the AIR monthly reporting form. We talked about the importance of tracking and documenting. We talk about how important it is to make sure we are doing that. I

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described basically how it is important to do that and I used Excel spreadsheets which includes data and charts and really clear, good documentation that is very organized. I do that because it is not only helpful for me and my personality, but it is helpful as a tool to present to the criminal legal system, the partners doing the blueprint work with me to say, see everybody here it is right in front of you. This advocacy initiated response monthly report form in the lower left is one example of how you might organize the information you gather from your advocacy initiated response. This could be developed in more detail, it can be put into a different chart format, and XL database. However you want. It is kind of a really cool reporting form that is already set up for you to start with what you are tracking. The next is the advocacy review of law enforcement reports which is a tool that advocates can use to track law-enforcement responses. You are able to compare what is documented about the case to what is being learned by victims. I want to say as a side note, I find it very helpful when I am reading law enforcement reports, I literally take a highlighter and highlight in the report the specific things that I believe at first glance is going to go in to that review and tool you have to download for later. It seems less redundant and for me, the highlighting brings forth the glaring pieces in the report that I need to ensure go into the database so I can track and document. That is briefly the tracking pieces and now I will turn it over to Amalfi to talk about the other tools we have.

>> Thank you Bree. We also do have a couple sample databases. They are not in Excel format, so similar to what Bree was saying, we are providing an example of the types of information you could be gathering, the databases are really set up for statistical information. You might be gathering from the criminal legal system response such as the number of arrests, race and gender, or number of cases accepted by prosecution or tracking the various charges that are applied to. The sample databases are set up to capture data primarily related to advocacy but the kind of format and examples shown could be expanded upon so that you can

22

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track data for every agency in the system and certainly create databases that include the type of information that Bree just described. What you will see on those charts, even though they are mostly organized at this point as an example of how you can capture race and gender, we encourage sites to win gathering information, think about and get information on various different types of identifiers to understand how various communities or various populations are experiencing that response. Aside from race and gender, maybe track data by sexual orientation or looking at language access. When we talk about best practice checklist under case file review, what we are looking at there, praxis international offers lists of best practices for each agency in the criminal legal system. The blueprint billed those best practices into every system, policy and protocol. We have checklist to kind of summarize what those best practices are. It is available to download, the 911 checklist which is an example of something you could use when reviewing 911 calls or reports that would prompt the people doing the review to pay attention to those particular best practices that you might adapt the checklist to include things that you have heard directly from victims. As Bree was saying, you are linking information that you are getting as an advocate from victims of the information you are gathering about the system. Bree already talk to us about the advocacy review of law enforcement , reports document which is more geared to advocates reading police reports. Observation and interview notetaking forms that we provided, to reemphasize this point Bree made about note taking and how critical note taking is, with such a wealth of information that is gathered in CCR work, it is so many moving pieces and moving partners that information can easily be lost if not put the paper. We really emphasize documentation and note taking. We wanted to provide you some of those tools for that. The note taking sheets we provided, have some examples and pointers that can be included in these notetaking sheets you provide to your partners and use for various different things. One of the handouts is a worksheet

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with the eight methods on it. That can be helpful to have as a visual during team meetings or practice activities to guide the discussion on institutions and not people. We will be sending out all of these materials in an email next week so you can either download them today or access them and contact praxis if you would like further information or any other tools. Bree, as we kind of get a little close here to summarizing what we have been talking about today, we would like to hear some of your thoughts on how you think Paul is taking on the work we have been describing. We talk about a lot of different processes in terms of how to build a knowledge base, what to do with that information once you build the information, organize, document, use it to provide that proof to the system when you are voicing victims needs and voicing things that should be done within the system and doing that in a constructive way. I am interested to hear how St. Paul took that on.

>> Sure I wanted to add to what you are saying. I literally have the eight methods printed off in my office on my wall. Advocates at my agency have it to to help us and I want to say on a side note, I will literally bring that to blueprint meetings for all of us. We will look at and help identify where problem can land. I really have that printed off in my office and bring it with me to meetings when I need to. I am unable to move forward with my slides right now.

>> Let me talk about Saint Paul's path to safety and accountability. I will give an example because I feel like I spoke a lot about knowledgebase, tracking and documenting. I want to give a real example here. I will start by saying I know and the agency I work for knows and believes that we are lifelong learners. Our knowledge base never ceases to grow. That is super important. Once we are knowledgebase, we have to adjust based on what is learned even if it is brand-new information. It might be information that at one point we didn't even recognize. In 2008, in Minnesota our protection order was changed. It would

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allow an adjudicative fathers to actually have parenting time addressed in their order for protection against them. It was kind of set up where a nonlegal father could get legal rights if their victims filed for protection against them. I know it seems ridiculous but this is what happened in 2008. Because of that, and because advocates knew that and because we were hearing from victims that they did not see an order for protection as a viable option any longer because how are they supposed to protect their children and why would they be giving more rights to an adjudicative father that is abusive? Our knowledge base increased and we started discussing with victims the option of filing a different civil order which is a general regular harassment order. In Minnesota, this restraining order is one that anyone can file. This restraining order does not allow any release to be addressed. What this means is, a victim of domestic violence who is filing or needs protection from their abusive on adjudicated father of their children, can actually file a different type of restraining order instead that would not allow him access to the children. I hope that makes sense. This is a knowledge base. What we were doing, tracking and documenting women's experiences. We were literally building this database of instance number one, women didn't file against nonlegal father and we built this whole database to bring forward. We tracked and documented and brought forward and had some constructive engagement to the very criminal legal system that we are questioning, why in the heck are these victims not getting an order for protection? In Minnesota, I don't know if it is true in other states. In Minnesota, an order for protection based on domestic abuse was seen as far more important of an order than a general restraining order that anyone and everybody could just get. As advocates, we totally agreed with that. Until 2008. What we brought forward is, violations of harassment restraining orders need to be treated just as important in a lot of cases as violation of order for protection. Because of this new niche that we found but also in response to a negative consequence of the change of those orders for protection. How we did

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that is we went to roll calls and spoke with law enforcement. We did what we had to do. We went to prosecution and spoke with them. It actually worked. They had no idea. They had no idea there was a simple change on opening up a door for abusive father stick it right for protection. We as advocates bear that responsibility always to bring forth and engage with them. It turned out were literally there is a lot of legislation happening around the enforcement of harassment restraining orders to make it to being just as serious. It is just a quick example and I know I had to rush through and I am sorry to have to have done that. We are going to continue on and Amalfi wants to say a couple words here.

>> We want to respect everyone's time and I would like to leave a little bit of time at the end for question and answer because we did get a question that came in and it is what you were just talking about Bree so I will let you answer this question before we move on. Is an arrest possible on your civil harassment restraining order?

>> Yes, it is. A violation of the civil harassment restraining order is a crime and it can be arrested, definitely. A violation of domestic abuse or protection, of course as is a regular general harassment restraining order. Yes we have that here.

>> Just to cover briefly the main things that we have been talking about today, identifying response, concerns that victims have. Seeing the gaps the victims are describing and we say gaps but it is seeing what they are saying they need and kind of comparing it to what they actually received. Going to the system to do the work that we described in terms of assessment and looking at the eight methods to understand maybe why the system can't provide for that need. Intervene with the system on behalf of individual victims and I think Bree did an excellent job on explaining why that is such an important role and the primary roles of advocacy in a CCR identify best practices that would produce better outcomes for all victims and that is just a pointer on this work being about institutional responses and

26

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making improvements for all victims and kind of going beyond what you do with your one-on-one individual advocacy and taking all of that information that is learnt on the individual one-on-one basis and organizing it in a collective way that really lets you work with the system that will make those improvements for all. Work with the system constructively. Once you approach the system in a constructive way and I really like Bree how you described that . You build a process for implementing and sustaining the new changes you are working on and building the system. We really want to point out advocates being at the table for each and every one of these steps and stages. Advocates being a part of the process for understanding the system, advocates being a part of the solution process for closing gaps and improving outcomes and advocates continuing to be at the table once changes are made to keep seeing how is this working out for victims, is it working out in a way we intended? One of the most important things we really would hope you all remember and take away today is to stay inspired. Bree, if you can talk to us a little bit how we can stay inspired in this work because you have managed to do that so well in St. Paul. How do you do it Bree?

>> I am happy we are talking about this today Amalfi with everyone because I think this is really important. I want to say I struggle with this tube. I know we all do. It is important we create support to continue this work. Especially as advocates and blueprint coordinators. Here are things I do and is hopeful if you're not doing these already. One of the things I do is celebrate the smallest successes possible. I do this in my role as blueprint coordinator in the sense that I track these and create. For example in 2014 I was feeling very tired and exhausted and feeling kind of like why am I doing this and haven't even impacted anything and this is what I did, I tracked all the little successes of the year of the blueprint committee and I created this blueprint committee highlight of the year. I'm going to tell you, after I did that it was quite phenomenal. We did so much it was awesome. They were just a combination of small successes. I brought that to the

27

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committee, shared that with leaders of the agencies, I just distributed that all around. Being honest, it helped me. It helped me go you know what, something here is working and I will continue on it. It was a really big and important feel-good if you will. Something else I do, when I am feeling frustrated with coordinating all this work or frustrated him advocacy role or frustrated and an experience I had being at the table, having the conversations, I really remind myself that next time I engage it will be with a very specific intention for me to remind myself of all the different knowledge experience and wisdom that each individual person and each individual blueprint community partner brings to the table. I speak it out. Maybe in the next meeting or one-on-one conversation, I keep talking about shutting my own stuff because I think that is really important for one to do. Shutting our own stuff if you will if you are working towards bettering the world for victims and actually ending domestic violence. I will go with an intention to really listen and hear. I will jot down that particular person. I will listen to their experience. I need to see for myself and remind myself that other people have really good things to offer and I need to focus and concentrate on that to remind myself. It works for me, it is something that allows me to stay inspired and feel like I am not alone. Here is another thing I do, honestly. I remind myself that those around me, they to carry hundreds and even thousands of horrific stories from those who have been battered just like I do as an advocate. I remind myself that this exposure deeply affects all of us. Then I go and ask myself how do I carry on? While sustaining the compassion that is necessary to do this work. Even if I answer or not in this moment, you know what I do? I bring that forward during meetings or conversations that I have with blueprint partners. I might be on a phone call with a probation officer and just feeling like uninspired. I will literally say how do you sustain compassion for this work? I have even done it where I went around the table at a committee and said I would like to start this meeting today I going around and if we could all just share with each other how

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we keep compassion during this work. I'm telling you, there's something about that, that fills me up inside and maybe part of it is not just hearing some people, but seeing that they are being filled up to. Some other things I do for inspiration, I have a dry erase board in my office and I literally will write on their quotes. This one I had on for a very long time was when they go low, we go high. That was Michelle Obama. There is something about that quote that does something for me. It makes me walk out of my office with all this confidence, not arrogance, ready feeling inspired and totally embracing my role as an advocate for battered women. I think we all probably have something like that. Maybe it is a piece of art or a song. I have a whole list in my iPod. Here is another thing for me personally is something that impacts me the most. I write out quotes I hear from victims themselves on a piece of paper and I keep them in my office. I will pull out and remind myself why I'm doing what I am doing and that is all I personally need for inspiration. I will share a couple of those with you right now before I end. Here are a couple that I literally have. One from a victim, he is not going to dole my shine. I read that to myself and think I'm not going to let him either. That is really what I do and how I think about it. Another quote, I know that I am strong, who I am supposed to be and that I am capable of doing anything. I will read that and think to myself, you are strong, capable and guess what, so am I. That might sound corny but I'm sharing with you some of the things that help me and keep me committed and inspired. Here's my favorite, I have my iron man light on and with my commander of advocates and their tree of sisters, we are unstoppable. To me, that fits perfectly. That victim has an iron man lie on. They are a superhero. As advocates and a tree of sisters and together, I would extend it to staying with the criminal legal system if you will, we are unstoppable and we have a responsibility to do something and to protect victims and hold offenders accountable. Finally I will end with this last one. I had plenty of people to go to, yet I had nowhere to go. That was from a victim. When I think about this, that is

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why I do this work. That is what keeps me inspired because the victim said that she didn't have anywhere to go and that is not fair. That's all folks. That's how we will end today. I think everybody for being with us. The contact information is in front of you. Amalfi will be sending out an email with the material. Take care everybody.

>> Thank you so much Bree. I definitely feel some information and I do some of the tricks that you mentioned and Post-it notes really work. Thank you all for joining us today. Thank you so much for your insights and please do click on the evaluation link on your screen. It is a very brief evaluation but we really do incorporate your comments to make our [Event Concluded] webinars better. Thank you all so much and keep an eye out for your follow-up email next week.

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