

[Please stand by for real time captions]

Welcome to the webinar is an institution analysis. Today's topic is improving responses to African-American battered women. How community assessment can be used to examine disparities. I am Jane Sadowski and my colleagues Liz Carlson and Denise will be filling and. -- filling in.

I will be talking with our guest and Denise will monitor the chat with backup from Liz and live will manage the technical details. We know there has been a few technical glitches today simply to pass this over to her to review some of the webinar tips and address any questions about connecting. This?

Thank you, Jane. Hello, everybody. A couple of things. First of all we understand that it's possible some of you are not able to see the PowerPoint today and so we apologize for that. We are doing our best to troubleshoot on the send but we want to make sure that you know that if that turns out to be the case for our session today we are not able to rectify that, it won't be overly problematic for you to be listening to the audio component without having the visual slide in front of you within the webinar format. And hopefully you able to access the PowerPoint link from the webinar reminder that you got. If you have not done that thus far you certainly will have that e-mail. You can go back to it after the session and you'll have the PowerPoint slides. That way now that's also an option should you not be able to look at the slides during our session. And again we apologize for that. You should also feel free to contact I link if you want to do your y our own individual troubleshooting today. That phone number for tech support is 1(800)799-4510. Going to repeat it and asked Jane if you would type it into the chat. I am not very good at talking and typing at the same time.

I will give it a try here. Spirits here it is. (180)079-9451 all.

-- here it is. 1(800)799-4510. Call them if you are able and hopefully they will be able to give you some pointers for the PowerPoint in the session. Be sure to reference the international account of [Indiscernible - low audio]

The phone lines and voice over IP are muted today. The way in which we will encourage you to participate with gene and our speakers for our session will be be the chat. Going to call to your attention the chat in the lower portion of your screen. If you look down to that lower left-hand corner, your chat box and if you left click your cursor into that white rectangle you will be able to add a little common there. Type in your comments and hit enter and that will be shared publicly with all the people participating in our webinar session today. I've been asking right now, can we do a quick pectus and if you would chat and quickly how many participants you have at your site or if you prefer chat in a comment about where you are calling from, where you are participating from, we would love to know those details and mostly have you familiar and comfortable with how to use that chat function. Now that that is an option to at any time we want to encourage you to

share your questions and your comments with the group. Should you need to chat something privately with one of the speakers you will notice a tab that says private. If you click on one of the leaders are speakers of our session today you will be able to communicate directly with an individual. That is an option to at any time.

Should any of you be participating by telephone only, the way in which you are able to incorporate your questions and comments into the session will be yet e-mail. I will make certain to very regularly check my e-mail. Send your question or comments to Liz at Praxis elicit Praxis international .org and I will do my best to get that shared with gene and [Indiscernible].

Also I would like to let you know that this session is being recorded and will be available on recording page of the institutional analysis TA website of the Praxis website. It is usually posted within just a couple of days of the session so you can look for their within short order.

That is all I have, gene. I'm going to turn the session over to you to further introduce the topic in yourself and [Indiscernible] and get us started.

Thank you, Liz and welcome, everyone. It is my pleasure to introduce our guest today, [Indiscernible] partner who is that agency court needed for the city of New Orleans. We will start with the welcome to you and I know you are a graduate of a law school but which one.

Thanks, Jane and thank you so much Praxis for letting New Orleans share our work with everyone today. I went to the Tulane school of law here in New Orleans. My family is originally from New Orleans so coming to law school here have kind of brought me home in a sense in that connection made me want to stay and do some positive work here in this community. I got into this work after having studying and Tulane domestic violence law clinic. While I was very was able to practice law as a student attorney representing victims of domestic violence in encourage me to continue that work in private practice after I graduated, which I did up until he started with the blueprint last year.

Thanks. It's amazing how you work with people and there is little things you don't know about them. Amoulta is definitely one of the folks that if you're heading to New Orleans you can tap for information on restaurants and such important things.

Our conversation today in this series of webinars on institutional analysis and using these tools of institutional analysis is going to look more specifically at the spirit to New Orleans at the blueprint demonstration site and how to improve responses to African and American women who have used violence. This is a big question. It has many different -- d imensions. We're going to focus on the ways in which New Orleans has used these various tools of institutional analysis to accomplish this. I'm going to start with a quick overview. Many of our Waddy and around our virtual table is familiar with institutional

analysis, community assessment, the Praxis safety and accountability audit but not everyone. We will touch on a bit on what is involved in the group -- blueprint but not in any great detail. This package of tools called institutional analysis really are way to do ongoing evaluation and problem solving and constantly checking to see the ways in which we're trying to make changes in institutions that intervene in people's lives are in a real shorthand weight making it better or making it worse. There are several key frameworks and foundations for that. If you look at, those of you who have the PowerPoint slides appear will see this. One of the foundation pieces is understanding how our practitioners are organized to act. How are things put together in terms of policy, Mr. To practice, supervision, training, resources, the way mission and purpose and function is understood. The concepts that we have about in this case, domestic violence and the ways in which communities respond to that. We are paying attention to how all of this together. We are also trying to understand the actual experience that people have as they live their everyday lives and as you try to navigate a life where someone is beating you. You're living in a constant atmosphere and reality of coercion and threats in trying to navigate everything else about life, from work to children to all of the relations we have in the community in that experience. And constantly bumping up against big institutions, whether it's the criminal legal system or child welfare system that have a lot to do about what's going on in our life. We have always been in this practice of institutional analysis looking for the gaps between what people need and what institutions provide. It's a way of asking questions about our work, digging in and gathering information, analyzing, figuring out what's going on, changing policy and practice and then in the ongoing monitoring and evaluation of those changes, not surprisingly, finding no questions. The methods that go into the practice of institutional analysis are buried. There's a whole kind of complete range of things that includes mapping the ways in which the case moves through a particular system such as where it starts that 911 and where it ends up at the point of decision by prosecutor or court. It's doing focus groups, particularly consulting with members of the community, talking with battered women about their experiences, talking with practitioners. It's doing interviews, it's observing how practice works, maybe that sitting in a courtroom, sitting in a child welfare office, going on a ride along with police. Putting all this together than with looking at the ways in which experience gets documented and tracked and turned into a case filed and becomes the official story for someone's experience that chronicles the ways in which a particular system gets involved in their life. That is kind of the complete kit of tools, if you will, in and institutional analysis and many communities have experience with applying all of those. Sometimes pull out and make use of one or more of them. Perhaps it's primarily a focus on mapping, perhaps more attention to doing a review of case file analysis. And then through this work and you'll find us on the Praxis website that that practice -- a package of test practice assessment guides particularly for the nurse -- those first front endpoints of criminal legal intervention in domestic violence cases. We look more closely at 911 investigation charging, control response. We've got a range of tools here. We won't go into any more detail about those right now but we will be available to answer any questions about how those

might be useful to you. As we talk now about how the world has applied this you will get a sense of the ways in which the tools can be used, and in this case, particularly to look at a question related to disparity of impact in the response. So the blueprint, very quickly here, in New Orleans is one of three blueprint demonstration initiative sites. The other two are Shelby County Tennessee which includes Memphis and the third is Duluth Minnesota. This is built on work that initially took place in St. Paul and Ramsey County Minnesota where they are continuing to develop experience with how to implement this very broad East change in the criminal legal system. It's a template for providing the shared collective cohesive response to criminal justice intervention in domestic violence cases with a particular focus across all of these points of intervention of increasing accessibility, accountability, service and protection, the victims of battering. And, ultimately, in that change to reduce the violence, reduce homicide in serious assault and diminish the overall consequences of that violence. There are seven foundation principles in the blueprint. The one that I am going to pull out here and highlight that's related to our webinar today is to reduce unintended consequences and disparity of impact. So the blueprint is this effort to make very sweeping change across the whole scope of the criminal legal system in one piece of it that each of the three sites are looking at is how can we do this in ways that reduce unintended consequences in disparity. Each site has try to look at a specific question in a more narrow and focused way to be able to do that. We have kind of brought ourselves to New Orleans and this question that New Orleans is looking at which is how do criminal justice policies and procedures impact African-American women who been arrested for domestic violence? Amoult, how did you land on that question X can you give us a bit of the story here about where this emerged and how within the blueprint.

Selecting this focus, excuse me and actually said link on what your communities focus should be is really a critical step in it takes a lot of consideration. When I started this process I realized that there is so many if you want to save vulnerable communities, communities that could use some attention in terms of what they experience in the criminal justice system. And I wanted to be thoughtful about what community would make sense for the New Orleans blueprint to engage and I think that time and effort should be putting into thinking what the right community is for anybody that wants to do this work. Some of the steps that we took to try to think about this involves looking at this historical context surrounding the various communities in New Orleans, what data was showing about these communities and some literature which I will explain later. In terms of that historical context, I believe it's what ended up trying us towards African-American women, particularly in New Orleans. Borland has the third largest African-American population in the country and 68.6% of Louisiana prison population is African-American. I think that in addition to currently what we are seeing in New Orleans, there is this really unique and rich history of African-American went -- women in New Orleans that dates back to well before the United States was even established. I think that I wanted to be really cautious of this but I felt really good about pursuing this topic once the data and literature really

backed up what we were thinking in terms of whether or not this would be a good group to engage.

In you mentioned a sense of historical context in the data, and the literature review. I will bring up the slide that highlights just a few of the things that you discovered from the statistical data.

Correct. The statistics are very telling in and of themselves. The New Orleans population is only 60% African-American but those arrested for domestic violence are about 86% African American. So that was a telling disparity present in the statistic. About 20% of people being arrested here for domestic violence are women but as you can see the primary race of those women is African-American. What we also found out that was rather interesting from the data that encouraged wanting to probe further and learn more is that when there is probable cause for arrest, 64% of the time women are arrested at the scene, whereas men are only on the scene and arrested 41% of the time. In other cases they are on on arrival we will talk about this as we keep working through the slides and talking about this today. It raised some interesting considerations such as are women staying on the scene hoping to receive help from the system, perceiving themselves from the victim but investigations lead to probable cause for their rest whereas men leave the scene as soon as possible. This is one example of how looking at the data really encouraged us to think about this focus into really want to probe further into some of the disparities of the statistics alone highlights.

Amoult would it be accurate to emphasize that this is a work in progress right now in New Orleans? You are not at a point where you have reached real firm conclusions are figured out yet what exactly you will be able to say about the question.

Absolutely. I would say that everything is a consideration and not a conclusion, like you said and although there is preliminary evidence of sorts through this, preliminary data in some of the research that we've done to suggest that it disparity is there we are really going through this process to confirm that disparity. It is still a question, we are still in the questioning phase and we have really been organizing at this point in bringing together all of the pieces that we feel are important for this work because we don't feel that there's just one way to answer this question. All of these various methods are what we're going to be talking about today.

He started by bringing these together, these recognition of the history of New Orleans and who is living in New Orleans and some of these initial numbers if you will from both on a national level and local level you also mentioned literature review -- review as with beings part of setting the stage for your institutional analysis work. Can you sail a bit more about that, please?

Yes. Part of the literature and part of the purpose behind that was to see what experts and academics have already learned we're addressed regarding this issue or regarding the focus of African-American women and the mystic violence. There's quite a bit of information out there

and what we found is that there are five things that typically recur in academia and literature that exists right now I'm domestic violence with that African-American women. These five themes that are on the PowerPoint and I know some people are having trouble seeing the PowerPoint and I will help quickly state that they are. The first one our stereotypes which are the typical Jezebel, Mamie, Sapphire stereotype. The Sapphire work in Greek black woman stereotyping really relevant to this work. Number two is missed trust in the criminal justice system and/or social services. And that mistrust state.

The history again, historical context. Continuing issues with the criminal justice system and a loyalty trap, when we are talking about African-American women there's a trap in terms of not wanting to submit another black man to the system and to the police. The third team in Sebree victimizing victims which I think is really coming, revictimization is common across the board and I don't think that is particularly new G -- unique to the African-American community work however we did notice revictimization among the church community it's important to this group of women. That is a certain area want to look into more. Four would be black of cultural competency and a really quick example of that that an advocate had brought up is a victim feeling a little bit alienated in a shelter because the right type of shampoo isn't there. And that may seem minor but those type of things really go a long way and whether or not the victim is going to feel safe and comfortable. Accessing resources and five is resistance to victimization here and identity of being strong. They are self-sufficient women who are strong enough to protect themselves and that they can resign and -- we lie themselves for help. These five themes which again were reoccurring throughout the literature have established a context and a framework for how we are approaching all of the work that we do. Whichever institutional analysis tool that we use, all of the steps that we take are taken to the context of these five themes. We look for these themes and it's mostly to build in some credibility to the work that were doing but it's to give us a guide and a focused and to think about what's important or not and it also allows us to see if academia says these are the themes that are most important to African-American women, is that really the case. For New Orleans women in particular. In so we can now use these themes in our focus groups to check in with the community and kind of bring these two together.

Thanks. Amoult we've had a question in the chat. I'm going to step back for a minute he for we go ahead. The question was for some clarification on arrests in the question being are 20% of total domestic violence arrest women or are 20% of 86% arrest of a man -- African-Americans arrested women.

Thanks for the question, sue. 88% of all -- 86% of the time that there's probable cause to make an arrest in the offender is African-American, similarly, out of all total DV arrest and warrant, DV of all arrests and warrants are women.

Okay, thanks. Feel free to check in for clarification. I'm going to move it to slide 14 and 15 because now we're going to take a look at you started to develop the sense of wanting to look more closely at the

experiences of African American battered women who had been arrested, and brought together a team or work group workgroup to do that. I brought up the slide deck gives a list of everyone who is been involved in that. Draw the picture for us a bit about who you turn to and how you brought them into the work together?

Sure. Just from, knowledge we had and I'm thinking about history and context we thought of using this group as our focus. It was important to back up this notion that this was a big group. It was important to back it up with good data and further back it up in a sense with the literature. Those means did not really speak directly to the New Orleans experience and so what I really wanted to try to do for this project was bring as many people to the table who have a relevant voice as possible. I wanted to be more inclusive than underinclusive and I just felt that especially in it a community like Borland where we have about 72 neighborhoods within this one city and they are all unique in their own way. So it's really important. There's not going to be just one advocacy group that really can speak to the entire community and I really wanted to try to get a range of advocates and service providers could help us with this work. The way that it really started was by me first reaching out to the Institute of women and ethnic studies. Mostly because they had missions and goals that we're extremely similar to this work. Such as, ringing voices to institutions and including the voices and perspectives of your target population in keeping the work authentic to women's experiences. Those are so on point with what the work we're trying to do in the blueprint is it seen -- they seemed like a really strong partner and in fact they were in have been consistently since last year since we started this. I used [Indiscernible] that was already firmly rooted in the community to then kind of help me branch out into other places. I think it's extremely helpful to start with one agency that you know is really rooted in the community and has very similar mission and goals to you to kind of be an anchor and be that steady consistent partner was quick to spearhead this effort. Then that leaves room for you to then be able to bring in all different sorts of groups to let their unique perspective common. The next step that we took with this Institute was to hold kind of a preliminary advocate focus group.

I'm going to apologize for interrupting and we will move onto the advocate focus group but there are no folks that are listening who can't see the slides.

Talk about the partners?

Yes. Touch briefly on -- obviously there's some government based partners in several community partners just even to let us know who those are please.

Sure. In addition to the Institute -- in addition to the women and ethnic studies the other group you will see up here is that Anna Julia Cooper project. Melissa Harris Parry was a professor at Tulane and as a talk so on MSNBC has an Institute down here focusing on gender and women in politics in the South and her project was very receptive to the work we are doing enough for their support increase forces to this

work. [Indiscernible] cultural art center is another organization similar to IWISS deeply embedded into the community as well as women with the vision, which is an organization that primarily works with LG BT community and sexual thought issues but they are now branching into a domestic violence program. The family Justice Center is the main advocacy agency that the blueprint is online here with in New Orleans and they follow the basic family Justice Center model as the other centers around the country. Total community action which works with so many families, that they have been a part of the blueprint seen domestic violence arise with the families they work with. Total community action is an example of a group that doesn't have to be a specific DV agency or DV service provision but you can reach out and include with this disparity work all different kinds of agencies that touch upon this area. For instance, the Sheriff's office is up here because one of the Sheriff deputies that works on climb victim reparations and now deals with victims of Divac that violence and not - - and also found this to be really interesting and it relates to her work directly so she became a part of this process. University of New Orleans is I'm here because we were also able to pull into this effort a professor there who is been advocating in the domestic violence field for years now in the New Orleans community and her resources are really beneficial and we will talk later about the specific role she's taking to work with us. I think what this really shows like you said before is that your main partner, you may want them to have very specific mission and goals that really be great to the work you are doing. When you are trying to bring together all different kinds of voices which is to broaden the work that you are doing, be open. They don't have to be specifically DV related because you'll find that there our other ways to find women in this community to learn from other than just through DV service providers. So building from that connection, you had mentioned that you brought together an advocate focus group. This must be practitioner focus group. What did you learn in that step in using that tool?

This was actually a great step in the process because at the time he held his focus group we collected backscatter that we talked about earlier, we have looked at the literature and we had a sense of what was out there on this topic. Again, none of it was really specific to the New Orleans c ommute -- community. This is the first opportunity to hear from people working with the New Orleans and with this information gathering through data and experts nationally, if that was really reflective of the New Orleans community are not. For instance I'm going to end with that first bullet point. For people I'm looking at the PowerPoint. Excuse me -- excuse me four-minute. Trust in finding a gate keeper were things that came up in advocate focus group and trust again was one of those seems -- themes again from the lit review of priority kind of talked about what those trust issues are affecting the community of women. But finding a gate keeper was a really important key. That is continued, as we continue this work and that being that when approaching the African-American community, it's really important to find a gate keeper, somebody in the community that the women listen to pick it may be an elder within the church, it may be the old lady that everybody knows in the n eighborhood. But there's typically kind of an older woman that is present that the younger woman

looked up to. As outsiders coming in to do this type of work that can go along way and allowing women to open up and talk to you. If you find that DP -- if you find a gate keeper and get in and with them. It's something we want to keep in mind when we are think about New Orleans and having to move forward with this worker not talk about how we use this gatekeeper concept in setting up our focus groups down here.

The [Indiscernible] versus the blast resort is really interesting. Up until this advocate focus group, the mean sense that I was getting from speaking with people in the community and practitioners was this concept of mad date and New Orleans women are just violence. Mad date is the day that they decide to get really angry and upset and just call the police. It's not about being a victim of battery, it's not anything about domestic violence and all of those implications, they are just mad. That was strikingly opposed by what the advocates in the focus group had to say which was to say that the women that we work with are only going to call the police and a last resort. They're not going to lie in the criminal justice system unless they are facing severe danger and unless this is really the last option that they have. Those are very contradictory. You would not just be calling the police in a fit of madness, if you were really looking at it as it only reach out to the police as a last resort for my life.

I think that Leydon i nteresting -- that weights of interesting groundwork for that with the disconnect between what practitioners and advocates were already seeing and let us to want us to follow-up that with the women that we spoke to in the groups but also played a little bit into what we started to learn from our case file analysis which we had -- I know we're going to talk about next.

Right. I moved us on to slide 17 to talk now about this essential tool. And in some ways a real quarter of institutional analysis of the way of gathering information and analyzing information about the work that gets done in public institutions and other says -- since -- systems. To recap a bit and I think you're really saying this picture of how you go about first of all looking at the background and gathering some numbers and paying attention to some of the research and the discussion that out there. And him Morvan national level bring that back home and seeing how that helps inform what you are learning about New Orleans and what's going on in your own backyard if you will answer you had the advocate focus group providing a stream of information and then you worked with that Police Department -- the police department? We sit down, read reports and see what you can learn.

Right. We brought police and advocates to the table and I have to really applaud the police officers who were at the session because the type of issues that we are talking about here are really going kind of deep and debris a lot of critical questions, especially in your reviewing the police reports. The officers were really great about it and I think that really benefited what we were able to do in our case file review. So we were lucky in that sense. It seems and it might be a little bit difficult to necessarily pull out specific information

to this focus just from police reports alone but we ended up finding a wealth of information just by reading through police reports. Some of the considerations that kept coming up in all four of the sessions we sat down and did this work credibility and that means a lack of credibility of the female. That police had a hard time -- had a hard time finding her statements credible, as you are reading the report you would get a sense that her credibility was definitely in question. Dominant aggressor in self-defense assessment came up heavily because we would often see please reports of African-American women were arrested that they would make self-defense claims or assertions and they would describe how they might have been acting in self-defense but you really didn't see in the report that specific investigation to follow-up on the self-defense claims. So that really limits the predominant aggressor assessment which would really allow that officer to determine whether or not she in fact is the offender or the victim in that place into context and history of violence as well. And finally the documentation and four-minute reports. Something very interesting that we learned here in New Orleans is that there some really interesting drop-down menu options on our electronic was report. Our police reports here in New Orleans our electronic so one offices -- officers are in there car filling out reports there are drop-down menus to choose from which seems like it could be better because then the police aren't picking their own choice of words to describe situations however we started noticing that it's actually a bit problematic and speaks to this disparate impact question we're looking at and New Orleans such as under descriptors, under her nose descriptor they would select broad nose or flabby appearance, vulgar and a feminine raspy speech. To have flabby and bull clerk raspy and effeminate be actual choices or be the only choices that are there on the screen that dictate how now this person is going to be viewed when you repeat -- when you read this police report it really makes a big difference. We saw that in particular in one case that definitely had the biggest impact in these case file sessions. It was a case where just by reading the police report alone seen these drop-down menu selections like angry, angry was seen in almost every report where African-American woman was arrested. You would see these other characteristics like flabby, Boulder -- vulgar, ascendant, raspy voice and once we got through the please report, all of the police and advocates in the room felt pretty much on the same page. We felt like more could have been done in the investigation. Certain things could've been done better but overall they talk to witnesses, they talk to their supervisors it seems like they made the right choice here that she might had -- had been in aggressor and should've been arrested. And after reading the repeat guest the please report we played the 911 call and then back -- the detectives face is literally dropped because she would hear the woman on this 911 call, the woman who was arrested and she sounds terrified. She sounds extremely scared for her life and it really made and it was a total 180 for the officers in the room. That example really emphasizes that need to collect context and history of violence and more importantly to to those predominant aggressor self assessment. When you have these options in the actual format of the report and then you have the stereotypes of angry black woman, the 10 SHIRLEY affecting credibility because that stereotype does not fit the universal victim standard that we perceive a victim to be weak and

docile and crying. All of these things start to come together and again it's not we can't us -- we can't form any concrete conclusions from this but we're starting to see in the please reports that there is some gap between these perceptions of African American women and how incidents with them are getting documented by the police and therefore how they are going to look throughout the rest of the system once it's documented in that police report.

It really strikes me as you're laying this out that it's such an example about using the tools of institutional analysis to dig into how his work organized form the practitioners, in this case the police. So you have this kind of concept of manned day that you were talking about that hearing that they call the police because it's the Mande. That's kind of out there is a big assumption in the community. And then digging and particularly Wes the case file review with looking at the report and seeing that there is the ways in which policy and practice are not necessarily paying attention to making first to follow a clear self-defense determination, then a predominant aggressor determination if that's warranted. In those drop-down menus you and I were talking little bit about this before we joined the call and how those are reflective of this -- this modus operandi thinking that is not uncommon in the way in which police work has been organized basically since about 1917 and so fits more the kind of gathering information that you might find useful in locating a suspect they are immediately. But then when you start looking at how does this work then and applying it to response to domestic violence and particularly to African-American women who are acting, using violence, resisting, defending themselves, it starts to look very different.

Yes. And I will talk a little bit when we get to what our work next steps in next direction were moving in. Talk a little bit on how we followed up on these findings. For instant's, we could notice from police reports that there was a lack of the self-defense a sssessment, you would see pieces of a predominant aggressor assessment but you really wouldn't see the self-defense piece. It led us to look more closely at our statute which does not -- our statute really doesn't make clear what the steps in a predominant aggressor assessment should be. It's a little vague to the fact that self-defense may need to come first. First determine self-defense and then if that is not a factor, consider these other things. Then that is the way that we can now go back to looking at policy and practice and trainings and supervision to say we really need to emphasized 1st and foremost to a self offense -- self-defense assessment. It's within your predominant assessor assessment but it needs to come first. That is an example of how we can take a finding from reading a police report then go to the law to further understand it and then use policy trainings in supervision's to try to make a change.

I've jumped up had now to community focus groups is another key tool. You are right in the middle of using at the moment, if they understand it. Give us a picture, please of how you have developed those, how that connects with who you brought in with your steering committee and as you are beginning to plan all of this and where you hope to go with those.

Great. We are planning on holding for an initial community focus groups. Focus groups of women in the community who have experienced domestic violence or who then arrested for domestic violence incident and we organized it around four groups. Mostly because of that gatekeeper tip that came out in advocate focus group I mentioned earlier. We wanted to use that piece of knowledge from our advocate to engage the women in our community. What we did is we asked four of the main organizations that were part of our committee. IWISS, the family Justice Center and it [Indiscernible] which are groups within those groups there are advocates present who've already been working with women over time and with that those advocates be the gatekeeper. It made more sense for us here in New Orleans and based on information we have gathered and collected that rather than putting up flyers and posters in -- in public places in making radio announcement in trying to send broad general messages out we used this gatekeeper approach and had advocates who already knew women going have that were intimate personal reach out to say we are going to be holding these groups and would you like to be part of it so that that would be -- kind of build that trust around the victim coming to speak with us and feeling comfortable enough to do that. That worked out really well and one of our groups was a bit larger and we did have to do some flyers for them. We stayed very cautious with our flyers of course to be as cautious about safety considerations as possible. We've had one out of the four groups so far and it went really well. Each group has about five women and in this first group, three out of those five women have been arrested for domestic violence. And each of those situations they had varying circumstances that suggested that they should not have been arrested in that situation. Those experiences of them having been victimized but calling the police for help just to turn around and be arrested definitely played into all of the women speaking about Ms. Trust in the system which fits on one of our themes again in the fax that they did call 911 in the past but after so many experiences of calling 911 and the police and either being re-victimized which is another theme or arrested, they have lost, they are pretty much at a state of refusal to engage the system. Another example of free -- a free victimization that came up in our focus groups was mental illness being used to attack her credibility and family and police blaming her for being basically the victim and for being in the state. In fact one of the arrests involved a woman who needed to call her boyfriend to help her with her car and because she called him to help her with her car and then a fight ensued they arrested her for wasting their time, misuse of 911. So definite revictimization and resistance to victimization came up a lot in our focus groups as well which reinforced that theme where a lot of the women expressed that it entity of feelings strong, feeling like they needed to protect themselves, that would know of the resources at their disposal so they fought back. So this fighting back self-defense which was really clear in the police reports is now being voiced by women in our community. Without a doubt these community focus groups I think they're one of the most important pieces of all of the work that we're going to do here because my perspective what these women say is really what is going to tell us and give us some answers for all of these other considerations that were raised -- raised in the literature and what advocates say in what

text or case file say. It all gets credibility and it gets a certain realness from what the women in these focus groups are saying. I think that self-defense is one of the main themes that has really surface throughout our work at this point, which I will talk about here coming up and how we want to try to start addressing some of that.

You would mentioned that the first of this series of community focus groups that you're going to be doing, three of the women who came had a direct experience of being direct -- arrested, the other two didn't. Have you thought about than how you might explore in that setting because without getting into a whole session on how to organize and manage focus groups, there's always different things that happened than what you might expect. How you might explore then that the ways in which the threat of getting arrested might be used, generally.

Absolutely. I think that we do want to follow-up. We want to follow-up in a couple of ways. Some lessons learned from this first group. We need to follow-up a little bit more with women who have not been arrested as you have said to see are they receiving threats in is their perception in the community that, a perception in the men in the community that they can threaten arrest over woman's head in a situation. We also want to follow-up with the women who were arrested to then see what their interaction with some of those point in the system that come a little bit later down the road are because the blueprint does look at the entire system so we put a lot of emphasis and focus on the first responders, 911 in the 911 and the police but we do need to do a little bit more follow-up with prosecution and with probation and parole. In particular the one important thing we need to do to keep following up on this information now is to look at acceptance and refusal of charges and conviction rates because we are seeing this high arrested number of African-American women but it's going to really brought in that picture give us a whole new understanding of me see how many of those arrests really turn into a fiction, how many do prosecution follow through with, how many do they just dismiss right away without even looking into it especially when we are now hearing from the women how severe of an impact arrested having on the ability to trusting keys -- trust in engage in the system. We do need to take the follow-up a little bit further and learn a little bit more about the next steps in this process to kind of bring it all full circle.

And I brought up the next steps slide here to address some of those things that you have in mind in the questions and issues that have emerged in the strategies that you are beginning to think about both to gather more information and perhaps think about ways that eventually you might address what you are learning.

Yes. There is a great picture of our strategic planning committee appear and it's just such a great group of women that have come together. I will point out right now that you all received two handouts for this webinar and one of them is a summary of everything that was discussed in the very first meeting of our disparate impact strategic planning committee meeting. That really outlines everybody what the themes are that we found and what those advocates in those committee

had to share on those themes and what our goals are for moving forward which are reflected here in this PowerPoint. The other hand out that you have is the same type of summary we did when planning our focus groups so that you all can have some more information on how we approach developing these focus groups. Here, these tools and next steps there's a few different things that we're so eager to try to accomplish and achieve here in New Orleans and they are free and again by those five things that we pulled out from the literature. In terms of lack of cultural competency, I was just really, really shocked and surprised to find out that out of multiple power and control wheels that exist, there isn't one for African-American women specifically in that kind of challenge everyone I talked about this to see if they can find one because I would be more than happy to accept and receive one if there is one out there. Until we find that hidden power and control, we really do want to work with these women that we have been engaging here in New Orleans and see if we can go ahead and develop that tool for advocates and service providers. In terms of stereotypes, we want to look into implicit bias testing among the criminal justice system practitioners. Just kind of across-the-board we feel that we should beginning practitioners to think more about the old implicit biases that we all carry within us. Part of that also plays into what I mentioned before about mad day paired up with the stereotype of the angry black woman and how that can affect credibility and how that can affect whether or not you perceive an action itself defense were more aggressive. Ends -- kind of like all of those considerations come together that have led us to want to try to do a couple of things. One is develop a pocket card for responding officers in the field that will really guide them and focus them and hold them in on self-defense assessment and predominant aggressor assessment. That would involve asking the three kind of blue print risk questions and for those of you who might not be familiar, those questions are do you think here she will seriously injured -- into you, kill you or your children? How frequently or seriously do they threaten to us thought you? One was the time you are most frightened and injured. Those questions will help in collecting more information on history and context and they will also hopefully get officers doing the self defense assessment just one of the biggest thing that we have been seeing as a concern in this area. The other step we would like to take is to do something about these drop-down menus. We have actually are ready established a multidisciplinary team that is coming together to review our format, to review these drop-down menus and to see if we can tweak and modify the format of this place reports themselves to take out some of the biases inherent within them. We want to engage the independent police monitor and work on these trust issues. That is happening in New Orleans because of other -- the situations and circumstances going on in our community but I think that what we're hearing now from the focus groups is that the arrest of women is what is creating so much of the distrust that potentially getting these officers to focus on self-defense assessments really may start to address some of those trust issues if we can reduce the number of women being arrested. We also, some of our organizations down here in New Orleans have been doing speak up campaigns that have been working really well in the community and definitely with that being that type of issue that -- where the resistance to victimization that we are seeing where African-American

women who may not want to actually acknowledge or claim that they are a victim, right, it would actually prevent them from reaching out for services or reaching out for help and support and so not that we really want to focus on encouraging people to feel like victims but more so just to build that support in the community and that awareness we are thinking about doing speak up campaigns were some of the women who feel strongly about sharing their experiences can do some videos that can be used for lectures and -- in universities and in training of criminal justice practitioners and finally to continue learning as we go. We don't want to stop with just these first four focus groups. We want to continue to interview women in mind from them in this final piece is where was mentioning the professor from the University of New Orleans, she wants to work with us to even take our case file analysis even further down that we have done this initial set of four case file analysis and we've come up with those preliminary consideration that talked about earlier, want to use those to build a code system so then we can review several police reports, hundreds of reports rather than just a couple and really build a set of data from police reports based on this coded system of credibility, self-defense, etc. It's kind of -- it's a wide range. There's a lot of different ideas that we have, in addition to wanting to take these concrete steps we have also formed four subcommittees and that's on your strategic planning committee hundred -- handout. We have a subcommittee working on the focus groups in particular, we have a committee that will work on developing this power and control wheels etc. once we have finished gathering information from the community. We have the professor who is working on the research piece and then we eventually do want to develop our faith based committee that probably down the line once we have done a little bit more work with the criminal justice system to go out and really work with the faith based community. That's one of the really pressing areas that particularly affect African-American victims.

A lot of work and a lot of thinking generated out of this initial application of the institutional analysis tools and it sounds also that part of what you will be doing is using the case file review and the focus group and talking with people and digging into how the whole criminal legal system is working and responding to battering in New Orleans and that you be using these as an ongoing tool within the framework of the blueprint to really monitor what's going on. Is that accurate?

Yes. That is definitely accurate. I don't feel that this is any type of definite project or even a project that really has set parameters. I don't think there is one right way to do this and I think that part of why I have wanted to include so many voices as possible is that there's so much to learn out there. We try to kind of group things together but even within this group of African-American battered women there our a lot of ways is an experience to be heard. It needs to be an ongoing process. We do need to keep checking in on what's happening in the community and bring that practice to practitioners and use this engagement for the specific community in an ongoing human -- blueprint process. The blueprint as was mentioned earlier is not just the document here it's this ongoing process where we continue to review how domestic violence policies are working for Vick owns and -- working

for victims and whether or not they are creating any type of consequences or disparities. We need to keep looking at it. One answer could lead us down the whole entirely new world. This is a really, really preliminary starting place. I know that we have done a lot of work but it really has been more just to set the foundation. I think that as we continue to keep learning, it's going to keep taking us in new directions.

One of the things that I really learned and having the opportunity in New Orleans in December just sit with some of the members of your steering committee as they were planning the community focus groups and talking more about this is when you bring together that makes the people from the community who have a direct connection with women in many different settings, both the domestic violence advocacy arena plus head start parents and other community supports is really good thinking as questions get asked about the language on a focus group flyer or the ways in which those three risk questions are worded and might be asked. Do those make sense to women? Are they assuming a certain literacy level? So there was a lot of discussion that really helped get out of those usual ways of perhaps thinking and talking about the issues that we get so comfortable with.

I have been tremendously and that was one my concerns. I don't necessarily want to say it was a challenge because it really -- I don't know if I really made it clear we talked about how this committee came together earlier but it was greatly by word-of-mouth. When I started with IWISS I was recommended -- it was recommended to me some other organizations doing really good relevant work in the community so I went and approached them. One organization with lead me to two more in those two would lead me to for more and that's how we ended up building up into that's really big committee. But the other great pieces that I was a little concerned when we bring all of these voices together and this committee also does include advocates who work with Latino victims and LG BT victims and I was a little concerned. Is one advocates focus going to take precedent over another? Is someone going to feel alienated? Trying to be extremely and culturally competent in this work and so you know it does raise the question can you bring all these various voices together? The bottom line is at least for this group we're all -- we all seem to be extremely motivated by the one underlying goal of wanting to make this better and seizing the opportunity to really the community voices guide criminal justice system policies and that no matter what our differences have been, everyone has been extremely thoughtful about victim and victim safety and capitalizing on this really great opportunity to let the community really guide policy and practice. I think that if you could put together a team that just keeps that baseline goal that all of the other differences really just enrich the process.

I'm going to thank you tremendously for sharing this today and walking us through how you would use these tools. I'm sure we will hear more about New Orleans work and experience. I kind of imagine the same time next year to find out how it all turned out. In the meantime, to learn more, this is like 20 for those of you who are tracking that. Again tools and technical assistance available -- available by practice

on the website you will find a number of things under the institutional analysis community assessment link, including the audio archive from the series of webinars that we have conducted over the past couple of years and upcoming, April 29th to May second two thousand fourteen in St. Paul is the community is -- if the community assessment Institute which is in in-depth for day learn the methods and apply them in a very practical hands-on kind of way. You will find registration information on the website. And ensure you will be getting e-mail works that will be sending out in the meantime. Contact information for Praxis is up on the last slide here, questions can go to the people listed. It's also been posted in the chat and e-mail address if you want to follow-up with Amoulta would get any in addition -- any in additional information about the work underway. With that, I hope everyone is in from the ice in the coals in this now and whatever is going out there in the world today. We look forward to joining you next month on our webinar. Details on that will be forthcoming soon. Thanks everyone.

[Event concluded]