

JUSTICE
FREEDOM
DIGNITY



**Trauma-Informed
Practices**

Title IX

*Presented by:
Colleen Zavodny
Erin Richards*

AGENDA

Welcome & Introductions

About YWCA Metropolitan Chicago

Overview of Gender Based Violence

Explicit and Implicit Bias

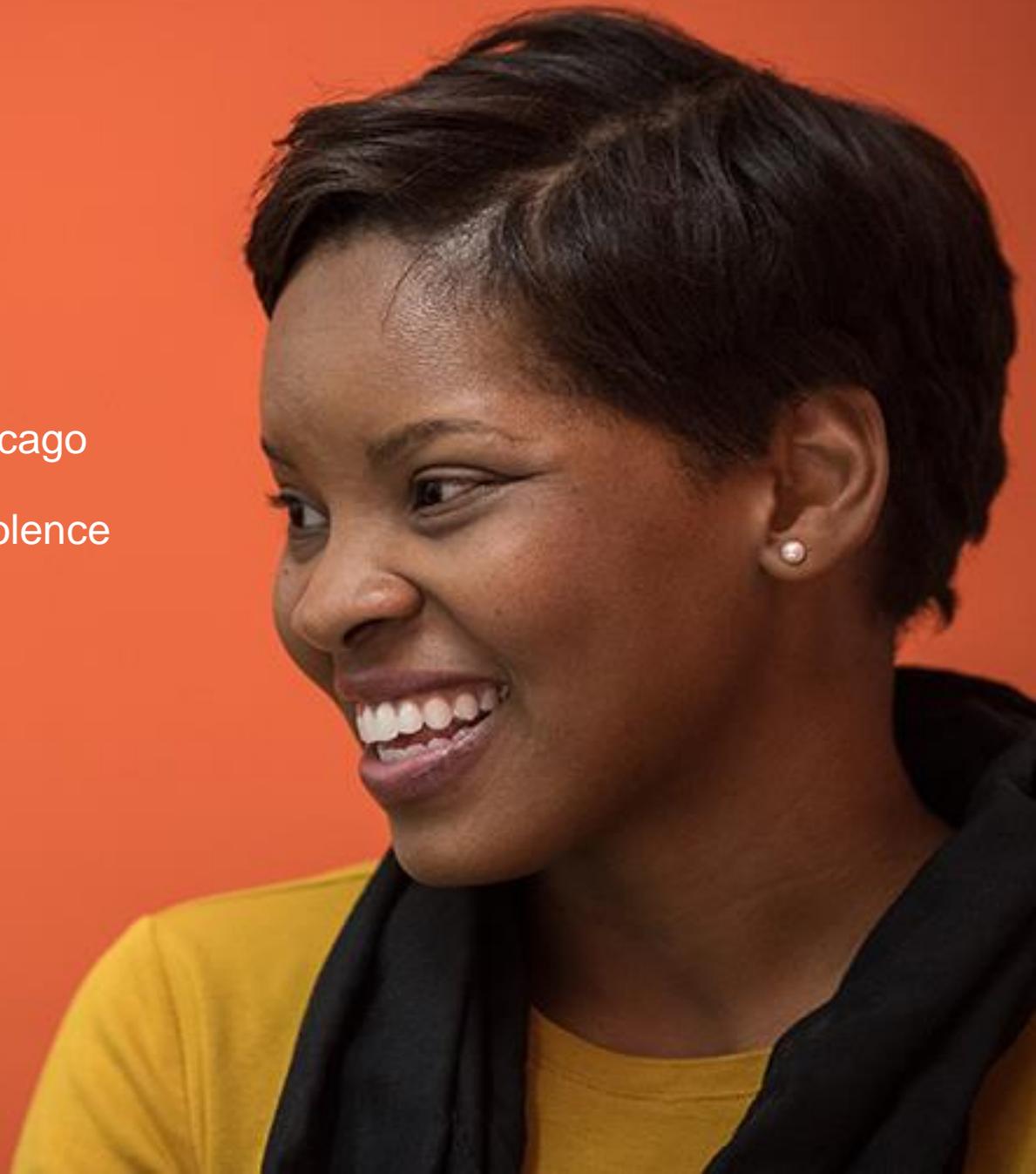
Trauma-Informed Interviewing

Reluctant Victims

Risk Assessments

Safety Planning

Conversation & Questions



WHO ARE WE?

- Colleen Zavodny
 - Coordinator of Advocacy and Crisis Intervention
 - Fun Fact – I am not a person who likes hugs, but I really just want a hug right now
- Erin Richards
 - Advocate
 - Fun Fact – I lived in New York for a year during a volunteer service program





BEFORE
WE
DELVE
IN...

YWCA METROPOLITAN CHICAGO

A **leading** association of the YWCA USA, which is a national organization with more than **230** local associations across the United States

A **trusted** community resource, founded in 1876, making the YWCA the oldest and largest women-focused human service organization in the metro area

Serving over **150,000** women and families in neighborhoods across Chicago and the suburbs

Committed to eliminating racism and empowering women through **transformative** services

Driving a whole new **vision** since March 2013 when Dorri McWhorter became CEO and focused on transforming the organization

VISION

We are transforming the organization from a 139 year old *social service agency* to a 21st century **social enterprise**.

We seek to be an innovative leader and global role model for helping women transition from surviving to thriving by addressing three empowerment priorities:

1. Freedom from Violence
2. Access to Quality Education and Training
3. Economic Sustainability

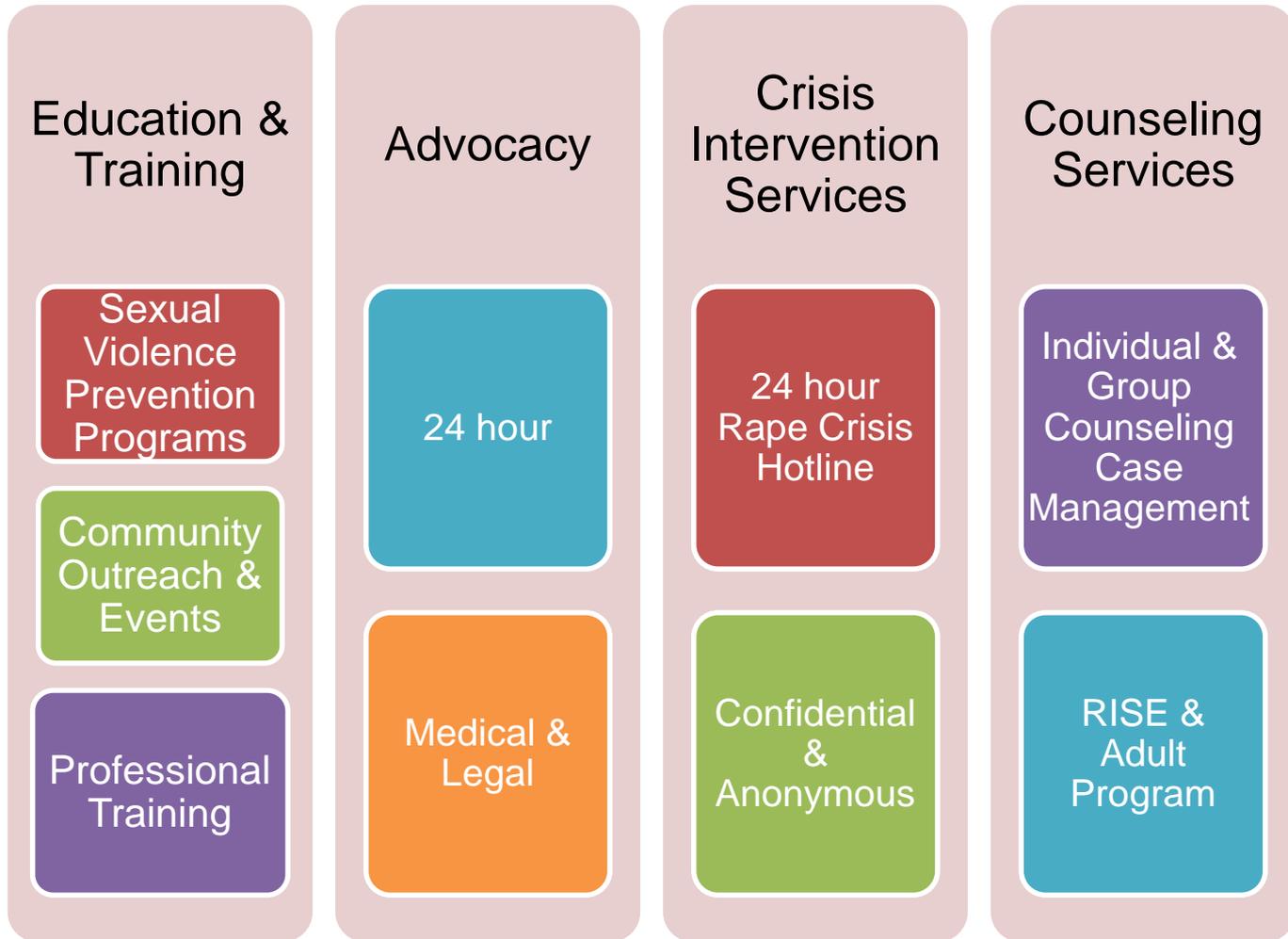
“The world is changing very fast. Big will not beat small anymore. It will be the fast beating the slow.”
-Rupert Murdoch

21ST
CENTURY
SOCIAL ENTERPRISE

TRANSFORMING

eliminating racism
empowering women
ywca
metropolitan chicago

Sexual Violence Support Services

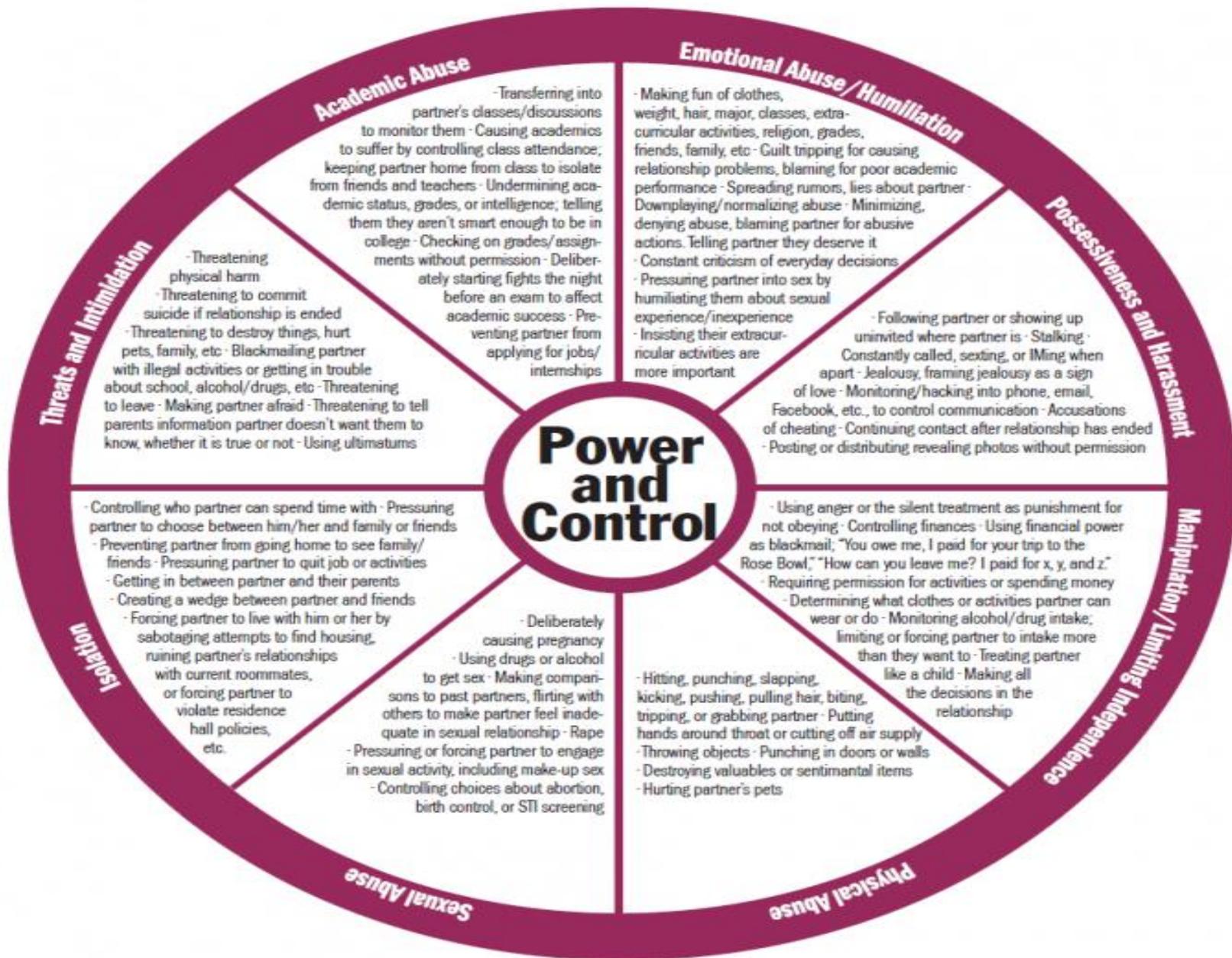


TYPES OF INTERPERSONAL VIOLENCE

**Domestic
Violence**

**Sexual
Violence**

Stalking





EXPLICIT AND IMPLICIT BIAS

- **Explicit** – attitudes and beliefs we have about a person or group at a conscious level
- **Implicit** - describes the attitudes towards people or stereotypes we associate with them without our conscious knowledge

<https://perception.org/research/explicit-bias/>

<https://perception.org/research/implicit-bias/>

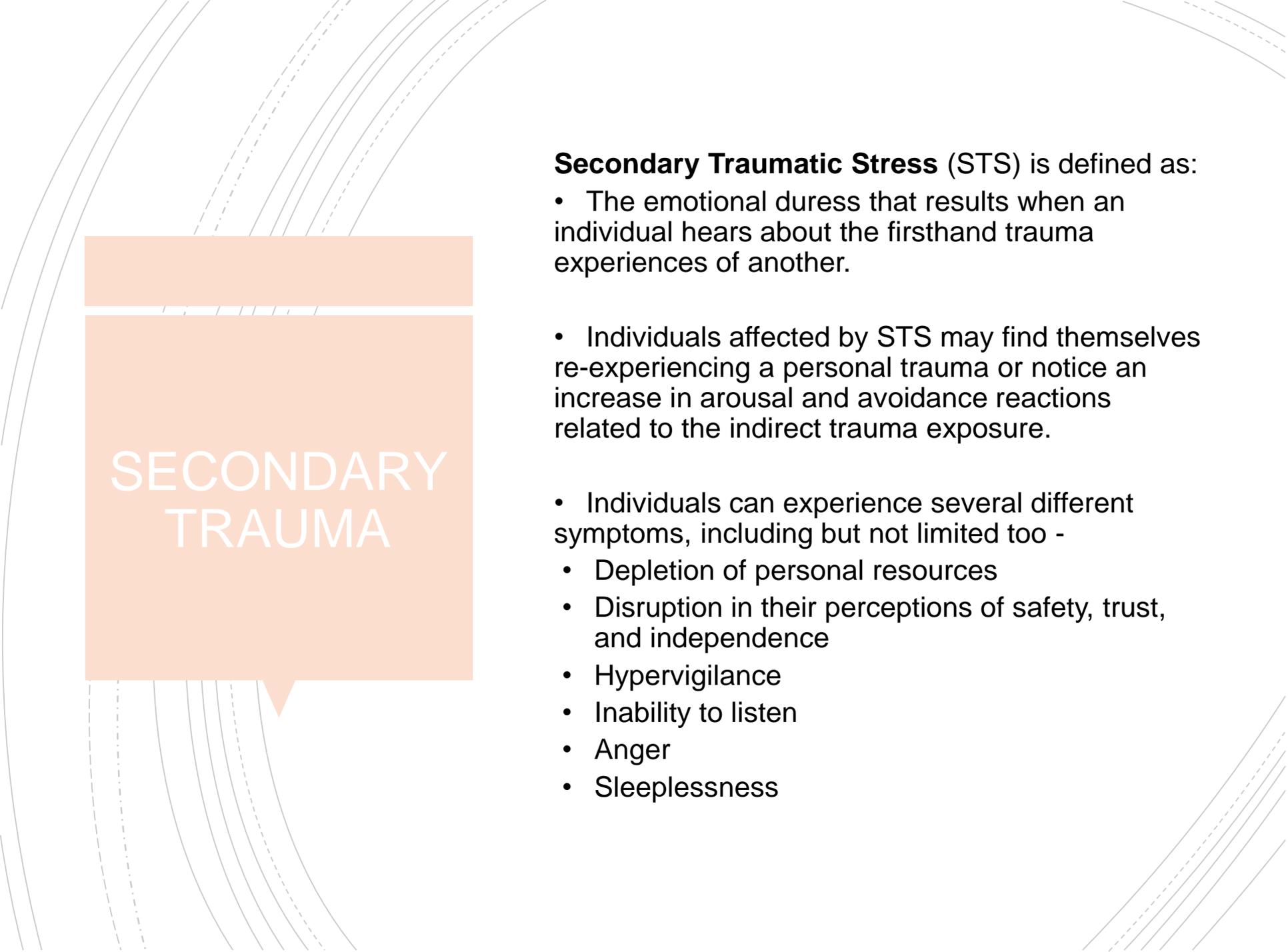
SO, WHY IS THIS IMPORTANT?

As humans we are more likely to express explicit biases when we believe that there is a threat to our well-being from an individual or group. If we react in a unfair way their can be long-term negative impacts on the person that treatment was directed at.

It has been found that majority of human actions occur without our conscious thought, but this also means our implicit biases often predict the way in which we will react to individuals or groups.

<https://perception.org/research/explicit-bias/>

<https://perception.org/research/implicit-bias/>



SECONDARY TRAUMA

Secondary Traumatic Stress (STS) is defined as:

- The emotional duress that results when an individual hears about the firsthand trauma experiences of another.
- Individuals affected by STS may find themselves re-experiencing a personal trauma or notice an increase in arousal and avoidance reactions related to the indirect trauma exposure.
- Individuals can experience several different symptoms, including but not limited too -
 - Depletion of personal resources
 - Disruption in their perceptions of safety, trust, and independence
 - Hypervigilance
 - Inability to listen
 - Anger
 - Sleeplessness

TRAUMA INFORMED CARE IS A CONTINUUM

Safety



Ensuring physical and emotional safety

Choice



Individual has choice and control

Collaboration



Making decisions with the individual and sharing power

Trustworthiness



Task clarity, consistency, and Interpersonal Boundaries

Empowerment



Prioritizing empowerment and skill building

Definitions

Principles in Practice

Common areas are welcoming and privacy is respected

Individuals are provided a clear and appropriate message about their rights and responsibilities

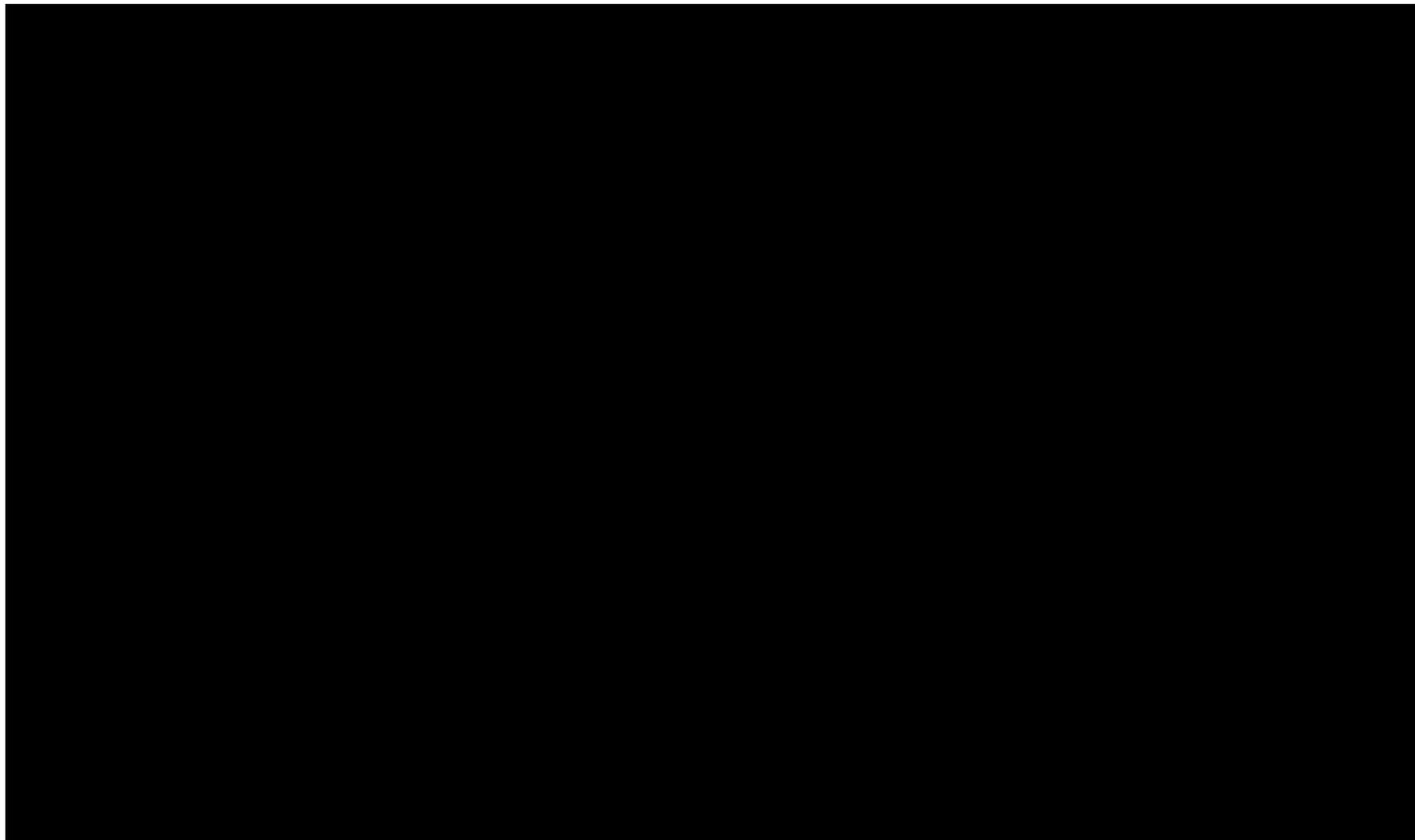
Individuals are provided a significant role in planning and evaluating services

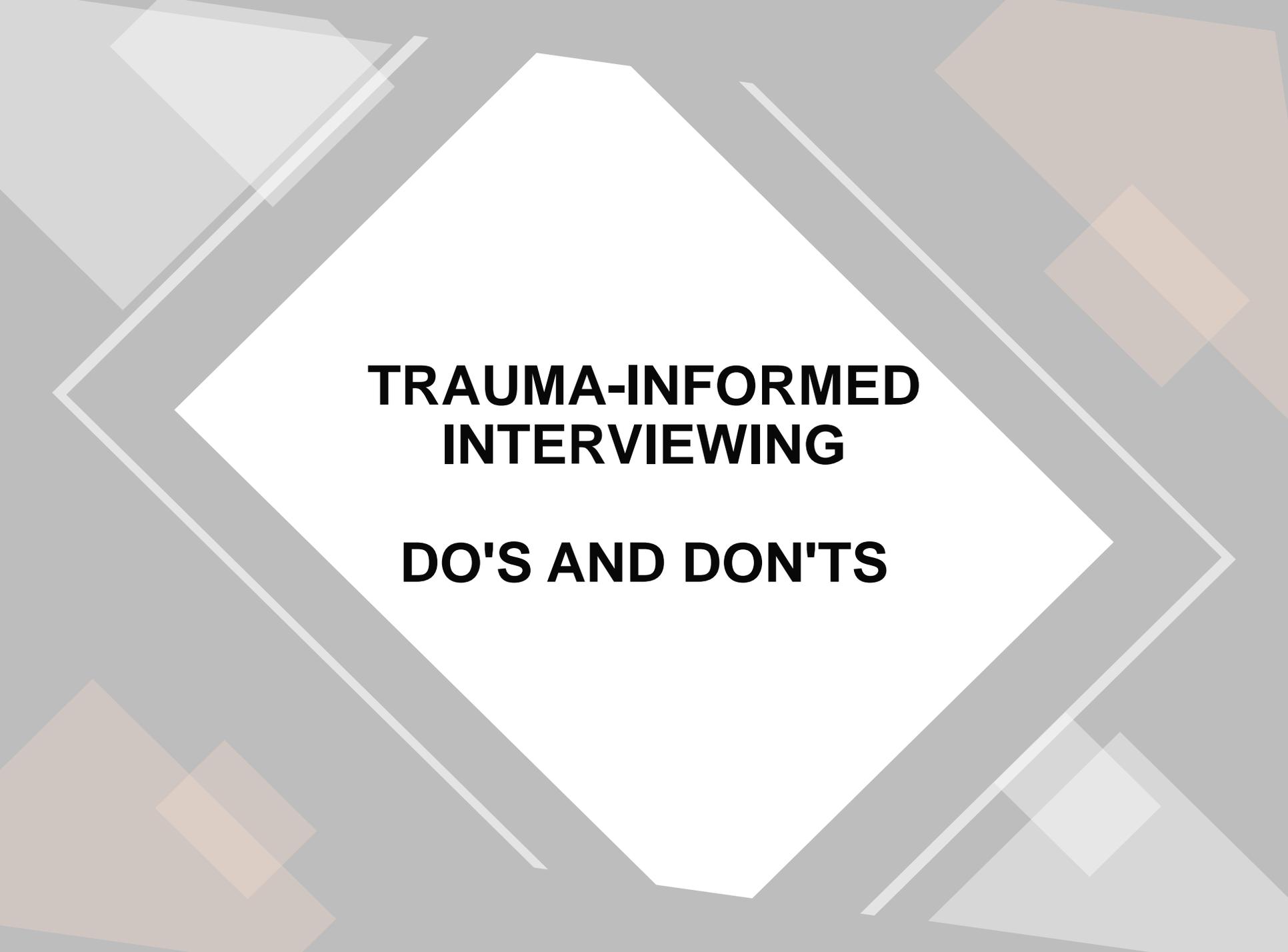
Respectful and professional boundaries are maintained

Providing an atmosphere that allows individuals to feel validated and affirmed with each and every contact at the agency

YWCA METROPOLITAN CHICAGO

Talking to Victims | W. Scott Lewis | TEDxSpokane





**TRAUMA-INFORMED
INTERVIEWING**

DO'S AND DON'TS

DO'S

- Do understand the impact of trauma on neurobiological, physical, and emotional levels
- Do promote safety and support
- Do know positive ways to respond to avoid re-traumatization
- Do provide choices with the goal of empowerment

DON'TS

- Don't assess credibility ineffectively or improperly
- Don't allow ambiguity or assumptions to rule the day
- Don't interpret the evidence to match a conclusion rather than letting the evidence lead to a conclusion
- Don't be blind to personal biases

DISCLOSURE IS A PROCESS NOT AN EVENT

- Explain the purpose of the interview, who you are, what your role is in the investigation
- Address questions from both parties at the beginning, middle and end of the interview
- Explain that it is okay to answer “I don’t know, I don’t remember” versus trying to make something up to close the gap in memory

Unfounded: How one woman's sexual assault report was handed by the police

Warning: The following content may be upsetting

SETTING THE STAGE FOR A TRAUMA INFORMED INTERVIEW



Create a safe space in order to create trust

Compassion, understanding, and
active listening



Open ended questions

Tell me more about what you
remember?

What were your thoughts when you
saw that text message?



Understand the limits of memory encoding and traumatic memories

Explain to the person it is okay if they
can't remember in sequence



HOW CAN SENSES HELP
YOUR INTERVIEW?

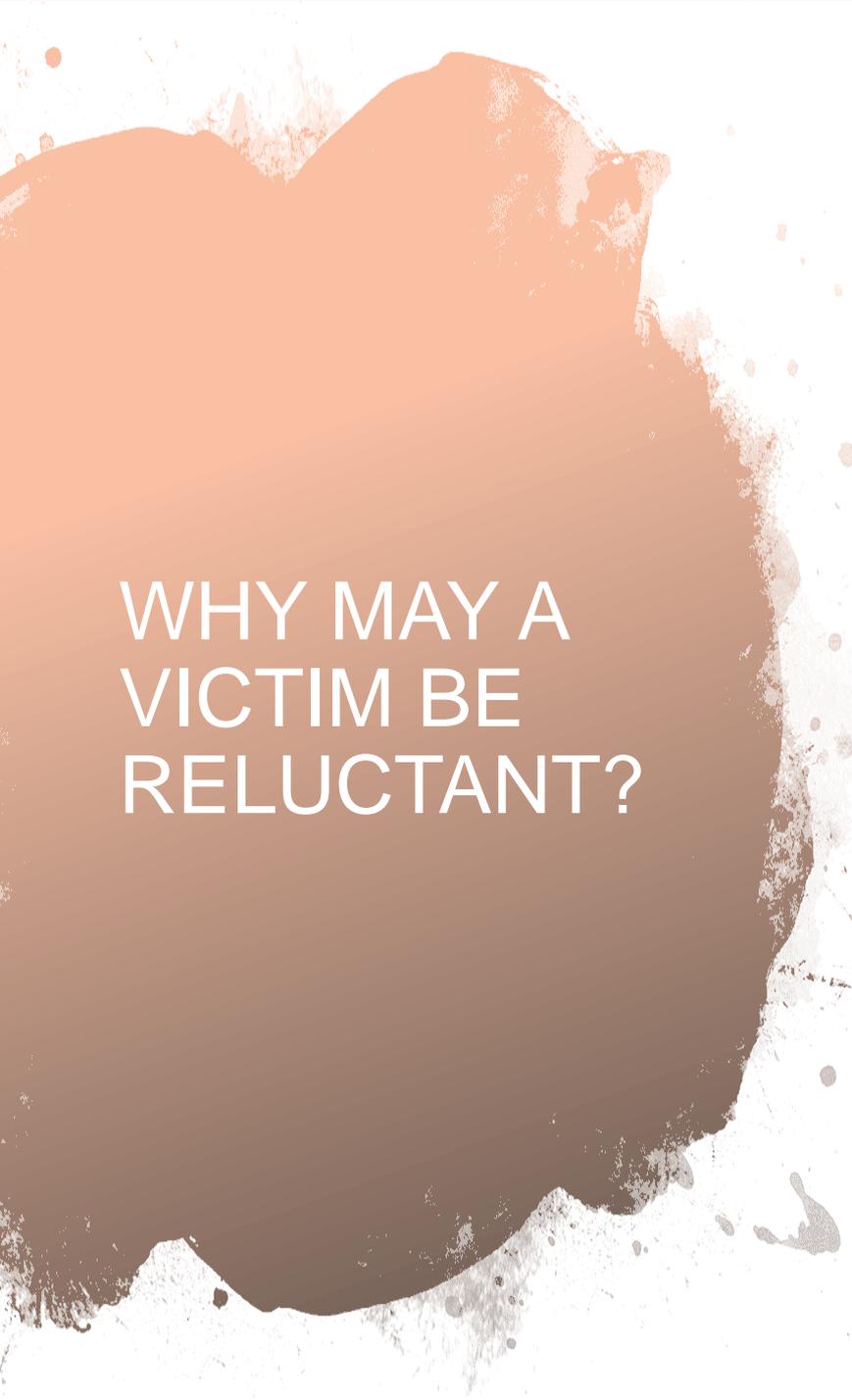
**ALWAYS
CIRCLE
BACK TO
INVOLVED
PARTIES**

Is there anything each party remembered that they would like to add?

Are there any questions the parties forgot to ask?

Has anything relevant happened since the first interview?

Are there questions that have arisen from the investigation?



WHY MAY A VICTIM BE RELUCTANT?

- There are several reasons a victim may be reluctant to work with an investigator -
 - Embarrassment
 - Shame
 - Guilt
 - Fear
 - Lack of faith in the system
 - Genuine confusion
 - Fear of retaliation, economic hardships, social stigma and isolation

HOW TO WORK WITH A RELUCTANT VICTIM

- Do not become impatient, frustrated or hostile when confronted with a victim's confusion or hesitation.
- Mobilize and encourage victims
- Explain all their options (and explain it more than once)
- Give them time and space
- Safety plan while they decide how to proceed
- Do not judge, but instead empathize with their feelings of guilt for reporting or the love they are expressing for the respondent
- Make sure they have a support person to speak with or an advocate

RISK ASSESSMENTS

Examples of Risk Assessment Tools -

- Danger Assessment (DA)
- Domestic Violence Screening Instrument (DVSI-R)
- Ontario Domestic Assault Risk Assessment (ODARA)
- Spousal Assault Risk Assessment (SARA)
- Lethality Screen portion of the Domestic Violence Lethality Assessment Program (DVLAP)
- Duluth Police Pocket Card

Structured Professional Judgment - is one approach to systematically and objectively assess risk.

In 2011 researchers completed work focusing on better understanding the factors that could increase risk, as well as identifying and implementing the inhibiting factors that can reduce risk.

"Risk assessment is a procedure whereby we measure some characteristic of a person or situation and then use that information to predict the likelihood of some negative event — re-abuse, for example, as measured by re-arrest."

- Moyer, R., Ph.D. Emeritus Prof. of Psychology, Bates College, "Evidence-based Risk Assessment of Domestic Violence Offenders: The State of the Science in 2006."

RISK ASSESSMENT PROCESS

- 1. Gather information
- 2. Determine the presence of risk factors
- 3. Determine the relevance of risk factors
- 4. Develop a good formulation of violence risk
- 5. Develop scenarios of violence
- 6. Develop a case management plan based on those scenarios
- 7. Develop opinions about violence risk.

DANGER ASSESSMENT

Jacquelyn C. Campbell, Ph.D., R.N.
Copyright, 2003; www.dangerassessment.com

Several risk factors have been associated with increased risk of homicides (murders) of women and men in violent relationships. We cannot predict what will happen in your case, but we would like you to be aware of the danger of homicide in situations of abuse and for you to see how many of the risk factors apply to your situation.

Using the calendar, please mark the approximate dates during the past year when you were abused by your partner or ex partner. Write on that date how bad the incident was according to the following scale:

1. Slapping, pushing; no injuries and/or lasting pain
2. Punching, kicking; bruises, cuts, and/or continuing pain
3. "Beating up"; severe contusions, burns, broken bones
4. Threat to use weapon; head injury, internal injury, permanent injury
5. Use of weapon; wounds from weapon

(If **any** of the descriptions for the higher number apply, use the higher number.)

Mark **Yes** or **No** for each of the following. ("He" refers to your husband, partner, ex-husband, ex-partner, or whoever is currently physically hurting you.)

- ___ 1. Has the physical violence increased in severity or frequency over the past year?
- ___ 2. Does he own a gun?
- ___ 3. Have you left him after living together during the past year?
3a. (If have *never* lived with him, check here___)
- ___ 4. Is he unemployed?
- ___ 5. Has he ever used a weapon against you or threatened you with a lethal weapon?
(If yes, was the weapon a gun?___)
- ___ 6. Does he threaten to kill you?
- ___ 7. Has he avoided being arrested for domestic violence?
- ___ 8. Do you have a child that is not his?
- ___ 9. Has he ever forced you to have sex when you did not wish to do so?
- ___ 10. Does he ever try to choke you?
- ___ 11. Does he use illegal drugs? By drugs, I mean "uppers" or amphetamines, "meth", speed, angel dust, cocaine, "crack", street drugs or mixtures.
- ___ 12. Is he an alcoholic or problem drinker?
- ___ 13. Does he control most or all of your daily activities? For instance: does he tell you who you can be friends with, when you can see your family, how much money you can use, or when you can take the car? (If he tries, but you do not let him, check here: ___)
- ___ 14. Is he violently and constantly jealous of you? (For instance, does he say "If I can't have you, no one can.")
- ___ 15. Have you ever been beaten by him while you were pregnant? (If you have never been pregnant by him, check here: ___)
- ___ 16. Has he ever threatened or tried to commit suicide?
- ___ 17. Does he threaten to harm your children?
- ___ 18. Do you believe he is capable of killing you?
- ___ 19. Does he follow or spy on you, leave threatening notes or messages, destroy your property, or call you when you don't want him to?
- ___ 20. Have you ever threatened or tried to commit suicide?
- ___ Total "Yes" Answers

Thank you. Please talk to your nurse, advocate or counselor about what the Danger Assessment means in terms of your situation.

CONSIDERATIONS IN SAFETY PLANNING

- Privacy concerns
 - Clery/FERPA
- Take into consideration confidentiality:
 - Make sure victims understand whether and to what extent their communications with school personnel are protected and what that means.
- Identify specific concerns:
 - Does the victim have a disability? Do they come from an underserved community?
- Consider the victim's emotional safety:
 - If you feel unqualified or that it is inappropriate for you to discuss these issues, refer the victim to a professional who can.

SAFETY PLANNING

- Key Points
 - Victims know their lives best.
 - Safety plans must be customized to fit individuals' circumstances.
 - Work with victims to gather the information needed to create a safety plan that works for them.
 - Nothing in a safety plan is meant to imply that it is the job of victims to keep themselves safe, or that they are to blame if they do not.



SAMPLE SAFETY PLANNING QUESTIONS ON CAMPUS

- The safest way for me to get to class/work is:
- If the abuser follows me from campus, I will plan to do the following: ex. Drive to a public place such as the police department.
- If I feel threatened or unsafe when I am on campus, I can go to these public areas where I feel safe: ex. Dining hall, quad.
- There may be places where it is impossible for me to avoid the abuse. If I need to go to one of those places I will do the following to stay safe: ex. Ask a friend to go with me, ask campus security to escort me.
- I can talk to the following people if I need to rearrange my schedule or if I need help staying safe on campus: ex. Counseling center, Dean, Title IX Coordinator

SAMPLE SAFETY PLANNING QUESTIONS WHEN LIVING WITH THE ABUSER

- If I decide to leave, the safest way to do so in an emergency is:
- I will keep money, car keys, extra cell phone charger, important documents hidden but ready by keeping them: ex. In a safe my partner doesn't know about, extra copies of everything at a neighbor's house.
- I will create the following code work with family and friends in case I need help. They will know this means to find me: ex. Code words can be pizza, lipstick, etc.
- If I need to leave quickly, I will arrange to stay with: ex. Aunt, friend, etc.

REFLECTIONS

What is something you learned today that you can utilize moving forward?

QUESTIONS



Contact Information

Colleen Zavodny
630-580-5707

Colleen.Zavodny@ywcachicago.org

Erin Richards

630-790-6600 ext. 2428

Erin.Richards@ywcachicago.org

LOCAL RESOURCES

DuPage Rape Crisis Hotline (YWCA)

(630) 971-3927

DuPage DV Hotline (Family Shelter)

(630) 469-5650

DuPage PAIP Programs

Center for Advancing Domestic Peace-- Wheaton

(331) 716-7995

About Behavioral Change-- Roselle

(847) 791-4384

Tricon Counseling—Carol Stream

(630) 842-2729



STATE RESOURCES

**Illinois Coalition Against Domestic
Violence (ICADV)**
(877) 863-6338

**Illinois Coalition Against Sexual
Assault (ICASA)**
(217) 753-4117

PAIP Programs

<http://www.dhs.state.il.us>



NATIONAL RESOURCES

National Domestic Violence Hotline

(800) 799-7233

National Sexual Assault Hotline

(800) 656-HOPE (4673)

Batterer Intervention Programs

<http://www.dhs.state.il.us>

