SEEDING GENERATIONS

Fostering Innovations in Accountability with Healing

Area 2 of 3
Reframing Interventions for People who Abuse

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Seeding Generations Booklet 2 of 3: Innovations in Accountability with Healing

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FRAMING

Look at everything around us. It's economically depleted. You see these generations of violence. My father and my mom went through the same issues that me and my children's father go through. You have to understand community dynamics. — **Lindsay**

Penmanship doesn't change because you change the pen. You might get away with abusing one person but what is going to happen when you get into another relationship? It's important for abusers to get help (counseling, group support, volunteer opportunities) that might be the only thing that can/will stop them from abusing someone again. That has the potential to change the pattern/trend of abuse and impact the way his generation is living. — **Samantha Taylor**

We live in cultures where violence—from mass shootings to hate violence to interpersonal violence—surrounds us and infuses our communities, institutions, and how we live our lives. In the United States, the women's movement has made life-saving gains on recognition of gender-based violence and particularly in the need to support survivors of violence with services and criminal legal system responses.

Where we have fallen short is recognizing the power of reparative strategies and transforming the intersecting conditions that lead to violence. We have consistently invested in a crisis response frame while short-shrifting the long-term work of transformation.

With the collective wisdom of survivors, people who have caused harm, advocates, and community members, this Blueprint for Abusive Partner Intervention seeks to reframe our current frames of gender-based violence advocacy. By seeing abuse as a behavior instead of a person (i.e. person who causes harm vs. abuser) and utilizing the term "intimate violence" to include elder abuse, family violence, intimate partner violence, and women who use force, the Blueprint challenges conventional framings of gender-based violence while underscoring gender oppression and heternormativity in violence. The solutions presented here challenge the current narratives for survivors of violence including the imperative to leave to get services, the necessity of carceral solutions, and that intergenerational healing and wellness through breaking cycles of violence with people who cause harm is impossible.

There is a list of numbers for the victim. I haven't seen any services for the abuser so they can get help. I would like to see that being offered. It's so painful to see this is the norm. — **Iffat**

On a practical level, the solutions here connect people with each other—partners and chosen family, agencies and communities, professionals and community leaders, and survivor advocates and providers serving people who cause harm—with the knowledge that these categories overlap and our solutions need to work against such binaries and towards interdependence. The solutions here recognize that change is more than completion of a program, that people need to practice change and supports are vital for practice, and that prevention is part of intervention. The solutions here recognize that transformation happens in community and that programs must be accountable to survivors and culture change of violence.

The strategies here look to a liberation framework where people who cause harm have a stake and choice in their own growth, evolution, community connection, and liberation. This Blueprint envisions an architecture where stakeholders—not systems—lead the way.

With these complex solutions, the aim is not to sanitize violence or the real complexities of people's lives, systems, and behaviors. The goal is to acknowledge all of this and yet open up space to interrupt violence and cultures of violence. From this vantage, we can ensure connections of personal and systems accountability and transform the intersecting conditions that spur or enable violence.

To find transformation, we will need to go against the grain. I am personally grateful to have had my own assumptions challenged through the process of speaking with survivors, people who have caused harm, providers, and community members. In my 20 years of advocacy for survivors of violence—rooted in South Asian communities and communities of color—I too have advanced received wisdom such as mediation can't work, counseling can't work, batterers don't change. This year-long process of fostering participatory, transformative change has enabled me to re-examine such precepts and open up new strategies that give opportunity to heal from violence and be in healthy relationship and community.

Through the process, content, and format of this report, my frame is to enable reframings. My hope for this report—rooted in the power of transformative listening—is that it holds multiple realities and vantage points and keeps alive complexity. I aspire for this work to open conversations, facilitate concrete and actionable short-term solutions as well as enable visions where generations from now, we see an end to all kinds of violence. Working together, transformation is possible—and imminent.

Reframings on Abusive Partner Interventions and Ending Violence

Element 1: Transformative Solutions

- Fostering interventions for people who cause harm as a necessary part of supporting survivors and ending violence intergenerationally
- Mobilizing the wisdom of survivors of violence and people who have caused harm in fashioning solutions to ending violence
- Moving beyond carceral responses to localized, creative community solutions
- Resisting cultures of violence by addressing intersecting oppressions and cultivating culturally-specific, anti-ableist, anti-classist, anti-heteronormative, and anti-racist programming
- Focusing resources and evaluation measures on long-term culture shifts and prevention over short-term band-aids

Element 2: Holistic Services towards Transformative Justice

- Fostering a belief and a praxis that people can change and communities can transform
- Moving beyond punishment to accountability with healing
- Fostering wholeness through wrap-around services, whole family strategies, and re-entry programming
- Mobilizing innovations through trauma-informed, restorative, and motivational change practices
- Making space for voluntary services and peer mentorship models
- Investing in professionals and community members advancing this work through resources, training, and leadership opportunities

Element 3: Integrating Interventions towards Safety, Wellness, and Impact

- Fostering interdependence through team-based approaches and investments
- Investing in people, trainings, and collaborations
- Amplifying existing services through connection and integration

> *As important as it is to have a team dedicated to a survivor, it's just as important for that person who's perpetrating harm to have a team. They've been trying to do whatever it is they're doing—healing, harming, avoiding—on their own for so long. It's going to take a lot of different people to get through to them. Someone who perpetrates harm does not expect support.* — **Kimber**

METHODOLOGY

> *Programs need to have individuals running programs that are close to the problem. And we were talking about the fact that you have all kinds of people who want to do things to help deal with the problem but none of them experienced the problem. We need to have formerly incarcerated individuals running some of these programs and setting some of these policies. Policy is the big thing because policy sets where the money is gonna come from.*
>
> — **Anonymous**

As an independent consultant to the Interagency Working Group on NYC's Blueprint for Abusive Partner Intervention (IWG), over the past year, I have had the joy of partnering with amazing community members, devoted service providers, and talented government and non-profit staff to arrive at a new, visionary NYC Blueprint for Abusive Partner Intervention.

Because I wanted to ensure the voices of direct stakeholders—survivors of violence and/or people who have caused harm—I navigated a process for research approved by the Center for Court Innovation Institutional Review Board (CCI IRB). In 2017, I received approval both for interviews with direct stakeholders as well as non-profit and government staff. My IRB-approved research also included focus groups with non-profit and government staff to reach allied providers and include voices outside the IWG. Finally, I conducted program observations to ground my analysis in day-to-day work. As part of the research, I utilized American Sign Language interpreters for 2 research participants and a Spanish interpreter for 2 participants. All research participants selected how they would like to be identified—anonymously, by first name, by full name, and/or by name and title. In addition, research participants who requested review were sent their comments for inclusion in the Blueprint to ensure accuracy. Research participants will also receive a copy of this Blueprint if they indicated interest in receiving it. The collective wisdom of community stakeholders, practitioners, and program participants informs this Blueprint: it would not exist without their partnership.

Alongside the first-hand research, I led an interactive participatory change process with the IWG and members of the Coalition on Working with Abusive Providers (CoWAP). The topics of each meeting I facilitated are provided in the text box on the Blueprint Development Process. I am grateful to CoWAP and IWG members for your active participation and collaboration—you made this Blueprint visionary and actionable.

Finally, I worked to include voices at the table not always found in policy discussions—primary stakeholders, culturally specific service providers, and practitioners working in related advocacy and social justice arenas. My aspiration is that the Blueprint and recommendations gathered here will amplify a movement building and systems change approach and continue to center the voices of direct stakeholders and marginalized practitioners in order to transform systems and cultures of violence.

The following NYC Blueprint for Abusive Partner Intervention emerges from the collective wisdom of everyone who participated in the first-hand research, interactive meetings, and year-long process with me. As the report author, I have pooled, organized, architected, and elaborated these recommendations for the

Blueprint Development Process

Element 1: Center for Court Innovation IRB-approved first-hand research

- 31 interviews with direct stakeholders (survivors of violence and/or people who have caused harm)
- 47 interviews with government and non-profit staff
- 6 focus groups with 29 government and non-profit staff
- 6 observations of current abusive partner programming

Element 2: Holistic Services towards Transformative Justice

- 4 visioning and action-mapping meetings with the IWG
  - Jan. 31, 2017: Mapping transformative interventions and linking prevention to intervention
  - March 30, 2017: Enhancing collaborations and coordinated response
  - May 18, 2017: Recommendations for abusive partner interventions
  - June 16, 2017: Recommendations for access & inclusion
- 4 visioning and action-mapping meetings with CoWAP
  - Feb. 21, 2017: Research on gaps in abusive partner intervention services in NYC, ways to fill gaps, and role of CoWAP
  - March 21, 2017: Mapping a story for abusive partner interventions
  - April 18, 2017: Enabling voluntary participants
  - July 18, 2017: Recommendations for abusive partner interventions

Element 3: Field input (selected)

- January 2017 The United States Department of Justice Office for Victims of Crime and Office on Violence Against Women National Roundtable on Programs for DV Offenders
- Spring 2017 NYC Domestic Violence Task Force
- August 2017 First Lady of NYC Community Conversation on Abusive Partner Intervention Programs

IWG's review and consideration for adoption. This Blueprint of my crystallized recommendations envisions three arenas for progress: transformative solutions; concrete innovations in accountability with healing; and, integration of services towards safety, wellness, and impact. Through the gathering of collective wisdom, the recommendations are bold, specific, actionable, and compelling.

Research Participant Overview

Element 1: Direct Stakeholders

- 31 research participants
  - 24 individuals who identify as survivors of violence
  - 5 individuals who identify as both survivors and people who have caused harm
  - 2 individuals who identify as people who have caused harm and who grew up with abuse/were bullied/faced community violence
- Borough representation included:
  - 10 based in the Bronx
  - 10 based in Brooklyn
  - 5 based in Queens
  - 4 based in Manhattan
  - 2 based in Staten Island
- Age ranged from 19-66:
  - 8 ranged from 19-29
  - 8 ranged from 30-40
  - 7 ranged from 41-50
  - 7 ranged from 51-60
  - 1 ranged from 61-66

Element 2: City and non-profit staff

- 74 research participants:
  - 12 from community-based organizations
  - 12 from government agencies working across arenas
  - 12 from legal and courts staff
  - 12 from non-profit agencies
  - 11 youth services providers
  - 8 abusive partner interventions practitioners
  - 2 elder services providers
  - 2 from law enforcement
  - 2 public health program clinicians
  - 1 clinician/researcher
- Borough representation included:
  - 6 based in the Bronx
  - 10 based in Brooklyn
  - 8 based in Queens
  - 2 based in Staten Island
  - 48 based in Manhattan including providers serving all boroughs

HOLISTIC SERVICES AND APPROACHING TRANSFORMATIVE JUSTICE

> *Had I not been exposed to this work, I would not have been able to forgive my mother's abuser. I blamed all men for his behavior, when my issue was with that particular individual. I realized my real work was to work with all men to change the message we receive at an early age that woman are our property and we can do what we want with them if they are emotionally and intimately involved with us. We have to send the message that there is zero tolerance for this, but you can also get help. This work planted a seed for me for forgiveness. We're doing it because men can change. Men can undo the harm we commit against women and girls if we only begin to challenge our behaviors, attitudes, and silence on the issue. I am allowed to undo what I was carrying.* — **Juan Ramos**, Executive Director, Community Driven Solutions, Inc.

FOSTERING HOLISTIC SERVICES AND TRAUMA-INFORMED ACCOUNTABILITY

Re-envisioning interventions for people who cause harm imagines change is possible—and envisions a world where survivors can access justice, accountability is possible, and our work transforms generational trauma and cycles of violence. We have understood the significance of holistic services in survivor advocacy. And now it is vital to see how holistic interventions for people who cause harm can foster increased safety and wellness across our communities.

In part, violence treats people as less than whole beings. Rather than reproducing violence, as systems and service providers, we need to foster wholeness. "Our responses are rooted in the criminal legal system where people aren't considered in their wholeness," indicates Margarita Guzmán, Deputy Executive Director at Violence Intervention Program, Inc. "The prosecution is based on incident-based responses. People get broken down into events/incidents/specific points in time." When we see only slices of people, are we utilizing the interventions that will get us to our goals of healthy relationships, families, and communities?

Members of the Coalition on Working with Abusive Partners (CoWAP), as crystallized in a session I led on story mapping, seek to change the narrative from "abusers are bad people who deserve to be punished" to seeing our work as

One time with my daughter's father, this was actually years ago and I actually punched him in the eye. And to this day I don't know why I did that. I apologized but just the fact that I did that. He didn't do anything to even deserve that and that might also stem from, like I said, abuse in the household. I was sexually abused at a young age so I believe maybe a lot of my negative behavior is because I was so young and I wasn't able to stand up for myself. So, I realized that later on, years apart at some point, I abused other people that really don't deserve it. No one deserves to be sexually abused either. I'm just saying that to say that you tend to hurt those that don't deserve it either. The repetition, that cycle: it just transforms in a different light. — **Grace**

"restoring wholeness to family and relationships beyond heteronormativity and recognizing what led to lack of wholeness—structural racism and historical trauma." Providers want to acknowledge the complexity of people's experiences and lives while furthering accountability. In part, especially for teens and young adults, our response to intimate violence could have life-long consequences. "From the young men, I've learned that things happen in a relationship and one incidence doesn't define you," shares Gene A. Johnson, Jr., Mediator and Facilitator. "You made choices that got you here but that doesn't have to define your life." Accountability can be a journey towards wholeness—not simply a punishment that shrinks one's humanity.

How do we encourage capacity for people who cause harm to be healthy and in healthy relationships? One core strategy is to connect accountability with healing in a framework that allows for wholeness through access to holistic services. Trauma-informed accountability interventions can do just that. One fear, particularly for advocates who helped mobilize systems to take gender-based violence seriously, is that allowing a trauma-informed lens will excuse abusers and violent behavior. It need not be so. As one advocate observes, "It has to be either you're doing accountability work or trauma-informed work. The idea that you could be doing both at the same time is hard for people to wrap their heads around. It's not either/or. You can do both without making excuses." The advocate also speaks to what holds us back from embracing trauma-informed accountability—the fear of amplifying harm: "It's really hard to do something that's scary when you've seen women die or systems fail."

Safety is pivotal—and the basis for how we have designed our responses to abuse. Safety-oriented responses have prioritized

mandates through law enforcement, courts, or agencies as well as stop-gap solutions to remove survivors and children from harm. And yet, have we transformed behaviors? Have we created healthier relationships and communities? According to the NYC Domestic Violence Task Force 2017 goals and recommendations report, "Domestic violence now accounts for one in every five homicides—and two in every five reported assaults—citywide" (p.2 of http://www1.nyc.gov/assets/criminaljustice/downloads/pdfs/domestic-violence-task-force-2017-recommendations.pdf). The NYC Domestic Violence Task Force raised concerns on the stagnation of intimate partner violence homicides in NYC—even as homicides generally have decreased.

Given this current context, if our responses have been targeted to safety and ensuring mitigation of physical harms (including death), and the impact is not necessarily as we would want, isn't that a call to re-envision our services? As Rebecca Thomforde Hauser, Associate Director, Domestic Violence Programs at the Center for Court Innovation, notes, "This person isn't just one thing. It's increasingly untenable that there are programs for other kinds of offenders but not people who use intimate partner violence." What would happen if we thought more broadly on safety? What if our interventions were designed from a vantage point for fostering well-being and wellness? What if we began with the principle that not only survivors but people who cause harm deserve healing—and their healing can further survivor healing, children's healing, and healing in our communities? Or as Essex Lordes, National Coalition of Anti-Violence Programs Coordinator at the New York City Anti-Violence Project, asks, "How do we change conditions that are creating harm and not just the harm?"

In re-vamping interventions for people who cause harm, we have an opportunity to center wellness, an expanded and integrated sense of safety, and the accountability of actual behavior change. Rather than scratching the surface, we can begin to look at the roots of cultures of violence and shape our responses to transform those cultures. In our work with individuals, that work to change the conditions that lead to harm and not simply address the harm as a discrete unit would approach transformative justice—a process of community-based accountability that centers values, safety and survivor self-determination, accountability, and changing the political conditions that lead to violence (modified from http://www.usprisonculture.com/blog/transformative-justice/). "At the core of transformative justice is accountability," observes Guzmán. "It's about how we become something different. It results in behavior change. It shows up in different ways including the process of the work."

Within the context of interventions for people who cause harm suggested in this report—some rooted in systems and some in communities—the goal is to approach transformative justice through engaging processes of doing the work that address root causes, commit to the possibilities of healing, and build community power in order to transform all

violence. To do so, we need to ground a clear definition of accountability. As Quentin Walcott, Co-Executive Director of CONNECT, explains, "Accountability is three things: 1) acknowledgement of what I've done; 2) dealing with the consequences and not blaming the person I abused or a system; and, 3) demonstrating some sort of an internalized change that can be manifested via reparations or activism." Such a vision of accountability enables immediate and long-term change, as seen in CONNECT's Father's Day Pledge, which furthers community commitments to ending violence while opening space for engaging more community members in the conversation. We can both address current harms and commit to a future free of violence.

To approach transformative justice in our systems work would be to acknowledge that people who cause harm could benefit from healing—and that we can enable accountability with healing through trauma-informed approaches. "From an early childhood mental health perspective, domestic violence is a type of trauma exposure that can critically impact child development across all domains: social, emotional, cognitive, physical," explains Erica Willheim, PhD, Clinical Director, Family PEACE Trauma Treatment Center at New York-Presbyterian Hospital. "For young children in particular, witnessing domestic violence can negatively impact the attachment relationship with the primary caregiver that is being abused, as well as create a foundational template for abusive expectations in intimate relationships. Can I trust others? Am I worthy of being treated respectfully?"

How then does understanding trauma or history of abuse influence our work? For one, as Willheim notes, it helps us to understand cycles of violence: "Intergenerational violence: your trauma has been fused to your parenting and relational life." If we were to intervene with children witnessing abuse as well as people causing harm with services that incorporated healing, we could begin to interrupt intergenerational violence. We could begin to transform violence and understand that transformation is a core objective. "One of the joys of my work is seeing kids transform—going from a bad place to a good place," shares Michael Scherz, Director, Domestic Violence Project at Lawyers for Children. "Part of our aim is not just legal remedies but to go from one place to another."

Or as Albery Abreu, Abusive Partner Intervention Specialist, Family Wellness Program at Children's Aid, offers, it would be "the mental and physical healing of trauma that has been that way for years and centuries. Doing this work is an opening to healing with communities. We would ideally create a support group for men to speak to men, men who have done

> *Advocacy has also been my therapy.* — **Lindsay**

How Do Holistic Services Get Us Closer to Transformative Justice?

Element 1: Focus on Wholeness

- Humanizes the person causing harm while enabling accountability
- Opens up interventions such as whole family services and restorative justice
- Underscores relationality, interdependence, and hopefulness for transformation

Element 2: Use of Anti-Oppression Lens and Goal of Liberation

- Trauma-informed frame to heal historical and structural oppressions as a pathway to healthy relationships and communities
- Going beyond the binary: inclusion across identities including gender identity and sexual orientation
- Enabling differential assessment to provide interventions useful to each person causing harm in the journey to behavioral change and wholeness
- Situating services as opportunities for transformation and liberation

Element 3: Linkage of Prevention and Intervention

- Viewing interventions as interrupting cycles of violence while preventing future harms
- Preventing systems harm including through diversion, alternatives to incarceration, and community-rooted responses

Element 4: Building community power and changing the conditions that lead to violence

- Enabling survivor input and empowerment through the process of accountability
- Fostering credible messengers and direct stakeholder involvement for community-led transformation
- Collaborative use of resources with a collective stake in transformative solutions

healing work and unlearned behavior and have new ways of coping. Imagine if they can speak to other men who are not there. We can create a network where the norm will become healing."

HOLISTIC SERVICES REQUIRES TRANSFORMING CRIMINAL LEGAL SYSTEM RESPONSES AND FOSTERING AN ANTI-OPPRESSION LENS

"At the time sitting in jail was just not an option for him. And I think that those 5 days in jail did help open his eyes and help him realize that 'I need to stop, I need to change.' And beyond that, we have a son together my son—our son—was very young at the time and he's always behaved one way with me but he was a very positive—and still is—figure in my son's life. And he didn't want my son to see that anymore. My son and jail—not wanting to be an inmate again—was motivation enough for him." — **SaSha**

"I called the cops to diffuse the situation. It didn't make a difference because he still comes back. He violates my order protection. He won't stay away from me." — **Anonymous**

"He had to take a class but he didn't finish. He went a couple of times and then he stopped going. He started making excuse about oh, he don't like. 'They're talking about this and that.' But it's an excuse. I would like that the Court send a letter that he had to do that or he going to jail. He is scared—he don't like jail at all. He don't like jail at all. I would like they can provide mandatory program where if he don't follow the program and we catch you with a drug, you going to jail. First, you're doing a thing that is not legal—and you're not supporting your child." — **Fey**

At a loss for how to change a loved one's behavior and/or meet their family's needs, many survivors access law enforcement and the courts for safety, vital economic supports, and a mandate for change. Some survivors report that incarceration or the threat of incarceration does indeed shift behavior. And some survivors have found law enforcement to be a lifeline. Ronndolyn Black speaks to the police officer who was her sole support in facing a former partner who continued to stalk her, sharing, "He basically told me that if he ever came back, just call him and he said, 'I'll arrest him as many times as it takes until he knows that he's to leave you alone.' I didn't know anything about an order of protection. I didn't know anything about what I could do. This was the only person that told me there's something that we can do and you don't have to deal with him coming here and bothering you. At the time, I didn't even know anything about the court system or what I could do. The only person that was there for me was that police officer. And that was it. I wasn't given any other kind of information or other options." Black adds that only a court mandate and looming incarceration threat would have spurred the person causing her harm to "stop and seek services."

And yet, in Black's situation, the intervention ended with law enforcement response. Looking back, she reflects that having had more information and wrap-around supports could have altered her decision-making and choices in pursuit of safety and accountability. "And another thing is that I didn't know if you do decide to press charges exactly what happens cuz I didn't get any kind of information as far as what happens next, what can happen, what will happen, what can I expect. Just having that information so I would have known what decisions to make—like should I get an order of protection or should I leave? Should I go in the shelter? Just knowing that you have options and I didn't have anyone to really tell me any kind of information as far as that. It's just like you have gone through this—the stuff that I've gone through—and I get the feeling people act like, 'Well, you have been here now 1,000 times so you know what to expect.'"

A lack of integration of systems and holistic services—offering interventions in silos—can lead to the limited safety options Black describes. Furthermore, some survivors fear reaching out to law enforcement due to structural racism. One survivor shares she was afraid to leave her apartment and find her abuser had locked her out with her daughter with nowhere

to live. She added that the sexual and physical violence she faced made her feel ashamed to call law enforcement—and that her partner had threatened that the police would detain her for being undocumented. She describes, "Él era un hombre que era una persona de muy alta inteligencia y era un ingeniero y el jamás iba admitir ante la sociedad ni a si mismo que él era un abusador. Cuando una persona como esta tiene una relación con un inmigrante, según yo he visto, se siente superior, se siente más grande, un americano poderoso. Mi estatus inmigratorio le dio poder sobre mí. Yo tenía miedo, tenía miedo de llamar a la policía, tenía miedo de que pasara conmigo, con mi hija, tenía miedo de que la policía me pidiera mis papeles y yo sé lo que pasa cuando uno está en medio de un montón de inmigrantes. Si uno no es americano, es mucho más difícil."

"He was a man who was a person of very high intelligence and he was an engineer and he would have never admitted to society or himself that he was an abuser. Whenever this kind of person has a relationship with an immigrant, and this is what I've seen, they feel superior, they feel greater, a powerful American. And my immigration status gave him power over me. I was afraid. I was afraid of calling the police. I was afraid what would happen to me, to my daughter. I was afraid of my immigration status if the police asked for my papers and I know what happens if you're in the heap of immigrants. If you aren't American, it's much harder."

Even as survivors call on law enforcement and court support, for communities facing oppressions, law enforcement can mirror violences faced in personal relationships. In addition to undocumented immigrants, LGBTQIA community members fear police violence. Such fears are amplified for immigrant queer community members. Carlos shares, "My husband doesn't look gay. Nobody would think that he is gay. So, he is a white American man and I'm a Latino man and we both are going to speak about violence here—we both are big. Right now, I think I am bigger than my husband. In the eyes of a straight man, who's going to think he's being violent with me? When, if you go for stereotypes, I'm bigger and I can be very stronger than him. So, I think that all those situations need to be considered, especial if there's going to be legal things involved.

Police is too extreme. I understand because sometimes police needs to show strength, authoritarian because how can you control this monster like this huge City? Besides that, the City needs to understand that we're coming from bullied violent childhoods, you know, so it's hard for us to trust. So, there is a lot of straight good men outside but the City needs to understand that we gays grow bullied by straight guys. So, it is hard for us in a situation where we are feeling so vulnerable to call a straight guy to tell him because we are already crushed in our self-esteem in all those things. And I'm saying this very from the bottom of my heart because I know that this is going to help others, you know."

Oppressions are woven through people's lives and not distinctly occurring. How do we

fashion responses to ending intimate violence that recognize the violence of being withheld legal status and the continuum of bullying and hate violence? How do we address violence as a whole and treat survivors and people who cause harm as whole people? How do we create alternatives for safety outside systemic responses while increasing the safety of systems responses?

Particularly in our current political moment—as Immigration and Customs Enforcement officers show up to courts and schools to apprehend community members, and as we work in an environment rife with homophobia, Islamophobia, transphobia, xenophobia, and misogyny—service providers and community advocates have been asking questions on how to do the work safely for survivors and people who have caused harm. "One of the things that concerns me as we think about abusive partners is that the world has changed for the immigrant community," observes Cecilia Gastón, Executive Director at the Violence Intervention Program, Inc. "Even being charged is a deportable offense. So how are we going to offer interventions? Forget about the shadows. We're going underground. Enforcement now has become life-threatening for everyone involved." Gastón underscores that given current federal actions against immigrants, the City's Family Justice Centers cannot provide a "magic bullet" for interventions.

Noting the bind placed on undocumented people who have caused harm, an attorney concurs with this view, explaining, "It can be incredibly harmful. We often have this battle in the DV part. We can't advise a client to take a plea that makes them potentially deportable." Building on this catch-22, Ashley Burrell, Supervisor, Criminal Defense Practice at the Bronx Defenders explains, "The office policy is not to treat someone different because of their immigration status which is frustrating." Indeed, survivors may want the abuse to end but rarely do they seek deportation of loved ones. The way court-mandated services are set up puts communities facing oppressions in jeopardy.

The national fervor targeting Muslims and the federal "Muslim Ban" have also brought additional surveillance and scrutiny to Muslim, Middle Eastern, and South Asian communities. "The issue at hand is one of trust. Given the current anti-Muslim and anti-immigrant atmosphere, members of our community are not comfortable seeking help from outsiders. The women and children we work with are connected with the faith community and are looking for a Muslim serving organization," shares Robina Niaz, Founder and Executive Director at Turning Point for Women and Families. For communities facing state and structural violence, we need services that support education, prevention, and community-based culturally specific responses. When we turn to court-mandated interventions for people who cause harm, we see the primary populations are economically disadvantaged men of color. Structural racism plays a role in surveillance to sentencing, manifest in the fact that "1 in every 10 black men in his thirties is in prison or jail on

any given day" (http://www.sentencingproject.org/issues/racial-disparity/). This context of disparity and over-reliance on a punitive model is seen in schools with youth causing harm. "Schools are holding them accountable in violent ways that have repercussions on their families and communities," Kimberley Moore indicates. "We need creative ways to intervene. We need to empower themselves to hold themselves accountable." As with adult systems, the response is often focused on violence after the fact rather than prevention or behavioral change supports. "People don't respect the counseling time as they do class time," Moore notes.

Jack Skelton, Relationship Abuse Prevention Program Coordinator at Day One, speaks to the violence of one youth responding to violence from a parent: "He's trying to be safe by enacting violence. Structurally there are so few choices. The school social worker supporting him is very isolated and overworked herself. He's not going to have an immediately less abusive relationship with his mom. It requires work on her part. There's only so much the school can do." Again, we encounter a dearth of resources—and choices—available for responding to violence. Bolstering education, prevention, and counseling staff and resources could foster interventions that address the complexity of lived violence. Again, incarceration is not seen as the solution. Skelton explains, "Young people shouldn't be locked up. That shouldn't be an intervention."

Given historical and current oppressions, it is no wonder that one City employee states, "We need to think differently about how we protect victims and hold perpetrators accountable especially as it relates to law enforcement."

With this backdrop, how does the criminal legal context affect abusive partner interventions? In part, a court mandate can activate historical oppressions and contexts of coercion. "Those that are court-mandated are extremely angry once they're there for the group. They don't identify with what they did," indicates Henry Algarin, Program Director at Brooklyn TASC. "Most Spanish-speaking clients are undocumented and so are compliant." Compliance does not necessarily convert into behavior change—it can simply mean course completion and the performance of participation. Or it can even increase survivor sympathy for their loved ones: "One client felt that the abuser was poly-victimized by causing the abuse and by going through the system," shares Carlton Delpeche, Supervisor at the Safe Horizon Queens Family Justice Center & Criminal Court Reception Center.

Often people with privilege manage to avoid the court system and mandated programs. "Consenting to those programs is like admitting to guilt," Anita relays. "Those programs should be separated and not have a negative impact on the case. It should have a positive impact. I'm dealing with an educated, upper class white man who doesn't want this on his records anywhere."

This is not to say that abusive partner interventions do not strategically utilize the context of systems coercion. "We know we have

Data on Criminal Legal System Impacts

Element 1: Climate of anti-immigrant actions

- 2017 Advocate and Legal Service Survey Regarding Immigrant Survivors: "The survey documents that 78 percent of advocates reported that immigrant survivors expressed concerns about contacting police. Similarly, three in four service providers responding to the survey reported that immigrant survivors have concerns about going to court for a matter related to the abuser/offender. Finally, 43 percent of advocates worked with immigrant survivors who dropped civil or criminal cases because they were fearful to continue with their cases." (http://www.tahirih.org/news/survey-reveals-impact-of-new-immigration-enforcement-policies-on-survivors-of-violence/)

Element 2: Impact of incarceration on women and families

- Who Pays? The True Cost of Incarceration on Families: "Women bear the brunt of the costs—both financial and emotional—of their loved one's incarceration. In 63% of cases, family members on the outside were primarily responsible for court-related costs associated with conviction. Of the family members primarily responsible for these costs, 83 percent were women." (http://whopaysreport.org/executive-summary/)

Element 3: Incarceration of trans and gender nonconforming people

- "Transgender and gender nonconforming people, and transgender women of color in particular, face unacceptably high rates of imprisonment. This is due both to their disproportionate reliance on street economies stemming from a lack of viable economic alternatives due to pervasive discrimination in all areas of their lives, as well as targeted harassment and profiling by police. Once in jail or prison, transgender people face a dramatically increased risk of mistreatment, including sexual assault by guards or other prisoners. Recent studies show that transgender women are 13 times more likely to be sexually assaulted in prison than others." (https://transgenderlawcenter.org/legal/prisons)

Element 4: School Discipline and Pushout of Black Students

- Black Girls Matter: Pushed Out, Overpoliced and Underprotected (http://www.atlanticphilanthropies.org/app/uploads/2015/09/BlackGirlsMatter_Report.pdf)
- 2011-12 school year data: "In New York City, Black girls represented 56 percent of all girls disciplined, compared to white girls, who represented only five percent of such girls. The enrollment of Black girls was about twice the rate of white girls but they were subjected to school discipline at ten times the rate of their white female counterparts (9,076 vs. 884 cases, respectively)." (p.19)
- 2011-12 school year data: "In New York City, Black boys comprised 48 percent of all boys disciplined, while white boys represented only nine percent of all such boys. Even though there were about twice as many Black boys enrolled in the school system, the number of Black boys disciplined was six times the number of white boys (13,823 cases vs. 2,541 cases, respectively)." (p.20)

leverage. They need to respond to the police, the court, and being in front of a judge," remarks Abreu. "It can be a tool to reduce or prevent violence. We can utilize that power to offer teaching moments and to have the capacity to work case-by-case." Such individualized attention in a social services framework can ease the harms embedded within a coercive criminal justice frame. Within the criminal justice context, the Department of Probation's Promoting Accountability and Community Ties (PACT) program offers a blend of accountability through 12 weeks of educational classes alongside case management with their probation officer. The program observation I conducted of a PACT session focused on healthy relationships and covered topics from economic abuse, sexual violence, healthy masculinity, and white privilege. Interaction with probation officers and the probation department involved personal attention—and offered a compelling example of accountability with contextualization of historical oppressions. For people who cause harm unable to engage services outside of a court mandate, working in a diversion, alternative to incarceration, and/or community-centered probation context can complement services based in community contexts outside the criminal legal system. Ultimately, the rightful goal of programs such as PACT is to do a warm hand-off to community organizations to continue the accountability with healing process from a community vantage—in order to facilitate behavior change in the communities where people live and interact every day as well as to further culture change on violence.

We need to be able to hold the complexity that incarceration is a deterrent for some people who cause harm and that incarceration will not end intergenerational violence. Criminal legal interventions are often better resourced than community resources—and therefore able to provide more wrap-around services. Ultimately, shifting resources to communities to be able to do the work more deeply will engage broader swaths of survivors and people causing harm. And even with effective criminal legal interventions, what is the social cost? As Ramos contextualizes, "We come back to the community. How does that impact my community? If an order of protection, now he's homeless. Did the time in jail cause him to lose his job? They're part of our community. How do we best invest in men in our community? How do we work with men in a preventative way?"

Even while acknowledging historical oppression and systems harm, Ramos is clear in the need to address accountability unequivocally. He states, "Many still see survivors as the reason for jail—not their own actions." Advancing an understanding of historical and structural oppressions does not deny the need for gender analysis and examining heteronormativity. Gender oppression is a core aspect of intimate violence and should be part of the accountability framework. In fact, accepting accountability itself can be gendered: "Women usually don't deny the violence. They take accountability right away," notes one abusive partner interventions provider. "With men, they don't take responsibility. In the first interviewing session, women

will admit to it." Depending on socialization, peer feedback, and community experiences, gender nonconforming and non-binary people who cause harm may demonstrate a variety of levels of accountability—that are also connected to gender oppression and heteronormativity. Keeping a gender analysis while recognizing a non-binary frame, including queer and trans individuals and women who use force, is essential to designing strategies that reflect the people served and foster liberation.

Broadening our frames includes seeing that we can create new approaches to addressing violence by expanding our understanding of safety. "Safe means a lot of things. Safe from harm, threat of arguments, tensions not there," conveys Abreu. "Keeping them safe from another system so as to not harm them and repeat the cycle." We need to consider the safety of relationships and we need to consider the safety of the systems we have set up to address abuse—as well as the harms that can come to oppressed communities by being caught in these systems. By fostering an anti-oppression lens and understanding the complex impacts of the criminal legal system on communities facing structural oppressions, we can shift our interventions to seeing the whole of people's lives and offering services that enable dignity alongside accountability.

In describing the process for developing a new whole family program, Lisa O'Connor, Chief Program Officer at Safe Horizon, states, "We are working to be actively anti-racist in our relationships with each other and with clients. Part of this work is recognizing that safety is often jeopardized by structural racism." The process for how we engage this work—and whether we replicate systems of coercion—is vital to acknowledge and attend to. As Reshmi Sengupta, Director of Programs at Sakhi for South Asian Women, explains, "We need to recognize our power and privilege as service providers and hold back our biases in providing services."

In community contexts also, frameworks need to be examined and emerge from centering accountability with transformative healing. Lordes elaborates on the complexity of community accountability work—including that survivors may also seek punitive rather than transformative solutions. "Community accountability: what is that? There are different levels of barriers to getting support. There's too much community accountability that can look punitive at times. You get exiled. The shunning that happens can be a way for survivors to get revenge," Lordes observes. "The queer community also has its limitations and less capacity. Community accountability processes that go well are like unicorns. It's in the context. We can't do everything survivors want. Sometimes people want solutions that are not realistic. It's important to think about what's best for the collective such as transformative solutions versus individual survivor's needs or advocates." In addressing immigrant and/or queer and trans communities, a clear focus on interventions that address harm and the intersecting conditions that led to harm are crucial.

An accountability with healing framework in an anti-oppression lens enables us to see how intimate violence is linked with other manifestations of violence—and strive to eradicate them all. "The hyper-masculinity piece is real and it's one we all struggle with—whether it's males or females," Cumberbatch notes. "It's almost a reconditioning. This is a very violent country. You carry on traditions of a lot of the violence you've seen. For example, the practice of violence in forms of disciplining. You're teaching a pattern of how to operate. I look at violence as a learned behavior. What have they been exposed to? The two aren't separate and apart."

With an understanding of connections across violences, and the goal of reducing harm—in systems, in our services, and in our relationships—we can view our work as reducing violence—from interpersonal to systemic—and fostering a space for liberation. It is vital for us to remember transformation is possible, that healing is possible, and that, if we design our services with liberation in mind, that transformative healing is possible. Or as Janice offers, "I want to heal the world. I want to heal not only the women but the men too. There's a reason behind their anger. There's a reason behind their pain and for abusing. Maybe they was abused as a child. Maybe they was abused by a past partner. And you know, when you leave one relationship, you have to make sure you're healed before you go into the next relationship cuz otherwise it'll continue. It takes courage to share your story. And the more you share it, the more you heal. It takes courage to own up to it to say, 'OK, I was wrong and I hurt this person. And not only does that person need healing, but I need healing too.'"

On the Horizon: Programs and New City Contract in Development

- This fall, the NYC Anti-Violence Project is launching a group for people who have caused sexual violence and harm
- Safe Horizon is in the process of developing a whole family model of survivor services delivery
- In 2018, a new City contract for abusive partner interventions in the criminal legal system will support trauma-informed, culturally specific approaches

FOUNDATIONAL RECOMMENDATION:
RECOMMENDATION 1: FUND A SERVICE FOR PRE-INTERVENTION INDIVIDUAL ASSESSMENT

> *He is a great father. And even as a partner, he's a good person. It's just when he was on those drugs. And that's what pushed me to go and do an order of protection—it was just the look in his eyes. Like I didn't know that person. I didn't know that person.* — **Kierra Coll**

> *What he did was wrong. He needs to be accountable for his actions. I love him. And I was pregnant. He was my support. Maybe there are services they could have recommended as a new father.* — **Anonymous**

GAPS

One impact of not viewing people who cause harm as whole beings is that we have not invested in tools to understand what motivates abusive behavior—and what can be done to address the root of the problem as well as transform abuse-enabling patterns. We have operated with an assumption that education can shift behaviors—even when new behavior patterns are not practiced nor supported with ancillary services. A consistent practice of differential assessment—or assessing all the needs, risks, and behaviors related to the abuse and violence being perpetrated—would open up new strategies for addressing people who cause harm as well as make ongoing interventions more impactful. As one provider observes, "We don't know much about the perpetrators. The biggest gap is knowing how these people differ and matching to interventions."

Currently, abusive partner intervention groups cater only to heterosexual men who are predominantly men of color. Access across ability and language needs is nearly nil. Or as Christina Curry, Executive Director at the Harlem Independent Living Center, describes in relation to deaf participants in current abusive partner intervention groups: "As long as they show up and sign their name, they're good to go. So, they have no participation."

Henry Algarin, Program Director at Brooklyn TASC, points to the need for tailoring interventions to contexts such as PTSD, saying, "The veterans are not being serviced correctly. They need mental health services for PTSD.

Individuals with severe mental health issues should not be in my program. But if I say no, the court doesn't have many other options. There are not many batterer intervention programs for the mentally ill." With a one-size-fits-all frame, urgent needs—including mental health and language access—are overlooked. The result is participation without impact.

While a number of vectors for assessment—including employment situation, immigration status, housing stability, and risk—need to be incorporated, across the board we find a call for mental health and substance abuse assessment and interventions. Not only are such contexts important in furthering specific strategies for change but we are missing opportunities for coordinated interventions that could actually support transformation. "In substance abuse situations, no one is screening for intimate partner violence. And when assessed for intimate partner violence, people are not getting access for mental health. Many people are struggling with mental health issues that might be treatable. Some of the people might be interested in changing at a moment in their relationships. They traditionally seek couples therapy but intimate partner violence limits that access so those people are not covered by any intervention even when they're willing to work on it," observes one provider.

We do not need to disregard dynamics of patriarchy, heternormativity, and the structural contexts of intimate violence—including the disproportionate violence caused by men to women. Such power and social structures enable abusers to abuse and get away with it. And, also true, is that targeted behavioral and mental health interventions can make a difference. As Michelle Kaminsky, Chief, Domestic Violence Bureau at the Kings County District Attorney's Office, observes, "If you have cases when the offender has mental health issues, once you get stabilized, there is a change in behavior." Building on the need for mental health and substance abuse services, Kaminsky also points to the benefit of long-term job training, education, support, and counseling. Without abandoning power and control analyses, we also need to make room for intersecting factors—which, when addressed, can lead to behavior change.

Not only do we need differential assessments to tailor interventions towards trauma-informed behavioral change but their absence opens survivors and their families to further risks. One attorney notes, "We see people come through revolving doors on contempt charges and the real issues don't get addressed. Giving someone one more criminal conviction is not solving the problem. Also, in some ways, these cases are treated like any other case and often postponed. I think the immediacy is assessing complainant's needs and getting to the underlying issues." We are both missing root causes to violence as well as perpetuating systems responses that may endanger survivors.

We also need differential assessments in order to account for the impact and survival mechanisms of historical oppressions, genera-

tional traumas, and capitalist dehumanizations. Through differential assessment, we begin to lay out an equity analysis and can shape institutional responses to minimize additional structural harm. "The families that come to us, the minority groups of disproportionately black and brown family that come to us, we're making judgments about their capabilities," remarks B. Indira Ramsaroop, Senior Policy Analyst, Office of Clinical Practice, Policy and Support, Domestic Violence Policy and Planning at the Administration for Children's Services. "There are other economic factors, trauma factors affecting these families. Let's do that differential assessment of the survivor and abusive partner. Is there something else going on? Learned behavior in history? Are there mental health or substance abuse issues? We need a deeper assessment to engage families in the process. Someone may need therapy in addition—to get to where they need to be. We need to be responsive to the needs of a child and a family."

Differential assessment would allow for responsivity—and open up options for services including wrap-around services, counseling and therapeutic interventions, targeted anger management, and responsible advocate-informed mediation. In addition to safely exploring approaches once-jettisoned by the field, gathering individualized information could open space for motivational approaches and voluntary services for people who cause harm. Ultimately, we will both enable more entry points for behavior change as well as increase efficacy in behavioral change.

WRAP-AROUND SERVICES

"I tend to think a little bit deeper than the surface of things especially in terms of services—you know I wasn't mandated. I self-referred to all my services. I chose them and I sought them out because I wanted to be a better mom. I have four children—one boy and three girls and I want to be able to show them strength and I don't want my son to feel that he ever needs to raise his hand in anger. He's three and he does it anyway. And you know what, I'm really glad that my drug treatment program also has parenting there and that's taught me how to meet him where he's at. He might not understand things as well as everything yet but it teaches me to meet him at his level.

I was just fortunate to find this place that had all of these services under one roof. I was at one point in my case going from one program to another in the same day and just being the fact that I can go upstairs and downstairs and not have to hop on the train and 'Oh my God. How am I going to get the car fare' and you know it really alleviated a lot of stress. A lot of stress because bouncing from Brooklyn to the Bronx to Queens for therapy, parenting, it can be daunting. It can put you off of wanting to do that service.

It wasn't until I found this one place that was like, 'OK, I got parenting upstairs. I got my vocational counselor in the basement. They're serving lunch for me. I'm doing my tox screening and meeting with my case manager. Then I'm meeting with my therapist.' And this was all within the same building. It made it a lot easier and accessible and also the fact they have childcare—that

was really good too. I know that when my kids come, they can be engaged—while I'm getting services—in some kind of an activity." — **Lindsay**

The next step from conducting a differential assessment is to enable the services that would be supportive interventions—and enabling case management and wrap-around services in an accessible way. Coordination of services can reinforce supports even as mandating services without ease of access can increase stress and unhealthy stress reactions that prevent modifying abusive behaviors.

COUNSELING AND THERAPEUTIC INTERVENTIONS

"It's mandatory to go to jail. You go to jail—the person gets angrier, more violent. They can cause harm as soon as they come out but if they go to therapy they can probably get down to the core of what is the underlying issue—why are they abusing, why they feel like they need to do these specific things, and offer them medication or they can say, 'Oh, well you know I don't have a job cuz I'm not working right now.' OK, so let's help you get into something to get some services where we can get you into a job or get your GED. Like a lot of the times money and work is the biggest issue. There were times when I was working a better job—even if I was making a dollar more—and it was, 'Oh, you think because you make more money than I do, you're better than me' and I'm like, 'We're a team.' If it were mandatory, a lot of situations would be way different because they would spot-on find someone who's very abusive, who needs to be in jail. I don't think that anyone needs to be in jail per se but everyone needs help. Everyone needs someone that can push them over that bump." — **Kierra Coll**

"It proved very counterintuitive to go to couples therapy because the anger came out even more. This person had things they had to deal with first." — **Anonymous**

"Family counselors do a tremendous harm by not telling the abuser they're an abuser. There has to be a way—or an obligation to report. Ideally, I should have been warned and told the strategies to get out in a safe way. Also, the abuser never finds that initiative to change because the psychologist doesn't tell him." — **Anita**

Therapeutic counseling is both a valuable option for addressing trauma and behavior change—and a land-mine for missed accountability and amplified threats to safety. When done effectively individual therapy can shift narratives of excusing abuse and begin to build new frames for action. As with supervised visitation and therapeutic visitation, individual and/or couple-based therapeutic interventions need to prioritize survivor safety, acknowledgment of harm, and trauma-informed behavioral shifts. Training and professional supports are required for effective therapeutic interventions and to ensure accountability for people who cause harm.

Therapeutic work in the context of intimate violence is complex—and, if done well, can open spaces for change. "Individuals, men in particular, need to learn that they can express angry emotions without aggression and abusive behaviors," observes Larry D. Edwards, LMSW, Founder & Director of Edwards Mentoring and Social Services, "They need to understand and embrace this to some degree prior to participating in a group. If the group is to effect positive behavioral change, men have to accept being emotional beings, otherwise there is no sincere way for them to experience empathy." By honing in on individual context, individual therapy can support people who cause harm to be open to further interventions. In this way, when done intentionally and with training on intimate violence dynamics, therapeutic interventions can lay a ground for or buttress change.

In an individual therapeutic context, one strategy for mitigating danger and responding to specific needs is to utilize multiple therapists. "If it means more than one therapist, then it means more than one therapist—especially for extended family. We have different dynamics going on and culture plays a role in everything we do," explains Beverly James, Associate Commissioner, Child Welfare Support Services at the Administration for Children's Services. Again, differential assessment can help tailor such interventions and increase our efficacy in reducing and ending abuse.

ANGER MANAGEMENT

"Even in that search, that person had really a hard time. When he reached out for an anger management group, he was told, 'Unfortunately, I would like to have these groups but no one consistently shows up to them.'" — **Anonymous**

"A lot of why I caused harm was because of the trauma that I experienced. I felt that if I was as big and bad as possible that I would be less likely to get abused again. I'm from Brooklyn, born and raised. And Brooklyn girls, we have a reputation as a little bit of hot-heads. And you know this anger management that I'm taking at my drug treatment program actually provided me with a pause button, actually provided me with an incentive to stop and think before I just explode. And even in terms of learning the correlation between boundaries and anger and why if you feel your boundaries are not being respected, you might be angry and more inclined to trigger events—even learning about what trigger events are, how to recognize the signs of anger. People really overlook signs of anger a lot. Because anger is ingrained in our society a lot especially everywhere we look—at movies and day-to-day activities and interactions. And I just find that it helped me in not only providing me with the tools in the classroom or in the course but how to bring that outside—how to take that outside when somebody just cut in line in front of me or just pushed my stroller. You know I learned how to have that pause button. And that's why I feel like it really did change me a lot even in parenting. Even in parenting—it taught me a lot of patience." — **Lindsay**

While anger management can be an easy pass for not addressing larger dynamics of violence, it can also be useful depending on the context and individual. Furthermore, it can be an entry point for harm reduction as well as deeper work for long-term change. It can also be a productive space to address women who use force within the context of misogyny and homophobia. Depending on the approach, anger management can also be a useful space to consider re-directing energy. For example, anger at oppression is justifiable. But how can this anger or rage be channeled productively rather than spurring harm and furthering oppressions? Anger management with intentional curricula of taking responsibility and connecting to dynamics of violence can influence behavior—including transformations that can impact future generations.

MEDIATION

"A lot of survivors want mediation or counseling. An order of protection makes mediation difficult." — **Dale Carter**, *Director, Safe Horizon Queens Family Justice Center & Criminal Court Reception Center*

"There were peer services available to me when I was called out for sexual violence so it was basically someone who knew a therapist. A mediator approached me with a list of boundaries—determined by the person I harmed—which needed to be respected. That list included leaving the place I was living immediately, taking an extended time away from my home, not interacting with this person, anything that I need to communicate with them being done through a second mediator, and then engaging that mediator to try and do something different.

So, I met up with the mediator who was a former therapist with a background in supporting people who harm. For the next month or two we met every other week; they would listen to what I'd experienced and structure the next couple of weeks with specific tasks that I would need to do. They emphasized harm reduction and strengths-based techniques. If I wasn't perfect one week, they were not about to shame me for it. So being able to have someone patient with that process is good. I did leave my home and continued to engage the mediator over the phone weekly or bi-weekly over the next year and a half until I moved to New York. Then we discontinued because I felt like I was in a really good place.

This mediator was valuable in terms of bringing their own skills to share with me. They were valuable because they too had perpetrated sexual violence in the past, having undergone a lot of change towards connecting to their conscience and rebuilding empathy. They were very good at focusing on specific ideas like not to get caught up in shame and guilt and then re-affirming the steps I would need to take repeatedly because some of those things I would not really begin to learn for years afterward. But it was a good starting place to just have new tapes to listen to for me."— **Kimber**

Because of unequal power in relationships with abuse, mediation has been seen as unsafe. Gene A. Johnson, Jr., Mediator and Facilitator,

explains, "General consensus is that traditional mediation is not appropriate for domestic violence. It's probably not safe as a mediator is neutral and not an advocate—which is hard when one party has power and control."

And yet, survivors who want to maintain relationships often seek couples counseling and/or mediation in search of a neutral third party who can address violence and help make it stop. Furthermore, survivors and people causing harm who do not want to engage systems responses—including LGBTQIA individuals and immigrants—benefit from independent resources that can promote safety. What would be possible if we re-framed mediation in a way to mitigate harm but open access to another route for accountability and behavior change? Johnson adds, "The DV Community is small, the batterers intervention community even smaller. We would screen them out of mediation and send them to court. No other resources were being offered. There is probably a process for domestic violence victims. It probably doesn't look like a traditional mediation." Exploring non-conventional and advocate-informed mediation with training and assessment could open new avenues for survivors to achieve their aims while attending to safety. While every intimate violence relationship may not be served by mediation, a blanket rejection of a practice communities, including marginalized communities, are requesting and utilizing is short-sighted and stymies the possibilities for addressing violence—including through whole family and community-based approaches.

MOTIVATIONAL CHANGE

The use of differential assessment can not only open up new avenues for intervention but new techniques for engaging people who cause harm. Having a sense of an individual's context can enable strengths-based responses as well as motivational interviewing techniques. "I love using motivational interviewing with clients," attests Kaela Economos, Community Office Social Work Director, former Social Work Supervisor, Family Defense Practice at Brooklyn Defender Services. Economos notes that building trust and relationship through motivational interviewing allows for getting beyond defensiveness to an individual's motivations for change. The approach also offers an opportunity for individuals to understand their own socialization and family dynamics without a provider making assumptions. Such a judgement-free approach can address trauma while opening and visualizing behavioral changes. Finally, by engaging someone's humanity, choice-making, and possibility for evolution, fostering motivational techniques can reduce the coercive components of systems engagement and decrease the toxic masculinity embedded in how we often do our work to end violence.

VOLUNTARY SERVICES

"I really love my ex-husband. You know, if you have an abuser and there's love between them, if you get the abuse out of it, then you have a nice family. It would have helped a lot. At the time, we were undocumented. He was undocumented too. I am in the process of getting my documents

now through the U-Visa but we couldn't afford to go to therapy. We didn't have support. The only way I got services was because I became a victim. And I was in the system. And all of the police reports and court and all those different things put me in contact with social workers and that sort of thing. For a very, very long time he was abusing me until I was brave enough to go to court and I had to be reassured by many people that I wouldn't be deported. Obviously, you're scared." — **Anonymous**

"We are a society of reactionaries," observes Terri Roman, Project Director of the Bronx Domestic Violence Complex. As a result, we don't have enough entry points in addressing violence until violence has already happened and people are involved in child welfare and/or criminal legal systems. Having voluntary services would not only offer a vital entry point for ending abuse but also mitigate the stress and harms of systems involvement. "There's no agency involved until after disposition. And there can't be a mandate until a disposition, which seems to perpetuate the problem further," explains John Montero, Senior Court Clerk at the Manhattan Integrated Domestic Violence Court. "You are now separated from your children and the family court trails the criminal case. All these months and parents are marginalized. How do we do something before rather than cause more harm than good?"

Voluntary programs are a strategy for reducing incarceration and including economically marginalized individuals in intervention while also focusing on enabling genuine change. Furthermore, members of the Coalition on Working with Abusive Partners (CoWAP) identified at least three populations that could benefit from voluntary services: people in crisis, teens and young adults, and fathers. Such services could address parenting, healthy masculinity, healthy relationships, relationships beyond the gender binary, and culture change toward healthy communities. At the very least, voluntary services could ensure we don't miss out on vital opportunities for interrupting violence and fostering change. As Johnson notes on a teen accountability group, "Because classes are open to the court-mandated only, we lost out on someone who is reaching out for help. But you can't get help until you're arrested. The best solution is always prevention."

STRATEGIES FOR RESPONSE

- Develop robust assessment tool based on input from IWG and CoWAP as well as affiliated providers
- Ensure culturally specific assessment frameworks for communities including LGBTQIA individuals, immigrants, people of color, women abusers, and youth
- Train providers on use of differential assessment tool
- Formalize a process of conducting differential assessments and then enabling wrap-around services and case management with a registry of affiliated providers including mental health and substance abuse professionals

- Cross-train and enhance programs and collaborations that address mental health, substance abuse, and violence response
- Train clinicians, therapists, anger management group facilitators, and mediators in responsible intervention services for survivors and their families
- Foster voluntary programs to enable preventative services and interventions outside systems

RECOMMENDATION

- Fund a service for pre-intervention individual assessment (which could include differential, risk, survivor/family/community input, etc. as needed) to enable responsive, inclusive interventions and wrap-around services that are trauma-informed and focus on behavior change

RECOMMENDATION 2: FUND FULL-TIME STAFF MEMBERS AT LIVING WAGE LEVELS FOR CURRENT AND NEW ABUSIVE PARTNER INTERVENTIONS

> *We don't pay people to do the work.* — **Kerry Moles,** Executive Director, Court Appointed Special Advocates of New York City

GAPS

In general, the work to end violence is under-resourced. As part of the gender bias of social services delivery—within the larger minimization of social services themselves—we see that advocates and providers are underpaid, overworked, and sometimes in the same or near-same financial conditions as people they serve. This lack of resources for infrastructure and staffing is true for current programs providing abusive partner interventions as well. Many of the City's innovative programs—from CONNECT to the Family Wellness Program to STEPS to End Family Violence—operate abusive partner interventions without stable funding streams and adequate resources to do the work.

This dearth of resources results in gaps in staff professional development as well as burnout. Part of the inability for abusive partner interventions to evolve in New York City has been the lack of a stable workforce that can grow and sharpen the work and their practices collectively. This work is complex: holding accountability with healing requires constant learning, connection to the larger anti-violence movement, and adequate supervision and self-care. We are stifling people in the work as well as the field itself by not facilitating adequate resources.

Importantly, this under-resourcing in staffing has a direct impact in the goal to achieve behavior change and interrupt violence. "Peer support, supervision, self-care for workers is very challenging. Stability and small caseloads is the key," notes one practitioner. "Even with a few clients, it's going to be very stressful. For this population to open up, you need a lot of flexibility. We will need continuous services. You can't have turnover and breaks. This is likely very long-term work. People work with clients for years. It's not the type of thing you can just do in a few sessions." If we are looking to have impact, we need to invest in resources that facilitate full-time staff who can enable an arc of transformation with individuals, families, and communities.

The severe under-resourcing of this work has also led to an earned revenue model where participants are forced to pay for the operation of many abusive partner interventions—

particularly the programs that have little behavioral impact and may even put survivors and families in more harm. "Anyone can hang up a shingle and say I'm doing batterer intervention. The courts and legal and social services agencies will make referrals to those programs, because they need somewhere to send abusive partners, but they have no guidance about who is doing the work in a way that's responsible," explains Kerry Moles, Executive Director at Court Appointed Special Advocates of New York City. Part of the pop-up abusive partner interventions programming—particularly in neighborhoods where the City has not invested resources or programming—draws upon a vulnerable population to line its own coffers. To meet court expectations, individuals have to go somewhere, often going to programs unaffiliated with the Coalition on Working with Abusive Partners (CoWAP) and uninterested in the larger work to end violence.

Programs—particularly court-mandated services—for abusive partners should be free. "Paying is a horrible idea. That means that a program is being run off the payments of the participants," observes Erica Willheim, PhD, Clinical Director, Family PEACE Trauma Treatment Center at New York-Presbyterian Hospital. "That set-up undermines facilitators and adds a whole extra dynamic to the group process. Having participants pay may be a 'consequence' but what does it mean when you live in poverty?" This payment dynamic of economic exploitation—rather than fostering accountability—is part of a framework that feeds into participants' sense of themselves as victims. This is not to say that people who cause harm cannot make restitutions, deliver on child support, or be financially accountable to their partners and families. They simply should not be bank-rolling the salaries of the people in charge of supporting their accountability with healing.

We see this kind of economic exploitation in other contexts in non-profit work, particularly in relationship with community-led solutions and informal social services providers. "People take advantage of faith communities and make them do all this stuff for free," notes one provider. If we are to activate communities to work towards ending violence we must invest in the people doing the work—particularly the staff from whom we expect so much.

Furthermore, having a core group of full-time staff engaged in abusive partner interventions will allow the work to evolve and for people to benefit from ongoing training—and put it into practice. In particular, work in New York City is informed by the robust principles of CoWAP—but these principles are not regulated (https://cowapnyc.weebly.com/core-principles.html). Guidelines of practice, including promising practices, should be developed by the new Mayor's Office to Combat Domestic Violence staff recommended by this Blueprint.

PROMISING PRACTICES

Without adequate staffing, maintaining promising practices is difficult. In order to facilitate survivor safety, programs must be staffed at a level to enable sufficient attention to safety

Promising Practices for Abusive Partner Interventions

Element 1: Liberation framework and accountability structure

- Fostering an environment where participant has own stake in accountability, growth, community connection, and liberation
- Ensuring API services operate in connection to survivors and/or survivor advocacy to further accountability and safety
- Holding space for trauma-informed behavioral change over time—with a focus on transformative healing in order to repair harm and interrupt generations of violence including historical oppressions and generational trauma
- Integrating differential and risk assessments to align safety considerations with interventions responsive to each individual causing harm
- Enabling case management and wrap-around services to support and maintain behavioral change

Element 2: Facilitation and group structure

- Co-facilitation with gender and gender expression representation relevant to the population served
- Relationship-building with participants with respect and honoring dignity
- Allowing space for diverse learners while drawing upon fundamentals of adult learning or teen developmental frameworks depending upon population served
- Enabling use of scenarios, role plays, and activities that enable practice for embodying transformation of behaviors
- Utilizing a combination of individual, pair share, small group, and large group teaching modalities to deepen participation and ways of learning

Element 3: Ensuring access and inclusion

- Free programming
- Transportation reimbursement
- Geographical access
- Flexibility in timing with services on evenings and weekends
- Curricula which are tailored to populations with culturally-specific frameworks (i.e. countering heteronormativity, biphobia, transphobia, and enabling range of gender expressions in LGBTQIA groups)
- Providing meaningful language access

Element 4: Fostering community connection

- Linking to community networks to enable behavior change maintenance
- Fostering peer accountability and leadership towards becoming a credible messenger over time

and accountability. In particular, this work must be done in conjunction with advocacy for survivors. As Sally N. MacNichol, Co-Executive Director at CONNECT, observes, "People who only work with men miss on a deep level the consequences of the abuse, the impact of the abuse, the suffering."

A lack of connection to survivor and family impact facilitates a hollow accountability without recognition of harm or need for behavior change. It leads to irresponsible interventions such as groups Michelle Kaminsky, Chief, Domestic Violence Bureau at the Kings County District Attorney's Office, describes as follows: "From what I've heard, the groups are often men exchanging war stories. It's a joke to them. They're goofing around in there. They know there's really no meaningful sanctions of the misdemeanors here. We use them in misdemeanor cases. We use them not because we believe they do anything but we have very few options on misdemeanor sentencing—jail at Rikers, probation, or abusive partners program, or nothing. What is the sanction? What is the consequence? There really isn't anything so we use these programs. We don't want to imply to survivors that they're safe. There's no guarantee his behavior will change."

Indeed, some programs count taking accountability as change—but accepting one's actions is vastly different than stopping abusive behaviors. We need to be guided by survivor, family, extended family, and community input in assessing accountability. Nazy Kaffashan, Program Director, Family Wellness Program at Children's Aid, states, "How do we know someone is accountable? I can't speak to anything other than what I see in the room. This shows the importance of the partner contact and hearing from the person they were abusive to. Their voice guides how we engage abusive partners and keeps us informed about safety of the survivor and their children. We need to do a better job at prioritizing that. That's where I'm challenged at times but it's such important information to have and it's responsible practice."

We need to foster accountable practices—and we need approaches that open up accountability not only by lecturing on power and control but by engaging healing as part of the accountability process. As Manny Yonko, Administrative Director, Office of Clinical Practice, Policy and Support, Domestic Violence and Policy Planning at Administration for Children's Services, explains, "When you haven't shared your lived experience, there's no ability to empathize." For individuals experiencing multiple oppressions while causing harm, being seen is crucial to opening space for accountability and transformation. As Catherine Shugrue dos Santos, Co-Director of Client Services at the New York City Anti-Violence Project, shares, "The LA LGBTQ Center has had an abusive partner intervention program for years, and they learned early that they have to start with the abusive partner's own experience. First, you ask, 'What's happening to you?' When they weren't doing that, they couldn't get them to sit still long enough to focus on accountability."

Fostering space for generational reflection—

particularly in therapeutic contexts—is useful for engaging historical trauma and the impacts of structural oppressions. As Larry D. Edwards, LMSW, Founder & Director of Edwards Mentoring and Social Services, advises, "Programming staff should not sum-up individuals in one conversation (the intake); we need to get the greater story, sometimes requiring going two or three generations back. This is where the history of oppression and racism informs how I work with a client."

Promising practices include connecting individual behavior to other forms of violence—and offering culturally rooted practices of healing. As Vanessa Nisperos, Young Adult Social Worker at the Red Hook Initiative, describes, "Of the interventions that an abusive partner may be mandated to, such as anger management and group counseling, the interventions focused on individual behavior change don't get to the root of the problem, which can often be intergenerational family violence and PTSD. There are some interesting programs that focus on rites of passage and redefining manhood. These programs are often rooted in the red road and sweat lodge traditions in the Native American community and other spiritual traditions. While those seem to be transformative experiences, the challenge is those strategies are hard to adopt on a large scale or in an institutional setting." Despite the difficulty of incorporating such transformative modalities institutionally, we do have national models of rites of passage approaches include the Alma Center, Inc. and National Compadres Network.

National Model for Intergenerational Healing: National Compadres Network

http://www.nationalcompadresnetwork.com/about/mission-and-purpose/

- Lifetime involvement with a culturally rooted framework and intergenerational transformation aim
- Continues traditions and indigenous practices of Chicano, Latino, Native, Raza and other communities of color as the path to honoring all relations and lifelong well being
- La Cultura Cura (Transformational Healing) recognizes that within an individual's, family's, and community's authentic cultural values, traditions, and indigenous practices exist the pathway to healthy development, restoration, and lifelong well being
- Linked to a Comadres Network with rites of passage curriculum for girls that addresses dating violence
- Over 2,000 men—grandfathers, fathers, sons and grandsons—have attended the yearly Hombres Retiros in Jolon

In addition to trauma-informed programs, these groups help to motivate participation and reframe the context of abusive behaviors in a way that doesn't deny accountability. The Family Peace Initiative, a Kansas-based organization working to end family violence, is fostering a reframing by shifting terms from speaking on abuse to cruelty—and the need to

behave with respect. Such a reframing gives new language to understand the harms of violence and opens entry points for behavior change in accountability with healing. It also addresses a problem Joseph Maldonado, Men's Roundtable Co-Facilitator at CONNECT, points out: "If you want to get the most unattended group in the world call it a batterers group."

By reframing interventions, fostering promising practices, and having adequate staff to carry out innovative interventions for people who cause harm, we can foster safety, wellness, and accountability with healing. We will better be able to connect providers working with people who cause harm to advocates supporting survivors. We will be better poised to achieve the short-term impact of behavioral change and the multi-generational vision of ending violence. Or as Ann suggests, "I think what's also key is to give them tools not when they're angry, but when they are in the best version of themselves—even in that experience, when they feel like they are at their best place of coping to give them tools. So, encouraging them to be part of the solution. They already know there's a problem. It's the elephant in the room that they want to act like is invisible, right? Because they just don't have the language, they don't have tools—and taking the elephant and saying, 'Yeah, it's here.'"

National Model for Spirit-Based Healing: Alma Center, Inc.

http://almacenter.org/

- Use of trauma-informed and spirit-based approach with organizational operations modeling behaviors
- Trauma includes wounds inflicted by growing up in a culture with a deep and unresolved history of racism, sexism, gender, and ethnic oppression
- Fosters an alternate narrative, changing the question from 'What is wrong with you?' to 'What happened to you?'
- Completion of Men Ending Violence Program reduces domestic violence recidivism by 86 percent
- The Wisdom Walk to Self Mastery Program offers healing with ritual and shaman-informed practices

> *Program facilitators are not full time. That's definitely a disadvantage. You're not as rooted in the domestic violence community. A good minority of facilitators are hourly or part-time consultants: how do you support the program?* — **Gene A. Johnson**, Jr., Mediator and Facilitator

STRATEGIES FOR RESPONSE

- Invest resources in current promising programs serving people who cause harm in order to enable full-time staffing
- Invest resources in full-time staffing of new pilot and community-based programs in order to realize desired outcomes
- Invest in professional development and field-building opportunities so that interventions for people who cause harm can be accountable to survivors and families and evolve promising practices and interventions
- Fund programs sufficiently so they can primarily operate outside an earned revenue model and do responsible work

RECOMMENDATION

- Fund full-time staff members at living wage levels at current as well as new abusive partner interventions and programs doing innovative behavior change, trauma-informed, holistic work

RECOMMENDATION 3:
IMPLEMENT AN ANONYMOUS HELPLINE

I was quite taken aback about two things: the extent of trauma by caregivers and the extent of trauma by oppression of systems especially if they've been incarcerated. The second thing that stood out to me is the volume of men who disclosed that they were sexually abused as children. During the assessment process, they would respond 'yes' to this question and many hadn't told anyone before. The style of engagement, if you really want to help someone, is that you're open to hearing them. You can say something they did was wrong without passing judgment. A history of abuse is not an excuse for what's going on in their life today but it helps us understand what's happening. We don't give men permission to be vulnerable. There is such shame and emasculation when someone says they've been hurt. No one talks about this stuff—their trauma and pain. And as men get older and older, they're carrying this unresolved hurt with them. The only thing people can show is the anger. The response is, 'I'm going to show you who's in charge.' — **Nazy Kaffashan**, Program Director, Family Wellness Program, Children's Aid

GAPS

While guilt, shame, and trauma may not excuse violence, they are powerful forces for denial and avoiding services. Publicly, we have so few models of stories of change—of people causing harm to loved ones and transforming behavior. As Kimber reflects, "There's a lot of public messaging around people who are violent—there seems to be a lot of shame-based advertising and not necessarily strengths-based advertising. Unfortunately, it's a difficult demographic to really engage because most people believe that men are the people who are violent. And so the advertising we see is a reflection of how that demographic would benefit most." Current abusive partner intervention services, which run off court mandates often center shame rather than transformation, and also operate within a heteronormative paradigm. Opening space for all populations of people causing harm

> *It's very difficult to find services—not to say impossible. The most important thing is that the person needs to acknowledge that they have a problem and most of the time, they don't acknowledge they have a problem. And if they do, they feel shame and therefore they don't reach out for help. So, making services available and advertise those services in places of community, in churches, in places like that, will be helpful because in talking about it, it's going to become less taboo and less shameful. Talk about accountability, but also talk about ways to heal and ways to find in coping and understanding oneself. So that way you can avoid hurting others.* — **Sarah Pantaleon**

to come forward—including trans women and women who use force—will require new messaging and resources. We can find that in an anonymous helpline offering resources and referrals for behavior change to people who cause harm.

The opening of a space that affords anonymity will enable providers to meet people where they are. While it cannot offer the in-depth services of counseling or a formal program, it can lead individuals to these services. An anonymous helpline will promote help-seeking behaviors rather than widening spaces of silence and suppression. Anonymity can be powerful as a starting place for engaging services. Grace suggests the City provide "something anonymous where they can go in there and not everyone knows where they're going. That would be a good step."

In a profound question for how we as providers engage the work of transformation, Deesha Narichania, DV Coordinator at St. Luke's-Roosevelt Crime Victims Treatment Center, asks, "What would it look like for disclosures of violence to be affirmed rather than shamed?" If our ultimate goal is behavior change and interrupting violence so we can end it, answering this question offers a potent starting place in re-imagining our approaches.

As we seek to open space for more people causing harm to come forward, an anonymous helpline would be an asset. Moreover, the City and various direct services providers already operate domestic violence helplines. We could either integrate services for people who cause harm through these helplines and/or create a dedicated new line. An anonymous helpline can be a beginning for a journey of accountability with healing and transformation.

Having a hotline—maybe they wouldn't want to directly speak to somebody at the agency cuz they may feel like people are watching them but have them anonymously call in there. — **Anonymous**

STRATEGIES FOR RESPONSE

- Integrate abusive partner intervention referrals and crisis response in current helplines, hotlines, and/or textlines serving survivors of violence
- Create a new anonymous helpline for people who cause harm
- Integrate program and counseling referrals and next steps to follow-up on the potential for behavior change and transformation
- Promote messaging for strengths-based services including for communities facing oppressions such as individuals who are LGBTQIA, immigrants, people of color, and cisgender women abusers

RECOMMENDATION

- Augment NYC Domestic Violence Hotline and other government and agency hotlines/textlines with capacity building and training to intervene with and provide referrals to people who cause harm or implement a new anonymous helpline targeted to people who cause harm

RECOMMENDATION 4:
FOSTER A PEER MENTORSHIP PROGRAM

What I would like to see is something similar to a 12-step program based on spirituality and that's right from the beginning—not waiting for the second time they hit somebody. It should be introduced right away. The first time that an abuser strikes out and gets caught doing it, you have better chances of getting to family history of his past than waiting for years down the road.
— **Theresa Sullivan**

GAPS

Even in structured abusive partner intervention programs, peer response is pivotal. It can make the difference between a group fostering accountability versus reinforcing violent behaviors and cultures of violence. "It's more powerful when a peer challenges them instead of the facilitators," observes Nazy Kaffashan, Program Director, Family Wellness Program at Children's Aid. Facilitators play a key role in holding space for such challenges—and this framework and skill-set is crucial. Yet, how can we mobilize peer models of interrupting gender-based violence including development of credible messengers and 12-step frameworks?

A peer mentorship model with a curriculum or practices informed by survivors, people who have caused harm, and practitioners would open spaces for additional interventions—and offer a self-sustaining platform of behavior change engagement and response. In sharing the transformation of violent behaviors in one of her relationships, Lindsay shares, "Mentorship is a huge part. If somebody's successfully transitioned and not re-offended and is utilizing the services to the fullest extent, they should definitely advocate for some of the newer members just to know that they have somebody—a peer. Because you know what, there's strength in experience and you don't know how that will positively impact the person just coming in to say, 'Hey I've been where you've been.' You know, a lot of times, let's be honest—with guys especially, it's the peer pressure. It's the bravado. It's the male unity and to see another man who might have gone through that, it's like, 'Hey, dude you can do it.' You know, I feel like a lot of times guys don't get the same kind of emotional encouragement from each other as we receive cuz when I was going through my circumstance, my friend, she let me stay with her for a week. She did all this stuff. She built me up so good, you know, and I don't think that

it's like that for guys. A lot of times I noticed that my children's father's friends were so passive when it came to his actions and just to hear somebody else saying, 'You know, maybe Lindsay doesn't deserve it. Maybe Lindsay's upset because of this.' And it's so funny because the thing that switched the way that he interacted with me a lot was the fact that he spoke with his sister."

Community—whether family members or neighbors—have reach in interrupting violence in that everyday and repetitive contact—as well as a basis of relationship to foster accountability with healing.

And yet, current models of peer mentorship are not inclusive—particularly to the experience of trans women. As Kimber explains, "I've been trying to engage a 12-step program of recovery called Sexual Compulsives Anonymous. Those groups are very dominated by men and I don't ever see any other trans women in these spaces. Every once in a while, I see one other woman. In that environment, I encounter a lot of challenges just trying to relate with other people. Sometimes I have a breakthrough, someone will say something that I actually can hear and it's like 'Oh, that is something that I've experienced.' But more often than not, it feels alien. And right now, I'm not going to any meetings because of challenging interactions with my former sponsor who wasn't accountable to his misogynist behavior. He expected that I should be able to accept that as a part of our daily relationship." We need to recognize that peer models can replicate the dynamics of larger society—including reinforcing the oppression of marginalized individuals and communities. As with any intervention, we have to be mindful of misogyny and structural inequity, demonstrating again that we will need multiple peer mentorship models, curricula, and formats instead of a one-size fits all approach which can inevitably reverts to ableist, heteronormative, and oppressive contexts.

> *Allow them a space to breathe—sort of like an Alcoholics Anonymous, Narcotics Anonymous situation where they can come and they can vent and they can see people like them and recover from it. We shouldn't just chastise and throw these people away because sometimes it's not always that they have the education and/or knowledge that they're doing something wrong. And I myself was never that empathetic to anyone until I myself was a victim sitting in a recovery program. So, I know that these things worked and that there are people out there who care enough to nourish somebody—support like that when they need it.* — **C. Delaine Dixon**

> *It's really hard to make change and you need to be in community with people supporting that change.* — **Anonymous**

Peer mentorship models do offer another opening for popularizing interventions and facilitating access to services—including formal interventions through referrals. In addition, peer models can be a space for voluntary involvement without the label of batterers groups—while still holding to accountability and behavior change. As Robina Niaz, Founder and Executive Director at Turning Point for Women and Families, elucidates, "This is much harder because it requires the perpetrators to take a hard look at themselves. That's what Alcoholics Anonymous, Gamblers Anonymous do—they focus on behavior modification that results from self-awareness and a need for members to recognize and believe that they are the ones who can change their behavior. This requires an understanding that it is their behavior that needs to be modified and can only happen when they take responsibility."

Peer mentorship mobilizes community response and builds our capacity as a society to interrupt violence. As one provider shares, "I just want to see the day when what we call domestic violence, there's a heightened sense of awareness of the issue from neighbor to neighbor, house to house, barbershop to barbershop, hair salon to hair salon." Ultimately, a peer mentorship model would activate new spaces to address violence and enable participants to connect with their own stakes in transformation while fostering networks of care at a scale service providers could not match. Peer mentorship models put change in participants' hands—a connection to accountability with healing towards personal growth.

STRATEGIES FOR RESPONSE

- Foster community leadership development to enable credible messengers as well as peer mentorship models of response to gender-based violence
- Create and/or integrate tools including anti-patriarchal and anti-oppressive precepts, curricula, and referrals into the resources kit for credible messengers and peer mentorship groups
- Ensure accessibility to multiply-marginalized groups including queer and trans individuals who cause harm through specialized peer mentorship groups

RECOMMENDATION

- In partnership with the community leadership development and credible messenger teams, pilot a peer mentorship program with models that may include 12-step programs

RECOMMENDATION 5: PILOT 3-YEAR COMMUNITY-BASED RESTORATIVE JUSTICE INTERVENTIONS

> *There's no restorative justice model, you know. It's all criminal justice and it's really so much deeper than that. In other words, even if a crime is committed or the law is broken, without charges or a conviction, there's no record and the perpetrator is regarded as non-criminal. There are so many layers of abuse that have profound lifetime consequences on children and families that haven't begun to be considered in the practice of law. —* **Anonymous**

GAPS

Restorative practices work to foster accountability outside a punishment model. Drawing upon ideas—often rooted in indigenous traditions—of repair and restoring wholeness between individuals, families, and communities, restorative practices allow for more active participation of survivors and people who have caused harm in a journey towards accountability with mutual healing.

A January 2017 roundtable hosted by the Office on Violence Against Women gathered practitioners to discuss restorative practices. "The participants came from diverse backgrounds, having practiced what goes by several different names—tribal peacemaking, restorative justice, transformative justice, community-based advocacy and more," the meeting summary states. "Presenters noted that many survivors choose not to contact law enforcement for a myriad of reasons, so alternatives are needed. They emphasized that instead of relying entirely on law enforcement to solve the problem, these community-based restorative approaches offer an opportunity for communities to take responsibility for safety and for survivors to take an active role in co-creating that safety. This approach addresses the need for increased survivor agency in the outcome, as well as the longer-term importance of changing community norms to support victims of violence." (https://www.justice.gov/archives/ovw/blog/expanding-options-pursuing-safety-accountability-and-community-engagement)

As this meeting summary notes, interest in restorative practices comes from multiple vantages: fear of law enforcement and legal systems as well as fostering deeper meanings of accountability and repairing harm. In particular, restorative practices reframe accountability beyond punishment. "Punishment takes away a sense of dignity and then people feel like a victim of the system and do not have

the opportunity to reflect on harm caused," observes Mika Dashman, Founding Director at Restorative Justice Initiative, adding, "We have to move away from the victim-offender paradigm. The reality of human condition is that we will all cause harm, and we will all be harmed. People who have caused great harm also have to be given opportunity to reflect on where they learned the behavior." In a way that only conversation can—especially in a held space for tough conversations—restorative practices can offer in-depth understanding of harm at a profoundly human level.

Indeed, one of the abusive partner intervention groups I observed began with a round of men sharing why they were there—with an individual saying the action that brought him to the group was "self-defense." Group participants continued to discard accountability through the session with little to no pushback from the facilitator. Certainly, restorative practices would foster greater accountability than such a closed-door group.

Restorative practices also confront the narrative that abusers can't change, admit accountability, or grow. "With restorative justice (practices), we're acting out of the vision that is counter cultural, starting with the assumption that everyone has a true self that is good, wise, and powerful and that no human being should simply be thrown away—outside the circle," frames Sally N. MacNichol, Co-Executive Director at CONNECT.

Concerns on restorative practices have included ensuring equal conversation and not enabling power and control dynamics—though we can also see that abuser manipulation already occurs within systems responses with profound impacts. Restorative practices are indeed complex and require resources, skilled facilitators, and clear agreements—as do all interventions.

In addition, we may need to build community capacity to hold such a practice—a strong argument for utilizing restorative practices in schools to begin a process of culture-building and change. Paul Feuerstein, President/CEO of Barrier Free Living, expresses community concerns for restorative practices, saying, "How do we create a restorative justice model for people who live here? The community is saying it's not acceptable. They're not ready to take the step. How do we create a community response?"

A deaf survivor elaborates on these concerns, noting, "When it comes to the Deaf com-

National Model: Impact Justice

http://impactjustice.org/restorative-justice-project/

- Restorative practice approach with youth
- Using restorative justice to reduce racial disparities in juvenile justice
- Successfully implemented a restorative juvenile diversion program in Alameda County, CA, that keeps up to 100 youth out of the juvenile justice system
- Exploring restorative justice approaches to addressing child sexual abuse

> *I think that if restorative justice were used in schools across the board in younger grades, it would have a noticeable impact on violence. It builds community, empathy, and listening skills. We live in a society where violence is pervasive. Gender-based violence is pervasive. Sexual violence is pervasive. What we have to think about is changing our culture. The principles and practices of restorative justice can point us in the right direction in terms of a culture shift toward ending violence.* — **Mika Dashman**, Founding Director, Restorative Justice Initiative

munity, I have learned to be careful because, you know, there's a lot of deaf people out there but then everybody knows your business. In my apartment building is a lot of deaf people. It gets a little backstabbing so I kind of keep to myself. I don't really hang out a lot with other deaf people because I feel like it's too much of a risk—just too small of a group always talking about each other and so I just keep to myself. I don't really do a lot with other deaf people. I just try to keep to myself because it's safer that way. Now that I have my own apartment, I'm nervous. Sometimes I get paranoid. I get worried or I get depressed or I get nervous about what could happen like it happened with my husband. We argued all the time. I don't know because there's no programs or anything. There's nowhere to go really."

With a lack of sufficient services and supports, we have isolated deaf community members. This again may mean building restorative practices slowly as part of community-building generally. Furthermore, beginning with deaf students in schools may again promote practice in the practices—which also fosters ease and reduces fear of an unknown process.

Advocates also point to issues of shame, intimate partner violence as a taboo topic, and a lack of family and community support—especially for immigrants isolated from family members. As Reshmi Sengupta, Director of Programs at Sakhi for South Asian Women, explains, "Transformative justice—many of our survivors are not ready for that since they don't have a family/community support system."

Such concerns are valid—as are concerns for every intervention in our toolkit. The goal of this Blueprint is to enable solutions that open doors while rejecting a one-size-fits-all approach. Enabling 3-year restorative practices pilot programs based in the community would foster a space aligned with the needs of multiply-marginalized communities including LGBTQIA communities and communities of color.

Implementing a restorative practices pilot in the community could parallel a nascent initiative at the Manhattan District Attorney's Office and offer learnings for scale and strategic implemen-

tation. It also fosters a ground for community response to violence—a necessary strategy in ending abuse. As Quentin Walcott, Co-Executive Director of CONNECT, explains, "For restorative justice to work, going in, the resistance to it must be acknowledged. Communities (defined by the parties involved) play a big role in how effective it can be in maintaining safety for those harmed and accountability with compassion for the responsible party. The compassion piece is where understanding and transformation happens; it is not to rationalize the harm that was done, but more to account for the roots of violence, including structural forms that are drivers of violence historically in communities and can exacerbate violence in relationships and families. If the community was activated, the abuse may not have happened."

Criminal Legal System Restorative Justice Approach in Development: Manhattan DA's Office (DANY)

http://cjii.org/request-information-abusive-partner-intervention-restorative-justice/

- Goals of holding abusive partners accountable and supporting survivors in healing
- Solicited information in November 2016 about potential use of restorative justice (RJ) principles as part of a treatment approach for abusive partners
- Requested information about how RJ principles could be integrated into abusive partner intervention program design in Manhattan
- Will help inform DANY on whether and how to support development of such an intervention

STRATEGIES FOR RESPONSE

- Build support for a practitioner group committed to restorative practices in order to foster a network of practice and support
- Engage schools, particularly in partnership with the Relationship Abuse Prevention Program (RAPP), in incorporating restorative practices as a school-based option for response to harm
- Partner with culturally specific organizations to enable community and family support, including from chosen family, for restorative practices
- Foster restorative practices trainings and practicums with credible messengers and community leaders
- Resource further community-based strategies to ending violence

RECOMMENDATION

- Pilot 3-year community-based restorative justice interventions inclusive of and/or focused on communities of color, disabled individuals, people causing harm to elders, low-income communities, immigrant communities, individuals who are Limited English proficient, LGBTQIA communities, veterans, women abusers, and/or youth

RECOMMENDATION 6: INCREASE FUNDING FOCUSED ON INCARCERATION-BASED SERVICES BY COMMUNITY PROGRAMS

> *One, to acknowledge the problem and the reason why you in there and feel safe to do so without having to think of the consequences of court and other repercussions that come by you expressing this to your lawyer or the judge. One-on-one will help in there cuz being in jail as a whole is very stressful and alone. You feel alone in this situation so just having that little bit of time to be able to talk to someone hundred percent about how you feel—it makes the process of being in there less stressful than it has to be and makes you feel like you have more support. If you have just that one person to speak to while you're in there and you can genuinely trust them, you feel like you have someone on your side. With group therapy, it's so many different people in there—some people you don't want to talk to you as well. You just don't want to. As far as one-on-one services, that would help.* — **Anonymous**

GAPS

We often lock people up and forget about them. "The prison system does not rehabilitate," notes Yumnah Syed, Coordinator of Evaluation & Training, Institute for Adolescent Trauma Treatment and Training at Adelphi University and former Youth Empowerment Advocate at Sakhi for South Asian Women.

And yet survivors of violence are often hopeful that abusive partners will emerge from jail or prison reformed. In our current paucity of incarceration-based services, such transformation is highly unlikely—and the incarceration experience can serve to augment violent behaviors rather than diminish them.

Men of color are disproportionately targeted for incarceration. In addition, of women who are incarcerated, we find a significant population of survivors of violence. As the Correctional Association of New York states, "The overwhelming majority of women in prison are survivors of domestic violence. Three-quarters have histories of severe physical abuse by an intimate partner during adulthood, and 82% suffered serious physical or sexual abuse as

children. But whereas efforts to recognize and address domestic violence in the community have made some progress, public support too often stops when survivors defend themselves or their children from an abuser's violence" (Retrieved October 6, 2017 from http://www.correctionalassociation.org/issue/domestic-violence).

Justice-involved survivors, as with other multiply-marginalized populations, have needs that our social services systems are not fully equipped to address. STEPS to End Family Violence is one of a handful of New York City domestic violence providers of formal services to justice-involved survivors. Supporting survivors includes amplifying resources to serve incarcerated survivors. In particular, one-on-one and group interventions in jails and prisons can enable incarcerated individuals to reenter communities—and relationships—with transformed behaviors, interrupting cycles of harm.

Furthermore, fostering additional incarceration-based services or services to incarcerated individuals will enable accountability with healing. For incarcerated individuals, this space is rare. "Through the Prison Rape Elimination Act (PREA), CVTC offers a hotline for incarcerated rape survivors to receive phone counseling and advocacy," explains Deesha Narichania, DV Coordinator at St. Luke's-Roosevelt Crime Victims Treatment Center. "Two things must be noted here: 1) The vast majority of reported rapes are not perpetrated by other inmates, but by prison officials, and 2) Many inmates call to process not a recent adult rape, but childhood sexual abuse which they never got to process earlier because of lack of access to services in their communities." While the ideal scenario is to enable services so that communities have an abundance of off-ramps before entering the criminal legal system, providing services for incarcerated individuals will enable us to stem violence from continuing. In short, expansion of current services for incarcerated individuals and addition of new services will further our goal to build capacity for healthy relationships and end intergenerational transmissions of violence.

> *I tell people that don't think—that therapy is only for rich people or for people who have real serious issues. The majority of people need some type of therapy. And us who are coming out of prison after long stretches of time, we definitely need some kind of therapy to re-acclimate back into communities and come back into society. Therapy does help. It gives you the opportunity to talk to someone, to have someone in your life you can share with as well.*
>
> — **Anonymous**

STRATEGIES FOR RESPONSE

- Augment funding for current providers of services to incarcerated individuals to enable accountability with healing
- Foster new programs and services for incarcerated survivors of violence, including LGBTQIA survivors and survivors of color
- Integrate services for and work to support justice-involved survivors more fully in intimate violence advocacy
- Augment alternatives to incarceration and foster additional off-ramps and preventative services in communities subject to disproportionate legal surveillance in order to reduce the flow of mass incarceration

RECOMMENDATION

- Increase funding to existing programs and foster new community programs focused on incarceration-based services for justice-involved survivors and/or abusive partners to enable individualized services that can be continued after release in order to increase safety, accountability with healing, and wellness as well as enable transforming behavior and community reintegration

RECOMMENDATION 7: FUND WHOLE FAMILY PROGRAM MODELS AND SERVICES

> *There was something going on at Children's Aid Society that they were doing that I asked for, and it didn't even make it into the courtroom that I wanted my son's father to go. And had he been held accountable at that point in time, my child might have had access to his family and know who his family was, for one thing. I don't feel that he would necessarily have acknowledged his abuse but if he had been court ordered to go, it would have at least made a statement. The damage is now irreversible. It's no consolation to me because it's my only child but I know that there are stories that are so much worse. I know that.* — **Anonymous**

GAPS

"In our work, there's no individual here," notes Michael Scherz, Director, Domestic Violence Project at Lawyers for Children. As an advocate for children experiencing abuse, Scherz speaks to the complex dynamics in families—where not only are parents involved but other family members, including grandparents who may mitigate or amplify violence. Given that intimate partner violence, elder abuse, and child abuse is about relationality, it is strange that as a field we predominantly focus services on individual survivors. Indeed, many culturally specific services have noted a need for interventions of extended family and/or chosen family members. Furthermore, our definitions of family have often relied not only upon Western individuality and nuclear family constructs but also heteronormative frames that deny the actual constellations through which LGBTQIA communities and people experiencing poverty and oppression actually survive and connect.

In general, as a field, we have not focused on the ecosystem of relationships. In New York City, we have only a few whole family programs for intervening in violence. In part, this comes from a hesitation that they augment safety concerns. One City employee shares, "If it's the same organization that provides those services, my big concern there is about coercion. My instinct is that there should be a firewall. I just worry so much about victims and children being manipulated in a way that takes away their autonomy and agency." This standard

of separation is maintained not only in heteronormative contexts but often queer and trans services-focused agencies as well.

On the other hand, are we limiting our services predominantly to survivors who seek separation? And, if so, are we serving communities as we need to be? Are we having the impact we want both in terms of serving survivors and transforming communities?

Lisa O'Connor, Chief Program Officer at Safe Horizon, speaks to the need to create space to heal the relationship as its own entity. "We need to engage people through their relationship. Our goal is that everyone in the family feels responsible for the safety of the family. Whether together, apart, or connected—everyone owns their role. How do we have a different conversation about the damage to the family? This breaks the silence and takes it out of the shadow and secret. It's another way to engage community by taking away secrecy and silence around hurt in the family." In such a framework, O'Connor shares that we can address violence beyond intimate partner relationships, such as child-on-child violence, and recognize the crucial role played by children, extended family, and elders while enabling services for survivors seeking accountability and repair in relationships.

In general, we need to be more attentive to the goals of survivors, particularly in relationship to families. "In some cases, survivors want to keep their families, want the abuse to stop, and the family to reunite. In other words, many survivors express that they want to hold abusers accountable but give them another chance," explains Danny Salim, Anti-Violence Program Director at the Arab-American Family Support Center. "When they make that choice, it's vital to support them, empower them, and respect their decision."

The vast majority of systems-based services for survivors of violence are predicated on them leaving their partners or family members causing harm. As a result, survivors have to do a lot of work to be safe, keep their children safe, and carve out a new path for themselves. Yet, a vast swath of survivors of intimate partner violence and/or elder abuse seek to stay in relationship

National Model for Whole Family Anti-Violence Services: Caminar Latino

http://caminarlatino.org/

- Domestic violence agency that incorporates working with the whole family
- Programs include Women's, Men's, Youth, and Parenting services
- Men's Program is a 24-session family violence intervention group class certified by State of Georgia and includes critical-consciousness and education focusing on domestic violence with a substance abuse education component
- Success measures include 90% of families with a Men's Program participant will report cessation of physical violence and removal of firearms within 2 weeks of entering program

with abusive partners or family members. Not enough services exist for survivors who seek abuse to stop while staying in relationship.

It is also difficult for anyone to make abuse end. And yet, our inability as a field to address survivors' longings for such interventions and our creation of systems focused on separation as the predominant mode for safety reflects our own stake in quick, cookie-cutter solutions—and the lack of resources offered for more complex options that would ultimately be more meaningful for survivors and advocates. To enable deeper relational-based solutions, we need to open options and resource these options.

John Montero, Senior Court Clerk at the Manhattan Integrated Domestic Violence Court (IDV), speaks to the lack of long-term planning and mapping with survivors of abuse and their families, asking, "What's the permanency plan? There's no thought of what this is going to look like. Is it reunification? Foster care? What is the plan? What services would we put in place if we looked at domestic violence and begin with the end in mind?" He adds that our current systems also prevent families from escaping the domestic violence label: "Once an IDV family, always an IDV family. They have to come back to modify. Even if you don't have domestic violence anymore, there's still a label attached." In our quest to offer access, we may unintentionally have mapped domestic violence as a condition as opposed to an experience. Unintentionally, we may be limiting the scope of transformation for families by always linking them to a past history. Raquel Pittman, Strategic Plan Project Manager at Safe Horizon, reflects on the harms of labeling, saying, "I realize our international partners are way ahead of us. They have another alternative that's not criminal justice-focused. America needs to catch up. You have to have safety—still be victim-centered and also create an environment respectful to the person who's caused harm. Sometimes the label continues to perpetuate the monster syndrome." Safe Horizon is in the process of developing a program to incorporate work with abusive partners and as

> *My family could be back together cuz I feel like all they do is just, 'Let's throw the man in jail. Let's get the girl on welfare. Let's drag her through the mud.' And you know, she's part of a statistic. Like, 'Yeah, she's lying. She just wants an apartment.' Because that's how they treat you. And nothing gets resolved—you end up bitter and angry and hurting and they end up dead or in jail or trying to kill you because you gave an order of protection. So, I feel like if the services would help people get their families back together, it would help. But yeah, my family would be back together. Like mentally healthy. Because you can be with someone and not be healthy mentally.* — **Kierra Coll**

one of the core staff members leading this program development process, Pittman indicates that a whole family approach "gives the system itself a new way of responding. This is critical to reducing long-term violence. Healing, change, and transformation—one family at a time."

A whole family approach would also open access to families experiencing elder abuse—where parents are often reluctant to access punitive systems responses. "A mother doesn't want their child prosecuted: they want help," says Aurora Salamone, Director of the Elderly Crime Victim Resource Center at the NYC Department for the Aging. "There's a bond there that's different than intimate partners. You're going to protect no matter what. We've heard this so many times about trying to get help for the offender, especially if the offender suffers from a mental health issue. Our feeling is if we don't help this abuser, we're going to have a hard time providing services to the senior victim. You can't just call the police or get an exclusionary order. Often the offender's dependent on an elder. We need to look at the whole family even though our specialty may be elderly, children, or young women. We have to be able to look at the whole family because everyone in that house is affected."

A youth homeless services provider concurs that many youth experiencing child abuse also seek supportive services rather than criminal legal interventions for their family: "I want them to get help not in trouble." The provider adds, "We need to recognize it's going to take time to work with this family. We can't fix just by saying this is the law." One of the fears of criminal legal and systems interventions is that these interventions may spur separation within the family. In speaking to forced separations—for example, a mother and child in one shelter and the father in another—Joshua Rotkin, Queens LEAP (Legal Social Work Elder Abuse Program) Director at JASA, explains, "You are creating two families out of one." All populations, but especially elders and youth, face barriers of transportation, housing, and access to community networks—making interventions beyond separation and whole family services an urgency.

In another systems-based intervention, for many survivors, orders of protection have been a vital mechanism for accessing safety. And yet, the inability to customize orders has also led to negative impacts on survivors' desires for their relationships. As one attorney notes, "Often the victim says, 'Listen I really want to work on it.' The DAs' and judges' fall back is full order of protection which could harm a process that brings a family forward."

Larry D. Edwards, LMSW, Founder & Director of Edwards Mentoring and Social Services, observes that an order of protection cannot repair harmful relationships and that exclusionary orders can also increase the anxiety and toxic dynamics in abusive relationships. He observes, "That timeframe where there is no communication between the couple as a result of an order of protection, both seem confused regarding what the other is thinking and what's happening with the children emotionally and financially."

Data on Abuse for Deaf People, Elders, and Youth

- "Data from an eight-year survey of college students at Rochester Institute of Technology indicates that Deaf and hard of hearing individuals are 1.5 times more likely to be victims of relationship violence including sexual harassment, sexual assault, psychological abuse and physical abuse in their lifetime." (Source: http://www.thehotline.org/help/deaf-services/abuse-in-the-deaf-community/)
- "Overall the study found an elder abuse incidence rate in New York State that was nearly 24 times greater than the number of cases referred to social service, law enforcement or legal authorities who have the capacity as well as the responsibility to assist older adult victims." (Source: p. 2 of http://ocfs.ny.gov/main/reports/Under%20the%20Radar%2005%2012%2011%20final%20report.pdf)
- "There were 686,000 child maltreatment victims or 9.2 per 1,000 children in 2012. Of those children who were victims of maltreatment in 2012, in 36.6 percent the mother was the perpetrator, in 18.7 percent of the cases the father was the perpetrator, and in 12.0 percent of the cases someone other than the parent was the perpetrator." (Source: pp. 17-18 of http://victimsofcrime.org/docs/default-source/ncvrw2015/2015ncvrw_stats_children.pdf?sfvrsn=2)

Victoria Levin, Assistant District Attorney, Richmond County District Attorney's Office, notes the need for additional services focused on repair and restoration. "Many of these people are going to stay together. They need to move forward together," Levin remarks. "We will often plead cases out to have some sort of program. Part of their plea may be entering a counseling program with a counselor. We need programs. Whatever therapeutic method, there's not enough focus into reintegration into family life and rehabilitation."

In addition to counseling and programs offering services for survivors and people causing harm, some services that would support survivors' longings while increasing safety include services for **co-parenting**, **supervised visitation**, and **therapeutic visitation** as well as bolstering the **cohesion of fatherhood services with survivor-centered advocacy.**

CO-PARENTING

"I've come to realize that a lot of the guys who I've been with have never seen a healthy family model in front of them and I think it's really important that there could be something that addresses that because you don't always have to be in a relationship to be co-parenting with each other, to be interacting as a family unit. And I definitely think that something that could be reiterated is just the impact of—when it's safe and I want to emphasize that when it's safe to preserve what a family is—how to parent effectively. I think a lot of guys want to know that.

I think communication between families and services is really important because he knows what's going on. He's able to speak with my worker: 'Look, Lindsay's going through this, that, and the third and it's not right and I don't like it and I didn't realize what was going on and how can I help?' Even him being in the loop kind of helps."— **Lindsay**

"The parenting piece was phenomenal. I have two children. How can I say what happened to my daughter and son? This is what happened but this is not who I am.

I started to see my daughter. I saw her have a tantrum. Her behavior was a mirror. I saw myself. I got to be a positive role model and it starts through my actions."— **Jamel Hooks Jr.**

Co-parenting services are vital to enable support for survivors, people who cause harm, and children even as they offer a route to interrupting generational trauma and cycles of violence. "Learning to co-parent separately is extremely hard and may lead to hostility towards the absent parent. Co-parenting therapy can go a long way towards making the process easier," observes Jamie Burke, Supervising Attorney, Integrated Defense Practice at Brooklyn Defender Services.

In many situations, kids do not understand what is happening in their families and survivors also do not have clarity on how to communicate with or make requests and demands of the co-parent. Heather Lothrop, Staff Attorney, Domestic Violence Project at the Urban Justice Center, notes that the court context can add barriers and siphon extended family supports. "Even for the survivors who want to co-parent, there's a lot of safety planning that needs to be done. Many times, the family is a supportive and a valuable resource until the court system is involved. For many people, losing the support and resources of the family is difficult and can make them less safe." Enabling interventions outside the court system and co-parenting services that enable the widest scope of safety planning will advance our goals to enable healthy relationships, families, and communities—and enable opportunities for family bystanders to become upstanders without threat of systems backlash. One provider reflects, "With survivors, we help them parent better and interact with children in a healthy way. I hope to see this with perpetrators too."

SUPERVISED AND THERAPEUTIC VISITATION

"I think he used to visit social worker with my son on weekends. That was because I met that social worker and I believe that was also helpful during our custody and during visitations. My son's behavior was calmer than before when he used to come back. My son used to go overnight or two days to him. That helped him a lot. And, also when we went to see each other in the precinct because of the involvement of social worker, a third-party, I saw his aggressiveness was in control. Like he used to pass comments, negative comments when I used to be there but I feel when he used to see the social worker—I

don't know what was the reason—but he was calmer and not using those negative comments or showing those gestures, behavior which was really making me scared even when I was in the precinct. The social worker helped a lot also. It was really comforting to me that the visit has gone so well—there was no inappropriate words that were told to my son or anything. Also, I believe that social worker was a really good social worker in this sense she was educating my husband at that time."— **Razia**

Survivors routinely praised supervised visitation as a valuable service that put their hearts at ease and safeguarded their children and themselves. Scherz, an attorney for children, notes a child might say, "I want to see my mom but I want both cameras and a guard there so I know I can be safe." Despite the value of supervised visitation, the services are under-resourced. Amos Cohen, Senior Staff Attorney, Integrated Defense Practice at Brooklyn Defender Services shares, "One of the biggest issues we struggle with is reunification. There are not anywhere near enough resources with supervised visitation and the only possibility is to work with limited agencies. Clients are being delayed which is unfortunate and sad and ultimately compromises clients in court." The impact on children can also be profound. Burke notes, "The supervised visitation wait list can last any time from 30 days to 6 months. During that time, children often feel like their father abandoned them."

Economic inequity often dictates what visitation services are possible. Scherz speaks to the usefulness of parent coordinators during a divorce process as well as supervised visitation that run through weekends and extended holidays. He observes, "Right now, only people with money can access that. People with means can get supervised visitations."

Nazy Kaffashan, Program Director, Family Wellness Program at Children's Aid, underscores the role therapeutic visitation—another under-resourced and rarely-available service—can have in facilitating repair and healing. "There's always so much reparative work you can do to support the healing process of the parent and child relationship. It can be done with the survivor too," she notes. "That service can be really valuable to a family in mending relationships. It allows for further communication where we can support the parent and child with talking about their experience."

Or as colleague Albery Abreu, Abusive Partner Intervention Specialist, Family Wellness Program at Children's Aid puts it: "I've worked with children who still want a relationship with their fathers. Moms are so overwhelmed. It's hard to have a conversation of why dad is not around. A lot of his anger is why I can't see dad. No one is talking to him. What are the healing opportunities there?"

Bridging these gaps in services for supervised and therapeutic visitation would enable our City to address inequity while offering meaningful whole family solutions in safely addressing violence.

Local Model for Whole Family Anti-Violence Services: Family Wellness Program

http://www.childrensaidsociety.org/family-support/family-wellness-program

- Provides comprehensive services to parents and children affected by domestic violence or relationship abuse with services for survivors, parents, and children
- Abusive partner interventions include assessment, case management, and groups to learn about dynamics of abuse, effects of witnessing violence on children, and how to interrupt cycles of abuse and repair damage caused to children
- Group co-facilitation model with a cisgender woman and cisgender man demonstrates healthy relationships in a heterosexual framework

FATHERHOOD AND PARENTING PROGRAMS

"To keep the family safe—and together at the same time. It depends on what kind of damage the person be doing. If the person is still active, the person finish a program, and he give a good testimony after years. Give us, the survivor, keep reminding us that we have to be focused. Because you see couple of months that he doing good. Don't give the address still. A few years. At least 3 years. When you see very good testimony—like real testimony. So, the family can be safe and together at the same time.

You feel good when you have your family. Children grow more healthy. Cuz even the mother give love and take care of the children, it's different when they have a father. Female and male is different. The girl need that. I say because of myself. I didn't grow up with my father and I know that girls need that. So, I think that's really going to benefit the family."— **Fey**

In New York City, a host of fatherhood-specific programs exist including the abusive partner interventions provider Family Wellness Program, Neighborhood Health Action Centers, and Department of Youth and Community Development Fatherhood Initiative. Services can include parenting classes, counseling, and mentoring. As with parenting programs generally, fatherhood programs can play a key role in fostering trauma-informed behavioral change—if there is intentional connection to accountability with healing.

"If they're in a place to acknowledge abusive behavior, they ask, 'Could you get me anger management? If I had that, this wouldn't happen,'" shares Genna Marku, Clinical Manager at Midtown Community Court UPNEXT Fatherhood Engagement and Workforce Development Initiative. She elaborates that deeper interventions are challenging, noting, "When I try to explore healthy masculinity, there's push back. It's easy in a fatherhood program for men to come together and reinforce ideas of masculinity." Without an accountability frame, it is easy for any group to become an echo chamber. Marku notes that

not having access to any orders of protection or other information means that fatherhood programs could unintentionally reinforce gender bias and patriarchy. She asks, "Are we being safe if we're only getting their picture?" Because fatherhood programs often operate in silos, a larger approach on challenging intimate partner violence is missing.

Also missing is a responsivity to the wrap-around and in-depth services participants may require. "As the Director, I often had a lot of fathers in my office needing to talk about deeper issues. The program was neither designed nor equipped to do necessary solution-based case work," notes Edwards. "We need to build strong families, not a façade of strong families." Building an approach on addressing intimate partner violence in parenting contexts will open up a new population for services—and for addressing cycles of violence. Indeed, fathers themselves seek resources. "They reflect a lot on their own fathers and their own childhoods: 'What do I need to do to keep breaking those chains and cycles?'" Abreu observes.

The available services do not reach deep enough—nor far enough. Paul Feuerstein, President/CEO of Barrier Free Living, notes that the deaf community could benefit from a Caring Dads program. In addition to reaching underserved populations, we can further explore roles folks outside the family can play. One City employee points to family group conferencing as an excellent model and asks, "With the family's consent, how do we engage the whole family or faith institutions and community members close to them? How do we fold them into our planning?" To do so would deepen accountability while making behavior change sustainable—and open access to supports for change such as chosen and extended family pivotal for deaf people, immigrants, LGBTQIA individuals, and people of color. Or as Kimber states, "Accountability is a lot more than just the two immediate people involved—it's about all the people who are affected by it and that's an easy thing to leave out of the equation."

STRATEGIES FOR RESPONSE

- Pilot programs to serve queer and trans survivors who seek to stay in relationship with their partners
- Enhance programs addressing elder abuse with services targeting behavior change for family members causing harm
- Increase resources for programs utilizing a whole family approach particularly programs that are voluntary and enable participation prior to systems involvement
- Foster a process to better connect respondents on civil orders of protection to services including through use of a new differential assessment service
- Foster the development of new programs with a whole family model in collaboration with survivor advocacy and ensure inclusivity of extended and chosen family supports to further access to services for deaf people, immigrants, LGBTQIA individuals, and people of color

- Increase elder abuse trainings, information, and workshops in senior centers, public housing, and faith communities
- Foster co-parenting services with safety and accountability frameworks
- Increase resources for supervised and therapeutic visitation
- Build capacity of parenting programs to address intimate partner violence and collaborate on safety, accountability, and whole family services delivery
- Incorporate intimate partner violence screening in parenting groups
- Develop groups for parenting after violence
- Foster foundational training in intimate violence with Fatherhood programs and parenting group facilitators

RECOMMENDATION

- Fund whole family program models and services that foster safety and wellness such as supervised and therapeutic visitation as well as approaches to address co-parenting skills and parenting after violence including capacity building and training to address abusive behaviors in fatherhood programs and services

REFRAMINGS TOWARDS ACCOUNTABILITY WITH HEALING

"It starts with self-love. You have to love yourself to change. No one can change for you. You have to want to better yourself. It has to come from your self-worth. You can't have someone running your head for you. Only you getting in trouble so you might as well make those choices for yourself."— **Anonymous**

"If you were abused, there is a consequence for this. I'm trying to be compassionate here and understand but then so go to therapy and treat yourself. The chain can be stopped at any moment if you decide to do it."— **Carlos**

"I could say the only way to change is to believe in yourself that you could change—just believe in yourself. And maybe you could change—not maybe could, you would change. Just got to give yourself time and you will change." — **Shamel**

"I believe in certain moments that he felt more vulnerable, he would agree to go—especially when we used to talk about his abuse as a child. Maybe not in the heat of the moment when he was attacking me—of course not. But there are ways to reach out to people. I totally believe that you can touch a person's heart."
— **Sarah Pantaleon**

"More outlets to participate in like free outlets like yoga, stress-relievers to help get through the problem. For example, yoga is one. Contact sports as far as kickboxing and boxing to work off the stress in a different manner versus getting into a physical altercation or verbal altercation. Just like more free activities to alleviate violence as a whole." — **Anonymous**

"They have the services for survivors but for the abusers they need something like a boot camp and then something to follow up with—like with the Milagros Day Worldwide they have a Transformation Academy for the women. So, they would need something like that to help them along with their transition." — **Janice**

"Like my family members, they'll call me or sometimes they'll say, 'Don't mentor me.' I'm not going to stop until I help everyone." — **Kierra Coll**

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