



Training & Technical assistaNce newsl eTter

Issue 1

January 2004

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This project is supported by Grant No. 2002-VR-GX-0009 awarded by the Office for Victims of Crime, Office of Justice Programs, US Department of Justice. Points of view in this document are those of the author and do not necessarily represent the official position or policies of the US Department of Justice.

WHEN A LAW ENFORCEMENT OFFICER IS THE ABUSER

By Dan Hally, Chief Criminal Deputy for the Asotin County
Sheriff's Office and Training Director for USCCGI

While law enforcement professionals are continuing to receive education regarding domestic violence as a serious crime, there is a strong reluctance to follow through with regular protocol when one of their fellow officers is the abuser. Law enforcement personnel have a strong sense of "family" that has kept them from dealing with this issue. When choosing whether or not to report, victims struggle with the humiliation of going public with the abuse, and they face the issue of going against the "police family" as well. The victim, not the offender, may be treated as a traitor to the "family" and intense pressure to silence the victim will be applied.

Misuse of Power

Police officers receive significant amounts of training in the areas of deception, manipulation, and the ability to intimidate. Officers are trained to take control of any situation through the use of their voice and stance. They are trained on how to gather information, conduct surveillance, interview, interrogate, and investigate. While these are all tools used by abusers; law enforcement officers have the power of formalized training behind their use of these skills and techniques.

When an officer who is an abuser arrives home, he still carries the sense of entitlement to authority that he maintains on the job. He can use his skills and experience to show the victim that he is in complete control of her life.

Stalking and Brutal Physical Abuse

Law enforcement officers who abuse can use their professional skills, equipment, and the mobile nature of their jobs to keep their partners under surveillance. An abusive officer may use other officers or agencies to unknowingly provide information for him. He may use resources to conduct "welfare checks" in an attempt to locate his partner who is trying to escape danger.

A police officers has access to license plate information, addresses, and phone numbers of anyone with whom his partner has contact, including employers, advocates, counselors, and friends. Surveillance equipment is at his disposal, including recording devices, tracking software on computers, and global positioning equipment to trail a victim. He has the ability to make law enforcement requests to the Postal Service or to utility companies for updated addresses.

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RUBÉN ROSARIO: Cop Takes Personally Violence Affecting Indians

RUBÉN ROSARIO Pioneer Press Columnist

Seven years ago, as a swirling cyclone of drug- and gang-related violence began snuffing out the lives of American Indian youths from inner-city streets to the “rez,” Minneapolis police officers Bill Blake and Bob Thunder decided it was time to act.

As street cops, Blake and Thunder, both American Indians and second cousins, saw the despair and devastation that poverty, unemployment, and drug and alcohol abuse were having on some of “our” people.

“When you see people or the bodies of young men whose faces remind you of your own family, that’s hard to take,” says Blake, a sergeant and 11-year veteran who works narcotics and other crimes in South Minneapolis.

“What I basically told the people I arrested was that I understood the conditions they were in, but that it did not excuse their behavior,” adds Thunder, who retired from the force and now works for the Metro Transit Police Force.

But most of their street work – locking up lawbreakers, securing crime scenes, and breaking bad news to relatives – was after the fact. So the two cousins, joined by Frank Smith, another American Indian cop, put together a seminar and visual presentation on gangs and drugs and hit the road in the

mid- to late 1990s, visiting local schools and reservations in Minnesota and western Wisconsin on their own time.

On many occasions, Blake was accompanied by Erica Rae, the eldest of his five children.

“She mostly grew up on reservations and often complained to me about the increase in youth violence and drug abuse, saying, ‘Daddy, this can’t go on,’” Blake recalls. “She was one of the reasons why we did it.”

She is also the reason why Blake is pledging another anti-drug and gang awareness sojourn. This time, it is personal.

Today, in a Wisconsin courtroom, Blake will deliver a victim impact statement at the scheduled sentencing of the man who killed his daughter.

“The murder of my daughter has been a horrible experience for all who loved Erica,” Blake will read from a prepared statement. “We all have goals, hopes and dreams for the future. A bullet from a gun wiped all of those out for Erica.”

Peter Cupp, then 19, and Erica Blake, 20, of Shell Lake, Wis., were among a

gathering of people attending a party Feb. 11 in the basement of a home on the Maple Plain Reservation in Barron County.

Cupp, who reportedly admitted to investigators that he had been drinking and smoking marijuana, said he went to move a cocked revolver he had found on a folding chair. As he picked up the weapon, he said, his finger accidentally touched the trigger, discharging a round. A bullet fatally struck Blake, the mother of a 5-month-old son, in the back of the head, as she was descending the basement steps. Killer and victim did not know each other.

Cupp’s defense attorney called the death “a horrible and ghastly accident.” Blake disagrees.

“I want this court to know that it was no accident that a handgun was in that house,” Blake will say today.

American Indian women are raped and sexually assaulted at an annual rate more than three times that of white women and more than twice that of African-American women . . .

“It was no accident that this handgun was loaded . . . the word accident totally discounts from the fact that my daughter was killed from a bullet to the back of her head.”

As part of a guilty plea to charges of criminal negligence, Cupp is expected to receive one year in jail and nine years’ probation. Blake sees Erica’s

death as another link to a disturbing chain of crime and violence that is strangling parts of the American Indian community here and across the nation.

American Indian men are also 150 percent more likely to become a victim of domestic violence.

A 1999 Justice Department study found that American Indians annually fall victims to violent crime at more than twice the rate of other U.S. residents. The victimization rate among the estimated 2.5 million American Indians was 124 per 1000 residents 12 years and older. The rate was more than twice that of African-Americans as well as whites, whose rate is 49 per 1,000 residents.

American Indian women are raped and sexually assaulted at an annual rate more than three times that of white women and more than twice that of

African-American women, according to Justice Department statistics.

American Indian men are also 150 percent more likely to become a victim of domestic violence. Also, illicit drug use among American Indian youths age 12 to 17 was twice as high as the national average, according to another national study.

Blake doesn't need statistics. He knows intimately the steady drug-trafficking pipeline from the Twin Cities to area reservations. He has witnessed the continuing recruitment of younger and younger members to gangs such as the Native Mob and American Indian chapters of the Vice Lords and Gangster Disciples. He easily rattles off a decade's worth of young homicide victims and killers — including Erica. He hopes the new effort will not be met with the same mixture of denial and resistance that greeted some of his presentations years ago.

"I think there was an attitude among tribal leaders and the community that this wasn't a big problem, and that the kids were simply wannabes acting up," Blake says. "I remember one time when a group of teenagers were flashing Vice Lord gang signs at us from the back of the room as we were speaking. I told the adults to turn around and see for themselves."

He takes comfort in news last week of an agreement by White Earth Reservation tribal police and state and local officials to coordinate efforts to improve law enforcement crackdowns on drugs and other crimes in that area of northern Minnesota. He is currently updating the presentation. Thunder says he will join Blake again in spreading the word.

"I owe this to my daughter," he says. "We are losing a generation, and I have to do my part."

Rubén Rosario can be reached at rrosario@pioneerpress.com or 651-228-5454.

Reprinted courtesy of St. Paul Pioneer Press

2004 National Crime Victims' Rights Week

The Office for Victims of Crime (OVC) is pleased to announce the availability of the 2004 National Crime Victims' Rights Week (NCVRW) Resource Guide and poster. These resources were designed to help you generate victim and public awareness during National Crime Victims' Rights Week, set for April 18-24, 2004. This year's theme is "Victims' Rights: America's Values."

The 2004 Resource Guide includes many exciting new features. For the first time, all the camera-ready art is

available on a CD to simplify replication. A DVD of the Introductory Theme video is provided for use in your victim and public awareness events. You will also find two new documents that describe OVC's rich history and commemorate the 20th anniversary of the Crime Victims Fund. The 2004 Resource Guide is filled with great theme-oriented ideas and strategies that will allow you to join thousands of other victim assistance and allied organizations in commemorating the 2004 National Crime Victims' Rights Week.

Both the 2004 NCVRW poster (LT000487) and Resource Guide (NCJ 202045) are now available from the OVC Resource Center (OVCRC). Please contact OVCRC at 1-800-851-3420 (TTY 1-877-712-9279) to place your order. For immediate access to the Resource Guide, visit the OVC Web site [www.ojp.usdoj.gov/ovc/ncvrw/welcome.html] to view the files online. If you would like to be added to the mailing list to receive future NCVRW Resource Guides and posters, please call the OVC Resource Center.

From the Director



Greetings,

The lead articles in this month's issue focus on Law Enforcement Officers – as possible abusers (see cover story) – and also as activists working to bring an end to violence in our tribal communities (see Ruben Rosario story, page 2). Dan's story on officers as abusers reminds us that abuse can happen at any level. Law enforcement officers are not immune or "above the law."

In recent years, ever-increasing numbers of tribal law enforcement and BIA officers have been trained to respond more effectively to crimes against Native women. While this news is very encouraging, even more can be done. We can address the code of silence and the act of looking the other way that still exists among Law Enforcement officers when one of their own commits a crime of violence. It is time for those officers who are not abusive to speak out. We can require our Law Enforcement leaders to implement and enforce policies that do not tolerate acts of abuse or the degradation of women amongst their personnel (see cover story). New recruits should be taught that the "old blue wall" no longer exists and that part of an officer's moral, ethical, and legal duty is to report any fellow officer who engages in abuse or other criminal activity.

Let's reach out now to our law enforcement officers – we need them. I encourage each of you to seek out those law enforcement officers in your community who believe in standing up and supporting the fight. Include them in your trainings, meetings, and community events. Recognize them for their courage and commitment to provide services to victims of crime. Encourage them to get their fellow officers involved, and to help convince their leadership to offer education on the topics of victim services and crime investigation practices that places the responsibility of the investigation on the officer, not the victim.

Remember that as we work towards ending violence in each of our tribal communities, we can accomplish so much more when we work together.

Gina

NCAI Spearhead Effort to Stop Violence Against Women

Posted December 29, 2003 - 9:24 am EST

By Christine Graef, Correspondent, Indian Country Today

WASHINGTON - Native women are the most victimized group in the country. Indian women are raped and sexually assaulted more than double the number of times of women of other races. The violent crime rate for American Indian females during a 1992 to 1996 Department of Justice study was 98 per 1000 compared to 40 per 1000 among white females, or 56 per 1000 among black females.

"We are trying to get national leadership to look at this," said Cecelia Fire Thunder, Lakota, of Pine Ridge, S.D. "We need resources."

Fire Thunder is the public educator for Canglska (Medicine Wheel) Inc., a domestic violence program in Pine Ridge. A part of Canglska is Sacred Circle in Rapid City, a national resource center to end violence against Native women. Sacred Circle brought the issue to the National Congress of American Indians. In response, last June at their mid-session meeting in Phoenix, Ariz., NCAI passed a resolution to investigate the problem. In February, a group will be meeting in Washington to learn when Congress can hold hearings across Indian country and what legislation can be passed to strengthen current laws.

"As a Lakota woman, my voice is not as strong as having the weight of national leadership," Fire Thunder said. "We need more resources in Indian communities to respond to these women."

In Pine Ridge, a 58-page code outlines everyone's role and response in a case of rape. In 1989 they were the first tribe to pass a mandatory rape law.

"It's a thing that we ask ourselves on this reservation," she said. "Are we willing to do whatever it takes to make this change?"

Rape is "sky high on reservations," she said. Whatever numbers are reported, multiply that by four to get a realistic idea of the number of rapes occurring.

At least 70 percent of violent victimizations against American Indians are committed by persons not of the same race, according to DOJ. That means that 30 percent of Indian victims were victimized by someone of their own race, compared to 81 percent of black victims and 69 percent of white people who were victimized by someone of their own races. Although they account for just under 1 percent of the population in America, they are victims more than twice the rate of whites, blacks or Asians. About half of these crimes are against females.

"If you walked into a room of Native women, you can assume every one of them has been a victim of incest, assault or rape," said Karen Artichoker, director of Sacred Circle.

The effort began when the women looked at domestic violence and saw that women who are battered by their partners will also be raped by their partners.

"Any time a man abuses a woman, he will violate her sexually," she said. "A lot of people have a hard time accepting that. They want to separate the two."

About eight in 10 American Indian victims of rape or sexual assault were victimized by someone of another race. Among victims of all races, about 11 percent of intimate victims and 5 percent of family victims reported the offender to be of a different race. But among Native victims, 75 percent of intimate victimizations and 25 percent of family victimizations involve a different race.

Artichoker said the 1994 Violence Against Women Act has not been strengthened enough to protect tribal women. If a non-tribal person commits this act of violence on a tribal woman, the tribal courts have no jurisdiction other than to arrest and hold the offender until a sheriff's deputy comes in. Tribes have civil contempt authority and can bring civil action against an offender, but it has not promoted the safety of Native women, they said.

Women's safety is inextricably tied to the sovereignty issues of Native people, Artichoker said.

(Continued on page 6)

NCAI Spearhead Effort to Stop Violence Against Women Continued from page 5

“As women, we’re visionaries,” she said. “Our goal is restoration of individuals and families. As Native people we have the advantage because we have these teachings. But until women have access to safety, they won’t be in an environment for self-growth.”

The first step is legal changes in how these violations are responded to and educating women to report the crime and know that something will be done.

“The message now is that it doesn’t matter if they report it, nothing will be done,” Fire Thunder said. “A part of the problem is that we don’t have a more uniform way of reporting.”

But whether a woman reports the rape or not, she needs to be taken care of, she said. Women never get over that. They put it away, but somewhere deep inside the ache is still there, Fire Thunder said. When a mother cries, her children cry, said Artichoker. The violence is directly related to alcohol and drug addiction which in turn affects care of the next generation.

“Sometimes I don’t think people really understand the trauma, the tremendous loss she suffers when she’s been raped,” Fire Thunder said. “One thing we do is to try to explain the act of intercourse that we have to give permission through body language and a spiritual connection when we give someone a gift. You’re sharing all of who you are. When someone takes something from you, they are taking something sacred. In a good healthy relationship, a man is willing to let you give the gift of yourself. When it’s taken by rape, it violates that.”

It takes a long time to get back to a place where you can give yourself, she said.

When a Law Enforcement Officer is the Abuser Continued from cover page

The police abuser may tell his partner that she is no better than the drug addicts and criminals he deals with all day. The verbal attacks are just another tool he uses to destroy her feelings of self worth. Officers will sometimes use a verbal attack to provoke a victim in order to justify retaliation. He blames the victim for pushing him too far causing him to physically abuse her. Physical abuse by police officers can be extremely brutal. Specialized training teaches officers to

inflict great pain but leave no bruises or broken bones. The police abuser may also use his duty firearm to threaten the victim, their children, or other family members.

Hopelessness

The abuser with a badge strengthens his power and control over the victim by constantly reminding her that she is now isolated. He tells her she can call the police, asking her, “Who will they believe, me or you?” He reminds her of his power connected to the information he can so freely access; he reminds her of how easy he can track her down and find her no matter where she goes. It is even worse in small locations such as those commonly found in Indian Country where most of her family and friends are already afraid of him because of his power and the higher rank he has in the department.

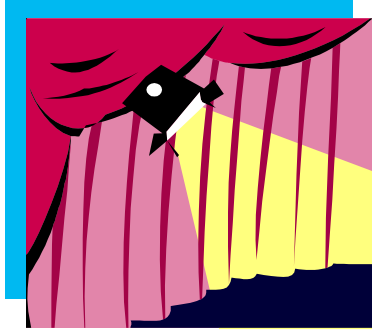
Where the Sympathy Lies

The responding officers who are friends and fellow members of the department use their officer discretion in handling the call. These officers are likely to discourage the victim from formalizing a complaint, minimize the abuse, and remind her that he is a good man and a good cop. They may justify and excuse the abuse by telling her that he is under a lot of stress. The responding officers often do not inform their superiors, and, in that case, life for the abuser will continue as if nothing has happened. They have betrayed the code of ethics by maintaining the “code of silence.” In one such case, the wife of a Tacoma Chief of Police made numerous complaints about the abuse she endured. Nothing was ever done and he continued to be promoted. He even participated on the Domestic Violence Task Force to strengthen the facade. He eventually killed his wife and then himself in front of their children. Unfortunately, this story is what it took to begin to challenge the system.

What Can be Done?

Until recently, no specific protocol existed for dealing with the “code of silence” and the domestic abuse inflicted by police officers. In July 2003, the International Association of Chiefs of Police drafted a Policy on Domestic Violence by Police Officers. This policy may help to lay the groundwork to change the way these cases are handled. Topics include investigation and evidence collection, confidentiality issues, ethical considerations, and warning signs. The full policy paper can be found at: <http://www.theiacp.org/documents/pdfs/Publications/domviolconceptpaper.pdf>.

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The Program Spotlight Shines on Choctaw Nation Tribal Victim Assistance Project

On December 8 and 9, 2003, the Choctaw Nation Tribal Victim Assistance Project sponsored training on Victim Advocates in Indian Country and on Elder Abuse in Hugo, Oklahoma. Unified Solutions Coaching and Consulting Group training consultants Pam Moore and Dianne Barker Harold offered Victim Advocate and Elder Abuse Training.

Randy Hammons and **Linda Goodwin** of the **Choctaw** Program organized the training sessions that were attended by over twenty participants and included Law Enforcement staff, Victim Advocates, Domestic Violence Advocates, Headstart staff, Vocational Rehabilitation Advocates, and Directors from several departments.

Bruce Frazier, an advocate with the program, opened the first day of training by leading participants in a prayer. Breakfast rolls and refreshments were provided. Participants provided feedback and views on the emerging profession of victim advocacy and the gaps in service that are often found in rural areas, especially in Indian Country. The training also looked at the concepts of “victim blaming” in both attitudes and practices. The role each agency plays in the community was examined as well as the role they play in the recovery process for victims of trauma. After reviewing the topics of victim blaming by professionals and individuals, the group moved on to the topic of “active listening.”

On-scene response was also reviewed during the training. Pam Moore led the participants through several table top exercises based on separate incidents. The table top exercises provided a real, “hands on,” learning experience for the participants and allowed them to visualize what a

response to a crisis situation might look like and what resources they have available in their community.

The second day of training, led by Dianne Barker Harrold, focused on Elder Abuse. Participants worked through three interactive exercises. The first exercise consisted of case scenarios and who to contact based upon four types of elder abuse. The scenarios included exploitation, self-neglect, abandonment, and fraud. The second exercise was a group discussion on cultural issues such as Indian Medicine vs. Modern Medicine, Medicine Men, and the matriarchal divisionary lines. The third exercise consisted of a discussion of the court system, how to write a report, and how to testify in court. In another exercise, Dianne had a

Tribal Police officer, dressed in disguise, run in and grab her purse off the table. The group then had two minutes to write down what they had observed. This was a great demonstration of how difficult it is for people to remember and identify events that happen quickly, and how important it is to ensure accurate information is included in reports. The main objective of the training was to familiarize the participants with the various types of elder abuse, how to recognize the symptoms, and how to advocate for the victims. In addition, the training emphasized how Native American culture impacts the way advocates relate to elders in the tribal communities.



Each of the training sessions provided the participants with internet access resources as well as agency resources within the State of Oklahoma. The differences between state courts and tribal courts, and a review of what role the advocate plays in each setting, was an important focus throughout the training.

The Leadership Program

Is Good Communication Really Important?

Facilitators Larry and Rebecca Lacy

“We shall never understand one another until we reduce the language to seven words.” *Kahil Gibran*

As we travel throughout the country training organizations of all sizes and descriptions, there is one constant that we find repeated in all of them: Communication is the number one problem. Indeed, in any group of two or more people, there is a possibility of faulty communication. This is the largest threat to the success of any organization. What we have found is that one of the key differentiators between a successful organization and one that is on the path to failure is the willingness of the leaders to recognize communication problems and to do something about it – even if it means taking a good long look in the mirror for their own failings (remember the phrase, “the emperor has no clothes”).

It is a funny thing that we humans are so unprepared to go out into the world and communicate with each other effectively. It is the one activity that we all must do to survive in the world, but we are given little instruction about how to do it well. It is just something that we are expected to know once we have been taught basic grammar as children. Too bad no one ever told us that every time we open our mouths (or keep silent) it is an opportunity to make or break a relationship.

One of the ways that many managers (as opposed to leaders) attempt to prevent communication issues is to hire “in their own image.” This means that they surround themselves with people who think and act much like they do. While this has its merits, the downside is much more detrimental. The manager creates an unbalanced workforce with little creativity, and no one to raise the flag when something does not make sense.

Effective leaders will take another tact. They will analyze the current team’s strengths and weaknesses (including their own), and hire accordingly. Sometimes this means leaving their comfort zone because the new team members quite possibly will have very different ways of thinking. This, in turn, may mean that the team’s cohesiveness is threatened; however, this perceived cohesiveness may in reality be a detriment to thriving.

So, what precautions can a leader take to ensure that, as the team grows and diversity of personality types is achieved, the team remains a strong, cohesive unit? The first step is to consciously decide that that is the desired outcome. Do you really want a team of people who represent different thought processes and work to maintain a productive environment? If so, this must be clearly conveyed to the rest of the team through words and actions. It must also be conveyed to candidates who are being interviewed for positions. Many people do not really want to work in such an environment, as surprising as that may seem.

“The secret to success in conversation is to be able to disagree without being disagreeable.”

-unknown

The next step is for the entire team to develop an understanding of what makes people tick; specifically, to understand the four personality types and how they each react to various stimuli.

The Greek physician Hippocrates is credited with discovering, in the year 400 BC, that behavior can be divided into various personality types. Today, it is widely held that there are four primary personality types. Although there are a myriad of labels for the four types, the descriptions are essentially the same.

About 70% of individuals will possess two or more of the traits. Additionally, many people will demonstrate a different primary trait depending upon the setting. For example, we work with a doctor who is a Driver at work, and an Amiable at home. On the following page are brief descriptions of the four types.

Primary Personality Types

Analytic

- Thinking oriented
- Wants to know “why”
- Lives according to facts, principles, and logic
- Needs space
- Solo operator

Expressive*

- Intuition oriented
- Influential
- Future focused
- Not interested in routine
- Lots of hand/body motion
- May seem impulsive

Amiable

- Relationship oriented
- Loves harmony
- Unifier
- Hates conflict
- Needs to feel safe in decision-making process

Driver

- Action oriented
- Likes to be in control
- Present focused
- More interested in getting things done than in pleasing people

* It should be noted that Expressives are often called the chameleon personality because they can assume any of the other traits as needed. Perhaps this is why so many actors are Expressives.

As you can see by examining the traits, each personality type has a place within an organization. Each brings both strengths and weaknesses with them. Understanding what motivates them and how they make the other types react is key to attaining a truly cohesive team. Below are listed productive behaviors (Blue) and counter-productive behaviors (Red) for each personality type. Please note our use of the term counter-productive. The red behaviors are counter-productive because they move away from the desired outcome or goal and can cost an organization twice as much as the blue behaviors.

BLUE BEHAVIORS

- Helps people to learn and grow
- Assists people to work together
- Builds trust
- Provides tools to help the team

Analytic

RED BEHAVIORS

- Causes trouble
- Acts separately
- Criticizes
- Back-stabs

Amiable

- Creates harmony
- Helps to unify the team
- Provides a steady influence
- Insures that everyone is working cohesively

- Creates confusion
- Goes passive
- Is complacent
- Seems lazy or indifferent

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Is Good Communication Really Important? ... *continued from page 8*

BLUE BEHAVIORS

- Helps to “sell” objectives of the team
- Mutually benefiting
- Everyone winning
- Honesty and truthfulness

Expressive

RED BEHAVIORS

- Manipulates
- Self-serving
- Takes advantage
- Money overriding concern

Driver

- Inspiring
- Guiding
- Builds self-esteem in others
- Shows the team the way to success

- Wants to be in CONTROL
- Wants results at all costs
- Demanding
- Pushy

In stressful situations, it is natural for people to go to their Red behaviors unless they understand the triggers and decide not to fall into the trap. As an example, if a Driver is pushing an Analytic for a quick decision, the result will be just the opposite. The harder an Analytic is pushed, the more she/he is likely to retreat into the “cave.” If a Driver pushes an Amiable, a possible result is that the Amiable will go passive. In both examples, the Driver gets the exact opposite of the desired result.

How can this information help you in leading your team? Once you understand the basic traits and how they react to

various stimuli, you can ensure that you are providing your team members with what they need to succeed. You can also help others to understand that they will have a much better chance of getting what they want by staying in the Blue rather than in the Red.

One final thought: It is a journey to be able to fully understand and implement this process. Like any journey, there are going to be a lot of bumps along the way. However, many people have turned their personal and professional lives around as a result of this information. Good luck on your journey to Blue!

If you would like a simple tool to determine your basic personality style, please send us an e-mail at ral@pmginternational.net.

When a Law Enforcement Officer is the Abuser Continued from page 6

According to the International Association of Chiefs of Police 2000 Conference materials entitled “Police Code of Silence Facts Revealed,”: “Internal ethics training can be used as a tool to help orchestrate a peer pressure that makes unethical acts undesirable. All internal training about the Code of Silence should be presented as a form of survival training.” Other recommendations include:

- Administrative Commitment If an organization intends to make a genuine effort to prevent the Code of Silence from placing loyalty to people ahead of loyalty toward principle, its leaders must have and communicate a sincere commitment to integrity.
- Hiring Recommendations The background investigation should be viewed as the highest priority of the hiring process for most departments, for it is usually the best predictor of future employee behavior. Background investigation training must be provided

to individuals who will be conducting background investigations. Hold background investigators accountable for performing a quality investigation.

Scott Smith, Police Chief of Mountlake Terrace, states: “(Law Enforcement) must be honest with our communities and ourselves to the highest standard of conduct. Anything less is unacceptable.” (The Enterpriser, 2003)

Communities must make domestic violence a priority. Tribal Councils, Court Systems, and prosecutors must hold all abusers accountable regardless of position. The message must be sent that any type of abuse is a crime and it will not be tolerated.

References:

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Smith, S. (2003), Oct. 17. Forum: It’s time to be more aware of domestic abuse, The Enterpriser.

National Institute of Ethics (2000). Police code of silence facts revealed, Neal Trautman.

Online Learning Opportunity Reminder: VIOLENCE AGAINST NATIVE WOMEN

Register Now!

There is still time to enroll in this course, but time is running out!

*Reminder: Tribal governments receiving OVW grants
are pre-approved to use grant funds to pay for this course.*

Offered by UCLA Extension (Los Angeles, California)

In cooperation with the Tribal Law and Policy Institute

Who: Anyone seeking training and education on the laws and policies that impact Native (American Indian and Alaska Native) women victims of violence in the United States. No prior experience or training necessary.

What: A 10-week course covering tribal, state, and federal laws and regulations impacting the lives and safety of Native women. Course will cover the crimes of domestic violence, sexual assault, and stalking.

Where: Virtually anywhere! This course is available to anyone who has regular access to a PC computer or Macintosh computer with reliable access to the Internet. The computer needs to have either Internet Explorer 5.0 (or higher) or Netscape Navigator 4.77 (or higher). You can take the course from home, school, or work. You will not need to travel or leave your community to benefit from this course.

When: January 21-March 24, 2004. Students are expected to log in to the class a minimum of 2-3 times per week (anytime, day or night) to participate in discussions, download required readings, and submit assignments.

FOR MORE INFORMATION, OR TO ENROLL, VISIT

www.uclaextension.edu/tribal or call (310) 206-6671

Other questions:

Instructor: Sarah Deer, J.D., Staff Attorney, Tribal Law and Policy Institute.

You can contact Sarah directly at 323-650-5467 or sarah@tribal-institute.org

Cost: \$515 for 10 week course. If you have never taken a course from UCLA Extension before, you can receive a \$25 discount. *Special note: Tribal governments who receive a grant from the Office on Violence Against Women are pre-approved to use their grant training funds to pay for this course.*

Textbook: All students will need a required course reader, which will be available for purchase online. Cost is not expected to exceed \$25.

TVA Post Awards Conference

Congratulations to all the programs awarded the Tribal Victim Assistance Grant through the Department of Justice, Office of Victims of Crime. One of the requirements of this grant is that a program and financial representative attend the TVA Post Awards Conference.

Wednesday, February 18, 2004 (8am-5pm) and Thursday, February 19, 2004 (8am-12noon) in Tucson, Arizona
Please plan to arrive on Tuesday, February 17

Location: The Westward Look Resort
245 East Ina Road
Tucson, Arizona 85704
Phone: (520) 297-1151
Fax: (520) 297-9023
www.westwardlook.com

Room Rate: \$85.00 government rate for either single or double occupancy per night. All rates are subject to state and bed taxes currently totaling 7.5% and \$6.00 daily resort fee. **Please note that a credit card number is required to reserve your room(s).**

Room Cut-off Date: **The federal room rate is guaranteed until January 17, 2004.** Reservations made after January 17 will be confirmed on space- and rate-available basis. You may cancel or change your reservation up to 14 days prior to your arrival without penalty. An early departure fee of 50% of the negotiated room rate will apply to all changes made to individual reservations within 14 days of the arrival. Reservations that are canceled within 14 days will be charged one night room and tax.

Arrival/Departure: Resort check-in time is 4:00 PM. Resort check-out time is 12:00 noon. The resort will make every effort to accommodate individual arrival and departure times; however, they do not guarantee availability before 4:00 PM for check-in or after 12:00 noon for check-out. They do provide a baggage check area and changing room at no additional charge.

Shuttle: Arizona Stagecoach is the Tucson Airport Shuttle Service to the Westward Look Resort. Reservations must be made in advance. You can visit their website at www.arizonastagecoach.com or contact them at (520) 889-1000.

Upon arriving at the Tucson International Airport (after claiming your baggage), check in at the Arizona Stagecoach Counter located in the exit corridors.

Cost: 1 Passenger, 1 Way is \$27.00; 1 Passenger, Round Trip is \$46; Couple, 1 Way is \$35.00; Couple, Round Trip is \$62.00. You can pay the driver cash or pay with a major credit card.

Meals: On Wednesday, February 18, 2004, continental breakfast and lunch will be provided. On Thursday, February 19, 2004, only a continental breakfast will be provided.

It is **required** that **one program representative** and **one financial representative** attend. You are welcome to bring additional staff. If you have not already done so, please provide us with the names and titles of the persons who will be attending from your agency as soon as possible. This will assist us in meal, material, and name tag preparations.



Job Announcements

TRIBAL LAW & POLICY INSTITUTE

Job Title: Victim Advocacy Program Specialist

Summary: This full time Program Specialist position is responsible for a range of duties at the southern California office of the Tribal Law and Policy Institute, a non-profit organization that specializes in providing training, technical assistance, resource development and other services to enhance tribal justice systems across the nation (see www.tribal-institute.org). Relocation expenses may be available. Job location may be flexible for outstanding applicants.

Salary: Depends on qualifications and available funding. Excellent benefits package, including health/dental/vision and retirement.

Submit a cover letter, resume, three references and two (2) writing samples to: Jerry Gardner, Executive Director, Tribal Law and Policy Institute 8235 Santa Monica Blvd., Suite 211, West Hollywood, CA 90046, fax: (323) 650-5467, e-mail: jerry@tribal-institute.org
Application deadline: Monday, February 16, 2004.

The Tribal Law and Policy Institute is an Equal Opportunity Employer. Tribal citizens, women, and persons of color are encouraged to apply.

MINNESOTA INDIAN WOMEN'S RESOURCE CENTER Various Positions

OUR MISSION: To assist American Indian women so they can enjoy a better quality of life for themselves and their families.

Chemical Health Services

Chemical Dependency Assessor (Day hours).

Duties: Provide chemical dependency assessments to clients. Qualifications: C.D. Assessor certification with Hennepin Cty. for adolescents and adults, or able to obtain within 30 days of employment. Knowledge or experience of the American Indian community. Valid D.L., satisfactory driving record, and must have own vehicle available for work. Salary is DOQ.

Family Services and Direct Services Programs Central Intake Worker (Day hours)

Duties: Provide intake assessments for the Family Services Program and other direct services programs and make referrals to MIWRC programs and other appropriate community resources. Provide daily coverage for the Family Services Program. Qualifications: Bachelor's Degree preferred or 2 years college and/or equivalent experience. Strong computer, data base experience. Knowledge and experience working w/American Indian families in social services. Knowledge of child welfare issues. Valid D.L. and satisfactory driving record. Salary is DOQ.

Family Services Worker (Day hours & some evening hours)

Duties: Work with 12-15 families in regards to reunification & prevention of out-of-home placement. Qualifications: Bachelor's Degree in Human Services preferred or 2 Years college and/or equivalent experience. Two years experience working w/American Indian families in social services. One year experience in child welfare issues; knowledge of ICWA. Valid D.L., satisfactory driving record, and must have own vehicle available for work. Salary is DOQ.

Administration

Administrative Support Coordinator (Day hours)

Duties: Oversee the administrative clerical support for the agency. Qualifications: AA degree preferred and 2 years administrative experience or combination of education and experience equivalent. Supervisory experience required. Excellent communication skills required. Excellent computer skills and broad knowledge of computer systems required. Ability to handle multiple tasks and meet deadlines. Knowledge and or experience of the American Indian community. Valid D.L., satisfactory driving record, and must have own vehicle available for work. Salary is DOQ.

Training/Library Program

Training/Library Assistant (Day hours)

Duties: Provide clerical and training support to the MIWRC Library and Training Program. Qualifications: 2 yr. post secondary education preferred or a minimum of four years office exp. and/or library exp. Excellent computer skills required. Knowledge or experience of the American Indian community. Valid D.L., satisfactory driving record, and must have own vehicle available for work. Salary is DOQ.

The above positions are full-time positions and require:

- 1) DHS Rule #3 Criminal Background Study,
- 2) must have no current problem related to alcohol or drug use.

For Employment Application or full position description contact: The Minnesota Indian Women's Resource Center, 2300 - 15th Avenue So., Minneapolis, MN 55404 (612) 728-2000 Fax (612) 728-2039.

MIWRC offers an excellent benefits package.

Current Funding Opportunities

Fiscal Year 2004 STOP Violence Against Indian Women Discretionary Grant Program

Deadlines GMS Registration: February 11, 2004
Application: February 24, 2004. The goal of the STOP (Services, Training, Officers, and Prosecutors) Violence Against Indian Women Discretionary Grant Program (STOP VAIW) is to encourage tribal governments to develop and strengthen the tribal justice system's response to violence against Indian women, and to improve the services available to victims of domestic violence, sexual assault, and stalking in Indian country. OVW will award discretionary grants to support the efforts of tribal governments in achieving these goals.

Fiscal Year 2004 Legal Assistance for Victims Grant Program

Deadlines GMS Registration: February 2, 2004
Application: February 17, 2004
Addressing Legal Assistance for Victims (LAV). This Program is intended to increase the availability of legal assistance necessary to provide effective aid to victims of domestic violence, stalking, or sexual assault who are seeking relief in legal matters arising as a consequence of that abuse or violence. The LAV Program awards grants to law school legal clinics, legal aid or legal services programs, domestic violence victims' shelters, bar associations, sexual assault programs, private nonprofit entities, including faith-based and community-based organizations, and Indian tribal governments. These grants are for providing direct legal services to victims of domestic violence, sexual assault, and stalking in matters arising from the abuse or violence, and for providing enhanced training for lawyers representing these victims. The goal of the LAV Program is to develop innovative, collaborative projects that provide quality representation to victims of domestic violence, sexual assault, and stalking.

For more information, visit
<http://www.ojp.usdoj.gov/fundopps.htm>

FY 2004 Grants to Encourage Arrest

LETTER OF INTENT DEADLINE: February 4, 2004

GMS REGISTRATION DEADLINE: February 11, 2004

APPLICATION DEADLINE: February 25, 2004

The primary purpose of the Arrest program is to encourage communities to adopt a coordinated community response (CCR) in the treatment of domestic violence as a serious violation of criminal law. This program challenges the entire community to listen, communicate, identify problems, and share ideas that will result in new responses to ensure victim safety and offender accountability.

<http://www.ojp.usdoj.gov/fundopps.htm>

The Bureau of Justice Assistance has released the following solicitations:

Adult Drug Court Implementation Grants
<http://www.ojp.usdoj.gov/BJA/grant/DrugCtAdult/index.html>

Juvenile Drug Court Implementation Grants
<http://www.ojp.usdoj.gov/BJA/grant/DrugCtJuv/index.html>

Family Drug Court Implementation Grants
<http://www.ojp.usdoj.gov/BJA/grant/DrugCtFamily/index.html>

Single Jurisdiction Enhancement Grants
<http://www.ojp.usdoj.gov/BJA/grant/DrugCtSingle/index.html>

Statewide Enhancements Grants
<http://www.ojp.usdoj.gov/BJA/grant/DrugCtState/index.html>

The Office of Justice Programs (OJP) requires that funding applications be submitted through the OJP Grants Management System (GMS). To access the system, go to <https://grants.ojp.usdoj.gov>. For additional information on the Drug Court Program, see the Resource Guide for Drug Court Applicants

<http://www.ojp.usdoj.gov/BJA/grant/DrugCourts/000623.pdf> and the BJA web

site www.ojp.usdoj.gov/BJA/grant/drugcourts.html.

Office for Victims of Crime (OVC) Early Workshops

Curriculum Design Training for State Victim Assistance Academies

Three and one-half days; Cost: \$350

Chicago, IL March 9–12, 2004. Register by Feb. 12, 2004.

Who should attend:

Victim service providers from states with established State Victim Assistance Academies (SVAAs) or from jurisdictions that anticipate launching an SVAA.

Participants may be from state government offices or from public agencies involved in training design and development. Participants may also include those who design and deliver curricula; who are involved in the planning, development, and delivery of training; or who have some background in either adult education or instructional design. In an interactive format, this workshop builds your skills as trainers in victim services to create skill-based training for victim service providers.

Applying adult learning principles, you will develop an actual training module that you may be asked to create at your agency. You are encouraged to bring your agency's training materials to the workshop. In addition, you will

- Learn to apply effective training techniques that appeal to different adult learning styles
- Develop a simple training needs assessment plan
- Prepare a brief presentation that illustrates the five core components of effective communication
- Learn to facilitate training and work effectively with challenging participants
- Identify four levels of training evaluation.

Sexual Assault Advocate/Counselor Training

Two days; Cost: \$200

Minneapolis, MN April 13–14, 2004. Register by March 16, 2004.

Who should attend:

This training is intended primarily for sexual assault advocates, counselors, volunteers, or staff at rape crisis centers. However, nurses, including sexual assault nurse examiners (SANEs), physicians, law enforcement officers, and mental health practitioners who assist sexual assault victims may also benefit from this training. With a focus on crisis intervention rather than long-term counseling, this training helps you deepen your understanding of the problem of sexual assault and the major roles of an advocate/counselor. Through case studies, role-playing,

and other interactive exercises, you will gain real-world skills to assist sexual assault victims effectively and sensitively. You will

- Separate the myths about sexual assault from the facts
- Examine the physical and emotional impact of sexual assault
- Learn how to respond to a crisis call reporting recent sexual assault
- Develop a “toolkit” of crisis intervention techniques to support recovery from sexual assault
- Learn to identify possible cases of drug-facilitated sexual assault
- Formulate a personalized self-care plan to prevent burnout.

Professional Development Institute

Two and one-half days; Cost: \$250

Washington, DC April 21–23, 2004. Register by March 24, 2004.

Who should attend:

Program managers and supervisors who want to enhance their performance in managing their services, resources, and staff. The Professional Development Institute provides theoretical concepts and practical guidelines for leadership, strategic planning, human resource development, and program evaluation.

You will

- Learn to distinguish between leadership and management
- Discuss what makes effective and successful leaders
- Assess your own leadership skills
- Learn the five steps of strategic planning
- Discuss program evaluation and how it can be carried out realistically and practically to enhance and sustain your victim assistance programs
- Explore four primary value orientations of employees, their interdependence in fostering a harmonious workplace, and their contribution to an organization's performance
- Further your understanding of ways that change can affect behavior in organizations
- Develop an action plan for applying the skills learned in the training to your work environment.

When you register, remember to ask about professional development scholarships—You could be eligible!



Our Mission Statement

Unified Solutions is dedicated to the implementation of sustainable solutions to end violent crime and foster responsible, proactive leadership and public safety. We recognize the problem of violence in our communities and at home can be directly linked to institutional practices of dominance and privilege. Therefore, we invite individuals and agencies to examine and transform these practices and dismantle internalized oppression at all levels. We provide training and resources to build confident and responsive grassroots and workplace leadership. We work in partnership with diverse community sectors, actively seek the participation and involvement of resident community members in our work, and recognize equitable, shared power among all stakeholders involved in a project. We facilitate learning environments and promote linkages between multi-cultural, multi-disciplinary, and multi-faith communities to develop a best practices network of “unified solutions” to sustain peace in our world. We tailor our services and products to uphold the unique cultural heritage and spiritual vitality of those we serve.

About our Logo

The Unified Solutions logo was formed from a collaborative process with community members. We received great blessing from those who support the vision of USCCGI and who offered their talent and expertise to find a way to express the vision in visual art.

Special thanks to Victor Robles, Yaqui artist, and Desiree Trowbridge, Latina artist, who helped breathe life into this work.

The image depicts a Phoenix, the Earth, and four sets of hands coming from each direction to create something new. A light radiates out from the center between the hands, to show the sacred power of the work that comes from this kind of collaboration.

The image tells a story and sends a message:

*The fate of our world depends upon our ability to come together and create together—all people,
young and old, of all colors, from all directions.*

*When we commit our hands together in action, creating a new way with unified solutions,
the power of this light shines from within the Phoenix.*

The Phoenix burns to ashes and is re-born.

The Phoenix takes on all that is finished, all that no longer serves us

—like greed and fear and competition

—and burns it away.

All that is left is the light that guides us, and the Earth is reborn.

USCCGI CONTACT INFORMATION

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Washington office: 509-751-0375

Fax: 520-622-7558

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