



The RESOURCE

Newsletter of the National Sexual Violence Resource Center

Spring/Summer 2002

NSVRC Council Member Draws Attention to Sexual Assault in Indian Country

By Susan Lewis

A Dreamer and A Doer!

No outsider, I am told, has ever come onto Lakota lands to help Indian women; not ever... that is, until April 20, 2002 when Eve Ensler and Jane Fonda, along with more than 1200 Indian and non-Indian spectators gathered in Rapid City to raise

money for a shelter to benefit Indian women and children who are victims of domestic and sexual violence.

Not an insignificant gathering, nor a small accomplishment! Jane Fonda said, "this is a great coming together of an important force to stop violence against women." Women

with busy schedules and many pressing engagements made this fund raising event in South Dakota a priority and a success. And the reason for this "first time event" in Indian Country grew from the commitment of a dreamer and a doer, Suzanne Blue Star Boy. Suzanne, a Public Policy Specialist for Cangleska Inc., and a member of the Yankton Dakota Tribe, is also an Advisory Council member of the NSVRC.

The event was a performance of the *Vagina Monologues* by Eve Ensler. This acclaimed theatrical portrayal of the unique value, sensitivity and perspective of women has become a phenomenon and movement known as V-Day in the past few years. What began as a one-women show has grown into a great catalyst that promotes creative events, (continued on Page 10)



From the Left: Karen Artichoker, Jane Fonda, Suzanne Blue Star Boy, and Eve Ensler. Photograph reprinted with permission of the *Rapid City Journal*, Rapid City, SD.

A State of Emergency on Matters of Sexual Violence in Massachusetts: Progress in Motion

By Catherine M. Greene, Esq.- Jane Doe, Inc.

In January 2002, something strange began to happen in Massachusetts: the general public started talking about sexual violence. And, not only were they talking about the pervasiveness and devastating impact of sexual violence, better yet, they were genuinely outraged. The public was outraged about the recent horrifying sexual assaults occurring at local high schools, colleges and universities; they were outraged about a judge's incredulous insensitive statements about a rape victim, a judge who then later sentenced the admitted (continued on Page 6)

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NSVRC

Working With Men to Prevent Sexual Assault

By Alan D. Berkowitz

Alan D. Berkowitz is a nationally known trainer and scholar on the issue of men's responsibility for preventing sexual assault and is the editor of *Social Norms Quarterly*. He is a frequent keynote speaker and presenter at national conferences and offers training workshops for rape crisis centers, state coalitions, and public health departments. He can be reached at 607-387-3789, alan@ftg.net, or www.alanberkowitz.com.

The following article considers aspects of sexual assault prevention with college-aged men and some common approaches and effective strategies. It summarizes a chapter titled: "Fostering Men's Responsibility for Preventing Sexual Assault Programs" forthcoming in: Paul A. Schewe, (Ed), *Preventing Intimate Partner Violence: Developmentally Appropriate Interventions Across the Lifespan*. Washington D.C.: American Psychological Association, 2002. Visit the author's website for the full text of the chapter.

Victim advocates and prevention specialists are recognizing that the problems of sexual assault and domestic violence by men will end only when men participate fully in solving them. This awareness has led to the development of sexual assault prevention programs for men, the formation of men's anti-violence and men stopping rape groups, the creation of media and social norms marketing campaigns directed toward men, and federal funding for men's programs.

Attention to men's role in preventing sexual assault is only possible because of the decades of tireless work and sacrifice by female victim advocates, social activists, survivors, and leaders. These courageous women have challenged our society finally to take notice of this problem and to begin to fund efforts to solve it. Men's work to end violence against women must include recognition of women's leadership and must never be in competition with or at the expense of their work. Thus, prevention programs for men should be developed to exist alongside victim advocacy, legal and policy initiatives, rape crisis services and educational programs for women. Men who do this work must recognize that they are accountable to the women who are the victims of the violence they hope to end. Effective partnerships and alliances will make this type of collaboration possible.

Programs that attempt to promote men's responsibility for preventing sexual assault share a number of common assumptions:

- Men should accept responsibility for preventing sexual assault.
- The best approach to working with men is to view them as prevention partners rather than blaming them for the problem of rape and sexual assault.
- Workshops are most effective when conducted by peer educators in small, all-male groups.
- Discussions should be interactive and encourage honest sharing of feelings, ideas, and beliefs.
- Opportunities should be created to discuss and critique prevailing understandings and misperceptions of men's experience.
- Positive anti-rape values and healthy aspects of men's experience should be strengthened, including teaching men to intervene in other men's behavior.

What is the logic of these assumptions? First, research and experience have shown that putting men on the defensive is not effective in fostering prevention efforts. The best approach is to encourage men to become partners in solving the problem. The majority of men are not coercive and opportunistic at heart, and do not want to victimize others. They are willing to be "part of the solution." In contrast, men who are more predatory are not good candidates for education and prevention programs.

Research demonstrates that most men are uncomfortable with many of the ways that they have been taught to be men, including how to be sexual; they are uncomfortable with the sexism and inappropriate behavior of other men. Because many men already feel blamed and (continued on Page 4)

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Women of Color (SCESA) - Changing the Face of the Anti-Sexual Violence Movement

By Luz Marquez-Benbow & Condencia Brade

Women of Color have been providing leadership in the anti-sexual assault arena since the beginning of the movement. However, the number of Women of Color in leadership and their access to influence policy decisions and social change has been limited. The limited number of Women of Color in leadership positions within the anti-sexual assault movement thwarts the movement's ability to respond to victims of sexual assault in a culturally competent and informed manner.

In the fall of 2000, the Connecticut Sexual Assault Crisis Services, Inc. in partnership with the New York State Coalition Against Sexual Assault was awarded a grant from the Violence Against Women Office, Office of Justice Programs, US Department of Justice to create a National Women of Color Leadership Project (hereinafter Leadership Project) to assist in establishing a more coordinated, comprehensive and culturally appropriate response to sexual assault throughout the country.

Sexual assault coalitions and their staff are critical conduits of information, leadership and advocacy for local rape crisis centers, policy makers, government agencies and social advocacy groups in each individual coalition's state and across the nation. The Leadership Project strives to create and support a larger pool of Women of Color leaders at sexual assault coalitions in key decision-making roles and positions that offer an opportunity to affect and influence societal change and policy decisions related to sexual assault. Accordingly, the goal of the Leadership Project is to identify, train, and support Women of Color in attaining or maintaining leadership positions at sexual assault coalitions.

The Leadership Project formed a steering committee of Women of Color from sexual

assault coalitions across the country. In the winter of 2001, this steering committee adopted the name, Sisters of Color Ending Sexual Assault (SCESA), to reflect a long-term goal, beyond the Leadership Project, of ensuring that Women of Color are given an

around planning and implementation of the report findings.

Below is an excerpt from the report presented at the National Sexual Assault Resource Sharing Project - Special Issues Meeting 2002 in Virginia:



SCESA Steering Committee, April 2002, Arlington, VA. From the Right: Luz Marquez-Benbow, Staci Kitchen, Clara Galvan-Linstrom, Rosa Arrarstia, Condencia Brade, Laura Zarate, Monika Johnson-Hostler, Emily Chen, and Levette Kelly. Committee members not pictured: Nansi Tyson and Willetta Dolphus.

opportunity to influence and affect system-wide responses and social change initiatives related to sexual assault.

Going forward, the Leadership Project shall be referred to as SCESA: The National Women of Color Leadership Project. It will work to ensure continuity and build long-term recognition with Women of Color in the anti-sexual assault movement.

The first 18 months of this project was used in part to conduct a needs assessment. A compilation of the needs assessment was used to develop the *Women of Color and Leadership at Sexual Assault Coalitions Report 2002*. This report reviews 5 key issues relevant to WOC leadership at sexual assault coalitions and should assist coalitions in supporting WOC leadership. Each sexual assault coalition and WOC on staff will receive a copy of this report. SCESA will be available to provide technical assistance

Leadership, mentoring, recruitment and retention of staff are issues that concern and relate to all women within the anti-sexual assault movement. However, as they relate to Women of Color in the movement, the barriers to realizing and addressing these issues are significantly different and challenging; primarily due to issues of racism.

Racism has been at the foundation of many issues in society and as such is often the root cause for the absence of Women of Color in leadership in many arenas, including the anti-sexual assault movement. There is a misconception or naïve notion that racism is "not as bad as it used to be." There is an ideology that in addressing the issue of sexual assault we are all equal.

Women of Color in the anti-sexual assault movement held caucuses at national meetings and in various states. Sexual assault coalitions throughout the country formed diversity projects, (continued on Page 11)

Working With Men to Prevent Sexual Assault

(continued from Page 2)

defensive about the issue of sexual assault (even when this defensiveness is misplaced), the best way to create a learning environment and to uncover the positive attitudes and behaviors that allow men to be part of the solution is to provide a safe, non-judgmental atmosphere for open discussion and dialogue.

The common element in successful prevention programs for men is the opportunity to participate in an experience that encourages them to share their real feelings and concerns about the issue. This helps the majority of men to take the necessary steps to avoid perpetrating and to confront inappropriate behavior of male peers. Participation is most effective using male facilitators, but skilled female facilitators can also work effectively with men.

Facilitators of men's programs need to understand men's experiences and concerns. For example, I could not work effectively with men without understanding why many of them incorrectly believe that the problem of sexual assault is exaggerated. I must also understand the reasons for their "false fear of false accusation." I need to understand how some men may think they have permission to be intimate when they really do not (leading these men to feel "falsely accused" when they have committed an assault). There are many pressures on men to be sexually active, to not express feelings, and to not show discomfort with other men's behavior. Understanding "where men are coming from" allows me to present issues in a way that helps men realize these shared experiences and create opportunities for change.

"For both males and females, there are gender specific issues and concerns..."

Recent research demonstrates that both men and women benefit more from prevention programs when they are offered in single sex audiences than in coeducational groups. For both males and females, there are gender specific issues and concerns that are more effectively addressed separately, when possible. When it is not possible to offer separate gender workshops, trainers must still take into account the gender differences that make such separation desirable. (Kilmartin, 2001)

Participants in all-male programs often express an interest in hearing from women while acknowledging that they benefit even more from a frank, men's only discussion. My personal preference is

to begin with an all-male workshop and follow it at a later date with a coeducational one using a male and female presenter. Some of the reasons that male participants give for initially preferring all-male programs include:

- Men are more comfortable, less defensive, and more honest in all male groups.
- Men are less likely to talk openly and participate in the presence of women.
- Mixed gender discussions can become polarized.
- Single gender groups reveal a diversity of opinions among men that may not be expressed if women are present.
- Men feel safe disagreeing or putting pressure on each other in all-male groups.
- A focus on risk reduction in mixed-gender groups can result in men assigning responsibility for the assault to women.

Topics and Strategies

What topics should be covered in a workshop for men? First, the quality of the discussion is more important than the amount of material covered. A variety of issues and subjects can be addressed in an effective workshop, separately or in combination. The following list provides some of many topics suitable for men's workshop. (See the referenced chapter for a detailed list.)

- men's responsibility for preventing sexual assault
- sexual activity is a choice
- relevant local laws and policies
- characteristics of risky situations
- the role of alcohol and other drugs
- coercive behaviors that men are socialized to employ
- male gender socialization and the role of sexism in facilitating sexual assaults
- myths and assumptions regarding the role of sexuality and sexual activity in men's lives
- men's false fear of false accusation
- enabling behavior and bystander interventions among men
- empathy for victims and understanding of the impact of rape
- male victimization
- local resources and services

An effective way to raise these issues is through the development of scenarios that stimulate discussion. A scenario focusing on consent can portray an intimate situation between two people in which it is not clear what has been consented to. Others can address men's discomfort with other men's behavior. These scenarios should be designed to be relevant to the experiences of participants in a culturally and age-appropriate manner, and should use the names of

local places or events. It is important that the scenarios be presented in such a way that the audience can respond to the degree and nature of the inappropriate behavior and so that the facilitator can make his points by drawing them from the discussion of the participants. This creates a lively interaction in which many of the important learning points and issues can be presented. Scenarios can be especially useful in workshops that focus on consent and/or bystander behavior.

Another effective technique for getting men to talk involves conducting an informal survey about the frequency of men's sexual experiences, men's belief in rape myths, and men's discomfort with other men's behavior. At the same time, also ask how they think other men in the room would answer these questions. Almost invariably,

“Almost invariably, men overestimate the extent of other men’s sexual experiences.”

men overestimate the extent of other men's sexual experiences, while underestimating men's discomfort with other men's inappropriate behavior. A discussion of the actual norm of men's attitudes and behaviors is revealing, and encourages men to express healthy beliefs that they may have suppressed out of fear of censorship by other men. A protocol for this type of workshop on the topic of drug prevention entitled, “Small Group Norms Challenging Workshop” can be adapted for sexual assault. (Far, 2001)

Goals for Prevention Programs

In general, sexual assault prevention programs fall into one of four categories depending on the goal of the program and the predominant emphasis.

Victim empathy programs try to foster men's empathy for the experience of a victim so that men will be less likely to cause hurt and harm to women. This can be done by presenting stories of victims in person, by video, or through interactive theater. For victim stories to have impact it is important that men's defensiveness first be reduced. Victim empathy programs are useful when men are not sufficiently aware of the problem of sexual assault. However, they fall short of asking men to make changes in their own and other men's behavior. In addition, they are not appropriate for coercive and/or opportunistic men whose empathic capacity is severely impaired.

Teaching men the **conditions of consent** is another strategy in which men are given definitions of consenting intimacy and provided with guidelines to ensure that all intimacy is mutual, non-coerced, and consenting. A consent approach emphasizes a man's responsibility for ensuring that what they desire is mutual at all times. A focus on consent moves beyond empathy development and asks men to make changes in their own behavior and take responsibility for their actions and intentions in relationships.

Programs attempting to reduce **bystander behavior** teach men how to intervene in the behavior of other men. Men who are likely to commit sexual assault are those who over-identify with traditional masculine values and roles and who are especially sensitive to what other men think. Bystander intervention programs attempt to provide the majority of men with the permission and the skills to intervene in other men's behavior when it makes them uncomfortable. Bystander interventions move beyond empathy and individual change to make men responsible for changing the larger environment of how men relate to each other and to women.

Finally, **socialization focused** programs explore the cultural and societal expectations that influence how men are taught to think and act in relation to women. A socialization-oriented discussion inevitably focuses on men's homophobia and how men are taught to devalue the feminine.

These approaches are interdependent and overlap in practice. Consider the four approaches when developing or adapting a program to the needs and characteristics of a specific audience. They can be thought of as occurring in a developmental sequence that moves from creating an awareness of the problem of sexual assault, to personal change, and to a commitment to impact the behavior of other men.

(continued on Page 12)

Social Norms Quarterly

The Spring 2002 issue of the *Social Norms Quarterly* focuses on the application of social norms theory to sexual assault prevention.

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A State of Emergency on Matters of Sexual Violence in Massachusetts:

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perpetrator to probation; they were outraged about the serial rapist attacking women near a public transit station; and, of course, they were outraged by the revelations of child abuse by clergy in the Catholic Church. The media had also taken hold of the issue and, by mid-February it was difficult to go through a day without reading, hearing, or seeing a story about sexual violence.

On a certain level Jane Doe Inc. welcomed and even encouraged this public discourse and the media spotlight these tragic events generated. To be sure, Jane Doe Inc. and its member programs did their due diligence with the media by providing background information, statistics, interviews, quotations, and other resources. We worked hard to make sure the voices and experiences of survivors and advocates alike were included in the dialogue because we recognized that, as is often the case, the opportunity for public awareness and education is the silver lining in the aftermath of human tragedy.

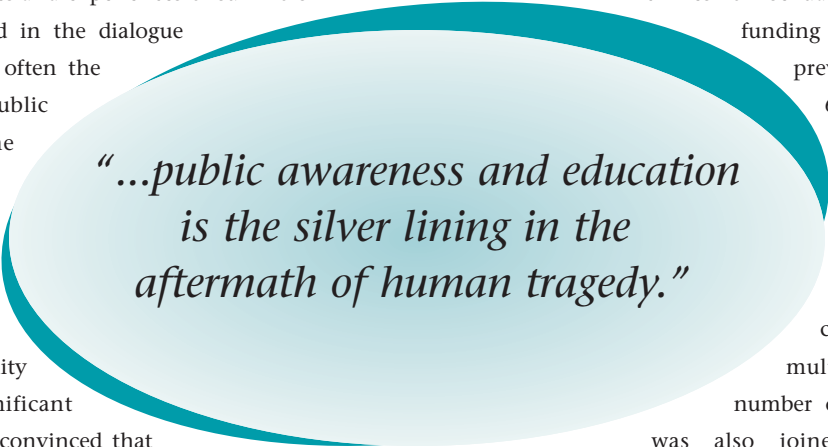
Yet despite this unprecedented public attention to sexual violence, we also sensed that we were facing an incredible opportunity to initiate and effectuate significant responsive public policy. We were convinced that the confluence of recent high profile tragic events had created a public and political climate conducive to collaborative action, and ultimately, real change. We had to seize this opportunity and set the wheels of change in motion. The challenge we faced was to develop a message and its vehicle that would, in and of itself, serve as an instrument of change.

Drawing upon the successes of the domestic violence movement, we looked to the early 1990s when there was similar public outrage and media focus about domestic violence and, in particular, domestic violence homicide. In response, former Governor William Weld declared a State of Emergency on Domestic Violence and established the Governor's Commission on Domestic Violence. The Governor's Commission, which continues today and is chaired by the Governor, brings together state agencies, legislators, advocates, criminal justice representatives, educators and other community leaders to develop and implement effective policy responses and recommend funding priorities for domestic violence programs. Many of the significant accomplishments of the domestic violence movement in Massachusetts over the last decade can be attributed, in large part, to the relationships developed between state agencies and advocates as a result of working together on the Commission.

Therefore, on February 22, 2002, Jane Doe Inc. held a press conference calling upon Governor Jane Swift to declare a State of Emergency on Matters of Sexual Violence. Citing the recent events in our community and data illustrating that sexual violence is a serious public health and public safety concern, Jane Doe Inc. called for the following specific actions: 1) for the Governor to establish a Task Force on Matters of Sexual Violence (similar in concept to the Governor's Commission Against Domestic Violence); 2) for the Archdiocese of Boston to include the voices of advocates and survivors on its Blue Ribbon Commission; 3) mandated training for all members of the judiciary and court personnel; 4) enhanced sentencing guidelines for crimes of sexual assault; 5) increased funding and support for public prevention education; and 6) extended mandatory reporting obligations to members of the clergy. At the press conference, which obtained full press coverage and generated multiple media hits for a number of weeks, Jane Doe Inc. was also joined by a number of legislators and other allies (e.g., the Massachusetts Medical Society), who added their voices to the call for action.

During the press conference, we also referenced *Taking Action Against Sexual Assault: A Call to Action for Massachusetts* — a report issued in July, 2001 by Jane Doe Inc. with the support from the Department of Public Health. *Taking Action Against Sexual Assault* contained forty-three (43) recommendations to serve as a blueprint for the future direction of sexual assault intervention and prevention work in Massachusetts. This report was critical to our strategy and successes because it provided a foundation for, and brought instant credibility to, our message. Of equal importance, the report demonstrated that, through a coordinated statewide response, we could improve services to victims of sexual assault, while also working to identify and address root causes of sexual violence.

For the next ten weeks, Jane Doe Inc. used its call for the State of Emergency and, in particular, the need for a coordinated statewide response, i.e., a task force, as the framework and context to shape all of its public messaging. Approximately two weeks after the press conference, Jane Doe Inc. met with the Editorial Board of the Boston Globe to discuss the State of Emergency and the particulars of Jane Doe Inc.'s call to action. A few days later, the *Boston Sunday Globe* ran



"...public awareness and education is the silver lining in the aftermath of human tragedy."

a thoughtful and compelling editorial about the pervasiveness of sexual violence in our communities, and the barriers preventing victims from coming forward and keeping abusers from being held accountable. The editorial also specifically mentioned and supported Jane Doe Inc.'s call for a task force on sexual violence.

On April 1, 2002, at Jane Doe Inc.'s kick-off rally to mark the beginning of National Sexual Assault Awareness month, Governor Jane Swift announced that, within the month of April, she would establish a task force on sexual violence. On the same day, the *Boston Globe* ran an Opinion-Editorial written by Judy Beals, Executive Director, Jane Doe Inc. The Opinion-Editorial, drawing parallels to the Governor's Commission Against Domestic Violence, restated the message she delivered at the initial press conference in February: sexual violence is in the very fabric of our society and we need an officially sanctioned forum for state agencies, advocates, and other critical partners to collaborate, develop and implement responsive public policy. The time to act is now.

Aside from learning that the Governor planned to establish a task force, perhaps the first tangible sign that our message was reaching a critical audience occurred when the House Ways & Means Committee released its recommended Fiscal Year 2003 budget. Facing an estimated two billion dollar deficit and with further projected decreases in state revenues, human service organizations anticipated a draconian budget with deep cuts to critical service programs. And, indeed, the budget released was austere with deep cuts and, in some cases, program elimination. There was a 24% total cut to services for victims of domestic violence with the line-item for domestic violence agencies reflecting a 12% cut. However, an analysis of the budget, released on April 25, 2002,

revealed that funding for rape crisis centers were the only human service programs to receive level funding. Although additional resources are always needed as programs struggle to meet increased

demands with a decrease in funding, given the state's current fiscal crisis and the cuts sustained by other agencies and programs, Jane Doe Inc. records this as a victory for rape crisis centers.

And finally, on April 30, 2002, true to her word, Governor Jane Swift held a press conference during which she signed an Executive Order

establishing the Governor's Task Force on Sexual Assault and Abuse. The Task Force will be co-chaired by the Secretary of Health and Human Services (his designee being the Commissioner of the Department of Social Services), and by the Secretary of Public Safety (his designee is Ann Dawley). Jane Doe Inc., a representative from a rape crisis center, and two survivors were appointed to the Task Force

along with a number of other state agency representatives, child advocates, and non-profit organizations. The Governor charged the Task Force with working together over the next

three months to prepare a report with both short and long-term recommendations to address sexual violence within our communities.

As of the date of this article, the Task Force has yet to meet and we understand that we face a new set of challenges. With public recognition and a commitment to address sexual violence coming from the highest political level in the state, we must now actively work with Task Force members to maintain the momentum and effectuate change. And, if nothing else, Jane Doe Inc. will work with members to ensure that, as part of its report, the Task Force on Sexual Assault and Abuse recommends that the Governor institutionalize a commission or similar such structure to promote and facilitate on-going coordinated statewide responses to sexual violence.

The sexual assault movement has turned an important corner in Massachusetts and we are at a critical juncture. The public is outraged, the media is engaged, and the politicians are listening and poised to act. Sexual violence has finally made it to the list of priority issues. And, as we face an interesting gubernatorial election season, Jane Doe Inc. must, and will, work to ensure that sexual assault prevention and intervention services remain high profile matters of public health and public safety.



"...sexual violence is in the very fabric of our society."

"The sexual assault movement has turned an important corner in Massachusetts and we are at a critical juncture."



Coalition

NJCASA Launches Two Campaigns

By Deborah Shepherd, MSW, LSW

There was no way that “Begin by Believing” would not become the theme of the New Jersey Coalition Against Sexual Assault’s first statewide public education campaign.

We began by believing years ago, along with sexual assault survivors and advocates who believed, that victims need rape care services to help them heal. We continue by believing in the many rape care professionals and volunteers who give so tirelessly. Our Board of Directors began by believing in a dream of a statewide presence and coordinated effort to eliminate sexual violence. Our funders began by believing that a well-staffed NJCASA office was crucial in the delivery of compassionate and just treatment for sexual assault victims and then put their money where our dreams were.

And so, there we were in the summer of 1999, with a brand new office and a staff of three, a borrowed table and three chairs, ready to open for business and plan a public education campaign. We hired a woman-owned and staffed public relations / advertising firm, to work with us and preview several campaign ideas with our Board. All enthusiastically embraced “Begin by Believing” as our campaign to dispel the common myths about sexual assault.

Begin by believing...the victim when s/he says s/he has been sexually assaulted; that the victim is never to blame for an attack; that anyone can be a victim of sexual assault; that most sexual assaults are perpetrated by someone known to the victim; that help is available for survivors and their loved ones; that all of us have a role in working toward the elimination of sexual violence.

NJCASA’s poster “Anyone Can Be a Victim” features a multi-cultural group of all

ages and of both sexes, and is printed in English and Spanish. These posters appeared in New Jersey Transit buses, in train and bus stations and on billboards along the state’s highways. We filmed two TV PSAs and taped a radio PSA on sexual harassment (in English and Spanish); launched a statewide hotline; and created a website, www.njcasa.org.

We gave dozens of media interviews, including several network TV appearances, and had feature stories in most of the state’s regional and local newspapers. It was crucial for us to have a PR firm making these connections, and developing a press kit. We found it most gratifying that the media, public officials and the general public were so eager for the information, and so ready to begin believing with us.

We have now entered into our second campaign, called “Let’s Talk About It.” The premise is that we need to begin talking about sexual violence in all kinds of non-traditional places. Starting with our clergy project, we are meeting with a group of leaders of faith communities from across the state, and seeing what they need to begin “talking about it” with their congregations. We will provide three regional trainings for clergy in the Fall, so they will be prepared to help victims among their congregants access services. We have begun outreach into New Jersey’s corporate communities and intend to expand on it in the future. We also continue our outreach to men, inviting them to join us in the struggle. Because we no longer have funding for our public relations firm, we are doing this one on our own. When that seems a little overwhelming, we just need to remind ourselves how far “believing” has taken us.

Please visit our website, or email us at mail@njcasa.org for more information. We’d be happy to share our materials with you.

LaFASA Restructures Board

By Judy Benitz

Louisiana Foundation Against Sexual Assault (LaFASA) is going through some major changes as the coalition gears up to become a funding pass-through later this year.

For several years, the coalition has had a funding formula to determine distribution of funds among the local programs. The formula was developed by the Board, which then included one representative from each of the local programs. The formula was used by two funders—the state Office of Public Health, for the PHBG/RPE funds, and the Louisiana Commission on Law Enforcement, for the sexual assault victim services portion of the STOP grants.

About 18 months ago, coalition director Judy Benitez and then-BOD Chair, Nancy Heilner, approached the state Office of Public Health about the possibility of becoming the conduit for the PHBG/RPE funds. The proposal was framed as a way to streamline the cumbersome contract approval process for the state, by having only one contract instead of 11. It was well-received, but because of the usual state budget crisis, was not a priority. Now pending, the contract in which LaFASA will pass funds on to the local centers should take effect July 1.

The change necessitated another major development: a shift in the composition of the Board of Directors. Previously the Board comprised the director from each of the local programs, or a designee. Due to its mandatory nature, service was problematic. And of course, there was the conflict of interest issue—in spite of the relatively neutral funding formula, state officials were uncomfortable with having the

“It also allowed for of critically nee

Spotlight



agency that distributes funds governed only by representatives of the recipient agencies.

In 2001, the by-laws were re-written to include board members who are not part of member programs. In addition to providing unbiased oversight, this allowed the coalition to broaden its base of support outside the sexual assault centers. It also allowed for the addition of critically needed skills, such as expertise in fund raising, legal issues, and accounting, as well as a more demographically diverse membership. The new by-laws permit each local program to have a reserved seat, which that program may fill or not, as it sees fit. The Board now has a racial composition approximating that of the state as a whole. It includes representatives from 10 of the 11 local programs, as well as experts in accounting, non-profit management, fund-raising, and public relations.

In addition to becoming a funding conduit for the RPE/PHBG funds, LaFASA may soon have other funding to pass through to the local centers. This spring the coalition submitted a TANF teen pregnancy prevention proposal to the state Department of Social Services. If approved, the proposal will provide funding to the local centers to do school-based education and education of professionals on the issues of statutory rape and child sexual abuse, and to do counseling with students who disclose as a result of the increased prevention efforts.

For next year, we are working with other allied state advocacy and professional organizations to have a multi-day, multi-disciplinary conference focusing solely on sexual assault. Besides educating professionals, this conference will highlight sexual assault as a critical issue in our state, one that cannot be secondary to domestic violence and child abuse.

for the addition of needed skills."

Colorado (CCASA) Examines Sexual Assault & Alcohol: A Social Norms Perspective

By Teresa Wroe

It is quite clear that alcohol frequently plays a role in many instances of acquaintance sexual assault. In particular, alcohol has affected the way in which sexual behavior is viewed by men and women. There is a double standard that has been used as an excuse for inappropriate male behavior regarding sex, while blaming women for their own sexual victimization if they have consumed alcohol.

Considering the strong relationship between alcohol and sexual assault, we designed several questions addressing this issue on a survey of college students. The survey was part of a study designed to assess students' sexual attitudes, beliefs and behaviors. The project was based on the 'social norms theory' and focused on comparing respondent's personal sexual attitudes, beliefs and behaviors with their perceptions of others' attitudes, beliefs and behaviors. Investigating the role of alcohol as a risk factor was one of the objectives.

Social norms theory suggests that most people believe that unhealthy behaviors occur more frequently than they actually do, and are used to justify and perpetuate more unhealthy behaviors. Further, when it is understood that most people actually engage in healthy behaviors more often than perceived, it provides support for healthy behaviors (Berkowitz, 1998). So, by that logic, an intervention that corrects a misperception of negative peer behavior and promotes positive behavior could reduce the likelihood that an individual will participate in the unhealthy behavior.

The survey revealed one component of the social norms theory, i.e., respondent's

personal attitudes, beliefs and behaviors were more positive and healthy than their perceptions of their peers' attitudes, beliefs and behaviors for survey questions pertaining to alcohol use, as well as most other issues. For example, 90 percent of male respondents agreed with the statement, "There is nothing cool about getting a woman drunk in order to have sex with her." But when answering based on their perception of their male peers, only 23 percent agreed. On a similar question, 75 percent of men agreed that if a woman drinks too much it is not a good time to have sex with her. However, only 13 percent of men thought other men would agree with this statement.

This gap in perceptions was also true for sexual activity. Eighty-seven percent of male respondents reported having two or fewer sexual partners within the past year. Although when asked about their perception of their male peers, only 37 percent thought they had two or fewer sexual partners. And when it came to alcohol consumption, 45% of men reported having 4 or fewer drinks on average when they party, but thought only 15% of other men were doing the same.

So how can this information about alcohol and sex help prevention education efforts? First, it is important to recognize that many students struggle with expressing their own personal beliefs. As educators, we don't want to inadvertently promote misperceptions by assuming that everyone is drinking or everyone is having sex. Second, we need to be cautious about not sending overt or subtle messages to men that they are all perpetrators if we want them to be allies in this work. And finally, if we believe at all that it is unhealthy for students to not express or act on their own beliefs, then we need to give them ways and opportunities to learn to do so.



NSVRC Council Member Draws Attention to Sexual Assault In Indian Country

(continued from Page 1)

raises awareness and money, and revitalizes the spirit of non-violence. Eve Ensler, also a dreamer and a doer, has committed incredible energy and time to raising money and awareness to help women worldwide.

In fact, as the success of V-Day has grown, many others have taken on the performances of the *Vagina Monologues*. It has been performed in more than 45 countries and in 30 languages. (www.vday.org) Certainly the playwright cannot do every requested performance. So, the fact that Eve Ensler went to Rapid City on behalf of the needs of Indian women is a real tribute to her commitment to the problem of violence perpetrated against Indian women.

It is also a tribute to the passionate involvement of Suzanne Blue Star Boy, who had more than the dream and the initiative to make the event happen. She focused and clarified the plight of Indian women and pointed out the high level of sexual assault in such a way that V-Day quickly joined the chorus of voices calling for attention to the problem.

At a press conference just prior to the performance, Eve Ensler said, "The fact that the conditions of Native American women (being abused) is essentially invisible is an atrocity, and we are giving permission for

being aware, but we also need people who go a step beyond, people like Suzanne Blue Star Boy.

Having grown up on the Reservation of the Ihanktonwan (Yankton) Dakota Nation in southeastern South Dakota, Suzanne walks with a strong knowledge and pride in her



From the print *Warrior Women* by Dana Tiger

heritage. The focus of her life has been Indian people. She explains that her family highly valued education of all kinds. So it is not surprising that Suzanne has a Master's Degree in Organizational Development and Management Consulting in addition to a deep understanding of Indian ways. She said, "I've spent my whole life working for Indian people, whether in South Dakota or in Alaska with the Tlingit/Haida people. I can't really do anything else. It's all I know how to do!" Suzanne speaks out frequently on the violence and abuse that Indian women

suffer. In particular, she says, "sexual assault in Indian Country is an epidemic!"

By a combination of fortunate circumstance and initiative, Suzanne found herself in a position to rally together anti-violence forces, including the talented Eve Ensler to help raise money for a shelter/center that would become a safe place for Indian women. But Suzanne explains that her passion to make this particular event happen really grew out of a sad personal experience. When an abusive man murdered her cousin, she was so outraged that she felt she had to turn her anger into positive action. She woke up one day feeling that the effort must be about "a place that can heal, regenerate and open up our hearts." She explains Indian people communicate with each other in dreams and that a compelling need came to her in a dream – "as if the wind was blowing people to me."

Of course, what is most remarkable about Suzanne Blue Star Boy is that she has the heart and ability to make things happen, to make dreams real. With intelligence and courage, she continues to seize opportunities and advocate for justice and rights for Indians. She says that it is important for everyone to understand that a major reason for the high rate of violence, and in particular sexual assault, in Indian Country is due to jurisdictional complications, or in other words, legal complexities that make justice elusive for Indian people. For Indian women there is so much sexual abuse and no justice. She asserts with the voices of many, "Indians need to have civil and criminal jurisdictional sovereignty."

Karen Baker, NSVRC Project Director attended the V-Day event in Rapid City. She said the NSVRC is privileged to have Suzanne Blue Star Boy on the Advisory Council and calls for all of us to join with Suzanne and Eve in working to end sexual violence.



Suzanne Blue Star Boy says, "sexual assault in Indian Country is an epidemic!"

that in this country." She noted that the rate of sexual abuse of Indian women is 3.5 times higher than all other races and exclaimed, "That's worse than in any third-world country." Ensler continued, "men don't know what it means to be raped, that it may take the rest of your life to recover, if you ever do." She called on the media to play a role in stopping the abuse. Certainly, we begin by

Women of Color (SCESA)

(continued from Page 3)

taskforces and groups. However, taskforces and projects that operate without addressing the impact of racism on coalition policies, protocols and procedures are ineffective. As critical as these projects and groups are, they may reinforce the misconception that it is no longer necessary to address the issue of racism in the anti-sexual assault movement. Indeed, some may believe that it is time to look at addressing other marginalized communities.

Racism exists in each sexual assault coalition as it does in every part of society; this is a fact that cannot be ignored. As we know, all too clearly, silence on an issue does not make it go away. Silence on the issue of racism will not make racism go away. To the contrary, racism will continue to manifest itself in different ways.

If the anti-sexual assault movement is truly to

create and facilitate change, we must first look to changing our own personal beliefs, behaviors, attitudes, and assumptions. We must consistently question our motives and actions. Many coalitions and white allies have been struggling with addressing individual and institutional racism for a number of years and most would agree that their work is far from over; if indeed it ever really ends. Addressing individual and institutional racism cannot be a one-time training or workshop; it requires consistent work and a long-term commitment.

Each coalition should commit to a long-term strategic plan that addresses not only individual and institutional racism but also commits to enhance and support Women of Color in leadership. The strategic plan should include measurable outcomes and a

timetable to hold individuals and the coalition accountable. It will be critically important to the success of such a plan that there be an acknowledgement that although the issues of Women of Color in leadership and individual and institutional racism are intertwined, addressing each of these issues will require different strategies. Hiring a consultant or contracting with a community program can assist coalitions in this effort. Further, individual staff at coalitions must make a commitment to address their own issues.

For more information about SCESA, contact Condencia Brade at 860-282-9881 or Luz Marquez-Benbow at 518-482-4222.



Tokenism

The following excerpt is taken from "The Effects of Tokenism on Women of Color" by Laura Zarate which appeared in **Reshape**, Issue #2 - May 2001, the newsletter of the Sexual Assault Coalition, Resource Sharing Project. This appears with the permission of **Reshape** and the author.

According to Brad "J" Hall, Assistant Professor from the University of New Mexico, tokenism involves "the giving of a token or relatively unimportant, but positive item while withholding more substantial or significant assistance or involvement. The giving of the token is argued to be proof that the person is not prejudiced and allows the person to avoid engaging in more meaningful acts of equality." Tokenism might be evidenced by the hiring of women of color, more out of a sense of compliance rather than commitment, hence the often heard "We NEED to hire a (fill in the blank) to help us reach the (fill in the blank) community."

The consequences of overt and covert tokenism for women of color may include any or all of the following:

- Feelings of guilt over not being able to represent and be an expert on one's own particular group,
- Impotence over not being able to impact the provision of services to communities that continue to be underserved,
- Inadequacy over having to assume the role of office authority on diversity issues,
- Over-extension and demoralization after realizing that as the only bilingual staff, there is an expectation that they will provide all trainings and /or translations to a particular population. Further, that this expectation in itself represents lack of institutional commitment to multi-cultural accountability.

While some women of color are able to survive the initial toxic effects of tokenism and last long enough to impact the office culture's evolution toward a healthier level of true advocacy and accountability, the unfortunate exit of others represents a loss to the movement that it cannot afford.

Working With Men to Prevent Sexual Assault

(continued from Page 5)

Other Approaches

When it is not possible to implement men's programming in a small, facilitated discussion group, a viable alternative is to use interactive theatre followed by a discussion with the characters in the presentation. This format is useful for larger audiences, allows for interaction and sustained interest, and can focus on a variety of themes. The audience can be split into separate gender discussion groups to allow for a more explicit focus on the important issues for each gender.

In recent years there has been an effort to augment and reinforce small group interventions and prevention programs through the use of media campaigns that portray men in positive, anti-rape roles. The "My Strength Is Not For Hurting" campaign by Men Can Stop Rape exemplifies this kind of strategy. Another approach involves social norms marketing campaigns that provide data about the true norms for men's behavior.

Summary

In summary, a variety of programs and strategies for working with men are now available to sexual assault prevention educators. These programs create a safe environment for men to discuss and challenge each other with respect to information and attitudes about sexual assault. The literature suggests that these programs can produce short-term change in men's attitudes that are associated with rape proclivity. It is hoped that as these programs become more popular, and as more men take leadership on this issue, that the epidemic of men's violence against women will be significantly reduced. Finally, the ultimate goal is that all of our relationships will come closer to embodying ideals of respect, mutual empowerment, growth, and co-creation.



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NOTE: For an excellent summary of resources on men's programming see: Craig Alimo & Jeff Cullen's "Including Men in the Practice and Scholarship of Pro-Feminist Work," available at www.dso.iastate.edu/dept/mswc.

Pennsylvania Promotes SART Guidelines

Pennsylvania has recently joined the ranks of those states that have sexual assault response team guidelines. In April, the Pennsylvania Coalition Against Rape (PCAR) introduced a document of eleven guidelines for improving care and services for victims of sexual assault. PCAR's Sexual Assault Forensic Examiner (SAFE) Advisory Committee developed the Sexual Assault Response Team (SART) Guidelines over a period of three years. The Committee consisted of members who work in the areas of advocacy, healthcare, prosecution and law enforcement. Additional members included representation from the Pennsylvania Commission on Crime and Delinquency, the Department of Public Welfare, the Department of Health and Attorney General's Office.

The SART Guidelines provide a recommended framework for improving services to victims of sexual assault. They can be used as a tool for starting a community team or to solidify a team's working relationship. The Guidelines are being distributed to Pennsylvania's sexual assault crisis centers, district attorneys and general hospitals.

For additional information, please contact PCAR's Medical Advocacy Coordinator at 717-728-9740.

NSVRC Launches a Five-Year SAAM Campaign

The National Sexual Violence Resource Center is orchestrating a five-year interactive Sexual Assault Awareness Month (SAAM) campaign that will be developed and designed by the anti-sexual violence movement. It includes a contest for an anti-sexual violence slogan that will be used nationwide for the duration of this five-year campaign. Finally, we have moved forward with the promotion of April as Sexual Assault Awareness Month and the use of teal as the color of the anti-sexual violence movement.

SAAM

Individuals and organizations at all levels, including the Centers For Disease Control and Prevention have responded with enthusiasm to our Five-Year SAAM Campaign. The basic premise of this initiative is to work toward a degree of national collaboration, and to design a campaign that will be interactive and build in momentum. Each year, we will review feedback on SAAM efforts and campaigns around the nation for the most effective and creative ideas. Some of these may be included in subsequent years. We intend that the campaign should promote some national coordination of efforts, greater cause recognition and real public awareness.

The decision to conduct a contest for a slogan grew from the notion that a more unified voice carries a clearer and more effective message. We believe that we should look to the entire national movement for the slogan because only then would it be truly a slogan for everyone, and also because we know there is a great deal of creativity and insight across the country. We reasoned that a contest was an effective mechanism to promote slogan creativity.

In the Fall/Winter edition of *The Resource*, we will formally present the winning slogan and feature the winner. The use of this slogan is not intended to halt the use and creation of other slogans. We only hope that as more of us use the same slogan over time, we will speak with a more unified voice and promote greater cause recognition.

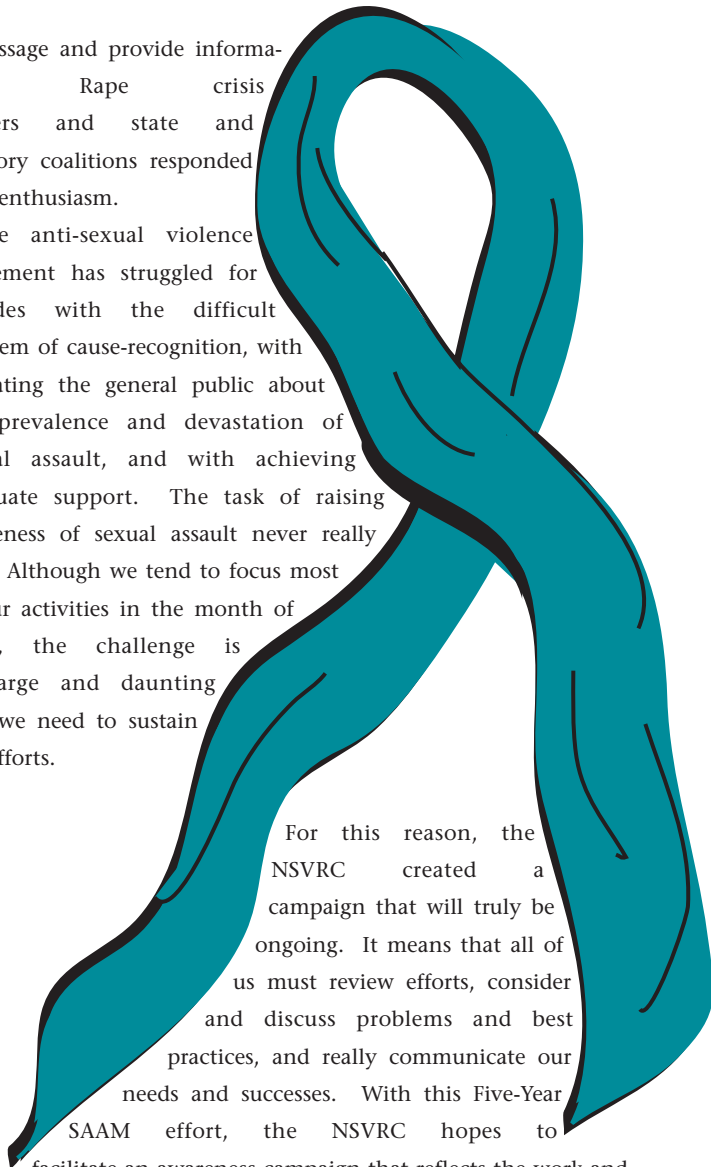
As part of this year's initiative, the NSVRC distributed over thirty thousand teal awareness ribbon pins. We began by distributing samples across the nation. The pins were attached to a small card that called for awareness building and provided statistics and contact information. Our pin offer suggested that others do the same: purchase pins essentially at cost and present them on cards that send

a message and provide information. Rape crisis centers and state and territory coalitions responded with enthusiasm.

The anti-sexual violence movement has struggled for decades with the difficult problem of cause-recognition, with educating the general public about the prevalence and devastation of sexual assault, and with achieving adequate support. The task of raising awareness of sexual assault never really ends. Although we tend to focus most of our activities in the month of April, the challenge is so large and daunting that we need to sustain our efforts.

For this reason, the NSVRC created a campaign that will truly be ongoing. It means that all of us must review efforts, consider and discuss problems and best practices, and really communicate our needs and successes. With this Five-Year SAAM effort, the NSVRC hopes to facilitate an awareness campaign that reflects the work and wisdom of the anti-sexual violence movement.

For more information on our SAAM initiative, visit our website www.nsvrc.org. Please send the NSVRC your ideas and suggestions.



Make A Difference!

Director's Viewpoint

By Karen Baker
NSVRC Project Director

I have now been with the NSVRC for two years and what an exhilarating couple of years it has been! As I reflect on what I have learned, I am particularly struck by the diversity and passion of the anti-sexual violence movement, and by the fact that there is room for all of us in this work. In fact, it is imperative that all voices are heard in our "chorus." The fact that so many different entities are beginning to speak out to stop rape and sexual violence gives me great hope that we are "on the cusp" of dramatic social change.

Through the course of my work, I have the opportunity to hear many fascinating debates. As my perspective continues to broaden, I am even clearer about the value of inclusion. We need everyone's help.

Do I think it's wise to accept government money to work toward eliminating sexual violence? YES! Our government has a responsibility to keep citizens safe from all types of threats to our security.

Do I think we should involve men in the movement? YES! Sexual violence includes children and males as well as females. Men need to be involved in shaping how our culture defines what it means to be masculine.

Do I think we should associate ourselves with "radical feminist" groups? YES! "Feminism" is about personal empowerment and women's right to be treated with dignity and respect as we move through the world. "Radical" is about challenging the status quo - doing things differently - sharing the power and responsibility.

Do I think we should encourage celebrities to be spokespersons for our concerns? YES! Famous people have visibility and often credibility -

required ingredients for social change.

During recent months, I have also had the privilege of being involved in many enriching experiences that leave me feeling hopeful. To name a few: LifeTime television has embarked on a comprehensive media and legislative campaign to end violence against women; the Incite! Color of Violence conference signified a coming together for a common purpose; a thought-provoking discussion at the national meeting of the Resource Sharing Project's Women of Color Leadership Project (now SCESA) revealed important results of their recent survey; the CDC's work now extends to advocates in the field and is creating new partnership opportunities designed to strengthen the impact of scarce resources; Eve Ensler performed *The Vagina Monologues* in Rapid City, SD as V-Day highlighted the plight of Native American women on reservations; Debbie Smith told her wrenching personal story of being raped and terrorized in her own home to a riveted Senate committee struggling with language to make the best use of DNA technology to hold perpetrators accountable; and many courageous victims came forward at great personal risk to report childhood sexual abuse by clergy.

As I review the last two years and look forward to the NSVRC's continued growth, I want to say "thank you" to all who have educated me, welcomed me, challenged me and inspired me. And "thank you" to all who work to end violence and oppression. So... whether you consider yourself to be at "the extreme" or in "the mainstream", or somewhere in between - we need your voice to end the violence.



VAWnet's Sexual Assault Update

By Sally Laskey

NSVRC and VAWnet [Violence Against Women National Electronic Network] continue to provide seamless access to anti-sexual violence resources through collaboration. This collaborative attitude also extends to the members of the VAWnet Sexual Assault Advisory Committee who gathered in March to help refine the future direction of the sexual assault component of VAWnet by reviewing and responding to the results of a needs assessment survey. A huge "Thank You" goes to the state and territory coalition staff that provided valuable

feedback by completing the VAWnet Sexual Assault Needs Assessment Survey.

Sexual Assault Awareness Month (SAAM) provided a concrete focus for the first months of this year. VAWnet and NSVRC worked together to facilitate easy access to SAAM materials. This effort resulted in SAAM web resource pages, a SAAM on-line conference and the first national on-line SAAM calendar of events.

A crucial goal of this project is to highlight the work of anti-sexual violence organizations so we invite you to

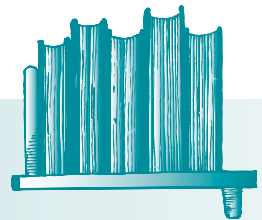
recommend materials for the VAWnet Library. Over 25 sexual violence publications have been added to the VAWnet Library collection in the last 6 months. Visit <http://www.vawnet.org> and select the 'New Additions' section for the most recent pieces. If you have materials to be considered for inclusion in the collection, go to the 'Recommend and Review' section of the website, or forward them to Sally J. Laskey at slaskey@nsvrc.org. Thank you for making VAWnet a valuable resource!



VAWnet Sexual Assault Advisory Committee 2001 - 2002

Karen Baker
Mosi Bayo
Jennifer Beeman
Judy Benitez
Kathleen Brown
Suzanne Brown
Kay Buck
David A. D'Amora
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Cathy Phelps
Patricia Powers
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Debbie Rollo
Nansi Tyson

From the Book Shelf



I Thought We'd Never Speak Again The Road from Estrangement to Reconciliation

By Laura Davis, 2002


For anyone looking to make peace in a troubled relationship, this book offers some real guidance. In her latest book, Laura Davis, co-author of *The Courage To Heal*, provides crucial insight to those hoping to reconcile a relationship that has been marred by betrayal, anger or misunderstanding. Based on interviews with over a hundred people, Davis discusses a wide variety of difficult circumstances including the estrangement that results from sexual abuse, death and war. She offers personal and practical truths to help in healing and reconciliation, while differentiating between reconciliation and forgiveness. *I Thought We'd Never Speak Again* is available in bookstores and from Amazon.com.

Ramsey County Adult Sexual Assault Response Protocol

Ramsey County Sexual Assault Protocol Team, 2001

Small in size (5" X 5 1/2") but large in message, this booklet contains the general operating guidelines of the Sexual Assault Response Protocol for Ramsey County, Minnesota. Remarkable in its style and usefulness, this book can be viewed as an inspiring prototype of how victims and members of SARTs can have easy, finger-tip access to the various response procedures that are involved in processing sexual assaults. With laminated pages and colorful tabbed sections for the relevant offices, agencies, statutes and issues, the booklet's design might serve as a powerful tool for the entire anti-sexual violence movement. For more information on this book, call 651-643-3017.





July 27, 2002
A Day of Skydiving
to Raise Awareness of Sexual Violence

For a drop zone near you, contact Kellie Greene
SOAR Speaking Out About Rape, Inc.
Phone: 407-836-9692

www.SOAR99.org

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