



Panel Discussion

Inside the Armed Services:
**Sexual Assault Prevention and Response
as a National Priority**

NSAC Washington DC
Sept 1, 2016

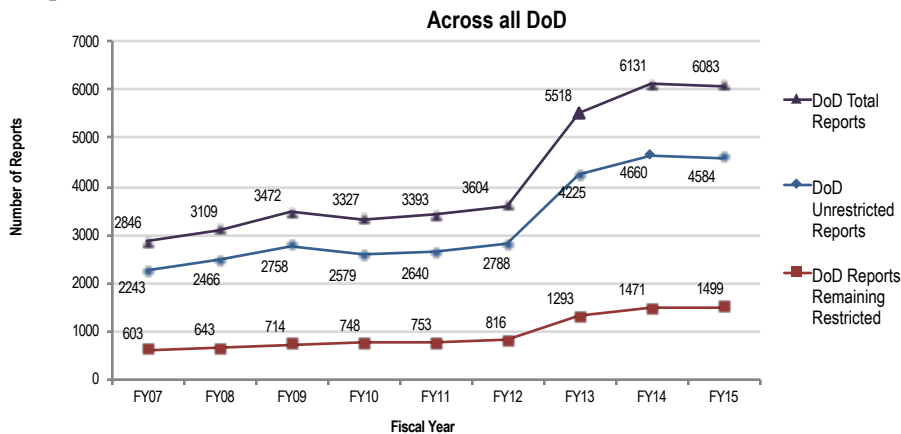


Introduction

- Long-term commitment by DoD to preventing and responding to sexual assaults
- Significant progress in both areas
 - Continued institutionalization of over-arching commitment to support and care for victims
 - Expansion of prevention efforts
- Offices presenting today have numerous initiatives underway in both prevention and response
 - SAPRO's role: *Provides policy requirements and oversight to the Military Services*



Reports of Sexual Assault



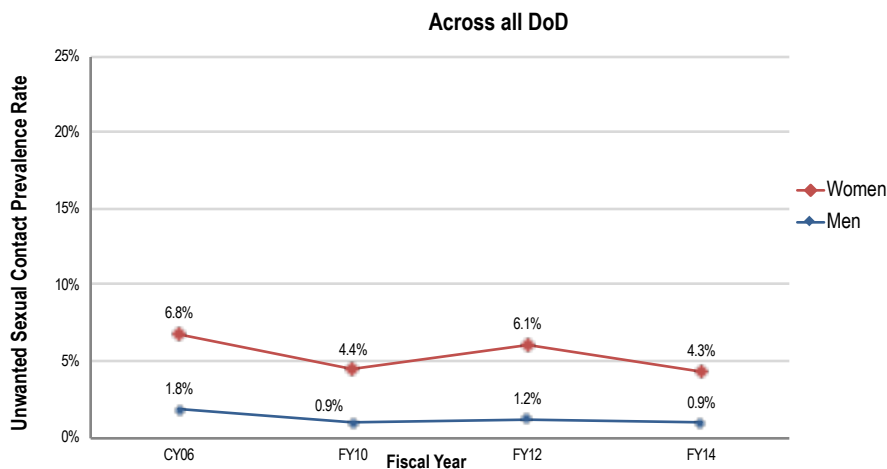
Description: Year to year trend of Restricted and Unrestricted Reports received by the Department. Both Restricted and Unrestricted Reports represent one victim per report.
Source: FY07 to FY13 = Service Reporting, FY14 to FY15 = Defense Sexual Assault Incident Database (DSAID).
Implication: A change in reports of sexual assault may reflect a change in victim confidence in DoD response systems. The continuing growth of Restricted Reporting may be a sign that victims view this option as a valuable and trustworthy means to access support while maintaining confidentiality.
Summary: DoD Reports of sexual assault decreased by 1% from FY14 to FY15.

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Prevalence of Unwanted Sexual Contact



Description: Past-year prevalence of unwanted sexual contact as measured by the WGRA form.
Source: Gender Relations Survey of Active Duty Members (2006); Workplace and Gender Relations Survey of Active Duty Members (WGRA, 2010/2012); WGRA form, RAND Military Workplace Study (RMWS, 2014).
Implication: Estimates the occurrence of unwanted sexual contact of active duty members in a one-year period.

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Agenda

1:45	Introduction by SAPRO - Dr. Suzanne Holroyd, Prevention Team Lead - Ms. Bette Inch, Victim Assistance Senior Advisor
1:50	Prevention -- Service and SAPRO Presentations
2:40	Prevention Q-A (Moderated by Dr. Holroyd)
3:10	Break
3:20	Response --Service and SAPRO Presentations
4:15	Response Q-A (Moderated by Ms. Inch)
4:45	Conclusion



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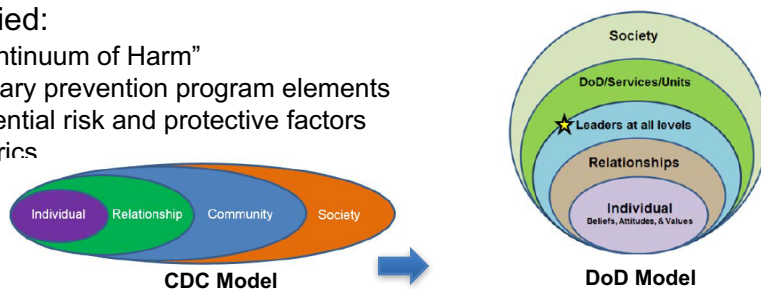
Dr. Suzanne Holroyd

Current Prevention Strategy



2014-2016 DoD Sexual Assault Prevention Strategy

- Released in May 2014 built on:
 - 2008 DoD Sexual Assault Prevention Strategy
 - 2012 Strategic Direction to the Joint Force
 - 2013 DoD Sexual Assault Prevention and Response
- Integrated military-specific research findings to date
- Updated “Social Ecology” model used by CDC to reflect “leadership” as “Center of Gravity” in military environment
- Identified:
 - “Continuum of Harm”
 - Military prevention program elements
 - Potential risk and protective factors
 - Metrics



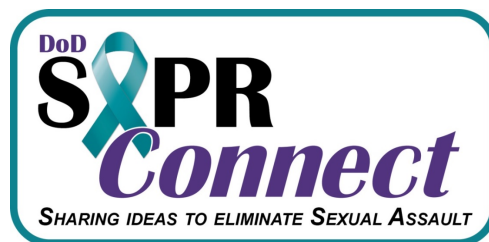
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Need: “Home” for Prevention Ideas



- Identified benefits of a shared Community of Practice to collaborate and share ideas, news, research, and insights from experts
 - Many in field want to “do prevention” (other than training) and not sure what to do
- Solution: Access-protected online portal available across DoD and around the world
- Bonus: Allows SAPR staff to connect on prevention as well as victim care



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Available on SAPR Connect

- Users find ~300 content items such as:
 - Documents of ideas from all Services
 - Discussion threads of members sharing best practices
 - Polls to query members on ideas
 - Videos of PSAs and past webinar events
 - Training opportunities and events calendar
 - Links to all Service sexual assault websites
- Content is categorized by topic specific to prevention strategy, male victims, SAAPM, and retaliation
 - Use organization to indirectly emphasize structure of prevention program
- Activity level:
 - Almost 2,000 members world-wide...and growing!
 - Average ~500 member-visits each week



Way Ahead on Prevention

- Recognize current strategy has gaps:
 - Challenges of communication and depicting clear actions at each echelon
 - Fails to fully consider integration of risk and protective factors
 - Requires expanded suite of metrics
- To address gaps, developing new Sexual Assault Prevention Plan of Action
 - Integrating data and expertise from many sources
 - Installation Prevention Plan
 - DoD research and survey results
 - Best practices in military and academia



Department of Air Force

Dr. Andra Tharp

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Air Force Sexual Assault Prevention Strategy



Strategic Context:

- Promote healthy attitudes and behaviors that decrease risk for assault
- Foster environments and culture where assault is not tolerated or accepted
- Align attitudes, behaviors, environments and cultures with the Air Force Core Values

Fundamentals of Prevention:

- Prevent violence before it occurs
- Prevent perpetration
- Promote prevention at every level
- Provide ongoing prevention activities that reflect unique roles and development of each Airman

Organizing Structure:

- Leadership from Sexual Assault Prevention and Response office coordinated with intra-agency collaboration
- MAJCOM and installation prevention delivery systems
- Ongoing review and input from appropriate stakeholders

Objectives:

- Educate the force
- Train the force
- Develop and implement policy
- Develop and implement programs



Air Force SAPR 3-Phase Prevention Plan

Phase	1	2	3
Time	2015-2018	2016-2018	2019-2020
Focus	Attitude, norm, environmental change	Individual risk factors (substance use, emotional regulation, peer pressure)—Targeted application	Relationship risk factors (casual sex, relationship conflict, gender based attitudes)
Universal Activities	Green Dot	Healthy Relationships Part 1 Alcohol policies	Healthy relationships Part 2 Alcohol policies
Targeted Activities		Implement accession standard Targeted Green Dot workshops	Implement accession standard High risk Airmen interventions
Leadership Training	Messages and skills consistent with phase focus that builds on each past leadership training		
Optional activities	Installation innovations	Installation innovations	Installation innovations

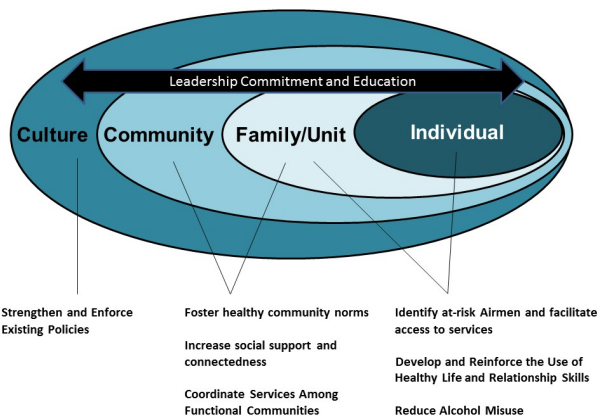
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Challenges and Way Ahead

- Challenges:
 - Rapid scale up
 - Evolving infrastructure
 - Message and training fatigue



- Way Ahead:
 - Integrated interpersonal and self-directed violence prevention

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Department of Army

Dr. Jessica Gallus



Army Prevention Overview

- To date, the SHARP program has focused predominantly on response and advocacy with the specific goals of increasing:
 - Awareness/Understanding
 - Bystander Intervention
 - Reporting
- As the program has matured, prevention has become a high-priority area of focus; Army SHARP will begin or continue with prevention research/initiatives on:
 - Sexual Harassment
 - The Sexual Harassment/Assault of Men
 - Revictimization



Initiative Overview

- ELITE POST (Prevention and Outreach Simulation Trainer)
 - Developed to increase SHARP Professionals' (SARCs and VAs) capability to support commanders and units in prevention and outreach
 - Focus is proactive rather than reactive/response oriented
 - Modules/content will be updated annually to ensure relevance and to address new challenges in prevention and outreach
- Male Survivors
 - Multipronged approach (e.g., research, speaking engagements, survivor panels) to increase understanding and awareness of the sexual harassment and sexual assault of men
 - Reducing the stigma around male experiences and increasing male reporting continue to prove challenging
 - Proactive communication and outreach (e.g., Male Survivor Tour, Bristlecone Project) will help facilitate progress

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Challenges and Way Ahead

- Prevention challenges that are increasing in urgency:
 - Integration of women into previously closed positions
 - Understanding concerns/needs of the LGBTQ community
- A number of approaches will be used to combat these challenges including:
 - Research that allows the Army to track trends (e.g., longitudinal) and assess risk and protective factors
 - Cutting-edge technologies for increasing awareness (e.g., USC ICT Male Survivor Hologram)
 - Partnerships across Services and with industry, government, and academic entities

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Navy Department

CAPT Jim Little

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Navy Prevention Overview

- Centralized policy, decentralized execution
- Major SAPR Touch Points:
 - Accession Training (Boot Camp, ROTC, USNA, "A" School (job training))
 - Annual Training
 - Mid-Level Leader Training (Petty Officer Training/CPO 365(Senior Enlisted Training)/Division Officer Leadership Course)
 - Senior Leader Training (Commanding Officer, Executive Officer, Senior Enlisted Leader Schools)
- Move from PowerPoint based training to video vignette/facilitated discussion training to encourage participation
- Greatest challenge is lack of evidenced-based prevention programs for Navy's age group, looking at research-informed prevention

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Initiative Overview

- Accession Training
 - Established a strong SAPR foundation for all accessing Navy personnel.
 - Instituted and reinforced SAPR training/prevention throughout accession pipeline.
 - Been highly successful program across accession points.
- “A School” Bystander Intervention Training
 - Motivated by the desire to train sailors on intervention techniques early in their career.
 - Interactive, multi-session training given over several days.
 - Prepares sailors for destructive behavior interventions with peers as well as seniors.
- Vignette/Facilitated discussion training
 - Individually reviewed PowerPoint training was not effective.
 - Navy moved to video vignettes followed by facilitated discussions to allow for personal interaction and participation.
 - This format has incorporated multiple behaviors and has been widely accepted, but determining effectiveness is still a challenge.

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Challenges and Way Ahead

- Progress is being made, however, challenges remain:
 - Lack of evidence-based prevention programs that addresses the entire Navy.
 - How to reinforce prevention/messaging without oversaturating?
 - Desire to target micro-climates within units requires tailored interventions.
 - Designing prevention efforts that address the inter-connections between destructive behaviors, not just sexual assault.
- Way Forward:
 - Continue to work interactively with the other Services, DoD, Center for Disease Control, academia and public and private organizations to develop evidence-based prevention program(s) that meets Navy’s organizational and demographic requirements.
 - Development of measures of effectiveness of efforts is critical.
 - Incorporating prevention of destructive behaviors into Navy culture is a must.
 - Targeting intervention efforts at the intra-unit level.

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United States Marine Corps

Ms. Christine Heit



USMC Prevention Overview

- In FY 2012, 36th Commandant of the Marine Corps (CMC) launched three-phased SAPR Campaign Plan with renewed emphasis on prevention
 - Phase I (Strike)- April 2012 to November 2012
 - Phase II (Implement)- November 2012 to July 2015
 - Phase III (Sustainment)- July 2015 to present
- Path lies through empowered reporting, effective deterrence, engaged leadership, and mature culture that is non-permissive to **any** form of criminal misconduct.

SEM Model Level	FY15 USMC SAPR Prevention Initiatives
Individual	<ul style="list-style-type: none"> ○ Installation-specific events and initiatives that promote individual prevention efforts.
Relationships	<ul style="list-style-type: none"> ○ Full roll-out of annual trainings with an emphasis on bystander intervention and healthy relationships.
Leaders at All Levels	<ul style="list-style-type: none"> ○ Development of rank specific trainings and resources
DOD/Services/Units	<ul style="list-style-type: none"> ○ Continued publication of Monthly Snapshots to inform the Marine Total Force about SAPR.
Societal	<ul style="list-style-type: none"> ○ Coordination with Subject Matter Experts (SMEs) to provide trainings to discourage sexual assault and support those who have experienced sexual assault



Initiative Overview

- **Leadership Involvement:**
 - SAPR Leadership Toolkit
 - Provides leaders at all levels with wide range of educational resources on variety of sexual assault topics.
 - Allows leaders to tailor their discussions and prevention efforts to their specific micro-climates.
 - Non-Commissioned Officer (NCO) Summits
 - Goal: to enhance first-line supervisor skills and knowledge on SAPR.
 - Framed the issue of sexual assault across five functional areas: myths and misconceptions, barriers to reporting, retaliation, suicide, and alcohol.
 - NCOs formed working groups and developed courses of action for each area.
- **Communications:**
 - Ensures we reach as wide an audience as possible by face-to-face engagements, print publications, official Marine Corps social media pages.



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Social Media Post

It happens to everyone, right?

They were just seeing if I was tough enough to be a Marine.

Sexual assault disguised as hazing is still sexual assault. Both are prohibited under the UCMJ.

If you are unsure whether you have experienced sexual assault, talking to someone may help. The DoD Safe Helpline offers secure and confidential support.

DoD Safe Helpline

safehelpline.org | 877-995-5247

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Social Media Post

LAST YEAR
54%
of reported sexual assaults in the Marine Corps involved **ALCOHOL** *

Things may be unclear when you are under the influence. Make sure you have consent.
The whole time. Every time.

*Approximate statistic derived through self-reporting. Alcohol use by the victim, offender, or both.
Source: Fiscal Year 2014 Data, Defense Sexual Assault Incident Database (DSAID)

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Poster Contest

WE PROVIDE FOR THE COMMON DEFENSE
LIFE, LIBERTY AND THE PURSUIT OF HAPPINESS

OUR VALUES DEMAND
VICTORY OVER SEXUAL ASSAULT

Designed by RP2 (SW) Daniel Wise & Sgt Rodion S Zabolotny, 1st MLG Camp Pendleton

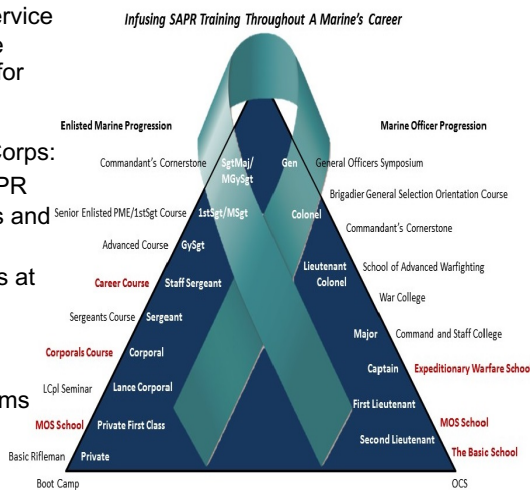
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Challenges and Way Ahead



- The Marine Corps has the greatest turnover of all Services which limits institutional knowledge of sexual assault awareness, prevention, and response.
- The Marine Corps is youngest Service with largest percentage of service members in at-risk demographic for sexual assault.
- Future state of SAPR in Marine Corps:
 - Incorporate and enhance SAPR trainings in all Officer Schools and Enlisted Academies.
 - Engage and empower leaders at all levels in awareness, prevention, and response of sexual assault.
 - Collaborate with other programs regarding risk and protective factors.



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United States Coast Guard

CAPT William Makell

CG Prevention Overview



- Use of evidence-based prevention programs
 - Centers for Disease Control Social-Ecological Model:
 - Framework for Prevention: Goal is to stop violence before it begins by understanding factors that influence violence. Model looks at connection between individual, relationship, community, and societal factors.
 - PROSCI[®] Change Management :
 - Provides a structured approach for supporting individuals/organizations to effectively transition from current state to the desired future state via **ADKAR** model:
 - Awareness
 - Desire
 - Knowledge
 - Ability
 - Reinforcement
- Prevention efforts with focus on:
 - Culture of respect
 - Bystander intervention initiatives/training
 - Attention to male victimization
 - Addressing retaliation issues

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Initiative Overview



- **“Not In My Coast Guard” Regional Summits**
 - 17 one-day events from May 2015-Sept 2016 enterprise wide
 - Continued education and awareness for all CG members on topic of sexual assault prevention and response
 - More focus on resiliency-impacting behaviors, such as alcohol abuse, domestic violence, sexual harassment, and hazing
 - Introduces Culture of Respect primary prevention strategy to stop lower level behaviors on the continuum of harm
- **Mentors In Violence Prevention (MVP)**
 - Training SAPR personnel in Sept 2016
 - Two-year roll out plan throughout CG
 - Provides bystanders with options to safely intervene
 - More openly discuss deeply rooted cultural characteristics that allow sexual assault and other related behaviors to continue

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Challenges and Way Ahead



Challenges

- Dispersed population
 - Train the trainer whenever possible
 - Utilize force multipliers (VAs, Work-Life personnel)
- Funding for specialized training
- Counteracting societal norms (CG-microcosm)

Way Ahead

- Societal culture (CG - microcosm of society)
- Executive champions through DCMS, Flag/SES directorate level and new resiliency council
- Measure prevalence of sexual assault & sexual harassment through Workplace Gender Relations Survey



Prevention Panel

Question and Answer



10 Minute Break



Sexual Assault Prevention and Response Office

Ms. Bette Inch



Response

- Examples of Response Requirements
 - Minimum one full-time SARC and SAPR VA per approx. 5K and 24 hour access to a SARC or SAPRVA
 - Specialized training for commanders, criminal investigators, and prosecutors
- Survivor Protections in Law
 - Legal representation for survivors
 - Legal rights for survivors going thru military justice process
- Examples of Innovation
 - Created Defense Sexual Assault Advocate Certification Program (D-SAACP)
 - Advancing the profession of Victim Advocacy
 - DoD Safe Helpline: Anonymous 24/7 worldwide confidential services for the DoD Community

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DoD Safe Helpline (SHL)

- SHL – More than a Hotline!
 - Need for anonymous avenue for survivors to get information, help, and to facilitate sexual assault reports
 - Leverages cutting-edge technology, research, and best practices to provide numerous anonymous and confidential services
 - Collaborated with national civilian experts, military leaders and Service members during development; performed usability testing; oversight & evaluation, and we continue to provide on-going outreach efforts
 - Provides Online Helpline (chat capability), Info by Text, Safe HelpRoom (peer-to-peer support), Telephone Helpline, Mobile App, website information and worldwide search capability for on and off base resources.

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Challenges and Metrics



- Challenges
 - Understanding need and obtaining stakeholders buy-in
 - Estimating resource requirements and remaining flexible
- Current state of SHL
 - Over 1.25 million first-time visits to “safehelpline.org”
 - Over 78K users accessing services -- texting, one-on-one chat, telephone Helpline, group chat, and mobile app
- Metrics
 - Key Indicators
 - Website usage
 - Assistance provided
 - Quality of services

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Department of the Navy

Dr. Paul Garst



DON-SAPRO Overview

- Secretariat-level entity with unique functions:
 - Visibility & oversight of SAPR activities throughout the Navy and Marine Corps
 - Updated training tools
 - Special initiatives (5-yr prevention project)
- Sources of insight
 - World-wide site visits with leadership meetings, stakeholder interviews, & focus groups
 - Surveys, Reporting Data, NCIS Synopses, SMEs
 - Outreach to over 100 survivors

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Survivor Support Initiatives

- Survivor outreach suggests complex & varied reactions to the trauma of assault, impacts of SAPR processes, and treatment by others
- Simultaneous efforts:
 - Improve SAPR telephone access
 - Availability of SAFE exams
 - Commander's guide & presentations
 - Survivor-Based Retreat – “Hope & Healing”
 - Retaliation prevention “Pure Praxis” audience-participation programs

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Initiative Assessment

- Primary tools:
 - Sustained high levels of reporting
 - Feedback from site visits & focus groups
 - Assessments by CREDO retreat participants
 - Assessments by “Pure Praxis” attendees

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Response Panel

Question and Answer



Thank you for attending!

Contact information:

Dr. Suzanne Holroyd
suzanne.m.holroyd.civ@mail.mil

Ms. Bette Inch
bette.m.inch.civ@mail.mil