SUSAN WELLS, Ph.D.,
(CONTINUED)

WHAT ARE THE ISSUES IN DECISION MAKING?
- Involvement of law enforcement
- Medical model of probability/risk assessment
- Social/Economic structures
- Social/Cognitive factors/schema

"PREJUDICE IS NOT INEVITABLE!"
- "I can take on different perspectives!"
- "I can think on multiple dimensions!"
- "I can perceive differences among similar people...and similarities among different people!"
- "Nobody knows what the black abuse rate is!" and what do we mean by "Disproportionality in the Child Welfare system?"

A MODEL OF THE CHILD WELFARE SYSTEM

SUBSTANTIATED MALTREATMENT...
- Rates of Black maltreatment exceed their representation in the population
- Unequal treatment of identically-situated children
- Rates of substantiation exceeds that of whites

THREE WAYS OF LOOKING AT MEASURE OF MALTREATMENT BY RACE...
- Disproportionality: does not measure discrimination
- Disparity Ratio
- Discrimination Index: biased by aggregation

ARE BLACK HOUSES MESSIER THAN WHITE HOUSES?
- Disproportionality: does not measure discrimination
- Disparity Ratio
- Discrimination Index: biased by aggregation

WHAT ARE THE ISSUES IN DECISION MAKING?
- There are huge unexplained gaps in rates of substantiated maltreatment!
**FEATURED WORKSHOP: HUMAN SERVICES SYSTEMS**

**Ellen Pence, Ph.D./Executive Director**  
Praxis International, Duluth, MN

**INTRODUCTION**
Ms. Pence discussed the view that institutional response models often reflect the views of their innovators. Highly reflective of Anglo culture, current response models for battered women feature four common characteristics: specialization, categorization, textually-coordinated ideology, and accountability shifting. This paradigm produces fragmented service delivery and charges service workers with preserving families while unwittingly operating to separate them. The following discussion summarizes the effect current human service response systems on mothers and children in domestic violence and child protection systems, and suggests recommendations for remodeling these systems.

**FEATURE 1 – SPECIALIZATION/FRAGMENTATION (OF CASES), WITH FOUR TIERS OF LABOR**
- Does not handle cases holistic, rather, it disconnects “whole life” circumstances into distinct cases (e.g., one case divided into at least four cases, comprising assault, child protection, protection order, and housing cases)
- Divides cases into multiple, processing steps, which prolongs resolution
- Assigns a different specialist to each step; specialists generally work in isolation
- Decontextualizes incidents, which suppresses specialists ability to notice emerging patterns

**FEATURE 2 – CATEGORIZATION**
- Groups dissimilar occurrences according to discourse (e.g., a one-time, defensive assault and a pattern of stalking and battering generate the same system responses)
- Fails to distinguish among motivational factors (e.g., batterers motivated by the need for control and dominance are categorized with those whose violence is situation-induced [defensive], or precipitated by substance abuse or mental illness)
- Mislabels clients by oversimplifying complex situations (e.g., the criminal justice system labels women as uncooperative regardless of why they refuse to testify (reasons could be significant time lapse between the incident and the trial, victim’s desire for alternative to jail) punishment, or fear retaliation)
- Converts actual experiences to institutionally recognizable cases (packaging victim’s experiences to fit into institutionally defined parameters), which leads to excessive out-of-home placements and worker frustration

**FEATURE 3 – TEXTUALLY-COORDINATED IDEOLOGY**
- Does not handle cases holistic, rather, it disconnects “whole life” circumstances into distinct cases (e.g., one case divided into at least four cases, comprising assault, child protection, protection order, and housing cases)
- Divides cases into multiple, processing steps, which prolongs resolution
- Assigns a different specialist to each step; specialists generally work in isolation
- Decontextualizes incidents, which suppresses specialists ability to notice emerging patterns
FEATURE 4 – ACCOUNTABILITY SHIFTING

- Text and conceptual practices standardize workers' actions
- Text connects disparate incidents, assigning generic responses (e.g., child protection cases universally framed as parenting issues, disregarding individual needs or compounding social issues such as family violence)
- Social problems treated as individual pathologies
- Institutional time overrides "lived" time (institutional routines control time)
- Checklists define relationships and determine types of referrals; text "stands in" for real people
- Vendor quality control is generally a function of vendor's responsiveness to agency, and therefore, is not necessarily an indicator of vendor's suitability for meeting client's needs
- Customs of neutrality, professional cachet act against workers advocating for clients (e.g., institutional privileges such as psychiatric evaluations without evidence of need and circumvention of social workers' assessments
- Assessments reflect workers' theories (e.g., shame-based, anger-based concepts)
- Galvanizing national efforts to change and set standards for using key documents impose vendor and practitioner (e.g., psychologist) standards in which holistic assessments indicate need for specific services;
- Shifting paradigm from policing women for failing to protect children to policing perpetrators, without resorting to universal incarceration; and
- Including implementation steps, along with recommended changes.

CONCLUSION

Features of the current human services systems lack accountability to clients though legislators, who can criticize systemic inefficiencies can also mandate and regulate reforms. Current models mirror white people's culture, and white people see only their culture. Dismantling the "white only" paradigm commands sustained dialogue among domestic violence and child protection workers, advocates, and legislators. Replicable models embodying the cultural context of African American mothers and children, and featuring client accountability and revisions to primary forms (intake, psychological, risk assessment, and safety plans) will represent the cornerstone of their efforts.

IDVAAC National 2003 Conference • African American Children and Domestic Violence: Prevention and Intervention • June 5-6, 2003 • Minneapolis, MN 29
FEATURED WORKSHOP: FATHERING AFTER VIOLENCE

OLIVER J. WILLIAMS, Ph.D. / Executive Director
Institute on Domestic Violence in the African American Community, (IDVAAC), St. Paul, MN

- "It's important to realize the impact that fathers can have...but it's not fatherhood at all costs!"
- It's about HEALTHY FATHERING and HEALTHY MARRIAGE!

FATHERHOOD GROUPS...

- Father Involvement: Mostly poor and men of color
- Responsible Fathering: Healthy and involved parenting
- Fathers’ Rights: Mostly a legal response, and often anti-mother/woman

FATHERS AND DOMESTIC VIOLENCE

- Children are not immune from the effects of abuse
- Abuse is more likely in homes where mother is being abused
- Sometimes, dads who have been abusive want to see their kids...but sometimes, it's a way to get to mom...
- The perpetrators of violence may not always be the biological father. The abuser could be a stepfather, boyfriend, etc.
- Battered Women risk being labeled "resistant" and "uncooperative" by fathers and attorneys and being labeled as "failing to protect" if they do cooperate with letting fathers see their children.
- Creating a safe, nurturing environment for children...
- ...whether or not mother and father have reunited after abuse...

EDDIE WHITE / Case Coordinator, Center for Fathers, Families, and Workforce Development, Men's Services/Westside site, Baltimore, MD

- "It’s hard to have stability in your family when you don’t have both feet on the ground!"
- Fathers love their children...
  ...but do they want their children to follow in their footsteps?
- Fathers are not only breadwinners...
  ...They are NURTURERS, too!
- The message is as important as the messenger.
  Trust is KEY!
  ...and those who work with men need to be honest, hold them accountable, but also have a GENUINE interest in helping!

AN EASY CHECKLIST TO ASSESS FOR DOMESTIC VIOLENCE:

- Have you threatened her with violence?
- Have you called her demeaning names?
- Have you hit her?
- Have you threatened violence if she says "no" to sex?
- Have you asked for sex after violence?
JOSEPH L. WHITE, Ph.D/Professor, Psychology and Psychiatry University of California, Irvine, Irvine, CA

FATHERING AFTER DOMESTIC VIOLENCE
- Resistance, Denial, and Minimization
- Externalization of blame/Projection of anger
- Introspection and Reflection
- Admission of transgressions
- Understanding, forgiving, and seeking forgiveness
- Psychological growth and transformation

MEN KNOW ANGER AND SEX...BUT HOW CAN MEN LEARN THE RANGE OF EMOTIONS?
- Fear?
- Hurt?
- Frustration?
- Confusion?

SEVEN CORE STRENGTH OF THE AFRICAN AMERICAN TRADITION
1. Improvisation
2. Resilience
3. Connectedness to Others
4. Spirituality
5. Emotional Vitality
6. Humor
7. Healthy Suspicion

HOW CAN YOU SEEK FORGIVENESS IF THE PERSON YOU ABUSED DOESN'T WANT TO HAVE CONTACT WITH YOU?
- “It's about taking responsibility for one's own behavior.”
- “Seeking forgiveness” and “making amends” are two different things.
- Just because you are seeking forgiveness doesn't mean that the other person will forgive you.

MEN MODELING HEALTHY EXPRESSION OF FEELING FOR OTHER MEN...
- Reviving a tradition of boys learning from men...

WHEN THERE IS A RANGE OF FEELINGS, THERE MAY BE MORE RANGE OF ACTIONS OTHER THAN VIOLENCE...
- How can I be tough...and tender?
- ....and masculine....and feminine?
- ...and in touch with my feelings?.....and accountable for my behavior?
HEALING and TRANSFORMATION

Joyce Thomas
Patrice Brown
Benita Presley

I had violence in the family... I grew up...
I was in violent relationships myself...
I needed to look in the mirror and find out what I needed to do to take my life back...
I did drugs for 10 years...

I have too many kids to do. I have to get up...

I learned about HEALING from my father after he was severely burned in an electrical accident.

Benita Presley

I'm the woman of 7 children... so you can understand that I'm busy...
...but I'm not currently in a relationship because I don't have violence in my life...
I'm doing work with tribal women and mothers now!

In every healing story, there are people who cared and helped...

There is POWER in learning how other people process healing.

Patrice Brown

I was the youngest of five...
...and I was a yes... young daughter...
I was a chemist... and I could turn $50 into $100 at the end of a week...
I had kids...
...and Elise.

I have a wonderful woman in my life... and I'm a father...

After being in and out of jail...
I was TIRED...
and I wanted to give back to the community. I went to college...
so that's what I'm doing.

I need to hear my children's cry... and give them what I didn't get.

I'm the mother of 9 children...

We need to break the cycle!

Even after all the years to work...
Sometimes agencies adopt a waitlist approach and fail to provide healing.

Joyce Thomas

I learned about HEALING from my father after he was severely burned in an electrical accident.

CULTURAL SPECIFIC MODELS

I'm the woman of 7 children... so you can understand that I'm busy...
...but I'm not currently in a relationship because I don't have violence in my life...
I'm doing work with tribal women and mothers now!

In every healing story, there are people who cared and helped...

There is POWER in learning how other people process healing.

Patrice Brown

I was the youngest of five...
...and I was a yes... young daughter...
I was a chemist... and I could turn $50 into $100 at the end of a week...
I had kids...
...and Elise.

I have a wonderful woman in my life... and I'm a father...

After being in and out of jail...
I was TIRED...
and I wanted to give back to the community. I went to college...
so that's what I'm doing.

I need to hear my children's cry... and give them what I didn't get.

I'm the mother of 9 children...
CLOSING PANEL: HEALING AND TRANSFORMATION

PERNELL BROWN/ Parenting Interventionist, Pathfinders Oregon, Inc. Portland, OR
• “I was the youngest of nine…”
• “…and I was a ‘YG’—young gangster.”
• “I was a chemist…and I could turn $50 into $1000 at the end of a night.”
• “I had cars…and guns.”

AFTER BEING IN AND OUT OF JAIL…
• I was tired…
• …and I wanted to give back to the community from which I took.
• …so that’s what I’m doing.

“I have a wonderful woman in my life…and I’m a father.”

BENITA PRESLEY/Domestic Violence Specialist for Project Network, Portland, OR
• “I had violence in the family I grew up in.”
• “I needed to look in the mirror and find out what I needed to do to take my life back.”
• “I was in violent relationships myself.”
• “I did drugs for 10 years.”

I’M THE MOTHER OF SEVEN CHILDREN…
• ...so you can understand that I’m busy…
• ...but I’m not currently in a relationship because I don’t want violence in my life.
• ...I’m doing work with other women and mothers now...
• ...I need to hear my children’s cry…and give them what I didn’t get.

JOYCE’S TOP 10 WAYS TO PROMOTE HEALING:
1. Change occurs one person at a time
2. Push public understanding about need to heal
3. Be creative
4. Promote self-sufficiency
5. Condemn racism
6. Hold perpetrators accountable
7. Look for ways to reach out to all persons
8. Zero tolerance for violence in our community
9. Increase knowledge about resources
10. Eliminate labeling and name-calling of people we serve

JOYCE N. THOMAS, MPH, RN, PNP/ President and Co-founder of the Center for Child Protection and Family Support, IDVAAC Steering Committee Member, Washington, DC

DECISION MAKING
• “In every healing story, there are people who cared and helped.”
• “There’s POWER in hearing other's people's process of healing.”
• “I learned about HEALING from my father after he was severely burned in an electrical accident.”
• “I have too many kids to die. I have to get up!”
• Even after all the years of work…
• Some agencies adopt a window-dressing approach and fail to promote healing.

• We need to BREAK the cycles:
  — Poverty
  — Racism
  — Substance Abuse.
...Culturally Specific Models?
Back row standing left to right - Dr. Oliver J. Williams, Kelly Mitchell-Clark, Dr. William Oliver, Dr. Linner Ward-Griffin, Dr. Robert L. Hampton. Front row sitting left to right - Joyce N. Thomas, Shelia Hankins, Dr. Esther J. Jenkins, Antonnia A. Vann, Dr. Beth Richie
APPENDIX II: ACKNOWLEDGEMENTS

The Institute on Domestic Violence in the African American Community gratefully acknowledges the valuable services rendered by the following corporations and organizations in support of this conference.

Sue Julian
West Virginia Coalition Against Domestic Violence

Mary Lauby
Wisconsin Coalition Against Domestic Violence

Jacqueline Torres
Connecticut Coalition Against Domestic Violence

Alan Davis
National Council on Child Abuse & Family Violence (NCCAFV)

Berinita Walker
Projects: Peacemakers Inc.

Michele Larkin-Davis
Dispositional Advisor
Ramsey County Public Defender’s Office

Delrita Rudnitski
MN Coalition for Battered Women

Jacquelyn C. Campbell, Phd., RN, F.A.A.N
Nursing Network on Violence Against Women International

(NNVAWI) & Johns Hopkins University School of Nursing

Michael Cohen
Maryland Network Against Domestic Violence

Alan S. Fox, M.P.A.
Saferstart, San Francisco Department of Children, Youth & Their Families

The House of Imagene Shelter
Washington, DC

Janis Brown
Fleet Family Support Center

Rita Smith
National Coalition Against Domestic Violence

Jeannette Raymond
Family & Children’s Service

Lynn Nelson
Communications Director
Institute on Race & Poverty

Janice Roers
Hennepin County Attorney’s Office/Victims Witness Unit

Fred E. Byron
Pilot City Neighborhood Services

The Honorable Michelle Best Judge, General Session Court Division X Domestic Violence Court

Dexter M. Wimbish, Esq.
Center for Democratic Renewal

Leah Aldridge
Los Angeles Commission on Assaults Against Women (LACAAW)

Natalie Sokoloff
Sociology Department
John Jay College of Criminal Justice - CUNY

The Honorable Jeannette Ogden Judge
City Court of Buffalo, New York

David Mandel
The Non-Violence Alliance

Alice O. Lynch
BIHA Women in Action

Sheryl Cates
National Domestic Violence Hotline

E. Corky Galloway
Hennepin County Corrections

Alice Washington
Alameda County Medical Center Department of Social Work Services

Stephanie Love-Patterson
Chicago Abused Women Coalition Hospital Crisis Intervention Project

Minnesota Coalition for Battered Women

A.J. Moore Hammonds
Wisconsin Coalition Against Domestic Violence

Conni Orth
St. Cloud Area Crisis Nursery

Sue Morgan
Commission on the Deaf and Hearing Impaired
APPENDIX II: ACKNOWLEDGEMENTS

Susan Schechter, MSW
The University of Iowa School of Social Work

Nita Carter
Women of Color Network

Penni Micca
Interval house (Manchester Domestic Violence Outreach Team)

Dr. Bonnie Hatchett
University of Texas/El Paso

Cynthia Archer Gift, Ph.D., RN Ed. Spec.
Michigan Department of Community Health

Cassandra Smith-Edwards
Oklahoma Department of Health

Cris Sullivan
Michigan State University

Mary Ann Dutton
Georgetown University, Department of Psychiatry

Lois Loontjens
New Beginnings, Seattle Washington

Beth E. Richie
Department of African-American Studies The University of Illinois at Chicago

Michael McGrane
Wilder Community Assistance Program
Amherst H. Wilder Foundation

Linda A. Osmundson
CASA (Community Action Stops Abuse)

Sandra Davidson
MN Coalition for Battered Women and Praxis International

Rita Smith
National Coalition Against Domestic Violence

Susan Gaertner
Ramsey County Attorney

Fran Henry
Stop It Now!

Vednita Carter
Breaking Free Inc.

Valire Copeland
School of Social Work, University of Pittsburgh

Merrill Cousin
King County Coalition Against Domestic Violence

Pauline Grant
Florida Department of Children and Families

Valeria Washington
National Black Catholic Congress

Robert Geffner
Family Violence and Sexual Assault Institute

Tanya Ivy
Dependency Court Intervention Program

Lester Collins
Council on Black Minnesotians

Neva Walker
Minnesota House of Representatives

Suzanne Kolbe, MSW
Martin Luther King, Jr. Family Outreach Center

Jennifer Ire and Pamela Brown
The New England Learning Center for Women in Transition

Amy Okaya, MPH
Injury & Violence Prevention Unit, Center for Health Promotion
Minnesota Department of Health

National Criminal Justice Reference Service

Bonnie Fowler,
National Resource Center on Domestic Violence

Free Arts Minnesota
APPENDIX III: SPONSORS

UNIVERSITY OF MINNESOTA
Institute on Domestic Violence
In the African-American Community

Institute on Domestic Violence in the African American Community, University of Minnesota, School of Social Work, St. Paul, MN

United States Department of Health & Human Services

U.S. Department of Health and Human Services, Washington, DC

College of Human Ecology

College of Human Ecology
University of Minnesota St. Paul, MN
APPENDIX III: SPONSORS

SPECIAL ACKNOWLEDGEMENTS

Jeff Edleson - Minnesota Center Against Violence and Abuse, University of Minnesota St. Paul Campus
Marti Erickson - Children, Youth and Family Consortium, University of Minnesota St. Paul Campus
Marcie Jeffreys - Center for Advanced Studies Child Welfare, University of Minnesota St. Paul Campus
Susan Wells - Child Welfare and Youth Policy, University of Minnesota St. Paul Campus
Ferris Glover - My Home, Inc. - House of Dreams, St. Paul, MN
Dave Matthews - Domestic Abuse Project, Minneapolis, MN
Gary Cunningham - Pilot City Health Center, Minneapolis, MN
Shane Price - African American Men's Project, Minneapolis, MN
Nate Russell - Resource Inc, Minneapolis, MN
Ronald Bell - Sabathani Community Center, Minneapolis, MN
Corey Cepada - Brother Achievement, Minneapolis, MN
V.J. Smith - Mad Dads/Brother Achievement, Minneapolis, MN

CO-SPONSORS

To National Council on Juvenile Family Court Judges
Honorable Judge David Mitchell, (ret.) Executive Director
Merry Hofford, Director Family Violence Division of National Council on Juvenile Family Court Judges
Maureen (Mo) Sheeran, Assistant Director of Development and Training
The Family Violence Division National Council on Juvenile Family Court Judges Staff

For your broad unwavering support for this conference and other Institute activities, IDVAAC would like to say thank you very much.
For More information Please contact us at:

University of Minnesota
Institute on Domestic Violence
In the African American Community
School of Social Work
290 Peters Hall
1404 Gortner Ave
St.Paul, MN 55108-6142

Local Telephone: (612) 624-5357
Toll Free telephone: 1-877-643-8222
Fax: (612) 624-9201
Email: nidvaac@che.umn.edu

We welcome you to visit our website at
www.dvinstitute.org