The mission of the Bellingham-Whatcom County Commission Against Domestic Violence is to provide leadership in the community's effort to reduce and prevent domestic violence.

Members Attending: Alan Artman; Riannon Bardsley; Karen Burke; Regina Delahunt; Chief David Doll; Sheriff Bill Elfo; Christina Kobdish; Ken Levinson; Moonwater; Katie Olvera; Mike Parker; Darlene Peterson; Linda Quinn; Dave Reynolds; Mike Riber; Peter Ruffatto; Sharon Rutherford; Garrett Shelsta; Kevin Turner; Bruce Van Glubt

Members Absent: Beth Boyd; Lorayne Dennis; Starck Follis; Silvia Johnson; Dave McEachran; Jon Mutchler; Mary Welch; Michelle Zlotek

Staff Present: Susan Marks; Liz Stuart; Melissa Lacki; Elizabeth Montoya

Guests: Amie Roberts (DSHS), Christina Byrne (WWU); Jake Weibusch (District Court Probation)

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<tr>
<td>Welcome and Introductions</td>
<td>• Reminder to complete meeting evaluations</td>
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</table>
| Welcome and Introductions | • DV Commission members introduced themselves and their agencies. Introductions included new Commission member Chief David Doll, Bellingham Police Department; guest presenters Amie Roberts, DSHS, and Christina Byrne, WWU. New Commission member, Starck Follis, Whatcom County Public Defender’s Office, was not present.  
• Departing Commission member, Kathy McNaughton, Catholic Community Services, was thanked for her service on the Commission.  
• Members were reminded to complete their meeting evaluations at the end of the meeting. |
| MOTION: Consent Agenda | • Members were provided with copies of the minutes from the November 30, 2017 meeting for review. Dave Reynolds made a motion to approve the minutes from the meeting. Darlene Peterson seconded. The motion passed unanimously.  
• Members were provided with copies of the proposed 2018 DV Commission budget for review. |
| DV Commission Updates | • Members were provided with copies of the Mission Expansion Process and Timeline. Mike noted that we are currently in the process of data collection, and will begin reviewing data and developing |
Melissa shared that our Sexual Assault Audit team is meeting monthly to explore how sexual assault survivors experience systems in the community when they report. We are looking at how our local systems are organized to respond to the justice needs of sexual assault survivors. We will review the collected data at our Annual Meeting in May. The systems that we are focusing on currently include the hospital, law enforcement, and prosecution. We also have upcoming focus groups with sexual assault survivors to continue collecting input.

Mike shared that the DV Commission is developing the 2019 - 2023 Strategic Plan this year and we will be collecting input from Commission members and community members. Members were encouraged to consider the question: What did we hear today that would be useful to think about during strategic planning?

### Presentation: DV Perpetrator Treatment

<table>
<thead>
<tr>
<th>Overview of Washington Administrative Codes (WACs)</th>
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<tr>
<td>Amie Roberts (DSHS) presented on Domestic Violence Intervention Programs in Washington State.</td>
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<td>Currently there are 87 certified DV treatment programs in WA state</td>
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<td>In 2017, updated WAC guidelines were developed to address problems with the provision and efficacy of domestic violence perpetrator treatment (DVPT) programs. The content of the code is available for reference under WAC 388-60A.</td>
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<td>Prior to the new guidelines, there was a statewide perception that DVPT was a “one size fits all” program. All programs were 12 months long, and assessment and treatment varied widely throughout the state.</td>
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<td>Due to the extreme variability of programs, efficacy and trust have been impacted. Judges may not send perpetrators to treatment because they have not seen evidence of efficacy.</td>
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<td>The purpose of the new WAC is to increase accountability and competency – a pathway to achieve the following:</td>
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<tr>
<td>To responsibly and as accurately as possible, assess the risks, needs and responsivity for perpetrators of intimate partner violence (IPV);</td>
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<td>To increase victim safety; and</td>
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<tr>
<td>Using evidence-based and promising practices to hold participants accountable for achieving core competencies, including:</td>
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<td>Documentation of their cognitive and behavioral changes; and</td>
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<td>Documentation of their personal accountability</td>
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<td>The new WAC specifies 4 levels of treatment for placement in weekly DVPT programs:</td>
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<tr>
<td>Level 1 – Low risk: IPV behavior, low risk and lethality, early intervention (6-month program)</td>
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<tr>
<td>Level 2 – Medium risk: Little or no criminogenic needs, history and pattern of IPV (9-month program)</td>
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<tr>
<td>Level 3 – High risk: Critical factor, anti-social traits, criminogenic needs (12-month program minimum)</td>
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<tr>
<td>Level 4 – High risk: Medium to high level of psychopathy (18-month program minimum)</td>
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- Different levels of treatment enable providers to address needs in a more accurate and effective way to ensure the best outcomes for the perpetrator. A level 1 offender and a level 4 offender have vastly different treatment needs and can become more dangerous if treated together.
- Establishing DVPT requires gathering information, assessment, and assigning a level of treatment.
  - Gathering information: Must include more information than only the perpetrator’s account, including interviews, probation, background checks, 911 tapes, victim input, family member interviews, police or incident reports, CPS information, etc.
  - Assessment: Risk for violence, risk for lethality, needs, motivations, strengths, degree of patterns.
  - Level of Treatment: General responsivity. Specific responsivity. Individualized goals, Individualized interventions.
- The protocol for victim contact has also changed in the current WAC. Victim contact is required within 14 days of enrollment in DVPT. Victims are given opportunity to share their account. Victims are also given information about the program and available resources, and are informed of the limitations of DVPT.
- Behavioral Assessment and Interview includes 7 domains: high risk factors; substance use; mental health; belief system; traumatic brain injury; environment; and testing.
- Summary includes social and legal history; cognitive and behavioral patterns; behaviors to target in treatment; level of accountability; motivation and readiness to change; results of testing; and level of treatment, rationale, and referrals.
- Collateral and third-party information gathering is ongoing.
- Individualized, measurable treatment plans, including priority and sequence are a new WAC requirement. WAC guidelines have moved from a “topic-based” treatment program, to measurable cognitive and behavioral changes. The goal is affect cognitive behavioral change, which must be shared by the participant in group and documented.
- Providers must have a unique forensic counseling skill set.
- The new WAC includes the minimum requirements for DVPT and programs are encouraged to expand depending on the unique needs of the groups and communities being served.
- WAC defines completion criterial and required, documented core competencies.
- WAC defines educational and experiential requirements for all direct treatment staff.
• WAC establishes guidelines for quality management and ongoing on-site reviews and investigations are conducted to ensure program accountability and efficacy.

DV Perpetrator Treatment in Whatcom County
• Karen Burke (DVSAS) presented on the challenges and gaps we have seen in domestic violence perpetrator treatment in Whatcom County.
• Gaps and challenges include:
  o Lack of specialized treatment for female perpetrators
  o Lack of treatment options for perpetrators who have no financial means
  o Only English language treatment is available
  o Ambiguous and inconsistent curriculum – unclear if available options are evidence-based
  o Lack of connection and collaborative approach between DVPT and victim services or other systems
  o Lack of treatment programs for DV in same-sex relationships
  o Very limited program capacity—two local providers in the county who are private counselors
  o Most DVPT is based on the Duluth Models and only addresses power and control
  o No individualized treatment (one size fits all approach)
  o Expensive for participant and low pay for provider
  o Not consistently or timely reporting to probation
  o No clear positive outcomes – numbers count only
  o No/limited connection with victims
  o Lack of community collaboration or accountability
  o No Spanish groups and limited interpretation
  o No treatment for juveniles
  o Limited locations (one office in Bellingham, one in Blaine)
• DVPT is not a lucrative business and private treatment providers have little to no funding available. Treatment is paid for privately by perpetrators and often made available on a sliding scale to accommodate low-income participants. It is not a sustainable business model, and there is little incentive for providers to enter the field.
• The DVSAS Board has examined these issues and has decided that they will explore the possibility of DVSAS providing DVPT in the community DVSAS previously offered these services under Whatcom Crisis Services. DVPT would not be on-site, but would have some level of monitoring and collaboration.
• Christina Byrne (WWU) presented on best practices for perpetrator treatment.
• The Duluth model is the most widely used model in the US. It requires a coordinated community response for accountability, including law enforcement, individual advocacy and shelter, jail, prosecution, courts, and probation.
• The Duluth model includes uses the men’s non-violence program; a 28 week group treatment program with a focus on power and control. The goal of the treatment program is to change attitudes and beliefs.
• Research has yielded mixed results. There has been little evidence to show major behavioral changes, in part because there is so much inconsistency in how the model is applied. Often the coordinated community response (CCR)—a key component of the Duluth model—is absent. When the CCR is used it is often successful, but in the absence of the CCR it is not useful.
• Moral Reconation Therapy (MRT) is another treatment model. Moral= levels of reasoning. Reconation= the process of making conscious decisions.
• This model was developed originally to work with criminal offenders of all different crimes and was quite successful in this. It’s a cognitive behavioral group counseling program with a focus on changing beliefs. Goals are to enhance moral reasoning, better decision making, and appropriate behavior.
• Results show that increased participation and completion rates result in lower recidivism rates.
• Includes the “Bringing Peace to Relationships” workbook for domestic violence offenders with sections on power and control.
• Group program includes 24 modules and homework. Facilitators must complete a 32-hour training and monitor progress.
• Motivational Interviewing (MI) combined with Cognitive Behavioral Therapy (CBT) program is based on the Transtheoretical Model of behavior change:
  o Precontemplation – no intent to change behavior
  o Contemplation – intent to change, no clear or immediate plan
  o Preparation – clear intent to change, usually within next month
  o Action – has been making overt, measurable changes, less than 6 months
  o Maintenance – successful changes, may need additional steps to prevent relapse
• Recognizes clients approach counseling at different levels of readiness to change.
• Research findings with partner-violent men: MI reduced resistance to treatment and enhanced treatment engagement.
• Includes individual MI sessions followed by group CBT sessions. Program is goal oriented and client oriented.
• The DVSAS board believes that some combination of these treatment programs makes the most sense to use in establishing a local DVPT program. With the collaboration between a DVPT program and the coordinated community responses that we have in place, we make it harder as a community for the offender to continue to offend
• DVSAS is putting together a steering committee of community partners who can work on developing a program. The next point of action is working to develop funding. Karen shared an estimated support budget of a yearly program in Whatcom County.
• The steering committee will be bringing a more developed plan to different groups to gather support and funding.
Peter noted that the best practices discussed may not need to be specific to domestic violence. If an affective program is developed, it may serve as a model for non-DV-related crimes.

### Strategic Plan Check-In
- What did we hear today that would be useful to think about during strategic planning?

- Sue noted that the DV Commission’s current strategic plan includes supporting efforts in our community to address perpetrator treatment. What did we hear today that would be useful to consider during strategic planning for 2019 – 2023?
- Karen: What is the DV Commission’s role in public advocacy, even at the state level, to support this work? Is there a role for the DV Commission to garner support from the community, establish community buy-in, and support funding for DVPT? Do we want to be more active in our local and state-wide advocacy?
- Riannon: Connecting with restorative justice practices like teen court.
- Kathy: What is the role of the DV Commission in this in partnering with DVSAS and other parts of the community? Educating the community about the value and responsibility of the community to take on more to address perpetrator treatment. This is a community health issue—how can the commission participate in advancing this conversation?
- Chris: It’s horrifying that when offenders can’t pay for treatment they just don’t get it. We need to reframe our community responsibility.
- Alan: I get encouraged when I come to these meetings because, as a community, we are willing to stand up for these issues.

### Adjourn
1. Turn in our Meeting Evaluations to Elizabeth
   - The next DV Commission meeting is on Thursday, March 22, 2018, from 8:30 to 10:00 am at the Mount Baker Theatre Encore Room in Bellingham, WA
   - **Adjourn @ 10:00am**
The mission of the Bellingham-Whatcom County Commission Against Domestic Violence is to provide leadership in the community's effort to reduce and prevent domestic violence.

Members Attending: Alan Artman; Riannon Bardsley; Beth Boyd; Karen Burke; Lorayne Dennis; Chief David Doll; Sheriff Bill Elfo; Starck Follis; Silvia Johnson; Christina Kobdish; Ken Levinson; Dave McEachran; Mike Parker; Darlene Peterson; Dave Reynolds; Mike Riber; Peter Ruffatto; Sharon Rutherford; Garrett Shelsta; Chief Kevin Turner; Michelle Zlotek

Members Absent: Regina Delahunt; Moonwater; Jon Mutchler; Katie Olvera; Linda Quinn; Bruce Van Glubt; Mary Welch

Staff Present: Susan Marks; Liz Stuart; Melissa Lacki; Elizabeth Montoya

Guests: Judge Raquel Montoya Lewis (Whatcom County Superior Court); Wes Wright (Whatcom Dispute Resolution Center); Chris Roselli (Western Washington University); Jay Howell (Retired)

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| **Welcome and Introductions** | - Susan welcomed the group. Commission members introduced themselves and their agencies. Introductions included new Commission member Mike Parker (Director, Whatcom Homeless Service Center) and guest presenter Judge Raquel Montoya-Lewis.  
- Members were reminded to complete their meeting evaluations at the end of the meeting, including input on Strategic Planning for 2019 – 2023. |
| **MOTION: Consent Agenda**   | - Members were provided with copies of the minutes from the January 25, 2018 meeting for review. Peter Ruffatto made a motion to approve the minutes from the meeting. Karen Burke seconded. The motion passed unanimously. |
| **Training: Implicit Bias**  | - Susan introduced Judge Raquel Montoya-Lewis who led a presentation on Implicit Bias  
- Judge Raquel Montoya-Lewis explained that the presentation would give participants a basic understanding of:  
  - the difference between culture, race, and cultural identity |
implicit bias
the difference between explicit and implicit bias

Equality vs. Equity
Equality: giving everyone the same thing (but this only works when everyone starts from the same place)
Equity: access to the same opportunities
We can only enjoy equality after we have equity

Definitions:
Bias: an unfair preference or dislike of something
Explicit bias: a bias that is stated explicitly
Implicit bias: a bias that is present but not acknowledged
Individualized bias: the bias that individuals have
Institutionalized bias: the biases that are embedded within an institution
Structural bias: the things that happen in school that teach us that we are not capable of accessing certain resources

Judge Raquel Montoya-Lewis shared about a personal experience in the application and interview process for becoming a Superior Court Judge as a Native Woman. She explained that it was difficult for people to imagine a Native woman as a Judge because there has been such limited representation. This is an example of how individual and institutional bias work together.

We also see biases surface in schools. The information that is shared about Native people results from the institutionalized and structural biases that exist within the school system. For example, information about Native people may be limited to historical learning without a context for Native people who exist today as a part of our communities. This institutionalized bias impacts personal biases.

Common areas of bias:
Color
Religion
Gender/Gender identity
Sexuality/Sexual orientation
Ability
Citizenship
Economic

Culture: Attitudes, beliefs, traditions, ways of life of a particular group, shared features of a community

Members were asked to think of examples of what might be important to their culture of origin. Members mentioned humor, religious traditions; food, values, gestures, language, and social etiquette.

Sometimes important parts of our culture may be denied or erased as we integrate ourselves with dominant culture. For example, humor is a very important part of Native culture, however it is seen as highly inappropriate in court room settings. This is a way that cultural identity is erased.

Bias: Biases are often unconscious, unintended, and implicit. Biases manifest themselves even among individuals who at the conscious level reject stereotyping and prejudicial behavior.
Bias impacts our behavior
- Sentencing decisions based on the race and ethnicity of judges: African American male judges were often stricter on African American men in sentencing due to not wanting to be seen as lenient or biased.
- Crimes and criminality: Subjects “primed” with Black male faces, white male faces, or no faces and completed object recognition task. If they had been primed with white faces, subjects thought they saw a hammer or tool. If they had been primed with Black faces, they saw a gun. Exposure to Black male faces facilitated recognition of crime related objects.
- Perceptions: News articles identifying Hurricane Katrina survivors: White flood survivors were described as “finding food” while Black flood survivors were described as “looting” in media on the same day.

- What can we do about implicit bias?
- Project Implicit: [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/). Take online tests to help understand your personal implicit biases.
- Book recommendations:
  - Blind Spot by Banaji & Greenwald
  - Between the World and Me by Te-Nehisi Coates
- Bring these topics to your staff, your meetings, and your leadership. Bring external facilitators to lead discussion. Make understanding implicit bias an integral part of what the staff is doing. We all bring biases to the table and we can move through them with sustained, long-term commitment.
- Impact of implicit bias in juries: There is a jury instruction being used in King County on implicit bias.
- Sharon noted the need for putting ourselves into more positions of discomfort in order to grow. Make the implicit biases explicit so that we can acknowledge them and grow through them.

**Adjourn**
- Turn in our Meeting Evaluations to Elizabeth

**Adjourn**
- The next DV Commission meeting is on Thursday, May 24, 2018 from 8:00 to 10:00 am at the Bellingham Unitarian Fellowship.
- **Adjourn @ 10:00am**
Bellingham-Whatcom County Commission Against Domestic Violence

DV Commission Meeting
Thursday, May 24, 2018 from 8:00am-10:00am
@ Bellingham Unitarian Fellowship Social Hall

The mission of the Bellingham-Whatcom County Commission Against Domestic Violence is to provide leadership in the community's effort to reduce and prevent domestic violence.

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Members Absent: Beth Boyd; Lorayne Dennis; Chief David Doll; Sheriff Bill Elfo; Starck Follis; Silvia Johnson; Darlene Peterson; Bruce Van Glubt; Mary Welch

Staff Present: Susan Marks; Liz Stuart; Melissa Lacki; Elizabeth Montoya

Guests: April Barker (Bellingham City Council); Kathy Hanbury (St. Joseph's Medical Center); Peggy Miller (Whatcom County District Court Probation); Claudia Murphy (Bellingham Police Department); Jeff Parks (Whatcom County Sheriff's Office); Benjamin Pratt (Whatcom County Prosecutor's Office); Flo Simon (Bellingham Police Department); Maialisa Vanyo (Whatcom County Public Defender's Office); Margaret Vlahos (Whatcom Community College); Stephanie Walhgren (St. Joseph Medical Center); Kathy Washatka (Washatka Group)

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<td>• Reminder to complete meeting evaluations</td>
<td>• Mike Riber welcomed the group to the Annual Meeting and reminded attendees to complete their evaluations at the end of the meeting.</td>
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<td>• Mike welcomed guest facilitator Kathy Washatka, Washatka Group, and Sexual Assault Audit Team members: Kathy Hanbury, St. Joseph's Hospital; Margaret Vlahos, Whatcom Community College; Stephanie Walhgren, St. Joseph’s Hospital; and Claudia Murphy, Bellingham Police Department</td>
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<td></td>
<td>• Members introduced themselves and their organizations</td>
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<td>MOTION: Consent Agenda</td>
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<td>• Minutes from March 22, 2018</td>
<td>• Members were provided with copies of the minutes from the March 22, 2018 meeting for review. Kevin Turner made a motion to approve the minutes from the meeting. Garret Shelsta seconded. The motion passed unanimously.</td>
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<tr>
<td>MOTION: Slate of Officers</td>
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<td>• Proposed Slate of Officers</td>
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• Members were provided with copies of the proposed slate of Executive Committee officers, as follows:
  o Chair: Chris Kobdish
  o Vice Chair: Beth Boyd
  o Treasurer: Sharon Rutherford
  o Secretary: Riannon Bardsley
  o Executive committee at large: Regina Delahun
  o Executive committee at large: Darlene Peterson

  **Dave McEachran** made a motion to approve the slate of officers. **Regina Delahun** seconded. The motion passed unanimously.

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### Consideration of DV Commission mission expansion to include sexual assault

- Chris Kobdish introduced the agenda item to discuss expansion of the mission of the DV Commission to include sexual assault.
- Chris introduced Karen Burke, who presented on the role of DVSAS, and the distinction between the work that DVSAS and the DV Commission does to address sexual assault in the community.
- Karen noted that DVSAS provides services for sexual assault survivors while the DV Commission facilitates and leads the community on policy and systems-level work. Both pieces are essential in addressing sexual assault in our community, and neither DVSAS or the DV Commission can do both.
- Karen noted the similarities in the root causes of domestic violence and sexual assault related to the oppression of women and femininity. Karen expressed the need to address both issues from a place of recognizing the same root causes, and shared her support for the expansion of the DV Commission’s mission to include sexual assault.

- Chris introduced Dr. Katie Olvera who presented on the distinctions between sexual assault and domestic violence.
  - Prevention: Katie noted that there are different attitudes and beliefs that contribute to sexual assault and our responses to sexual assault, including victim blaming and myths. As part of sexual assault prevention, we will need to work on dispelling some of those myths that perpetuate victim blaming.
  - Intervention: Survivors of sexual assault and domestic violence experience similar themes of shame, guilt, and self-blame, but have unique safety concerns and needs regarding justice and healing.
  - Perpetration: Most acts of sexual violence are perpetrated by someone the survivor knows, while all acts of domestic violence are perpetrated by someone the survivor knows. If we expand our mission, we can have an intentional impact on addressing this.
  - National trends: We are seeing more and more that sexual assault is an issue that our community and nation is concerned about and ready to address.

- Chris introduced Melissa Lacki and the Sexual Assault Audit team who presented on the audit methodology and initial findings.
Melissa shared that the Audit Team completed over 110 different data collection activities, including case reviews, interviews, and observations. Several themes were identified in the audit:
1. Across disciplines there are delays in processing rape cases.
2. Across disciplines there is a lack of follow up and communication with survivors of rape.
3. Assessments of survivor credibility are a focus in rape investigations, more so than suspect credibility.
4. There are serial rapists in our community who are reported but not criminally charged.

Kathy Washatka introduced the group discussion regarding the expansion of the DV Commission mission to include sexual assault. Kathy asked members to discuss with their tables the sexual assault audit findings included in their packets. Members were provided with discussion prompts and asked to take notes.

Members provided the following responses:

1. **What does the data tell you we are doing well?**
   - We have been able to name what the gaps are
   - Willingness to be objective even though it will call attention to what we need to do better
   - Willingness to come together and talk transparently about concerns
   - Excellent relationships across disciplines
   - Strengths of hospital response and partnership between hospital and advocacy
   - Collaboration
   - We are talking about it
   - Respectful collaboration and discussion
   - The community took the initiative to begin this process
   - We linked that the underlying attitudes and beliefs are the same for both SA and DV

2. **What does the data tell you about our community’s needs?**
   - Law enforcement education in interviewing victims/trauma informed interviewing
   - Need for capacity for interdisciplinary communication
   - Lack of reporting
   - Community wide education
   - Gaps in the system for victim protection and healing
   - Need for more communication with victims to help inform them of the process
   - Criminalizing youth sexual assault and the need for a variety of responses for youth who offend
   - Delay at the hospital for sexual assault exams
   - Victims don’t necessarily find healing or justice in the criminal legal system. They aren’t necessarily looking for jail time, they may be looking for a different concept of justice and healing.
- The criminal legal system is the only option that survivors of SA have to find justice
- Racism within the criminal legal system may prevent survivors from reporting
- What we have decided “justice and healing” means for survivors looks different from what survivors say
- Survivors have a need for validation and for the offender to validate or admit what happened—survivors in focus groups and interviews were unlikely to want incarceration for the offender
- Opportunity for restorative justice practices
- Need for looking beyond the survivor and offender, and toward the healing of the community at large when sexual assault happens
- Victims say that they chose to report because they don’t want this to happen to others
- Do we have more local data?
- Survivors can go through the entire reporting and prosecution process and the cultural beliefs and attitudes/myths about rape still influence the decision
- Jury education
- If we only take action when sexual assault takes place, we are missing opportunities for early intervention
- Need for a change in how we look at accountability. There are many forms of accountability that can take place within our community before resorting to the criminal legal system
- What we are doing right now is not working for the safety and healing of survivors and accountability for offenders
- Our inability to intervene early on is not a failure of law enforcement or prosecution, but of our society as a whole
- There are opportunities for our existing systems to make changes to better support survivors
- Ripple effect throughout community of negative outcomes when survivors report and do not find healing and justice
- Need to move from cross-disciplinary to interdisciplinary
- If restorative justice methods or rehabilitative treatment are positive within family units, it will have a ripple effect through the family and the community

### 3. What are your thoughts about expanding our mission to include sexual assault?

**a. Advantages:**

- We can develop an interdisciplinary approach to addressing this issue
- We’ll have a louder voice to move this forward
- We have established the similarities between DV and SA and this would be an effective approach to addressing it
• It makes sense to do this because it is in line with our overarching desire to promote safety and healing in our community
• There is an opportunity to work on additional/increased treatment and accountability for offenders
• Opportunities to influence community wide cultural shifts
• Efficiency of working with SA alongside DV because they are closely linked
• Addressing SA on a policy level helps support the work of DVSAS and helps to focus our work in the community
• Can help change the narratives of SA throughout the community

b. Concerns:
• Need for more money and more time
• Capacity and resources—will we be asking the same people to do more?
• Lack of knowledge about SA for commission members
• May lose focus when you combine two topics
• SA is a big issue with a broader focus than DV—much bigger task to address
• We have work to do as a commission to understand the underlying root causes of SA
• Clarifying which points of the sexual violence continuum we are trying to address as a commission
• May be an issue that creates controversy or tension among some organizations
• Representation at the commission meetings for SA voice—who is missing?

• Susan responded to several of the group’s concerns:
• Resources and funding: The expansion of the mission will not require additional funding from the city or the county, but will likely make the Commission more competitive for other funding sources.
• Membership: The Commission is always looking at how membership reflects the works that we are doing, and which voices should be in the room. In expanding our mission, we’ll need to evaluate which voices and systems are necessary to bring to the room to move our work forward.
• Broad scope of work and loss of focus: It will be up to us to hold ourselves accountable to prioritizing and refocusing our energies on the work that is most necessary for the community and which fits best within our role. We are all very passionate about these issues and we will need to be strategic about the way we prioritize our work and identify where we can be most effective. Due to the similar nature of the power dynamics that create domestic and sexual violence, as well as the needs of survivors, there are also many instances in which we can address these issues simultaneously. Our executive committee will also be meeting quarterly to review and assess our progress on our
战略计划。这又是我们维持对家庭暴力关注的另一个机会，除了性侵犯，确保我们做的工作是有效的，与我们的战略计划和使命一致。

- Claudia指出，在扩大我们的使命时，DV委员会的工作将与DVSAS的工作相呼应，但更侧重于政策层面，这是非常需要的。
- Liz指出，扩大我们的使命是一个机会，向我们的社区表明我们致力于解决性暴力问题。

**MOTION** 关于扩大DV委员会的使命，包括性侵犯：Karen Burke提议，Dave McEachran附议。该动议以全票通过。

- 下一步：Susan将提出DV委员会的建议，向Kelli市长、Louws县行政官、Bellingham市议会和Whatcom县议会传达。Susan还将召集委员会成员提供输入和协助，以实现建议的使命扩大和其它更新。

### Adjourn
- Turn in Meeting Evaluations to Elizabeth

### Adjourn
- Members were thanked for their participation and reminded to complete their meeting evaluations.
- Adjourn @ 9:55am
The mission of the Bellingham-Whatcom County Commission Against Domestic Violence is to provide leadership in the community's effort to reduce and prevent domestic violence.

Members Attending: Alan Artman; Riannon Bardsley; Beth Boyd; Karen Burke; Regina Delahunt; Lorayne Dennis; Chief David Doll; Starck Follis; Christina Kobdish; Ken Levinson; Moonwater; Jon Mutchler; Katie Olvera; Darlene Peterson; Linda Quinn; Mike Riber; Peter Ruffatto; Sharon Rutherford; Chief Kevin Turner; Mary Welch; Michelle Zlotek

Members Absent: Sheriff Bill Elfo; Silvia Johnson; Dave McEachran; Mike Parker; Dave Reynolds; Garret Shelsta; Bruce Van Glubt

Staff Present: Susan Marks; Liz Stuart; Elizabeth Montoya

Guests: Ryan Anderson (Bellingham City Attorney’s Office); Byron Mannering (Brigid Collins Family Support Center); Jeff Parks (Whatcom County Sheriff’s Office)

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<thead>
<tr>
<th>Agenda Item</th>
<th>Discussion</th>
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<tbody>
<tr>
<td>Welcome and Introductions</td>
<td>Welcome and Introductions&lt;br&gt;• Reminder to complete meeting evaluations</td>
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<tr>
<td>MOTION: Consent Agenda</td>
<td>MOTION: Consent Agenda&lt;br&gt;• Minutes from May 24, 2018</td>
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<tr>
<td>Updates</td>
<td>Updates&lt;br&gt;• Meeting evaluations&lt;br&gt;• Mission expansion&lt;br&gt;• DV offender treatment</td>
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- Chris reminded members to complete their meeting evaluations and turn in to Elizabeth at the end of the meeting.
- Members introduced themselves and their organizations and shared a favorite subject from when they were in school. Introductions included Ryan Anderson (Bellingham City Attorney’s Office); Byron Mannering (Brigid Collins); and Jeff Parks (Whatcom County Sheriff’s Office).

- Members were provided with copies of the minutes from the May 24, 2018 annual meeting for review. Alan Artman made a motion to approve the minutes from the meeting. Regina Delahunt seconded. The motion passed unanimously.

- Chris noted that meeting evaluations have impacted the way we conduct our Commission meetings, and reminded members to complete their evaluations. Based on input from meeting evaluations, we have:<br>  o Added a microphone for hearing accessibility during presentations
at Commission meetings
  o Occasionally added a question as part of introductions, and connected that question with the meeting topic
  o Put names on both sides of the tent cards
  o Provided education and trainings on topics such as: domestic violence perpetrator treatment, implicit bias, and youth safety and resiliency LGBTQ
  o Focused each meeting on one primary topic
  o Included opportunities for sharing out on and getting input on committees and projects
  o Instituted more roundtable conversations
  o Provided pronoun stickers for you to put on your tent cards, with your preferred gender pronoun

• Based on input from meeting evaluations, over the next few months we will:
  o Provide ideas and facilitate discussion on member roles and expectations
  o Institute a practice of identifying goals and next steps for each Commission meeting – these will be stated on meeting agendas; we will also note goals on meeting agendas so members can provide feedback
  o Research and institute an equity advisory board to provide advisement and guidance on Commission project

• Susan shared an update on the Commission mission expansion efforts. At our Annual Meeting in May, the DV Commission voted unanimously to recommend expanding the mission of the DV Commission to include sexual assault. An ad hoc committee has been formed to work on this. Susan has met with the Mayor and County Executive, who were prepared to support the decision that the commission membership made. One of the concerns was that adding sexual assault would water down our focus on domestic violence and make us less effective. We plan to address this in our strategic planning to ensure that we are periodically reviewing our plan and staying on track.

• Karen gave an update on the progress of exploring offering DV offender treatment services through DVSAS. DVSAS is moving forward and will be bringing the finalized plan to the board. Funding is being recommended to the city and the county by the Incarceration Prevention Task Force. Karen will be going to the councils to secure funding. DVSAS has also been meeting with our current DV perpetrator treatment provider, Bryan May, who is retiring early next year, and who may be able to provide some training to the new staff.

• Susan noted that there will be virtually no perpetrator treatment available in our county after Bryan May retires. The other provider is in Blaine and offers an average of one group per year. This is a significant gap, as well as dangerous for survivors in our community.

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<tr>
<th>Safe Futures Toolkit: Discussion and Input</th>
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|  • Safe Futures overview  
  • Discussion  |  • Liz shared on overview of the background and current status of the Safe Futures project. Safe Futures began with the STEP grant, a |
partnership between the DV Commission and the Ferndale School District. Safe Futures has included an expansion to the Blaine and Mount Baker School Districts, as well as additional services for elementary aged students.

- Our primary focuses with the Safe Future project have been in the areas of school response and intervention; prevention education; and capacity building.
- Goals for school response: Establish and institutionalize support services for students on campus, including therapy from Brigid Collins and advocacy counseling from DVSAS.
- Goals for prevention education: Institutionalize primary prevention programming in the classroom for all school districts, and support student-led prevention efforts.
- Goals for capacity building: Increase training in the schools for staff on healthy masculinity, domestic violence, and sexual assault.
- Challenges: competing initiatives; school district capacity; unique communities and cultures; and superintendent turnover.

- Goals for the 2018-2019 include:
  - Robust student support services
  - Institutionalized prevention education
  - Youth summit
  - Training for school counselors
  - Finalized policies and procedures
  - Messaging and collaboration
  - Toolkit

- Linda introduced the Safe Futures Toolkit activity and asked members to discuss their Toolkit summaries in small groups.

**Safe Futures Toolkit Discussion:**

- **What is most important about this information?**
  - Prevention Education: Classroom
    - Comprehensive plan rather than a one-time training or activity
    - Awareness of diverse cultures and community culture
  - School Response and Intervention
    - Defining safety, accountability, and appropriate response through different lenses and ensuring that offenders have a voice
  - Prevention Education: Youth Engagement
    - The fact that we are engaging youth and listening to youth voices
    - Reaching many different groups of teens
  - Capacity Building: Staff
    - Creating more awareness across the board with school staff to improve response
    - Healthy, safe students are a strength in themselves
  - Capacity Building: Parents and Community
    - Wealth and richness of the categories addressed
    - Reaching out to a diverse range of community groups and areas
• **What needs to be done? What is missing?**
  - Prevention Education: Classroom
    - Make sure that teachers are supported and have buy-in
    - Change from “prevention” to “promotion” to increase engagement
  - School Response and Intervention
    - Explicitly include communities who are most vulnerable—communities of color, students with disabilities
    - More response options than the criminal legal system
  - Prevention Education: Students
    - How to reach the youth who are not involved in school activities and clubs
    - Think about the effects of generational poverty that may impact student engagement
    - Address gender bias—promoting healthy masculinity
    - Make sure there are positive role models and that parents are involved
  - Capacity Building: Staff
    - Statewide standards
    - A repository of information
    - Time built into the system/curriculum
  - Capacity Building: Community
    - How are we targeting the community?
    - What happens when what is learned at school differs from what is learned at home?
    - What happens when there are safety concerns at home?

• **Other notes and questions:**
  - Chief Doll: What attempts are made to educate the parents?
  - Parent communication occurs mainly through messaging (PTA, Facebook, providing materials through parent newsletters). Have held events in the past, but have not been as effective as written and media communication.
  - Broderick from Brigid Collins also connected with Blaine School District through Safe Futures and built relationships with the community, establishing an ongoing parenting class.
  - Ferndale School District is also working on providing a series of classes for parents (“parent university”), including topics such as internet safety, healthy families, healthy relationships, etc.
  - Ferndale School District also hired a social media specialist to increase engagement and outreach.
  - Beth: What are our thoughts on the barriers for families in getting involved in these education and prevention efforts?
  - Ferndale School District recently conducted a “poverty challenge” simulation for all staff to promote awareness of experiences of poverty. We are asking the question, “Where are we putting up obstacles for families?” Transportation has been identified as a barrier.
  - Sharon: What have we been able to do to provide further support for families?
  - Coordinating training for staff.
- Increase in counselors in the district.
- Ferndale School District developed a response protocol and institutionalized training for staff through STEP.
- Supporting the Stewards of Children training from Brigid Collins.
- Ken: How have you been able to manage the complexities of mandated reporting while also offering support for students and families and encouraging speaking out?
- All school staff are mandated reporters, but it does bring up issues of trust and confidentiality. We cannot promise absolute confidentiality with our families, but we ensure that we are upfront with families about this so they can make an informed decision in disclosing information.
- School staff and service providers may also be unclear about when a report is mandated and what happens after the report is made. This is a topic that we are working to address with school staff as well.
- We also want to think about what are other opportunities for intervention are when a report is not mandated, and how to maintain support after a report is made.

**Adjourn**
- Turn in Meeting Evaluations to Elizabeth
- Turn in worksheets to Elizabeth

**Adjourn**
- Members were thanked for their participation and reminded to complete their meeting evaluations and worksheets.
- **Adjourn @ 9:55am**
Bellingham-Whatcom County Commission Against Domestic Violence

DV Commission Meeting
Thursday, Sept 27, 2018 from 8:30am-10:00am
@ Mount Baker Theatre Encore Room

The mission of the Bellingham-Whatcom County Commission Against Domestic Violence is to provide leadership in the community's effort to reduce and prevent domestic violence.

Members Attending: Karen Burke; Katie Olvera; Christina Kobdish; Moonwater; Sheriff Bill Elfo; Sharon Rutherford; Darlene Peterson; Peter Ruffatto; Starck Follis; Regina Delahunt; Ken Levinson; Linda Quinn; Dave Reynolds; Beth Boyd; Alan Artman

Members Absent: Mike Riber; Garrett Shelsta; Riannon Bardsley; Mary Welch; Dave McEachran; Chief David Doll; Silvia Johnson; Mayor Jon Mutchler; Michele Zlotek; Mike Parker; Lorayne Dennis; Chief Kevin Turner; Bruce Van Glubt

Staff Present: Susan Marks; Liz Stuart; Elizabeth Montoya; Jessyca Murphy

Guests: Chris Roselli

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<tr>
<th>Agenda Item</th>
<th>Discussion</th>
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| Welcome and Introductions | • Reminder: Tent card labels with gender pronouns  
• Introductions: Name, title, agency  
• Reminder: Complete your meeting evaluation (in packet)  
• Chris Kobdish welcomed everyone and reminded attendees to complete their evaluations at the end of the meeting  
• Members introduced themselves and their organizations.  
• Katie Olvera reminded attendees about placing gender pronoun stickers on their tent cards.  
  o She acknowledged that not everyone may be familiar or comfortable with the process and she explained that it is not mandatory.  
  o She discussed that the values of DV Commission include being inclusive and serving people with different identities and this is one way to show respect and connect to those we serve. She stressed that using the stickers sends the message that you will respect the pronouns of others and that you are willing to see them for who they are.  
  o She identified that there are three options for pronoun stickers (she, him, and they), but this is by no means an exhaustive list. She explained that some people use “they/them” or alternative pronouns when they define their gender as outside of the binary (this may include folks who are trans, queer, or questioning). |
**MOTION: Consent Agenda**
- Minutes from July 26, 2018

**MOTION: Consent Agenda**
- Chris Kobdish announced that we will not be reviewing the minutes from July because we do not have a quorum in attendance; minutes will be reviewed at the next meeting in November.

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<tr>
<td>• Introduction and purpose of topic</td>
<td>• Susan Marks introduced speaker, Karen Burke, Executive Director of DVSAS, who was asked to provide a presentation on root causes of domestic violence (DV) and sexual assault (SA).</td>
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<td>• Presentation, discussion, action steps</td>
<td>o Susan asked attendees to think about the spaces they can bring this conversation into the community, including in our work spaces and in our own personal interactions. She acknowledged that we may be coming from different places politically, but we have a common feeling about what we think is normal and ethical behavior.</td>
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<td>• Karen brought attention to the music playing as attendees walked into the room.</td>
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<td>o She read quotes from the songs, providing the warning that there would be some explicit language.</td>
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<td>o She also read jokes from the Laugh Factory website that received high ratings.</td>
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<td>o She also addressed that there are many common sayings we use that make light of sexual violence.</td>
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<td>• Karen played a video clip from the documentary film, <em>The Mask You Live In</em>, featuring activist and educator, Tony Porter. <a href="https://vimeo.com/292020932">https://vimeo.com/292020932</a></td>
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<td>o Attendees discussed at tables for a few minutes.</td>
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<td>• Karen discussed how our culture normalizes DV, SA, and gender biases.</td>
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<td>o She noted that we are all responsible and we all contribute to this culture, providing stories from her own life as examples.</td>
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<td>o She acknowledged that she would primarily be addressing men’s violence against women, citing that 98-99% of sexual violence is committed by men as well as 85-90% of intimate partner violence. She noted that often men are the victims of violence from other men.</td>
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<td>o She urged everyone to stand together against the belief that men are supposed to be violent.</td>
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<td>• Karen drew a vertical line on the flip chart at the front of the room and discussed how the epidemic of men’s violence is on a continuum.</td>
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<td>o She wrote a list of “low grade” forms of violence, such as uncomfortable comments and unwanted sexual comments.</td>
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| | o Karen moved higher up on the continuum and listed sexual harassment at work. She noted that people in positions of...
power may mean no wrong, but their powerful position can put pressure on employees who may be fearful or feel they need to please their boss.

- Karen moved all the way to the top of the continuum and wrote “sexualized murder”. Bill Elfo suggested adding “sexually motivated assaults” near the top of the list.

- Karen discussed how we could draw a similar continuum for DV, where isolation, stalking, and expectations of ownership were at the bottom, leading to pushing, taking keys, and making threats, all the way up to physical assaults, such as hitting, biting, spitting, and choking. At the very top would be murder.

- She stated that all of the items on the list come from the same root – gender bias. She gave examples of everyday experiences where we might experience gender bias and gender violence. She discussed how roles assigned to people based on their sex are arbitrary and vary from culture to culture.

- Karen asked attendees to use the two pieces of paper provided at each table to make lists for traits associated with the phrases “act like a lady” and “act like a man.”
  - Attendees shared the following traits for “act like a lady”:
    - Sweet
    - Pretty
    - Nurturing
    - Polite
    - Submissive
    - Helper
    - Emotional
  - Attendees shared the following traits for “act like a man”:
    - Man up
    - Be tough
    - Don’t be emotional
    - Be a provider
    - Want sex
    - Be persistent
    - Don’t give up
    - Tech careers
    - Smart
    - Analytical
    - Don’t show fear
    - Don’t show weakness
    - Fight back
    - Be a protector

- Karen discussed how the majority of these traits are shared by both genders, that they are human characteristics. She stated that by expecting these traits we are setting women up to be victims and men to be perpetrators. She stated that we devalue the
characteristics associated with women and define what it means to be a man as “not being feminine.”

• Karen played another clip from The Mask You Live In. (link to PowerPoint)

• Karen continued to discuss how male gender roles are violently enforced and femininity is suppressed in males – this then leads to victim blaming and ignoring the reality and prevalence of DV and SA. She asked each table to take a few minutes and discuss the concept of “toxic masculinity.”

• Karen ended her presentation by reminding attendees that they have the power to change culture by having conversations, being a good consumer, and practicing media literacy. She gave the example of mandatory seat belt laws.

• She addressed the myth that sexual assault survivors are lying and the statistic that 1/200 SA cases are unfounded, stating that it does not mean they are fabricated – only that there was not enough evidence. She stated that on the contrary, 100% of rapists lie.

• She offered the following action items for making a difference:
  1. Believe survivors
  2. Change the way you think about gender
  3. Teach children in your life consent
  4. Speak up
  5. Give your time and money

Adjourn

- Turn in your Meeting Evaluations to Jessyca

Adjourn

- Chris Kobdish thanked Karen and reminded members to turn in their evaluations to Jessyca and reflect on the meeting goal listed at the top of the form.

- Adjourn @9:57a.m.
Bellingham Whatcom County Commission Against Domestic Violence  
Thursday, November 29, 2018, from 8:30 – 10:00 am  
@ St. Luke’s Community Health Education Center

*The DV Commission provides leadership in the community's effort to reduce and prevent domestic violence.*

**Members attending:** Chris Kobdish, Linda Quinn, Riannon Bardsley, Regina Delahunt, Mike Riber, Mike Parker, Peter Ruffatto, Bruce Van Glubt, Michelle Zlotek, Katie Olvera, Beth Boyd, Mary Welch, Bill Elfo, Stark Follis, Alan Artman, Kevin Turner, Garret Shelsta

**Members absent:** Karen Burke, Darlene Peterson, Ken Levinson, Jon Mutchler, Dave Reynolds, Sharon Rutherford, Silvia Johnson, Moonwater

**Staff present:** Susan Marks, Elizabeth Montoya, Liz Stuart

**Guests:** Eric Richey (WC Prosecutor’s Office); Stephanie Walgren (SANE); and Chris Roselli (WWU)

**MEETING GOAL:** Familiarize and engage members in finalizing updated strategic plan and discussing member roles.

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| Welcome and Introductions  
  - Reminder: Gender pronouns  
  - Introductions: Name, title, agency  
  - Reminder: Complete your meeting evaluations (in packet) | Riannon Bardsley offered a reminder that sharing ones preferred pronouns is away to show solidarity with individuals who may not feel connected with the gender they were assigned at birth. She stated that this is a tool to promote safety and that we are safer when we are honest—so if you are not a safe ally then it is not helpful to put up a rainbow flag or to share pronouns in meetings. Chris Roselli shared that WWU has normalized this practice by including preferred pronouns on business cards.  
  Members and guests introduced themselves.  
  Chris Kobdish reminded participants to complete the evaluations at the end of the meeting. |
MOTION: Consent Agenda
- Minutes from July 26, 2018
- Minutes from September 27, 2018
- 2019 calendar of meetings (*note: Annual Meeting will be in March*)

Chris Kobdish noted that the Annual Meeting will be in March this year, as opposed to May, when it has been held in the past. The minutes from the July and September meetings were reviewed and Riannon Bardsley moved to approve them, with Regina Delahunt seconding the motion. The motions passed unanimously without discussion.

DV Commission
- Mission expansion update
- 2019 – 2022 Strategic plan
- Roles for Commission members

Mission Expansion Update
Susan Marks shared an update related to the mission expansion. She reminded attendees that the DV Commission members voted to expand the commission to include Sexual Assault in May of 2018, at the Annual Meeting.

Peter Rufatto has been working with Susan on an interlocal agreement related to this change. The City and County will be presented with the interlocal agreement and vote on the mission expansion in early 2019.

The proposed name change is the Bellingham-Whatcom County Commission on Sexual and Domestic Violence. The expansion will involve a membership change, with up to 31 members represented.

2019-2022 Strategic Plan
Susan Marks shared an overview of the proposed draft Strategic Plan. This overview included quotes from members from the interviews that were held over several months. She then shared an overview of the goals, noting that the goals were crafted on the philosophy of “targeted universalism,” which is the idea that everyone benefits when we design strategies for those who experience the most barriers.
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<th>Attendees reviewed their thoughts in a discussion and then reported out to the larger group. (Notes on the groups’ responses are included in the attached worksheet.)</th>
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| **Member Roles**  
Susan guided attendees in an activity where they identified areas where they may be able to influence the systems to which they are connected. Attendees completed a worksheet thinking about these commitments and shared with a person sitting next to them. |
| **Adjourn**  
- Turn in your Meeting Evaluations |
| Meeting adjourned at 9:55 am. |