

**Domestic
Violence
Institute**

*St. Louis County Greenbook Initiative
on Domestic Violence & Child Maltreatment*



**Protecting Families:
Multidisciplinary Strategies
with Men Who Batter**

Summary report prepared by H. Lien Bragg, MSW, on behalf of the National Council of Juvenile and Family Court Judges and the St. Louis County *Greenbook* Initiative



**Family Violence
Prevention Fund**

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Table of Contents

I.	Introduction.	2
II.	Background and Overview of the St. Louis County <i>Greenbook</i> Initiative	2
III.	Framework and Goals of the St. Louis County Domestic Violence Institute	4
IV.	Post Institute Sessions	8
V.	Key Findings of the St. Louis County Domestic Violence Institute	8
VI.	Key Concepts and Lessons Learned	10
	Appendix A: Batterer Institute Planning Committee	12
	Appendix B: St. Louis County Domestic Violence Institute Agenda	13
	Appendix C: Lead Faculty Biographies	16
	Appendix D: Institute Evaluation	19

I

Introduction

In October 2004, the St. Louis County *Greenbook* Initiative held a groundbreaking national Domestic Violence Institute entitled “Protecting Families: Multidisciplinary Strategies with Men who Batter.” Through a progressive agenda incorporating the “*Greenbook*” principles, the St. Louis County Domestic Violence Institute challenged participants to reframe their philosophy and practice approaches to batterer accountability in achieving safe outcomes for families experiencing domestic violence.

This report captures the spirit of St. Louis County’s commitment to improving system responses to co-occurring domestic violence and child maltreatment by sharing their process and key findings with other communities interested in initiating a paradigm shift and promoting best practices in batterer accountability in child protection cases.

II

Background and Overview of St. Louis County *Greenbook* Initiative

St. Louis County is one of six sites across the country participating in an unprecedented federal demonstration project designed to improve the way child protection, the domestic violence community, and courts respond to families experiencing overlapping issues of domestic violence and child maltreatment. Commonly referred to as the “*Greenbook*” project, this initiative provides a collaborative framework to assist child welfare workers, domestic violence advocates and the courts in developing a coordinated, multidisciplinary approach to achieving safety for families experiencing domestic violence.

The St. Louis County *Greenbook* Initiative mirrors their partnering sites in their mission to develop multidisciplinary approaches to co-occurring domestic violence and child maltreatment. St. Louis County *Greenbook*, however, has from an early point in the grant process, focused on improving capacity in the area of batterer accountability as a vehicle for achieving safety, well-being, and stability for adult victims and children.

In February 2002, Praxis International conducted a “Safety and Accountability Audit” training with the six demonstration sites to introduce a methodology designed to identify structural problems within systems that pose barriers to effectively addressing co-occurring domestic violence and child maltreatment cases. As a result of the introductory training, St. Louis County elected to explore this methodology to address the issue of batterer accountability. In September 2002, Praxis International conducted a modified audit that consisted of a series of focus groups with a wide array of stakeholders, including representatives from domestic violence service providers, the judiciary, child welfare, Family Court, criminal justice, and community service organizations. Key findings urged St. Louis County to develop a road map for change in their system responses to batterer

accountability. Subsequently, St. Louis County implemented a Civil and Criminal Court Batterer Compliance Program. These programs were strengthened by legislation that granted judges the authority to hold compliance hearings and issue sanctions for non-compliance with orders of protection.

Another significant development resulting from the audit findings was the development of a Child Order of Protection (COP) Protocol whereby guidelines were developed for Deputy Juvenile Officers (DJOs) in the Child Protective Services unit to file an order of protection on behalf of the child. A COP is used to remove a batterer from the home when he/she has been deemed to be a danger to the child and the adult victim agrees that this is a viable and safe action. This is a means to keep the non-offending parent and child together, rather than placing the child out of the home to achieve safety. Because the protocol empowers the DJO to file an order on the behalf of the child to protect the child, this removes the onus from the adult victim of domestic violence to have to file either a child or adult order of protection against the perpetrator. The protocol is an innovative tool in holding batterers accountable, as it can be issued regardless of the relationship of the batterer to the child. When the court files a COP on behalf of the child it reinforces to the perpetrator that the court is taking this step to insure the safety of the child and adult victim and will hold him/her accountable for complying with the order. Overall, the judicious use of the protocol provides another tool for promoting the safety of the child and adult victims, particularly if the perpetrator is not the biological parent of the child.

In addition to batterer accountability programs in the courts, the audit included recommendations for child welfare. Practice issues related to engaging, assessing and intervening with batterers in the context of child protection proved to be challenging. Thus, the concept of hosting a Domestic Violence Institute was conceived, not only to teach practical strategies for intervening with batterers, but also to initiate a paradigm shift whereby safety and accountability is achieved through targeted interventions with the batterer as opposed to the sole responsibility resting with the adult victim and children.

In October 2003, St. Louis County *Greenbook* Initiative Director, Dr. Norma Ellington-Twitty, requested assistance from the national *Greenbook* Technical Assistance (TA) Team¹ in the planning and implementation of an ambitious forum focused on helping St. Louis County promote best practices grounded in the “*Greenbook*” principles of safety, stability and well-being for families experiencing domestic violence. In February 2004, Dr. Ellington-Twitty and the national *Greenbook* TA Team assembled a local planning group for the dual purpose of obtaining meaningful feedback regarding the training needs of key stakeholders and building community wide buy-in for a Domestic Violence Institute that focused on batterer accountability in child protection.

1. Representatives from three organizations, providing expertise for the three *Greenbook* core partners, i.e., National Council of Juvenile and Family Court Judges (Court), American Public Human Services Association (Child Protection), and Family Violence Prevention Fund (Domestic Violence Service Providers).

The Batterer Intervention Planning Committee boasted broad leadership from city and county stakeholders in child protective services, family court, domestic violence, batterer intervention, family resource centers, and a responsible fatherhood program. (See **Appendix A for Batterer Intervention Planning Committee**). Monthly conference calls of the local planning committee were steeped in rich discussion regarding the philosophy, goals, and format of the proposed Institute. The national *Greenbook* TA Team and principal faculty also participated in several of the conference calls. TA Team members also participated in one “in-person” meeting to lend their expertise and provide a national perspective to complement St. Louis County’s local planning efforts. Through a steady collaborative process, the local planning committee developed a format and agenda for the proposed Institute.



Framework and Goals of the St. Louis County Domestic Violence Institute

Upon completion of an ambitious eight-month planning process, a national Domestic Violence Institute was held on October 12 – 13, 2004 in St. Louis, Missouri. Entitled “*Protecting Families: Multidisciplinary Strategies with Men Who Batter*,” the two-day Institute embarked on a mission to accomplish the following objectives:

- Provide fundamental concepts for addressing effective batterer intervention in the context of child protection.
- Offer a practice framework for integrating batterer accountability into child protection interventions.
- Enhance skills of child protection workers to engage men who batter; assess and make appropriate service plans; adequately address victim safety and assess dangerousness; as well as, provide adequate and timely information to courts.
- Explore ways to address the safety needs of battered women by focusing on fathers who batter.
- Align stakeholder and system response around effective interventions with batterers.
- Highlight local batterer intervention programs to facilitate communication and coordination with child protection.
- Highlight the role of courts in promoting victim safety through coordinated responses and enforcement of compliance.
- Provide model protocols and tools that can improve case planning, service provision, and monitoring and supervision of child protection cases involving domestic violence.

Over one hundred (100) participants from child welfare, court, domestic violence and batterer intervention programs attended the Institute in conjunction with representatives from four (4) other national *Greenbook* sites, National *Greenbook* TA Team and *Greenbook* Federal partners. Notably, child welfare staff across four (4) counties represented the majority of participants. Nationally renowned experts in batterer’s intervention and fathering, Dr. Fernando Mederos and Juan Carlos Areán, served as principal faculty to lead the Institute. Dr. Mederos’ monograph, “*Accountability and Connection with Abusive Men: A New Child Protection Response to Increasing Family Safety*,” provided each participant access to his extensive research and practice expertise in

intervening with batterers involved in child protection. Mr. Areán's expertise with incorporating fatherhood issues in batterer interventions further supported the Institute's two day agenda. Principal faculty, along with local and national *Greenbook* partners engaged participants in a variety of plenary sessions, role plays, round table and panel discussions designed to address the following topics. (See *Appendix B for Institute Agenda and Attachment C for faculty biographies*).

Session

1

Fathering, Violence and Child Protection: Framing the Issues²

This session provided a framework and rationale for expanding child protection responses to address effective interventions with batterers as a method to maximize safety for women and children. The session included role plays to illustrate different approaches to working with men who batter and addressed key questions such as:

- How can child protection shape interventions to hold batterers accountable and to enhance their capacity to change?
- What does research and practical experience tell us about effective interventions with batterers?
- What essential skills and knowledge do child protection workers need to intervene effectively with men who batter?

Session

2

Common Practitioner Concerns about Men who Batter

This session offered an overview of practice issues related to screening, assessing, and intervening with batterers. Lecture and small group discussion focused on worker safety and practitioner concerns related to engaging and supporting men who batter, as well as their potential to change. Participants engaged in meaningful dialogue about how to:

- create a safe environment for the adult victim and children when working with the batterer;
- approach and engage batterers in a comfortable, respectable and appropriate manner; and
- address worker and victim safety concerns throughout child protection's involvement.

(Working Lunch #1)

New Court Practice in St. Louis County: Addressing Batterer Accountability and Compliance

Promising local *Greenbook* programs such as the Batterer Compliance Program in the Family Court of St. Louis County were highlighted. Judicial representatives from civil and criminal courts described innovative compliance programs aimed at holding batterers accountable through referral and collaboration with batterer intervention programs. Additionally, spirited discussions ensued about practical methods for providing batterer accountability in the absence of court jurisdiction or child protection involvement.

Session

3

Race, Class, Ethnicity and Motivating Men to Change: The Connection with Fatherhood Initiatives

This session offered crucial information on the influence of cultural issues in men's interpretation and rationale for battering. The assumptions regarding men of color and its implications for practice were discussed, with a focus on incorporating the role of culture into effective interventions with batterers.

Session

4

Promising Approaches in Child Protective Services (CPS): Interventions with Men who Batter

This interactive session focused on innovative practice interventions with batterers. Through the use of role plays and table exercises, participants learned to:

- shift practice paradigms from “victim responsibility” to “perpetrator accountability”;
- incorporate the needs of children and the safety of victims in batterer's interventions;
- implement “holistic” assessments of the batterer by addressing issues beyond the violence that include mental health, employment, substance abuse, and other relevant issues;
- use “fatherhood” principles as a motivation for batterers to change; and
- partner with batterer intervention programs, courts, and domestic violence advocates in service planning and case decisions.

Session

5

Practice Theater: Action! Reflection & Dialogue

Through a unique combination of group discussion, expert panel reactions, and “open mike” questions, participants engaged in an intense discussion on practice and system issues. Using two distinct role plays as a guide, participants dealt with the following questions:

- What are the practice issues when integrating domestic violence issues into child protection?
- How does each system perceive the “dangerousness” of a batterer? Are the assessments or perceptions different? If so, why and how?
- How should a child protection worker conduct a preliminary interview?
- What are the primary issues for each system as it begins service planning and interventions with the batterer?

Session**6****Child and Victim Safety Issues with Men Who Batter:
Dangerousness Assessment and Safety Planning**

This session focused on the protective factors of victims, children's resiliency, and the dangerousness of batterers. Participants considered concrete recommendations for enhancing both the safety of adult and child victims by focusing on:

- assessing environmental changes overtime;
- incorporating collateral information into safety and dangerousness assessments;
- identifying key protective and dangerousness factors in making safety and threat assessments; and
- incorporating the safety concerns and needs of adult victims and children in safety and service planning efforts.

(Working Lunch #2)**Local Batterer Intervention Programs**

Led by the St. Louis Association of Batterer Intervention Programs (ABIP), this session was tailored for local practitioners interested in learning about the wide network of batterer intervention services. A local batterer intervention provider began the session by providing an overview of the mission, philosophy and standards for batterer intervention programs. After the general presentation, representatives from local batterer intervention programs rotated to each table to discuss program services, answer questions, and establish linkages with other system players.

Session**7****Grounding Child Protection Interventions with Men who Batter
in Accountability and Victim Safety: Assessing Fatherhood
Potential and Service Planning**

Expanding on previous discussions related to batterer accountability, this session focused on the use of sound assessments regarding fatherhood capacity, and the importance of considering victim and child needs in the assessment. Small group exercises illustrated the importance of appropriate, thoughtful documentation and information-sharing to enhance batterer accountability and victim safety.

Session**8****Action Planning and Next Steps**

Through the use of guided questions, Kelly Mitchell Clark of the Family Violence Prevention Fund led an interactive planning session whereby each discipline incorporated key principles and strategies from the two-day Institute into tangible steps that agencies and individuals could implement to improve system responses and intervention practices with batterers. Some of the ideas

that participants later reported included bringing representatives from batterer intervention programs to staff meetings and universal forms that give detailed information about the batterers participation.

IV

Post Institute Sessions

In addition to the Domestic Violence Institute, two ancillary events took place for local batterer intervention service providers and court representatives. Targeting these two groups was a strategic decision by the local planning committee as it built local capacity to engage stakeholders unable to attend the Institute and facilitated dialogue with two sectors critical to the effectiveness of batterer accountability efforts.

Expanding the Institute’s central theme of incorporating fatherhood principles into batterer interventions, local batterer intervention service providers engaged in rich dialogue with Mr. Areán, Project Director of the “*Fathering after Violence Project*” (FAVP), about the key principles of the program. In a dinner session entitled, “Fathering After Violence,” Mr. Areán explored the cultural context of fathering, shared outcomes of the FAVP, and discussed the “reparative framework” model. Through this model, participants journeyed into a discussion about engaging batterers by addressing their role as fathers, and the significance of repairing relationships with their children as a vehicle for change. *(For more information about the Fathering After Violence Project, please visit www.fvpf.org).*

Dr. Mederos’ judicial luncheon, entitled “*Maximizing the Power of the Judiciary: Fair and Compassionate Judicial Management of Men who Batter*”, built on several concepts from the Institute’s agenda regarding the courts’ ability to leverage their authority in holding batterers accountable. Thoughtful discussion regarding the use of appropriate assessments and interventions to guide judicial decision-making illustrated the judiciary’s repertoire for managing batterers in court.

V

Key Findings of the St. Louis County Greenbook Domestic Violence Institute

Several key findings resulted from an analysis of evaluations. Upon completion of the Institute, participants received and completed evaluation forms. One hundred thirteen participants attended Day 1 of the Institute, and one hundred eighteen participants attended Day 2. Eighty-six respondents completed the Institute’s evaluation forms.

(Please see Appendix D for Participant Feedback Form).

The chart below illustrates the percentage of respondents by system affiliation.

System Affiliation	Percentage of Total Respondents
Child Welfare	59%
Domestic Violence	15%
Courts	23%
Community/Social Service Providers	3%

A summary of the evaluation results not only confirmed the Institute’s success in achieving its goals but also illuminated key findings:

- Child protection workers were eager to learn and implement practical skills for engaging, setting boundaries, building relationships, and providing appropriate services to batterers that help them take responsibility for their violence and provide safety for adult victims and children.
- Child protection workers acknowledged their singular focus on the adult victim (mother) and the value of targeting their interventions with the batterer, who is ultimately responsible for compromising the family’s safety.
- Child protection workers continued to struggle with balancing the safety needs of children and the adult victim, because of the divergent philosophies and mandates of each field (e.g., domestic violence community, child welfare, and the court). Risk and safety assessments need to address children’s safety while in the care of the non-offending parent who is also at risk.
- Discussions regarding the impact of race, class, and ethnicity in the context of domestic violence enlightened a number of participants, who expressed the value of incorporating these issues into their assessment and practice approaches with batterers.
- Presentations of local batterer intervention programs and resources proved beneficial to many participants, who learned the importance of networking and collaboration as an invaluable tool for enhancing interventions with batterers.
- Participants requested ongoing training to hone and institutionalize skills learned from the Institute. Specifically, many participants expressed interest in developing their skills with engaging batterers in interventions that addressed the impact of their violence on their children as a motivation for change.
- Some participants agreed that their perceptions of the batterer and their philosophical approach in working with men who batter were altered and compelled them to reflect on their current practice with batterers.
- Other participants continued to struggle with adopting a “holistic” batterer-focused approach as a viable intervention method to address the service and safety needs of victims.
- Participants strongly recommended that future Institutes include law enforcement, physicians, correction officers, and therapists, who might benefit from the practical information gleaned from the two day training.

St. Louis County *Greenbook's* groundbreaking Domestic Violence Institute enlightened and energized participants for action-planning. Practice will be enhanced by the Mederos monograph as well as the following key concepts and lessons learned:

- Child protection workers and courts seek viable assessments that inform decisions regarding risk and safety of victims, the batterer's level of dangerousness, and indicators of batterer compliance and "success".
- Ineffective or unresponsive child protection practices with men who batter is not because of worker's disinterest in working with batterers or a desire to hold victims accountable for safe outcomes, but are a result of the need for additional skill-based training regarding effective interventions with batterers.
- Batterers are a heterogeneous group with multiple needs and varying levels of violent and abusive behaviors. Thus, assessments, service plan recommendations, and batterer intervention programs need to address these diverse needs by shifting from a "one size fits all" model. Innovative practice approaches with batterers need to surpass punitive or narrow models of "incarceration and court sanctions." Engaging batterers in "holistic", culturally relevant interventions, focused on building fatherhood capacity and addressing the totality of their life experiences, are essential in the change process to achieve batterer accountability. Culture, race, and class influence men's perception of their violence as well as the differential societal responses and sanctions for their violence. An acute awareness of these issues will inform and improve child protection assessments and interventions. Assessment and interventions with batterers need to broaden from focusing solely on their violent behaviors to expanding service plan recommendations that address issues such as unemployment, childhood trauma, mental health, and substance abuse. Each system needs to demonstrate "flexibility" that addresses not only the diversity and multiple needs of batterers but also their capacity and constraints in responding effectively.
- Given the reality that many domestic violence victims want their children to maintain a relationship with their father, and children also desire the same, assessing fatherhood capacity and engaging men in the safe and appropriate parenting of their children are key interventions for addressing batterer accountability and change. Responsible fatherhood principles and the "reparative framework" model can provide practical tools for engaging men in parenting, empathizing with their children, and repairing relationships with their children as a process for change, especially when the batterer is not a parent.
- Practical information regarding local batterer intervention programs, as well as innovative court programs, broaden child protection's repertoire of service plan recommendations, facilitate interdisciplinary collaboration, and improve services to families experiencing domestic violence regardless of whether or not batterers are court involved.
- Coordinating with domestic violence service providers and the courts provides enhanced accountability and services for batterers. Child protection efforts to lessen safety threats can be enhanced by collaborating with other systems that also seek safety for adult victims and children.

- Effective domestic violence assessments and interventions may be compromised by policies and timeframes that dictate the child protection process. For example, engaging batterers within the short timeframes of a child protection investigation may lead to inadequate safety assessments. Interdisciplinary collaboration, enhanced practice skills, and informed decision-making in child protection cases where domestic violence is an issue are critical to achieving safe outcomes for families.

Most importantly, the Institute served as another step forward for St. Louis County *Greenbook* in their efforts to implement the guiding principles of victim safety and batterer accountability in co-occurring cases of child maltreatment and domestic violence. The broad participation of city and county stakeholders in the Institute extended the philosophy and principles of the “*Greenbook*” beyond the core partners of the Federal Initiative and facilitated crucial networking among participants who learned about available local resources that can support batterer accountability efforts in child protection cases. State and local communities who also share the same commitment of safety for adult victims and children may find the lessons learned through St. Louis County’s Domestic Violence Institute instructive as they, too, begin to broaden their perspectives and practice approaches to addressing violence where it begins—with the batterer.



St. Louis County *Greenbook* Initiative Batterer Intervention Conference Planning Committee

Local Members

Carmen Akridge, Intake Manager
Child Protective Services
Family Court of St. Louis County

Cathy Blair, DV Specialist
St. Louis County Children's Division
Missouri Department of Social Services
Redevelopment Opportunities for Women

Chester Deanes, Director of
Community Relations
Father's Support Center St. Louis

Cindy Eisenbeis, Supervisor
St. Louis County Children's Division
Missouri Department of Social Services

Norma Ellington-Twitty, Ph.D., Director
St. Louis County *Greenbook* Initiative
Family Court of St. Louis County

Joan Garrison, Social Service Supervisor III
City of St. Louis Children's Division
Missouri Department of Social Services

Tiffany Grimmatt, Social Service Worker II
City of St. Louis Children's Division
Missouri Department of Social Services

Janet Isabell, Social Service Supervisor I
St. Louis County Children's Division
Missouri Department of Social Services

Barbara Hiltz, Executive Director
RAVEN

Lisa Jones, Supervisor
Victim Service Division
St. Louis County Prosecuting Attorney

Tricia Mahoney, Deputy Juvenile Officer
Child Protective Services/Family Court
of St. Louis County

Krista Mansholt, Children's Services Specialist
St. Louis County Children's Division
Missouri Department of Social Services

Pam Moussette, Family Treatment
Program Manager
Family Resource Center

Anita Payne, Domestic Violence Counselor
Redevelopment Opportunities for Women

Megan Phillips, Court Case Coordinator
Family Court of St. Louis County
Redevelopment Opportunities for Women

Mark Robinson, Executive Director
Abuse Prevention Program

Tom Weber, Manager
Domestic Relations
Family Court of St. Louis

***Greenbook* Technical Assistance Team**
Lonna Davis, Children's Programs Director
Family Violence Prevention Fund

Latinisha Felli, Senior Project Coordinator
National Association of Public Child Welfare
Administrators
Leadership and Practice
American Public Human Services Assoc.

Media Wright, Information Specialist
National Council of Juvenile and Family
Court Judges

Protecting Families: Multidisciplinary Strategies with Men who Batter

St. Louis, Missouri, October 12-13, 2004

Tuesday, October 12, 2004

8:00 a.m. Continental Breakfast

8:30 a.m. Welcome & Opening Remarks

Mary Carpenter, *St. Louis County Greenbook Initiative Steering Committee*

Norma Ellington-Twitty, Ph.D., *Initiative Director*

Latinisha Felli, *APHSA Domestic Violence Project Coordinator*

Marylouise Kelley, *Federal Program Manager,*

Office on Violence Against Women

Fred Simmens, *Director of Children's Division,*

Missouri Division of Social Services

9:00 a.m. Fathering, Violence, and Child Protection: Framing the Issues

Fernando Mederos, Ed.D. and Juan Carlos Areán

Addressing the needs of men who batter has become a critical factor in ensuring the safety of battered women and their children. This segment will provide a rationale for what this means for child protection and its partners.

10:15 a.m. Break

10:30 a.m. Common Practitioner Concerns about Men who Batter

Fernando Mederos, Ed.D. and Juan Carlos Areán

Offers a framework for contextualizing the different behavioral patterns of men who batter and explores what this means in terms of fatherhood capacity and potential for change.

**Noon New Court Practice in St. Louis County:
Addressing Batterer Accountability and Compliance**

Moderator: Nina Balsam

Panel presenters: Tom Weber, Diana Kinder Beasley, Hon. Michael Burton, Hon. Thea Sherry, Kip Seely, and Megan Phillips.

This panel presentation will highlight the development of new court practice, and describe issues and questions that have emerged in the process.

Protecting Families Multidisciplinary Strategies with Men who Batter

St. Louis, Missouri, October 12-13, 2004

Tuesday, October 12, 2004 (continued) _____

1:30 p.m. Race, Class, Culture, Ethnicity, and Motivating Men to Change: The Connection with Fatherhood Initiatives

Juan Carlos Areán

Explores the connection between culture, fathering, masculinity, and violence and describes culturally supportive strategies for working with men of color by highlighting promising approaches from the Fathering After Violence Initiative.

3:00 p.m. Break

3:15 p.m. Promising Approaches in CPS Interventions with Men who Batter

Fernando Mederos, Ed.D.

Outlines the components of a comprehensive CPS intervention with men who batter and provides practical skill sets for conducting initial perpetrator interviews.

4:30 p.m. End Day

Wednesday, October 13, 2004 _____

8:00 a.m. Continental Breakfast

8:30 a.m. Opening Remarks

Latinisha Felli

8:35 a.m. Practice Theater: Action! Reflection & Dialogue

Juan Carlos Areán, Fernando Mederos, Ed.D., and Kelley Mitchell-Clark

Provides opportunities for participants to integrate principles of practice using role plays, an expert panel, and table exercises.

10:15 a.m. Break

Protecting Families Multidisciplinary Strategies with Men who Batter

St. Louis, Missouri, October 12-13, 2004

Wednesday, October 13, 2004 (continued) _____

**10:30 a.m. Child and Victim Safety Issues with Men who Batter:
Dangerousness Assessment and Safety Planning**

Fernando Mederos, Ed.D.

Emphasizes the role of dangerousness and lethality assessment in safety planning for adult victims, children, and workers, and describes current approaches.

Noon Local Batterer Intervention Programs: Working Lunch

Moderator: Chester Deanes

Presenter: Barbara Hiltz

Provides overview of batterer intervention programs in the St. Louis area. Local program representatives will be available for more in-depth conversation at tables.

**1:00 p.m. Grounding Child Protection Interventions with Men who
Batter in Accountability and Victim Safety:
Assessing Fatherhood Potential and Service Planning**

Fernando Mederos, Ed.D.

Assessing fatherhood capacity and using it to inform the development of case plans that emphasize access based on victim safety and batterer accountability and compliance.

3:00 p.m. Break

3:15 p.m. Action Planning

Kelly Mitchell-Clark

Participants will break into small groups by discipline or role/function to begin action planning that incorporates principles, concepts, and strategies explored and discussed over the past two days.

4:15 p.m. Reflections/Closing

4:30 p.m. Adjourn

St. Louis County Greenbook Initiative Batterer Intervention Conference Faculty

National Faculty

Juan Carlos Areán is an educator, writer and activist on issues of violence against women, masculinity and culture. He works as a prevention specialist at Harvard University's Office of Sexual Assault Prevention and Response. He is also an independent consultant working for the Family Violence Prevention Fund, the Boston Public Health Commission and the Child Witness to Violence Project at Boston Medical Center. For more than 10 years, he worked at the Men's Resource Center of Western Massachusetts in various capacities, including director of the Men Overcoming Violence and the Refugees and Immigrants Programs. Mr. Areán is co-author of various curricula and educational tools for men and an active trainer, who has led workshops and presentations throughout the United States, as well as in Mexico, Chile and Russia.

Fernando Mederos, Ed.D., is an independent consultant, trainer, and public speaker on intervening with physically abusive men and battered women and their children, including culturally appropriate programming. His specialties are: problem-solving consultation to develop effective institutional responses to domestic violence in the criminal justice, child protection and mental health systems; culturally competent programming in institutional responses to domestic violence; facilitation of multi-agency task forces to develop collaborative systemic responses to domestic violence; and curriculum development for intervention programs for physically abusive men. He is a national trainer for the Duluth Domestic Abuse Intervention Project, the Battered Women's Justice Project in Minneapolis, and the National District Attorney's Advocacy Association in Columbia, South Carolina; and a technical assistance provider for the U.S. Department of Justice, Violence Against Women Office. He has published several works including: *Domestic Violence and Probation: Effective and Safe Intervention*; *Battering and Conjoint Therapy: Guidelines to Assessment, Exclusionary Criteria and Rationales for Cautious Intervention* (co-authored); *Batterer Intervention Programs: Past and Future Prospects*; and *Programs for Men Who Batter: Intervention and Prevention Strategies in a Diverse Society*. In 2004, Dr. Mederos collaborated with the Family Violence Prevention Fund, and the Massachusetts Department of Social Services Domestic Violence Unit on a handbook entitled *Accountability and Connection with Abusive Men: A New Child Protection Response to Increasing Family Safety*. He obtained a doctorate in education in counseling and consulting psychology from Harvard University in 1995 after conducting research comparing non-violent and maritally violent men.

Local Faculty

Honorable Michael D. Burton received a B.A. in Government from the University of Notre Dame in 1982 and a J.D. from the Washington University School of Law in 1985. He was an attorney with the St. Louis Special Public Defender's Office from 1985 to 1989. From 1989 to 1999, he was a trial attorney, specializing in criminal defense with the law firm Margulis, Grant, Burton and Margulis, P.C. During that time, he was a guardian *ad litem* for abuse, neglect, delinquency, divorce, and paternity proceedings for the St. Louis County Family Court. The late Governor Mel Carnahan appointed him to the bench as an Associate Circuit Judge in 1999. Earlier this year, Governor Bob Holden appointed Judge Burton to the position of circuit court judge. Since becoming a judge, he has primarily presided over family and criminal cases. Last year, he was the co-chairman of the Batterer Accountability Committee for the St. Louis County Greenbook Initiative. Currently, Judge Burton is an adjunct professor of trial advocacy at St. Louis University School of Law (since

St. Louis County Greenbook Initiative Batterer Intervention Conference Faculty

1992) and Washington University School of Law (since 1997).

Barbara Hiltz is the Executive Director for RAVEN (Rape and Violence End Now), a non-violence education center in St. Louis, Missouri. Ms. Hiltz graduated from the University of Wisconsin-Madison with a Bachelor and Master of Science in social work and a minor in Psychology. Prior to coming to RAVEN, Ms. Hiltz has worked as an advocate for both adults and children in agencies dealing with domestic violence and sexual assault. Most recently, Ms. Hiltz managed two programs and was a national trainer for an agency in Minneapolis, Minnesota, working on behalf of child victims and witnesses of violent crime.

Diana Kinder-Beasley graduated from Southern Illinois University at Edwardsville, IL with a Bachelor of Sociology and a Masters of Social Work from St. Louis University. She started working in the domestic violence arena 12 years ago at The Women's Safe House. Then moved from there to the Lasting Solutions Program at Legal Services to her present position as Batterer Compliance Coordinator at the St. Louis County Family Court.

Megan Phillips is employed by Redevelopment Opportunities for Women, Inc. as the Court Case Coordinator for the St. Louis County Family Court through the Greenbook Initiative. She provides information and consultation to court staff and related parties, develops best practice policies and protocols, and conducts training for legal staff, guardians *ad litem*, and Court Appointed Special Advocates. Previously, Ms. Phillips was a teaching fellow and supervising attorney in the Family Violence and Child Protection Seminars and Clinics at the University of Missouri-Columbia School of Law, where she also taught Client Interviewing and Counseling and served on the University's Interdisciplinary Council on Violence Against Women. She has presented on a variety of topics related to domestic violence and the law for the Missouri Judicial College and the Missouri Coalition Against Domestic Violence, among others. Ms. Phillips is the President of the Women Lawyers' Association of Greater St. Louis and Chairwoman of the Missouri Bar Leadership Academy. She holds a law degree and a bachelor degree in Sociology and Educational and Counseling Psychology from the University of Missouri.

Kip Seely received a Bachelor of Arts degree from Stanford University and his law degree from Washington University Law School. He has been involved intermittently in the juvenile justice system since 1972, serving in a variety of capacities. Presently, Kip is the Court Administrator and Chief Juvenile Officer at the Family Court of St. Louis County. Also, he is a member of the St. Louis County Greenbook Initiative Steering Committee.

Honorable Thea A. Sherry has served as an Associate Circuit Judge of the 21st Judicial Circuit (St. Louis County) since 1998. She served on the Family Court for over three years and a volunteer Judge in the St. Louis County Truancy Court and is presently assigned to the criminal division. She is a member of the Supreme Court Family Court Committee and the Supreme Court Community Collaboration Committee. She is also co-chair of the Children's Justice Task Force, Co-chair of the St. Louis County Domestic Violence



St. Louis County Greenbook Initiative Batterer Intervention Conference Faculty

Council, and a member of the Steering Committee for the Greenbook Initiative. Prior to serving on the bench, Judge Sherry was in private practice, focusing on domestic and juvenile litigation. In addition, she has also been a speaker and presenter at New Judge's Orientation, Judicial College, the Bar Association and other groups. She has a degree in History from the University of California-Riverside and a J.D. Degree from Washington University.

Tom Weber, received his Master's Degree in Social Work from the University of Missouri at Columbia in 1981. For the past 21 years he has worked at the Domestic Relations Unit of the Family Court in St. Louis County. He has been the manager of Domestic Relations Service for the last 11 years. Tom has been actively involved with the development of Family Court Programming since the formation of the Family Court in 1993. He currently oversees the Exchange Center Program, the Confidential Mediation Program and the Batterer Compliance Program in addition to the operation of the Domestic Relations Service.

St. Louis, Missouri, October 12-13, 2004

Participant Feedback Form

We would appreciate it if you would take a few moments to complete this feedback form regarding your impressions of the meeting's structure, content, and process. Your feedback will be used to assist the St. Louis County Greenbook Initiative and National Partners in the planning and development of future educational and training events.

PART

1

Tell Us About You

Please the one that best describes your system affiliation:

Domestic Violence System

Child Welfare System (County)

Child Welfare System (City)

Court System (County)

Court System (City)

Other: _____

Please the one that best describes your role within the system:

Management/Supervisor

Publicity/Grants/Contracts Development/Fund Raising

System Change Facilitator/Liaison

Direct Services Work with Children and Families

Other: _____

Please the one that best describes your local or national *Greenbook* Affiliation:

St. Louis County Local Site

Other Greenbook Site

Other: _____

Participant Feedback Form (Page 2)

PART

2 Tell Us What You Found Most or Least Helpful

Please tell us what you found most and least helpful. Please circle a number for each item.

Day One	Most Helpful					Least Helpful				
A. Fathering, Violence & Child Protection	5	4	3	2	1	5	4	3	2	1
B. Common Practitioner Concerns	5	4	3	2	1	5	4	3	2	1
C. New Court Practice in St. Louis County	5	4	3	2	1	5	4	3	2	1
D. Race, Class, Culture, and Ethnicity	5	4	3	2	1	5	4	3	2	1
E. Promising Approaches in CPS	5	4	3	2	1	5	4	3	2	1

Day Two	Most Helpful					Least Helpful				
F. Practice Theater: Action!	5	4	3	2	1	5	4	3	2	1
G. Dangerousness Assessment & Safety Planning	5	4	3	2	1	5	4	3	2	1
H. Local Batterer Programs	5	4	3	2	1	5	4	3	2	1
I. Assessing Fatherhood Potential: Service Planning	5	4	3	2	1	5	4	3	2	1
J. Action Planning	5	4	3	2	1	5	4	3	2	1

PART

3 Tell Us What You Would Like to Do With What You've Learned

(1.) Of all the practice strategies discussed, which one could you immediately incorporate into your practice? _____

(2.) From your perspective, which of the principles and/or strategies do you feel *conflicts the most* with your system' institutional culture, attitudes, and practices? _____

Participant Feedback Form (Page 3)

PART

3 Tell Us What You Would Like to Do With What You've Learned

(3.) What kind of support, training, and resources do you need in order to implement the strategies and practices you learned at this institute? _____

(4.) Additional comments/suggestions: _____
