

Tips for Addressing Bias

1. Address organizational culture
 - Review training and outreach materials — are they inclusive of incarcerated survivors?
 - Look at mission/vision/values — are they inclusive of incarcerated survivors?
 - Look at recruitment and interview materials — are they inclusive of incarcerated survivors?
2. Start the conversation
 - Use the Readiness Assessment tool with your advocacy team or whole organization — how ready are you?
 - Identify internal barriers — what is getting in the way?
 - Address training needs — what does your team need to feel capable and confident?
 - Connect with community partners — who is already serving incarcerated people?
3. Create change
 - Take deep breaths — unlearning bias is a slow but crucial process
 - Set clear expectations — include serving incarcerated survivors as part of your mission when recruiting and interviewing new staff and volunteers
 - Incorporate all survivors in your work — ensure all direct services staff are able to provide services to incarcerated survivors
 - Confront discomfort — have the difficult conversations necessary to create growth, but ensure safety by withholding judgment



CALIFORNIA ADVANCING PREA TRAINING - FACILITATOR’S GUIDE

Workshop 1: Advocacy for All: An Introduction to Serving Incarcerated Survivors

Length: 90 minutes (45 slides)

Objectives:

- *Develop an understanding of the basics of detention in the United States and sexual abuse behind bars*
- *Identify and address concerns and challenges in supporting incarcerated survivors*
- *Demonstrate how serving incarcerated survivors fits into the overall movement to end sexual violence*
- *Determine readiness to provide services to incarcerated survivors*

Materials needed:

PowerPoint slides, audio/video equipment, whiteboard or flip chart paper and markers

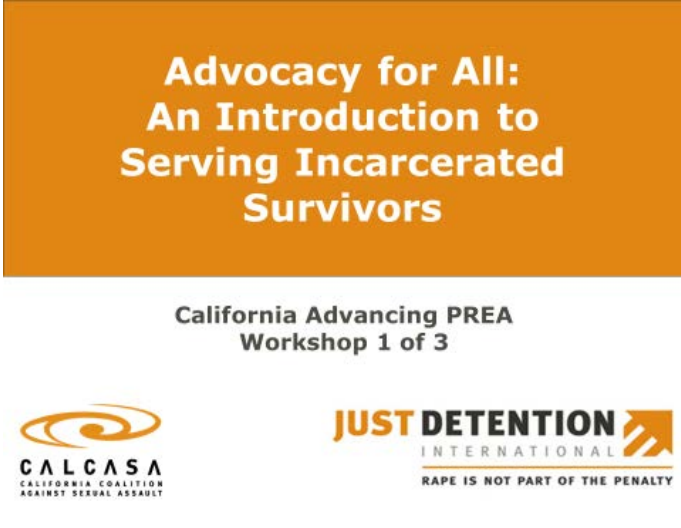
Handouts and tools: Readiness Assessment, Tips for Addressing Bias

NOTE: Participants should fill out the Readiness Assessment tool and score their results prior to attending workshop, if possible.

How to use this guide:

This guide is intended to support the material presented in the PowerPoint presentation for the training entitled “Advocacy for All: An Introduction to Serving Incarcerated Survivors.” The left column has a copy of each slide in the presentation; the right column has instructions on how to present the slides. The italicized text contains notes and directions for the trainer. The text not in italics is a sample script.

This workshop is part of a series of trainings for California rape crisis advocates. Some of the information presented may apply only to advocates working in California. The other workshops in this series are “The Prison Rape Elimination Act: How Policy Applies to Survivors and Advocates”, and “Doing the Work: Providing Services to Incarcerated Survivors.”

Slide Contents	Trainer’s Narrative/Notes
<p>Slide 1: Main Title Slide</p>  <p>The slide features a large orange rectangle with the title "Advocacy for All: An Introduction to Serving Incarcerated Survivors" in white text. Below this, it says "California Advancing PREA Workshop 1 of 3". At the bottom, there are two logos: CALCASA (California Coalition Against Sexual Assault) and JUST DETENTION INTERNATIONAL (Rape is not part of the penalty).</p>	<p>Welcome to Advocacy for All - An Introduction to Serving Incarcerated Survivors. This 90-minute workshop was created by JDI and CALCASA as a part of the California Advancing PREA project to help rape crisis centers feel confident and prepared to support incarcerated survivors.</p> <p>This module is designed to help advocates to include incarcerated survivors as an important part of the overall communities we serve, with the understanding that everyone is in a different place when it comes to incarcerated survivors.</p>

Slide 2: Advancing PREA Overview

CA Advancing PREA Overview

CALCASA and JDI will offer support and guidance to all rape crisis centers on how to build strong relationships with California Department of Corrections and Rehabilitation staff and how to create sustainable agreements and protocols for the provision of victim services to survivors.



The California Advancing PREA project is a partnership between JDI and CALCASA. JDI is a health and human rights organization that seeks to end sexual violence in all forms of detention, operating with the core belief that no matter what crime someone has committed, rape is not part of the penalty. The California Coalition Against Sexual Assault (CALCASA) is committed to ending sexual violence through a multifaceted approach of prevention, intervention, education, research, advocacy and public policy.

Slide 3: Project Goals

Project Goals

1. Help advocates and prison staff understand each other's roles and culture
2. Build capacity of rape crisis centers and prisons to provide trauma-informed services
3. Develop a program of services for survivors that is sustainable



The California Advancing PREA project has three main goals, all designed to ensure that incarcerated survivors have access to the vital services that rape crisis centers provide.

Slide 4: Learning Outcomes

Learning Outcomes

- Develop an understanding of the basics of detention in the United States and sexual abuse behind bars
- Identify and address concerns and challenges in supporting incarcerated survivors
- Demonstrate how serving incarcerated survivors fits into the overall movement to end sexual violence
- Determine readiness to provide services to incarcerated survivors



By the end of this module, you will:

- ✓ Understand what incarceration looks like in the United States and have some basic information about sexual abuse behind bars, including prevalence and who is at risk.
- ✓ Learn how to identify and address concerns and challenges in supporting incarcerated survivors, including tips to get the support you may need.
- ✓ Be able to talk about how serving incarcerated survivors is a big part of the work we do to end sexual violence, and how leaving incarcerated survivors out works against us.
- ✓ Be able to determine how ready you are to provide services to incarcerated survivors.

Slide 5: Workshop Agenda

Workshop Agenda

1. Detention in America
2. Sexual abuse behind bars
3. Making a movement for all survivors
4. Assessing our readiness
5. Resources



Photo: Maya Sugarman/LA Daily News



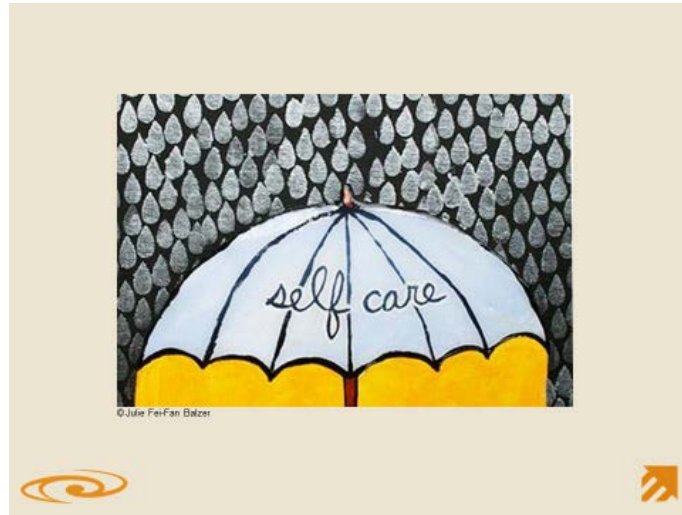
Our workshop today is going to consist of a lot of group discussion.

First, we are going to talk about some of the basics of incarceration in America, including sexual abuse in detention and who is most vulnerable.

We'll also talk about the importance of making our work available to all survivors, and how that fits into the overall movement to end sexual violence.

Finally, I'll make sure everyone has access to the resources they need to do this important work.

Slide 6: Self-Care



This workshop will include stories about sexual violence, including quotes from survivors. Please practice self-care during this workshop. This could mean taking a deep breath or stepping outside if needed. Are there any other ideas for ways we can take care of ourselves during this workshop?

[Invite participants to share ideas for self-care.]

Slide 7: Activity/Discussion



When we see this image, the assumption is that of course we would help her. But how would we help her? If this woman were to call our crisis line, what services would we offer to her, and what would we say to her?

[Ask participants to name services you would offer this survivor. Using a whiteboard or flip chart paper, write these services down. Make note of the range of services and how this survivor would access them. Be sure emotional validation and crisis intervention are included.]

Slide 8: Activity/Discussion



Here is the same survivor, except now she is in an orange jumpsuit and is incarcerated in a detention facility in our service area. How would we help her if she reached out for support?

[Go through the list of services and circle the ones that would still be available to this survivor. Discuss how this survivor would access them. For any services that are not available, cross them out and discuss why they are not available. For example, in-person counseling at your office or emergency shelter services would not be accessible to this survivor.]

Identifying services for incarcerated survivors may be challenging for some participants, who may be focused on the barriers of providing services to this survivor. Emphasize the value of basic crisis intervention in helping this survivor feel heard and believed.]

Slide 9: Activity/Discussion



The takeaway from this exercise is that although the barriers increase, we can still offer needed services to the incarcerated survivor. It is easy to see only the orange jumpsuit and lose sight of the person that she is. She came from our community and will likely return to our community.

Slide 10: Detention in the United States – Title Slide



To get a firm understanding of the importance of supporting incarcerated survivors, we should talk about the basics of detention in America. We'll spend some time talking about the structure of detention in the U.S., some demographics of who is in detention, and some of the dynamics of violence within corrections.

Slide 11: What is Detention

What is Detention?

- Prisons
- Jails
- Lockups
- Fire camps
- Community confinement facilities
- Juvenile facilities
- Immigration facilities



Photo: Just Detention International



Detention can mean a lot more than prisons and jails, and survivors' needs and ability to get help may vary based on where they are being held. Detention refers to any time a person is confined or held by a person of authority and is not free to leave. A person can be held in detention for a matter of hours, such as in a police lockup, or for decades, such as in a prison.

For more information about specific types of detention facilities, please reach out to Just Detention International via email:

advocate@justdetention.org. The archived webinar titled "One Day at a Time:

Understanding the Culture of Corrections" contains information about different types of detention facilities:

<https://justdetention.org/webinar/one-day-at-a-time-understanding-the-culture-of-corrections/>

Slide 12: Detention Operations

Detention Operations



- City
- County
- State
- Federal
 - Bureau of Prisons
 - Department of Homeland Security
- Private corporations
 - GEO Group
 - CoreCivic



Detention facilities can be operated by any number of public or private entities.

City police and county sheriffs typically operate jails and lockup facilities. Prison systems, however, can be operated by either state or federal government, or even private companies contracted by the government for prison operations. In California, state prisons are operated by the California Department of Corrections and Rehabilitation, or the CDCR. The Department of Homeland Security operates immigration detention facilities.

GEO Group and CoreCivic, formerly Corrections Corporation of America, are the two largest companies operating private prisons in the U.S.

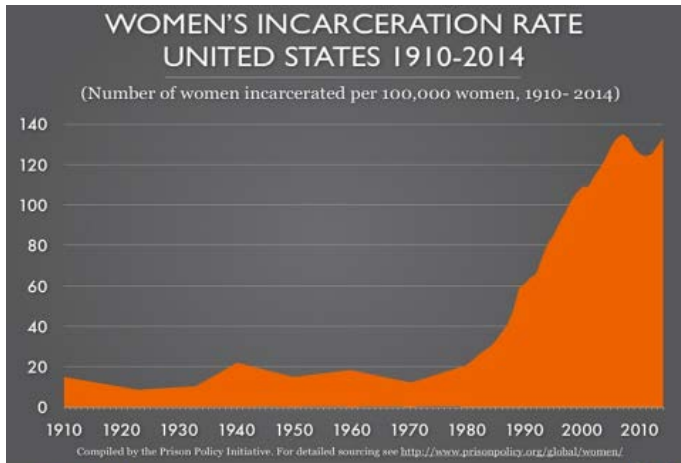
Helping survivors who are in detention settings can present many challenges, partly because of the large number and variety of entities advocates encounter. Each system varies widely, and even from facility to facility within the same department there are policy differences that can be difficult to navigate.

Slide 13: Countries With the Most Prisoners



You might have heard the term “mass incarceration” before. Mass incarceration refers to the dramatic increase of incarceration rates that began in the 1980s and continued through the 1990s. The US has the largest number of prisoners in the world — more than Russia or China.

Slide 14: Women's Incarceration Rate



The US has seen a dramatic rise in the rate of incarceration of women within the past 25 years. Women in state prisons are more likely than men to be incarcerated for property and drug offenses. Young girls are more likely than boys to be in juvenile detention facilities for status offenses and technical violations. These offenses refer to behaviors that would not be criminal for adults, such as truancy and running away.

For more information about women and incarceration, The Sentencing Project is a good resource: <http://www.sentencingproject.org/wp-content/uploads/2016/02/Incarcerated-Women-and-Girls.pdf>

Slide 15: CA Incarceration Rates



In California, similar to across the country, people of color are disproportionately incarcerated. Overall in the United States, Black men were 6 times more likely to be imprisoned than White men in 2012; Latino males were 2.5 times more likely. There are similar patterns here in California as well. Indigenous people make up less than 1% of the population in California, and yet are incarcerated at higher rates than both White and Hispanic populations. These disparities are also true for women who are incarcerated. Black women are twice as likely to be incarcerated as White women.

Source: [http://sentencingproject.org/doc/publications/inc-Trends in Corrections Fact sheet.pdf](http://sentencingproject.org/doc/publications/inc-Trends%20in%20Corrections%20Fact%20sheet.pdf)

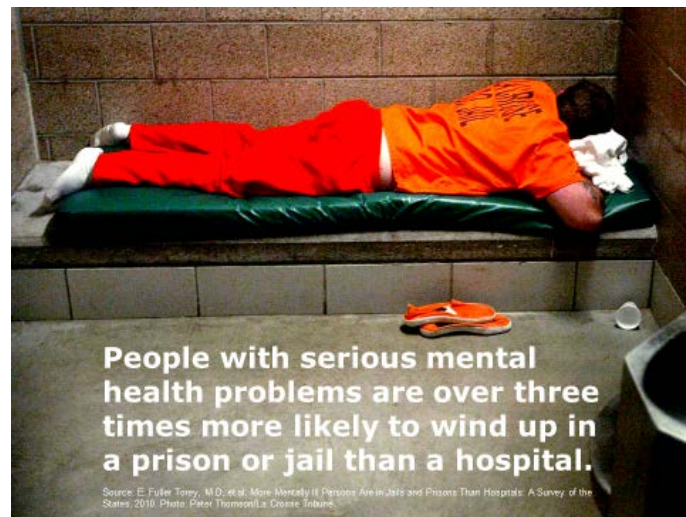
Slide 16: Girls of Color



“Racial disparities in incarceration rates are also present in juvenile detention facilities. Girls of color, particularly black girls, are routinely criminalized for behaviors that are related to trauma, such as drug use, truancy and running away. These girls then can get caught in a cycle of re-entering the juvenile justice system for probation violations.”

Source: http://rights4girls.org/wp-content/uploads/r4g/2015/02/2015_COP_sexual-abuse_layout_web-1.pdf

Slide 17: Mental Health



Because of a lack of resources and a criminalization of mental illness, people with serious and untreated mental illnesses often end up in detention. Facilities are not always equipped to respond to mental illness, much less trauma and sexual abuse. In many detention settings, the only mental health care available is psychiatric medications and suicide assessments. Incarcerated people are rarely afforded the opportunity to receive trauma support services.

Slide 18: Activity/Discussion

Structural Violence:

when the rules, norms, or culture of an institution cause harm to people, including violations of human rights.



Interpersonal violence is when someone uses violence against another. However, when this violence occurs within an institution, such as a college, the military, or detention facility, we need to also consider how that institution creates a culture that allows and even encourages violence to occur.

Structural violence refers to systems that deny people their basic needs. Deprivation is evident within detention settings, where inmates are often made to ration everything from food to toilet paper, and are often without adequate medical and mental health care. When a system overlooks or dismisses the needs of the most vulnerable people in order to prop up the institution itself, this creates an imbalance of power.

Structural violence, both in detention facilities and in community institutions, is often justified through systems of oppression — racism, sexism, classism, ableism, ageism, homophobia, transphobia, etc. Oppression works to dehumanize people, which can lead to justifying deprivation and violence against them. Systems that are inherently violent feed into interpersonal violence — and interpersonal violence influences the ways in which structural violence flourishes.

[Depending on the number of participants, you can create small groups, place people in pairs, or hold this discussion as a larger group. Ensure that there are enough pairs or small groups to cover each of the five discussion topics presented on the next slide.]

Source: Violence, Peace, and Peace Research, by Johan Galtung International Peace Research Institute, Oslo

http://www2.kobe-u.ac.jp/~alexroni/IPD%202015%20readings/IPD%202015_7/Galtung_Violence,%20Peace,%20and%20Peace%20Research.pdf

Slide 19 Part 1: Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence		
Normalized violence		
Prejudice		
Retaliation		
Isolation		

Let's do an activity to get us thinking about structural violence.

Structural violence is often perpetuated through specific dynamics that aim to further dehumanize marginalized people and maintain power and control imbalances.

On the left, you'll see some examples of the dynamics of structural violence. It's likely that you have worked with survivors who have experienced structural violence in these ways. In your groups, focus on one of the dynamics listed and answer two questions:



- 1) How have you seen this dynamic impact survivors who interact with community institutions (such as law enforcement, schools, churches, or military)?
- 2) How do you think this dynamic might affect a survivor in detention?

[Depending on group sizes, give 5-10 minutes for discussion. Slides 20-24 focus on each of the dynamics of structural violence. When possible, ensure that each of the five dynamics is being discussed by at least one group or pairing. You can ensure this by asking each group what topic they have chosen, or you can assign topics.]

After the discussion time is over, ask the 'code of silence' group to report back first. Encourage participants to provide examples of this dynamic in the work they have done with survivors.]

Slide 19 Part 2: Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence	Violence is ignored	Violence is ignored
Normalized violence		
Prejudice		
Retaliation		
Isolation		






The code of silence works to protect privacy or reputations. When the code of silence is a cultural norm for an institution, violence can be ignored. This happens in communities and in detention facilities, where there is a strong desire to show strength to outsiders and not to ‘air dirty laundry.’

[Ask the normalized violence group to report back before moving to the next slide. Encourage participants to provide examples of this dynamic in the work they have done with survivors.]

Slide 19 Part 3: Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence	Violence is ignored	Violence is ignored
Normalized violence	Violence is dismissed	Violence is dismissed
Prejudice		
Retaliation		
Isolation		





In systems where violence is normalized — either because it is so common or because it is considered acceptable — then violence is dismissed. It is not taken seriously. People who commit violence can’t be held accountable in a culture where violence is considered to be normal. A part of the rape culture in our communities, as well as detention facilities, is minimizing of sexual violence.

[Ask the prejudice group to report back before moving to the next slide. Encourage participants to provide examples of this dynamic in the work they have done with survivors.]

Slide 19 Part 4: Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence	Violence is ignored	Violence is ignored
Normalized violence	Violence is dismissed	Violence is dismissed
Prejudice	Violence is seen as deserved	Violence is seen as deserved
Retaliation		
Isolation		




When prejudice against a particular group of people is prevalent within a culture or system, violence done to that group of people is sometimes seen as deserved. We see this in victim-blaming in the community as well as victim-blaming in detention facilities. The focus is so often on the behavior of the survivor rather than the behavior of the perpetrator. In detention facilities especially, survivors are seen as criminals first and therefore struggle to be recognized as survivors.

[Ask the retaliation group to report back before moving on to the next slide. Encourage participants to provide examples of this dynamic in the work they have done with survivors.]

Slide 19 Part 5: Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence	Violence is ignored	Violence is ignored
Normalized violence	Violence is dismissed	Violence is dismissed
Prejudice	Violence is seen as deserved	Violence is seen as deserved
Retaliation	Survivors are punished	Survivors are punished
Isolation		




Retaliation is often a tool used to keep survivors silent. In the community, survivors often fear retaliation either from their perpetrators or the perpetrator’s friends or family. Survivors may also fear rejection from the community. In detention, fear of detention is heightened by the lack of control inmates have over their lives. Staff can dehumanize survivors, withhold programming or visitation, and prevent them from accessing basic needs like food or hygiene products.

[Ask the isolation group to report back before moving on to the next slide. Encourage participants to provide examples of this dynamic in the work they have done with survivors.]

Slide 19 Part 6 (Final): Activity/Discussion

Structural Violence	Community Institutions	Detention Facilities
Code of silence	Violence is ignored	Violence is ignored
Normalized violence	Violence is dismissed	Violence is dismissed
Prejudice	Violence is seen as deserved	Violence is seen as deserved
Retaliation	Survivors are punished	Survivors are punished
Isolation	Survivors can't get help	Survivors can't get help



Isolation prevents survivors from getting the help that they need. Survivors can sometimes be rejected by their loved ones, or are cut off from resources due to further threats of violence. Detention facilities, and the inmates who live in them are, by design, isolated from the world around them. This isolation makes it challenging for outside support to get in, and prevents survivor stories from getting out.

Thank you so much for all your thoughts and insights. The intention of this discussion is to show that survivors in detention, experience some of the same issues as survivors in the community. However, many of the barriers are magnified for survivors in detention due to the heightened dynamics of structural violence.

Slide 20: Sexual Abuse Behind Bars – Title Slide



Sexual abuse behind bars is both a human rights and public health issue and is something that cannot be tolerated. We are going to spend some time talking about the available data on sexual abuse in detention, including who are the people most vulnerable to experiencing sexual abuse.

[For more information about dynamics of sexual abuse in detention and how to support survivors, check out the third workshop in this series, “Doing The Work: Providing Services to Incarcerated Survivors.”]

Slide 21: Infographic – Reports of Abuse



*According to data collected from correctional authorities in adult prisons, jails, and other adult correctional facilities. Source: Bureau of Justice Statistics, Sexual Victimization in Prisons and Jails Reported by Inmates, 2011–12, May 2013; Bureau of Justice Statistics, Sexual Victimization Reported by Adult Correctional Authorities, 2009–11, January 2014. © Just Detention International



It's possible you may have seen an infographic that looks very similar to this one that shows data on sexual abuse in the community. We tend to see the same dynamics that exist in the community within detention settings, but more extreme. In a 2011 federal survey, 4% of state prisoners and 3.2% of jail inmates stated they had experienced sexual abuse in a 12 month period. For juveniles, this number jumps to 9.5%. As you can see, only a fraction of those survivors reported the abuse, and an even smaller fraction had their reports substantiated.

[Substantiated means that it was determined that abuse took place, but does not necessarily mean that any accountability measures took place.]

Sources:

<http://www.bjs.gov/content/pub/pdf/svjfry12.pdf>

<http://www.bjs.gov/content/pub/pdf/svpjri1112.pdf>

Slide 22: Infographic – Staff vs Inmate Abuse

STUDY SHOWS NEARLY EQUAL RATES OF SEXUAL ABUSE BY STAFF AND OTHER INMATES



Source: Beck, Berzofsky, Caspar, & Krebs (2013), Sexual Victimization in Prisons and Jails Reported by Inmates, 2011-12 (Bureau of Justice Statistics, May 2013); © Just Detention International



Typically, when people think of sexual abuse in detention, they think this tends to be inmate against inmate abuse. However, the research shows that rates of abuse by staff are nearly the same as by other inmates. This shifts dramatically for juvenile detention settings, where youth are far more likely to be abused by staff than by other youth. In juvenile detention, 81% of youth who said they were sexually abused said it was by staff and 19% by other youth.

You'll notice that the images of staff shown here reflect a range of positions. Detention staff refers to much more than corrections officers. Medical and mental health staff, volunteers and contractors, such as kitchen or maintenance staff, are all detention staff.

Source:

<https://www.bjs.gov/content/pub/pdf/svjfry12.pdf>

Slide 23: Discussion

Who is more likely to be targeted for sexual abuse behind bars?



[Ask participants who they believe is most likely to be targeted for sexual abuse behind bars. Using a whiteboard or flip chart paper, write down the responses of participants. Some of the answers may include: first timers, inmates small in stature, youth (both in youth facilities and younger inmates in adult facilities), LGBTQ inmates or those perceived to be, people living with disabilities or mental illness, people with previous sexual abuse history, people incarcerated for sex work or with a history of sex work. At the time of this publication, April 2017, the research has not specified the risk of sexual abuse for inmates who have perpetrated sexual violence — however, the research does show a slight increase in risk for those who are incarcerated for offenses classified as violent.

By far, the population most vulnerable to sexual abuse in detention, is that of transgender, who experiences the highest rate of victimization. Lesbian, gay and bisexual inmates experience the second highest rate of victimization, followed by people with mental illnesses and survivors of previous sexual abuse.

Encourage participants to compare this to populations that are vulnerable in the community, and how there may be an overlap.]

Source:

<http://www.bjs.gov/content/pub/pdf/svpjri1112.pdf>

Slide 24: Infographic – Mental Illness



In federal and state prisons, inmates with serious psychological distress are **9X MORE LIKELY** to be sexually abused by another inmate than those with no indication of mental illness.

Source: Allen J. Beck et al, Sexual Victimization in Prisons and Jails Reported by Inmates, 2011-12 (Bureau of Justice Statistics, May 2013). © Just Detention International



The research highlights just how vulnerable some of these populations are. Here you can see how vulnerable people with mental illness are behind bars. Just like in the community, violent people will target vulnerable people who they believe are less likely to tell and less likely to be believed if they do tell.

Slide 25: Voices of Survivors

In His Own Words

“There’s no therapy for rape victims in prison. The prison system is incompetent to handle the mentally ill, and in fact causes the mental illness that it should be treating.”

— Scott, a survivor of sexual abuse in an Illinois prison



[Read the quote out loud and ask for any reactions]

Mental health resources are lacking in many detention facilities. People with mental illnesses are particularly vulnerable to abuse because people often don’t believe them, or they may be on medications that make them drowsy and unaware of their surroundings, and they may have so many pressing concerns that one more issue becomes overwhelming.

Slide 26: Infographic – Trans Women



Source: Valerie Jenness, Cheryl Maxson, Kristy Matsuda, and Jennifer Sumner. "Violence in California Correctional Facilities: An Empirical Examination of Sexual Assault," 2007. © Just Detention International



One of the Prison Rape Elimination Act standards dictates that detention facilities take into consideration gender identity and safety in determining housing placement. Because research shows that transgender women housed in men's facilities are at extreme risk of being targeted for abuse, it is important for corrections to rethink housing for transgender women and consider identity in making housing decisions.

[For more detailed information about PREA, check out the second workshop in this series titled "The Prison Rape Elimination Act: How Policy Applies to Survivors and Advocates."]

Slide 27: Voices of Survivors

"The options for me are to 'choose up' with a 'husband' that's both strong enough and respected enough to protect me and with enough income to take care of me as his 'prison wife.' Or I can be conscripted into a gang as a 'prison gang bitch,' and forced to have multiple sex partners who may or may not take care of me. So I try to choose the lesser of two evils."

— Desi, a transgender woman serving time at a men's prison who was in several sexually abusive protective pairings



[Read the quote out loud and ask for any reactions.]

Desi's experience highlights the difficult choices many transgender women must make while in detention. Her story may sound familiar for those of us who work with trafficking survivors or domestic violence survivors — the idea that in order to survive, vulnerable people may have to choose one type of abuse over another. To someone without our specialized training, what happened to Desi may seem consensual — however we can understand that she never really had a choice to begin with.

[For more information about protective pairing and the dynamics of sexual abuse behind bars, see the third workshop in the series titled "Doing the Work: Providing Services to Incarcerated Survivors."]

Slide 28: Infographic – LGB youth



Source: Bureau of Justice Statistics, *Sexual Victimization in Juvenile Facilities Reported by Youth, 2012* (2013). © Just Detention International



The vulnerabilities we've discussed extend to youth detention as well. The research has shown that lesbian, gay and bisexual youth are particularly vulnerable to sexual abuse by their peers.

Slide 29: Voices of Survivors

In His Own Words



Just Detention International

"I didn't know my sexual orientation, but I knew that I was different. Soon after entering juvenile hall, one boy forced me to have oral sex with him in the shower area. He claimed that he would protect me from others, but he didn't."

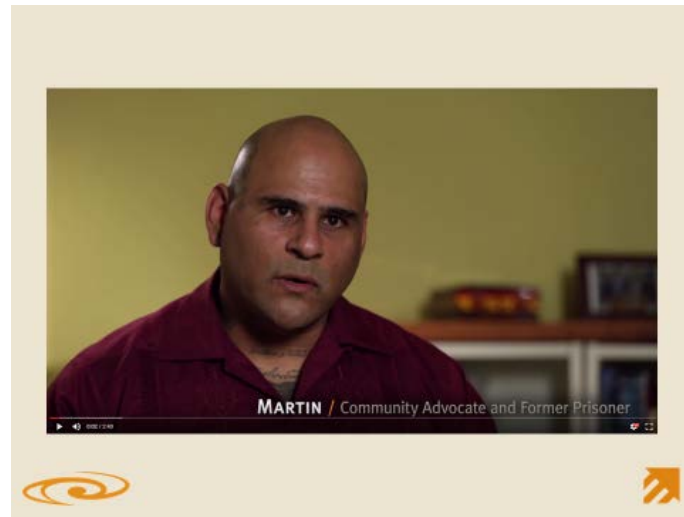
— Troy Isaac
JDI Survivor Council member



Troy, one of the JDI Survivor Council members, talks here about his experience of being sexually abused by another resident while in juvenile detention.

[Read the quote out loud and ask for any reactions.]

Slide 30: Video – In His Own Words: Martin



[This is a placeholder slide for In His Own Words: Martin. This video features Martin, a formerly incarcerated person who now works as a community advocate. He talks about his experience behind bars and gives advice for advocates who support incarcerated survivors. Play the video and then ask for participant reactions. The video is 2 minutes and 40 seconds long.]

Video link:

<https://www.youtube.com/watch?v=MEFFkKvFiRU>

Slide 31: A Movement for All Survivors



Now that we've spent some time talking about sexual abuse behind bars, it's time to talk about how we can begin making space for incarcerated survivors in our work. We understand that there may be people at varying levels of readiness. Some of us may really want to support incarcerated survivors but have safety concerns or internal struggles. Some of us are fully on board but feel isolated and unprepared. We hope that the following tools and tips will help to address any concerns. What comes up for you in thinking about providing services to incarcerated survivors?

[Possible responses - helplessness, lack of confidence in skills, anxiety about working with this population, fear, safety concerns, questions about the role of rape crisis centers in supporting people who may have done harm (particularly sexual violence), conflicts of interest, concerns about working within corrections systems and with corrections officials.]

All of these feelings are normal, especially if this is a new community that you don't have a lot of experience with. What we hope to do today is to explore where some of these feelings come from and how we can process them.

Slide 32: Bias Against Incarcerated Survivors

Bias Against Incarcerated Survivors

- Fear of incarcerated people and settings
- Negative media representation
- Rigidity around definition of a victim or survivor
- Sexual violence against incarcerated people seen as “not our problem”



Just Detention International



One of the things that can get in the way of including incarcerated survivors in our work is bias. This bias is sometimes unconscious — we may not even realize we have it or that it’s influencing us. Sometimes bias is rooted in things we’ve seen or experienced. Fear is a common response among advocates who are to provide services to incarcerated survivors, and sometimes that fear may be related to media representation of incarcerated people.

Survivors come to us with specific needs around abuse they have suffered and we aim to be non-judgmental in our support, and affirm that any behaviors or decisions a survivor has made, whether harmful to themselves or others, does not mean they deserve to be violated. Remember that your role is to support someone around abuse they have suffered, not to condone or excuse their past decisions or behaviors

Remember that because it can be easy to disregard incarcerated people overall, we as a society fall into a trap of excusing or ignoring violence done against them. Harm that is done to incarcerated people can be written off as “not our concern” or as only the problem of corrections agencies.

Tolerating sexual violence against any group of people undermines our work to end sexual violence as a whole and makes us complicit in systems of oppression. Thinking practically, the vast majority of incarcerated people will also return to their communities. Sexual abuse happening to anyone anywhere is our problem and it is within our power to intervene. Our field exists to challenge sexual assault and support survivors — this is our work.

Slide 33: Tips for Addressing Concerns

Tips for Addressing Concerns

- Identify and ask for what you need
- Know and use your resources
- Address challenges directly
- Visit detention facilities
- Do cross-training
- Develop strong policies and protocols



Rick Scavella, U.S. Army Africa Public Affairs



It is normal to have concerns, but we can work together to process them and create solutions.

The most important thing to do is to be honest with how you are feeling. Remember that it's normal to have some anxiety, especially if this is a new population for you to work with. Having concerns doesn't make you a bad advocate. If there are things that you need in order to feel comfortable and confident, ask for them.

There are a lot of resources out there to help you in doing this work, including your colleagues and other resources I will share at the end of this workshop. You are definitely not alone!

If a challenge does come up, or if you are feeling particularly nervous or unsure how to support a survivor, be sure to address those concerns head on.

It is always recommended to visit any detention facility you intend to work with and get a tour. This can help familiarize yourself with the layout of the facility and how the visiting process works. Another great way to get more comfortable is to do a cross-training or a discussion meeting with facility staff.

Finally, it is always helpful to have strong policies and protocols around providing services in general, particularly within incarcerated settings, so that you know how to respond to questions and concerns.

[If your organization doesn't have any policies/protocols specific to serving incarcerated survivors, or if you don't know what they are, ask your supervisor. Drafting protocols can be a good opportunity to make sure the questions and concerns of advocates doing the work is addressed.]

Slide 39: Voices of Advocates – Karla

Voices of Advocates



“Be open-minded and open-hearted.”
— Karla
Victim Advocate at Sure Helpline

Karla Soto



This is a quote from Karla, an advocate at Sure Helpline in El Centro, CA. She offers some simple advice for working with incarcerated survivors.

[Ask participants what this quote means to them.]

Slide 40: Assessing Your Readiness – Title Slide

Assessing Your Readiness



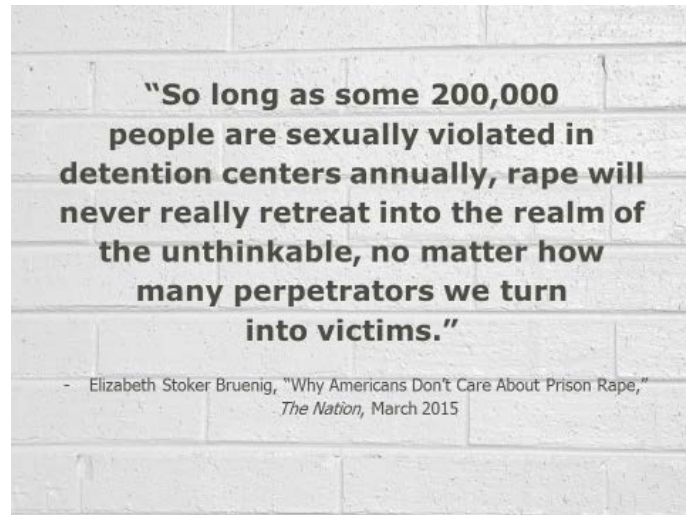
Bill Sotak

[If participants filled out the Readiness Assessment, take this time to reflect on the results and any feelings that came up. If participants did not fill out the Readiness Assessment, feel free to pass it out and encourage participants to fill it out later and use this time to discuss any concerns.]

Sample reflection questions:

- ✓ *How was it for you to fill out the Readiness Assessment?*
- ✓ *What would you say is your readiness to serve incarcerated survivors?*
- ✓ *What challenges do you foresee in providing services to incarcerated survivors?*
- ✓ *What support or training needs were you able to identify?]*

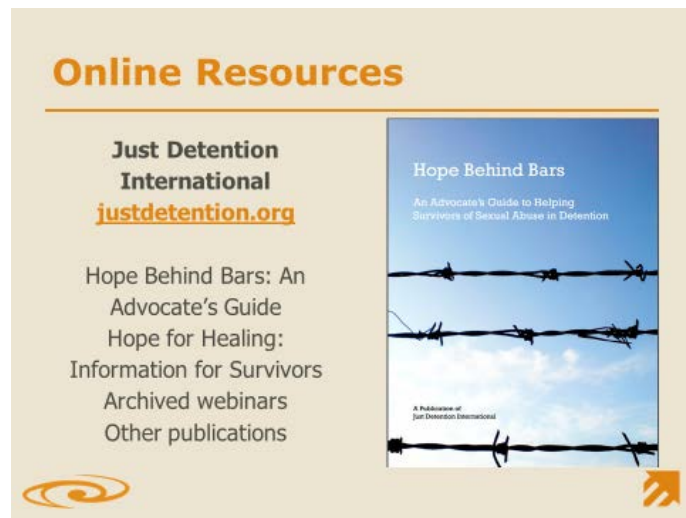
Slide 41: Quote – Article



We'll end this workshop with a quote to get us thinking about how important it is to include incarcerated survivors in our work. As advocates, we have the ability to change the conversation about rape in detention. We can ensure that sexual violence committed against the most vulnerable populations does not go ignored. We can create safer detention facilities by partnering with corrections staff. We can support incarcerated survivors in their healing. We can make sure that rape anywhere is truly unthinkable.

Source: <http://www.thenation.com/article/why-americans-dont-care-about-prison-rape/>

Slide 42: Resources



These JDI resources are all available online.

Hope Behind Bars: An Advocate's Guide contains helpful information about the dynamics of sexual abuse behind bars, the role of advocates, overcoming barriers, and providing services to incarcerated survivors.

Hope for Healing: Information for Survivors is a packet that can be given to survivors at the hospital or mailed to them. It goes over their rights and options after an assault, normalizes trauma responses, and provides resources for coping that are appropriate for someone currently behind bars.

In addition, JDI's webinars are archived for advocates to view as they wish. There are webinars available on a range of topics such as confidentiality, corrections culture, and helping LGBTQ survivors. JDI also has several other publications including fact sheets and resource guides that are available online.

[You can print copies for participants as your resources allow.]

Slide 43: Advancing PREA Contact Info

**CA Advancing PREA
Contact Information**

We are here to support you:

prea@calcasa.org

or

advocate@justdetention.org



These two email addresses are specifically for advocates and other rape crisis center staff who have questions or concerns about doing work with incarcerated survivors. Feel free to use either one. CALCASA and JDI have staff dedicated to supporting California rape crisis centers in this work.

Slide 44: Questions



istock



Thank you so much for your participation. If anyone has any questions feel free to ask them now.

NOTE: If participants ask any questions you feel you are unable to answer, please feel free to reach out to either JDI or CALCASA for support.

Slide 45: Acknowledgements

Acknowledgments

This project is supported by Grant No. AP14-01-8671, awarded by **CalOES**. The opinions, findings, conclusions, and recommendations expressed in this training are those of the authors and do not necessarily reflect the views of the Governor's Office of Emergency Services.



Serving Incarcerated Survivors Readiness Assessment

1. Do you know what the Prison Rape Elimination Act (PREA) is?
 - Yes
 - No
 - Unsure

2. Are you familiar with the PREA Standards for corrections facilities?
 - Yes
 - No
 - Unsure

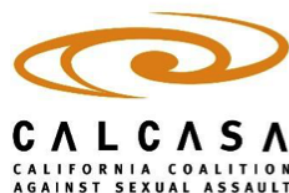
3. Do you know how PREA applies to you and your work?
 - Yes
 - No
 - Unsure

4. How familiar are you with the dynamics of “prison culture” and “corrections culture?”
 - Familiar
 - Somewhat familiar
 - Unfamiliar

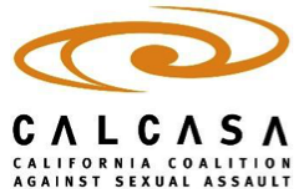
5. Do you have a practical understanding of what incarcerated survivors’ lives might be like inside jails, prisons, juvenile halls, and other detention facilities?
 - Yes
 - No
 - Unsure

Please indicate your level of agreement with the following statements:

6. “Sexual assault services for incarcerated individuals are just as important as services for those in the general community.”
 - Agree
 - Somewhat agree
 - Do not agree



7. "Providing services to incarcerated survivors of sexual assault is consistent with a survivor-centered approach to advocacy."
- Agree
 - Somewhat agree
 - Do not agree
8. "Incarcerated survivors are one of the many populations in my agency's service area."
- Agree
 - Somewhat agree
 - Do not agree
9. "Incarcerated people as a group are marginalized by society and experience oppression."
- Agree
 - Somewhat agree
 - Do not agree
10. "We will not eliminate sexual violence in society as long as we tolerate sexual abuse of incarcerated people."
- Agree
 - Somewhat agree
 - Do not agree
11. Do you believe there is a conflict with your agency providing sexual assault services to incarcerated individuals?
- Yes
 - No
 - Unsure
12. If yes, please describe what you think that conflict is:



13. Do you think that your community, board of directors, or others would support your agency providing services to incarcerated individuals?

- Yes
- No
- Unsure

14. Why, or why not?

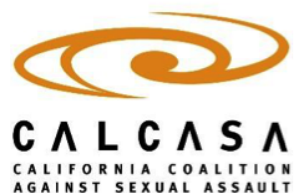
15. My biggest concern with serving incarcerated survivors is:

16. Do you think that your agency is equipped to work with incarcerated people?

- Yes
- No
- Unsure

17. What, if anything, do you think would need to change so that your agency could provide comprehensive services to incarcerated survivors?

18. What information, training, or support do you need to feel confident in your role with regards to serving incarcerated survivors?



Serving Incarcerated Survivors Readiness Assessment Scoring

This tool is used to gauge an individual's self-reported readiness to serve incarcerated survivors. It can capture some attitudes and beliefs the person has about incarcerated survivors, as well as her/his level of comfort working with this population. This assessment will not measure organizational readiness, nor is it a substitute for comprehensive training for staff and volunteers on working with incarcerated survivors. This assessment is best used in conjunction with other existing agency methods to determine whether or not a particular staff member/volunteer is appropriate for and ready to work with survivors.

- | | |
|--|---|
| 1. Yes - 2
No - 0
Unsure - 1 | 10. Agree - 2
Somewhat agree - 1
Do not agree - 0 |
| 2. Yes - 2
No - 0
Unsure - 1 | 11. Yes - 0
No - 2
Unsure - 1 |
| 3. Yes - 2
No - 0
Unsure - 1 | 13. Yes - 2
No - 0
Unsure - 1 |
| 4. Familiar - 2
Somewhat familiar - 1
Unfamiliar - 0 | 16. Yes - 2
No - 0
Unsure - 1 |
| 5. Yes - 2
No - 0
Unsure - 1 | TOTAL: _____ / 26 |
| 6. Agree - 2
Somewhat agree - 1
Do not agree - 0 | <u>Scores between 0-8</u>
More training, support and information needed before ready to serve incarcerated survivors. |
| 7. Agree - 2
Somewhat agree - 1
Do not agree - 0 | <u>Scores between 9-17</u>
Almost ready, some training and support still needed. |
| 8. Agree - 2
Somewhat agree - 1
Do not agree - 0 | <u>Scores between 18-26</u>
Mostly or very ready to serve incarcerated survivors. Ongoing training and support will still be helpful. |
| 9. Agree - 2
Somewhat agree - 1
Do not agree - 0 | <i>Note: open-ended questions are not scored. Use your best judgment in deciding how responses to those questions impact readiness. Just Detention International and the California Coalition Against Sexual Assault wish to acknowledge the Washington Coalition of Sexual Assault Programs, whose work served as a model for this assessment.</i> |

