



Building Partnerships

In this issue

Spotlight on our Research Assistant	2
Spotlight on our Advisory Board	3
Make It Our Business	4
Management Committee	5
Gendered Violence: Internationally Speaking	6
Spotlight on our Research Associate	8
Feminist Perspectives	9
Research Day 2010	10
Cut it out	11
The Book Shelf	12
Upcoming Events	12

Mission

The Centre promotes the development of community-centred, action research on violence against women and children. The Centre's role is to facilitate the cooperation of individuals, groups and institutions representing the diversity of the community to pursue research questions and training opportunities to understand and prevent abuse.

It serves local, national and international communities by producing useful information and tools to assist in the daily work against violence toward women and children.



The Centre Recognizes "Every Day Hero's"

Each year the Centre for Research & Education on Violence against Women and Children presents The Everyday Hero Award to recognize women or men who through their ideas, effort and dedication are making a difference in the lives of other people. They are people who don't go looking for attention, but who deserve it. This time, in searching for Everyday Heroes, CREVAWC decided to recognize one of our own, Joy Lang, our Community Liaison Officer.



Joy Lang
Community Liaison Officer
Centre for Research & Education on Violence against Women and Children

When Joy Lang moved to Chatham in 1979, she had volunteered for a short time with the fledgling women's shelter in her former home of Sault Ste-Marie. That was enough for a group of women who were trying to open their own women's shelter to see her as an expert. She became the first Executive Director of the new women's shelter in Chatham-Kent and remained in this role for the next 25 years.

She had little to guide her in the work. Lenore Walker had just written her famous book "The Battered Woman," but wide spread acknowledgement of woman abuse as a persistent problem was still far off. "I can remember the first women that walked through the door. It was scary for them and scary for me," Joy says. "Outside the shelter community members did not want to hear what I had to say. They were insistent that it doesn't happen here."

Joy and her staff of five learned from the women who walked through the door of the new shelter. They learned of the challenges and barriers facing women trying to leave abusive relationships in obtaining financial assistance from the welfare system, in getting lawyers to understand the nature of the problem, in getting the police to treat it as a crime.

The shelter relied on a per diem contract with the City of Chatham in order to keep its doors open. A little more than a month into their work, upon returning from a meeting with the City, Joy, who had never met a nun in her life, was overwhelmed with gratitude to find that the Ursuline Sisters had dropped off a cheque for \$2,000. "It would be like a \$50,000 donation in today's terms," she remembers. "We took it as a sign that we would be able to stay open."

This marked the beginning a significant personal and professional relationship between Joy and the Ursuline Sisters. "They told me our work was an extension of their work," she explains. "The order was founded in the 1500s to help homeless women and children."

Even with this new found support, the work was demanding. Six women had to keep the shelter running day and night, with no break in service. Joy worked 24 hour shifts every other weekend. Being an Executive Director came with few perks. She did housework, grocery shopping and childcare, along with her management and leadership activities. Her children cut the lawn. Her husband did the plumbing.

In reflecting back, Joy identifies the shift in community attitudes and acceptance of the shelter as one of the highlights of her career. "It was hard in the beginning, but acceptance

continued on pg. 5

Spotlight on our Research Assistant

Marcie Campbell

Research Associate for The Centre for Research & Education on Violence against Women and Children

Marcie became involved with the Centre while completing her M.Ed in Counselling Psychology at the University of Western Ontario.



She was hired as the Research Assistant for the Domestic Violence Death Review Committee of Ontario (DVDRC). As the Research Assistant, Marcie is responsible for

updating the database for all homicide cases reviewed by the committee in order to identify risk factors and common trends associated with domestic homicide cases. Marcie also conducts literature reviews on various topics related to domestic homicide and aids in the construction of the annual report (annual reports for the DVDRC are available at <http://www.crvawc.ca/section-research/index.htm>). When Marcie completed her M.Ed, she was hired as a part-time Research Associate for the Centre and she worked as a counsellor at Changing Ways, a male batterers program, where she co-facilitated counselling groups for sex offenders, abusive fathers, male batterers, and female offenders of intimate partner violence.

Recently, Marcie completed a research project with the Centre in affiliation with Changing Ways. The purpose of the research was to identify how to effectively engage with abusive men to provide them with the appropriate support in the hope of preventing future violence. The research consisted of surveys and focus groups with male batterers who were attending the Partner Assault Response (PAR) program at the Changing Ways agency. The results of this research have been published in the *Journal of Family Violence*¹.

In her role as Research Associate with the Centre, Marcie co-authors grant applications and conference/think tank reports (available on the Centre's website www.crvawc.ca). She conducts research reviews on important topics related to women and children exposed to intimate partner violence in order to assist in reviewing high-risk cases and to provide information to the public. Marcie has co-authored a book, with Dr. Peter Jaffe and Dr. David Wolfe, for the *Advances in Psychotherapy-Evidence-Based Practice* series titled "Growing Up with Domestic Violence." This book helps practitioners and students recognize the impact of intimate partner violence on children and youth and provides suggestions on how to implement effective clinical interventions and school-based prevention programs.

Although Marcie no longer works at Changing Ways, she continues to volunteer her time co-facilitating counselling groups for lesbian batterers. Marcie made her acting debut in 2007 when she played "The woman who loved to make vaginas happy" in the *Vagina Monologues* put on by the Sexual Assault Centre London. Marcie enjoys traveling and hopes someday she will have visited all the provinces and territories in Canada. Marcie is married to Jon Cant, a PhD graduate of the neuroscience program at the University of Western Ontario.

¹ Campbell, M., Neil, J.A., Jaffe, P.G., & Kelly, T. (2010). Engaging Abusive Men in Seeking Community Intervention: A Critical Research & Practice Priority. *Journal of Family Violence*, 25(4), 413-422.

Our Staff

Dr. Peter Jaffe

Academic Director

Ms. Barbara MacQuarrie

Community Director

Dr. Helene Berman

Research Scholar

Ms. Anna-Lee Straatman

Centre Manager

Ms. Maria Callaghan

Centre Manager (until December 31, 2010)

Ms. Joy Lang

Community Liaison Officer

Ms. Marcie Campbell

Research Assistant

Ms. Jess Reuger

Research Assistant

Ms. Lina Maria Rodriguez Ardila

Administrative Assistant

Ms. Dalma Merino

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Spotlight on our Advisory Board

Justice Eleanor Schnall

Judge, The Ontario Court of Justice

Judge Eleanor Schnall feels fortunate that over the span of three careers, she has been able to live her passions for sport, music and law.



She graduated from the University of Toronto in 1968 with an Honours degree in Physical and Health Education. She recalls fondly her early years playing provincial competi-

tive field hockey and her first career as a high school “phys. ed.” teacher. “After you’ve taught health and sex education to a co-ed class of 200 Grade 12 students, you know you can do anything.”

Her interest in law brought her to London’s law school, graduation in 1975, and call to the Bar in 1977. Following a successful fourteen year career as a lawyer in private practice in London, she was appointed a provincial judge in London in 1991, presiding in family, criminal and youth courts.

Her broad-based involvement in the London community prior to her appointment has served her well on the bench. She has served as a member of the Board of Governors of Fanshawe College, on the Citizens’ Advisory Committee to Correctional Service Canada, and the London Criminal Lawyers’ Association.

She is one of the six “founding mothers” of Women’s Community House. After several years on the Board, she left to join the founding board of the Battered Women’s Advocacy Centre (now LAWC). Realistically, she finds it gratifying that over the years London has been very supportive of the shelter, now a multi-location enterprise with emergency and second-stage housing, and that London offers services for men and women who perpetrate violence against their partners. However, she notes ruefully that “our wishful hope when we started more than

30 years ago that there would no longer be a need for emergency shelter has not come to be.”

She believes that the contemporary judge needs to be present, involved, and in touch with her social community and her professional community.

Her enjoyment of teaching was rekindled when she taught courses in “Sex Discrimination and the Legal Process” and “The Legal Profession” as an adjunct professor at the Faculty of Law at UWO.

Her interest in family and criminal law and its intersection with domestic violence has kept her on the London Co-ordinating Committee to End Woman Abuse, as its longest-serving member, from shortly after its inception to the present time.

She is also published on the subject (“Custody and Access and the Impact of Domestic Violence” in *Child Custody Law and Practice* ed. Carswell).

She is a past president of the Ontario Family Law Judges’ Association, a presenter at continuing education seminars for judges, a member of the International Association of Women Judges, and on the Board of Directors of the Ontario Conference of Judges.

Her sedentary and mentally-focussed work life finds balance with golf, travel, and music. Originally trained as a classical pianist, she now also enjoys playing electric bass and singing with the local ‘50’s and ‘60’s rock and roll band, The TrebleMakers, at fundraisers.

Now, after almost twenty years on the bench, Judge Schnall finds that every day still brings something new, is intellectually stimulating, unique because of the people she sees, and fulfilling because she can feel that she has made a positive difference in someone’s life. “But after a long day in court, sitting and listening, it just feels really good to sing and play with the band and really crank up the volume.”

2010 — 2011 Advisory Board Members

Dr. Susan Rogers

*Chair, CREVAWC Advisory Board
Professor, University of Western Ontario*

Dr. Gail Hutchinson

*Vice-Chair, CREVAWC Advisory Board
Director, Student Development Centre
University of Western Ontario*

Ms. Liora Barak

Professor, Fanshawe College

Ms. Pat Bethune-Davies

Professor, Fanshawe College

Dr. Carol Beynon

*Acting Dean, Faculty of Education
Associate Professor, Music Education
University of Western Ontario*

Dr. Nancy Bjerring

Professor Emeritus, Fanshawe College

Ms. Beverly Coulston

Professor, Fanshawe College

Ms. Lisa Heslop

*Supervisor, Family Consultants/Victim Services Unit
London Police Service
London Coordinating Committee to End Woman Abuse*

Mr. Dermot Hurley

*Assistant Professor, School of Social Work
Kings University College*

Mr. Curtis Jones

Professor, Fanshawe College

Dr. Barbara Lent

*Associate Dean, Equity and Professionalism
Schulich School of Medicine & Dentistry
Professor, Department of Family Medicine
University of Western Ontario*

Dr. Gloria Alvernaz Mulcahy

At’lohsa Native Family Healing Services

Louise Pitre

*Executive Director, Sexual Assault Centre London
Chair, London Coordinating Committee to End Woman Abuse*

Justice Eleanor Schnall

*Judge, The Ontario Court of Justice
London Coordinating Committee to End Woman Abuse*

Workplace Domestic Violence: Make It Our Business

As of June 15, 2010, all employers in Ontario are responsible for protecting workers when domestic violence follows them into the workplace. Ontario's Occupational Health and Safety Act states, in section 32.0.4:

"If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker."

The Centre for Research & Education on Violence against Women & Children has launched, *Make It Our Business* (www.makeitourbusiness.com) to help employers meet these obligations. The new website compliments the Neighbours, Friends and Families public education campaign (www.neighboursfriendsandfamilies.ca).

Guidelines outline how employers can develop policies and procedures to prevent and respond to workplace domestic violence. The guidelines provide information for managers, supervisors, human resource professionals, safety officers, security personnel, union representatives and co-workers on how to recognize domestic violence, how to respond to it and refer victim/survivors and abusers to sources of support inside and outside of the workplace.

The site also offers case scenarios to help employers and other stakeholders in the workplace think about situations that could arise. Workplace stakeholders can use *Make It Our Business* guidelines to think through possible responses. Often there are no 'right' or 'wrong' responses, but a range of alternatives. The scenarios help to identify and clarify roles, responsibilities and resources available to stakeholders in the workplace. A checklist outlines four areas where employers can take action to build an effective prevention program and create a workplace culture that supports those affected by violence.

The suggestions and strategies contained in the website are based on promising practices collected from community experience and research, particularly reports from the Domestic Violence Death Review Committee which advises the Office of the Chief Coroner of Ontario.

The resources of *Make It Our Business* and the *Neighbours, Friends and Families* campaign are combined in a unique new training program called *NFF@Work*, which provides comprehensive education and training for all levels of an organization. Response to the new training has been enthusiastic. Aviva Werek Sokolsky, a social worker, participated in a training session at Mount Sinai Hospital. She reports,

"I can't compliment the organizing committee and the facilitators enough for such a great and thoughtful curriculum. I was extremely impressed with the content and the process of the 2-day workshop. It was evident that the presenters possess great understanding and expertise on domestic violence as a complex issue. Their knowledge and knowledge transfer of Bill 168 was presented skillfully and clearly. Their facilitation promoted openness and engaged discussion for all those who attended. Personally I have many years' experience and expertise on this subject and found the workshop entirely invigorating as there was much more for me to learn. I totally recommend it to all."



CREVAWC Management Committee

Beginning in 2009, the Centre is governed by a Management Committee that reports to the Dean of Education. The Management Committee is responsible for overseeing the direction and management of CREVAWC as well as for supporting the goals of CREVAWC and facilitating its initiatives as a Faculty-based centre within the University.

Responsibilities of the Management Committee:

- Approve a 3-year project plan and budget.
- Monitor the implementation of the plan.
- Approve the annual budget.
- Approve the annual report and recommend it to the Dean for approval.
- Develop a communications strategy.
- Identify fund raising priorities.
- Develop strategies to increase the integration of the Centre into the Faculty of Education through shared initiatives and resources.
- Consult with the Advisory Committee on emerging and ongoing initiatives.

The Management Committee will meet at least three times per year (fall, winter and spring) and more often if necessary.

Membership of the Management Committee:

Dr. Bob Macmillan

Chair of Management Committee

Ms. Krishna Patel

Director of Administration, Faculty of Education

Dr. Peter Jaffe

Academic Director, CREVAWC

Ms. Barbara MacQuarrie

Community Director, CREVAWC

Dr. Katina Pollock

Assistant Professor, Faculty of Education

Dr. Jacqueline Specht

Director, Centre for Inclusive Education
Faculty of Education

Dr. Vaughan Radcliffe

Associate Professor, Richard Ivey School Associate Dean, Faculty of Education of Business

Ms. Maria Callaghan

Manager, CREVAWC

Ms. Lisa Heslop

Supervisor, Family Consultants/Victim Services Unit
London Police Services

London Coordinating Committee To End Woman Abuse

Every Day Hero's - *continued from page 1*

grew," she says. "I went from being an outsider, to being an insider." Community institutions and leaders went from denying that woman abuse was happening to fully embracing the work of the shelter, donating money, time and in-kind services and products. "We met with the United Way at the neighbourhood bar across the street," she muses with a smile. She remembers proudly that when Chatham built the very first building designed as a women's shelter in 1987, they were able to furnish every single room with new furniture received through donations. The Ursulines donated the land for the building.

As a way of giving back just a small part of what the Ursulines had given her, Joy subsequently went to Peru where she volunteered with some of the agencies they had established. Today she volunteers regularly at My Sister's Place. She has also volunteered with Londoners for Afghanistan's Women and the Homeless Coalition in London. She regularly assists

abused women who call into our Centre and never hesitates to offer to accompany a woman no matter what the time, if it will help. She recently returned from Kenya where she did manual labour for long hours with Habitat for Humanity to ensure that one family could literally have a roof over their heads and a place to call home.

She also trained young psychologists. As a rookie, almost 30 years ago Dr. Peter Jaffe approached her for assistance when he was starting out on a research grant looking at the impact of domestic violence on children. Reflecting on this Peter said "She was the first shelter to take a chance on me and she taught me a lot about respectful and practical research as well as respecting the voices of women and children living with violence."

Although the work she does is incredibly difficult, and likely takes a toll in ways that are not always evident, Joy goes about everything she does with dignity, grace,

intelligence, and quiet determination – giving tirelessly to her family, her community, and the world around her. That is why it was so obviously appropriate to give her this award. She goes about doing profoundly important work, doing whatever she can to face social injustices and inequities, in her quiet and modest way, usually underestimating the impact of her actions. Avoiding the limelight, Joy is motivated by nothing other than her desire to create a more just world for all of us.

Joy shows us that one person can really make a difference in the lives of others and that if each of us takes the time to help in large and small ways we will change people's lives. It is a rare privilege to meet someone like Joy who genuinely cares so much about others, especially women and children. Those of us who are lucky enough to count her as a friend and a colleague know that we will always have the best advocate in our corner!

Gendered Violence: Internationally Speaking

Helene Berman, RN, PhD
Research Scholar and Associate Professor,
School of Nursing, UWO

Note: During the past year, several of us have had the opportunity to travel to various countries and continents. In this column of our newsletter, we will feature articles, personal reflections, and commentaries about our travels, with particular attention to gender-based violence.

Focus on Peru: A Country of Contradictions

In July 2010, I had the privilege of traveling to Peru for three weeks. My home-base was Cuzco, a lively city of approximately 360,000 people, situated in southeastern Peru, near the Urubamba Valley of the Andes mountain range at an altitude of about 3,400 meters – where oxygen is most definitely in short supply. A usual stop-over for most people en route to the jaw-dropping, awe-inspiring Machu Picchu Incan ruins, Cuzco has a vibrant international community, and a rapidly increasing number and assortment of NGOs engaged in various types of development activities and volunteer work. The primary purpose of my visit was to identify suitable placement opportunities for a group of UWO Health Sciences students (Nursing, Health Studies, and Kinesiology) who will be traveling there next summer as part of a newly developed Global Health Course. Thus, I spent much of my time meeting with individuals associated with organizations that are engaged in an assortment of health promotion activities. While some of the people with whom I met were in the Cuzco area, I also traveled to outlying communities including Urubamba and Limotambo, where I visited orphanages and hospitals, and further afield to the Amazon jungle. There I had an opportunity to visit a hospital in Puerto Maldonado, a health centre in a town called Alegria, a small community that one arrives at by crossing the Madre de Dios (Mother of God) River, and several conservation projects.

The first glimpse most Canadians get of Peru is from the sky, flying above the breathtakingly beautiful Andes Mountains. The sheer magnificence of this view evokes a sense of utter serenity and peace, an impression that is, at times, difficult to



reconcile with the reality of violence against women and children in Peru. Although research is limited, the topic remains shrouded in secrecy, and numbers are difficult to ascertain with any degree of certainty, several pivotal events occurred during my visit that gave me some insight into what this reality is. The first of these took place in the jungle. While it is easy to romanticize jungle life and conjure up images of Tarzan swinging from tree to tree, a glimpse at the local newspaper quickly dispelled any such misconceptions. Tucked in the back pages is a section called “Penal Edicto” where outcomes of the week’s court cases are listed. Taking up about four pages of the newspaper, approximately 90% of these read “violencia sexual contra un menor” (sexual abuse of a minor child) or “violencia contra mujeres” (violence against women). The second event occurred as I sought to obtain information about services and/or shelters for women who had experienced abuse. Upon inquiring about the issue, I was told that about 7/10 women (some suggested the number is closer to 8/10) experience violence by an intimate partner. Moreover, I learned that there are no shelters in Cuzco, at least none that operate ‘above-ground’. The nearest official shelter is in Lima, approximately 10 hours away.

According to the World Health Organization Multi-Country Study on Women’s Health and Domestic Violence against Women, Peru has one of the highest incidences of

domestic violence. Although violence against women and children is recognized as a major health and human rights problem, with women and children suffering disproportionately, efforts to prevent the problem have been uneven, sporadic, and inconsistent.

The Peruvian Context

As with any country, the phenomenon of IPV can only be understood within the context of social, political, and historical realities. The Peruvian armed conflict spanned three decades, from 1980-2000. The Shining Path initiated the armed struggle against Peru in May 1980 by symbolically burning electoral material in Chucchi, Ayacucho. For years, the Peruvian people suffered from the violent actions of the Shining Path and the Peruvian armed forces. Thousands of people were disappeared, tortured, executed, and convicted without due process of law. There was no accurate assessment of the full scope of human rights violations that occurred during this period, even though national and international institutions brought many of these cases to light. In particular, very little attention was given to violations of women’s human rights (Falcon, 2010).

Following Alberto Fujimori’s escape to Japan in 2000 and the work of many human rights NGOs, the transitional government of Valentin Paniagua established a Peruvian Truth and Reconciliation Commission

(PTRC) in 2001 to investigate the human rights violations that occurred during the armed conflict. The mandate of the PTRC was to investigate murders, kidnappings, forced disappearances, torture, and violations of the collective rights of the Andean and native communities in Peru. Although the PTRC was not explicitly charged with investigating sexual crimes committed during the armed conflict, the PTRC decided to include sexual crimes in its mandate because of the importance of the topic, and, according to Falcon (2010), the need to recover the voices of women affected by such crimes.

Not surprisingly, many women who testified before the PTRC downplayed their own suffering as victims, remaining silent when given an opportunity to tell their stories. Shame and the fear of social condemnation discouraged women from talking about their experiences. Moreover, women who had been sexually abused often encountered discrimination from within their own communities and families, making it extremely difficult for them to speak out



about their own victimization. As well, men rarely 'allowed' their wives or daughters to report the sexual violence they suffered. Total impunity was the rule. To further compound the problem, testimony collected by the PTRC showed that doctors who examined rape victims did not inform authorities about those rapes. In some cases, the doctors themselves became sexual molesters and rapists.

Today, Peru is in a period of democratic transformation. However, the lengthy period of conflict has created a culture of mistrust and abuses of power at all levels of society. Human rights violations are well-documented, and incidents of violence against women and children have escalated.

Measures to prevent violence against women and children

Several important steps have been undertaken to address and eliminate the problem of violence against women and children in Peru. Particularly noteworthy is the ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belem



do Para). At the domestic level they have passed laws and adopted action plans to combat violence. Among these is the Law for Protection from Family Violence, adopted in 1993. One of the first of its kind to be adopted in Latin America, the intent of this Law was to ensure that victims of domestic violence have quick and effective access to protection and justice. However, by most accounts, its impact has been disappointing. Although strengthened in 1997, the Law for Protection from Family Violence still contains flaws. Most notably, it does not protect women from marital rape or stalking, nor does it apply to women who are harassed or beaten by intimate partners if they are not living together. According to DEMUS, this law has been amended five times, yet has "never managed to protect women who find themselves in a violent situation" (DEMUS 4 Feb. 2010).

Currently in Peru, most of the violent crimes against women are not reported, not taken seriously, and largely unpunished. Fear of retaliation from their abuser, or the financial cost of pursuing a complaint, deters many women from seeking recourse through formal channels. In addition, legal and physical protection is limited by delays in legal processes, ambiguities in the law and the lack of alternative shelter

and income for victims (Alcade, 2010). There is little interchange between governmental, non-governmental, and private sectors at the regional and national levels. To be more effective, the judicial system in Peru needs to strengthen the definition of family violence and provide for more rigorous overseeing and training of police, healthcare providers, and legal personnel including prosecutors and judges. While progressive laws are important, they are meaningless if they are not effectively put into practice.

Perhaps most encouraging among the changes currently underway in Peru, is the increasing social awareness and action on the part of women at the grassroots level, as well as the many NGO's engaged in profoundly important work. As well, the Ministry of Women and Social Development has established 89 Centros de Emergencia Mujere (CEM) where women who are victims of sexual and domestic violence can obtain free services, including legal aid and psychological counselling. During my visit I had the opportunity to visit the CEM in Cusco which is staffed by a small group of deeply committed and talented individuals, under the leadership of Steffany Munoz, who work tirelessly on behalf of the women who seek their services. As well, I met Maricarmen Valdivieso, the director of Nexos Voluntarios, a non-profit organization that promotes Peruvian development through diverse social projects aimed at the promotion of human rights and the elimination of all forms of racism, discrimination, and gendered violence. While challenges clearly remain, I am encouraged by the work of these women who, despite the difficult circumstances they face in their everyday lives, are committed to bringing about positive change in their homes and communities.

As I reflect on my all-too-brief time in Peru, I am incredibly grateful for the opportunity I had, for what I learned from the wonderful people I met, and for perspectives and insights that I could not have gained in any other way. While the situation of women and children in Peru is cause for concern, I remain hopeful and optimistic that the positive change is indeed possible.

Alcade, M. C. (2010). *The woman in the violence: Gender, poverty, and resistance in Peru*. Nashville, Tennessee: Vanderbilt University Press.

Falcón, J. M. (2005). *The Peruvian Truth and Reconciliation Commission's Treatment of Sexual Violence Against Women*. Accessed at <http://www.wcl.american.edu/hrbrief/12/2falcon.pdf?rd=1>

Spotlight on our Research Associate

Ray Hughes

National Education Coordinator, Fourth R Project



Ray Hughes is a graduate of the University of Toronto and obtained his B.Ed. and M.Ed. from The Faculty of Education, University of Western Ontario.

He has over 30 years of experience in education as a teacher, Department Head, coach and Consultant. He is currently the National Education Coordinator for the Fourth R Project with the CAMH Centre for Prevention Science, a consultant and research associate at the Centre for Research and Education on Violence Against Women and Children and is the course developer and guest lecturer in Safe Schools at the Faculty of Education at the University of Western Ontario. Ray coordinates the implementation of the Fourth R Project across Canada and the US through collaboration with partners and school boards. The Program is currently in over 1200 schools throughout North America.

Previously, Ray was involved with coordinating the implementation of violence prevention programs for 190 schools and 80,000 students in his position as the Learning Coordinator for Violence Prevention with the Thames Valley District School Board. Ray provides regular professional development to superintendents, school administrators, teachers, parents and students on violence prevention and safe school initiatives. He has developed and implemented school based programs related to substance abuse, domestic violence, gender equity, dating violence, human sexuality, interpersonal violence,

conflict resolution, and anti-bullying. He has been the lead writer for many resource documents related to school based violence prevention programs and recently coordinated the writing of critical media literacy lessons for students in grades 11 to grade 12. In addition to this, Ray is a member of the Ontario Safe Schools Action Team which is responsible for advising the Minister of Education on all aspects of school safety.

Ray has extensive experience working in violence prevention and has been a part of many initiatives with the Centre for Research & Education on Violence against Women and Children. He has worked closely with Peter Jaffe to develop Media Literacy materials for parents and educators and they have both travelled across Ontario, and to several other Canadian provinces to speak at conferences, parent school councils and to administrators about the effects and dangers of violent media on today's youth.

Ray has also worked in close partnership with the Centre for Research & Education on Violence against Women and Children to organize and carry out the annual Father's Day Breakfast and Lunch workshops with nationally and internationally renowned speakers to impress upon men the importance of active participation in violence against women and children.

2009 Research Associates

Academic

Dr. Gloria Alvernaz Mulcahy
Dr. Laura Beres
Dr. Claire Crooks
Dr. Myrna Dawson
Dr. Walter S. DeKeseredy
Dr. Molly Dragiewicz
Dr. Roma Harris
Dr. Lori Haskell
Dr. Gail Hutchinson
Dr. Yasmin Jiwani
Dr. Holly Johnson
Dr. Beverly Leipert
Dr. Alan Lescheid
Dr. Robin Mason
Dr. Virginia McKendry
Dr. Susan Rodger
Dr. Dora Tam
Dr. Paul Tremblay
Dr. Leslie Tutty
Dr. Christine Wekerle
Dr. Sandy Welsh
Dr. David Wolfe

Community

Dr. Mohammed Baobaid
Ms. Mandy Bonisteel
Ms. Catherine Burr
Ms. Jacquie Carr
Ms. Pamela Cross
Ms. Cathy Hird
Mr. Tim Kelly
Ms. Margaret MacPherson
Mr. Alfredo Marroquin
Mr. Al J.C. O'Marra
Ms. Maureen Reid
Ms. Deborah Sinclair

Feminist Perspectives

We Haven't Reached Post-Feminism Yet

Michael P. Johnson

Emeritus Professor of Sociology, Women's Studies and African and African American Studies, Penn State



I just read the Spring column by Sarah Scanlon, who dates the feminist movement to 1960. I felt so old, so Second Wave, and so happy about how much has been accomplished since I first encountered Betty Friedan's *The Feminine Mystique* in 1963, my senior year at Knox College. I have much for which to thank my little circle of progressive friends, who encouraged me at that time to think beyond my liberal concerns about race and class to

see the impact of the 1960s version of a gender system that Elizabeth Cady Stanton, Lucy Mott, and Susan B. Anthony had so eloquently described in the mid-1800s. Their movement didn't get the vote for women in the United States until 1920. My mother was seven.

At Knox we saw this gender system up close in the gendered college rules that allowed men to roam free while "girls" had to sign into their dormitories by eleven o'clock at night. One of my best friends, class valedictorian, a woman who later became one of Anita Hill's lawyers, a law professor, and author of books on sex discrimination and the law, was informed that she would not be allowed to graduate because she had accrued too many "late minutes" after the eleven o'clock curfew. The college eventually backed off, but she and my other women friends recognized that this relatively trivial rule was situated within the wider context of a gender system that encouraged men to roam free among all of the occupations, while "girls" were to aspire to clerical work, or an "MRS" Degree, or nursing, or elementary education. A study of children's books around that time found that the boys in the books were engaged in 172 occupations, girls only 13, including princess and mother. There were separate help-wanted columns: Men Wanted, Women Wanted. "Stewardesses" were fired if they got married or pregnant. "Ms." was not part of our vocabulary, nor was "date rape," or "sexual harassment." Domestic violence was believed to be rare and a personal problem. There were no shelters or Rape Crisis Hotlines. In the United States, fulltime working women earned 59 cents for every dollar a fulltime working man earned. Many universities and colleges in the United States, including Penn State, had quotas on the number of women they would accept. Women's studies didn't exist.

Now, I'm a retired professor of women's studies. Penn State's Department of Women's Studies offers bachelor's, Master's and Ph.D. degrees. Women are more than half of the undergraduates in the United States. I volunteer in one of over 1500 shelters across the United States. "Flight attendants" can continue to work when they are married or pregnant. In the United States, fulltime working women earn 77 cents for every dollar a fulltime working man earns. The United States has just moved up from

31st to 19th in the Global Gender Gap Report. I suppose that's good news, but it certainly could be better. Canada is number 20. Things are indeed much better, but everything is not good on the gender front.

In Canada, only 22% of members of Parliament are women. In the U.S., the figure is 17%. We still haven't had a woman President. Canada's got us on this one with Kim Campbell, who served as Prime Minister for 132 days in 1993. Three percent of the CEOs of Fortune 500 companies are women. In the U.S., over 1000 women are murdered by their intimate partners every year. In 2008 there were over 89,000 reported rapes, probably over 350,000 unreported. Yale fraternity pledges march around chanting "No means Yes." This summer soldiers raped over 500 women in villages in east Congo. Rape as a weapon of war is now part of our view of the way the world works. Worldwide, over 340,000 women die in childbirth every year; most of these are preventable.

I could go on, but let's not forget the progress. Rape rates are down dramatically in the United States. Murders of women by intimate partners have been declining since 1994. Hillary Clinton made a good run. As Martin Luther King, Jr. said, "The arc of the moral universe is long, but it bends toward justice." Let's rejoice about the progress but never lose sight of the work still to be done. In April, 2008 Barack Obama quoted Dr. King and added, "It bends towards justice, but here is the thing: it does not bend on its own. It bends because each of us in our own ways puts our hand on that arc and we bend it in the direction of justice..."

My favorite definition of feminism is this: "You're a feminist if you believe that (1) men are privileged relative to women, (2) that's not right, and (3) you're going to do something about it, even if it's only in your personal life." I have been fortunate to be able to devote myself to this goal in both my personal and professional lives. If each of us will do our part wherever and whenever we can, some day we may be able to talk about a post-feminist era—but not yet.

Researching Day 2010: Differentiating among types of intimate partner violence

On October 6, 2010 The Centre hosted its annual Research Day, co-sponsored by the London Coordinating Committee to End Woman Abuse. Our guest presenter, Dr. Michael Johnson broached the subject of differentiating among types of intimate partner violence.

The movement to end violence against women has defined domestic violence as a pattern of violent, coercive control in which the dominant partner uses violence in combination with variety of other tactics such as psychological or economic abuse to take virtually complete control over his partner. This behaviour is also sometimes referred to as “intimate terrorism.” Researchers and front-line professionals have noted that almost all coercive control or “intimate terrorism” is perpetrated by men, against women.

However, in the last few years, the media has reported on an acrimonious debate about the “gender symmetry” of domestic violence, with some academics and representatives of the self-named, “Fathers’ Rights” movement arguing that women are as likely to be violent as are men in intimate relationships. The gender symmetry position has sometimes been used as an attack on feminism in general, and on the violence against women movement in particular.

Each group has been able to provide research evidence for its position, leading to a highly charged emotional and polarized debate. Dr. Michael Johnson’s research helps us to make sense of this conflicting data and claims and counter claims. He explained that contradictory research findings regarding “gender symmetry” can be reconciled by recognizing that there is more than one kind of violence in intimate relationships and that the major sources of data on domestic violence tap these different kinds of violence. To help us understand this phenomenon he has developed a typology of domestic violence, with three primary categories; situational couple violence, intimate terrorism and violent resistance.

Situational couple violence is the most common form of intimate partner violence. It is the sort of violence that enters a relationship when a disagreement that turns

into an angry argument escalates into violence. The violence can be mild or severe, and although often this is an isolated incident in a relationship, some couples have a recurring pattern of such violence that is extremely dangerous. Although this type of violence is almost as likely to be perpetrated by women as by men, men do more serious damage and their violence is more likely to introduce fear into a relationship and to get the criminal justice system involved.

Intimate terrorism is the kind of intimate partner violence that involves a perpetrator who terrorizes and takes complete control of his partner through the use of violence in combination with other control tactics such as threats and intimidation, economic control, psychological abuse, isolation, and the assertion of male privilege. In heterosexual relationships, intimate terrorism almost always involves a man terrorizing a woman, although in rare cases men are terrorized by their women partners.

Violent resistance is the violence involved when a victim of intimate terrorism fights back. This is the violence of women trying to physically resist domination by abusive men. It is often transitory because of men’s usual ability to dominate a woman physically, and most women who resist violently soon turn to other means of coping with their abuse. In extreme cases, women have killed in self defense. Research has shown that the difference in women who kill a partner in self defense from those who do not, is the severity of the abuse they have suffered.

He shows us that there are two major sources of data about domestic violence. The first is public agencies such as the police, the courts, hospitals, and shelters. Those data are dominated by “intimate terrorism” and women who use violence to resist because fear leads victims to turn to such agencies for help, their injuries require attention from the health system, or concerned friends and neighbours for call the police to intervene. Thus, researchers who work with such agency data see violence that is primarily male in perpetration.

The second major source of data is random sample surveys that deal with a broad

sample of the general public audience. The non-response rate is a source of bias as many intimate terrorists and their victims refuse to participate. Abusers want to protect themselves from outsiders, and victims fear telling their story will put them at further risk. Because the number of “intimate terrorists” is relatively small in the general population, even if they were responding, this type of violence would be appear to occur much less frequently than in a found population in need of community intervention.

Johnson is quick to note that all three types of violence can be dangerous, even life-threatening, and some sort of intervention is called for in each type of intimate partner violence. Yet this typology does call upon us to question the “one size fits all” policies that currently dominate our work. This analysis yields important implications for our policies and practices.

Some of the research and policy questions that our community was left to ponder are:

Do victims of different types of IPV need different kinds of support and advice?

Should law enforcement and the criminal courts deal differently with different types of domestic violence perpetrators?

Should Partner Assault Response programs be differentiating among types of violence?

Do different types of domestic violence call for different interventions from child protection services?

Is couples counselling appropriate for some couples experiencing violence?

Should the family courts differentiate among types of intimate partner violence when addressing child custody issues?

Cut it out

Salons Against Domestic Abuse

Neighbours, Friends and Families (NFF) is a public education campaign designed to raise awareness of the signs of woman abuse/domestic violence so that those close to an at-risk woman or an abusive man can help. It is a public education campaign that is part of the Ontario Government's Domestic Violence Action Plan.

Cut it Out is a project of the NFF campaign. Cut it Out builds awareness of woman abuse/domestic violence and trains salon professionals to recognize warning signs and safely refer clients to local resources.

This guide was developed by a salon professional in collaboration with the NFF Provincial Team. It has been adapted with the permission of Cut it Out – Salons Against Domestic Violence.

Key Messages

- Neighbours, Friends and Families have a crucial role to play in preventing woman abuse.
- You can learn about the warning signs of woman abuse and how to help.
- NFF brochures, safety cards and web resources are tools that can help prevent woman abuse.



For more information contact Alfredo Marroquin, Provincial Coordinator, Neighbours Friends and Families Campaign. alfredo@neighboursfriendsandfamilies.ca

Staff Announcement

Someone is leaving

It is difficult to say good-bye to a valued staff member who has made a great contribution to the Centre's success over the last number of years. Sadly for us, Maria Callaghan, our Centre Manager of seven years has moved to St. Catharine's Ontario with her husband Sean and her two children Jacob and Margo. We wish her well in her future endeavors and know that she will be a welcome addition to any organization. Maria will officially resign effective December 31, 2010 but has promised to stay in touch and will continue to work with the Centre on special projects.

A warm welcome to:

MS. ANNA-LEE STRAATMAN

The Centre is pleased to announce that Ms. Anna-Lee Straatman has accepted the position of Centre Manager effective November 22, 2010. Anna-Lee has a B.A. and a Master of Library Information Science from the University of Western Ontario. Anna-Lee comes to us with a wealth of experience in the violence against women sector not only in the front line service area but also has developed and written articles and training materials. She has been a project coordinator for Victim Services in Oxford, Sarnia-Lambton and Middlesex County and was involved in the interviewing of the women connected to the Sylvestre case in Chatham, Sarnia, Windsor and London area. Anna-Lee and her husband John own a pig farm in the Watford area and are parents of Nick and Lianna Pittman and Brandon and Trevor Straatman.

MS. DALMA MERINO

The Centre also welcomes Ms. Dalma Merino as Administrative Assistant to support the work of the Centre. Dalma has a Diploma from Fanshawe College and a B.A. from the University of Western Ontario. She has worked in many areas of the University and is an enthusiastic and active volunteer in our London community offering her time and skills as a Probation counselor and a support worker at the Salvation Army Centre of Hope.

The Book Shelf

RESEARCH AND POLICY PERSPECTIVES

Holly Johnson and Myrna Dawson

Series: Themes in Canadian Sociology

Examining a wide range of theoretical perspectives, empirical research, and policy responses, *Violence Against Women in Canada* emphasizes connections among different forms of violence - connections that have too often been ignored or downplayed. Taking a gendered sociological approach, the text reveals how violence against women stems from unequal access to power and resources. While gender is the central focus, the authors also show how intersections of race, ethnicity, class, and sexuality serve to deepen inequalities for particular groups. Comprehensive and concise, this new text explores the evolution of methods to measure violence, the impact of these methods on the social framing of violence issues, the impact on victims, and current policy responses and their effectiveness.

Readership:

Courses in sociology, women's studies, and criminology are targeted. Apart from upper-level courses in all three disciplines - said courses being identified as 'Women and Violence', 'Violence Against Women', and 'Violence and Society' - the book may also hold appeal as a supplementary text in broader (and larger enrolment) deviance courses where violence against women receives special attention.

Reviews:

"The first comprehensive review of research on violence against women to have been produced in Canada. It will be of interest to both researchers and students for its depth, scope, and readability."

— Diane Crocker, *Saint Mary's University*

"The strength of the [book] lies in its overview of research from such varied directions. Its organization of that research into areas of concern and the complete review of both domestic violence and sexual assault is critical in this climate where sexual assault is rarely given air time."

— Helen Eaton-Ramirez, *Wilfrid Laurier University*

Upcoming Events

Neighbours, Friends, and Families (NFF) Award Ceremony

The Centre for Research on Violence and Education against Women and Children joins the London Coordinating Committee to End Woman Abuse on Friday, February 18, 2011 to recognize local businesses, government organizations, and community agencies for their work in addressing woman abuse. Utilizing the Neighbours, Friends, and Families educational campaign, workplaces across our community are learning about woman abuse. Event organizers have chosen to hold the ceremony each year on the Friday before Family Day as a reminder that workplaces can play a role in ensuring that families are safe and secure. The NFF Award Ceremony also honours those workplaces that have participated in the Francophone campaign (campaign en francais), the aboriginal campaign (Kanawayhitowin).



Peter Jaffe, Barb MacQuarrie, Joy Lang, Maria Callaghan, Lina Rodriguez
(absent Helene Berman)

Muslim Resource Centre for Social Support & Integration

The Honourable Chris Bentley, Attorney General; the Honourable Deb Matthews, Minister of Health, and MPP Khalil Ramal gathered in the Community Room of the Faculty of Education of the Faculty of Education at Western on November 26 to make two important announcements about new funding for the Muslim Resource Centre for Social Support & Integration. The funding will help to prevent and respond to domestic violence by helping immigrant families deal with the effects of pre-migration trauma and it will enhance the cultural competence of main stream anti-violence agencies, so that Muslim women can receive appropriate support.

Dr. Mohammed Baobaid, the Executive Director of the Muslim Resource Centre for Social Support & Integration has provided the leadership and the vision for the development of his Centre and these new initiatives. Dr. Baobaid has close ties to CREVAWC and the Faculty of Education at Western. He is a Research Associate of the Centre for Research & Education on Violence against Women & Children and he holds an adjunct appointment in the Faculty.

The Muslim Resource Centre for Social Support & Integration was founded through a partnership grant with the Centre for Research & Education on Violence against Women & Children in 2009. CREVAWC staff have worked collaboratively with Dr. Baobaid on a number of projects. The partnership continues to provide a rich learning experience for both our University and the Muslim Community.