VICTIM-CENTERED SUPERVISION IN SEX OFFENDER MANAGEMENT: KEY PRINCIPLES, CURRENT TRENDS, AND EXISTING NEEDS

WELCOME

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“SPECIALIZED TRAINING & TECHNICAL ASSISTANCE TO ENHANCE PROBATION RESPONSE TO SEXUAL ASSAULT”

**PROJECT GOAL AND DELIVERABLES**

**Goal:**
To promote well-informed, victim-sensitive probation responses to cases involving sexual assault by providing specialized assistance and support to probation agencies and officers responsible for supervising sex offenders.

**Deliverables:**
- Conduct a needs assessment
- Create tools and resources: e-curriculum, resource package/toolkit
- Provide training and technical assistance to probation agencies and officers: on-site training, on- and off-site technical assistance, webinars
TODAY’S PRESENTERS

Mr. Carl Wicklund
Executive Director, American Probation and Parole Association

Ms. Karen Baker
Director, National Sexual Violence Resource Center

Dr. Kurt Bumby
Director, Center for Sex Offender Management

Ms. Kimberly Maciel
Sex Offender Unit Victim Advocate, Rhode Island Department of Corrections/Day One

SCOPE OF THE ISSUE

- Average of 237,868 rape and sexual assault victims (age 12 or older) each year
  - Recognize under-reporting
- In 2013, roughly 4,751,400 adults were under community supervision
- Approximately 125,000 (approximately 3%) of probation/parolees are sex offenders
- 819,218 sex offenders currently registered in the US
SYSTEM RESPONSES TO A COMPLEX ISSUE

- Create safe, healthy communities
  - Reduce risk for reoffending among known offenders
  - Use our expertise to prevent first-time offenses
- Create expectations of respect and safety
- Respond to needs and interests of survivors/victims through advocacy, supports, and services
- Hold perpetrators accountable
- Facilitate successful outcomes among probationers, parolees
  - Their success = no additional victims

COMPLEX PROBLEM, MULTIPLE GOALS
STRATEGIES USED TO MANAGE, REDUCE RISK

- Incarceration
- Probation, parole supervision
- Specialized conditions
- Sex offense-specific treatment
- GPS, electronic monitoring
- Residence restrictions
- Civil commitment
- Registration

LESSONS LEARNED ABOUT EARLIER SEX OFFENDER MANAGEMENT EFFORTS

- Limited coordination across agencies, disciplines
- Offender-focused, lacked victim-centeredness
- Lacked an integrated framework
The Comprehensive Approach

Fundamental Principles
- Victim-centered
- Evidence-based
- Carried out by those with specialized knowledge
- Engaging of the public
- Collaborative

Investigation, Prosecution, and Disposition
Registration and Notification
Reentry
Assessment
Supervision
Treatment

CSOM, 2004

VICTIM-CENTEREDNESS
- Placing high priority on victims’ needs, interests
- Policy and practice implications system-wide
- Critical for probation/parole agencies, officers
Reducing and managing risk of individuals convicted of sex offenses

Helping support victims’ rights, safety, and interests at multiple points
  ▪ Assessing victim impact
  ▪ Victim notification
  ▪ Collecting restitution
  ▪ Referrals to services
  ▪ Specialized supervision conditions
  ▪ Victim protection, safety in supervision plans
  ▪ Increase awareness about supervision strategies

SUPERVISION OFFICERS HAVE PIVOTAL ROLES IN ENSURING VICTIM-CENTEREDNESS

5 KEY PRINCIPLES

1. A victim-centered supervision approach requires recognition of common goals.
2. Supervision officers should have a basic understanding of survivor-related issues.
3. The supervision process provides multiple opportunities to be victim-centered.
4. Collaboration between supervision officers and victim advocates is important.
5. A commitment to taking action is essential to advancing a victim-centered supervision approach.
National sample

- Victim advocates (N=323)
- Probation/parole representatives (N=166)
  - Specialized caseloads (58%)
  - Mixed caseloads (42%)

EXPLORING PRINCIPLES IN PRACTICE: Needs Assessment Phase

POLLING QUESTION:
Do you believe that victim advocates and supervision officers have shared goals?
PRINCIPLE #1
A VICTIM-CENTERED SUPERVISION APPROACH REQUIRES RECOGNITION OF COMMON GOALS

EXAMPLES OF POTENTIALLY SHARED GOALS

- Promoting community safety
- Reducing, preventing sexual violence
- Supporting, respecting victims’ rights, needs, interests
- Promoting informed public policy
- Dispelling myths, educating the public and others
- Changing norms that support abusive behaviors
- Maximizing resources
BELIEFS ABOUT EXTENT TO WHICH VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PROFESSIONALS COULD SHARE VARIOUS GOALS

- Increasing community safety
- Reducing recidivism among known perpetrators
- Ensuring that the rights, needs, interests of survivors are addressed
- Increasing understanding/appreciation of one another's missions, roles, and responsibilities
- Preventing sexual violence from occurring in the first place
- Educating the public about sexual violence and its prevention
- Promoting well-informed sex offender management laws and policies

BELIEFS ABOUT EXTENT TO WHICH VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PROFESSIONALS CURRENTLY SHARE VARIOUS GOALS

- Increasing community safety
- Reducing recidivism among known perpetrators
- Ensuring that the rights, needs, interests of survivors are addressed
- Increasing understanding/appreciation of one another's missions, roles, and responsibilities
- Preventing sexual violence from occurring in the first place
- Educating the public about sexual violence and its prevention
- Promoting well-informed sex offender management laws and policies
SUPervision officers’ ratings of what the criminal justice system’s priorities should be in sex offense cases

PRINCIPLE #2
SUPERVISION OFFICERS SHOULD HAVE A BASIC UNDERSTANDING OF SURVIVOR-RELATED ISSUES
FUNDAMENTAL KNOWLEDGE, AWARENESS NEEDED ACROSS DISCIPLINES

- Need information about
  - Populations/clients respectively served
  - Missions, mandates, goals
  - Strategies, services used in the respective agencies, organizations
  - Respective roles and responsibilities

CONFIDENCE IN SUPERVISION OFFICERS’ UNDERSTANDING OF KEY SURVIVOR-RELATED ISSUES

<table>
<thead>
<tr>
<th>Issue</th>
<th>Supervision Officers’ Confidence</th>
<th>Victim Advocates’ Confidence</th>
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<tbody>
<tr>
<td>The impact of sexual violence on survivors/families</td>
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<td>The needs/interests of survivors of sexual violence</td>
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<tr>
<td>“What works” to support survivors in healing, recovering</td>
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<tr>
<td>Current resources in your community for survivors of sexual violence</td>
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Percentage indicating moderate to great deal of confidence
Understanding perpetrators of sex offenses

Research on what works to reduce sex offender recidivism

What treatment for perpetrators entails

What probation/parole supervision for perpetrators entails

Sex offender registration and notification laws, processes

Current sex offender management strategies, practices in your community

Percentage indicating moderate to great deal of confidence

Supervision officers' confidence in advocates' understanding

Victim advocates' confidence in their own understanding

Confidence in victim advocates' understanding of sex offender management-related issues

Victim advocates should have a general understanding of the goals, objectives, and strategies for supervising sex offenders

Supervision officers

Victim Advocates
POTENTIAL WAYS IN WHICH SUPERVISION OFFICERS CAN ENGAGE VICTIM ADVOCATES TO SUPPORT THEIR UNDERSTANDING OF SEX OFFENDER SUPERVISION

- Invite victim advocate to observe office or field contact
- Have a victim advocate serve as a guest speaker
- Talk with a victim advocate about supervision goals, strategies

What officers believe should be done
What officers have done

POTENTIAL WAYS IN WHICH VICTIM ADVOCATES CAN ENGAGE WITH SUPERVISION OFFICERS TO BETTER UNDERSTAND SEX OFFENDER SUPERVISION

- Observe a supervision office or field contact to gain a first-hand perspective
- Serve as a guest speaker on various victim-related issues
- Talk with supervision officer about supervision goals, strategies

What victim advocates believe should be done
What victim advocates have done
OBTAINING SURVIVORS' INPUT ABOUT SUPERVISION STRATEGIES OR CONDITIONS FOR SEX OFFENDERS: SUPERVISION OFFICERS' PERSPECTIVES

HOW OFTEN SUPERVISION OFFICERS REACH OUT TO VICTIM ADVOCATES TO GAIN INPUT ABOUT SUPERVISION STRATEGIES OR CONDITIONS FOR SEX OFFENDERS
EXAMPLES OF WAYS TO INCREASE MUTUAL UNDERSTANDINGS OF ONE ANOTHER’S AREA OF WORK

- Identify who the advocates/officers are – and reach out
- Call one another to ask questions or opinions about issues
- Advocate for inclusion of counterpart in multi-disciplinary meetings
- Invite one another to attend workshops, trainings in their respective lines of work
- Develop and/or participate in cross trainings
- Create opportunities to interact

PRINCIPLE #3
THE SUPERVISION PROCESS PROVIDES MULTIPLE OPPORTUNITIES TO BE VICTIM-CENTERED
OPPORTUNITIES FOR SUPERVISION OFFICERS TO ENSURE VICTIM-CENTEREDNESS

- Conducting pre-sentence investigations, victim impact statements
- Developing – and modifying – supervision case plans and conditions
- Responding to violations of conditions
- Victim notification
- Restitution

ISSUES ABOUT WHICH SUPERVISION OFFICERS AND VICTIM ADVOCATES SHOULD COMMUNICATE
PERCENTAGE OF SUPERVISION OFFICERS WHO REPORT THAT THEY DO COMMUNICATE WITH VICTIM ADVOCATES REGARDING VARIOUS CASE MANAGEMENT ISSUES

PERCENTAGE OF VICTIM ADVOCATES WHO REPORT THAT THEY DO COMMUNICATE WITH SUPERVISION OFFICERS REGARDING VARIOUS CASE MANAGEMENT ISSUES
Understand ways in which victim advocates can inform, contribute to sex offender management efforts

- Victim advocates' confidence in their own understanding: 47%
- Supervision officers' confidence in their own understanding: 65%

Polling question:
To what extent does collaboration occur between victim advocates and sex offender management professionals in your jurisdiction?

- Always/Often
- Sometimes
- Rarely/Never
PRINCIPLE #4
COLLABORATION BETWEEN SUPERVISION OFFICERS AND VICTIM ADVOCATES IS IMPORTANT

BELIEF IN EFFECTIVENESS OF MULTIDISCIPLINARY COLLABORATIVE APPROACHES

- Victim advocates: 87%
- Supervision officers: 92%
CURRENT EXTENT OF COLLABORATION

PERCEIVED EXTENT OF COLLABORATION BETWEEN VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PRACTITIONERS
HOW OFTEN COMMUNICATION OCCURS BETWEEN VICTIM ADVOCATES AND OFFICERS WHO SUPERVISE SEX OFFENDERS: SUPERVISION OFFICERS’ BELIEFS

Nearly half reported rarely or never communicating with advocates about offenders on their caseloads.

- Never, do not know who they are: 16%
- Never, do not see the need: 0%
- Rarely: 33%
- Variably, "as needed": 39%
- Often: 12%

HOW OFTEN COMMUNICATION OCCURS BETWEEN VICTIM ADVOCATES AND OFFICERS WHO SUPERVISE SEX OFFENDERS: VICTIM ADVOCATES’ BELIEFS

Nearly half reported rarely or never communicating with officers about offenders on their caseloads.

- Never, do not know who they are: 18%
- Never, do not see the need: 3%
- Rarely: 27%
- Variably, "as needed": 42%
- Often: 10%
WHO INITIATES CONTACT BETWEEN SEX OFFENDER SUPERVISION OFFICERS AND VICTIM ADVOCATES?

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Supervision Officers' Perceptions</th>
<th>Victim Advocates' Perceptions</th>
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<tbody>
<tr>
<td>Officer reaches out</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Advocate reaches out</td>
<td>30%</td>
<td>40%</td>
</tr>
<tr>
<td>Both equally likely to reach out</td>
<td>40%</td>
<td>30%</td>
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WHEN SUPERVISION OFFICERS COMMUNICATE WITH VICTIM ADVOCATES, TO WHAT EXTENT DO YOU BELIEVE SURVIVORS’ PERSPECTIVES ARE HEARD?

<table>
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<th>Communication Level</th>
<th>Supervision Officers' Perceptions</th>
<th>Victim Advocates' Perceptions</th>
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<tbody>
<tr>
<td>Always/often</td>
<td>40%</td>
<td>30%</td>
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<tr>
<td>Sometimes</td>
<td>30%</td>
<td>40%</td>
</tr>
<tr>
<td>Rarely/never</td>
<td>10%</td>
<td>20%</td>
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</table>
TO WHAT EXTENT DO YOU BELIEVE THAT SEX OFFENDER SUPERVISION APPROACHES CLEARLY DEMONSTRATE RESPONSIVENESS TO SURVIVORS’ RIGHTS, NEEDS, AND INTERESTS?

VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PROFESSIONALS SHOULD COLLABORATE MORE TO ENHANCE VICTIM-CENTERED RESPONSES TO CASES INVOLVING SEXUAL VIOLENCE
FACTORS INFLUENCING COLLABORATION

What is commonly cited?

FACTORS INFLUENCING COLLABORATION

BARRIERS MOST COMMONLY CITED BY SUPERVISION OFFICERS AND VICTIM ADVOCATES

- Lack of understanding of roles, responsibilities
- Limited opportunities to interact
- Demanding workloads
- Lack of cross-training opportunities
- Limited/no exposure to promising models
- Lack of written resources, guidance
- No written policies, MOUs
OTHER BARRIERS

- Lack of a common vision
- Professional mistrust
- Perceived competing interests
- Language/terminology barriers
- Competition for scarce resources

COLLABORATION-SUPPORTIVE FACTORS

- We have a shared vision
- We respect one another’s unique perspectives
- Clear understandings of our respective roles and responsibilities
- Identified ways in which their roles can be complementary
- Cross-training activities
- Meeting routinely
- Mutual trust
- Long history of collaboration
- We strive to address conflict, disagreement when it arises
PRINCIPLE #5
A COMMITMENT TO TAKING ACTION IS ESSENTIAL TO ADVANCING A VICTIM-CENTERED SUPERVISION APPROACH

SUPERVISION OFFICERS’ PERSPECTIVES: EXTENT TO WHICH SUPERVISION AGENCIES/OFFICERS CAN IMPROVE SEX OFFENDER SUPERVISION PRACTICES TO BE MORE VICTIM-CENTERED

- A great deal: 49%
- A moderate amount: 38%
- A limited amount: 13%
- None: 0%
VICTIM ADVOCATES’ PERSPECTIVES: EXTENT TO WHICH SUPERVISION AGENCIES/OFFICERS CAN IMPROVE SEX OFFENDER SUPERVISION PRACTICES TO BE MORE VICTIM-CENTERED

- A great deal 52%
- A moderate amount 34%
- A limited amount 11%
- None 3%

TAKING ACTION

- Identify who the victim advocates (or supervision officers) are in your community
- Reach out, make a connection
- Make an appointment to visit one another’s offices, agencies
- Attend one another’s staff meetings to provide an overview of respective roles, duties
- Co-sponsor, develop, and/or participate in cross-training events, workshops
- Develop system map outlining points, processes with implications for victim-centeredness
- Identify promising practices in other jurisdictions
- Develop joint grant, funding proposals to address shared goals
- Participate in MDTs
IMPAKT OF ENGAGING VICTIM ADVOCATES IN MULTIDISCIPLINARY TEAM MEETINGS TO PROMOTE VICTIM-CENTEREDNESS

Team members take active steps to incorporate victim’s safety needs and interests into case management decisions

- Victim advocates’ agreement: 77%
- Supervision officers’ agreement: 86%

The perspectives about victims/survivors are heard

- Victim advocates’ agreement: 79%
- Supervision officers’ agreement: 62%

EXAMPLES FROM THE FIELD
**EXAMPLE OF PROMISING PRACTICES IN A LOCAL JURISDICTION**

- Victim advocate (employee of state sexual assault coalition) is member of supervision team
- Advocate participates in supervision team meetings
- Treatment provider, probation staff, and victim advocate meet formally every week to make decisions/review cases
  - Decisions about changes in supervision
  - Client travel
  - Violations, revocations

**EXAMPLE OF PROMISING PRACTICES IN A LOCAL JURISDICTION: VICTIM ADVOCATES’ ROLE**

- Supports supervision activities by accompanying probation officers on home and field visits
- Attends case review meetings
- Assists with victim empathy treatment group comp
- Initiates contact with victim and/or victim’s family, maintains contact as long as necessary
- Provides information, concerns to probation officers and treatment staff throughout supervision process
- Provides referrals for counseling, other services
- Obtains background information from all probation files on each individual supervised by the unit
- Gathers information from victims, significant others, and/or family members about an offender’s behavior as part of supervision
### EXAMPLE OF PROMISING PRACTICES IN A LOCAL JURISDICTION

- Has a Center for Prevention & Treatment of Sexual Abuse that is co-directed by Child Welfare (Family Services/Department for Children & Families) and the Department of Corrections
- This Center addresses both child and adult victims and offenders, provides prevention and treatment information and community education, and assists in the development of MOUs, policy and practice guidance
- This state also holds a yearly Sexual Violence Summit attended by sex offender management, victims advocates, court and law professionals

### EXAMPLES OF COLLABORATION BETWEEN VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PROFESSIONALS: NEEDS ASSESSMENT RESPONDENTS

- Participate in offender notification meetings
- Participate in sex offender review committees
- Host training conducted by a treatment provider for community for education purposes
- Participate in restorative justice programs
- Serve as a member of a SART team
- Participate in COSA models
- Provide public education
### SUPPORTING VICTIM-CENTERED SEX OFFENDER MANAGEMENT EFFORTS: EXAMPLES FROM VICTIM ADVOCATES

- Help educate about safety measures that should be in place for survivors
- Provide support around reunification issues
- Ensure victim restitution
- Provide education concerning laws
- Convene trainings on victim clarification
- Provide joint interviews/media broadcasts about understanding abuse, abusers, survivors, and prevention
- Support families in writing victim impact statements

### VICTIM-CENTERED SUPERVISION PRACTICES: EXAMPLES FROM PROBATION/PAROLE OFFICERS

- Send initial letter to victims and advocates to advise them of who the supervising probation officer is and what resources are available to victims
- Communicate with victims throughout course of supervision to keep them informed about changes in supervision or other key issues specific to the victims’ needs
- Help to ensure that safety plans are tailored to the unique needs of victims and their families
Victim advocates provide input into development of specialized supervision conditions

Victim advocates explain, clarify roles and responsibilities of supervision officers (including limitations) to victims

Victim advocates participate in cross training for advocates and officers on victim-related and offender issues

WE WANT TO LEARN FROM YOU! PLEASE SHARE EXAMPLES FROM YOUR JURISDICTIONS.
SUMMARY

- A victim-centered approach to supervising sex offenders requires recognition of common goals.
- Supervision officers should have a basic understanding of survivor-related issues.
- The supervision process provides multiple opportunities to be victim-centered.
- Collaboration between supervision officers and victim advocates is important.
- A commitment to taking action is essential.
General consensus among victim advocates and sex offender supervision officers about
- The value and importance of victim-centeredness
- The range of goals that can be shared
- The need to improve communication, collaboration
- The need for TTA to support their efforts

PERCEIVED BENEFIT OF TTA FOR SUPERVISION OFFICERS ABOUT KEY SURVIVOR-RELATED ISSUES

- The impact of sexual violence on survivors/families
  - Supervision officers' beliefs about their own benefit: 98%
  - Victim advocates' perceptions about benefit for supervision professionals: 96%

- The needs/interests of survivors of sexual violence
  - Supervision officers' beliefs about their own benefit: 95%
  - Victim advocates' perceptions about benefit for supervision professionals: 92%

- "What works" to support survivors in healing, recovering
  - Supervision officers' beliefs about their own benefit: 95%
  - Victim advocates' perceptions about benefit for supervision professionals: 92%

- Current resources in your community for survivors of sexual violence
  - Supervision officers' beliefs about their own benefit: 82%
  - Victim advocates' perceptions about benefit for supervision professionals: 92%

Percentage indicating belief in moderate to great benefit
PERCEIVED BENEFIT OF TTA FOR VICTIM ADVOCATES ABOUT SEX OFFENDER MANAGEMENT-RELATED ISSUES

- Current sex offender management strategies, practices in your community
- Sex offender registration and notification laws, processes
- What probation/parole supervision for perpetrators entails
- What treatment for perpetrators entails
- Research on what works to reduce sex offender recidivism
- Understanding perpetrators of sex offenses

Percentage indicating belief in moderate to great benefit

Victim advocates’ beliefs about their own benefit
Supervision officers’ beliefs about benefit for victim advocates

POTENTIAL BENEFIT FROM TTA TO UNDERSTAND WAYS IN WHICH VICTIM ADVOCATES CAN INFORM OR CONTRIBUTE TO SEX OFFENDER MANAGEMENT EFFORTS

- Supervision officers’ beliefs about themselves
- Supervision officers’ beliefs about fellow officers
- Victim advocates’ beliefs about themselves

Percentage indicating belief in moderate to great benefit

Supervision officers’ beliefs about themselves: 91%
Supervision officers’ beliefs about fellow officers: 90%
Victim advocates’ beliefs about themselves: 87%
ADDITIONAL TTA IS NEEDED TO PROMOTE COLLABORATION BETWEEN VICTIM ADVOCATES AND SEX OFFENDER MANAGEMENT PROFESSIONALS

Victim advocates’ perspectives
- Strongly agree: 64%
- Agree: 34%
- Disagree/Strongly disagree: 2%

Supervision officers’ perceptions
- Agree: 44%
- Strongly agree: 55%
- Disagree/Strongly disagree: 1%

GREAT NEWS - TTA IS AVAILABLE!
NEXT STEPS, TTA

- Create tools and resources
  - E-curriculum
  - Resource package/toolkit
- Provide training and technical assistance to probation agencies and officers
  - Additional webinars
  - On-site training
  - On- and off-site technical assistance

EXAMPLES OF ON-SITE ASSISTANCE THAT CAN BE PROVIDED BY THIS PROJECT

- Training for local probation departments on elements, benefits of victim-centered supervision approaches
- Facilitating planning sessions with local advocates and probation stakeholders
- Reviewing policies, procedures to identify potential areas for enhancing victim-centeredness
- Offering "how to" assistance with revising policies, procedures, supervision strategies as needed
HOW TO APPLY FOR TTA

- Submit a brief (less than one page) description of:
  - Reasons for requested assistance
  - Type of assistance in which you are interested
  - Support demonstrated by requesting agency's administration
  - Desired time frame for delivery of assistance
  - Proposed stakeholders that will receive assistance
- Submit requests to Ms. Leilah Gilligan at lgilligan@cepp.com

QUESTIONS, COMMENTS?

Please the use chat box in the bottom left of the screen to type in questions or comments.
TO APPLY FOR TTA OR, FOR QUESTIONS OR SUGGESTIONS REGARDING THIS PROJECT

Leilah Gilligan, Project Manager
lgilligan@cepp.com
301-589-9383

Thank you for attending this webinar!