

HOW THE HELL AM I STILL DOING THIS:  
How to Keep and Spread Your Passion



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Two truths and a Lie  
I am an Emmy Nominated Writer



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I have only lost 3 Jury Trials



**THE JUSTICE SYSTEM**

All that stands between you and prison...  
12 people who weren't smart enough to get out of jury duty.

VERY DEMOTIVATIONAL .com

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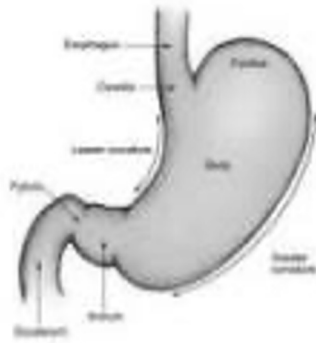
### I Don't Have a Stomach

#### ANATOMY

##### PARTS OF THE STOMACH

It is usually J shaped and located in the left upper quadrant and upper part, and its distal part connected to the level of the umbilicus.

The stomach is divided into:  
Fundus  
Body  
Antrum  
Pylorus.



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### DV in a nutshell

**FOUR THINGS I CAN'T TOLERATE**

**LIES, BULLSHIT, INCONSISTENCY AND DISRESPECT**

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### Funny, isn't it???????



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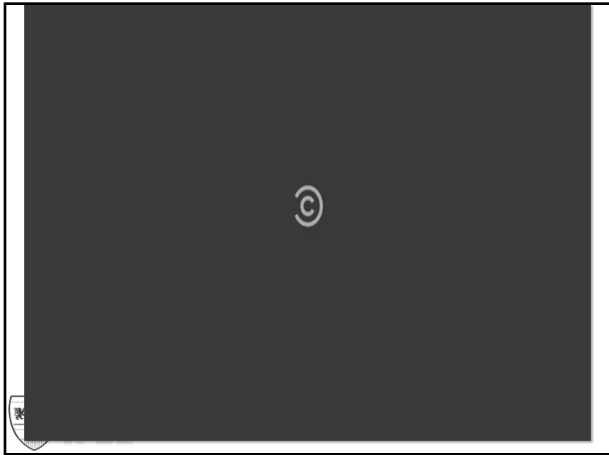
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**ROADMAP**

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- Challenging the myths surrounding domestic violence that inhibit change.
- Exploring positive “hooks” to facilitate change.
- Communicating the necessity for change and finding key partners or “buy in” from the top.
- Learning ways to combat burnout and strengthen your resiliency



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Being part of the system combatting  
DV

sh SELECT DIFFICULTY

EASY

MEDIUM

HARD

2020

MJ Updates 9

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**BECAUSE.....**



- The dynamics of a DV relationship are complicated.
- Vulnerable / Imperfect victim.
- People, even victims, believe domestic violence myths.
- Everyone knows Good (insert a vocation) don't beat their spouses.
- No serious injury means it didn't happen or its not a big deal.
- It is easier to believe that the victim is the trilogy (drunk, whore, bad mother) than to accept someone is a batterer.



©NCPVAW at APRI (2005)

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**DOMESTIC VIOLENCE MYTHS THAT WE MUST OVERCOME**

1. Victims of domestic violence behave in certain ways.
2. Victims lie about domestic violence.
3. No injury means no domestic violence.
4. Good soldiers don't assault their significant others.
5. Substance abuse causes domestic violence.
6. Perpetrators of domestic violence just have anger management issues.




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**OFFENDER FOCUSED INVESTIGATION AND PROSECUTION**

- It's NOT:
  - What did the VICTIM do?
- It IS:
  - What did the ACCUSED do?
- Then It IS:
  - What did the victim do in response to the Accused's actions?

**\*\*Because we know from Dr V that the Accused's actions always impact the victims response.**




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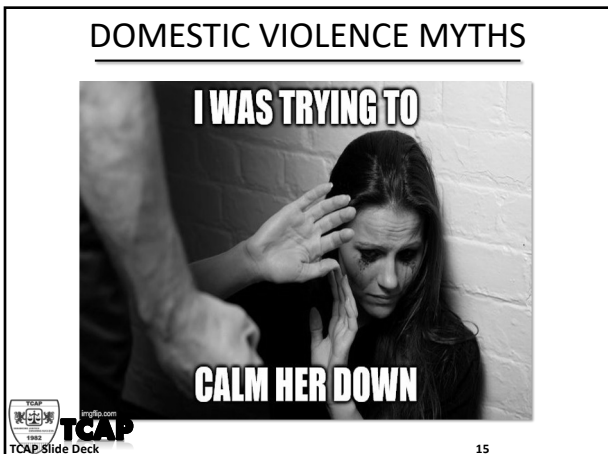
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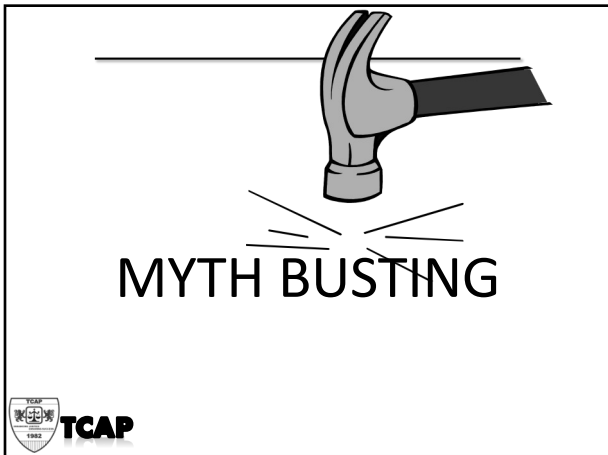
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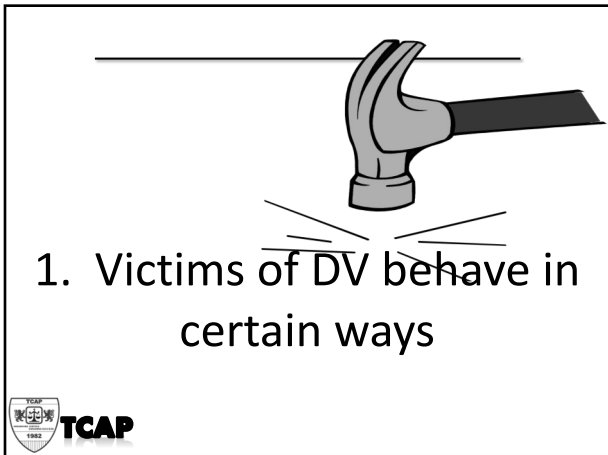
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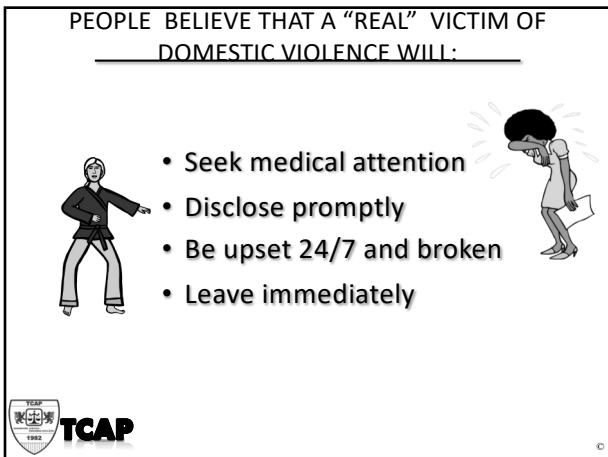
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### Counter points

- If when you went home tonight your spouse/SO hit you in the face would you immediately pack your bags and leave?
- Anyone had a job that they did not like but stayed anyway? Why?
- What are the consequences of reporting? To the victim, offender, family?
- Understanding the context of the victim and her choices,
  - Fear
  - Financially dependent
  - Impact on family
  - LOVE



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- Dvers are smart. Where do they leave marks IF they do at all?
- DV victims are accomplished liars and actors – BUT ALL IN THE NAME OF PROTECTING THEIR ABUSER.
- If the first person you told about something happening to you didn't believe you or effectively blamed you would you be eager to tell others?



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### REBUTTAL

There is no behavior (drinking, adultery, staying in the relationship) that becomes an "ASSAULTABLE OFFENSE"



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2. Victims lie about domestic violence



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How much happier would life be if a liar's pants really did catch on fire!



www.awackydo.com



MJ Updates

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The FBI reported an 8% "unfounded" DV allegation rate from 1995-1997. This statistic has NOT changed and applies equally to ALL OTHER CRIMES.

Uniform Crime Reports, FBI 1995-1997;  
(<http://www.fbi.gov/ucr/ucr.htm>)



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### Rebuttal: MOTIVE TO LIE

- Compare lack of (seriousness of) motive to lie with process of testifying, police interviews, losing friends, putting kids in middle etc.
- Is the motive to lie still in play?
- How did this get reported?
- Divorce/Custody: Every state has a form of no fault divorce. Who filed for full custody? Was the abuse alleged in either pleading?
- Point out that the victim would have to be a stone cold sociopath to falsely accuse and then maintain the lie throughout the CJ process.



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- If these victims are lying about the abuse then they are really bad at it.
  - No medical documentation or lied to medical provider.
  - Recantations are ridiculously common
  - Don't tell anyone for days, months , years
  - Stay with the abuser
- Retaliation/Revenge
  - Wouldn't it be easier to key his car/put sugar in his gas tank/tell everyone he has a micro penis than subject themselves to the lovely experience of being a DV victim in the very victim friendly CJ system.



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3. No ~~injury~~ means no assault  
(especially strangulation)



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### Statistics and experts



MI Updates

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- 1 in 4 women and 1 in 7 men have been victims of severe physical violence (e.g. beating, burning, strangling) by an intimate partner in their lifetime.
- Only 34% of people who are injured by intimate partners receive medical care for their injuries.<sup>2</sup>
- For strangulation the research puts **VISIBLE** injury anywhere from 35 to 85%



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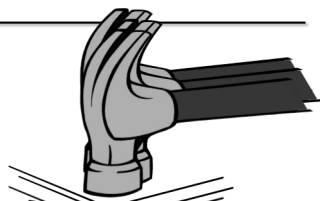
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4. Good (insert vocation) don't assault their significant others



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### Questions to combat the myth Good XXXX don't assault their SOs

- o Would you agree that you cannot tell by looking at someone whether they are capable of domestic violence?
- o Would you agree that a person can (be good at their job, be respected by the community, hold a position of power, seem to be a good parent ) and still be guilty of domestic violence?
- o Is it possible for a person who is well respected at work to have a different persona at home?
  - o Explore the idea of the third persona
- o Does you believe that being under the influence of alcohol is an excuse for domestic violence?
  - o Follow up with how many drinks would it take for you to punch your SO in the face if you became angry at them?




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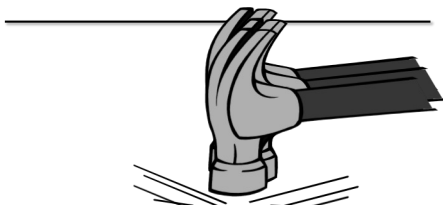
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### 5. Domestic violence offenders just have anger management issues




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- **MYTH:** Domestic violence is an impulse control or anger management problem.  
**FACT:** Abusers act deliberately and with forethought. Abusers choose whom to abuse. For example, an abuser will selectively batter their partner but not their boss. If it is anger management you will see abusive behavior outside the home. **WHY?** Because there are consequences to abusing your boss, stranger etc. Those people are very likely to report. But when you control the person you are battering the odds of being reported drop **SIGNIFICANTLY**.



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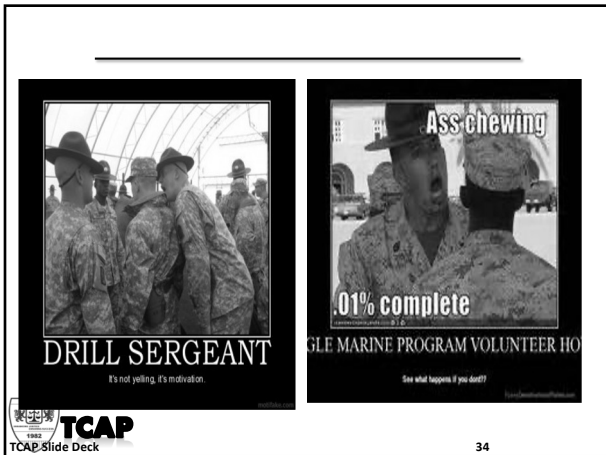
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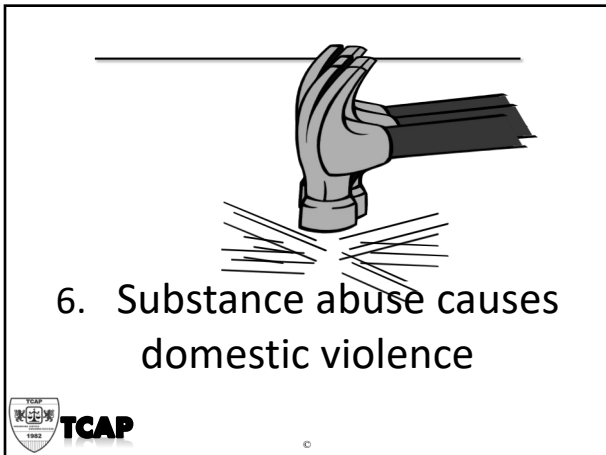
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How to answer the “it’s the alcohol, not him” excuse

- **MYTH:** Alcohol and drugs are the major causes of domestic abuse
- **FACT:** In reality, some abusers rely on substance use (and abuse) as an excuse for becoming violent. Alcohol allows the abuser to justify his abusive behavior as a result of the alcohol. While an abuser’s use of alcohol may have an effect on the severity of the abuse or the ease with which the abuser can justify his actions, an abuser does not become violent “because” drinking or drugs causes him/her to lose control of his/her temper.

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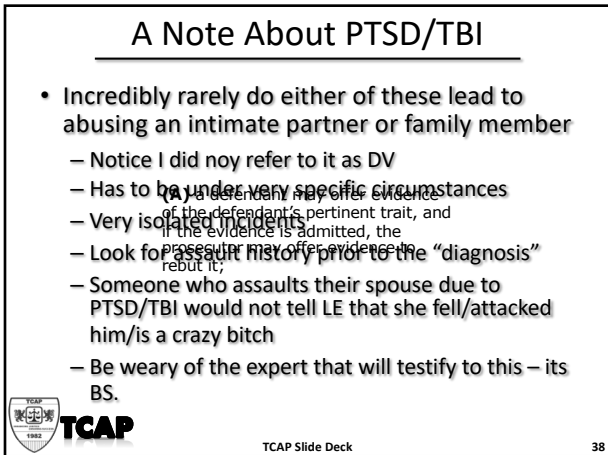
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Who do I have these conversations with?

- Not just anyone
- Messages from the top tend to resonate
- St Bridget is the patron St of patience
- Rational and Reasonable
- The one who understands that one mind changed IS a difference



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Now that they are listening...

- What is the barrier to change in your organization?
  - Attitude/Culture
  - Fear
  - Resources/\$\$
  - But we have always done it this way....



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ATTITUDE/CULTURE

- Probably one of the biggest barriers to overcome
- Start with one individual with influence
  - Management
  - “the popular kid”
- Find what matters to individual people or a group of people



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FEAR

- Identify the fear
  - Failure
  - Ridicule
  - Unfamiliarity
- Empower the players
- Promise they won't go it alone




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RESOURCES/\$\$\$

- Identify what is you want to happen
- Public/Private Partnerships
- Multi-disciplinary grants




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But We Have Always Done It This Way

- IT IS NOT WORKING
- The “old” way is aiding and abetting in the murder of women
- Be the HERO
- You literally have nothing to lose




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WHEN

- NOW
- Iv’e just been to this great conference boss.....
- October is DV Awareness month; April is Sexual Assault Awareness month
- Tie it to an important date to get some attention and support from the community




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HOW can I be the catalyst?

- Start with a conversation
- Small lunch with stakeholders
- Charity drives
- Award luncheon/dinner
- Legislation




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### Redefining “winning”

- The CJ system defines winning as an arrest and a conviction
  - Is an arrest with no further action from the system a win?
  - Is a conviction leaving the victim with no way to feed her children a win?



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### What a REAL win looks like

- Establishing some sort of trust between victims and the system by supporting them.
- Allowing the victim to make informed choices while keeping the door of communication open.
- Giving the victim an opportunity to tell her truth.
- Ensuring that the victim does feel believed and doesn't feel judged.
- Giving the victim tools to leave IF and WHEN she is ready.
- Keeping the victim alive.



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### Redefining winning can assist in dealing with your own vicarious trauma

- Vicarious trauma can be a major contributor to burnout.
- Part of burnout is seeing the same scenario play out notwithstanding your efforts.
- It begins with converting the non believers
- It continues with small steps to change just one thing in your organization.
- It ends with you taking care of yourself and allowing your resiliency to help you keep fighting good fight.



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### What Is Burnout?

- Burnout is a feeling of being exhausted or trapped in a job with no options to grow. it is also characterized by cynicism and feelings of ineffectiveness. Burnout is also increasingly correlated with depression.
- Burnout is also facilitated by shitty pay, horrible bosses, overwhelming caseloads or clients and a complete lack of appreciation from anyone.



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### Burnout Checklist

- Are you easily irritable?
- Do small things make you angry?
- Have you stopped caring?
  - About work?
  - About things you used to love?
- Do you sleep like crap?
- Are you always tired, even when you do sleep?
- Do you feel useless? (Like nothing you do or say matters).



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### \_\_\_\_\_

- Have you shut out your partner?
  - Children
  - Colleagues
  - Friends
- Do you have trouble concentrating?
- Does it take you longer to do tasks because you are procrastinating?
- Are you using alcohol and/or drugs as a coping mechanism?



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- A 2022 survey of 15,000 workers across 15 countries by McKinsey Health found that a quarter of employees experienced burnout symptoms. 76% of respondents in a Mental Health America and FlexJobs study agreed that workplace stress affects their mental health, and 75% experienced burnout. Jun 15, 2023



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### Bridge's Top 9

1. **Yell, scream, cry** (into a pillow if you must). Do not let the frustration and anger build. Let it out so it doesn't consume you.
2. **Order takeout.** This accomplishes a few goals
3. **Utilize your assets.** You have friends and family that care and can handle some of your burden. If not, there is zero shame in seeking professional help. Not everyone NEEDS a therapist but everyone should have one.



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- 
- **Mentor** someone who needs it. It could be as easy as a 5 minute pep talk or an attaboy for a job well done. It could also be a long- term relationship where you take someone under your wing and you give back what someone once gave you.
  - **Ask AND TAKE** the time off that you have earned and deserve. And really **TAKE IT**. Out of Office replies exist for this very reason. Unplug that computer and leave your Blackberry (OMG I just dated myself) at home.



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- 
- **Try something new** that involves fun and/or relaxation. Watch a funny movie (I highly recommend Office Space), actually go to that sports event you've been talking about for years, start a new book even if it takes you a month to finish. At the very least go back to something you **USED** to do that put a smile on your face. You don't need to it as often but make time to do it (instead of a weekly tennis game maybe every other week or monthly).



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- 
- **Treasure the wins.** One good arrest that leads to a conviction. Winning a court case against all odds. Having a victim that uses your advice to make her and her family safer. Counseling an offender that just might have a chance at rehabilitation. Last but **NOT** least, win or lose, treasure the thank you and the gratitude a victim conveys for simply standing up for her when no one else has.



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- Exercise your body and/or your mind.
  - Cross fit or yoga
  - Running or walking
  - Golf or driving range
  - Crossword Puzzles
  - Wordle
  - Jeopardy



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- Remember the good in your life. You HAVE a job. You HAVE a roof over your head. You HAVE food on the table. These are just the basics that so many people DO NOT have. But, you have more than that. You have people that love and admire you. Look back on the cards you have received, little notes that people have left or just a passing compliment. Sometimes it's the small things in life that can change the course of a day. Remember that you have them BUT also don't forget to give them. Giving feels pretty good as well.



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