



## *Focusing the Prism of Battering Intervention Programs*

### **24<sup>th</sup> Annual BISC-MI 2019 International Conference Dates: November 20-22, 2019**

Providing and understanding battering intervention requires a focus on a broad-ranging **kaleidoscope of information**. Essential community and individual considerations, including history, culture, geography, gender identity, education, job role, and many other unique factors, impact the prism from which intervention programs are designed and implemented. **This year's BISC-MI Conference focuses on looking inside group rooms of battering intervention programs (BIPs) to provide conference participants with opportunities to explore in-depth strategies, techniques, and tools.** Our internationally recognized faculty bring a wide spectrum of experiences and extensive backgrounds in both the direct service and administrative components of BIP programming. This conference is designed to specifically meet the needs of a wide-range of provider experience, from the most seasoned to brand new. Additionally, inclusion of survivor advocates, criminal and civil court personnel, and child welfare workers will strengthen strategies to engage those who have been abusive and deepen insights regarding the role battering intervention-programming serves in helping to address, and ideally, end domestic abuse.

**For the first time BISC-MI is very excited to offer a track to encourage the development of NEW BIP programs.** The implementation of this specialty track requires that at least 20 participants sign up. We encourage participants falling under this category to attend as a community team representing a survivor service organization, court, child welfare, law enforcement, potential BIP providers, or other community partners. Conference faculty will meet with these groups to explore issues of policy development, coordinated community response, participant engagement and program structure.

*We hope you'll join us in taking a look through the **KALEIDOSCOPE** to view and review how we make meaningful change happen inside battering intervention programs.*



# CONFERENCE AGENDA

## Day One: Wednesday, November 20, 2019

Time	Location	Titles, Descriptions, Faculty	New Staff	Time
8:15am-8:45am		<b>Registration Check In</b>		
8:15am-8:45am		<b>Continental Breakfast – Provided</b>		
8:45am-9:00am		<b>Welcome</b>		
9:00am-10:30am	Plenary 1	<b><u>The Heart of The Work: Group Process</u></b> <b>Chris Huffine</b> In describing battering intervention there is often emphasis on the philosophical orientation of the program as well as specific skills and tools that are being taught. What is often overlooked and undervalued is the actual structure of the group and the facilitation style used with the group in the room. This session will focus on the <i>Allies in Change</i> model of group facilitation, including the structure of group sessions, the emphasis on present day experiences, and the use of group process.		90 Min.
10:30am-10:45am		<b>Break</b>		
10:45am-12:15pm	Plenary 2	<b><u>Re-Imagining Services for Abusive Partners</u></b> <b>Lisa Nitsch &amp; Angelique Green-Manning</b> <i>House of Ruth Maryland</i> has transformed the way they offer intervention services for abusive partners. Their focus on cultural relevance and accessibility led to the development of a unique approach that includes wrap-around services for participants that aim to increase engagement and reduce lethality. With an emphasis on their process the presenters will share their vision of a holistic approach to engaging abusive partners.		90 Min.
12:15pm-1:15pm		<b>Lunch – Provided</b>		
1:15pm-2:45pm	Plenary 3	<b><u>Intersectionality and Healing Circles</u></b> <b>Rhea Almeda</b> Intersectionality offers possibilities to decolonize the political and institutional aspects of social location and standpoints of people in their lived experiences in multiple contexts. Identities simultaneously, come with privileges, advantages, disadvantages, and varying levels of power, some of which are mutable and others not. Healing circles are an interrupting force to dominant paradigms. Unlocking the shackles of gender, race, class and sexual orientation, as well as other markers of patriarchal wounding are at the core of patriarchal violence. Healing circles provide the primary context for healing through the	<b><u>So, You Want to Start a Battering Intervention Program?</u></b> This training session, part of the <b>STARTING A NEW BIP TRACK</b> (pending enough participants sign up) will be facilitated by BISC-MI Board member Jeffrie Cape, a conference faculty member, and a staff person from the Michigan Coalition to End Domestic and Sexual Violence.	90 Min.

		foundational pillars of critical consciousness, empowerment and accountability.		
2:45pm-3:00pm		<b>Break</b>		
3:00pm-4:30pm	Plenary 4	<p><b><u>Enhancing Accountability in Battering Intervention Programs Through Community Engagement</u></b>  <b><i>Ulester Douglas</i></b>  Male intimate partner violence against women is a macro problem grounded in patriarchal, sexist ideology, and thus requires systemic solutions. However, society is deeply invested in seeing the problem as one of individuals--a few bad guys who have lost their way--and that the problem can be solved with some good counseling. Battering intervention programs must be intentional in not unwittingly reinforcing this belief in its policies and practices. The goal of this session is to discuss how Atlanta-based <i>Men Stopping Violence</i> uses its BIP classes/groups to assert that male violence against women is a community problem, and to demonstrate how it engages communities to be a part of the solution.</p>	<p><b><u>History and Foundational Components of a Battering Intervention Program</u></b>  This training session, part of the <b>STARTING A NEW BIP TRACK</b> (pending enough participants sign up) will be facilitated by BISC-MI Board member Jeffrie Cape, a conference faculty member, and a staff person from the Michigan Coalition to End Domestic and Sexual Violence.</p>	90 Min.

## Day Two: Thursday, November 21, 2019

Time	Location	Titles, Descriptions, Faculty	New Staff	Time
7:30am-8:00am		<b>Registration Check In</b>		
7:30am-8:00am		<b>Continental Breakfast – Provided</b>		
8:00am-8:15am		<b>Welcome</b>		
8:15am-9:45am	Plenary 5	<p><b><u>Conceptual Clarity and Accountability</u></b>  <b><i>Jeffrie Cape</i></b>  Most programs have a philosophy that they identify as the underpinning of their program. However, often the program’s policies and implementation do not match up with the stated philosophy. <i>Conceptual clarity</i> is the process of assessing and incorporating policies and exercises that align with the stated philosophy. <i>Accountability</i> is a concept that is seen as key in most battering intervention programs. However, most of the accountability discussed is external (courts, families, programs holding individuals accountable). In this session a definition for internal accountability will be shared along with a framework for engaging in ongoing discussion</p>		90 Min.
9:45am-10:00am		<b>Break</b>		
10:00am -11:30am	Plenary 6	<p><b><u>Liberation Based Practices and De-Siloing the work with men who use violence.</u></b>  <b><i>Rhea Almeda</i></b>  Questioning the healing value of individual paradigms and methods of practice, ranging from diagnosis-based psychiatry to standard trauma treatment focusing on individual pathology, while dismembering individual, family, and larger system connections. Countering the silo-ing of men’s experiences through fatherhood programs, supervised visitation, relationship &amp; mental health programs <i>Liberation Based Healing Practices</i> centers all identity markers in healing circles and liberation praxis.</p>	<p><b><u>How should Battering Intervention Programs Work with Community Partners</u></b>  This training session, part of the <b>STARTING A NEW BIP TRACK</b> (pending enough participants sign up) will be facilitated by BISC-MI Board member Jeffrie Cape, a conference faculty member, and a staff person from the Michigan Coalition to End</p>	90 Min.

			Domestic and Sexual Violence.	
11:30am-12:30pm		<b>Lunch – Provided</b>		
12:30pm-2:00pm	Plenary 7	<p><b><u>The Journey to Us: Reducing Resistance &amp; Increasing Motivation</u></b>  <b><i>Angelique Green-Manning &amp; Lisa Nitsch</i></b>  Most BIP participants are motivated by a criminal legal system mandate, a child protective services referral or some other external influence. Appreciating the experience that helps participants find their way to you can be beneficial in reducing resistance, increasing motivation and ultimately, improving outcomes. When should you start talking about fees? How much information do you give at first contact? How do you respond to someone suggests your program is a bunch of bulls#\$%t? Workshop participants will be challenged to consider how their program policies and their individual approach may be unnecessarily contributing to resistance and getting in their own way.</p>	<p><b><u>Program Design, Philosophy and Policies</u></b>  This training session, part of the <b>STARTING A NEW BIP TRACK</b> (pending enough participants sign up) will be facilitated by BISC-MI Board member Jeffrie Cape, a conference faculty member, and a staff person from the Michigan Coalition to End Domestic and Sexual Violence.</p>	90 Min.
2:00pm-2:15pm		<b>Break</b>		
2:15pm-3:45pm	Plenary 8	<p><b><u>Addressing Male Sexual Violence Against Women in Battering Intervention Programs</u></b>  <b><i>Ulester Douglas</i></b>  Despite the prevalence of sexual violence in male-intimate-partner violence against women cases, many battering intervention programs do not address this topic in their groups/classes in any substantial way. The faculty will examine Atlanta-based <i>Men Stopping Violence</i>'s curriculum lesson on sexual violence with an emphasis on its functional and transformative definition of male sexual violence against women. The presentation will include a discussion of the challenges and opportunities that arise in presenting this lesson.</p>	<p><b><u>Battering Intervention Programs, Next Steps, Resources and Tools</u></b>  This training session, part of the <b>STARTING A NEW BIP TRACK</b> (pending enough participants sign up) will be facilitated by BISC-MI Board member Jeffrie Cape, a conference faculty member, and a staff person from the Michigan Coalition to End Domestic and Sexual Violence.</p>	90 Min.
3:45pm-4:00pm		<b>Break</b>		
4:00pm-6:00pm	Plenary 9	<p><b><u>Faculty Panel Discussion</u></b>  <b><i>Rhea Almeda, Jeffrie Cape, Ulester Douglas, Chris Huffine, Angelique Green-Manning, Lisa Nitsch, Nicole Westmarland</i></b>  This panel presentation will be a lively and participatory conversation with the conference faculty who will share and discuss their knowledge, skills, resources, experiences, concerns and wisdom of working in the battering intervention movement</p>		120 Min.

# Day Three: Friday, November 22, 2019

Time	Location	Titles, Descriptions, Faculty	New Staff	Time
7:15am-8:15am		<b>Continental Breakfast – Provided</b>		
8:15am-8:30am		<b>Welcome</b>		
8:30am-10:00am	Plenary 10	<p><b><u>Project Mirabal: Past, Present, and Future</u></b>  <b><i>Nicole Westmarland</i></b>            Project Mirabal was a UK multi-site study into Domestic Violence Perpetrator Programmes (BIPs). It was led by Professor's Nicole Westmarland and Liz Kelly with support from a team of researchers and administrators. The headlines are now well known - looking across six 'measures of success' many men took steps towards change. Nearly all forms of physical and sexual violence were substantially reduced or even ceased entirely across the whole of our sample. However, other forms of domestic violence and abuse were more resistant to change. In this presentation, Nicole will go beyond the headline change findings to bring together our theories of why and how some men choose to change. Throughout the presentation Nicole will reflect on what this means in relation to the past, present, and future of domestic violence perpetrator programme research.</p>		<b>90 Min.</b>
		<b>BISC-MI COMPASS Award Presentation: Nicole Westmarland Ph.D.</b>		
10:00am-10:30am		<b>Hotel Check Out</b>		
10:30am-12:00pm	Plenary 11	<b>Full Panel Discussion on <u>Project Mirabal: Past, Present, and Future</u></b>		<b>90 Min.</b>
12:00pm-1:00pm		<b>Lunch – Provided</b>		
1:00pm-2:30pm	Plenary 12	<p><b><u>The Allies in Change Model: Core and Distinctive Content</u></b>  <b><i>Chris Huffine</i></b>            This session will highlight some of the most important and distinctive aspects of the Allies in Change curriculum as well as a brief overview of the Allies in Change model.</p>		<b>90 Min.</b>
2:30pm-2:45pm		Break		
2:45pm-4:15pm	Plenary 13	<p><b><u>Inside the Room</u></b>  <b><i>Jeffrie Cape</i></b>            This session goes inside the battering intervention room and explores specific exercises from the HEAL/ADA programs and delves into facilitation strategies and tools that can be incorporated into many program models. Use of stories, analogies, motivational interactions are some of the concepts that will be shared.</p>		<b>90 Min.</b>
4:15pm-4:30pm		<b>Conference Wrap up and Gift Raffle</b>		

**Disclaimer:** Any opinion, findings, recommendations or conclusions, expressed by any author(s) or speaker(s) do not necessarily reflect the views of BISC-MI. BISC-MI reserves the right to substitute a qualified instructor or topic due to unforeseen circumstances.

**# of CEU's** (Continuing Education Units) – for Social Workers (for those paying the fee) or BIPS (recognized by Michigan BIPSCC): **20**

# The Ed Gondolf COMPASS Award

Recognizing and honoring those who have significantly guided and expanded efforts to protect survivors through advancing and evaluating accountable perpetrator intervention research and programming.



The COMPASS Award will be awarded to:  
**Nicole Westmarland Ph.D.**



# Conference Faculty

## Kaleidoscope: Focusing the Prism of Battering Intervention Programs



**Rhea V. Almeida, MS, Ph.D.**, founder of [InstituteForFamilyServices.com](http://InstituteForFamilyServices.com), is a family therapist, trainer and educator. Creator of a Liberation Based Healing Perspective in family therapy, Dr. Almeida is the author of numerous journal articles and three books: *Expansions of Feminist Theory Through Diversity*, *Transformations in Gender and Race: Family and Developmental Perspectives* and co-author of *Transformative Family Therapy: Just Families in a Just Society*. She serves on the boards of several peer review journals and is acknowledged internationally and nationally for her work on Intersectionality - in therapeutic and policy practices. She is a co-founder of the national Liberation Based Healing Conference currently in its 14th year!

In 2005 she received the American Family Therapy Academy Distinguished Award for Innovative Contributions to Family Therapy. She has been profiled in the Los Angeles Times, NPR, CNN and Pure Oxygen. Her recent book *Liberation Based Practices*, comes out April 2019, available on Amazon!



**Jeffrie K. Cape LMSW ACSW CAADC** is the director of Charron Services LLC and started HEAL (Helping Explore Accountable Lifestyles) a 52 session Battering intervention program and WEAVE (Women Exploring Accountably Violent Encounters) in Oakland County, Michigan.

Jeffrie has extensive clinical experience and also has a private practice with varied clientele. She was appointed to the [Michigan Domestic Violence and Prevention and Treatment Board](#) by Governor Snyder in 2011. She helped develop local standards for battering intervention programs and was a member of the governor's task force to develop state standards. She was active in the development and formation of BISC-MI in 1995. She serves on the board and was chair in 2001-2002. She chaired [the Batterer Intervention Provider Standards Compliance Council](#) (BIPSCC) for several years. She is one of the originators of [AQUILA](#).

Jeffrie also is employed part time at ADA ([Alternatives to Domestic Aggression](#)) in Washtenaw County, where she facilitates groups, trains, supervises staff, develops and refines curriculum for community and prison based programs. She participates in a variety of state and local task forces as well as providing local and national training and supervision for agencies and individuals who work with individuals involved in domestic violence.



### **Ulester V. Douglas**

In addition to his work as Associate Director of Men Stopping Violence, Ulester is a psychotherapist with extensive training and experience working with individuals, families and communities impacted by violence. He obtained his undergraduate and graduate degrees from the University of Michigan, Ann Arbor, and in 2014 completed a three-year venture as an adjunct professor at Emory University. Ulester has provided consultation, training and keynote presentations in 40 states, Europe and the Caribbean to community-based organizations, universities, corporations and government agencies.

Ulester was honored by Lifetime Television for Women and the National Network to End Domestic Violence in 2003, The Ford Motor Company in 2012, and the City of Atlanta in 2017, for his work to prevent violence against women. He has also received numerous awards including a National Institute of Mental Health Fellowship in 1990, the National District Attorneys Association's Stephen L. Von Riesen Lecturer of Merit Award in 2010, and the National Black Herstory Task Force's Comrade Salute Award in 2004.

In 2015, Ulester was appointed as a commissioner, by Governor Deal, to the Georgia Commission on Family Violence. He has been interviewed by local, national media including CNN, The New York Times, NPR, The Tom Joyner Morning Show, News One Now with Roland Martin, The Al Sharpton Show, and The Atlanta Journal-Constitution. Ulester has authored and co-authored articles and curricula on family violence and other human rights issues, including the article "Deconstructing Male Violence Against Women: The Men Stopping Violence Community-Accountability Model" (2008, Violence Against Women, Sage Publications).



### **Chris Huffine**

Chris Huffine, Psy.D., licensed psychologist, has worked with abusive men for the past 27 years. He is the Executive Director of Allies in Change in Portland, Oregon. During his career he has worked with thousands of abusive men and dozens of female and male victims of abuse. He is considered to be a national expert on working with abusive men and has provided trainings around the country, including a semi-annual 40-hour training in Portland on the Allies in Change curriculum. He is a member of the advisory group to the Oregon state attorney general to monitor standards for batterer intervention programs and of the Oregon Domestic Violence Fatality Review Team.

Allies in Change is a 501c3 non-profit. Of particular note is that it offers more specialized groups for abusive partners than any other agency in the world including specialized groups for voluntary abusive partners, psychopathic, criminal lifestyle, emotionally intense externalizers, advanced/relapse prevention, and sexually abusive abusive partners, as well as sorting female identified individuals into separate groups for primary and secondary aggressors. Allies in Change also works with more non-court involved abusive partners, approximately 70 at present, than any other program in the country.

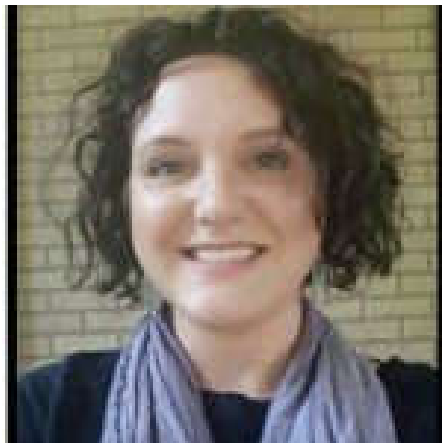




### **Angelique Green-Manning**

Abuse Interventions Program Manager. Angelique has worked at the House of Ruth Maryland since 2003. She held several positions in the agency's Legal Clinic before making a career change and accepting the role of Abuse Intervention Programs' Manager in 2014. Today, Ange is responsible for the agency's two intervention programs, Gateway Project and Si Puedo.

She establishes standards of practice that ensure the goals, objectives and work effort of the program and staff are consistent with the mission of House of Ruth Maryland and advances strategic goals. She is responsible for maintaining program integrity within the agency and in the community.



### **Lisa Nitsch**

Lisa serves as Director of Training & Education for House of Ruth Maryland. She is responsible for oversight and development of the agency's intervention programs for abusive partners and the Training Institute, which coordinates professional development for staff, external community education and professional technical assistance. Lisa oversees the day-to-day operation of these programs and new initiatives that improve the quality and scope of services.

Lisa has been with House of Ruth Maryland since 1998. She served as Vice President of the national organization, Women in Fatherhood, for over six years and as Chair of Maryland's

Abuse Intervention Collaborative for nearly a decade. Today she is an appointed member of the Maryland Governor's Family Violence Council and serves on the Board of Directors for the National Resource Center on Domestic Violence.

Her current, but ever-changing, interests include developing programs for abusive partners that take an intersectional approach to addressing privilege and abuse of power, engaging intended service audiences in program design & development, amplifying the voices of and leadership opportunities for women of color in the gender-based violence field, and exploring community-based accountability models for abusive partners beyond the criminal legal system.

Her roots run deep in her hometown of Baltimore and they serve as the foundation for her appreciation for the City. She continues to work and live there with her remarkably patient husband, witty niece, and gentle pit bull.



**Professor Nicole Westmarland Ph.D.**

Nicole Westmarland is the Director of the Durham University Centre for Research into Violence and Abuse (CRiVA). Her research consists of around forty research and consultancy projects in the field of men’s violence against women.

Nicole Westmarland's recent books include 'Violence Against Women - Criminological Perspectives on Men's Violences' (Routledge, 2015) and (with Dr Hannah Bows) 'Researching Gender, Violence and Abuse' (Routledge, 2018).

She is currently finishing a book with colleagues from the UK, Sweden and Spain about men speaking out against violence against women.

Nicole strongly believes that academic research should be used to create positive ‘real world’ social change and it is this that drives her personal research agenda. Nicole's recent roles have included Special Advisor to the Joint Committee on Human Rights for their Inquiry into Violence against Women and Girls (2014-15). She held the voluntary position of Chair of Rape Crisis (England and Wales) for five years and has volunteered for over 20 years in local Rape Crisis Centres.

## Conference Sponsoring Organizations

Michigan Domestic & Sexual Violence Prevention & Treatment Board  
235 S. Grand Avenue, Suite 615  
Grand Tower Building  
Lansing, MI 48933  
[www.michigan.gov/domesticviolence](http://www.michigan.gov/domesticviolence)

**BATTERED WOMEN'S JUSTICE PROJECT**

**FaithTrust INSTITUTE**  
Working together to end sexual & domestic violence

**ALLIANCE for HOPE INTERNATIONAL**

**American Judges Association (AJA)**

**mcedsv**

**NCJFCJ**

**KALEIDOSCOPE**  
*Focusing the Prism of Battering Intervention Programs*

**IDVAAC**  
UNIVERSITY OF MINNESOTA  
Institute on Domestic Violence in The African American Community

**FUTURE'S WITHOUT VIOLENCE**

**BISC-MI**  
BATTERING INTERVENTION SERVICES COALITION OF MICHIGAN

**NNEDV**  
NATIONAL NETWORK TO END DOMESTIC VIOLENCE

**National Resource Center on Domestic Violence**

November 20<sup>th</sup>-22<sup>nd</sup> 2019  
The Kensington Hotel Ann Arbor, Michigan  
*In conjunction with the 24<sup>th</sup> Anniversary of BISC-MI*

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**AFRICAN AMERICAN DOMESTIC PEACE PROJECT**