

**“Celebrating Solutions”
Nomination Form**

Legal Name of Organization Marin Abused Women’s Services

Address 734 “A” Street

City/State/Zip San Rafael, CA 94901

Contact Person Donna Garske

Title Executive Director

Phone Number (415) 457-2464 **Fax Number** (415) 457-6457

Email Address dgarske@aol.com

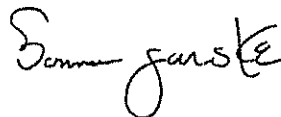
Description of Organization

Marin Abused Women’s Services (MAWS) provides women, children and families in Marin County and the North Bay region with a full continuum of direct services, support programs, and advocacy. Through its model programs and assistance to other agencies, MAWS has become one of the country’s outstanding leaders in the campaign against domestic violence.

Geographical Area Served Marin County and North Bay region, CA

Is organization tax-exempt under IRS 501 (c) (3) guidelines Yes

Signature of contact person



Date September 13, 2002

Please send Program Outline with Nomination Form to;
Mary Byron Foundation, Inc
10401 Linn Station Road, Suite 200
Louisville, KY 40223-3842

Or email us at: grants@marybyronfoundation.org

“Celebrating Solutions” Program Outline

Describe the mission of your organization in five sentences or less.

Marin Abused Women’s Services (MAWS) is a leader in the effort to make our country free of violence, abuse, and intimidation. MAWS seeks to address the social and political roots of violence, and works to mobilize the entire community to create innovative and dynamic solutions to end violence and the abuse and intimidation of women. MAWS provides services for the immediate safety and long-term assistance of women who are battered, abused or at risk and their children. Through local and national community outreach programs MAWS is committed to alerting and educating the broader community about the epidemic of violence, and to developing collaborative efforts with the criminal justice systems to help break the cycles of family violence in our communities.

Describe the most innovative aspects of the program you are submitting for consideration.

"At MAWS, we believe that former batterers have something to contribute in the community effort to stop men’s violence against women."

~ Bill Eichhorn, former MAWS Men’s Program Manager

Established in 1980, the Men’s Program was one of the first batterer re-education programs in the country. The Program uses a peer education approach to teach men to stop their violence and work to change the dangerous societal belief that men are superior to women. The most innovative aspect of the Men’s Program is its focus on community outreach and education. After men complete their first year, graduates are encouraged to participate as community advocates, bringing their knowledge of domestic violence out in the community in attempt to reach other batterers.

The program is based on three major principles: 1) Men’s violence against women is learned behavior which can be unlearned. By doing so, men will be freed of the destructive belief systems which have also harmed them; 2) Men must be held accountable for their violence; 3) Community beliefs which support or encourage men’s violent behavior must be changed to end abuse.

The program consists of two 12-month components: one year of weekly re-education classes, and a second year of community advocacy. During the second year, graduates of the first-year classes work on the 24-hour men’s hotline, facilitate re-education classes, conduct interventions with men arrested for domestic violence at the County jail, and join MAWS’ Community Action Team to educate and activate the community to make social and institutional changes that support safety and justice for both genders. In fiscal year 2001, there were 309 participants registered in first-year

classes, and 130 graduates. Those who don't finish have, at a minimum, gained awareness of and access to a valuable resource they may choose to use later.

Year One: Reeducation Intervention: The first-year consists of three 16-week phases, each one focusing on a different component to ending abuse: stopping physical violence, stopping emotional violence and stopping all violence. Men learn to take responsibility for their behaviors by not denying or minimizing their former abuse, not blaming the victim, nor colluding with other men as a way of ignoring the violence. All first-year classes are facilitated by men who have completed the first-year of the program.

Year Two: Community Advocacy: Year Two of the Men's Program trains and supports graduates of the first-year of classes to participate as community advocates. The volunteers must have one year without committing violence, must complete a 25-hour core domestic violence training and participate in additional training depending on the area in which they want to volunteer. They also participate in monthly "fourth stage" support group during which volunteers present their experiences with difficult calls and interventions and receive feedback from more experienced volunteers.

The 24-Hour Men's Hotline: The hotline serves as an entry point for men who are concerned about their use of violence. Men learn about the hotline through friends, law enforcement, and other community organizations. Trained volunteers are available by pager around the clock, every day of the year, to talk to callers about their concerns, feelings and issues regarding the behaviors and attitude towards their partners that lead to the use of violence. Callers are encouraged to access support services, including MAWS' Men's Program classes and other community agencies.

Each man in the first-year of the Program is encouraged to use the hotline for support between classes. In this way, men learn to ask for help and seek assistance in learning alternatives to their violent behavior.

Class Facilitation: After undergoing training, first-year graduates can facilitate first-year classes along with an experienced facilitator. The strength of the Men's Program classes lies in peer education and outreach—specifically, in the experience of the facilitators. Each one has been a perpetrator of domestic violence at some point in his life, and each one has completed the first-year of the Men's Program. As a result, they sit next to those new to the program with a complete understanding of what it was like to choose violence.

Community Unit Responding to Batterers (CURB): One strategy developed by second-year men more than two years ago is the Community Unit Responding to Batterers (CURB), a collaboration between MAWS and the Marin County Sheriff's Department. CURB provides an intervention at a critical time—when a man has been arrested for violence against his partner. When a man is arrested for domestic violence, a deputy at the jail calls a CURB volunteer to meet with the detained man. Even though participation in the point-of-booking intervention is voluntary on the part of the men booked into the jail, between March 1998 and December 1999, only three refused to meet with a CURB volunteer (out of more than 300 arrests).

Community Action Team (CAT): Also created by Men's Program graduates, the Community Action Team allows men to share their insights using a MAWS-designed approach to community change. One of their first actions was to create a model weekend workshop for churches, synagogues and other religious institutions that explored the issue of violence against women in the context of religious beliefs and spirituality.

Describe your program's implementation? What barriers did your organization have to overcome? How did MAWS marshal the necessary resources for implementation?

In 1980, MAWS developed and launched one of the nation's first Men's Programs to work with male batterers to stop their violence and abuse. Understanding that without the implementation of prevention strategies violence against women would continue, MAWS made the strategic decision early on to launch a Men's Program.

At the time, most domestic violence agencies were focusing on the creation and implementation of services for battered women. The Battered Women's Movement was specific in that no funding that was government related could be used for men's programs, it had to be used for women and children. The National Organization for Women also had a debate on what percentage of government funding, if any, could be used for men's programs. They, too, decided that funding should be limited to the support of women and children.

Since MAWS couldn't find any outside funding for the program and strongly believed that men could be trained to have healthy relationships based on equality, the only option available was to set up a fee schedule and charge for classes. A volunteer created and staffed the program, while other men who had successfully been violence-free for over a year helped facilitate classes.

How do you know your program works? Please site two examples.

"I want to thank the skillful facilitator who so deftly led my classes. He possesses a rare mixture of firm control and warm compassion. His ability to provide anecdotal examples from his own experience as a violent man has been invaluable to me in relating to the class material and being able to face the realities in my life."

~ A man in his first year of re-education classes

The Men's Program has produced extremely positive results. For example, facilitators take the MAWS' Men's Program curriculum into San Quentin and the Marin County Jail where incarcerated men can begin to look at violent behavior as intolerable—not as a means to an end. The Program has been extraordinarily successful at these facilities. According to R. Wilson at the Department of Corrections, "...the inmates who had any amount of exposure to the Men's Program and...have returned to custody at any time represents 5.14%." This 5.14% recidivism rate compares to recent California Department of Corrections data, which indicates that more than 50% of the current

incarcerated population have returned to custody for parole violations and 16.8% have returned to prison for new offenses (67.3% total recidivism).

Similarly the CURB program has also demonstrated extremely successful results. This program was evaluated between March 1998 and December 1999. CURB's goal was to reduce repeat offenders by 20% by the end of the funding period. CURB surpassed all expectations and reduced recidivism by an unparalleled 73% within the first 12-month evaluation period. Of those men who received the CURB intervention at the jail and whose area of residence was exposed to community education and organizing 30 days prior to their first recorded arrest during the study period, none were re-arrested.

Who are your key partners? What are their roles?

The Men's Program and MAWS has developed strong, mutually respectful, and responsive partnerships with the Probation Department, the San Quentin and Marin County Jails, Law Enforcement and the District Attorney's office.

MAWS is the only agency in Marin County certified by the Probation Department to provide re-education classes to male batterers. The Probation Department refers men to MAWS who have been court-ordered to take re-education classes. MAWS staff meets with the department monthly to go over all the requirements that are now set forth by law for MAWS' programs and for the Probation Department. Meeting together allows both MAWS and the Probation Department the mutual benefit of monitoring the offenders probation and progress.

Both the Marin County and San Quentin Jails provide MAWS with space for meetings and encourage any of the incarcerated men who have a history of battering to attend weekly re-education classes. The majority of incarcerated men witnessed domestic violence as children and are violent with their intimate partners. MAWS staff, as well as the jail and prison staff, recognize that although men that are in jail were convicted for crimes other than domestic violence, the violence the men witnessed as children is linked to the violence they exhibit as adults. MAWS re-education programs, therefore, play a critical role in helping men understand the origins and motivations for their own violent behavior.

MAWS meets with the police chief on a regular basis to review the domestic violence arrests in Marin County. By reviewing whether arrests were made, MAWS can help determine ways to increase the number of arrests and to improve the reports the police are writing. If police do not write their reports correctly, the District Attorney can't file a case and the batterer is not convicted.

MAWS meets with the District Attorney's office two times per month to help increase the prosecution rates. MAWS reviews cases the office is dropping, dismissing, filing and not filing in hopes to increase the number of men convicted of domestic violence and decrease the number of cases the office dismisses.

Could/should your program be replicated in other areas of the country? Why?

Even today, the punitive approach to dealing with batterers still prevails—just lock them up. Not surprisingly, when such men are released, they often abuse again (see the Department of Corrections statistics above). Yes, the Men's Program could and should be implemented in other areas of the country.

Helping men through re-education classes and encouraging them to effect broad-based community change must be part of the solution to ensure that the root causes of domestic violence are examined, explored and ultimately eliminated. Until men choose not to be violent, and until they teach each other alternate ways of resolving conflicts and treating their partners, women and children will continue to be at risk.

Abuse against women and children will not stop by treating the symptoms only. Graduates of re-education classes can help provide a point of reference for other men arrested for an act of domestic violence and ensure the batterer understands the nature and extent of his violence as well as the resources available to help him stop his behavior. By participating in community education activities and working with the media, judicial system and neighborhood groups and organizations, graduates of the re-education program help further develop a broad-based social change movement which can bring about an end to violence and abuse against women and children.

"Jail is a horrible place . . . (but) I just returned from working in the kitchen and found six pieces of mail, two from you guys. It just made me cry to realize that someone cares and understands the constant pain and struggle it is to live with my violence. I miss you guys very much . . . if it wasn't for MAWS and you guys, I may have killed myself long ago or even hurt someone else."

~ A man who had received point-of-booking counseling from a CURB volunteer

"I saw how my violence destroyed my relationship with my children, my spouse, and my parents. And once I became aware of it and took steps to stop it, I wanted to stop it in society as a whole."

~ Community Outreach Activities volunteer

Marin Abused Women's Services (MAWS)
Men's Program

Mary Byron Foundation
Questions for Men's Program

- 1) How is your program funded? (b) Do batterer's pay for the services? (c) How much? If so, do you have provision for indigents?
 - (a) Approximately 52% of the MAWS Men's Program (MP) is funded by first year reeducation class fees and training fees. Nearly 30% of the program is funded by the U.S. Department of Justice, Violence Against Women's Act Grants Office. The remainder of the program is funded through private foundation grants and donations.
 - (b) The Men's Program participants pay weekly fees on a sliding scale basis. The sliding scale is 01% of the participant's annual salary with a maximum of \$120.00 per class. A person receiving S.S.I. will pay \$15.00 per class. The Men's Program offers full scholarships to the indigents (homeless and unemployed) and never refuses services based on an inability to pay.
- 2) Are victims made aware of the batterer's treatment? (b) Do the facilitators try to make contact with the victims?
 - (a) The MAWS Men's Program works with 70% men that are court ordered, on parole, or on probation, the other 30% are self referred. The information or records of men on probation, parole, or court ordered are public information. There is a release of information form signed by the participants stating whom the MP may give information to. We require all participants to provide us with the name and address of their partner/wife so that the MAWS Women's Program can mail them an information packet about the Men's Program and MAWS Program.
 - (b) Facilitators do not contact the victims. However, we do have partner feedback forms handled by MAWS Women's Program. We also receive calls from victims. Facilitators will listen to the feedback and ask permission to give the feedback to the batterers. The idea is to do what is safest for the victims according to the victim's wishes.

- 3) How do you handle batterers who self-disclose additional abuse?

If the participant is on court order, probation, or parole, and discloses additional abuse, by state law we are required to call the appropriate officer and report it, which we do. Otherwise, the facilitator will ask the participant to make agreements to prevent future violence and to restore

the well being of his victim, if that is appropriate to do. Depending on the type of abuse, the facilitator will recommend that the participant review and/or re-attend the part of the curriculum that reflects his abuse. Most often, the self-reported abuse is verbal/emotional.

4) How do you deal with conflicts of interest when you are treating both the batterer and his victim? What happens if she reports abuse and he denies it?

(a) Because the Men's Program is a part of Marin Abused Women's Services, there is no conflict of interest since our first and primary interest is to protect victims. The Men's Program project operates at a location separate from MAWS services – there is never confusion about the goal and priority of our interventions – for both women and men. If a woman reports abuse and the batterer denies it, there are several possible actions. First, the MP facilitator works with the batterer to see that the victim's report is her experience and not to be denied or invalidated. This is done in a peer setting with the involvement of other class participants. Depending on the severity of the violence and the wishes of the victim – the MP reports the violence to probation and/or the court. Finally, the MAWS Women's Program provides one-to-one advocacy for women to ensure their safety remain the number one priority. MAWS is very clear with victims that the MP will only work for men who are willing to admit they are violent and who are willing to stop. We encourage women to observe how seriously the batterer is working the program and to take appropriate future action based on her and her children's safety needs.

5) How did you develop your curriculum? (b) What are the professional qualifications of your 1st year re-education trainers? (c) Can any graduate be a facilitator?

(a) The development of the Men's Program curriculum was a collaborative effort between Hamish Sinclair and the Management of MAWS over a 16-year period. Hamish Sinclair is currently Executive Director of manalive of San Francisco, CA.

(b) To qualify as a first year trainer, a man must be a successful graduate of the MP one year program, receive one full year supervised by a certified facilitator / trainer, complete a twenty five training hours in the MAWS Core Domestic Violence training and an additional fifteen hours certified training to meet state law for facilitators. Facilitator trainees must be able to demonstrate effective use of the curriculum, demonstrate the ability to hold a participant accountable, and understand the organization's program protocols, rules, regulations, and best practices. Most of all, the trainee must be approved by the Men Program Manager and the certified Facilitator Trainer as well as the MAWS Associate Director. Even if a trainee meets all state and organization requirements, the staff team can

veto their approval. (c) No, not just any graduate can be a facilitator. The Associate Director and the Faculty of the program must approve a graduate's entrance in to training as a facilitator. Graduates should not be on probation, on parole, or on court order. Graduates must also be violence free for a minimum of two years. We conduct partner checks to verify the applicant has met this requirement.

6. What is the approximate number of individuals served annually by the applicant nominee?

In the fiscal year 2002, there were 309 participants registered in the first-year classes and 130 graduates. Those who do not finish have, at a minimum, gained awareness of and access to a valuable resource they may choose to use later. Typically, eight to ten of those who finish the first year will continue on to the second year. Also in 2002, the Men's Hotline fielded 1,345 calls, program facilitators reached 870 incarcerated men at San Quentin State Penitentiary and Marin County Jail. The Men's Program's Community Responding to Batterers (CURB) volunteers (MP 4th stage graduates) conducted 279 interventions at the Marin County Jail.

7. Are there past awards, accolades, and grants furnished upon the applicant or nominee that would further exemplify its success in combating domestic violence?

In August of 2002, MAWS was selected for the San Francisco Giants Community Fund Award. The Giants Community Fund Award for 2002 was granted to MAWS for the innovation of the MP as a violence prevention curriculum, serving and rehabilitating those affected by violence, for strengthening individuals, families and communities, and fostering personal and social responsibility in the Bay Area. The Giants Community Fund Award was a grant in the amount of \$25,000.

8. How will the agency use the *Celebrating Solutions* award funding?

The Men's Program seeks a \$10,000 grant from Mary Byron Foundation to support the Men's Program for year 2003 - 2004. Specifically, the funds will support the program's 24-hour hotline operated by MP volunteers.