

**Welcome,
This Web Conference
Will Begin Soon**

Youth Serving Organizations Role in Ending Child Sexual Abuse

#PowerInPrevention
Ending Child Sexual Abuse Web Conference Series



#PowerInPrevention

Ending Child Sexual Abuse Web Conference Series

PreventConnect

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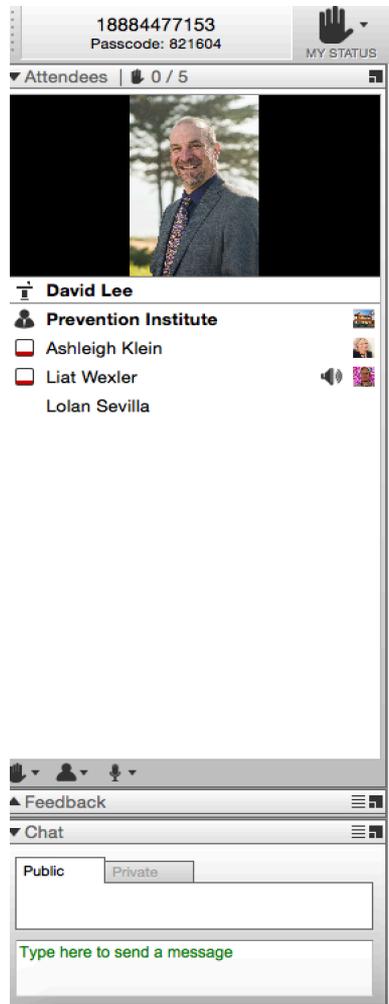
YouTube: www.youtube.com/CalCASAVideo

Email: info@preventconnect.org

Email Group: <http://groups.yahoo.com/group/Prevent-Connect/>



How to Use this Technology



- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines
- iLinc Technical Support: 800.799.4510

PreventConnect.org is a national project of the California Coalition Against Sexual Assault (CALCASA) and is sponsored by the U.S. Centers for Disease Control and Prevention (CDC). The views and information provided in PreventConnect.org activities do not necessarily represent the official views of the United States Government, the CDC, or CALCASA. For more information, visit PreventConnect.org.



Upcoming Web Conferences

May 23: #PowerInPrevention Ending Child Sexual Abuse: A Practical View of the Role that Youth Serving Organizations can play in Preventing Child Sexual Abuse

May 31: Healthy Masculinities: Mobilizing men and boys to foster positive gender norms

June 28: From private to community accountability: Building capacity to make sexual and domestic violence prevention a community responsibility

July 19: Organizing for economic opportunity : Movements and strategies to improve economic opportunities for sexual and domestic violence prevention

July 25: #PowerInPrevention Ending Child Sexual Abuse: New Look at Addressing Children with Problematic Sexual Behavior

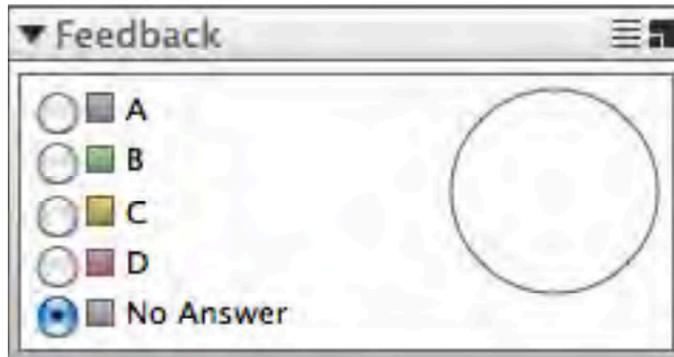
August 16: A safe place to call home: Strategies and movements to transform the physical/built environment for sexual and domestic violence prevention

September 20: From research to practice: Addressing shared underlying factors to prevent sexual and domestic violence



Previous #PowerInPrevention Ending Child Sexual Abuse Web Conferences

Answer on the left



- A. This is the **first** #PowerInPrevention Web Conference I have attended
- B. I have attended **one previous** #PowerInPrevention Web Conference
- C. I have attended **more than one** previous #PowerInPrevention Web Conference
- D. I **regularly attend both** #PowerInPrevention and PreventConnect Web Conferences

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Youth Serving Organizations Role in Ending Child Sexual Abuse

Tuesday, May 23, 2017

#PowerInPrevention
Ending Child Sexual Abuse Web Conference Series





Cordelia Anderson



Joan Tabachnick

Series Co-Hosts

#PowerInPrevention
Ending Child Sexual Abuse Web Conference Series



Past #PowerInPrevention ECSA Web Conferences

Unique Opportunities for Child Sexual Abuse Prevention: Learning from Migrant Farmworker Communities (September 29, 2014)

Child Sexual Abuse Prevention at the Intersections: Commercial Sexual Exploitation of Children (October 22, 2014)

Restorative Justice: A Promising Approach to Ending Child Sexual Abuse (November 25, 2014)

Preventing the Harm, Promoting the Helpful: Healthy Sexuality (January 21, 2015)

Bridging Knowledge in Child Sexual Abuse Prevention: Promising Practices in Indigenous Communities (February 18, 2015)

Pillars of Policy for Child Sexual Abuse Prevention: A Discussion (March 18, 2015)

2012-2013 Series

2013-2014 Series



Why this topic

Previous:

“After Sandusky: Lessons Learned”,
Janet Saul-CDC, Karen Baker-NSVRC, Keith
Kaufman-Portland State University 11-19-12

“Power of Organizational Practices: Innovations”
Jetta Bernier, MA Citizens for Children
Malia Arrington, US Olympic Committee,
10-15-13



Learning Objectives

- Discuss the role of Youth Serving Organizations (YSOs) in ending child sexual abuse
- Increase understanding of risk within most organizations
- Articulate 3 key elements of effective implementation
- Identify 2 new resources

Why Do We Need Child Sexual Abuse Prevention Policies?





“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment conspire against such change.”

- Institute of Medicine health promotion study, 2006

Goal

**Enhance your
organization's
strengths**



**Decrease your
organization's
vulnerabilities**

Barriers

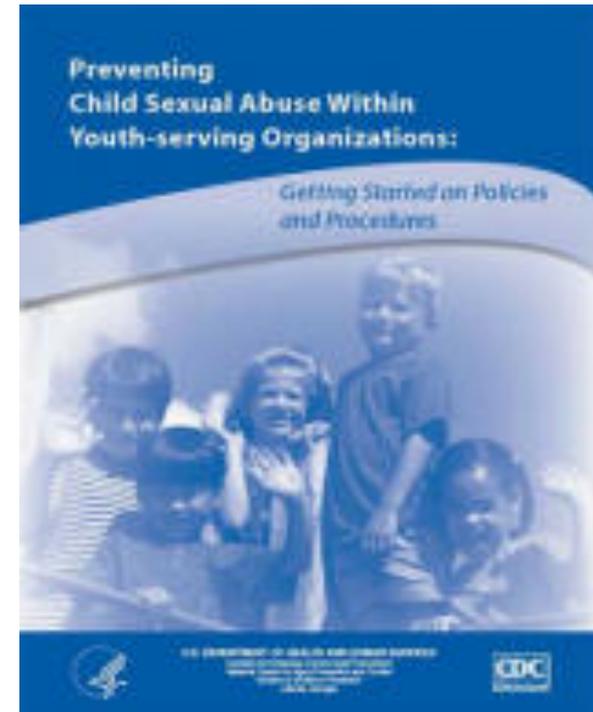
What gets in our way?



What gets in our way?

- Lack of knowledge about scope of the problem
- Lack of understanding of the harm done
- Embarrassment about talking of sexual abuse
- Easier to just do nothing
- Lack of resources
- Fear of offending volunteers or employees
- Overwhelmed about how or where to start...

- Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures



<http://www.cdc.gov/violenceprevention/pub/preventingchildabuse.html>

Innovative Responses



Risk profiles for institutional child sexual abuse

A literature review

Professor Keith Kaufman and Marcus Erooga

with Kelly Stewart, Judith Zatzkin, Erin McConnell, Hayley Tewes and Associate Professor Daryl Higgins

1



The Dame Janet Smith Review



SAFE TO COMPETE:
Protecting Child Athletes
From Sexual Abuse

NATIONAL CENTER FOR
MISSING & EXPLOITED
CHILDREN



Meaningful Conversations: How to Address Historic Trauma

Engage in
Meaningful
Conversations





Marcus Erooga MA (Econ.)
Independent Safeguarding Consultant



Les Nichols, AIA, CPP | President
R.L.Nichols & Associates, LLC |
Youth Safety Experts

Presenters

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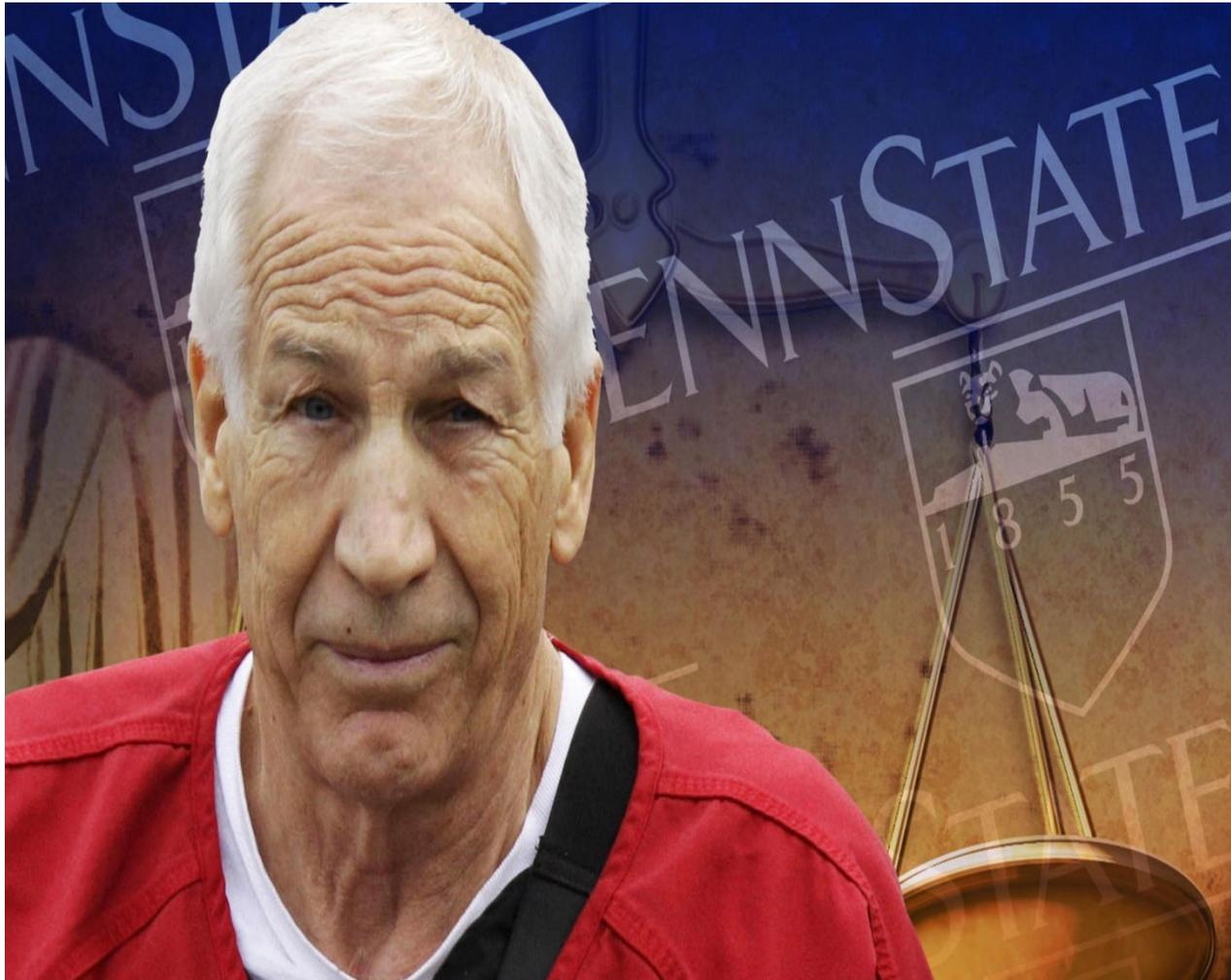
Marcus Erooga

Presenter

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The 'problem' of 'charismatic pedophiles'



The 'problem' of 'charismatic pedophiles'



Scale of Offending

- 214 substantive crimes recorded
- 34 Rapes
- 5 decades of offending
- 82% Female
- 73% Children / Young People
- Age range from 8-74

Screening - a 'stockade approach'



A snapshot of current practice

17 organizations (out of 20) did not have questions specific to the potential for abuse in their screening measures, but felt that their vetting process would detect potential (abusers) because they considered their measures exhaustive

(Price, Hanson & Tagliani, 2013)

Thinking beyond 'charismatic pedophiles'



TOWARDS SAFER ORGANISATIONS II

Using the perspectives of convicted sex offenders to inform organisational safeguarding of children

Marcus Erooga
Debra Allnock
Paula Telford



Research sample

19 people (2 women) convicted of sexual offences against children in the context of employment or volunteering

- Primary and secondary school teachers
- Voluntary sports coaches
- Army / Sea Cadet officers
- Education Welfare Social Worker
- Care / Residential workers; National Choirs Leader;
- Cub Scout Leader; Co-founder of a naturist club
- 5 offended as volunteers

Offences

- 14 (including the 2 women) had only male victims
- Offences were contact, penetrative and non-contact abuse

All sex offenders are preferential

or

Some offenders are preferential,

some are opportunistic

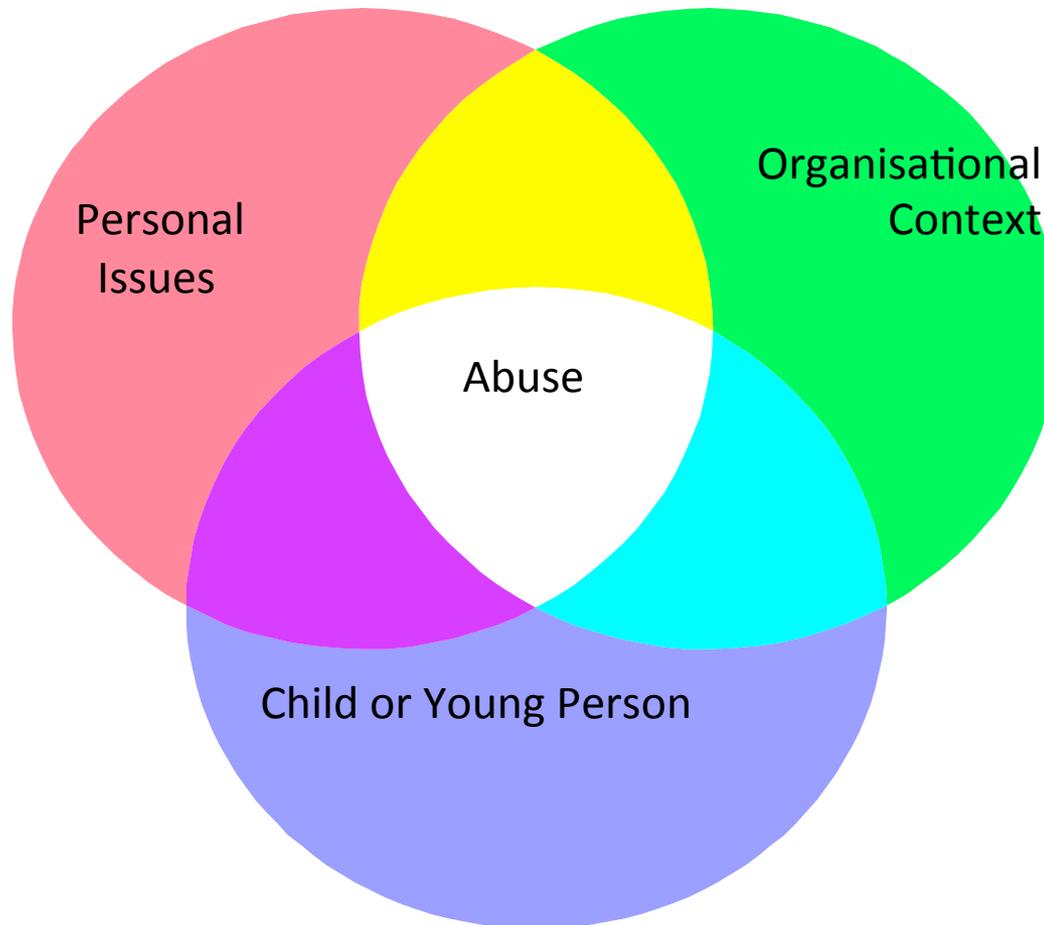
and some are situational offenders



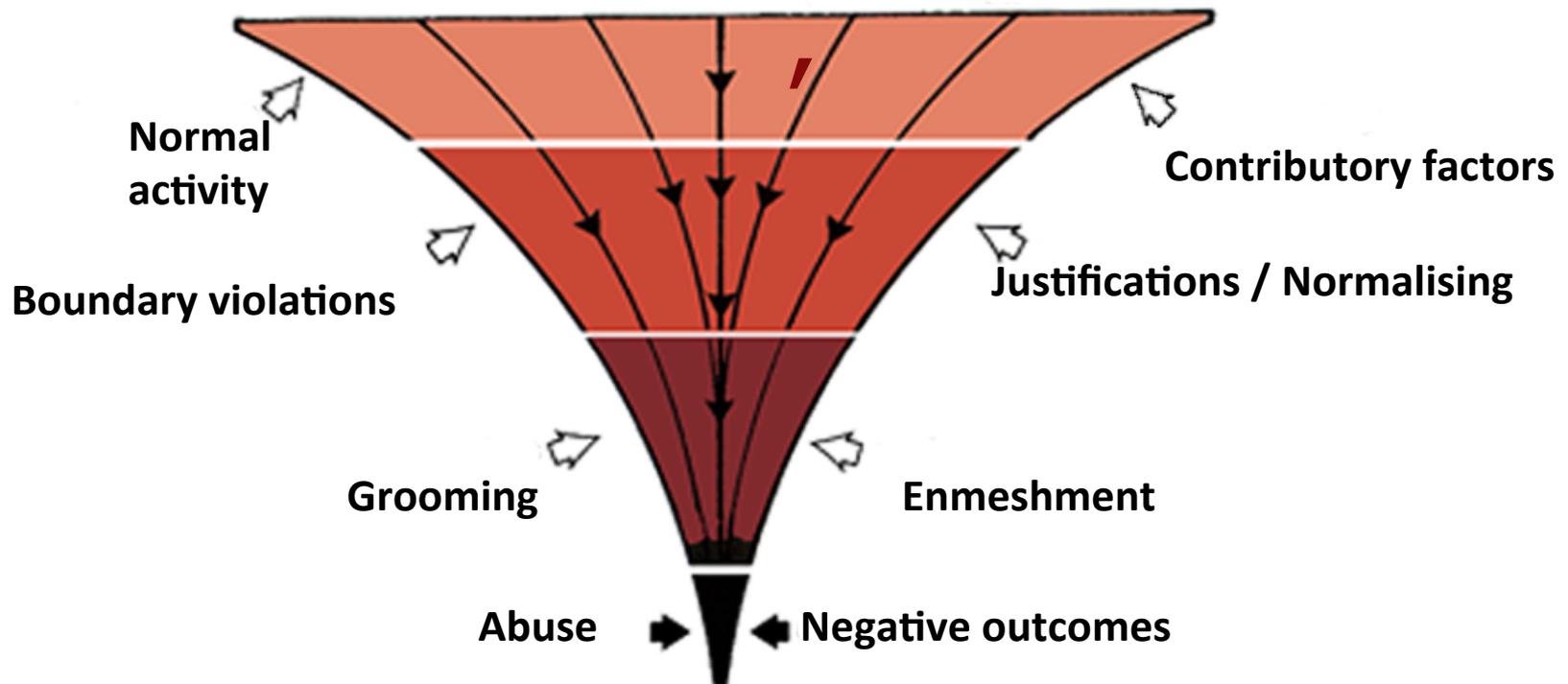
Situational offenders - those whose propensity to abuse is:

- previously unknown
- or unacknowledged
- their offending is specific to the set of situational factors which potentiates their offending

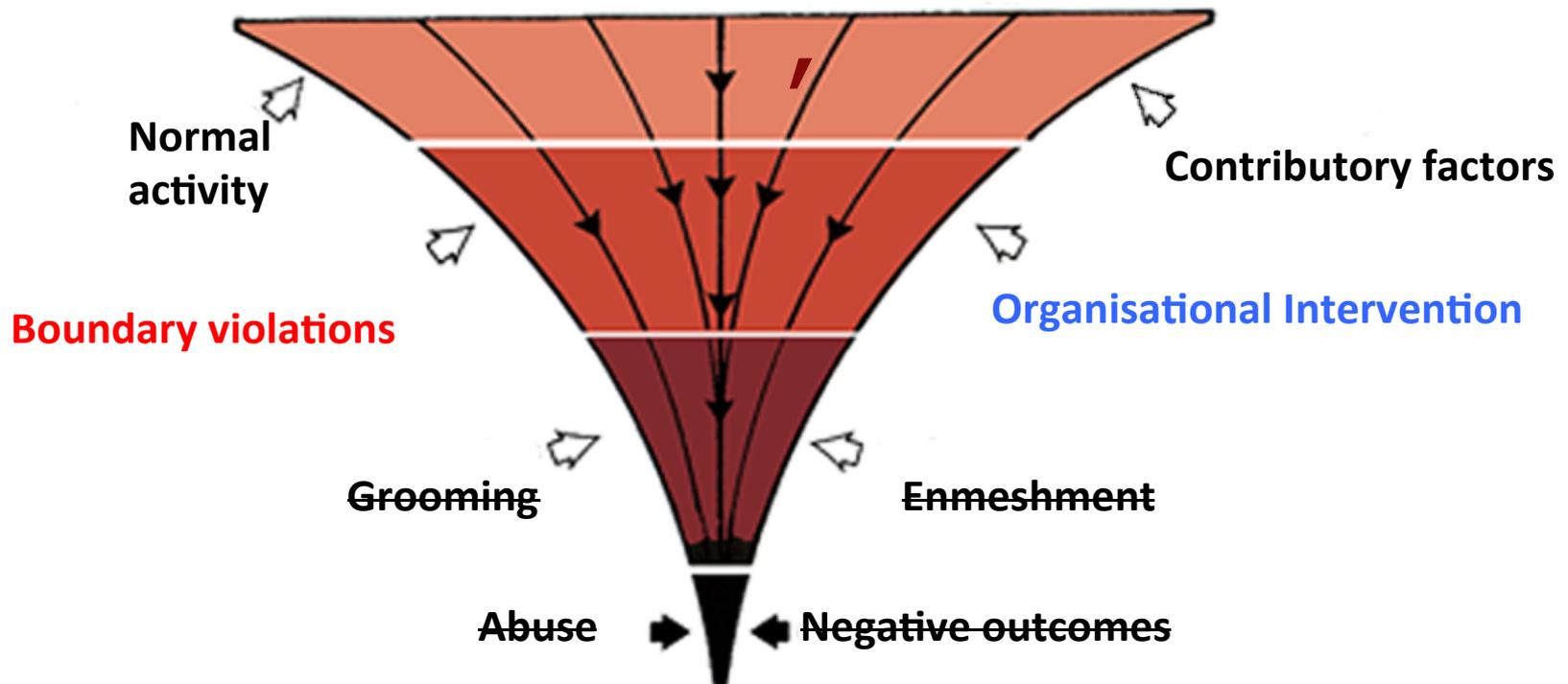
Situational Offenders



Elaborating the 'slippery slope'



Elaborating the 'slippery slope'



Organizational Culture

Culture can be best understood as
"the way we do things around here".

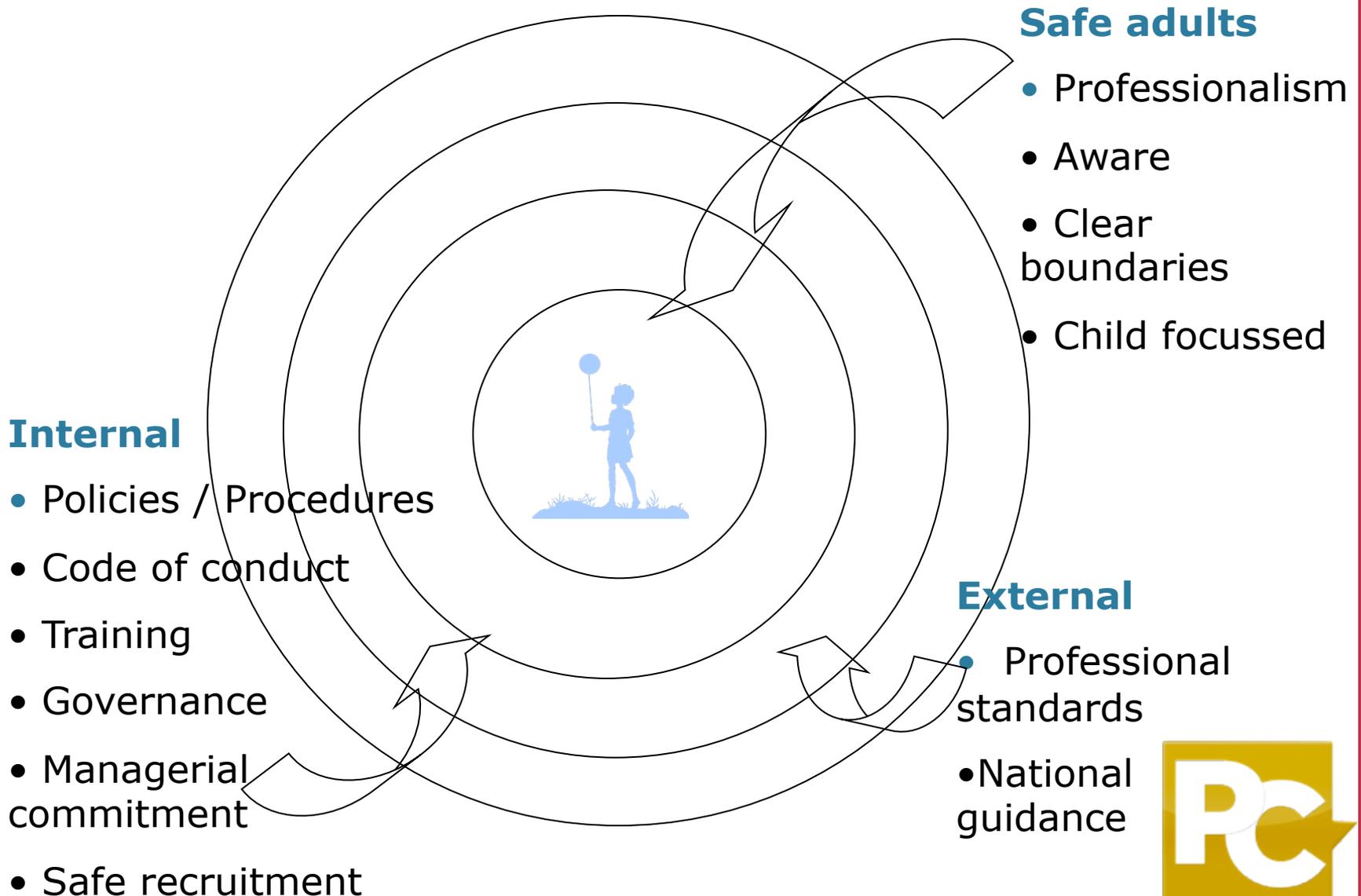
Culture forms the context within which people judge the appropriateness of their behaviour.

An organization's culture will influence human behavior and human performance at work.

HSE, 2015



Creating a safe culture



Key Elements of a Child Safe Organizational Culture

- An explicit safeguarding culture and ethos with values and behaviours both *articulated and lived at each level* in the organisation
- Clear policies and procedures so staff know what is expected of them and facilitate raising of concerns
- *Courageous management* prepared to act on concerns and staff prepared to challenge and raise concerns
- Children and young people having a voice and a way to raise concerns, which are taken seriously

Key Elements of a Child Safe Organizational Culture



Creating a Safeguarding Organization



What's the single most important factor in creating a safeguarding organization?



Les Nichols

Presenter

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Prologue: The North Wind & the Sun



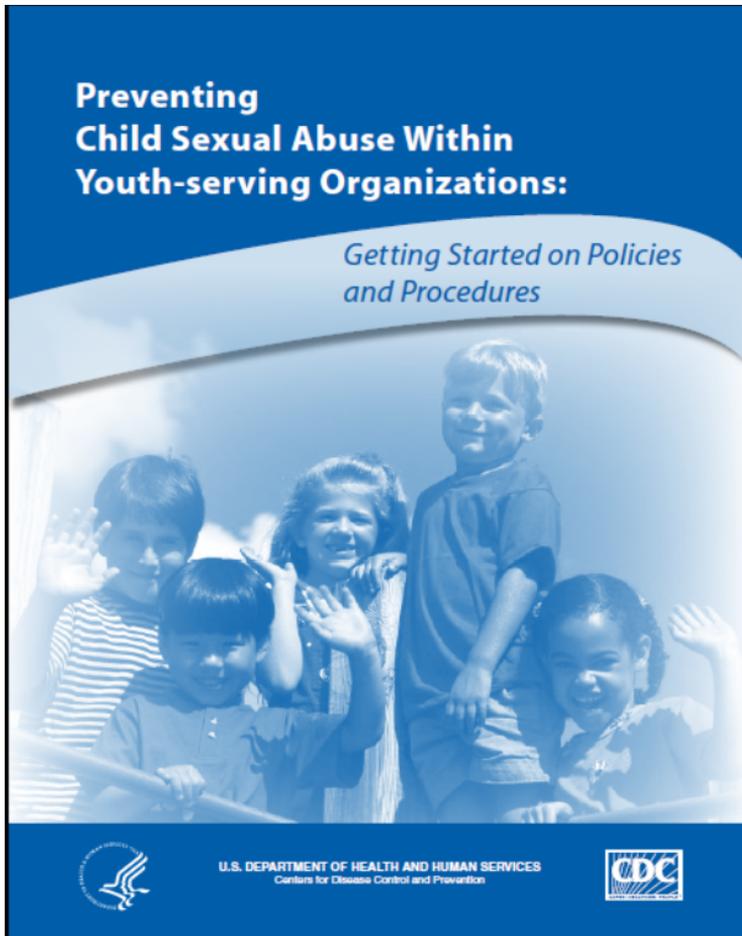
Aesop: *“Persuasion is greater than force”*



YSOs: *Engagement enables enforcement!*



Driving Change Via Policies



The Centers for Disease Control (2007) identified six policy areas to help prevent child sexual abuse within youth serving organizations:

- Screening
- Interactions
- Supervision/Monitoring
- Physical Environments
- Response
- Training



Organizations Seek Practical Strategies

Screening	<i>Criminal Background Checks</i>
Interactions	<i>Formal Code of Conduct</i>
Supervision	<i>Staff to Youth Ratios</i>
Physical Environment	<i>Inspection Checklists</i>
Response	<i>Mandated Reporter Laws</i>
Training	<i>Universal Orientation</i>

Policies Have Limitations

Policy can demand:

- Screening procedures
- Behavioral rules
- Supervision ratios
- Site inspections
- Timed response
- Training personnel

Policy can't create:

- Vigorous oversight
- Problem seeking
- A protector mindset
- Taking chances to help
- Encouraging others
- Striving for excellence
- A culture of safety

Strategy vs. Culture of Safety

Protection Strategies

- Compliance/oversight
- Policies/Procedures
- Standards
- Insurance coverage
- Background checks
- Checklists/Inspections
- Trainings/Drills
- Measurement

Protection Culture

- Awareness
- Values
- Skills/practice/capacity
- Passion
- Self-motivation
- Confidence
- Peer pressure
- Modeling behaviors

“Culture eats strategy for breakfast.”

Peter Drucker



Protection Competes with Other Priorities



Sex Abuse Competes with Other Risks

Sexual Abuse-Related

- Adult Predators
- Adult-Teen “Romance”
- Child-to-Child Sex
- Sexting
- Online Predators
- Registered Sex Offenders

Security-Related

- Stranger abduction
- Parental abduction
- Active shooter
- Youth carrying weapons
- Expectation of privacy
- Access control challenges

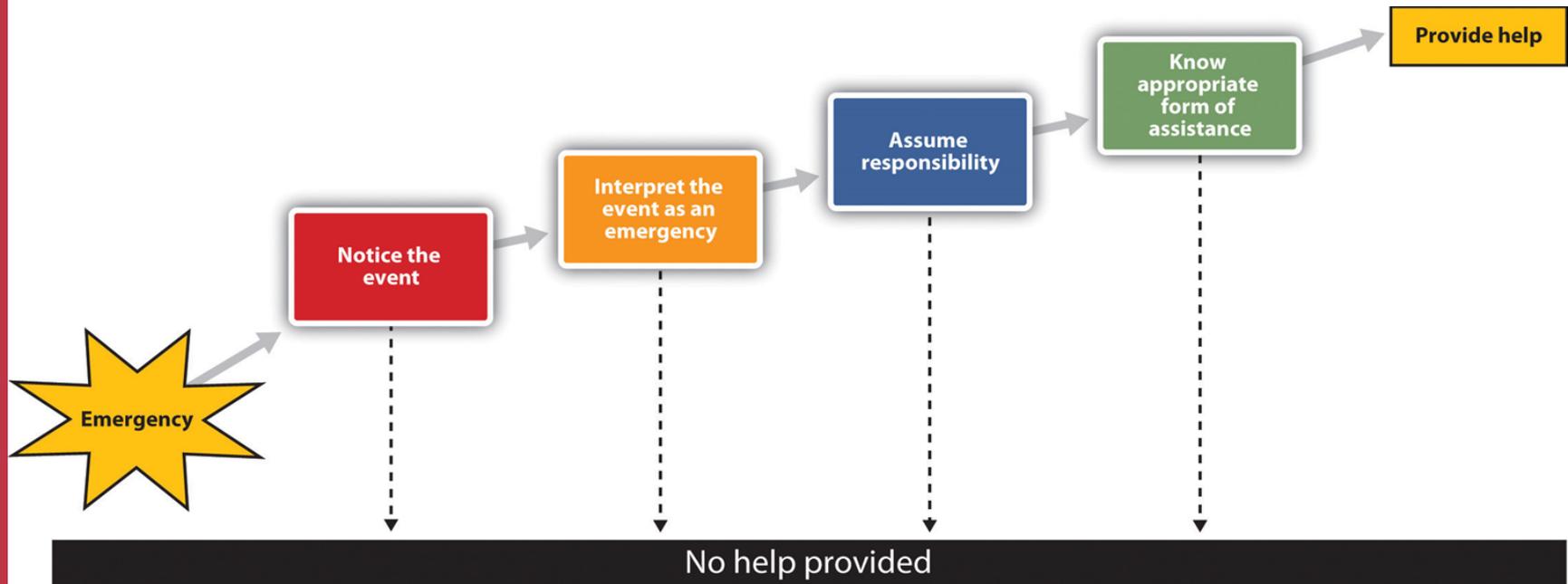
Aggressive Behaviors

- Bullying/mean girls
- Cyberbullying
- Fighting
- Refuse to follow rules

Physical Injuries

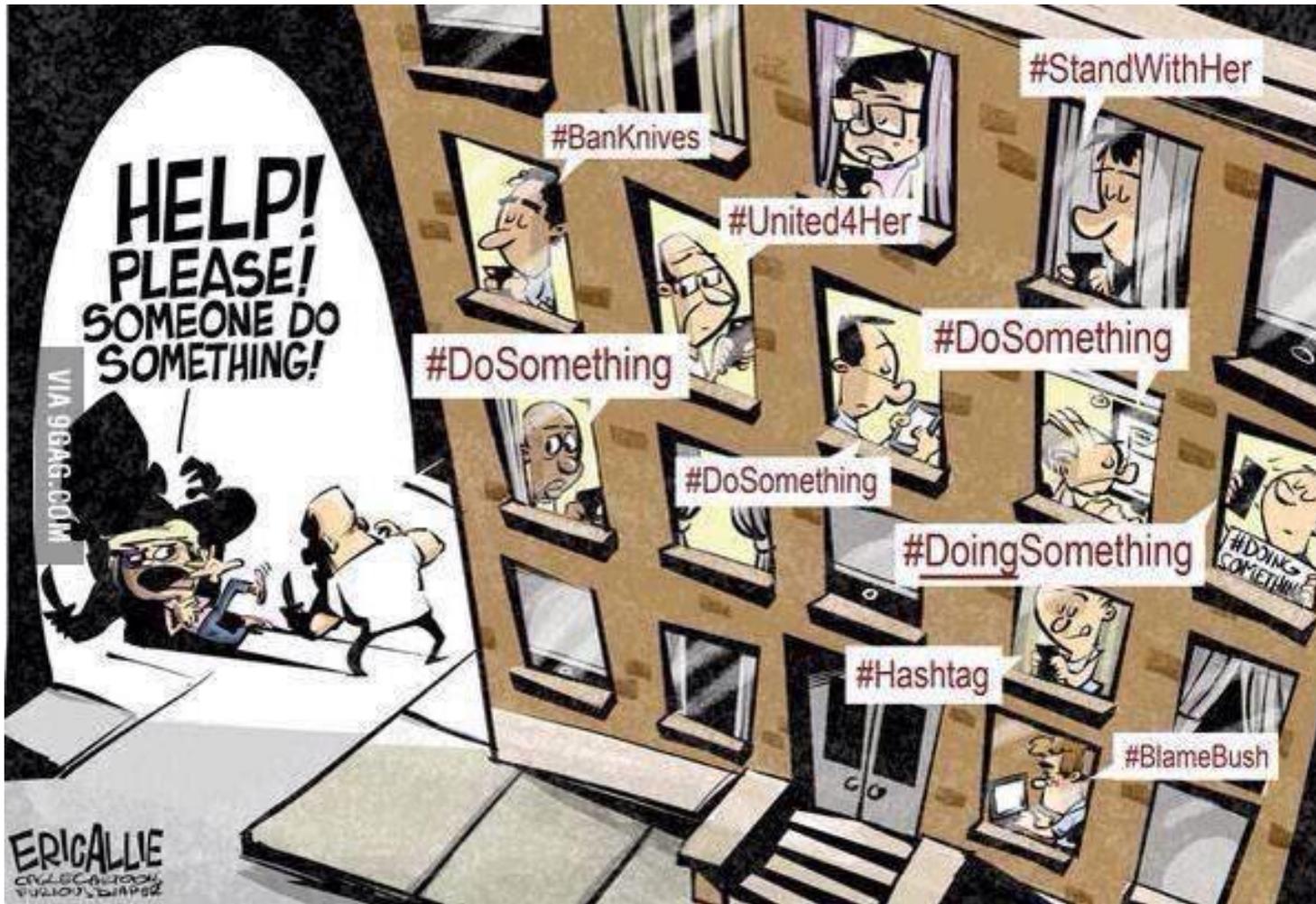
- Vehicular death
- Fatal fall/permanent damage
- Drowning
- Concussions

Intervention “Pre-Conditions”

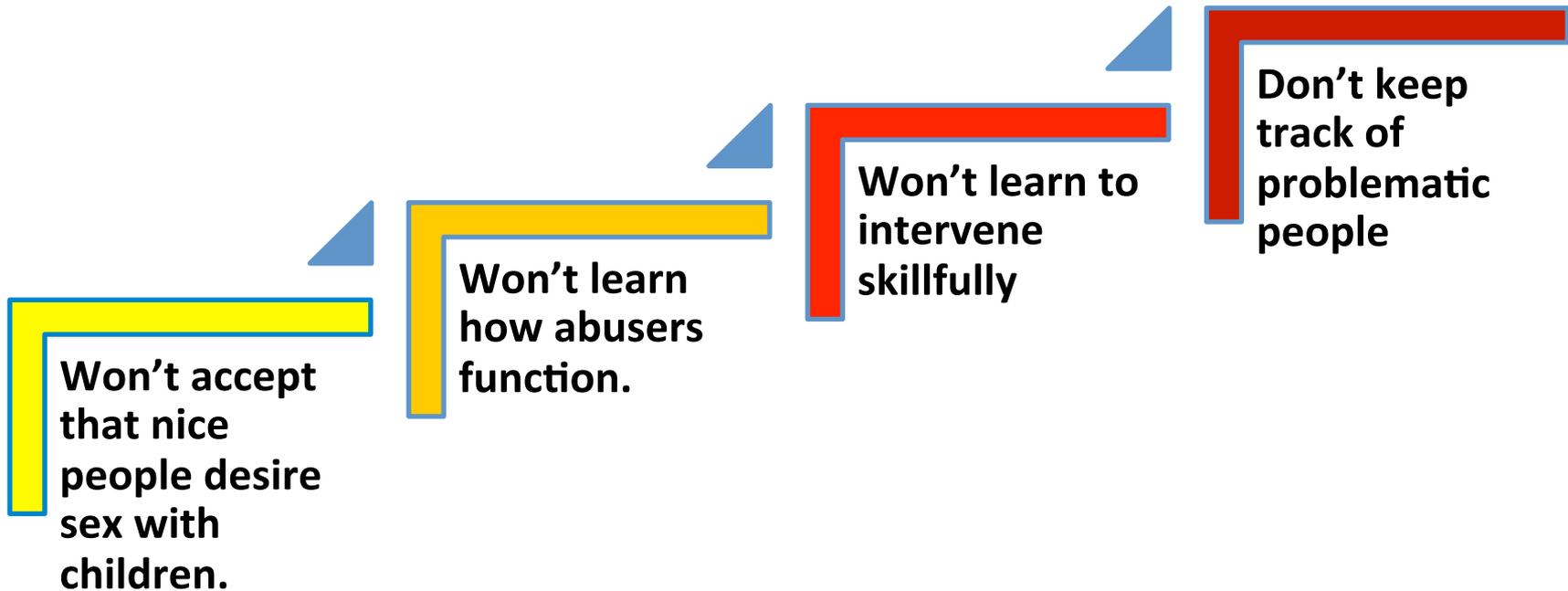


Five sequential decision before helping,
based on Lantane' & Darley (1970)

Ineffective Intervention

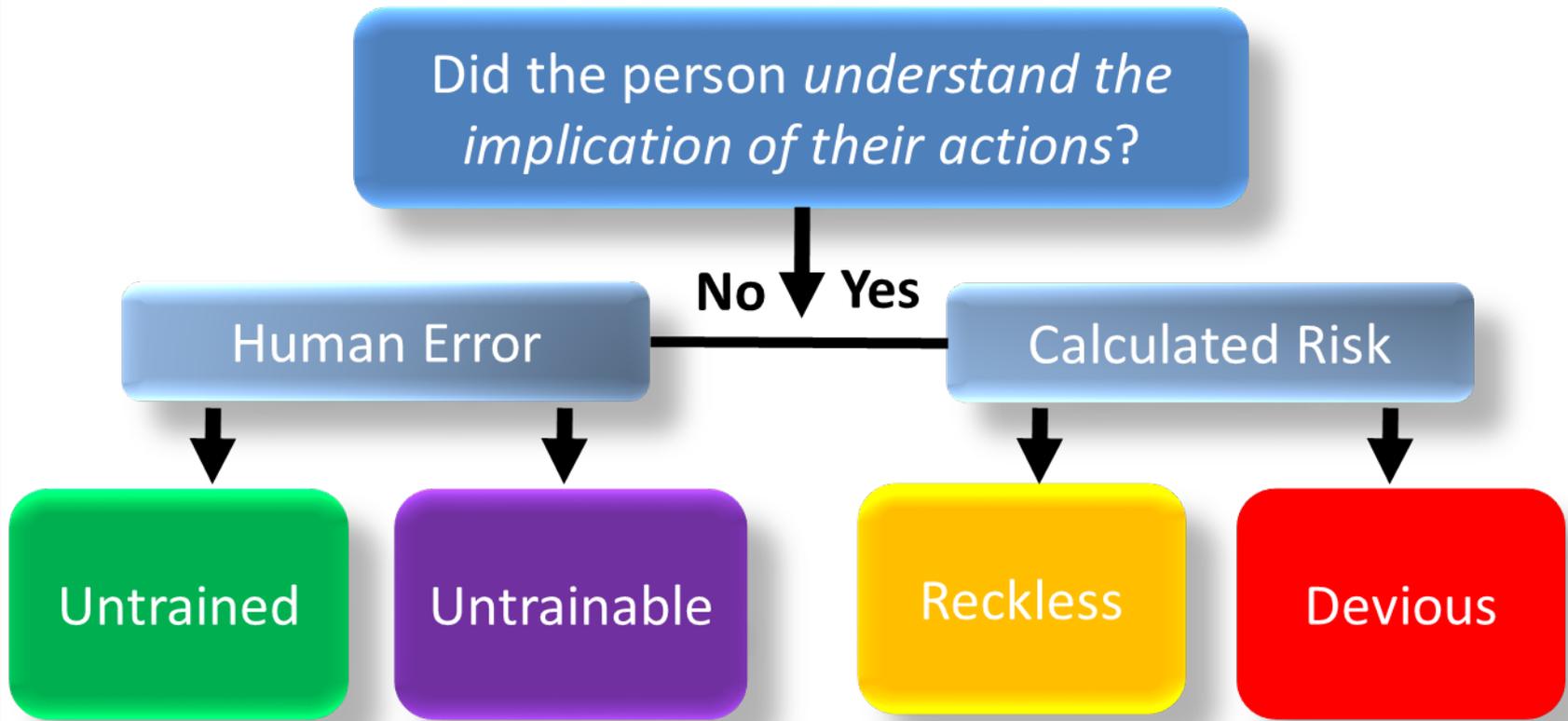


Intervention Inhibitors



Adapted from Van dam (2001), *Identifying Child Molesters: Preventing Child Sexual Abuse by Recognizing the Patterns of the Offenders*

Finding Root Causes: At-Risk Behaviors

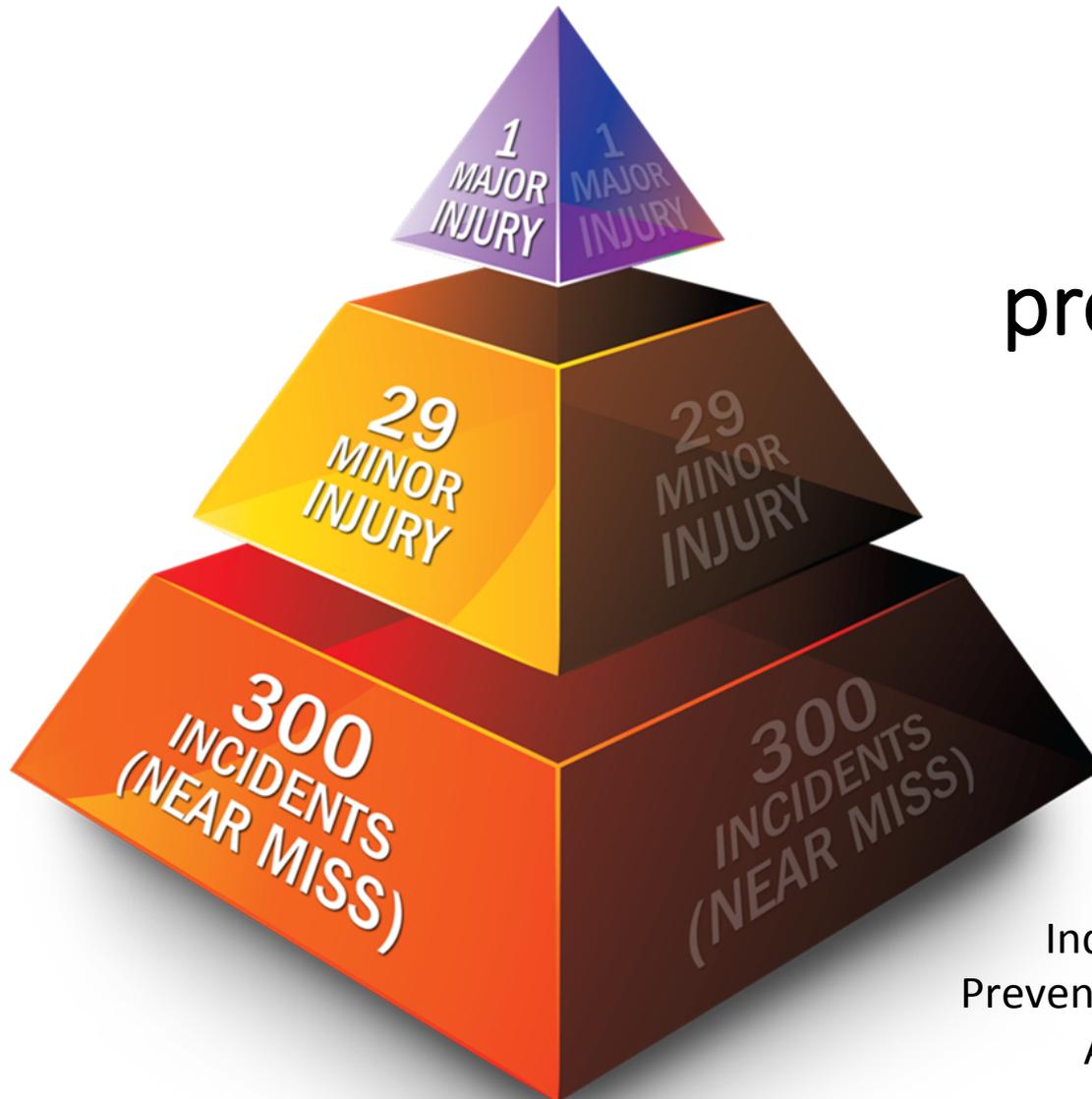


Based on Safety Performance Solutions, Inc.



Finding Root Causes: Near Misses

H.R. Heinrich:
Frequency
predicts severity.



Industrial Accident
Prevention: A Scientific
Approach (1931)



Finding Root Causes: Six Sigma

A Five Whys Worksheet

Define the problem:

Note: If the last answer is something you cannot control, go back to the previous response.

Why is it happening?

Why is that?

Why is that?

Why is that?

Why is that?

Defining Where You Want to Go

FROM

TO

Short-Sighted
Policy & Procedures

Visionary
Policy & Procedures

Low or No
Recognition Skills

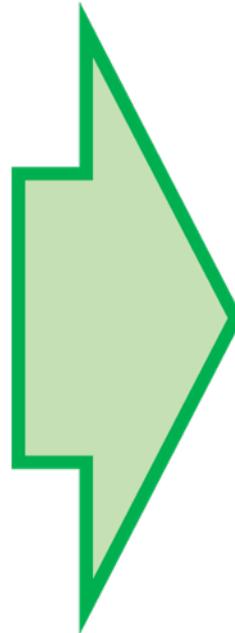
Everyone Sees
Near Misses

Dissolution of
Responsibility

“Safe” Feedback &
Rewarded Efforts

Avoiding Corrective
Actions

Timely & Fair
Corrective Actions



Operations Plan Components

- **Goal:** Broad, encompassing
- **Objective:** SMART
- **Standard:** Ties to outside
- **Policy:** What organization commits to
- **Procedure:** How to carry it out
- **Guideline:** Ways to adapt, if needed
- **Metrics:** Valid measures that suggest action

Track Lead Indicators

- Screening
- Training
- Accident Reports
- Policy/Procedure Updates
- Communications
- Inspections/Assessments
- User Satisfaction Surveys

Planning Steps

1. Start with a **vision statement** & broad **goals**
2. Develop SMART **objectives**
3. Use outside **standards** when applicable
4. Make **policies** aspirational
5. Develop **adaptable** procedures
6. Assign **accountabilities**
7. Use **generative systems** with **feedback loops**
8. Have multiple levels of **oversight**
9. **Keep track and keep score**

Components for Success

- Authentic support from leadership
- Vigorous oversight
- Integrate objectives, standards, policies
- Annual assessments
- Scorecard tracking
- Screen for the risk
- Safety education, training, awareness & communication
- Multiple reporting paths
- Trusted adjudication
- Layered security
- Praise & awards
- Safety Improvement Plan
- “Protector Mindset”

Audience Text Question



What is a great example of the way an organization has made a shift in culture?

Discussion with Speakers



Take Away



**TAKE ONE
ACTION!**





Gatekeepers for Kids:

Practical Approaches to Prevent Child Sexual Abuse within Child and Youth Serving Organizations

Resources

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Contact Information

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Next #PowerInPrevention ECSA Web Conference

- **#PowerInPrevention Ending Child Sexual Abuse: New Look at Addressing Children with Problematic Sexual Behavior**
- **Date:** Tuesday, July 25, 2017
- **Time:** 11:00-12:30pm PT/ 2:00- 3:30pm ET
- **Look out for announcements to register for this web conference on www.preventconnect.org**



Thank you

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