



MONDAY, 11 March 2019

Precursors to Violence: Identifying, De-escalating, and Reducing Women's Risks

JACQUELYN CAMPBELL, CHERI CLANCY, LAURA DZUREC

Welcome and Introductions

Our Speakers (in order of presentation)

- Laura Dzurec, PhD, PMHCNS-BC, ANEF, FAAN, Senior Scholar, William F. Connell School of Nursing, Boston College
- Cheri Clancy, MSN, MS, RN, NEA-BC, CPXP, Founder, Cheri Clancy & Associates, LLC
- Jacquelyn Campbell, PhD, RN, FAAN, Professor, Anna D. Wolf Chair, Johns Hopkins University School of Nursing
- Moderator: Cynthia Vlasich, MBA, BSN, RN, FAAN, Director of Global Initiatives, Sigma

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Agenda

- Illuminate precursors to violence against women
- Examine skills for identifying underlying causes of incivility/bullying behaviors at home, work, or social settings
- Identify de-escalation techniques when confronted with these behaviors
- Identify ways to estimate a woman's personal risk level for life-threatening physical violence
- Questions and answers

Sustainable Development Goals

Today's discussion encompasses the following United Nations Sustainable Development Goals:

- **3 - Good Health and Well-Being**
- **5 - Gender Equality**
- **8 – Decent Work and Economic Growth**
- **16 - Peace, Justice and Strong Institutions**

First purpose:

is to examine the *secrets* of bullying, a form of early stage violence against women (and others)

Bullying is ubiquitous—it's
been around since before time
was measured



At least superficially, bullying is:

Use of illegitimate power through verbal and nonverbal behaviors aimed to enhance the prestige and resource access of the bully perpetrator

(Shorey & Dzurec, 2016)

We can examine bullying
even if we don't fully
understand it

The 'Duck Test'

If it looks like a duck, swims like a duck, and quacks like a duck, then it probably *is* a duck.



To bring features of bullying
into the light



Bullying is sometimes subtle and sometimes blatant.

It is always aggressive, engaged and repeated.

It can be intentional or simply reckless.

For victims:

A physical or psychological threat

A sense of loss

An experience of humiliation

Bullying's impact is leveled
through THREE stable,
usually unacknowledged
structural conditions

Condition #1: Vulnerability



#1: Vulnerability

1. Does the bully have some actual power over the victim (financial, domestic, work outcome?)
2. Has the victim tended toward self-doubt?
3. Does the bully engender fear in response to his or her affronts?

Condition #2: Enmeshed Communication



A. Bullies' Talk

exploited communicative competence or narrative agency, makes bullies engaging—They are excellent storytellers¹

(1. Hymes, 1972; Tye-Williams & Krone, 2015)

B. Victims Buy-In

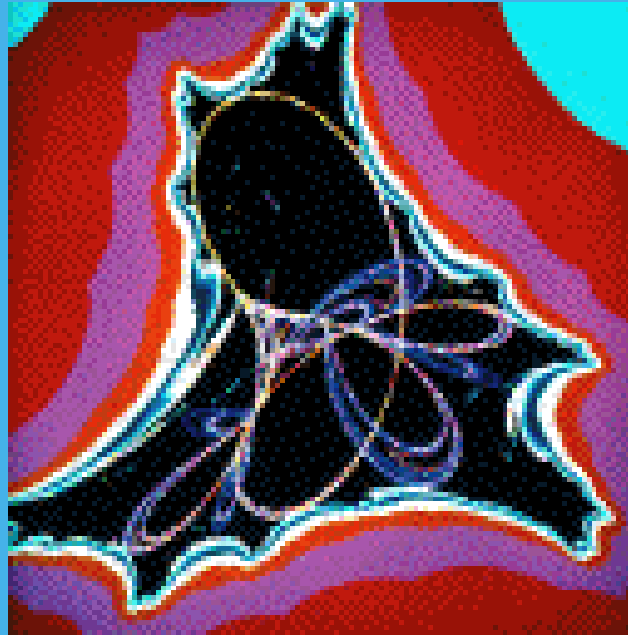
They believe the bully's engaging story, which is usually about how inadequate they are as if "they know the joke is on them, but not why"¹

(1. Ariely, 2008; Brader, Valentino, & Suhay, 2004; Lotto, 2017; Sontag, 1966; King, S. (2011). 11/22/63: A Novel. NY: Gallery, p. 445)

C. Bystanders Stand By

(Dzurec, L. C., Kennison, M., & Gillen, P. 'I won't dance, don't ask me:' Concerning why workplace bullying bystanders simply stand by. Presented at Sigma Theta Tau, International 28th Annual Research Congress. Dublin, Ireland. July 28, 2017.)

Condition #3: Chaotic Context



#3: Chaotic Context

1. Is aggressive behavior acceptable?
2. What are tacit and explicit rules?
3. Is 'bullying' ever discussed?
4. Who's in charge?

The more chaos, the
better for the bully

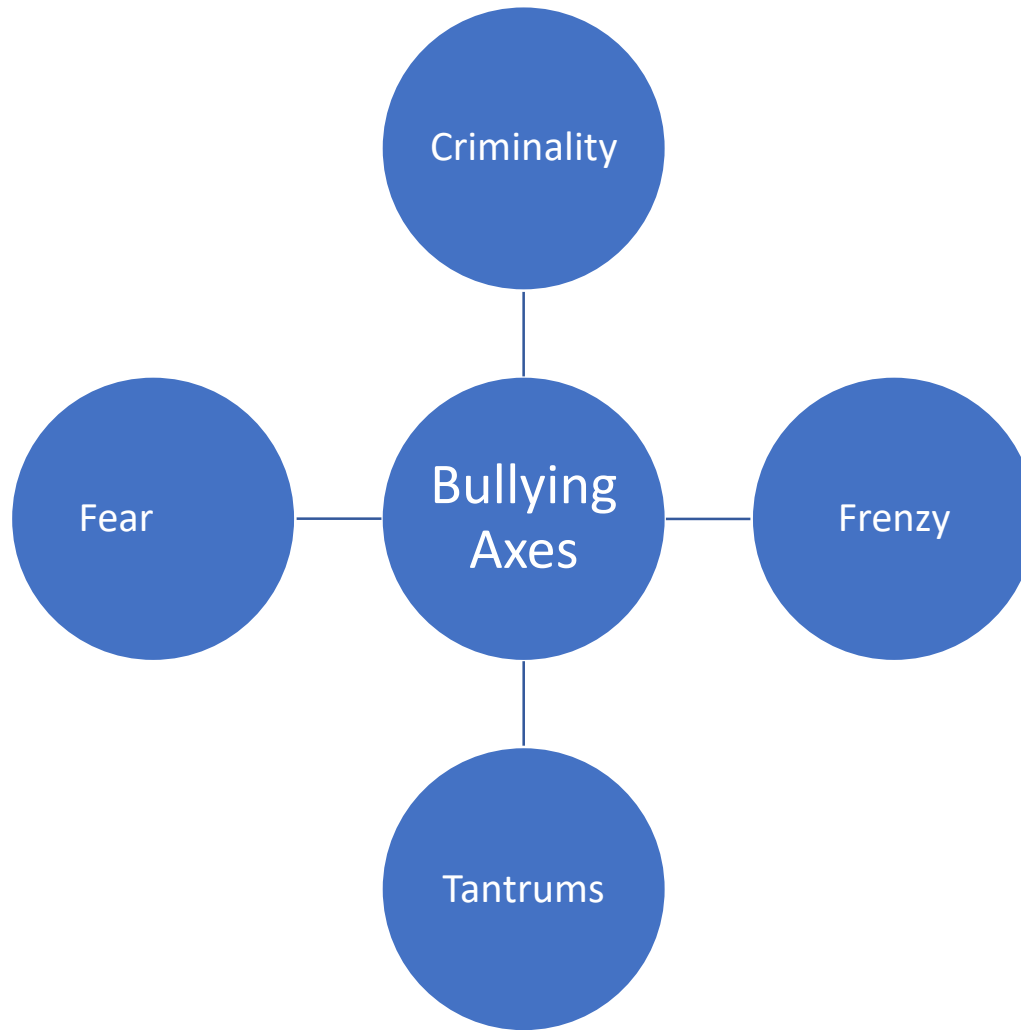
(Dzurec, 2013; Glambek, Skogstad, & Einarsen, 2018;
Westercamp, 2013)

To recap, bullying's unacknowledged structural conditions are:

- Vulnerability
- Enmeshed Communication
- Chaotic Context

- Some bullying is completely legal
- Some bullying is not legal
 - Especially if it involves physical violence or other aggression

(Tye-Williams & Krone, 2017, p. 227).



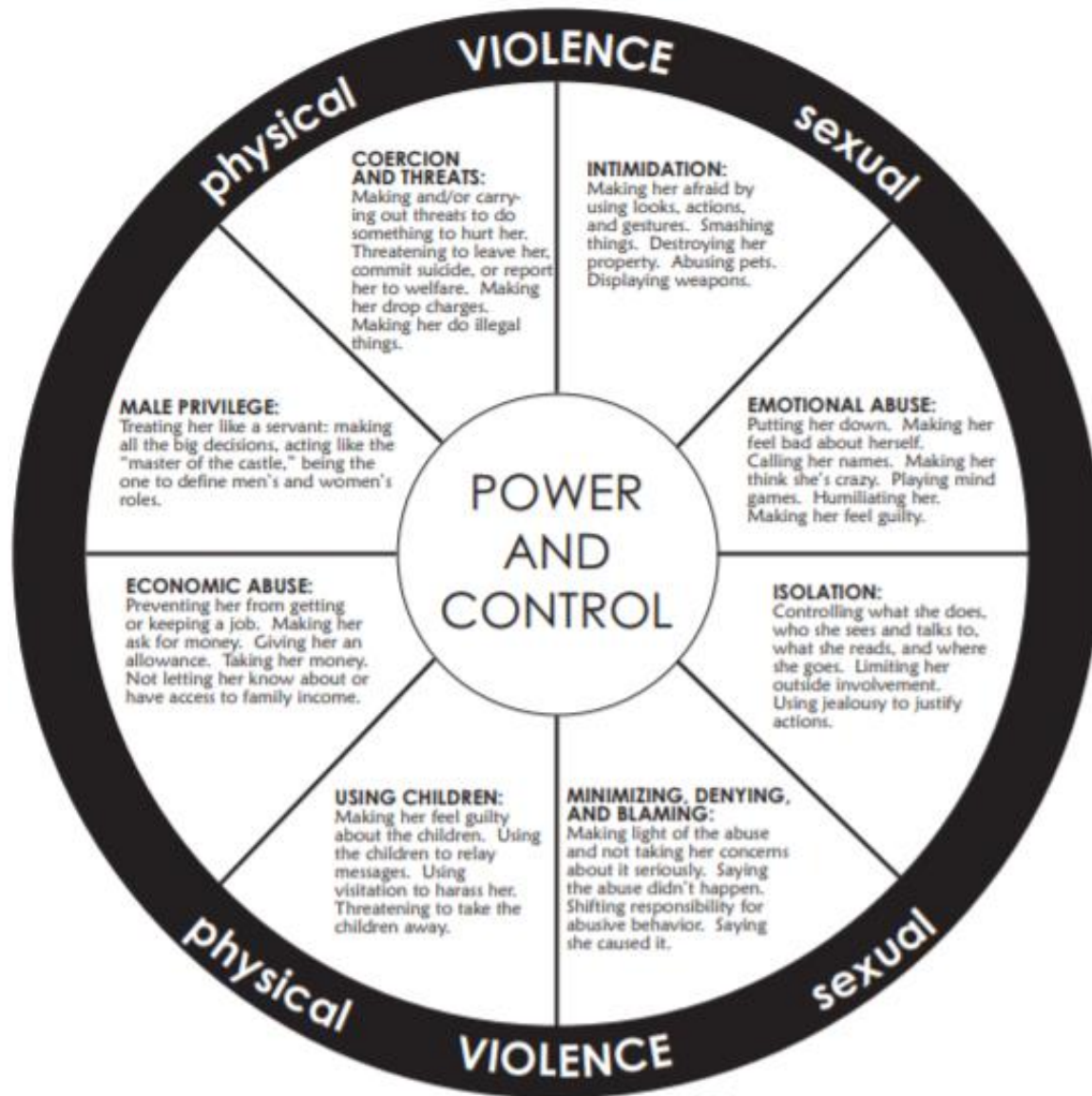
MacYoung, M. (1996). A professional's guide to ending violence quickly: How bouncers, bodyguards, and other security professionals handle ugly situations. Boulder, CO: Paladin Press. (p. 223)

Casey's insights about bullying are true!:

“bullying is akin to domestic violence where the abuser is on the payroll”.

[Casey, L. (2010). Sick of bullying; workplace harassment; It can make employees ill and even lead to suicide, but bullying on the job has yet to receive the scrutiny now paid to bullying in the

[Casey, L. (2010). Sick of bullying; workplace harassment; It can make employees ill and even lead to suicide, but bullying on the job has yet to receive the scrutiny now paid to bullying in the schoolyard. *The Ottawa Citizen*, (Nov. 24), F2.]



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ALL BULLYING involves bullies':

carefully orchestrated
communication

managed, power-oriented
interactions

invisible but powerful social
control

--(Phillips and Brown, 1993, p. 1551).

It is a prelude to other violence

Bullying passes the 'Duck Test'



(a point re-emphasized by Scott, H. S. (2018). Extending the Duluth model to workplace bullying: a modification and adaptation of the workplace power-control wheel. *Workplace Health & Safety*, 66, 444-452. doi:10.1177/2165079917750934)

De-Escalation Strategies



Self Awareness
Self Management
Social Awareness
Relationship Management

Self Awareness



Self Awareness



Self Management



Self Management



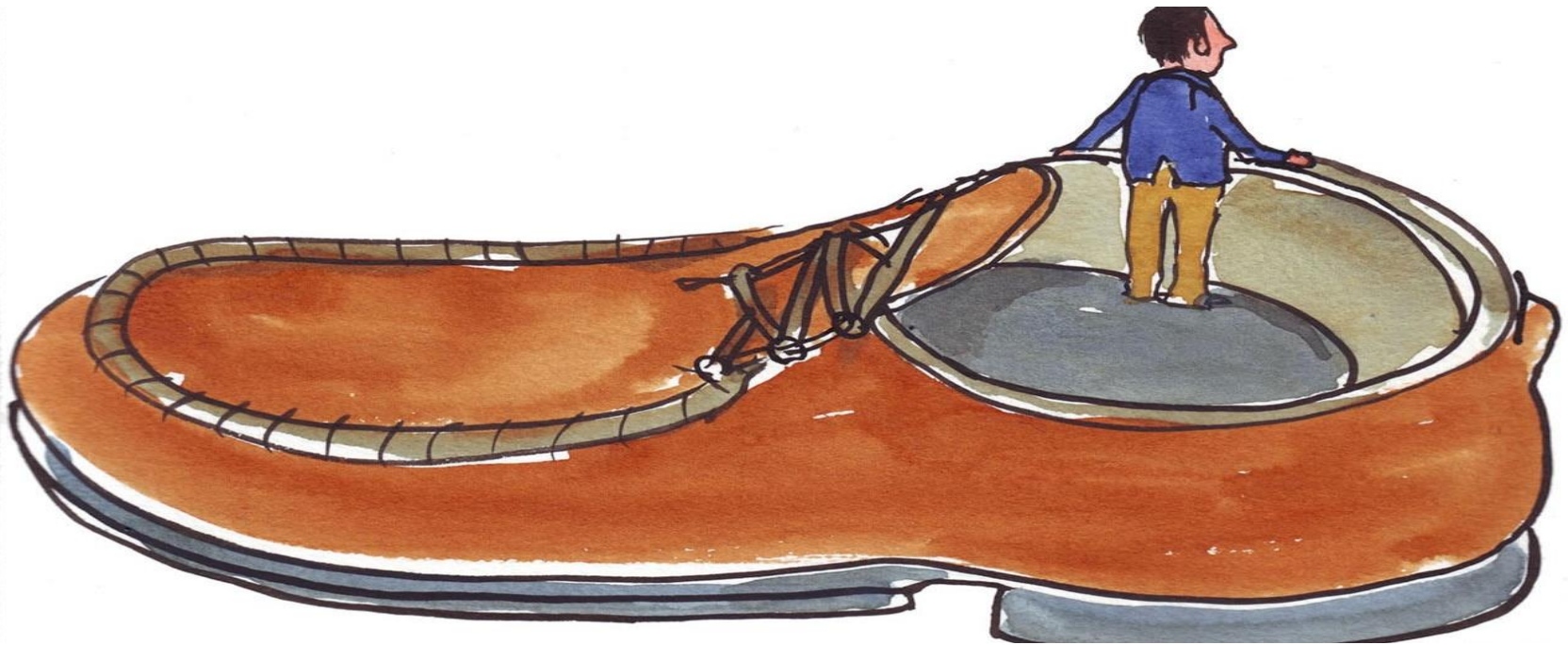
*Listening
Tone
Pitch*

Self Management



Self-defense

Social Awareness




Put yourself in someone else's shoes

Relationship Management



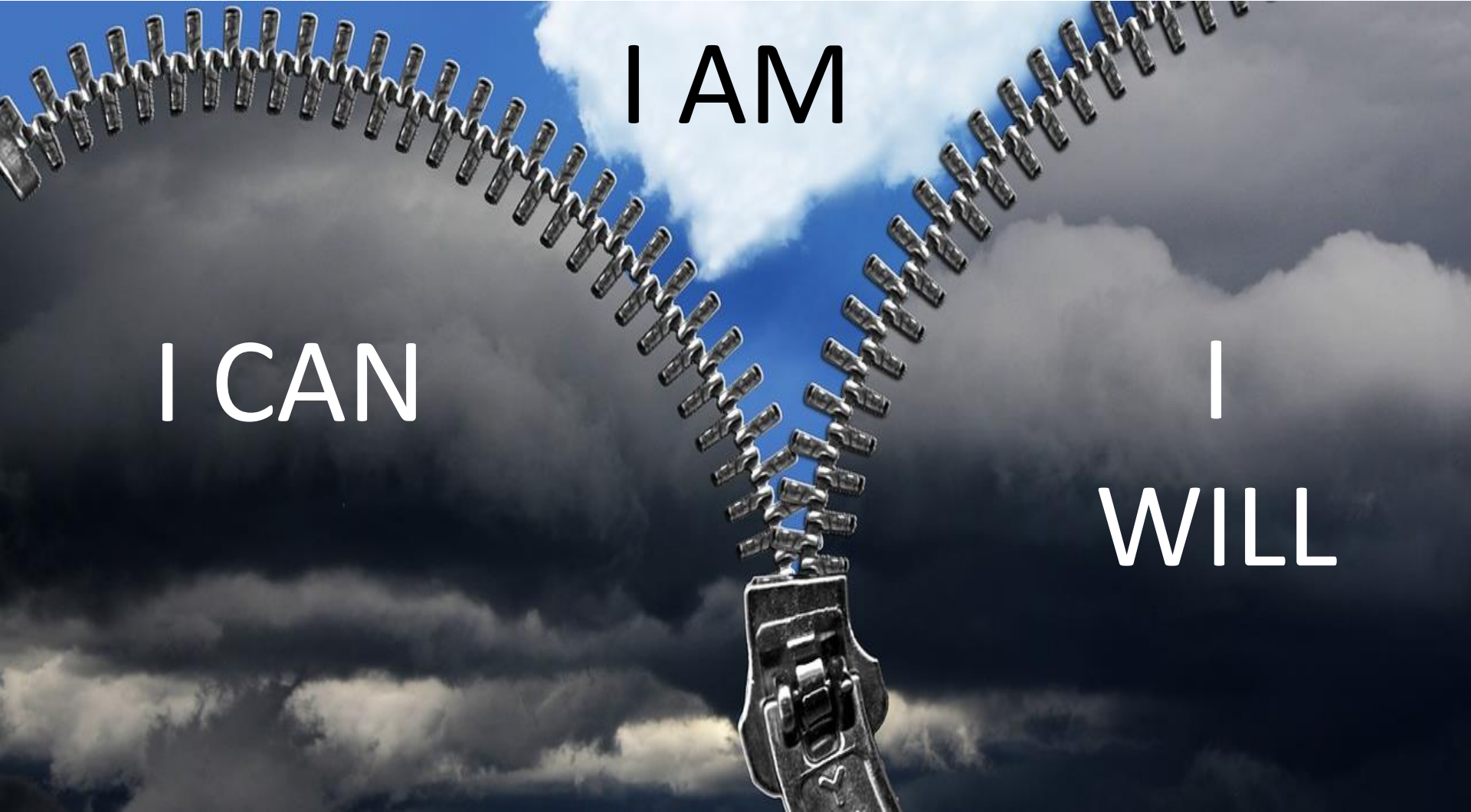
Relationship Management

A background image of a fire with a white text box in the center. The fire is bright orange and yellow, with flames rising from a dark base. The text box is white with a slight gradient and contains the following text:

Listen
Paraphrase
“I” not “you”
Open-ended questions

Control





I AM

I CAN

I
WILL

Summary of De-Escalation Strategies

- Awareness and recognition of bullying
- Avoidance of self-blame
- Use of verbal and non-verbal communication; safety is paramount
- Talk to a trusted person (ie. coworkers, team members, friends & family)



Danger assessment

Assessing Danger of Femicide: the Most Extreme form of Gender Based Violence

- **“Gender Based Violence” – many definitions since 1993 first introduced by UN - Most useful: “Harm Inflicted on individuals and groups that is connected to normative understandings of gender” (e.g. Gender roles, Gender Norms) – harm can be physical or psychological – e.g. from bullying**
- **Those experiencing Gender Based Violence most often women and girls, but can affect all persons – gender norms affect who and when “ok” to use violence in a society**
- **Nursing perspective emphasizes effects on health (SDG #3 Good Health and Well-Being) & health care system response**

Femicide

- Femicide as the killing of females by males *because* they are female

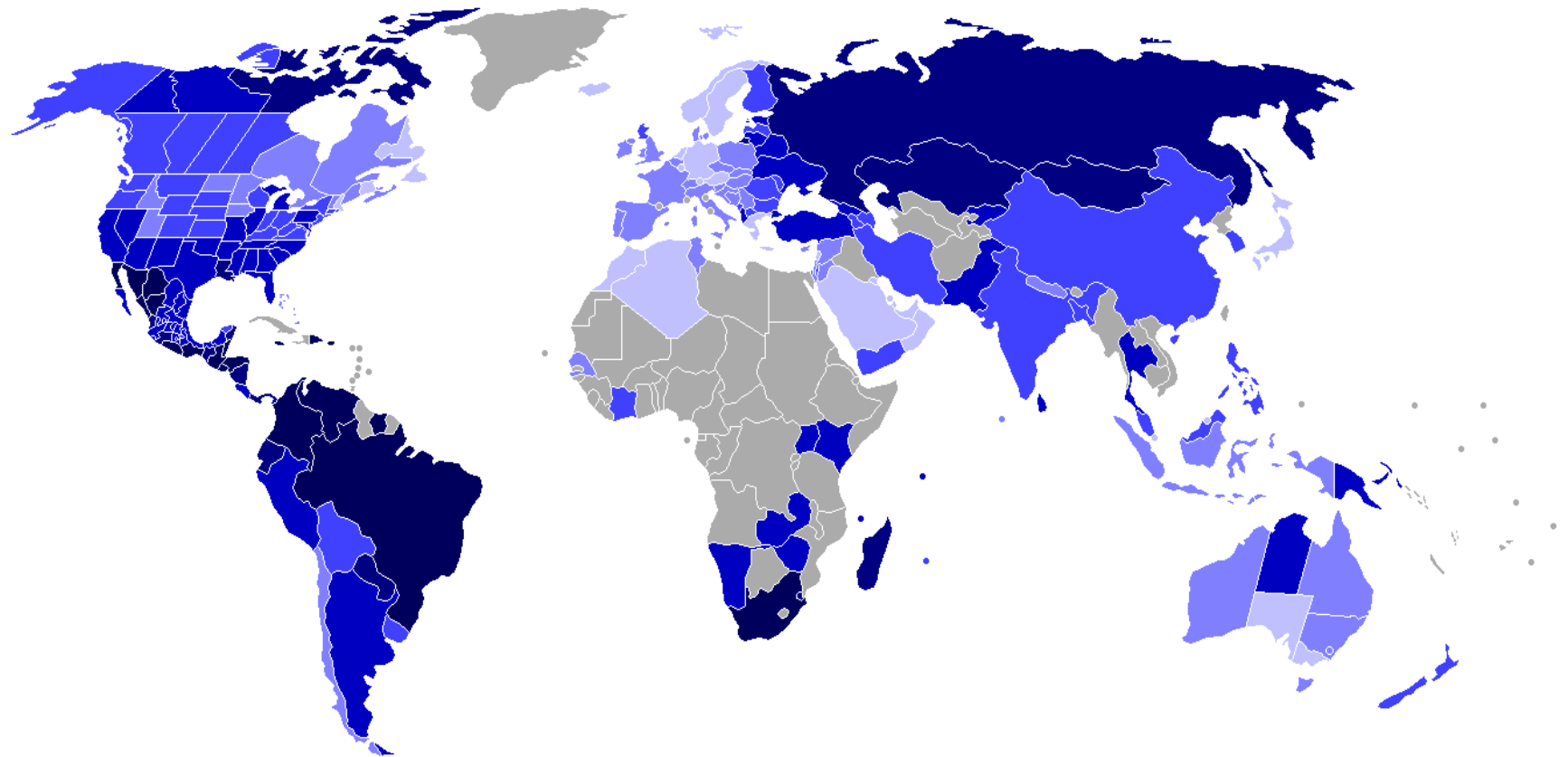
(Russell '76, '92)

- Includes other forms of GBV killings
- E.g. Honor killings
- Does motive (hard to ascribe) need to be misogynistic or is context sufficient?

- More pragmatic to describe femicide as murder of women



World Murder Rates per 100,000 (WHO) – not disaggregated by gender

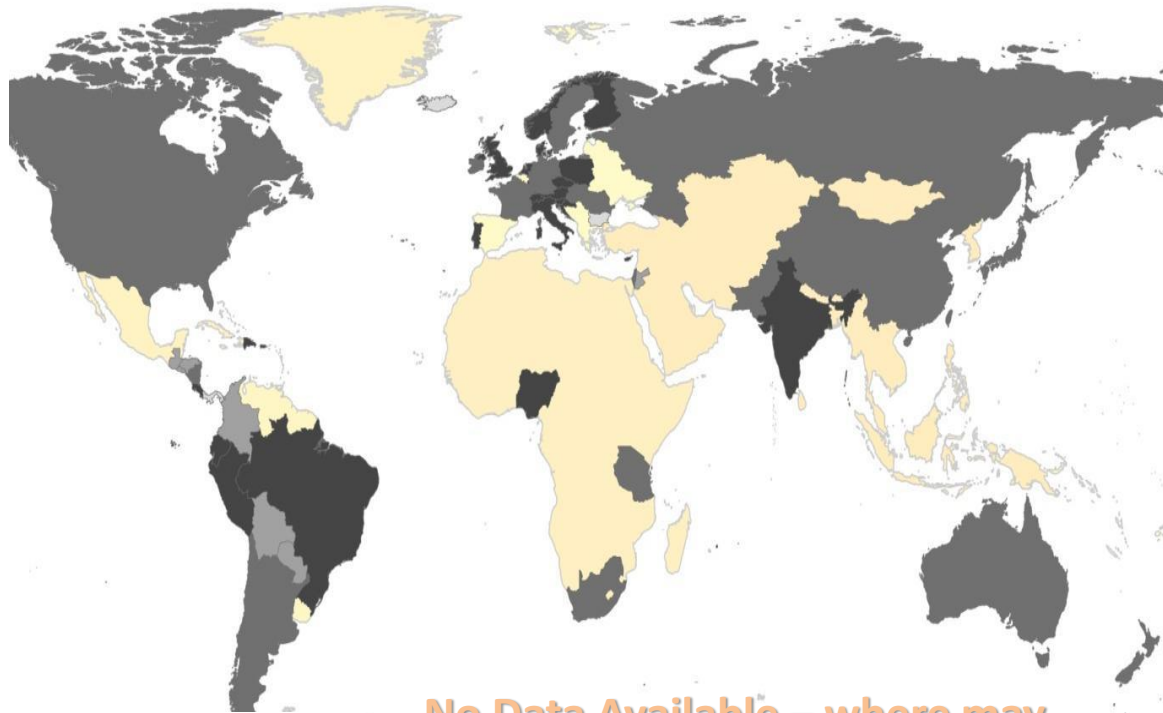
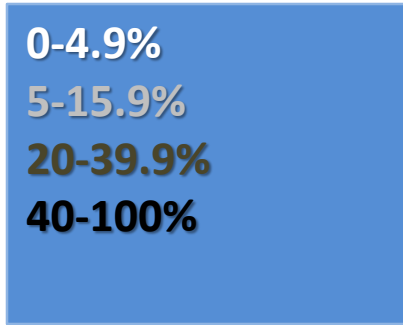


WHO Data Disaggregated by Gender

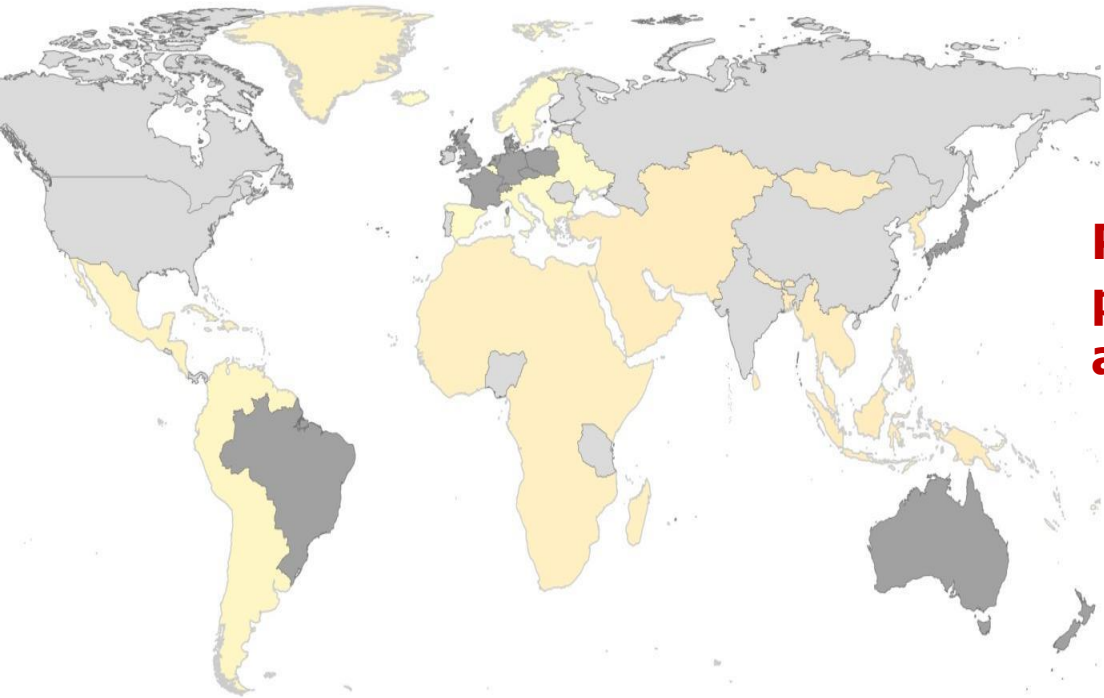
(Stöckl, Devries, Rotstein, Abrahams, Campbell, Watts, Garcia-Moreno, The Lancet '13)

- 66 countries reporting (of approx 190)- overall 13.5% homicides committed by intimate partner
 - X6 higher for female homicides than male
- 38.6% of femicides vs. 6.3% of male homicides
 - Percentages highest in high-income countries & in South East Asia.
 - Adjustments to account for unknown victim-offender relationships increased prevalence to 47.4% for women & 6.5% for men
 - Only countries where = #'s of males killed by partners = to women – Panama & Brazil

Proportion of intimate partner homicides among all female homicides - femicides



No Data Available – where may be the most femicides – also missing maternal mortality from femicide



Proportion of intimate partner homicides among all male homicides

*Stöckl, H., Devries, K., Rotstein, A. Abrahams, N., Campbell, J., Watts, C. Garcia-Moreno, C. (2013). The global prevalence of intimate partner homicide. *The Lancet*. Published online June 2013

Global Summary

- one in seven homicides globally & over a third of femicides perpetrated by IP
- highest in the SE Asia region (58.8%) High Income Countries (41.2%), Americas region (40.5%) and African region (40.1%)
- lower in Western Pacific region (19.1%) lower & middle income European (20.0%) & Eastern Mediterranean (14.4%)
- Homicides w/male victims - % of IPH highest High Income Countries (6.3%), African region (4.1%) & lower middle income European Region (3.6%).

Per capita Femicide Comparisons

- Spain – 50-60 femicides/year - .4/100,000 – majority IP femicide
- AU – .8/100,000 IP femicides – '08
 - 1.2/100,000 overall femicide '08;
- NZ 0.70/100,000 (male & female – family)
- USA – approximately 1500 DV femicides per year – IP femicide about 50-60%
 - 1.35/100,000 '01 decreasing to 1.08 in '14, rate increased in '15, '16 - now 1.20/100,000 (www.vpc.org)
- South Africa 8.8/100,000 in '99; 5.6/100,000 in '08 – IP femicide now about 40% (Abrahams & Matthews '12)
- Decreases in Australia & South African with gun law reforms

What Else We Know – Studies from Individual Countries

- Indigenous women at increased risk for femicide in general & IP Femicide (10X in US; X7 in Canada (? Not disaggregated by gender) missing & murdered women projects Canada & USA
- IP Homicide – suicides – male phenomenon – in US (30%+ of IP femicides) – also prevalent in Canada (29%), Australia (22%), NZ (32%), Europe – (Spain 12%) - high income countries

Other Forms of GBV Related Death for Women

- Honor Killings, Maternal & Infant Mortality related to IPV (WHO Bulletin 2003)
- Maternal Mortality from Homicide (US – Cheng & Horan – MD)
- DV Related Suicide of Women – suicidality a global response of women after DV

WHO Multicountry Study of Women's Health and Gender Based Violence
https://www.who.int/violence_injury_prevention/violence/sexual/en/



Risk Factors for IP Femicide

- Globally women most often murdered by a husband, boyfriend or ex
- Where studied (US, Canada, UK) prior IPV strongest risk factor for IP Femicide
- Other strongest risk factors in US – when IPV (from IP Femicide study Campbell et al 2003)
 - Male partner gun ownership
 - Male partner unemployment
 - Threats with a weapon – potentially lethal weapon
 - Threats to kill her
 - Female partner left him (or in process of leaving)
 - Highly controlling male partner –especially if estranged
 - Perpetrator Stepchild (her biological child, not his)
 - Male partner physically forces her to have sex
 - Male partner chokes/strangles her

Also consider: Male partner threatens or tried to kill himself – for homicide-suicides & Male partner beat her during pregnancy (important for nursing/health care)

Danger Assessment

www.dangerassessment.org



Developed in 1985 to increase abused women's ability to take care of themselves (Self Care Agency; Orem '81, 92) – help them have a more accurate appraisal of danger in relationship

Wording from women - original DA used with 10 samples - 2251 abused women – validation Campbell et al 2009 JIPV

Interactive, uses calendar - aids recall plus women come to own conclusions - more persuasive & in adult learner/strong woman/ survivor model –

“You actually see your own roller coaster ride; it was on the calendar.” (Woman in shelter in Alberta, CA)

DANGER ASSESSMENT

Jacquelyn C. Campbell, Ph.D., R.N. Copyright, 2003, update 2018; www.dangerassessment.com

Several risk factors have been associated with increased risk of homicides (murders) of women and men in violent relationships. We cannot predict what will happen in your case, but we would like you to be aware of the danger of homicide in situations of abuse and for you to see how many of the risk factors apply to your situation.

Using the calendar, please mark the approximate dates during the past year when you were abused by your partner or ex-partner. Write on that date how bad the incident was according to the following scale:

1. Slapping; pinching; no injuries and/or lasting pain
2. Punching, hitting, bruises, cuts, and/or contusions
3. "Beating up"; severe contusions, burns, broken bones
4. Threat to use weapon; head injury, internal injury, permanent injury, miscarriage or choking* (use a © in the date to indicate choking/strangulation/cut off your breathing – example 4©)
5. Use of weapon; wounds from weapon
(If any of the descriptions for the higher number apply, use the higher number.)

Mark Yes or No for each of the following. (*He* refers to your husband, partner, ex-husband, ex-partner, or whoever is currently physically hurting you.)

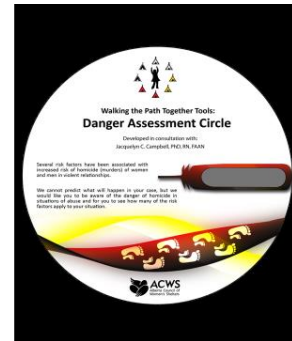
- ___ 1. Has the physical violence increased in severity or frequency over the past year?
- ___ 2. Does he own a gun?
- ___ 3. Have you left him after living together during the past year?
3a. (If have never lived with him, check here ___)
- ___ 4. Is he unemployed?
- ___ 5. Has he ever used a weapon against you or threatened you with a lethal weapon?
(If yes, was the weapon a gun? ___)
- ___ 6. Does he threaten to kill you?
- ___ 7. Has he evaded being arrested for domestic violence?
- ___ 8. Do you have a child that is not his?
- ___ 9. Has he ever forced you to have sex when you did not wish to do so?
- ___ 10. Does he ever try to choke/strangle you or cut off your breathing? 10a (if yes, has he done it more than once, or did it make you pass out or black out or make you dizzy? ___)
- ___ 11. Does he use illegal drugs? By drugs, I mean "uppers" or amphetamines, "meth", speed, angel dust, cocaine, "crack", street drugs or mixtures.
- ___ 12. Is he an alcoholic or problem drinker?
- ___ 13. Does he control most or all of your daily activities? For instance: does he tell you who you can be friends with, when you can see your family, how much money you can use, or when you can take the car? (If he tries, but you do not let him, check here: ___)
- ___ 14. Is he violently and constantly jealous of you? (For instance, does he say "If I can't have you, no one can.")
- ___ 15. Have you ever been beaten by him while you were pregnant? (If you have never been pregnant by him, check here: ___)
- ___ 16. Has he ever threatened or tried to commit suicide?
- ___ 17. Does he threaten to harm your children?
- ___ 18. Do you believe he is capable of killing you?
- ___ 19. Does he follow or spy on you, leave threatening notes or messages, destroy your property, or call you when you don't want him to?
- ___ 20. Have you ever threatened or tried to commit suicide?

Total "Yes" Answers _____

Thank you. Please talk to your nurse, advocate or counselor about what the Danger Assessment means in your situation.

Danger Assessment Developments since 2009 – TA Center funded by OVW (US)

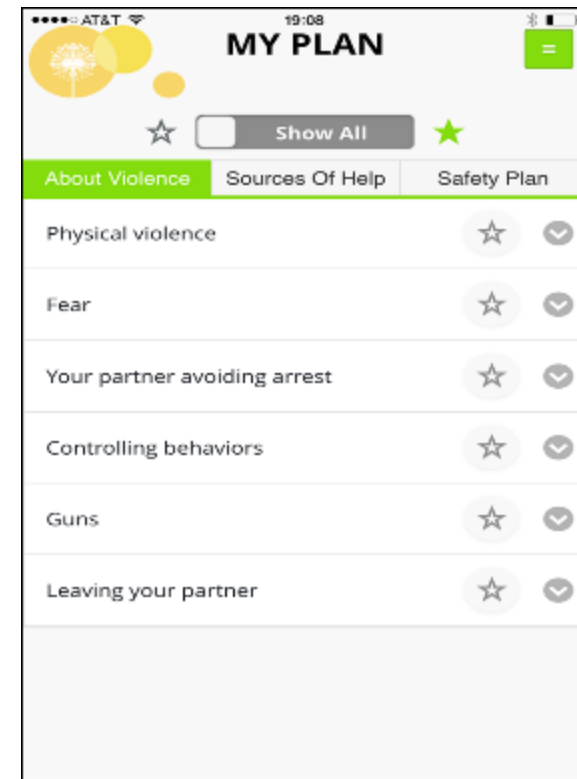
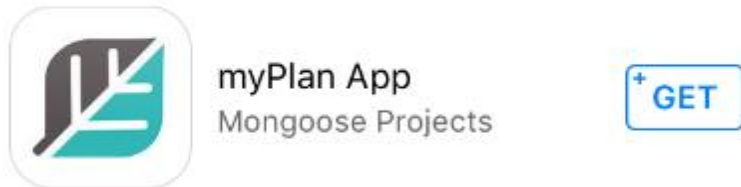
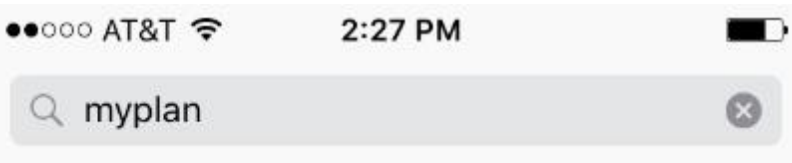
- DA-5 – short form for health care professionals – with protocol – J of Advanced Nursing '17
- DA-R for women in same sex relationships
- DA-I – for immigrant women
- DA-Circle for indigenous women (US & Canada)
- Being used in Canada, Hong Kong, Taiwan, Zambia, Spain, Portugal, UK – multiple languages (ASL)
- LAP – Lethality Assessment Program –
 - Short form for use by police when responding to DV call – to tell victim that at high risk AND get them in touch with DV services by phone on scene (www.MNADV.org)



Messing, J.T., Campbell, J.C. & Snider, C. (2017). Validation and Adaptation of the Danger Assessment-5 (DA-5): A Brief Intimate Partner Violence Risk Assessment, *Journal of Advanced Nursing*. 73:3220–3230. <https://doi.org/10.1111/jan.13459>

One Love My Plan

- Starts with secure access;
- Can be done by friend or family member,
- Relationship myths;
- Plan tailored to priorities & level of danger
- Adaptations in NZ, Canada, US, Australia, Ghana

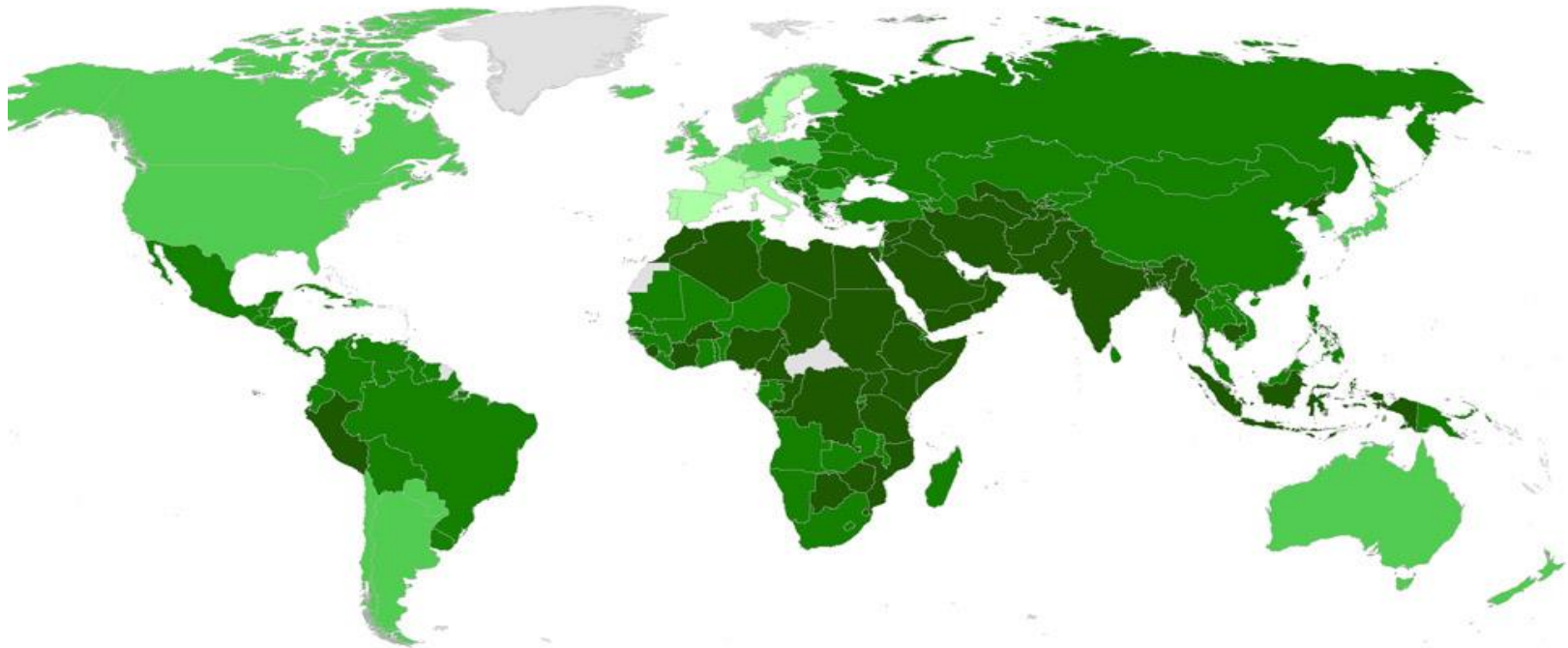


Sustainable Development Goals

Relationship of GBV and IP Femicide & Bullying to United Nations Sustainable Development Goals Clear:

- **3 - Good Health and Well-Being – Experiencing GBV & bullying diminishes health and well-being – strong evidence globally – physiological effects of trauma**
- **5 - Gender Equality – where Gender norms are most unequal &/or changing rapidly GBV most widespread**
- **8 – Decent Work and Economic Growth – women’s education protective against GBV –individually and in communities - structural supports for female control of family & community economic resources needed**
- **16 - Peace, Justice and Strong Institutions –Gender norms of warfare associated with GBV & countries experiencing war have more GBV – “Sanctions & Sanctuary”**

Women's Physical Security



- No Data
- Women physically secure
- Women have high levels of physical security
- Women have medium levels of physical security
- Women have low levels of physical security
- Women lack physical security



Women's physical security (IPV, rape, marital rape, femicide) significantly associated with Global Peace Index, also with economic development – Hudson et al *International Security*, 33, 2009.
www.womanstats.com

Clear that Interventions for GBV including IP Femicide & Bullying need to Address UN Sustainable Development Goals

- **3 - Good Health and Well-Being – Health Care System and Nursing need to be involved – interventions by nurses in the Health Care System for GBV & bullying**
- **5 - Gender Equality – for nurses in workforce (still mostly women) & for women as patients (more research needed) & in society**
 - **Building on existing gender norms to emphasize nonviolence and gender equity (e.g. building on male norms to protect families)**
- **8 – Decent Work and Economic Growth – adequate pay for nurses – resources for health care & anti violence initiatives**
- **16 - Peace, Justice & Strong Institutions – global & country structures & norms**

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<http://www.glrctp.org>
Pigs for Peace
Democratic Republic of
the Congo (N. Glass,
Professor, JHU SON)



Questions and Answers



11 March 2019

Thank You!