

Creating Stronger Safety Nets: Ending Violence through Risk Assessment and Safety Planning



Safety—it's at the root of all frontline anti-violence work. Community-Based Victim Services, Stopping the Violence Counselling and Outreach programs, and violence against women coordination initiatives are constantly striving to increase safety for survivors of violence. Not only do you provide direct support and advocacy for clients, but many of you are also involved in delivering public education, collaborating with other sectors and sharing your expertise with government ministries regarding policy and legislation.

As you know, worker safety is a crucial part of providing effective support to survivors. Workers themselves must be able to feel secure from both physical and emotional danger—whether that is violence from a client's abuser, an unsafe workplace or vicarious trauma resulting from working with survivors of severe violence.

As usual, we planned this year's Annual Training Forum with the needs of frontline workers in mind. In all of our most recent consultations with workers in the field, safety issues have been paramount. Participants in our conference calls and trainings, and workers and managers who contact us by email and phone, have expressed concern about client and worker safety in the context of anti-violence work. Specific concerns include working with women who have been abused by gang members, collaborating effectively with child protection workers and maximizing worker safety in small rural communities.

We have gathered leaders in service delivery, policy development and education to increase our sector's capacity to support survivors while maintaining worker safety.

Workshops at the Training Forum will address risk assessment, safety planning, workplace safety and intersectoral collaboration.

There will be opportunities to examine the specific safety concerns for immigrant and refugee women, sex trade workers, women with mental health and substance use issues and women in rural communities. Using examples from successful programs and partnerships, presenters will demonstrate how safety assessments can be used not only to identify concrete risks to survivors' safety, but also to communicate these risks effectively to service providers. Other workshops will focus on real, useable techniques for worker self-care and workplace safety enhancement. All this and much more!

We at the Association are very excited about the program that our planning committee has put together, and we hope you will be too. We look forward to seeing you in November.

Tracy Porteous

Executive Director, BCASVACP

On behalf of the Training Forum Planning Committee

Many thanks to the Ministry of Housing and Social Development, the Ministry of Public Safety and Solicitor General and the Department of Justice Canada for their funding support.

2008 Annual General Meeting



Saturday, November 22, 2008

9:30 AM – 1:30 PM

**Best Western Hotel,
Richmond**

9:30 AM Welcome & Call to Order

- The Year in Review
- Open Member Discussion
- Break (coffee, muffins & fruit provided)
- Association Business
- Board of Directors Election

Please join us for the BCASVACP's Annual General Meeting on November 22, 2008, just after the Training Forum on November 20 & 21, at the same location. For those traveling from out of town, it is our hope that you will be able to stay through November 22 so that you can join us for the meeting. The BCASVACP's AGM is:

- A time for members to connect with other advocates, counsellors and managers from programs across the province and within your region.
- A chance to meet or reconnect with the staff and Board of the Association.
- A time to recognize the Association's accomplishments of the past year.
- A time to identify critical issues and look to the year ahead.

At the AGM, elections are held for regional representation on the Board of Directors of the Association for the coming year. The term of office for Directors is two years. Therefore, not all seats will be vacant. Please contact your current Board representative to inquire about her intentions and to see if there will be a vacancy in your region. We encourage prospective Board members to discuss your interest with other members in your region, get prior approval from your agency to sit on the Board, and come to the AGM prepared to speak about yourself and what you bring to the Association. Those member programs that are in good standing, and have paid their membership dues at least 30 days prior to the AGM will be eligible to vote at the AGM. If you are unsure about your membership dues, just give us a call. We hope that members new and old will join us at the upcoming 2008 Annual General Meeting!



** Art throughout program by Sheila Norgate*



Forum at a Glance



NOVEMBER 20, 2008

Thursday AM

7:30 Registration & Coffee

- Information tables

8:30 Opening Welcome

Keynote Addresses

Jacquelyn Campbell
Effective Risk Assessment

Raven Bowen and Susan Davis
Safety for Sex Workers

11:00 Lunch Provided

- Odin Books
- Massage Therapy

Keynote Address

Mary Ellen Turpel-Lafond
Coming Together for Our Children: A
Collaborative and Coordinated Approach

Thursday PM

1:30 Concurrent Workshops

1. Engaged to Protect: Keeping Women Central to the Risk Assessment Process
2. Tools and Strategies: Risk Assessment and Safety Planning for Immigrant, Refugee and Non-Status Women
3. Building Trust and Rapport with Sex Workers
4. Coordinated Interventions When Women Use Violence
5. A Coordinated Response to Protection Order Enforcement
6. Tools for Safety Planning: Using the Aid to Safety Assessment and Planning (ASAP)
7. Emotion, Mindfulness and Movement: Expanding the Regulatory Boundaries of the Window of Affect Tolerance
8. Risk to Partners: Engaging to Keep Women Safe in Gang-Related Relationships

5:00 No Host Reception

NOVEMBER 21, 2008

Friday AM

8:00 Registration & Coffee

- Information tables

8:30 Opening

Keynote Addresses

Dr Pat Ogden
A Psychology of Action: The Role of the Body in
Trauma Treatment

Stephen D Hart
Risk Assessment and Safety Planning

Break

Keynote Address

Ellen Pence
Making Change in our Communities

Friday PM

12:00 Lunch Provided

- Odin Books
- Massage Therapy

1:30 Concurrent Workshops

1. The Art of Self-Care
2. Working with Women at High Risk for Sexual Assault
3. Integrating Child Protection and Violence Against Women: Challenges and Opportunities
4. Tools for Supporting Survivors with Substance Use and/or Mental Health Issues
5. Using the Danger Assessment Tool
6. Collaboration for Victim Protection: Women's Services, Community Corrections and Offender Program Interventions
7. Risk Assessment in the Workplace

4:45 Adjourn



Effective Risk Assessment

Jacquelyn Campbell



Well-designed and effective risk assessment tools are integral elements in helping women keep safe. Jacquelyn Campbell's Danger Assessment Tool addresses women's safety by examining the level of danger and risk of lethality in each woman's particular situation. Through an interactive process between the woman and her advocate, this tool can help guide a woman in her choice of protection factors and actions when making decisions about her life. Dr Campbell designed this tool and has been training advocates on its effective use for several years. Qualitative research from Alberta has demonstrated its success. Dr Campbell will open our conference by bringing her depth of experience and her ideas about how we can talk effectively to women about safety based on an accurate assessment of their level of danger.

Jacquelyn Campbell, PhD, is the Anna D Wolf Chair and a professor in the John Hopkins School of Nursing, with a joint appointment in the Bloomberg School of Public Health. She has been conducting advocacy, policy work and research in the area of family violence, and addressing health disparities related to trauma since 1980, and has been at Hopkins since 1993. Jacquelyn has been continuously funded as a principal investigator (PI) since 1984 on National Institutes of Health published more than 150 articles and seven books on violence against women. She is an elected member of the Institute of Medicine and the American Academy of Nursing, and served on the congressionally-appointed US Department of Defense Domestic Violence Task Force as well as the Board of Directors of the Baltimore House of Ruth Battered Women's Shelter. At Hopkins she is the advisor for Research Honors undergrad as well as PhD students, advises Minority Health and Health Disparities International Research Training (MHIRT) students in South Africa, teaches a family violence elective, is the National Program Director for the new

Robert Wood Johnson Foundation Nurse Faculty Scholars program, and is PI of a National Institute of Health and Safety (NIOSH) funded project on workplace violence.

Safety for Sex Workers

Raven Bowen and Susan Davis



Raven Bowen and Susan Davis of the BC Coalition of Experiential Communities (BCCEC) will outline their plan for sex industry stabilization. They will focus on the long term affects of complex Post Traumatic Stress Disorder, tangible ways in which support services can work within the current climate, and practical approaches to working with trauma survivors.

The BC Coalition of Experiential Women was formed out of regional meetings of women from the sex industry in 2002 and 2003. The Coalition was renamed the BC Coalition of Experiential Communities, members include men and women from across the province who have over 30 years of combined experience in advocacy, research, service delivery and management, and well over 50 years of experience in all facets of the sex industry. Members have founded, operated or significantly contributed to eight sex worker organizations, including the BC Coalition of Experiential Men. The BCCEC works to inspire experiential leadership toward the elimination of oppressive systems and forces that create harm within the sex industry.

Raven Bowen joined PACE in 1994, and was Executive Director of the Society from 2000-2005. As an award-winning community advocate with over 13 years experience, Raven works to involve sex industry workers in community development and social change and fights for sex worker leadership and inclusion in decision-making at all levels. As an alliance builder among community groups, law enforcement, sex workers, policy makers and senior government officials, she inherited





the coordination of the BC Coalition of Experiential Communities. Raven holds a certificate in Liberal Arts and is currently completing her degree in Sociology at Simon Fraser University. She desires to continue her focus on policy development and social change through sex worker led research and community economic and social development.



Susan Davis has been a sex worker for 22 years, and is a member of the BCCEC, the Sex Industry Worker Safety Action Group in partnership with the Vancouver Police Department and the Living in Community Steering Committee, a city-wide initiative to balance perspectives on the sex industry.

Susan was a plaintiff in the Charter challenges of the prostitution laws. She has lectured at universities and colleges, and trained almost 200 new recruits for the VPD as well as members of the RCMP and the department of national defense.

Coming Together for Our Children: A Collaborative and Coordinated Approach

Mary Ellen Turpel-Lafond



BC's Representative for Children and Youth will speak about the crucial need for collaboration and coordination in supporting vulnerable children. Ms Turpel-Lafond will speak to the ways in which the justice system (police, Crown and youth custody) can work with governmental and

non-governmental organizations to achieve better paths for vulnerable children and their families.

Mary Ellen Turpel-Lafond was appointed BC's first Representative for Children and Youth in November 2006, for a five-year term. Ms. Turpel-Lafond, who took a five-year leave from the Saskatchewan Provincial Court, was appointed to the bench in 1998. Ms Turpel-Lafond worked as a criminal law judge in youth and adult courts in Saskatchewan Provincial Court, which led her to work at developing partnerships to better serve the needs of young people in the justice system. She has been active in supporting healthy families and seeking greater respect and recognition of the unique situation that children in society, particularly vulnerable children, find themselves in. Prior to her judicial appointment, Ms Turpel-Lafond was a lawyer in Nova Scotia and Saskatchewan and a tenured professor of law at Dalhousie University Faculty of Law. She taught law at the University of Toronto, the University of Notre Dame and other universities, and held the position of Aboriginal Scholar at the University of Saskatchewan. In 2007, the Indigenous Bar Association awarded her the distinction of "Indigenous Peoples' Counsel." Time Magazine named her one of the "100 Global Leaders of Tomorrow" in 1994, and in one of the "Top 20 Canadian Leaders for the 21st Century" in 1999. Ms Turpel-Lafond is a member of the Muskeg Lake Cree Nation in Saskatchewan.





A Psychology of Action: The Role of the Body in Trauma Treatment

Dr Pat Ogden



In the wake of the emerging understanding about the neurobiology of trauma and the appreciation that physical action is necessary to initiate new ways of perceiving reality and promote new behaviour patterns, this talk will illustrate working with physical action to process traumatic experience and create new competencies.

Dr Pat Ogden is the founder and director of the Sensorimotor Psychotherapy Institute, an internationally recognized school that specializes in training psychotherapists in somatic/cognitive approaches for the treatment of trauma, developmental and attachment issues. She is a co-founder of the Hakomi Institute, served on the faculty of The Naropa University in the Somatic Psychology and Contemplative Psychology departments from 1985 to 2005, and lectures internationally. Dr Ogden is trained in a wide variety of somatic and psychotherapeutic approaches and has worked with a diversity of populations, including prison inmates, psychiatric inpatients and survivors of trauma. As a pioneer in somatic psychotherapy and the treatment of trauma, she has 34 years experience working with individuals and groups. She is the first author of the groundbreaking book *Trauma and the Body: A Sensorimotor Approach to Psychotherapy*, which was published in the fall of 2006 in the interpersonal neurobiology series of W.W. Norton and is in its second printing.

Risk Assessment and Safety Planning

Stephen Hart



In the justice system, many critical decisions hinge on an understanding of the risks posed by men who are accused of, charged with, or convicted of violence against their intimate partners. Stephen Hart will review best practices with respect to conducting intimate partner violence risk assessment, including how risk assessments can and should be used by police, prosecutors, courts, and corrections personnel. He will then discuss how risk assessments can be used to enhance safety planning, when combined with information about survivors and the communities in which they live.

Stephen Hart is an internationally recognized expert in the field of assessment and management of violence risk. He is also a professor of Psychology at Simon Fraser University, Canada. Stephen has conducted training for legal, law enforcement, corrections and mental health professionals throughout North America, Europe, Asia, and Australia. Having graduated with a PhD in clinical and forensic psychology from the University of British Columbia, Stephen has authored or co-authored 150 scientific books, chapters and articles. Stephen has provided expert testimony before courts and tribunals at all judicial levels throughout North America.





Making Change in our Communities

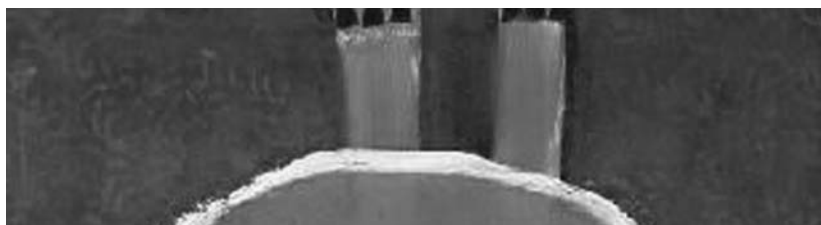
Ellen Pence



For 30 years, the movement to challenge and end violence against women in their intimate relationships has struggled to make this very private crime visible. That movement has inspired enormous changes in how we come to understand the responsibilities of communities to respond and the capability of individuals to resist.

Our ability to effectively intervene in this country's most frequently committed violent crime depends on our capacity to know "who is doing what to whom and with what impact." Ellen Pence speaks from decades of experience on how to link what we know with what is actually happening and then link what we do with what is actually needed.

Ellen Pence has been a social activist working in the areas of housing, welfare reform, violence against women and child protection reform for 35 years. She received a PhD in Sociology at the Ontario Institute for Studies in Education in 1996. She has used Institutional Ethnography as a method of organizing community groups to analyze problems created by institutional intervention in families. She continues to translate Dorothy Smith's work into practical methods for community groups to analyze and then change features of Institutions of Social Management. Her work focuses on understanding and accounting for features of institutional case management that produce the gaps between workers in the system and people whose lives are managed as cases.



Workshop Descriptions



Wednesday November **20**, 2008

1:30 PM Concurrent Workshops

1. Engaged to Protect: Keeping Women Central to the Risk Assessment Process

We often try to enhance safety for battered women and their children by assessing the level of risk posed by the abusive partner or ex-partner. But risk is not limited to what the abuser might do; it also includes what various interventions might lead to (for example losing her children, deportation, losing her housing). Women also face different personal and social circumstances that aggravate or alleviate risk, such as social isolation and family participation in the abuse. This workshop provides an opportunity to examine problems with standardized tools, such as their inadequacy to address the circumstances of the individuals the assessment is attempting to serve. Participants will explore strategies to improve services and enhance safety by working in partnership with battered women. By building relationships and engaging in dialogue, we gain a deeper understanding of the complexity of dangers facing each individual woman.

Presenters

Ellen Pence: see Keynote bios.

Morgen Baldwin is an independent trainer and consultant based in Terrace, BC. Since 1999 she has completed numerous writing and training projects across BC, specializing in the areas of violence against women in relationships, sexual assault, and criminal harassment. Prior to 1999, Morgen worked for seven years in the anti-violence field doing community development, outreach work, community-based advocacy, public education, program development and cross-sector coordination.

2. Tools and Strategies: Risk Assessment and Safety Planning for Immigrant, Refugee and Non-status Women

This workshop will explore the complexities and challenges that immigrant, refugee and non-status women from a variety of backgrounds face in their efforts to deal with violence in their lives. As you are aware, leaving an abusive relationship or disclosing sexual assault is often a dangerous decision for women, and one that could result in isolation, poverty, further marginalization or death. Women face different barriers depending on their immigration status in Canada; it is critical that anti-violence workers are familiar with these

barriers and the options that women have for overcoming them. Effective support will also require thorough risk assessment and safety planning. Presenters will provide insights into the realities of immigrant, refugee and non-status women; their experiences and choices; and how your understanding of tools and strategies could make the difference. Topics will include immigration status, rural community realities, women on work permits, “mail order brides,” and more.

Presenters

Margaret Florczyk has been an STV Counsellor at Vancouver Lower Mainland Multicultural Family Support Services since 1996. She works mainly with women and their families who are immigrants or refugees from Eastern European countries: the former Soviet Union, the former Yugoslavia, Poland, Romania, Hungary, Bulgaria, Czech Republic and Slovakia. She herself is an immigrant, and lived in a refugee camp for two years. Her personal experiences help her to understand and appreciate women's efforts to regain their dignity, self-realization and happiness.

Maria Pineda Lowen is originally from Mexico City and moved to Canada in 1989. She began working as an STV Counsellor in 1992, and is now a Community-Based Victim Assistance worker at Central Okanagan Elizabeth Fry Society. She has a Social Work Degree and a Human Services Worker Certificate. Throughout Maria's practice she has provided support to immigrant women and children who have experienced violence and oppression.

Kamaljit Lehal is a lawyer with her own practice in Delta. She has over 10 years of experience practicing immigration law, as well as administrative and personal injury law. In the realm of immigration law she has represented women successfully on gender persecution grounds. She sits on the Board of OPTIONS, a community service organization that operates local battered women's shelters. In addition, Kamaljit has been involved with the Indo-Canadian Women's Organization, and is alternative chair for the BC Review Board.

Jessie Uppal: bio not available.



Workshop Descriptions



3. Building Trust and Rapport with Sex Workers

This workshop will provide participants with an opportunity to explore and understand the challenges that Sex Workers face and the intricacies involved in supporting sex workers, while working with them “where they’re at.” Sex workers are the experts on their own experiences and have many strengths and assets, yet they are one of the most marginalized, stigmatized and isolated populations, for whom violence is often a daily occurrence. Our workshop will include information about: sensitivity and advocacy issues, legal rights, common myths about sex work and how to stay safe. We will provide case scenarios to encourage discussion and provide participants with a first hand, front-line understanding of a day in the life of a sex worker and how to best support them without judgment.

Presenters

Sheri Kiselbach became a member (client) of Prostitution Alternatives Counselling and Education (PACE) in 2001. She has worked for the organization as a Project Coordinator, Peer Support Worker on the Mobile Access Project (MAP) Van, and Safety Coach, as well as co-authoring several PACE publications. Sheri is a member of SIWSAG (Sex Industry Worker Safety Action Group) and is instrumental in distributing the Red Light Alerts (formerly called Bad Date Reports) to sex workers, community allies and service providers. Sheri has been Violence Prevention Coordinator at PACE since 2006. This work is near and dear to Sheri, because had she known then what she knows now, she may have been able to prevent a bad date and/or defend herself against violence.

Ilona Harris became a Support Worker and Project Coordinator at PACE in 2006, after completing the Social Service Worker Course at Langara College. She provides support, outreach and advocacy, and coordinates the BELLE (Beautiful Experiential Life Links to Empowerment) Project. Ilona has also been a Peer Support Worker for the MAP Van, and worked in transition houses and emergency shelters, as well as volunteering with people living with HIV/AIDS and women and children survivors of abuse. As a street-involved youth in Toronto, Ilona was influenced by the empathy of some service providers and inspired by the resiliency of and the care and protection offered to her by sex workers. Street life motivated Ilona’s dream of a future where she could provide the same support and compassion that she received.

4. Coordinated Interventions When Women Use Violence

Women’s use of violence in intimate relationships has received much attention in recent years. News reports conclude that women are just as violent as men and that men’s and women’s violence is equal in its motivation and impact. This has led to an increase in dual arrests and a simplification of the complexities of relationship dynamics. Women who use violence in lesbian and heterosexual relationships are often referred to services for abusive men, refused services by women’s anti-violence programs, misunderstood and pathologized. The purpose of this workshop is to break down barriers, provide a greater understanding of the ways in which women use violence, and explore strategies for helping women find alternatives to violence.

Presenters

Gail Edinger has worked in the BC feminist anti-violence movement for over 20 years, doing community development and coordination, counselling, advocacy, and training. She has consulted extensively with systems and community groups on policy development and implementation. She co-chaired the Vancouver Coordination Committee on Violence Against Women from 1989 until 1998, was a member of the Task Force on Family Violence that produced “Is Anyone Listening?” in 1990, and has supported communities around BC to build a coordinated response to gender-based violence. Gail has been a Regional Coordinator with Community Coordination for Women’s Safety since 2001.

Cathy Welch is a feminist counsellor who has worked in community anti-violence agencies and the mental health system since the mid-1980s. She has worked as a counsellor, group facilitator and community educator around issues of violence in the lives of women, including violence in lesbian relationships and women’s mental health. Currently, she is the program counsellor in the Women Using Violence Project (Victoria) and a counsellor and program supervisor in a community anti-violence agency.

5. A Coordinated Response to Protection Orders Enforcement

For many years enforcement of protection orders in cases of violence in relationship has been problematic. The expectation is that recent changes to the Family Relations Act, as well as work done at the provincial level regarding risk assess-

Workshop Descriptions



ment and collaborative safety planning will have a positive impact on the effectiveness of orders. This workshop will outline the dilemma of the lack of coordination between family and criminal courts and the proposed changes to the Family Relation Act regarding protection orders, and establish a dialogue regarding collaborative ways to improve enforcement and safety measures for women experiencing violence in relationships.

Presenters

Jocelyn Coupal graduated from UBC Law School and was called to the bar in 1995. Jocelyn was an Administrative Crown Counsel for many years in New Westminister, leaving that position in 2006 to be a senior trial crown. As Administrative Crown she joined up with the New Westminister Police Department to create an integrated Domestic Violence Response Team. As a result of the success of their model, Jocelyn was appointed the Domestic Violence Resource Counsel for the province to work with Crown, Police, Corrections and Victim Service providers in creating a best practices integrated approach to the investigation, prosecution and management of domestic violence files.

Gisela Ruebsaat Issues Analyst for Community Coordination of Women's Safety, is a University of Victoria Law School graduate called to the bar in 1983. Gisela has worked as a researcher, policy writer and trainer in the justice and anti-violence field at the federal, provincial and community levels. She has worked collaboratively on a number of key projects including: the development of a draft policy for the BC Ministry of Attorney General on sexual assault, development of policy guidelines and the development and delivery of provincial training on confidentiality for the BCASVACP and the BC/Yukon Society of Transition Houses and co-authorship of a research paper on the use of medical records in woman abuse cases for BC Women's Hospital.

Inspector Richard Konarski of the RCMP sits on the Working Group of Community Coordination for Women's Safety. He implemented a domestic violence unit at Ridge-Meadows Detachment in 1998 and at Langley Detachment in 2003. He developed, and was a primary instructor on, the RCMP's Violence in Relationships Training Course. He was awarded his MA from Simon Fraser University in 2003. His Master's thesis addressed means of enhancing the response to domestic violence by Criminal Justice personnel. Richard is a sessional instructor at SFU and he has been accepted into the doctoral program for the fall of 2008.

Diane Turner is a lawyer practicing at Kelliher and Turner in the area of personal injury law, including assisting those who have been sexually assaulted. She also does some criminal work, particularly with women in violent relationships who have come into conflict with the law. She has been a Crown Counsel and has provided policy and legal advice to the Criminal Justice Branch of the Ministry of Attorney in the areas of violence against women, prostitution, sexual assault, elder abuse and child abduction, among others. Diane served on the BC Task Force on Family Violence and was chair of the committee that developed the 1993 Attorney General Policy on Violence Against Women in Relationships.

Kirsten Peters is a Program Analyst with the Community Corrections Division of the BC Corrections Branch, Ministry of Public Safety and Solicitor General. She has also worked as Probation Officer, supervising a caseload of adult offenders in various Vancouver Island communities. Prior to her term with the Corrections Branch, Kirsten worked directly with victims involved in the criminal justice system through a position with Crown Counsel Victim/Witness Services in Duncan. Her education background includes a Bachelor of Arts in Criminology from Simon Fraser University and a Bachelor of Social Work from the University of Victoria.

Zara Suleman is a former front-line community advocate who has worked on issues including violence against women, anti-racism organizing, immigrant and refugee issues, anti-poverty initiatives and coalition work with women facing custody and access matters in family law. Zara holds a BA in Communications and Women's Studies, a Law degree and a Master of Laws. After completing her LL.M, Zara articulated with the BC Public Interest Advocacy Centre. Zara works in Vancouver as a legal researcher and consultant and is currently the Director of the Family Law Project for West Coast Women's Legal Education and Action Fund (LEAF).

6. Tools for Safety Planning: Using the Aid to Safety Assessment and Planning

The ASAP is intended to help survivors of intimate partner violence to develop effective safety plans. It is a set of best-practice guidelines developed on the basis of the experience of survivors, the practical knowledge of safety planners working "in the trenches," and the scientific and professional literature on intimate partner violence. The underlying premise is that a woman's safety can be enhanced by a systematic



Workshop Descriptions



assessment of her needs, the risks posed by her abuser and the resources available to her in the community. In this workshop, Kelly Watt will introduce participants to the ASAP and illustrate its use with a case study

Presenter

Kelly Watt is a currently completing her PhD in Clinical/Community Psychology at the University of Illinois at Urbana-Champaign. She has conducted training on violence, risk assessment and victim safety planning for corrections and probation officers, mental health professionals, and victim service workers in North America and Europe. Kelly has authored or co-authored scientific articles and chapters on violence, risk assessment and management and domestic violence related homicides, and coordinated community responses to intimate partner violence. As part of her dissertation, she is currently conducting a national study on Domestic Violence Fatality Review Teams.

7. Emotion, Mindfulness and Movement: Expanding the Regulatory Boundaries of the Window of Affect Tolerance

This workshop will explore the nature of procedural learning, trauma- and attachment-related physical tendencies, including disorganized attachment, and the interface between emotions and the body. The use of directed mindfulness to work with procedural tendencies, to stabilize arousal, and to enhance emotional processing and affect regulation will be highlighted. Sensorimotor Psychotherapy theory and technique for working at the regulatory boundaries of the window of affect tolerance will be explored.

Presenter

Dr. Pat Ogden: see Keynote bios

8. Risk to Partners: Engaging to Keep Women Safe in Gang-Related Relationships

When we work with women who are in abusive relationships with gang members, we try to enhance their safety by assessing the level of risk posed by the abusive partner or ex-partner. Yet the risk for these women, and their children, is not limited to what the abuser might do. We need to keep in mind the complexity of each situation and factors such as the risk of the woman being killed, losing her children, or having limited access to safe housing. This workshop provides an opportunity to examine working collaboratively to address

the circumstances that women face, and the practical strategies that police and community workers have used to assist women in their community. Confidentiality guidelines and processes will also be explored. Participants will be encouraged to share their experiences.

Presenters

Bally Bassi has been Community, Social and Justice Services manager at Prince George and District Elizabeth Fry Society for over 14 years. She has sat at national, provincial and local consultation tables on violence against women. She co-chairs the Prince George violence against women coordination committee. Bally also sits on the boards of the BCASVACP and ASPECT (Association of Service Providers for Employability and Career Trainers).

Sergeant Raj Sidhu has been with the RCMP for 13 years. In 2001 he was seconded to a team on the Federal Drug Section that targeted criminal activities of a biker club associated with gangs in the Lower Mainland. He went on to work on projects investigating CREW, the Independent Soldiers and other gangs, leading to successful prosecutions for drug offences, assaults and murders. Sgt Sidhu is currently in charge of General Investigation Task Force Section in Prince George. The members of the section investigate drug trafficking, organized crime and gang-related violence.

Shannon Smith is the Young Parent Program Coordinator at the Prince George and District Elizabeth Fry Society. Shannon has worked for the society for over 14 years, and has direct experience in working with young women and families who have been involved with gangs and drug crimes.



Workshop Descriptions



Thursday November **21**, 2008

1:30 PM Concurrent Workshops

1. The Art of Self Care

Participants will learn how arts-based approaches can be used to promote self-care for themselves and their clients. You will have an opportunity to explore a range of approaches in a safe and playful environment. Interactive and practical. A variety of art materials will be provided (chalk and oil pastels, felts, collage materials, etc). No art experience necessary!

Presenter

Cheyene Dyer has worked in the anti-violence sector for 14 years. She is an art therapist, and she holds a MA in Leadership and Training. Over the past 10 years she has conducted research on vicarious trauma and self-care, and arts-based approaches to leadership development. Currently, Cheyene works primarily as a graphic facilitator and mapmaker, harnessing the power of visual thinking to move individuals and groups toward positive change.

2. Working With Women at High Risk for Sexual Assault

For women in the sex trade, or who are street involved, the chance of reporting a sexual assault to police is very low. This, along with other factors, makes this segment of the population vulnerable to sexual assault. Studies also show that sexual assault of sex trade workers is more likely to involve physical violence requiring hospitalization and more likely to involve more than one assailant. This workshop will introduce partnerships that have been effective in sexual assault prevention, connecting women with resources and getting information about offenders to police.

Presenters

Michelle Novakowski began working as the Violence Against Women In Relationships Coordinator in Dawson Creek in 1995 and then moved with her family to Nanaimo in 1997, where she was the coordinator for Haven Society's Women's Assault Program and developed a VAWIR coordination project. Michelle began working with the BCASVACP in 2005 as Special Projects Manager. She is now a Regional Coordinator for Community Coordination for Women's Safety as well as taking on other projects for the BCASVACP, including facilitating the regional Working with Survivors of Sexual Assault training. She has also facilitated Victim

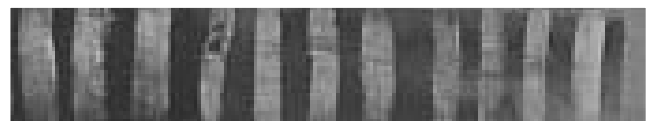


Services core training and other workshops through the Justice Institute for several years.

Stephanie Reifferscheid has been active in feminist anti-violence work for 20 years. She currently coordinates the Community-Based Victim Service program at WAVAW Rape Crisis Centre in Vancouver, where community relationships are essential to the work of the organization. Emerging from WAVAW's feminist anti-oppression framework have been a number of partnership initiatives designed to improve access to services, safety, support and legal options for high risk sexual assault survivors, including women involved in sex work and those who have been marginalized by systemic oppressions. As a feminist activist organization, WAVAW regularly works with community partners in advocating for social change to improve women's lives.

Dave Dickson joined the Vancouver Police Department in 1980, and worked in the Downtown Eastside for 25 years. He then took a civilian position with the VPD as the Sex Trade Liaison. He was chosen for this position because of his history as an advocate for women and youth on the streets, and his work with the community organizations that support them. He has received eight different awards for his work with youth and community, including an international award for his work in a program for women in high-risk occupations.

Christal Capostinsky is the founder and Executive Director of the Prince George New Hope Society, and an activist and advocate for people living with HIV/AIDS, survival sex workers and sexually exploited youth. Helping women on the streets has become one of her highest priorities. She is involved in many different organizations and groups at both provincial and national levels. Christal was involved in the sex trade in Vancouver for seven years before moving to Prince George, where she volunteered with Positive Living North and went back to school, graduating from UNBC this spring with a BSW. She became involved in the BC Coalition of Experiential Communities in 2005.



Workshop Descriptions



3. Integrating Child Protection and Violence Against Women: Challenges and Opportunities

Violence against women poses serious risks to women and their children. Historically, it has been difficult to talk about these risks without creating an urgent response to protect children and a parallel response that blames women for exposing their children to abuse. The MCFD Best Practice Approaches document and accompanying curriculum aim to support the child protection sector to understand the overlap between child protection and woman abuse and apply this knowledge to child protection cases. The Best Practice Approaches and curriculum promote an integrated response to women and their children who are experiencing violence and abuse and provide the opportunity for the child protection and anti-violence sectors to find common ground in responding to women and their children's safety. This workshop is highly interactive and includes participation in a condensed version of the curriculum, as well as exploration of the challenges in working with child protection colleagues and strategies for improving collaboration.

Presenters

Jill Cory Jill Cory has 25 years of experience in the field of violence against women, including six years in shelter work and seven years facilitating women's support groups. For the past 12 years, she has managed the Provincial Woman Abuse Response Program at BC Women's Hospital, providing training, conducting research and developing policy to reduce the health impacts of violence against women. Jill is the co-author of several publications, including "Reasonable Doubt: The Use of Health Records in Criminal and Civil Cases of Violence Against Women in Relationships" (2004), "When Love Hurts: A woman's guide to understanding abuse in relationships" (2007, 2nd edition), and the "SHE Framework: Safety and Health Enhancement for Women Experiencing Abuse" (2007).

Alexxa Abi-Jaoudé has worked in the Woman Abuse Response Program at BC Women's Hospital for the last year. She is currently completing her Master's in Public and Population Health at Simon Fraser University. Her research areas include: understanding the health impacts of violence against women, improving the health care system response for women impacted by violence and exploring how intersecting oppressions impact women's lives. Alexxa also previously worked at the Woman Abuse Council of Toronto.

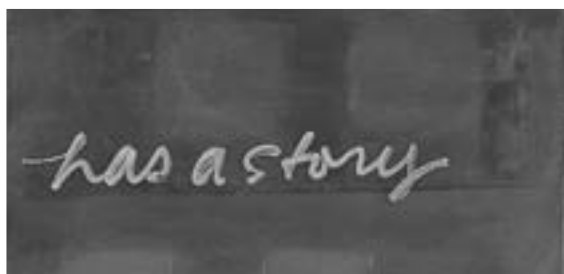
4. Tools for Supporting Survivors with Substance Use and/or Mental Health Issues

This workshop will focus on how to support people who have survived violence and who are dealing with mental health and substance use. Participants will preview the new STV Counsellor training module that is designed to accompany the Freedom from Violence Toolkit produced by the BCASVACP in 2007. The workshop will focus on selected activities from the curriculum, which addresses issues and skills that can make the professional relationship more meaningful and effective. Topics will include safety planning, Ulysses Agreements, crisis plans, identifying warning signs, cues and triggers, etc.

Presenters

Tessa Parkes, PhD, was lead writer for the Freedom from Violence Toolkit. She currently works as Research Consultant for the Centre for Addictions Research BC at the University of Victoria, evaluating the province's methadone program for the Ministry of Health, and as a writer for the BC Centre of Excellence for Women's Health. She also has many years of experience as a front-line worker, manager and mental health nurse. Tessa was extensively involved between 1999-2006 in providing training on the links between women's mental health and social inequalities, including experiences of child and adult violence and trauma.

Maggie Ziegler, MA, RCC, has been involved in the anti-violence movement for over 30 years as a front-line worker, clinical psychotherapist, consultant, writer and trainer. She designed the initial STV training in 1993, wrote the latest revised STV curriculum in 2007 and has just completed a new STV training module on mental health. While staying committed to BC programs, Maggie's perspective is informed by women's issues worldwide. She has supported women victims of war violence in the former Yugoslavia, participated in an EMDR trauma training in southern India after the tsunami, and delivered family violence intervention trainings in Japan.



Workshop Descriptions



5. Using the Danger Assessment Tool

This workshop will provide basic training in the use of the Danger Assessment, a tool developed by Jacquelyn Campbell for use in Maryland. Topics include weighted scoring and practice scoring, suggestions for advocacy and clinical use, and background on accuracy and validity statistics in order to qualify as an expert in court. Participants will also receive an overview of the use of lethality assessment and risk assessment in domestic violence cases and how they can both be used in a coordinated systematic approach, and information about a short first responder version and protocol being used in 37 jurisdictions in Maryland.

Jane Coombe will introduce the session, and bring a BC context to the use of risk and safety assessment and management processes. She will highlight efforts to improve victims' safety and protection through risk identification for warning signs, risk documentation and coordinated case management between all sectors.

Presenters

Jacquelyn Campbell : see Keynote bios.

Jane Coombe is a Senior Policy and Program Analyst with the Victim Services and Crime Prevention Division, Ministry of Solicitor General and Public Safety, specializing in the area of violence against women in relationships. She has worked on this issue for the many years, helping to develop and implement the Ministry's Violence Against Women in Relationships Policy, and taking the lead on initiatives related to risk assessment and safety planning.

6. Collaboration for Victim Protection: Women's Services, Community Corrections and Offender Program Interventions

Research has shown that women victims of domestic violence can be empowered when supported by a collaborative team of service providers. The most empowering teams include representatives from women-serving agencies, probation officers and offender treatment providers. The purpose of this workshop is to strengthen collaboration between services for men and services for women. We will highlight programs and initiatives where offender accountability and victim safety are being addressed simultaneously. Since the early 1990s, collaboration between offender treatment providers and

women's advocates has been a key principle in the work and this workshop will highlight where this principle is alive in practice and how we can continue to promote its application throughout the province.

Presenters

Carol Seychuk is Executive Director of the Northern Society for Domestic Peace, a multi-service agency in northern BC. In 1992, Carol created the Domestic Peace Project, one of the first programs in BC to offer concurrent group services for men who use violence, women who have been assaulted, and their children. Carol manages 30 staff in 15 programs in a number of communities, and has been involved in many initiatives. She has sat on the boards of the BC/Yukon Society of Transition Houses, the Ending Relationship Abuse Society and the BC Institute Against Family Violence; and participated in the Bulkley Valley Lakes District Domestic Violence Court Treatment Option Steering Committee and the Smithers Community Coordination for Women's Safety.

Ninu Kang, Director of Family Programs at MOSAIC, has worked in the anti-violence movement for 15 years. She has worked with immigrant women who have experienced abuse by providing counselling, support and advocacy. For the last 10 years, she has provided group treatment for abusive men from the South Asian community. Ninu has been a member of the Vancouver Coordination Committee and is presently on the board of Ending Relationship Abuse (ERA) Society along with being involved in various community development and policy change processes. She has provided training in the areas of men's treatment, cultural competency and racism.

Kirsten Peters is a Program Analyst with the Community Corrections Division of the BC Corrections Branch, Ministry of Public Safety and Solicitor General. She has also worked as Probation Officer, supervising a generic caseload of adult offenders in various Vancouver Island communities, including Duncan, Victoria and Western Communities. Prior to her term with the Corrections Branch, Kirsten worked directly with victims involved in the criminal justice system through a position with Crown Counsel Victim/Witness Services in Duncan. Her education background includes a Bachelor of Arts in Criminology from Simon Fraser University and a Bachelor of Social Work from the University of Victoria.



Workshop Descriptions



Gail Edinger has worked in the BC feminist anti-violence movement for over 20 years, doing community development and coordination, counselling, advocacy, and training. She has consulted extensively with systems and community groups on policy development and implementation. She co-chaired the Vancouver Coordination Committee on Violence Against Women from 1989 until 1998, was a member of the Task Force on Family Violence that produced “Is Anyone Listening?” in 1990, and has supported communities around BC to build a coordinated response to gender-based violence. Gail has been a Regional Coordinator with Community Coordination for Women’s Safety since 2001.

Dr Harry Stefanakis is a psychologist, counsellor and educator with over 15 years experience working with victims and offenders in the field of family violence. He has designed community programs, carried out research and provided supervision and training. Harry has presented his work at national and international conferences and training seminars. He was a consultant to the BC government on the family violence core program initiative and a visiting expert for the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders, and is currently the Chair of the Ending Relationship Abuse Society of BC and a member of the Community Coordination for Women’s Safety Working Group

7. Risk Assessment in the Workplace

This workshop will examine what we really mean by “safety” and “risk” in the workplace. How do workers know when we are unsafe? We will share healthful ways to address risk, including creating inner and outer containment, internal and external support and guidance. Participants will learn effective ways of working with clients to name safety issues: what is the particular meaning of “safety” for each client? We will explore strategies for helping clients transform their life stories from unsafe to safer, for staying grounded and centred in our work, and for “walking the walk of safety” instead of just talking the talk.

Presenter

Lydia Rozental has been a practicing clinician for over 25 years, a clinical supervisor for over nine years and a teacher in graduate settings for over seven years. She has worked in Israel, South Africa and Canada in a variety of settings, including non-profits, hospitals, academia and the military. Lydia currently teaches therapy and research courses to graduate students at City University, and maintains a private practice as a clinician, workshop presenter, consultant and clinical supervisor. Clients include Family Services of Greater Vancouver, Pacific Community Resource Society, Surrey Women’s Centre and Fraser Valley Women’s Centre. She has an MA in Developmental Psychology and Research from the University of Haifa and an MA in Clinical Psychology from the University of Tel-Aviv. In her work, Lydia emphasizes negotiation and collaboration rather than power over, support and empathy for people’s suffering balanced by the need to promote growth and accountability, and the ability to see the big picture as well as working with the details of the possibility to change.



Registration & General Information



Please register early to ensure your space! Note: While we can only cover travel and accommodation subsidies for one staff person from each STV Counselling Program, CBVA Program, STV Outreach Program and Community Coordination Initiative in BC, you can send as many people as you like!

Training Forum Location

This year we respectfully acknowledge the traditional territory of the Musqueam people, on whose land we will be gathering. The Training Forum will be held at the Best Western Richmond Hotel and Convention Centre, which is located at:

7551 Westminster Highway, Richmond, BC

This location is wheelchair accessible. The hotel's toll free phone number is **1-800-663-0299**, and for local calls is **604-273-7878**.

Registration for the Training Forum

Please complete the attached registration form (one form for each person registering) and **submit with payment by Friday, October 24, 2008 to:**

BCASVACP

728-602 West Hastings Street, Vancouver, BC V6B 1P2

The Training Forum registration fee includes lunch on Thursday, November 20 and Friday, November 21. Single day registration will include lunch on that day.

Subsidies

PLEASE SEE EXPENSE CLAIM GUIDE

Booking Accommodation

We have booked a block of rooms at the Best Western Richmond Hotel and Convention Centre, which is also the site for the Training Forum. Please call the hotel directly at 1-800-663-0299 or 604-273-7878 to reserve your accommodation. You need to register no later than **Tuesday, October 28**, and specify the BC Association of Specialized Victim Assistance and Counselling Programs (BCASVACP) to receive the Training Forum rate. The quoted rate is \$109.00 plus taxes for single or double occupancy. SEE EXPENSE CLAIM GUIDE for more information.

Driving Directions to the Best Western Richmond Hotel and Convention Centre

Please see www.bestwesternbc.com for driving directions from the airport, ferry terminals, etc

Parking

Parking at the Best Western is \$11 per 24-hour period for guests, and \$3/hour or \$9/day (6:00 AM-6:00 PM).

This Is A Scent-Free Event!

For participants who are environmentally sensitive, smoking and strong scents can make the Training Forum inaccessible. Please do not wear perfumes, colognes or other scented products to the Forum! Help us create a "scent-free environment."

Professional Resources

Odin Books will have resources available for purchase. The Hotel also has a Business Centre for guests.

Massage

Massage therapists will be offering neck, shoulder, head and hand massages free of charge during the Training Forum at specified hours.



Expense Claim Guide



BCASVACP Training Forum and AGM, November 20-22, 2008

SUBSIDIES

We are pleased to announce that partial subsidies are available to one staff person from each CBVA Program, STV Counselling Program, STV Outreach Program and Community Coordination Initiative in BC. Please note that subsidies are based on each person's individual expenses and cannot be accumulated or submitted as a group. Please also note that registration fees are not included in this subsidy. The subsidy formula is as follows:

- 1) The Association will reimburse 70% of travel, accommodation, and childcare expenses that total less than \$800.
- 2) The Association will reimburse 80% of travel, accommodation, and childcare expenses that total \$800 or more.

Note: Single day registrants will receive the same subsidies for travel, childcare and one night of accommodation. Single day registrants who require subsidy for more than one night of accommodation must contact BCASVACP for prior approval. We also offer subsidized Group Rates and Student Rate. The subsidy formula is as follows:

Group Rates: For groups of five registrants or more from the same agency, we will deduct \$20.00 off each registrant's standard rate (see Registration Form for more details). Single day registrations are not eligible for group rate subsidy.

Student Rate: Students with a valid student number will receive \$20.00 off general registration.

Please designate one person per category who will submit an expense claim for subsidy. The designated staff person or committee member will receive a travel/accommodation claim form in their package at the training forum. Please submit original receipts for reimbursement within 30 days.

ACCOMMODATION

Original receipts required. The Association has booked a block of rooms at Best Western Richmond Hotel and Convention Centre for \$109/night. Registrants must pay for their room directly and then submit an expense claim to the BCASVACP after the training forum for reimbursement. **Accommodation will be eligible for subsidy for November 19 and 20.** Accommodation may also be eligible for subsidy for November 21 for those who stay for the AGM, or in cases of limited travel options. Please contact our office to receive prior approval for the extra day. The maximum allowable accommodation charge per night is \$109 plus taxes. Greater Vancouver participants can receive accommodation subsidy if travel is over 65 km each way

from their office.

Private lodging will be eligible for subsidy at a rate of \$30/night. Specify "private lodgings" on your claim form.

MEALS

Meals outside of the forum itself cannot be subsidized due to funding constraints. We hope that your agency can cover these costs. Lunch and refreshments are, however, provided on both days of the training forum.

AUTOMOBILE TRAVEL

Mileage will be eligible for subsidy at the rate of 43 cents per km for individuals traveling more than 32 km from their office to the Training Forum and AGM. If you decide to drive instead of flying, please note that mileage will only be subsidized up to the amount of an advance, economy plane ticket from the same destination.

PARKING

Parking costs will be reimbursed with original receipts.

FERRY TRAVEL

Original receipts required. Costs for automobiles and foot passengers will be eligible for subsidy.

AIR TRAVEL

Original receipts required. Air travel subsidy is based on seat sale and economy class prices. The BCASVACP strongly recommends that you/your agency purchase cancellation insurance, as we will not be able to provide reimbursements for unused airline tickets. Please note, however, that the BCASVACP will not be able to reimburse you/your agency for the cost of the insurance. Our recommendation for purchase is for your protection only.

CHILDCARE

Please contact the Association office at 604-633-2506 ext. 10 for details.

REGISTRATION FEE

The registration fee is not eligible for subsidy.

Training Forum & AGM Registration Form



Creating Stronger Safety Nets: Ending Violence Through Risk Assessment and Safety Planning

November 20 & 21, 2008

BCASVACP Annual General Meeting
November 22, 2008

Best Western Hotel and Convention Centre, Richmond, BC

To register, please mail this form and the following two completed pages (one registration per person)

with payment by

Friday, October 24, 2008 to:

BCASVACP

728-602 West Hastings Street

Vancouver, BC V6B 1P2



Do not fax your Registration Form—Mail in only!

Registrant's Name: _____

Agency Name: _____

Program Name: _____

Address: _____

City: _____ Postal Code: _____

Phone: _____ Fax: _____

Email: _____

Specify with a check mark the Program or coordination initiative that you represent:

CBVA Program

STV Counselling Program

STV Outreach program

Community Coordination Initiative

Other (Please Specify): _____

Are you registering for Group Rate subsidies?

(i.e. you are part of a group of five or more registrants from the same agency)

yes

no

If yes, which agency? _____



Training Forum & AGM Registration Form



Please check the statement(s) that apply to you:

I will be attending the training forum on both days, November 20 – 21, 2008.

I will be attending the training forum on one day only.

I will be attending the BCASVACP AGM on November 22, 2008.

I am the person designated from my CBVAP Program / STV Counselling / STV Outreach Program / Coordination Initiative who will be submitting an expense claim for subsidy.

Yes

No

Dietary Requirements:

Vegan (strict, no eggs or dairy)

Vegetarian

Other: (please specify) _____

Accessibility:

I have accessibility requirements (please specify):

Forum Payment:

In continued recognition of the financial constraints that programs are dealing with, the Association is again pleased to offer reduced registration fees. Check the one that applies to you.

BCASVACP Member Programs & Coordination Initiatives: \$165/person

Non-Member Programs & General Registration: \$195/person

Group rate of five or more from same agency. \$20 off each registrant

Students: \$175/person. School name and Student number: _____

Single day registration: \$110/person

\$ _____ **Registration Payment Enclosed**

- **Registrations must be accompanied by payment!** We regret that we cannot accept payment by credit card.
- Registration fee includes your participation at the Training Forum, handout materials, lunch and refreshments on both days (single day registration includes lunch and refreshments on one day).
- Please make cheque or money order payable to the:
BC Association of Specialized Victim Assistance & Counselling Programs
- Registration fees can be refunded until Friday, November 7, 2008. A \$30 administration fee will be charged for each refund request. **Registration fees are non-refundable after this date.**

For more information call the BC Association of Specialized Victim Assistance and Counselling Programs at 604-633-2506 ext. 10.

Workshop Choices



Please select your first and second choice for each day (choices are not guaranteed):

| 1st Choice | 2nd Choice | Thursday, November 20, 2008 |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | 1. Engaged to Protect: Keeping Women Central to the Risk Assessment Process |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. Tools and Strategies: Risk Assessment and Safety Planning for Immigrant, Refugee and Non-Status Women |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. Building Trust and Rapport with Sex Workers |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. Coordinated Interventions When Women Use Violence |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. A Coordinated Response to Protection Order Enforcement |
| <input type="checkbox"/> | <input type="checkbox"/> | 6. Tools for Safety Planning: Using the Aid to Safety Assessment and Planning (ASAP) |
| <input type="checkbox"/> | <input type="checkbox"/> | 7. Emotion, Mindfulness and Movement: Expanding the Regulatory Boundaries of the Window of Affect Tolerance |
| <input type="checkbox"/> | <input type="checkbox"/> | 8. Risk to Partners: Engaging to Keep Women Safe in Gang-Related Relationships |
| | | Friday, November 21, 2008 |
| <input type="checkbox"/> | <input type="checkbox"/> | 1. The Art of Self-Care |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. Working with Women at High Risk for Sexual Assault |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. Integrating Child Protection and Violence Against Women: Challenges and Opportunities |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. Tools for Supporting Survivors with Substance Use and/or Mental Health Issues |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. Using the Danger Assessment Tool |
| <input type="checkbox"/> | <input type="checkbox"/> | 6. Collaboration for Victim Protection: Women's Services, Community Corrections and Offender Program Interventions |
| <input type="checkbox"/> | <input type="checkbox"/> | 7. Risk Assessment in the Workplace |

