



**Achieving Cultural Change to Improve
Sexual Assault Prevention & Response**

Challenges

**Building on knowledge, research
& promising best practices**



Roadmap to Change



Culture is the way
you think, act, and
interact.

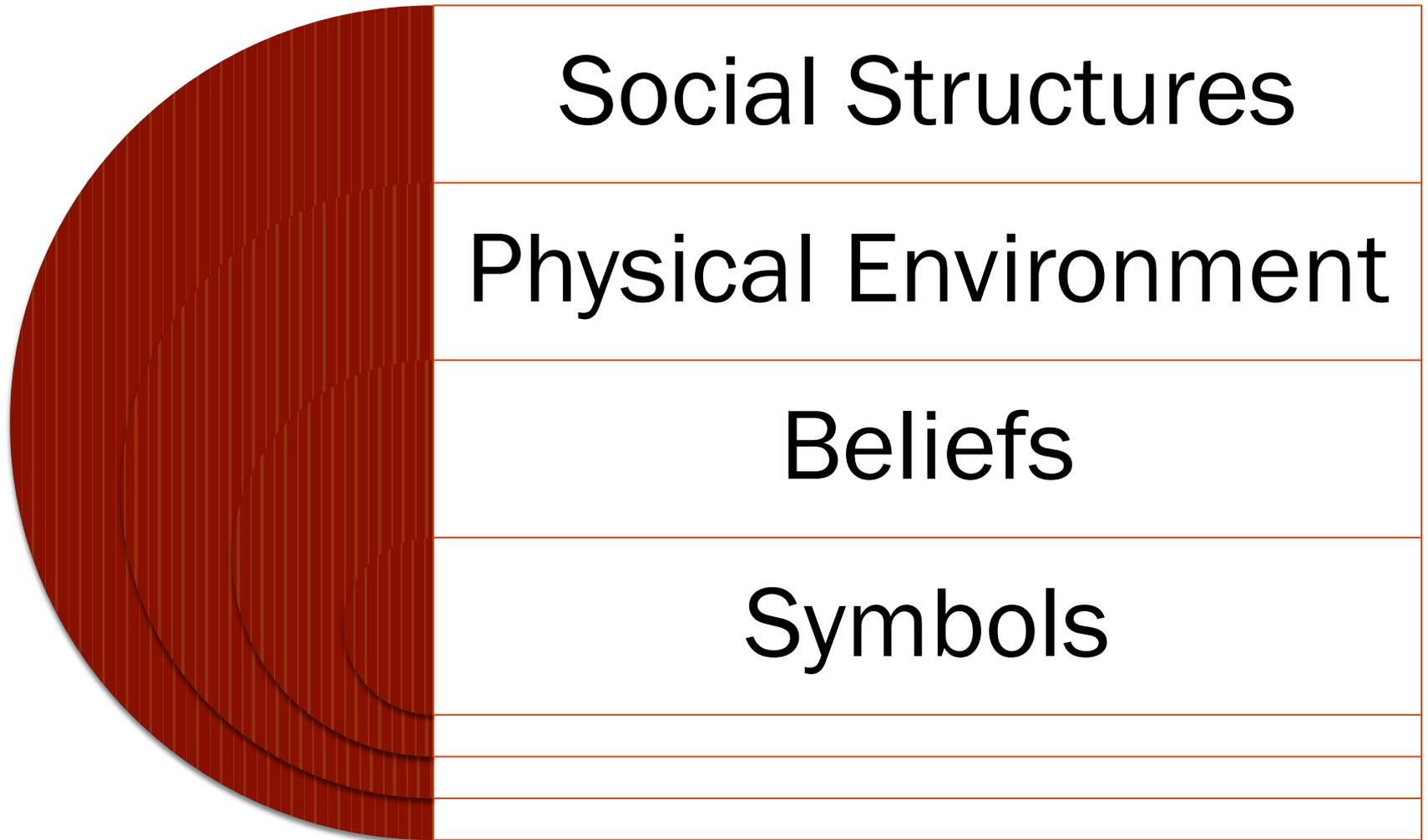
Values

Beliefs

Behaviors

Norms

Culture



Four Dimensions of Culture

C
1st Persona

Behavior
Competence

2^d Persona

Priorities

Attitudes

Perceptions

Beliefs

Ideals

Core Values

Secret Desires

Addictions

Shame

3^d Persona

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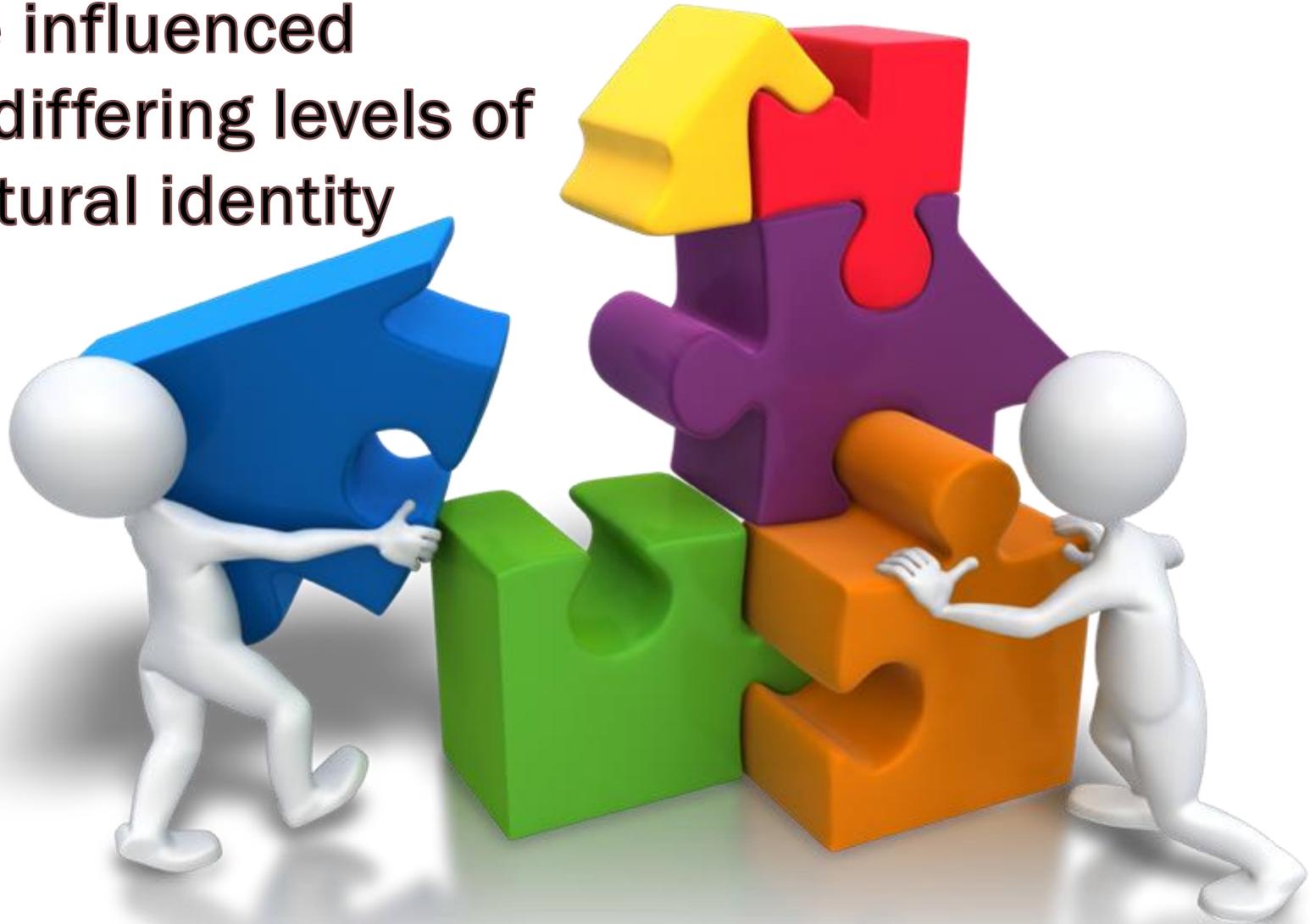
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Individuals actions
are influenced
by differing levels of
cultural identity

Nested Identities



Real or Imagined Community

Individual Needs



Fit In

Adapt

Succeed

Organizational Needs



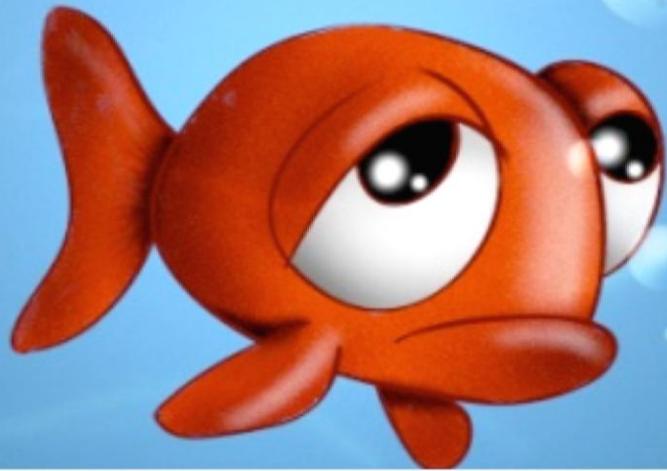
Mission Accomplishment

**I NEED A
CHANGE**





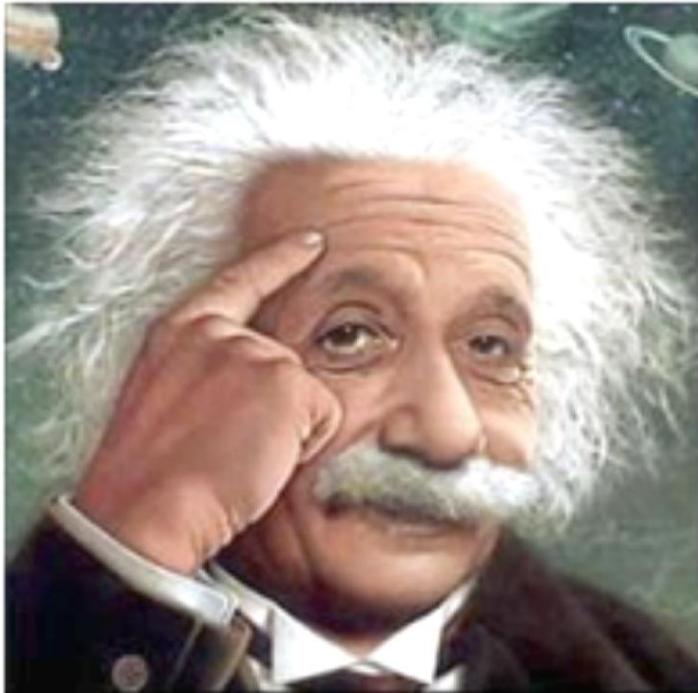
The culture we swim in...



“It’s only entertainment”

Or is it?





Help me
understand
the logic of
this:

Watching 2 hours of violence in a movie has no
influence on our behavior

BUT a 30 second Super Bowl ad is worth \$3.8 Million
because it will make us run out and buy a product.

because it will make us run out and buy a product:
BUT a 30 second Super Bowl ad is worth \$3.8 Million

influence on our behavior

There is only so much blame to go around...

Victim

Victim Blaming

Suspect

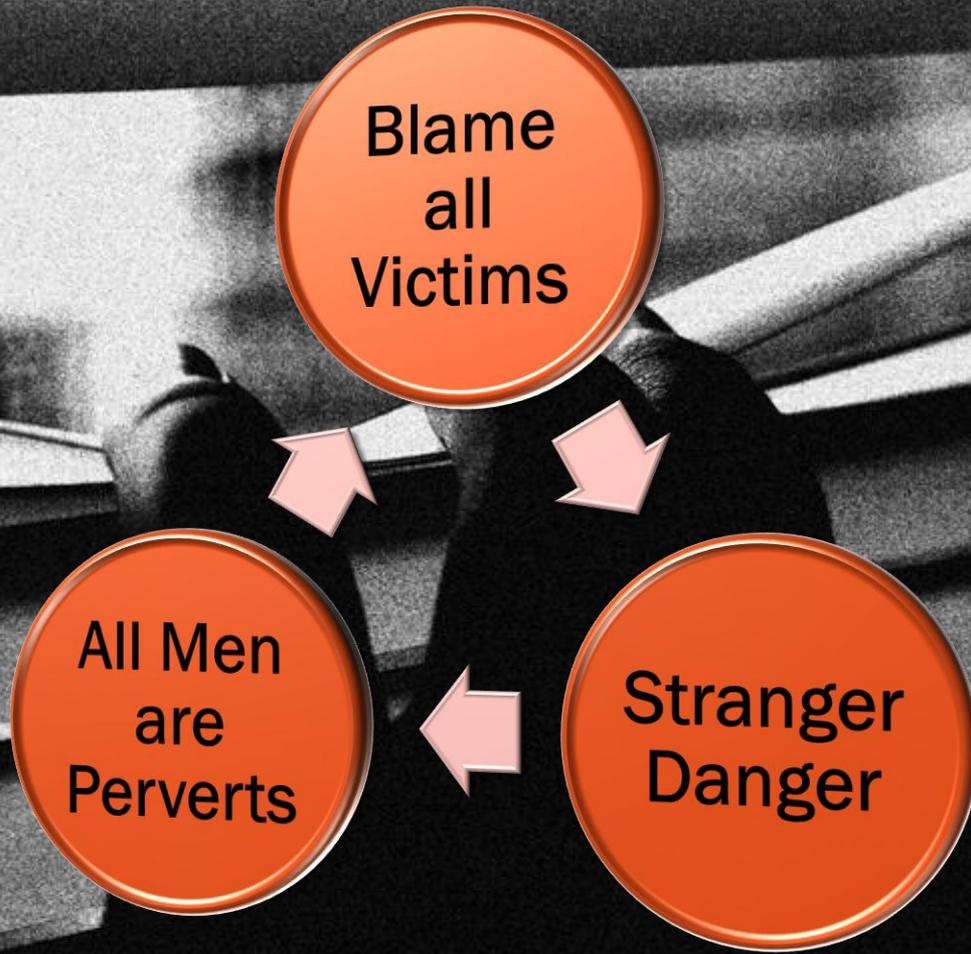
• **Behavior**

• **Responsibility**

• **Character**

• **Social expectations/morals/bias'**

The Rape Culture Cycle



Everyone Suffers

The Breaking Culture Cycle



**YOUR DESIRE TO
CHANGE MUST BE
GREATER THAN
YOUR DESIRE TO
STAY THE SAME.**

STAY THE SAME.

CHANGE

When there's no immediate threat to our understanding of the world, we change our beliefs. It's when that change contradicts something we've long held as important that problems occur



Of 100 rapes committed

an estimated 5-20 are reported to police

0.4-5.4 are prosecuted

0.2-5.2 result in a conviction

incarceration

0.2-2.8

**Registered
Sex Offender**



**UNREGISTERED
SEX OFFENDER**



The "Justice Gap" for Sexual Assault Cases: Future Directions for Research and Reform, Lonsway and Archambault, Violence Against Women, 2012 18(2) 145-168, 2012

MALE SEXUAL ASSAULT VICTIMS – THE **PAIN** BEHIND THE MASK (ULINITY)



Societal Expectations - Male Role

**Results in
internalization of
fears**

**Expectation
of negative
reaction
from
disclosure**

**Fear of
change
in sexual
identity**

**Fear of
becoming
an abuser**

Victim Impact

PTSD

80% report alcohol abuse vs. 11% for non-victims

Over-compensation in relationships

Emotional mismanagement

- Victim doesn't know how to react
- No behavioral precedents
- Increased High-Risk behaviors (to recapture “manly” image)

Sexual identity fears

Male Biology and Emotions

- Male infants are biologically wired to be more emotionally reactive and expressive than females
 - Startle more easily
 - Excite more quickly
 - Less tolerance of tension and frustration
 - Distressed more quickly
 - Cry sooner and more often
- From age 2 onward, more physically active but less emotionally mature



From infancy into adulthood, males and females are conditioned to experience and respond to emotions very differently

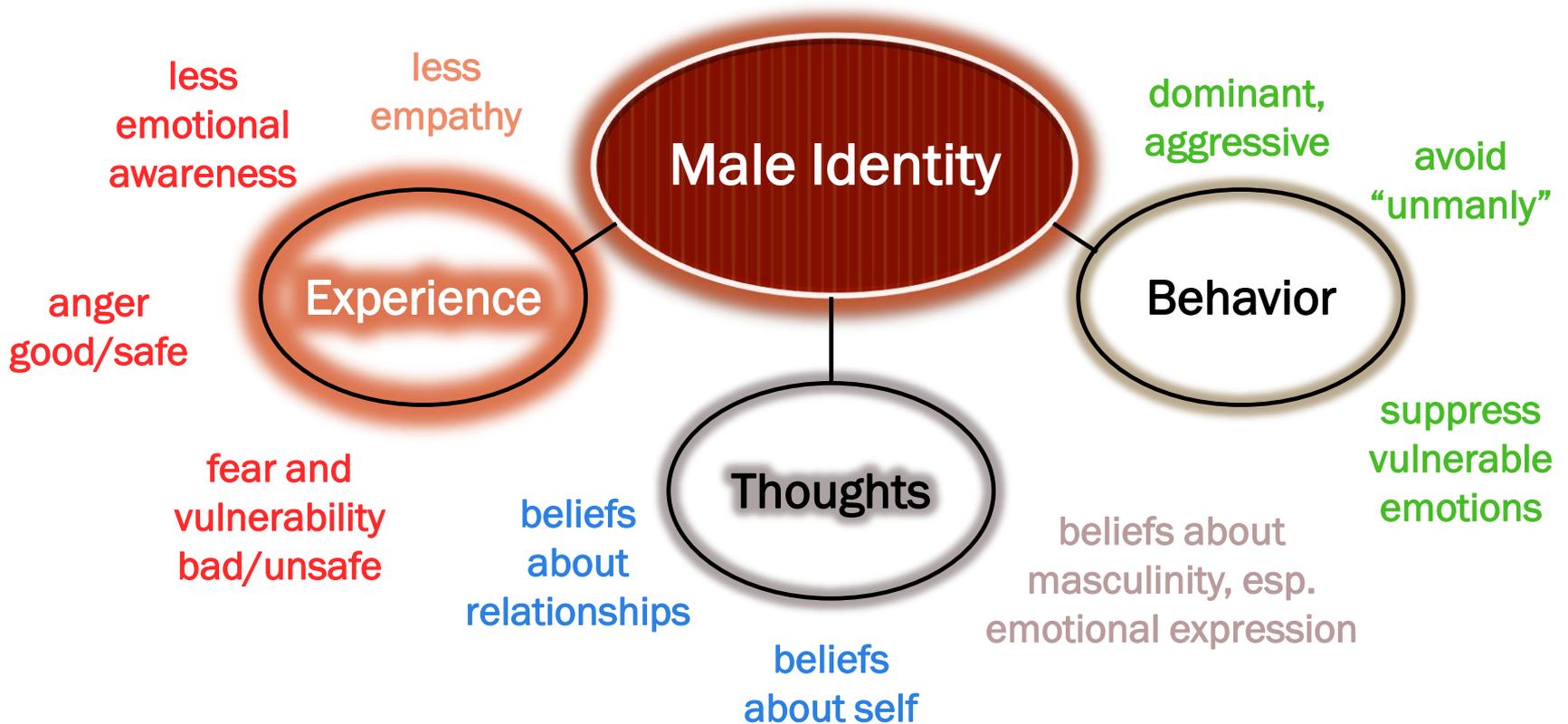
- How parents respond to their emotions
- Responses from peers, games they play
- Responses from adults – teachers, coaches, etc.
- Media messages and role models

Gender Socialization of Emotion

By middle of grade school boys are

- Less aware of their emotions
- Less expressive of their emotions
- Less empathic toward others – and themselves

Male Identity: Emotions and Values



Conditioning & Masculine Identity

- Most conditioning is not conscious
- Conditioned to...
 - Not experience vulnerable emotions, but ignore them
 - Not express vulnerable emotions, but suppress them
 - Not empathize with vulnerable emotions, but fear and have contempt for them
 - Skip vulnerable feelings and go straight to anger

Conditioning & Masculine Identity

- Thoughts and beliefs important, but not the core
- Conditioning wires and re-wires the brain
- Less emotional awareness, expressiveness, and empathy = Patterns of brain functioning



Most Effective Conditioning

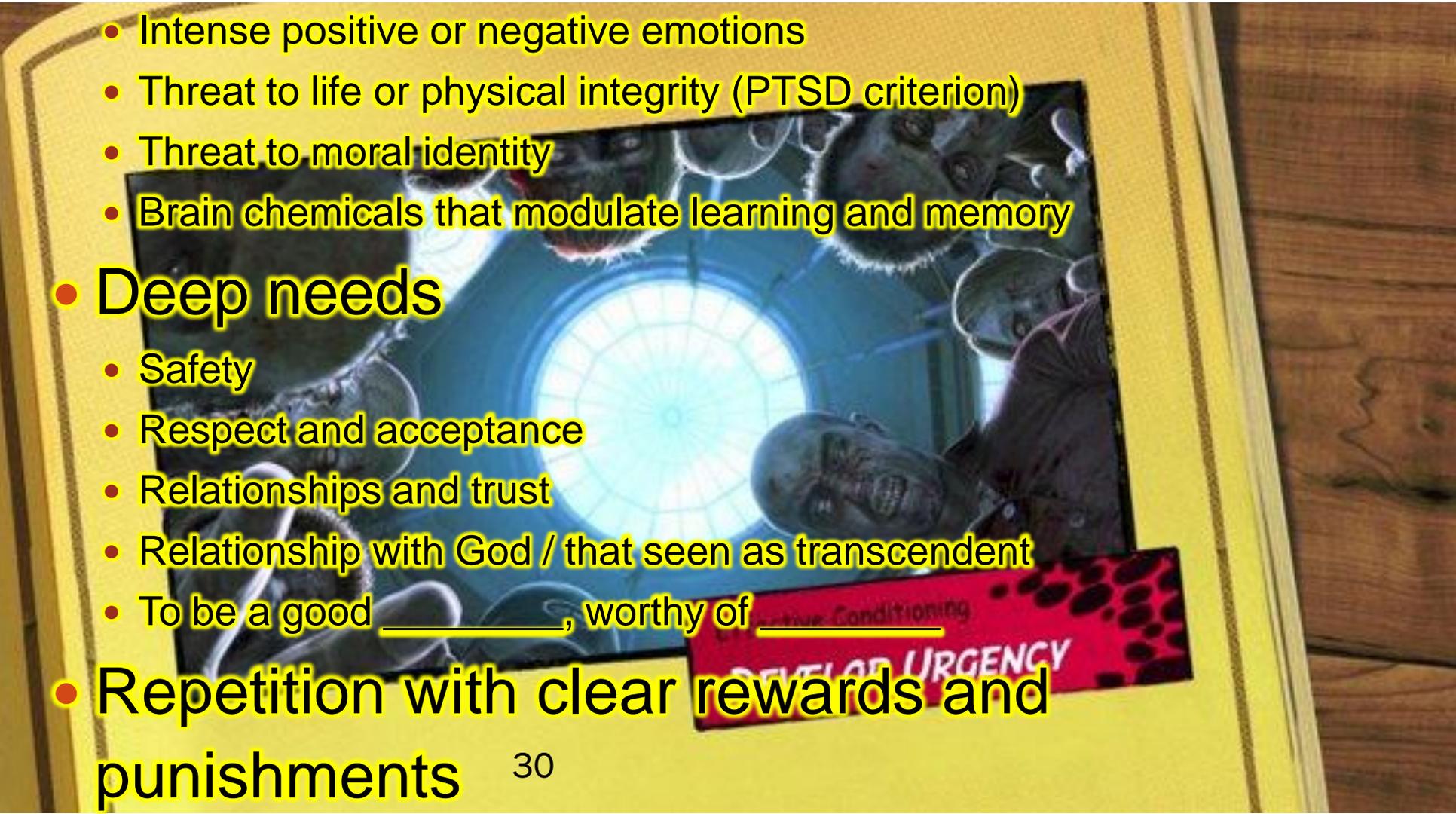
• High arousal

- Intense positive or negative emotions
- Threat to life or physical integrity (PTSD criterion)
- Threat to moral identity
- Brain chemicals that modulate learning and memory

• Deep needs

- Safety
- Respect and acceptance
- Relationships and trust
- Relationship with God / that seen as transcendent
- To be a good _____, worthy of _____

• Repetition with clear rewards and punishments



Assault as Emotional Conditioning

- Massive arousal: Memory (fragments) and emotions “burned into the brain”
- Basic needs: Safety, respect, relationships and trust
- Vulnerability: Fear, helplessness, humiliation, etc.



Assault Conditioning vs. Male Identity

- Experience and effects of assault, especially sexual assault, totally contradict male identity
 - Victim
 - Vulnerable
 - Submissive
 - Overwhelmed
 - Intense and inescapable emotions
- Normal male gender identity not an option
- Can shatter male identity – extreme negative beliefs and judgments about oneself
- How (try to) deal with the vulnerable emotions?

Themes and Beliefs Unique to Male Sexual Assault Victims

- 
- **Legitimacy**
 - “Men can’t be sexual assault victims.”
 - “No one will believe me.”
 - **Masculinity issues**
 - “I can’t be a real man if I let this happen to me.”
 - “My manhood has been destroyed, stolen from me.”
 - **Homosexuality issues**
 - “Do I look gay?” “Am I gay?”
 - “Homosexuality is perverted and evil.”
 - **Gay/bisexual:** “Happened because I’m gay/bisexual?”

Male Emotional Conditioning vs. Healing from Sexual Assault

“The culture’s rigid gender norms harmed these men beyond creating feelings of insecurity and inadequacy. They also impeded the process of healing from sexual abuse by forcefully warning survivors away from the very capacities they needed to foster their own healing. Like all males, survivors hear from numerous sources one of the codes of masculinity: ‘Don’t acknowledge your pain, don’t express it, and don’t talk about it with anyone else.’ Thus, they are compelled to reject their capacities to feel and empathize with their own pain, thereby dramatically reducing their ability to begin the process of healing the legacy of abuse.”

Lisak, D. (1994). The psychological impact of sexual abuse: Content analysis of interviews with male survivors. *Journal of Traumatic Stress, 7*, 525-548.

Male Emotional Conditioning vs. Healing from Sexual Assault

“Choice” aspect

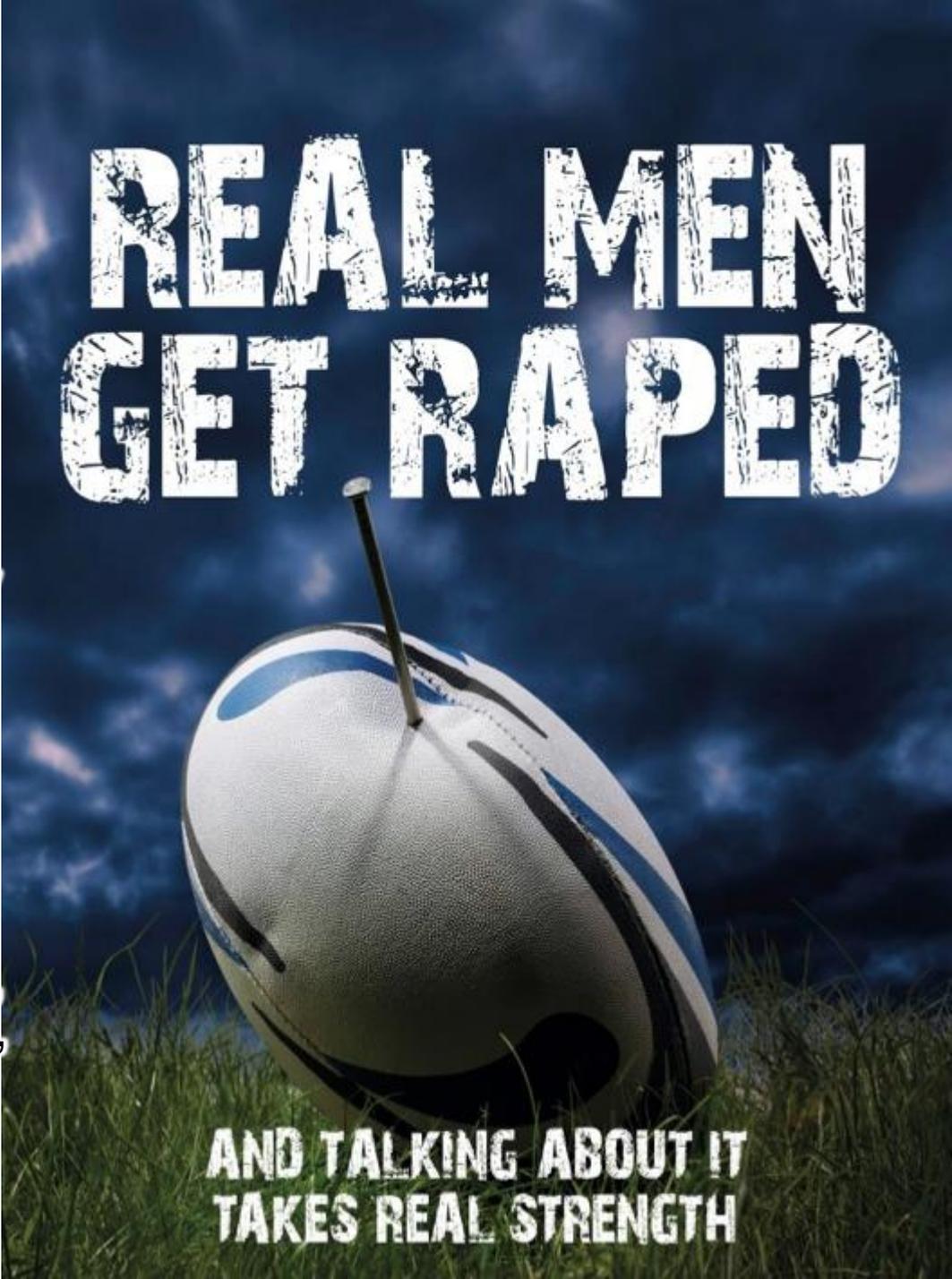
- Option A: Challenge masculine norms, create own identity
- Option B: Become hyper-masculine
- Option C: Resigned to non-masculine identity
- Option IR: Ignore & Repress



Male Emotional Conditioning vs. Healing from Sexual Assault

“Conditioning” aspect

- Beyond choice – beyond what you think or decide
- Emotional functioning is deeply conditioned, involves brain structures and processes outside of awareness
- Many men simply lack capacities to deal with strong vulnerable emotions
- With the right support and help, males can acquire the courage, strength, and skills needed to accept and deal with vulnerability

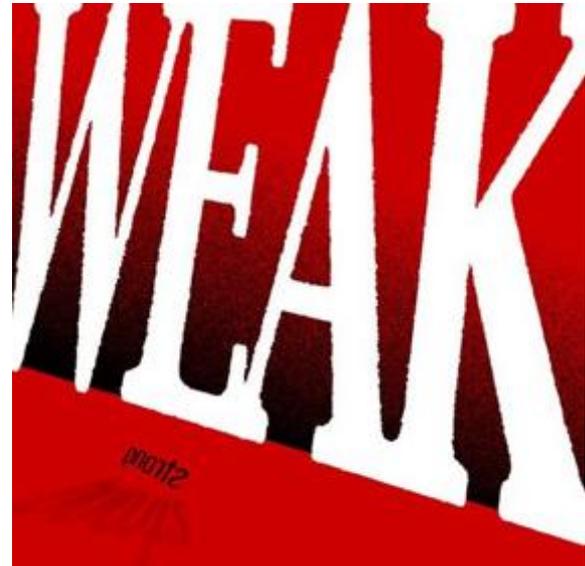


**REAL MEN
GET RAPED**

**AND TALKING ABOUT IT
TAKES REAL STRENGTH**

Why Males Don't Seek Help

- Little public awareness, and even less acceptance, of males as victims of sexual abuse/assault
- Male identity/values: Weak and unmanly to...
 - Be victimized
 - Need help
 - Seek help
 - Talk about victimization
 - Share vulnerable feelings



Forcible Rape in the United States – Women over 18 Years of Age

97,000 Men

683,000

Tjaden & Thoennes, 1998



1871 A DAY



78
hour.ly

National Victim Center

Something MUST be done

I must do something always solves more problems than Something must be done.

(Anonymous)





**Show respect
to everyone**

**Use good manners
and language**

RESPECT

**Be considerate
of feelings**

**Never bully, hit,
or hurt others**



SEXUAL HARASSMENT COMPLAINT FORM

ALL INFORMATION WILL BE KEPT CONFIDENTIAL.

| | | | | | | | |
|----------------------|--|---------|--|------------------|--|-----------------|--|
| VICTIM'S NAME (Last) | | (First) | | (Middle Initial) | | Home Telephone | |
| Address | | City | | (Zip) | | () - | |
| Incident Address | | | | | | Other Telephone | |
| | | | | | | () - | |
| tion | | | | | | | |

Pre-crime Crime
Enemy Probe



CB&T-ALPINE-CA-#204
STATION 5

03/29/2010 11:27:30.38
Surveillance

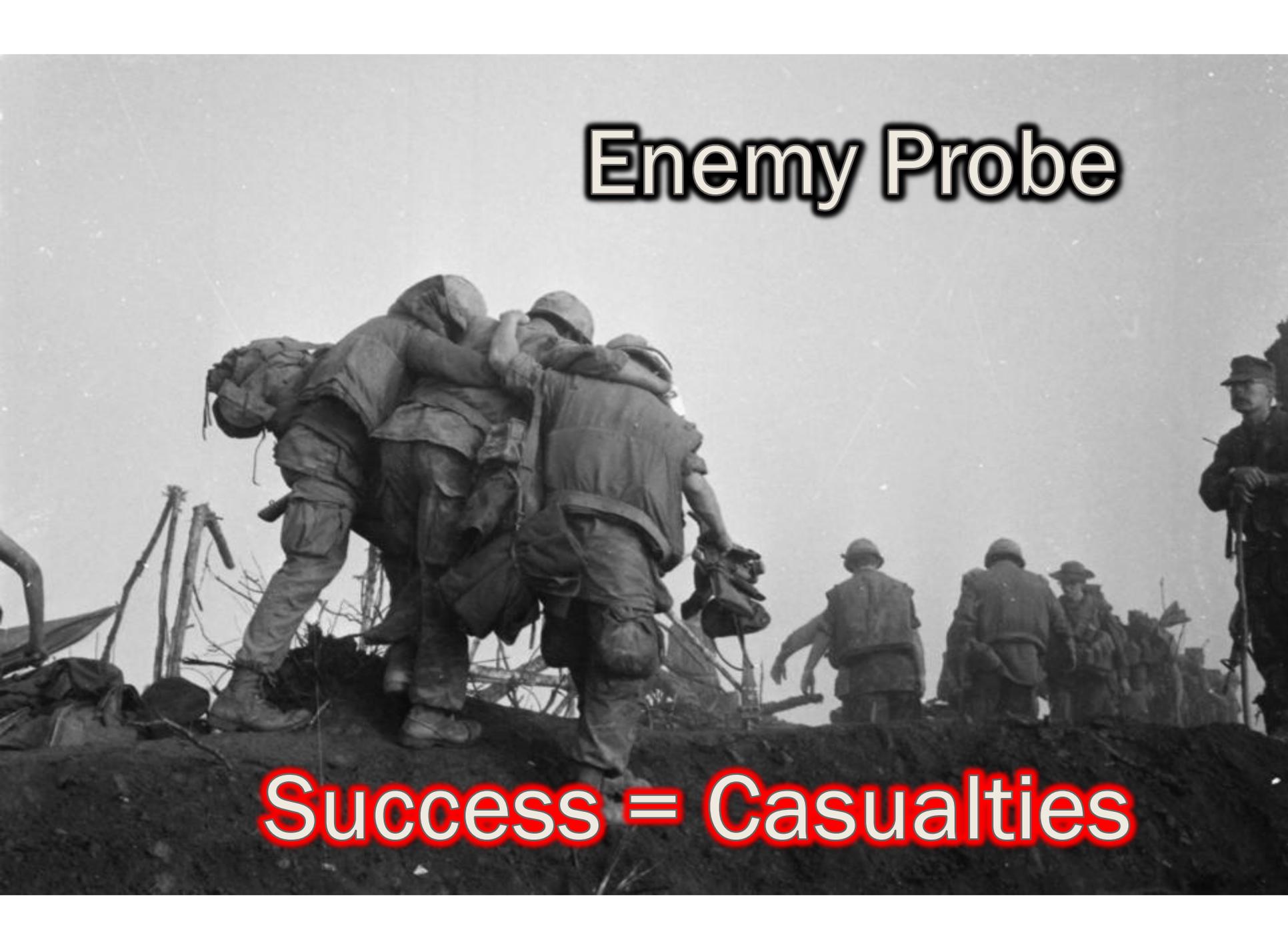
STATION 5
CB&T-ALPINE-CA-#204

88.03:15:11 03/29/2010
Surveillance



Enemy Probe

Success = Casualties



I'd like to talk about this first.

What's your favorite safe word? **Yes!** I'm totally into that.

Does this feel good?

I like my ears kissed but not my neck.

What positions do you like? I liked that last time; right now I'm not in the mood.

I think it's hot when...

Are you OK with this?
I don't like that, but I can do....

No. I don't want to.
If you're into it I could.... **May I...
...kiss you?**

What turns you on?

Do you like this?

Do you like it when I... ?

Do you have any trigger points?

If I change my mind, we'll stop.

Know the difference between consent and assault.

For more information, email [Yes Means Yes at \[YesMeansYes@newschool.edu\]\(mailto:YesMeansYes@newschool.edu\)](mailto:YesMeansYes@newschool.edu) or call 212.229.1671. For the university's sexual assault policy, go to www.newschool.edu/sexualassault.

THE NEW SCHOOL

ASK FIRST
CONSENT IS HOT, ASSAULT IS NOT

Yes means yes.

yes means yes

CONSENT IS HOT, ASSAULT IS NOT
ASK FIRST

Consent Isn't the Default

“Until American culture and law frames sexual consent as proactively, enthusiastically given, there will be no justice for rape victims. It’s time for the U.S. to lose the “ ’no’ means no” model for understanding sexual assault and focus on “only ‘yes’ means yes” instead.”

Jessica Valenti, *The Nation*

Bystanders

Facilitators

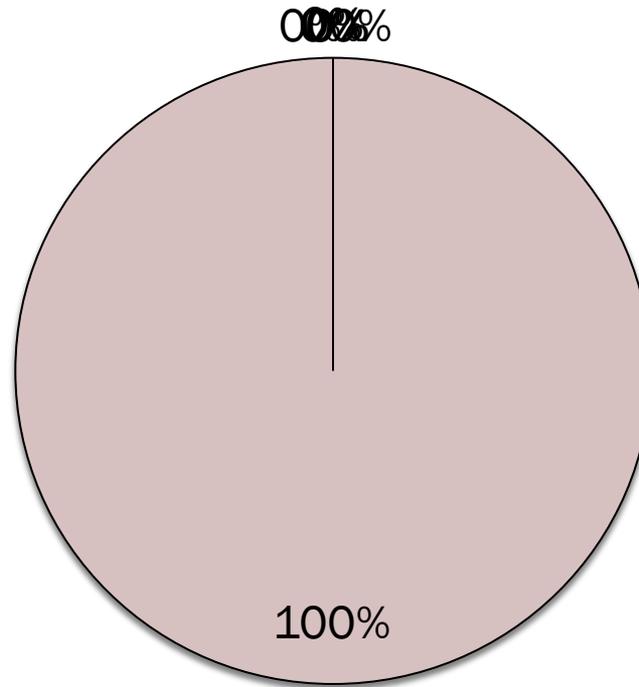
Perpetrator



end rape.

stop rapists.

Causes of Rape



**People who
commit
rape are
empirically
the only
cause of rape**

■ Drinking

■ Being out at night

■ Dressing Sexy

■ Kissing

■ Consenting to some sexual acts

■ Dancing

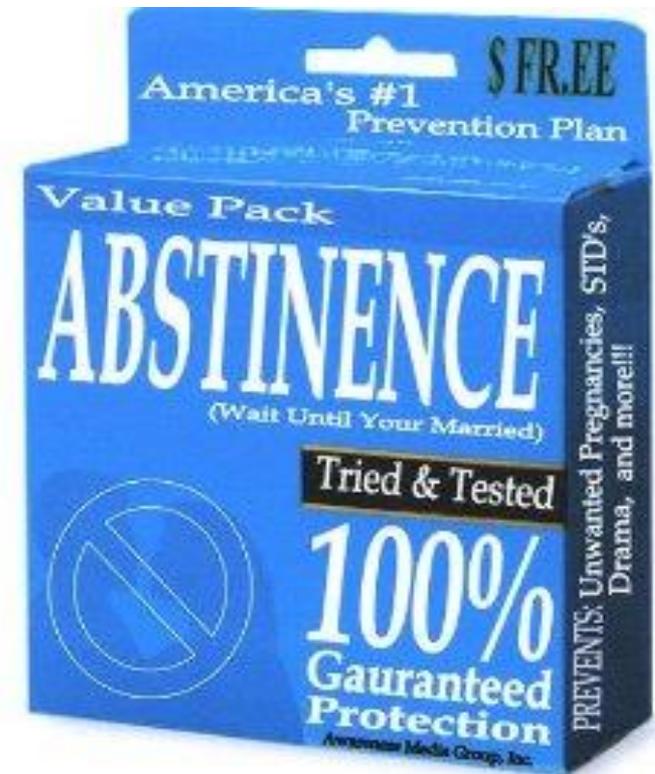
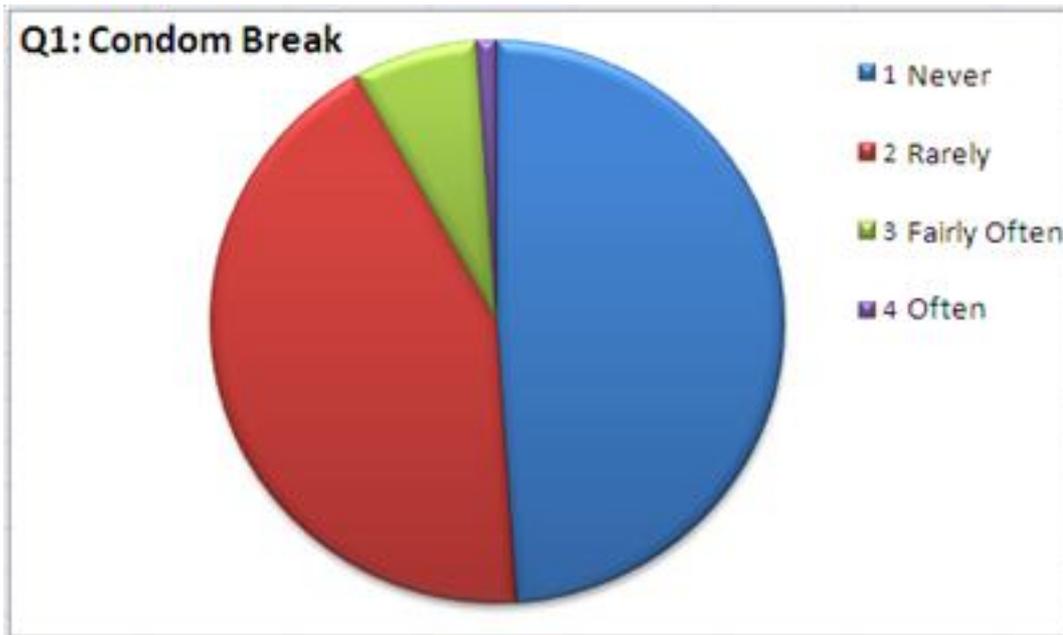
■ Rapists



When Israel was experiencing an epidemic of violent rapes and someone at a cabinet meeting suggested women be put under curfew until the rapists were caught, Meir shot back, “Men are committing the rapes. Let them be put under curfew.”

Golda Meir Israeli Prime Minister

HIV Risk Reduction/ HIV Prevention



Risk Reduction

Prevention



Prevention –
Offender
Accountability

Risk
Reduction –
Actions to
Reduce Risk





Risk Reduction



=



Risk

As you change the environment



The offender **will** adapt

Roadmap to Change



Be the change
You want the world to see
mahatma gandhi





Culture change must
be...personal...to everyone...
all the time

Make it
PERSONAL



Barriers to Success

FAILURE

IS ALWAYS

AN OPTION

The Law – Rape & Sexual Assault

Army Values

Some societal values conflict

Understanding offenders

Trauma memory

Neuroscience of trauma

Common victim behaviors



E₁ D₂ U₁ C₃ A₁ T₁ E₁

Identity

Power

Coordinated Actions



Drives Actions & Behavior

A Profession Like No Other!

Serve

Selfish

Military

Protect

Harmful

Defend Defenseless

Safety

RESPECT





Peer
Driven

BIG THINGS HAPPEN IN SMALL GROUPS



**Steady
Stream
Of Trusting
Victims**

**Cover for
What They
Truly Are**



**An Organization or
Community That
Will Protect Them**

**Educate
About Three
Personas**

**Understand
The Difference
Between**

**Competence &
Character**



**Take all Reports
Of Sexist and Sexual
Assault Seriously**

Victim

- Offender



Offender

Victim



**Culture change must
be...personal...to everyone...
all the time**





NEXT WEEK

TOMORROW

OTHER DAY

TODAY

NEXT YEAR

SOMEDAY

IN THE FUTURE

LATER

LATER

**YOU
CAN
MAKE A
DIFFERENCE**

I WILL

PERFORMING NEAR YOU A

St. Stanislaus School Gym - 1266 N. Noble Street, Ch

Benefit Concert in support of the Franciscan
Mission of Our Lady of the Angels, serving Chi
Park Neighborhood... read more at [www.Mission](#)

Tickets: \$20 (tax-deductible)

WHEN:

Thursday, September 9,

Doors Open 2 pm
Concert Starts 5 pm

Questions? Call/email Alicia, 971.006.440 or 400
Event online at <http://jordanbenefitconcert.com>

OPEN
ART LOOP

Coming October 15-29

Ca
A
Art



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Training Division, U.S. Army MP School

Email - russell.w.strand2.civ@mail.mil

Phone: (573) 563-8061