

The Role, Responsibility, and Requirements of Law Enforcement: Building Victim-Centered Approaches

June 19, 2018
2:00–3:30 p.m. (eastern time)

Presenters:

Michael Crumrine, Sergeant, Austin Police Department, Austin, Texas

Michael Posanka, Resident Agent in Charge, HSI Manchester, New Hampshire, Homeland Security Investigations, U.S. Department of Homeland Security

Kenneth Shultz, Chief of Police, High Point Police Department, High Point, North Carolina

Facilitated by:

Erin Albright, Visiting Fellow, Human Trafficking Task Forces, Office for Victims of Crime, U.S. Department of Justice

The material presented during today's webinar session will be available on the Human Trafficking Learning Grantees Community and the OVC TTAC Human Trafficking Webinars page.

The session will be recorded and will begin shortly.

As with all technology, we may experience a momentary lapse in the webinar session. In the event of a problem, please be patient and remain on the line. If the problem persists, please contact jadams@ovcttac.org for technical assistance.

Human Trafficking Grantee
Technical Assistance
Webinars



OVCTTAC
OFFICE FOR VICTIMS OF CRIME Training and Technical Assistance Center

Today's Presenters

Sergeant Michael Crumrine



Chief Kenneth Shultz



Resident Agent in Charge,
Mike Posanka



Facilitated by: Erin Albright



Objectives

As a result of this webinar, participants will be equipped to:

- Understand how different law enforcement agencies and departments have facilitated victim-centered approaches, built strong partnerships, and collaborated with service providers and the community.
- Recognize some challenges faced by law enforcement and other members of multidisciplinary teams in achieving and implementing victim-centered strategies and protocols in cross-disciplinary work, including: community outreach, investigation, service provision, and prosecution.
- Identify examples of successful individual and community strategies in overcoming challenges to multidisciplinary team work, and to implementing victim-centered approaches.
- Apply the concepts and strategies discussed by the webinar presenters to build, strengthen, and sustain relationships with law enforcement.



Framing Our Discussion

- This webinar will provide participants with the opportunity to hear different perspectives from law enforcement about initiatives and strategies relevant to supporting victims of human trafficking, including accounts and successes in shifting personal-, agency-, and community- mindsets towards victim-centered approaches in policing.
- It will explore strategies and opportunities for strengthening and sustaining relationships between law enforcement, victim service providers, and their communities.



About Homeland Security Investigations in Manchester, New Hampshire

- HSI Manchester is the lead federal law enforcement agency affiliated with the NH Human Trafficking Collaborative Task Force.
 - It is a small office of eight Special Agents, and one Human Trafficking Task Force Officer.
 - It is responsible for investigating the broad array of HSI criminal authorities throughout NH.
- My role is to evaluate and prioritize cases for further investigation; as well as, to identify and address gaps or barriers to successful prosecutions.
- One such gap has been the lack of medical detox services for potential Human Trafficking Victims.
 - To bridge that gap, I have worked with, and trained local hospital staff concerning human trafficking trends in the state.



Victim-Centered Investigations

- Trial and Error to Victim-Centeredness
 - We will not make meaningful Human Trafficking cases without first stabilizing victims.
- Victim-Centeredness Struggle
 - Successful criminal investigations result in arrest, indictments and convictions. I need to show my boss we are getting results in these areas.
 - My agency also measures the number of victims encountered, in order to measure successes, aside from the traditional benchmarks.



Working Together with Law Enforcement

- Shifting Law Enforcements' Mindset will occur as we build successful prosecutions the right way. This involves service provider support.
- Advice
 - Listen to and try to understand the goal(s) of the law enforcement organization you are working with.
 - Truly collaborate to deliver trainings and outreach.
 - Conduct presentations together.
 - Address audience questions together.
 - This will increase understanding of each other's positions.
 - Find and Focus on Commonalities.
 - Law enforcement is deeply concerned about stopping exploitation and preventing the trafficker from exploiting others.



Poll

Whom have you connected with/built relationships with from law enforcement from your community? (please select all that apply)

- A. Officers
- B. Detectives
- C. Supervisors
- D. Department Heads
- E. Other (please type your responses in the chat box)
- F. Not yet; but I'm drafting an email to introduce myself now.



Facilitated Q&A for Resident Agent in Charge Michael Posanka



Join the conversation:

Ask in the chat box below.

Send an email to

humantrafficking@ovcttac.org



About the High Point Police Department

- High Point, North Carolina is located between Charlotte and Raleigh and is in the Triad area adjoining Greensboro and Winston-Salem.
- The City has approximately 113,000 citizens.
- The Police Department employs 255 sworn officers and 42 non-sworn full time employees.
- High Point prioritizes Community Safety as our most important objective.



About the High Point Police Department, Cont.

Focused Deterrence is a data driven strategy that combines Problem Oriented Policing, Community Oriented Policing, Hot Spot Policing, and Intelligence Led Policing.

- This is the primary crime fighting strategy currently endorsed by the Department of Justice through the name Project Safe Neighborhoods (PSN). It is now being overseen by U.S. Attorneys across the nation.

HPPD Focused Deterrence Efforts

Chronic Violent Offenders 1997

Drug Market Initiative 2003

Gang Violence Initiative 2007

Domestic Violence Initiative 2009

Along with applications for Youth Offenders
and Chronic Shoplifters



High Point 10-79

- An Offender-Focused and Victim-Focused Approach to Domestic Violence by Intimate Partners



Development of Domestic Violence Intimate Partner Initiative

PROCESS

- We identified the problem using **data**.
- We undertook a **leadership role**.
- We identified all of the **stakeholders** and called for a meeting.
- We engaged in **open dialogue** to discuss the current situation.
- We came to an **agreement** that we could, and would, do more.
- We **worked through problems** in order to find solutions.



“It’s not just Domestic Violence...it’s VIOLENCE!”



Development of Domestic Violence Intimate Partner Initiative

PROBLEM IDENTIFICATION

- We identified the problem using data
 - 2004 – 3 of 11 Deaths were DV related (27%)
 - 2005 – 5 of 9 (56%)
 - 2006 – 4 of 10 (40%)
 - 2007 – 1 of 10 (10%)
 - 2008 – 4 of 12 (33%)

33%

“Data, unlike emotion and can be calculated”



Development of Domestic Violence Intimate Partner Initiative

LEADERSHIP

- Because of the importance of the issue, High Point PD took responsibility for gathering partners and directing activity as we undertook this project.

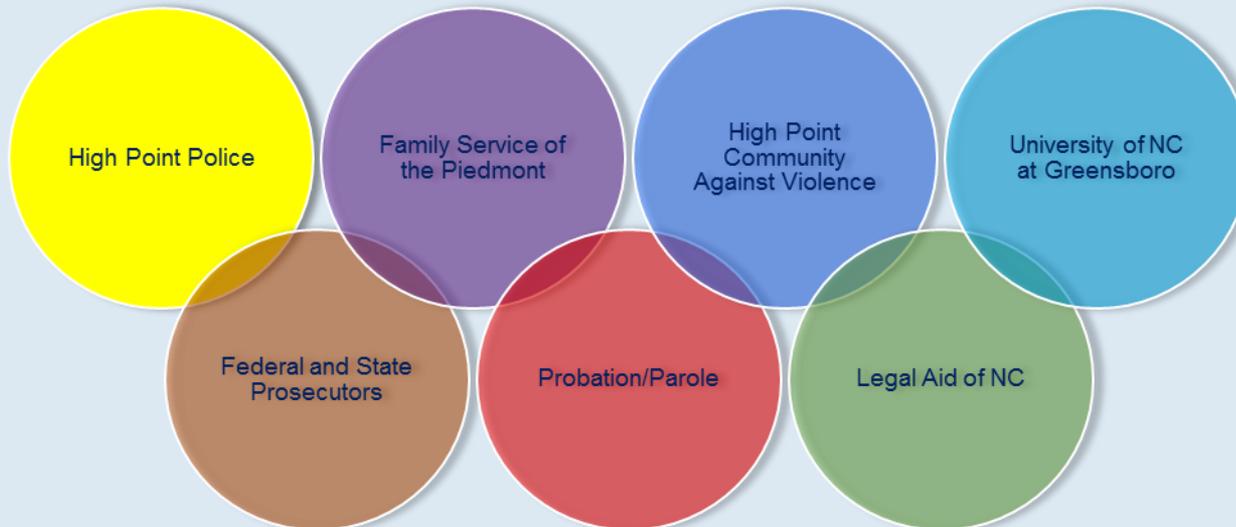
“There is no single right answer for who should take on the leadership role, only a wrong answer with that being when no one takes responsibility and the work is never undertaken.”



Development of Domestic Violence Intimate Partner Initiative

IDENTIFICATION OF STAKEHOLDERS

- We learned that there are many peripheral individuals/organizations that can assist in providing solutions.
- We realized that it was not imperative for them to remain full time members- it was okay for them to leave after addressing their points.



Development of Domestic Violence Intimate Partner Initiative

AGREEMENT ON COMMON GOALS

- Moved past our history
- Confirmed we are all on the same side-the side of the victim
- Developed trust and understanding
- We now work well as a team.

Question: *Are Domestic Violence Offenders Resisting our best efforts?*

Answer: **NO**



Is Harm to Victims Decreasing?

HIGH POINT DOMESTIC VIOLENCE INTIMATE PARTNER INITIATIVE

- Before our work, 33% of our homicides were DV.
- Since implementation of OVDVI that number has been reduced to 11%.
- Victims are now calling us before the violence escalates.
- Offender recidivism has been dramatically reduced.
 - (17.5% compared to national average of 40 to 80%)
- Community awareness of DV has risen substantially.
- Officers have developed positive mindsets and strategies for dealing with DV incidents.



Poll

Do you consider your own passion and baggage when participating in multidisciplinary teams to support victims of human trafficking?

- A. Yes
- B. No
- C. Unsure



Poll

How do you address barriers to sharing information with your law enforcement partners?

- A. Formal agreements
- B. Hypotheticals
- C. General/aggregate information sharing
- D. Other (please respond in the chat)



Facilitated Q&A for Chief Shultz



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About the Austin Police Department



- Population of 1 Million+
- Geographically - over 300 square miles
- 1900 sworn officers
- 700+ civilian personnel
- “Community Policing” is the cornerstone of the departments’ values.
- Mission Statement – *To keep, you, your family, and our community safe.*
- Vision Statement – *To be respected and trusted by all segments of Austin’s diverse community.*



Sergeant Michael Crumrine

- 30+ years as a sworn officer with 17+ years at APD
- Career has spanned Patrol, Hostage Negotiations, Executive Protection, Community Liaison Officer, Organized Crime Investigations, Honor Guard, Violent Crimes Detective with Sex Crimes, Sex Offender Unit & Homicide
- Currently supervises a patrol shift
- Responsible for developing policies, procedures and training for the department in regards to working with the LGBTQ+ community
- Consults nationally on the subject of Intimate Partner and Sexual Violence in the LGBTQ+ community and advises on how the Criminal Justice System and advocates can improve their response to LGBTQ+ victims
- Founding member & current President of the Lesbian and Gay Peace Officers Association, LGPOA. (1st and only in Texas)



Victim-Centered

- First heard the term when working in Sex Crimes
- Different person now than I was back then
- Finally understood that what I knew about this complex crime was inaccurate, (e.g.: stranger vs non-stranger, alcohol & drug facilitated, intimate partner violence, etc.)
- Recognized it takes more than law enforcement to fix the problem and sometimes law enforcement isn't the right tool
- Understand to empower victims you have to fully understand their needs and be willing to set aside your & law enforcement's pride.
- Fully recognize that to say you are a community policing model, you have to actually engage the community.



Being Human: Actions Speak Louder Than Words

- In order for the community to trust you they have to see you as part of the community.
- The measure of a department is how well they understand the needs of the most marginalized communities they serve, and what steps have they taken to build positive relationships within those communities.
- APD – “It gets better video”
 - <https://itgetsbetter.org/story/wbphijzljmk/>
- APD – Marching in PRIDE
- APD – Marching in Juneteenth parade



Relationships

- Sexual Assault Response and Resource Teams (SARRTs)
- Domestic Violence/Abuse Response Teams (DVRTs), (DARTs)
 - Get out of the “Silo” mentality.
 - We can’t keep throwing rocks.
 - We must be self-reflective: LE, advocates, DA’s, Community.
 - Be humble & honest.
 - Find common ground.
 - Always maintain that its not about me, you, or them, its about meeting the needs of the victim.



Relationships, Cont.

- Lasting relationships are like a marriage, they have to be continuously nurtured.
- SARRT – New District Attorney.
- Monica Loera – *We changed because the community demanded it.*
 - Training
 - New procedure
 - New policy



Poll

Do your law enforcement partners engage directly with different communities and/or populations impacted by human trafficking?

- A. Yes
- B. No
- C. Unknown



Poll

Does your (or your task force's) outreach/awareness strategy include direct outreach to different communities and/or populations impacted by human trafficking?

- A. Yes
- B. No
- C. Unknown



Facilitated Q&A for Sergeant Crumrine



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Poll

Which learning objective would you like to hear more about?

- A. Understand how different law enforcement agencies and departments have facilitated victim-centered approaches, built strong partnerships, and collaborated with service providers and the community.
- B. Recognize some challenges faced by law enforcement and other members of multidisciplinary teams in achieving and implementing victim-centered strategies and protocols in cross-disciplinary work, including: community outreach, investigation, service provision, and prosecution.
- C. Identify examples of successful individual and community strategies in overcoming challenges to multidisciplinary team work, and to implementing victim-centered approaches.
- D. Apply the concepts and strategies discussed by the webinar presenters to build, strengthen, and sustain relationships with law enforcement.



Audience Q&A

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Resources

- “Austin Police Department: It Gets Better”
 - <https://itgetsbetter.org/story/wbphijzljmk/>
- “Collaborating to Help Trafficking Survivors: Emerging Issues and Practice Pointers”, Futures Without Violence
 - <https://www.futureswithoutviolence.org/collaborating-to-help-trafficking-survivors-emerging-issues-and-practice-pointers/>
- Intimate Partner Violence Intervention (IPVI), Pilot Implementation in High Point, NC, National Network for Safe Communities at John Jay College
 - <https://nnscommunities.org/our-work/strategy/intimate-partner-violence-intervention>
- OVC TTAC Human Trafficking Task Force e-Guide
 - <https://www.ovcttac.gov/TaskForceGuide/eguide/>
- "Policing Human Trafficking: Cultural Blinders and Organizational Barriers“, Amy Farrell and Rebecca Pfeffer
 - <https://www.ncjrs.gov/App/Publications/abstract.aspx?ID=270831>



Thank you!

Please take a moment to fill out an evaluation for this webinar.

