



21ST ANNUAL
CONFERENCE

ENDING VIOLENCE: THE BIG PICTURE



SEPTEMBER 20 - 21, 2021
FRANKLIN MARRIOT COOL SPRINGS
FRANKLIN, TN

WWW.TNCOALTITION.ORG

Who We Are

The Tennessee Coalition to End Domestic and Sexual Violence is the statewide network of programs and individuals working together to end rape and abuse.

For more than thirty-five years, the Coalition has been the leading voice for survivors of domestic and sexual violence in Tennessee providing education, awareness, direct services to victims, and public policy advocacy.

Mission Statement

The mission of the Tennessee Coalition to End Domestic and Sexual Violence is to end domestic and sexual violence in the lives of Tennesseans and to change societal attitudes and institutions that promote and condone violence through public policy advocacy, education, and activities that increase the capacity of programs and communities to address such violence.

Core Values

Inclusiveness

The Coalition and its membership shall not discriminate against any person. Creating a culture that is sensitive, open and accepting; we value diversity and strive to reflect in our organization the array of people we serve.

Safety

We oppose the use of violence in all forms. Each person has the right to engage in equal relationships without fear of violence.

Integrity

Each individual is unique and inherently worthwhile. We are building a coalition of confident, creative members, each one striving for the highest degree of compassion and ethical behavior.

Empowerment

We operate on principles that ensure that individuals speak in their own voices. We provide opportunities for personal, professional and program growth.

Continuous Improvement

We will be dynamic, creative, innovative and visionary leaders through continuous reflection, commitment to quality and growth. We will model these values and in so doing, serve as role models for others.

Stand with us to end rape and abuse in Tennessee. Become a member of the Coalition today: <https://www.tncoalition.org/become-a-member>.

CONFERENCE SCHEDULE AT A GLANCE

MONDAY, September 20, 2021

8:00AM - 8:30AM	REGISTRATION
8:30AM - 8:45AM	WELCOME—KATHY WALSH
8:45AM - 10:00 AM	KEYNOTE— DEBBY TUCKER
10:00AM - 10:15AM	BREAK
10:15AM - 11:30AM	SESSION A WORKSHOPS
11:30AM - 1:00PM	LUNCH ON YOUR OWN
1:00PM - 2:15PM	SESSION B WORKSHOPS
2:15PM - 2:30PM	BREAK
2:30PM - 3:45PM	SESSION C WORKSHOPS
3:45PM - 4:00PM	CLOSING

TUESDAY, SEPTEMBER 21, 2021

8:00AM - 8:20AM	REGISTRATION
8:20AM - 8:30AM	WELCOME
8:30AM - 9:45AM	KEYNOTE— MARÍA LIMÓN
9:45AM - 10:00AM	BREAK
10:00AM - 11:15AM	SESSION A WORKSHOPS
11:15AM - 12:45PM	LUNCH ON YOUR OWN
12:45 PM - 2:00PM	KEYNOTE— DR. DAVID BANKS
2:00PM - 2:15PM	BREAK
2:15PM - 3:30PM	SESSION B WORKSHOPS
3:30PM - 3:45 PM	CLOSING

GENERAL INFORMATION

Registration Information

Coalition staff will be available at the conference registration desk to answer questions about registration, sessions, and continuing education credits.

Safe Line

The content of a conference session may trigger unexpected or overwhelming emotional responses in participants. If this happens to you and you want to talk with someone, the following local agencies have 24-hour crisis lines to meet your needs:

- General Crisis: Crisis Intervention Center – 615-244-7444
- Sexual Assault Crisis: Sexual Assault Center – 1-800-879-1999
- Domestic Violence Crisis: Bridges Domestic Violence Center – 615-599-5777

COVID-19 Safety Measures

- The Coalition will provide masks, hand-sanitizers, pens, pencils, notepads, etc. to all attendees.
- Conference attendees will be required to wear masks at all times; masks must cover the individuals nose and mouth at all times.
- Conference attendees not wearing a mask covering their full nose and mouth will be asked to leave.
- Attendees are responsible for self-monitoring for any symptoms of illness prior to and during the event.
- Any registrant with known exposure to COVID-19 within 10 days of the conference should not attend.
- Temperature checks will be required at the registration desk each morning prior to entering the conference. Any person with a temperature of 100.4 or above will be asked to leave.
- Individuals displaying possible symptoms of COVID-19 will be asked to leave.
- Any person asked to leave will NOT be reimbursed for hotel or registration fees.
- We strongly encourage all attendees eligible for COVID-19 vaccination to receive the full vaccination prior to attending.
- The Coalition staff will be implementing social-distancing measures according to current CDC guidelines and attendees will be expected to comply.
- The Coalition staff will conduct additional cleaning measures through all conference sessions.

Thank you for gathering with us to connect, learn, grow, and recharge in the safest way possible. Let us continue to place caring for one another and protecting our most vulnerable at the center of all we do.

Continuing Education Credits

- Please check at the registration desk for more information.

Conference Evaluations

Conference evaluations are an important part of the learning process. We ask that you provide feedback on your entire experience at this conference, including every workshop and keynote address. Please be candid and specific when filling out your evaluations. The comments you provide will guide planning for future conferences and trainings. Coalition staff will be providing easy-to-access online evaluation surveys at the conclusion of each session. Paper versions will be available as well, should there be any technology related issues or concerns.

Name Badges

Please wear the conference name badge you receive at registration at all times during the conference. To enter any workshop, you must be wearing your name badge. If you lose or misplace your name badge, please see staff at the registration desk.

Non-Smoking Conference

Smoking is not permitted in any of the conference sessions, hallways, meeting room foyers, or exhibit halls. Smoking is only allowed in designated areas outside.

Cellular Phones

As a courtesy to presenters and all conference participants, please turn ringers to "off" or "vibrate" during the conference.

SPECIALIZED CONFERENCE TRACKS

Legal Topics: Track 1

Workshops in the Legal track are open to everyone.

Keynotes and Workshops for this Track Include:

<i>Common Issues with Orders of Protection</i>	Deborah Yeomans-Barton
<i>U VISA Hot Topics: The “Bona Fide Determination” Process</i>	Andrew Rankin & Brandon Woosley
<i>Laws and Procedures of Sexual Assault Investigations</i>	Matthew Dixon
<i>U/T/VAWA Basics: Applicable Law and Foundational Principles</i>	Andrew Rankin & Brandon Woosley
<i>Human Trafficking 2021 Legislative Updates</i>	Margie Quin

Leadership Topics: Track 2

Workshops in the Leadership track are open to everyone.

Keynotes and Workshops for this Track include:

<i>Bringing Our Focus to Empowerment, not Compliance: Sheltering with Care in a Rules Reduction Setting</i>	Rachel Bruning
<i>Ethical Decision-Making</i>	Dr. Christina Policastro
<i>Leadership: Guiding Our Agencies While Building Partnerships</i>	Debby Tucker
<i>What Do I Do Now? Identifying the issues, weighing the risks, and finding solutions to common employment issues</i>	Rebecca Demaree
<i>Three Dimensions of Sight for Leaders</i>	Dr. David Banks

General Topics: Track 3

Workshops in the General track are open to everyone.

Keynotes and Workshops for this Track Include:

<i>Making the Case for Economic Justice</i>	Kim Pentico
<i>Preventing Violence: Promising Practices</i>	Samantha Strader & Tacarra Wilson
<i>Cybersecurity for Nonprofits</i>	Chris McQuiston
<i>Vicarious Trauma & Self-Care</i>	Samantha Strader
<i>Cultivating Cultural Humility</i>	LaToya Townsend

Rural Topics: Track 4

Workshops in the Rural Topics Track are open to everyone, but they are intended to provide rural advocates with new concepts and models related to providing services in rural communities. These workshops stretch beyond the basics and seek to inspire rural advocates with ideas and advocacy approaches that will enhance their skill set.

Keynotes and Workshops for this Track Include:

<i>From Pandemic Victim to Pandemic Survivor: A rural response strategy for domestic and sexual violence during COVID-19</i>	Christina Mick & Angela Rector
<i>Building A Coordinated Community Response to Domestic Violence in Rural Communities</i>	Putnam County & Scott County TN CCR Team Panelists
<i>Principles Focused Evaluation: Practicing What We Preach</i>	María Limón
<i>Healing Through Language: Providing Trauma Informed Language Services for Survivors</i>	Cannon Han
<i>Taking Space and Making Space: Trauma-informed Interviewing with Vulnerable Populations</i>	Phillis Lewis

KEYNOTE: MONDAY, September 20, 2021

Salons 7-10 — Examining Our Grassroots and Evolving Philosophy 8:45AM—10:00AM

Debby Tucker
National Center on Domestic and Sexual Violence
Austin, Texas

The movement to end domestic and sexual violence is in her 50's in the United States and Debby will guide us back to the beginnings to examine foundational principles still in place while discussing what we've learned that has broadened our knowledge, deepened our understanding, and strengthened our resolve to work holistically with all who seek to end the use of violence. Debby was a part of so much of this rich history and will share some of the inside stories and universal truths we can see best in hindsight. Expect to enjoy while committing anew to the cooperation, coordination, and collaboration necessary to reach new benchmarks together as we strive for our ultimate goals of peace, safety, and well-being.

KEYNOTES: TUESDAY, September 21, 2021

Salons 7-10 — Promoting Connection and Resiliency for Safer Communities

María Limón
UC Denver, Center on Domestic Violence

8:30AM—9:45AM

Public health theory indicates that isolation is a risk factor for our individual health outcomes and that connection improves those outcomes. Our movements understand this theory. The more connected the person targeted for violence may be, the better off they will be. The more isolated they are, the greater their risk. This theory also applies to our work to end interpersonal violence and exploitation. The more isolated our programs, the harder it is for us to make the change we seek.

Every community—be it based on geography, heritage, or identity—holds social norms that promote connection. As troublesome as the pandemic may have been and continues to be, our communities and our programs relied on traditional communal practices to make it through. The keynote offers opportunities to highlight those practices and celebrate our movements' creativity and resilience. We will also acknowledge the challenges the pandemic wrought that no one could have prepared for—everything from the increased severity of the violence experienced in our communities; to the loss of lives; and to the hurdles occasioned by moving to remote and virtual advocacy and prevention. The handwriting is on the wall; the challenges are not letting up. The goal is to mine our recent experience for those communal practices that allowed us to adapt and consider ways to put those practices to work in the future.

Salons 7- 10 — Creating a Culture of Diversity

Dr. David Banks

Noble Success Strategic Group

12:45PM—2:00PM

Chattanooga, Tennessee

This Keynote will explore proven concepts to create a culture that embraces and fosters diversity.

Attendees will walk away with a new understanding of the post COVID mindset - the pandemic of 2020 has changed how we look at everything. How do we mentally prepare for these changes? We will share some concepts to adjust to these changes. We will discuss the components of a culture of diversity - creating a culture of diversity requires key components to insure a strong productive and cohesive team. And finally, attendees will learn the Art of Pivoting Model as a tool to create a culture of diversity. Attendees will be given proven insights and ideas to create a culture that fosters diversity and inclusion.

KEYNOTE SPEAKERS

Dr. David Banks, PhD. *Noble Success Strategic Group*



Dr. David Banks is president of Noble Success Strategic Group. He is the Director of Leadership and Professional Development for the City of Chattanooga. He is a certified speaker, trainer, and coach with John Maxwell. He is a Certified Professional Coach, a wholeness and success coach and author. He specializes in relationship development, success development, leadership development, diversity and inclusion and motivation, and purpose discovery. Dr. Banks speaks to government leaders, nonprofits and corporate leaders. He is a global strategist who empowers leaders with concepts to impact their

nation. Dr. Banks conducts live and virtual trainings in the United States, India, Trinidad and Tobago, Pakistan, Australia, Africa and Philippines. Dr. David Banks and his lovely bride, Lady Sylvia reside in Chattanooga, TN with their three children.

María Limón, *UC Denver Center on Domestic Violence*



María Limón is a rural technical assistance manager at the Center on Domestic Violence of the School of Public Affairs at University of Colorado, Denver. While at the Texas Council on Family Violence, María learned to live the prevention theory that connection is the strongest protective factor from the prevention workers she supported statewide. She keeps herself honest by continuing to apply what she learned from the hundreds of survivors of violence she listened to as the training coordinator at the National Domestic Violence Hotline and Love is Respect, the national dating abuse helpline. Having been born and raised in Texas, María holds a deep affinity for all things southern—everything from breakfast tacos to barbeque and purple hull peas with chow-chow to pupusas and curtido.

Debby Tucker, *National Center on Domestic and Sexual Violence (NCDSV)*



Deborah Tucker has contributed 47 years to volunteer and professional leadership in building the movement to end violence. Debby is President of the Board of Directors of the National Center on Domestic and Sexual Violence, devoted to consulting, training, and advocacy. She co-chairs the Advisory Committee for Jewish Women International's National Alliance to End Domestic Abuse and serves as the Domestic Violence Specialist for the Texas Department of Family and Protective Services. She co-founded the IPV Prevention Council with state coalition leaders involved in the Domestic Violence Prevention and Leadership through Enhancement (DETLA) Project while consulting with the Division of Violence Prevention, Centers for Disease Control and Prevention and serves on the Council's Steering Committee.

MONDAY, SEPTEMBER 20 SCHEDULE

TIME	SESSION	LOCATION
8:00AM-8:30AM	Registration	Registration Table
8:30AM-8:45AM	Welcome: Kathy Walsh	Salons 7-10
8:45AM-10:00AM	KEYNOTE: Examining Our Grassroots & Evolving Philosophy - Debby Tucker	Salons 7- 10
10:00AM-10:15AM	BREAK	
10:15AM-11:30AM	SESSION A WORKSHOPS	
WORKSHOP A1	Common Issues with Orders of Protection - Deborah Yeomans Barton	Williamson
WORKSHOP A2	Bringing Our Focus to Empowerment, not Compliance: Sheltering with Care in a Rules Reduction Setting - Rachel Bruning	Franklin
WORKSHOP A3	Cultivating Cultural Humility – LaToya Townsend	Salons 7-10
WORKSHOP A4	From Pandemic victim to pandemic survivor: A rural response strategy for domestic and sexual violence during COVID-19 – Christina Mick and Angela Rector	Carothers Room
11:30AM-1:00PM	Lunch on Your Own	
1:00PM-2:15PM	SESSION B WORKSHOPS	
WORKSHOP B1	Human Trafficking 2021 Legislative Updates – Margie Quin	Williamson
WORKSHOP B2	Ethical Decision-Making - Dr. Christina Policastro	Carothers Room
WORKSHOP B3	Preventing Violence: Promising Practices - Samantha Strader & Tacarra Wilson	Franklin
WORKSHOP B4	Building A Coordinated Community Response to Domestic Violence in Rural Communities - Putnam County & Scott County, TN CCR Team Panelists	Salons 7-10
2:15PM-2:30PM	BREAK	
2:30PM-3:45PM	SESSION C WORKSHOPS	
WORKSHOP C1	Laws and Procedures of Sexual Assault Investigations - Matthew Dixon	Williamson
WORKSHOP C2	Leadership: Guiding our Agencies While Building Partnerships - Debby Tucker	Carothers Room
WORKSHOP C3	Cybersecurity for Nonprofits - Chris McQuiston	Franklin
WORKSHOP C4	Providing Trauma-informed Language Services for Survivors - Cannon Han	Salons 7-10
3:45PM-4:00PM	Closing	Salons 7-10

SESSION A WORKSHOPS: 10:15AM-11:30AM

MONDAY, SEPTEMBER 20, 2021

A1) Williamson: Common Issues with Orders of Protection

Deborah Yeomans Barton | Legal Aid of East TN | Johnson City, TN

This workshop will discuss issues found in the statutes and common issues with clerks and judges regarding Orders of Protection. The presentation will include some role playing. The presentation will also discuss new Life Time Order of Protection and Orders of Protection for Elderly. As a result of this session, attendees will be able to: recognize various forms for Orders of Protections; review current law and where to find laws pertaining to the various orders of protections; develop an understanding of how orders of protections are presented and received by the courts; gain practical insight in the process of obtaining an order of protection through role playing.

A2) Franklin: Bringing Our Focus to Empowerment, not Compliance: Sheltering with Care in a Rules Reduction Setting

Rachel Bruning | Avalon Center | Crossville, TN

Shelter programs can be complex and challenging; however, they can also be vibrant communities full of celebration, transformation, and recovery! One of the core objectives of a trauma-informed agency is to reduce the power imbalance between advocates and survivors in a shelter setting. Advocates must work continually to reduce this imbalance and empower survivors to direct the services they receive. This session will discuss the rules reduction standard that shelters must implement to be a trauma-informed agency. The rules reduction standard aims to create and foster a less restrictive and more empowerment-focused shelter environment. We will focus on the way shelters serve families and survivors of domestic violence and discuss how to retool your shelter's rules, expectations, and policies and procedures in a low-barrier environment that prioritizes safety for participants and staff. We will aim to give attendees a vision for shelters that moves beyond the crisis or challenges and reframes our work with survivors.

A3) Salons 7-10: Cultivating Cultural Humility

LaToya Townsend | Nashville-Davidson County Office of Family Safety | Nashville, TN

While we have come far and made progress in some areas related to oppression and anti-racism, there is still work to be done. Victims of co-occurring crimes continue to encounter unique harms that create additional barriers to safety and increase lethality risk. This workshop will provide a basic understanding of how culture and related concepts impact our fight for social justice and ending gender-based violence. Participants will also gain insight on how having a cultural humility approach to service provision ensures access to services for all.

A4) Carothers Room: From Pandemic victim to pandemic survivor: A rural response strategy for domestic and sexual violence during COVID-19

Christina Mick and Angela Rector | Tennessee Tech University, Counseling Center | Cookeville, TN

The impact of COVID-19 on victims of domestic and sexual violence has been one that encompasses increased incidents of abuse and a decrease in access to services and treatment. An expansive strategy that addresses identification and screening of victims, access to services, advocacy and

legal issues, as well as prevention among rural populations may be one approach to manage the impact of domestic and sexual violence in rural communities during COVID-19. This presentation will explore the impact of COVID-19 and domestic/sexual violence in rural areas with a special emphasis on the abovementioned factors as a possible blueprint for rural response.

SESSION B WORKSHOPS: 1:00PM – 2:15PM

MONDAY, SEPTEMBER 20, 2021

B1) Williamson: Human Trafficking 2021 Legislative Updates

Margie Quin | End Slavery Tennessee | Nashville, TN

Human trafficking in Tennessee was defined by the General Assembly in 2007, but the legal framework addressing the crime in our state has evolved dramatically since that time. Data and statistics have driven the strategy employed by the criminal justice system as well as community-based services. The synergy that exists between the public sector and private sector has enabled Tennessee policy and lawmakers to continue to make strides and strengthen the legal infrastructure. Conference Attendees will understand a brief history for context as well as the latest efforts to strategically confront human trafficking in Tennessee.

B2) Carothers Room: Ethical Decision-Making

Dr. Christina Policastro | The University of Tennessee at Chattanooga | Chattanooga, TN

This presentation provides an overview of ethical standards to support the evolution of victim assistance as a professional discipline and encourages a critical assessment of ethicality among participants. It will provide insights and activities for becoming conscious of one's values and self-awareness in terms of professional conduct in assisting victims of crime. Moreover, it describes common ethical dilemmas faced by victim assistance professionals and allows participants to consider their course of action in these various scenarios.

B3) Franklin: Preventing Violence: Promising Practices

Samantha Strader & Tacarra Wilson | Tennessee Coalition to End Domestic & Sexual Violence | Nashville, TN

This presentation will fully define prevention work, highlighting the importance of moving upstream in order to work towards the overall goal of ending violence across the state. Additionally, the intersectionality of violence will be explored to highlight the importance of anti-racism work and other social justice initiatives in fully addressing violence prevention. Examples of current violence prevention initiatives will be given, with accompanying outcome data and how it informs planning for future prevention programming.

B4) Salons 7-10: Building A Coordinated Community Response to Domestic Violence in Rural Communities

Amy Stockwell, Christy Harness, Hannah Cross Smith, Kevin Marlow, Melissa Garrett, and Shonda Duncan | Putnam County & Scott County, TN CCR Teams | Tennessee

This presentation will address questions about approaching domestic violence through the coordinated response of multiple agencies within a community. The panel discussion will illustrate how rural communities can work together through increased communication, coordination, and collaboration to increase safety for victims of family and intimate partner violence. This session is relevant for rural communities who are looking to better protect their vulnerable residents who suffer from family violence. The panel will consist of the Family Justice Center Directors from Scott and Putnam counties and members of their Coordinated Community Response Teams.

SESSION C WORKSHOPS: 2:30PM-3:45PM

MONDAY, SEPTEMBER 20, 2021

C1) Williamson: Laws and Procedures of Sexual Assault Investigations
Matthew Dixon | Metro Nashville Police Department | Nashville, TN

As a result of this workshop, attendees will be able to: locate and apply with newly enacted state laws as well as other laws that protect survivors; develop a familiarity of the laws governing sexual abuse, laws for the protection of survivors, and statutes used to charge perpetrators; identify elements of sexual abuse related to investigations, Medical Legal Exams, procedures and MNPDP policy and State Laws; become familiar with the aspects of adult sexual crimes investigations by the MNPDP – Sex Crimes Unit and policy / procedure.

C2) Corathers Room: Leadership: Guiding our Agencies While Building Partnerships
Debby Tucker | National Center on Domestic and Sexual Violence | Austin, TX

Leadership individually and collectively of a movement to end violence while managing the provision of emergency and enhanced services is just part of what we're doing. We're also cooperating with other movements to address social and economic disparities. We're coordinating with professionals who also work to support victims/survivors and their families as well as to challenge persons using violence to end it. We're collaborating with systems that respond to the use of violence while enhancing our own responses, which involves examination, postulating improvements, experimentation, and concluding together what laws, policies, practices, and training will advance our work. This is a dynamic ever-evolving demanding avocation requiring resiliency and resolve. How can we continue to learn and support each other until the job is done?

C3) Franklin: Cybersecurity for Nonprofits
Chris McQuiston | Copperband Technologies, LLC | Clarksville, TN

Cyber Criminals and Malware target companies of all sizes, including small businesses and nonprofits. They want your money, they want your information and they want your files so they can use these to target other people, like your partner organizations and your clients. Copperband Technologies are going to present some information on practical steps you can implement in your organization TODAY to protect yourself, your employees and the clients you serve.

C4) Salons 7-10: Providing Trauma-informed Language Services for Survivors
Cannon Han | Asian Pacific Institute on Gender-based Violence | Oakland, CA

The ability to provide meaningful language access services for survivors with limited-English proficiency continues to be a challenge for many organizations. The needs of survivors with LEP and our understanding of how to provide meaningful language access continues to evolve. This workshop will provide an overview of our legal obligation to provide language access, best practices for providing language access, and ensuring trauma informed interpretation services. The workshop will provide insight gained from programs across the country on tips, strategies, trainings, and resources to ensure survivors with LEP are able to access the services they need.

TUESDAY, SEPTEMBER 21 SCHEDULE

TIME	SESSION	LOCATION
8:00AM-8:20AM	Registration	Registration Table
8:20AM-8:30AM	Welcome	Salons 7-10
8:30AM-9:45AM	KEYNOTE: Promoting Connection & Resiliency for Safer Communities - María Limón	Salons 7-10
9:45 AM-10:00AM	BREAK	
10:00AM-11:15AM	SESSION A WORKSHOPS	
WORKSHOP A1	U/T/VAWA Basics: Applicable Law & Foundational Principles - Andrew Rankin & Brandon Woosley	Arabian
WORKSHOP A2	What do I do Now? Identifying the issues, weighing the risks and finding solutions to common employment issues - Rebecca Demaree	Salons 7-10
WORKSHOP A3	Making the Case for Economic Justice – Kim Pentico	Carothers Room
WORKSHOP A4	Taking Space & Making Space: Trauma-Informed Interviewing with Vulnerable Populations – Phillis Lewis	Franklin
11:15AM-12:45PM	Lunch On Your Own	
12:45PM-2:00PM	KEYNOTE: Creating a Culture of Diversity – Dr. David Banks	Salons 7-10
2:00PM-2:15PM	BREAK	
2:15PM-3:30PM	SESSION B WORKSHOPS	
WORKSHOP B1	U Visa Hot Topics: The “Bona Fide Determination” Process - Andrew Rankin & Brandon Woosley	Arabian
WORKSHOP B2	Three Dimensions of Sight for Leaders – Dr. David Banks	Salons 7-10
WORKSHOP B3	Vicarious Trauma & Self-Care – Samantha Strader	Franklin
WORKSHOP B4	Principles Focused Evaluation: Practicing What We Preach - María Limón	Carothers Room
3:30PM-3:45PM	Closing	Salons 7-10

SESSION A WORKSHOPS: 10:00AM – 11:15AM

TUESDAY, SEPTEMBER 21, 2021

A1) Arabian: U/T/VAWA Basics: Applicable Law & Foundational Principles

Andrew Rankin & Brandon Woosley | Tennessee Coalition to End Domestic & Sexual Violence | Nashville, TN & Memphis, TN

With recent changes to the process of U Visa Applications, this two-part training will cover the basics of U Visas and discuss the new changes to U Visas. During this workshop session, the speakers will give an overview of what the U Visa is, how individuals qualify for the U Visa, and what pitfalls in immigration laws typically need overcoming when filing a U Visa application. After outlining the process, the speakers will address typical inadmissibility issues that need to be waived and how to file the waiver along with the U Visa application. This session will also include discussion on VAWA applications and T Visa Applications. The second part to this training will be held in the B1 workshops later in the day.

A2) Salons 7-10: What do I do Now? Identifying the issues, weighing the risks and finding solutions to common employment issues

Rebecca Demaree | Cornelius & Collins, LLP | Nashville, TN

As an employer, you deal with unique employees and their work and personal issues on a daily basis. In order to comply with your own policies and procedures, grant requirements, state and federal laws and your agency's past actions, you need a roadmap for successful resolutions. This presentation is designed to give you an outline of common issues and the factors you need to consider to remain compliant. Employment laws change rapidly – make sure you are up to date.

Topics covered will include: disability; leave requests; terminations (documentation, return of property, last paychecks, unemployment, release of claims); hiring (proper considerations, probationary periods, accurate evaluations); flexible work schedules post COVID-19; privacy concerns; I-9 issues; wage and hour considerations (exempt or non-exempt and what is the practical difference).

A3) Carothers Room: Making the Case for Economic Justice

Kim Pentico | National Network to End Domestic Violence | Washington, DC

Through this workshop, Kim Pentico of the NNEDV will guide advocates to understand the important connection between finances and survivor safety. We will explore this vital intersection and advocates will leave with the practical knowledge they need to improve survivors' overall access to economic justice and resources. Information will also be shared about the NNEDV's Independence Project: a credit-building through micro-lending assistance program for survivors.

A4) Franklin: Taking Space & Making Space: Trauma-Informed Interviewing with Vulnerable Populations

Phillis Lewis | Love Doesn't Hurt | Memphis, TN

This workshop will discuss what trauma is and the impact it could have on vulnerable populations specifically - including LGBTQ+ individuals, male survivors, and individuals in rural communities. We will go over the hesitancy that vulnerable populations may have with engaging social service providers and law enforcement and walk attendees through steps for conducting intakes and interviews with a trauma-informed and victim-centered approach. Attendees will learn best practices in engaging individuals from vulnerable populations and how their interactions affect the reputation of their organization when it comes to addressing delicate subjects with survivors. We'll explore ways to identify barriers that vulnerable populations may have that will require customization and out-of-the-box thinking in order to keep them safe. Finally, attendees will be invited to explore scenarios that will help them put into practice their newly gained knowledge.

SESSION B WORKSHOPS: 2:15PM – 3:30PM

TUESDAY, SEPTEMBER 21, 2021

B1) Arabian: U Visa Hot Topics: The “Bona Fide Determination” Process

Andrew Rankin & Brandon Woosley | Tennessee Coalition to End Domestic & Sexual Violence | Nashville, TN & Memphis, TN

This session will focus on the U Visa changes introduced in June 2021 and discuss what the changes mean, what the guidance published says, and what U Visa applicants can expect going forward. On June 14, 2021, United States Citizenship and Immigration Services (USCIS) issued a new policy alert addressing the excessive wait times U Visa applicants face. Due to U Visa applications pending 5-7 years, USCIS is now looking to issue work authorization and deferred action for 4 years to petitioners that file “bona fide” applications. This session will build off of the U/T/VAWA Basics workshop from earlier in the day, and dive deeper into the U Visa memo and any subsequent guidance USCIS issues to train other attorneys and advocates on the importance of screening for U Visa applications and how to better serve not only the immigrant population as a whole, but those who are in vulnerable situations and needing to establish a life for themselves.

B2) Salons 7-10: Three Dimensions of Sight for Leaders

Dr. David Banks | Noble Success Strategic Group | Chattanooga, TN

This workshop will train leaders to understand the various types of sight to empower their team to move from the present to what seems impossible. Attendees will learn: the qualities of an effective leader to lead a diverse team; the three dimensions of sight to assist leaders to move their team from the present to what seems impossible; and how to create a strong vision and strategies to implement.

B3) Franklin: Vicarious Trauma & Self-Care

Samantha Strader | Tennessee Coalition to End Domestic & Sexual Violence | Nashville, TN

If you provide direct services to victims of crime, you may be at risk of experiencing compassion fatigue and vicarious trauma. This session will explore self-care techniques to help ensure balance and self-care. Participants will learn how to recognize the symptoms of vicarious trauma, develop resilience and healthy coping skills, and create a professional and personal care plan to minimize the risk of compassion fatigue in your work. During this session we will focus on self-care and creating sustainable practices, including crafting individual self-care plans.

B4) Carothers Room: Principles Focused Evaluation: Practicing What We Preach

María Limón | UC Denver, Center on Domestic Violence | Denver, CO

Equity. Respect. Confidentiality. Compassion. Peace. Creativity. The list of values our movement espouses best serve to advance our mission when the principles and practices we apply in our day-to-day work reflect our values. Participating individuals or teams will consider their personal or organizational values and will assess whether or not the related principles and practices align with those values. The workshop will serve as an introduction to Michael Quinn Patton’s publication: Principles-Focused Evaluation. The changes we wish to see in our society are complex. Going from one where sexual and domestic violence are normal to one where no one would dream of violating anybody else’s integrity tests our mettle at every turn. How do we assess and tell the story of our

progress beyond relating the numbers of people we serve? Participants will work with their teammates, or individually, to review their organization's mission, values, and their standard practices with an eye towards assessing whether or not their practices align with their values. They will then review the fundamentals of principles-focused evaluation. Lastly, they will practice determining and defining one or two values and the related principles that accurately reflect those values. Teams of any size can benefit from the workshop though individuals will also find it useful.

WORKSHOP PRESENTERS

Rachel Bruning is a 2008 graduate of the University of Tennessee at Knoxville, where she received a Bachelor's of Arts in Political Science. Rachel has been an employee at the Avalon Center Domestic Violence and Sexual Assault Program since October 2008. The majority of Rachel's training is responding to domestic violence and sexual assault survivors and the community, and professional response to sexual assault and domestic violence. Rachel was instrumental in organizing the Cumberland County SART. In 2009, the Tennessee Coalition to End Domestic and Sexual Violence presented Rachel with the HEART award for her exceptional contributions to the elimination of sexual violence through efforts in education and advocacy. Rachel graduated Nashville School of Law in 2013. She passed the Tennessee Bar and became the Staff Attorney in 2014. In May of 2015, Rachel became the Executive Director of the Avalon Center. Additionally, she is on the Board of Directors for Homeless Advocacy of Rural Tennessee, a Continuum of Care and serves as the Board Chairman.

Rebecca Wells Demaree was named as partner with Cornelius & Collins, LLP, in 1996, went in-house in 2007 and returned as partner in 2015. She specializes in the areas of health care and labor and employment law, including federal and state regulatory appeals, employment contracts, non-compete agreements, and civil rights actions. She served as Associate General Counsel and Chief Human Resources Officer for Tennessee Health Management, Inc. She is admitted to all state and federal courts in Tennessee, as well as the United States Court of Appeals for the Sixth Circuit. In addition to practicing law, Rebecca provides in-house, interactive training seminars for her clients in all aspects of employer/employee relations. She has acted as the featured speaker at professional conferences on topics of compliance with laws dealing with workers' compensation, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Affordable Care Act. Rebecca also serves on the Board of Directors for the Tennessee Coalition to End Domestic and Sexual Violence.

Because of her experience both in private practice and as the Chief Human Resources Officer of a 5,000 employer ESOP company, Rebecca is uniquely placed to guide Management and Human Resources Leadership in all aspects of employee relations – both in unionized and non-union settings. Rebecca received her law degree from the Vanderbilt University School of Law and she has served on the Tennessee Coalition to End Domestic and Sexual Violence Board of Directors.

Sgt. Matthew Dixon is a 24-year veteran of the Metro Nashville Police Department. He holds a Bachelor's of Science Degree in Social Studies and Master of Science Degree in Public Service Management from Cumberland University. During his career, Sgt. Dixon has trained law enforcement professionals, prosecutors, judges, military personnel, sexual assault nurse examiners, and advocates on various aspects of law and procedures. Sgt. Dixon served as an instructor at the Metro Nashville Police Department Training Academy on sex crimes investigations, human trafficking and other topics. He has worked several assignments as Supervisor and/or Investigator including Special Investigations Unit, Sex Crimes Unit, Internet Crimes Against Children Unit and the Juvenile Crimes Task Force. Additionally, Sgt. Dixon has attended numerous professional schools and conferences

focusing on investigation techniques, law enforcement response to child sex trafficking, human trafficking and sexual exploitation.

Shonda Duncan has worked in the field of protecting and serving others for 19 years with a passion for helping others. Shonda is a licensed attorney and currently the Executive Director of the Scott County Shelter Society. In 2002, Shonda graduated from Roane State Community College with an associate degree in Paralegal Studies and then joined the Oneida Police Department as the second ever female officer. She remained there for 13 years. Shonda obtained her Master's degree in Criminal Justice in 2013 from Bethel College and her Juris Doctorate from LMU's Duncan School of Law in 2018. She is also an Adjunct Instructor at Tennessee Tech, teaching criminal justice related courses. Shonda is married to her husband Jerry and they have two sons.

Melissa Garrett began her journey at Genesis House, Inc. assisting victims of domestic and sexual violence in 2000 as a Family Advocate. For the past 21 years, she has attended numerous trainings and facilitated numerous informational presentations, trainings and in-service to community organizations, schools, and law enforcement agencies. In July 2015, she was promoted to Executive Director. When she is not working, she enjoys spending time with her family. Melissa and her husband John have 3 children: Elijah, Harrison, and Lillian.

Cannon Han is a Senior Program Associate with the Asian Pacific Institute on Gender-based Violence (API-GBV). He has over ten years of experience providing technical assistance and training to programs on: Title VI compliance and advocacy; language access; interpretation; and translation. Prior to re-joining API-GBV, he was the Title VI Administrator for Caltrain and the San Mateo Transit District. He also served as a Senior Court Services Analyst with the California Administrative Office of the Courts, Court Interpreter Program, and an attorney with the Mental Health Advocacy Project.

Christy Harness is the Executive Director of the Scott County Family Justice Center located in Huntsville, TN. She has 22 years of experience working with and advocating for adult and child victims of abuse. Christy began her journey in 1998 with the Scott County Shelter Society, then in 2001 she transitioned to CASA of the Tennessee Heartland and for the last 4+ years she has had the honor of working with some amazing visionaries in planning, implementing and operating Tennessee's first family justice center to open in a rural county. Christy is married to her husband Rob of 25 years and the lucky mother of a beautiful 14-year-old daughter and 9-year-old rambunctious twin boys.

Phillis Lewis was born in Chicago but raised in Memphis and is a graduate of the University of Memphis with a B.A. in Criminal Justice & Criminology. Phillis comes with years of experience not only working with the LGBTQ+ Community but has many years of experience in case management, grant monitoring, trauma-informed care, housing monitoring, and facilitation. She began her career at the Shelby County District Attorney's Office where she worked for almost 9 years. She is the current President of the Memphis/Shelby Domestic & Sexual Violence Council, Committee Member for the Inclusivity Committee for the Tennessee Coalition to End Domestic & Sexual Violence, and LGBTQ Representative/Vice-Chair for the Governing Council for the Memphis/Shelby County Homeless Consortium. Phillis is the former Vice-President of Mid-South Pride which provides a yearly festival for the LGBTQ+ Community that is diverse, inclusive, and community-friendly to over 25,000 attendees. As the CEO of Love Doesn't Hurt, Phillis Lewis works to help provide emergency services to victims of crime in the LGBTQ+ community, addressing barriers this population faces while seeking social services, and helping to educate providers and the community to practice cultural humility.

Kevin Marlow began his law enforcement career in May 2007 as a Patrol Deputy for the Scott County Sheriff's Office. In October 2008, he was assigned as K-9 Officer and held that position until 2010 when he was selected to be a Shift OIC. Marlow continued in that capacity until 2013 when he was promoted to Detective. In 2017, Officer Marlow took a position with the Metropolitan Knoxville Airport Authority as a Public Safety Officer where he continued until 2019. In August 2019, Officer Marlow took a position as a patrolman with the Oneida Police Department before moving back to the Scott County Sheriff's Office in August 2020. Officer Marlow has been the Domestic Violence Officer for the Scott County Sheriff's Office since November 2020. Officer Marlow has been honored to have worked with many dedicated and talented officers and other professionals over the last 14 years. He looks forward to working with the Family Justice Center to ensure the needs of survivors and their families are met in the future. Officer Marlow is married to the love of his life and has 5 beautiful children.

Chris McQuiston is an IT Consultant and co-owner of Copperband Technologies, a Managed Service Provider that provides IT services for small businesses, nonprofits and schools. With decades of experience specifically working within nonprofits, Chris has a deep understanding of how nonprofits work, what technology challenges are specific to them and is passionate about being a true partner with organizations that serve their communities.

Christina L. Mick, EdD, LPC/MHSP, CPS I is the Interim Director of the Tennessee Tech University Counseling Center. She earned a Specialist in Education Degree in Educational Psychology and Counselor Education from Tennessee Technological University. She received her Doctor of Education degree in Counselor Education and Supervision from Argosy University. Dr. Mick is a Licensed Professional Counselor/Mental Health Service Provider and a Certified Prevention Specialist. Dr. Mick is a national and state board certified clinical supervisor. She has over 25 years' experience that includes therapeutic treatment for PTSD, anxiety, depression, anger management, substance abuse, non-suicidal self-injury, suicidal ideation, and self-esteem. Dr. Mick is also a veteran of the TN National Guard.

Kim Pentico is the Director of Economic Justice Program at the National Network to End Domestic Violence (NNEDV). Kim has been working with and on behalf of survivors of sexual and domestic violence since 1990. She first spent over seven years working for a local domestic violence program in Kansas and another seven years at the Kansas Coalition Against Sexual and Domestic Violence. She has also worked for the STOP Technical Assistance Project in Washington, DC. Kim works to ensure and enhance survivor access to economic justice and long-term safety.

Christina Policastro is a UC Foundation Associate Professor of Criminal Justice in the Department of Social, Cultural, and Justice Studies at the University of Tennessee at Chattanooga. Her primary research interests are in the area of victimization with a specific focus on elder abuse and intimate partner violence. Her primary teaching interests are in the area of Victimology, Family Violence, Gender and Crime, and Research Methods. She has also taught courses in Ethics and Criminal Justice, as well as Introduction to Criminal Justice. She has published articles on diverse topics including perceptions of intimate partner violence victims, pre-professionals' knowledge of elder abuse, and trajectories of recurring victimization among persons with serious mental illness. Her most recent work appears in *Journal of Quantitative Criminology*, *Journal of Interpersonal Violence*, and *Journal of Elder Abuse & Neglect*. In 2017, Dr. Policastro received the New Scholar Award from the Academy of Criminal Justice Sciences' Division of Victimology. She also received the Promising Young Scholar Award from the Dean of UTC's College of Arts and Sciences in 2017. Dr. Policastro has also served on the executive board for the Southern Criminal Justice Association (2016-2019) and as ACJS's Victimology Section Chair (2019-2021).

Margie Quin has been the Chief Executive Officer at End Slavery Tennessee since June 1, 2019 and supervises the senior management team, coordinates all external messaging on behalf of the organization, is responsible for growth and development, drives the mission, serves as a board/staff liaison and advocates for the issue and the organization. She has an undergraduate degree from Auburn University and a master's degree in Public Service Management from Cumberland University. Margie retired as an Assistant Special Agent in Charge from the TBI in 2018 after 26 years of service in law enforcement. Beginning in 2007, she directed the statewide AMBER Alert program as well as the Missing Children's Clearinghouse, and it was in doing that work that she became aware of the sex trafficking of Tennessee's youth. In 2010, Margie led a TBI/Vanderbilt team to research and publish the groundbreaking report, "Tennessee Human Sex Trafficking and Its Impact on Children and Youth". That first-of-its-kind research was returned to the Tennessee General Assembly in 2011. In the ensuing years, Margie testified and consulted with members of the legislature to pass dozens of new laws that protected the vulnerable in our state from the scourge of trafficking. In 2015, Margie was tapped to develop and oversee the creation of the first-ever statewide human trafficking investigative unit at the TBI. They were tasked with delivering mandatory training to law enforcement as well as investigate cases of human trafficking. She conceived and led 12 major undercover sting operations designed to identify the trafficked and arrest the traffickers. The stings were focused on demand-reduction and the operations were conducted in consultation with End Slavery Tennessee and the other TASA agencies – they included trauma-informed interventions. Because of this new enforcement approach, by 2018, the TBI reported that prostitution arrests had fallen 22%. During Governor Bill Haslam's administration, Margie wrote and delivered the Public Safety Sub-cabinet's "action steps" on human trafficking. These action steps included public awareness, education, enforcement and the increase of survivor service delivery. She worked collaboratively with non-profits across the state to develop public/private partnerships to leverage resources to combat trafficking. Margie is a second generation Nashvillian and has been married to Brooks for 15 years. They and their 13-year-old daughter Josie live in Nashville with their two howling beagles. They love to travel together, watch movies and go to the theater.

Andrew J. Rankin, a fluent Spanish-speaker, has worked in immigration law since 2009. Until April 2019, he worked at a private immigration firm, where he primarily focused on complex cases involving removal defense, family-based immigration, humanitarian benefits, and naturalization and citizenship. In April 2019, Andrew started his own practice, headquartered in Memphis, Tennessee. He provides a wide array of services to his clients, including, but not limited to, all removal defense issues, family-based immigration, humanitarian visas and benefits, citizenship and naturalization, and consulting to criminal defense attorneys representing non-citizen clients. Andrew graduated summa cum laude from The University of Memphis in May 2009 with a major in Foreign Languages (concentration in Spanish) and a minor in History (emphasis on Latin America). He also attended law school at The University of Memphis, graduating in May 2018 number 1 in his class from the Cecil C. Humphreys School of Law and receiving summa cum laude distinction. During his law school career, Andrew received 13 highest-grade awards for his outstanding academic performance in both traditional doctrinal classes and research and writing. His trial brief from his first year of law school remains on display in the law library as a student writing sample. While in law school, Andrew assisted on a case that was successfully litigated at the United States Supreme Court. Andrew is a member of the American Immigration Lawyers' Association, where he is heavily involved in the Midsouth Chapter. In addition to blasting regular updates on law and policy, he is the Vice Liaison to the Memphis Immigration Court and the point of contact for the Parole in Place program at Memphis USCIS. He also currently serves as Chairman of the Board for Midsouth Immigration Advocates. Moreover, Andrew is the Editor of the Tennessee Bar Association's Immigration Law Newsletter and contributes to a quarterly publication that synthesizes immigration opinions out of the Eleventh Circuit. Finally, Andrew is a frequent speaker at immigration law conferences and seminars.

Angela Rector, MA, LPC/MHSP is a counselor at the Tennessee Tech University Counseling Center. Ms. Rector graduated from Tennessee Tech University with a Master's Degree in Educational Psychology. She is a state board Approved Clinical Supervisor for Tennessee. Ms. Rector has been providing counseling services in the Upper Cumberland Region of Tennessee since 1994. With over 25 years counseling experience, she specializes in stress management, crisis intervention, trauma-recovery, depression, anxiety, and substance use disorders.

Hannah Cross Smith is the Coordinated Community Response Specialist at the Scott County Family Justice Center in Huntsville, TN. She has been with the SCFJC since February 2019, and has enjoyed working closely with Scott County's multidisciplinary CCR team to keep victims safe and hold offenders accountable. Hannah is a graduate of Tennessee Technological University, where she majored in Communications.

Amy Stockwell is the Executive Director of the Upper Cumberland Family Justice Center. She has a B.A. in Political Science, a Doctor of Jurisprudence from Nashville School of Law, and is a licensed attorney in Tennessee. Amy was hired as the Project Coordinator in 2013 to create a Family Justice Center to serve the 13th Judicial District. The Upper Cumberland Family Justice Center opened its doors on July 1, 2015 in Putnam County to serve victims of domestic violence, sexual assault, elder abuse, and child abuse in one location through collaboration with more than 30 partner agencies in the region. The UCFJC opened a second Center in Livingston-Overton County on July 16, 2021. The UCFJC is responsible for writing all petitions for Orders of Protection in Putnam and Overton counties during daytime hours. The Family Justice Centers work closely with the 13th Judicial District Attorney General's Office, Genesis House, and law enforcement to identify victims who are designated as having a high danger risk of being killed by their intimate partner. The UCFJC is also tasked with facilitating a coordinated community response to the issue of domestic violence and works through its partners to affect systemic change that provides greater safety throughout the civil and criminal justice processes for victims and survivors of family violence.

Samantha Strader is the Program Manager for the TN Coalition's DELTA grant. In this role, she coordinates intimate partner violence prevention work of the Coalition and facilitates a leadership team whose mission is to increase the scope of prevention work across the state. Samantha has a B.A. in Psychology and a M.Ed. in Clinical Mental Health Counseling and brings 10 years of direct services experience in domestic violence and sexual assault work. She is passionate about advocating for justice and safety for all people.

LaToya Townsend is the Director of Training, Outreach and Development for the Metropolitan Government of Nashville-Davidson County's Office of Family Safety where she oversees training and outreach efforts including Metro's Domestic Violence in the Workplace Training as mandated by Metro's Domestic Violence in the Workplace policy. In addition to extensive training and outreach, LaToya has served as a facilitator for an intimate partner violence (IPV) screening and referral service tool developed by the Social Intervention Group at Columbia University to be used among drug-involved female offenders under community supervision and at risk for contracting HIV. Recently, she served as a site coordinator for national Howard University study on domestic violence homicide in the Black Community. Taken together, LaToya is an experienced trainer, consultant, and public speaker with interests in promoting awareness of gender-based violence and deciphering the impact of intersectionality on Black women who experience inter personal violence. LaToya is a Detroit native with Bachelor of Arts in Sociology from Oakland University and a Master of Science in Social

Work from Columbia University. She is a former President of the Nashville Coalition Against Domestic Violence and previously sat on the Board of Directors as a member and President of the Board until the end of her term.

Tacarra Wilson is the Program Specialist for the TN Coalition's DELTA team and currently provides direct oversight of the Financial Literacy and Austin Peay State University (APSU) Upstander programs, and assists with project implementation and review as well as assists with state level prevention implementation. Tacarra has a B.S in Psychology and M.A. in Counseling as well as over ten years of experience advocating for youth in the foster care system and those with varying levels of mental health needs. She also has experience in advocacy for vulnerable adults.

Brandon Woosley is a Nashville native who attended college at The University of Tennessee at Chattanooga where he graduated with a major in Political Science and Psychology. Upon graduating from undergrad, Brandon attended law school at The University of Memphis, graduating in May 2018 and receiving cum laude distinction. During his law school career, Brandon was a member of The University of Memphis Law Review and clerked for Chief Judge S. Thomas Anderson of the U.S. District Court for the Western District of Tennessee. Upon graduating law school in 2018, Brandon began his career in immigration at a private practice firm before joining the Tennessee Coalition to End Domestic and Sexual Violence in June 2019. As an attorney for the Tennessee Coalition, Brandon predominantly handles humanitarian visas and benefits, but also assists clients with adjustment of status applications, family-based immigration, and citizenship and naturalization matters.

Deborah Yeomans-Barton is a graduate of University of TN College of Law and has been a Staff Attorney with Legal Aid of East TN since December 1989. She is currently the Deputy Director of Legal Aid of East TN and Managing Attorney of the Johnson City office. Her primary practice is Orders of Protection, Guardian Ad litem and Federal Income Tax work. Currently, she serves on the Tennessee Bar Association Board of Governors and is the Chair of the Tennessee Domestic Violence State Coordinating Council. Deborah is the recipient of the 2013 Tennessee Bar Association's Public Service Award and the 2010 Tennessee Coalition Against Domestic and Sexual Violence Advocate of the Year Award.



2 International Plaza Dr. Ste. 425

Nashville, TN 37217

615-386-9406

1-800-289-9018

www.tncoalition.org

www.protectrespectTN.org

www.prevenTN.com

 /TnCoalition  @TnCoalition  /TnCoalition

This project was supported by subgrant No. 26706, Grant No. 2019-MU-AX-0006, and Grant No. 2015-WR-AX-0028 awarded by the Office of Violence Against Women, U.S. Department of Justice. The opinions, findings, and recommendations expressed in this publication are solely the responsibility of the author(s) and do not necessarily reflect the views of the state, the U.S. Department of Justice, and the State of Tennessee, Office of Criminal Justice Programs.