



Courts in the Era of #WeToo

MODULE 3

Leadership Strategies to Create & Sustain a Culture of Safety, Respect & Dignity

Segment A: Principles of Self-Awareness, Reciprocal Accountability & Emotional Intelligence

As a result of this segment, participants will be better able to:

- Apply principles of self-awareness, reciprocal accountability, and emotional intelligence in order to enhance responses to sexual and gender-based harassment in judicial system contexts.



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Segment A: Complex Reporting & Investigation Processes

Reflect on the worksheet you completed prior to attending the training.

- Differentiate between reporting processes for judges v. line employees;
- Explore impacts of various HR / funding sources; and
- Evaluate reporting / accountability approaches for external actors.

Did completing this worksheet reveal any strengths of or concerns for your judicial environment's reporting and investigation processes?

What steps do you think can be taken to improve your judicial environment's reporting and investigation processes?

Hobson's Choices

Hobson's Choices

- How did it feel to make these choices?
- What were the risks and consequences of certain choices?
- To what extent were your options influenced by your familial and financial situation?
- Did you feel isolated? What were your barriers to speaking up?
- What assumptions did you make about the supervisor's gender and sexual orientation? Would their gender and/or sexual orientation have made a difference in your choices?
- What would you have wanted from your workplace in order to have felt safe at work and remained employed?

Emotional Intelligence

- Emotional intelligence is the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.
- Listening, empathizing, acknowledging feelings, and self-awareness are key aspects of emotional intelligence.

Empathy

- Empathy is generally the ability to sense other people's emotions, coupled with the ability to imagine what someone else might be thinking or feeling.
 - Affective empathy is the sensations and feelings we get in response to others' emotions; this can include mirroring what that person is feeling, or just feeling stressed when we detect another's fear or anxiety.
 - Cognitive empathy or perspective taking is our ability to identify and understand other people's emotions.

Empathy: Large Group Exercise

Individual Reflection

Reflect on a time when you may have turned a blind eye or could have done more to support someone who has been wronged.

What factors deterred you from taking action or doing more?

Segment B: Judicial Environments as Community Models

As a result of this segment, participants will be better able to:

- Develop a culture of leadership where judicial systems are community models in preventing sexual and gender-based harassment and responding to the needs of persons who either experience or use harassment.

Visioning: Small Group Discussion

Develop concrete actions that can be implemented in a judicial environment to improve:

- Awareness-raising and prevention
- Reporting processes
- Supports for victims
- Accountability for harassers

Consider strategies that:

- Address power dynamics, particularly those specific to judicial environments;
- Identify and coordinate with relevant internal and external entities; and
- Develop a culture of leadership where judicial systems are community models.

Navigating Resource Scarcity

In order to navigate resource scarcity:

- Evaluate and affirm your judicial environment's scope of available resources;
- Assess gaps and who is missing from the table;
- Explore potential partners who are proximate to your judicial environment and are already providing related critical services, both well-resourced and less-resourced.

Resource Mapping: Small Group Discussion

- Create a visual inventory of **what their judicial environment and community need** in order to implement strategies to prevent and respond to sexual and gender-based harassment;
- Create a visual inventory of **what resources are available to their judicial environment and community** in order to implement strategies to prevent and respond to sexual and gender-based harassment.

Creating Community Collaborations

Successful partnerships germinate from these common seeds:

- A shared purpose;
- Flexibility and willingness to collaborate;
- Complementary strengths;
- Agreed upon boundaries.

Stages of Effective Partnership

- Coordination
- Cooperation
- Collaboration
- Partnership

Big Take Aways

- What are your top takeaways?
- What is one innovation you will consider proposing to your judicial environment in order to better prevent and respond to sexual and gender-based harassment?