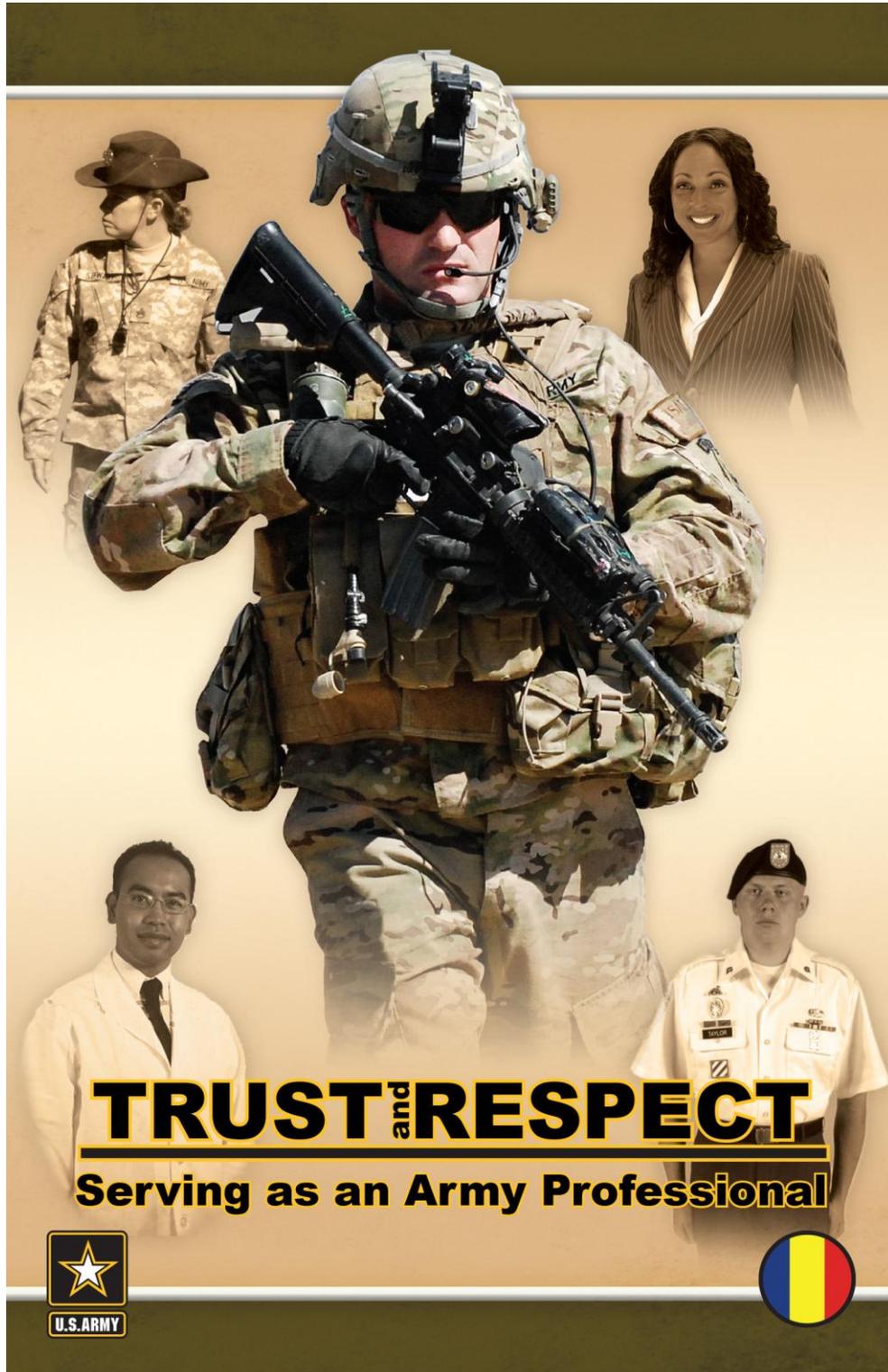


Resiliency and the Army Profession



CASE-EX VIDEO VIGNETTE: DISCUSSION GUIDE

For all members of the Army Profession

<http://cape.Army.mil>

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BASIC CONCEPTS

- Watch the video and read the transcript prior to discussion.
- Review “Facilitation Best Practices.”
- See “Additional Resources” for more content.
- Think about a personal experience, story, or event which relates to the scenario and consider using this as a way to start the discussion.
- Present each part of the vignette and lead an open discussion which relates to desired learning outcomes. Listed below are “Sample Discussion Questions” to assist in facilitating the class.
- After watching and discussing each part of the story, identify the takeaways and discuss how each participant will apply this experience.

FACILITATION: BEST PRACTICES

The facilitator’s main role is to be a catalyst for conversation and learning about the topic at-hand. This module contains two rounds of discussion and ends with time to reflect on personal stories and vignettes that relate to the module.

Here are some key points to consider when preparing to facilitate a discussion:

- Let participants do most of the talking.
- The facilitator’s key role is to ask questions which spark thought and conversation.
- Ensure you engage everyone within your group and set the conditions for them to share thoughts openly. Do not let any one person or group of people dominate the conversation.
- Have questions prepared for each round to drive the conversation. Ask open-ended questions and encourage participants to elaborate on their answers/thoughts.

You are the catalyst for conversation. Make sure you continue to ask questions that make your group dig deeper. For more information and guidelines on facilitating professional development discussions, visit the CAPE Website at <http://cape.Army.mil>.

VIDEO TRANSCRIPT



Trust Between Soldiers, Their Families, and the Army

The Army's been a part of my family for generations. In my family alone there are six kids. My mom had-- you know, she's a single parent. Two sets of twins, six kids. Four of us out of the six actually went into the Army and we've all deployed. What really-- where I got all the admiration and you know, thought so highly of the Army was my brother, when I was twelve years old he went to Desert Storm. I was going around putting yellow ribbons around trees. Making little ribbons, passing them out at school. He would send me trinkets from over there, like leaflets and pictures, and wrappers with the native language on there. So I would always take it to school for show and tell. That is-- that's where all the

admiration came from. So I know from 12 years old that someday I'd be wearing the uniform.

Trust Between Soldiers

When I first joined the Army like I actually went to the recruiting station after hearing my brother who was in Desert Storm, my youngest brother who went Iraq in 2003, my sister who went to Iraq in 2005. It was actually when she got that back, I was like hearing all of them talk about their stories. I'm like "I want that. I want that excitement, that adventure." I was already in the Army Reserves but I wasn't getting deployed there. So I went to the recruiting station and told him I wanted to go active duty, send me to the unit that's about to deploy. And within about six to eight months I was actually deployed in Iraq for a 15 month deployment. During that deployment all those guys I was with were like brothers to me, all the females were like sisters to me. We were constantly out on convoys. Everybody had everybody's back; we all totally respected each other. I had so much confidence in the Army. I'd give my life for the Army. So even though my perpetrator did this to me, I knew he was going to get in trouble. I knew it 'cause the Army is going to take care of their own. And that was it, I definitely trusted the Army.

Lost Confidence in the Army

When I came back to Hawaii for the court martial I came with so much confidence that he was going to get in trouble for one, they had the confession, two, they had DNA evidence. I even had an airplane ticket sending me back to Afghanistan the very next day. I for sure

thought it was going to be something where he got in trouble and I was just floored when they said, "Acquitted." All my trust and confidence in the Army-- I just felt so betrayed, oh, and to even see all the rear-detachment people that were in there starting to high-five him, how could I be a part of this kind of Army? I had never seen the Army like that. I've only been around professional people and to see that happen blew my mind. One thing that I heard one of the panel members say as they were all walking out-- he said, "You all know this is f---d up, right?" to all the other jurors. He was really pissed off at them so that in my heart let me know that not all the panel members decided this for him or me and that's where I lost all my confidence in the Army.

Regaining Trust and Confidence

I've actually been growing my trust and confidence in the Army leadership now because I see everybody getting involved in trying to combat this. And before I didn't see that, I was just trying to regain the honor within myself because they gave me the option whether to stay in or get out. But the Army's been a part of my life for extensive amount of time. I'm not just going to give up on something I had so much faith in. What I want to do is change it to get back to that place. And with everybody's input and everybody trying to do right now, I've been slowly gaining back all the trust and confidence.

Stand Strong

When I thought about whether to say something or not, I really didn't think about whether to say something or not to say anything. I think for me knowing that he's in

uniform, "Not in my Army; why are you wearing that uniform when you just did what you did?" The Army Seven Values, he's not living by them so why should he be in the uniform? He didn't think twice about doing what he did to me so I have no sort of empathy for him for whatever he was going to get, but I knew that if I said something there's a possibility where he won't be able to do that to somebody else so that is why, not in my Army.

Resilience

Well I think the resilience comes from, of course a single mother raising six kids by herself. She was like a drill sergeant she had to have all that resilience from just having to work and provide for us. So she never gave up. She could have easily given every one of us up if she had wanted to. But she didn't. She struggled and... There was one time where I was actually in my therapy appointment, was coming out the therapy appointment. And I remember seeing this female coming towards me and I'm just feeling like a victim still, you know, trying to cope. And I look at her and she smiles at me and I'm just like, she's going into the same place where I came out of and she's smiling. Why does she need to be in there? Well, I look down and she's like on crutches and she has no leg up to her hip. I mean, it still gets me now because she really doesn't know what she did for me. <crying> She must've lost her leg in an IED but I saw her strength and it's like she passed it off to me. So I think both of those things combined, it's what makes me strong enough to push forward.

Survivor

From a survivor's perspective, I think the command should choose their words wisely when speaking to them. Initially, you

want to treat them like a casualty of war and basically tend to them, make sure they get all the care that they want. Don't go into "Why were you drinking or why were you doing this; why were you--" Don't try to put the blame on them, "You shouldn't have done that." Just stay away from those types of words. As a command person-- personnel, if you know that you can't show empathy or concern, you can't be sensitive, then find somebody else who can speak to that person because whenever you do that to them they just lose the confidence in who you are as a person. And as a leader, that's pretty much it. I've had so many victims come up to me saying, "Oh, I'm really inspired by you. I can't go up and speak in front of people like you do yet but you're very inspiring," and so I just give them a seed-- I plant a seed in them and tell them how I went from being victim to survivor and the point where I began to become a survivor and eventually a warrior was when I started fighting back. So victims need to do something. They need to-- if they're not getting the support they need to get out of moping around, they need to reach out because people can't really tell how you're feeling. They can see you trying to deal and cope with it but victims they deal and cope in different ways. You can't really just do one thing with one victim-- I mean with several victims. Different personalities, different ways of how they cope is a challenge in how to speak to them, but not showing the blame-- not putting the blame on them or saying words that would show that you're blaming them is a big help. That's the first step and then of course treating them like a casualty and getting

them the immediate help that they need I mean that would make them feel safe.

Standing Strong to Strengthen the Army Profession

I think the only way to do that is to have more survivors speak out and have all-- everybody-- every single person in this uniform actually listen and that is how the Army culture is going to change involving sexual assault. For victims, if you don't have a voice you're not going to be heard so everybody has a voice. Just speak out even if it's to your buddy, just getting it out. Maybe you'll help one or two people in your immediate family or circle of friends. Just when you help one person it helps you heal so you don't necessarily have to go and speak out to groups of people or anything like that but try and help somebody else out. You'll heal up yourself and save somebody else from getting into a situation where you found yourself or just trying to prevent-- spreading the word how important this issue is not a joking matter. I was speaking at this one Safety Stand-Down Day and some of the comments that I was hearing of the people sitting behind me were-- and these were high-ranking people-- they're like "Oh, don't touch me." Who plays that joking stuff? It's meaningless joking stuff but they didn't know I was sitting in front of them, and then when they saw me go and speak I sat back down and I didn't hear one negative peep like that again. So do not take this as a joke. This is a serious matter, serious, because once it happens to somebody they know or they themselves that's when they'll know that it's not a joke.

ADDITIONAL RESOURCES

The following resources are available:

	<p><u>Center for the Army Profession and Ethic:</u></p> <p>Visit the CAPE Website: http://cape.Army.mil</p>
	<p><u>In the News:</u></p> <p>http://www.Army.mil/article/106188/</p> <p>http://vimeo.com/72002361</p>
	<p><u>Army SHARP Program:</u></p> <p>http://www.sexualassault.Army.mil/</p>

SAMPLE DISCUSSION QUESTIONS

“TRUST BETWEEN SOLDIERS, THEIR FAMILIES, AND THE ARMY”

[Watch “Trust Between Soldiers, Their Families, and the Army ” – 00:00 to 01:38]

1. SSG Valdez talks about how the Army is in her family’s blood. Why do you think this is important to her?
2. How has this connection created such a strong desire for her to be a part of the Army family?
3. How would you describe your relationship with the Army?

“TRUST BETWEEN SOLDIERS”

[Watch “Trust Between Soldiers” – 01:39 to 03:19]

1. Why did SSG Valdez feel such a strong desire to serve her country?
2. SSG Valdez describes her fellow Soldiers as brothers and sisters. Is this important to the Army, why or why not? How do you feel about the members of your organization?
3. What gave SSG Valdez confidence in the Army? What gives you confidence in the Army?

“LOST CONFIDENCE IN THE ARMY”

[Watch “Lost Confidence in the Army” – 03:20 to 05:09]

FACILITATOR NOTE: This should not become a discussion about the legal process. Instead, you should focus on the facts presented in the video.

FACILITATOR NOTE: In this video, the victim discussed her feelings after the Accused Soldier was acquitted of the alleged sexual assault and the reaction of spectators in the courtroom. While a victim may understandably be personally devastated by an acquittal, acquittals are an element of all healthy judicial systems. Acquittals reflect the Constitutionally- mandated burden of proof beyond a reasonable doubt and the military panel's appropriate adherence in holding the government to that standard.

1. Why do you think SSG Valdez lost confidence in the Army? How would you feel?
2. How do you feel about the actions of the rear detachment? Is this appropriate behavior? Why or why not?

“REGAINING TRUST AND CONFIDENCE”

[Watch “Regaining Trust and Confidence” – 05:10 to 06:10]

1. What do you think about SSG Valdez’s commitment to stay with the Army after this terrible crime? Would you have the same commitment?
2. Do the Army’s current actions give you the same confidence as SSG Valdez, why or why not? What can the Army do to make these changes possible?

“STAND STRONG”

[Watch “Stand Strong” – 06:11 to 07:10]

1. SSG Valdez says she did not think twice about saying something. Why do you think it is so hard for men and women to report these crimes?
2. SSG Valdez mentions that the perpetrator was not living by the Army Values. Why is it important for all members of the Army to live by these values?

“RESILIENCE”

[Watch “Resilience” – 07:11 to 09:03]

1. How did SSG Valdez learn to be resilient from her childhood? How have you learned to be resilient in your life?
2. How did SSG Valdez gain resilience from the wounded Soldier? Why do you think this inspired her? What gives you strength when you need it?
3. How do we learn from our life experiences?

“SURVIVOR”

[Watch “Survivor” – 09:04 to 12:08]

1. What do you think of SSG Valdez’s thoughts on how to treat victims?

2. If a situation similar to this occurred in your organization, how would you treat the victim? How do you make sure the victim remains a valued member of the team?
3. How does the treatment of the victim relate to trust between Soldiers and leaders? How can you help a victim make the mental change to become a survivor?

“STANDING STRONG TO STRENGTHEN THE ARMY PROFESSION”

[Watch “Standing Strong to Strengthen the Army Profession” – 12:09 to 15:00]

1. SSG Valdez says that part of making the culture change is to get every person in the Army to listen. How do we/you get everyone to listen? What do you think about members of our Army who tolerate this type of unethical and illegal conduct?
2. Have you ever seen anyone in SHARP training make jokes? Did you do anything about it? Why is it that people do not take this crime/behavior seriously?
3. What are you going to start to do today to help change the culture/climate in the Army?

AAR/CHECK ON LEARNING

Personal Vignettes and Takeaways

Facilitator asks students to share any personal vignettes and takeaways from the module.

It is important for the group to relate to this story on a personal level. Conclude the module emphasizing the significance of SSG Valdez’s story. Soldiers should walk away with a better understanding of the decision point, and be able to properly convey the importance of the decision-making process to Soldiers in their unit. Upon concluding, the following questions are useful for determining learning and promoting reflection:

Learning	<p>Q – What did you learn from listening to the reactions and reflections of other Soldiers/civilians?</p> <p>Q – What are the future implications of this decision and or experience?</p>
Reflection	<p>Q – How do you feel/what do you think about what you learned?</p> <p>Q – What will you do with your new information?</p> <p>Q – How can you apply this experience to better develop yourself and your fellow professionals?</p>