

## **AAUW CA ONLINE BRANCH PROGRAM**

### **FEBRUARY 2013**

#### **“THE INVISIBLE WAR”**

#### **Introduction**

The AAUW Legal Advocacy Fund supported cases of military sexual assault have received a lot of buzz since the Documentary Feature Film, “The Invisible War,” was nominated for an Oscar. Several of those plaintiffs are featured in the film.

For the February 2013 online branch program, branch members were asked to rent or buy the movie and watch it, having been given a month’s notice. The Invisible War AAUW Program in a Box was downloaded from the AAUW website, and the LAF Department provided the branch program chair with the AAUW Discussion Guide for the movie. Holly Kearn, Director of the Legal Advocacy Fund, took part in the discussion as well as a member of the LAF committee and prospective members.

Discussion commenced on Feb. 18 and continued up to and a little after the Oscar Award Ceremony on Feb. 24, in anticipation of watching the ceremony to see if the documentary won in its category: Best Documentary Feature.

Questions were provided daily for the program listserv (branch members are given notice of the program and are able to OPT IN or OPT OUT of any program). Members comment on their responses to the questions (whenever it fits their schedules) and to each other’s responses. The program chair and other members provide links with information regarding the topic to be shared with all participating.

Members participate along the way, responding to questions that they wish to comment upon, or just listen in (so to speak) but that is participation as well. Thirty-five members and guests were signed in to the program listserv, with about 16 active participants.

This summary will include the questions, responses (not identified by member), and links or resources for anyone interested in additional information.

At the end of the program discussion an LAF matching donation challenge was made, prompting members to give via the Member Services Database (thereby helping members learn to use that tool on the AAUW website) and the results of the fundraising effort will be reported here when the amounts are tabulated. Online branch members contributed \$620 in the timeframe specified; so another \$620 was contributed as matching funds, bringing the total to \$1,240 raised for the Legal Advocacy Fund.

### **Summary of Moderated Discussion:**

**Lights! Camera! Action!**

**Let's begin.**

**THE INVISIBLE WAR explores and intense and difficult subject.**

**How did you feel as you watched the film?**

**How did you feel when it ended?**

**What do you think influenced your reaction? Your gender? Your connection to the military? Your connection to sexual assault survivors? Please explain.**

-As a woman I've always been appalled and upset by reports of rape, but this movie made me fully aware of the real devastation of rape, not only for the women (and men), but for the wives, mates, and children of these victims. As the movie progressed, the enormity of the devastation became clearer and clearer. And the added horror of the total lack of support for the women also intensified as the movie went on. The women were not only totally violated, but then made to be somehow "guilty." For me the movie was really, really, really powerful and I truly hope it wins an academy award, and even more importantly, I hope it brings about a drastic change in the culture of the military and in the treatment of both the victims and the perpetrators of rapes in the military.

-The movie was well written and documented. It is appalling that not enough has been done to help these women (and men). Lets hope that this powerful documentary will help with the problem. I was not surprised to see that at the end some of these men were given honors. They should have gone to prison. not been given a slap on the wrist. Not only were the women harmed mentally and physically, but so have their families. Very hard to deal with.

-I agree with all of you. In addition, I have a lingering rage toward the VA system of health care. All of our vets need speedy, non-judgmental top quality health care.

The whole system of educating, reporting, evaluating and treating (emotionally and physically) is a travesty for the military...and not much better in civilian life. But the fact that so much power is in the hands of the C.O. is even more infuriating. Do I remember correctly that this has now changed?

The documentary was deeply moving, leaving me sad and angry. I believe my gender, my experience as a police social worker for a few years, as a medical social worker for many years, and as a former board member of woman's shelter all heightened my reaction.

-I've now seen the film twice. First time was last June with a local "progressive" group. Second at home last week. The film brings to the forefront an appalling situation. It HAS had an effect on the DOD and changes are now happening. From one of the related websites was a mention of the theatrical movie, "The General's Daughter"(1999) and a sense of wonder that THAT dramatic production didn't instill the sense of rage of "Invisible War". I think IW is FAR more powerful (having just watched the movie w/John Travolta). While the movie is graphic, the actual interviews with the victims that came forward to be interviewed by the filmmakers, the sense of total injustice in higher command not at least separating some of the victims from their perpetrators, etc. creates a VERY powerful message. It seems like at least each month something hits the news related to change in how the military handles such situations. I was totally appalled at the military officer who headed the rape/assault prevention unit saying that posters and a buddy system were anywhere near sufficient! Kudos to AAUW for partnering with Invisible War No More and offering the services of the Legal Advocacy Fund. However, has anyone looked at the [Wikipedia](#) article on the film? - What of the criticism of the filmmakers techniques? Could the filmed subjects have been further traumatized by the filmmaking process? Look at all the cited references in the wiki article. They continue to be added.

-Thanks for the wikipedia link. It was very interesting to read the criticism and I suggest you all do. The SAPRO survey from 2010 which is cited there, indicates 4.4% of active duty women and .9% active duty men indicated that they had experienced some form of unwanted sexual contact in the prior year. By actually including the male trauma, the movie did make me think about the fact that it is not limited to just one gender and that RAPE is about POWER and taking someone's power. I think the director actually was correct in the perspective that the discussion would be started by focusing on the women and now as it moves forward we can all note both genders are affected. I agree that it would have been better to include a picture of the male survivor, but I must say, I thought he had waited so long to tell his wife that the trauma was even greater for him and maybe he would have felt even more "outed" with his picture on the website. Even the attorney disagreed that the male portion of the trauma was not being underplayed or taken lightly. I think it actually makes the point even stronger that change is mandated.

As far as the one of the producers or directors further traumatizing the victims by pushing on the set. That is inexcusable and an apology is in order; but having been on sets numerous times when my son was acting in films, I know how gruff the situation is.

Gruff but still not excusable. In the end, I don't think the participants will be further traumatized by the film, or at least I hope they won't. I would hope they feel some degree of vindication and support.

Here's part of what the Wikipedia article says about the criticism of the film and the producer, Amy Ziering:

Several other survivors are coming forward reporting physical and emotional abuse by Amy Ziering. One survivor reported being pushed by Amy Ziering for reason of she was in the way of the film crew. When the MST survivor reported the abuse to Amy Ziering, Amy denied it, ostracized the victim and later removed all clippings of the victim from the film final edit.

I strongly suggest that you read the entire article, even though it is rather long. Amy Ziering, is a very head-strong individual, who may say or do anything, which isn't a real good thing to realize.

-Here's one paragraph from the JewishJournal.com article that jumped out at me about Ziering:

Ziering is marked by a magnetic duality, a combination of deep sensitivity and outrageous chutzpah that often works to her advantage. During production of "The Invisible War," she was compassionate and tender enough to elicit personal and painful stories from strangers; but outside that context, she displays an almost ruthless drive to get what she wants. Dick, with whom she collaborated on "Derrida," "Outrage" and "The Invisible War," described her this way: "When Amy decides that she wants to go after something, she will not take no for an answer. ... And she has this skill at asking in a way that she *expects* the person to say yes."

How would that type of personality come across to a survivor who is struggling with the emotional scars of her assault?

-I compared this paragraph with the [article shared with us from JewishJournal.com](#), that described Ziering's determination to ensure that the story of every person in the film was "unassailable" -- no holes -- which might well be a reason for that person's story to not have made the final cut. Although it's certainly possible (and would be very disappointing if true) that Ziering was unkind to one of the people interviewed, it occurred to me that the survivors have all suffered (and continue to suffer) various forms of post-traumatic stress, and perhaps this is a case of the person who accused Ziering of pushing/belittling her showing that stress more than Ziering being obnoxious.

-As I watched the movie: I was horrified this behavior goes on in the US military with impunity-the mightiest force in the world with all its pomp and circumstance. Since most

cases 'went nowhere', at least up until April 14, 2013, when Leon Panetta signed the new order that relieved the CO of reporting the incident, all of us could feel how unappreciated and violated the women and men felt. With the direct command the only one that could ask for the case's review, and the reporting of a rape case by a commander was an implied reflection about a poor commanding officer, what was anyone thinking about setting up this system? As women were integrated into the military, there was very little planning as to what could happen or how it could effectively be handled. This type of response, at least up to now, is of a 3rd world nation that is going to block all the communication to outside parties. I certainly feel that a lack of support for the victim from the 'military family members' who may have known what happened, seems to be very typical of the problem that is exhibited in police forces around the country. This seems to be endemic to very large police forces that also bare a resemblance to the military.

-When the film ended a very small step forward had been taken. I felt for all those who had the courage to testify for the film and in front of those congress people who showed an interest in the situation. I truly believe that most of the public feels that most of these gals asked for it. The male perception in the younger generation is changing, but those over 40 still feel much of the blame lies with the female.

-The woman who was an officer in the prestigious Marine command in Washington DC who was ordered to go to the bar at 3:00pm after her duty was over and drink until midnight, blew me away. Even when she tried to have water instead of alcohol, she was reprimanded and told to drink twice as much alcohol. The Ph.d who replaced Dr. Kay Whitney, who was to testify before Congress, and who was replaced by the military, had really been carefully screened and 'brain washed' by the command. The replacement was a joke!

-I have never personally been involved with the military, nor has my husband; I have one brother who served as a clerk in the army in the mid-60's at a Texas base and lived off base with his wife and one child at the time. Thus, because I have so little knowledge of the military, perhaps this film has such a powerful impact on me.

-I really don't have any connection to the military, but I have much respect for the institution and those brave souls that choose to protect all of us. Because I hold the institution in such high regard it was more heartbreaking to me to learn about the Tailhook scandal ten years ago. But to see this movie knowing it is still happening makes me angry. Perhaps because I am a woman and the military has been portrayed as taking care of the weaker sex, I wonder if the rape in the military is perceived as the female initiation to the world of war in some minds?

-What I don't understand about the military's reaction and lack of punishment, is that they are allowing the perpetrators to continue and in some cases rewarding them. It's as if the horrors of war have desensitized these leaders into accepting this behavior. It's not right to allow it within their "brotherhood", but it is even more wrong to let them go back to an unsuspecting population. The movie indicated that a rapist can be expected

to commit more than 300 rapes in their lifetime. Why would the military or any civilized society condone this behavior?

-I watched the film today, then read the comments. I join all of you in my outrage at the failure of the military to stop the rapes, to prosecute the rapists, and to take care of the victims.

-"Why would the military or any civilized society condone this behavior?" I think that the culture of the military enables the problems shown in the film.

-The military is a culture all its own. You can't liken it to a "civilized society" because it isn't one. The rules of society do not apply.

Anyone in the military who questions authority or the status quo, or reports being raped, will suffer for doing so. People in the military have no rights except the ones the military gives you. If you question the chain of command or the military way, you will pay. I have seen this retaliation firsthand when working for 15 years with military people who were not raped but suffered a different kind of abuse by the military. Those who make waves will be punished.

-Did you know?

After The Invisible War's premiere screening at the 2012 [Sundance Film Festival](#), an anonymous married couple approached one of the film's subjects and offered to pay for her jaw surgery from injuries sustained during her rape.

- "In regard to the offer to pay for the surgery, this is what I found:

The Invisible War" had just enjoyed a splashy premiere at the 2012 Sundance Film Festival, where it received a standing ovation and won the U.S. documentary audience award. **(At Sundance, New York Jewish philanthropists Barbara and Eric Dobkin were so moved by the film they offered to pay for Kori Cioca's jaw surgery.)** Eager to capitalize on the press that followed, Ziering organized a screening on Capitol Hill that was attended by 16 senators and eight representatives.

- Just wanted to quickly chime in to say I was able to meet Kori when I paid my way to the Sundance film festival last year to help with the survivor speak out after the film premiere. Indeed, a couple who saw the film there said they would cover her medical expenses. I was able to let Kori know about AAUW's support and she is very grateful. She did an interview with me for the LAF Update spring issue last year (attached) and she is speaking at the Michigan state convention this spring through the LAF Case Support Travel Grant

-I watched "The Invisible War" last night. I couldn't help but draw the correlation of the military to the Catholic Church. Both institutions have ignored the victims' cries and have rewarded the perpetrators. The military, like the Catholic Church, is a patriarchal

and misogynistic institution. The Catholic Church, like the military, chose to handle the cases in their own way.

-Don't forget the Boy Scouts.

-As to Cathy and Caroline's comments, I would just say that yes there are similarities, but the church and the scouts are governed finally by law as we are seeing from all the lawsuits and prosecutions of pedophile priests. The military is the only system of law that has been kept separate from our regular set of laws, and that is why these perpetrators are being returned to civil society without any stigma.

Just wanted to add a comment to the discussion thread comparing the abuses in the military to the Catholic church and Boy Scouts: As appalling as ALL of them are, the huge difference is that the military is a public entity versus private. They should all be subject to the full force of the law, of course. But a government-run institution in a society that claims to hold its service personnel in the highest regard having such an appalling lack of justice is outrageous.

Watched the film on Sat. and was very saddened that our military were a bunch of bullies. I think it was mentioned about power and I believe that rape, abuse and bullying are all tied in together as a way to control and torment. As a woman it made me feel more vulnerable.

Good morning! There were certainly some emotional reactions to the film. If anyone saw the PBS NEWSHOUR stories/interviews last night, there was an interesting fact that came out: After viewing the film Secty of Defense, Leon Panetta, made a decision to take the investigation and prosecution of military assault out of the chain of command.

Do you think this is a good first step, and will it remove the two tier system of justice experienced by victims/survivors?

And secondly, a question from the interview with the Director:

Do you think documentaries have a larger role in exposing social ills now?

-Not only documentaries but also the internet programs that ask for signatures on a daily basis e.g Credo, Human Rights Campaign, Courage to Change, and there are also a couple of military sights that work on the issues in the military like The Invisible War.

The question was asked about whether documentaries have a role in societal change. I think the answer is a resounding YES. When we hear news stories about abuses and assaults, it's too easy to think of it as a one-time aberration (Tailhook in 1991 or Aberdeen in 1996), or to be momentarily shocked by it and then forget about it... until you've seen the faces of real people telling their stories. Not just one or two people, but understanding it's an endemic problem. In the last decade or so, I've noticed the quality of documentaries has really changed. When I was a kid, "documentary" generally

meant dry and boring. No more! In the hands of gifted filmmakers, researchers, and writers, they tell stories of importance in a way that touch our hearts as well as inform our minds.

-As an educated person (and a therapist) I know there are many sides to the same story.

I have already said that this documentary enraged me via the personal stories, the statistics, the military system and the VA (to name a few).

I also believe that how the media portrays "facts" is important. This documentary is especially persuasive (and well documented). However, as an analytical person, I must remember that this documentary is meant to educate and persuade.

It seems that most of us do not have a military background. So, I spoke to one of my friends, a female Navy Officer who separated from the Navy a few years ago. (She is in her early 40's, and although qualified to join AAUW, is not a member.) She has not seen the documentary. She is sympathetic to assault victims, but also adds that one needs to carefully evaluate how the media portrays the military.

Among other jobs she performed in the Navy, one was as a Sexual Assault Advocate. Her job was to meet the victims and inform them of their medical and legal rights, specifically as a liaison to the bureaucracy. She indicated that many of the cases involved liquor, and that not all of the cases were righteous (like in civilian life). She added that the victim did not have to report the rape to their CO, but if they told a fellow soldier first (instead of a physician), then the CO was notified. If the rape occurred off base, then the police were involved in the investigation. If it occurred in the barracks or on base, then the Navy CIS investigated.

She related a sad story of a male who was sexually assaulted by his training officer. In retaliation he severely attacked his training officer and was sentenced to prison for the attack....likewise she told me of cases where the rapist was sent to prison.

A couple of things caught my attention. In the case of sexual assault training, she said it was quite good and that it was mandatory, yearly, and before leave was granted. I did not go into detail with her about the training. It is possible that the training she is talking about was Navy specific or occurred after this film was made.

Additionally, she started going to the VA in 2012 for medical care. She said that every time she goes there she is asked the same question: "Have you been sexually assaulted in the military?" I thought that was great. She adds that if a service member says "yes," they are automatically given a disability rating. I wondered that if this was the case, why any service member would say "no" if it meant a disability rating and money. Her reply was that there is a stigma to admit being assaulted and that assault victims are very reluctant to admit to a stranger that they were assaulted (and that they may not know that answering yes means a disability rating and money).



- I just wanted to say, this message the film folks keep saying is a bit deceptive. Panetta said he'd move the reporting up the chain of command after seeing the film, but the military has been very strong on saying reporting must stay within the chain of command (which I think is problematic)..

I was interested in the response to the question about Leon Panetta's response to the film and whether that will improve justice for victims of assault in the military. As Holly points out, even though Panetta indicated a need to move on this, I'll believe the real changes have occurred when I see military sexual predators start going to prison as a matter of course. As the JewishJournal.com article shared with us mentioned, Great Britain, Australia, and Canada all have independent units that investigate and prosecute military sexual assaults. The slight change in the chain of command protocols that Panetta has asked for are, at best, half measures.

I have found in my work that the military doesn't even have to follow FDA regulations for prescribing and distributing drugs that apply to civilian doctors, pharmacies, and hospitals. Once the military adds a drug to their formulary, they can use it in any way an individual medic chooses, and there is no way for FDA or any other organization to control such usage. Only congress can control the military, and with things as they are today, meaningful change will be very hard to come by.

Which brings us to Leon Panetta's orders: it will be interesting to see if they are applied once he is out of the picture. It will be more interesting to see what Chuck Hagel does with some of these issues.

Holly, does AAUW have any sense on where Defense Secretary nominee Chuck Hagel (to replace Panetta) stands on this issue?

Is anyone following the Hagel confirmation process? Was he asked about these issues?

I found a 115-page document Hagel prepared for distribution at the Senate hearing. <http://online.wsj.com/public/resources/documents/HagelQA20130130.pdf> Haven't time to even scan it today.

I'm not sure where Hagel stands on it. I was part of a planning meeting with lawyer Susan Burke and the Feminist Majority a few weeks ago where they discussed getting a question about this included in the confirmation hearing but I'm not sure if that happened.

He was asked about military sexual assault ---

**“Assuming you are confirmed, what plans do you have for addressing these challenges?**

If confirmed, I plan to work with the President, Congress, and with senior civilian and military leaders of the Department of Defense to come up with comprehensive plans to address each issue. No single issue will have a single simple answer. This will be an iterative process that will employ the full force of Government. It will necessitate strong relationships I plan to maintain and strengthen with our Allies and Partners throughout the globe. We will define our post-2014 presence in Afghanistan and create a new relationship and partnership with Afghanistan. To counter terrorism, we will look into how we use our special operations forces and the development of new technologies and surveillance techniques. As long as nuclear weapons exist, we must maintain a safe, secure and effective nuclear arsenal to deter any adversary. I am committed to

considering all options to counter Iran and its aggression, and to maintain U.S. support for missile defense systems in Israel. With the rebalance to the Asia Pacific, our training and specializations will change as the battlefield and necessary skills of our servicemembers change. As our troops transition out of over tens years of war, I will look at the services available for our men and women, both those that continue to serve and those that transition to civilian life. **If confirmed, I plan to continue the work of Secretary Panetta to** address issues of the force, such as the unthinkable problem of sexual assault within our ranks.

I will continue the implementation of the repeal of “Don’t Ask, Don’t Tell” and the opening of positions to women. I will give great attention to all issues that confront our country and our military to ensure the reputation and strength of the United States.”

#### **(17) Sexual Assault Prevention and Response**

**Sexual assaults continue to be a significant issue in the military. Victims of sexual assault report that they are victimized twice: first by attackers in their own ranks and then by unresponsive or inadequate treatment for the victim and failure of the chain of command to hold assailants accountable. The Annual Report on Sexual Harassment and Violence at the Military Service Academies released in December, 2012, documents that, while the military academies are in compliance with Department of Defense policies, sexual assault and harassment remain a problem in each academy. Sexual assaults continue to be persistent problem in the services, as evidenced by the ongoing prosecutions of military training instructors for sexual misconduct with trainees at Air Force basic training at Lackland Air Force Base. Secretary Panetta has recently announced several new initiatives to address the sexual assault problems in the military, including comprehensive assessments of initial training of enlisted personnel and officers, creation of special victim capabilities, and limiting initial disposition authority to Special Court-Martial Convening Authorities in the grade of O-6 or higher.**

**What is your assessment of the Department’s policies for prevention and response to sexual assaults in the military?**

Sexual assault will absolutely not be tolerated in the Department of Defense. It is a direct affront to the military’s core value to protect all members of the Armed Forces. Current levels of sexual assault are unacceptably high. I know that the Department has put considerable effort into the development and implementation of new policies and procedures to prevent the crime of sexual assault, support victims, and hold offenders appropriately accountable. But I also know that more needs to be done. Secretary Panetta and the Joint Chiefs of Staff have made this issue a top priority. If confirmed, will do the same, and ensure that the Department continues its commitment to address sexual assault in a comprehensive and persistent manner.

**What is your view of the steps the Services have taken to prevent and respond to sexual assaults in combat zones, including assaults against contractor personnel?**

I do not have enough information to make a comprehensive assessment of sexual assault prevention and response in deployed environments at this time. It is my understanding that any deployed personnel who are victims, whether servicemembers, civilians, or contractors, receive appropriate emergency medical care and support. I also

firmly believe that there must be strict accountability for those who perpetrate such assaults in deployed areas. If confirmed, I will ensure the Department continues to address sexual assault in a comprehensive manner – across all services, in all locations, and for all personnel.

**What is your view of the adequacy of the training and resources the Services have in place to investigate and respond to allegations of sexual assault?**

It is my understanding that all services have established guidelines for a 24 hour, 7 day a week sexual assault response capability for victims in all locations, including deployed areas. With regard to investigations, I understand the Department has multiple efforts underway to enhance its ability to investigate and respond to sexual assault, child abuse, and domestic violence. If confirmed, I will make it a priority to sustain and build on these enhanced capabilities for the investigation of “special victim” crimes.

**What is your view of the willingness and ability of the Services to hold assailants accountable for their acts?**

I strongly believe that anyone who commits a sexual assault in the military needs to be held accountable. The Department has a zero tolerance policy, but that is not enough. Accountability is key. To this end, I fully support Secretary Panetta’s decision to elevate initial disposition of sexual assault cases to the level of Colonel or Navy Captain, or higher. This action helps ensure our more seasoned, senior commanders determine what actions are appropriate in response to allegations of sexual assault. It is my belief that military commanders are essential to making sexual assault prevention and response efforts successful. But in order to hold assailants accountable, we must have victims who are willing to come forward and report these crimes. To do that, victims need to have confidence in our system of military justice. That is why I also look forward to hearing more about the impact of the Air Force’s pilot program assigning an attorney to each victim of sexual assault who requests one to represent them. I believe this could be a very good way to increase the number of victims who are willing to come forward.

**If confirmed, what actions will you take to ensure senior level direction and oversight of efforts to prevent and respond to sexual assaults?**

If confirmed, I will make sexual assault prevention and response a personal priority and will work closely with the Secretaries of the Military Departments and the Chiefs of the Military Services to ensure that the Department of Defense maintains the current high level of senior leadership focus on this issue.

The NY times called THE INVISIBLE WAR a " a film devoted to women's rights. Do you agree?

What about service members' rights? Human rights?

The NY Times just didn't get the message in this film. It is about "human" rights and dignity. I thought the film did an admirable job in showing that it just wasn't the women who have been violated. How equally horrific for male victims!

-As the mother of one daughter and two sons who spent time in the military it was frightening and alarming to learn of the crimes committed against the very people who should be protected. None of my children were subject to such abuse but in discussions with them I came to see how such occurrences can take place due to the complete control there is in military command. There

are many institutions that operate in this manner that I believe that sunlight and open discussion is a step toward healing these situations.

It is frustrating to me that there is so much discussion today regarding “Gun Rights” and so little about “Women’s Rights”.

A smaller set of side conversations were interjected:

-Now that everyone has seen this film, I believe this is a good time to consider what are next steps for us in terms of taking action? Like putting out a national campaign directed at, for starters, the Joint Chiefs of Staff. Massive numbers of voices are what is making a difference in all levels of policy.

-I shared this with the AAUW CA board a while back and thought it was pertinent to add to our discussions of women in the military - bless Bob Schieffer at CBS News.

(CBS News – Bob Schieffer) So the military has decided to let women who qualify join combat units and everyone is talking about what a good thing that is for women.

I have a slightly different take. I think it is a good thing for the military.

I'm sorry guys, but we're not doing all that well these days. Maybe you haven't noticed, but for years now, women have been outperforming men at every level from elementary school to graduate school. There are still more men running companies, but there are more and more women moving into top jobs every day, and how could it be otherwise?

Women are now the majority on college campuses, more of them graduate, and more of them earn masters degrees. Last year hedge funds run by women did better than those managed by men.

If current trends hold, by mid-century the majority of doctors in this country will be women.

There are still more guys than women hanging out in sports bars. And at the risk of interrupting their game, it might be a good idea to check out what these ladies are up to.

If for no other reason, they're probably going to be your boss. It won't hurt to figure out what impresses them.

-I really appreciate all the comments and links shared thus far. I haven't had a chance to see the film yet (but hope to as soon as I get home from my vacation in a few days -- with any luck before the Oscars ceremony this weekend!).

-I wonder if the underlying attitude of the military is that women really don't belong there! I also think the attitude that might mean right is one thought as well.

Good day everyone! Here are a few more questions to ponder:

How did you feel about women serving in the military before watching the movie?

Did the film influence your opinion?

What about now that they are going to be "allowed" to serve in combat?

At the end of the film, the subjects are asked if they would encourage their children to join the military given what they experienced and the prevalence of sexual assault.

Were you surprised by their answers?

What would you have told your children before watching the film and what would you tell young women now?

-I couldn't help thinking that the recent announcement that women were now going to be "allowed" to serve in combat (as if they aren't already doing so!) was probably a bit of a smoke screen to cover up the embarrassment that this film has brought to the way the military treats its women service members.

-The military is definitely male oriented and females have a lot of hurdles to overcome in day to day service. But more than that, the military doesn't tolerate members who speak out. Anyone who does -- who reports a rape or assault or another problem -- is labeled a troublemaker, not a team player, and is now a threat to the system. The fact that a person has been raped is beside the point. The victim who speaks out has become the problem.

I have found in my work that the military doesn't even have to follow FDA regulations for prescribing and distributing drugs that apply to civilian doctors, pharmacies, and hospitals. Once the military adds a drug to their formulary, they can use it in any way an individual medic chooses, and there is no way for FDA or any other organization to control such usage. Only congress can control the military, and with things as they are today, meaningful change will be very hard to come by.

-My opinion about our children and the military did not change after the movie. I felt earlier that it was an OK choice for our sons but not for our daughters. This movie only reinforced that. There is still work to be done in the military as well as in the police and fire departments before women will be able to work there easily. I hope that women in those fields today realize that they are blazing a trail and hopefully will make the road easier for those to come. We can only keep up the pressure to educate and inform our children, ourselves and our politicians so that tolerance becomes a reality.

-I certainly changed my feelings about women in the military after seeing the film and now question having women in combat until the problems of sexual assault are well under control which will take some time.

I still believe the culture of the military must change before any real progress can be made. The military has been aware of problems and made promises for years, but nothing has happened. Like the film's director, Kirby Kick, said there needs to be an outside agency to handle

I strongly believe only an outside agency can begin to really bring about change for both victims and perpetrators and therefore can really begin to change the culture of the military. I think we should be putting pressure on congress to bring this about.

-How did you feel about women serving in the military before watching the movie?

I THOUGHT THAT IT WAS ROUGH FOR THEM, BUT I HAD NO IDEA HOW ROUGH IT WOULD BE!

Did the film influence your opinion? IT HAS DEFINITELY CHANGED MY PERCEPTION.

What about now that they are going to be "allowed" to serve in combat? SEE MY ANSWER TO THE LAST QUESTION. At the end of the film, the subjects are asked if they would encourage their children to join the military given what they experienced and the prevalence of sexual assault

Were you surprised by their answers? I WAS SADDENED BY THEIR ANSWERS.

THESE PEOPLE LOVED THE MILITARY, WERE INVESTED IN THEIR CAREERS, AND THEY DEFINITELY BELIEVED IN THE CAREER THEY HAD CHOSEN. I'M SAD THAT THEY ARE NOW SO DISILLUSIONED.

What would you have told your children before watching the film and what would you tell young women now? I WOULD NEVER DISCOURAGE MY DAUGHTER OR SON TO PURSUE WHAT THEY WANT, BUT I WOULD CERTAINLY SEND THEM OUT EQUIPPED - A BLACK BELT IN KARATE OR TAE KWAN DO, INFORMATION ON WHO TO CONTACT IF THEY WERE SEXUALLY HARASSED, AND A COPY OF "THE INVISIBLE WAR"!

-Before I watched the movie I felt that women should be able to serve if they so desire. From the movie I learned that this passion and pride run in families and why should women be discouraged from participating. Besides, one cannot speak of equality or equal rights and then shut the door to women in any instance.

The film just heightened my understanding about several issues.

I agree that I would never discourage my children from pursuing their dreams; but , after watching the film, I would want them to be very informed about the possible dangers and the options available to them. It reminds me of the times we (as women) tried to counsel young women about the possibility of pregnancy and the possible consequences. So I guess I would stand up to tell young women of the possible problems they might encounter if they join the military and the options available to them. We actually don't have any idea yet if the increase of women in combat situations will ultimately "change" the face of war, or just kill more competent young women as war has for generations of young men in our history.

I just spent my last evening with my grandson for his birthday and watching all of the comments coming in, so I was discussing the film with my daughter-in-law, her sister and parents. They watched the trailer and all engaged in a great conversation. Hopefully, by the time my grandson is of age, he won't have to make the decision to

serve and the world's countries will have learned how to co-exist without killing their children.

Do you believe or think that our society has an obligation to protect those who protect us? What kind of obligation is it? Legal? Moral? Personal? Patriotic?

I believe we have a moral and legal obligation to protect those who risk their lives protecting us and our country...this obligation does not stop when they separate from the armed service....if they have a service related physical or emotional injury they deserve and should receive lifetime medical/psychiatric care. It is a patriotic thing to do. To me, personal doesn't seem to be the right term for a societal issue.

They put themselves in harm's way...but they deserve to be protected from harm from within.

This is not just for the armed service....it includes Police and firefighters also.

-It is a legal and moral obligation and patriotic as well. I would add I feel it is a personal obligation, at least for me, as I feel that when something moves me as much as this film did on a number of emotional levels, I need to "do" something. Giving a contribution to LAF fills that personal obligation for me. I was also thinking I might send a copy of the film to the First Lady and Dr. Biden since they have been involved with military families and this is definitely an issue that impacts the whole family.

Great aside, as well, for us to not forget all professions that put themselves in harm's way to keep us safe.

The Invisible War reveals that many service members who report sexual assault and harassment are treated as though their dress, behavior or alcohol consumption encouraged the attacks. Why do you think this kind of "victim blaming" occurs? Is it any different in civilian society? Have you heard these comments before?

-The military is definitely male oriented and females have a lot of hurdles to overcome in day to day service. But more than that, the military doesn't tolerate members who speak out. Anyone who does -- who reports a rape or assault or another problem -- is labeled a troublemaker, not a team player, and is now a threat to the system. The fact that a person has been raped is beside the point. The victim who speaks out has become the problem.

I have found in my work that the military doesn't even have to follow FDA regulations for prescribing and distributing drugs that apply to civilian doctors, pharmacies, and hospitals. Once the military adds a drug to their formulary, they can use it in any way an



individual medic chooses, and there is no way for FDA or any other organization to control such usage. Only congress can control the military, and with things as they are today, meaningful change will be very hard to come by.

.-I had a lengthy conversation with my son last night regarding the film. He has not seen it but is aware of the subject matter. He spent 5 years in the navy as an engineer serving on two ships. Although he did not personally experience any abuse he was approached but was able to rebuff any advances but he was well aware that there were those who were unable to do so.

The first ship he was on had a very strict command and any immoral behavior was strictly forbidden so it was a safe environment. After his transfer, his new command was lax and as he termed it there was "criminal behavior" on board. He knew that the vulnerable young men were preyed upon and that there was no place they could go for help without fear of repercussions. When I broached the subject of women being exploited, he was very adamant that the men need protection as much as the women. He says the culture of sexual harassment and abuse has a long history in the military service.

When I asked him what he thought could be done to change the environment, he said that if there is enough of an outcry, things can change. He cited several examples that if the "criminals" (his term) knew they could be dishonorably discharged and lose all benefits, things could change. I believe that this film has just opened the conversation and it will hopefully continue to gather force.

-Had a sad conversation with the 23 yo son of a friend....just out of the Marines after 5 years of service....sad in the sense that he blames the victims (male and female) for being raped because they either used alcohol or put themselves in risky situations...He could only think of 2 cases where they didn't get what "they deserved." His mother is appalled at his beliefs. He says his Marine friends agree with him....OMG...I'm disheartened....surprised, but not surprised---there will always be those who blame the victim. Additionally, he had nothing positive to say about any female Marine. It was hard to listen to him...fortunately, the Marines did not want him to reenlist..he has issues....

-I have a nephew who served in the Army and he still carries those same feelings. I do wonder if the "indoctrination" ( and probably that is not the right word) stays with some young recruits

-It seems that the military could sure use a big dose of AAUW "indoctrination" about equality for women and girls and acceptance of differences. The atmosphere appears to be extremely homophobic, as well as misogynistic.

My brother was a commissioned officer in the Army and served in Vietnam. He was extremely homophobic, and I am wondering now if that fear was birthed in the years he was in the service. I can't ask him now because he died at 63 of complications from Agent Orange and alcoholism. He came back from Vietnam with so many demons that contributed to his early death. This leads me to answer Kry's question of our responsibilities to protect those who have served in the military. We do have a legal,moral, personal and patriotic duty to help them after they get out. Our veterans



suffer so much for years. My little brother is a Veterans doctor and he said that PTSD can never be cured - they can only be given the tools to avoid the triggers that set off these horrors.

-These comments are pervasive throughout our whole society. The kids coming back from Iraq, Afghanistan probably have more issues than all of us put together. With PTSD and everything else, we cannot "judge" them for their comments. Who knows, those attitudes may have been there all their lives. It is a horribly sad state of affairs. My heart breaks for all of them.

As you watched THE INVISIBLE WAR, did any single subject or personal story stand out to you more than the others?

What about that person or his or her story was compelling to you? Why?

-The story about Kori C was the story that received the most 'air' time in the film, probably because she was one of the individuals who was most forthcoming with her comments and had had a severe physical injury,

However, the one I related to most closely was the gal who advanced to the prestigious Marine Guard and was told she must go 'drinking' with the guys and wouldn't even be allowed to substitute water at the the bar. She was already married when the rape occurred, The heartbreak her husband felt for her was wrenching, to say nothing of her own state of mind. . I believe that it was her CO who raped her. I felt that emotionally she was one of the most 'injured' by the rape, although I know emotionally everyone is injured.

Here's one more question to ponder tomorrow:

The Invisible War ends with a federal court's ruling that rape is an "occupational hazard" of military service.

What is your reaction to this?

If you were fighting this ruling in court, what evidence would you bring to counter this interpretation?

Occupational hazard -- my foot. This shows a total disrespect for women and gives a free pass to men. It demonstrates the need for a complete cultural overhaul in the military. I believe court martials should be an "occupational hazard."

Has everyone gone bonkers in our society. We exhibit not only disrespect for women but the disrespect for the individual beliefs of everyone.

I was poking around and came across the Baron's Law Dictionary which defines "occupational hazard" as the following:

A risk that is peculiar to a type of employment or workplace, and which arises as a natural incident of such employment or of employment in such a place

Occupational hazards are also seen as risks that are inherent in one's job occupation. In my opinion, sexual assault in the military is neither peculiar to that type of workplace, nor a natural incident of the work since it also takes place in civilian society and should NEVER be considered "inherent" in the job.

If they armed services really believe it is an occupational hazard, then they should be required to disclose the hazard or potential hazard in all recruiting efforts.

-It isn't necessary for me to have seen the film to react to this federal court ruling -- hogwash!

-Well, perhaps the court did not say that . . .

Following is a clip from the National Institute of Military Justice blog that says the court refused to make a judgment.

The film discussed a lawsuit filed by Susan L. Burke on behalf of Ms. Cioca and others against former Secretaries of Defense Rumsfeld and Gates for allegedly fostering an atmosphere that allowed the plaintiffs to be sexually assaulted. *Cioca v. Rumsfeld*, No. 1:11-cv-l 51-1.0-'l'CB (E.D. Va.). The film once again evoked an audible reaction — almost a collective gasp — from the audience when it said that the case was dismissed on the grounds that rape is an occupational hazard of military service. While the phrase “occupational hazard” wasn’t in quotes, the way the information was presented seemed to create the impression that that’s what the court said. In fact, [film critic Roger Ebert](#) interpreted it in just that way in [his review](#) of the film: “A recent court decision held that rape was an ‘occupational hazard’ of the job.” Guess what? Not only is that phrase not in the court’s ruling dismissing the case, but that concept is entirely absent from the decision, which I’ve linked [here](#).

Here’s the judge’s actual rationale for dismissing the case:

In the present case, the Plaintiffs sue the Defendants for their alleged failures with regard to oversight and policy setting within the military disciplinary structure. This is precisely the forum in which the Supreme Court has counseled against the exercise of judicial authority. Where the Supreme Court has so strongly advised against judicial involvement, not even the egregious allegations within Plaintiffs’ Complaint will prevent dismissal. See [*United States v. Stanley*, 483 U.S. 669, 683 (1987)] (“[I]t is irrelevant to a ‘special factors’ analysis whether the laws currently on the books afford [the Plaintiff], or any other particular serviceman, an “adequate” federal remedy for his injuries. The

special factor that counsels hesitation is not the fact that Congress has chosen to afford some manner of relief in the particular case, but the fact that congressionally uninvited intrusion into military affairs by the judiciary is inappropriate.”) (internal quotations omitted).

[Cioca v. Rumsfeld](#), No. 1:11-cv-l 51-1.0-'l'CB, slip op. at 2 (E.D. Va. Dec. 9, 2011) (second and third alterations in original).

It's demagoguery to present that decision as a ruling that rape is an occupational hazard of military service. And yet the film did. That may tell us all we need to know about "The Invisible War." But I'll bet it wins an Oscar.

-In 12 minutes your research made me feel that I had probably had a visceral reaction to the discussion guide question. It even makes me think that AAUW should have done a little more research before including such a volatile question, or maybe they did and decided the volatility would provoke responses like several of us have had. A big thank you for doing some more digging!

-If I was the U.S. Military Service, I would be embarrassed to admit that rape is an occupational hazard. Is that truly the message they want to send to those thinking of serving their country? I've read some speculations that "The Invisible War" will not win the Oscar tomorrow night. I hope "they" are wrong. Yes, the nomination is great but a win will draw further attention to this deplorable condition in the military services.

Hopefully, it will create a "thunderclap" loud enough that the military marketing will rush to change this horrific image. Of course, no amount of marketing can help if conditions don't change.

I'm still disturbed by the woman who was stuck on a base in Alaska, being continually raped. Her life has been so damaged, but I'm happy that she has found a very supportive, understanding partner to help her recover.

I have heard a lot of buzz around the category and unfortunately our candidate is the underdog. No matter for me. It gives the topic credibility that can't be taken away.

I have a theory: the frontrunner buzz is around Sugar Man. I think that is because the other four nominees deal with societal issues of the Israeli-Palestinian conflict, global AIDS epidemic and sexual assault in the military. I think a documentary about a missing songwriter keeps the Academy from actually taking a stand on larger issues; but that is just a theory (and one my husband doesn't agree with as he thinks the Academy has taken controversial stands before and wouldn't shirk from making a statement again). Then again, maybe the buzz is just journalistic hype. Now I am curious to see some of the other nominees, and will certainly seek out the winner to see more than the trailers offered.

And let's keep talking after the show about our reactions to the nominated films and the winner and even the coverage of our candidate.

## On with the show!

Here's Kori at the Oscars!

[http://m.facebook.com/photo.php?fbid=558887197462246&id=149131015104535&set=a.558880204129612.125400.149131015104535&\\_\\_user=1469306475](http://m.facebook.com/photo.php?fbid=558887197462246&id=149131015104535&set=a.558880204129612.125400.149131015104535&__user=1469306475)

Sent from my iPhone

Here's another picture from the Oscars.

[http://m.facebook.com/invisiblewarmovie?id=149131015104535&\\_rdr#!/photo.php?fbid=558882067462759&id=149131015104535&set=a.558880204129612.125400.149131015104535&\\_\\_user=1469306475](http://m.facebook.com/invisiblewarmovie?id=149131015104535&_rdr#!/photo.php?fbid=558882067462759&id=149131015104535&set=a.558880204129612.125400.149131015104535&__user=1469306475)

Sent from my iPhone

-How chicken can you get. When they announced "The Invisible War" they never mentioned the word rape nor even "sexual assault." They were being so very delicate and glossing over the subject -- must like the military.

-Sorry we didn't win, but at least we were in the race.

-Guess my earlier theory might have some validity. Too many choices for a stand on social issues by the academy so they may have taken the easy way out. But we should wait to see the winner!

Even though it did not win , think of all the people that viewed it just because it was a nominee. You can't get any better advertising.

I saw Sugar Man and it is a feel good flick with a happy ending also well put together. I did not see how any of the other documentaries could have won.

-I agree but even in the motion picture industry there is a level of politics . I don't think the message was unheeded, just walking a fine line about what they make a statement about .

-I have volunteered at the California Independent Film Festival (CAIFF) for the past three years. I am chair of the Opening Night Reception, work with the program director and do a myriad number of different things, including reviewing films. We tried to get *The Invisible War* for the festival that was held in November and we could not so we are trying again for this coming November.

My suggestion is this: If any of you have film festivals in your communities or states, I suggest you work on getting this film shown at them. It is an Oscar nominee, it is a festival winner and it is an extraordinary film to have in a festival. Independent films tend to be edgier and more challenging than some big studio films. This is also a very good way to start educating people about these conditions in our military. Damning the services is not the answer because in spite of this aspect, they also provide college educations and employ those who might not be able to get jobs elsewhere.

-Film festivals are powerful venues for educating the populace.

-PBS is planning on showing the film sometime soon. I plan to record on my DVR and then have a public policy group to my home to view it. We did it with "*Miss Representation*".

When the discussion mentioned that few of us have close family members serving in the military, I shot off an email to my 27-year-old son, Glenn, who has been serving active duty Navy for the past 5+ years. He went to UC Davis on a Navy ROTC scholarship, so was commissioned as an officer at graduation in 2007. He trained for submarine duty -- the only branch of the Navy that was still male-only, but has since been opened to women, who should start being assigned to subs this year. He was deployed on a fast-attack sub last year, and is now assigned to shore duty in communications at the Norfolk, VA naval base.

I asked him if he had seen the film or heard about it, gave him a link to one of the AAUW articles about it, and asked him for his perceptions of the issue in the military today... and whether, knowing what he knows, if he would recommend military service to a female relative or close friend.

A few days later he emailed me that he was working on a reply, but that it required a long answer, so would take some time. And just as the Oscar ceremony started, the phone rang, and Glenn talked with me for over an hour about this. He said his written reply was already pages long, and he wasn't finished, but here are a few of his observations:

1. There is, indeed, a cultural problem in attitudes towards women in the military, but there is recognition the problem exists, so the cultural change will ultimately be dependent on strong leadership.

2. He noted a real difference between officers who came through colleges/universities' ROTC programs and those who went to military academies. He found the latter to be more prone to the less desirable aspects of military culture and traditions. So changing the culture at military academies will go a long way to changing the ugly side of the broader military culture.
3. The more women who are serving side-by-side with men, the better it will be. He learned that in a male-only environment (like the subs have been up until now), it is all too easy for the guys to fall into misogynistic banter. The absence of women means the social "filter" is missing. And once they get into the habit of sexual-innuendo jokes and bad-mouthing women (in the absence of women present to make them think twice about it), it becomes a habit for some of them. (BTW, my husband noted the same was true in his decades of work in the male-dominated construction trades, so this isn't something unique to the military).
4. There is a world of difference in how military personnel can respond to harassment or assault on a US base versus on deployment. In his case, he was talking about the difference between being able to pick up a phone to call a hotline and/or walk away, versus being trapped on a small submarine (or even a larger ship) with no way out.
5. Recommend service to women? Yes! The culture doesn't change with fewer women serving. But, just as with a guy, he would make sure a female friend asking about the service went in with her eyes open about the pros/cons of service. It's not for everyone!

-What great observations on your son's part and great filtering on your part. A very worthy contribution to the discussion.

Here is the last bit of information from the Oscar telecast and The Invisible War.

I have sent Holly a big thank you from the program listserv. She originally just wanted to listen in to see how such a discussion group worked; but she stepped right up and in to the fray, providing us all with some very important information along the way.

Thank you to everyone for participating! Watch for one final email with something I think will enable all of us to make an even greater impact for the Legal Advocacy Fund.

**Subject:** Last Night at the Oscars

# INVISIBLE NO\*MORE



[AVAILABLE FOR DIGITAL  
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[FIND A SCREENING](#)

## AWARDS

[Academy Award  
Nomination](#)

[New York Times- Top 10  
Films](#)

[Christian Science Monitor  
- Top 10 Films](#)

[Time Magazine - Top 10  
Films](#)

[Spirit Award Nomination](#)

When Kirby and I first set out on this journey, we were shocked and outraged by the epidemic of rape within our military. The numbers were startling. But so are numbers like 35 million: average viewership of the Oscars who last night heard Ben Affleck address this very problem on stage and telecast around the world.

From the Academy to the Spirit Awards, it was a jam-packed weekend! On Saturday we were incredibly proud to take home a Spirit Independent Award for Best Documentary Feature -- another recognition of the powerful story THE INVISIBLE WAR tells through our survivors' eyes.

These past few weeks -- from Hollywood to Washington -- have been filled with milestones, all of which we reached with your support. At the beginning we couldn't believe how little people spoke or knew about the tragedy of Military Sexual Assault -- not to mention how psychologically damaging it was, and the extent of the institutional cover-up.





[WGA Award Nomination](#)  
[National Board of Review - Top 5 Documentary](#)

[Sundance Film Festival Audience Award Winner](#)



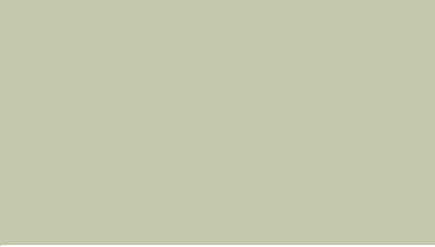
On this mission to expose the epidemic and share the stories of the incredible courageous women and men in our film, we have also created an effort -- a movement -- to affect real, lasting change.

[It was quite an experience to end up at the Oscars.](#) And it was an honor to be in the company of such esteemed colleagues, change-makers, and brave survivors from our film, Kori and Ariana, along with their husbands Rob and Ben. We were honored to have been nominated for an Academy Award® and given this national platform to shine the spotlight on Military Sexual Assault.

Together, we've reached hundreds of thousands of individuals -- both in and out of the military, been nominated for and won countless awards, forced the Pentagon to change policy, the President to speak out, and Congress to hold hearings and consider new, unprecedented laws to better support survivors of military sexual assault.

We measure our success by what we have achieved. Everyone said people wouldn't want to watch or even hear about such a sensitive issue. The opposite has been true -- we have opened a national dialogue and motivated tens of thousands to action. All of this proves that together, we are #NotInvisible.





Onward!

Amy

<http://www.notinvisible.org/>

Not

-I have not been participating in the discussion since I hadn't seen the film, but read everything with interest. In order to be ready for awards night I sponsored a showing at my home this past Saturday morning for friends and branch members. We were a small but mighty group, and the discussion afterwards was intense and heartfelt.

Thanks for the questions, and for the additional research branch members provided, such as the info on the donors of the jaw surgery. All of your comments plus the questions and information were a springboard for our discussion. This wonderful online program led to a successful program for my Hayward-Castro Valley branch.

-I consider that "exponential success". Congrats to you for seizing the opportunity and thinking outside the box!

Thank you all for keeping the dialogue about THE INVISIBLE WAR interesting and thought-provoking.

I am issuing the following challenge to online members:

I will MATCH all online contributions made to the Legal Advocacy Fund from today until March 1!!!!!! I hope you will help me put my money where my mouth is....

Here is a direct link to the Member Services Database:

<http://www.aauw.org/resource/member-services-database/>

Log in with your member ID and password and you should see a screen listing the branches you are affiliated with. Click on the Online branch. Then click on Individual contributions in the left column and donate. LAF is the second line on the contribution form. You can donate as little as \$5.00.

The Development Department will let me know the total given after March 1 and I will match it, and report back to all of you. .

Any donation of any size will show support for the extraordinary work LAF does in these types of groundbreaking cases.

Thanks for your generosity! Remember: Making a difference begins with one person!

-Time to make your matching contribution to LAF!

-I hope you're independently wealthy!

I made my contribution to LAF and if you also choose to honor Amy and Kirby, this is how I did it. I honored them on behalf of their wonderful documentary, Invisible War.

-I just made a contribution. Thanks for this really interesting program. My nephew and his wife are both in the military, and Rebekah (the wife) is from a military family. They reported, similarly to someone along the way in our thread, that experiences with rape and sexual harassment can really vary depending on units and the leadership (and culture) within units. As with most things in life, leadership does seem to be a critical factor.

## **Other Links and resources not included in the email threads:**

*Program in a Box:*

[http://www.aauw.org/files/2013/02/InvisibleWar\\_PIAB.pdf](http://www.aauw.org/files/2013/02/InvisibleWar_PIAB.pdf)

*The Invisible War* is a documentary that addresses the way sexual assault is handled by the military. The film features plaintiffs from two class-action lawsuits that AAUW is supporting through our Legal Advocacy Fund case-support program. The plaintiffs are accusing U.S. military officials of creating a culture in which sexual assault and rape is tolerated and in which people who report it face retaliation. Use this Program in a Box to host a screening of the film to educate community members about this problem and what they can do to make the military safer for all service members.

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AAUW's Invisible War Discussion Guide -- printed at the end of this summary (after pg 28).

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On Monday night, Feb. 18, PBS Newshour ran two stories on the film we are discussing. Here are the links;

<http://www.pbs.org/newshour/rundown/2013/02/invisible-war-has-changed-the-conversation-on-rape-in-the-military.html#more>

<http://www.pbs.org/newshour/art/blog/>

Jeffrey Brown of News Hour is interviewing Kirby Dick, Director of the [Invisible War](#). The facts are appalling. See for yourself. If this link doesn't work, google PBS News Hour Art.

Kirby stated that about 19,000 women and men are raped every year in the military-- 86% do not report the rape. The 2nd betrayal is that they remain in the same unit and have to work with their assailant. The military needs to take out the "chain of command" and remove the conflict of interest.

---

I read somewhere else that surgery was not possible to fix Kori Cioca's face. Here is another reference in regard to the injury of Kori Cioca's face.

[January 2013 | Seen and Overheard  
mo.daytondailynews.com/blogs/.../index.html](#)

Cioca began getting assistance for medical treatment through the **Dobkin** Family Foundation.

(I could not find the article in the blogs section in January, 2013 Daytona Daily News. I wonder if it has been removed.)

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Posted by Kori Cioca 27pt on December 10, 2012

Kori Cioca: My Life Since The Invisible War

[http://www.notinvisible.org/kori\\_cioca\\_since\\_the\\_invisible\\_war](http://www.notinvisible.org/kori_cioca_since_the_invisible_war)

-Check out this

website: [http://www.jewishjournal.com/hollywoodjew/item/a\\_visible\\_war\\_against\\_military\\_rape](http://www.jewishjournal.com/hollywoodjew/item/a_visible_war_against_military_rape)

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Here's info from one of the latest hearings on this topic when the military said this: <http://blog-aauw.org/2013/01/15/weak-progress-on-ending-military-sexual-assault/>.

Yes, here is my report on the second hearing: <http://blog-aauw.org/2013/01/24/in-air-force-report-where-were-the-survivors/>. And here is an article I recently wrote for the Huffington Post: [http://www.huffingtonpost.com/holly-kearl/can-we-break-the-cycle-of\\_b\\_2591015.html](http://www.huffingtonpost.com/holly-kearl/can-we-break-the-cycle-of_b_2591015.html)

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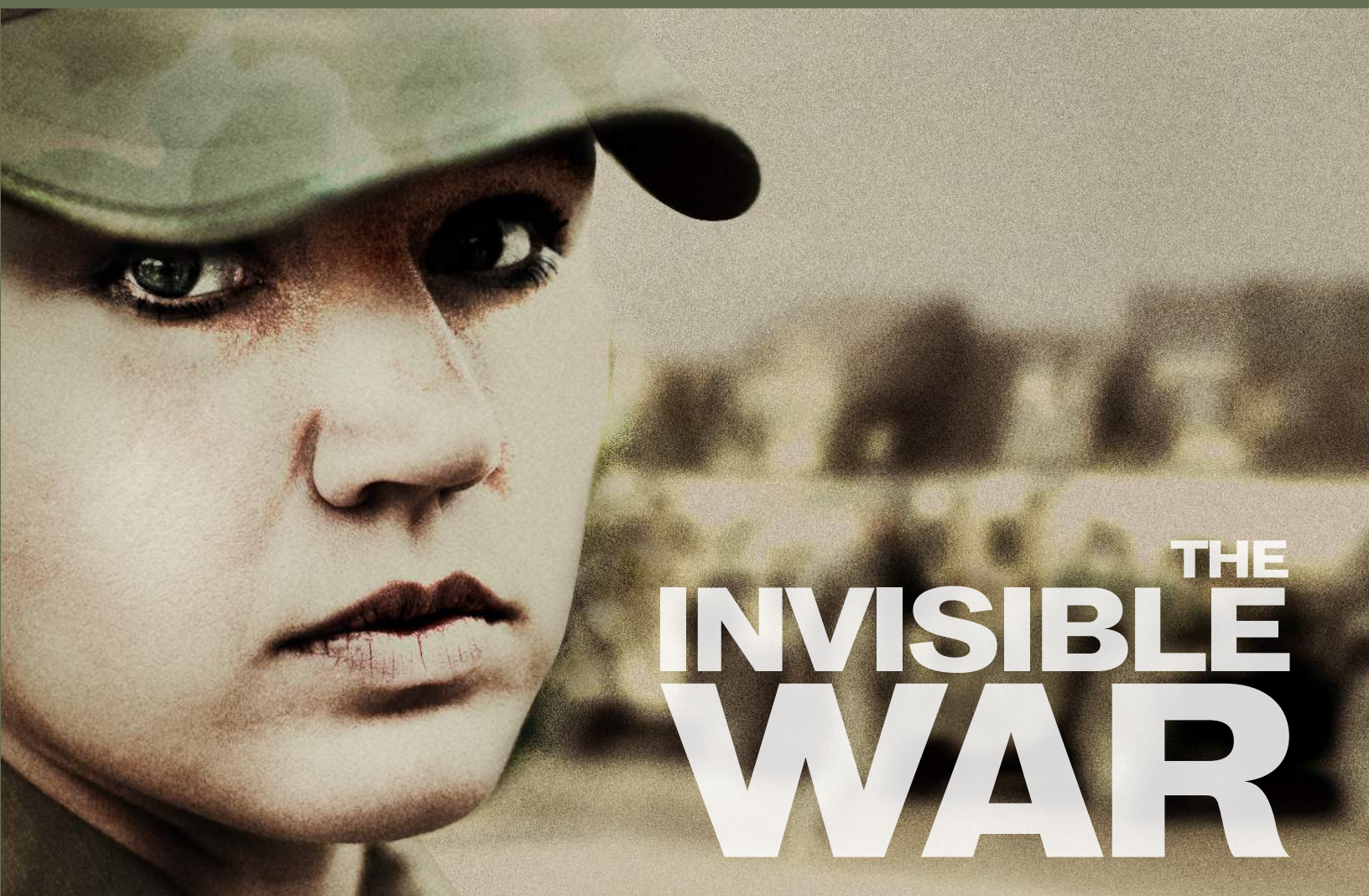
PBS is scheduled to run "The Invisible War" later this year, but no date has been announced. I'm sure the producers are waiting until after the Academy Awards before releasing it to PBS and others.

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If you want to take a peek at the other nominees in the documentary Feature category here is the link:

<http://oscar.go.com/nominees#documentary-feature>

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Though the article doesn't mention this film, thought you might want to peek at an article from the NY Times about the series on women on PBS that premieres on Tuesday: <http://www.nytimes.com/2013/02/24/nyregion/debating-the-semantics-of-rape.html>. I was thinking that there's probably courses taught somewhere on the history of rape (what a thought) - or on tactics of warfare. If one were a student at a military academy, what would one learn? Rape has been a tool of the warrior in "western civilization" for far too long. When will it end - and when will respect for the privacy of others(to start) become the norm? Depressing thoughts...

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[http://www.huffingtonpost.com/2013/03/06/military-sexual-assault-hearing\\_n\\_2822169.html](http://www.huffingtonpost.com/2013/03/06/military-sexual-assault-hearing_n_2822169.html)



# THE INVISIBLE WAR

## AAUW DISCUSSION GUIDE

THE MOVIE

[www.invisiblewarmovie.com](http://www.invisiblewarmovie.com)

THE CAMPAIGN

[www.notinvisible.org](http://www.notinvisible.org)

AAUW

[www.aauw.org](http://www.aauw.org)





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# ABOUT THE INVISIBLE WAR

## SYNOPSIS

From Oscar®- and Emmy®-nominated director Kirby Dick and Emmy®-nominated producer Amy Ziering comes THE INVISIBLE WAR, a groundbreaking investigation into one of America's most disturbing secrets: the epidemic of rape within the US military. Focusing on the powerful stories of several young veterans, the film is a moving examination of the staggering personal and societal costs of these assaults.

Meticulously researched, the film reveals that hundreds of thousands of service members have been assaulted over the past several decades, with nearly half of those assaulted being male. Combining interviews with high-ranking military officials and members of Congress with the devastating testimony of veterans, the film catalogues the conditions that have protected perpetrators and allowed this epidemic to continue.

Both a comprehensive inquiry and an insight into what can be done to bring about much-needed change, THE INVISIBLE WAR urges us all, civilian and military alike, to fight for a system that protects our men and women in uniform.



# ABOUT THE PRODUCTION

The inspiration for *THE INVISIBLE WAR* came from a 2007 Salon.com article entitled “The Private War of Women Soldiers,” by Columbia University journalism professor Helen Benedict. When director Kirby Dick and producing partner Amy Ziering (OUTRAGE) read the article, they were astounded by Benedict’s reporting on the epidemic scale of rape in the military.

“We were extremely surprised by the extent of the problem, how damaging it was to people and the cover-up,” Dick says. “More than half a million soldiers have been sexually assaulted since World War II. That comes as a shock to everyone we’ve spoken to.”

The filmmakers were equally surprised to learn that no one had yet made a documentary on the topic. They immediately decided to make a film about the subject and started contacting survivors of military sexual trauma—both men and women. It proved to be a challenging task. “The military really keeps that information on lockdown,” Dick says. “If you’re in the military, you can’t speak to the press or you’ll be court-martialed. And if you get out, you can’t sue the military for anything that happened to you while in service.”

Add to that the victims’ difficulty in talking about what they’d experienced. “Many of them had met with reprisals for speaking out in the military, and here they were being asked to share their story again, only this time for the whole world,” Ziering says. “Whenever I’d ask any of them why they had elected to talk, they would say: I’m speaking now because I don’t want anyone to ever have to go through what I went through.”

As for speaking with military personnel, Dick says his team pursued leads very early in the filmmaking process and was only able to secure a series of high-level interviews in the Pentagon after much persistence.

“The military is capable of making profound, organization-wide cultural changes,” Dick observes. By way of evidence, he points to the way it has worked to deal with another corrosive issue: racism. In the 1960s and ’70s, the military campaigned against racism within its ranks. And while the effort didn’t eliminate racism, Dick says it’s now much less evident in the armed forces than in society at large.

“It’s an interesting model,” he says. “They were able to achieve change within a decade. They could do the same thing with sexual assault and they haven’t. Instead of the rate of assault in the military being double what it is in the civilian world, I’d like to see it be half. It’s an objective the military can achieve if it really sets out to do it.” The filmmakers hope *THE INVISIBLE WAR* will catalyze this change.

The filmmakers are equally adamant that *THE INVISIBLE WAR* is in no way an anti-military film. “All of our subjects were very idealistic and proud to have served,” Dick says. “Regardless of one’s opinion of the wars in Iraq or Afghanistan, we all can agree that people risking their lives should be protected from assault by their own soldiers. The military is the most effective fighting force when it comes to dealing with the enemy without. It’s really now time for them to start dealing with the enemy within.”

“Many of the victims have been unable to move forward because they’ve been disbelieved, exiled and discarded,” Ziering continues. “Our hope is that the film will be a healing tool for all the survivors who have felt abandoned despite all they have sacrificed and done for our country.”





# ABOUT THE FILMMAKERS

**KIRBY DICK (Director)** is an Oscar®- and Emmy®-nominated documentary director. His most recent film, *OUTRAGE*, was nominated for an Emmy® and released by Magnolia Pictures and is a searing indictment of the hypocrisy of powerful, closeted politicians and the political and media institutions that protect them. In 2006, he directed *THIS FILM IS NOT YET RATED*, released by IFC Films. A breakthrough investigation of the highly secretive MPAA film ratings system, the film compelled the MPAA to make long overdue changes in the way it rates films. Dick's prior film, *TWIST OF FAITH*, is the powerful story of a man confronting the trauma of his past sexual abuse by a Catholic priest. Produced for HBO, it received a 2004 Academy Award® nomination for Best Documentary Feature. Dick's other films include *DERRIDA*, a complex portrait of the world-renowned French philosopher Jacques Derrida, which won the Golden Gate Award at the San Francisco Film Festival, and the internationally acclaimed *SICK: THE LIFE & DEATH OF BOB FLANAGAN*, *SUPERMASOCHIST*, which won the Special Jury Prize at the Sundance Film Festival and the Grand Prize at the Los Angeles Film Festival.

**AMY ZIERING (Producer)** is an Emmy®-nominated and award-winning Los Angeles producer and director. Her most recent film, *OUTRAGE*, was produced and distributed by Magnolia Pictures and had its television premiere on HBO. Ziering's previous release, *THE MEMORY THIEF*, which she produced, stars Mark Webber and Jerry Adler and is a thought-provoking examination of the relationship between empathy, narcissism and trauma. It was a New York Times critics' pick and won several festival awards. Ziering also co-directed and produced *DERRIDA*, a documentary about the world-renowned French philosopher and the philosophical movement known as deconstruction. The film premiered at the Sundance Film Festival, won the Golden Gate award at the San Francisco Film Festival, and was released theatrically by Zeitgeist Films. Ziering also produced Richard Cohen's critically acclaimed *TAYLOR'S CAMPAIGN*, a documentary about Ron Taylor, a homeless person who ran for a seat on the Santa Monica City Council. Prior to becoming a filmmaker, Ziering taught literature and film at Yale University and Bennington College.

**DOUG BLUSH (Editor, Associate Producer)** has been a documentary filmmaker for more than 15 years, with roles as a director, producer, editor, writer and cinematographer. His previous feature documentary editing credits include the crossword-culture hit *WORDPLAY*; the Academy Award®-shortlisted national debt primer *I.O.U.S.A.*; the film adaptation of *FREAKONOMICS*; and the feature documentary *OUTRAGE*. Blush also edited *THESE AMAZING SHADOWS*, a wide-ranging appreciation of the National Film Registry, and *SUPERHEROES*, an on-the-street documentary tracking the adventures of real life crimefighters, broadcast on HBO and released theatrically.

**TANNER KING BARKLOW (Producer)** was the co-producer of the Emmy®-nominated *OUTRAGE*, a searing indictment of the hypocrisy of powerful, closeted politicians and the political and media institutions that protect them. He was also the English assistant director on the 2011 Chinese film production *CASE SENSITIVE*, directed by Gil Kofman. Barklow has multiple scripts in development.

**BIL WHITE (Animation and Graphics)** is a director and designer specializing in mixed media animation. He has designed the titles and animations for the recent films *THIS FILM IS NOT YET RATED* and *OUTRAGE* by director Kirby Dick.

**DEREK BOONSTRA (Editor)** grew up in Colorado and has been living in Los Angeles since 2004. Since graduating with an MFA from USC in 2007, he has edited documentaries including *SQUARE ROOTS: THE STORY OF SPONGEBOB SQUAREPANTS* (2008) and *BAKER BOYS* (2010), which chronicled the lives of American soldiers stationed in Iraq during the "surge." More recently he edited the award-winning *SUPERHEROES*, which was acquired by HBO's summer documentary series, and contributed editing work to *THE BIG FIX*, an exposé about the BP oil spill, which screened at the 2012 Cannes Film Festival.

# FEATURED SUBJECTS

## **KORI CIOCA, US Coast Guard**

E-3 – Seaman

## **AIRMAN 1ST CLASS JESSICA HINVES, US Air Force, 2001-2011**

Senior Airman E-4 Tactical Aircraft Maintainer (Fighter Jet Crew Chief) AFI: 2A353

## **MARINE OFFICER ARIANA KLAY, US Marine Corps**

## **TRINA MCDONALD, US Navy**

E-3 Seaman

## **LIEUTENANT ELLE HELMER, US Marine Corps**

2nd Lieutenant; Public Affairs Officer

## **SEAMAN RECRUIT HANNAH SEWELL, US Navy**

E-1 Fireman Recruit, Gas Turbine Systems Technician-Mechanical

## **SPECIAL AGENT MYLA HAIDER, Army Criminal Investigation Command**

Sergeant

## **LIEUTENANT PAULA COUGHLIN, US Navy**

Lieutenant

# FEATURED EXPERTS

## **CAPTAIN ANU BHAGWATI, Director, Service Women's Action Network; US Marine Corps (Ret)**

Bhagwati is the executive director of Service Women's Action Network (SWAN), a nonprofit human rights organization that advocates for and provides direct services to servicewomen, women veterans and their families.

## **STAFF SERGEANT STACE NELSON, Naval Criminal Investigative Service, US Marine Corps**

Nelson served 13 years in the US Marine Corps as a military policeman, criminal investigator, marksmanship instructor and NCIS Special Agent.

## **CAPTAIN GREG RINGKEY, US Army JAG Corps**

Ringkey served as an attorney in the US Army Judge Advocate General's Corps (JAG).

## **RUSSELL STRAND, Chief, Family Advocacy Law Enforcement Training Division**

Strand has established, developed, produced and conducted the US Army Sexual Assault Investigations, Domestic Violence Intervention Training, Sexual Assault Investigations and Child Abuse Prevention and Investigation Techniques courses, and supervised the development of the Critical Incident Peer Support course. He is a recipient of the End Violence Against Women 2012 Visionary Award.

**BRIGADIER GENERAL LOREE SUTTON, M.D., Psychiatrist, US Army**

Sutton was the highest-ranking psychiatrist in the US Army and has served as director of the Defense Centers of Excellence for Psychological Health and Traumatic Brain Injury (DCoE) since November 2007.

**SUSAN AVILA-SMITH, US Army Specialist (E-4); Founder & Director, VetWOW**

Avila-Smith has participated as an active member of the veterans' community since 1995, specializing in development of VA benefit claims for victims of military sexual trauma.

**BRIGADIER GENERAL WILMA L. VAUGHT, US Air Force**

Vaught is the President of the Board of Directors of the Women In Military Service For America Memorial Foundation, Inc.

**MAJOR GENERAL DENNIS LAICH (retired), US Army**

Laich spent the last 14 consecutive years of his 35 years of service in command positions at the full Colonel through two-star level , a career that culminated in his command of the 94th Regional Readiness Command at Fort Devens, Massachusetts. His military awards include the Defense Distinguished Service Medal, the Legion of Merit and the Joint Meritorious Service Medal.

**AMY HERDY, Journalist, "Betrayal in the Ranks"**

Herdy co-authored a 2003 investigative series at The Denver Post, "Betrayal in the Ranks," which outlined how the military mishandles cases of sexual assault and domestic violence. The series spurred congressional reforms and was nominated for the Pulitzer Prize in 2004.

**SUSAN BURKE, Attorney, Burke PLLC**

Burke is an experienced and successful litigator, having defended and prosecuted a series of class-action lawsuits involving a wide range of topics, such as ERISA fiduciary obligations, disability discrimination in public housing, failure to provide mental health services, and toxic torts.

**HELEN BENEDICT, Author, The Lonely Soldier**

A professor of journalism at Columbia University, Benedict has testified twice to Congress on behalf of female soldiers. She lectures at colleges and military academies around the country about gender justice and the military.

**GENERAL CLAUDIA KENNEDY, Retired Lieutenant General, US Army**

In 1997, Kennedy was named Army Deputy Chief of Staff for Intelligence and became the first woman in the US Army to hold a three-star rank. In June 2010, she was appointed as chairwoman of the Defense Advisory Committee on Women in the Services, a committee appointed by the US Secretary of Defense that reports to the United States Department of Defense.



# FEATURED MEMBERS OF CONGRESS

**REP. CHELLIE PINGREE (D) Maine** Rep. Pingree introduced legislation that makes it easier for veterans who have suffered sexual assault during their military service to get the benefits they deserve.

**REP. LOUISE SLAUGHTER (D) New York** Rep. Slaughter's Amendment to the National Defense Authorization Act requires the Secretary of Defense to create an education campaign to notify members of the Armed Forces of their rights in addressing retaliatory personnel actions after reporting sexual harassment or assault.

**REP. MIKE TURNER (R) Ohio** A co-chair of the Military Sexual Assault Prevention Caucus, Rep. Turner introduced the Defense Sexual Trauma Response Oversight and Good Governance Act (Defense STRONG Act) with Rep. Niki Tsongas. The bipartisan legislation, signed into law by President Obama, includes provisions that grant victims the right to a base transfer, the right to legal counsel and the right to confidentiality when seeking assistance from an advocate. It mandates enhanced training for sexual assault prevention at every level of the Armed Services.

**REP. LORETTA SANCHEZ (D) California** Rep. Sanchez, the highest ranking female on the House Armed Services Committee, successfully led the push to update sexual assault provisions in the Uniform Code of Military Justice and implement a sexual assault database. She is founder and co-chair of the Women in the Military Caucus.

**REP. JACKIE SPEIER (D) California** Rep. Speier routinely speaks on the House floor about men and women who have been raped or sexually assaulted while serving in the armed forces. She introduced H.R. 3435--The Sexual Assault Training Oversight and Protection Act—and has taken a lead role in working with veterans organizations to improve delivery of VA benefits to Bay Area veterans.

**REP. TED POE (R) Texas** Rep. Poe spoke on the House floor on Feb. 18, 2011, to denounce rape and sexual assault in the military and to encourage the support of survivors of violence.

**REP. SUSAN DAVIS (D) California** Rep. Davis is Chair of the Armed Services Committee and joined Rep. Turner and Rep. Tsongas in supporting the Defense STRONG Act.

**REP. NIKI TSONGAS (D) Massachusetts** Raised in a military family, Rep. Tsongas introduced the Defense STRONG Act with Rep. Turner and worked through the Armed Services Committee to improve health care services for female soldiers and to strengthen PTSD detection.

# FEATURED MILITARY OFFICIALS

**REAR ADMIRAL ANTHONY KURTA, Director, Military Personnel Plans and Policy** Kurta formerly served as chief, Special Actions Division on the Joint Staff, and commanded Destroyer Squadron 24, deploying again with the John F. Kennedy Strike Group.

**MAJOR GENERAL MARY KAY HERTOOG, Former Director, Sexual Assault Prevention and Response Office (SAPRO)** Prior to her position at SAPRO, Hertog was the Commander, 2nd Air Force, Keesler Air Force Base, where she was responsible for the development, oversight and direction of all operational aspects of basic military training, initial skills training and advanced technical training for the Air Force enlisted force and support officers.

**DR. KAYE WHITLEY, Former Director, Sexual Assault Prevention and Response Office (SAPRO)** As the Director of the Sexual Assault Prevention and Response Office (SAPRO), Whitley was, until July 31, 2011, the Department of Defense's single point of accountability for all sexual assault policy matters and reported to the Office of the Under Secretary of Defense for Personnel and Readiness.



# ABOUT THE ISSUE

## MILITARY SEXUAL ASSAULT AND TRAUMA

Sexual assault, rape and sexual harassment has become an epidemic among both men and women serving in all branches of the US military. The Department of Defense (DoD) itself estimates that there were a staggering 19,000 violent sex crimes in the military in 2011, a 30 percent jump from 2010. But as testimony in *THE INVISIBLE WAR* reveals, institutional failure to protect those who report military sexual assault has led to gross underreporting of sexual abuse across the armed forces.

The Department of Defense (DOD) and the Department of Veterans Affairs define military sexual trauma, or MST, as the psychological trauma resulting from “a physical assault of a sexual nature, battery of a sexual nature, or sexual harassment which occurred while a veteran was serving on active duty or active duty for training.” Sexual harassment is further defined as “repeated, unsolicited verbal or physical contact of a sexual nature which is threatening in character.” (US Code, 1720D of Title 38)

MST often leads to long-term debilitating psychological conditions, including post-traumatic stress disorder (PTSD) and major depression. Moreover, some veterans who have experienced MST face overwhelming obstacles when applying for disability compensation from the Veterans Benefits Administration (VBA). Such rejection by the VBA often leads to intense feelings of betrayal, triggering further trauma and illness among veterans who have survived military sexual assault.



# FACTS AND FIGURES

- In 2011, there were 3,158 cases of sexual assault reported within the US military.
- While sexual assaults are notoriously underreported in civilian life, this problem is exacerbated by military settings. The Department of Defense estimates that less than 14% of survivors report the assault, and that in 2010 alone, more than 19,000 sexual assaults occurred in the military.
- Prosecution rates for sexual predators in the military are astoundingly low—in 2011, officials received 3,192 sexual assault reports. But only 1,518 of those reports led to referrals for possible disciplinary action, and only 191 military members were convicted at courts-martial.

*Source: United States Department of Defense*

- In 2010, approximately 55% of women and 38% of men reported that their assailant sexually harassed or stalked them prior to the incident of rape or sexual assault.
- The Department of Defense does not maintain a military sex offender registry that can alert service members, unit commanders, communities and civilian law enforcement to the presence and movement of military sexual predators.
- Some evidence suggests that rape, sexual assault and sexual harassment survivors who have been treated in military medical settings experience a “second victimization” while under care, often reporting increased rates of depression and PTSD.
- While experiences of rape, sexual assault and sexual harassment are strongly associated with a wide range of mental health conditions for both men and women veterans, MST is the leading cause of PTSD among women veterans, while combat trauma is the leading cause of PTSD among men.
- Rape, sexual assault, sexual harassment and their attendant consequences are often risk factors for homelessness among female veterans. 39% of homeless female veterans who used Veterans Health Administration (VHA) services screened positive for MST in 2010.
- In 2010 alone, 108,121 veterans screened positive for MST. 45.7%, or 49,388, of these survivors were men. Also in 2010, 68,379 veterans had at least one VHA outpatient visit for conditions related to MST; 39% of these patients were men.
- The Veterans Administration (VA) spends approximately \$10,880 on healthcare costs per military sexual assault survivor. Adjusting for inflation, this means that in 2011 alone, the VA spent almost \$900 million dollars on sexual assault-related healthcare expenditures.

*Source: Service Women's Action Network (SWAN); June, 2011; Brittany L. Stalsburg*

# TALKING ABOUT THE INVISIBLE WAR

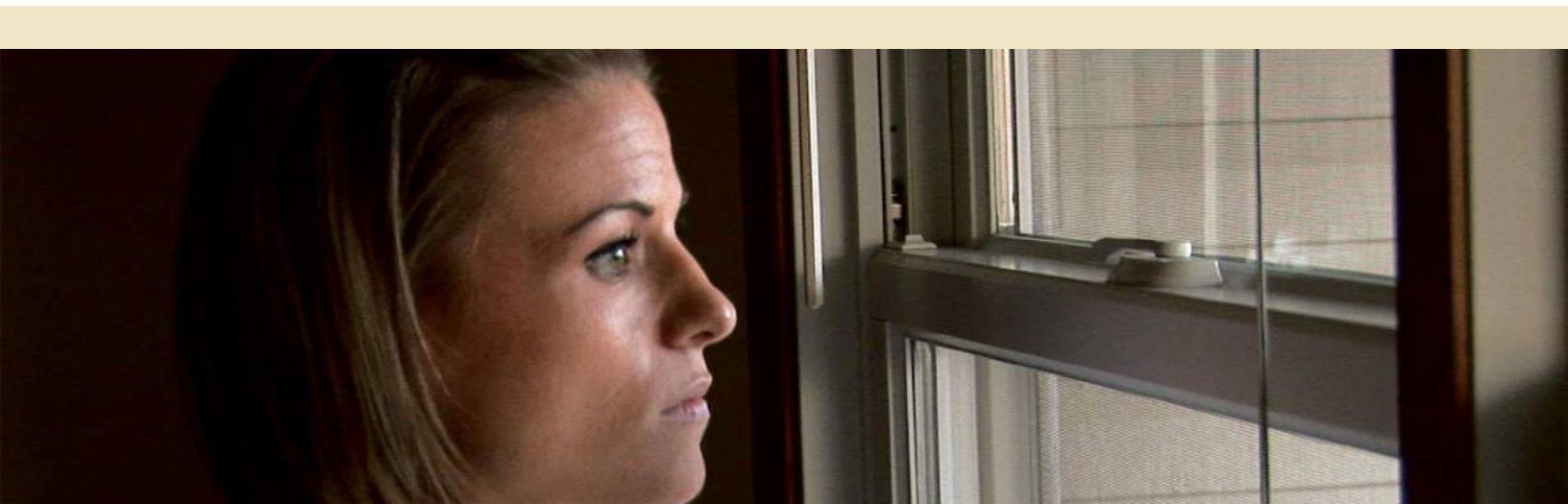
THE INVISIBLE WAR brings to light the epidemic of sexual assault within the US armed forces. We hope that it also has the power to spark dynamic, respectful and much-needed conversation about sexual assault, institutional power, trauma, healing and the steps necessary to effect widespread, systemic change in the way the US military prevents, responds to and prosecutes military sexual assault.

Whether you are discussing THE INVISIBLE WAR in a civilian or military setting, a classroom or community hall, or in a therapeutic context, we urge you to use the questions below to generate dialogue about the film and the issues it explores. You may wish to invite a trained mental health counselor to participate in your discussion, as the themes and issues uncovered by THE INVISIBLE WAR can be emotionally difficult for many audiences, and particularly for survivors of military sexual trauma.

## QUESTIONS FOR GENERAL AUDIENCES

1. THE INVISIBLE WAR explores an intense and difficult subject. How did you feel as you watched the film? How did you feel when it ended? What do you think influenced your reaction? Your gender? Your connection to the military? Your connection to sexual assault survivors? Explain.
2. As you watched THE INVISIBLE WAR, did any single subject or personal story stand out to you more than the others? What about that person or his or her story was compelling to you? Why?
3. How did you feel about women serving in the military before watching THE INVISIBLE WAR? Did the film influence your opinion?
4. At the end of the film, the subjects are asked if they would encourage their children to join the military given the prevalence of sexual assault within the armed services. Were you surprised by their answers? How might you respond in the same situation?
5. What do you think the title of the film means? How would you define the “war” mentioned in the film’s title? Who are the combatants in this war? For whom is the war “invisible?” For whom is it “visible?” Do you think the release of the film will change the public visibility of the issue it investigates? How?
6. In the film, Family Advocacy Law Enforcement Training Division Chief Dr. Russell Strand says, “Masculinity cannot be victimized. Because if you’re a leader—a masculine person—and you’re victimized, then you’re weak.” What does this statement mean to you? What does it imply about the definition of masculinity within the armed forces? What about the definition of femininity?
7. Do you think it is possible for our society to respect women who are in positions of strength and authority? Do you think women are sexualized in all professions? Are circumstances different for women in the military, as compared to women in other professions?
8. How does the tension between the fear of retaliation and the desire for justice influence the women of THE INVISIBLE WAR as they make the decision to speak out about their assault? Do you think the risks they took were worthwhile? In their place, do you think you would have come forward?

9. Do you think our society has an obligation to protect those who protect us? What kind of obligation is it? Legal? Moral? Personal? Patriotic?
10. THE INVISIBLE WAR does not identify the perpetrators who sexually assaulted the subjects interviewed in the film. Why do you think the filmmakers chose to keep the assailants' identities private? Did you notice? How would the film be different if the assailants were named?
11. According to the Department of Defense, women make up only 14.4% of all active-duty service members. Do you think overhauls in recruitment practices would counter the epidemic of sexual assault in the military? If a higher proportion of women served, how might the situation change?
12. Experts in the film point out that military sex offenders who are not caught and prosecuted within the military justice system may return to civilian life and commit the same crimes against a civilian population. How does this affect your feelings about how rape should be prosecuted within the military?
13. In a press conference held in April 2012, Secretary of Defense Leon Panetta called sexual assault "a stain on the good honor of the great majority of our troops and their families." Do you think Secretary Panetta's metaphor is accurate? Why or why not?
14. THE INVISIBLE WAR reveals that many service members who report sexual assault and harassment are treated as though their dress, behavior or alcohol consumption encouraged the attacks. Why do you think this kind of "victim blaming" occurs? Have you heard these comments before?
15. In an interview on ABC's *The View*, Coast Guard Seaman Kori Cioca explained that her rape was preceded by months of harassment. What do you think is the relationship between harassment and assault? Is one tolerated more than another? Do you think that changes in the way harassment is punished would affect the incidence of rape?
16. Why do you think rates of military sexual assault are double what they are in civilian society? What explanations do the film's experts provide? Do you agree with them?
17. THE INVISIBLE WAR ends with a federal court's ruling that rape is an "occupational hazard" of military service. What is your reaction to this? If you were fighting this ruling in court, what evidence would you bring to counter this interpretation?
18. The *New York Times* called THE INVISIBLE WAR a "film devoted to women's rights." Do you agree? What about service members' rights? Human rights?





# QUESTIONS FOR SURVIVORS

1. THE INVISIBLE WAR explores an intense and difficult subject that many survivors find both painful and important to watch. How did you feel as you watched the film? Sad? Angry? Frightened? Relieved? How did you feel when it ended?
2. Do you think the film can be used as a healing tool for survivors of military sexual assault? Why or why not?
3. As you watched THE INVISIBLE WAR, did any single subject or personal story stand out to you more than the others? What about that person or his or her story was compelling to you? Why?
4. Many survivors believe their case was an isolated incident and are surprised to learn how pervasive the problem of military sexual assault is. Did you feel this way? Did the film change your understanding of how widespread the problem is? How did it feel to hear the stories of other survivors?
5. Many of the subjects in the film describe instances of “victim blaming.” Did you experience similar treatment in your case? Why do you think “victim blaming” occurs? What could stop it?
6. Do you think the experiences of survivors of military sexual assault differ from the experience of civilian survivors of sexual assault? Why or why not?
7. THE INVISIBLE WAR depicts the military as failing to provide an environment in which survivors of sexual harassment and assault feel safe reporting their experiences. What changes do you think the military must make in order to encourage more reporting of military sexual assault? Did you report your assault? Why or why not? What would have made a difference in your case?
8. Film subject Myla Haider, a former special agent for the Army Criminal Investigation Command, explains that female investigators were not given sexual assault cases because they were “too sympathetic” to the survivors. What is your reaction to this? Do you feel that the gender of the commander, prosecutor or investigator can influence a sexual assault investigation?
9. What does it mean to call yourself a “victim” of sexual assault and what does it mean to call yourself a “survivor?” How do the two terms differ? What does each suggest about the experience? Which do you prefer for yourself? Which do you prefer others call you?
10. In 2010, 108,121 veterans screened positive for Military Sexual Trauma and nearly half (45.7%) of these survivors were men. Do you feel that male and female experiences of military sexual assault are similar? Different? From your experience, can male and female survivors relate to each other?
11. One of the film's subjects, Coast Guard Seaman Kori Cioca, mentions that she did not want to leave the military after she was raped. Did you experience a similar feeling? Why or why not? How did your military sexual assault impact your view of the military and your place in it?
12. Do you think that reforming the way sexual assault is prevented, responded to and prosecuted within the military can make the armed services safer for women? For men? What changes would have to be put in place to make you feel safe?
13. Many of the subjects featured in the film say that they would not recommend military service to their own children. Do you agree? Why or why not?

14. In the film, Coast Guard Seaman Kori Cioca cautions a young woman who is considering military service to “be careful” and reminds her that she still has time to back out and choose another path outside the military. What would you say to a young woman or man interested in joining the armed forces? Did anyone warn you about the possibility of sexual assault before you served? Would you warn someone else? Why or why not?
15. In a press conference held in April 2012, Secretary of Defense Leon Panetta called sexual assault “a stain on the good honor of the great majority of our troops and their families.” Do you agree with Secretary Panetta? How does being a survivor of military sexual trauma affect your sense of honor?
16. THE INVISIBLE WAR ends with a federal court’s ruling that rape is an “occupational hazard” of military service. Do you agree?
17. In an interview with *Documentary* magazine, film producer Amy Ziering explained that relatives of survivors often experience a “second-degree damage just being around [these] issues.” What is your reaction to this? How has your experience affected your friends and family?
18. Toward the end of the film, Coast Guard Seaman Kori Cioca suggests that women should be awarded a ribbon like the Purple Heart for being wounded while serving. Do you agree with Kori? Do you want to be identified or recognized as a survivor?

## QUESTIONS FOR VETERANS

1. THE INVISIBLE WAR explores a subject that many veterans find difficult and emotionally draining to watch. How did you feel as you watched the film? How did you feel when it ended? How do you think your role as a veteran influenced your experience of the film?
2. Did you witness or hear about sexual harassment or sexual assault during your military service? How did you react? Would you respond differently now that you have seen the film?
3. In an interview about the film on ABC’s *The View*, film subject Lieutenant Ariana Klay comments that despite having the most technologically advanced military in the world, the United States is still struggling with a fundamental weakness: the prevalence of sexual assault. How do you feel about this contradiction between the power of the American military and its failure to adequately prevent, respond to and prosecute sexual assault within its ranks? Do you think solving this problem will make the American military better?
4. In a press conference held in April 2012, Secretary of Defense Leon Panetta called sexual assault “a stain on the good honor of the great majority of our troops and their families.” Does watching THE INVISIBLE WAR affect your feelings about having served? Why or why not?
5. In your experience, does the social environment and culture of the military permit, discourage or remain neutral about sexual harassment? What experiences shape your feelings about this?
6. Do you think THE INVISIBLE WAR can promote change within the military? Why or why not?
7. Did you participate in sexual harassment and assault training when you served? Do you think the film can be used as a tool for training and education for those on active duty? How does the film’s treatment of the issue compare to the sexual assault awareness or training tools you experienced while serving?
8. How do you feel about the fact that veterans or active-duty service members did not make the film? Do you think the filmmakers’ civilian status helps or limits their ability to investigate? Would the film have been the same had it been made by military officials? Why or why not?

9. Many experts in the film note that trust, respect, pride and camaraderie are integral to the military experience. How do you think the prevalence of sexual assault impacts these bonds?
10. One of the questions explored in the film is whether commanders have the training, the personal distance or the professional perspective to fairly determine the prosecution of sexual assault cases in their units. What do you think? Do you agree, as General Hertog states in the film, that commanders do not have a conflict of interest in adjudicating sexual assault cases in their units? Why or why not?
11. How does the tension between the fear of retaliation and the desire for justice influence the survivors' decisions to speak out? Do you think their risk-taking is worthwhile? In their place, do you think you would have come forward?
12. In his review of the film, *The New York Times* film critic wrote that "It is likely to fuel a growing perception of the military as a broken institution, stretched beyond its limits and steeped in a belligerent, hypermasculine mystique that has gone unchecked." Do you agree with this assessment? In your experience, was the military "hypermasculine?" Explain.
13. At the end of the film, the subjects are asked if they would encourage their children to join the military given the prevalence of sexual assault within the armed services. Were you surprised by their answers? Would you support your own daughter's decision to enter the military given what you've learned about military sexual assault? Your son's? Why or why not?
14. Does the portrayal of rape and sexual harassment in *THE INVISIBLE WAR* reflect or differ from your own experiences in the military? Do you think military policies regarding sexual assault have changed since you served? Do you think the situation is better or worse?
15. In the film, we see Coast Guard Seaman Kori Cioca struggle to navigate the bureaucracy of the Veterans Benefits Administration. What role do you think the government—including the VA—should play in assisting veterans who suffer from military sexual trauma, post-traumatic stress disorder, and the other consequences of military sexual assault?
16. A military career requires a collective mentality and the ability to follow orders and work within the chain of command. How do you think this culture can be reconciled with the needs and rights of individuals who have been targets of sexual assault and harassment? Based on your experience as a veteran, do you think the chain of command can appropriately respond to and prosecute sexual assault cases? Why or why not?
17. In 2010, nearly half of all veterans who screened positive for Military Sexual Trauma were men. Yet in the making of *THE INVISIBLE WAR*, the filmmakers had difficulty finding men who would tell their stories on camera, and most of the film's subjects are women. Do you think male veterans find their stories harder to tell? Why?
18. Having watched *THE INVISIBLE WAR*, do you find yourself inspired to support veterans who have suffered military sexual trauma? What do you think the veteran community can do, as a whole, to support survivors? What can you do personally?



# QUESTIONS FOR ACTIVE-DUTY MILITARY

1. THE INVISIBLE WAR explores an intense and difficult subject. How did you feel as you watched the film? How did you feel when it ended? What do you think influenced your reaction? Your gender? Your role in the military? Your connection to sexual assault survivors? Explain.
2. As you watched THE INVISIBLE WAR, did any single subject or personal story stand out to you more than the others? What about that person or his or her story was compelling to you? Why?
3. Do you think the military has an obligation to protect its men and women from sexual assault? What kind of obligation is it? Legal? Moral? Personal? Patriotic?
4. What are the risks associated with standing up for someone who is the target of sexual harassment? Sexual assault?
5. In your view, what changes would need to be implemented within the military in order to truly have a “zero tolerance” policy against military sexual assault?
6. At the end of the film, the subjects are asked if they would encourage their children to join the military given the prevalence of sexual assault within the armed services. Were you surprised by their answers? Would you support your own child’s decision to enter the military given what you’ve learned about military sexual assault? Why or why not?
7. A military career requires a collective mentality and the ability to follow orders and work within the chain of command. How do you think this culture can be reconciled with the needs and rights of individuals who have been targets of sexual assault and harassment? Do you think the chain of command can appropriately respond to and prosecute sexual assault cases? What if the assailant is the target’s superior?
8. Today, a female American soldier in Iraq and Afghanistan is more likely to be raped by a fellow soldier than killed by enemy fire. Does this fact surprise you? Anger you? Were you aware of this statistic when you joined the military?
9. Do you know to whom you can report sexual harassment or assault if you or a fellow service person experiences such treatment? Would you feel comfortable doing so? Is information about how and to whom to report widely available?
10. One of the questions explored in the film is whether commanders have the training, the personal distance or the professional perspective to fairly determine the prosecution of sexual assault cases in their units. What do you think? Do you agree, as General Hertog states in the film, that commanders do not have a conflict of interest in adjudicating sexual assault cases in their units? Why or why not?
11. THE INVISIBLE WAR reveals that many service members who report sexual assault and harassment are treated as though their dress, behavior or alcohol consumption encouraged the attacks. Why do you think this kind of “victim blaming” occurs? Have you heard these comments before?
12. How would the military change if every sexual assault were reported? If every perpetrator were prosecuted and punished accordingly? In your view, how would this kind of “zero tolerance” response to sexual harassment and assault affect the military? How would it affect you personally?
13. Do you think that watching THE INVISIBLE WAR will affect your own behavior? Will you respond differently to sexual harassment or assault when you see it or hear about it? Why or why not?

14. In the film, two subjects testify about their personal experiences with military sexual trauma on camera, despite the fact that they are still active-duty military. How does their willingness to contribute to the film while actively serving—despite the risk of punishment—affect you? What does it mean to you that they took this risk?
15. The families of the survivors in the film were clearly deeply affected by the experiences of their loved ones. Lieutenant Ariana Klay's husband left active-duty in the wake of her assault. What does it mean for the military to lose not only the victims of assault, but also the service members who are their husbands, friends and fathers?
16. How do you feel about the fact that veterans or active-duty service members did not make the film? Do you think the filmmakers' civilian status helps or limits their ability to investigate? Would the film have been the same had it been made by military officials? Why or why not?
17. Many experts in the film note that trust, respect, pride and camaraderie are integral to the military experience. How does the prevalence of sexual assault impact these bonds? Have you had an experience in which a friendship or collegial relationship was impacted by an instance of sexual harassment or assault?
18. In a press conference held in April 2012, Secretary of Defense Leon Panetta called sexual assault "a stain on the good honor of the great majority of our troops and their families." How does Secretary Panetta's statement resonate with you? Do you agree or disagree?





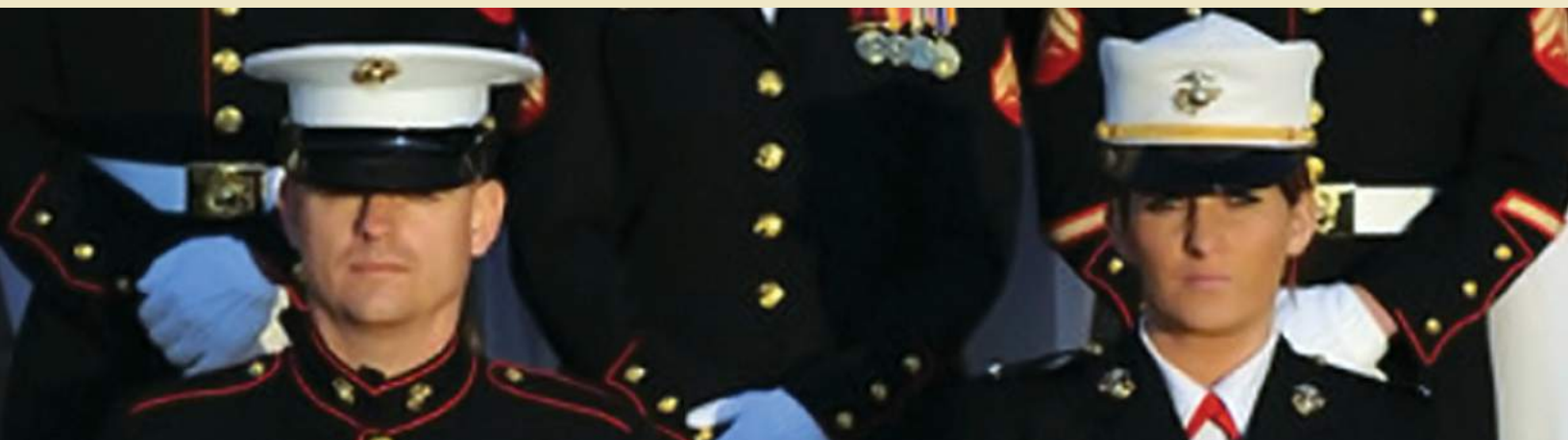
# HOSTING A SCREENING OF THE INVISIBLE WAR

## ABOUT YOUR SCREENING

Film screenings held in group settings often have a unique ability to educate, inspire and spark discussion. Whether your screening brings disparate voices and communities together around the same story, or provides a safe and inclusive forum for audiences who share the same experiences and background, it can create an opportunity for thoughtful communication and powerful social and civic action. Before you host your own event, read through the tips below to ensure that your screening is one that fosters compassion, awareness and community building.

## PLANNING FOR YOUR SCREENING

- Start by finding a good location for your event. You'll want to be sure that your venue is easy to find for members of your community, that it can accommodate a broad audience (young, old, people with disabilities) and that it's equipped with the audio-visual equipment necessary to show a film on DVD: a laptop or stand-alone DVD player, a projector and screen or television set that all can see, and a good sound system. To get started, try your local public library or high school auditorium, a local place of worship or a community center or cinema.
- Once you've decided on your venue, pick a date and time. End-of week events are typically better attended than screenings held on Monday or Tuesday nights, but they may also conflict with other community activities. Be sure that other nearby events won't diffuse your audience, and avoid scheduling events on religious holidays or during local sporting events or festivals.
- If you haven't already, license the film for your community event by applying to host a screening through Film Sprout, THE INVISIBLE WAR's campus and community screening organizer. Email [invisiblewar@filmsprout.org](mailto:invisiblewar@filmsprout.org) to start the quick licensing process.
- Once you have licensed the film for your event, it's time to invite guests! Use the checklist below for some tips.



# SCREENING CHECKLIST

## THREE WEEKS PRIOR TO YOUR EVENT

- ☐ Join our online community by visiting the film's campaign website, [notinvisible.org](http://notinvisible.org), and signing up for email action alerts and newsletters that will keep you informed about policy and legal changes that affect military sexual assault.
- ☐ Compile a contact list of potential audience members and divide it into groups that can be contacted via email and social media platforms, and those who you'll want to be in touch with in person, over the phone or through flyers placed in your community. Then start spreading the word!
- ☐ Visit [notinvisible.org/resources](http://notinvisible.org/resources) to find national and local organizations that support military sexual assault survivors and have a presence in your community. Invite them to attend your event!
- ☐ Using the downloadable items available on the "Press" page at [invisiblewarmovie.com](http://invisiblewarmovie.com), create an invitation to print out or send electronically to your guests. Be sure to include your date, time, admission or donation policies, directions and a link to THE INVISIBLE WAR website.
- ☐ Visit [www.invisiblewarmovie.com/eflier](http://www.invisiblewarmovie.com/eflier) to access a ready-made electronic flyer about THE INVISIBLE WAR, which you can use to share information about the film (including our trailer and social media platforms) with your guests.
- ☐ Connect with the film and with thousands of other audience members on Facebook at [facebook.com/invisiblewarmovie](https://facebook.com/invisiblewarmovie) and on Twitter at [twitter.com/Invisible\\_War](https://twitter.com/Invisible_War).
- ☐ Create a Facebook event, an Evite or an EventBrite listing for your screening. Begin to send event announcements and updates via your Twitter feed. If your audience isn't Internet-savvy, arrange a phone tree to spread the word among friends and colleagues the old-fashioned way.

## TWO WEEKS PRIOR TO YOUR EVENT

- ☐ Issue a press release to your local newspapers and to the newsletters of local organizations like veterans groups, women's organizations and rape crisis centers. Be sure to send them to THE INVISIBLE WAR's "Press" page for downloadable film stills and a press kit.
- ☐ Post a comment about your screening on the film's Facebook page at [facebook.com/invisiblewarmovie](https://facebook.com/invisiblewarmovie).
- ☐ Ask local schools, libraries and retailers if you can post your THE INVISIBLE WAR flyer on windows or bulletin boards. Equip a few volunteers with tape and thumbtacks, and send them on a posting mission!

## ONE WEEK PRIOR TO YOUR EVENT

- ☐ Test-run your DVD and equipment. If you notice a problem with your DVD, contact THE INVISIBLE WAR team immediately at [invisiblewar@filmsprout.org](mailto:invisiblewar@filmsprout.org) for a replacement. A few items to check:
  - Make sure the film plays all the way through.
  - Make sure your projector, audio and DVD player cables fit.
  - Make sure your sound is audible (even in the back of the room).
  - Make sure the picture projected on your screen or wall is the right shape and size. If the picture appears squeezed or elongated, adjust your player's "aspect ratio" settings until the picture looks right.
  - Make sure your venue space gets very dark, and that the screen can be seen from every chair.
- ☐ Double-check with your venue about day-of-event details such as parking procedures, room capacity, wheelchair-accessible entries, and policies on food and drink.
- ☐ Promote the film via Twitter, and be sure to include the Twitter handle [@Invisible\\_War](https://twitter.com/Invisible_War) and the hashtag [#notinvisible](https://twitter.com/notinvisible) in all tweets.
- ☐ Send reminders about your event via email and social media platforms.
- ☐ Create a simple itinerary for your event using the ideas below.



# AT YOUR SCREENING

To ensure that your screening runs smoothly, consider following an itinerary similar to the one below.

## **INTRODUCTION (5 minutes)**

Welcome your guests to your venue, ask them to silence their phones and tell them a little bit about your first experience viewing or hearing about THE INVISIBLE WAR. You might even explain what moved you to host THE INVISIBLE WAR for your community in the first place. Encourage your guests to stay beyond the film's credit roll for a post-film discussion. If you'll have special guests or panelists after the film, tell the audience a little something about them now.

## **SCREENING (95 minutes)**

Dim the lights first to signal the beginning of the viewing experience (as in a movie theater). Once any rustling or chatter has stopped, hit play.

## **POST-FILM DISCUSSION (30 minutes)**

After watching THE INVISIBLE WAR, your audience may feel inspired, angry, overwhelmed, reflective, sad or ready to speak out! Let a moment or two pass before you turn the lights up, to help transition your audience out of the emotional screening experience and into the discussion portion of the film.

Next, before you lose anyone, encourage your guests to turn their phones back on, and to take a moment to "Like" THE INVISIBLE WAR on Facebook ([www.facebook.com/invisiblewarmovie](http://www.facebook.com/invisiblewarmovie)) and follow @Invisible\_War on Twitter before your discussion begins.

You might even ask guests to live-tweet about the discussion as it's taking place! Urge them to use the hashtag #notinvisible. Then, pass around the mailing list included in your screening kit so your audience members can receive THE INVISIBLE WAR news and updates, including information about how to work to change the US military's policies toward rape. Make sure to collect this sheet at the end of the night by asking the person at the back of the room to return it to you.

If you will have a guest speaker or discussion moderator, introduce them to the group now. If the conversation will be audience-generated, or if your group is small, you may wish to offer a few initial observations or use the "Talking About the Invisible War" section of this guide to inspire discussion and reflection from the audience.

# AFTER YOUR EVENT

- The day after your event, send a thank you note to attendees through email and your social media networks, and be sure to thank any volunteers or special guests who helped make the night possible.
- Email or snail mail your mailing list sign-up sheet to [invisiblewar@filmsprout.org](mailto:invisiblewar@filmsprout.org) so that your audience members can stay up-to-date with news about the film and the issue.
- Many audience members will want to know how they can learn more about THE INVISIBLE WAR, how they can purchase a DVD, or how they can host their own events. Send them on to [notinvisible.org](http://notinvisible.org) for more resources, and encourage them to follow us on Facebook and Twitter. Prospective screening hosts can email [invisiblewar@filmsprout.org](mailto:invisiblewar@filmsprout.org) for more information.
- If you have photos from your event, post them to both your and THE INVISIBLE WAR's Facebook page to showcase your success!
- If you have feedback for the THE INVISIBLE WAR team, pass it along! What worked? What was difficult? We'd love to hear from you at [invisiblewar@filmsprout.org](mailto:invisiblewar@filmsprout.org).

# AAUW SUPPORT

Through the Legal Advocacy Fund case support program, AAUW provides financial assistance to the lawsuits Cioca et al v. Rumsfeld et al and Klay et al v. Panetta et al.

The first lawsuit is featured in the film THE INVISIBLE WAR, and plaintiffs from both cases are interviewed in the film. The funds AAUW provides for these cases come from donations to the Legal Advocacy Fund.

## CIOCA ET AL V. RUMSFELD ET AL

**BACKGROUND:** Sixteen veteran and active-duty servicemen and servicewomen who, while serving in the US military, have been raped, sexually assaulted and harassed by active duty-members of the military filed a lawsuit against the Department of Defense. They are claiming the violation of their constitutional rights.

The plaintiffs allege that the defendants failed to prevent plaintiffs and others from being raped and sexually assaulted. Defendants failed to:

- investigate rapes and sexual assaults,
- prosecute perpetrators,
- provide an adequate judicial system as required by the Uniform Military Justice Act, and
- abide by Congressional deadlines to implement Congressionally-ordered institutional reforms to stop rapes and other sexual assaults.

They are also seeking monetary damages under *Bivens v. Six Unknown Agents of Federal Bureau of Narcotics*, 403 US 388, 397 (1971) and *Davis v. Passman*, 442 US 228 (1979) to compensate plaintiffs for being raped, assaulted and harassed while serving as members of the military. The plaintiffs who have chosen to participate in the class-action are involved in this case not to receive financial compensation but to try to achieve change within the military.

The case was filed in US District Court of the Eastern District of Virginia, on February 15, 2011. The case has been accepted for docketing and the lawyers anticipate the government will file to dismiss the case. The current legal hurdle is keeping the case in court. The plaintiffs' lawyers are researching and writing a white paper detailing changes and reforms they want the military to make regarding sexual assault. The legal team will drop the suit if the military adopts the reforms outlined in the white paper.

**CASE UPDATE:** On November 19, 2011, oral arguments were held for the case. On December 13, 2011, a US district court judge granted the Department of Defense's motion to dismiss the case, which argued that members of the armed forces cannot sue the military for injuries incurred while serving, including injury caused by sexual assaults.

During the first week of January 2013, lawyer Susan Burke filed an appeal. Oral arguments will be held in the 4th US Circuit Court of Appeals in the future.

# KLAY ET AL V. PANETTA ET AL

**BACKGROUND:** Ariana Klay is one of eight plaintiffs suing the US military for allegedly creating a culture in which sexual assault and rape are tolerated and in which people who report such assault face retaliation.

Klay was raped by a fellow officer and his friend while stationed at US Marine Barracks in Washington, D.C. After reporting the incident, Klay was accused of inviting the attack by wearing makeup and her regulation-length skirt. One of the rapists was court-martialed but, as often happens in the cases of reported rapes, was convicted of a lesser crime: adultery and indecent language.

Klay and the other seven plaintiffs allege that US military officials tolerate sexual predators in their ranks and antagonize service members who report rape, sexual assault and harassment. The plaintiffs say that this culture of sexual assault violates their constitutional rights.

The case was filed on March 6, 2012, in the District of Columbia by lawyer Susan Burke. AAUW Executive Director Linda D. Hallman spoke at a National Press Club event following the filming and emphasized AAUW's deep concerns about an apparent pattern of sexual assault in the military. She reminded the audience of a similar case that AAUW is also supporting, *Cioca v. Rumsfeld*, also filed by Susan Burke and centered on the issue of sexual assault in the military.



# FILM CREDITS

A Film by Kirby Dick & Amy Ziering

Director	Kirby Dick
Producers	Amy Ziering Tanner King Barklow
Executive Producers	Regina Kulik Scully Jennifer Siebel Newsom Geraldyn White Dreyfous Abigail Disney Maria Cuomo Cole Sarah Johnson Redlich Women's Donor Network Nicole Boxer-Keegan Teddy Leifer
Editors	Doug Blush Derek Boonstra
Design & Animation	Bil White
Cinematography	Thaddeus Wadleigh Kirsten Johnson
Co-Executive Producer	Kimball Stroud
Associate Producer	Doug Blush
Interviewers	Amy Ziering Kirby Dick

Second Assistant Editors

Online Editor  
Colorist  
Additional Camera

Production Sound

Assistant Editor  
Additional Writing

Original Song "Need Someone"

Music Supervisor  
Re-Recording Mixer

Andrea Lewis
Jason Zeldes
Matt Radecki
Brian Hutchings
Steven Bradford
River Finlay
Scott Jacobson
Ian Kellett
Aaron Kopp
Michael Miller
Marie-Joelle Rizk
Gopi Shastri
Michael JC Wooten
Tom Casetta
Aaron DelGrosso
Marianna LaFollette
Bob Silverthorne
Edward Patrick Alva
Amy Ziering
Doug Blush
Mary J. Blige & Matriarch
Entertainment/Chrysalis
Gary Calamar/GO
Jeremy Grody

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