

Delilah Rumburg, Chief Executive Officer

**Pennsylvania Coalition Against Rape & National Sexual Violence Resource Center
125 North Enola Drive, Enola, PA 17025 Phone: (717) 728-9740 E-mail:
drumburg@pcar.org**

PROFILE

Proficient strategist offering distinguished experience as non-profit administrator and senior level fund-raising executive possessing responsibility for the development and execution of strategic planning initiatives. Gifted communicator in both written and oral venues; possesses outstanding interpersonal skills. Adept at cultivating relationships with internal and external stakeholders with emphasis on initiating and fostering cooperative partnerships. Positive motivator possessing proven ability to lead and inspire through participatory management/training style. Issues driven, noble in desire and efforts to improve the quality of life for others.

AREAS OF DEMONSTRATED PROFICIENCIES

Contract Administration...Negotiates, drafts and administers various federal, state and local contracts. Resolves contract issues, interprets and implements contractual policies and provisions. Supervises implementation of grants and contracts to ensure that all requirements were fulfilled.

Policy Development...Develops and recommends organizational policies, standards, priorities, goals and objectives and other materials which require board consideration and action. Responsible for the subsequent implementation of approved policies, standards and priorities.

Financial Administration...Manages and supervises all facets of financial management. Develops cost-effective budgets that provides for the efficient and stable operation of the agency and its programs.

Personnel Management...Recommends and administers personnel and salary plans. Recruits and hires staff according to established policies. Defines job accountabilities and other priorities for the staff and supervises implementations of those activities. Conducts staff evaluations and/or monitored evaluations as completed by supervisors.

Resource Development...Develops and implements strategies to increase funding support in areas of grants, foundations, annual giving campaigns, corporate solicitations, membership campaigns, direct mail and special events. Represents the organization in a manner that promotes resource development and provides opportunities for collaborative resource building. Conducts extensive and on-going research to identify and support the development of funding proposals.

Constituency Development...Develops and maintains relationships with prospects, donors, government/business/community leaders, educators and others whose support is desirable to the organization's vitality and success.

Public Relations & Communications... Develops and implements marketing strategies that result in a strong community image. Directs effective public relations program which consists of all facets of promotion to include press conferences, media alerts, press releases, media presentations, newsletters and annual reports. Serves as the key spokesperson for the organization. Presents at conferences, workshops and trainings.

Strategic and Tactical Planning...Responsible for developing strategic and tactical plans for board review and approval. Administers individualized annual action plans to guide staff in meeting stated goals.

Training...Develops training programs (objectives, curriculum and evaluation measures) for presentation to diverse audiences. Responds to a variety of needs and presents professional and community trainings on topics relating to violent/sexual crime victimization, resource development, organizational development, anti-racism/diversity issues, career assessment and resume development.

Research & Writing...Researches and analyzes assorted data to develop and evaluate plans, programs, policies, and positions. Authors numerous reports outlining findings/conclusions for development and evaluations purposes. Presents reports in narrative, graphic and statistical formats leading to concise reporting of problem identification, findings and proposed recommendations.

General Administration...Prepares and/or supervises the presentation of monthly reports for the board of directors and respective funding sources. Possesses experience in the presentation of public testimony. Successfully influences public policy through the establishment and maintenance of extensive resources to include legislative contacts.

PROFESSIONAL AFFILIATIONS, APPOINTMENTS & MEMBERSHIPS

National Level:

- Member, National Sexual Violence Resource Center Advisory Council
- Member, Consumer Advisory Committee, The Institute on Disabilities, Temple University
- Former Deputy Civilian Co-Chair of Defense Task Force on Sexual Harassment and Violence in the Military
- Former Consultant to the US Coast Guard Academy on organization and climate assessment
- Former Co-Chair, Department of Defense Task Force on Sexual Harassment and Violence at Military Service Academies
- Two-term appointee, National Advisory Council on Violence Against Women
- Former Advisory Board Member, National Violence Against Women Prevention Research Center
- Former Member, National Victim Assistance Standards Consortium, University of South Carolina
- Former Member, Joint Center on Violence and Victim Studies Advisory Council, Washburn University/California State University (Fresno)

State Level:

- Gubernatorial Appointee to the Joint State Government Commission's Task Force on Child Protection
- Former Gubernatorial Appointee and former chair, Victim Services Advisory Committee
- Former Gubernatorial Appointee, PA Commission on Crime & Delinquency
- Former Board Member, American Heart Association, York Chapter
- Former Appointee, Evaluation Advisory Committee of the PA commission on Crime and Delinquency
- Former Member, Supreme Court Committee on Racial and Gender Bias
- Former Member and Chair, PA STOP Violence Against Women Planning Committee
- Former Member, Advisory Committee of the PA Department of Aging
- Former Chair, ACT (Accreditation, Certification and Training) Subcommittee of the PA Commission on Crime and Delinquency
- Former Gubernatorial Appointee, Governor's Partnership for Children

Awards:

- National Crime Victim Service Award, U.S. Department of Justice
- Jane Alexander Award, York County Bar Association's Women in Law Committee
- Signature Service Award, WOAR (Women Organized Against Rape)
- Woman of Distinction, Soroptomist Club
- Woman of Excellence, YWCA of Greater Dauphin and Perry Counties
- Mae Carvell Award, Venture Club of Harrisburg
- Communicator of the Year, International Association of Business Communicators, Harrisburg Chapter
- Liberty Bell Award, York County Bar Association

Congressional Testimony:

- Briefing with Attorney General Alberto Gonzales, 2005
- Briefing with Attorney General John Ashcroft, 2004
- Lifetime TV: Stop Violence Against Women Congressional Briefing, "10th anniversary of the Violence Against Women Act"
- White House Round Table on Violence Against Women, 2003
- Lifetime TV: Stop Violence Against Women Congressional Briefing, "Women and Men Speak Out", Washington, D.C., 2003
- Lifetime TV: Stop Violence Against Women Congressional Briefing, Stop Violence Against Women, Advocates Speak Out - "Preventing Violence and Seeking Justice," panel Washington, D.C., 2002
- National Task Force to End Sexual and Domestic Violence Against Women, "Ending Sexual Assault in America: The Progress of VAWA Programs", Washington, D.C., 2000

Employment

- Pennsylvania Coalition Against Rape, Chief Executive Officer, 1995 - present
- American Heart Association, Director of Major Gifts and Planned Giving for PA, 1990-1995
- ACCESS-York, Executive Director, 1981-1990

Education:

- The College of William and Mary, Virginia, 1994
- Certified Fund Raising Executive (C.F.R.E.), The Association of Fund Raising Professionals
- York College, 1982-1986
- Pennsylvania State University – York, 1980-1982

A Call to Action:

The Department of Defense Must Support Victims of Rape and Hold Offenders Accountable

The Pennsylvania Coalition Against Rape, the Iowa Coalition Against Sexual Assault and the National Alliance to End Sexual Violence call upon the Department of Defense to take aggressive steps to change the culture within the military services. We ask that changes be made to create a culture which prioritizes the safety and well-being of its members by proudly working to prevent sexual violence, respond to and support victims, and meaningfully hold offenders accountable and disrupt opportunities to offend.

On February 15, 2011, a group of US Veterans consisting of 15 women and 2 men filed a federal class-action lawsuit against the Department of Defense, Defense Secretary Robert Gates and his predecessor, Donald Rumsfeld. The stories of rape and the response of military personnel shared by the plaintiffs reveals military culture that is permissive of a continuum of sexual assault behaviors, which fails to prioritize safety and support for victims, and which protects and enables offenders. We are saddened to see that measures taken during the past seven years to prevent sexual assault within the US Military and to improve services to victims and investigatory processes have not had meaningful impact.

In 2004, the National Alliance to End Sexual Violence provided written testimony to the Total Force Subcommittee of the House Armed Services Committee in the US House of Representatives. This testimony pointed out a lack of understanding of victim needs, offender accountability, community safety and prevention with regard to sexual assault, as evidenced by the content of the Department of Defense "Care for Victims of Sexual Assault Task Force Report." Since that time, experts in the fields of sexual assault prevention, victim treatment, criminal investigation and medical care have participated in task forces and issued reports with numerous recommendations to assist the US Military in changing policies, procedures and military culture with the aim of reducing sexual assaults and increasing supports to victims.

Some progress has been made, but like the plaintiffs in this case, we agree that the steps have been too small, taken too long, and are too marginalized to have made the impacts which were originally intended. The treatment suffered by the victims in this lawsuit, both at the hands of their perpetrators and at the hands of commanders, colleagues and "the military" as a whole when they reported these crimes, is outrageous. As leaders in the anti-sexual assault movement, we call on the Department of Defense and Congress to take immediate measures to further remedy this shameful environment:

- 1) Support legislation to strengthen sexual assault prevention and response within the military. Provisions included by Congresswoman Slaughter in the National Defense Authorization Act (NDAA) introduced in December, 2010, and the *Defense Sexual Trauma Response, Oversight, and Good Governance Act (Defense STRONG Act)*, soon to be reintroduced by Congresswoman Tsongas, provide greatly needed enhancements to existing sexual assault response protocols and give victims in the military access to legal counsel and increases sexual assault prevention training at all levels of the armed services.

Enlisted sex offenders only differ from civilian sex offenders with regard to their employer. Civilian experts in sex offender treatment know that reductions of pay, assignment of extra duties, administrative actions by employers, reassignment or transfer to a new location, reprimands, admonishments, censures or rebukes do not elicit a behavior change to stop sexual offending. The Department of Defense must cease use of these actions as punishment or intervention, and instead impose meaningful penalties and effective treatment strategies. Sex offender treatment experts know that some offenders respond well to treatment and can learn to change their behaviors, particularly when provided appropriate supervision and support.

The Department of Defense must incorporate individual offender accountability in addition to system accountability if they are to have an overarching comprehensive plan to prevent and respond to sexual assault.

Pennsylvania Coalition Against Rape
Delliah Rumburg, CEO
(717) 728-9740 ext. 119 or drumburg@pcar.org

Iowa Coalition Against Sexual Assault
Beth Barnhill, Executive Director
(515) 244-7424 or director@iowacasa.org

National Alliance to End Sexual Violence
Monika Johnson-Hoestler, Board President
(919) 871-1015 or monika@nccasa.org
Or
Terri Poore, Vice President & Policy Chair
(850) 297-2000 or tpoore@fcasv.org



National Alliance to
End Sexual Violence

Policy Statement
Military Sexual Assault
May 17, 2013

Sexual assault within the military continues to occur at alarming levels with 26,000 anonymously reported incidents in 2012 alone according to Department of Defense (DoD) estimates. During this same period, only 3,300 service members reported their assaults. Meanwhile, the nation is confronted with headlines of high level military sexual assault leaders acting in sexually abusive ways. Combined with the heart-wrenching stories of survivors, these facts reveal the depth of the problem of military sexual assault (MSA) and demand incisive action.

Sexual violence is an endemic and epidemic social problem in our nation. The victim blaming attitudes of the civilian world carry into military service, and those attitudes carry over into tours of duty. The military has embraced the role of being a standard bearer of discipline, honorable action, and integrity. An opportunity exists to cultivate attitudes, behaviors, and responses in the military that blaze a trail for a burgeoning national and international response to sexual violence.

While the military has correctly been in the spotlight for failing to support victims and respond to and prevent sexual assault, civilian criminal justice systems regularly and systematically fail victims too, and leaders in all realms fall short of adequately understanding and addressing the problem of sexual violence. Like other closed institutions, the military has access to a range of punishments for offenders including but not limited to a court-martial. In the civilian criminal justice system, prosecutors are often unable or unwilling to file formal charges against an offender and proceed to trial. And in the civilian system, there is no other criminal recourse for the victim to pursue. While a court-martial will most often be the correct course of action to respond to a MSA offense, policy makers should not be too quick to remove options available in the military system. Non-judicial punishments may provide very important avenues for offender accountability and victim support.

At the same time, because the military is based on such a strongly hierarchical system, it is especially important to build in policies and structures that allow cultural change to occur related to sexual violence; fully expose the extent and systemic nature of the problem; provide victims with mechanisms to safely report and receive support; and hold offenders accountable. Sexual offenders are serial offenders and many members of the military will one day become civilians again. For the safety of both members of the military and the safety of all of our communities, it is absolutely imperative that offenders are stopped.

- Addressing any behavior that creates degrading and offensive work environments or sustains a culture that tolerates sexual violence.
- Requiring that a substantiated complaint of sexual assault or harassment is included in serviceman's personnel record and that convicted offenders receive a punitive separation/dishonorable discharge.
- Sharing information on sex offenders in the military with civilian sex offender databases.
- Removing members of the military who were convicted as sex offenders in civilian court.
- Providing the same rights to victims of MSA as victims of federal crimes as laid out in the Crime Victims Rights Act.

NAESV recommends caution in several policy arenas related to MSA:

- Long mandatory minimum sentences can have a chilling effect on reporting and prosecuting sexual assault in the civilian system and NAESV does not recommend them.
- Combining the prosecution, reporting, investigation, and victim services response to MSA in one office could result in conflicts of interest. Victim-centered practices should exist in all areas of the military and a division of powers and responsibilities to address MSA is warranted.
- Careful thought must be given before removing any potential options for addressing MSA including plea bargains and other administrative punishments in cases where there is truly insufficient evidence for a court-martial yet sexually offending behavior has clearly occurred. Victims can often benefit from a wider array of options for offender accountability.

The Department of Defense has recently promulgated an interim final rule governing Sexual Assault Prevention and Response (SAPR) Program Procedures. NAESV finds many aspects of the proposed rule laudable including:

- Ensuring that members of the National Guard & Reserves have access to Sexual Assault Response Coordinators (SARCs). NAESV believes, whether or not they are on active duty, members of the National Guard should have access to the full range of prevention and services related to MSA.
- Allowing military dependents over age 18 and employees of DoD contractors to have access to sexual assault services. NAESV believes that all dependents over 12 should have access to these services.
- Proposing an appropriate document retention policy and requiring strong recordkeeping procedures and tracking mechanisms. This includes requiring that information about MSA be entered into the tracking system within 48 hours of a report (ninety-six hours if the unit is deployed in an area with internet connectivity issues).
- Expediting the transfer policy to allow victims freedom from contact with the offender.
- Focusing on services that are trauma-informed, gender-responsive, culturally competent, and recovery-oriented.



After advising the military on its sexual assault crisis, an advocate wonders if reforms were adopted

military hearings sexual assault

From left, Commander of the 202nd Military Police Group Col. Donna W. Martin; Commodore of Destroyer Squadron TWO Navy Capt. Stephen J. Coughlin; Commander of Combat Logistics Regiment 15 Marine Col. Tracy W. King; and Commander, 4th Fighter Wing Air Force Col. Jeannie M. Leavitt, testify on Capitol Hill in Washington, Tuesday, June 4, 2013, before the Senate Armed Services Committee hearing on pending legislation regarding sexual assaults in the military. (AP Photo/Susan Walsh)---

Ivey DeJesus | idejesus@pennlive.com By Ivey DeJesus | idejesus@pennlive.com

Email the author | Follow on Twitter

on June 08, 2013 at 8:00 AM, updated June 08, 2013 at 11:40 PM

"They'd be pull out of rank and be pulled into rooms as if they were the perpetrators." - Delilah Rumburg, Task Force on Sexual Assault in Military

On her trip to Kuwait, Delilah Rumburg saw that while sleeping quarters for U.S. troops were segregated by gender, the women's bath houses were located at a considerable distance from the camp.

"We said, wait a minute, why do they have to walk down this long road that is not well lit?" she recalls.

Rumburg, CEO of the Pennsylvania Coalition Against Rape and the National Sexual Violence Resource Center, was in Kuwait as a civilian member of the Defense Task Force on Sexual Assault in the Military Services. It was just before 2009, and the task force eventually framed much of the dialogue in the Pentagon as it grapples with the **sexual assault crisis** in the services.

Four years later, Rumburg is filled with uncertainty as to how many of the recommendations made by that task force have been implemented.

"I think a lot are showing up now, but I would say a significant amount would not," Rumburg said. "No one has gone through them and said, what have you done about recommendation No. 6? That would be a good place when they are questioning the leadership....ask them what did you do about establishing consistent terminology."

A request for information from the Office of the Secretary of Defense was not immediately returned.

Rumburg and fellow task force members learned that the women's showers had been the scene of several sexual assaults that year. In some cases, the perpetrators were local men.

Dellah Rumburg, CEO of the Pennsylvania Coalition Against Rape and the National Sexual Violence Resource Center, served as a civilian member of the Defense Task Force on Sexual Assault in the Military Services.

Submitted:

"The road behind the women's tent had the bus stop for nationals and they would get picked up and dropped off all night right behind the women's showers,"

Rumburg said. "We'd heard in a few cases that there had been women sexually assaulted and the perpetrators were nationals. Those were the kinds of things that people weren't thinking when they laid out footprint of camps."

The task force recommended a change in the layout of the camps so that women had access to the latrines and showers without trekking a quarter mile in the dark.

"Have we been back to Kuwait to see if that has happened? No. Has anyone ..I don't think so," Rumburg said.

Making strides, but more are needed

The Pentagon is a long way from solving this complex crisis, but strides have been made.

On Wednesday, the Senate Armed Forces Committee approved legislation that strips the power of military commanders to overturn convictions in rape and assault cases.

Under the bill, anyone found guilty of a sex-related crime at a minimum is dismissed from military service or dishonorably discharged. The U.S. House of Representatives is expected to vote on legislation next week.

Rumburg said that stripping commanders of their authority to reverse convictions was a crucial component to overhauling a culture that discouraged victims from coming forward with reports without the fear of harassment or retaliation.

Rumburg said that a commander - particularly one of a combat unit - needs to know if there is a sexually violent predator in a unit, but the needs of a victim should still come first.

"Sometimes the commander needs to know but still as an advocate, we've always supported a victim's right whether her information is released," Rumburg said. "That's going to be critical."

While the 2009 task force's web site has been dismantled, an online copy of its report can be found as a **PDF**. The task force made hundreds of recommendations, most of them falling under about 30 major categories.

Among those recommendations:

- Better sexual assault training for chaplains, medical and mental health providers, law enforcement personnel, and investigators and commanders;

- Better visibility and funding of **the Sexual Assault Prevention and Response Office**;
- Use of consistent terminology and program standards across the branches;
- Leaders must be actively involved;
- Improve legal assistance to victims.

Last month, the Pentagon issued a memorandum to top-ranking military and DOD personnel outlining its **2013 Sexual Assault Prevention and Response Strategic Plan**.

The comprehensive plan addresses a slew of areas including prevention, investigation, accountability, and advocacy and assistance for victims. It calls for immediate implementation of measures, including enhanced commander accountability and improved response and treatment of victims.

The Pentagon estimates that as many as 26,000 military members may have been sexually assaulted last year, up from an estimated 19,000 assaults in 2011. Those figures are based on an anonymous survey of military personnel.

While the number of sexual assaults that members of the military actually reported rose 6 percent to 3,374 in 2012, thousands of victims were still unwilling to come forward despite new oversight and assistance programs aimed at curbing the crimes, the report said.

Rumburg says the increase in assaults isn't necessarily a sign that the greater oversight isn't producing results. Instead, she said more victims are reporting assaults because of the enhanced policies.

"Everybody is yelling and screaming about that but the reality is we don't know for sure whether or not there has been a huge increase, or if it's working, the redefining sexual assault, and secondly making it a better environment to report," she said. "We'll never know for sure. But we consistently said, put these programs in place, take better care of victims and the reports will go up. I'm never surprised to see that the reports have gone up."

Pressure to stay silent

Among the themes addressed by the 2009 task force were cultural context, strategic direction, funding for prevention programs and terminology. Rumburg said many of the recommendations pertained to prevention, education and training.

Creation of the sexual assault response program came out of an earlier task force report in 2005 (Rumburg contributed to that report as well). The Pentagon has not only implemented that recommendation, it has exempted the program from the upcoming furloughs in the military.

The more recent task force report made several recommendations pertaining to the legal assistance for victims, which was woeful, Rumburg said.

"We saw their rights trampled in many of the stories we heard," she said. "That was a big concern. They didn't know what their rights were. They'd be pulled out of rank and be pulled into rooms as if they were the perpetrators. We heard a lot of stories like that and had grave concerns."

The pressure to not report an assault went all the way up the ranks, Rumburg said.

"I do remember several times women pilots saying they'd never report because they knew if they did, it would be a career buster and they would never fly again," Rumburg said. "They'd be afraid they be considered not fit to fly because of the sexual assault."

Also of concern, she said, was the prevalent attitude suggesting women had been through boot camp and should know how to protect themselves.

"Typically in those kinds of assault they are not going to wait for you to be in a stance to pull your gun," Rumburg said. "No, you don't have time to protect yourself, whether you are a man or woman."

Rumburg is concerned that the sexual assault of men in the military gets little attention.

"No one is talking about that," she said. "There is more of a stigma."

To be sure, the 2009 task force sometimes found its share of bright spots to report, Rumburg said. The group logged positive stories where victims had been treated with compassion by members of their units and command.

Congress growing angry

A colonel in the Pennsylvania National Guard, U.S. Rep. Scott Perry, a York County Republican, said he remained outraged and troubled by the number of sexual assaults in the military.

"There should be zero tolerance for this kind of behavior in the Armed Services and society at large," said Perry, who served in Iraq. "Congress is currently debating legislation to combat sexual assault in the military and I will work with my colleagues to stop this unacceptable trend."

Sen. Pat Toomey, R-Pa., has co-sponsored a bill intended to aid victims and apply harsher penalties to their attackers. The legislation - Combating Military Sexual Assault Act of 2013 - is co-sponsored by senators Kelly Ayotte, R-N.H., and Patty Murray, D-Wash.

"Our service members must be protected from it," Toomey said. "We must have a prompt response when such charges occur so that those responsible are held accountable."

Sen. Bob Casey Jr., D-Pa., was one of the first to call for action in light of the Pentagon's report.

"Sexual assault in the military not only fosters distrust among service members and presents a serious threat to readiness and morale, but it also erodes the credibility of our armed forces," he said.

What advocates know for certain is that a predator will be a predator whether in civilian or military life.

Rumburg is of the mind that predators - and their propensity for power and control - are drawn to the military.

"These men come straight out of our homes and communities," she said. "I don't think that they become predators when they join the military. I don't think the military creates them. I think they come with the propensity to be predators and if they are in an environment where they think they can get away with it, that's when it can happen."

The outcome of any report, Rumburg said, will ultimately depend on leadership.

"What was clear is it depends on leadership and what tone they set and their approach to the men and women in the military," she said. "They set the tone."

© 2013 PennLive.com. All rights reserved.