

Violence Prevention Initiative's
Violence Awareness and Action Training

Evaluation

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Report Prepared by :
Susan Hoddinott, B.Sc. (H), B.Ed.
Provincial Training Coordinator, VPI
Women's Policy Office

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1. INTRODUCTION

The Violence Prevention Initiative (VPI) is a five year multi-departmental, governmental-community partnership to find long-term solutions to the problem of violence against those most at risk in our society - women, children, the elderly and other vulnerable people who are victims of violence because of their race, ethnicity, sexual orientation or disability. The Initiative reflects government's commitment to addressing the problem of violence in the province.

1.1 VAAT Background

Women's organizations and community groups advocated for various levels of violence awareness training in the public service and the community to improve services to victims of violence. History had indicated women and their families either failed to approach service providers, or terminated their contact with service agencies because of the lack of understanding and support received from many front-line service providers. Further consultation during the Provincial Strategy Against Violence (1995-2000) resulted in a recommendation for broad-based training on violence awareness.

The VPI implemented the recommendation for broad based awareness training with the development of the Violence Awareness and Action Training (VAAT) Program in 2001. The key outcome sought from the program was increased satisfaction by victims of violence with service providers in the partner departments of the VPI. The program model was designed to achieve this on three levels: 1) through the on-going delivery of a two-day training workshop (currently one day) co-facilitated by partner agencies; 2) by delivery of the workshop within an inter-departmental- community/regional model to improve interagency communication and coordination, and 3) through the administration of a pre/post assessment component, the aim of which was to encourage learning transfer in the workplace and to identify additional learning objectives for trainees and other department personnel.

The organizational model was based on inter-departmental-community coordination and regional capacity building. (The concept for this model was derived from the Model for the Coordination of Services to Children and Youth). The model operated on the assumption that regional partners would contribute the resources needed to deliver training, such as training rooms, and training apparatus. Further, it assumed that trainers would be trained from the partner agencies and would deliver the training as part of their regular duties. This model was also adopted because there was no provincial budget to support any of the costs associated with delivery in the regions. The VAAT model includes community partners in both the planning teams and facilitator teams. However, the lack of financial resources to support participation has limited the ability of community to be involved in the model.

Regional VAAT planning teams were organized to promote and plan VAAT sessions. These teams were usually chaired by the Coordinator of the respective VPI Regional Coordinating Committee who assumed a lead role in the work of the team. The model also included a provincial component. The departmental representatives on the Provincial Coordinating Committee of the VPI assisted with identifying members for the regional planning committees and served as the communication link with senior departmental officials on the implementation of VAAT.

1.2 Philosophy

The philosophies of the training as outlined in the Participants Guide for the program are not subject to challenge. They are as follows:

- Everyone has a right to live free of violence.
- Violence is a social problem, and not merely a personal problem, which affects women, men, children and the community as whole.
- Violence and the threat of violence, deprives many people of the potential to contribute fully to society.
- Violence is a behavioral choice, resulting from an imbalance of power and is a crime punishable by law.
- People will accept help when they are ready. The choice not to receive help must be accepted.
- The responsibility for violence prevention is shared by individuals, families, communities and government.
- Prevention means addressing the social roots of violence, not just the symptoms.
- Education is a pre-requisite to prevention.

The overall goals and anticipated learning outcomes, as defined within the VAAT Participants Guides, are attainable when training is delivered by qualified facilitators in a model that is inclusive of both community and government in an interactive participatory environment conducive to learning.

2. WORK PLAN OF CONTRACT

2.1 Goals

The four key goals of the Training Coordinator's position are outlined as follows:

- Design one day format for the VAAT program and a half day session for Senior Administration
- Deliver Train-the-Trainer and Refresher Days for Facilitators within the province
- Assist regions with the coordination/delivery of VAAT sessions
- Evaluate the VAAT program and make recommendations for future sessions on delivery, content, facilitation, regional needs, and so forth.

2.2 Management/coordination

The Women's Policy Office, the Division responsible for the Violence Prevention Initiative, established the temporary position of Provincial Training Coordinator in November, 2004. The position was placed in the Women's Centre in Corner Brook to enhance government/community coordination of training. The Training Coordinator reported directly to the Manager of the VPI at the Women's Policy Office, St. John's. A Provincial Training Committee composed of VPI members and government training personnel was established to provide support to the Training Coordinator and assist in addressing issues regarding the delivery of the training program. The RCC Coordinators along with Regional Planning Teams (within the six regions) assisted in coordinating and delivering/attempting delivery of VAAT sessions across the province.

2.3 Training Coordinator's Activity

The identified goals were achieved through meetings and consultations with key stakeholders within VPI partnerships, the Provincial Training Committee, RCC Coordinators, and VAAT Facilitators. In addition there were two surveys conducted with regions at the RCC and Regional Planning Team levels. The Coordinator Activity Report outlines tasks completed. (Appendix A)

3. DESIGN

3.1 One Day Model

The VAAT was piloted as a one day training program. Following the pilot, the recommendation was made and accepted in 2002 that the program be expanded to a two day session. The training was implemented throughout the province in the new two day format in 2002-2003. However, feedback resulted in the identification of fiscal restraints creating difficulty for departments to participate in the two day model in the interagency format and the delivery of sessions was suspended until the Provincial Coordinating Committee (PCC) could address some of the issues related to cost and limitations of internal sessions in comparison to the benefits of the interagency approach.

With the consensus of the PCC in November, 2004 the VAAT two day model was reviewed with the goal of reducing the training back to a one day program. The new agenda includes material addressing the roots causes of violence, violence as a gendered problem, one particular vulnerable population group focus and action planning at the personal and agency levels. (Appendix B) The material from Day 2 of the Training, which focuses on unique needs of vulnerable populations, is still included in the Participant Guides. The benefit to having this material available to participants and facilitators is quite evident. Facilitators have additional material to refer to in responding to needs which may be identified in sessions which involve specific populations. The availability of information to participants on vulnerable populations in our society is of benefit to them for their own personal/professional development if they choose to learn more about same.

Upon completion of VAAT, participants receive a certificate from the VPI. This certificate is signed by the Minister of the VPI and the Minister of the participant's Department.

The critical content is the analysis/assessment material regarding violence at the societal level. The gender content is also critical in defining violence as a gendered problem. When Interagency Sessions are offered, family violence is to be included. If Internal Sessions are offered a different vulnerable population can be the focus if it would best meet group needs.

3.2 Pre/Post Assessment Component

The pre and post assessment component involved a process whereby registrants and their supervisors were sent a package of information to prepare for the training. The trainee completed a self-assessment on his/her knowledge of the topic. There was to be a meeting with the supervisor to discuss learning objectives and the relevance of the training to the department. During the initial implementation of VAAT participants this process was utilized. The goal was to engage participants in identifying learning goals and objectives prior to the training with their employers which is consistent with adult learning principles. A survey completed by the VPI in 2003 indicated 50% of survey respondents did not complete the pre-test due to short notice time of attendance. Those who completed the pre-test found it to be helpful in preparing for the training. It was decided to omit the pre-test from current sessions to circumvent any impediments this created to the shared learning environment necessary for VAAT. Due to the short term nature of the Training Position sessions were to be arranged quickly and it was anticipated many participants would not have enough notice to engage in the pre-test process. **However, if participants have adequate notice they will be attending a session and hence, the pre-test material to review with their supervisor prior to training, the expected learning outcomes can be clearly defined for the learner at personal and professional levels which will make the training experience more meaningful.**

Upon completion of VAAT, participants are expected to complete a Post Assessment which identifies benefits of the training and assists participants in identifying future training needs in the field of violence prevention. This form was modified and distributed to regions for utilization. (Appendix C) **Participants are to complete the post assessment and discuss with their employer for planning future training on the topic of violence prevention/awareness at the agency level. This is very important in maintaining a commitment to violence prevention at the agency level.**

3.3 Participant Evaluation Form

The Participants' Evaluation form was revised to capture information on the success of the VAAT in meeting its training goals and objectives. (Appendix D) All participants are to complete an evaluation. They are not expected to identify themselves, however, they may if they wish. The evaluation results are utilized by facilitators for future planning of VAAT sessions.

3.4 Senior Managers Model

One key area identified from initial VAAT sessions was the need for Senior/Middle Managers to have more information on the training program. In an attempt to meet this goal, the material was reviewed and revised to a half day session for Senior Administrators with objective information. While no sessions were offered to this target population there is now an outline of the information to be utilized if such is planned in future (Appendix E). The content selected for this session is considered to be the critical analysis/assessment component necessary when considering violence prevention and responding to those who have experienced violence. It would be of benefit to Senior Administrators to participate in **interagency sessions** to gain perspective/knowledge for policy development which will be gender balanced and inclusive of the specific needs of victims of violence, as well as to be aware of the specifics of the training being offered to front line staff for monitoring quality of services provided.

3.5 Facilitation

The ideal model of facilitation of the VAAT is one of co-facilitation with both a female/male combination. Gender balance in facilitation is critical to modeling balanced gender roles for responsibility for violence prevention work and demonstrates appropriate working relationships between genders.¹ The facilitators should not be from the same department/agency which will reflect shared responsibility between departments/community for violence prevention and offer different perspectives at the facilitation level which will act as a model for participants.

¹ The majority of VAAT Facilitators in the province are female. Recruitment of male facilitators has proven difficult in most regions. Therefore, the majority of VAAT sessions offered have been facilitated by two females with the benefit of balanced gender co-facilitation unattainable.

Departments were responsible for identifying facilitators from within their organization that would commit to offering one or two VAAT sessions annually. There was criteria developed (Appendix F), however, it is questionable as to whether selection was based on established criteria versus on the basis of accepting those who volunteered or directing those who could be available to become facilitators. If facilitation criteria is met, this model of facilitation would be cost effective and ensure local input into the program.

Identified issues within this model included the following: many trained facilitators did not feel confident, or experienced enough with the dynamics of violence to deliver training when requested, some were refused time to offer sessions by supervisors who felt it was not part of their duties, and some could not make themselves available when requested to offer a session. Many have left the program due to work demands - as accepting the role of trainer is above and beyond normal duties, priority is always given to demands of employment. There was an expectation placed on facilitators by the VPI that they deliver one-two sessions per year. This expectation was not met by many facilitators through either the program not being offered or facilitators not being available when it was to be offered.

Train the Trainer Sessions contain appropriate material for preparing facilitators for VAAT delivery. The Refresher Day developed for facilitators was designed based on the needs identified by previously trained facilitators since a significant amount of time had passed since VAAT had been offered and there were program revisions.(Appendix G)

VAAT ideally would be facilitated in a gendered balanced co-facilitation model by qualified facilitators well versed in the root causes of violence and violence prevention to meet the program goals and objectives.

3.6 Interagency versus Internal Sessions

The interagency model for VAAT delivery is favored as it improves interagency communication and coordination of services. The larger departments find it challenging to participate in VAAT solely on an interagency level due to high numbers of staff to be trained and the costs often incurred by departments to replace staff to attend interagency sessions. There is no budget as previously noted for staff replacements for VAAT attendance.

Internal session delivery was explored as a solution to these challenges. In November, 2004 the VAAT was reduced to one day to help alleviate the costs to departments to participate in interagency sessions. To address large staffing issues internal sessions are now supported if the following quality controls are assured: departments proceeding with internal sessions notify the VPI so they can ensure VAAT material is utilized, only one facilitator be internal to the department delivering the training - the other be recruited from another department/community agency, and when possible seats be made available for a few participants to attend from other agencies. **Departments are expected to continue to participate in interagency sessions when**

offered even if they have offered internal sessions independently.

3.7 Content

The VAAT program includes components for attitudinal change which ultimately affects behavioral response to victims of violence. The day starts with introductions and warm up exercises to create a sharing environment conducive to learning. Facilitators address issues such as safety and confidentiality at the beginning of training to lay the foundation of respect to be maintained throughout the training.

VAAT activities are designed to be participatory in nature through a combination of individual exercises, small group work, brainstorming and large group activities. Two important activities to highlight as key training exercises are the Bouncing Ball Activity and the Secrets Activity. The ball exercise enables participants to experientially assess power imbalances in vulnerable populations and abuse of power at the individual level while participating in a group activity. The Secrets Activity is critical in creating an awareness in participants of the trauma and thought processes associated with disclosure by victims of violence. The purpose of all the activities and information contained in VAAT is to actively engage participants in discussions which raise personal awareness and encourage empathy towards victims of violence

3.8 Video Conferencing

Videoconferencing was used as a cost effective means to deliver a Facilitator Refresher Session Labrador and the northern region of the province. It was felt videoconferencing would remove some of the challenges faced in VAAT delivery in these regions such as geography, travel expenses and inclement weather. **It was the consensus of facilitators that videoconferencing not be utilized for delivery of VAAT sessions due to the sensitivity and safety issues related to the topic and the participatory nature of the training program.** It is also important to note that weather did impact a planned video session as conference sites had closed.

3.9 Required Resources

The VAAT delivery model as noted operated on the assumption that regional partners would contribute the resources needed to deliver training, such as training rooms, and training apparatus. Further, it assumed that trainers would be trained from the partner agencies and would deliver the training as part of their regular duties. Some regions have been successful in offering VAAT sessions at very low cost while others have experienced difficulty obtaining space, securing coverage of breaks, etc. The VPI was able to cover expenses not absorbed by Departments in the last sessions, however, there is no specific budget for VAAT expenses. Departments were still responsible for any staff replacement costs incurred as well.

The following table summarizes the necessary resources to offer a VAAT session. Many materials are available through the VPI to deliver the program, however, partner departments are to contribute in kind or through expense coverage where possible. The cost estimates are provided for resources that have not been covered by departments in some regions. In those circumstances the VPI and/or the RCCs have covered these costs. Departments are always responsible for any travel/accommodation expenses incurred by their staff to attend a VAAT session.

Table 1

VAAT Costs/Session based on 20 participants

Resource	Available through VPI/RCCs	Available through Partner Departments	Cost Estimate if not covered by Partner
Space		☒	Private - \$50-\$100
Coffee/Refreshments		☒	\$150.00
Participant Guides	✓		
Binders		☒	\$75.00
Power Point Presentation	✓		
Computer/Screen		✓	
TV/VCR		✓	
Resource Videos	✓		
Markers/Tape		☒	\$10.00
Flipchart		☒	\$10.00
Total			\$ 345.00 at most

☒ May be covered by Departments upon request

REGIONAL HIGHLIGHTS

All regions in the province have been engaged at some level in the delivery of VAAT sessions. The Provincial Training Coordinator worked with RCC Coordinator's to coordinate VAAT sessions and support facilitators in delivering the training. The RCC Coordinators played an active role in scheduling, organizing and often facilitating sessions within their regions with the exception of the Avalon region.² Coordinating an interagency VAAT session takes a great deal of cooperation among departments and community and all involved are to be commended for their efforts. **All regions support the VAAT as a best practice of the VPI and identify that it needs to continue to be supported through a financial commitment with qualified facilitators if it is to be credible and meet identified goals and objectives.**

Table 2

Facilitators available by Region/Organization
March, 2005

Region	Health	Education	Justice	HRLE	Community	Total
Labrador	0	0	1	2	4	7
Northern	5	1	1	0	1	8
Western	4	2	3	0	6	15
Central	2	4	1	3	3	13
Eastern	5	5	4	2	0	16
Avalon	1	2	5	3	0	11
Total	17	14	15	10	14	70

Table 1 - All regions have been successful to a degree in recruiting facilitators from VPI Partners

* Education includes Secondary and Post Secondary Education

² While the RCC Coordinating position (St. John's) had been vacant January 7, 2005 - February 28, 2005, the role the position played in VAAT was identified as an issue for the region since the inception of VAAT by the Regional Planning Team.

Table 3

**VAAT Training Activity
November, 2004 - March, 2005**

Region	VAAT Sessions	Facilitator Refresher Day	Train - the Trainer Session
Labrador	0	✓ (8)	x
Northern	1	✓ (1)	x
Western	4	✓ (6)	✓ (4)
Central	3	✓ (12)	x
Eastern	3 (Internal)	✓ (6)	x
Avalon	1 (Internal)	x	x

* All sessions were interagency with the exception of the Eastern and Avalon Sessions.

* Number of participants bracketed for Trainer Sessions

Table 4

**VAAT Participants by Region/Organization
December, 2004 - March, 2005**

Region	Health	Education	Justice	HRLE	NLHC	Community	Total
Northern	2	3	2	0	0	1	8
Western	11	31	9	3	6	22	54
Central	7	5(CONA)		2	2	1	
Eastern						29	
Avalon			14				14
Total							

* Data incomplete for Central and Eastern, therefore, it is not possible to total the numbers for those regions/departments at this time.

* No session was offered in Labrador

* Training offered in Avalon region was internal to Justice with participants from all across the province.

All regions indicate VAAT is a very valuable training program that they wish to continue within government and community partnerships. The strengths and challenges identified within regions are all addressed in the evaluation section. While there are variances among regions, all strengths and challenges have been noted by the majority.

EVALUATION

4.1 Methodology

Key stakeholders were provided the opportunity to have input into the evaluation process through various means. The RCCs and Regional Planning Teams were provided with surveys (Appendix H). Feedback was invited from RCC Coordinators, the Provincial Training Committee and VAAT Facilitators. Participant Evaluation forms were reviewed for inclusion as well. All contributors were assured confidentiality and the data collected was collated for future reference without identifying information.

4.2 Strengths

Information obtained through the evaluation process indicates the following strengths of the VAAT:

1. **VAAT has been identified as one of the best practices of the VPI** by stakeholders in violence prevention.
2. The **content addresses root causes of violence which is fundamental** to violence prevention work.
3. The VAAT **material** places a great deal of emphasis on the analysis/assessment components **critical for attitudinal/behavioral change in addressing violence**.
4. The session is **interactive and participatory** which is consistent with adult learning principles.
5. The program is well received by participants and the majority of departmental representatives agree the **feedback** through their organizations **from participants is positive**.
6. The **interagency approach** promotes learning/attitudinal change through sharing of experiences/perspectives, roles, policies and networking opportunities.
7. The program **challenges existing service providers to improve their response** to violence victims at personal, community, agency levels.
8. The VAAT **increases awareness among service providers** of mandates, limitations and policies of other service providing agencies.

4.3 Challenges

Information obtained through the evaluation process indicates the following challenges of the VAAT:

1. **No provincial budget provided for VAAT delivery.**
2. **Ministerial and Senior Management support** within VPI Partner Departments has **not been formalized and communicated** to make VAAT participation mandatory.
3. Some Departments wish to pursue **Internal versus Interagency** sessions to accommodate staffing numbers and reduce departmental costs. Without quality controls this will reduce the benefit of training.
4. **Recruitment of training participants** for interagency sessions has been difficult at times due to low staff numbers, high work demands on staff, replacement costs to departments, and sometimes lack of interest (as VAAT is not mandatory).
5. **Retaining qualified facilitators who could be available** to deliver VAAT sessions has been a challenge under the current facilitation model.

RECOMMENDATIONS

Based on provincial feedback the following recommendations are made for the future implementation of VAAT:

Coordination

1. **The VAAT certificate program continue to be offered within the province** to civil servants at management and front-line levels, as well as those in community providing services to victims of violence, working with vulnerable populations such as youth, elderly, disabled, etc.
2. **In future if RCCs are to be responsible for coordinating VAAT within regions , the Coordinator's responsibility be clearly articulated in contracts.** There was some reluctance in one region to play a role in VAAT coordination.
3. **A clear directive be sent from government that employees are required to complete VAAT training.** VAAT should be mandatory and other relevant course information should be made available to public service staff to assist in planning future training needs.
4. **Any directive issued at the Ministerial level regarding Departmental VAAT participation be formalized and clearly communicated to all managers and staff throughout the province.**

5. **VAAT continue to be delivered/coordinated by the new Violence Prevention Initiative.** A delivery model which is inclusive of both government and community reflects a commitment to the goals and philosophies of the VAAT. Community brings experience and knowledge with victims perspective/experience with service response. If that voice is silenced through exclusion, the VAAT cannot be successful in challenging attitudes and responses to victims of violence by service providers and victims again would find themselves on the outside of the system trying to be heard one worker at a time.

Delivery

6. **Budgets be provided for departments to train staff (for travel, meals, accommodations where required and for replacement cost for staff who have to be backfilled).** This coverage may be managed by a budget within VPI or provided to departments directly. If included in departmental budgets there would have to be accountability assuring funds were utilized for VAAT participation and not other departmental initiatives.
7. **VAAT be facilitated by two trained facilitators (one female/one male) employed solely to oversee and deliver VAAT within the province.** This would ensure a credible, consistent program throughout the province. These staff could deliver, monitor, evaluate, revise material as needed (eg to bring regional contexts to statistical information, etc), work with departments to find solutions to barriers interfering with participation and/or address any needs associated with VAAT identified within regions.
8. **An interagency model continue to be supported where fiscal and human resources can be accessed. Internal Sessions offered should include controls to add the benefit of interagency sessions wherever possible.** Facilitators should not both be from the hosting Department, VAAT content be covered as contained in the program, and seats be made available to other VPI partners to attend.
9. **The VPI follow up with the RNC, St. John's re: offering VAAT to staff on designated professional development days recently implemented and to incorporate the VAAT into the RNC Training Program at Memorial University of Newfoundland.**

Content

10. **Training material be developed to be inclusive of both awareness/insight raising activities in addition to service delivery response issues.** (eg. How to respond appropriately to individuals disclosing violence) This can be accomplished through standardized handouts with strategies for staff to employ when working with victims of violence.
11. **Participants and Facilitators Guides be revised to include the new One Day Agenda.**

Appendix A

Coordinator's Activity Summary Report

- November, 2004 - met with Training Managers in St. John's from Health, Justice, HRLE, RNC and Education. Contacted all six Regional Coordinating Committee Coordinators within the province re: role and VAAT needs prior to offering of sessions. Presented Information Session on VAAT to Supreme Court staff during provincial meetings in St. John's.
- Consensus obtained at provincial level of VPI partners to reduce the VAAT to one day session.
- Modified program to 3.5 hour session to be utilized with Senior Administration.
- Comparative analysis of VAAT and Respect Works; Supporting a Respectful Workplace training program
- Revised the Post Assessment and Evaluation Forms to be utilized. Reviewed use of Pre-Assessment component.
- Identified and surveyed trained facilitators to determine if a review was required of material and facilitation skills
- Scheduled and facilitated Refresher Days in Corner Brook, Grand Falls–Windsor, Clarenville
- Met with the Regional Planning Team, Avalon by phone Jan. 10, 2005 - (RCC Coordinator position vacant January 7- February 28, 2005).
- Facilitated two VAAT sessions where facilitators were not available (Corner Brook - December 11, 2004 and Port-Aux-Basques, February 22, 2005)
- Video-conference with Labrador and Northern regions to provide facilitator review
- Recruited facilitators for session in St. John's with Correctional/Institutional staff
- Maintained all records of all VAAT sessions offered and evaluations completed
- Assisted regions in coordinating VAAT sessions.
- Co-facilitated Train the Trainer session in Port-Aux-Basques, February 23, 2005
- Chaired and/or participated in Conference Calls with the Training Committee on November 9, 2004; December 1, 2004; and January 26, 2005.
- Compiled current listing of Facilitators in the province currently prepared to offer VAAT sessions by region/organization.
- Compiled list of VAAT participants (December, 2004-March, 2005) with available data.
- Prepared Evaluation questionnaires for RCCs and Regional Planning Teams, collated responses
- Compiled final report based on provincial feedback.

**Violence Awareness and Action Training (VAAT)
Workshop Agenda**

- 9:00 Introductions to:
- facilitators - philosophies - agenda - guidelines - VPI
 - Safety / Confidentiality / housekeeping
- 9:25 Personal Crest
- 9:50 Defining Violence
- 10:20 Break
- 10:35 Personal Experience
- 11:00 Contributing Factors to Violence Analysis
- 11:30 Power of Privilege
- Values More/Values Less
 - Ball Activity
- 12:30 Lunch
- 1:30 Contribution of Stereotypes
- a) Violence as a Gendered Problem
 - b) Interagency - family violence
 - Internal - most appropriate vulnerable population from Day 1 or 2 material
- 2:45 Break
- 2:50 Impact of Power and Authority
- Secrets Activity
 - Biases and Power Imbalance
- 3:30 Personal/Agency Action Plans
- Post Assessment
- Evaluation
- 4:00 Closure

Violence Awareness and Action Training

Post-training Assessment

This assessment is to be completed by participants following the training. The purpose of the assessment is to provide you with the opportunity to reflect on the training experience and to identify any further training or information needs you may have. Please review your responses with your supervisor or agency board member when you next meet.

1. Please identify the role your department/agency/group plays in violence prevention:

2. The most valuable outcome of the training for you was:

3. This training applies to your future work (personally and professionally) by:

4. Further violence prevention training and information would be of interest to me:

___ Further information/training on violence prevention and :

- ___ Elderly
- ___ People with Disabilities
- ___ Same Sex relationships
- ___ Children
- ___ Women
- ___ Men
- ___ Other (Please specify) _____

___ Violence Intervention Skill Development

___ Community Strategies for Violence Intervention

___ Information on my departments/agency/group protocols on victims of violence/violence prevention

___ Other (Please Specify) _____

EVALUATION
Violence Awareness and Action Training

Location of Training: _____ Facilitated by: _____

Date: _____

Please take a few moments to answer the following questions. Your comments will be used to plan and improve future sessions so please be open and honest in your responses. Please circle where applicable.

Strongly Agree 5 Strongly Disagree 1

- 1. The objectives outlined at the beginning of the session were met. 5 4 3 2 1
- 2. I feel an increased sensitivity/understanding of the societal factors that contribute to violence. 5 4 3 2 1
- 3. I gained insight into my personal role in violence prevention within my work and community. 5 4 3 2 1
- 4. I experienced a heightened awareness of the impact of violence that will help me respond better to victims of violence in my work. 5 4 3 2 1
- 5. I learned more about resources available in my community for victims of violence that I can share with others. 5 4 3 2 1

6. What was the most influential part of the session for you?

7. What could have been done differently to make this session more worthwhile for you?

8. Would you recommend this training to others? Why, why not?

9. Any other Comments:

Optional:

Name: _____ Department/group/agency: _____

VIOLENCE AWARENESS AND ACTION TRAINING

VIOLENCE PREVENTION INITIATIVE

TRAINING OBJECTIVES

This training will build upon Senior Management's current knowledge and understanding of the VAAT program and the goals and objectives for participating staff. Training will provide exposure to the process/activities of the program which foster government/community partnerships in violence prevention, as well as an experiential working knowledge of the program to assist in the promotion of training within departments for all levels of staff. Training aims to increase participants sensitivity to the factors contributing to violence within our communities, and the impact of violence on vulnerable or "at risk" populations such as women, children, the elderly and other vulnerable populations.

Training will also:

- Increase communication between managers and staff re: violence prevention initiatives within departments, across departments and within regions as the understanding of the program is shared;
- Allow participants to examine attitudes, values, beliefs that support violence in our society;
- Provide information (facts and causes) on different forms of violence;
- Provide, through group discussion, an empowering and reflective training environment which encourages personal insight into the experiences of survivors of violence;
- Include anecdotal, statistical and theoretical information;
- Promote inter-agency/inter-disciplinary approach to government and community violence prevention services.

VIOLENCE AWARENESS AND ACTION TRAINING

VIOLENCE PREVENTION INITIATIVE

EXPECTED LEARNING OUTCOMES

for participants (One Day Session)

By the end of the workshop participants will:

Values and Awareness Clarification

- Increase awareness through examination of societal factors which support power imbalances and thereby contribute to violence towards women, children, people with disabilities, the elderly and other “at risk” groups;
- Increase understanding and awareness of violence as a societal problem rather than an individual, family or women’s issue by exploring/challenging the implications of gender stereotyping, intergenerational abuse patterns, societal myths and power imbalances;
- Explore personal attitudes towards those who are likely to be vulnerable to violence.

Education

- Identify “at risk” groups who are more likely to be vulnerable to violence; women, children, the elderly, and those who experience violence because of their race, ethnicity, sexual orientation or disability;
- identify potential indicators of abuse for each group;
- Increase their understanding of the facts, causes and dynamics of domestic, family and relationship violence;
- Identify the importance of respect for each client’s self determination;
- Identify various methods of victimization: emotional, physical, sexual, economic and psychological.

Action Plans

- Acknowledge and explore the different types of power that each person, group or agency brings and uses when interacting with others, particularly as it affects violence survivors;
- Identify the impact of personal power in providing services to violence survivors;
- Identify personal action plans (immediate/two weeks/six months).

VIOLENCE AWARENESS AND ACTION TRAINING

VIOLENCE PREVENTION INITIATIVE

Senior Management Session

Time required - 3.5 hours (8:30 AM - 12 Noon or 1:00 PM - 4:30 PM)

Agenda

1. Welcome and Introductions - facilitators and participants
(Housekeeping items, confidentiality, safety)
2. Overview of VAAT (background, statistics, recent modifications)
3. Ice breaker - Personal crest
4. Defining Violence
5. Power of Privilege
 - values more/values less activity
 - the role of power in abusive relationships
 - bouncing ball activity
- Break
6. Disclosure activity
7. Impact of Power and Authority
8. Violence as a gendered problem
9. Review of closure process and action planning used in one day session
10. Evaluation

Criteria for Facilitators - Violence Awareness & Action Training (VAAT) Program

Knowledge of the topic

- * Demonstrates knowledge of the area of "violence" and violence prevention
- * Supports the content and messages promoted in the workshop
- * Established and builds working relationships with community agencies and institutions
- * Demonstrates an understanding of gender equality and the importance of using a gender inclusive lens in any approach to anti-violence work
- * Demonstrates an analysis and acceptance of the VPI stated value that violence is a crime and a complex social problem, deeply rooted in society as traditional acceptance of inequality

Facilitation/Training Skills

- * Experience facilitating groups or conducting training activities or presentations or some training knowledge/experience.
- * Understanding of or desire to learn about adult education.
- * Knowledge of group process: how groups develop, what dynamics may evolve, and strategies for coping with group conflict.
- * Self awareness regarding dominant learning style, communication style and ability to change style to fit needs of group
- * Ability to enhance participants learning through integration of work, family and community related activities.
- * Can create a physical and interpersonal climate that is conducive to learning

Interpersonal Skills

- * Excellent communication skills;
- * Ability to present clearly in front of groups;
- * Good listening skills;
- * Sensitivity to participants

Leadership

- * Feel comfortable providing leadership to department/agency/group.
- * A clear understanding of the values basic to the program.
- * Encourages collaborative learning and respect among learners through sharing ideas, asking questions, responding to others comments

Other Selection Criteria

- * Selected by a supportive organization/department/agency where these skills can be developed and participation in training is valued as a positive career advancement.
- * Both female and male participants requested.

Commitment

- * Interest in and commitment to violence prevention;
- * Willingness, with department/agency/group support, to commit time and energy to follow up.

FACILITATION SESSION
Refresher
Violence Awareness and Action Training
Violence Prevention Initiative

Agenda

1. Welcome - Introduction of facilitators
2. Warm Up Activity
3. Setting Ground Rules
4. Overview of VPI and VAAT
5. VAAT Sessions - new model
 - rational
 - material

BREAK

6. Activities
 - Power Analysis (Ball)
 - Secrets

LUNCH

7. Facilitation
 - concerns
 - role of facilitators
8. Practice - feedback

VAAT Evaluation - RCC

Due to your extensive experience with offering VAAT in your regions (attempts to offer) I am seeking your input into the evaluation process. Your honest feedback is crucial to the report I am now in the process of preparing. There is a section in the report which address regional successes and challenges. Please take some time to answer the following questions and feel free to make any additional comments you have that are not addressed in the questions.

Facilitation

1. Have you experienced any challenges in securing facilitators to deliver VAAT?

If so - of what nature?

2. Has the facilitation model of training people employed in service delivery to facilitate the VAAT sessions worked? If not why?

If anything, what would make facilitation of the program successful on a consistent basis?

Department Participation/Support

3. Have the VPI main partners (Education, Health, Justice and HRLE) been supportive of the VAAT and actively participated as either facilitators and/or participants?

4. What are some areas that you feel partner departments are not committed too in the VAAT and why? Eg.- is the feedback you get that they don't see the value or is the cost of replacements staff interfere with their participation if it's lacking, etc.

General

5. What has been working well in your region with the delivery of the VAAT?

6. What are the biggest challenges you face in your region in offering the VAAT?

7. What do you feel is needed to enable the VAAT to work well in regions?

Please add any comments.

VAAT REGIONAL PLANNING TEAM MEMBERS

As departmental representatives involved in organizing and recruiting VAAT participants within your department, you have valuable insight into how your organization views the training. I am in the process of preparing an evaluation on the VAAT and request your feedback on your experience with the training within your organization. I do not want any identifying information other than your department. I will be shredding all forms when I have compiled a summary of feedback for the report. Your honesty will be appreciated as this document is to be reflective of both successes and challenges.

Please identify your department _____

1. Does your department have trained facilitators to deliver VAAT?
2. Does your department support facilitators participation in delivering sessions?
3. Have you had any problems recruiting participants for VAAT sessions in your region? If so please identify.
4. If employees are interested in attending does your organization support their attendance?
5. Has your organization contributed to VAAT sessions in kind or financially (eg. Covered breaks, provided space) Please identify how they have contributed.
6. Has the feedback from participants been positive back through the organization?
7. Does your management team support VAAT? (Eg.- is the feedback you get that they don't see the value or does the cost of replacement staff interfere with full participation if such is lacking, etc.)
8. Please add any other comments on the success within your department with VAAT or challenges.