



MORPH

Mapping Our Road to Power & Healing

Mapping Our Road to Power & Healing

Evaluation Report

Prepared for

Pictou County Women's Resource & Sexual Assault Centre

May 2018

Prepared by

Peggy Mahon, MAdEd., Project Evaluator

Austen & Mahon Associates Ltd.

May 28, 2018.

This blank page is included as the back side of the cover page for double-sided printing.

Table of Contents

- 1. Introduction 1**
 - 1.1 A Word about Language 2
 - 1.2 Evaluation Planning 2
 - 1.3 Evaluation Implementation 3
 - 1.4 Evaluation Scope & Limitations..... 4
- 2. Project Implementation & Outputs 5**
 - 2.1 Engaging Partners, Organizations & Agencies 5
 - 2.2 Reaching Out to Engage Marginalized & Underserved Communities..... 6
 - 2.3 Promoting Visibility of Supports & Services 7
 - 2.4 Offering Community Education & Creating Community Conversations 9
 - 2.5 Strengthening Community Capacity to Respond to Sexualized Violence 11
 - 2.6 Offering Navigation Services 15
 - 2.7 Facilitating Groups for Survivors..... 15
 - 2.8 Facilitating a Program for Allies 20
 - 2.9 Summary of Project Implementation Challenges 21
 - 2.10 Summary of Project Participation & Outputs 22
- 3. Outcomes: Creating Community Conversations & Increased Awareness 24**
 - 3.1 Performances of Slut the Play 24
 - 3.2 Sexual Violence Forum 33
- 4. Outcomes: Strengthening Community Capacity to Respond to Sexualized Violence 36**
 - 4.1. PSART Protocol Review & Asset Mapping 36
 - 4.2 Introduction to Trauma-Informed Practice 38
 - 4.3 Trauma-Informed Practice Working with Sexualized Violence 43
 - 4.4 Human Trafficking Workshop 49
- 5. Outcomes: Supporting Survivors of Sexualized Violence and Allies 54**
 - 5.1 Adult Women’s Skill Building Group for Survivors (Stage 1) 54
 - 5.2 Adult Women’s Groups: Using Mindfulness & Yoga to Cope (Stage 1) 54
 - 5.3 Adult Women’s Mindful Process Recovery Group (Stage 2) 57
 - 5.4 Men’s Groups: Using Mindfulness & Yoga to Cope (Stage 1)..... 59
 - 5.5 Youth Group: Healthy Relationships, Safety & Consent (Stage 1)..... 62
 - 5.6 Friends & Family of Sexual Violence Survivors Skill Building Program 64
- 6. Outcomes: Engaging Organizations, Agencies & Communities..... 65**
 - 6.1 Relationships Have Formed & Strengthened 65
 - 6.2 Benefits for Organizations & Agencies..... 66
 - 6.3 Benefits for Individuals Using Services..... 68
 - 6.4 Community Benefits – Shifted the Conversation & the Community Response 69
 - 6.5 Increased Outreach & Support for Marginalized & Underserved Communities 71
 - 6.6 Improved Cooperation & Coordination among Services & Agencies 76

6.7 Satisfaction with Involvement in MORPH	78
6.8 Support for Continuation & Suggestions for Next Steps.....	79
7. Conclusions & Recommendations	80
7.1 Conclusions	80
7.2 Recommendations	86
Appendix A: Evaluation Outcomes Framework.....	88
Appendix B: MORPH Pictou County: Pictou County Sexual Assault Response Team (PSART)/Community Support Network (CSN)	92
Appendix C: Update of the Sexual Assault Response Protocol – Pictou County Sexual Assault Response Team (PSART)	93
Appendix D: References.....	94

Figures:

Figure 1: Phrases that Describe Relationships to the MORPH Project	66
--	----

Tables

Table 1: Engaging Partners, Organizations & Agencies, MORPH May 2016-March 2018	6
Table 2: Visibility of Supports & Services, MORPH	8
Table 3: Community Education: Creating Community Conversations, MORPH	10
Table 4: Capacity Building to Strengthen Response to Sexualized Violence, MORPH	12
Table 5: Community as Self-Identified by Participants, MORPH Training Workshops	13
Table 6: Gender as Self-Identified by Participants, MORPH Training Workshops	14
Table 7: Role/Situation as Self-Identified by Participants, MORPH Training Workshops	14
Table 8: Navigation & Referrals for Supportive Counselling, MORPH	15
Table 9: Participation in MORPH Groups for Survivors	20
Table 10: Participation in MORPH Friends & Family of Sexual Violence Survivors Skill Building Program	21
Table 11: Summary of Participation in MORPH Programs & Services	22
Table 12: Total Outputs, MORPH May 2016-March 31, 2018	23
Table 13: What Respondents Learned in the Introduction to Trauma-Informed Practice Training MORPH	40
Table 14: What Respondents Learned in the Trauma-Informed Practice Working with Sexualized Violence Training, MORPH.....	45
Table 15: What Respondents Learned in the Human Trafficking Workshop, MORPH	50
Table 16: Traumatic Stress Inventory Scores: Women’s Using Mindfulness & Yoga to Cope & Mindful Process Recovery Groups, MORPH.....	59
Table 17: Satisfaction with Involvement & Activities Initiated by MORPH	79

1. Introduction

This is the evaluation report of the project, *Mapping Our Road to Power & Healing* (MORPH) administered by the Pictou County Women's Resource and Sexual Assault Centre. This was a two-year project that began in May 2016. The project was funded by the Nova Scotia Department of Community Services as a Sexual Violence Strategy Community Support Network Grant, *Breaking the Silence: A Coordinated Response to Sexual Violence in Nova Scotia*.

The MORPH project team included the project partners and the Community Support Network. The project partners were the Pictou County Women's Resource and Sexual Assault Centre (PCWRSAC), Tearmann Society for Abused Women, the Pictou County Centre for Sexual Health, and Family Services of Eastern Nova Scotia. The Pictou County Sexual Assault Response Team (PSART) formed the Community Support Network and was expanded to include additional members for this project. See Appendix B for the list of members.

As outlined by the Sexual Violence Strategy, the overall purpose of the Community Support Network grants was as follows:

To build a collaborative and compassionate service response for victims/survivors of sexual violence through more coordinated counselling and supports, better navigation and visibility of supports, and non-judgmental services and safer spaces.

The specific population intended to ultimately benefit from this project are survivors of sexualized violence in Pictou County. To reach survivors and achieve the overall purpose, the project undertook the following key activities:

- Engaging Partners, Organizations & Agencies;
- Reaching Out to Engage Marginalized & Underserved Communities;
- Promoting Visibility of Supports & Services;
- Offering Community Education & Creating Community Conversations;
- Strengthening Community Capacity to Respond to Sexualized Violence;
- Offering Navigation Services;
- Facilitating Groups for Survivors;
- Facilitating a Program for Allies.

An external evaluator was hired in November 2017 to assess the effectiveness of the project in meeting the overall goal of the Sexual Violence Strategy. The Evaluator worked with project staff and the PCWRSAC Executive Director to complete the Outcomes Evaluation Framework MORPH Pictou County (see Appendix A) that would guide the evaluation. The Framework outlines outcome areas, objectives, qualitative and quantitative indicators, sources of data, and timelines. The evaluation was implemented from November 2017 to April 2018.

This report describes implementation of project activities and outputs, project outcomes, and conclusions - the extent to which the project has met its goal. The report is organized into the following sections:

1. Introduction (this section)
2. Project Implementation & Outputs
3. Outcomes: Creating Community Conversations & Increased Awareness
4. Outcomes: Strengthening Community Capacity to Respond to Sexualized Violence
5. Outcomes: Supporting Survivors of Sexualized Violence & Allies
6. Outcomes: Engaging Organizations, Agencies & Communities
7. Conclusions & Recommendations

1.1 A Word about Language

The language that surrounds sexualized violence, and those who experience it, can be different depending on the context and, in some cases, when the violence occurs. Today, the term sexualized violence is being used more often than the term sexual violence as an overarching term. The term sexual assault is also used and is embedded in the criminal code; therefore, references to sexual assault in the criminal justice system tend to use this term. The terms sexual harassment, sexual abuse, and childhood sexual abuse or historical sexual abuse are also used to describe particular forms of sexualized violence.

Finding the right term for those who are at risk of or who have experienced sexualized violence is challenging. The terms “victim” and “survivor” are often used on their own and together. The term victim, on its own, can be simply defined as “someone who has been harmed.” The term “survivor,” can indicate that the individual is healing and beginning to cope with trauma. The term “victim/survivor” is used to connote that individuals have experienced trauma and are moving toward or are in the process of healing and recovery.

For this project, the preferred terms were “sexualized violence” and “survivor;” therefore, these are the terms used regularly in this report. However, other terms, including sexual violence and sexual assault are used from time to time. This is particularly so if they are embedded in the name of an organization, the title of a service or program, or have been used by an individual who is then quoted in the report. The term “allies” in this report refers to non-offending friends and family of survivors of sexualized violence.

1.2 Evaluation Planning

The overall approach to the evaluation was collaborative and participatory. It was intended to promote participation and learning as integral components to the evaluation process, and to be a useful and constructive learning process that respects and values everyone involved. In this respect, the evaluation intended to gather information from participants in project activities including survivors, allies (non-offending family and friends), youth, service providers, community members, volunteers, and project partners.

The Outcomes Evaluation Framework has guided evaluation information gathering and analysis since November 2017. Since that date, the Evaluator worked with the Navigator and the Executive Director of PCWRSAC to develop data gathering tools. The Evaluator worked with project staff to administer evaluation tools. The methods and tools for gathering information were as follows:

- Tracking participation in project activities;
- Participant evaluation questionnaires for training workshops, the asset mapping workshop, and the skill building program for friends and family of sexual violence survivors;
- Focus group questions for the cast and producer of Slut the Play;
- Interview guide for end of project interviews with project partners, project staff, program co-facilitators, service providers, and community members;
- Review and collate evaluation reports from groups for survivors.
- Review project reports, plans, and summaries.

1.3 Evaluation Implementation

The Evaluator worked with the Navigator to design evaluation forms and questions based on the objectives of each session being evaluated, with the exception of the groups for survivors. Evaluation forms used a mixture of closed questions with a rating scale and open-ended questions. For some programs a pre- and post-group questionnaire was used. All evaluation forms were administered by the Navigator, put into an envelope and given to the Evaluator who collated and compiled the results. Due to the timing of hiring the Evaluator, some programs held earlier in the project were not evaluated; therefore, not all activities identified in the project implementation section (Section 2) have been evaluated.

For three capacity building training events a demographic survey was developed and distributed to participants. They were invited to complete the survey voluntarily. The intent of the survey was to document the diversity of workshop participants as self-identified by those participants. In addition, where possible, the number of youth in various activities was tracked during the project.

The Evaluator conducted a focus group with five young women who were cast in Slut the Play and the play's producer. In addition, the Evaluation conducted 16 telephone interviews with participating service providers/organizations, PSART members, co-facilitators, project partners, and project staff. The focus group and interviews were recorded with permission of those involved. Only the Evaluator listened to and transcribed the results. All transcripts were destroyed at the end of the project.

With respect to the survivors' groups, the Sexualized Violence Therapist designed all evaluation processes and forms. This was because a number of groups had already been completed or were in process before the Evaluator was contracted; therefore, it was decided to continue with those processes in order to provide consistency. The evaluations varied depending on the group and are more fully described in Section 5 of this report. In general,

all groups used a mixture of participant reflection and co-facilitator observations and documentation of changes observed. The men's groups involved oral reflection, rather than written reflection, because of the regulations within the correctional facility where the groups were held. The Sexualized Violence Therapist prepared an evaluation report for each group. The Evaluator reviewed the reports and pulled out key themes based on the success indicators in the Evaluation Framework. The indicators were identified collaboratively with the Sexualized Violence Therapist; however, as pointed out earlier, a number of groups and evaluations had already been completed before the framework was developed.

To ensure confidentiality, all written participant evaluations were completed anonymously. All quotes used in this report were directly taken from written evaluations by participants or transcripts of recorded interviews and the focus group. No individual names have been used in the report.

The Evaluator reviewed all year-end and quarterly reports, proposals, forms, and other related reports. The project staff provided a list of participating agencies and groups to contact for end of project interviews. Program statistics were provided by project staff and partners.

1.4 Evaluation Scope and Limitations

The evaluation allowed for keeping track of participation in project activities. However, it was not always possible to keep exact numbers of some of the larger community education and public awareness events. Where this was the case, project staff who participated in those activities estimated participation numbers to the best of their ability based on number of seats, student population, etc. Also, due to staff turnover, there were some differences in tracking participants in activities. This has been noted where there were apparent inconsistencies in participation numbers.

As pointed out above, the evaluation was limited by the timing of the evaluation contract. Some programs had already been offered; for example, the groups for survivors. Where evaluation process and forms had already been completed, those processes and forms were continued. It was felt that it was better to be consistent than to change the evaluation process and forms part way through. Also, as noted above, some programs held earlier in the project did not get evaluated, such as the first Trauma-Informed Training in April 2017.

2. Project Implementation & Outputs

This section describes the various activities undertaken to implement the project. Outputs are the key accomplishments or “products” of an activity such as educational sessions or capacity building workshops. They also include the people involved such as community members, service providers, and community organizations. This section is organized into the following sub-sections:

- 2.1 Engaging Partners, Organizations & Agencies
- 2.2 Reaching Out to Engage Marginalized & Underserved Communities
- 2.3 Promoting Visibility of Supports & Services
- 2.4 Offering Community Education & Creating Community Conversations
- 2.5 Strengthening Community Capacity to Respond to Sexualized Violence
- 2.6 Offering Navigation Services
- 2.7 Facilitating Groups for Survivors
- 2.8 Facilitating a Program for Allies
- 2.9 Summary of Project Implementation Challenges
- 2.10 Summary of Project Outputs & Participation

2.1 Engaging Partners, Organizations & Agencies

At the proposal development stage, the Pictou County Sexual Assault Response Team (PSART) agreed to be the support network, Community Support Network (CSN), for the project. Other interested organizations became involved with PSART/CSN to support MORPH implementation. A total of 29 members were part of the MORPH PSART/CSN. See Appendix B for the full list of members. The PSART/CSN met regularly throughout the project, received regular updates, and members participated in various project activities.

The project proposal involved four partners including the Pictou County Women’s Resource and Sexual Assault Centre (PCWRSAC) as the lead organization, Tearmann Society for Abused Women, Pictou County Centre for Sexual Health, and Family Services. These four partners initially formed the Community Support Network (CSN) Working Group. Early on in project implementation Family Services ceased to participate actively in the project. The remaining three community partners met regularly (see Table 1) and provided overall leadership and support to the project. In year two, two others joined the CSN Working Group - a representative from the Pictou Landing Native Women’s Association and the Regional Educator, Northern Region, for the Black Educators Association, who is also a resource to the New Glasgow Black Education Committee and community volunteer.

A Navigator and Sexualized Violence Therapist were hired to support implementation of project activities. A major component of their work was connecting with and engaging community agencies and groups for various project activities. The Navigator was responsible for establishing and supporting navigation services, establishing mechanisms for disseminating project information, promotion of supports and services, and working with

PSART on the protocol update. Later in the project the Navigator organized training events, co-facilitated focus groups and group sessions, and worked closely with the Sexualized Violence Therapist in recruitment and screening for group sessions.

The Sexualized Violence Therapist was responsible for the development and delivery of groups for survivors of sexualized violence. Early in the project this involved engaging with various agencies and organizations regarding information about the groups and the referral process. She also worked with the three active project partners and individual community members who agreed to co-facilitate groups. All together there were eight facilitators involved in co-facilitation of groups.

Another way of engaging agencies was by providing regular updates about the project at two other community agency networks, the Interagency on Family Violence and Pictou County Partners (a network of youth agencies). Over the course of the project, this involved approximately 14 updates for each group. On average, there were approximately 22 agencies attending meetings for Pictou County Partners and 11 agencies present for the Interagency on Family Violence. There is some overlap in membership in PSART, the Interagency, and Pictou County Partners.

**Table 1: Engaging Partners, Organizations & Agencies
MORPH May 2016 to March 31, 2018**

Network/Collaboration	# Members/ Organizations	# of Meetings/ Updates	Participation (average per meeting)
Community Support Network (CSN) Working Group	5	32	5/meeting
PSART/Community Support Network (CSN)	29	8	6/meeting
Pictou County Partners	42	14	22/meeting
Interagency on Family Violence	14	14	11/meeting
Co-facilitation of Groups	8	--	--
Total	98	68	44

2.2 Reaching Out to Engage Marginalized & Underserved Communities

One aspect of the project was to reach out to underserved communities including African Nova Scotians, Indigenous, Newcomers, persons with disabilities, LGBTQ2S+ and male survivors of sexualized violence. Realizing early on that these communities had not been involved in or consulted for the development of the project proposal, project staff engaged in conversations with individuals from Pictou Landing First Nation, the African Nova Scotian

community and the Multicultural community. As a result of these conversations, the project was named “Mapping Our Road to Power and Healing” (MORPH), as all of those individuals indicated that inviting survivors to a “sexualized violence survivor’s program” would not be welcoming. Project staff also learned through this process and from other referral sources, that survivors were uncertain about joining groups due to the lack of anonymity. In rural Nova Scotia, with small communities where “everyone knows everyone,” there was concern about maintaining privacy. Also, in some communities, individuals tend to reach out to those they feel safe with, through informal networks within their own community.

Taking this into consideration, there were further efforts to reach out to engage these communities to find out the best way to work with and support those who face barriers to participation. These efforts included reaching out to and meeting with community leaders and organizations and inviting them to participate on the CSN Working Group and in training opportunities. Pamphlets were developed for the LGBTQ2S+ community. Community conversations were organized for the LGBTQ2S+ community, with Pictou Landing First Nation, and African Nova Scotian youth. Project staff also participated in a Lunch and Learn at Pictou Landing First Nation. Groups for men were offered through the correctional institution. These efforts are further outlined in the following sections.

At the time of writing this report, the project is continuing to work with Pictou Landing First Nation and the community will be considering whether to implement the “Mi’kmaq Community Engagement Toolkit on Sexual Violence.” Project partners are also working with Summer Street Industries to offer a program for the adult intellectual disability community called “Doing It Better: Healthy Sexuality Education and Sexual Violence Prevention for Persons with Intellectual Disabilities.”

2.3 Promoting Visibility of Supports & Services

To raise visibility of supports and services available, the project employed a number of strategies including information pamphlets, posters related to specific activities, use of mainstream media and social media, and formal presentations about the project to various community agencies. Table 2 shows these different strategies, the number produced (outputs), and distribution.

Two general pamphlets were developed to provide information about community supports available and focusing on the group programs available through the MORPH Project. One handout focused on survivors/those seeking services and the second for professionals who may want to refer to the group program. About 1,750 pamphlets were circulated in the first year of the project. These were updated in year two, with a distribution of 1,000. The pamphlet developed for the LGBTQ2S+ community was distributed to approximately 200 individuals.

A Facebook page for the network, [Facebook.com/MORPH-Pictou-County](https://www.facebook.com/MORPH-Pictou-County), was developed in April 2017 and used to promote the project, project activities, and the network of support services. By April 2018 (12 months later), there were 287 “followers” on Facebook. A Twitter

account was also established in April 2017, with 39 followers as of April 2018. About one-half of the followers were media and one-half community organizations. The Navigator posts on Facebook and “tweets” approximately three times/week or 10-12 per month. Over a six-month period (October 2017 to March 31, 2018), Facebook views ranged from 678 to 1,865 per month. Total views for that six-month period were 7,375 views for 53 posts. In addition, an event page was created on Facebook for each program and training event with a total of 16,278 hits between October 2017 and March 2018.

Table 2: Visibility of Supports & Services, MORPH

Activity	# Produced (outputs)	Total Distributed (paper, email, aired)	Online Distribution
General Project Pamphlets	2	2,750	
Pamphlets for the LGBTQ2S+ community	1	200	
Facebook	1		7,375*
Twitter	1		39 followers
Website	1		
Posters	23	1,840 through 80-member e-list	16,278 per event pages on Facebook**
Radio & TV Interviews	11	Listening/ viewing public	
Articles & Letters to the Editor in two local newspapers	10	Readership	
Radio Advertising	37	804 aired to listening public (2017-18)	
Presentations to agencies about services and supports	8		
Total	95	5,594	23,692

*Views on Facebook totalled 7,375 from Oct 2017 – March 31/18

**Views of posters on event pages totalled 16, 278 from Oct 2017 – March 31/18

A website was developed – www.morphpictoucounty.ca - and used to promote the project generally. A new website was created (March 31, 2018), that includes a calendar of events and a live-stream of Facebook and Twitter. Community partner websites and Facebook pages were also used to promote the project and project activities.

The project used mainstream media, particularly local radio to raise awareness of the project. An advertising campaign was launched in April 2017 that continued until the end of the project. The campaign included an ongoing general ad about the project and specific ads

each month (12 months to the date of writing this report) focusing on particular topics. This amounted to a total of 37 different ads played for a total of 804 times over the 12-month period. The ads focused on promotion of specific events and programs as well as raising awareness about sexualized violence. Radio and television interviews, newspaper articles, and letters to the editor were other avenues used to get the message out. Over two years, this involved ten radio interviews, one television interview, and ten articles and letters to the editor (some letters printed in the two different local newspapers).

Twenty-three (23) posters designed for specific events and programs were developed and distributed throughout the project through Facebook and to 80 community agencies and groups through e-mail. By the end of the project, the Facebook reach for posters averaged about 2000 per post. The largest reach was 5,500 for the Human Trafficking training event.

Another way to get the message out was through more formal presentations to community agencies about services and support groups. There were eight of these presentations, including the sexualized violence proclamation event for Sexual Assault Awareness Month.

2.4 Offering Community Education & Creating Community Conversations

In addition to raising awareness about supports and services available, the project engaged in a number of activities intended to reach the general public and groups of people with information and resources. The objective was to raise awareness and to create community conversations about sexualized violence, its prevalence and consequences. These activities, the number of events, total number of participants, and number of youth participants are shown in Table 3 (next page).

Five workshops on sexualized violence were offered in the first year of the project with 96 participants. Four were held at the Nova Scotia Community College (NSCC) with 40 participants and one was offered for the Council of Churches with 56 participants. In the second year, three workshops on consent were offered. The first had 12 professionals in attendance. The second and third involved youth training to be peer educators for the Healthy Relationships for Youth (HRY) program, Grade 9 students, and teachers for a total of 150 participants. Also, over the course of two years, eight “Safer Space” workshops were offered by the Pictou County Sexual Health Centre with 116 participants, including 35 youth.

As noted previously (Section 2.2), as part of the process of reaching out to underserved communities, the project hosted three community conversations, one in Pictou Landing First Nation with ten participants, one with African Nova Scotian youth with three participants, and one with the LGBTQ2S+ community with three participants. Project staff also participated in a lunch and learn in Pictou Landing First Nation with ten participants.

Table 3: Community Education: Creating Community Conversations, MORPH

Activity	# of Events	Total # of Participants	# of Youth Participants
Educational workshops on sexualized violence	5	96	40
Educational workshops on consent	3	162	145
Safer Space workshops	8	116	35
Sexual Violence Forum	1	60	20*
Community conversations: African Nova Scotian youth, Pictou Landing First Nation, LGBTQ2S+	4	26	5
Slut the Play	5	750	200
Reading of Slut the Play 40 th AGM	1	40	
Slut the Play Activist Group	1	14	11
Take Back the Night	2	90	
Public Information Sessions (SAAM 2017)	4	20	
Total	34	1,374	456

- Approximate # of youth (not actually counted)

Supported through funding by United Way of Pictou County, the PCWRSAC produced “Slut the Play” on five occasions, including two performances at two High Schools which was followed by community conversation with the audience. The audience was made up of a full range of people from Pictou County. The cast included 11 young women ranging from 18-25 years and crew included three adults, including the Executive Director of the PCWRSAC, who was the play’s producer. Each play was 90 minutes in length followed by a half hour community conversation involving the audience members with the cast and crew. The conversations involved exploring language, rape culture, the role of the by-stander, and services in the Pictou County area, including MORPH. Each audience member received information about MORPH and services in Pictou County. A total of 750 people attended the play, including 200 youth. Approximately one-half of the audience, 375, stayed to engage in conversation after the play. At the Women’s Centre 40th Annual Meeting, 40 people attended a reading of Slut the Play.

Motivated by their involvement in the play, the Slut the Play cast members and the production crew wanted to create a deeper conversation about trauma and how different responses to trauma impact on survivors of sexualized violence and on those they talk with such as peers, police officers, school staff, health providers, etc. As a result, they organized a sexual violence forum, held in April 2017, with approximately 60 participants including youth, police officers, health providers, guidance counsellors, community agencies, and community members.

Slut the Play cast members decided to continue to maintain their connection with each other and with the production crew through a private Facebook page to support networking and communication and called themselves “Slut the Play Activist Group.” Most of the young women involved continued to take action in various ways in the community and through the project. This is reported in the outcomes section of this report (Section 3.1).

The project was involved in organizing events for *Take Back the Night* in 2016 and 2017. Participation in the event doubled from 30 the first year to 60 participants in the second year. The second-year event featured a youth activist, music, and a speaker from the African Nova Scotian community.

Sexual Assault Awareness Month (SAAM) is an opportunity to raise awareness about sexualized violence. In 2017, MORPH featured four public information sessions with a total of 20 participants including: Healthy Sexuality/Personal Boundaries, Hyper-sexualization, Consent, and the Sexual Assault Nurse Examiner (SANE) Program. The Sexual Violence Forum (noted above) was held during this month. Plans for SAAM in 2018 include “Doing It Better” presentations, a media campaign, and Denim Day. On Denim Day, developed by “Peace over Violence” 26 years ago, everyone is asked to wear a pair of jeans to increase awareness of sexual assault and its effects and protest against misconceptions of sexualized violence.

2.5 Strengthening Community Capacity to Respond to Sexualized Violence

The project organized various activities to increase the capacity of agencies and community groups to respond effectively and appropriately to survivors of sexualized violence, as well as to strengthen the overall community response through improved coordination and cooperation among agencies and organizations. Table 4 provides an overview of these activities, the number of events, and participation.

Three training events were organized to increase knowledge and skills related to offering trauma-informed and culturally competent services and supports. The first workshop was held in the spring of 2017 with 50 participants. This workshop occurred over two days, with at least four hours dedicated to cultural competency. As a result of this session, six professionals decided to continue to meet and expand upon and strengthen their trauma-informed practice. The Trauma-Informed Professional Support (TIPS) met on five occasions throughout 2017-18.

The second and third trauma-informed training events were held in January 2018. The first of these, an “Introduction to Trauma-informed Practice (TIP),” was held on January 19 with 75 participants. The next workshop, “Trauma-Informed Practice Working with Sexualized Violence,” focused specifically on sexualized violence. It was held a week later on January 26 with 71 participants. Both workshops aimed to increase understanding of trauma-informed practice and practical application, as well as how service systems and agencies may unknowingly re-traumatize and trigger earlier trauma. They also focused on nurturing resilience, hope and compassion with survivors and creating self-care plans for service

providers and supporters. The second training event also aimed to increase understanding of sexualized violence and how to handle disclosures. Both of these sessions incorporated a discussion of cultural competency.

Participants in the January 2018 training events were asked if they had attended previous trauma-informed training. Forty percent (40%) of participants in the January 19th workshop indicated they had attended previous training sessions, and 50% of participants in the January 26th workshop indicated they had participated in the training event the previous week.

Table 4: Capacity Building to Strengthen Response to Sexualized Violence, MORPH

Activity	# of Events	Total # of Participants
Trauma-Informed Training Events	3	196
Trauma-Informed Professional Support (TIPS)	5	6
Human Trafficking Workshop	1	85
PSART Protocol Update	1	13
PSART Asset Mapping Exercise	1	7
Total	11	307

Another training event was triggered by a report of human trafficking of a youth from the community. This led to the community starting to explore ways to increase awareness and dialogue on this issue. The Human Trafficking Workshop was organized and held in November 2017 with 85 participants. The training, based on a similar session held in Yarmouth, aimed to increase understanding of Canadian perspectives on the law, the Nordic Model, and signs of human trafficking, as well as awareness of supports and services available.

In addition to the training events, PSART members updated their protocols to strengthen their response to survivors of sexualized violence who are accessing the justice system. Thirteen (13) agencies were part of the protocol update (see Appendix C). As of the writing of this report, almost all have signed on to the update. PSART also participated in an asset mapping workshop held in March 2018. The focus of the workshop was to identify community assets including natural, built, service, economic, and social assets. Sustainability and potential threats to those assets were also identified, as well as suggestions for ways to work together to address any threats. There were seven participants in this session.

2.5.1 Demographic Information as Self-Identified by Training Workshop Participants

In addition to attendance at training events, participants at three training events were asked to voluntarily submit demographic information in order for the project to assess the diversity

of attendance at events as part of outreach to marginalized and underserved communities. The three workshops where this was introduced were Human Trafficking, Introduction to Trauma-Informed Practice (TIP), and, Trauma-Informed Practice (TIP) Working with Sexualized Violence. Of the total 231 participants in these workshops, 146 or 63% completed the survey. The following three tables show the results of this survey.

Table 5 shows the community or communities as self-identified by participants. Of the 146 respondents, 22 indicated they identified with more than one community, for a total of 172 responses (some indicated 3 different communities). A large proportion of participants, 71% (104 of 146) indicated they were from the “Caucasian/ White/Settler” community. However, 46% (67 of 146) of participants identified they were living with a disability, LGBTQ2S+, African Nova Scotian, Indigenous/First Nations, International, Asian, Mixed Race, West Indian, or Acadian. All of these have been defined as marginalized or underserved populations for this project.

**Table 5: Community as Self-Identified by Participants
MORPH Training Workshops**

Community Identity	Human Trafficking	Introduction to TIP	TIP Working with Sexualized Violence	Total Responses	% of Completed Surveys (146)
Persons living with (dis)abilities	3	5	4	12	8%
LGBTQ2S+	4	8	4	16	11%
African Nova Scotian/Black	2	7	6	15	10%
Indigenous/First Nations	3	5	4	12	8%
International	3	3	1	7	5%
Caucasian/ White/ Settler	30	41	33	104	71%
Survivor & Ally	0	0	1	1	<1%
Other*	1	4	0	5	3%
Total Responses	46	73	53	172	

*Asian (2), Acadian (1), Mixed Race (1), West Indian (1).

Table 6 (next page) shows gender as self-identified by the 146 participants. Most participants, 92% (134 of 146) were female, 5% (7 of 146) were male, and less than 2% (2 of 146) identified as female/male and CIS gendered female.

Table 6: Gender as Self-Identified by Participants MORPH Training Workshops

Gender	Human Trafficking	Introduction to TIP	TIP Working with Sexualized Violence	Total	% of Completed Surveys (146)
Female	38	54	42	134	92%
Male	3	2	2	7	5%
Female/male	0	1	0	1	< 1%
CIS gendered female	1	0	0	1	< 1%
Blank	0	3	0	3	2%
Total Responses	42	60	44	146	

Table 7 shows the “role/situation” self-identified by participants who completed the survey. Well over the majority, 67% (98 of 146), said they were service providers. Six (6) of 146 or 4% identified as youth and 7% (10 of 146) indicated they were students. There was a total of 177 responses because 26 of 146 participants or 18% indicated more than one category, with some indicating more than one category.

Table 7 Role/Situation as Self-Identified by Participants MORPH Training Workshops

Role/Situation	Human Trafficking	Introduction to TIP	TIP Working with Sexualized Violence	Total Responses	% of Completed Surveys (146)
Service Provider	31	35	32	98	67%
Community Member/Volunteer	5	20	7	32	22%
Youth	3	2	1	6	4%
Parent	2	16	2	20	14%
Student	4	3	3	10	7%
Other*	4	4	1	9	6%
Blank	0	2	0	2	1%
Total Responses	49**	82***	46****	177	

* School Counsellor (3), Professional (1) Pastor (1), Lawyer (1) Early Childhood Educator (1), Women’s Group (1), Program Developer (1);

** 7 participants indicated more than 1 category.

***17 participants indicated more than 1 category;

****2 participants indicated more than 1 category;

2.6 Offering Navigation Services

As outlined in the original project proposal, navigation services would be developed and provided through PCWRSAC. The objective was to provide a seamless response to sexualized violence and reduce the number of times a victim/survivor has to tell their story, therefore reducing secondary wounding.

Navigation Support services included general Information, system navigation, referral, and accompaniment. This was primarily provided through responding to requests by phone and emails, and occasional drop-ins or scheduled face-to face sessions. It should be noted there was only one request for accompaniment. Table 8 shows participation in this service was 663. Requests increased from 12 in the first year of the project (2016-17) to 651 in the second year (2017-18).

Survivors were referred to individual supportive counselling offered by Women’s Centre Support Workers. The Navigator and the Sexualized Violence Therapist also provided supportive counselling for some individuals. Supportive counselling involves providing one-on-one support and problem solving for survivors. Table 8 shows there was an increase from 36 sessions in year one (2016-17) to 48 in year two (2017-18) for a total of 84 Supportive Counselling sessions.

Table 8: Navigation Support & Referrals for Supportive Counselling, MORPH

Activity	Year	# of Sessions	Total
Navigation Support	2016-17	12	663
	2017-18	651*	
Supportive Counselling	2016-17	36	84
	2017-18	48	

* This number is unusually high compared to the previous year. The number of email supports in the first quarter of 2017 was reported as 350 emails. This number is higher than any other quarter. Due to staff turnover, it is not possible to cross-check the reason for the high number of emails in that quarter.

2.7 Facilitating Groups for Survivors

A key activity of the MORPH Project was to offer groups for survivors of sexualized violence. The Sexualized Violence Therapist, who was contracted to develop and deliver the group therapy programs, used a “Stage-based Model for Recovery” approach to group therapy as adapted from Judith Herman (1992). This section briefly outlines the Stage-Based Model; a description of the groups developed; group preparation, procedures, facilitation and evaluation; and participation in groups offered.

2.7.1 MORPH Stage-Based Model for Recovery for Survivor Groups

The “Stage-based Model for Recovery” is outlined in the program manuals developed by the Sexualized Violence Therapist. Briefly, the following is the focus of each stage as described in the manuals:

- **Stage 1:** Stage 1 groups focus primarily on establishing safety, stability, and self-care. These groups are present focused, actively discouraging the disclosure of trauma histories, and emphasize the development of behavioral, cognitive, and prosocial skills for managing trauma symptoms and caring for oneself (Mendelsohn et al., 2011).
- **Stage 2:** Once safety and self-care are established, symptoms are under a degree of control, reliable social supports are established, and life circumstances are fairly stable (Mendelsohn et al., 2011), survivors may participate in group therapy (Stage 2) where group members “bear witness” to one another’s stories.
- **Stage 3:** When group treatment targets the third stage in the stage-orientated approach to trauma treatment, the focus is on interpersonal relationships. Once an individual has overcome the shame and isolation that often characterizes a trauma survivor’s experiences, survivors are more likely to experience a greater sense of community with a wider range of individuals (Herman, 1992).

2.7.2 Description of Stage 1 and Stage 2 MORPH Survivor Groups

Using the above stage-based model of trauma treatment, the Sexualized Violence Therapist designed four different groups as described below. The description of these programs and references were taken directly from the group manuals prepared by the Sexualized Violence Therapist in collaboration with co-facilitators.

a) Skill Building Support Group for Adult Women Survivors

This is a Stage 1 group designed to establish safety, stability, and self-care. This group is present-focused and actively discourages significant disclosure of trauma histories in order to protect group members from being re-traumatized. This group emphasizes the development of behavioral, cognitive, and prosocial skills for managing symptoms and for caring for oneself appropriately.

One program goal is to assist members with increasing their understanding of psychological safety and to effectively learn and apply skills to increase their sense of safety. Other goals include: relieving shame, reducing isolation, promoting mastery and empowerment, modeling healthy relationships, and increasing self-awareness. This group was designed to run for ten two-hour sessions with eight to ten participants. Groups could run with a minimum of three participants.

b) Using Mindfulness and Yoga to Cope

This is also a Stage 1 group that focuses on using mindfulness and yoga to cope. This group is designed to establish safety, stability, and self-care. It is present-focused and actively discourages significant disclosure of trauma histories in order to protect group

members from being re-traumatized. This group uses specific tools of mindfulness and yoga to assist group members with increasing their skills to remain safely present in the here-and-now.

The overall goal of this program was to help individuals shift their automatic reactions - their unconscious behavioral patterns that are a result of an overactive threat system - towards responding by soothing this threat system. This program was derived using the theory of mindfulness and from the principles of Trauma Sensitive Yoga. Mindfulness has been proven to be beneficial in the treatment of trauma-related disorders through the body, brain and mind connection. Changes can lead to greater emotional regulation, increased stress tolerance, and stress management skills. Trauma Sensitive Yoga is an evidence-based program developed at the Trauma Center at the Justice Resource Institute which places emphasis on Interoception (sensing one's body), Choice, Taking Effective Action, and Being Present. Because trauma is stored in the body, it brings the body into the healing process enabling survivors to foster a more positive relationship with their body through gentle breath, movement and mindfulness practices.

Originally, this program was designed for males over 18 years of age who are/were incarcerated at the Northeast Nova Correctional Facility. The men's groups were designed to run for five ninety-minute sessions with eight to ten participants. Groups could run with a minimum of three participants.

The Sexualized Violence Therapist also designed a similar program for adult women. One group was designed for four sessions and one for eight sessions. The longer group (eight sessions) allowed for more focus to be placed on utilizing tools of mindfulness to create a more compassionate self-narrative, and more specifically around mindful compassionate self-awareness to one's experience. All the women's sessions were two hours in length with eight to ten participants. Groups could run with a minimum of three participants.

c) *Mindful Process Recovery Group for Sexual Trauma*

This is a Stage 2 trauma-informed group. The focus is on utilizing mindfulness tools as an anchor to safety within group members, to increase their ability to connect with themselves and others, and to view their trauma experiences as separate from their own identity. Mindfulness is used as a tool to utilize the skills of Stage 1 as group members begin the later stages of healing.

Through gaining support from other survivors of sexual trauma and the facilitators, it is the goal for healing to occur in a safe environment. Trauma responses are viewed as "maladaptive coping skills" that were historically adaptive in the aid of survival. These responses often occur outside of one's awareness and are automatic. The idea is to assist women with increasing their awareness of these automatic reactions and interrupt the process by replacing them with coping skills that are more adaptive in the present day, as well as utilizing tools to rewrite their trauma narratives. This group was designed to run

for five two-hour sessions with eight to ten participants. Groups could run with a minimum of three participants.

d) Youth Group: Healthy Relationships, Safety and Consent

The youth group was a supportive trauma-informed youth group that focused on healthy relationships, consent, and safety. It included an educational component, a skills component, and a psychotherapeutic component. The objective of the educational component was to decrease feelings of shame and guilt that a youth may experience as a result of being a victim of sexual trauma. Youth were provided with written information including facts and resources about statistics, consent, personal safety (i.e., the impact of substance use on sexual decision making), and healthy relationships. The skills component focused on teaching relaxation techniques (mindfulness techniques), emotional regulation (or anxiety management), assertiveness training, social skills, and problem-solving. The psychotherapeutic component was achieved through creative expression with art. Through these activities, youth were learning skills, while achieving a therapeutic experience. The group was designed to run for four ninety-minute sessions with eight to ten participants; however, could run with a minimum of three participants.

2.7.3 Group Preparation, Procedures, Facilitation, and Evaluation

Various tools and processes were developed to interview and screen potential participants. These included: referral processes, a pre-screening questionnaire and process, informed consent forms and process, and pre- and post-group questionnaires for evaluation purposes. Some forms were unique to different groups. Processes were developed for confidentiality, safety, attendance and participation, drug and alcohol use, and use of technology during the program. Group facilitation was a collaborative effort with individuals from organizations and community members agreeing to co-facilitate with the Sexualized Violence Therapist.

Referrals to the women's groups came from self-referrals, professional consultations, and through a supportive transition between the referring agency, the Sexualized Violence Therapist, and the potential member. When the first group was being organized, emails were sent to agencies and community organizations to provide an introduction to the facilitator, the project, and the groups. Follow-up meetings were held to provide information about the group and the referral process, and staff/volunteers were asked to refer eligible individuals to the program.

The men's program resulted from meetings and communication between the group facilitators and the clinical staff at Northeast Nova Scotia Correctional Facility. With assistance from the social workers and case managers at the correctional facility, group participants voluntarily signed up to participate in group. All group members were pooled from a specific unit. The group was delivered to four separate units in total.

The Youth Group was originally designed as an art therapy program with a registered Art Therapist. This was promoted through the schools but there was no uptake for this session.

The content and focus of group then shifted to the program described above (See 2.7.2 d.) and was co-facilitated with a community member. Participation was through referrals from the community member. The Art Therapist collaborated with the co-facilitators to deliver an Art Therapy exercise for one session of the group.

2.7.4 Participation in Groups for Survivors

Table 9 shows the number of groups offered for adult women, men and youth, the number of sessions, participants who started each group, and the “average participation” in each group. Over the course of the project, there were nine (9) groups with a total participation of 59 and an average participation of 44 participants. The reason for including “average participation” is that there was variation in attendance in both the women’s and men’s programs, with not everyone completing the groups. Therefore, the “total participation” is the total participants who started each group, but the average participation represents overall average attendance.

- ***Adult Women’s Groups***

Three Stage 1 groups and one Stage 2 group were offered for adult women with a total participation of 23 women and an average participation of 15 women. The “Skill Building Support Group for Survivors” was planned for ten sessions but ended after nine sessions due to reduced participation. Two “Using Mindfulness and Yoga to Cope” groups were offered, one for eight sessions and one for four sessions. The women involved in the longer group requested a ninth session to hold a closing smudging ceremony with an Elder. Also, at the request of this group, a five-session Stage 2 group, “Mindful Process Recovery Group for Sexual Trauma,” was held in late fall 2017.

For all women’s groups there was some absenteeism due to work or illness. A small number of participants did not return due to “life stressors occurring,” it was “not the right time,” or decided to have individual therapy rather than group therapy. The first group had two cancellations/re-scheduling of sessions due to weather which meant extension of the program, which in turn affected attendance. Additional challenges with this group are more fully outlined in Section 5.1. The Sexualized Violence Therapist adjusted the content and focus of future groups to meet the needs identified from this group. The next two Stage 1 groups offered were “Using Yoga and Mindfulness to Cope” groups.

- ***Men’s Groups***

Four five-session groups were offered for men in the correctional facility, with a total of 31 participants starting the groups and an average participation of 24. As noted above, all group members were pooled from a specific unit and the group was delivered to four separate units in total. For the men’s groups, a small number dropped out voluntarily, but the biggest reason for drop-off was due to the men being released from custody or transferred to another facility or another unit within the facility.

- ***Youth Group***

One youth group was held with five participants who attended all four sessions.

Table 9: Participation in MORPH Groups for Survivors

Target Audience	# of Groups	Name of Group	When Offered	# Sessions	# Participants Starting the Group	Average Participation
Adult Women	4	Adult Women’s Skill Building Support Group for Survivors	Jan-April 2017	9	6	3
		Adult Women’s Mindfulness Yoga Group	Sept-Oct 2017	8	8	5
		Adult Women’s Mindful Process Recovery Group for Sexual Trauma	Nov-Dec 2017	5	5	4
		Using Mindfulness and Yoga to Cope	March 2018	4	4’	3
Subtotal Women	4			26	23	15
Men 18 and over	4	Using Mindfulness and Yoga to Cope	Apr-June 2017	5	5	4
		Using Mindfulness and Yoga to Cope	June to Aug 2017	5	10	8
		Using Mindfulness and Yoga to Cope	Nov-Dec 2017	5	8	6
		Using Mindfulness and Yoga to Cope	Jan-Feb 2018	5	8	6
Subtotal Men	4			20	31	24
Youth	1	Healthy Relationships, Safety & Consent	Mar 2018	4	5	5
Subtotal Youth	1			4	5	5
Total:	9			50	59	44

2.8 Facilitating a Program for Allies

The first program offered was promoted as an “ally group” and there was no interest shown. Next, project staff altered the program to focus on skill building for non-offending “friends and family of sexual violence survivors” (allies). There were six registrations but only two came to the program (See Table 10). The Navigator, who was one of the co-facilitators, checked in for the first few weeks with the others who registered, but no others came to the

program. The overall goal for the program was to increase knowledge and skills of friends and family of survivors in order to strengthen their ability to support their friend/loved one. This 5-session program included the following topics: vicarious trauma, fears, confidentiality, sexualized violence, consent, trauma-informed practice, how to respond to disclosures of sexualized violence, suicide intervention, and self-care.

Table 10 Participation in MORPH Friends & Family of Sexual Violence Survivors Skill Building Program

Target Audience	# of Groups	Name of Group	When Offered	# Sessions	# Participants Starting the Group	Average Participation
Allies	1	Friends & Family of Sexual Violence Survivors	Feb-Mar 2018	5	2	2
Total:	1			5	2	2

2.9 Summary of Project Implementation Challenges

There were some key factors that impacted on how the project moved forward. The first, mentioned earlier in this report, is that all three leaders of the partnering organizations were new to their positions and only one was involved in the development of the project proposal, but was very new to her position at the time. They realized that there had not been a community engagement process prior to the development of the proposal, nor had the proposal built in a community needs assessment to determine what survivors in various communities of Pictou County wanted and needed. They learned from various service providers, as well as from the African Nova Scotian community and Pictou Landing First Nation, that groups were not an option. Individuals were uncertain about joining groups due to the lack of anonymity in a rural area and indicated their preference would be for individual therapeutic counselling. Project staff and partners realized a different approach was needed with marginalized and underserved communities. The project needed to reach out to build relationships and work with community members to find out what was needed and how communities could best be supported to address sexualized violence.

Planning for the survivor groups faced some hurdles in addition to the challenges noted in the previous paragraph. The group programs were new programs and, therefore, time was needed to develop program content and to engage co-facilitators. This was an important but slow process. Also, some groups had to be re-designed based on input from participants or due to lack of referrals. Turnover in the Navigator position created some challenges with keeping the momentum going for getting groups organized and up and running. As a result there was a slower start to implementing groups; two groups were shorter than the ideal situation toward the end of the project; and, participation in groups was not as high as originally anticipated.

There were challenges with the number of hours allocated and the rates of pay for the staff positions in the project budget. With respect to the Sexualized Violence Therapist, the educational requirements created challenges in hiring for the position, due to wages not being in accordance with a Master’s level education. Rate of pay and hours allotted impacted on the turnover of the Navigator’s position, as individuals were able to secure more permanent, better paid positions.

The project had initially planned to actively engage high school and Nova Scotia Community college students (NSCC) in several student body driven campaigns to increase awareness about sexualized violence and supports and services available, with a focus on increased support for youth and underserved populations. The teacher’s work to rule activity in fall/winter 2016-17 meant that it was not possible to implement the plan as proposed. The project, however, was able to engage 456 youth through the production and performance of Slut the Play, educational workshops on sexualized violence, a sexual violence forum, consent workshops, and Safer Space Workshops (see Section 2.4 and Table 11 below).

2.10 Summary of Project Participation & Outputs

Table 11 summarizes participation in MORPH programs and services from May 2017 to March 31, 2018. There was a total of 915 sessions and collaboration meetings with a total participation of 2,457, including 467 youth. Table 12 (next page) shows the total outputs or products for MORPH was 254. This included programs, services, program materials, and various activities associated with creating visibility of services and supports.

Table 11: Summary of Participation in MORPH Programs & Services

Programs & Services	Total # Sessions/ Meetings	Total Participation	Total Youth
Engaging Partners, Organizations & Agencies & Co-Facilitators	68	52	
Community Education & Community Conversations	34	1374	456
Capacity Building: Training Events	4	281	6
Capacity Building: Asset Mapping, Protocol Update, and TIPs	7	26	
Navigation Support	663	663	
Individual Supportive Counselling	84		
Survivor Groups	50	59	5
Friends & Family of Sexual Violence Survivors Skill Building Program	5	2	
Total	915	2,457	467

Table 12: Total Outputs, MORPH, May 2016-March 31, 2018

	Activities	Outputs
<i>Engaging Partners, Organizations and Agencies</i>		
	Community Support Network (CSN) Working Group (Planning & Organization)	32
	PSART/CSN Meetings (Updates/Communication)	8
	Pictou County Partners and Interagency Committee on Family Violence (Updates/Communication)	28
	Co-facilitators	8
<i>Visibility of Supports and Services</i>		
	Presentations about the project	8
	Handouts/Posters/Brochures to promote services, events, & programs	26
	Online: Facebook, Website & Twitter	3
	Mainstream Media (interviews/articles)	21
	Radio Campaign/advertising	37
<i>Community Education & Community Conversations</i>		
	Educational Workshops and Sexual Violence Forum	17
	Community Conversations: African Nova Scotian Youth; Pictou Landing First Nation, LGBTQ2S+.	4
	Slut the Play Performances & Community Conversations	5
	Reading of Slut the Play at 40 th AGM	1
	Slut the Play Activist Group	1
	Events: Take Back the Night and SAAM Public information Sessions	6
<i>Capacity Building</i>		
	Training Sessions (Trauma-Informed Practice & Human Trafficking)	4
	Trauma-Informed Practice Support group (TIPS)	1
	PSART Protocol Update	1
	PSART Asset Mapping Report	1
<i>Navigation and Individual Supportive Counselling</i>		
	Navigation Support through the Navigator	1
	Supportive Counselling by Women's Centre & MORPH staff	1
<i>Evidence-based Trauma-Informed Groups for Survivors & Allies</i>		
	Survivor Groups	9
	Friends & Family of Sexual Violence Survivors Skill Building Program	1
	Forms (pre-screening; pre/post-group questionnaires; informed consent; information agreement forms)	16
	Manuals for Group Facilitators and Survivors	5
	Evaluation Reports (Sexualized Violence Therapist)	9
Total		254

3. Outcomes: Creating Community Conversations & Increased Awareness

Outcomes related to increased opportunities for awareness and creating conversations are outlined in this section. As noted in the Limitations to the Evaluation (Section 1.4) not all community education events were evaluated, partly due to the timing of the evaluation contract and partly due to the size and nature of some of the awareness events. This section presents reflection on the following two activities:

- 3.1** Performances of Slut the Play
- 3.2** Sexual Violence Forum

3.1 Performances of Slut the Play

Slut the Play was performed on four occasions, twice for the general public and twice in schools. This section reports on the impact of the play on increasing awareness of sexualized violence based on a focus group facilitated by the evaluator with five of the young women involved in the play, as well as the report prepared by the director of the play based on interviews with three of the same young women and with some members of the general public who came to view the play. The play's producer also participated in the focus group and interviews.

The outcomes are reported according to the following evaluation framework indicators:

- 3.1.1 Increased understanding of sexualized violence and its impact;
- 3.1.2 Increased knowledge of supports and services available;
- 3.1.3 Changes in individuals – attitudes, feelings, and actions;
- 3.1.4 Feel more able to support survivors of sexualized violence;
- 3.1.5 Observed an increase in community awareness of sexualized violence;
- 3.1.6 Actions planned to take or taken as a result of involvement.

3.1.1 Increased understanding of sexualized violence and its impact

Involvement in the play for the young women, who were cast members, not only increased their understanding of sexualized violence, but their understanding of the impact of our culture on their everyday lives and the extent to which various forms of violence are normalized. They became more acutely aware of how pervasive it is in music, in media, in school, and at social gatherings – the small remarks, the jokes, and the gossip, as follows:

The little things we say that “didn’t mean anything” are the things that enforce rape culture and make it the norm.

The way I am able to articulate my thoughts about rape culture. ... I didn’t realize how engrained that is in our culture and our society and even the people who are directly impacted by it every day don’t notice it. ... It’s that much in everything that we do and say and see that we almost don’t even notice anymore.

I had a bit of realization of how far reaching it is ... it made me notice the effects of the ways we treat women and violence in our own communities and homes.

Joey (one of the characters in the play) didn't have sexual intercourse, but she was still sexually assaulted. And that was something that stood out to me. You don't have to actually have sex for it to be sexual assault. Even something like touching or anything like that. That is still a major thing. Before, I would have thought that is not so bad. Now, to me, any non-consensual touching is bad on every front. Those things stood out to me a lot.

The way I am able to articulate my thoughts about rape culture. ... I didn't realize how engrained that is in our culture and our society

Young Woman

Another related point was made by the play's producer. She initially thought that the actual presentation of the play was going to be the major impact. She realized, however, that the conversations that occurred among the cast were just as important, as they worked through the material they were going to present and developed their own analysis of the issue:

As we started peeling back the layers of the script, I started seeing and realizing in a very new way the impact of the culture that we live in on all of us. It seemed easy in the beginning to intellectualize what we were doing. ... Then, as the layers peeled back, it became really evident that all of us live in a rape culture that just gets into our psyches in a way that things become normalized that you don't talk about it. But, because of the play, we were able to talk about it and that was really surprising to me.

Several said they were aware of the jokes and gossip previously and knew it was wrong; however, they are now more aware of the prevalence of it. They are also more aware of different perspectives and differing opinions and that people tend to keep it disconnected from their lives. Related to this disconnection, they pointed out how warnings about sexualized violence are often very dramatized which makes it easy to push it away; whereas the play helped the audience and cast to see that anybody could find themselves in the situations as follows:

I started to notice it more and more, I was aware of it, but I also never had realized how dramatized everything was about it. It was pushed so far from people's lives. When people are talking about it, you see stuff warning people about it, and it is always a crazy scenario and it is so easy to look at it and go, "Well, that's not going to be me. I'm not going to do that." And there is always that reason that is given very clearly in every example, "Well if they wouldn't have done this." ... The play isn't like that. It is very easy. Anybody could look at that and think I have been there done that and I could have been in that situation or have been in that situation or I am probably going to do something like that and will end up in that situation, that it is so easy to see it as yourself and see it as your friends. That it made me realize how almost everything else keeps it disconnected and like a Hollywood film or like a Hollywood movie instead of it being the reality that it is.

After doing the play, and realizing everything, and getting more knowledge, there are red flags to me that are so prominent in our high school culture.

Young Woman

After doing the play, and realizing everything, and getting more knowledge, there are red flags to me that are so prominent in our high school culture, and this is crazy, and I never noticed this before. Just small remarks every day, even in class. It is so prominent to me now. ... I knew that it wasn't right, but it was so normalized by everyone. ... I started to recognize music and media, and this has made a big influence. Especially at social gatherings and parties. It is so evident to me now, (the) different situations.

They also realized the extent to which those who experience sexualized violence are blamed and shamed, as well as the limitations of the justice system and re-victimization of those who have experienced sexualized violence in the justice system.

One thing that stood out to me (about the play) was how the parents of friends reacted. ... In my own personal life, if something were to happen if my mother or someone else's mother were to say something that re-victimizes the victim, it is just like a red alert now.

I didn't realize how messed up the justice system is. All it does is re-victimize people ... and it kind of discourages people from doing anything about their cases. And I never realized that. I always thought that if this happened to me, I could just call the police and they will deal with it, and it will be fine, and it is not for a lot of people.

The importance of the use of language was another point raised in the focus group, use of slut and the term victim as noted in the following comments:

Slut. That word has been such a journey for me and has gone everywhere from being a word that I use when I was younger to being something like the girls in the play who are trying to take it back and they want it to be empowering, to what it is now for me, which is very different again. And we talked a lot about what that word is and what it means and how we use it, should we even use it, or should we abolish it from our vocabulary. ... I agree, just saying the word slut has been such a journey for all of us.

That is something that stood out to me a lot after working with the Women's Centre ... and seeing the word survivor instead of victim. Even in my own life now when I write stuff, I always use the word survivor instead of victim now.

3.1.2 Increased knowledge of supports and services available

The young women reported that they had varying degrees of knowledge of services before they became involved in the play as reflected in the following comments:

I already knew about the Women's Centre and Tearmann House ... I have always known it was there as an option.

I vaguely knew about it and I knew there were places ... I think I never realized how accessible it was. ... I always had this idea that you had to be in an absolute, devastated, nowhere else to turn ... situation to be able to receive any help for anything like that. So, I never realized that ... they are there to support so anybody who feels like they need that support. ... That was really cool, to learn how accessible it was.

With respect to services available through the high school, some knew there were services available, but indicated that they only learned about those when they had needed them and that it is not general knowledge that services are available in the schools. Others weren't aware that services were available through the schools. It was pointed out that the information is put out to students through newsletters, etc., but it becomes like "white noise" or "background noise," and most don't pay attention until they need those services.

I had no idea that there were outreach workers from Tearmann (House) that came into the schools.

That is one of the high school's best guarded secrets, honestly. They have so many great options available for students who are struggling with anything ... I had no idea and I don't know how many other students have no idea. It is a private thing. ... It was not until I was in a situation where I was actively seeking them (that I knew of the services).

That is one of the high school's best guarded secrets, honestly. They have so many great options available for students who are struggling with anything.

Young Woman

What I found out about our high school's resources was it was a best kept secret but, at the same time, they tried everything to get out there. ... They made it so accessible. They made sure that every student was aware with newsletters, or posters or whatever ... but it is just part of the background ... It is out there for people to see, but you don't pay attention to it. ... So, it is out there but it just kind of takes something like this to really get you to pay attention to it.

3.1.3 Changes in self – attitudes, feelings and actions

Participants in the focus group and interviews were asked if they observed any changes in themselves as a result of their involvement in the play. Their responses indicate that the play itself has had a transformative effect on the lives of those involved in the production. Changes ranged from changing viewpoints, words, and actions, becoming less hesitant or more confident to say and do things, as well as their connection to feminism.

One young woman talked about thinking more critically when faced with a situation as follows:

I find when I hear people gossip when things happen to other people at school and when I hear them I used to be like oh whatever, that happened, but now I think deeper about it. If my friends are talking about somebody and talking about their situation in a judgmental

way, I'll stop and consider what might have happened, instead of just taking it as they are depicting it to me.

A number of the young women said that it changed every aspect of their life from changing the way they think about things, to being able to put thoughts into words and action as follows:

It has changed every aspect of my life – like, I don't know how to narrow it down. From the way that I think about things, from the way that I speak about things, and the way I view everything.

Young Woman

It has changed every aspect of my life – like, I don't know how to narrow it down. From the way that I think about things, from the way that I speak about things, and the way I view everything. Everything has been altered in some way with doing the play.

It changed my personal life a lot. I got a new job and I got out of a relationship that was not great for my own mental or physical health. This opened my eyes to how bad things were and how much I needed to change, and it gave me the courage to step up and do that. It changed pretty much every aspect of my life.

I think I have a better grasp on how to actually explain logically and in a more intellectual way why certain comments or certain discussion has a negative impact on our culture. And why it is much more degrading or much more harmful than we think when we're saying it. And we think it's a joke and how we just further the issue by letting it go. ... I can actually put my feelings into thoughts and therefore into words and action now.

I honestly don't think that the words "life changing" and the word "impact" have either meant as much in my lifetime or have also fallen so short of what they mean. I think I can speak for all of us when I say absolutely life-changing.

They also talked about gaining confidence in their relationships, as well as being less hesitant in speaking out on issues in the community.

There are things within the community that I would have been hesitant to take up and make my voice heard about. ... I changed a lot through the process. Now absolutely, I am not scared to let people know. I am a feminist and if you have a problem with that I can sit down with you and explain what it means to me.

In my relationships, I am a lot more confident with what I want and what is okay and the way I express my consent is very different.

In my relationships, I am a lot more confident with what I want and what is okay and the way I express my consent is very different.

Young Woman

One young woman talked about making the connections between what a feminist is and finding her voice for that, while another indicated that feminism had always been part of her life, but it is more amplified now as follows:

Generally, before I was hesitantly a feminist, ... and I think I never really made the connection about what it meant. Through the play and through this whole experience, I found that and found what it meant to me and what it meant within the community and found my own voice for that and what I wanted to say with it.

I was always aware of things and this whole hearing other people being judgmental or hearing people using this demeaning terminology always bothered me. I would normally say something, but it is just amplified now.

3.14 Feel more able to support survivors of sexualized violence

All those involved indicated that they are more able to support survivors. They mentioned feeling more confident to speak up to support others and are more able to share information or resources based on their new understanding of services available as noted in the following comments:

It has helped me build my confidence so much in situations like that and helping other people if they are in situations like that.

Young Woman

If somebody were to come to me and need help, then I know that I can help them and direct them to where they need to go to solve their problems. ... Also doing the play, helped me learn what not to say if somebody were to come to me. Before, I would jump to conclusions or be a little more judgmental, but now I understand better how certain things could make a victim feel worse about it.

The way I can help spread information to women and even to men because I work primarily with men. ... I am able to help provide them with resources that is accessible to everyone. So, it is not even just my ability to help women, but all young people in the community and spread my knowledge of resources that way.

This perspective thing was a huge thing for me, like huge, huge thing. Anytime I hear anything now, I automatically consider every perspective and, if they are being judgmental, then I would defend the person. ... Even in myself, I am a lot more confident in myself. I know now if I was in that situation I would say something. Before I probably wouldn't have said something. ... It has helped me build my confidence so much in situations like that and helping other people if they are in situations like that.

They also talked about the importance of their shared experience and the ability to reach out and support each other if needed as noted in the following comment:

This has helped me grow so much as a person and I know that if I was having a similar experience that I can message any one of the cast members and beyond and they would reach out and help me.

3.1.5 Observed an increase in community awareness of sexualized violence

When asked if they had noticed any changes in the community as a result of this play, everyone commented on the conversations that the play has created in many ways and in many places – homes, schools, workplaces, coffee shops, on the street, and social media. It created opportunities to be interviewed on the radio and to talk about sexualized violence and social justice. There were also referrals to the Women’s Centre and Tearmann House.

Both the Women’s Centre and Tearmann House reported an increase in referrals to services after the December 6 presentation of the play. Previous to this, the Women’s Centre was mainly dealing with historical situations as indicated in the following comment:

We did this December 6 and in January the Women’s Centre received 7 referrals for sexual violence that were not historical ... and Tearmann received the same amount. ... For me, the impact was having 14 people reaching out for service before years and years of isolation and agony was incredibly moving and powerful. There will never be any way to prove that was a direct result (of the play), but you will never change my mind ... because it was so unusual.

There were many impromptu conversations on the street and in workplaces where the cast became almost like a catalyst for conversation, as noted in the following comments:

It seemed like it suddenly was everywhere. I know that we didn’t reach all of Pictou County and I know there’s a lot of people who had no idea that it ever even happened, but it just seemed like it was everywhere. ... Like, you turned a corner and somebody looked at you (and would say), “Hey you are that chick from the play and then would start a conversation. And, people would make a comment about it. “Well, since I saw it, I feel like we need to change things.” And, it seemed like things were changing. It seemed like all of a sudden somebody hit “play” on the recorder that was holding Pictou County in place. It just seemed it was something that immediately started going and it seems like it is still going.

We reached a lot of people. Then it was, like, suddenly it seemed like no matter who was standing near me, if it happened to come up in conversation, everybody was like, “Oh yeah, no, I know what that is, I know what that play is.” It seemed like it was just a conversation everywhere and it seemed like every organization, every person, every part of Pictou County all seemed to have their own little bubble of Slut the Play.

I had three people recently (come up to me in two different workplaces and) say, “Oh I recognize you from somewhere.” She was like, “I know you from somewhere, what do you do?” I said I do a fair bit of theatre and she is like, “Slut.”

It seemed like it was just a conversation everywhere and it seemed like every organization, every person, every part of Pictou County all seemed to have their own little bubble of Slut the Play.

Young Woman

I used to love it in the summer and there was a bunch of people who used to come to (where I was working) and people would say, "Oh...you look familiar." There were three women (who said), "Oh, you were in that show at North Nova and that play was so important ... that was great."

I have had people who are complete strangers to me come up to me ... and (say) "Thank you for bringing conversation about sexual violence to our community." ... I think that is where we are at in terms of being able to effect change. We first need to talk about it, think about the language, and know what it is we are talking about collectively. We need to be on the same page.

The play was presented to students in the two high schools followed by a conversation between the audience and the cast. In one school, when the conversation started after the play, one comment from the back of the auditorium was a rape joke, and there wasn't an opportunity to speak to it because the bell rang. They pointed out that though there wasn't the opportunity to speak to it at that moment, there was a huge reaction on twitter afterward among students and others who got wind of it. It was also pointed out that the school administration did not ignore it and responded as well.

I think that was almost in a way an enlightening and good thing to happen – it didn't stop there at that high school. Afterwards, there was a huge twitter upheaval and I think that was something really cool to see happen. ... It definitely would have been nicer to just hear people being positive about it, but I think it was really interesting to see the negative rape joke and then seeing half of the school and then everybody else who caught wind of it get so angry and call them out and be, like, this was entirely inappropriate.

There were varying reactions from family members ranging from being very supportive to very little or no reaction in one case. Some expressed some surprise at the extent of support they received. They also had come to an understanding that, for a variety of reasons, not everyone was able to be supportive. Some changes they discussed were new realizations that their parents experienced as a result of seeing the play and different conversations they were having with their parent/parents around their choice of dress or around the justice system as follows:

(My parents) were a lot more supportive than I thought they would be. It brought them to the realization and it made me happy. Mom used to tell me, "You don't want to wear that too low." She understood things differently (after the play). It was nice and rewarding to me to go home to a different kind of environment.

(My mother) saw the play twice and the second time she literally sat in the car and had a conversation with me where she realized that she didn't realize how bad she was with contributing to things. She always thought she was very supportive and didn't contribute to this whole culture. ... My father didn't come to see the play. ... He decided it was too much to go watch. ... But since my involvement, and since my mother has a new-found empowerment in it, (my father) is now surrounded by women who won't let him get away

with anything, so he has learned to stop making comments (about my clothes). It is really interesting that he kind of caught on ... seeing him change in participation with us.

My boyfriend came to the show and we had a conversation afterward about the importance and value of language, and I have noticed changes in his actions and we talked about people we surround ourselves with.

My biggest reaction was a non-reaction. My boyfriend came to see it only because I was in it. He talked about the play and he liked seeing it and said it was interesting, but there was almost no change. I think he missed the point. He didn't come right out and talk a lot about the actual content. ... As far as being open to conversation about that kind of stuff, there was almost nothing there and that was a big red flag.

As part of her interview process, the Director asked eight members of the audience for their lasting impressions months after they saw Slut. Many commented that the play has a significant impact on them and increased their understanding of what happens to those who are sexually assaulted, particularly the isolation and shaming and blaming that occurs. They mentioned that the play had triggered conversations, made them conscious of the need to check their own reactions to the issue, changed the way they approached their children on the subject, or motivated them to do something to advocate for change. The following is one of those comments:

It made me more conscious of the issue, (and) changed the way I approach my teenage children on this subject.

Audience Member

The most meaningful or impactful part about attending this play was that sexual violence was even being discussed. That what happened (in the play) was wrong and important to speak about. It made me more conscious of the issue, (and) changed the way I approach my teenage children on this subject.

3.1.6 Actions planned to take or taken as a result of involvement

Involvement in the play has prompted many different kinds of actions, many of which have already been described in previous sections. These include confidence to stand up for themselves, to stand up for women and women's rights, to support women, as well as sharing information about resources and supports available as follows:

Every aspect has been changed in some way, from my own actions and things I might not have done or said that maybe you were a little hesitant to, because ... (you ask yourself) "Is it worth putting up the argument and the fight?" I think I am a lot less apologetic. ... The way I stand up for myself and women in general and people's right to choose to want access to certain resources or the way they approach their own needs and what's out there, and not be judgmental of the way that they want to handle things.

The Women's Centre is huge and I have gotten involved in the Take Back the Night March ... and being able to hear someone say something and catch that and then say, "Hey, here

is this really cool place where you might want to go talk to someone and they may be able to help you out with stuff if you need it.” Being able to do that.

Some felt responsibility and the motivation to do something about justice for women who experience sexualized violence and the justice system, including creating a film about the issue as follows:

In thinking about our justice system. ... I think part of rape culture has been, well you know our justice system isn't very just. ... It is set up for the offender and not set up for the victim and that is the way it is. ... I realize that it is my responsibility to say that I expect more from Canada ...do we need to look at other alternatives? And, yes, maybe we do, but we also have the right and responsibility to demand a just legal system.

I worked on a final film project for school ... on the Canadian judicial system and rape culture in Canada. I think, just since all this, I kind of have the same mindset that I expect more from my country and from my government. I follow things like that a bit closer. And, how we define sexual assault. That is a major thing and something that is not talked enough about. There is so much confusion and so much grey area that doesn't need to be there, that makes it so much harder for women and so much harder for people trying to comfort survivors when they disclose. That could just be eliminated if we could all have a conversation about it.

Other actions, as noted in the previous section, were informal that occurred between cast members and people who had seen the play conversations on the street, in the workplace and with friends and family. In addition, there was an opportunity to create a more formal conversation at a sexualized violence forum organized by those involved in the play as outlined in the next section.

3.2 Sexual Violence Forum

The sexual violence forum grew out of the production of *Slut the Play*. In the process of doing the play, the cast became more interested in social issues and wanted to be able to continue the conversations that were part of the play. After the last production, the cast members met with the director and the play's producer to talk about what a community engagement process might look like. Out of that discussion emerged the idea of a community sexual violence forum. One area of interest to the cast was creating a deeper conversation about trauma and the potential different responses to trauma by different people and how those different responses to trauma impact on those individuals who experience trauma and on those they talk with such as peers, police officers, school staff, health providers, etc.

The cast members were actively involved in building the agenda and in the forum agenda. The agenda began with an overview of sexualized violence and its impact and the neuroscience of people's response to a traumatic experience. It also included a dramatization from the play, where two characters (one who reported the sexualized violence and one who chose not to report), respond differently to the trauma they

experienced. For each character, one response was angry and strong and the other response was quieter and sad. This was followed by conversation by forum participants of their reaction to or the impact of the different responses to a traumatic experience from the dramatization. Participants also had the opportunity for further conversation around other potential scenarios.

This section reports on the results of the evaluation of the forum. There were sixty (60) participants in the forum including youth, police officers, health providers, guidance counsellors, community agencies, and community members. Of the 60 participants, 32% (19 of 60) completed the evaluations. The evaluation form consisted of questions related to whether they expanded their knowledge of sexualized violence, whether this will help them support survivors, and what they liked most and liked least about the session.

The outcomes are reported according to the following evaluation framework indicators:

- 3.2.1 Increased understanding of sexualized violence and its impact;
- 3.2.2 Increased awareness of the neuroscience related to a traumatic experience;
- 3.2.3 Feel more able to support survivors of sexualized violence;
- 3.2.4 Increased opportunities for networking, sharing information, and creating conversations about sexualized violence.

3.2.1 Increased understanding of sexualized violence and its impact

Of the 19 evaluation respondents, 95% (18 of 19) said “yes,” the forum expanded their knowledge of sexualized violence; and 5% (1 of 19) said “somewhat.” Several commented that they found the presentation of trauma very helpful as well as listening and learning from others, particularly different perspectives, as follows:

Discussion was great. (The keynote) presentation was very informative;

I always find it helpful to listen and learn from others; both professionals and community members.

Specifically from a police view on the issue. Glad multiple demographics were able to voice their concerns.

3.2.2 increased awareness of the neuroscience related to a traumatic experience

Although not specifically asked if they increased their awareness of the neuroscience related to a traumatic experience, when asked what they liked the most or if they had expanded their knowledge, a number of evaluation respondents indicated that this presentation was very informative as follows:

The presentation of trauma was very informative;

Thank you for the information on trauma response and memory;

Information on reactions to trauma neurologically was great.

A few noted that they found the presentation a bit too technical or too much information as follows:

Keynote good but too much information;

Trauma piece a bit technical.

3.2.3 Feel more able to support survivors of sexualized violence

Of the evaluation respondents, 95% (18 of 19) indicated what they learned at the forum will help them to support victims of sexualized violence and 5% (1 of 19) said “somewhat.” They pointed out several ways that they will be able to help survivors. Some indicated they would help to support survivors with empathy, understanding, an open mind, and compassion. Others indicated they had better information and resources to assist with education and with their investigative process (police). Still others indicated this reinforced their work and trauma-informed approaches in working with survivors. The following are some of the comments provided:

Empathy and understanding;

Open-mindedly, and with compassion and understanding of experience and how it impacts;

Important information to support victims during investigative process with a trauma-informed lens.

Having the list of resources is a great asset. Hope it will help me educate my students to prevent it not be more understanding of what sexual violence is and how it affects everyone.

Open-mindedly, and with compassion and understanding of experience and how it impacts.

Forum Participant

3.2.4 Increased opportunities for networking, sharing information, and creating conversations about sexualized violence

Over half of the respondents mentioned they appreciated the engagement, exploring ideas, networking, and the conversations that they had at the forum. Some particularly mentioned the safe space, open discussion, the diverse group, and different perspectives. Some also mentioned the dramatization from Slut the play which was intended to prompt conversations.

Networking; exploring ideas to improve the situation; diverse group, generations; many ideas and perspectives.

Small group discussions; open discussion with the larger group;

The open conversation and the safe space;

Engagement and participation from everyone;

Interaction and viewpoints from various service providers;

The dramatization was great;

Slut the play.

4. Outcomes: Strengthening Community Capacity to Respond to Sexualized Violence

Outcomes related to increased community capacity are outlined in this section which presents reflection on the following activities as follows:

- 4.1 PSART Protocol Review & Asset Mapping
- 4.2 Introduction to Trauma-informed Practice
- 4.3 Trauma-informed Practice Working with Sexualized Violence
- 4.4 Human Trafficking

4.1 PSART Protocol Review & Asset Mapping

The Pictou County Sexual Assault Response Team (PSART) had agreed to be the Community Support Network (CSN) for this project. In that capacity, members of PSART met regularly and received regular MORPH updates. Two activities that directly involved PSART were updating the sexual assault response protocols and undertaking an asset mapping exercise. This section reports on the outcome of those two activities and their impact on building capacity to respond more effectively to sexual violence. The outcomes are reported according to the following indicators:

- 4.1.1 Increased knowledge of policies and procedures related to sexual assault;
- 4.1.2 Increased understanding of community assets and sustainability of those assets.

4.1.1 Increased knowledge of policies and procedures related to sexual assault

At the end of the project, the Evaluator conducted a number of interviews with agencies that had been involved in the project, including PSART members. During the interview, PSART members were asked if they had learned more about policies and procedures of other agencies. One member indicated that the regular meetings, the focus on the MORPH project, and the protocol review helped to get everyone “on the same page” as follows:

Through the project, there started to be regular meetings of the PSART group. Having the opportunity to share what the events were, to look at the protocol, to revamp it, to look at any partners that were missing, and put out information to bring more people in, and that worked quite nicely. And the work that was done just to get everyone on the same page.

PSART members indicated the protocol review was a useful exercise that opened up communication, clarified the response process, and increased collaboration. It either renewed their understanding or helped them to learn about the roles of organizations, as some were new to their positions. Some mentioned that it would be beneficial information when assisting their clients with navigation. The following are some of their comments:

It gave every agency an opportunity to pull that protocol out and see if it still made sense. And I didn't have to change mine, but it was a good review and I brought it to a staff meeting.

I have spent a fair amount of time going over the protocol and I definitely feel more aware of what each agency's role in that situation... It has helped me to know where to navigate people to when they are looking for services and support.

I had just come into my position, so everything has been new to me, learning more about each agency and organization that is involved. My knowledge of their services and limitations is much better than before I was sitting at that table.

It was wonderful to know what to expect if an individual were to report something like that to one of those agencies. It is important that I had that information to be able to bring that back to my clients so that they had an awareness of what would happen if they went to (another organization) and informed them that something had happened to them.

It was wonderful to know what to expect if an individual were to report something like that to one of those agencies.

PSART Member

One individual indicated that they developed their own policy and protocol, even though they are technically not a member of PSART as follows:

I was able to come back to my organization and really review our policies and procedures surrounding disclosure and so we were able to revise that and have a standardized procedure. It was wonderful.

4.1.2 Increased understanding of community assets and sustainability of those assets

PSART members participated in an asset mapping workshop that focused on identifying community assets including natural, built, service, economic, and social assets. Sustainability and potential threats to those assets were also identified, as well as suggestions for ways to work together to address any threats.

During the exercise, one strength identified was collaborative partnerships; however, a threat to that is how to maintain the collaboration when people have competing priorities. In addition, while there were many assets related to services offered in the community, the threats to those services were: MORPH is at risk without permanent funding; potential burnout of service providers left to address sexualized violence; the need for strengthened mental health services in Pictou County; and the concern for privacy in accessing services and, therefore, the need for an individual, specialized, therapeutic-informed approach to providing services. Funding and human resources were the common threats to the assets identified.

At the end of the workshop, six of seven (6 of 7) participants reflected on what stood out for them or what they learned and how their organization will benefit from the results. Related to what stood out to them, PSART members indicated they learned about the resources and

partnerships that need to be fully utilized. They also indicated that there are threats to the assets that need to be addressed as illustrated in the following comments:

Learning more about the strengths of Pictou County, resources and assets. Affirming and re-affirming commitment to collaborative work. New opportunities for referral/partnerships.

The resources in Pictou County are great and often aren't even considered. There are also threats to every asset that need to be recognized and addressed in each individual situation.

In the beginning I wasn't fully aware of what and all resources were available. But as the meeting/discussion continued, we have great resources and partnerships that need to be fully utilized.

When asked how their organization might benefit from the asset mapping, participants indicated funding solutions will hopefully help to continue to support survivors. Also, increased knowledge of services available will assist with referrals to services and supports. They also pointed out the need for PSART to continue sharing concerns about how members are handling files of victims of sexualized violence. They also expressed interest in continuing to educate and to share experiences and knowledge in order to better serve survivors.

4.2 Introduction to Trauma-Informed Practice

Two trauma-informed training workshops were held in January 2018. The first workshop was an introduction to trauma-informed practice. Of the 75 participants in this workshop, 65 of 75 or 87% completed the evaluation. Of these, 40% (26 of 65) had attended previous training sessions on trauma-informed practice and, for 58% (38 of 65) of the respondents, this was their first opportunity to learn about trauma-informed practice.

In the evaluation, participants were asked to rate what they learned about the workshop topics. The rating used a six-point scale ranging from 1 as "strongly disagree" to 6 as "strongly agree." They were also asked open-ended questions about what they found most helpful about the workshop, one action they plan to do as a result of the workshop, and to provide any suggestions for future sessions.

The outcomes are reported according to the following indicators:

- 4.2.1 Increased understanding of trauma-informed principles, practice and practical application through examples;
- 4.2.2 Increased understanding of how service systems & agencies may unknowingly re-traumatize/activate earlier trauma;
- 4.2.3 Learned about nurturing hope/compassion and resilience with survivors and about creating self-care plans;
- 4.2.4 Learned from networking and sharing perspectives with other participants;
- 4.2.5 Identified an action they plan to take as a result of the workshop and plans to change practice.

4.2.1 Increased understanding of trauma-informed practice, principles, and practical application through examples.

Table 13 (next page) shows the results of the ratings by respondents related to trauma-informed practice, principles and practical application. From the table, it is clear that most respondents learned more about trauma-informed practice and the principles, while about three-quarters (74%) learned more about practical application.

- 85% (55 of 65) indicated they either “agree” or “strongly agree” that they learned more about what trauma-informed practice is and isn’t, while 14% (9 of 65) indicated they “somewhat agree,” and 1% (1 of 65) indicated they “somewhat disagree.”
- 85% (55 of 65) indicated they either “agree” or “strongly agree” that they learned more about principles of trauma-informed practice, while 14% (9 of 65) indicated they “somewhat agree,” and 1% (1 of 65) indicated they “somewhat disagree.”
- 74% (48 of 65) indicated they either “agree” or “strongly agree” that they learned more about the practical application of trauma-informed practice, while 17% (11 of 65) indicated they “somewhat agree,” 6% (5 of 65) indicated they “somewhat disagree,” and 1% (1 of 65) indicated they “disagree.”

When asked what they found most helpful about the training, 34% (22 of 65) indicated learning about trauma-informed practice (TIP) in general and learning specifics of how to respond to trauma. Another 18% (12 of 65) indicated the experience and presentation style of the presenter was helpful to learning about TIP. The following are some of the comments:

I found that it was helpful in understanding the basics of trauma and how to try to support those who have experienced trauma;

*Learning more about trauma-informed practice;
How you communicate to the client (voice, tone);
Instead of seeing what is wrong – understanding how to look and appreciate “what caused it.”*

Slide show was clear and easy to understand.

The information was very clear and informative.

I found that it was helpful in understanding the basics of trauma and how to try to support those who have experienced trauma.

Workshop participant

As noted in Table 13, related to the practical application of trauma-informed practice, 24% (17 of 65) of respondents rated more in the middle or lower on the scale. When asked to comment on future sessions, several of these respondents indicated they would like to have had more focus on case studies and examples as well as more concrete strategies or ideas to work with those who have experienced trauma as noted in the following comments:

More case studies and examples;

More concrete strategies or ideas of how to work with folks who have experienced trauma.

Table 13: What Respondents Learned in the Introduction to Trauma-Informed Practice Training, MORPH

Topic	No Answer	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Total No & %
<i>As a result of this training I learned more about the following:</i>								
What trauma-informed practice is and isn't				1 1%	9 14%	29 45%	26 40%	65 100%
Principles of trauma-informed practice				1 1%	9 14%	29 45%	26 40%	65 100%
Practical application of trauma-informed practice			1 1%	5 6%	11 17%	26 40%	22 34%	65 100%
How service systems & agencies may unknowingly re-traumatize/ activate earlier trauma					11 17%	31 48%	23 35%	65 100%%
Nurturing hope/ compassion and resilience with survivors	1 1%				11 17%	31 48%	22 34%	65 100%
Creating self-care plans	4 6%	1 1.5%	1 1.5%	5 8%	19 29%	20 31%	15 23%	65 100%

4.2.2 Increased understanding of how service systems and agencies may unknowingly re-traumatize/activate earlier trauma

It is clear that most respondents learned more about how service systems and agencies may unknowingly re-traumatize/ activate earlier trauma. Table 13 shows that 83% (54 of 65) indicated they either “agree” or “strongly agree” with the statement provided, while 17% (11 of 65) indicated they “somewhat agree.” This learning was further reflected when evaluation respondents indicated what they found most helpful and what actions they planned to take back in their workplace (see also section 4.2.5).

Several pointed to the need for creating safe spaces and attention to client safety, as well as understanding more about appropriate communication with survivors as follows:

Talking about how individuals are affected by trauma; i.e. behavior and ways we can support them or at least avoid re-traumatizing them;

Creating safe places, geography of office;

Be aware of client's feelings of safety, recognizing client's strengths; how to approach a client from a trauma-informed perspective; offering choices; language we use; being aware of power imbalance with clients,

About 23% (15 of 65) mentioned the importance of understanding that almost everyone has experienced some form of trauma, the "story behind the story," and the importance of looking at the life experiences of the individual as noted in the following:

Looking at the life experiences of the individual; being mindful of this.

I think that the fact that almost everyone has experienced some form of trauma, "story behind a story." Always treat people with compassion.

Several mentioned they appreciated conversations about culture and, when asked what they would like to know more about in future sessions, a number mentioned oppression and privilege, historical-related trauma, intersectionality and trauma, and cultural competency or cultural humility. One individual, who thanked the organizers for the analogy on cultural safety, also commented the need to be more courageous when speaking about cultural safety. Another pointed out the need for learning to help families of murdered or missing family members as follows:

Learning to help families of murdered or missing family members, especially since they may not know if they are living or not, but still hanging on to hope even though it may have happened a long time ago.

Thank you for the analogy on cultural safety!! Excellent workshop! It may be difficult but please be more courageous when speaking on cultural safety.

*Creating safe places,
geography of office.*

*Be aware of client's
feelings of safety,
recognizing client's
strengths...*

*Workshop
participants*

4.2.3 Learned about nurturing hope/compassion and resilience with survivors and about creating self-care plans.

Table 13 shows that over 80% of respondents indicated they learned more about nurturing hope/compassion and resilience with survivors, while there was more variance in the response to creating self-care plans as follows:

- 82% (53 of 65) indicated they either "agree" or "strongly agree" that they learned more about nurturing hope/compassion and resilience with survivors, while 17% (11 of 65) indicated they "somewhat agree."
- 54% (35 of 65) indicated they either "agree" or "strongly agree" that they learned more about creating self-care plans, while 29% (19 of 65) indicated they "somewhat agree." In addition, 8% (5 of 65) said they "somewhat disagree," and 3% (2 of 65) said they "disagree" or "strongly disagree." Also, 6% (4 of 65) did not answer the question.

Related to self-care plans, 40% of respondents rated in the middle or lower end of the scale and another 6% did not complete the question. When asked for suggestions for future sessions, several indicated that they would like to see more on self-care in another session and one commented that there wasn't enough time for this topic in this session.

4.2.4 Learned from networking and sharing perspectives with other participants

Although not an indicator in the evaluation framework, it was evident from their comments that just over 20% of the respondents, 14 of 65 or 22%, appreciated and learned from meeting, discussion, and sharing different perspectives with other participants as follows:

Meeting others from different agencies;

Listening to others describe specific situations or sharing stories;

Different perspectives from the different agencies present;

Hearing the stories and experience at the table discussions.

Others commented that the session was content heavy and needed more activity and interaction with the audience. Some suggested the course could have been two days, rather than one day as follows:

This session was way too content heavy. Needed more activity interaction from audience and more case studies. Focus more on the process vs the content;

There is a lot of information for the length of this course. Maybe make it a two-day course.

4.2.5 Identified an action they plan to take as a result of the workshop and plans to change practice

Almost three-quarters of the respondents, 48 of 65 or 74%, indicated they were planning to take some action as a result of the training. Their proposed actions are grouped as follows (the number in brackets is the number of responses for each category).

- a) Plan to change practice or good check-in with my practice (41);
- b) Share with colleagues/co-workers and encourage further training (7).

a) Plan to change practice (38) or good check-in with my practice (3)

Planning to change practice included using strength-based approaches and TIP principles, as well as being more mindful and more reflective before responding as noted in these comments:

Thinking about why I do some work practices and explaining things to clients more;

More strength-based approaches; more transparent; more choices;

Better approaches for giving options and choices;

Really slowing down my responses and thinking more thoroughly;

Making check lists to remind myself of things I learned today to bring with me to client meetings.

Changes to practice also included specific changes in communication/working with clients, particularly related to offering choices and language they use:

Instead of asking “what is wrong with...?” asking, “what happened to...?”

Slow down; give choices and watch for body language;

I will consider my language more often.

Slow down, give choices, and watch for body language.

I will consider my language more often.

Workshop participants

A few pointed out that this was a good reminder that they were on the right track as follows:

Reminder of good qualities of a counsellor; check-in with my own practice; feel like I’m doing okay.

b) Share with colleagues/co-workers and encourage further training (7).

Seven (7) respondents indicated they would share and discuss the information with their colleagues and co-workers as reflected in the following comments:

Staff discussion on if and how our environment is welcoming; what (if any) choices we can offer, how we speak to people and how we can be more open and understanding of needs;

Take the information and talk and share with co-workers;

Hoping that others in my workplace learn about TIP and encouraging them to do this type of training and cultural competency training.

4.3 Trauma-informed Practice Working with Sexualized Violence

Another workshop on trauma-informed practice focused specifically on working with sexualized violence. This workshop was held one week after the introductory workshop (Section 4.2). There were 71 participants and 50% (36 of 71) attended both workshops. The same presenter facilitated both workshops.

Of the 71 workshop participants 75% (53 of 71) completed the evaluation. Of these, 66% (35 of 53) indicated that they came to the session with a good working knowledge of sexualized violence definitions. Also, 79% (42 of 53) had attended previous training sessions on trauma-informed practice and, 66% (35 of 53) attended the introductory session the week before. Of those who attended the workshop the week before, almost all, 35 of 36, completed the evaluation form for this workshop.

Participants were asked to rate what they learned about the workshop topics used a six-point scale ranging with 1 being “strongly disagree” to 6 being “strongly agree.” They were also asked open-ended questions about what they found most helpful, one action they plan to do as a result of the workshop, and to provide any suggestions for future sessions.

The outcomes are reported according to the following evaluation framework indicators:

- 4.3.1 Increased understanding of different forms of sexualized violence;
- 4.3.2 Increased understanding of trauma-informed principles, practice and practical application related to sexualized violence, as well as how to handle disclosures;
- 4.3.3 Increased understanding of how service systems and agencies may unknowingly re-traumatize/activate earlier trauma caused by sexualized violence;
- 4.3.4 Learned about nurturing hope/compassion and resilience with survivors and about creating self-care plans;
- 4.3.5 Discussion, networking, and learning about resources and community supports;
- 4.3.6 Identified an action they plan to take as a result of the workshop and plans to change practice.

4.3.1 Increased understanding of different forms of sexualized violence;

Table 14 (next page) shows that most respondents learned more about different forms of sexualized violence as follows:

- 85% (45 of 53) indicated they either “agree” or “strongly agree” that they learned more about what trauma-informed practice is and isn’t, while 11% (6 of 53) indicated they “somewhat agree,” and 4% (2 of 53) indicated they “disagree.”

It is interesting that this number is so high, considering that a good number of the respondents indicated they had come with a good working knowledge of sexualized violence. One respondent did comment that she thought she knew the different forms. Therefore, perhaps, this was a good refresher for participants. Also, given that half of the participants came with a working knowledge of definitions, it is not surprising that 15% (8 of 53) indicated they only “somewhat agree” or “disagree” that they learned more about this topic.

4.3.2 Increased understanding of trauma-informed principles, practice and practical application related to sexualized violence, as well as how to handle disclosures

Table 14 (next page) shows the results of rating on trauma-informed practice, principles, and practical application related to sexualized violence, as well as how to handle disclosures. From the table, it is clear that a high number of respondents, over 87%, learned more about all four topics.

- 90.6% (48 of 53) indicated they either “agree” or “strongly agree” that they learned more about trauma-informed practice working with sexualized violence survivors, while 9.4% (5 of 53) indicated they “somewhat agree.”
- 89% (47 of 53) indicated they either “agree” or “strongly agree” that they learned more about principles of trauma-informed practice, while 9% (5 of 53) indicated they “somewhat agree.”

- 87% (46 of 53) indicated they either “agree” or “strongly agree” that they learned more about the practical application of trauma-informed practice related to sexualized violence, while 11% (6 of 53) indicated they “somewhat agree.”
- 87% (46 of 53) indicated they either “agree” or “strongly agree” that they learned more about how to handle disclosures, while 9% (5 of 53) indicated they “somewhat agree,” 2% (1 of 53) indicated they “somewhat disagree,” and 2% (1 of 53) indicated they “disagree.”

Table 14: What Respondents Learned in the Trauma-informed Practice Working with Sexualized Violence Training, MORPH

Topic	No Answer	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Total No & %
<i>As a result of this training I learned more about the following:</i>								
Different forms of sexualized violence			2 4%		6 11%	25 47%	20 38%	53 100%
Trauma-informed practice working with sexualized violence survivors					5 9%	25 47%	23 43%	53 100%
Principles of trauma-informed practice	1 2%				5 9%	26 49%	21 40%	53 100%
Practical application of trauma-informed practice related to sexualized violence	1 2%				6 11%	24 45%	22 42%	53 100%
How to handle disclosures			1 2%	1 2%	5 9%	22 42%	24 45%	53 100%
How service systems & agencies may unknowingly re-traumatize/ activate earlier trauma caused by sexualized violence				1 2%	7 13%	23 43%	22 42%	53 100%
Nurturing hope/ compassion and resilience with survivors					4 8%	26 49%	23 43%	53 100%
Creating self-care plans	2 4%		1 2%	1 2%	9 17%	23 43%	17 36%	53 100%

When asked what they found most helpful about the training, 32% (17 of 53) indicated learning about trauma-informed practice in general and specifics of how to respond to trauma, such as specific communication techniques. With respect to the practical application of trauma-informed practice, there appeared to be more satisfaction than in the previous introductory workshop. In addition to a higher rating (87% compared to 74% in the previous workshop), several participants commented they found the case studies, explanations, and examples most helpful. Similarly to the previous introductory workshop, 17% (9 of 53) respondents indicated the instructor's experience and presentation style was very helpful to facilitate learning as reflected in the following comments:

Wonderful, motivating speaker

I found the instruction to be amazing – learned so much.

Information was relayed in a manner that was easy to understand; the use of the facilitator's own experience and willingness to share.

4.3.3 Increased understanding of how service systems and agencies may unknowingly re-traumatize/activate earlier trauma caused by sexualized violence

Most respondents learned more about how service systems & agencies may unknowingly re-traumatize/ activate earlier trauma caused by sexualized violence. Table 14 shows that 85% (45 of 53) indicated they either “agree” or “strongly agree” with the statement provided, while 13% (7 of 53) indicated they “somewhat agree” and 2% (1 of 53) indicated they “somewhat disagree.”

Only a few individuals provided comments on this topic when asked what was most helpful about this workshop. As with the previous introductory workshop, when asked what they would like to know more about in future sessions, cultural competency, cultural humility, inter-cultural awareness, and spiritual trauma were mentioned. In addition, several suggested that having more diversity in speakers in future workshops to provide an opportunity for sharing of diverse experiences as noted in the following comments:

Hear from diverse voices – First Nations, African NS, Trans-gender, survivors of trauma.

Diversify the speaker to let individuals from marginalized populations share their experiences – Mi'kmaq; African NS; Trans-identified; male survivors of trauma; survivors of trauma; those who have been institutionalized; those with intellectual disabilities.

4.3.4 Learned about nurturing hope/compassion and resilience with survivors and about creating self-care plans

Table 14 shows that over 90% of respondents indicated they learned more about nurturing hope/compassion and resilience with survivors, while there was more variance in the response to creating self-care plans as follows:

- 92% (49 of 53) indicated they either “agree” or “strongly agree” that they learned more about nurturing hope/ compassion and resilience with survivors, while 8% (4 of 53) indicated they “somewhat agree.”

- 79% (40 of 53) indicated they either “agree” or “strongly agree” that they learned more about creating self-care plans, while 17% (9 of 53) indicated they “somewhat agree.” In addition, 2% (1 of 53) said they “somewhat disagree,” and 2% (1 of 53) said they “somewhat disagree” or “disagree.” Also, 4% (2 of 53) did not answer the question.

It is apparent from the ratings that respondents learned more about self-care in this workshop than in the previous introductory session, with 79% compared to 54% previously rating in the higher categories (agree and strongly agree). When asked what action or actions they plan to take as a result of the session, 13% (7 of 53) indicated they were going to put more focus on self-care.

4.3.5 Discussion, networking, and learning about resources and community supports

Although not an indicator in the evaluation framework, when asked what they found most helpful, several respondents indicated the resources available, learning about community supports, discussion and networking with fellow participants. Their comments follow:

Resources for developing/promoting awareness of sexualized violence/consent within my organization

The resources, especially the introduction of breakthesilencens.ca

Learning more about community supports available in our area

Networking with other service providers.

4.3.6 Identified an action they plan to take as a result of the workshop and plans to change practice

When asked one thing they plan to do as a result of the training, almost all evaluation respondents, 89% (47 of 53), indicated at least one action they would take. These are grouped as follows (the number in brackets is the number of responses for each category):

- a) Plan to change practice (30)
- b) More focus on self-care (6)
- c) Share with team/colleagues (6)
- d) Process information and ongoing learning (5)

a) Plan to change practice

Plans to change practice included working with a trauma-informed approach, being more mindful of how they handle situations, changes to policies and procedures, and working with more empathy and compassion as reflected in the following:

Working with a trauma-informed approach with both clients and colleagues;

Being more careful of how I handle situations;

Discuss alterations to policies and procedures;

More empathy and compassion.

Being more comfortable in silence

... try not to assume

Workshop participants

Some respondents mentioned specific changes in communication and working with clients, as well as improved listening and not making assumptions as follows:

Rephrasing questions and statements

Being more comfortable in silence and letting people only tell me what they want and not asking too many questions because I think and I need to know.

Try to keep a more open mind about what I don't know and try not to assume.

Others mentioned more confidence or a change in approach with disclosures as follows:

Take a person's culture, race, etc (into consideration) in the way we approach someone that is disclosing to you.

So helpful as I start a new role in youth health centres where disclosures absolutely will occur and my confidence in how to handle them has sky rocketed!

I will alter the questions I ask when people disclose to me, as well as the way I ask those questions.

b) More focus on self-care

Several respondents indicated they plan to focus more on self-care. The following are some of their comments:

Self reflection, review, and self-care!

Focus more on self-care and follow principles of TIP.

c) Share with team/colleagues

Some respondents indicated they plan to share the information with their team/colleagues as noted in the following comments:

Will continue to work from a trauma-informed approach and ensure everyone in my workplace is informed as well.

Discussion with team.

Introducing a self-care practice in our operations meeting.

d) Process information, review and ongoing learning

A few respondents indicated they plan to process the learning, have ongoing conversations, and training as follows:

Process information and implement to become a better care provider.

Ongoing conversations and learning.

Training on emotional regulation skills.

4.4 Human Trafficking Workshop

A Human Trafficking workshop was held November 10, 2017 with 85 participants. Fifty-one of 85 or 60% of the participants completed the evaluation survey.

In the evaluation, participants were asked to rate what they learned about the four main topics to be covered in the workshop. The rating used a six-point scale ranging from 1 as “strongly disagree” to 6 as “strongly agree.” Respondents were asked to rate if they felt supported to talk about their ideas and experiences. They were also asked open-ended questions about what they appreciated most about the workshop, one action they plan to do as a result of the workshop, and to provide any suggestions to improve future sessions and any final comments.

The outcomes are reported according to the following evaluation framework indicators:

- 4.4.1 Increased understanding of Canadian perspectives on the law, the Nordic Model, and the signs of human trafficking;
- 4.4.2 Increased awareness of supports and resources available;
- 4.4.3 Felt supported to talk about their ideas and experiences;
- 4.4.4 Identified an action they plan to take as a result of the workshop.

4.4.1 Increased understanding of Canadian perspectives on the law, the Nordic Model, and the signs of human trafficking

Table 15 (next page) shows the results of the three topics as follows:

- 69% (35 of 51) indicated they either “agree” or “strongly agree” that they learned more about Canadian perspectives on the law. An additional 25% (13 of 51) indicated they “somewhat agree,” 2% indicated they “disagree,” and 2% indicated they “strongly disagree.”
- 82% (42 of 51) indicated they either “agree” or “strongly agree” that they learned more about the Nordic Model, while 14% (7 of 51) indicated they “somewhat agree” and 2% indicated they disagree.
- 73% (37 of 51) indicated they either “agree” or “strongly agree” that they learned more about recognizing the signs of human trafficking. An additional 22% (11 of 51) indicated they “somewhat agree,” 2% indicated they “somewhat disagree,” and 4% indicated they “strongly disagree.”

It is evident from the ratings above that well over the majority of respondents indicated they learned more about the three topics. However, a good number of respondents ranging from 16% for the Nordic Model to 29% for Canadian Perspectives on the law rated more in the middle of the scale or below. Two individuals qualified their responses by indicating that they already had much of this information.

Table 15: What Respondents Learned in the Human Trafficking Workshop, MORPH

Topic	No Answer	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Total No & %
<i>As a result of this workshop I learned more about the following:</i>								
Canadian perspectives on the law	1 2%	1 2%	1 2%		13 25%	24 47%	11 22%	51 100%
The Nordic Model	1 2%		1 2%		7 14%	21 41%	21 41%	51 100%
Recognizing the signs of human trafficking		2 4%		1 2%	11 22%	21 41%	16 31%	51 100%
Resources and Supports Available	1 2%		2 4%	6 12%	9 17.5%	23 45%	10 19.5%	51 100%
<i>I felt supported to talk about my ideas and experiences</i>								
	5 10%		3 6%	3 6%	12 23.5%	18 35%	10 19.5%	51 100%

When asked what they appreciated the most about the workshop, 27% (14 of 51) mentioned the information they received, learning that this is a global problem, learning who the traffickers are, and the warning signs as noted in the following comments.

It is a global problem and everyone is looking for solutions;

Learning more about other countries and their laws/practices;

Discovering what other countries are doing with prostitution and it got worse;

Interesting to learn about the Incidence of family/close family member pimping;

As a future counsellor, learning the warning signs of someone who has been traumatized through sex trafficking.

It was interesting to hear perspectives from two seemingly opposite ends of the abolitionist/pro-sex work spectrum.

Workshop participant

One third or 33% (17 of 51) of respondents mentioned that they appreciated both the knowledge and passion of the various presenters as well as their different perspectives. Some of their comments follow:

It was interesting to hear perspectives from two seemingly opposite ends of the abolitionist/pro-sex work spectrum.

Hearing difference perspectives of various presenters.

Balanced, different perspectives.

Amazing and knowledgeable presenters.

In addition to the above, 27% (14 of 51) said they appreciated hearing the first voice experience and testimony and real stories as noted in the following comments:

I appreciated (the presenter). Her ability to tell her real life story, her courage and her passion/love for her children and to better herself was admirable. I appreciate the passion in the room.

Hearing personal stories, providing more grounded information.

Use of first person stories – understanding more about non-state torture.

The honesty. I like the personal stories. I felt connected and made it feel real.

4.4.2 Increased awareness of supports and resources available

Table 15 shows the rating provided for this workshop topic. There was some variance in the response with about 2/3 indicating they increased their awareness in this area and another 1/3 indicating only “somewhat” or less as follows:

- 65% (33 of 51) indicated they either “agree” or “strongly agree” that they learned more about resources and supports available, while 17.5% (9 of 51) indicated they “somewhat agree,” 12% indicated they “somewhat disagree,” and 4% indicated they “disagree.”

Some information was shared directly during the session including several books about the topic, websites, and information about the agencies presenting at the workshop. When asked what they appreciated about the workshop, a few respondents commented that they appreciated the networking and the resources available. Others, however, indicated they would have liked to have had more conversation among participants about trafficking in the Pictou County area, and would like to have learned more about what one can do *locally* to support an individual who has been trafficked. Also, perhaps related to this, due to time constraints and the number of presentations, the workshop organizers did not build in opportunities for small group discussion/table conversations, which could have potentially facilitated more networking and sharing information. The following reflect the range of comments:

I am impressed to know about supports and resources available for victims.

Talk about trafficking in Pictou County area. It is happening, but no-one wants to talk about it.

I wish we had more opportunity to know who other participants are: Perhaps we all have a small piece of the puzzle, but we're still no closer to seeing how our pieces fit together. Our nametags could have our job titles/employers on them.

I came today so I could go back to people at risk and tell them I have vetted the resources and they are safe. I cannot do that. I'm disappointed.

4.4.3 Felt supported to talk about their ideas and experiences

Perhaps somewhat related to the above, are the respondents’ rating of the statement, “I felt supported to talk about my ideas and experiences.” Table 15 shows this rating as follows:

- 54.5% (28 of 51) indicated they either “agree” or “strongly agree” that they felt supported to talk about their ideas and experience. Another 23.5% (12 of 51) of the respondents indicated they “somewhat agree,” 12% (6 of 51) indicated either they “somewhat disagree” or “disagree” with the statement, and a further 10% (5 of 51) of the respondents did not complete the question.

As already noted above, some of the reason for the lower rating may be that, from a process point of view, the agenda did not allow for a “formal” opportunity for sharing and small group discussion. Several of the individuals who provided the lower rating indicated that in future sessions, they would like to see built-in opportunities for networking and small group discussion.

Some individuals did find informal opportunities to do some networking and sharing. When asked what they appreciated about the workshop, they indicated that they appreciated the open dialogue and felt supported as follows:

Networking and opportunity to talk openly with others who work with people who are marginalized.

Feeling the support and that it was a safe space.

4.4.4 Identified an action they plan to take as a result of the workshop.

When asked one thing they plan to do as a result of the training, almost all evaluation respondents indicated at least one action they would take. These are grouped as follows (the number in brackets is the number of responses for each category):

- a) Plan to change practice and/or prevention efforts (12)
- b) Become more involved and share information (21)
- c) Further education and exploration/research (14)

a) Plan to change practice and/or prevention efforts

Ask the difficult questions and be prepared to listen.

Workshop participant

About one-quarter of the respondents (12 of 51) indicated they plan to change their practice by being more inclusive and more respectful, by being more watchful for signs, and listening and asking questions. Others indicated they would increase their efforts at prevention, including educating youth on what to watch for. The following are some of their comments:

Let the information guide my practice/profession.

Look for more signs/symptoms of person involved in human sex trade to provide additional services if possible.

Ask the difficult questions and be prepared to listen.

Change the conversation with youth involved.

Start educating youth on what to watch for, prevention, providing resources in schools and knowledge of resources.

b) Become more involved and share information

A number of respondents indicated that they plan to become more involved and active in the issue with organizations, volunteering, and in advocacy efforts as follows:

Volunteer with available resources/support.

Become involved with Stepping Stone.

Be a voice of change for societal perspectives on sexualized violence/trafficking.

Continue to take action and speak out as a man to other men.

Others pointed out that they plan to share information with co-workers, clients, volunteer workers, friends and family, and their community.

Share this knowledge with co-workers and use information in sessions with clients.

Pass on the information to anyone who will listen, but particularly to my volunteer workers

Educate my community and co-workers

I can share what I have learned with my volunteers and co-workers (police officers)

Share the information with my friends and family.

Share this knowledge with co-workers and use information in sessions with clients.

Workshop participant

c) Further education and exploration/research

About 27% of those who responded to the evaluation indicated they wanted to continue to educate themselves and further explore the issue through research and reading as well as finding out more about resources and supports available. Some of their comments follow:

Further my exploration of international approaches to human trafficking;

Look further into the issue, push myself into finding more information or resources/supports for others;

Look into the new act and into local resources;

Continuing to get more educated on this subject;

Read some of the books recommended.

5. Outcomes: Supporting Survivors of Sexualized Violence & Allies

This section reports on the outcomes of the various groups and programs offered by MORPH. These are described in Sections 2.7 and 2.8 of the report. The outcomes are reported in this section as follows:

- 5.1 Adult Women’s Skill Building Support Group for Survivors (Stage 1)
- 5.2 Adult Women’s Groups: Using Mindfulness & Yoga to Cope (Stage 1)
- 5.3 Adult Women’s Mindful Process Recovery Group (Stage 2)
- 5.4 Men’s Groups: Using Mindfulness & Yoga to Cope (Stage 1)
- 5.5 Youth Group: Healthy Relationships, Safety, & Consent (Stage 1)
- 5.6 Friends & Family of Sexual Violence Survivors Skill Building Program

5.1 Adult Women’s Skill Building Support Group for Survivors (Stage 1)

This was the first group offered, starting with six participants and having an average participation of three individuals. The Sexualized Violence Therapist reported that throughout the group, member attendance and participation was inconsistent, resulting in various members stopping attendance and leaving two ongoing members toward the end of the group sessions. She also reported that it was difficult to create a safe environment due to group make-up and the group material. Many group members were in different stages in their healing journey and members had difficulty with remaining task-focused. Some members had difficulties with the group process and structured curriculum. Others had shifting priorities including work, family needs, illness and privacy concerns with anonymity in a rural area. While all members completed pre-group goals, the post-group evaluations were not completed due to member drop-out. The content and focus of future groups was adjusted to meet the concerns identified in this group.

5.2 Adult Women’s Groups: Using Mindfulness & Yoga to Cope (Stage 1)

Two mindfulness and yoga groups were held, with a total of 12 participants starting the programs and an average participation of eight members. With respect to evaluation, through an anonymous process, all participants were asked to identify three goals at the beginning of the group and three accomplishments at the end of the program. The first group completed a pre-group and post-group questionnaire and a “Traumatic Stress Inventory,” pre- and post-group. The second group completed a post-group evaluation survey with five closed questions to be answered using a 5-point rating scale with 1 being “strongly disagree” and 5 being “strongly agree.”

At the end of the program the accomplishments and inventory/surveys were completed and returned to the Sexualized Violence Therapist who compiled the results. The Sexualized Violence Therapist also recorded narratives and phenomenological data during the program. The results were included in an evaluation report for each group. The Evaluator reviewed the information based on the success indicators in the Evaluation Framework which were identified with the assistance of the Sexualized Violence Therapist.

The results are outlined in the following sections:

5.2.1 Individual Accomplishments

5.2.2 Results of the Traumatic Stress Inventory

5.2.1 Individual Accomplishments

Eight participants identified accomplishments from the program and the Evaluator compared these to the success indicators identified in the Evaluation Framework. It should be noted that the participants were asked to identify three accomplishments and were not directly asked about the extent to which each indicator was accomplished. The completed survey for the second group, however, helped to identify if participants felt less alone and more in control of their life and their emotions.

There was a relationship between the accomplishments identified by the participants and the indicators of success identified in the Evaluation Framework. Seventy-five per-cent (75%) indicated they increased their connectedness, their sense of self, and their ability to self sooth; and 50% indicated they increased their self-awareness and self-confidence. One individual said they learned to feel safe and another increased their understanding of the impact of trauma. The following are the results in the women's own words:

- **Sense of self/self-esteem:** 75% (6 of 8) increased their sense of self as illustrated by the following:

I made survivor time for myself to honor who I am, and it has been great. Thank you!

Respect for myself and where I am in my life.

I feel recognized and I value myself as a woman.

I have more confidence with who I am as a person and learned to love myself more.

I have more confidence with who I am as a person and learned to love myself more.

*Survivor
& Group Member*

- **Feeling they are not alone:** 75% (6 of 8) increased their sense of connectedness or feeling they are not alone as noted in the following comments:

Learned to understand that I am not alone.

I made some new connections inside and outside of my being. Bonus.

I know that I am not alone with anything in life as long as I take the chance to seek out.

- **Ability to self sooth:** 75% (6 of 8) increased coping skills or "ability to self sooth" as identified in the following comments:

Learning to de-stress and relax in the moment.

I feel like I have more tools to cope when my feelings overwhelm me.

I loved to be refreshed on the breathing exercises. It is so helpful and now I started doing it at home.

I learned to feel safe and relaxed around women. This is huge because (female family members) were not safe to be around.

- **Self-awareness:** 50% (4 of 8) said they increased their self-awareness through learning mindfulness techniques. Some of their comments are as follows:

I started being more mindful in my life;

I have learned that being mindful with setting an intention for interaction can help keep me grounded.

Helped me to be more aware of my thoughts and emotions so I can respond rather than react.

- **Self-confidence:** 50% (4 of 8) increased their self-confidence as indicated in the following comments:

I found more confidence to speak in a group.

It's been easier for me to talk out in a small group, when usually I'm only good at or prefer one on one communication.

- **Understanding impact of trauma:** 12% (1 of 8) increased understanding of the impact of trauma as follows:

Clearer understanding of how my sexual trauma has impacted and shaped who I am today.

- **Sense of Safety**

Weekly, group members spoke about how safe they felt in the environment.

*Group
Co-Facilitator*

As noted in the description of the groups (Section 2.7.2 b), this group is designed to establish safety, stability, and self-care. Therefore, an important indicator of success was establishing psychological safety by learning to be both mindful (present) and learning tools to assist to self-sooth (and relax). Although not specifically stated by group members, when reviewing their accomplishments related to self-awareness (being mindful) and related to ability to self-sooth, it is evident that at least 75% of group

members felt a sense of safety. Furthermore, the Sexualized Violence Therapist and co-facilitator of the group pointed out the following:

Weekly, group members spoke about how safe they felt in the environment and how surprised they were about feeling safe as they were hesitant about joining a group.

In addition to the accomplishments, three individuals in the second group completed a 5-point questionnaire. As noted above, the results of two questions related to feeling less alone and feel more in control of their life and emotions were included in the above summary. The results of the other three questions are shown here. All three indicated they either “agree” or “strongly agree” on the following:

- That people in the group understood what they are going through;

- Felt supported by the group facilitators;
- The group met their expectations.

When interviewed at the end of the project, the Sexualized Violence Therapist identified similar benefits gained by the women. Some additional benefits she noted were being proud to be a woman and a sense of belonging through the group process. She also pointed out the majority spoke about how they wished the groups would continue as reflected in the following:

The women's groups benefitted a lot from the power of being in the circle with a group of women. When you think from a survivor's standpoint of sexual trauma being proud to be a woman is a very empowering experience.

Certainly, just from the amount of time the group lasted, building that sense of belonging. ... It helped survivors feel they are not alone and more supported. Because of that experience they got the confidence and empowerment to continue on.

5.2.2 Results of the Traumatic Stress Inventory

The Traumatic Stress Inventory was adapted by the Sexualized Violence Therapist from "Trauma Competency: A Clinician's Guide," by L.A. Curran (2010). The inventory is a 17-item self-report measure of the 17 DSM-IV symptoms of Post-Traumatic Stress Disorder (PTSD). Respondents rate how much they were "bothered by that problem in the past month." Items are rated on a 5-point scale ranging from 1 ("not at all") to 5 ("extremely"). The total score can provide some insight into the presence of symptoms associated with traumatic stress.

Five participants in the first Mindfulness and Yoga group completed the inventory at the beginning and at the end of group sessions. The results of the survey are shown in Table 16 and as follows:

- two participants reduced their total point score by between 1 and 10 points;
- two participants reduced their total point score by between 10 and 20 points;
- one participants reduced their score by over 30 points.

These results indicate that for all participants there was a decrease in symptoms associated with traumatic stress.

5.3 Adult Women's Mindful Process Recovery Group (Stage 2)

As outlined in Section 2.8 of the report, this is a Stage 2 group that was a continuation of the first Mindfulness and Yoga group reviewed in 5.2. This group focused more on the trauma narrative and sharing each other's stories, as well as continuing to strengthen their sense of self/self-esteem, strengthening their voice, and empowerment. The evaluation of this group consisted of asking them to identify three accomplishments and to complete the Traumatic Stress Inventory at the end of the group.

The results are outlined in the following sections:

5.3.1 Individual Accomplishments

5.3.2 Results of the Traumatic Stress Inventory

5.3.1 Individual Accomplishments

Four group members identified their accomplishments which are shared here as follows:

- **Sense of self/self-esteem:** Most mentioned feeling happy with themselves or having more trust in themselves as illustrated by these comments:

Trust in myself. I question myself less than when I started in terms of whether my trauma is “bad enough” to be here.

I feel very happy with myself.

I faced my fear.

More sure of myself; recognize my strength within.

- **Strengthened coping skills:** Most continued to strengthen coping skills as follows:

The ability to cope when I am feeling overwhelmed through mindfulness exercises and meditation.

*Survivor
& Group Member*

Meditation is very helpful. I feel happy inside of myself.

The ability to cope when I am feeling overwhelmed through mindfulness exercises and meditation.

Learning new ways to deal with my anxiety.

Recognizing it before it becomes its absolute worst.

Knowing that I don’t have to live in it and that I can take steps to have a “better tomorrow.”

Very surprised at how helpful meditations are to stop ruminating, remain present, when thoughts are

racing and for sleeping at night.

- **Increased trust and confidence to share experiences:** All participants indicated that they are either more trusting or are more confident to speak about their experiences.:

I find I am more trusting toward other people. I feel I can speak out more.

More confidence in speaking out about my experience.

- **Letting go of guilt and starting to look forward.** Some members indicated they are starting to let go of what happened and starting to look forward as follows:

I feel like I am letting go of feeling guilty about what happened to me.

Having the opportunity to really look at my life where I came from, where I am, and making some tough decisions about what I want going forward.

These final reflections may best illustrate how helpful this group was for the participants:

Keep doing what you are doing, it is needed more than you can imagine, in ways beyond what I imagine you already know.

I can see a lot of growth in myself over the past few months and I think this group has a lot to do with that.

This group has helped me very much. Wish it could continue. The facilitators have been very good. I am very thankful for the support.

Love this group, wouldn't change a thing. You ladies rock and have made such a difference in my life.

The Sexualized Violence Therapist reported the following in her evaluation report:

The final week of group, a member arrived wearing a sparkle shirt and cardigan and reported that, "normally I dress in black because I have been in mourning my whole life and grieving over the loss of myself – I always wanted to be in the back corner – I used to be scared of women - this is the first time I have felt safe in the presence of others – starting to feel sparkly on the inside so I wanted to dress like that on the outside."

5.3.2 Results of the Traumatic Stress Inventory

Four participants from this group completed the inventory at the end of group sessions. This meant that, for four participants, there were now three scores from the inventory as shown in Table 16. The scores for three of the women were reduced further, indicating a continued decrease in the presence of symptoms associated with traumatic stress. One individual's score increased during this period. The Sexualized Violence Therapist indicated that an increase in score speaks to the fact that in the journey of healing from trauma, it is not unusual for an individual's symptoms to get worse before better.

**Table 16: Traumatic Stress Inventory Scores: Women's
Using Mindfulness & Yoga to Cope & Mindful Process Recovery Groups
MORPH**

Participants	TSI Score: Pre-Group Using Mindfulness & Yoga to Cope	TSI Score: Post Group Using Mindfulness & Yoga to Cope	TSI Score: Post Group: Women's Mindful Process Recovery Group
Participant 1	58	56	33
Participant 2	55	38	30
Participant 3	60	28	23
Participant 4	40	23	41
Participant 5	49	41	no score*

* Did not complete: absent from last class

5.4 Men's Groups: Using Mindfulness & Yoga to Cope (Stage 1)

Four groups were offered for men in the correctional facility with a total of 31 participants starting and an average participation of 24. The co-facilitators used a narrative approach to evaluation, based on self-reports from members and stories that were shared about their experience as well as facilitator observations. The Sexualized Violence Therapist identified

themes across the participants' stories and key aspects from members self-reports and prepared an evaluation report for each group which was submitted to the Evaluator. The Evaluator reviewed the reports and has identified themes across all groups as well as themes that may have surfaced for one or two groups. These themes are presented next.

- ***Benefits of the group experience: sense of connectedness, hope and belonging***

For Groups 1 and 2, the Sexualized Violence Therapist reported a number of benefits from the group experience as follows:

- For Group 1, the key themes were a calming atmosphere, brought up positive memories of experiences, and a sense of connectedness and hope.
- For Group 2, there was also a sense of connectedness to each other, along with helping and supporting each other. This was accomplished through sharing information and responding to self-disclosure with a sense of hope and support. Another theme was group cohesiveness with feeling a sense of belonging.
- Connectedness wasn't generally mentioned as a benefit of the group experience for Groups 3 and 4. However, one member in Group 3 reported benefits of social connectedness with the desire to engage in yoga with his partner following his release because he wanted to share the benefits he had experienced in this program. Also, one member in Group 4 mentioned he wanted to practice yoga at home with his children. In addition, Group 4 members indicated a sense of hopefulness in that they had something to look forward to.

- ***Self-awareness and self-regulation***

Using mindfulness to regulate themselves around reactions or "trigger points" was a common theme among the four groups as follows:

- For Group 1, the theme was the ability to remain in the here and now (being present) and not become overwhelmed by emotions attached to thoughts related to past or future stressors.
- For Group 2, changes among members were highlighted through member self-disclosure. According to the evaluation report, these changes addressed the four themes of Trauma-Sensitive Yoga – experiencing the present moment, making choices, taking effective action, and creating rhythms. Some of the reported examples were remove self from situation to observe the automatic steps (being present), impulse control (making choices); controlling anger (taking action); and, processing and stepping back to think about the situation (creating rhythm).
- For Group 3, several benefits were identified. One was the relationship between emotions, thoughts and actions and being mindful of thoughts as a way of altering an automatic action. Another benefit was learning to apply mindfulness awareness to automatic thought processes which assisted with emotional regulation. A third benefit was the ability to respond to a situation rather than react to the interpretation of the experience.
- For Group 4 the benefits were being "less reactive." Members said the weekly group helped them to carry the practice of mindfulness into their lives by turning to yoga and

breathing and mindful awareness rather than reacting. Group members also noted less tension held in body was having a direct impact on their mental state - having a "quieter mind."

- ***Ability to self-sooth***

The theme of using deep breathing as a way of self-soothing was a common benefit among many members' stories in all groups. This involved learning how to focus on the breath as a tool to anchor group members to the present moment and to regulate emotional experiences when they would normally become emotionally reactive. Group members reported breath awareness helped them with sleeping. Some also reported stress relief, relaxation, "slow heart rate, quiet mind," and a sense of calm. One group member reported deep breathing and returning to their cell to avoid altercation with another inmate, effectively "being present," "making a choice" and "taking effective action."

- ***Shift in mindset to be more positive***

Another theme was a shift to being more positive, in connecting with their thoughts, experiences, and focusing on positive outcomes as follows:

- For Group 1, a reported benefit of the group process was a shift in mindset to be more positive.
- For Group 3, group members reported connecting more positively with thoughts and the group assisted them with altering their negative thought processes to be more positive, experiencing "peace of mind." They also reported a shift in mindset to open up room for more positive experiences and feeling better emotionally and mentally.
- For Group 4, several group members indicating they were more focused on positive outcomes, the program had a positive impact on both mind and body; and assisted with altering thought processes to focus on a more positive outcome.

- ***Transferring skills to environments and experiences beyond the group***

All the groups reported transferring skills either to their immediate environment within the prison or hoped to do so upon release as follows:

- Both Groups 1 and 2 shared their experiences with utilizing the skills learned in the group to be self-aware (being present) and self-regulate (processing/stepping back to think about the situation) outside of group, either when tension arose with an individual or when the environment on the unit was chaotic. Furthermore, Group 2 talked about using these skills following their release.
- Group 3 expressed a desire to engage in yoga when released to share experiences with family members and others.
- Group 4 were already practicing yoga outside the group and expressed an interest in continuing with yoga following their release. They reported the weekly group helped them to carry the practice of mindfulness into their lives, by turning to yoga and breathing and mindful awareness rather than reacting.

Their main benefit was finding a way to have internal peace.

*Men's Group
Co-facilitator*

The two co-facilitators offered the following comments about the men's program about what was learned overall and changes that occurred:

That was wonderful. Their main benefit was finding a way to have internal peace, regardless of their circumstances. ... They spoke about using mindfulness and breathing to help regulate themselves. The majority of them spoke about their interest in continuing with yoga outside of jail. Every single group asked if we could do more of them.

I think it made a difference in terms of the actual individuals who participated. ... And, a shift in what the possibilities can be for interventions. Rather than force, you can use other mechanisms, which could make a difference in that environment and after the people are released.

One co-facilitator indicated the correctional institution was interested in doing more of these kinds of sessions as follows:

(The correctional institution) were definitely interested in continuing. They asked for more. They indicated that they had noted a difference in behaviours "on the range." And they asked us to come back ... They noticed that the participants were showing up and that is unusual, for inmates to continue to want to show up.

5.5 Youth Group: Healthy Relationships, Safety & Consent (Stage 1)

One supportive, trauma-informed youth group was held with five participants and ran for four sessions. The group was evaluated by the participants identifying their accomplishments and completing a 5-point survey at the end of the group, as well as facilitator observations. The 5-point survey asked participants to rate a series of statements from 1 being "strongly disagree" to 5 being "strongly agree."

From the completed evaluation form, it is apparent that most members felt supported by the facilitators, and the majority felt less alone and that people in the group understood what they were going through. Only one reported that they felt more in control of their life and emotions, while the others indicated they were "neutral." Several members checked "neutral" for different statements, which would be an indicator that they weren't sure or didn't have an opinion about the statement.

- 80% (4 of 5) indicated they "agree" or "strongly agree" they felt supported by the facilitators; and 20% (1 of 5) indicated "neutral."
- 60% (3 of 5) indicated they "agree" or "strongly agree" they felt less alone since starting the group; 20% (1 of 5) "neutral;" and 20% (1 of 5) indicated "disagree."
- 60% (3 of 5) indicated they "agree" or "strongly agree" they felt like the people in the group understand what they are going through; 20% (1 of 5) indicated "neutral," and 20% (1 of 5) indicated "disagree."

- 40% (2 of 5) indicated they “agree” or “strongly agree” they felt the group met their expectations; 60% (3 of 5) indicated “neutral.”
- 20% (1 of 5) indicated they “agree” or “strongly agree” they feel in more control of their life and their emotions than before starting the group; 80% (4 of 5) indicated “neutral.”

The accomplishments self-reported by group members were as follows:

Became closer with my friends. Getting out of the house.

Just talking.

Getting closer with everyone. Trusting people who were here to help me. Being more honest with my friends and knowing how supportive they are.

I learned to face my fears. I became who I wanted to and stopped being scared. The most helpful thing that this program did for me is that people understand where I am coming from. Thank you for everything you’ve done for us. It made me overcome my fears and you helped me go through my experience not by myself.

I am not going home and doing nothing. I feel like I should probably get a therapist. I feel kind of important.

I learned to face my fears. I became who I wanted to and stopped being scared.

Young Woman

The Sexualized Violence Therapist offered the following observations about the group process and outcomes:

- Using deep breathing was a form of self-soothing for anxiety and panic when triggered. In the beginning none of the group members were aware of the difference between breathing into their chests and into their bellies. When they had the experience of practicing breathing into their bellies, they were encouraging each other to try it.
- This was a group of youth who didn’t engage in a lot of extra-curricular activities, so being involved in something together was important and they were all friends. The group brought their friendship closer and they supported each other in the group process.
- The group members wanted to continue the group; however, unfortunately, the Sexualized Violence Therapist was only able to offer a 4-week group at this point in the project due to nearing the end of the project. A longer group would have been beneficial for group members.

The second co-facilitator also offered some observations about the impact on the group as follows:

I think the impact was huge, especially that particular group. They were making realizations constantly. It was the first time they were given space to be together and just support each other. There is no time for that during school. They all came.

5.6 Friends & Family of Sexual Violence Survivors Skill Building Program

Two individuals attended the skill building program for non-offending friends and family of sexual violence survivors. Six individuals registered for the program, but only two came to the program. The program was evaluated through completion of a pre-program and post-program evaluation survey. Participants were asked to respond to twelve statements using a 6-point scale ranging from 1 being “strongly disagree” to 6 being “strongly agree.” The post-program survey also included open-ended questions related to what they found most helpful, what they would like to tell the facilitators, and suggestions for future programs.

It is evident from a review of the pre- and post-surveys that both participants increased their knowledge of most topics, as both rated higher in the post-program survey in almost all areas, except for two topics where one participant rated the same. In the post-program survey, both participants rated between 4 (“somewhat agree”) and 5 (“agree”) that they are more confident in the following topics:

- Have a good understanding of the different forms of sexual violence and know what to do when someone discloses.
- Have a good understanding of vicarious trauma, know how to handle triggers, and know how to respond in a trauma-informed way.
- Am aware of supports and services for survivors and know how to support my friend/family member to take care of themselves in healthy ways.
- Know what signs to look for if someone is suicidal and how to get help.
- Have a personal support system.

With respect to self-care strategies one participant did not change their rating indicating “somewhat agree” pre- and post-group, while the second participant changed to “strongly agree.” Both participants indicated they “agree” or “strongly agree” they understand consent.

What they found most helpful were the “*different perspectives*,” the “*conversation, open and honest*,” and “*understanding the scope of trauma*.” One individual indicated that they wished more participants had participated in the group.

The comments from the two co-facilitators were as follows:

We had great feedback in the skill building program we did for allies. They weren't sure what they were signing up for and nervous about going and loved it and felt like they gained a lot from it. We want to offer that more and to get more feedback from the community on this. It was wonderful hearing what they had to say to us.

The feedback we received... to quote one was “life changing.” I know that they left after the sessions were finished with a much better collection of skills and qualities that are going to help them support their loved ones.

6. Outcomes: Engaging Organizations, Agencies & Communities

One project goal was to strengthen cooperation and coordination among community agencies as part of improving the overall community response to sexualized violence.

To assess the outcomes in this area, the Evaluator conducted end of project interviews with sixteen individuals, many of whom represented different organizations or agencies who were involved in the MORPH projects as well as project staff. These individuals identified various ways they were involved in the project. Some were involved in several ways and others played a very specific role. The following were the different roles they identified: community partners, co-facilitators, participant in training events, member of the PSART; member of the CSN Working Group; project staff; and assisting with outreach to youth, Pictou Landing First Nation, the African Nova Scotian community, the LGBTQ2S+ community, and adults with intellectual disabilities.

The outcomes are reported according to the following evaluation framework indicators:

- 6.1 Relationships Have Formed & Strengthened
- 6.2 Benefits for Organizations & Agencies
- 6.3 Benefits for Individuals Using Services
- 6.4 Community Benefits – Shifting the Conversation & the Community Response
- 6.5 Increased Outreach & Support to Marginalized & Underserved Communities
- 6.6 Improved Cooperation & Coordination among Services & Agencies
- 6.7 Satisfaction with Involvement & Activities
- 6.8 Challenges, Support for Continuation & Suggestions for Next Steps

6.1 Relationships Have Formed & Strengthened

Those interviewed were asked a number of questions about their relationship to the MORPH project. When asked to generally describe their relationship, they offered a variety of responses, but generally indicated that positive relationships had either formed or strengthened during the project. Some indicated they had a previous relationship with the Women’s Centre and, that the relationship not only strengthened through this project, but had expanded into positive relationships with other organizations. Others, indicated that they were building a relationship, particularly the African Nova Scotian and Indigenous Communities. Several co-facilitators indicated their relationship was very focused on collaborating with another co-facilitator to plan and deliver services for MORPH and that this had been a very positive experience.

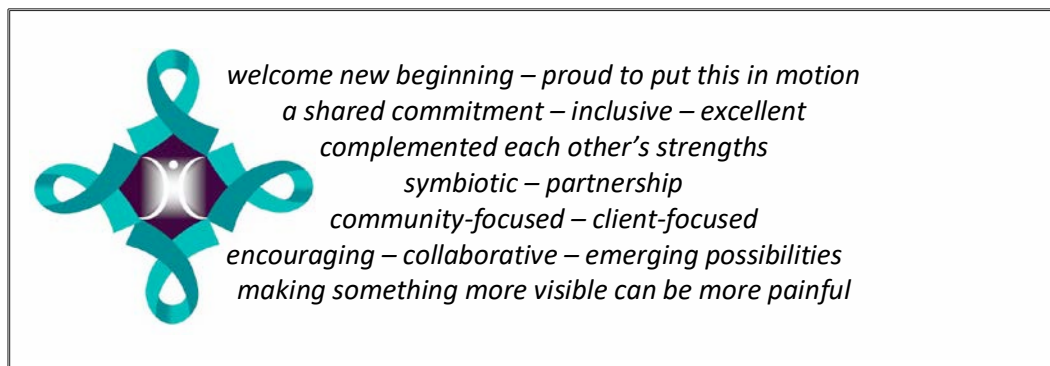
Fourteen (14) of the sixteen (16) individuals interviewed were asked to rate their relationship with the project. The rating was on a 5- point scale from 1 being “poor” to 5 being “excellent.” Of the fourteen (14) responses, 12 or 86% rated “very good” or “excellent,” 2 rated “good,” and no-one rated “fair” or “poor.”

When asked what has contributed to building or strengthening relationships, respondents offered the following factors:

- Common strong belief in, interest in and passion for what the project stood for and the subject matter;
- It was a community-based project;
- Everyone involved understood and agreed on the needs of the community, what needed to be done, and there were shared common goals.
- Different organizations had different resources to contribute and complemented each other's strengths;
- There was good communication and trust between organizations;
- Regular meetings kept everyone updated on project activities;
- Excellent communication; always kept informed of project activities by staff;
- The project was inclusive of their organization and they received invitations to all the events and opportunities for their clients to attend events;
- An important factor was that the project continued to make efforts to reach out to their community;
- Training opportunities brought people together;
- Being present, involved and engaged in the cause and programs being offered.

When asked to provide a word or phrase to describe the relationship to the project, the responses are shown in the illustration below.

Figure 1: Phrases that Best Describe Relationships to the MORPH Project



6.2 Benefits for Organizations & Agencies

When asked if there was a benefit to their organization or agency from their involvement in the project, several mentioned the training sessions and community education sessions with respect to the knowledge and insights gained and the resulting change in practice which benefits organizations and survivors as noted in the following comments:

The MORPH Project has given me far more knowledge – opening my eyes more which is a benefit to the organization because I am an employee of the organization. So, if I save one girl ... and she stays in school and graduates, that's a success right there – just one.

Our entire staff are now trauma-informed.

Service Provider

I participated in the Trauma-Informed Practice and Human Trafficking workshops which were phenomenal and well-attended. Our entire staff are now trauma-informed. We had the training and still working on all the other pieces ... It really provided a local good quality training for our staff and myself, so I appreciated this. It was a huge benefit for our organization.

The two training sessions I went to I very much enjoyed and found very valuable. Kind of stretching, getting me to think outside the box a bit and making me think about the work that I do and incorporating what I learned.

Some mentioned benefits to organizations when programs were held there. This was particularly mentioned by staff at the schools, the Nova Scotia Community College, and the correctional institution. For the correctional institution, reports that inmates were showing up for the program and that there were changes in behavior was seen to be a benefit for inmates and for the institution. For some rural high schools, location can be challenging for students to access services, so holding a group at the school was beneficial.

There has been a rise in sexually based offences and our kids our experiencing it a lot and so to be able to have something specific for that was helpful for a group of girls that are often overlooked.

Another benefit to agencies was an increased understanding of services available which resulted in a better understanding of capacities and resources available and knowledgeable referrals.

I have made connections with other organizations in Pictou County that would really benefit our clients.

Service Provider

I have made connections with other organizations in Pictou County that would really benefit our clients ... So, I have a better understanding of what is available. It is so much easier to provide referrals to organizations if I can say, I know so and so at the organization and their philosophy and that they are not going to ask you to repeat your story. It helps you build trust with your clients.

Finding the appropriate resources to treat victims. The ability to find the best treatment method for that person so they can properly heal. To be able to adequately find her the right resources so that event is minimized for the

rest of their lives.

(Our agency) has benefitted immensely just from the education opportunities, the strengthening of relationships for community partners, the access for our survivors, and our families' awareness that we can bring that information to the families that we work with.

6.3 Benefits for individuals Using Services

Several benefits were identified for individual survivors. One benefit was a change in how services are offered for survivors due to the trauma-informed training as noted in the following comments:

Our clients have benefitted because I am better equipped to understand where they are and where they possibly could have come from and that allows us to give them better service delivery. Students and volunteers, I am able to pass some of that training onto them in a very informal way here in the office.

The Trauma-informed training has made (service providers) more aware of how to be trauma-informed and issues around sexual violence and how trauma might be portrayed in their clients and how they can respond and be a safe person and that has made a huge difference in how services are offered to clients in Pictou County in general.

Clients seemed to be more aware of the services in the community than prior to the project.

Service Provider

Another set of benefits for survivors included increased awareness of services available, increased access to appropriate services, and accessing services earlier than previously (prior to the project) as follows:

Our calls (for services) have increased in the last year for sure. ... From our perspective, the MORPH Project had done a great job of promoting the work and promoting their services. They worked really hard and focused on the media campaign and I definitely noticed that clients seemed to be more aware of the services in the community than prior to the project.

The crisis line is well-used for sure and being part of CSN and MORPH has extended yet another resource for women to access.

I told women that I worked with who were dealing with sexual abuse and told them about the program and some women accessed that group.

People are contacting the centre around sexualized violence needs in a more immediate way. For years we have served women and often it has been historical sexual abuse and often it is when the story has been a painful long-lasting journey. I have great hope that people are making contact seemingly sooner in that journey.

For clients who face barriers to participation, the ability to participate and be included in programs, rather than segregated in separate programs, has been a significant benefit as follows:

Our clients have been invited to participate in programs and services. I think that, when I think of the word inclusive, it allows the clients to participate in what they view as normal social interactions and they get to learn and interact with other women that they view as role models. And they have had that opportunity with the MORPH project.

Benefits for young women included an opportunity to talk about sexualized violence and increased advocacy skills around consent and sexualized violence in the schools as follows:

Slut the Play triggered a space for young women to talk about sexual violence. Our Child and Youth worker is in the schools a lot and a number of young women disclosed sexual abuse and assaults to her, and it was a direct result of the play in the schools. And then we were able to offer young women a place to talk about it. (Our staff) always had a rapport, but the disclosures increased. One month we had 7 new referrals and they continue to see (our staff).

Slut the Play triggered a space for young women to talk about sexual violence.

Service Provider

The benefits of having Slut the Play come to the school and, for those who were able to see it and share their story, has brought more advocacy skills around consent and sexual violence to the schools for sure.

6.4 Community Benefits – Shifted the Conversation & the Community Response

Those interviewed were asked if there have been broader community benefits from MORPH activities. Their responses indicate that there are three important community benefits which are outlined in this section. These benefits are the outcome of several activities to increase awareness, create conversations, create safe spaces for conversations, and build capacity for appropriate responses. This has shifted the way community members and service providers are thinking about sexualized violence and is changing the way they act/respond – almost like a culture change in the community. Furthermore, these benefits mirror and reinforce the reflection of the young women in Section 3, about their observations about community conversations and the changes they noticed in themselves and others.

First, those interviewed pointed out that events and gatherings created community conversations about sexualized violence and safe places for those conversations to happen. Furthermore, the MORPH media campaign increased awareness that it is really important to believe survivors. This created a space to see the side of the survivor, all of which has occurred in the context of the #MeToo movement. This has enabled people to open up and not feel like they had to keep quiet about the issue. At the same time, MORPH increased awareness of services and supports available which meant people, who decided to open up and seek support, knew where to go. The following comments help to illustrate this point:

MORPH has created a space to see the side of the survivor. We are giving validity to survivors where often there is often that backlash of victim-blaming.

All of those different activities and events brought awareness and made it a safer platform where individuals started to feel a little more comfortable to open up a little bit and not feel like they had to keep quiet about it anymore because there was support.

I think it gave people a different understanding of the effects of sexual violence. And that is a key, key piece. I think it also made the whole topic of consent really come to light and

Individuals started to feel a little more comfortable to open up a little bit and not feel like they had to keep quiet about it anymore because there was support.

Service Provider

made people understand that a little bit more, and allowed people to understand what their rights are.

(I) have heard an increased awareness that sexual violence exists and that there are places that people can go to receive support, and that it is really important to believe survivors. The dialogue two years ago (was), “you say you have been sexually violated, so how do I know that is the case?” whereas now, for all kinds of reasons, ... the tone seems to be more, “so you say you have been sexually violated in some way, I’m sorry that has happened to you.”

I feel that if MORPH didn’t exist that (people in) Pictou County may not know where to go with help. There has been a bit of awakening with the #MeToo movement and survivors know that they don’t have to stay quiet and they can come forward if they feel that they can. And MORPH has provided those channels of coming forward whether a disclosure or report or support for themselves. I think MORPH did a good job of letting people know what resources and what ways are out there for them to seek support.

Secondly, the education and training events created conversations within agencies about their work and how they could apply what they learned in their workplace as follows:

The two day-long workshops that I went to were packed. There were lots of great conversation at the tables and in the larger group. ... It got conversations going. There were conversations that day and with staff (back at work). I had conversations afterward about the work that we do and about the things that we learned in the workshop.

It gets us talking about it - among agencies, among staff within agencies, and as a community. If it is happening in our community it is affecting all of us. It is creating conversation. It is challenging us to think beyond “it can’t be happening” to “it is happening and it is our responsibility.” And how can we help and what is our role as a community agency, so I see that as a community response.

Thirdly, the inclusive community engagement approach to involving people in training events enabled a diverse group of service providers and community people to have conversations and learn more about sexualized violence and trauma-informed practice. Rather than a few organizations, this approach has strengthened the response to be a broader, more informed community response. As a result, if a survivor discloses to a service provider or a community member they trust, who has had trauma-informed training, those supporters are more likely to have the knowledge and skills to respond appropriately and know where to direct them. This was seen to be particularly important in communities where individuals may first turn to someone they trust, who may be a community member, rather than first going to an agency.

The following are some of the related comments:

The amount of phone calls that I get to the centre related to sexual violence, (and) people navigating for survivors, (and) phone calls from other service providers that are interested in training. We were not at that place when the grant started. People are seeing now that this is a problem and there are ways to address it.

Well, being born and bred in Pictou County, I can speak of the lack of response to sexual violence by various organizations over the years. This project in particular, the people that were at those training events and have had their eyes opened to sexualized violence in various ways ... I think that has been an exceptional accomplishment.

I think especially for trauma-informed practices I think that has made a difference and has the potential to make even more of a difference for front line workers and for community members who attended. The difference that training makes in people's perspectives. It makes such a difference in the way survivors are treated, which makes such a huge difference in their healing and recovery that they are treated with dignity (and) that they are not blamed. ... If that training didn't exist I think a lot of the old behaviours and old assumptions of people would still exist. We didn't (get) everybody, but ... a large number of people and hopefully they are able to carry that knowledge forward.

The difference that training makes in people's perspectives. It makes such a difference in the way survivors are treated, which makes such a huge difference in their healing and recovery that they are treated with dignity (and) that they are not blamed.

Service Provider

The last two training events had a fair representation from the community. The number of African Nova Scotian women in attendance varied in age from 40s to 70s and that is a good age range as it was targeting mothers and grandmothers. In our community it is not uncommon for grandmothers to be raising grandchildren. ... Not as much as it was 20 years ago, but you will still have someone (in the community) who will be the go-to people first and then you direct them to services. People tend to go to people they trust, to people they know.

6.5 Increased Outreach & Support for Marginalized & Underserved Communities

Those interviewed were asked how well the project has been able to reach out to and support marginalized and underserved communities. For the most part, they indicated there was some success in reaching out to communities, although everyone agreed that this is an area that will require more attention. This will require time to continue to build and strengthen relationships, resources to do the work, and approaches that are community-driven.

Their specific responses are outlined in this section as follows:

- 6.5.1 Assistance with access to services;
- 6.5.2 Programs for men in the correctional institution;
- 6.5.3 Adults with intellectual disabilities;
- 6.5.4 The African Nova Scotian Community;
- 6.5.5 Pictou Landing First Nation;
- 6.5.6 The LGBTQ2S+ Community.

6.5.1 Assistance with access to services

One area that assisted with access and participation was offering transportation and childcare for group programs. Also, it was pointed out that the workshops were very affordable due to the project funding and that every effort was made to ensure no-one was turned away. The following comments illustrate these points:

I would say in regards to offering transportation and childcare helped with people who didn't have resources to be able to attend a group.

They even offered childcare for moms to attend events.

The workshops were more than affordable which was good. ... Everyone was making sure that no-one was turned away.

6.5.2 Programs for men in the correctional institution

Both the literature and the anecdotal reports from the co-facilitators in the men's program indicate that inmates are generally an underserved group (i.e. very few programs) and a high percentage of that population are more likely to be from marginalized communities, as indicated in the following comment:

There is very little service delivery that happens within an institution. Many of the subpopulations from that population are from marginalized populations, First Nations, African Nova Scotians, and others. And, (group members) have all expressed that as well as the administration of the institution.

Through this work, relationships have been built between the MORPH facilitators, the correctional institution staff, particularly the Social Worker. There has been interest expressed to continue these groups.

6.5.3 Adults with intellectual disabilities

Those working with adults with intellectual disabilities appreciated the opportunity for participation in various project activities, including groups and events as follows:

We fall into that marginalized and underserved population. The lack of the mental health aspect that we have seen in this county is even more so for some of the individuals that we work with. So, having the opportunity to go to those groups and to have the opportunity to have a therapeutic environment that they would not have normally had

access to is wonderful. They have definitely networked to everyone in the community that would potentially be viewed as an underserved population.

As reported earlier in this report efforts are now underway to offer a training program for service providers called “Doing It Better: Healthy Sexuality Education and Sexual Violence Prevention for Persons with Intellectual Disabilities” as noted in the following comment:

“Doing It Better” is ... training for service providers and families in the community (and) I am looking forward to being able to bring that knowledge to other service providers. It is just another opportunity that we have in building the relationship that we have (as co-facilitators).

6.5.4 The African Nova Scotian Community

The project had originally proposed to hold a group program for survivors in the African Nova Scotian community. However, once the project was funded and when consulted about services for survivors, the community was clear that they were not interested in group programs and there was a clear message that they did not want a focus group as there had been several recent requests by various groups as noted in the following comment:

I talked to at least 25 women who all kind of had the same reaction. All they would recommend that MORPH offer information and an individual could reach out if they wanted to. They recommended individual counselling. The group thing was a huge problem for that community.

Other factors pointed out by those interviewed were the sensitivity of the topic, the need to build trust between the community and the project, and community members are more likely to first go talk to someone they know and trust within their community. They also indicated that, when there is a need for something, community members are good at mobilizing and coming up with their own solutions and that, moving forward, a partnership or partnerships with community organizations would be a good strategy.

(Sexualized violence is a) sensitive topic and trust needed to be built between the community and the project, as well as the extent to which individuals trust something that maybe is outside their community.

I think it is going to have to be something that will have to move at its own pace. When there is a need in this community, when there is a need for something like that, the community is very good at mobilizing and creating their own resource.

MORPH made an effort to invite community members and organizations to various training events. In addition, the Regional Educator Northern Region, Black Educators Association, who is also a resource to the New Glasgow Black Education Committee and community volunteer became a member of the CSN Working Group. Another community member helped to facilitate a focus group for young African Nova Scotian women at the school.

With respect to achieving the objective of reaching out and providing support, the following comments were provided:

I think this was done relatively well and I think those gaps are starting to close a bit and there is more inclusion in events.

*Community
Member*

Now, I can see that some relationships are starting to be built. This was difficult to do because of lack of trust. ... So, I think that one of the key things that was focused on in this project is not going in and saying this is what we are offering you but to find out what can we offer you. ... What can we do along with you that might help? We don't know the answers until we ask the community members themselves. I think this was done relatively well and I think those gaps are starting to close a bit and there is more inclusion in events.

For the last two workshops there was a good representation from the African Nova Scotian community - more so than in previous years, which tells me there was a concerted effort made by the project leaders to get out and target the community.

I think they accomplished it, just from the number of people who are now speaking about it and they have an understanding of what MORPH is, even realizing that, "okay we do have an issue here. It does exist in our community." There is more outreach.

6.5.5 Pictou Landing First Nation

The project proposal had proposed doing a group for survivors in Pictou Landing First Nation. When consulted about services for survivors, community members indicated that they were not ready for groups. Following this, community members were invited to participate in training events and the Pictou Landing Native Women's Association agreed to send a representative to participate on the CSN Working Group. MORPH was invited to a lunch and learn in the community.

The projects that they are putting on in town informing people. That is going well. The actual Pictou Landing component is going a little slower and we are not ready.

In addition to the above, a focus group was held with ten women to discuss sexualized violence and some ideas for addressing it. Participants identified some barriers to accessing services, including transportation challenges to access outside resources and part-time availability of mental health services in Pictou Landing. There were also concerns with lack of privacy/anonymity, and community gossip. Their suggestions for first steps to address sexualized violence included starting conversations about sexualized violence in small groups, with separate age groups and gender. They also suggested education for youth and education on how to respond when someone discloses. At the time of writing this report, MORPH and Pictou Landing continue to have discussions and the community is considering whether to implement the toolkit developed out of a sexualized violence project implemented in Paqtnkek Mi'kmaw Nation.

When asked if the project had reached its objective of reaching out to the community, it is evident from the responses that the project has reached out. However, any activity moving forward must be community-driven. Also, the need for resources and continuing to build trust with outside agencies will need to be an important component of any effort.

I think very good in doing that (reaching out) and especially in connecting with me and I share their information using social media. I think it is very good. Yes, they are doing a good job of sharing.

We don't have someone full-time in the community to go forward with it. It has to be community driven. It has to be a slow process with trust. Getting the women with MORPH more familiar with my clients. That is the challenge, building that trust.

We need some more community involvement just to build that trust. It doesn't necessarily have to be about sexualized violence. (It could be) some events that aren't so heavy to build trust and the relationship. ... It could be a focus on healthy relationships, mostly for youth.

I think very good in doing that (reaching out) and especially in connecting with me, and I share their information using social media.

*Community
Member*

6.5.6 The LGBTQ2S+ Community

As pointed out in Section 2.2, there were efforts to reach out to the LGBTQ2S+ community. A specific pamphlet was developed and distributed, and a focus group was organized with three participants. When asked the question regarding reaching out to marginalized and underserved communities, it was felt there were efforts to reach out and the groundwork had been done; however, a sense that the community may not be ready or able to open up about this issue as noted in the following comment:

The LGBTQ2S+ community – I feel like we failed there but I don't know what we could have done differently. We did try to recruit through our networks and we weren't taken up on it. ... They may be hearing about it but later they may be ready, so we are doing a lot of the groundwork now and so whenever they are ready, the service will be there.

It was also pointed out that Pictou County is quite conservative and there is a stigma attached to sexualized violence in general. Being a survivor who is not a CIS gender female adds to that stigmatization and makes it difficult to come forward and to gain trust. Another related challenge may have been that MORPH is closely associated with the Women's Centre as the lead organization, which may also have created another barrier for some survivors to come forward. An attempt to address this challenge was to have a range of survivors (including women, men, and the LGBTQ2S+ community) identified on the MORPH information pamphlet as well as a range of community resources listed as potential supports. This was an effort to ensure that community members were made aware that it is more than heterosexual women who are affected by this and there are places they can go.

6.6 Improved Cooperation & Coordination among Services & Agencies

Those interviewed were asked if the project has contributed to improved cooperation and coordination among agencies related to services for sexualized violence. They discussed four kinds of cooperation and collaboration as follows: one-on-one collaboration between co-facilitators; the collaboration among the three active project partners; the Pictou Sexual Assault Response Team or PSART; and, the networking among different agencies in training events and at community network meetings. These are outlined in this section as follows:

- 6.6.1 Collaboration among co-facilitators;
- 6.6.2 Collaboration among project partners;
- 6.6.3 Cooperation & coordination through PSART;
- 6.6.4 Increased networking & information sharing among agencies.

6.6.1 Collaboration among co-facilitators

The Sexualized Violence Therapist worked with various staff from different agencies to co-facilitate the group sessions. When asked if co-facilitation improved cooperation among agencies, several co-facilitators responded positively. They indicated that working together helped to build cooperation and the process was “super positive” and “solid,” as follows:

So, the working together helped to build cooperation ... The collaboration had an effect on whether the girls were going to come.

Co-Facilitator

We have service providers come in all the time (to the school), but they don't come in and suggest a collaboration. But MORPH's offer was to collaborate and offer a program together. So, the working together helped to build cooperation. That was wonderful. The collaboration had an effect on whether the girls were going to come. And now, after running through the group with (the Therapist), I am more comfortable doing it myself.

I felt that one of the things that we did very well together was we complemented each other strengths. It felt that way early on for me anyway and while we were co-facilitating the group. I think what we had done was built trust in one another enough that, while we were doing the work, that we had that sense that I know that I have another co-facilitator right here and I am not all by myself doing the group and that flowed through so wonderfully.

Another co-facilitator pointed out that it was also a way of identifying more service providers and more community organizations as safe places to go as well as sending a signal that the community is working together as follows:

(Through this process) we are identifying more service providers and more community organizations as safe for people to go to. We are building capacity in those organizations and building connections so that it is clear that the community is working toward this together, not just one organization.

While there are many benefits to co-facilitation, there were some challenges. For many it was an additional volunteer task on top of their busy schedules and, therefore, not necessarily their first priority. In addition, these were new programs and the program manuals were developed as a result of the collaborative work of the co-facilitators. Some of the resulting challenges were finding times for meetings to develop the programs and for logistical things, such as pre-screening participants. Also, it took time and care to develop an understanding of each other's facilitation style to be effective co-facilitators. Despite these challenges, more than one facilitator pointed out that the effort was worth it because of the many benefits of co-facilitation, particularly for the group participants.

6.6.2 Collaboration among project partners

Several of those interviewed spoke about the importance of the collaboration among the three active project partners, the Pictou County Women's Resource and Sexual Assault Centre, Tearmann Society for Abused Women, and the Pictou County Centre for Sexual Health. They indicated that it has been a positive partnership and an opportunity to generate ideas, pool resources, and share the ownership of the work as follows:

We have a great understanding of one another and have been able to accomplish great things by freely sharing ideas and making the ownership for the work a shared ownership rather than individualized ownership.

I know that the key organizations have been working really closely together, and I think that the way in which they have all been able to commit to continuing to work together is remarkable and challenging. There are a lot of organizations involved, but these three core leaders have found this way to work really closely together and I think that is wonderful.

6.6.3 Cooperation & coordination through PSART

Members of PSART indicated that the project enabled PSART to meet on a more regular basis and provided the team with a clear focus, including collaborating to update their sexual assault response protocols. Members indicated that these activities have resulted in a common understanding of the role of PSART and enabled the group to become closer knit. This has resulted in strengthened relationships, connections, and communication among agencies around the table as follows:

This project enabled an opportunity for this group to become closer knit and to work together and actually define what it is that this group is here to do and to make sure that this is what is going on. And a deeper level of understanding for the service providers.

Having the option to connect with all of those individuals, I think that everybody is now working more on the same page than they once were. And it has opened communication for sure.

Just the building and maintaining those relationships is just so crucial to the broader community. ... It is so rare to find tables where we can connect and learn about each other's services and how that translates to our clients in the community at large.

6.6.4 Increased networking & information sharing among agencies

Another level of cooperation raised in the interviews was the increased networking and information sharing that occurred at training events and agency network tables. This included sharing different perspectives, increasing awareness of what agencies have to offer, and finding ways to support each other. Some pointed out this strengthened collaboration among agencies which was important because the work can't be done in isolation. These points are illustrated in the following comments:

(The day-long workshops) brings agencies together. ... We get to do that networking, find out more about each other, what we do, and how we can support each other. That's invaluable because we can't do the work in isolation.

And just learning about the perspective of sexualized violence from other organizations ... it is nice to connect with those organizations and some of the youth-specific organizations (and) have insight into what the community could benefit from and that helps us to adapt and change our practice.

It brought community agencies together to talk about a challenging topic and it has also improved the resources and the collaboration of agencies in Pictou County, and Guysborough and Antigonish because there are conversations happening across the region.

... We get to do that networking, find out more about each other, what we do, and how we can support each other. That's invaluable because we can't do the work in isolation.

Service Provider

Discussions around the table at Interagency or Pictou County Partners. ... Many of us are talking about our services on, not just domestic violence, but sexual violence, and that kind of public knowledge about the MORPH program and how our services are working together just initiates and sparks other conversations within the community.

6.7 Satisfaction with Involvement in MORPH

Those interviewed were asked to rate their level of satisfaction with their involvement in the project and with activities initiated by MORPH. The rating scale was a 4-point scale with 1 being "not satisfied" to 4 being "very satisfied." The results shown in Table 17 indicate that almost all were either very satisfied or satisfied with their involvement and with MORPH activities.

Several respondents offered comments for their ratings. Overall, there were many positive comments. With respect to involvement, several indicated that they rated "satisfied," because they would have liked to have been more involved or, in the case of MORPH staff, that they would have liked to have been involved for the entire project. Another indicated that she is still learning, having been involved for only a short time toward the end of the project. With respect to activities, those who rated "satisfied" and "somewhat satisfied,"

also offered comments for their ratings. Some indicated they were disappointed that they didn't reach more survivors, including the inability to engage the LGBTQ2S+ community, and didn't have the funds to have a direct service that included individual therapeutic counselling for those who were looking for that service.

Many of those interviewed expressed appreciation for role of the Navigator and the Sexualized Violence Therapist and their efforts related to the groups and project activities. They particularly mentioned the professionalism, knowledge and skills they brought to the project.

Table 17: Satisfaction with Involvement & Activities Initiated by MORPH

	Not Satisfied	Somewhat Satisfied	Satisfied	Very Satisfied	Total
Satisfaction with Involvement			9 56%	7 44%	16 100%
Satisfaction with Activities		1 6%	6 38%	9 56%	16 100%

6.8 Support for Continuation & Suggestions for Next Steps

Those interviewed indicated they would like to see MORPH continue in order to build on the gains made through this project. They recognized that continuation of this important work will require funding and staff. They particularly pointed to the role of the Navigator as pivotal to training and awareness activities, to organization of groups programs, to implementation of visibility strategies, and to support the extensive cooperation and collaboration necessary to strengthen the community response to sexualized violence.

They offered thoughtful suggestions for next steps, many of which have been included as recommendations (see Section 7.2). They felt it was important to continue the awareness and training activities. They would like to continue to strengthen the collaborative activities begun during this project, including the work of PSART and collaboration in program delivery. It will be necessary and important to continue to build and strengthen relationships with Pictou Landing First Nation, the African Nova Scotian community, adults with intellectual disabilities, and the LGBTQ2S+ community.

With respect to needs and gaps in services, community members and service providers clearly identified the need for individual specialized therapeutic counselling services for those who have experienced sexualized violence. Those working in the schools appreciated the intentional collaboration with MORPH and indicated there is a need for group programs and education for youth. Pictou Landing First Nation also pointed to the need for youth programs in their community.

7. Conclusions & Recommendations

The purpose of the evaluation is to assess the effectiveness of the MORPH project in meeting its overall goal or purpose. The purpose of the Community Support Network grant was as follows:

To build a collaborative and compassionate service response for victims/survivors of sexual violence through more coordinated counselling and supports, better navigation and visibility of supports, and non-judgemental and safer spaces.

The Evaluation Framework outlines the Key Outcome Areas and project objectives to achieve this goal. To achieve these objectives and the goal, project partners undertook a number of key activities as outlined in Section 2 of this report, which also includes a summary of outputs and participation in programs and services. The outcomes of these activities are reported according to each Outcome Area in Sections 3 to 6 of this report.

This section draws general conclusions based on the outcomes identified through this evaluation and provides recommendations for next steps to continue to strengthen the response to and prevention of sexualized violence in Pictou County.

7.1 Conclusions

The conclusions are organized around the objectives and key Outcome Areas in the Evaluation Framework as follows:

- 7.1.1 Creating Community Conversations & Increased Awareness
- 7.1.2 Strengthening Community Capacity to Respond to Sexualized Violence
- 7.1.3 Supporting Survivors of Sexualized Violence & Allies
- 7.1.4 Engaging Organizations, Agencies & Communities

7.1.1 Creating Community Conversations & Increased Awareness

Two objectives related to the project goal above were: (a) to increase visibility of supports and services for survivors of sexualized violence; and, (b) to increase awareness of sexualized violence and its impact. The outcomes clearly affirm that these two objectives have been met exceptionally well in this project. It was not just one strategy or activity that led to this result, but rather a series of activities undertaken to increase awareness, to create conversations, to create safe places for conversations, and to increase visibility of services and supports available.

The performances of Slut the Play and the conversations created after the play impacted a very broad audience of Pictou County residents. The young women who were part of the cast, not only increased their understanding of sexualized violence, but their understanding of rape culture, how that impacts on everyday lives, and the extent to which various forms of violence are normalized. Audience members who were interviewed commented on the impact of the play in increasing their understanding of what happens to those who are

sexually assaulted, particularly the isolation and shaming and blaming that occurs.

Both the young women cast members of Slut the Play and high school staff indicated the play had an impact on youth in the schools. The play created opportunities for a different conversation about sexualized violence, created a space for young women to talk about sexualized violence, and brought more advocacy skills around consent and sexualized violence to the schools.

In addition to impact on the schools, Slut the Play and the post-play discussion sparked conversations in homes, workplaces, coffee shops, on the street, and in social media. A follow-up sexual violence forum deepened discussion about the impacts of trauma associated with sexualized violence. Training events, community education workshops, and updates and discussion at agency network meetings continued to spark conversations about sexualized violence and its impact. These events provided safe places for conversations, which enabled people to open up and not feel like they had to keep quiet about the issue.

At about the same time as the above activities, an effective radio and social media campaign increased awareness of issues associated with sexualized violence and carried a message to believe survivors. This created a space to see the side of the survivor, all of which has occurred in the context of the *#MeToo* movement. The radio campaign, posts on social media, and wide distribution of MORPH pamphlets increased visibility of project activities, services, and supports available.

All of this has shifted the way community members and service providers are thinking about sexualized violence and is changing the way they act/respond – creating a culture shift in the community. These changes were observed by the young women cast members in Slut the Play, by community members, and by service providers. These were changes they noticed in themselves, in colleagues, and in their communities.

Another result is that more people, who decided to seek support, knew where to go. There were increased calls for navigation support, increased use of the Tearmann Crisis Line, increased calls for SANE program services, and an increase in referrals to the Women's Centre related to "recent" sexualized violence incidents, rather than historical sexual abuse. Tearmann Society for Abused Women reported an increase in the number of young women accessing the Child and Youth Worker at the schools.

The increased awareness motivated other actions and change. Slut the Play audience members indicated it changed the way they approached their children on the subject or motivated them to take action to advocate for change. Cast members were more confident in their relationships and in their ability to stand up for themselves, to support others, and to advocate for women and women's rights. A significant outcome is their insight that this experience has been transformational for them as individuals. It has changed every aspect of their lives from changing the way they think to being able to put thoughts into words and action.

7.1.2 Strengthening Community Capacity to Respond to Sexualized Violence

Three objectives focused on strengthening community capacity to respond effectively to sexualized violence as follows: (a) to provide skill building and knowledge exchange activities for service providers and community members; (b) to manage and promote the accessibility fund; and (c) to support PSART members to build compassionate, collaborative responses to sexualized violence.

The provision of skill building and knowledge exchange activities has strengthened community capacity to respond effectively to survivors of sexualized violence. An inclusive approach to reaching out to involve a range of service providers and community members from all areas of Pictou County enabled a diverse group of service providers and community people to learn more about sexualized violence, human trafficking, and trauma-informed practice. With a total participation of 281 service providers and community members from diverse communities, one community benefit is that this strategy has the potential to continue to improve the overall community response to sexualized violence. If and when a survivor discloses to a service provider or a community member they trust, who has had trauma-informed training, they are more likely to have the knowledge and skills to respond appropriately and know where to direct them. This was seen to be particularly important in communities where individuals may first turn to someone they trust, who may be a community member, rather than first going to an agency.

It is evident from the evaluation of the sexual violence forum and the two trauma-informed workshops that participants felt more able to support survivors with empathy, compassion, and understanding. They learned more about trauma, trauma-informed practice, and practical application. They increased their understanding about how services may unknowingly re-traumatize survivors. They learned more about the need for attention to client safety and creating safe spaces; as well as nurturing hope, compassion, and resilience in working with survivors. Furthermore, many indicated they planned to change their practice and/or share what they learned with others.

All three trauma-informed training workshops included a cultural competency component. While participants appreciated the conversations about cultural competency, this topic needs to be further explored in relation to trauma-informed practice. There should be more diversity in speakers in the future sessions to provide an opportunity for sharing and learning more about diverse experiences.

The importance of this training was re-iterated several months after the events, indicating that what was learned has been retained and is being applied in practice. During evaluation interviews, those interviewed mentioned several lasting benefits for them as community members and services providers as well as for their agencies and communities. These benefits included the knowledge and insights they gained, the conversations that occurred about how to apply what was learned, and the resulting change in their practice/response. Furthermore, learning more about services available resulted in a better understanding of

capacities and resources available and knowledgeable referrals.

The accessibility fund addressed barriers and facilitated access to and inclusion in training programs, educational events, and services for those who would not have otherwise been able to participate.

The third objective involved the Pictou County Sexual Assault Response Team (PSART) in reviewing and updating their sexual assault response protocols and undertaking an asset mapping exercise. These activities were important steps in strengthening the way team members work together to provide a seamless and coordinated community response to sexualized violence. The protocol review clarified the response process. It resulted in a more common understanding of the role of PSART, each member's role, and policies and procedures. It helped members to better inform clients of what to expect with a referral to a PSART member agency. It also helped members to better inform clients of what to expect with a referral to a PSART member agency. The asset mapping exercise enabled members to clarify community assets that support survivors, including services and partnerships, and will assist with referrals.

7.1.3 Supporting Survivors of Sexualized Violence & Allies

Three objectives toward the project goal were intended to build a collaborative, sustainable, and compassionate service response as follows: (a) to provide evidence-based trauma-informed groups for survivors of sexualized violence; (b) to provide a skill building program for non-offending friends and family of sexualized violence survivors; and (c) to deliver navigation support services.

MOPRH has built a compassionate service for survivors and allies that provided trauma-informed, non-judgmental support, and a safe environment. It is evident from the evaluations that those who participated benefitted immensely as follows:

- The women expressed how safe they felt in the group environment and increased their sense of self, sense of connectedness, self-awareness, and their ability to self-soothe (relax). Those who participated in the Stage 2 process recovery group strengthened their coping skills, increased their trust and confidence to share experiences, and were starting to let go of past guilt and look forward to the future.
- The men benefitted from the group experience, giving them a sense of connectedness, hope and belonging. They increased their self-awareness, using mindfulness to regulate themselves around reactions or "trigger points." Another common benefit was using deep breathing as a way of self-soothing (relaxing). Over the course of the program, many shifted their mindset to be more positive. There was evidence that the men were transferring their skills to their environment within the correctional facility and expressed an interest in transferring their skills upon release.
- The young women appreciated learning to deep-breathe to self-soothe for anxiety and panic when triggered, increased their connection with other group members, and felt

supported by the facilitators. They identified some accomplishments from their participation, although the group was very short due to time constraints. One young woman learned to face her situation and felt supported by group members and the facilitators in that process.

- Only a small number participated in the skill building program for non-offending friends and family of survivors. Participants gained knowledge, insights, and skills from this program. It was a good opportunity to pilot this program and to learn from efforts to promote it and from the participants' experience.

The planning and delivery of programs for survivors and allies was hampered by a number of challenges that meant groups were slow in getting started and participation was not as high as originally anticipated. Among these challenges some key factors included: (a) a low level of pre-project community engagement in determining program needs of survivors; (b) the preference for individual counselling over group programs; and, (c) the need to reach out to build trust and relationships with Pictou Landing First Nation, the African Nova Scotian community, and the LGBTQ2S+ community.

MORPH was both responsive and creative in addressing challenges. Staff reached out to work with and engage marginalized and underserved communities and the conclusions of those efforts are reported in Section 7.1.4. Programs were re-designed and re-offered in new formats when there were lack of referrals or based on concerns and needs identified by participants. Some groups were not offered in some locations, as outlined in the original proposal, due to feedback from communities. Other groups were offered on location, for men in the correctional facility and for youth in the schools, to support referrals and participation. There were benefits for participants and for the correctional facility and the school in offering these programs in these locations. The need for individual therapeutic counselling services remains an important concern in being able to effectively address needs of survivors of sexualized violence. This is crucial for those not ready or able to participate in group programs from a therapeutic perspective and, for those in rural areas and small communities, who have concerns with maintaining anonymity and privacy.

Overall, the project was successful in building a collaborative and sustainable service response. The project developed and delivered evidence-based, trauma-informed groups for survivors and a skill building program for allies. A collaborative approach to group facilitation and program development, as well as group manuals for facilitators, has helped to build capacity for sustainability and leadership of these programs. Also, the collaboration to promote a range of community support services for survivors has contributed to building this service response.

Finally, the role of the Navigator was integral to information sharing and navigation to services. The position was also key to supporting programs for survivors and allies, visibility of supports and services, training programs, community education, and collaborative activities. The Navigator's connection to these activities increased her visibility as the

“MORPH person to contact” for information related to sexualized violence, as well as services and supports. This was seen to benefit survivors, agencies and organizations, as well as the broader community.

7.1.4 Engaging Organizations, Agencies & Communities

An important objective, in working toward achieving the overall project goal, was to build and strengthen relationships and cooperation among organizations and communities. There is evidence that MORPH has strengthened cooperation and collaboration among agencies and organizations and has made efforts to reach out to and work with marginalized and underserved communities.

Community members and those who volunteer or work with marginalized and underserved communities indicated that efforts to reach out, engage, and support marginalized and underserved communities did have some success. Outreach efforts engaged community members in various ways through focus groups, through training and education events, as members of the CSN Working Group, and some participation in survivor groups. This is clearly an area that will require ongoing commitment to continue to collectively build and strengthen relationships and trust, to support approaches that are community driven, and to find resources for community-identified strategies to address sexualized violence.

Another area of increased cooperation was through participation in MORPH training events and discussion of MORPH updates at various interagency network meetings. The increased opportunities to network strengthened connections and information sharing related to sexualized violence. It also increased understanding of resources and services available and provided opportunities to learn more about the experience and perspectives of other organizations and agencies.

As already mentioned in the previous section (7.1.3), the intentional collaboration to facilitate group programs helped to build capacity for ongoing sustainability and leadership of group programs. It also helped to build trust and strengthen cooperation and communication among the agencies involved.

The collaboration among the three active project partners involved sharing ideas and pooling resources to implement the project. This resulted in strengthened relationships and shared ownership of the work.

MORPH enabled PSART members to meet on a more regular basis and to have a clear focus. Discussion of MORPH updates, the protocol review and the asset mapping exercise strengthened relationships, connections, and communication among agencies around the table. Members affirmed and reaffirmed the commitment to collaborative work. They also identified the need to fully utilize partnerships in order to continue to strengthen their

individual and collective response to sexualized violence, as well as to address potential threats to services and resources.

Project partners, PSART members, co-facilitators, project staff, and community members who assisted with outreach to marginalized and underserved communities indicated they had built or strengthened relationships with MORPH and through MORPH. Almost all indicated they were satisfied or very satisfied with their involvement in MORPH and with project activities. They indicated an interest in continuing the cooperative and collaborative activities initiated through MORPH.

7.2 Recommendations

It is evident from the project outcomes that MORPH has generally met the overall purpose of the Community Support Network grant. It is crucial, however, to continue the momentum built through this project and to address needs identified. Those most involved with MORPH offered thoughtful suggestions for next steps which assisted with developing the following evaluation recommendations:

- 7.2.1** Advocate for funding for continuation of the Navigator position. It has been demonstrated that this position is integral to the success of awareness, prevention, and the collective community response to sexualized violence. Specifically, the position supports information sharing and navigation, organization of group programs, education workshops, training opportunities, visibility strategies, and collaborative activities.
- 7.2.2** Advocate for funding for a specialized therapeutic counsellor to address this gap in services, clearly articulated by individuals seeking services, service providers, and community members.
- 7.2.3** Continue to provide training and education opportunities for agencies and communities to build and strengthen capacity to respond appropriately and effectively to survivors of sexualized violence. Build in cultural competency with diverse presenters to provide opportunities to hear their stories and experiences. Consider offering or advocating for trauma-informed training for all police, lawyers, Crown Prosecutors, judges, and teachers.
- 7.2.4** With the program manuals developed through this program, continue to implement the Stage 1 groups for women, men, and youth and Stage 2 groups as identified. Support collaboration and co-facilitation in group delivery.
- 7.2.5** Continue to collaborate with the schools in delivery of group programs and prevention programs focusing on consent, boundaries, and respect.
- 7.2.6** Continue to build relationships with Pictou Landing First Nation and support strategies they identify as being helpful to addressing sexualized violence. Pending community decisions, this could include implementation of the “Mi’kmaw Community Engagement Toolkit on Sexual Violence” and programs for youth.

- 7.2.7** Continue working with the African Nova Scotian community and consider developing partnerships with African Nova Scotian organizations and groups to identify needs and potential supports and services that will benefit the community.
- 7.2.8** Continue outreach and collaboration with adults with intellectual disabilities and outreach to the LGBTQ2S+ community.
- 7.2.9** Continue with using “MORPH” as the vehicle for sexualized violence prevention and response strategies and activities. MORPH has been effectively branded as an inclusive initiative where survivors, community members, and service providers can access a range of supports and services depending on their particular needs.

APPENDIX A: Outcomes Evaluation Framework MORPH Pictou County
Revised February 2018

PROGRAM OBJECTIVE	TYPE OF EVIDENCE/DATA		SOURCES OF DATA	TIME
	EXPERIENTIAL/QUALITATIVE INDICATORS	STATISTICAL/QUANTITATIVE INDICATORS		
Outcome Area 1: Supporting Survivors of Sexualized Violence and Allies				
1.1 To provide evidence-based trauma-informed groups for survivors of sexualized violence (10 groups: (women, men, & youth)	<u>Sexual assault survivors:</u> <ul style="list-style-type: none"> • Increase self-awareness (emotions, thoughts, bodily sensations) (all groups). • Increase ability to self-soothe, relaxation techniques, self-care, and coping skills (all groups). • Increase sense of safety (ability to remain present) (all groups). • Increase sense of connectedness (all groups). • Increase sense of self; connection to authentic core self (all groups). • Increase understanding of impact of trauma (not male group). • Apply skills outside group (all groups). • Subjective progress towards identified individual goals/accomplishments (not for male group). <u>Co-facilitators (also applies for groups below):</u> <ul style="list-style-type: none"> • Are satisfied with co-facilitation • Can identify benefits or challenges related to: program planning and delivery. 	<ul style="list-style-type: none"> • # and location of support groups • # of participants per group and total • # of referrals to groups • # of co-facilitators • # of community agencies involved • # accessing the Navigator for supports and services 	Tracking system to record statistics Participant evaluation forms (pre/post) Traumatic Stress Inventory Co-Facilitator interview.	Ongoing End of each group End of Project
1.2 To provide skill building groups for non-offending friends and loved ones (two groups – one annually)	<u>Non-offending loved ones:</u> <ul style="list-style-type: none"> • Increase understanding of sexualized violence, consent, and how to handle disclosures. • Understand the impact of trauma and the impact on survivors. • Understand vicarious trauma and how to handle triggers. • Have/develop a personal support system • Learn and practice positive self-care strategies/tools. • Feel they can effectively support their loved one in healthy ways. • Increase knowledge of supports/services and how to get help for themselves and loved ones. 	<ul style="list-style-type: none"> • # of groups • # of participants per group and total; • # of referrals to the groups • # of co-facilitators • # of community agencies involved. • # accessing the Navigator for supports and services 	Tracking system to record statistics Participant evaluation form Community partner survey/ interview.	Ongoing End of each group End of project

APPENDIX A: Outcomes Evaluation Framework MORPH Pictou County
Revised February 2018

PROGRAM OBJECTIVE	TYPE OF EVIDENCE/DATA		SOURCES OF DATA	TIME
	EXPERIENTIAL/QUALITATIVE INDICATORS	STATISTICAL/ QUANTITATIVE INDICATORS		
1.3 To deliver Navigation support services	<ul style="list-style-type: none"> Service providers express support and appreciation for Navigation supports and the role of the Navigator 	<ul style="list-style-type: none"> # accessing the Navigator for supports 	End of Project interviews	End of Project
Outcome Area 2: Creating Community Conversations and Increased Awareness				
<p>2.1 To increase visibility of supports and services for survivors of sexualized violence.</p> <p>2.1 To increase public/youth awareness of sexualized violence and its impact.</p>	<p><u>Youth/Community Members</u></p> <ul style="list-style-type: none"> Increase understanding of sexualized violence and its impact feel more able to support survivors of sexualized violence; Increase knowledge of supports and services available change in attitudes of self, attitudes, feelings and personal behavior. Observe an increase in community conversations about sexualized violence Increase interest in taking action on issues related to sexualized violence. <p><u>Community Members/Service Providers/Partners:</u></p> <ul style="list-style-type: none"> Are satisfied with # and quality of prevention activities, media strategies. Can identify benefits and challenges of activities for youth and the community; Can identify benefits and challenges of activities and media strategies for their clients and their agency/organization. 	<ul style="list-style-type: none"> # of activities # involved in each activity # of pamphlets, posters, etc distributed # of agencies involved in planning/ supporting the activities. # of media strategies (social media, print, and broadcast media) website and Facebook statistics use of local media (local newsletters, Facebook, etc) # of ads, articles and radio interviews. # accessing the Navigator for supports and services 	<p>Tracking system to log statistics</p> <p>Project reports</p> <p>Media reports/ articles</p> <p>Slut the Play report</p> <p>Evaluation forms</p> <p>Slut the Play focus group</p> <p>Community member/ partner interviews.</p>	<p>Ongoing</p> <p>End of session Dec 2017</p> <p>End of project</p>

APPENDIX A: Outcomes Evaluation Framework MORPH Pictou County
Revised February 2018

PROGRAM OBJECTIVE	TYPE OF EVIDENCE/DATA		SOURCES OF DATA	TIME
	EXPERIENTIAL/QUALITATIVE INDICATORS	STATISTICAL/ QUANTITATIVE INDICATORS		
Outcome Area 3: Strengthening Community Capacity to Respond to Sexualized Violence				
3.1 To provide skill building and, knowledge exchange activities as identified for service providers and community members.	<p><u>Participants in trauma-informed training:</u></p> <ul style="list-style-type: none"> • Increase understanding of trauma-informed practice (what it is/isn't), principles, and practical application (examples). • Increase understanding of how agencies may unknowingly re-traumatize/activate earlier trauma. • Learn how to be more culturally competent in their practice. • Learn more about techniques/tools to nurture hope/compassion and resilience and personal self-care plans. • Learn from networking and sharing perspectives with other participants. • Identify ways to change practice when responding to a sexual assault. • Identify an action they plan to take as a result of trauma informed training. 	<ul style="list-style-type: none"> • # of training programs offered • # participants • # of posters/ Facebook statistics 	<p>Tracking system to log statistics</p> <p>Participant evaluation form</p>	<p>Ongoing</p> <p>End of each session</p>
	<p><u>Participants in the Human Trafficking Workshop:</u></p> <ul style="list-style-type: none"> • Increase understanding of Canadian perspectives on the law. • Increase understanding of the Nordic model. • Increase awareness of supports and resources available. • Increase understanding of the signs of human trafficking. • Identify an action they plan to take as a result of what they have learned. • Felt supported to talk about their ideas and experiences. 		<p>Participant evaluation form</p>	<p>End of each session</p>
3.2 To manage and promote the accessibility fund	<ul style="list-style-type: none"> • Service providers express appreciation for supports to access programs and services 	<ul style="list-style-type: none"> • # accessing the Navigator for supports 	<p>End of Project interviews</p>	<p>End of Project</p>

APPENDIX A: Outcomes Evaluation Framework MORPH Pictou County
Revised February 2018

PROGRAM OBJECTIVE	TYPE OF EVIDENCE/DATA		SOURCES OF DATA	TIME
	EXPERIENTIAL/QUALITATIVE INDICATORS	STATISTICAL/ QUANTITATIVE INDICATORS		
Outcome Area 3 continued				
3.3 To support PSART members to build compassionate, collaborative responses to sexualized violence.	<u>PSART members report:</u> <ul style="list-style-type: none"> • Increase in knowledge of policies and procedures related to sexual assault among partnering agencies. • Changes in policies and procedures and practice within their own agency to improve response. • Increased knowledge of community resources to address sexualized violence. • Improved coordination in response to sexual assault. 	Updated Sexual Assault Response Protocols # participants in Asset Mapping Workshop # of meetings/ project updates	Updated Protocols Asset Mapping Reflection Community member/partner interviews. Project staff interviews	End of Project End of Session End of Project
Outcome Area 4: Engaging Agencies, Organizations & Communities				
4.1 To build and strengthen relationships and cooperation among agencies, organizations and communities	<u>Community Members, Service Providers, PSART members, Partners indicate:</u> <ul style="list-style-type: none"> • Support and outreach to marginalized and underserved communities. • Positive relationships have formed and strengthened. • Satisfaction with their involvement in the collaboration and benefits for their services/agency. • Positive experience and benefits for survivors they have referred to services. • Community conversations about sexualized violence and broader community benefits. • Improved coordination among services and agencies. • Support for the continuation of a collaborative approach. • Any challenges and suggestions for improvement. 	# of community members, service providers, and partners involved and type of relationship/connection to the program.	Community member/service provider/partner interviews. Project staff interviews	End of Project End of Project

APPENDIX B

MORPH Pictou County: Pictou County Sexual Assault Response Team (PSART)/Community Support Network (CSN)

The following were members of PSART/CSN for MORPH Pictou County:

- Black Educators Association, Northern Region
- Emergency Department, Aberdeen Regional Hospital
- Family Services of Eastern Nova Scotia
- Kids First Association
- Mental Health & Addiction Services, NS Health Authority, Northern Zone, Pictou County
- New Glasgow Regional Police
- New Leaf
- Nova Scotia Community College (NSCC), Pictou Campus
- Nova Scotia Native Women's Association
- MORPH Pictou County, Sexualized Violence Therapist
- Pictou County Centre for Sexual Health
- Pictou County Crown Attorney's Office
- Pictou County Women's Resource and Sexual Assault Centre (PCWRSAC)
- Pictou District Office Child Welfare, NS Department of Community Services
- Pictou Landing First Nation Band Office
- Pictou Landing First Nation, Chief and Council
- Pictou Landing Native Women's Association
- Public Health Services, NS Health Authority, Northern Zone, Pictou County
- Rainbow Community
- RCMP - Pictou County Detachment
- Roots for Youth
- Schools Plus and Mental Health and Addiction Services, NS Health Authority, Northern Zone, Pictou County.
- Sexual Assault Nurse Examiner Program (SANE), Antigonish Women's Resource Centre & Sexual Assault Services Association
- Stellarton Police Services
- Summer Street Industries
- Tearmann Society for Abused Women
- Town of Stellarton
- Victims Services
- Westville Police Services

APPENDIX C:

Update of the Sexual Assault Response Protocol - Pictou County Sexual Assault Response Team (PSART)

The following members of PSART participated in the update of the PSART Sexual Assault Response Protocol:

- Emergency Department, Aberdeen Regional Hospital
- Mental Health and Addiction Services, Nova Scotia Health Authority, Northern Zone, Pictou County
- New Glasgow Regional Police
- Nova Scotia Community College (NSCC) - Pictou Campus
- Sexual Assault Nurse Examiner (SANE) Program, Antigonish Women's Resource Centre & Sexual Assault Services Association
- Pictou County Centre for Sexual Health
- Pictou County Crown Attorney's Office
- Pictou County Women's Resource & Sexual Assault Centre
- RCMP – Pictou County Detachment
- Stellarton Police Services
- Tearmann Society for Abused Women
- Westville Police Services
- Victim Services Program

APPENDIX D: References

Curran, L. A. (2010). *Trauma Competency: A Clinician's Guide*. Eau Claire, WI: PESI Publishing and Media, Inc.

Herman, J. L. (1992). *Trauma and Recovery*. New York: Basic Books.

Mendelsohn, M., Herman, J. L., Schatzow, E., Coco M., Kallivayalil, D., & Levitan. (2011). *The Trauma Recovery Group: A Guide for Practitioners*. New York, NY: The Guilford Press.