



Jo Farmer Consulting
POLICY AND EVALUATION

Finding ways to empower multicultural survivors of violence through evaluation:

Strategies, learnings and reflections

AES conference, Naarm

20 September 2024

CONTEXT AND CONCEPTS



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From Intouch Multicultural Centre Against Family Violence

The *Legal Pathways to Recovery* pilot

- Supporting migrant and refugee women experiencing family violence in Victoria
- Specialist legal centre assists women with diverse backgrounds and complex needs
- Pilot involves a suite of legal information webinars for current clients



Cultural safety

Culture:

“all aspects of a person’s identity – race, ethnicity, gender identity, sexual orientation, age, religion, spirituality”

(Tujague & Ryan, 2023)

Cultural safety **addresses power differentials** and inequity and **creates space for different ways of knowing**

Safety = more than awareness, sensitivity and competence

Can only be judged by people experiencing it

“There are distinct differences between the impact, experiences and outcomes of colonisation on First Nations people compared to people from diverse cultural backgrounds who arrived since colonisation”

(Gollan & Stacey, 2021)



Trauma-informed practice responds to experiences of trauma

What is trauma?

Results from an experience that:

- leads to harm
- removes someone's power
- damages your sense of self, identity and beliefs



Trauma-informed practice

- minimises harm (and actively promotes positive participation)
- centres choice and agency
- is situated in a person's whole identity and context (intersectional and culturally safe)

Principles of trauma-informed practice

- Safety
- Trustworthiness
- Choice
- Collaboration
- Empowerment
- Respect for diversity

Drawn from Blue Knot Foundation

Picture by Rafael Garcin



Relationship between cultural safety and trauma-informed practice

Similar concepts:

- safety, collaboration, empowerment
- honouring the whole person
- trauma lens for cultural safety

On the other hand:

Understandings and reflections of trauma must be **intersectional** and **not based solely on Western models** of trauma and healing



Developing a trauma-informed and culturally safe evaluation framework



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Our approach



1. Collaborator and supporter, not expert
2. Emphasis on TIP and CS across the whole evaluation
3. Mixed methods participatory social justice design
Practical participatory → transformative participatory

The LPTR evaluation framework

Methods

- **Mixed methods** to enrich understanding
- **QUAL preferred** to honour diverse voices, create relational safety and offer therapeutic benefit
- **QUANT**: 'weaker' one group pre/post-test more person-centred

Data collection

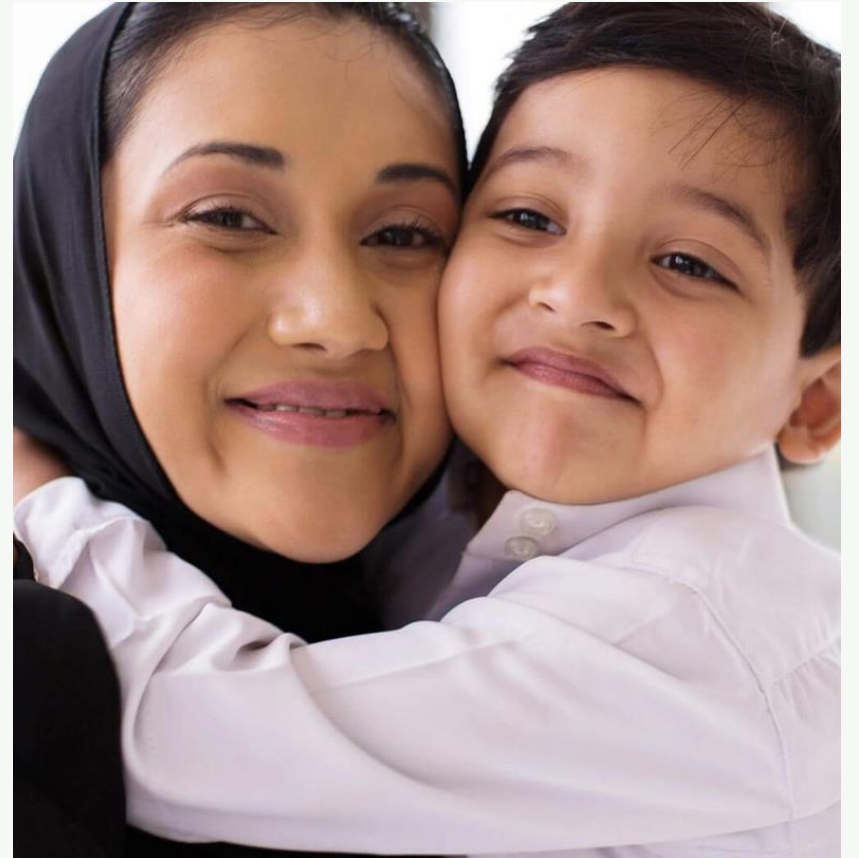
- **Open-ended, strengths-based Qs**
- **Permission regularly sought; participants set pace**
- **Extended timeframes**
- **Consistent practices to build rapport and trust**

Data analysis

- **Collective sensemaking** for multicultural validity and power sharing
- **QUAL and QUANT data not mixed** until interpretation stage

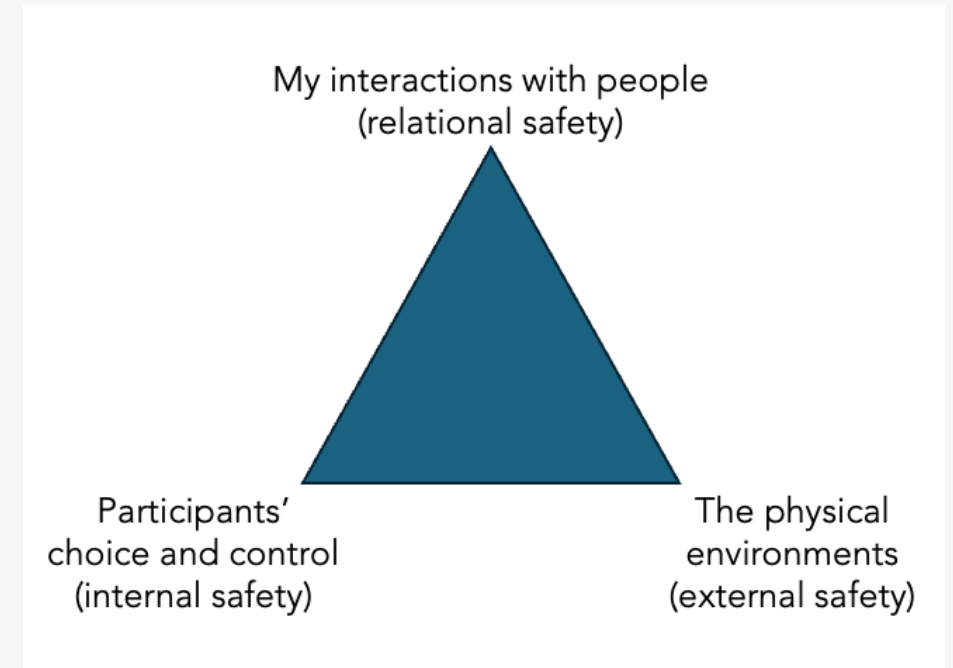
Reflections and tips for TI and CS evaluation

- Should guide your entire evaluation plan
- Many ways to do it, but planning is essential
 - ensure appropriately skilled and experienced team members
 - won't necessarily cost more, but may require more flexibility and small practical costs
- Create your own toolkit of options to choose from
- “When faced with competing needs ... place relationships first”
– *Emily Bosk*



Questions to support your planning

- How am I offering choice and promoting empowerment and safety? ----->
- Whose ideas and experiences are implicitly prioritised in the:
 - program theory and key evaluation questions?
 - methodology and choice of methods?
 - planned data collection, data analysis and reporting?
 - evaluation timeframes?
- Are there any assumptions underpinning the evaluation plan that we can test?



Edward Alessi & Sarilee Kahn (2023)





Thank you



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I'd love to continue the conversation - please get in touch!