



Robert Wood Johnson Foundation

Strengthening What Works: Preventing Intimate Partner Violence in Immigrant and Refugee Communities

Evaluation Summary



SUMMARY REPORT
APRIL 2014



Introduction

Strengthening What Works (SWW) was a national program of the Robert Wood Johnson Foundation (RWJF) in collaboration with LTG Associates (LTG) to identify promising practices to prevent intimate partner violence (IPV) among immigrant and refugee populations in the United States. From February 2009 to February 2013, RWJF invested \$4.5 million in a pioneering effort to evaluate eight diverse IPV prevention programs for immigrants and refugees as a way to improve the health and well-being of underserved, vulnerable populations. The initiative also focused on building the capacity of organizations working in communities to conduct and utilize evaluations to enhance their work and improve their effectiveness.

Through *Strengthening What Works*, RWJF supported emerging models for IPV prevention to catalyze new public health approaches, affect vulnerable populations and utilize innovative solutions to reduce IPV, a serious public health problem among diverse ethnic populations.

Strengthening What Works grantees included:

- **Arab American Action Network**, Chicago
- **Asian Taskforce Against Domestic Violence**, Boston



- **Asian Women’s Shelter**, San Francisco
- **Casa de Esperanza**, St. Paul, Minn.
- **Center for Pan Asian Community Services**, Atlanta
- **Enlace Comunitario**, Albuquerque, N.M.
- **Korean Community Center of the East Bay**, Oakland, Calif.
- **Migrant Clinicians Network**, Austin, Texas

Strengthening What Works provided these organizations with the unique opportunity to bridge the gap between practice and evidence of effectiveness. The program model involved identifying the connections between program design and outcomes in the form of a theory of change, developing a logic model, developing and adapting data-collection tools and conducting collaborative analysis of the data. Evaluations were conducted on IPV prevention initiatives serving different Asian, Asian/Pacific Islander, Arab, and Hispanic immigrant and refugee communities. Based on the results and their enhanced evaluation knowledge, a number of grantees were able to refine their programs to create practice-informed models for prevention, which can now be shared with their peers and leveraged to advance IPV prevention efforts.

Most importantly, despite the different community-based approaches and their diverse ethnic populations, there were common elements across all programs. The SWW evaluations suggest that reinforcing positive cultural norms and/or promoting healthy relationships within a cultural context are critical elements for effective IPV prevention programming within immigrant and refugee communities.

This report summarizes the evaluation of eight diverse IPV prevention programs for immigrant and refugee populations in the United States.

“This evaluation has reaffirmed our belief that intervention services and prevention are intricately linked.”

—Enlace Comunitario,
Strengthening What Works Grantee



STRENGTHENING WHAT WORKS: PREVENTING INTIMATE PARTNER VIOLENCE AMONG IMMIGRANTS AND REFUGEES

PROGRAM SUMMARY

Background

In 2011, there were more than 40 million immigrants and refugees living in the United States.¹ As the nation moves toward a culture of health, many of these immigrants and refugees still have difficulty accessing appropriate health care and social services. Health studies of immigrant and refugee women indicate that battered women experience negative effects of IPV on their physical,^{2,3} mental and sexual/reproductive health, such as depression, posttraumatic stress,⁴⁻¹¹ substance abuse,¹² miscarriages and unwanted pregnancies.¹³⁻¹⁵ Their experiences provide a snapshot of the experiences of women in communities across the United States and the world as our societies become increasingly diverse.

Despite the overall prevalence of IPV, mainstream interventions do not address the specific needs of immigrants and refugees within the general population. There is limited research on the true extent and consequences of this problem in immigrant and refugee communities. It is noted that while reports of non-fatal IPV may be lower for Latinas and Asian immigrants and refugees, there is an overrepresentation of immigrant and refugee women among IPV-related homicide victims.¹⁶⁻¹⁹ Low report rates may be due to the challenges for many immigrants and refugees to report IPV such as language barriers, traditional cultural values, lack of information about their legal rights, the stress of adapting to a new culture, and in some cases, difficulties resolving their immigration status. Poverty, unemployment and discrimination can exacerbate their struggles and further limit their ability to access potentially life-saving services.



The *Strengthening What Works* initiative was developed in response to a special solicitation by RWJF for promising or innovative community-based approaches to improve the health and health care of immigrants and refugees in the United States.

Responses highlighted a strong interest in addressing IPV within the immigrant and refugee community and a need to strengthen the evaluation capacity of community-based organizations that work with them. IPV is a significant burden and obstacle for this vulnerable population and specific information on effective IPV intervention and prevention strategies for these populations is also lacking.

Program Design

Each selected grantee organization received a grant to participate in the evaluation of their IPV prevention initiative(s) and engage in evaluation capacity-building activities for their organization, over the course of three years.

Strengthening What Works was implemented in collaboration with LTG Associates, Inc. (LTG), an anthropologically-based consulting firm based in Turlock, California and the Greater Washington, D.C. area, with extensive expertise in evaluation, capacity-building and collaboration with diverse populations and community-based organizations. LTG served as the national program office (NPO) for the initiative, and provided technical assistance and direction to the grantees, as well as a local project capacity consultant. Each grantee worked with their own project capacity consultant—who provided specific local, hands-on technical assistance for their evaluation.

The two core components of the program included:

1) Evaluation of IPV Prevention Programs

Each grantee implemented an evaluation of their primary and/or secondary IPV prevention programs based on their theory of change and logic model(s). In collaboration with the NPO, grantees determined indicators of progress/success, and developed or adapted evaluation tools to measure the progress and outcomes of their program(s). The evaluation linked the interventions to both process and concrete outcomes. Through this process, grantees were able to strengthen the effectiveness of their interventions and contribute to the larger field with practice-informed evidence of promising IPV prevention efforts.

2) Capacity Building for Grantees to Implement Evaluations

Strengthening What Works assisted grantees to develop skills to design and implement evaluations. Through the program, each grantee was able to:

- a) Gain a basic understanding of evaluation, data collection, analysis and application;
- b) Develop logic models that identified the logical connections between prevention activities and theory of change within their IPV prevention programs; and
- c) Develop and/or refine evaluation tools by learning how to ask the right questions and identifying metrics and indicators to determine the outcomes of their programs.



Evaluations of IPV Prevention Programs—Key Findings

CULTURALLY-TAILORED PROGRAMS THAT FOCUS ON REFRAMING CULTURAL NORMS AND PROMOTE HEALTHY RELATIONSHIPS CAN BE EFFECTIVE IN PREVENTING IPV WITHIN IMMIGRANT AND REFUGEE COMMUNITIES.

- The evaluations of these eight culturally tailored IPV programs strongly suggest that reframing cultural norms and promoting healthy relationships are critical to the effectiveness of these interventions.
- Despite their diverse community populations, all of the grantees' prevention programs either leveraged positive cultural norms and/or focused on promoting healthy relationships within their cultural context.
- These approaches require a certain level of local community knowledge or cultural competency to create trust and safe environments in which community members can explore IPV prevention without fear of stigma or discrimination.

PROMOTING HEALTHY RELATIONSHIPS SHOULD OCCUR WITHIN THE CULTURAL NORMS OF THE IMMIGRANT AND/OR REFUGEE COMMUNITY.

- *Strengthening What Works* grantees reported a significant increase in participation when their programs focused on strengthening or revitalizing existing positive norms or attitudes toward healthy relationships.
- However, these efforts that focused on developing healthy relationships had to occur within a context of changing cultural norms to be appropriate and effective.
- Understanding the cultural norms of specific immigrant and refugee communities and designing interventions to respond to those norms appeared to create the most authentic opportunities for dialogue. Other programs concentrated on developing or reframing norms to make IPV culturally or individually unacceptable.



Exhibit 1: Strengthening What Works Grantees and Evaluation Results

Grantee*	Program Description (Interventions)	Outcomes and Key Successes
<p>Arab American Action Network</p> <p>Participants: Arab Youth ages 14 to 24</p>	<p>Youth Health Relationships (YHR) Initiative</p> <p>Workshop series on healthy relationships that address conflict resolution, anger management, warnings signs of dating violence, self discovery, personal boundaries, and relationship, social norms, culture and customs.</p>	<ul style="list-style-type: none"> • First Arab American Youth Social Norms survey was designed and conducted • Changes in knowledge and beliefs to define respectful, culturally-grounded relationships • Positive response and interest from participants • Collaboration with fellow SWW Grantee Enlace Comunitario on youth issues
<p>Asian Taskforce Against Domestic Violence</p> <p>Participants: Asian Youth ages 12 to17</p>	<p>Youth Empowerment Program (YEP)</p> <p>Small group discussions on teen dating violence/DV that focus on anti-violence education, awareness building, peer engagement, community organizing and leadership skills.</p>	<ul style="list-style-type: none"> • Changes in knowledge, attitudes and beliefs around teen dating/ domestic violence to develop healthy, culturally-supported relationships • Activities developed and led by teen participants
<p>Asian Women’s Shelter</p> <p>Participants: Asian/Pacific Islander (API) Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Adults</p> <p>Participants: API Adult community members</p>	<p>Chai Chats and Homophobia Busters</p> <p>Chai Chats consist of 10 sessions of community-centered training, dialogue and skill building providing a safe, confidential place to discuss relationships, gain knowledge, practice new skills, share experiences and offer support to one another.</p> <p>Homophobia Busters is a one-time workshop to educate API community</p>	<p>Chai Chats</p> <ul style="list-style-type: none"> • Gains in culturally-supported knowledge and skills regarding healthy relationships • Positive response to the program and follow up program “Extra-Strength Chai Chats” to reinforce new skills • Program expansion <p>Homophobia Busters</p> <ul style="list-style-type: none"> • Gains in knowledge, and change of attitudes,



	members about homophobia and create allies for queer relationships to prevent cultural isolation of LGBTQ individuals.	<p>beliefs and intervention skills to combat homophobia in heterosexual communities</p> <ul style="list-style-type: none"> • Program expansion
<p>Casa de Esperanza</p> <p>Participants: Latina adults</p>	<p>Líderes Latina Peer Education program that focuses on equipping Latina women with leadership, communication, and presentation skills to lead peer workshops around IPV and other topics of interest to Latinas. Líderes provide information, facilitate conversations, introduce key resources and work to increase connectedness and decrease isolation among workshop participants.</p>	<ul style="list-style-type: none"> • There were insufficient data presented to determine intervention outcomes
<p>Center for Pan-Asian Community Services</p> <p>Participants: Asian refugee and immigrant adults</p> <p>Participants: Bhutanese refugee men (who participated in community education workshops)</p>	<p>Dreaming and Visioning for a Better Tomorrow (DVT) Program</p> <p>Community Education Workshops: Implementation of a curriculum developed by CPACS that addresses family violence, effects and consequences of violence and child abuse, US laws, immigration issues and resources. Conducted in language or with an interpreter.</p> <p>Men’s Support Groups: Participants and facilitators have in-depth discussions about cultural norms, gender roles (i.e. masculinity and fatherhood), communication and responsibility. The four-week support group provides dialogue on critical issues related to IPV and an</p>	<p>Community Education Workshops</p> <ul style="list-style-type: none"> • Gains in knowledge and change in attitudes in regard to IPV • Female participants demonstrated new behaviors after the program • Male and female participants demonstrated changes in gender roles and behaviors in relationships <p>Support Groups</p> <ul style="list-style-type: none"> • Gains in knowledge and changes in attitudes for both male and female participants about healthy relationships • Male and female participants



<p>Participants: Bhutanese refugee women</p>	<p>opportunity for sharing.</p> <p>Women’s Support Group: Participants and facilitators have in-depth discussions about cultural norms, gender roles (i.e. motherhood), communication and responsibility. The four-week support group provides dialogue on critical issues related to IPV and an opportunity for sharing.</p>	<p>demonstrated new behaviors after the program</p> <ul style="list-style-type: none"> • Male and female participants demonstrated changes in gender roles and behaviors in relationships • Collaboration with fellow SWW grantee ATASK to develop youth-focused IPV prevention curriculum
<p>Enlace Comunitario</p> <p>Participants: Latina female immigrant IPV survivors</p>	<p>Promotoras</p> <p>A six-week leadership, community outreach, and community advocacy training curriculum for Latina immigrant survivors of IPV. These newly trained leaders go into their communities and facilitate educational workshops, presentations and media campaigns that focus on changing social norms around DV.</p>	<ul style="list-style-type: none"> • Gains in knowledge and changes in attitudes, beliefs, and behaviors in regard to IPV and IPV prevention • Increased leadership skills and organizational capacity • Promotoras conducted IPV prevention presentation to Latino community • Presentation participants showed increase awareness of IPV • Program expansion underway to include men as allies
<p>Korean Community Center of the East Bay (KCCEB)</p> <p>Participants: Korean faith leaders</p> <p>Participants: Korean adults</p>	<p>ShimtuH’s Faith-Based Initiative</p> <p>Faith Leadership Advisory Group: Leadership group that supports community capacity building; helped develop the Bible Study curriculum.</p> <p>Bible Study Curriculum: Educates clergy and lay church leaders about healthy relationships and IPV prevention. Trained</p>	<ul style="list-style-type: none"> • Expansion of Faith Leadership Advisory group as culturally-appropriate spokespersons for healthy relationships • Gains in knowledge and understanding of IPV and healthy relationships in cultural and biblical contexts • Approval of faith-based



<p>Participants: Korean Church Congregations</p>	<p>individuals provide Biblical and institutional support for building healthy relationships in Korean American churches.</p> <p>Shimtuh Day: Outreach events at local churches to promote IPV prevention and healthy relationships.</p>	<p>teaching</p> <ul style="list-style-type: none"> • Increased engagement and satisfaction with BSC • Nine-week curriculum completed and pilot tested • Three institutions implemented the curriculum • 5 Shimtuh Days held in different, faith-based institutions (churches and/or temples)
<p>Migrant Clinicians Network</p> <p>Participants: Latino farm workers All ages</p>	<p>Hombres Unidos Contra Violencia Familiar (HUCVF) - Men United Against Family Violence</p> <p>Workshops utilizing a curriculum developed by MCN and CDC to reinforce positive family values in Latino communities and talk about IPV and sexual violence</p>	<ul style="list-style-type: none"> • Increase in knowledge and changes in attitudes, beliefs and skills regarding the nature, prevalence and prevention of IPV

DISCUSSION AND CONCLUSIONS

Organizations working at the community level play an important role in IPV prevention efforts.

Organizations working with ethnic communities have the cultural knowledge to address IPV prevention within immigrant and refugee communities. *Strengthening What Works* reinforces the belief that culturally-tailored and community-led programs resonate with immigrant and refugee communities, make them feel safe, and are needed to prevent IPV from within.

We need more evidence-based IPV prevention programs for ethnic communities.

There are few evidence-based IPV prevention programs for immigrant and refugee communities. *Strengthening What Works* is helping to close the loop between practice-based evidence and evidence-based practices by bringing the practice of eight diverse programs to the level of evidence informed practice, in which the validity of the findings is circumscribed to the targeted population being evaluated. These evaluations



can contribute new knowledge to the field by identifying innovative prevention approaches for immigrant and refugee communities that go beyond mainstream interventions.

Programs designed for specific ethnic populations may be applicable for other minority populations.

The evidence-informed IPV prevention programs evaluated by *Strengthening What Works* grantees were very specific and limited to the populations they served from Arab American and Asian American youth to adult Bhutanese refugees and Latino migrant farm-workers to Asian American LGBTQ adults. Grantee evaluations pointed to situational effectiveness and suggested that further efforts are needed to assess the effectiveness of these interventions with different segments of ethnic populations.

Promoting healthy relationships with non-traditional intimate partners should also be explored within the context of changing social norms.

Although the social and cultural norms varied by group, the programs were grounded in understanding the norms of specific immigrant or refugee communities and their interventions were designed to respond to those norms. It should be noted that one of the interventions was designed for the LGBTQ Asian community in particular and seven of 13 interventions were designed to specifically support the development of culturally appropriate heterosexual relationships. Five of the interventions did not specify heterosexual partners when addressing healthy relationships or intimate partner violence.

In programs for immigrants and refugees, linguistic and conceptual translation, adaptation, and alignment are critical to success.

It is extremely important for IPV interventions to be conducted in the native languages of the participants and that materials are culturally and linguistically appropriate. For several *Strengthening What Works* grantees, their interventions were developed in the language of the community, translated into English and then back into the originating language to ensure the language was appropriate and the concepts were clearly represented. The same was done for the evaluation design and assessments tools, which were created in English first, translated into the language(s) of the community and then back into English. It is important to stress that the linguistic and conceptual translation and alignment that occurred was critical to the success of the interventions and their evaluations.

Investing in evaluation can advance intimate partner violence prevention.

As part of the *Strengthening What Works* initiative, grantee organizations received the support they needed to explore primary and secondary prevention strategies in a coordinated and comprehensive way. Evaluating these IPV prevention programs was an important step toward advancing the way communities address IPV. Not only did *Strengthening What Works* determine what works, it also helped to refine grantee programs and identify areas for expansion, improvement and dissemination. Through the evaluation capacity building, *Strengthening What Works* helped to foster a culture of evaluation within grantee organization and will encourage grantees to utilize these evaluation skills and tools in the future to improve their effectiveness in preventing IPV.



STRENGTHENING WHAT WORKS: GRANTEE CASE STUDIES

Strengthening What Works grantees are organizations working in ethnic communities, which have extensive experience addressing IPV issues. Most of these organizations bring decades of experience to the work they do and should be recognized for their cultural knowledge, expertise and skills in delivering and designing IPV intervention and prevention programs that resonate with immigrant and refugee communities. All eight grantee organizations have significant relationships with the communities they serve.

As part of the *Strengthening What Works* initiative, each grantee conducted an evaluation of their IPV prevention program and submitted an evaluation report and case study to reflect their lessons learned in evaluation.

This section provides a summary of the case studies of the following grantees:

- **Arab American Action Network**, Chicago
- **Asian Taskforce Against Domestic Violence**, Boston
- **Asian Women's Shelter**, San Francisco
- **Casa de Esperanza**, St. Paul, Minn.
- **Center for Pan Asian Community Services**, Atlanta
- **Enlace Comunitario**, Albuquerque, N.M.
- **Korean Community Center of the East Bay**, Oakland, Calif.
- **Migrant Clinicians Network**, Austin, Texas



Arab American Action Network: Chicago

The Arab American Action Network (AAAN) was established by community members and leaders, academics, and business owners as an organization to support the political, social, and economic empowerment of, and provide services and social connectedness to Arab Americans and Arab immigrants in Chicagoland. The goal was to develop a coherent Arab American agenda, create programs to address community needs, and reduce barriers to utilizing mainstream services. Founding members were also committed to reducing the social and political isolation experienced by Arab Americans and assisting them in becoming active participants and leaders in American society. From its inception in 1995, AAAN was designed to be an inclusive voice to fill the void left when other Arab community organizations in Chicagoland ceased operations in the early 1990s.

Youth Healthy Relationships Initiative

The Youth Healthy Relationships (YHR) Initiative consists of a curriculum for Arab youth on domestic violence and IPV prevention and coalition building activities with other Arab and Muslim stakeholder organizations. Through the YHR initiative, AAAN seeks to help prevent and ultimately end IPV in Arab communities and beyond. Youth development is recognized as a key element of their philosophy and consequently establishing safe physical, political and social spaces for young people was a core objective of the program. The YHR curriculum provides knowledge and skill building to youth for leadership development and healthy relationships through the use of creative instruction, discussion, short films and role playing. The eight-week long curriculum includes five-unit workshop sessions on 1) Conflict Management; 2) Anger Management; 3) Identifying Forms and Signs of Domestic Abuse; 4) Self-Discovery & Setting Personal Boundaries; and 5) Social Norms and Arab Relationships: Understanding Culture and Customs.



Strengthening What Works Evaluation of the Youth Healthy Relationships Initiative

As part of *Strengthening What Works (SWW)*, AAAN evaluated their Youth Healthy Relationships Initiative. Approximately 100 male and female Arab youth, between the ages of 14 and 24, participated in the YHR Initiative during two cycles of the curriculum. The objectives were two-fold: 1) provide young people with knowledge, skills and experience in detecting warning signs of abuse, and 2) help them reduce abusive behaviors, develop healthy relationships and avoid potential IPV in the future.

The evaluation consisted of a combination of quantitative and qualitative methods:

- *Pre- and Post-Intervention Surveys*: Questionnaires given before and after each unit of the curriculum established a baseline and measured gains in knowledge and changes in attitudes and beliefs.
- *Participant Engagement Grid*: A table to assess and observe the participants' level of engagement in discussions and activities was completed for approximately 50% of the participants.
- *Focus Groups*: Youth focus groups with members of the target population were organized and facilitated by the project coordinator to help formulate and finalize the curriculum and workshop ideas.
- *Arab Youth Social Norms Survey*: A survey was created to learn more about Arab youth attitudes towards domestic violence, healthy relationships, religious beliefs/practices, and social values more generally. This first-of-its-kind survey was completed by over 300 Arab youth from across the United States.
- *Written Satisfaction Survey*: Pen-and-paper surveys were administered at the end of every workshop.
- *Online Satisfaction Surveys*: Additional surveys were completed online during each semester of the program, three times per year.

Evaluation Findings

Applying knowledge to everyday life was important:

Youth felt they gained knowledge during the workshops and could apply it to their lives. They enjoyed the use of examples specific to the Arab and Muslim community, and felt they could relate to them.

Recognition of abuse was common:

According to the *Arab American Youth Social Norms Survey*, youth demonstrated a strong understanding of what constitutes domestic abuse. Respondents easily recognized physical abuse. In addition, most young people who took the survey also recognized signs of emotional, psychological and financial abuse.

A desire for more conversation about relationships was communicated:

More than 58 percent of the *Arab American Youth Social Norms Survey* respondents agreed or strongly agreed that “there needs to be more conversation about romantic/intimate relationships in their community,” while less than 12 percent disagreed or strongly disagreed.

Conclusion

The Youth Healthy Relationships Initiative was in its pilot phase when the SWW grant was received. The evaluation was therefore more focused on gathering evidence to improve the program rather than outcome results. The evaluation provided AAAN with

“After being at the center for a few months, I realized that I had to respect everyone there, including the girls. I think my attitude was really messed up, but I’m doing better now.”

—AAAN Youth Healthy Relationships Participant



valuable information to strengthen and enhance the piloted Youth Healthy Relationships Initiative. The feedback from community partners and project participants helped to guide curriculum improvements and reinforce activities and topics that resonated with participants. Overall, the evaluation findings reinforced the importance of having a solid understanding of cultural norms to develop and implement effective and culturally appropriate interventions.

One of the most valuable products from the evaluation was the *Arab American Youth Social Norms Survey*, developed in collaboration with Enlace Comunitario, as a measurement tool to examine cultural norms in the community. This groundbreaking survey of more than 300 Arab American youth nationwide served as the foundation for AAAN's culturally tailored IPV prevention program. The survey instrument is available for other Arab American organizations to utilize and AAAN plans to disseminate the survey results once they have been analyzed.

Through this evaluation, AAAN has developed relationships with other Arab and Muslim community groups, other ethnic community groups with anti-IPV programs, and national experts in the field beyond the Chicagoland Arab community. There has been greater recognition for collaborations with community and domestic violence organizations to address IPV prevention. As part of *Strengthening What Works*, AAAN staff also learned scientific and systematic evaluation skills to improve program effectiveness in the future.



Asian Task Force Against Domestic Violence: Boston

The Asian Task Force Against Domestic Violence (ATASK) provides intervention and prevention services on domestic and dating violence for a broad range of pan-Asian ethnic communities in Massachusetts. ATASK was established in 1992 to help address the critical gaps in culturally sensitive and multilingual services for Asian immigrant victims of domestic violence. Mainstream agencies were not equipped to provide specialized advocacy and outreach to Asian American families living with violence. ATASK helped to fill this gap by conducting multilingual outreach to Asian immigrants, providing guidance on immigration issues, establishing relationships with community leaders for referrals, and offering educational programs for battered Asian American adults and their children. They also began operating New England's only multilingual emergency shelter and 24/7 helpline for domestic violence. ATASK built its program model on the premise that survivors are more inclined to seek services from organizations familiar with their culture, language and background. Today, ATASK is a United Way-affiliated non-profit organization with 30 staff members who speak more than 12 Asian languages and dialects, including Chinese, Vietnamese, Hindi, Nepali, and Khmer, and have a deep cultural understanding of the populations its serves.

Youth Empowerment Project

The Youth Empowerment Project (YEP) was designed to engage Asian American teens in addressing issues of dating/domestic violence through anti-violence education, awareness building, peer engagement, community organizing, and leadership skills. The goal of the program is to empower teens to become advocates on issues of dating/domestic violence and to become agents of positive social change.

The Youth Empowerment Project had two approaches to empower young people by:

- 1) Increasing understanding about the interconnections between many types of violence and inequalities; and



- 2) Providing skills to be effective bystanders against all types of violence.

Throughout the YEP program, teen leaders are trained about dating violence, healthy relationships, violence prevention, community engagement, and Asian American history/identities and stereotypes. The program curriculum is tailored specifically to educate Asian American youth about their culture and the history of Asians in the United States. The program aims to create a positive ethnic identity for young people and positive ethnic group affiliations as a means to empower Asian American teenagers to take action against violence in their community.

Strengthening What Works Evaluation of the Youth Empowerment Project

A total of 54 Asian American youth (20 young men and 34 young women) between the ages of 14 and 18, from the Greater Boston area graduated from the ATASK YEP Program between July 1, 2009 and May 31, 2012. The evaluation includes responses from cohorts from the summer 2010, afterschool 2010-2011, summer 2011, and afterschool 2011-2012 programs.

The evaluation consisted of quantitative and qualitative methods:

- *Pre- and Post-Intervention Survey:* Surveys given out before and after the program is completed to measure the knowledge gained by the participants. The survey instrument included both multiple choice/closed-ended questions and open-ended questions with the use of several pictures to gather qualitative and quantitative data.
- *Participant Journals:* Participants were encouraged to write in their journals after every session, reflecting on the content and process of that day. Journal entries were analyzed based on youth experience of the staff and curriculum, group cohesion, personal growth, and the development of critical consciousness.
- *Rubric of Skills:* A rubric was developed to help participants periodically evaluate their skills in non-violent forms of social justice work. Participants rated their skills at the beginning, middle and end of the program. The skills focused on were written/oral communication, organizing, conflict resolution, empathy, and critical thinking.

Evaluation Findings

Increased knowledge about IPV issues:

More than 25% participants were able to score 10% higher on a post-intervention survey on dating violence. The survey results demonstrated whether the participants were able to increase their ability to identify dating violence, to describe healthy relationships, and to make the connections between the many kinds of oppression and marginality.

Increased skills related to non-violent social justice work:

Participants reported increased skills in at least three of the five skill areas relevant to non-violent forms of social justice work.

Increased capacity to address IPV individually:

Participants completed at least one individualized project or assignment related to dating violence or healthy relationships. Youth created videos, artwork, written original poems, rants, and short stories to demonstrate their understanding of IPV.

“If young people have access to knowledge and skills, they will be empowered to act against violence and IPV.”
—ATASK
Strengthening What Works
Grantee



Increased capacity to address IPV as a group:

Participants engaged in one group project related to IPV in their community. After graduating from the YEP program, 40 of the 54 participants are now showing a stronger inclination and increased capacity to take on activist and advocacy roles in preventing IPV. Indicators of successful engagement include their willingness to discuss or present about IPV. As their major group project, two of the four YEP groups created and implemented a statewide awareness raising campaign, Denim Day.

Conclusion

The evaluation findings suggest that youth empowerment can increase youth capacity to be active bystanders against IPV and social injustices related to inequality. The program was culturally tailored for Asian and Asian American youth and created a safe space for them to learn about IPV in their community while promoting positive cultural norms around healthy relationships.

The program design enabled youth participants to learn and apply new skills with each other in stages before conducting outside community outreach activities. Understanding the norms, ethnic identities and history of Asian American communities appeared to create the most authentic and safe opportunities for dialogue and intervention.

The evaluation also shed light on the differences between the afterschool groups and the summer groups. The findings suggested that the length and intensity of the program sessions influenced programming and the subsequent effects on participants. The advocacy skills and capacity developed by participants depended on the amount of time each group spent in the program. The afterschool groups (48 sessions of three hours each) mentioned more action-oriented steps such as campaigns and protests, while the summer participants (18 sessions of five hours each) listed more awareness-building steps such as “spread the word,” “write a song on IPV,” “make art pieces about healthy relationships,” etc.

The preliminary results from this evaluation are promising and suggest that the YEP can be effective in preventing IPV and developing critical consciousness about IPV and related issues among Asian American teens.



Asian Women's Shelter: San Francisco

Founded in 1988, Asian Women's Shelter (AWS) is a comprehensive domestic violence shelter and community-building program that provides safety, food, shelter, advocacy, and other resources to help women and children rebuild lives free from violence. AWS specifically addresses the cultural and language needs of immigrant, refugee, and U.S.-born Asian women and their children who have survived or witnessed violence, including trafficking. Responding to a lack of knowledge about violence among same-sex couples, AWS created the Queer Asian Women and Transgender Support (QAWTS) project for the lesbian, gay, bisexual, transgender and queer (LGBTQ) community in San Francisco, California. The project addresses a broad spectrum of LGBTQ sexual and gender issues. The purpose is to increase awareness and engage Asian and Pacific Islander (API) queer immigrants and refugees in identifying and preventing IPV in their community. These queer relationships are often invisible or portrayed in the media as exotic or negative.

Queer Asian Women and Transgender Support Program

QAWTS works to provide comprehensive services to queer survivors of IPV, while also taking steps to reduce homophobia in the community and end violence in queer relationships. The *Strengthening What Works (SWW)* initiative evaluated two programs within the QAWTS project:

- Chai Chats, a workshop series that aims to create safe space for API immigrant and refugee LGBTQ community members to talk about healthy relationships
- Homophobia Busters, a one-day anti-homophobia training program designed to provide community members with the skills to be active bystanders and interrupt instances of homophobia, heterosexism, and transphobia.



Strengthening What Works Evaluation of the QAWTS Program

As part of *SWW*, AWS conducted an evaluation to identify the effect of the QAWTS program. The primary goal was to document changes in knowledge and skills related to healthy relationships and IPV among individual participants of Chai Chats as well as any changes in attitudes toward homophobia, heterosexism or transphobia for participants in Homophobia Busters.

Chai Chats

During the three-year *SWW* grant period, AWS implemented four 10-session cycles of Chai Chats. The evaluation of Chai Chat included responses from 24 participants from the API LGBTQ community in the San Francisco Bay area. The evaluation consisted of quantitative and qualitative methods:

- *Pre-Intervention Survey, Post-Intervention Survey and Retrospective Pre-Intervention Survey*: Fourteen-point questionnaires were administered to participants before and after each cycle of Chai Chats to measure change in their knowledge and skills regarding healthy relationships, communication and preventing violence. A retrospective survey was added to the third and fourth cycles when analysis of the first two cycles seemed to show that participants' pre-intervention survey self-ratings were inflated.
- *Satisfaction Surveys*: Self-reported quantitative and qualitative data about the participants' experiences with the topics, facilitators and activities was collected via satisfaction surveys administered after each week's session.
- *Facilitator Debrief Forms*: A staff debrief template newly created under the *SWW* initiative captured information shared and discussed by staff members after each session.

Homophobia Busters

SWW evaluated three one-day sessions of Homophobia Busters training that AWS conducted for 48 language advocates (AWS-trained IPV counselors and interpreters) and volunteers. The Homophobia Busters evaluation consisted of:

- *Pre- and Post-Intervention Survey*: AWS develop pre-and post-surveys with questions that asked participants to rate their skills and knowledge of curriculum topics on a five-point scale. Participants were given 16 questions, which asked them to self-report:
 - Their level of knowledge of topics including healthy relationships, healthy queer relationships, homophobia, gender expression and gender identity
 - Their ability to do the following: Speak out against homophobia and heterosexism (inside the shelter), speak out against homophobia and heterosexism (outside the shelter), create a safe space for queer women to seek support, use gender neutral language when referring to intimate partners, and abide by non-disclosure.
- In addition, the post-intervention survey included open-ended qualitative questions to capture information and thoughts from the participants at the end of the training session. Participants were asked what they struggled with most during training, what was the most valuable thing they learned, did they feel more empowered after training, what topics were unclear in the curriculum, and how to improve training.

“I feel more equipped to have healthy relationships with others and myself. I think my other friends who have not gone to Chai Chats benefit from the information that I share with them.”
—AWS Participant



Evaluation Findings

Chai Chats: Improved healthy relationship abilities:

Chai Chats improved knowledge, attitudes and beliefs in the curriculum's target areas. Participants increased their rating between pre-and post-intervention survey data by an average of 34 percent. Using the retrospective pre-survey and post-survey data, it was determined that the percent change was also 34 percent. AWS exceeded their goal of increasing participants' healthy relationship abilities by 25 percent.

Increased communication and conflict resolutions skills:

Low pre-intervention survey and retrospective pre-survey results suggested that participants required stronger skills in conflict resolution and communications. Evaluation findings indicated the highest percentage change in participants' reported abilities to respond to relationship tension and start conversations about unhealthy aspects of a relationship.

Homophobia Busters: Stronger understanding and support for LGBTQ API community:

Overall, participants showed positive gains in knowledge and skills in understanding the LGBTQ API community. Participants reported higher ratings in their knowledge of power and control dynamics in queer immigrant women's relationships, improvements in their ability to speak out against homophobia inside the shelter and their ability to create a safe place for queer women to seek support.

Increased skills and ability to intervene:

Participants reported more gains in skills. In the pre-intervention survey, participants had low self-ratings in skills and reported basic knowledge of the issues. In the post-survey, participants rated their knowledge and skills at a similar level.

Open-ended responses in the post-intervention survey revealed that participants struggled most with definitions of and terms like *intersex* and *transgender*. Many participants indicated greater self-awareness about assumptions regarding queer relationships and the need to keep an open mind. They also felt more empowered to speak out or act against homophobia and heterosexism, and gained more knowledge about how to be an ally.

Conclusion

The evaluation of Chai Chats and Homophobia Busters suggests that programs to reduce homophobia and end violence in queer relationships in the Bay Area's LGBTQ API community can work.

Community members were extremely receptive to the Chai Chats intervention, which further suggests that the AWS prevention approach was needed and culturally appropriate. A follow-up program, Extra-Strength Chai Chats, was created to reinforce skills participants had learned and participants reported additional skill gains upon completion. Homophobia Busters also demonstrated the value of bystander training. AWS is expanding Chai Chat workshops to other locations and Homophobia Busters has been enhanced and expanded based on evaluation feedback.

AWS staff has expanded their understanding of evaluation and they are applying this new knowledge to other areas of the organization. Through evaluation methods, data collection and analysis, AWS aims to demonstrate the effectiveness of its programs to broader audiences with greater confidence.



Casa de Esperanza: St. Paul, Minn.

Casa de Esperanza is a Latina organization whose mission is to mobilize Latinas and Latino communities to end intimate partner violence (IPV). The organization was established in 1982 by a small group of Latina women, who saw that Latinas were being denied domestic violence services from shelters and other systems. This injustice inspired the women to create Casa de Esperanza (Spanish for ‘House of Hope’). Over 30 years later, Casa de Esperanza has become the largest and most recognized Latina domestic violence organization in the country. The organization works nationwide to strengthen community engagement and strengths-based, culturally relevant approaches to IPV prevention and intervention as powerful tools for social change. Community engagement strategies are utilized to build social capital and increase social connectedness in the Latino community as protective factors against IPV.

Líderes Initiative

The *Líderes* initiative was designed to provide Latina women with leadership skills and information about IPV and IPV prevention to conduct *talleres* (workshops) within the Latino community. Through community programs, other community organizations and initiatives within Casa de Esperanza, women are recruited to serve as peer leaders called *Líderes* in Spanish. These women peer leaders typically agree to participate in the initiative for at least one year to receive sufficient training and experience. After the peer leaders/*Líderes* complete a leadership and capacity building curriculum developed by Casa de Esperanza, they develop workshops and materials on select topics, recruit workshop participants, and promote the workshops in the community. Peer leaders/*Líderes* are requested to conduct two workshops per month (one in St. Paul and one in Minneapolis) and also respond to requests for workshops from other community groups (churches, early childhood family education classes, etc.) on an ongoing basis. Peer leaders/*Líderes* often present workshops in teams of two and rotate responsibilities as the “lead” and “secondary” trainer/peer educator for the workshop.



Strengthening What Works Evaluation of Líderes

As part of *Strengthening What Works (SWW)*, Casa de Esperanza set out to evaluate several of its initiatives to determine if community engagement, its core approach, was a viable and effective strategy for IPV prevention. For the purposes of this case study, the evaluation of the *Líderes* initiative will be described. There were six Latina women peer leaders/*Líderes*, who received the training in three cohorts of two peer leaders each. In a period of one year, 78 women, between the ages of 23 and 54, participated in the *Líderes* workshops and 48 of them participated in the evaluation. All of the participants identified themselves as Hispanic, Latina, or Chicana and most identified Mexico as their country of origin. Many of the workshop participants reported residing in the Twin Cities of Minneapolis and St. Paul.

“It felt good that I could do other things and work together with other women to do important things.”
—*Líderes* Peer Leader

The evaluation examined the *Líderes* initiative’s effects on 1) increasing the IPV knowledge and capacity of peer leaders to share IPV prevention information with their community and; 2) increasing community members’ ability to make informed decisions to improve the wellbeing of their families and community. Evaluation tools were developed and refined to explore connections between individuals, families, and communities and cultural values of mutual respect and caring for others. The evaluation consisted of a combination of quantitative and qualitative methods:

- *Pre- and Post-Intervention Survey*: Surveys given out to peer leaders/*Líderes* to measure their IPV knowledge before and after the leadership curriculum training. **Peer leaders completed only the post-intervention survey as the intervention took place prior to the development of pre-intervention survey.
- *Focus Group*: A focus group with peer leaders/*Líderes* was conducted to assess the strengths of the peer leaders and the effects of the initiative in terms of increasing their social capital and connectedness, and to identify areas for improvement.
- *Workshop Participant Survey*: This survey was enhanced as part of SWW and given out to participants after the workshop to measure their satisfaction in the workshop facilitated by peer leaders, the effects on family life, and the social connectedness among workshop participants. Workshop titles included: Self-Esteem (Autoestima); Love is a Decision (El amor es una decisión); Do You Really Know How to Listen? (¿Realmente sabes escuchar?); Imagining Your Ideal Partner (Imaginando a tu pareja ideal); The Role of the Mother (El rol de la mamá); and Healthy Relationships (Relaciones saludables).

Evaluation Findings

Peer Leaders

Based on the timing of the development of the evaluation tools, only post-intervention survey results were collected for the peer leaders. It was noted that the peer leaders discussed the questions in a group setting and selected answers based on the group consensus. Although these results are not methodologically rigorous, the answers from the IPV knowledge assessment were 100 percent correct. On the other hand, insights from the focus group of peer leaders included:

Leadership skills and camaraderie are valued program elements:

Peer leaders/*Líderes* value the leadership, knowledge-building, and camaraderie elements in the initiative.



The program enhanced knowledge and understanding of IPV:

All of the peer leaders/*Líderes* reported that their knowledge and understanding of IPV, and capacity to address IPV was enhanced and reinforced through participation in the program. For example, one *Líder* commented that her capacity to respond was a combination of her prior knowledge of IPV with the reinforcement she received through the *Líderes* initiative.

Informal support networks provided natural ways to share information about IPV prevention:

Peer leaders/*Líderes* indicated that they shared information wherever they saw the need, primarily through their natural support networks—their families and friends, at work, church, and at the schools their children attend. Information was typically shared verbally in person and occasionally in writing, through flyers and printed materials.

Supporting the community also means directly responding and addressing IPV:

Peer leaders/*Líderes* expressed their interest in increasing their capacity to respond to IPV. Increasing their understanding of response and referral protocols for DV hotlines, specific processes for family and community advocacy, and the process for women who have accessed IPV services or entered shelters or other systems were seen as critical ways for supporting their community to make informed decisions.

Continuity and expert support are important for peer leaders:

Peer leaders/*Líderes* maintained relationships with workshop participants and provided anecdotal insights as to how they remained connected in their community. Through these ongoing connections, they reported that they were able to detect positive effects of the program beyond the workshop. At the same time, they noted that staff transitions within the *Líderes* initiative had an effect on the program, and on the individual peer leaders.

Workshop Participants

It was noted that 48 individual workshop participants attended at least two workshops on average during a six-month time period and collectively completed 106 workshop participant surveys. Repeated participation in multiple workshops reflected satisfaction in the workshops and the topics covered. It also indicated a greater opportunity to build connections with other workshop participants, develop trust between participants and peer leaders, and build on knowledge gained in prior workshops. The findings from the workshop participant satisfaction survey included:

Workshop topics and information was useful and relevant:

- Fifty-five percent of participants came to workshops to learn new information, skills and resources.
- Seventeen percent of participants attended the workshop because the topic was important or interesting.
- Other reasons for attending workshops included helping others or for personal development or self-improvement.



- Seventy-five percent of workshop participants reported that the information they received reinforced or changed their decision-making about their health and welfare, and that of their children.

Participants enjoyed learning from each other, getting together, and sharing their experiences:

- Forty percent of participants came to more than one workshop to learn more.
- Twenty-eight percent of participants came to more than one workshop because they thought topics were interesting or important.
- Other reasons for attending multiple workshops included community building or usefulness of the information.
- Word of mouth and personal relationships continue to be primary methods of hearing about the *talleres*.

Participants shared the information that they learn with others in their immediate networks:

- Sixty-five percent of participants, who had attended more than one workshop, shared the information they learned with others (family, friends, neighbors, etc)
- Ninety-six percent of participants said they intended to share something from the workshop with other people in their family or community.

Conclusion

The *Strengthening What Works* evaluation of the *Líderes* initiative helped Casa de Esperanza to identify how leadership development and capacity building of Latinas can support the community in addressing IPV. Although the evaluation provided only limited data from the program, the feedback from the workshop participants and the peer leaders provided valuable insight to improve their community-engagement strategies for IPV prevention. The workshop evaluation helped to identify what information was most helpful to the Latino community and effective ways to share this information and how it was utilized to support friends and family or to improve their own family life. The peer leader evaluation identified program elements that resonated with the recruited women and particular information and capacity building skills they believe helped to increase their social capital and influence in the larger community.

The original intention of the *Líderes* initiative was to “incubate” community-driven solutions and to empower and support the Latino community to do the work beyond the program. Casa de Esperanza wanted to engage and mobilize women to become community leaders who could create social change to end IPV. In the end, all of the women peer leaders reported that they had conducted workshops on their own with groups in their communities (schools, churches, etc.) and that they had assumed new leadership opportunities, sought additional educational opportunities, brought new resources to their networks, and increased their visibility as leaders within the community. Most importantly, they were continuing to work as agents of change within their spheres of influence beyond their participation in the program. The lessons learned from the evaluation reinforced Casa de Esperanza’s belief in the power of social capital and community engagement as a core strategy to prevent IPV.



The Center for Pan Asian Community Services: Atlanta

The Center for Pan Asian Community Services, Inc. (CPACS) is a community-based organization with a wide range of services that serves immigrant and refugee Asian Pacific Islanders (API) in the Atlanta metropolitan area. Established in 1980, CPACS addresses intimate partner violence (IPV) through its ‘C3’ program, which combines support and empowerment. The term ‘C3’ is inspired by the compassion, commitment and courage of Asian American women. The focus of the ‘C3’ campaign is to: 1) promote non-violent and healthy relationships by honoring culture and fostering community resilience; 2) improve women’s social positions with employment and literacy skills; develop women’s leadership capacities; and 3) foster approaches that build cultural pride. A signature event is the annual ‘Together Empowering Asian Americans’ (TEA) Walk that brings together associations, religious organizations, educational communities, community members and the media for a two-mile walk followed by cultural performances and celebration.

Dreaming and Visioning For a Better Tomorrow Program

As part of *Strengthening What Works (SWW)*, CPACS evaluated its ‘Dreaming and Visioning For a Better Tomorrow’ (DVT) program, which consists of community education workshops for Asian refugees and immigrants, followed by gender-separated support groups. DVT provides education that places API relationships in a cultural and larger-society context for Bhutanese and Burmese participants. The DVT program is based on the theory that empowering the community, especially women, can reduce and prevent IPV in Asian-American communities. The program was designed to provide participants with the knowledge and skills to build healthy relationships, gain economic independence, and become community leaders and advocates.

Strengthening What Works Evaluation of the DVT Program

Through *Strengthening What Works*, CPACS conducted an evaluation to document and identify the effects of the DVT program on Bhutanese and Burmese refugees in Atlanta, Georgia. More than 300 adult male and female API immigrants and refugees participated in the DVT program over the three-year grant period.



The evaluation explored changes in the participants' knowledge and understanding of gender equality, awareness of causes of violence, communication, and changes in behavior to determine the program's effectiveness. The evaluation consisted of a combination of quantitative and qualitative methods:

- *Pre- and Post-Intervention Surveys:* Questionnaires given before and after workshops and support groups provided data on participants' knowledge and understanding of topics such as the origins and cycles of violence, U.S. law regarding abuse, effects of IPV on children, healthy behaviors, definition of masculinity and femininity, and communication within a relationship.
 - 160 Asian-American individuals participated in two-hour-long Community Education Workshops.
 - 91 Bhutanese and Burmese refugees who participated in the workshops were invited to participate in 16 gender-separated support groups over a four-week period.
- *Face-to-Face Interview:* Fifteen participants were chosen at random after completion of the DVT program. Participants were interviewed using an in-depth life narrative approach. Transcribed interviews were then coded and analyzed to identify emergent themes.
- *Observation:* Classes and support groups were observed six times during the grant period. Four women's gatherings and two men's gatherings were observed.
- *Facilitators' Journals:* After each workshop and support group session, facilitators recorded their notes, program progress, list of to-dos, stories/testimonies of participants, and other observations.
- *Exit Interviews:* Fifteen participants from the last year of the SWW grant were interviewed to gain their evaluation specifically of the DVT program.

Evaluation Findings

Changes in attitudes about healthy relationships, gender roles and context of IPV:

Workshop participants' average survey scores were 20 points higher at post-intervention compared to pre-intervention. Women had significantly lower pre-intervention scores compared to men; however, both sexes had nearly equal post-intervention scores. The survey explored topics such as communication within relationships, healthy relationships, and the acceptance of violence in the community and gender roles.

Literacy levels can affect evaluation results:

Participants from Bhutan had significantly higher pre-intervention and post-intervention scores compared to participants from Burma. Ethnic and gender differences in the results may be due to different literacy levels between Bhutanese and Burmese, and between males and females.

Ethnic and age differences among gender-separated support groups:

Support group participants' average survey scores were 14 points higher at post-intervention. Again, Bhutanese participants had significantly higher pre-intervention and post-intervention scores compared to Burmese participants. Results also differed with age: support group participants 15 to 29 years old had significantly higher scores on the pre- and post-intervention surveys compared to participants 40 to 55 year old.

Understanding the root causes of violence:

“CPACS’ IPV program is important to the refugee community, because it creates an environment where we can speak openly about what is usually labeled as “family issues” and never discussed.”

—CPACS DVT Participant



Following the DVT program, participants were able to identify, understand, and define violence. For example, Bhutanese participants identified jealousy; alcohol; family structure (men with multiple wives and multiple generational families living together); anger; and frustration (especially due to language barriers and under-employment) as root causes for violence and common, wide-spread problems in the community.

Female and male participants demonstrated positive behaviors:

Female support group participants reported behaviors which suggested greater self confidence and empowerment. Over a two-year period, more than 50 percent of the 218 female participants reported working outside the home. CPACS also saw an increase in women seeking education, literacy, and employable skills programs. In particular, Bhutanese women demonstrated greater freedom and independence by attending group classes outside of their homes. Bhutanese men reported being able to share their experiences and struggles with changing gender roles in a positive manner by attending workshops and support groups.

Conclusion

The DVT program evaluation suggests that group-oriented IPV prevention program in Bhutanese and Burmese communities, which are tight-knit and often intergenerational, can be effective. The DVT program's gender-segregated, peer education approach leveraged the community connectedness in these two refugee communities. These group-oriented approaches may be transferable to IPV prevention programs for other immigrant and refugee groups in which a shared cultural background and community acceptance are critical.

CPACS reported the following lessons from working with these refugee communities:

- Focusing on gender equality through the sharing of stories and decision-making responsibilities was a culturally acceptable approach to addressing gender violence.
- Recognizing participants as valued members of the community was a critical part of honoring their native culture and respecting their intergenerational roles.
- Allowing participants' abilities to dictate the structure/method of conducting classes was beneficial especially when working with groups with varying literacy levels and skills.
- Understanding that Bhutanese do not reflect the traditional refugee experience was of key importance to accessing and strengthening local knowledge. Each community experience is different and in order to work with them it is important to understand how they perceive themselves.
- Training and empowering community members to be the leaders, facilitators, and valuable resources for their peers should be prioritized over outsourcing expertise when possible.

CPACS also refined the organization's evaluation capacity. CPACS improved their analytical tools such as an interview training guide, coding mechanisms for qualitative and quantitative data, and utilizing story-telling as a structured element of evaluation. Improved skills included the development of a double translation/interpretation module and collaborative data coding and analysis. In addition, CPACS developed a culturally competent "jealousy" curriculum for addressing IPV problems in the Bhutanese community. In the last year of the *SWW* grant, the jealousy curriculum was pilot tested in the Burmese community. CPACS plans to test the application of the curriculum in other refugee communities in the future.



Enlace Comunitario: Albuquerque, N.M.

Enlace Comunitario (Enlace) is a social justice organization led by Latina immigrants in Central New Mexico (NM). The mission of Enlace is to eliminate domestic violence (DV) and promote healthy families through domestic violence intervention services in Spanish, preventative community education, leadership development and policy change. Enlace was created in the year 2000 to meet the enormous need for culturally and linguistically appropriate domestic violence services for Latino immigrants. Enlace's staff of 30 bilingual professionals includes case managers, therapists, attorneys, community educators, life skills facilitators, administrators, and more. In a single year, the organization provided life-saving domestic violence services to 700 Spanish-speaking adult victims of domestic violence and their children. As part of Enlace's prevention work, they have provided community education and training to hundreds more.

Promotora

Enlace's *Promotora* program is a six-week leadership, community outreach, and community advocacy training curriculum. The program aims to develop the leadership skills of Latina immigrant survivors of domestic violence to prevent IPV in their community. The IPV survivors in the program are called Promotoras. Promotoras facilitate educational workshops, represent Enlace in the community, and develop media campaigns to challenge social norms which accept or tolerate IPV. Program participants are asked to complete four community presentations in one year. Each group has between 8 and 12 women.

Strengthening What Works Evaluation of the Promotora Program

As part of *Strengthening What Works*, Enlace conducted an evaluation to identify the effect of the *Promotora* program. The goal of the program is to develop the leadership capacity of the *Promotora* trainees and to increase knowledge about DV within the Latino immigrant community and skills to prevent it among the workshop and presentation participants.

*“After going through
the Promotora
program I feel
different. I feel sure of
myself and happy to be
able to do what I am
doing.”*

—Promotora Participant



During the evaluation period, Enlace trained 31 Promotoras. Of those trainees, 26 women remained engaged throughout the year.

The evaluation consisted of quantitative and qualitative methods:

- *Pre- and Post- Leadership Training Tests:* Questionnaires were administered to measure whether the Promotoras successfully learned the mission and services of Enlace and the role of the *Promotora* program; developed a thorough understanding of domestic violence; and whether or not Promotoras increased their leadership skills and personal identification as community leaders.
- *Satisfaction Surveys & Exit Interviews:* Surveys were administered at the end of the first five sessions of each round of leadership training to measure what participants liked, what participants felt needed to be improved, and general feedback. Exit interviews at the end of the year were designed to measure the participants' self-perception as leaders, their feelings about the effects of the program and reflections on promising practices.
- *Facilitator Notes:* Enlace facilitators wrote progress notes after each leadership training session regarding participants' engagement, curriculum implementation and recommendations or suggestions for the future.
- *Community Participant Evaluation Scores:* Surveys were administered in two consecutive years of the program to audience members who attended presentations given by *Promotora* trainees.
- *Presentations:* Participants delivered presentations to low-income, Spanish-speaking immigrants on topics including IPV, self-esteem and media and violence. Evaluations were conducted following each presentation.

Evaluation Findings

Increased knowledge, self-esteem and self-identification as a leader:

The overall increase in pre- and post-test intervention scores was 13.4 percent, suggesting an improvement in knowledge about IPV and IPV prevention. Many Promotoras reported that their self-esteem had increased and that they now saw themselves as leaders in the community, whereas they had not before the training.

Improved IPV presentations skills and community responsiveness:

Over the course of the *Promotora* program, the participants became more skilled at delivering IPV prevention presentations to their target audience. Community Participant Evaluation Scores increased in information presented, person presenting and usefulness of materials. Enlace also reported increases in audience members attending presentations and noted a growing demand for the presentations in Spanish-speaking immigrant communities.

Conclusion

The evaluation reinforced Enlace's approach to empower female survivors to be strong community advocates against IPV. It was also important to foster a group identity amongst the Promotoras, which encouraged them to support one another. Feedback from presentations also indicated the importance of providing information about resources and services for audience members who may be victims or perpetrators of abuse. This also provided a better understanding of audience members and the likelihood of fellow survivors among them. Training survivors from the Latino immigrant community to be leaders seems to be effective in gaining community acceptance and trust. By building a



positive reputation in the community, especially among other IPV survivors, young people, and men, Enlace has been able to expand their IPV prevention efforts. Based on the participant feedback, Enlace started educational workshops to engage men in IPV prevention.

In addition, Enlace notes the benefits of the *Promotora* program go beyond the evaluation. In the long-term, many alumni of the program have assumed leadership roles in their communities, found jobs with Enlace and other immigrant rights organizations. Some Promotoras have started their own businesses, and enrolled in continuing education programs. These success stories demonstrate the Promotora program's positive effects on health and well-being of the greater community.



Korean Community Center of the East Bay: Oakland, Calif.

For 33 years, the Korean Community Center of the East Bay (KCCEB) has focused on creating building blocks for the future Korean American community. KCCEB is a multi-service organization, which provides social services, immigration/citizen services, youth leadership development, and faith-based community building. The Shimtuh project focuses on the prevention of IPV by addressing traditional Korean norms and values that can contribute to or prevent IPV within diverse Korean religious communities in the San Francisco and East Bay areas. Focusing on Korean faith leaders and communities, the project's goals are two-fold: 1) the promotion of gender equity and anti-violence norms and practices among Korean American church community; and 2) the detection, early intervention and prevention of IPV and other forms of violence against women and girls throughout the Korean American and other API communities.

Shimtuh Program

As part of *Strengthening What Works* (SWW), KCCEB evaluated the Bible Study Curriculum (BSC), the central Shimtuh initiative for IPV prevention. BSC is a 9-week program to educate both clergy and lay church leaders about the development of healthy relationships and IPV prevention through a Bible-based curriculum. Trained individuals utilize the teachings from Korean American churches to provide both Biblical and institutional support for building healthy relationships. The evaluation also looked at the effects of Shimtuh Days, which are outreach events at local churches to promote IPV prevention, and Faith Leadership Advisory Group (FLAG), a faith leaders group with members from both Christian and Buddhist faiths that was involved in the development of the curriculum and supports Shimtuh community capacity building.



Strengthening What Works Evaluation of the Shimtuh Program

KCCEB conducted an evaluation to document and identify the effects of the Shimtuh program on changing social norms within the target population. Shimtuh defines the domains of social norm change as change in one's belief system, one's actions in everyday life, extending that change to one's social networks and social environment.

The BSC program involved two pilot phases, which helped to identify and eliminate problems, followed by the evaluation of two implementation phases. The evaluation of BSC consisted of a combination of quantitative and qualitative methods:

- *Pre- and Post-Intervention Survey*: Questionnaires were completed before and after the full BSC program to determine knowledge of IPV, attitudes related to gender equity and IPV awareness, experiences assisting survivors of violence, and the roles of faith leaders in promoting healthy relationships. The pre- and post-intervention survey results of 77 participants were evaluated in two pilot groups. Participant surveys were also administered at the end of each BSC session to gather feedback on each curriculum lesson.
- *Focus Groups*: Within one or two weeks following the final session of the BSC, the group participated in a discussion on program highlights, lessons learned, behavior changes, addressing uncomfortable issues, and suggested changes.
- *Observer Notes*: For each session when possible, an observer was chosen to collect information on the level of participant interest, most/least effective aspects of the lessons, differences among group members (gender, age, or marital status), examples of participants applying sessions to their personal lives, and the facilitators implementation of the materials.
- *Weekly Debrief*: Weekly debriefs between Shimtuh staff and the Project Capacity Consultants allowed an additional way to document changes, compare data and collect information not captured through other methods.

The expansion of Shimtuh Days to other faith institutions and the growth of the FLAG program were also measured.

Evaluation Findings

Increased knowledge and understanding of IPV:

BSC Implementation Group I increased from an average score of 90.9 percent on the pre-test to 94.5 percent on the post-test, a 3.5 percent shift. BSC Implementation Group II increased from 80 percent to 92.7 percent, a jump by 12.7 percent. The difference in pre-test scores may be explained by the participants in Implementation Group I having greater prior knowledge of IPV and gender equity. Qualitative data collected from the pre- and post-tests indicate that participants not only understood the material from each lesson, but they also came away with new ways to understand IPV and healthy relationships.

High levels of engagement in learning about IPV prevention:

Participant surveys given after each BSC lesson measured the usefulness of the lessons, whether the curriculum achieved its goals, and overall feedback on a four point scale: strongly agree/agree/disagree/strongly disagree. When translated to a numerical scale, results of Implementation I and II were all above 80 percent, with a combined average score of 95.5 percent, indicating a high level of engagement and satisfaction with the material in the curriculum. These findings suggest participants were more likely to retain the information and share their knowledge with their congregations.

“I treat IPV as a major issue in my sermons, and when family violence occurs I refer them to KCCEB’s Shimtuh program.”

—KCCEB Shimtuh Participant



Approval of faith-based teaching:

In the Focus Groups, participants seemed to agree that pastors and church leaders should preach about healthy families, facilitate awareness about gender inequalities, teach the importance of marriage and family, and offer counseling and support.

Increased community support of IPV prevention:

Shimtuh Day was held in five faith-based institutions, successfully engaging congregations to support efforts to create awareness of and prevent IPV. Following Shimtuh Day, pastors in at least three congregations made announcements about Shimtuh during services and included IPV prevention into their sermons.

Increased leadership among faith leaders:

The FLAG program successfully recruited four new members from the faith community. KCCEB noted increases in the group's capacity to address IPV, interest in IPV issues, and support of the Shimtuh program. Six faith leaders in FLAG completed a 40-hour Bible Study curriculum and an on-going committee of interfaith ministers was created.

Conclusion

Through the *Strengthening What Works* evaluation of the Shimtuh Program, KCCEB has been able to improve the Bible Study Curriculum as a culturally-appropriate tool for IPV prevention in Korean faith communities. The positive response and receptiveness by pastors and faith leaders indicated the acceptance of the program materials and training program. It also reinforced the approval of utilizing Christian scripture to introduce healthy relationships, marriage and topics related to IPV prevention. The curriculum is now being considered for modification for Buddhist teachings.

The development of the FLAGs program and the expansion of the Shimtuh Days in Korean churches and temples were encouraging signs that KCCEB's faith-based approach resonated with the Korean community and they were receptive to IPV prevention messages from faith leaders. The use of religious and spiritual leaders to create social change is an important approach taken by KCCEB and they plan to incorporate evaluation into future programs to further the effectiveness of this work.



Migrant Clinicians Network: Austin, Texas

Migrant Clinicians Network (MCN) is a national not-for-profit organization founded in 1984 by clinicians working in migrant health. Their *Hombres Unidos Contra la Violencia Familiar* (Men United Against Family Violence or HUCVF) project works in four Latino migrant communities in four states: Florida, Pennsylvania, Illinois, and Arizona. The goal of HUCVF is to change the norms around IPV by encouraging migrant men to understand and value nonviolent relationships and mobilizing them to speak against it. The principal activity of the project is conducting healthy relationship workshops for migrant men, including creating participant-generated media for disseminating educational messages. The project also aims to create a cadre of male *promotores* to facilitate subsequent workshops and act as mentors. In a strengths-based approach, the HUCVF curriculum stresses building upon positive and strongly held Latino values that can be invoked in order to prevent IPV despite social and environmental stressors that increase the risk for IPV.

Hombres Unidos Contra La Violencia Familiar—Men United Against Family Violence (HUCVF)

HUCVF is a national project dedicated to prevent sexual and intimate partner violence (IPV) within racial/ethnic minority communities. The program emphasizes building capacity to work with men and boys in a culturally appropriate manner in order to prevent these forms of violence before they occur. HUCVF is based on the assumption that Latino community cultural norms can be *protective factors* in reducing IPV despite social and environmental factors that increase their risk for violence. This includes reframing cultural norms that condone abuse and teaching advocacy skills to address IPV in local communities.

The program involves a series of five weekly workshops for two hours each for up to 10 Latino male migrant and seasonal farm workers. It is presented by local farm



worker-serving organizations using a curriculum developed by MCN with funding from the Centers for Disease Control and Prevention (CDC). The curriculum reinforces positive family values traditional in Latino communities while helping participants to develop communication skills. Workshop sessions are conducted in Spanish in order to create an atmosphere where Latino men speak openly and comfortably about issues of sexual violence and IPV, which are often considered taboo. HUCVF allows participants to learn together about violence and healthy relationships and aims to empower migrant men to prevent IPV in their community. The program focuses on educating participants and helping them to explore their beliefs, attitudes and behaviors around sexual violence and IPV within the context of problems that affect them and their community.

MCN Evaluation of HUCVF

As part of *Strengthening What Works (SWW)*, MCN evaluated HUCVF from 2007 to 2010. A total of 309 Latino immigrant and migrant men participated over the course of 30 workshops held at four migrant sites in Pennsylvania, Illinois, Florida and Arizona during this time. The objective of the HUCVF program was to increase participants' knowledge of IPV and to provide them with the skills to be advocates to prevent IPV in their communities.

The evaluation consisted of a combination of quantitative and qualitative methods:

- *Pre- and Post-Intervention Surveys*: Yes/No questionnaires given before and after each workshop measured knowledge and attitudes on topics including gender differences in relationships, the causes of IPV and rape, and types of abuse within a relationship.
- *Focus Groups*: Five focus groups were held with immigrant Latino men, HUCVF participants and non-participants, to review workshop vocabulary and explore the attitudes and behaviors of this group of people.
- *Facilitator Questionnaires*: Workshop facilitators completed forms at the end of each session to comment on the success of each session.
- *Past-participant Interviews*: Facilitators spoke with participants from previous HUCVF workshops to explore the long-term effects of the program.

Evaluation Findings

Changes in beliefs and attitudes toward IPV:

Pre-workshop surveys revealed that a significant proportion of respondents held beliefs that approve of a certain amount of sexual and interpersonal violence, yet they also believe that partner violence and rape were big problems in their communities and wanted to do something to help. By the end of the workshops, participants showed a level of improvement in their knowledge, beliefs and attitudes. Specific findings included:

- Men under age 26 were more likely than men over 26 years to disagree with the statement that “being drunk causes men to hit their partners.”
- Men under age 55 more likely to agree that “most women who report that they have been raped are telling the truth.”

Changes in perceptions of violence and masculinity:

Facilitators reported positive changes in participants' belief and attitudes about violence and manhood after attending the workshops. For example, younger men stated that they understood it is better to reason than to resort to physical violence, and that they would try to avoid violence in an argument. Some of the older men said the workshop changed the way they viewed physical punishment in educating their children. Men of all ages

“I was never a violent person, but the workshop taught me to face my emotions and control them before reacting. It allowed me to discover new things about family violence, and most importantly, how to avoid it completely.”

—HUCVF Participant



reported understanding that allowing a woman to express her opinion does not reduce their masculinity and inflicting violence against a woman does not increase masculinity.

Significant cultural differences in Spanish vocabulary:

The evaluation process highlighted regional differences in Spanish words among participants. The focus groups held after the first implementation of the program revealed that Spanish speakers from different countries utilized different words to refer to alcohol, drunkenness, sexual self-control and rape. The evaluation helped identify sensitivities in programming and evaluation tools involving individuals from different countries even when they speak a common language and are from the same region.

Conclusion

The evaluation of HUCVF suggests that programs to educate immigrant Latino men about sexual abuse and IPV can change their view on these issues and help participants avoid violence. Results suggest that acts of violence can be prevented before they occur if Latino men and boys are approached in a culturally appropriate manner. Participants showed solid average increases in knowledge, attitudes, beliefs and skills regarding the nature, prevalence and prevention of IPV. HUCVF had a 96 percent participant retention rate for the entire program throughout the three years, which was an encouraging indication of participants' interest in IPV prevention and their acceptance of this intervention approach. The evaluation process helped MCN refine the wording of workshop materials to account for idiomatic differences among Latinos from different countries. MCN also noted that younger men had more positive attitudes towards women than older men, which may signify a generational improvement in beliefs about gender equality.

Based on the evaluation results, there is growing evidence that the program can be scaled up and replicated and the curriculum can be packaged and disseminated for use by other organizations working with Latino migrant workers in other locations. The curriculum is appropriate for healthcare, outreach, immigrants' rights and domestic violence organizations that work with Latino men.

Since participating in *SWW*, MCN advanced the work of HUCVF with support from the Office of Violence Against Women. Utilizing messages developed by migrant men, MCN developed a social media campaign with print and video materials that are geared for use by migrant men to engage their peers in dialogue about the unacceptability of sexual violence and IPV. The next step for MCN is broader dissemination of the HUCVF model to new communities. MCN also plans to expand the program's focus to identify additional ways to create more active advocates against IPV.



STUDY LIMITATIONS

The limitations of the *Strengthening What Works Evaluations*:

1. Because the IPV prevention programs were implemented with relatively small number of participants, which would not allow for statistical significance, the samples in the evaluations are not reflective of specific immigrant and refugee populations,
2. Working with small data sets in specific communities has allowed the evaluation to obtain situational evidence of the effectiveness of identified interventions in the community context, but these findings may not be generalized without further study, and
3. Although developing a mechanism by which the interventions could be tested and disseminated to different segments of vulnerable populations was outside the scope of the initiative, the SWW initiative offered a blueprint in the form of Learning Collaboratives.

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