Innovative Evaluation: Implementing Trauma-Informed, Culturally-Responsive Program Evaluation

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Presented at: University of Maryland, Baltimore Training Institutes, Washington D.C., July 25, 2018

Funding source: SAMHSA Grant #’s TI015863, TI021367 and TI025607
Agenda

Next

1:35

• Describe SIROW and Culturally-Responsive, Trauma-Informed Evaluation Projects

1:55

• Identify Components of Culturally-Responsive Evaluation AND Evaluators

2:05

• Identify Strategies for Trauma-Informed Evaluation

2:40

• Instrument Adaptation Activity

2:40

• Questions
University of Arizona’s Southwest Institute for Research on Women (SIROW)

SIROW's Mission:

• To improve the lives of women and girls – particularly those living in the Southwest – through inter-disciplinary and inter-institutional research and action projects.

• Projects include a broad spectrum of themes and issues from health and wellness to education, employment, women’s history and the arts.

• Facilitating the voices of those who experience disparity, working with diverse groups of women, men and transgender individuals, and seeking innovative methods to improve conditions and contexts, positive changes can be made at an individual, social and structural level.
Southern Arizona Sonoran Desert
Community-Based Participatory-Action Research

“Community-based participatory research is a collaborative approach to research that equitably involves all partners in the research process and recognizes the unique strengths that each brings. CBPR begins with a research topic of importance to the community with the aim of combining knowledge and action for social change to improve community…”

“Native Americans are the true experts about Indian travels and ways of life”

Ernesto Quiroga Sandoval, Historian, Pascua Yaqui Tribe
Pascua Yaqui Tribe

- The Pascua Yaqui Tribe is located in several parts of Southern Arizona and Northern Mexico.
- Pascua Yaqui became a federally recognized tribe in 1978.
- Many Yaqui people are trilingual (Yaqui, Spanish and English).
Ili Uusim Hiapsi (Little Children’s Hearts)

- 5 Year SAMHSA project for children birth-Age 8 and their caregivers

- Guiding Principles
  - Holistic Perspective, Public Health Approach, Ecological Framework

- Five Strategies
  - Screening and Assessment
  - Integration of Behavioral Health into Primary Settings
  - Early Mental Health Consultation
  - Home Visitation
  - Family Strengthening and Parenting Skills
Evaluation Plan and Methodology

• Conduct individual interview Yaqui families with children ages birth-8.
  • All children (birth-8) and all caregivers are eligible (e.g. parents, grandparents, foster parents, other adults)

• Share screening results with Family Navigators
  • Family Navigators refer to appropriate services

• Re-assess every 6 months for the duration of the project

• Examine change over time for children
  • Age-appropriate development and Social-Emotional development

• Examine change over time for adults
  • Substance use and mental health problems, parental stress, acculturation, parenting confidence
Prism
Five Year SAMHSA TCE-HIV project serving LGBTQ+ and straight allied youth and young adults
Target Age: 13-23
Collaboration between five agencies
- Designated youth program site
- Structured activities
- Therapeutic and crisis counseling
- HIV testing and counseling
- Seven session LGBTQ affirming curriculum
94% 6-month follow up rate
268 youth were enrolled.

iTEAM
Five year SAMHSA-CHAB project serving homeless LGBTQ+ and straight allied youth and young adults)
Target age: 15-23
Collaboration between five agencies
Designated youth program site
- Intensive Case Management
- Linkages to Housing
- Substance Abuse/Mental Health Treatment
- Comprehensive Sexuality Education
81% 6-month follow up rate
244 youth were enrolled.

ANCHOR
Three year SAMHSA-CHAB project serving homeless LGBTQ+ young adults.
Three agency collaboration.
Program delivered at SIROW’s ANCHOR site.
Trauma-Responsive Services:
- Intensive case management
- Linkages to housing
- Resume building, job seeking and education support
- Trauma specific support group
- Comprehensive LGBTQ affirming healthy sexuality education
- Substance abuse/mental health treatment
Evaluation Plan and Methodology

ANCHOR Project

• Data collected at baseline and 6- and 12-months post-baseline.

• Instrumentation:
  • GPRA
  • ANCHOR Supplemental Questionnaire
  • World Health Organization-Quality of Life
  • General Living Conditions
  • HLC
What do we mean by...

- Program Evaluation
- Culturally Responsive
- Trauma Informed
According to the CDC program evaluation is “the systematic collection of information about the activities, characteristics, and outcomes of programs to make judgments about the program, improve program effectiveness, and/or inform decisions about future program development.”
Culturally Responsive

• Cultural competence is “a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals and enables effective work in cross-cultural situations.”¹

Cultural competence is an essential and ETHICAL obligation for all evaluators

Step 1: Engage stakeholders that reflect the diversity of the community.

- Assess cultural self-awareness
- Create diverse advisory team
- Build trust
What are my beliefs?

What is my biological sex and gender identity?

What stereotypes do I hold?

What are my What do I see as resources I can use in this evaluation?

What is my age group?

What life events have greatly affected me?

Where am I from?

What do I see as potential opportunities, challenges, or conflicts for this evaluation?

What are my vocations and avocations?
Step 2: Describe the Program

- Clarify the stakeholders’ perspective on the program
- Understand programs social and historical context
- Highlight community strengths
- Use models that resonate with the community
Step 3: Focus the Evaluation Design

Appropriate measures of success:

- Discussed or collaboratively developed with those being evaluated.
- Data collection instruments and outcome measures are tested for multicultural validity across populations.
- Consider alternative or nontraditional ways of collecting data.
Step 4: Gather Credible Evidence

• Ensure multiple perspectives are represented in what counts as credible evidence
• Select culturally appropriate instrumentation
• Adapt data collection processes to stakeholder context
Instrumentation revision and adaptation

To revise or not to revise, that is the question...

Don’t let your inner research nerd cloud your vision!
ITEAM Supplemental Questionnaire

Preferred Gender Pronoun: ____________________________

Gender and Sexuality Continuum

Place an "X" on the continuum where you have typically seen yourself in the past month with regard to your gender, your sexual orientation, and your biological sex.

1. Gender Identity (your internal sense of being masculine, feminine or somewhere in between)
   
   Feminine
   
   Masculine

2. Biological Sex (your biological sex at birth)
   
   Male
   
   Intersex
   
   Female

3. Sexual Attraction (your preference for romantic and/or sexual relationships)
   
   Attraction for Women
   
   No attraction for Women
   
   Attraction for Men
   
   No attraction for Men

4. Gender Identity
   
   o 1. Male
   o 2. Female
   o 3. Transgender
   o 4. Male-to-Female
   o 5. Female-to-Male
   o 6. Queer
   o 7. Questioning
   o 8. Two-Spirit
   o 9. Write In: ____________________________

5. Sexual Identity:
   
   o 1. Gay
   o 2. Lesbian
   o 3. Bisexual
   o 4. Queer
   o 5. Straight
   o 6. Questioning
   o 7. Two-Spirit
   o 8. Write In: ____________________________
8. Gender Identity

1. Woman
2. Man
3. Transgender
4. Female-to-Male (FtM)
5. Male-to-Female (MtF)
6. Genderqueer
7. Questioning
8. Two-Spirit

9. Sexual Identity

1. Lesbian
2. Gay
3. Bisexual
4. Queer
5. Questioning
6. Two-Spirit
7. Straight (Skip to 11.)
8. Pansexual
9. Different Term
9v. __________________
Step 5: Justify Conclusions

Culturally responsive evaluations:

• Take into account historical and current social systems

• Consider intersection of racial, cultural, gender, religious, economic, and other differences

• Culturally responsive questions take a multilevel approach to understanding root causes
Step 6: Ensure the Use of Evaluation Findings and Share Lessons Learned

- Relevance to diverse communities
- Inform community decision-making and program design
- Co-owned with diverse communities
- Shared in culturally appropriate ways.
<table>
<thead>
<tr>
<th><strong>TRADITIONAL EVALUATION</strong></th>
<th><strong>CULTURALLY RESPONSIVE EVALUATION</strong></th>
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</thead>
<tbody>
<tr>
<td>Formally trained evaluators are the experts</td>
<td>Community members/program beneficiaries know best their issues and strengths</td>
</tr>
<tr>
<td><strong>Role of Evaluator</strong></td>
<td><strong>Facilitator, translator, convener</strong></td>
</tr>
<tr>
<td>Leader, judge, expert</td>
<td></td>
</tr>
<tr>
<td><strong>Design &amp; Planning</strong></td>
<td><strong>Prioritizing rapport and trust building in an inclusive planning process that infuses multiple world views.</strong></td>
</tr>
<tr>
<td>Evaluator presents design for funder approval.</td>
<td></td>
</tr>
<tr>
<td><strong>Data Collection</strong></td>
<td><strong>Facilitated by evaluator; stakeholders trained in some collection methods and implement them.</strong></td>
</tr>
<tr>
<td>Conducted by evaluation professional</td>
<td></td>
</tr>
<tr>
<td><strong>Analysis</strong></td>
<td><strong>Results and their meaning are derived based on culture and system analysis</strong></td>
</tr>
<tr>
<td>Results and their meaning are analyzed by evaluator.</td>
<td></td>
</tr>
<tr>
<td><strong>Reporting</strong></td>
<td><strong>Disseminated to broader community</strong></td>
</tr>
<tr>
<td>Written report and briefing to funder</td>
<td></td>
</tr>
<tr>
<td><strong>Application of Findings</strong></td>
<td><strong>Findings used to build capacity of community and community organizations.</strong></td>
</tr>
<tr>
<td>Findings used as monitoring device.</td>
<td></td>
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Culturally Responsive Evaluators

- Experience in diverse communities
- Rapport and trust with diverse communities
- Openness to learning about cultural complexities
- Flexibility in evaluation design
Talk to your neighbor!

• Share a strategy to address cultural competence that has been a success

OR

• Share one a strategy (that had great intentions, I’m sure) that was a disaster
Types of data collection

- Focus groups or facilitated discussions.
- Interviews.
- Self-administered surveys.

Consider environmental and interviewer factors.
Informed consent is a process that ensures a participant fully understands the research and what is being asked of them prior to consenting

- Remind that participation is voluntary.
- Multiple decision points throughout the survey or interview.
- Be transparent

NUH-UH.
YES-HUH!
Instrument development

• Build rapport
• Sensitive questions in middle or towards the end
• Pay attention to wording
• Ask colleague to review
Interviewer training

• Train on trauma and trauma responses
• Ensure interviewers are able to engage with people of different backgrounds in an empathetic, non-judgmental way.
• Ensure interviewers can navigate role conflict in their position
• Build in time for reflection and debrief for everyone involved in the process
Confidentiality

• Extremely important for all participants
• Do not ask for more identifying information than you absolutely need
• Sometimes confidentiality must be violated Make sure you:
  • have a mandated reporting plan if needed
  • clearly outline and disclose any scenario in which a participant’s confidentiality will be violated.
Resources and follow-up

• Research is not therapy!
  • Further support resources should be offered
  • Resources should be offered to all participants not just the ones that appear distressed
Activity

• Form a group of 5 people-make friends!
• Review the instrument or tool given to your group
• Discuss ways to make your given instrument more culturally-responsive and trauma-informed.
• Make edits to your team’s instrument
Activity

You can...

• Make additions to the instructions throughout the assessment
• Add instructions to the instrument (to tell us strategies you might use!)
• Change the questions—make sure to collect the same data
• Add additional options to questions
• Add questions to the instrument
Questions?

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