



Liard Aboriginal Women's Society (LAWS)

**Following
Our People's
Way:
Building a
Circle of
Respect and
Dignity**



**Gūdené' K'éh
Gūs'ānī:
Dene 'Á
Nezen Gedí'
Gūtīe Sū'āī
dege**

Baseline Data Summary of Results

Acknowledgements

We would like to acknowledge the following Advocates and service providers who contributed their knowledge, perspectives and experience to the information and data shared in this report. We thank them for their commitment to building a safer community. We also thank LAWS leadership, Elders, family members, community partners and the project team who contributed their perspectives and experience to the evaluation.

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Executive Summary

In May 2019, Liard Aboriginal Women's Society (LAWS) was awarded funding for a new project- *Following Our Peoples' Way: Building a Circle of Dignity/ Gūdené' K'éh Gūs'ānī: Dene 'Á Nezen Gedí' Gūtīe Sū'qī dege*. **This project aims to address gender-based violence in Watson Lake, Yukon and surrounding areas by training a team of community Advocates to become anti-violence leaders in their communities.**

Beringia Community Planning Inc. is supporting the design and implementation of the project's monitoring and evaluation process, under the leadership of LAWS and in collaboration with project partners. As part of this work, Beringia is administering a range of data collection methods, including surveys, interviews, sharing circles and other qualitative methods with Advocates, partners, Elders, project staff, and community members. A detailed overview of the plan is found in the ***Advocacy Project Evaluation Plan Report***.

During the fall of 2019, baseline data was collected through surveys, sharing circles and community mapping. These data collection methods along with dates of administration, and number of respondents is listed in **Table 1** below. During the Advocate training sessions on October 28-30th and November 18-20th, Advocates were invited to complete a two-part survey. Advocates were also invited to participate in a community mapping activity to identify and discuss safety in the community. Finally, local service providers completed a survey at a meeting on November 20th, 2019.

Table 1: Baseline Data Collection

Data Collection Method	Dates Administered	Number of Questions	Number of Respondents
Advocate Survey: Part A	October 28-30 th 2019	16 questions	15 Advocates
Advocate Survey: Part B	November 18-20 th 2019	11 questions	13 Advocates
Advocate Community Mapping	November 18 th 2019	-	18 Advocates
Service Provider Survey	November 20 th 2019	12 questions	7 Service Providers

The survey data from the data collection activities listed in **Table 1** has been documented, analyzed and summarized in this report. This data can be helpful to inform program design, as well as provide baseline information to understand the impact of the project. It is a component of a broader and deeper a collection of information that together will help us to paint a picture of how the Advocates and the broader project is making a difference. The following is a summary of the results by data collection method.

The Advocate Intake Surveys

The results from the Advocate intake surveys (Part A and B) have been categorized into the following **3 themes**:



LEARNING ABOUT THE ADVOCATES																						
<p>60% of Advocates¹ are over the age of 40</p>	<p>93% of Advocates are Kaska</p>	<p> = 7% ♀ = 93% Most Advocates are women</p>	<p>73% of Advocates are employed</p>	<p>47% of Advocates have taken violence prevention and intervention trainings before</p>	<p>40% of Advocates do support work (e.g. home care, support workers, family support)</p>	<p>46% of Advocates have some experience with community activities and campaigns to end violence against women and girls</p>																
<p>The TOP 3 SUPPORTS that Advocates would go to for help are:</p> <p>1. Friends 2. Advocates 3. Parents/Guardians</p>		<p>67% of Advocates are survivors of violence</p>	<p>Advocates shared they have experienced the following types of violence:</p> <table border="1"> <caption>Types of Violence Experienced</caption> <thead> <tr> <th>Type of Violence</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Verbal/emotional violence</td> <td>73%</td> </tr> <tr> <td>Physical violence</td> <td>64%</td> </tr> <tr> <td>Sexual violence</td> <td>64%</td> </tr> <tr> <td>Financial violence</td> <td>55%</td> </tr> <tr> <td>Threats of violence</td> <td>27%</td> </tr> <tr> <td>Institutionalized</td> <td>27%</td> </tr> <tr> <td>Bullying/rumours</td> <td>82%</td> </tr> </tbody> </table>			Type of Violence	Percentage	Verbal/emotional violence	73%	Physical violence	64%	Sexual violence	64%	Financial violence	55%	Threats of violence	27%	Institutionalized	27%	Bullying/rumours	82%	<p>The TOP 3 SUPPORTS that Advocates indicated they would never go to for help are:</p> <ol style="list-style-type: none"> 1. Police or RCMP 2. Someone from a Religious or Spiritual community 3. Doctors or Nurses
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¹ The data provided in the Executive Summary tables reflects the responses given by Advocates who completed the survey. Not all Advocates completed a survey. Of the total 18 Advocates, 15 completed Part A and 13 Advocates completed Part B.

Reflections and Recommendations: Learning about the Advocates

- **Gender:** The vast majority of Advocates are women and the project will continue to explore how more men can be involved in the project.
- **Employment:** Although a number of Advocates work in this field and the Advocate training is connected to their professional roles, the work is also important on a personal level.
- **Past training experience:** Not many Advocates have had prior formal training in this field however Advocates bring extremely valuable prior knowledge, lived experience and cultural knowledge to the training. Learning about response-based practice is new to the majority of Advocates.
- **Experience with community activities and campaigns to end violence:** It is recommended to consider Advocates' limited experience with community activities and campaigns in the design of the curriculum and service delivery model. As there are at least a couple of Advocates with lots of experience in this area, it is recommended to consider inviting and supporting these Advocates to take leadership roles in the design and delivery of campaigns. This supports peer to peer learning, recognition of existing capabilities, and supporting empowerment of Advocates as anti-violence leaders.
- **Experiences with violence:**
 - The information shared by Advocates demonstrates that the majority of are survivors of violence.
 - A number of Advocates corrected the framing of the question 'Are you a victim of violence' to read 'Were you a victim of violence?', emphasizing that it is in the past. It is recommended to consider reframing the questions, possibly to ask, 'Are you a survivor of violence' or 'Have you been harmed by violence?'.
 - Advocates do not fit into singular boxes of what makes an Advocate- they are survivors of violence, as well as service providers, Elders, knowledge keepers and strong women.
 - When comparing lived experience from youth (YFD) and Advocates, the Advocates have more lived experience with violence, which is reflected in their responses regarding how safe and supported they feel as survivors of violence
- **Who Advocates would go to for help:**
 - Friends take a clear lead in who respondents would turn to for help. It is recommended for the project team to consider the implications this has for the program, for example ways to include friends in the 'service delivery' and creating a protocol for what Advocates can do when friends come to them for help.
 - Elders received 6 'Sometimes' selections, and no 'Often' selections. This can be explored further in sharing circle to understand more about the barriers and benefits of Elders' support.
 - The supports that respondents would never go to for support align with the needs and asset assessment findings, in that survivors of violence have experienced negative social responses, barriers, institutional and structural racism when accessing these supports (e.g.

PROGRAM DESIGN

The TOP 5 Reasons **why Advocates joined the program** are:

1. I want to help end violence in our communities
2. I want to help people who have been harmed by violence
3. It is part of my role at work
4. I have heard about issues of violence in our community and wanted to get involved
5. I have friends/family members who are experiencing violence in their lives

The top 5 responses on **what Advocates hope to get out of the program**:

1. Learn about how to support those harmed by violence
2. Learn about response-based practice
3. Create change in my community
4. My own healing
5. Become an activist

Top 3 WAYS Advocates **learned about the program** are:

1. LAWS/Executive Director Ann Maje Raider
2. Through their work
3. From Social media

The top 2 ways Advocates felt they can **help build safety for Indigenous women**:

1. Working with agencies and organizations to help support survivors
2. Organizing campaigns and events to raise awareness about violence

Top 6 elements that would **help Advocates in their role**:

1. More training and skills development
2. Support from Elders and leaders in the community
3. More time and experience as an Advocate
4. Partnerships with agencies and organizations
5. More time with Elders
6. Opportunities to give their thoughts on the program

Reflections and Recommendations: Program Design

- Although a number of Advocates joined the program through their roles at work, Advocates primarily joined because they want to contribute to ending violence, support their friends and family, and building a safer and more supportive community. There is also desire among Advocates to learn more about Kaska culture.
- Money was not a big factor in people joining, however childcare is helpful for some.
- Recruitment to the training through Ann was an effective approach.
- Advocates have a deep desire to create meaningful change in their communities. There is significant lived experience with violence among respondents, and healing is part of what they hope to get out of the training. Advocates also want to learning more about Kaska culture indicating the importance of grounding and including Kaska culture in the program design and delivery.
- Advocates also want to spend more time with youth, so it is recommended to continue to nurture partnerships with Youth for Dignity.
- Advocates said that they can help build safety for Indigenous women by working with agencies and organizations to help support survivors. The project will continue to explore how Advocates and agencies can work together to build safety.
- Advocates highlighted the following elements that would help them in their role: *Continued training and skills development; Support from Elders and community leaders; More time and experience; Opportunities for partnership with agencies; and Opportunities to give their feedback on the program.*
- It is recommended to continue to explore with Advocates the skills they would like to develop further, how Elders and community leaders can support them, and what partnerships with agencies and organizations might look like.

UNDERSTANDING THE IMPACT

<p>85%</p> <p>of Advocates said that they have some understanding to a strong understanding of the issues and causes of violence against women and girls</p>	<p>76%</p> <p>of Advocates said they feel prepared to support those harmed by violence</p>	<p>85%</p> <p>of Advocates feel they can be very helpful to extremely helpful to someone harmed by violence</p>	<p>85%</p> <p>of Advocates have some to a very good understanding of response-based practice</p>
<p>54%</p> <p>of Advocates participate in Kaska cultural activities more than once a year</p>	<p>45%</p> <p>of Advocates said that they have some understanding of Dene a’nezen, Kaska teaching and principles on safety and dignity</p>		<p>54%</p> <p>of Advocates spend time with an Elder more than once a year</p>
<p>100%</p> <p>of Advocates said that relationship violence is a critical issue in the community</p>	<p>40%</p> <p>said that that relationship violence is a critical issue among friends</p>	<p>27%</p> <p>Of Advocates said that relationship violence is family and in their personal life</p>	
<p>67%</p> <p>rated community services and programs for those harmed by violence below average</p>	<p>87%</p> <p>said that there are none to some services and supports that use Kaska teachings and culture</p>	<p>40%</p> <p>rated attitudes in the community towards those harmed by violence as somewhat supportive</p>	

Reflections and Recommendations: Understanding Impact

- Advocates are starting the program with a high assessment of their understanding of the issues and causes of violence against women. Having said this, Advocates rated their understanding of RBP as lower, indicating that learning about these topics from a response-based practice lens may be new to some Advocates. It is recommended to explore further with Advocates how learning about RBP has impacted them, for example in terms of how they understanding violence and how survivors are supported.
- Overall, Advocates indicated they feel quite prepared to extremely prepared to support those harmed by violence. This can be explored further, asking Advocates what else has helped them become prepared, and how has it helped? As well as asking how Advocates think they can be helpful and what ideas, actions, etc. are the most helpful.
- The results show that there are at least 3 Advocates that participate in Kaska cultural activities once a week or more meaning that there is great cultural knowledge within the group that can be shared.
- It is recommended to explore further with Advocates if and how spending time with an Elder might help them in their journeys as Advocates and anti-violence leaders.
- The range of understanding of Dene a’nezen shows an opportunity for Advocates to learn from one another. Those with a stronger understanding of Dene a’nezen, for example, can help support the learning of those who are less familiar.

Advocate Community Mapping

The Advocate Community Mapping exercise revealed the following 6 findings:

1: Spaces can be both safe and unsafe

2: 100% of Advocates indicated RCMP and Hospital are unsafe spaces

3: 6 completely safe spaces were identified

4: Reasons for places being unsafe

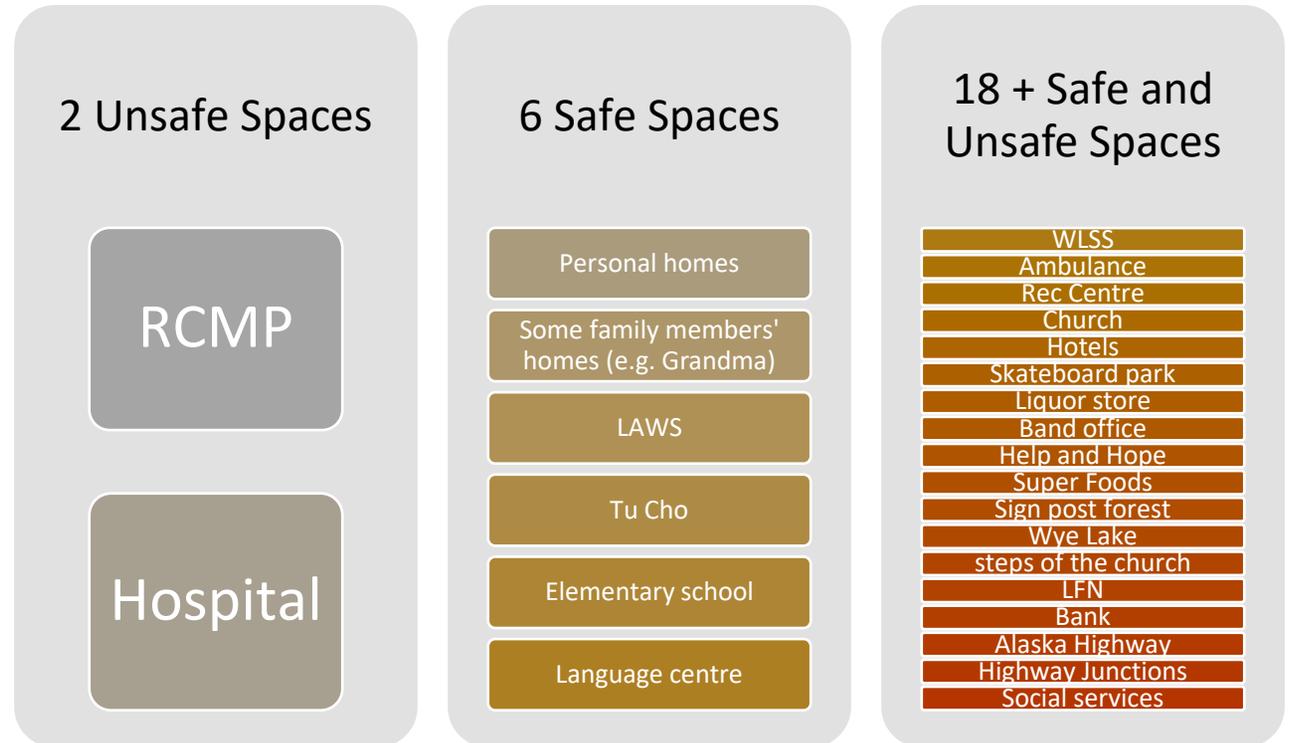
Unsafe: Negative personal experiences, systemic racism, lateral violence, not being believed, and personal experiences of violence at these places.

5: Reasons for places being safe

Safe: Food and help, empathy, trust, compassion, being believed and being cared for.

6: What is missing in the community

- ❖ No safe zones for people who are struggling with addictions and homeless people
- ❖ Women's centre, men's shelter, youth centre, Kaska elder facility, and after-care/detox



Service Provider Survey:

The Service Provider survey findings are summarized below

SERVICE PROVIDER SURVEY FINDINGS			
<p>43% of respondents have staff in their organizations taking the Advocate training</p>	<p>86% have a good understanding of the lived experience and needs of survivors of violence</p>	<p>71% feel they have a good understanding of response-based practice</p>	<p>86% have some to lots of experience with community activities and campaigns to end violence</p>
<p>57% Have little to some understanding of Kaska cultural codes, teachings and principles</p>	<p>86% rated that community services and programs for those harmed by violence are about average</p>		<p>100% indicated that there are few local services and supports that use Kaska teachings and culture</p>
<p>86% shared that Kaska culture, teachings and principles are used a bit in their programs and services</p>	<p>Top 4 preferred means of communication with between LAWS and service providers:</p> <ol style="list-style-type: none"> 1. Email 2. Newsletters 3. Meetings 4. Invitations to campaigns and events 		<p>86% rated attitudes in the community as somewhat supportive</p>

Reflections and Recommendations: Service Provider Survey

Based on the results from the service provider surveys, it is recommended that the project continue to explore how its activities and partnerships might support the following areas:

- Increasing the knowledge and understanding of service providers in the following areas:
 - Needs of those harmed by violence, in particular Indigenous survivors of violence
 - Including Kaska cultural teachings and principles on dignity and justice in services
 - Including response-based ideas and practice in services
- Results indicated that there are few local services and supports that use Kaska teachings and culture. This signals the need for improving the availability of culturally relevant supports in the community.
- Survey and needs assessment results indicated the following areas for improvement in local services and programs: community collaboration, increased organizational capacity, men’s support, and culturally relevant practices and activities.
- Responses indicated a need for more supportive attitudes in the community towards those harmed by violence.
- Based on the feedback, it is recommended for the project to continue with a range of tools when communicating with service providers. This includes using email as a primary means of communication, along with sharing newsletters, invitations to meetings and project events and social media.

The data summarized in this report offers important insights into who Advocates are, information to help with program design, as well as baseline data to help us track change over the coming years. This data sheds light on further areas to explore in interviews and small group settings. We will continue to build on this information and learn from it. For next steps, these findings will be shared with LAWS and the project team to help inform program design and delivery. Beringia will continue to support the integration of the findings into programming and communicate these findings to the project team.

Advocates are a powerful group who are walking together on this journey - we acknowledge and celebrate their important work. Their motivation and determination to make change shines through the data. The information they share will help us to continue to capture and tell the story of building community capacity to support, response and restore dignity and safety amongst survivors of violence.



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Introduction

In May 2019, Liard Aboriginal Women’s Society (LAWS) was awarded funding for a new project- *Following Our Peoples’ Way: Building a Circle of Dignity/ Gūdené’ K’éh Gūs’ānī: Dene ’Á Nezen Gedí’ Gūtīe Sū’qī dege*. **This project aims to address gender-based violence in Watson Lake, Yukon and surrounding areas by training a team of community Advocates to become anti-violence leaders in their communities.**

Beringia Community Planning Inc., under LAWS leadership and in collaboration with project partners, is designing and implementing the project’s Intervention Research and Evaluation. A detailed overview of the plan is found in the **Advocacy Project Evaluation Plan Report**. During the October 28-30th and November 18-20th 2019 training sessions, Beringia facilitated a number of research activities to collect baseline data for the project using the data collection methods listed in Table 1.

Data Collection Method	Dates Administered	Number of Questions	Number of Respondents/ Completed Surveys
Advocate Survey: Part A	October 28-30 th 2019	16 questions	15 Advocates
Advocate Survey: Part B	November 18-20 th 2019	11 questions	13 Advocates
Advocate Community Mapping	November 18 th 2019	-	18 Advocates
Service Provider Survey	November 20 th 2019	12 questions	7 staff

Table 2: Baseline Data Collection

The results from these surveys/research activities have been summarized in this report along with an analysis which highlights key findings, considerations and areas for further learning and research. This data can be helpful to inform program design, as well as provide baseline data to understand the impact of the project. This data is a component of a broader and deeper a collection of information that together will help us to paint a picture of how the project is making a difference. This report includes the following sections:

Report Section	Description of Contents
Introduction	The introductory sections of the Report provide context for the Advocacy project including research and evaluation initiatives
Project Description	An overview of the project including the pillars of the advocacy project
Project Monitoring and Evaluation	An overview of the project’s M&E including the theory of change, guiding principles, methodology and introduction to the baseline data collection
Summary of Results	An overview of the methodology and results of the Advocate Intake Surveys, Community Mapping exercise, and Service Provider Survey
Conclusion	Concluding reflections on the report
Appendices	Includes <i>Appendix A: Results Framework, Appendix B: Advocate Intake Survey and Appendix C: Service Provider Survey</i>

Project Description

The project intends to demonstrate the efficacy of a community-based, culturally relevant advocacy model and program that supports the community safety needs of Indigenous women in Watson Lake and surrounding areas. This will be done by training a team of community Advocates, who are survivors of violence, to become anti-violence leaders in their communities.

Advocates engaged in a range of training and capacity-building activities based on two distinct strengths-based and culturally appropriate approaches: 1) Kaska Dena cultural principles, protocols and teachings of dignity, justice and healing; and 2) Response-Based Practice (RBP)².

The **training curriculum** includes foundational learning about GBV issues, prevention and response, as well as a large component of the training will be hands-on learning (the testing of the service delivery component of the project³). Ultimately, the project aims to build a core foundation of community capacity to support, respond to, and restore dignity and safety among survivors of GBV. There are six pillars that are foundational to the Promising Practice model, as demonstrated in Figure 1:

1. Community Champions
2. Kaska Culture and Dene ā'nezen
3. Capacity Building
4. Circle of Support
5. Partnerships and Systems Change
6. Advocacy and Knowledge Dissemination

The project will incorporate **knowledge dissemination** mechanisms such as newsletters and community events throughout the project as well as developing a blueprint of our evidence-based, culturally safe, and survivor engaged promising practice. This blueprint will be a key mechanism to share information about innovations, successes and challenges relating to GBV and support its applicability within other social, historical and cultural settings.



² Response-based practice (RBP) is an evidence-based methodology with a foundation in social justice and human rights. It has been proven to be effective in diverse situations as it acknowledges the systematic nature of violence and provides an alternative to diagnostic and pathology-oriented practices. It works to preserve dignity, moving beyond traditional victimizing language and acknowledges an individual's physical and emotional resistance to violent assault. (Centre for Response-Based Practice, 2019; BC Society of Transition Houses, 2015)

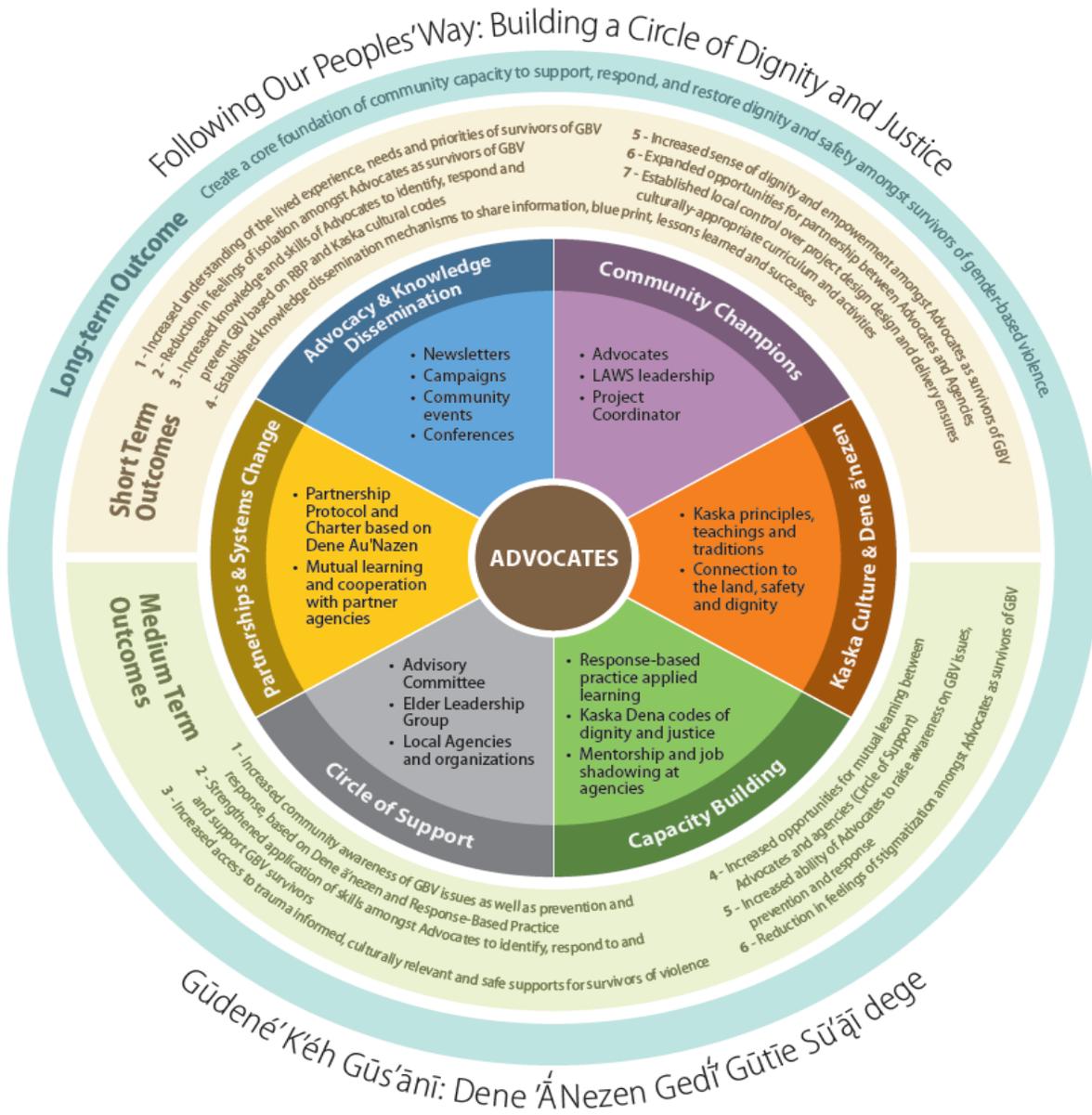


Figure 1: The Pillars of Advocacy Following Our Peoples' Way: Building a Circle of Dignity and Justice

Project Monitoring and Evaluation

Beringia Community Planning is supporting the monitoring and evaluation (M&E) of the Project in collaboration with LAWS and project partners. Beringia's approach to designing and implementing an evaluation plan is one that engages the community, honours culture, builds capacity, and emphasizes participation, engagement and collaboration.

The Project's M&E will capture and assess the efficacy of the program model to strengthen community capacity to support safety and dignity amongst those who have experienced or are at risk of experiencing gender-based violence. It is our hope that our approach to evaluation will contribute both to the research on the effectiveness of promising practices, as well as offer much needed data on gender-based violence in remote, northern and Indigenous contexts.

The **objectives** of M&E are to:

1. Deepen our understanding and awareness of the issues and challenges facing northern, remote and Indigenous communities.
2. Embed Kaska cultural principles, values and protocol into the M&E process.
3. Understand how the project is unfolding and inform pivot points and mid-project changes.
4. Engage survivors of violence, Advocates, partners and community members in reflecting and building knowledge on the project's progress and how the model brings about change.
5. Build local capacity and empower participants through involvement and decision making throughout the evaluation process.
6. Document and share progress and results in a user-friendly way.

The evaluation process is best described in Kaska as Kēdzéntédé Kedzedj meaning 'We are all learning together'. Kēdzéntédé Kedzedj is a Kaska teaching that guides a process based on sharing and learning together, and the involvement of different perspectives, strengths, experiences and voices.

In western terms, the program evaluation will take a developmental approach. Developmental evaluation is well suited to innovative projects in complex environments where results are uncertain. It aims to concurrently conceptualize, design and test new approaches in an ongoing process of continuous implementation, adaption and change. Rather than trying to predict the outcomes of the innovative project within a context of uncertainty, developmental evaluation applies an ongoing process of innovation in which the path and the destination are evolving.

To do so, M&E will use formative (monitoring results as we go) and summative (evaluating at key points in the project) techniques. Formative monitoring tools are used throughout the project to help understand what is working, what could improve the project, and what stakeholders are getting out of the project. Summative tools are used to evaluate overall progress towards our planned results.

Theory of Change

A theory of change is like a roadmap that outlines the steps by which we plan to achieve a longer-term outcome. It helps to articulate and connect **activities** to the **outputs** it will produce, and how these link to **intended outcomes**, which measure the project's impact and change it seeks to create.

ACTIVITIES

Advocates will participate in hands-on training grounded in Response-Based Practice and Kaska Dena cultural teachings, and protocols. The training includes applied learning components (an integrated service delivery model) that will be co-designed with Advocates and may include activities such as educational campaigns and events, providing mentorship to women and youth in the community, and directing people to appropriate services and supports.

As part of the model's community capacity building approach, Advocates will also participate in placements at local service delivery organizations and agencies.

Another key activity throughout the project will be undertaking knowledge dissemination activities (i.e. newsletters, presentations at conferences) and developing a blueprint of the promising practice.



OUTPUTS

The Project's core activities will build a team of trained Advocates and a Kaska model of response-based practice training, including a culturally relevant curriculum and service delivery model.

These activities will also lead to outputs of Advocate-led awareness raising initiatives and service delivery activities, and a blueprint of the culturally relevant, community-based advocacy model for GBV prevention.



OUTCOMES

Advocates will increase their knowledge and skills to raise awareness on GBV, to respond to and support survivors of GBV. The program will also help to increase Advocate's understanding, connection to, and ability to draw on Kaska cultural teachings.

The Advocate service delivery activities (e.g. campaigns) will help to increase community awareness of GBV prevention and response.

The Circle of Support and agency placements that Advocates engage in will support outcomes of expanded opportunities for partnership and mutual learning between Advocates and agencies, contributing to increased access to culturally relevant and safe supports for GBV survivors.

These integrated training and service delivery activities will lead to increased peer supports and solidarity, and sense of empowerment and leadership amongst Advocates. The model also anticipates increased access to culturally relevant, trauma-informed and safe supports for survivors of violence.

These outcomes all contribute to a long-term outcome of building community capacity to support, response and restore dignity and safety amongst survivors of GBV.

Guiding Principles

Beringia's approach to M&E is based on the following principles:

- 1. Honoring Kaska culture.** Kaska culture, values, knowledge, protocols and customs are respected and incorporated within the evaluation design. Evaluators engage in an ongoing process of listening and learning so that Kaska values are understood, respected, acknowledged and upheld. Kaska people and Elders will be consulted on evaluation activities before, during and after the activities.
- 2. Relationships and Trust.** The relationships between evaluators and community members are based on trust, collaboration and partnership. This includes spending time together in formal and informal activities to create the space to truly listen and understand community needs. Building trust involves showing respect and being transparent and honest, but also involves making time to have fun and get to know each other. This also includes ongoing assessment of the relationship through reflection and ongoing feedback.
- 3. Lived experience.** Survivors will be engaged throughout all stages of the project. This engagement will ensure that the program centers the voices of those with lived experience, is responsive to their needs and also offers survivors opportunities for healing, to develop supportive relationships, and expand their skills. The evaluation will thoughtfully create safer environments that foster dignity and personal choice for participants.
- 4. Holistic.** The evaluation process will take a holistic approach, thoughtfully considering the different dimensions of a person and community: physical, mental, emotional and spiritual.
- 5. Self-determination.**⁴ Evaluators will support community self-determination through a participatory approach that values the agency, rights, autonomy and choice of Advocates and those involved in the project's evaluation. This principle aims to shift the power relationship and put Indigenous women's rights and voices in the driver's seat.
- 6. Participatory.** Evaluators will ensure opportunities for community involvement in the evaluation design, delivery, and sharing of results. This approach will help us to identify relevant evaluation questions, ensure Kaska values guide the process, improve the relevance of the data collected and reported on, strengthen program performance, and build capacity and empower participants in the research.
- 7. Strengths based.** Evaluators will celebrate achievement along the way including community and Advocate strengths. The evaluation process will build upon these collective and individual strengths.

⁴ The principle of self-determination guides us to question how this Project can contribute to processes of decolonization and reconciliation. Self-determination is essential for Indigenous peoples' wellbeing (Ladner, 2009) and ability to live free of all forms of violence. Actualizing self-determination involves personal and community power and control over decision-making (National Aboriginal Health Organization (NAHO), 2001).

8. **Communicative.** Evaluators will promote open and ongoing communication by communicating progress and results in user-friendly ways (e.g. newsletters, community events) to those who participate in the evaluation, and the broader community as appropriate. We will engage in a process of continuous feedback, reflection, and learning to adapt and change as new information arises.

9. **Ethically driven.** Drawing from First Nations OCAP principles (Ownership, Control, Access, and Protection) and informed by Kaska values, evaluators will adhere to the following:

- ✓ **Ownership:** Kaska peoples own the evaluation information collectively in the same way that an individual owns his or her personal information.
- ✓ **Control:** Kaska peoples are stewards of their information, much in the same way that they are stewards over their own lands. Kaska peoples are within their rights in seeking to control over all aspects of evaluation processes that impact them.
- ✓ **Access:** Kaska peoples have access to information and data about themselves and their communities and have the right to manage and make decisions regarding access to their collective information.
- ✓ **Possession:** Kaska peoples have the right to the physical control of their data.

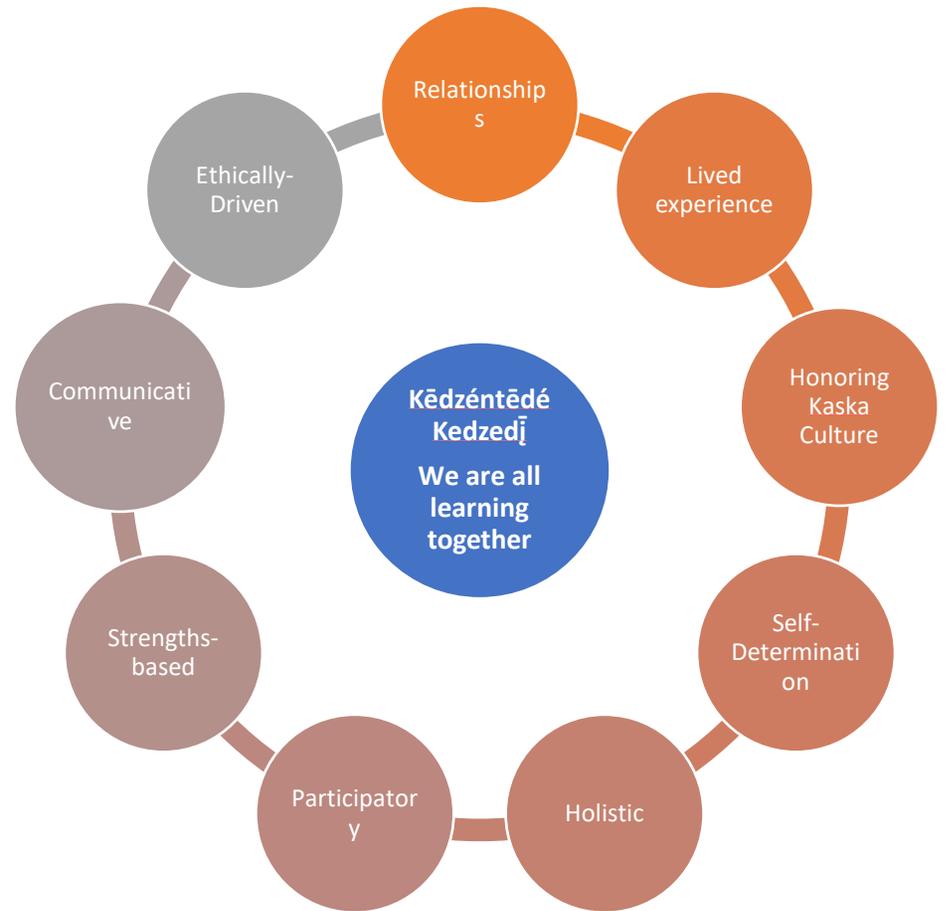


Figure 2: Guiding Principles

Methodology

We will use a **mixed-methods approach** to evaluate our promising practice, which will allow us to use complementary quantitative and qualitative methods to create robust evidence for change. We will conduct a series of pre-, during and post- intervention evaluations with the following groups: Advocates, key informants, community organizations/agencies and the public, which includes those who have been harmed, or who are at risk of being harmed by GBV. A Kaska and response-based practice lens will be thoughtfully applied to the content of the tools as well as how they are delivered.

Evaluation Questions

The evaluation will help us to understand **if, and how, the culturally safe and RBP informed promising practice will help build community capacity to support, respond to, and restore dignity and safety amongst survivors of GBV.** The following sub-questions will guide the evaluation:



- If and how the promising practice increases Advocate's knowledge of issues, causes and responses to GBV and skills to respond to GBV and support survivors?
- If and how the promising practice increases Advocate's understanding, connection to, and ability to draw on Kaska cultural teachings?
- If and how the peer support model support survivors of violence?
- If and how the promising practice enhances solidarity amongst the team of Advocates and provides peer-to-peer supports for the Advocates?
- What is an Advocate? What are the qualities, skills, knowledge that are foundational to being an Advocate?
- If and how does the promising practice increase community awareness of GBV prevention and response?
- If and how the promising practice increases understanding of the lived experience, needs and priorities of survivors of GBV?
- If and how does the promising practice expand avenues for partnership and mutual cooperation between Advocates, community organizations and government agencies?
- What are successes and lessons learned from the project: What worked well? What didn't? Why?
- What is the potential of the promising practice to be replicated elsewhere in Canada? How are the promising practice and its effects sustainable?

Baseline Data Collection

The baseline data collected helps to establish project-related benchmarks for indicators, provide a basis for comparison for subsequent evaluative data collection and serve as useful reference points when determining whether the desired outcomes of the development intervention have been successfully reached or not. The following **medium-term and short-term outcomes** will use the baseline data to assess the impact of the project:

Short Term Outcomes	Medium Term Outcomes
Advocates	
<ul style="list-style-type: none"> ❖ Increased knowledge amongst Advocates of issues, causes and responses to gender-based violence ❖ Strengthened skills amongst Advocates to identify, respond to GBV and support survivors ❖ Increased sense of empowerment and leadership amongst Advocates ❖ Increase in Advocate’s understanding, connection to, and ability to draw on Kaska cultural teachings related to dignity and safety in relationships ❖ Increased peer supports and solidarity amongst Advocates 	<ul style="list-style-type: none"> ❖ Strengthened application of skills amongst Advocates to identify, respond to, and support those who have been harmed by violence ❖ Increased opportunities for mutual learning between Advocates and agencies (Circle of Support) ❖ Increased access to culturally relevant and safe supports for survivors of violence
Service Providers	
<ul style="list-style-type: none"> ➤ Expanded opportunities for partnership between Advocates and agencies 	<ul style="list-style-type: none"> ➤ Increased opportunities for mutual learning between Advocates and agencies (Circle of Support) ➤ Increased understanding of the lived experience, needs and priorities of survivors of GBV

The following methods for baseline data collection were used:

Data Collection Method	Dates Administered	Number of Questions	Number of Respondents/ Completed Surveys
Advocate Survey: Part A	October 28-30 th 2019	16 questions	15 Advocates
Advocate Survey: Part B	November 18-20 th 2019	11 questions	13 Advocates
Advocate Community Mapping	November 18 th 2019	-	18 Advocates
Service Provider Survey	November 20 th 2019	12 questions	7 Service Providers

Summary of Results

Advocate Intake Surveys

Advocates were invited to complete a 2-part intake survey, Part A during the Oct 28-30th training, and Part B during the November 18-20th training. Of the 18 Advocates, 15 Advocates (83%) completed the Part A survey, and 13 Advocates (72%) complete Part B. The survey contained 27 closed ended questions (16 in Part A, and 11 in Part B), each offering the opportunity to provide further comment. The surveys collected the following information:

- ✓ Demographic information on the Advocates
- ✓ Perceptions on the prevalence of gender-based violence in Watson Lake
- ✓ Personal experiences of violence
- ✓ Experience and knowledge of response-based practice and activities for violence prevention and survivor support
- ✓ Connection to Kaska culture
- ✓ Program design and evaluation questions



The data collected has been categorized into **3 themes**:

Learning about
the Advocates



Program Design



Understanding
the Impact

- 1. Learning about the Advocates:** These questions gathered information on participants including demographic information (e.g. gender, age, Indigenous ancestry) and their own experiences with violence, if they were comfortable sharing.
- 2. Program Design:** These questions explored program design components (e.g. why they joined, how they learned about the training). This information informs program design decisions.
- 3. Understanding the Impact:** These questions collected baseline data on the impact of the program on the Advocates themselves as well as at the community level. It included questions for participants to self-assess their level of understanding of gender-based violence prevention and response, connection to Kaska culture and knowledge of Dene a nezen, how prepared they are to support those harmed by violence. At a community level, the questions assessed the prevalence of violence in respondents' lives and the community, and the effectiveness of services and program available in the community.

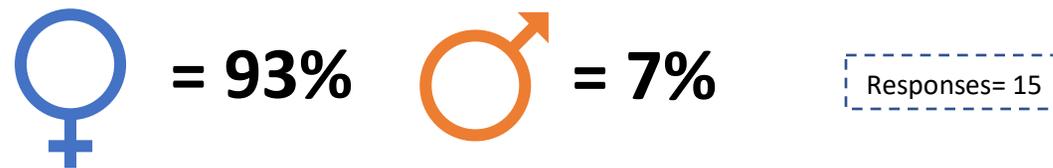
The survey questions and results have been summarized by these themes. Following each of the themes, an analysis of results is provided which highlights key findings, considerations and areas for further learning and research.

Learning about the Advocates

Introductory questions focused on demographic information including gender, age, grade and ancestry. The questions also asked respondents to share if they have ever experienced violence, and who they turn to for support.

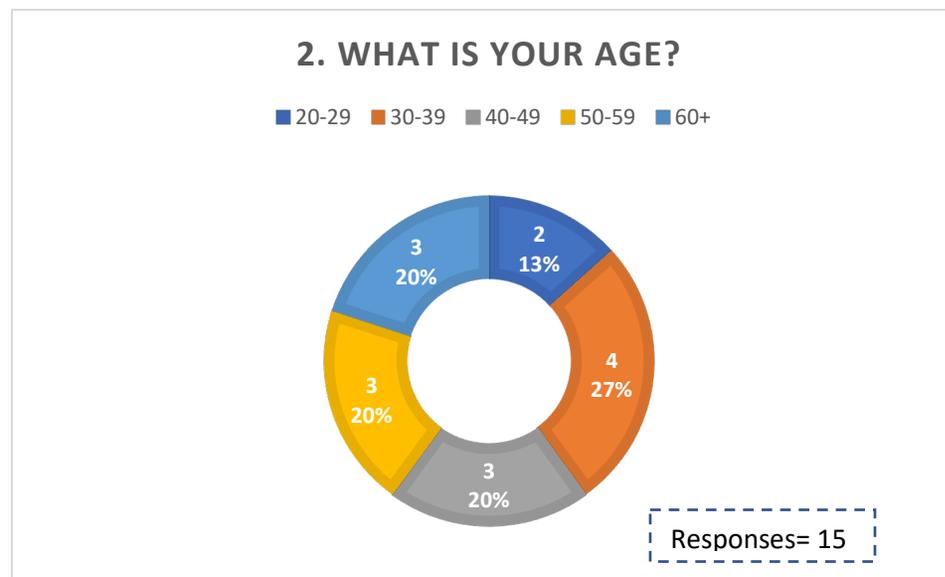
Gender

Advocates were asked 'What is your gender?' which male, female and other options to select from. Females (14) made up 93% of the group of Advocates, while males (1) make up 7%.



Age

Advocates were asked to select their age. **The age distribution is quite balanced**, with 3-4 peoples being in each age range, other than 20-29 which only has 2 Advocates. **60% of Advocates are above the age of 40.**



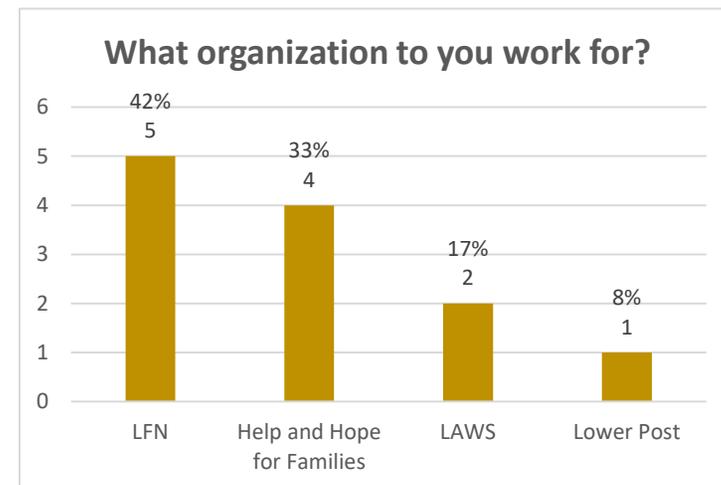
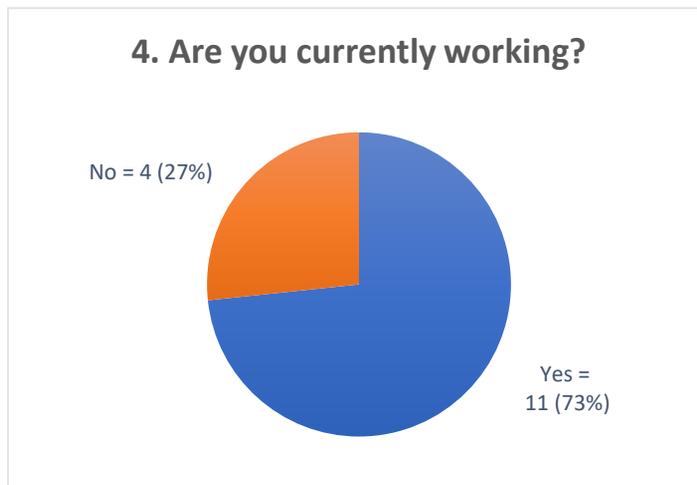
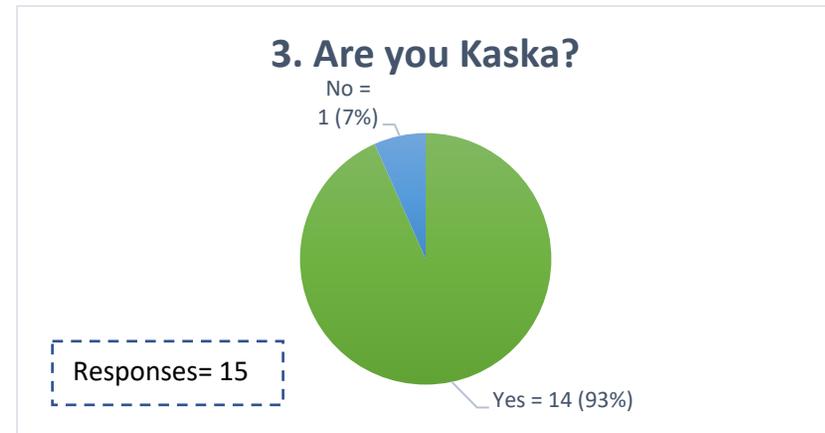
Kaska

Kaska respondents made up 93% (14 respondents) of the group and non-Kaska made up 7% (1 respondent).

Are you currently working?

Advocates were asked if they are currently working and 11 Advocates (73%) responded Yes, while 4 Advocates (23%) responded No. This was followed by with asking which organization they work for. Please note, 1 respondent selecting they are not employed but then

indicated they are working with LAWS as an Advocate. All 12 of the employed Advocates are working with service delivery organizations and/or Liard First Nation (LFN). This is broken down as follows: 5 Advocates (42%) are working with Liard First Nation (LFN), 4 Advocates (33%) work with Help and Hope for Families, 2 Advocates (17%) work with LAWS, and 1 Advocate (8%) works with Lower Post.



Advocates were also asked, if employed, what their role is. Of the 15 responses, 6 respondents (40%) do support work, including home care, support workers, and family support. Following this, 2 respondents (2%) work in the justice system, 1 respondent (7%) works with Kaska language. 2 respondents (13%) said they work in other roles at their organizations.

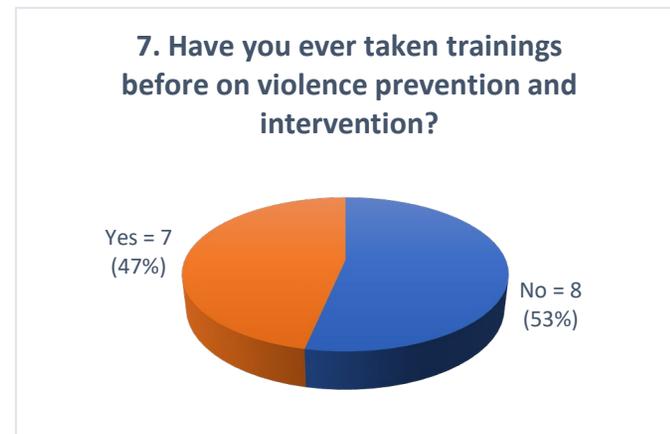
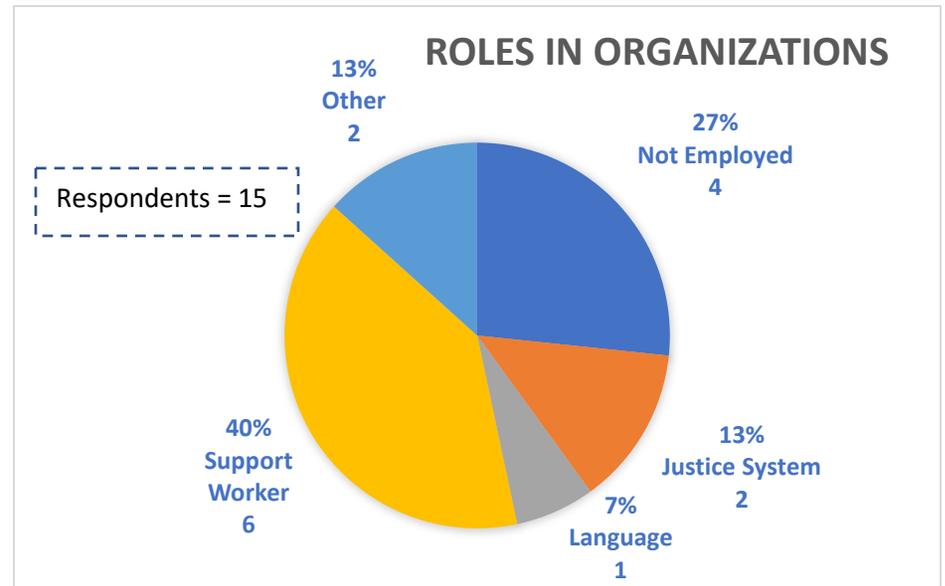
Have you ever taken trainings before on violence prevention and intervention?

Advocates were asked if they have ever taken violence prevention and intervention training before and, if yes, what training. This information will help to understand the prior training the group has undergone and may help inform program and content design.

The results were approximately 50/50, with 8 respondents (53%) sharing that they had taken training previously, and 47% sharing that they had not.

When asked which trainings, Advocates responded:

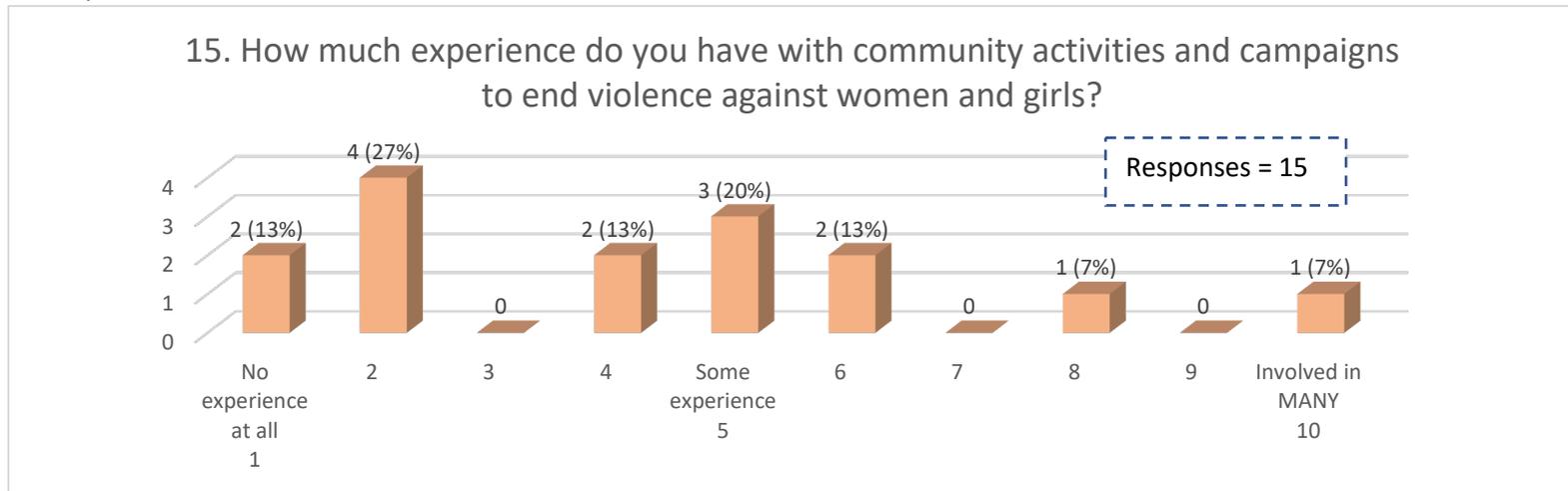
- *I don't remember, it's been a while*
- *ASSIST, Psychological First Aid*
- *Treatment centre in Kitwanga, Wilp Si'Satxw*
- *Online domestic violence training*
- *Dr. Allan Wade Through my other jobs at Help & Hope*



Responses= 15

How much experience do you have with community activities and campaigns to end violence against women and girls?

This question aims to deepen our understanding of the experience Advocates have in this area of work prior to the training. Advocates were given a scale from 1 (No experience at all) to 10 (Involved in MANY activities) to rate their experience. The greatest number of Advocates (4, 27%) selected 2 on the scale, indicated very little experience. A total of 7 Advocates (46%) selected between 4 and 6 on the scale, indicating they have some experience.



Are you victim of violence?

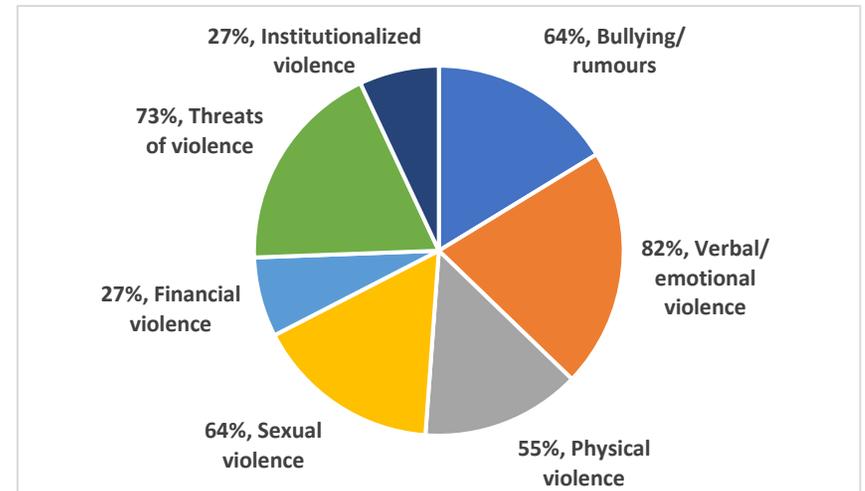
Advocates were asked if they are a victim of violence and, if yes, and they feeling comfortable sharing, what kind of relationship violence. 67% (10 Advocates) responded **Yes**, they are victims of violence, while 20% (3 Advocates) responded **No**, and 13% (2 Advocates) responded **I don't know**.



If you feel comfortable, please share the form(s) of violence you have experienced.

11 Advocates shared that they have experienced the following types of violence, with a total of 44 selections made identifying types of violence:

- 9 respondents (82%) experienced **verbal/emotional violence**
- 8 respondents (73%) experienced **threats of violence**
- 7 respondents (64%) experienced **bullying/rumors** and **sexual violence**
- 6 respondents (55%) experienced **physical violence**
- 3 respondents (27%) experienced **financial violence** and **institutionalized violence**
- 1 respondent (9%) selected Other, however did not share specifics



Respondents = 11

If you experienced violence and needed help, who would you go to for help?

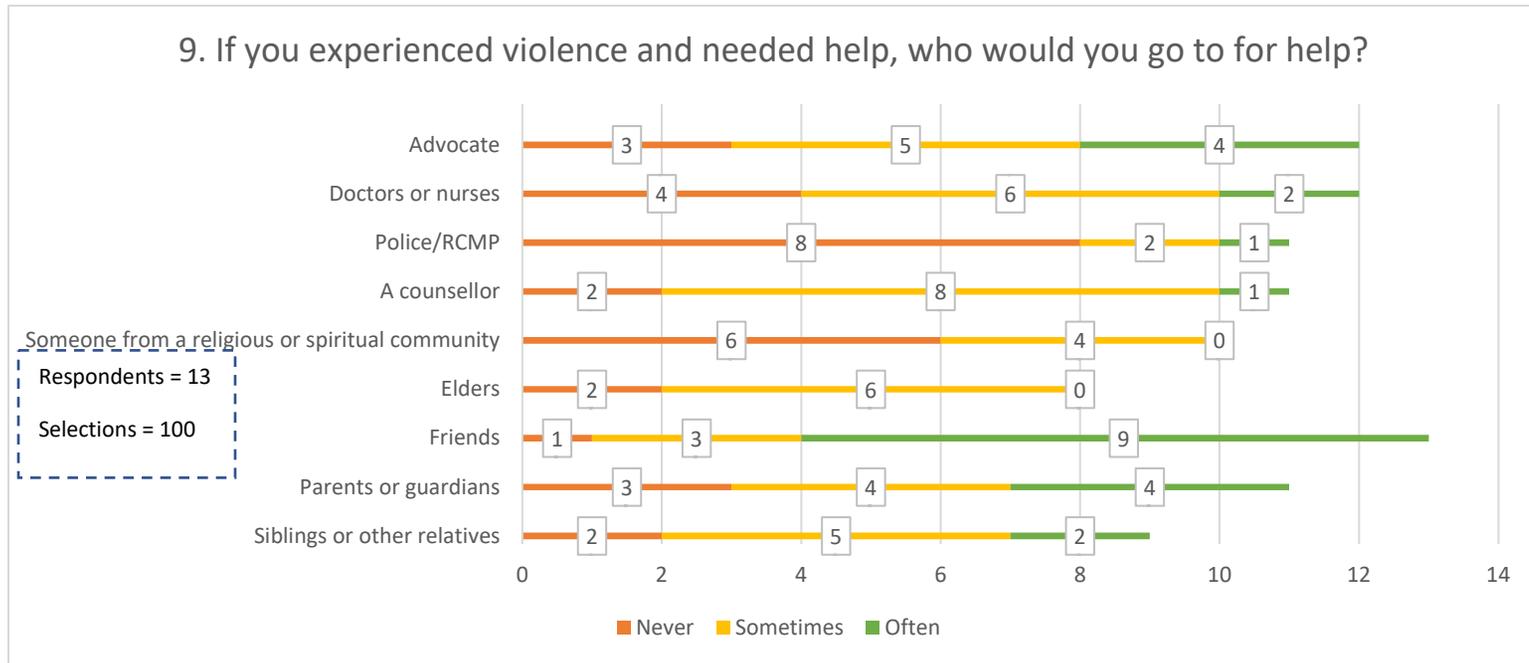
This question aimed to gather insights into who Advocates, as survivors of violence, are most and least likely to turn to for help. The top 3 supports selected for who respondents **would often go to for help** are:

1. Friends (9 Often selections, 3 Sometimes selections)
2. Advocate (4 Often selections, 5 Sometimes selections)
3. Parents and Guardians (4 Often selections, 4 Sometimes selections)

The top 3 supports for who respondents **would NEVER go to for help** are:

1. Police/RCMP (8 Never selections)
2. Someone from a religious or spiritual community (6 Never selections)
3. Doctors or nurses (4 Never selections)

When asked if any other supports are missing from the list, respondents said: colleague, teacher, and talking on the phone with loved ones if far away.



"I am glad to be here with this really big group of strong brave women." - Advocate

Learning about the Advocates: Analysis of Results

- **Gender:** The vast majority of Advocates are women and the project will continue to explore how more men can be involved in the project.
- **Employment:** Although a number of Advocates work in this field and the Advocate training is connected to their professional roles, the work is also important on a personal level.
- **Past training experience:** Not many Advocates have had prior formal training in this field however Advocates bring extremely valuable prior knowledge, lived experience and cultural knowledge to the training. Learning about response-based practice is new to the majority of Advocates.
- **Experience with community activities and campaigns to end violence:** It is recommended to consider Advocates' limited experience with community activities and campaigns in the design of the curriculum and service delivery model. As there are at least a couple of Advocates with lots of experience in this area, it is recommended to consider inviting and supporting these Advocates to take leadership roles in the design and delivery of campaigns. This supports peer to peer learning, recognition of existing capabilities, and supporting empowerment of Advocates as anti-violence leaders.
- **Experiences with violence:**
 - The information shared by Advocates demonstrates that the majority of are survivors of violence.
 - A number of Advocates corrected the framing of the question 'Are you a victim of violence' to read 'Were you a victim of violence?', emphasizing that it is in the past. It is recommended to consider reframing the questions, possibly to ask, 'Are you a survivor of violence' or 'Have you been harmed by violence?'.
 - Advocates do not fit into singular boxes of what makes an Advocate- they are strong women, survivors of violence, service providers, Elders and knowledge keepers. They are sisters, mothers and grandmothers.
- **Who Advocates would go to for help:**
 - Friends take a clear lead in who respondents would turn to for help. It is recommended for the project team to consider the implications this has for the program, for example ways to include friends in the 'service delivery' and creating a protocol for what Advocates can do when friends come to them for help.
 - Elders received 6 'Sometimes' selections, and no 'Often' selections. This can be explored further in sharing circle to understand more about the barriers and benefits of Elders' support.
 - The supports that respondents would never go to for support align with the needs and asset assessment findings, in that survivors of violence have experienced negative social responses, barriers, institutional and structural racism when accessing these supports (e.g. RCMP, Health services).

Program Design

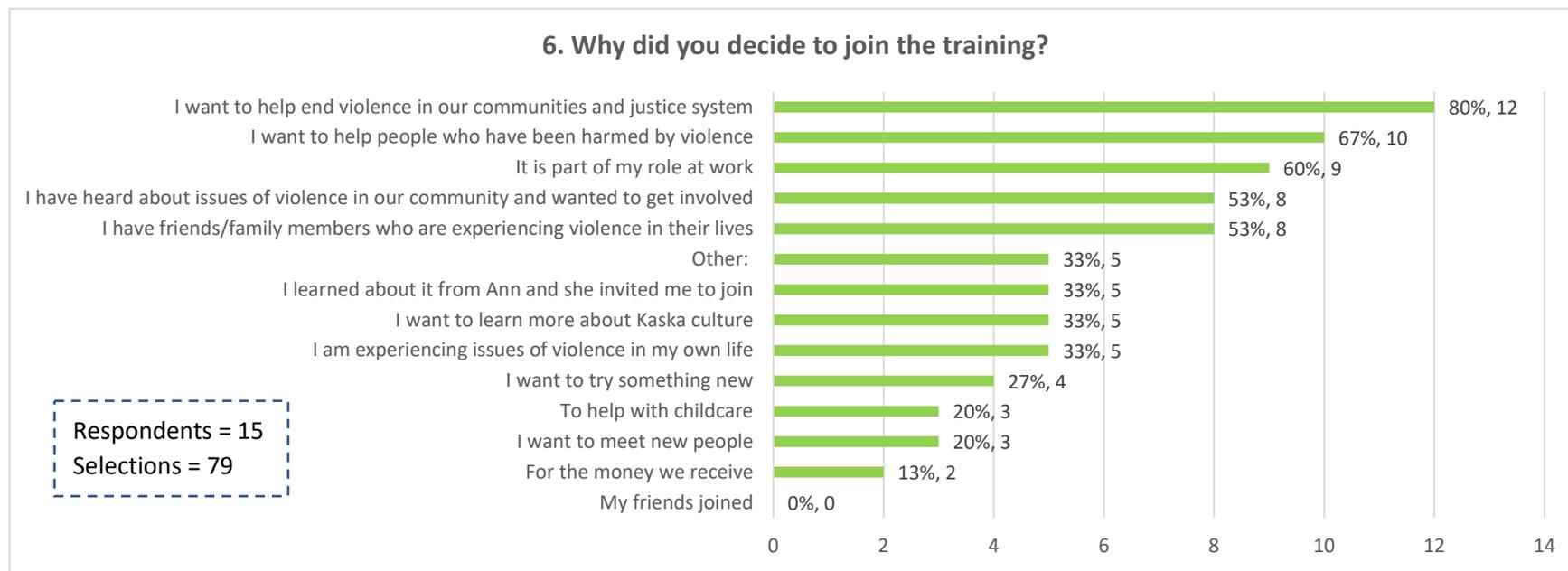
Why did you decide to join the training?

Advocates were asked to share why they decided to join the training and could select multiple responses. As the graph below demonstrates, the 15 Advocates each identified multiple reasons for joining the training (with 79 selections total).

The top 5 responses were (greatest number of respondents selected the option):

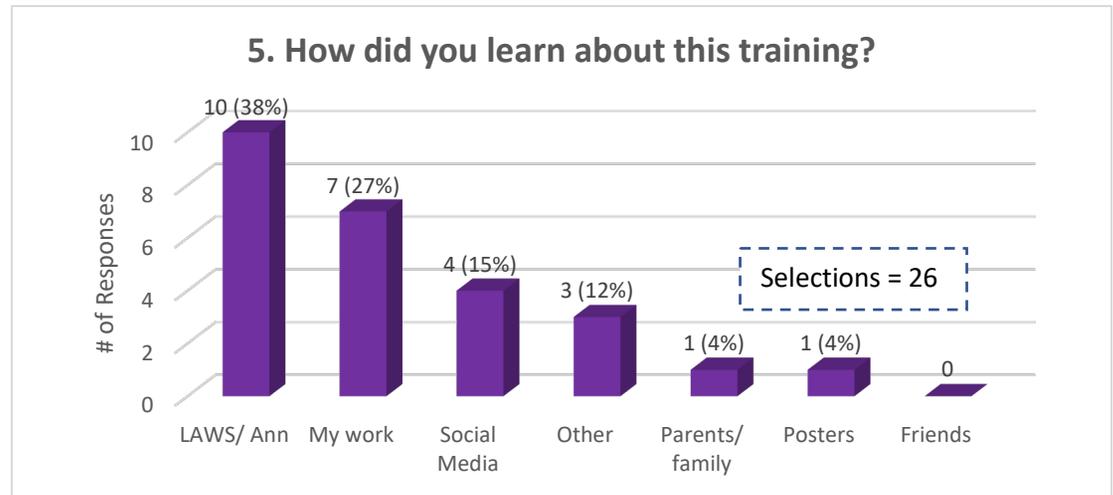
1. I want to help end violence in our communities and justice system (12 respondents, 80%)
2. I want to help people who have been harmed by violence (10 respondents, 67%)
3. It is part of my role at work (9 respondents, 60%)
4. I have heard about issues of violence in our community and wanted to get involved (8 respondents, 53%)
5. I have friends/family members who are experiencing violence in their lives (8 respondents, 53%)

Responses provided under **Other** included: To learn and be more open about things I have experienced; through work @ Help and Hope; My own benefits; Inspired by hearing stories of resistance; and, To learn how to help or support friends/family better.



How did you learn about this training?

Advocates were provided with a list of options for how they may have heard about the training and could select multiple responses. **LAWS/Ann** received the greatest number of responses (10 responses, 38%). **My Work** received 7 responses (27%), followed by **Social Media** (4 responses, 15%), **Other** (3 responses, 12%), **Parents/Family** and **Posters** with 1 response (4%) each, and **Friends** with 0 responses. The **Other** option included that **Handouts delivered to my home**, and **A reminder from a co-worker**.



What do you hope to learn and get out of the training?

Advocates were asked to share what they hope to get out of the training, and to check all the option that apply. 85 selections were made by 15 respondents. This information can be useful to training design and delivery to ensure that the aspirations and motivations of Advocates are continually shaping the program.

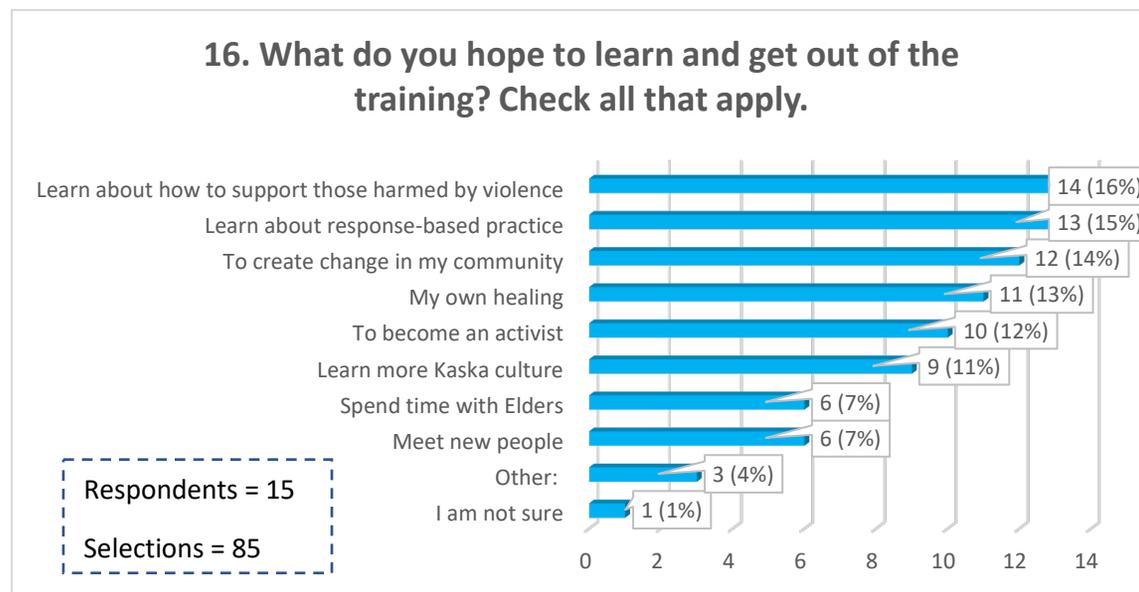
The **top 5 responses** were:

1. Learn about how to support those harmed by violence (14 selections, 16%)
2. Learn about response-based practice (13 selections, 15%)
3. To create change in my community (12 selections, 14%)
4. My own healing (11 selections, 13%)
5. To become an activist (10 selections, 12%)

*“I try to learn about myself...my own self.
How do I think about these events in my
life. By taking care of myself it can be
reflected back on my community.” -
Advocate*

Under Other, respondents shared the following reasons:

- *To learn to be respectable to everyone*
- *We as Advocates to ensure safety to end violence against women and girls no matter age, sex, race, origin*
- *Spend more time with youth that have experienced violence. They give a lot of insight.*



How do you think Advocates can help build safety for Indigenous women?

Advocates were asked to share how they think Advocates can help build safety for Indigenous women and were provided with a list of actions with room for additional ideas.

The **top 2 options** (11 respondents, 85% selected) are:

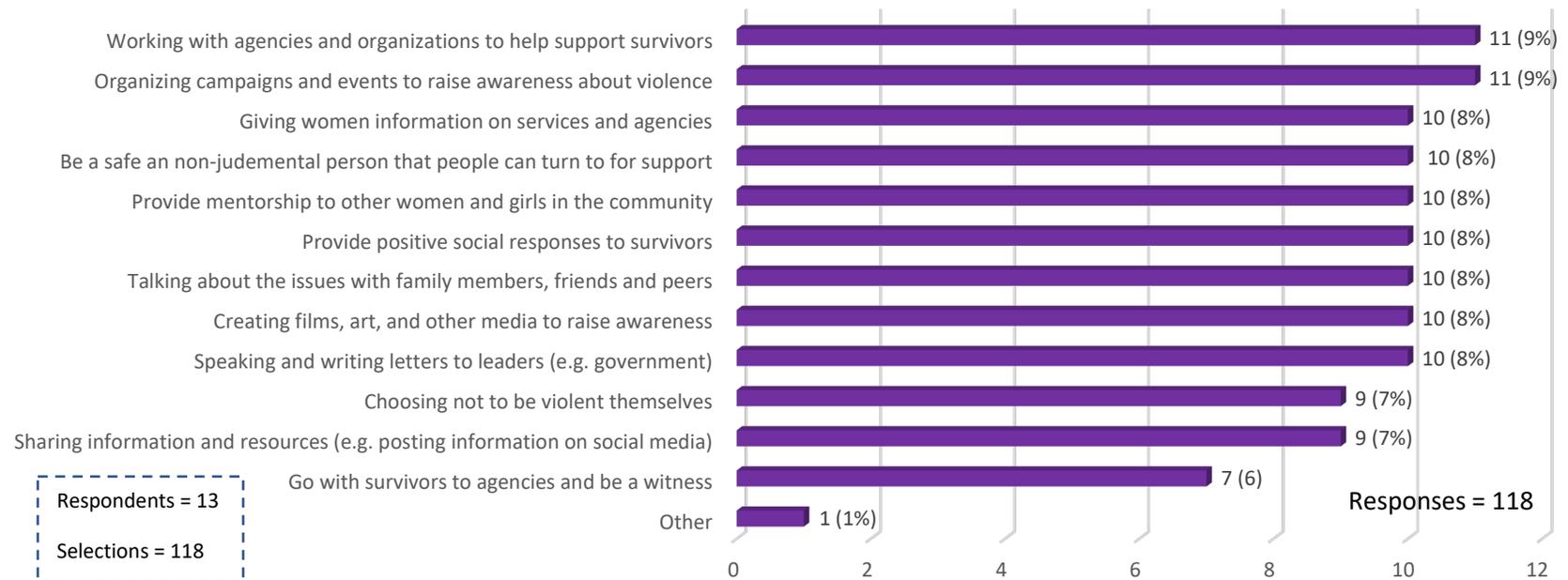
1. Working with agencies and organizations to help support survivors
2. Organizing campaigns and events to raise awareness about violence

A number of other actions, as seen in the graph, received 10 selections each (77% of respondents). One respondent added another action to the list:

- Educate community members in supportive and safe environment

“I work on myself. I take the teachings and stories. I share my stories in hope it gives help to someone else struggling in that area.” - Advocate

10. How do you think Advocates can help build safety for Indigenous women? Check all that apply and add your own ideas.



“I am an elder now – I’m still young... I still feel how I felt when I was 20 but I don’t have physical abuse anymore. I gained a voice. You young girls I hear your voice. I hear a lot of stories, a lot of good too. A lot of young ones I know are going to help others- you have to share your stories – Elder

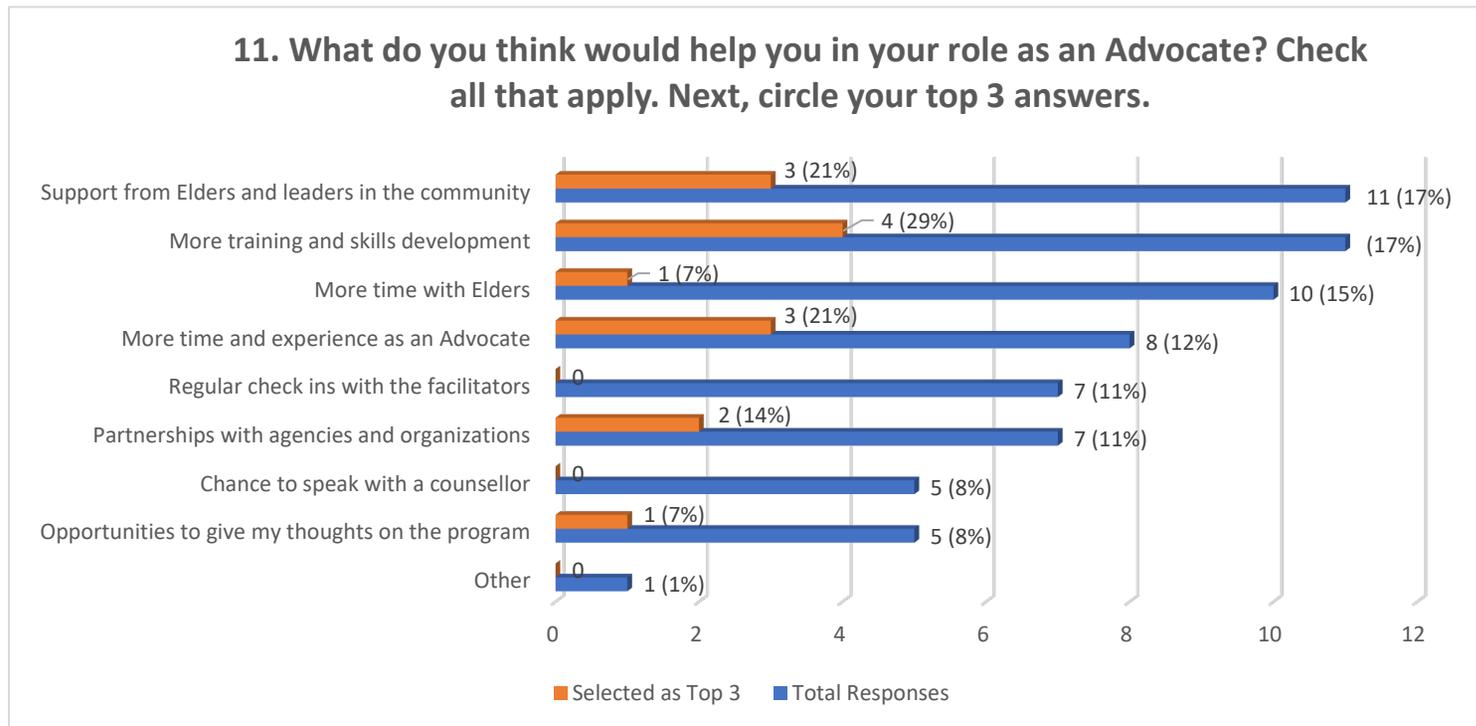
What do you think would help you in your role as an Advocate? Check all that apply.

To ensure the program is eliminating barriers to participation and supporting Advocate needs, we asked respondents to select from a list of options what would help them in their role. After making their selections, they were then asked to circle the top 3 options that would help them in their role.

The top selections were:

1. More training and skills development (4 Top 3 selections, 29%)
2. Support from Elders and leaders in the community (3 Top 3 selections, 21%)
3. More time and experience as an Advocate (3 Top 3 selections, 21%)
4. Partnerships with agencies and organizations (2 Top 3 selections, 14%)
5. More time with Elders (1 Top 3 selections, 7%)
6. Opportunities to give my thoughts on the program (1 Top 3 selection, 7%)

“As a person who is here from a community service, I want to say I am in utter awe of these women, the strength and dignity shown and I am and feel blessed to have the opportunity to be here with them. I am thankful!!” – Service Provider/Advocate



Program Design: Analysis of Results

Why did you join the program?

- It is clear from the results that, although a number of Advocates joined the program through their roles at work, Advocates primarily joined because they want to contribute to ending violence, support their friends and family, and building a safer and more supportive community.
- Money was not a big factor in people joining, however childcare is helpful for some (3 Advocates).
- There is also desire to learn more about Kaska culture (5 Advocates).

How did you learn about this training?

- Recruitment to the program through Ann (LAWS Executive Director) was effective. In future years, as the program's reputation grows, other recruitment strategies may also be effective.

What do you hope to learn and get out of the training?

- Advocates responses demonstrates a deep desire to create meaningful change in their communities. The responses also demonstrate that there is significant lived experience with violence among respondents, and healing is part of what they hope to get out of the training.
- Learning more about Kaska culture received a high number of selections indicating the importance of grounding and including Kaska culture in the program design and delivery.
- The Other category also raised the importance of spending time with youth as anti-violence leaders. As the Youth for Dignity program (a youth empowerment violence prevention program) is running simultaneously, it is recommended to explore with Advocates why spending time with youth is important and how can this be done.

How do you think Advocates can help build safety for Indigenous women?

- This question offers insight into the important role that Advocates can play in building safety for Indigenous women. Working with agencies and organizations to help support survivors, received one of the highest number of selections. This is a key part of the project and we will continue to work with Advocates to roll this out and understand how Advocates and agencies can work together to build safety.

What do you think would help you in your role as an Advocate? Check all that apply.

- The results from this question reveal the need for continued training and skills development and support from Elders and community leaders. The responses also tell us Advocates need more time and experience, opportunities for partnership with agencies, and time with Elders. Advocates also want to give their feedback on the program.
- It is recommended to continue to explore with Advocates the skills they would like to develop further, how Elders and community leaders can support them, and what partnerships with agencies and organizations might look like.

Understanding the Impact on Advocates

This section asked Advocates a series of questions to collect baseline information to assess the impact of the project on them, their knowledge and how prepared they feel to be anti-violence leaders.

How would you rate your understanding of the issues and causes of violence against women and girls?

Advocates were given a scale of 1 (I don't know anything about it) to 10 (I have a very good understanding) to rate their understanding of the issues and causes of violence against women and girls. A total of 11 respondents (85%) selected between 7 and 10 on the scale, indicating they feel they have a good to very good understanding of the issues and causes of violence against women and girls. The remaining 2 Advocates (15%) felt they have some understanding, while no Advocates felt they had little to no understanding of these issues.

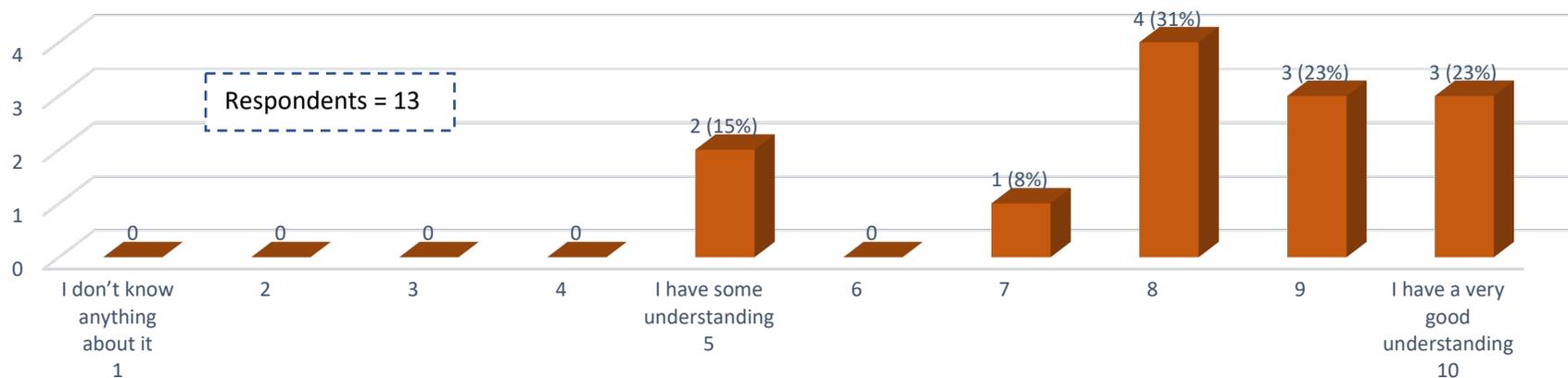
"I think I [have a] good understanding in general BUT looking at the issue from an indigenous specific [lens] I am still learning."

– Advocate/Service Provider Staff

Under the comments option, Advocates shared the following:

- I have good theory-based knowledge but can definitely talk more about ways of being, seeing and supporting
- I think a good understanding in general BUT looking at the issue from an Indigenous specific I am still learning

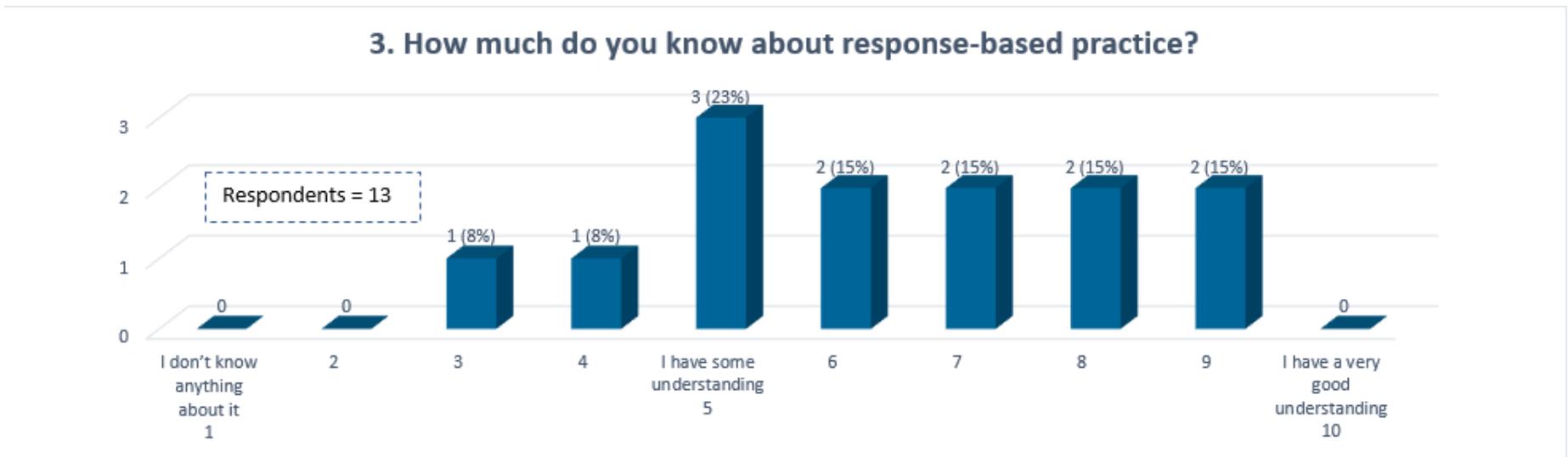
2. How would you rate your understanding of the issues and causes of violence against women and girls?



How much do you know about response-based practice?

Advocates self-assessed how much they know about response-based practice, as this is the lens through which the project and training is being delivered. The scale ranged from 1 (I don't know anything about it) to 10 (I have a very good understanding). The highest number of respondents (3, 23%) selected 5 – I have some understanding. A total of 11 respondents (85%) chose from 5 to 10 on the scale, indicating that they have some to very good understanding of response-based practice.

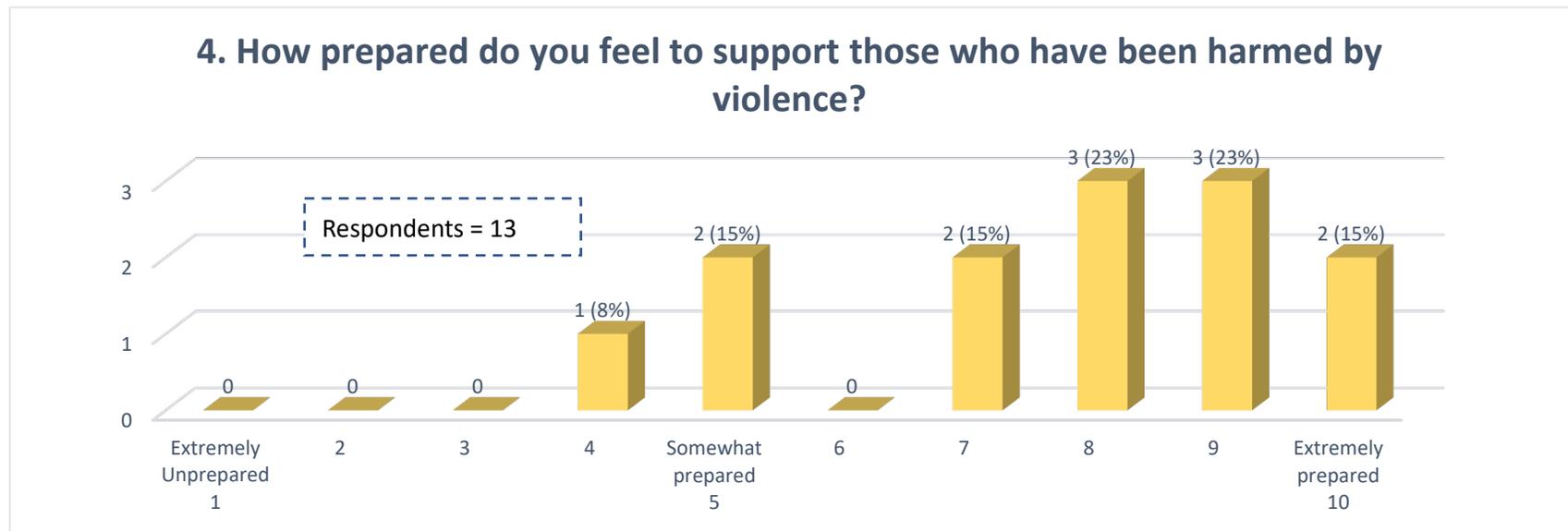
Under additional comments, 1 Advocate included: *I attended an Allan Wade workshop and Youth for Safety*



How prepared do you feel to support those who have been harmed by violence?

This question asked Advocates to self-assess how prepared they feel to support those harmed by violence. A total of 10 respondents (76%) selected 7 to 10 on the scale, indicating they feel quite prepared to extremely prepared to support those harmed by violence.

Under comments, 1 respondent included: *You can always learn new ways to support and hold traditional tools*



“You can always learn new ways to support and hold traditional tools.”
– Advocate

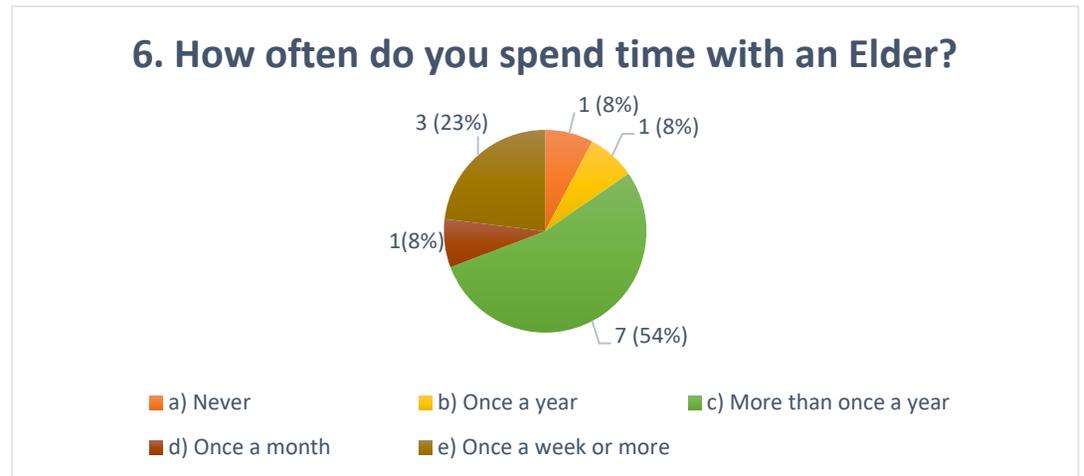
How often do you participate in Kaska cultural activities?

This question aimed to assess Advocate’s connection to Kaska culture, through the indicator of participation in cultural activities. They were provided with 5 options: a) Never, b) Once a year, c) More than once a year, d) Once a month and e) Once a week or more. **The greatest number of respondents (7, 54%) selected c) More than once a year.** This is followed by 3 respondents (23%) selecting e) Once a week or more.



How often do you spend time with an Elder?

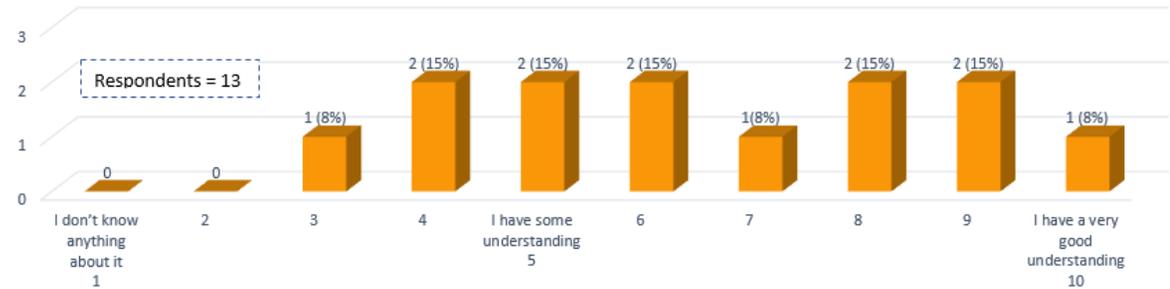
As part of understanding if and how the program impacts the Advocates’ connection to Kaska culture, this question asked how often they spend time with an elder. **7 respondents (54%) chose c) More than once a year,** followed by 3 respondents (23%) choosing e) once and week or more.



How much understanding do you have of Dene a’nezen, Kaska teachings and principles on safety and dignity?

Advocates were asked to self-assess their understanding of Dene a’nezen on a scale of 1 (I don’t know anything) to 10 (I have a very good understanding). Responses were spread out with **a total of 6 respondents (45%) choosing 4 to 6 on the scale (indicating some understanding)**. A total of 5 respondents (38%) chose 8 to 10 on the scale, indicating they have a good to very good understanding of Dene a’nezen.

7. How much understanding do you have of Dene a’nezen, Kaska teachings and principles on safety and dignity?



Under comments, respondents shared that *Ann has taught be a lot as have the kids that attended Youth for Safety and I would like [to learn] more.*



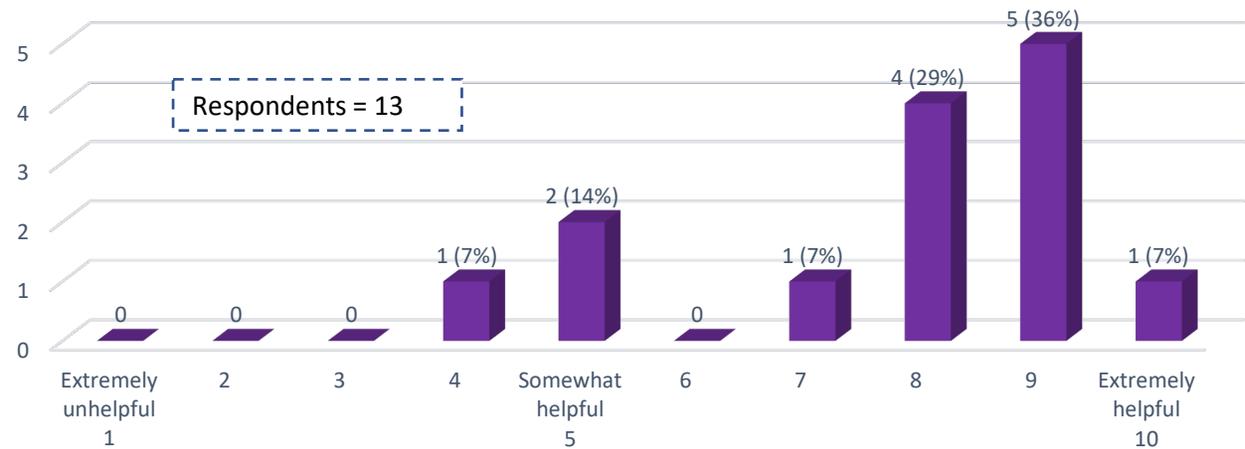
How helpful do you think you can be to someone who has been harmed by violence?

Advocates self-assessed using the scale provided how helpful they think they can be to someone harmed by violence. A total of 11 respondents (79%) selected between 7 and 10 on the scale, indicating they feel they can be very helpful to extremely helpful to someone harmed by violence. 3 respondents (21%) felt they would be somewhat helpful.

Additional comments provided by Advocates are:

- By allowing them to make their own choices and being constantly supportive
- I help a lot of my friends with violent situations. My experience gives me the ability to relate.

8. How helpful do you think you can be to someone who has been harmed by violence?



"It's nice to come because I feel more empowered that I'm here. Nice to be here with everyone."

- Advocate

Understanding the Impact on Advocates: Analysis of Results

How would you rate your understanding of the issues and causes of violence against women and girls?

- It is notable that Advocates are starting the program with a high assessment of their understanding of the issues and causes of violence against women. Having said this, in the following question regarding their familiarity of RBP, Advocates rated their understanding as lower indicating that learning about these topics from a response-based practice lens may be new to some Advocates.

How much do you know about response-based practice?

- It is recommended to explore further with Advocates how their learning about RBP has impacted them for example in terms of how they understanding violence and how survivors are supported.

How prepared do you feel to support those who have been harmed by violence?

- Overall, Advocates indicated they feel quite prepared to extremely prepared to support those harmed by violence. This can be explored further, asking Advocates what else has helped them become prepared, and how has it helped?

How often do you participate in Kaska cultural activities? How often do you spend time with an Elder?

- Evaluators may want to explore different ways to assess how connected a person feels to their culture, perhaps asking them to rate on a scale their level of connection to Kaska culture.
- The results show that there are at least 3 Advocates that participate in cultural activities once a week or more meaning that there is cultural knowledge within the group that can be shared.
- It is recommended to explore further with Advocates if and how spending time with an Elder might help them in their journeys as Advocates and anti-violence leaders.

How much understanding do you have of Dene a'nezen, Kaska teachings and principles on safety and dignity?

- The range of understanding of Dene a'nezen shows an opportunity for Advocates to learn from one another. Those with a stronger understanding of Dene a'nezen, for example, can help support the learning of those who are less familiar.

How helpful do you think you can be to someone who has been harmed by violence?

- The majority of Advocates indicated they can be very helpful to extremely helpful to someone harmed by violence. This can be further explored by asking how Advocates think they can be helpful and what ideas, actions, etc. are the most helpful.

Understanding the Impact on the Community

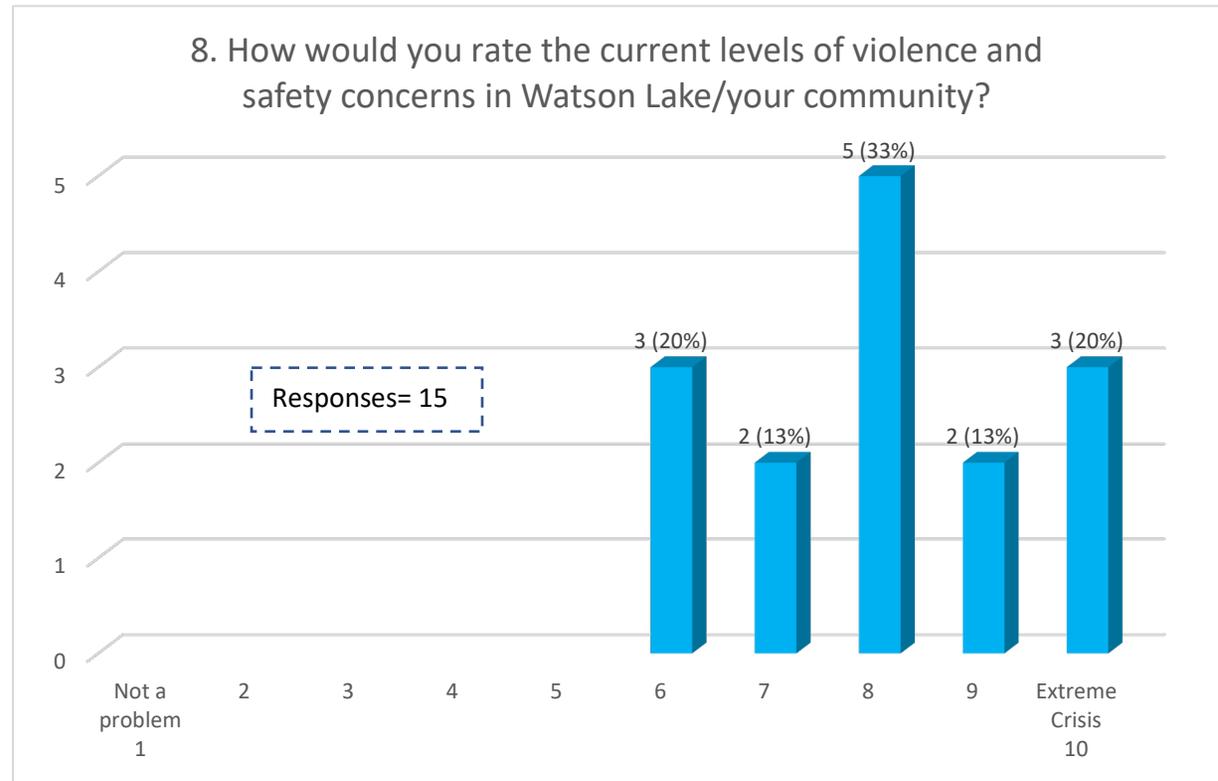
Advocates were asked questions to collect baseline information to assess the impact of the project on the community in relation to the project's anticipated outcomes. Their responses are summarized below.

The following group of 3 questions assessed the **current levels of violence and safety at a community level, among friends, and within their family and personal life**. A scale was provided for each of the questions, ranging from 'Not a Problem' (1) to 'Extreme Crisis' (10).

How would you rate the current levels of violence and safety concerns in Watson Lake/your community?

Advocates were asked to rate the levels of violence and safety concerns in Watson Lake or their community as some Advocates work and/or live in surrounding communities (e.g. Lower Post). **All 15 respondents (100%) selected 6 or above on the scale, indicating that violence is a critical to extreme crisis in their community.** The greatest number of Advocates (5, 33%) selected 8 on the scale, followed by 3 (20%) selecting 6 on the scale, and 3 (20%) selecting 10 (Extreme Crisis).

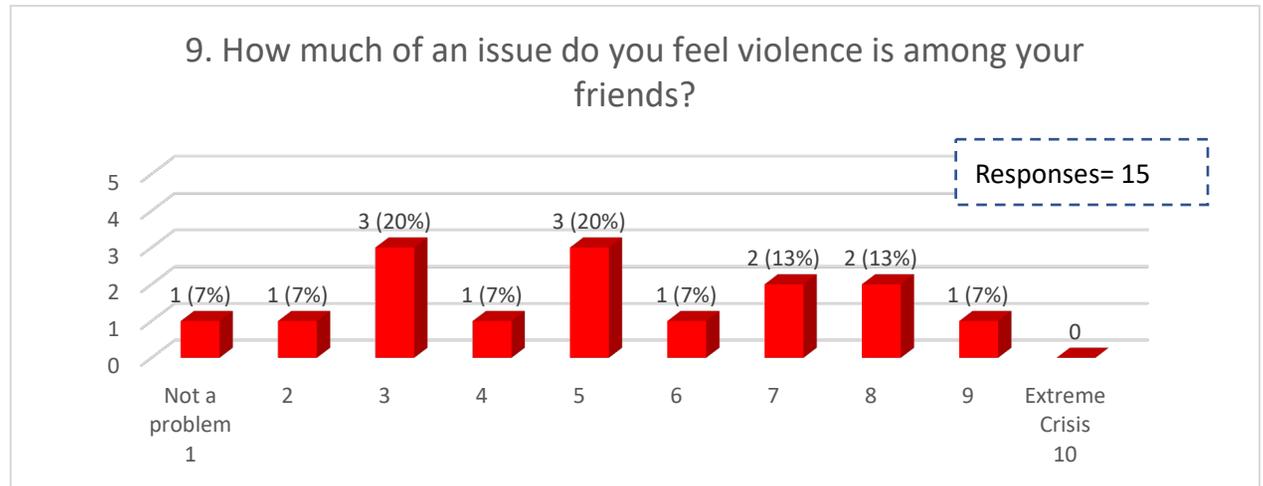
"I think that violence and the way it works depends heavily on silence – this today is bursting out of that. Its hard. The power of being in a circle like this, is just breaking down the walls and allowing that to happen. This is what its about." – Facilitator



How much of an issue do you feel violence is among your friends?

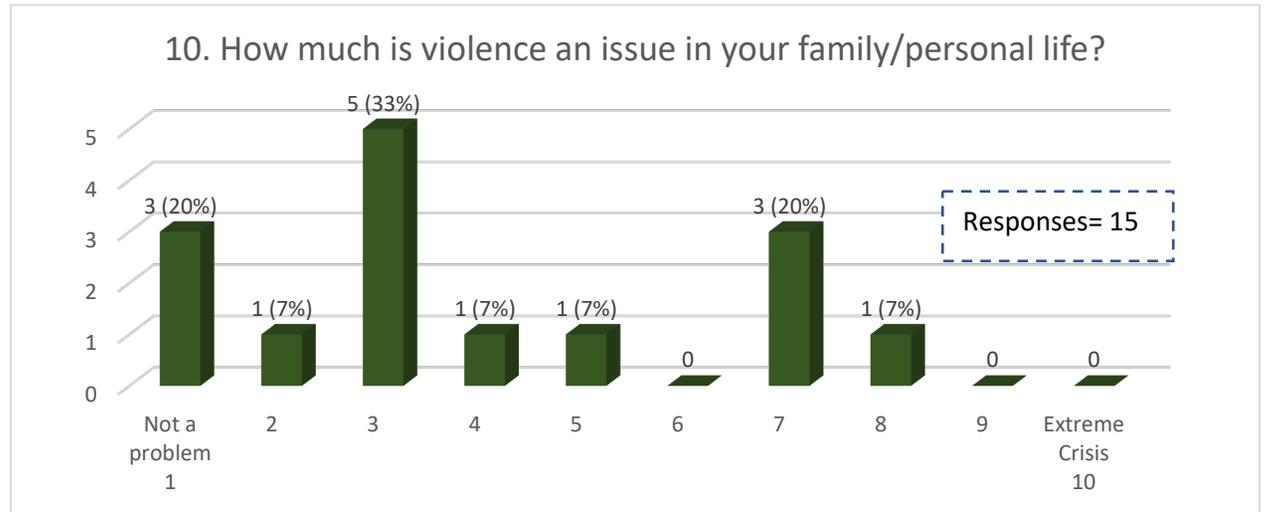
Advocate’s responses to this question varied, with the greatest number of respondents (3, 20%) selecting 3 and 5 on the scale. A total of 40% (6 respondents) selected between 6 and 9 on the scale indicating that violence among their friends is a critical issue, while another 6 respondents felt that violence among friends was not a critical issue (selecting 1-4 on the scale).

“We are going to stand strong in our pain as Kaska women and move forward together.”
 - Advocate



How much is violence an issue in your family/personal life?

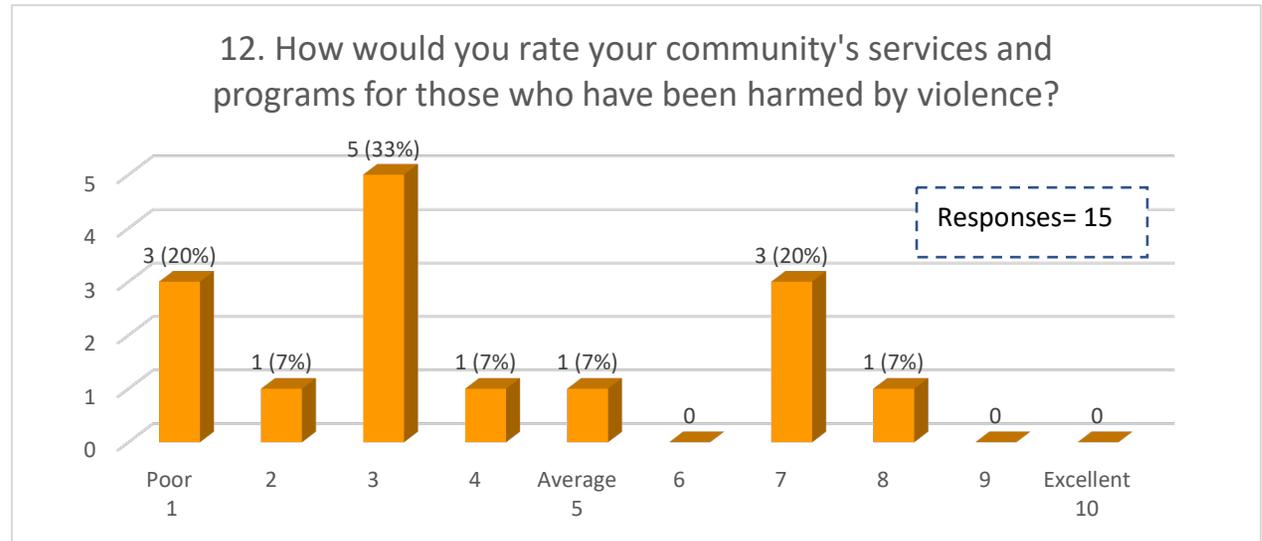
The greatest number of Advocates (5 respondents, 33%) selected 3 on the scale. A total of 11 Advocates (73%) selected between 1 and 5 on the scale, indicating that violence in their family/personal life is between ‘Not a Problem’ and ‘Somewhat of a Problem’. 4 respondents (27%) selected 7 and 8 on the scale, indicating that it is a critical issue for some Advocates.



How would you rate your community services and programs for those who have been harmed by violence?

Advocates were asked to rate their community's services and programs for those harmed by violence, based on a scale of 1 (Poor) to 10 (Excellent). This is a piece of the baseline data we are collecting to assess the change in service provision to those harmed by violence.

The greatest number of respondents (5 Advocates, 33%) selected 3 on the scale, indicating services and programs are between Poor and Average. **A total of 11 respondents (74%) selected Poor to Average on the scale.** Also notable is 4 respondents (27%) selected 7 and 8 on the scale, indicating services and programs are between Average and Excellent.

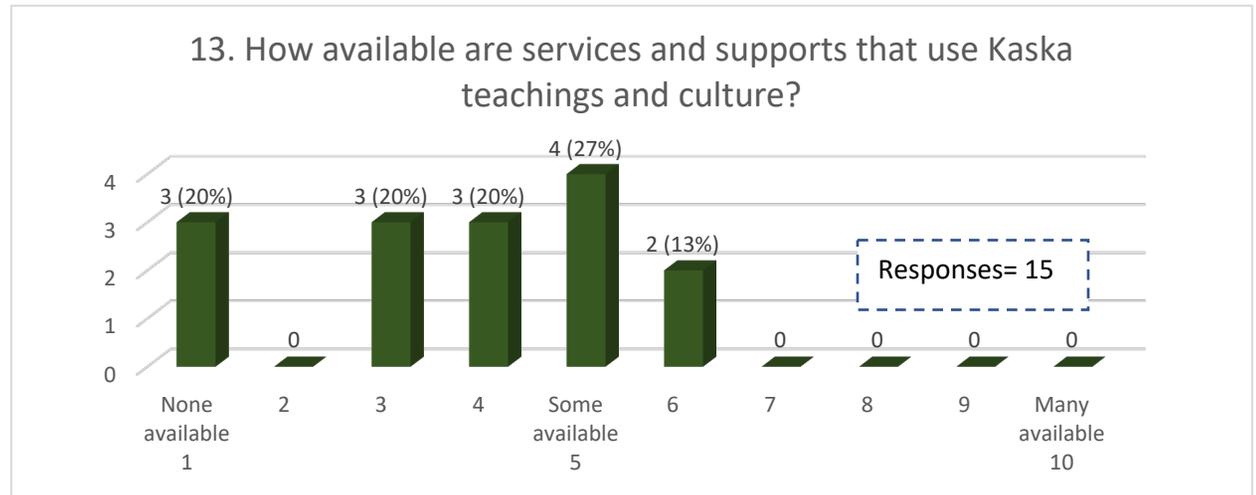


"I noticed supporting one another happening in the past few days and this is Advocacy."
- Advocate



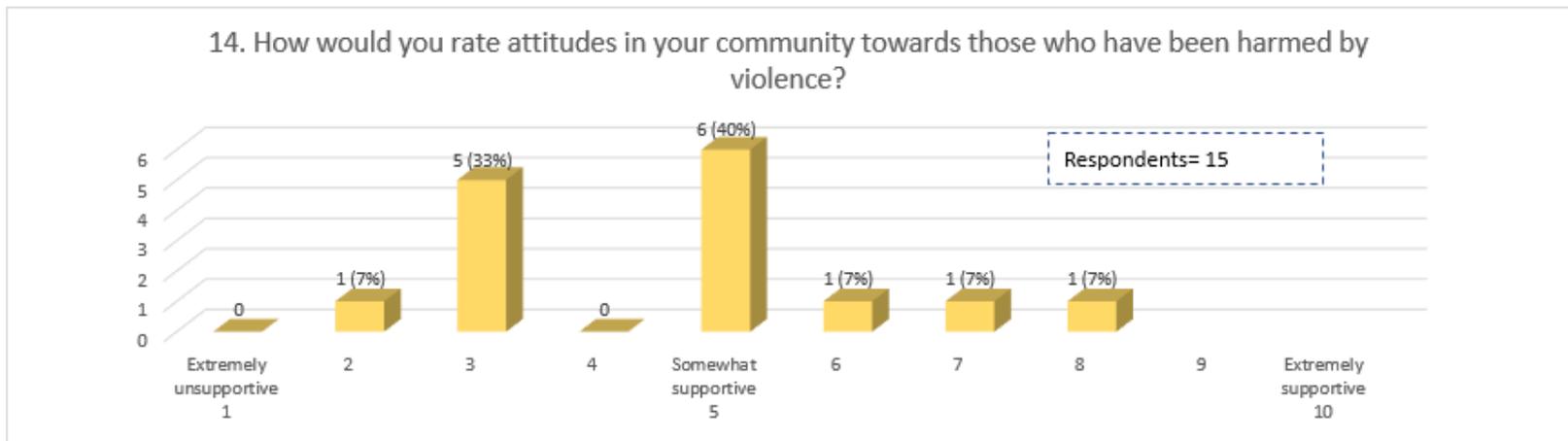
How available are services and supports that use Kaska teachings and culture?

Building on the previous question, Advocates were asked to rate the availability of services and support that use Kaska teachings and culture. The greatest number of Advocates (4, 27%) chose a rating of 5 (Some Available). A total of 13 respondents (87%) selected between 1 (None Available) and 5 (Some available). No one selected ratings on the upper end of the scale (7-10), showing Advocates did not feel there are supports that use Kaska teachings and culture.



How would you rate attitudes in your community towards those who have been harmed by violence?

Advocates were asked to rate attitudes in their community towards those harmed by violence on a scale of 1 (Extremely Unsupportive) to 10 (Extremely Supportive). **The greatest number of Advocates (6, 40%) rated attitudes mid-way on the scale at Somewhat supportive.** This was followed by 5 respondents (33%) selecting 3 on the scale. There were a few respondents (3, 21%) who felt community attitudes are supportive.



Understanding the Impact on the Community: Analysis of Results

How would you rate the current levels of violence and safety concerns in Watson Lake/your community?

- All 15 respondents (100%) selected 6 or above on the scale, indicating **that violence is a critical to extreme crisis in their community.**

How much of an issue do you feel violence is among your friends?

- Total of 60% of respondents said that violence among their friends is somewhat an issue to a crisis concern indicating that this is **an important issue in the lives of friends and in the community.**

How much is violence an issue in your family/personal life?

- For the majority of respondents (73%) violence in their family/personal life is between 'Not a Problem' and 'Somewhat a Problem'. For some respondents (27%), however, it is a critical issue currently.
- When considered in relation to responses to Question #11 'Are you a victim of violence' we can see that, although Advocates might not be currently experiencing violence in their lives, they have experienced violence in the past.

How would you rate your community services and programs for those who have been harmed by violence?

- The majority of respondents (73%) rated programs and services at Poor to Average **indicating that there is need for services to improve.** These areas of improvement were explored in the Needs and Asset Assessment and it is recommended to continue to consider how Advocates and the project can help strengthen services.
- It would be interesting to follow up with the 4 Advocates who gave this ranking a positive score (between Average and Excellent) to find out about the services they are referring to.

How available are services and supports that use Kaska teachings and culture?

- A total of 87% selected between 'None available' and 'Some available' demonstrating a key gap among services and programs. This aligns with the findings in the Needs and Asset Assessment done in 2019, which highlighted a need for services and programs grounded in Kaska culture. This supports the continued involvement of Elders and knowledge keepers in the project, to ensure the Advocate training is grounded in Kaska culture, teachings and principles.

How would you rate attitudes in your community towards those who have been harmed by violence?

- The majority of respondents (40%) rated attitudes mid-way on the scale at Somewhat supportive, indicating that **there is need for strategies to foster more understanding and support amongst community members.**

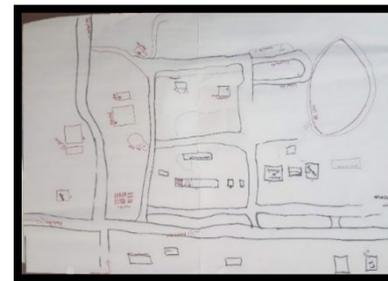
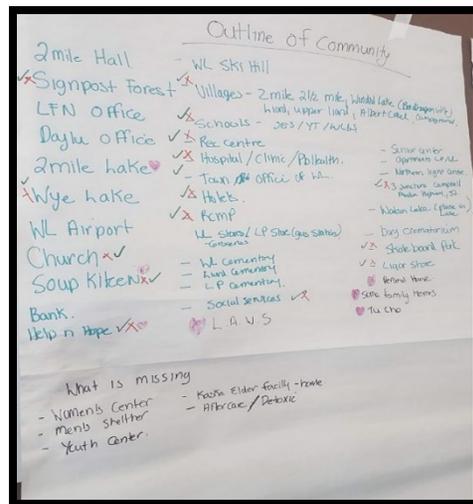
Advocate Community Mapping

On November 19th, Beringia Community Planning led a community mapping activity with the Advocates to understand safety in the Watson Lake community. Participants divided up into 5 small groups of 2-4 Advocates.

On flip chart paper, they were asked to draw an outline of Watson lake including roads, rivers, lakes, major landmarks, stores, and local services and organizations. Following this step, Advocates were asked to identify places that feel unsafe. Building on this, Advocates added a layer to their maps indicating where they feel safe and supported. Once complete, each group shared their maps with the full group and discussed their reasons and experiences for identifying some spaces and safe and others as unsafe. This included discussion around what makes spaces safe/unsafe, and what spaces are missing in the community to make it safer.

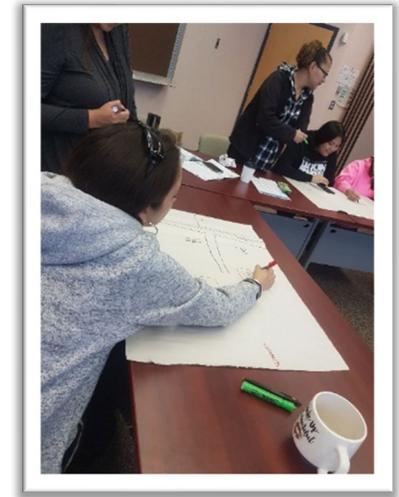


Community Mapping Results



Theme 1: Spaces can be both safe and unsafe

- ❖ All participants (18 Advocates, 100%) described how **spaces can be both safe and unsafe**. This is seen on the Advocate's maps marking check marks or hearts showing spaces feel safe, along with X's on the same space showing they are unsafe.
- ❖ While some spaces may feel safe for some, it may not be for others.
- ❖ These spaces include: Watson Lake Secondary School, Ambulance, Rec Centre, Church, Hotels, Skateboard park, Liquor store, Band office, Help and Hope, Super Foods, Signpost forest, Wye Lake, steps of the church, LFN, Bank, Alaska Highway, Highway Junctions, Social services.



Theme 2: 100% of Advocates indicated RCMP and Hospital are unsafe spaces

"It may be safe there, but not unequivocally safe." - Advocate

"The RCMP can give you a safe place to stay or could be violent towards you." - Advocate

- ❖ 100% of Advocates (18 Advocates) reported that the RCMP station and the Hospital were not always safe places for Kaska people to go, whether to report violence or to request public services.

"I would rather be on my death bed than go to the hospital." - Advocate

Theme 3: There are few completely safe spaces

- ❖ Very few completely safe places were identified. Most participants considered only their own or a family member's homes, Liard Aboriginal Women's Society, the elementary school, Tu Cho, and the Language Centre as completely safe.

Theme 4: Reasons for places being unsafe

- ❖ Advocates were asked to share what makes the places, such as the RCMP and Hospital, unsafe. Reasons included **negative personal experiences, systemic racism, lateral violence, not being believed, and personal experiences of violence at these places**.
- ❖ The discussion indicated negative social responses that Advocates have experienced with people in these places.

Theme 5: Reasons for places being safe

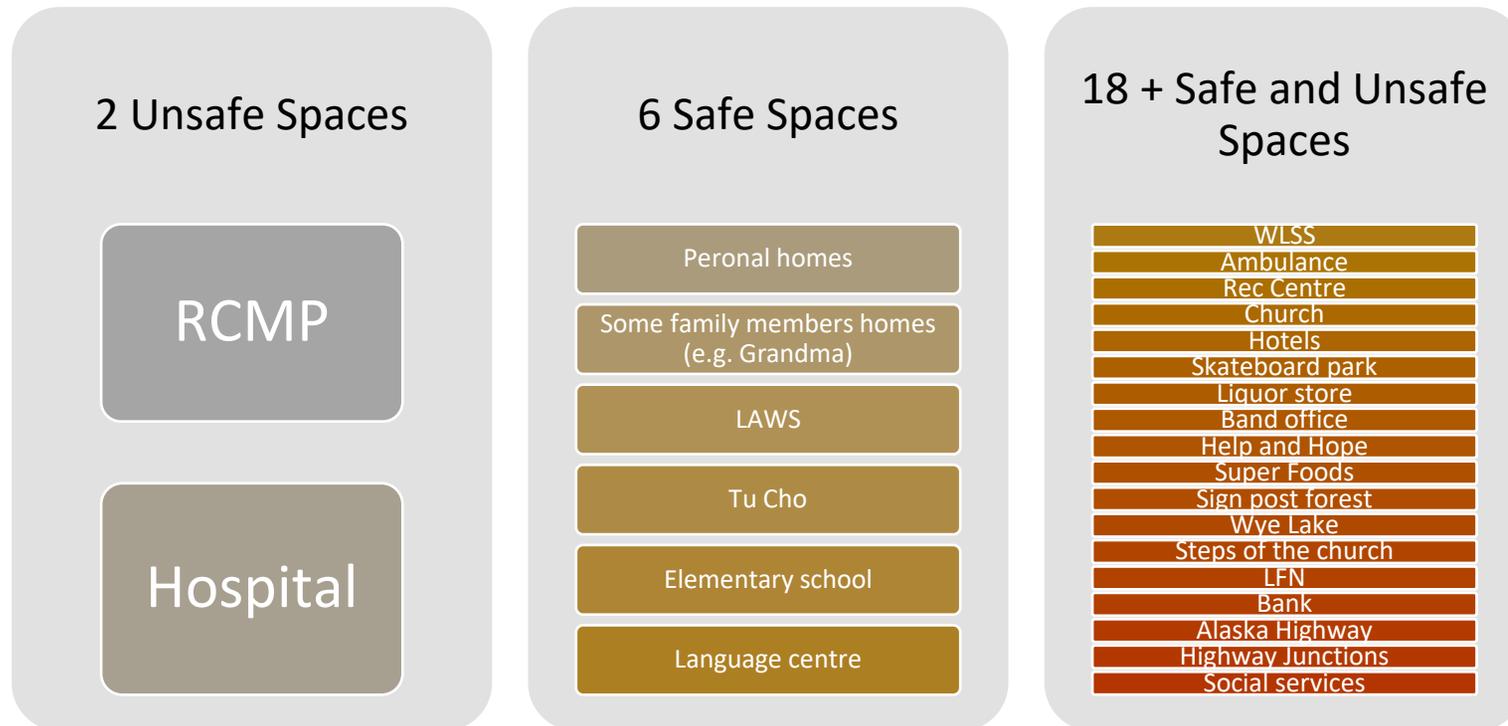
- ❖ Advocates were asked to share what makes the places identified safe. Reasons included **offering food and help, empathy, trust, compassion, being believed, and being cared for.**

Theme 6: What is missing in the community

- ❖ Another topic raised during this exercise is what is missing within the community. Advocates shared that there are no safe zones for people who are struggling with addictions at the moment or for homeless people.
- ❖ Other services and spaces that were raised as missing are a women’s centre, men’s shelter, youth centre, Kaska elder facility, and after-care/detox.



Below is a graphic summary of the results, showing that there are **2 spaces that are unsafe**, **6 safe spaces**, and **18 + both safe and unsafe spaces**.



Service Provider Survey

On November 20th, 2019, LAWS hosted a meeting with the project’s Circle of Support, made up of staff from local agencies and organizations that provide services, programs and support for violence prevention, intervention and response. The meeting was attended by:

Tiffany Woodman – Watson Lake RCMP
 Enda Hovenden- Regional Social Worker
 Kate Odgers - Youth and Family Counsellor
 Leona Monaghan – Victim Services
 Michelle Ouimet - Victim Services

May Stewart – Liard First Nation (LFN) Justice Director
 Rose Rowland – Help and Hope for Families
 Ann Maje Raider – Liard Aboriginals Women’s Society (LAWS)
 Naomi Schatz – Beringia Community Planning

Naomi Schatz of Beringia Community Planning gave a presentation to staff that included an overview of the project and needs/asset assessment findings, which included data provided by several staff in a needs assessment questionnaire. Naomi and Ann facilitated discussion building on the needs assessment findings, including discussion on partnership opportunities and protocols.

The session wrapped up with staff being asked to complete a 12-question survey to provide baseline data from a service provider perspective. The data collected is summarized below by question, with an analysis to follow. This data will help us to assess if and how the project helps increase access to culturally relevant, trauma-informed and safe supports for survivors of violence.

Questions 1, 2 and 3 asked for: **Name, Organization, Do you have any staff at your organization who are taking the Advocate training program?** The data from questions 1-3 have been summarized below:

Name	Organization	Do you have any staff at your organization who are taking the Advocate training program?	
		YES	NO
May Stewart	LFN	X	
Enda Hovenden	Regional Services		X
Leona Monaghan	Victim Services		X
Kate Odgers	Youth Counsellor	X	
Michelle Ouimet	Victim Services		X
Rose Rowland	Help and Hope Families	X	
Tiffany Woodman	Watson Lake RCMP		X

4 respondents (57%) said that they do not have any staff in their organizations who are taking the Advocate training program, while 3 respondents (43%) said they do have staff attending the training.



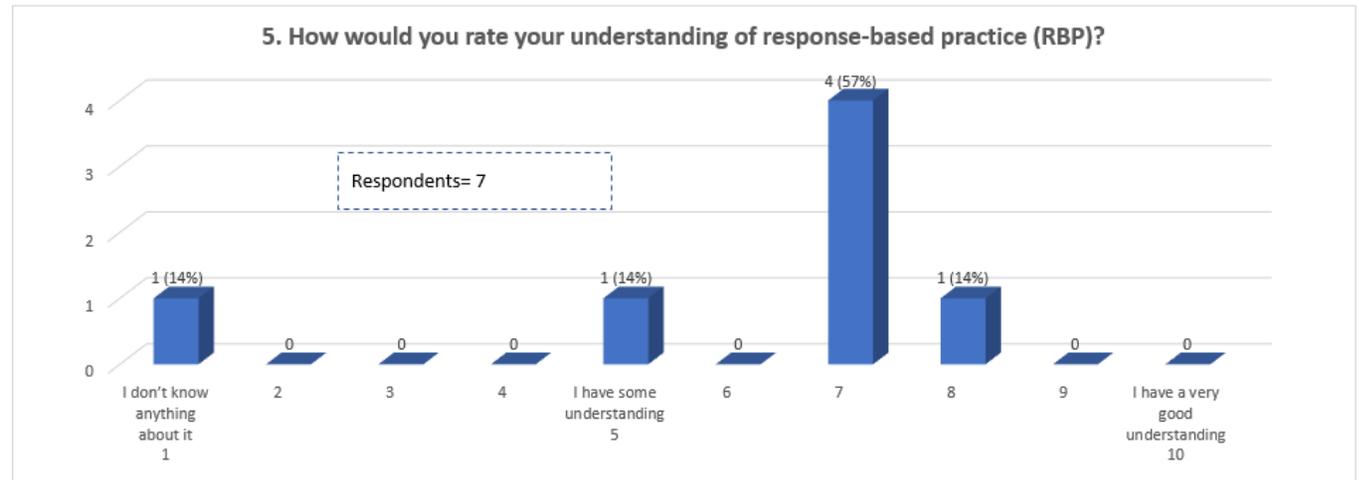
How would you rate your understanding of the lived experience and needs of survivors of gender-based violence?

Staff were asked to self assess their level of understanding of the lived experience and needs of survivors of gender-based violence. The majority of respondents (6 staff, 86%) rated their level of understanding at a 7 and 8 on the scale, while 1 respondent (14%) rated their level of understanding as having some understanding.



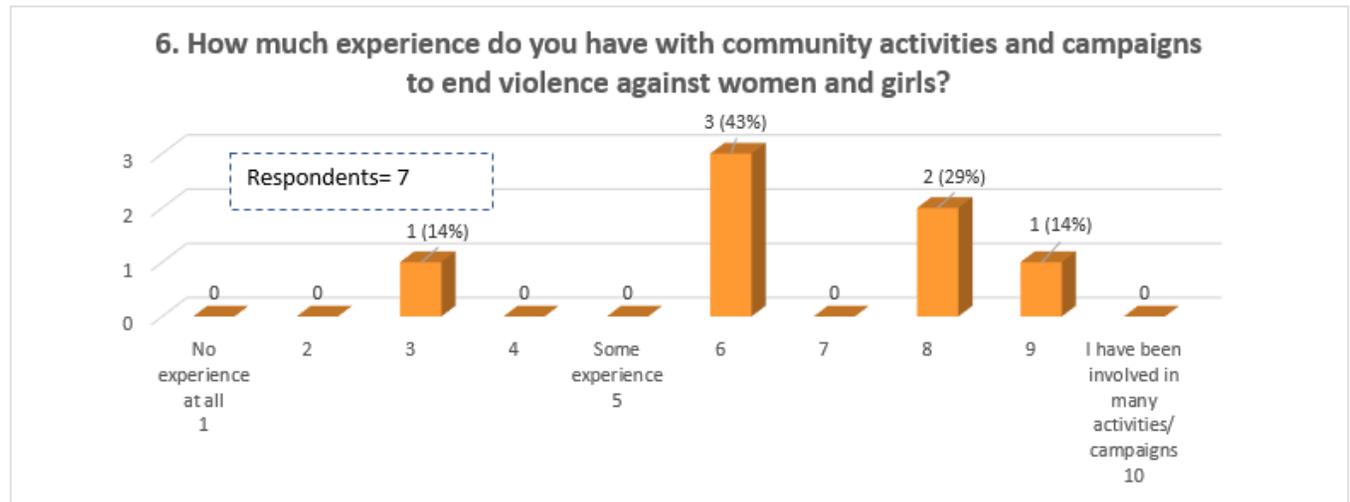
How would you rate your understanding of response-based practice?

Staff were asked to rate their understanding of RBP, as this approach and practice shapes the Advocate training and broader project. At total of 5 respondents (71%) rated their understanding at 7 and 8 on the scale, indicating they have a good understanding. 1 respondent (14%) rated their understanding as 1 on the scale, indicating they do not know anything about RBP.



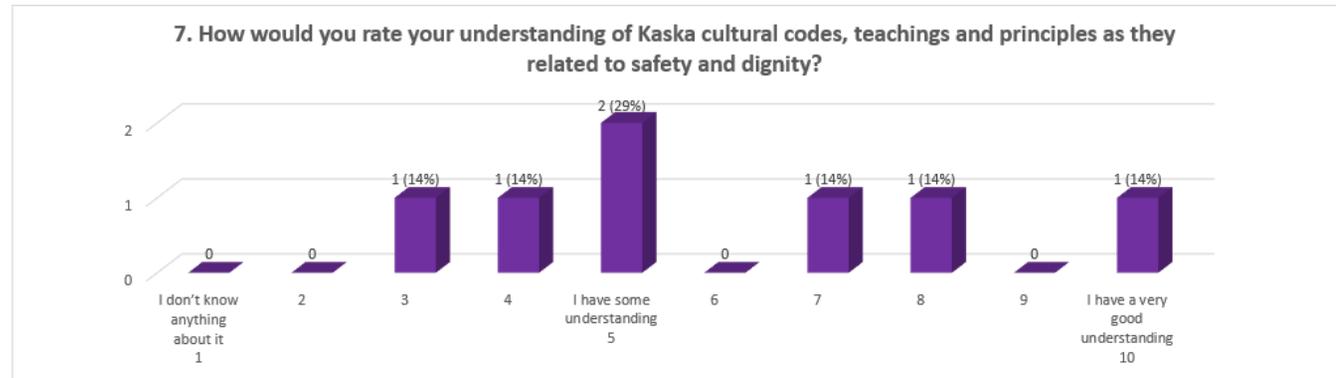
How much experience do you have with community activities and campaigns to end violence against women and girls?

A total of 6 respondents (86%) rated their experience from 6 to 9 on the scale, indicating that they have some to lots of experience with community activities and campaigns to end violence. 1 respondent (14%) rated their experience as 1 on the scale, indicating they do not have any experience at all.



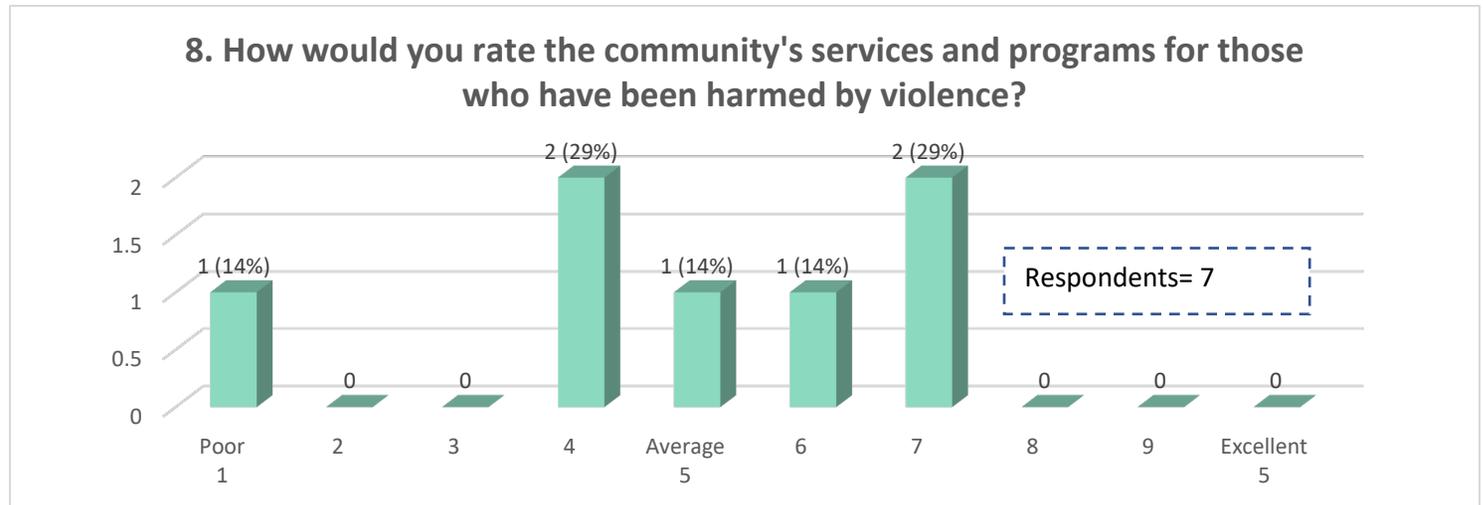
How would you rate your understanding of Kaska cultural codes, teachings and principles as they related to safety and dignity?

A total of 4 respondents (57%) rated their understanding of Kaska cultural codes, teachings and principles related to safety and dignity between 3 and 5 on the scale, indicating that they have little to some understanding. 3 respondents (42%) chose between 7 and 10 on the scale, indicating they have a good to very good understanding.



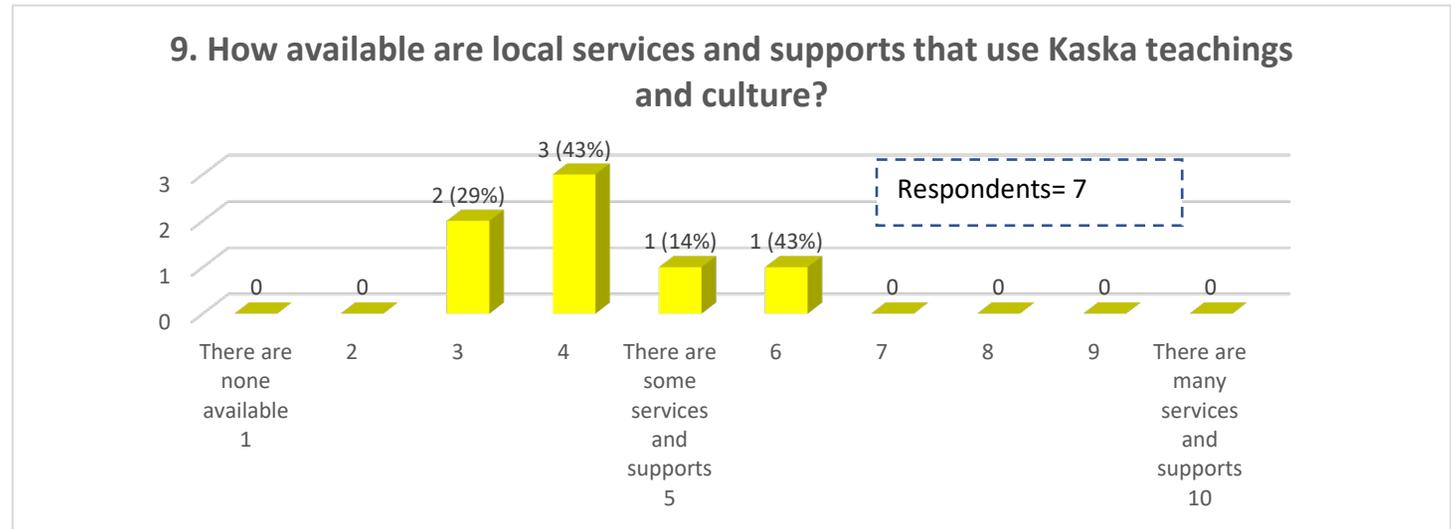
How would you rate the community's services and programs for those who have been harmed by violence?

Most responses (86%) fell in the average to slightly above average range (4 - 7), indicating that community services and programs for those harmed by violence are perceived as being fairly average overall. 1 respondent (14%) rated programs and services as 1 on the scale or poor.



How available are local services and supports that use Kaska teachings and culture?

All 7 respondents (100%) selected between 3 and 6 on the scale, indicating that there are few to some local services and supports that use Kaska teachings and culture.



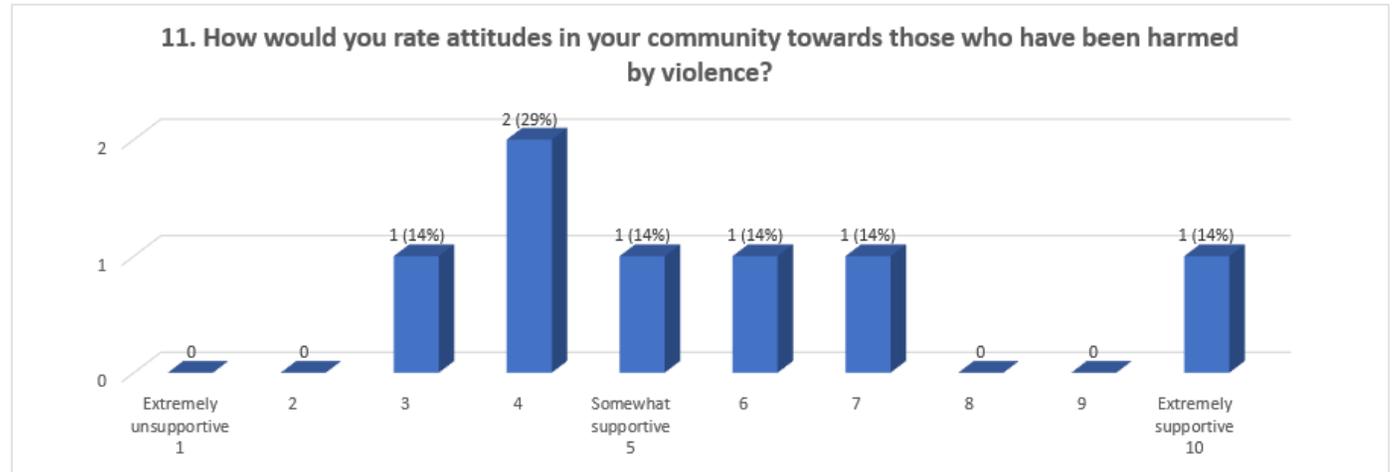
How much does your organization include Indigenous or Kaska culture, principles and teachings in its services and programs for those who have been harmed by violence?

Staff were asked to assess how much their own organizations include Kaska culture, principles and teachings in their services and programs for those harmed by violence. A total of 6 respondents (86%) gave their organizations a rating between 2 and 5 on the scale, indicating it is included a bit to somewhat in their programs and services. 1 respondent (14%) selected 10, showing that it is included throughout their services and programs.



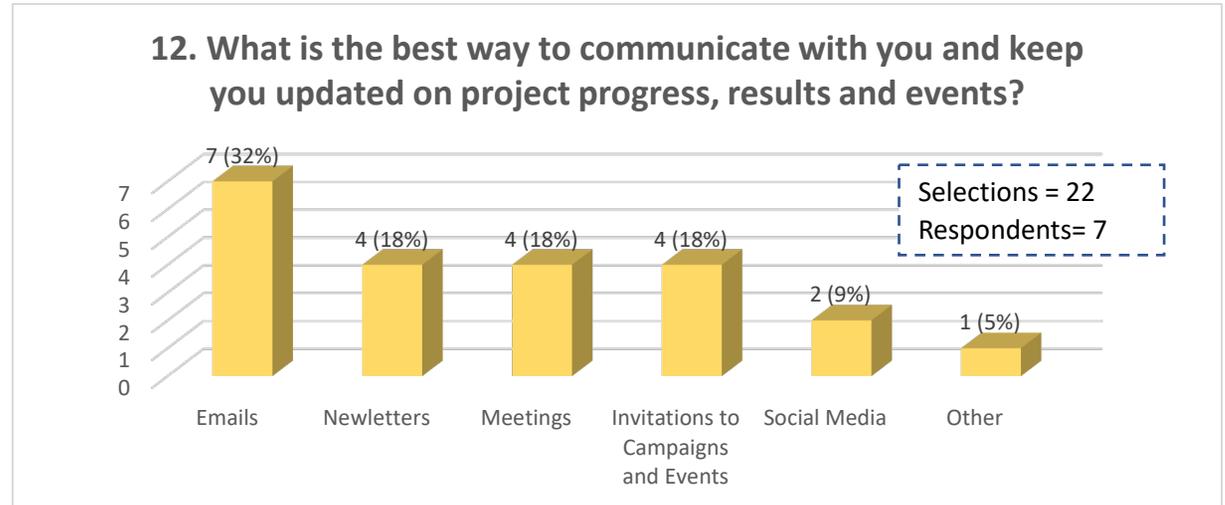
How would you rate attitudes in your community towards those who have been harmed by violence?

Overall, respondents were divided on whether or not community attitudes are supportive. 4 people (57%) said that attitudes are extremely unsupportive to somewhat supportive, while 3 people (42%) said they are supportive to extremely supportive.



What is the best way to communicate with you and keep you updated on project progress, results and events?

Finally, respondents were asked the best way to communicate with them moving forward. The most preferred means of communication is by email (7 respondents, 32%), with equal selections (4 selections, 18% each) for newsletters, meetings, and invitations to campaigns and events. Social media was the least favoured option with only 2 selections, while one staff member shared another way to communicate: “*Stop by shelter. Hold meetings once a year at shelter.*” (shown as ‘Other’ on the graph).



Service Provider Survey: Analysis of Results

Understanding of the lived experience and needs of survivors and response-based practice, and experience with community activities and campaigns:

- On an individual staff basis, the level of understanding and experience was rated high for those in this field of work. The RCMP representative selected lower ratings of understanding of the needs of survivors and RBP, indicating that some organizations have less experience and training in these areas.

How would you rate the community's services and programs for those who have been harmed by violence?

- Although staff understanding and experience was rated high, services and programs were generally rated as average.

How would you rate your understanding of Kaska cultural codes, teachings and principles as they related to safety and dignity?

- Staff understanding of Kaska cultural codes, teachings and principles varied with 57% indicating that they have little to some understanding. Having said this, some service providers (28%) have a very good understanding.

How would you rate the community's services and programs for those who have been harmed by violence?

- Staff rated services and programs as about average, indicating that there is room for improvement. This supports the Needs and Asset Assessment findings, which provided further insight into areas for improvement including the need for: community collaboration, increased organizational capacity, men's support, and culturally relevant practices and activities.

How available are local services and supports that use Kaska teachings and culture? How much does your organization include Indigenous or Kaska culture, principles and teachings in its services and programs for those who have been harmed by violence?

- Staff indicated that there are few local services and supports that use Kaska teachings and culture, which supports needs assessment findings.
- 86% indicated lower levels of including Indigenous or Kaska culture in their organization's services. This signals the need for improving the availability of culturally relevant supports in the community.

How would you rate attitudes in your community towards those who have been harmed by violence?

- The majority of Staff (57%) indicated that attitudes in the community are extremely unsupportive to somewhat supportive, which aligns with Advocate responses to the same question and signals for a need for improved community support.

What is the best way to communicate with you and keep you updated on project progress, results and events?

- Based on the feedback, it is recommended for the project to continue with a range of communication tools. This includes using email as a primary means of communication, along with sharing newsletters, invitations to meetings, invitations to project events and social media.

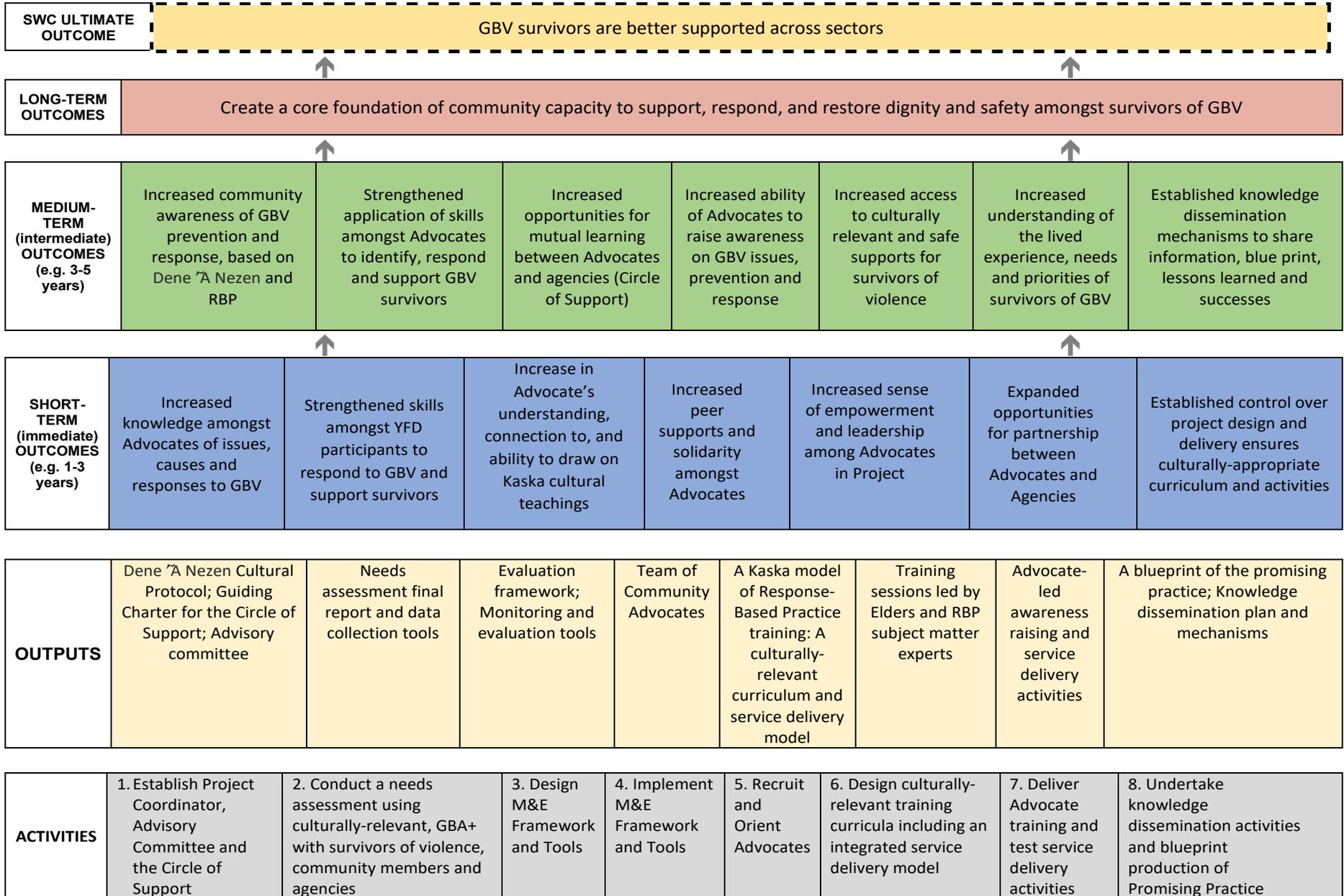
Conclusion

The data summarized in this report offers important insights into who Advocates are, information to help with program design, as well as baseline data to help us track change over the coming years. This data sheds light on further areas to explore in interviews and small group settings. We will continue to build on this information and learn from it. For next steps, these findings will be shared with LAWS and the project team to help inform program design and delivery. Beringia will continue to support the integration of the findings into programming and communicate these findings to the project team.

Advocates are a powerful group who are walking together on this journey - we acknowledge and celebrate their important work. Their motivation and determination to make change shines through the data. The information they share will help us to continue to capture and tell the story of the project.



Appendix A: Project Results Framework



Appendix B: Advocate Intake Survey Part A

Advocate Survey: Part A

Welcome to the Advocate training as part of the Following Our Peoples Way: Building a Circle of Dignity and Justice project!

We want to understand how the training is helping you learn, gain new skills and making a difference in your life. This survey will help us do so. There are 16 questions and should take around 10-20 minutes to complete. Please answer these questions honestly. Your answers will be kept confidential, meaning only LAWS and the project team will have access to your survey.

If taking this survey makes you feel upset, or that you would like to talk to someone, please let the facilitator know so that we can support you.

Thank you!

Name: _____

1. What is your gender? Check one

Male _____ **Female** _____ **Other** _____

2. What is your age? _____

3. Are you Kaska? **Yes** / **No**

4. Are you currently working? **Yes** / **No**

If yes, what organization/company do you work with? _____

What is your role? _____

5. How did you learn about this training?

My friends

My parents/ family

LAWS and Ann

My work

Posters

Social media (e.g. Facebook, Snapchat, Instagram)

Other: _____

15. How much experience do you have with community activities and campaigns to end violence against women and girls?

1 2 3 4 5 6 7 8 9 10

No experience
at all

Some experience with
activities and campaigns

I have been involved in
many activities and
campaigns

16. What do you hope to learn and get out of the training? Check all that apply:

- Meet new people
- Learn about how to support those who have been harmed by violence
- Learn more Kaska culture
- Spend time with Elders
- Learn about response-based practice
- My own healing
- To become an activist
- To create change in my community
- I am not sure
- Other: _____

Appendix B: Advocate Intake Survey Part B

1. Name: _____ (Please provide your name so we can match with your Part 1)

2. How would you rate your understanding of the issues and causes of violence against women and girls?

1	2	3	4	5	6	7	8	9	10
I do not know anything about it			I have some understanding				I have a very good understanding		

Comments:

3. How much do you know about response-based practice (RBP)?

1	2	3	4	5	6	7	8	9	10
I do not know anything about it			I have some understanding				I have a very good understanding		

Comments:

4. How prepared do you feel to support those who have been harmed by violence?

1	2	3	4	5	6	7	8	9	10
Extremely unprepared			Somewhat prepared				Extremely prepared		

Comments:

5. How often do you participate in Kaska cultural activities? Circle one.

- a) Never
- b) Once a year
- c) More than once a year
- d) Once a month
- e) Once a week or more

6. How often do you spend time with an Elder? Circle one.

- a) Never
- b) Once a year
- c) More than once a year
- d) Once a month
- e) Once a week or more

7. How much understanding do you have of Dene ā'nezen, Kaska teachings and principles on safety and dignity?

10. How do you think Advocates can help build safety for Indigenous women? Check ✓ all that apply and add your own ideas.

- Speaking and writing letters to leaders (e.g. government)
- Organizing campaigns and events to raise awareness about violence
- Creating films, art, and other media to raise awareness
- Talking about the issues with family members, friends, and peers
- Working with agencies and organizations to help support survivors
- Go with survivors to agencies and be a witness
- Provide positive social responses to survivors
- Provide mentorship to other women and girls in the community
- Be a safe and non-judgemental person that people can turn to for support
- Sharing information and resources (e.g. posting information on social media)
- Choosing not to be violent themselves
- Giving women information on services and agencies
- Other?: _____

11. What do you think would help you in your role as an Advocate? First, check all that apply. Next, circle your top 3 answers.

- More training and skills development
- Partnerships with agencies and organizations
- Support from Elders and leaders in the community
- More time and experience as an Advocate
- Opportunities to give my thoughts on the program
- Regular check-ins with the facilitators
- Chance to speak with a counsellor
- More time with Elders
- Other: _____

Appendix C: Service Provider Survey

Thank-you for taking the time to complete this survey as part of the **Following Our Peoples Way: Building a Circle of Dignity and Justice** project. This information will help us to understand and tell the story of how the project helps to build community capacity to support, respond to and restore safety and dignity amongst survivors of violence. Your answers will be kept confidential, meaning only LAWS and the project team will have access to your survey.

1. Name: _____

2. Organization: _____

3. Do you have any staff at your organization who are taking the Advocate training program?
Circle one.

Yes / No / I am not sure

4. How would you rate your understanding of the lived experience and needs of survivors of gender-based violence?

1 2 3 4 5 6 7 8 9 10

I do not know
anything about it

I have some
understanding

I have a very good
understanding

5. How would you rate your understanding of response-based practice (RBP)?

1 2 3 4 5 6 7 8 9 10

I do not know
anything about it

I have some
understanding

I have a very good
understanding

6. How much experience do you have with community activities and campaigns to end violence against women and girls?

1 2 3 4 5 6 7 8 9 10

No experience
at all

Some experience with
activities and campaigns

I have been involved in many
activities and campaigns

7. How would you rate your understanding of Kaska cultural codes, teachings and principles as they related to safety and dignity?

1 2 3 4 5 6 7 8 9 10

I do not know anything about it

I have some understanding

I have a very good understanding

8. How would you rate the community's services and programs for those who have been harmed by violence?

1 2 3 4 5 6 7 8 9 10

Poor

Average

Excellent

9. How available are local services and supports that use Kaska teachings and culture?

1 2 3 4 5 6 7 8 9 10

There are none available

There are some services and supports

There are many services and supports

10. How much does your organization include Indigenous or Kaska culture, principles and teachings in its services and programs for those who have been harmed by violence?

1 2 3 4 5 6 7 8 9 10

it is not included in our services and programs

It is somewhat included in our services and programs

It is included throughout our services and programs

11. How would you rate attitudes in your community towards those who have been harmed by violence?

1 2 3 4 5 6 7 8 9 10

Extremely unsupportive

Somewhat supportive

Extremely supportive

12. What is the best way to communicate with you and keep you updated on project progress, results, and events?

- Emails
- Newsletters
- Meetings
- Social media
- Invitations to campaigns and events
- Other: _____