

"Building the smallest democracies at the heart of society."
 The United Nations: The International Year of the Family, 1994

Agreement# 40063171

Intimate Partner Violence and the Saskatchewan Workplace



by Crystal Giesbrecht, Provincial Association of Transition Houses and Services of Saskatchewan

The Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) study, conducted in Saskatchewan between 2016-2017, found that intimate partner violence (IPV) has profound impacts not only on survivors, but also on workplaces and employers throughout the province. The study, which is part of a broader project funded by Status of Women Canada, included an online survey with 437 respondents, focus groups and interviews with 27 participants. The conclusion provided recommendations to help combat the social and economic consequences of this issue. This project was informed by a Steering Committee that was comprised of members from unions, crown corporations, non-profit organizations, government, policing, and survivors of violence. Previous research conducted by the Centre for Research & Education on Violence Against Women and Children (CREVAWC), at Western University and the Canadian Labour Congress (CLC) (Wathen, MacGregor, MacQuarrie, with the Canadian Labour Congress, 2014) built the formation of the study.

Previous research has shown that not only are survivors impacted at work in a variety of ways, but coworkers, managers, and people who use violence are also affected. A study by Zhang, Hoddenbagh, McDonald, & Scrim (2012) estimated the total economic cost to employers arising from spousal violence to be \$77.9 million in 2009 (equivalent to \$88.7 million in 2017). Losses to employers included not only lost outputs, but lost productivity due to tardiness and distraction and

administrative costs. Further costs not included in the \$77.9 million estimate include recruitment and retraining costs when employees quit or are fired for reasons related to IPV.

Results of the present study revealed the nature and extent of IPV experienced by Saskatchewan workers. A particularly notable trend was that many participants did not recognize their own experiences of IPV. When asked if they had experienced intimate partner violence, 185 respondents (45.3%) said yes, 197 (48.3%) said no, and 26 (6.4%) responded as "not sure." Of those who were not sure and who answered an open-ended question asking respondents to explain, it was clear that 21 had indeed experienced IPV. Therefore, totals became: 50.5% yes, 48.3% no, and 1.2% not sure. Further, when presented with a list of abusive or violent behaviours and asked to identify which they had experienced, 283 respondents (64.8% of 437)—including 90 who identified as not having experienced IPV and 20 who were unsure—reported that they had experienced at least one abusive behaviour from a list. Therefore, one-quarter of individuals (25.2%,

IPV in the... continued on Page 6

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Assessing Domestic Abuse in the Jewish Communities of the Prairie Provinces



by Jordana Linder and Andrea Silverstone

Little is known about domestic abuse in Jewish families in Alberta, Saskatchewan and Manitoba. In order to address and better inform the Jewish community about the issue of domestic abuse and improve services for those who seek help, it is important to understand the needs and perspectives of Jewish victims of abuse, perpetrators and service providers. The Jewish community is not immune to domestic abuse and there are characteristics specific to how Jewish people experience abuse. For Jewish people, especially women, such factors act as additional barriers to departure from abusive situations.

A study on this topic was conducted in the Prairie provinces. A mixed methods, multi-site, community based participatory approach was used to answer multiple questions related to the scope of domestic abuse in the Jewish community, capacity of the Jewish community to support Jewish victims of abuse, needs of Jewish individuals who experience domestic abuse, barriers to service access, and experiences of abuse disclosure.

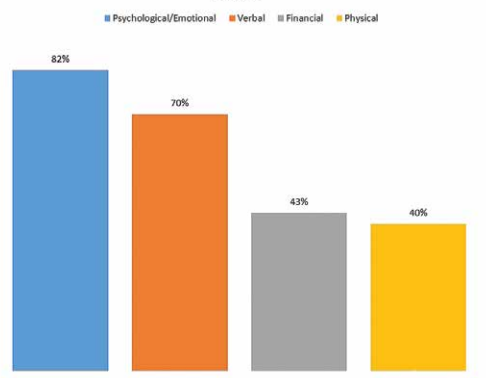
Select key findings are:

- of the 241 survey participants, 77% identified as female
- 80% of participants reside in Alberta, 12% in Saskatchewan and 8% in Manitoba
- 44% of all participants identified themselves as a service provider
- 58% of participants viewed domestic abuse as “a very serious/ somewhat serious problem”
- the top priority identified for the community was the need for programs and services for abused women in the Jewish community (71%)
- 28% of individuals responded “Yes” when asked if

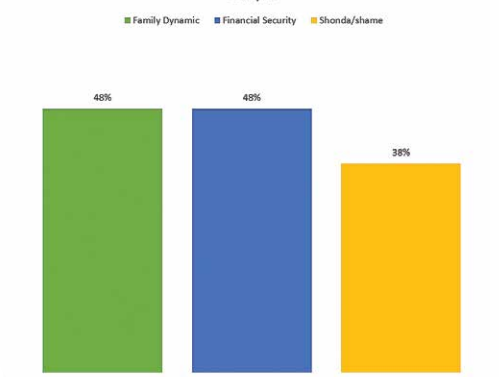
they were a survivor of abuse

- the most common forms of abuse experienced during adulthood were psychological/emotional abuse (82%), verbal abuse (70%), financial abuse (43%), and physical abuse (40%)

Most Common Forms of Abuse Reported in Calgary Jewish Community Sample



Most Common Barriers to Support Reported in Calgary Jewish Community Sample



- victims of abuse sought help mostly from friends (67%) and family (60%)

- only 3% reported using a Rabbi's help for domestic abuse

- barriers to support include disruption of the family dynamic (48%), financial security (48%) and Shonda/shame (38%)

- 22% of service providers reported that someone in the Jewish community had disclosed domestic abuse to them, most often abuse in the form of psychological/emotional (87%), or verbal (85%)

Four recommendations for action were derived from the study's findings. These recommendations include awareness and education; making (the prevention of?) domestic abuse a priority; safe housing for Jewish victims of domestic abuse; and developing connections with Jewish and non-Jewish resources.

Study results have been presented to the Jewish Community in Calgary. A panel discussion presented study implications for the Jewish community, including enhancing and specializing services and creating greater capacity within friends and family members to address domestic violence.

Project results will be further used to help guide service providers in the development of policies and programs to provide support for Jewish individuals affected by domestic abuse. These results will also ensure that the Jewish communities know the scope of the issue of domestic violence and how to best invest in services for abuse victims—financially and socially. ☘

Manitoba Update



by Jane Ursel

This year, RESOLVE Manitoba continues an active research agenda at the local, regional and national level.

Locally, two projects are well underway. **Jane Ursel** and her team of research assistants have collected all of the data on sexual assaults reported to the Winnipeg Police in 2015 and 2016. The Winnipeg Police have been extremely helpful in this process. We are beginning data analysis of victims who had reported to police and this will be followed shortly by data on the accused. Finally, we are now collecting data on those cases that proceeded to prosecution and to court. **Cheryl Fraehlich** and her research assistant have begun the second year of data collection for the Manitoba Justice Wellness Program Evaluation. This innovative program was introduced in 2013 to address secondary traumatic exposure among Victim Services workers, Crown attorneys and support staff within the Criminal Law Branch. Evaluation involves interviews with staff and an analysis of data collected by Manitoba Justice.

Regionally, the Laurel Centre and RESOLVE

have started on the project *The Multi-Faces of IPV Across the Prairie Provinces: Men as Victims*. This a tri-provincial project that examines the nature of men's experience of victimization, their experience help-seeking and the challenges and gaps in services they have encountered when they do seek help. Ethics approval has been received in Manitoba and interviews with men are underway. Ethics applications have been submitted in Saskatchewan and Alberta, where participant recruitment will soon begin.

Nationally, all three RESOLVE Centres are involved in the Canadian Domestic Homicide Prevention Initiative for Vulnerable Populations. Recently, the Manitoba team completed a "Learning Brief on Indigenous Issues," that should be on the Project's website later in the spring. To access this and other "Learning Briefs" check out the website at cdhpi.ca. ☘

Meet Our Steering Committee Member: **Karen Wood**



Karen Wood received her Bachelor of Social Work degree from the University of Manitoba and has been employed with Manitoba Justice, Community Safety Division, as a probation officer for over 18 years. She has spent the majority of her career specializing in working with adult female offenders convicted of domestic violence offenses. In addition to her role as Probation Officer, Karen has facilitated numerous domestic violence programs to men and women. To support her longstanding advocacy for gender responsive treatment, she championed the need for, and assisted in, developing and piloting a gender responsive domestic violence treatment program for women. Karen also delivers presentations to university students in the Faculty of Social Work and other domestic violence social service providers.

Karen is the current chair of the Manitoba Justice Provincial Domestic Violence Advisory Committee and co-chair of the Manitoba Justice Provincial Female Offender Advisory Committee. In addition, she is a member of the Manitoba Justice Provincial Program Committee. Karen has been a member of the Resolve Steering Committee since 2016, and is also a Manitoba Justice Case Management Coach/Trainer and delivers domestic violence training to Manitoba Justice Staff.

The foundation of Karen's work with her clients centres on a trauma-informed approach and creation of a therapeutic alliance. She understands the toll that working with vulnerable populations can have on the helper and strongly believes in the importance of self care. ☘

Saskatchewan Update



*Introducing Our Steering Committee Member: **Ann Bishop** – Project Coordinator*



Ann Bishop is the project coordinator for RESOLVE Saskatchewan. Ann retired in 2008 as Research Coordinator for the Saskatchewan Population Health and Evaluation Research Unit (SPHERU) at the University of Regina and has many years' experience in research settings. When she retired from that position, she took two weeks off, then began work as the project coordinator for RESOLVE Saskatchewan under Academic Research Coordinator, **Dr. Mary Hampton**; she has been in that position for the last ten years.. She is also a facilitator for RESOLVE Research Day when it takes place in Saskatchewan and this year will be her third conference. Ann applies for internal and external funding, invites speakers, puts out the call for proposals and accepts registrations. She even puts the flowers on the tables! The dessert social held every Saskatchewan Research Day is her brainchild. Ann takes care of the region's website as well as the Research Day and CURA/SSHRC websites.

Ann began her career at the University of Regina in 1975. She worked for the library (where everyone seems to start!), the faculties of Fine Arts and Education, then Research Services, and was the Assistant to the Dean of Graduate Studies and Research before she began working with SPHERU. During that time she became a single parent and, one class at a time, obtained

her Bachelor of Arts in English and a Certificate in Administration, doing her homework at little league games and alongside her child at the kitchen table.

Ann began her research career when with the research office at the University of Regina, where she assisted the centre's Head in the review and edit of research proposals for faculty applications to Tri-Council funders and other smaller funding agencies across Canada. While there, she helped the Associate Dean of Graduate Studies and Research develop University protocols that surround Tri-Council funding. With a lot of experience with the Tri-Councils, Ann took care of the Healing Journey project in Saskatchewan and was the project coordinator for the CURA-SSHRC project Rural and Northern Community Response to Intimate Partner Violence. She arranged annual team meetings, took care of the central budget, hired and supervised research assistants and ensured reporting to the funder was done accurately and on time.

Now semi-retired, Ann is active with the Lifelong Learning Centre at the University of Regina, where she takes classes and chairs the annual book sale that supports the Centre. Using her organizational skills and willingness to fearlessly approach donors and sponsors, she has taken a sale—that took in about \$10,000 a few years ago—to one this past year that netted almost \$50,000. Leftover books are given to women's shelters, hospitals and the province's jails through a program begun by Saskatchewan's Chief Justice. She will become more involved with the Lifelong Learning Centre at the University of Regina when she fully retires.

Ann plans to retire (again) in 2019, but will stay on to help the new academic research coordinator become settled. She loves her boss, she loves her work, and she loves what RESOLVE has done to mitigate the effects of intimate partner violence on women, children, families and communities. Following retirement, she hopes to stay involved by volunteering at a shelter or other organizations that grapple with this intransigent issue. ✨

Alberta Update: Introducing the 2017 RESOLVE Alberta Award Recipient



Article prepared by Jordana Linder from a speech by Deb Tomlinson

Robbie Babins-Wagner was the recipient of the 2017 RESOLVE Alberta award, having received her award at a December dinner in Calgary with the RESOLVE Alberta Steering Committee. This article will detail Dr. Babins-Wagner, a force of nature in our Alberta community.

Over the course of her 35-year career, Dr. Robbie Babins-Wagner, PhD, RSW, has contributed to transforming the way Albertans receive, perceive and deliver domestic violence services. Through her leadership as CEO of Calgary Counselling Centre, she has been involved in virtually every major innovation in domestic violence services in Calgary and has contributed to best-practice research that has impacted services across North America and beyond.

With a PhD in social work from the University of Calgary, a Masters of Social Work from Carlton University and Bachelor degrees in Social Work and Psychology—both from McGill University, Robbie has dedicated her life and her career to helping others.

From 1988 to 1991, Robbie was the Associate Director of Social Work at Rockyview General Hospital, where she developed a family-based program to treat child sexual abuse. From there, Robbie began to focus her research on domestic violence, particularly on the impact of group treatment and counselling for men and women who have been abusive in intimate relationships, as well as the men and women who have been victims of violence.

After joining Calgary Counselling Centre, Robbie led changes to the men's domestic violence treatment program that resulted in an unparalleled number of men completing treatment. Under her leadership, The Wilson Centre for Domestic Abuse Studies opened its doors at Calgary Counselling Centre in 2012 and has become the premier counselling, training and research centre in North



America due to its innovative approach to treatment and outstanding results.

On average, 80% of men who start a program at Calgary Counselling Centre complete it—results unseen anywhere else in North America where average completion rates fall between 40% and 60%. The Centre now also has the largest and most comprehensive domestic abuse database in Canada, a national resource for other professionals working in this area that is often called upon by other researchers.

Since its inception in 1999, Robbie has been a member of the Steering Committee for RESOLVE Alberta. She also served as the Alberta community representative from 2008–2010. Since 2009, she has been a member of the Canadian Observatory on the Justice System's Response to Intimate Partner Violence—a network of academics, governments, and community-based organizations from Canada, Australia, United Kingdom, and USA.

Robbie has also played a pivotal role in HomeFront, a non-profit organization in Calgary that works alongside the justice system, police and community partners to help free families from domestic violence. She was part of the original group assembled to establish the organization and has served on its board of directors continuously for 12 years. HomeFront is now an integrated part of Alberta's justice system. Since its inception, re-offence rates for domestic violence in Calgary have been reduced by half while victim engagement in the justice process has more than doubled.

Currently, Dr. Babins-Wagner is the Chief Executive Officer of the Calgary Counselling Centre and a very worthwhile recipient of RESOLVE Alberta's annual award. ❀

New Staff... continued from Page 1

110) who responded to the survey had experienced abuse but did not identify it as such.

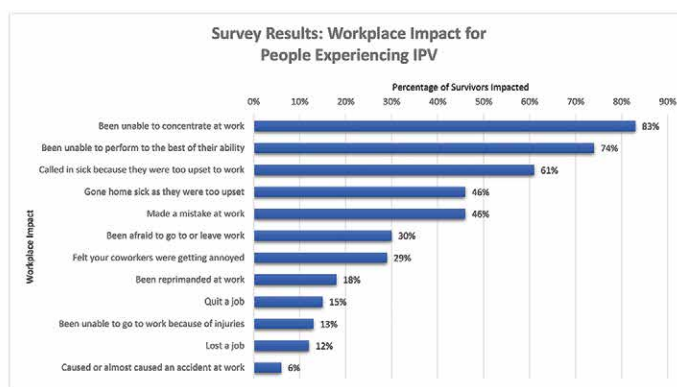
Findings clearly show the impact of violence on respondents' work. Ninety-eight people (34.6% of those who identified experiencing abuse; 22.8% of overall respondents) received repeated calls, texts and e-mails from their partner while at work; 66 (23.3%, 15.1% overall) were prevented from attending work; and 55 (19.4%, 12.6% overall) had their partner come to their workplace to check on them.

These findings demonstrate a need for increased public awareness about IPV, and workplaces are an ideal mechanism for the availability of information and training. People who experience IPV are not likely to reach out for help or support if they do not think that their experience is categorized as abusive or unhealthy. As one participant said, "I personally wasn't even able to identify the psychological abuse in the beginning. . . I didn't have any way to go to a checklist and look at it and be like, 'Okay, yeah this is abusive.'" In the course of this research, we also heard that coworkers must have access to IPV information and training so that they can recognize the signs and respond appropriately if they suspect a coworker is experiencing abuse. In addition to this research, as part of the project funded by Status of Women Canada and developed by the Centre for Research & Education on Violence Against Women & Children (CREVAWC), PATHS began offering the Make It Our Business training program to Saskatchewan organizations.

When PATHS began this project legislation that addressed this issue had been implemented in Ontario, Manitoba, and Alberta. Since 2009, Ontario has had legislation that requires employers to take precautions to protect workers who experience violence. In Manitoba, victims of domestic violence receive up to ten days of workplace leave, five of which can be paid (or sick days used). Alberta legislated ten days of unpaid domestic violence leave per year. In December 2017, after this study was conducted, Saskatchewan followed suit with the implementation of a maximum of ten unpaid days of leave for the survivors of IPV.

Employers may express concern about the potential

Been unable to concentrate at work	83%
Been unable to perform to the best of their ability	74%
Called in sick because they were too upset to work	61%
Gone home sick as they were too upset	46%
Made a mistake at work	46%
Been afraid to go to or leave work	30%
Felt your coworkers were getting annoyed	29%
Been reprimanded at work	18%
Quit a job	15%
Been unable to go to work because of injuries	13%
Lost a job	12%
Caused or almost caused an accident at work	6%



cost of IPV leaves for those employees who experience IPV but, as Reeves and O'Reilly-Kelly (2009) point out, if employers attempt to avoid hiring survivors of IPV in an attempt to avoid distraction, absence, tardiness, or other workplace impacts, this is an impractical goal. Rates of IPV, especially in the province of Saskatchewan, are simply too high—it is extremely likely that someone in every workplace has been affected. A 2016 study in Australia found that in a given year, only 1.5% of female employees and 0.3% of male employees are likely to use an IPV leave. Wages paid to workers on IPV leave would cost \$80-\$120 million per year for the entire Australian economy—0.02% of existing payroll costs. Further, employer costs may be entirely offset by reduced turnover and improved productivity (Stanford, 2016). Given the huge economic cost of IPV, reducing the incidence of IPV even slightly by implementing workplace protections—including leaves—can be expected to generate economic benefits that far outweigh the cost of IPV leaves.

Access the full research report and find out more about PATHS' *Make It Our Business* training at pathssk.org/ipv-workplace/. ☘

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Announcements, Conferences and Events



Coming soon: Watch for Prairieaction Foundation's *Bullying Ends Here!* initiative starting Fall 2018. Motivational speaker **Tad Milmine** will present in ten schools in each prairie province. Scheduling will be managed by the ministries of education in each respective province.

May 28 and 29, 2018 - PATHS Provincial Conference: *Applying Evidence to Prevent Violence* in Regina, SK. Expected attendees are PATHS member agencies (domestic violence shelters and services) as well as community partners, policymakers, police, researchers, students, activists, survivors, and others! Keynote Speakers include Mariann Rich—Preventing Domestic Homicide, and Jackie Anderson & Christine Dumaine—Sexual Exploitation & Human Trafficking. Presentations include Mindfulness-Based Stress Reduction; Helping or Hurting: Policy in Action; and a panel discussion—Applying Evidence to Prevent Violence. For more information refer to pathssk.org/conference-2018.

June 13 – 15, 2018 - Women's Shelters Canada's First National Conference: *Shelters of the Future: A National Conversation* at the University of Ottawa Campus in Ottawa, ON. This will be a unique opportunity for shelter and transition house (TH) workers to share and learn from their peers. It is also a chance for partners, policy makers, researchers, activists, and others to engage with the shelter sector. The conference will offer practical opportunities for learning, knowledge sharing, and collaboration via workshops, panel presentations, and forum discussions. The goal of this conference is to highlight the work of shelters and shelter workers in preventing and responding to violence against women, as well as to enable a fruitful ground for knowledge sharing, collaboration, and movement building. We also want to contribute to the development and enhancement of policy directly or indirectly linked to the issue of violence against women. For more information refer to pathssk.org/wp-content/uploads/2013/01/Call-for-Proposals-Draft.pdf.

RESOLVE Saskatchewan and the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) present

CIRCLES OF CARE: THE IMPACT OF INTIMATE PARTNER VIOLENCE ON CHILDREN, FAMILIES AND COMMUNITIES



COREY O'SOUP

Mr. O'Soup is Saskatchewan's Advocate for Children and Youth. He will speak about how intimate partner violence and the lack of mental health services in the province affect children and youth. He will also speak about how his work as Advocate is helping children and youth across the province.



KIM ZORN, PH.D.

Dr. Zorn's research has made her an expert on stalking and its effect on the women it victimizes. She has advised police and justice services in the prairie provinces by conducting presentations on stalking and its impact on victims. Dr. Zorn has a Ph.D. in Clinical Psychology and practices in Calgary.

October 18 and 19, 2018 - RESOLVE Research Day: *Circles of Care: The Impact of Intimate Partner Violence on Children, Families and Communities* in Regina, SK. Hosted by RESOLVE Saskatchewan and PATHS (Provincial Association of Transition Houses and Services of Saskatchewan). Keynote speakers are **Corey O'Soup**, children's advocate for the Province of Saskatchewan, and **Dr. Kim Zorn**, who will speak about her research on stalking. For more information refer to www2.uregina.ca/resolve/ResearchDay2018.html or contact Ann Bishop at 306-337-2511 or RESOLVE@uregina.ca.

November 14 – 15, 2018 - 18th Annual Diverse Voices Family Violence Conference in Edmonton, AB. For conference information contact Michelle LaRue – Conference Coordinator – by email at diversevoicesfvc@gmail.com, telephone: 780-485-7863, fax: 780-485-5986 or refer to www.diverse-voices.com.

RESOLVEnews is a quarterly newsletter published by RESOLVE Manitoba. Any submissions, announcements and inquiries can be directed to the RESOLVE office in each of the three prairie provinces or to the editor, Ilze Cepelis, at RESOLVE Manitoba - telephone 204-474-8965; fax: 204-474-7686; e-mail: newsedit@umanitoba.ca



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Youth Leadership Award

The *Prairieaction* Foundation (PAF) Board of Directors is proud to report the establishment of a new initiative—the Youth Leadership Award (YLA). The YLA was a pilot program in 2017 and, due to the response and success of the nominations, we have committed to program continuance as an approach to focus on youth to address violence and abuse in our communities.

Prairieaction Foundation is a tri-province organization (AB, SK, MB), committed to being a catalyst for research and education to address violence and abuse in our society. PAF board members believe that young people have the power to make their homes, schools, neighbourhoods, and communities safer places, where everyone is respected and safe. The YLA recognizes and rewards youth groups that have demonstrated leadership through raising awareness, creating programs, and establishing initiatives that promote healthy relationships and/or develop innovative approaches to prevention or intervention. An award of \$3000 is available to create or continue programs.

Nomination forms are available online at www.prairieaction.ca. The target date for submissions is November 30 of each year. ✂

RESOLVE Manitoba

~ Dr. Jane Ursel ~
Director (RESOLVE)

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