RESTORYATION

Preliminary National & Iowa Findings

IOWA COALITION AGAINST
DOMESTIC VIOLENCE

THE GOAL

To emerge with a clear picture of what is needed (structure, program, policy) to support the health and sustainability of our workforce in the years ahead.

OVERVIEW

01 Evaluation Process

02 Participant Demographic Data

03 Reflection Survey

04 Visual of Workforce Needs

OVERVIEW OF EVALUATION PROCESS

DOCUMENTING LEARNINGS

- Initial Demographic Survey
- Reflection Survey: Impact of Covid-19
- Journaling with Sticky Notes: What is needed to move forward?
- Survey Feedback about the story circles

Analytic Process

Data Collection → Data Merging and Cleaning → Preliminary Analysis

Sense Making Gathering → National Level Report

What about the state level data?

States with <u>over 50 responses</u> could receive:

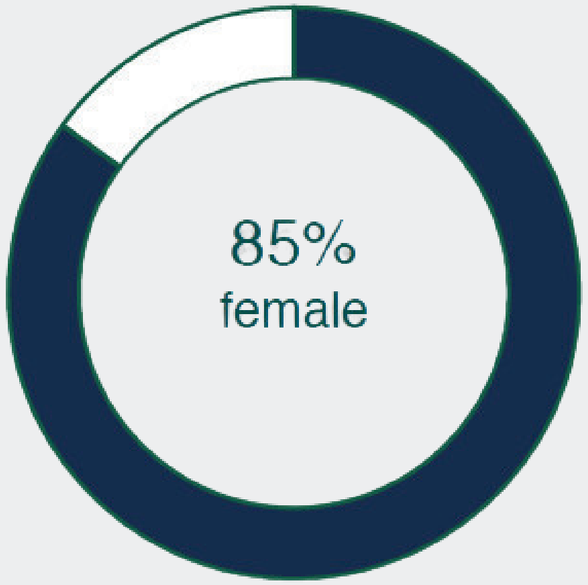
- ✓ Raw Data Report
  or
- ✓ Raw Data Spreadsheet

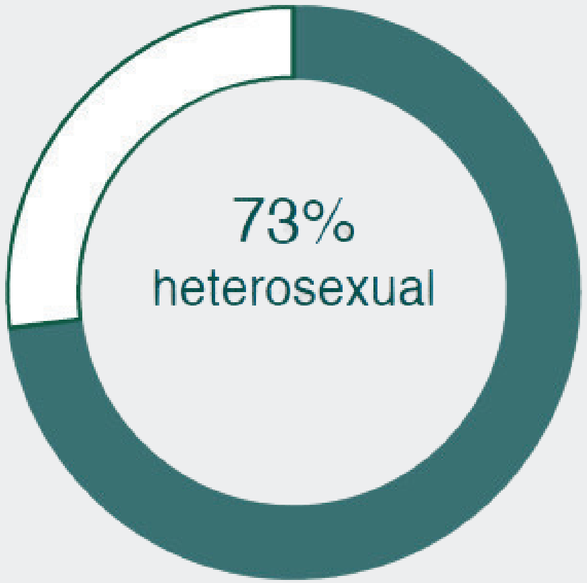
PARTICIPANT DEMOGRAPHIC

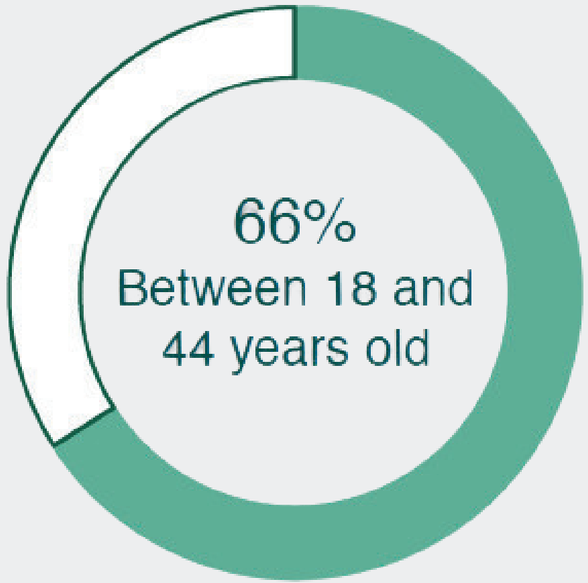
Demographic Data

National Numbers

Total number of participants = 1322







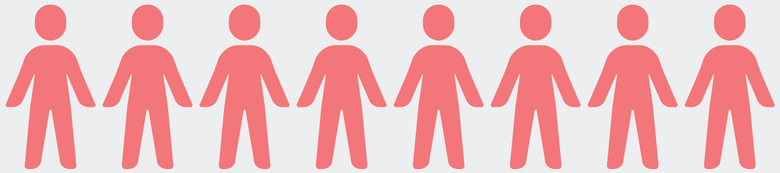
DEMOGRAPHIC DATA

National

1322

A total of 24 states/territories

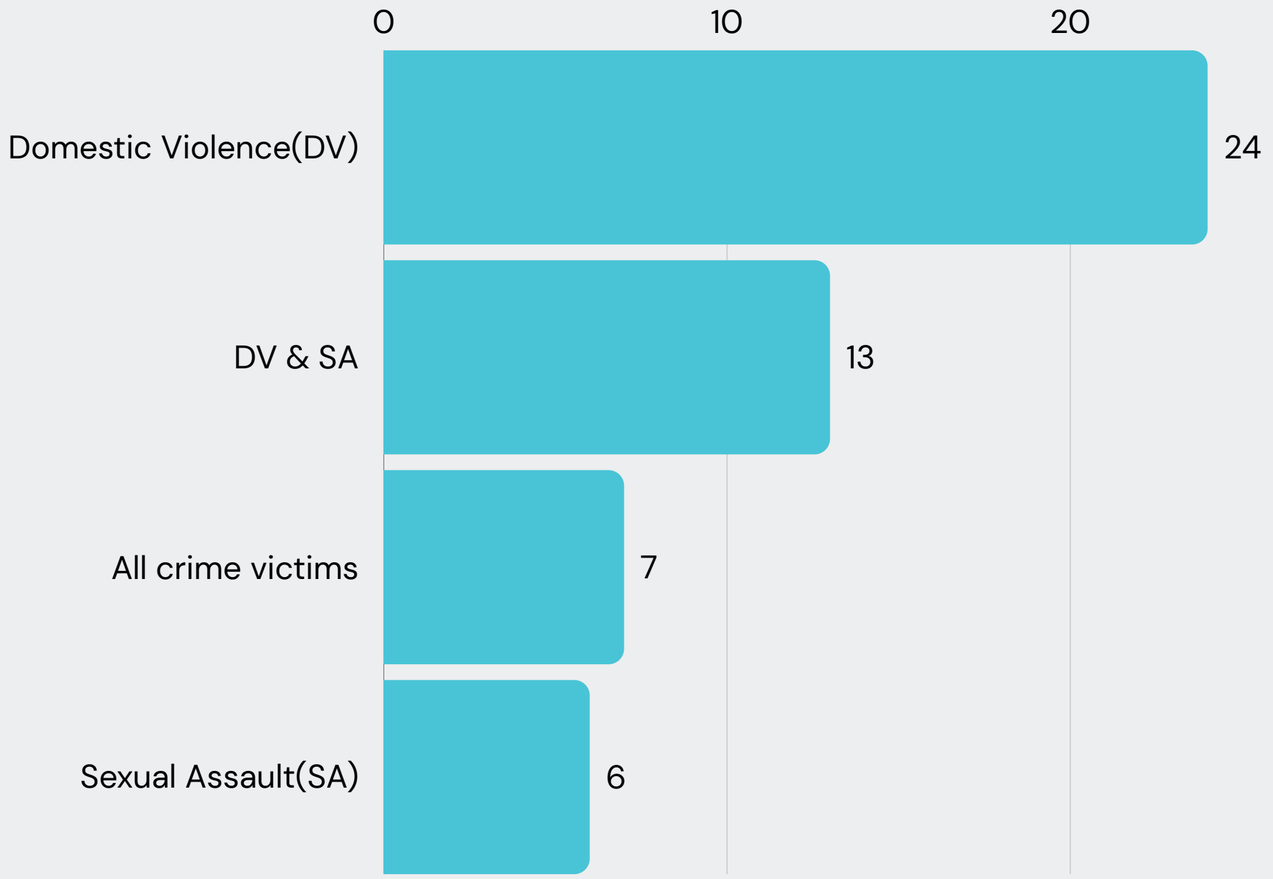
State



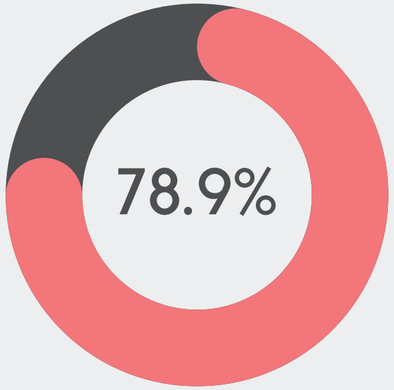
50

A total of 14 member programs of ICADV

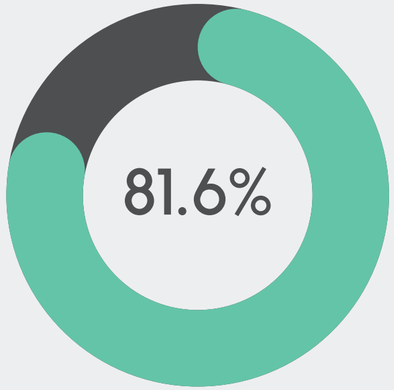
WHAT DOES YOUR ORGANIZATION FOCUS ON?



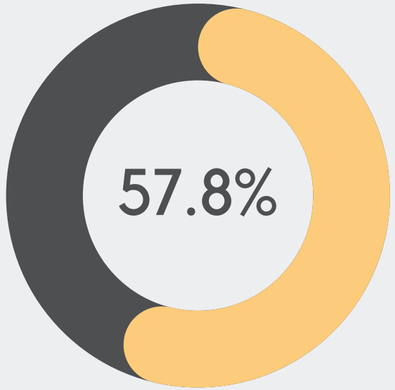
IA DEMOGRAPHICS



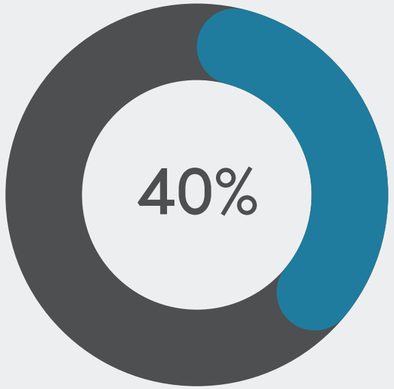
CISGENDER WOMAN



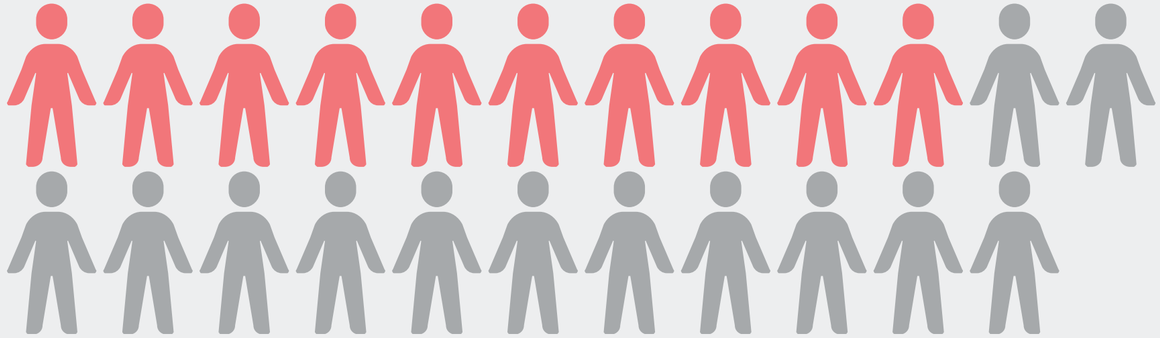
HETEROSEXUAL



BETWEEN
18 & 44 YEARS OLD



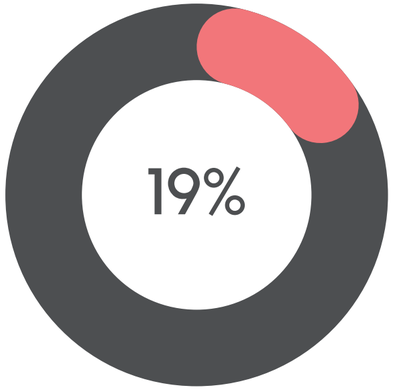
CONSIDER
THEMSELVES
SURVIVORS OF GBV



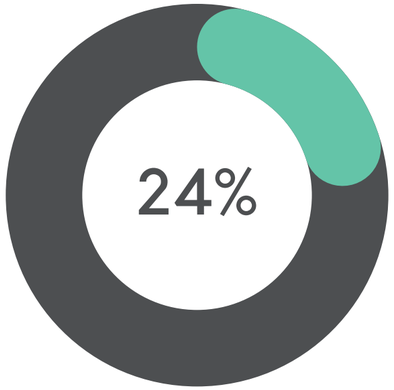
22 OUT OF 50

Participants identified as BIPOC

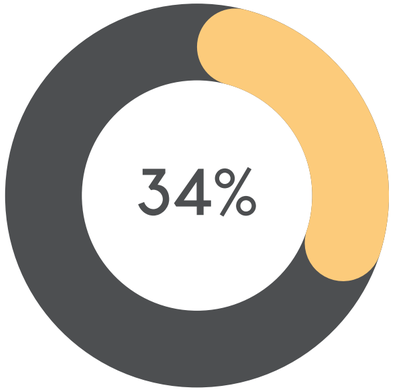
YEARS OF SERVICE WITHIN AGENCY



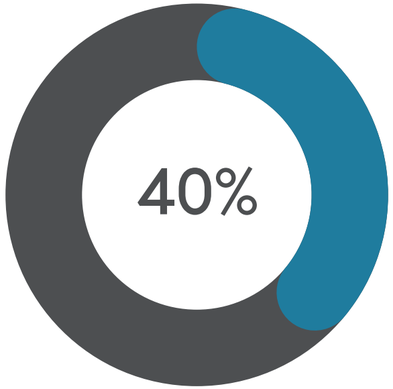
> 1 YEAR



1-3 YEARS

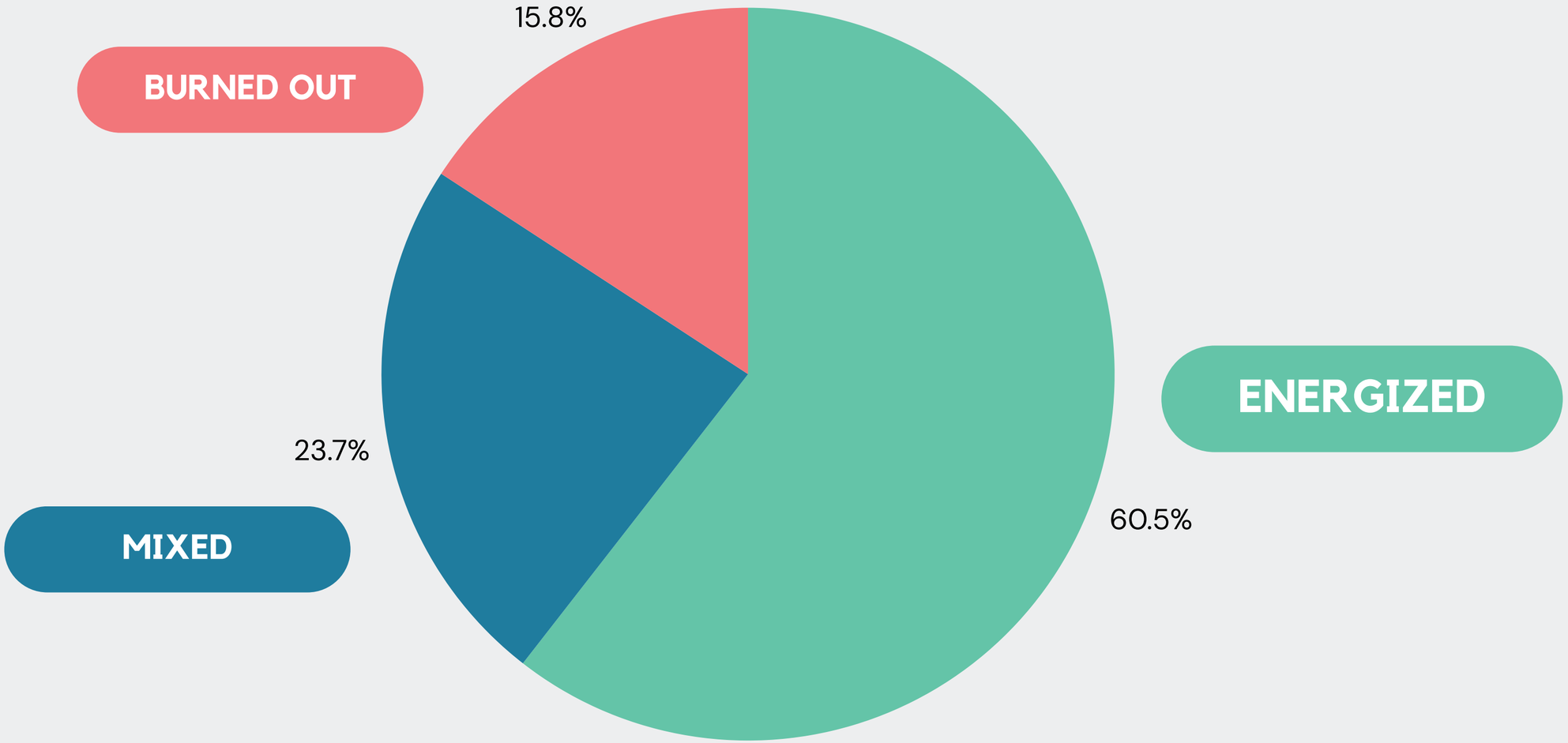


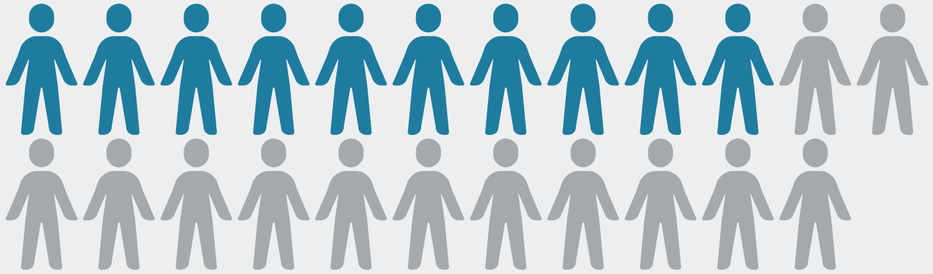
3-10 YEARS



11 + YEARS

FEELINGS ABOUT WORK





48%

of participants very likely to work in this movement in the next 5 years.

34%

of participants likely to work at the same agency *(even in a different position)* in the next 5 years.

MAIN REASONS TO STAY IN THE FIELD AND/OR AGENCY

- "THIS WORK IS A PART OF ME AS A PERSON AND I WOULD FEEL UNSATISFIED AND INCOMPLETE WITHOUT IT."

- "PASSION FOR ADVOCATING WITH SURVIVORS ALONG WITH THE HOPE OF MAKING A DIFFERENCE IN THIS FIELD."

MAIN REASONS TO LEAVE THE FIELD AND/OR AGENCY

- "BURN OUT, LACK OF SUPPORT, UNABLE TO SUSTAIN A LIVING FOR MYSELF."

- "I WOULD LEAVE THIS FIELD IF STATE LAWMAKERS DON'T GET THEIR PRIORITIES STRAIGHT. MY HEART HURTS TOO MUCH WHEN I SEE CHANGES TO SNAP/MEDICAID, PRIVATE SCHOOL VOUCHERS, HOLDS ON SA SURVIVOR PROTECTIONS, AFFORDABLE HOUSING BEING BOUGHT UP AND OVERCHARGED, GUN VIOLENCE, ETC. I WOULD LEAVE THIS WORK AS IT IS BECOMING SO DIFFICULT TO WATCH THOSE SUFFERING THE MOST BEING STRIPPED OF THEIR VOICE."

- "THE COST OF LIVING IS RISING, AND MINIMAL PAY WITH NO RAISE IS LEADING TO BURNOUT DUE TO HIGH TURNOVER AND THE STAFF WHO STAY BEING "DUMPED ON" WITH CLIENT LOADS AND ON-CALLS. MINIMAL BOARD OF DIRECTOR OVERSIGHT OF EXECUTIVE POSITIONS IN THE ORGANIZATION IS LEADING TO POOR CULTURE AND STAFF ENGAGEMENT."

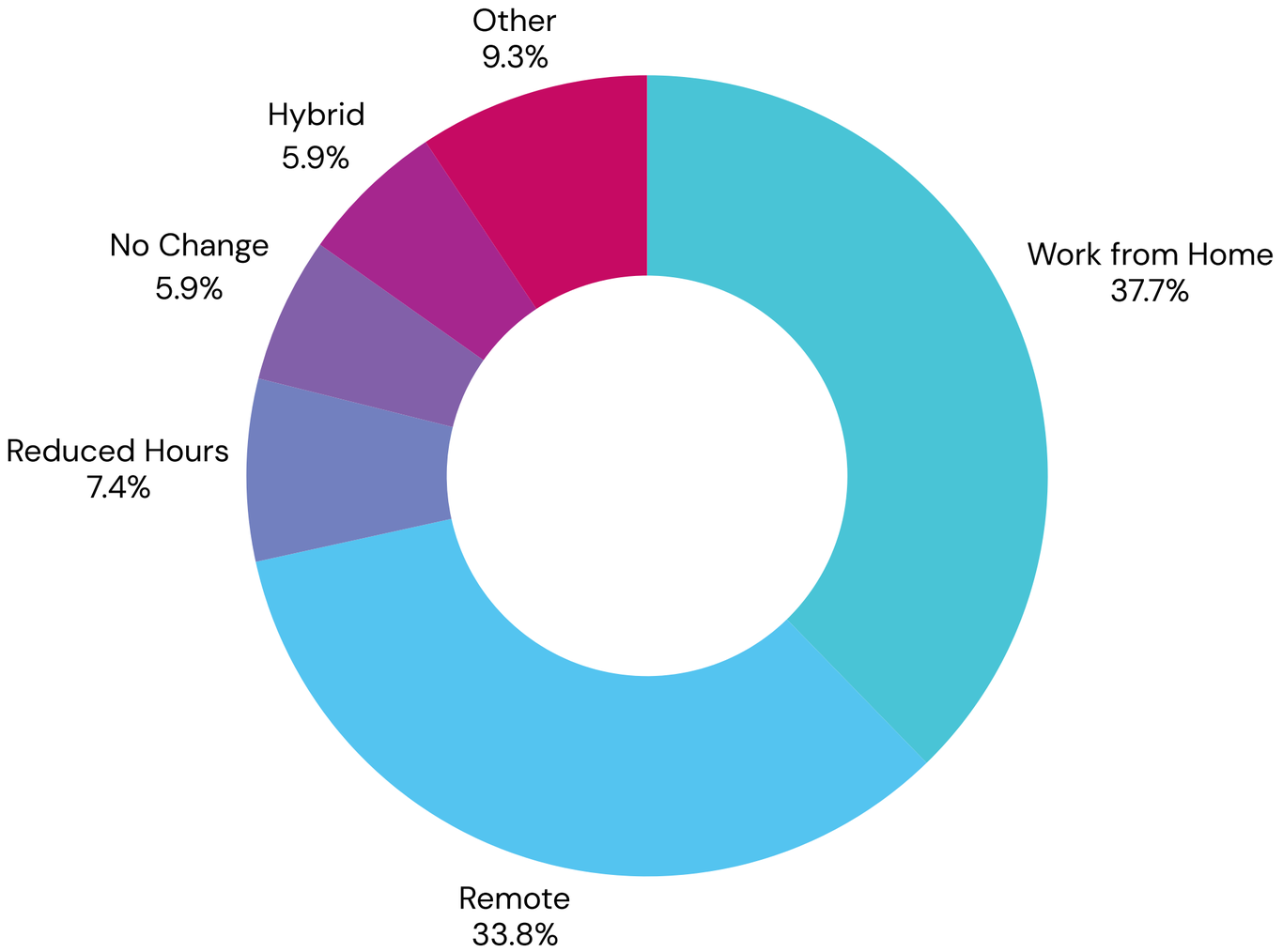
REFLECTION SURVEY

OVERVIEW

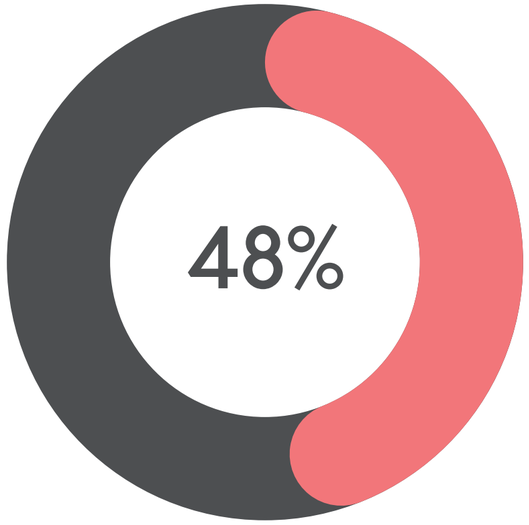
Reflection questions about impact of the COVID-19 pandemic, including:

- Impact on the work (working remotely, job security concerns)
- Physical and mental health
- Organizational changes

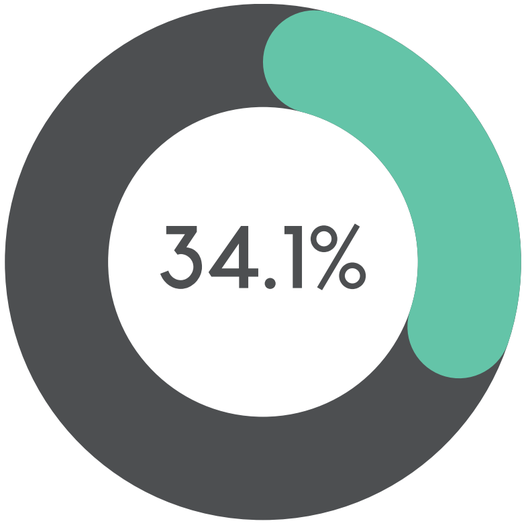
COVID-19 IMPACT ON WORK



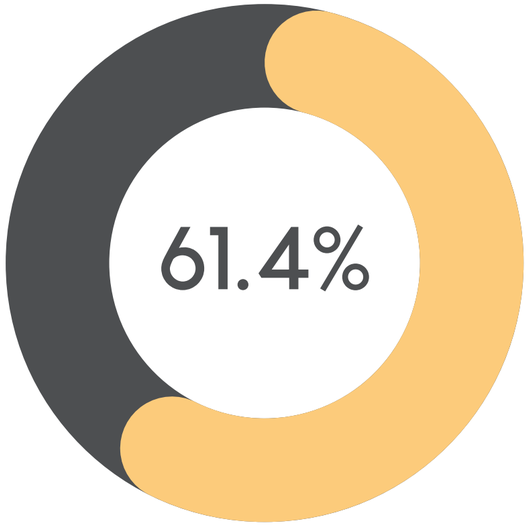
COVID-19 IMPACT ON OUR WORK



WORRIED ABOUT JOB SECURITY



STAFF TURNOVER REMAINED THE SAME



STAFFING AND CAPACITY CONCERNS

GENERAL CONCERNS, STAFFING, AND PROGRAM CAPACITY

- "I WORRY ABOUT POSSIBLE FUNDING CUTS AND THE IMPACT THAT WOULD HAVE ON OUR PROGRAM, NOT NECESSARILY MY POSITION, BUT OTHERS IN MY PROGRAM."

- "I PERSONALLY DID NOT WORRY MUCH ABOUT MY JOB SECURITY, BUT I DID HAVE CONCERNS FOR SOME OF MY COLLEAGUES AS OUR ED MADE POINTS ABOUT CUTTING COSTS, WHICH DID END UP ELIMINATING POSITIONS FROM MY TEAM."

- "I WORK UNDER A 3-YEAR GRANT, SO IT'S SO UNKNOWN. MY GRANT CYCLE IS ABOUT UP SO WE SHALL SEE WHAT HAPPENS."

- "WE ARE FULLY STAFFED AS THE CURRENT BUDGET ALLOWS, BUT WE COULD OPERATE MORE EFFECTIVELY WITH AN ADDITIONAL TWO POSITIONS, IN MY OPINION."

EMOTIONAL, PHYSICAL, MENTAL HEALTH

50%

of participants said their mental health was worse since the pandemic.

43%

of participants said they feel more anxious in regards to their work since the pandemic.

38%

of participants said their physical health was the same as pre-pandemic.

36%

of participants said their general optimism is the same as pre-pandemic.

REFLECTIONS: GENERAL HEALTH AND WELL-BEING

- "THE PANDEMIC REALLY PROVES HOW QUICKLY THE WORKING ENVIRONMENT CAN SHIFT, AND ULTIMATELY HOW QUICKLY IT CAN BE 'SHUT DOWN'. I AM MORE ANXIOUS NOW BECAUSE I KNOW HOW MANY CLIENTS WERE FORCED TO REMAIN IN UNSAFE SITUATIONS - DUE TO THE SHIFT IN WORKING CONDITIONS AND NOT HAVING ACCESS TO SERVICES IN THE SAME WAY."

- "I'M BURNT OUT, OUR RURAL AREA IS SO AGAINST CHANGES AND IT'S EXHAUSTING TRYING TO PROVIDE RESEARCH AND EVIDENCE TO THEM WHEN THEY DON'T CARE TO SEE THE DATA."

- "I GAINED ABOUT 25 LBS DURING THE PANDEMIC AND HAVE NOT EVEN ABLE TO LOSE THAT EXCESS WEIGHT. I WENT BACK TO THERAPY DURING THE PANDEMIC AND ENGAGED IN MUCH MORE SELF CARE, WHICH IMPROVED MY MENTAL HEALTH."

- "THE PANDEMIC HAS OFFERED THE OPTION TO WORK FROM HOME. WHENEVER THERE ARE DAYS. WHERE I DO NOT WANT TO GO INTO THE OFFICE, I CAN DO THAT. WHEN I DO WANT TO GO INTO THE OFFICE, I AM ABLE TO SOCIALIZE WITH MY COWORKERS."

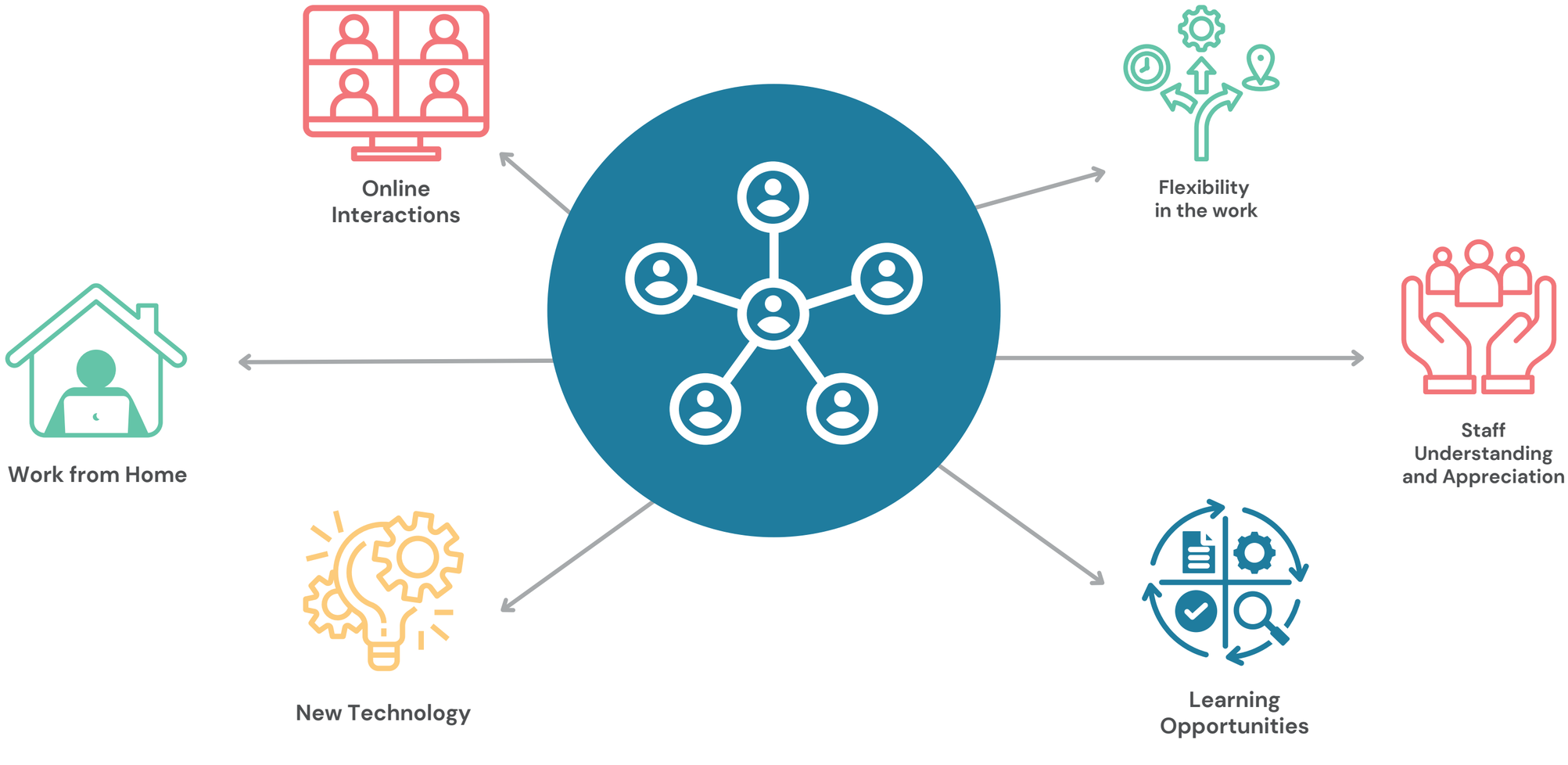
REFLECTIONS: GENERAL HEALTH AND WELL-BEING

"WE NEED TO PRIORITIZE STAFF WELLBEING BECAUSE IT DIRECTLY IMPACTS THE SERVICES WE PROVIDE SURVIVORS AND BECAUSE STAFF ARE HUMAN BEINGS. PEOPLE NEED OT ABSORB LESS TRAUMA, WORK LESS HOURS AND FEEL CONNECTED TO THE BROADER MOVEMENT FOR SOCIAL CHANGE. WE NEED TO UNITE AS A WORKFORCE FOR BETTER WORKING CONDITIONS AND FOCUS ON PREVENTION TO STOP VIOLENCE".

GENERAL REFLECTIONS ON RESTORYATION

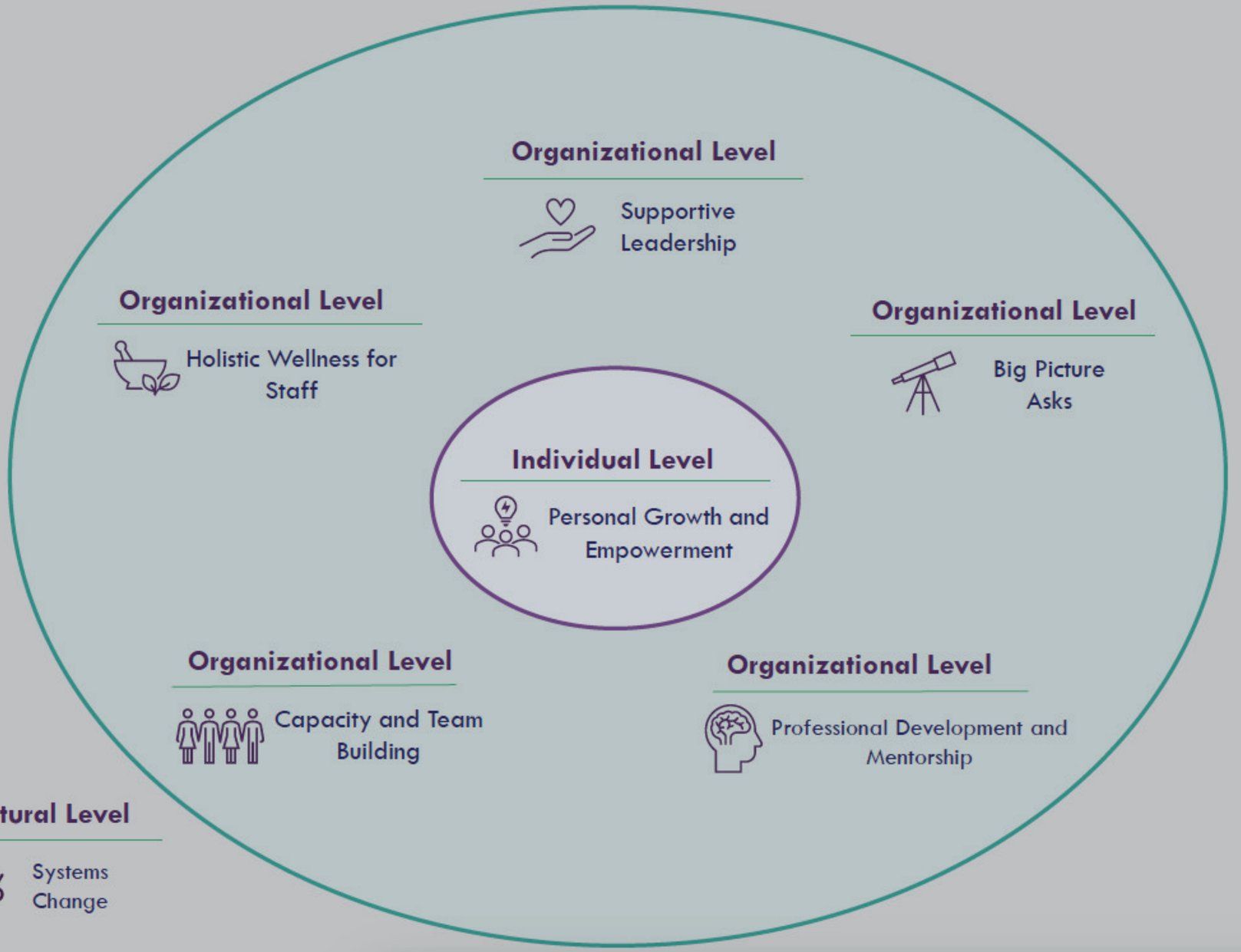
"THIS WAS SURPRISINGLY HELPFUL. O WAS VERY ANGRY WITH LEADERSHIP AT THE START OF COVID AND NOW I REALIZED, ALTHOUGH THEY DIDNT ACT QUICKLY, THEY DID PUT SOME VERY GOOD POLICIES IN PLACE AND FOUND NEW WAYS TO SUPPORT OUR MENTAL HEALTH"

POSITIVE ORGANIZATIONAL OUTCOMES OF THE COVID-19 PANDEMIC



VISUAL OF WORKFORCE NEEDS

“What do I need to move forward?”



THANK YOU

Questions/comments?

IOWA COALITION AGAINST DOMESTIC VIOLENCE