



Meet the Presenters


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1

Recognizing Critical Expertise: A Knowledge and Skills Framework for Intimate Partner Violence Specialists

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Panelists: Johanna Baynton-Smith, Jo-Anne Hargrove, Fouad Khan, Nola Mahingen, Tracy Meyers

RECOGNIZING CRITICAL EXPERTISE
IN GENDER-BASED VIOLENCE WORK

Western Centre for Research & Education on
Violence Against Women & Children
LEARNING NETWORK

2

Research Team



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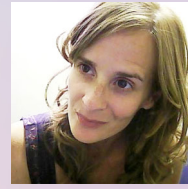
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3

Objectives

- Learn about the knowledge and skills framework for IPV specialists
- Understand the process of building this framework and how it may continue to grow
- Explore commonalities in the core knowledge, skills and values of IPV specialists

4

Knowledge and Skills Frameworks

- Concern the knowledge, understanding, and skills of service providers
- Places the relative emphasis on the knowledge and skills of the person providing supports rather than on specific programs, tools or services
- Usually developed through consensus processes
- Relevant to developing workforce capacity of IPV specialists

5

What are the advantages of clearly articulating expertise?

- Can increase recognition of the expertise of GBV specialists by other systems
- Is a way to transfer of knowledge and skill within and across specialist and generalist services
- Can lead to more effective recruitment of new service providers
- Can help to direct and support training
- Can contribute to breaking down silos in services

6

Our Aim

- Bring together IPV service providers from across Canada in collaborative working groups to articulate the knowledge and skills of IPV specialists.

*What counts as a specialist?

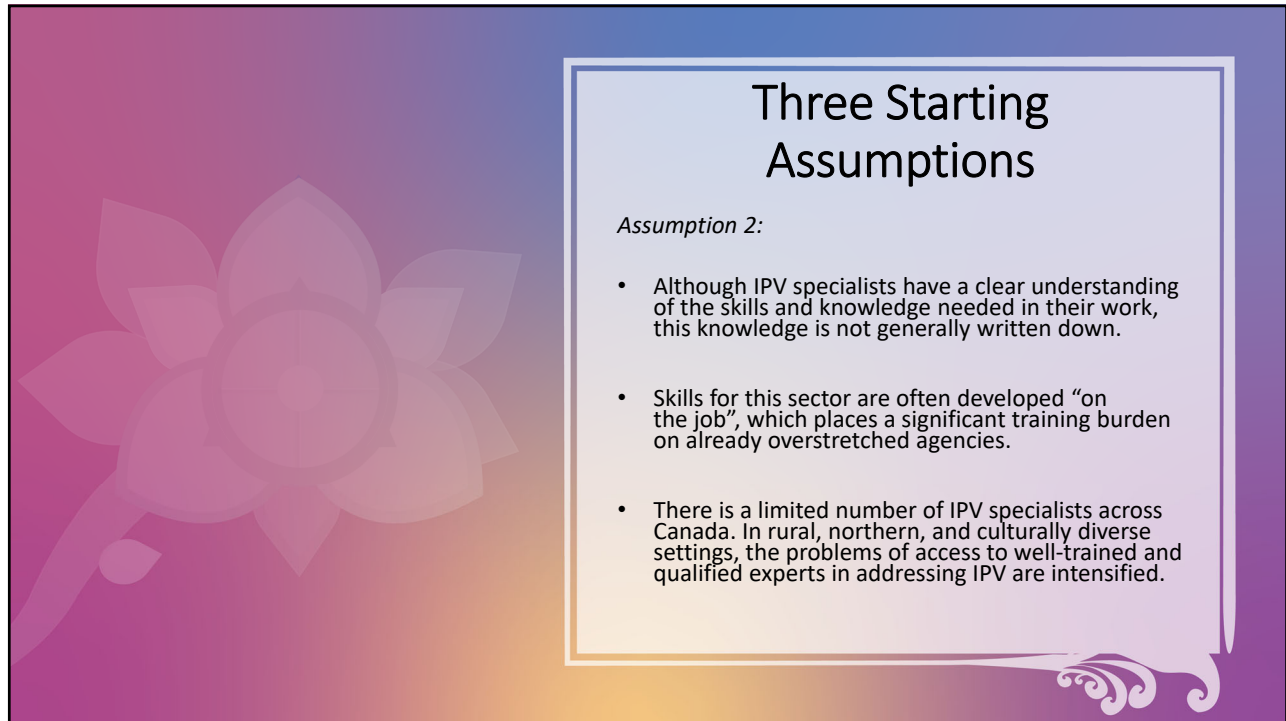
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Three Starting Assumptions

Assumption 1:

- The skill sets for this work lie in specialist service providers.
- IPV specialist expertise is survivor-led and centered in intersectional approaches

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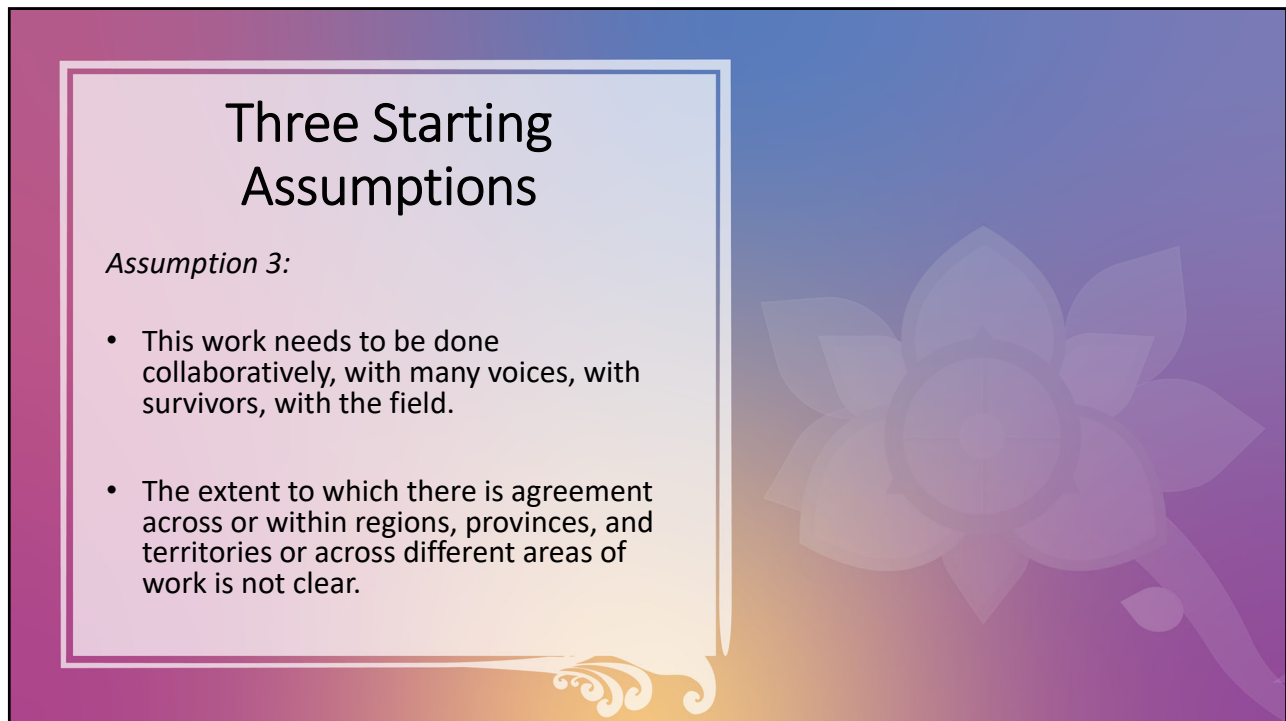


Three Starting Assumptions

Assumption 2:

- Although IPV specialists have a clear understanding of the skills and knowledge needed in their work, this knowledge is not generally written down.
- Skills for this sector are often developed “on the job”, which places a significant training burden on already overstretched agencies.
- There is a limited number of IPV specialists across Canada. In rural, northern, and culturally diverse settings, the problems of access to well-trained and qualified experts in addressing IPV are intensified.

9



Three Starting Assumptions

Assumption 3:

- This work needs to be done collaboratively, with many voices, with survivors, with the field.
- The extent to which there is agreement across or within regions, provinces, and territories or across different areas of work is not clear.

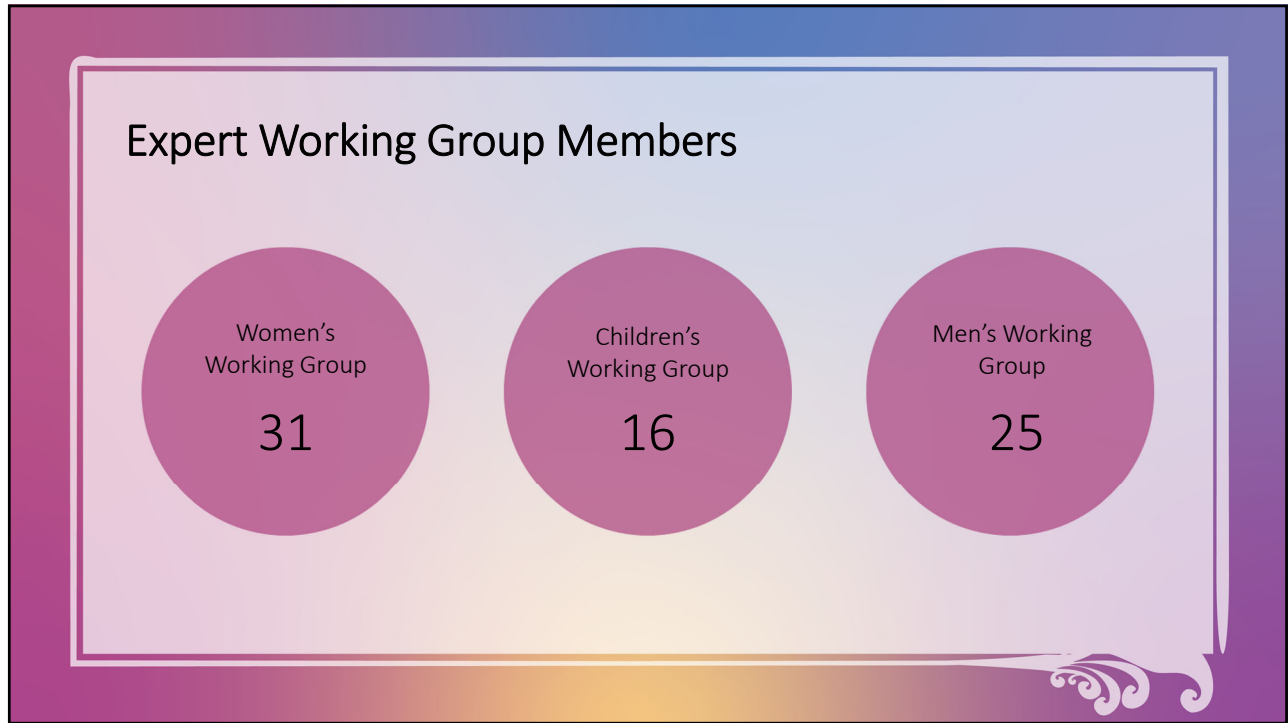
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Video: How
the
Framework
was
Developed

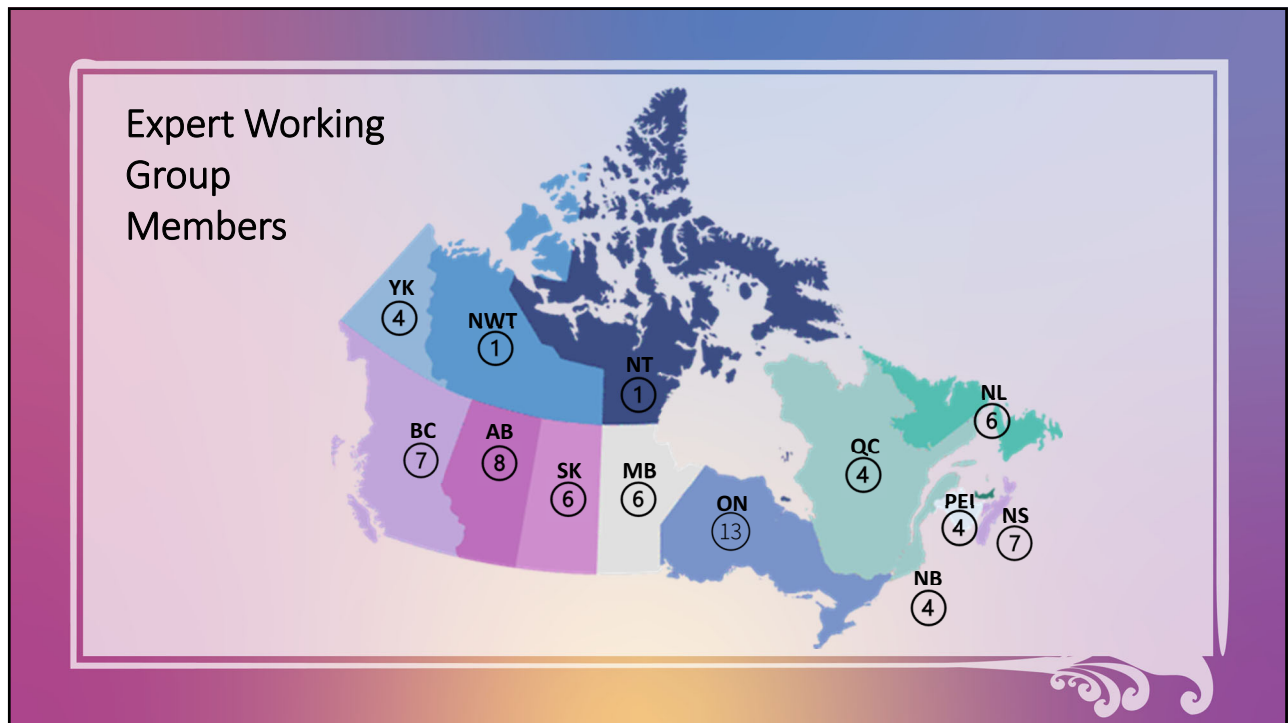
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Who came together?

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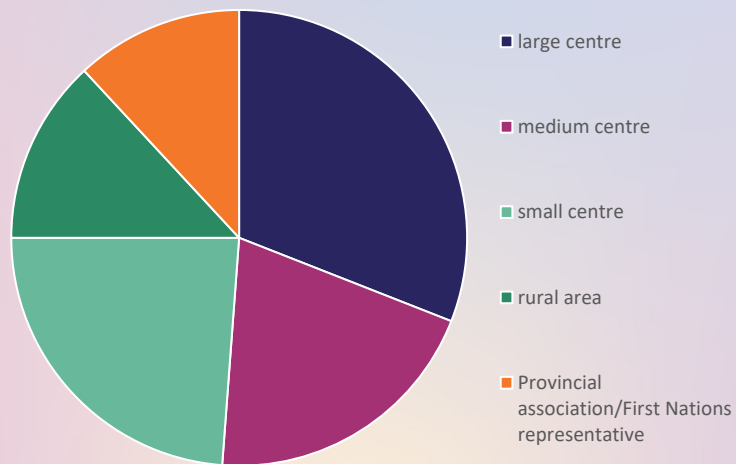
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Building on years and years of knowledge

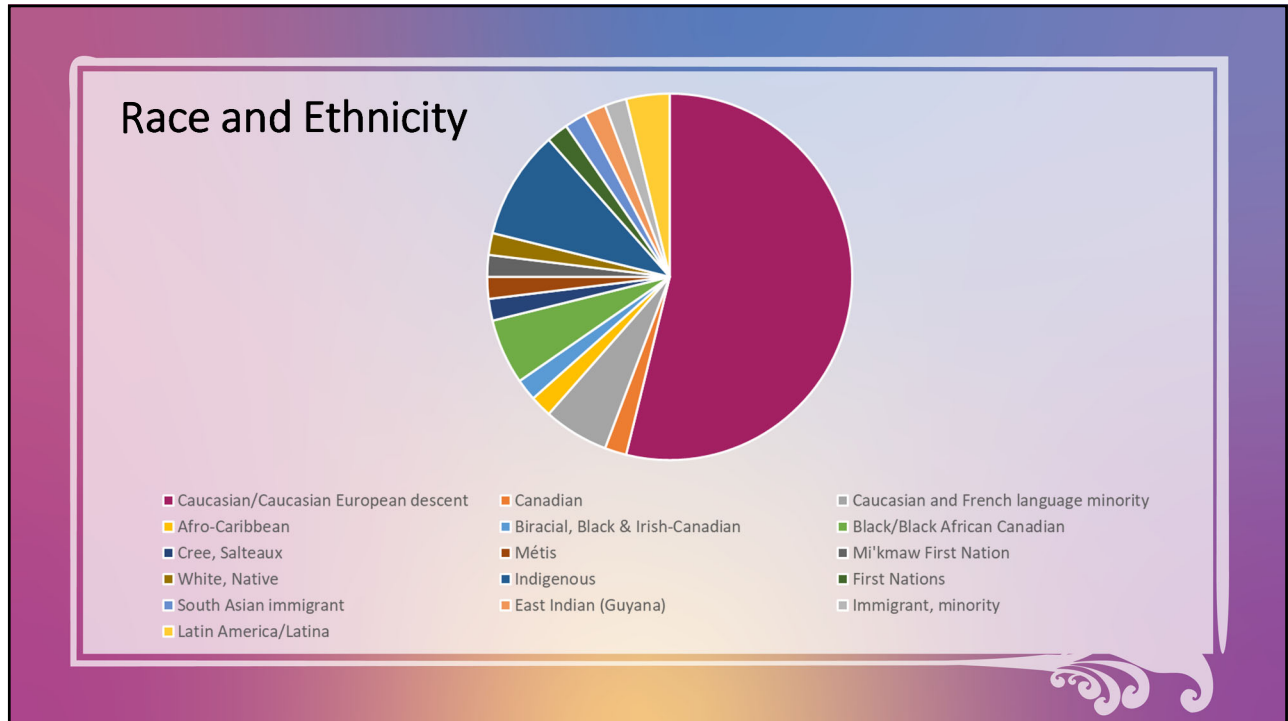
	# respondents	Total years working as an IPV specialist
Work with women survivors	52	802 years
Children who have experienced violence	37	569 years
Men who have behaved abusively	34	499 years

15

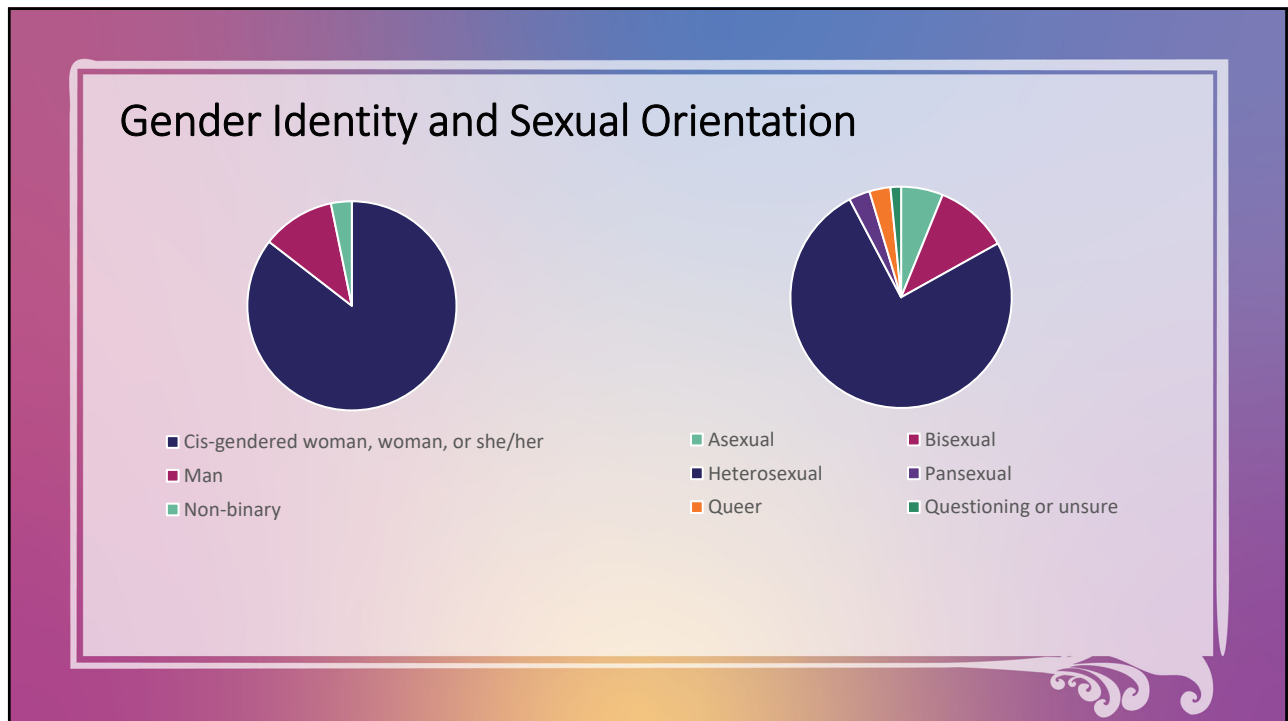
Location of Service



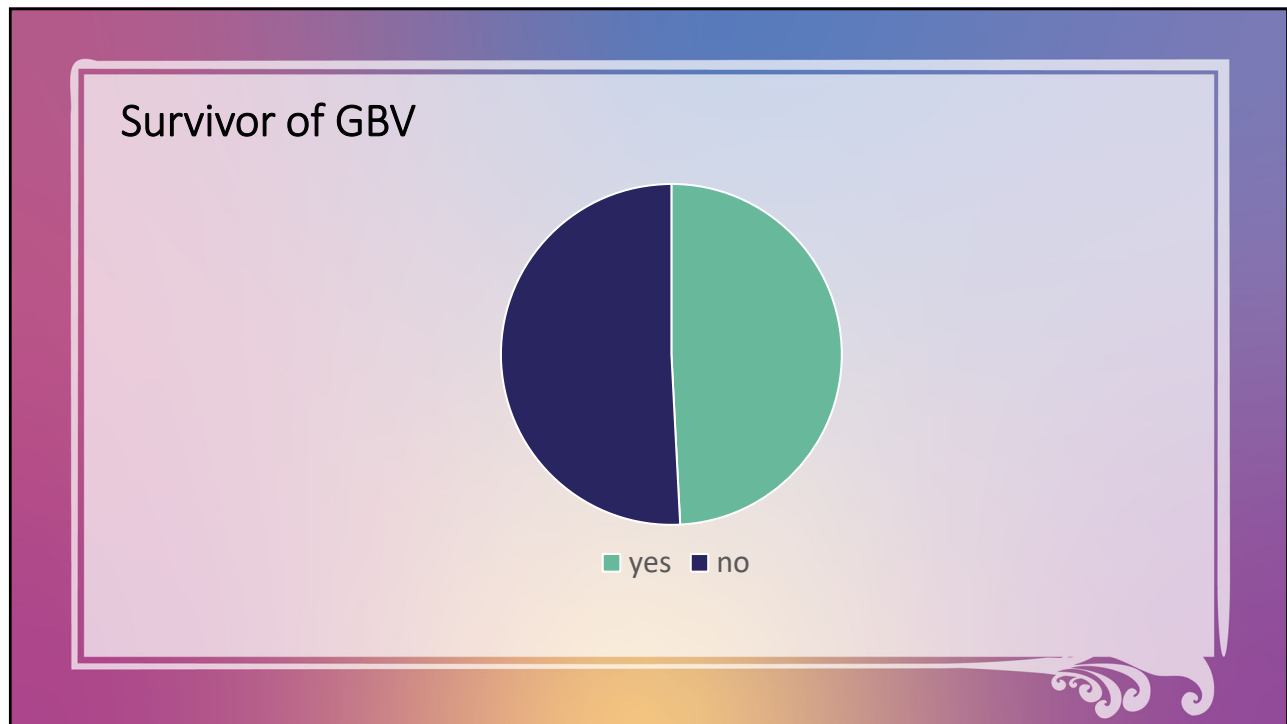
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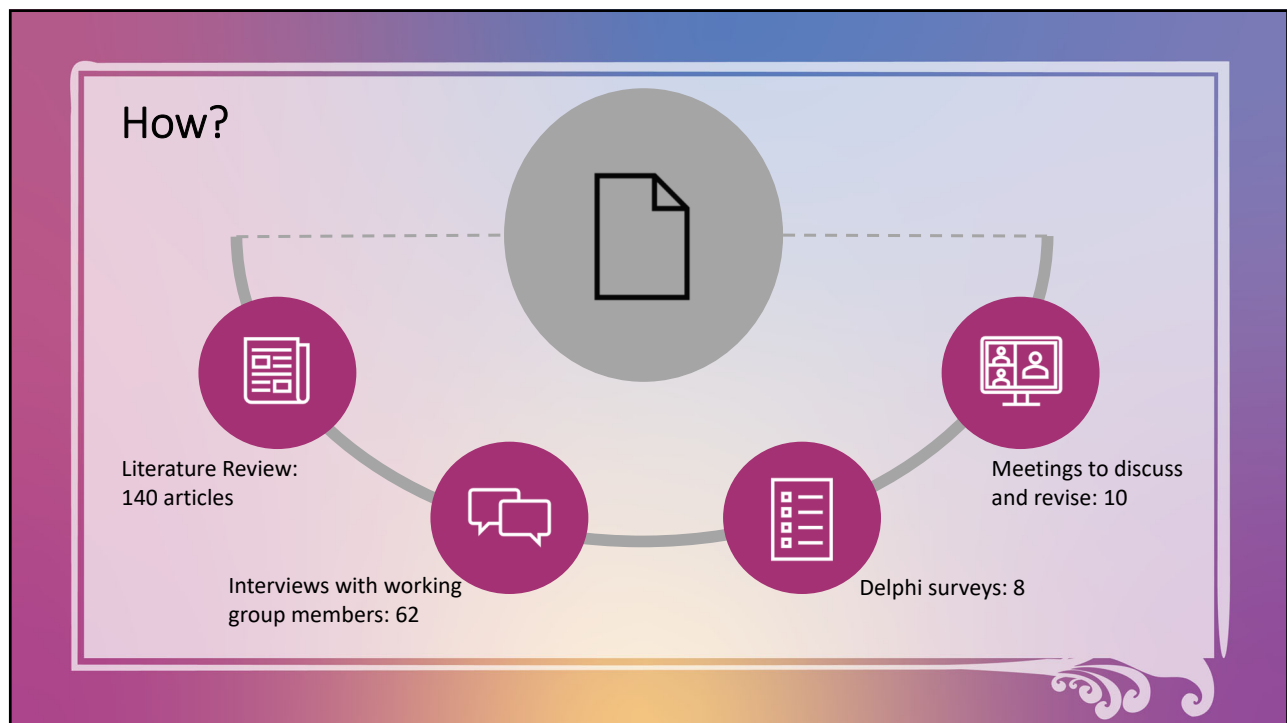
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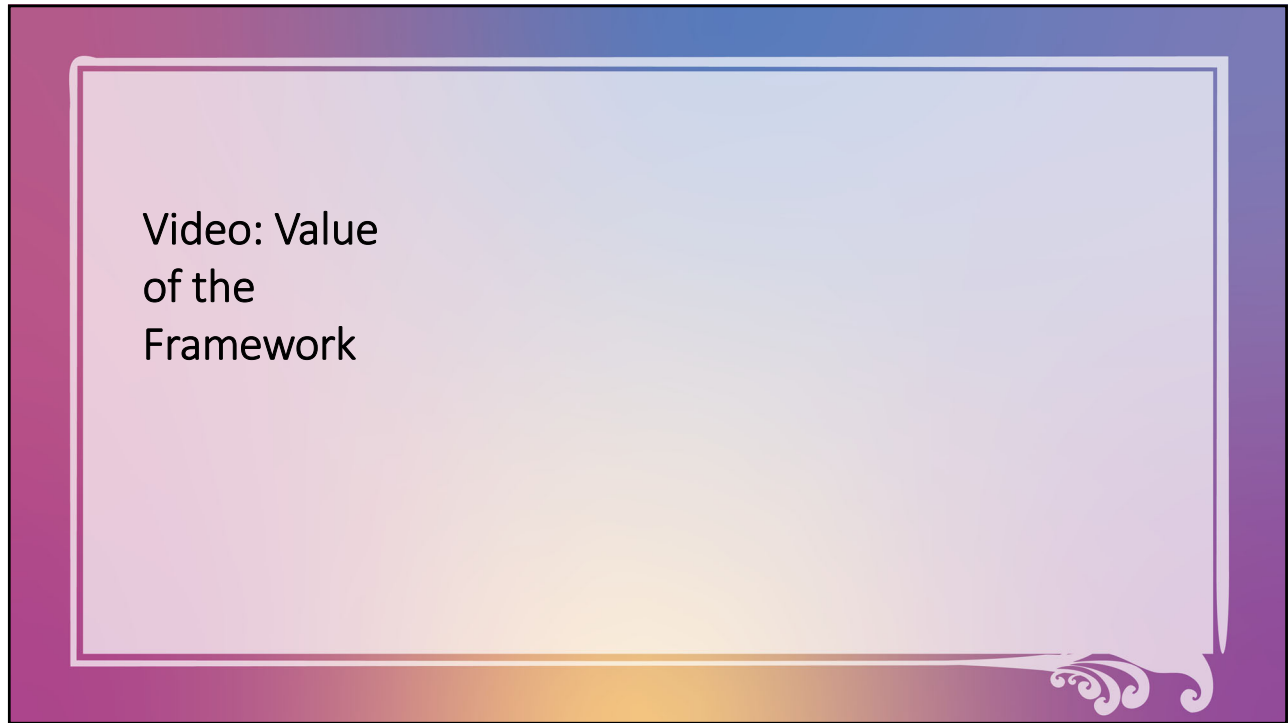
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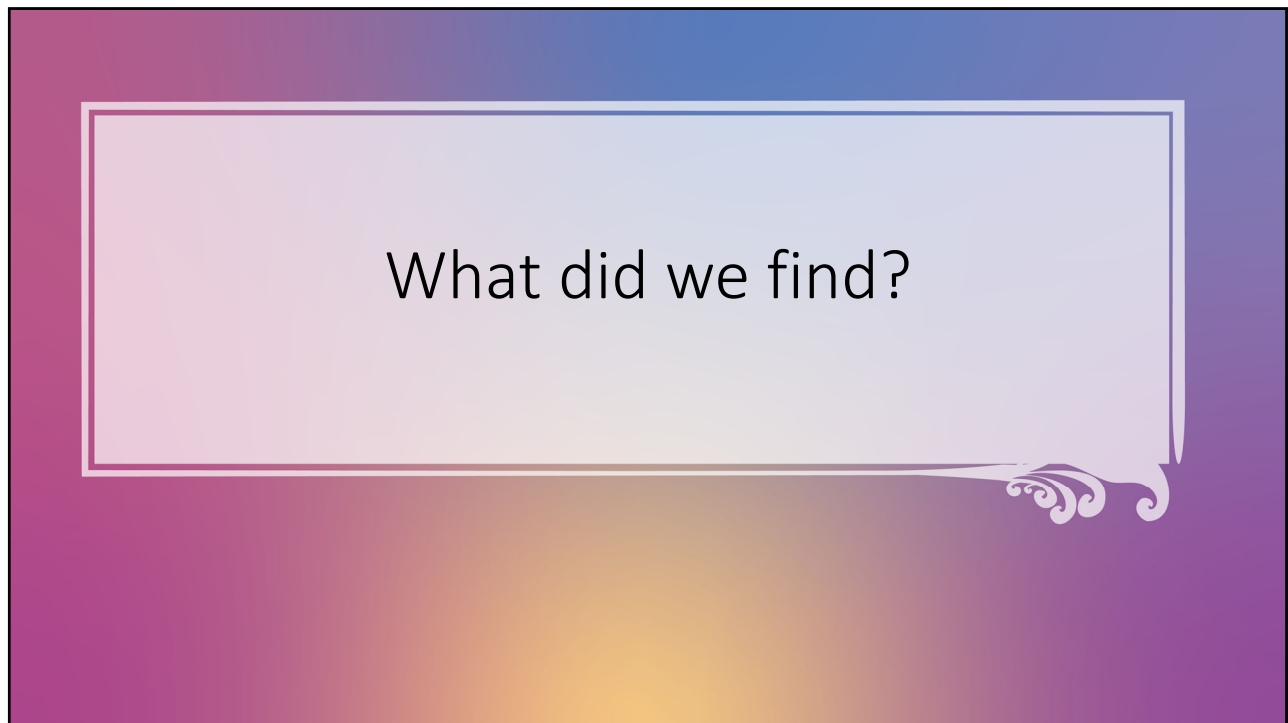
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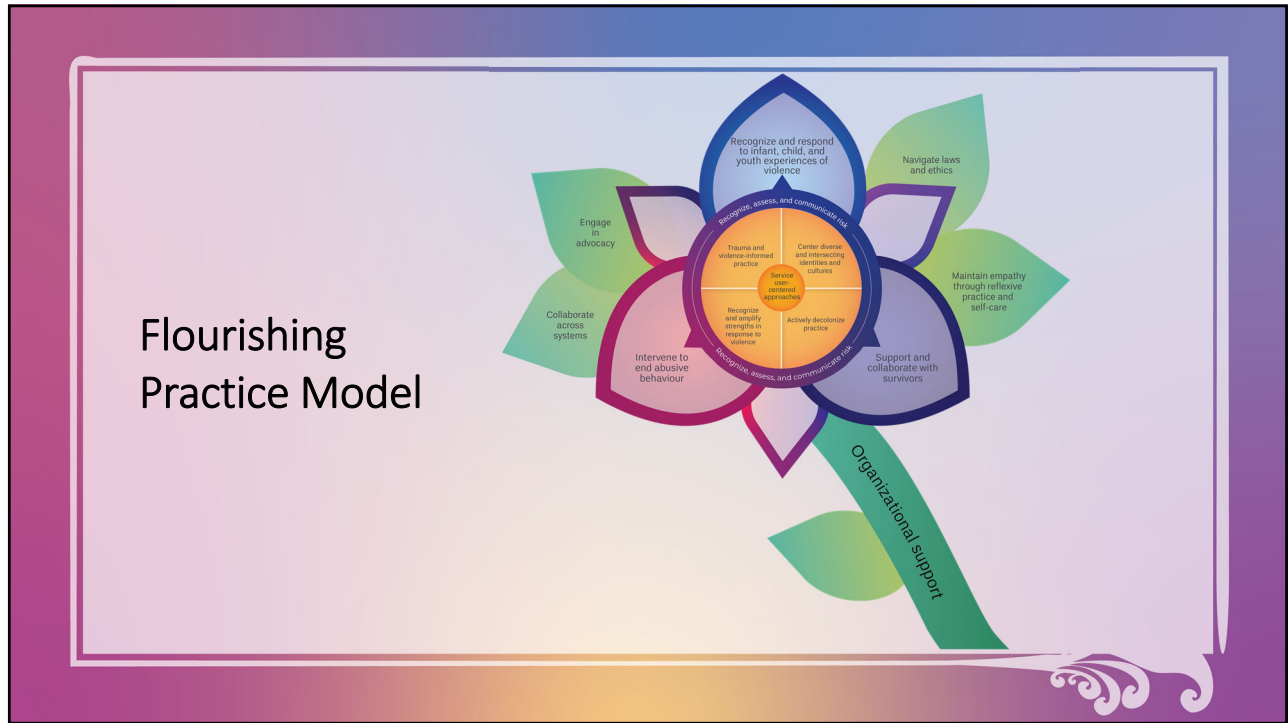
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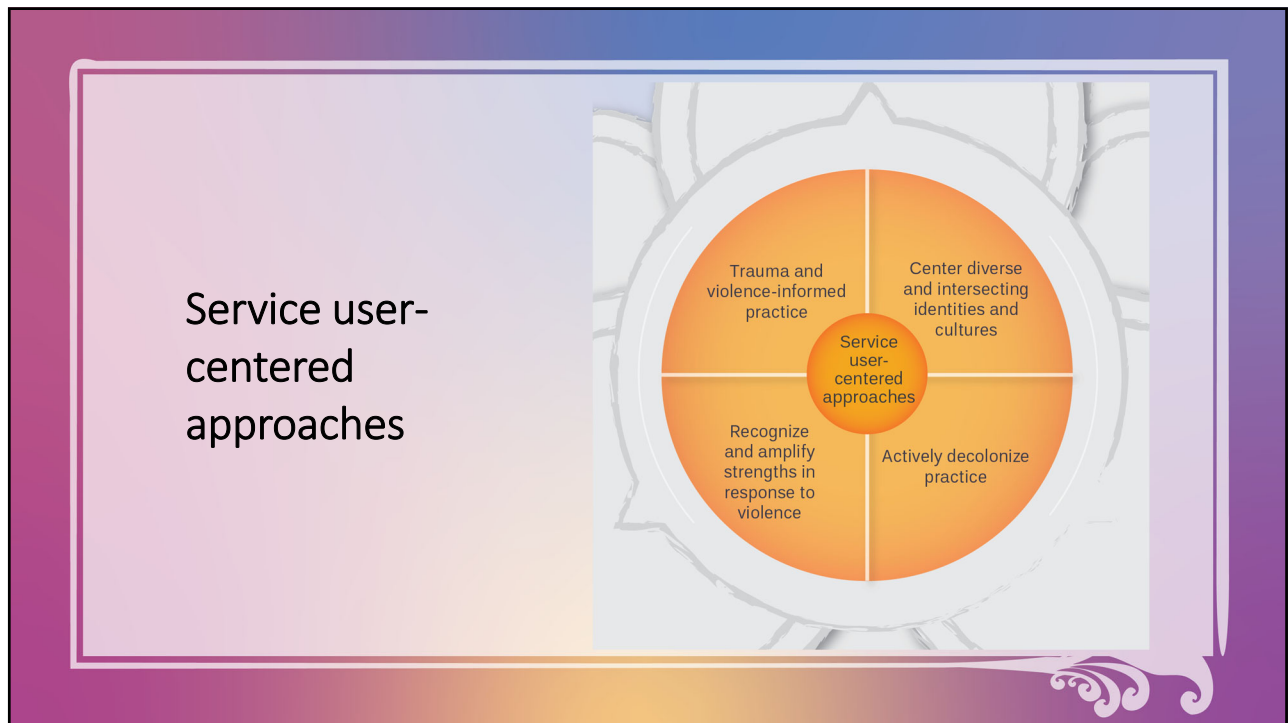
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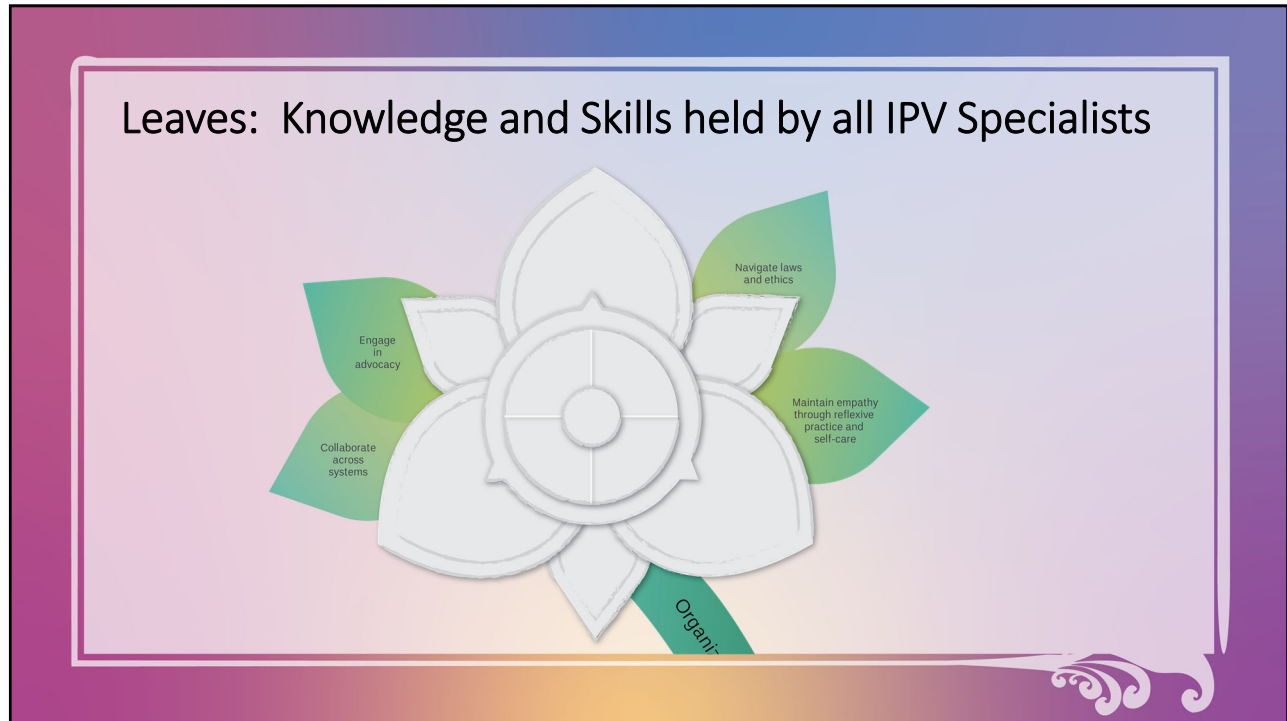
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23



24



25

Collaborate across systems

Collaborate across systems

- Collaborate with others to manage risk and promote safety
- Understand and promote the value of community-based responses to violence
- Establish, develop, and maintain cross-agency relationships that work from a survivor-focused lens
- Guard against reproducing oppression in the context of collaboration with others

26

Navigate laws and ethics

Document in ways that accurately reflect the dynamics of abuse



IPV specialists keep documentation in a way that prioritizes dignity and safety while also balancing the duty to preserve evidence for potential legal purposes.

IPV specialists use language that does not blame victims while highlighting survivors' resistance, revealing entrapment....

When documenting abuse perpetration, IPV specialists focus on the *behaviours* of the person who has behaved abusively. They....use language to highlight risks posed by the person who has behaved abusively to potential victims.

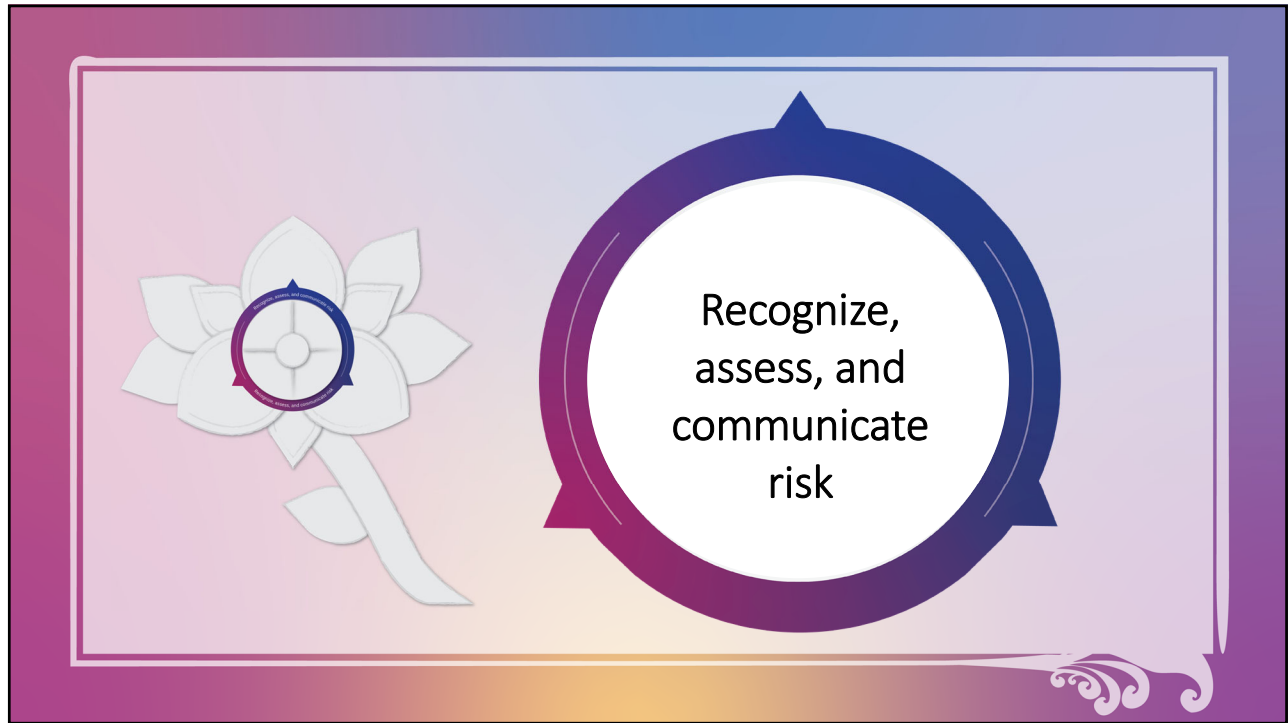
When documenting the experience of children exposed to IPV, IPV specialists use language that highlights children's resistance and the short- and long-term impacts of abuse.... They further consider that children may eventually read their own documents as they get older.

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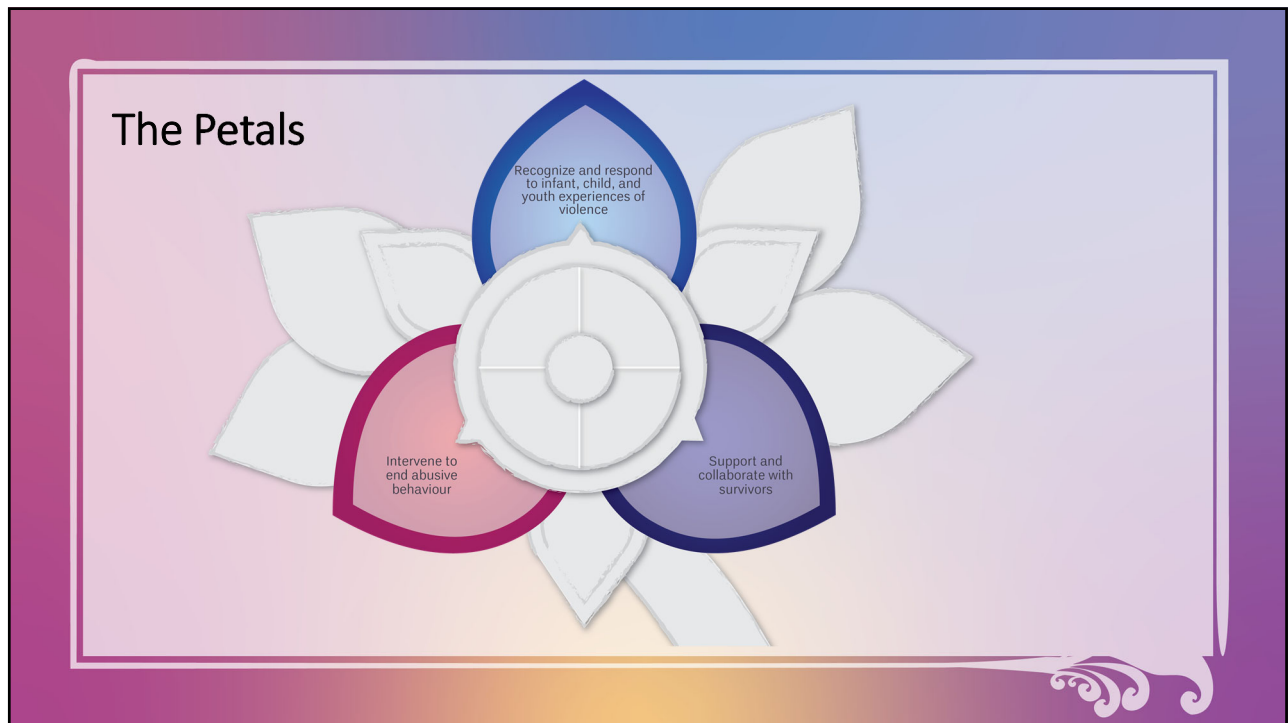
Two Other Leaves




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29



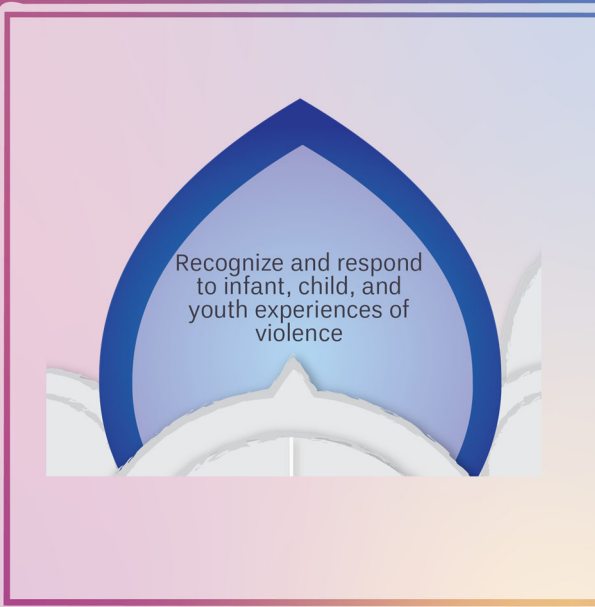
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Support and collaborate with survivors

- Collaborate with and support survivors in considering risk and promoting safety
- Promote self-determination and empowerment in survivors
- Respond to the complexities of co-occurring substance (mis)use in survivors

31



Recognize and respond to infant, child, and youth experiences of violence

- Consider and manage risk factors to promote safety for children
- Recognize children's experiences of IPV
- Collaborate to support children
- Understand and respond to trauma and violence in children

32

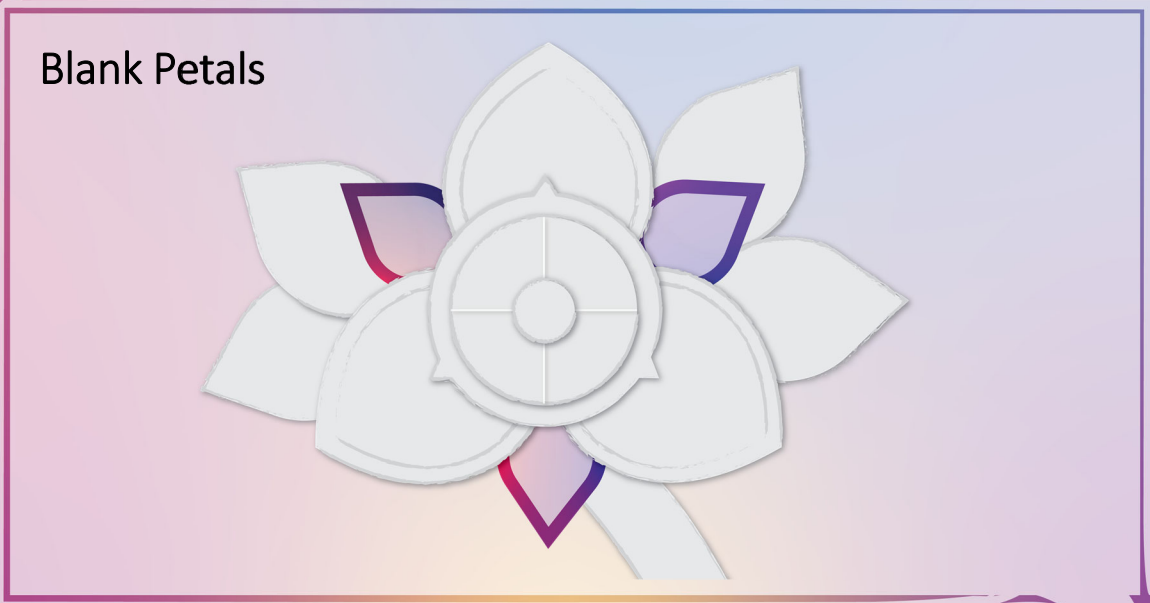


Intervene to end abusive behaviour

- Manage risk and promote safety in men who have behaved abusively
- Change abusive behaviour
- Recognize and address denial, blame and minimization
- Address fathering in men who have behaved abusively

33


Blank Petals



34


Now what?

- Developed by the field, for the field
- Commitment not to impose
- Share and grow the framework
- Use the framework




35


Panelists



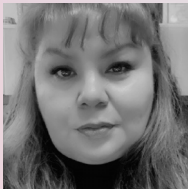
Johanna Baynton Smith




Jo-Anne Hargrove




Fouad Khan



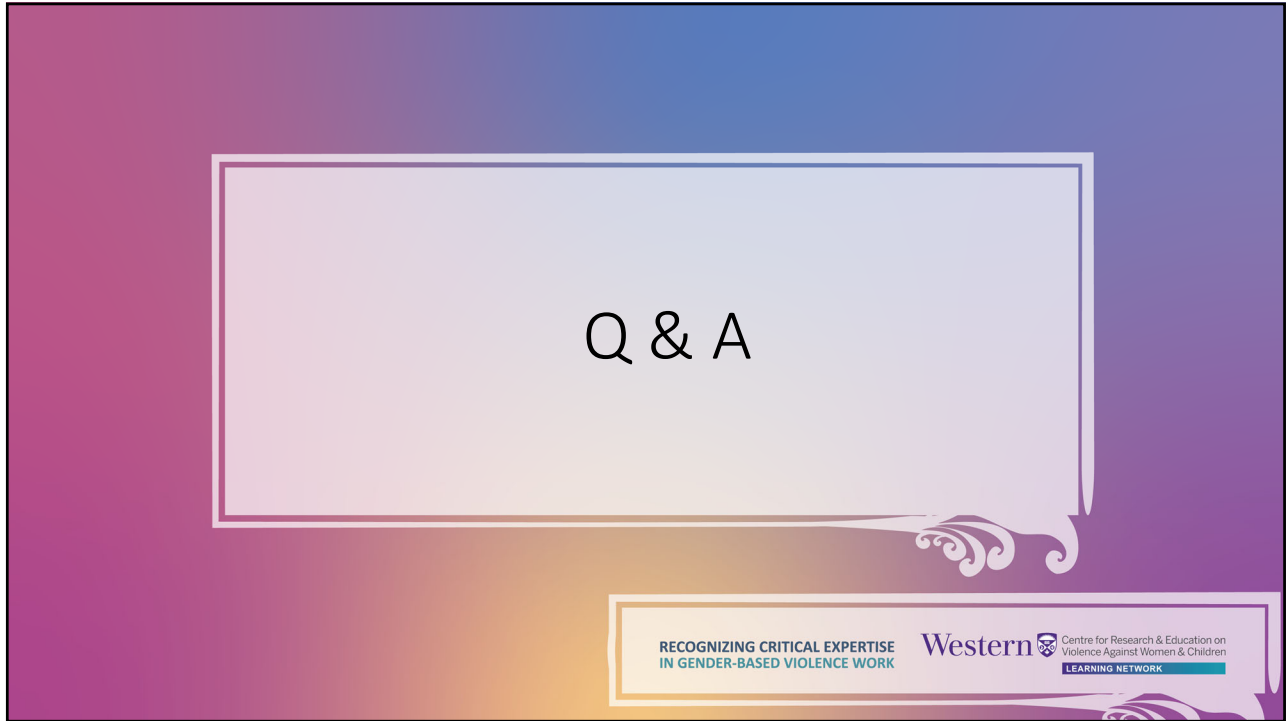
Nola Mahingen



Tracy Meyers



36



37



38