

# Cultural and Honour- Based Violence Workshop

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## Outcomes Report

### Written by:

Jeneane Fast, *Social Researcher, Sarnia-Lambton LIP*

### Contributors:

Stephanie Ferrera, *Project Coordinator, Sarnia-Lambton LIP*

Amy Davis, *Supervisor of Social Planning, County of Lambton*



Led by:



SOCIAL PLANNING & CHILDREN'S SERVICES DEPARTMENT

150 N. Christina Street  
Sarnia, ON N7T 8H3  
Telephone: 519-344-2057  
Toll Free: 1-800-387-2882  
Fax: 519-344-2025

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Immigration Canada

## Background

In September 2014, Victim Services of Sarnia-Lambton in partnership with the Sarnia-Lambton Local Immigration Partnership (LIP) held a two day workshop for front-line service providers on cultural and honour-based violence.<sup>1</sup> The purpose of this workshop was to: increase participants' understanding of the role culture plays in certain forms of violence against women; and provide tools and resources that enable participants to better support and serve victims of culture and honour-based violence.

For the Sarnia-Lambton LIP, a federally-funded, municipally-led multi-sector council of local organizations, this workshop directly aligned with one of its main objectives<sup>2</sup>; to increase the community's overall capacity to provide coordinated and comprehensive services to immigrants and newcomers.<sup>3</sup>

Outcomes based measurements allow for a more thorough understanding of how this particular training may have influenced the broader goals of the Sarnia-Lambton LIP. The following report outlines how this workshop impacted local service provision to victims of cultural and honour-based violence along with awareness of immigrant and newcomer experiences in general for the 44 workshop participants who live and work in the Sarnia-Lambton community.

## Methodology

Pre and post-workshop surveys were distributed to registrants to gauge knowledge of cultural and honour-based violence as well as immigrant and newcomer experiences and challenges. A pre-workshop online survey was emailed to registrants prior to the event. There was also an opportunity to complete the survey upon registration on day one. Post-workshop surveys in paper format were distributed in the afternoon of the final day. Questions on both surveys focused on: assessment of skills, abilities and knowledge; new skill development; knowledge of local cultural diversity; challenges facing immigrants; and resources to support immigrants and newcomers locally. The response rates were 95% for the pre-workshop survey and 81% for the post-workshop survey.

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<sup>1</sup> According to the Honour-Based Violence Awareness Network, honour-based violence is "a phenomenon where a person (most often a woman) is subjected to violence by her collective family or community in order to restore 'honour', presumed to have been lost by her behaviour, most often through expressions of sexual autonomy." <http://hbv-awareness.com/faq/#ten> - retrieved September 25, 2014.

<sup>2</sup> This and other objectives are outlined in the Sarnia-Lambton LIP Settlement Strategy: <http://www.liveinlambton.ca/images/settlement/lip/summary.pdf>

<sup>3</sup> For the purposes of the work of the Sarnia-Lambton LIP, "immigrant" is defined as anyone not born in Canada and "newcomer" as an immigrant who arrived in Canada within the last 5 years.

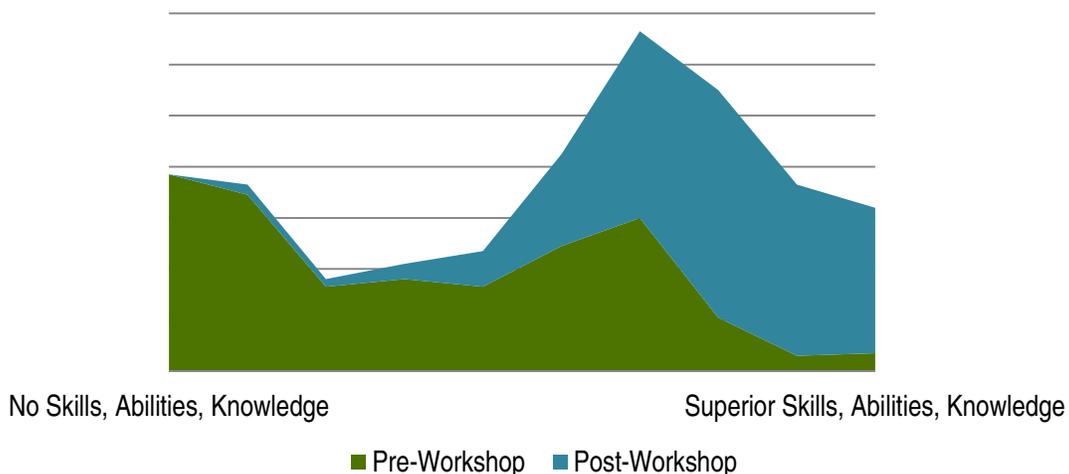
## Impacts on Service Provision

### Assessment of Skills, Abilities and Knowledge

Training workshops must provide not only *new* knowledge, but also information that can enhance skills and abilities that are *relevant* to the needs of the participants. Respondents were asked to assess their skills, abilities and knowledge by using a rating system from **1 (no skills, abilities, knowledge)** to **10 (superior skills, abilities, knowledge)** in the following areas:

- *Recognizing patriarchal family structure in honour-based families*
- *Distinguishing between a forced marriage and an arranged marriage*
- *Assessing how honour based violence differs from other forms of violence*
- *Identifying warning signs of potential forced marriages and/or honour based violence*
- *Culturally appropriate intake and risk assessment*
- *Factors that escalate threats*
- *Culturally-based motivation to violence*

The average ratings of the pre and post-workshop surveys (shown below) indicate that participation in the two day workshop greatly increased respondents' knowledge of cultural and honour-based violence.

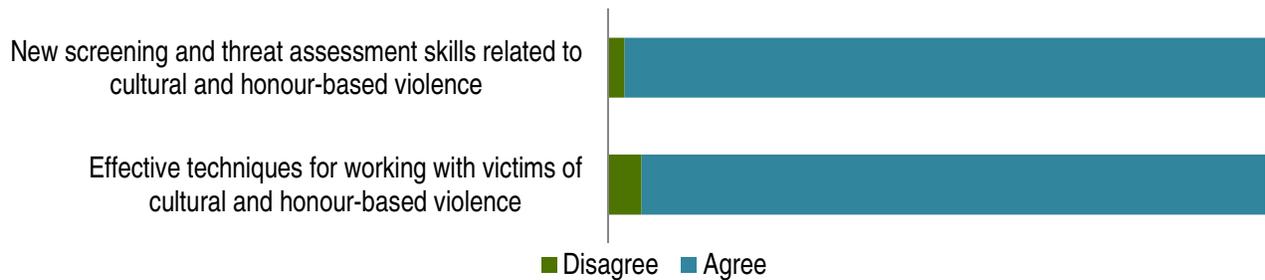


Prior to the workshop, 45% of respondents rated their knowledge as low (1, 2 or 3 on the scale) while only 8% rated their knowledge as high (8, 9, or 10). After the workshop, only 1% of respondents rated their knowledge of cultural and honour-based violence as low while 61% rated it as high.

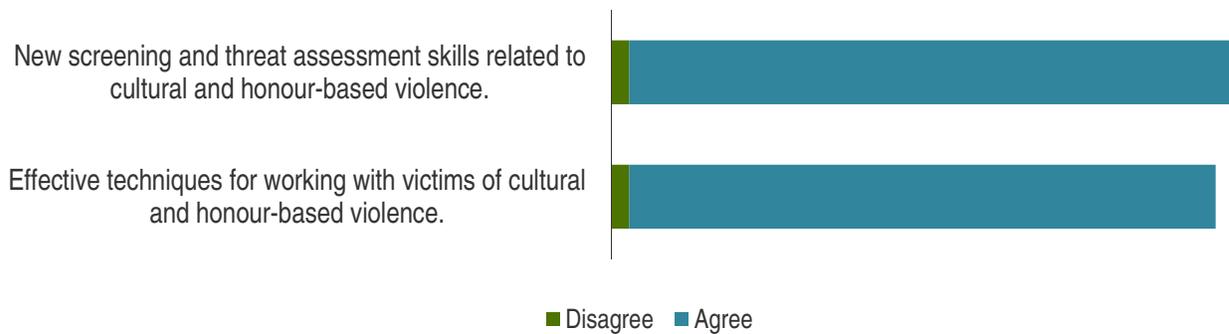
### New Skill Development

In the pre-workshop survey, respondents were asked if they were in need of specific skills related to cultural and honour-based violence in order to a) gauge the relevancy of the topics to be covered in relation to on-the-job skills required by participants; and b) to ensure that if a need

was identified, to understand if it was met. Over 95% of respondents agreed that to enhance the skills required to do their job they were in need of:



Responses from the post-workshop survey indicate that participants were very satisfied with the skills they learned during the two days; 97% of respondents agreed that the workshop helped them develop:

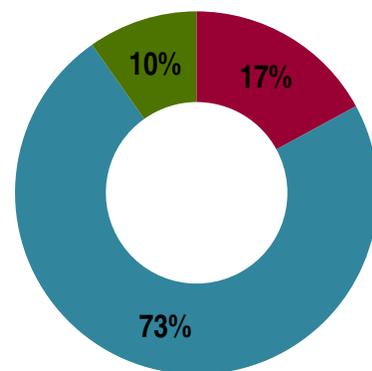


## Impacts on Broader Community

Along with specific questions related to the workshop and the skills, tools and techniques learned over the two days, respondents were also asked more generally about their understanding of cultural diversity and the experiences and challenges of immigrants and newcomers in Sarnia-Lambton. Understanding these areas provided a broader context directly relevant to the objectives of the Sarnia-Lambton LIP.<sup>4</sup>

### Knowledge of Local Cultural Diversity

Before the workshop, participants were asked to rate their current knowledge of cultural diversity and the experiences of immigrants and newcomers locally. Only 10% felt their knowledge of cultural diversity in Sarnia-Lambton was extensive which indicates that the work of the Sarnia-Lambton LIP remains highly relevant.



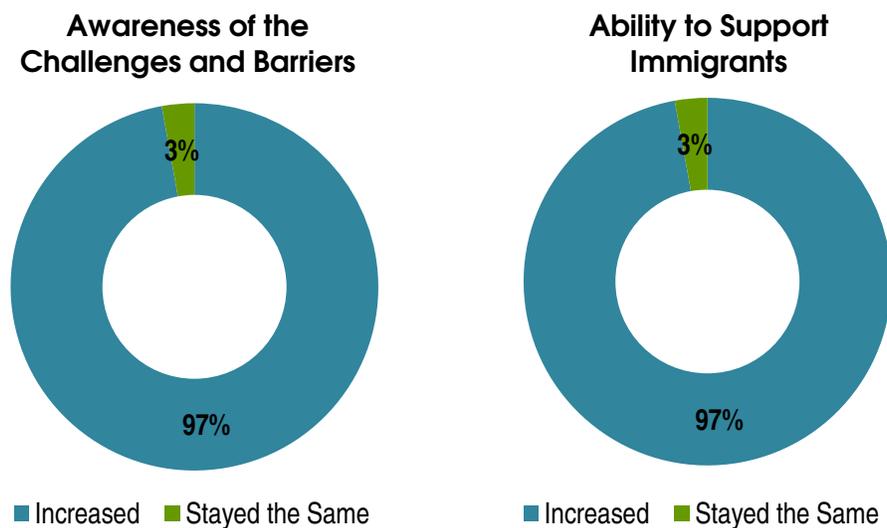
■ Little to none ■ Some ■ Extensive

<sup>4</sup> Public awareness is one of five priority areas of focus in the Sarnia-Lambton LIP Settlement Strategy: "Ensuring that Sarnia-Lambton is a welcoming place for immigrants and newcomers."

73% felt they had some knowledge and 17% of respondents felt they had little or no knowledge of cultural diversity.

## Supporting Immigrants in Sarnia-Lambton

Despite 10% of participants reporting that prior to the workshop they had extensive knowledge and 73% reporting some knowledge, almost everyone (97% of respondents) agreed that the workshop increased their understanding of the challenges immigrants and newcomers face. The same percentage of respondents also agreed that the workshop increased their ability to support and provide services to immigrants and newcomers locally. This demonstrates the broader impacts that this skills-based workshop had on the objectives of the Sarnia-Lambton LIP.



## Participant Feedback

### Impressions of Workshop

Overall, respondents praised the two day workshop, finding it informative and relevant to their work.

*"Excellent workshop...I feel like I have been 'leading a sheltered life' and was not aware of honour-based violence."*

*"The realization that we have such a large majority of this in Canada is shocking; lack of knowledge within our society even more so. This workshop and all that was shared and talked about should help everyone...I have a much larger appreciation for our immigrants and I thank [the facilitator] for that."*

*"This was an exceptional workshop; very informative and helpful."*

*"Extremely impactful and useful information."*

## Impressions of Facilitator

Respondents were overwhelmingly positive about Aruna Papp<sup>5</sup>, the workshop's creator and facilitator. Participants were impressed with Papp's ability to simultaneously share her experiences as a victim of honour-based violence and place the issue in a larger context. Some comments included:

*"Appreciated your honesty and comprehensive way of getting the point across. Also for sharing your personal story. Thank you."*

*"I'm very proud of you Aruna. Congratulations on being an amazing and very strong woman."*

*"Thanks for being so open in sharing this information and your experiences. And thank you for standing alongside so many who are at risk."*

*"Thank you for speaking out and [for the] risk you are taking teaching us."*

## Recommendations for Improvement

Respondents had only two recommendations for improving the workshop:

1. That it be held in a more comfortable venue (in particular with more comfortable chairs)
2. That the facilitator provide a copy of her PowerPoint for future reference

## Continued Learning

When asked what other workshops, training sessions or information would help them in their job, respondents suggested:

- More in depth information on cultural and honour-based violence
- More in depth training on intake and risk assessment processes related to cultural and honour-based violence (specifically the facilitator's second training module)
- Information on community resources available for victims of cultural and honour-based violence
- Workshop on human trafficking
- More information linking cultural and honour-based violence to local context (e.g. demographics/statistics on visible minority population, breakdown of cultural groups)

## Information Dissemination

Respondents were also asked if they wished to be added to the Sarnia-Lambton LIP distribution list through which information on upcoming cultural and community events as well as local and regional workshops and training opportunities is regularly shared. This distribution list ensures that organizations have access to a comprehensive range of tools, resources, and information relevant to supporting and providing services to immigrants and newcomers locally. Almost three-quarters (72%) of participants answered yes, demonstrating that service providers in Sarnia-Lambton see great value in increasing their capacity to support this particular

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<sup>5</sup> A bio of Aruna Papp can be found here: <http://www.preventhonorbasedviolence.com/about.html>

demographic in the community and that sponsorship of these events by the Sarnia-Lambton LIP create increased awareness and support for ongoing or future initiatives.

## Conclusion

The survey results indicate that the workshop had several positive impacts related to increasing skills within frontline service provision, as well as increasing overall awareness in regards to Lambton County's commitment to be a welcoming community for newcomers and immigrants.

According to the findings, the workshop increased participants' ability to better identify, assess, and support victims of cultural and honour-based violence. In addition, participants left this workshop with a more comprehensive understanding of immigrant and newcomer experiences; greater knowledge of the barriers and challenges immigrants face when integrating into a community; and improved awareness of cultural diversity in general.

The results also showed that the workshop more broadly impacted the community by increasing participants' capacity to provide services to immigrants and newcomers locally, a fundamental objective of the Sarnia-Lambton Local Immigration Partnership (LIP).