

Community-Partnered Response to IPV: *Characterizing Organizational Climate Towards IPV*

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Community Partnered- Response to Intimate Partner Violence

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Domestic Violence

- In the US, 1 in 3 women experience violence by an intimate or ex-intimate partner in their lifetime.
- In a survey of Oregon women, age 20-55, 31% reported experience one or more types of intimate partner violence (IPV), including threats of violence, physical violence, sexual violence or stalking, in the five years preceding the survey (Oregon Women's Health and Safety Survey, 2000-2001)

Why a Domestic Violence Intervention in the Workplace for Latinas and Low-wage Women?

- Domestic violence often spills over to the workplace, where the victim and co-workers can be hurt and harassed.
- Underutilization of formal domestic violence services (e.g. DV shelters, law enforcement, court and health care system).
- Economically vulnerable employees must still go to work even if they find safety in a shelter.

Why a Domestic Violence Intervention in the Workplace?

- Help seeking is common in workplaces.
 - Information sharing among coworkers, informal networking to find apartments, where to buy car, health care providers;
 - Family atmosphere in some workplaces, in smaller businesses and Latino owned/managed businesses;
 - Enlightened approach to employee problems among some service sector company owners/managers;
 - Responsibility to employees.

Key components of the study

- Women's Health Survey (WHS)
 - Victims
 - Tactics their abuser uses
 - Impact of DV
 - Physical and emotional health
 - Work
 - Workplace support they desire
- Batterer's Survey
 - Tactics they use
 - Impact on their work and the victims work
- Workplace DV Climate Survey

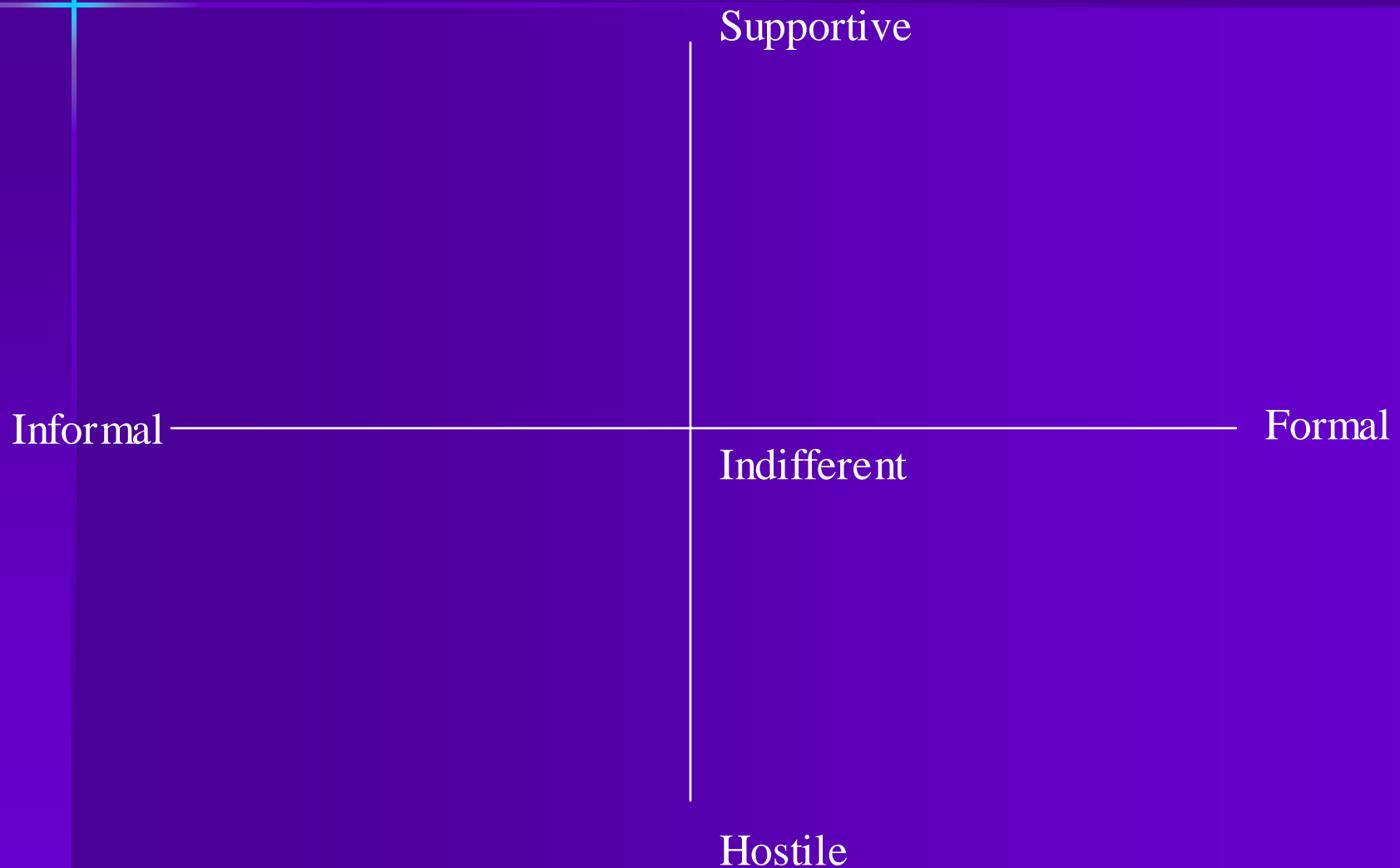
What Is Organizational Climate?

- "*Climate*" is an experientially based description of what people see and report happening to them in an organization." (Ostroff, Kinicki, and Tamkins, 2002)

Why is Organizational Climate Important?

- Climate impacts individuals *and* group behavior in organizations
- One element of intervention effectiveness evaluation
- Data on current status of climate towards IPV in organizational populations
- Valid climate measures can help develop and refine organizational interventions

Characterizing organizational climate towards IPV



Development of “organizational climate towards IPV scale”

- Qualitative approach to the development of *content validity*
- Data from
 - 20 individual interviews (supervisors, owners)
 - 4 focus group (Latina, non-Latina)
- Research identified:
 - Four organizational ideotypes (supportive, dangerous, indifferent, hostile)
 - Four points of organizational leverage (attitudes, training, information, safety)

Collaborative development of scale

- 18 participants
- Mixed groups generated questions for two of the three ideotypes of organizations.
- Questions entered into a spreadsheet
- Final question generation
- Pilot

Pilot

- Randomly selected 70 companies with between 250 & 500 employees (23 eventually participated)
- Call, consent, distribution, follow-up
- Data analysis: *Aim to formulate valid constructs not to measure population prevalence*

Climate Survey

Domestic violence resources provided

- Workplace provides information:
 - Domestic violence shelters
 - Domestic violence crisis lines
 - Legal assistance for domestic violence
 - Counseling services for domestic violence

Cronbach's alpha = .92

Workplace Domestic Violence Climate Survey (N = 270)

Climate Survey

Workplace flexibility to deal with DV

- Workers are allowed to handle DV issues at work (e.g. attend court, call lawyer, etc.)
- Workplace would provide time off to deal with DV issues
- Workplace would adjust a worker's workload

Cronbach's alpha = .70

Workplace Domestic Violence Climate Survey (N = 270)

Climate Survey

Training and discussion about DV

- Workplace has required training for workers
- Workplace has required training for supervisors
- Supervisors are trained to support workers in abusive relationship
- Resource information about DV has been openly discussed

Cronbach's alpha = .81

Climate survey

Information about DV

- Supervisors and workers are notified when employee has a restraining order
- Workplace has info about DV posted in common areas
- Workplaces has information about DV in multiple languages

Cronbach's alpha = .63

Workplace Flexibility

Taking actions to help

- Supervisors would take positive actions if they saw warning signs
- Co-workers would take positive actions

Cronbach's alpha = .72

Climate Survey

- Cronbach's alpha for 16-item survey was .87
- Additional questions to be included-
 - Info about workplace DV policy, restraining orders, and interventions
- Negative actions of employees and supervisors towards DV

Next Steps

- To be administered in random selection of 600 Oregon companies
- Used as part of program evaluation
- Future uses may be used as diagnostic tool prior to organizational intervention