

Trauma informed approach to evaluations

WHAT EVALUATORS AND EVALUATION COMMISSIONERS SHOULD BE AWARE AND TAKE CARE OF

WORKSHOP
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Trauma sensitivity in development cooperation and in Humanitarian response:

- **Trauma-sensitivity is on the political agenda**
- **Programs in fragile and conflicted affected settings**
- **Programs with a focus on Peace, Human Rights, Sexual violence , Trauma and psycho-social needs,**
- **International debates amongst institutions, organisations and experts**

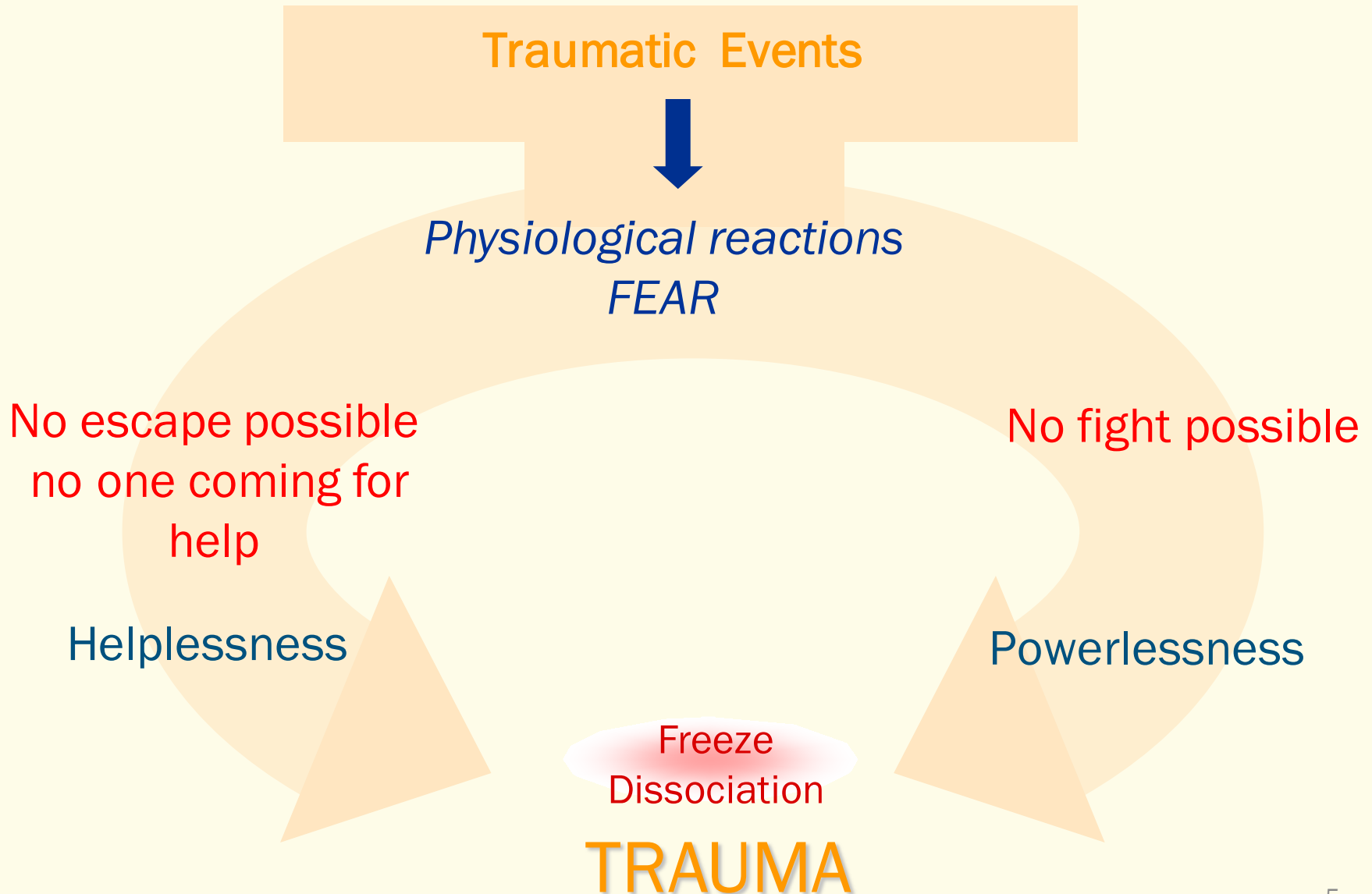
Stress- and traumasensitivity in development cooperation and humanitarian response

“The specific needs and characteristics of people (and organisations) who have experienced (potentially or actually) traumatising events are taken into account in a project's planning, implementation and **evaluation**. Efforts are made to prevent retraumatisation and avoid any increase in emotional distress”

Development projects are planned, implemented, evaluated in such a way that they ...

- Promote self-efficacy and self-esteem
- reduce stress and anxiety
- prevent the reactivation of trauma symptoms
- strengthen resilience

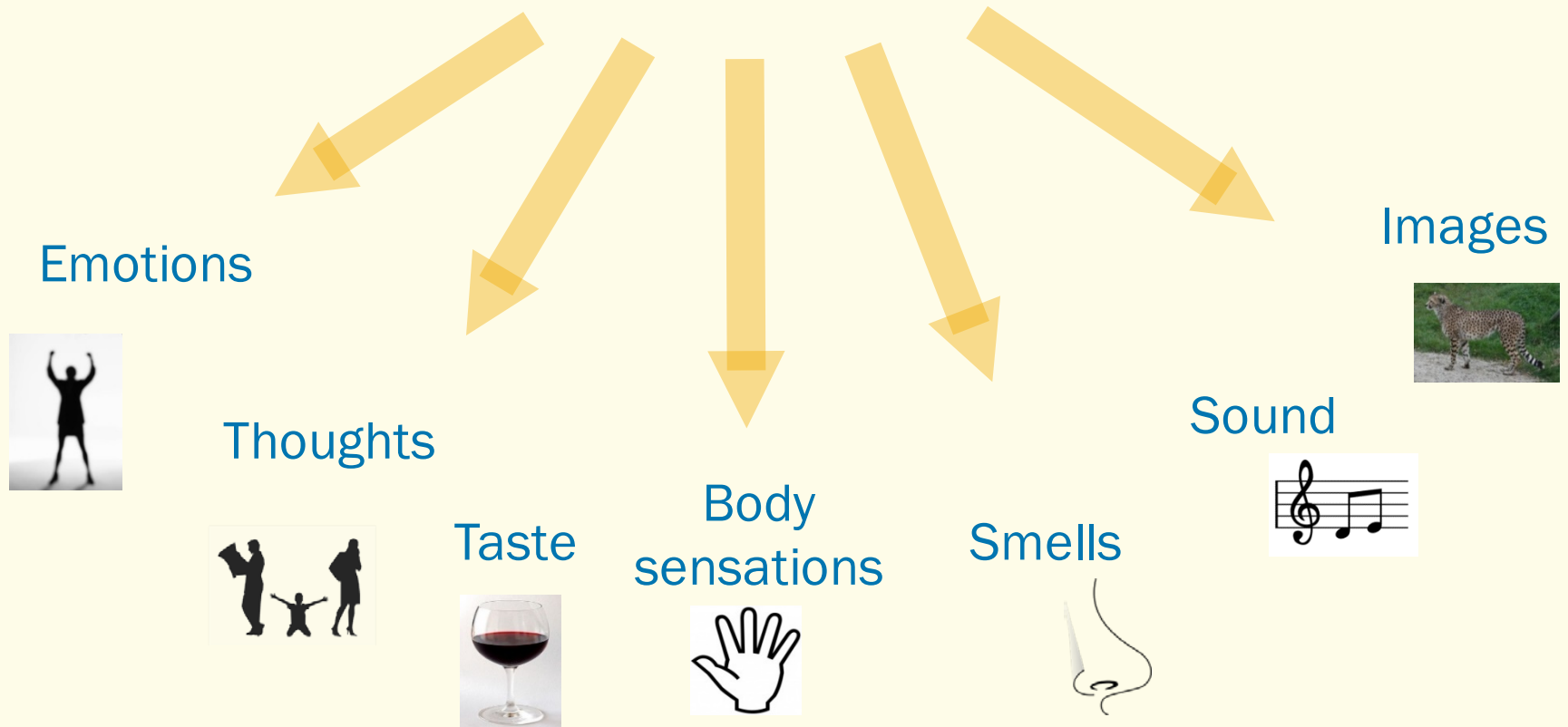
- Trauma is an emotional wound which can arise as a result of existential stress experiences when escape, fight or help of others are not available as coping options.
- Psychological trauma reactions are a normal response to abnormal extreme events
- Important to understand „trauma“ as a long term process
- Transmission of stress- and trauma dynamics
- Consequences on individual, community and societal level

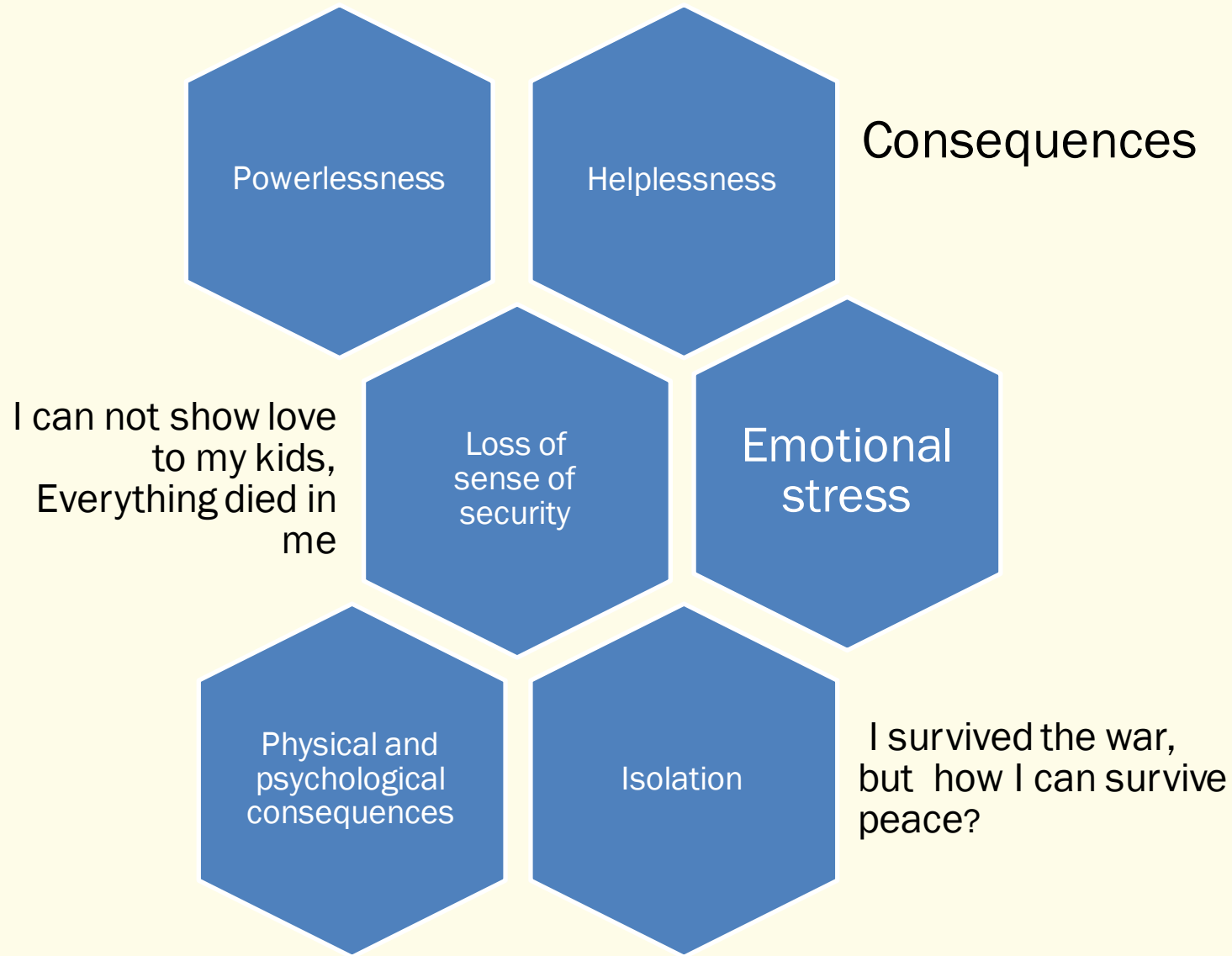


Fragmentation of memory because of “emergency programme”

Elements of the traumatic event are not integrated into a unitary whole, but organized as intense **fragments**.

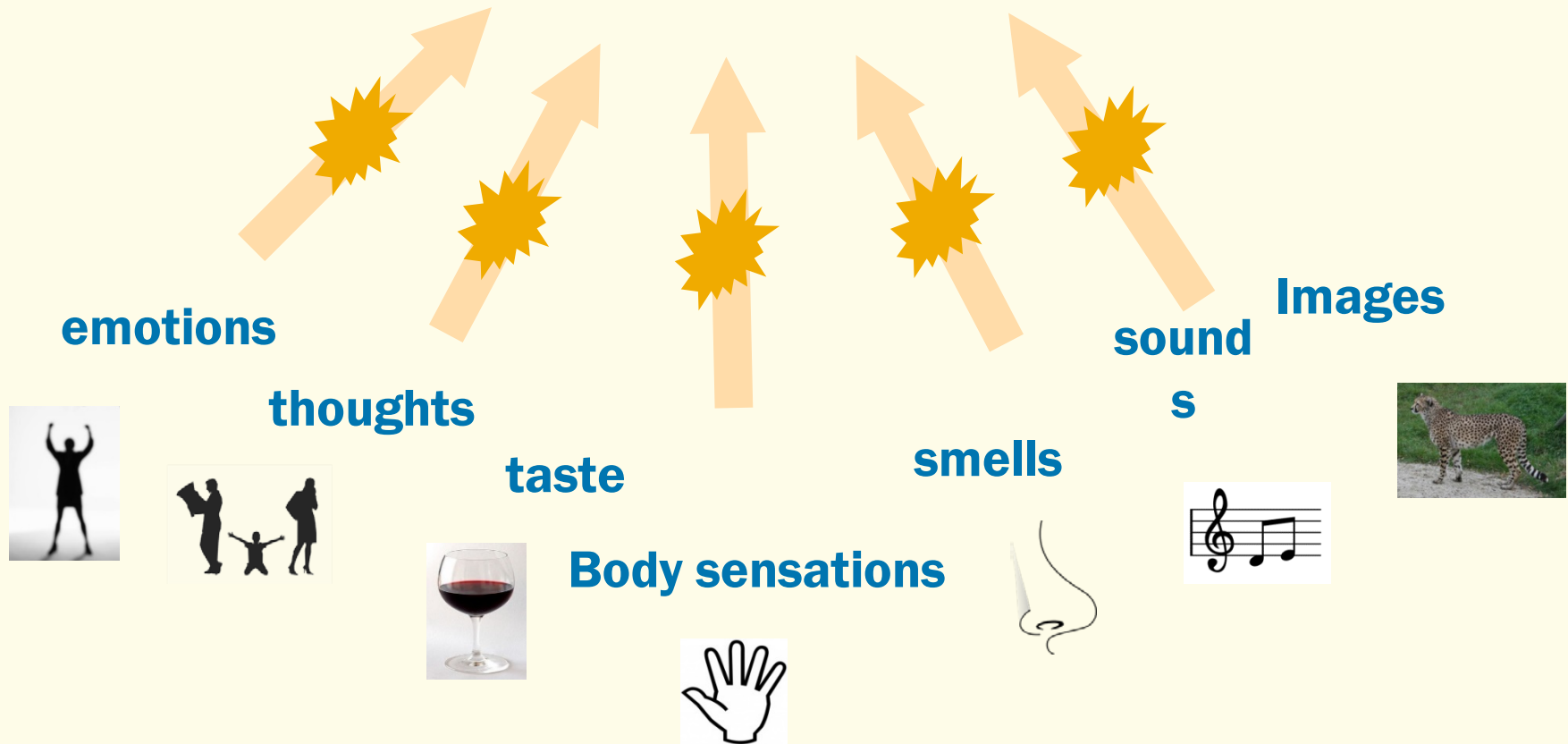
TRAUMATIC EVENT





Triggers for flashbacks, retraumatisation

Traumatic event



Key principles of a stress and trauma-sensitive approach:

Safety /security

Empowerment

Connection/solidarity

Selfcare/ staffcare/ organisational care

The STA - Stress- and Trauma Sensitive Approach® - Basic Principles

Consequences of human rights violations as traumatic sequence	Basic principles in dealing with affected persons and for supporters as well as organizations
<p>threat</p> <ul style="list-style-type: none"> • Fundamental insecurity • Shattered confidence in oneself, others and the world • Increased vigilance 	<p>1.) SAFETY and SECURITY: reduce stress and fear</p> <ul style="list-style-type: none"> ✓ Materially, psychologically and physically safe rooms ✓ Influence and control ✓ Transparency and reliability ✓ Governmental responsibility to protect
<p>powerlessness</p> <ul style="list-style-type: none"> • Helplessness • Feeling of vulnerability • Oppression • Discrimination 	<p>2.) EMPOWERMENT: strengthen self-efficacy and self-worth</p> <ul style="list-style-type: none"> ✓ Spaces for agency and initiative ✓ Focus on resources ✓ Political participation and access to rights ✓ Power- and gender sensitivity
<p>isolation</p> <ul style="list-style-type: none"> • Shame and guilt • Polarization and marginalization • Denial • Group-focused enmity 	<p>3.) CONNECTION: strengthen each other</p> <ul style="list-style-type: none"> ✓ Solidarity and networking ✓ Multiperspective view on everyone involved ✓ Informed dealing with negative group dynamics ✓ Political and individual acknowledgement of injustice and suffering
<p>stress- and trauma dynamics in the support system</p> <ul style="list-style-type: none"> • Increased exposition to stress • Risk of indirect traumatization • Transmission of trauma to group dynamics • Overload and boarder transgressions 	<p>4.) mindful organizational culture and self-care: implementation of STA-principles individually and organizationally</p> <ul style="list-style-type: none"> ✓ Mindfulness, self-reflection, self-protection ✓ Supervision, Intervision, further qualification ✓ Stress- and traumasensitive working conditions ✓ Political commitment to a responsibility to protect for employers

Strategies for Evaluation Commissioners

- Adding trauma sensitivity in TOR/Tender
- Prepare evaluators and their teams
- Check in inception report tools/instruments on avoiding re-traumatisation
- Regular supportive scheduled supervision and contact
- Offering debriefing support to evaluation teams
- Adapting Time plans and Budgets

Possible Strategies for Evaluators

- Reflect, consider entry level skills required
- Get basic knowledge
- Check your approach to data collection- Did you apply the key principles of a stress- and trauma sensitive approach?
- Keep workloads manageable
- Setup your support structure
- Recognise and respond to early vicarious trauma.
- Take time for selfcare + teamcare

Example Tools- Outlook



Interview guidelines: „How to conduct a interview in a stress and trauma sensitive way”



Draft of a „Checklist/Guidelines“ for evaluators and evaluation commissioners (Workshop)

Stress and Trauma-sensitivity in evaluation



Interested in further discussion and training? We are planning a follow-up with evaluators/researchers
contact: evaluation@medicamondiale.org

<https://www.medicamondiale.org/fortbildungen.html>
contact: seminare@medicamondiale.org

Thank you for participation and your inputs