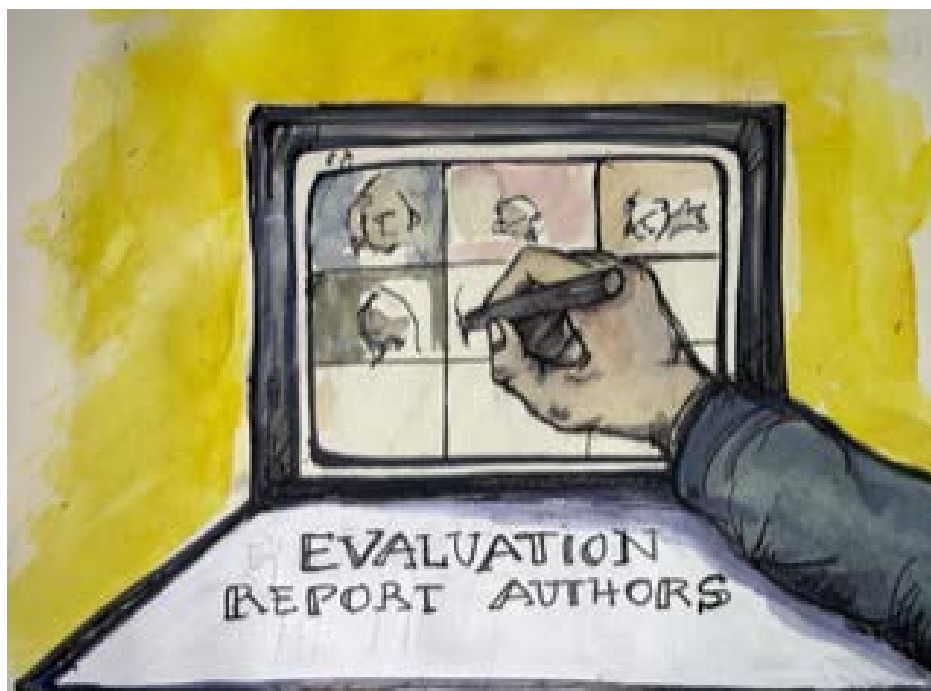


Ohio DELTA Impact Final Evaluation Report (2018-2023)



Submitted to:
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Sandra Ortega, PhD. Empowerment Evaluator

Tom Hanicek, Graphic Narrator

Molly Nelson, Evaluation Team Administrative Coordinator

Rebecca Cline, MSW, LISW-S, DELTA Impact Project Director

Glenn Harris, Engaging Men Project Lead

Roy Lutz, Warren County Project Lead

Lindsey Lamp, Knox County Project Lead

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- Jane Conn, Executive Director, Safe on Main
- Joshua Counciller, Program Administrator, Ohio Commission on Fatherhood
- Diego Espino, Vice President of Community Engagement, Planned Parenthood of Greater Ohio
- Kate Foulke, Family Violence Prevention Center Administrator, Ohio Department of Public Safety, Office of Criminal Justice Services
- Eric Greene, Public Health Consultant, Ohio Department of Health
- Jill Jackson, Education Program Specialist, Office of Whole Child Supports, Ohio Department of Education
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- Lori Jones, Executive Director, New Directions
- Beth Malchus-Stafa, Public Health Consultant, Ohio Department of Health
- Julianna Nemeth, Researcher/Professor, The Ohio State University
- Kristina Nicholson, Social Science Research Specialist, Ohio Department of Public Safety, Office of Criminal Justice Services
- Mary O'Doherty, Executive Director, Ohio Domestic Violence Network
- Jessica Roach, Executive Director, Restoring Our Own Through Transformation
- Erin Ryan, Managing Director, Women's Public Policy Network of Innovation Ohio
- Debra Seltzer, Rape Prevention Education Program Administrator, Ohio Department of Health
- Michael Shields, Researcher, Policy Matters Ohio

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- Kerry Soller, Program Director, Ohio Department of Higher Education
- Molly Stone, Prevention Administrator, Ohio Department of Mental Health, and Addiction Services
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We cannot thank you enough for all you provided for us during the past 5 years.

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- Glenn Harris, ODVN Co-Director of Prevention and Director of Engaging Men Initiatives (August 2019 through the end of the project period)
- Lindsey Lamp, New Directions Prevention Director
- Roy Lutz, Safe on Main Coaching Boys into Men Coordinator
- Beth Malchus-Stafa, Ohio Department of Health, Public Health Consultant (through November 2022)
- Sandra Ortega, Empowerment Evaluation Consultant
- Jasmine Barfield, Empowerment Evaluation Consultant
- Molly Nelson, Evaluation Team Administrative Coordinator
- Jackie Lipnos, Evaluation Team Intern
- Ashleigh Weaver, Graphic Designer, Environmental Scan & VSCQ Report

Without the high level of capacity, knowledge and skills represented in the Support Team, the work that is expressed within this report would not have been possible. ODVN owes a debt of gratitude to each member of this team that brought to fruition the process and outcomes of DELTA Impact. Thank you for your good work and dedication to creating a world free from violence and oppression.

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DELTA Impact Background

Pathway to Prevention

DELTA Impact is grounded in [Ohio's Pathway in Prevention: A Roadmap for Change](#). Ohio's plan for sexual and intimate partner violence prevention was developed in 2009 by a group of committed prevention leaders and community partners. At the center of this plan are the priorities and values that continue to be the driving forces behind all the gender-based violence prevention work in Ohio. The thought leaders in prevention know that we may never see the results of our efforts in our lifetime but hold on to the belief that gender based violence prevention is possible by working together to change the risk and protective factors



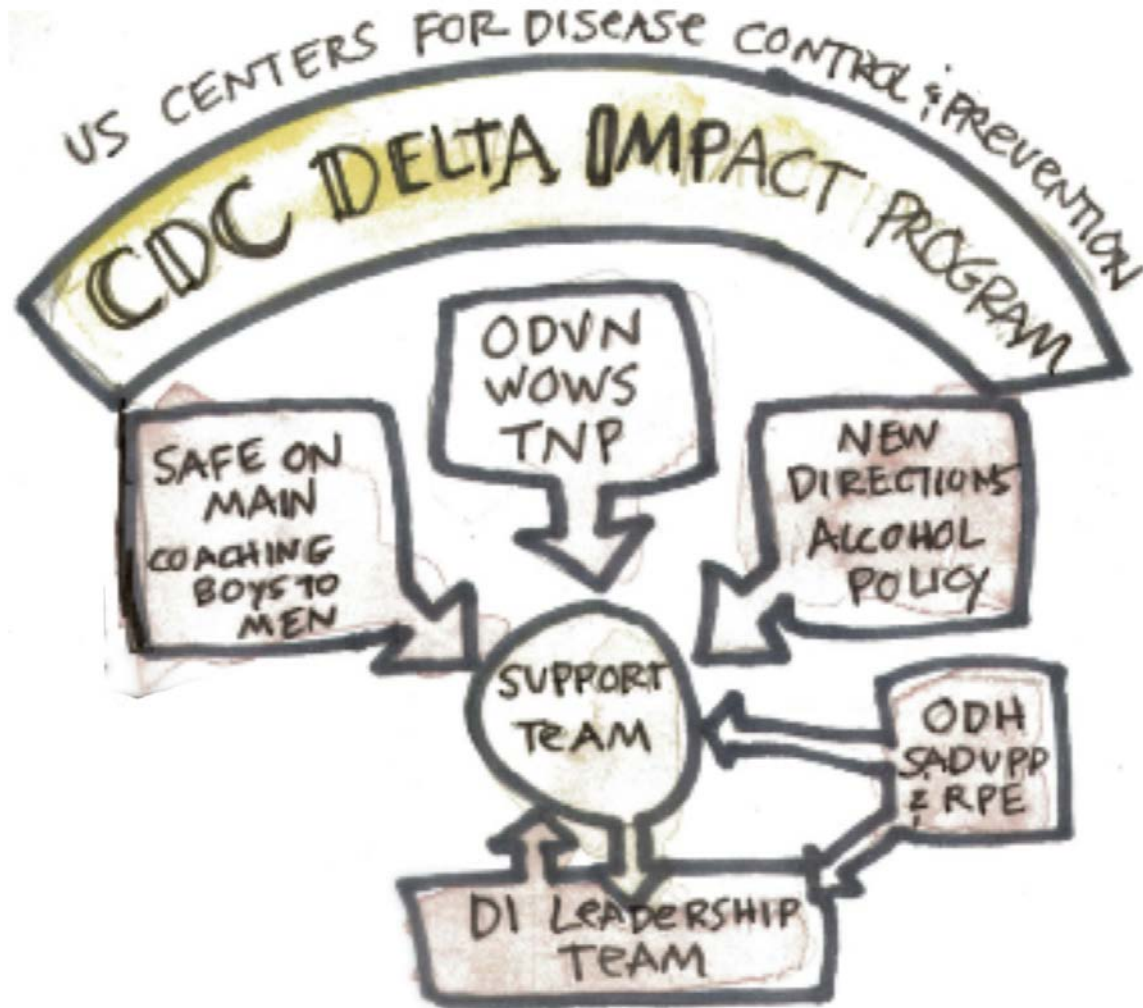
associated with violence.

The Ohio Domestic Violence Network was awarded DELTA Impact Funding in 2018 to implement work at the state and local levels that aligned with the CDC's Program and Policy Efforts. The DELTA Impact Prevention Team focused their efforts on 4 strategies to move the needle in Ohio in preventing gender-based violence. At the state level 2 strategies, Wage Equity and Other Worker Supports (WOWS) and Engaging Men through The New Playbook (TNP), were implemented and aligned with

the two local partners. The local partners, one in Warren County and the other in Knox County, focused their efforts on Coaching Boys into Men and reducing the onset of alcohol consumption. TNP and CBiM efforts centered the work on shifting social norms around masculinity and femininity and norms that support violence. The WOWS work and deferring onset of alcohol efforts focused on shifting policy and providing public education for wage equity and business, adult and youth understanding of alcohol consumption risks as a risk factor for teen health and violence and delaying alcohol consumption age.

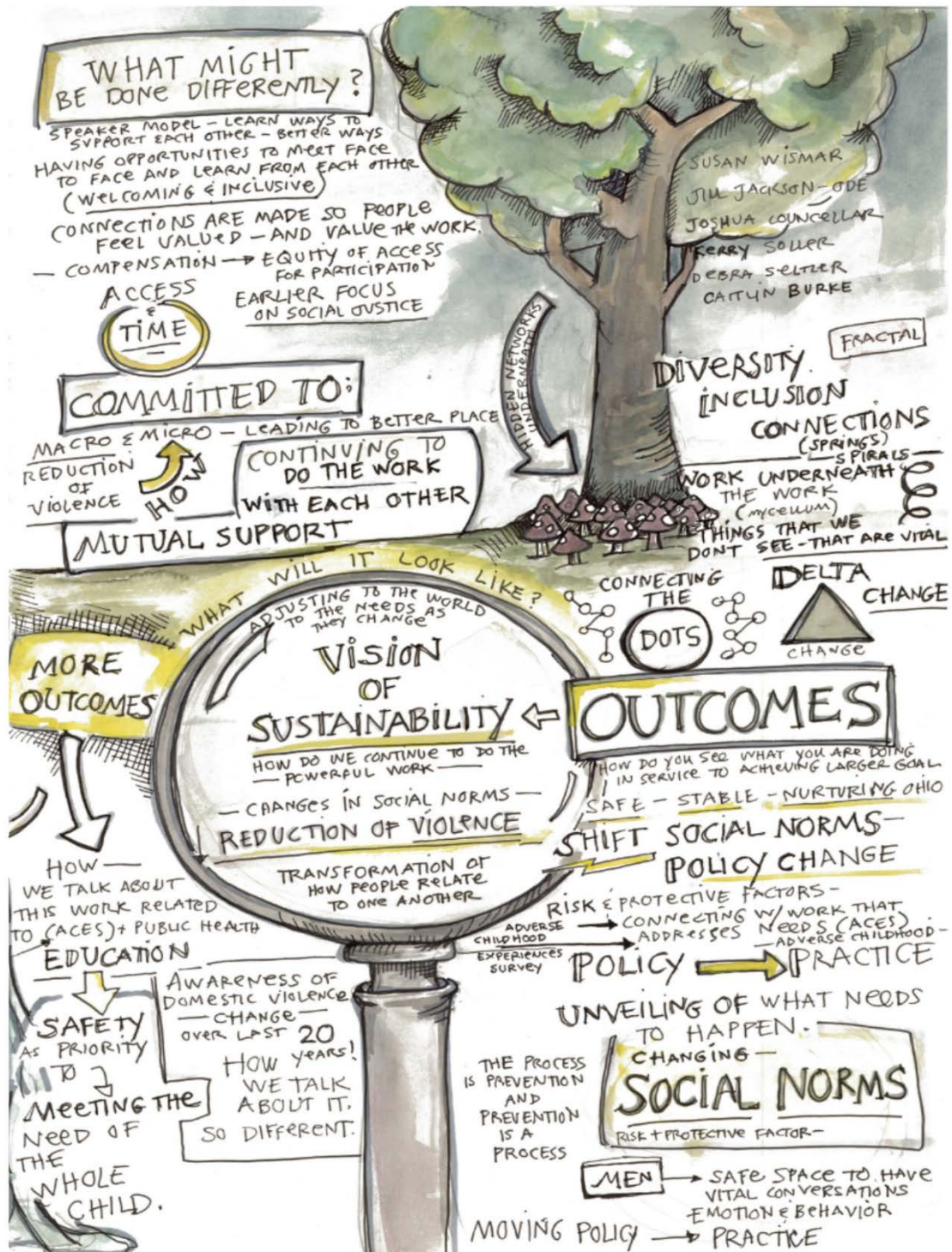
The four strategies focused intentionally on eight risk factors and six protective factors that aligned with intimate partner violence prevention as supported in [Connecting the Dots](#) and further promoted through the [IPV Technical Package](#). The Implementation and Evaluation Teams believed focusing our efforts on the same risk and protective factors connected to societal and community change would increase our potential for moving the needle on intimate partner violence prevention.

Ohio DELTA Impact Organizational Structure



The DELTA Impact Initiative is funded by the U.S. Centers for Disease Control and Prevention. The funding is awarded to the Ohio Domestic Violence Network (ODVN) and is passed through to Safe on Main of Warren County and New Directions of Knox County to implement the prevention work. ODVN, Safe on Main and New Directions prevention staff along with Ohio Department of Health Sexual Assault and Domestic Violence Prevention Program and Rape Prevention Education staff, are members of the Support Team. The DELTA Impact Leadership Team is composed of a wide range of community stakeholders and serves as the advisory group and thought leaders for the Support Team. The Empowerment Evaluator participates in both the Support Team and Leadership Team meetings.

DELTA Impact Leadership Team



During the early iterations of the DELTA Program in Ohio (2002 - 2012), the Ohio Sexual and Intimate Partner Violence Consortium (the Consortium) served as the statewide advisory council and provided guidance to the Rape Prevention and Education (Ohio Department of Health) and the DELTA Programs (2006 - 2013). In 2013, after ODVN applied for DELTA FOCUS funding, the Consortium was disbanded after more than 10 years of convening. The DELTA FOCUS Leadership Team convened independently with a number of former Consortium members remaining involved in ODVN's prevention work.

In 2017, when ODVN applied for DELTA Impact funding and was organizing around program and policy efforts, The DELTA Impact Leadership Team grew out of the DELTA FOCUS Leadership Team. The program and policy efforts ODVN proposed to the CDC included two policy efforts (alcohol and wage equity) and two program efforts (Coaching Boys into Men and The New Playbook/Engaging Men). In order for the DELTA Impact Leadership Team to reflect the new work we were taking on; efforts were made to reach out and engage with statewide organizations and community stakeholders to match those new DELTA Impact efforts.

Leadership Team Sector Representation

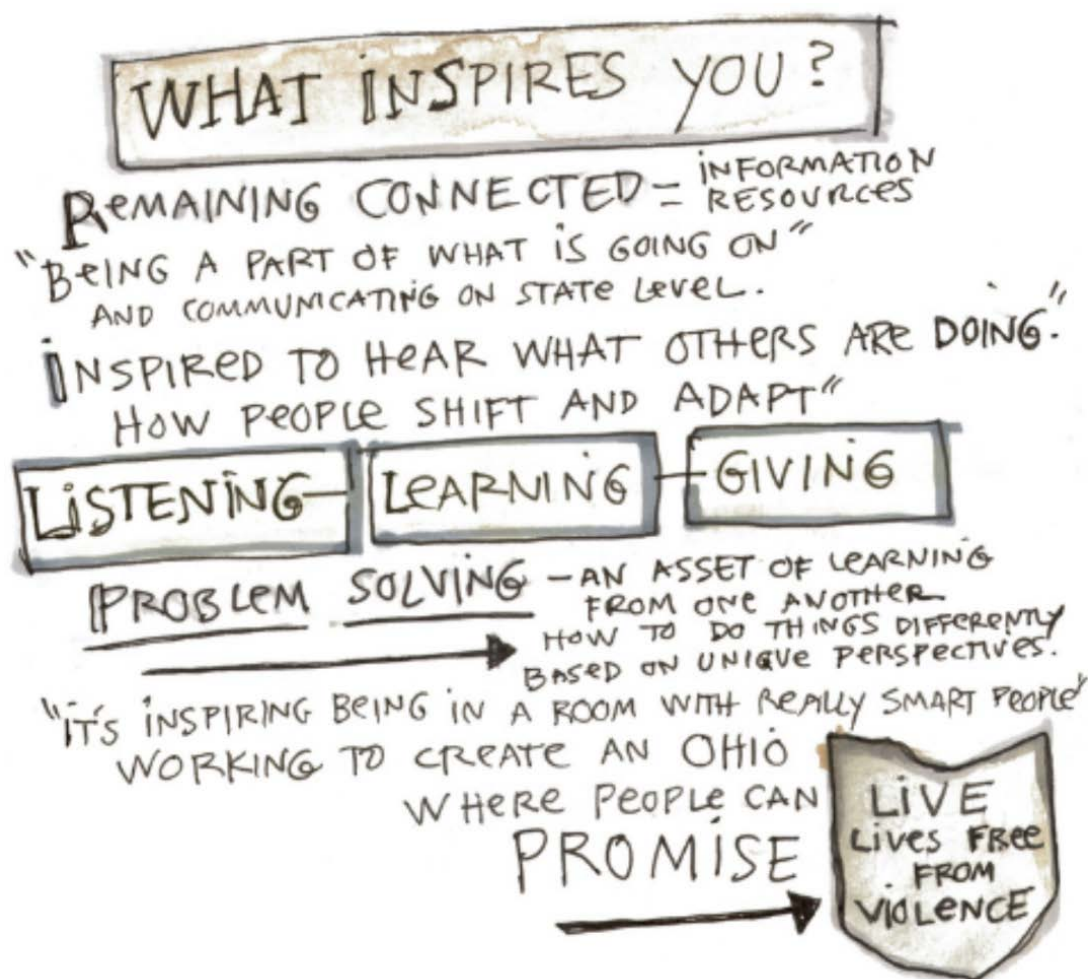


Note. Members of dual SV/DV organizations are counted in both sectors.

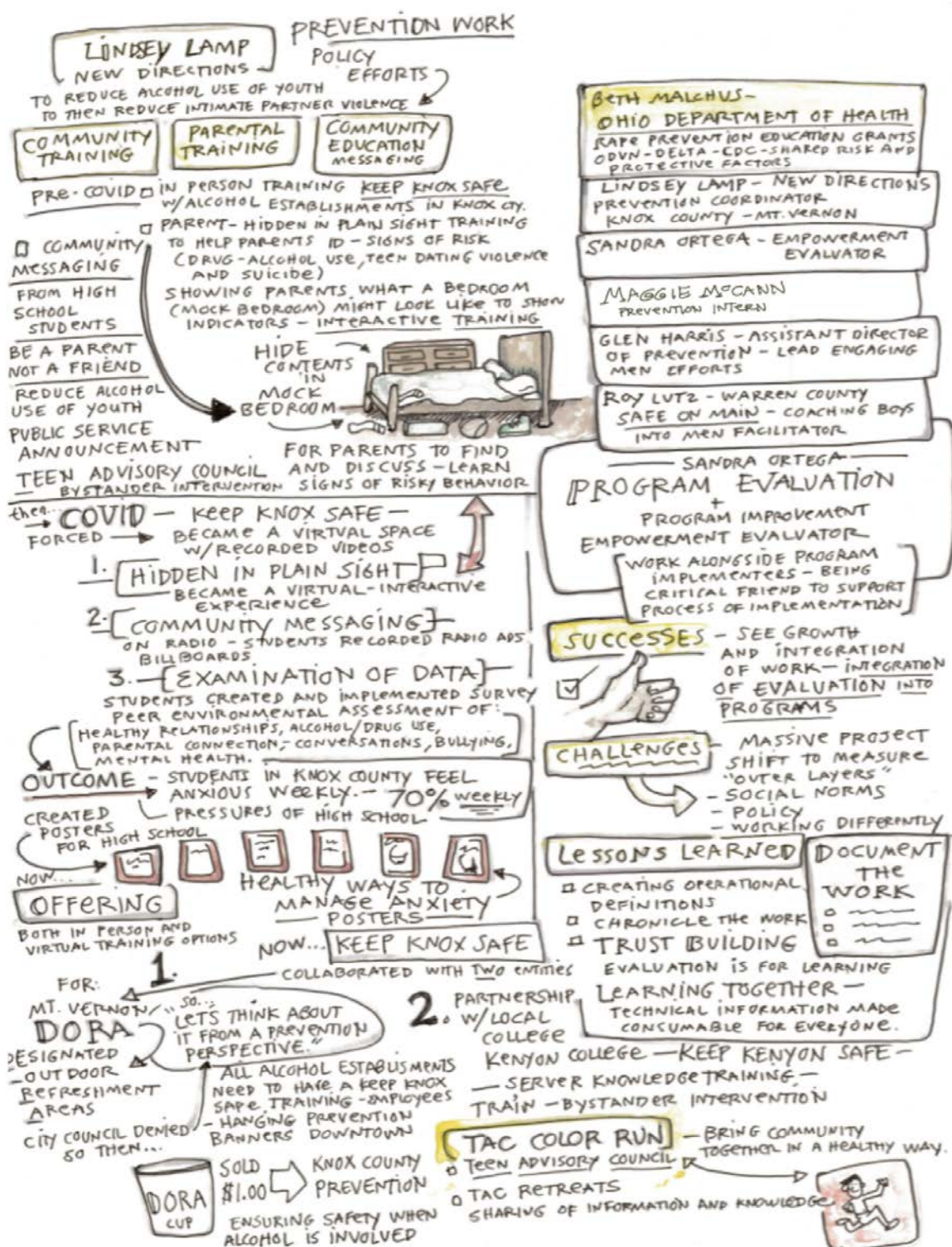
The DELTA Impact Leadership Team consists of state government agencies, statewide organizations, and domestic and sexual violence (DV/SV) coalitions, local DV/SV programs, and selected institutions of higher education that make up the majority of membership sectors. Collaboration for violence prevention occurs through DELTA Impact and extends

outward through the network that is created. For example, the PD serves on the Ohio Department of Education's Anti-Harassment, Intimidation, and Bullying workgroup as well as the Ohio Department of Health's Ohio Adolescent Health Partnership. The Assistant Director of Prevention works closely with the Ohio Commission on Fatherhood and the Ohio Men's Action Network's (OHMAN) steering committee which informs his work. The DELTA Impact Coordinator for Warren County also serves on the OHMAN steering committee to inform local work.

The network of relationships and contribution to one another's work to increase the protective and reduce risk factors stalled in early March 2020 when a public health emergency required all partners to 'stay at home' and work remotely. Despite that, all partners pivoted to convening meetings online, including Leadership Team meetings. Together we learned that while not ideal for relationship building, virtual meetings were a way to keep cross-sectoral work moving forward. Now, as ODN looks forward, we anticipate convening face to face meetings in 2023 and look forward to continued support for our prevention work.



DELTA Impact Support Team



The DELTA Impact Implementation Support Team (ST) is an outgrowth of the DELTA FOCUS Implementation Support Team. The ST, as it existed immediately prior to DELTA Impact included the following members and roles:

- Rebecca Cline, ODVN's Prevention Programs Director
- Justin Carter, ODVN's Engaging Men Coordinator and The New Playbook Facilitator
- Megan Crouch, Safe on Main, formerly the Abuse and Rape Crisis Shelter of Warren County, Prevention Director (sub-recipient)
- Lori Jones, New Direction's DELTA Project Coordinator (sub-recipient)
- Beth Malchus-Stafa, Ohio Department of Health, Public Health Consultant representing the Rape Prevention Education program
- Nancy Neylon, ODVN's Executive Director and exofficio member of of the Team
- Sandra Ortega, Empowerment Evaluation Consultant

In February 2018 when ODVN was awarded DELTA Impact funding the membership of the Support Team changed to better reflect the program and policy efforts that were scheduled to be implemented during the 5-year project period as well as staffing changes at the local and state level.

First, Lori Jones was promoted at New Directions from prevention coordinator to the agency's executive director. A hiring process began to replace Lori's former prevention coordinator role and Lindsey Lamp became a member of the DELTA Impact ST replacing Lori.

Second, at the Abuse and Rape Crisis Shelter of Warren County, the hiring process of a Coaching Boys into Men coordinator began. Roy Lutz was hired in April 2018 and began his tenure. Both Megan and Roy participated as ST members throughout the DELTA Impact funding cycle.

In late 2018, Nancy Neylon announced her retirement from her position as executive director of ODVN and Mary O'Doherty replaced Nancy in February 2019.

In mid-2019, Justin Carter announced his resignation from ODVN to pursue a campus-based position at the University of Texas in Austin as well as his advanced degree. Glenn Harris was hired as the new Engaging Men program coordinator for ODVN and began his tenure in August 2019. Since then and until November 2022 when Beth Malchus-Stafa retired, the Support Team deepened its relationships with one another, and expanded their implementation and evaluation capacity. This occurred despite 'Stay at Home' orders, social distancing, and the inability to meet face-to-face due to the global COVID-19 pandemic. Despite the shutdown, implementing and evaluating the DELTA Impact program and policy efforts needed to continue.

One of the ways ODVN has supported DELTA work is to encourage new prevention staff members at the state and local levels to participate in [The Technology of Participation/Group Facilitation Methods \(ToPs\)](#) offered by the Institute for Cultural Affairs. This two-day immersive training is designed to train facilitators to elicit feedback from diverse groups in a

democratic fashion, so all voices are valued and heard. The methodology has been used by project staff who work with youth, adults, and various stakeholder groups for the benefit of the project. The original strategic directions for Ohio's shared prevention plan, [Pathways in Prevention: A Roadmap for Change](#), were identified using this process. During DELTA Impact, the Support Team used ToPs as a way to solicit feedback from small groups and large groups during Leadership Team meetings. Even when meetings were held virtually during the Pandemic, small-group and large-group processes were largely driven using ToPs.

Both Roy and Lindsey came into DELTA Impact with an understanding about evaluation, but Empowerment Evaluation was a new evaluation framework for both. As the ST engaged in drafting annual progress reports together and addressing the weaknesses in CDC technical reviews, all members of the ST benefited by increasing their evaluation capacity. In early 2019 and early 2020, after submitting reports and receiving feedback from CDC, hours were spent together working through outcome indicators, indicator measurement, and creating operational definitions to maintain collective memory. Together, we began to work smarter rather than harder and honed outcome indicators to the essential items that could clearly be measured for the greatest program impact. When Glenn joined the team in August 2019 his experience with evaluators was more of a traditional approach in which an evaluator from outside of the agency would investigate program effectiveness and write a report from an external view. Working side-by-side with an Empowerment Evaluator was a completely new concept which challenged his frame of reference. However, in his tenure as ODVN's Engaging Men Coordinator then becoming Assistant Director of Prevention before being promoted to Co-Director of Prevention, Glenn often consults with Dr. Ortega for evaluation support.

As members of the ST gained confidence in their ability to implement and evaluate DELTA Impact program and policy efforts, the team also gained a sense of cohesion, mutual respect, and trust. For the most part, the Project Director and Empowerment Evaluator attempted to diffuse any power differential between ODVN and local sub-recipients. Decisions were made mutually at ST meetings including timelines for deliverables, planning Leadership Team meetings, and even program planning for a new five-year funding opportunity was a mutual rather than unilateral process.

DELTA Impact Goals, Objectives & Outcomes

The Ohio DELTA Impact State Plan includes 4 Program and Policy Efforts (PPEs). The overarching goal is to prevent intimate partner violence through implementing policy and program efforts that focus on the risk and protective factors for violence. The outcomes associated with the four (4) PPEs are displayed in the boxes below. The outcomes include the Ohio DELTA led and the CDC required outcomes. Throughout the five (5) year funding period, the Ohio team revisited the logic model to maintain focus and guide program implementation, monitoring, and evaluation.

DELTA Impact Outcomes



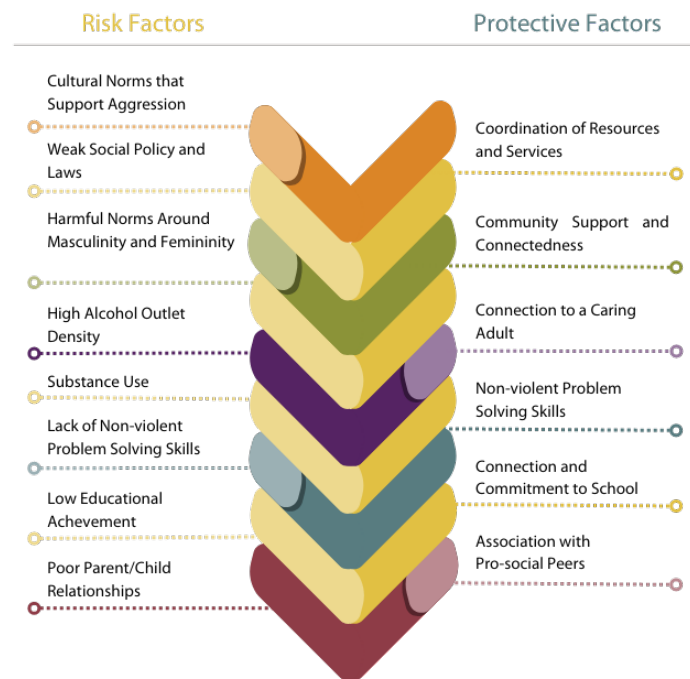
Ohio Risk and Protective Factors

The Connecting the Dots publication served as the Ohio DELTA Team's guidebook for understanding and emphasizing the shared risk and protective factors between the multiple forms of violence and community issues. Ohio selected eight risk and six protective factors to

focus on in their prevention work; four risk factors and 2 protective factors at the community/societal level and 4 risk and 4 protective factors at the relationship/individual level.

The shared risk and protective factors informed collaborative partner choices and broadened community engagement at both the state and local levels. The conversations between partners often focused on the information in Connecting the Dots. Likewise, CDC's Technical Packages offered guidance for collaboration and working in the outer levels of the Social Ecological Model. In 2019 more emphasis was directed toward the social determinants of health framing, which coupled with the risk and protective factors strengthened Ohio's understanding and focus for working toward systemic change.

Ohio DELTA Impact Risk and Protective Factors



DI Evaluation Focus

At the onset of DELTA Impact and for each implementation year we developed an evaluation plan. The plan included four (4) major evaluation actions to address during the funding period. Those actions included:

1. Monitoring the implementation of the PPEs to ensure they are implemented with fidelity and in the manner, they were represented in PPE Implementation Plans.

At each Prevention Team and Support Team meeting the members discussed their implementation successes, challenges and lessons learned. The challenges are workshoped with the team members and decisions are made about how best to address the challenges. The DELTA Impact Support Team and the Empowerment Evaluator shared overarching challenges with the Leadership Team to help with addressing challenges. Successes and lessons learned are also shared with the Leadership Team every quarter and the group harvests ideas for achieving outcomes by sharing their knowledge and skills in both program implementation and evaluation. Any changes to the implementation plans were discussed and documented in the CDC Annual Progress Reports.

2. Documenting the implementation and all adaptations/changes from the four (4) PPE Implementation Plans.

The Empowerment Evaluator conducted weekly check-ins with the program implementation staff to offer support and learn from the program implementation team how the implementation was progressing. The Empowerment Evaluator also encouraged adaptations and changes be documented by the program implementers using CDC's guidance in [Using Essential Elements to Select, Adapt, and Evaluate Violence Prevention Approaches](#). This guidance was especially helpful during the CoVid-19 Pandemic to assist the program implementation team and evaluator in adapting to the pandemic stay at home orders.

3. Synthesizing all of the PPE process and outcome evaluation results to develop a compendium of lessons learned from the challenges, barriers, and successes of all four (4) of Ohio's PPEs.

The EE and Project Director synthesized all of the PPE process and outcome evaluation results into the various reports and products shared with stakeholders. The Support Team and Empowerment Evaluator reported the Adaptions, Successes, Challenges and Lessons Learned in the Annual Progress Report.

4. Building capacity in measuring outcomes at the community and societal levels of the social ecological model and integrating lessons learned from earlier DELTA work into the current work.

DELTA Impact extended the opportunity to build capacity in measuring outcomes at the community and societal level. The EE worked with the project implementation team to research and determine which measures were appropriate for outcome measurement. Framing our outcome measurement on contribution, not attribution, provided guidance that helped determine fit for selecting measures. Each of the project implementation team members, including the evaluator, expanded their understanding and capacity for measuring outcomes at the community and societal levels of the social ecological model. Likewise, the team built upon the lessons learned from earlier DELTA work to inform DELTA Impact. Each annual progress report submitted to CDC included progress toward the community and societal level outcomes that project intended to achieve.

Telling the DELTA Impact Story



The CoVid-19 pandemic brought our DELTA Impact work to a grinding halt. The uncertainty of the pandemic and the public health isolation orders required us to take time to reflect on our work and be creative with how to implement the strategies. This time also required us to learn how to work through web-based platforms to engage our communities and colleagues. As we started thinking through the final report and how to take our reporting to the next level of authenticity, the Support Team decided to hire a Graphic Narrator, Tom Hanicak, to capture the successes, challenges and lessons learned from the stakeholders involved in the work.

We used the Technology of Participation framework to facilitate a conversation with eight groups so we could engage the thought leaders in dialogue that captured their perspectives, commitments and experiences being part of DELTA Impact (See the appendix for the graphic narrative protocol). The Empowerment Evaluator facilitated each conversation with the eight stakeholder groups. Each of the 90-minute conversations were held by Zoom and recorded so the Evaluation Team could review and verify the graphic notes.



As the dialogue was taking place, the artist captured the meeting notes visually. The artist then shared the notes with the participants, and we completed a verification review and suggested changes/updates to the graphic notes.

The Support Team and conversation participants completed another round of review before the graphic notes were finalized by the graphic narrator. Through using both graphic narrative along with traditional texts, charts, and graphs

to demonstrate the process and outcomes of DELTA Impact, we believe this report will be a more engaging and authentic representation of Ohio's DELTA Impact Story.

Measuring the Achievements of 5 Years of Work

Sharing what we have learned about working at the Outer Levels of the Social Ecological Model

Policy and social norms change take time and resources to achieve. The wage equity and alcohol policy work that focus on policy change have achieved varied success. The wage equity work in Ohio completed an environmental scan and developed a data dashboard to inform policy change through public education. The products of this effort have been shared and used widely throughout Ohio by various sectors advocating for equity.

The alcohol policy effort in Knox County brought partners together from New Directions, Knox Substance Abuse Action Team, and Mount Vernon City Council to support prevention policies and practices. The Designated Outdoor Refreshment Areas (DORA) embed prevention training for alcohol serving establishments and prevention messages in the areas where the alcohol is being served in the community. The partnership has also led to financial support by earmarking one dollar for every beverage cup sold to prevention.



Shifting social norms through engaging men in gender-based violence prevention continues to hold promise. Understanding how best to engage men at various levels of readiness by intentional reframing and phrasing of those messages to meet the men where they are has increased engagement. The OHMAN questionnaire has demonstrated that the norms are shifting around healthy masculinity and the “isms” that support and prevent gender-based violence. However, there is much work left to do to shift social norms through engaging men.

These efforts require strong partnerships with state and local agencies and building a research base to support best practices in public education and engagement. Reframing Ohio’s prevention work and messaging for the various communities we want to engage has been a constant focus for DELTA Impact. The DELTA Impact Team is constantly striving to engage community members to embed prevention work into their communities so the efforts can be sustained long after the funding ends.

Results by Policy and Program Effort (PPE)

State Plan—Outcome Achievement

Ohio's DELTA Impact Team completed 5 of the 6 objectives in the State Plan. The DELTA Impact state plan was informed by Pathways in Prevention and the members of the Leadership Team and other prevention partners in the state. The partners agreed on the four pillars of a State Plan and worked with a consultant to facilitate a plan that upheld the four pillars. The work on the collaborative plan slowed down due to the pandemic and organizational factors beyond the DELTA Impact's Teams control. Although a State Plan was not adopted by the collaborative partners, our work is guided by the four pillars that we agreed on with the state partners.

STATE PLAN 4 PILLARS

1. Shift individuals and SV/IPV agencies towards a healthier, more equitable, and anti-oppressive organizational culture
2. Magnify the value and scope of S/IPV prevention and anti-oppression work in organizations, communities, and at the state level
3. Cultivate and advance effective SV/IPV prevention programs that include a social justice framework
4. Enhance external partnerships and collaborations to prevent SV/IPV that include, support, and promote an anti-oppression framework

The DELTA Impact Team also completed twelve of fourteen milestones during the final 5-year project period. Two of the milestones are in progress; monitoring data sources for risk & protective factors to help plan and prioritize programming and working with the Ohio Department of Education, and local DV programs to better coordinate efforts to

prevent teen dating violence as mandated by the Tina Croucher Act of 2010.

Although much progress has been made on both of these milestones, there is still much more work to do. The risk and protective factor monitoring is updated as the data sources add new information. The pandemic shifted many of the reporting agency's priorities, which delayed the publication of the risk and protective indicators we were tracking. Likewise, as schools moved classes on-line during the pandemic and then slowly opened back up, many schools were hesitant for outsiders to be in their buildings, which slowed the prevention work within schools that supports the teen dating violence prevention work.

State Plan Successes, Challenges, Lessons Learned

The Ohio DELTA Impact Team achieved many successes of the State Plan during the five years. The use of data on risk and protective factors to inform and guide our work continues to strengthen. Organizing the work around the risk and protective factors and the social determinants of health has broadened the Ohio DELTA Impact Team's understanding of social justice and the importance of equity in relationships, organizations, and our work. State partners are also focusing on risk and protective factors and the social determinants of health to move our collective work in making Ohio healthier and violence free to the outer levels of the Social Ecological Model. Social and racial justice is often at the center of conversations when the team is planning prevention work.

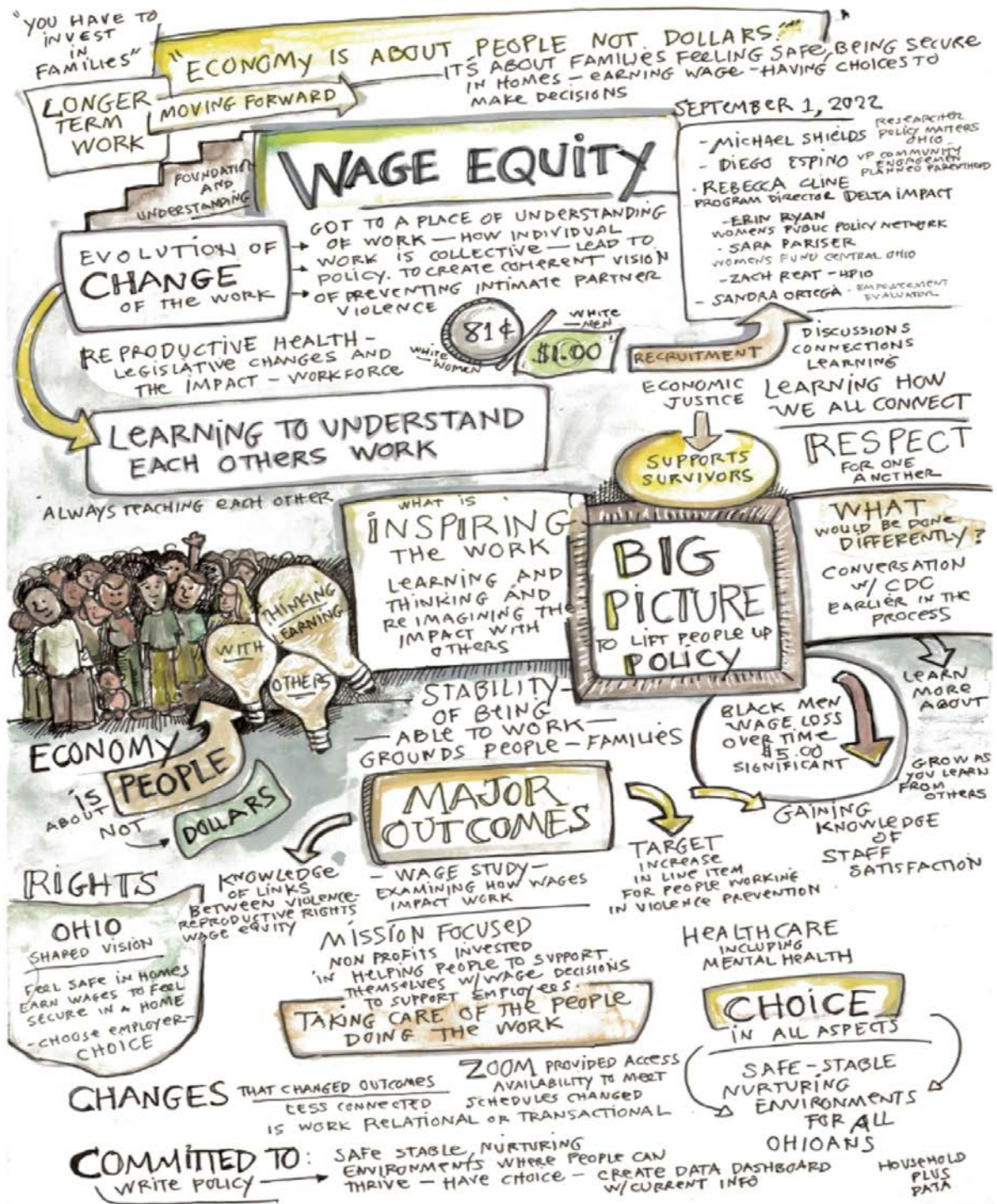
The pandemic also created time to pause, reflect and review the data sources and to see how different groups were impacted by the pandemic. This data strengthened our emphasis on equity in programming and public education. Many of the partner agencies have participated in anti-oppression and diversity, equity, and inclusion training during the five-year funding period. These training opportunities have expanded the collective lens to support anti-oppression work and center those people on the margins. The 2022 Collaboration Questionnaire results indicate an increase in partnerships with communities of color and under-resourced communities. Nearly half of the Leadership Team members (45.5%) responded that their level of participation in partnerships on behalf of communities of color and economically under-resourced communities has increased over the past two years.



The pandemic also required that we learn new technologies for meetings and to maintain connections to comply with stay-at-home orders. These virtual platforms created opportunities to increase access to partners who could not participate in face-to-face meetings due to travel budgets. Likewise, the platforms increased opportunities to democratize idea generation and decision making through the use of white boards and de-identified information sharing.

As mentioned previously, the pandemic gave time to pause and reimagine the prevention work. As other organizations learned to pivot and use new technologies to implement programs and activities, our partners adapted and learned alongside of them. Thinking outside of the box to remove barriers for program implementation was a major theme during the pandemic and continues to be a theme for Ohio preventionists.

Wage Equity and Other Worker Supports

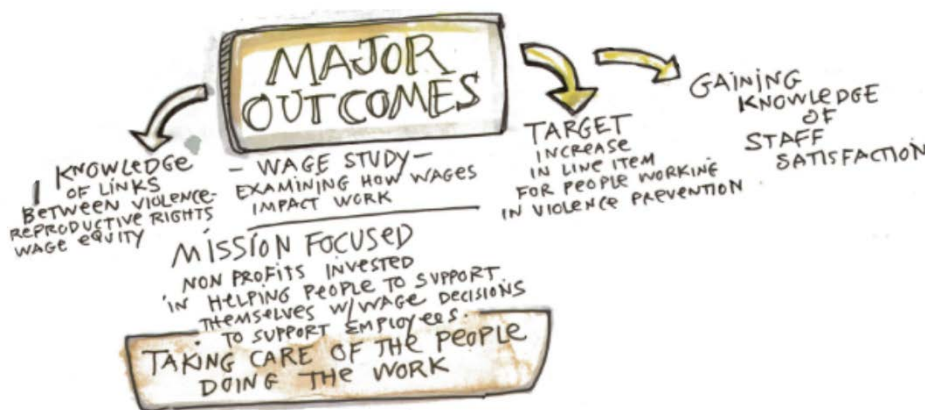


Wage Equity and Other Worker Supports—Outcome Achievement

The original plan for the Wage Equity and Other Worker Support PPE intended to focus on increasing minimum wage through advocacy. After guidance from CDC program and evaluation officers, the WOWS work shifted to a public education campaign focused on informing the public on the current state for Ohio's workers.

In 2019, the workgroup began conducting an environmental scan and developing a data dashboard that included indicators associated with the risk and protective factors for violence. The Wage Equity and Other Worker Support PPE adapted to the pandemic by including the health and economic impact of CoVid in the Environmental Scan Report. [The Environmental Scan](#) provided the backdrop for which the WOWS workgroup began developing their public education campaign.

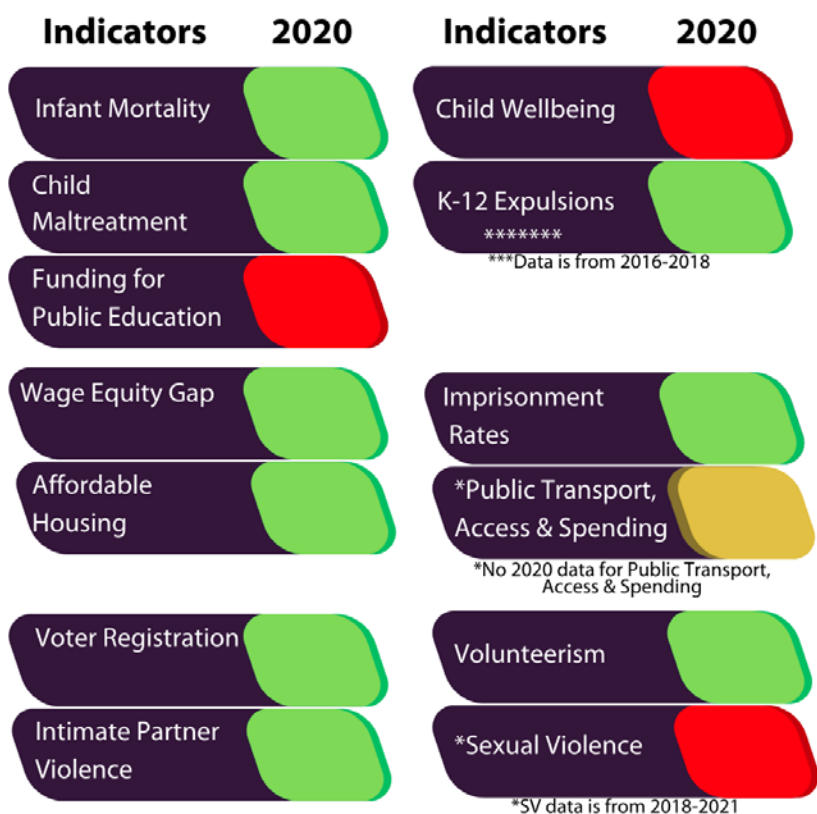
Concurrently, the WOWS workgroup was developing the [Data Dashboard](#) to track the 11 indicators, intimate partner violence and sexual violence data. The dashboard includes thirteen downloadable fact sheets on those indicators. The other public education component to the WOWS work is the Victim Services Compensation Questionnaire and the [resulting report](#).



The WOWS work included five short-term, four intermediate and three long-term outcomes in service to preventing gender-based violence. The project was successful in achieving the short-

term outcomes, three of the intermediate outcomes and was working in partnership with the other DELTA Impact ST members and LT members on moving the needle on the long-term outcomes. The reach of the products developed during DELTA Impact has surpassed Ohio's original goal of 200, more than 100-fold, as the products have reached over 2 million individuals through various dissemination mechanisms.

The dashboard indicators demonstrated positive movement on 10 of the 13 indicators despite the impact of the pandemic on the economy and ultimately Ohio's communities. The OHMAN Report demonstrates shifts in harmful gender norms and the distribution of Wows products demonstrates the achievement of the short-term outcomes.



WOWS Successes, Challenges, Lessons Learned

The WOWS work successes included surpassing the reach in distribution of the products created during the five-year funding cycle. Inroads were made in lifting up the intersections between economic supports and intimate partner violence. Four of the eight outcomes were met.

The DELTA Impact Team achieved success in the implementation outcomes by:

- expanding the diversity of their partnerships
- developing products that were widely distributed
- centering our policy work on people not dollars
- sharing information between partners on policies impacting intimate partner violence risk and protective factors.

The other success that stemmed from the WOWS workgroup was increasing the DELTA Impact Team's understanding of the importance of policy work and the intersections between policy and health outcomes. The WOWS workgroup emphasized that **policy is about people not dollars** and our policy work needs to center people and especially those people on the margins so we all have the opportunity to live in safe, stable, and nurturing environments. Moreover, conducting the Victim Services Compensation Questionnaire brought to light the importance of advocating for living wages for those who are doing the work. The results of the report are being used to inform policy makers so those who are caring for the most vulnerable are compensated equitably for the work they do. Shining a light inward to ensure the field is recognizing the four pillars of our State Prevention Plan was hard

work, at times painful and will hopefully support healthier workplaces for victim services workers.

Data instability was the main barrier faced in the WOWS work. The delay by 2 years for data availability made tracking the indicators difficult. Although we had some success in culling data sources to develop the data dashboard and inform the environmental scan, the pandemic shifted the emphasis of data collection. Many of the organizations that we were dependent on to update our dashboard shifted gears to focus on the consequences of the pandemic. The pandemic also brought to light many of the disparities in outcomes that informed the environmental scan and the WOWS work.



The pandemic context was both a driver and a barrier to getting the WOWS work done. A driver in that it demonstrated the need for economic supports and a barrier as it required the immediate attention of the agencies that were our sources for informing the work.

The most prominent lesson learned for the WOWS Workgroup was to seek guidance from CDC earlier in the process. As this was the first prevention policy effort for the team, we benefited greatly from the CDC site visit that encouraged us to hone in the work. The guidance from CDC supported the Environmental Scan and data dashboard, which fueled our public education campaign.

Engaging Men Work

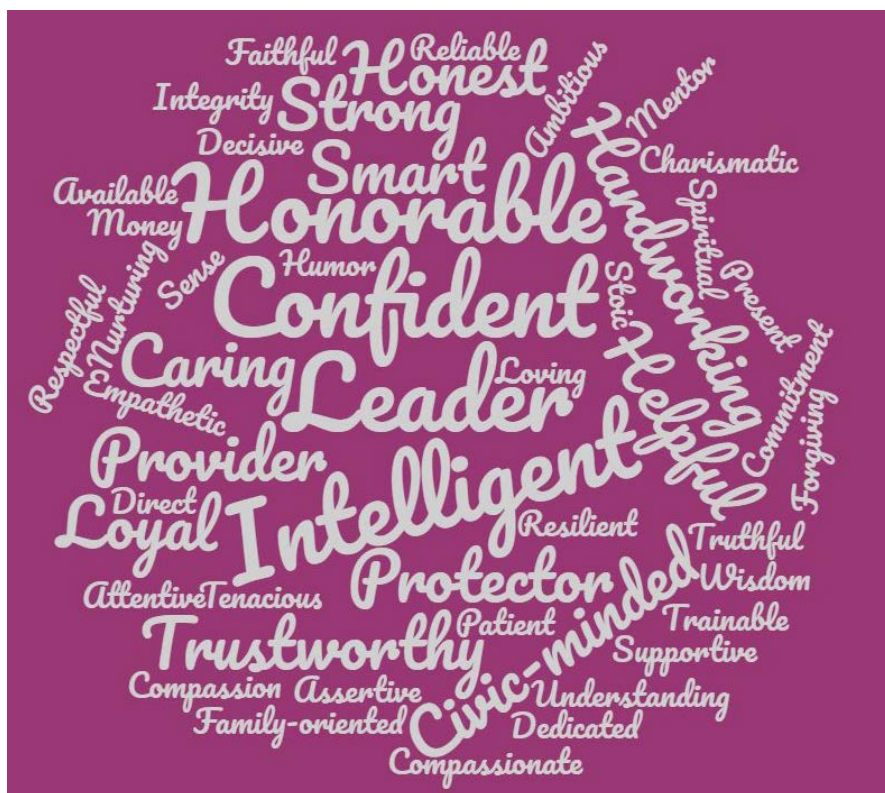


Engaging Men Outcome Achievement

Originally the focus of DELTA Impact engaging men's work centered around the 16-module face to face curriculum, ***The New Playbook: Standing Strong to Promote Nonviolence***. At the beginning of DELTA Impact, two universities that were previously engaged with DELTA were planning on using TNP with their students, faculty, and staff. The word cloud presents descriptions of healthy masculinity from TNP Real Man exercise collected from TNP participants during the last face to face implementation.

Once the state issued the pandemic stay at home orders the in-person work halted and TNP in its entirety lost emphasis as the Engaging Men Coordinator and the OHMAN Steering Committee determined the most relevant and appropriate ways to reach and engage men. The pandemic created the need to rethink the in-person curriculum delivery and offered the opportunity to revise the curriculum to a 10-module on-line self-paced series hosted on ODVN's learning management system.

The on-line curriculum takes approximately 3.5 hours to complete, and the participant can complete it in one or multiple sessions. Since moving the curriculum on-line in 2020, there has been very little participation in the complete on-line curriculum. However, OHMAN Steering Committee members are using components of the on-line curriculum as they work with Universities, Department of Youth Services and Fatherhood Programs.



Overall the [Ohio's Engaging Men Work](#) has reached over 1,000 individuals, which is more than double the original goal of 489. Because of limited use of TNP, the three outcomes directly related to TNP were not achieved. The other three outcomes related to TNP were achieved, as respondents to the OHMAN Questionnaire who participated in TNP continued to use what they have learned to shift norms related to gender-based violence.

Engaging Men on Ohio's Campuses

Ohio's Engaging Men work has achieved success on campus through building partnerships with four Ohio colleges and teaming up with other members of the Ohio Men's Action Network to implement **The New Playbook (TNP)** and the [Know Better. Do Better. Be Better.](#) social marketing campaign. Along with introducing college men to components of TNP and the social marketing campaign, Ohio's engaging men work invites college men to participate in the quarterly [Courageous Conversations](#) that provide a space for men to talk about shifting the narrative around health masculinity.

The entre to the campuses is in combination with the annual international [White Ribbon Campaign](#). Members of OHMAN staff tables during the campaign to discuss the engaging men work and to build interest and relationships with students and staff. Students sign the White Ribbon pledge, and an enlarged white ribbon is displayed in a prominent and public space to remind the students and staff of their pledge to end violence against women and girls. The tabling has led to more engaging men opportunities on campus.



Campuses Successes, Challenges & Lessons Learned



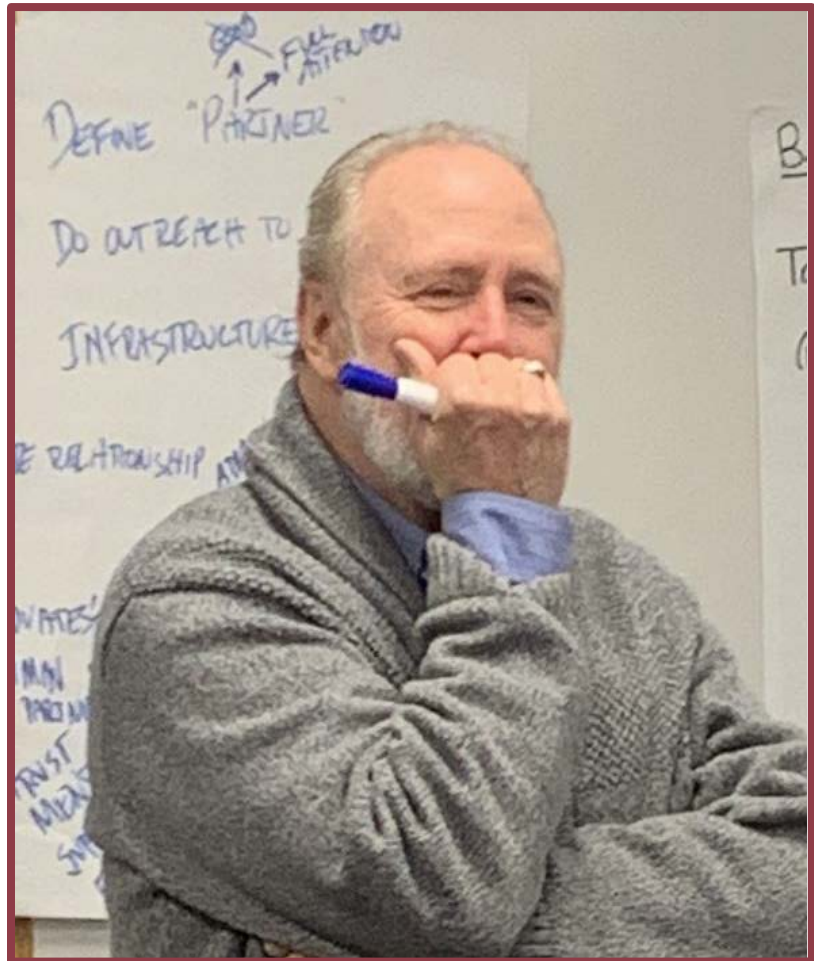
Thus far 366 faculty, staff and students pledged to be non-violent through the White Ribbon Campaign. The initial campus work opened up opportunities to work with athletes on campus. The campus partners are scaffolding programming to engage men that includes the White Ribbon Campaign, TNP modules that are adapted to smaller groups, courageous conversations among the students, and building relationships with administrators so the engaging men work is integrated into campus activities. According to the graphic narration conversation participants, they are already seeing results on campus of the engaging men's efforts. Some of the visible results include increased understanding of consent and increased bystander intervention that lead to a safer campus environment.

The Engaging Men Work faced two challenges over the past five years. The first challenge was getting participants to complete The New Playbook. The pandemic sidelined the original plan to deliver TNP in person. Much of the learning that needs to take place requires someone facilitating the modules AND the sharing that happens between participants to increase understanding and empathy so the information sticks.

An online platform has proven to be ineffective as the solo service delivery method. When TNP modules and/or parts of modules are used in conjunction with a facilitator the material is much more effective. The Engaging Men Coordinator has used this method with success. One reason it is successful is that it is brief and doesn't require six hours from the participants and can fit into a one-hour class session.

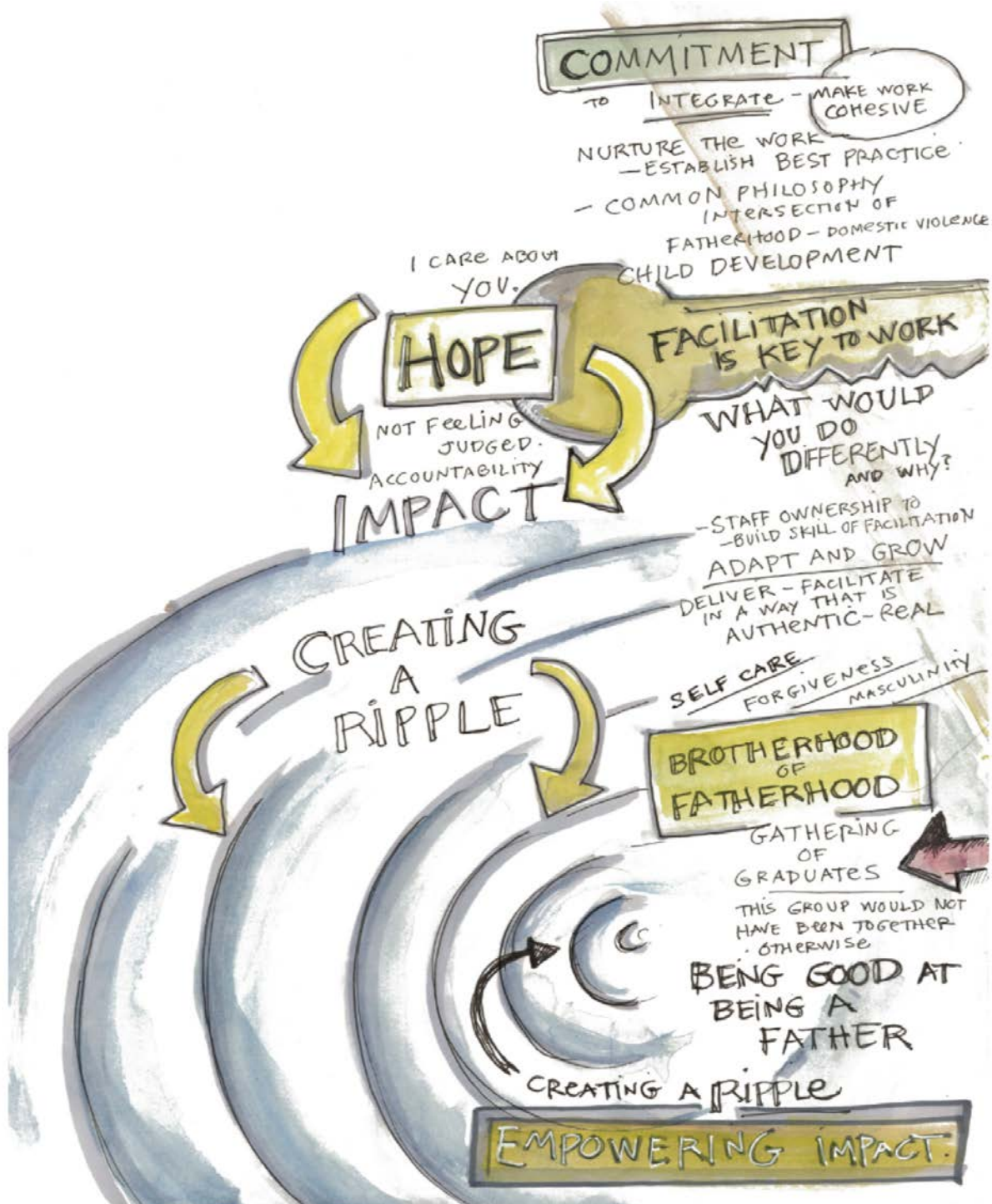
Another reason for success is that when TNP is facilitated by a prevention staff, participants can engage in courageous conversations about the materials and change their knowledge and beliefs that lead to behavioral change.

One of the main lessons learned in Engaging Men is that we need to collaborate with partners at the spaces and places where they are already engaging men. Working with campuses requires abbreviating our curriculum to fit the spaces in which the students are already engaging. Working with athletes to increase their knowledge and skills about gender-based violence prevention is one step at a time.



Working first on the outreach, to the campus events that fit, and then into the classrooms and other spaces where the students are living, working, and playing have increased the campus partners' buy-in. Likewise, thinking through appropriate dosage to scaffold the engagement in ways that make it realistic for students to participate can work to change their knowledge, attitudes and behaviors related to gender-based violence. Using the social marketing campaign along with TNP and Courageous Conversations offers multiple dosages to help the messaging stick and increases the visibility of the messaging.

Engaging Men through Fatherhood Programs



Partnership with Ohio's Fatherhood Programs

Prior to the pandemic, the DELTA Impact team implemented TNP with Action for Children's staff and some of their partners from across the state who are affiliated with the Ohio Commission on Fatherhood. Action for Children is a Columbus-based organization that works with fathers to improve their relationships with their co-parent and their children. The program also supports the fathers as they navigate the systems associated with co-parenting. In 2021, the DELTA Impact Engaging Men Coordinator began presenting domestic violence prevention materials from The New Playbook in the Action for Children Father Up Curriculum. The partnership evolved and the Engaging Men Coordinator began training other facilitators of Father Up with components of TNP's curriculum so the domestic violence prevention messages would become part of the facilitation skills used with fathers. Evaluation results from the Father Up-TNP partnership are demonstrating positive outcomes in two (2) key areas; fathers understanding how they may be reinforcing beliefs and attitudes in their children that contribute to gender-based violence and understanding how different representations of men in the media influence beliefs about masculinity and violence.



The other component of this partnership is the collaboration with the Ohio Commission on Fatherhood. The partnership with the fatherhood commission led to a Courageous Conversation on fatherhood and domestic violence, as well as the staff from the Commission joining the DELTA Impact Leadership Team and the OHMAN Steering Committee. These partnerships have led to more understanding of ways to talk to men about domestic violence and specifically preventing violence in the next generation through modeling healthy relationships. The partnerships have also expanded the engagement of men outside the traditional

partners by collaborating with local programs that focus on empowering men as leaders. Feedback from the fatherhood community has helped reshape TNP so it is applicable to real-life examples the fathers are facing daily in their relationships and in the spaces they navigate.

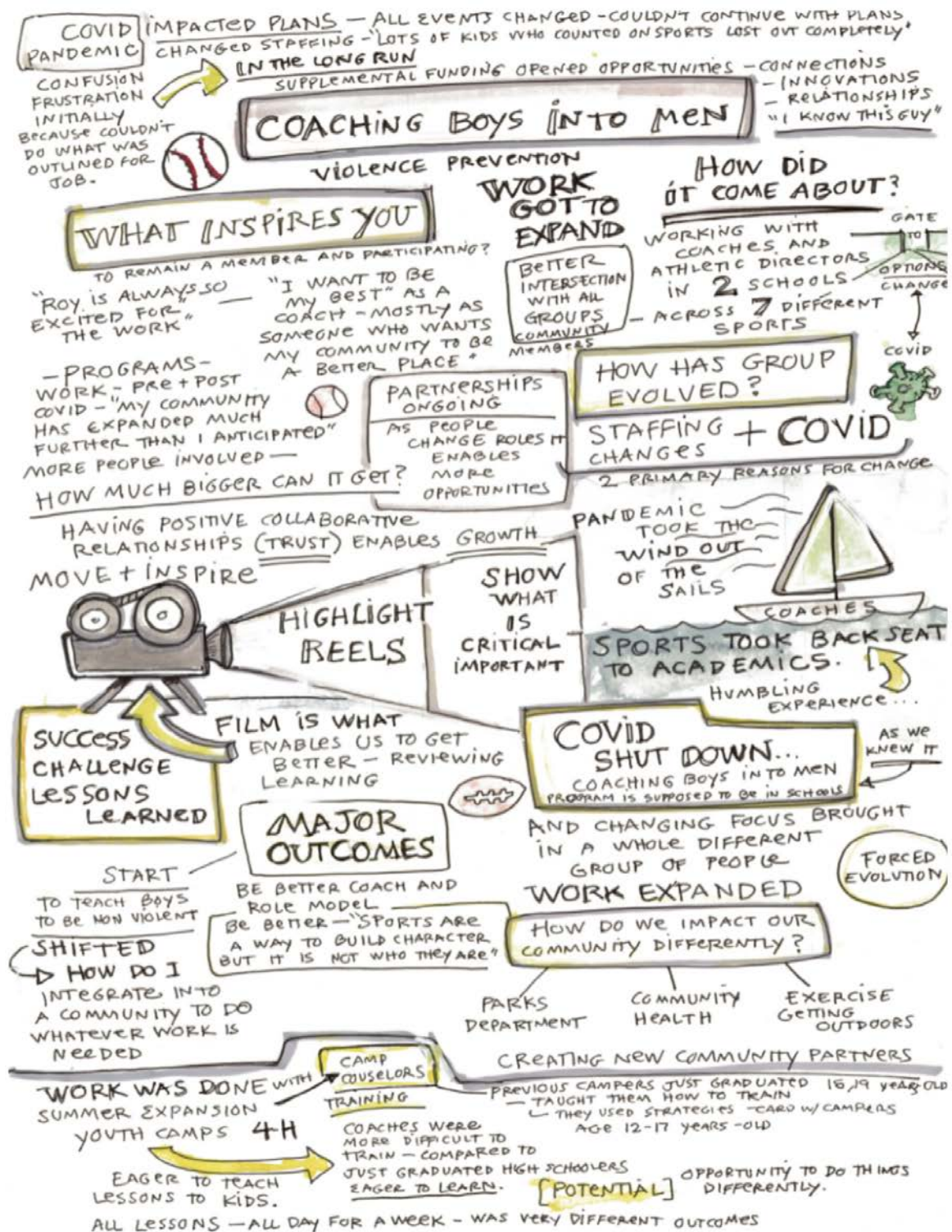
Fatherhood Successes, Challenges, Lessons Learned

The adaptation of TNP modules is one success of engaging men in the fatherhood community. Maintaining the essential elements and documenting the adaptations is helping inform how to best reach people outside of the professional circles where TNP is generally implemented. Using the content of the modules and adapting it for different participant groups makes the potential for widespread use more likely. Another success in the Engaging Men work with fathers is the feedback DELTA Impact received on how men hear information on domestic violence and ways to craft messages that really resonate with them. Holding men accountable while instilling hope and leadership within the domestic violence prevention field is key to engaging men. Another lesson learned is that having a skilled

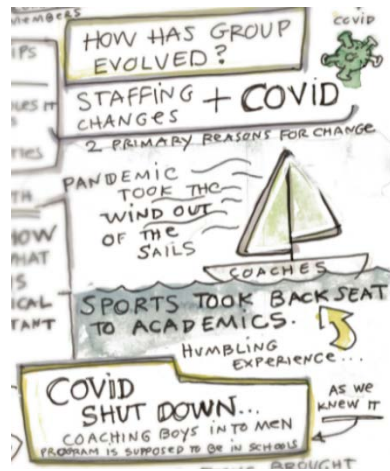
facilitator share TNP modules and guide the conversations increases engagement and likelihood that the content sticks. A large part of the learning is hearing from others and understanding how they experience a specific component of the curriculum content and how they can apply the skills in the spaces and places they navigate.



Warren County Safe on Main



Warren County Coaching Boys into Men Outcome Achievement



The original implementation plan for Warren County included two program components: Coaching Boys into Men and Teen Alliance Council. The program was implemented in 2 schools in the Fall of 2019. The project started off strong with CBiM training for nine coaches and 2 athletic directors in 2 schools and achieved programmatic results with the 7 sports teams and 255 student-athlete participants. The initial results indicated 60% of the students and coaches demonstrated an increase in their prosocial behaviors related to gender norms. Moreover, 85% of the athletes perceived their coaches as caring adults.

In the summer of 2021, the Prevention Coordinator partnered with a 4-H summer camp to implement CBiM with 42 middle to high-school-age campers. Both campers' and counselors' outcomes increased at post-test. This partnership expanded the potential for CBiM to reach youth outside of schools. And then in 2020 the pandemic came to Ohio, which required schools to close for public safety. As the schools began to reopen in 2021, the Prevention Coordinator approached the schools to offer CBiM. For the most part, the schools were still addressing the pandemic protocols and student academic gaps created by the pandemic. Sports took a back seat to the academic needs of the students. The shift in school priorities along with staffing changes required the Prevention Coordinator to change directions in engaging school-age youth.

Teen Alliance Council Outcome Achievement

Warren County's Teen Alliance Council (TAC) also started off strong in the beginning of DELTA Impact with over 40 members. As the pandemic required stay at home, the TAC members were also required to stay at home. Thus, the work they were doing came to a halt. However, two of the youth who participated in CBiM joined TAC. As schools started opening up TAC numbers began to pick up. In the final reporting period of DELTA Impact, 14 males were recruited for TAC leadership roles.

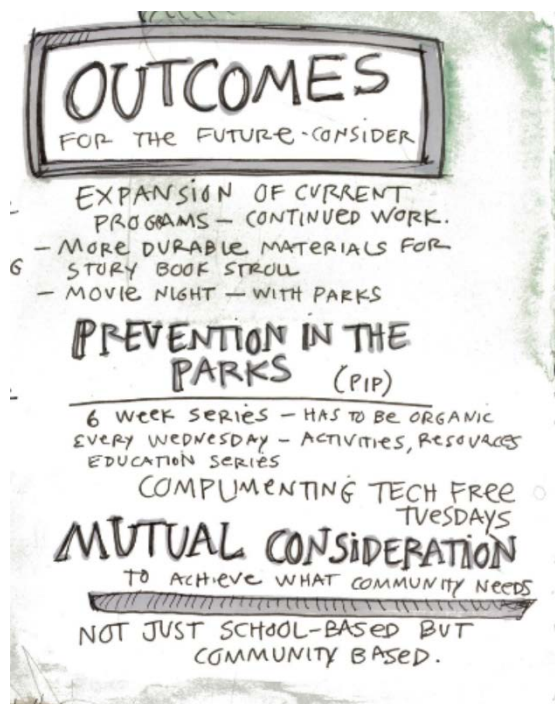
The youth began reaching out through podcasts to teach their peers about healthy relationships and address issues relevant to teens. To date, the teens have hosted 6 podcasts, which have garnered over 250 downloads since being launched in December 2022. Concurrently, the Prevention Nation podcasts are staffed conversations about healthy relationships and teen dating violence prevention. The Prevention Coordinator along with a Safe on Main colleague have hosted 86 podcasts to promote healthy relationships and other



issues related to teen dating violence. The Prevention Nation podcasts have garnered 4,300 downloads since they came online in mid-2022. The podcasts have extended the reach of the prevention messages more widely than was planned for Coaching Boys into Men.

Pivot to Storybook Strolls

As the pandemic was in full swing, CDC offered states supplemental funds to support prevention work that addressed the pandemic. Warren County Safe on Main partnered with their local parks and recreation department in designing storybook strolls that would engage parents and children as they sought outdoor spaces that were safe for social distancing.



The parks partnership was community driven and based on the needs for people to have outdoor activities where they could reduce stress and stay healthy. The initial storybook stroll was installed in 2020 and included an opening celebration with the book author reading the book to over 100 children and family members outdoors.

This partnership expanded the relationships between Safe on Main, parks, and the community as more people were using the park systems during the pandemic than ever before. The books focus on kindness and healthy relationships. Currently, there are 7 parks in Warren County participating in the Storybook Strolls. The other component of this partnership is the Prevention in the Park Series

which is focused on healing through green spaces and family engagement.

Warren County Successes, Challenges, Lessons Learned

Successes for Warren County Safe on Main include the multiple partnerships that have emerged during the work. Partnerships with schools have expanded into partnerships with communities as school staff have changed positions and moved into positions within the communities. Likewise, the partnership with Warren County Connect, the Collective Impact process has led to a community-informed student assessment tool that will be administered in the schools to collect data on youth well-being. The assessment results will be used to inform county-wide prevention programming to support youths in healthy development into adulthood.

Another success is engaging with the 4-H clubs and parks to implement programs on healthy relationships and using the green spaces to expand the reach of the DELTA Impact strategies and activities. Moving programming to online spaces such as podcasts by both the



prevention staff and youth has proven successful for expanding reach. The podcasts have reached over 4,500 downloads since they went live in 2021.

The main challenge for the project is working in schools with the ever-changing landscape. Initially the pandemic created a barrier for working in the schools to implement CBiM and the stay-at-home orders kept the TAC at home. Currently, schools are hesitant to support prevention programming because of misinformation regarding critical race theory, sexual health, and confusion about teen dating violence prevention and healthy relationships messaging.

Lessons learned for Warren County DELTA Impact program include listening to the community and working with them to provide needed services. Secondly, expanding partnerships beyond prevention and schools can have lasting impacts on preventing intimate partner violence. Likewise, staff learned that using various forms of social media such as podcasts can successfully engage youth and adults in conversations about healthy relationships and prevention. The pandemic required us to get creative with how we reach and connect with community members, which ultimately expanded our options, accessibility, and sustainability.



Knox County New Directions



Knox County New Directions—Outcome Achievement

Knox County New Directions DELTA Impact focused on increasing the age of onset for drinking as their PPE. The outcomes reported in the Annual Progress Report demonstrate progress toward achievement on all of the PPE outcomes. The PPE included multiple components to achieve the outcomes. The prevention staff worked with parents to increase their understanding of the negative consequences of underage drinking.

The Hidden in Plain Sight (HIPS) curriculum teaches parents how to talk with their children about alcohol, substance abuse and healthy relationships. During DELTA Impact 416 parents and community members participated in HIPS. Another component of the public education campaign was the [Be a Parent Not a Friend](#) social media messaging. This messaging was in partnership with the Knox Substance Abuse Action Team (KSAAT) and was posted on billboards, in radio announcements and was also integrated into the Teen Advisory Council (TAC) messaging. Four billboards were placed throughout Knox County from 2/15/2021 through 3/31/2022, which had over 127,000 impressions.



Project staff also worked with the alcohol-serving establishments to increase the alcohol servers' understanding about the consequences of underage drinking and state laws and policies associated with serving minors. In addition, the alcohol server training also integrated prevention messages related to keeping community members safe by increasing the alcohol server's knowledge about bystander behavior. The ASK training reached 10 alcohol-serving establishments in 3 Knox County communities. In 2021, the Knox County DELTA project staff worked with their substance abuse prevention partner and city council to further the efforts for preventing underage drinking. This partnership led to the requirement that any establishment participating in the Designated Outdoor Refreshment Area has to participate in the ASK training. As a result, 7 establishments and 41 individuals participated in the ASK

training. In addition, the partnership agreed that one dollar for each cup sold in the DORA is earmarked for prevention. To date, over \$1,000 from the DORA cup sales has been set aside to support prevention efforts.

Teen Advisory Council-Outcome Achievement

Knox County [Teen Advisory Council](#) is a youth-led initiative. The youth conducted an [environmental scan](#) starting in 2020 through 2023 in six of their schools and used the data to inform their activities and events. Over 1,500 high school students completed the environmental scan. Using the results of the environmental scan, the youth created a social media campaign that includes podcasts and Tik Tok posts, community activities including an [annual 5-K walk/run](#), and produced a song in collaboration with We Amplify Voices.



Amplifying youth voices in partnership with the adult prevention staff is a commitment that the Knox County DELTA Impact staff has exemplified over the past five years. The staff listen to the youth and youth are teaching parents and other adults in their lives about what they need to be healthy and safe. The youth also engage their peers to normalize discussions about what is healthy and not healthy in regard to teen dating violence, peer pressure, alcohol and other substance use, and bullying. The youth podcasts take on topics to increase peer understanding of healthy relationships. The goal is that each youth will find hope and become the best version of themselves and live a healthy and drug-free life.

Successes, Challenges and Lessons Learned

Youth-led work and youth teaching adults is one of the most notable successes of Knox County's DELTA Impact work. A lesson for engaging youth is to go where the youth are such as at the schools and other teen groups. Being able to have in-person connections is important to youth and provides the space to support each other and to get work done. Secondly, the expansion of partnerships committed to increasing community members' understanding about limiting underage alcohol access has gained monumental traction during DELTA Impact. Another lesson learned is youth and adults need multiple doses of the information and opportunities to practice behavioral change. The PPE used multiple methods and mechanisms to reinforce public education about underage drinking, safety, and teen

dating violence. The various components of the PPE show promise in increasing the age of onset and bystander behaviors around underage drinking. The PPE components also demonstrate connections to caring adults and commitment and connection to school, which are protective factors for violence prevention.



Lessons Learned and Next Steps



CDC support for DELTA Impact over the past five years has presented opportunities for the Ohio DELTA Team to learn many lessons on moving prevention to the outer levels of the Social Ecological Model (SEM). Working at state and local levels the team has made further inroads to the pathways in prevention for Ohioans. Commitments offered in the graphic narration demonstrate the many lessons learned over the past five years and the future intentions of Ohio's prevention community in ensuring all Ohioans can live violence free.

Working on public education that informs policy so every Ohioan can live in safe, stable, and nurturing environments takes time. The wage equity and other worker supports efforts began with collecting in-depth data on the current state of Ohio related to health equity. The research and resulting publications for public education that started in 2019 were just completed in late 2022. The next steps of this work would be to ensure the publications are distributed broadly and used by those who can inform and advocate for public policy changes that promote health equity.

Ohio DELTA partners are committed to working in collaboration with their state and local partners and expanding partnerships to increase health equity. The partners are committed to continue working on policy level efforts that will impact the risk and protective factors for intimate partner violence. The intersections of the risk and protective factors require the expansion of partnerships to change policies that impact Ohio's communities. Centering those communities and their members that are at the margins is critical for the change that is needed to increase health equity.

It is also essential to listen to the communities and build on their strengths and existing relationships to address community issues. Two examples of this lesson are Knox County and Warren County partnerships. Knox County partnered with local substance abuse team and policy makers that led to the success of the alcohol policy work being embedded in the Designated Outdoor Refreshment Areas (DORA). The other example of trusting local communities to build on their strengths and existing relationships is Warren County's Storybook Strolls that partnered with the parks and recreation department to build outdoor activities that engaged families in healthy activities during the pandemic. These partnerships continue to grow and will sustain the DELTA Impact work implemented over the past five years.

The DELTA partners are also committed to continuing youth-led prevention work. It is evident from the work in Knox County that youth led prevention makes a difference. Youth led and adult supported efforts included conducting community assessments that informed the youth led strategies and activities. These efforts created strategies and activities that are relevant and engaging for the youth and can shift the risk and protective factors associated with teen dating violence and other forms of violence. The youth-led efforts along with the strategies and activities focused on adults are saturating the community with healthy alternatives that have the potential to impact underage drinking.

Courageous Conversation: The MEN of OHMAN: Why We Do This Work—Healthy Masculinity



Roy Lutz
Community Prevention
Coordinator at the Violence Free
Coalition



Brandon Thompson
Outreach Coordinator at Survivor
Advocacy Outreach Program



Jayvon Howard
Manager of Engaging Men
Initiatives at the Ohio Alliance
to End Sexual Assault



Jeff Puster
Campus-Based Prevention
Coordinator for the Sexual Assault
Response Network of Central Ohio



Eric Greene
Violence Prevention and Social Marketing
Consultant with the Sexual Assault and
Domestic Violence Prevention Program



Glenn Harris
Co-Director of Prevention at
the Ohio Domestic Violence
Network

presented by the Ohio Men's Action Network

Join us for this free webinar on
March 14, 2023 at 10 a.m.

Know Better. Do Better. Be Better.

Shifting social norms associated with intimate partner violence is a long-term endeavor. The OHMAN members are committed to continue their work to engage men in ending intimate partner and other forms of violence. Based on the OHMAN chair's relationship with the Ohio Fatherhood Commission, more emphasis was placed on how OHMAN can work alongside the Fatherhood Commission and their partners to engage more fathers in prevention work. Bridging silos and being intentional on reframing parenting and healthy co-parenting in The New Playbook curriculum is an ongoing effort and commitment. Grounding this work in the essential elements of TNP while adapting it to meet men in the spaces, places, and stages of readiness they are in is a lesson learned from DELTA Impact.

Likewise, partners are committed to working with Ohio's college campuses to engage more young men to promote social change related to violence prevention and in particular intimate partner and sexual violence prevention. The strategies to engage men require opening up spaces so men can learn about healthy masculinity and understand how to change the systems and

structures that have perpetuated violence. Creating a social marketing campaign that anyone can connect with and encourages everyone to work together is gaining momentum on Ohio's campuses. Keeping the messaging simple and relatable took time and input from many people before developing the right message. **Know Better. Do Better. Be Better.** is catching on and being repeated by students on college campuses. It is also bringing people into the Courageous Conversations and other OHMAN work. Ohio partners are committed to creating the spaces, places, and opportunities for Ohioans to know better, do better and be better through finding new ways to do prevention work

Appendix 1

Ohio DELTA Impact Graphic Narrative Report (2018-2023)





Tom Hanicek, Graphic Narrator
Sandra Ortega, PhD. Empowerment Evaluator
Molly Nelson, Evaluation Team Administrative Coordinator



HOW HAS GROUP EVOLVED?

SINCE 3/2018



THE PANDEMIC

MADE IT CHALLENGING TO ESTABLISH AND MAINTAIN RELATIONSHIPS.

EVOLVED TO EXPAND WORK AROUND DIVERSITY

BEING LEADERS IN THIS SPACE

CHANGES IN GROUP
CHANGES IN FOCUS

ENGAGING MEN -
WAGE EQUITY -
AWARENESS - NEW
ENGAGEMENT W/ ANTI-RACISM
+ ANTI-BLACKNESS
IMPACTING A LOT OF WORK
ACROSS THE STATE

WHAT INSPIRES YOU?

REMAINING CONNECTED - INFORMATION
RESOURCES
"BEING A PART OF WHAT IS GOING ON"
AND COMMUNICATING ON STATE LEVEL.

"INSPIRED TO HEAR WHAT OTHERS ARE DOING"
HOW PEOPLE SHIFT AND ADAPT

LISTENING - LEARNING - GIVING

PROBLEM SOLVING - AN ASSET OF LEARNING
FROM ONE ANOTHER
HOW TO DO THINGS DIFFERENTLY
BASED ON UNIQUE PERSPECTIVES.

"IT'S INSPIRING BEING IN A ROOM WITH REALLY SMART PEOPLE
WORKING TO CREATE AN OHIO
WHERE PEOPLE CAN

PROMISE

LIVE
LIVES FREE
FROM
VIOLENCE

KNOWLEDGE

TO
CHANGE

DISCOVERY OF

"HOW DO WE UNDERSTAND - MAKE IT ALL WORK"

REDEFINING
SAFETY

FOR
WHO?
WHAT DOES
IT MEAN?

WHAT
DOES CHANGE
LOOK LIKE?

HOW
WE
INTERACT

REQUIRES
DEEP
CHANGE

THE EXTENT
THAT
SOCIAL
SYSTEMS
ARE
COMPLICIT
IN THE
VIOLENCE
THAT OCCURS

SOCIAL
JUSTICE
SYSTEM CHANGE

UNVEILING
OF

ADVERSE
CHILDHOOD
EXPERIENCES

EMERGE
HOW OUR SOCIETY

HAS DEEPLY EMBEDDED
RACISM - CONTROLLING
NATURE OF OUR
EXISTING SYSTEMS

"WE COULDN'T SEE
THIS WHEN WE
FIRST STARTED"

CONNECTIONS TO DELTA IMPACT

CHANGING CAMPUS CULTURE

KERRY SOLAR INITIATIVE
OHIO DEPARTMENT OF HIGHER EDUCATION
PREVENT AND RESPOND TO GENDER
BASED VIOLENCE
HELP EFFORTS - STATE-WIDE
IMPACTS FOR STUDENTS
AND COLLEGE CAMPUSES

SUSAN WISMAR
PREVENTION SPECIALIST
OTTERBEIN UNIVERSITY

LOCAL AND PREVENTION STRATEGIES

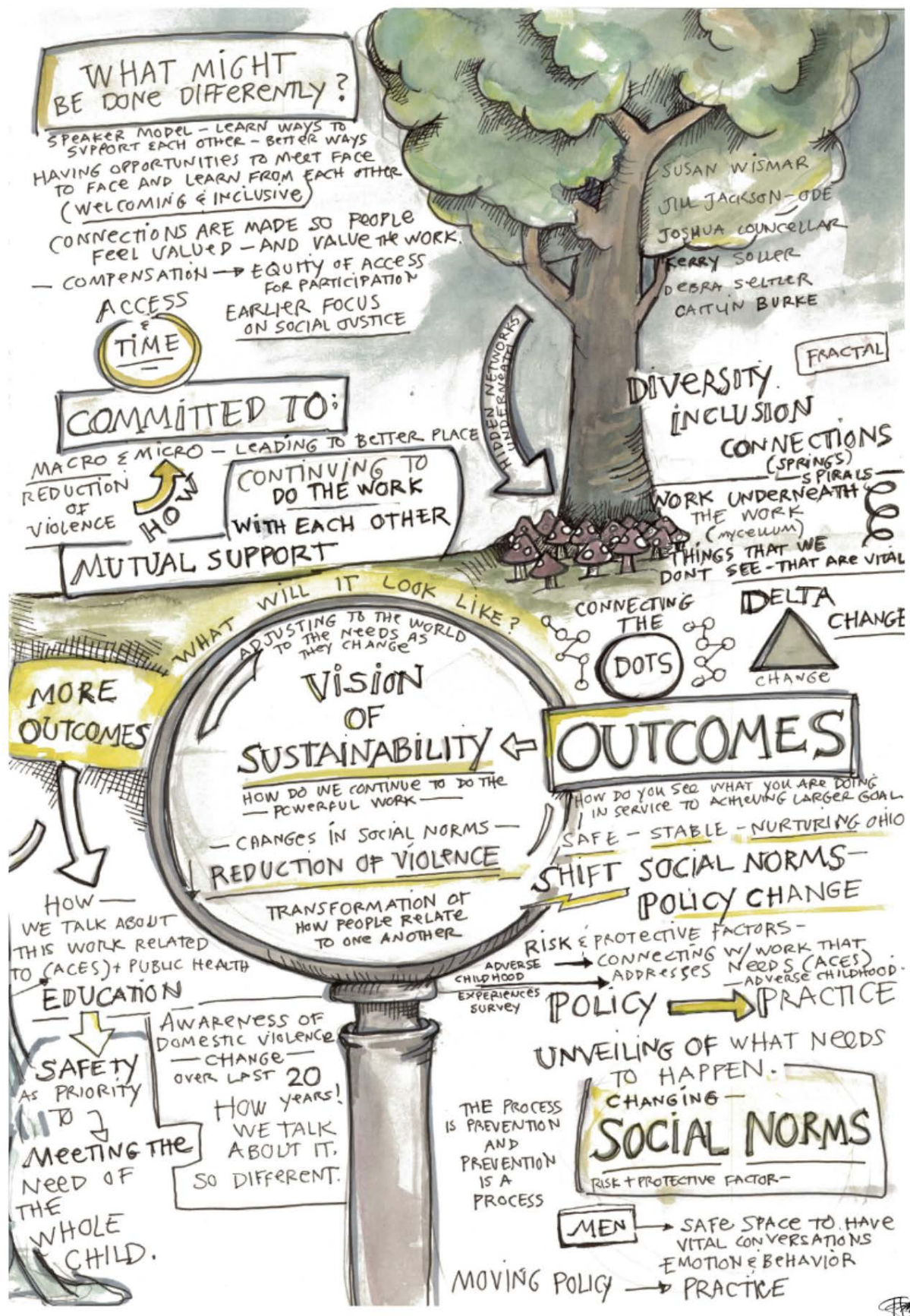
DEBRA SELTZER
STATE HEALTH DEPARTMENT
SEXUAL ASSAULT / DOMESTIC VIOLENCE PREVENTION

FOCUS ON PREVENTION STRATEGIES
COORDINATING WORK - LEARN FROM
OTHER DELTA INITIATIVES IN THE
COMMUNITIES.

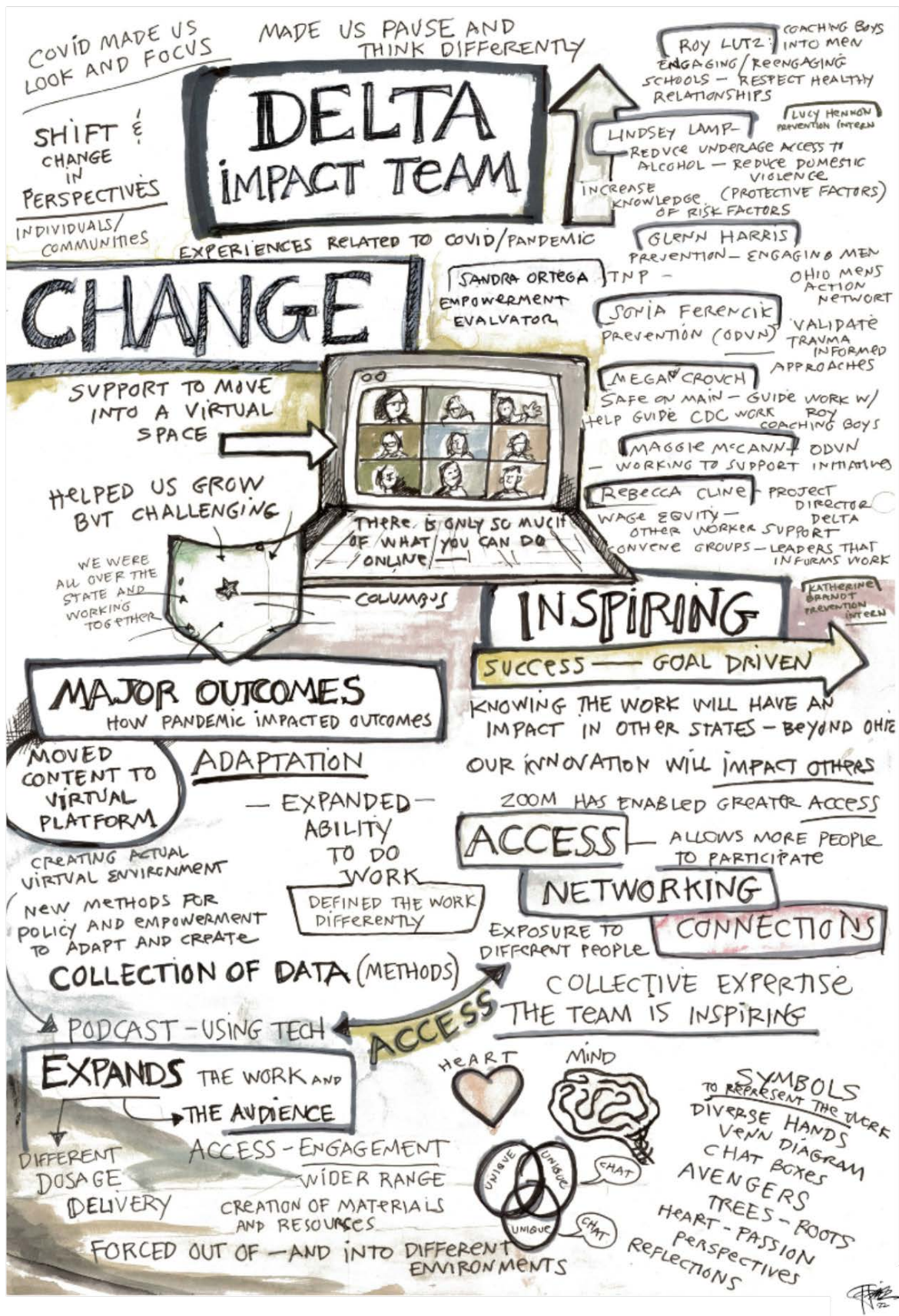
CAITUN BURKE: OAESV
DIRECTOR OF PREVENTION AND PUBLIC
HEALTH - STATE-WIDE IMPACT

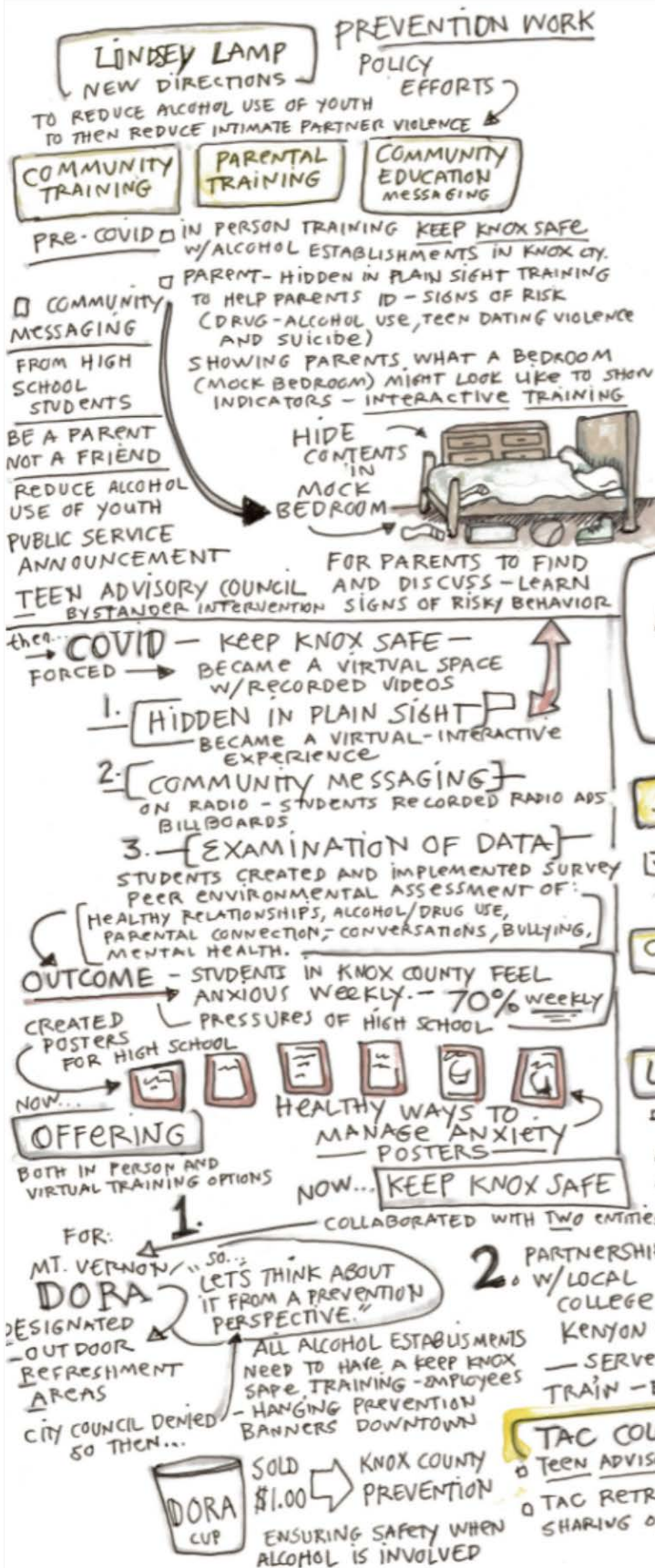
JOSHUA COUNCELLAR - PROJECT
MANAGER - OHIO COMMISSION ON
FATHERHOOD - LOCAL WORK -
PROVIDING VOICE FOR FATHER AND
COMMUNICATING BEST PRACTICES

JILL JACKSON - WHOLE CHILD SUPPORTS
OHIO DEPARTMENT OF EDUCATION
SCHOOL SAFETY - POLICY - FOR SCHOOLS
TEEN DATING VIOLENCE PREVENTION





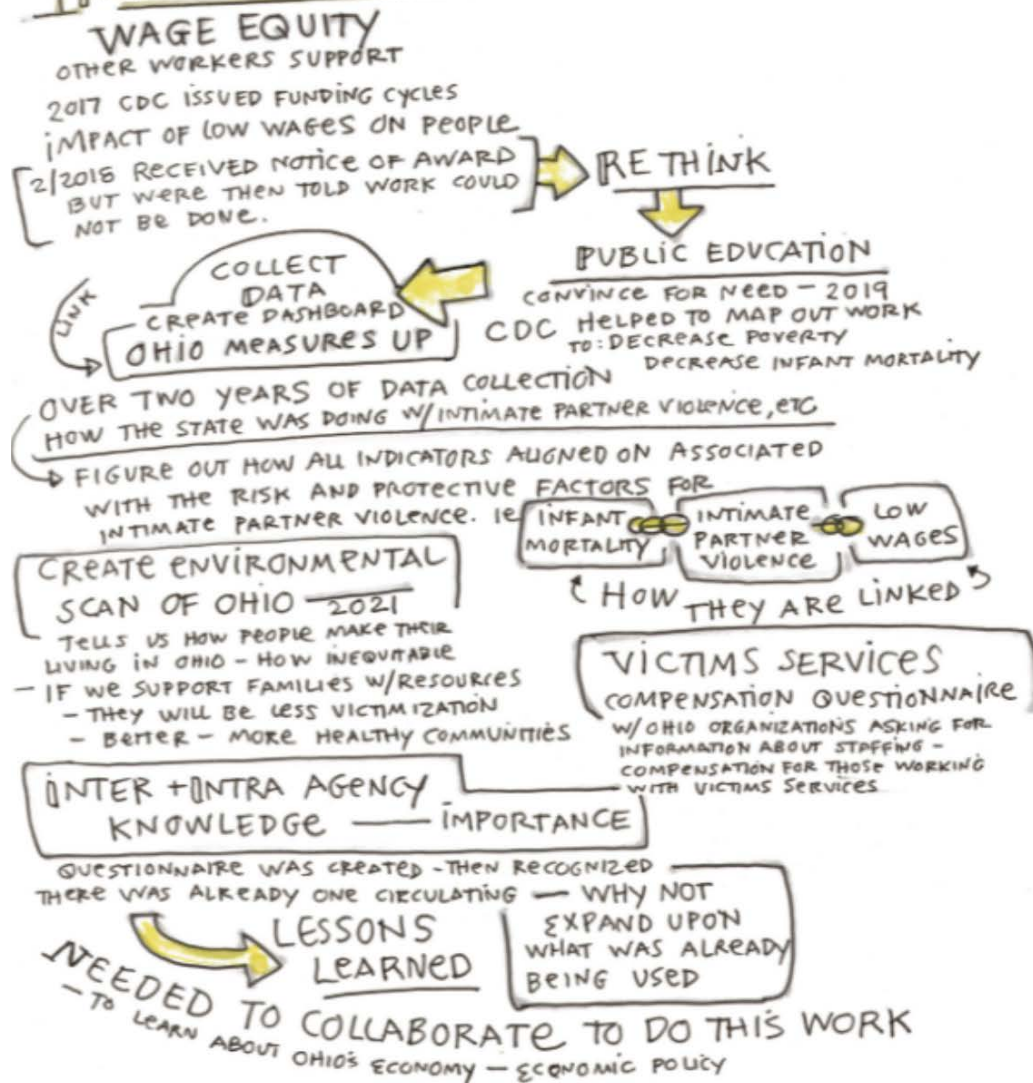




SONIA FERENCIK

- FROM CDC - SUPPLEMENTAL FUNDING
- KNOWING PEOPLE ARE FEELING ISOLATED
 - SUPPORT FOR STRESSFUL TIMES IN A VIRTUAL SPACE
 - STUDENTS -
 - TEACHING BREATH WORK
 - MINDFULNESS
 - VISUALIZATION
- PARTNER W/ ZEN WORKS YOGA
- COVID UPDATES - CHRONIC STRESS - CRISIS HOTLINES
LINKS RESOURCES - HANDOUTS -
- PREVENT ——— PREVENT
- PAUSE - RESILIENCE - ENJOY - VAGUS - ENGAGED - NATURE - TRADITIONS
EXPRESS - NERVE - AS HEALING + RITUALS

REBECCA CLINE







KRISTY MCCRAY
SUSAN WISMAR

JEFF PUSTAR
(OHIO HEALTH)

LARRY BANASZAK
OTTERBEIN POLICE DEPARTMENT
GLENN HARRIS
(ODVN)

OTTERBEIN
UNIVERSITY

HIGHEST POINT OF
LEADERSHIP IS INVESTED

AUGUST 26, 2022
NOTES

POSITIVE + PROACTIVE
NOT REACTIVE

ENGAGING MEN

OTTERBEIN
UNIVERSITY

DELTA IMPACT

WHAT
INSPIRES

IMPACT

FEEDBACK FROM PARTICIPANTS
MEN TEACHING MEN
THERE ARE OTHER WAYS

LEADING CHANGE

"IT IS THE RIGHT THING TO DO

ENGAGING MEN

MOTIVATED TO DO THIS WORK
COLLECTIVE - COLLABORATIVE
W/ DIVERSE EXPERIENCES

LEGACY

PLANTING SEEDS IN A
GARDEN YOU WILL NEVER SEE.

OUTCOMES

- INCREASE UNDERSTANDING OF CONSENT
- LOWER HOSTILITY TOWARD WOMEN

INCREASE EMPATHY

- LOWER RAPE MYTH ACCEPTANCE
- BYSTANDER INTERVENTION INCREASE
- SAFER CAMPUS

CONTINUITY

- SEXUAL VIOLENCE PREVENTION CURRICULUM - FACILITATION W/ ATHLETES
- KNOW BETTER DO BETTER BE BETTER
- GROWTH MINDSET - COMMUNITY BUILDING
- MARKETING SPECIFIC TO OTTERBEIN'S CAMPUS

PLEDGE

AGAINST VIOLENCE

KNOW
BETTER

SIGNS
T-SHIRTS
FACILITATION

STEPPING
UP

AS A
LEADER

NEW
PLAYBOOK
CURRICULUM

- MEN ARE POISED TO HAVE THESE CONVERSATIONS AT THIS AGE AND STAGE

HOW HAS THE WORK CHANGED
THE ACTIVITIES - HOW WORK AS A GROUP

THERE HAS NOT BEEN
SIGNIFICANT CHANGE

ADAPTING WAS
A PART OF THE PLAN

PIVOTS WITH
THE PANDEMIC
(RESCHEDULE)

RECRUITMENT
AT OTTERBEIN
W/ STRATEGY
TO SCAFFOLD
PROGRAMS
W/ SPECIFIC ACTION
STEPS

OPPORTUNITY
REFRAME
THE
EXCITEMENT

ADJUSTMENTS
VIRTUAL
OPTIONS
PROVIDED
ACCESS

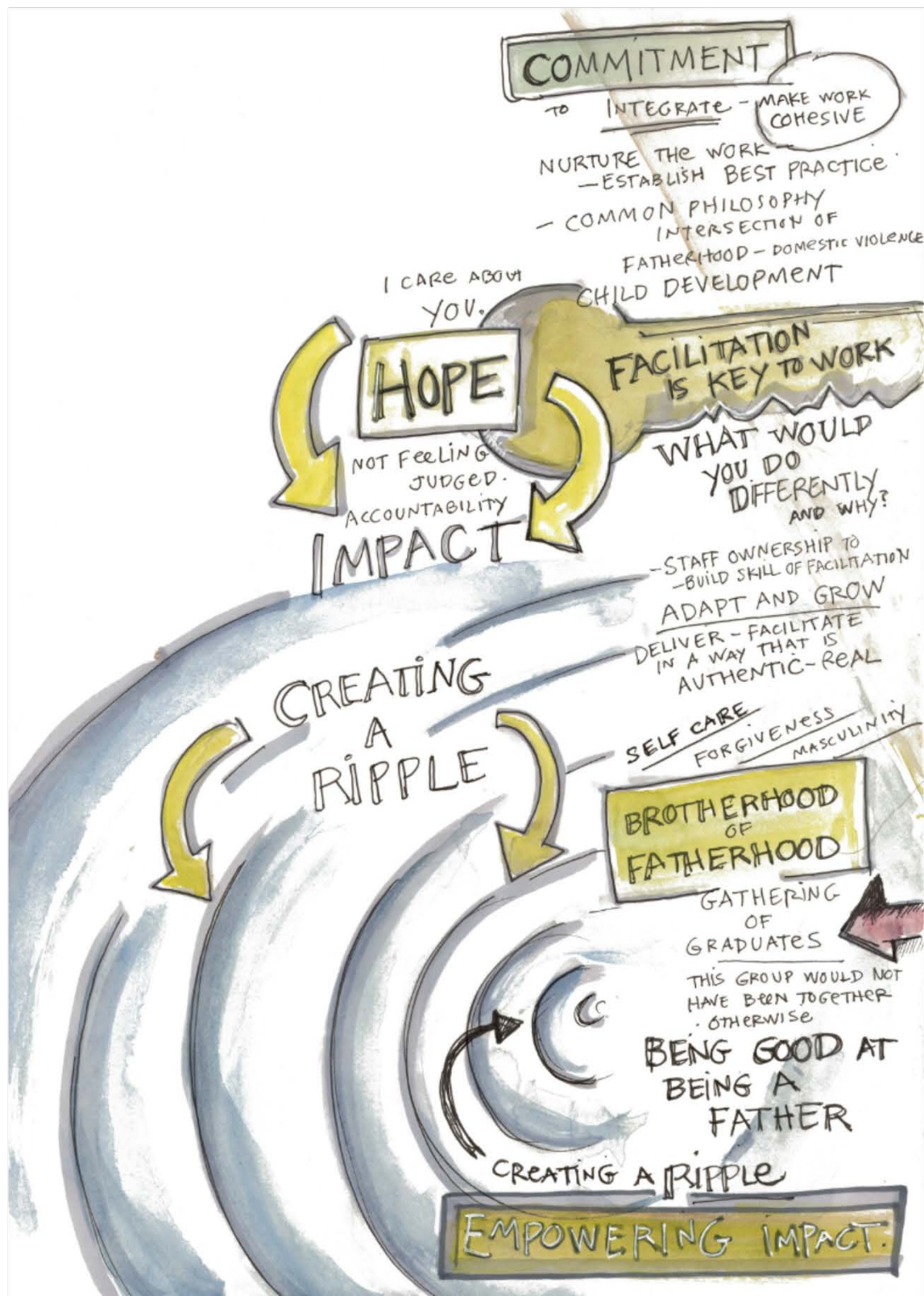
VISIBLE PRIORITY ON CAMPUS

- INCENTIVES - FACULTY STRUCTURAL POLICY WORK
- TRANSFORMING CHARACTER
- PROFESSIONAL DEVELOPMENT

UNIVERSITY
ADMINISTRATIVE LEADERSHIP
MOTIVATED TO DO THIS WORK







COVID PANDEMIC IMPACTED PLANS — ALL EVENTS CHANGED — COULDN'T CONTINUE WITH PLANS
 CHANGED STAFFING — LOTS OF KIDS WHO COUNTED ON SPORTS LOST OUT COMPLETELY
 IN THE LONG RUN
 SUPPLEMENTAL FUNDING OPENED OPPORTUNITIES — CONNECTIONS
 — INNOVATIONS
 — RELATIONSHIPS
 "I KNOW THIS GUY"

WHAT INSPIRES YOU
 TO REMAIN A MEMBER AND PARTICIPATING?
 "ROY IS ALWAYS SO EXCITED FOR THE WORK"
 "I WANT TO BE MY BEST" AS A COACH — MOSTLY AS SOMEONE WHO WANTS MY COMMUNITY TO BE A BETTER PLACE
 — PROGRAMS — WORK — PRE + POST COVID — "MY COMMUNITY HAS EXPANDED MUCH FURTHER THAN I ANTICIPATED"
 MORE PEOPLE INVOLVED —
 HOW MUCH BIGGER CAN IT GET?

HOW DID IT COME ABOUT?
 WORKING WITH COACHES AND ATHLETIC DIRECTORS IN 2 SCHOOLS — ACROSS 7 DIFFERENT SPORTS
 GATE TO OPTIONS CHANGE
 COVID

HOW HAS GROUP EVOLVED?
STAFFING + COVID CHANGES
 2 PRIMARY REASONS FOR CHANGE

HAVING POSITIVE COLLABORATIVE RELATIONSHIPS (TRUST) ENABLES GROWTH
 MOVE + INSPIRE
HIGHLIGHT REELS
 SHOW WHAT IS CRITICAL IMPORTANT

PANDEMIC TOOK THE WIND OUT OF THE SAILS
 COACHES
 SPORTS TOOK BACK SEAT TO ACADEMICS.
 HUMBLING EXPERIENCE...

SUCCESS CHALLENGE LESSONS LEARNED
 FILM IS WHAT ENABLES US TO GET BETTER — REVIEWING LEARNING
MAJOR OUTCOMES
 BE BETTER COACH AND ROLE MODEL
 BE BETTER — "SPORTS ARE A WAY TO BUILD CHARACTER BUT IT IS NOT WHO THEY ARE"

COVID SHUT DOWN...
 COACHING BOYS INTO MEN PROGRAM IS SUPPOSED TO BE IN SCHOOLS
 AND CHANGING FOCUS BROUGHT IN A WHOLE DIFFERENT GROUP OF PEOPLE
WORK EXPANDED
 FORCED EVOLUTION

START TO TEACH BOYS TO BE NON VIOLENT
SHIFTED
 → HOW DO I INTEGRATE INTO A COMMUNITY TO DO WHATEVER WORK IS NEEDED

HOW DO WE IMPACT OUR COMMUNITY DIFFERENTLY?
 PARKS DEPARTMENT
 COMMUNITY HEALTH
 EXERCISE GETTING OUTDOORS

WORK WAS DONE WITH
 SUMMER EXPANSION
 YOUTH CAMPS 4H
 CAMP COUSLORS TRAINING
 COACHES WERE MORE DIFFICULT TO TRAIN — COMPARED TO JUST GRADUATED HIGH SCHOOLERS
 EAGER TO TEACH LESSONS TO KIDS.
 ALL LESSONS — ALL DAY FOR A WEEK — WAS VERY DIFFERENT OUTCOMES
 CREATING NEW COMMUNITY PARTNERS
 PREVIOUS CAMPERS JUST GRADUATED 18/19 YEARS OLD
 — TAUGHT THEM HOW TO TRAIN
 — THEY USED STRATEGIES — CARD W/ CAMPERS AGE 12-17 YEARS OLD
 [POTENTIAL] OPPORTUNITY TO DO THINGS DIFFERENTLY.

KIDS SUPPORTING KIDS

TEEN ALLIANCE COUNCIL

PROACTIVE METHODS HELPING
YOUTH - MAKING GOOD DECISIONS

COACHING BOYS INTO MEN

COACHING, ATHLETICS

COMMUNITY ASSESSMENTS IDENTIFIED THAT:

- REAL NEED FOR PEOPLE TO GET OUTDOORS
BECAUSE OF COVID
- REAL NEED FOR PEOPLE TO BE SOCIALLY
DISTANCED BUT STILL DO AN ACTIVITY TOGETHER
AS A FAMILY

MORE ASSESSMENTS:

WHICH PARKS?
WOULD BE BEST

FRIENDS OF WARREN COUNTY PARKS

PARKS PROGRAM

STORY BOOK STROLL
IN THE PARKS

TO ENGAGE FAMILIES WHILE
VISITING THE PARK -
DRAWS PEOPLE TO OTHER
PARTS OF THE PARK

COVID WAS A CATALYST FOR CHANGE

- ALL OF THE SCHOOL-BASED WORK STOPPED BECAUSE STUDENTS WERE NOT IN SCHOOL -

TEEN ALLIANCE COUNCIL AND COACHING BOYS INTO MEN

WAS AT ITS PEAK - WITH OVER 40 KIDS - COVID BROUGHT # TO 2

"SOMETIMES I MOURN THE LOSS OF WHAT COULD HAVE BEEN"

HAD COVID NOT HAPPENED - WOULD THE PARTNERSHIP WITH THE PARKS
HAVE HAPPENED? "IT HAS EVOLVED FOR THE BETTER"

SILVER LINING

AGENCY AND COMMUNITY
PARTNERSHIPS, ACCESS
AND SUPPORTS THAT ARE
BASED ON NEEDS OF
COMMUNITY

LEARNING, ADJUSTING, HOW WE LOOK AT COMMUNITY
PARTNERSHIPS, - BE INFORMED AND INVOLVED
WITH THE COMMUNITY

2020

BUSY YEAR
FOR THE PARKS
"NON-STOP WHEN
THE SUN WAS SHINING"

PREVENTION EFFORTS

- PROGRAMMING
TEACH PEOPLE ABOUT
NATURE
- COMMUNICATIONS
- TECH FREE TUESDAY -
TO UNPLUG - AND LEARN
ABOUT NATURE

WHAT INSPIRES PARTNERSHIPS?

- THERE ARE SO MANY
OPPORTUNITIES!

- LEARN FROM EACH OTHER
- ENHANCE EACH OTHERS PROGRAMS
- ENHANCE ENTIRE COMMUNITY

PROMOTE HEALING

HELPING PEOPLE TO HEAL

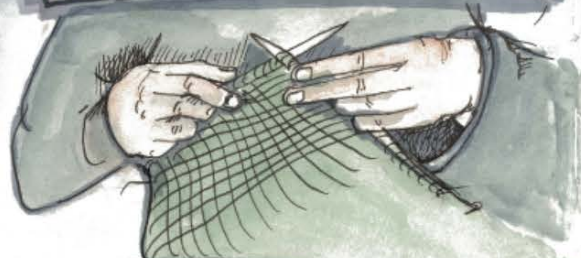
UTILIZING IDEAS + PARTNERSHIPS
TO HELP PEOPLE HEAL.

↑ INCREASE
GREEN
SPACE = ↓ DECREASE
INTIMATE
PARTNER VIOLENCE

"WE ALL
BRING UNIQUE
SKILL SETS TO THE WORK"

LARRY EASTERLY
WARREN COUNTY PARKS DEPARTMENT DIRECTOR
SHANNON RUSSELL PENNINGTON
WARREN COUNTY NATURALIST
CATHAY JOEFREDA
FORM GUIDANCE COUNSELOR
WAYNESVILLE HIGH SCHOOL

CONNECTING TO MEET ONE GOAL



WHAT IS GROUP COMMITTED TO: MOVING FORWARD

- HELPING PEOPLE SEEK KNOWLEDGE
- SHARING - LEARNING - MAKE CONNECTIONS AND COMMUNICATING
- GETTING PEOPLE WANTING TO KNOW
- KEEP OUR PARKS SAFE
- HAVING PROGRAMS FOR PEOPLE THAT ARE ABOUT SAFETY

OUTCOMES FOR THE FUTURE - CONSIDER

- EXPANSION OF CURRENT PROGRAMS - CONTINUED WORK.
- MORE DURABLE MATERIALS FOR STORY BOOK STROLL
- MOVIE NIGHT - WITH PARKS

PREVENTION IN THE PARKS (PIP)

6 WEEK SERIES - HAS TO BE ORGANIC
EVERY WEDNESDAY - ACTIVITIES, RESOURCES
EDUCATION SERIES

COMPLEMENTING TECH FREE
TUESDAYS

MUTUAL CONSIDERATION

TO ACHIEVE WHAT COMMUNITY NEEDS

NOT JUST SCHOOL-BASED BUT
COMMUNITY BASED.

WHAT WOULD YOU DO DIFFERENTLY

- CONNECTING SOONER - USING SOCIAL MEDIA
- MUTUAL ADVERTISEMENT
- WE DIDN'T KNOW WHAT WE DIDN'T KNOW.

EXPANDING - EXPANDING

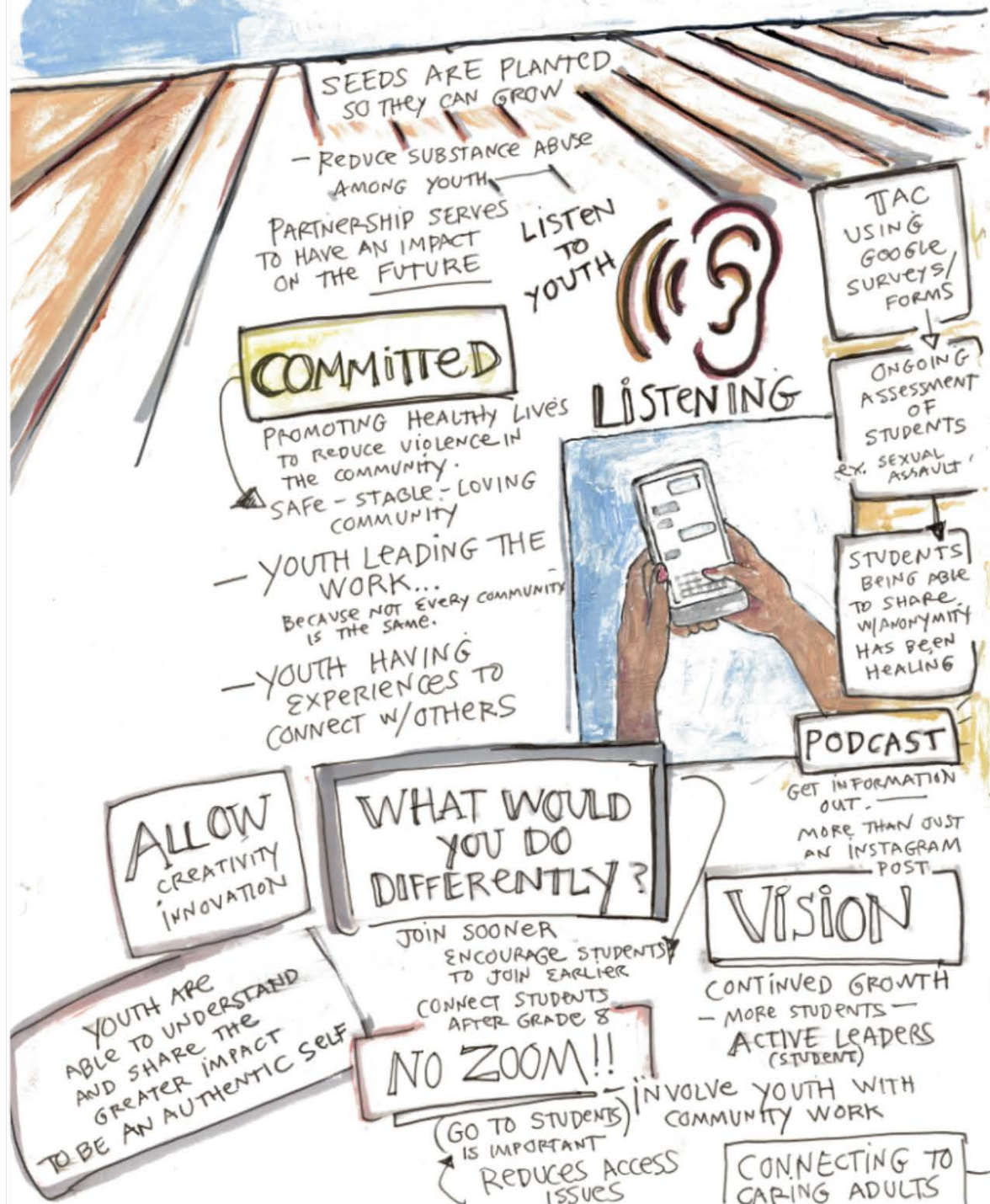






SYMBOL
EMPOWERMENT

"LET'S TALK
ABOUT IT"



COMMITTED TO: SAFE STABLE, NURTURING ENVIRONMENTS WHERE PEOPLE CAN THRIVE - HAVE CHOICE - CREATE DATA DASHBOARD W/ CURRENT INFO

COMMITMENT

- TO INTEGRATE - MAKE WORK COHESIVE
- NURTURE THE WORK
 - ESTABLISH BEST PRACTICE
- COMMON PHILOSOPHY
- INTERSECTION OF
 - FATHERHOOD - DOMESTIC VIOLENCE
 - CHILD DEVELOPMENT

COMMITTED TO:

- BETTER WAYS OF DOING NEW THINGS
- FINDING NEW WAYS OF DOING PREVENTION WORK
- FINDING NEW PEOPLE AND INFLUENCE OTHERS

COMMITTED

- PROMOTING HEALTHY LIVES TO REDUCE VIOLENCE IN THE COMMUNITY.
- SAFE - STABLE - LOVING COMMUNITY
- YOUTH LEADING THE WORK...
 - BECAUSE NOT EVERY COMMUNITY IS THE SAME.
- YOUTH HAVING EXPERIENCES TO CONNECT W/ OTHERS

COMMITTED TO:

- INVITE MORE AND MORE PEOPLE INTO THIS WORK
- ENGAGE YOUTH
- RE EXAMINE AND ENGAGE STRONG PARTNERSHIPS
- RESILIENCY WORK
 - TEACHING A SKILL SET PROTECTIVE
- SUPPORT FITS THE COMMUNITY NEEDS AND GIVING THEM VOICE

WHAT IS GROUP COMMITTED TO: MOVING FORWARD

- HELPING PEOPLE SEEK KNOWLEDGE
- SHARING - LEARNING - MAKE CONNECTIONS AND COMMUNICATING
- GETTING PEOPLE WANTING TO KNOW
- KEEP OUR PARKS SAFE
 - HAVING PROGRAMS FOR PEOPLE THAT ARE ABOUT SAFETY

COMMITTED TO:

- MACRO & MICRO - LEADING TO BETTER PLACE
- REDUCTION OF VIOLENCE
- CONTINUING TO DO THE WORK WITH EACH OTHER
- MUTUAL SUPPORT
- WILL IT LOOK LIKE...

Appendix 2

Graphic Narration Interview Protocol

Groups invited for interviews:

SAFE on Main

- Collective Impact & Parks & Rec Partnership
- Roy and selected coaches for Coaching Boys into Men, 2 coaches and one 4-H staff

New Directions

- Teen Advisory Council (TAC)
- DORA Committee w/KSAAT Coordinator

ODVN

- Wage Equity and Other Worker Supports (WOWS) Workgroup
- Engaging Men Work
 - Otterbein University/University Partners
 - Fatherhood Partnership with Action for Children
- Support Team/ODVN Prevention Team/ - Pre/post COVID19 how did COVID impact our work?
- Leadership Team

Note: Each group will have at least one DELTA Impact funded staff member present to maintain focus on DELTA Impact outcomes. If the Empowerment Evaluator is available, she is welcomed to attend all meetings.

Note: The Empowerment Evaluator facilitated all the interviews.

Meetings will be scheduled for a maximum of two hours.

Interview Protocol

Facilitator:

Welcomes guests and project staff members

Explains use of technology, Zoom if necessary, and also ask Tom to introduce himself and how he will use virtual technology to share his narration in real-time.

During this interview we will be using two (2) unique processes to gather and present information. The first is the process we'll use to gather the information–The Technology of Participation or ToPs Facilitation method is a way to engage people using questions and consensus building. As our graphic illustrator listens to your responses to the ToPs prompts, he will be translating what he hears into a graphic narration for the final report we will submit to CDC. Specifically, we will be using the graphic narration to introduce each topic within a final evaluation report for DELTA Impact, a five-year project funded by the US Centers for Disease Control and Prevention.

Introductions of group members: name, pro-nouns, agency, role

Interview Protocol: Based on the Technology of Participation geared toward engaging all voices in the room. Basically, it is simply a methodology for designing conversations to achieve group consensus.

Rational Aim: To create a graphic representation of the activities hosted by DELTA Impact groups for a final evaluation report

Experiential Aim: Members will leave the session feeling empowered and accomplished with a clear commitment and connection to the future of violence prevention in Ohio

****Ask for permission to record the interview. If yes, begin recording.**

We would like to record the interview so we can refer to it later to make sure we understood all that was being said. Is everyone OK with us recording? If so, you will see a prompt that will come up on your screen–just click yes/ok if you want to be included in the recorded interview process. Otherwise, you can leave the “meeting.”

Note: All but one of the interviews was saved to the cloud for retrieval and verification.

We think the benefits of participating in this interview far outweigh the risks. The benefits include gaining your insights into how your prevention work has played out over the last four years. The risks include being reminded about activities or actions that may have caused anxiety or upset. If you find yourself experiencing anxiety or upset, please feel free to take care of yourself in any way that works for you, including leaving the meeting. If you leave the meeting, there will be no negative consequences. In addition, we want you to know that we

will be de-identifying the results so that no individual names will be used. Although we may use quotes from you.

Let's get started:

<p>Objective</p> <p>Provide context for the meeting and how the group convened connects with DELTA Impact.</p>	<ol style="list-style-type: none"> 1. How is the work you are doing with the (insert group/team name) connected to the DELTA Impact Project? 2. Who belongs to the (insert group/team name)? How are members of this group identified and recruited? 3. Thinking back since March of 2018 to now, how has this group evolved or changed? Describe those changes. To what do you attribute those changes?
<p>Reflective</p>	<ol style="list-style-type: none"> 4. What inspires you to remain a member of the (insert group/team name)? What is inspiring about participating in this group? 5. If this group had a symbol or logo associated with it, what do you think that symbol or logo would be?
<p>Interpretive</p>	<ol style="list-style-type: none"> 6. What are the major outcomes this group is working to achieve? 7. How did the COVID-19 pandemic impact your plans? How was COVID an opportunity? 8. What changes have been necessary for the (insert group/team name) to attain your vision and/or outcomes? 9. What do you envision the impact of your group's work? What will it look like to achieve your group's vision and/or outcomes?
<p>Decisional</p>	<ol style="list-style-type: none"> 10. What does the work accomplished by this group over the past five years mean? Will the work accomplished hold value for the next five years? 11. Knowing what you know now & all you have learned over the past 4 years, what would you do differently and why? 12. What is this group committed to?

Closing: Facilitator comments, reflection, and thanks to group member engagement. We want to share with you our next steps in this data collection and analysis process. We intend to complete all of the interviews by this winter—once we complete the interviews we will pull together the notes/transcripts and the graphic narrative representation of the interviews.

Our internal support team will review both the notes and the graphic narrative as a first step in the verification process—We'll also share those notes/graphic narrative with you all so you

can also provide verification/confirmation on the representation of the interviews you were involved in. We'll give a due date for your review and comment. Once that due date passes, we will move towards finalizing the "report" that includes the interview notes and graphic narrative results. We may use direct quotes to highlight a theme, however we will not link anyone's names with their quotes in the report as we honor your confidentiality. Are there any questions?

We want to thank you for your support and contributions to the DELTA Impact Initiative over the past four years.

- ✓ **Stop Recording.**
- ✓ **Save recording to the cloud.**
- ✓ **Once saved, share the recording with Sandra, Rebecca, and Tom.**