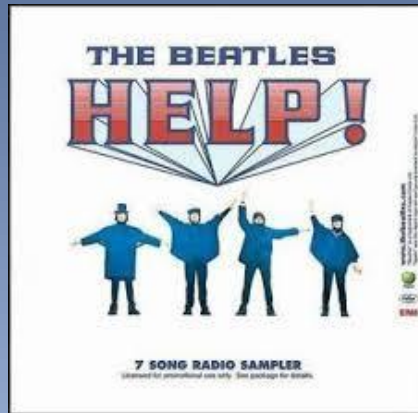


How BIPs Work:

What We Know About the Process of Change



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Portland State University

December 14, 2020

My Background



- Community Psychologist
- Professor at Portland State University
 - Researched masculinity and abuse interventions for 20+ years
 - Discovered new forms and impacts of work-related abusive behavior (Mankowski, Galvez, et al., 2011)
 - Developed BIP Proximal Outcomes Survey (BIPPOS) used in evaluations in California, Delaware, Oregon, Texas
 - Evaluated implementation of battering program state standards (e.g., Boal & Mankowski, 2014)
 - Assessed survivor impact panels as part of BIPs (Sackett & Mankowski, 2020)
 - Co-chair the Oregon Attorney General's Batterer Intervention Program Standards Committee
 - Serve on the Oregon DV Fatality Review Team
 - Teach courses and advocacy trainings on gender and violence



Presentation Goals

- Describe logic models
- Define different kinds of processes in BIPs, mapped to logic models
- Summarize research findings on process of change in BIPs
- Identify opportunities for using logic models in program design and process evaluations
- Critique the limitations of process evaluations

Background

- Part I: July 14, 2020

“Do battering intervention programs work? *What the research says and doesn't say*”

<https://www.biscmi.org/do-battering-intervention-programs-work/>

- More than 500 participants
- 30 pages of chat transcript

- Part II: today

“*How* battering intervention programs work: What we know about the process of change”

What Do BIP Staff and Coordinated Community Responders Think about Process Evaluation?

1. I feel like I have a good understanding of the process whereby participants change in my program (or the programs I work with).

- A. N/A
- B. Disagree (e.g., "I've not thought a lot about that"; "it's too complex")
- C. Not sure or it depends (e.g., "I know they change, but it's different for every person")
- D. Agree (e.g., "Yes, I have seen the process unfold in similar ways at similar times for many men")

2. Certain features or practices of my program (or the ones I work with) produce specific changes in abusive behavior.

- A. N/A
- B. Disagree (e.g., "the program is more holistic; change can't be reduced to a cookbook")
- C. Not sure or it depends (e.g., "different things work for different men")
- D. Agree (e.g., "I notice similar growth or change most times after we do particular activities")

3. How familiar are you with "logic models" as part of a program evaluation?

- A. I have not heard that term
- B. I have heard the term, but not really sure what they are
- C. I have a basic understanding of logic models
- D. I have developed or used a logic model in my work with a program

Two main questions about “Process”



1. How do programs work?

(Organizational and System Level)

- What features/components of programs are responsible for creating change in participants?

2. How does change among abusive men occur?

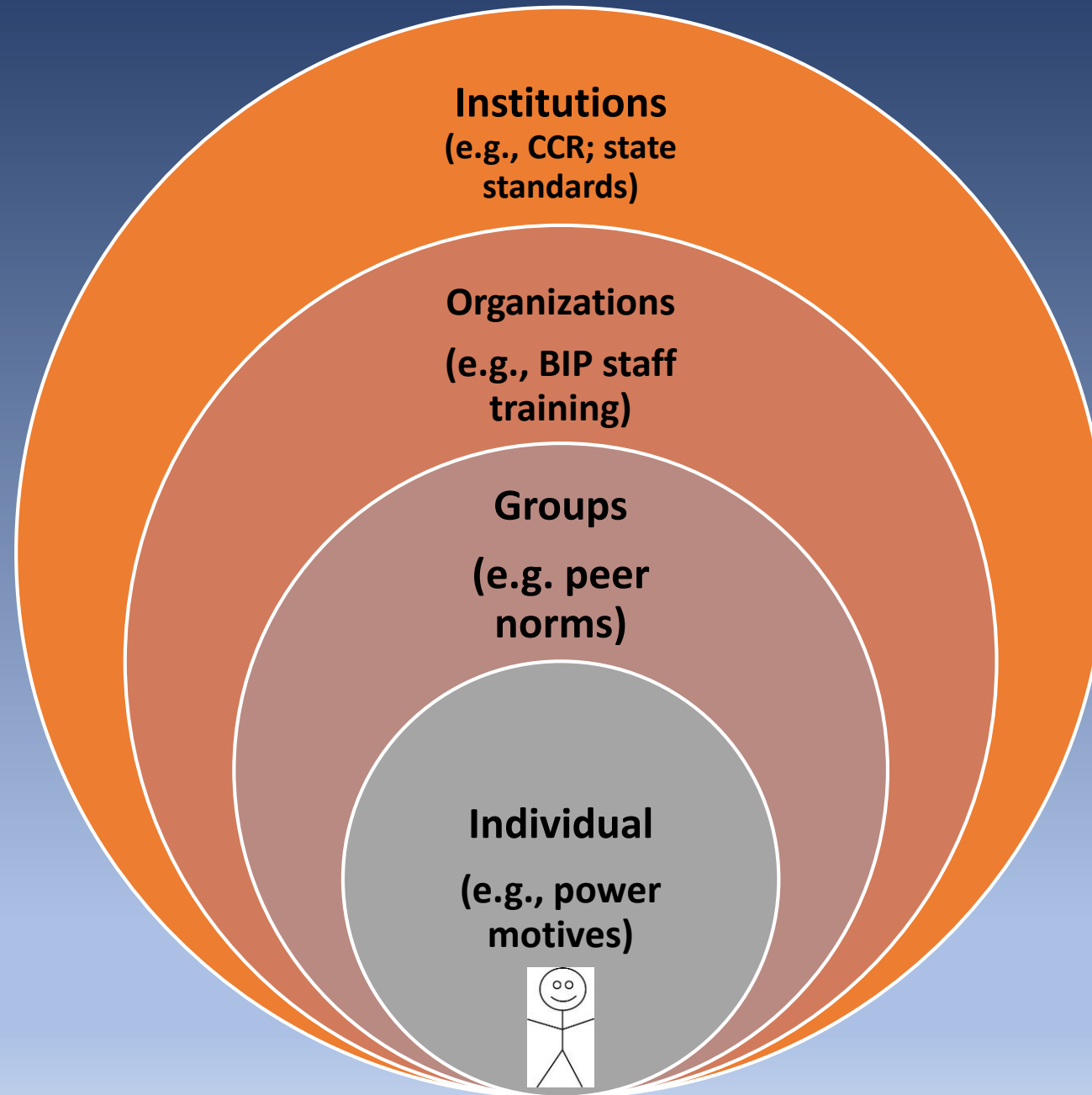
(Individual Level)

- If and when it does?
 - What kinds of changes?
 - What does the process look like?
-
- **Implication:** Inform changes to what programs do (or not), with whom, and when -- to improve program outcomes

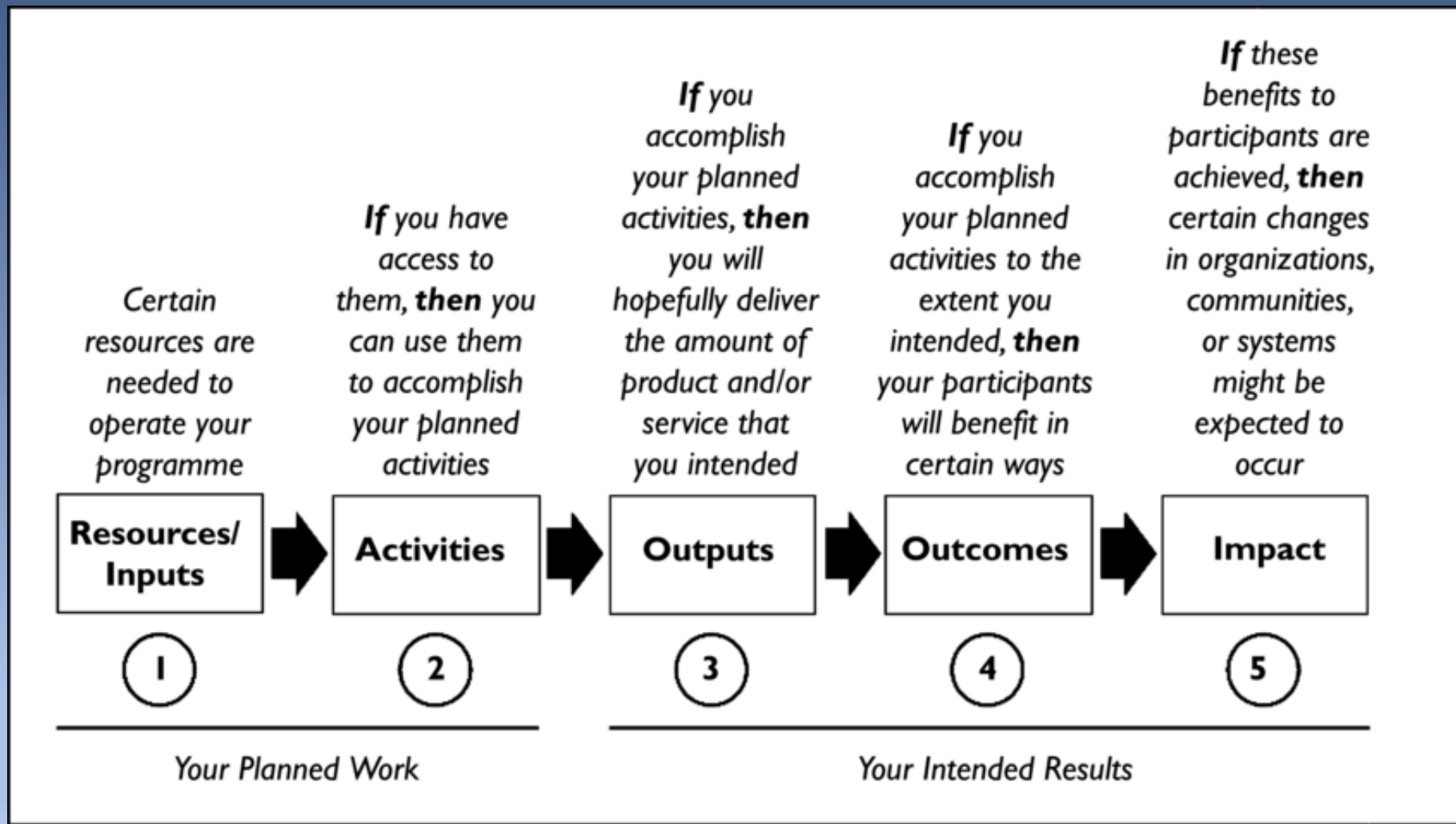
Research on Question #1: How Features of BIPs Create a Process of Change

- *“The extant body of literature has not addressed the specific components of treatment programs that contribute to better outcomes and what type of clients fare better in BIPs.”* Zarling et al., 2020
- Group-level (e.g., interactions and dynamics among group members)
- Organizational-level (e.g., BIP program policies)
- Institutional System-level (e.g., Coordinated Community Response; CCR)
- These group, organizational, and system level factors have been less-studied than individual-level factors and processes

Ecological Model Of IPV



A Simple Logic Model (W. K. Kellogg Foundation, 2004)



Illustrative application of Logic Model to BIP

How do programs work?

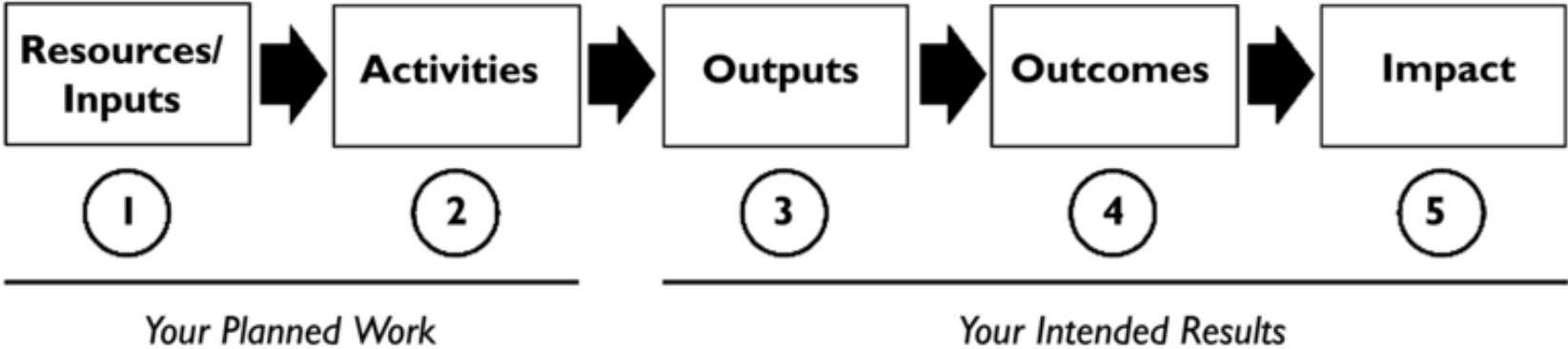
- CCR
- Staff
- Zoom
- Etc

- Weekly groups
- Survivor impact panel
- Etc

- Less denial, minimization
- Understand impact on children

- Physical abuse
- Emotional abuse
- Positive self-talk

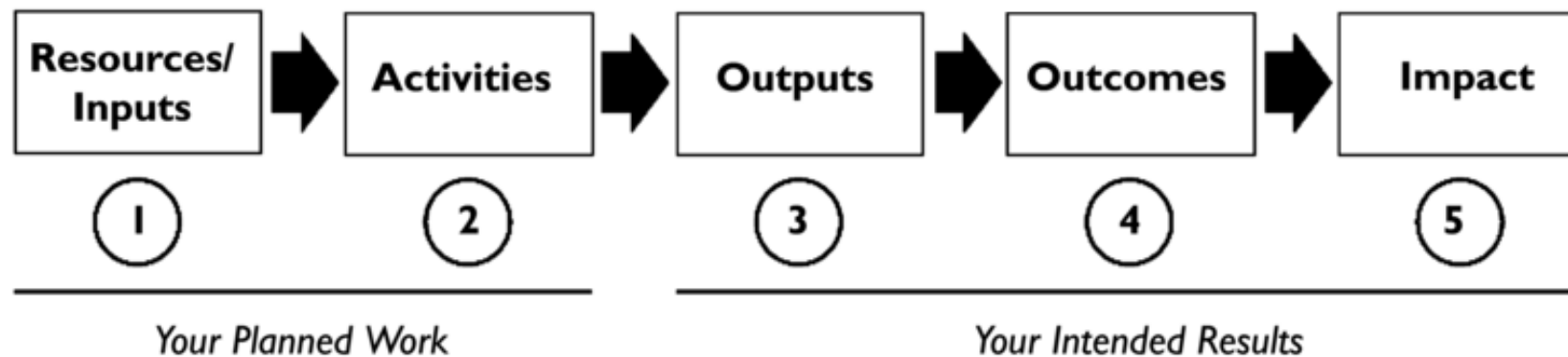
- Partner safety
- Partner empowered to make choices



Illustrative application of Logic Model to BIP

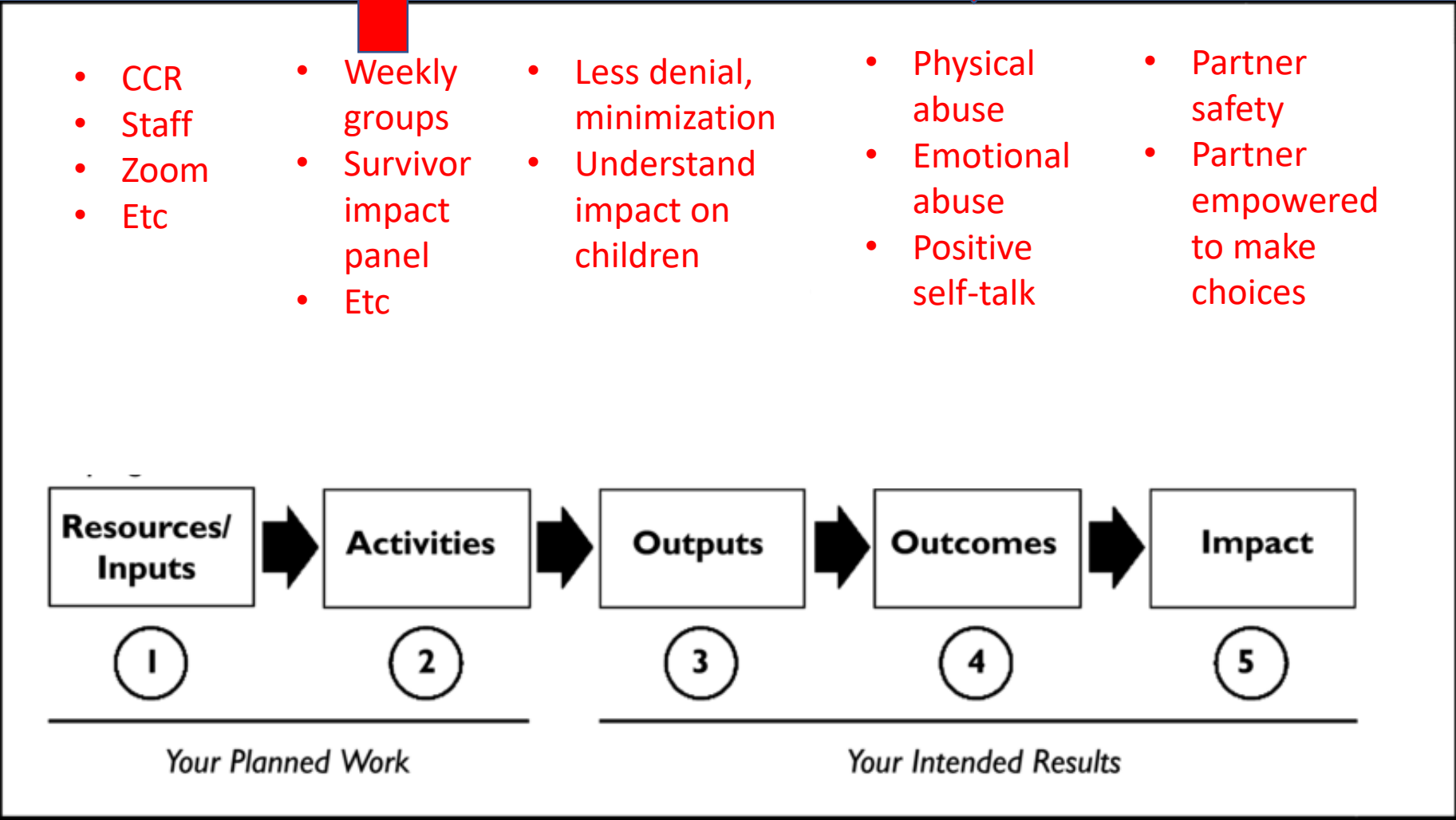
What is the individual change process?

- CCR
- Staff
- Zoom
- Etc
- Weekly groups
- Survivor impact panel
- Etc
- Less denial, minimization
- Understand impact on children
- Physical abuse
- Emotional abuse
- Positive self-talk
- Partner safety
- Partner empowered to make choices

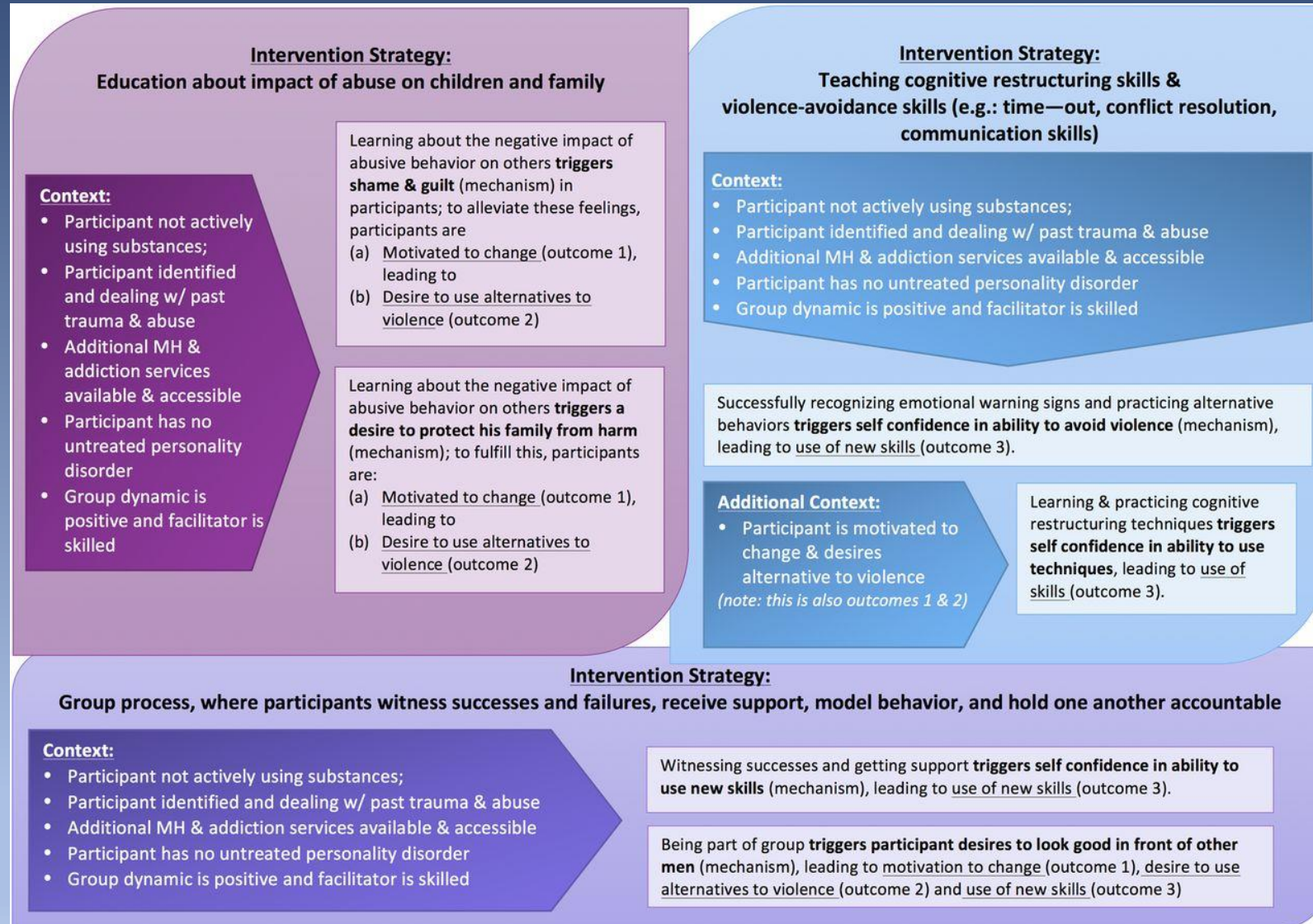


Illustrative application of Logic Model to BIP

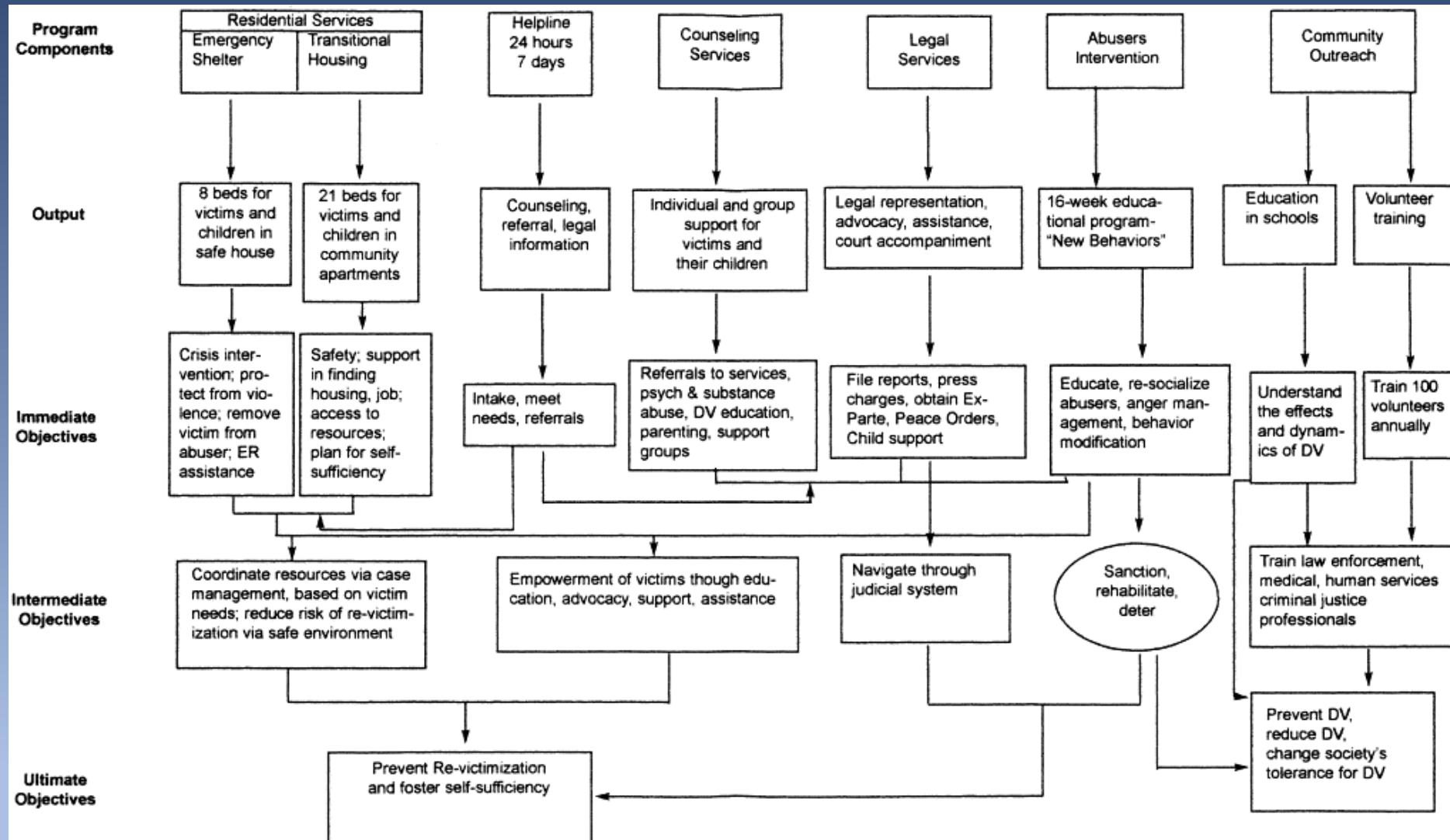
What is the individual change process?



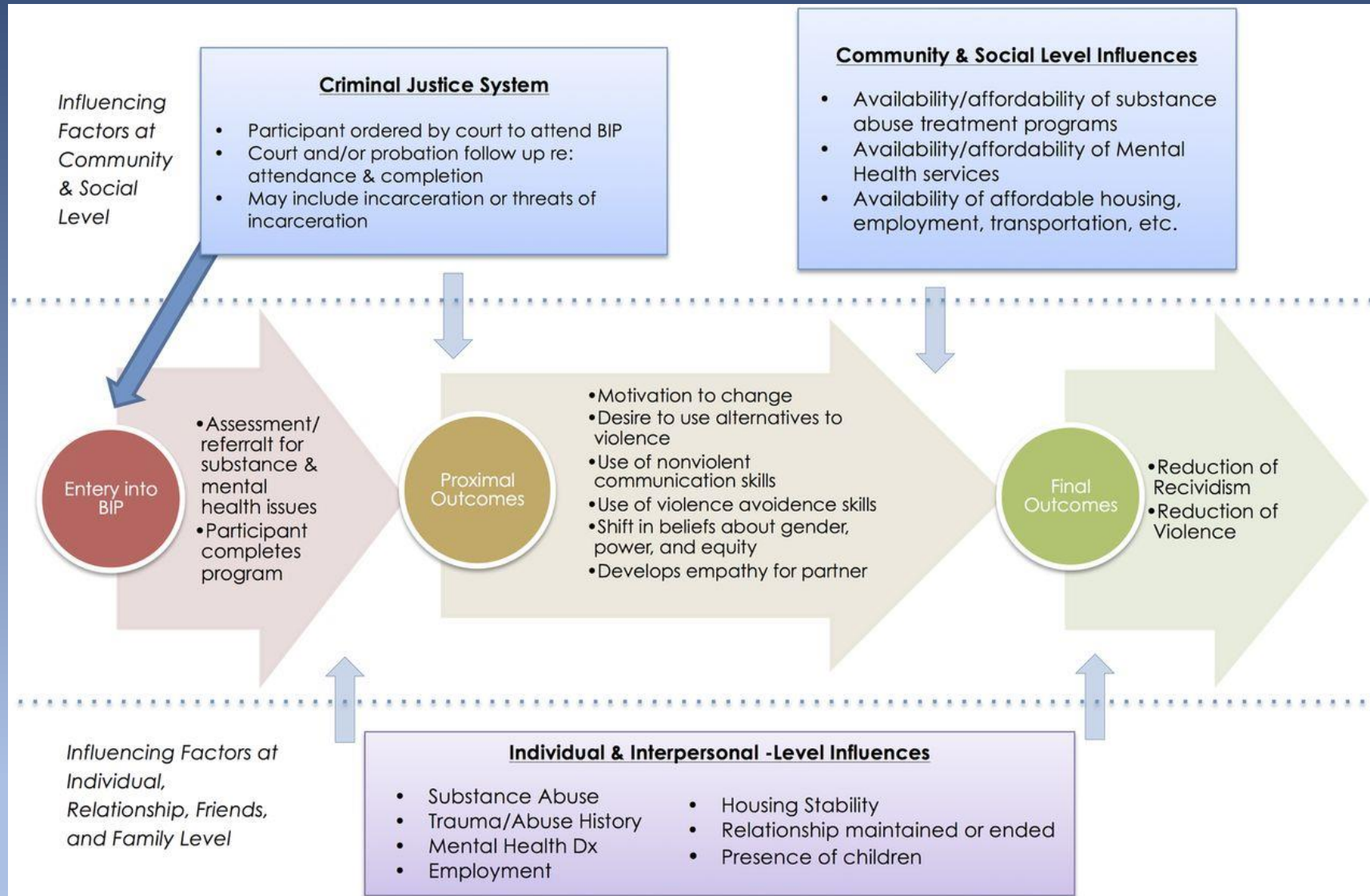
Example BIP Logic Model – More Elaborated



Example BIP Logic Model – More Elaborated



Contextualized BIP Logic Model



Thoughts on Logic Models and Program Evaluation

- *“This study...models how the linkages among the system components in combination should theoretically work to deal with violence survivors and offenders...”*
- *“Theory serves to reveal the ‘mechanisms of change’ involved in the process of moving from inputs to desired end results.”*
- *“At the system level this means that the evaluator examines not merely what this process is, but how the process works through the linkages in the system.”*

Adler, M. A. (2002). The utility of modeling in evaluation planning: The case of the coordination of domestic violence services in Maryland. *Evaluation and Program Planning*, 25(3), 203-213.

Common Outputs in BIPs

Table 3. Common Treatment Targets of Mainstream U.K. Programs.^a

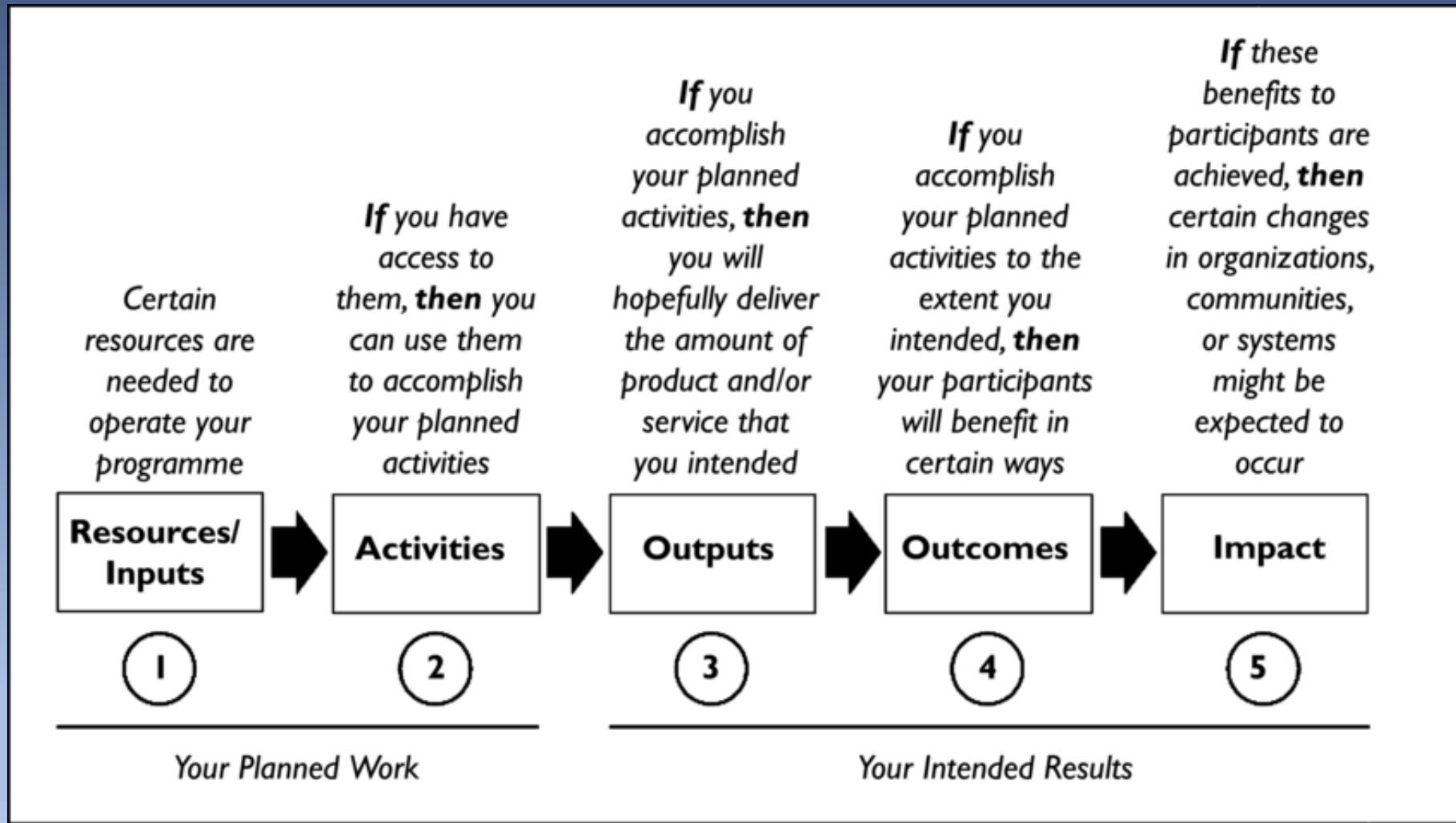
- Denial, minimization and blame
- Attitudes supporting domestic violence
- Thinking errors supporting domestic violence
- Reduction in anger
- Reduction in hostility
- Management of anxiety
- Management of depression
- Conflict resolution
- Assertive communication
- Emotion management
- Positive parenting
- Victim perspective taking
- Motivation to change

^aAdapted from Bowen (2011, p. 99). These are similar to those presented in Saunders's (2008) overview of U.S. programs.

BIPPOS - Batterer Intervention Program Proximal Outcomes [outputs]

1. Accept **personal responsibility** for abuse and overcoming denial
2. Reduce **power and control beliefs** and motives
3. Understand the **effects of abuse** on victims (and on the self)
4. Manage and control **anger** effectively
5. Reduce feelings of **dependency** on partner/spouse

A Simple Logic Model (W. K. Kellogg Foundation, 2004)



Now you turn...Apply!

1. **Join breakout room** with 1-2 other participants
2. **Identify and describe** one activity-output-outcome sequence in one BIP in each of your communities
3. **Going further:** What's one way you could assess the sequence described in #2?

Log your ideas here:

https://docs.google.com/spreadsheets/d/1yb5X1NXfbRweXQWXoPgxMZjlri_A9PB90XrOefjKfN4/edit?usp=sharing



Building and Using a Logic Model in a BIP

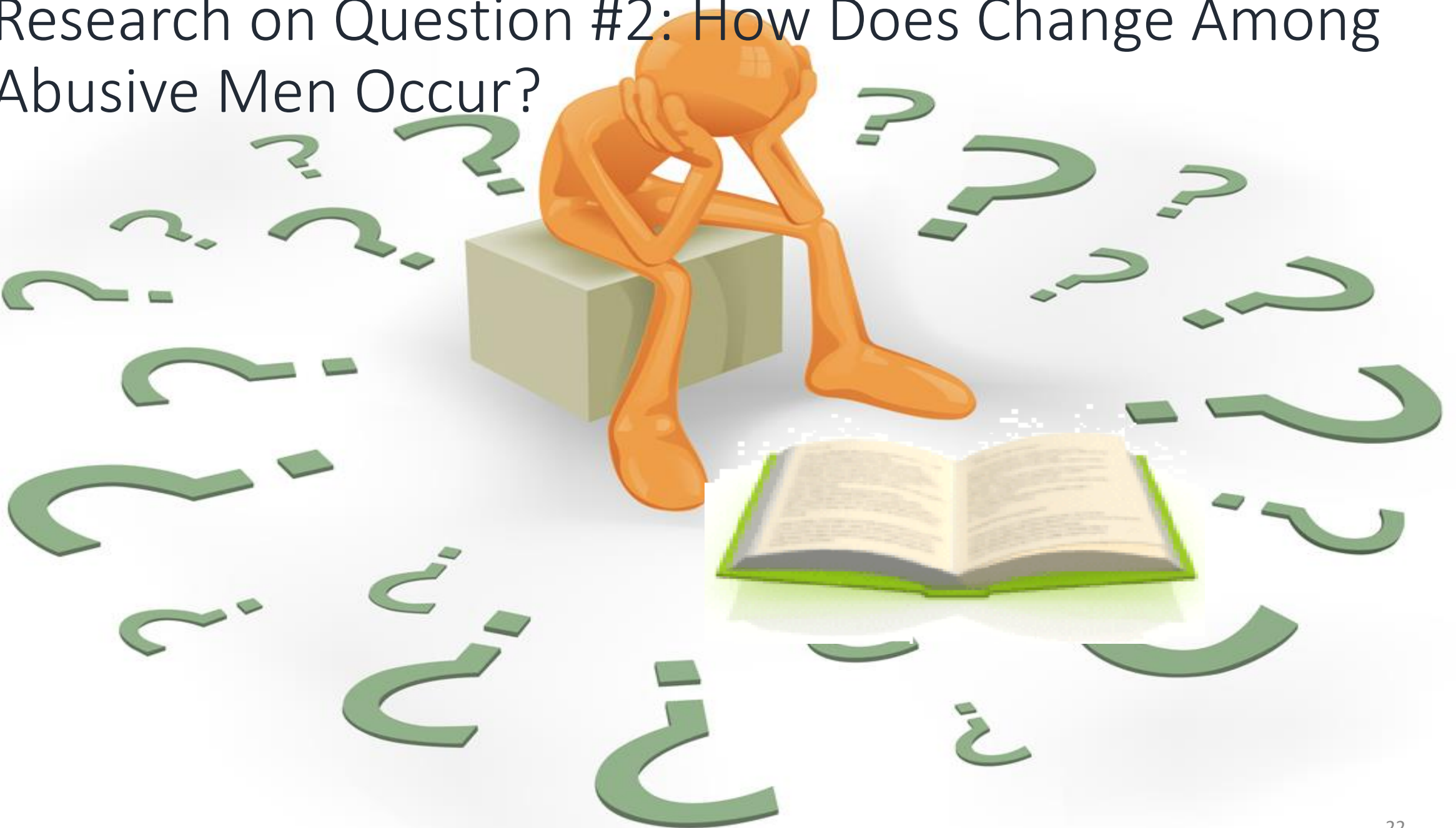
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| | A | B | C | D | E | F | G |
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| 1 | Resources/Inputs | Activities | Outputs | Outcomes | Impacts | | |
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Research on Question #2: How Does Change Among Abusive Men Occur?



Whose perspectives on how change occurs?

- Abusive Partners
- Survivors



most-researched

- Others
 - Program facilitators
 - Child / family witnesses
 - Criminal justice workers (e.g., P.O.)
 - Victim advocates



much less research

Methods to Study Change Processes in BIP

- Interview BIP participants (e.g., Silvergleid & Mankowski, 2006)
- Survey participants about mediators of change or proximal outcomes (e.g., BIPPPOS; Mankowski et al., 2017)
- Analyze accountability letters (Kilgore et al., 2019)
- Observe BIP groups (e.g., Schrock & Padavic, 2007)
- Interview survivors whose (ex-)partner completed BIP (e.g., McGinn et al., 2020)
- Interview program facilitators (e.g., Silvergleid & Mankowski, 2006)

Theory and Conceptualization of Individual Change in BIP

- Stages of change (e.g., Transtheoretical Model applied to IPV; Scott & Wolfe, 2003)

pre-contemplation

No intention of changing behaviour

contemplation

Aware a problem exists
No commitment to action

preparation

Intent upon taking action

action

Active modification of behaviour

maintenance

Sustained change - new behaviour replaces old

relapse

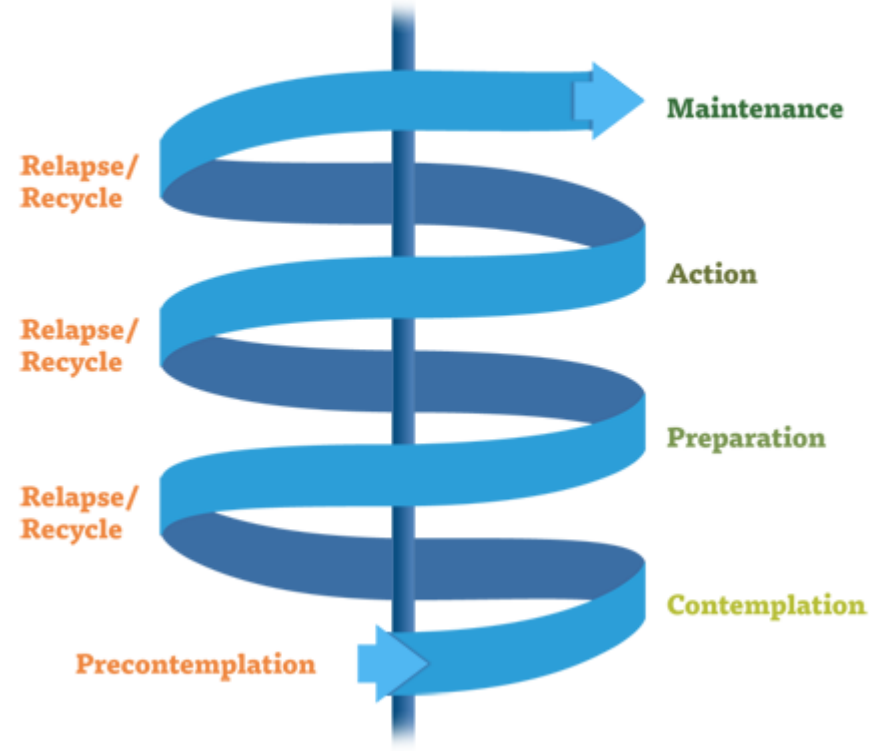
Fall back into old patterns of behaviour



Transtheoretical Model of Change
Prochaska & DiClemente

Figure: Central Coast Gambling Help, 2014

Spiral of Change



Theory and Conceptualization of Individual Change in BIP

- Stages of change (e.g., Transtheoretical Model applied to IPV; Scott & Wolfe, 2003)
- Processes of change (e.g., Silvergleid & Mankowski, 2006)
- Mediators of change
- “Turning Points” (Sheehan et al., 2012)
- “Metaphors of Transformation” (Buchbinder, 2018)

Abusive Partners' Voices on Change Process

- Systematic synthesis of research on male participants perspectives on change in BIPs
- 27 studies were reviewed
- Key findings and recommendations
 - *“Primary study authors in this review point toward the importance of learning of interruption techniques and new communication skills, learning about emotions and how to manage them, and changing beliefs.”*
 - Study participants linked their violence to macho, patriarchal, and generally poor self-concepts.
 - Self-esteem is important to the perpetration of partner violence and the process of change.
 - Building new prosocial self-concepts with perpetrators could be particularly valuable

McGinn et al. 2020

Abusive Partners' Voices on Change Process

- Key findings and recommendations
 - Processes depended on the theoretical lens used for analysis
 - Different motives among abusive partners
 - Gender-relevant concepts woven throughout the processes

How do abusive partners change and avoid re-assault?

- Men in BIPs asked how they avoided violence every 3 months for 15 months after program completion period (n = 443)
- 50% used **interruption** techniques
 - (time out; self talk; think before act)
- 20% used **discussion**
 - (problem solve; call a friend/counselor; talk about feelings)
- 5% relied on **respect** and **empathy**
 - (appreciate women, respect women's point-of-view, empathize with women)

Descriptions of Processes of Change in BIP

| | Scott & Wolfe, 2000 | Stefanakis, 2000 | Wangsgaard, 2001 | Pandya & Gingerich, 2002 |
|--------------|---|---|--|---|
| <u>Level</u> | | | | |
| Individual | <ul style="list-style-type: none"> • Recognizing & taking responsibility for abuse • Developing empathy for others • Reducing dependency • Improving communication skills | <ul style="list-style-type: none"> • Personal agency to make the most of the provided opportunity | | <ul style="list-style-type: none"> • Overcoming denial • Engaging new ways of thinking and acting that are transferred outside of group |
| Group | | | <ul style="list-style-type: none"> • Emotionally safe group environment • Respect, talk-share common ground, support among group members | |
| Community | | <ul style="list-style-type: none"> • Externally presented opportunity to create a non-violent identity (e.g. spiritual experience, supportive or benevolent other) | | |

Table 2. Emerging Themes and Concepts

| | Gondolf and Hanneken (1987) | Scott and Wolfe (2000) ^a | Pandya and Gingerich (2002) | Silvergleid and Mankowski (2006) | Flinck and Paavilainen (2008) | Catlett, Toews, and Walilko (2010) |
|---------------------------------|-----------------------------|-------------------------------------|-----------------------------|----------------------------------|-------------------------------|------------------------------------|
| Individual process | | | | | | |
| Responsibility | | | | | | |
| For past behavior | + | + | + | + | + | + |
| For personal power | | + | + | | | |
| For decisions to change | + | + | | + | + | + |
| Personal development | | | | | | |
| Communication | | + | + | | + | |
| Assertiveness | | + | + | | | |
| Emotional education | + | + | | + | | |
| Anger control | | + | + | + | | |
| Knowledge about abuse | | + | | | | |
| Increased empathy | + | + | | | | |
| Not replicate father's behavior | + | | + | + | | |
| Group process | | | | | | |
| Familial relationships | | | | | | |
| With partner/family | + | + | + | + | | |
| Treatment relationships | | | | | | |
| With other perpetrators | + | | | + | | |
| With facilitators | | | | + | | |
| Involvement in other treatment | + | + | | | | |
| Community process | | | | | | |
| Criminal justice system | | | + | + | | |

Note. ^aStudy applied a priori determined codes. This table reports the codes endorsed by at least 50% of participants.

Survivors' Voices on Change Process

- Conducted systematic literature review and identified 16 qualitative studies
- Survivors valued how perpetrators held to account in BIPs through survivor validation and judicial measures
- Survivors perceived changes in perpetrator behavior (the use of conflict interruption techniques and new communication skills) and changes in perpetrators' belief systems (adopting new perspectives).
- Changes in belief systems were related to more capability to stop violence, but are also more difficult to effect

McGinn et al., 2016

Survivors' Voices on BIPs

- Interviewed 18 survivors in Ireland with a (ex-)partner who completed a BIP about how BIPs could be further developed
- Having a (ex-)partner in a BIP affected their empowerment, both positively and negatively
- Survivors described (ex-)partner change variably, from highly significant change, to uncertain, to harmful
- Some described new expectations for family safety, questions about the depth and nature of behavior or characterological change
- Outcome evaluations rarely assess these domains
- Suggests programs reconsider screening and assignment of perpetrators to appropriate intervention; and the integration of perpetrator work with legal sanctions such as protection orders

McGinn, T., Taylor, B., & McColgan, M. (2019). A qualitative study of the perspectives of domestic violence survivors on behavior change programs with perpetrators. *Journal of Interpersonal Violence*. DOI 0886260519855663

Survivors' Voices on Change Process

| 1. Barriers to Offender Change | 2. Offender Accountability Mechanisms | 3. Perceived Changes in Offender Behavior and Belief Systems |
|--------------------------------|--|--|
| Alcohol dependency | Survivor validation | Use of conflict interruption techniques |
| Mental health challenges | Judicial measures and motivational impacts | New communication skills |
| Relationship dynamics | Peer interaction and group facilitation | Adopting new perspectives on abuse and violence |
| Families of origin | External more than internal forces of change | Positive but cautious changes in survivor feelings of safety |
| Patriarchal culture | | Negative changes in blame or manipulation |

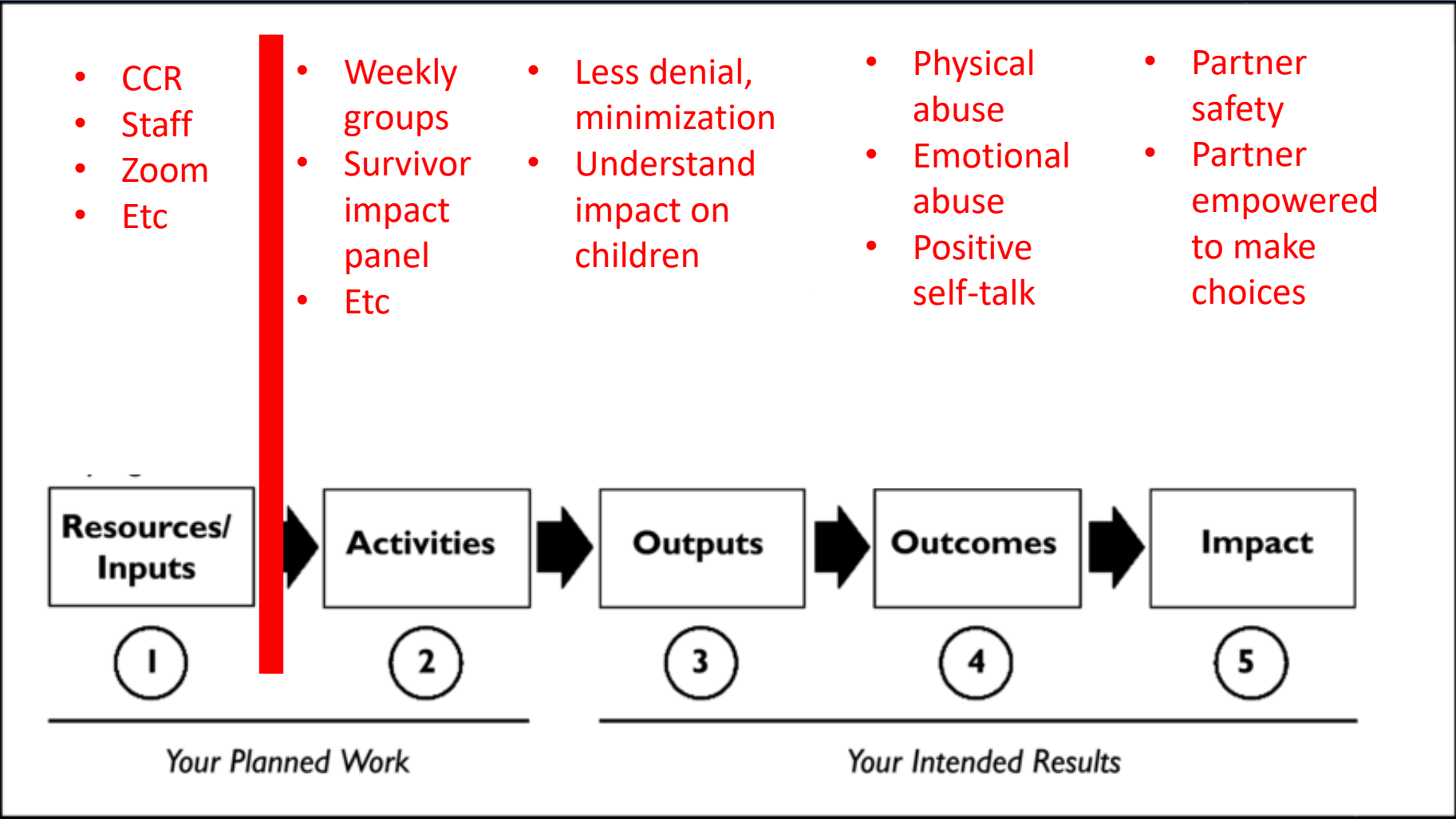
Source: McGinn, T., Taylor, B., McColgan, M., & Lagdon, S. (2016). Survivor perspectives on IPV perpetrator interventions: A systematic narrative review. *Trauma, Violence, & Abuse, 17*(3), 239-255.

Barriers to Change Process

- Data based on BIP participants' views:
 - emotional dysregulation
 - unhelpful relationship dynamics
 - cognitive distortions (McGinn et al., 2020)
- Data based on abused partners' views:
 - alcohol dependency
 - mental health challenges
 - relationship dynamics
 - family of origin (McGinn et al., 2016)



Barriers to Program Implementation



Barriers to Implementation of State Standards in Oregon BIPs

TABLE 1. Barriers to Implementation (N = 42)

| Barriers | <i>n</i> | % |
|--|----------|------|
| Difficulty finding facilitator | 9 | 21.4 |
| Lack of funding | 9 | 21.4 |
| Training requirements | 7 | 16.7 |
| Rural location | 7 | 16.7 |
| Time and workload difficulties | 6 | 14.3 |
| Difficulty creating and maintaining collaborations | 5 | 11.9 |
| Inability to accommodate clients | 4 | 9.6 |
| Conflict with county requirements | 3 | 7.1 |
| Lack of evidence-based requirements | 2 | 4.8 |

Now you turn...Apply!

- **Join breakout room** with 1-2 other participants
- **Describe the use or barriers to use** of logic models or process evaluations by BIP(s) in your community
- **Generate one action** that would increase use of logic models or process evaluations in your BIP (or those in your community)
- **Log** your ideas here:

https://docs.google.com/spreadsheets/d/1yb5X1NXfbRweXQWXoPgxMZjlri_A9PB90XrOefjKfN4/edit?usp=sharing



Building and Using a Logic Model in a BIP

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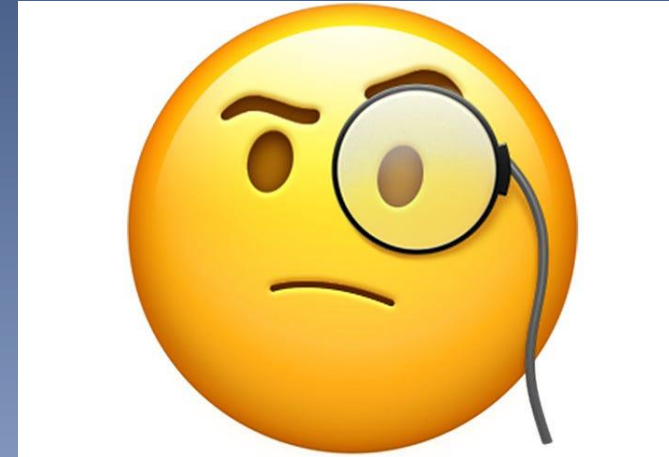
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| | A | B | C | D | E | F | G | H | I | J | K | L |
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| 1 | Use of Logic Models for BIPs in your community | Barriers to Use of Logic Models in BIPs | Action to Increase Use of Logic Models/Process Evaluations | | | | | | | | | |
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Critiques of Process Evaluations of BIP

- Denial and resistance to change exists but stages of Change/TTM not suitable to all abusive personalities and contexts, and not consistently predictive of outcome (Gondolf, 2012)
- Given denial and resistance, participants' reports of change cannot be trusted
 - “Melodramatic” conversion and tragedy narratives (Schrock et al., 2018)
- Over-emphasis on linear thinking and hyper-rational view of human motives



Conclusions and Implications

- Logic models should inform BIP development, design, evaluation, and experimentation
 - Increase components and processes identified as critical to change, when it occurs
- Requires explicating the theorized causal connections between program resources, activities, change processes, outcomes and impacts
- BIP-specific examples are not widespread

Conclusions and Implications

- More rigorous research on the process of change and BIPs' role in change is needed
 - Process evaluations needed to complement outcome evaluations
 - Abusive partners', survivors', and program staff's perceptions are informative
 - Change-over-time in activity-output-outcome measurements are needed
 - Research on organizational and system-level activities linked to individual change are especially lacking and needed
- Programs require resources to do this work
- Collaborative partnerships with educators and researchers can bring resources

Wrapping Up

- Reflect back on the past 100 minutes
- What was most significant and memorable for you?
- Are there any ideas that you want to write down to remember, or to act upon?



Thank you for your commitment and dedication to working to end IPV!!

