

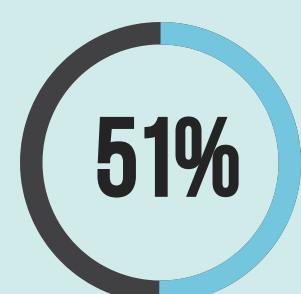
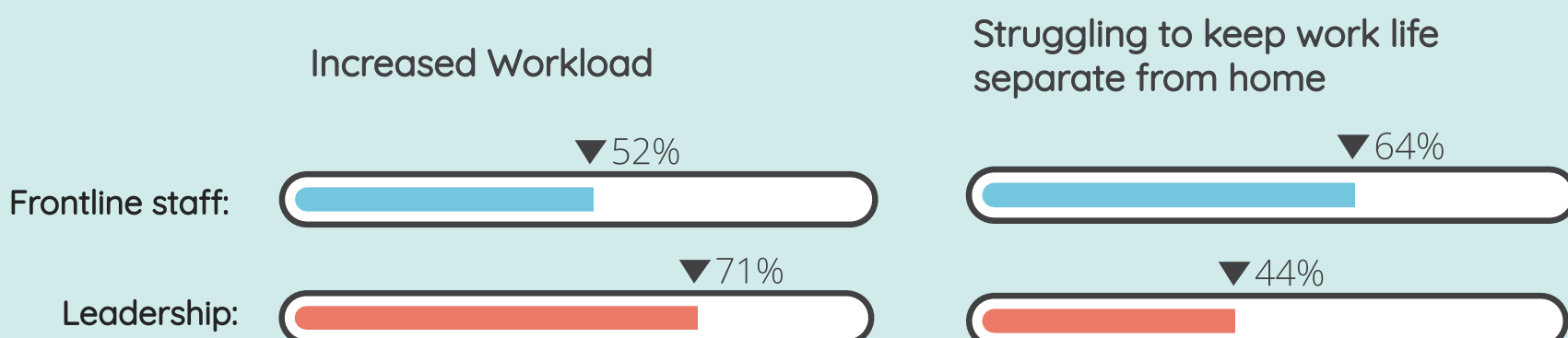


# VAW Staff Mental Health & Wellbeing

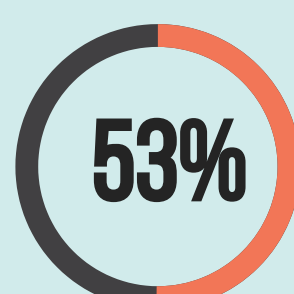
Adapting the Violence Against Women Systems Response to the COVID-19 Pandemic: An Overview of Results from the MARCO VAW Study

## Challenges impacting VAW Staff's Mental Health

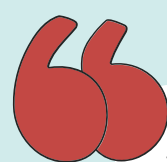
VAW staff reported that the pandemic posed challenges which greatly impacted their mental health and well being:



of frontline staff noted personal challenges surrounding the pandemic



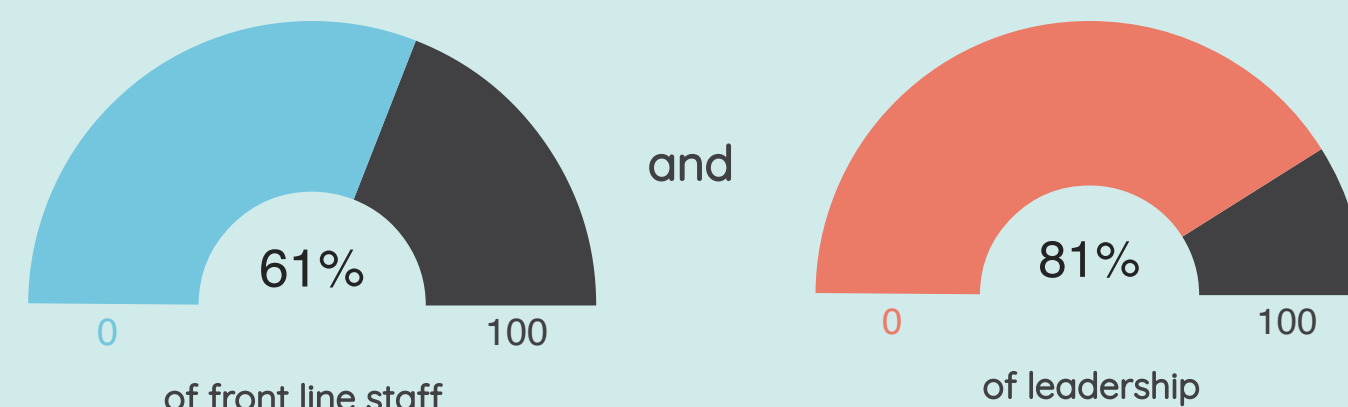
of leadership reported difficulties maintaining staff morale



"Many of the issues that people are bringing forward are directly connected to the pandemic and are happening in real time in your own personal life as well." [Non-residential leader participant, P68]



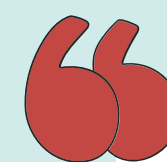
## Mental Health Outcomes During the COVID-19 Pandemic



reported that their work was more distressing during the pandemic compared to pre-pandemic

Both frontline staff and leadership reported moderate vicarious trauma scores

And while anxiety and depressive symptoms over 2 weeks were reported as mild, such scores are considered significant among this non-clinical sample of staff



"That rabbit hole of hopelessness as well around me, what can I do to help them?" [Non residential leader participant, P137]



## Supports Offered by Leadership

The most common supports offered to VAW frontline staff during the pandemic were:

Staff meetings

More frequent supervision meetings



Most frontline staff reported that each of the supports were very or somewhat helpful.



The highest ranked supports among frontline staff were:



Additional personal days



Reduced workload or responsibilities.



Flexible working hours



Pandemic pay



Source: Yakubovich AR, Shastri P, Steele B, Moses C, Arcenal M, Tremblay E, Huijbregts M, Du Mont J, Mason R, Hough L, Sim A, Khoe K, Bayoumi A, Firestone M, O'Campo P. Adapting the violence against women systems response to the COVID-19 pandemic. MAP Centre for Urban Health Solutions, St. Michael's Hospital, Unity Health Toronto. Toronto, ON. June 2022.

**MAP** Centre for Urban Health Solutions