



Report on the Final Evaluation of the Trauma- and Violence-Informed Community of Practice

JANUARY 2026

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Knowledge Hub:

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Executive Summary

Between 2022 and 2026, the Knowledge Hub (KH) at the Centre for Research & Education on Violence against Women & Children (Western University) facilitated a Community of Practice (CoP) comprised of 24 projects funded within the Public Health Agency of Canada's (PHAC) "Preventing and Addressing Family Violence: The Public Health Perspective" investment stream.

This report details the final evaluation of this CoP. Using handwritten testimonials, CoP member presentations, a focus group activity with group discussions and individual reflections, and an online survey, we examined (1) the values derived from the CoP (outcome evaluation) and (2) the effectiveness of the KH team's activities facilitating the CoP and other enablers and barriers to the CoP's success (process evaluation).

Key Findings

Outcome evaluation results identified the values derived from the CoP for individual members, the CoP as a whole, member projects and organizations, and (more rarely) external stakeholders and the broader sector of Canadian health and social services addressing gender-based violence (GBV):

- **Relational value** included new and stronger relationships between: CoP members, the CoP and the funder, projects and communities, and organizations across Canada
 - **75%** of survey participants agreed or strongly agreed that they personally derived relational value from their participation in the CoP
- **Knowledge value** included expanded knowledge about GBV and trauma- and violence-informed (TVI) approaches (a few described a more profoundly transformed worldview—a type of **reframing and transformative value**)
 - **81%** of survey participants agreed or strongly agreed that they personally derived knowledge value from their participation in the CoP
- **Tangible value** included gained resources and knowledge mobilization support (others described **intangible value** such as a sense of solidarity and validation, increased credibility with the funder, and increased visibility of TVI approaches)
 - **69%** of survey participants agreed or strongly agreed that they personally derived tangible value from their participation in the CoP
- **Applied value** included enhanced project planning and TVI adaptations to research and practice, which fed into enhanced research, service delivery, use of a TVI approach, and knowledge sharing strategies and reach (**realized value**)

- Over 50% of survey participants agreed or strongly agreed that some element of their performance or practice had improved because of the CoP
- Enhanced knowledge sharing was a realized benefit for most, with 75% of survey participants reporting enhanced knowledge sharing strategies and 100% reporting enhanced knowledge sharing reach

[Figure 3](#) further summarizes these values across various levels (i.e., individual- to field-level values and impacts).

The activities and environment created by the KH team facilitated these positive outcomes. Process evaluation results found that most survey participants (81%) agreed or strongly agreed that they were satisfied with their overall participation in CoP activities and all (100%) agreed or strongly agreed that—consistent with TVI principles—the environment felt safe, equitable, and/or open.

Recommendations

Key recommendations for future CoP facilitation include:

- Continued attention to applying TVI principles to CoP facilitation and engagement strategies
- Early and strategic linking of projects, including ongoing one-on-one engagement opportunities
- (Early) clarity on CoP roles, goals, and expectations
- Early focus on sustainability
- Additional engagement of external experts to fill gaps in existing expertise within the CoP

Conclusion

The CoP has fostered a strong sense of community and solidarity among its members, providing a safe, equitable, and open space where members have learned from one another and grown professionally. These gains have extended and will likely continue to extend to external stakeholders and the broader sector of Canadian health and social services addressing GBV. Enhanced strategic and one-on-one engagement opportunities and clarity on roles and goals might support further collective action toward advancing TVI approaches across Canada.

Introduction and Background

The Knowledge Hub (KH) at the Centre for Research & Education on Violence against Women & Children (Western University) was created to facilitate two consecutive Communities of Practice (CoPs) comprised of projects within the same Public Health Agency of Canada (PHAC) funding stream. From 2022 to 2026, the KH team facilitated its second national CoP, a group of roughly 48 individuals representing 24 projects working in trauma- and violence-informed (TVI) family or gender-based violence (GBV) prevention across Canada and funded by PHAC's "Preventing and Addressing Family Violence: The Public Health Perspective" investment. The KH was funded by the same investment as a backbone organization to manage the CoP as a whole, connect and convene CoP members, champion TVI care within and outside the CoP, and bolster the combined impacts of member projects. The TVI CoP was unique in that it was non-voluntary, time-limited, extra-organizational, and closed to outside participation.

Members included researchers and practitioners:

- Working in diverse organizational settings (e.g., universities, large organizations, small community-based organizations)
- Serving diverse populations (e.g., women, men, children and youth, parents, Indigenous people, newcomers) in multiple languages and geographic regions across Canada
- Using diverse methods (e.g., arts-based workshops, social norms interventions, technology-facilitated interventions, physical activity programming)

Over the past four years, the KH team facilitated [virtual and in-person activities](#) designed based on best practices (see, for example, Phillips & Phillips, 1993; Wenger-Trayner et al., 2023) to foster relationships, build capacity, and support knowledge co-creation and mobilization within and beyond the CoP. Most notably, it facilitated:

- Quarterly online meetings
- Annual in-person meetings
- Special interest working groups
- Widely-attended webinars ([Knowledge Hub Presents series](#) and [Learning Network & Knowledge Hub Webinar Series](#))
- A [national conference](#) to share member project results with a large audience
- [Website curation](#) to publicly profile member projects and sustain a long-term repository of information
- Co-written [guides](#) and [reports](#) to advance TVI care in GBV services

The present report details the final evaluation of the TVI CoP.

The Value of Collaboration and CoPs

CoPs are groups of people with shared goals or concerns who regularly work together to build common identity and share knowledge and expertise (Wenger et al., 2002; Wenger-Trayner et al., 2023). Most CoPs have aimed primarily at **collective learning** and capacity building, whereby members share knowledge and expertise to develop their skills and practice (e.g., see reviews by Abedini et al., 2021; Aljuwaiber, 2016; McLoughlin et al., 2018). Growing evidence finds that CoPs are often successful. Reported benefits include a sense of community, empowerment, confidence, and reduced isolation (McLoughlin et al., 2018; Wynn et al., 2023). CoP participation can also increase knowledge sharing within and outside the CoP and enhance participating members' individual practice and organizational performance (Barbour et al., 2018; Elbrink et al., 2024; Hemmasi & Csanda, 2009; Noar et al., 2023; Schenkel & Teigland, 2008; Wilson et al., 2020; Wynn et al., 2023). The midterm evaluation of the TVI CoP identified benefits of participation related to a sense of community, professional growth, resource sharing, and enhanced learning of TVI approaches (Lopez et al., 2025).

A broader body of research on teamwork and collaboration further supports the potential value of CoPs for its members. It finds, for example, that teamwork enhances engagement, learning, persistence, and achievement (Hazel et al., 2013; Schmutz et al., 2019; Springer et al., 1999). Multidisciplinary, national, and international collaborations further help to integrate different perspectives, theories, and methods and can enhance work quality and promote creativity and innovation (Andrade et al., 2009; Proctor & Vu, 2019). Moreover, collective voice may carry more influence and credibility with decisionmakers, policymakers, organizational leaders, and other stakeholders (Black et al., 2025; Greville et al., 2023; McKellar et al., 2020). Collective voice involves a unified stance toward a common goal, unlike individual and aggregated individual voice, which can be misaligned and lack a coherent course of action (Black et al., 2025).

CoPs are increasingly being used to address complex social and public health issues (Barbour et al., 2018; Greville et al., 2023; James-McAlpine et al., 2023; Noar et al., 2023). In such contexts, the aim is (partly) to affect wider change or outcomes beyond the CoP and its participating members (what we refer to as **collective impact**). Relatively few CoP evaluations have examined their wider impact, such as public health outcomes or outcomes for clients accessing CoP member services, with some limited evidence of success (see reviews by Barbour et al., 2018; Elbrink et al., 2024; James-McAlpine et al., 2023; Noar et al., 2023; Read et al., 2023; Wynn et al., 2023). Existing evaluation frameworks also tend to give less attention to macro-level impact (see McKellar et al., 2014 for a review), which is likely achieved gradually and not by the time most evaluations are conducted (Elbrink et al., 2024).

Further complicating evaluation, CoPs are not always explicitly designed to affect wider change because their original purpose was to foster collective learning. The TVI CoP, for example, is distinct from Kania and Kramer's (2011) well-known writing on collective

impact. From their perspective, collective impact initiatives (and resulting systems-level change) require a common agenda and structured collaboration (i.e., shared measurement, mutually reinforcing activities, ongoing communication, and support from a separate backbone organization that manages the group; Cheuy, 2022; Kania & Kramer, 2011). The TVI CoP involved some structured collaboration, including backbone support from the KH, which facilitated relationships and ongoing communication between members. It also had the shared but somewhat nebulous goal of advancing TVI practice in the broader sector of Canadian health and social services addressing GBV. However, member goals and activities were more diffuse than is typical in a collective impact initiative. All projects within the TVI CoP were working in various ways to use and advance TVI approaches but were otherwise addressing diverse topics and populations through independently devised projects. Further research is needed to assess CoP collective impact (as we define it: macro-level realized outcomes), which may further enhance the design and functioning of CoPs.

There has also been limited attention given to more process-based questions about *how* CoPs function, or what factors contribute to their success and member participation (James-McAlpine et al., 2023; McKellar et al., 2014). Limited research finds that a safe learning environment, structured time for group problem-solving, diversity among members, frequent member interactions, a sense of equality and collective ownership, facilitated connections between research and practice, and a trusting relationship with facilitators all help to support CoP success (Barbour et al., 2018; James-McAlpine et al., 2023; McLoughlin et al., 2018; Noar et al., 2023).

The Current CoP Evaluation

The current, final evaluation of the TVI CoP extends its [midterm evaluation](#) (Lopez et al., 2025) and previous CoP evaluations reported on in the literature by examining (a) both outcome and process questions and (b) value derived across multiple levels, from benefits gained by individual CoP members to collective impact on external stakeholders and the broader field. Specifically, this evaluation examines:

- (1) The values derived from the TVI CoP for individual members, the CoP as a whole, member projects and organizations, external stakeholders, and the broader sector of Canadian health and social services addressing GBV based on CoP member perceptions and external knowledge mobilization metrics (outcome evaluation)
- (2) The effectiveness of the KH's activities facilitating the CoP and other factors contributing to the CoP's success based on CoP member perceptions (process evaluation)

We drew primarily on McKellar and colleagues' (2019; 2020) evaluation framework given its focus on extra-organizational CoPs and inclusion of multiple *types* and *levels* of CoP value or impact. This framework assesses nine possible types of values or impacts of CoPs (e.g., knowledge, tangible, intangible) across five possible levels at which these impacts may be experienced or gained (e.g., individual, field). It uses the

term “value” to capture the cyclical and interrelated nature of values, which may simultaneously encompass direct results of a CoP (outputs), short- and long-term outcomes, and underlying processes (capturing components of both process and outcome evaluation; McKellar, 2019; McKellar et al., 2020; Wenger-Trayner et al., 2023). Although we focus primarily on the benefits and positive outcomes of the CoP, values can be both positive and negative (Wenger-Trayner et al., 2023). We, therefore, report on some barriers to successful CoP implementation and areas for improvement. We used McKellar and colleagues’ (2019; 2020) framework to orient the evaluation, design the data collection tools, guide and structure the analysis, and report the results. We drew further inspiration from Wenger-Traynor et al. (2023) and the collective impact literature (e.g., Cabaj, 2014; Kania & Kramer, 2011) in designing our data collection and analysis methods. This final evaluation is a point of accountability to the funder (PHAC). It will also support the KH team in facilitating similar CoPs in the future and will contribute to the literature on implementing and evaluating CoPs and collective impact.

Evaluation Method

Data Collection

We conducted the final evaluation using four primary data collection methods:

- (1) A “**graffiti board**” (see [Figure 1](#)) to gather handwritten testimonials and reflections about the KH’s facilitation of the CoP (i.e., what went well, what we could try in the future, what needs improvement)
- (2) CoP member **presentations** to gather common themes about project-level impacts and lessons learned (delivered at the CoP’s final in-person meeting as part of our standard practice for members to share project updates about reach, lessons learned, sustainability, and successes or impact)
- (3) An in-person semi-structured **focus group activity** (see [Figure 2](#)) with small- and large-group discussions and **individual written reflections** to gather common themes about project impact (pulling together key themes from the member presentations), the value of the CoP, barriers and enablers to successful CoP implementation, CoP impact, and future dreams for the CoP
- (4) An **online survey** to gather further qualitative and quantitative information about CoP member experiences and perceptions on the values they derived from participation the CoP

Throughout the life of the CoP, we also gathered **knowledge mobilization metrics** (webinar and conference attendance counts, social media engagement, webinar and conference attendee gains and satisfaction). We include some of these metrics in the current report to further supplement CoP members’ perceptions.

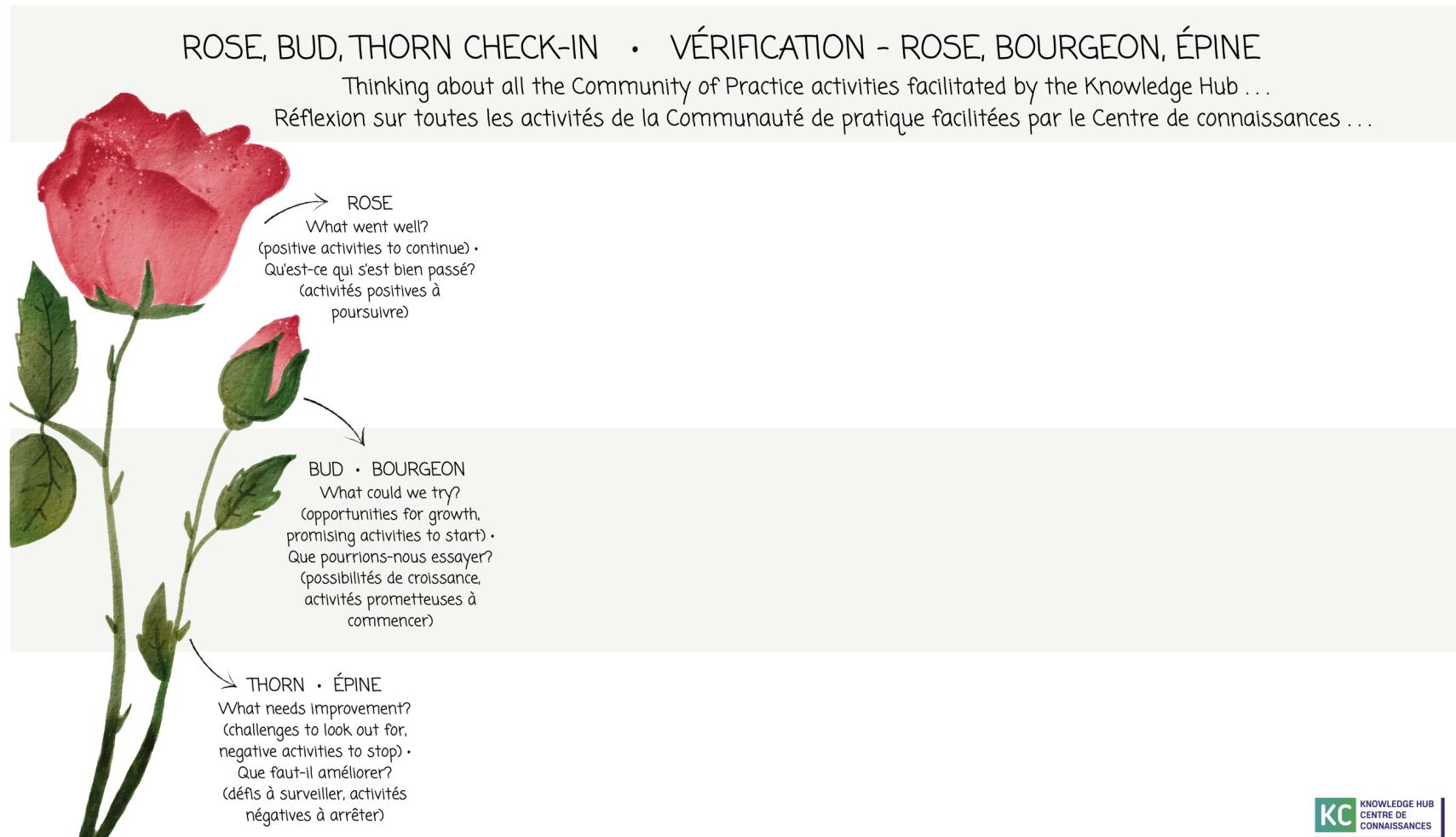


Figure 1. Graffiti Board that was printed in large format and posted on the wall in a private room at the final in-person meeting of the CoP.

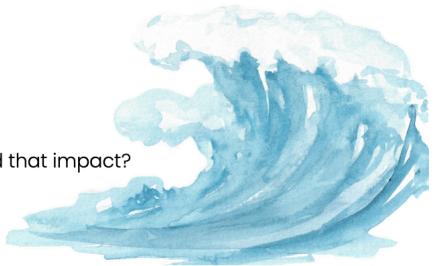
<h3>PART ONE: PROJECT IMPACT</h3> <p>What IMPACT has your project had and how?</p> 	<h3>PART TWO: CoP VALUE</h3> <p>What has been the VALUE of the CoP for you or your project?</p> <p>What was the change or outcome?</p> <ul style="list-style-type: none"> -new/improved action, way of thinking, or outcome of your work -positive or negative -big or small -anticipated or unanticipated -fully realized or in progress <p>What did you gain from the CoP that led to the change?</p> <ul style="list-style-type: none"> -new/improved insight, skill, relationship, confidence <p>What worked to support the change?</p> <ul style="list-style-type: none"> -CoP or external conditions, activities <p>What didn't work or got in the way of the change?</p> <ul style="list-style-type: none"> -CoP conditions, activities 
<h3>PART THREE: COLLECTIVE IMPACT</h3> <p>What IMPACT has the CoP had beyond what any individual person or project could have had?</p>  <p>What supported that impact?</p>	<h3>PART FOUR: DREAMS FOR THE FUTURE</h3> <p>Given unlimited funding and resources, what more would you hope to ACHIEVE together and how?</p> 

Figure 2. Focus Group Activity slides with the four prompts used to facilitate small- and large-group discussions and individual written reflections at the final in-person meeting of the CoP.

The KH research team designed the four data collection methods for the purposes of this final evaluation, drawing from previous CoP and collective impact literature. For example, drawing loosely on contribution analysis from the collective impact literature (Cabaj, 2014), we gathered data from CoP member presentations about project impact as a way to analyze and demonstrate the contributions of each project to the overall impact of the CoP. We drew inspiration from Wenger-Traynor et al.'s (2023) value-creation stories in the design of the section of the focus group activity (Part Two in [Figure 2](#)) in which we asked participants to reflect on a specific time when something gained from their participation in the CoP led to a change in how they work or the impact of their work. In alignment with the collective learning goals of CoPs, the discussions during the focus group activity were largely participant-driven and aimed to contribute to everyone's learning (not just meet the KH's final evaluation needs). Finally, we designed the online survey items to capture the most relevant types of CoP values from McKellar and colleagues' (2019; 2020) evaluation framework. The focus group activity prompts were similarly designed to capture CoP values, including macro-level impacts on the field. The graffiti board and online survey were anonymous and designed to better capture challenges and areas for improvement within the CoP.

Participants were members of the TVI CoP facilitated by the KH from 2022 to 2026. The graffiti board, member presentations, and focus group activity took place on September 30, 2025, at the CoP's final annual in-person "[Knowledge Exchange](#)" meeting. Simultaneous interpretation was provided throughout the day for any content spoken to the large group (member presentations, instructions and large-group discussion sections of the focus group activity). These same sections of the day were audio recorded.

The KH team facilitated the focus group activity, which took about two hours and consisted mostly of individual written reflections and small-group discussions, with some members then sharing key topics from the small group discussions with the large group. Only the large-group portions were recorded and analyzed along with the individual written reflections. Approximately 39 CoP members representing 21 projects were present at the in-person meeting. Most consented for their presentation to be used for this evaluation research; most participated in various parts of the focus group activity; and some participated in the graffiti board (there were a total of 16 written comments). A link to the anonymous online survey (hosted on Western University's Qualtrics platform) was distributed at the in-person meeting and by email starting October 6, 2025, and closed October 31, 2025, following three email reminders.

Sixteen CoP members participated in the survey (52% response rate¹). These were highly engaged members of the CoP (69% reported having joined the year the CoP began and 75% reported having participated at least once in all primary CoP activities) and, therefore, may not represent all CoP members. Those who participated in the

¹ The response rate is an estimate. The CoP generally consisted of roughly two members from each of the 24 projects, but there was staff turnover within the projects throughout the four years of the CoP and some members participated very little in CoP activities. At the time of the survey, we estimated core CoP membership of actively engaged individuals to be 31.

survey were mostly white (75%), heterosexual (86%), cis women (93%). Slightly more than half (63%) were researchers (remainder were service providers) and (56%) working within a community organization (remainder within a college or university). Most had a significant history working in TVI family violence or GBV prevention, with 79% having worked in the field for 10 or more years and 50% for 20 or more years.

Data Analysis

The first author (an arms-length evaluator who joined the KH team during the final year of the CoP) conducted the data analysis. She integrated the quantitative and qualitative data from all data collection methods to answer the research questions. She interpreted the data through the lens of McKellar and colleagues' (2019; 2020) framework—using a primarily deductive analysis—and we present the results accordingly (see [Figure 3](#)). The grid in [Figure 3](#) misleadingly implies discreteness and linearity; however, as McKellar (2019) noted, the types of values and processes associated with them were in reality “highly cyclical and interrelated” (p. 71). Indeed, within the narrative sections below, there is clear overlap and leakage between the categories. We used the framework only as a guide and note that our categorizations are open to interpretation. Where possible, we have also highlighted CoP members’ perceptions of process; for example, how certain values fed into others and the factors that enabled and hindered successful CoP functioning.

Results

CoP Value and Impact

“It is important to strengthen the ties that unite professionals working in similar fields in order to ensure opportunities for co-development and knowledge sharing that enable the improvement and expansion of skills and strategies at the heart of the work.”

CoP members were generally very positive about their experiences in the CoP and the values they perceived as being derived from the CoP. Below, we report on motivational and participation value, relational value, knowledge value, learning and identity value, intangible value, tangible value, applied value, realized value, and reframing and transformative value. [Figure 3](#) summarizes these values across various levels (i.e., individual- to field-level values and impacts).

	Individual CoP Members	CoP as a Whole	CoP Member Organizations	External Stakeholders	GBV Field
Motivational & Participation Value (goals, motivations, positive feelings from participation)	Motivation to increase network, knowledge, capacity, reach	Joint enterprise, “common interface of exploration,” TVI environment	Team motivation & enthusiasm from KH’s engagement with projects	Engagement in & satisfaction with CoP outputs & knowledge mobilization activities	
Relational Value (social capital)	Networking, strong relationships based on trust & equity	Stronger CoP connection with funder	Stronger connections between (similar) projects	Stronger relationship between communities & CoP members; expanded network for GBV professionals	Stronger pan-Canadian network
Knowledge Value (content knowledge and skills)	Expanded knowledge (e.g., on GBV, TVI, & diverse perspectives)	Collective learning (e.g., on topics of interest in working groups)	Expanded knowledge used by projects	New knowledge gained by GBV professionals, communities, funders	Potential for gained knowledge about the GBV landscape
Learning & Identity Value (learning how to learn or collaborate, identity changes)	Time and space for deeper reflection	Model for how CoPs or committees should function	Learning how teams can exchange knowledge & about the power of collective action	Potential shifts in how funding is conceptualized	Potential shifts in how work is conceptualized
Intangible Value (non-material and not captured elsewhere; e.g., status, voice)	Sense of solidarity & validation; increased voice, inspiration, & accountability	Increased credibility with the funder	Increased visibility, avoidance of work replication	Increased voice in the field	Increased visibility of TVI GBV work, avoidance of work replication
Tangible Value (material resources, shared repertoire)	TVI and GBV resources, website repository with project info & tools	Website repository with project info & tools	TVI resources, knowledge mobilization support, finding solutions	TVI and GBV resources	Potential for policy advocacy resource
Applied Value (changes in practice, application of other values)	TVI adaptations to their work	Shifts in the direction of the CoP’s work (e.g., toward sustainability)	TVI adaptations within projects, enhanced project planning & sustainability efforts	Potential shifts in how funding is distributed	Potential shifts toward collective action & for work to fill gaps in the field & reduce replication
Realized Value (results or outcomes of the CoP and of applied value)	Enhanced research & practice skills, use of TVI, & knowledge sharing	Enhanced sharing of collective knowledge, enhanced reach	Enhanced research & practice, use of TVI, & knowledge sharing	Funder adaptations; project impacts on individuals, relationships, & communities	Potential changes from new knowledge, project impacts on the field
Reframing & Transformative Value (fundamental changes)	Transformed worldview				

Figure 3. Key values derived from the TVI CoP, based primarily on CoP member perceptions. Figure adapted from McKellar et al. (2020). External stakeholders include individuals, organizations, or the target population.

(1) Motivational and Participation Value

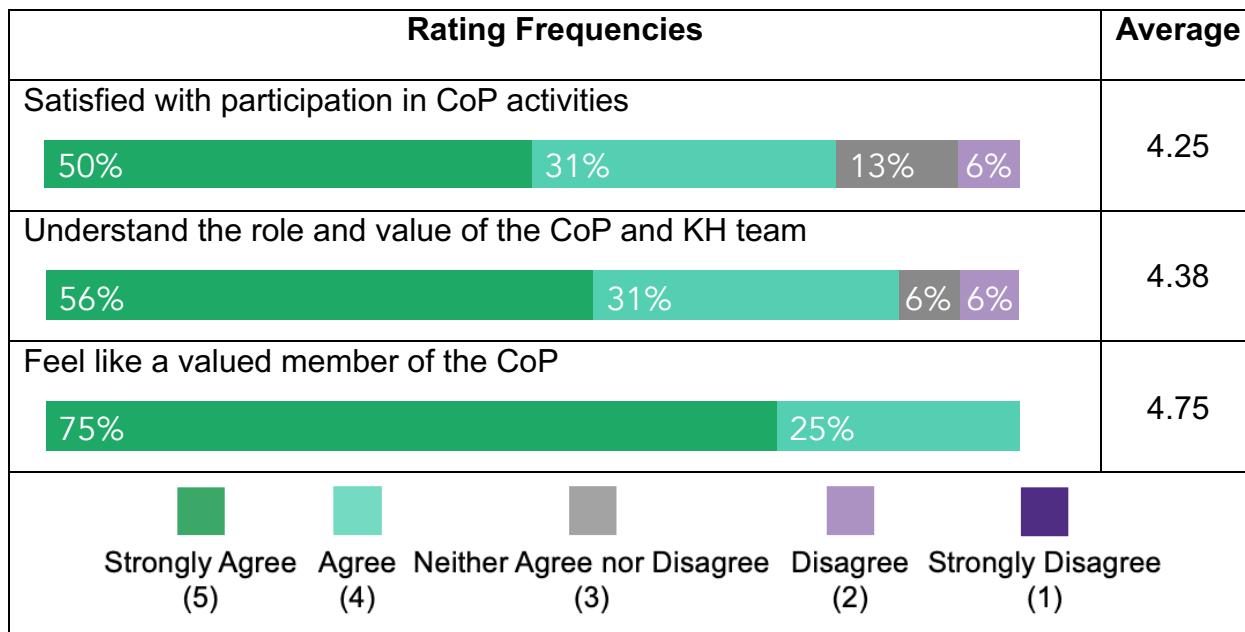
This category reflects the goals, aspirations, and sources of motivation to participate in the CoP (McKellar, 2019; McKellar et al., 2020). We also include factors that enabled and hindered general participation, motivation, and success of the CoP.

Most survey participants (81%) agreed or strongly agreed that they were motivated and tried to make time to participate in the CoP (50% strongly agreed, 31% agreed, 6% neither agreed nor disagreed, 13% disagreed). All survey participants reported being motivated to continue to participate in the CoP for reasons other than their projects' funding requirements, including:

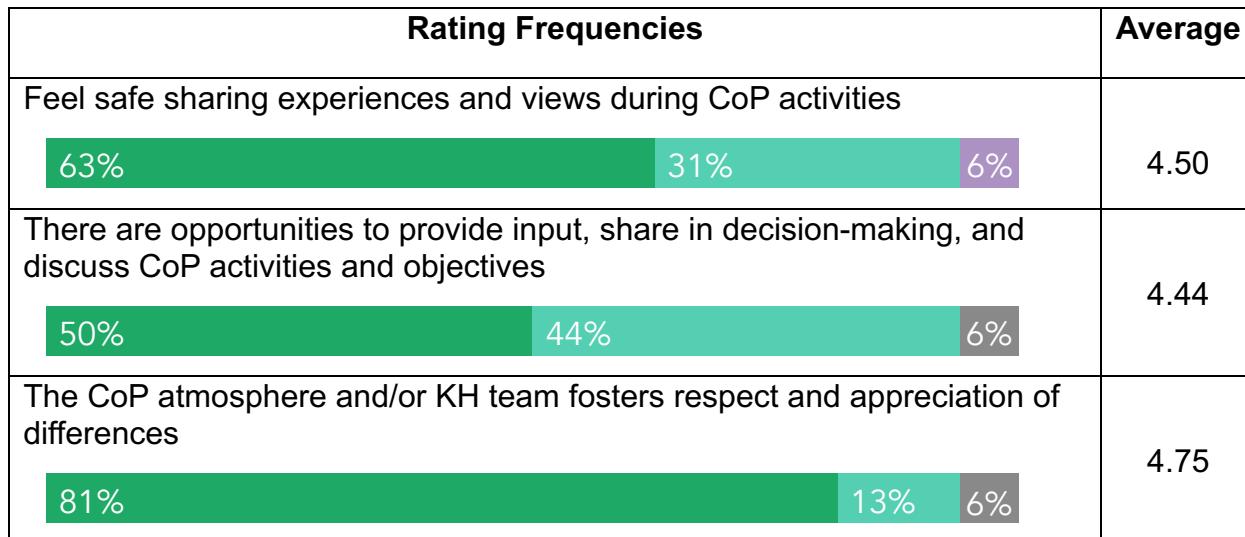
- To increase their professional network and/or strengthen relationships (in both official languages) – **94%**
- To acquire knowledge and awareness of resources, initiatives, and innovations across Canada (in both official languages) – **88%**
- To gain a deeper understanding and appreciation of the needs of (and TVI approaches for working with) diverse populations across Canada – **94%**
- To improve skills and capacity for research, program, or service delivery – **87%**
- To improve knowledge and use of a TVI approach – **93%**
- To strengthen and expand reach of knowledge sharing – **100%**

As noted, 75% of survey participants reported having participated at least once in all five types of CoP activities asked about (virtual CoP meetings, in-person events, working group meetings on special topics, presenter or panelist in a webinar, audience member in a webinar). **Most (81%) agreed or strongly agreed that they were satisfied with their overall participation in CoP activities.**

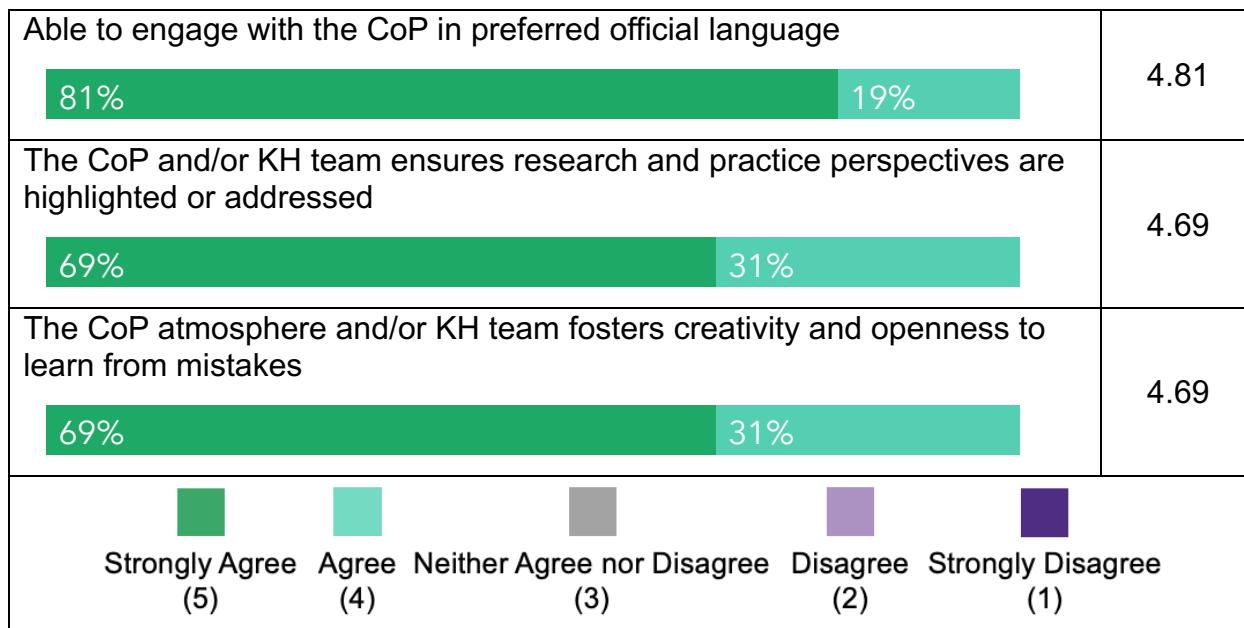
Cohesion, alignment between members' views of the role and value of the CoP and the formalized version of the CoP, and the creation of a joint enterprise can be important factors supporting the development and success of a CoP (Hamzeh et al., 2019; McKellar, 2019; Moffat et al., 2025). **Most survey participants agreed or strongly agreed that they understood the role and value of the CoP (87%) and felt like valued members of the CoP (100%).** Alignment was not a common topic in the qualitative data; however, one participant noted that the CoP activities helped develop an understanding of the similarities between projects and bring about "a common interface of exploration" (a value for the CoP as a whole).



In line with the purpose of the CoP and shared values of its members, the KH team aimed to help foster a TVI environment within the CoP. Members who participated in the research continued to report on the safe and inclusive space cultivated within the CoP (as they did in the midterm evaluation; Lopez et al., 2025). Based on average scores across the following items, **all survey participants (100%) agreed or strongly agreed that the environment felt safe, equitable, and/or open (key TVI principles)**.² On a scale of 1 (strongly disagree) to 5 (strongly agree), the average rating was 4.65.



² Average (composite) scores across scale items were interpreted as follows: Strongly Disagree in the point range of 1.00–1.80, Disagree 1.81–2.60, Neither Agree nor Disagree 2.61–3.40, Agree 3.41–4.20, and Strongly Agree 4.21–5.00.



In the qualitative data, some participants expressed concerns with specific practices that they felt were not TVI (e.g., going over meeting time, asking for personal information in icebreakers); however, they generally described that the CoP was safe, open, inclusive, sensitive to the needs of diverse members, gave space for the voices of diverse members (e.g., Indigenous members, French-speaking members), and valued the contributions of all members. A few described the CoP as “person-centered” (members not feeling like a “commodity”) and noncompetitive, which allowed for discussions and idea generation “among equals.” In some cases, members specifically noted that the KH team was open, caring, welcoming, valued each member and project within the CoP, and effectively fostered a TVI environment. Equity and feeling like one has a voice are important features of team functioning and collaboration (Cosley et al., 2014; Moffat et al., 2025).

Participants also described the importance of the KH team’s backbone support in facilitating their participation and the general functioning of the CoP as a whole:

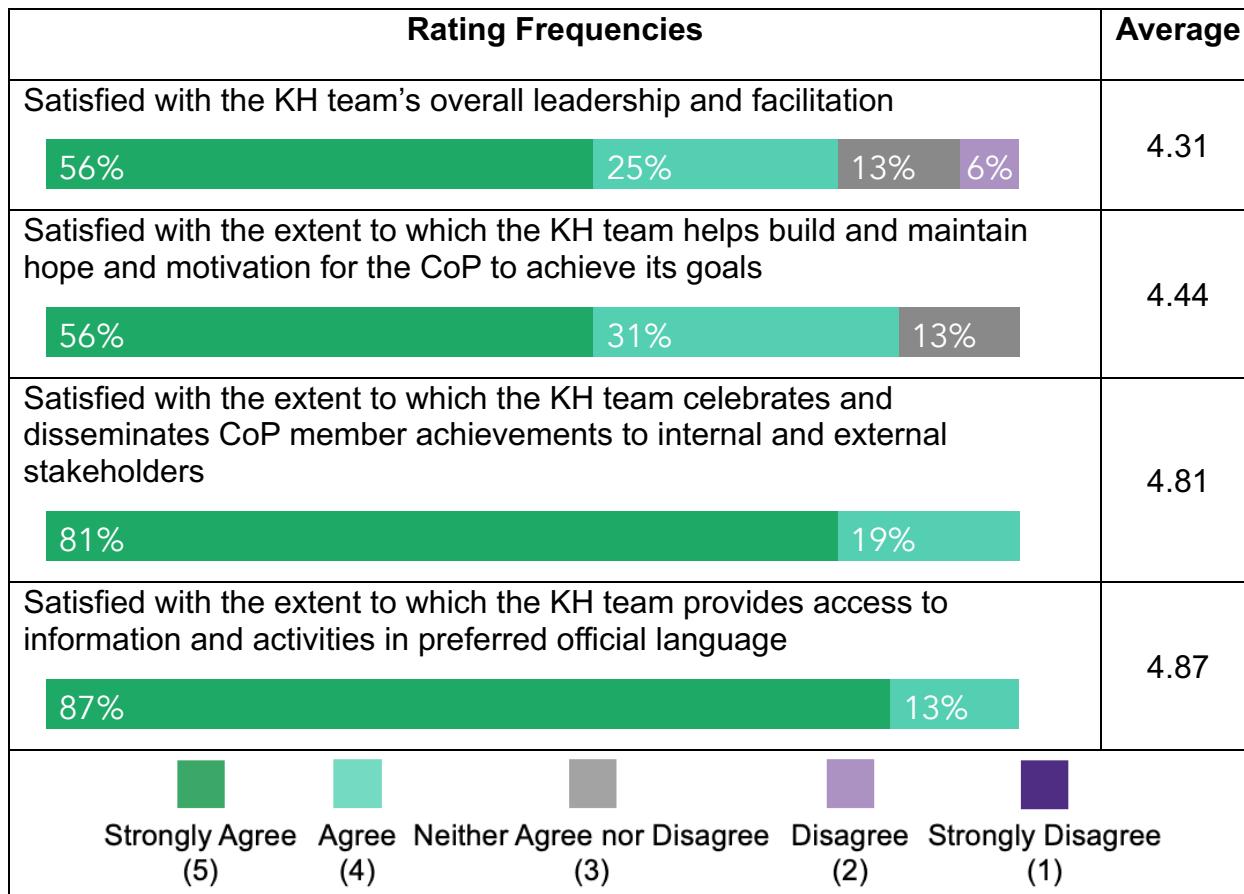
“To have a team to remind us to work together was actually really impactful.”

“This has been the most organized community of practice I have been a part of.”

They appreciated the KH team’s clear, consistent, fast, and helpful communication. For example, frequent reminders and “reaching out and ‘pitching ideas’” (e.g., for webinar presentations) helped to encourage CoP member engagement and knowledge sharing: “We are delighted with the team’s leadership and the initiatives that the Knowledge Hub has proposed to us in order to promote our practice.” The KH team’s site visits fostered

motivation and enthusiasm to participate among project teams, which further enabled relationship building (relational value).

Members remained highly satisfied with the KH team's facilitation of the CoP (as in the midterm evaluation; Lopez et al., 2025). Based on average scores across the following items, **94% of survey participants agreed or strongly agreed that they were satisfied with the KH team's facilitation** (the average rating was 4.58 out of 5).



Some CoP members reported areas for improvement for the KH team's facilitation of the CoP, and general barriers to the successful functioning of the CoP and its members. These included **content-related** areas for improvement such as a need for:

- Earlier focus on sustainability
- External topic expertise (e.g., via external speakers) *outside* the scope of existing expertise within the CoP

They also included **process-related** areas for improvement such as a need for:

- Early clarity on CoP roles, goals, and expectations (e.g., clarity on the distinction

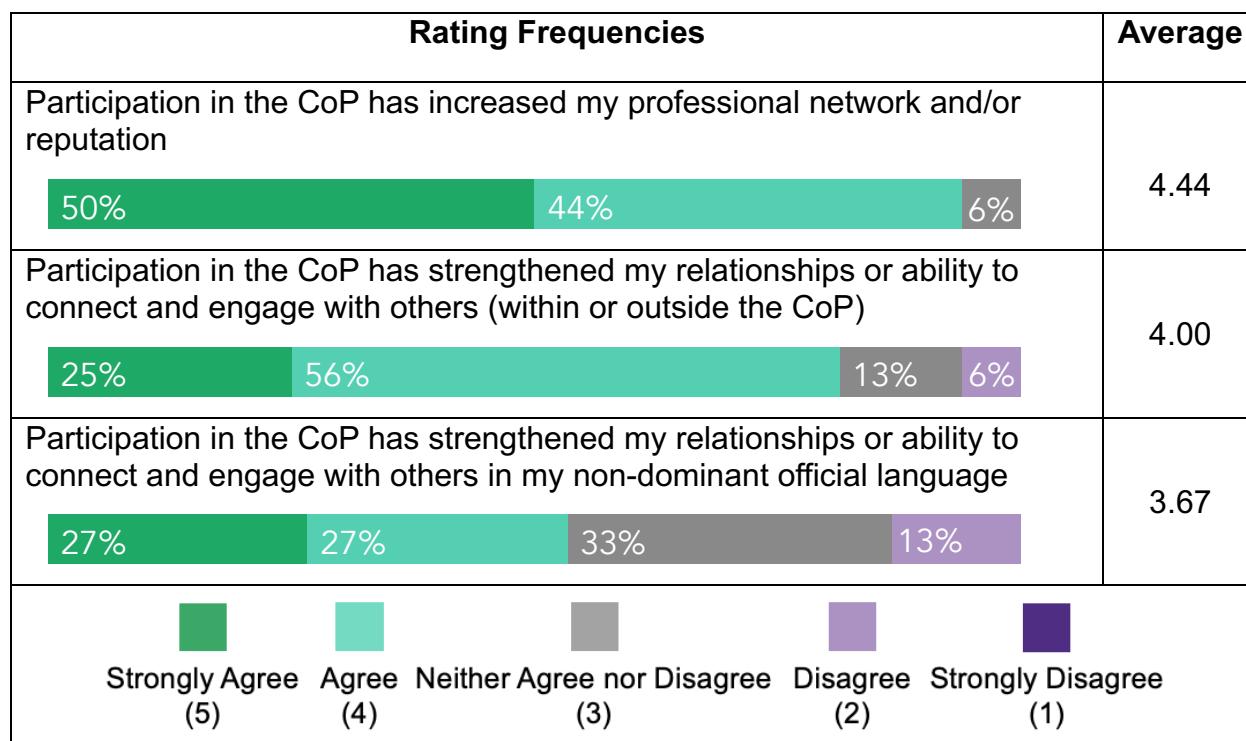
between the funder and the CoP³, on supports available, and on how CoP member feedback is collected and addressed)

- More active learning opportunities (to break up long periods of presentations and to practice or apply new knowledge)
- More opportunities to engage one-on-one or more strategically within the CoP (described in greater detail in the relational value section below)

(2) Relational Value

“The value of the CoP in allowing our projects to network with one another and learn from each other is immeasurable.”

Relational value is the value related to or derived from social relationships, including new connections and enhanced quality of relationships (McKellar, 2019; McKellar et al., 2020). Extending findings from the midterm evaluation (Lopez et al., 2025), CoP members continued to report on the value of the CoP in fostering relationships and a sense of community. Based on average scores across the following items, **75% of survey participants agreed or strongly agreed that they derived relational value from their participation in the CoP** (the average rating was 4.05 out of 5).



³ In its own evaluation, the funder (PHAC) similarly found confusion among some recipients, who thought the CoP was a PHAC-driven process (PHAC, 2025).

Many participants reflected positively on the opportunities for networking and the strong relationships built with “like-minded” individuals and initiatives within the CoP. These were connections that may not have been possible otherwise, that brought together diverse and complementary perspectives and expertise (e.g., across demographic backgrounds, regions, sectors, disciplines, career levels, research and practice entities), that were lasting and still growing, and that were predicated on trust, equity, and inclusion. One CoP member explained that these were relationships “that can’t be forgotten” because they would have permanent impact regardless of whether direct interactions between CoP members continued. Strong relationships and the general sense of community or “being part of a family” that CoP members described fed into other values. For example, they fostered deeper learning from diverse perspectives (knowledge value), stronger knowledge sharing capacity (realized value), a sense of support and solidarity (intangible value), and an enhanced ability to identify future collaborators.

Regular interactions were important for facilitating relationship building and meant that CoP members could connect, learn, and feel supported at each stage of their project. CoP members noted that in-person meetings were especially important (and, in fact, essential) for building relationships, fostering enjoyment and enthusiasm for collaborating (motivational and participation value), and generally maintaining a well-functioning CoP.

Relational value extended to the CoP as a whole in that a stronger connection was built between the CoP and the funder (facilitated by the funder’s presence and engagement at CoP meetings), which fed into deeper knowledge sharing in both directions. It extended to CoP member organizations in that stronger connections were built between projects with overlapping missions or methods. It also extended to external stakeholders in that relationships of trust were established and maintained between CoP member organizations and the communities they work with (for example, one participant noted the trust built with Indigenous partners in the field). Relational value also extended to the broader field in that a stronger pan-Canadian network of researchers, projects, and communities was established—one that allowed for a “full community approach” in that it brought together projects working at various levels (e.g., individuals, families, workplaces, organizations; addressing mental and physical wellbeing, behaviour, and culture) and with diverse communities (e.g., elders, youth, newcomers, women, men). This has the potential to lead to broader shifts in how the field operates (a potential future field-level realized value).

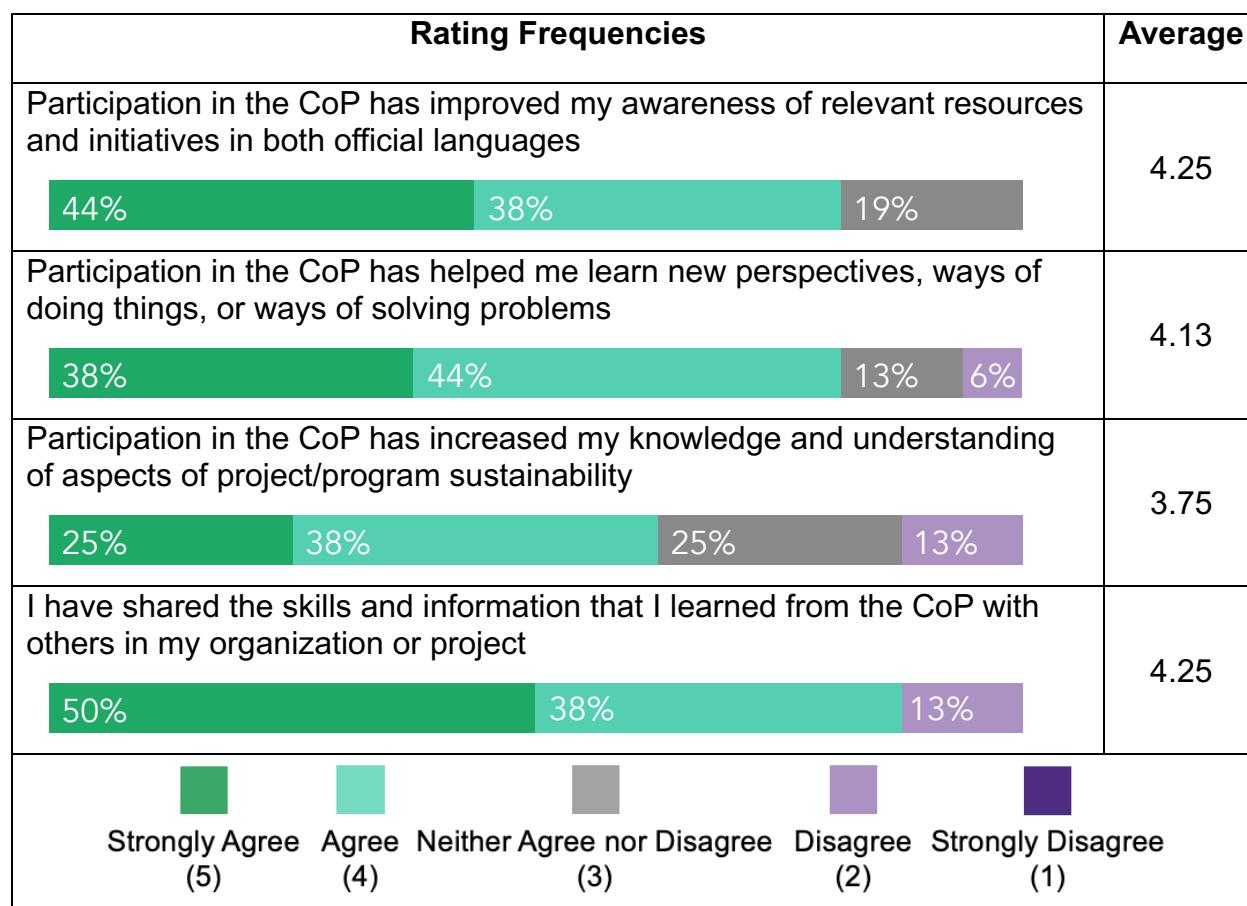
Participants also described several areas for improvement related to building stronger connections within the CoP. Despite greater use of small-group activities since the midterm evaluation (Lopez et al., 2025), members continued to express a desire for more opportunities to hear from other projects and for more one-on-one interactions across projects and between projects and the KH team (e.g., check-ins). During the focus group discussion about future hopes, they also expressed an interest in linking or merging projects based on shared content, delivery mechanisms, platforms, or populations to foster deep engagement (relational value) and shared political action. Ongoing and strategic one-on-one connections among projects (that include discussion

about shared interests and goals) and between the KH team and projects might therefore help foster stronger trusting relationships within the CoP *and* concrete changes in the field.

(3) Knowledge Value

“The ability to share knowledge and ideas instead of working individually dealing with similar issues.”

Knowledge value includes gains in information and skill regarding the domain and practice (McKellar, 2019; McKellar et al., 2020). Based on average scores across the following items, **81% of survey participants agreed or strongly agreed that they derived knowledge value from their participation in the CoP** (the average rating was 4.09 out of 5).



Similar to findings from the midterm evaluation (Lopez et al., 2025), CoP members spoke generally about how the CoP provided a forum for co-learning and capacity building across sectors that allowed them to broaden their knowledge and deepen their vision for their project and the field. The CoP provided dedicated learning opportunities to “witness” and learn about “how other projects were going about their work” (emphasis added) and the *outcomes* of that work. It also provided exposure to diverse

perspectives that members would not have otherwise been exposed to. Members gained new perspectives and knowledge about the realities of diverse groups, including Indigenous people and newcomers. (Although group diversity was typically characterized positively, one participant noted that the diversity in project aims and methods meant that it was “difficult at times to gain practical insights from the CoP”).

Additional specific learnings that members reported gaining through participation in the CoP included:

- The need for flexibility (e.g., adapting methods)
- The need to give continued attention to project sustainability and potential paths for doing so
- Awareness, knowledge, and “practical methods for implementing” strengths-based, arts-based, movement-based, and TVI approaches for working with clients or engaging in research (and doing so in ways that meet ethics board requirements)
- New participant recruitment strategies (or ways of thinking about recruitment)
- Importance of diversifying partnerships
- New topics related to GBV (e.g., head injury, substance use)
- The scope of GBV and the landscape of the GBV field (e.g., existing programs, recent advances) across Canada
- The funding landscape and strategies for obtaining funding
- New strategies for disseminating or translating project findings to “usable knowledge”

Participants described gaining these learnings from guest speakers, from the KH team (who many reported was “very knowledgeable”), through interactive learning activities, through “mentorship from other projects,” and by engaging with “other projects navigating similar issues and trying to find paths forward,” especially through troubleshooting discussions across projects:

“Being part of this Community of Practice (CoP) has been incredibly valuable for both myself and [project name]...bringing together projects from across the country to find shared solutions to common challenges such as participant retention, data collection, staff turnover, cultural sensitivity, and long-term referral pathways.”

They also noted that the KH team’s “responsive[ness] to the needs of the CoP” meant that they were able to learn more about timely and relevant topics. Indeed, the KH team responded to feedback provided before and at in-person meetings and in the midterm

evaluation about the need for opportunities to explore topics such as research ethics, recruitment challenges, and sustainability planning (Knowledge Hub, 2023; Lopez et al., 2025). The creation of working groups (or subcommittees) allowed for deeper learning on these and other topics of interest.

Individual CoP members were clearly bringing new knowledge to their projects and, in some cases, to others within their organizations. One participant described the often-invisible ripple effect of the “small lessons learned from the experience of different projects, which in turn impact [other projects].” The pooling of expertise, as a couple participants described, also meant a deepening of *collective* learning whereby new knowledge was co-created within the CoP as a whole:

“The creation of subcommittees, particularly on trauma- and violence-informed evaluation and sustainability, allowed us to pool our expertise and deepen our collective learning too.”

Lessons Learned: Developing Organizational Wisdom within the CoP

During the focus group activity, the group reflected on common, cross-cutting lessons learned within their projects—thereby collectively learning and developing new knowledge or organizational wisdom within the CoP.

- Importance of **flexibility and adaptation** (e.g., need to adapt to unexpected challenges, context, changing needs of the community, changing technologies)
- Importance of **cultural safety** and adaptation
- Importance of **time and taking time**: it takes time and effort to plan, to understand the community, to build trust and relationships (within the CoP, with community partners, with the population being served), to reach and engage stakeholders (in all phases of a project), and to examine impact
- Importance of **collaboration** and cross-sectoral work
- Importance of **structural and organizational support** (e.g., ongoing funding, support for programs by organization leadership, organizational policies that align with program principles)

Knowledge value was described mainly at the individual, CoP, and organizational levels (as in the midterm evaluation; Lopez et al., 2025); however, some participants noted that they were now further sharing knowledge gained from the CoP with the communities they were working with. Others noted that the CoP provided a venue to reach the funder, who they perceived as gaining knowledge about evidence-based prevention and challenges within the field. (Indeed, in its evaluation of its recent investment program, the funder reported on challenges for recipients, including project

sustainability once funding ends and the inability to carry over unspent funds to future fiscal years; PHAC, 2025). One participant pointed to the future potential for some of this knowledge to reach, and thereby build the capacity of, the field.

(4) Learning & Identity Value

Learning and identity value is more process-oriented and meta-educative than knowledge value and includes changes in identity and learning *how* to learn and collaborate (McKellar, 2019; McKellar et al., 2020). Participants did not describe such benefits in detail, but some described various ways that the CoP encouraged reflection. For example, it created the time and space for members to take a step back and “reflect more deeply on how [they could] strengthen [their] approach” and direction. Aiding this reflective process, the CoP also provided opportunities to observe and learn from “how others are experimenting with innovative ideas and approaches...[and] driving change.” One participant described being inspired by the KH team’s site visits to “document every success and learning opportunity.”

A few described learning about how teams can exchange and disseminate knowledge and noted that the TVI CoP provided a model or “prime example” for how CoPs, committee work, and general mobilization can and should function:

“All the intentional interactive activities, virtual meetings, share back reports and information, gave really great examples of how to mobilize many people. I am a part of other committees and they are not as nearly as engaging as the knowledge hub. Many members are disengaged, disoriented, and have limited direction of how their works contribute to the greater whole. The CoP was [a] helpful model to replicate in other parts of my work and agency.”

Likewise, some came to recognize through their participation in the CoP “the power of [collective voice and] national alliances in shaping potential policy change...[or] trying to influence systemic change.” As with other values, this shift in thinking about collective action has the potential to lead to broader shifts in how funding and work are conceptualized and distributed.

(5) Intangible Value

Intangible value refers to the non-material, often-invisible values that are not captured elsewhere. One of the most common benefits of CoP participation that participants discussed was a “strong sense of solidarity” and validation. Conversations about shared issues and challenges helped to reduce feelings of isolation, stress, and guilt; to normalize or validate issues; and to highlight that challenges are often “actually systemic” rather than individual:

“I have been a research assistant for over 12 years. The CoP is the only opportunity I have participated in that has made me feel that I am not alone in facing certain difficulties in my research projects. It has greatly

helped me to stop feeling guilty and wondering what I should have done differently or what more I could have done. Hearing from colleagues from across the country, with different areas of expertise, yet facing challenges so similar to those of my team...what a relief!"

"Hearing others share their experiences was both affirming and validating, it really helped lessen stress. Knowing we were navigating these challenges together made the journey feel less isolating and more empowering."

A sense of solidarity, reassurance, and confidence was also gained when CoP member ideas or approaches to working with clients were reinforced by others in the CoP. Others gained inspiration and confidence to make changes to their approach when advice was given and reinforced within the CoP. The sense of solidarity and connection with other members of the group fostered a further sense of belonging and connection with a larger Canada-wide movement.

Some reported gaining strength, inspiration, and perseverance from the CoP to keep moving forward. This strength and inspiration came from simply knowing "that others were working on this important public health issue" and that the work was making a positive impact (in-person meetings were especially important for making project and collective impacts visible to CoP members). It also came from the gained sense of solidarity and validation, which "helped [project teams] keep going" in the face of ongoing challenges.

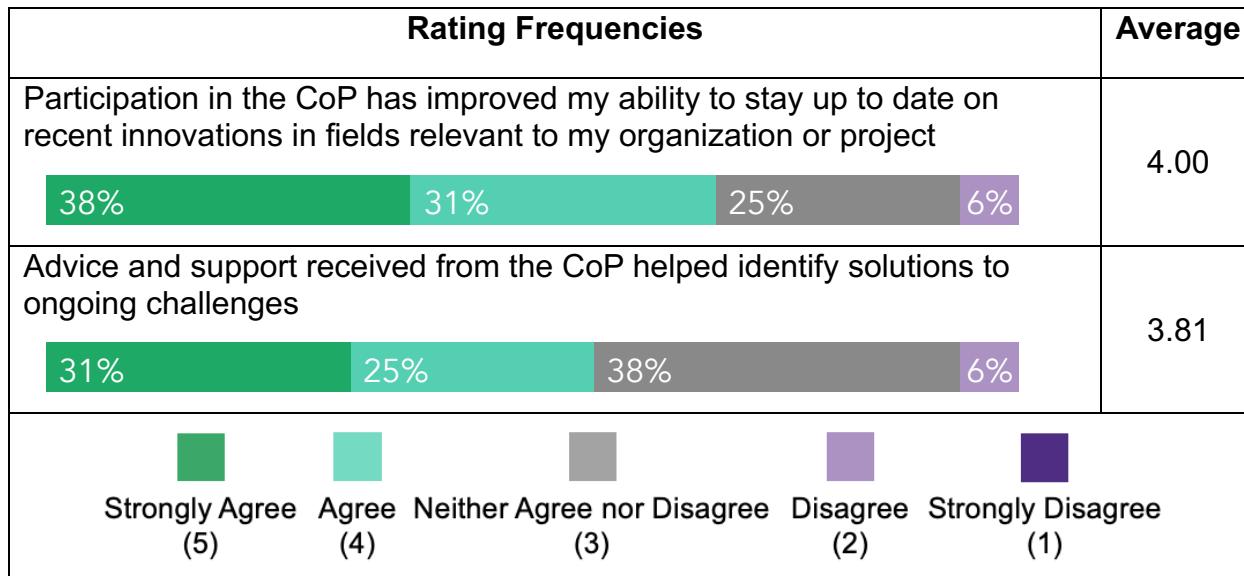
Gained status, reputation, credibility, and voice were also commonly reported. For example, participants noted that the CoP provided "a space to be heard and understood" and recognized for their expertise (individual level); that it increased the credibility of the CoP's work with the funder through the continued documenting and sharing of impact (CoP level); that it gave or reclaimed voice for Indigenous and other communities in the field by highlighting their knowledge and practices (external stakeholder level); and that it raised the profile and visibility of CoP member projects (organizational level) and TVI GBV approaches across Canada (field level). These gains were perceived as achieved primarily through the KH website, meetings, videos, webinars, the national conference, and the funder's participation with the CoP.

A final reported intangible benefit of the CoP was accountability and consistency; that is, the CoP created regular touchpoints—particularly through online and in-person meetings—that motivated members to continually "put in the work" to complete their projects.

(6) Tangible Value

Tangible value is "similar to the shared repertoire of the CoP" and includes specific, practical benefits such as documents, tools, procedures, and direct support (McKellar, 2019; McKellar et al., 2020, p. 169). Based on average scores across the following

items, **69%** of survey participants agreed or strongly agreed that they derived tangible value from their CoP participation (the average rating was 3.90 out of 5).



Although less commonly reported than the values above, participants noted that they gained “tangible outcomes like toolkits [and] resource sheets” for expanding strengths-based and TVI methods within their work and organizations and for implementing strategies related to sustainability. They often noted direct knowledge mobilization support including (a) the dedicated space that the CoP provided for sharing knowledge, research results, and resources with other CoP members from across Canada; and (b) leadership and support from the KH team who encouraged and facilitated knowledge mobilization opportunities (e.g., sharing CoP member resources and updates with its “extensive” mailing and social media networks, facilitating opportunities to present in webinars to large audiences, making connections between related projects for co-presentations). The KH team enhanced its efforts to support knowledge mobilization based on feedback provided in the midterm evaluation (Lopez et al., 2025). Although participants much more commonly reported on the intangible comfort and solidarity gained by hearing about the challenges of others, they also sometimes reported on the tangible support and identification of solutions that they received from trouble-shooting conversations.

Some also described the value of general knowledge synthesis. They noted that the CoP’s learnings get synthesized by PHAC and, especially, by the KH team in various ways (e.g., through activities, reports, and other documents). The shared website repository with project information and co-created tools is another tangible value for individual CoP members and the CoP as a whole. Some members reported appreciating the ability to download and share documents with partner organizations and others (a potential tangible value for external stakeholders).

During the focus group activity, CoP members expressed a strong interest in enhancing the tangible value of the CoP by collectively creating a document, brief, letter, or pan-Canadian action plan to go to policymakers that demonstrates the CoP's impact, the importance of TVI approaches, and/or the conditions (e.g., long-term funding) that need to be in place to move the field forward. The KH team is planning for future CoP meetings focused on achieving this goal. Earlier clarity and focus on the CoP's role and goals might have helped foster earlier and more deliberate movement toward these tangible outcomes. Additional one-on-one connections among projects and between the KH team and projects might also have helped identify key topics, messages, or lessons learned for synthesizing and sharing in tangible knowledge mobilization products.

(7) Applied Value

Applied value represents the application of other values through actions or changes in practice or behaviour; in other words, a change in how work is done (McKellar, 2019; McKellar et al., 2020; Wenger-Trayner et al., 2023). Resulting primarily from seeing examples from other CoP members, participants described TVI and strengths-based adaptations to research and practice, including adaptations to increase cultural sensitivity and inclusion (e.g., adapting questionnaires to appropriately reflect the communities they were working with), building connections with survivors and those with lived experience, resisting counter-TVI revisions from their institution's research ethics board, better supporting facilitators and project staff, and allowing RCT control group participants to later receive the intervention.⁴ We add that the KH team's responsiveness to the emerging needs of the CoP and its members (described above) resulted in shifts in the direction of the CoP's work—for example, toward discussions and tool co-creation about sustainability. These shifts in work reflect an applied value at the level of the CoP as a whole.

Knowledge and relational values also supported changes to project planning and implementation. Several participants described enhanced sustainability efforts (e.g., having developed sustainability plans and written stronger funding applications) in part because of the KH team's expertise and member expertise shared within the CoP. One explained that new knowledge about the landscape of the field (knowledge value) and collaborating with “representatives” from different provinces” (relational value) was helping their team “to orient [project name] and [their] agency on where [they] want to invest in change especially for [target population]”. Another described that learning from other projects (knowledge value) “helped with creating a timeline for [their] project that was feasible and a lot more manageable.” Yet another described reinvigorating GBV-related course offerings at their university, in part by using knowledge products and increased confidence gained from the CoP. Some participants noted that gained knowledge about the landscape of the field had the potential to support the group in identifying and adapting work to address gaps and avoid work replication. It is unclear if changes were already made to practice, but such adaptations would have the potential to benefit member organizations and the entire field.

⁴ Some of these specific examples were provided during member presentations and were not necessarily directly attributed by presenters to learnings from the CoP.

(8) Realized Value

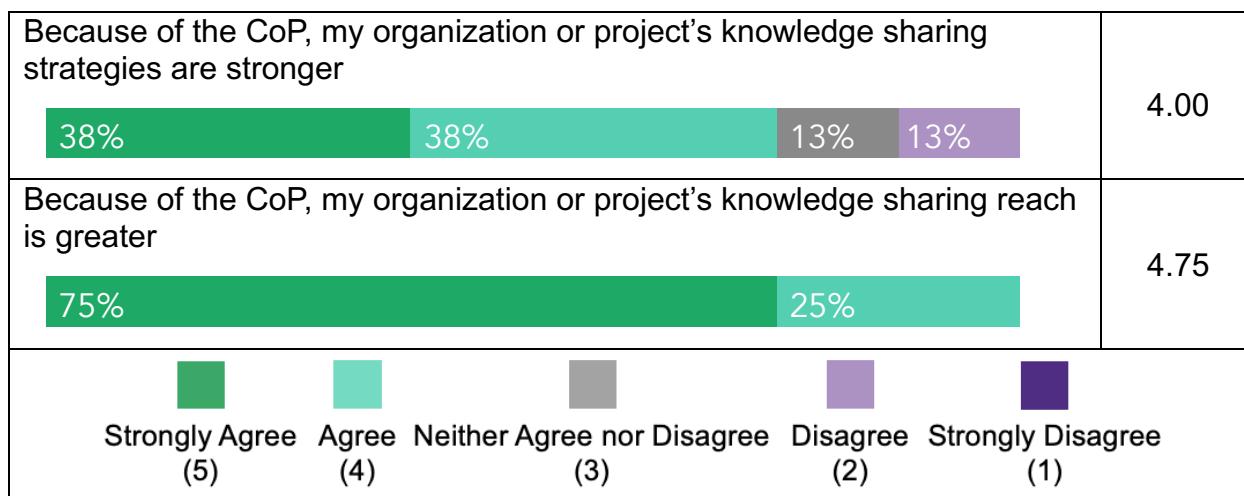
Realized value is the result or outcome of the CoP and especially of applied value; typically, it is the impact of changes in practice (McKellar, 2019; McKellar et al., 2020; Wenger-Trayner et al., 2023). Results highlighted that it takes considerable time for the values above to be fully applied and result in realized outcomes. Despite relatively few specific examples of applied value, **more than half of survey participants still agreed or strongly agreed that some element of their performance or practice had improved because of the CoP** (realized value at the individual and/or organizational levels):

- **57%** reported enhanced research skills or project capacity
- **63%** reported enhanced program/service delivery skills or project capacity
- **73%** reported enhanced knowledge and use of a TVI approach

Even more notable was realized value for knowledge sharing. **Most survey participants reported gains in knowledge mobilization strategies and reach:**

- **75%** reported enhanced knowledge sharing strategies
- **100%** reported enhanced knowledge sharing reach

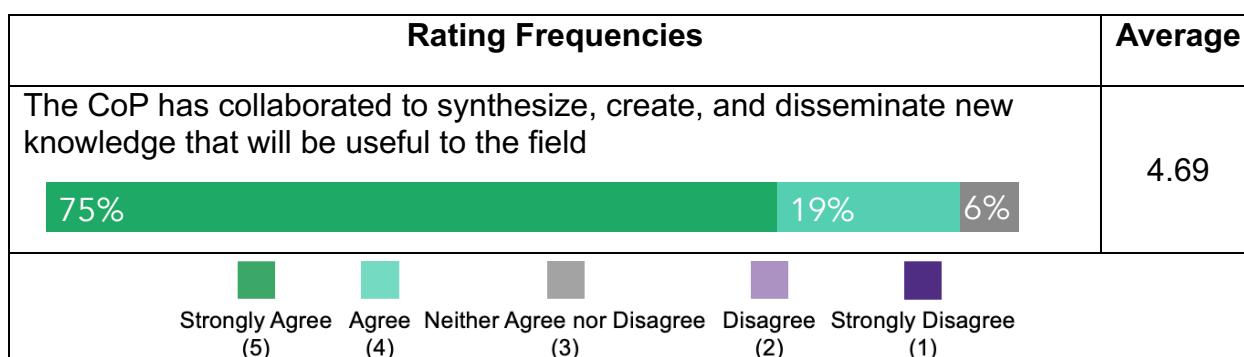
Rating Frequencies	Average
<p>Because of the CoP, my own research skills have improved or my organization/project's research capacity has improved</p> <div data-bbox="230 1275 1204 1332" style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">21%</div> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">36%</div> <div style="background-color: #6c757d; color: white; padding: 5px 10px; text-align: center;">21%</div> <div style="background-color: #70399e; color: white; padding: 5px 10px; text-align: center;">21%</div> </div>	3.57
<p>Because of the CoP, my own program or service delivery skills have improved or my organization/project's capacity to deliver programs or services has improved</p> <div data-bbox="230 1480 1204 1537" style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">25%</div> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">38%</div> <div style="background-color: #6c757d; color: white; padding: 5px 10px; text-align: center;">25%</div> <div style="background-color: #70399e; color: white; padding: 5px 10px; text-align: center;">13%</div> </div>	3.75
<p>Because of the CoP, my knowledge and use of a trauma- and violence-informed approach has improved</p> <div data-bbox="230 1634 1204 1691" style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">47%</div> <div style="background-color: #28a745; color: white; padding: 5px 10px; text-align: center;">27%</div> <div style="background-color: #6c757d; color: white; padding: 5px 10px; text-align: center;">13%</div> <div style="background-color: #70399e; color: white; padding: 5px 10px; text-align: center;">13%</div> </div>	3.93



Mirroring the quantitative finding that all survey participants reported enhanced knowledge sharing reach for their project, many participants described reaching larger, broader (cross-sectoral), and more far-reaching (pan-Canadian) audiences than they could have without the CoP. The cross-sector collaboration within the CoP and, especially, the KH's network and knowledge mobilization capacity building (e.g., hosted [national conference](#), [webinars](#), [website repository](#) of project information) supported these outcomes. For example, one participant noted that the best thing gained from the CoP was: "Reach – being able to leverage the CoP's extensive network has helped to engage a broader group of people to learn about our project and to participate in our KM [knowledge mobilization] work." Another reflected:

"We've reached broader networks working together across sectors, but also with the Knowledge Hub support 'cause you folks have a lot of connections and you work across a lot of different sectors."

Further, **94% agreed or strongly agreed that the CoP has collaborated to synthesize, create, and disseminate new knowledge that will be useful to the field** (i.e., a CoP-realized value that has the potential to impact external stakeholders and the field). A few participants reflected on collectively building an evidence base for a range of issues and interventions, and raising awareness about specific topics, approaches, or perspectives within the CoP and among large webinar audiences.



Knowledge Mobilization Metrics: Evidence of Reach and External Value

The KH's knowledge mobilization metrics provide further evidence of the CoP's reach and value to external stakeholders.

The KH hosted **13** bilingual [Knowledge Hub Presents webinars](#) with CoP members presenting their work to a cumulative total of **2,722** live attendees (almost 200 of whom were French-speaking in the second year when we began collecting this information) and **2,472** who later accessed the recordings (as of November 2025). Most (**96%**) of the 406 who responded to the webinar evaluation surveys reported that they found the webinar they attended to be somewhat or very much valuable (indicator of motivational and participation value); **86%** reported that it somewhat or very much contributed to their knowledge or understanding of GBV and/or TVI practice (knowledge value); and **85%** reported that it somewhat or very much reinforced and/or strengthened their knowledge and/or skills to support those at risk of or currently experiencing GBV (knowledge value).

The KH hosted a 2-day [national conference](#) in October 2025 to share CoP project results. Surpassing expectations, there were **387** registrants and an estimated **350** attendees from across sectors (e.g., education, justice, mental health and healthcare). Most (**90%**) of the 105 who responded to the conference evaluation survey rated their overall experience as good or excellent (motivational and participation value); **97%** somewhat to strongly agreed that the conference was relevant to their work or professional interests; **91%** that the presentations and activities met their expectations; **87%** that the conference met their accessibility needs (an indicator of the KH team's success fostering a TVI environment); **88%** that the conference provided sufficient networking opportunities (relational value); **92%** that the conference enhanced their knowledge of TVI practice and/or research (knowledge value); and **88%** that the conference enhanced their knowledge and skills for working with people experiencing GBV (knowledge value).

The KH's [LinkedIn](#) page has (as of November 2025) **1,042** followers from across Canada (and the globe), disciplines, and sectors. The team saw a **233%** increase (110 new organic followers) during the 95-day period before and during the [national conference](#) held to share CoP project results. During this period, the KH team made a concerted effort to engage followers by posting CoP member spotlights. The LinkedIn page saw a **91%** increase in impressions (total of 13,326), a **171%** increase in reactions (total of 561), a **150%** increase in reposts (total of 30), and a **886%** increase in comments (total of 69).

Another example of mobilizing knowledge to external stakeholders, several participants noted that the CoP demonstrated to the funder (through messages repeated in online and in-person meetings): (a) the importance of the investment, of the CoP's

collaboration, of TVI GBV research and practice, and of evidence-based prevention; and (b) the needs and struggles in the field (including around funding). They explained that these applied values (knowledge gains for the funder) led to some adaptations by the funder and have the potential to positively impact GBV policy and funding in Canada (possible future realized outcomes). (In its evaluation of its recent investment program, the funder recommended a future need to identify and communicate its role, if any, in project sustainability; PHAC, 2025).

It is likely that the CoP was not yet at the stage of achieving longer-term, distal realized values, including impacts on other external stakeholders (e.g., service users) and the broader field, despite the clear *potential* for impact. Macro-level realized values are “less in [the CoP’s] sphere of direct control or influence” (McKellar et al., 2020, p. 153) and, in this case, were difficult to conceptualize, measure, and achieve given that the TVI CoP was not collectively working on a concrete shared goal aside from the more nebulously defined goal of advancing TVI GBV practice across Canada. Nonetheless, CoP members reported many positive impacts of their projects that cannot necessarily be separated from the values they derived from the CoP and, we argue, are all part of the CoP’s *collective or shared impact*. [Figure 4](#) displays the macro-level impacts of projects on external stakeholders and the field. Inclusion of outside stakeholders and different data sources would be needed to more fully capture meso- and macro-level values of this and other CoPs.

Field & Public Policy

- Enhanced national awareness & (multi-lingual) evidence-base (e.g., articles, videos, presentations, manuals, databases) on GBV
- Increased capacity to respond to GBV through expanded partnerships & program availability
- Positive changes to child protection policies

Organizational & Community

- Reduced barriers to service access (e.g., online delivery reduced geographic barriers in rural communities, reduced privacy concerns, reduced stigma, service gap filled)
- Improved community leadership & awareness
- Cultural change within organizations receiving intervention (e.g., social norms change, application of TVI policies & processes)
- Increased training and capacity within organizations receiving intervention

Interpersonal

- Reduced relationship conflict, improved conflict management and boundary setting
- Reduced family stress and parental anxiety, strengthened familial emotional bonds
- Reduced decisional conflict to leave abusive partner, reduced GBV severity

Individual

Improved Knowledge & Skills

- Knowledge (e.g., of GBV, available resources, healthy relationships, human rights)
- Recognition (e.g., of GBV, own biases, importance of safety in the workplace)
- Confidence & skills (e.g., mitigating own biases, disrupting problematic behaviour, identifying online scams, teaching healthy relationships, program & TVI service delivery)

Improved Wellbeing

- Reduced helplessness, self-blame, depressive symptoms
- Increased mood, self-esteem, hope, confidence
- Increased sense of social support, belonging, & psychological safety

Positive Behaviour Changes

- Engagement in prosocial behaviour & disruption of problematic behaviour
- Use of coping strategies, safety strategies, & available resources
- Engagement in conversations about GBV & healthy relationships

Figure 4. Macro-level project impacts (as perceived and reported by CoP members) on external stakeholders and the field. Impacts are macro-level in that they extend beyond the individuals and organizations that are part of the CoP. The list was compiled primarily from member presentations and is not exhaustive.

(9) Reframing and Transformative Value

Reframing and transformative value is related to knowledge value but includes a more fundamental change or reframing of success and learning imperatives (McKellar, 2019; McKellar et al., 2020). Although others spoke about gaining a new perspective through their participation in the CoP, two participants described more “profound” transformations in their worldviews. One described a shift or strong reinforcement in their belief in the importance of research by and for the target population. Another described transformation resulting from the sharing of Indigenous perspectives and history:

“I don’t have a specific story...but rather an experience that transformed me as a person. An experience that I would not have been exposed to otherwise. An experience that made me aware of the realities, past and present, of our First Nations. Hearing Alice speak in Montreal moved me deeply. I cried throughout her presentation, and I talked about it with my family, friends, and colleagues...I felt very privileged that she shared—with her sisters—her history, her traditions, her dreams...I had always “known” what the colonizers had done to our First Nations (and the repercussions of those acts), but through Alice, I ‘received’ it for the first time. My eyes had always been open...but Alice opened my heart and transformed my soul. I have never been the same since...and I thank her for that.”

Conclusion

Results of this final evaluation demonstrate the value of the TVI CoP at multiple levels. It has fostered a strong sense of community and solidarity among its members, providing a safe, equitable, and open space where members have learned from one another and grown professionally. Indeed, more than half of survey participants agreed that some element of their performance or practice has improved because of their participation in the CoP. These gains have extended and will likely continue to extend to external stakeholders and the broader GBV/TVI field. Most survey participants agreed that the CoP has collaborated to create and disseminate new knowledge that will be useful to the field, and some reported already sharing new knowledge with their communities.

In the future, ongoing opportunities for strategic, one-on-one engagement between projects and the KH team and between overlapping projects might foster stronger relationships within the CoP and concrete changes in the field. (Early) clarity on the roles and goals of the CoP might further support strategic engagement and collective action toward shared goals, including the advancement of TVI approaches across Canada. These changes represent greater alignment with Kania and Kramer’s (2011) conceptualization of collective impact initiatives, requiring a common agenda and structured collaboration. Throughout the remainder of the funding period, the KH team

will continue to build on the values of the TVI CoP and enhance engagement opportunities aimed at achieving longer-term policy-related outcomes.

Results of this evaluation may not reflect the experiences and perceptions of all CoP members, particularly given the relatively low participation for the graffiti board and online survey (which were designed to be private and better capture potentially negative experiences). Nevertheless, those who participated appeared to be highly engaged members of the CoP who had generally very positive experiences.

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