

Los Angeles Department of
Recreation and Parks
Organizational Safety Climate Survey Report

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Prepared by:



Pacific Research and Evaluation, LLC



In partnership with U.S. Center for SafeSport

June 2022

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INTRODUCTION

The U.S. Center for SafeSport (the Center) has partnered with Los Angeles Department of Recreation and Parks (LA RAP) to provide education and tools related to abuse prevention in youth sports. This work is being funded by LA28, which is the nonprofit organization hosting the 2028 Summer Olympic and Paralympic Games in Los Angeles. The partnership between the Center and LA RAP will continue through 2028. The Center worked with Pacific Research and Evaluation (PRE) to develop and administer the LA RAP Organizational Safety Climate Survey to LA RAP staff. The purpose of this survey was to identify opportunities for the Center and LA RAP to collaboratively improve youth safety within the organization through such means as training opportunities and updated policies. The survey results from this initial safety climate survey will also be utilized in the future to demonstrate over time how staff perceive LA RAP's climate related to youth safety.

METHODS

SURVEY INSTRUMENT

PRE developed the organizational safety climate survey using the "Kaufman organizational safety climate (short-form) survey"¹ which is designed to measure child safety in youth-serving organizations. The safety climate survey focuses on child sexual abuse prevention and has been administered in other youth-serving organizations. Kaufman's short form measure consists of three validated subscales: **1) organizational leadership and culture; 2) safety responsibility; and 3) supervision and support.** These three subscales align with key safety areas, and findings from LA RAP survey respondents are organized in this report by these three subscales.

In partnership with the Center, PRE included additional survey items specific to the training provided. Survey items were piloted with staff from the Center and LA RAP. PRE edited the survey following feedback gathered during the pilot stage. Updates to the organizational safety climate portion of the survey are noted below.

Safety climate survey items removed:

- Teaching youth about ways to stay safe is an important part of my job.
- Organization trainings encourage staff to make safety a high priority (or one of the most important things we do) every day.
- In general, staff are good about doing something to take care of safety risks.

Safety climate survey items added:

- Staff in this organization would immediately report any known or suspected child abuse.
- Our organization has done a good job communicating with parents about important youth safety issues.
- In general, staff will act quickly and effectively to take care of youth safety risks.
- The organization's youth safety policies clearly outline staff expectations for youth safety.
- I know how to access resources at the organization related to youth safety.
- I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.

¹ Survey citation: Nadine McKillop, Susan Rayment-McHugh, Keith L. Kaufman, Shirralee Ransley & Matt Gardiner (2019): Assessing child-safe culture and practices in organizational settings: a validation and refinement of Kaufman's Organizational Safety Climate Survey, Journal of Sexual Aggression, DOI: 10.1080/13552600.2019.1692921

INSTITUTIONAL REVIEW BOARD, SURVEY PRECAUTIONS, & ACCESSIBILITY

Due to the sensitive nature of the safety climate survey, PRE submitted the survey instrument and survey administration plans to Solutions IRB, LLC for review and approval. Through these efforts, PRE incorporated a detailed consent form at the beginning of the survey that described the purpose of the study, potential minimal risks, potential indirect benefits, the confidential and voluntary nature of the survey, and available incentives, as well as directions for asking questions via phone, email, and office hours. The survey also provided access to a variety of participants by offering English and Spanish versions as well as ensuring screen reader compatibility.

SURVEY DISTRIBUTION AND RESPONSE RATE

The online survey was administered to approximately 1,693 LA RAP staff members between March 22 and March 31, 2022. Links to English and Spanish versions of the survey were emailed by a member of LA RAP leadership to potential participants with a reminder email sent a week later. The email invitation informed potential participants that the first 160 survey completers would receive a \$10 gift card to Starbucks and one completer would be randomly selected to receive a \$100 gift card to Amazon. **The survey was completed by 272 LA RAP staff for a response rate of 16.1%.²** No staff members completed the Spanish version of the survey.

SURVEY RESPONDENT BACKGROUND

Survey respondents answered prompts about their background including LA RAP work experience, demographics, and experience with child abuse prevention training. Responses are reported below, and survey results are broken down by subgroups throughout the report.

Demographics

Self-reported gender identity of participants is shown in Table 1.

Table 1. Gender identity

	% (272)
Woman	55.9%
Man	41.5%
Trans Woman	0.0%
Trans Man	0.0%
Gender Nonconforming	0.4%
I am not sure of my gender identity	0.0%
A gender not listed here (e.g., Genderfluid)	0.4%
I prefer not to say	1.8%

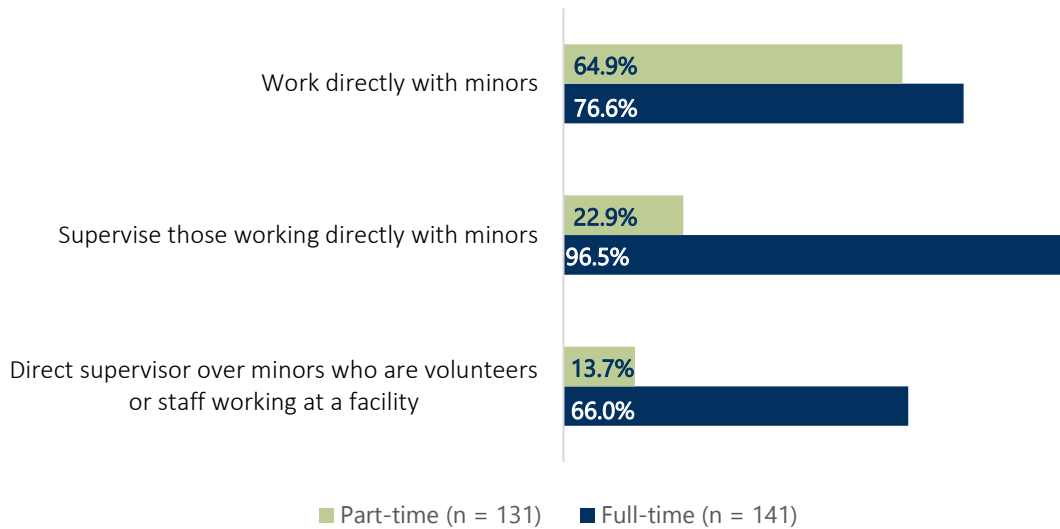
LA RAP Work Experience

Survey respondents were split in the type of role they held at LA RAP with **51.8% working as a full-time staff member** and **48.2% working as a part-time staff member**. Of the 272 survey respondents, 71.0% work directly with minors, 61.0% supervise those working directly with minors, and 40.8% are a direct supervisor over minors who are volunteers or staff working at a facility. Figure 1 illustrates the respondents' current

² Research indicates that response rates range from 3% to 91% with the average participation rate at around 52% to 53%. This suggests that LA RAP is within the typical range for an organizational survey.

role with minors at LA RAP by their role at the organization and shows that full-time staff members tend to be more likely to have a role involving minors.

Figure 1. Role working with minors by role at LA RAP



Eighty percent (80.1%) of the 272 survey respondents started working or volunteering for LA RAP before the COVID-19 pandemic. The breakdown of the number of years respondents have worked or volunteered at LA RAP is shown in Table 2 and the region where they work is presented in Table 3. Staff could select more than one region.

Table 2. Number of years working or volunteering for LA RAP

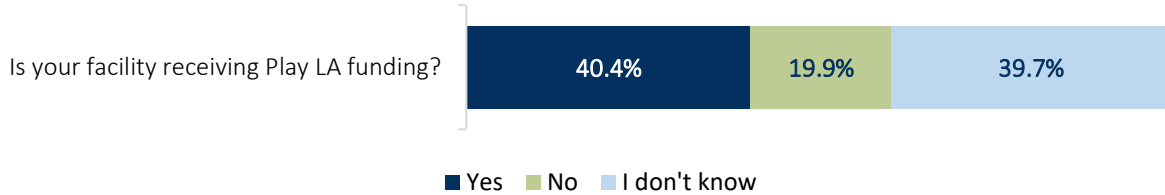
	% (272)
Less than one year	12.9%
1 – 5 years	20.6%
6 – 10 years	15.4%
11 – 15 years	12.9%
16 – 20 years	15.8%
More than 20 years	22.4%

Table 3. LA RAP region

	% (272)
Citywide Aquatics	38.2%
Expo	6.6%
Metro	23.2%
Pacific	23.5%
Valley	27.6%
West	9.2%
Headquarters	4.8%
Not assigned to a region	1.8%
I don't know	1.1%
Other / Special facility	2.6%

Forty percent (40.4%) of survey respondents work at a facility receiving Play LA funding; however, nearly the same rate (39.7%) of respondents did not know if their facility was receiving Play LA funding (Figure 2).

Figure 2. Play LA funding (272)



Experience with Child Abuse Prevention Training

While 16.5% of respondents had completed a training hosted by the Center, 63.2% reported they had taken a child abuse prevention training outside of those offered by the Center (Figure 3). Of the 172 respondents who indicated they had previously taken child abuse prevention training outside of what was offered by the Center, **82.6% reported that this previous training was provided through LA RAP**. Of the 226 respondents who work with minors or supervise minors, 32.3% did not know or had not previously taken any other child abuse prevention training.

Figure 3. Child abuse prevention training experience (272)



Table 4 shows that nearly half of the 172 respondents who indicated they had previously taken child abuse prevention training outside of what was offered by the Center had most recently taken abuse prevention training less than a year ago. Table 5 shows the frequency at which these respondents receive abuse prevention training.

Table 4. Most recent abuse prevention training

	% (172)
Less than a year ago	49.4%
1 – 2 years	32.6%
3 – 4 years	11.0%
5 – 6 years	5.2%
7 – 8 years	0.0%
9 – 10 years	0.6%
More than 10 years	1.2%

Table 5. Frequency of abuse prevention training³

	% (172)
More than once per year	6.4%
Annually	68.0%
Every 2 to 3 years	19.2%
Every 4 to 5 years	4.1%
More than every 5 years	2.3%

VALIDITY CHECK

In addition to the three subscales, the safety climate survey included three validity check items, which were incorporated to identify potential outliers in the sample (Figure 4). In comparing these results to the average scores provided in Figures 4, 5, 6, and 7 below, there do not appear to be any outliers. It is important to note that the item “staff in this organization would never harm a child” received a particularly high average rating (5.54). **This rating demonstrates a potentially distorted perception of the presence of child abuse in organizations. Staff who have received extensive child abuse prevention training will understand that even organizations with highly trained staff may experience cases of child abuse, and it is very difficult to know with certainty who is likely to commit child abuse.**

Figure 4. Validity check (272)
(1 = Disagree strongly; 6 = Agree strongly)



FINDINGS

In addition to the validity check items, there were 25 items that were part of the safety climate portion of the survey. As noted, these items fell into the three subscales of organizational leadership and culture (7 items), safety responsibility (7 items), and supervision and support (5 items), as well as a group of six items developed by PRE and the Center. All safety climate survey items were presented on the following six-point Likert scale: 1 = Disagree Strongly; 2 = Disagree Somewhat; 3 = Disagree Slightly; 4 = Agree Slightly; 5 = Agree Somewhat; 6 = Agree Strongly. The average scores for each item are presented in the sections below, along with their subscale scores for different subgroups of survey respondents.

³ According to the Center, abuse prevention training is not currently offered annually at LA RAP so it is possible staff are conflating this with workforce sexual harassment training.

OVERVIEW OF ORGANIZATIONAL SAFETY CLIMATE RESULTS

Key Findings

- On average LA RAP staff rated organizational leadership for youth safety highest followed by responsibility for youth safety and supervision and support for youth safety issues within the organization.
- Average scores for individual items mostly demonstrated positive perceptions of the youth safety climate at LA RAP.
- Some findings suggest that it may be particularly beneficial for trainings to support staff to feel comfortable talking about safety issues with youth and how to access resources related to youth safety.
- Although a majority of staff who participated in a training reported that they receive this annually, staff survey respondents demonstrated an interest in additional training by noting it would be helpful to receive these opportunities more frequently.

Organizational Leadership

The average score for each item from the organizational leadership subscale is presented below in Figure 5. On average, **LA RAP staff rated their organization's support for youth safety as 5.31**, corresponding to high levels of support. Average responses ranged from 5.19 to 5.62 for items that were positive statements. Staff provided the highest rating in response to the prompt "our organization makes youth safety a high priority (or one of the most important things we do)."

Figure 5. Organizational leadership for youth safety (272)
(1 = Disagree strongly; 6 = Agree strongly)



*Item was reverse coded when creating the subscale.

Safety Responsibility

Figure 6 illustrates the safety responsibility subscale items in which average scores for positive statements range from 4.70 to 5.69. **On average, staff rated the organization’s responsibility to prioritize and react to youth safety concerns highly at 5.18.** Staff average ratings were highest for the statement “staff believe everyone within the organization should make keeping youth safe a high priority.” This suggests staff will be receptive to child abuse prevention training. The findings also imply that it may be beneficial to provide training that allows youth and staff to feel more comfortable when discussing safety issues together.

Figure 6. Safety responsibility for youth safety (272)
(1 = Disagree strongly; 6 = Agree strongly)



*Item was reverse coded when creating the subscale.

Supervision and Support

The supervision and support subscale average ratings ranged from 5.08 to 5.54 for the positive items as shown in Figure 7. On average, **staff reported that the support from supervisors for youth safety was high at 5.15.** With an average rating of 5.54, staff agreed at high rates that “supervisors support staff members to do the right thing when it comes to taking care of immediate dangers that may threaten youth safety.”

Figure 7. Supervision and support for youth safety (272)
 (1 = Disagree strongly; 6 = Agree strongly)

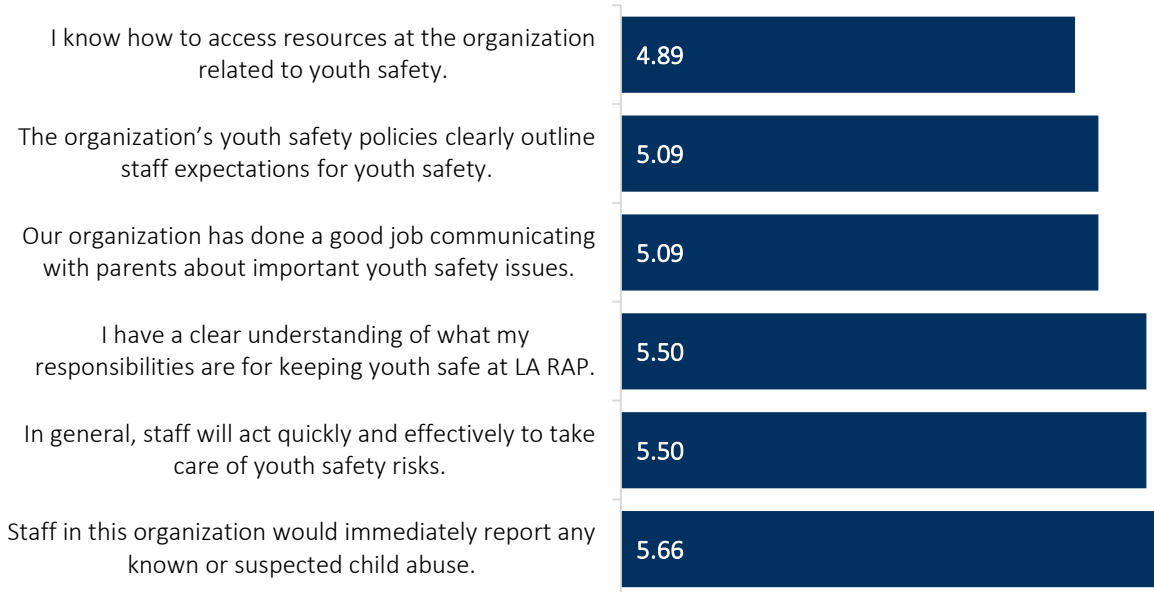


*Item was reverse coded when creating the subscale.

Policies, Procedures & Additional Safety Feedback

Additional items of interest to the Center as they pertain to policies, procedures, and additional safety feedback are provided in Figure 7 below. Average ratings ranged from 4.89 to 5.66. Survey respondents agreed at the highest rates that “staff in this organization would immediately report any known or suspected child abuse.” However, of all the safety climate survey items, staff provided the lowest ratings in response to the prompt “I know how to access resources at the organization related to youth safety.” These finding suggests that it would be beneficial for LA RAP staff to receive training or resources that demonstrates how to access these types of resources.

Figure 8. General safety climate (272)
 (1 = Disagree strongly; 6 = Agree strongly)



LA RAP staff shared additional feedback about youth safety at the organization. Several respondents expressed a need for trainings to be held more frequently and on an ongoing basis. A couple of these commenters discussed refresher trainings: *“Our entire staff needs a monthly update because it is not often that something is necessary to report. Keeping it fresh and up to date would help encourage any situation that may arise.”*

Several survey respondents highlighted the importance of youth safety training, and in doing so, requested specific topics they would like to see covered. This included the following:

- A presentation from someone at Child Services outlining what happens after child abuse is reported
- Expectations regarding youth safety protocols for field staff, including liability, consequences, and expectations
- Restorative justice and harm reduction training
- Identification and reporting of youth trafficking
- Support and resources for youth and/or families experiencing homelessness
- How to report child abuse and what to do after reporting the abuse

One person also shared that organization policies can prevent LA RAP staff from having zero-tolerance with abusers. This respondent cited a situation in which the incident was reported but organization policies prevented management from banning the accused abuser from the facility.

Some survey respondents noted that youth safety is a priority at LA RAP and that trainings on the topic are already available to staff and volunteers. A couple of additional responses praised LA RAP's efforts to keep youth safe:

"The youth love LA RAP and therefore feel safe within the programs."

"Youth safety has always been a priority. Staff and volunteers must go through background checks before being hired."

The quotes above suggest more comprehensive training is needed in that these are not examples of comprehensive prevention.

COVID-19 Pandemic

After staff responded to the safety climate survey prompts, those who had previously reported that they started working at LA RAP prior to the pandemic (218) were asked to rate on a five-point scale the extent at which their answers differed from how they would have answered prior to the pandemic. Ten percent (10.1%) of respondents reported their responses were Moderately Different or Extremely Different. Conversely, more than three-quarters (77.1%) of respondents said their responses were Not at All Different or Slightly Different, and 12.8% noted they were Somewhat Different.

Respondents who selected Moderately Different or Extremely Different were invited to elaborate on their response. A couple of respondents noted that the pandemic has provided them with more time to receive training on the topic. A couple of other respondents added that youth attendance has been low due to the pandemic, which has limited interactions with youth. Another respondent explained that the organization made large pivots to provide services during the pandemic, and in doing so, LA RAP focused more on attendance numbers than safety. Finally, a staff member discussed how different facilities and directors prioritize this topic differently.

ORGANIZATIONAL SAFETY CLIMATE RESULTS BY SURVEY RESPONDENT BACKGROUND

Key Findings

- 10 subscales or items demonstrated statistically significant differences when comparing different populations' ratings.
- The findings suggest that the safety climate of LA RAP would benefit by providing more training to part-time employees, those with varying levels of involvement with minors, and newer employees.

Demographics

Table 6 shows that women rated youth safety responsibility significantly higher than men. In general, women's perceptions of the youth safety climate at LA RAP tended to be slightly more positive compared to men.

Table 6. Perceptions of youth safety climate by gender identity

	Woman (152)	Man (113)
Organizational leadership	5.38	5.24
Safety responsibility	5.26*	5.08
Supervision and support	5.18	5.14

	Woman (152)	Man (113)
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.57	5.43
I know how to access resources at the organization related to youth safety.	4.92	4.85
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.14	5.04
In general, staff will act quickly and effectively to take care of youth safety risks.	5.54	5.44
Our organization has done a good job communicating with parents about important youth safety issues.	5.19	4.97
Staff in this organization would immediately report any known or suspected child abuse.	5.66	5.68

*Indicates a statistically significant difference at the $p < .05$ level.

LA RAP Work Experience

Table 7 demonstrates that full-time LA RAP staff were significantly more likely than part-time staff to report knowing how to access resources at the organization related to youth safety.

Table 7. Perceptions of youth safety climate by work role

	Part-time (131)	Full-time (141)
Organizational leadership	5.28	5.33
Safety responsibility	5.22	5.14
Supervision and support	5.09	5.20
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.39	5.60
I know how to access resources at the organization related to youth safety.	4.57	5.18*
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.05	5.13
In general, staff will act quickly and effectively to take care of youth safety risks.	5.53	5.46
Our organization has done a good job communicating with parents about important youth safety issues.	5.16	5.02
Staff in this organization would immediately report any known or suspected child abuse.	5.67	5.65

*Indicates a statistically significant difference at the $p < .05$ level.

Staff who work directly with minors perceived LA RAP's youth safety communication with parents significantly more positively compared to staff who do not work directly with minors (Table 8).

Table 8. Perceptions of youth safety climate by experience working directly with minors

	Work directly with minors (193)	Does NOT work directly with minors (79)
Organizational leadership	5.29	5.36
Safety responsibility	5.18	5.16
Supervision and support	5.15	5.18
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.51	5.47
I know how to access resources at the organization related to youth safety.	4.92	4.81
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.14	4.97
In general, staff will act quickly and effectively to take care of youth safety risks.	5.49	5.51
Our organization has done a good job communicating with parents about important youth safety issues.	5.18*	4.87
Staff in this organization would immediately report any known or suspected child abuse.	5.63	5.73

*Indicates a statistically significant difference at the $p < .05$ level.

Compared to staff who do not supervise those working directly with minors, those who do supervise staff working directly with minors have significantly higher perceptions of their knowledge when it comes to their responsibilities for keeping youth safe and how to access resources (Table 9).

Table 9. Perceptions of youth safety climate by current experience supervising those working directly with minors

	Supervise those working directly w/ minors (166)	Does NOT supervise those working directly w/ minors (106)
Organizational leadership	5.33	5.27
Safety responsibility	5.18	5.18
Supervision and support	5.18	5.10
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.61*	5.32
I know how to access resources at the organization related to youth safety.	5.15*	4.47
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.13	5.03
In general, staff will act quickly and effectively to take care of youth safety risks.	5.48	5.52
Our organization has done a good job communicating with parents about important youth safety issues.	5.13	5.03
Staff in this organization would immediately report any known or suspected child abuse.	5.67	5.65

*Indicates a statistically significant difference at the $p < .05$ level.

Similar to the previous findings, Table 10 shows that those who were a direct supervisor over minors were significantly more likely to report that they know how to access resources related to youth safety compared to staff who are not a direct supervisor over minors. Additionally, this group also had significantly more positive perceptions of the organization's efforts to communicate with parents about youth safety.

Table 10. Perceptions of youth safety climate by current experience supervising minors

	Direct supervisor over minors (111)	NOT a direct supervisor over minors (161)
Organizational leadership	5.31	5.31
Safety responsibility	5.21	5.16
Supervision and support	5.14	5.15
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.58	5.45
I know how to access resources at the organization related to youth safety.	5.13*	4.62
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.19	5.02
In general, staff will act quickly and effectively to take care of youth safety risks.	5.56	5.45
Our organization has done a good job communicating with parents about important youth safety issues.	5.28*	4.96
Staff in this organization would immediately report any known or suspected child abuse.	5.70	5.63

*Indicates a statistically significant difference at the $p < .05$ level.

While none of the findings were significantly different, those who started working or volunteering at LA RAP before the pandemic tended to have more positive perceptions of the youth safety climate at LA RAP compared to those who started working at the organization after the pandemic (Table 11).

Table 11. Perceptions of youth safety climate by whether staff started working at LA RAP before or after COVID-19 pandemic

	Started working or volunteering for LA RAP before COVID-19 (218)	Started working or volunteering for LA RAP after COVID-19 (54)
Organizational leadership	5.30	5.33
Safety responsibility	5.18	5.19
Supervision and support	5.17	5.05
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.53	5.39

	Started working or volunteering for LA RAP before COVID-19 (218)	Started working or volunteering for LA RAP after COVID-19 (54)
I know how to access resources at the organization related to youth safety.	4.95	4.61
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.15	4.87
In general, staff will act quickly and effectively to take care of youth safety risks.	5.50	5.48
Our organization has done a good job communicating with parents about important youth safety issues.	5.10	5.04
Staff in this organization would immediately report any known or suspected child abuse.	5.67	5.63

Perceptions of youth safety climate by the number of years working/volunteering at LA RAP were also assessed. Staff with the most tenure at LA RAP typically perceived youth safety at LA RAP more positively than staff with the least amount of experience at the organization (see **Appendix A**). Intergroup bias may play a role in this finding, which suggests that there is a tendency to evaluate one's own membership group or its members more favorably than they would an outside group or its members. The more strongly a person identifies with the group, which may be the case for longer tenured employees, the more likely they are to positively evaluate the group.⁴

When assessing perceptions of youth safety by LA RAP region of involvement, there were no noteworthy differences across these different groups (see **Appendix A**).

Perceptions of youth safety were not significantly different for staff working at facilities receiving Play LA funding compared to those working at facilities that were not receiving the funding (Table 14). Despite this, perceptions were typically more positive for those working at facilities that were receiving Play LA funding (Table 12).

Table 12. Perceptions of youth safety climate by receipt of Play LA funding

	Facility is receiving Play LA funding (110)	Facility is NOT receiving Play LA funding (54)
Organizational leadership	5.36	5.24
Safety responsibility	5.17	5.11
Supervision and support	5.21	5.13
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.57	5.52

⁴ Hewstone, M., Ruben, M., & Willis, H. (2002). Intergroup bias. *Annual review of psychology*, 53(1), 575-604. Retrieved from http://www-personal.umich.edu/~prestos/Downloads/DC/9-30_Hewstoneetal2002.pdf

	Facility is receiving Play LA funding (110)	Facility is NOT receiving Play LA funding (54)
I know how to access resources at the organization related to youth safety.	5.17	5.04
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.15	5.07
In general, staff will act quickly and effectively to take care of youth safety risks.	5.47	5.43
Our organization has done a good job communicating with parents about important youth safety issues.	5.05	5.02
Staff in this organization would immediately report any known or suspected child abuse.	5.66	5.69

Experience with Child Abuse Prevention Training

Staff who have not attended trainings offered by the Center in the past six months had significantly more positive perceptions than those who had attended trainings of staff's likelihood to act quickly and effectively to take care of youth safety risks (Table 13). Additionally, perceptions of LA RAP's youth safety climate were typically more positive for this group as well. These findings could be attributed to those who attended a training through the Center having a better understanding of the topic and therefore potential opportunity gaps at LA RAP. Along these lines, staff participating in a recent training opportunity through the Center agreed at higher rates that they know how to access resources at the organization related to youth safety, which could suggest that trainings offered by the Center address resource access. For both groups, there may be some room for improvement related to perceptions of the organization's role in communicating with parents about important youth safety issues.

Table 13. Perceptions of youth safety climate by attendance in SafeSport trainings or completion of online SafeSport courses in the past 6 months

	Attended SafeSport trainings /online courses in the past 6 months (45)	Has NOT attended SafeSport trainings/online courses in the past 6 months (181)
Organizational leadership	5.25	5.31
Safety responsibility	5.15	5.19
Supervision and support	5.26	5.13
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.33	5.44
I know how to access resources at the organization related to youth safety.	5.13	4.80
The organization's youth safety policies clearly outline staff expectations for youth safety.	4.98	5.10
In general, staff will act quickly and effectively to take care of youth safety risks.	5.27	5.55*

	Attended SafeSport trainings /online courses in the past 6 months (45)	Has NOT attended SafeSport trainings/online courses in the past 6 months (181)
Our organization has done a good job communicating with parents about important youth safety issues.	4.89	5.07
Staff in this organization would immediately report any known or suspected child abuse.	5.60	5.69

*Indicates a statistically significant difference at the $p < .05$ level.

Staff who had previously taken child abuse prevention training (excluding trainings offered by the Center) were significantly more likely than those who had not attended a training to report that they have a clear understanding of their responsibilities for keeping youth safe and how to access resources at the organization (Table 14).

Table 14. Perceptions of youth safety climate by participation in child abuse prevention training (excluding SafeSport)

	Previously taken child abuse prevention training (excluding SafeSport) (172)	Has NOT previously taken child abuse prevention training (excluding SafeSport) (66)
Organizational leadership	5.36	5.21
Safety responsibility	5.19	5.18
Supervision and support	5.21	5.02
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.59*	5.26
I know how to access resources at the organization related to youth safety.	5.05*	4.50
The organization's youth safety policies clearly outline staff expectations for youth safety.	5.10	4.94
In general, staff will act quickly and effectively to take care of youth safety risks.	5.53	5.41
Our organization has done a good job communicating with parents about important youth safety issues.	5.07	5.02
Staff in this organization would immediately report any known or suspected child abuse.	5.66	5.58

*Indicates a statistically significant difference at the $p < .05$ level.

EVALUATION INSIGHTS

- LA RAP staff perceived high levels of organizational leadership for youth safety, responsibility for youth safety, and supervision and support for youth safety. There is some research available that could explain these positive findings, in addition to the aforementioned intergroup bias:
 - Survey respondents trying to complete a survey quickly are more likely to adopt a satisficing response strategy in which the respondent selects what they believe to be a reasonable answer.⁵
 - Staff who are generally satisfied with safety climate may not feel it is necessary to consider each item carefully.⁵
- Despite perceptions of high levels of organizational leadership for youth safety, responsibility for youth safety, and supervision and support for youth safety, some results demonstrated a need for training, particularly in the area of communication with youth and access to resources. Ratings also demonstrated significant differences in perceptions between different populations. For example, full-time staff were significantly more likely than part-time staff to report knowing how to access resources at the organization related to youth safety, which suggests that part-time staff in particular could benefit from training around access to resources.
- It would be valuable to examine the organizations' demographics in comparison to the demographics of survey participants to understand how representative the survey is of the organization as a whole. This would allow us to understand if certain regions or subgroups were underrepresented in the findings and potentially conduct follow up data collection (discussed later in this section).
- Seventeen percent (16.9%) of respondents indicated they did not know if they received training from the Center. This is something to consider as the Center continues offering trainings to LA RAP staff. This will be particularly important to any data collection activities following this initial safety climate survey.
- Findings suggest that it may be beneficial to provide training that allows youth and staff to feel more comfortable when discussing safety issues together.
- Staff survey respondents requested specific topics they would like covered in future trainings, which are listed below:
 - A presentation from someone at Child Services outlining what happens after child abuse is reported
 - Expectations regarding youth safety protocols for field staff, including liability, consequences, and expectations
 - Restorative justice and harm reduction training
 - Identification and reporting of youth trafficking
 - Support and resources for youth and/or families experiencing homelessness
 - How to report child abuse and what to do after reporting the abuse
- One purpose of this survey was to demonstrate over time how staff perceive LA RAP's climate related to youth safety. As the Center works with LA RAP to provide training and input on policies, staff's perceptions may change as a result of these efforts. To demonstrate this, PRE recommends administering the safety climate survey items to LA RAP staff in two years to determine how responses compare. Based on this initial survey administration, evaluators suggest the following updates to the post-survey:

⁵ O'Connor, P., Buttrey, S. E., O'Dea, A., & Kennedy, Q. (2011). Identifying and addressing the limitations of safety climate surveys. *Journal of safety research*, 42(4), 259-265.

- The data collection activity should first ask respondents about their current perceptions, followed by prompts asking them to respond to retrospective safety climate questions. This would further allow evaluators to determine the impact of training provided by the Center.
 - Include a question asking individuals about the size of the group in which they regularly work to understand whether work group size influences perceptions of youth safety climate.
 - Some open-ended survey responses were about safety in terms of COVID, so there may be a need to increase clarity of the survey topic in the future survey.
- Prior to administering the proposed post-survey, it may be beneficial to follow-up this initial survey with a focus group of a sample of LA RAP staff who is representative of the staff's demographics and organization's facilities. This would allow researchers to better understand safety climate perceptions from underrepresented groups. Responses could further guide the Center's partnership with LA RAP and input from LA RAP staff could build buy-in for the Center's work.

APPENDIX A. ADDITIONAL TABLES

Table 15. Perceptions of youth safety climate by number of years working/volunteering at LA RAP

	Less than one year (35)	1 – 5 years (56)	6 – 10 years (42)	11 – 15 years (35)	16 – 20 years (43)	More than 20 years (61)
Supervision and support	4.95	5.22	5.09	5.03	5.10	5.34
Safety responsibility	5.13	5.26	5.23	5.18	5.09	5.17
Organizational leadership	5.27	5.22	5.25	5.31	5.31	5.45
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.23	5.34	5.52	5.60	5.56	5.69
I know how to access resources at the organization related to youth safety.	4.49	4.61	4.79	4.97	4.98	5.33
The organization’s youth safety policies clearly outline staff expectations for youth safety.	4.80	5.16	5.17	5.26	4.95	5.15
In general, staff will act quickly and effectively to take care of youth safety risks.	5.46	5.54	5.45	5.37	5.51	5.57
Our organization has done a good job communicating with parents about important youth safety issues.	4.83	5.20	5.21	5.31	4.88	5.07
Staff in this organization would immediately report any known or suspected child abuse.	5.63	5.68	5.81	5.54	5.58	5.69

Table 16. Perceptions of youth safety climate by region of involvement

	Aquatics (104)	Expo (18)	Metro (63)	Pacific (64)	Valley (75)	West (25)	Headquarters (13)	Other/Com bined *(15)
Organizational leadership	5.31	5.28	5.31	5.25	5.35	5.35	5.32	5.58
Safety responsibility	5.18	5.14	5.24	5.16	5.23	5.21	5.19	5.51
Supervision and support	5.06	5.06	5.19	5.15	5.22	5.26	5.25	5.37
I have a clear understanding of what my responsibilities are for keeping youth safe at LA RAP.	5.37	5.22	5.49	5.64	5.59	5.56	5.54	5.93
I know how to access resources at the organization related to youth safety.	4.58	4.67	4.75	5.17	5.11	5.04	5.08	5.29
The organization’s youth safety policies clearly outline staff expectations for youth safety.	5.01	5.22	5.24	5.16	5.27	5.12	5.08	5.43
In general, staff will act quickly and effectively to take care of youth safety risks.	5.16	5.39	5.54	5.33	5.65	5.44	5.31	5.71
Our organization has done a good job communicating with parents about important youth safety issues.	5.55	5.11	5.32	5.00	5.17	5.16	4.85	5.71
Staff in this organization would immediately report any known or suspected child abuse.	5.63	5.56	5.73	5.59	5.77	5.68	5.38	5.86

*The "Other/Combined" category includes those who selected "Other/Special Facility," "I don't know," and "Not assigned to a region."