

GIVING YOUR ASK MORE WEIGHT



LEARNING ORGANIZATION

A learning organization is an organization skilled at:

- ✓ acquiring
- ✓ creating
- √ transferring knowledge



modifying its behavior

New ideas are essential if learning is to take place.

<u>Building a Learning Organization - Harvard Business Review</u> <u>https://hbr.org > 1993/07 > building-a-learning-organizati..</u>

ACQUIRING DATA

- Perspective of trends: needs, changes,
- Data Driven Planning
 - changes/additions/deletions of services/processes, etc.
- Demonstrate knowledge:
 - Show you're tied into the community you serve
- Build case for support based on data:
 - Organizational level
 - Program/service
 - Process (i.e., horse care)



DATA VS. RESEARCH



DATA

No "hypothesis"

Useful for planning

Some collected as part of research

**Does not have an intervention



RESEARCH

- Typically (not always) asks a question (some is just observation)
- Usually has an intervention
- Reports out on the impact of the intervention

DATA SOURCES GOOD

- Internal statistics
 - Surveys
 - Internal measures (better if 3rd party assessment)

Better

- Government
 - National/State/Local
 - Agency
- Trusted
 - KidsCount
 - U.N./ WHO





- Unverifiable
 - social media
- Word of mouth
- Unsubstantiated
- Obvious bias
- Opinion without expertise
- Old data when newer is available
- ? What can you think of?



GOAL: DO MORE GOOD OBJECTIVE: RAISE MORE \$\$\$

Gather Data

Gather Research

Identify Funding Needs Identify

Ask

Grantor?

Individual?

Needs Assessment

RELEVANT, CURRENT RESEARCH

- Stay current on research topics in areas that affect your organization
 - Equine Wellbeing
 - Children with ASD
 - PTS/D
 - Trauma
 - COVID-19 responses
 - Volunteers
 - Employment
 - •



Identify Data & Research Sources



Read & think



Understand & use appropriately

Evidenced-Based
Best Practice
Promising Practice
Statistical informatio

EXPLAIN WHY IN SIMPLE TERMS



Paucity of research in EAS/HAI as compared to other interventions



Understand the sample size and random control issues in EAS



WHY are you citing particular study/s?

WHY FOLLOW & REPORT THE RESEARCH?

- Increase credibility of Org & Services
- Create better impacts
- Maintain what works
- Report that your org is a "learning org"



Awareness Stimulates Ideas

- Internal
- External

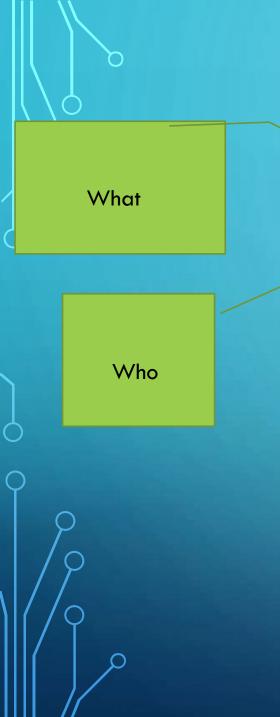


Education Promotes Better Practices

- EAS Professionals
- Volunteers
- Funding produces impacts that matter (who cares?)

EXPLAIN HOW

 Your ask is supported by research (and other data):



Project Description (in grant application)

Expanding clinical, administrative and resource space at HALTER will improve access to and quality of Speech-Language Pathology (SLP), Occupational Therapy (OT) and Physical Therapy (PT) services (often called Hippotherapy) for children with special needs who qualify for Equine Assisted Therapy (EAT). Horses provide rhythmic movement which stimulates anterior and posterior swinging movements encouraging the riders to achieve proper balance, mobility and muscle control. EAT produces positive impacts on physical, social, cognitive, learning, self-regulation, and adaptive behaviors. Children respond to this entertaining treatment modality. These benefits transfer into the domains of home, school and the community. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5175116/pdf /NCI-2-247.pdf). Added benefits are the positive physical, social, and emotional impacts on volunteers. https://www.helpguide.org/articles/healthyliving/volunteering-and-its-surprising-benefits.htm .

Why

How we know & Who we learned from

FINDING RESEARCH

- https://scholar.google.com/
- https://www.deepdyve.com/
- https://www.sciencedirect.com/

https://www.researchgate.net/



WHERE TO FIND THE RESEARCH?

Sources

- HHRF
- Google Scholar
- Google Alerts
- University connections
- Colleagues sharing articles
- Conferences
- Professional Publications
 - HETI
 - PATH Int'I
 - Stanford Social Innovation Review

MORE WAYS



Endnotes/ references in other papers/books

Friends

Meet someone in the college library who can get you access to databases/journals

Endnotes

As the President of the Horses and Humans Research Foundation Board of Directors, and published author in in a peer reviewed research journal, this writer is particularly interested in developing and implementing evidence-based best practices in equine assisted services. HALTER is committed to being part of supporting systematic change in terms of equity and access to services in this community.

- https://www.cdc.gov/onehealth/basics/index.html
- https://www.pathintl.org/
- https://www.thetrevorproject.org/2021/03/11/estimate-of-how-often-lgbtg-youth-attempt-suicide-in-the-u-s/
- https://www.healthline.com/health/dbt
- https://search.proquest.com/openview/0124c0605bfbf9402b539b05d7c278b0/1?pq-

origsite=gscholar&cbl=166138

- https://www.keulseweg.nl/media/onderzoek20.pdf
- https://www.sciencedirect.com/science/article/abs/pii/S0749379718321299
- https://onlinelibrary.wiley.com/doi/full/10.1111/jora.12488
- https://www.lgbtmap.org/equality-maps/profile_state/SC, https://www.lgbtmap.org/equality-maps/
- https://onlinelibrary.wiley.com/doi/full/10.1111/jora.12488
- https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2963469/
- https://link.springer.com/article/10.1007/s10862-015-9529-3
- https://www.keulseweg.nl/media/onderzoek20.pdf

Example of Research Citation

Studies indicate decreases in depression, anxiety, and negative affect and increases in self-efficacy, self-awareness, self-competence, and the ability to regulate emotionally, because of Equine Assisted Services 6, and being connected to caring adults in the community. 7

