

Building a Trauma Informed Community



People
Serving
People



People **Serving** People

*Trauma Informed Care: Supporting Whole Family Systems on
the Path to Liberation*

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Acknowledgement of this Land

We are gathered on sacred Dakota soil in the territory we know as Minneapolis.

The land knows better.

This land is Indigenous. And it shall always be.

#LandBack

**YOU ARE
ON
LAND.**

Dakota and Anishinaabe



USDAC.US/nativeland
#HonorNativeLand

Art by Autumn Dawn Gomez
(Taos Pueblo / Comanche)
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il
IMAGINING AMERICA
artists + scholars in public life



Labor Acknowledgement

Welcome and Introductions

- Hospitality
- People Serving People
- #PSPTIC
- Your Co-Presenters
- Who's in the room?



A promotional graphic for Twitter. It features a white background with a yellow dotted border. At the top, there are two Twitter bird icons flanking the text "JOIN THE CONVERSATION". Below this, the hashtag "#PSPTIC" is displayed in a yellow-bordered box. The text "We invite you to join us on Twitter during and after the event. Contribute insights and information with #PSPTIC and follow People Serving People on Twitter for live updates." is centered below the hashtag. At the bottom, the Twitter handle "@P_S_P" is shown in a yellow-bordered box, with the "People Serving People" logo and name positioned above it.

 **JOIN THE CONVERSATION** 

 **PSPTIC**

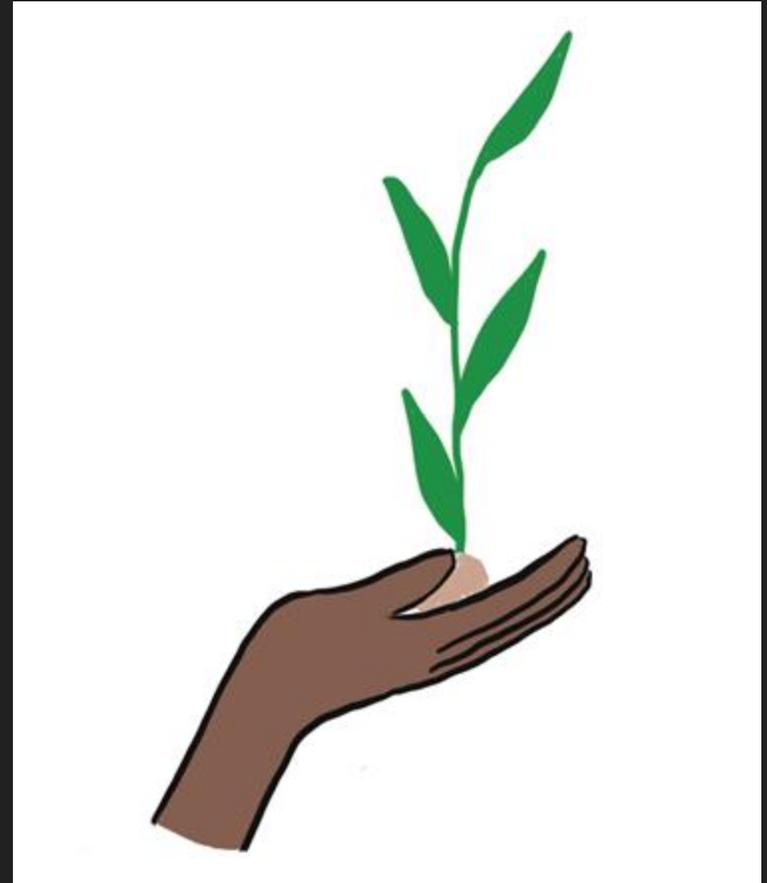
We invite you to join us on Twitter during and after the event. Contribute insights and information with #PSPTIC and follow People Serving People on Twitter for live updates.

 People Serving People

 **P_S_P**

Grounding Principles

- Take care of yourself
- Take care of each other
- Speak for yourself
- Speak up
- Make space



Today's Session

Trauma informed care primer:

- overview of Adverse Childhood Experiences (ACES)
- Whole Family Systems
- The impact of trauma on development and family systems, the impacts of intergenerational, cultural, collective and historical trauma on our communities;
- Secondary/Vicarious trauma and self-care & factors mitigating the experience of trauma for staff and families

Q&A/Closeout

Trauma 101

- Definitions
- ACES plus
- Historical Context
- Brain Development
- Trauma Informed Care
- Secondary Trauma and Self Care

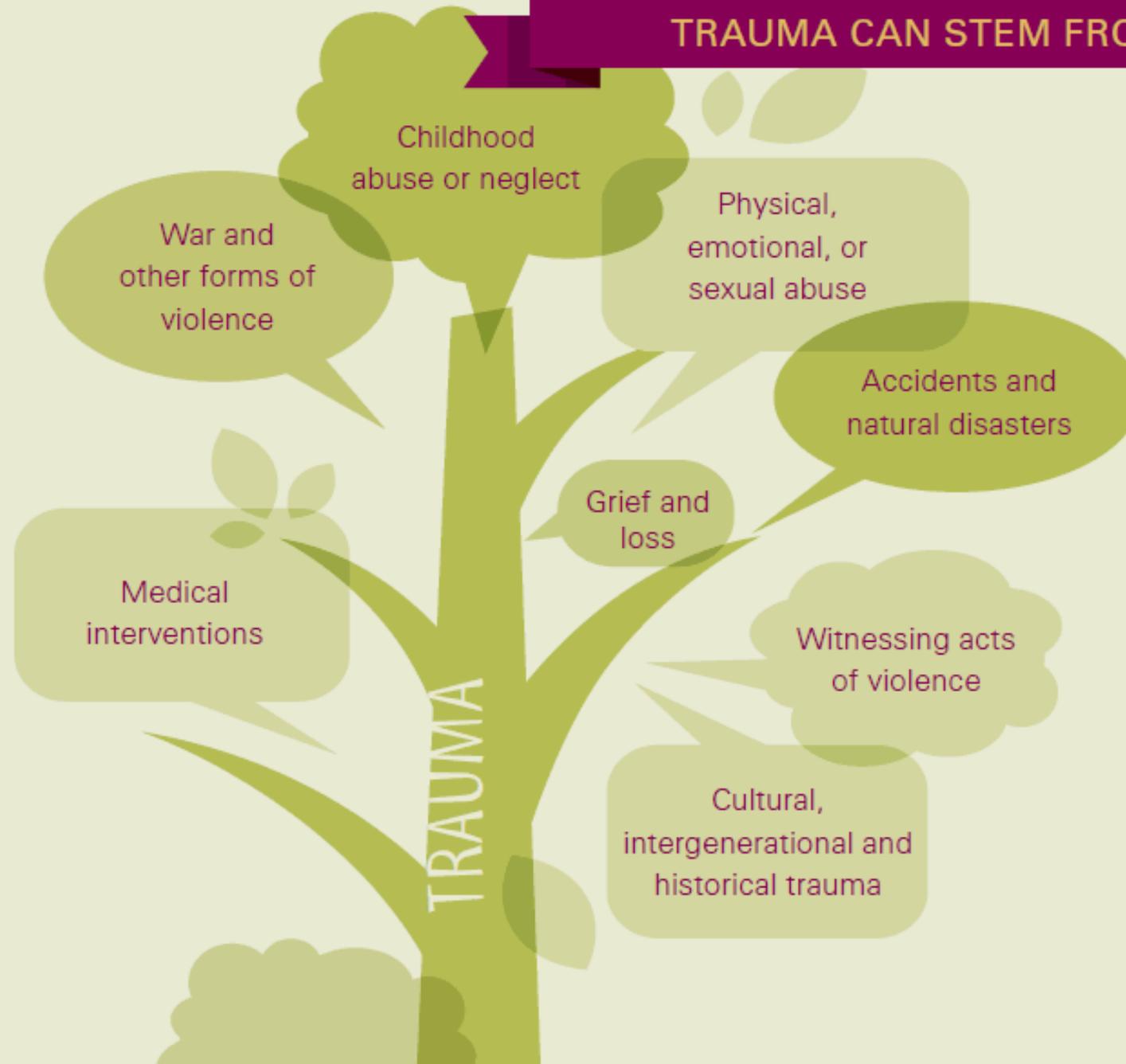
- “If we could read the secret history of our enemies’ lives, we would find in each one’s life enough sorrow and suffering to disarm all hostility.” HDT

One Definition of Trauma

The result of an event, a series of events, or a set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.



TRAUMA CAN STEM FROM



Adverse Childhood Experience (ACE) Study

- 1995-1997
- Doctors Vincent Felitti and Robert Anda, CDC and Kaiser Permanente
- 17,000 participants through HMOs in Southern California



ABUSE



Physical



Emotional



Sexual

NEGLECT



Physical



Emotional

HOUSEHOLD DYSFUNCTION



Mental Illness



Mother treated violently



Divorce



Incarcerated Relative



Substance Abuse

Study Findings

- ACES are common across all populations
- $\frac{2}{3}$ study participants reported at least one ACE
- over $\frac{1}{5}$ reported three or more ACEs
- As the number of ACEs increases so does the risk for negative outcomes.

Probability of Outcomes		
Given 100 American Adults		
33 No ACEs	51 1-3 ACEs	16 4-8 ACEs
<u>WITH 0 ACEs</u> 1 in 16 smokes	<u>WITH 3 ACEs</u> 1 in 9 smokes	<u>WITH 7+ ACEs</u> 1 in 6 smokes
1 in 69 are alcoholic	1 in 9 are alcoholic	1 in 6 are alcoholic
1 in 480 uses IV drugs	1 in 43 uses IV drugs	1 in 30 use IV drugs
1 in 14 has heart disease	1 in 7 has heart disease	1 in 6 has heart disease
1 in 96 attempts suicide	1 in 10 attempts suicide	1 in 5 attempts suicide

Original ACES – Who's Missing?

- **Original ACES studied a disproportionately white, employed, insured, college educated and middle income group, leaving out:**
 - African Americans
 - Latinos
 - Asian/Pacific Islanders
 - Immigrants
 - LGBTQ+ Folks
 - People on Medicaid
 - People who are uninsured
 - People experiencing homelessness
 - Children

Adverse Community Environments



Ellis, W., Dietz, W. (2017) A New Framework for Addressing Adverse Childhood and Community Experiences: The Building Community Resilience (BCR) Model. *Academic Pediatrics*. 17 (2017) pp. S86-S93. DOI information: 10.1016/j.acap.2016.12.011

Consequences of ACEs

- ACEs are common.
- There are different consequences for BIPOC of those ACEs and their manifestation. The stakes are different.
- Our work is to also recognize the intersection ACEs and race, then name it in our interventions.

Pulling back the trauma lens

INTERGENERATIONAL

The effects of trauma are not resolved in one generation; trauma is passed to next generation. Examples?

HISTORICAL

American Chattel Slavery (1619-1865), Jim Crow South (1865-1965), Citizenship Rights Struggle (1965-present day). 246 out of 400 years in US, AA are property.

CULTURAL

Language, economic, sociopolitical, and spiritual beliefs are attacked and suppressed; it results in loss of identity, community, and worldview.

“People are trapped in history, and history is trapped in them.” James Baldwin

A Child's Brain on Trauma

Experiencing trauma at an early age creates potential for long-lasting impacts.

- Under-developed cognitive processing
- Over-developed circuitry that controls fear or stress, making these parts of the brain more likely to engage

Children who experience homelessness have/are...

- sick at twice the rate of their stably-housed peers
- twice as likely to repeat a grade in school
- twice the rate of learning disabilities
- experience three times the rate of emotional and behavioral difficulties.

A child with 4 or more ACEs is **32x** as likely to have behavior problems in school.

Trauma Informed Care

Shifts the question from

“What’s wrong with this person?”

to

“What happened to this person?”

Trauma-informed care begins with understanding that many of the people we serve have experienced trauma, including sexual or domestic abuse, housing instability, mental illness, or living in poverty.

Trauma significantly affects a person's physical systems as well as social/emotional well-being.



6 Key Principles of a TIC Approach:

- Safety**
- Trustworthiness and Transparency**
- Peer Support**
- Collaboration and Mutuality**
- Empowerment, Voice and Choice**
- Cultural, Historical, and Gender Issues**

Realizing the prevalence of trauma, recognizing how trauma affects everyone & responding with respect and care.

Factors Mitigating the Experience of Trauma

- Consistent, nurturing relationship with an adult
- Early assessment/intervention
- Mental health support
- Safe, nurturing environment and activities
- Regular exercise, nutrition, sleep
- Meditation
- Two generation & strength-based approach

Secondary Trauma

Symptoms

intrusive thoughts...chronic fatigue...sadness...anger
poor concentration...second guessing...detachment
emotional exhaustion...fearfulness...shame
physical illness...absenteeism

Feeling the impact of another person's
trauma because we care.

Compassion fatigue

Danger signals

cynical, discouraged, or hopeless attitude about work
difficult to leave work at end of day
recurring thoughts about a particular guest
engage in self-judgement and self-criticism

Increased vulnerability to compassion fatigue

working long hours...excessive personal demands...isolation
unrealistic self-expectations...inability to set limits and boundaries

Normal displays of chronic stress resulting from
care-giving work.



Burnout

Long-term physical & emotional exhaustion
from over-working.

Expressed as
emotional disengagement...cynicism... sarcasm
negativity...ineffectiveness...social isolation
lack of self-care

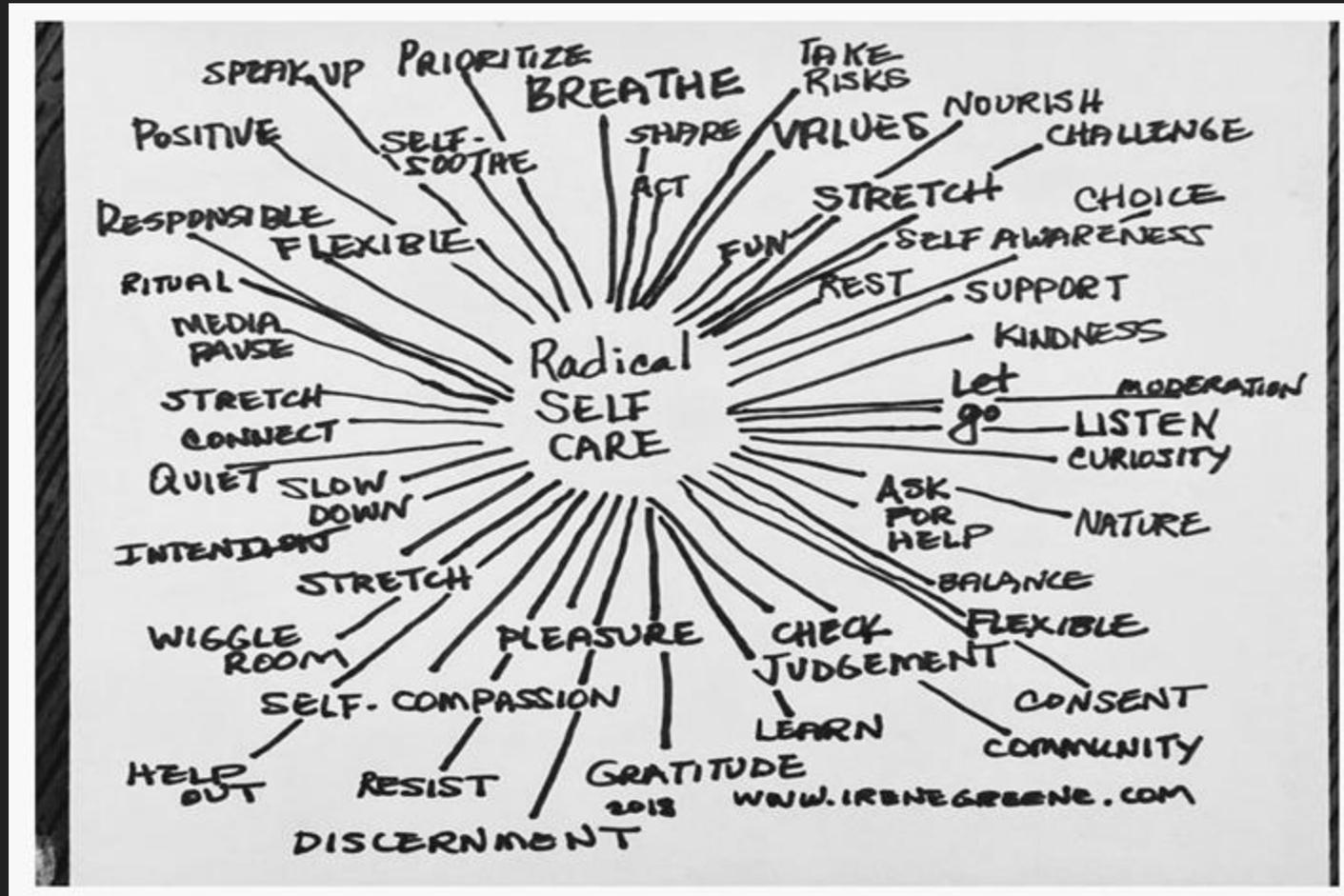
What's the number one reason people cite for
leaving their job?

Self-care habits

- Maintain strong connections with others
- Make time for yourself
- Talk about your challenges, accomplishments, worries & frustrations with someone you trust
- Disconnect from work at home
- Maintain your boundaries

Take care of yourself, support your co-workers and nurture the staff reporting to you.

Self-Care Practices



Reflection and Discussion

Reflection

- What is one word, one phrase that sticks out to you or that you remember?
- What is your gut reaction to this content? What resonated? What challenged you?
- Does this apply to you? Your work? Organization? If so, how?

Commitment

What will you do to grow your trauma informed capacity?

References

Centers for Disease Control and Prevention (2019). About the CDC-Kaiser ACE study. Retrieved from <https://www.cdc.gov/violenceprevention/childabuseandneglect/cestudy/about.html>

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Violence Free Colorado [Online Image] (2019). Trauma-Informed Care. Retrieved from <https://www.violencefreecolorado.org/wp-content/uploads/2013/11/TIC-tree.jpg>

Additional Resources

- “Understanding Child Trauma.” Substance Abuse and Mental Health Services Association. https://store.samhsa.gov/system/files/sma16-4923_0.pdf
- “July 2015 Trailer: Overcoming Trauma and Violence: Th Power of Resiliency.” Substance Abuse and Mental Health Services Association. <https://recoverymonth.gov/road-to-recovery/tv-series/july-2015-trailer-overcoming-trauma>
- “Why Trauma Matters in Primary Care.” National Council for Behavioral Health. https://www.thenationalcouncil.org/areas-of-expertise/trauma-informed-behavioral-healthcare/#foobox-1/1/Trauma_matters_infographic.png

Thank you!

Questions, Ideas? Let's Connect!

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