

Welcome, this web conference will begin soon

TRAUMA-INFORMED PRINCIPLES ARE FOR EVERYONE: SUPPORTING AND SUSTAINING SEXUAL AND INTIMATE PARTNER VIOLENCE PREVENTION PRACTITIONERS

Monday November 1, 2021
11 AM-12:30 PM PT/2 PM-3:30 PM ET



Meet the PreventConnect Team



Ashleigh Klein-Jimenez

Director of Prevention
she/her/hers



Tori Vandelinde

Project Manager
she/her/hers



**prevent
connect**
A ValorUS PROJECT

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – **email group**

Learn.PreventConnect.org – **eLearning**

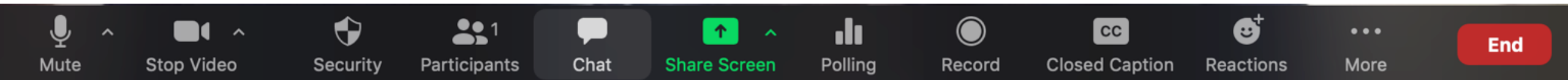
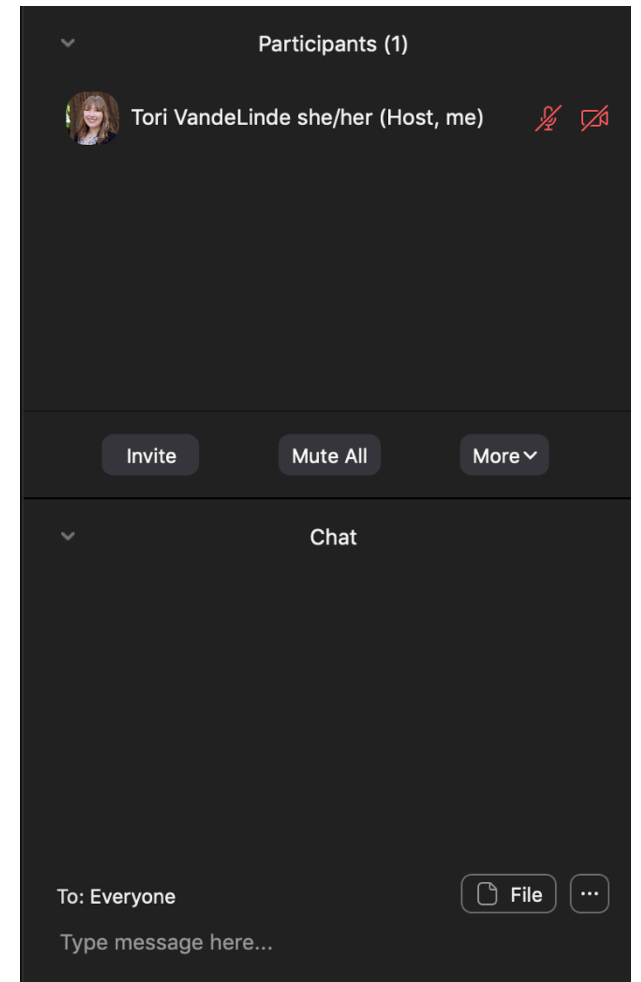
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How to use Zoom + Housekeeping

- ▶ Text chat and private chat
 - ▶ Please send a private chat message for help.
- ▶ PowerPoint Slides
- ▶ Polling Questions
- ▶ Phone
- ▶ Closed Captioning
- ▶ Web Conference Guidelines



PreventConnect

- ▶ Domestic violence/intimate partner violence
- ▶ Sexual violence
- ▶ Violence across the lifespan, including child sexual abuse
- ▶ Prevent before violence starts
- ▶ Connect to other forms of violence and oppression
- ▶ Connect to other prevention practitioners

Past conferences/resources



**#WEGOVERN
IN PRACTICE:
CLAIMING
GOVERNANCE IN
OUR COMMUNITIES**

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RESONANCE
NETWORK

Wednesday, October 13, 2021
11 AM-12:30 PM PT/2 PM-3:30 PM ET

<http://www.preventconnect.org/2021/09/wegovern-in-practice-claiming-governance-in-our-communities/>

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PreventConnect is a national project of ValorUS, formerly known as the California Coalition Against Sexual Assault sponsored by the U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or VALOR.

Objectives

- ▶ Describe trauma-informed principles that are crucial and applicable outside of mental health services and crisis response settings
- ▶ Identify connections between organizational culture change and trauma-informed sexual and intimate partner violence prevention
- ▶ Discuss opportunities for organizational culture change to support trauma-informed principles and embody sexual and intimate partner violence prevention in action

Trauma-Informed Workplaces

Trauma-Informed Workplaces Are the New Normal

Leaders must make mental wellbeing a business priority.

By [Angela Kambouris](#) September 24, 2021

<https://www.entrepreneur.com/article/386413>

Jun 25, 2020, 10:57am EDT | 6,001 views

Employers: Is Your Workplace Trauma-Informed?



Garen Staglin Contributor

Diversity, Equity & Inclusion

Co-founder and Chairman of One Mind at Work.

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<https://www.forbes.com/sites/onemind/2020/06/25/employers-is-your-workplace-trauma-informed/?sh=33203e9d320e>

The new workplace is trauma-informed

Posted: October 5, 2020 by Cosette Taillac, LCSW

Share: | |

<https://business.kaiserpermanente.org/insights/covid-19/trauma-informed-workplace>

HEALTHCARE | July 6, 2015

READ MORE

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The future of management is teal

Organizations are moving forward along an evolutionary spectrum, toward self-management, wholeness, and a deeper sense of purpose.

by [Frederic Laloux](#)



<https://www.strategy-business.com/article/00344>

The Great Resignation

Oct 18, 2021, 08:00am EDT | 193 views

Mental Health Days Won't Solve The Great Resignation

Mind Share Partners Contributor ⓘ



Careers

We write about changing the culture of workplace mental health.

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<https://www.forbes.com/sites/mindsharepartners/2021/10/18/mental-health-days-wont-solve-the-great-resignation/?sh=68f86a4e544a>

“From our research, we’ve found that the issue with the Great Resignation is less about mental health. Instead, it’s fundamentally rooted in a broken culture of work.”

SAMHSA's 6 Guiding Principles to a Trauma-Informed Approach



https://www.cdc.gov/cpr/infographics/6_principles_trauma_info.htm

What are your ideas for fixing the “broken culture of work?”

Text Chat Question

Use the Text Chat feature to answer the question.



Chat

From Me to **Everyone**:

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To: **Everyone** ▼

Type message here...

Meet Our Guests



Madison Hammett

Senior Policy Analyst, Illinois
ACES Response Collaborative
She/Her/Hers



Cortney Calixte

Movement and Capacity-Building
Director, Virginia Sexual &
Domestic Violence Action
Alliance
She/Her/Hers



Brooke Taylor

Coach for Underserved
Populations Learning
Collaboration, Virginia Sexual &
Domestic Violence Action
Alliance
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Katie Moffitt

Advocacy TA and Training
Manager, Virginia Sexual &
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Senior Policy Analyst,
Illinois ACES Response Collaborative
she/her/hers

Trauma-Informed Policies & Principles

Addressing Trauma & Building Resilience in Organizations and

Illinois ACEs Response Collaborative

MISSION

To catalyze the movement to prevent trauma across the lifespan, promote thriving, and put the issue trauma on the forefront of the equity agenda in Illinois.

VISION

A resilient and equitable Illinois in which individuals, families, communities, and systems—including health care, education, criminal justice, business, and legislative bodies—have access to the resources they need to prevent trauma, heal, and thrive.

STRATEGIES

- Policy and advocacy
- Capacity-building
- Research translation and dissemination

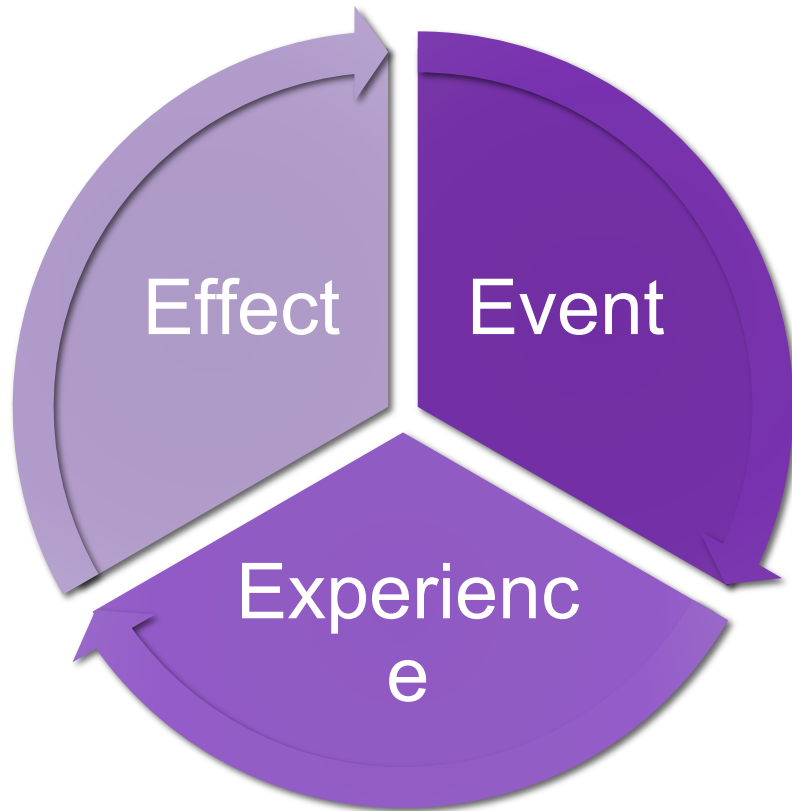
SELF-CARE



A Note on Language



What is Trauma?



1. A threatening/harmful physical or emotional experience to self and others.
2. Overwhelms our ability to cope.
3. Affects functioning in multiple domains.

SAMHSA's Concept of trauma- The Three "E's" of Trauma

Trauma & Burnout

- ▶ Burnout is a state of physical and mental exhaustion related to the workplace and related environment. This occurs over time, and may not be **explicitly** linked to a traumatic event or exposure
- ▶ Widely seen in social services, even before the pandemic magnified the issue:
 - ▶ 33% of social workers report their work is “always stressful” and 4 out of 10 say they plan on leaving the field within 5 years
 - ▶ Number of social workers with burnout symptoms has risen to 60% since March of 2020
- ▶ Women and nonbinary workers reported higher levels of burnout compared to their male peers, reasons cited include anxiety around potential exposure risk for family members, and increased stress around “dual shift” with children and other personal responsibilities compared to male coworkers
- ▶ Black and Latinx workers of all genders reported higher levels of burnout than their white peers, but also more likely to report feeling connected to clients and community and continuing to find meaning in work



Resilience

- ▶ Resilience is the process of adapting in the face of adversity using mechanisms that don't cause further harm to your health and wellbeing
 - ▶ Remember: There are no “maladaptive” behaviors, rather there are **adaptive** behaviors that might cause harm to your health or be inappropriate for the environment.
- ▶ Being “resilient” is not a moral judgement, nor does it mean someone has not experienced harm or trauma.
- ▶ Just like trauma, resilience is seen and experienced along a continuum and is variable
- ▶ Resilience is not a trait someone either has or does not have, and it can be taught and nurtured across the lifespan


Building Resilience with Trauma-Informed Practices & Policies (TIPP)

- An organization utilizing TIPP understands and considers the pervasive nature of trauma and promotes environments of healing and recovery rather than practices and services that may inadvertently re-traumatize.
- TIPP realizes the direct impact that trauma can have on access to services and responds by changing policies, procedures and practices to minimize potential barriers.
- TIPP also fully integrates knowledge about trauma into all aspects of services and trains staff to recognize the signs and symptoms of trauma and thus avoid any possibility of re-traumatization.
- The purpose of TIPP is not to provide psychological care to those who have experienced trauma, but rather provide services in a way that is accessible to and accepting of those who have experienced trauma.

Shifting Perspective

In situations that might inspire the question “What’s wrong with you?” we should work to shift our response- as individuals, departments, and system to “What happened to you?”

- What's Right with You?
- What Matters to You?
- What Can We Accomplish Together?



WHAT
HAPPENED
TO
YOU?

SAMHSA's Trauma-Informed Approach: The 4 R's

REALIZING the prevalence of trauma

RECOGNIZING how trauma affects all individuals within the program, organization or system- including its own workforce

RESPONDING by putting this knowledge into practice

RESIST RE-TRAUMATIZATION of clients AND staff

Integrating TIPP Into Organizational Practice

Establishing Safety

Be Trustworthy

Provide Choice

Be Collaborative

Empowerment



Organizational Level TIPP: Internal Strategies for Organizational Success



Limit work hours and offer flexible work arrangements



Invest in leadership development of supervisors who actively listen to staff, offer shared decision-making



Create a wellness committee with a wellness champion and toolbox. Host wellness activities at work.



Establish wellness as a quality indicator for the organization

Organizational Level TIPP: Internal Strategies for Organizational Success

Facilitated discussion groups incorporating elements of mindfulness, reflection, shared experience, and small-group learning

Establish a culture that prioritizes all relationships and teamwork

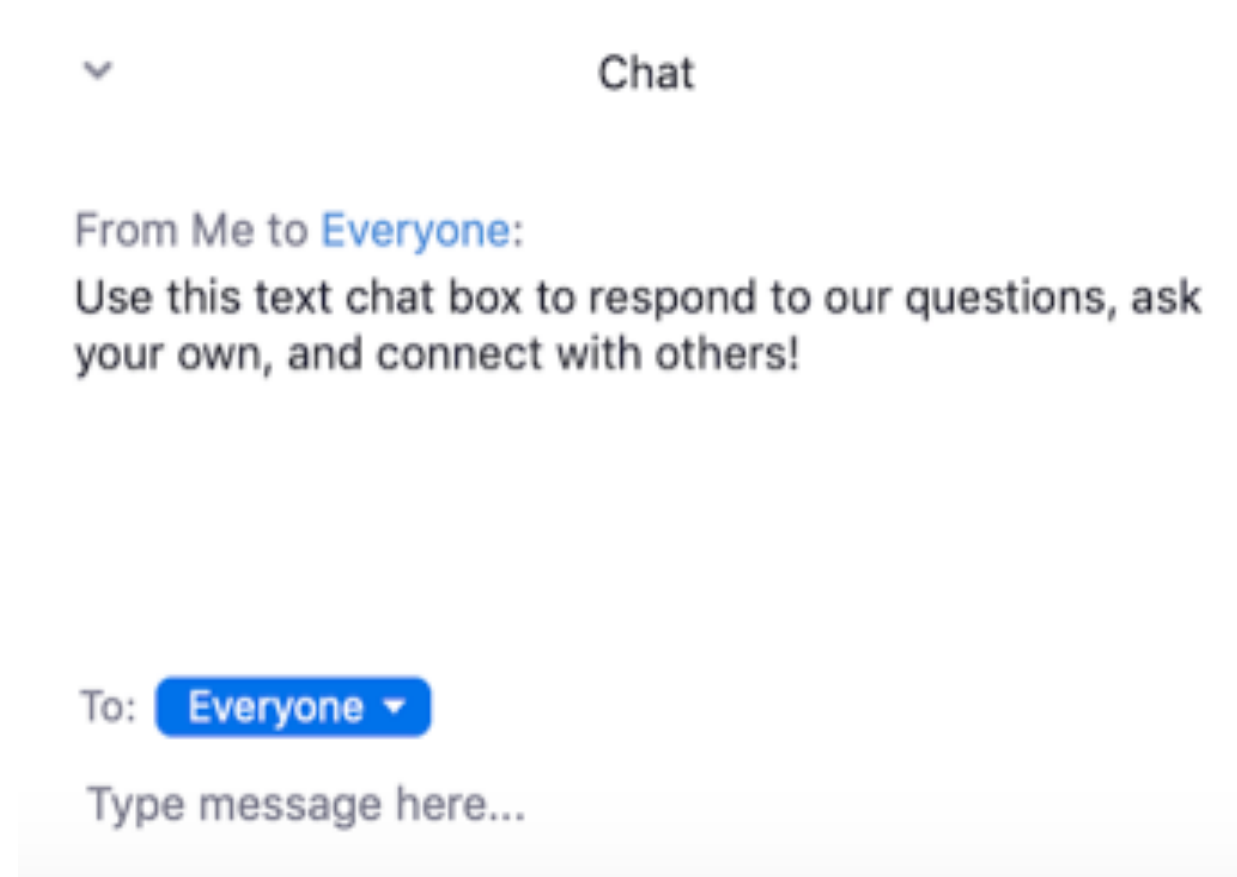
Support expression of compassion. Reduce stigma around emotional support and actively encourage staff to get help when needed

Prioritize and center racial equity and justice. Remember: trauma-informed care does not exist without racial justice

What would it look like
for a trauma-informed
organization to support
prevention and
preventionists?

Text Chat Question

Use the Text Chat feature to
answer the question.

A screenshot of a text chat interface. At the top, there is a dropdown arrow on the left and the word "Chat" on the right. Below this, the text "From Me to Everyone:" is displayed in blue. Underneath, a message reads: "Use this text chat box to respond to our questions, ask your own, and connect with others!". At the bottom, there is a "To:" label followed by a blue button with the text "Everyone" and a small downward arrow. Below the button is a text input field with the placeholder text "Type message here...".

▼ Chat

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Meet Our Guests



Cortney Calixte

Movement and Capacity-
Building Director, Virginia
Sexual & Domestic Violence
Action Alliance
she/her/hers



Virginia Sexual and Domestic Violence
CTION ALLIANCE

Brooke Taylor

Coach for Underserved Populations
Learning Collaboration,
Virginia Sexual & Domestic Violence
Action Alliance
they/them



Katie Moffitt

Advocacy TA and Training
Manager,
Virginia Sexual & Domestic
Violence Action Alliance
she/her/hers

Underserved Populations Learning Collaborative (UPLC)



Mission:

To support local domestic violence programs and sexual assault centers to become strong allies to underserved populations and to promote access to culturally-responsive, comprehensive services.

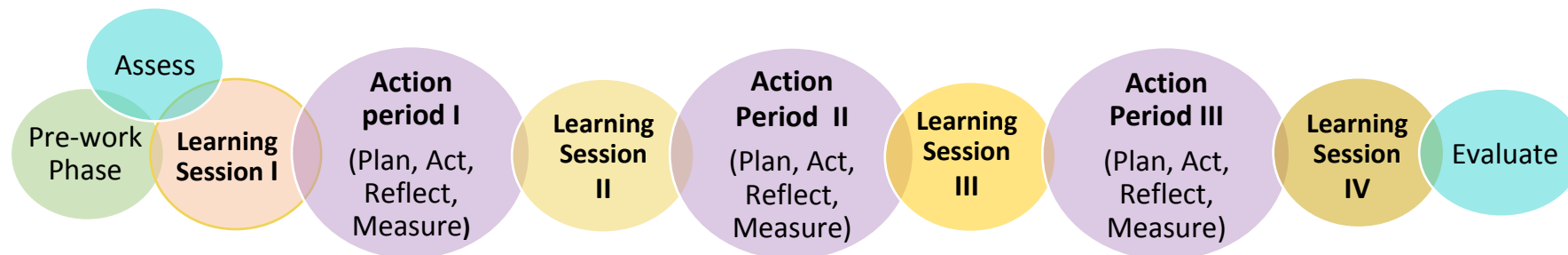
UPLC History and Format

Influences:

- National Network for Child Traumatic Stress
- Sexual Assault Demonstration Initiative (SADI)
- Virginia Department of Social Services
Organizational Assessment Tool: Cultural Relevance in Administration, Outreach and Service Provision for Domestic and Sexual Violence Programs

Format:

- 24-months
- Loosely Socioecological
- Team Based Cohort



UPLC Background: The “Why”

Increasing Virginia’s Capacity to Serve Culturally Diverse Survivors of Sexual and Domestic Violence (2008).

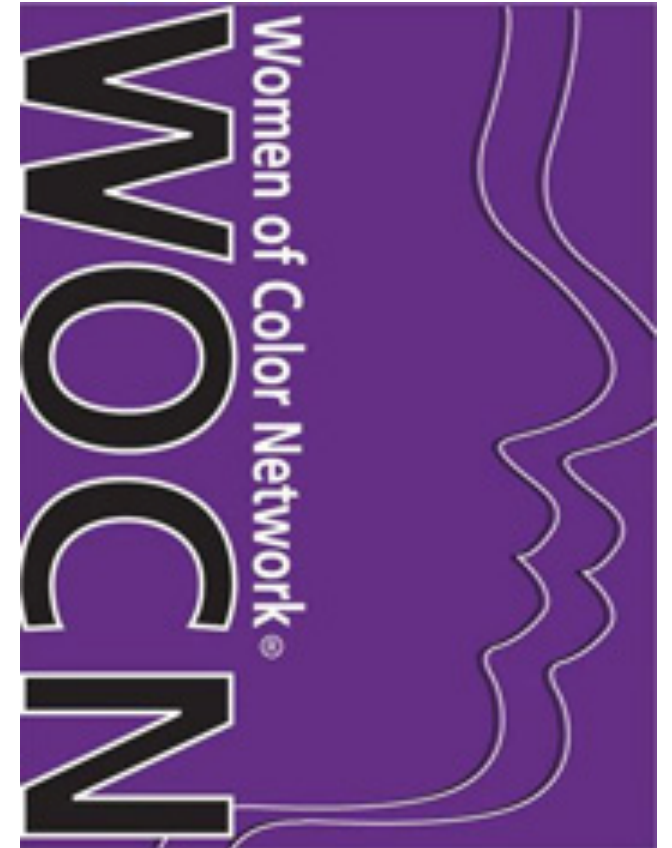
- ▷ Identified readiness



UPLC Background: The “Why”

WOCN 3 tiered system for identifying unserved, underserved, and inadequately-served victims

- ▷ Improve outreach



UPLC Background: The “Why”

2014-2015 Statewide Needs Assessment on Unserved Victims of Sexual and Domestic Violence

- ▶ Identified common barriers

UPLC: Dismantling White Supremacy

- ▷ Examining implicit bias and racism and the connection to Sexual and Domestic Violence
 - ▷ Individuals
 - ▷ Organizations
 - ▷ Cultures

UPLC: Dismantling White Supremacy

- ▷ **Anti-Racism work IS Anti-Violence work.**

UPLC: Dismantling White Supremacy

- ▷ Challenging the Characteristics of White Supremacy

UPLC:Cultural-Responsiveness IS Trauma-Informed

SAMHSA's 6 Principles of Trauma-Informed Care

- Safety
- Trustworthiness & transparency
- Peer support
- Collaboration & mutuality
- Empowerment & choice
- **Cultural, historical & gender issues**

UPLC: Culture Shifts

- Those most impacted have access to and know about services.

UPLC: Culture Shifts

- Trust that communities and Survivors know their needs best.

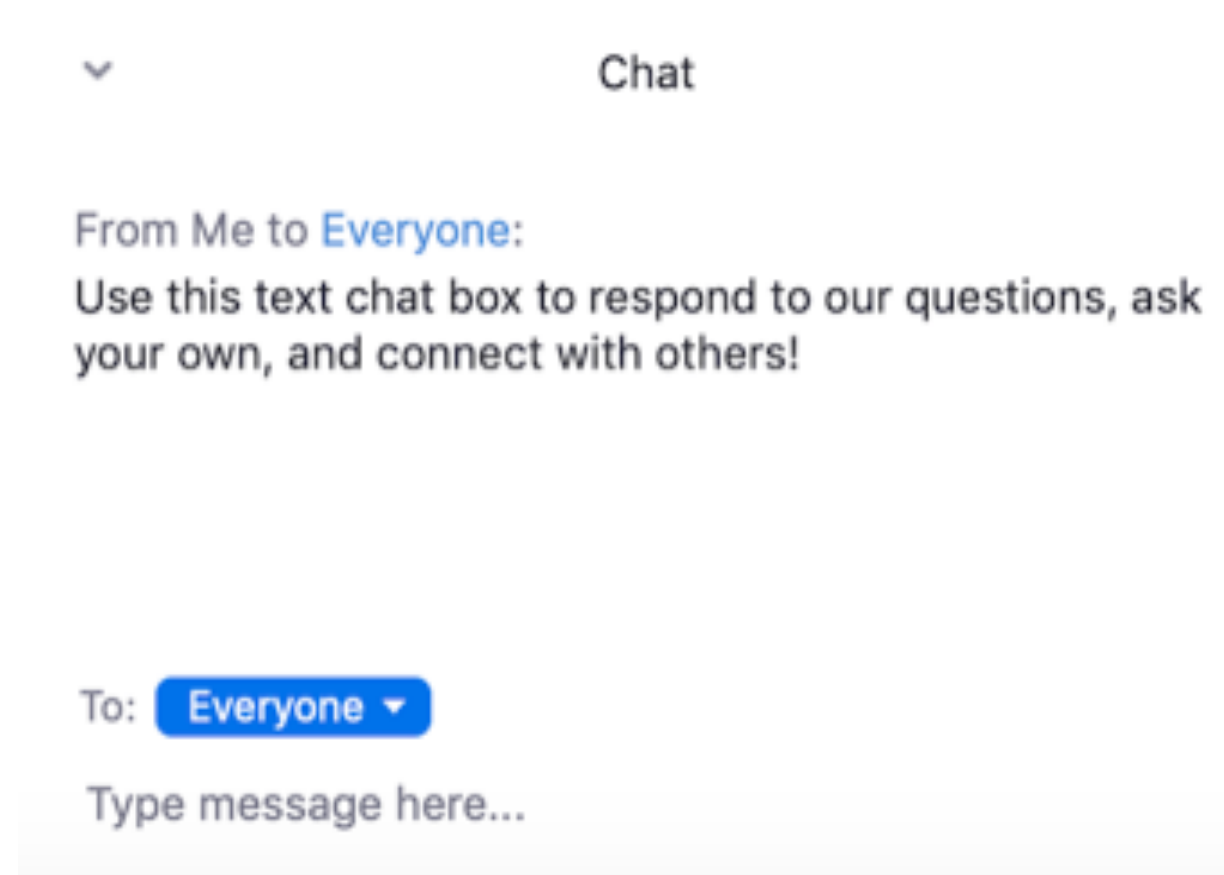
UPLC: Lessons Learned

- Importance of being nimble
- Dig deep
- Organizational Shifts
- Center voices of communities
- Go where the community leads
- Coalition Lessons

What does it look like to center equity as the foundation of being trauma-informed?

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Discussion/Q&A



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What do we need to
sustain ourselves in the
movement?

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