The Urgency to Address Trauma in Our Services Webinar Series Part 2

May 14, 2019
Housekeeping

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Today’s Presenter

Linda Henderson-Smith, PhD, LPC
Director, Children and Trauma Informed Services
National Council for Behavioral Health

• 17+ years clinical and administrative experience in community-based mental health

• Licensed clinician, with an expertise in trauma

• Served as frontline clinician and provider agency leadership to state leadership and national expert in children’s mental health

• As a trauma-survivor herself, Linda brings a distinct perspective and knowledge base to mental health and addiction disorders services
Overview

• Becoming Trauma-Informed
Becoming Trauma-Informed
SAMHSA’s Four Rs

A program, organization or system that is trauma-informed

- **realizes** the widespread impact of trauma and understands potential paths for recovery;
- **recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- **resists** re-traumatization, and
- **responds** by fully integrating knowledge about trauma into policies, procedures, practices, and settings.
What are the Benefits of Adopting Trauma-Informed Approaches?

- Increases safety for all
- Improves the social environment
- Cares for the caregivers
- Improves the quality of services
- Reduces negative encounters and events
- Creates a community of hope, healing and recovery
- Increases success and satisfaction at work
- Promotes organizational wellness
- Improves the bottom line
core values

The principles that guide our decision-making!
What Does Safety Mean?

“a physically safe environment, although necessary, was not sufficient. So there had to be other kinds of safety, which I have termed psychological safety, social safety, and moral safety.”

-Sandra L. Bloom, Creating Sanctuary, 2013
Physical Safety
If you have never felt safe or remembered safety, how will you know it when it is present?

“The ability to be safe within oneself, to rely on one’s ability to self-protect and keep oneself out of harm’s way.”

-Bloom, 2013
“The sense of feeling safe with other people... There are so many traumatized people that there will never be enough individual therapists to treat them. We must begin to create naturally occurring, healing environments that provide some of the corrective experiences that are vital for recovery.”

-Bloom, 2013
Moral Safety

The never-ending quest for understanding how organizations function in the healing process

• An attempt to reduce the hypocrisy that is present, both explicitly and implicitly

• A morally safe environment struggles with the issues of honesty and integrity

-Bloom, 2013
Trustworthiness and Transparency
Peer Support and Mutual Self-Help
Collaboration and Mutuality
Outcomes of Collaboration and Mutuality
Empowerment, Voice and Choice

Today you are YOU.
that is TRUER than true.
There is NO ONE alive
who is YOUER than YOU!
~Dr. Seuss

"Be who you are and say what you feel because those who mind don't matter and those who matter don't mind."
~DR. SEUSS
Cultural, Historical and Gender Issues
What Does a Trauma-Informed Organization/System Include?

- Safe, calm, and secure environment with supportive care
- System-wide understanding of trauma prevalence, impact and trauma-informed care
- Cultural competence and humility
- Consumer voice, choice and advocacy
- Recovery-oriented, consumer-driven, trauma-specific services
- Healing, hopeful, honest and trusting relationships
What Can I/We Do Next?

What do I/we need to....

✓ Keep Doing
✓ Change Doing
✓ Start Doing
✓ Stop Doing
Seeing is Believing

Beliefs influence perceptions...
Perception structures reality
Reality suggest possibilities...
Choices stimulate actions
Actions affect outcomes...
Outcomes impact beliefs
Assumptions of the Equality Lens

Oppression and injustice are human creations and phenomena, built into our current economic system, and therefore can be undone.

Oppression (e.g. racism, colonialism, class oppression, patriarchy, and homophobia) is more than just the sum of individual prejudices. Its patterns are systemic and therefore self-sustaining without dramatic interruption.

Systemic oppression exists at the level of institutions (harmful policies and practices) and across structures (education, health, transportation, economy, etc) that are interconnected and reinforcing over time.

Systemic oppression has historical antecedents. We must face our national legacy and current manifestations of racism and economic inequality in order to transform them.

Without rigorous examination, behavior is reproductive. By default, current practices, cultural norms and institutional arrangements foster and maintain inequitable outcomes.

To undo systemic oppression, we must forge multi-ethnic, multi-cultural, multi-lingual alliances and create democratic processes that give voice to new organizing systems for humanity.

Addressing oppression and bias (conscious and unconscious) inevitably raises strong emotions in clients, and we must be prepared and trained to address these feelings.
Where There is Hope
Three Stages of Healing

1) Safety and stabilization
2) Remembrance and mourning
3) Meaning and reconnection
Building Community Resilience
Public Health Model of Traumatic Stress
Figure 2.

TARGETS OF PREVENTIVE INTERVENTIONS

EXPOSURE

Primary
(Universal)

Secondary
(Selective)

Tertiary
(Indicated)

DISORDER

OUTCOME
Trauma-Informed Care
Public Policy
Stigma and Discrimination

**Stigma (n)**

The perception that a certain attribute makes a person unacceptably different from others, leading to prejudice and discrimination against them.
Infusing Trauma-Informed Concepts into our Daily Work
We need to exercise...
Cultural Adaptation of Interventions

- **Relevance**
  - Is this health promotion topic relevant to the target population?

- **Evidence base**
  - What is the best intervention to address this health topic within this population?

- **Stage of Intervention**
  - What stage(s) of the intervention program should be adapted?

- **Ethnicity**
  - What elements of ethnicity are most important to consider for this population?

- **Trends**
  - What are the shifting trends within this population?

Liu, et. Al, 2012
Common Strategies for Addressing Historical/Systemic Trauma

- Teaching cultural and community history
- Teaching how systemic and historical trauma creates risk for health, social and relationship problems
- Supporting opportunities for developing self-awareness, self-worth and cultural identity
- Teaching life skills
- Teaching strategies to cope with stress and regulate emotions
BECOME MORE RESILIENT

1. Accept change
2. Become a continuous learner
3. Take charge
4. Find your sense of purpose
5. Pay attention to self-identity
6. Cultivate relationships
7. Reflect
8. Skill shift

Center for Creative Leadership, 2016
Language Of Resilience

• Vocabulary reinforces feelings and beliefs
• Helps guide behavior
• Leads to greater options for acting
• Allows us to be able to recognize resilience in self/others
Three Statements of Resilience

I Have...
a recognition of what is available

I Am...
a recognition of my value

I Can...
a recognition of mastery, sense of the future

-Strengthening the Human Spirit by Edith Grotberg, PhD 1995
Build Relationships

Honor voice and choice
Partner with people
Request feedback
Ensure comfort

“Keep the Human in Human Services”
-Dr. Pat Deegan
TALK less .. LISTEN more ..
What HURT vs what HELPS
Understand Daily Translation of TIC Principles

- Be patient and persistent
- Convey respect
- Be validating and affirming
- Read community needs and respond accurately
- Set realistic expectations and goals
- Provide ongoing choices and supports
- Know your role
- Follow through with what you say you will do
- Provide consistency; minimize surprises
Understand the Mind/Body Connection
Grounding Techniques

Grounding techniques can help:

• Keep someone in the present
• Reorient a person to the here-and-now and in reality
• A person manage overwhelming feelings or intense anxiety
• Someone to regain their mental focus from an often intensely emotional state
Grounding Exercise Examples

- Hold a pillow, stuffed animal or a ball
- Place a cool cloth on your face, or hold something cool such as a can of soda
- Listen to soothing music
- Put your feet firmly on the ground
- FOCUS on someone’s voice or a neutral conversation.
- 5-4-3-2-1 Game
Recognize our Humanity

We’re all just trying to survive
We frequently observe misplaced Coping Strategies
We are all part of the problem therefore we can all be part of the Solution
Contact Information

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Questions? Comments?

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