

Finger Lakes Resiliency Network:

Becoming a Trauma Informed Organization



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What is Trauma?

“Traumatic experiences can be dehumanizing, shocking or terrifying, singular or multiple compounding events over time, and often include betrayal of a trusted person or institution and a loss of safety. Trauma can result from experiences of violence.”

- SAMHSA National Center for Trauma-Informed Care

Remember, there is no level of trauma because it's not the traumatic event, it's a person's response to the event.

Statistics

“Of the 76 million children living in the United States, it is estimated that 46 million can expect to have their lives affected by violence, abuse, crime and psychological trauma”

(U.S. Department of Justice, 2012).

“Approximately 15 million children witness domestic violence each year”
(Futures Without Violence 2008)

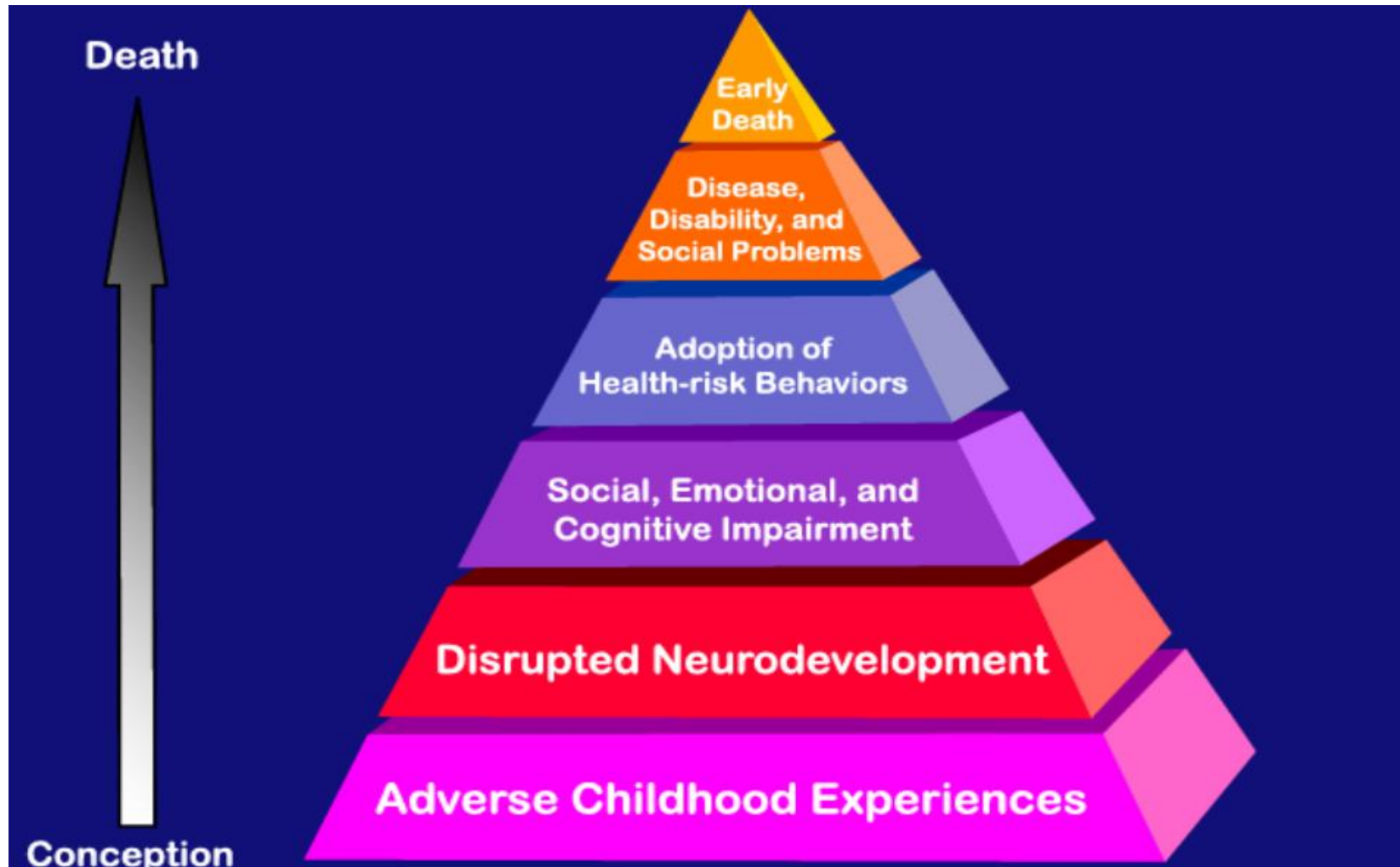
What are ACES???



Adverse Childhood Experiences are defined broadly as incidents of *childhood abuse* & *household dysfunction*.

1. Physical Abuse
2. Verbal Abuse
3. Emotional Abuse
4. Sexual Abuse
5. A household member with mental illness
6. A household member with a substance abuse problem
7. A household member that is incarcerated
8. Witnessing domestic violence
9. Separation & Divorce of parents
10. *Exposure to neighborhood violence*

Summary of the Impact of ACEs:



Neurobiology

ACEs have enduring effects on the brain ~

- ▶ Disrupts neurodevelopment
- ▶ Structural differences
(Changes in limbic system, and left hemisphere)
- ▶ Abnormal patterns or neural activity, hyper-vigilance
- ▶ Decreased self-regulation, language processing, inappropriate coping mechanism, and addiction

Positive Stress vs. Negative/ Toxic Stress

Resilience ~

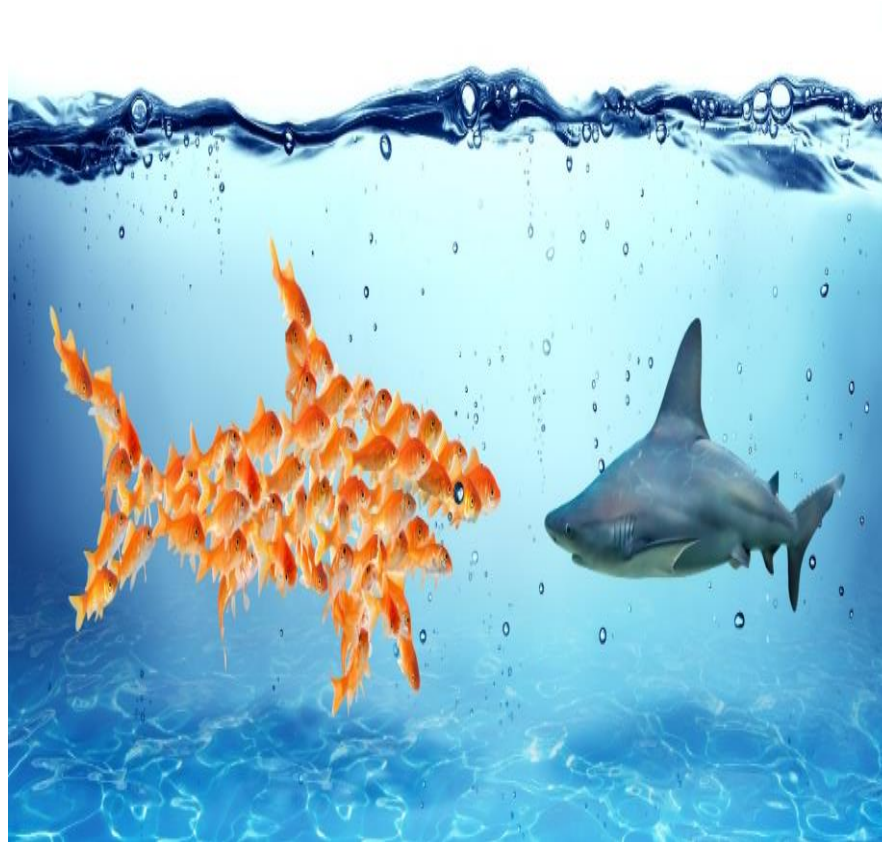
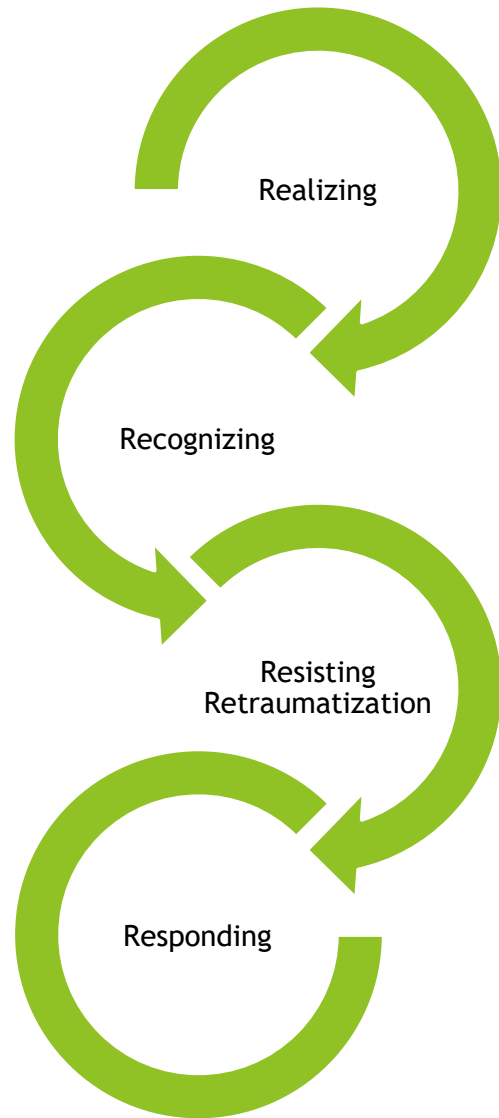
Resilience is the ability to work with adversity in such a way that one comes through it unharmed or even better for the experience

- ▶ *Resilience means facing life's difficulties with courage and patience—refusing to give up. It is the quality of character that allows a person or group of people rebound from misfortune, hardships and traumas.*
- ▶ *Resilience is rooted in tenacity of spirit—a determination to embrace all that makes life worth living even in the face of overwhelming odds.*
- ▶ *Much of our RESILIENCE comes from COMMUNITY—from the RELATIONSHIPS that allow us to lean on each other for support when we need it most.*

They saw "something"
on her mammogram.



SAMHSA : Substance Abuse and Mental Health Services Administration
Defines a Trauma informed agency as subscribing to the following principles.



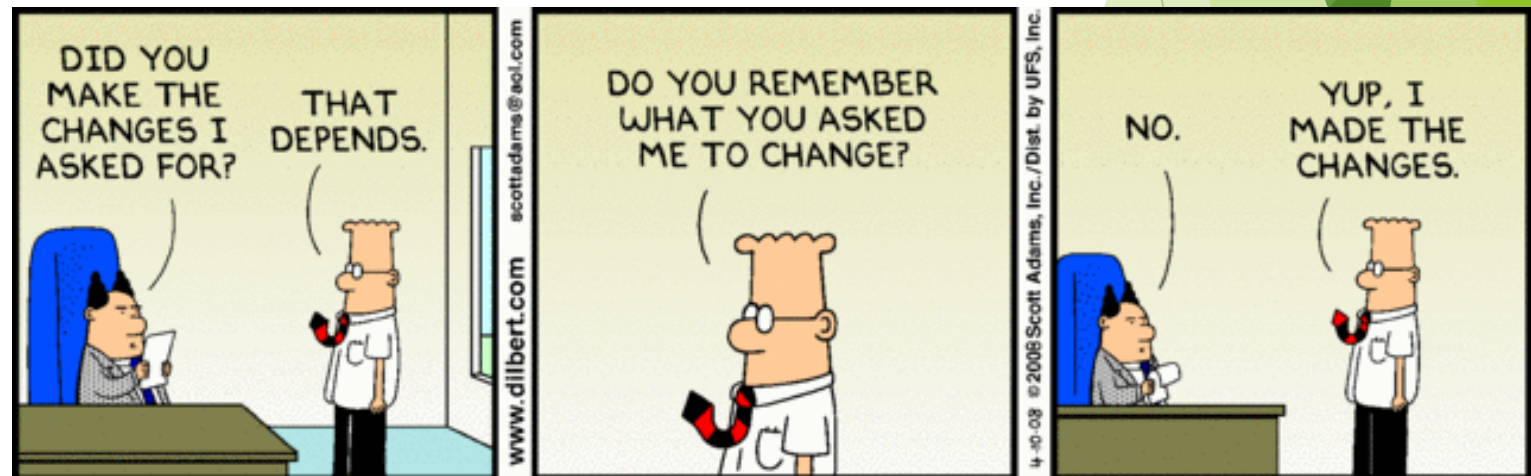
As Community Service Providers....

How effective are YOU in helping children, individuals and families who have been impacted by ACEs/Trauma?

How effective is your Agency/Organization/School?

What are doing really well to identify and address ACEs/Trauma?

What are the barriers if any?





Creating a Shared Vision: Questions to Consider and Discuss

How would our organization/school change if we adopt the principles and practices of Trauma Informed Care?

What will we do differently?

How will the relationships change in a Trauma Informed Organization/school?

Ask Yourself: What do we need to...

- Stop doing?
- Start Doing?
- Do more of?



Critical Information from a Consumer Voice

- ▶ Remember there is NO level of trauma, because it's not the traumatic event, it's a person's response to the event.
- ▶ If something completely overwhelms a person's ability to cope, that is trauma to that person.
- ▶ **“Treat everyone as if they have a trauma history.”**
- ▶ The results of investing in those you serve yields a high interest on the system return.



OSA Domains

Domain 1:
Governance and
Leadership

Domain 2: Policy

Domain 3:
Physical
Environment

Domain 4:
Engagement and
Involvement

Domain 5:
Screening,
Assessment, and
Treatment

Domain 6: Cross
Sector
Collaboration

Domain 7:
Training and
Workforce
Development

Domain 8:
Progress
Monitoring and
Quality Assurance

Domain 9:
Financing

Domain 10:
Evaluation

Organizational Action

- ▶ ACE's Screening and Assessment
- ▶ Increased patient voice
- ▶ Increased training
- ▶ Increased TIC services and programs
- ▶ Changes to physical environment
- ▶ Increased community outreach
- ▶ Made a commitment to internal and external evaluation and tracking

Creating Change Isn't Easy!!

- ▶ Organizational Trauma
- ▶ Systems issues
- ▶ Assisting with change
- ▶ Employee satisfaction
- ▶ Patient satisfaction
- ▶ Changes with Agency Growth
- ▶ Becoming a leader in TIC
- ▶ Community impact on our efforts



UNLESS **SOMEONE** like **YOU**
CARES a whole **AWFUL LOT**,
nothing is going to get **BETTER**.

It's NOT!

- Dr. Seuss



Relational Welfare ~

"People are not giving you a hard time; they are having a hard time!"



Resources:

[Childhood Disrupted: How Your Biography Becomes Your Biology and How You Can Heal](#), by Donna Jackson Nakazawa

[The Body Keeps the Score: Brain, Mind and Body in the Healing of Trauma](#), by Bessel Van Der Kolk

[The Deepest Well: Healing the Long-Term Effects of Childhood Adversity](#), by Nadine Burke Harris, 2018.

[Scared Sick: The Role of Childhood Trauma in Adult Disease](#) by Robin Karr-Morse with Meredith S. Wiley

[Biological Embedding of Early Social Adversity](#), Proceedings of the National Academy of Sciences, 2012

[PubMed childhood adversity research publications](#)



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