



Trauma-Informed Systems Initiative

*Healing Ourselves,
Our Organizations*

Breaking Barriers
Oct 29, 2020

Understanding
Trauma & Stress

Safety & Stability

Cultural Humility &
Equity

Compassion &
Dependability

Collaboration &
Empowerment

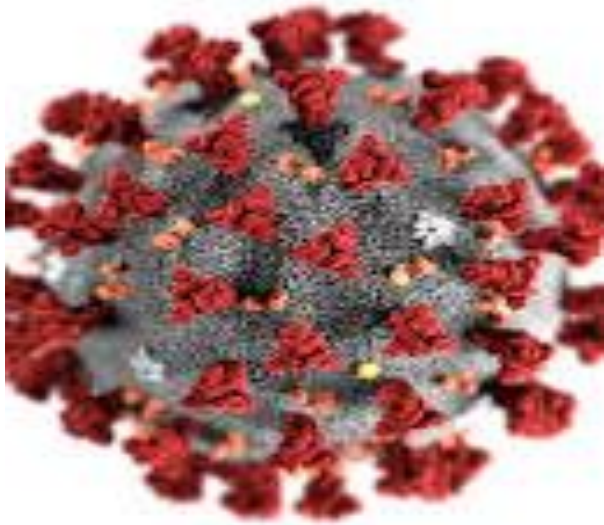
Resilience &
Recovery



Disclosures



Mirror and Landscape



Trauma Informed Systems In
This Moment

Land Acknowledgement

We acknowledge that we are each residing on tribal lands of those who have lived on this land time immemorial.

We pay respects to their elders past and present.

Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together today.

We recognize the resilience of those past and present, who work to build a strong and sovereign nation where Tribal members live their values and culture.

Text your zip code to **1 (907) 312-5085** to learn more about the tribal lands in your area.

<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

Acknowledgments



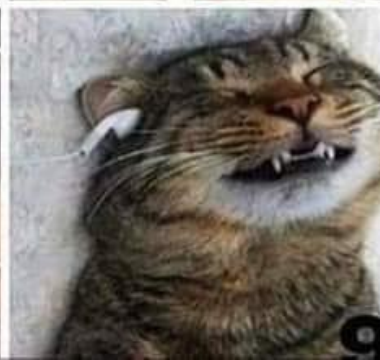
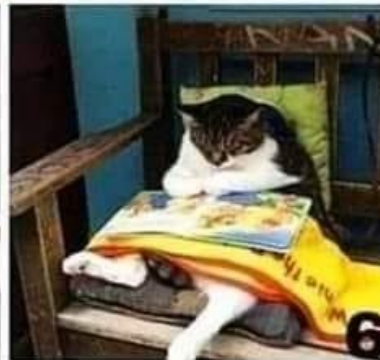
- We are fighting a disease with emerging treatments and no vaccine. We are in this for a while.
- The pandemic is new; the inequities it unmasks are not new.
- Racial Justice challenges the status quo and creates opportunities for change.
- We are each holding a multitude of feelings; fear, overwhelm, grief, rage and joy -- at the same time.
- There are many responses to stress and uncertainty -- each of them valid.
- There critical need for reflection, inquiry, and prioritization of the most critical needs.
- There is no better opportunity to practice compassion and collective care than right now.

Grounding Practice



Check-In

Which kitty in isolation are you today?



AGENDA

~~PLAN (A)~~

PLAN (B)

Lack of access to Health Care

Police Brutality

Systemic Racism

Homelessness

SAME STORM DIFFERENT BOATS

Xenophobia

Anti-immigrant Prejudice

Poverty

Food Insecurity

...TRAYVON MARTIN, YVETTE SMITH, ERIC GARNER, MICHAEL BROWN, LAQUAN MCDONALD, TANISHA ANDERSON, AKAI GURLEY, TAMIR

JUNE 15, 2020



BAILEY, STEPHON CLARK, DANNY RAY THOMAS, ANTWON ROSE, BOTHAM JEAN, ATATIANA JEFFERSON, MICHAEL DEAN, AHMAUD ARBERY, BREONNA TAYLOR, GEORGE FLOYD, ...

...RICE, JERAME REID, NATASHA MCKENNA, ERIC HARRIS, WALTER SCOTT, FREDDIE GRAY, WILLIAM CHAPMAN, SANDRA BLAND, DARRIUS STEWART, SAMUEL DUBOSE, JANET WILSON

CALIN ROQUEMORE, ALTON STERLING, PHILANDO CASTLE, JOSEPH MANN, TERENCE CRUTCHER, CHAD ROBERTSON, JORDAN EDWARDS, AARON

Trayvon Martin, Yvette Smith, Eric Garner, Michael Brown, Laquan McDonald, Tanisha Anderson, Akai Gurley, Tamir Rice, Jerame Reid, Natasha McKenna, Eric Harris, Walter Scott, Freddie Gray, William Chapman, Sandra Bland, Darrius Stewart, Samuel DuBose, Janet Wilson, Calin Roquemore, Alton Sterling, Philando Castile, Joseph Mann, Terence Crutcher, Chad Robertson, Jordan Edwards, Aaron Bailey, Stephon Clark, Danny Ray Thomas, Antwon Rose, Botham Jean, Atatiana Jefferson, Michael Dean, Ahmaud Arbery, Breonna Taylor, George Floyd

The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.-- Naomi Rachel Remen





GRIEF

n. [grief]

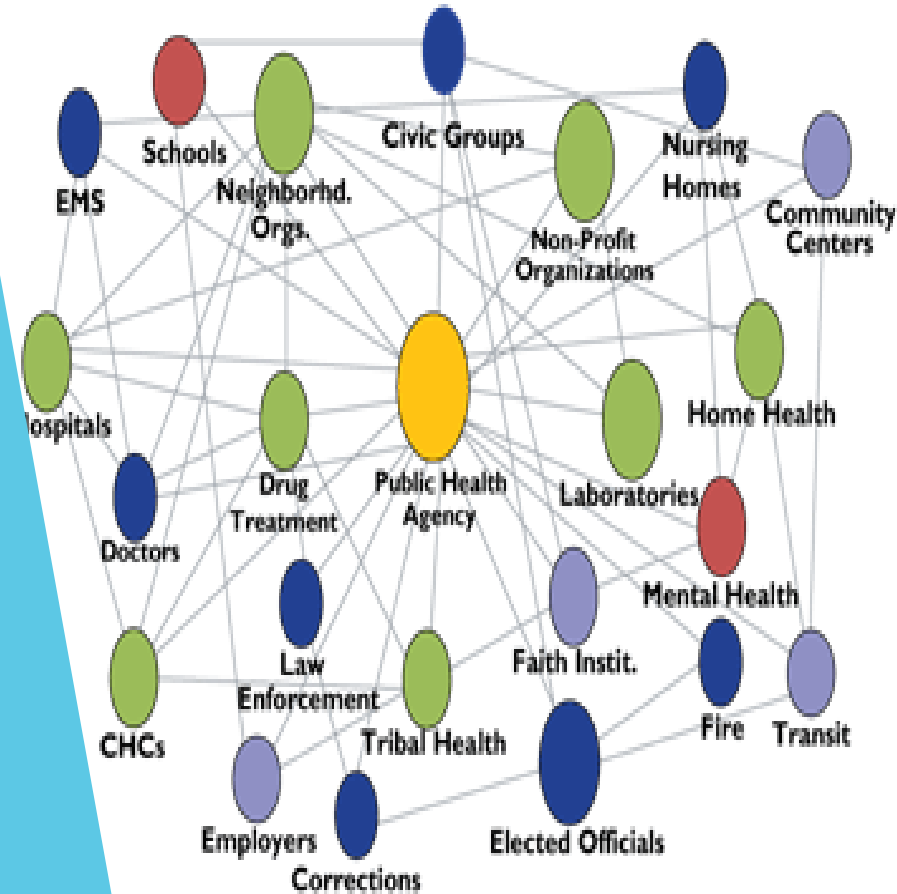
The natural reaction to the death of someone with whom you feel attached.

Grief, Loss, and Rage:

- What have you lost?
- What have you found?

HISTORY: STRESS AND TRAUMA ARE PUBLIC HEALTH ISSUES

- Stress linked to 6 leading causes of death
 - Heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide
- Trauma impacts more than just the individual
 - Ripple effect to others –
 - Some communities disproportionately affected
 - Oppression + Poverty + Trauma = Toxic
- Intergenerational transmission of trauma
- Systemic, preventative approach



Grounding Practice



Even the Experts are Confused as to Which Term is Best



CANarratives.org

DK ANDERSON

WWW.ANDERSON.COM



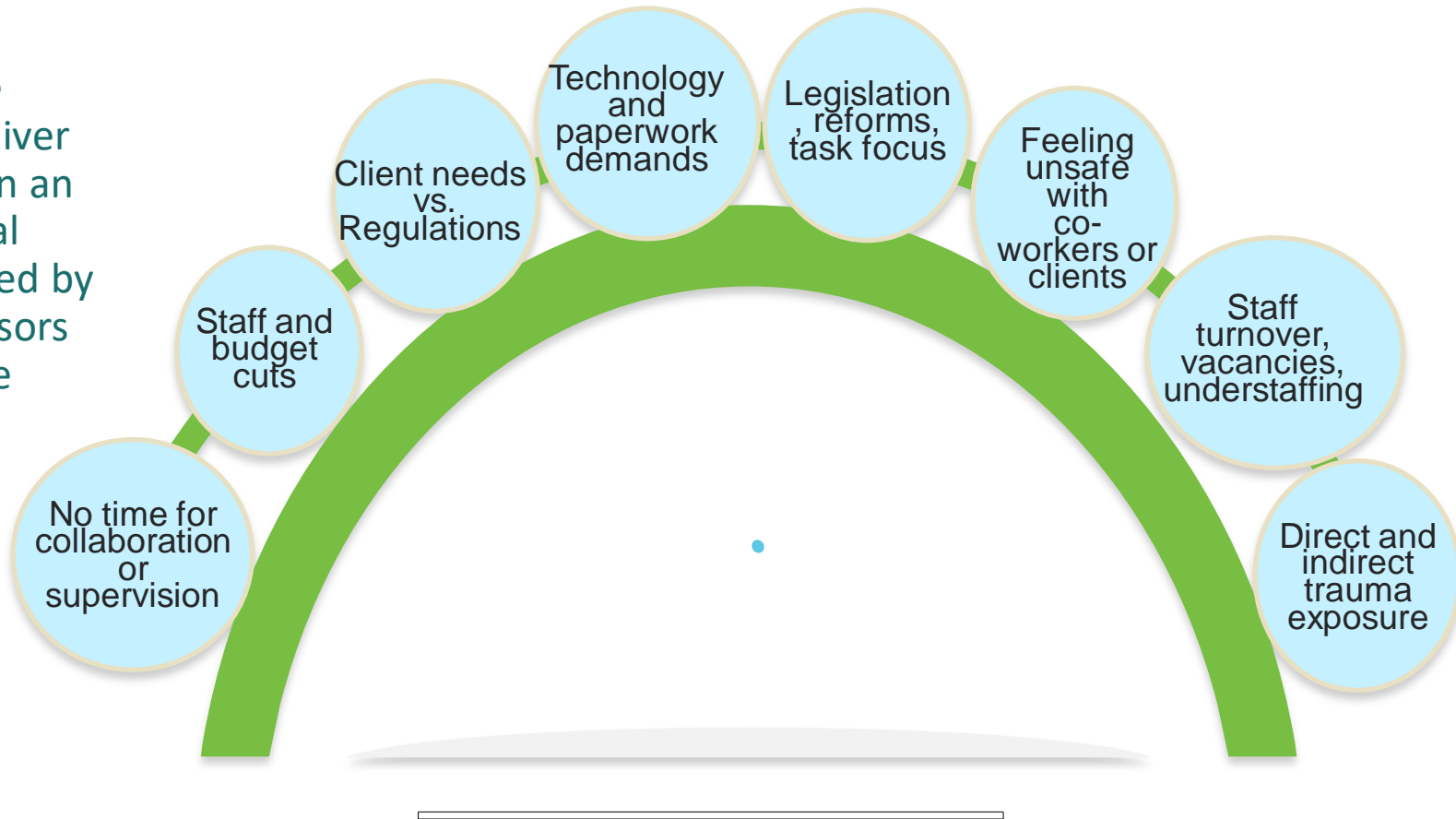
"Anyone have any bold initiatives they'd like to unleash?"

Organizational
Trauma



Organizational Stressors

Providers are unable to deliver quality care in an organizational culture defined by chronic stressors and collective traumas



Trauma Informed Systems Principles

- Understanding Trauma and Stress
- Cultural Humility and Responsiveness
- Safety and Stability
- Compassion and Dependability
- Collaboration and Empowerment
- Resiliency and Recovery



10 Core Principles of System Of Care

Family Voice and Choice
Natural Supports
Collaboration
Teaming
Community Based
Culturally Competent
Individualized
Strength Based
Persistence
Outcomes Based



TRAUMA-ORGANIZED

- Reactive
- Reliving/Retelling
- Avoiding/Numbing
- Fragmented
- Us Vs. Them
- Inequity
- Authoritarian Leadership



TRAUMA-INFORMED

- Understanding of the Nature and Impact of Trauma and Recovery
- Shared Language
- Recognizing Socio-Cultural Trauma and Structural Oppression



HEALING ORGANIZATION

- Reflective
- Making Meaning Out of the Past
- Growth and Prevention-Oriented
- Collaborative
- Equity and Accountability
- Relational Leadership

TRAUMA INDUCING

TO

TRAUMA REDUCING

Relational approaches to data & Decision making

Participatory
Decision-making



Cooperative Inquiry

Data Reflection
Cafes

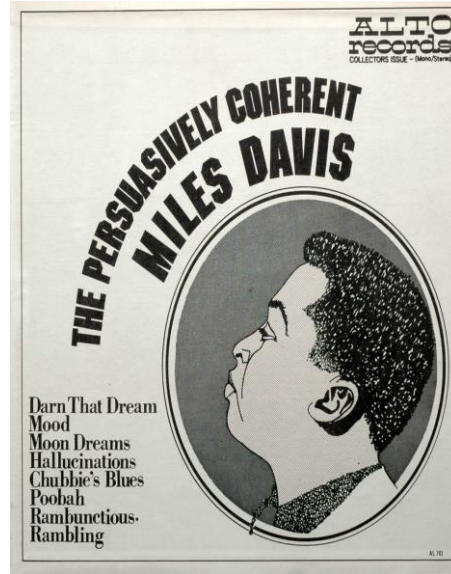


Summary of Relational Healing

Connect



Coherence



Collaboration



Change

“People don’t resist change.
They resist *being* changed.”

(Senge, 1990)

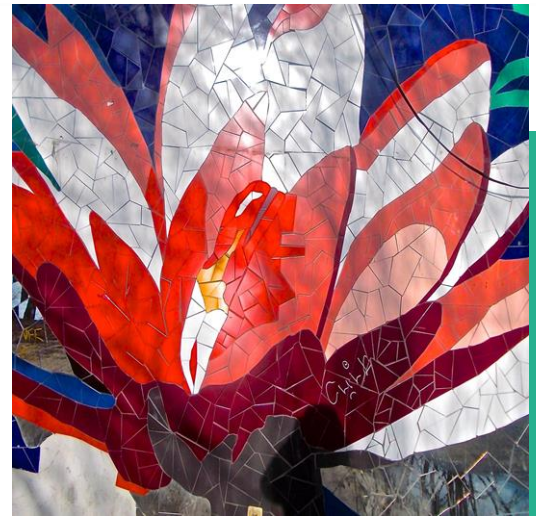


“I must be growing up. I’ve caught myself washing my hands without being told to.”

Thank you!

“May your choices reflect your hopes, not your fears.”

- Nelson Mandela



Resources

- Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others Laura van Dernoot Lipsky with Connie Burk
- National Child Traumatic Stress Network
www.nctsn.org
- Generative Somatics
<http://www.generativesomatics.org/>
- Trauma Transformed T2
<http://traumatransformed.org/>
- Heal SF: <https://healsanfrancisco.org/>