

# TIC Talk: What's the 411...

Basics of Trauma Informed Care

# Agenda

- Intro/Icebreaker
- What is trauma?
- What is trauma informed care?
- Why Should I Care: What's the Impact?
- ACEs and Impact on the brain
- Heal & Restore Power

# What is trauma?

# Non-Trauma Informed Services

# Quote...

*“My caseworker would always accuse me of being non-compliant and she often tell myself and others that I did not want help. That was not true. It was just every time I visited the DHS office I was reminded of that day I was picked up by the police and taken from my parents to this same office. It wasn’t personal, I wish she would have just asked” – Natalie.*

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# What is...

## Trauma Informed Care?

“Trauma-informed organizations, programs, and services are based on an understanding of the vulnerabilities or triggers of trauma survivors that traditional service delivery approaches may exacerbate, so that these services and programs can be more supportive and avoid re-traumatization.”

**(SAMHSA)**

# Core Principles

**Safety** - physical and emotional safety

**Trustworthiness and transparency** - explain the “why”

**Peer support and mutual self-help**

**Collaboration and mutuality** -partnering and sharing power.

**Empowerment, voice, and choice** -

**Cultural, historical, and gender issues** - addresses oppression, biases, stereotypes and build healthy cultural connections

# Common Language

**3Rs**

# A trauma informed organization, program, or system will have...

**Recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system;

**Realizes** the widespread impact of trauma and understands potential paths for recovery;

**Responds** by fully integrating knowledge about trauma into policies, procedures, and practices.

AND seeks to actively **resist re-traumatization.**

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# Trauma: Specific vs. Informed

## Trauma Recovery / Trauma Specific Services

- These are services like collaborative problem solving, mindfulness, Cognitive behavioral therapy

## Trauma Sensitive

- See the person as “What happened to you?” not “What is wrong with you?”

## Trauma Informed Care

- All of the system is looked at

# What Activates You?

A feeling, memory, smell, sound or sight that triggers a physiological response in our bodies.

# Quote...

*“When I hear the sound of sirens, I immediately remember my late brother. That was the sound I heard right before being told by the police that he has passed away due to gun violence” –Aaron.*



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# When trauma happens..

Freeze, Flight, Fight, Fright



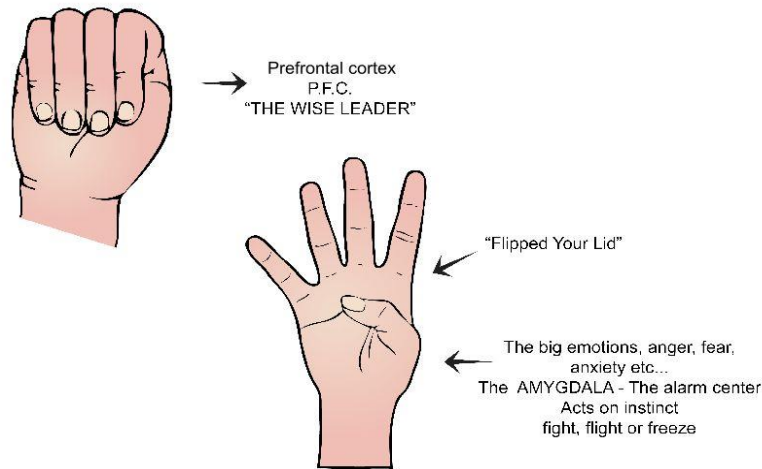
# Impact of Trauma

- Emotional Reactions
- Psychological and Cognitive Reactions
- Behavioral or physical
- Beliefs

*\*\*pay attention to how this intersects with getting basic needs met*

# “Trauma... has biological consequences on the regulation of brain functions....”

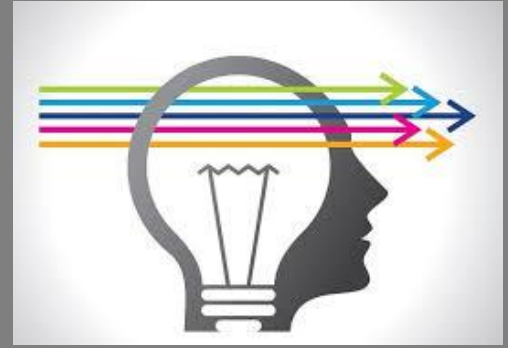
## “Flipping One’s Lid”



Credit: Daniel Siegel, M.D. is the creator of this metaphor and expression "Flipped Lid". Copyright: ©2014 www.sharon Selby.com

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# Moving Us Forward



- **Research & Data**
- **Peers:** Educating & Improving Systems
- **Advances in Neurobiology**

# Adverse Childhood Experiences

- A Study (by Kaiser Permanente & Centers for Disease Control)

## Neurobiology

- The biology of the nervous system
- Epigenetics

# Neurobiology: Takeaways

Our brains change and welcome change!

Healing & Recovery are possible!



# Why

# Should I Care?

# Because....

- **Affects individuals differently.**
- **Shapes are belief systems and reactions to experiences**
- **Typically, trauma overwhelms capacity to integrate experience and engenders:**
  - **Fear**
  - **Helplessness**
  - **A Feeling of worthlessness**
  - **Adaptations or coping skills- drinking/drugs, cutting, isolating, aggression**
- **We strive to avoid triggering those same feelings in the young adults.**
- **Resilience is a factor.**
- **Self actualization is this my trauma or my diagnosis**

# Not the entire picture...

- Neurobiology helps us understand a piece
- Explains what we have known
- Consider also culture, poverty, oppression, race as impacting and protecting
- Societal messaging, Stigma and Bias
- It is more than what you are seeing

# Guiding Values in Trauma-Informed Care

- Communicate with Compassion
- Understand the prevalence & impact of trauma
- Promote safety
- Earn trust
- Embrace Diversity
- Provide Holistic care
- Respect Human Rights
- Empower the person's strengths, choice, & autonomy
- Share Power

# Create Safe Context

## Physical Safety

- Lighting
- Bathrooms
- Exits / Entrances
- Signage (what to expect, where to go)
- Shared Power plans
- End with “what’s next” - predict
- Vicarious trauma prevention plans
- Training
- Scripts

## Emotional Safety

- **Clear & Consistent Boundaries**
  - Be able to state and model
  - Allowed to speak up
- **Transparency**
  - Explain the “why”
  - Eligibility written and explained
- **Predictability**
  - What’s next

# Youth Voice

- Form a Youth Council or Advisory with in agency/organization
- Youth invited during discussion and decision making of rules and policies
- Physical-YOUTH spaces, gender neutral bathrooms

# How Can it be Done?

## Staff Training & Information

- Common language
- Motivation, buy-in
- Ongoing training for all staff

## Policies and Procedures

- Ongoing inclusion of people with lived experience
- Standards of Practice

## Trauma Informed Care Workgroup

- Assess
- Prioritize
- Communicate
- Recommend

## Management Support

- Early and ongoing commitment

# Parallel Process: Consider the Other Side

- We have a providers that are under stress.
- Providers that absorbs the trauma of the service users.
- We have a system populated by trauma survivors.
- We have organizations that can be oppressive.
- Burnout, secondary and vicarious trauma.
- All of this has an impact on the youth and PROVIDER!

**"We have organizations that come to resemble the people we're trying to help."**

# The TLC of TIC: How it's supposed to be...

- **Involves all aspects:** program activities, setting, relationships, and atmosphere (more than implementing new services)
- **Involves all groups:** administrators, supervisors, direct service staff, support staff, and consumers/youth.
- A new way of thinking and acting. DHS culture change.
- Ongoing process of self-assessment, review, hearing from youth and staff, openness to changing policies and practices.

# **The Positives: Healing & Restoring Power:** Tics and Tricks for Your Ticks

- **What does trauma teaches us?**
- **How can I make healthy decisions that are within my control?**
- **How to recognize when I am activated and turn those skills that trauma teaches me to my advantage?**

# Be the Change

***“It’s your reaction to adversity, not adversity itself that determines how your life’s story will develop” –Nelson Mandela***

# Questions?

*For more information on trauma informed care:*

**Website: [fosterclub.org](http://fosterclub.org)**

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**Email: [info@fosterclub.com](mailto:info@fosterclub.com)**

*For more resources visit: [traumainformedoregon.org](http://traumainformedoregon.org)*



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