Building Community Collaboration to Address Trauma & Promote Resilience

Katharine Briar-Lawson, Holly White-Wolfe, Meg Hefty, Jaclyn Wallen, Lisa Good, & Heather Larkin
Goals

• 3 communities – Cross-sector programs & practices to mitigate & prevent ACEs
  – Organizations – trauma-informed & resilient policies, practices, & outcomes
    • Fewer restraints (residential treatment), fewer incident reports (juvenile justice), ACE rapid response (police intervention in family setting)
  – Community collaboratives – shared vision & mission
    • Sector specific interventions & mobilize new change strategies
  – Indigenous leaders & residents
    • Community building & collaboration change facilitators
      – Crisis responses (stabbings, shootings)
The Illinois ACEs Response Collaborative:
The Collaborative seeks to build capacity to foster a movement around ACEs and resilience in Cook County. Cook County is comprised of 40% of the population of Illinois, representing a large geographic and jurisdictional area. It includes the city of Chicago and 127 surrounding suburbs.

Network Description:
The Collaborative includes:
- 32 organizations,
- Four United Way-sponsored collective impact initiatives within Cook County,
- And leverages the expertise of national expert advisors: Laura Porter, Sandra Bloom, Renee Boynton-Jarrett, and Rob Anda.

Strategies for Change: MARC Objectives and Key Learnings

**Legislative**
- Raise awareness and inform policy makers on the pervasiveness and impact of ACEs
- Published data and recommendations related to:
  - Education ➔ Justice ➔ Health
- Hold informational meetings with state representatives

**Community**
- Identify promising principles and practices for addressing ACEs in various sectors across the life course
  ➔ Community Connections Conference: Pathways to Safety, Healing and Wellness
  - 170 attendees joined together to learn from community groups and networks building positive relationships and places of belonging and contribution
- Support neighborhood initiatives to implement trauma-informed (TI) services
  ➔ Cicero Police Training

**Systems**
- Provide practitioners across various sectors with skills that promote TI practice
  ➔ Trauma 201 training
  ➔ Screening/brief intervention for pediatric residents in school-based health
  ➔ Restorative justice
  ➔ TI hospital collaborative

"Helping trauma victims combat trauma, better respond to incidents, being able to identify and cope with my own trauma."

"Can apply info every day and to every call which will in turn help more and make me a better police officer."

South Chicago is dedicated to supporting a resilient culture of safety and wellness for those who have been impacted by violence
- Community cafes and conversation
- Trauma-informed training with CPS principals

**Other Activities:**
- Environmental scan
- Ongoing assessment of membership alignment with network activities
- Webinar series

**Contact Us and Learn More:**
Maggie Litgen, Manager, ACEs Program, mlitgen@hmprg.org
Alexandre Murphy, Director of Health, Alexandre.murphy@uw-mc.org
Visit us online at:
http://www.hmprg.org/Programs/IE+ACE+Response+Collaborative

**Systems Change**
- Original intent to increase effectiveness in community practice
  ➔ Work-groups created
  ➔ Hospitals self-identified that TI in an area of interest but lack capacity building support
- 16 hospitals
  ➔ Capacity building using national experts and peer learning

- Work to institute systems change through TI policies and procedures at the state-, regional-, organizational- and community-levels
  ➔ Informing foundations, changing funding priorities/portfolios
  ➔ Incorporating ACEs training into curriculum
  ➔ Including TI vision in strategic planning documents

- Use data to capture targeted areas of the Collaborative’s impact to improve policies, services, and practices, and drive systems change in Illinois
  ➔ Data committee analyzing BRFSS data to create policy recommendations
The Town of Cicero

- 83,972 people as of the last census, estimated actual numbers are closer to 110,000 people
  - 90% Latino, of that 90% are of Mexican descent, 82% Spanish speaking
  - Growing African American population, declining Caucasian population
  - 1/3 of the population is under 18 years old
- Blue collar, working class (factory work)
- 7% are college graduates
- Average income $15,378 vs. $29,829 nationally
Trauma in the Community

• Trauma screening completed at Morton High Schools by psychologist and school based counselors

• 1500 students completed the Trauma Exposure Checklist and Post-Traumatic Stress Disorder Symptom Scale

• Huge lack of resources and very few support staff (only 4 social workers in the Cicero high schools)
How many Cicero youth have experienced significant trauma?

- Freshmen Students: 3% (97%)
- Alternative Students: 2% (98%)
- Across the Nation: 33% (67%)
How does trauma impact Cicero youth?

PTSD Symptom Scale: score of 14 or above indicates moderate to severe PTSD

Morton FC: 15
Morton Alternative: 18
Schools & Parents

- Trained all High School Security Staff
- Trained all High School Social Workers, Counselors, Psychologists, and Deans
- Parent Workshops
- High School District-wide training for all staff (in process)
- High School district doubled social work staff
Police Department Data

• Police Data Background Perspective
  – Common types of calls - disturbances, domestic violence, gang crimes, residential burglaries, robberies, car-jackings
  – Gangs - 22 active street gangs, primarily Hispanic, recent trend of historically black gangs establishing presence
  – Violent Crime - primarily gang related, shooting victims and homicides, and currently violent armed robberies and car-jackings
Cicero Police Gang Crimes Unit
Gang Related Shooting-Homicides
1998-2018
Police and Community Partnerships

- Neighborhood Watch
- Juvenile Improvement Program
- Cicero Community Collaborative
  - Health & Safety Committee
- Cease Fire
- Clergy Committee
- Parent Patrol
- Youth and Police Summit
- Youth and Police Basketball Tournament
The Need for Trauma Workshops

• Suicide Article
  – Catalyst for proposal for Superintendent of Police
  – More officers die from suicide than in the line of duty. DOJ reported that Chicago suicide rates are 60% higher than national average.

• Creation of Beyond Trauma Partnership
  – Through the Safety Committee
  – All individuals volunteered, were invested in Cicero through their work/personal life
  – No money

• Began writing curriculum
  – Grassroots
First Round - Implementation

- Proposed idea to Command Staff to get them on board
- Interviews with individual officers
- 8 Hours
- Very interactive (activities, videos, reflection, roleplay)
- Split into three parts
  - What is Trauma?
  - Trauma Informed Policing
  - How Trauma Impacts the Officer
- Weekly for 3 months, 10 people per session
- Separate Command Staff specific training
Part 1 - What is Trauma?

- Definition and examples of trauma
- How trauma impacts the brain
  - Flight, Fight, Freeze
  - Brain Scans
- ACES
- Epigenetics
- Trauma responses
Part 2 - Trauma Informed Policing

- Forensic Experiential Trauma Interview (FETI)
  - Roleplay
- Scenarios
  - Domestic Violence
  - Youth
  - Prostitution
- Children on the Scene
  - Techniques
  - Personal Stories
Part 3 - Trauma and the Officer

- Vicarious Trauma/PTSD
- Suicide Risks
- Wellness/Self Care
  - Physical
  - Emotional
  - Relationships
  - Psychological
- Retirement
Our Data

- 119 Participants
- Data collected from pre and post surveys administered before and after the training
- 92% stated the overall training was useful or very useful

- Trauma Informed
  - Increased their level of knowledge and awareness regarding stress and trauma
  - Increased how prepared they felt to respond to those exposed to traumatic experiences
  - Increased their confidence level in identifying signs of trauma
  - Increased their level of knowledge about trauma-informed policing strategies/techniques
  - Increased their interest in developing a trauma-informed police department

- 56% interested in LEO training in Mental Health and 45% interested in Annual Mental Health Check-Ins
- 35% interested in a Peer Support Program
Sharing Data

• Presented it to Command Staff
• Helped justify the launch of the Wellness committee within the department
  – Subcommittees Formed
    • Mental Health
    • Peer Support
    • Physical
    • Retirement/Transition
    • Communication
Handle With Care

- Adapted from West Virginia
- Handle with Care is now standard operating procedure
- Police Interaction with Juvenile (i.e. witness to domestic violence)
- Police contact Handle With Care
- School is contacted
- If requested direct linkage to services
Proposed Next Steps for Department

- Cicero PD will incorporate trauma informed policing into the standard operating procedures
- Peer Support Program written into the general orders
- Incentives for participating in physical wellness initiatives and annual mental health check-ins
- Further Training
  - Currently Second Round Trainings - Domestic Violence & Officer Wellness
OUR NETWORK
“We bring the community together to prevent, heal, and treat ACEs while promoting resiliency.”

Sonoma County ACEs Connection became a community coalition in March 2016, adhering to the traditional definition of a coalition with a defined set of relationships among a group of member organizations and individuals that commit to a collective goal and shared decision-making. Members include representatives from many sectors including education, law enforcement, government agencies, media, health, and human service non-profits. In June 2016, the coalition agreed to adopt the MARC grant goals as the coalition’s goals.

MARCOBJECTIVES

A. Formalize and strengthen Sonoma County ACEs Connection infrastructure.
B. Build community capacity to understand and address ACEs and foster resilience.
C. Leverage existing community engagement and development activities to align with and promote the ACEs prevention and trauma informed frameworks.

OUR KEY LEARNINGS

Backbone staff ensures coordination and collaboration.

A cross sector network can raise awareness of a broad section of the community—ours is now taking first action steps towards changing practices and policies.

The ACE pyramid needs to include a reframe around being informed of historical trauma/racism, coping, and adaptive behaviors that relieves individuals of blame or shame, while acknowledging community level adversity.

“Not everybody embraces a compassionate approach to dealing with people, but the hard-to-argue-with brain science can help overcome that resistance.”
-Detective Tim Raymond
2016-17 ACEs Fellow

“You feel alone doing this work, like you’re starting from scratch. But here, I felt like I had some reinforcement—people who really want to understand and share this information.”
-Isabel Lopez
2016-17 ACEs Fellow

CONTACT US
Holly White-Wolfe, MBA
hwhitewolfe@schsd.org
707.565.5266

WWW.ACESCONNECTION.COM/G/SONOMA-COUNTY-ACES-CONNECTION
With Climate-Related Disasters, Trauma & Resiliency Become Daily Phrases
Signs and Symptoms of Trauma

**Cognitive:**
- Intrusive thoughts of the event that may occur out of the blue
- Nightmares
- Visual images of the event
- Loss of memory and concentration abilities
- Disorientation
- Confusion
- Mood swings

**Physical:**
- Easily startled
- Tremendous fatigue and exhaustion
- Edginess
- Insomnia
- Chronic muscle patterns
- Changes in sleeping and eating patterns
- Vague complaints of aches and pains throughout the body
- Extreme alertness; always on the lookout for warnings of potential danger

**Behavioral:**
- Avoidance of activities or places that trigger memories of the event
- Social isolation and withdrawal
- Lack of interest in previously-enjoyable activities

**Psychological:**
- Overwhelming fear
- Obsessive and compulsive behaviors
- Detachment from other people and emotions
- Emotional numbing
- Depression
- Guilt - especially if one lived while others perished

Source: [https://www.cascadebh.com/behavioral/trauma/signs-symptoms-effects/](https://www.cascadebh.com/behavioral/trauma/signs-symptoms-effects/)
ACEs Connection and ACEs Fellows Vital to Response
Start your own...

ACEs Connection Group
• https://www.acesconnection.com/blog/how-to-start-a-group

ACEs Fellowship
• https://www.acesconnection.com/g/sonoma-county-aces-connection/blog/how-to-aces-and-resiliency-fellowship
ACEs & Resiliency Fellowship

- 9 month interdisciplinary to develop community educators
- Application process & acceptance packet
- Staffing & funding for the trainings
- Rob Anda, Laura Porter
- Webinar with Montana community
- Tracking, community awareness
- ACE fellows today
Healthy Environments and Relationships that Support (HEARTS):
A Multi-systemic Collective Response to Adverse Childhood Experiences (ACE)
The Albany, NY MARC Project

MARC Project led by University at Albany and La Salle School
Addressing ACEs and building resilience in the state Capital region area, including: Albany, Schenectady, Rensselaer, Schodack, Saratoga
Social service agencies serving as training, capacity building and systems change agents
State-wide partnership with Indigenous community leaders, neighborhood peer supports
Grassroots social movement

HEARTS/MARC
HEARTS/MARC aims to reduce ACEs and build resilience by supporting ACE-informed services, systems, and community wide impact through:
• Cross-sector collaboration
• Community capacity-building
• Social policy advocacy
• Workforce development
• ACE/trama-informed programs
• Evidence-supported interventions and emerging practices
• Grassroots level engagement with Indigenous leaders as policy entrepreneurs

How We Developed
• ACE Think Tank and Action Team meetings launched at UAlbany in 2007
• Promoted ACE-related information-sharing and networking for community members and agency leaders
• While ACE awareness increased, strong relationships forged and evolved over time

Before and after comparisons to answer questions of community impact.

Our Approach: Restorative Integral Support
Restorative Integral-Support (RIS): A comprehensive model for a whole person/whole agency/ whole systems/ whole community approach.
• Guides multi-faceted ACE response: leadership, policy change, integrated services, culture of health
• Emphasizes importance of social support for resilience and recovery, including provider self care.

HEARTS/MARC Activities

Key Learnings
• NYS Council on Children & Families partnership for state agency collaboration and cross-sector policy framework development
• Dissemination: e.g. Disability Services Toolkit: http://marc.healthfederation.org/albanycapital-region-ny/trauma-informed-toolkit
• Engaged county and city officials with new policy learning communities in development
• Information sharing and support for Indigenous neighborhood leaders, e.g. Policy Entrepreneurs
• ACE Think Tank and Action Team meetings launched at UAlbany in 2007
• Promoted ACE-related information-sharing and networking for community members and agency leaders
• While ACE awareness increased, strong relationships forged and evolved over time

Desired Outcomes
Short-term
• Increase awareness, knowledge, and use of ACE/trauma-informed/resilience-building strategies
• Policy makers and organizational leaders increasingly use ACE data to inform policy/systems change decisions

Long-term
• ACEs are routinely screened for and addressed across community support settings
• Increase access to trauma-informed services for children and adults

Preliminary
• Increase awareness, knowledge, and use of ACE/trauma-informed/resilience-building strategies
• Policy makers and organizational leaders increasingly use ACE data to inform policy/systems change decisions

Contact Information
Heather Larkin, PhD and Katharine Briar-Lawson, PhD
University at Albany, State University of New York · Phone (518) 442-3300
Dave Wallace, LCSW
La Salle School · Phone (518) 442-6731

MARC Objectives
- Mobilizing action for resilient communities
- Building an effective ACE resilience movement by expanding ACE screening, ACE-informed services, sector-specific networks beyond the region, new sector partnerships
- Create a learning and innovation exchange community through training and collaboration opportunities, data-based improvement indices, and continuous quality improvement with each partner agency
- Engage policy leaders through meetings and training, advance policy objectives through media outlets, and support policy entrepreneurs

Network Description

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HEARTS/MARC

Healthy Environments and Relationships That Support

- UAlbany
- LaSalle
- St. Anne's
- St. Catherine's
- Northern Rivers
- PCANY
- Trinity
- CFDS
- Senior Hope
- CDPHP
- NYS CCF
- Troy Housing Authority
- HATAS
- IPH
- Community Hospice
- WRI
- WAIT House
- Orenda
- United Way

Reaching Populations Statewide

IMPACTS ON:
- Media
- Schools and Early Childhood Education
- Policy Makers
- Law Enforcement
- Healthcare
Policy Developments

• MARC/HEARTS – multidimensional:
  – State framework (state agency collaborative)
  – County and city level meetings with social services, law enforcement, fire
  – Social Service Agency level policy on trauma/resilience
  – Grassroots level:
    indigenous leaders
Urban Grief, SNUG

- Holistic approach to trauma
  - Handout – enhanced ACE survey, link

- Urban grief
  - Partnerships with police & leaders in most vulnerable communities
  - Rapid response for bystanders, secondary trauma in neighborhoods, families (victims & perpetrators)
    - Trauma intervention in communities, ER’s

- SNUG (”guns” backwards)
About Urban Grief

✓ Urban Grief is trauma informed and healing centered community based organization.
✓ Urban Grief responds to the traumatic impact of community violence, death and loss through community education, crisis response, victim advocacy and grief support.
✓ Urban Grief provides relevant and relatable information about trauma, grief, self-care, resiliency, and victim services.
✓ UG acknowledges the prevalence of Adverse Childhood Experiences (ACEs), along with chronic exposure to traumatic events, and strives to avoid further re-traumatization.
Trauma Informed Care

• Aim to avoid re-victimization.
• Appreciates many problem behaviors began as understandable attempts to come.
• Strives to maximize choices for the survivor and control over the healing process.
• Seeks to be culturally competent.
• Understands each survivor in the contest of life experiences and cultural background.

(Alvarez and Sloan, 2010)
Core Work

- Trauma Response Community Outreach
- Injured Victim Outreach
- Victim Advocacy
- Home-based victim case management
- Homicide Survivor Support
- Individualized Crisis Response
- Crime Victim Compensation Application Assistance
- Trauma/Grief/Loss Education
- Informational Resources/ Referrals
- Support Groups/Events
SNUG (GUNS) began in 2009 as a statewide implementation of the Cure Violence Model, administered by New York State Division of Criminal Justice Services.

- Public Health approach to reduce gun violence.

- Since 2009 SNUG has evolved into the NYS SNUG Street Outreach program and currently receives $4.78 million in funding.

- Local implementation - The 518 SNUG program in Albany is implemented by Trinity Alliance of the Capital Region.
- Serves high risk individuals ages 16 and up.

- Services: Outreach, hospital intervention, conflict mediation and case management.

- Violence has a direct and indirect impact on communities and service systems.
- Direct impact: Death, Injury and Disability.
URBAN GRIEF PRESENTS
MOVIE SCREENING

RESILIENCE
THE BIOLOGY OF STRESS & THE SCIENCE OF HOPE

Thursday, October 18, 2018
Free Dinner @ 5:00 pm • Film & Panel @ 6:00 pm

Panelists:
Jerry Ford • TEAM HERO, Block Center
Jennifer Livingston • TEAM HERO, Block Center
Carrie Reif • Rhema Revealed Ministries
Damonni Farely • Common Thread Consulting
Lisa Good • Urban Grief

Hosted by:
The Sanctuary for Independent Media
3361 6th Avenue in North Troy, New York
www.mediasanctuary.org
Policy Entrepreneurs

• Community residents, current or former service users with interest in ACES and resilience.
  – Become trained as community builders around knowledge of ACES and resilience
    • Knowledge in ACES, ACE resilience, & ACE scoring
• Network with & host peer based informational sessions on ACES with community & agency groups
• Serve as ACE and ACE resilience knowledge brokers with select neighborhoods & communities
Policy Entrepreneurs’ Activities

• Policy Entrepreneurs (PE) are from Albany, Schenectady, & Troy, representing communities or populations which typically experience high ACEs.
• All PEs have received basic training about ACEs
• Recent/upcoming activity examples
  – Better Together: Monthly Group, Resilience Tip Sheet (Albany)
• Newsletter: PE Profiles: Resiliency in Action (Albany)
• Independent short Film with community viewing & panel (Schenectady)
• Nuts and Bolts: Behind the Scene School Workers-Community presentation and Panel (Troy)
• C.A.T. (Caring Adults Training): Faith based youth leader training
Selection Criteria

– Must be a part of the community as a resident
– Dedicated to serving community and giving back
– Have experienced or know someone who has experienced an adverse childhood experience and want to help
– Desire to educate others in ACEs and ACE resilience
– Believe that ACE informed programs and resilience are necessary for successful recovery
– Believe in peer support and spreading the news about ACE and ACE resilience services
Resource Links

[www.aceresponse.org](http://aceresponse.org)

**Webinars:**
[http://aceresponse.org/how_we_help/Webinars_3_53_sb.htm](http://aceresponse.org/how_we_help/Webinars_3_53_sb.htm)

**Articles & other resources:**
[http://aceresponse.org/give_your_support/HEARTS-Accomplishments_24_45_sb.htm](http://aceresponse.org/give_your_support/HEARTS-Accomplishments_24_45_sb.htm)

**Worksheets:**
Questions?