Understanding Trauma-Informed Care Principles

Presenters

Vanessa Perry DeReef, Ph.D.
Chief Training Officer
Metropolitan Peace Initiatives

Tina Cooper, LCSW, CADC
Director of Training
Metropolitan Family Services

metropolitan PEACE INITIATIVES

Trauma-Informed Care: The 6 Principles

Tina Cooper, LCSW

Group Norms

Objectives

- Discuss what is trauma

- Understand the six principles of trauma-informed care (TIC) and the CP4P re-defined principles as they relate to violence prevention

- Explore how to apply the CP4P re-defined TIC principles to the work that you do

Icebreaker/Community Builder

Six Principles of Trauma-Informed Care
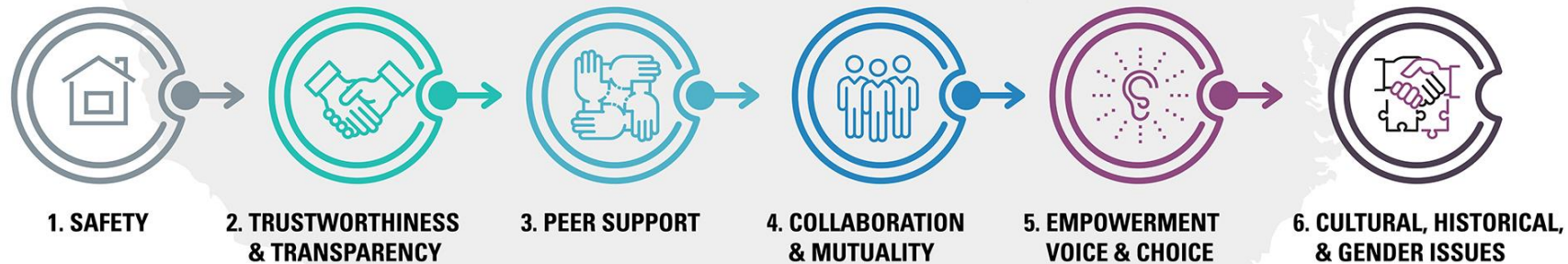
Trauma-Informed Approach

- ***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;

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

- Seeks to actively ***resist*** re-traumatization.

6 Principles of Trauma-Informed Care

6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC's Office of Public Health Preparedness and Response (OPHPR), in collaboration with SAMHSA's National Center for Trauma-Informed Care (NCTIC), developed and led a new training for OPHPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work. Participants learned SAMHSA'S six principles that guide a trauma-informed approach, including:

1. SAFETY

2. TRUSTWORTHINESS & TRANSPARENCY

3. PEER SUPPORT

4. COLLABORATION & MUTUALITY

5. EMPOWERMENT VOICE & CHOICE

6. CULTURAL, HISTORICAL, & GENDER ISSUES

Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. On-going internal organizational assessment and quality improvement, as well as engagement with community stakeholders, will help to imbed this approach which can be augmented with organizational development and practice improvement. The training provided by OPHPR and NCTIC was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.

CP4P

SAMHSA

6 Principles of Trauma-Informed Care: Safety

- **Safety:** Throughout the organization, staff and the people they serve, whether children or adults, feel physically and psychologically safe.

CP4P Re-Defined

- **Safety:** Make accommodations to intentionally create a safe environment, both physically and mentally.

6 Principles of Trauma-Informed Care: Trustworthiness/Transparency

- **Trustworthiness & Transparency:** Organizational operations and decisions are conducted with transparency with the goal of building and maintaining trust with clients and family members, among staff, and others involved in the organization.

CP4P Re-Defined

- **Trustworthiness/Transparency:** Maintain consistency and integrity in relationships by being honest and understanding.

6 Principles of Trauma-Informed Care: Peer Support

- **Peer Support:** Peer support and mutual self-help are key vehicles for establishing safety and hope, building trust, enhancing collaboration, and utilizing their stories and lived experience to promote recovery and healing.

CP4P Re-Defined

- **Peer Support:** Value perspectives of individuals who have lived life experience and work together to improve services that are needed.

6 Principles of Trauma-Informed Care: Collaboration & Mutuality

- **Collaboration & Mutuality:** Importance is placed on partnering and the leveling of power differences between staff and clients and among organizational staff from clerical and housekeeping personnel, to professional staff to administrators, demonstrating that healing happens in relationships and in the meaningful sharing of power and decision-making.

CP4P Re-Defined

- **Bonding/Partnership:** Meet individuals where they are at by understanding and using their language to support shared decision-making.

6 Principles of Trauma-Informed Care: Empowerment, Voice, & Choice

- **Empowerment, Voice, & Choice:** Throughout the organization and among the clients served, individuals' strengths and experiences are recognized and build upon. Clients are supported in shared decision-making, choice, and goal setting to determine the plan of action they need to heal and move forward.

CP4P Re-Defined

- **Empowerment, Voice, & Choice:** Listen and recognize the experiences of the others by encouraging the use of their journey to promote healing.

6 Principles of Trauma-Informed Care: Cultural, Historical, & Gender Issues

- **Cultural, Historical, & Gender Issues:** The organization actively moves past cultural stereotypes and biases, offers access to gender responsive services, leverages the healing value of traditional cultural connections, incorporates policies, protocols, and processes that are responsive to the racial, ethnic and cultural needs of individuals served, and recognizes and addresses historical trauma.

CP4P Re-Defined

- **Cultural, Historical, & Gender Issues:** Create a system of educational standards for underserved communities that includes compassion, safety, and validation of all individuals.

Small Groups Activity

- Divide into 6 small groups

- Each group is assigned a principle

- That group will give 2-3 examples of how the principle is implemented in your work

- Each group will report out to the larger group

Break – 10 minutes

Trauma is a fact of life. It does not, however, have to be a life sentence.

Peter A. Levine

TIC Principle #1: Safety

What is safety?

- Make accommodations to intentionally create a safe environment, both physically and mentally.

Things to Consider

- Pay attention to **location**; is this the safest place to meet with the participant?

- What **transportation** is available?

- How are things within the **home environment**?

- Is this **resource** the best for participant?

- How is the **group composition**?

- Anything else…?

TIC Principle #2: Trustworthiness/Transparency

Trustworthiness/Transparency

- Maintain consistency and integrity in relationships by being honest and understanding.
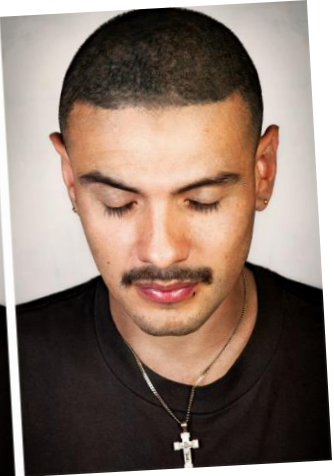
Foundation of Trust

- Practicality
- Intimacy
- Credibility/Integrity
- Reliability
- Self-awareness & Focus
- Authenticity

Biases, Trust, and Transparency

Large Group Activity

- Think of a person in your life who has supported you
- What did that person do to make you feel that you could trust them?

TIC Principle #3:
Peer Support

Peer Support

- Value perspectives of individuals who have lived life experience and work together to improve services that are needed.

How Self Affects Our Work

How do you show up in the different environments that you navigate?

- Self-awareness
- Licensed to operate (LTO)

The Power of Connection

- **Loving** and **supportive** connections with individuals and communities offer people the security which allows them to build trust, be vulnerable, and grow.

- Be intentional about how and when you self-disclose

Break – 5 minutes

Trauma is a fact of life. It does not, however, have to be a life sentence.

Peter A. Levine

TIC Principle #4: Bonding/Partnership

Bonding/Partnership

- Meet individuals where they are at by understanding and using their language to support shared decision-making.

Meeting people where they are

- We must be aware of a person's values, style, needs, and emotions
- This helps us connect with them in a way that is effective for them

Toolbox for shared decision making

To be effective, we need to:

- Build and maintain the relationship

- Understand their language

- Use verbal and non-verbal communication

- Understand their trauma

- Be self-aware of your trauma

Be an empathic listener

- Be present
  - Put your phone away
- Be an active listener
- Refrain from criticism
- Adjust your body language
- Paraphrase to understand
- Don't fill up silence
  - Learn to sit with discomfort
- It's not about you

TIC Principle #5: Empowerment, Voice, & Choice

Empowerment, Voice, & Choice

- Listen and recognize the experiences of the others by encouraging the use of their journey to promote healing.

Group Discussion

- Thinking about the person who you trusted or supported you in your life, how did they make you feel empowered?

- When did you begin to feel that you had a voice and a choice?

TIC Principle #6: Cultural, Historical, & Gender Issues
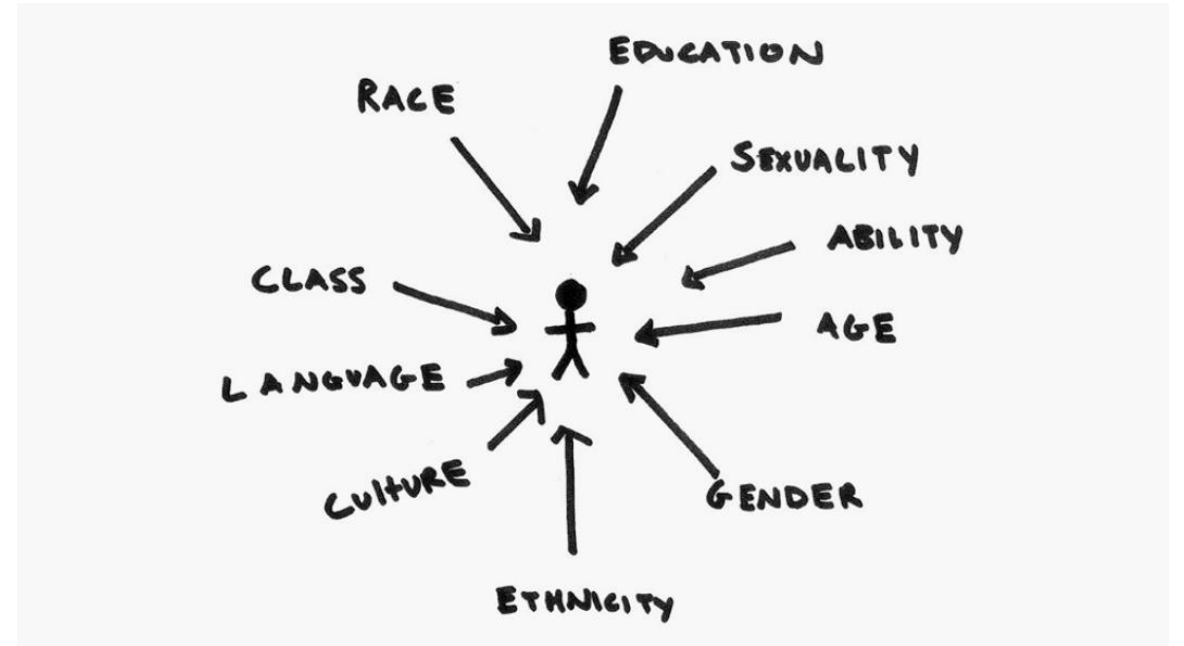
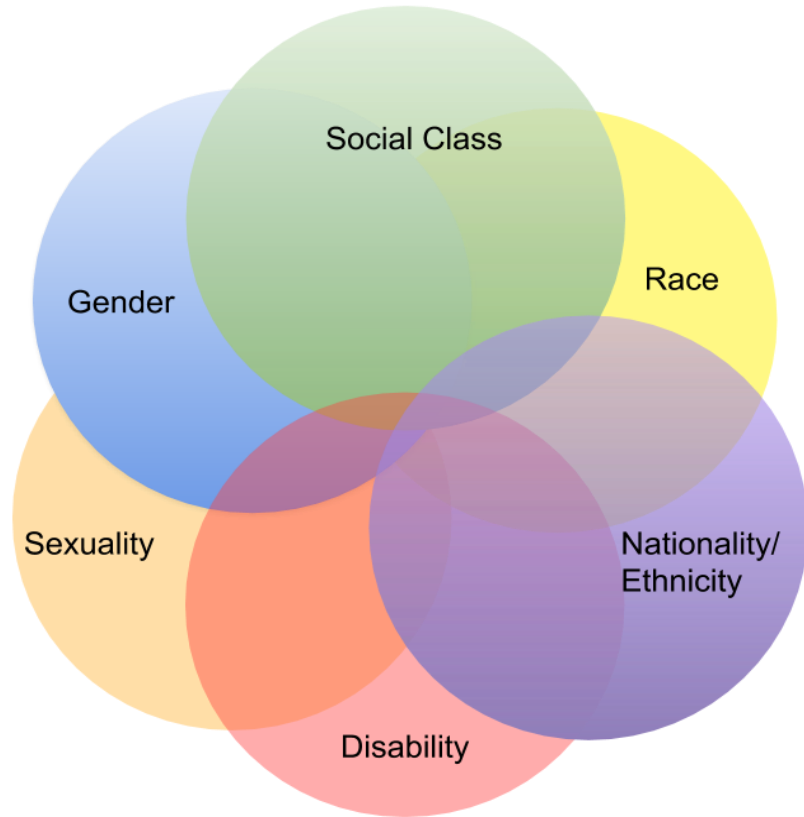# Cultural, Historical, & Gender Issues

- Create a system of educational standards for underserved communities that includes compassion, safety, and validation of all individuals.

Privilege

Intersectionality

Authenticity

Wrapping up

- Final thoughts

Questions

Resources and References

- The Deepest Well: Healing the Long-Term Effects of Childhood Adversity - Nadine Burke Harris
- Trauma and Recovery: The Aftermath of Violence--From Domestic Abuse to Political Terror - Judith Herman
- The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma - Bessel van der Kolk
- Trauma - Meek Mill
- Pound Cake Instrumental - Drake
- Trauma and the Brain
- Take The ACE Quiz — And Learn What It Does And Doesn't Mean - NPR
- Philadelphia Expanded ACEs
- Understanding Adverse Childhood Experiences
- The Truth About ACEs
- Stress & Early Brain Growth
- How Childhood Trauma Affects Health Across a Lifetime - Nadine Burke Harris

Resources and References

- A Child's Perspective of a Traumatic Experience - Sesame Street
- We Can Prevent ACEs - CDC
- 6 principles of Trauma-Informed Care - CDC/SAMHSA
- https://blog.jostle.me/blog/ways-to-build-trust-at-work
- www.crisisprevention.com
- https://www.merriam-webster.com/dictionary/bias
- https://www.merriam-webster.com/dictionary/authenticity
- https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/value-of-peers-2017.pdf
- https://innerwill.org/meet-them-where-they-are/
- https://www.helpguide.org/articles/relationships-communication/nonverbal-communication.htm
- https://youtu.be/HAIiqOG4KBU