

A TRAUMA INFORMED APPROACH TO BUILDING RESILIENT YOUTH-SERVING ORGANIZATIONS & SYSTEMS



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Workshop Objectives

1. Based on ACE science, highlight the prevalence & impact of childhood trauma at individual, organizational, & community levels.
2. Understand how key TIC principles and models can provide a pathway for youth-serving organizations to become more trauma informed.
3. Evaluate one organization's implementation of TIC.
4. Learn about current and projected trauma-informed system collaboration in El Paso to improve our system of care.

Consider “ANA”



Consider “DAMIAN”



A Shared Definition

The 3 Es

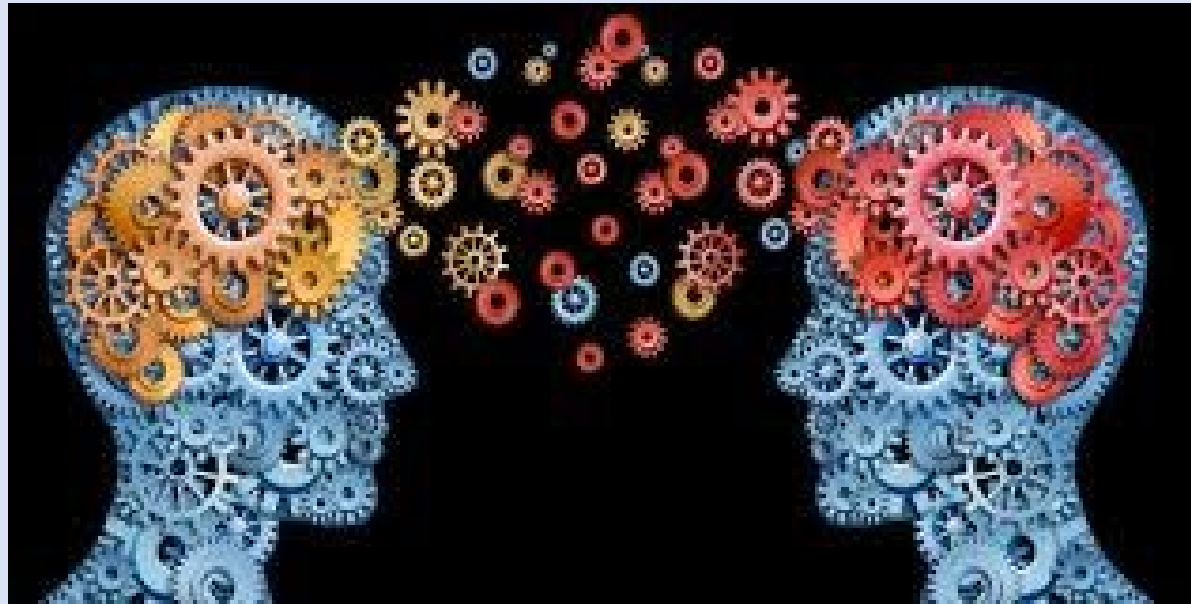


Event, series of events, or set of circumstances that is **experienced** by an individual as physically and/or emotionally harmful or threatening and that has **lasting adverse effects** on the individual's functioning and/or **physical, social, emotional, or spiritual well-being**.

What are some examples of trauma/traumatic experiences among those served by our Center?

Examples of Traumas that May Affect Youth





The Science Behind Our Commitment to TIC

Adverse Childhood Events & Adverse Community Experiences

The Global Impact of Trauma

ACEs & their Prevalence

The three types of ACEs include

ABUSE



Physical



Emotional



Sexual

NEGLECT



Physical

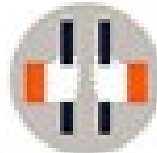


Emotional

HOUSEHOLD DYSFUNCTION



Mental Illness



Incarcerated Relative



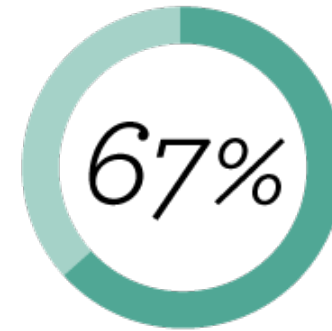
Mother treated violently



Substance Abuse



Divorce



reported at
least 1 ACE



reported 3
or more ACE

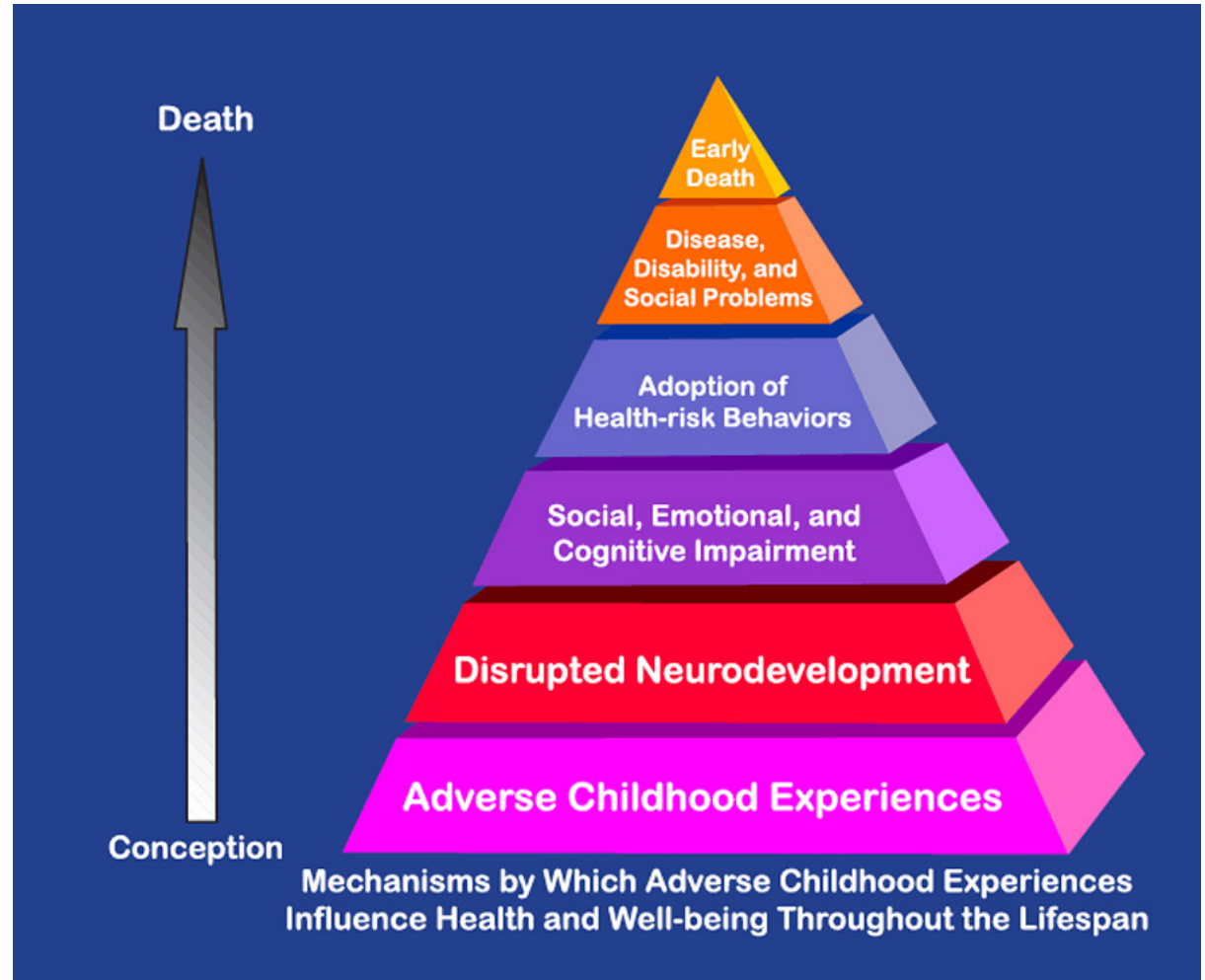
Nearly 90% among the populations served by behavioral health entities have experienced one or more ACEs.

(SAMSHA)

ACEs & their Impact

WHAT IMPACT DO ACEs HAVE?

As the number of ACEs increases, so does the risk for negative health outcomes



The Pair of ACEs

Adverse Childhood Experiences

Maternal
Depression

Physical &
Emotional Neglect

Emotional &
Sexual Abuse

Divorce

Substance
Abuse

Mental Illness

Incarceration

Domestic Violence

Homelessness

Adverse Community Environments

Poverty

Discrimination

Community
Disruption

Lack of Opportunity, Economic
Mobility & Social Capital

Poor Housing
Quality &
Affordability

Violence

Connecting the ACES & TIC Dots



In March, 2017, Oprah Winfrey discussed the “life changing question” in addressing childhood traumatic stress.

Oprah has now become a national advocate for Trauma Informed Approaches.

CBS News, 60 Minutes

How ACE Science Leads us to TIC

- Our consumers are likely affected by past or present traumatic stress.
- Our staff—who are hired from the general population—are likely affected by past or present traumatic stress.
- Our organizations—who are dedicated to serving all individuals, especially those impacted by trauma—are affected by traumatic stress.

*It is **best practice** to incorporate trauma-informed approaches into our systems of care to promote optimal outcomes for our consumers and staff.*

What is TRAUMA INFORMED CARE?



REALIZES

- The prevalence of trauma

RECOGNIZES

- How trauma affects all individuals with the program, organization or system, including its own workforce

RESPONDS

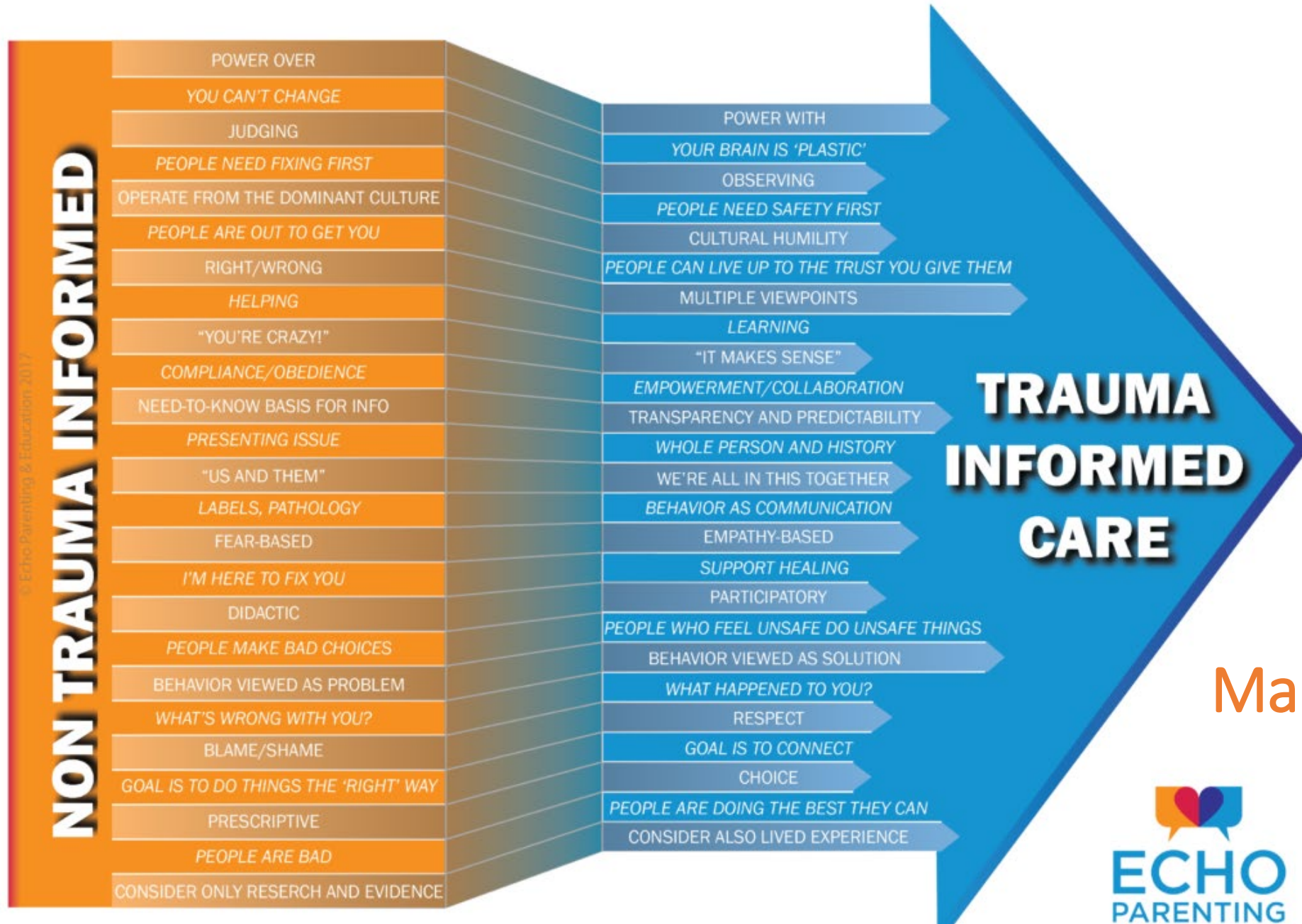
- By putting this knowledge into practice

RESISTS RE-TRAUMATIZING PRACTICES OR BEHAVIORS

“A program that is trauma-informed realizes the widespread impact of trauma and understands the potential paths for healing; recognizes the signs and symptoms of trauma in staff, clients, and others in the system, and responds by fully integrating knowledge about trauma into policies, procedures, practices, and settings.”



RESPONDING BY PUTTING KNOWLEDGE INTO PRACTICE



Making the Shift



Implementing TIC at the Child Guidance Center

Roadmap for a Multi-year Commitment

TIC Model Implementation Successes & Outcomes

Foundations of TIC Initiative at the El Paso Child Guidance Center

Committing to a **CULTURE OF CARE** that is Trauma-Informed

- Shared knowledge base: evidence-based, strengths-based, culturally-grounded, ecological, resiliency-informed
- Shared language & principles

Creating a **ROADMAP** for multi-year initiative

- Assessment
- Action Planning

Evaluation & Continuous **IMPROVEMENT**

- Performance Management Tool
- Staff Focus Groups

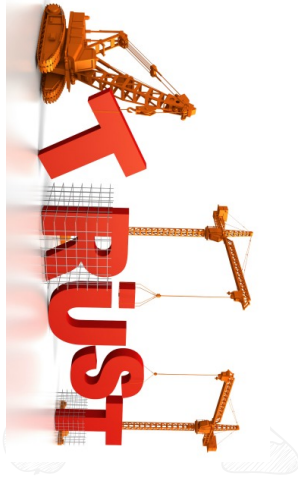


Implementing a Comprehensive Trauma-Informed Approach



SAFETY

Emotional
Physical
Social



TRUST

Consistency
Clarity
Commitment



COLLABORATION

Comprehensive
Voice
Resources



PEER SUPPORT

Support
Connection
Empathy



EMPOWERMENT

Efficacy
Power/control
Choice

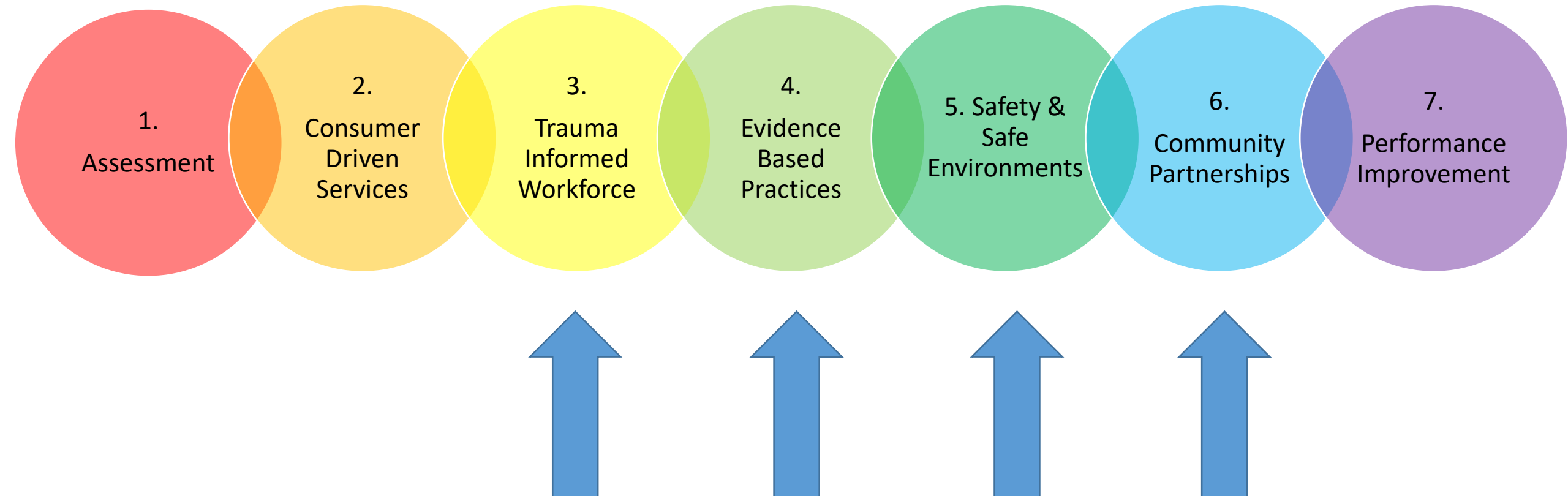


CULTURE

Historical
Gender
Current events

NATIONAL COUNCIL FOR BEHAVIORAL HEALTH

7 Domains of TRAUMA-INFORMED SYSTEMS



ACTIVITIES OF 2018 TIC CGC INITIATIVE

3. Trauma Informed Workforce

- Workshops received & provided regarding Trauma Exposure Response
- Use of ProQOL and other tools to foster awareness
- Trauma-informed supervision for support & action planning
- All staff monthly gatherings, annual retreat

4. Evidence Based Practices

- Staff trained in trauma-specific, evidence-based treatments to serve youth & families across age spectrum:
 - CPP
 - PCIT
 - TF-CBT
 - EMDR
- Implementation of evidence-informed TIC Toolkit: *Reaching Teens*

5. Safety & Safe Environments

- Assessment: Safety & Safe Environment; Client-led focus groups & physical walk-throughs of space
- Updates & improvements to waiting areas, decorations to create welcoming space
- Focus on felt safety: physical, emotional, social

6. Community Partnerships

- Partnerships with nearly 10 agencies/entities along 8 projects
- Leadership in Family Leadership Council
- Prioritization of education and behavioral health partnerships to promote TIC, including school districts & alternative schools

SUMMARY OF OUTCOMES

3.

Trauma Informed Workforce

- Reduction in levels of secondary trauma and increase in rates of compassion satisfaction.
- Process evaluation that documents staff satisfaction, pride, and felt safety in TIC culture of care environment
- CGC trained over 1,000 youth serving staff across El Paso agencies.

4.

Evidence Based Practices

- 9 staff therapists trained in Parent-Child Interaction Therapy
- Opening of 2nd PCIT therapy room suite at Ysleta side
- 21 community therapists trained in EMDR, 9 from CGC
- CGC served more children in 2017 than in any other year prior

5. Safety & Safe Environments

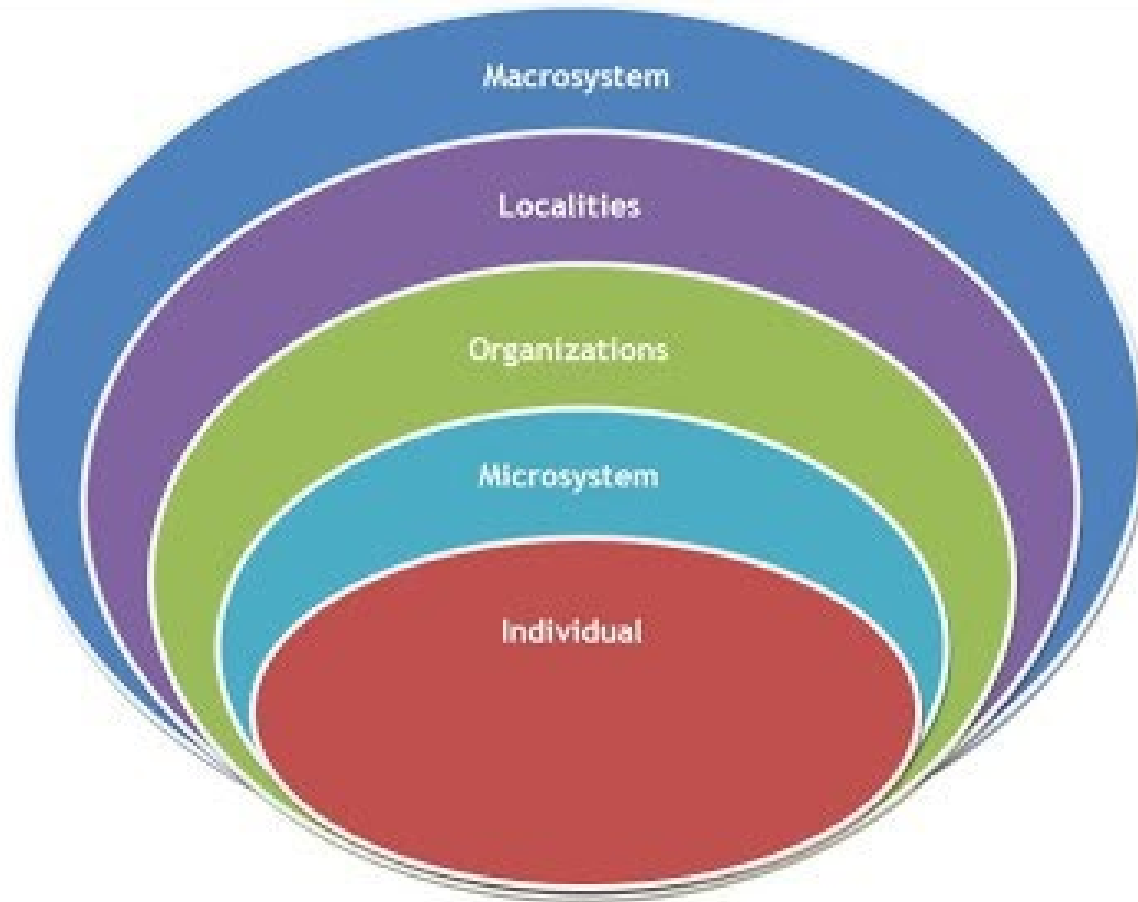
- Physical improvement in waiting areas, decorations, and therapy spaces to create more welcoming space
- Inclusion of mindfulness videos in waiting room
- Trauma Informed supervision training for 23 community providers; 2-day Reaching Teens training & workshop for 200 community members.

6.

Community Partnerships

- Partnerships netted \$1 million of income into El Paso Region
- 5 workgroups of the Family Leadership Council activated, identified leads and began work on strategies & tasks
- Outcomes of TIC Community Partnership demonstrated reduction in stigmatic attitudes & beliefs among youth-serving providers and educators.

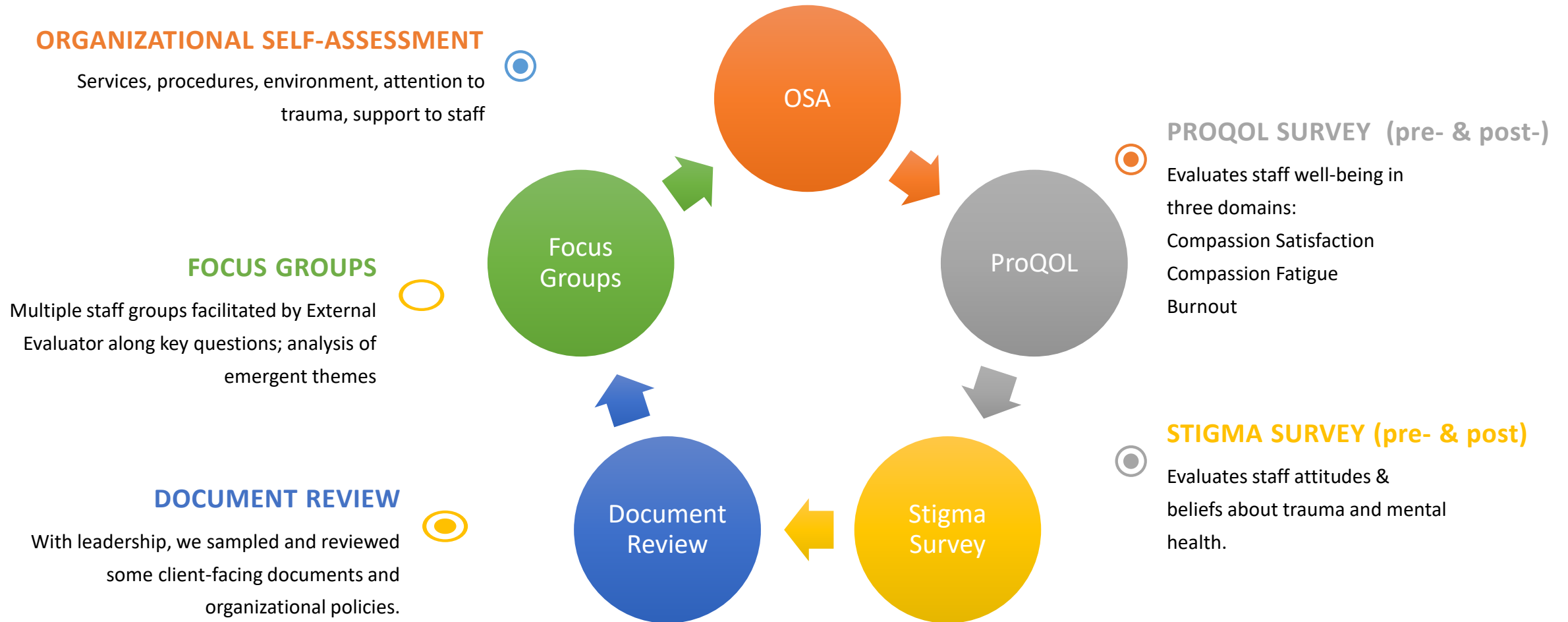
CONNECTING IMPACT & OUTCOMES AT ALL LEVELS OF THE ENVIRONMENT



- ✧ **NATIONAL:** Consulting with National Council for Behavioral Health, TIC Learning Community
- ✧ **STATE:** Active member of State Coalition for Trauma Informed Care, Workgroup member; connected to other state TIC Consortiums
- ✧ **LOCAL:** TIC partnerships with schools, behavioral health. Leadership in TIC Training for providers, caregivers—we trained more than 1,000 in TIC in 2018.
- ✧ **ORGANIZATIONAL:** TIC transformation of policy, practices & structures
- ✧ **STAFF:** Investing in wellness for improved client outcomes
- ✧ **YOUTH & FAMILIES:** Empowering their voice and choice in care for health & healing.

EVALUATION PLAN for TIC INITIATIVE

Multiple sources of data help us assess how we continue to move along the TIC Continuum



Trauma Informed Care Addresses Quadruple Aim

Health care policymakers and providers across the country are investing in TIC, recognizing its potential to:

- Improve client engagement
- Improve health outcomes
- Increase provider and staff wellness
- Decrease unnecessary utilization



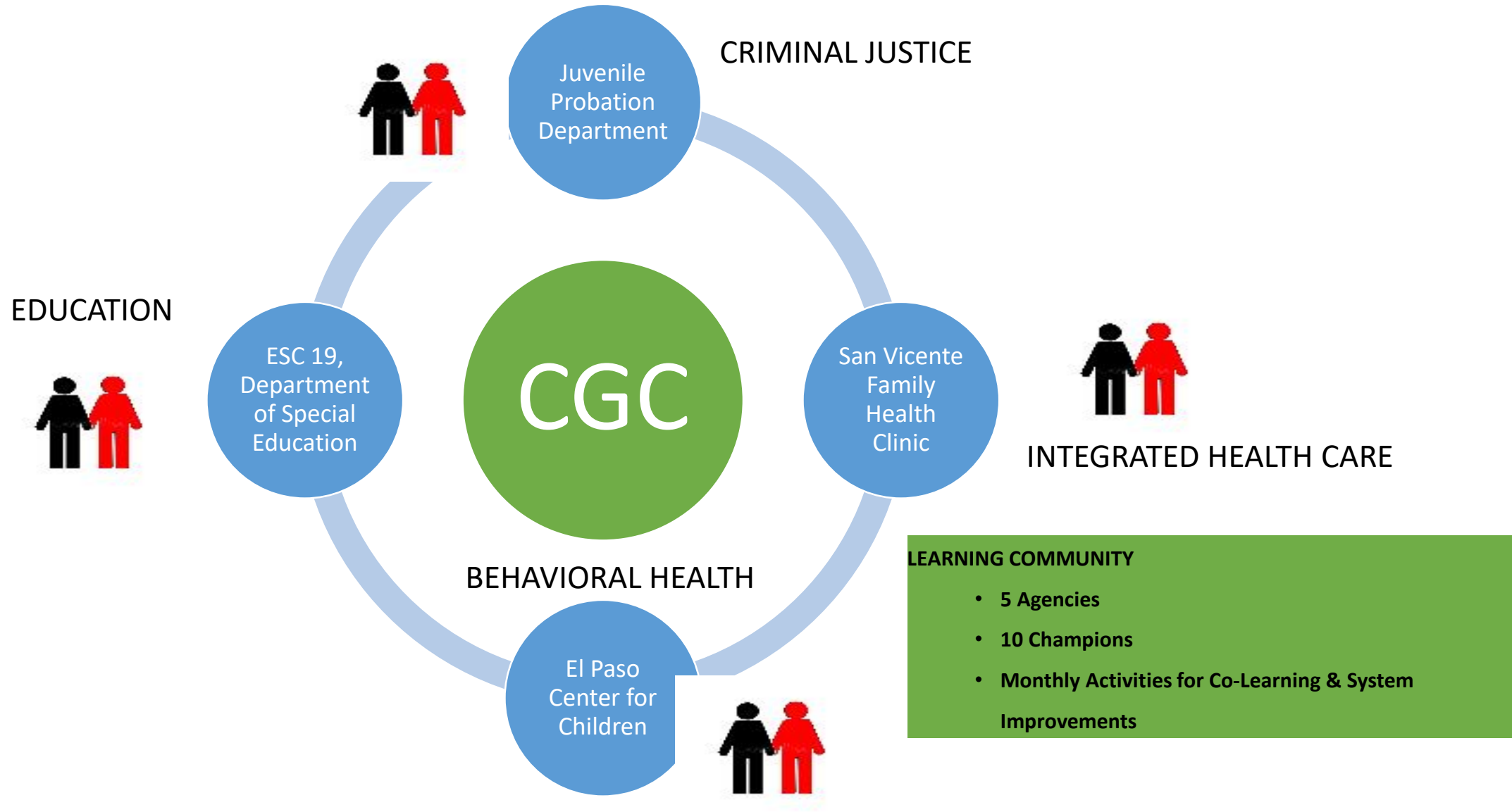


Investing in the System of Care to Scale Up Change Efforts

Our Vision for TIC in West Texas

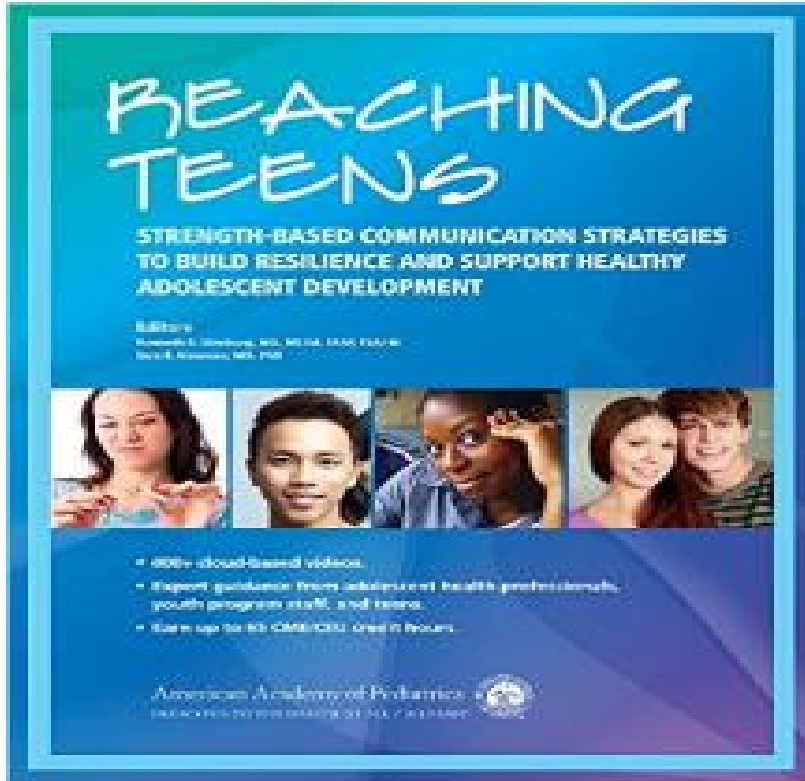
Collective Impact for Systems-Level Improvement

2019 El Paso TIC Learning Community



Reaching Teens: A Trauma Informed Toolkit

Learning Community Toolkit for OPERATIONALIZING TRAUMA INFORMED CARE

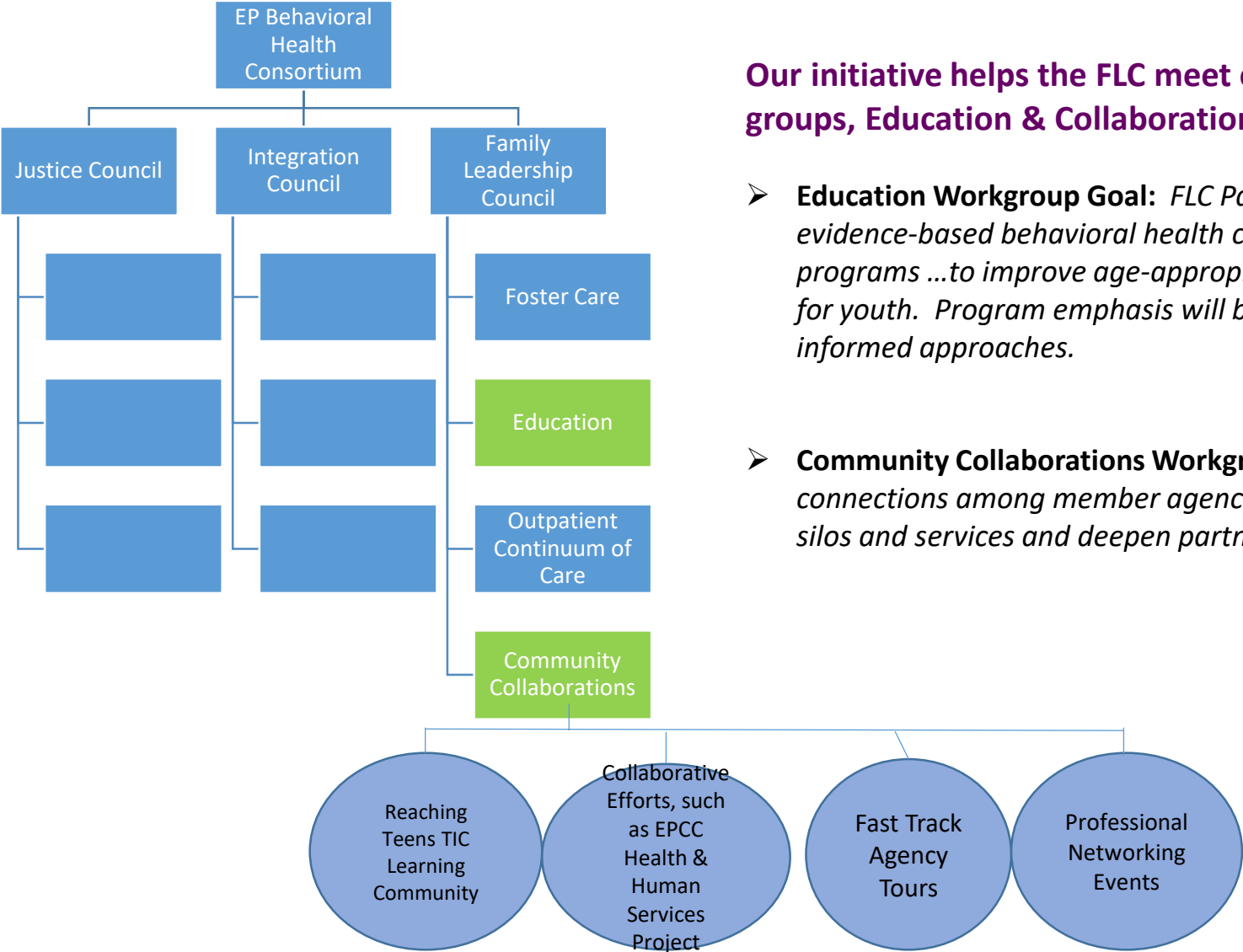


Developed by Dr. Ken Ginsburg, MD
Published by American Academy of
Pediatrics

- Identified as one of two best practice modalities for for impacting TIC systems-level change in Texas
- Demonstrated outcomes in 3-year Tarrant Co. study; visit and multiple interviews have informed Year 4 program and evaluation planning.
- Center has had demonstrated success in implementation in Year 3
- Nine community agencies have expressed commitment to implementation.

COLLECTIVE IMPACT:

CGC TIC INITIATIVE PROPELS EXISTING COMMUNITY STRUCTURES AND GOALS



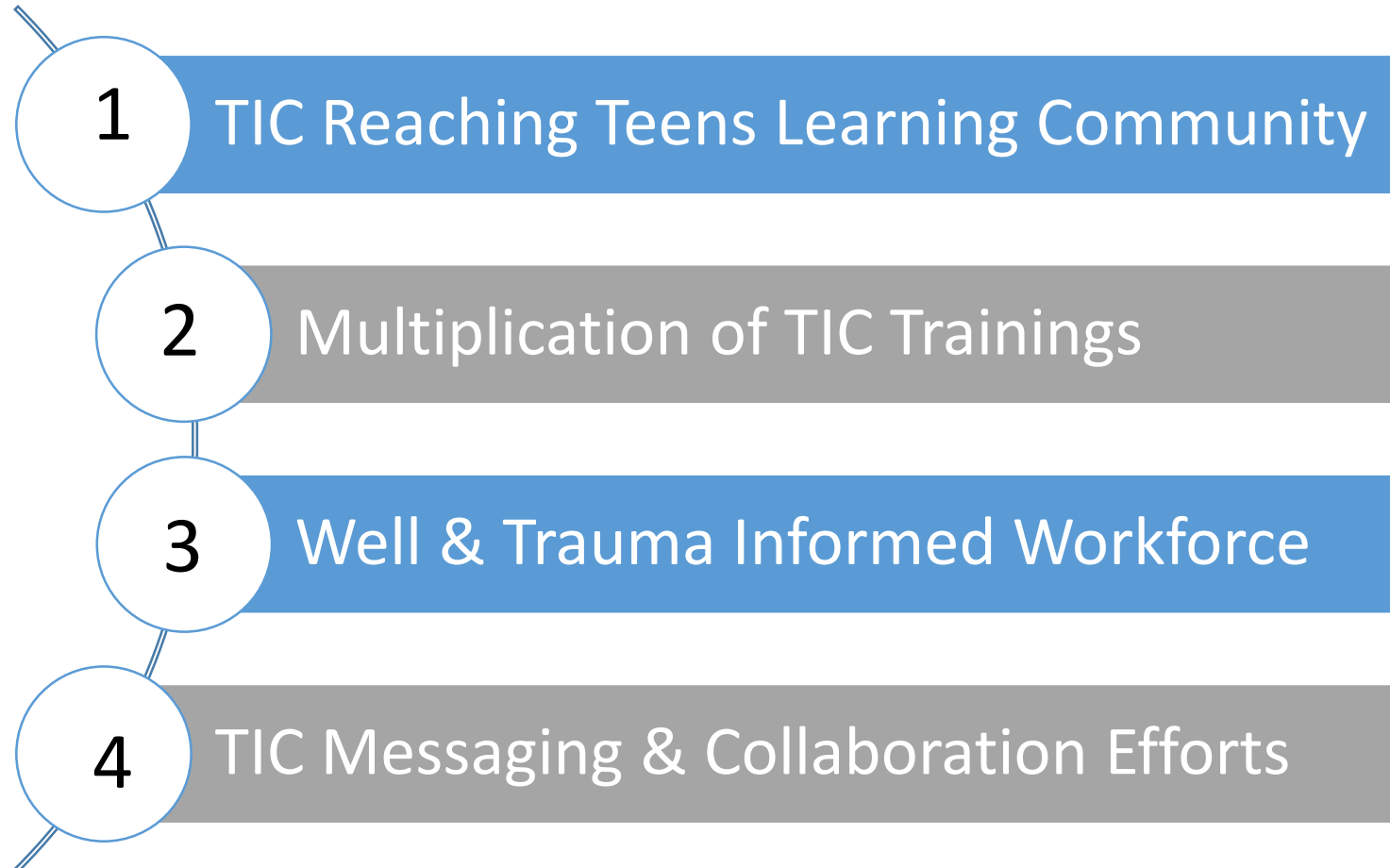
Our initiative helps the FLC meet objectives in two work groups, Education & Collaborations.

- **Education Workgroup Goal:** *FLC Partners will identify & implement evidence-based behavioral health community education & training programs ...to improve age-appropriate social & emotional learning for youth. Program emphasis will be on strengths and trauma-informed approaches.*
- **Community Collaborations Workgroup Goal:** *FLC Partners will build connections among member agencies to improve understanding of silos and services and deepen partnership opportunities.*

**Workgroup
Objectives &
Strategies**

2019 CHILD GUIDANCE CENTER TIC INITIATIVE STRATEGIES

*Implement a
trauma-informed,
system-wide,
stigma-reducing
approach to
improving the
youth-serving
system of care.*





Wrap-Up Exercise:

1. What will you take with you? (knowledge or skills?)
2. What is one commitment you can make to move yourself or organization or community farther along the TIC continuum?

EL PASO CHILD GUIDANCE CENTER

Mission

to benefit the El Paso Community by providing quality mental health services to children, families and individuals of all ages.

Vision

to promote a healthy, happy, and stigma free community where comprehensive trauma informed mental health treatment is available to everyone.

Purpose

to provide trauma informed assessment and treatment of children and their families who are experiencing emotional or behavioral disorders and /or deviations or disturbances in their development.

The Center also provides trauma focused child and family oriented consultation, education, and information to other community agencies, professionals and the general public.



Contact Information

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