

Technical Considerations

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BC Community of Practice

Tuesday, September 15, 2020
11:00 – 12:00 pm PT

Agenda	Purpose
<ul style="list-style-type: none"> • Welcome and Introductions • Presentation – A Trauma-Informed Lens to COVID-19 Recovery with Jennifer Wright • Discussion and Q&A • Closing – Upcoming Learning and Next Call 	<p>The purpose of the BC CoP is for poverty reduction practitioners to discuss challenges, seek solutions, and share successes related to poverty reduction work in British Columbia.</p>

Using A Trauma Informed Lens

Jennifer Wright  CMHC RCC

Why I am in this conversation

- “I tell my students, ‘When you get these jobs that you have been so brilliantly trained for, just remember that your real job is that if you are free, you need to free somebody else. If you have some power, then your job is to empower somebody else. This is not just a grab-bag candy game’. Toni Morrison

Context requires curiosity

“A text without a context is just a pretext for whatever you want it to mean”.
Ben Witherington,  Ph.D.

Why do we care?

- More than 70% of Canadians have experienced a traumatic event at least once in their lifetime.
- If we average the population of Revelstoke at 10k that means more than 7,000 of our community members have been affected by trauma.



Economic Impact of the Effects of Developmental Trauma

- The economic impact of the effects of child maltreatment: **124.6 Billion**

- Other Pediatric Health Problems:

Lead Exposure: 43.4 Billion

Autism: 35.0 Billion

Obesity: 14.1 Billion

Cancer: 6.6 Billion

Asthma: 1.2 Billion



100.3 Billion

What is Trauma?

Experiences either directly or vicariously experienced that produce intense emotional pain, fear, or distress often resulting in long-term physiological and psychosocial consequences. Trauma changes the structural integrity, neuro-electrical and neurochemical processes of the brain.

Serious accidents

Chronic illness or pain

Physical assault

War

Natural Disasters

Pandemics

Sexual Assault

Medical Trauma

Relationship Loss

Job loss

Legacy Trauma: Genetic transmission of trauma. Children of trauma survivors are more likely to have negative responses to stressors and more likely to develop PTSD or depression as a result.




What can it look like?

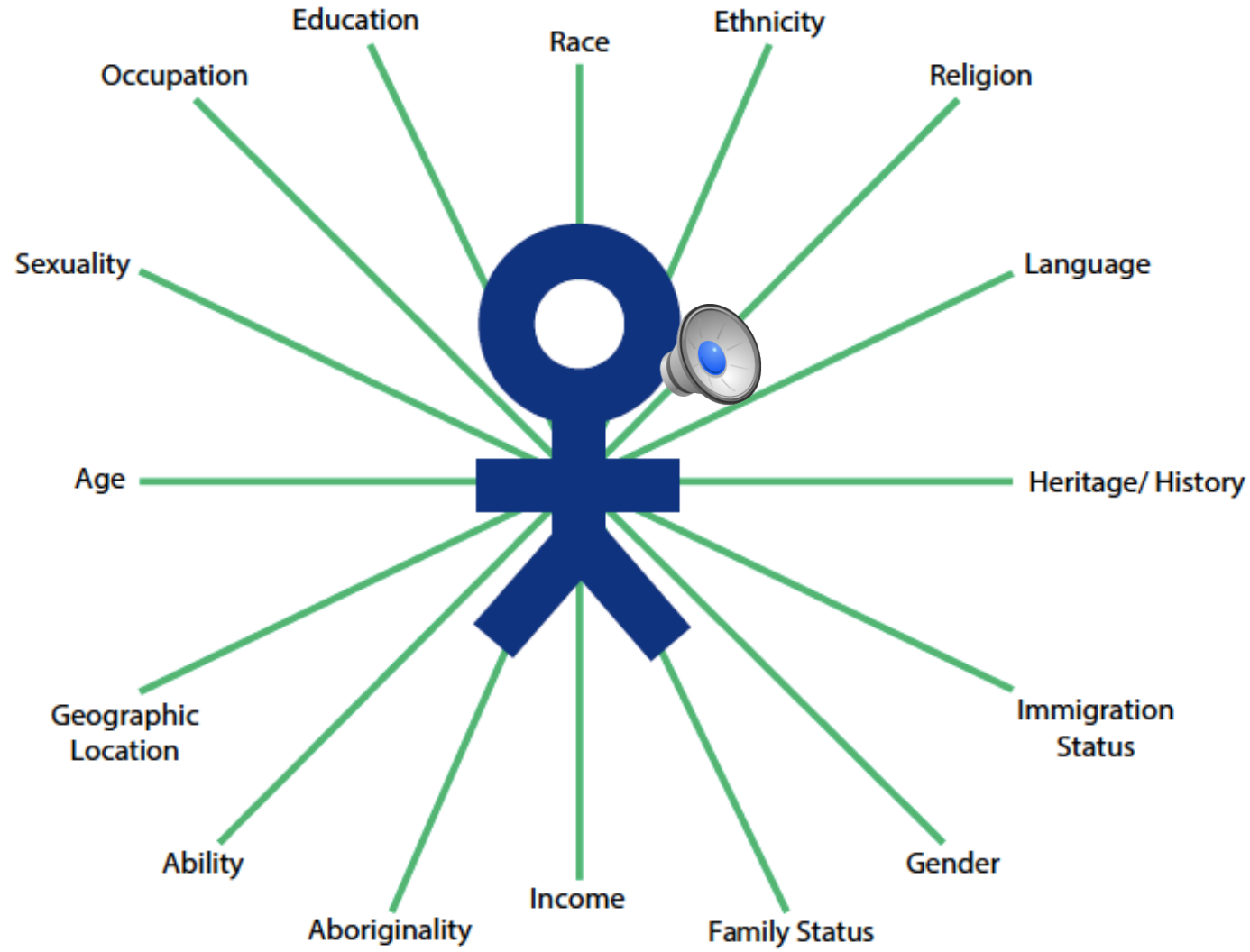
- The effects of trauma are not equally distributed.
- PTSD
- Depression
- Anxiety
- Substance Use
- Life and Relationship Disruption
- Incarceration
- Homelessness
- Economic Disparity



Definitions

- “There’s always someone asking you to underline one piece of yourself-whether it is Black, woman, mother, dyke, teacher, etc.- because  that’s the piece that they need to key in to. They want to dismiss everything else.” - Audre Lorde

Behind all of these is a person



Vulnerable Populations:

- Some types of trauma are disproportionately experienced by certain groups because of deeply entrenched structural inequalities.
- Canadian Military Veterans 2-10% will qualify for PTSD
- 1 % of Canadians will qualify for PTSD
- 50-64% of Aboriginal communities

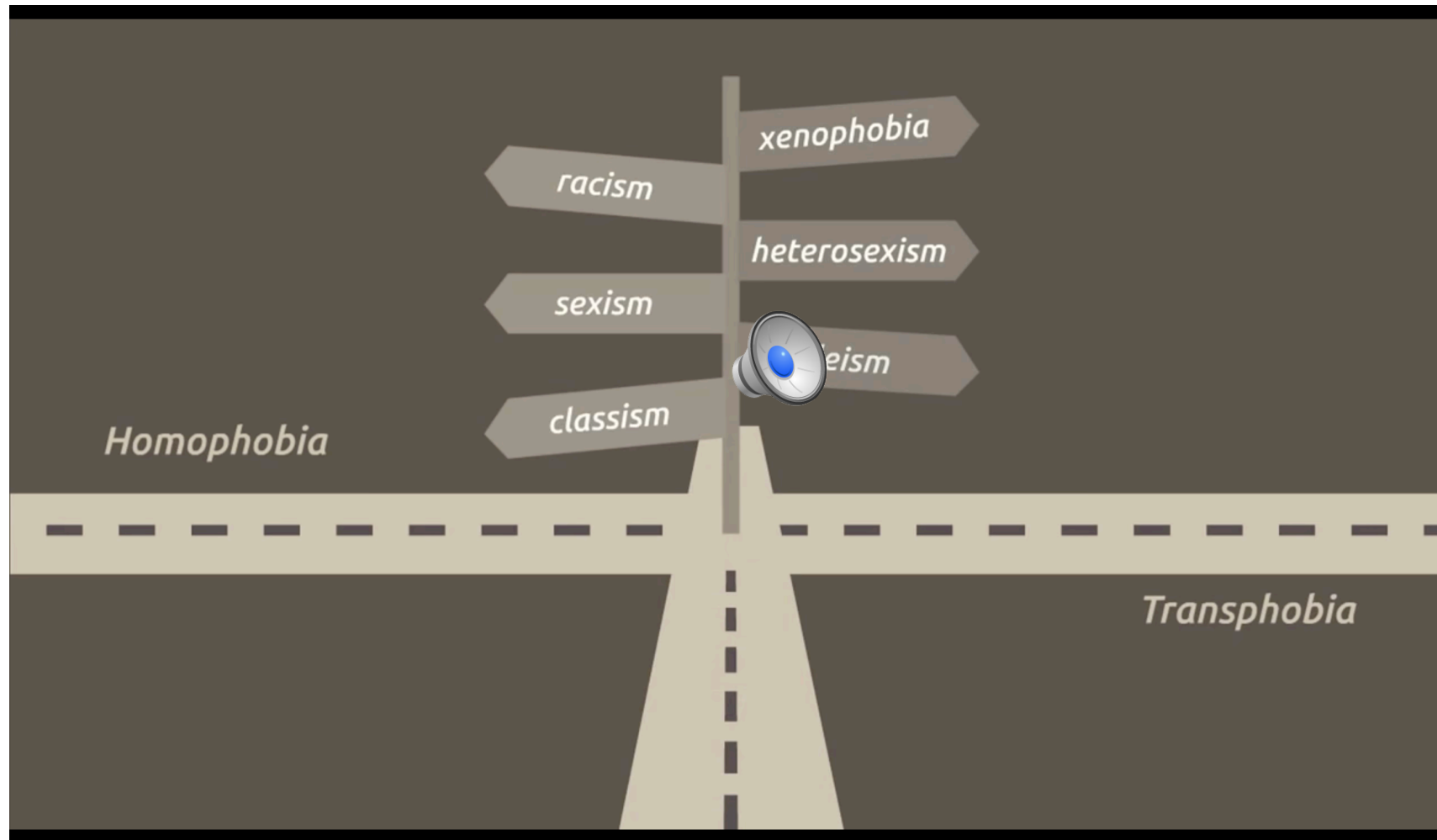


Intersectionality of Trauma

- “There is no such thing as a single-issue struggle because we do not live single issue lives”.
Audre Lorde



Intersectionality



Intersectionality Theory is the goal


- In any endeavor to create a trauma informed lens we must understand the intersection of trauma and oppression, discrimination and domination through integrals such as race, ethnicity, immigration and refugee status, religion and spirituality, sexual orientation, social class and abilities.
- Trauma informed is a holistic point of view that captures transactions of people in their environment as a common base for knowledge and practice. It encourages policies that deviate from absolutes and open an inclusive, curious and safe community conversation.

From Cultural Competency to Cultural Dignity

Cultural Competency:

Organizational systems
Cultural resources to facilitate care
Understanding logical demographics

Cultural Humility:

- Awareness of personal biases
- Listen  rather than assume
- Identify what is beneath the iceberg

Cultural Dignity:

- The goal of culturally appropriate, competent, sensitive care
- What the patient/family/community bring to the encounter
- What the patient/family/community take away from interactions


Self-Reflection

- When have you felt powerless?



- When have you felt POWERFUL?

Trauma and the Workforce

- 1 million employees are absent each day due to stress.
- Increased accidents at work
- Decreased ability to problem solve
- Decreased ability to process information 
- Decreased ability to make rational decisions

Trauma informed care is a conversation

- “Expecting marginalized peoples to disregard their own emotions to calmly educate you is the epitome of entitlement”

- Gary Bailey, DHHS, MSW, ACSW



Having a voice

- “I have come to believe over and over again that what is most important to me must be spoken, made verbal and shared, even at the risk of having it bruised or misunderstood...When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak”.
(Lorde, 1984)


6 Core Principles of Trauma Informed Care

- 1. Safety
- 2. Trustworthiness and Transparency
- 3. Collaboration
- 4. Empowerment
- 5. Choice
- 6. Intersectionality (You cannot skip this step)




Does your Trauma informed mission statement address:


- *A trauma informed approach to build social resilience within the workplace and community facilitate individual experiences of:*

- **Connection** “I am protected and supported”
- A sense of Agency (**Control**) “I have choices and I can control outcomes”

- **Competence**/feelings of efficacy “I am capable and I can do this”.
- **Contribution** “When I perform acts that are useful or meaningful to others I experience purpose and care”

Building Resilience

- Develop partnerships with your local mental health providers. Increase cross agency awareness.
- Develop a culture of inclusiveness that honors individual experience. People respond and recognize traumatic stress differently. 
- Provide access to information and local community resources (EAP services, crisis counselling, CISD, tips on meditation, exercise, health eating and adequate sleep).

Using a trauma informed approach

- Be curious and actively listen
- Establish as much consistency and routine as possible.
- Learn the difference between a criticism and a complaint and respond without criticism.
- Use very clear and repetitive communication. 
- Be mindful of information overload
- Offer choice and power
- Offer appreciation
- Increase non-verbal communication

Using a trauma informed approach

- Avoid simple reassurances such as “everything will be okay” Instead, ask how you can help or access help.
- Commit to your own self-care




Identify and Respond

Have a process to identify and assess potential traumatic stress. Signs of stress response:

- Physical: dysregulated sleep, chest pain, shortness of breath, dizziness, shock
- Cognitive: inability to concentrate or accomplish tasks, memory problems, difficulty problem solving.
- Emotion: anxiety, guilt, irritability, feeling overwhelmed, blaming self or others.

Identify and Respond

- Increase time to connect with staff. This can be for reflection or for check-ins.
- Train staff and community members on how to handle reactions of trauma and mental health. 
- Implement space for workers to take a break and access local community resources (EAPs, Mediation rooms etc.)

What can you do?

- Be a megaphone
- Address the root cause(s) of the issue
- Encourage discussions with others
- The. Conversation. Is. Never. Done. FULL STOP



Discussion and Q&A

- What from the presentation resonated with you the most?
- How are you currently applying a trauma-informed lens to social recovery in your own community?
- What challenges are you facing?
- What next steps do you see toward applying this lens to social recovery in your own community?

Resources and Upcoming Learning

Registration is now open!

BC Learning Series: Developing a Community Plan

- **Purpose:** To support BC grant recipients to develop, revise and renew poverty reduction plans
- **Approach:** To tailor Tamarack's [proven expert coaching curriculum and approach](#) to developing a common agenda for a poverty reduction plan to the BC grant timeline, budget and criteria
- **Requirements:** 1-3 representatives from each community committed to attending the full series.
- **Cost:** Free!
- **Learning:** Four-part interactive webinar series with peer learning opportunities and access to resources
 - Session 1 | Developing a Common Agenda and Writing a Poverty Reduction Plan | Paul Born | Sept 29
 - Session 2 | Community Engagement for your Poverty Reduction Plan | Lisa Attygalle | Oct 13
 - Session 3 | Collaborative Governance and Leadership for your Poverty Reduction Plan | Liz Weaver | Oct 27
 - Session 4 | Getting to Impact | Mark Cabaj (pre-recorded) | Nov 10
- **Register here:** <https://events.tamarackcommunity.ca/bclearningseries>



A Tamarack Institute Webinar

Turning Uncertainty into Bold Action

Date: Pre-Recorded, to be released on September 9, 2020

Speaker: Diana Renner and Liz Weaver

<https://events.tamarackcommunity.ca/webinar-turning-uncertainty-bold-action-diana-renner>





A Vibrant Communities Webinar

A Just Recovery for All

Date: October 14, 2020 | 1:00-2:00 pm ET

Speakers: Catherine Abreu, Natalie Appleyard and Maya Menezes

<https://events.tamarackcommunity.ca/ajustrecoveryforall>



Next Call

Notes and resources from this call will be sent out in a follow-up email.

The BC CoP is seeking a co-chair! Please contact [Alison](#) to learn more.

Next BC CoP call: *Nov 17 at 11am PT*

