

Tuesday, May 25, 2021: National Webinar

Part Two of Healing Modalities: Trauma-Informed Approaches for Sustaining Our Resilience as We Work

Our commitment and passion for the work we do is foundational to our effectiveness with survivors and their families. At the same time, consistent exposure to violence and trauma and the ongoing pandemic can negatively impact the people we support, the ways we do our work, and our organizations as a whole. These two workshops focused on strategies for expanding support for those of us who do the work with approaches that are accessible, culturally responsive, and trauma-informed in an effort to counter the ongoing impacts of trauma, to support healing, and to sustain both our empathy and resilience.

About the Presenter

Cathy Cave, a founding partner of Inspired Vision, LLC, has over 30 years of experience as an administrator, facilitator and consultant specializing in culture, inclusion and disparities elimination, trauma informed services and supports, peer support, strength-based approaches, supervision and leadership coaching within a variety of systems. She uses her survivor, family, community, provider and administrative perspectives to facilitate organizational change at local, state and national levels. Cathy has provided technical assistance through the National Center on Domestic Violence, Trauma and Mental Health, the Mental Health Empowerment Project, governmental agencies and advisory bodies, coalitions, and human service organizations throughout the country. She is the former Director for Cultural Competence for New York State Office of Mental Health and one of New York State's early trauma champions, coordinating county collaboratives and annual clinical training conferences.

Trauma-Informed Approaches for Sustaining Our Resilience as We Work: Part 2

Cathy Cave

Senior Training Consultant,
National Center on Domestic Violence, Trauma, and
Mental Health

Alliance for Hope

May 25, 2021

NATIONAL Center_{on}

Domestic Violence, Trauma & Mental Health

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US DHHS ACF FVPSA-Funded Special Issue Resource Center Dedicated to Addressing the Intersection of Domestic Violence, Trauma, Substance Use, and Mental Health

- Comprehensive Array of Training and Technical Assistance Services and Resources
- Research and Evaluation
- Policy Development and Analysis
- Public Awareness

Our Work Is Informed by...



NCDVTMH, Creating Trauma-Informed Services and Organizations: An Integrated Approach, Updated, 2019

Welcome

It doesn't interest me what you do for a living, I want to know what you ache for and if you dare to dream of meeting your heart's longing...

Oriah Mountain Dreamer



Staying Grounded and Connected to Ourselves and Each Other



Offer This

Is there anything we can do before we get started to help you feel safer and more comfortable?

Brief Review

Experience Shapes Us: How We Are, Think, and Engage





Supporting Others Healing from Trauma

- Control over one's life and environment
- A sense of physical and emotional safety
- Ability to trust self and others
- Connection with trustworthy others
- Centering hope in our stance; thoughts, language, and actions
- Belief in the person, family

Expanding Ideas About Action: Mind-Body Healing to Support Regaining a Sense of Control

- Deep Breathing
- Muscle relaxation
- Grounding
- Self-soothing
- Movement
- Distraction (interrupting negative, unhelpful or intrusive thoughts and images, managing trauma reminders)



Supporting
Parents to
Support Their
Children

Supporting Co-regulation

Pick a Flower, Blow a Pinwheel



Draw a Safe Place



Give light and others will find a way!

Ella Baker

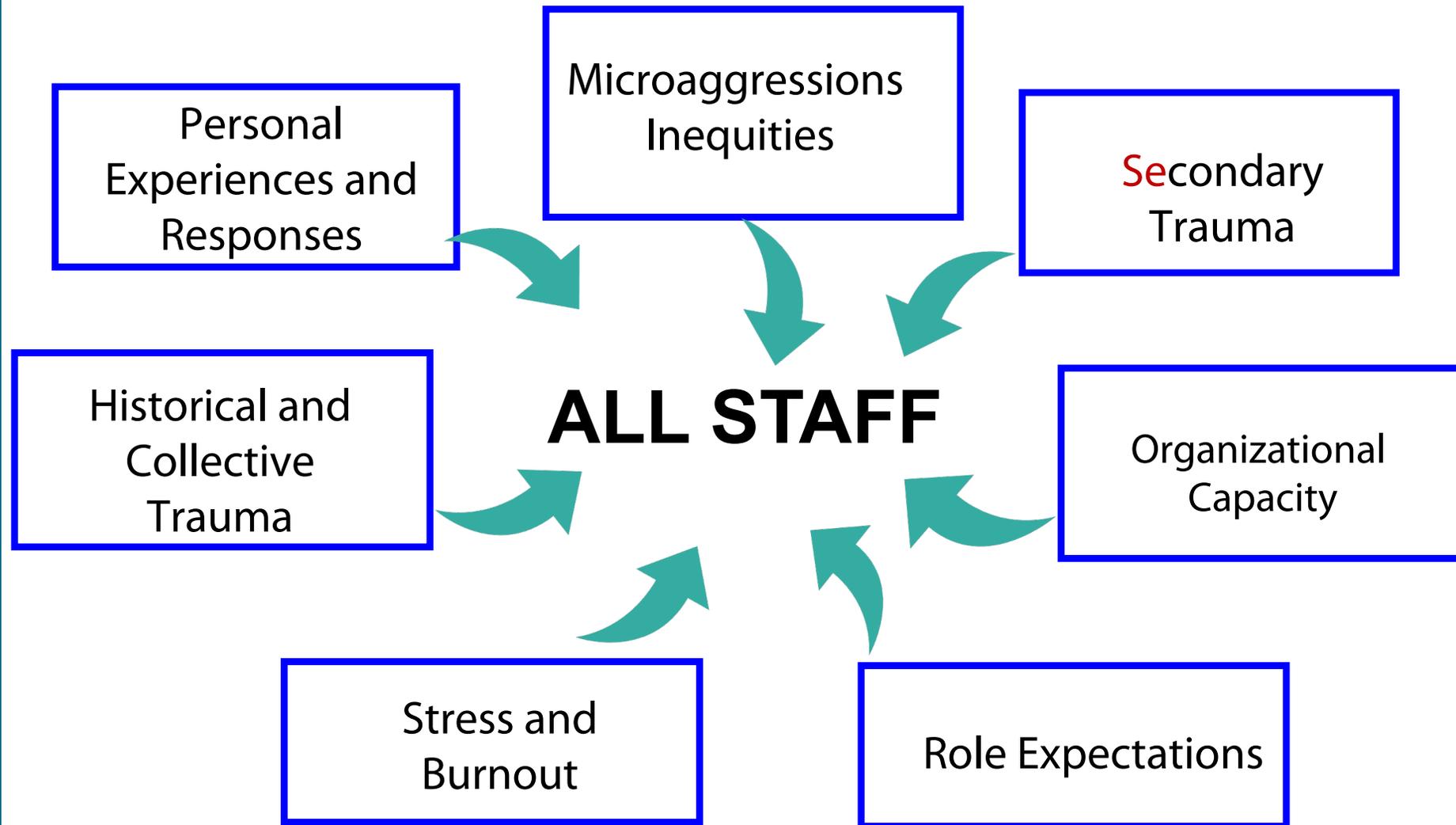




Focusing on Us as We Work

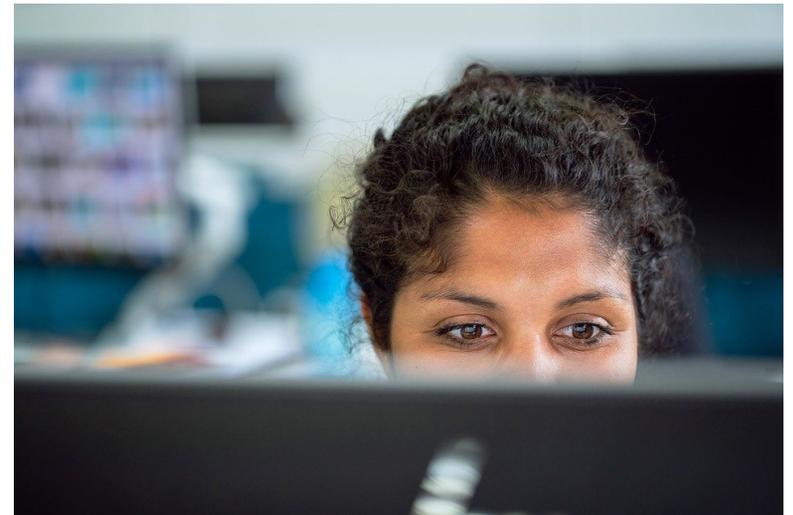
Name a quality that you bring to your work?

Staff's Experiences and Responses



Preferred View and Our Qualities

- How we see ourselves
- How we want to be seen by others
- When behavior is not in alignment with preferred view, we experience distress



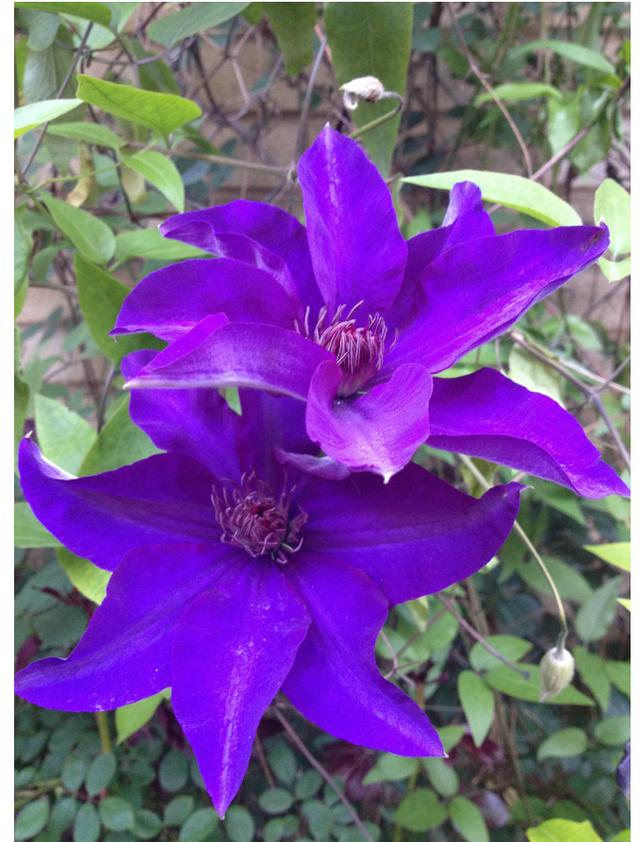
Thomas Lund and Joseph Eron. 1996

We Want to Bring Our Best Selves

To listen to a
witness is
to become one.

Elie Wiesel

**Many of us doing this
work have survived
one or more traumatic experiences.**



Secondary Trauma Diminishes Hope and Optimism

- This occurs when the impact of other's life experiences with trauma also impacts our lives.
- "When we open our hearts and minds, when we bear witness, when we are willing to know and to create the emotional safety for people to share their experiences, we are affected."
- It is essential to address in our work; the success of our work depends on it.

Awareness of Our Own Responses

- Fear of overwhelm or making bad decisions
- Reluctance to identify with “victim”
- Helplessness and inadequacy if we can’t “fix” or predict outcomes
- Frustration with survivors for not responding to our needs to do a good job
- Lack of attention to our personal histories and secondary trauma
- Avoid, dismiss, blame, label, control

Disconnections: when our competence is tied to mastery and control in our work

Transforming Secondary Trauma: ABCs

■ **Awareness:**

- Be attuned to one's needs, limits, emotions, resources
- Heed all sources of information; cognitive, physical, intuitive
- Practice mindfulness and cultivate awareness

■ **Balance:** Work, play, and rest

■ **Connection:**

- To oneself, to others, and to something larger
- To things that are meaningful

Loss of Empathy, Hope and Belief in Self and Others



What have
you noticed?

We are often
unaware!

Sustaining Empathy, Hope, and Resilience

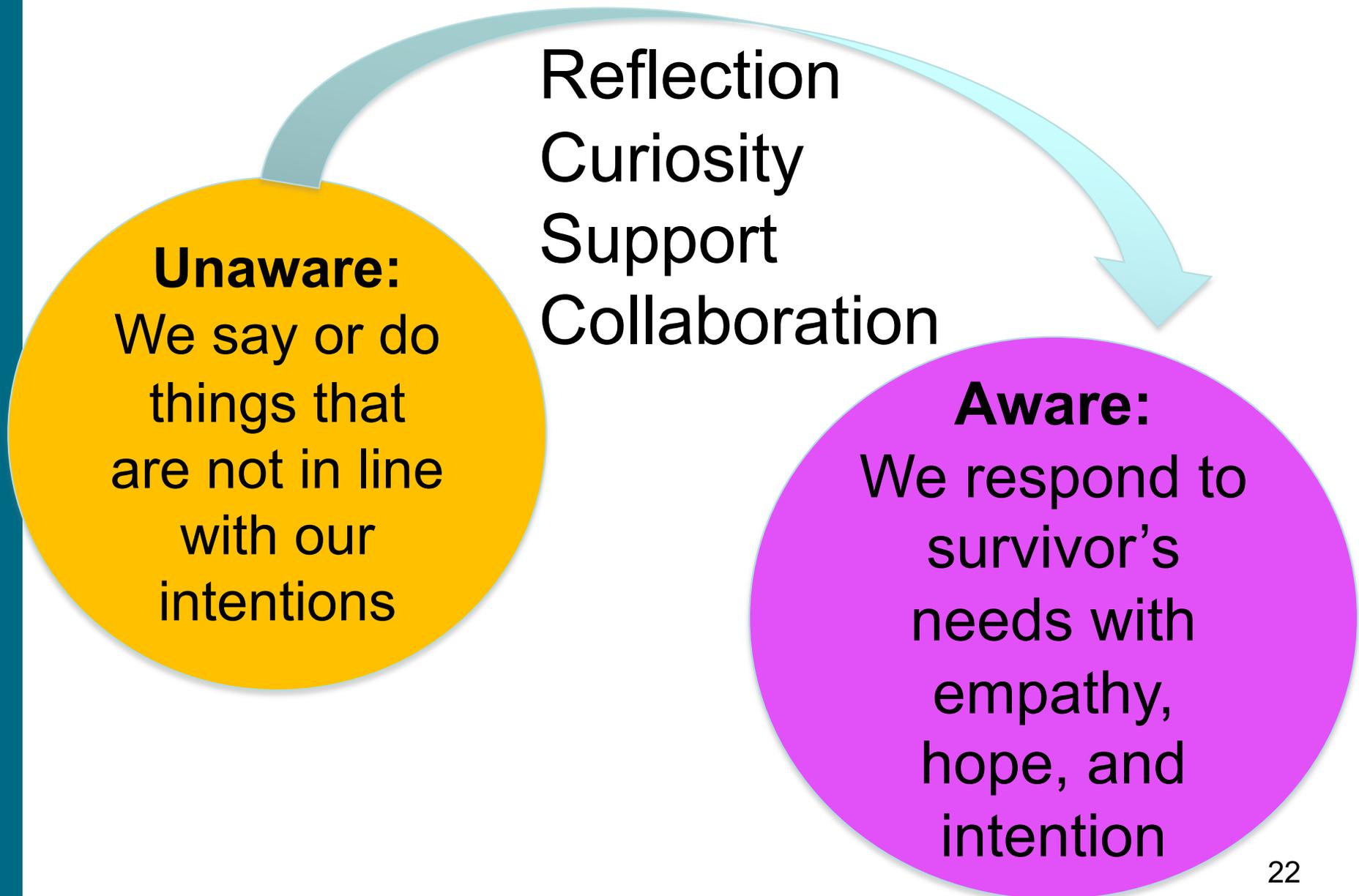


Noticing the challenges and then changing how we show up, communicate, and engage!

Essential Because Relationships Matter a Great Deal in Our Work



Reflection and Transformation

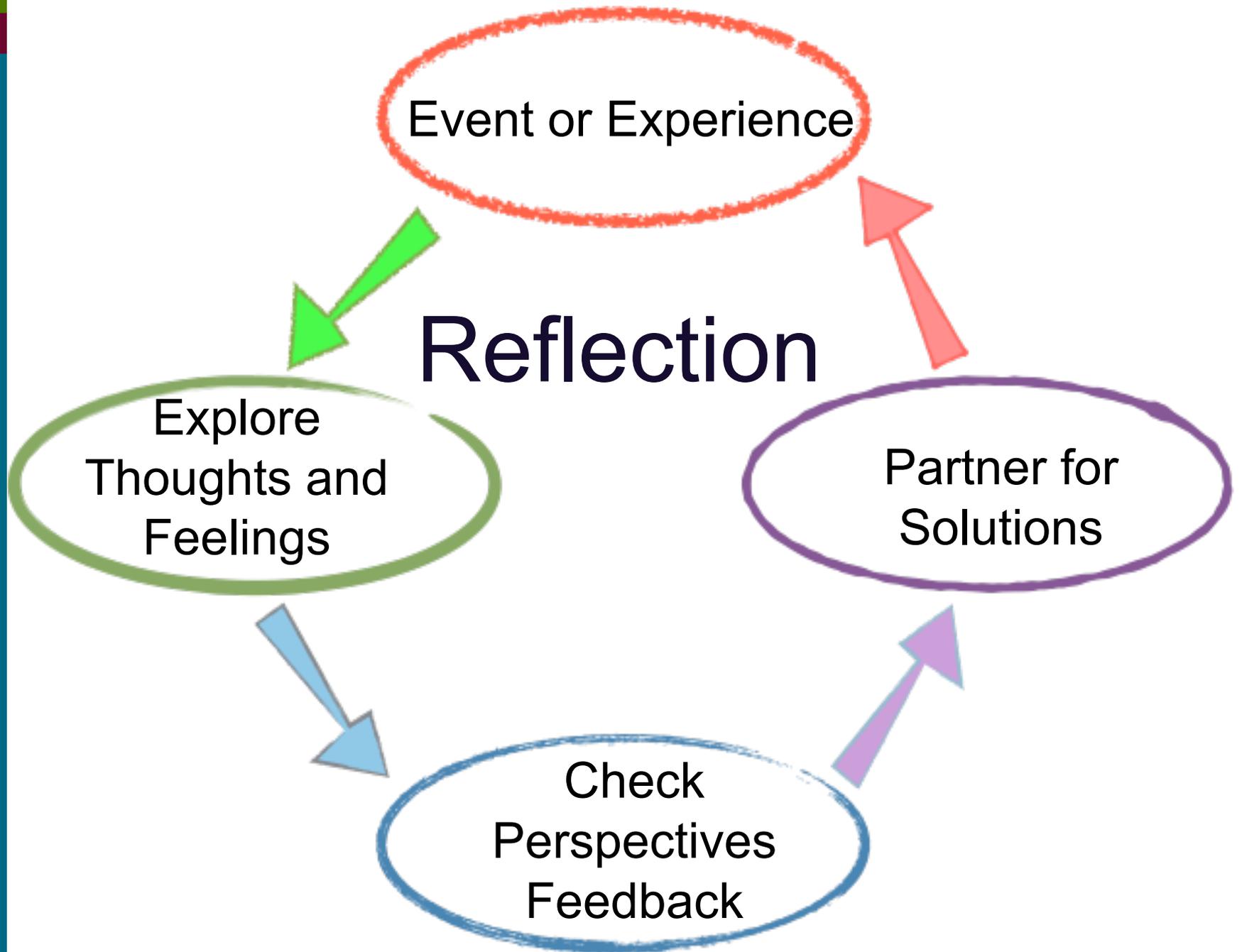


One Ingredient of Effective Supervisory Practice

(Cave and Johnan2014)



Reflective Practice: Understanding and Transforming Our Responses

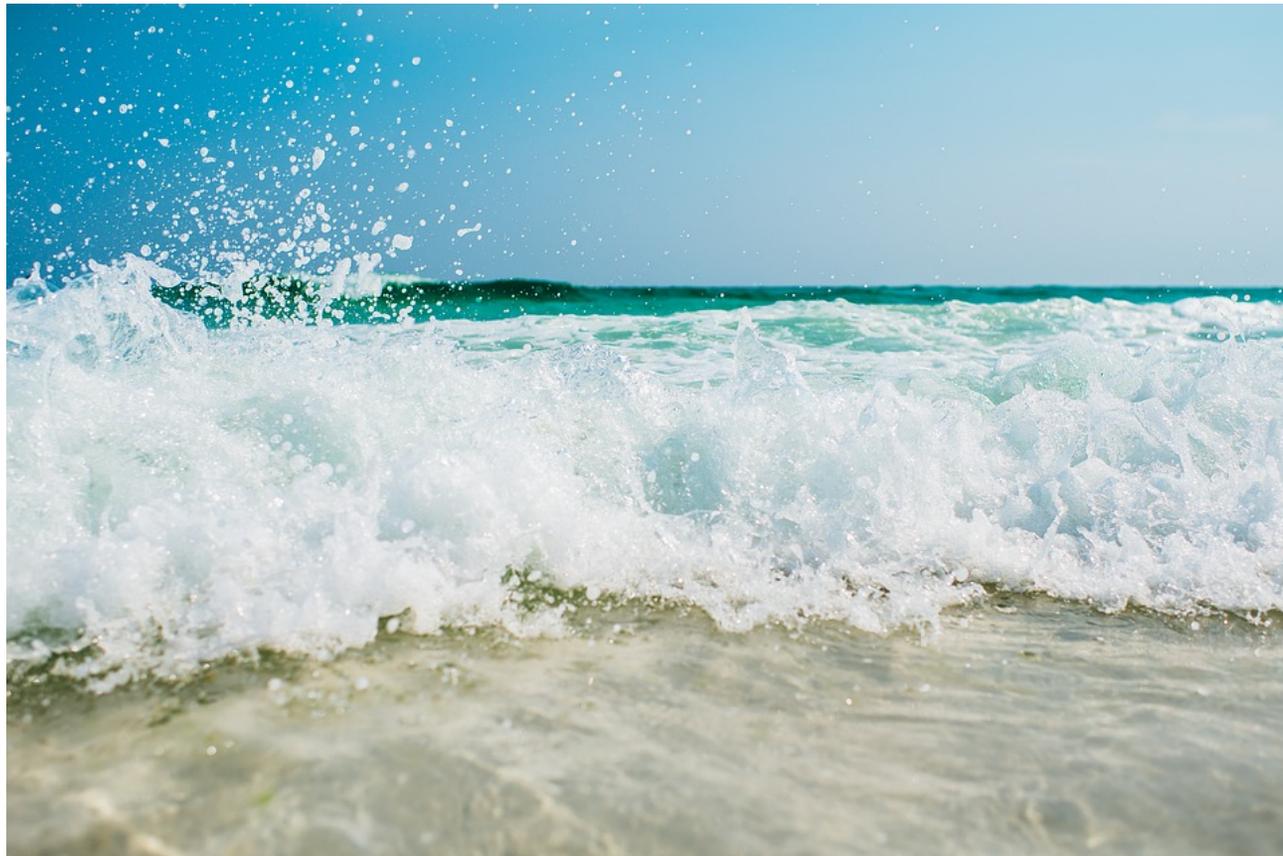


Reflective Supervisory Relationship

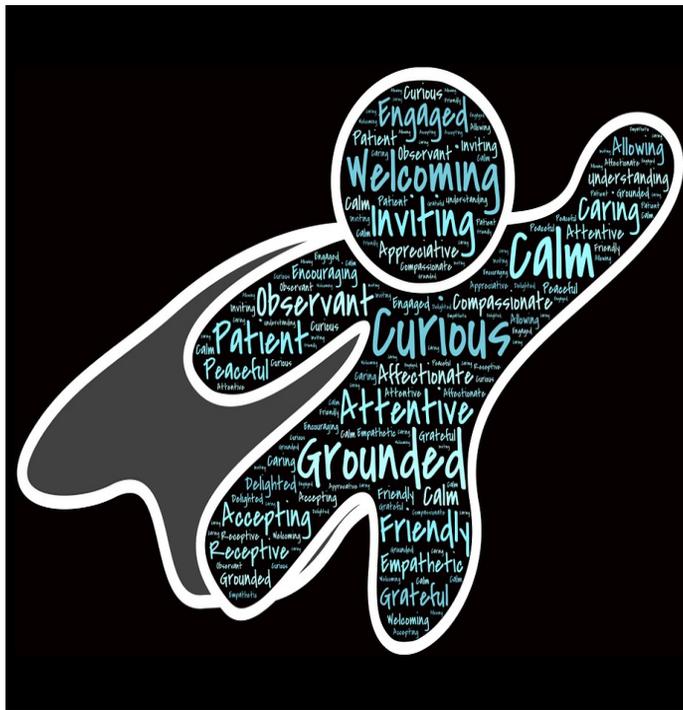
- Offers a safe and reliable space to explore interactions and our responses to them as they occur in our work
- Opportunities to think about and address the impact of the work we do on our own lives
- The focus is on reflection, collaboration, and understanding of our own thoughts, feelings, and growth

I know there is strength in the differences between us. I know there is comfort where we overlap.

Ani DiFranco. 1994



Support Resilience: Include Focus on Well-being for Everyone



Organizational Commitment and Infrastructure

What are some of the ways that your organization shows its commitment to trauma-informed work in its:

- Mission statement and written policies
- Human resources policies and practices
- Governance, leadership and financing
- Training
- Supervisory policies and practices
- Evaluation of services provided

Other Strategies for Cultivating Awareness and Nurturing Empathy

- Time for reflection and quiet places
- Regular supportive supervision
- Team approach
- Incorporation into staff meetings and service planning discussions
- Onsite or phone support from trauma-informed practitioners
- Mind-body healing practices
- Time for restorative activities

Supports and Training for Staff

- Human Resource policies and benefits, workload, time off, and activities that support staff balance and well-being
- Training for supervisors and advocates that provides skills and knowledge to support the work and navigate change

Feedback and Evaluation

- Procedures for gathering regular input and feedback from people who received services that is anonymous and confidential
- Policies and procedures are in place for including people who use services in an advisory capacity to the agency
- Exit evaluations or equivalent methods for soliciting feedback available in languages used by people served

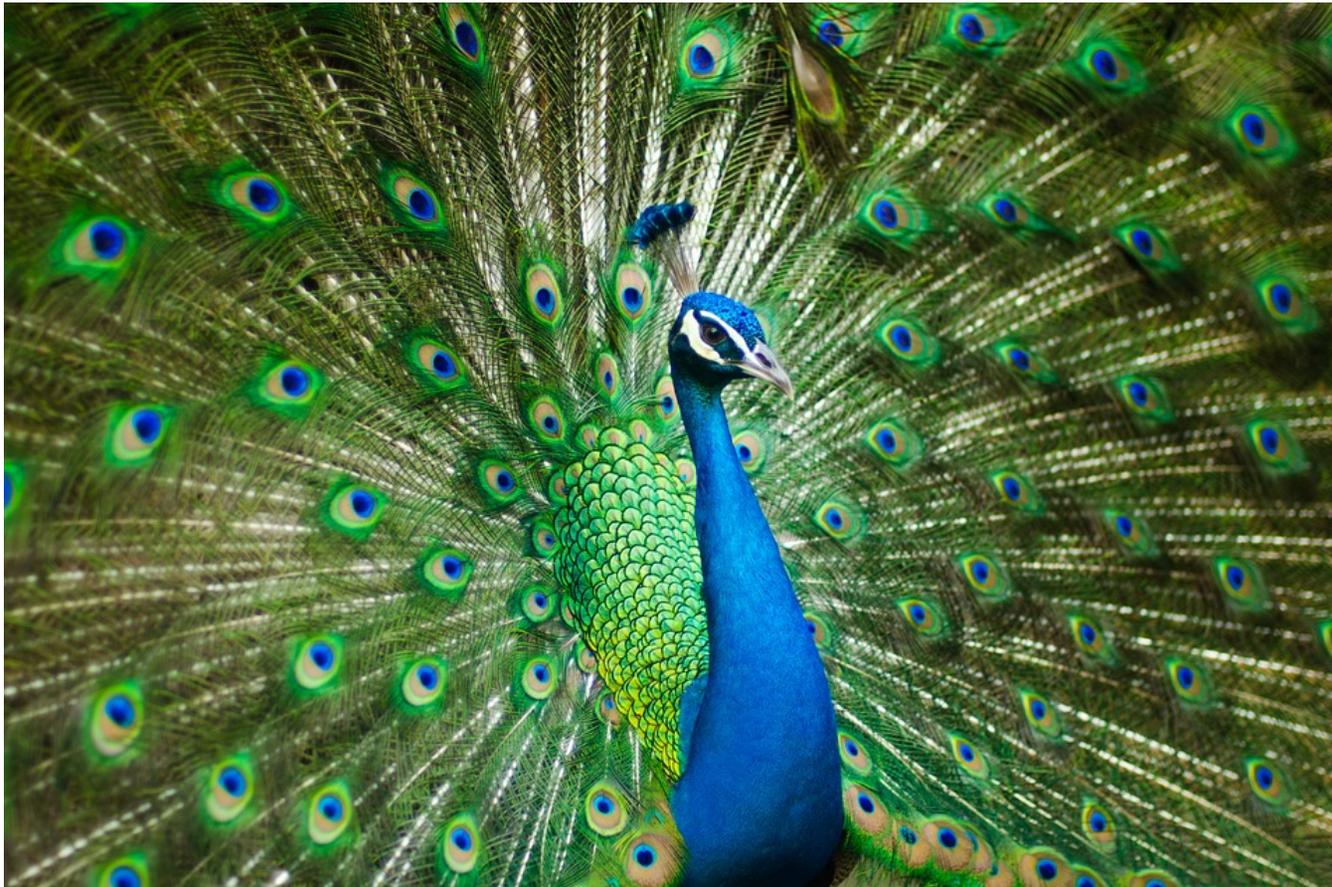
Feedback and Evaluation

- The agency evaluates whether staff members feel safe and valued at the agency.
- Mechanisms are in place for staff to provide feedback on the agency's ability to provide for the physical and emotional safety of staff and people receiving services.
- The agency regularly incorporates feedback into changes and improvements.



YOU MAY NOT ALWAYS HAVE A COMFORTABLE LIFE AND YOU WILL NOT ALWAYS BE ABLE TO SOLVE ALL OF THE WORLD'S PROBLEMS AT ONCE BUT DON'T EVER UNDERESTIMATE THE IMPORTANCE YOU CAN HAVE BECAUSE HISTORY HAS SHOWN US THAT COURAGE CAN BE CONTAGIOUS AND HOPE CAN TAKE ON A LIFE OF ITS OWN.

MICHELLE OBAMA



Questions and Reflections

Resources

- NCDVTMH Website www.nationalcenterdvtraumamh.org
 - Webinar Series 2016-2017 Trauma-informed Responses to Emotional Distress and Crisis (self-injury)
 - Suicide Prevention Resources
 - Model Medication Policy
 - Additional Resources and Tip Sheets for Advocates
 - Trauma-Informed Legal Advocacy Resources
- Millie Grenough. Oasis in the Overwhelm: 60 Second Strategies for Balance in a Busy World (2009).
- Laura van Dernoot Lipsky. Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others (2009); The Age of Overwhelm: Strategies for the Long Haul (2018)

Additional Resources

- Hope Rising: How the Science of Hope Can Change Your Life by Casey Gwinn and Chan Hellman
- Hilary Jacobs Hendel
<https://www.hilaryjacobshendel.com/hilarys-blog>
- Venice Garner Moore
<https://www.embraceyourdifference.com/>
- Kristin Neff
<https://self-compassion.org/>
- Virtual Room of Refuge by Truman Medical Centers
<https://mailchi.mp/751f8d07b5db/virtualroomofrefuge>



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Certificate of Participation

Webinar Training

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1.5 Hours

May 25, 2021

A handwritten signature in black ink, appearing to read "Casey Gwinn".

Casey Gwinn, J.D.
Co-Founder and President
Alliance for HOPE International

A handwritten signature in black ink, appearing to read "Gael Strack".

Gael Strack, J.D.
Co-Founder and CEO
Alliance for HOPE International