



# Trauma Informed Care: PISC 2023

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## Trauma Informed Care

New Trauma Informed Care Team

Improving MI Practices

MiFAST

Training

Idea of “Connecting Paradigms”

Other Support as Requested



# NEAR Science

Neurobiology

Epigenetics

ACES

Resilience

# How Trauma Affects the Mind



## **Views of Self**

I am incompetent  
I am damaged  
I should have reacted differently



## **Views of the World**

The world is dangerous  
People cannot be trusted  
Life is unpredictable



## **Views of the Future**

Things will never be the same  
What's the Point  
It is hopeless

# 3 Realms of ACEs

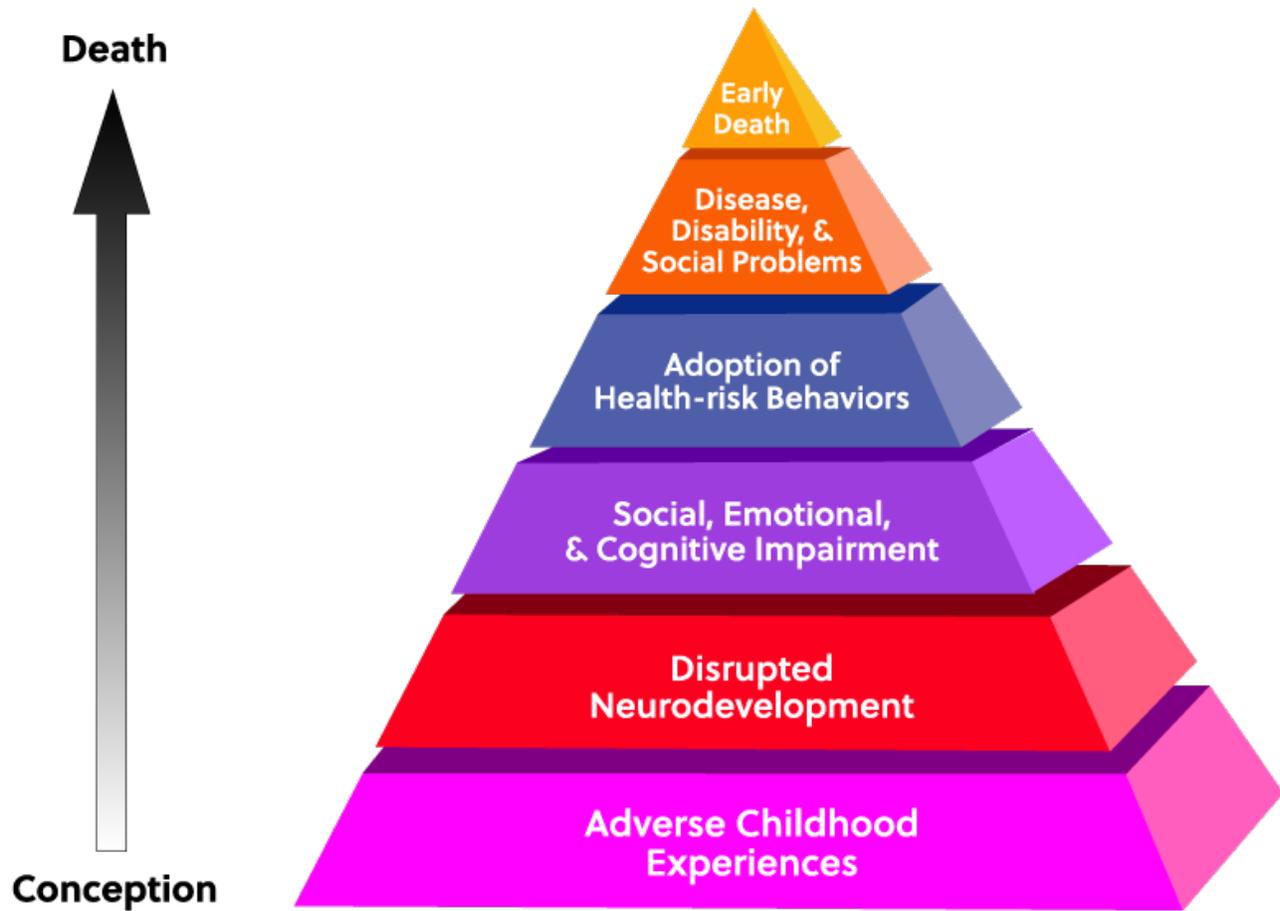
Adverse childhood and community experiences (ACEs) can occur in the household, the community, or in the environment and cause toxic stress. Left unaddressed, toxic stress from ACEs harms children and families, organizations, systems and communities, and reduces the ability of individuals and entities to respond to stressful events with resiliency. Research has shown that there are many ways to reduce and heal from toxic stress and build healthy, caring communities.



Next Up:  
ACES

Thanks to Building Community Resilience Collaborative and Networks and the International Transformational Resilience Coalition for inspiration and guidance. Please visit [ACESConnection.com](https://www.acesconnection.com) to learn more about the science of ACEs and join the movement to prevent ACEs, heal trauma and build resilience.





**Mechanisms by Which Adverse Childhood Experiences Influence Health & Well-being Throughout the Lifespan**

# Trauma in Different Populations

Race, Ethnicity and Trauma

Individuals with Disabilities

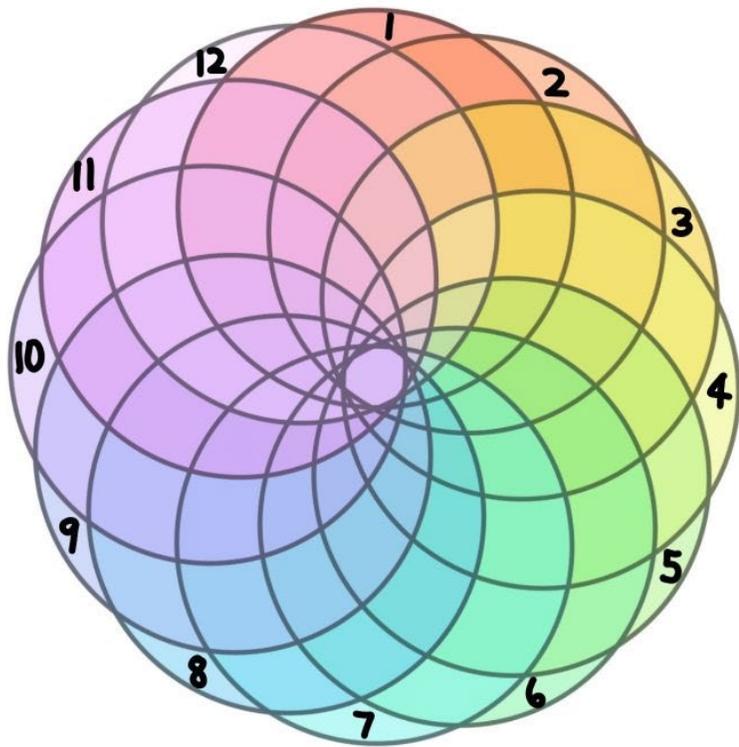
Trauma and Substance Use

Children and Youth

LGBTQ Community

Veterans

# INTERSECTIONALITY



- 1 Race
  - 2 Ethnicity
  - 3 Gender identity
  - 4 Class
  - 5 Language
  - 6 Religion
  - 7 Ability
  - 8 Sexuality
  - 9 Mental health
  - 10 Age
  - 11 Education
  - 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylviaaduckworth

Overlap of various social identities and how they contribute to systematic advantages and disadvantages experienced by an individual

## Intersectionality Reflection Questions

Utilize the following reflection questions to begin thinking more concretely about the impact of the work your organization does and whose needs and experiences need to be centered.

1. What representation of marginalized groups do you have inside of your organization?
2. What communities are the focus of your organization?
3. How do the systems at play further marginalize both groups?

# WHEEL OF POWER/PRIVILEGE



Not always comfortable to think about...

- How close are you to the center on the wheel of power/privilege for each category?
- What about the individuals you serve?
- What about your leadership team?
- What do you think this has to do with trauma?

# Resilience

The ability to survive and at times thrive despite facing difficult life circumstances such as trauma and poverty. Resilience can also be seen as coping skills utilized to navigate various situations and scenarios and should be acknowledged and affirmed when engaging with an individual.



What is the difference?

- Trauma Aware
- Trauma Informed
- Trauma Specific

A program,  
organization, or  
system that is  
trauma-informed:

**REALIZES** the widespread impact of trauma and understands potential paths for recovery;

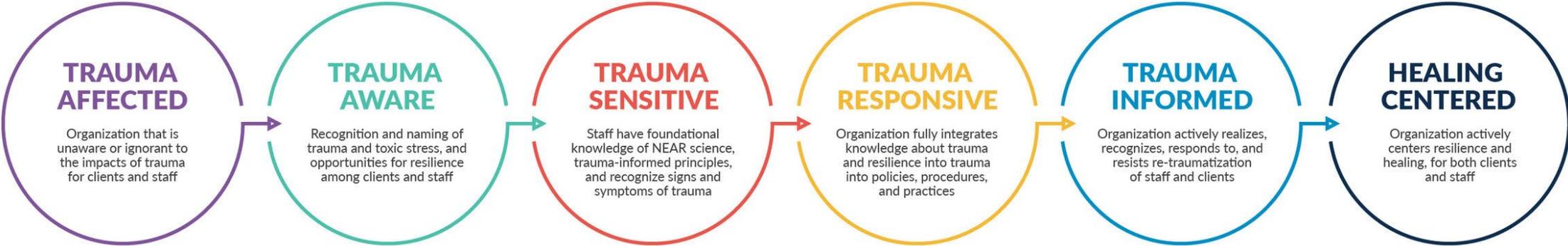
**RECOGNIZES** the signs and symptoms of trauma in individuals, families, staff, and others involved with the system;

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

and seeks to actively **RESIST** re-traumatization.”

# ROADMAP TO HEALING

This graphic illustrates the spectrum of organization types when considering the level of trauma-informed and healing-centered approaches they currently implement.





# What Is Trauma Informed Care (TIC)

A trauma-informed approach to care incorporates realization of trauma and the significant effects trauma can have on an individual, family, organization and community; recognizes the signs of trauma; responds universally in a trauma-informed way with practices embedded throughout the entire organization or community; and resists re-traumatization that at times can be triggered by unintended stressful and toxic environments.

# Defining a Trauma-Informed Approach

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- Recognizes the pervasiveness and impact of trauma and victimization
- Ensures that this understanding is incorporated
- Provides guidance on and actively works to decrease re-traumatization while supporting resilience, healing, and well-being
- Fosters an awareness of what we, as service providers, bring to our interactions
- Recognizes ongoing and historical experiences of discrimination and oppression, and works to address social conditions that perpetuate abuse, trauma, discrimination, and disparities

NCDVTMH (2018) Tools for Transformation: Becoming Accessible, Culturally Responsive, and Trauma-Informed Organizations

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



# Trauma Lens = Shift in Thinking

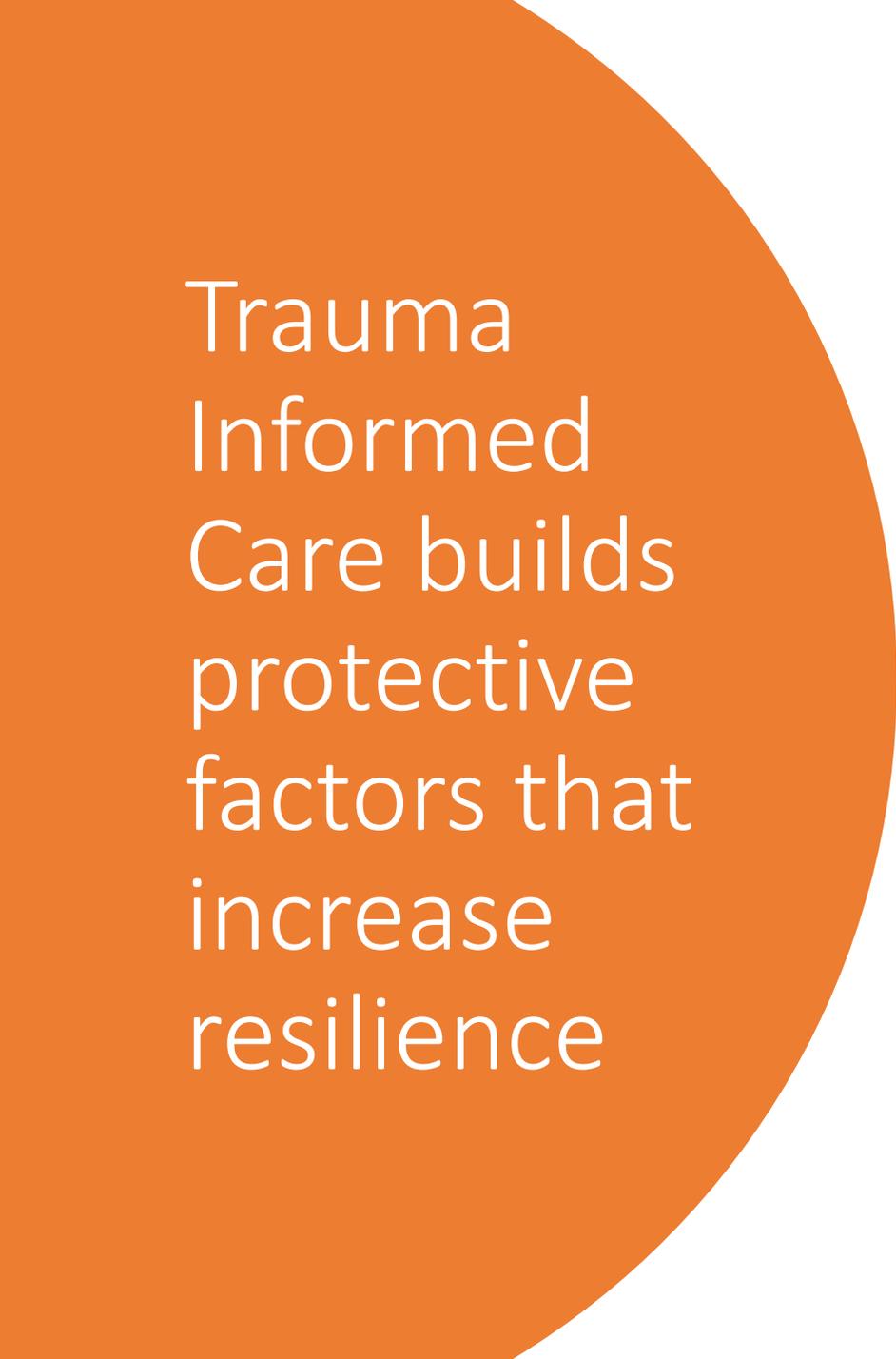
Instead of “What’s wrong with you?” ask “What happened to you?”

Instead of “What is your diagnosis?” try “What is your story? What brought you here?”

Instead of “What are your symptoms?” ask “How have you coped and adapted?”

Instead of “How can I best help or treat you?” ask “How can we work together to figure out what helps?”

Instead of “Here is what you need to work on ....” ask “How can I support changes in your behavior that will benefit you?”

A large orange circle on the left side of the slide, partially cut off by the edge.

Trauma  
Informed  
Care builds  
protective  
factors that  
increase  
resilience

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Close relationships/connections

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Sense of purpose/meaning

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Opportunities to connect socially

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Support in times of need

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Treatment with providers that are  
well trained/competent with trauma

## 6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC's [Center for Preparedness and Response \(CPR\)](#), in collaboration with SAMHSA's [National Center for Trauma-Informed Care \(NCTIC\)](#), developed and led a new training for CPR 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:



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 [CPR](#) and [NCTIC](#) was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.



Supervision

# Trauma Informed Supervision

The ultimate goal of supervision is to **help workers provide individuals with the best possible services**. .....Supervisors provide a combination of **administration, education, and support** (Tsui, 2005). Supervision is typically viewed as a **partnership**...Supervision is not something that is done to a person, but is done with a person. It requires **active participation** from both the supervisor and supervisee. Supervision **creates the space to discuss how an advocate's role fits with the mission of the center, explores training needs, and provides ongoing support to avoid the negative impacts of vicarious trauma**.

# Reflective Supervision

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- **Reflection means stepping back from the immediate, intense experience of hands-on work and taking the time to wonder what the experience really means.**
- **The concept of collaboration (or teamwork) emphasizes sharing the responsibility and control of power.**
- **Neither reflection nor collaboration will occur without regularity of interactions.**

Traditional supervision focus on clinician skills

Reflective supervision focus on clinician experiences

# MiFAST Reviews

Six Domains  
Reviewed for  
Strengths and  
Opportunities

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Domain 1. Program Procedures and Settings

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Domain 2. Formal Services Policies

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Domain 3: Trauma Screening, Assessment, and  
Service Planning

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Domain 4: Administrative Support for Program-  
Wide Trauma-Informed Services

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Domain 5: Staff Trauma Training and Education

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Domain 6: Human Resources Practices