

Addressing Hidden Wounds:  
Trauma Informed Care

# Land Acknowledgement

We acknowledge that we are each residing on tribal lands of those who have lived on this land time immemorial.

We pay respects to their elders past and present.

Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together today.

**We recognize the resilience of those past and present**, who work to build a strong and sovereign nation where Tribal members live their values and culture.

Text your zip code to 1 (907) 312-5085 to learn more about the tribal lands in your area.

<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

# Grounding Practice





# Check-In

Which kitty in isolation are you today?



# Acknowledgments



- We are fighting a disease with emerging treatments and no vaccine. We are in this for a while.
- The pandemic is new; the inequities it unmasks are not new.
- Racial Justice challenges the status quo and creates opportunities for change.
- We are each holding a multitude of feelings; fear, overwhelm, grief, rage and joy -- at the same time.
- There are many responses to stress and uncertainty -- each of them valid.
- There critical need for reflection, inquiry, and prioritization of the most critical needs.
- There is no better opportunity to practice compassion and collective care than right now.



Lack of access to Health Care

Police Brutality

Systemic Racism

Homelessness

# SAME STORM DIFFERENT BOATS

Xenophobia

Anti-immigrant Prejudice

Poverty

Food Insecurity





**Trayvon Martin, Yvette Smith, Eric Garner, Michael Brown, Laquan McDonald, Tanisha Anderson, Akai Gurley, Tamir Rice, Jerame Reid, Natasha McKenna, Eric Harris, Walter Scott, Freddie Gray, William Chapman, Sandra Bland, Darrius Stewart, Samuel DuBose, Janet Wilson, Calin Roquemore, Alton Sterling, Philando Castile, Joseph Mann, Terence Crutcher, Chad Robertson, Jordan Edwards, Aaron Bailey, Stephon Clark, Danny Ray Thomas, Antwon Rose, Botham Jean, Atatiana Jefferson, Michael Dean, Ahmaud Arbery, Breonna Taylor, George Floyd**

The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.-- Naomi Rachel Remen







# GRIEF

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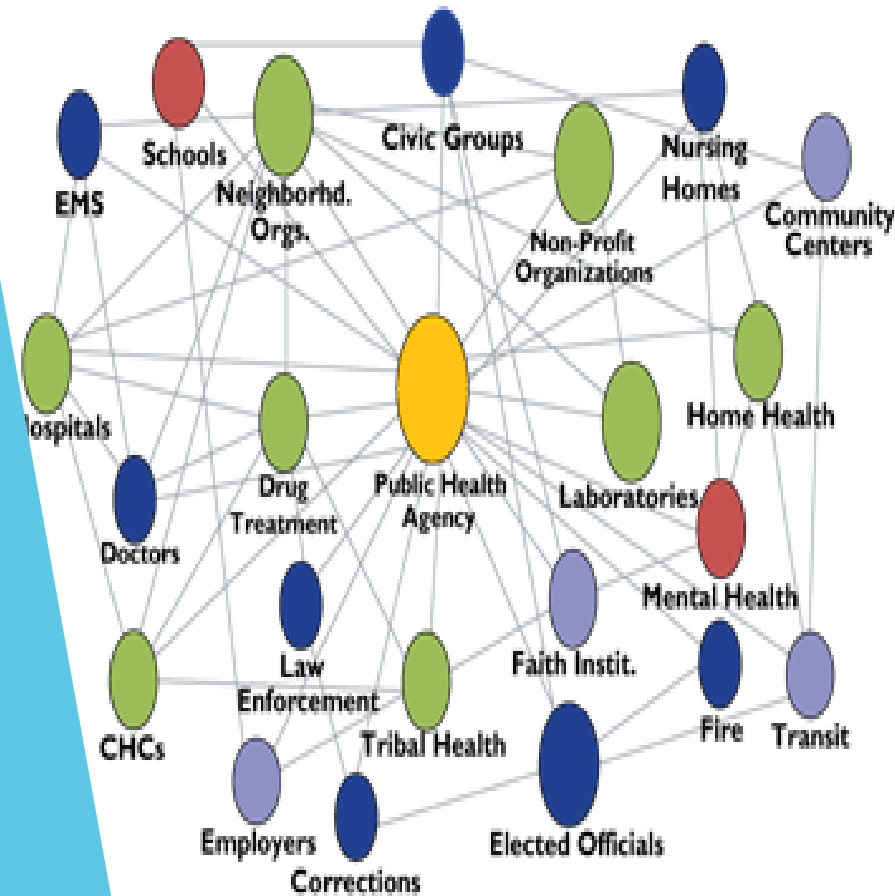
The natural reaction to the death of someone with whom you feel attached.

## Grief, Loss, and Rage:

- What have you lost?
- What have you found?

# HISTORY: STRESS AND TRAUMA ARE PUBLIC HEALTH ISSUES

- Stress linked to 6 leading causes of death
  - Heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide
- Trauma impacts more than just the individual
  - Ripple effect to others –
  - Some communities disproportionately affected
  - Oppression + Poverty + Trauma = Toxic
- Intergenerational transmission of trauma
- Systemic, preventative approach needed



# Trauma is not an ACE

Results from an **event or series of events** that are **physically or emotionally harmful** and have **lasting adverse effects** on wellbeing



*People can live through the same event but have very different experiences and reactions*



## Even the Experts are Confused as to Which Term is Best



CANarratives.org

# Trauma Informed Systems Principles

- Understanding Trauma and Stress
- Cultural Humility and Responsiveness
- Safety and Stability
- Compassion and Dependability
- Collaboration and Empowerment
- Resiliency and Recovery



DA ANDERSON

WWW.ANDERSON



"Anyone have any bold initiatives they'd like to unleash?"

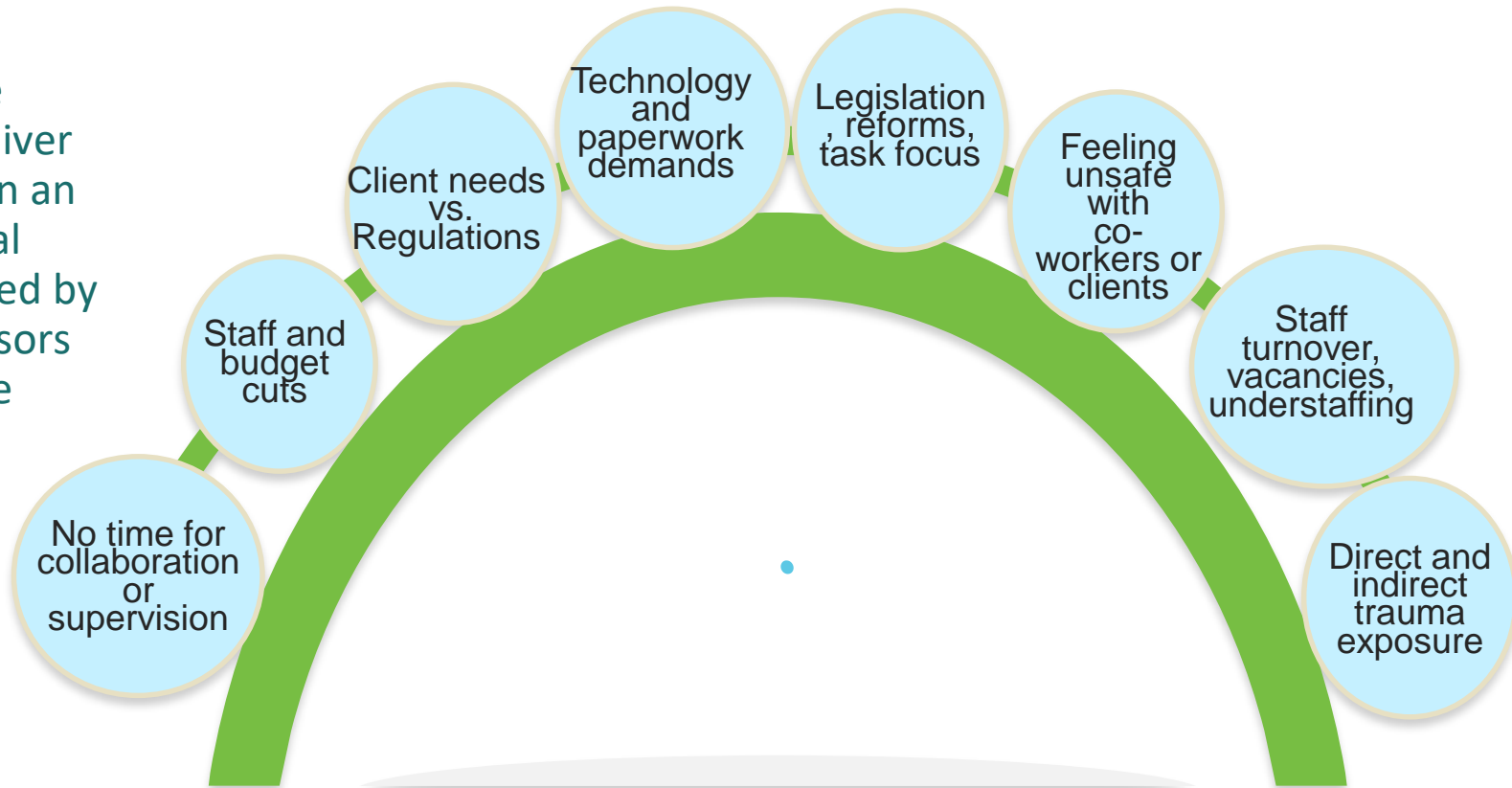
Organizational  
Trauma





# Organizational Stressors

Providers are unable to deliver quality care in an organizational culture defined by chronic stressors and collective traumas





### TRAUMA-ORGANIZED

- Reactive
- Reliving/Retelling
- Avoiding/Numbing
- Fragmented
- Us Vs. Them
- Inequity
- Authoritarian Leadership



### TRAUMA-INFORMED

- Understanding of the Nature and Impact of Trauma and Recovery
- Shared Language
- Recognizing Socio-Cultural Trauma and Structural Oppression



### HEALING ORGANIZATION

- Reflective
- Making Meaning Out of the Past
- Growth and Prevention-Oriented
- Collaborative
- Equity and Accountability
- Relational Leadership

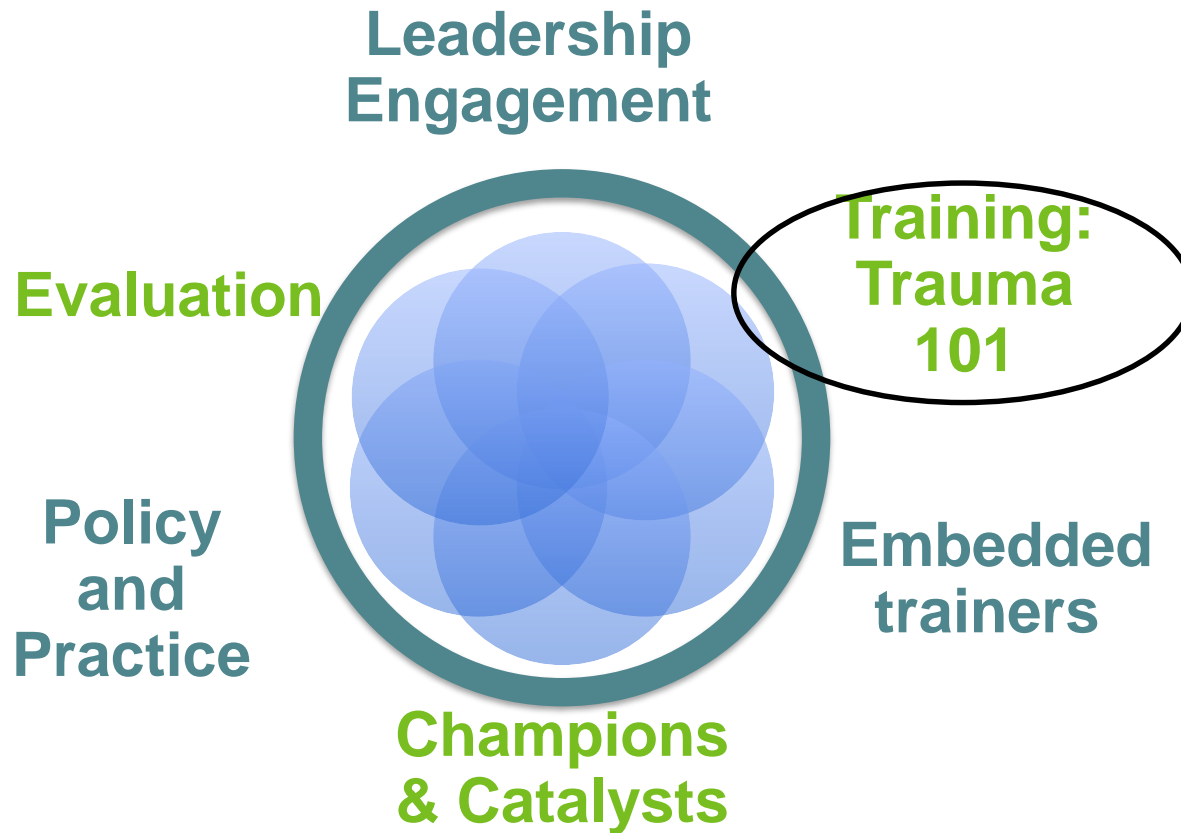
TRAUMA INDUCING

TO

TRAUMA REDUCING



# Healing System of Care Conceptual Framework



# Four Quadrants of Change

	Subjective	Objective
Individual	<b>Quadrant 1</b> Personal Meaning & Engagement	<b>Quadrant 2</b> Skills & Behaviors
Collective	<b>Quadrant 3</b> Culture & Shared Values	<b>Quadrant 4</b> Systems & Structure

# Relational approaches to data & Decision making

Participatory  
Decision-making

Cooperative Inquiry



Data Reflection  
Cafes



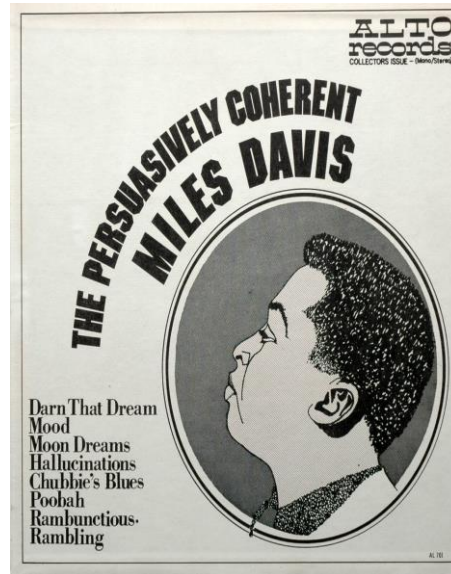


# Summary of Relational Healing

## Connect



## Coherence



## Collaboration



# Change

“People don’t resist change.  
They resist *being* changed.”

(Senge, 1990)

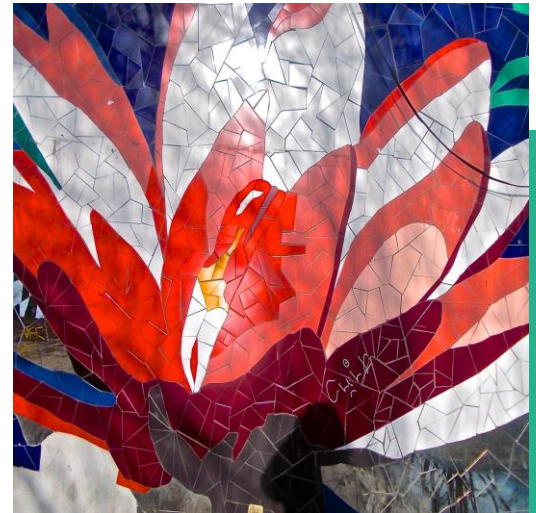


"I must be growing up. I've caught myself washing my hands without being told to."

# Thank you!

“May your choices reflect your hopes, not your fears.”

- Nelson Mandela



# Resources

- Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others Laura van Dernoot Lipsky with Connie Burk
- National Child Traumatic Stress Network  
[www.nctsn.org](http://www.nctsn.org)
- Generative Somatics  
<http://www.generativesomatics.org/>
- Trauma Transformed T2  
<http://traumatransformed.org/>
- Heal SF: <https://healsanfrancisco.org/>