Welcome to the Webinar

We will begin at 11:00am (PT) / 2:00pm (ET).

A recording will be available after the webinar.
Your line will be muted to cut down on background interference so please use the chat box to share your name, your organization, your location and any questions you have for our featured speakers.
Federal Coordination

- US Department of Justice
  - Office of the Attorney General
  - Office of Justice Programs
    - Office of Juvenile Justice and Delinquency Prevention
    - Office for Victims of Crime
    - National Institute of Justice
  - Office on Violence Against Women
  - Office of Community Oriented Policing
  - Executive Office of US Attorneys
- US Department of Health and Human Services
- US Department of Education
Goals of the Defending Childhood Initiative

• Prevent children’s exposure to violence.

• Mitigate the negative effects experienced by children exposed to violence.

• Develop knowledge about and spread awareness of this issue.
Over $30 M Invested From FY2010 – FY2012

• Research and Evaluation
• Direct Action in Communities
  – Comprehensive Demonstration Project
  – Safe Start Program (www.safestartcenter.org)
  – OVW Children Exposed to Violence grants
• Training and Technical Assistance
• Attorney General’s Task Force on Children Exposed to Violence (www.justice.gov/defendingchildhood/cev-rpt-full.pdf)
• Action Partnerships with Professional Organizations
How to use this technology

• You can choose to connect via computer OR via telephone.
  • Should you choose computer, please mute your computer microphone to avoid feedback.
  • Should you choose to dial in, please follow the audio instructions on the screen or in the audio pop up:
    • Dial: **1-888-850-4523**
    • Enter the Participant Code: **418086#**

    OR

    • Dial: **1-719-234-7800**
    • Enter the Participant Code: **418086#**

• There will be time for Q & A at the end of the presentation.
• Please enter any questions you have in the Public Text Chat box.
• A recording and PDF slides will be available after the webinar.
Trauma Informed & Equitable Approaches

To training development & implementation

Boston DCI Youth Worker Training Institute
Learning Objectives

Process & Development
- Increase participants knowledge of the process and development of the Boston DCI Trauma Awareness & Resilience Training Institute for Youth Workers

Racial Justice & Resilience
- Increase understanding of how to incorporate a racial justice lens in the development and implementation of a trauma awareness and resilience training institute

Content, Structure & Building Movement
- Increase knowledge of how to integrate trauma informed approaches to content development and structure of training
- Identify strategies for building movement, recruitment and replicating training in communities
The Process

Research
Focus Groups
Themes
Community Advisory Committee
Learning Objectives
Curriculum Development (BARCC)
Pilots

- 20 plus community partners
  - Interviews
- Four Focus Groups
  - 15 young people
  - 30 youth workers
- Questions: Skills, Knowledge, Approaches
- Perspective from agency leadership and frontline workers
- Reviewed national and local curriculums
- One year of preparation
- One year of implementation of pilots
Why Youth Workers!

Because youth workers use a relationship based approach to working with young people they are often trusted in ways that other services providers are not. DCI believes that youth workers can be lifelines for young people and children exposed to violence.
Youth workers are carrying not just one young person’s pain, but multiple pains for each young person they serve, and then having a case load of 20 students. We need to support staff with that.

Youth Worker
People who work with youth

- Youth Workers
- Street Workers
- Outreach Workers
- Victim Advocate, DA’s Office
- Youth Service Coordinators
- Youth Program Directors
- Case Managers
- Clinicians
- College & Career Counselors
- Teachers
- Family Partners
- Community Health Workers
- Administrative Staff
Developing Process & Process questions

Self-reflection
Anonymous Evaluations
Interpersonal Feedback

What is the history?
What is my history?
Be aware of how they connect

Build relationship with who you are serving
Community Advisory Committee

- Critical part of the process
- Representatives from a variety of fields but all youth serving
- Their feedback proved to be an essential part of the training/curriculum development process
- Made sure we highlighted youth worker strengths
- Encouraged us not to be gender and race silent

- Black Ministerial Alliance
- Boys & Girls Club of Roxbury
- Center for Community Health & Equity - Brigham & Women’s Hospital
- Greater Boston Family Services
- YWCA
- Asian Task Force Against Domestic Violence
- Massachusetts Department of Public Health
Recruitment & Accommodations
Different neighborhoods across the city
Accessible to public transport
Targeted outreach
- Flier is not enough
- Personal emails
- Personal phone calls
- Visiting and going to events in community
Constant follow up and opportunities for engagement
Building of relationships
Access to resources

Language
- Literacy levels
- Translation in future
Clear objectives
Daily evaluations
Train of the Trainer
- Leaders in the field of youth work
- Bring it back to their communities
- Stipends
Honoring and documenting feedback
Advocating when appropriate
Staying in contact
RACIAL JUSTICE APPROACH

- Taking adequate time for recruitment to ToT and Institute
- Identifying diverse facilitators
- Group meetings to prep and debrief
- Careful thought about who delivers what content
- Allowing space for people to process issues of racism
- Bringing people in to the process

- Cultural humility and self reflection
  - Ethnic names vs. cross cultural/religion names
  - Feedback from participants and stereo typing
  - Some scenarios culturally specific

- Identity development
  - Maps
  - Oppression
  - Privilege

- Helpful and Harmful factors
The Boston Public Health Commission's (BPHC) Racial Justice and Health Equity Initiative is a broad organizational transformation process.

And aims to integrate health equity and racial justice principles and practices into all Commission work, both internal and external, in order to measurably reduce inequities in Boston.
Trauma-Informed Principles

- Basic guidelines for everyday ways to make our work more supportive of those who have experienced trauma and to enhance resilience

- Result of focus groups, interviews, literature review, feedback
Trauma-Informed Principles

- Positive Relationships
- Understanding trauma and its impact
- Culture of self-care
- Promoting Safety
- Voice & Choice
- Access to Resources
- Positive Youth Development
- Social Emotional Learning

- Referenced throughout training
- Supplemental documents and handouts that provide examples
  - Why it is trauma informed?
  - How are you/could you use it?
  - What it could look like?
- Cultural Competence & Promotion of Equity
Design of Training

Overall Structure

• Day/Session
• Outline & Foreword
• Introduction
  • Activities
  • Group Agreements (Each Session)
• Modules
  • Activities
• Closing
  • Activities

Appendix

• Power Point Slides
• Definitions & Resources
• Trainer Handouts
• Trainer’s Tips
• References
Details of Structure

Sessions (Day 1,2,3)
- Divided into three sessions (days)
  - 6 hours each session
- Each session begins with an outline
  - Modules
  - Activities
  - Breaks
  - Materials check list
- Difficult to continue learning after 5-6 hours of heavy content

Modules
- Each day divided into a number of modules covering large topic areas
- Each module begins with the primary learning objectives of the module and key learning points
- Activities within each module are designed to meet the learning objective and cover key points
- Trainer activities
  - What should be explained
  - What should be asked
  - Suggestions

Appendix
- More in depth information available to trainers
- Makes the guide more user friendly
- Citations, references and where content was adapted from
- Can help you tailor to audience
- RESOURCES!
- Definitions and Links
Trauma Informed Sessions

Grounding & Mindfulness

- Grounding tools are available throughout the training to help you practice mindfulness and self-care.

- Mindfulness is being fully aware of your immediate present experience and accepting yourself as you are in this moment without judgment.

Attunement & Breaks

- Reading audience and knowing when the energy is low

- Breaks after heavy discussions

- Energizers to help us transition

- Resources whenever necessary

Group Agreements

- Pausing when agreement are not being honored

- Safe word

- Revisiting after each session and focusing on which agreements we struggled with and which did we do well with

- Ownership & Modeling
Exchanging wisdom and resources

Peacemaking when things get difficult

Honoring people and our mistakes

Trauma Informed Approach

Accessible activities and language

EQUITY
Session 1

Adolescence as a Life Stage
- Adolescent development
- Adolescent brain development
- Adolescent identity development
- Positive youth development
- Positive/negative factors that promote resilience and positive identity development.

Trauma and Its Impact
- Trauma (definition and type)
- Reactions to trauma
- Normalizing reactions (coping with stress)

Trauma Exposure & Self-Care
- How second-hand trauma impacts providers
- Role of identity and trauma impact on providers
- Strengths and weaknesses (risk-factors)
- Strategies of self-care
Identity Maps

On the “YOU” side:
- What parts of your identity were important to you growing up? What parts are important now?
- What messages did you get about your identity?

On the “YOUTH” side:
- What parts of young people’s identities do you think are important to them?
- What messages do they get about their identities?
Session 2

- Trauma’s Impact on Youth
  - Different types of stress
  - How trauma impacts brain
  - How trauma impacts thoughts, feelings, behaviors, and beliefs
  - How it impacts adolescents’ social, spiritual, and occupational lives
  - Deepen understanding of resilience and the factors that promote it.

- Responding to Youth Trauma Reactions
  - Crisis response
  - Containment skills
  - Grounding & mindfulness techniques
  - Linking to resources
  - Empathy & safety

- Boundaries
  - Assess and understand personal beliefs on boundaries
  - Explore boundaries & how they relate to trauma-informed programming
  - Link boundaries & enhancing resilience
Resilience

Resilience is the capacity of individuals and communities to adapt, survive, and bounce back in the midst of hardship and adversity. Rather than being permanent or innate, resilience is dynamic and fluid; it can be shaped by many factors, and expressed in multiple ways.
FACTORS THAT INFLUENCE RESILIENCE IN YOUTH

HARMFUL FACTORS

- Society & Institutions
- Community
- Family & Peers
- Internal

HELPFUL FACTORS

- Society & Institutions
- Community
- Family & Peers
- Internal

Trauma Awareness & Resilience Training Institute for Youth Workers
Session 3

Trauma-informed Approaches
- Understand you behavior as it relates to trauma
- 3 stages of change & how it relates to trauma-informed work with youth.
- Strategies for trauma-informed conversations (TIC) with youth
- Tools for youth workers to use with youth who are going through change.

Trauma-informed Programs
- Principles of trauma-informed youth serving programs
- Restorative justice intervention methods
- Actions based on TIPPS assessment
- Use multiple frameworks to understand trauma & development (like anti-oppression and empowerment).
- Personal strengths and strategies
- Utilize strategies for enhancing resilience in youth
  - How to create safe programming space
  - Games that increase trust & safety
  - Ground rules
  - Physical space & layout
  - Language & choices
Trauma Informed Assessment Tool

- Training
- Interactions
- Programs
- Policies
- Safety
This planning tool is designed to help with developing an action plan for making your program more trauma-informed.

1. Start by reviewing your Trauma-Informed Self-Assessment Tool (TIPPS) and decide what areas you think are important to work on.

2. Next, decide on a goal---take into consideration your program’s overall needs and strengths, as well the areas where you have more control/responsibility (e.g. program activities that you are responsible for planning and leading).
Training of the Trainer

Day 1: Foundation
- Define key concepts and terms: adolescent, trauma, resiliency, secondary trauma, identity, etc.
- Increases awareness of trauma and trauma responses
- Recognize signs of secondary trauma
- Introduce resiliency, socio-ecological model

Day 2: Skill Building
- Apply framework of resiliency and socio-ecological model to relevant situations
- Practice responding to traumatic events using SEEK model
- Discuss challenges to self-care such as boundaries

Day 3: Advanced Practice
- Stages of Change theory, Restorative Justice, Organizational Level Change Strategies
Training of the Trainer

Building Movement!

Recruitment
- Adequate time to diversify cadre of trainers
  - Targeted recruitment and outreach
  - Networks
  - Personal follow up
- Stipends
- Applications

Reflecting on Applicants
- Notice not diverse enough
- Went back to do targeted outreach
- Asked ourselves and applicants what were obstacles to applying

Agenda

Session 1 Foundation & practice
- Introductions and overview
- Best practices for trainers
- Outline training content
- Facilitation skills: planning, challenging situations, specific strategies

Session 2: Intensive practice
- Identifying and applying strategies for facilitation and delivery
- Practice and feedback
- Reviewing expectations and next steps
Our Reach

- 12 new trainers to help co-facilitate
  - Bringing it back to their communities
    - Mass Mentors (40)
    - Bottom Line (20)
    - Teen Empowerment (TBD)
    - Boys & Girls Club (TBD)
    - Roxbury Tenants of Harvard (15)
  - Averaging 20 people per training

- 200 + Youth Workers trained through 3 Day Institute
- 800 additional Youth Workers trained through half day workshops
Our Reach

- Expanding beyond Boston
  - BARCC & Massachusetts Department of Public Health
- Ongoing Technical Assistance

- Evolution of Training
  - Home Visitors (DV, Trauma & Resilience)
  - Parent Engagement & Early Childhood
  - Youth Trauma & Resilience Training
  - Racial Justice & Identity Development

- Facilitator Guide (please cite us if you use materials)

https://www.dropbox.com/sh/zls469e2tq52zxb/AADw10V2YsVDeRPsZp8z6f6a?dl=0
Impact
Results: % would use Trauma-Informed Approaches (TIA) with youth (n=23)
Results: Trauma-Informed Behaviors/Practices in past 2 weeks (n=23)
QUESTIONS?
THANK YOU!

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This project was supported by Grant No. 2011-MU-MU-K011 awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. Points of view expressed in this webinar are those of the presenter(s) and do not necessarily represent the official position or policies of OJJDP or the U.S. Department of Justice.