



Trauma-Informed Training



A CORE CURRICULUM FOR ENTITIES SERVING CHILDREN AND FAMILIES
IN WISCONSIN

Developed by Jessica Dallman, MA LPC NCC
Natural Wisdom Counseling LLC

Adapted and Presented by: Erica Boos and Emma Field

Acknowledgments and Influencers:



Training and Research

- University of Wisconsin – Milwaukee (Bachelors in Social Work)
- University of Minnesota (Bachelors in Family Social Science)
- Infant, Early Childhood, and Family Mental Health
- Dr. Daniel Siegel, Interpersonal Neurobiology
- Dr. Bessel van der Kolk
- Dr. Gabor Maté
- Resmaa Menakem
- Jon Kabat Zinn, Mindfulness-Based Stress Reduction
- Eva Selhub, *Your Brain on Nature*
- NCTSN
- SAMHSA

Mentors and Colleagues

- Jess Dallman, MA, LPC
- Priscilla Wallace (RS)
- Virginia Lopez
- Turningpoint staff, clients and volunteers
- Family and chosen family



How we got here...



- Emma went to one of the first WI Hawthorn Project trainings in the Fall of 2018.
- Applied during second year of the project in Summer of 2019 and were accepted!
- Attended the first in-person training October 21st, 2019.
- Have participated in multiple video meetings with the Tier 1 and our individual mentors. As well as homework assignments (readings, webinars, assessments, videos)
- Created TIC handouts for our organization
- Adapted the curriculum for Turningpoint all staff meeting on Zoom
- Attended a final training at end of June
- Present curriculum to staff

Objectives



- Participants will be able to define trauma and the different types of trauma.
- Participants will become familiar with signs and symptoms of trauma.
- Participants will discuss Trauma Informed Care principles.
- Participants will explore the parallel process of trauma, resilience, and recovery among children, families, providers, and systems.
- Participants will practice strategies for cultivating resilience (and regulation) in self, team, and clientele.
- Participants will identify aspects of bias, oppression, and intersectional adversity throughout the training.

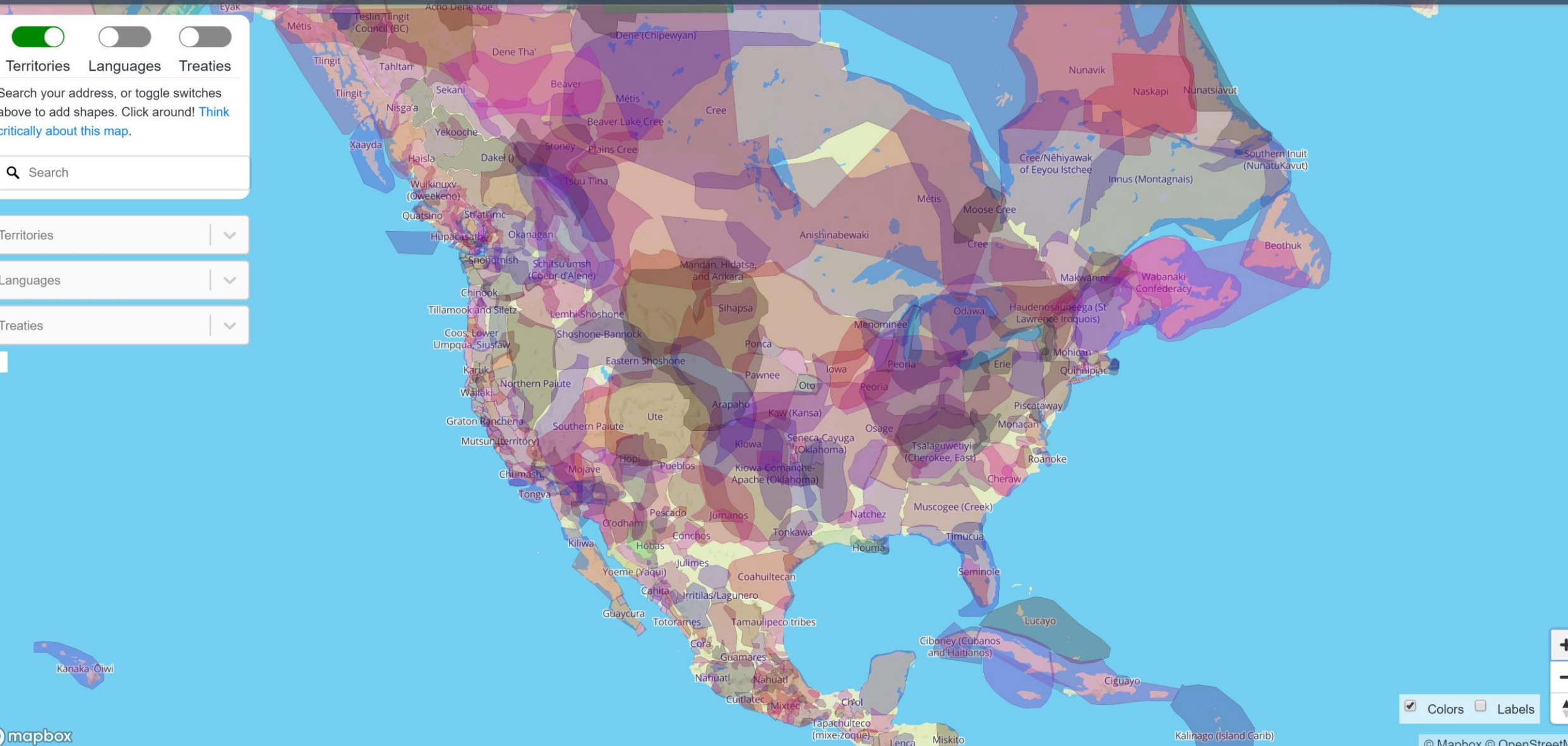
Territories
 Languages
 Treaties

Search your address, or toggle switches above to add shapes. Click around! *Think critically about this map.*

Territories ▾

Languages ▾

Treaties ▾



Colors
 Labels

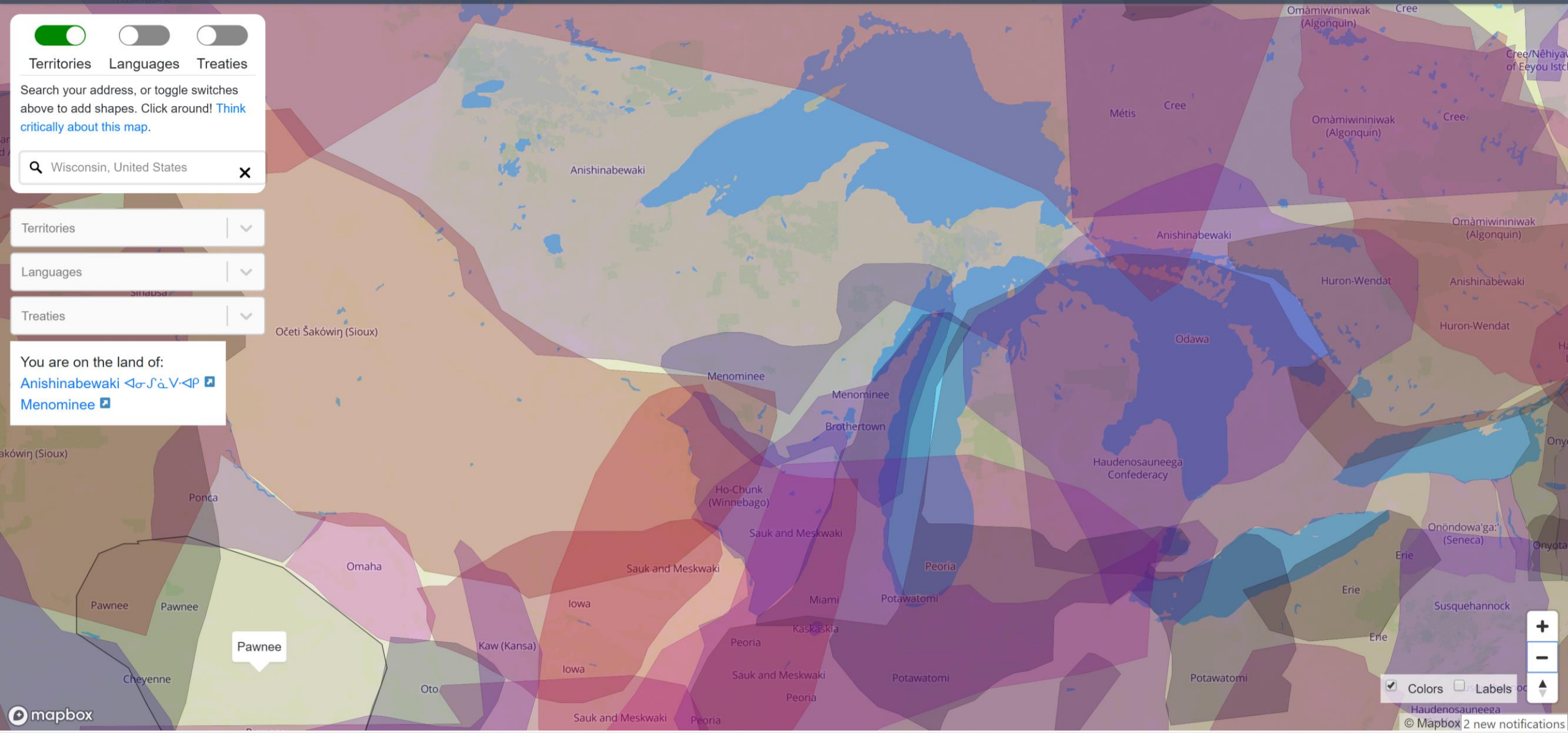
Territories Languages Treaties

Search your address, or toggle switches above to add shapes. Click around! [Think critically about this map.](#)

🔍 Wisconsin, United States ✕

Territories ▾
Languages ▾
Treaties ▾

You are on the land of:
[Anishinabewaki](#) ᐱᓂᓂᓂᐱᐸᐸᓃᓃᓂᐱᓃ
[Menominee](#) ᐱᓂᓂᓂᐱᓃ



Colors Labels POI

Map navigation controls: +, -, ↑, ↓

Territories
 Languages
 Treaties

Search your address, or toggle switches above to add shapes. Click around! [Think critically about this map](#)

- Territories
- Languages
- Treaties

You are on the land of:

- [Wahpekute](#)
- [Anishinabewaki](#) ᐱᐢᓂᓂᐢᐱᐸᐸᐱᐸᐱᐸ
- [Ojéti Šakówinj \(Sioux\)](#)

Ojéti Šakówinj (Sioux)
Anishinabewaki ᐱᐢᓂᓂᐢᐱᐸᐸᐱᐸᐱᐸ
Wahpekute

Wahpekute

Anishinabewaki

Menominee

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Colors
 Labels





Co-Creating Brave Space



- Stay Engaged
- Expect Non-Closure
- Express Your Truth
- Experience Discomfort
- Honor the Author

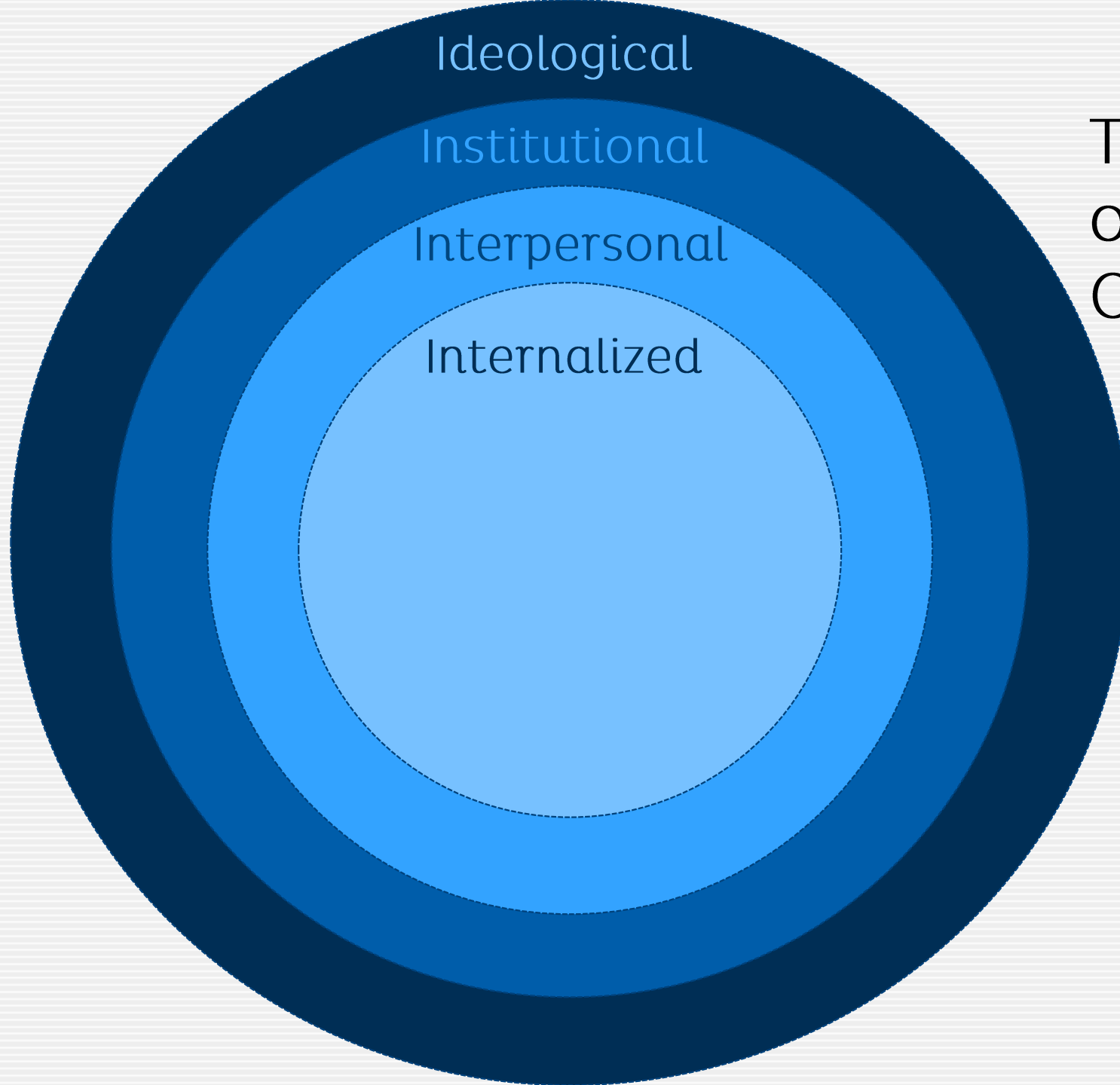


Break

Training Principles/Underlying Assumptions



- Experience shapes who we are.
- Relationships are the crux of Trauma-Informed Care.
 - We are hurt in relationship and we heal in relationship.
- Behavior is communication.
 - All behavior is an attempt to find regulation.
- Humans tend to be pleasure-seeking and pain-avoidant.
- Trauma and oppression are inherently connected.
- We all cause harm.
- Trauma is experienced (and processed) in the body.



The Four I's
of
Oppression

Ideological

Dominant thoughts,
ways of knowing, and
paradigms (generally
associated with
values and
judgements)

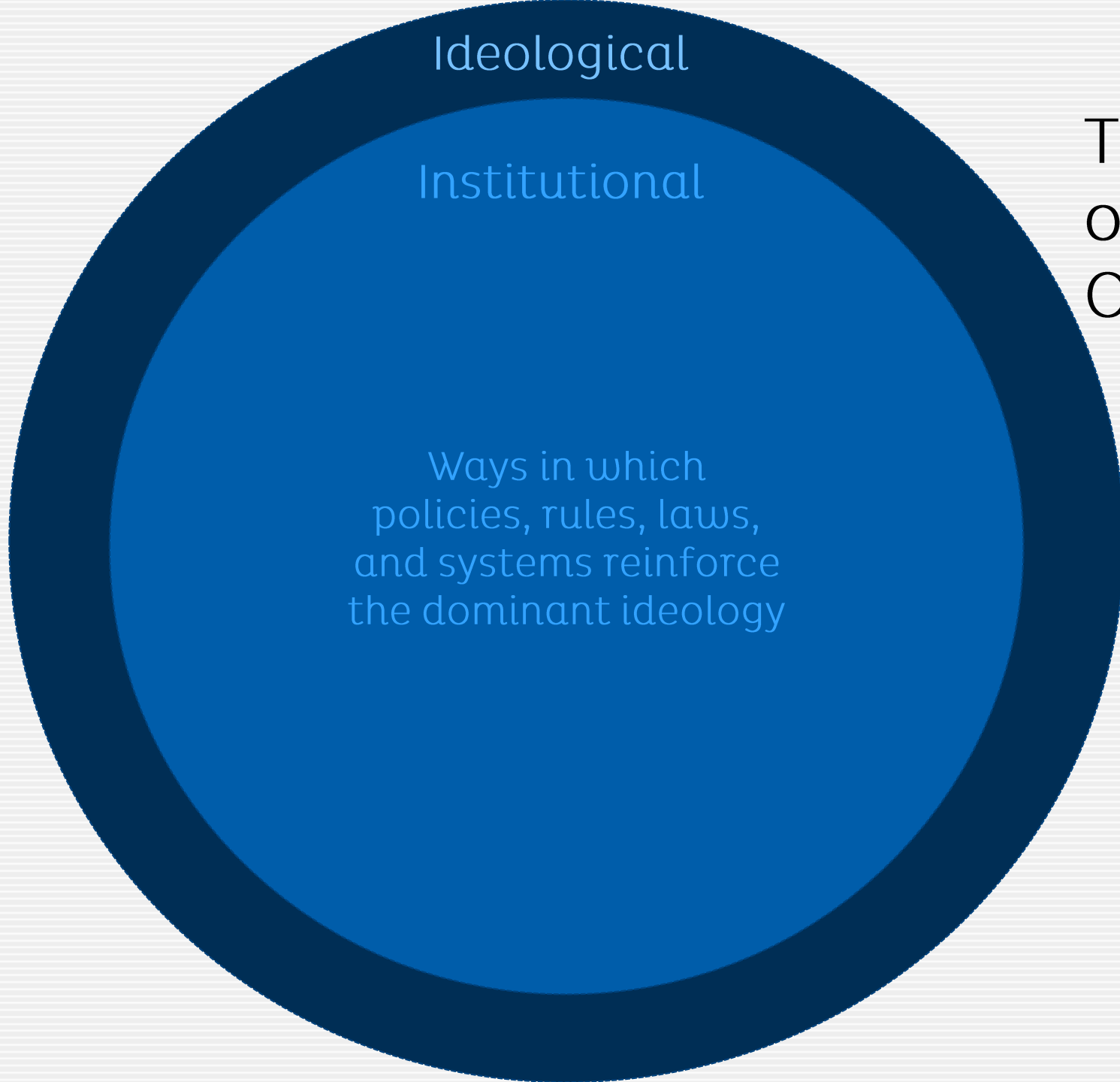
The Four I's
of
Oppression

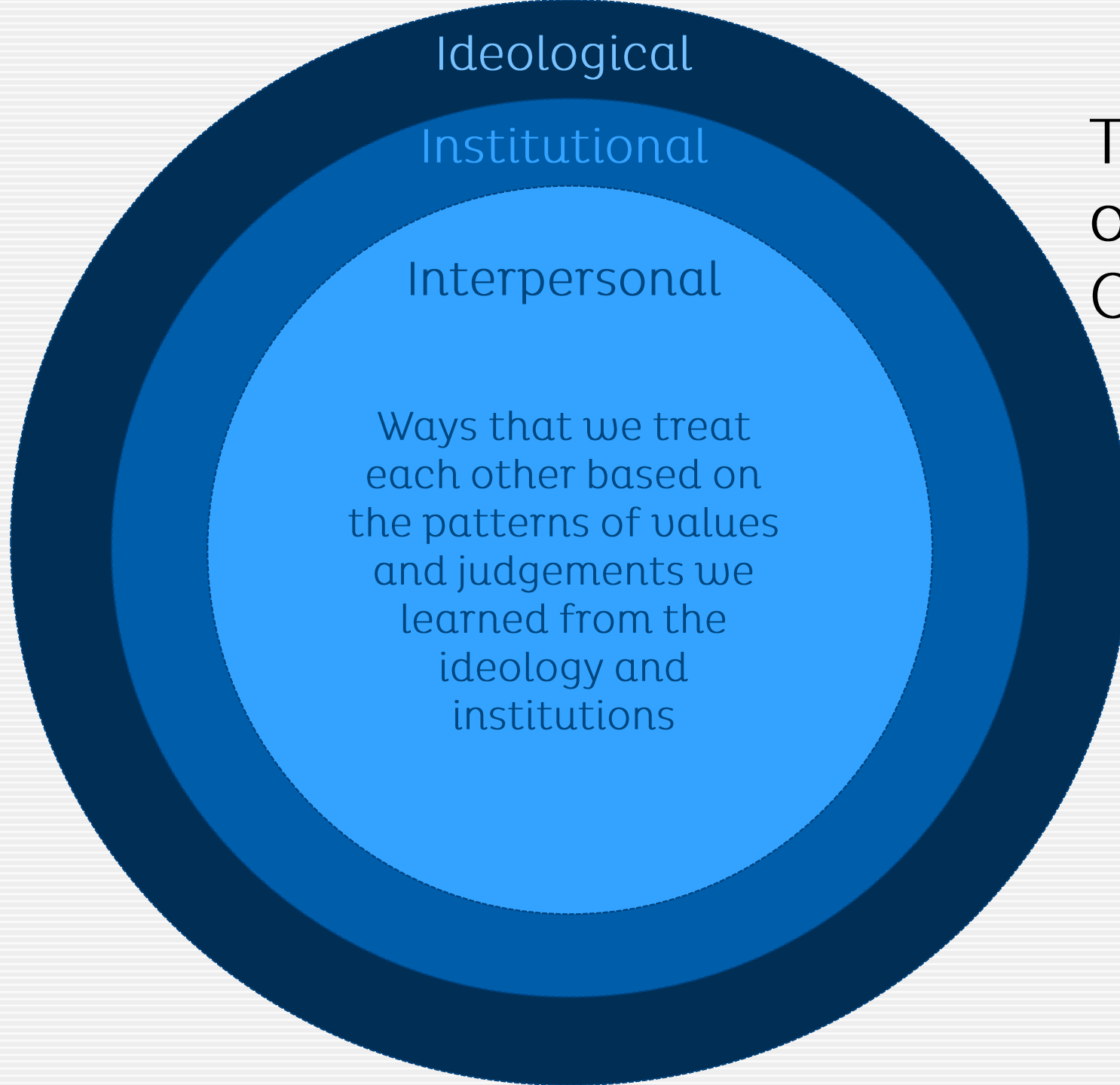
Ideological

Institutional

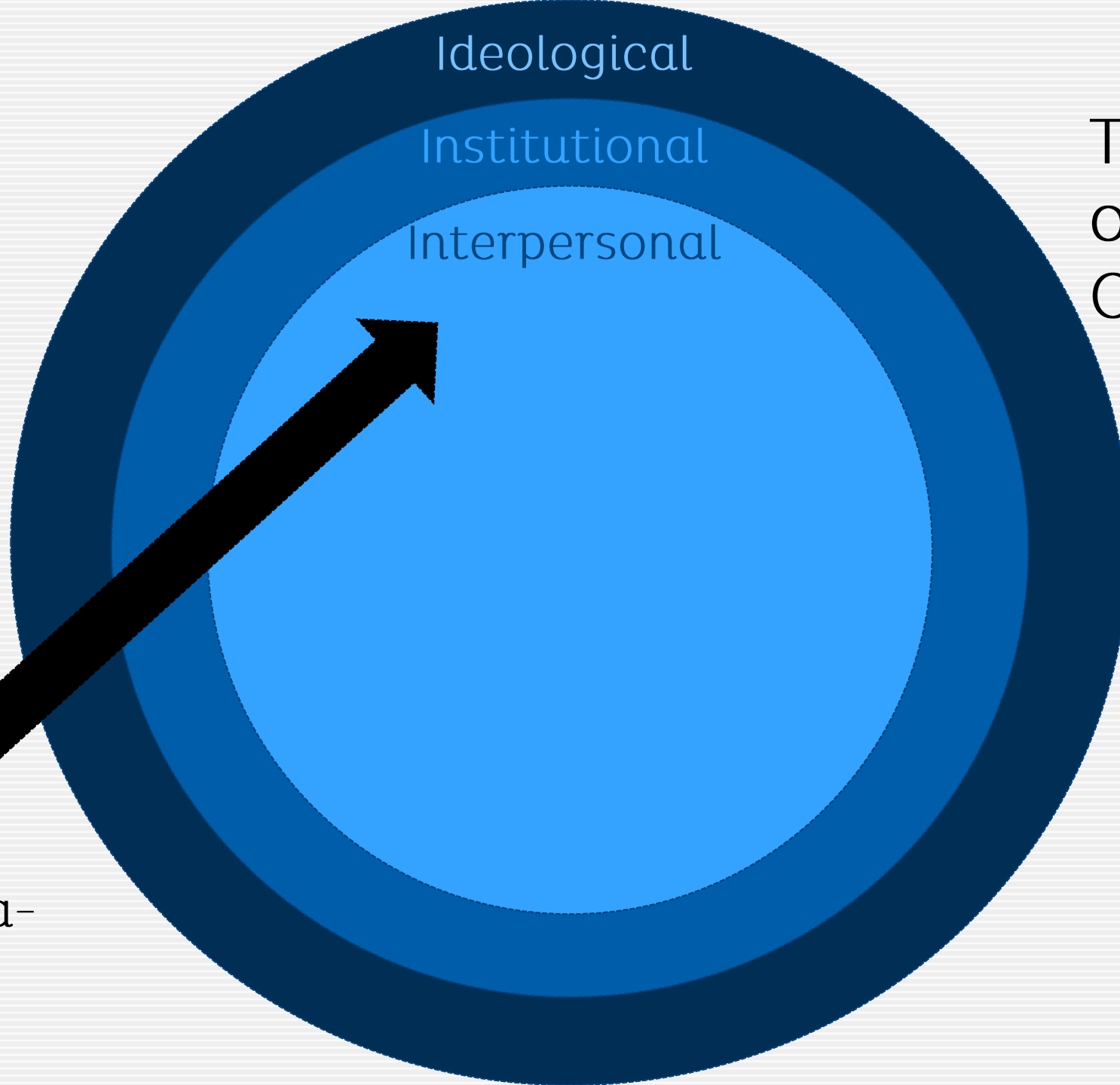
Ways in which
policies, rules, laws,
and systems reinforce
the dominant ideology

The Four I's of Oppression



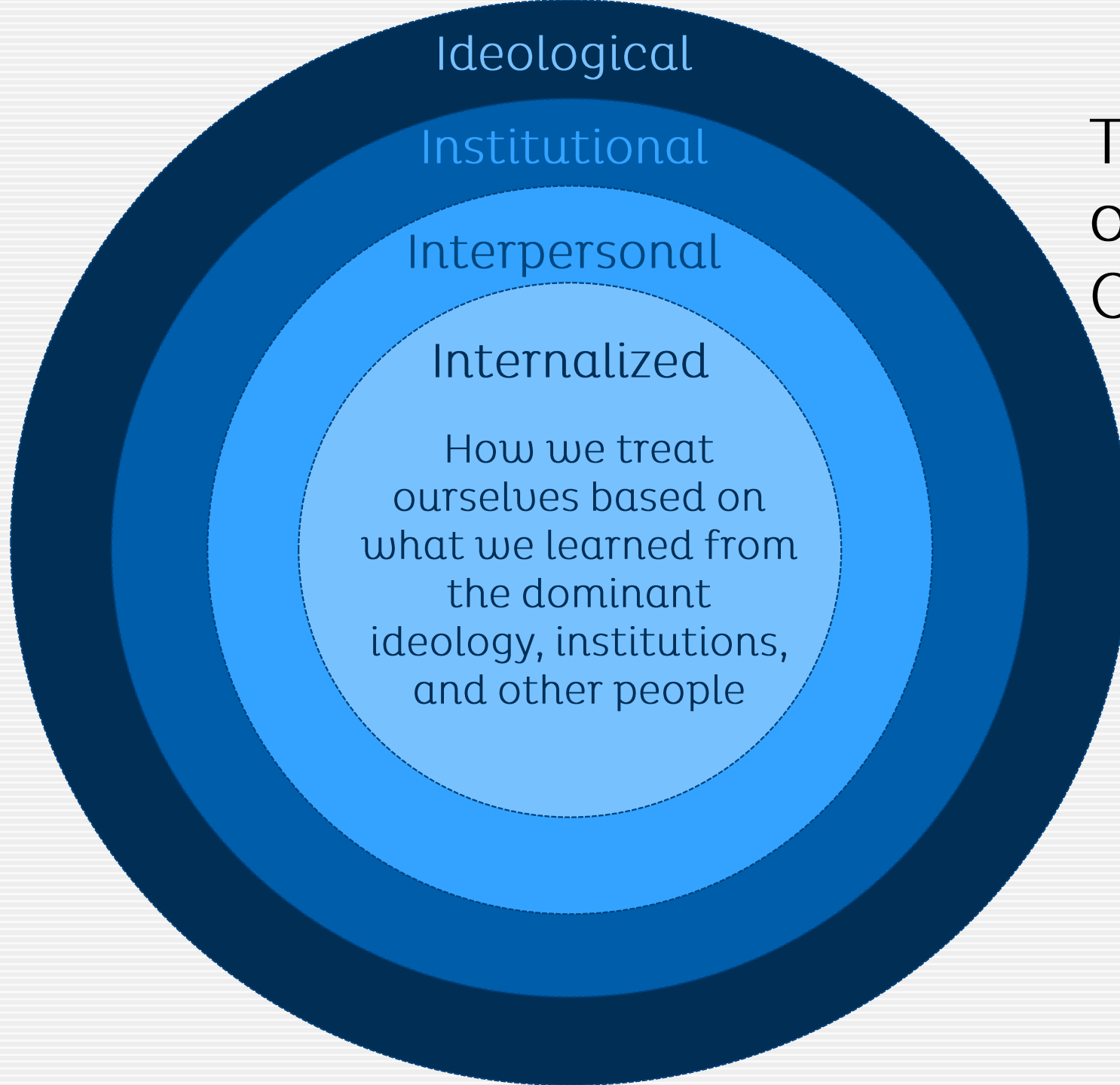


The Four I's of Oppression

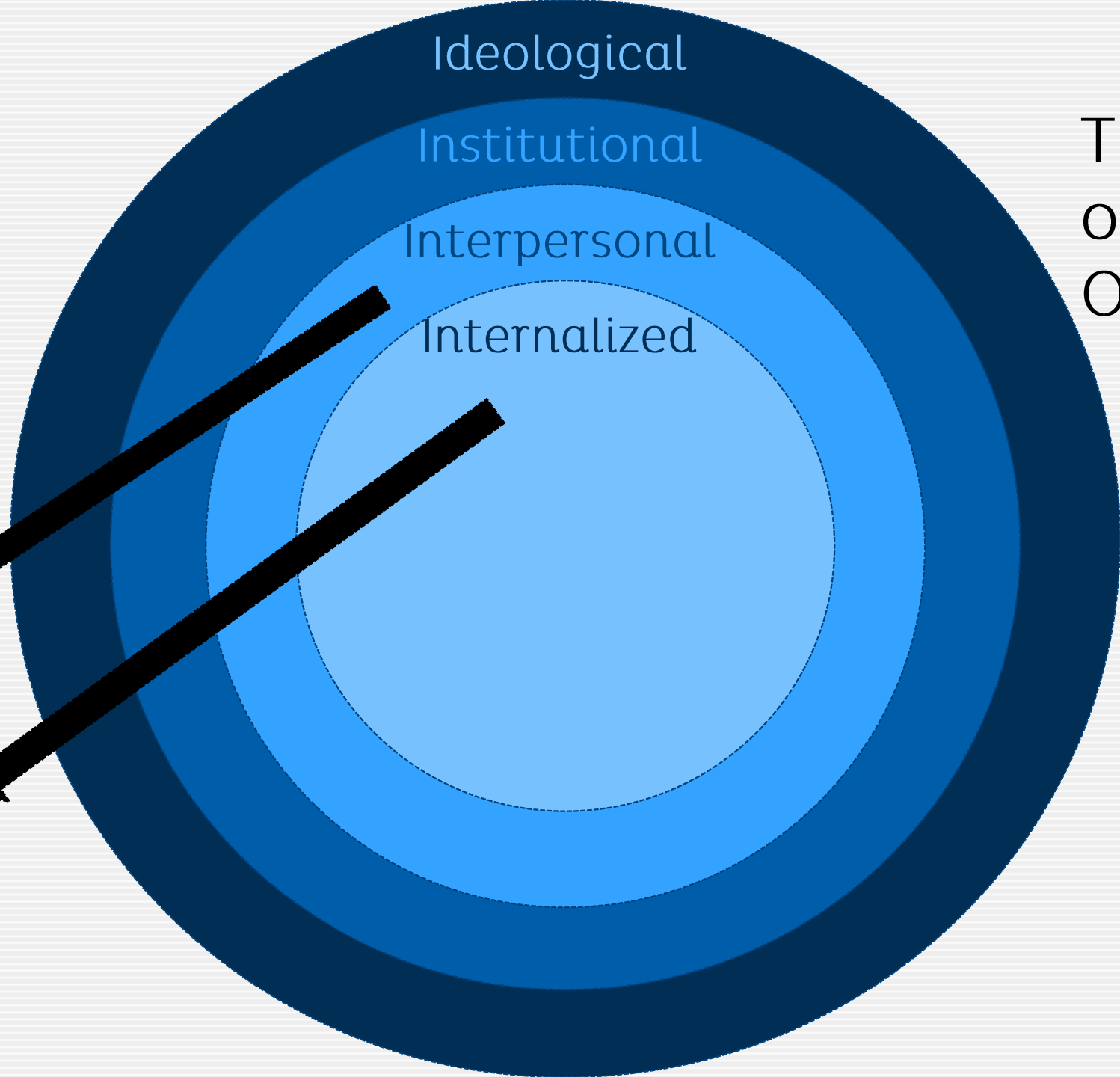


The Four I's of Oppression

Often the
emphasis and
focus of trauma-
informed work

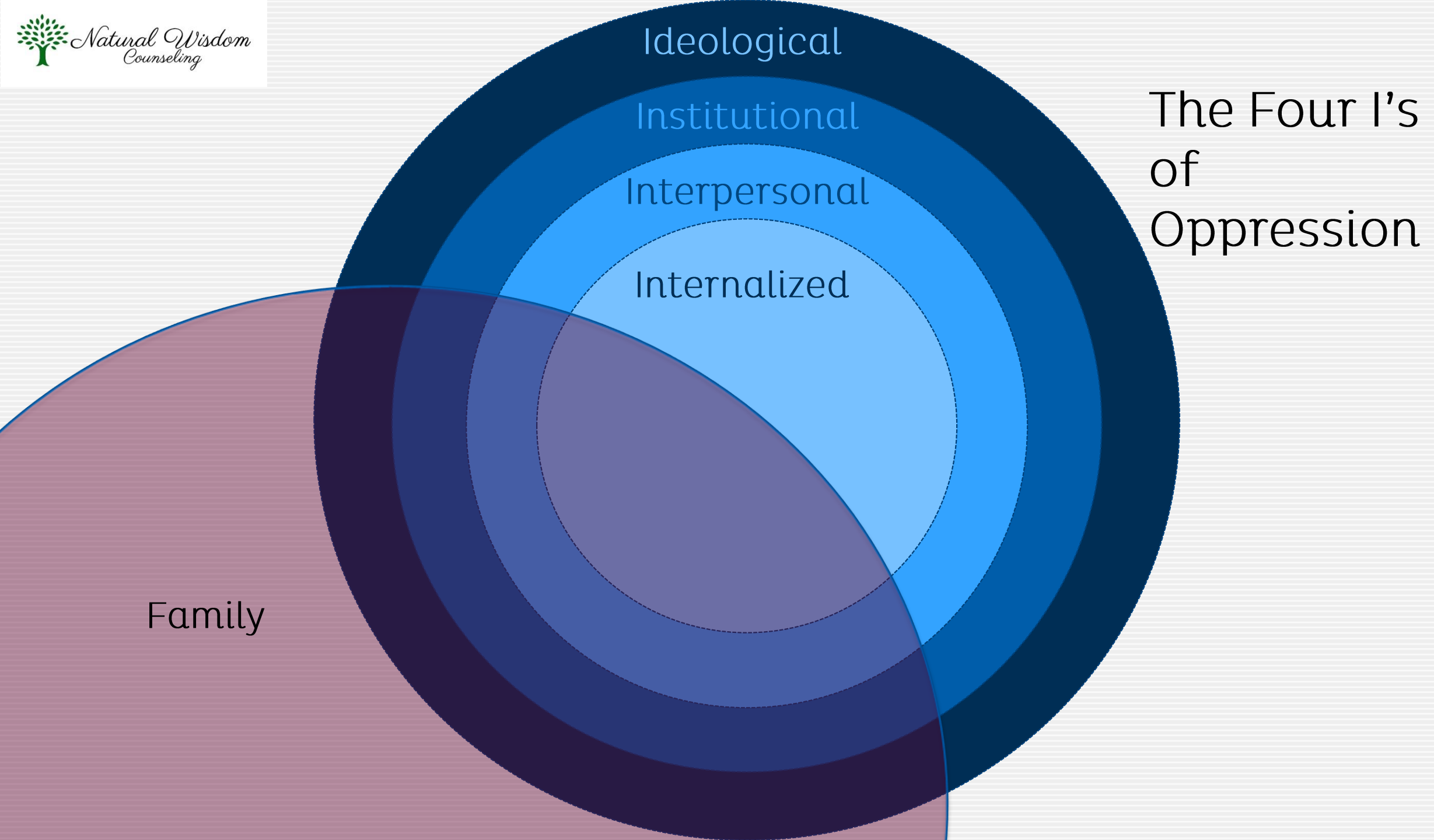


The Four I's of Oppression



The Four I's of Oppression

Combined,
leads to
“horizontal
oppression”, or
trauma and
violence within
and among
marginalized
groups



The Four I's of Oppression

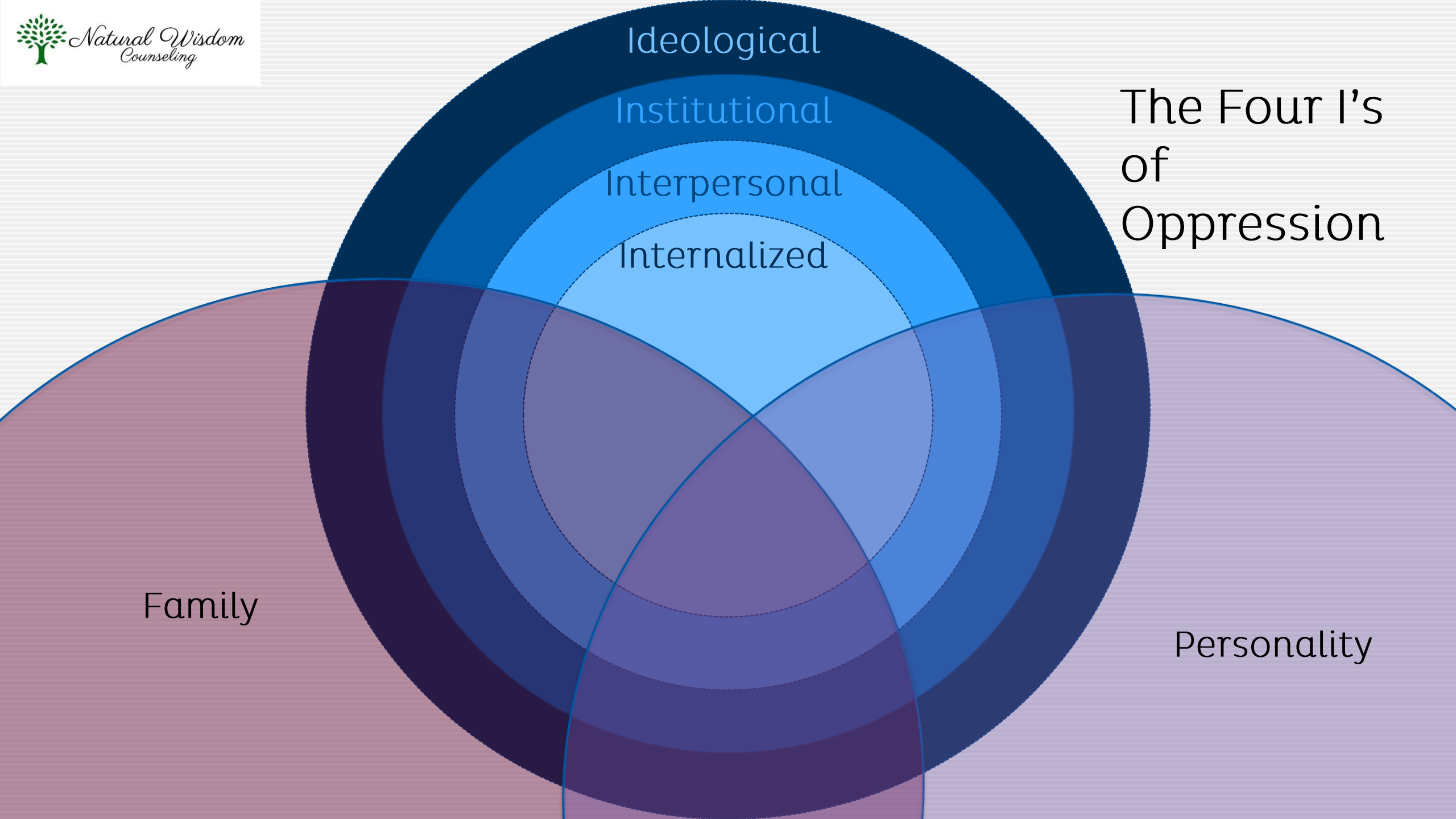
Family

Ideological

Institutional

Interpersonal

Internalized



The Four I's
of
Oppression

Family

Personality

Ideological

Institutional

Interpersonal

Internalized

Trauma Defined

- Toxic stress
- Many definitions
- Is subjective



The Three E's of Trauma



Event

Events / circumstances cause trauma.



Experience

An individual's experience of the event determines whether it is traumatic



Effects

Effects of trauma include adverse physical, social, emotional, or spiritual consequences.

Trauma's Impacts

- Disrupts the nervous system
- Dis-integrates sense of safety, belonging, dignity, purpose, and/or understanding of the world
- Pervasive and prevalent
- Interrupts relationships
- Growth and learning



Types of Trauma



- Interpersonal Trauma
- Historical Trauma
- Intergenerational Trauma
- Environmental & Disaster Trauma
- Developmental, Attachment, & Early Childhood Trauma
- Institutional & Systemic Trauma
- Complex Trauma
- Chronic Trauma
- Medical Trauma
- Refugee Trauma
- Traumatic Grief & Loss
- Social & Societal Trauma
- Immigration Trauma
- Birth Trauma

- Vicarious Trauma
- Secondary Trauma

- Domestic Violence
- Community Violence
- War, Terrorism, & Political Violence
- Abrupt, Uncontrollable Change
- Maltreatment & Abuse
- Human Trafficking
- Torture
- Neglect
- Bullying
- Death and Loss

Types of Pain



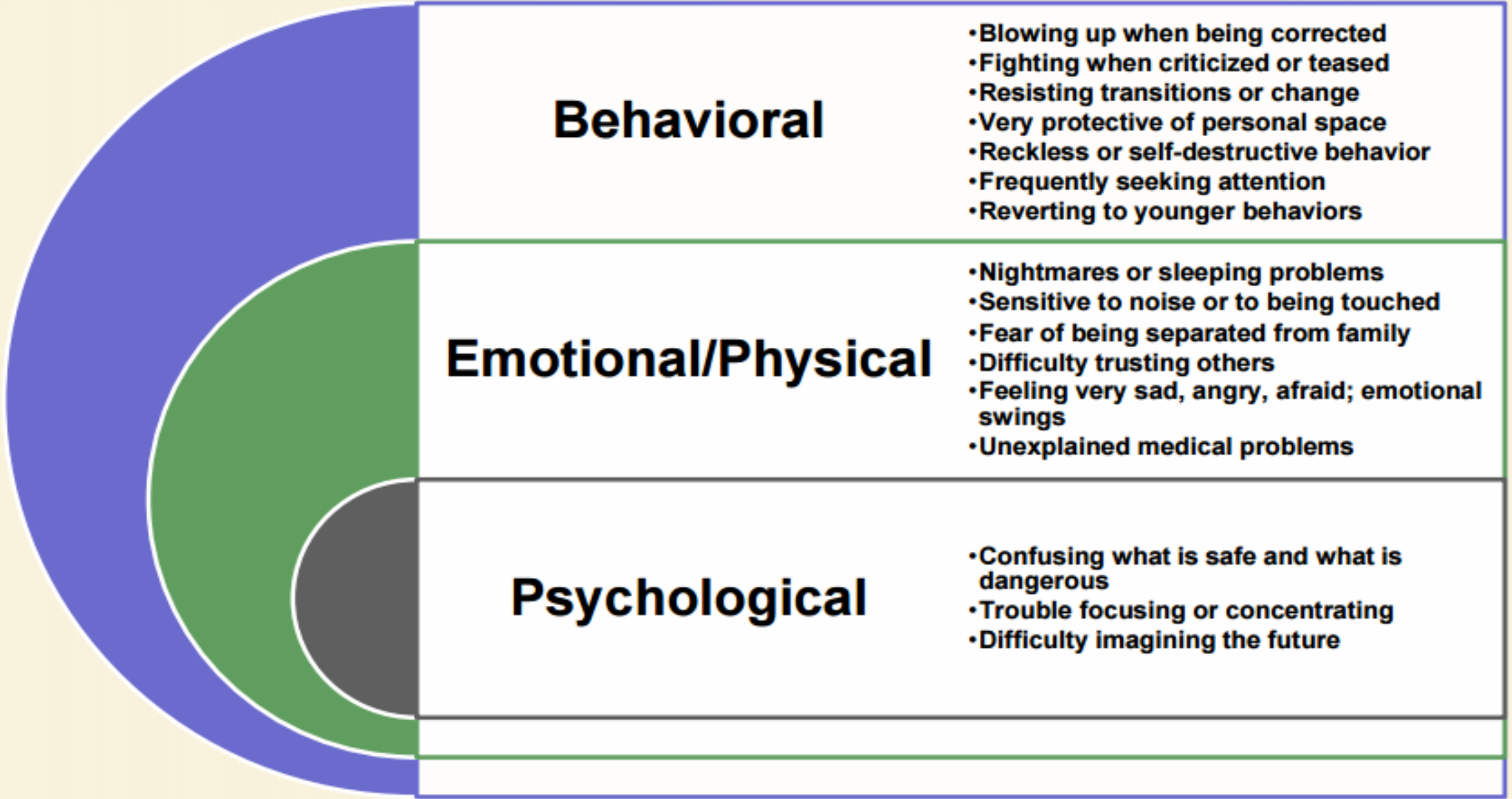
Clean Pain

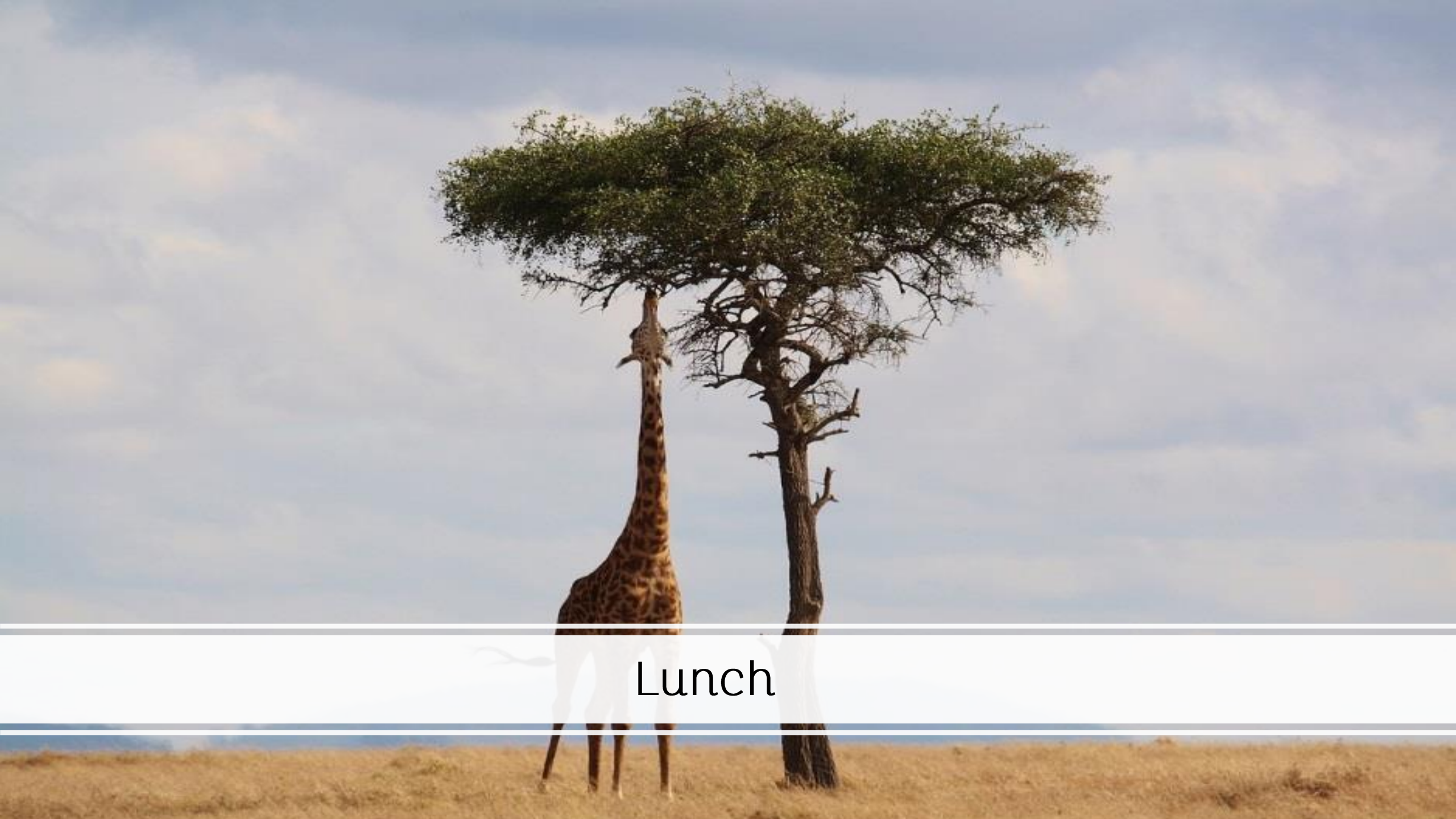
- Can build and mend your capacity for growth
- “It’s the pain you experience when you know, exactly, what you need to say or do; when you really, really don’t want to say or do it; and when you do it anyway. It’s also the pain you experience when you have no idea what to do; when you’re scared or worried about what might happen and when you step forward into the unknown anyway, with honesty and vulnerability.”

Dirty Pain

- The pain of avoidance, blame, and denial
- “When people respond from their most wounded parts, become cruel or violent or physically or emotionally run away. They also create more of it for themselves and others”

Signs and Symptoms





Lunch

**Movement
Break**



Impact of Stress/Trauma

- Physical
- Emotional
- Cognitive
- Spiritual
- Relational

ACE Score Prevalence for CDC-Kaiser ACE Study Participants by Sex, Waves 1 and 2.

Number of Adverse Childhood Experiences (ACE Score)	Women Percent(N = 9,367)	Men Percent (N = 7,970)	Total Percent (N = 17,337)
0	34.5%	38.0%	36.1%
1	24.5%	27.9%	26.0%
2	15.5%	16.4%	15.9%
3	10.3%	8.5%	9.5%
4 or more	15.2%	9.2%	12.5%

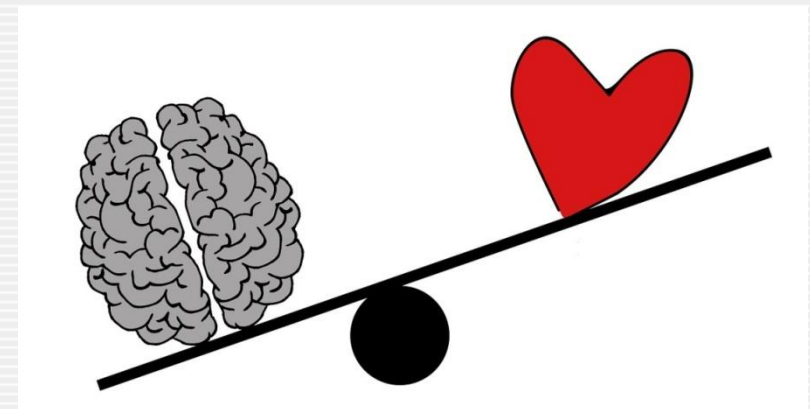
Measuring Stress/Trauma

- Physiology
 - Skin Conductivity
 - Heart Rate
 - Blood Pressure
 - Cortisol Levels
- Life Stress Test
- Adverse Childhood Experiences

Trauma-Informed Care: Recurring Themes



- Basic Understanding of Trauma
 - Creating an environment of physical and emotional safety for the survivors and providers
 - Adopting a strengths-based approach to services
-
- Is this enough? What might still be missing?



The Four R's of a Trauma-Informed Environment

Realizes

- *Realizes* widespread impact of trauma and understands potential paths for recovery

Recognizes

- *Recognizes* signs and symptoms of trauma in clients, families, staff, and others involved with the system

Responds

- *Responds* by fully integrating knowledge about trauma into policies, procedures, and practices

Resists

- *Seeks to actively Resist* re-traumatization.



SAMHSA's Trauma-Informed Care Principles

- Safety
- Trustworthiness & Transparency
- Peer Support & Mutual Self-Help
- Collaboration & Mutuality
- Empowerment, Voice, & Choice
- Cultural, Historical, & Gender Issues

Trauma-Informed Care



"Learning to be with suffering as an experience is part and parcel of what it means to live, and it radically alters our relationship to all of life and to the suffering of others. If you are invested in alleviating suffering, whether as an activist or change-maker or someone who's committed to life because you hear the cries of the world, it's important to understand that you can't even recognize the suffering of others without fully acknowledging the despair of your own suffering. It turns out that far from dragging you down, one of the most liberating things you can do is to come to terms with the fact that some form of your suffering will always be there. To really be present with that unhooks us from the constant anxiety of trying to make it go away.

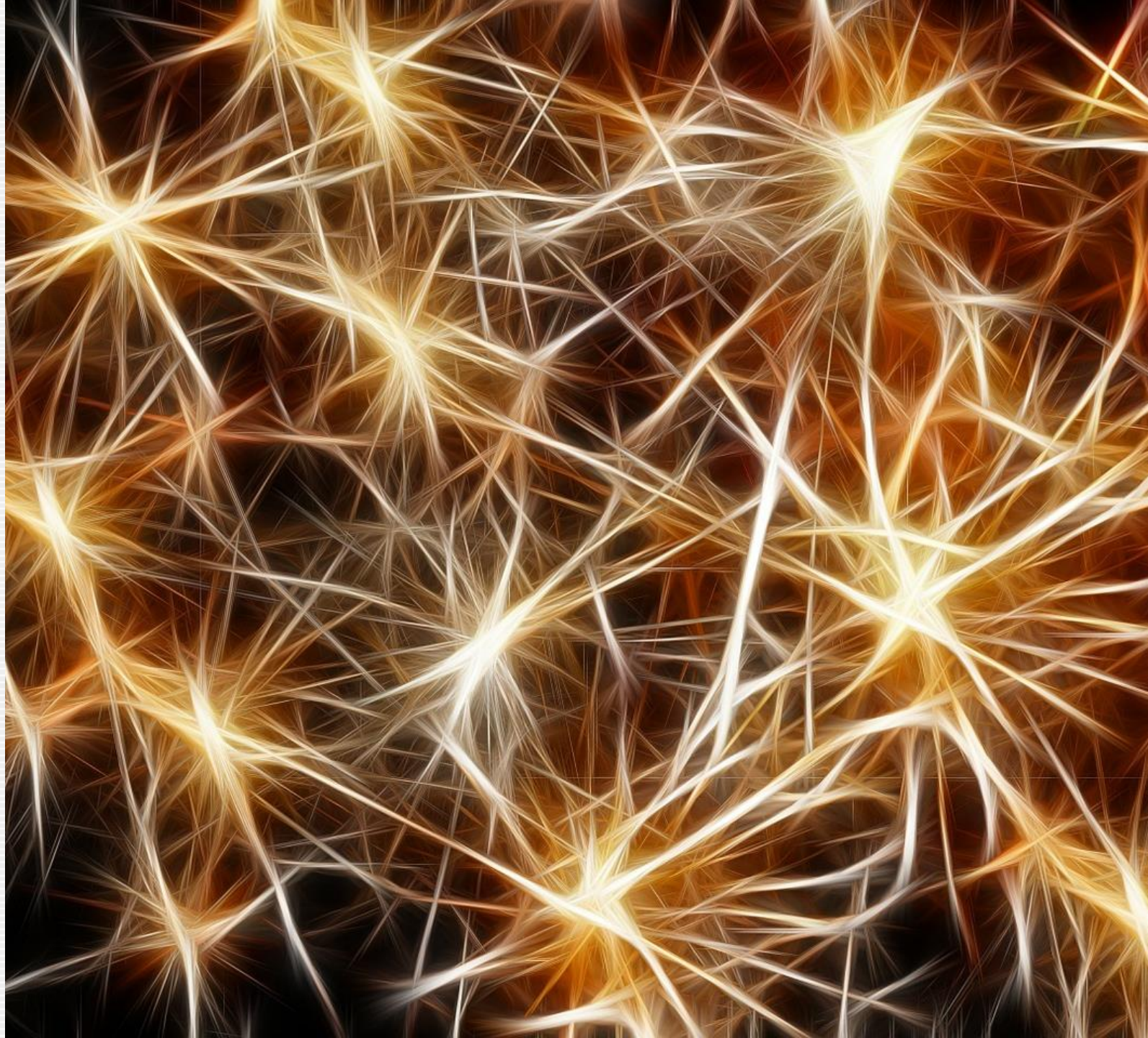
Paradoxically, once we release the proposition that we are going to get rid of the suffering, then the potential to alleviate the suffering becomes possible."

--Rev. Angel Kyodo Williams

“Neurons which fire together, wire together.”

-Donald Hebb, Canadian physician-psychologist

- Gray Matter
- Corpus Collosum
- Amygdala
- Hippocampus
- Prefrontal Cortex
 - Medial and Orbital Portions

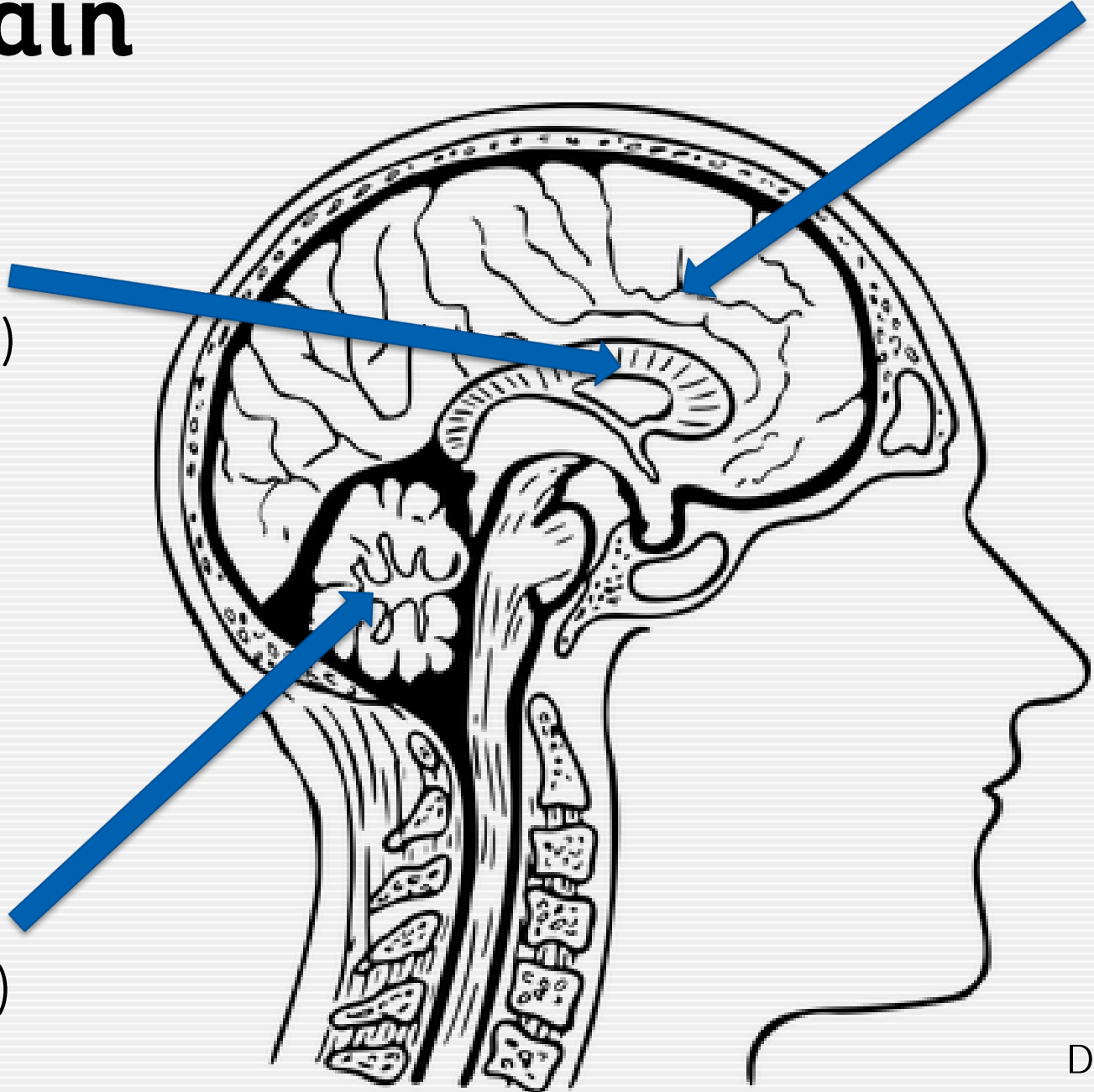


Triune Brain

Mid Brain
(Emotional Brain)

Frontal Cortex
(Thinking Brain)

Hind Brain
(Survival Brain)



Dr. Paul D. MacLean, 1990

The Soul Nerve



- Soul Nerve (aka vagus nerve) connects your entire nervous system that reaches your throat, lungs, heart, stomach, liver, spleen, pancreas, kidney and gut
- This is where you experience a felt sense of love, compassion, fear, sadness, loneliness, hope and many others
- The main purpose of your soul nerve is to receive fight, flee, or freeze and safety messages
- Through soul nerve training (body practices) you can learn to work with your soul nerve and soothe yourself during difficult or high stress situations

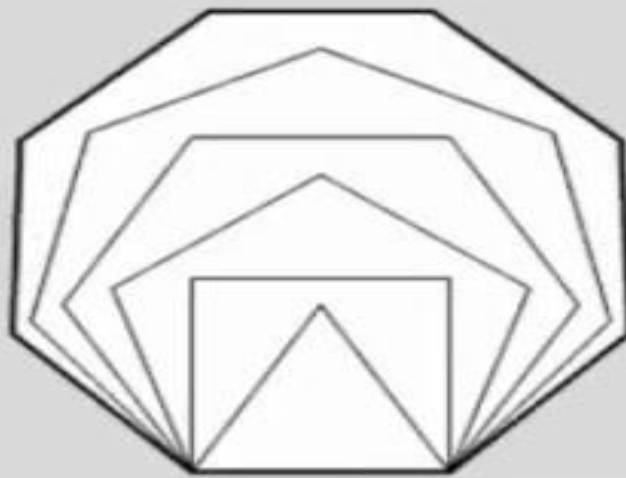
Body Practices

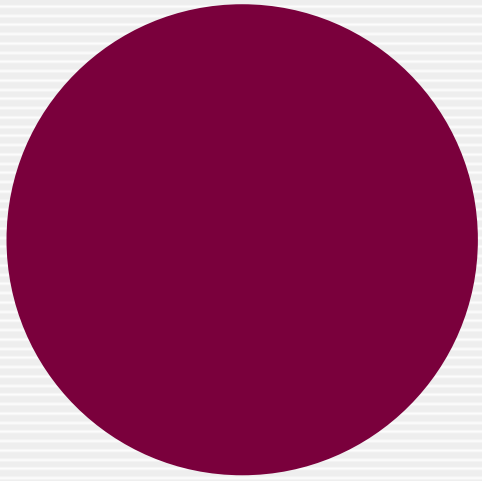


Rubbing Your Belly

20s

Break



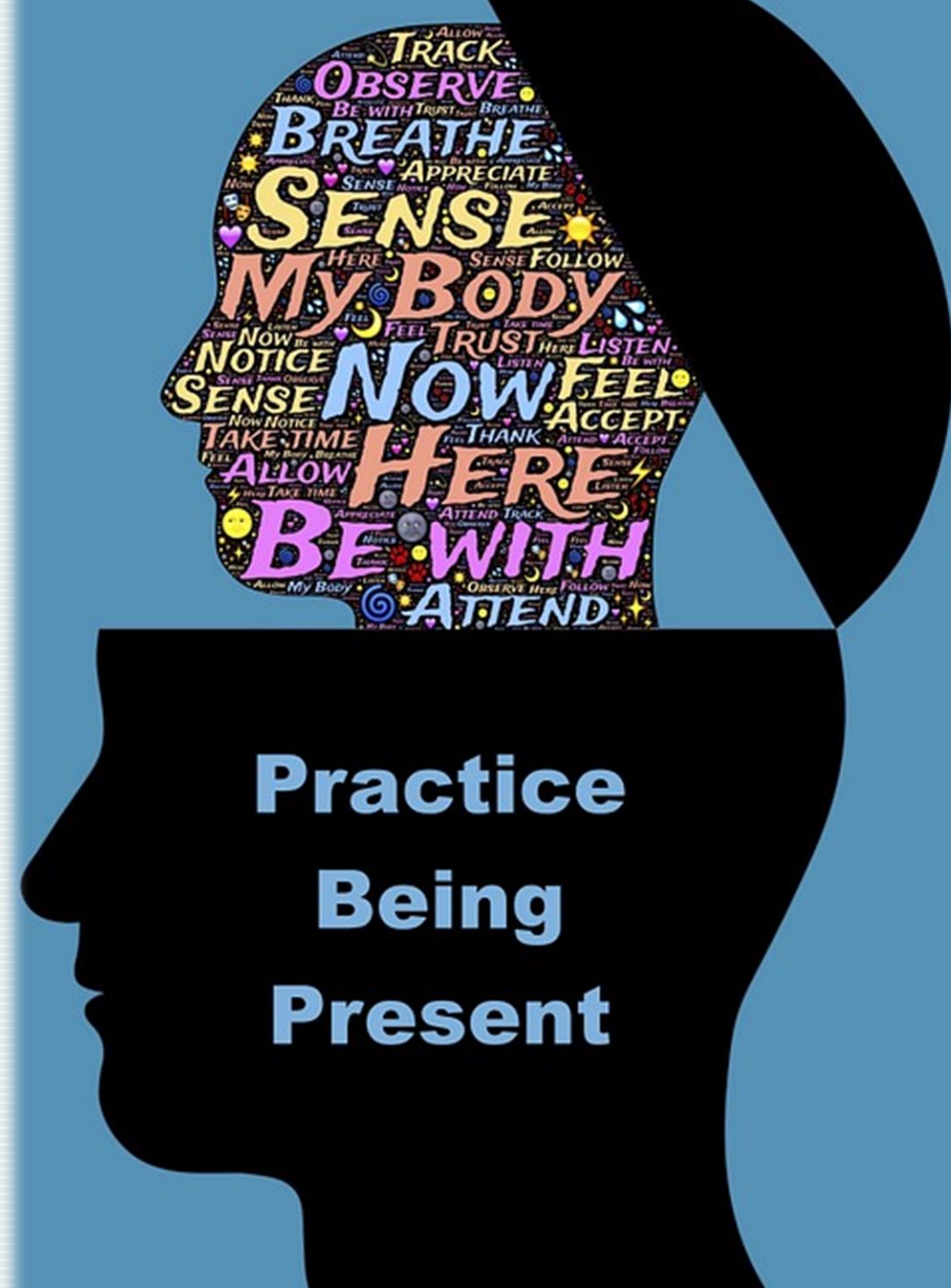


Questions & Comments

So now what?

Presence

- Not always comfortable
- Not always convenient
- Not always pleasurable



Window of Tolerance

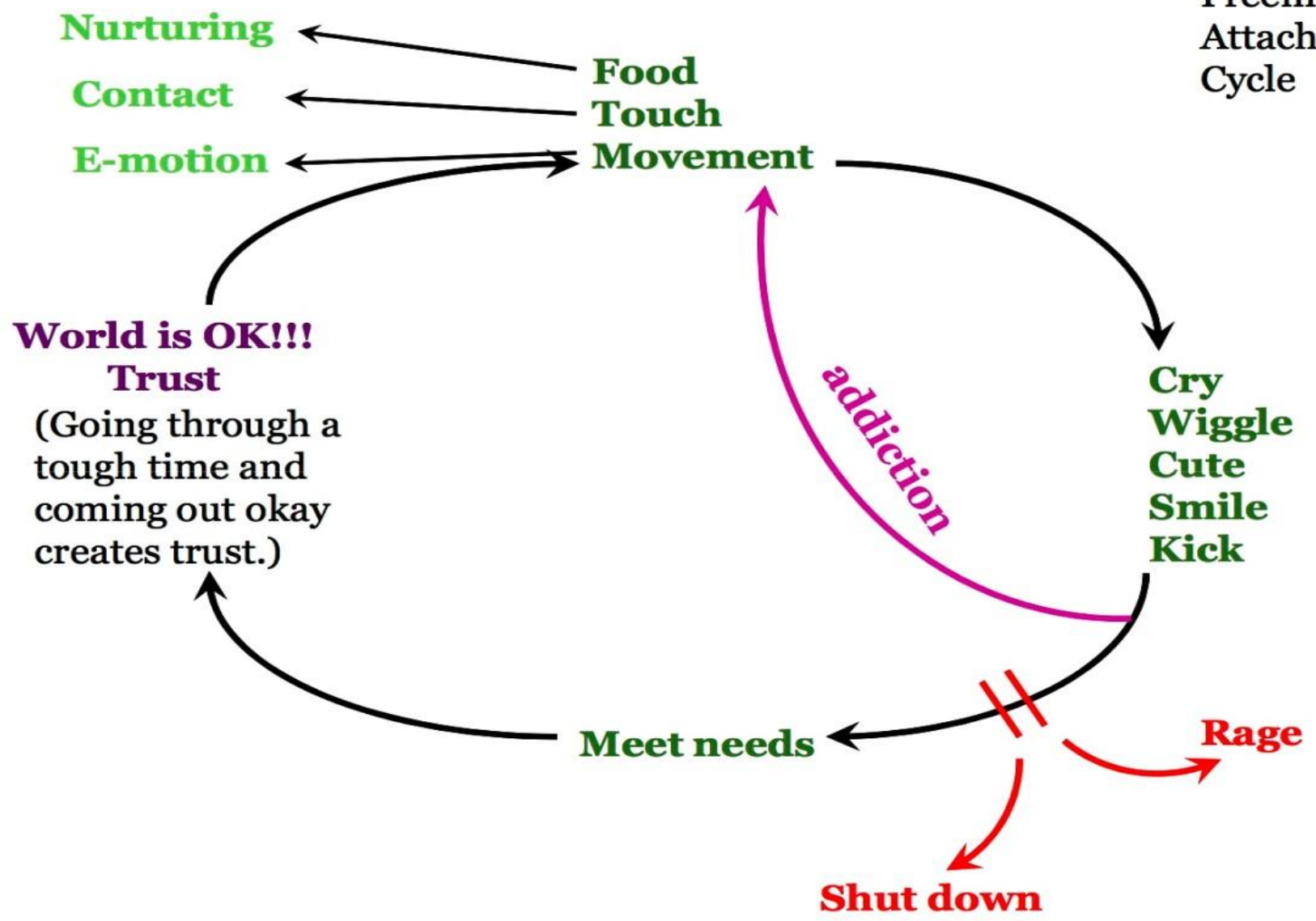




Working with Extreme States AKA Getting Un-Stuck



Freeman
Attachment
Cycle



Parallel Process



We can learn to hold ourselves...



So we can hold the caregiver...



So the caregiver can hold/contain their self...



And then hold the child(ren)...



And the child(ren) can internalize the holding and balance self-regulation (learn that they are okay and the world is okay).

Four Threats to the Nervous System

- Physical & Emotional Danger
- The Unknown
- Incongruence
- Shoulds (or Judgments)



Resilience: Protective Factors

- Caregiver Resilience
- Social Connections
- Concrete Supports
- Knowledge of Parenting and Child Development
- Social and Emotional Competence



Cultivating Resilience

“The marvel of a basket is in its transformation, its journey from wholeness as a living plant to fragmented strands and back to wholeness again as a basket. A basket knows the dual powers of destruction and creation that shape the world. Strands once separated are rewoven into a new whole. The journey of a basket is also the journey of a people.”

-Robin Wall Kimmerer, *Braiding Sweetgrass*,
p. 256



Regulating Intervention: Play

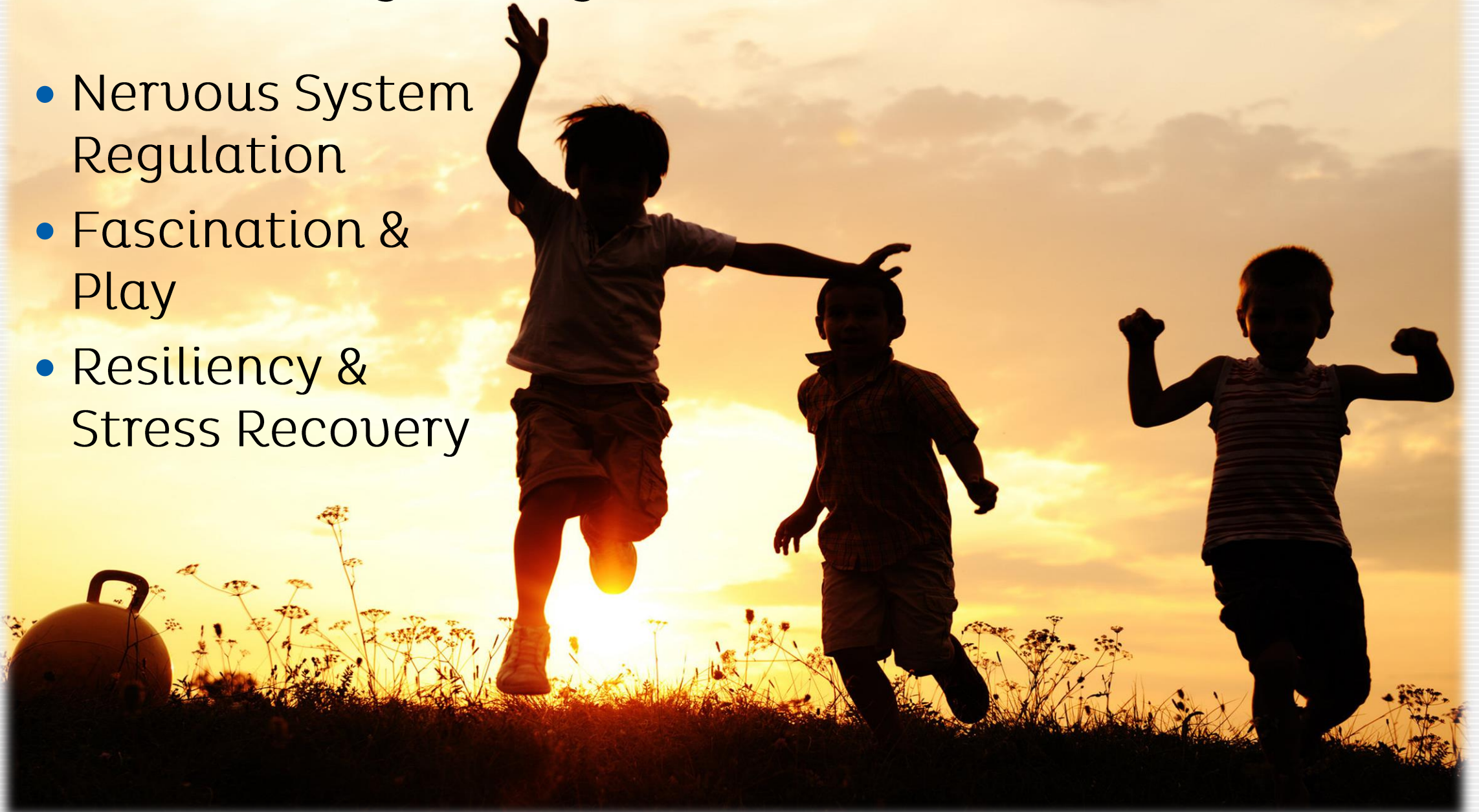


- Games
- Dance/Movement
- Art
 - Music
 - Paint/Draw/Sculpt
 - Poetry



Regulating Intervention: Nature

- Nervous System Regulation
- Fascination & Play
- Resiliency & Stress Recovery



Regulating Interventions: Mindfulness



- Body Scan
- Breath Work
- Awareness Exercises





**Integrating Knowledge & Tools:
Organizational Change**



Burnout and Employee Turnover

Helping Professions are at Highest Risk

16 Warning Signs



- Feeling helpless and hopeless
- A sense that one can never do enough
- Hypervigilance
- Diminished creativity
- Inability to embrace complexity
- Minimizing
- Chronic exhaustion/physical ailments
- Inability to listen/deliberate avoidance



16 Warning Signs Continued...



- Dissociative moments
- Sense of Persecution
- Guilt
- Fear
- Anger and Cynicism
- Inability to empathize/numbing
- Addictions
- Grandiosity: An inflated sense of importance related to one's work



Now what?



- If you're experiencing signs of burnout, it's time to practice care for your body and mind that we similarly encourage for our clients...
 - ✦ Play
 - ✦ Nature Based
 - ✦ Mindfulness
 - ✦ Seeking professional help
 - ✦ Taking time off



“Compassion is not a relationship between the healer and the wounded. It’s a relationship between equals.

Only when we know our own darkness well can we be present with the darkness of others.”

-Pema Chödrön

Thank you!

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