



**Greater Richmond Trauma-Informed Community Network (GRTICN)**  
**Annual Report**  
Fiscal Year 19-20

**GRTICN MEMBERSHIP:**

**Total members** = 495 and 170 agencies represented (86 new members & 13 new agencies joined this fiscal year)

**Member agencies:** See [THIS LIST](#).

**GRTICN HIGHLIGHTS:**

**Resilience Week VA 2020:**

GRTICN members created and planned the first annual Resilience Week VA. In January 2020, GRTICN leaders began planning for statewide recognition of resilience building and designated the dates to celebrate Resilience Week VA 2020 for May 3-9, 2020. GRTICN Coordinator, Lisa Wright, convened a small workgroup of various GRTICN members who planned, organized, and created Resilience Week materials. The workgroup collaborated with local businesses, movie theaters, libraries, schools, local government, and others to partner on various events that community members could join during Resilience Week. GRTICN members developed an outline for the week that highlighted various ways individuals can practice resilience during the week, offering tangible action steps for how to build resilience in our diverse communities. The events that were originally planned included several in person gatherings and were all modified for virtual access due to the COVID-19 pandemic.

The following is a recap about Resilience Week VA 2020 that was posted on ACEs Connection: [Greater Richmond TICN](#) (GRTICN) rallied around the message of Resilience Week, strengthening community connections even in the era of physical distancing. Staff from [Greater Richmond SCAN](#), the backbone organization of the GRTICN, and [Sacred Heart Center](#) filmed [Virtual Storytimes](#) in Spanish and English. GRTICN members Connie Honsinger from Chesterfield Pubic Schools and Keith Cartwright of the Department of Behavioral Health and Developmental Services facilitated two virtual ACE Interface trainings. Virtual training on Building Resilience at Home was facilitated by Amanda Lynch, Rachael Kaufman, and Margo Buchanan from Greater Richmond SCAN, and John Richardson-Lauve from [ChildSavers](#) offered Trauma and Resilience Basics training. [Humble Haven](#) hosted a free yoga class, and Richard Baker led [free HIITS style strength-training](#). Henrico County Public Library created a virtual bookshelf of [Resilience Reads](#) for children and teens, and Chesterfield County [has been sharing \(should this be shared?\) daily videos on their YouTube](#) celebrating the week.

Greater Richmond SCAN collaborated with [Voices for Virginia's Children](#) to create a [social media kit](#) for the week. SCAN also created an [infographic with themes for each day](#) of the week, like Mindful Monday and Friendly Friday, to help guide participation and bring

everyone together. When the realities of coronavirus became clear and the Governor issued stay-at-home orders, SCAN offered 20 Ways to Build Resilience at Home handouts for [kids](#) and [adults](#) in response. All of these [handouts were translated into Spanish](#) as well thanks to Señora Welles and Maggie L. Walker Governor's School student helpers. SCAN also created [book and film lists](#) on the theme of resilience for different age groups that can be shared and used during the week and beyond. All Resilience Week VA 2020 materials were created for statewide (and now nationwide) distribution. SCAN staff also designed [Resilience Week t-shirts](#) to celebrate individual and state-wide resilience. Member organizations and individuals in the GRTICN used the hashtag #ResilienceWeekVA as well as hashtags for the days of the week to celebrate and stay connected on social media. A [video recap of Resilience Week](#) created by staff at Greater Richmond SCAN showcases the many initiatives and celebrations of resilience throughout the state.

### **Virginia TICN Statewide update:**

GRTICN Co-Coordinator, Melissa McGinn, continued to lead statewide efforts and serves as the Coordinator of the VA TICNs. Melissa provided support and technical assistance to the 26 TICNs across the state. Newly developed TICNs in FY19-20 include: Winchester, New River Valley, Lynchburg, Greater Williamsburg, Shenandoah, Danville/Martinsville, Loudon and Prince William, Blue Ridge/Staunton, Chesapeake, Montgomery County/Blacksburg, West Piedmont, Tazewell County, Alexandria, and Goochland. Please find a complete list of VA TICNs on the GRTICN webpage [HERE](#).

The GRTICN hosted seven meetings (July, September, November, February, March, April, and May) this year for TICN members from across the state. Meetings in the first and second quarters focused on bringing together TICN representatives from Virginia to collaborate, share resources and learn from one another, as well as to begin planning for Resilience Week Virginia. The February meeting featured guest speakers Becky Haas, Trauma Informed Administrator and national ACEs/Trauma Informed Care Presenter with Ballad Health System, and Dan Press with the Campaign for Trauma-Informed Practice and Policy. There was strong representation from TICNs across the state at these meetings, with members joining in person and via phone conference. In addition, we convened three special meetings for VA TICN leaders via Zoom in March, April and May to check in and address community needs and share resources in light of the COVID 19 public health crisis.

Melissa assisted Chloe Edwards with Voices for Virginia's Children on the planning and development of the Trauma Informed Advocacy Day (held on Jan. 21) and with recruitment of TICNs to participate in the day.

### **In response to COVID-19 public health crisis and racial injustice:**

The March GRTICN meeting was modified in [response due \(is there an extra word here?\)](#) to the COVID-19 public health crisis. In lieu of the traditional meeting structure, GRTICN Coordinators modified the agenda to allow time for participants to connect, let go and take care. Margo Buchanan, GRTICN Schools Committee Chair, led participants through gentle seated movement, meditation and a breath exercise. Find a recording of this offering at [THIS](#)

[LINK](#). 51 GRTICN members attended and the response to this offering was very positive. Members provided feedback that this was “just what was needed” at this time.

Due to public health and safety restrictions during the COVID-19 pandemic, GRTICN members modified information and offerings for Resilience Week VA 2020. All trainings were delivered virtually and GRTICN Resilience Week workgroup members developed handouts with virtual resources. These handouts included: Resilience Reading Lists for all ages, Resilience Film Lists for all ages, Virtual Storytimes highlighting stories about resilience, 20 Ways to Build Resilience at home and more. All GRTICN meetings (large network meetings, committee meetings and orientation meetings) were held virtually. Weekly emails were sent to GRTICN member and to VA TICN contacts that provided up to date information, resources and ongoing offering for virtual events.

Following the tragic death of George Floyd, subsequent protests and nationwide unrest regarding racial injustice, GRTICN Coordinators gathered resources and created a modified eNote for June that provided information on racial trauma, race equity tools, information regarding how to talk to kids about race, and the importance of community connection. GRTICN Coordinators consulted with Tiffany Patton, MSW, RVA Educational Programs Coordinator with Virginia Center for Inclusive Communities and GRTICN Member, to plan for a discussion about Diversity, Equity and Inclusion during the July GRTICN meeting. In addition, GRTICN Coordinators created additional questions for the GRTICN Annual Survey that focus on community needs in light of the pandemic and feedback regarding next steps for how the GRTICN can better address racial injustice and historical trauma.

In response to the pandemic, the [VA TICNs eNote](#) (which currently has 146 subscribers) was extended from monthly to weekly distribution. Resources to assist and guide networks across the state were gathered and shared. Topics included: [talking to children and teens about COVID-19](#); [educational resources for parents and teachers to use at home](#); [emotional well-being, mental health, and mindfulness](#); [equity and social justice](#); [grief and loss](#); [staying connected and supporting community](#); [art and optimism](#); [worker wellness and managing stress](#); [recovery during social distancing](#); [collective care](#); [trauma-informed leadership during crisis](#); [confronting racism and white supremacy](#); [understanding and healing racial trauma](#); [addressing intersectionality and implicit bias](#); [supporting community resilience](#); and [building diverse and equitable organizations and coalitions](#). The eNotes also included links to virtual trainings on topics related to trauma and resilience from organizations like Darkness to Light and others around the state.

### **ACES Connection Cooperative:**

The GRTICN received notice of full funding for an annual membership to the ACES Connection Cooperative. This funding will allow the GRTICN to join the initial “Affiliate” cohort of the Cooperative and enable stronger national and worldwide connections. GRTICN will join the Cooperative in the fall of 2020 and provide new benefits that are associated with the Cooperative to all GRTICN Member agencies. The ACES Connection Cooperative of Communities offers: 1. Tools to measure progress of organizations in communities that are becoming ACEs-science and trauma-informed; 2. Enhanced adoption of ACEs science practices by more intense use of a network facilitating lightning-fast exchanges of best — and worst — practices; 3. And, most important, it will be around for as long as it takes to

make sure all organizations and communities integrate practices based on ACEs science, i.e., to a national tipping point. An affiliate's benefits include: data-gathering tools and guidelines, including a Community Resilience Tracker (link to [prototype of a tracker](#)), access to virtual think-tanks, eligibility for participation in cooperative committees and advisory committees, jobs bank, fiscal pass-through for qualifying funds/activities, webinars and coaching about diversity, equity and inclusion and mini-conferences. We are hoping the GRTICN Cooperative will serve as a pilot for the state of Virginia and will provide guidance to other VA TICNs who are exploring benefits of this tool.

**GRTICN Coordinators, Melissa McGinn and Lisa Wright facilitated a workshop** entitled Collective Impact: The Role of Individuals and Systems in Creating Trauma Informed Communities at the Child Advocacy Centers of Virginia (CACVA) State Conference in October 2019 in Hampton, VA.

**Legal and Courts Committee members** developed a two-page handout about the committee to share with others who are invited to the committee. This document was finalized at the December 2019 Committee meeting and distributed to GRTICN members. Find the informational handout at [THIS LINK](#). Committee members who are also on the Richmond Police Department's Road to Resilience (RPD R2R) Project steering committee created a [timeline of RPD R2R](#) activities that provides details of the work within 2018-2019. R2R members, Lt. Anthony Jackson and Lisa Wright completed a summary document about the R2R project. Find it [HERE](#).

**Training Committee Introduction to Trauma & Resilience Trainings** - There were two Introduction to Trauma and Resilience Trainings held during the first quarter. One was open to the public in August 2019 where 75 people attended and one in July 2019 for new staff of the Oliver Hill Juvenile and Domestic Relations Court where 31 people attended. An ACE Interface Training was facilitated by a GRTICN member with 15 in attendance. In addition, there was one Train the Trainer on the Introduction to Trauma and Resilience curriculum held in September where 15 people attended. This train the trainer event was for GRTICN Healthcare Committee members to become trained in this curriculum and to implement it within their organizations. There were two Intro to Trauma and Resilience trainings during the second quarter and 150 people were trained. There was one Trauma and Resilience Training held in the third quarter with 75 people in attendance. The Training Committee held one Intro to Trauma and Resilience training in June via Zoom in a two part series and had 75 people in attendance. GRTICN members facilitated an ACE Interface Training on Zoom during Resilience Week that was attended by 95 people.

During the first three quarters of FY 19-20, the GRTICN held fifteen screenings of the film *Resilience*. The total number attending these screenings was: 519 people. To date, we have screened the film for over 6,100 people.

**eNotes** - Monthly eNotes were sent to 534 people throughout the year. These eNotes contain updates about the GRTICN and included resources and research.

## **GRTICN COMMITTEE PROGRESS:**

**Brief Screening Tool (BST) Committee** – BST Committee members continued work on a regional DSS collaboration to pilot the Brief Trauma Screening Tool. The pilot included implementation of the BST at four DSS localities (Chesterfield, Henrico, Hopewell and Richmond), consultation with the VCU School of Social Work (SSW) and assisting with ongoing training. VCU SSW Research Professor, Dr. Sunny Shin, and VCU SSW research assistants provided consultation and created a survey for DSS workers to complete the BST online using Qualtrics. North Carolina Project Broadcast (creators of the Brief Trauma Screening Tool) created a training webinar and allowed access for BST Committee members to view the segment on training for the BST. Two committee members viewed the training in September 2019 and recommend utilization of the training in pilot sites but noted that minor changes will need to be made prior to implementation. These changes will reflect practices that occur in Virginia which differ slightly from North Carolina. This training will benefit sustainability of implementation of the tool. NC DSS experienced staff turnover within leadership positions which led to a delay in the process of sharing this training with another state. Committee members also discussed referral needs when children are endorsing items on the BST that indicate follow up steps for recommendation of assessment and treatment. In addition, BST Committee members have the goal to expand trauma-informed efforts of this Committee to include additional collaboration with VDSS to enhance statewide implementation. Committee members developed a trauma-informed resource binder for Child Welfare Workers to utilize with families. All resources will be uploaded to an online shared folder for easy access. Committee members are corresponding with leadership contacts in North Carolina to further efforts of utilizing their online training for the Brief Trauma Screening Tool.

**Community Resilience Committee** – Community Resilience Committee members researched efforts in public and private sectors and focused on ensuring that people with lived experiences are included in these efforts. Committee members explored ways to increase collaboration between agencies and utilized opportunities to create links within communities to the GRTICN advocacy efforts. Members planned to blend micro and macro practice models at the community level. This fiscal year, GRSCAN hired a Behavioral Health Community Organizer (BHCO) who provided leadership to this committee in terms of bringing community voices into the GRTICN, providing a trauma-informed lens for community organizing and Community Resilience work, and exploring the intersection of trauma-informed work and equity. She convened community organizers in the Richmond community to share resources, network and combine efforts to better serve the community. Community Resilience Committee members provided insight and feedback in the planning of Resilience Week Virginia and the Parent Resilience Conference, both were to be held in May 2020. The Parent Resilience Conference was been postponed due to COVID-19, and Resilience Week Virginia was held virtually. The committee moved to holding monthly meetings, and the GRSCAN Behavioral Health Organizer and Community Resilience Committee Co-Chair held multiple virtual forums for community members and community level workers that offered a safe space for dialogue and lifted up needs of the community during the pandemic. The BHCO also developed a training about ACES, trauma, resilience and trauma-informed practices that brings the work of TICN to the community-level, and she began offering this training virtually. Additionally, GRSCAN's BHCO worked with other SCAN staff to develop a virtual training on Family Engagement during COVID-19 which was presented in April 2020.



**Healthcare Committee** – The GRTICN Healthcare Committee functions as a learning collaborative and included individuals representing hospital systems, private pediatric practices, community health clinics, public health organizations, managed care, behavioral health hospitals and clinics. Many of these organizations were at various stages of implementing trauma informed and trauma responsive practices into their settings. Members shared experiences, resources, and discussed challenges/barriers and successes. The Trauma-Informed Health System Collaborative is a collaboration between VCU Health, Virginia Premier, Bon Secours, and HCA Health Systems. Melissa McGinn, Healthcare Committee Chair, served as project manager for this collaborative and provided technical assistance around the development of Trauma Informed Leadership Teams (TILTs), led trainings, facilitated organizational assessments, conducted focus groups and developed detailed recommendations for each of the TILTs to implement. Monthly consultation calls were held with representatives from the four TILTs who provided updates about their progress. The TILT chairs from each hospital and Virginia Premier are also members of the GRTICN Healthcare Committee and regularly attended meetings in order to receive additional feedback and support. Members of the Health Systems Collaborative presented at the FOCUS: Pediatric and Neonatal Conference in November on the work they’ve been doing over the past two years. This presentation was moderated by Melissa McGinn (project manager) and Danny Avula (Health Director of Richmond and Henrico). The Healthcare Committee Chair and a GRSCAN VCU School of Social Work graduate intern created a Healthcare Committee bi-monthly eNote that includes spotlights on member organizations, resources, and event and training information. GRSCAN’s VCU School of Social Work graduate intern, with the help of the Healthcare Committee Chair, also created a document that highlights the Trauma-Informed Health Systems Collaborative. Click [HERE](#) to review the document. Special meetings were held in March and May to discuss the impact of the COVID-19 crisis and its impact on the community and healthcare staff, with focus on sharing resources and providing information to the community and building resilience and self-care strategies for healthcare staff. Special editions of the Healthcare eNote were distributed in March and May in response to the impact of the pandemic on our community.

**Legal and Courts Committee** – The Legal and Courts Committee developed a two-page informational handout about the committee to distribute to GRTICN members. Find the handout at [THIS LINK](#). Committee members continued work toward making connections with first responders from Chesterfield and Henrico Counties, including discussions for providing Mindfulness training for First Responders. The Committee hosted a Trauma-Informed Supervisor Training in November that included a second day for a Train the Trainer. The Richmond Police Department’s Road to Resilience (RPD R2R) Project steering committee continued to meet on a regular basis. The mission of RPD R2R is to help members of the Richmond Police Department cope with the daily stressors associated with being a first responder by bringing awareness to the effects of trauma exposure, educating them on ways to improve their mental and physical wellbeing through self-care, and providing activities to promote resilience and healthy lifestyles. R2R member and Legal and Courts Committee Co-Chair, Lisa Wright, created a [timeline of RPD R2R](#) activities that provides details of the work within 2018-2019. R2R members, Lt. Anthony Jackson and Lisa Wright completed a summary document about the R2R project. Find it [HERE](#). The Legal and Courts Committee Co-Chair serves on the Oliver Hill TILT, which meets on a regular basis. Members shared information and resources, sponsored the first Introduction to Trauma and Resilience Training for new

employees within the court building and reviewed an updated document on assessing a Juvenile and Domestic Relations Court. The TILT also focused on creating trauma-informed work environments, sharing opportunities for wellness activities, and offering training opportunities. In addition, the Legal and Courts Committee supported a new alternative approach initiative that is designed to address school absences. The P+A=SS docket (Parents + Attendance = School Success) will address (is addressing or addressed?) issues in school attendance with families. The alternative docket was intended to better address the obstacles to school attendance that parents face. Parents and service providers gather at an alternative location to address/intervene in the underlying causes of school absences. Recognizing that chronic absenteeism increases the likelihood of negative outcomes for students, P+A=SS was held at a middle school to encourage parents to engage with the school to provide their child with the education he or she deserves. The GRTICN provided educational resources for caregivers that included handouts on: Toxic Stress, ACEs and Resilience, Coping Strategies, Ways to Build Self Esteem, Grounding Techniques and Mindful Activities. Caregivers are also given inspirational quote cards and sensory items to assist with stress relief. Committee members facilitated fourteen focus groups for the City of Richmond Department of Justice (DJS), consisting of meetings with smaller groups of professionals (typically 8-10 people) who were provided the opportunity to answer questions about knowledge related to trauma-informed principles, current trauma-informed practices, needs of the workforce related to trauma exposure and other related topics. Committee Co-Chair Lisa Wright combined all focus group feedback into a 30-page document, developed recommendations based on focus group feedback and submitted both documents to DJS leaders. Additionally, Committee members discussed ways to measure impact of the committee and spoke about meeting with leaders within agencies that have experience utilizing focus groups to determine successes, barriers, and inquire about additional needs. Committee members also discussed the possibility of having agency leaders send out follow up survey to staff. Legal and Courts Committee Members met via Zoom in April 2020. This meeting provided time for all attendees to share updates about their agencies, emerging trends and needs among the communities that they serve and about how staff within their agencies were managing the stress and demands due to COVID-19. Emerging trends that were identified included the need for Personal Protection Equipment (PPE) among professionals and community members, implementation of safety precautions in daily interactions, increased anxiety among workers and community members, needs for learning virtual platforms and utilization of resources to modify service delivery and the increase in supervisory demands to support staff members. Two Committee members presented this information at the GRTICN meeting in May.

**Outcomes Committee** – Committee members continued to work to enhance measures of GRTICN effectiveness and member satisfaction through member surveys and collection of member stories and explored ways to measure how the GRTICN has impacted the community through committee efforts. Committee members distributed an annual member survey at the end of the fiscal year. Results from this survey will inform committee work for the next fiscal year. In addition, a short survey was provided at in person GRTICN meetings to allow members a chance to share feedback, ideas, and potential speaker suggestions. Committee Chairs are recruiting new committee members who are interested in this group and/or have expertise in the research/outcomes field. Committee members determined two GRTICN committees to begin measuring as a starting point for building an evaluation strategy

for the entire GRTICN. Members chose the Brief Screening Tool Committee, and the Legal/Courts Committee because they already have systems and programs in place that are conducive to measurement. Members are reaching out to all GRTICN Committee chairs in order to gather information to inform survey development. The Outcomes Committee last met in March and are planning to continue focusing on outcome measures for the Brief Screening Tool and Legal and Courts Committees during the next fiscal year. In addition, Committee Members will lead efforts to implement the ACEs Connection Community Resilience Tracker once the GRTICN finalizes the ACEs Connection Cooperative of Communities contract.

**Policy Committee** – The GRTICN Policy Committee continues to work collaboratively with Voices for Virginia’s Children through their unified policy agenda for trauma-informed policies. Voices staff provided the [2019 Election Guide](#) for GRTICN members during the September 2019 meeting and provided training on Trauma Campaign Advocacy at the November 2019 GRTICN meeting. Voices staff led efforts for Trauma-Informed Advocacy Day, and 50 community partners attended along with representatives from across the state. Participants divided into teams to meet with legislators and debriefed afterward. In addition, there were presenters who shared about their lived experience through art, poetry, performance, and sculpture. The link to the Campaign Advocacy Day RECAP blog on Voices for VA’s Children’s website is [HERE](#). Committee Co-Chair Emily Griffey with Voices provided the following policy updates during large GRTICN meetings: **2020 GA Session- [2020 Session wrap-up and webinar are available on Voices](#)**. Many of these issues are on hold until the General Assembly returns to revisit the budget. **Children’s Mental Health Awareness-** the First Lady and Dr. Aplasca at DBHDS recorded [an awareness message](#) and for the work to share Children’s Mental Health messages during the pandemic. **Foster Care Awareness-** There was a piece in the [Virginia Mercury](#) recognizing child welfare workers as first responders. Voices distributed a survey for caregivers to learn about child care concerns and family needs <https://vakids.org/our-news/blog/survey-for-parents-and-caregivers-of-children-ages-0-to-13-years-old>

**Schools Committee** – The Schools Committee welcomed many new members over the course of the fiscal year and currently are at 95 members. Margo Buchanan, Greater Richmond SCAN’s Trauma-Informed Education Specialist, became the chair of the committee at the beginning of the third quarter of this fiscal year. Former committee co-chair, Fred Orelove, will facilitate the subcommittee on higher education. Schools Committee members, Margo, Meg Sander and Connie Honsinger, facilitated a leadership training for principals and assistant principals that occurred in the fall of 2019 at Richmond Public Schools for principals and assistant principals based on the guidebook ***Becoming a Trauma-Responsive School: A Guide for Virginia’s Leaders*** that was developed by the Capstone Team (formed of VCU Doctoral Candidates with the School of Education) and Greater Richmond SCAN. The goal of the training was to prepare top level school administrators in trauma-responsive philosophy and practices of being a trauma-responsive leader. Committee members have been involved in initiatives across the greater Richmond area, including: Restraint and Seclusion Regulations, work within schools around diversity, equity and inclusion, Holistic Life Health Foundation training, plans to create mindfulness rooms within schools, and training on self-care. Committee leaders, Fred and Margo, facilitated the first VA TICNs Learning Collaborative discussion (by phone) about the committee’s history in organizing and working to make an impact in schools. An additional second leadership training session was



coordinated by Margo and held on October 30 for Richmond Public Schools' principals, vice-principals, and other local school representatives. Presenters included Meg Sander, Connie Honsinger, and the four individuals who developed the handbook, *Becoming a Trauma-Responsive School*. The committee devoted time during spring meetings to learning from subject matter experts on topics that committee members requested, including parent engagement, presented by committee members Anne Moss Rogers, Olivya Wilson, and Jenna White; and sex trafficking, presented by Fay Chemlow from Impact Virginia. Identified topics for future discussions include: Trauma-Informed PBIS (Positive Behavioral Interventions and Supports) and ways to work with larger systems to increase buy-in. Committee member Amy Johnson, Trauma-Informed Education Specialist with GRSCAN, facilitated a virtual training on March 31st entitled Wellness Check for Educators. This 60-minute offering included ideas and strategies for educators following COVID-19 school closings. Committee members met virtually and discussed how local school districts are managing practice during the pandemic and future plans. Members continued to brainstorm about how the committee and GRTICN can help support schools now and moving forward, as localities have explored different models of schooling and reopening. Members discussed the importance of self-care for families and staff, taking reopening slow and not just jumping back into academics but prioritizing building positive relationships. Representatives from divisions in the Greater Richmond area (Richmond Public Schools, Henrico County Public Schools, Chesterfield Public Schools, Petersburg City Schools, and Circle Preschool Program) shared about updates and needs. Based on conversations regarding Positive Behavioral Interventions and Supports (PBIS), which continue to emerge during meeting discussions, a subgroup was formed and met to discuss overlaps and gaps between PBIS and trauma-informed practices. On June 29, 2020, the TISC Chair facilitated a state-wide School Forum in order to increase collaboration and support between school divisions across the state as transition plans were created. During the first meeting, 14 school divisions shared their latest updates. The group continued to meet every two weeks during the summer months.

**Training Committee** – Two Introduction to Trauma and Resilience Trainings were held during the first quarter. One was open to the public in August 2019, with 75 people in attendance, and one in July 2019 for new staff of the Oliver Hill Juvenile and Domestic Relations Court where 31 people attended. A Train the Trainer on the Introduction to Trauma and Resilience curriculum was held in September for GRTICN Healthcare Committee members to become trained in this curriculum and to implement it within their organizations; 15 people were in attendance. Two Introduction to Trauma and Resilience Trainings were held during the second quarter with a total of 150 people in attendance. Many GRTICN agency members are requiring new staff to attend the GRTICN Introduction to Trauma and Resilience training as part of their onboarding process. Another Train the Trainer workshop was held in December 2019 for a group of GRTICN members. An Intro to Trauma and Resilience training was held in February with 75 people in attendance, and another was held in June via Zoom as a two-part series with 75 people in attendance. Committee members will continue to offer this training virtually in order to adhere to social distancing guidelines. These virtual offerings will allow us to expand our reach and will offer increased accessibility. Beginning in March, the Training Committee began providing virtual wellness offerings to GRTICN members through Zoom. The first event was a 30-minute guided meditation. More virtual trainings and wellness offerings were provided throughout the rest of the fiscal year in response to this period of increased stress and social isolation. An in-person ACE Interface Training was facilitated by a

GRTICN member with 15 in attendance during the first half of the fiscal year. GRTICN members also facilitated an ACE Interface Training on Zoom during Resilience Week that was attended by 95 people. Nine screenings of Resilience were held during the first quarter with 305 people in attendance. We have now screened the film for over 6100 people. We did not hold any screenings of the film Resilience during the pandemic due to restrictions from the movie producers as they do not allow sharing the film on a virtual platform. GRSCAN's VCU School of Social Work graduate intern and the Training Committee Co-Chair created the [Shared Language of Resilience handout](#) that highlights the efforts to create a shared language in our community of the understanding the impact of trauma and the power of resilience.

**Trauma-Informed Workforce Development Committee** – Committee members focused efforts on creating trauma-informed practice resource guides that can be provided when on-boarding new employees. Each document will be a double-sided page and will focus on a specific sector/system. Committee members are making an effort to connect each resource with the corresponding [SAMHSA Trauma-Informed Care principle](#). The focus of the first resource guide is child welfare.

#### **GRTICN in the news in 2019-2020:**

<https://www.acesconnection.com/blog/mobilizing-aces-trauma-and-resilience-networks-to-support-and-strengthen-pandemic-response-efforts>

[https://www.richmond.com/news/local/need-help-coping-may-3-9-is-the-first-resilience-week-in-va/article\\_75f670e7-3fa0-5f2e-bf06-673861dd3d08.html](https://www.richmond.com/news/local/need-help-coping-may-3-9-is-the-first-resilience-week-in-va/article_75f670e7-3fa0-5f2e-bf06-673861dd3d08.html)

#### **GUEST SPEAKERS AT GRTICN MEETINGS:**

There were seven large GRTICN meetings held over the year. The first was held in July and featured guest speaker Ted Lewis, Executive Director of Side by Side. Ted provided information about services that Side by Side offers, including: counseling up to 6 sessions for free, Parent Groups – PFLAG, He She Ze We and LGBTQ+ 101 for organizations. Ted shared that the first thing you say in response to a kid's statements about identity are very powerful as kids are likely seeking validation that they are ok. Identity not fixed points but on a continuum/spectrum with gender identity, sexual orientation, sex at birth and gender expression. Parents are often playing catch up with their kids who may already have their identity figured out. Identity is how you identify internally; Expression is how we choose to show our identity. For additional information, find Ted's [PPT HERE](#) and HANDOUTS: [10 Tips for Adult Allies](#) & [Side by Side Pronoun Guide](#). There were 58 GRTICN members present at the July meeting.

The second large GRTICN meeting was held in September and featured guest speakers Lt. Anthony Jackson, Richmond Police Department, Sharron Saunders, Director City of Richmond Victim Witness Services and Ram Bhagat, Richmond Public Schools/Drums no Guns. Lt. Jackson shared gun violence statistics. Intervention and prevention is occurring in RPD's

Gang Unit by utilizing social media and other means to gain intelligence on what is going on in those communities and with individuals and doing some outreach with parents for kids who are at risk. Lt Jackson shared that RPD is discussing community needs and stated that the crimes and shootings are merely a symptom of the root cause, and RPD is partnering with other organizations and agencies on various programs that are hoping to address the root causes more deeply. RPD partners with education programs in elementary schools, mentorship programs and rehabilitation/restorative programs. Often times, people have to enter the system to get those resources, but RPD is trying to develop more programs that work for those kids “on the fringe” of being in the system to help prevent rather than just reacting to behaviors after they have already happened. Sharron Saunders shared about victim rights and explained that Victim Witness Advocates meet victims after the crime occurs and help to provide support in numerous ways through the court process. VW Advocates provide emotional support, education about the court process and about victim’s rights, connection to Virginia Victim’s Fund (VVF) to assist with monetary reimbursement and provide referrals to resources that aid in healing. Ram shared his personal story related to gun violence and challenged everyone to consider that gun violence in our community is a “we” problem not and “us and them.” Ram led us in a drum, clap and spoken word song that was incredibly uplifting. To hear more about Ram’s story, check out his Ted Talk [HERE](#). There were 51 GRTICN members present at the September meeting.

The third large GRTICN meeting was held in November and featured a presentation by Emily Griffey and Chloe Edwards from Voices for Virginia’s Children. Chloe and Emily presented about Trauma Campaign advocacy. Find their [PPT HERE](#) and a recording of the presentation [AT THIS LINK](#). David Waltenbaugh, GRTICN member and Co-founder/CEO of **Virtual Root Reality**, recorded the presentation. This recording will allow all GRTICN members to have access to the presentation and make the information accessible to those who were not able to join the meeting in person. There were 48 GRTICN members present at the November meeting.

The fourth large GRTICN meeting was held in person in January and fifth large meeting held virtually via Zoom in March. The meeting in January featured presenters: Laurie Crawford, Project Manager for the Virginia Department of Social Service’s Linking Systems of Care Project, and Chidi Uche, Governor Northam’s Advisor on Childhood Trauma and Resiliency and Project Specialist on the Virginia Department of Social Service’s Linking Systems of Care Project. Laurie and Chidi reviewed their project toolkit: Trauma-Informed Agency Self-Assessment, Family Engagement: Guide to Partnering with Families to Improve Service Outcomes, Community Resource Mapping Facilitation Guide, Referral and Response Protocol, Virginia Victimization Screen and responded to questions asked from GRTICN members. Linking Systems of Care Project information can be found at [www.linkingsystemsofcarevirginia.com](http://www.linkingsystemsofcarevirginia.com). Find a copy of the presentation [PPT HERE](#). There were 53 GRTICN members present at the January meeting.

The March meeting was modified in **response due (is there an extra word here?)** to the COVID-19 public health crisis and held on a virtual platform. In lieu of the traditional meeting structure, GRTICN Coordinators modified the agenda to allow time for participants to connect, let go and take care. Margo Buchanan, GRTICN Schools Committee Chair, led participants through gentle seated movement, meditation and a breath exercise. Find a

recording of this offering at [THIS LINK](#). 51 GRTICN member attended and the response to this offering was very positive. Members provided feedback that this was “just what was needed” at this time.

The sixth and seventh GRTICN meetings were held virtually via Zoom in April and May. The meeting in April was modified from the typical meeting format to allow for several GRTICN agency leaders to share about emerging issues, trends and needs during the COVID-19 pandemic. GRTICN agency leaders who shared information included: Gretchen Brown with Henrico Department of Social Services, Angela Jones with Richmond Public Schools, Lieutenant Adrienne Gardner with Richmond Police Department, Muriel Azria-Evans with Health Brigade, Jim Nankervis with Chesterfield Juvenile and Domestic Relations Court Service Unit and Amy Strite with Family Lifeline. Some of the issues identified that speakers shared regarding emerging issues were: increased disruptions in foster care placements (e.g., children experiencing stress, angst, acute mental health issues, running away and increased use of substances), challenges with finding community providers to provide Intensive In-home Services, difficulties with trying to complete face-to-face visits to ensure child’s safety (cannot adequately be done remotely), needs for PPE, technology challenges, challenge with transitioning to telework, challenge to deliver food to families, increased needs to support staff and families with regards to social and emotional difficulties, increased anxiety and depression and some professionals and families having lost family/friends to COVID-19, increase in domestic violence reports (parent-child conflict), decrease in CPS calls with schools being closed and lack of adequate testing availability for COVID-19. Committee chairs announced the opportunity for all members to share about events and offerings each week by submitting information to be shared with all GRTICN members by the email listserv. There were 53 GRTICN members present at the April meeting.

The meeting in May began a brief recap of Resilience Week VA 2020 and then transitioned to provide time for GRTICN members to check in to share about how things have been within their agencies during the pandemic. Several spoke about opportunities to increase understanding about the experience of trauma and to advocate for ongoing services for mental health service delivery through virtual platforms. Committee chairs provided updates on recent committee meetings which have allowed for committee members to connect virtually, share resources and discuss emerging issues and trends. Check-ins and committee updates provided information across sectors and disciplines and will help to inform GRTICN work moving forward. The meetings also provided time and space for everyone to participate by sharing and asking questions of one another. There were 27 GRTICN members present at the May meeting.

**GRTICN MEMBER HIGHLIGHT:** Blair Bell, Nurse Manager with Bon Secours, presented about the impact of the work of the GRTICN Healthcare Committee during the November meeting. As part of the TI Healthcare Committee, Bon Secours is involved with all three healthcare systems looking to bring trauma-informed practices into healthcare. There has been a great deal of research and literature around trauma-informed care and mental health, but not as much on the medicine side of the work. They often interact with families in high stress situations. The first phase at Bon Secours was education. This included focus groups, which were eye opening. Many staff didn’t realize the breadth of trauma as it’s often thought of as acute trauma (such as car accidents, wounds, etc) within hospital settings. They used the

SAHMSA Toolkits and focus group information to develop information unique to their setting. During the pilot, 30 staff and leaders were trained. Interviews were also conducted with staff on how to apply trauma-informed care practices to their work. The (this should probably be “they”) found that there were patients that staff thought were noncompliant with treatment, but had really been dealing with trauma. An example included a client with asthma issues. They weren’t improving despite taking all medications correctly. Once trauma-informed recommendations were in place, including connecting the patient with a social worker they have been doing great. Helping staff understand the trauma-informed care was not something extra, but something that enhanced care already being offered was key. It has been a challenge, but once staff see the rewards and outcomes, they are excited to continue and want to learn more. They recently started a Bon Secours Richmond TILT team. An organizational assessment was also conducted, which included environmental scans in the pediatric units. An example was shared about their implementation of trauma-informed practice. Since the staff at hospitals are often dealing with very hard things. They started putting a tea light on the nurses’ station so all new staff coming in for a shift would know that something hard has happened and extra sensitivity may be needed. Blair shared that they recently presented at the Pediatric FOCUS Conference and the Virginia Nurses Association. Blair also hopes to publish some of this work.

#### **GRTICN GOALS FOR FY 20-21:**

1. Join the ACEs Connection Collaborative and invite all GRTICN agencies to join. Send requests to agencies to add data to the ACEs Community Resilience Tracker. Agencies will be given guidance documents for completion of the agency survey and given the link to document all GRTICN related trainings.
2. Continue to provide support and technical assistance for trauma-informed community networks/initiatives across the state of Virginia.
3. Complete document that includes summaries of trauma-informed initiatives across the state.

#### **4. COMMITTEE GOALS:**

##### **Brief Screening Tool Committee –**

- ♦ Develop and implement training practices on the Brief Screening Tool for onboarding new staff
- ♦ Expand trauma-informed efforts of the GRTICN and BST Committee to include additional collaboration with VDSS to enhance statewide implementation
- ♦ Complete resource binder for Child Welfare workers and distribute

##### **Community Resilience Committee –**

- ♦ Continue to explore the intersection of trauma-informed work and equity
- ♦ Increase engagement of groups underrepresented in the TICN, including faith communities and community members



### **Healthcare Committee –**

#### **Healthcare Committee Goals– (can we delete this line?)**

- ♦ Continue learning collaborative format
- ♦ Continue e-note, but move to a monthly e-note format
- ♦ Continue Community Health-System Collaboration with VCU Health, Virginia Premier, Bon Secours and HCA Health Systems
- ♦ Continue Healthcare Trauma-Informed Leadership Teams (TILTs) joint meetings to share progress

### **Legal and Courts Committee –**

- ♦ Focus on a diversity, equity and inclusion lens for all LC Committee work. Within this focus, discuss disproportionate minority representation in the juvenile justice system and determine how our committee can explore and work toward change.
- ♦ Continue to reach out to professionals in legal and courts related disciplines from additional localities and jurisdictions to provide information about committee work and extend invitations to join the committee.
- ♦ Meet with prior focus group leadership participants to assess how the focus group feedback and recommendations impacted change in trauma-informed practice.

### **Outcomes Committee -**

- ♦ Continue to measure internal effectiveness of the TICN through yearly member surveys, meeting surveys, and member highlights. Share information as a means to demonstrate how members can increase application of their knowledge into practice.
- ♦ Explore additional ways to measure the impact of the TICN and committee work on the broader community
- ♦ Share stories and data with potential funders, TICN members, policy makers, and community members in order to highlight the impact of the TICN
- ♦ Lead ACEs Community Milestone data collection and oversee the ACEs Connection site to track agency membership progress.

### **Policy Committee -**

- ♦ Continue partnership with Voices for Virginia's Children on the unified trauma-informed policy agenda
- ♦ Explore possibilities of elevating and increasing areas of focus within the local (Greater Richmond community) policy level

### **Schools Committee -**

- ♦ Continue to work towards encouraging and supporting greater trauma-informed practices in Pre-K-12 classrooms
- ♦ Determine structure for this large committee in order to increase participation and achieve goals in different focus areas.
- ♦ Design and implement an approach to infusing trauma-informed content in Schools of Education in Virginia's universities for teachers, school counselors, and administrators

**Training Committee -**

- ♦ Continue facilitation of Introduction to Trauma and Resilience Training on a bi-monthly basis
- ♦ Explore training options available through GRTICN members (e.g., ACE Interface, Intro to Trauma and Resilience virtual training) in order to provide access to Greater Richmond professionals and community members
- ♦ Revisit mission and goals of the committee to determine future direction

**Workforce Development Committee -**

- ♦ Review committee initiatives and discuss ideas for areas of focus.
- ♦ Create two 1-2 page resource documents that will provide trauma-informed resources for new employees by sector (e.g. juvenile justice, mental health, law enforcement, etc.)