



**Greater Richmond Trauma-Informed Community Network (GRTICN)
Annual Report
Fiscal Year 21-22**

GRTICN MEMBERSHIP:

Total members = 584 and 173 agencies represented (52 new members & 3 new agencies joined this fiscal year)

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

GRTICN HIGHLIGHTS:

Resilience Week VA 2022

[Read a full report on Resilience Week VA 2022.](#)

Trainings & Workshops

Greater Richmond SCAN continues to coordinate bi-monthly two-hour Introduction to Trauma and Resilience trainings free for the community. 5 trainings were held in total (4 virtual and one in person) with a overall total of 130 individuals trained. SCAN also offered Stewards of Children trainings free to network members. 6 monthly trainings were offered, with options for virtual or in-person attendance. 51 individuals were trained in total.

SCAN coordinated two free public virtual screenings of *Resilience*. 18 individuals attended the January 26 screening, and 13 individuals attended the May 3 screening. To date, we have screened the film for nearly 6,400 people.

Community Resilience Committee Co-Coordinator Tamika Daniel facilitated her workshop Cultivating Authentic Community Engagement and one-hour Introduction to Trauma and Resilience training free for the community. The workshop was presented a total of 6 times for 69 individuals total. Introduction to Trauma and Resilience was presented a total of 4 times for 35 individuals. Cultivating Authentic Community Engagement and Introduction to Trauma and Resilience were also presented to the Hampton Roads TICN, RAISE (Alexandria TICN), and Northern Neck TICN.

All of the free public trainings and workshops were offered to GRTICN members and members of TICNs throughout Virginia.

VA TICNs

The Co-Coordinator of the GRTICN currently serves as the State Coordinator for the **28** trauma-informed community networks throughout Virginia (VA TICNs) with support from the SCAN's Program Impact Specialist. This includes: providing consultation, technical assistance and support (to include trainings, meetings, calls, and creating and sharing resources) to help sustain current TICNs and help communities develop new TICNs. Staff have provided

consultation this fiscal year to individuals from **14 community networks**, including: Greater Charlottesville TICN; Northern Neck TICN; Southside TICN; Triumph Over Trauma: Northern Shenandoah Valley Resiliency Initiative; Southwest Virginia TICN; Blue Ridge Community Resilience Network; Roanoke Valley TICN; RAISE (Resilience Alexandria: Inform. Support. Elevate.); Hampton Roads TICN; Greater Prince William TICN; Eastern Shore Healthy Communities; Loudoun County TICN; Greater Williamsburg TICN; and Fairfax County TICN. Consultation on developing a TICN was provided to **3** community leaders in Brunswick/Halifax County; Rockbridge County; and Mecklenburg County.

SCAN convened **7 general meetings** of the VA TICNs this fiscal year, which are attended by network leaders and state partners. There were also **2 VA TICNs Schools Collaborative** meetings held this fiscal year, led by the GRTICN's Schools Committee Chair. In December, a special presentation was arranged for the VA TICNs with Eduardo González, a human rights consultant and sociologist with experience and expertise in the establishment of truth and reconciliation processes throughout the world. **32** individuals (network representatives and state partners) attended the presentation, "[Truth-Telling and Healing in the USA](#)" via Zoom. SCAN distributed the [VA TICNs eNote](#) on a bi-weekly basis to **227** subscribers. The eNote includes information and resources related to building and sustaining coalitions and trauma-informed communities; diversity, equity, inclusion and justice; policy advocacy; funding; trainings and events; network news; and more.

The VA TICNs State Coordinator gave **4** interviews about TICNs in Virginia for San Mateo, California ACEs Initiative; PACEs Connection; ACEs & Resilience Resource Consulting; and Berkley, California ACEs Coalition. The State Coordinator and other SCAN staff met regularly with staff from the Governor's office, Family and Children's Trust Fund of Virginia (FACT), and Virginia Department of Social Services (VDSS) to advocate for and discuss funding for TICNs, resulting in small grants for resiliency activities and training from FACT and \$1 million in American Rescue Plan Acts funds dedicated to TICNs that was added to the governor's budget. SCAN staff began planning for a statewide conference in July 2021 to be held during Resilience Week Virginia 2022. Goals of the conference included: Prioritizing values of justice, diversity, equity and inclusion; Centering lived experience; and Incorporating practical strategies and sharing knowledge and resources. **12** workshops were selected and scheduled for May 5 along three different tracks: Trauma-Informed and Resilient Communities; Responding to Unique Needs of Diverse Groups; and Trauma-Responsive Organizations and Systems. SCAN began promoting the conference in April, and **361** individuals from throughout Virginia registered. To view in-depth details and data from the conference, including post-conference survey results, view the full [Building Resilient Communities Virtual Conference report](#).

In late September and throughout October 2021, SCAN's Program Impact Specialist worked directly with Governor Northam's office to coordinate Community Conversations between TICN coordinators in four different regions of the state (Northern VA, Central VA, Eastern VA, and Southwest VA) and the Children's Cabinet and First Lady Pamela Northam as part of her Road to Resilience Tour. TICN coordinators were invited to discuss the work happening in their networks to prevent and respond to trauma and build resilience, as well as the ongoing inequities and needs to help inform the incoming administration. **18** networks participated, and the GRTICN Co-Coordinator moderated **3** of the conversations, which were recorded and can be [viewed on SCAN's YouTube](#).

SCAN staff and GRTICN members planned and coordinated the [third annual Resilience Week VA](#), including updating and building out the [Resilience Week VA website](#), drafting a [proclamation](#) that was signed by the Governor, creating a [Virtual Library of resources](#) shared widely amongst the VA TICNs, hosting events, and more. Special edition VA TICNs eNotes were sent throughout the week to share events and news from the different networks across the state. Community Programs staff created a [video recap](#) showcasing the many initiatives and celebrations of resilience across the state.

SCAN staff developed a survey that was distributed to the VA TICNs in July, assessing the structure and development of the networks, their mission and vision, goals, accomplishments, challenges, and work toward incorporating diversity, equity, and inclusion. SCAN staff created a [presentation](#) based on the results of that survey to be presented in the September 2022 meeting.

PACES Connection Cooperative

GRTICN members and Coordinators are members of the Positive and Adverse Childhood Experiences (PACES) Connection Cooperative of Communities, along with [Fresno \(CA\) Trauma & Resilience Network](#), [Resilient Santa Barbara County](#), [San Diego County \(CA\) ACEs Connection](#), and trauma networks in North Carolina. Membership in the Coop provides access to the Community Milestones Tracker, which helps assess regional trauma-informed efforts in agencies by sector, as well as special trainings from PACES Connection on topics such as historical trauma in the United States. Coop meetings provide space for coalition leaders from across the U.S. to discuss trauma-informed initiatives in their regions and to collaborate on strategies for best practice in promoting resilience and positive childhood experiences and preventing and mitigating trauma throughout various sectors. During the October meeting, attendees joined breakout rooms to discuss effective strategies in our communities to address ACEs, what is needed to support or expand those efforts, and what policies are needed for systemic transformation. There was also some brief discussion around topics to cover in next year's training series. GRTICN's Co-Coordinator represented the GRTICN/VA TICNs at the November meeting, and SCAN's Program Impact Specialist attended the January meeting, which included a presentation and group discussion on racial equity in action. SCAN's Program Impact Specialist also attended the February, March, May, and July meetings. The February meeting included breakout groups to discuss general challenges and strategies in coalition building. March's meeting was focused on a review of the RYSE Center's framework for healing and breakout rooms to discuss the ways in which members see inequity in their communities as well as strategies to address it through community networks. April's meeting was led by PACES Connections' new Director of Communities, and the slides were made available afterward and focused on Trauma-Informed and Healing-Centered PACES Initiatives. May's meeting involved a brief presentation from PACES Connection staff and breakout rooms where members discussed trauma-informed efforts in their regions then shared out to the larger group. July's meeting was a special workshop from the RYSE Center on Radical Inquiry. In late June, the Program Impact Specialist met individually with PACES' Director of Communities to discuss the work happening in Virginia and to request that PACES Connection update the GRTICN's Community Milestones Tracker on their website with the most up-to-date data. In that meeting, the Program Impact Specialist was asked to present on the work of the GRTICN and VA TICNs at the August PACES Connection Coop meeting. The updated Milestones Tracker data will be shared with the

Outcomes Committee and with the larger network later in 2022 with the goal of increasing participation in the survey for more accurate data populating the tracker to highlight strengths and areas of growth for sector engagement within the GRTICN.

eNotes

Monthly eNotes were sent to 584 people throughout the year. The eNotes contained updates about the GRTICN and included resources and research.

GRTICN COMMITTEE PROGRESS:

Brief Screening Tool Committee – BST Committee members continue to work on a regional DSS collaboration to pilot the Brief Trauma Screening Tool. The pilot includes implementation of the BST at five DSS localities (Chesterfield, Henrico, Hopewell, Prince George and Richmond), consultation with the VCU School of Social Work (SSW) and assisting with ongoing training. The BST Committee welcomed two new members to the committee this fiscal year from Chesterfield Mental Health and Hopewell DSS. Use of the BST varies among the different DSS agencies and has been challenging to implement consistently due to many challenges that have arisen within the past two years. Many agencies were short staffed, had new workers who had not received training on the BST and engaged in new initiatives that required significant time and energy of all staff. Workers are carrying higher caseloads as a result of a shortage of staff and supervisors have had to be more actively involved in case decision making. These challenges have led to inconsistent use of the BST within some agencies. It was also noted that there continues to be an ongoing need for additional referral sources for assessment and treatment. Members also spoke about efforts within their agencies that have been made available to all staff to enhance wellness.

Multiple attempts were made to connect with staff from NC Project Broadcast in order to continue collaboration and training on the BST from their team but they did not respond to requests. All committee members agreed to develop a training specific for Virginia. Committee members reviewed the Project Broadcast BST training transcript, discussed training developed by one committee member for Richmond DSS, another member drafted questions for experienced workers to use for short video clips to include within the training, and another member shared onboarding training requirements for Henrico DSS workers. Committee members also shared an interview guide that was created and that includes the BST with the goal that the guide serves as a way to promote building rapport. All committee members were invited to join a train-the-trainer session for members/agency affiliates and trainers on the BST that will be conducted early in the next fiscal year. This train-the-trainer will be facilitated by the BST Committee member from RDSS.

Community Resilience Committee – The Community Resilience Committee gave great focus this year to their goal of increasing engagement of groups underrepresented in the TICN. With relationship building and connection as the core desire of their engagement efforts, a survey was sent out to committee members with potential ideas for alternative gatherings and to learn what can be done to be more intentional and impactful within community resilience work. Planning is in the early stages, but they are focusing on an idea to create a more inclusive space that might encourage more community members to gather and participate in the committee.

SCAN's Behavioral Health Community Organizer, Tamika Daniel, who also stepped into the role of Committee Co-Chair this year, continues efforts related to trauma-informed community engagement. The Community Resilience Committee coordinated and hosted a Resilience Community Movie Day on May 7 to celebrate Resilience Week 2022. They screened the film *Encanto* and invited families in the region, providing wellness activities and snacks. The committee holds regular monthly meetings but met almost weekly between April and May 7 to plan and prepare for Resilience Week. Tamika Daniel presented her Cultivating Authentic Community Engagement workshop during the July Meeting. The Community Resilience Committee began incorporating the Policy Committee this year and will focus on local and state policy impacting the community.

Healthcare Committee – The Healthcare Committee includes individuals representing hospital systems, private pediatric practices, community health clinics, public health organizations, managed care, behavioral health hospitals and clinics. Many of these organizations are at various stages of implementing trauma informed and trauma responsive practices into their settings. Committee meetings were on pause this year due to the impact of the pandemic on members' schedules and capacity. However, the Healthcare Committee eNote continued to be distributed to members on a bi-monthly basis, with research, resources, and events. Program Impact Specialist Charlotte Eure and Committee Chair Melissa McGinn created a [survey](#) to gather feedback from members about the future of the committee. The survey was shared in the March and May Healthcare Committee eNotes, and survey results were shared in the July Healthcare Committee eNote. View those results [here](#). Based on results from the survey, a committee meeting was scheduled for September. Committee chair Melissa McGinn also serves on a state work group organized by the Virginia Hospital Association and tasked with developing a guidance / best practice document on trauma informed hospitals. Melissa also continues to provide consultation to the VCU Trauma-Informed Leadership Team on becoming a trauma-informed health system and met with the COO of Bon Secours St. Francis to provide consultation on creating trauma-informed health systems. In addition, Melissa facilitated a train the trainer event for a team of Bon Secours health system staff on Intro to Trauma and Resilience. Committee member Blair Bell from St Mary's Hospital participated in the First Lady's Road to Resilience Tour: Community Conversations with VA TICNs on behalf of the GRTICN and spoke about the pandemic's impact on healthcare workers and health systems.

Legal and Courts Committee – Committee members shared about agency and community challenges during meeting check ins throughout the year. Some of the challenges included: staff turnover, openings within agencies and increase in work demands. It was also noted that many are experiencing fatigue from the ongoing demands, transitions, workload, etc and that professionals as well as clients seem to have much lower frustration tolerance. Committee members provided support and resources for one another throughout the year. Members commented on the sense of safety and community that has been built within the group.

Committee members distributed a survey to leaders of agencies where the LC Committee has assisted with trauma-informed assessment (e.g., survey, focus group) and recommendations. The goal of the survey was to gain a better understanding about how things are going within all of the agencies and to determine any needs that the committee could assist with at this time. Some take aways from the results: many requests for training and some with very specific topics, appears that trauma-informed work is perceived as an additional thing to do instead of a way of doing the work, the need for organizational/policy change to promote trauma-informed work

and sustain it, significant turnover with staff and a need for access to ongoing introductory trauma and resilience training as well as more advanced training that focuses on application of trauma-informed practice, comments that with staff turnover, we are losing trauma champions within agencies and a need for education on including trauma-informed questions for hiring new staff. Committee members identified needs and ideas for committee follow up from the survey results. In addition, Gina White, Founder and Director of Mindful Junkie Outreach, joined one of the committee meetings to share about the training she provides and led mindfulness activities. Committee members were able to practice three different mindfulness exercises related to touch, sound and breath. Meeting attendees shared positive feedback following the meeting with many commenting about how helpful the exercises were for them and that the timing of this committee offering was “right on time” and appreciated. LC members shared updates about Trauma-Informed Leadership Teams within RPD R2R and the Oliver Hill Court Building.

Meeting discussion time at the end of the year was devoted to a review of previous committee goals and survey results from August 2021. Committee members determined that it was important to carry over goals from FY 21-22 that include Discussion of strategies for sustainability of trauma-informed practice within agencies based on past involvement and 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; and -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. In addition, members discussed the need for additional feedback regarding emerging needs from previous agency leaders who participated in the trauma assessments as well as from committee member agencies and beyond. Committee members plan to determine follow up questions for agency leaders that received the trauma assessments.

Outcomes Committee – The Outcomes Committee continues to monitor implementation of the PACEs Connection Community Milestones Tracker and how the data can be utilized. The committee met in October and March and discussed ways to engage more members in the committee and brainstormed additional methods for tracking outcomes and impact. Through a grant partnership, Knowledge Advisory Group worked with SCAN to provide program evaluation enhancement support, including enhancement of outcomes related to the GRTICN. Committee chairs Sarah Mersereau and Charlotte Eure, along with GRTICN Co-Coordinator Melissa McGinn, worked with Knowledge Advisory Group to update the GRTICN Logic Model and Annual Member Agency survey to be more outcomes driven. Charlotte also worked with PACEs Connection to ensure the Community Milestones Tracker was updated and discussed challenges with utilizing the tracker, which PACEs Connection is taking under advisement. A meeting will be held in fall 2022 to share these updates and discuss how to share with the wider network.

Policy Committee – The Policy Committee worked closely with Voices for Virginia’s Children as they implemented Racial Truth and Reconciliation Virginia and explored ways to increase advocacy at the local level in partnership with the Community Resilience Committee. The Policy Committee is in the process of being incorporated into the Community Resilience Committee.

Schools Committee – The Schools Committee has over 100 members and is still growing. Rather than meeting as a committee in September, committee members attended the large GRTICN

meeting September 24 to listen to four members of the committee present on division updates, including Margo Buchanan with Richmond Public Schools, Amy Johnson with Henrico County Public Schools, Regina Harris from Petersburg City Schools, and Dr. Connie Honsigner from Chesterfield County Public Schools. The Committee met in October to discuss potential goals for the year. A couple of ideas for workgroups included: focusing on a structure and process for school-based calming spaces for children and adults and an advocacy workgroup focused on trauma informed work and the General Assembly. The Committee met on November 18th and heard a presentation from Virginia Center for Inclusive Communities (VCIC) about their work in schools. The Committee's January meeting included a presentation from Decca Knight, who was previously with Roanoke City Public Schools and leads the Roanoke Valley TICN, about their implementation of trauma informed care teams. During the Committee's March meeting, participants shared what they learned during a free training opportunity, The Trauma Sensitive Schools Conference. The May meeting focused on staff wellness. Members shared ideas divisions could implement to increase the wellness of staff such as Staff Wellness Lounges and Respite Days. Two workgroups were started within the committee this year: one focused on ways schools can celebrate Resilience Week and one focused on mindfulness spaces in schools. The Resilience Week workgroup met for about two months and completed the first ever Resilience Week: Schools Edition resource, which was distributed to the Trauma Informed Schools Committee and VA TICNs for Resilience Week VA 2022. This informational one pager included: activities and videos for both elementary and secondary students to engage in, each themed for the day of the week, a virtual library of books that celebrate resilience, information about events such as training and family activities being held throughout the week, etc. This mindfulness spaces workgroup decided to meet throughout the summer and work on recommendations for best practices for mindfulness in schools with both students and staff to be shared throughout the state. The Committee Chair attended the VA TICNs meeting in January to talk about the work of the Schools Committee and invited members of other networks to join in a statewide collaborative meeting in March. Staff working in school divisions throughout the state were invited to participate, collaborate, and share resources. The Statewide Schools Collaborative met again May 11 and shared resources with one another including upcoming trainings, caregiver support, and data impact measurements. A survey was sent out to this group to determine the desired meeting frequency and mission of the group. The survey results showed that members would like to convene every other month and would like to focus the bulk of the time on resource sharing.

Workforce Development Committee – The Workforce Development Committee was modified this year to meet the needs of the emerging demands within the current and rising workforce. This committee will serve as a learning community with a focus on trauma-informed practice within all disciplines. All are invited to join in specific discussions or to join all meetings. Upcoming topics will include: onboarding with trauma-informed training (a committee member developed an onboarding document); creating trauma-informed work spaces to promote psychological and physical safety; supporting remote and in-person work (and the transition of remote to returning to in-person work); and trauma-informed supervision. GRTICN Co-Coordinator Lisa Wright is leading during the transition. The Committee plans to meet in fall 2022.

GRTICN MEETINGS:

The GRTICN held one large meeting via Zoom in September with 50 members in attendance. Charlotte Eure shared about free training, workshop, and film screening opportunities from Greater Richmond SCAN in partnership with Virginia Department of Health, and Jackie Lawrence gave a brief presentation on the Trauma Healing Response Network from Richmond City and Henrico County Health Districts. Authors Susan Verde and Amanda Lynch shared about their children's books on resilience and self-care, with Verde giving a reading of her book "I Am Courage." Representatives from the various school districts in Richmond City, Chesterfield County, Petersburg City, and Henrico County provided updates on the transition back to in-person learning in terms of student and staff needs and supports. View the minutes from the September meeting [here](#).

The GRTICN held one large meeting via Zoom in December with 47 members in attendance. The meeting included a brief Zoom poll about whether members are working remotely, in-person, or hybrid, and whether they have a choice at their agency; updates from network members about training and mentoring opportunities and free community resources. A presentation and Q&A about community violence and the impact on youth in the Greater Richmond region was given by Anthony Jackson with Richmond Police Department, Angela Jones with Richmond Public Schools, and Rachelle Hunley with VCU Violence Prevention Bridging the Gap. The meeting ended with a closing grounding exercise from Amanda Lynch. View minutes from the December meeting [here](#).

The GRTICN held one large meeting via Zoom in January with 49 members in attendance. The January meeting included a brief opening meditation guided by Amanda Lynch; an update from Lisa Wright about the PACEs Connection Cooperative of Communities; updates from Charlotte Eure about the Building Resilient Communities Virtual Conference, Resilience Week VA 2022, upcoming trainings from SCAN, and a call for member spotlights; committee updates; a presentation and Q&A on the Trauma Healing Response Network from Jackie Lawrence and Sydney Janssen from Richmond & Henrico Health District; and a closing poem read by Amanda Lynch. View minutes from the January meeting [here](#).

The GRTICN held one large meeting via Zoom in March with 37 members in attendance. The meeting began with a Re-set Process activity facilitated by Schools Committee Chair Margo Buchanan, followed by Committee updates and updates regarding training opportunities, agency offerings and information about Resilience Week VA 2022, including the Building Resilient Communities Conference. Charles Johnson, Training and Compliance Manager at the Mary and Francis Youth Center (MYFC) on VCU campus, gave a presentation on their work and dedication to providing equitable and trauma-informed youth programming. Links were provided to GRTICN members for more information about the [MYFC](#) and [their toolbox](#). Keith Cartwright, Adverse Childhood Experiences Coordinator with the Virginia Department of Behavioral Health and Developmental Services, presented on the newly developed LUV Campaign (Lift Up Virginia) and shared that DBHDS is sponsoring a two-day Virtual Conference in May. The meeting ended with a Body Scan activity facilitated by Amanda Lynch. View minutes from the March meeting [here](#).

The GRTICN held a networking event at Lewis Ginter Botanical Gardens for the [kickoff of Resilience Week VA 2022](#) in lieu of a regular meeting. This gathering was the first in-person get together for GRTICN members since January 2020. GRTICN leaders designed a space that had a

variety of options for members to choose from, including the following: painting kindness/inspirational stones, creating a stamped metal disk with a chosen word, painting a shared mandala art piece, painting individual small canvases, spinning a prize wheel to gain a fidget/grounding prize, mindful walk prompts and selecting uplifting quotes. GRTICN members were also able to enjoy the Lewis Ginter Botanical Gardens and have bakery treats. This event was very well received by meeting attendees and many commented that it provided space to connect, to relax and to enjoy resilience building activities with others.

The GRTICN held an in-person large meeting in July at VCU Health Hub with 22 members in attendance. The meeting began with introductions and resources shared from Jennifer Surratt about their C2Adopt's Regional Post Adoption Consortium Services and Ages and Stages in Development with an Adoption Lens PDF; Mary Jo Grieve about VPM's initiative, The Basics, a public health initiative that raises awareness about early childhood development and engages families and caregivers around five key principles. The meeting included a film screening of [Playing for Keeps](#). A brief discussion followed the film about the importance of play, how play is different for everyone, and finding activities that create balance in our lives.

GRTICN GOALS FOR FY 22-23:

1. Ongoing involvement in the PACEs Connection Collaborative and continue to invite all GRTICN agencies to join. Send requests to agencies to add data to the PACEs Community Milestone Tracker. The GRTICN Outcomes Committee will have access to all data on the PACEs Connection site to track agency membership progress.
2. Continue to provide support and technical assistance for VA TICNs.
3. Continue with restructuring Community Resilience and Workforce Development GRTICN Committees to increase engagement and impact.

COMMITTEE GOALS FOR FY 22-23:

Brief Screening Tool Committee:

- ◆ Develop and implement training package on the Brief Screening Tool for onboarding new staff.
- ◆ Discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement.
- ◆ Expand trauma-informed efforts of the GRTICN and BST Committee to include additional collaboration with VDSS to enhance statewide implementation.

Community Resilience Committee:

- ◆ Continue to explore the intersection of trauma-informed work and equity to help build and strengthen community resilience.
- ◆ Continue to increase knowledge of trauma and resilience at the community level via the implementation of the community-centered training that was developed by Tamika Daniel. Implementation can be supported by spreading awareness about the training

- ◆ Increase engagement of groups underrepresented in the TICN, including faith communities, youth, and community members. We want to be intentional about how to help build community resilience through awareness, connection, and education.

Healthcare Committee:

- ◆ Serve as a learning collaborative for sharing resources and best practices on creating trauma-informed environments, improved practices, and addressing professional wellness

Legal and Courts Committee:

- ◆ Re-administer LC Committee survey to agencies who have participated in trauma-informed agency assessments to current data regarding ongoing trauma-informed practice efforts, implementation of focus group assessments and determine next steps for agency support based on feedback.
- ◆ Discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement.
- ◆ Expand trauma-informed assessment of legal and courts affiliated agencies within the Greater Richmond area.
- ◆ Focus on a diversity, equity and inclusion lens for all LC Committee work.

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 ways of increasing engagement with Community Milestones Tracker and utilizing this data to assess the reach and impact of the TICN in the Greater Richmond region.
- ◆ Explore additional ways to measure the impact of the TICN.
- ◆ Share stories and data with potential funders, TICN members, policy makers, and community members in order to highlight the impact of the TICN.

Schools Committee:

- ◆ Continue to work towards encouraging and supporting greater trauma-informed practices in Pre-K-12 classrooms
- ◆ Continue to use meetings to collaborate across school divisions in the Greater Richmond area, as well as across the state, on ways to increase trauma informed practices in schools.
- ◆ Develop work groups focused on increasing trauma informed practices for schools and school divisions to be shared across the state.

Workforce Development Committee:

- ♦ Modify workforce development GRTICN work to meet the needs of the emerging demands within the current and rising workforce.
- ♦ Pilot quarterly meetings open to all GRTICN members that will foster a learning community. Meetings will focus on trauma-informed practice within all disciplines (initial topics may include: onboarding with trauma-informed training, creating trauma-informed work spaces to promote psychological and physical safety, supporting remote & in person work (and the transition of remote to returning to in person work) and trauma-informed supervision).