



## Greater Richmond Trauma-Informed Community Network (TICN) Annual Report Fiscal Year 16-17

### GR TICN Membership:

- ♦ **Total members** = 224 (111 new members joined this fiscal year) and 100 agencies represented
- ♦ **Member agencies:** Assisting Families of Inmates, Attachment and Trauma Institute, Bair, Bon Secours Richmond Health System, Boys & Girls Clubs of Metro Richmond, Chesterfield-Colonial Heights DSS, Chesterfield Community Services Board/Child and Adolescent Services Team, Chesterfield County Public Schools, ChildSavers, Children's Home Society of Virginia, Children's Mental Health Resource Center, Commonwealth Attorney – City of Richmond, Commonwealth Catholic Charities, Communities in Schools, C2Adopt, CrossOver Healthcare Ministry, Department of Justice Services – City of Richmond, Department of Medical Assistance Services (DMAS) – Children's Mental Health Program, Department of Judicial Services – Supreme Court of Virginia, Elk Hill, Extra Special Parents of Virginia, Family and Children's Trust Fund of Virginia, Family Insight, PC, Family Lifeline, Family Preservation Services, Inc., Finding Homes and Hope for Our Children, First Home Care, Full Circle Grief Center, Goochland County Public Schools, Greater Richmond Stop Child Abuse Now (SCAN), Hanover County Community Services Board, Hanover Safe Place, The Haven Shelter and Services, Healing Trees Inc., Heart and Mind Therapy Service, LLC, Henrico Area Mental Health and Developmental Services, Henrico County Department of Social Services, Henrico County Parent Infant Program, Henrico County Public Schools Therapeutic Preschool Program, Hopewell Department of Social Services, Humana, Integrated Health Services, Integration Solutions, Junior League of Richmond, JustChildren Program of the Legal Aid Justice Center, Lutheran Family Services of Virginia, Middle Peninsula - Northern Neck Community Services Board, Mind-Body Art Essentials, National Alliance on Mental Illness, NDUTIME Youth and Family Services, Partners In Parenting, Petersburg City Schools, PK Management (Essex Village and Woodland Crossing communities), Prevent Child Abuse Virginia, Project Yoga Richmond, Richmond Behavioral Health Authority, Richmond City Department of Social Services, Richmond City - Office of the Public Defender, Richmond City Police Department, Richmond City Sheriff's Office, Richmond City – Victim Witness Services, Richmond Court Appointed Special Advocates (CASA), Richmond Court Service Unit – Thirteenth District CSU, Richmond Creative Counseling, Richmond Peace Education Center, Richmond Public, Richmond Residential Services, Inc., Safe Harbor, Salvation Army, Slabaugh & Associates, St. Andrews School, United Methodist Family Services, United Way of Greater Richmond and Petersburg, University of Richmond – School of Law, Educational Rights Clinic, Veteran's Resiliency Project/Herbalists Without Borders, Virginia Center for Inclusive Communities, Virginia Commission on Youth, Virginia Commonwealth University – Center on Society and Health, Virginia Commonwealth University – Partnership for People with Disabilities, Virginia Commonwealth University – School of Education, Virginia Commonwealth University – School of Allied Health, Virginia Commonwealth University – School of Social Work, VCU Health – Child Protection Team, VCU Health – Children's Hospital of Richmond, VCU Health – Geriatric and Continuum Services, VCU Health – Injury Prevention Outreach Trauma Program, VCU Health – Project Empower, Virginia Health Center, Virginia Department of Behavioral Health and Developmental Services – Child and Family Program, Virginia Department of Criminal Justice Services, Virginia Department of

Health, Virginia Department of Juvenile Justice, Virginia Department of Social Services, Virginia Institute of Pastoral Care, The Virginia League for Planned Parenthood, Virginia Treatment Center for Children, Vision 21 Project, The Westwood Group and YWCA of Richmond.

### **Accomplishments:**

- ◆ We formed two new committees, **Trauma-Informed Policy Committee** and **Trauma-Informed Healthcare Committee**, this year. The TICN Policy Committee works to promote trauma-informed and resiliency based legislation and policy on a local, regional and state level. Committee members collaborate with TICNs and other key stakeholders from across the state to accomplish this task. The TICN Healthcare Committee works to promote trauma-informed health systems and are targeting the large healthcare systems in the Greater Richmond area (VCUHS, HCA and Bon Secours) and local pediatric practices.
- ◆ **TICN Legal/Courts Committee** – Committee members conducted focus groups for the Richmond Police Department (RPD) to assess the current practices that are in place and met with RPD leaders to provide an overview of the focus group feedback and presented recommendations. Committee members organized monthly wellness activities for RPD which was a donated yoga class at Humble Haven Yoga. This committee also began sending weekly e-mails to RPD Youth and Family Crimes Unit and Forensic Unit that focused on the benefits of breathing, yoga and mindfulness. Additionally, the committee applied for and received a mini grant to fund a breakroom in the Youth and Family Crimes office for the detectives. The break room was set up in May 2017. Committee members met with the chief of RPD to pitch the idea of expanding the project so that e-notes and wellness activities are offered to all officers, and that new recruits have quarterly mandated trainings on trauma and secondary trauma. Chief Durham approved and an advisory committee was formed. The new initiative is named Richmond Police Department: Road To Resilience (RPD:R2R). The advisory board assisted with filming a short video about the project that was shared with all of the precincts.
- ◆ **TICN Policy Committee** - Committee members planned for Legislative Action Day for Monday, January 30<sup>th</sup>. The Trauma-Informed Policy Committee was successful with the passing of Resolution 653 to recognize TICNs across the state.
- ◆ **TICN Trauma-Informed Workforce Development Committee** – Committee members organized and hosted a year long (fall 2016 – fall 2017) case based learning series with Bruce Perry and the Child Trauma Academy on the Neurosequential Model of Therapeutics that 25 local professionals attended.
- ◆ **Paper Tigers & Resilience documentary screenings** – The TICN co-hosted several screening events of the Paper Tigers and Resilience films. There were 1907 people who attended screenings of Resilience and 391 who attended screenings of Paper Tigers.
- ◆ **TICN Vendor events** - The TICN provided vendor tables that were staffed by TICN members and stocked with mini mandalas, the TICN training flyers, resilience handouts, and takeaway cards that outline the benefits of participating in the TICN. Vendor events were: ACEs Summit in August 2017, VCU Teacher Leadership Resource Fair in August 2017, Department of Criminal Justice Services: Strengthening Connections: Challenging Conversations to Enhance School Climate Conference in November 2017, and the Tonier Cain events Richmond Department Social Services (RDSS) Community Resilience Event in June 2017.
- ◆ **TICN Training Committee Trauma & Resilience Basics Trainings** – Training Committee members began offering training every other month and provided six trainings with approximately 150 participants who attended.

- ♦ **ACEs Connection Group** - The Greater Richmond TICN became an active group on the website ACEs connection. The website allows group and committee members to share resources and promote ongoing communication in between meeting times. There is also a calendar that provides up to date information with relevant meetings and trainings of the TICN.
- ♦ **Virginia TICNs** – TICN members presented about our efforts during a Greater Charlottesville TICN meeting in September 2017 and provided consultation for members of the Hampton Roads Trauma-Informed Care Network, Southside (Petersburg) Trauma-Informed Community Network and developing efforts in Roanoke.
- ♦ **Secondary Traumatic Stress Research** – An MSW graduate student and TICN member from VCU School of Social Work included TICN members in research about secondary traumatic stress. The research team hypothesized that direct service providers with children of their own would experience higher levels of secondary trauma than those who do not have children of their own. Results showed that parenting status was a possible protective factor, with respondents reporting lower levels of secondary traumatic stress if they had children of their own. Recommendations for agencies and supervisors were described in the research summary to help prevent and manage secondary traumatic stress in direct service providers.
- ♦ **eNotes** – Monthly eNotes were sent to 233 people throughout the year. These eNotes contain updates about the TICN and include resources and research.
- ♦ **TICN Feedback** - During introductions at our March 2017 meeting, participants were asked to share one way in which their practice has changed in trauma-informed ways since joining the TICN. These are a few of the comments:
  - ♦ Working to change environment to make hallway, lobby, other areas more welcoming when people come in who are in crisis
  - ♦ In school based work we are integrating principles to address building awareness of how trauma affects students and how to best assist with behavioral challenges
  - ♦ Focus more on resilience as most previous focus has been on impact of trauma
  - ♦ Focus on generational trauma and work with parents to connect them with what they need
  - ♦ In practice and daily life to use question of what has happened to you instead of what is wrong with you
  - ♦ More mindful of incorporating ACEs cards, resiliency at assessment and evaluation
  - ♦ Taken resources TICN provides for staff and families
  - ♦ Collaborating with TICN members and sharing resources
  - ♦ Learning more about trauma-informed systems and policies
  - ♦ Planning more time for self-care activities during meetings. Yoga and mindfulness practice
  - ♦ Educate parents to look at children differently and learn about their own trauma
- ♦ TICN members were asked during one meeting to write one word to describe the TICN. One member created a Wordle (see below) from the words.



◆ **Guests invited to TICN Meetings this fiscal year:**

**Bonnie Price, DNP, RN, SANE-A, SANE-P, AFN-BC, Director Bon Secours Richmond Health System Forensic Nurse Program, presented on Human Trafficking.**

Bonnie shared the definition of human trafficking, differences between fraud, force and coercion, statistics, vulnerable populations, information about traffickers, recognizing trafficking victims, red flags and trafficking victims.

**Emily Griffey, Voices for Virginia’s Children, presented about TICN Advocacy Day** that occurred in January 2017. Emily shared tips for advocacy day, speaking points for members to share with their Senators and Delegates, and updates regarding the resolutions and their status in the committees. GRTICN was joined at the General Assembly by the Charlottesville TICN, the Piedmont TICN, the Hampton Roads TICN, the Fairfax TICN, and the Southside (Petersburg) TICN, as well as advocates for reduction in school expulsion and suspension rates.

**Dr. Sunny Shin, VCU School of Social Work, presented on ACEs and Substance Abuse.** Dr. Shin shared about a substance-use prevention program for adolescents and youth with adverse childhood experiences (ACEs). The PREVENTURE program is a school-based, personality-specific prevention program that is fully manualized and consists of two, 90-minute sessions that include a psychoeducational component, a motivational component, and a cognitive-behavioral component. The intervention is story-based, so that each adolescent receives a workbook based on his/her identified most troublesome trait (either Anxiety, Hopelessness, Impulsivity, or Sensation-Seeking, determined from the individual’s score on the Substance Use Risk Profile Scale). Multiple studies confirm the program’s effectiveness in reducing substance use among low-risk and high-risk adolescents.

**Susheela Varky, Virginia Poverty Law Center (VPLC)** - Susheela shared about how the VPLC is working to support domestic violence and sexual violence victims who are undocumented and under documented. These individuals can access visas: Violence against Woman visas, U-Visa - visa for undocumented individuals who are victims of crimes and who assist in the prosecution/investigation of the crime; get a certificate saying they helped and Trafficking visas for sex and work trafficking victims. Perception of Immigration services and visa services is not accurate in that nothing has changed in what people can access and the processes. Fear is high due to current climate but the climate has not actually changed the processes and/or accessibility of program, benefits, services, etc. People are not accessing benefits even when they have US citizen children due to fears of being deported; increasing the burden on local free resources. Susheela provided multiple resources to TICN members.

### TICN committee progress:

- ♦ **Trauma-Informed Brief Screening Tool Committee** - The Brief Trauma Screening tool (BST) was piloted during interviews at the Henrico Satellite Child Advocacy Center by Henrico CPS. Staff responded positively to the tool, and cited how applicable and successful the tool has been. Discussing the tool with parents/families/caregivers helped to enhance the conversation and provide a better understanding of the behaviors of their children. Hopewell DSS representative joined the most recent meeting and would like to pilot the tool there as well. Committee members reviewed a few examples of resilience assessment tools, and are currently reviewing which tools/questions may be most applicable to the work and clients served. The resilience screening tool will help provide a balance between discussing trauma and identifying strengths and resilience within the individual/family. Committee members reviewed challenges and benefits of implementation of the pilot. Committee members consulted with NC Project Broadcast Coordinator and Duke faculty about training and use of the Brief Trauma Screening Tool and developed a plan for training for Henrico, Chesterfield and Hopewell DSS agencies for the fall of 2017. Piloting of the BST was suspended in preparation for this comprehensive training. For training, there are four primary reasons to use the BST: 1. Provides opportunity for discussion with caregiver (resource parent, bio parent, etc) about the connection between trauma exposure and behaviors/symptoms, 2. Used to guide placement decisions, 3. Guide for case work practice and 4. Provides guidance for referrals to mental health treatment.
- ♦ **Trauma-Informed Healthcare Committee** – The committee convened in April 2017. The focus of the committee will begin with two workgroups – one on trauma-informed health systems (3 large health systems represented with VCUHS, Bon Secours and HCA). The second workgroup will be focused on trauma screenings for pediatric clinics. Committee members reviewed and discussed the Whole Child Assessment that was developed by a pediatrician and the possibility of piloting in the Greater Richmond area. Overall goals for the committee include: creating and sustaining a trauma-informed healthcare system, identifying best practices around screening and assessment, fostering community partnerships, sharing of resources and training/technical support.
- ♦ **Trauma-Informed Legal/Courts Committee** –The Legal/Courts Committee members discussed ways to keep the momentum going following the Vicarious Trauma Training in the spring of 2016. Ideas included continuous communication (e.g., quarterly newsletter with self-care tips, self-care checklists/suggestions, referrals for resources) and the importance of an office culture shift (ideas to assist with this were: distribute sensory/stress kits, encourage break time and space, physical release activities, poster, motivational imaging within office, friendly reminders to ensure self-care). Committee members created a short survey using modifying questions from Trauma Systems Readiness Tool and worked to gather data from committee members re: trauma-informed practice, training, etc. In addition, the committee discussed a case and talked about all of the different people who were involved/impacted by the traumatic event. Committee members brainstormed ideas for self-care and potential new members to invite. The committee conducted focus groups for the Richmond Police Department, Richmond Commonwealth's Attorney's Office and Richmond's 13<sup>th</sup> District Court Service Unit to assess the current practices that are in place. Committee members met with RPD and CA leaders to provide an overview of the focus group feedback and presented recommendations. Committee members led an RPD Wellness Pilot that included monthly activities and weekly eNotes. Committee members are currently working on the development of a training tailored for new recruits and sworn officers. Legal/Courts Committee co-chairs presented Building Trauma-Informed and Resilient Legal/Court Systems at the Building Community Resilience conference in June 2017 in Petersburg, Virginia.

- ♦ **Trauma-Informed Outcomes Committee** – The outcomes committee researched best practices for evaluating coalitions and worked on a logic model for the TICN. Committee members met with committee chairs to gather information about specific outcomes for their committees to determine what is being measured and what else needs to be measured. Committee members plan to provide feedback and recommendations to committee chairs. Committee members also plan to gather information from agencies that the TICN is working with and look at case studies to see how the TICN and the agency work together and the outcomes of the work.
- ♦ **Trauma-Informed Policy Committee** – The policy committee convened this year and began by discussing the Campaign for Trauma-Informed Policy and Practice (CTIPP) model. This model helps guide organizations to create policy change within a community. They identified local and state trauma champions and reviewed efforts that other states have made. The committee collaborated with other TICN's around the state. The committee also discussed ways to engage key policy makers and drafted two resolutions for the January 2017 General Assembly session. One resolution recognized the work of TICNs and the second acknowledged the prevalence of trauma and the need for trauma-informed work. Committee members planned for Legislative Action Day for Monday, January 30<sup>th</sup>. The Trauma-Informed Policy Committee was successful with the passing of Resolution 653 to recognize TICNs across the state. Committee members continue to look at other states that have been successful in proposing and passing legislation for trauma-informed care. In addition, members reviewed information sheets developed by Voices for Virginia's Children about trauma that will be used in election guides for upcoming Virginia elections.
- ♦ **Trauma-Informed Schools Committee** – The Pre-K-12 work group met throughout the year to determine training outcomes and to recommend minimum qualifications of individuals to conduct school-based training, and it met both goals. The Universities work group met with the new Dean of the VCU School of Education, Andrew Daire, to inform him of the committee's work and to explore opportunities around trauma-informed education and research. The Universities workgroup began work to schedule a training seminar for university faculty and staff to help them incorporate trauma-informed practices within their classes. The Schools Committee provided support to the Richmond Public Schools Resiliency Partnership. One specific example is that the leader of the pre-K – 12 workgroup provided training and technical assistance to participating schools. Based on discussion among the committee, three new workgroups were added near the end of the past year. The new groups are Trauma-Informed Practices and PBIS, Mindfulness and Yoga, and Restorative Justice. Each group has a charge and a product to deliver.
- ♦ **Trauma-Informed Training Committee:** The Training Committee created two new time-limited sub-committees. One, for **Trainer Qualifications** and another to focus on a **TICN Training Guide**. Guidelines were created to ensure that those presenting on behalf of the TICN have the same consistent message, learning objectives, handouts and resources in their trainings. Training Committee members partnered with Richmond Promise Neighborhood to provide 4 trainings during this fiscal year. Committee members also created an orientation process for new training committee members. This will allow the new members an understanding of the expectations of the training committee, and hopefully increase participation. The training committee, along with this sub-committee has agreed to offer training mentorship for members interested in training, but looking to gain more experience/familiarity with the material. The sub-committee has also identified other ways that members can participate outside of being a trainer. Members can serve as subject matter experts, help to answer questions,

provide technical and logistical support, and help conduct new member orientation. This subcommittee is also working to create a document that will list trainer expectations, to help ensure that a consistent message is being provided, on behalf of the TICN, and is also working in collaboration with the Schools Committee. The document is meant to serve as a short reference guide. Trainings were provided in September, December, February, April and June.

- ♦ **Trauma-Informed Workforce Development (TIWD) Committee** – Committee members divided into two workgroups, one to focus on developing the workforce of licensed providers and the other to focus on workforce development of non-licensed providers. The workgroup for licensed providers utilized data from the survey that the TIWD Committee had previously distributed and promoted training on EMDR, organized registration and hosted training for twenty five professionals for a year long case based learning series with Bruce Perry and the Child Trauma Academy on the Neurosequential Model of Therapeutics. This workgroup is also working on organizing a retreat meeting for TICN supervisors that will be held in the beginning of 2018. These meetings will be held quarterly and will provide supervisors with resources, tips and tools to promote self-care and wellness practices among staff. The workgroup for non-licensed providers worked on creating a survey to assess the level of training, knowledge, and practice of the non-licensed providers in the Richmond metro area. This survey will be an adaptation of a survey that was originally created for licensed providers. Once completed, the survey will be shared with TICN members to share among non-licensed providers. The goal of survey is to help give the workgroup a baseline of qualifications of this population, and also inform the work and interaction with this group going forward.

**Additional TICN goals for FY 17-18:**

- ♦ Complete ISTSS Poster Presentation “**The Trauma-Informed Community Network of Greater Richmond: Building a Resilient Community**” and accompanying guidance document about how to form a TICN.
- ♦ Develop new Community Resilience Committee in partnership with Greater Richmond SCAN’s Families Are Magic (FAM) Program. Plan to include youth and caregivers in this initiative.
- ♦ Convene meeting with statewide TICN efforts to share about accomplishments, challenges and begin collaboration in a more formalized way.