



Greater Richmond Trauma-Informed Community Network (GRTICN) Annual Report Fiscal Year 18-19

GRTICN MEMBERSHIP:

Total members = 409 and 157 agencies represented (88 new members & 26 new agencies joined this fiscal year)

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

GRTICN HIGHLIGHTS:

GRTICN Coordinators, Melissa McGinn and Lisa Wright, facilitated a workshop entitled **“The Trauma-Informed Community Network of Greater Richmond (Virginia): Building a Resilient Community and Beyond”** at the National Children’s Alliance (NCA) Leadership Conference in June 2019.

Virginia Summit on Childhood Trauma and Resilience - The GRTICN along with Voices for Virginia’s Children, Families Forward and the Family and Children’s Trust (FACT) Fund convened the first statewide summit on Childhood Trauma and Resilience in April 2019. Nadine Burke Harris was keynote speaker (Author of *The Deepest Well*) and featured on the film *Resilience*. Over 950 people attended the summit and provided very positive feedback about the presentations. Several GRTICN members were presenters during the Summit workshops.

Virginia Statewide TICNs – The GRTICN has taken a lead role in supporting the formation of TICNs across the state of Virginia. The Greater Richmond TICN hosted two Virginia TICN Statewide Meetings on 9.17.18 and on 3.4.19. There are currently 21 TICNs in Virginia at various stages of development and operation. GRTICN members developed a handout with information about each TICN. Find the handout [HERE](#).

Resilience documentary screenings - The GRTICN hosted (and co-hosted) 27 screening events of the *Resilience* film. There were 1590 people who attended these screenings and most were followed by discussion led by GRTICN members. GRTICN also facilitated the live streaming of the *Resilience* movie along with VPM following the Virginia Summit on Childhood Trauma and Resilience.

International Society for Traumatic Stress Studies (ISTSS) Poster Presentation was created by GRTICN Coordinators, Melissa McGinn and Lisa Wright, and Dr. Leslie Kimball-Franck (GRTICN member). The poster was entitled **“The Greater Richmond Trauma-Informed Community Network: Building a Resilient Commonwealth.”** This poster is a follow-up to last year's poster. It contains information about the Road to Resilience project within the Richmond Police Department, organizational transformation of Richmond area healthcare and social service systems toward more trauma-informed care and practice and outlines efforts to expand the work of the TICN beyond the Richmond area and throughout the

Commonwealth of Virginia, including leading state-wide trauma-informed policy efforts, and providing technical assistance to other Virginia communities. This poster was presented at the ISTSS 34th conference in Washington, DC in November 2018. The previous poster was entitled “*The Trauma-Informed Community Network of Greater Richmond: Building a Resilient Community*” and presented at the ISTSS’s 33rd Annual Conference in Chicago, Illinois in November 2017.

Legal and Courts Committee Chairs completed a document based on data collected from Oliver Hill Juvenile and Domestic Relations Court focus groups that includes overlapping themes and needs and other areas specific to certain disciplines. Find the document [HERE](#).

Training Committee Introduction to Trauma & Resilience Trainings - Training Committee members facilitated fifteen Introduction to Trauma & Resilience Trainings in the Greater Richmond Community with approximately 851 participants in attendance.

eNotes - Monthly eNotes were sent to 454 people throughout the year. These eNotes contain updates about the GRTICN and included resources and research.

GRTICN COMMITTEE PROGRESS:

Brief Screening Tool Committee - BST Committee members are continuing to work on a regional DSS collaboration to pilot the Brief Trauma Screening Tool. The pilot includes implementation of the BST at four DSS localities, 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, created a survey for DSS workers to complete the BST online using Qualtrics and presented a draft to committee members. North Carolina Project Broadcast (creators of the Brief Trauma Screening Tool) created a training webinar and have agreed to allow access to professionals in Virginia on use of the BST. This training will benefit sustainability of implementation of the tool. BST Committee members, Lisa Wright, Gretchen Brown and Lisa Tully, presented about the work of the committee, pilot of the BST and the connection with state DSS efforts at the Child Abuse and Neglect Prevention Conference on April 8, 2019 that was sponsored by Families Forward Virginia.

Community Resilience - Two GRSCAN Staff, Jeanine Harper and Olivya Wilson, attended a week long training on trauma-informed community organizing sponsored by FOCUS Pittsburgh. GRSCAN continued in 2018 as part of a national learning collaborative with FOCUS Pittsburgh along with four other communities from across the U.S. This provided the opportunity to continue to look at how community organizing can be done with a trauma-informed lens. Community Resilience Committee members researched efforts in public and private sectors and focused on ensuring that individuals with lived experiences were 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 are blending micro and macro practice models at the community level. Committee members focused on further exploration of the intersection of trauma-informed and equity work. GRSCAN is also in the process of hiring a Behavioral Health Organizer who will provide leadership to this committee in terms of bringing community voice 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.

Healthcare Committee - The GRTICN Healthcare Committee functioned 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 discuss challenges/barriers and successes. The Healthcare Committee Chair, Melissa McGinn, served as project manager for the Community Health-System Collaboration for the past two years. The Community Health-System Collaboration is a collaboration between VCU Health, Virginia Premier, Bon Secours and HCA Health Systems. Melissa assisted the health systems and Virginia Premier (managed care) with implementing trauma informed practices and policies into their systems. As project manager, Melissa provided technical assistance around the development of Trauma Informed Leadership Teams (TILTs) initially with pediatric departments and then expanded these efforts to include other departments within the hospitals and organizations. Melissa provided training, facilitated organizational assessments, conducted focus groups and developed detailed recommendations for each of the TILTs to implement. Melissa facilitated monthly consultation calls with representatives from the four TILTs, provided technical assistance and provided them an opportunity to report out on progress. The TILT chairs from each hospital and Virginia Premier (GRTICN Healthcare Committee members) regularly attended the Healthcare Committee meetings in order to receive additional feedback and support from the committee. GRTICN Healthcare Committee members presented on the progress of the Community Health-system Collaboration at the VA Summit on Childhood Trauma and Resilience in April 2019.

Legal and Courts Committee - Committee members provided facilitation of assessment and consultation for legal and court related agencies. Committee members completed focus groups for Bon Air Correctional Facility, the Chesterfield Detention Home and for the Public Defender's office at Oliver Hill Juvenile and Domestic Relations Court. Committee Chairs completed a document based on data collected from Oliver Hill Juvenile and Domestic Relations Court focus groups that includes overlapping themes and needs and other areas specific to certain disciplines. Based on recommendations from trauma assessment focus groups, a Trauma-Informed Leadership Team (TILT) was developed within the Oliver Hill Courts building. There were four meetings held where members developed goals, shared information and resources and implemented environmental changes to create more trauma-informed spaces within the court building. The Richmond Police Department's Road to Resilience (RPD R2R) 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, Lisa Wright, created a timeline of [RPD R2R activities](#) that provides details of the work within 2018-2019. In addition, committee members presented about the work on RPD R2R, Oliver Hill J&DR TILT and RPD's LIFE Program at the VA Summit on Childhood Trauma and Resilience. Committee members are working on making connections with first responders from Chesterfield and Henrico Counties, are creating a flyer about the committee (with mission statement, benefits of membership, accomplishments, etc).

Outcomes Committee - Committee members have been capturing GRTICN member stories and created guidelines for member highlights shared during GRTICN meetings. Several GRTICN member highlights have been shared during the meetings. Most members are aware of and trained in trauma-informed practices at this point and this is an effort to increase application of this knowledge to practice. In addition, a short survey was sent to GRTICN members after each full GRTICN meeting to allow members a chance to share feedback, ideas, and potential speaker suggestions. Committee members also sent out an annual member survey at the end of the fiscal year. Results from this survey will inform our work for the next fiscal year. Committee members are also exploring other opportunities to capture data, impact and stories of the GRTICN.

Policy Committee - The GRTICN Policy Committee worked collaboratively with Voices for Virginia's Children as they launched a unified policy agenda for trauma-informed policies. GRTICN members participated in the Campaign for a Trauma-Informed Virginia Advocacy Day on January 30, 2019. The 2019 General Assembly Session resulted in advances in trauma-informed practice in the following areas: Increased support staff in schools such as counselors, social workers, psychologists, and nurses to help schools recognize and respond to trauma and implement trauma-informed interventions, provide training in trauma recognition and trauma-informed approaches to all school personnel, support the initial steps to implement the federal Family First Prevention Services Act (FFPSA) by increasing evidence-based and trauma-informed services to prevent children from being placed in foster care, improve access to children's mental health crisis services through the continued implementation of STEP-VA, and improve the integration of mental health services in primary care by establishing a pediatric mental health access program in Virginia. The Virginia Summit on Childhood Trauma and Resilience 2019 was held on April 25, 2019 at the Richmond Convention Center. The morning topics at the summit focused on policy and the afternoon workshops highlighted practices that are being implemented across the state of Virginia. Nadine Burke Harris was the keynote speaker (Author of *The Deepest Well*) and featured on the film *Resilience*. Over 950 people attended the summit and provided very positive feedback about the presentations.

Schools Committee - Committee members had submitted recommended language several years ago on childhood trauma for the Virginia teacher licensure regulations. The regulations were approved this past year, with the recommended language included. One Schools Committee Co-Chair was appointed to the Governor's work group on student safety, configured within the Governor's Children's Cabinet. The charge was "to develop recommendations for the Governor concerning enhancing information sharing and effectiveness of threat assessment teams; assessing the role, prevalence, and training of school resource and school security officers; evaluating existing ratios and staffing levels for school support staff; and identifying opportunities to expand training to a variety of personnel." This group was chaired by Secretary Moran (Public Safety) and Secretary Qarni (Education). Committee members learned about how different school divisions in the Greater Richmond area are implementing trauma-informed care in their schools. The Schools Committee's Higher Education Subcommittee formed and met for the first time. There was an excellent discussion of needs to move forward in getting information childhood trauma to faculty in Schools of Education in Virginia's colleges and universities. Many committee members attended, and several presented at, the Virginia Summit on Childhood Trauma and Resilience. Committee members are working to have trauma informed practices embedded into the education of teachers and support staff. Committee members also worked with the state to influence policy related to having more student support staff in the school system. In addition, February 2018, GRSCAN solicited support from the Virginia Commonwealth University

(VCU) Department of Educational Leadership Education Doctoral Program to research the problem of exclusionary discipline in Virginia, trauma-responsive best practices in schools, and recommendations for policy and professional resources to assist school leaders. Four VCU Doctoral Candidates who form the Capstone Team (Kirk Eggleston, Shawn Abel, Erinn Green and Stephanie Poe) worked on the project in collaboration with GRSCAN representatives and GRTICN Schools Committee Members. The result of this project was a guidebook for Virginia school leaders entitled "Becoming a Trauma-Responsive School: A Guidebook for Virginia Principals". This Guidebook uses the 4 R's (Realize, Recognize, Respond and Resist Re-traumatization) from SAMSHA with the addition of a 5th R, "Reform" to deliver information from their research, interviews with school leaders and experts around the state and resources for school leaders.

Training Committee - Training Committee members facilitated fifteen Introduction to Trauma & Resilience Trainings in the Greater Richmond Community with approximately 851 participants in attendance. Nine of the training events were open to the public and all free of charge. The training committee will continue to hold these trainings every other month, to create a shared language in our community. Training Committee members held a train the trainer for the Intro to Trauma and Resilience training guide for 16 members of the health system trauma informed collaboration (staff from St. Mary's Hospital, Chippenham Hospital, St. Francis Hospital and Virginia Premier). The Training Committee Chair facilitated an Introduction to Trauma and Resilience for Henrico, Hopewell and Chesterfield DSS agency staff. In addition, there were four additional trainings requested by organizations and facilitated by GRTICN Trainers. These trainings were for: Petersburg DSS, Homeward, Wall Residential Services and Richmond CASA. In addition, committee members are in the process of revising the GRTICN Intro to Trauma and Resilience Training Guide and will be setting up a train the trainer for this material.

Workforce Development Committee - Committee members finalized Trauma-Informed Curriculum Recommendations for Schools of Social Work and are planning to meet with the new Dean of the School of Social Work to discuss. Click [HERE](#) to review the final draft. Committee members discussed the development of a Trauma-Informed Post Graduate CE Program through VCU. Committee members attended the Trauma-Informed Supervisor Training and plan to facilitate this training in Richmond on a regular basis and are working on a survey for community-based providers. In addition, committee members are in the process of identifying new initiatives after having a shift in membership.

GRTICN in the news in 2018-2019:

- <https://vakids.org/our-news/blog/fact-ticns-virginia>
- <https://richmondfamilymagazine.com/article/virginia-general-assembly-watch/>

GUEST SPEAKERS AT GRTICN MEETINGS:

Molly Luck with VCU Health who presented on Music Therapy: What, Why & How. Follow these links for Mollie's [PPT](#) and [Presentation Notes](#).

Emily Griffey & Chloe Edwards with Voices for Virginia's Children shared information about the Unified Policy initiative, the Campaign for a Trauma-Informed Virginia, advocacy opportunities and the Trauma-Informed Virginia Advocacy Day on January 30, 2019.

Dr. Sunny Shin with the VCU School of Social Work provided an overview of the “U-BET” (United in Building Evidence Together) Collaborative. Positive, Troublesome, and Toxic Stress; focus is on Toxic Stress. Focus of his research is on the impact of Toxic Stress on Adolescent Substance Use. Find a copy of Dr. Shin’s PPT [HERE](#).

Elaine Kiziah, PhD with Chrysalis & Creator of See Change Studio was the featured guest speaker. Dr. Kiziah presented information on Reflective Writing and 10 Strategies for Realizing Your Vision. [CLICK HERE for a copy of the PPT](#) and [HERE](#) for a handout on the 10 Strategies.

Robin Foster, MD, FAAP, FACEP, Director, Child Protection Team, Children's Hospital of Richmond at VCU was the featured guest speaker. Dr. Foster presented about Human Trafficking. [CLICK HERE](#) for Dr. Foster’s PPT. Links to resources that were referenced are: [VCU CHoR Child Sex Trafficking Protocol](#), [VCU CHoR Short Screen for Child Sex Trafficking](#), and [Child Sex-Trafficking Virginia State Resource Guide](#).

Connie Honsinger, PhD and Keith Cartwright, GRTICN Members, provided an overview of the ACE Interface Training. Connie and Keith both attended training on the ACE Interface Training and are able to facilitate trainings independently within our community. Several professionals have been trained and facilitating ACE Interface trainings many schools. The narrative is no longer, “How can we help you function better?” But rather, “What happened to you?” Keith and Connie presented a reminder of imagining what we could do if we spend our time, energy, and resources on preventing ACEs and building healthy, resilient children from the start, rather than just treating problems as they arise. The GRTICN will host a full ACE Interface Training led by Keith Cartwright in August 2019.

GRTICN MEMBER HIGHLIGHTS:

Several GRTICN members provided brief presentations during larger GRTICN meetings about the incorporation of trauma-informed practices within their agencies and the benefits of GRTICN membership.

Captain Don Davenport with the Richmond Police Department (RPD) shared about the RPD Road to Resilience (R2R) project and RPD’s participation in the Legal and Courts Committee. RPD R2R focuses on building resilience and providing training on trauma, trauma exposure and wellness. RPD R2R training has introduced trauma-informed language and education for the officers/detectives. Approximately 350 officers attended in-service trainings on the Introduction to Trauma and Resilience that were facilitated by GRTICN trainers. In addition, John Richardson-Lauve (GRTICN member) facilitated a train the trainer for officers and now those officers are doing the in-service trainings. The message is getting to those that are long-term serving officers and research is underway to track the impact of training and resilience on officers. RPD hired a licensed professional counselor to help bring together the different teams like CIT, critical incident responders, and R2R. A researcher from Kellogg University is working on an app to focus on resilience for officers.

Dr. Connie Honsinger, Intervention Training Specialist for Trauma Informed Care for Chesterfield County Public Schools (CCPS), shared about trauma-informed work within CCPS. Connie and her team have explored what trauma looks like in the classroom and how to address it effectively. There are four specialists (PBS, restorative practices, social emotional health, trauma expert) and four behavior specialists at CCPS who are working

collaboratively. CCPS was invited to be in the Virginia tiered system of support. Looking at school improvement plans and how Trauma-Informed Care (TIC) can be more integrated. The new superintendent will continue to support the role of TIC. GRTICN Schools Committee is seen as a lifeline; network of support and a place to forge partnerships with other localities.

Rebecca Lowe with Family Lifeline shared that Family Lifeline has two major programs: early childhood home visiting and long-term support services for older adults. Leadership is working toward intentional efforts to increase TIC in the agency and form a Trauma-Informed Leadership Team (TILT) with consultation from GRTICN Co-Coordinator, Melissa McGinn. Surveys and focus groups were held to assess TIC. Recommendations to leadership were made and will be implemented agency wide. Family Lifeline utilizes reflective supervision. Their agency recently received a grant to focus on Home Care staff and will include a group of 10 who will be looking at self-care (utilizing creative writing and arts) and then at increasing knowledge of the profession. Family Lifeline is working with local artists, VCU School of Art and others to see how to share these creative practices with the larger community.

Cory Richardson-Lauve, Vice President of Programs for The Virginia Home for Boys and Girls (VHBG) provided an overview of the history of VHBG and their extensive efforts to become a trauma-informed agency. Cory is an active member of the GRTICN and shared about how information shared at larger GRTICN meetings has been helpful.

Gretchen Brown with Henrico Department of Social Services (DSS) shared about how the Henrico DSS has become more trauma-informed in their practice through ongoing professional development, relationships with community partners, intentional cultural shifts, and the implementation of the Brief Trauma Screening Tool for Children. Gretchen is a member of the Brief Trauma Screening Tool (BST) Committee and explained that, while there is still progress to be made with regards to implementation, the BST has been very helpful in practice. She expressed that their department is moving in a positive direction to further the trauma-informed effort. Gretchen also shared some of the ways in which the department promote self-care for employees.

GRTICN GOALS FOR FY 19-20:

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. The GRTICN Outcomes Committee will have access to all data on the ACEs Connection site to track agency membership progress.
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.

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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
- ♦ Develop a resource list for workers (will work on this during the next BST meeting).

Community Resilience Committee –

- ♦ Continue to explore the intersection of trauma-informed work and equity
- ♦ Develop or adapt a training to increase knowledge of trauma and resilience at the community level
- ♦ Increase engagement of groups underrepresented in the TICN, including faith communities and community members

Healthcare Committee –

- ♦ Continue facilitation of the Community Health-System Collaboration with VCU Health, Virginia Premier, Bon Secours and HCA Health Systems
- ♦ Continue to provide technical assistance for the Healthcare Trauma-Informed Leadership Teams (TILTs)

Legal and Courts Committee –

- ♦ Expand membership to include professionals in legal and courts related disciplines from additional localities & jurisdictions (e.g., Chesterfield PD, Henrico and Hanover County legal and courts professionals, local University Law Enforcement and VA State Police)
- ♦ Create mission statement and committee flyer that provides information about the committee, accomplishments, benefits of joining, etc.)
- ♦ Complete summary of the Richmond Police Department's Road to Resilience Project for the VA Statewide Trauma-Informed Initiatives document

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

Policy Committee -

- ♦ Partner with Voices for Virginia's Children on the unified trauma-informed policy agenda
- ♦ Restructure committee to lift up barriers identified within the GRTICN to the local and state policy level.

Schools Committee -

- ♦ Continue to work towards encouraging and supporting greater trauma-informed practices in Pre-K-12 classrooms

- ♦ Develop sharper focus for committee based on current efforts underway in the community
- ♦ 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
- ♦ Revisit mission and goals of the committee to determine future direction

Workforce Development Committee -

- ♦ Identify new plan/initiatives for the committee. (due to changing membership and completion of prior initiatives)
- ♦ 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.)
- ♦ Complete and distribute the community-based provider survey