

Greater Richmond Trauma Informed Community Network (TICN)
Annual Report
Fiscal Year 15-16

GRTICN Membership:

- ♦ **Total members** = 113 (39 new members joined this fiscal year), 61 agencies represented
- ♦ **Founding member agencies:** Children's Mental Health Resource Center, ChildSavers, Coordinators2inc, Family Preservation Services, Inc., Family and Children's Trust Fund of Virginia, Greater Richmond SCAN (Stop Child Abuse Now), VCU School of Education, VCU School of Social Work and Virginia Department of Social Services. **Additional agencies represented:** Attachment and Trauma Institute, Chesterfield County Community Services Board, Chesterfield/Colonial Heights Department of Social Services, Department of Behavioral Health and Developmental Services, Department of Medical Assistance Services, Family Insight, P.C., First Home Care, Full Circle Grief Center, Healing Trees, Inc., Henrico County Department of Social Services, Henrico Mental Health, Henrico County Public Schools, Integrated Health Services, JustChildren Program of the Legal Aid Justice Center, Lutheran Family Services of Virginia, Oxbridge Counseling, Services, Richmond CASA, Richmond City Department of Social Services, Richmond City Police Department, Richmond City Public Schools, Richmond Commonwealth Attorney's Office, Richmond Residential Service, Inc., Safe Harbor, Thirteen District Court Service Unit – Richmond CSU, United Methodist Family Services, University of Richmond (School of Law-Education Rights Clinic, School of Arts and Sciences), VCU Partnership for People with Disabilities, Virginia Commission on Youth, Virginia Department of Health, Virginia Home for Boys and Girls, Virginia League for Planned Parenthood, Virginia Treatment Center for Children and Vision 21 Project. **New agencies/Projects who joined in FY 15-16:** Assisting Families of Inmates, Children's Home Society of Virginia, CrossOver Healthcare Ministry, Department of Justice Services – City of Richmond, Family Lifeline, Hanover Safe Place, Humana, Junior League of Richmond, Middle Peninsula – Northern Neck Community Services Board, Mind-Body Art Essentials, NDUTIME Youth and Family Services, Petersburg City Schools, Prevent Child Abuse Virginia, Richmond Behavioral Health Authority, Richmond Creative Counseling, Richmond Residential Services, Slabaugh & Associates, St. Andrews School, United Way of Greater Richmond and Petersburg, Virginia Center for Inclusive Communities, Virginia Institute for Pastoral Care, the Virginia League for Planned Parenthood.

Accomplishments:

- ♦ **CSWE Conference** – Lisa Wright, Abbie Kinnebrew, Nicole Pries and Betsy Farmer presented about the TICN at the Council on Social Work Education Conference in Denver, Colorado in October 2015. Those who joined in the discussion were very interested in the work of the TICN and affiliated with universities across the U.S.
- ♦ **Virginia TICNs** – We provided information about the work of the Greater Richmond TICN with professionals from Hampton Roads, Petersburg, Charlottesville and Harrisonburg. We also continued to coordinate with efforts in Newport News and Fairfax.
- ♦ **eNotes** – Monthly eNotes were sent to 131 throughout the year. These eNotes contain updates about the TICN and include resources and research.
- ♦ **Trauma-Informed Legal/Courts Committee** – A new Legal/Courts Committee was formed that will focus on enhancing trauma-informed practice within disciplines in the legal and courts communities in our area.
- ♦ **New Member Orientation** – Our TICN Coordinator began facilitating new member orientation in November 2015 in order to provide a comprehensive overview of TICN history

and committee work. New members were also introduced to the TICN Yammer site and encouraged to join a committee to assist with carrying out the mission of the TICN.

- ♦ **NCTSN Grant Submission** – The TICN along with Virginia Commonwealth University’s School of Social Work applied to become a Category III site with the NCTSN that will allow the TICN resources to continue work on trauma screening, assessment and treatment. We included a focus on the Trauma Assessment Pathway (TAP) Model which would include support from Lisa Conradi with the Chadwick Center who helped to develop the TAP model. This is a 5 year grant and we have proposed to do small piloting of the Brief Trauma Screening Tool, expand implementation of the screening tool and evaluate results. We will also focus on assessment – as in TAP – to follow the screen and bring in training on evidence based practice. We will have a trainer and screening/assessment specialists to help support this process. We would also like to invite other agencies/professionals to the TICN that are not yet connected with our network (e.g., military). The TICN will be the organizing body for all of this work. These resources should help to increase capacity for every TICN committee and will not replace the work that everyone is already doing but will help strengthen the work. We expect to learn about grant awards in September 2016.
- ♦ **Paper Tigers documentary screenings** – The TICN co-hosted six screening events of the Paper Tigers film of the Lincoln High documentary and over 500 people attended. At the first screening, Jeanine Harper spoke about the work of the TICN when introducing the film, SCAN staff handed out cards with TICN information and TICN attendees were given TICN name tags to identify their affiliation. Fred Orelove moderated a panel discussion and Mary Langer was a panel participant. We received interest from several people following the event who were interested in joining the TICN. The film was purchased by TICN member organizations (University of Richmond and Greater Richmond SCAN) and continues to be offered to local agencies for training and discussion purposes.
- ♦ **Partnership with United Way** – The United Way of Greater Richmond and Petersburg began partnering with the TICN in the spring of 2016. They have provided administrative assistance to committee work and for the large TICN meetings.
- ♦ **TICN Webpage** – The TICN developed a webpage on the GRSCAN website. The website includes a brief summary about the TICN, information about TICN committees, year-end reports and a resource section. We hope to further develop this webpage in the upcoming fiscal year.
- ♦ **Train the Trainer – Trauma & Resilience Basics** – Allison Jackson and John Richardson-Lauve facilitated several train the trainer events and trained approximately 80 people (27 TICN members) on Trauma and Resilience Basics. They continue to provide monthly Learning Collaborative Go-To-Meetings with the group that are useful. Facilitators received positive response from trainers who delivered the class content inside their workplace as well as to community providers.
- ♦ **VCU SSW Research Assistant** – The TICN was been assigned a VCU SSW Graduate Research Assistant that provided 10 hours a week of research assistance for the TICN during the spring 2016 semester.
- ♦ **Henrico Brief Screening Tool Pilot** – The Trauma-Informed Brief Screening Tool Committee assisted with a pilot of the Project Broadcast Brief Screening Tool that was administered at the Henrico Child Advocacy Center by the investigative team with Henrico Child Protective Services.
- ♦ **Child and Adolescent Outpatient Mental Health Provider Survey** – The Trauma-Informed Workforce Development Committee distributed a survey of local outpatient mental health providers. The purpose of this survey was to learn more about outpatient providers in the Greater Richmond area with regards to training, trauma-informed practices and areas identified for further training.

- ♦ **Guests invited to TICN Meetings this fiscal year:**

Dr. Bela Sood & Dr. Dorothy O'Keefe presented about their work on a collaborative grant.- Dr. Sood shared about how trauma is an integral part of training in psychiatry. The goals of the collaborative grant they are working on is to “right size” psychotropic medications for children who are in care. Another goal of this collaborative grant is to connect psychiatrists, family physicians, pediatricians and DSS workers for better case coordination so that these professionals are not working in silos. The president of the American Academy of Child and Adolescent Psychiatry (AACAP), a local family physician and VDSS leaders are invested in this collaborative grant. There is also a public service announcement creation underway with the help of VCU School of Arts about right sizing medication for children entitled “Moderate” and will be a short presentation aimed at educating foster parents.

Emily Griffey - Emily is employed by Voices for Virginia's Children, which serves as a state advocacy organization. She explained that they are seeking input on relevant issues in the Greater Richmond community related to children's mental health. They are drafting an agenda and debating topics to include in questions and messaging for mayoral candidates during the upcoming election in the City of Richmond. Current ideas being considered are: vulnerable children & families, ACES/Toxic stress & needs and building resilience. Emily invited TICN members to join in the planning efforts

Terry Becker-Fritz - Terry is a local clinician who is beginning to offer EMDR trainings for the Greater Richmond community. Trainings are offered over a six day period and broken out into three sections. EMDR training is recognized as an evidence based treatment practice that is useful when working with children & adults prior to using medication. EMDR training class sizes is a maximum of 10 participants for each trainer.

- ♦ **Yammer site** – Nina Marino provided a tutorial about how to use the Yammer site during a TICN meeting. TICN members have shared information with one another (e.g., meeting minutes, eNotes, job announcements, research articles, etc.) and regularly communicate with one another regarding trauma-informed efforts.

TICN committee progress:

- ♦ **Trauma-Informed Brief Screening Tool Committee** - The BST Committee met in April and discussed the current pilot of the Project Broadcast Brief Trauma Screening Tool. This pilot is taking place within the CPS unit at Henrico DSS and the tool is being utilized during forensic interview appointments at the Henrico CAC satellite. Caregivers meet with an advocate during the forensic interview and are given a copy of the BST (formatted for caregiver review and modified so that the action steps and recommendations for SW to complete are removed). The forensic interviewer asks the four questions to children ages 6 and older. These questions are only asked at the end of the interview and only if the child has not already answered them. There are eight workers in the Henrico DSS CPS unit and approximately 6-8 referrals each month of sexual abuse cases that are seen at the CAC. Henrico will continue the pilot for an additional four months and will likely begin to use the four questions in regular interviews in order for investigators to become more familiar/comfortable with asking the questions. Committee members reviewed the most updated version of the BST and made suggestions for modifications. A survey was sent to Chesterfield DSS workers to determine how/when they are using the Project Broadcast BST and to learn about their impressions of the tool. The group discussed the importance of balancing the screening tool with a resilience screening tool and will review options during the next meeting. Lisa Tully discussed the pilot of the BST during a

recent VDSS learning collaborative meeting and as a result, Hopewell DSS representative joined a BST Committee meeting to discuss the possibility of piloting the tool in Hopewell.

- ♦ **Trauma-Informed Legal/Courts Committee** – This is the newest TICN Committee that was developed as a result of members (in Richmond Committee and in TICN) who represent the legal and courts disciplines who were interested in focusing efforts within these areas that have not been covered in other committee work. The TICN Graduate Research Assistant gathered preliminary research about trauma-informed practice specific to law enforcement and commonwealth attorneys that was based on a request from Henrico County prosecution and law enforcement. This research is focused on what exists across the country for LE and CA professionals in terms of trauma-informed practices. This committee hosted a training on Vicarious and Secondary Trauma (co-presenters are Lt Handley from Norfolk Police Dept and Megan Zwisohn, Deputy CA in Gloucester County) for law enforcement and Commonwealth Attorneys in April 2016. The training was well attended, with approximately 40+ professionals. Trainers were knowledgeable and able to relate to the audience with relevant examples from cases worked, and experiences of vicarious trauma. The audience was comprised of a wide range of regions and cities represented; with Richmond having the largest number in attendance. Others included: The FBI, Internet crimes from Henrico & Internet crimes against children online. A majority of the audience were new to the discussion of defining and understanding vicarious trauma. Key takeaways from training were raised awareness and starting the conversation of next steps for attendees and agencies. Committee members also discussed ways in which to keep the momentum going from training; and worked to identify ways to provide resources to individuals experiencing vicarious trauma. In addition, the committee co-chairs designed and sent out a brief survey to committee participants. The purpose of the survey was to gauge the level of trauma informed practices and trainings that are present in the represented agencies. The committee reviewed a case summary together and discussed how many people were impacted as a result of this one case (including child, family, school personnel, resource officer, detectives, etc.).
- ♦ **Trauma-Informed Outcomes Committee** – Allison Jackson and Danika Briggs shared about the challenges that have arisen with the work of this committee in terms of outcomes and what is to be measured. The original purpose of this committee was to measure what difference we are making with the work of the TICN. Danika added that earlier committee members were primarily behavioral health practitioners and that the focus was on measurement of treatment work. Members discussed how challenging it is to measure system change and how important it is to track the difference that is being made from all of our efforts. Allison suggested sending out a survey for outcomes being tracked currently and to review this data as a starting point. Both Allison and Danika decided to step back from co-chairing this committee due to their current work demands. Gabbie Stevens and Michael Mallett with the United Way provided new information to review on collective impact model outcomes. This committee will reconvene in the fall of 2016. Allison Hallberg and Michael Mallett agreed to be the new co-chairs of this committee.
- ♦ **Trauma-Informed Schools Committee** – This committee took on a new name and structure in 2015-16, moving from a subcommittee to a full-fledged committee. The newly-named Schools Committee continued its focus in two broad areas: (1) Educating school personnel about childhood trauma and working to make schools trauma-informed; and (2) Educating

faculty in Schools of Education in Virginia universities about childhood trauma and assisting them to include trauma-centered content in their training curricula. To accomplish these goals, the committee organized into two work groups. The PreK-12 group was charged with recommending a set of outcomes for school-based training and for determining qualities that trainers working within schools should possess. The Universities work group is designing an outline for a training event for university faculty and administrators. These groups will be assigned a new set of tasks for 2016-17 as the needs articulated by the TICN and the full committee become clearer. This past year, the TISC also accomplished the following: (1) Members submitted recommended language for the state's teacher education regulations. The language, which strengthens requirements in the area of childhood trauma and adverse childhood experiences for teachers working towards their licensure, was adopted by the State Board of Education. (2) Members worked with SCAN leadership to host several showings of the film, "Paper Tigers," with discussion following the film. (3) Members provided trauma training to personnel at several local schools, which resulted in positive evaluations. Finally, the committee more than doubled its membership, which stood at over 30 at the end of the year. Key additions were made, including two members of the School Counseling faculty at VCU, and several teachers, counselors, and school social workers from area schools.

- ♦ **Trauma-Informed Richmond Committee** – The Richmond Committee discussed TICN work with Henrico and Chesterfield counties and reviewed several different initiatives across the United States. Allison Jackson presented information from ACES initiative in Walla Walla, Washington and gave provided copies to committee members of the Walla Walla Resilience Trumps ACES manual. Allison also spoke about efforts in Kansas City where their Mayor started a campaign called Turn the Page. Committee members watched a video of Laura Porter presenting a keynote speech entitled NEAR Science & New WA State Resilience Factor Findings and engaged in discussions about the Richmond ACES Summit that will be held in August 2016. In addition, this committee reviewed organizational assessments for agencies involved in the committee and discussed the possibility of creating a community map that would assist with developing common goals with a focus on resiliency. Committee members discussed the resilience factors that Laura presented about and broke into small groups to discuss how we could begin to implement change related to resilience within our agencies at this time. This committee was initially formed to focus specifically on Richmond as Chesterfield and Henrico were earlier members and the goal was to share previous work with professionals who work in Richmond and partner with Allison as she began working with the City on trauma-informed initiatives. Upon meeting the initial goal of sharing information from past TICN work and review of additional trauma-informed efforts in the U.S., committee members decided to dissolve this committee with the plan for members to join existing TICN committees that were more specific to areas of interest for each member.
- ♦ **Trauma-Informed Training Committee:** Training Committee members developed a training request form and put it into practice. Approximately half of the committee members attended the Train the Trainer series on Trauma and Resilience Basics. Four committee members provided three trainings for larger audiences that utilized the Trauma and Resilience curriculum and they presented in training teams of two presenters. These teams met multiple times prior to their trainings to appropriately modify materials to their audience and all trainers convened after completion of the trainings to debrief and discuss training need/improvement. This

committee developed a short-term subcommittee focused on designing criteria to be an “approved TICN trainer” (in partnership with the schools committee) and to develop a trainer profile. This is a large committee with over 30 members. **Goals for 2016/2017:** 1. Create a subcommittee to develop a guide that indicates the essential elements that need to be in a foundational training on trauma, recommended amount of participants / length of training, and lists suggested topics, follow up message, resources, surveys etc. and 2. Develop a TICN sponsored Foundational Trauma Training for September (in anticipation of training requests that will come out of the ACES Summit). Eventually, we will offer these trainings quarterly and will include additional topics such as Vicarious Trauma /Secondary Traumatic Stress.

- ♦ **Trauma-Informed Workforce Development (TIWD) Committee** – Committee members continued to follow progress of the VCU School of Social Work’s curriculum transformation. Abbie Kinnebrew and Nicole O-Pries developed a handout for the TICN to use as a guide when providing feedback on the transformation website. In addition, Nicole provided a handout on trauma terms which includes definitions for Trauma Informed and Trauma-Focused. Committee members distributed the link for an online survey for outpatient mental health providers to learn more about outpatient providers in the Greater Richmond area with regards to training, trauma-informed practices and identified areas for further training. There were 68 respondents and a variety of trainings that were listed in the category of training opportunities that people would like to have in the Richmond area. The top three were EMDR (9 people listed), Certified Trauma Practitioner (CTP - 6 people listed) and Neurosequential Model of Therapeutics (NMT – 5 people listed). Committee members discussed the need to survey non-licensed providers and brainstormed a list of providers who would benefit from training on trauma-informed practice and trauma-focused treatment. The list included: Therapeutic day treatment providers, Intensive in-home providers, School based services, Treatment foster care, REACH (or others who provide ongoing services following hospitalization), Residential/Group Home staff. Committee members formed two work groups to accomplish different tasks. One work group will focus on licensed providers and will follow up with survey results and work on bringing affordable trainings to our area and the second to focus on non-licensed providers that will likely send out a new survey to non-licensed folks and work on providing training specific to these providers. In response to training requests from the survey, the workgroup that is focused on licensed providers reached out to local EMDR trainer, Terry Becker Fritz, and sent info for Terry’s training to respondents (see below). This work group will also be hosting a series of the web-based Neurosequential Model of Therapeutics case based training this fall with Bruce Perry.

Additional TICN goals for FY 16-17:

- ♦ Develop new committees for Trauma-Informed Policy and Trauma-Informed Healthcare Professionals (e.g., Public Health, Pediatricians, Private Practitioners).
- ♦ Design guidance document about how to form a TICN.
- ♦ Attend the Richmond ACES Summit and provide ongoing support for the Greater Richmond community in terms of trauma-informed practice development.
- ♦ 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.