



Greater Richmond Trauma-Informed Community Network (GRTICN)
Annual Report
Fiscal Year 22-23

GRTICN MEMBERSHIP:

The Greater Richmond TICN was formed in the fall of 2012 and is currently comprised of over 400 individuals representing healthcare, education, legal and courts, social services, and other sectors throughout the Greater Richmond region. More than [170 different organizations](#) have been involved in the network.

GRTICN HIGHLIGHTS:

Resilience Week VA 2023

[Read a full report on Resilience Week VA 2023.](#)

Trainings, Workshops, and Screenings

Greater Richmond SCAN coordinates regular workshops and trainings that are open to GRTICN members and members of TICNs throughout Virginia. These are shared in monthly GRTICN and VA TICNs eNotes. This past fiscal year, in addition to the regular Introduction to Trauma and Resilience (now called Intro to Trauma and Trauma-Informed Care), which was offered 9 times to the public with 592 attendees, SCAN offered 5 additional regular virtual trainings to the public: The Impact of Trauma Exposure on Professionals (4 trainings to 179 individuals); Overcoming Adversity and Building Resilience (2 trainings to 175 individuals); Self-Care and Wellness (3 trainings to 89 individuals); Trauma-Informed Strategies (2 trainings to 251 individuals); and Everyday Strong (2 trainings to 51 individuals). SCAN also offered Stewards of Children virtual and in-person trainings free to network members (5 trainings to 26 individuals).

SCAN coordinated four free public virtual screenings of *Resilience* for a total of 114 individuals. To date, we have screened the film for over 6,500 people. SCAN also began screening the documentary PUSHOUT: The Criminalization of Black Girls in Schools. 4 screenings of the documentary were offered (3 in-person and 1 virtual) for a total of 156 individuals.

Community Resilience Committee member Tamika Daniel facilitated her own workshops and training free to the community. Cultivating Authentic Community Engagement was presented a total of 6 times for 78 individuals total. The Importance of Building Long-Lasting Relationships on the Road to Self-Sustainability was presented a total of 4 times for 83 individuals. Tamika's one-hour Introduction to Trauma and Resilience training was presented 2 times to 58 individuals. Cultivating Authentic Community Engagement was also presented to the GRTICN Community Resilience Committee with 8 members in attendance.

VA TICNs

The GRTICN Co-Coordinator previously served as the Coordinator for the **32 VA TICNs** with support from the Program Impact Specialist but resigned in February. SCAN's Program Impact Specialist is now Coordinator for Virginia's TICNs. This role includes: providing consultation, technical assistance and support (to include trainings, meetings, calls, and creating and sharing resources) to help sustain and connect current TICNs and help communities develop new TICNs; and representing and advocating for VA TICNs on the state and federal level. Staff have provided consultation this fiscal year to individuals from **11 community networks**, including: Southside TICN; Eastern Shore TICN; Rockbridge TICN; Loudoun TICN; Hampton Roads TICN; Triumph Over Trauma: Northern Shenandoah Resiliency Initiative; Trauma Awareness & Resilience Partners (previously Mecklenburg County TICN); Tri-Rivers TICN (previously New Kent TICN). This also includes providing consultation and technical support on forming a new TICN in Nelson County and on relaunching a network to leaders of the West Piedmont TICN and Greater Charlottesville TICN.

SCAN convened **6 general meetings** of the VA TICNs this fiscal year, which are attended by network leaders, state partners, and other stakeholders. The VA TICNs Coordinator also organized and convened **3 special meetings** on topics identified by the VA TICNs as important, including [Outcomes and Impact](#) and [Funding](#), as well as a meeting to discuss [racial truth and reconciliation](#) with Voices for Virginia's Children. SCAN staff also led **3** meetings of the statewide Trauma-Informed Schools Committee. SCAN staff gave **5** presentations about TICNs in Virginia for PACEs Connection; Virginia Trauma-Informed Advisory Board; University of New England; Tri-Rivers TICN; and the International Transformational Resilience Coalition.

SCAN staff distributed the [VA TICNs eNote](#) on a bi-weekly basis to **243** 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.

SCAN was awarded a \$500,000 grant from Virginia Department of Social Services' Office of Trauma and Resilience Policy to lead a statewide public awareness campaign through the creation of e-learning modules on trauma and resilience; coordination of Resilience Week Virginia 2023 and 2024 and the 2023 Building Resilient Communities conference; and providing technical assistance and support to the Lift Up Virginia campaign. SCAN worked closely with the Office of Trauma and Resilience Policy and convened meetings with TICN leaders to help determine how additional ARPA funding for TICNs should be directed.

SCAN staff developed a survey that was distributed to the VA TICNs in July 2022, 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 that were presented in the September 2022 meeting. The 2022-23 VA TICNs annual survey was sent in July 2023, and the report from that survey will be presented in the September 2023 meeting.

SCAN staff and GRTICN members planned and coordinated the fourth annual Resilience Week VA. View the full [Resilience Week VA 2023 report](#). As part of SCAN's public awareness grant with VDSS, SCAN was able to provide [Resilience Week sub-awards](#) to 7 TICNs in Virginia for Resilience Week activities. Community Programs staff created a [recap video](#) showcasing the many initiatives and celebrations of resilience across the state. The Building Resilient Communities virtual conference took place on May 4, 2023 as part of the fourth annual Resilience Week Virginia. Goals of the conference included: prioritizing values of justice, diversity, equity and inclusion; centering lived experience; incorporating practical strategies and sharing knowledge and resources; and sharing knowledge, resources, and stories from the networks. Planning and coordination of the conference was led by Community Programs staff beginning in October 2022. **278** individuals registered for the conference. Registrants received a full detailed workshop schedule with Zoom links, [workshop descriptions and presenter bios](#), as well as a [Virtual Wellness Kit](#) developed by SCAN staff. **12** 60-minute workshops were presented along **3** different tracks: Cultivating Thriving Communities; Supportive and Sustainable Systems; and Holistic Healing and Well-Being. The morning keynote panel discussion was titled, "The Impact of TICNs & Visions for Future Collaboration and Change: Perspectives from State Partners," and featured panelists from Virginia Department of Social Services' Office of Trauma and Resilience Policy; Department of Behavioral Health and Developmental Services; Virginia Department of Health; and Family and Children's Trust Fund of Virginia. To view in-depth details and data from the conference, including post-conference survey results, view the full [Building Resilient Communities Virtual Conference report](#).

PACES Connection Cooperative of Communities

The GRTICN, represented by SCAN staff, participates in 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-informed community networks in North Carolina. Monthly 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 practices in promoting resilience and positive childhood experiences and preventing and mitigating trauma throughout various sectors. Meetings also often include presentations on related topics, such as historical trauma and trauma-informed workspaces. Membership in the Coop provides access to the Community Resilience Milestones Tracker, which helps assess regional trauma-informed efforts in agencies by sector, as well as special access to trainings and events from PACES Connection. The GRTICN was spotlighted in the Coop's August 2022 newsletter, and Charlotte Eure presented during the August Coop meeting about the GRTICN, VA TICNs, and how the GRTICN had utilized the Community Resilience Tracker up until that point. PACES Connection partnered with [Cape Fear Data Collective](#) in early 2023 to update the Milestones Tracker based on feedback from members to improve the clarity of the survey questions and how the data is presented, and to provide regional data related to social determinants of health to Coop members. These resources should be rolled out to Coop members in the fall of 2023.

eNotes

Monthly eNotes were sent to 597 people throughout the year. The eNotes contained updates about the GRTICN and included events, resources, and research.

GRTICN COMMITTEE PROGRESS:

Brief Screening Tool Committee – BST Committee members continued to collaborate to pilot the Brief Trauma Screening Tool. There continued to be participating members from five DSS localities to include; Prince George, Richmond, Chesterfield, Henrico, and Hopewell. GRSCAN CAC also participated in coordination of the committee meetings and sharing ways in which the child and family advocates utilize the screening during appointments with non-offending caregivers. In April, the committee reviewed a PowerPoint put together by Kelley Brown from Richmond DSS that is used to train DSS staff internally about using the tool. The committee also discussed opportunities to implement a “train the trainer” series to assist with accessing trainings to other agencies which would be hosted by RDSS.

As the committee continued to meet, it was determined that the best way to implement the tool among DSS agencies would be to identify a subcommittee that focuses on carrying out trainings throughout the year. Each agency would provide a representative who would assist in collaborating with each other in terms of hosting the training. It was also determined that the larger committee would come together twice a year to provide updates and seek feedback on the process of the subcommittee to ensure members of the group stay informed. The first subcommittee meeting commenced in August 2023 and provided an opportunity for the subcommittee to identify goals. RDSS representative, Kelley Brown offered to assist in enhancing the training by collecting testimonies from each agency who utilizes the tool. The subcommittee determined testimonies would be beneficial for those receiving the training to identify the potential benefits/challenges of using the tool. The subcommittee will meet again in October 2023 to schedule the first training opportunity. The larger committee will then be brought together by December 2023 to report on the outcomes of the training.

Community Resilience Committee – The Community Resilience Committee continued to give great focus to the role and importance of building relationships in the community as a core component of community resilience. The committee explored ways to engage with the community to connect, capture community member voices, and aid in local-level policy changes. In December, the committee began planning for a Community Resilience Block Party that would be held during Resilience Week Virginia 2023 and began holding more frequent meetings. Members created a [planning document](#) to organize and determined a location at Destiny Community Church; sponsors including United Way Everyday Strong VA, GRTICN, GRSCAN, Destiny Community Church, Kroger; and activities, including an Everyday Strong training, Resilience Bingo, sensory stations, storytelling, and more; and resource tables for community partners to share and connect with community members. The event was held on Saturday, May 6 from 12pm-5pm and was a great success and well-attended. After the focus on the block party, the June meeting provided time for reflections and continued discussion on building and sustaining community engagement.

Healthcare Committee – After a long hiatus due to the impact of the pandemic on member capacity and schedules, the Healthcare Committee re-launched in September with a virtual meeting with 9 members in attendance. The committee decided to retain a learning collaborative structure and meet bi-monthly to share strategies, challenges, and resources. A meeting was planned for November but canceled due to lack of attendance. Bi-monthly

Healthcare Committee eNotes were sent in July, September, and November 2022, and January 2023 with relevant resources and events. In January 2023, the Healthcare Committee Chair announced she was leaving her position at Greater Richmond SCAN, so no meeting was held in January. The committee is no longer active but may reform or relaunch if network members want to continue it and a new chair is identified to lead the committee.

Legal and Courts Committee – Committee members began the year with a review of FY 22-23 committee goals and from previous survey results. Members agreed it was important to carry over the following goals: discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement, focus on a diversity, equity and inclusion lens for all committee work and continue outreach to professionals within legal and courts related disciplines from additional localities. Committee members decided to send an additional survey to previous leaders of agencies who had been involved in trauma assessments. Trends noted within legal and courts professionals that emerged throughout committee meetings were ongoing introduction to trauma and resilience basics, resources related to secondary traumatic stress and self-care, information about forming Trauma-Informed Leadership Teams and staffing transitions. Dr. Susanna Wu-Pong Calvert, MAPP, PhD, presented a proposal to LC Committee members in early 2023 that addresses community needs through the creation of trauma-informed learning resources that focus on skill-development for those experiencing trauma and/or those that provide trauma-informed care. These resources are designed to provide training efficiency for overworked providers, expand our repertoire of available education and resources, provide free marketing/visibility for our efforts, and passive income to contributors. Dr. Wu-Pong met with a few LC members following this meeting presentation and agreed to provide pro bono assistance to create a training on trauma-informed practice. Two LC Committee agencies (Henrico and Chesterfield Court Service Units) were selected to participate in the Skyward Project through FACT with assistance from the GRTICN/GRSCAN. In partnership with the Virginia Department of Juvenile Justice (DJJ), FACT of Virginia is piloting the Skyward Emergency Funds Project to help address the needs of DJJ involved youth and their families. This pilot project is an expansion of the FACT Emergency Funds Project which was established in 2020 to assist families and individuals who have experienced the trauma associated with family violence with financial assistance. Sixty-five percent of all young people committed to DJJ's care have at least one significant trauma in their lives. These funds were intended to help address short term needs not covered by other existing support. The Skyward Fund can provide a critical opportunity to support these youth and families in their journey forward by bridging financial gaps and increasing stability. In addition, the GRTICN received a grant to support Healing Centered Organizational work through VA HEALS that secured to support a trauma assessment of the Oliver Hill Court Building (OHCB) and assist with the OHCB Trauma-Informed Leadership Team. This initiative started at the end of the FY and will include distribution of a Trauma-Informed Organizational Survey, Focus Groups, training and support with initial recommendations from the assessment process.

Outcomes Committee – The Outcomes Committee met in December and February. The committee remains very small, with just 4 individuals attending, but those 4 are dedicated and interested in moving the work of the committee forward. December's meeting included a review of the PACEs Connection Community Resilience Milestones Tracker, a review of GRTICN informational, member agency, and post-meeting survey results, and a brainstorm of ways to increase survey responses. In the February meeting, co-chair Charlotte Eure shared a brief

presentation comparing the GRTICN Member Agency Survey and the PACES Community Resilience Milestones Tracker and reviewed the most recent general meeting survey. Members discussed challenges with the member agency survey and engaged in a general discussion about outcomes. The committee determined it would help to have more clarity around the overall goals of the GRTICN to know how best to measure outcomes and impact. The PACES Connection Community Resilience Milestones Tracker is also undergoing changes, so the committee has been unable to move forward with next steps with the tracker until PACES Connection has completed that process, which should happen later in 2023.

Prevention & Awareness Committee - Greater Richmond SCAN received a primary prevention grant to work with parents and caregivers of children. As part of this grant, a new GRTICN committee was planned by the backbone agency to be focused on these community members. News about the new committee was shared in the GRTICN eNotes beginning in March, with an in-person launch planned for July 31 at Michaux House.

Schools Committee – Committee members met six times (every other month) during FY 22-23 and shared ideas, information, resources and support to one another in working together towards increasing trauma informed practices in school settings. The Schools Committee became a statewide committee in January of 2023. Members of the TISC are not only representative of the Greater Richmond area, but also include the Tidewater region, northern Virginia, and areas of Lynchburg. One work group was created and met regularly to recommend best practices for use of mindfulness practices and mindfulness rooms in school settings Prek-12. These recommendations are being finalized and will be shared out via the SCAN website in FY 23-24.

Workforce Development Committee – The Workforce Development Committee was modified to meet the needs of the emerging demands within the current and rising workforce. The committee with transition to a GRTICN pilot project with support from GRTICN leaders. All GRTICN members will be invited to join in specific discussions or to join all meetings. Upcoming topic ideas 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 MEETINGS:

The GRTICN held an in-person meeting on September 26 with 24 members in attendance. The meeting was a celebration of the GRTICN's 10th anniversary. Kelli Burnett shared about the City of Richmond Commonwealth Attorney's Office on the Restorative Justice Initiative. View the minutes from the September meeting [here](#).

The GRTICN held one large meeting via Zoom on December 2 with 42 members in attendance. The meeting included committee updates, guest speakers, and a panel presentation. Marisa Colon & Chloe Matheson from the VCU Kinesiology and Health Sciences Department presented about their current work on Childhood Stress and Cardiovascular Health along with details about partnership opportunities. Anthony Jackson (Richmond Police Department), Angela Jones (Richmond Public Schools) and Donte McCutchen (Trauma Healing

Response Network) gave a panel presentation on gun violence. The meeting ended with a grounding and closing activity led by Margo Tacey. View minutes from the December meeting [here](#).

The GRTICN held one large meeting via Zoom on February 24 with 45 members in attendance. The February meeting included a welcome and announcement from Coordinator Lisa Wright about former Co-Coordinator Melissa McGinn's transition to a new role outside SCAN. Five minutes were given for members to complete a survey about member interests and needs. Announcements were shared about upcoming orientations, Resilience Week Virginia, and the Building Resilient Communities conference. Network members then shared agency updates. Finally, Ashley Williams gave a presentation on The Intersection of Mindfulness & Stress Management. View minutes from the February meeting [here](#).

The GRTICN held a Resilience Week gathering on May 5, with 31 members in attendance (16 in person and 15 virtual). The gathering took place at the VCU Center for Teacher Leadership, with options for members to join virtually and in person. Celeste Scott, Sound Practitioner, BareSOUL Ambassador, and Creator of Bloom Sound Healing facilitated an exercise of Sound Meditation; and Prince Bunn shared about his personal journey that includes his own past trauma, time within the juvenile justice system, many years of incarceration in prison, and now his dedication to helping youth who are involved in the juvenile justice system.

GRTICN GOALS FOR FY 23-24:

1. Initiate and support restart and restructuring of GRTICN through leadership changes, network input regarding community needs and ongoing monitoring of emerging trends in trauma-informed practice.
2. 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.
3. Continue to provide support and technical assistance for VA TICNs.
4. Continue with restructuring Community Resilience and Workforce Development GRTICN Committees to increase engagement and impact.

COMMITTEE GOALS FOR FY 23-24:

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.

Legal and Courts Committee:

- Continue to discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement.
- Create a resource folder for all LC Committee members to access and determine a sharing site that works for all members
- Share information related to LC Committee member agency projects and activities (e.g., Chesterfield County Secondary Traumatic Stress Training, Richmond Police Department's Peer Support Project, Oliver Hill Court Building Trauma Assessment) during committee meetings
- Focus on a diversity, equity and inclusion lens for all LC Committee work.

Outcomes Committee:

- Continue to measure internal effectiveness of the TICN through 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 network surveys and the PACes Connection Community Milestones Tracker when it is re-released, and explore how to utilize this data to assess the reach and impact of the TICN.
- Explore additional ways to measure and communicate 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.

Prevention and Awareness Committee:

- Serve as a learning collaborative for sharing resources and best practices on creating trauma-informed environments, improved practices, and addressing wellness among parents and professionals.
- Discuss strategies for sustainability of trauma-informed practice within agencies that serve parents and caregivers.
- Develop a Parent Resource Packet to share when interacting with parents, caregivers, and professionals in community settings
- Update/Develop a webpage for this committee or create and send out bi-monthly e-notes.
- Utilize and promote [The BASICS](#) as an evidence-based program to support early childhood development and healthy families
- Participate in Community public awareness Events
- Host a Parent/Caregiver Resilience Conference

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 around the state on ways to increase trauma informed practices in schools.

- Start a Higher Education work group focused on increasing trauma informed practice recommendations and resources for use in teacher preparation courses offered in Higher Education courses throughout Virginia.

Workforce Development Committee:

- Modify workforce development GRTICN work to meet the needs of the emerging demands within the current and rising workforce. The committee will transition to a GRTICN pilot project with support from GRTICN leaders.
- 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).