



**Greater Richmond Trauma-Informed Community Network (GRTICN)  
Annual Report  
Fiscal Year 23-24**

**GRTICN MISSION AND VALUES:**

The Greater Richmond Trauma-Informed Community Network is a cross-sector coalition working to build a more equitable, safe, trauma-informed, and resilient community by informing, supporting, and elevating the Greater Richmond (VA) region. The GRTICN's mission is driven by the following priorities: preventing and mitigating the impact of Adverse Childhood Experiences (ACEs); advancing trauma-informed practice and policies; and advocating for trauma-informed system change.

**We believe in:**

**A Whole-Community Approach:** We consider environmental, cultural, and societal factors in order to serve all community members with compassion, humility, and respect.

**A Trauma-informed Lens:** We cultivate emotional, psychological, and physical safety for all community members through education, advocacy, and support.

**Social Justice & Equity:** We celebrate difference, acknowledge racism and other forms of systemic and historical oppression, and operate through an equity lens.

**Inclusive Membership:** We foster diversity and inclusion as we co-create a network that is inviting and safe for everyone and where everyone's voice can be heard.

**Cross-Sector Collaboration:** We honor partnerships and collaborations with community members and organizations across all systems and sectors.

**Growth & Innovation:** We strive to identify and remain adaptive to the needs of the community.

**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 2024**

[Read a full report on Resilience Week VA 2024.](#)

**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, trainings and workshops offered on a recurring basis included Intro to Trauma and Trauma-Informed Care\*, Overcoming Adversity and Building Resilience\*,

Trauma-Informed Strategies\*, Self-Care and Wellness, The Importance of Building Long-Lasting Relationships on the Road to Self-Sustainability, Cultivating Authentic Community Engagement, Impact of Trauma Exposure on Professionals\*, and Stewards of Children. Additional trainings offered included Trauma-Informed Supervision\*, Mandated Reporting and Child Safety, Trauma in the Black Community, Social and Emotional Health in Early Childhood, The Power of Play in Parenting, and EveryDay Strong. \*SCAN offers continuing education credits through NASW for these trainings.

SCAN also coordinates regular free virtual documentary film screenings open to GRTICN members and members of TICNs throughout Virginia. This fiscal year, SCAN held 5 screenings of *Playing for Keeps*; 4 screenings of *Pushout: The Criminalization of Black Girls in Schools*; and 3 screenings of *Resilience*. To date, we have screened *Resilience* for over 6,700 people.

### **Healing-Centered Organizations**

The GRTICN is one of five TICNs awarded the “Trauma-Informed Community Networks: Creating Healing-Centered Organizations” grant via VDSS’ Office of Trauma and Resilience Policy. Each grant awardee is tasked with conducting an agency assessment around trauma-informed policy and practice, analyzing, and engaging in dialogue around data outcomes, and finally, developing and implanting a strategic plan for becoming a more trauma-informed and healing-centered organization. The GRTICN, through the Legal & Courts Committee, is working within the Richmond Juvenile and Domestic Relations Court System to develop trauma-informed and healing-centered practices and policies in the Oliver Hill Court Building (OHCb). This includes relaunching and expanding a Trauma-Informed Leadership Team (TILT) comprised of OHCb departmental staff, the Legal & Courts Committee Chair and other SCAN staff; distributing a survey and conducting focus groups with all OHCb departments; compiling and sharing results and recommendations; and working with the TILT to develop a strategic plan for becoming a trauma-informed and healing-centered organization and sustaining the work beyond the grant period. Work began in Spring of 2023 and will continue until October 2024. The GRTICN’s efforts will be included in a report on all of the awardees that will be shared with the VA TICNs and throughout the Commonwealth.

### **VA TICNs**

The Program Impact Specialist serves as VA TICNs Coordinator and provides technical assistance and support to the **31 trauma-informed community networks** in Virginia (VA TICNs). Staff provided consultation this fiscal year to individuals from **17 networks**, including: Tri-Rivers TICN, Fairfax TICN, Greater Charlottesville TICN, Trauma Awareness and Resilience Partners, Amherst County Caring Coalition, NRV Resiliency Network, Triumph Over Trauma: Northern Shenandoah Resiliency Initiative, Lynchburg TICN, Campbell County TICN, Greater Williamsburg TICN, Hampton Roads TICN, Southside TICN, Loudoun County TICN, Greater Richmond TICN, West Piedmont Trauma and Resiliency Network, Roanoke Valley TICN, and Southwest VA TICN.

SCAN convened **6 general meetings** of the VA TICNs this fiscal year, which are attended by network leaders, state partners, and other stakeholders.

Community Programs staff distributed the [VA TICNs eNote](#) on a monthly basis to **238** 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.

VA TICNs Coordinator provided consultation about trauma-informed community networks to **7 organizations**, including VDSS Office of Trauma and Resilience Policy, Office of New Americans, Department of Behavioral Health and Developmental Services (DBHDS), International Transformational

Resilience Coalition, Voices for Virginia’s Children, and Campaign for Trauma-Informed Policy and Practice (CTIPP), and Toronto Public Health.

VA TICNs Coordinator presented in March about VA TICNs and participated in a panel discussion on community coalitions in April for the ITRC’s Community of Practice program.

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; providing technical assistance and support to the Lift Up Virginia campaign; and continuing to provide trainings and workshops on trauma-informed approaches and building resilience to community members and organizations throughout Virginia.

The VA TICNs Coordinator developed a survey that was distributed to the VA TICNs in July 2023, assessing the structure and development of the networks, their mission and vision, goals, accomplishments, challenges, and work toward incorporating diversity, equity, and inclusion. All 31 network coordinators responded to the survey, and the results were [results were presented](#) in the September 2023 meeting.

SCAN staff planned and coordinated the fifth annual Resilience Week May 5-11, 2024. View the full [Resilience Week VA 2024 report](#). As part of SCAN’s statewide public awareness grant with VDSS, SCAN was able to provide [Resilience Week sub-awards](#) to **8** TICNs in Virginia for Resilience Week activities. The VA TICNs Coordinator created a [recap video](#) showcasing the many initiatives and celebrations of resilience across the state.

The VA TICNs Coordinator was invited to speak about Virginia’s TICNs at two Congressional Briefings advocating for the Community Mental Wellness and Resilience Act (CMWRA), which would provide funding for community resilience networks like the VA TICNs. The first virtual briefing was held in July and attended by **over 400 individuals**, and the second was held in September and attended by **nearly 300 individuals** from across the United States.

### **PACES Connection Cooperative of Communities**

The GRTICN, represented by SCAN staff, participated 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 and West Virginia. Monthly Coop meetings provided 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 provided access to the Community Resilience Milestones Tracker, which helped assess regional trauma-informed efforts in agencies by sector. PACEs Connection partnered with [Cape Fear Data Collective](#) to create a [regional data dashboard](#) related to social determinants of health for Coop members. These resources were made available to Coop members in February of 2023. However, PACEs Connection [shut down operations indefinitely](#) in April, so the Cooperative is no longer active and the Milestones Tracker is no longer being updated.

### **eNotes**

Monthly eNotes were sent to 450 people throughout the year. The eNotes contained updates about the GRTICN and included events, resources, and research.

### **GRTICN COMMITTEE PROGRESS:**

**Community Resilience Committee** – The Community Resilience Committee continued to emphasize the importance of building relationships through outreach and connection as a foundational element of community resilience. The committee actively engaged with the community through various outreach efforts, including community walks in underserved neighborhoods, visits to local organizations and businesses, and direct interactions with community members in everyday settings such as grocery stores and community events. These grassroots efforts were part of a strategy to capture community voices, foster local-level policy changes, and provide much-needed resources directly to the people who need them. One of the major highlights of the year was the successful planning and execution of the 2nd annual Community Resilience Block Party, held at Armstrong High School on May 4. In the weeks leading up to the event, committee members conducted community walks in the areas surrounding the school to engage with residents, build connections, and raise awareness about the upcoming block party. The event itself was a significant success, featuring over 20 community vendors who provided services directly addressing the needs of the community. More than 250 attendees were fed, and they had opportunities to sign up for ongoing support services. Additionally, the event included training provided by Everyday Strong, focused on equipping adults with tools to support the mental health and wellness of children and teens. A powerful impact statement was shared by a local community member deeply affected by gun violence, underscoring the real-life implications of the committee's work. In a meaningful tribute, the committee established the Teon Harvey Scholarship, named in memory of a young man who recently lost his life to gun violence. This scholarship is designed to support teenagers and young adults in their pursuit of higher education or skills development, helping them build resilience in the face of adversity. Another initiative that emerged from the committee's work is the "Community Chew and Chat" sessions held at "Just C." These weekly gatherings offer a safe space for community members to share their experiences, access tools, and receive support, further solidifying the committee's role in fostering community resilience.

**Healthcare Committee** – The Healthcare committee relaunched with a meeting on January 31 2024 with 6 individuals present. This meeting focused on reviewing the history of the GRTICN, the GRTICN Healthcare committee, and establishing new goals and exploring how to outreach for membership. The Healthcare committee held a second meeting on March 27, 2024 with 6 individuals present. The March meeting included a presentation about integrated behavioral health care in primary care (pediatric) settings, a discussion about future topics and needs in the healthcare space and resource sharing. A third meeting was held this fiscal year on May 22, 2024 with 9 individuals present and included a presentation about the Henrico CARES programming to address youth mental health needs and a spotlight on the Circle Preschool Program. Meetings will continue at a bimonthly cadence to address the 3 primary goals described below.

**Legal and Courts Committee** – Legal and Courts (LC) Committee members began the year with a review of FY 22-23 committee goals. Members agreed to carry over the following goals: discuss strategies for sustainability of trauma-informed practice within LC related agencies and focus on a diversity, equity and inclusion lens for all committee work. The LC Committee met virtually throughout the year and had active participation from members from several different disciplines (Court Service Units, Community Service Board, Private Practitioners, Child Advocacy Center, Court Appointed Special Advocates, Departments of Social Service, Law Enforcement, Public Defenders, Federal Public Defender, Commonwealth Attorneys). Committee members shared resources, challenges and held discussion regarding current agency and city/county trauma-informed initiatives underway within legal and court related disciplines. Members worked on a project for Legal and Court related disciplines by adapting the

Stressbusters information that was created by ACEs Aware. Members searched for resources that are available online and within the Greater Richmond area. In addition, committee members began brainstorming and designing a webpage that will be linked to the GRTICN website. Two Legal and Courts Committee member agencies (Henrico and Chesterfield Court Service Units - CSUs) participated 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 piloted the Skyward Emergency Funds Project to help address the needs of DJJ involved youth and their families. Directors from both CSU agencies shared stories throughout the year during committee meetings and how the funding helped court-involved youth and their families. CSU agencies in Virginia have not had access to funding designed to assist families in need and shared about how impactful providing this funding was for their staff as well. The GRTICN received a grant from VDSS to support Healing Centered Organizational work to support a trauma assessment of the Oliver Hill Court Building (OHCb) and assist with the OHCb Trauma-Informed Leadership Team. Several OHCb professionals are members of the LC Committee. The HCO initiative included the following activities: distribution of the VA HEALS Trauma-Informed Agency Assessment survey, trainings on Trauma Exposure and Professionals and De-escalation, focus groups with the Clerks Office, Court Services Unit, Judges, Commonwealth's Attorney, Victim Witness Advocates, and CASA and consultation regarding trauma-informed environmental changes. The TI Agency Assessment survey provided opportunity to professionals to share anonymous feedback about the court system and was distributed to the following agencies within the Juvenile and Domestic Court: Richmond CASA; City of Richmond Commonwealth Attorney's Office; 13th District Court Service Unit; Oliver Hill J&DR Clerks Office; Oliver Hill J&DR Judges; City of Richmond Victim Witness Advocates; and City of Richmond Sheriff's Office. Recommendations were compiled and shared within the Oliver Hill Court Building TILT. In addition, support was provided for TILT members with creating a two-year Trauma-Informed Strategic Plan for OHCb agencies. The LC Committee Co-Chair, a GRSCAN consultant and GRSCAN staff members also participated in the HCO Learning Collaborative to engage with other TICNs involved in the project.

**Outcomes Committee** – The Outcomes Committee met in October, March, and May this fiscal year. In between meetings, the OC Co-Chair sent out updates to the committee and invited collaboration and feedback from members via email. The committee remains very small, with just 4 members regularly engaging, but those 4 are dedicated and interested in moving the work of the committee forward. This fiscal year, with the shuttering of PACEs Connection, the committee focused on updating the GRTICN informational and member agency surveys to be shorter and more clear to help increase response rates and developing a clear plan to highlight the impact of the GRTICN through collecting/documenting member stories about trauma-informed practice change on a professional and personal level.

**Prevention & Awareness Committee** – In August 2024, Kanika McBride took on the role of Chair of the Prevention & Awareness Committee, bringing renewed focus to the five protective factors essential for strengthening families: parental resilience, social connections, knowledge of parenting and child development, concrete support in times of need, and the social and emotional competence of children. The committee worked diligently to integrate these factors into their ongoing initiatives. One of the highlights of the year was the planning and execution of 'A Day of Play' at Park 365 on April 14 in honor of Child Abuse Awareness Month. This community event, designed for both children and caregivers, emphasized the importance of play in nurturing healthy childhoods. The event was a great success, with participants receiving 100 play kits that encouraged healthy, face-to-face engagement between parents and children, offering alternatives to electronic devices. Attendees also had the opportunity to create over 100 custom buttons, adding their own personalized touch. To make the day even more enjoyable, over 100 family members were treated to sweet snacks while they engaged in various activities. Additionally, resources were provided to further increase awareness and prevention of child abuse. The committee has been meeting every other month, focusing on ways to expand its outreach and increase membership. Efforts have been made to involve more community organizations, parents, young adults, and other community members in the committee's work.

**Schools Committee** – Committee members met six times (every other month) during FY 23-24 and shared ideas, information, resources and support to one another in working together towards increasing trauma informed practices in school settings. Now that the Schools Committee is a statewide committee, new members from around the state join each meeting, including the Tidewater region, northern Virginia, and areas around Lynchburg. The Higher Education workgroup was re-established in the spring of 2024 and is working towards establishing goals.

### **GRTICN MEETINGS:**

**The GRTICN held an in-person meeting on September 29 with 28 members in attendance.** During the meeting, Lisa Wright gave an overview of the GRTICN and its history and announced she was stepping down as Coordinator and that Lucy Rimington, SCAN’s Director of Community Programs, would be taking on the role. Committee chairs shared background and updates about their committees, and Trish Mullen with Chesterfield CSB presented about their work with University of Kentucky’s Secondary Traumatic Stress Innovations and Solutions Center. The meeting ended with a network discussion and reflection about needs and hopes/goals. [View minutes from the September meeting.](#)

**The GRTICN held in-person meetings on December 1 with 38 members in attendance, February 2 with 37 members in attendance, April 19 with 17 members in attendance, and June 7 with 10 members in attendance.** The meeting included a presentation from He She Ze and We on gender diversity; a trauma-informed spotlight on Behavioral Health Community Organizer Tamika Daniel’s Train the Trainer; and committee updates. [View minutes from the December meeting.](#) The February meeting included an opening activity exploring goals and intentions; training announcements; a presentation from the FBI Richmond Field Office; and a trauma-informed practice spotlight from Amy Johnson, School Mental Health Clinical Supervisor at Henrico County Public Schools. [View the February meeting minutes.](#) The April meeting included a trauma-informed spotlight on art therapy with Alyssa Hayes, Clinical Director at Healing Sounds and a spotlight on Resilience Week Virginia from VA TICNs Coordinator Charlotte Eure, as well as committee updates and a closing activity. [View the April meeting minutes.](#) The June meeting included presentations from Yolanda Hall, Prevention Coordinator with Henrico Prevention Services, and Emily Taylor with Circle Preschool, as well as committee updates and time to complete the annual survey. [View the June meeting minutes.](#)

**The GRTICN held a Resilience Week gathering on May 10 with 20 members in attendance.** The gathering took place at Lewis Ginter Botanical Garden for members to engage in a collaborative art exercise exploring resilience and participate in a training on Overcoming Adversity and Building Resilience.

### **GRTICN GOALS FOR FY 24-25:**

1. Continue to provide a comprehensive training program to support community members, service providers and organizations in implementing and sustaining trauma-informed and healing-centered practices across our region. Regularly elicit feedback from network members regarding organizational and community needs and incorporate into GRSCAN public training offerings.
2. Recruit new members from diverse sectors and communities across the region and explore new strategies for enhancing engagement of current members.
3. Initiate and complete a community resource mapping project with GRTICN members to better understand current resources in the Greater Richmond area, identify service gaps and provide space for new organizational collaboration and partnership to grow.
4. Explore strategies to engage the network in policy advocacy. Revisit the network’s past work through the Policy Committee and engage potential partners with policy expertise to help support these efforts.

## **COMMITTEE GOALS FOR FY 24-25:**

### **Community Resilience Committee:**

- Deepen community engagement and partnerships.
- Expand awareness and education on trauma and resilience.
- Integrate equity into trauma-informed practices.
- Address community-specific challenges such as gun violence.
- Sustain and grow the impact of the Community Resilience Committee.

### **Healthcare Committee:**

- Build membership to include individuals representing hospital systems, pediatric practices, community health clinics, public health organizations, managed care, behavioral health providers, etc.
- Establish a learning collaborative where committee members can share experiences, discuss challenges/successes and share resources related to developing and sustaining trauma informed practices and policies within organizations.
- Explore how healthcare entities are addressing staff wellness and impact of trauma exposure on professionals.

### **Legal and Courts Committee:**

- Include training/guest speaker opportunities within Legal and Courts Committee meetings.
- Create a Legal and Courts Committee webpage that includes committee activities, resources and training opportunities.
- Create an access point for all LC Committee members to connect and share resources.
- Continue to discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement.
- 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 and meeting surveys.
- Collect stories from TICN members about how they have been impacted on a professional or personal level/how they have changed their professional or personal practice as a result of their involvement in the TICN.
- Explore how to utilize data from annual and meeting surveys to assess the reach and impact of the TICN and how to develop resources to communicate impact.
- 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 and demonstrate how members can apply their knowledge into practice.

### **Prevention and Awareness Committee:**

- Enhance parental resilience by providing stress management resources and mental health support for parents and caregivers.
- Strengthen social connections by facilitating community-building activities that encourage networking and support among parents and caregivers.
- Improve knowledge of parenting and child development through educational resources and training that enhance parents' understanding of child development and effective parenting strategies.

- Increase access to concrete support in times of need by ensuring parents and caregivers have access to essential services and resources during crises or periods of need.
- Promote the social and emotional competence of children through the implementation of initiatives that support children's emotional well-being and social skills development.

**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.
- Use the Higher Education workgroup to focus on increasing trauma informed practice recommendations and resources for use in teacher preparation courses offered in Higher Education courses throughout Virginia.