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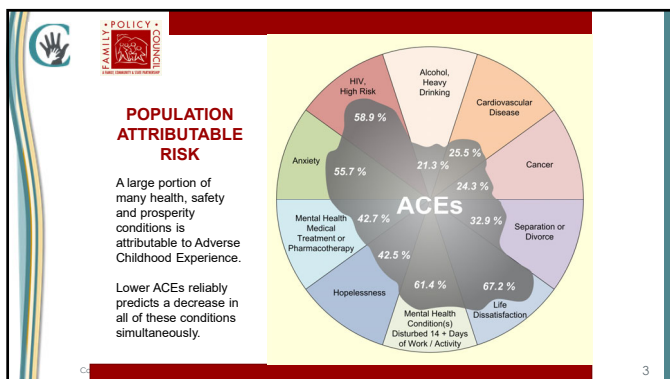
The Adverse Childhood Experiences (ACEs) study

- ACE exposure 'piles on'
- Adults with four or more ACEs compared to adults with no ACEs
 - 4 to 12 times increase in alcoholism, drug abuse, depression, and suicide attempt
 - 2 to 4 times increase in poor self-rated health
 - 3 to 4 times increase in chronic illness (heart disease, liver disease)
- The ACE DOSE effect


	ACE Study	BRFSS WA State
No Reported ACEs	38%	36%
One ACE	21%	26%
Two ACEs	14%	16%
Three ACEs	10%	10%
4-5 ACEs	17%	13%

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Collective Trauma

*We're all in the same boat...
or are we?*

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We are not in the same boat. We are going through a time when our perceptions and needs are completely different.

Each of us will emerge, in our own way, from this storm. It is important to see beyond what is seen at first glance. Not just looking, actually seeing.

We are all on different ships during this storm, experiencing a very different journey. — Unknown Author

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WE ARE NOT ALL IN THE SAME BOAT...

JUST THE SAME STORM.


malsomelle.org

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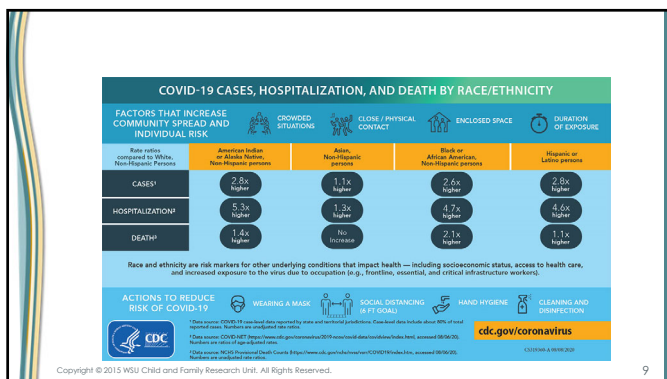
The outbreak of COVID has highlighted structural inequities

- Our black, brown and poor communities are more likely to
 - have "essential" jobs requiring them to work away from the home
 - receive insufficient health-care (live further away from care, be uninsured)
 - have higher levels of pre-existing health conditions
 - live in crowded housing
 - live in multi-generational households

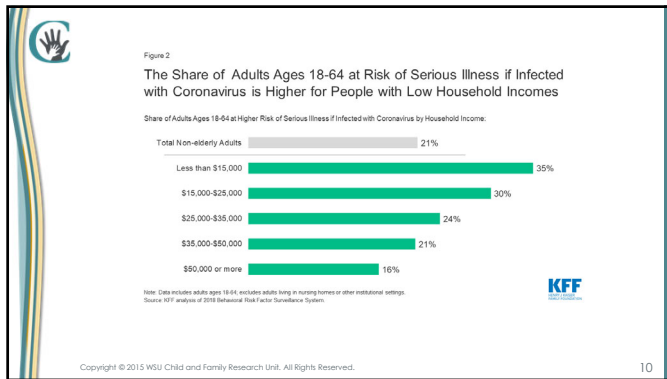
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Practice Cultural Humility

Cultural Humility Principles (Tervalon & Murray-Garcia, 1998)

- Lifelong learning and critical self-reflection
- Recognize and mitigate the power imbalances
- Institutional accountability

"Cultural Humility is a process of communal reflection to analyze the root causes of suffering and create a broader, more inclusive view of the world."


Chavez

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 Definition of Resilience from a Trauma Informed Perspective:


An individual's ability to function competently in the face of prolonged adversity and struggles without resulting trauma

Resilience describes-

- The capacity (motivation, emotional state) to persevere in the face of adversity
- A process about working to overcome the challenge inside a specific setting, and
 - An outcome for individuals and system.

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Resilience is...

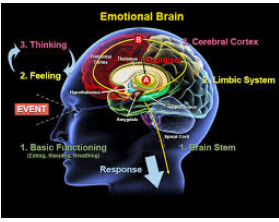
not just dependent on the qualities of the child but the success with which the adults in the family and community are effective in assuring the child can access the resources to prosper through caring relationships, the opportunities to develop a sense of one's own potential, and to belong. (adapted from Ungar et al, 2007)

”

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 Resilience and the Brain: Autonomic & Voluntary Processes

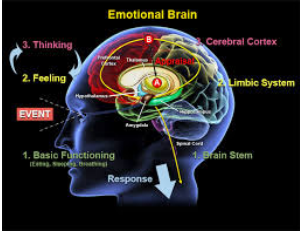


- Two brain systems- autonomic and voluntary working together, one is reflexive, the other is reflective
- Fear response activates neurochemicals that provide protective mechanisms
- Strong emotions overwhelm the voluntary processes and the ability to rationally assess threat and actions
- When survival brain is activated, self regulation is compromised and voluntary processes are halted.
- When biological processes like sleep, hunger or lack of exercise are disrupted, we are more likely to experience distress and illicit the fear response.

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Resilience and the brain: Re-writing Limbic Activation



- Resilience is increased by action
- Re-learning to tolerate takes repetition and variation
- Experiencing and withstanding distress in a safe supportive environment reduce the duration of neuro-chemical activation
- Repeated experiences of tolerating the fear response with positive outcomes re-wires increases the activation of regulatory processes when the fear response is activated.
- Proper sleep hygiene and exercise increase neuroplasticity

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Every person has capacity to grow-resilience comes through overcoming challenges.

Resilience without ACEs

- Develop innate range of strategies
- Grows over time through coping with challenging events
- Temperament influences reactions
- Growth comes from overcoming hardships
- Supportive environment/relationships provide safe base when adversity arises

Resilience in the face of ACEs


- Coping strategies limited and are easily overwhelmed
- Learning from natural consequences is overshadowed by needs
- Growth comes from overcoming hardships despite adversity
- Resilient reactions are more limited to particular events or challenges
- Resilience is built by making living with adversity more tolerable then grown through corrective experiences

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Adversity can lead to growth:

- When individuals have a connected support system that validate response, provide unconditional regard, and compassionate response:
 - Adverse experiences can lead to growth and deeper understanding of ourselves and the world around us.
 - Sense of hope that not only can a person who has experienced trauma survive but they can also experience positive life changes as a result



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Characteristics of Resilient Children & Adults:

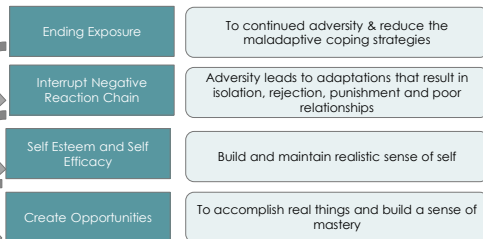


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Building resilience takes time:

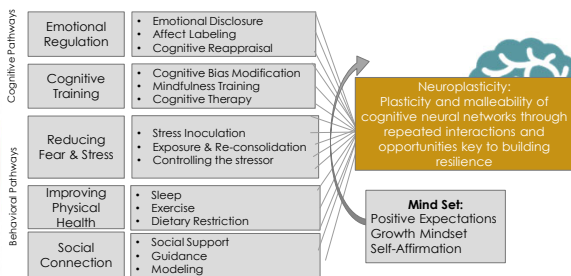


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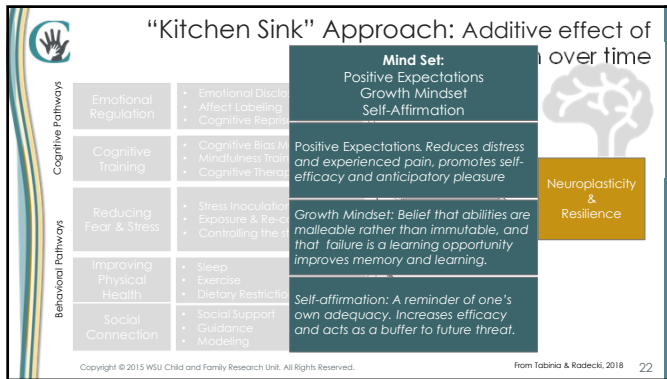
"Kitchen Sink" Approach: Additive effect of patterned repetition over time



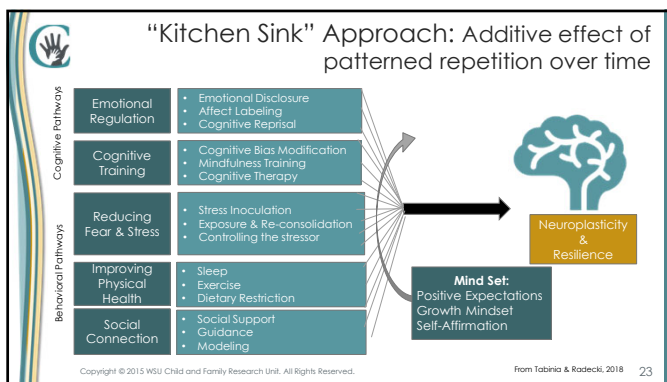
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From Tabrizi & Radecki, 2018 21

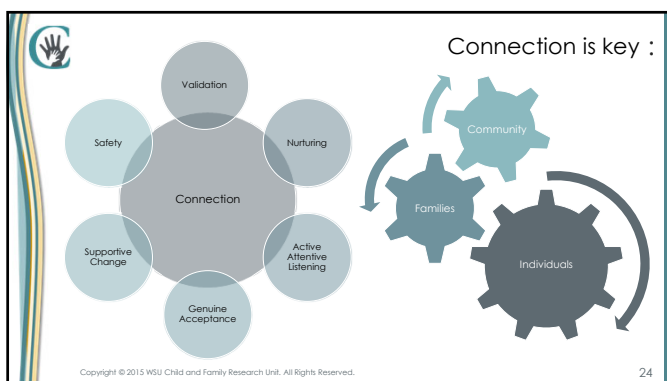
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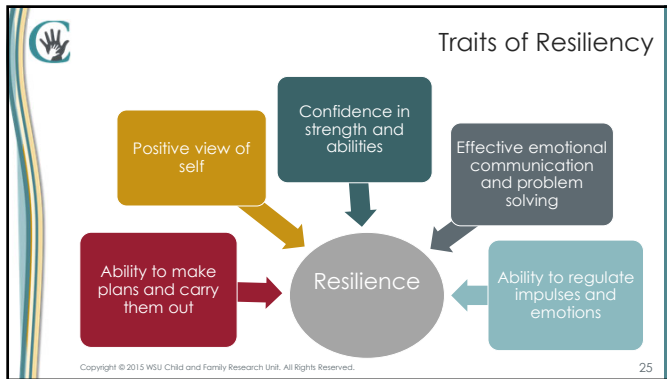
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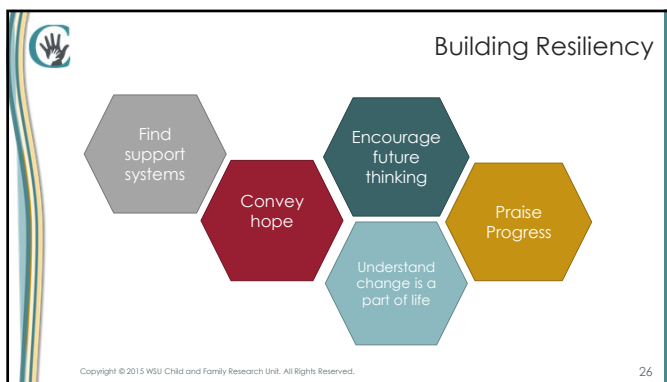
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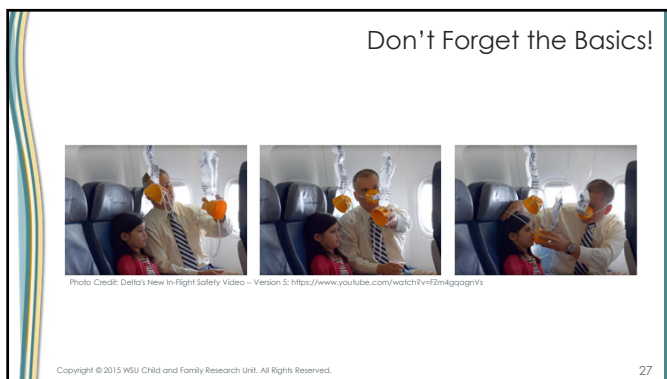
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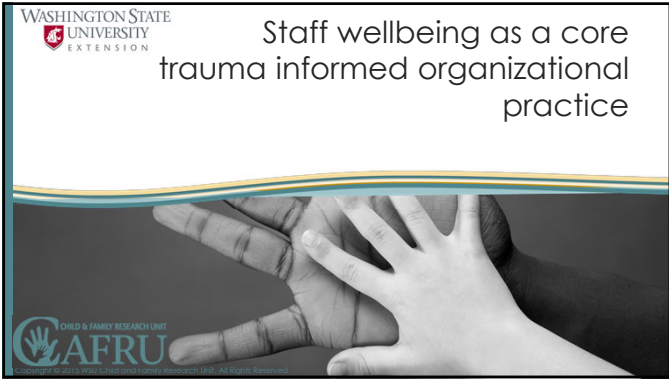
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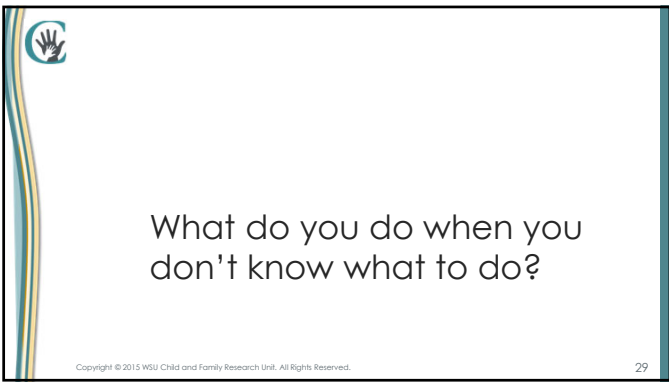
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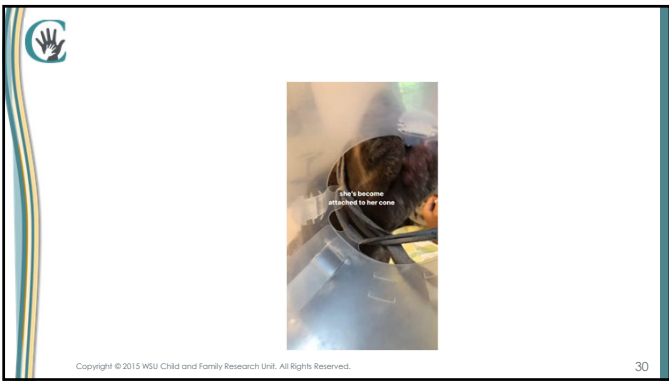
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How has your work changed?

- Less interest in education
- Difficult to establish relationships through distance learning

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Why as helpers, our risk has to be managed

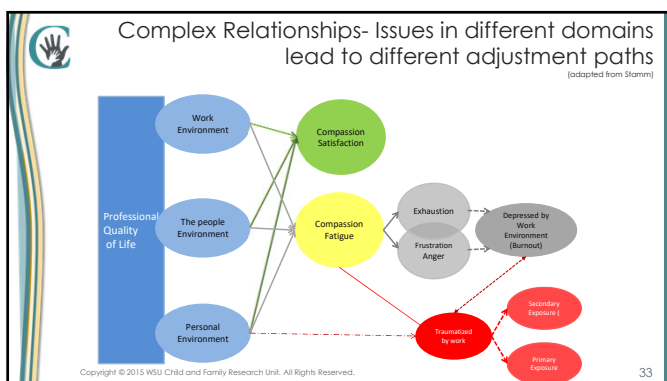
- Empathy is a major resource for trauma workers to help the traumatized but can result in strong personal emotional responses
- Many trauma workers have experienced some type of traumatic event in their lives
- Unresolved trauma in the worker will be activated by reports of similar trauma in clients
- Children's trauma are also provocative for caregivers

Figley, 1995


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Compassion Satisfaction

- The positive aspects of helping
 - Pleasure and satisfaction derived from working in helping, care giving systems
- Built through experiences including
 - Providing effective care
 - Contributing to the success of the system you are part of
 - Supportive and positive work with colleagues
 - Confirming your sense of self and beliefs
 - Experience the act of altruism as a reward.
- A leadership function
- Supportive work setting
- Enhancing effective coping skills
- Reinforcing experience and sense of personal efficacy in difficult work
- Creating strengthened sense of purpose through connection with colleagues and the opportunity to do challenging but meaningful work

Adapted from Stamm
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Self care as organizational action

- Assure that physical and emotional safety in the workplace is not a barrier to staff adjustment
 - Quality of communication
 - Relational opportunities in group work
- Areas for self care
 - Creative play as a break
 - Incentives for meditation practices and exercise.
 - Pacing of work
 - Flexible work location if permitted
 - Teaming
 - Respite
 - The opportunities to be recognized and challenged
 - The value of grace
- Personal self care
 - Sleep
 - Exercise
 - Connection
 - Practice gratitude/journaling
 - Attend to personal routines to support being calm and re-regulating
- How do you respond as an agency when struggles with self care and trauma emerge in your colleagues?

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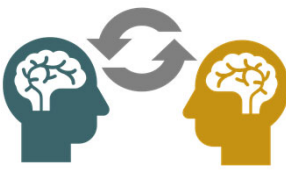
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In your setting...


- What are your agency's staff self care practices?
- To what degree is self care identified as an agency value?
- How do you build safety when staff disclose distress?
- Are there self care objectives you recommend for your agency?



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Mindfulness as a tool to support conflict resolution

- We reduce conflict by being more open to the point of view of the person we are in conflict with and being clearer about what is important to us.
 - Pause before acting
 - Attend to your physical and emotional state, observe but don't immediately act on strong feelings
 - If you are choosing to be mindful in conflict, you are already under stress. Take active steps (breathing, muscle relaxation) to manage your state of arousal. We cannot think clearly in high states of emotional arousal.
 - Exercise choice over when you take action. When you can, return to the conflict when you have had time to reflect and plan.
 - Challenge your assumptions, accept the other person may have a legitimate point of view.
 - Offer a solution, offer grace to the other person.

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Traumatic Growth:

- Post-traumatic growth (PTG) or benefit finding is positive psychological change experienced as a result of adversity and other challenges in order to rise to a higher level of functioning.
- People develop new understandings of themselves, the world they live in, how to relate to other people, the kind of future they might have and a better understanding of how to live life,"
 - openness to experience and extraversion
 - these include: having relationships where they felt "nurtured, liberated or validated" in addition to experiencing "genuine acceptance from others" (Woodward and Joseph, 2003). The ability to connect with people who are able to provide this level of assistance and support through active, attentive and compassionate listening can lead to not only to recovery but can foster post traumatic growth

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Regulation from the Perspective of Kids



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