

Essential Building Blocks for Trauma Informed Programs in Indian Country

1

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2

Take a moment ...



Learning Objectives:

- Describe challenges to safety Native LGBTQ-Two Spirit clients may encounter in organizations and with individual practice;
- Recognize strategies to mitigate client risk when interacting with organizations and practitioners;
- Describe action steps to promote Native LGBTQ/Two-Spirit safety in organizations.
- Describe the components of Trauma Informed Approach

Michaela's Healthcare Visit

Transgender
Healthcare in Denver –
Feb 2020

- New Provider
- Dictatorial health care advice
- Low engagement
- Curt responses
- End Result



Activity



1. What are the symbols of your survival? (draw or list 3)
2. What does “skepticism is survival” mean to you? What do you think it might mean to the people you serve?
3. What are ways Native LGBTQ/Two-Spirit persons experience violence on individual and systematic levels?




Common Organizational Challenges

8

Organizational Challenges

- ▶ What are some challenges organizations face when reaching out to LGBTQIA2S+ individuals?



Types of Harm: Ways Organizations May Operate from an Oppression Framework

- ▶ Lack of connections with specialized providers
- ▶ Inability to recruit and retain by and for practitioners
- ▶ Lack of appropriate training
- ▶ Lack of informed treatment modalities
- ▶ Policy
 - ▶ Lack of Grievance Policy
 - ▶ Breach of Confidentiality Policy
 - ▶ Highly gendered services: “Men’s Group”
- ▶ Difficulty in handling inherited organizational mistakes

Unsafe Practitioners Practices

11



Types of Harm: Covert and Overt

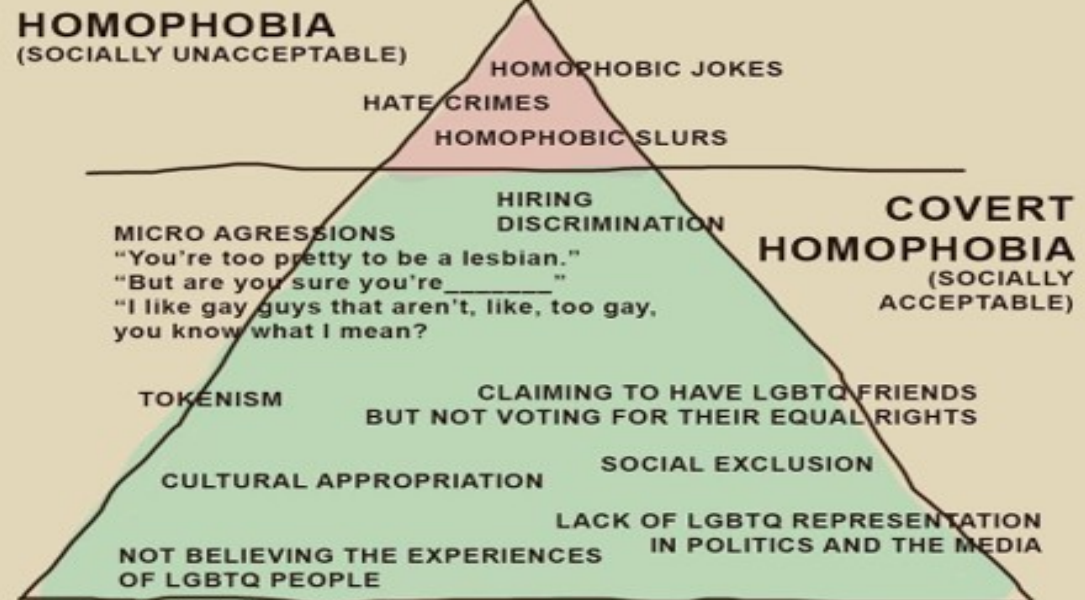
- What are the definitions of Covert? Overt?
- LGBTQIA2S+ Natives experience:
 - Higher Rates of homelessness
 - Higher Rates of food insecurity
 - Higher Rates of un/underemployment
 - Lower Rates of medical care

What does this suggest about a client's primary needs?

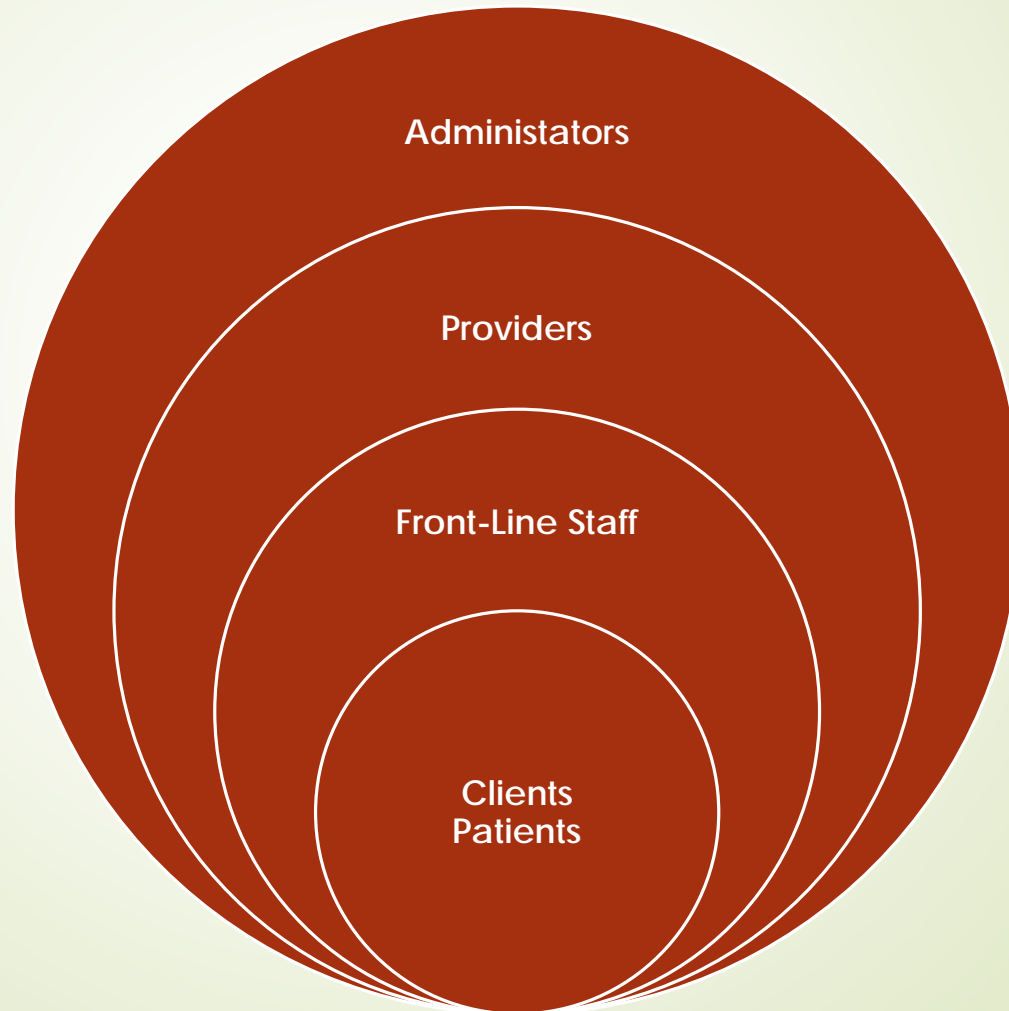
KNOW THE DIFFERENCE BETWEEN COVERT AND OVERT HOMOPHOBIA

And how you might be participating in both- even if you don't consider yourself homophobic. Also, have tough conversations- especially with those closest to you about their covert and overt homophobia.

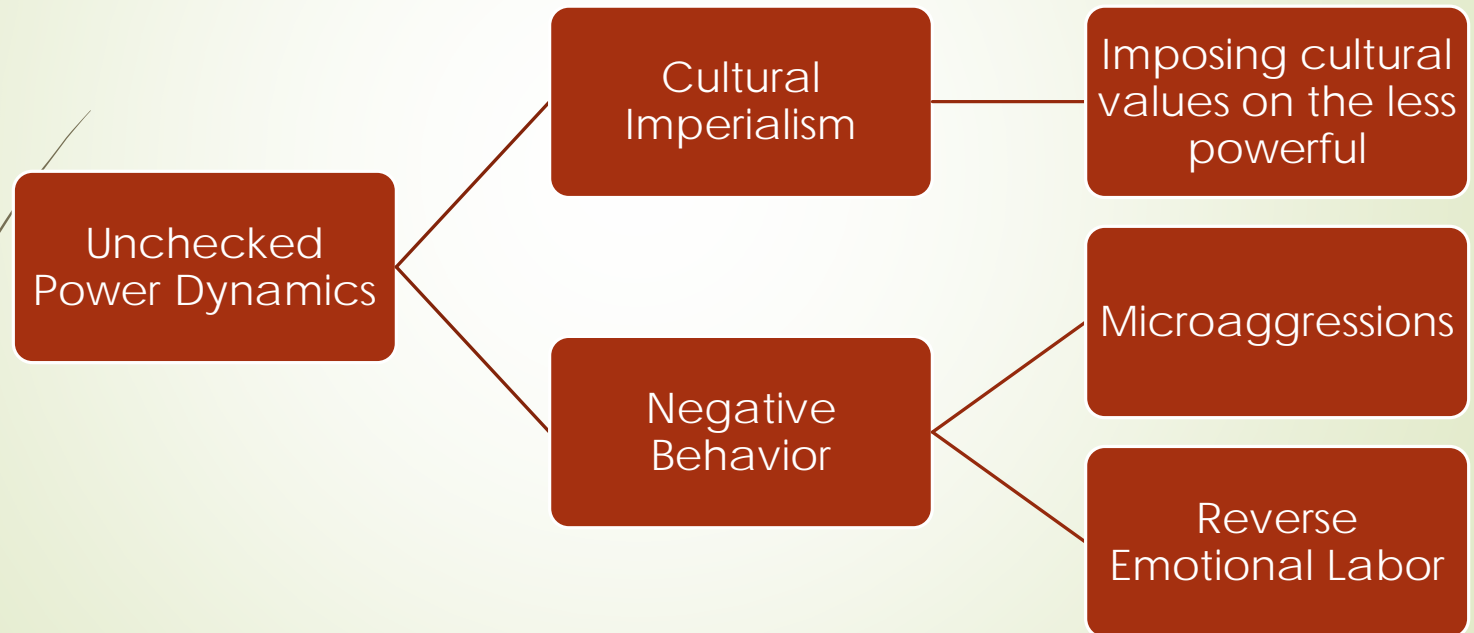
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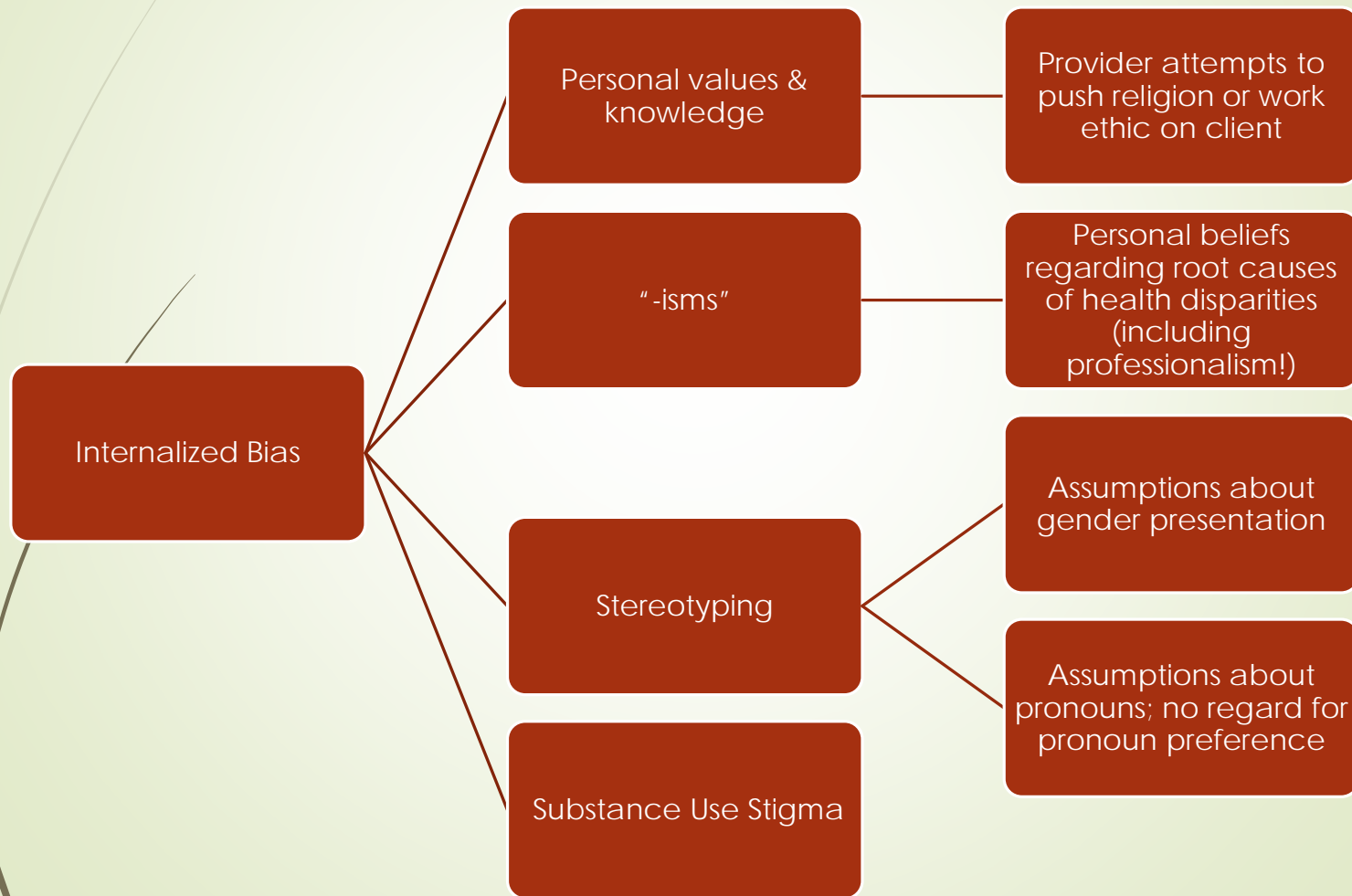
Organizational Structures



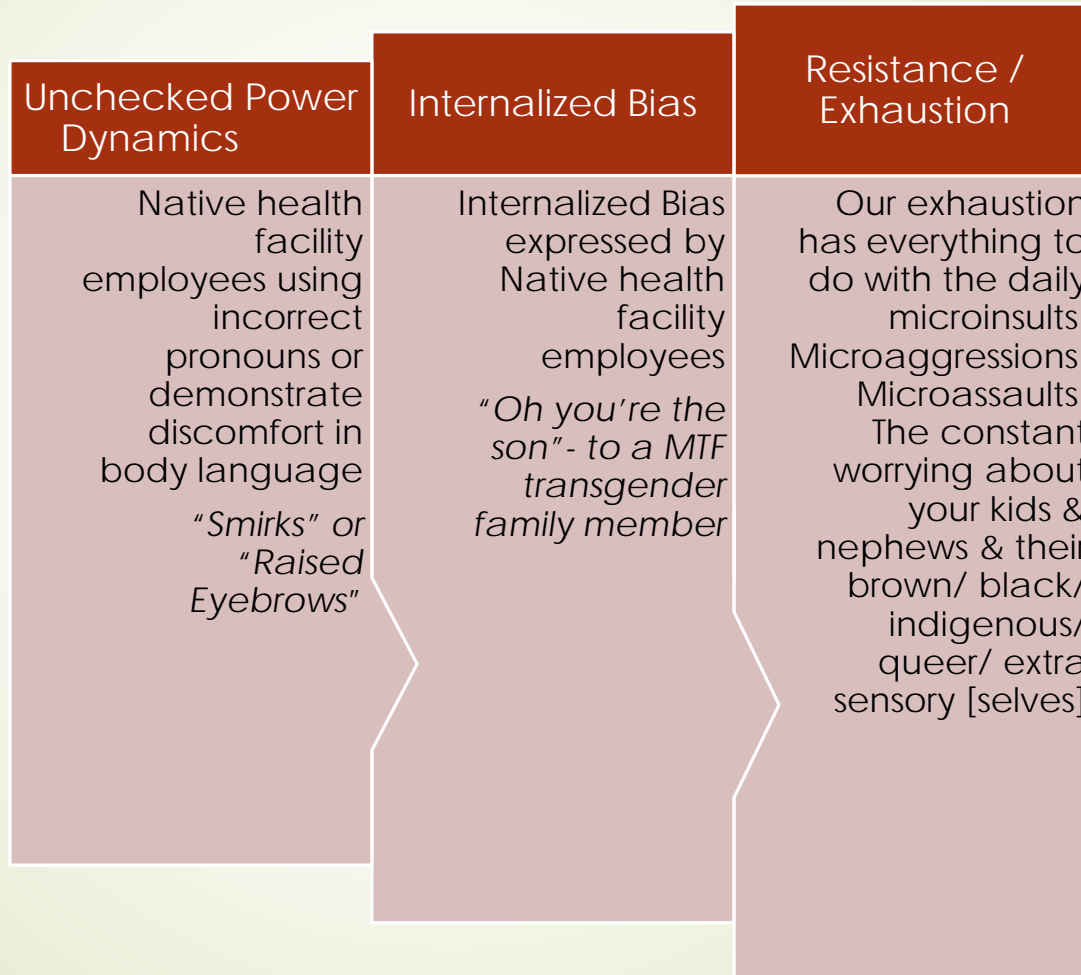
Types of Harm: Ways Practitioners May Operate From Oppression Framework



Types of Harm: Ways Practitioners May Operate From Oppression Framework



Potential Result





18

Trauma

Three "E's" of Trauma

- ▶ Events
- ▶ Experience
- ▶ Effects

Events

- Severe Threat or Actual
- Single Event or Repeated
- Physical Harm
- Sexual Harm
- Psychological Harm
- Neglect

Experience or Circumstance

Individual experience determines if event is traumatic

- Based upon individuals labels, assigns meaning to and interference with harmony of P-S-M-E
- Power Dynamic between individual and event or person(s)
- Why me?
- Powerlessness and Questioning
- Humiliation, Guilt, Shame, Betrayal, or Silencing shape the experience

Experience or Circumstance

- ▶ Trauma experience also impacted by the following:
 - Range of culture factors (i.e. matrilineal vs patrilineal)
 - Availability of social supports (i.e. isolation vs family or community support)
 - Developmental stage of individual (i.e. age, mental state, etc)

Effects

Long-lasting Adverse Effects

- May occur immediately or delayed days – years
- Duration also varies
- Connection between event and effect may not be realized

Key Steps in Establishing Trauma Informed Approach

Key Principles of Trauma Informed Approach

- Safety
- Trustworthiness and Transparency
- Peer Support
- Collaboration and Mutuality
- Empowerment, Voice and Choice
- Culture, Historical and Gender Issues

Trauma Informed Approach - Safety

- Physical Safety and Psychological Safety
- **Key Consideration**: safety is defined by those served is priority
- Safety in the environment
- Safety in the services provided

Trauma Informed Approach – Trustworthiness and Transparency

- ▶ Transparency in organizational operations and decisions
- ▶ Ultimate Result – Build and Maintain trust with clients, family members and staff

Trauma Informed Approach – Peer Support

- ▶ Peer Support and Mutual Self Help promote:
 - Safety
 - Hope
 - Trust building
 - Enhancing collaboration
 - Utilizing stories and experiences to promote recovery and healing
 - Peers = trauma survivors / family members / caregivers

Trauma Informed Approach – Collaboration and Mutuality

- Collaboration, level power dynamics, partnering and Mutual Respect for every team member
- Everyone has a role in a trauma informed approach

Trauma Informed Approach – Empowerment, Voice and Choice

- Experiences and strengths are recognized and used as building blocks
- Key Trauma-Informed Organization Characteristics:
 - Belief in prioritizing the people served, resilience and the ability of people, communities and organizations to heal and promote recovery
 - Trauma may be the commonality or unifying aspect for those who run the organization, those who provide services and those who come for services

Trauma Informed Approach – Empowerment, Voice and Choice

- ▶ Key Trauma-Informed Organization Characteristics:
 - Provide empowerment for staff and clients, alike
 - Clients supported with shared decision-making, goal setting to establish a plan-of-action
 - Assist in cultivating self advocacy skills
 - Staff as facilitators of recovery

Trauma Informed Approach – Culture, Historical & Gender Issues

- Organization moves beyond cultural biases and stereotypes
- Organization is readily adaptable to change
- Organization offers the following:
 - access to gender responsive services
 - respects traditional cultural connections
 - incorporates policies, SOPs and processes that meet the cultural, racial and/or ethnic needs of population served
 - recognizes and addresses trauma

Final Considerations

- ▶ 6 Principles of Trauma-Informed Approach
 - Safety / Trustworthiness and Transparency / Peer Support / Collaboration / Empowerment / Cultural Issues*
- ▶ Demonstrate adherence rather than checklist principles
- ▶ Principles are applicable to a wide variety of organizations
- ▶ Promote linkage to recovery and/or resilience

Guidance for Implementing Trauma Informed Approach

Implementation

- Change is required at multiple levels
- Alignment with the 6 principles previously described
- Evolving process and a good starting point
- Next Steps:
 - Examine how this approach may benefit stakeholders
 - Conduct trauma informed organizational assessment
 - Change process

10 Implementation Domains

- **Governance and Leadership**
- **Policy**
- Physical Environment
- **Engagement and Involvement**
- Cross Sector Collaboration
- Screening Assessment and Treatment Services
- **Training and Work Force Development**
- Process Monitoring and Quality Assurance
- Financing
- **Evaluation**

Governance and Leadership

- ▶ Identify a champion or definitive leader
- Initiate and Sustain trauma informed approach
- Lead and oversee changes / work
- Peer Voice Inclusion

Policy

- ▶ Establish written policies and procedures that include trauma-informed approach essential to Mission
- ▶ Ensure trauma-informed approach is “hard-wired” into daily operation

Engagement and Involvement

- ▶ Who is engaged?
 - People in recovery
 - Trauma survivors
 - Family
 - Caregivers
- ▶ Significant involvement at every level of organizational function

Training & Workforce Development

- Ongoing training on trauma and peer support
- HR: ensure trauma informed principles incorporated into hiring, staff evaluation, supervision and procedures to support staff previous and/or ongoing trauma

Evaluation

- ▶ Evaluate program implementation and effectiveness; evaluation designs reflect understanding of trauma and trauma-oriented research instruments
- ▶ Sample Questions;
 - How does the agency conduct a trauma-informed organizational assessment or have measures or indicators that show their level of trauma-informed approach?
 - How does the perspective of people who have experienced trauma inform the agency performance beyond consumer satisfaction survey? •
 - What processes are in place to solicit feedback from people who use services and ensure anonymity and confidentiality?
 - What measures or indicators are used to assess the organizational progress in becoming trauma-informed?

Final Considerations

- Developing trauma-informed approach requires change at multiple levels
- 10 Implementation Domains
- Not a checklist
- Intent is to cross pollinate 6 principles with trauma specific content

Reference(s)

- ▶ SAMSHA – SAMSHA's Concept of Trauma and Guidance for Trauma-Informed Approach - July 2014

A'heh'hee!

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