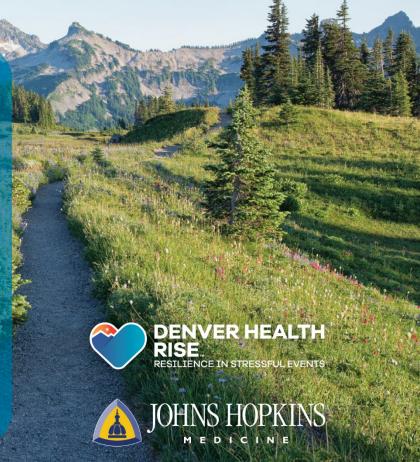




RESILIENCE IN STRESSFUL EVENTS

Healing More and Harming Less: Becoming a Trauma- and Resilience-Informed System

Maria Gonsalves Schimpf, MA, MT-BC Ashley Cornelius, MA, LPCC Jeremy Long, MD Josh Blum, MD



PEER SUPPORT FOR CAREGIVERS IN DISTRESS

Homelessness

Poverty

Systemic Racism

Xenophobia



Police Brutality

Lack of Health Care Access

Food Insecurity

Anti-immigrant Prejudice

SAME STORM DIFFERENT BOAT





CAM

RSE

PEER SUPPORT FOR CAREGIVERS IN DISTRESS

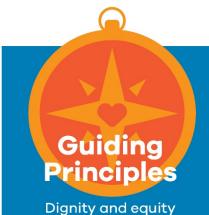




To coordinate the essential health services for persons with substance use disorders



To be a compassionate model for the prevention and treatment of substance misuse, to transform lives and to educate all



Community collaboration

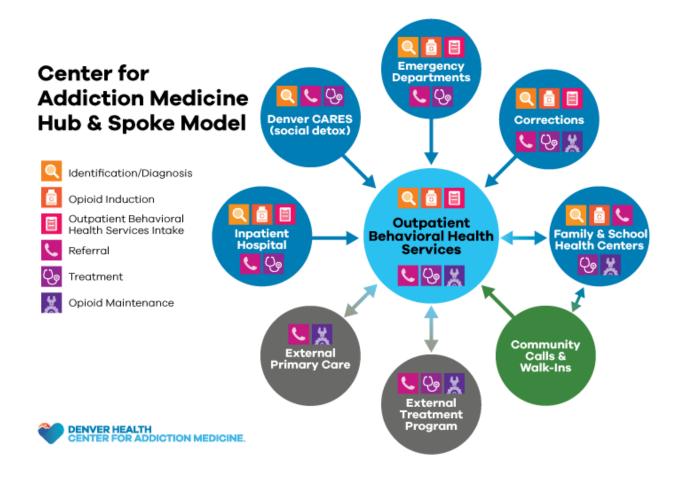
Passionate and professional

Innovative prevention,
treatment, research and
education





PEER SUPPORT FOR CAREGIVERS IN DISTRESS









CAM's ICC Workgroup



IVERS IN DISTRESS







Inclusive and Compassionate Care

Ensure inclusive and compassionate care where all health care professionals treat patients with substance use disorders with respect and dignity, and improve patient outcomes.



Full Continuum of Care

Strengthen the continuum of care for people with substance use disorders throughout the Denver Health system and beyond. Ensuring that patients receive the right level of care for their individual needs.

5 Year Strategic Goals



Fiscal Growth and Financial Partnership

Enhance internal and external revenue streams to ensure quality services are accessible far into the future.



Knowledge Management

Establish a comprehensive data interface to support strategic, operational, and managerial decisions, and research and evaluation.







Even the Experts are Confused as to Which Term is Best



PEER SUPPORT FOR CAREGIVERS IN DISTRESS

Even the Experts are Confused as to Which Term is Best Post Traumatic Stress Toxic Disorder? Stress? Chronic Stress? ACES? Complex Child Trauma? Traumatic Stress? Allostatic Load? Complex PTSD? Developmental Trauma Acute vs. Chronic Disorder? Trauma? CANarratives.org





PEER SUPPORT FOR CAREGIVERS IN DISTRESS

Results from an **event or series of events** that are **physically or emotionally harmful** and have **lasting adverse effects** on wellbeing

EVENT

Actual or perceived threat

Individual or community

EXPERIENCE

Fight/flight/freeze
Threatening
Overwhelming
Unique

EFFECT

Social & Emotional: lack of trust, fear, dysregulation

Mental: anxiety, depression, hopelessness, dissociation

Physical: panic attacks, risky behaviors, disease





People can live through the same event but have very different experiences and reactions





PEER SUPPORT FOR CAREGIVERS IN DISTRESS



Trauma Informed Systems principles and practices support reflection in place of reaction, curiosity in lieu of numbing, self-care instead of self-sacrifice and collective impact rather than siloed structures.

- Epstein, K, Speziale, K, Gerber, & Loomis, B (2014): SF DPH TIS (Trauma-Informed Systems Initiative









PEER SUPPORT FOR CAREGIVERS IN DISTRESS

STRESS CONTINUUM FOR HEALTHCARE PERSONNEL

READY: Thriving "I got this."

Calm and steady
Sense of mission
Spiritually, physically and
emotionally healthy
Emotionally available
Able to focus
Able to communicate
effectively
Normal appetite
Healthy sleep
Sense of joy/vitality
Room for complexity

REACTING: Surviving

"Something isn't right."

Nervousness, sadness, increased mood fluctuations

Cynicism

More easily overwhelmed

and irritated
Work avoidance

Loss of interest or motivation

Distance from others

Short fuse

Loss of creativity
Fatigue/weariness

Trouble sleeping and eating

INJURED: Struggling

"I can't keep up."

Persistent fear, anxiety, anger or pervasive sadness
Isolation/avoiding interaction

Sleep disturbances/bad dreams

Numbing

Feeling trapped

Distant from life Exhausted

Physical symptoms

Persistent shame, guilt or blame

Disengaged

ILL: In Crisis

"I can't survive this."

Hopelessness, anxiety, panic or depression

Intrusive thoughts

Feeling lost or out of control Insomnia, nightmares

Thought(s) of suicide or self-harm

Hiding out

Easily enraged or aggressive

Broken relationships

Dependence on substances, food or other numbing

WHAT TO DO

Exercise, nourish, relax, prioritize family and social connections

Talk to trusted individuals: friend, family or peer responder Talk to counselor, therapist or medical provider

Seek immediate mental health treatment (CO Crisis Services available at 1-844-493-8255)

CHANGE IN WORLDVIEW

Individual Responsibility

Community, Family, Colleague Responsibility

Care or Medical Provider Responsibility







PEER SUPPORT FOR CAREGIVERS IN DISTRESS



TRAUMA-REACTIVE

- Fragmented
- Reactive
- No felt safety
- Overwhelmed
- Fear-driven
- Rigid
- Numb



TRAUMA-INFORMED

- Resists re-traumatizing
- Recognizes sociocultural trauma
- Realizes widespread impact
- Recognizes effects
- Responds by shifting practice



HEALING ORGANIZATION

- Integrated
- Reflective
- Collaborative
- Relationship-centered
- Growth and Prevention-Oriented
- Flexible & adaptable
- Equitable & inclusive

TRAUMA INDUCING

TO

TRAUMA REDUCING

Modified from San Francisco Dept. of Public Health Trauma Informed Systems Initiative, 2017





Trauma- and Resilience-Informed Systems

PEER SUPPORT FOR CAREGIVERS IN DISTRESS

Trauma organized

Organizations impacted by stress, operating in silos, avoidant of issues and isolated in their practises or services delivery. These organizations can be trauma inducing.

Trauma Informed

These are organizations that develop a shared language to define, normalize and address the impact of trauma on clients and workforce. They operate from a foundational understanding of the nature and impact of trauma.

Healing organization

Organizations where staff policies, procedures, services and treatment models apply an understanding of trauma embedded within them. Their approaches to providing services are trauma-shielding or trauma-reducing.

- Reactive
- Reliving/retelling
- Avoiding/numbing
- Fragmented
- Us vs. them
- Inequity
- Authoritarian leadership

- Understanding of the nature and impact of trauma and recovery
- Shared language
- Recognizing socio-cultural trauma and structural oppression
- Reflective
- · Making meaning out of the past
- Growth and prevention-oriented
- Collaborative
- Equity and accountability
- Relational leadership

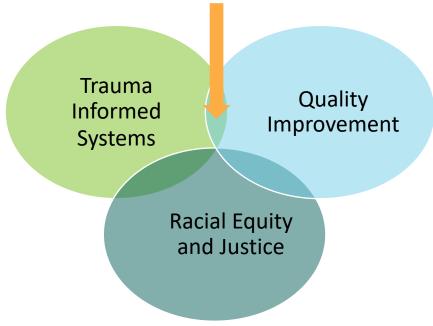






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Aligning these initiatives is vital to successful organizational culture transformation







PEER SUPPORT FOR CAREGIVERS IN DISTRESS Adopt, Adapt, Align

"The use of effective interventions without implementation strategies is like serum without a syringe; the cure is available but the delivery system is not."

Fixsen, Blase, Duda, Naoom & VanDyke, 2010

Innovations do not benefit those who never experience them.

-Fixsen, 2010





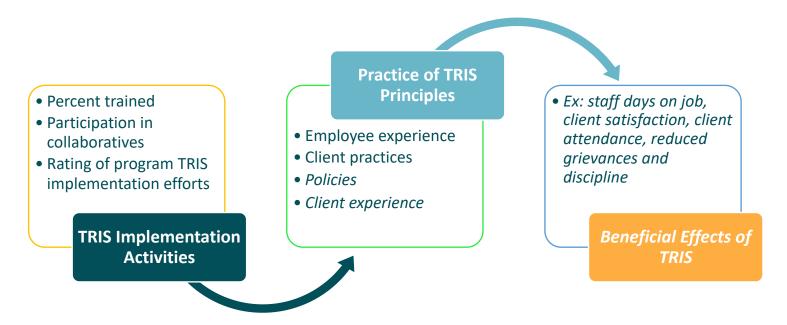






RISE

PEER SUPPORT FOR CAREGIVERS IN DISTRESS



Early results show that practicing the TRIS principles is related to job happiness and satisfaction, as well as client practices.







PEER SUPPORT FOR CAREGIVERS IN DISTRESS

Trauma-informed doesn't mean trauma-free.

It means we change the way we see, attend to, and transform stress and trauma in ourselves and in our organizations.

Healing Organization Workbook: This workbook created by Trauma
Transformed goes deeper into appreciative inquiry tools that organizations can use to
advance TIS and healing organizations







Relational Healing

RISE

PEER SUPPORT FOR CAREGIVERS IN DISTRESS





LEAD WITH RELATIONSHIP

CONNECT BEFORE YOU DIRECT





Contact Info:

RSE

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