



# Building a Trauma Informed Resilient Community

## AZ ACEs Consortium

### May 16, 2024

# **2012 Report of the Attorney General's National Task Force on Children Exposed to Violence**

“Exposure to violence is a national crisis that affects approximately two out of every three of our children. In 1979, U.S. Surgeon General Julius B. Richmond declared violence a public health crisis of the highest priority, and yet 45 years later that crisis remains.”

We are long overdue for a national awareness campaign -- similar to public health initiatives on how seat belts save lives, smoking causes cancer, and hand washing prevents flu.

<https://www.justice.gov/archives/defendingchildhood/task-force-children-exposed-violence>

# No Longer in the Dark

- Now that we understand more about the science of trauma, Adverse Childhood Experiences (ACEs) study, and the Positive Childhood Experiences Study (PCEs) we are no longer in the dark about how to respond.
- By shining a light on these resources, we CAN and MANY ARE creating resilient communities and organizations.



**INFORMATION**  
Knowledge



**IMPLEMENTATION**  
Practice



**TRANSFORMATION**  
Change

# Roadmap to Resilience

# Trauma Impacts Your Community

SAMHSA, the Centers for Disease Control and the Hazelden Betty Ford Foundation all indicate trauma/Adverse Childhood Experiences are a significant risk factor leading to addiction.

In Tennessee:

*“Over half of adult Tennesseans reported at least one ACE between 2014 and 2017, and about 17% had experienced 4 or more.”*

*“In 2017, ACEs among Tennessee adults led to an estimated \$5.2 billion in direct medical costs and lost productivity from employees missing work.”*

~ The Economic Cost of ACEs in Tennessee, Medical Costs and Worker Absenteeism from Health Issues Attributed to Adverse Childhood Experiences. The Sycamore Institute, February 1, 2019.

# Imprisonment has Not Reduced State Drug Problems

2014 Pew Charitable Trusts Report - prison data shows no evidence that incarceration reduces drug misuse

The absence of any relationship between states' rates of drug imprisonment and drug problems suggests that expanding drug imprisonment is not likely to be an effective national drug control and prevention strategy

Study compared 2014 data from Tennessee and New Jersey. Tennessee drug imprisonment rank is 5th while New Jersey ranked 45th. Yet both states have comparable drug use rates.

Pew Charitable Trust - Issue Brief, March 8, 2018

## Understanding ACEs – Impacting Homelessness

*“Although societal factors (e.g., lack of affordable housing) affect how many individuals are homeless at any given time, demographic characteristics and life histories put specific individuals at risk for this detrimental experience. Childhood adversities are found to be substantially overrepresented in homeless samples, and a history of childhood adversity has been related to particularly poor outcomes among the homeless.”*

American Journal of Public Health, Dec. 2013

# Improving Community Health

In a subsequent study to ACEs involving 125,000 patients, Drs. Felitti and Anda, found that those who completed the ACE Study questionnaire as part of their medical history and discussed their ACE Scores with their doctors had a 35% reduction in their doctor visits and an 11% reduction in emergency room visits over the course of the following year.

*Felitti & Anda (2010). The relationship of adverse childhood experiences to adult medical disease, psychiatric disorders and sexual behavior: implications for healthcare.*



# Trauma Is NOT an Excuse

Adverse Childhood Experiences are not an excuse for drug addiction or criminal behavior – but rather provide an explanation for it.

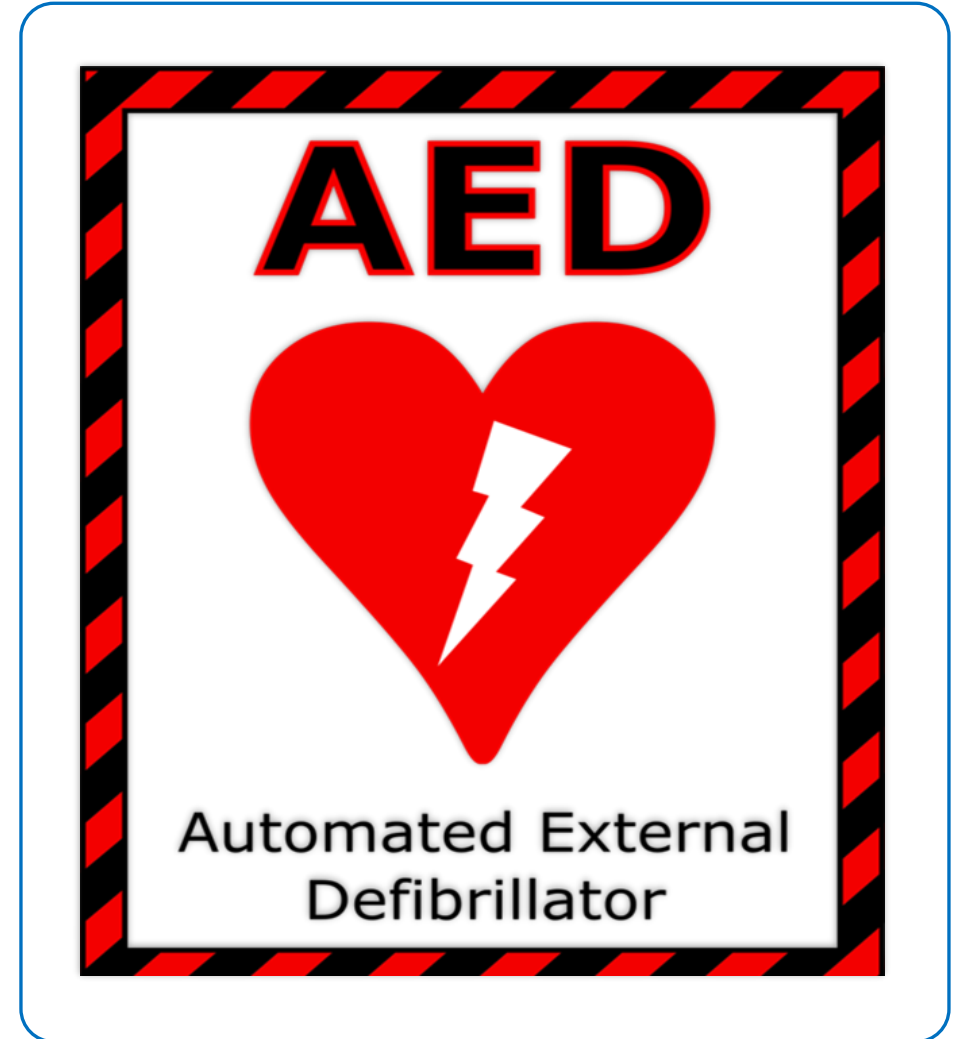
What is predictable, is preventable.

Provides communities with an upstream approach.



# Creating Community Resilience

- Think of a System of Care in comparison to public placement of AEDs. These devices are put in areas where they will most likely be needed and quick service by EMS is not available.
- The key to proper use is training. The same is true with community-wide Trauma Informed Care training.



# Compare to an Effective Community Policing Program

Neighborhood Watch is more than an "extra eyes and ears" approach to crime prevention but provides an infrastructure that brings together local officials, law enforcement, and citizens for the protection of their communities.

# WARNING



## NEIGHBORHOOD WATCH PROGRAM IN FORCE

WE IMMEDIATELY REPORT  
ALL SUSPICIOUS ACTIVITIES

- In 2019 Johns Hopkins published the “Protective Childhood Experiences” Study showing how positive experiences acted to counter traumatic childhood experiences
- Of 6,188 adults surveyed they identified 7 categories of childhood experiences that are connected to improved mental health and social connectedness in adults

[https://positiveexperience.org/wp-content/uploads/2020/01/jamapediatrics\\_bethell\\_2019\\_oi\\_190057.pdf](https://positiveexperience.org/wp-content/uploads/2020/01/jamapediatrics_bethell_2019_oi_190057.pdf)

## **Building Resilience Increasing Positive Childhood Experiences**

# What Was Learned...

Kids who experience many positive childhood experiences during childhood become adults who can seek support, get care – and adults who can seek support and get care have improved symptoms even if mental health is present.

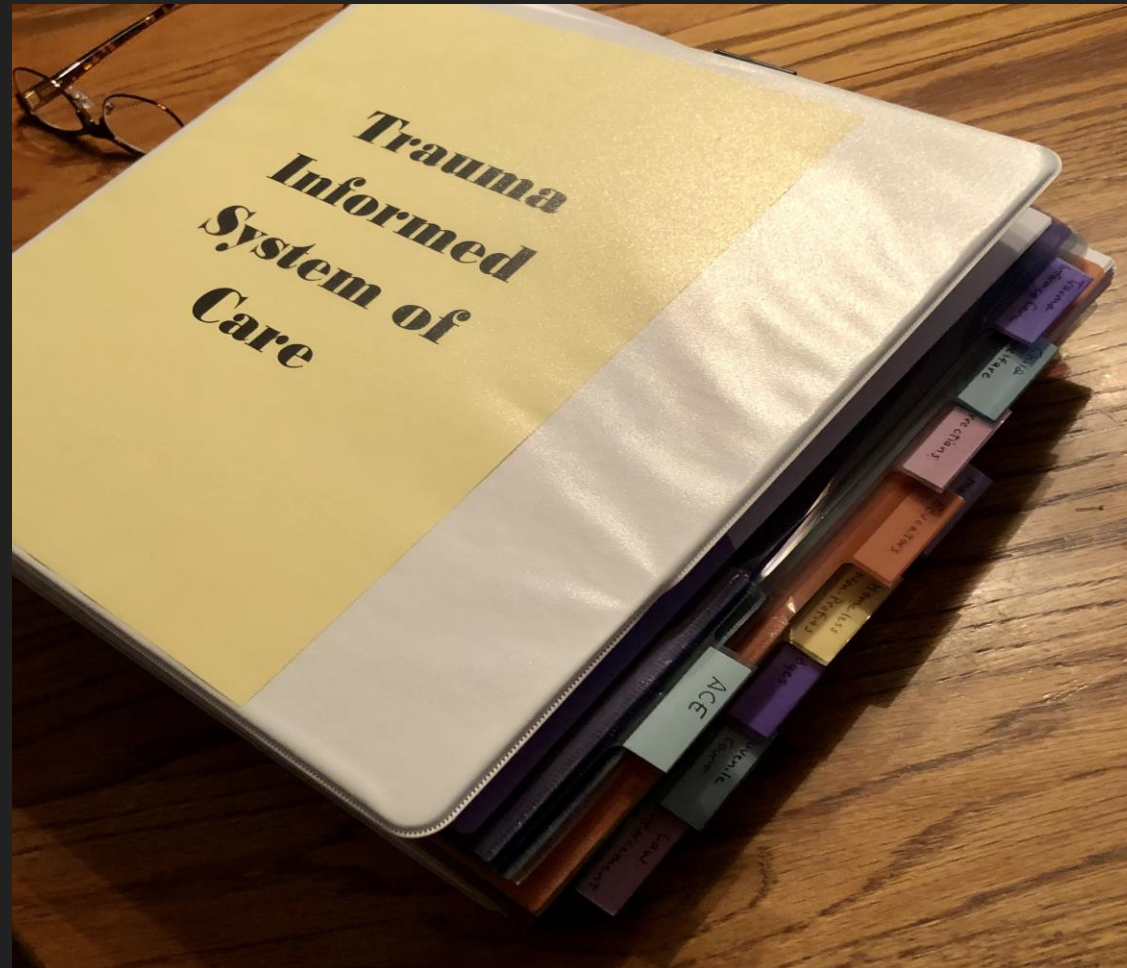
The relationship between positive experiences and good mental health is dose-responsive. Adults reporting 6-7 PCEs have 72% lower odds of depression or poor mental health compared to those reporting 0-2 PCEs.

2014 SAMHSA concept paper:  
*Concept of Trauma and Guidance  
for a Trauma-Informed Approach*

## Recommendation

“...communities [should] address trauma through a multi-agency public health approach inclusive of public education and awareness, prevention and early identification, and effective trauma-specific assessment and treatment.”

# The Notebook



# National Model

*October 2017 “Though many communities across the nation are beginning to implement some of these SAMHSA recommendations, Johnson City clearly stands out as a leader in embracing this model.” –*

*Dr. Joan Gillece, Director SAMHSA-funded National Center for Trauma Informed Care*



# SAMHSA Forum September 2018



*“The Johnson City model of trauma-informed care has been a tremendous inspiration for First Chance Delaware and many of our partners. Understanding trauma is a pre-requisite to any strength-based work with children, families, and communities; and a multi-agency public health approach is the only way to get there.”*

*The Johnson City system of care is a great example of how to integrate the development of formal supports with the promotion of public awareness, in a science-based, goal-oriented, and sustainable shift in culture. That’s what cities really need.”*

**Tracey Quillen Carney, First Lady of Delaware**



# Getting Started

- It only takes one person to get a Trauma Informed Community of Care started
- Do you convey a sense of urgency?



# 3 steps...

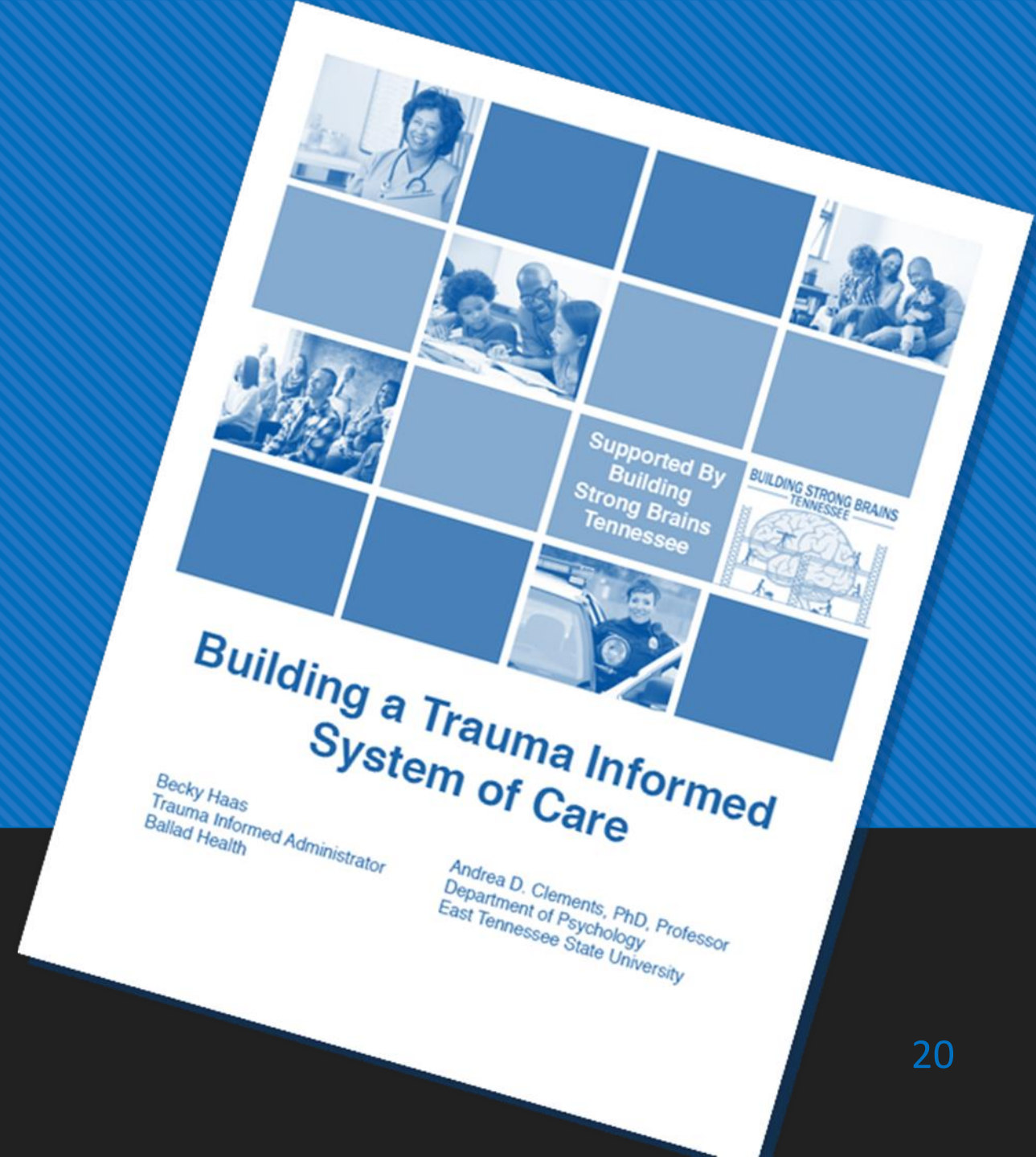
## Advocate

## Educate

## Collaborate

Building Trauma Informed System of Care Toolkit  
being distributed by TN Dept. of Children's Services  
(Haas/Clements).

December 2020, published by John's Hopkins, Progress in  
Community Health Partnerships: Research, Education and  
Action.

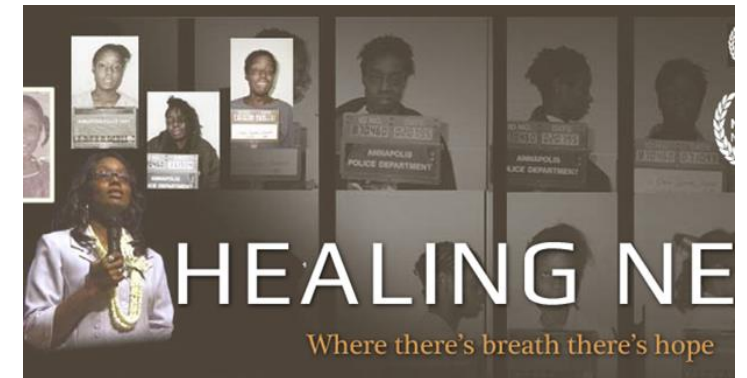
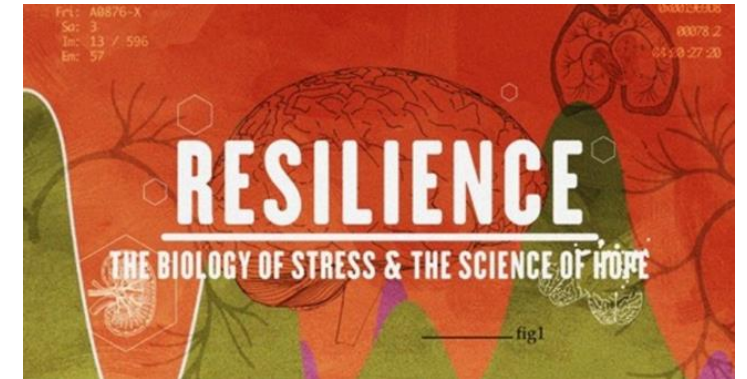


# Creating the System of Care

## Advocate – Raise Awareness

- Film screenings
  - Paper Tigers
  - Resilience
  - Healing Neen
- Community forums
- Civic clubs

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# Educate & training, training, training...

SAMHSA's "Trauma-Informed Approach, Key Principles and Assumptions"

Tennessee Building Strong Brains

SAMHSA "Key Principles" Train the Trainer

## The Role of Life Experiences in Shaping Brain Development



Name  
Title  
Organization



Key Principles of Trauma Informed Care and Developing a Trauma Informed Approach

Becky Haas  
Trauma Informed Administrator  
Ballad Health

Andrea "Andi" Clements, PhD  
Professor and Assistant Chair  
Department of Psychology  
East Tennessee State University

SAMHSA NCTIC  
Trauma-Informed Care  
Key Principles  
Train the Trainer Course

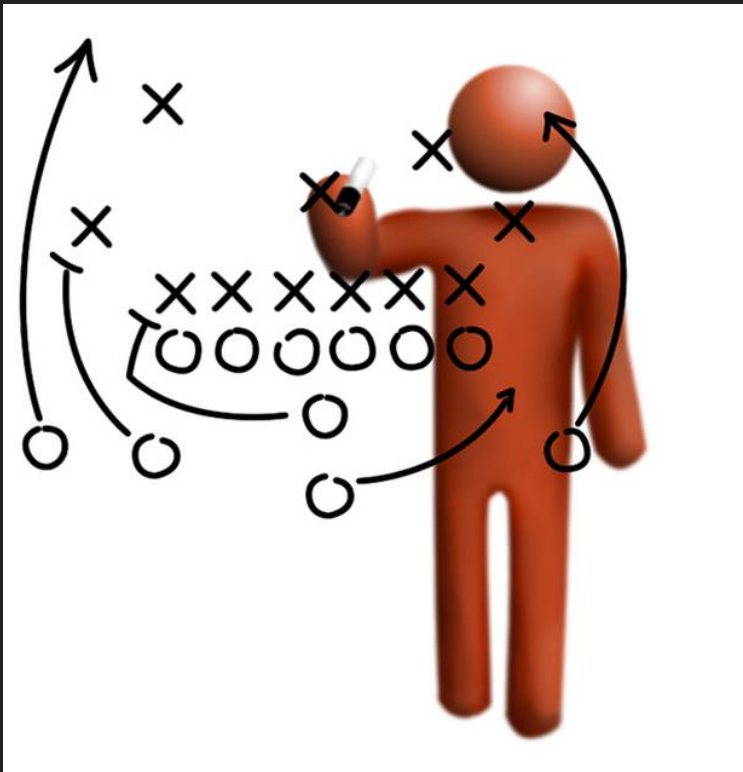
# Content & Passion Matter

- ✓ Simple
- ✓ Urgent
- ✓ Expectation of use



This Photo by Unknown author is licensed under CC BY-NC-ND.

## Collaborate... Bi-Monthly System of Care Meetings



- System affiliation does not require a MOU
- Meetings include coaching and cheering
- After each training event, participants are invited to join the System of Care





# Trauma Informed Care In Action Boys & Girls Club

# Trauma Informed Libraries

- Serve and return reading groups
- Parent take home activity bag
- Trauma Informed/ACEs reading section – books for trauma survivors and service providers
- Teen hygiene drawer at Help Desk
- Homeless outreach closet
- Blessing bags



# Isaiah 117 House

ACEs Connection

PREVENT ACEs

HEAL trauma

BUILD resilience

JOIN the movement

ACEs = Adverse Childhood Experiences

## Isaiah 117 House is Helping to Reduce Trauma for Children Transitioning into Foster Care

BECKY HAAS ● 9/15/20 @ 7:19 AM \*





# ACEs Awareness Month Proclamations

# Carter County Anti-Drug Coalition

- Park and Rec Mentor Grant – adult mentors for kids identified through Park and Rec
- “Safe Sitter Classes” – sponsors pay \$25 so kids “raising” their younger siblings can be trained



## Trauma-Responsive Education Is Changing School Culture

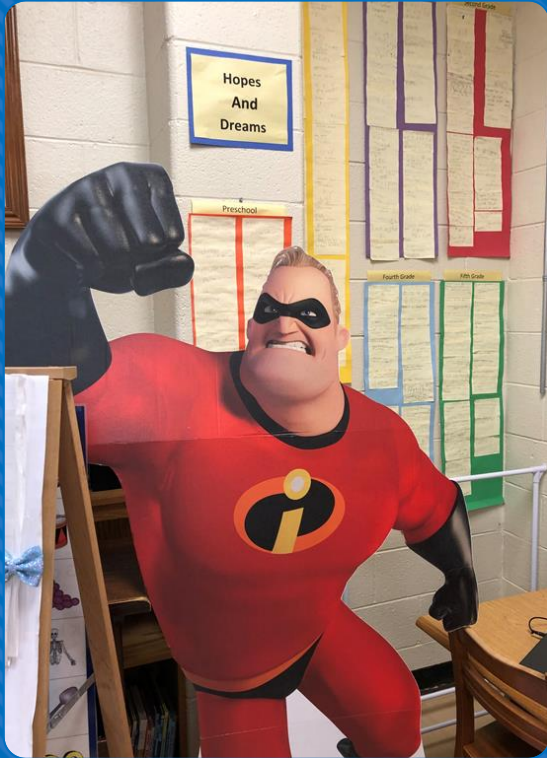
BECKY HAAS ● 3/30/18 @ 8:36 AM \*



(l to r) Becky Haas, Melanie Riden-Bacon, and Andi Clements



# Topper Academy

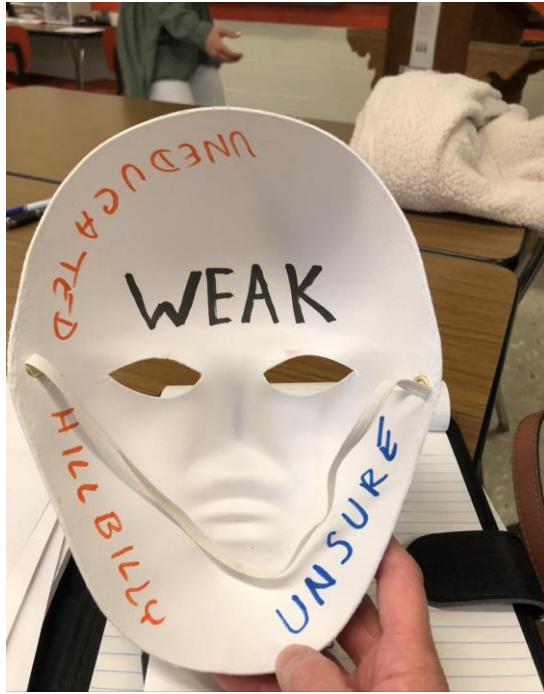
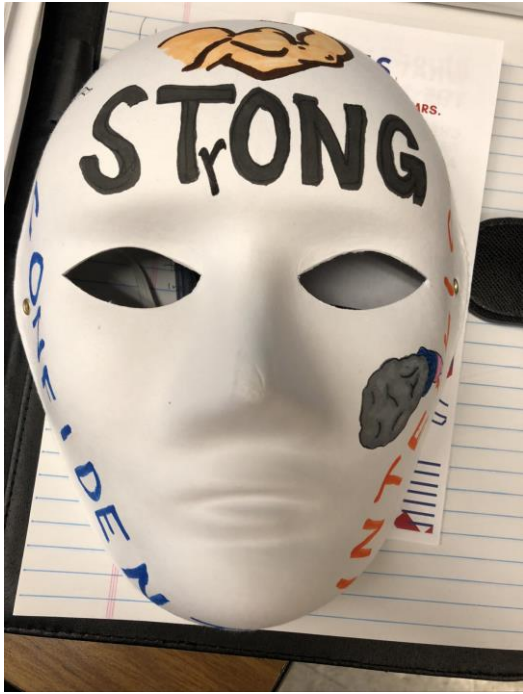


# Trauma Sensitive School Culture



# Washington Lee Elementary School





# Elizabethton High School



For a child, domestic violence lasts a **LIFETIME**

A child is shown from behind, sitting on the ground. The background is a word cloud of various negative outcomes associated with domestic violence. The words are in different sizes and orientations, with some in bold. The child is wearing a plaid shirt.

Word cloud terms include: LIFELONG VICTIMIZATION, alcoholism, low self esteem, ASTHMA, heart disease, anger, obesity, lack of empathy, failure to thrive, DIABETES, cancer, stroke, homelessness, animal abuse, UNEMPLOYMENT, failure at school, imprisonment, FEARS AND PHOBIAS, depression, early death, ANXIETY, violence, teen pregnancy, COPD, SUICIDE.

# Trauma Informed Family Justice Center



# Trauma Informed Policing Handle With Care Reducing Community Trauma



**National Trauma Informed Expert  
Presentation:  
Pastor Sanghoon Yoo**

The Holy Friendship Collaborative was pleased to welcome Pastor Sanghoon Yoo in a rare opportunity to hear from a

**Key Principles of Trauma Informed  
Care and Developing a Trauma  
Informed Approach  
for Faith-Based Organizations**

Andi Clements, PhD  
East Tennessee State University  
Department of Psychology  
Executive Director  
The Holy Friendship Collaborative

Becky Haas  
Trauma Informed Administrator  
Ballad Health  
Board Member  
The Holy Friendship Collaborative



**Mobilizing the Church  
to Address Addiction**

# Trauma Informed Care for Faith-Based Organizations

# East Tennessee State University BRAIN Trust

## College of Medicine

- Pediatrics
- Psychiatry

Center of Excellence for Children  
in State Custody

College of Nursing

College of Arts and Sciences

- Psychology
- Biological Sciences

College of Pharmacy

College of Nursing

College of Public Health

- Biostatistics and Epidemiology

- College of Education
- Counseling and Human Services
- Center of Excellence for Early  
Childhood Learning and  
Development
- College of Business



# Trauma Informed Workforce

## Providing services:

- Robinette Manufacturing
- Bristol City Schools

## BRISTOL CONNECT

A Workforce Sustainability Program  
*The idea is simple:*

*When your workers thrive, your business grows.*

The way you treat your employees matters. It matters for recruiting and retaining good employees, for better engagement, better job satisfaction, and for improved productivity. Our employer network knows how important it is to invest in your workers and will work with you to achieve these goals.



# Healthcare Community

## St. Jude's Cancer Research Affiliate Clinic

- Life skills class
- Peer support groups
- Pain Protocol



# Healthcare System

- Training for healthcare team members; all hospital CEOs/CNOs; Foundation; Chaplains
- Implementing existing trauma informed protocols into practice
- Raising awareness regionally of ACEs as a social determinant of health disparities
- Training Accountable Care community partners in trauma informed care







# ETSU Ballard Health Strong BRAIN Institute

# Promoting Empathy on Campus



Learn more about how to promote a resilience-informed citizenry and workforce by visiting [etsu.edu/institute/strong-brain](https://etsu.edu/institute/strong-brain)

# ACE as Social Determinant to Health Gained Regional Acceptance in 4 Years

**MYSTERY DINER**  
**Real deal**  
 Authentic California Mexican Grill lives up to its name. A8

**APPALACHIAN LEAGUE**  
**Cardinals' title hopes take a beating.** B1

## Johnson City Press

TRI-CITIES, TENNESSEE | johnsoncitypress.com TUESDAY, SEPTEMBER 3, 2019 \$1.00

### Dealing with ACEs

Childhood experiences may have implications for later life

**By Jonathan Roberts**  
 PRESS STAFF WRITER  
 jroberts@johnsoncitypress.com

Almost half of all American children have experienced at least some form of childhood trauma.

Many of these adverse childhood experiences, or ACEs, can be tied back to drug and substance abuse, but their impact may be more widespread than many perceive.

In Tennessee, an estimated 49% of children have at least one adverse childhood experience, and 24.1% have at least two. Nationally, those numbers sit at

Children with ACEs, such as neglect, physical and sexual abuse and family dysfunction, are more likely to suffer from a wide range of health disorders, both physical and mental — including substance abuse.

**WHAT ARE ACEs AND TRAUMA-INFORMED CARE?**

Adverse childhood experiences are traumas children experience from ages 0-17. The original study identified 10 ACEs, but has since expanded to 14. They include:

- Physical abuse.
- Emotional abuse.
- Sexual abuse.
- Physical neglect.
- Domestic violence.
- Household substance abuse.
- Incarcerated care provider.
- Mental illness in the home.
- Witnessing violence.
- Living in unsafe neighborhoods.
- Experiencing racism.
- Living in foster care.
- Experiencing bullying.

Trauma-informed care is the framework and structure for treatment that involves understanding, recognizing and responding to the effects of trauma. Being trauma-informed, however, is the individual under-

**Tennessee children with ACEs (2016-17)**

Number of ACEs	Percentage
No ACEs	24.1%
1 ACE	24.9%
2+ ACEs	51.0%

**US children with ACEs (2016-17)**

Number of ACEs	Percentage
No ACEs	20.3%
1 ACE	24.8%
2+ ACEs	54.9%

JOHNSON CITY PRESS

According to the U.S. Census Bureau's 2016-17 National Survey of Children's Health, Tennessee children have experienced more adverse childhood experiences than the average American child.

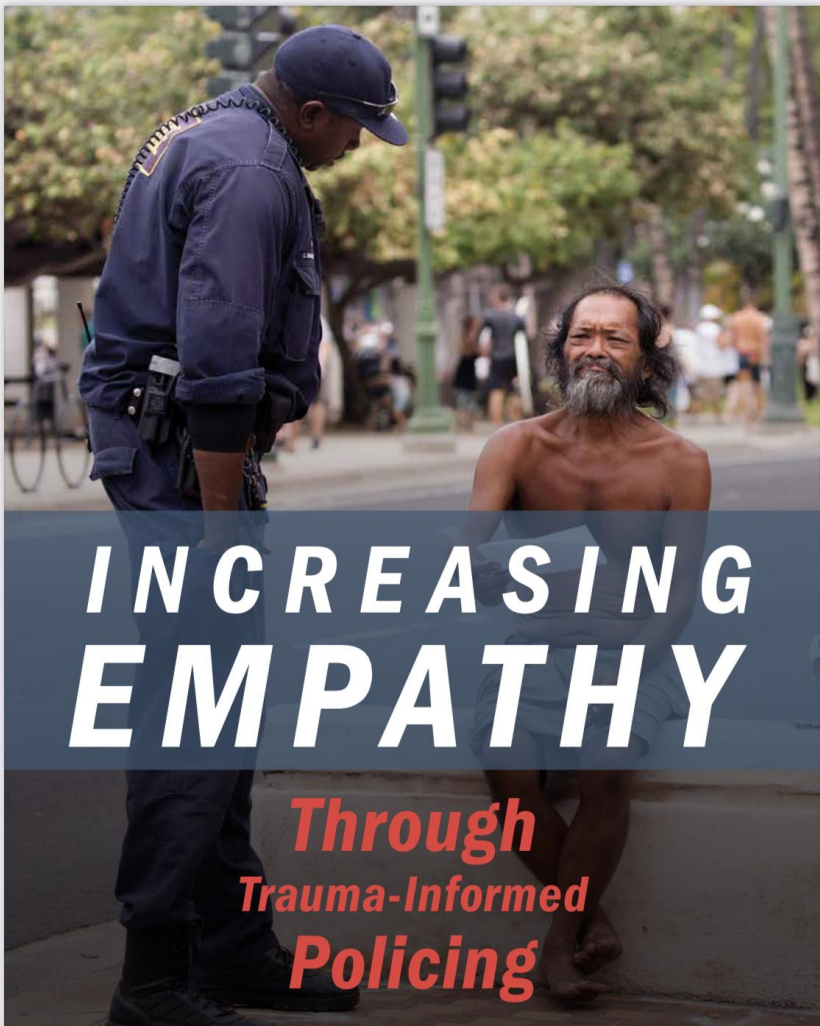
See ACEs Page A2

# TN Association of Chiefs of Police



# Delaware State Police





# INCREASING EMPATHY

*Through  
Trauma-Informed  
Policing*

30 POLICE CHIEF • OCTOBER 2021

[policechiefmagazine.org](http://policechiefmagazine.org)



IACP  
International Association of  
Chiefs of Police

OCTOBER 2021

# POLICE CHIEF

MEET OUR NEW PRESIDENT

**Dwight E.  
Henninger**

INSIDE

Policing with Empathy



Judge Lynn Tepper

# Trauma Informed Courts

## Judge Lynn Tepper, Florida 6<sup>th</sup> Judicial Circuit (retired)

# Texas Department of Juvenile Justice





# Trauma Informed – Williamson County Juvenile Court Practices

- Youth escorted into court by Youth Engagement Specialists (relationship) – no handcuffs/restraints unless a serious safety issue
- Availability of sensory items in the courtroom (fidgets, etc.)
- Therapy dogs in the courtroom and in the holding area for youth awaiting court
- Judge expectation of limited adversarial arguments that could retraumatize youth/family
- Judge makes eye contact, checks-in, validates feelings, and treats all in court with dignity and respect
- Judge, attorneys, prosecutor, juvenile services all trained in trauma-informed care with an intentional focus on not re-traumatizing in the court room



# Cumberland County School District Trauma Informed Resilient Focused Sustainable Culture

# 2023-2024 TIC Implementation Team






# CCS Mission Statement Incorporating TIC


"A respectful and safe environment where children can build positive relationships with adults and peers, learn to manage their emotions and behavioral responses, and find academic success."

Cumberland County TN Schools

# Professional Certificate for Educators Emory & Henry College


REQUEST INFO GIVE   

**EMORY & HENRY**  
COLLEGE



Education Department

ALL DEPARTMENTS ▶



Creating Trauma-  
Informed Resilient  
Schools

A Toolkit for School Professionals

ENROLL NOW ▶



# Sullivan County Regional Health Department Moving From Trauma Aware to Trauma Competent



# Implementation

- Signage in lobbies and clinic rooms at both locations is changing to become more welcoming and inviting.
- Greenery and succulents have been added to general clinic to improve aesthetics.
- Diffusers with essential oils were added to waiting areas.
- Music and relaxing scenery videos have been added to the TV screens in all lobby areas.

# Procedural Changes for Partner Violence

- Branch House Family Justice Center is a Trauma Informed Organization.
- Worked to create a better referral process for victims.
- This can be utilized when receiving or sending a referral to prevent victims from re-traumatization.





# Updates

- Website updates with resources about trauma informed care, ACEs, and continuing professional development opportunities.
- Social media includes messages about trauma, resilience, protective factors and ACEs.
- New employees now receive an introductory video during facility orientation. This is a five-minute video on what the ACEs study and trauma is.
- New employees will be required to take the full three-hour class within the first 6 months of employment.


# Celebrate Success

- Launched new community education outreach
- Screening and referral process streamlined to better connect to existing services
- Media event



# TN Dept of Public Health Better Workplaces Tennessee Designation

- 5-year grant from the TN Dept of Public Health to ETSU Ballad Health Strong BRAIN Institute
- Create a designation
- Enroll and navigate businesses from across the state to obtaining designation
- Evaluate process



**Better Workplaces**  
TENNESSEE

*A Trauma-Informed Approach*

## We Transform Workplaces.

Our data-driven workplace practices improve workplace physical and psychological safety, trust, and employee empowerment. Our approach improves overall workplace culture and increases employee productivity as well as individual well-being.

Trauma-Informed Workplace Recognition creates a culture of employee well-being improving conditions for life and work in organizations.



### **Benefits of this Recognition**

- Employee recruitment and retention
- Improved workplace reputation
- Client/customer recruitment & retention

### **Benefits of Being Trauma-Informed:**

- Employee recruitment and retention
- Improved workplace reputation
- Client/customer recruitment & retention

# Global Resiliency Accelerator

*Dr. Warren Larkin*

*Becky Haas*

**GLOBAL  
RESILIENCY  
ACCELERATOR**

**Creating a Global Network**

Join the conversation on the implementation of ACEs science to accelerate best practices, encourage existing ACEs communities in their work & connect with ACEs advocates around the world!

The graphic features two circular portraits: Dr. Warren Larkin on the left and Becky Haas on the right. The background is a mix of blue and grey tones with a white banner at the bottom containing the call to action text.

# Contact Information

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