HOW TO: WEBINAR SERIES
How to Implement Universal Precautions Into Your Organization
Understanding Outcomes

- Homelessness
- Education
- Unemployment
- Young & Pregnant
- Foster Care
- Health
- Incarceration

Early Trauma
Adverse Childhood Experience Study

**ABUSE**
- Physical
- Emotional
- Sexual

**NEGLECT**
- Physical
- Emotional

**HOUSEHOLD DYSFUNCTION**
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce
Overall Impact of ACEs

**Behavior**
- Lack of physical activity
- Smoking
- Alcoholism
- Drug use
- Missed work

**Physical & Mental Health**
- Severe obesity
- Diabetes
- Depression
- Suicide attempts
- STDs
- Heart disease
- Cancer
- Stroke
- COPD
- Broken bones
DID YOU KNOW?

There is a stronger link between childhood trauma and addiction, then there is between obesity and diabetes. Two thirds of addicts report being abused as children. That means that the war on drugs is a war on traumatized people that just need help.
You don’t have to be the fastest, you just have to outrun whoever you are with.

Throw the first punch, is actually our instinct but most don’t identify it as such.

Helpers often find themselves as appeasers. What can I do to fix this?

Making decisions are difficult and when all else fails, try to be as still as possible. Maybe they won’t see you!
WHAT TRAUMA LOOKS LIKE

HYPER-VIGILANCE  BOUNDARIES  LEARNING CHALLENGES
POOR MOTOR SKILLS  SELF DESTRUCTIVE  POOR MEMORY
ANGER/AGRESSION  SICKNESS  SOCIAL ISOLATION
FLAT AFFECT  HYPERACTIVE  WITHDRAWN

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Trauma & Brain Development

Adapted from Holt & Jordan, Ohio Dept. of Education
SCIENCE OF RESILIENCE

ONE POSITIVE ADULT
One positive stable adult relationship?

Faith
Being part of a faith community or cultural traditions

BEING PART OF FAITH & CULTURAL TRADITION

MASTERY OF SKILL

Skills
The ability and time to master a skill of any kind.

Empowerment
No magic pill, but we do know that isolation is a prohibitive factor.

EMPOWERING RELATIONSHIPS
WHAT ARE YOU DOING DIFFERENTLY?
Understanding Trauma
What is Trauma?

➢ A deeply distressing or disturbing experience (Webster’s Dictionary)

➢ Emotionally painful and distressing experiences or situations which overwhelm people’s ability to cope, leaving them powerless to circumstances that are outside the realm of normal human experience.

➢ Unfortunately, this definition doesn’t always hold true. For some groups of people, trauma can occur frequently and become part of their common human experience.

(Center for Non-Violence & Social Justice)
You don’t know.

You know, but don’t change.

You know and realize it’s harder than you thought!

Realize it’s more than a checklist & words

Embedded & embodied throughout its entirety

1. Trauma Ignorant
2. Trauma Aware
3. Trauma Informed
4. Trauma Ready
5. Trauma Implemented

Trauma Care Stages
Unresolved Adversity and the Workplace

- Unresolved Adversity
- Workplace Tension
- Low Morale, Low Productivity, High Absenteeism
Our duty to ourselves and to those around us.

If practice is truly embedded and embodied then the teams health is 1/3 of the equation.

Where most of our focus & energy is spent. However it can not be achieved without the others.
What is Trauma Informed?

A strengths-based framework grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical psychological and emotional safety for BOTH providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment.

(Adults Surviving Child Abuse)
SAFETY
Throughout the organization, staff and those served feel physically & psychologically safe.

EMPOWERMENT
Voice & Choice. Throughout the organization individuals’ strengths & experiences are recognized & built upon. There is a parallel process as staff need to feel safe as much as those being served.

TRUSTWORTHINESS & TRANSPARANCY
Organizational operations and decisions are conducted with transparency with the goal of building and maintaining trust with staff and those served.

COLLABORATION
Partnering and leveling of power differences between staff and clients & among all levels of staff, demonstrating that helping happens in relationships and in the meaningful sharing of power and decision-making.

CULTURAL, HISTORICAL & GENDER ISSUES
Actively moved past cultural stereotypes & biases; offers access to gender responsive services, leverage the healing value of traditional cultural connections.

PEER SUPPORT
Peer support and mutual self-help are key vehicles for establishing safety and hope, building trust, enhancing collaboration and utilizing stories to promote recovery and healing. “Peer” refers to those with lived experience.
## Comparing Paradigms

<table>
<thead>
<tr>
<th>Traditional Paradigm</th>
<th>Trauma Informed Paradigm</th>
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</thead>
<tbody>
<tr>
<td>Clients are sick, ill or bad</td>
<td>Clients are hurt and suffering</td>
</tr>
<tr>
<td>Client behaviors are immoral and need to be punished</td>
<td>Client behaviors are survival skills developed to live through the trauma but are maladaptive in normal society</td>
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<tr>
<td>Clients can change and stop immoral destructive behavior if they only had the motivation</td>
<td>Clients need support, trust and safety to decrease maladaptive behaviors</td>
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<tr>
<td>Manage or eliminate client behaviors</td>
<td>Provide opportunities for clients to heal from their trauma</td>
</tr>
<tr>
<td>Staff should come to work every day at their best and perform to leadership’s expectations</td>
<td>Leaders need to create strong organizational culture to combat trauma and stress associated with work with traumatized clients</td>
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<tr>
<td>System of care should be created to minimize short term costs and contain immoral behaviors</td>
<td>System of care invests in healing trauma, saving money over the long term</td>
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</table>
Continued Reading on Trauma

The Body Keeps the Score - Dr. Bessel van de Kolk

Childhood Disrupted: How Your Biography Becomes your Biology - Donna Jackson Nakazawa

The Effects of Childhood Stress on Health Across the Lifespan - Center for Disease Control
Trauma as a Universal Precaution
Universal Precaution

WARNING
UNIVERSAL PRECAUTIONS MUST BE OBSERVED
BUILDING BLOCKS OF SELF-CARE

Daily Care
Not only for you, but for those around you!

Trigger Care
How do you stay present in the moment? And when do you revisit?

Crisis Care
What do you do for yourself no matter what?
NEW SELF-CARE: TALK TO MYSELF THE WAY I TALK TO DOGS

“HI, SWEET GIRL.”
“YOU’RE SO CHUBBY AND CUTE.”
“WANT A TREAT?”
“NEED A NAP?”
If we don't come together to solve this problem, we will continue to have millions of children who have never known love, safety or stability.

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Questions?