

Trauma-Informed Learning Community Series

Session #3: Voices from the Field

July 22, 2022

Purpose: Lifting up the voices of attendees, per sector, during Session #3 on July 22, 2022, of their well-informed Call to Action with an ask on equity-focused solutions.

Kimberly Giardina, Director, Child Welfare, County of San Diego HHSA
Panelist 11:00 am - noon

Child Welfare

Speaker on 8.26: Aaliyah, Street Team

- Advocacy Campaign
 - * Former foster youth advocating for current foster youth
- Better adoption process & WHY is it so expensive?
- Better screenings for foster homes (for protection)
- Compassion corner to avoid burnout
- County-wide education of dangers of unwanted pregnancies
- Having workers be trauma-informed & come with an equitable lens
 - * Consequences for unproductive CPS calls (gives parent protection)
 - * In-person CPS visits instead of calls
 - * Is it actually needed or dangerous (CPS visits)
 - * Update screening processes
- Hiring people with lived experiences
 - * Team/collective impact versus a case worker
- Looking inward
 - * Advocating for services / support in district / at school
 - * Community feedback form
 - * Parent advocacy
 - * Testimonials (good & bad)
- Mirroring / researching systems that are doing “better” for best-practices or using evidence-based practices
- Proper background checks
 - * For anyone in the process of fostering
 - * For people reporting
- Proper training
 - * In resources
 - * Trauma-informed care
- Regaining trust of our community
- Social workers who follow through
- Transparency
 - * Compassion Fatigue
 - * Discrimination
 - * In Black & Brown families being stigmatized
- **Our Collective Asks**
 - * Building trust in our communities, please share how you’re hiring individuals with lived experiences?

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- * Ensuring youth are protected in foster care, how can we better screen foster homes?
- * How are your staff trauma-informed, through an equity-focused lens, informing and educating foster homes, on behalf of youth in foster care?

Dr. Sharon Whitehurst-Payne, San Diego Unified School District Board Member
Panelist 11:00 am - noon

Education **Speakers on 8.26: Esteban Venegas, San Ysidro Health & Ricardo, Street Team**

- Better lunches with healthier options
- Centered on child's well-being
- Choices in school setting
- Competency education
- Cooking & nutrition part of curriculum
- Eliminate all standard state testing
- Equitable standards / expectations
- Financial literacy in schools
- Guidance on decision-making
- Hands-on experience
- Higher wages for educators
- IEP/504 access and education for parents
- Life Skills education
- Make the connect between education and work
- Making parents connect with school more (more parent involvement)
- More arts & sports
- More training for teachers on how to handle different behavior or mental health issues in youth
- No alarm bells in schools
- Remove the traditional school setting with individualized
- Small classes and targeted instruction
- Small group project learning
- Spend more time with nature
- Training on Positive & Adverse Childhood Experiences (PACEs)
- Transparent education of racial history
- Validate and encourage, support personal / family narratives of migration / BIPOC stories

- **Our Collective Asks**
 - Our trauma-informed learning community would like to help improve many aspects of our current education systems, including: parental engagement and access, equitable standards, policies, and practices, funding for higher teacher salaries and lower classroom sizes, creating more humanizing practices in response to traditional models of schooling, potentially eliminating standardized testing, and training on Positive and Adverse Childhood Experiences (PACEs) science for educational staff.
 - Can you please share some of your perspectives on equitable educational practices and potential solutions to ongoing inequities in educational access and attainment?

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- What programs, initiatives, and/or policies are you aware of to improve overall student and community wellness that are either in place or may be coming in the future for educational institutions in San Diego?
- How can we work more collaboratively, across social service and county sectors, to improve educational access, attainment, and empowerment for youth in San Diego county?

Environmental Justice

Speaker on 8.26:

- Access to nature spaces
 - * Mental health
 - * Physical health
 - * Spiritual health
- Better sidewalks
- Contacts for consideration:
 - * Chantille Jimenez (Urban Program coordinator in San Diego)
 - * Les Duncan (Outdoor Outreach, Senior Director of Programs)
 - * Jose Gonzalez (Chicano conservationist, teacher and artist, founder of Latino Outdoors)
 - * Theresa (Teresa) Baker (activist)
- Create / promote respect culture (take / give reciprocity)
- Decolonizing how we address:
 - * Education
 - * Environmental well-being, etc.
 - * Housing
 - * Mental health
- Decolonization through Indigenous Wisdom
- Education about what we have in San Diego's natural environment
- Free, clean potable water for everyone
- Monitoring park safety in low-income communities
- More community garden spaces
 - * Health food options
- Native community access and consultation
 - * Dr. Stan Rodriguez, local Native leader
- Our region's vast biodiversity
- Recultivating, renaturing, rewilding
- **Our Collective Asks**
 - * How can we decolonize our natural environment through recultivating, renaturing and rewilding?
 - * How can we, as community members, support more community gardens spaces and healthy food options in our inner-cities and urban communities?
 - * How can we increase access to nature in support of folx physical, emotional, and mental health?

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Monique Carter, Chief Deputy of Training & Development/Supervisor of Fresh Start & Collaborative Courts, San Diego County Public Defender's Office
Panelist 12:30 pm - 1:00 pm

Juvenile & Criminal Justice

Speakers on 8.26 Hayley Rico, LLAC External Affairs

- Career shadow / mentoring opportunities “ exposure to others’ lived experiences
- Dismantling systemic racism in the juvenile justice system and criminal justice system
- Mentoring programs pre- and post-incarceration
- On site support and programs
- Parks & recreation
- Police departments should have diversion programs: restorative practices
- Teachers trained in restorative practices
- We believe we must revisit the rejection of the bill for involuntary servitude.
- We must provide resources, assistance, as well as workforce development, and job opportunities upon release to break away from systemic cycles.
 - * Second chance opportunity
- **Our collective asks:**
 - * How can funding be allocated towards park and recreation in low-income communities to provide out of school sports, programs, and trips to occupy students’ time?
 - * Police departments should have a restorative sector for youth upon arrest to target “whys” and resources needed. Is this being implemented in law enforcement in our region?
 - * Police officers should be trauma-informed, have wellness checks, as well as taking ethnic courses. How are our law enforcement agencies in our region being trained on trauma-informed?
 - * Providing affordable housing and resources communities as well as appropriate / active community outreach is imperative.

Dr. Luke Bergmann, Assistant Director, Behavioral Health System of Care, County of San Diego, HHSA
Panelist 1:00 pm - 1:30 pm

Mental Health: Adults

Speaker on 8.26 Linda Ketterer

- Enough P.E.R.T. staff (Psychiatric Emergency Response Team)
- Harm reduction in San Diego
 - * MAT services
 - * Medical detox added to SUD services (in-patient)
 - * NARCAN distributions
 - * Needle exchanges
- Increase 988 awareness
- Language barriers
- More Assertive Community Treatment (ACT) level services
- More culturally competent Mental Health Therapists available
- More TAY (transitional-age youth) services

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- More wrap-around services
- P.E.R.T. training for cops
- Removing age limits to receive mental health services

- **Our Collective Asks:**
 - * How are your mental health therapists culturally sensitive and culturally humble?
 - * How is San Diego County integrating 988? How can we be messengers of this vital resource?
 - * Does San Diego provide Assertive Community Treatment (ACT) in our communities? If so, how?

Yael Koenig, Deputy Director, Children, Youth, and Family Behavioral Health System of Care, County of San Diego, HHSA
Panelist (virtually) 11:00 am - 11:30 am

Mental Health: Youth

Speaker on 8.26: Annalecce, Street Team

- Advocate for parents
- Believe parents
- District pays for residential treatment (increase access)
- Education on drug dependency
- Enough Psychiatric Emergency Response Team (P.E.R.T.) staff
- Every high school should partner with Substance Abuse Disorder (S.U.D.) program (as way out of suspension)
- Family support to break stigma
- Higher levels of care post-hospitalization
- Individualized Education Plan (I.E.P.) and 504's access & education
- Limitations/penalties removed from insurances
- Men of Color mental health practitioners in school
- Mental health practitioners
- More dual-diagnosis programs
- More M.A.T. services at schools / organizations that serve residential youth
- More NARCAN
- More residential services in San Diego
- More specialized P.E.R.T. training
- Parents shouldn't have to press charges
- P.M. hours for mental health services & therapy at school
- Remove barriers to MCRT services (property damage / aggression & disqualifiers)
- Remove "buss words" that parents have to say

- Our Collective Asks:
 - * Are there more dual-diagnosis programs available for youth?
 - * What are supportive higher levels of care post-hospitalization?
 - * We know fentanyl is an epidemic in our county? How can we, as community members, play more of a role with awareness and support?

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Barbara Jimenez, Community Operations Office, Department of Homeless Solutions and Equitable Communities, County of San Diego, HHSA
Panelist 11:00 am - 11:30 am

Parenting & Families

Speaker on 8.26: Meryam (Street Team)

- Training on Adverse Childhood Experiences (ACEs)
- Easy access to education about postpartum
- Equal access to resources (childcare, mental health services, San Diego Regional Center, WIC)
- Longer maternity and paternity leave
- Mental health
- More parenting classes (especially in schools and after hours with daycare provided)
- Realistic income eligibility
- Resources for working families
- Stricter crackdown on organizations/companies who single out / discriminate against single mothers and fathers of color

- **Our Collective Asks:**
 - * How is your staff trained on Adverse Childhood Experiences and the impact from trauma?
 - * How can we, as community members, support the expansion of parenting classes in schools and after hours with daycare provided?
 - * What are strategies in place for equity-focused access to resources (childcare, mental health services, San Diego Regional Center, WIC)?

Deona Dorsey, Program Lead, San Diego Workforce Partnership
Panelist: 1:00 pm - 1:30 pm

Workforce Development

Speaker on 8.26: Amira, Street Team

- Assisted technology
 - * Speech recognition
- Break the glass ceiling of BIPOC in Executive leadership positions
- Career Days for youth and adults (put skills to work)
- Criminal justice connects to workforce development
 - * Break barriers and generational cycles of incarceration
 - * Jobs should be made available to our youth's opportunity
- Cultural / intersectionality awareness training
- Education (employer) on;
 - * Disability
 - * Emotional intelligence
 - * Mental health
 - * Sensitivity training
 - * Substance abuse

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- Graphics when screening
- Job quality: Minimum living wage regionally
 - * Value worth
 - * Minimize / remove burnout
- More accommodation for disabled
 - * More reasonable accommodations
- More community outreach for workforce training and development in low-income communities
- More pre-apprenticeships opportunities
 - * Courses to get into apprenticeships
- Park & Recreation, stop lying and hire marginalized talent
- Recognize experience versus Degrees
 - * Specialist Certifications
- Remove, as a requirement, No Access to Demo
- Resume applications document
 - * General email
 - * Initial screening

- Our Collective Asks
 - * How is our workforce in San Diego County creating more opportunities recognizing and hiring folks with lived experiences, and not just a degree?
 - * What community outreach, especially in low-income neighborhoods, is in place with offering workforce training and development?
 - * How is the workforce ensuring access to those individuals with a criminal record? We want to support folks and end intergenerational cycles of incarceration.