

## Trauma Informed SLO MEETING MINUTES

May 2023

<b>Facilitators:</b> Barry Johnson, Michele Simone, Julie Kadis, Leann Eddy	<b>Date:</b> Thursday, May 25, 2023
<b>Recorder:</b> Leann Eddy	<b>Time:</b> 1:30 PM – 3:00 PM

**Location:** Zoom

Attendees	Agency	Email Address
1. Barry Johnson	Transitions Mental Health	<a href="mailto:bjohnson@t-mha.org">bjohnson@t-mha.org</a>
2. Michele Simone	LMFT, Private Practice	<a href="mailto:msimone19@gmail.com">msimone19@gmail.com</a>
3. Julie Kadis	Department of Social Services	<a href="mailto:jkadis@co.slo.ca.us">jkadis@co.slo.ca.us</a>
4. Leann Eddy	Department of Social Services	<a href="mailto:leddy@co.slo.ca.us">leddy@co.slo.ca.us</a>
5. Becca Carsel	Carsel Consulting Group, First 5 SLO County	<a href="mailto:becca@carselgroup.com">becca@carselgroup.com</a>
6. Gwen Garcia	Center for Family Strengthening	<a href="mailto:gwen@cfsslo.org">gwen@cfsslo.org</a>
7. Ron Huxley	Family Healer TV	<a href="mailto:rehuxley@gmail.com">rehuxley@gmail.com</a>
8. Irebid Gilbert	Herencia Indigena	<a href="mailto:director@herenciaindigena.com">director@herenciaindigena.com</a>
9. Judith Sanchez	Herencia Indigena	<a href="mailto:judith@herenciaindigena.com">judith@herenciaindigena.com</a>
10. Lisa Fraser	Center for Family Strengthening	<a href="mailto:lfraser@cfsslo.org">lfraser@cfsslo.org</a>
11. Cindy Ayala	Restorative Partners	<a href="mailto:cindy@restorativepartners.org">cindy@restorativepartners.org</a>
12. Ana O'Sullivan	Transitions Mental Health	<a href="mailto:aosullivan@t-mha.org">aosullivan@t-mha.org</a>
13. Nicola Glanville	Behavioral Health - SAFE Program	<a href="mailto:nnglanville@co.slo.ca.us">nnglanville@co.slo.ca.us</a>
14. Katie Grainger	Public Safety SLO	<a href="mailto:publicsafetyslo@gmail.com">publicsafetyslo@gmail.com</a>
15. Natalie Rhodes	PACES Connection, Bridges to Resilience Event Coordinator	<a href="mailto:natalie@natalierhodes.com">natalie@natalierhodes.com</a>
16. Stephanie Navarro	SLOCal Careers	<a href="mailto:snavarro@eckerd.org">snavarro@eckerd.org</a>
17. Millie Tolani	SLO Botanical Gardens	<a href="mailto:millie@slobg.org">millie@slobg.org</a>

### TRAUMA INFORMED SLO MEETING VISION & PURPOSE

Barry Johnson	<p>Barry shares Trauma Informed SLO's Vision and Purpose.</p> <p><b>OUR VISION:</b> TO BUILD A DIVERSE, EQUITABLE, AND INCLUSIVE NETWORK OF SAN LUIS OBISPO COUNTY HEALTHCARE PROVIDERS, SERVICE ORGANIZATIONS, EDUCATORS, CLINICIANS, BUSINESSES, AND INDIVIDUALS, TO MOBILIZE AND ALIGN TRAUMA INFORMED COMMUNITY.</p> <p><b>MEETING PURPOSE:</b> TO FOSTER COLLABORATIVE PARTNERSHIPS AND THROUGH THOSE RELATIONSHIPS, ORGANIZE A COORDINATED RESPONSE TO ASSESS, DEVELOP, AND PROVIDE NEEDED TRAUMA INFORMED SERVICES AND SUPPORTS IN OUR COMMUNITY.</p>
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### SHARED AGREEMENTS & LAND ACKNOWLEDGEMENT

Michele Simone	<p>Michele reviews shared agreements such as the assuming positive intent while acknowledging intent is different than impact. With grace for ourselves and others we work to patiently repair any harm we cause with the informed consent of everyone involved and we commit to learn from any harmful impact we might have.</p> <p>Michele additionally acknowledges that we all come from different cultural experiences, multiple identities, and diverse backgrounds as we enter this work together. We foster</p>
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	<p>belonging taking into consideration each other's intersecting identities. We are aware of who's in the room and who is not in the room and any positions of power, and we are committed to addressing the challenges that power differences pose to the safety and efficacy of our work environment together. We all share responsibility for this space, and we welcome hard conversations, and we aim for our communication to be physiologically safe, productive, and effective. All participation is voluntary we rely on the use of parking lots to capture ideas that we collectively agree are not priority in the moment that we want to capture later. We want to honor confidentiality, particularly anything shared of a personal nature.</p> <p>We support efforts to affirm tribal sovereignty across to what is now known as California, we respectfully acknowledge that we live and work in territories where multiple indigenous nations and tribal groups are the traditional stewards of the land, a land that they've called home and whose ancestors have resided here since time immemorial. We acknowledge the trauma caused by colonialism, seeking to contribute to healing and reconciliation now and for future generations.</p>
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**INTRODUCTIONS, ANNOUNCEMENTS, CELEBRATIONS**

<p>Leann Eddy</p>	<p>Group roundtables introducing themselves, the agencies they work for and capture contact information in chat.</p> <p>Julie shares that as part of the commitment of Trauma Informed SLO is fostering connection and relationship, shared understanding of what the group is doing individually and how we can leverage our community collectively. She shares later in the meeting there will be time during breakout sessions to foster these connections.</p>
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**GUEST SPEAKERS – FAMILYHEALER.TV**

<p>Ron Huxley, LMFT – Familyhealer.tv</p>	<p>Ron shares he is LMFT in the field for 32 years, predominately working as a clinical director of various mental health organizations across the state.</p> <ul style="list-style-type: none"> <li>– FamilyHealer.TV, trauma informed resource with online courses covering wide range of trauma informed topics such as trauma informed care, parenting and anxiety.</li> <li>– Paradigm shift of moving from place of blame and shame to understanding people's narrative and stories</li> </ul> <p>Trauma Toolbox</p> <ul style="list-style-type: none"> <li>– Created in 2017, offered around the globe</li> <li>– 12,000 people have taken this free course</li> <li>– Subject matter <ul style="list-style-type: none"> <li>○ Understanding trauma in the brain and how to fix the brain and nervous system</li> <li>○ ACES scores</li> <li>○ Resiliency, road to resiliency</li> <li>○ The science of resiliency</li> <li>○ Discovering your resiliency score</li> <li>○ Ways to build resilience</li> </ul> </li> </ul> <p>Trauma Toolbox Premium</p> <ul style="list-style-type: none"> <li>– Second website with identical data with more extensive and comprehensive aims/goals</li> <li>– More collaborative work to develop podcasts and work with experts in the field to get more in-depth exploration of TIC in every area.</li> </ul>
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- Ron shares discount code available to this group to give back to the community and this group. Please reach out to him for more information at [rehuxley@gmail.com](mailto:rehuxley@gmail.com)

Ron shares he just completed 8 local webinars to provide in-depth Trauma Informed Trainings for non-clinicians, such as case management, public health nurses, family advocates, people that are not in traditional clinical field.

Becca Carsel shares there will be one more training in the early fall. This is offered through funds from HSOC for trainings through homeless serving agencies. Target audience is frontline staff, case managers, family advocates and those that interact with clients. If you know anyone who would like to take this training, please feel free to reach out to her at [becca@carselgroup.com](mailto:becca@carselgroup.com).

Lisa shares this momentum was used to continue to work with Ron in Lunch and Learn approach for The Link Family Advocates for opportunity to reinforce what they learned in the training.

- Additionally, Ron agreed to do Lunch and Learn in September to follow up from the Bridges to Resilience Conference

Ron discusses with group looking through trauma informed lens, digging to deeper level of compassion and understanding.

#### The Four R's

- REALIZE the impact of trauma.
- RECOGNIZE the signs of trauma.
- RESPONDS in policies, practices, and procedures.
- RESIST re-traumatization.

#### Ron reviews the principles of SAMHSA

- SAFETY
  - Through the organization, staff, and the people they serve.
- TRUSTWORTHINESS
  - Operations and decisions are conducted with transparency and the goal is building and maintaining trust.
- PEER SUPPORT
  - Key vehicle for building trust, safety and empowerment.
- COLLABORATION
  - Partnering and leveling of power differences. Healing happens in relationships and sharing of power and decision-making.
- EMPOWERMENT
  - Every person's experience is unique and requires an individualized approach.
- CULTURAL
  - Moves past stereotypes and biases, offers gender responsive services, leverages healing value of culture addresses historical trauma.

#### Healing Strategies for hurt people

- Deepen relationships
- Calm the brain and body
- Build Competencies

#### Post Traumatic Growth (PTG)

- How can trauma be transformed into wisdom and healing principles

	<p>Self-Care</p> <ul style="list-style-type: none"> <li>- Is NOT a luxury, practice what we preach.</li> <li>- Prevent burnout by Boundaried Generosity</li> <li>- Micro Self-Care Strategies <ul style="list-style-type: none"> <li>o Sensory: Stimulate the senses in a comforting way.</li> <li>o Pleasure: Feel pampered and cared for.</li> <li>o Mental/Mastery: Feel accomplished and in-control.</li> </ul> </li> </ul> <p>TIC Best Practices</p> <ul style="list-style-type: none"> <li>- Idea to implementation, working with people on the floor.</li> <li>- Mention of lunch and learn to help staff implement the strategies learned into daily practices.</li> </ul> <p>Julie shares one of the conversations were hoping for in the breakout sessions are what training our community would like to see moving forward. There is so much great work and resources, but we don't all know about them. Value in setting targeted goals as a collaborative, focusing on a particular training and brining awareness to that training and need.</p> <p>Becca mentions, follow up sessions would be helpful to help organizations to continue talking about the trainings they've had.</p> <p><b>Julie agrees, having space and intention to take information, apply it and follow up on implementation.</b></p>
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**GUEST SPEAKERS - HERENCIA INDIGENA**

<p>Irebid Gilbert, Executive Director</p> <p>Judith Sanchez, Program Manager</p>	<p>Irebid shares Herencia Indigena was founded in 2019, labor of love. Irebid shares the background of experience of family not knowing what the doctors were saying or knowing what was happening to their loved one and her being able to interpret for her family. Idea of Herencia Indigena came in that moment, thinking what can families do when they don't have an interpreter to assist, and with a future goal of having an advocate for patients and their families.</p> <ul style="list-style-type: none"> <li>- Developed Mixteco cultural awareness training <ul style="list-style-type: none"> <li>o Dignity of Health provides this training to all new nurses and residents</li> </ul> </li> <li>- Started with 1 interpreter, then 4, now they have an entire branch. They are not just interpreting, they're advocates first. <ul style="list-style-type: none"> <li>o Largest team at Marion Regional Medical Center</li> <li>o In 2022 there were 17,582 appointments</li> </ul> </li> <li>- Prefer to ask what region Mixteco language is from to do a language match.</li> <li>- They are the Mixtec community, with 81 different ways of the languages to be spoken.</li> <li>- Through grant they partner with San Luis Obispo County Department of Public Health <ul style="list-style-type: none"> <li>o 265 appointments to date with the majority of appointments in Paso Robles and San Miguel <ul style="list-style-type: none"> <li>▪ With those appointments most often a language match from the state of Guerrero</li> </ul> </li> </ul> </li> </ul> <p>All staff are full time employees unless they chose to work part time. Advocate for fulltime employment rather than being "on-call interpreter". Being on call only working 2-10 hours a week is not sustainable or affordable for interpreters.</p> <ul style="list-style-type: none"> <li>- All interpreters are required to take a 10-week program in order to be a medical interpreter.</li> </ul> <p>Mixtec Cultural Awareness training,</p>
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	<ul style="list-style-type: none"> <li>- Offered in six virtual sessions with the next training hosted by SLO County Public Health and taking place Friday, June 2<sup>nd</sup>.</li> <li>- Discuss common misconceptions when working with indigenous communities to improve rapport between staff and clients.</li> <li>- Cover language history and learn phrases that help facilitate the conversation between staff and clients.</li> </ul> <p><b>Discuss cultural norms, beliefs, and traditions related to Mixtec community.</b></p>
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**UPDATES**

Julie Kadis	<p><b>Bridges to Resilience Webinar Series</b></p> <ul style="list-style-type: none"> <li>- May 31<sup>st</sup> Kick off webinar</li> <li>- July 19<sup>th</sup>, Lunch and Learn - Mitigating ACES for Families with Children ages 0-5</li> <li>- September 20<sup>th</sup>, Lunch and Learn - Trauma-Informed Best Practices for Family-Serving Professionals</li> <li>- November 15<sup>th</sup>, Lunch and Learn - Creating Positive Experiences for Youth</li> <li>- Please visit <a href="https://www.bridgestoresilience.com/">https://www.bridgestoresilience.com/</a> for more information</li> </ul> <p><b>Needs Assessment Proposal</b></p> <ul style="list-style-type: none"> <li>- From first focus groups of Trauma Informed SLO it was evident a Strengths and Needs assessment of Trauma-Informed care practices, trainings and work happening in our county would be helpful to create roadmap of what exists and what is needed. <ul style="list-style-type: none"> <li>o Department of Social Services and TMHA partnered and created proposal to contract with consultant for this assessment. <ul style="list-style-type: none"> <li>▪ Carsel Consulting was selected.</li> </ul> </li> </ul> </li> </ul> <p><b>Shared Community Training Calendar</b></p> <ul style="list-style-type: none"> <li>o Going well, if you have set up PACES account you are able to see upcoming trainings, previous presentations, minutes and both current and past agendas.</li> <li>o Becca shares future training in the fall for providers on Trauma-Informed Care, from immigrant lens standpoint through First 5 Health Access, and asks for trainer suggestions.</li> </ul> <p><b>Sticks &amp; Stones</b></p> <p>Julie shares that the initial focus groups of TIS identified potential need for more Trauma-Informed services and supports for children in schools.</p> <ul style="list-style-type: none"> <li>o Earlier this year Harmony at Home presented to TIS about their 10-week Trauma Informed program focusing on tools for regulation and navigating trauma called Sticks and Stones.</li> <li>o Now in 51 schools in Monterey County.</li> <li>o Survey was submitted to TIS group with great interest in hearing more about this program for our county.</li> <li>o Question asked if Harmony at Home serves other ages outside of K-5. <ul style="list-style-type: none"> <li>▪ Answer: Yes, they serve grades K-12, with recent expansion to serving all high schools in Salinas including continuation schools.</li> </ul> </li> <li>o We will be sharing executive summary and budget proposal to group and ask members to share widely.</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ If there are any financial obstacles, particular school sites can ask for supplements as there is some grant funding available.</li> <li>▪ Bill for 34 weeks of the school year, operating from August – June</li> </ul> <p>– Question: Will a subcommittee be picking the schools or will outreach be done to the schools.</p> <p><b>Answer: There were a couple schools identified as need, there is no empirical way of doing this but are brining need to schools or districts that are identified.</b></p>
<b>BREAKOUT SESSIONS</b>	
Group	Tabled until next meeting
<b>CLOSING COMMENTS</b>	
Group	None

**Next meeting: Thursday, July 27, 2023 from 1:30 PM -3:00 PM via Zoom**