

Trauma Informed SLO MEETING MINUTES

November 2023

Facilitators: Barry Johnson, Michele Simone, Rebecca Parham, Leann Eddy		Date: Thursday, November 16, 2023
Recorder: Leann Eddy		Time: 1:30 PM – 3:00 PM
Location: Zoom		
Attendees	Agency	Email Address
1. Barry Johnson	Transitions Mental Health	bjohnson@t-mha.org
2. Michele Simone	LMFT, Private Practice	lmsimone19@gmail.com
3. Julie Kadis	Department of Social Services	jkadis@co.slo.ca.us
4. Leann Eddy	Department of Social Services	leddy@co.slo.ca.us
5. Esme Vasquez	Transitions Mental Health	evasquez@t-mha.org
6. Ana O'Sullivan	Transitions Mental Health	aosullivan@t-mha.org
7. Cindy Ayala	Restorative Partners	cindy@restorativepartners.org
8. Mayra Valencia	Eckerd Connects	Mvalencia@eckerd.org
9. Cyndi Barnett	FCNI	cbarnett@fcni.org
10. Jennifer Campos	Eckerd	jcampos@eckerd.org
11. Shawn Ison	Transitions Mental Health	ison@t-mha.org
12. Becca Carsel	Carsel Consulting	becca@carselgroup.com

TRAUMA INFORMED SLO MEETING VISION & PURPOSE

Barry Johnson	<p>Barry shares Trauma Informed SLO's Vision and Purpose.</p> <p>OUR VISION: 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>MEETING PURPOSE: 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

Michelle Simone	<ul style="list-style-type: none"> – As we enter into this work together, we respect and hold space for our diversity of perspectives, intersecting identities, backgrounds, cultural frameworks and experiences. – We all share responsibility for this space. We understand that moving toward psychological safety includes taking risks, making mistakes, and learning with humility. We welcome hard conversations and aim for our communication to be psychologically, safe, productive and effective. – We are aware of who is in the room, who is not in the room, and any positions of power. We are committed to addressing the challenges that power differences pose to the safety and efficacy of the group. – We assume positive intent, while acknowledging that intent is different than impact. With grace for ourselves and others, we work to patiently repair any harm we cause, with the
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	<p>informed consent of everyone involved. We commit to learn from any harmful impact we might have.</p> <ul style="list-style-type: none"> - We are aware of how much we are participating. If some of us generally speak a lot, we consider making space for others to speak. If some of us generally participate less, we consider taking space and sharing with the group. - We rely on the use of a “parking lot” to catch ideas that we collectively agree are not a priority in the moment, but are important, to address at a later time. - With this, we welcome each other and acknowledge our shared mission to utilize and promote trauma informed, diverse, equitable and inclusive principles in our agencies and our community. <p>Michele shares we support efforts to affirm tribal sovereignty across what is now known as California.</p> <p>We respectfully acknowledge that we live and work in territories where multiple indigenous nations and tribal groups are the traditional stewards of the land—that they have called home— and whose ancestors have resided here since Time Immemorial.</p> <p>We acknowledge the trauma caused by colonialism and seek to find skillful ways to contribute to the healing and reconciliation now and for future generations.</p>
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INTRODUCTIONS, ANNOUNCEMENTS, CELEBRATIONS

Julie Kadis	Group roundtables introducing themselves and the agencies they work for.
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GUEST SPEAKERS – Cindy Ayala

<p>Cindy Ayala:</p> <p>Restorative Partners</p>	<p>Restorative Justice an approach to bring Restorative Practices.</p> <p>At Restorative Partners, they aim to transform lives impacted by crime through healing services and relationships.</p> <ul style="list-style-type: none"> - In-custody programming <ul style="list-style-type: none"> o In jail, Juvenile Hall and CMC - Reentry services and program <ul style="list-style-type: none"> o System navigation: Complete needs assessment and best resources in county to help meet those needs. - Housing & Treatment <ul style="list-style-type: none"> o 5 Recovery homes <ul style="list-style-type: none"> ▪ 2 for women <ul style="list-style-type: none"> • 1 for women and children ▪ 3 for men o Prevention Substance Abuse, Anger Management, Thinking for change treatment programs. - Employment Opportunities <ul style="list-style-type: none"> o Café inside New Government building <p>“Restorative Justice is a process to involve, to the extent possible, those who have a stake in an offense and to collectively identify and address harms, needs and obligations, in order to heal and put things right as possible.” Zehr, H.</p> <p>Cindy shares video of how New Zealand practices Restorative Justice. When the offender realized the impact on the victims of burglary, he did Restorative Justice through victim/offender conferencing.</p> <p>In San Luis Obispo, Restorative Partners has partnered with DA's office in diversion level cases</p>
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and offer the opportunity for the offender and victim to have dialogue.

- For victims it is important to share what has happened and for the offender to humanize.

The best person to tell you what is needed to repair the harm is the person that has been harmed.

In survey when asking victims what they need the number one need is information. The restorative justice process allows them to ask questions about what happened, what led to incident, etc.

Restorative Justice works best when there has been a lot of trauma. Research shows victim satisfaction is much higher the more serious the incident is.

Research and Restorative Justice (see recording to capture all)

- Decrease in recidivism.
 - Can reduce by up to 85%
- High satisfaction rate regarding process and outcome for both the person who caused harm and the person who was harmed.
- Increased positive perception of the Criminal Justice System and its fairness.
- Decrease in feeling of revenge and fear, and post-traumatic stress symptoms.

General outcomes of Restorative Justice may include:

- Letters of apology
- Restitution
- Volunteering
- Counseling
- Attending Group Workshops
- Presenting in Classes
- Meeting Face to Face

Restorative Justice is an approach, a way of *doing* justice.

Restorative Partners recognizes that there are different ways for clients to learn and demonstrate accountability, and that Restorative Justice can be one of them. We cannot do this work alone; partnerships are so important and vital.

Addressing the root causes that led to offenders' behavior.

Questions:

Julie thanks Cindy for her presentation and asks if there is any data from New Zealand on the impact of Restorative Justice practices.

- A. Cindy shares, the more restorative justice in the more severe cases tends to have a larger impact on recidivism. Diversion eligible offenders already have a low rate of recidivism. Those that have been convicted, then gone through RJ show a larger decrease in recidivism since it humanizes the victim. In these cases, victims satisfaction rate is upwards of 90%. The length of the RJ program additionally affects the recidivism rate.

Ana asks if Cindy is aware as how education communities and districts are using restorative practices.

- Cindy shares, creative mediation and conflict resolution. Coming back from Covid this is the perfect time to introduce these practices.

UPDATES

<p>Barry Johnson Leann Eddy</p>	<p>Bridges to Resilience Conference –</p> <ul style="list-style-type: none"> – Barry shares through the Bridges to Resilience website (https://www.bridgestoresilience.com) you can access materials such as previous keynote speaker recordings and lunch and learn sessions. <ul style="list-style-type: none"> ○ Keep the conversation going on how TIS can support Bridges to Resilience next year and keep the hope, Hope framework and message. – Jennifer Campos shares there was a lot of valuable feedback and conversations. Several different breakout groups, with multiple languages. She joined the youth engagement group. <p>Sticks & Stones –</p> <ul style="list-style-type: none"> – Julie shares a lot of the values in the Restorative Practices presentation such as prioritization on helping individuals and youth regulate and communicate, especially the emphasis on relationships and restoration aligns with the Sticks and Stones program. <p>Julie shares background of the TIS collaborative identifying focus areas such as increasing resources to school with regard to Trauma Informed services and supports. She additionally shares Harmony at Home, who presented to this group at the beginning of the year, has a program called Sticks and Stones in Salinas in 2004. This program is now in 51 schools in Monterey, with data demonstrating this 10-week program has had profound impact on mitigating absenteeism and behavioral issues. Since the presentation there was collective agreement in our community that we wanted to move this conversation forward to bringing this program to our county. Julie shares she is incredibly pleased to say a grant has been identified for this program through the community foundation and a family in our community to offer this program for two years in four schools as a pilot. Two schools have been identified and are in the MOU process.</p> <p>TIC Community Needs Assessment –</p> <ul style="list-style-type: none"> – Becca Carsel updates the group on the Trauma Informed Care Practices Survey. The steering committee, Natalie and Becca have been working to put together a survey of SLO county organizations to try and assess what their Trauma Informed Care Practices currently are, so we know what others can use for training and technical support, as well as identify who already know how to do this work and might be able support other groups in doing it. <p>Results are not anonymous but confidential with a collective report being shared at the end. Becca shares the survey should be filled out by executive leadership.</p> <p>Julie shares the goal of this, is to help assess the strengths and needs of our community, how we can leverage resources and where we need to prioritize leveraging resources and intention.</p>
CLOSING COMMENTS	
<p>Group</p>	<ul style="list-style-type: none"> – Michelle thanks Cindy for her presentation, especially at a time when our hearts are so heavy, the work she is doing and the alignment with Trauma Informed Care and how to create deep accountability, not just through punishment or shame and blame but deep healing.

Next meeting: Thursday, January 25, 2024, from 1:30 PM -3:00 PM via Zoom