

Essential Components of a Trauma- Informed Juvenile Justice Organization

Tribal Youth Resource Center Online Learning Event

**NATIONAL
NATIVE
CHILDREN'S
TRAUMA
CENTER**

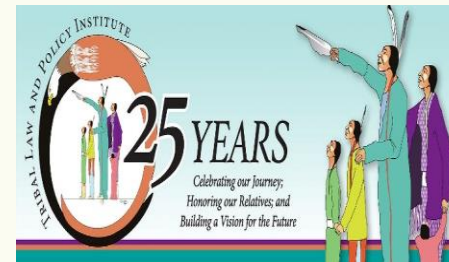
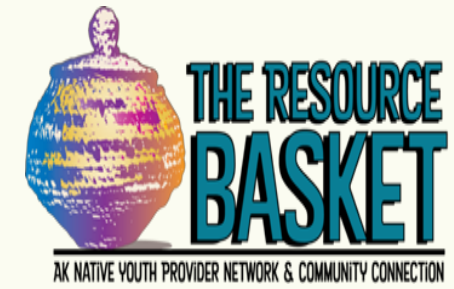


UNIVERSITY OF MONTANA

This project was supported by Grant #15PJDP-21-GK-04048-MUMU awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice.

The opinions, findings, and conclusions or recommendations expressed in this publication/ program/ exhibition are those of the author(s) and do not necessarily reflect those of the Department of Justice.

Our Partnership



Kara Pasqua

Citizen of the Cherokee Nation, with Pit River- Paiute descendency

Served Tribal Children & Family Programs for 27+ years

Provides Training and Technical assistance to tribal led programs as well as non-tribal entities serving Native American families



Kimee Wind-Hummingbird, MSW

Citizen of the Muscogee Nation, with Cherokee descendency

Served Tribal Children & Family Programs for 22 plus years

Trainer and Consultant with Tribal and Non-Tribal community partners, extensive expertise in Indian Child Welfare

Focus on keeping Indigenous families connected to their Tribe, Culture and Community



Learning Objectives

- Understand the importance a trauma-informed approach
- Learn some important elements of a trauma-informed Juvenile Justice System
- Identify strategies to ensure elements are imbedded in program processes



What is a Trauma-Informed Program?

A trauma-informed program is one in which all parties involved recognize and respond to the impact of traumatic stress on those who have contact with the system including youth, family members, caregivers, and service providers.

Programs and agencies within such a system infuse and sustain trauma awareness, knowledge, and skills into their organizational cultures, practices, and policies. They act in collaboration with all those who are involved with the youth, using the best available resources, to maximize physical and psychological safety, facilitate the recovery of the youth and family, and support their ability to thrive. (NCTSN)



Trauma-Informed Care

Trauma-Informed Systems principles and practices support reflection in place of reaction, curiosity in lieu of numbing, self-care instead of self-sacrifice and collective impact rather than siloed structures.”

- Epstein, K, Speziale, K, Gerber, E, & Loomis, B (2014)



Benefits of a Trauma-Informed Approach

- Increases engagement and trust
- Improves treatment outcomes
- Reduces re-traumatization risks
- Enhances staff well-being
- Uplifts supportive & safe environments
- Better overall service delivery



Important Elements of a Trauma- Informed (TI) Juvenile Justice System

- Trauma-informed policies and procedures
- Identification and screening of youth who have been traumatized
- Clinical assessment and intervention for trauma-impaired youth
- Trauma-informed programming and staff education
- Prevention and management of secondary traumatic stress (STS)
- Trauma-informed partnering with youth and families
- Trauma-informed cross system collaboration





Trauma-Informed Policies & Procedures



Training and Education for Staff

Psychoeducation to Youth and Families

- Shared understanding of trauma and its impacts support a system where everyone who touches the life of a youth can respond in a way that minimizes the potential for re-traumatization.
- Shared language among staff creates a system that can more effectively collaborate towards a goal of reducing re-traumatization. If everyone is speaking the same language, we can more easily create goals, generate desired outcomes and assess progress.
- Training should be provided upon orientation and regularly thereafter



Considerations

Is your Program....



- Intentionally creating safe environments and ensuring exchanges are focused on the overall physical and psychological safe spaces for youth, their families as well as services providers?
- Considering if your processes and operations are mitigating re-traumatization?
- Addressing the needs of diverse populations of youth?



Policies That May Address Safety

- Confidentiality
- Professional development of staff on the effects of trauma and best practices to serve families
- Standard Operating Procedures for the program ensuring safety and well-being for all
- Approach to the Delivery of services
- Continuous Quality Improvement





Identification & Screening of Youth who have Experienced Trauma



Recognize. Train. Forward Movement.



Carefully timed traumatic stress screening is the standard of care for youth involved in justice systems.



Training for staff who administer the screens



Selection and adaptation of a brief, reliable and valid tool that reflects the diversity of youth served



Results are used to inform next steps towards treatment services



Considerations

Is your program...



- Considering when your screening tools are being used in the process and are the tools reliable?
- Ensuring the tools being used assist in guiding the youth's next steps to services/treatment?
- Addressing whether youth and family understand the goal for trauma screening and is there opportunity to go over the results and next steps?



Screening Resources

- Trauma ScreenTIME training curriculum- by Child Health Development Institute
- TYRC Online Learning Event: Screening & Assessment Approaches in JHW Courts and Programs video
- Trauma Screening information: What is a Trauma Screening: tool or process?



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Clinical Assessments/ Interventions for Trauma Impacted Youth



Assessment. Empower. Screen.



Assessments conducted by trained mental health clinicians



Assessment tool is strength based, identifies past and current trauma exposures,, potential relationships between post- traumatic stress related behavioral health symptoms



Results are used to inform optimal TI intervention services



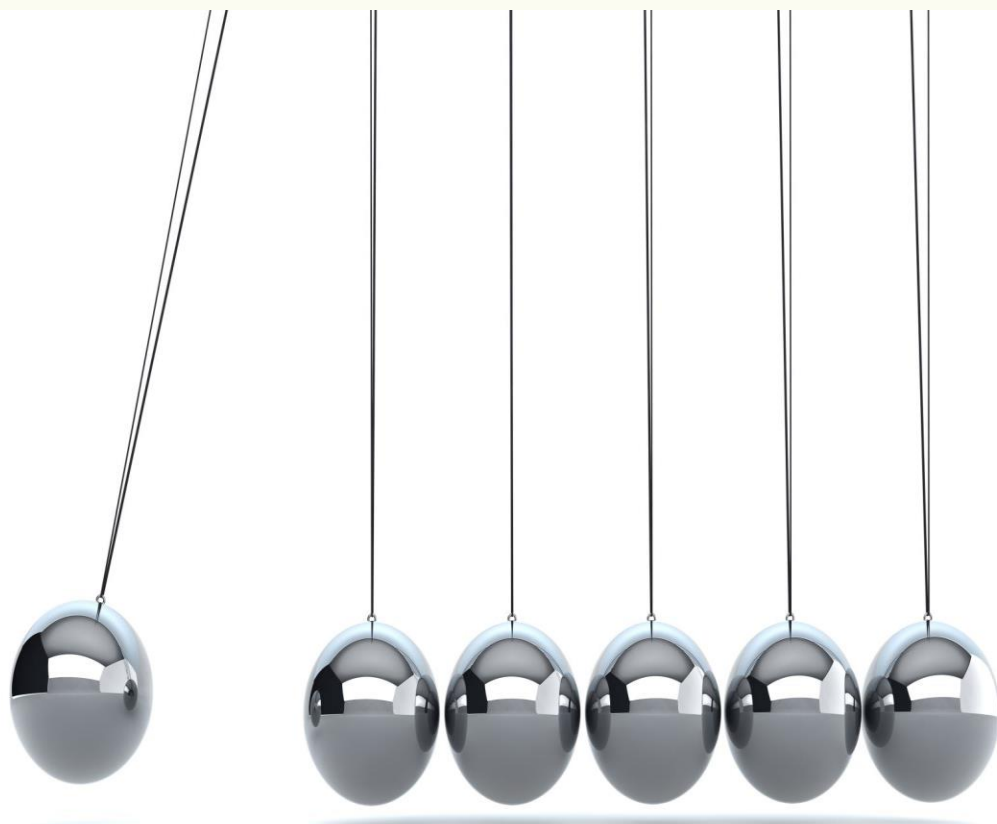
Considerations

Is your program...



- Identifying assessments that are measuring the necessary components to address the youth's trauma?
- Ensuring Interventions/services are individually tailored and include collaborating with the youth and family?
- Considering if you have external partnerships in place to assist with securing TI services?





Ongoing Trauma-Informed Programming & Staff Education



Realize. Build. Enhance.

Evidence-based training on trauma's impact on development and functioning is essential to providing services that respond to youth who have experienced trauma

Training on trauma-informed care begins at the onset of employment and continues as required professional development

Staff are equipped and skilled in response to trauma symptoms manifesting in youth



Considerations Is Your Program....



- Routinely advocating for training on trauma and its impacts, as well as trauma-informed approaches?
- Incorporating policies that support on-going staff development in these areas?
- Using a strength-based approach? Are you identifying the strengths within the family that lends to resilience and promotes healing?



Trauma-Informed Resources

- National Native Children's Trauma Center: General information and video resources
- A Trauma Informed Guide for Working with Youth Involved in Multiple Systems
- Think Trauma: A training curriculum for Working with Justice Involved Youth



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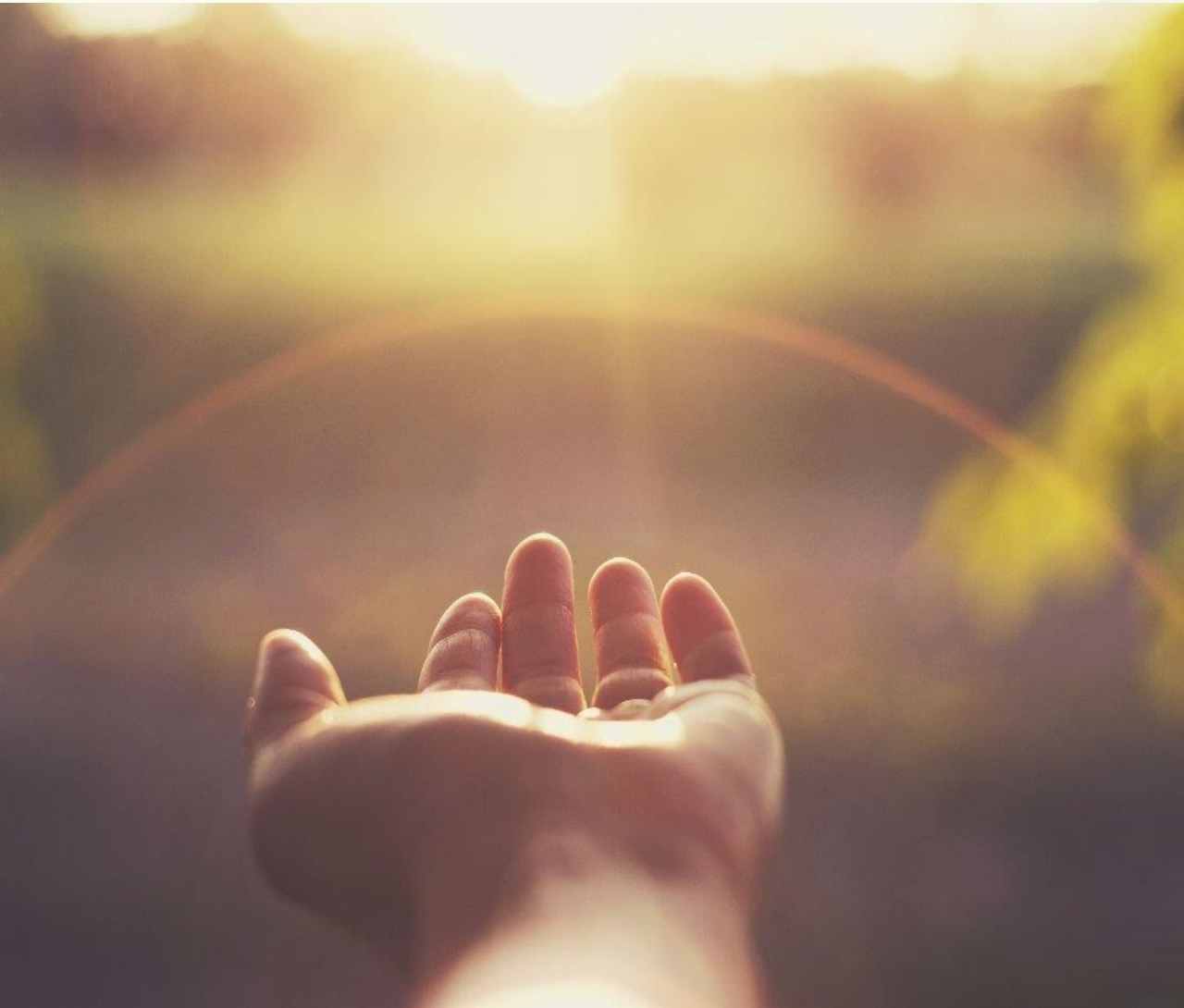




Prevention and Management of Secondary Traumatic Stress (STS)



Identification. Mitigation.



- Secondary Traumatic Stress (STS) is the emotional duress that results when an individual hears about the firsthand trauma experiences of another.
- It is important to identify when we may be experiencing symptoms of STS to respond appropriately.
- Timely response may help prevent significant long-term impacts to wellbeing, burnout and workforce turnover



Trauma-Exposed Workplaces

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

- Dr. Rachel Naomi Remen

Remen, N. R. (2006). *Kitchen table wisdom: Stories that heal (10th anniversary ed)*, pp. 52. Riverhead Books.





Considerations Is Your Program.....

- Ensuring staff, at all levels, receives training on what STS is and the adverse effects of STS? Is there support for ongoing education?
- Encouraging internal debriefing process, routine self-care and peer support?
- Using policies that require supervisory staff to receive ongoing training on mitigating STS by developing response skills that include identifying appropriate resources and support?





Trauma-Informed Partnering with youth & families



Partnerships. Power.



- Trauma involves experiences of powerlessness and isolation. Trauma-informed partnering can empower the youth.
- Youth and families prone to cooperate and fulfill their responsibilities when treated as collaborators
- Engagement with youth and families should reduce obstacles to interventions and be about building & maintaining a strong support network



Youth-Guided Care

Youth Guided means that young people have the right to be **empowered, educated**, and given a decision-making role in the care of their own lives as well as the policies and procedures governing care for all youth in the community and nation.

This includes giving young people a **sustainable voice and then listening to that voice**. Youth guided organizations create safe environments that enable young people to gain **self-sustainability** in accordance with the cultures and beliefs with which they identify. Further, a youth guided approach recognizes that there is a continuum of **power** that should be shared with young people based on their understanding and maturity in a **strength-based change process**. Youth guided organizations recognize that this process should be **fun** and **worthwhile**.



Partnering With Youth and Families

A Best Practices Guide for Youth Justice Stakeholders



Partnering with youth & families requires relationships built on trust and transparency of processes



Considerations

Is your program...



- Ensuring there are policies and processes that allows for input and feedback from the youth and families?
- Considering the foundation of support for youth & families throughout the system/program? ie. development of peer groups
- Identifying methods to ensure ongoing supportive and positive interactions so youth feel empowered and experience positive examples of partnering?





Intentional Collaboration with Other TI Programs/ Interventions



Response. Collaboration.



Maximizing collaboration amongst systems can increase effectiveness and continuity of interventions employed to address youths' behavioral challenges



Collaboration can also help repair the social contract in community systems



Improves information sharing across programs



Reduces redundancy in intakes and assessments for youth involved in multiple systems



Who Are Your Partners?



It takes intentional cross system collaborative work focused on preventing youth involvement in juvenile justice systems

“ Let us put our minds together and see what life we can make for our children.”

-Sitting Bull, Hunkpapa Lakota Chief



Considerations

Is your program...



- Developing partnerships with numerous programs/systems that youth may be involved in?
- Ensuring there are integrated streamlined approaches to delivery of services? Soft handoff?
- Requiring Continuous Quality Improvement processes to ensure continuity of TI care?



Listen. Learn. Implement.

Trauma responsive services should incorporate practices that are beneficial for all youth

Staff should be trained on processes that remove stigmatizing, exclusionary and re-traumatization for families

Ensure youth and families are afforded a voice in their treatment



Resist Re-traumatization

Use of force and coercion

Harsh, punitive discipline practices

Seclusion and restraint

Rigid rules

Lack of privacy and confidentiality

Unsafe environments

Being talked at or talked down to

Abuse by staff at facilities

Witnessing abuse towards others in the service environment

Feeling trapped

Using confusing language and terminology

Disrespectful language and tone towards youth and families

Policies and procedures that shame, devalue, disrespect, and otherwise disempower youth and families

Youth and families having limited voice in decision-making about care

Inadequate treatment interventions that do not address trauma-related needs



How People With Trauma Respond to Services

Developed by the Trauma Committee at The Institute for
Family Health

Trauma affects the way people approach potentially helpful relationships. Not surprisingly, those individuals with histories of abuse are often reluctant to engage in, or quickly drop out of, many human services.

Trauma has often occurred in the service context itself. Involuntary and physically coercive practices, as well as other activities that stimulate trauma-related reactions, are still too common in human serving organizations.



Is it Non-Compliance?

It is important to understand that “problem behaviors” may actually be manifestations or symptoms of trauma, or coping skills that served them when surviving their trauma.

What happens when someone has a trauma reminder, is re-traumatized or their trauma is not accounted for?

- Frequent missed appointments

- Disengagement from care

Viewing their behavior through a trauma informed lens helps providers understand them, and provide the care needed to truly treat them.

Developed by the Trauma Committee at The Institute for Family Health <https://www.institute.org/research-publications/research-committee/>



Top Four Reasons Caregivers are Non-Compliant

Don't know how to do the task

Don't know what they are supposed to do

Don't know why they should do it

Think they're doing it right and receive little to no feedback



Using our Lenses

Problem focused	Trauma focused	Cultural considerations
Over-sensitive and reactive	Trauma is being remembered, resulting in strong emotions	There was previous cultural harm
Aggressive behavior	Always aware of potential threats and relies on anger to stay safe	In this community people may individually provide their own justice
Refuses help	Shame is provoked when help is offered	Would like to demonstrate competence
Avoids people	Way to manage stress and re-traumatization	Mistrusts people
Disengaged	Could be avoiding stress or experiencing dissociation from trauma	Previous help was unhelpful





Considerations

Does your program...

- Involve youth and family in making decisions about practice and policy? Are there lived-experience voices at that table?
- Have mentors who help guide the youth and their families on their journey?
- Have a good working knowledge of all potential community resources to serve the youth and families?



Thank you!

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References for Presentation Available Upon Request

