

# Trauma Responsive Care in Behavioral Health and Child Welfare CBHA Illinois – 2019 Conference



Saint A

# SaintA

- **169**-year history of serving Wisconsin's children and families
- Child welfare, foster care, community-based services, serving **6,000** daily
- **360** staff, **32** million operating budget
- **12-year** initiative to infuse **TIC/NMT** in all programming





**CAUTION**

# Perspective



## 2 Perspectives for Consideration

- 1) Our urgency does not (yet) match the scope and intensity of the problem
- 2) New problem solving strategies will be more effective (better and quicker)



# Urgent?

JS <https://projects.jsonline.com/news/2017/3/23/epid> JS An epidemic of childhood t... x

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A TIME TO HEAL

## From generation to generation

The challenge facing Milwaukee and similar high-poverty cities goes beyond education, crime and jobs

By John Schmid of the Milwaukee Journal Sentinel

Twitter Facebook Comment

“Trauma is to mental health as  
smoking is to cancer”

-Dr. Steven Sharfstein

*Former President, American Psychiatric  
Association*

## Is childhood adversity a true cause of bad outcomes?

Or is the relationship between the 2 entities merely an association? To help answer this question, researchers evaluated the ACE Study using Bradford Hill criteria—9 epidemiological principles employed to infer causation. Their findings strongly support the hypothesis that not only are ACEs associated with myriad negative outcomes, *they are their root cause*<sup>12</sup> and therefore a powerful determinant of our most pressing and expensive health and social problems. Nevertheless, strategies to prevent and address childhood adversity, which are critical to meeting national health goals of

Neuroscience demonstrates that adverse experiences, in the context of insufficient protective factors and depending on their timing, severity, and frequency, cause overactivation or prolonged activation, or both, of the stress response system, thus derailing optimal growth and development of the brain and disrupting healthy signaling in all body systems. **The dysregulated stress response drives inflammation and subsequent chronic disease** (FIGURE<sup>17,18</sup>), and may influence genetic expression in this, and future, generations.<sup>12,14,19</sup> Using neuroimaging and assessment of biomarkers, researchers can see the harm caused by inadequately buffered adversity on overall anatomy and physiology. Protective factors such as a safe

# General American Trends – Life Expectancy



“The latest CDC data show that the U.S. life expectancy has *declined* over the past few years. Tragically, this troubling trend is largely driven by deaths from drug overdose and suicide. Life expectancy gives us a snapshot of the Nation’s overall health and these sobering statistics are a *wakeup call* that we are losing too many Americans, too early and too often, to conditions that are preventable.”

# General American Trends – Mental Health

- **69%** of Americans report struggling with some aspect of mental health\*
- **40 million** adults affected by anxiety\*\*
- Depressed employees lose **27 work days** a year\*\*\*

# Macro consequences – Cost (\$748b) and Savings (\$105b/10%)

## Life course health consequences and associated annual costs of adverse childhood experiences across Europe and North America: a systematic review and meta-analysis

Mark A Bellis, Karen Hughes, Kat Ford, Gabriela Ramos Rodriguez, Dinesh Sethi, Jonathon Passmore



### Summary

**Background** An increasing number of studies are identifying associations between adverse childhood experiences (ACEs) and ill health throughout the life course. We aimed to calculate the proportions of major risk factors for and causes of ill health that are attributable to one or multiple types of ACE and the associated financial costs.

**Methods** In this systematic review and meta-analysis, we searched for studies in which risk data in individuals with ACEs were compared with these data in those without ACEs. We searched six electronic databases (MEDLINE, CINAHL, PsycINFO, Applied Social Sciences Index and Abstracts, Criminal Justice Databases, and the Education Resources Information Center) for quantitative studies published between Jan 1, 1990, and July 11, 2018, that reported risks of health-related behaviours and causes of ill health in adults that were associated with cumulative measures of ACEs (ie, number of ACEs). We included studies in adults in populations that did not have a high risk of ACEs, that had sample sizes of at least 1000 people, and that provided ACE prevalence data. We calculated the pooled RR for risk factors (harmful alcohol use, illicit drug use, smoking, and obesity) and causes of ill health (cancer, diabetes, cardiovascular disease, respiratory disease, anxiety, and depression) associated with ACEs. RRs were used to estimate the population-attributable fractions (PAFs) of risk attributable to ACEs and the disability-adjusted life-years (DALYs) and financial costs associated with ACEs. This study was prospectively registered in PROSPERO (CRD42018090356).

*Lancet Public Health* 2019; 4: e517-28

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Policy and International Health Directorate, World Health Organization Collaborating Centre on Investment for Health and Wellbeing, Public Health Wales, Wrexham, UK (Prof M A Bellis DSc, Prof K Hughes PhD, G Ramos Rodriguez MRes); College of Human Sciences, Bangor University, Wrexham, UK (Prof M A Bellis, Prof K Hughes, K Ford PhD); and

# David Brooks...

“When you look over the domestic policy landscape, you see all these different people in **different policy silos** with different budgets: in health care, education, crime, poverty, social mobility and labor force issues.

But, in their disjointed ways, **they are all dealing with the same problem** — that across vast stretches of America, economic, social and family breakdowns are producing enormous amounts of stress and unregulated behavior, which dulls motivation, undermines self-control and distorts lives.

**Maybe it’s time for people in all these different fields to get together in a room** and make a concerted push against the psychological barriers to success.”

# Historical/Intergenerational Trauma

- **Boarding Schools**
- **Slavery/Jim Crow**
- **Holocaust**
- **Others?**



# Intergenerational Trauma and Epigenetics

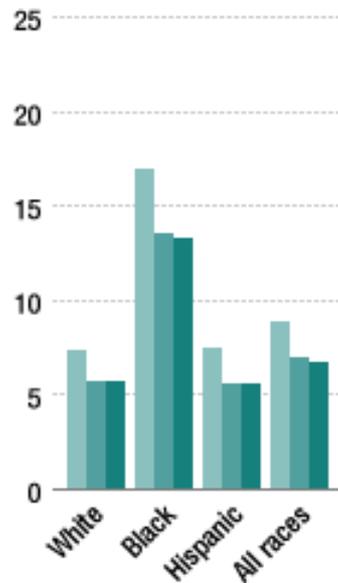
- What gets passed to the next generation?
- How does it get passed?
- Implications...



# Black Infant/Maternal Mortality US

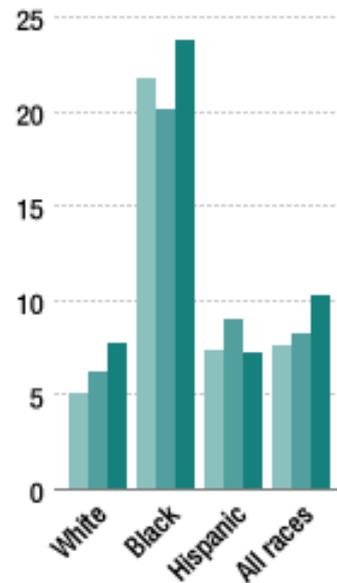
**Infant deaths per 1,000 live births**

'90 '00 '07



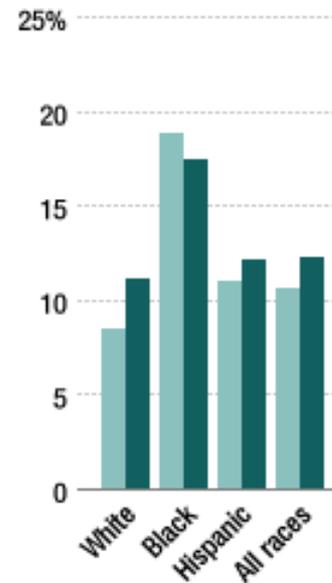
**Maternal deaths per 100,000 live births**

'90 '00 '07



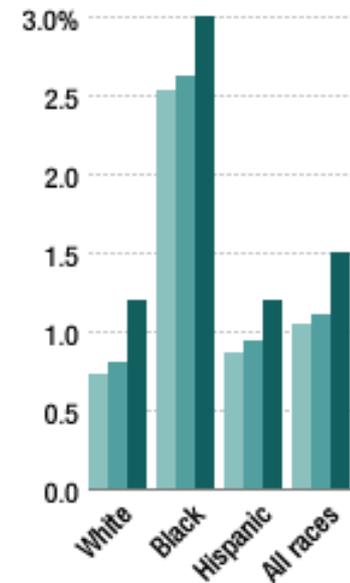
**Preterm birth rate (under 37 weeks)**

'90 '08



**Very low birthweight (less than 3 lbs, 4 oz)**

'90 '00 '08



“The reasons for the black-white divide in both infant and maternal mortality have been debated by researchers and doctors for more than two decades. *But recently there has been growing acceptance of what has largely been, for the medical establishment, a shocking idea: For black women in America, an inescapable atmosphere of societal and systemic racism can create a kind of toxic physiological stress, resulting in conditions — including hypertension and pre-eclampsia — that lead directly to higher rates of infant and maternal death.* And that societal racism is further expressed in a pervasive, longstanding racial bias in health care — including the dismissal of legitimate concerns and symptoms — that can help explain poor birth outcomes even in the case of black women with the most advantages.”

# Struggling to connect,

- Relational Poverty



-4.93 (1890) to 2.57 (2004)\*

-8 hrs/day of screen time\*\*

-9h22min/day\*\*\*

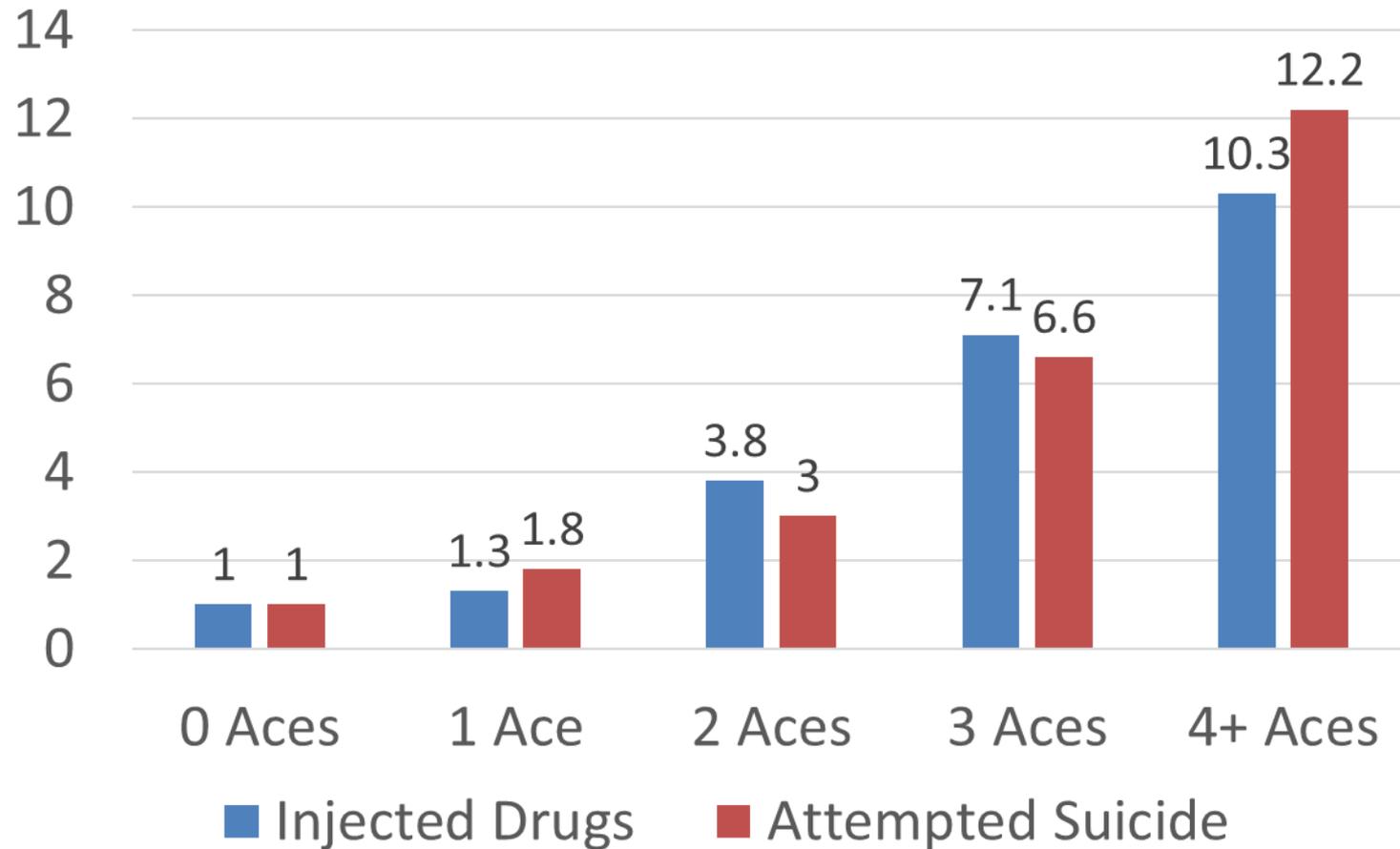
-1980 – 20%/2018 – **40%**\*\*\*\*



\*US Census, \*\*JAMA Ped, \*\*\*Common Sense Media, \*\*\*\*D Brooks

# ACEs and Injected Drugs

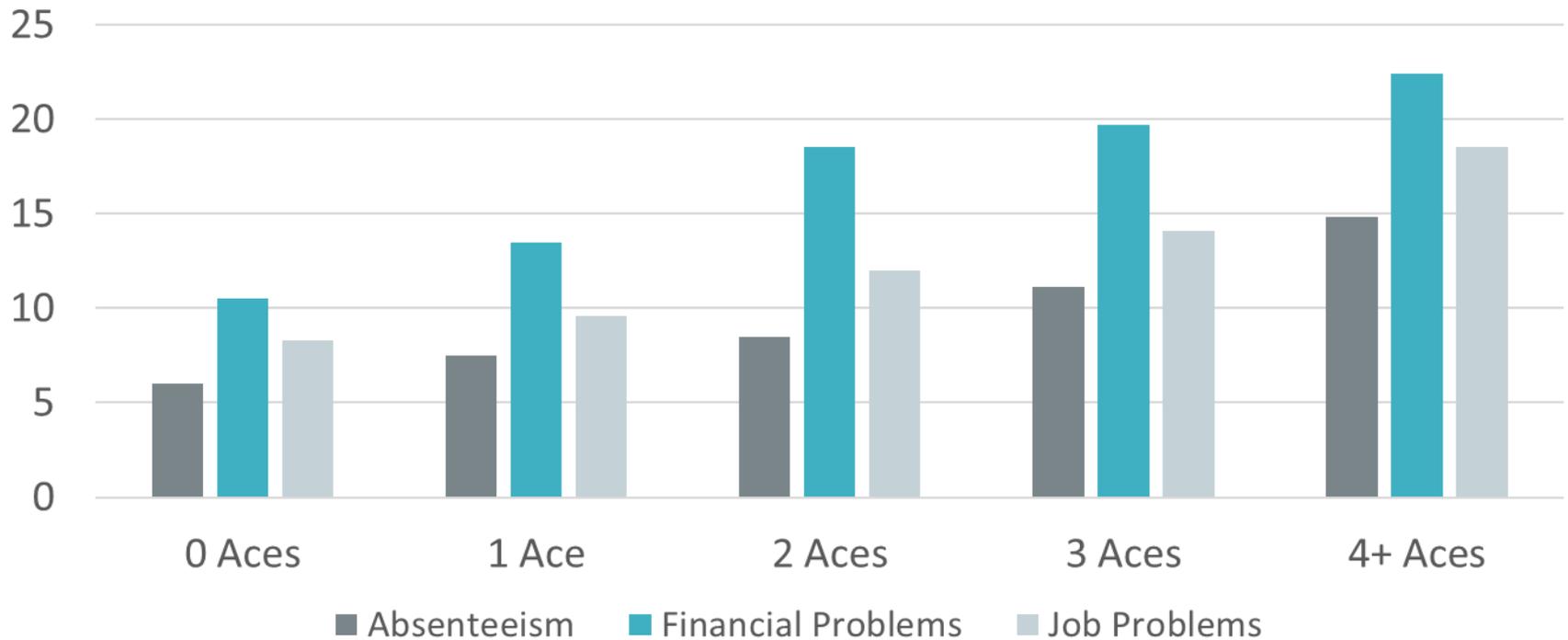
## ACEs and Suicide



What would ACE scores and outcomes be with 25 items vs 10?



# ACEs and Workforce performance



Anda et al, 2004

# STS, Burnout, VT

- Child Welfare – 33% STS\*
- Corrections – 37% Burnout\*\*
- Doctors – 54% Burnout, 39% depression, 7% suicidal ideation\*\*\*
- Judges – 63% vicarious trauma\*\*\*\*



\*Bride et al 2007

\*\*Bourbonnais et al 2005

\*\*\*Shanefelt et al 2014

\*\*\*\*Jaffe et al, 2003

# Other Vampires

- Primary trauma
- Primary trauma history
- Moral Injury
- Media scrutiny
- Structural flaws



# 2019 General Workforce Trends

- Turnover
  - 42m, 77%, \$600b\*
- Work Culture
  - 20%\*\*
- Burnout
  - 44%, \$190m\*\*\*

Let's take a breath!



# Perspective #2: New ways to solve problems



# Old technology

- Connecticut\*
  - 78,000 kids have 5+ ACEs
  - Significant \$ to get child welfare kids into EBT
  - 4400 attend at least one session
  - 200 successfully complete
  - what about the other 77,800 kids?

\*Connell et al, ISTSS 2014

## A different idea...



***Task shifting*** is a process of delegation whereby tasks are moved from highly specialized to less specialized health workers.

-World Health Organization

## Environment

Natural light, green space, colors, structure, fidgets, information, “feel of the place”, customer service, curious, respect, agency culture/process, etc.

*The context in which clients interact and staff work*

## Care

- TI Care (7ei)
- Informal Supports
- Peer Support
- In vivo re-scripting

*What helps do when interacting with clients*

## Treatment

- Clinical Problem Solving (NMT)
- Evidence Based Models (TF-CBT, PE, EMDR)
- Clinical re-scripting

*Referral to clinical specialist for specific Tx*

# Benefits of task shifting

- Cultural congruence
- More healers...empowered to heal (closer match to size and scope of problem)
- Data suggests equivalent performance...

# Task Shifting Outcomes

- Lay persons outperform physicians addressing depression & anxiety (Buttorf et al, 2012)
- TF-CBT in Africa using non-clinical staff – significant decrease in symptoms (Zambia, Congo – Griffin et al, ISTSS 2014)
- South Sudan: significant decrease in cardiovascular risk as measured by Heartmath
- What about child welfare?...

# Task shifting in child welfare



**Journal of Child Custody**

Applying Research to Parenting and Assessment Practice and Policies

ISSN: 1537-9418 (Print) 1537-940X (Online) Journal homepage: <https://www.tandfonline.com/loi/wjcc20>

## Trauma-responsive child welfare services: A mixed methods study assessing safety, stability, and permanency

James Topitzes, Timothy Grove, Erika E. Meyer, Stacey M. Pangratz & Caitlin M. Sprague

To cite this article: James Topitzes, Timothy Grove, Erika E. Meyer, Stacey M. Pangratz & Caitlin M. Sprague (2019) Trauma-responsive child welfare services: A mixed methods study assessing safety, stability, and permanency, *Journal of Child Custody*, 16:3, 291-312, DOI: [10.1080/15379418.2019.1607796](https://doi.org/10.1080/15379418.2019.1607796)

**Table 2.** Between program group comparison on demographic and preservice data.

Measure	Mean ( <i>n</i> )	
	Treatment	Comparison
<i>Child level</i>		
Female, %	56.7 (321)	53.8 (277)
Age (years)	9.8 (321)	9.9 (277)
Race/ethnicity	1.7 (321)	1.6 (274)
African American, %	62.6	67.2
White, %	13.4	16.1
Hispanic, %	14.3	10.6
Other, %	9.7	6.2
Reasons for detention	3.0 (268)	3.0 (235)
Alleged multiple maltreatment, %	22.4	23.8
Alleged neglect, %	38.4	37.9
Alleged physical abuse, %	4.9	5.5
Substantiated multiple maltreatment, %	1.1	2.1
Substantiated neglect, %	22.0	23.8
Substantiated physical abuse, %	9.0	6.8
<i>Staff Level</i>		
Age (years)	32.0 (15)	33.0 (13)
Race/ethnicity	1.6 (15)	1.6 (13)
African American, %	53.3	53.8
White, %	33.3	38.5
Hispanic	—	—
Other, %	13.3	7.7
Time with agency (months)	27.0 (15)	27.0 (13)
Caseload per month per worker	17.6 (15)	16.6 (13)

# Tools specific to Treatment Teams

- More training\*
- consultation/field coaching
- trainings/staffings with Dr Perry
- Caregiver Support Specialist
- NMT metrics
- TSCC
- Staffing protocol\*

# Trauma Informed Care

## 7 Essential Ingredients (7ei)

1. Prevalence
2. Impact
3. Perspective Shift
4. Regulation
5. Relationship
6. Reason To Be
7. Caregiver Capacity

# The Power of Seeing and Understanding

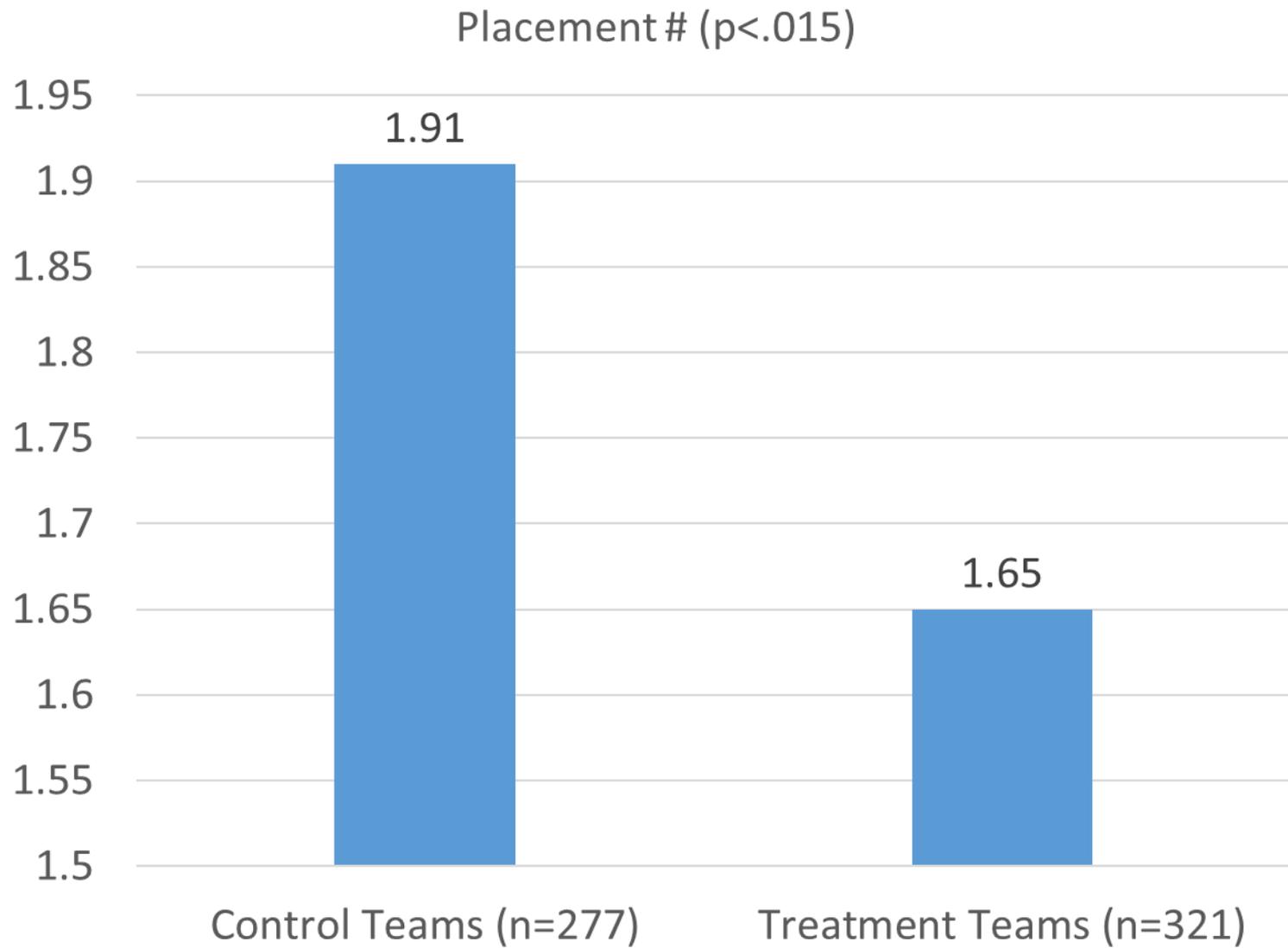
“I felt that somebody understood—that they knew where I was coming from.

That it wasn't just another person who was trying to talk to me and calm me down for that moment.

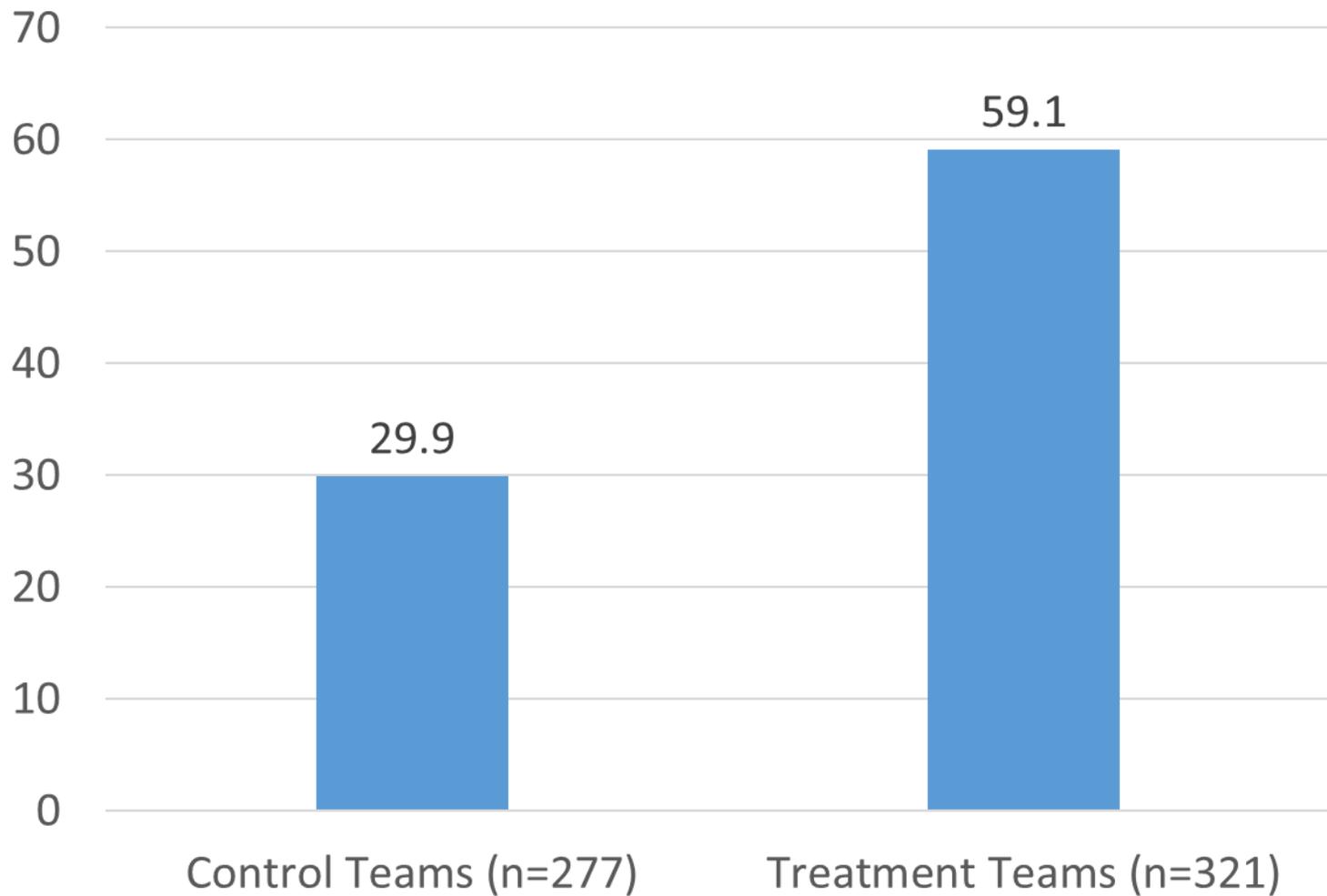
That they had done their homework and really wanted to help.

I felt seen...I felt heard.”

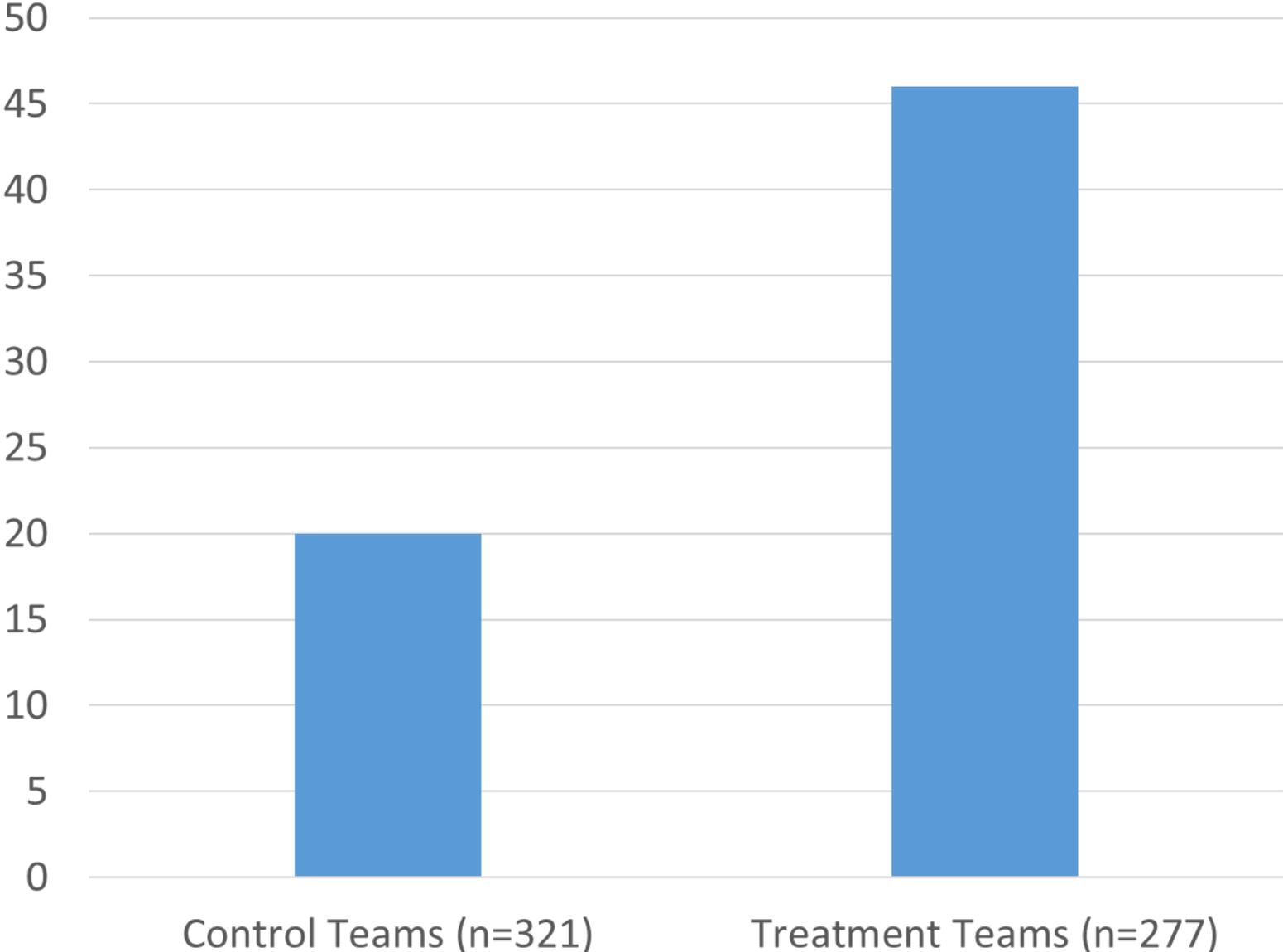
*Alisha Fox,  
60 Minutes interview  
with Oprah Winfrey*



Permanency % (p<.000)



# Case Closure % (p<.0001)



# Staff feedback

- “The project increased my investment in the agency”
- Enjoyed contributing to the initiative – in doing so I engaged in something “larger than myself”
- “I appreciate the agency’s focus on trauma, and I respect the work. I feel proud to work here.”
- “I have been in the field for 30 years and have never seen a re-hire rate like the one at SaintA”

# Practice today

- Staffing protocol at 45 days and then at permanency consultations
- Rubric
- Training
- Family support
- Connection to outcomes? (shared with partners, one settlement item left)

# Can it be done?



# Marquette University –Educational Opportunity Program

EOP, a federally funded TRiO program, is an academic program that motivates and enables low-income and first generation students whose parents do not have a baccalaureate degree to enter and succeed in higher education.

# Why Trauma Informed Care?

“Recognizing the impact of trauma and the trauma stress reaction on our students aids in designing a trauma informed care philosophy in Marquette’s EOP. This awareness allows us to understand and serve our students more effectively.”

# South Shore Communities

The South Shore Milwaukee County Communities (Cudahy, Oak Creek, South Milwaukee, St Francis) received a grant from the Wisconsin Department of Health Services to address the opioid crisis in our communities. One of the core strategies this grant funds is training all Fire, Police, Public Health and eventually other community stakeholders in a new practice called Trauma Informed Care (TIC).

# Why Trauma Informed Care?

"This training will help our first responders and public health staff to better recognize and respond to the various types of trauma that impact children and adults in our communities"

# Milwaukee Area Health Education Center

The mission of Milwaukee AHEC is to enhance access to health care for underserved populations in Southeastern Wisconsin through health professions education.

# Why Trauma Informed Care?

“Milwaukee AHEC believes in training ALL health care professionals to use trauma-informed responses to avoid re-traumatizing individuals as they are trying to navigate complex health systems.”

# Community Health Worker Training

“CHWs must understand how trauma experiences effect the lives of those they touch in order to assist individuals in health promotion.”

# Girl Scouts (Northern Great Lakes)

Girl Scouting builds girls of courage, confidence and character who make the world a better place.

# Why Trauma Informed Care?

“We work with many girls who have trauma. We want to assure every child we serve has the ability to grow, learn and thrive while with us.”

# Oprah Winfrey, by video, helps launch historic 3-day trauma conference in Milwaukee

John Schmid, Milwaukee Journal Sentinel

Published 6:15 p.m. CT Sept. 26, 2018 | Updated 9:54 p.m. CT Sept. 26, 2018



(Photo: Rick Wood/Milwaukee Journal Sentinel)

Fiserv Forum:

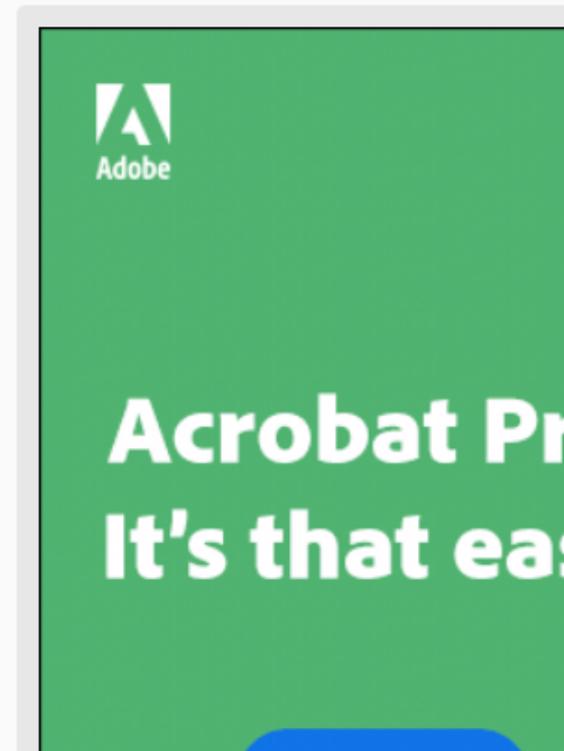
“Unless you fix the trauma that’s caused people to be the way they are, you’re working on the wrong thing.”

The Milwaukee native, who broadcast a ["60 Minutes" report](#) earlier this year about the

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Oprah Winfrey, who many credit with shaping their own lives, on Wednesday described a life-changing revelation of her own.

Speaking in a pre-recorded video, taped specifically for a path-breaking [three-day conference](#) in Milwaukee on the topic of psychological healing, Winfrey told the attendees crowded into the new



# SWIM is a Movement

At last count: 791 individuals from 472 institutions actively working on the impacts and root causes of generational trauma in Milwaukee





## To hire and heal at the same time: Wisconsin employers pilot new trauma-responsive job programs

September 13, 2019 | Milwaukee Journal Sentinel

A little more than two years ago, veteran Wisconsin entrepreneur Bill Harrigan ripped up all his old business plans and relaunched Grafton-based Harrigan Solutions around ideas that aren't taught in business school.

The man with a marketing degree immersed himself in brain science. Harrigan was determined to hire folks many might turn away — people with unresolved psychological traumas that stem from exposure to extreme violence, neglect, abuse and abandonment. Most of his 30 current hires are ex-offenders.

"This is about neuroscience," Harrigan said about the job-training curriculum he designed.

Harrigan Solutions belongs to a growing handful of pioneers who are experimenting with new ways to integrate trauma-responsive practices directly into the workplace.

It's a radical idea to some, not least because trauma-informed practices can trigger long-suppressed and painful past experiences.

Harrigan has seen the trauma data, which has been validated around the world. Unless those with invisible wounds begin to heal, people coping with neurological trauma statistically are prone to aggression, mental illness, drug abuse, prison, homelessness and dissociation — not unlike symptoms seen in some military veterans.

# A Resilient Workforce Starts With an Understanding Employer

November 13, 2019

**Publication** / Inside HR / Health & Wellness



**Lynell Meeth**

Director, Member Content

*Read time: 2 mins*



Recently MRA hosted *Creating Workforce Resilience: A Trauma-Informed Approach*. This enlightening event was based around the idea that bosses who listen and really get to know their employees and understand where they are coming from have a more successful workforce from the standpoint of engagement, retention, productivity, and resiliency.

# What's Next

- 1) Common language
- 2) Who is trauma responsive? Who says they are?  
Who knows the difference?
- 3) Equity must be co-prioritized!
- 4) Barriers to collaboration
- 5) Let's see what the politicians do (Family First compatible?!)