Recovery and Repair: Community-Driven Healing in Response to Critical Incidents

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WELCOME!
Learning Objectives

Identify practices and policies that support communities towards recovery and regulation, as modeled from ReCAST grantee field experience.

Investigate how shared agreements constructed across systems that outline readiness, response protocol, and recovery efforts after a critical incident can increase trust between communities and the governments that serve them.

Discuss and examine mental health and wellness needs of participants’ own workforce (city or community) before, during, or after elevated incidents.

Consider the workplace accommodations in participants’ workplace and/or community, including how to manage our own emotional reactions while more effectively responding to the emotional distress of others at work.

Construct new practices or policies that are culturally appropriate for the mental health needs of the workforce in participants own settings in the wake of a critical incident.
How might today flow?

- Welcome & grounding
- What and the why
- BREAK
- How?
- Collective discussion and take away transfers
- Close & thank yous
Generative Space.
Brave Space.
We are all students and teachers.
Practice radical presence.
Take space, Make space.
Active Listening.
Expect and accept a lack of closure.
Why are you here?

What are you curious about?

Excited for or about?

What are you bringing with you into this conversation?
The Why
The Genesis of ReCAST

Congressional mandate in 2015/16

. . . To address the effects of traumatic events, such as law enforcement shooting of unarmed African American men and subsequent civil unrest in communities.

A mural of Freddie Gray, Baltimore, MD

Congressman Elijah Cummings with Baltimore’s Seeds of Promise mentors & mentees; Cummings represents the district in which Gray resided.
What is ReCAST?

**Resiliency in Communities After Stress and Trauma**

- Supports communities that have faced civil unrest in the last 24 months to implement trauma informed approaches to supporting children and families impacted by these events, and to implement evidence-based, violence prevention, and community youth engagement programs.
The ReCAST Approach: A Different Type of Grant

- Community coalition-driven

- Use of coalition to develop community-specific goals, objectives and activities

- Municipality and community-based provider/stakeholder partnership

Reggie Burke, Project Director of ReCAST MKE presenting to his colleagues
• At least **2,902 people killed by police since August 9, 2014**, the day of the Michael Brown shooting in Ferguson, Missouri.

• Police have killed **1,147 people** in the U.S. in 2017 ([https://mappingpoliceviolence.org/](https://mappingpoliceviolence.org/))
Terminology of Relationships: Hurting & Healing, Trauma & Resilience

Systemic:
- social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another (intentional and unintentional).

Institutional:
- policies, laws, rules, norms, and customs enacted by organizations and social institutions that disadvantage some social groups and advantage other social groups (intentional and unintentional).

Collective:
- attitudes and actions that reflect prejudice against a social group (unintentional and intentional)-inter & intrapersonal.

Individual:
- attitudes and actions that reflect prejudice against a social group (unintentional and intentional)-personal.
In a 2016 report called “Stress in America,” the American Psychological Association said that nearly 40 percent of African-American men reported being treated unfairly by police or law enforcement—unfairly stopped, searched, questioned, and physically threatened or abused.

In a study of young urban men, 85 percent of participants reported being stopped at least once in their lifetime; and those who reported more intrusive police contact also experienced increased trauma and anxiety symptoms (Geller et al, 2014).

Carter coins “Race Based Traumatic Stress Injury” (2007)

Ethnoviolence & how racism causes trauma
(in Racism and Ethnoviolence as Trauma: Enhancing Professional Training, Helms et al., 2010)
Where is ReCAST?

Baltimore, MD
Baton Rouge, LA
Bexar County, TX
Chicago, IL
Dallas County, TX
Flint, MI
Milwaukee, WI
**Minneapolis, MN**
Oakland, CA
St. Louis County, MO
About ReCAST Minneapolis

- Jamar Clark
- 18-Day Occupation
- Massive Protests
- Internal Discord

ReCAST Grantee Sites (Round 1)
- Baltimore, MD
- Bexar County, TX
- Chicago, IL
- Flint, MI
- Milwaukee, WI
- Minneapolis, MN
- Oakland, CA
- St. Louis County

5-year grant funded initiative $1,000,000/year

Community Decides
Goal Areas – Year One

• **Goal 1: Greater trust and understanding:** Establish, improve and increase (dominant culture's recognition of) cross-cultural relationships in order to humanize one another

• **Goal 2: Community capacity and health:** multi-faceted, multi-layered authentic community response to trauma

• **Goal 3: Shared decision-making:** Get the work done in a way that reflects real power, buy-in, and leadership from community
The Work

Healing and Training

Shared Decision Making

Youth Leadership Development

Trauma Healing Services

Staff & Residents

Residents-Only
The What
What is crisis, repair, and recovery anyway?

Around the room, there are several prompts.

Pick a marker. Offer an example, question, idea, issue, or resource.

GO WILD.

Chalk Talk: An activity that involves no chalk and no talk
Mapping out our story
Trauma

- Defined by the community
- Can be caused by structural violence and inequity
- May have lasting adverse effects on an individual’s or community’s mental, physical, social, emotional, or spiritual well-being
ADVERSE CHILDHOOD EXPERIENCES*

- Early Death
- Disease, Disability, and Social Problems
- Adoption of Health-risk Behaviours
- Social, Emotional, & Cognitive Impairment
- Adverse Childhood Experiences

Coping

- Scientific gaps
- Complex Trauma/ ACE
- Race/Social Conditions/ Local Context
- Generational Embodiment/Historical Trauma

Historical Trauma/Embodiment

- Early Death, Quality of Life (Loss)
- Burden of dis/ease, distress, criminalization, stigmatization

Trauma and Social Location

*http://www.cdc.gov/violenceprevention/acesstudy/pyramid.html
Figure 2 “The Production of Violence from Trauma” in Adverse Community Resilience Report, Kaiser Permanente, 2016, p.21.
“The expectation that we can be immersed in the suffering and loss daily and not be touched by it is as unrealistic as expecting to walk through water without getting wet. This sort of denial is no small matter. The way we deal with loss shapes our capacity to be present to life more than anything else. The way we protect ourselves from loss may be the way in which we distance ourselves from life. We burn out not because we don’t care but because we don’t grieve. We burn out because we’ve allowed our hearts to become so filled with loss that we have no room left to care.”

• -Remen in Mathieu (2012, p.7)
What are we actually experiencing?

“There are two ways of spreading light: to be the candle or the mirror that reflects it.”

*Edith Wharton*

Destabilization: Exposure to Suffering
- Moral Stress
- Burnout / Vital Exhaustion
- Vicarious Trauma
- Compassion Fatigue / Sorrow

Buoyancy: Intentional Interventions
- Hope Match
- Neuroplasticity
- Vicarious Resilience
- Compassion Satisfaction
Resilience

• Also defined by the community
• Supported with trauma informed approaches
• Promoted with evidence-based and community defined evidence-based practices
• **Individual Resilience** - An individual’s ability to adapt to and even thrive in the face of adversity and traumatic events.

• **Community Resilience** - The ability of a community to adapt to and even thrive in the face of adversity and traumatic events, thus reinforcing community healing and reducing trauma-inducing conditions.
ReCAST Resilience Framework

SAMHSA’s Key Principles of a Trauma Informed Approach

- Safety
- Trustworthiness and Transparency
- Peer Support
- Collaboration and Mutuality
- Empowerment, Choice, and Voice
- Cultural, Historical, and Gender Issues

Capacity and Infrastructure Development

- Governance and leadership
- Policy
- Physical environment
- Engagement and involvement
- Cross sector collaboration and information-sharing
- Training and workforce development
- Financing
- Sustainability (maintain effort)
- Monitoring progress
- Evaluation
- Generate knowledge for evidence-base

Trauma Focused Strategies

- Evidence-informed practices
- Community developed supports
- Peer support activities
- Build upon existing promotion and prevention interventions
- Screening, assessment, and treatment services
- Training and workforce development
- Social marketing and messaging
Figure 5 “Promoting Community Resilience: From Trauma to Wellbeing” in Adverse Community Resilience Report, Kaiser Permanente, 2016, p.29.
Recovery?

Nope, not this.
“...Place the oxygen mask on yourself first before helping small children or others who may need your assistance.”
What if we not only looked at the passengers, but the whole plane’s structure, culture, policies and practices?
“No epidemic has ever been resolved by paying attention to the treatment of the affected individual.”

— Dr. George Albee
Cultural determinants of help seeking (Arnult, 2009)

- **Interpretations of Meaning**
  - Culturally-specific explanations about how health and wellness are achieved, as well as the causes of distress and illness.
  - Three interpretations (Robbins and Kirmayer, 2001)
    - A *somatic* interpretation is the attribution of a physical sources of wellness or distress
    - A *psychological* interpretation is about emotional sources
    - An *environmental* interpretation posits social or physical environment sources
  - Social significance

- **Social Context Dynamics**
  - Availability of resources (group-oriented vs individual oriented)
  - Exchange rules (reciprocity vs autonomy)
#Blackjoy

Videos created by ReCAST Minneapolis in collaboration with Resmaa Menakem, Dr. Joi Lewis and SwayHeavy Productions (2017)

Part 1 -
https://www.youtube.com/watch?v=ZuoGAL9mZbs

• This video is meant to normalize the conversation of trauma and processing a traumatic events in the Black community.

Part 2 -
https://www.youtube.com/watch?v=BUn0AGwqHp4

• This video expands on how communities heal and that, for the most part, communities of color heal collectively. Different people from the community share how they work to heal community.

Part 3 -
https://www.youtube.com/watch?v=s_tAM5SAu5w

• This video introduces the need for resources and infrastructure to heal. The tools and people to help others through healing already exist in community but assistance is need to sustain those tools.
Exploration...

Trauma
- How does your community define trauma?
- When traumatic events happen, how does your community respond?

Resilience
- What does resilience look like?
- How does your community support and maintain resilience?
What are the recovery challenges we face?

How can we create spaces for collective grief?

How can we practice supporting ourselves one another?
Time for a break!
The How
Station, My Station

- Melodye: National level
- Ebony: Local community & city level
- Leora: Individual and intrapersonal levels
Collective stationed learning debrief

• Ah has

• Takeaways

• Questions remaining

what is stronger than the human heart which shatters over and over and still lives

- rupi kaur
Closing
Concentric Conversations.
Thank you!

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APPENDIX QUOTES
“OXYTOCIN IS A NEURO-HORMONE. IT FINE-TUNES YOUR BRAIN'S SOCIAL INSTINCTS. IT PRIMES YOU TO DO THINGS THAT STRENGTHEN CLOSE RELATIONSHIPS. OXYTOCIN MAKES YOU CRAVE PHYSICAL CONTACT WITH YOUR FRIENDS AND FAMILY. IT ENHANCES YOUR EMPATHY. IT EVEN MAKES YOU MORE WILLING TO HELP AND SUPPORT THE PEOPLE YOU CARE ABOUT. SOME PEOPLE HAVE EVEN SUGGESTED WE SHOULD SNORT OXYTOCIN... TO BECOME MORE COMPASSIONATE AND CARING. BUT HERE'S WHAT MOST PEOPLE DON'T UNDERSTAND ABOUT OXYTOCIN.

IT'S A STRESS HORMONE. YOUR PITUITARY GLAND PUMPS THIS STUFF OUT AS PART OF THE STRESS RESPONSE. IT'S AS MUCH A PART OF YOUR STRESS RESPONSE AS THE ADRENALINE THAT MAKES YOUR HEART POUND. AND WHEN OXYTOCIN IS RELEASED IN THE STRESS RESPONSE, IT IS MOTIVATING YOU TO SEEK SUPPORT. YOUR BIOLOGICAL STRESS RESPONSE IS NUDGING YOU TO TELL SOMEONE HOW YOU FEEL, INSTEAD OF BOTTLING IT UP. YOUR STRESS RESPONSE WANTS TO MAKE SURE YOU NOTICE WHEN SOMEONE ELSE IN YOUR LIFE IS STRUGGLING SO THAT YOU CAN SUPPORT EACH OTHER. WHEN LIFE IS DIFFICULT, YOUR STRESS RESPONSE WANTS YOU TO BE SURROUNDED BY PEOPLE WHO CARE ABOUT YOU...

HOW YOU THINK AND HOW YOU ACT CAN TRANSFORM YOUR EXPERIENCE OF STRESS. WHEN YOU CHOOSE TO VIEW YOUR STRESS RESPONSE AS HELPFUL, YOU CREATE THE BIOLOGY OF COURAGE. AND WHEN YOU CHOOSE TO CONNECT WITH OTHERS UNDER STRESS, YOU CAN CREATE RESILIENCE.”

Kelly McGonigal
How to make stress your friend
"WE'RE NOT SUPPOSED TO SPEND OUR TIME LIVING TO HEAL, WE'RE SUPPOSED TO HEAL TO LIVE."

- Nkem Ndofo
“WE HAVE LEARNED THAT TRAUMA IS NOT JUST AN EVENT THAT TOOK PLACE SOMETIME IN THE PAST; IT IS ALSO THE IMPRINT LEFT BY THAT EXPERIENCE ON MIND, BRAIN, AND BODY. THIS IMPRINT HAS ONGOING CONSEQUENCES FOR HOW THE HUMAN ORGANISM MANAGES TO SURVIVE IN THE PRESENT. TRAUMA RESULTS IN A FUNDAMENTAL REORGANIZATION OF THE WAY MIND AND BRAIN MANAGE PERCEPTIONS. IT CHANGES NOT ONLY HOW WE THINK AND WHAT WE THINK ABOUT, BUT ALSO OUR VERY CAPACITY TO THINK.”

— Bessel A. van der Kolk. *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma*
"Trauma is not what happens to us, but what we hold inside in the absence of an empathetic witness."

— Peter A. Levine
“VIOLENCE IS WHAT HAPPENS WHEN WE DON'T KNOW WHAT ELSE TO DO WITH OUR SUFFERING.”

— Parker J. Palmer
"WE DON’T HEAL ONLY FOR THE SAKE OF FEELING GOOD. WE HEAL SO THAT WE CAN ACT AND ORGANIZE. WE HEAL SO THAT WE CAN USE THE LESSONS GAINED THROUGH THE WOUNDS OF OUR TRAUMA TO MAKE NECESSARY CHANGE IN OUR WORLD."

- Prentis Patrice Hemphill