

Welcome!

We are so glad you are here!

We will get started shortly.
In the meantime, we invite you to intentionally enter this space.



Silence your cell phone



Stretch



Close the door



Take a few deep breaths



Close browser windows



Emotionally release your to-do list



Check your audio and video



Take a bio break

2021 Healthy Start Virtual Grantees' Meeting
Taking Time for Self-Compassion and Resiliency
Thursday, November 4, 2021 || 3 pm to 4:20 pm ET





Taking Time for Self-Compassion and Resiliency

Breakout Session

Thursday, November 4

3-4:20 pm ET

The Healthy Start TA & Support Center is operated by the National Institute for Children's Health Quality (NICHQ). This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number 1 UF5MC327500100 titled Supporting Healthy Start Performance Project.

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National Institute for
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TA & SUPPORT CENTER

A logo graphic consisting of four colored squares (red, orange, yellow, green) arranged in a 2x2 grid, with a green plant stem growing from the center.

Taking Time for Self-Compassion and Resiliency

Agenda

Housekeeping

Colleen Bernard,
National Institute for
Children's Health Quality

Welcome

Colleen Bernard, NICHQ

Taking Time for Self-
Compassion and
Resiliency

Amelia Roeschlein,
Trauma-Informed,
Resilience-Oriented,
Equity-Focused Services

Closing

Colleen Bernard, NICHQ





This session is being recorded.



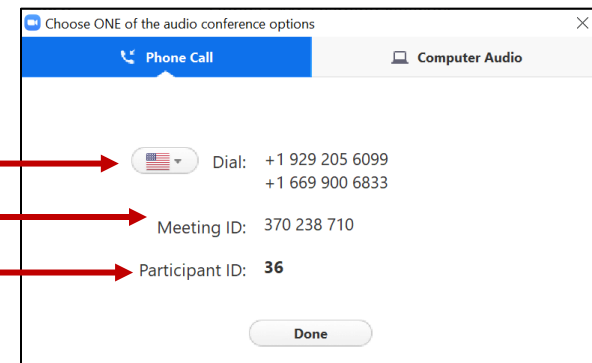
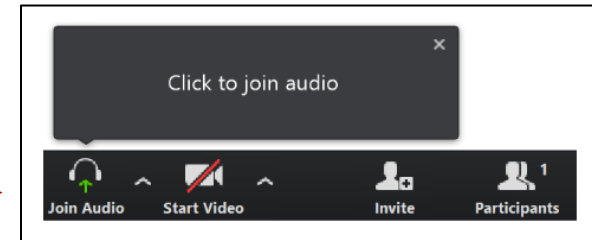
All participants are muted upon entry. We ask that you remain muted to limit background noise.



Participants are encouraged to share comments via the Chat module and ask questions via the Q&A module in Whova (on the mobile app or browser).

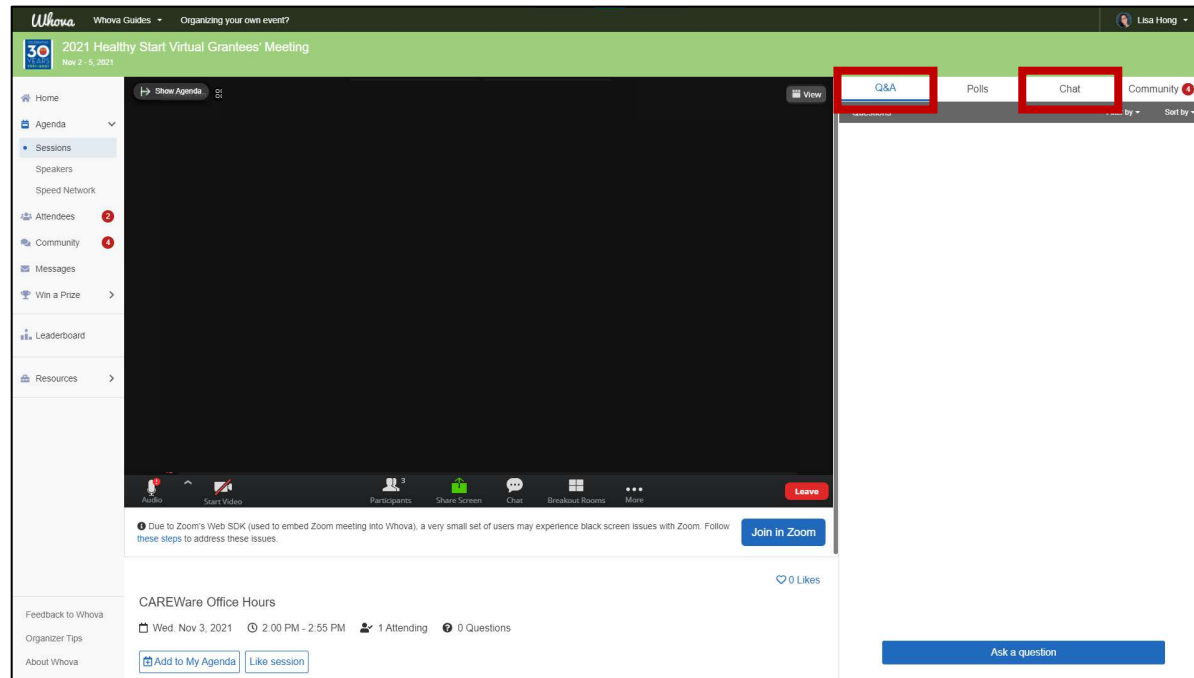
Audio

- After you join the Zoom session, an audio conference box may appear.
 - If you do not see the box, click **'Join Audio'**
- From the audio conference box, select **'Phone Call'** or **'Computer Audio'**
 - If using the phone:
 - Dial one of the given numbers next to **'Dial'**
 - You will be prompted to enter the **Meeting ID**
 - Then you will be prompted to enter the **Participant ID**

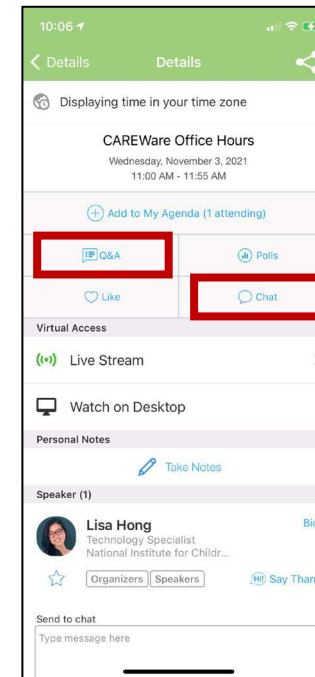


Chat and Q&A modules in Whova

Chrome Browser



Mobile Application



Like what you see?

The Healthy Start TA & Support Center is now active on social media!

1. Take a picture or a screenshot
2. Share on Instagram or Twitter!
3. Don't forget to tag @HS_TASC and @NICHQ and include hashtags #HealthyStartVGM2021 and #HealthyStartStrong

Technical Issues

If you experience any technical challenges with Whova, please email support@whova.com.

A photograph of a woman with long dark hair, wearing a blue quilted vest over a grey long-sleeved shirt, smiling warmly. She is holding a young child with dark hair in a ponytail, wearing a pink shirt and blue jeans. They are outdoors in a grassy area with a blurred background.

Welcome & Introduction

Colleen Bernard

National Institute for
Children's Health
Quality

*Taking Time for Self-Compassion and Resiliency
Hosted by the Healthy Start TA & Support Center at NICHQ on November 4, 2021*

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Welcome to the VGM!

We hope you have been enjoying today's sessions so far!

#HealthyStartVGM2021
#HealthyStartStrong
@HS_TASC @NICHQ

*Taking Time for Self-Compassion and Resiliency
Hosted by the Healthy Start TA & Support Center at NICHQ on November 4, 2021*

In this breakout, you will:

- Develop understanding of trauma and the impact of chronic stress on the brain and body.
- Develop understanding of the importance of manifesting safety and self-compassion.
- Practice how we roll with it - learning specific skills and techniques to promote resiliency in ourselves, each other, and those we work with.

Our Speaker

Amelia Roeschlein, DSW, MA, LMFT

Consultant

Trauma-Informed, Resilience-Oriented,
Equity-Focused Services

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Taking Time for Self-Compassion and Resiliency

Hosted by the Healthy Start TA & Support Center at NICHQ on November 4, 2021

Questions during the session?

Use the Q&A module in the Whova platform and make sure to identify the speaker to whom you are directing your question(s).

Questions will be answered during the session if time permits. Otherwise, questions will be addressed post-session.

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Taking Time for Self-Compassion & Resilience

11/4/2021

Today's Presenter



Dr. Amelia Roeschlein DSW, MA, LMFT

Pronouns: She/Her/Hers

Consultant, Trauma Informed, Resilience-Oriented Services

National Council for Mental Wellbeing



Wellbeing

Moment to arrive



Learning Objectives

Define	Trauma and the impact of chronic stress on the body
Understand	Understand the importance of manifesting safety and self-compassion within ourselves
Practice	How we roll with it- Specific skills and techniques necessary to promote resilience in ourselves, each other, and those we work with

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Wellbeing



The impact of trauma- what we know





Cost Of Racism: U.S. Economy Lost \$16 Trillion Because Of Discrimination, Bank Says [npr.org]

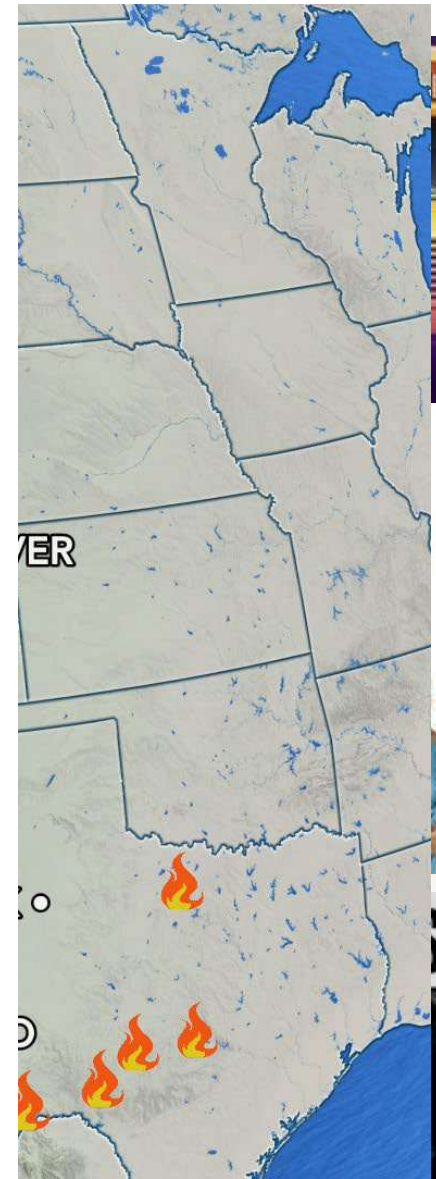
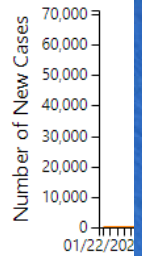
JENNA QUINN (ACES CONNECTION STAFF) 6 HOURS AGO



By Adedayo Akala, September 23, 2020, on NPR

New Case

The following outbreak. Ho



SCHOOL

25 DEAD
Explosive deaths on two gunmen's leaders delay an exact count of those killed.

23 HURT
At least 11 are in critical or serious condition after the lunchtime rampage.

What is Trauma?



Definition (SAMHSA Experts 2012) includes three key elements

*Individual trauma results from an **event** , series of events, or set of circumstances that is **experienced** by an individual as overwhelming or life-changing and that has profound **effects** on the individual's psychological development or well-being, often involving a physiological, social, and/or spiritual impact.*



Intergenerational (Historical) Trauma

“Cumulative emotional and psychological wounding, over the lifespan and across generations, emanating from massive group trauma experiences.”

Yellow Horse Brave Heart, 2003

Rethinking Historical Trauma: Narratives of Resilience

Aaron R. Denham, 2008



Intergenerational/ Historical Trauma Events



Genocides



Slavery



Pandemics



Massacres



Prohibition/destruction
of cultural practices



Discrimination/Systemic
prejudice



Forced relocation

Trauma Shapes Our Beliefs



- Worldview
- Spirituality
- Identity

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Trauma & The Human Stress response



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Stressors of Today

Not feeling safe at work due to real danger and high acuity of disease

Worries about job and employment

Anticipation about the future and unsure how long this will continue??

Constant doom and gloom (i.e. social media, news, etc.)

Working All the time

Everyone's in a different boat

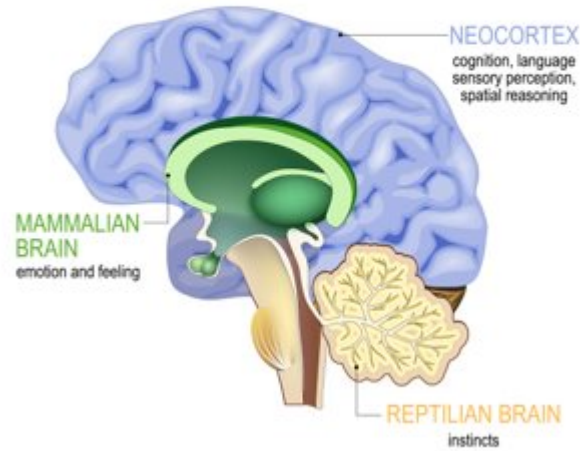
Merged rolls and constant multitasking (employee, parent, spouse, managing families, schooling)

Social Unrest/
Systemic Racism

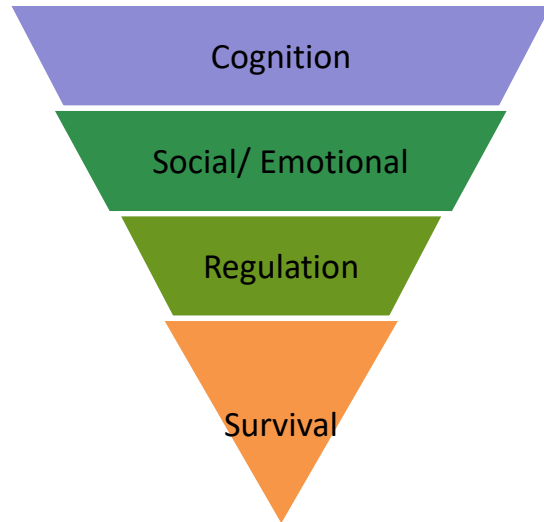
Lack of control over the situation

Impact of Stress on Brain Energy

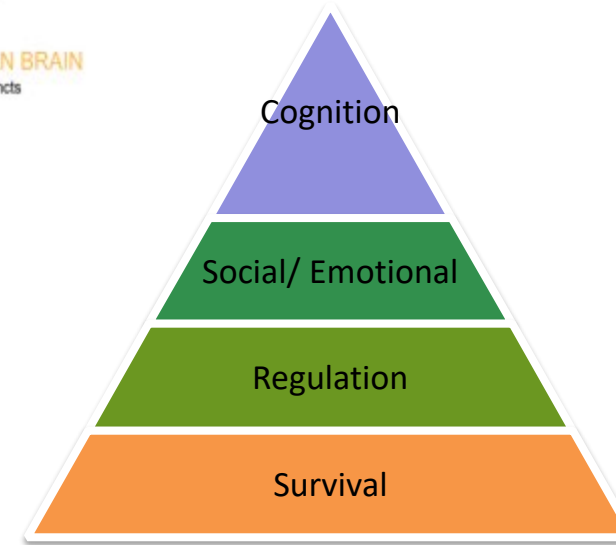
Brain evolution



Typical Performance



During Stress



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Neocortex and Prefrontal Cortex (PFC):
Executive Functioning

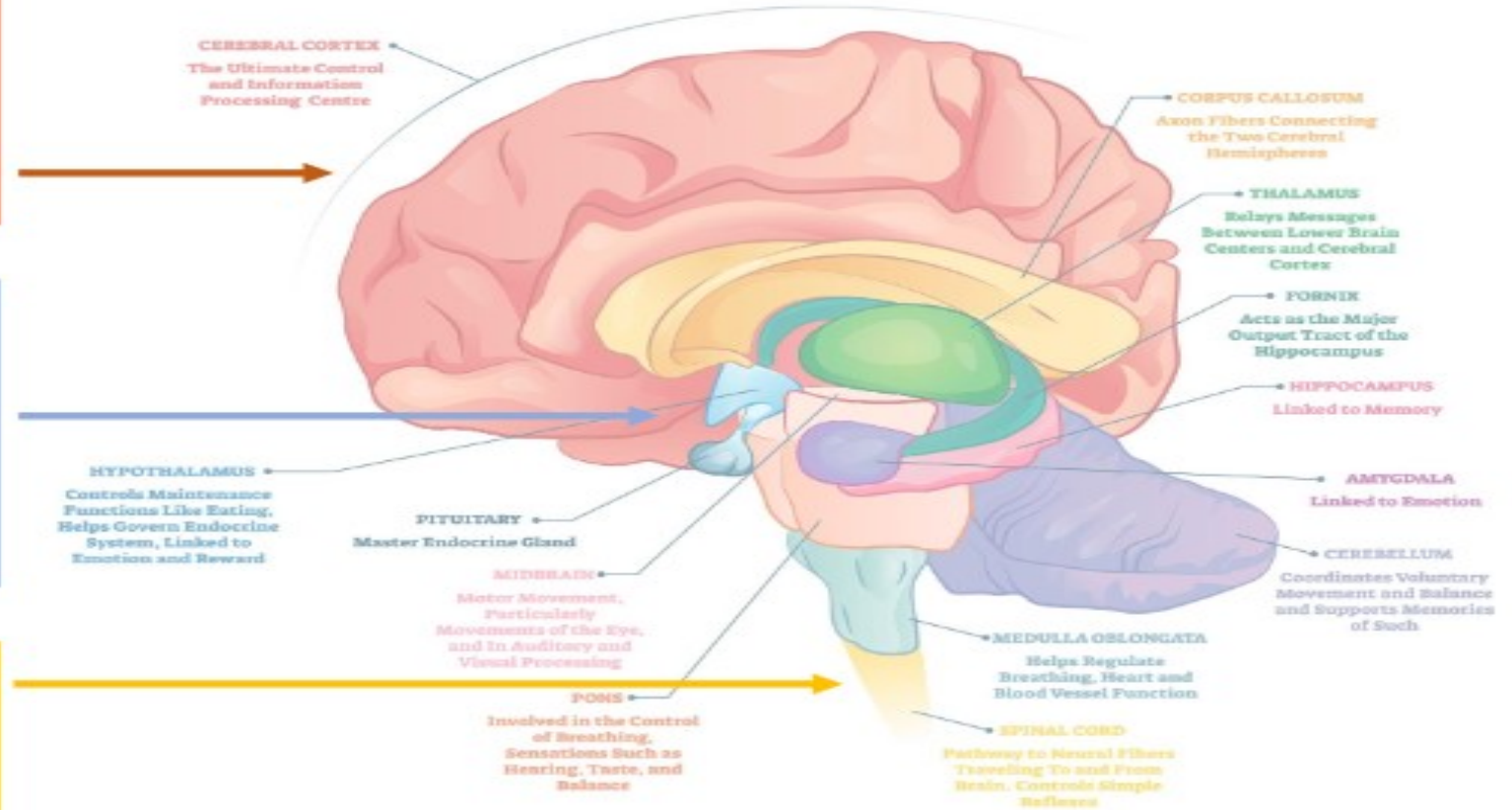
What can I learn?

Limbic System:
Emotions and Memory

Am I loved?

Brain Stem:
Appraisal &
Survival Functions

Am I safe?



<https://drarielleschwartz.com/neurobiology-traumatic-memory-dr-arielle-schwartz>

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Survival Mode Response



Inability to

- Respond
- Learn
- Process

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What's Sitting in the Room from Trauma

Disrupted Mood

Fear
Anger
Regressive behavior

Defiance

Guilt

Physical Illness

Persistent irritability

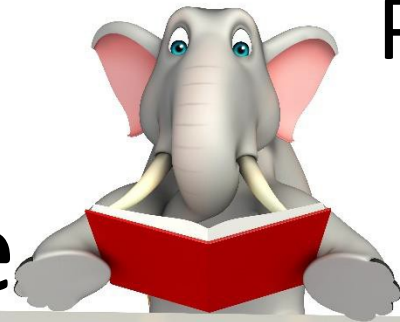
Inattention

Need to control

Shame

Traumatic grief

Depression



Perfectionism

Difficulty concentrating

Aggression

Low self-esteem

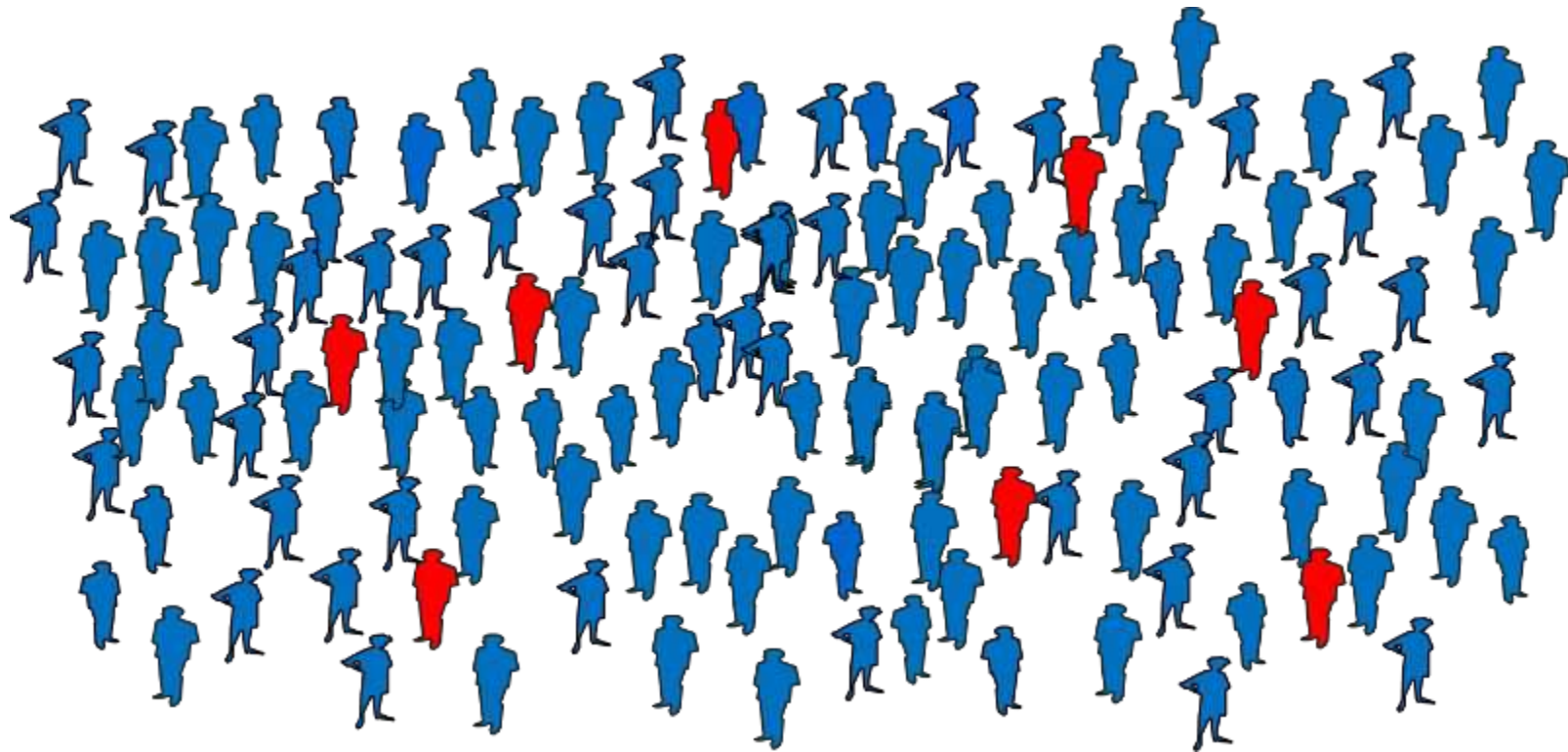
Avoidant behavior

Dissociation

Sensory sensitivity

Trauma re-enactment





Trauma Prevalence and Research

Protective Factors

Behaviors, characteristics and qualities inherent in some personalities that will assist in recovery after exposure to a traumatic event

- Environment
- A reliable support system (friends, family)
- Access to safe and stable housing
- Timely and appropriate care from first responders
- Behaviors
- Good self care, such as sleeping at least 8 hours a night
- Eating nutritious foods
- Exercise
- Practicing good boundaries
- Using positive coping mechanisms vs. negative coping mechanisms

3 Realms of ACEs

ACEs Connection accelerates the global movement to prevent and heal adverse childhood experiences (ACEs), and supports communities to work collaboratively to solve our most intractable problems. Left unaddressed, toxic stress from ACEs harms children and families, organizations, systems and communities, and reduces the ability of individuals and entities to respond to stressful events with resiliency. The ACEs in these three realms intertwine throughout people's lives, and affect the viability of organizations, systems and communities.



Physical Impact of Trauma

Brain Architecture

Shrinkage in prefrontal cortex, corpus callosum, and hippocampus. Enlarged and more reactive amygdala. **Resolution:** safe and stable nurturing relationships, walk in nature, touch, exercise



Brain Waves

Predominance of wrong brain waves in wrong part of the brain leads to anxiety, unable to concentrate, and seizures. **Resolution:** neurofeedback



Neural Pathways

Need to 'rewire' our brain from old thought patterns and habits of mind, conscious, and unconscious. **Resolution:** neurofeedback, meditation/ mindful action, positive self-talk



Neurotransmitters

Vulnerable to addiction because dopamine transmitters/receptors not developed or damaged. Reduces motivation & focus, creates fatigue. Low serotonin causes depression.



Hormones

Prolonged high cortisol and ghrelin creates greater reactivity to stress. Long term damage to cells, structures of the body, and other hormone glands (thyroid). **Resolution:** oxytocin ("the love hormone")



Toxin Elimination

Intestines and kidneys less able to eliminate toxins (slow gut or unbalanced flora). **Resolution:** salt baths, sauna



Nervous System

Supercharged sympathetic nervous system. Parasympathetic nervous system not engaged to bring back into balance. **Resolution:** yoga, breathing, or other physical/emotional regulation



Immune System

Resistance to cortisol or lower cortisol creates unchecked inflammation. Cause of many diseases: asthma, arthritis, etc.) **Resolution:** meditation/mindful action, walking in nature, diet, rest



Cellular Change

Shortens telomeres which prematurely ages and reduces reproduction of cells & can cause cancer. **Resolution:** social support

Epigenetics turns genes on or off in adaptation to dangerous environments. Effect can last generations. **Resolution:** Safer environment (perception of)



BRAIN STIMULATION

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Challenges to Resilience in the Workplace

- Second Victims, Vicarious Trauma, Burnout, and Compassion Fatigue all have effects.



Signs and symptoms of Vicarious Trauma (ACA 2011)



Second Victims Trajectories

Three possible trajectories identified in literature

- **Dropping Out:** Transferring out, leaving profession, self-harm
- **Surviving:** “Hanging in there”, absenteeism, presenteeism, decreased work performance
- **Thriving:** Ideal state; healthy perspective on events; equipped to help others cope
- Timely and ongoing support improves chances of thriving and promotes resilience
- This applies beyond the pandemic/social unrest
- Formal programs exist
- Literature shows improvement in culture of safety survey scores as well (Scott, et.al., 2009) (Miller, Scott, & Hirschinger, 2015)

Warning Signs

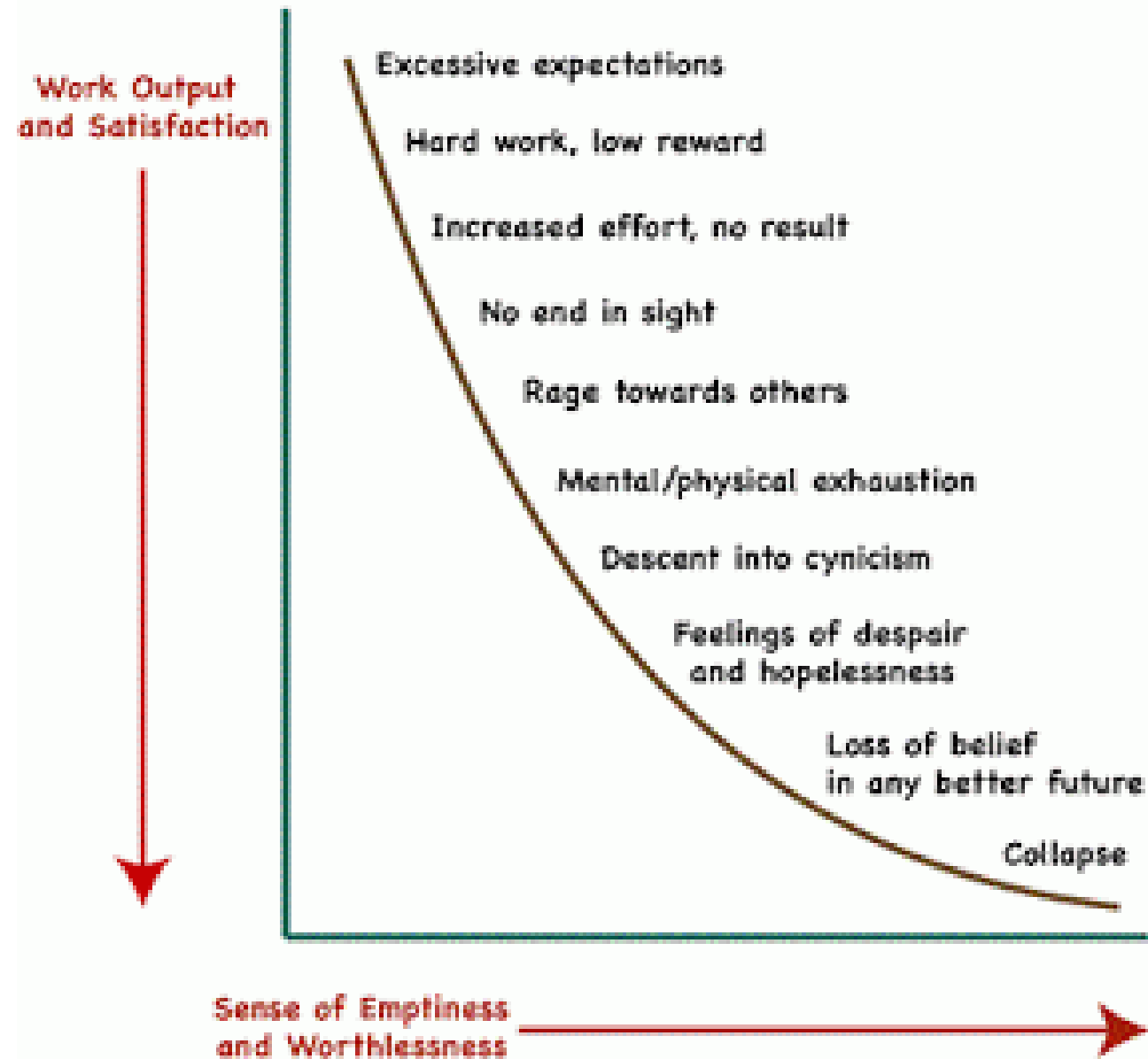
- Thinking the worst in every situation
- Reacting disproportionately
- Never taking a vacation
- Forgetting why you do your job
- Decreased performance at work
- Constantly not getting enough sleep
- Increased arguments with your family
- Decreased social life



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THE BURNOUT CURVE





Resilience : Creating and Sustaining a Culture of
Compassionate Resilience

We need to have...



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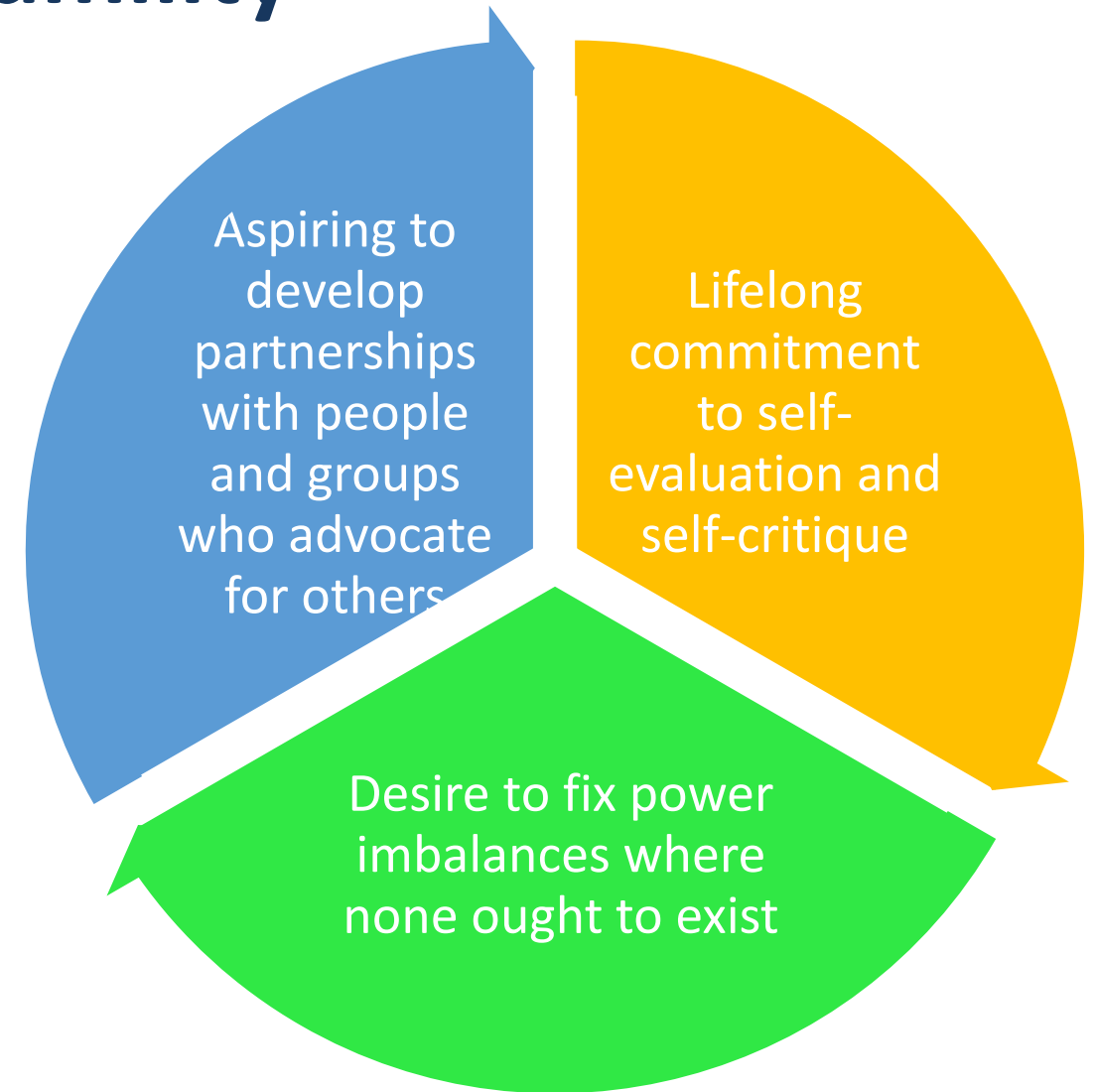


Cultural Humility

Cultural Humility is another way to understand and develop a process-oriented approach to competency.

“the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”

Hook et al, 2013



-Tervalon & Murray-Garcia, 1998

Feeling Connected in the Work Place

“The need to belong is often overlooked in the workplace. We don’t do enough to facilitate connection, while we often implement programs, systems, and structures that have a tendency to alienate and cause divisiveness.”

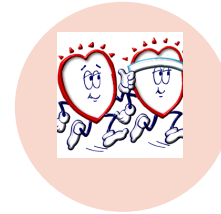
“The impact of failing to create a sense of belonging with our employees not only affects how much they enjoy their work; it has a significant effect on their ability to be productive.”



Promote Physical, Emotional, Spiritual and Workplace Self Care



Encourage and assist with practical ways to cope



Physical self-care: involves movement of the body - exercise, health, nutrition, sleep, rest, water intake, medication, supplements, **physical** touch, and sexual needs. Some examples of **physical self-care** include – going for a walk on the beach and having an epsom salt bath



Put YOURSELF on the Calendar. Block out time for self-care on your calendar.



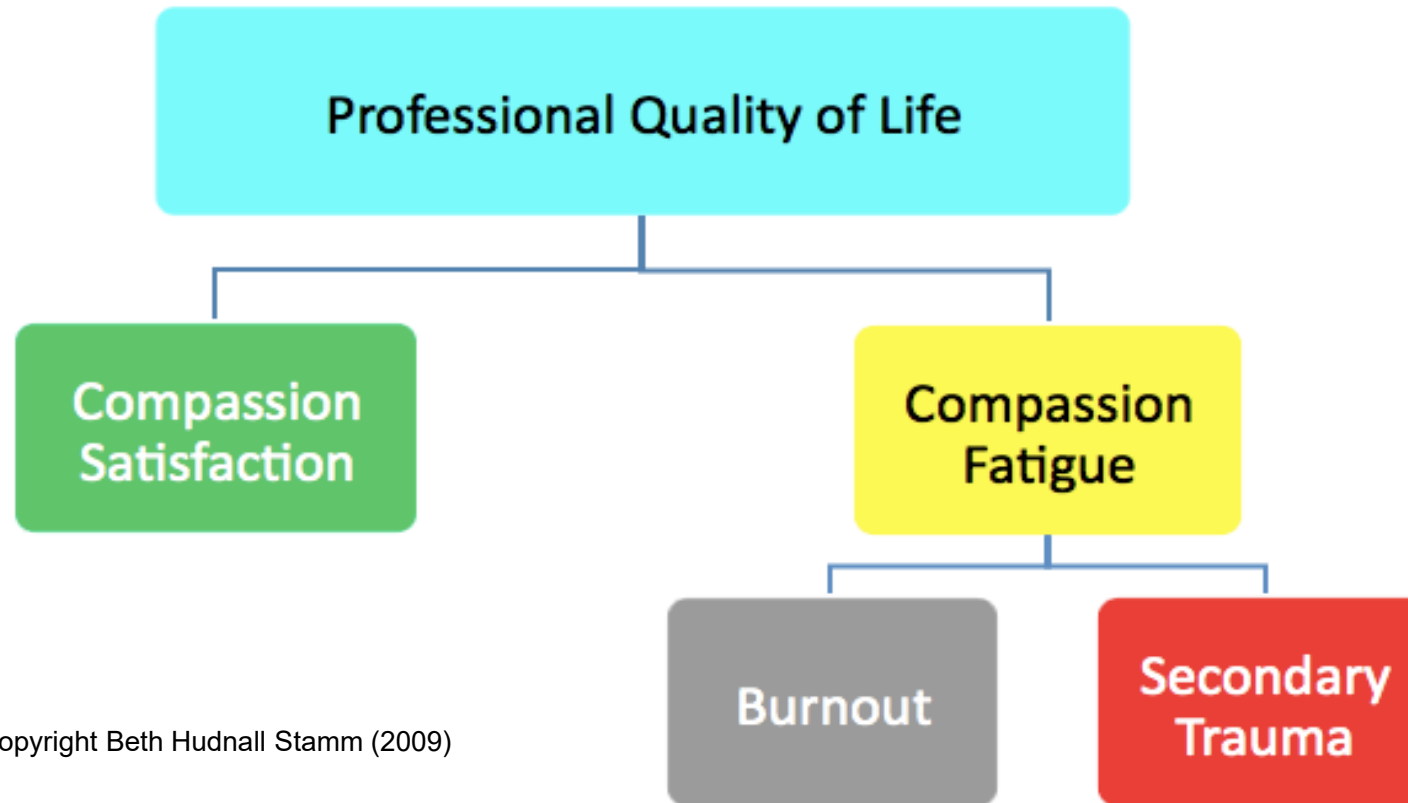
Get enough sleep as often as you can. Sleep is usually the first thing to go when under stress.



Eat healthy food. Forego the temptation to order pizza or reach for processed sugar filled foods.



Professional Quality of Life Model



Copyright Beth Hudnall Stamm (2009)

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Provider Resilience App



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A Break for our SPIRIT

When do you feel most alive, most like yourself?
What are you doing?
What or with whom are you surrounded?

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Factors that encourage resilience amongst employees

- Feeling valued by the organization.
- Believing that their voice can be heard and matters.
- Feeling supported in their work.
- Believing they have the resources to do their jobs.

Recognize our Humanity



We're all just trying to survive

We frequently observe misplaced Coping Strategies

We are all part of the problem therefore we can all be part of the Solution

Resources

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TRAUMA-INFORMED, RESILIENCE-ORIENTED CARE

Organizational Self-Care Training Activity Worksheet

It is tricky to explore organizational self-care. It can force us to confront the invisible, hidden, and explicit organizational habits that we've created and that can often be uncomfortable to talk about. Here are examples of some common organizational habits:

- Leaving dishes in the sink for someone else to clean up
- Program staff getting more "airtime" than operations staff at organization-wide meetings
- Team meetings starting ten minutes after the scheduled start time
- Last minute requests made of colleagues which include incorrect or inconsistent information

There are other organizational habits which more directly sabotage an organization's self-care (i.e., its ability to reflect, renew, and be resilient):

- Scheduling back-to-back meetings
- Cancelling or continuously rescheduling meetings with colleagues, including direct reports, peers, and supervisors
- Saying "yes" to any and every request that comes in
- Doing more with less

Simply put, these habits are unsustainable. As writer and monk Thomas Merton said, "The frenzy of our activism neutralizes our work for peace. It destroys our own inner capacity for peace, because it kills the root of the inner wisdom which makes work fruitful."

So, how do you create an organizational self-care strategy? We encourage the following steps:

1. **Reflect first on what the organization does to take care of itself.** Start from a place of strength and think about what your organization does well to create a supportive environment. I would contend that you probably have a few practices already in place (for example, one-on-one coaching or peer coaching circles) that you could leverage.

2. **Spend some time thinking about what your organization's cultural practices are and see whether those practices may support self-care.** For example, perhaps everyone gathers together for lunch on a weekly basis or perhaps someone leads a weekly Qi Gong practice (these examples illustrate that community building can be a part of organizational self-care).

NATIONAL COUNCIL FOR BEHAVIORAL HEALTH

**Dr. P. Stephanie Smith, PhD, LMFT, Director of Care
Cherise Leggett, MSW, President and CEO**

Building Organizational Resilience in the Face of Covid-19

Understanding Through a Trauma Lens

As a result of COVID-19, everyone is in a state of alert, living much of the time in their lower, survival brain. Staff are worried about their jobs, how to care for children, if they or their family members will get sick. The emotional impact of this experience is pervasive and our staff depends on their individual characteristics and experiences, the social and economic circumstances of their family and their community. Our individual responses may be similar to responses we might see in those who have lived through other traumas such as combat, assault or hurricanes. Those who respond more strongly to the stress of this crisis may be individuals with pre-existing mental health conditions, as well as physicians, health care providers and first responders who are helping with the response to COVID-19. It is likely we will begin to encounter colleagues who react or respond in a way that seems excessive or strange. These are opportunities to recognize and expect traumatic responses -- misplaced coping or survival mechanisms.

The Substance Abuse and Mental Health Services Administration's (SAMHSA) definition of trauma has three elements:

"Individual trauma results from an event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful or life-threatening with lasting adverse effects on the individual's functioning and mental, physical, social, emotional or spiritual well-being."

Fear and trauma interrupt our ability to access our frontal cortex. When we are in our survival brain, it is harder to think, problem-solve, focus or productively manage conflict. Understanding trauma and its impact is the first step to beginning to foster resilience through this crisis.

What You Can Do

As a leader, you are moving mountains to cope, bounce back and adjust in the face of this unprecedented adversity. These efforts prompt the questions: how do we intentionally promote resilience in the workforce? How do we continue our complex services while taking care of our families, our work force, each other and ourselves? The teachings and principles from trauma-informed approaches and resilience offer a foundation for answering these questions.

Safety -- As leaders, we need to focus on prioritizing physical, emotional and psychological safety in every interaction and process.

- Share training and resources on how to respond and stay safe.
- Share best practices for working remotely.
- Model vulnerability, explore challenges and difficult emotions including grief and create safe spaces for staff to do the same. Holding space for ourselves and our staff helps people regulate their emotions.
- Avoid spreading blame. Information is frequently changing and may cause frustration or errors such as slips in quarantine etiquette. Show grace and compassion. Now is the time to wipe and connect.

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Resources

- National Council Change Package:
- <https://www.thenationalcouncil.org/fostering-resilience-and-recovery-a-change-package/>

- Other Resources:
- <https://www.healthline.com/nutrition/16-ways-relieve-stress-anxiety#section1>
- <https://www.helpguide.org/articles/anxiety/coronavirus-anxiety.htm>
- <https://adaa.org/tips-manage-anxiety-and-stress>
- <http://mentalhealthchannel.tv/episode/youre-wired-for-anxiety-and-youre-wired-to-handle-it>
- <https://compassionresiliencetoolkit.org/staying-resilient-during-covid-19/>
- <https://www.neurosequential.com/covid-19-resources>



Thank You!

amir@thenationalcouncil.org

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Q&A

Please submit questions using the Q&A module in the Whova platform.

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Taking Time for Self-Compassion and Resiliency

Hosted by the Healthy Start TA & Support Center at NICHQ on November 4, 2021



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Thank you for joining us!

If you need any support...

Please email healthystart@nichq.org

Upcoming Session:
**Division of Healthy Start and Perinatal
Services Update**

*Taking Time for Self-Compassion and Resiliency
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