



From the Roots of Trauma to the Flowering of Trauma-Informed Care: A Conversation with Texas Muslim Women's Foundation

Sept 3, 2020

Panelists:

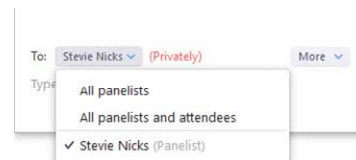
Mona Kafeel; Durdana Ahmed, and Dheeshana S. Jayasundara, Ph.D.
Texas Muslim Women's Foundation

Hosted by:

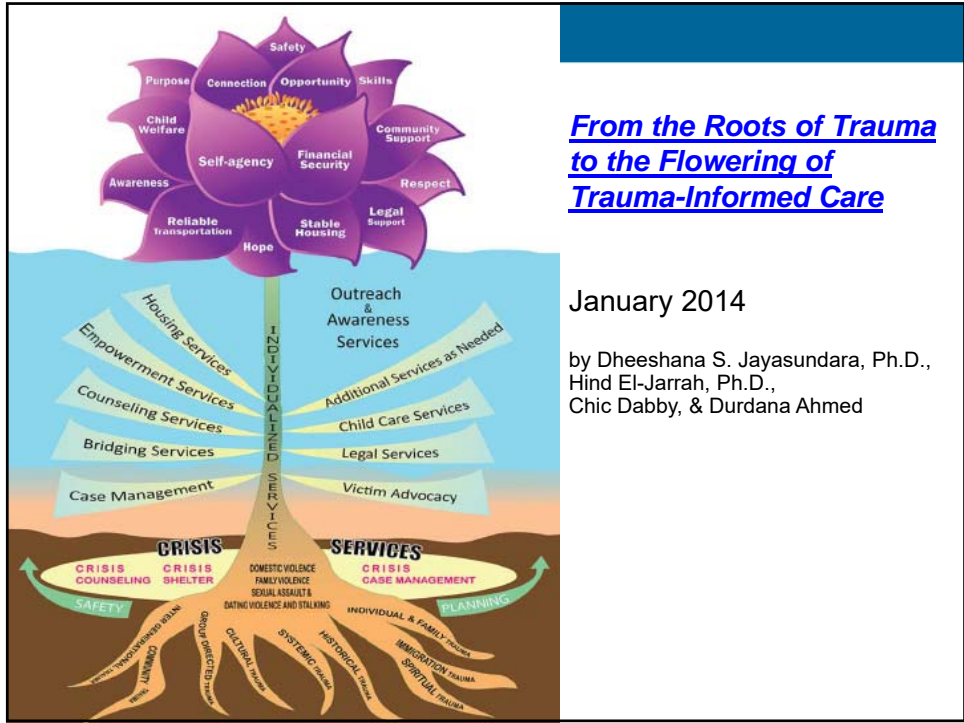
Asian Pacific Institute on Gender-Based Violence


Agenda

- Welcome & Introductions
- Learning from TMWF
 - History of TMWF
 - Why trauma-informed care
 - The project
 - Plan, implementation, result
 - Lessons learned
 - Sustainability
- Questions & discussion



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TEXAS MUSLIM WOMEN'S FOUNDATION

Deepening Trauma-Informed Care for Asian, Including Muslim Survivors

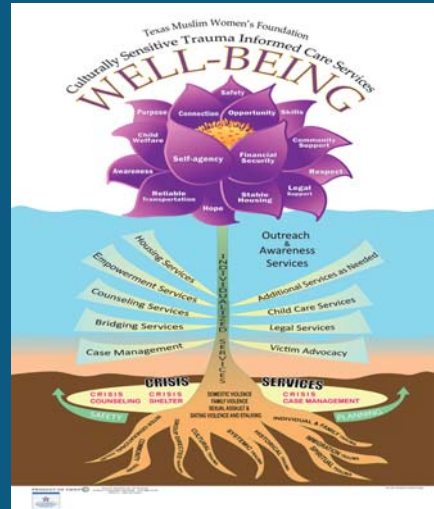
Mona Kafeel, Durdana Ahmed, & Dheeshana S. Jayasundara, Ph.D



What is Trauma-Informed care

Trauma-informed care is being mindful of lifetime trauma, understanding its impact, and providing services that reflect this understanding.

The notion of trauma-informed care has gained traction in recent years and is being widely adopted within systems and in community-based-organizations serving survivors of domestic violence and other forms of gender-based violence.



Outline of today's conversation



History of TMWF
Why Trauma-Informed care
The Project
Plan, implementation, result.
Lesson Learned
Sustainability

HISTORY TMWF



2020 – 2 Shelter – 27 Transitional Housing – 43 Employees

2019 – Second DV Shelter opened

2014 – Transitional Apartments added

2012 – First DV Shelter opened

2010 – First Full Time employees hire.

2008 – First part time employee hire.

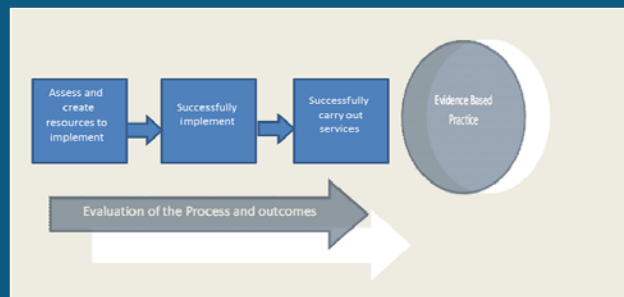
2005 – TMWF Established



What Trauma Informed Care means for Clients



Overview of the Project



Phase I

Planning stage began by:

- Identification of most common types of trauma survivors have undergone
- Identifying staff knowledge of trauma and well-being
- Initial training



Phase I

Self-assessment

Initially looked at some of the items from:

- Trauma Responsive Systems Implementation Advisor (TReSIA)
- Gender-Responsive Program Assessment (GDPA)
- Accessing Safety and Recovery Initiative (ACSRI)
- Trauma Informed Domestic Violence Agency Readiness Assessment (TIDVARA)



Phase I

Self-assessment:

- Physical and sensory environment assessment
 - To see if we are welcoming, inclusive, and healing
- Programmatic environment assessment
 - To see if we are responsive to both individual and collective needs
- Cultural environment assessment
 - To identify if the agency's culture is conducive to healing
- Relational environment assessment
 - To ensure that the agency is caring, respectful and empowering in its interaction with key stakeholders



Implementation Plan

Categories for the Implementation Plan

- Areas identified as strengths
- Actions already taken
- Areas identified for change
- Barriers
- Action Steps for Implementation for the Domain



Phase II

- Implementation: Phase II of the process involved implementation of the action plan. This meant ensuring that the criteria identified for implementation was met
- By the start of Phase II all preparatory work was completed. This meant that TMWF was providing enhanced services due to all the planning and action that occurred in Phase I



Evaluation

- Process Evaluation: Captured the process used to identify implement areas for improvement
- TICAT results: Results showed that staff felt the agency has successfully become trauma informed in areas identified with room for improvement in some areas
- TIPS results: Results showed that survivors felt the agency was trauma informed in its practice with room for improvement in some areas
- Well-being Scale: Results showed improvements in all areas with improvements still needed in receiving physical resources for survivor well-being.



Products Created As Part of This Grant

- TICAT
- Well-being Scale
- Resource Manual
- Training Manual of becoming Trauma Informed & Lessons Learned



Lessons Learned



Summary of Transformation in Practice:

A Cultural Agency Becoming Trauma Informed

Cultural Approach to Practice	Cultural and Trauma Informed Approach to Practice
Emphasis on cultural lenses for services provision	Emphasis on the cultural lenses for healing
Spirituality of survivors matter	Spirituality of survivors matter
We are here to fix the problem	We are here to support you
At times relationship is hierarchical	We guides and support people through their healing journal
Hierarchical order of administration	A model of shared leadership and reflective supervision
Assessed only for domestic violence	Assesses for life time trauma
How staff can retrigger survivor trauma was not considered	Mindful of how staff can retrigger survivors trauma
Physical location had paintings of abuse	Well-being based paintings
Emphasis on reaching identified goals	Emphasis on survivor based safety, healing and well-being
"Us and them" approach to services	We are all here in it together
Self-care of staff not a focus	Attention to trauma on staff through self-care
Recovery is a journey that can sometimes have setbacks	Recovery is a longtime journey with many trials and triumphs
Respect for survivors	Respect and how you are matters
Emphasis on speaking in languages comfortable to survivors	Emphasis on speaking in languages comfortable to survivors
Outreach presentations only focused on impact of DV	Outreach services have information on DV and life time trauma
Survivors were at times viewed as difficult clients, or something wrong	What happened to you, rather than what is wrong with you
People who sought services were called clients	People who sought services are called survivors

Sustainability

- Trainings improved staff understanding trauma informed care process
 - Continuing need to foster a culture of trauma informed care if it is to be sustained
 - TA provider quote: "culture eats strategy for breakfast each time"
 - Incorporate the approach for future grants



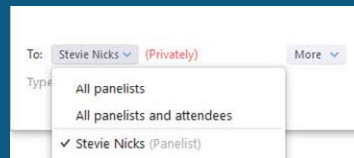
**TMWF Philosophy on
Trauma Informed Care Service
Delivery**

We recognize that trauma is any event, action, or process that leads to a significant negative impact on a person. We also recognize that trauma is pervasive and is on-going throughout the course of our lifetime. Trauma and experiences of resilience shape us for who we are today, and that who we are matters as we are. We also recognize that in the name of services we can retrigger trauma, or directly traumatize the very people who seek services from us. We understand we as staff also undergo trauma and our interactions with the survivors can retrigger trauma in both parties involved. We are extremely mindful of our communications with the survivors, ourselves, and with our stakeholders. To this end, we put heavy emphasis on self-care, individually, and as an organization. Additionally, we emphasize the importance of reflective supervision, and shared leadership. As part of our approach to trauma informed care, we emphasize the importance of culture on an individual's life: including the importance of spirituality, language, and other customs and traditions. We believe that without heading to an individual's culture, we cannot be mindful of the healing process. We believe healing is a process and we are here to empower, assist and guide individuals through healing journeys for individuals to find their own well-being and safety. We also believe that as an agency, as we go through this process of becoming trauma informed, we will make mistakes, but we will strive to learn lessons from them as we continue through this process. Our ultimate goal is to create a culture of cultural sensitivity and trauma informed care as an agency.

TMWF key commitments to the trauma informed approach:

- Who we are matters
- Mindfulness of pervasiveness of trauma and its impact
- Mindfulness of survivor trauma triggers
- Emphasis on the importance of culture lenses for healing
- Reflective practice
- Reflective supervision
- Shared leadership
- Attention to the impact of trauma on staff through self-care
- Facilitating safety, healing and well-being

Questions & Comments?



Thank you!



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Trauma-informed care for AAPI survivors series
Part 3: 9/17/20 -- bit.ly/AAPITrauma3