



WISH Project (Weaving in Spirit & Health) -Beyond the Horizon

Judith Wright
Victoria Child Abuse Prevention & Counselling Centre

Chris de Boer
Tsawout Health Centre

WISH- (Weaving in Spirit & Health)- Beyond the Horizon

Two inter agency stories of sharing together in developing schema of Trauma Informed Principle's (TIP) and organizational practice that supports those in the workplace ensuring better support, safety and well-being for children, youth and the community.

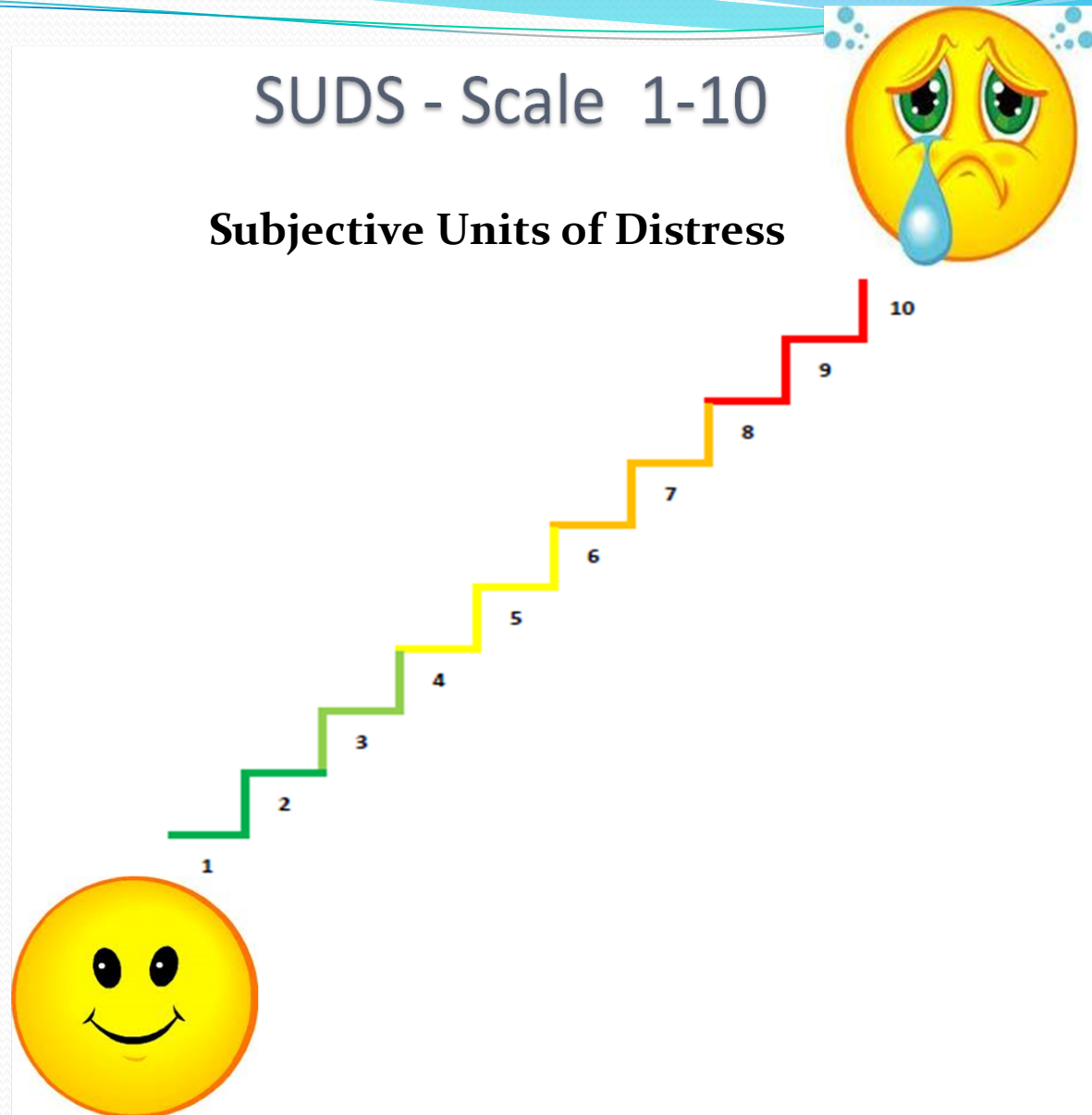
Principles of Working Together

Trauma Awareness Lens
Trauma Recognition
Effect on Clients
Effect on Staff
Working Together

Relational



Recognizing the effect of negative events (adverse experiences) and positive events (SUD's) on self, others and community



Navigating the Landscape: Re-Introducing Trauma informed Principles: 4-R's

Realizing: the prevalence of trauma: (including
in the workplace)

Recognizing: how trauma effects all individuals
involved with the program, organization, or
system, including its own workforce

Responding: by putting this knowledge into
Practice

SAMHSA (Substance Abuse and Mental Health Services Administration)

*****Relational**: that we are all in relationship
with each other

TIP
trauma-
informed
principles

➤ **Acknowledgment**

➤ **Safety**

➤ **Trust**

trauma-
informed
practice

➤ **Choice and Control**

➤ **Compassion**

trauma
specific
practice

➤ **Collaboration**

➤ **Strength-based**

➤ **in all Relational Interactions**

WISH Project: Realizing & Acknowledging: The Legacy of Colonization & Residential Schools

Historical trauma has been defined as “The cumulative emotional and psychological wounding across generations, including the lifespan, which emanates from massive group trauma” (Yellow Horse Brave Heart, 2003). Trauma-informed_Toolkit
Manitoba

More: The Inconvenient Indian, by Thomas King

WISH Project: Realizing & Acknowledging: The Effects on Populations-Historic Trauma:

The experience of many Aboriginal people in Canada due to colonization and forced attendance at residential schools encompasses all types of **developmental trauma**.

The impact of these disrupted attachments is felt at individual, family, and community and culture levels.

Trauma-informed_Toolkit Manitoba

New Frontiers in Trauma Treatment : Bessel van der Kolk on Developmental Trauma

WISH Project: Realizing & Acknowledging: Effects on Populations (Historic Trauma)Individual:

- Isolation/alienation
- Shame
- Anger toward school and parents
- Self-hatred
- Internalized racism
- Fear of authority
- Low self-esteem
- Self-destructive behaviours (substance abuse, gambling, alcoholism, suicidal behaviours)
- Acting aggressively

Trauma-informed_Toolkit Manitoba

WISH Project: Realizing & Acknowledging: Effects on Populations-Historic Trauma

Family:

- Unresolved grief
- Difficulty with parenting effectively
- Family violence
- Loss of stories
- Loss of traditions
- Loss of identity

WISH Project: Realizing & Acknowledging: Effects on Populations-Historic Trauma

Community and Culture:

- Loss of connectedness with languages, traditions and cultural history
- Loss of togetherness and collective support
- Loss of support from Elders
- Lack of control over land and resources
- Increased suicide rate
- Lack of communal raising of children
- Lack of initiative
- Dependency on others
- Communal violence

Trauma-informed_Toolkit Manitoba

WISH Project: Realizing & Acknowledging: Effects on Population: Historical Trauma

The role an Elder plays in a community can include:

- Cultural advisor
- Historian
- Social activist (Saint Elizabeth website, 2013)

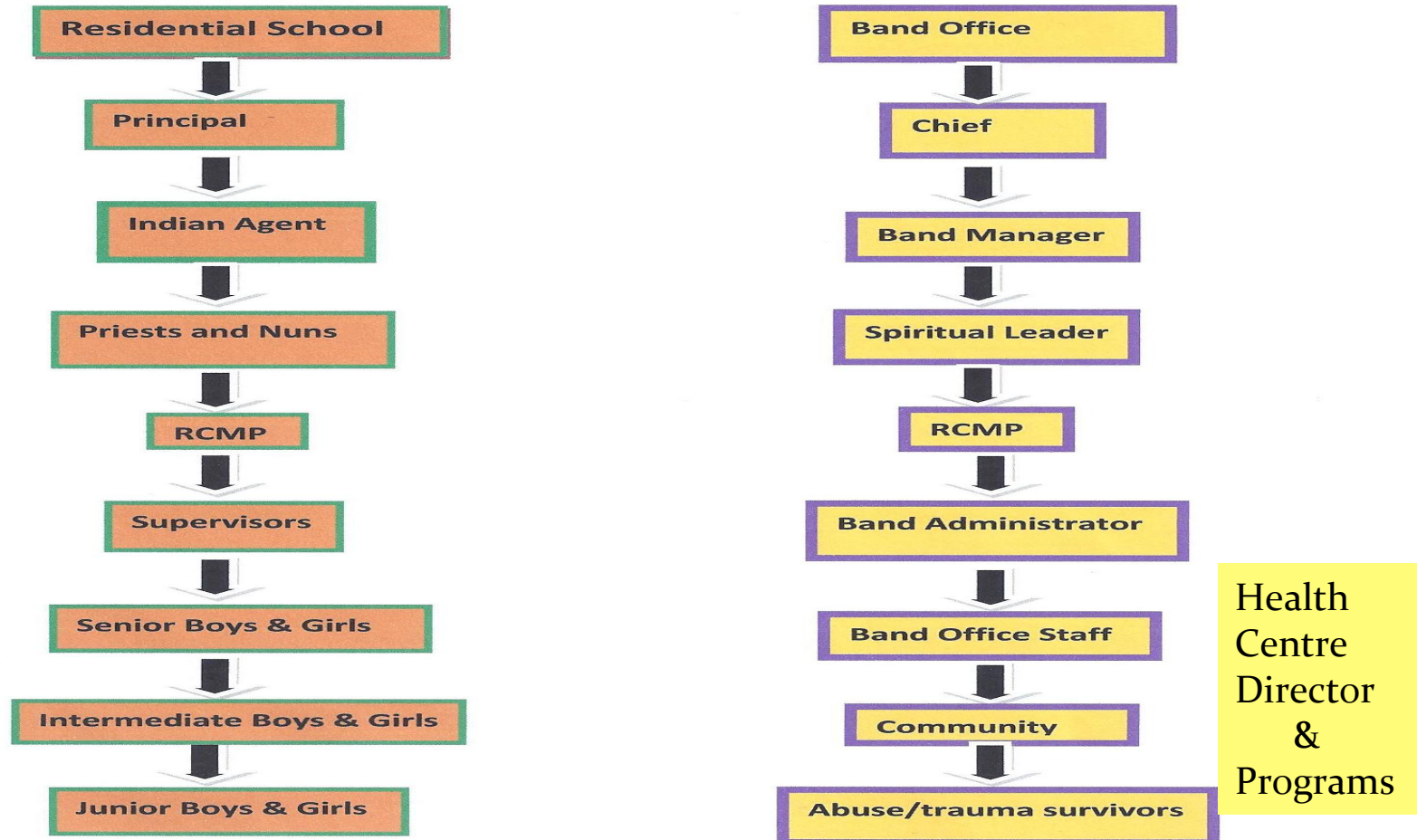
As a service provider, there may be situations or circumstances that may require you to access the support of an Elder. It is important to consider the community and the cultural beliefs and practices when approaching an Elder for assistance.

Trauma-informed_Toolkit Manitoba

Comparison of Organizational Authority of Residential Schools & First Nations -Jann Derrick

COMPARISON of ORGANIZATIONAL AUTHORITY of RESIDENTIAL SCHOOLS & FIRST NATIONS

Jann Derrick



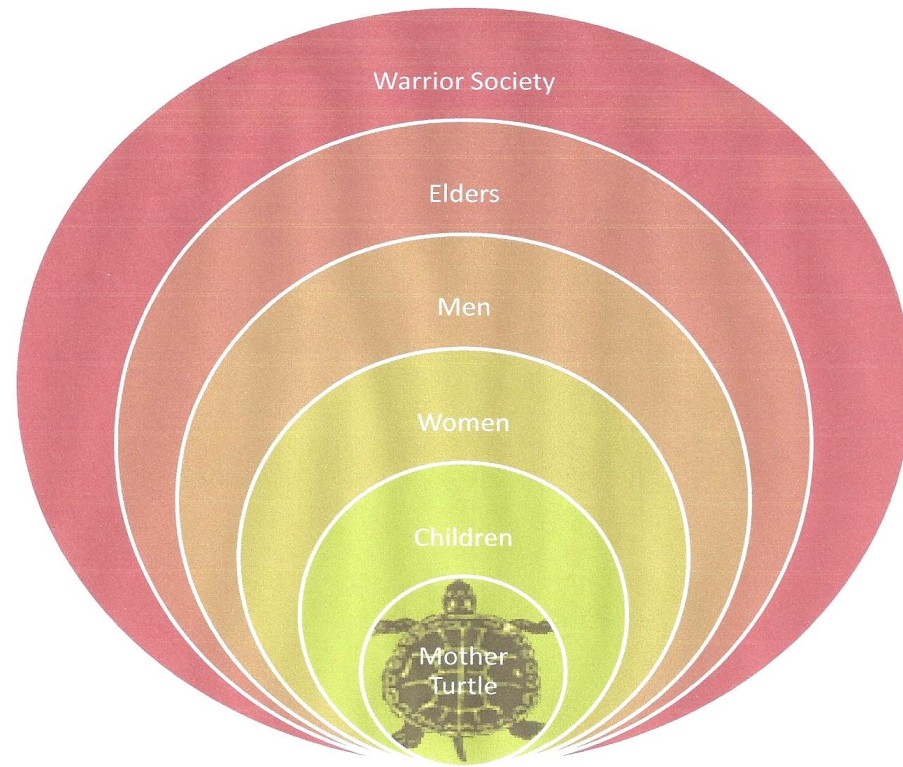
WISH Project: Realizing & Acknowledging:

Historical Trauma Effects on Populations & Cultural competence

Being trauma-informed involves having **cultural competence regarding the traditions and practices** of any specific culture.

When working with First Nations, an understanding of their cultural practices is essential in promoting and understanding the healing process. **Traditional healing practices are localized and culturally specific.**

For agencies working with differing populations (First Nations, Inuit), it is essential that **program planning and policies be culturally informed and competent.**



Traditional Organizations Structure Consistent Across Aboriginal Groups

WISH: Mentored Victim Service Training and Prevention

WISH Project was a victim service and prevention education project between TSAWOUT First Nations Community Health Centre and the Child Abuse Prevention and Counselling Society of Greater Victoria utilizing staff who were mentored through both organizations. Future sustainability was of key importance.

WISH, prevention was focused on children. WISH included Turtle Talk, a children's group delivered to elementary school aged children attending after-school at Tsawout First Nations Health Centre .

Culturally relevant prevention and education material and experiential learning opportunities incorporated stories, games, art, role play, included Tsawout Health Centre staff teaching SENCOTEN language interspersed in Turtle Talk group activities.

WISH and Turtle Talk



ELEPHANT || IN THE ROOM

Concern about triggering negative reactions, trauma response in the workplace and community

Getting to know each other takes time, effort and consistency to build trust.

WISH the Project: the beginning- TIP's Principles and Turtle Talk (coming together for children).

Basics: mentorship(all levels) collaboration, joint training, strengthening relationships, sharing resources(accreditation) and cultural cross-learning in 4 R's realizing, recognizing, responding, relationship.

- Acknowledgment
- Safety
- Trust
- Choice and Control
- Compassion
- Collaboration
- Strength-based
- in all Relational Interactions

Moving through Obstacles: the organizational framework & more elephants in the room .

“We are proud Tsawout
kids”



*“Turtles teach us to have
patience, to think before
we talk and plan before
we act.”*

Terry Starr -Tsimshian First
Nation

Seeing the Horizon: yr 3

- Mentoring
- Children in the Circle
- Visibility in community (referral for other services)
- Sustainability
- Leadership & Loss
- Sharing of Resources
- Strengthened Relationships
- Seeds planted elsewhere

Beyond the Horizon: what lies ahead?

Bumps, Rocks, Blessings and Gifts

- Acknowledging TIP in the workplace, how to make TIP visible to the whole organization
- Structure of organizations (silos, hierarchies, vicarious trauma, worker stress protecting against lateral violence)
- Developing and maintaining the middle (trained staff, mentors and buy in)
- Remaking of the holistic wrap-around team
- Adaptability within loss of resource
- The changed focus from victim service mentorship - role of Band Designate

Beyond the Horizon: The Changing Landscape

The Holistic Support Team providing Wrap
Around Service: TIP Practice

Keeping TIP Promise

Loss of Directors, staff and programs –the
unknown potentially limited shelf life

Adaptability & Strengthening the Holistic Team –
Relationships

First Nations
Health Authority



Honours

Tsawout First Nation Health Department



*In recognition of your leadership and commitment to upholding
standards of excellence when providing safe and quality health
services to the communities that you serve*

Intra-Agency TIP (IA-TIP) Principles

- **Safety** - Throughout the organization, staff and the people they serve feel physically and psychologically safe.
- **Trustworthiness and transparency** - Organizational operations and decisions are conducted with transparency and the goal of building and maintaining trust among staff, clients, and family members of those receiving services.
- **Peer support and mutual self-help** - These are integral to the organizational and service delivery approach and are understood as a key vehicle for building trust, establishing safety, and empowerment.

SAMHSA

IA -TIP Principles

- **Collaboration and mutuality** - There is true partnering and leveling of power differences between staff and clients and among organizational staff from direct care staff to administrators. There is recognition that healing happens in relationships and in the meaningful sharing of power and decision-making. The organization recognizes that everyone has a role to play in a trauma-informed approach. One does not have to be a therapist to be therapeutic.
 - **Empowerment, voice, and choice** - Throughout the organization and among the clients served, individuals' strengths are recognized, built on, and validated and new skills developed
- SAMHSA

How to lessen the impact of vicarious trauma on staff

Managers

- Being a good example in how they maintain balance and care for themselves .
- Establishing & maintain relationships, encouraging communication, providing for diversity & development, and allowing enough time off.
- Creating safety so that **lateral violence** does not take a foothold in the agency: taking the agency temperature.



Stand Still (David Wagoner)

Stand still.

The trees before you and the bushes beside you are not lost.

Wherever you are is a place called Here,

And you must treat it as a powerful stranger,

Must ask permission to know it and be known.

The forest breathes. Listen. It answers,

I have made this place around you,

If you leave it you may come back again saying Here.

No two trees are the same to Raven.

No two branches the same to Wren.

If what a tree or a bush does is lost on you,

You are surely lost. Stand still. The forest knows

Where you are. You must let it find you.

Turtle Talk WISH Handbook is available in resources at: www.marymanningcentre.com

Judith Wright can be contacted at: judith.wright@vcapcc.com

Chris de Boer can be contacted at: chrisdeboertherapy@gmail.com