WEBINAR FOR SRAE GRANTEES

RTI INTERNATIONAL

FYSB Family & Youth Services Bureau
Adolescent Pregnancy Prevention Program

ACF

Integrating Youth-Adult Partnerships to Deliver Trauma-Informed Programming in the Context of Community Violence & Societal Tragedies

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Webinar Logistics

- Mute when not talking.

- Turn off video if you experience any connection issues.

- Type questions in the chat.

- Time is reserved for questions and answers at the end.

- Take off "everyone" if you want to directly message with someone in the webinar.

- The transcript and recording will be available.

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Meeting Norms

- **Participate and engage.** We want to hear from you, and we want you to hear from your colleagues. Having a balance in participation will allow for all voices to be heard.

- **Be fully present.** Although sidebar conversations in the chat and via cell phone use may be tempting, we want to ensure our collective focus is in the same place so we can maximize our time together.

- **Step away when needed.** The content of this session has the potential to be triggering. This presentation includes references to violence and trauma.

- **Begin and end on time.**

Agenda

- Welcome and Meeting Overview
- Integrating Trauma-Informed Practices (TIPs) and Youth-Adult Partnerships (YAPs)
- Effective Practices for Implementing TIPs and YAPs
- Seeing TIP and YAP in Action
- Introduction to the TIP and YAP Organization Discussion Tool
- Breakout Groups to Discuss the Tool
- Q&A
- Wrap-up and Meeting Adjournment

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Webbinar Objectives

At the conclusion of this webinar, participants will:

- Understand the six key principles of Trauma-Informed Practices (TIPs),

- Learn the different forms of Youth-Adult Partnerships (YAPs),

- Understand how YAPs can be used alongside TIPs to deliver high-quality programming and prepare programs to respond to community violence and social tragedies, and

- Work through an organizational discussion tool to support organizations in integrating TIPs and YAPs into decision making.

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Poll

Question #1

To what extent has your organization integrated TIPs?

a. Never heard of TIPs
b. Familiar with, but haven't integrated
c. Beginning to integrate
d. Fully integrated

Question #2

To what extent has your organization integrated YAPs?

a. Never heard of YAPs
b. Familiar with, but haven't integrated
c. Beginning to integrate
d. Fully integrated

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What is Trauma?

Trauma results from an event, series of events, or circumstances that are experienced by an individual as physically, mentally, or emotionally harmful, or life-threatening. Trauma has lasting, adverse effects on an individual's functioning and mental, physical, social, emotional, or spiritual wellbeing.[1,2]

Event ⟶ **Experience** ⟶ **Effects**

Event	Experience	Effects
Community Violence	Biology	Executive Functioning
Societal Tragedy	Previous Experience	Self-Regulation
Abuse or Neglect	Age	Learning &
Injury or Illness	Gender	Processing
Discrimination	Culture	Behavior
Poverty &		Self-Care
Deprivation		

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Community Violence and Societal Tragedy

Exposures may look like:[3]

- Neighborhood assaults
- Neighborhood gun violence
- Exposure to drug use
- Mass violence/acts of terrorism
- Industrial accidents
- Natural disasters

Gun deaths ↑ **23%** from 2019 to 2021[4]

646 mass shootings occurred in 2022[5]

Gunfire on school grounds ↑ **200%** from 2013 to 2022[6]

32.4 overdose deaths per 100,000 standard population; record highs and growing[7]

Natural disasters occur at high frequency, cost, and diversity in 2022[8]

COVID-19 created trauma and made coping with other trauma more complicated[9]

Communities affected by disinvestment, inequality, and racial segregation bear the brunt of crime, overdose deaths, and negative environmental impacts[10,11,12,13]

Impact of Childhood Trauma

Cognition
- Impaired readiness to learn
- Difficulty problem-solving
- Language delays
- Problems with concentration
- Poor academic achievement

Brain development
- Smaller brain size
- Less efficient processing
- Impaired stress response
- Changes in gene expression

Physical health
- Sleep disorders
- Eating disorders
- Poor immune system functioning
- Cardiovascular disease
- Shorter life span

Emotions
- Difficulty controlling emotions
- Trouble recognizing emotions
- Limited coping skills
- Increased sensitivity to stress
- Shame and guilt
- Excessive worry, hopelessness
- Feelings of helplessness/lack of self-efficacy

Behavior
- Poor self-regulation
- Social withdrawal
- Aggression
- Poor impulse control
- Risk-taking/illegal activity
- Sexual acting out
- Adolescent pregnancy
- Drug and alcohol misuse

Mental health
- Depression
- Anxiety
- Negative self-image/low self-esteem
- Posttraumatic Stress Disorder (PTSD)
- Suicidality

Relationships
- Attachment problems/disorders
- Poor understanding of social interactions
- Difficulty forming relationships with peers
- Problems in romantic relationships
- Intergenerational cycles of abuse and neglect

Bartlett and Steber (2019) [14]
Metzler et al. (2017) [15]

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Impacts of Trauma

- **There is no "typical" reaction to trauma.[16]**
- **Exposure to trauma does not single-handedly define outcomes.**
  - Most youth resume functioning and development after exposure to traumatic events within several weeks or months and resume a normal developmental course.
  - Resilience can be fostered.
- **Exposure to chronic or varied forms of trauma is more likely to lead to post-traumatic stress disorder (PTSD) or other negative impacts.**
  - Those who experience Adverse Childhood Events (ACEs) and toxic stress from other forms of adversity may experience compounding effects.

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Integrating Trauma-Informed Practices and Youth-Adult Partnerships

Trauma-Informed Practices

Trauma-Informed Practices (TIPs) help us:

- **Realize** the widespread impact of trauma on individuals, families, and communities, and understand paths to healing;

- **Recognize** the signs and symptoms of trauma in clients, staff, and others;

- **Respond** empathetically, make resources available, and integrate TIPs into policies, programs, and practices; and
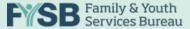
- **Resist** and actively avoid re-traumatization.[17]

Trauma-Informed Practices

Six Key Principles of TIPs:

| 1. SAFETY | 2. TRUSTWORTHINESS & TRANSPARENCY | 3. PEER SUPPORT | 4. COLLABORATION & MUTUALITY | 5. EMPOWERMENT VOICE & CHOICE | 6. CULTURAL, HISTORICAL, & GENDER ISSUES |

Social-Emotional Learning & Positive Youth Development
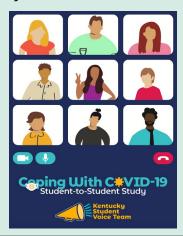
CDC (2023) [18]

Youth-Adult Partnerships

- **A youth-adult partnership** (YAP) is a conscious relationship that establishes and sustains intergenerational equity in decision-making between young people and adults.[19,20]

- YAPs contain the following **four components**:[20]
    1. Authentic decision-making,
    2. Bi-directional mentors,
    3. Reciprocity, and
    4. Community connectedness.

- YAPs can be used as a strategy to enhance TIPs and prepare grantees to navigate instances of **community violence and/or societal tragedy** in partnership with youth.

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YAPs can take many forms...

Partnering with youth in Chicago on violence prevention and reduction through trauma training, participatory action research, arts, and documentary filmmaking.[21]

*"I've learned the true definition of trauma. Basically, it's something that happens in your life that you can be affected by mentally, physically, and emotionally. And it just leads to a lot of things that I didn't know about. **I learned that some people can overcome it**."*
-Truth N' Trauma Program Participant[22]

Youth partnering with adult researchers to study the social and emotional impacts of COVID-19 in Kentucky.[23]

Using YAPs to Strengthen TIPs

YAPs and TIPs are grounded in similar values: **transparency, empowerment, and collaboration.** YAPs can strengthen TIPs by:

- **Giving** youth the opportunity to design and shape programming that is responsive to their needs in the wake of trauma,

- **Empowering** organizations to change their practices to better meet the needs of youth in their individual development, and

- **Transforming** systems within organizations to avoid re-traumatization of youth.
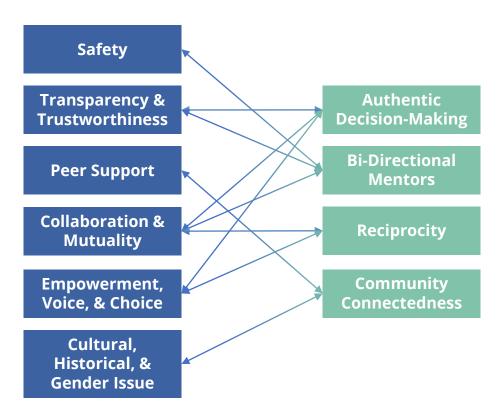
Benefits of TIPs and YAPs

Youth	Organizations
• Beneficial for <u>all</u> youth, not just those who have experienced trauma[24]	• Better understand youth and the value of young people's authentic perspectives
• Supports development of resiliency and assets for youth[25]	• Increase client satisfaction and retention in programming[26]
• Deepens youth sense of belonging and connection to others and their communities[26]	• Improved workplace climate and staff satisfaction (safety, trustworthiness and collaboration, support and supervision, fulfillment, and empowerment)[30]
• Improvements in youth behavior problems and reduced PTSD symptoms[27,28,29]	

Values and Actions of TIPs and YAPs

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TIPs and YAPs are Intertwined

Safety

Transparency & Trustworthiness

Peer Support

Collaboration & Mutuality

Empowerment, Voice, & Choice

Cultural, Historical, & Gender Issue

Authentic Decision-Making

Bi-Directional Mentors

Reciprocity

Community Connectedness

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Safety[31-36]

Physical safety:

Being free from physical harm

AND

Emotional, or psychological safety:

The personal perception of being free from harm, coercion, harassment, intimidation, bullying, humiliation, and discrimination

With YAPs, this may look like:

- Co-creating ground rules and shared expectations with youth;
- Interrupting and addressing bullying or inappropriate behavior;
- Creating a daily routine that integrates self-regulation (e.g., mindful breathing, opportunities for movement);
- Avoiding shaming or stigmatizing language around mental health, sexual behaviors, sexually transmitted infections, and pregnancy;
- Proactively thinking about content that might be triggering and being aware and sensitive to youth's energy and responses; and
- Co-assessing the physical environment of your program delivery setting with youth and making modifications to promote safety.

Transparency & Trustworthiness<superscript>31-36</superscript>

Transparency:

Open, honest, and respectful communication

Trustworthiness:

Conveying reliability, sound judgment, and integrity

With YAPs, this may look like:

- Youth participating in daily decision-making;
- Validating youth emotions, experiences, and perspectives;
- Consistently following through on statements;
- Explaining confidentiality policies and the circumstances under which adults are required to report disclosed information;
- Not discussing personal youth information unless needed, and only in private spaces;
- Providing youth with accurate information; and
- Adults acknowledging the limits of their own knowledge.

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Peer Support[31-36]

Youth Connection:

Creating the opportunity for youth to connect, support, and learn from one another

Allows for validation and connection that may not be easily achievable otherwise

With YAPs, this may look like:

- Providing opportunities for youth to lead activities or decisions together,

- Dedicating space through activities and building structures for youth to build relationships with one another,

- Creating opportunities for older youth to mentor younger youth, and

- Referring youth to outside peer support groups, as relevant.

Collaboration & Mutuality[31-36]

Collaboration:

Working in true partnership to complete a task, achieve a goal, or produce something

Mutuality:

Prioritizing shared respect, reciprocity, and power, along with consideration for everyone's unique strengths and contributions

With YAPs, this may look like:

- Co-selecting a curriculum with youth that enables active youth participation;
- Establishing shared goals and working together;
- Youth leading discussions and taking on leadership opportunities;
- Establishing youth governance structures or youth advisory boards;
- Routinely asking for, and acting on, input from youth and adults on the program or policies;
- Youth and adults supporting each other in development and future goal setting; and
- Youth and adults defining what mentorship looks like and carrying it out accordingly.

Empowerment, Voice, & Choice [31-36]

Empowerment:

Supporting youth in developing skills, becoming more confident, and claiming their rights

Voice:

Recognizing youth as experts and making space so all voices are heard

Choice:

Explicitly addressing and defining consent, promoting autonomy, and honoring individual choices

With YAPs, this may look like:

- Reminding youth of the right to pass,
- Acknowledging that youth aren't always offered opportunity to choose or consent,
- Supporting a variety of ways to participate (e.g., writing, drawing, or sharing verbally),
- Offering opportunities for youth to practice skills (e.g., roleplay conversations), and
- Youth participating in organizational decision-making.

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Cultural, Historical, & Gender Issues[31-36]

Consider and acknowledge that everyone brings different current and historical experiences to the room

Adults and youth may have intersectional identities and experiences related to race, ethnicity, gender, sexual orientation, and disability

With YAPs, this may look like:

- Co-selecting a curriculum with youth that is designed for the youth being served and uses relatable stories and examples;

- Recruiting staff from the communities being served;

- Training staff and youth on cultural competency and humility;

- Connecting with youth around the issues that are important to them, asking what they care about, and believing their stories;

- Referring youth to relevant culturally proficient services, such as LGBTQ+ Centers; and

- Reviewing policies and practices with youth to ensure services are responsive to racial, ethnic, cultural, and gendered needs.
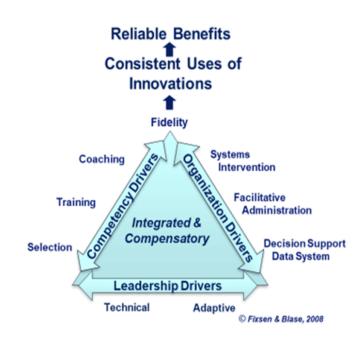
Effective Practices for Integrating TIPs and YAPs

Adopting TIPs and YAPs

- Requires awareness, attention, intentional effort, sensitivity, and possibly a cultural change at an organizational level.[37]

- Conducting ongoing internal discussions and improvement efforts can help integrate these approaches.

- Engagement with community stakeholders can augment organizational efforts.[38]

Reliable Benefits
Consistent Uses of Innovations
Fidelity
Coaching — Competency Drivers — Organization Drivers
Systems Intervention
Training
Facilitative Administration
Integrated & Compensatory
Selection
Decision Support Data System
Leadership Drivers
Technical   Adaptive

© Fixsen & Blase, 2008

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Effective Practices for SRAE Programs

Be prepared for disclosures

- Know your role as a mandated reporter, along with other reporting requirements, and inform youth about these requirements.

- Learn about supportive language and roleplay conversations with other learning adults to get comfortable providing support.

- Know how to access and/or refer youth to relevant supportive services.

Effective Practices for SRAE Programs

Have a plan in place for youth who are triggered

- Be able to describe and differentiate the sensations of being uncomfortable (e.g., nervousness, butterflies) and being triggered (e.g., panic, shallow breathing, racing thoughts).

- Create activities and spaces youth can initiate for self-regulation or to let you know they need help (e.g., calming corners, code words).

- Consider including a "right to leave the room" in ground rules, and proactively identify a person and space who has the skills to help youth work through the moment.

- If unable to leave the room, lead the whole group in a grounding activity (e.g., guided deep breaths).

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Effective Practices for SRAE Programs

Resist tokenizing youth when engaging them in decision-making

- Tokenization occurs when one or more youth are placed into decision-making roles without support. Youth should be supported in decision-making and encouraged to **participate in all stages** of decision-making. Youth should not be expected to be the voice of all youth.

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Effective Practices for SRAE Programs

Provide multiple opportunities for youth to participate in decision-making

- To prevent tokenization, adults should make concerted efforts to not only include many youth in organizational leadership and activities, but to provide several ways in which youth can participate and train youth to be successful in leadership roles.

  - **Example:** Youth may serve on a committee with adults to select a new curriculum. To integrate more youth into decision-making, the committee may also conduct interviews, focus groups, and/or a survey with other youth to get their feedback.

Effective Practices for SRAE Programs

Compensate young people for their time

- Many youth are employed, particularly in the summer. To ensure youth voices are not excluded due to financial barriers, organizations should **compensate youth for their time and expertise, like adults,** in decision-making roles accordingly.[39]

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Effective Practices for SRAE Programs

Reduce barriers to participation

- Adults and organizations need to be cognizant of the different types of **barriers** that can prevent youth from engaging, and work towards solutions to mitigate these barriers. These barriers include, but are not limited to,:
  - Inability to access reliable transportation,
  - Not seeing their identities represented within the organization, and
  - Family and care obligations at home.

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Effective Practices for SRAE Programs

Create transition plans to accommodate natural turnover

- Due to the academic calendar and transitions, it is natural for organizations to experience turnover in youth. Transition plans can assist in transferring knowledge and effective practices among youth.
  - **Example:** Organizations plan an annual retreat that connects older and younger youth to share knowledge and advice.

Effective Practices for SRAE Programs

Proactively establish group norms and expectations

- Youth, adults, and organizations should work early on to explicitly define expectations within programmatic and organizational structures.
  - **Example:** The entire organization convenes to facilitate a workshop that allows youth and adults to mutually define goals and expectations.
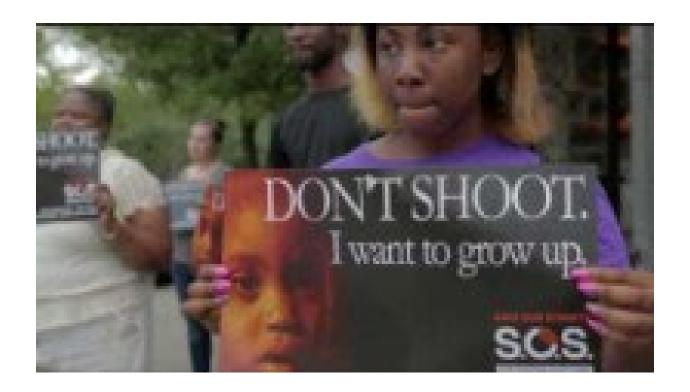
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Effective Practices for SRAE Programs

You can't have YAP without TIP

- YAP and TIP are intertwined with one another. In order to ensure youth and adults feel valued and safe in all settings, TIP must be integrated at every level of the organization.
  - **Example:** Both youth and adults within the organization are trained on the role of trauma. Youth work with adults to develop the training for the organization.

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TIPs and YAPs in Action

S.O.S. Brooklyn

TIP and YAP Organization Discussion Tool

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Organizational Discussion Tool

Purpose:

- Assist organizations serving middle and high school-aged youth in reflecting on their current integration of TIPs and YAPs into organizational and programmatic decision-making

Two dimensions:

- **Values:** The mindsets and beliefs within an organization that support the integration of TIPs and YAPs
- **Actions:** The ways in which an organization takes action to integrate TIPs and YAPs

Two steps:

- **Scoring:** Review each item within the two dimensions and identify where your organization lands on a rating scale of 1 (doesn't exist) to 5 (embedded)
- **Reflection:** Identify strengths and areas for improvement to inform future decision-making

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Directions and Reflection

Reflect. Spend **5 minutes** reviewing the organizational discussion tool and reflecting on how you might rate your organization.

Discuss. Discuss the following reflection questions for **15 minutes** in breakout rooms:

- What are your initial thoughts on integrating TIPs and YAPs into your organizational decision-making and programming?

- What are practices within your organization that highlight how your organization implements TIPs and/or YAPs?

- What are barriers within your organization for implementing TIPs and YAPs?

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Questions?

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Poll

Question #1

My readiness to integrate TIPs has:

a. Stayed the same
b. Improved somewhat
c. Improved greatly

Question #2

My readiness to integrate YAPs has:

a. Stayed the same
b. Improved somewhat
c. Improved greatly

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Resources on *The Exchange*

- Trauma-Informed Care: Resilience

- Promoting Avoidance of Risky Behaviors Using Trauma-Informed, Self-Regulation Strategies

- Adverse Childhood Experiences: Implications for Adolescent Pregnancy Prevention Programs

- Trauma-Informed Virtual Program Implementation for PREP Grantees

- Creating Safe Spaces: Facilitators Guide to Trauma-Informed Programming

- National Teen Pregnancy Prevention Month: The Foundations of Resiliency

- Building on the Strengths of Young People: A Relationship-focused, Trauma-sensitive Approach Webinar

- Grief, an epidemic with the pandemic: Empowering children, youth, and families in urban communities to work through their grief & trauma

- Integrating Positive Youth Development into PREP Programming

- Positive Youth Development Approach

- Supporting Families and Youth Experiencing Poverty and PREP Programming

- Adolescent Suicide Prevention: An Introduction to the Risk Factors of Suicide and Resources for Vulnerable Youth

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Other Resources

- Cardea Services' Guide to Trauma-Informed Sex Education

- Building Resilience in the Face of Emerging Threats to Child and Youth Well-Being

- Fostering Resilience in Youth and Encouraging Youth Awareness of Mental Health

- Youth Resilience: Protective & Promotive Factors

- National Child Traumatic Stress Network (NCTSN), the Learning Center for Child and Adolescent Trauma

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Other Self-Assessment Tools

- NCTSN Trauma-Informed Organizational Assessment (TIOA) (Need to create a free account to access)

- Attitudes Related to Trauma-Informed Care (ARTIC)

- Trauma Responsive School- Implementation Assessment (TRS-IA)

- Youth-Adult Partnership Rubric

- Youth-Adult Partnership Assessment Tool

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Thank you!

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We Want to Hear From You!

Please complete a short survey about your experience with today's webinar.

The survey will pop up on your screen when the webinar ends.

If you attended the webinar with other team members, please share the link and complete the evaluation separately.

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