

Training Brief



Title of Workshop:	Culturally Informed, Trauma Integrated Healing Approach (CITIHA) - A program for systems transformation.
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Warida Wholistic Wellness has Public Liability (\$20 m) and Professional Indemnity Insurance (\$20 m). Policy copies available on request	
The target group:	All organisational staff
Maximum attendees:	25
Duration:	Two by three day workshops, usually spaced two to four weeks apart.

Rationale – Aims and Objectives

The Aim of each of the two workshops is to provide a theory to practice with steps, which provide competencies for a *Culturally Informed Trauma Integrated Healing Approach* when working with those who have experienced trauma.

Workshop One

The Aim of workshop ONE in the Culturally Informed Trauma Integrated Healing Approach is:

Consolidate and deepen theories, skills and capacity to develop organisational specific Communities of Care within Community of Practice, to deliver trauma integrated care for clients.

Objectives of Workshop One

1. Describe collective historical trauma experiences and behaviours, as they would apply to your specific client groups.
2. Analyse and implement culturally informed safety principles and practices relevant to your specific work region.
3. Apply skills for working with clients to help regulate self-control, inform choices and develop autonomy.
4. Establish power sharing and governance in the application of trauma specific service practice.
5. Clarify and implement principles of an integrated care response with risk management for frightened, distressed clients.
6. Explain and map an Action Plan for relationship building within the organisation, with clients and with other service organisations.
7. Demonstrate theory to practice in the use of Genograms in building listening-sharing skills for work with clients and within your staff care practice in your organisation.
8. Implement self-care – self-reflective practice in building the Community of Care for workers and clients within the organisational Action Plan in your service system.

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Workshop One Outline

Time	Day 1	Day 2	Day 3
9.00 - 10.30	<p>1: Introductions – Pre evaluation. Who are our ancestors? How do they influence our capacity to create Communities of Care and build Communities of Practice within our work environments?</p> <p>Theme: Creating safe places and ensuring delivery of safe services within a Community of Care /Communities of Practice.</p> <p>Activity: Circle discussion about ancestral inheritance – feelings of power or powerlessness – what each person brings to the circle – building a community of care. (learning reflexivity).</p>	<p>5: Trauma-Integrated Health Services - how would they support Client’s control of her needs and options?</p> <p>Building healing recovery into health services that are trauma specific in their development and delivery. Supporting clients developing sense of self and choice. Including skills in staff to recognise and respond to triggers and develop de-escalation strategies?</p> <p>Mindfulness to finish session.</p> <p>Looking at self-responsibility in the recovery progress.</p>	<p>9: Tools for Relationship Building. Larrakia Nation Historical Mapping What they did and the outcomes.</p> <p>Introduction to Genograms. Mapping a three genogram family story – linking to loss history map.</p> <p>Knowing the self – getting to know the client.</p> <p>Activity: Making own genogram. Integrate and coordinate care - (what is the story), linking genogram to history of place. Understanding of self in history, skills in working with others.</p>
10.30 – 11.00	Morning Tea		
11.00 - 12.30	<p>2: Presentation: Trauma – theory of collective, communal, historical complex, generational developmental trauma impacting clients.</p> <p>Activity: Discuss what stands out from the presentation when using a trauma informed lens in understanding families and communities impacted by trauma and its effects i.e. trauma responses/ behaviours. Map what support you feel your clients might need from you, and how you might need to support yourselves in holding the trauma stories.</p>	<p>6: Sharing Power and Governance - how does a service share power and governance when there is such pressure on clients who are often behaviourally distressed? How do we build relationships with clients and other services?</p> <p>Activity: Helping workers, and clients acquire trauma specific skills for themselves, sharing with others in the workplace, focusing on Communities of Care – how the workers can work with each other to build their caring.</p>	<p>10: Believing healing is possible. Genogram – sharing together. In pairs listening to each other. How does knowing the history of self (beliefs); history of place; help in our work with clients? Is this a tool workers – clients can use in self-reflection – coming to understand what drives their beliefs and behaviours? And is this a tool to support workers, in deepening their self-knowledge?</p>
12.30 – 1.30	Lunch		
1.30 - 3.00	<p>3: Talking about being a culturally informed trauma integrated healing service, thus creating an environment that feels and is safe for men, women and children, while developing a culturally competent - workforce supported within a community of care.</p> <p>Mapping concepts: What is important in our workplace in developing a Community of Practice – Community of Care.</p> <p>Note: are they different activities?</p> <p>Two activities to commence and finish this session: - The Felt Sense – sensing understanding knowing what the body is telling you; and - ‘I’ve got your back’.</p>	<p>7: Integrating Care across the service system (who can listen to a distress frightened traumatised client in this organisation!). How do we work with and educate other relevant services for an integrated care response to the needs of men, women and their children? How does this Integrated Care response also support workers, within a community of care?</p> <p>Activity: read and discuss Case study (provided by service) and mapping of integrating service care, workers skill development.</p>	<p>11: Self Care-Client Care-Staff Care. Presentation: Client Care - Staff Care in implementing communities of care in the workplace, and building communities of practice across relevant service systems. Activity: Self Care in Staff Safety. Understanding Secondary Trauma. Trauma in the organisation reflective of staff lived experience, cultural group - work colleagues, clients and organisational trauma and resiliency skill audits. Mindful (Dadirri) relaxation – Visualisation – Art.</p>
3.00 - 3.30	Afternoon Tea		
3.30 - 4.30	<p>4: Group Mapping: Review of the Day. Discussion: What are the important points, what more do we need to think about? Self-care relaxation activity to Close the Day.</p>	<p>8: Group Mapping: Review of the Day. Discussion: What are the important points, what more do we need to think about and do? Self-care visualisation to Close the Day.</p>	<p>12: Elders - Listening Circle - review - challenging a broken system (formal debriefing). Becoming communities of care - building communities of practice. Reflection of what has been learnt, in trauma and resiliency and what more they need. Post evaluation. Closure for Day.</p>

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Workshop Two

The Aim of workshop TWO in the Culturally Informed Trauma Integrated Healing Approach is:

Deepen theories, skills and capacity to respond to men, women and children who may have complex - developmental trauma behaviours, using applied trauma specific Indigenous healing skills, while building a Community of Practice within the service system.

Objectives of Workshop Two

1. Use appropriate skills, including recognising and responding to triggers and de-escalation strategies for working with men, women and children who have complex trauma backgrounds.
2. Describe and apply skills attained for working with children who have developmental trauma, and hence have agitated behaviours.
3. Use the values, assumptions and principles to review work in your organisation and Action Plan the movement of the Service for the next 15 years.
4. Review, define and apply practical skills for working with families and communities impacted by trauma and its effects, i.e. trauma responses/behaviours, with loss, grief, mourning, and bereavement vs. victimisation issues, from an Indigenous perspective.
5. Analyse and discuss ways of using genograms to give better attention to the needs of your clients.
6. Describe and show capacity for deep listening as a vital tool for both clients and workers.
7. Implement organisational self-care – client care plans for dealing with toxic stress under Community of Care principles.
8. Show Action Planning capacity in the conduct of a Community of Practice.

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Workshop Two Outline

Time	Day 1	Day 2	Day 3
9.00 - 10.30	<p>1: Welcome back - Outline for three days. Pre Evaluation. Check in/out anything from workshop 1. Feedback about the Communities of Care. What do you want from this workshop? Theme: Developing trauma specific skills across your organisation and ensuring services are integrated across the service systems. Discussion.</p>	<p>5: Show Beyond Violence Finding the Dream 1990. Discussion: Honour the men and women who spoke out then. Does it still apply? What more do we need now? Are there differences in different regions? Are there commonalities? How can we build on those commonalities while respecting differences? Integrated policing – health housing - child safety.</p>	<p>9: Read and review Case Study. What was successful in the approach your organisation took. Map these services - consider other services in your area that are relevant and map how you can build a working relationship between your organisation and the other services. Discuss the difference between the first case study in Workshop One and the second case study.</p>
10.30 – 11.00	Morning Tea		
11.00 - 12.30	<p>2: Presentation/Discussion: Women – complex trauma – Resiliency. AAVHTQ - Australian Aboriginal Version of the Harvard Trauma Questionnaire. Would you use such a tool for assessing clients? Do other Health Services have assessment tools they would share? Show The Hungry Ghost YouTube.</p>	<p>6: Loss, Grief and Trauma - Recovery to Ownership of Choices. Construct loss story map. Share with partner.</p>	<p>10: Ted Talk: Listening. Time for reflection. Do you have any such examples you would like to share? Do you mind if they are documented? “I am” Poem. Practicing listening to self and to another.</p>
12.30 – 1.30	Lunch		
1.30 - 3.00	<p>3: Children – developmental trauma. Discussion: Is there a relevant ACE questionnaire – assessment tool for Aboriginal children. One page score e.g. short screening tool. Note: complex trauma screen is different to assessment.</p>	<p>Activity: Complete the Loss History Map processes. Discuss: How did it feel sharing your loss history map with another person? Could a loss history map be used in your organisation. Is there a link between using it in healing - prevention work and working with addictions, responsibilities. Review the Larrakia Nation transgenerational Healing Resource and discuss how a collective mapping also reflects the individual loss history mapping.</p>	<p>11: Self-care Circle: Healthy Healing Circles: Activity: Complete the Flat Tyre or Healing Healing Circle Introduce Self-Care Maintenance Plan. De-stressing techniques. Oils, Back Massage, Foot Massage. Shoulder Massage, The four Minds. Art or Music</p>
3.00 - 3.30	Afternoon Tea		
3.30 - 4.30	<p>4: Group mapping: Review of the Day. Discussion: How does your organisation begin to operationalise: <ul style="list-style-type: none"> Step by step process of implementing Trauma Specific structures and services within your organization? Self-care – debriefing. Visualisation to close day.</p>	<p>8: Group Mapping: Review of the Day. Discussion: Integrated approach in The Hungry Ghost. Map what is now available or is missing from the needs of clients, including women, children, youth, men. Map a trauma integrated service system across the region where your organisation is located and any other essential services in your region as needed. Self-care – debriefing. Closing relaxation exercise.</p>	<p>12: Elders circle – listening circle. (formal de-briefing) Review – how close are we to: Building Communities of Practice? Becoming Communities of Care? What have we learnt and what more do we need to know – skills we need? Closure. Final Post-Evaluation</p>