Trauma in the Workplace Series

Workshop #3:
Transforming Trauma in the Workplace: Taking Action

3.16.23

Who We Are

- Cathy Cave, Senior Training Consultant, The National Center on Domestic Violence, Trauma, and Mental Health
- Helen Skipper, Executive Director, NYC Justice Peer Initiative
- Teena Brooks, Assistant Director, Office of Consumer Affairs, NYC Dept. of Health and Mental Hygiene
- Patrice Peterson, Coordinator, Peer and Community Health Worker Workforce Consortium, (NYC DOHMH)
- Rita Cronise, Coordinator, PeerTAC at the Academy of Peer Services, Rutgers University
- Maryam Husamudeen, NYAPRS, Academy of Peer Services
- Contributions by LaVerne Miller, Esq.
How and Why We Are Here

Self-Awareness and the Invitation to Self-Care

“In the thick of this work we often forget about our own needs until they are so big we can no longer meet them in simple ways”

Shery Mead
Co-regulation
Calming, Centering, and Grounding Together

Where We Have Been

**Webinar 1**
Trauma and the Workplace

**Webinar 2**
Creating a Trauma-Informed Workplace
Hopes for Our Time Together
On this Journey We Will...

- Share life experiences of harmful workplace practices
- Consider qualities of workplaces that strive to be accessible, culturally responsive, and trauma-informed (NCDVTMH 2014)
- Explore resources that support transformative and sustainable action

Invisible Ones
What Does the Face of Crisis Look Like?
The priority is to make it possible for people with diverse experience to thrive in the workplace!
WE CAN’T SHOW UP AS OUR WHOLE SELVES

CLARENCETINE (TEENA) BROOKS
RENO, NEVADA

URBAN JUSTICE CENTER

COLUMBIA SCHOOL OF SOCIAL WORK


FORDHAM UNIVERSITY

THE JESUIT UNIVERSITY OF NEW YORK

NYC Health Intranet

New York Association of Psychiatric Rehabilitation Services, Inc.
RESOURCES TO SUPPORT TRANSFORMATION

Welcome

Welcome to the New York State Trauma-Informed Network. Our goal is to support champions of trauma responsive practices across the state with improved collection and access to quality resources. Here you can connect with other organizations around New York State, search resources and events on a variety of topics, and post resources and events that promote trauma informed care.

Not sure where to begin? Consider using the Trauma Responsive Understanding Self-Assessment Tool (TRUST), a free online assessment to determine where your organization might have the greatest opportunity for change.

TRUST

TRUST for Schools

Specific version for schools to assess their own progress in implementing trauma sensitive educational practices.

HERE YOU CAN

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The NYS Trauma-Informed Network

Purpose

To support champions of trauma responsive practices across the state with improved connection and access to quality resources. Together we can increase the collective understanding of trauma, improve practice, and support resilience throughout New York State.

www.traumainformedny.org

✓ Cross-Sector
  • OMH – CCSI – MHANYS - CTAC
  • Peers
  • Health
  • Education
  • Justice
  • Government
  • Early Care
  • Community-Based Organizations
  • Regional Coalitions

✓ Network Website:
  • 550 Registered Users
  • 53 Registered Organizations

New York City Resilience Collaborative (NYCRC)

James Rodriguez, LCSW, PhD
Clarencefine (Teena) Brooks, LMSW, M. Phil, ABD
Aida Ortiz, FPA-C

December 6, 2022

Funded by New York City Office of Mental Health
CTIPP helps individuals, families, and communities adapt to adversity and stress in healthy and productive ways.

We’re building a movement that integrates community-led, trauma-informed, resilience-focused, and healing-centered prevention and intervention across all sectors and generations through coalition-building, advocacy, and policymaking.

CTIPP CAN PRESSON IDEASLAB*

https://www.ctipp.org/

LEADERSHIP ACCOUNTABILITY FOR CHANGE

• If you don’t know how, ask for help and use resources
• Consider and discuss the sources of trauma and ongoing harms
• Model inclusion and openness
• Make sure everyone is included, seen, and heard
LEADERSHIP ACCOUNTABILITY FOR CHANGE

- Engage all staff in uncovering harms
- Don’t expect people who are being harmed in the workplace to lead change work
- Voice commitment to change and keep everyone updated
- Make it an ongoing conversation
- Don’t stop when it gets difficult and uncomfortable

LEADERSHIP ACCOUNTABILITY FOR CHANGE

- Consider change work as essential to the work of your program
- Focus on well-being for everyone
- Don’t expect staff to just go practice self-care
Make self-care practice possible
“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

Audre Lorde

RESOURCES


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