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Creating a Trauma-informed System of Care for Formerly Incarcerated Dads

**Research and Practitioner Webinar
Washington, D.C.**

September 17, 2018

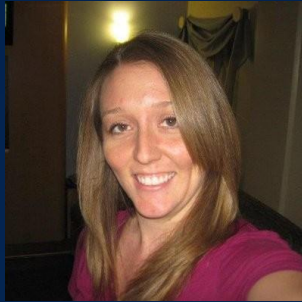
**Melissa Azur • Amanda Lechner • Susan Gottesfeld
Daniel Olavarria • Charisse Johnson**

Welcome and Overview

Forum Overview

- **Introductory remarks from the Administration for Children and Families**
- **Presentation on strategies for addressing trauma in fatherhood programs**
- **Moderated discussion of successes and challenges in implementing TIC in a fatherhood program**
- **Experiences and lessons learned from a RF Opportunities for Reentry and Mobility grantee**
- **OFA's efforts to support fatherhood programs**
- **Q & A**

Our Speakers



Nicole Constance

Office of Planning, Research, and Evaluation at the Administration for Children and Families



Melissa Azur

Mathematica Policy Research



Mandy Lechner

Mathematica Policy Research



Susan Gottesfeld

The Osborne Association



Daniel Olavarria

The Osborne Association



Charisse Johnson

Office of Family Assistance at the Administration for Children and Families

Responsible Fatherhood Programs and Trauma Among Men

- Many Responsible Fatherhood (RF) programs serve low-income fathers who have been incarcerated
- Trauma histories among men who have been incarcerated is common
- Effects of trauma can create challenges in seeking accepting, or sustaining employment, connecting with family, and meeting life goals
- Fatherhood programs can support men in their programs by incorporating principles of trauma-informed system of care

Strategies for Addressing Trauma in Fatherhood Programs

Project Goals

- Identify elements of trauma-informed care
- Identify strategies for implementing trauma-informed care in RF programs

Approach to Identifying Strategies

- Literature review
 - <https://www.acf.hhs.gov/opre/resource/trauma-informed-approaches-for-programs-serving-fathers-in-re-entry-a-review-of-the-literature-and-environmental-scan>
- Discussions with organizations who work to support fathers with trauma histories
- Conversations with national experts in trauma-informed care
- Site visits to 5 RF programs

Trauma-informed Care

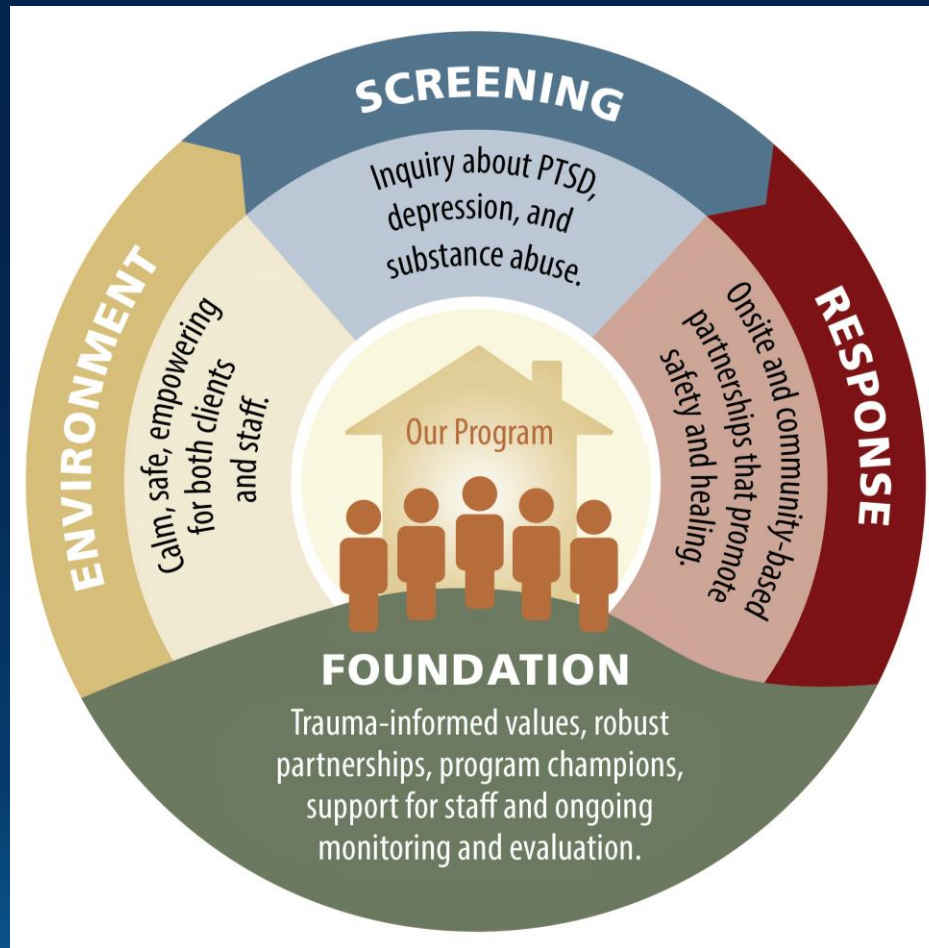


Image adapted from Machtinger, E.L., Cuca, Y.P., Khanna, N., Dawson Rose, C., & Kimberg, L.S. (2015). From treatment to healing: the promise of trauma-informed primary care. *Women's Health Issues* 25(3).

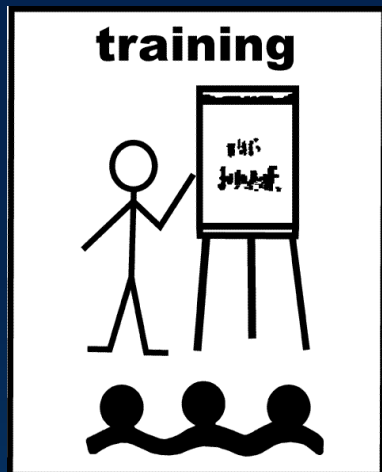
Strategies to Build the Foundation



Organizational commitment

- ✓ Develop leadership support to help embed trauma-informed care into the culture of fatherhood programs
- ✓ Designate a champion to keep a focus on trauma-informed care
- ✓ Conduct organizational assessment of fatherhood program's capacities and needs
- ✓ Develop formal policies regarding trauma to institutionalize a trauma-informed approach
- ✓ Form partnerships with community-based organizations that can support fathers with trauma histories

Strategies to Build the Foundation



- **Provide staff training to:**
 - Increase trauma awareness
 - Apply principles of trauma-informed care when working with fathers
 - Develop skills for avoiding potentially harmful interactions
 - Help staff recognize and address own trauma

Strategies to Create a Healing Environment

- Create physical and psychological safety

Shhh!

Communicate confidentiality policies



Address program setting features that hinder a sense of fathers' safety



Evaluate and establish building security and security procedures to protect fathers' physical safety

Strategies to Create a Healing Environment



Build trust between program staff and fathers



Foster collaboration and mutuality



Provide peer support



Empower fathers by giving voice and choice

Strategies to Conduct Screening

- **Consider screening goals and process**
 - Who will conduct screening?
 - What is the purpose of screening?
 - What will the program do with the information?
 - When should screening occur?
 - How can screening not retraumatize fathers?
- **Use trauma-informed principles**
 - Reassure fathers of confidentiality of information provided
 - Establish trust before screening
 - Ensure fathers feel psychologically safe
- **Use validated screening tools**

Strategies for Trauma-informed Responses

- **Develop partnerships with community-based organizations that work with fathers**
 - Community mental health and substance use centers
 - Primary care and public health facilities
 - Housing authority
 - Child welfare
- **Provide non-clinical trauma services that support fathers with trauma histories**
- **Help fathers coordinate care**

Thank you!

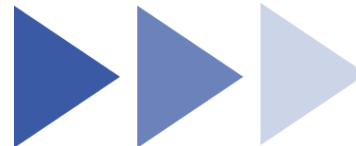
Successes and challenges in implementing TIC in a fatherhood program

**Moderated Discussion with Susan Gottesfeld, Executive
Vice President and Chief Program Officer, the Osborne
Association**



DEVELOPMENT OF A TRAUMA-INFORMED APPROACH AT OSBORNE

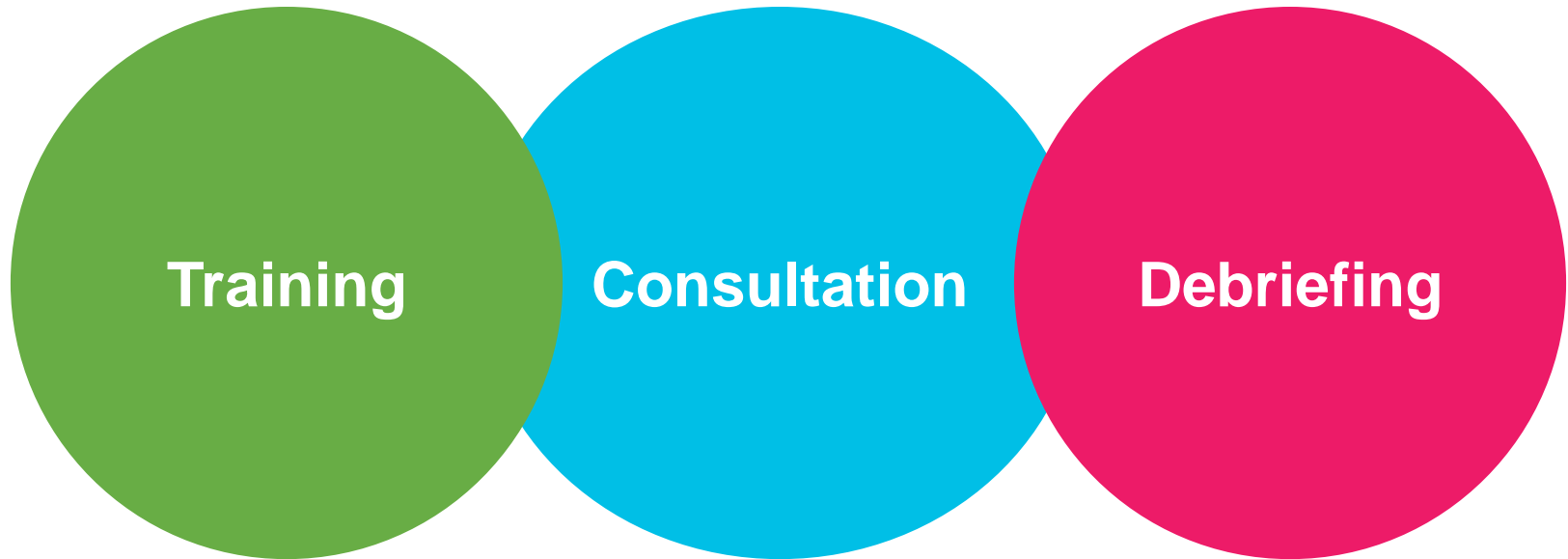
Daniel Olavarria, LCSW
Trauma Services Coordinator



General Goals for our Trauma-Informed Program:

- ▷ Provide base level trauma training for staff to enhance competence.
- ▷ Enhance clinical insight of programs.
- ▷ Begin to infuse a Trauma-Informed approach into Osborne's operations.
- ▷ Support the facilitation of complex discussions on trauma and identity-based oppression with staff.

Trauma Technical Assistance (TA) *for Staff*



Training

Consultation

Debriefing



*Being a Trauma-Informed Organization
means engaging ALL programs and
departments.*

*They all play critical roles in how we **think**
and **talk** about **trauma** and how our
programs function on behalf of our
participants and staff.*

Trauma Training for ALL Staff

Direct-Service Staff & Programs

- ▷ **Video Visiting:** Families and children separated by incarceration.
- ▷ **Court Advocacy:** Adults currently involved with court proceedings.
- ▷ **El Rio:** Adults impacted by substance abuse.
- ▷ **Next Steps:** Adolescents & young adults who live in or near public housing.

“Back of House” Staff & Programs

- ▷ **Grants Management & Development:** Guiding the money which guides priorities.
- ▷ **Policy Center:** Informing the legislative narrative & advocacy.
- ▷ **Food Service & Janitorial:** Maintaining a safe environment and tending to unmet needs.
- ▷ **Executive Staff:** Leading the vision of the organization and providing support for staff.

Consultations & Debriefings for Staff

More specifically tailored to a case or situation. Past consultations include:

- ▷ Selecting a program's clinical assessment tool.
- ▷ Enhancing report-writing.
- ▷ Providing trauma-informed supervision.
- ▷ Prioritizing self-care as individuals & programs.
- ▷ Discussing clinical nuances of a case.

Debriefings are made to support staff by acknowledging the presence of vicarious & secondary trauma in their work.

Trauma can keep people feeling “**stuck**” in old patterns.

Trauma Services helps Osborne staff understand why that happens and how to best leverage their skills and resources to help participants move forward.



OFA's efforts to support fatherhood programs implementing trauma-informed approaches

Charisse Johnson, Branch Chief, Office of Family Assistance

Questions?

Thank you!

Contact information:

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