

Building a Trauma Informed Agency:

HOW TO BRING YOUR BOARD ALONG

Jewish Family & Career Services



Presented by:



Mike Fine, JD

Board Chair, JFCS Louisville



David L. Finke, Ph.D.

Chief Executive Officer, JFCS Louisville

Objectives of this training:

1. Review the concept of a trauma-informed agency
2. Discuss the relevance of trauma-informed training to board members
3. Provide an overview of a board-specific trauma informed training
4. Review the quantitative and qualitative impact data from that training

What is trauma?

*“Trauma is an experience that threatens an individual’s life and/or sense of safety.”**

Not all trauma is the same!

**Source: Substance Abuse and Mental Health Services*

What is a trauma-informed agency?

- It is about a system of care
 - How we treat our clients
 - How we treat our colleagues
 - Who is the “expert” at your agency
- It is about an agency culture of patience and assuming good intentions
- It is about shared governance

What trauma-informed care is **NOT**!

- It is **NOT** about evidence-based treatments of trauma
- It is **NOT** about a destination
- It is **NOT** about permissiveness
- It is **NOT** about dissolution of accountability or responsibility
 - Unfortunately, HR professionals are safe....

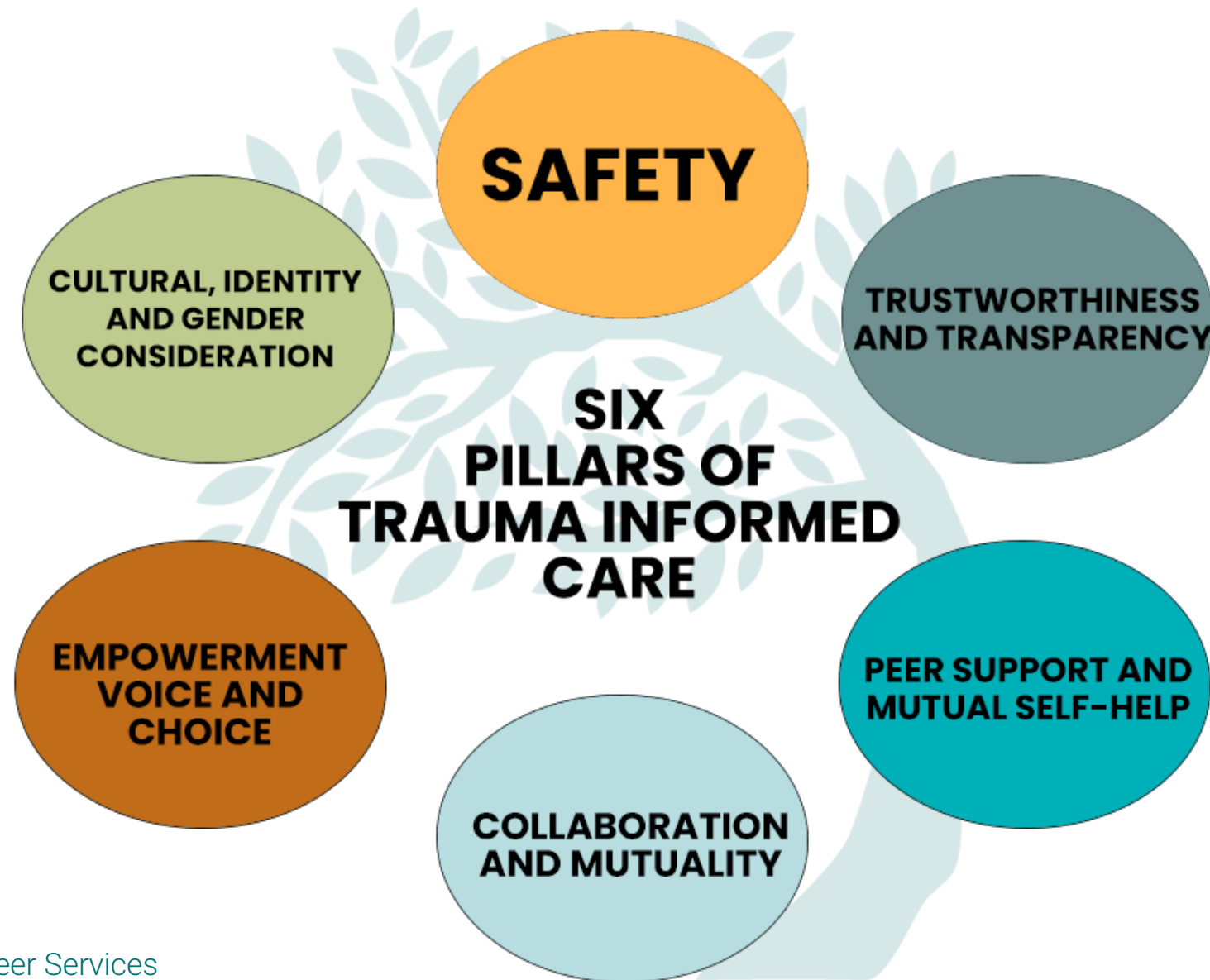
Why BOD training on Trauma Informed Care (TIC)?

- Shared language
- Importance of body responsible for governance recognizing these concepts
- Helps drive the argument on the importance of both serving and solving problems in our larger, inclusive community.

Continued --

Why BOD training on Trauma Informed Care (TIC)?

- Changes how committees are designed
- Specific example of need for JFCS Louisville
 - Board wants training that is relevant and makes them a better board
- Changes how information flows from Leadership Team to staff
 - Budget
 - Strategic planning
 - DEI+/TIC Initiatives



JFCS Louisville's decision of who and how to engage for the training:

- Bounce Coalition
 - Sustainability
 - Train the trainers model
 - Shorter trainings
 - Training for staff already had occurred
 - Incorporated the training into the annual board retreat
 - Evaluation embedded in training
- David's history with the coalition
- JFCS relationship with Bounce
- Design involvement in training
- Presenters

Overview of our TIC Training for the Board

- Explanation of the difference between trauma and stress
- A brief review of the ACE's study and the Philadelphia Urban ACES study
- Introduction of newer concepts
 - Pair of ACEs
 - Positive Childhood Experience (PACES)
- Introduction/review of Pillars of TIC and paths to overcoming barriers

Overview of our TIC Training for the Board

- Breakout activities for board members
 - Discussion of how JFCS Mission, Vision, Values statements and specific programs reflect our efforts to become a trauma-informed agency
 - Review specific policies with TIC pillars in mind
 - Review Introductory Letter from CEO in Personnel Handbook
 - Good example of where we worked with sandstone and avoided granite
 - Discuss personnel evaluation

Board Members Reaction to the Training

Data Driven Outcomes (24 participants)



100%



reported improved knowledge on how ACEs
impact behavior

85%



reported improved knowledge on the
prevalence of ACEs in Kentucky

100% 
reported improved knowledge on the impact of
personal and community ACEs on life
expectancy in Louisville

100% 
found the activity using trauma-informed
pillars to be relevant

Most importantly, participants were asked how they rated their skills prior to the training of how to become a trauma-informed agency.

52% 
rated themselves as "good"

8% 
rated themselves as "excellent"

After the
training...

68% 
rated themselves as "good"

32% 
rated themselves as "excellent"

Board Members Reaction to the Training

- Qualitative feedback
- Unofficial feedback
- Comments from training participants
- Structural feedback
 - Review of Personnel Handbook
 - Engagement of staff and stakeholders in strategic planning
 - Make-up of some committees (DEI+/TIC)

How will you use this training to help your agency be more trauma-informed?

“Make sure all programming has these principles in them.”

Training Participant

“Being more aware of ACEs and the impact. It definitely inspires me to be more intentional with our policies and events.”

Training Participant

“I feel better equipped to ask questions about our policies and procedures, decisions, and more because of this training.”

Training Participant

Questions?

Bounce Coalition

www.bouncecoalition.org



Mike Fine, JD

Board Chair, JFCS Louisville

mfine@wyattfirm.com

502.562.7111



David L. Finke, Ph.D.

Chief Executive Officer, JFCS Louisville

dfinke@jfcsloouisville.org

502.235.7567