



**RIVERSIDE**  
**COUNTY HEALTH**  
**COALITION**

January 18<sup>th</sup>, 2023

*Recovery & Resilience: How trauma-informed leadership can enhance psychological safety and increase resilience*

**Welcome! We will begin momentarily. Your audio is temporarily muted.**

**If you are not using your computer audio, make sure your audio/phone is linked to your participant ID.**



# Time to Heal Covid-19 Song

## El Sol Neighborhood Educational Center



**RIVERSIDE**  
**COUNTYHEALTH**  
**COALITION**

January 18<sup>th</sup>, 2023

*Recovery & Resilience: How trauma-informed leadership can enhance psychological safety and increase resilience*

**Welcome!**

# TECH HOUSEKEEPING



- Please enter your name, and affiliation in your profile name.

- E.g., (LHJ Name) Jane Doe



- You may also add your pronouns and native/tribal community



- All participants are muted upon entry.



- Please submit any questions through the Q&A box

- Staff will monitor throughout the meeting



- We have closed captioning services in English & Spanish and an ASL Interpreter.

- Information provided in the chat

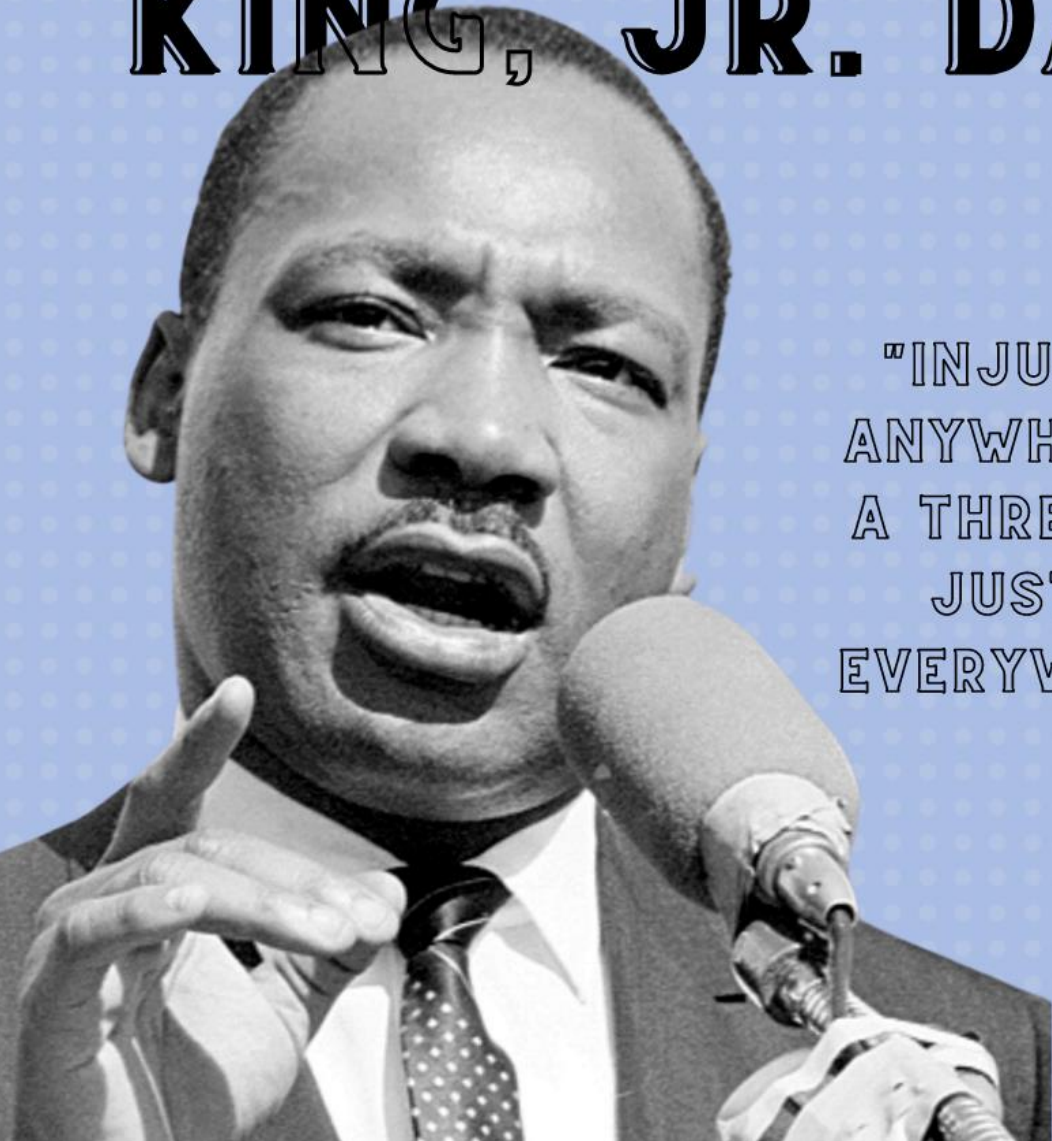


- Slides and a recording of this event will be shared shortly afterwards.

# AGENDA

- ❖ **Welcoming Remarks and Introductions**
- ❖ **Community Partner Showcase Video**
- ❖ **Presentation by Dr. Marshare Penny**
- ❖ **Presentation by Dr. Tammy McCoy Arballo**
- ❖ **Break**
- ❖ **Resource Presentation w/ RISE**
- ❖ **Q&A from Audience**
- ❖ **Partner Updates**
- ❖ **Health Equity Program Update**
- ❖ **Closeout**

# MARTIN LUTHER KING, JR. DAY



"INJUSTICE ANYWHERE IS A THREAT TO JUSTICE EVERYWHERE"



**MLK Day recognizes Dr. King's legacy of service while inspiring us to serve in our own ways. A lot of the things Dr. King advocated for during his lifetime (racial justice, economic equality, affordable housing, labor rights, etc.) are issues we're still trying to solve today. The fight for justice is ongoing, and we can use this day to reflect on the work that Dr. King started and take responsibility for the work we still have left to do.**

# NATIONAL DAY OF RACIAL HEALING



**Racism affects all of us, regardless of our backgrounds or circumstances. We all live in a world born from historic racial inequities that have led to broken systems and division. These significant challenges will not be solved by one individual or group.**

**To ensure our communities are free of systemic racism, we must come together to explore how past actions have created present racial inequities in our systems. Our goal is to create equitable communities where everyone thrives by helping build their internal skills and capacity to apply racial equity to their policies, practices, and procedures.**

# INTRODUCTORY POLL



# Who is here?





30 YEARS  
OF BUILDING  
FOR GOOD



WORLD BE WELL, INC.



EST. JUNE 19, 1883



MORONGO  
BAND OF  
MISSION  
INDIANS  
A SOVEREIGN NATION



Riverside  
University  
HEALTH SYSTEM  
Public Health

# Why are we here?



**RIVERSIDE**  
**COUNTY HEALTH**  
**COALITION**

- Expand partnerships
- Share resources
- Highlight innovative practices
- Community empowerment

# **A LOOK BACK AT 2022 WITH OUR PARTNERS**



# Dr. Marshare Penny

## Presentation: Public Health's Next Steps Towards Trauma-Informed Leadership

Dr. Marshare Penny is a Deputy Director of Public Health with specific focus on health equity for the Riverside University Health System - Public Health. She has 20 years of experience in community and public health, with 10 years serving as a local epidemiologist in the Inland Empire. Marshare is a Clinical Professor of Public Health and former Chair for the Department of Public Health Sciences at California Baptist University. She earned her DrPH in Health Promotion from Loma Linda University and her MPH in epidemiology from San Diego State University.





# Public Health's next steps towards trauma-informed leadership

Marshare Penny  
Riverside County Health Coalition  
General Membership Meeting  
January 18, 2023







# How trauma-informed leadership can enhance psychological safety and increase resilience

# What is trauma-informed practice?

Comes from Trauma-Informed Care (TIC)  
is an approach in the human service field  
that assumes that an **individual** is more  
likely than not to have a history of **trauma**.

It recognizes the presence of trauma  
symptoms and acknowledges the role  
trauma may play in an individual's life-  
including service staff

# SAMHSA's 4-Rs

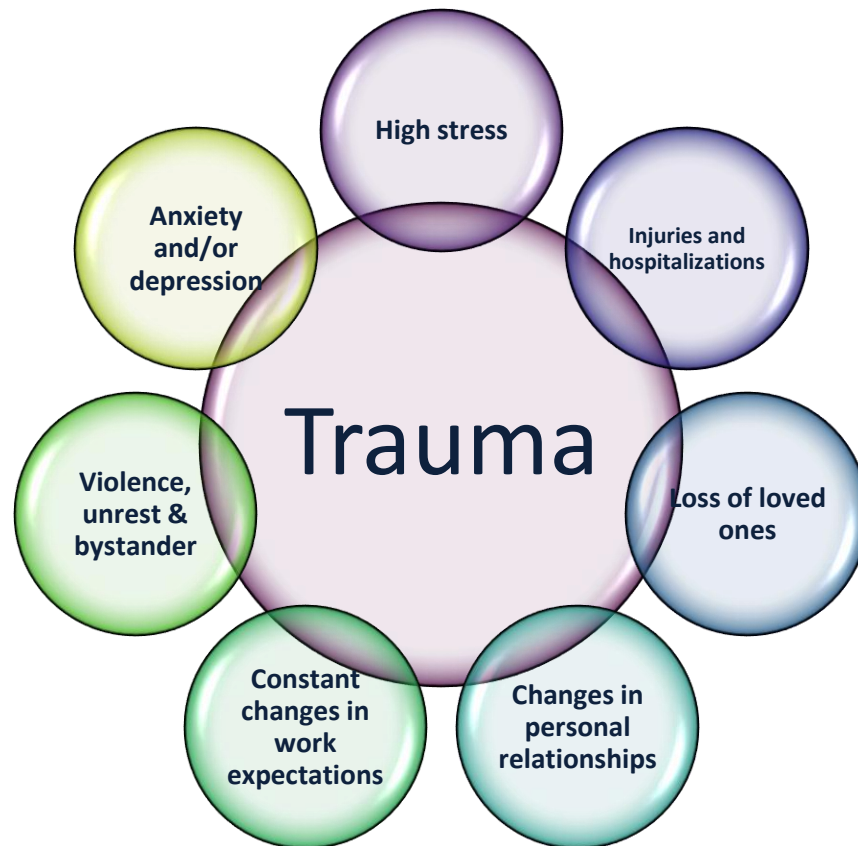
- **Realize** the widespread impact of trauma and understand potential paths for recovery
- **Recognize** the signs and symptoms of trauma in clients, families, staff and others involved with the system
- **Respond** by fully integrating knowledge about trauma into policies, procedures and practices
- Actively **resist** re-traumatization

# Trauma-informed practice helps everyone

# What is trauma-informed leadership?

“Trauma-informed Leadership is a way of understating or **appreciating** there is an emotional world of **experiences** rumbling around **beneath the surface.**”

# Why is trauma-informed leadership so important?



- Recognizes and respects **emotional scars**
- Realize we are returning to **tough work**, but broken



# 6 Reasons for those who lead

- 1. We are all affected by trauma**
2. Trauma occurs at the individual and organizational levels
3. Trauma-informed leadership consists of skills that are applicable to any industry or institution

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- 3. Trauma-informed leadership consists of skills that are applicable to any industry or institution**

## 6 Reasons (cont.)

- 4. Trauma-informed leaders know how to deal with empathy**
5. Trauma-informed leaders know that empowerment is key to avoiding re-traumatization
6. Trauma-informed leaders make self-care a priority

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## 6 Reasons (cont.)

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# Being a trauma-informed leader

- Starts with leadership
- We validate experiences with empathy
- Commit to physical and psychological safety
- Communicate...often and regularly
- Offer and require accountability
- **Train and practice!**





# A few resources

- Chotz V & Wagner S. (n.d.). *A trauma-informed approach to workforce*. National Fund for Workforce Solutions. <https://www.govloop.com/pdf-viewer/?file=https://nationalfund.org/wp-content/uploads/2021/04/A-Trauma-Informed-Approach-to-Workforce.pdf>
- Phol S, Larsen R, & McCormick S. (2021) *Five ways to practice trauma-informed leadership*. <https://accelerate.uofuhealth.utah.edu/leadership/five-ways-to-practice-trauma-informed-leadership>
- Substance Abuse and Mental Health Administration (SAMHSA). (2014). *TIP 57: Trauma-informed care in behavioral health services*. <https://www.samhsa.gov/resource/ebp/tip-57-trauma-informed-care-behavioral-health-services>
- Tozay, KL. (2022). 6 reasons to practice trauma-informed leadership in your workplace. <https://www.govloop.com/community/blog/6-reasons-to-practice-trauma-informed-leadership-in-your-workplace/>

# Dr. Tammy McCoy - Arballo

**Presentation:** Leading through a Trauma-informed Lens: Importance and Practice

Dr. Tammy McCoy-Arballo is a licensed clinical forensic psychologist in California who teaches and treats health care, government workers, and emergency responders impacted by trauma, vicarious trauma, compassion fatigue, and suicide prevention.



# Trauma Informed Care

Tammy McCoy-Arballo, Psy.D.

Clinical Forensic Psychologist

Diplomate, Police and Public Safety Psychology (SPCP)

# Trauma vs PTSD

- ▶ **Trauma:** Physically or emotionally harmful/threatening events;
- ▶ Lasting adverse effects on functioning; physical, social, emotional, spiritual well-being
- ▶ Damaging to relationships

# PTSD

- ▶ Pathology
- ▶ DSM defines as resulting from actual/threat of death, serious injury, sexual violence

# COMMON PTSD/ STS SYMPTOMS

- ▶ Nightmares
- ▶ Flashbacks
- ▶ Physical symptoms racing heart, sweating
- ▶ Hypervigilance
- ▶ Negative thoughts about self/world
- ▶ Guilt or blame
- ▶ Loss of interest in enjoyable activities
- ▶ Numbing

# PTSD/ STS SYMPTOMS

To regain control over their reactions, may engage in behaviors:

- ▶ Avoidance
- ▶ Drinking/Eating/Drugs
- ▶ Poor sleeping
- ▶ Edgy, outbursts
- ▶ Blaming

# Complex Psychological Trauma

- ▶ Severe stressors repetitive or prolonged,
- ▶ Harm or abandonment by caregivers
- ▶ Occur at in early childhood or later in life



# Historical Trauma

- ▶ Complex traumatic experiences affecting an entire community or cultural group over multiple generations
- ▶ Such as: environmental disasters
- ▶ War, terrorism,
- ▶ Genocide, human trafficking,
- ▶ Mass incarceration, police violence, poverty,
- ▶ Structural violence involving systematic oppression or discrimination

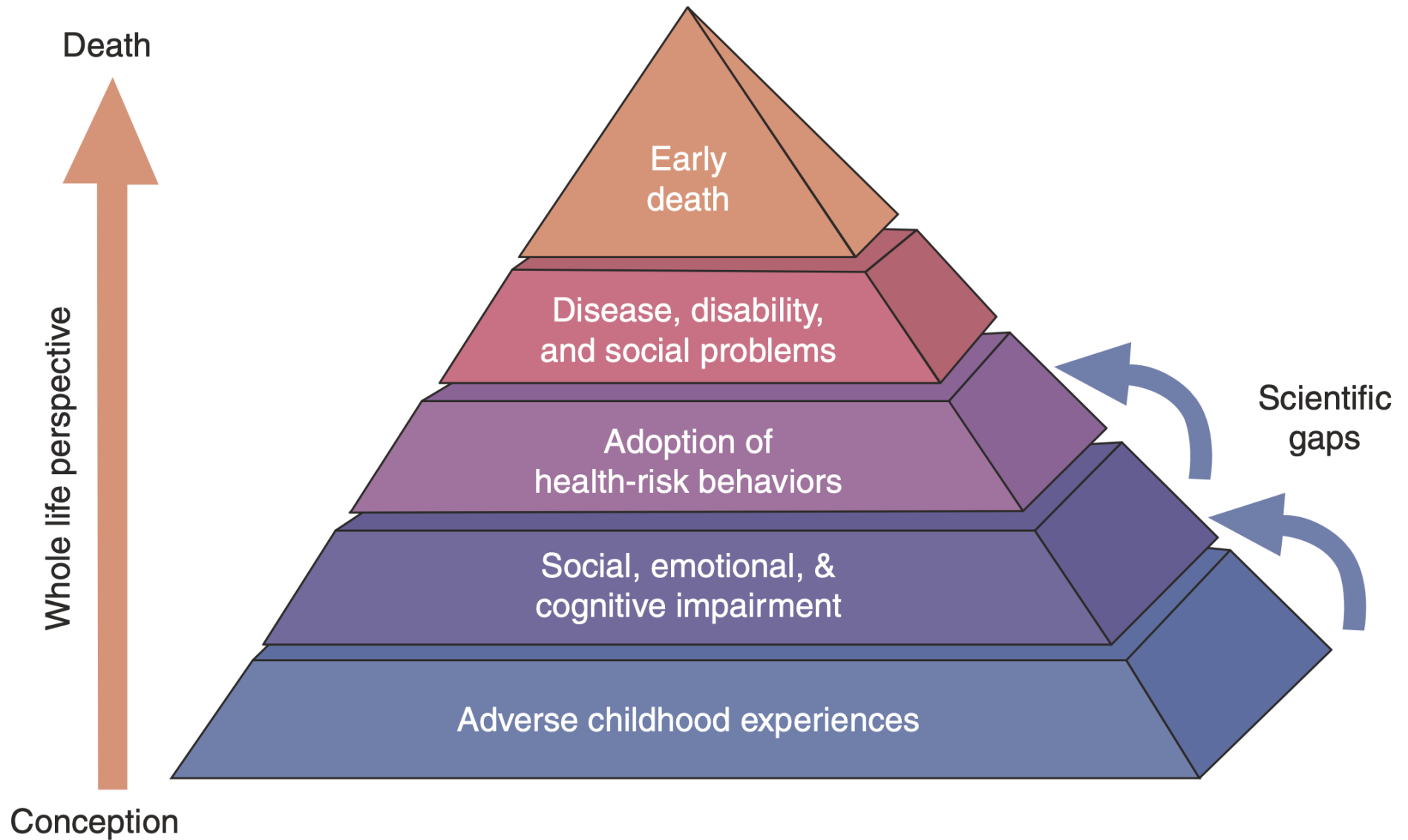
# Historical Trauma

- ▶ Historical trauma often transmitted via adverse power dynamics
- ▶ Various forms of structural violence involve systematic oppression or discrimination, interpersonal violence, neglect, life events reducing trust; a sense of safety/security,
  - ▶ Detrimental to individuals

Risk Factors	Conditions related to trauma	Protective Factors
<p>Lack of safe, stable, nurturing relationships</p> <p>Young age</p> <p>Female gender for intimate partner violence/sexual violence</p> <p>Male gender for community violence</p> <p>Minority status (Race, ethnicity, religion, sexual orientation, gender identity, other)</p> <p>Psychiatric illness</p> <p>Substance use</p> <p>Disability (physical and mental)</p> <p>Family history of violence</p> <p>Homelessness</p> <p>Poverty</p>	<p><b>Psychiatric illnesses (anxiety, depression, PTSD, cPTSD, suicidality)</b></p> <p><b>Chronic illnesses (heart, lung, liver and other diseases)</b></p> <p><b>Sexually transmitted infections including HIV</b></p> <p><b>Sleep disorders</b></p> <p><b>Unwanted pregnancy and pregnancy at early age</b></p> <p><b>Childhood learning and behavior problems</b></p> <p><b>Childhood learning and behavior problems</b></p> <p><b>Poor educational attainment</b></p> <p><b>Substance use</b></p> <p><b>Homelessness</b></p> <p><b>Premature death (due to poor health, homicide, suicide)</b></p> <p><b>Future victimization or perpetration of violence</b></p>	<p>Supportive family relationships</p> <p>Well-resourced, safe communities</p> <p>Financial security</p> <p>Employment</p> <p>Stable housing</p> <p>Higher educational status</p> <p>Higher brain executive function</p> <p>Community engagement</p> <p>Good health</p>

# Health and Trauma

- ▶ Studies show childhood trauma & adversity associated with premature mortality risks
- ▶ ACEs associated health effects/adverse social outcomes can reduce graduation rates, increase teen pregnancy and incarceration rates



**Fig. 2.1** Adverse childhood experience and lifetime health. From <http://www.cdc.gov/violenceprevention/acestudy/pyramid.html>

# Trauma-Informed Approach

Approach strives to understand whole person

Trauma impacts a person's

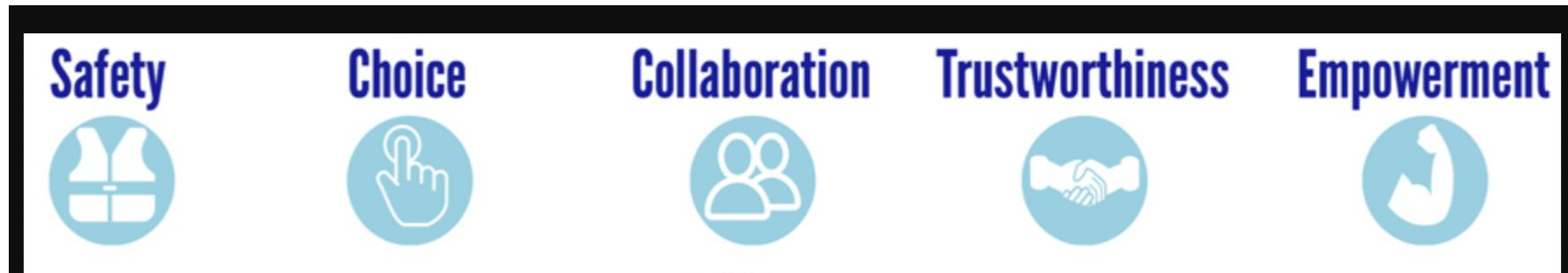
- ▶ Sense of self
- ▶ Sense of others
- ▶ Beliefs about the world

Directly impacts ability/motivation to seek, use services

# Utilizing Trauma-Informed Care

- ▶ To minimize potential barriers
- ▶ Fully integrates knowledge about trauma into all aspects of services
- ▶ Empower staff to identify signs/symptoms of trauma avoiding any additional traumatization

# 5 Principles Trauma-Informed Care: To reduce possible re-traumatization & increase service use





# Trauma Informed

- ▶ Ensure physical, emotional safety first
- ▶ Needs to know provider is trustworthy
- ▶ Evident in establishment, consistency of boundaries, clarity of what is expected
- ▶ More choice means more control over service experience via collaboration with providers
- ▶ More likely they will participate and more effective services may be

# Trauma Informed

- ▶ Focus on an strengths
- ▶ Empowering them to build on strengths
  - ▶ Developing stronger coping skills
  - ▶ Healthy foundation to rely on

# Vicarious Trauma In Employees

- Indirect Exposure To Trauma
- Common when working with the trauma of others
- Resulting In Behaviors, Emotions Similar To PTSD  
(Figley, 1995)
- Increase burnout, quiet quitting, poor retention

# Vicarious Trauma In Employees

- ▶ Employ empathy, listen
- ▶ Provide trainings in VT/STS
- ▶ Encourage team to take time off
- ▶ Encourage and practice healthy boundaries
- ▶ Have a workplace activity that focuses on wellness during each meeting
- ▶ Promote professional and personal growth
- ▶ Remind them by words and deeds, it OK not to be OK

# Trauma-informed Workplace Culture

- ▶ Supervisors do regular check ins with team
- ▶ Meet at least monthly as a group to provide support, encouragement
  - ▶ Promote individual and team well being
- ▶ Think about the demands on team members
  - ▶ Think about communication styles

## Key Components of TIC

Incorporating the approach to every aspect of the organization, creating a genuine culture change

Staff at all levels change their behaviors, actions, and policies in keeping with a TIC approach  
(Jennings, 2004)

"Involves vigilance in anticipating and avoiding institutional processes and individual practices that are likely to retraumatize individuals who already have a trauma history"

Demonstrating greater awareness of the impact of trauma on all individuals served by the program, organization, or system, including its own workforce

Changing the thinking from "what is wrong with this individual?" to "what happened to this individual?"

An acceptance that trauma influences the effectiveness all human services (care coordination, medical care, criminal justice, etc.) (SAMHSA, 2015)

Solution-based service approach

Recognizing the pervasiveness of trauma

# Thank you!

- ▶ **Tammy McCoy-Arballo**
  - ▶ **760.885.6952**
- ▶ **Tammyjmccoy@gmail.com**

# References

*Chart by the Institute on Trauma and Trauma-Informed Care (2015)*  
Pyramid from CDC.gov

1. Substance Abuse and Mental Health Services Administration. (2014). Concept of Trauma and Guidance for a Trauma-Informed Care Approach. U.S. Department of Health and Human Services.
2. Bloom, S. L. (1997). *Creating sanctuary: Toward the evolution of sane societies*. New York: Routledge.
3. Harris, M. & FalLOT, R. D. (Eds.) (2001). *Using Trauma Theory to Design Service Systems. New Directions for Mental Health Services*. San Francisco: Jossey-Bass.
4. Jennings, A. (2015). Retraumatization [PowerPoint slides]. Retrieved from <http://theannainstitute.org>
5. Substance Abuse and Mental Health Services Administration (2014). A Treatment Improvement Protocol: Trauma-Informed Care in Behavioral Health Services, Tip 57. U.S. Department of Health and Human Services, 14-4816.
6. Bloom, S. L. (2010). Organizational stress as a barrier to trauma-informed service delivery. In M. Becker & B. A. Levin (Eds.), *Public Health Perspective of Women's mental health* (pp. 295–311). New York, NY: Springer.



# Q & A

# 5 Minute Break

# RISE Program



Kimberly Jow, MPH  
Isabel Aguilera, MPH  
Jasmine Castillo  
Maria Vega-Cruz



RESILIENCE INITIATIVE THROUGH  
SUPPORT & EMPOWERMENT (RISE)

Kimberly Jow MPH CHES  
Program Coordinator

Isabel Aguilera, MPH  
Health Education Assistant II

Jasmine Castillo, B.S  
Health Education Assistant II

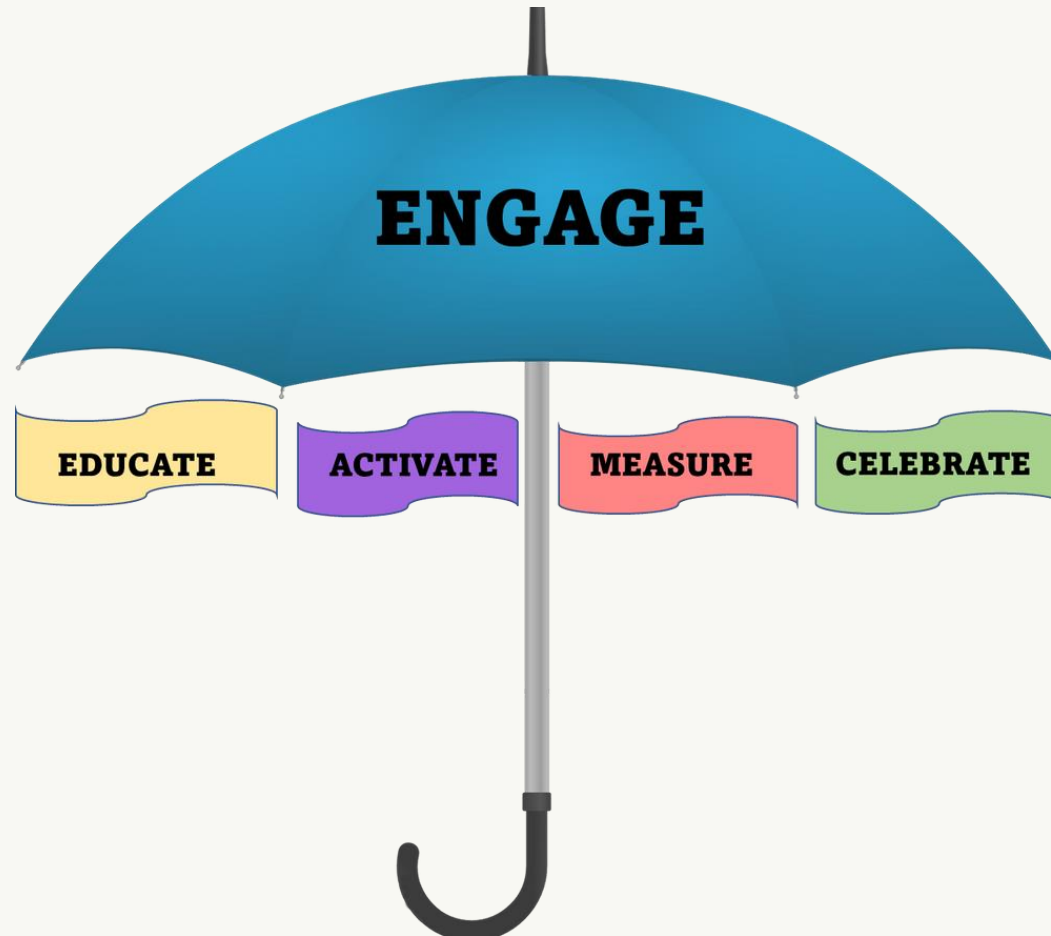
Maria Vega-Cruz, B.A  
Health Education Assistant II

# Our Mission



Resilience Initiative through Support and Empowerment (RISE) mission is to educate, engage, and empower communities in Riverside County to be a catalyst of change through supportive services, resources, and programs. RISE is meant to build movement and provide the necessary skills to improve resiliency and trauma informed practices that are inclusive to all Riverside County.

# RISE Framework





## RISE Accomplishments

- Adverse Childhood Experience (ACE's) presentation at Norco College
- Trauma Informed Care Presentation for Starting Over staff
- ACE's community presentation for Starting Over
- Spanish ACE presentation for Child Care Initiative Projects
- In the last 4 months we had 4 guest speakers who presented on trauma informed care, burn out and motivational interviewing. We had a total of 345 participants.
- Active members for the Resilience in the Valley Coalition in Hemet and You Matter Collaborative in Menifee.

# Our Resilience Initiative Goal

To empower individuals with the tools and skills to start their own coalitions within their region to address ACEs and ACERs resulting in increased support and resources to build a resilient community





# RISE Committee

## QUARTERLY

All regions will come together to learn and discuss how RISE is moving forward towards meeting their goal

## MONTHLY

Region meetings will get together to discuss the needs of the community



## REGION 1: MID REGION CITIES

Aguanga	Anza	Banning	Beaumont
Cabazon	Calimesa	Cherry Valley	East Hmet
Green Acres	Hemet	Homeland	Idyllwild-Pine Cove
Lake Riverside	Mountain Center	San Jacinto	Valle Vista
Winchester			

Region Meeting

January 19,2023

10AM-11AM

Isabel Aguilera

[i.Aguilera@ruhealth.org](mailto:i.Aguilera@ruhealth.org)

## REGION 2: SOUTHWEST REGION CITIES

Canyon Lake	French Valley	Lake Elsinore	Lakeland Village
Meadowbrook	Menifee	Murrieta	Temecula
Warm Springs	Wildomar		

Region Meeting

January 20,2023

9AM-10AM

Jasmine Castillo

[Ja.Castillo@ruhealth.org](mailto:Ja.Castillo@ruhealth.org)

## REGION 3: NORTHWEST REGION CITIES

Corona	Coronita	Eastvale	El Cerrito
El Sobrante	Good Hope	Home Gardens	Jurupa Valley
Lakeview	Nuevo	Lake Matthews	March ARB
Mead Valley	Moreno Valley	Norco	Perris
Riverside	Romoland	Temescal Valley	Woodcrest

Region Meeting  
 January 25, 2023  
 11AM-12PM  
  
 Sean Cortes  
 S.Cortes@ruhealth.org

## REGION 4: EAST REGION CITIES

Blythe	Desert Center	Mesa Verde	Ripley
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Region Meeting  
 January 26, 2023  
 11AM-12PM  
  
 Kimberly Jow  
 KJow@ruhealth.org

# REGION 5: COACHELLA REGION CITIES

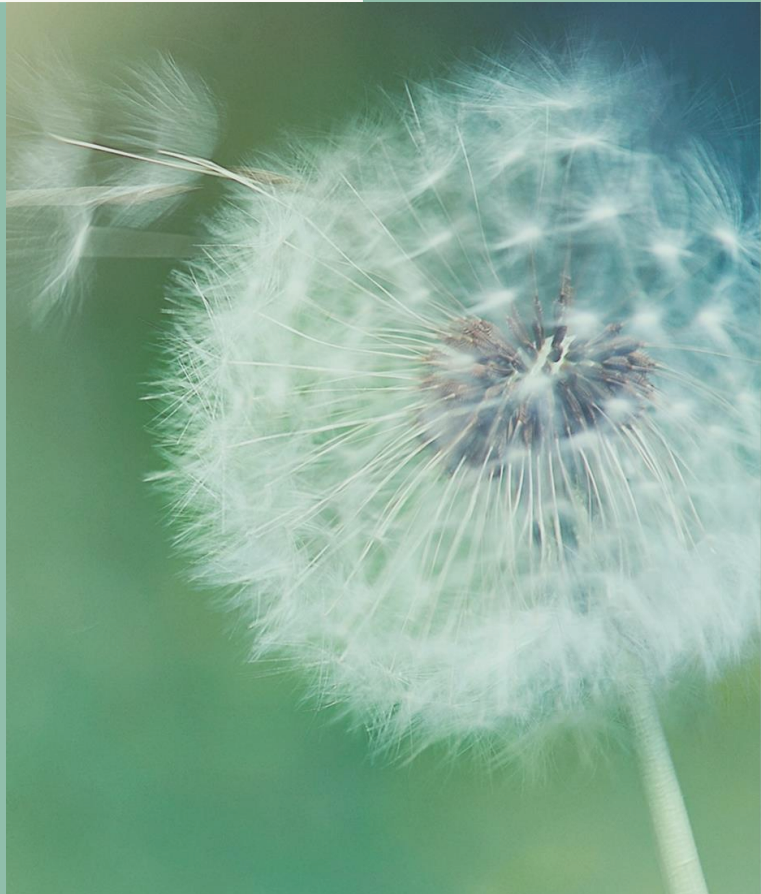
Bermuda Dunes	Cathedral City	Coachella	Desert Edge
Desert Hot Springs	Desert Palms	Garnet	Indian Wells
Indio	Indio Hills	La Quinta	Mecca
North Shore	Oasis	Palm Desert	Palm Springs
Rancho Mirage	Sky Valley	Thermal	Thousand Palms
Vista Santa Rosa	Whitewater		

**Region Meeting**  
**February 1, 2023**  
**9AM-10AM**

Maria Vega Cruz  
[m.vegacruz@ruhealth.org](mailto:m.vegacruz@ruhealth.org)

# What We Offer

RISE PROGRAM



## TECHNICAL SUPPORT

Give assistance and support to your agency if needed

## TRAININGS

ACEs presentations to different audiences

## RESOURCES

Provide links and create resource sheets or QR code business cards

# Trainings

## Agency

- Understanding Adverse Childhood Experiences (ACEs) and Introduction to Trauma Informed Care
  - Available in English & Spanish

## Community

- Understanding Adverse Childhood Experiences (ACEs)
  - Available in English and Spanish

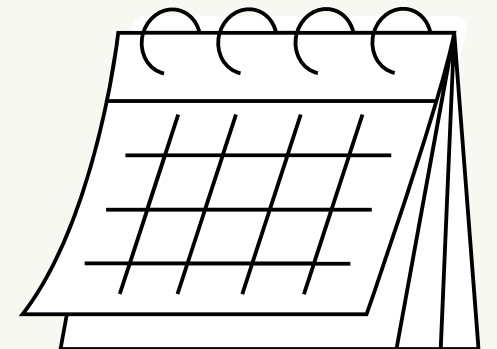
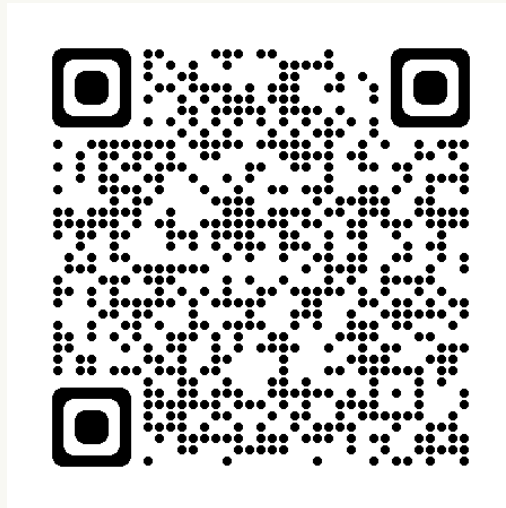
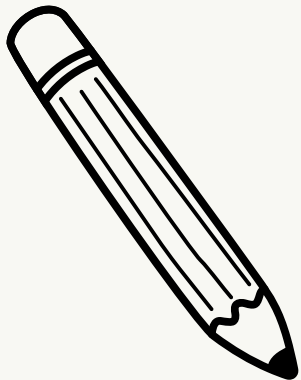
## School

- A Stronger You! Strategies on How to Build Resilience
- Parent Training in Understanding Adverse Childhood Experiences (ACEs)

# Save The Date!

Please join us at our next quarterly meeting on

March 7, 2023 at 10:00AM-11:30AM



# Why collaborate?



Data



Network & support

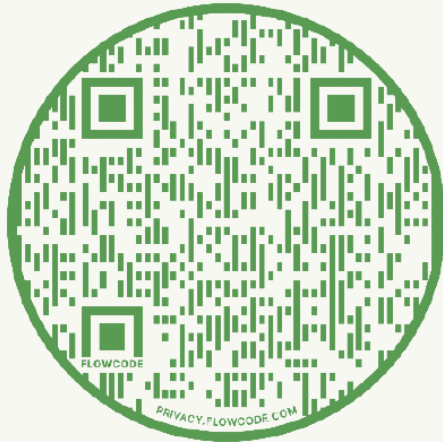


Build capacity

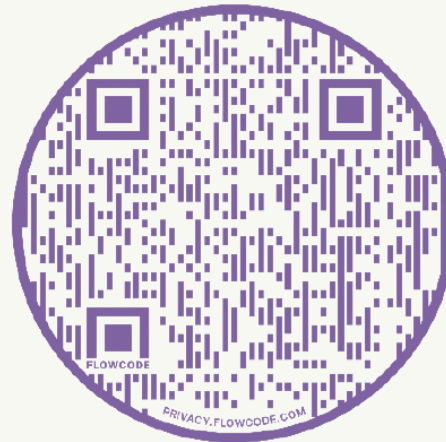


# Resources

Coachella



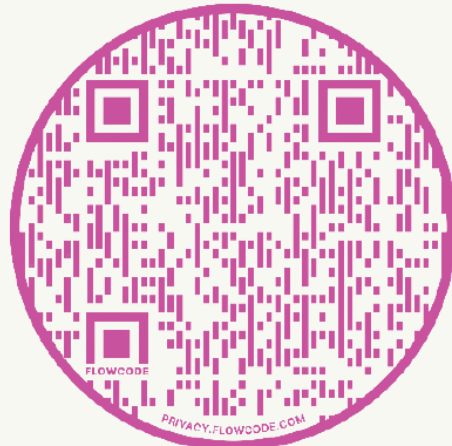
East Region



Mid Region



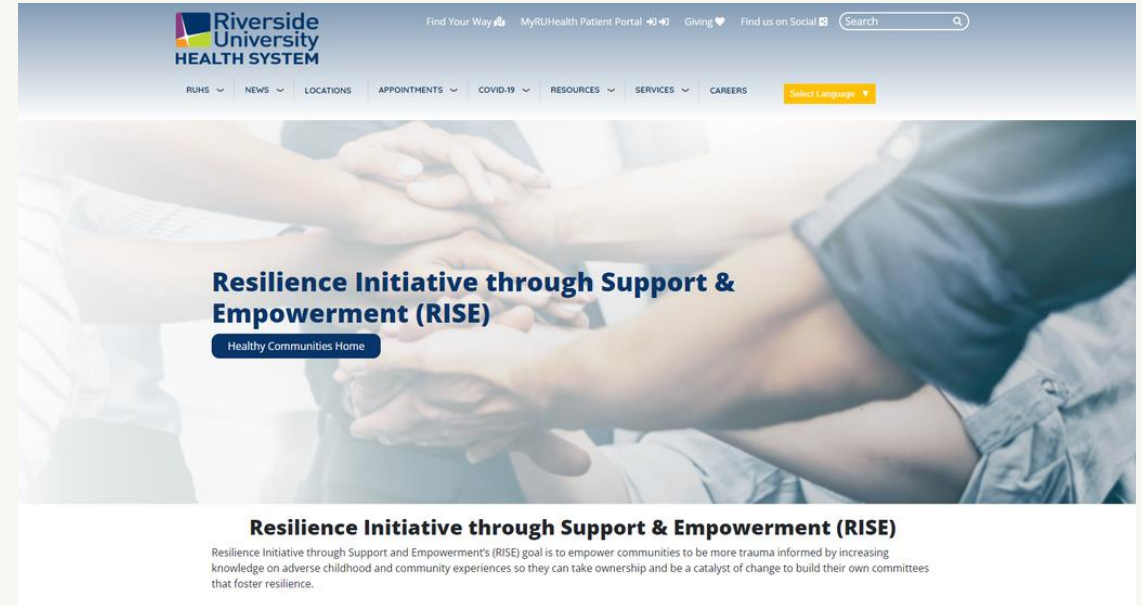
Northwest Region



Southwest Region



# Stay Connected with RISE!



<https://www.ruhealth.org/riverside-resilience>



# Q & A

# Share Your Thoughts

Kindly take our survey. Your feedback will help us advance health equity in Riverside County, together!

**Thank You!**



The survey link is also in the chat.

# Partner Updates

# Health Equity Program Update

# Follow Us on Social Media

@equityinrivco



Instagram



Twitter



Tik Tok



Links in Chat

# Riverside County Equity & Justice Taskforce

Formally known as  
*Vaccine Equity Taskforce*



- Monthly gathering space to collaborate, share and take action on various justice and equity matters with the community.
  - Barriers to vaccine uptake in communities
  - COVID-19 therapeutics
  - Cultural resistance to health matters



# Share Your Thoughts

Kindly take our survey. Your feedback will help us advance health equity in Riverside County, together!

**Thank You!**



The survey link is also in the chat.



**RIVERSIDE**  
**COUNTYHEALTH**  
COALITION

# Riverside County Health Coalition Contact

**Riverside County, Health Equity Program**

RUHS – Public Health, Epidemiology & Program Evaluation

[RivCoHealthEquity@ruhealth.org](mailto:RivCoHealthEquity@ruhealth.org)

# RCHC LinkTree

**RivCo Health Coalition**  
Equity in RivCo Resources, Events, and Coalition Registration Link

**Riverside County Health Coalition**

REGISTER HERE: RCHC Meeting | January 18, 2023 | Recovery and Resilience

**RUHS-Public Health**

COVID-19 Testing & Treatment Locations- Riverside County

**Community Events and Resources**

Partner Events

Partner Resources

**RCHC Meeting Archives**

"Honoring Native Voices: Building Paths for Collaboration" Oct. 2022 Mtg. Video

"Honoring Native Voices: Building Paths for Collaboration" Oct. 2022 Mtg. Zoom Recording, Slides, & Notes

"Promoting Inclusivity of Communities with Disabilities and Unique Needs," July 2022 Mtg. Zoom Recording, Slides, & Notes

Social Media Links





Next meeting:  
Wednesday, April 19<sup>th</sup>, 2023  
Meeting will take place virtually and in-person