

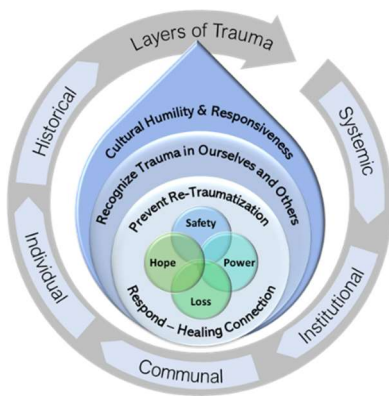
TRAUMA-INFORMED AND EQUITY-CENTERED CARE (TIECC) IN-PERSON AND FACILITATED VIRTUAL TRAINING OPTIONS

DESCRIPTION

The **Trauma-Informed and Equity-Centered Care** model was developed to give organizations and systems of care the knowledge and skills to fully integrate the trauma-informed and equity-centered paradigm into their operations. It has four key aspects that include (a) leaders committed to guiding their organization to be trauma-informed and equity-centered; (b) a focus on building staff's skill to implement trauma-informed and equity-centered services; (c) training, policies, and processes to help staff thrive by building a healing-centered organizational culture and teams; and (d) services and referrals for trauma specific treatment.



The Trauma-Informed and Equity-Centered Paradigm



Trauma-Informed and Equity-Centered organizations make 5 commitments:

1. Recognize how widespread and common trauma is, and understand that trauma plays out in our systems, institutions, communities, families, and individuals, as well as historically impacting us over time.
2. Commit to practicing Cultural Humility and Responsiveness. Oppression, discrimination, exclusion, and stigma are all harmful and when we don't bring a commitment to cultural humility and responsiveness, we perpetuate trauma.
3. Identify the trauma response in ourselves and others, normalize it and know that it is a natural biological response, not a moral failing.
4. Commit to Preventing Re-Traumatization whenever we can.
5. Respond with healing connection by focusing on safety, restoring power, holding space for loss, and building hope.

Paradigm Shift: Most organizations fall somewhere on a continuum with their knowledge and implementation of trauma-informed and equity-centered practices. This is a paradigm shift, a new way of thinking that challenges existing practices.

Uninformed about trauma	Trauma-informed
❖ People we serve are sick, ill, or bad	❖ People we serve are hurt and suffering
❖ People's behaviors are immoral and need to be punished	❖ People's behaviors are skills developed to help them survive violent and adverse experiences, and at the same time, these behaviors may cause problems in the person's life
❖ People can change and stop immoral destructive behavior if they only have the motivation	❖ People need safety, power, support to face loss, and hope to make change and heal
❖ Manage or eliminate a person's behaviors	❖ Recognize staff and program's potential to re-traumatize. Provide opportunities for the people and communities we serve to heal from their trauma
❖ Staff should come to work every day at their best, and perform to leadership's expectations	❖ Leaders and staff need to co-create a healing-centered organizational culture to counteract the indirect trauma and stress associated with working with the people and communities we serve.
❖ Systems of care should be created to minimize short-term costs and eliminate immoral behaviors	❖ Systems of care invest in building healing-centered teams and programs that prevent re-traumatization for staff and the people receiving services. This will heal trauma, improve outcomes and save money over the long term

IN-PERSON OR FACILITATED VIRTUAL TRAINING

In-person training can be provided on-site, and requires an estimate based on your specific location. Virtual trainings are live, facilitated workshops offered using the Zoom platform. Our programs are designed to build confidence and competence by offering opportunities to practice new skills (with activities such as scenarios, reflections, demonstration/modeling, discussion, role & real play, collaborative whiteboard). Each training includes an *Activity* handout that supports the interactions included in the session, a *Practice Tools* handout that supports implementation and continued learning after the training, and a *Slides and References* handout of the material covered. We understand that adult learning requires ongoing practice, and we work with organizations to support staff beyond their online, in-person, or virtual trainings, through coaching, practice sessions, and facilitation guides that can be used to encourage continued learning.

CURRICULUM

The following training can be offered in its entirety, or in smaller sections to meet your specific needs.

Introduction to Trauma-Informed & Equity-Centered Care Series (6 hours)

These trainings are designed to introduce trauma-informed care and some basic tools for applying trauma-informed concepts with program participants and within organizations.

- Introduction to Trauma-Informed and Equity-Centered Care
- Trauma-Informed Approaches
- Building Healing-Centered Teams – Thriving as a Team & as Individuals

Trauma-Informed & Equity-Centered Care in Practice (Each training is 2 hours)

These trainings are designed for staff who have completed the *Introduction to Trauma-Informed & Equity-Centered Care Series*, and want to explore practical skills for implementing TIECC in their day-to-day work.

- First, Do No Harm – Preventing Re-traumatization
- Integrating the Spirit of Motivational Interviewing as a Foundation for Trauma-Informed Services
- Using Motivational Interviewing Tools as a Trauma-Informed Approach
- Trauma-informed Approaches to De-escalating Difficult Situations
- Co-Creating a Culture of Belonging: Building Equity and Cultural Humility Into Our Work
- Building a Culture of Care: Self-Care and Wellbeing in Practice
- Trauma-Informed and Equity-Centered Approaches to Assessment, Information Gathering, and Planning

Trauma-Informed and Equity-Centered Care (TIECC) Supervisor Series (4 hours)

These trainings are designed for supervisors and introduce the core concepts of trauma-informed supervision and tools for applying the concepts in their supervisory relationships and teams.

- Start Where You Are: Build Your Capacity as a TIECC Supervisor
- Reflective Supervision
- Optional Implementation Support: Facilitated Supervisor Collaborative – periodic meetings of TIECC Supervisors designed to support and facilitate TIECC implementation.

Leading for Trauma-Informed and Equity-Centered Care (TIECC) Series (8 hours)

These trainings are designed for leaders. They introduce the core concepts of trauma-informed and equity-centered leadership and provide a path forward to apply the concepts in their work and organization.

- Trauma-Informed & Equity-Centered Leadership Introduction
- Start Where You Are: Build Your Capacity as a TIECC Leader
- Envision the Future & Build TIECC Culture
- Where to Start: Assess & Implement

ENROLLMENT

There are two options for managing learner enrollment.

- Coldspring Center can manage enrollment: The partner organization will send an email with the names and email addresses of the learners they wish to enroll to a Coldspring Center project staff, who will enroll the learner(s) within 2 business days (typically, same day).
- Partner organization can manage enrollment: The partner organization will be provided with a URL to the Learning Center and an access code, which they will then provide to any learner(s) that need to be enrolled.

EVALUATION, CERTIFICATES, AND CONTINUING EDUCATION CREDITS

If requested, a training evaluation and final report will be provided at the completion of the training. Individuals who complete the training will earn a certificate of completion, and if eligible, Continuing Education Credits (CECs). Coldspring Center partners with the National Association of Social Workers – Colorado Chapter (NASW-CO) to provide the CECs. It is the responsibility of the organization/individual learner to confirm that their specific licensing body will accept CECs from NASW-CO.

RECORDING ACCESS

For many trainings, access to recordings can be provided to support learner absences. If the organization would like recordings to be available after the live training has been completed, that requires an estimate based on your needs.

TECHNICAL REQUIREMENTS

Learners will need access to the following:

- Computer or tablet, phones are not recommended
- Browser: must support cookies, and use the most recent version of Google Chrome, Microsoft Edge, Mozilla Firefox, or Apple Safari
- Speakers/headphones/earbuds - for learners with hearing impairments, full script is available
- Webcam (for virtual training)

To access courses, training materials, evaluation, and certificates of completion, learners will have an account in the Coldspring Learning Center: <http://coldspringcenter.org/LearningCenter>. Facilitated virtual training is offered using Zoom (unless otherwise agreed upon).

SERVICES

Services Available	Cost
Facilitated virtual training – for each 2-hour training	\$1,400
In-person training – for each 2-hour training (plus travel expenses for locations more than 50 miles from Denver)	\$1,600
Technical assistance, coaching, systems implementation support (optional)	\$175/hour
Recording access – for each 2-hour training (optional)	TBD

CONTACT US

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