

FY25 Trauma-Informed Care Trainings (VIRTUAL)

Training Title & Suggested Audience	Month(s) Offered	Description
<p>The Impact of Trauma on Youth <i>(All Staff and Service Roles)</i></p>	<p>July 2024 September 2024 November 2024 February 2025</p>	<p>Participants will dive into understanding the profound impact of trauma on youth and clients. We will unpack trauma responses, providing a comprehensive understanding of their manifestations, including Adverse Childhood Experiences (ACEs), brain development insights, and common childhood trauma responses and behaviors. We will also explore the concept of Positive ACEs, often referred to as PACEs, emphasizing the potential for resilience and growth even in adverse circumstances. Together, we will engage in meaningful discussions and learn trauma-informed care response strategies aimed at nurturing resilient youth, supporting families, and fostering a supportive environment for staff.</p>
<p>Vicarious Trauma <i>(All Staff and Service Roles)</i></p>	<p>July 2024 September 2024 November 2024 February 2025</p>	<p>Throughout this session, we will review the signs, symptoms, and risk factors of vicarious trauma, ensuring participants gain a comprehensive understanding of its impact. Together, we will explore the various stress responses experienced by service providers and identify effective ways to offer support. Participants will additionally discuss and explore insights into the potential impact of secondary trauma, burnout, and toxic stress, and become equipped with positive responses to navigate vicarious trauma exposure effectively.</p>
<p>Culture and Trauma <i>(All Staff and Service Roles)</i></p>	<p>July 2024 September 2024 November 2024 February 2025</p>	<p>Trauma has context. That context oftentimes has cultural and historical roots. This training will explore the relationship between trauma and culture through examining the ways power and oppression impact individuals, communities, and access to resources. Additionally, participants will gain insight into how historical and transgenerational trauma can shape our familial and communal systems and experiences. Lastly, participants will learn about the resilience and protective factors these communities have built to cope with trauma at the hands of our systems and society, historically and presently.</p>
<p>Trauma-Informed Supervision for Supervisors <i>(Supervisory Roles)</i></p>	<p>July 2024 September 2024 November 2024 February 2025</p>	<p>This training session is designed for supervisors, managers, and senior leadership to enhance team support and build vital supervisory networks. Together we will explore trauma-informed supervision techniques focusing on relationship building, conflict management, and effective communication strategies. Finally, participants will discuss skills to create a trauma-informed environment for both staff and clients.</p>

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<p>Trauma-Informed Supervision for Supervisees <i>(Non-Supervisory Roles)</i></p>	<p>August 2024 October 2024 December 2024 March 2025</p>	<p>This training is designed for organizational staff in non-supervisory roles to better understand how supervision can benefit them and their working journey. As supervisees, we must recognize that we are clients of our organizations and experience workplace trauma. During this training, Trauma-Informed Supervision for Supervisees will highlight tools for effectively understanding your role and responsibilities, addressing potential problems, and identifying opportunities for growth. Participants will gain strategies to engage in supervision effectively while feeling empowered and confident.</p>
<p>Trauma-Informed Care 101 <i>(All Staff and Service Roles)</i></p>	<p>August 2024 October 2024 December 2024 March 2025</p>	<p>During this training, participants will explore both individual and organizational approaches to trauma-informed care frameworks. Our discussions aim to equip service providers with tools for implementing Trauma-Informed Care is foundational 4 R's (Realize, Recognize, Respond, and Resist Re-Traumatization) within the context of community violence. Participants will learn to apply the 6 guiding principles of Trauma-Informed Care and explore techniques that foster resilience and support recovery.</p>
<p>Trauma-Informed De-Escalation <i>(Direct Service Roles)</i></p>	<p>August 2024 October 2024 December 2024 March 2025</p>	<p>This training will present an overview of the factors that can escalate a situation and/or individual. Together we will go through the escalation cycle and responses to each phase, work to understand how to identify our own and others' conflict styles, trauma responses, and triggers. We will learn practical de-escalation principles and skills to support individuals in ways to engage in a trauma-informed framework when facing escalation. Additionally, attendees will learn how to apply a trauma-informed care lens to prioritize minimizing re-traumatization and additional harm.</p>
<p>Trauma + LGBTQIA2S+ Identity <i>(All Staff and Service Roles)</i></p>	<p>August 2024 October 2024 December 2024 March 2025</p>	<p>This training aims to provide a foundational understanding of LGBTQIA2S+ youth and trauma. By delving into historical disenfranchisement, defining identities under the umbrella of "Queer," exploring the differences between gender and sexuality, and addressing the unique risks and stigmas faced by this community, participants will gain insight into the relationship between trauma and identity communally experienced by LGBTQ+ individuals. Finally, participants will learn about the practices of intracommunal and intergenerational care, protection, and resilience, to examine their own role as providers and allies.</p>

FY25 Trauma-Informed Care Special Training Topics (VIRTUAL)

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<p>Resisting Re-Traumatization: Building Resilience and Collective Care in the Workplace <i>(All Staff and Service Roles)</i></p>	<p>July 2024</p>	<p>In this session, we will focus on the effects of re-traumatization, with the goal of empowering participants to recognize, manage, and reduce signs and symptoms of re-traumatization in the workplace. Through interactive discussions and activities, participants will explore identifying personal triggers, and develop strategies for building resilience and fostering collective care.</p>
<p>Domestic Violence & Trauma <i>(All Staff and Service Roles)</i></p>	<p>September 2024</p>	<p>During this training, we will explore the traumatic impact of domestic violence on survivors. We will process the patterns of behaviors that can potentially lead to power and control within intimate relationships. Participants will learn about the different forms of domestic violence and ways to support clients who might be having this experience. Participants will gain an understanding of the trauma that challenges victims with coming forward and expressing the impact.</p>
<p>Harm Reduction: A Framework for Substance Use Disorder and its Intersections with Social Justice Movements <i>(All Staff and Service Roles)</i></p>	<p>November 2024</p>	<p>Harm reduction is an evidence-based framework rooted in the inherent humanity of people who use drugs and alcohol. In this training, we will explore the principles of harm reduction, their far-reaching impact, and intersections with justice-based movements such as racial equity, LGBTQ+ rights, and access to housing and healthcare. Finally, we will learn tangible tools and skills from the movement and how to implement them as service providers to reduce stigma and employ healing-centered approaches in our responsiveness to clients struggling with substance use and mental health.</p>
<p>Building a Trauma-Informed Organization <i>(Organization Leadership)</i></p>	<p>February 2025</p>	<p>Creating a trauma-informed organization does not have a one-size-fits-all approach. This training serves as a guide for organizations in developing and growing trauma-informed care within its organizational structures. Organizations will learn how to develop strategies to create and enhance their trauma-informed practices in teams, programs, and overall agency systems. We will discuss policy and procedure revisions and offer approaches in developing and building a trauma-informed organization. Participants should leave the training feeling empowered to respond empathically, develop realistic goals, and resist re-traumatization.</p>

FY25 Trauma-Informed Care In-Person Trainings

Community Trauma and Resiliency

Suggested Audience: All Staff and Service Roles

Date, Time, and Place TBD

This IN-PERSON training session is designed to provide a deeper understanding of community trauma and equip participants with the knowledge and tools to promote well-being, resiliency, and community healing. Additionally, participants will discuss the impact of community trauma in their work and respective communities they serve.

CBAT-O Learning Communities

Suggested Audience: Organizational Leadership, Supervisors, and Directors

ICOY's Trauma Initiatives Team has introduced a new in-person learning community aimed at supporting providers in integrating trauma-informed practices within their organizations. These learning communities will foster peer-to-peer learning among providers through roundtable discussions, small group interactions, and resource sharing sessions.

Structured around the 8 categories of the CBAT-O, the series will feature focus groups and facilitation to guide service providers in crafting strategic plans for trauma-informed implementation. Attendees will be encouraged to conduct a SWOT analysis to assess their organization's strengths, weaknesses, opportunities, and threats. Furthermore, the sessions will delve into ensuring the sustainability of these strategic plans by addressing crucial topics such as maintaining staff engagement, devising comprehensive education initiatives, and tackling issues like compassion fatigue and burnout.

Questions?

Contact Our Trauma Initiatives Team