

# FY26 CARES Trainings

## Titles and Descriptions



Training Title	Description
<b>Building a Trauma-Informed Organization</b>	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.
<b>Community Trauma &amp; Resiliency</b>	This 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. <i>(Two continuing education credits will be offered for this training. If you would like to request CEUs, you may do so in the evaluation sent after completing this training.)</i>
<b>Complex Trauma &amp; Human Trafficking</b>	During this session, we will explore how human trafficking turns into a long history of complex trauma. We will also discuss the trauma bonds that can be formed when an individual develops positive feelings with their trafficker. We will also explore the red flags of trafficking, the stages of trauma bonding, and the most vulnerable victims.
<b>Culture &amp; Trauma</b>	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.

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<b>Disenfranchised &amp; Complex Grief</b>	How do we normalize grief as part of the human experience? During this training we will explore what it means for grief to be ungrievable. We'll discuss different types of grief, as well as the risk and protective factors that can inform the grieving process. We'll gain strength-based tools and language for validating loss in different forms in ourselves and others. As a takeaway, we will identify unique characteristics of grief and the relevance to how it impacts our views of self, others, and how we move through and experience the world.
<b>Domestic Violence &amp; Trauma</b>	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.
<b>Immigration &amp; Trauma</b>	During this discussion we will explore the relationship between immigration, culture, and trauma. Specifically, delve into the psychological term "acculturation". Together we will discuss how immigrants and children of immigrants deal with stressors, barriers, and the assimilation of a new society.
<b>Organizational Values &amp; Trauma-Informed Care</b>	In this training, organizations will examine the way trauma-informed care fits into their organization values, structure, and policies and practices. Participants will learn to create an organizational environment that supports program participants and staff alike.
<b>Resisting Re-Traumatization: Building Resilience and Collective Care in the Workplace</b>	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.

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<b>Responding to Trauma After Community Violence</b>	This training session is designed to explore personal and collective responses to community traumas. Together, we will discuss the impact of community violence and critical incidents. Using a Trauma Informed framework, we will delve into strategies for community building, organizational support, and self & collective care.
<b>Self Care After Trauma</b>	During this training session we will explore profound and lasting effects on a person's physical, emotional, and psychological well-being post a traumatic experience. We will process physical recovery, emotional regulation, empowerment and control. Participants will gain an understanding of improving self-esteem, creating safe spaces, and long-term mental health supports.
<b>Social Emotional Consequences of Sexual Trauma</b>	During this session, we will discuss the signs and symptoms of sexual trauma. Participants will also learn about intimacy trauma and the effects it can have on clients. We will also explore ways to support our clients with releasing trauma that is trapped in the body.
<b>Suicide Prevention</b>	During this session we will explore ways to support youth through a trauma informed lens, while also processing strategies to strengthen the protective factors of youth considering suicide. We will identify unique characteristics of youth and the relevance to suicidal and self-harm behavior, risk factors, and warning signs.
<b>The Impact of Trauma</b>	During this session, participants will dive into understanding the profound impact of trauma on youth and clients. Together 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. Additionally, we will 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.

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<b>Trauma &amp; Attachment</b>	In this session, we will explore the influence of traumatic experiences and Adverse Childhood Experiences (ACEs) on the development of attachment styles and relationships. We will discuss attachment styles and key milestones in bonding, gaining insights into understanding and navigating relational dynamics.
<b>Trauma-Informed Care 101</b>	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.
<b>Trauma-Informed Conflict Resolution in Teams</b>	Conflict is a natural part of team dynamics, but understanding why it happens and how to address it is crucial for maintaining a healthy and productive work environment. In this training, we will explore the following objectives through a trauma-informed lens: understand the common causes and triggers of conflict and promoting open and honest communication within teams. Participants will leave with trauma-informed strategies to engage in conflict resolution conversations.
<b>Trauma-Informed De-Escalation</b>	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.

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Training Title	Description
<b>Trauma Informed Supervision for Supervisees</b>	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.
<b>Trauma Informed Supervision for Supervisors</b>	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.
<b>Trauma + LGBTQIA2S+ Identity</b>	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 experienced by LGBTQ+ individuals, and communally. Finally, participants will learn about the practices of intracommunal and intergenerational care, protection, and resilience, to examine their own role as providers and allies.

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<b>Vicarious Trauma</b>	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 equipped with positive responses to navigate vicarious trauma exposure effectively.
<b>Youth &amp; Mental Health</b>	In this training we will explore primary traumas that youth are facing. Together we will identify signs to look for in youth that may be experiencing some of these challenges. From there we will process the ways that mental health challenges can be harmful if untreated. Finally, we will recognize the role we play and develop tools to support a healing process.