

Investigation Strategies, Trauma & the Coordinated Response

February 27-28, 2019

Presented by

*The Missouri Office of Prosecution Services &
Strand Holistic Innovative Forensic Techniques (SHIFT) LLC*
at the
Kansas City Regional Police Academy

Day 1

8:30-9:45 AM The Science & Biology of Trauma , Part 1

9:45-10:00 AM *Break*

10:00-11:45 AM The Science & Biology of Trauma, Part 2

11:45 -1:00 PM *Lunch (on your own)*

1:00-2:45 PM An Orientation to the FETI Technique, Part 1

2:45- 3:00 PM *Break*

3:00-5:00 PM An Orientation to the FETI Technique, Part 2

Day 2

8:30-9:45 AM The Trauma Informed Response

9:45-10:00 AM *Break*

10:00-11:45 AM Leading the Way

11:45 - 1:00 PM *Lunch (on your own)*

1:00-2:45 PM Intersectionality above Cultural Relevancy

2:45- 3:00 PM *Break*

3:00-5:00 PM Survival Means You & Me: Vicarious Trauma Mitigation

*This course will qualify for a total of 15 hours of POST, 210 or CLE credit.
Due to copyright limitations, completion certificates will be provided to all Participants at the end of each Day.*

Trauma Informed Response and Care (TIRC) Talking Points

- 1.) We serve our community members and neighbors during their most vulnerable and darkest times and that comes with a sacred responsibility. It is essential that we strive to use the most up to date and cutting-edge practices and paradigms. We are hopeful that we can and will change the world.
- 2.) Evidence Based Innovation allows us to use evidence-based practices (EBP), but with the awareness that EBP is slower (literally by decades). Let us strive to “Fail Forward”.
- 3.) Today: we are teaching Trauma Informed Response and Care (TIRC). We are talking about this methodology because it is rooted in the most current neuroscience. BUT- we know that as humans continue to learn and study- we will continue to find something better. We will evolve - this is just the next step.
- 4.) “Trauma Informed Care” is the current paradigm- but it is difficult, and many are treating it like a buzzword because it is so complicated. We seek to complicate it further- but also create a path in which you could reach it.
- 5.) Genuine empathy is essential.
- 6.) To be Trauma Informed: Responders must have working knowledge on the scope of neuroscience and trauma, they must be able to recognize it when they see it, they must have a whole tool box of strategies and tools that they can use to properly respond their clients with the most up to date knowledge that we have. Finally, TIRC is highly flexible and can be use in any setting that serves humans.
- 7.) TIRC focuses on:
 - a. **Safety:** emotional and physical safety for both responders and victims
 - b. **Trustworthiness and Transparency:** Victims should feel safe enough to trust services and all services should act in total transparency.
 - c. **Peer Support:** Victims move on to become survivors and then individuals who literally thrive. A TIRC agency organization has a work process that allows for victims to have a voice and to support their peers.
 - d. **Collaboration and Mutuality:** One of our good friends always says “There is enough rape to go around”. If we are going to change the world, we must work together.
 - e. **Empowerment, Voice and Choice:** Victims should have the power to make their choices, express their thoughts and have input into our services.

f. **Cultural, Historical, and Gender Issues:** Identity Issues matter. Intersectionality is the next best choice.

8.) Education is important and there are a lot of things to educate on. Then the education must be implemented and audited –internal and external accountability is key. It’s not enough for us to “say” we are doing something – we must be accountable for actual implementation and change.

9.) All staff must be supervised in a manner that supports Vicarious Trauma Mitigation. Self-Care must be a priority and consistent issue.

10.) The environment must safe- emotionally and physically.

11.) The environment must be supportive to all people. All people (which comes with education and training needs).

12.) The information that we gather matters. We should try to collect information that is useful for the victim’s “transcendence” plan. Our goal should be to help the victim, not to gather data for the funders. The forms should seek to capture assets, barriers, goals and objectives.

13.) Evaluation is essential. However, the evaluation should aim to capture working information that can be used to measure a program and inform change.

14.) Change polices to be a TIRC agency/organization.

15.) Currently, Forensic Experiential Trauma Interview is the only known interview methodology that is truly trauma informed in that it does not use “Who, What, When, Why” type questions and does not focus on a narrative or on sequence or on logic (as the brain science informs us). **Again**, we are focused on serving victims with the best, most cutting-edge practices- so if you know of a method that is better and more trauma informed, let us know!

16.) Self-Care is an ethical responsibility. Burnt out staff can do more damage to victims. Secondary victimization is a real problem.

17.) TIRC has over 150 different elements.

18.) The path toward actualizing TIRC is dependent on our ability to remain hopeful that we can change.

Intersectionality: A piece of the Trauma Informed Response and Care (TIRC)

Key Talking Points

- 1.) Change is the only constant. With advances in technology and science, the world is changing so very fast. It is important to embrace the ability to change.
 - 2.) “The Theory of Intersectionality is a way to describe “Intersecting” of social identities and related systems of oppression, domination, or discrimination. The theory seeks to describe how various biological, social and cultural categories such as- but not limited to- gender, race, class, ability, sexual orientation, nation status, religion, caste, age and other sectarian axes of identity interact on multiple and often simultaneous levels”. This takes “Cultural Competency” to the next level.
 - 3.) Race/Ethnicity, Class, Gender, Religion, Sexual Orientation, Nation Status (amongst others) are all identities that influence our life experience.
 - 4.) “Ascribed Identities” are beyond a person’s control: Race, Class, Age, Gender (although fluid).
 - 5.) “Achieved Identities” are achieved through own efforts: Parent, Athlete, Spouse...
 - 6.) A “Master Status” is the identity that is center to persons experience and it can be fluid and contextual.
 - 7.) “The whole world is a stage”. We show the world our “First Persona”, which is just an image of who we are and only very surface. We show many of our loved ones our “Second Persona”, how we act when we are at home with family or among friends. Our “Third Persona” is our deep and very private side that people don’t generally see or know.
- It is essential to understand that we don’t know everything about everyone and the most cultured criminals are good at cultivating amazing “First and Second” Personas to serve as protection and defenses for the crimes that they commit in the “Third” persona.
- 8.) Intersectionality is a next step after the “Civil Rights Movement”. Social change is SLOW and often builds upon what came before.
 - 9.) We function in “Silos”. There is the race/ethnicity community, there is the gender community, the LGBTTQQIAAA+ or GSM community, the mental health community.... We also are in silos in the world of criminal justice: rape and sexual assault community, human trafficking community, DV community, child abuse community.... Silos are damaging because the humans that we serve do not live or function in silos. Plus, it creates competition for resources and there is plenty of violence to go around. Perpetrators of interpersonal violence generally don’t specialize but we do. Another unfortunate consequence of silos within the criminal justice system is that we specialize so much we often miss the opportunity to see outside the silos and hold the offenders accountable for the variety of crimes they commit.
 - 10.) On a biological level, race is a social construct, however there are tangible consequences.
 - 11.) The LGBTTQQIAAA+ or GSM community is complicated and diverse.
 - 12.) The sex of a person is the biological identification based on their physical body, while gender represents the “attributes” and “performance” of said sex. Gender has more than 37 recognized variations and is complicated.

13.) Serious mental illness is also complicated, and we have a lot of room for improvement in this area as so many people fall in this category and it is often related to trauma. Our services are currently not able to properly address the needs of this complex community.

14.) Nation Status (in all countries) plays an important role in the access to resources.

15.) Understanding issues of class is essential because access to resources is inherently tied to class.

18.) We are bound by confirmation and implicit bias.

17.) Intersectionality is the “tool” we can use to “see, analyze and apply” a phenomenon that already exists. For us to really serve the vulnerable friends, family and community members we seek serve, we must have an understanding they live complicated, individualized and multi- dimensional lives.

18.) The “way” we choose to respond must be flexible enough to understand that each person is living a unique experience with. Trauma Informed Response and Care has flexibility and is the current “best way to do things”. (Knowing that in 10 years we will have evolved the knowledge base and will be improving from here...).

19.) Explore your goals for conversation: our goal is to evolve and improve. Thus- we must be patient with learning, be compassionate, be kind and be willing to help others in their learning. That said, it is essential that we understand it is our responsibility to learn about other people by exploring their world. The internet is a vast resource that allows us to self-educate.

20.) The word “Privilege” simply means that “you don’t have to worry about it”, whatever the “it” may be.

21.) Choice and Agency is important- it is a part of the actualization process.

22.) TIRC has over 150 different elements.

23.) “Call- Out” culture can create defensiveness, isolation and shame.

24.) To really listen and improve, we must evolve and get our egos out of the way. This work is about the people we serve. Let’s marry ourselves to the idea of “change”.

25.) Some programs are oversimplified and not able to change culture. Poster campaigns and one-shot presentations are not going to prevent violence. We need a total and complete overhaul. Our job in criminal justice is provide justice.

26.) Vicarious Trauma causes agency/ organizational toxicity. We must have zero tolerance policies on gossip, victim blaming and slut shaming.

27.) Hope had been and will always be the key.

Vicarious Trauma Mitigation Key Talking Points

- 1.) The work professionals within the criminal justice system does is intense. It includes child abuse, sexual assault and rape, domestic violence, stalking, human trafficking, murder, death... plus there are competing priorities: family, community, court, paper work, staff duties, inspections and audits, etc. There is so much to balance that it requires a conscious commitment to be a holistic and healthy person.
 - 2.) Taking the time to regularly self- reflect on our own self-care practices, the reasons and intentions on why we do what we do, our satisfaction with work, our own traumatic experiences and our personal levels of vicarious trauma.
 - 3.) **Vicarious trauma** is the emotional residue of exposure that counselors have from working with people as they are hearing their **trauma** stories and become witnesses to the pain, fear, and terror that **trauma** survivors have endured (American Counseling Association).
 - 4.) The impact of vicarious trauma is real, measured and devastating to both responders and the people that we serve.
 - 5.) Vicarious trauma can also negatively impact an agencies/organizations ability to provide quality services.
 - 6.) Too often “likeability” equals “credibility”. In agencies that suffer from high degrees of vicarious trauma employees begin to blur the lines of professionalism and a toxic culture begins to emerge. For example: reenactment of client complications, victim blaming, slut shaming or gossip.
 - 7.) We can learn a great deal from science, for example, in forensic science, **Lockard’s** exchange principle: with contact between two items, there will be an exchange. The criminal leaves and takes trace something behind and the responder leaves and takes something behind. Trauma is the scene and as listeners/responders to trauma- we both leave something and take something from the experience.
 - 8.) Secondary Trauma is not something that is easily controlled. You cannot pick and choose what impacts you and, in some cases, how it affects you.
 - 9.) Striving to be healthy, whole and professional is more than just a “personal self-care” issue. **It is also a client issue.** Crime victimization represents some of the most vulnerable moments in our lives, we deserve responders who are healthy, whole and professional.
-



10.) It is our job to say: “I’m going to help this person feel understood, safe, in control, competent, and cared for”.

11.) “Whoever fights monsters should see to it that in the process he does not become a monster. When you gaze long into the abyss, the abyss gazes also into you” ~Friedrich Nietzsche

12.) TIRC has over 150 different elements.

13.) There is an agency/ organizational responsibility to institutionalize vicarious trauma mitigation. It is very difficult because each staff person is an individual, but it must be “considered a key element” of the job.

14.) We all owe it to ourselves, loved ones, organizations and clients to have comprehensive and holistic self-care plans on both the individual and institutional level.

15.) Our clients deserve to have professional and experienced staff who can serve them in a healthy way. Self-care is about you and it is not about you. It is clearly an ethical responsibility.