

CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS

were appropriated to VDSS by the Virginia General Assembly to support local Trauma-Informed Community Networks (TICNs).



To view the video
*The Journey of
Becoming a
Trauma-Informed
Healing-Centered
Organization* snap
this QR code.

A portion of these funds were used to establish contracts for organizations to conduct a trauma-informed agency assessment, compile, analyze, and utilize the data collected from the assessment to develop a strategic plan for becoming a more trauma-informed and healing-centered organization, begin implementing the first steps in that plan, and develop/disseminate a report about the process within and among Trauma Informed Community Networks throughout Virginia.

IN 2023, VDSS ESTABLISHED HEALING CENTERED ORGANIZATION (HCO) CONTRACTS WITH THE FOLLOWING ORGANIZATIONS:

- Crater Health District
- EO (formerly United Way of Southwest Virginia)
- Greater Richmond SCAN
- New River Valley CARES
- United Way of the Virginia Peninsula



SPECIFIC STEPS EMERGED RELATED TO CONDUCTING A TRAUMA-INFORMED AGENCY ASSESSMENT

1. Build capacity to engage in a trauma-informed and healing-centered agency assessment.
2. Engage in the assessment process.
3. Review and organize the data/feedback.
4. Engage in a strategic planning process based on the data/feedback collected.
5. Engage in the on-going work of the strategic plan.

THE OFFICE OF TRAUMA AND RESILIENCE POLICY (OTRP) UTILIZED A LEARNING COLLABORATIVE (LC) MODEL TO FACILITATE THE HCO WORK

- Regular communication/feedback on progress
- Monthly real-time conversations/meetings
- Hybrid model of in-person and virtual LC meetings
- Co-leadership of the LC among OTRP staff and contractors
- Training specifically focused on needs expressed by LC members

SOME EXAMPLES OF STRATEGIES INCLUDED IN HCO STRATEGIC PLANS:

Develop a training plan related to trauma-informed and healing-centered policy and practice topics, specifically including vicarious trauma and historical/intergenerational trauma.

Create resilience spaces for staff and/or community members.

Institute on-going processes of collecting feedback from everyone.

Engage in non-tokenizing outreach, recruitment, and retention efforts to ensure that staff, volunteers, and board members reflect the communities that are served.

Utilizing best practices, meaningfully engage individuals with lived experience in program planning and policy development.

LESSONS LEARNED ALONG THE WAY

- Find your champions and work with them to build investment in the assessment process.
- Let assessment participants know how and when you will communicate the results of the assessment back to them - and then do it.
- Start with strategies that feel possible to build momentum.
- Institutionalize strategies along the way.
- Celebrate successes as they happen.