

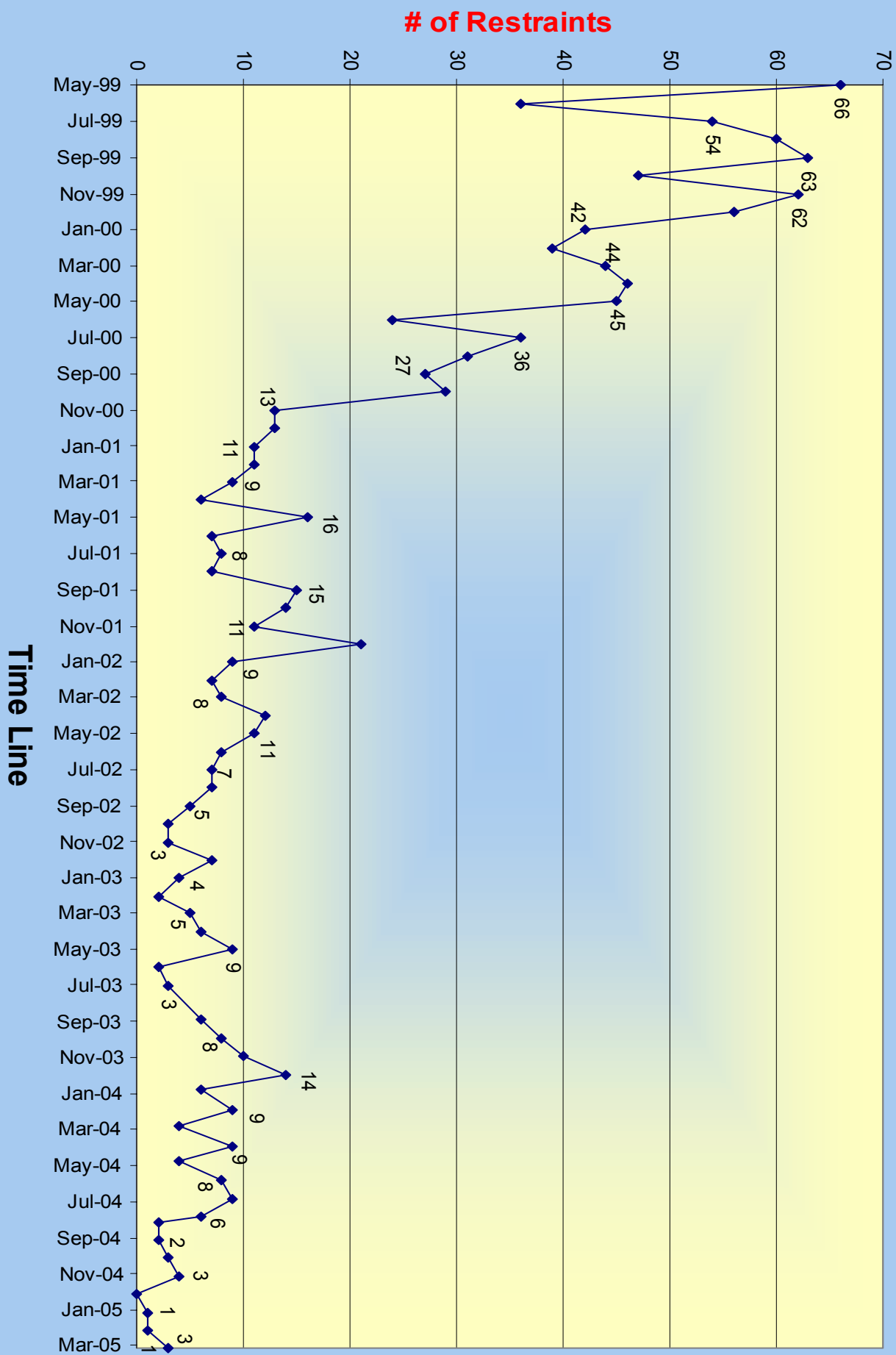
Changing the Culture of Care: Restraint Reduction to a Trauma- Sensitive Treatment Environment

Brian Farragher
Andrus Children's Center

"If you don't change your beliefs, your life will be like this forever. Is that good news?"

~ [Dr. Robert Anthony](#)
Educator & Writer

Restraint Incidents



Understanding Trauma & Creating Sanctuary

- Building a Democratic Positive Culture
- Focus on SELF
- Staff Training
- Identifying Traumatic Reenactment
- Understanding Vicarious Trauma
- Building in Protective Factors
- Impact of Stress on Our Systems

Impact of Trauma

We Ain't Just Talking About the Kids

- Traumatized kids have been in care from the beginning
- They have shaped our practices in RTC's as much, if not more than, we have shaped their lives
- Practices we call "treatment" often serve to re-traumatize the children we hope to help

Parallel Process

Complex interaction between traumatized clients, stressed staff, pressured organizations, and oppressive social and economic environment.

Our systems frequently recapitulate the very experiences that have proven to be so toxic for the people we are supposed to treat.

Parallel Process!

Parallel Process

The Organization is a Living, Growing, Changing System with Its Own Unique Biology...It is Every Bit as Susceptible to Stress, Strain & Trauma as the Individuals Who Live and Work in the Organization.

Parallel Process in Action

How Kids Present	How the Staff / Agency Presents	Corrective Action
<i>Aggressive / Assaultive</i>	<i>Controlling / Coercive</i>	<i>Commitment to Non-Violence & Safety</i>
<i>Hyper-aroused</i>	<i>Crisis Driven / Reactive</i>	<i>Collaboration / Teamwork / Planning</i>
<i>Fragmented / Dissociative</i>	<i>Silos / Communication Breakdown / Collective Disturbance</i>	<i>Team Processing of Red Flags</i>
<i>Hopeless / Helpless</i>	<i>Hopeless / Helpless</i>	<i>Reconnect with Mission & Values</i>
<i>Reenact Trauma</i>	<i>Repeat Failed Strategies</i>	<i>Take Risks / Be Creative</i>

- "If you don't like how things are, change it! You're not a tree."

~ [Jim Rohn](#)

Business Philosopher &
Motivational Speaker

Treating Traumatized Children

- Trauma Assessment
- Safety Planning
- Affect Regulation Training
- Self-Soothing Techniques
- Self Protective Skills
- Community Meetings
- Communication Skills
- Permanency Planning
- Mutual Aid & Community Building
- Grief Work
- Psycho-Ed on the Impact of Trauma
- Trauma Focused CBT
- Creative Therapies
- Opportunities for Mastery

Changing Culture

- *Culture of Nonviolence* – Ensuring the Four Domains of Safety
- *Culture of Emotional Intelligence* – Teaching & Modeling Affect Management Skills
- *Culture of Inquiry & Social Learning* – Building Cognitive Skills by Learning from Mistakes
- *Culture of Shared Governance* – Creating a Sense of Self-Control, Self-Discipline by Sharing Decision Making
- *Culture of Open Communication* – Facilitating Conflict Resolution by Raising Conflict, Encouraging Dissent to Reduce Acting-Out and Ensure Continuous Self-Correction
- *Culture of Social Responsibility* – Rebuilding Social Connection & a Sense of Responsibility for Self & Others
- *Culture of Growth and Change* – Restoring hope, meaning, purpose

Impact of a Trauma-Sensitive Culture

- Less Violence and a Safer Place for Kids & Staff
- Greater Understanding of Damaging Impact of Trauma and Abuse on Children, Staff & the Organization
- Less Victim-Blaming; Less Punitive and Judgmental Responses
- Clearer More Consistent Boundaries
- Higher Expectations & Greater Sense of Responsibility
- Improved Ability to Articulate Goals & Create Strategies for Change
- Better Understanding of Reenactment Behavior – Ours and Theirs
- More Democratic Environment at All Levels
- Better Staff Morale, Less Turnover
- More Success with Real & Lasting Change



Andrus Center for Learning & Innovation

Sanctuary Leadership Development Institute at Andrus

For More Information Contact:

Brian Farragher –

bfarragher@jdam.org

Or

Lorelei Vargas –

lvargas@jdam.org