Strengthening and Creating Trauma-Informed and Healing Communities

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Community Engagement

Are these your first responders?
Community Engagement

Are these your first responders?
Elements of a Comprehensive, Integrated Intervention Strategy
Ensuring an Equity Lens

Ensuring greater benefit and less burden for marginalized communities by:
- Changing perceptions
- Increasing accountability
- Aligning resources in partnership with communities
Readiness (Wandersman Center)

- Motivation
  - Relative Advantage
  - Simplicity
  - Ability to Pilot
  - Observability
  - Priority
Readiness (Wandersman Center)

- **Innovation-Specific Capacity**
  - Innovation-Specific Knowledge and Skills
  - Champion
- Supportive Climate
- Inter-Organizational Relationships
- Intra-Organizational Relationships
Readiness (Wandersman Center)

- General Capacity
  - Culture
  - Climate
  - Innovativeness
  - Resource Utilization
  - Leadership
  - Internal Operations
  - Staff Capacities
  - Process Capacities
Best Practices

Thomas Apt has identified three specific anti-violence strategies that work:

► **Focused Deterrence**
► **Street Outreach and Mediation**
► **Cognitive Behavioral Therapy**

Trauma is Complex & Cumulative

Acute Traumatic experience

Former Trauma

Community level trauma

Historical trauma
East Baltimore Community Trauma Response Program

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Johns Hopkins Hospital is not immune to the violence

In 2018:
78 people were shot non-fatally or killed within a half-mile of the hospital campus.

24 victims were within a quarter mile (walking distance).
Trauma: More Than Just Physical Wounds

- Overwhelming experience

- Results in vulnerability and loss of control

- Leaves people feeling helpless and fearful

- Interferes with relationships and fundamental beliefs

- Affected by previous traumas, relationships & experiences
What is a Trauma/Informed-Healing System?

The Four Rs

A trauma-informed program, organization, or system:

- **Realizes** widespread impact of trauma and understands potential paths for recovery
- **Recognizes** signs and symptoms of trauma in clients, families, staff, and others involved with the system
- **Responds** by fully integrating knowledge about trauma into policies, procedures, and practices
- **Resists** to actively Resist re-traumatization.
TOO MUCH TO DO
PAPERWORK
OFFICE POLITICS
FUNDING
POOR COMMUNICATION
UNCLEAR POLICIES
ORGANIZATIONAL CHANGE
DEMANDS
TRAINING INVOLVES THE WHOLE ORGANIZATION

- Training staff, physicians and nursing in ED, Trauma, Pediatrics, & Psychiatry
- Case Management Staff
- Social Workers
- Security Guards
- Cleaning Staff
- Community Health Workers
- Peer Recovery Coaches
- Administrative Personnel
Community Engagement

► Training clergy, neighborhood associations, first responders, other community members about trauma
► Providing training and assistance to local schools, rec centers, public housing personnel, service providers, and clergy
► Collaboration with faith-driven initiatives
► Development of response team to support community when trauma occurs
“HURT PEOPLE”, Hurt People
YOUTH NEED LEADERSHIP ROLES
THOSE MOST AFFECTED ARE THE BEST COMMUNICATORS