

# Training Brief



Healing People - Sharing Culture - Regenerating Communities

Title of Workshop:	<b>Trauma Informed Care and Practice – An Indigenous approach to developing worker skills.</b>
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We Al-li has Public Liability (\$10 million) and Professional Indemnity Insurance (\$5 million). <b>Policy copies available on request</b>	
The target group:	All organisational staff
Course Outline:	This workshop begins to unpack ‘ <b>Symptom as History</b> ’, by examining constructs of collective, historical, complex, developmental, and generational trauma evident in many Indigenous (and other) populations. The workshop places emphasis on developing skills to create culturally safe healing environments, through building culturally competent professionals. It presents tools for developing safe story work through geno-grams or story maps to help map generational stories that provide insight for both client and worker care into traumatic distress and generational resilience in healing or recovery from trauma. Using the construct of circle work or yarning’ circle, it opens opportunity to establish ‘what’s in the field’ in the client group, as well as what’s in the workplace. Vicarious trauma can be a possible outcome of working with distressed clients so the concept of the intersection between communities of care and communities of practice in responding to vicarious trauma, across the organisation, in the workforce and in communities is considered.
Key subjects covered:	Cultural safety; Trauma (developmental, complex, generational trauma) and their impacts; knowing and naming what the issues are through yarning circles (using yarning circles as structured healing circles); constructing geno-grams; ensuring self-care- as care of the other; conducting an evaluative ‘Elder’s Circle’.

Participant Learning Outcomes:	<ol style="list-style-type: none"> <li>1. Create safe therapeutic environments in providing trauma informed care and practice to diverse groups - implementing practices that acknowledge and demonstrate respect for specific cultural backgrounds.</li> <li>2. Understand trauma and its impact on individuals, families and social groups.</li> <li>3. Construct and use geno-grams as trauma audits for self and others, to understand client trauma stories and integrate and coordinate care to meet the needs of clients and deepen workforce skills and responses.</li> <li>4. Support safe relationship building (with clients and in the workforce) through using geno-grams to name resiliency as a strength and protective factor which promotes recovery and healing for clients and a felt sense of competency in workers.</li> <li>5. Establish 'what's in the field', through yarning circles - which support victims / survivors of trauma to regain a sense of control over their daily lives, actively involving them in individual, family or communal recovery.</li> <li>6. Share power and governance, including involving community members in the design and evaluation of programs through yarning circles.</li> <li>7. Understand and respond to the need to care-for-self while caring-for clients, in response to vicarious trauma, its development, risks and protective factors and barriers, in developing communities of practice and growing communities of care.</li> <li>8. Utilise a self and other reflective 'Elders Circle' as a review - evaluative process.</li> </ol> <p><b>Participant Competency skill application:</b></p> <ol style="list-style-type: none"> <li>1. Establish safe cultural practices – build cultural competency in the workplace.</li> <li>2. Trauma Theory to skilled practice.</li> <li>3. Construct and use a geno-gram as trauma audits – experience sharing a geno-gram.</li> <li>4. Use geno-grams to conduct resiliency audits with clients – experience naming and sharing resiliency factors in own life.</li> <li>5. Conduct talking sharing healing circles, knowing the differences, with specific intent: e.g. understanding the difference between a 'yarning' circle'. A 'talking circle'; a 'sharing circle', and a 'healing circle'.</li> <li>6. Contribute to organisational capacity to support client – worker responses to vicarious trauma through developing communities of practice.</li> <li>7. Build worker felt sense of competency to support the growth of communities of care.</li> <li>8. Conduct Elders Circle as a reflective, evaluative process and practice.</li> </ol>
Audio/visual requirements.	Projector and Audio with laptop interface.
Venue set up	Circle is ideal. If possible the venue should have easy, direct access to an outside area that will allow the facilitator to break up the in-room sessions with short outdoor activities.
Maximum number of attendees	25