

welcome

Ryan White HIV/AIDS Program Parts C and D Stakeholders Call

Health Resources and Services Administration | HIV/AIDS Bureau |

Division of Community HIV/AIDS Programs

October 21, 2021





Ryan White HIV/AIDS Program Parts C and D Stakeholders Call

October 21, 2021

Mahyar Mofidi, DMD, PhD
Captain, United States Public Health Service
Director, Division of Community HIV/AIDS Programs (DCHAP)
HIV/AIDS Bureau (HAB)

Vision: Healthy Communities, Healthy People



Zoom Platform

Virtual Etiquette

- Mute your line and stop your video during the presentations
- Chat to ask questions and make comments during the presentations and discussion
- Start your video when we will call on you
- Pair your phone with your computer – to reduce bandwidth



Meeting Agenda

- **DCHAP Program Updates**
- **Trauma-Informed Care: Using Trauma Informed Approaches to Enhance HIV Care**

HRSA's HIV/AIDS Bureau (HRSA HAB) Vision and Mission

Vision

Optimal HIV care and treatment for all to end the HIV epidemic in the U.S.

Mission

Provide leadership and resources to advance HIV care and treatment to improve health outcomes and reduce health disparities for people with HIV and affected communities.



DCHAP Mission and Core Values

Mission

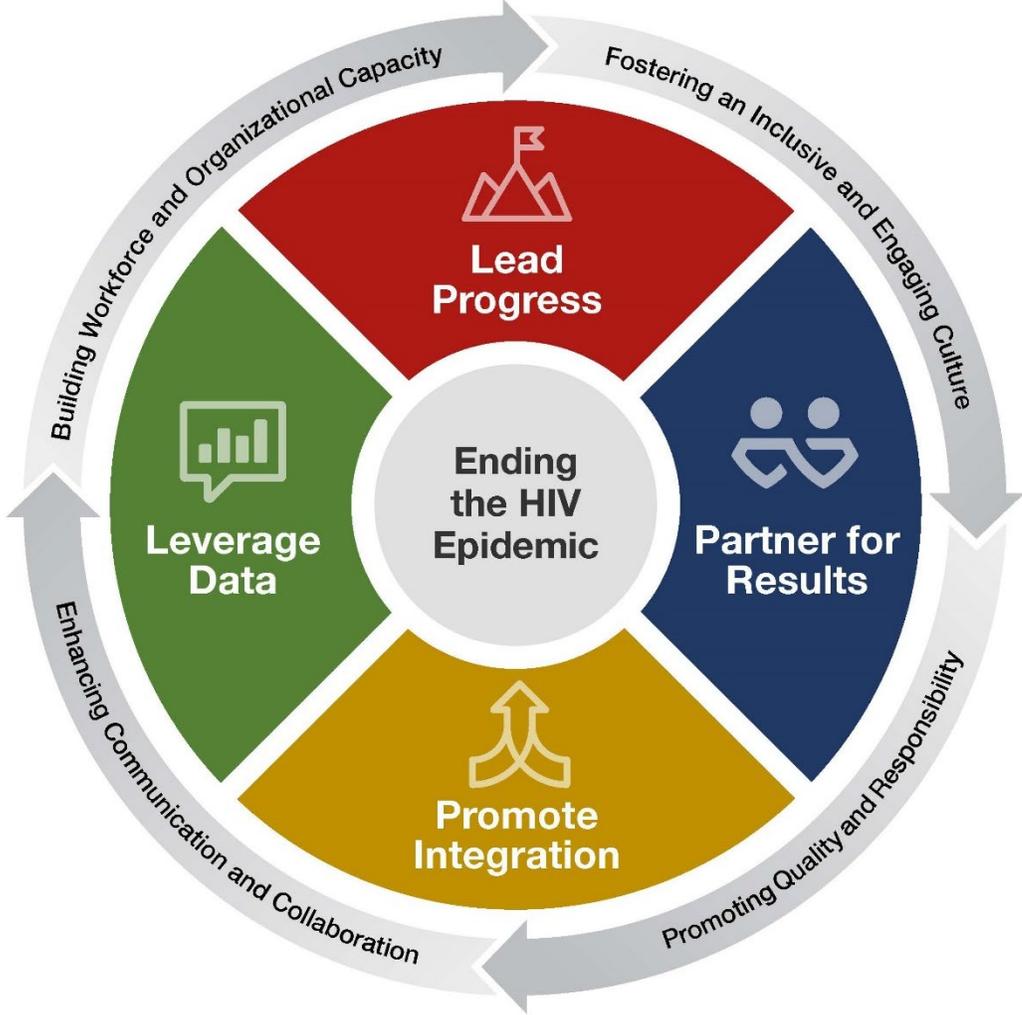
Provide Leadership and resources to assure access to and retention in high quality, comprehensive HIV care and treatment services for vulnerable people with HIV/AIDS, their families, and providers within our nation's communities.

Core Values

Communication · Integrity · Professionalism · Accountability · Consistency ·
Respect



HAB Strategic Priorities



New HAB Strategic Priorities

Lead Progress: Foster Innovative Solutions to Drive Improvements



Lead and enhance national HIV care and treatment through evidence-informed interventions, dissemination of best practices, data-driven decision making, quality management activities, policy development, health workforce development, and program implementation. Foster and promote bold, culturally responsive, innovative community-led HIV care and treatment in collaboration with recipients.

Partner for Results: Engage Strategically with Stakeholders to Enhance Outcomes and Achieve Results



Develop and strengthen strategic domestic partnerships internally and externally. This includes promoting collaboration across HAB Divisions/Offices and HRSA Bureaus/Offices and with HHS Operating Divisions, cross sector partners, other local, state, and federal agencies, policy makers, and recipients. Key topical areas for strong partnerships include: program design, implementation, enhancement, and evaluation; data utilization and sharing; communications; policy development; community engagement; and service integration.

New HAB Strategic Priorities (cont.)

Promote Integration: Integrate HIV Services to Improve Overall Outcomes



Implement an integrated approach to HIV care and treatment in an evolving healthcare environment. Focus on syndemics and the social determinants of health to decrease HIV risk and increase access to equitable care and health outcomes. Maximize opportunities afforded by the healthcare system for preventing infections by increasing access to quality HIV care and by integrating preventative care, mental health services, and substance use treatment into HIV primary care.

Leverage Data: Use and Disseminate Data to Inform Decision Making and Measure and Evaluate Progress



Use data from the Ryan White HIV/AIDS Program (RWHAP), Centers for Disease Control (CDC) HIV surveillance data and other data, RWHAP program reporting, and modeling programs, along with results from evaluation and special projects to improve policies, decision-making, and service delivery. Improve data linkages and systems-wide data access to maximize resources and improve health outcomes. Create mechanisms for program and outcome data dissemination, including dashboards and data visualizations.

DCHAP Program Updates



Important Dates: Upcoming Federal Financial Report (FFR) Deadlines

RWHAP Part D	Budget period ends...	FY 2021 FFR Due Date
August Start	7/31/2021	10/30/2021

RWHAP Part F CBDPP	Budget period ends...	FY 2021 FFR Due date
July Start	6/30/2021	10/30/2021



Notices of Award (NoA)

- **RWHAP Part C Capacity Development (HRSA-21-058)**
 - HRSA HAB released funding for FY 2021 RWHAP Part C Capacity Development awards at the end of August.
- **RWHAP Part D Supplemental (HRSA-21-059)**
 - HRSA HAB released funding for the FY 2021 RWHAP Part D Supplemental awards in August.
- **RWHAP Part C Early Intervention Services: Existing Geographic Service Areas (HRSA-22-011, HRSA-22-014, HRSA-22-015)**
 - HRSA is reviewing applications for these announcements.
 - Awards for HRSA-22-011 are expected to be released prior to the start date of January 1, 2022.



RWHAP Part D Allocation and Expenditure Reports

- **Allocation**

- FY 2021 RWHAP Part D Allocation Reports were due on **September 30, 2021.**

- **Expenditure**

- FY 2020 RWHAP Part D Expenditure Reports are due on **October 30, 2021.**

Please work with your project officer (PO) if you need additional time to submit these reports, or if you require the assistance of Ryan White Data Support with the submission of these reports in the Program Terms Reporting (PTR) system.



Funding Announcement: RWHAP Part C HIV Early Intervention Services Program

New and Limited Existing Geographical Service Areas (HRSA-22-016 and HRSA-22-017)

- Release Date: **September 30, 2021**
- Deadline for all applications is **December 10, 2021** in Grants.gov.
- The period of performance is three years.
- There are two funding announcement numbers included in this document.
 - HRSA-22-016 is limited to new geographic service areas, as proposed by the applicant.
 - HRSA-22-017 is limited to five (5) existing geographic service areas. These five geographic service areas remain uncovered and are listed in Appendix B of the NOFO.
- You must apply under the correct NOFO opportunity number based on this criteria. The periods of performance for these two announcements are listed below.

Funding Opportunity Number	Project Start Date	Period of Performance
HRSA 22-016 New service areas only	May 1	May 1, 2022 through April 30, 2025
HRSA 22-017 Limited existing geographic services areas only	April 1 or May 1	April 1, 2022 through March 31, 2025 or May 1, 2022 through April 30, 2025 According to Appendix B



For More Information: (HRSA-22-016 and HRSA-22-017)

- A TA Pre-application Webinar will be held on **Thursday, October 28, 2021 from 2-4 p.m.** See Pages iii and 46-47 of the NOFO.
- Applicants who need additional information on HRSA-22-016 and HRSA-22-017, see the HRSA contacts listed on the NOFO:

Program Contact Overall program issues and/or technical assistance	Grants Contact Business, administrative, or fiscal issues
Hanna Endale HEndale@hrsa.gov (301) 443-1326	Adejumoke Oladele aoladele@hrsa.gov (301) 443-2441



Virtual Site Visits Update

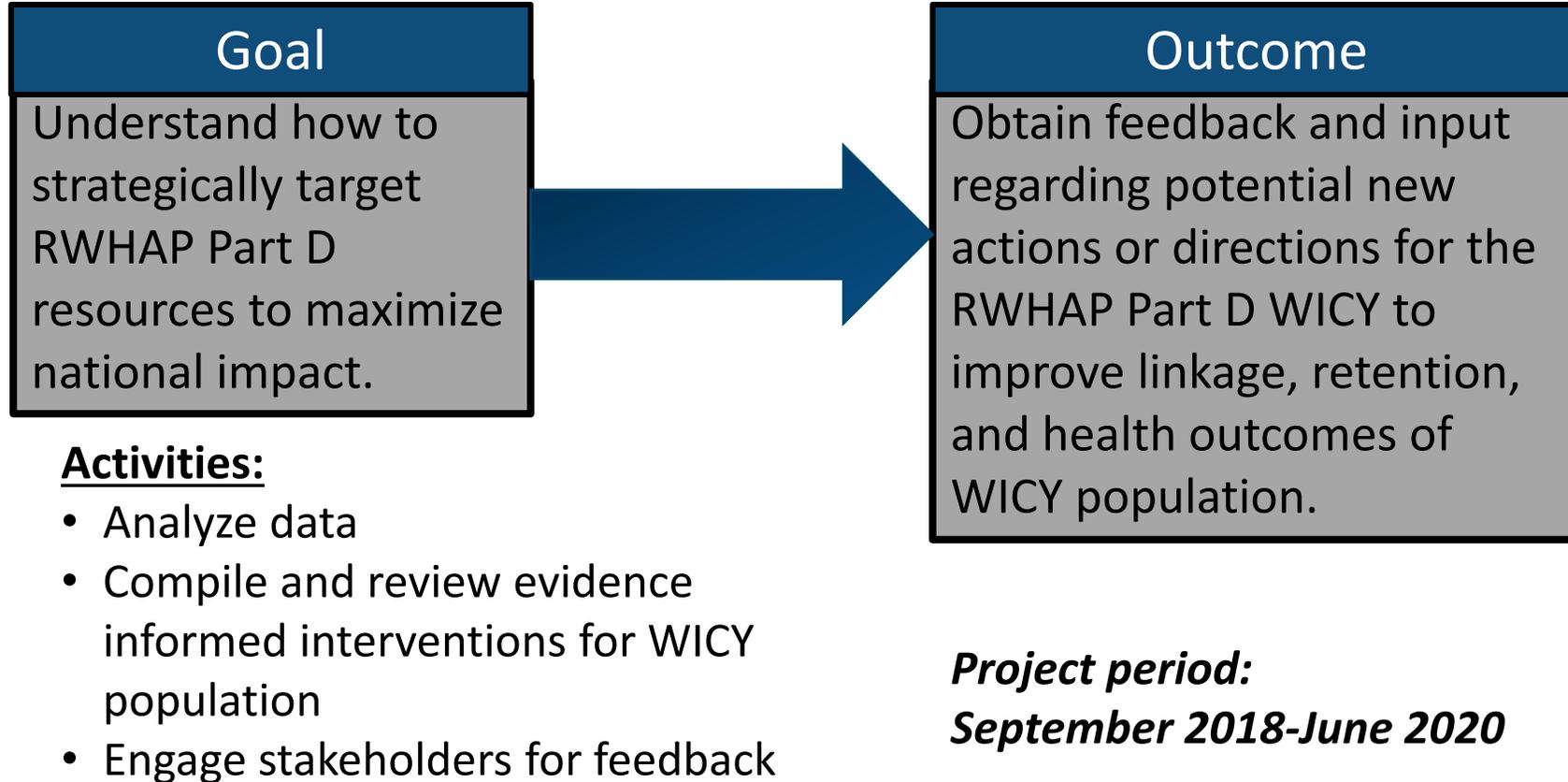
- As you know, given the importance of RWHAP recipients in the local, state and national COVID-19 response effort, as well as CDC guidance, HRSA HAB has postponed on-site visits since the beginning of the pandemic.
- As an alternative to in-person site visits, HRSA HAB is continuing to conduct virtual site visits and will move to in person when it is safe to do so.
- HRSA HAB is evaluating site visit plans for FY 2022, and we will update recipients over the coming months.



Leveraging RWHAP Part D to Maximize National Impact: FY 2022 Notice of Funding Opportunity



Leveraging RWHAP Part D to Maximize National Impact



Leveraging RWHAP Part D

Key Activities

Timeframe	Activities
Nov. 2018	Presentation to and consultation with CDC/HRSA Advisory Committee on HIV, Viral Hepatitis, and STD Prevention and Treatment (CHAC)
Dec. 2018	Listening session with RWHAP Part D stakeholders
Feb. 2019	Literature review completed
July 2019	Analysis of RWHAP RSR Data for RWHAP Part D recipients, CDC HIV Surveillance Data, RWHAP Part C and D Allocation report, and Geo-mapping completed
FY 2019	Obtained RWHAP Part D stakeholder input during site visits
Oct. 2019	Second listening session with RWHAP Part D stakeholders
Apr. 2020	Conducted all RWHAP Parts HRSA Technical Expert Panel



Leveraging RWHAP Part D

Focus Areas for HRSA for FY 2022

- Provide training and technical assistance around RWHAP Part D legislative and program requirements
- Capacity building in high impact areas including:
 - Youth transitioning from youth services to adult care
 - Trauma informed care
 - Pre-conception counseling
- Implement a funding allocation methodology to determine FY 2022 RWHAP Part D award funding levels

If you have any questions, please send an email to the AskDCHAP@hrsa.gov mailbox with the subject line:
FY 2022 Part D Re-competition



RWHAP Best Practices Compilation



How is your organization innovating to reduce health disparities along the HIV Care Continuum?

The Health Resources and Services Administration (HRSA) HIV/AIDS Bureau (HAB) is looking for innovative and promising strategies for its new compilation of best practices.

The compilation is part of HRSA HAB effort to catalogue and display best practices implemented successfully in Ryan White HIV/AIDS Program health care and treatment settings.

Do you have a novel approach or promising innovation to share?

Please submit it online:
TargetHIV.org/bestpractices



RWHAP Best Practices Compilation (cont.)

Best Practices Compilation



The Best Practices Compilation gathers and disseminates intervention strategies that have been implemented in RWHAP funded settings and improve outcomes along the HIV care continuum. Explore the Compilation to find inspiration and new ideas for improving the care of people with HIV. [Submit your innovation today for possible inclusion](#) in the Compilation!

Keyword Search

SEARCH

RESET

Filters

Evidence Level ?

Choose

Focus Population ?

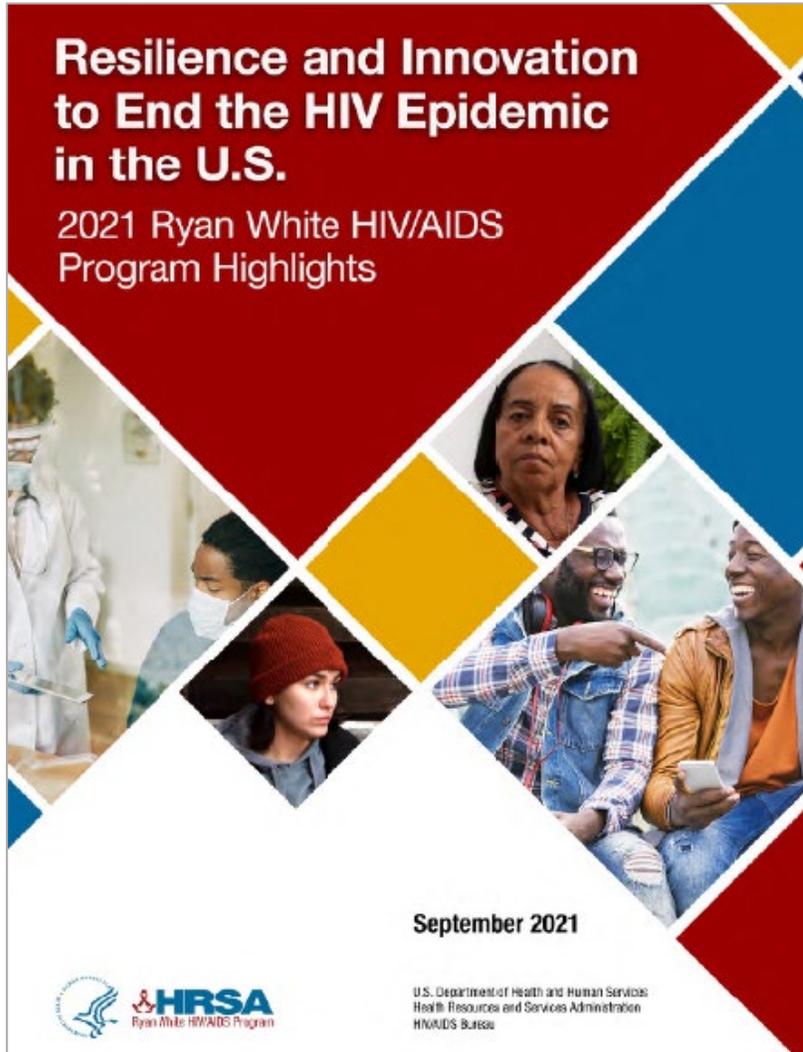
Choose

HIV Care Continuum ?

Choose



2021 Ryan White HIV/AIDS Program Highlights Biennial Report Now Available



- Released September 2021
- Access the report:
<https://hab.hrsa.gov/data/ryan-white-hivaids-program-biennial-reports>

New Ryan White HIV/AIDS Program Resources

- New resources available on the HAB website. Visit: <https://hab.hrsa.gov/publications/hiv-aids-bureau-fact-sheets>



Dimensions of HIV Prevention and Treatment for Black Women

Technical Expert Panel Executive Summary

The Health Resources and Services Administration's (HRSA) HIV/AIDS Bureau (HAB), which oversees the Ryan White HIV/AIDS Program (RWHP), convened a three-session Technical Expert Panel (TEP) in October 2020 to examine the research, clinical, and patient landscapes related to HIV prevention and treatment for cisgender Black women. More than 20 panelists representing health departments, community-based health care providers, HIV prevention providers, RWHP-funded providers, advocates, researchers, and national organizations and representatives from the Centers for Disease Control and Prevention (CDC), Maternal and Child Health Bureau (MCHB), Primary Health Care (PHC), Maternal and Child Health Bureau (MCHB), Planning, Analysis and Evaluation, Office of Global Health, and the Office of the Assistant Secretary for Health Equity and Promotion, discussed the biomedical, behavioral, and social factors that shape HIV prevention, treatment, and supportive services for Black women with HIV across the lifespan.

The discussions were framed by the concept of intersectionality, a framework, developed by Kimberlé Crenshaw, that considers gender, socioeconomic class, HIV status and intersecting individual and social factors that can result in unique modes of discrimination and oppression. This approach, along with a research method—has a focus on women of color who have sought societal change. Black women of color that study to intersectional and serves to address the lives. Given the complexities of Black women's lives, it is not including clients, understand how the various dynamics at the following summary includes considerations for—

- Improving care and supporting Black women with HIV;
- Improving RWHP services for Black women with HIV;
- Addressing the mental health needs of Black women with HIV;
- Valuing the lived experience of Black women as clients.

Improving Care and Supporting Black Women

During the course of discussion, several themes and strategies for engagement of Black women across the HIV care continuum in their communities.

The Black Women's mantra: "It's A Lot." Most importantly, consistently carrying, not only the work, but the emotional weight of our white counterparts, service providers, policy makers, and community members. Almost all of our work or other folks with more privilege and lower expectations may or should be.

Acknowledge the Legacy of Oppression. Historical inequalities and discrimination affect the health and quality of life of Black women. Acknowledging this legacy—both in terms of impact on the individual and the community—is critical to the work. The premature decline of health in Black women is



HRSA's Ryan White HIV/AIDS Program: HIV Care and Treatment in Rural Communities

Population Fact Sheet | September 2021

The Reach and Impact of the RWHP in Rural Areas in 2019

- 7.9% of all RWHP providers (n = 160,027) were located in rural areas¹
- 10.2% of all RWHP outpatient medical care² providers (n = 91,894) were located in rural areas.

Among RWHP providers in rural areas in 2019—

- Nearly 50% served more than 100 RWHP clients.
- 42% were health departments.
- Approximately 87% received Public Health Service Act Section 330 funding, which supports HRSA-funded Community Health Centers.

In 2019, the top 10 most common services delivered by RWHP providers in rural areas were—

Medical case management – 57.5%	Emergency financial assistance – 36.3%
Outpatient/ambulatory health services – 56.9%	Mental health services – 35.6%
Oral health care – 48.1%	Health insurance premium and cost-sharing assistance – 29.4%
Medical transportation – 45.6%	Food bank/home-delivered meals – 21.3%
Non-medical case management – 43.1%	Outreach services – 21.3%

RWHP Clients Who Visited Rural Providers in 2019

3.3% of all clients visited providers located in rural areas

89.8% of clients who visited rural providers were VIRALLY SUPPRESSED

58.0% were racial/ethnic minorities

56.7% lived at or below 100% of the Federal Poverty Level

88.1% of clients who visited rural providers were virally suppressed, which is slightly higher than the national average (81.1%)

89.6% had stable housing versus 87.0% in non-rural areas

48.9% were aged 50+

¹ Klein PM, Galger T, Chaste NE, et al. The Health Resources and Services Administration's Ryan White HIV/AIDS Program in rural areas of the United States: Geographic distribution, provider characteristics, and clinical outcomes. *PLoS One*. 2020; 15(9): e0238221.

² HRSA. Ending the HIV Epidemic in the U.S. <https://www.hrsa.gov/ending-the-epidemic>

³ RWHP "service providers" refers to provider organizations that deliver direct care and support services to RWHP clients.



Mark Your Calendar

- **Upcoming HAB You Heard Webinars**
 - **November 18, from 2-3 PM ET**
 - **December 9, from 2-3 PM ET**



2022 Stakeholder Webinar Schedule

SAVE THE DATE

HAB's DCHAP Stakeholder Webinars



Day and Date	Time
Thursday, April 28, 2022	2 pm – 4 pm ET
Thursday, July 21, 2022	2 pm – 4 pm ET
Thursday, October 20, 2022	2 pm – 4 pm ET

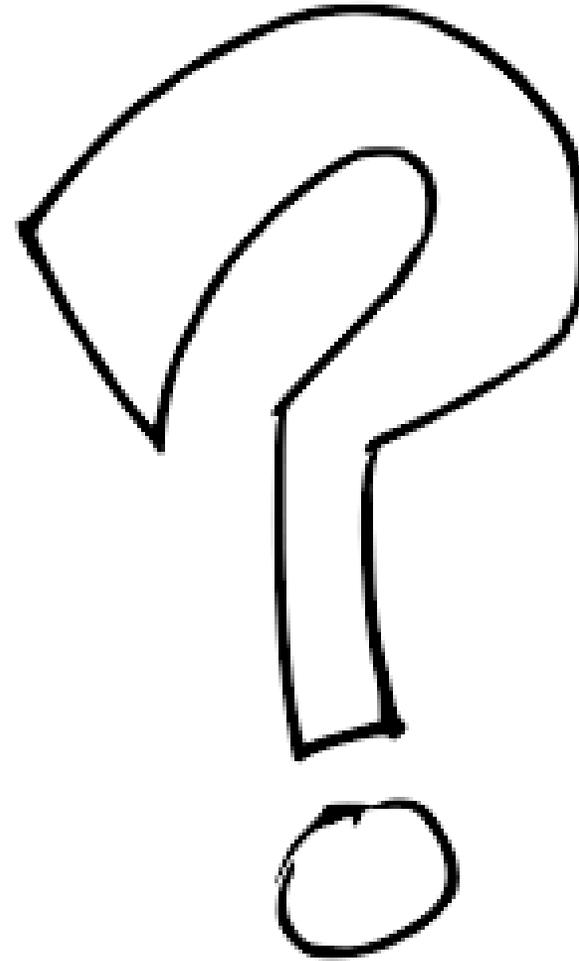
Save the Date: 2022 National Ryan White Conference

- **Date: August 23-26, 2022**
- **Theme: The Time is Now: Harnessing the Power of Innovation, Health Equity, and Community, to End the HIV Epidemic**

NATIONAL
RYAN WHITE
CONFERENCE
ON HIV CARE & TREATMENT



Questions



Contact Information

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HIV/AIDS Programs (DCHAP)
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www.HRSA.gov



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Trauma-Informed Care: Using Trauma Informed Approaches to Enhance HIV Care



DCHAP October Stakeholder Webinar: Trauma-Informed Approaches to HIV Care & Treatment Services

Mahelet Kebede, MPH
Senior Manager, Health Care
Access



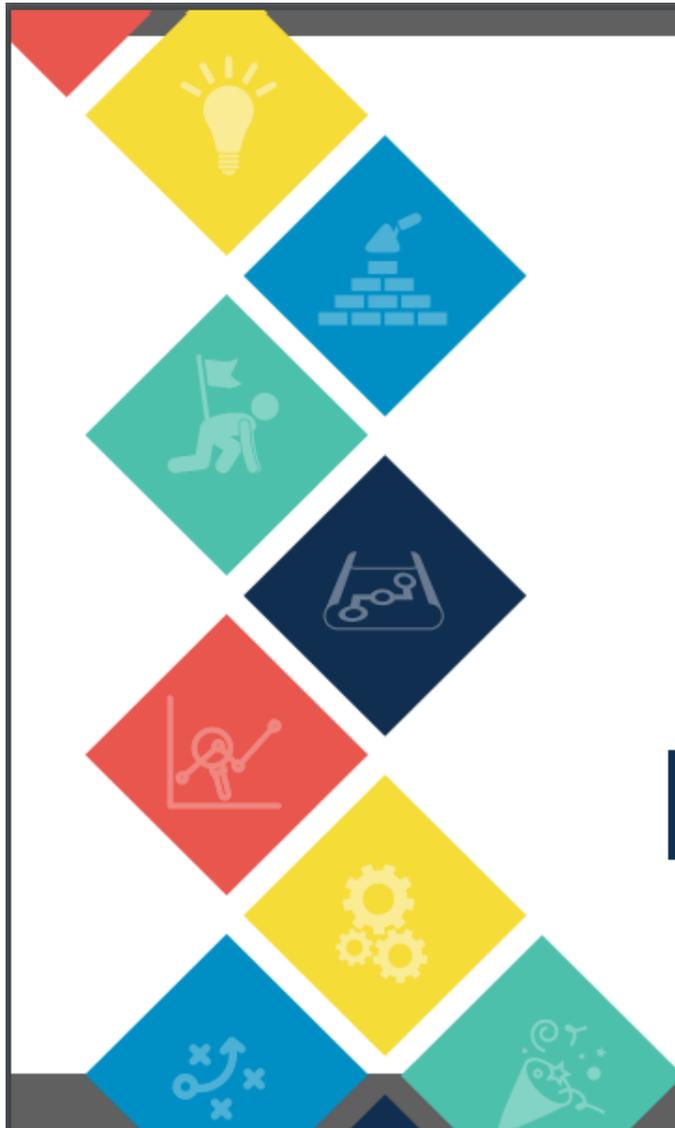
ABOUT NASTAD

WHO: A non-profit, non-partisan national association founded in 1992 that represents public health officials who administer HIV and hepatitis programs funded by state and federal governments.

WHERE: All 50 U.S. states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, seven local jurisdictions receiving direct funding from the Centers for Disease Control and Prevention (CDC), and the U.S. Pacific Island jurisdictions.

MISSION: NASTAD's mission is to end the intersecting epidemics of HIV, viral hepatitis, and related conditions by strengthening domestic and global governmental public health through advocacy, capacity building, and social justice.

VISION: NASTAD's vision is a world free of HIV and viral hepatitis.

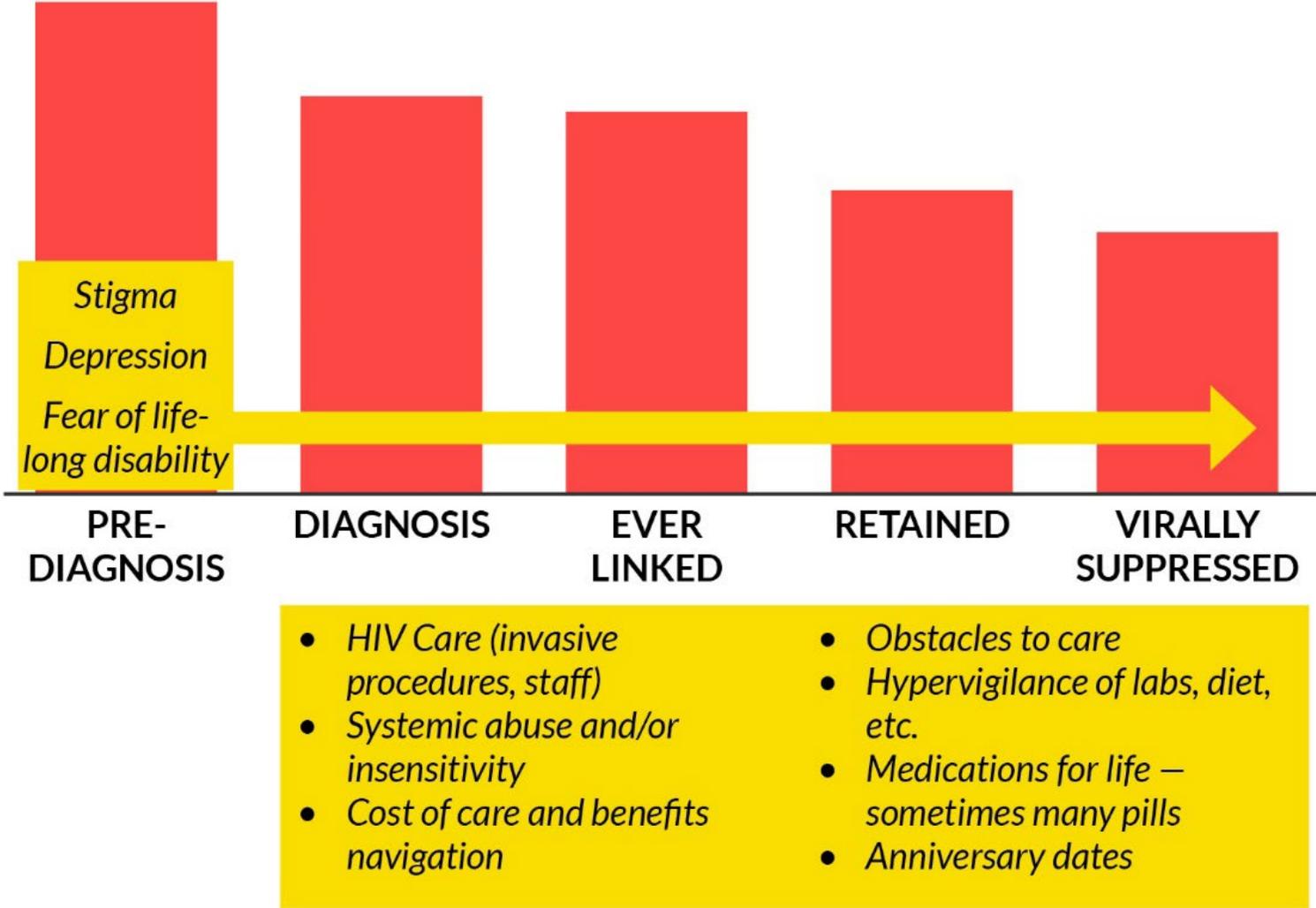


Trauma- Informed Approaches

TOOLKIT

DECEMBER 2018

TRAUMA & HEALING ACROSS THE HIV CONTINUUM



ORGANIZATIONAL TRAUMA & RESILIENCE

Organizational Trauma

- Organizational amnesia
- Unrecognized wounding
- Stress contagion
- Unproductive relationships between organizations and environment
- Depression, despair, and loss of hope

Organizational Resilience

- Recognize/acknowledge existence of organizational trauma
- Contain anxiety
- Act as an example
- Remember history and interrupt amnesia
- Strengthen organizational identity and esteem

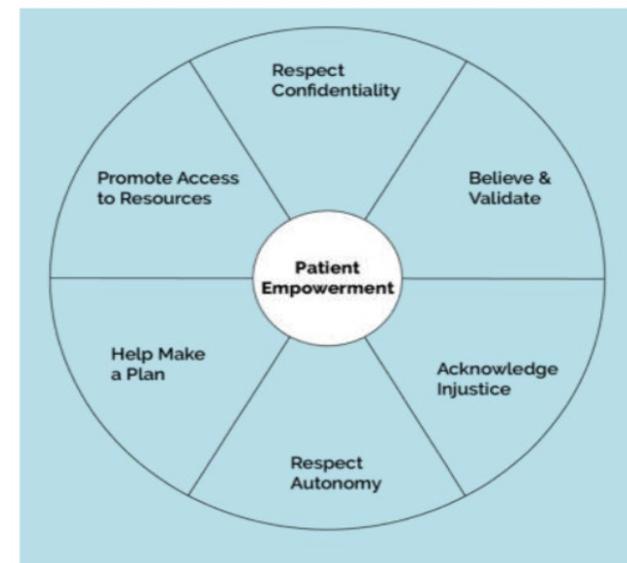
WORKPLACE WELLNESS

VICARIOUS TRAUMA	BURNOUT
Affects people who work with trauma survivors	Affects anyone
Reaction to the trauma experienced by clients	Reaction to overload
Can have an abrupt and sudden onset	Progressive onset
Results in changes in expression of empathy	Results in detachment and depression

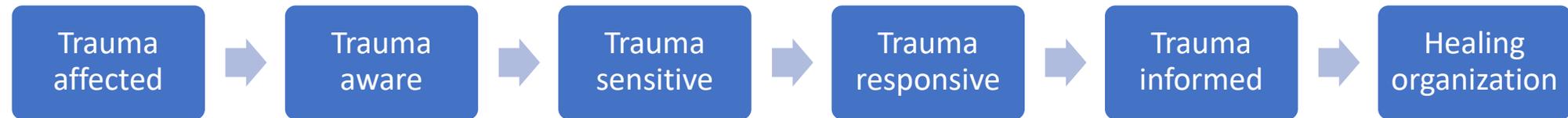
Resource: American Counseling Association

TRAUMA-INFORMED PRINCIPLES

1. Physical and Emotional Safety
2. Collaboration and Mutuality
3. Trustworthiness and Transparency
4. Empowerment, Voice and Choice
5. Peer Support
6. Cultural, Historical, and Gender Issues



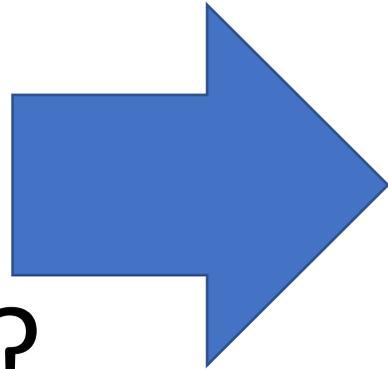
ROADMAP TO RESILIENCE*



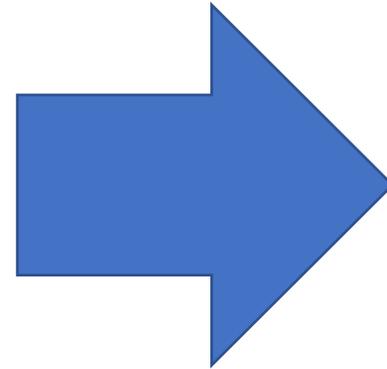
*Adapted from the work of [Trauma-Informed Oregon's \(TIO\) road map](#) to Trauma-Informed Care.

SHIFT THE QUESTION

WHAT'S
WRONG
WITH YOU?



WHAT
HAPPENED
TO YOU?



WHAT'S
STRONG
WITH
YOU?

STAY READY
SO YOU DON'T HAVE TO GET READY

CONTACT INFORMATION

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NASTAD.org

Implementing HRSA Community of Practice Insight to Build a Trauma-Informed Approach

Leveraging Community of Practice Guidance to Optimize
Programmatic Decision-Making

Your Presenters



Agee Baldwin
Linkage & Retention
Coordinator



Kelly Ross-Davis
Education Director

Conversation Roadmap

1. About Us
2. Background
3. Community of Practice Snapshot
4. Since the COP
5. Lessons Learned
6. Looking Ahead
7. Final Wrap Up

About 1917 Clinic

- Opened January 28, 1988
- Original address: 1917 5th Ave South
- Ryan White Part C funded clinic, serving almost 3700 patients with comprehensive HIV care as well as offering prevention and testing services to our community
- We believe in celebrating birthdays through research, education, & care
- 66% Black/African-American, 31% White, 3% Other
- 75% Male, 24% Female, 1% Trans
- 53% below 100% of the Federal Poverty Level



Photo by: Tommy Williams

Connecting the Dots & Getting to the COP

ACEs

When held against the national average, our patient population was twice as likely to have experienced complex trauma; which has potential large impact on health outcomes.

Quality Service Delivery

Paying attention to the details, creating authentic connections, and operating with a heightened degree of intentionality all work together to ensure provide quality service.

Interdisciplinary Trauma Informed Team

Completed a sample clinic assessment, initiated consultation calls with other agencies to investigate best practices for incorporating TIC framework, and developed a full time position to lead efforts.

COVID-19

Monumental traumatic event that is having rippling effects for internal and external clinic stakeholders to date.

Trauma-Informed Care Common Purpose

To empower patients, staff, and the greater community by integrating trauma-informed care into 1917 Clinic's culture, policies, environment, and delivery of HIV prevention and care.

HRSA Center of Excellence for Behavioral Health Community of Practice (CoP)

1917 Clinic Implementation Team



Rachel Hanle
Social Worker



**Tiffany
Varner-Hall**
Social Services
Coordinator



Christa Nevin
Physician /
Director of Quality
Improvement

1917 Clinic Implementation Team



Agee Baldwin
Linkage &
Retention
Coordinator



Kathy Gaddis
Director of Social
Services &
Community
Engagement



Kelly Ross-Davis
Education
Director

Fostering Trustworthiness & Transparency

- Goal: Improve transparency & trust among staff and clients transitioning to the new space.
- Goal: Develop multilevel communication strategy to inform key stakeholders of new space transition.
- Goal: Further 1917 Clinic staff's understanding & integration of a trauma informed approach



Photo by: Tommy Williams

Technical Assistance Key Outcomes

- Designed & mailed announcement card to over 4000 patients, volunteers, and community partners
- Developed FAQs about the new location for staff and patients
- Promoted the ability for staff to tour the building prior to moving
- Hosted virtual town hall meetings
- Assembled welcome bags for new patients



Photo by: Tommy Williams

UAB THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM.

School of Medicine - Division of Infectious Disease

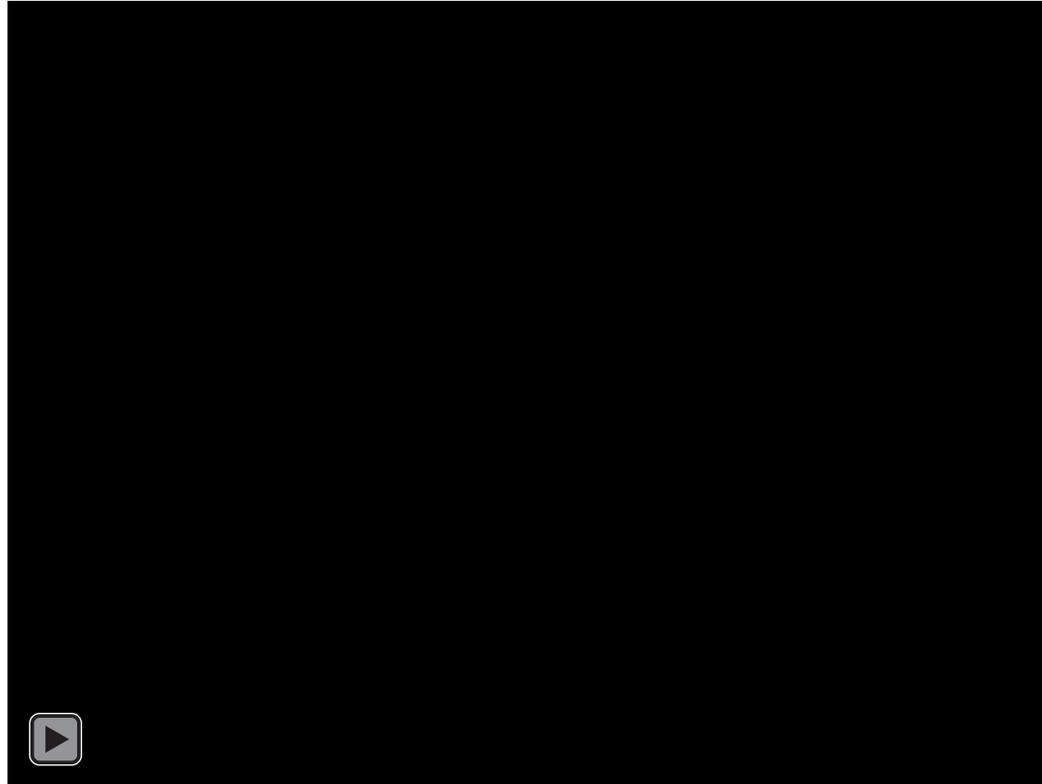
Since the CoP...

Since the CoP...

- Contracted with CAI (Cicatelli Associates Inc.) for technical assistance and training
- Virtual Training –
 - Trauma & a Trauma-Informed Approach for all staff – Spring 2021 and ongoing for new staff
 - Vicarious Trauma & Compassionate Fatigue – Fall 2021
 - Verbal De-Escalation – Fall 2021



What Is A Trauma Informed Care Approach?



Physical Assessment – Integrating Trauma-Informed Principles – Sample Questions

- **Safety**

- Sidewalks and parking areas are well lit.
- Routes to and from public transportation are well lit and clearly marked.

- **Empowerment**

- Educational materials about trauma and its impact on health are available to patients.

- **Cultural, Historical, and Gender Issues**

- Artwork and décor are welcoming, friendly and reflect the population served.
- Signage on the clinic’s response to COVID-19 and how it is protecting patients is clear, easy to locate, and in the languages spoken by patients.

Current Status
<input type="checkbox"/> Present
<input type="checkbox"/> Somewhat present
<input type="checkbox"/> Not present
<input type="checkbox"/> Not Applicable
<input type="checkbox"/> Do Not Know

Priority
<input type="checkbox"/> Low
<input type="checkbox"/> Medium
<input type="checkbox"/> High

Physical Assessment Report Out

- Include “fruits” (low-hanging fruit, easy to accomplish) and “reaches” (reach for the stars, dream big)
- Priorities & Action Items
 - Develop educational materials on trauma for patients
 - Work with city to improve local bus stop
 - Incorporate feedback from Latinx community regarding signage in the clinic and other communication
 - Investigate the ability to hire a permanent greeter on first floor



Lessons Learned

- Ongoing & iterative process
- Ideal to work with a consulting team & have a full time trauma-informed leader
- Break down bigger concepts
 - Small steps
 - Pursue low hanging fruit
 - Tangible examples
- Staff are not immune to trauma
 - Trauma-informed supervision
 - Support spaces are crucial



Looking Ahead...

- Cultural assessment to be completed by key stakeholders
- Increase frequency of clinic wide conversation on trauma informed practice
- Hone in on harm-reduction strategies and skills-building aimed at mitigating trauma
- Cultivate relationships with partners to leverage aspects of our built environment



Photo by: Tommy Williams

**Thank you for the opportunity to
participate!**

Kelly Ross-Davis | KellyRossDavis@uabmc.edu

Agee Baldwin | AgeeBaldwin@uabmc.edu

Early Intervention Services (EIS) Primary Care Clinic: Denver Health and Hospital Authority

HIV/AIDS Bureau (HAB) Community of Practice
(CoP) Trauma Informed Care Report Out



DENVER HEALTH

est. 1860

FOR LIFE'S JOURNEY

Presenter Slide



Mariah Hoffman MD
Medical Director EIS Clinic
at Denver Health



Tara Hixson M.Ed-
Linkage to Care
Coordinator



Objectives

- Describe overall context for Trauma Informed Approaches (TIA) at Denver Health and in the EIS Clinic
- Explain TIA clinical goals identified during HAB CoP
- Summarize progress towards TIA Clinical Goals including successes and challenges

Clinic Overview

- Located in Denver, Colorado
- Patient panel of 650
- RWAHP Part C Recipient since 1990
- Denver TGA's only Part C clinic
- A part of Denver Health & Hospital Authority, Colorado's primary safety net hospital and ambulatory institution
- Mobile clinic that travels to four Denver Health FQHCs, embedded within internal medicine primary care



Study Design, Sample, & Instrument

- Cross-sectional study of 302 primary care patients (180 declined)
- Adverse Childhood Experiences (ACEs), Primary Care-PTSD Screen
- Follow up questionnaire about helpful interventions to address trauma

Results

- **High Rate of ACEs**
 - *Any ACEs = 81%*
 - (original ACEs study: 64%)
 - *ACEs of ≥ 4 = 41%*
 - (original ACEs study: 12%)
 - *ACEs of ≥ 6 = 24%*
- **High rates of positive PC-PTSD (poorly documented):**
 - 57.3% positive lifetime presence of trauma
 - *29.33% scored ≥ 3 to indicate possible PTSD (similar to previous studies)*
 - 22.7% of those with a positive PC-PTSD-5 had a trauma-related diagnosis in their chart

Goals and Selected SAMHSA Trauma-Informed Principles

Goal: Develop a trauma-informed care staff assessment tool to use across departments at DH

- Pilot this tool in the HIV Primary Care Clinic & Intensive Outpatient Clinics
- Review assessment results with department leadership

Goal: Develop 2 specific pilot interventions to improve trauma-informed care based on survey findings

- Training policy
- Scheduled trainings and trauma debriefs

SAMHSA trauma-informed principle: **Trustworthiness and transparency**

Mapping Our Survey Realms to SAMHSA Principles

SMHSA TIC Principles

- Physical & Emotional Safety
- Collaboration & Mutuality
- Trustworthiness & Transparency
- Empowerment, Voice & Choice
- Peer Support
- Cultural, Historical & Gender Issues

DH Survey Realms

- Safe and secure Environment
- Staff training and competency
- Client/Patient voice, choice and collaboration
- Staff self-care
- Cultural humility and responsiveness

Snapshot of staff survey

Staff were asked to indicate how much they agreed statements under each realm

- Safe and secure Environment
- Staff training and competency
- Client/Patient voice, choice and collaboration
- Staff self-care
- Cultural humility and responsiveness

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
My department trains all new employees in trauma-informed care (TIC).	18.18% 2	18.18% 2	18.18% 2	27.27% 3	18.18% 2	11	3.09
My department provides ongoing training for TIC.	18.18% 2	9.09% 1	18.18% 2	36.36% 4	18.18% 2	11	3.27
My department has clearly written policies and procedures that incorporate the principles of trauma informed care AND staff are trained in these principles.	18.18% 2	9.09% 1	18.18% 2	45.45% 5	9.09% 1	11	3.18
My department creates a strong system of collaboration, communication and team-based, client/patient/customer-centered, coordinated care.	36.36% 4	27.27% 3	18.18% 2	0.00% 0	18.18% 2	11	2.36

Action Steps Carried Out During CoP

- Developed and deployed survey tool based on review of multiple instruments
- Received feedback from staff about survey instrument
- Received valuable feedback for clinic quality improvement

Outcomes Informed by Survey Results

- Write a clinic policy for staff training around TIA, including new hire and ongoing training
- Implement staff debrief and support structure for learning from and discussing traumatic interactions/events

Successes

- Piloting TIA assessment with small team to identify strengths and weaknesses with the tool itself
- Assessment was successful in illuminating areas of need for TIA training and staff competency

Challenges

- Dedicating resources to developing policies around TIA and staff training
- Schedule and structure for ongoing staff training and debrief—creating a safe environment with a structure for ALL staff to share with and learn from one another.
- Getting staff to recognize trauma-informed trainings and practices

Lessons Learned

- Staff training around TIA should be intentional and staff should be able to make clear connections between learning and patient interactions in clinic
- Creating space for staff to process trauma and debrief tough interactions is important to creating resiliency

Next Steps

- Work with clinic team and patients to identify areas for improvement using a TIA lens
- Ongoing training structure and policy
- Create more opportunities for patient voice and choice in the clinic setting

End

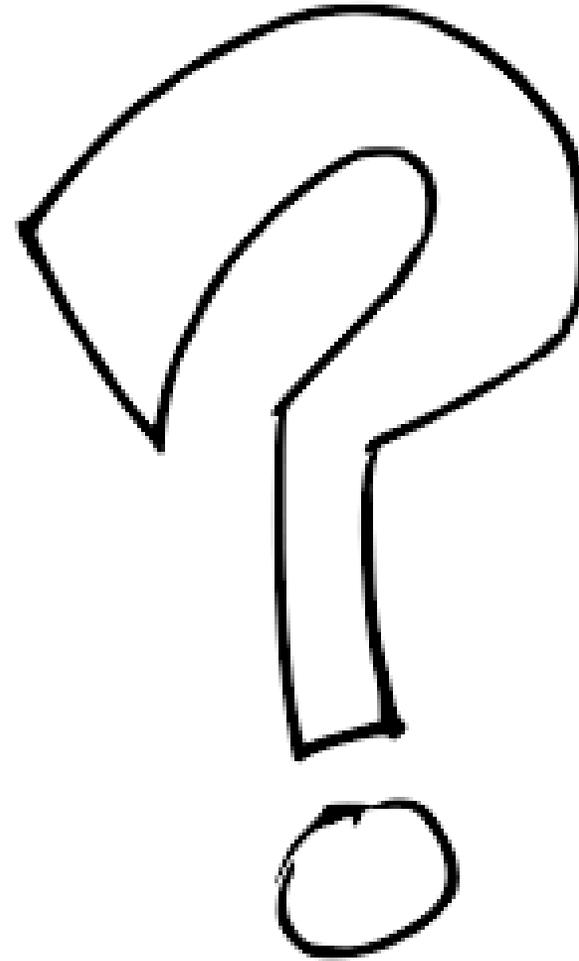
Thank You

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BHTA Team

Questions



Thank You!

