



Training and Capacity Building Resources:

On Becoming Healing-Centered and Trauma-Informed

BACKGROUND

In 2018–2019, the Child and Adolescent Health Measurement Initiative (CAHMI), in partnership with the California Campaign to Counter Childhood Adversity (4CA) and with support from The California Endowment, convened a multidisciplinary Advisory Committee to advance healing-centered and trauma-informed approaches in the administration of certain marijuana tax funds through California’s Proposition 64. Leveraging a framework from the CAHMI’s prior work to develop a [national agenda](#) to address adverse childhood experiences and promote healing, the CAHMI and consultants conducted an environmental scan, key informant interviews, policy analysis, and a series of Advisory Committee convenings that resulted in six policy criteria and four interrelated categories of recommendations to guide decision-making in certain Prop 64 expenditures. The full report entitled, *RECOMMENDATIONS ROADMAP FOR CALIFORNIA PROPOSITION 64 EXPENDITURES: Advancing Healing-Centered and Trauma-Informed Approaches to Promote Individual, Family, and Community Resilience*, details these four interrelated categories of recommendations: (1) Relationship- and Engagement-Centered Assessment, Interventions, and Healing; (2) Training and Capacity Building; (3) Cross-Sector Collaboration; and (4) Learning-Centered Innovation, Measurement, and Evaluation.

These recommendations can inform any local, state, or national policies that aim to promote healing-centered and trauma-informed approaches.

This brief provides additional resources for individuals and organizations interested in the second recommendation, *Training and Capacity Building on Healing-Centered and Trauma-Informed Approaches*.

Although the purpose of these recommendations targeted expenditures of California's marijuana tax initiative, the recommendations have much broader implications and can inform any local, state, or national policies that aim to promote healing-centered and trauma-informed approaches. Please visit Prop64Roadmap.org to view the full report and other resources.



OVERVIEW

Recommendation 2 of the **Recommendations Roadmap** highlights the importance of training and capacity building on healing-centered and trauma-informed approaches for state departments, local entities, and tribal entities that serve children, families and communities. Training and capacity building requires ongoing coaching, support, and built-in mechanisms for reflection and repair to ensure ongoing accountability. The research on addressing and preventing adverse childhood experiences (ACEs), adverse community environments and experiences, toxic stress, trauma and effective healing-centered and trauma-informed approaches must be translated and communicated across sectors from state leadership to front line staff. The Recommendations Roadmap details core content areas and competencies that such training and capacity building should address for both state and local entities. There are many organizations and resources available to provide such training.

Training and capacity building requires ongoing coaching, support, and built-in mechanisms for reflection and repair to ensure ongoing accountability.

When possible, trusted, local professionals that are representative of the communities served should be identified and selected to facilitate training and capacity building efforts. The resources below include just a subset of in-person and virtual training and capacity building resources organized by the following categories:

- **Foundational Science of ACEs, Trauma, and Resilience:** These resources build awareness and knowledge on the science of ACEs, adverse community environments and experiences, toxic stress, trauma and resilience.
- **Trauma-Informed Systems:** These resources provide ongoing training and capacity building to create trauma-informed systems and organizational change that are applicable to a variety of health and social service settings.
- **Trauma-Informed Schools:** These resources provide ongoing training and capacity building specific to creating trauma-informed schools.
- **Assessment, Intervention, and Healing Practices:** These resources provide training and capacity building on healing-centered and trauma-informed assessment, intervention, and healing practices.
- **Staff Well-being:** These resources are dedicated to training and capacity building around staff well-being.
- **Other Online Resource Centers:** These resources provide additional information and useful links to build capacity around healing-centered and trauma-informed approaches.

RESOURCES

The Science of Adverse Childhood Experiences (ACEs), Adverse Community Environments and Experiences, Toxic Stress, Trauma and Resilience

ACEs Interface

www.aceinterface.com

ACE Interface is a company that provides education, analysis, process design, facilitation, and products designed to help you engage and motivate everyone to prevent ACEs and improve well-being.

ACEs Connection Speakers Bureau

www.acesconnection.com/db/speakers-test-custom

ACEs Connection is a social network that connects those who are implementing trauma-informed and resilience-building practices based on ACEs science. The ACEs Connection Speakers Bureau provides a database of trainers.

Trauma-Informed Systems

GAINS Center for Behavioral Health and Justice Transformation

www.samhsa.gov/gains-center

The GAINS Center provides training for criminal justice professionals to raise awareness about trauma and its effects, develop trauma-informed responses, and provide strategies for developing and implementing trauma-informed policies.

National Council for Behavioral Health

www.thenationalcouncil.org/topics/trauma-informed-care

The National Council provides training and consultation to community behavioral health organizations, government systems, schools, primary care clinics, social services and law enforcement to develop an operationalize plans for becoming trauma-informed.

Sanctuary Model

www.sanctuaryweb.com

The Sanctuary Model® represents a theory-based, trauma-informed, trauma-responsive, evidence-supported, whole culture approach that has a clear and structured methodology for creating or changing an organizational culture.

Trauma-Informed Schools

Healing Environments and Response to Trauma in Schools (HEARTS)

<https://hearts.ucsf.edu>

UCSF HEARTS aims to promote school success for trauma-impacted students by collaborating with school systems to create more trauma-informed, safe, supportive, and equitable school cultures and climates that foster resilience and wellness for everyone in the school community.

The TREP Project

www.trepeducator.org

The TREP Project aims to create schools and classrooms that can meet the socioemotional and academic needs of not one or two students who have been exposed to traumatic levels of chronic stress, but the needs of a classroom full of traumatized children.

Treatment and Services Adaptation Center

<https://traumaawareschools.org>

The Treatment and Services Adaptation Center provides resources and training to create trauma-responsive schools, including resources for school-wide assessment, student assessment and interventions.

University of Washington CLEAR

<http://ext100.wsu.edu/clear/about>

Collaborative Learning for Educational Achievement and Resilience (CLEAR) partners with education systems to create and sustain trauma-informed models of practice through staff development, consultation, and support.

Assessment, Intervention, and Healing Practices

ACEs Aware

www.acesaware.org

ACEs Aware is an initiative led by the Office of the California Surgeon General and the Department of Health Care Services to give Medi-Cal providers training, clinical protocols, and payment for screening children and adults for ACEs.

California Evidence-Based Clearinghouse for Child Welfare

www.cebc4cw.org

The California Evidence-Based Clearinghouse for Child Welfare (CEBC) aims to advance the effective implementation of evidence-based practices for children and families involved with the child welfare system.

Echo Parenting and Education

www.echotraining.org

Echo aims to ensure the physical and emotional safety of every child by teaching parents and any adult who serves children about childhood trauma and how it affects the body and brain. Their parenting classes and professional development training emphasize building compassionate adult/child relationships, understanding the critical role of attachment on human development, resilience and healing from trauma.

Flourish Agenda

<https://flourishagenda.com>

Flourish Agenda is a national nonprofit consulting firm that works with youth of color, schools, youth serving organizations, foundations, and local governments to build and implement strategies that allow young people to flourish.

National Institute for the Clinical Application of Behavioral Medicine (NICAMB)

www.nicabm.com

NICABM offers online training and provides CE/CME units to a wide range of health and mental health professionals in the areas of trauma, brain science, mindfulness, and mind/body medicine.

Risking Connection

www.riskingconnection.com

Risking Connection® teaches a relational framework and skills for working with survivors of traumatic experiences. The focus is on relationship as healing, and on self-care for service providers.

SAMHSA's National Registry of Evidence-Based Programs and Practices (NREPP)

www.samhsa.gov/ebp-resource-center

The Evidence-Based Practices Resource Center provides communities, clinicians, policy-makers and others with the information and tools to incorporate evidence-based practices into their communities or clinical settings.

The National Child Traumatic Stress Network Treatments and Practices

www.nctsn.org/treatments-and-practices

In recognition of the diverse needs of the child and adolescent populations served by NCTSN sites across the country, the interventions and treatments listed here span a continuum of evidence-based and evidence-supported interventions ranging from rigorously evaluated interventions to promising and newly-emerging practices.

Staff Well-being

Black Emotional and Mental Health Collective (BEAM)

www.beam.community

BEAM is a training, movement building and grant making organization dedicated to the healing, wellness and liberation of Black and marginalized communities. BEAM offers professional development and educational trainings for students, advocates, activists, grassroots movements and organizations.

Compassion Resilience

<https://compassionresiliencetoolkit.org>

This website provides facilitator resources to build the capacity of helping professionals, caregivers, and the systems in which they serve.

The Teaching Well

www.theteachingwell.org

The Teaching Well offer trainings on community care and stress resilience, individualized support around change initiatives, and executive coaching around mindful school leadership.

Other Online Resource Centers

NCTSN Learning Center

<https://learn.nctsn.org>

As part of the National Child Traumatic Stress Network (NCTSN), the Learning Center for Child and Adolescent Trauma offers free online education on a variety of topics.

Trauma-Informed Care Implementation Resource Center

www.traumainformedcare.chcs.org

This website, developed by the Center for Health Care Strategies, provides resources from trauma-informed care leaders across the country to help improve patient outcomes, increase patient and staff resilience, and reduce avoidable health care service use and costs. While the site is geared toward health care settings, many of the lessons herein can be applied elsewhere, including in child welfare services, community-based organizations, and educational settings.

Trauma-Informed Oregon

<https://traumainformedoregon.org>

Trauma Informed Oregon is a collaboration of university, public and private partners, individuals with lived experience, youth and family members that are committed to creating and sustaining a trauma informed system of care in Oregon.

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