The Trauma-Informed Youth Experience Panel

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Youth Experience Panel
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December 1, 2017

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The research was supported by United Way of Santa Cruz County
The Trauma-Informed Youth Experience Panel

Abstract

There are gaps in how the community supports and serves young men of color and their families who have been harmed by violence. The Trauma-Informed Youth Experience Panel is a project through the Community Organizing department of United Way of Santa Cruz County. The Trauma-Informed Youth Experience Panel project is the development, implementation, and evaluation of a panel of 4 community members who have experienced violence and trauma as youth in the community of Santa Cruz County. The purpose of the panel was to build the capacity of service providers in the county to understand and address the unique needs of this population. The measurable outcomes are: to give three to four community members who have experienced violence and trauma as youth an opportunity to share their voice; to present the panel to 75 community stakeholders and service providers; and to debrief and evaluate the panel with the panelists and United Way Community Organizing staff. The most important result from this panel is that a hundred percent of people who experienced the panel expressed in the evaluation that they, “felt that the panelists gave them a better idea of the impact that trauma has on youth and their families”. Potential improvements for the next panel could be to increase the amount of time the panelists are given to speak and to include their experiences throughout the conference at the next trauma informed event.

Key Words: Youth Violence Prevention Task Force (YVPT), Criminal Justice Counsel (CJC), Trauma-Informed System of Care, Project Thrive.
I. Agency and Community Served

United Way of Santa Cruz County’s mission is, “To ignite our community to give, advocate and volunteer so that our youth succeed in school and life, our residents are healthy and our families are financially independent” (United Way, 2017). The community that United Way of Santa Cruz County serves is children and families. There are gaps in how the community supports and serves young men of color who have been harmed by violence. The population most directly affected by violence are Latino and African American males ages 16-24 years old and their families. Trauma impacts the health and wellbeing of not only the youth and families but also the public safety and quality of life of the community (Krug, 2002). According to The Youth Violence Prevention Task Force (YVPT) (2015), “Within our nation an alarming two out of three youth are exposed to some type of violence annually.” It is important to understand that many survivors of violence do not identify themselves as victims and there are different levels of victimization. According to the Center for Disease Control and Prevention (CDC) (2015), “Youth violence is widespread in the United States. It is the third leading cause of death for young people between the ages of 15 and 24.” It is very important to make sure that all community stakeholders, which are the following sectors in the community: education, law enforcement, health care, and community organizations, are trained to deal with youth who have been harmed by violence. Addressing this vulnerable population with more violence will cause a preputial cycle of brutality. United Way of Santa Cruz County is involved with several initiatives that promote the development of healthy children and families. One initiative is YVPT (2016), “The Youth Violence Prevention Task Force and county-wide strategic planning process is a project of the Santa Cruz County Criminal Justice Council. The task force formed in December 2012 and worked together for one year to complete a community assessment of assets and needs
related to Youth Violence.” Another initiative that United Way of Santa Cruz is part of is Jóvenes SANOS (2016), “Jóvenes SANOS is a youth advocacy and leadership program based in Watsonville California. Jóvenes SANOS strives to empower, educate, and raise awareness about childhood obesity within the community.” One can see that by United Way of Santa Cruz County being involved in these initiatives they are supporting youth in the community.

II. Problem, issue or need

There are gaps in how the community supports and serves young men of color who have been harmed by violence. The problem model shows that the causes of the gaps in how the community supports and serves young men of color who have been harmed by violence is a response to unsafe neighborhoods, gang violence, crime, and poverty. See Appendix A for the problem model. According to National Center for Biotechnology Information (NCBI) (2002), “Community violence is recognized as a major public health problem that Americans increasingly understand has adverse implications beyond inner-cities.” Being exposed to domestic violence at a young age can have a lasting negative effect on the child. According to the National Child Traumatic Stress Network (NCTSN) (2010), “domestic violence poses a serious threat to children’s emotional, psychological, and physical well-being, particularly if the violence is chronic.” Children may learn that it is acceptable to express themselves using violence, or that violence is linked to expressing affection because they saw it in their home between their loved ones. Bullying in school is another cause of trauma for youth. The CDC (2017) defines bullying as, “any unwanted aggressive behavior(s) by another youth or group of youths, who are not siblings or current dating partners, involving an observed or perceived power imbalance. These behaviors are repeated multiple times or are highly likely to be repeated. Bullying may inflict harm or distress on the targeted youth including physical,
psychological, social, or educational harm.” The cycle of violence in the home can be the start of trauma and that can be carried on with bullying in school which can cause violence in the neighborhood. According to the Robert Wood Johnson Foundation (2017), “Research shows that boys and young men of color (BYMOC) are more likely to suffer from toxic stress and poor health because of their exposure to violence, chronic poverty, racism, and unconscious bias.” Understanding the special needs of these youth will help change the system structure to start the healing process and stop the generational perpetuation of violence. In addition, creating healthy communities can stop the cycle of health issues that chronic stress can bring on, such as, diabetes, high blood pressure, cancer, and premature death. According to Afro.com (2017),

health is a matter of individual, community, and national priority. The factors that contribute to our health remain a part of daily conversations at home, work, school, and where we worship. A healthy life begins in childhood, and factors such as child abuse or neglect, lack of high-quality medical care, personal behavior, viruses/bacteria, stress, and environmental pollution increase the risk of illness and premature death.

Understanding the unique needs of communities that have a higher crime and violence and understanding the community health risk of not addressing these issue can help deal with the problems sooner.

I. Capstone project description and justification

The capstone project is called the Trauma-Informed Youth Experience Panel and is a project through the Community Organizing department of United Way of Santa Cruz County. The Trauma-Informed Youth Experience Panel project is the development, implementation, and
evaluation of a panel of 4 community members who have experienced violence and trauma as youth in the community of Santa Cruz County. Some background on why the *Trauma-Informed Youth Experience Panel* was created. In response to the growing concern of youth violence in Santa Cruz County the Youth Violence Prevention Task Force (YVPT) was created in October 2012 as a project of the Criminal Justice Council (CJC) of Santa Cruz County. YVPT engaged with over 450 community stakeholders including elected officials, law enforcement, schools, community-based originations, faith-based organizations, youth, and formerly incarcerated individuals. Due to the input from these stakeholders and a community assessment YVPT completed a 5-year strategic plan to reduce youth violence in Santa Cruz County called Project Thrive. Some of the focuses of Project Thrive will be on accessibility to community resources, street outreach, culturally responsive services, and strengthening the relationship between law enforcement and the community (United Way, 2017). Project Thrive hosted a Trauma-Informed System of Care Conference on October 4, 2017 in Santa Cruz County at the Coconut Grove and during this conference the *Trauma-Informed Youth Experience Panel* was presented. According to the Youth Violence Prevention Task Force (2017),

The purpose of this Conference was to build the capacity of a multidisciplinary system to understand and address the unique needs of young Latino and African American male survivors of violence in our community. The Conference will highlight the trauma informed work that has been taking place in Santa Cruz County and allow participants the opportunity to gain insights from experts.

The *Trauma-Informed Youth Experience Panel* capstone project will enhance the support for young men of color and their families who have been harmed by violence in Santa Cruz County. The anticipated outcomes of the *Trauma-Informed Youth Experience Panel* were to
give people who have experienced trauma in their youth a voice to speak out about their healing and resiliency, and also to address gaps in how the system worked for them. The panel was formed by interviewing several youths as well as young adults. The intern needed to determine who was the best fit for the goal of the panel. Second, coaching was done with the panelists in the form of how to effectively articulate their experience. Third, support in the form of recognizing the pain that can surface from the memories of the violence. Also, guidance in the form of what time they will speak, what order, and other logistical information was offered to the panelists prior to the conference with phone calls and in person meetings. During the preparation with the panelists some of the panelists discussed being beaten by their parents, raped in the community, intense violence to their families and themselves by law enforcement, and being sexualized while in the school system. Because of that, preparation directly before the panelists spoke at the conference was offered to be sure no additional trauma was created. Lastly, support was offered to the panelists after the conference in the form of an in-person interview and debriefing as a group where members were encouraged to talk about what it felt like talking about their trauma. They were encouraged to be mindful of self-care in the days to come because of the vulnerability they just shared with a large group. Furthermore, an email was sent to offer support and request feedback on their experiences once they had time to reflect on their involvement. Trauma is an emotional response to an event or an experience that is deeply distressing or disturbing, according to the center for treatment of anxiety and mood disorders.com (2017). Understanding the impact violence has on the youth and how they interact with authority and peers after the trauma has happened in their lives is important to address in order to start the healing process.
The *Trauma-Informed Youth Experience Panel* capstone project gave community members that might not have had the opportunity to understand the affects violence in the home, in school, with law enforcement, and in the community, has on youth. Providing people not working in direct service the ability to hear their stories could increase their awareness and positively impact how they serve this population. The goal of the *Trauma-Informed Youth Experience Panel* was to provide an explicit perspective of how trauma is created through violence to a captive audience that can offer considerable change in the community. This panel would offer first hand stories of trauma that happened directly to the panelists and their families which would give an exclusive look into trauma. It was important to include government employees, executive level community members, as well as high level ranking officers to encourage change at the systems level.

The measurable outcomes are: to give three to four community members who have experienced violence and trauma as youth an opportunity to share their voice; to present the panel to 75 community stakeholders and service providers; and to debrief and evaluate the panel with the panelists and United Way Community Organizing staff. The most important result from this panel is that a hundred percent of people who experienced the panel expressed in the evaluation that they, “felt that the panelists gave them a better idea of the impact that trauma has on youth and their families”. The conference survey was done in collaboration with Applied Survey Research (ASR) and is listed under appendix B and the results are listed under appendix C.

In this section I will discuss the project implementations and timeline that were done August through November, 2017, project activities chart is in appendix E. The first activity was to interview the perspective panelists and that started in August and was completed by October.
Five different possible panelists were contact and four were selected. This process was difficult because all of the possible panelists had dealt with severe trauma as youth and the intern did not want to re-traumatize them while asking them to tell their stories. The panelists were selected based on their ability to articulate their experience of trauma in the most constructive way to evoke change within the community stakeholders that were attending the conference. Once the panelists were selected coaching meetings were set up to guide the panelists to talk about strength-based resiliency; healing; and acknowledging system gaps, this was done August through October. The intern collaborated with the Community Organizer at United Way to co-facilitate the panel. All logistics such as; introducing the panelists, and guiding questions, were handled by the intern and the Community Organizer. The debriefing was facilitated by the intern and all panelists and other Project Thrive staff were in attendance. This gave the panelists the opportunity to share their gratitude for being a part of the panel and also experience their grievances, this was done on October 4th at the conference. Follow up with the panelists was done via email on October 23rd to offer support or guidance in any way they felt appropriate. Also, a letter of appreciation and acknowledgement was created by the intern and sent to all panelists at the end of October, see appendix D for the letter. Next, survey data was collected and findings were gone over with the Project Thrive staff at the beginning of November, survey is under appendix B and results under appendix C. Lastly, there was a Project Thrive Leadership Team debriefing the beginning of November.

II. Project Results

The Trauma-Informed Youth Experience Panel did achieve the expected outcome which was to give people who have experienced trauma in their youth a voice to speak out about their healing and resiliency, also to address gaps in how the system worked for them. There were 4
panel participants; one was a youth who was a woman, the others over 24 years old, one woman and two men. Each spoke about the violence in their lives, the trauma that created, the healing that has gone on since the trauma, how they have stayed resilient, and they also address where they felt there were gaps in the system. They were able to do this in an articulate way and shared their impactful experience and captured the audience’s attention with their stories to fifty-four different community organizations that attended. This was determined by the reaction from the attendees after the panelists spoke. The reaction was impressive as the attendees were greeted by multiple conference participants directly after they spoke with feedback about how much their stories touched them, how they would like to include the panelists in the work that their organizations are doing. The panelists were asked for business cards or ways to get in touch with them. Most importantly, they were given hugs and encouraging words. A great deal of empathy was showed to the panelists, which in itself provides healing. It was touching to see the reaction to the Youth Experience Panel. Furthermore, the success of the Youth Experience Panel is that the community showed a considerable eagerness to learn more about trauma, youth, and young men of color. The feedback from the community was that the understanding of the unique needs of young men of color and their families was achieved by attending the conference and listening to the Youth Experience Panel. The survey question, “Did the youth panel give you a better idea of the impact of trauma on youth and their families?” of the 177 conference attendees, 100 filled out surveys, 82% answered yes, and 18% did not see the Youth Experience Panel. That means that 100% of the participants that viewed the Youth Experience Panel got a better idea of the impact of trauma on your and their families because they viewed the panel. Please see appendix B for full survey results. This effective response will help build the capacity for the various sectors of service providers to contribute to coordinated trauma-informed services. The exclusive
perspective from the youth panel experience gave the attendees the opportunity to hear first-hand stories of deep rooted trauma and the impact that has had on the individual, family, and the community as a whole.

The limitations that this panel had was it was done at the end of the conference and a lot of conference participants had left for the day, which meant that not all attendees were able to hear the moving stories. Another challenge was that the speakers had limited time, the Youth Experience Panel was 45 minutes in total and each panelist had 7-8 minutes to disclose their intimate stories. Most of the speakers ran over their time. In addition, only one youth was included in the panel when the goal was to have four. However, four people who have been greatly impacted by violence in their community were able to express themselves in a productive way.

III. Personal Reflection

Recommendation for the agency are that they continue to have trauma-informed events and to include all sectors of the community and inviting exciting new ways to have those sectors interact and help streamline the trauma-informed services to young men of color and their families. Suggestions for a conference in the future would be to break the conference down into 2 days instead of 1 long day, the conference was held from 8Am-5Pm which made for a very tiring day. Adding some youth experience panelists along the way after each segment of the conference could increase the impact on the attendees. For example, after the opening statements give one youth the opportunity to share their story. Then again after the guest speaker and so on. This could be more effective because the youth voice would be heard throughout the day. Continuing the Youth Experience Panel twice a year at other community events, or when a follow up conference is created. Most importantly increasing the time the panelists were able to
speak. Giving them each at least 20 minutes to speak will ensure they do not feel rushed. Lastly, including actual youth. As well as creating a space for more interaction between the panelists and the audience which could happen by having them speak earlier in the day and then giving the youth a chance to network throughout the day. The agency feels that the *Youth Experience Panel* was successful because it did address gaps with how the community supports and serves young men of color and their families who have been harmed by violence. Issues that were addressed by the *Youth Experience Panel* were: violence in the home; domestic violence, in the community; gangs and shootings, in schools; with teachers and students, or with peers, interactions with law enforcement, and generational violence. The attendee’s positive reaction to the panelists and wanting to hear more showed that it was necessary to include the youth’s experience to help participants understand the impact of violence and trauma. Most importantly giving the youth a platform to talk about their trauma, healing, and resiliency is healing for the community as a whole. It could inspire other youth to speak out about their experiences and it gives a face to the people that these agencies are working for. It also gave executive level participants that do not often have interactions with youth the opportunity to hear their experiences.

The personal and professional growth that happened for me while working on my capstone project was that I now understand the difference between being efficient and being effective. I find myself in my personal and professional life trying to complete tasks in a very efficient way. I always thought this was a positive way to handle things because I seem to be able to accomplish a lot in a timely manner. What I have realized while doing this capstone project and working with direct clients is that it is very important to be effective and be present when dealing with youth. Just checking off the boxes on the to-do list is fine when you are
dealing with paperwork but it is so much different than working directly with clients. This is an invaluable lesson to learn while I’m in school because if I want to be a good Social Worker I will need to be more effective while being efficient. I’m sure I will spend the rest of my life trying to balance the two.

The broader social significance is that the health of the community depends on the success of all individuals in that community. What I have learned over my academic career is that violence causes trauma, trauma causes stress, and stress is known to cause health disparities. Addressing traumatized individuals at a young age can help stop the perpetual cycle of generational and community violence. Other things that could be done to address the issue of being more trauma-informed and the impacts that trauma has on young men of color and their families is to have more street outreach teams to find out what kind of support the youth need to be supported around their trauma. Another issue to address would be to destigmatize therapy. Because of the stigma attached to seeking therapy it could discourage youth from getting the help that they need.

For future students working on their capstone at United Way of Santa Cruz County my advice would be to book meetings with your mentor well in advance. Look at your assignment due dates then schedule meetings with your mentor so that you can get assistance and feedback from your mentor. I would also suggest to attend as many meetings as possible. These meetings are great opportunities for you to meet people in the community and network.
References


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“Children and Domestic Violence.” Children and Domestic Violence | National Child Traumatic Stress


“How Can We Help Boys and Young Men of Color Heal, Grow, and Thrive?” RWJF, 29 Aug. 2017,


“Violence Prevention.” Centers for Disease Control and Prevention, Centers for Disease Control and Prevention, 23 June 2017,


“What Is Trauma.” The Center for Treatment of Anxiety and Mood Disorders, 4 Oct. 2017,
centerforanxietydisorders.com/what-is-trauma/.
Appendices

Appendix A

- Causes
  - Violence in the home.
  - Bullying in school.
  - Violence in the neighborhood.

- Problem
  - Young men of color face cycles of generational trauma.

- Consequences
  - Perpetuating violence causing unhealthy communities.
Appendix B

Conference Survey
Project Thrive: Trauma-Informed System of Care Conference

Thank you for attending today’s TIS Conference. Please provide us with a little bit of feedback about today’s events before you go.

1. Please mark the sessions you attended today:
   - □ Trauma-Informed Systems 101 Training (Pre-conference; 8:00-11:30)
   - □ Executive Session on Alignment: Trauma Transformed (10:00-11:30)
   - □ Welcome, Overview, Group Activity (12:00-12:30)
   - □ Project Thrive Intro & Panel (12:30 – 1:00)
   - □ Lunch Keynote: Sammy Núñez (1:15-2:00)
   - □ Breakout Sessions (2:15-3:45) …
     - □ Law Enforcement
     - □ Education
     - □ Healthcare
     - □ Community-Based Organizations
     - □ Youth Panel (4:00 -4:45)

2. Which of these sectors do you work in? (select all that apply)
   - □ City government
   - □ County government
   - □ Probation Dept.
   - □ Health Services Agency
   - □ Human Services Dept.
   - □ Law Enforcement/Corrections
   - □ Court system/District Atty.
   - □ Community-based organization(s)
   - □ Health care
   - □ Education
   - □ Youth outreach & support
3. At this moment, how well do you understand what trauma-informed care means?
   - [ ] I understand it very well.
   - [ ] I have a general understanding.
   - [ ] I have a limited grasp of it.
   - [ ] I do not understand what it means.

4. How much did you learn today about trauma-informed systems of care in Santa Cruz County?
   - [ ] Very much
   - [ ] A little
   - [ ] Nothing new

5. Did the youth panel give you a better idea of the impact of trauma on youth and their families?
   - [ ] Yes
   - [ ] No
   - [ ] I did not see the youth panel

6. Is there anything specific that you can say you understand better after attending the conference? If so, please explain:

   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________

7. In the future, how likely are you to try incorporating trauma-informed approaches into your work?
   - [ ] I already do it
   - [ ] I will definitely try
   - [ ] I will probably try
   - [ ] I don’t know
   - [ ] I’m not likely to try
8. Did anything you experienced today lead you to consider new ways of working with other people in the county?
   ■ Yes
   ■ Maybe / Not sure
   ■ No

9. Finally, please tell us if you have any suggestions for how the various organizations and offices represented at this conference could improve their collaboration?

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

Thank you very much for completing this form and for attending today’s conference!
Appendix C

Project Thrive: TIS Conference Survey Results

*N=100 surveys, collected at end of conference.*

Number of People Who Attended Each Session
What jobs/sectors did attendees represent?

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBOs</td>
<td>28</td>
</tr>
<tr>
<td>Education</td>
<td>25</td>
</tr>
<tr>
<td>Youth Outreach &amp; Support</td>
<td>17</td>
</tr>
<tr>
<td>Health Care</td>
<td>16</td>
</tr>
<tr>
<td>Health Services Agency</td>
<td>12</td>
</tr>
<tr>
<td>County Govt.</td>
<td>10</td>
</tr>
<tr>
<td>Other*</td>
<td>8</td>
</tr>
<tr>
<td>Court system/DA</td>
<td>5</td>
</tr>
<tr>
<td>Probation Dept.</td>
<td>4</td>
</tr>
<tr>
<td>Law Enforcement/Corrections</td>
<td>3</td>
</tr>
<tr>
<td>Human Services Agency</td>
<td>3</td>
</tr>
<tr>
<td>City Govt.</td>
<td>2</td>
</tr>
</tbody>
</table>

Note: Categories not mutually exclusive.

*Write-ins: ‘youth, domestic violence, community agency,’ ‘Youth employment program,’ ‘Youth employment center/services,’ ‘University,’ ‘Research,’ ‘PVPSA,’ ‘non-profit.’

CONFERENCE FEEDBACK

Q3 - At this moment, how well do you understand what trauma-informed care means?

- I understand it very well – 64%
- I have a general understanding – 35%
- I have a limited grasp of it – 0%
- I do not understand what it means – 1%

Q4 - How much did you learn today about trauma-informed systems of care in Santa Cruz County?

- Very much – 68%
- A little – 31%
- Nothing new – 1%

Q5 - Did the youth panel give you a better idea of the impact of trauma on youth and their families?

- Yes – 82%
Q7 - In the future, how likely are you to try incorporating trauma-informed approaches into your work?

- I already do it – 68%
- I will definitely try – 30%
- I will probably try – 2%
- I don’t know – 0%
- I’m not likely to try – 0%

Q8 - Did anything you experienced today lead you to consider new ways of working with other people in the county?

- Yes – 83%
- Maybe / Not sure – 14%
- No – 3%

Open Ended Comments

Is there anything specific that you can say you understand better after attending the conference? If so, please explain:

On History…

- The generational effects of trauma. Historical effects.
- Youth experience and generational and historical trauma.
- "Five minutes for your time can save someone's life". Generational and historical impact of trauma.
- Familial trauma and historical oppression
- The generational effects of trauma. Historical effects.

On Law Enforcement…

- The law enforcement panel was outstanding. Great presenter who helped to build capacity towards LEOS
- Trauma informed training police officers vicarious trauma
• Yes, that we all have trauma and more so, our law enforcement need to be on top of the own self care because of it.
• Point of view of law enforcement and how their trauma affects their job performance.
• Trauma informed training police officers vicarious trauma

OTHER COMMENTS...

• Individuals who feel powerless and voiceless gets misinterpreted as anger and is addressed inappropriately in systems which perpetuates and feeds the cycle of trauma.
• Personal stories of trauma from Latinos perspective.
• What a trauma informed system should look like, a youth perspective.
• I have an improved understanding on what trauma informed care is and how it can benefit both service providers and clients alike.
• Happens when all parties are on board. Admin, teachers, counselors, students, board members, etc. we need more communication to make TIC work.
• A few specific trauma-informed practices and a better understanding of what those who’ve experienced trauma go through.
• I went to the healthcare session and I was able to learn about how trauma affects young boys. It was pretty intense and very sad. But change is uncomfortable.
• Cultural humility vs. competency and the importance of maintaining lifelong openness and curiosity.
• Trauma manifests in many facets throughout our society and as service providers we must deal with our own trauma before helping out our community.
• Some specific tools around working through high emotion situations with traumatized people.
• Real, lived experiences of trauma- key concepts of the trauma informed model.
• Its not about what’s wrong with people, but what happens also about "healthy helpers” and secondary/vicarious traumas.
• Trauma, as diverse as it is, comes down to the same thing, pain.
• Its refreshing to see so many in attendance.
• How important it is to assess for trauma (give ACE questionnair or CANS) at the Health Centers and/or schools to be able to help those traumatized accurately. That evidence based practices are not the only answer. We need to incorporate and support practice based evidence approaches.
• Project data : Thrive and Fuerte
• I really appreciated the experience and ability to articulate wisdom of the Executive session panel. The importance of leadership slowing down, being thoughtful and intentionally trauma-informed with staff as well as with external services.
• We can't forget about trauma in the community and still keep on helping.
• The breakout sessions were very helpful. I learned about programs I can implement in my school.
• Community dynamic and interplay outside my own work realm.
• As a teacher, what can I do to better support my students.
• Hearing the youth panels traumatic stories was very powerful.
• Yes, experience
• Personal stories of trauma from Latinos perspective.
• Implementation of trauma informed care in agencies. Impact on youth in the community and how to support them.
• A renewed inspiration and connection to the county at large work on trauma. Not enough focus on young men of color, however.
• A few specific trauma-informed practices and a better understanding of what those who've experienced trauma go through.
• Activities in SC county to address trauma and provide trauma-informed services.
• The uncertainty of turning [illegible] life around the [illegible] nature of the process
• We cannot positively influence trauma that black and latino boys experience unless we work to change our systems- organizationally, socially and environmentally.
• I have a bit deeper understanding of the efforts underway at the county level.
• Youth panel should have been first. Damn it that so many people left.
• The passion and commitment of our community to this cause. Its contagious and inspirational.
• The importance of organizational trauma informed care. Emotional intelligence.
• better understanding of the LE trauma, also better understanding of how long trauma can linger.
• Trauma effects
• Everything is good.
• Received a better understanding that these community issues require community solutions.
• It is important as service providers to heal ourselves and take care of ourselves.
• Yes, having a better understanding on how to support our youth to stay in our program as well as understanding the gaps and strategies on how to improve those gaps.
• History and players involved in project thrive.
• That many, many people experience trauma TIF could be well considered a good habit-of-mind.
• Understand that racism, sytemic racism are also traumatic and need to be included in trauma-informed system of care.
• I was unaware of how many services are in place to support this problem.
• Keynote was fantastic!
• I like the trauma-informed system of care 101 training. Excellent!
• Behavior of youth can/is related to trauma.
• Trauma-informed versus healing organization.
• I am convinced that our next steps need to center on providing care opportunities for our staff.
• That our community gets systems of transformation takes time and effort.
• When creating a trauma informed school, it is important to start with staff before trying to implement strategies with students.
• The imperative of beginning within oneself and one's organizations, THEN the wider community.
• Understanding that trauma can be perpetrated with "small" behavior attitudes.
• Deep effects of historical trauma.
• That we're not listening to our youth. Enough or know them for that matter.
• Awesome!

Finally, please tell us if you have any suggestions for how the various organizations and offices represented at this conference could improve their collaboration?

Here are the most specific suggestions...

• Possibly include self-care for staff on how to deal with vicarious trauma. Overall very great program, very informative. Thank you all for the hard work.
• Reach out to districts and administrators, at least one representative to attend.
• I wish students could have heard these stories. Please come out to Renaissance High School to share.
• Bring back Nixle alerts to at least alert school officials and probation about incidents that would affect their staff, clients and students.
• Stay in communication via some kind of network- a project thrive newsletter or a ravamping of the SC trauma consortium?
• Having smaller trainings with certain agencies within the community.
• Working more collaboratively with community based organizations outside systems to get community members to the table.
• ALL employees need to be educated including office staff. They are the first people to see the people we serve.
• We could have regular check-ins across agencies to discuss, not only what we collaborate on, but also other projects and programs.
• I hope to see law enforcement officials more present in the next conference/community meetings. I would like to have them get to know more youth. Please have youth panel in the morning.
• I- Perhaps another half day session to follow upon the segments today. 2- Ask each group in attendance to follow up (illegible) within their own group in a structured way. 3- Ask each group who has had trauma informed services training for their organizations to designate 2 people to serve as TIS reps and then bring those reps together for continued training and suggestions on how to keep TIS alive and in the forefront of what we do.
• Send e-mail newsletter.
• Let’s look at how to change systems that retraumatize. Support health centers to assess ACEs and have data to get funding to offer services that are supportive and work on preventing trauma in the first place. We change what we measure. If we are too scared to ask, we won't have the courage to create change.
• Perhaps a best practice sharing between agencies around supporting staff in trauma informed ways!
• Provide more conferences throughout the year.

Other comments…Many have to do with improving the conference…

• I believe we can always improve in this area. There are no uniforms present for the teen panel section. Don’t leave them to the end. Have them go before lunch.
• Each school district (or at least PVUSD and SCCS) should have admins here.
• Provide an opportunity for organizations that are working on their trauma-informed selves to share strategies, challenges, and successes. And resources.
• Get more admin/school principals to attend
• More students attending
• Would have liked to see more principals and school board members at the education workshop.
• Youth present first best part. Please. Leaving to end meant re-traumatized people left abandoned.
• Longer time for youth panel, maybe have it earlier in the day. Their perspective is amazing!
• Youth should talk first! Important to have all groups here. Police in particular to hear from the youth.
• Help me overcome the ignorance of the District office, to provide a safe space for students to learn rugby, which can provide them a healthy alternative to getting high and gang-banging after school. Rugby culture > Gang culture and football
• Represent mental health substance abuse issues more.
• Trauma in raising a child limits development in many ways- expand on this.
• Great conference. It would be ideal to have 2 panels instead of 1. Listening to people's stories is powerful.
• Maybe have the youth panel in the beginning, bring youth voice to the table.
• We have too many silos in healthcare in Santa Cruz. We all have the same patients and we never talk as a group about how to serve them.
• The youth should get to go first next time. By the time the youth spoke, many of the people that need to hear the youth THE MOST (LE, judges, managers) had already left.
• Address how white folks can show up in these spaces. More respects, more love for the youth.
• More emphasis on youth voices, it should be the majority of the time if a conference about youth, not just a 45 min. segment at the end. Providers need to step down to allow space for people to tell their story.
• More collaborations with task force. Include more of us? Let’s focus on all of us. We are all traumatized. We all need trauma informed care.
• More personal stories and connections about the presenters. Not only share the work they are doing, but why.
• More intimate venue
• This was great. I hope its an annual event.
• More youth portion forward or intersperse between other sections so more people could have heard them.
• More youth involvement!!!
• People/organizations don't respond well to criticism. What we focus on grows. Lets focus on what is working and incorporate evidence based practices into our practice.
• Put them in a conversation/collaboration rather than separating the workshops.
• Breakout sessions were educational and helpful. On a personal level having keynote speakers, I find very educational, inspiring, and helpful in understanding trauma and knowing the affect it can take in someone's life.
• Perhaps a next step is to offer a platform for organizations here could share their success with being or striving to become healing organizations.
• Hard copies of ppts or at least electronic access during presentation.
• Don’t know the extent of collaboration that exists now.
• This was a terrific conference. Thank you!
• Provide areas for breakout sessions that is sensitive to cross noise.
• Very informative conference. Thank you!
• Make officers story throughout the whole conference. Consult with and integrate youth.
• The only thing I can think of is that cultural competency can be humility instead and set up to have people closer to the county? I think that when I go to conferences its always about awesome stuff- but maybe not possible in SC county.
• Make presentation available online.
• Bring in other community agencies and clinics

OTHER MISC. COMMENTS...

• Wish I could have stayed for the youth panel. Very well organized. Wish I could have attended the whole day.
• Sammy Nunez and Maria Elena e la Garza's passion and stories were my favorite part of the day. So touching, authentic and beautiful.
• I was horrified by the graffiti that someone wrote on the large pad of paper in the Law enforcement breakout room: "The police are our trauma. They shed blood and separate our families" I think someone at the conference should have addressed it. (in the full room, where the perpetrator was more likely to be)."
• Great experience, thank you!
• CBO breakout session: too much text not brainstorm no brainstorms or relying on us tap into our own wisdom/ideas to brainstorm CBO's. Retain mindfulness, increase space for participant voices and questions. Need to shift our legal system-so much fear to assess for trauma because so much fears around being liable.
• Amazing speakers, moving, impactful, thought-provoking. Thank you.
• [youth panel] best part of the day! Wish more people stayed.
Appendix D

Dear [Panelists],

Project Thrive would like to acknowledge your valuable participation on the *Youth Experience Panel: Trauma, Resiliency & Healing* at the Trauma-Informed System of Care Conference on October 4, 2017.

The Criminal Justice Council’s Youth Violence Prevention Task Force initiation Project Thrive of Santa Cruz County created the Trauma-Informed System of Care Conference in collaboration with Applied Survey Research, Community Action Board of Santa Cruz County, Santa Cruz Mental Health, Santa Cruz County Probation, and United Way of Santa Cruz. The goal of the conference was to build the capacity of the various sectors of service providers in Santa Cruz County to understand and address the unique needs of young men of color and their families who are survivors of violence by providing coordinated trauma-informed services.

The Youth Experience Panel specifically focused on trauma, resiliency, and healing. There were 177 attendees representing over 50 organizations and agencies. The aspiration was to shift our systems towards being trauma-informed and to promote healing and resiliency. Your contributions to the conference were invaluable in helping the attendees understand the impacts of trauma on young men of color and their families.

We recognize the fortitude it takes to re-visit traumatic events and you have shown true resiliency. We wish you much success in all your future endeavors.

Sincerely,

Project Thrive Leadership Team
# Project Activities

<table>
<thead>
<tr>
<th>Activities</th>
<th>Timeline</th>
<th>Deliverable</th>
<th>Estimated completion dates</th>
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<tbody>
<tr>
<td>Reach out to youth</td>
<td>August</td>
<td>Contact with youth</td>
<td>October 1st</td>
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<tr>
<td>Coach panelists</td>
<td>August-October</td>
<td>Leading panelists to constructive communication</td>
<td>October 1st</td>
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<tr>
<td>Co-facilitate panel</td>
<td>October</td>
<td>Collaboration</td>
<td>October 4&lt;sup&gt;th&lt;/sup&gt;</td>
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<tr>
<td>Debrief with panelists and Unite Way staff</td>
<td>October</td>
<td>Feedback to United Way Staff</td>
<td>October 4&lt;sup&gt;th&lt;/sup&gt;</td>
</tr>
<tr>
<td>Email panelists to follow up</td>
<td>October</td>
<td>Feedback to United Way Staff</td>
<td>October 11&lt;sup&gt;th&lt;/sup&gt;</td>
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<tr>
<td>Data Collection</td>
<td>October-November</td>
<td>Surveys collected</td>
<td>November 1&lt;sup&gt;st&lt;/sup&gt;</td>
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<tr>
<td>Go over findings</td>
<td>November</td>
<td>Survey findings</td>
<td>November 15&lt;sup&gt;th&lt;/sup&gt;</td>
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<tr>
<td>Meet with Project Thrive Leadership team to debrief</td>
<td>November-December</td>
<td>Collaboration, feedback, strategic planning for future projects.</td>
<td>December 8&lt;sup&gt;th&lt;/sup&gt;</td>
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