

Introduction to Healing Centered Restorative Engagement

Dr. Tracy S. Hall & Dr. Jessica K. Camp

May 26, 2022



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- **Live captions** available in the panel by clicking on the “**CC**” at the bottom of the screen
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Chat



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Q&A



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One week after the webinar, all attendees receive an email with:

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- Link to the [Collaborative Mentoring Webinar Series webpage](#), where all slides, recordings and resources are posted

Please help us out by answering survey questions at the end of the webinar.

Today's Webinar

- Introduction to the Presenters
- What is Healing Centered Restorative Engagement?
- How does HCRE differ from trauma-informed care?
- What are the priorities of HCRE interventions?
- How do we implement HCRE practices?

Facilitator Info

David R. Martus



Over twenty 25 years of leadership experience in positive youth development programming and currently the Director of Youth Initiatives for the Michigan Community Service Commission and MENTOR Michigan.

Presenter Info

Dr. Tracy S. Hall, Ph.D., MPA



Professional

- 20 years in Washington, DC-based legislative, executive branch, and government relations public service.
- 10 years in Greater Detroit human services and workforce development.
- 10 years as UM-Dearborn faculty member and academic administrator.
- 5+ years developing Healing Centered Restorative Engagement via work with Detroit's "Opportunity Youth"

Personal

- Multi-racial family.
- Decades of coaching and mentoring experience.
- Passion for creating: theoretical and practical alternative administrative practices; pathways out of poverty; and connecting people to opportunity!

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Presenter Info



**Dr. Jess K. Camp,
Ph.D., LMSW, CAADC, ACTP-E**

Professional

- 20+ Years in Social Work in Wayne County
- Started as an Adult Mental Health and Substance Use recovery therapist in CMH
- Committed to improving inclusion and equity in employment and higher education.
- Poverty researcher examining intersecting inequities by race, gender, and disability.

Personal

- Survivor of complex childhood trauma.
- Mental health recovery.
- Family hx of mental health disorders.

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Q & A

Don't wait until the end.....

**We invite you to ask questions
throughout our presentation!**

Moving to HCRE

Traditional

What's wrong with this person/ community?

Trauma-Informed Approach

- What happened to this person/ community?

Healing Centered Engagement Approach

- What's right with this person/ community?

HCRE

- How can what's right be used to heal/ restore the person or community from what happened?

Trauma-Informed Care Limitations

Trauma-Informed Care Model

- **Reactive**- Intervention provided by specialists or clinical programs and “experts”.
- **Time-limited** and targeted to “at-risk” youth or problematic behavior.
- **Problem**- identification is key
- Numb vulnerability, armor up
- Diagnose shame, de-personify through labels

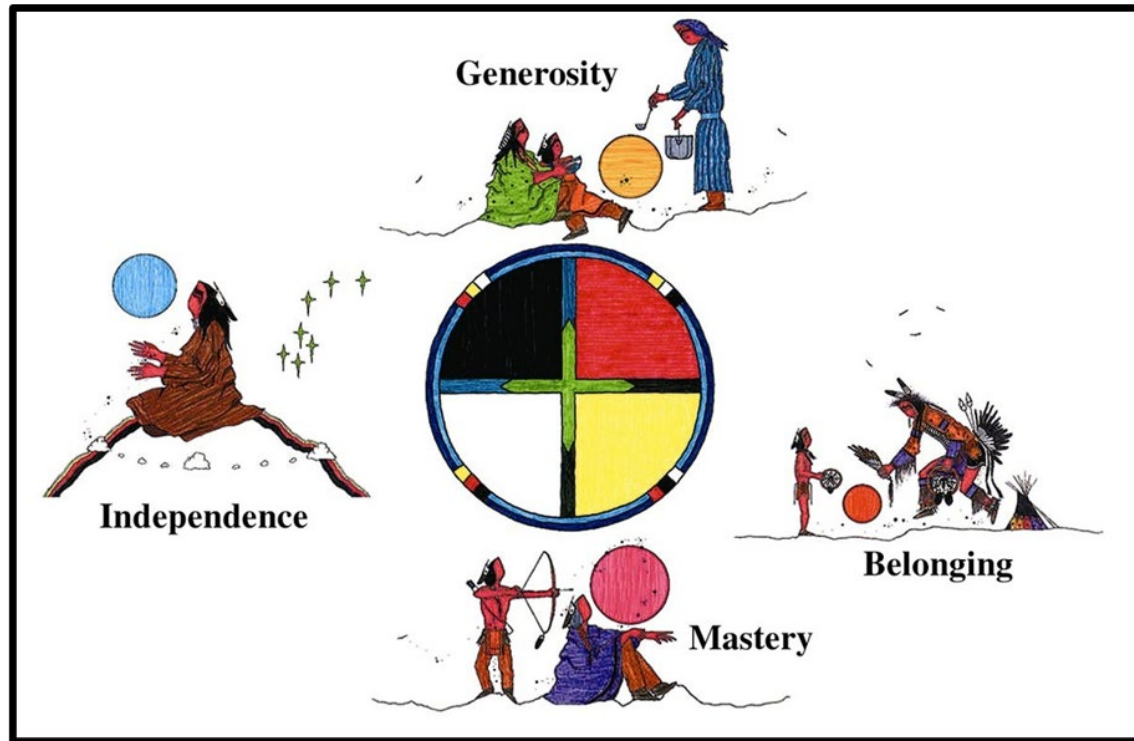
Healing Centered Restorative Engagement Model

- **Proactive**- Community and systemic approaches- Interventions provided by everyone.
- **Unlimited for service duration**, a part of how we do things.
- **Strengths**- identification is key.
- Encourage vulnerability, de-armor
- Deconstruct shame through creating belonging, re-personalizing by building relationship, story telling

Vicious Cycle

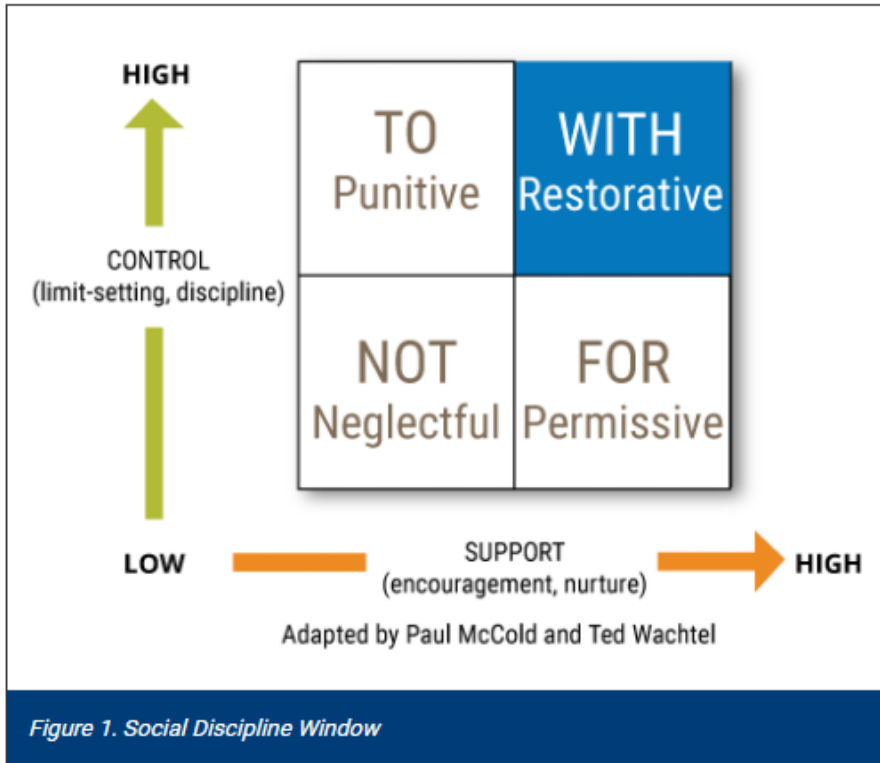


Independence/ Interdependence



Brendtro, L.K., Brokenleg, M., Van Bockern, S. (2013). The circle of courage: Developing resilience and capacity in youth.
<https://files.eric.ed.gov/fulltext/EJ1301374.pdf>

Connection Before Content



*“Human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things **WITH** them, rather than **TO** them or **FOR** them.”*

Ted Wachtel, IIRP

Wachtel, T. (2016) Defining Restorative. <https://www.iirp.edu/defining-restorative/social-discipline-window>.

Trauma Reaction

Re-experiencing

Flashbacks
Intrusive Thoughts
Frequent Distraction
Traumatic Dreams
Sleep Problems
Physical Complaints

Avoidance

Dissociating
Depressed
Diminished Engagement
Numbing
Substance use
Self harm
Eating Disorders

Negative Cognitions & Moods

Distorted sense of self
Estrangement to others
Diminished Interest
Depression
Blames Self or Others

Arousal

Cognitive Dysfunction
Aggression/Violence
Hyperactivity

Alternative Administrative Practices - Theory

Traditional Perspective	Alternative Perspective
relationships are transactional/instrumental	relationships are transformational
hierarchical; autocratic; top-down; either/or	collaborative, iterative, shared, both/and
leader knows all	every position carries knowledge
masculine and privileged – typically white male	anyone/everyone can lead
action is linear, expert	action is tentative, pragmatic, practical, experimental
win/lose; there is a right way – pursue it	win/win; there are multiple ways; take pragmatic action
people are given explicit roles and act or perform according to them	a common understanding, based on caring and shared life ways, is the basis of the social group
a mentor <u>judges</u> actions and corrects inappropriate behavior	a mentor coaches, facilitates, coordinates, persuades and encourages, and suggests other approaches
power-over & control-oriented; information withholding	power-with; transparency; openness

HCRE in Action

Self- Care

- Understand personal experiences and reactions
- Understand personal resiliencies and strengths
- Develop healthy and healing responses.
- Model strong self-care for others

Start with Strengths

- Discover the strengths and skills of youth
- Increase capacity of strengths
- Find adjacent strengths that can be developed

Community and Relationship

- Relationship first, metrics second
- Set for community and shared values
- Connect with connectors
- Lower barriers to participation

Time for Reflection

- Critical Reflection
- What, Now What, So What?
- What, How, Why?
- Mindfulness
- Gratefulness
- Dreaming/ Future Thinking
- Extreme creativity

Alternative Administrative Practices – How To

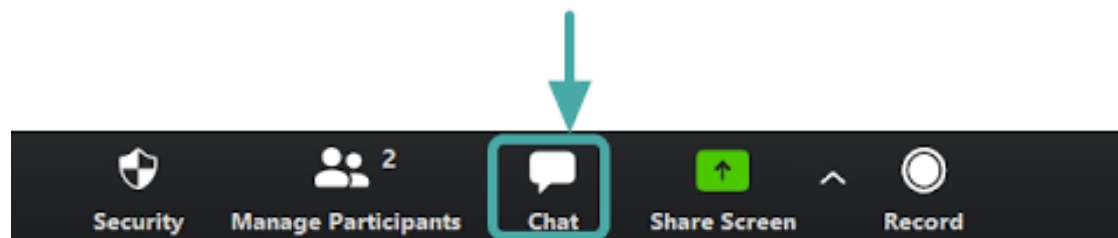
How can we engage in alternative practices when we work with mentors and mentees?

- Meet them “where they are” – prioritize relationship and connection with them – they won’t want to disappoint you.
- Collaboratively goal set with youth rather than tell them what to do.
- Show interest in what matters to them – encourage voice and choice whenever possible!
- Encourage self-care, e.g., meditation, plenty of sleep, digital fasts, breathing deeply.
- Give them specific objectives, not tasks – then get out of the way!
- Do what you say you’re going to do.
- Don’t do “to” or “for” someone, but instead “with”, e.g., set plans *with them*.
- Treat mentees as peers/partners from the beginning.
- Be open, candid, and willing to change/grow – your mentees may have a better way of accomplishing something – actively listen to them!
- If you see signs of secondary trauma in your mentors, e.g., emotional overwhelm, address it directly – naming it can be the most important step toward healing and retention.
- Don’t waste a mentor’s time – be prepared.
- Mentors want to know that their work is meaningful and appreciated – you can never say thank you enough!
- We can’t say it enough: Build relationship BEFORE you focus on Content!

Take Away

What is one thing you can do in the next week for yourself, for your mentees, or for fellow mentors to reduce the impact of toxic stress or trauma?

Please share in the chat!



Resources

Ginwright, S. (2018). The future of healing: Shifting from trauma-informed care to healing-centered engagement. Retrieved from <https://ginwright.medium.com/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c>. (Links to an external site.)

Harden, T., Kenemore, T., Mann, K., Edwards, M., List, C. & Martinson, K.J. (2015). The Truth N' Trauma Project: Addressing community violence through a youth-led, trauma-informed and restorative framework. *Journal of Child and Adolescent Social Work*, 32, 65-79. DOI: 10.1007/s10560-014-0366-0 (Links to an external site.)

Substance Abuse and Mental Health Services Administration (2014) *Trauma-Informed Care in Behavioral Health Services TIP 57*. Retrieved from <https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4816.pdf>. (Links to an external site.)

Wachtel, T. (2016) Defining restorative: Overview. Retrieved from <https://www.iirp.edu/defining-restorative/overview> (Links to an external site.)

Walkley, M., & Cox, L., (2013). Building trauma-informed schools and communities. *Children & Schools*, 35(2), 123-126. Retrieved from <https://www.evidencebasedmentoring.org/trauma-informed-care-implications-for-mentoring/>.

Resources

The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma

By Bessel van der Kolk, MD

Guiding Adolescents to Use Healthy Strategies to Manage Stress

By Kenneth R Ginsburg, MD, MS Ed

Creating a Resilient Community

By the Peace and Justice Institute at Valencia College

Employing Equity-Minded & Culturally-Affirming Teaching Practices

By Center for Organizational Responsibility and Advancement (CORA)

Post Traumatic Slave Syndrome: America's Legacy of Enduring Injury and Healing

By Joy DeGruy, PhD, MS, MSW

Hope Matters: 10 teaching strategies to support students and help them continue to learn during this time of uncertainty

By Mays Imad, PhD

Resources

**HCRE Training for Mentors and Volunteers Training
&
HCRE Training for Leaders**



Contact Our Panelists



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Additional Resources

Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here:

<http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector

<https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance

Remember...

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- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

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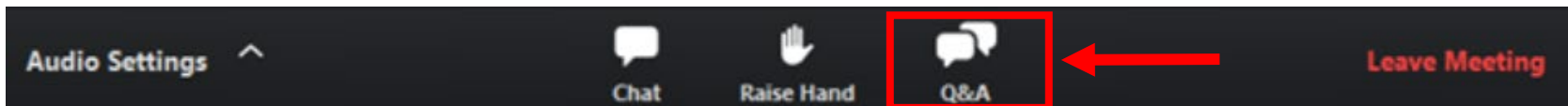


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Q&A

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the Q&A panel**



Join Us Next Month!

Incorporating a strengths-based mindset into
mentor training and program policies

June 16th
1-2:30 PM EST



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