

RESILIENT TENNESSEE



A COLLABORATION BETWEEN **ACE NASHVILLE** AND **UNIVERSITY OF TENNESSEE COLLEGE OF SOCIAL WORK** (UTCSW) TO PROMOTE TRAUMA-INFORMED CARE AS A MEANS OF PREVENTING ADVERSE CHILDHOOD EXPERIENCES (ACEs) AND MITIGATING THEIR IMPACT.

Adverse Childhood Experiences (ACEs) are stressful or traumatic events that disrupt the safe, stable, nurturing environments that children need to thrive. **Why should organizations be interested in ACEs?**

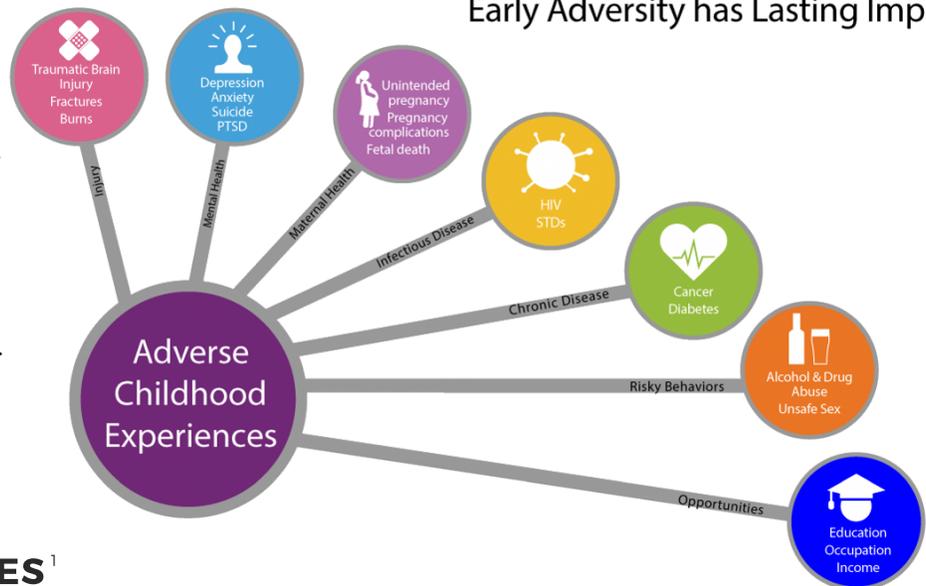


27% OF TENNESSEANS HAVE EXPERIENCED 3 OR MORE ACEs ¹

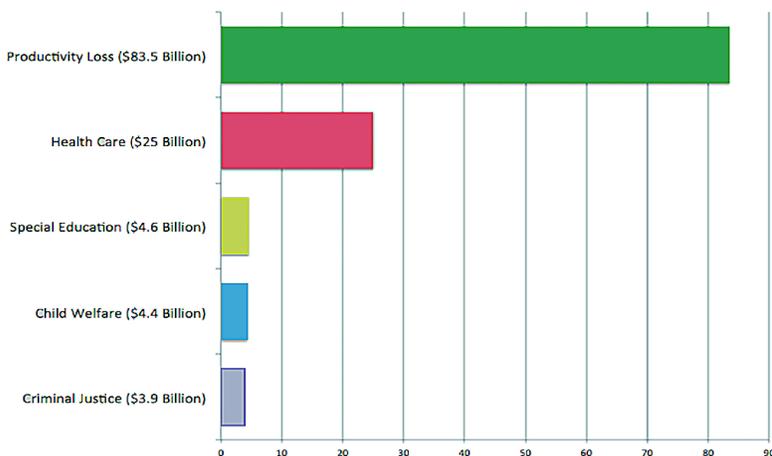
This number includes our clients and employees. 1 in 4 of the people we work with and work around could now be experiencing the adulthood effects of having experienced ACEs. People who have 1 or more ACE have increased risk of:

All these things can then lead to larger costs for our organizations and communities if not addressed. The Center of Disease Control (CDC) has recognized ACEs as a national health problem. As seen in the chart below, ACEs are not just a individuals issue. They are effecting the workforce and costing businesses billions.

Early Adversity has Lasting Impacts ¹



COST OF ACEs



The CDC recommends creating safe, stable, and nurturing relationships and environments (SSNREs) for individuals and communities impacted by ACEs and trauma. As organizations, we can develop SSNREs by creating trauma-informed practices and policies. Doing so will impact both our staff and clients to help prevent ACEs and reduce community conditions that contribute to ACEs.

RESILIENT TENNESSEE'S ROADMAP TO RESILIENCE (R2R)

Roadmap
to Resilience
<http://www.csw.utk.edu/about/trauma/>



The Roadmap to Resilience (R2R) provides organizations with a GPS on their journey to becoming trauma responsive and resilient. The online R2R model synthesizes thousands of pages of research, policy, and practice information into a step by step guide for organizations to follow. The backbone of the R2R is SAMHSA's 4 Rs (Realize, Recognize, Respond, Resist Re-traumatization) of trauma-informed care (shown below). Building on this foundation, the R2R provides the practical tools agencies need to successfully transition to a trauma-informed approach.

By providing 24/7 online access, R2R is poised to create a dramatic shift in the landscape of Tennessee's social service sectors. These changes have the potential to positively impact the quality of life for both staff and the people they serve. The more organizations that adopt a trauma-informed approach, the more children and families will have access to high quality care in their communities.

The R2R is not a collection of static information, it is a dynamic platform designed for robust user engagement by providing a step by step "roadmap" for creating meaningful and sustained organizational change.

Expected Outcomes

- Client and Family Satisfaction²
- Quality of life³
- Workforce Productivity³
- Service Effectiveness (i.e. engagement, retention, & outcomes)²
- Staff Retention³
- Staff Morale³

- Staff Burnout³
- Trauma Symptoms²
- Drug Use Severity²
- Mental Health Symptoms²

Phase 1: Realize

- Create a foundational group of 'champions' to lead
- Increase awareness of ACEs & trauma-informed principles
- Gain knowledge of helpful tips on trauma-responsive cultures and practices

Phase 2: Recognize

- Cultivate buy-in through staff wellness
- Use the Organizational Resilience Assessment to discover areas of growth
- Develop an action plan for identified areas of growth

Phase 3: Respond

- Enact the action plan
- Gain knowledge of empowering communication, leadership & communication styles
- Compare agency policies with the R2R 'policy overlays' as examples

Phase 4: Resilience

- Re-assess using the Organizational Resilience Assessment
- Celebrate successes
- Gain knowledge of resources
- Develop and implement action plan for continuous improvement