

Healing and Empowering All Living With Trauma (HEAL) Trauma RFP Visioning



Presenters:

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CSC Service Goal



Service Goal 2.3 Address the negative impacts of trauma and provide resources to allow those impacted to increase protective factors and increase resiliency.

History of CSC Trauma Services Funding

- Many CSC programs address resiliency and trauma recovery for youth & families (family strengthening, HYT mental health component, MOMS, etc.)
- Following the 2018 MSD tragedy, CSC worked with community partners to create Eagles' Haven
- Not wanting to replicate Eagles' Haven approach without community led visioning, aspirations & strategies in traditionally under-resourced communities
- Building on existing network of CSC community engagement relationships, CPAR and racial equity lens, CSC met with grass tops to begin visioning and gain entry into the communities

Coalition Building

Coalition Building

Reinforcing Resilience Within Community

- CSC staff engaged local nonprofits and city officials to help identify community leaders and key stakeholders well-positioned to inform and support resiliency focused efforts.
- Partnered with Dr. Cirecie West-Olatunji, Director of the Center for Traumatic Stress Research at Xavier University to conduct six conversations with adults and youth who were impacted by gun violence to help center the work around their vision for the future, their lived experiences, and to identify natural supports that increase resiliency.
- Shared findings of Dr. West-Olatunji's Research Report and recommendations with coalition members to ensure that the planned next steps were in alignment with the vision, needs, and priorities they had expressed throughout the process.

Public Education Campaign

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Public Education

Coalition Building

Increasing Awareness and Connectivity with Trusted Media & Influencers

- Leverage longstanding relationships with a wide spectrum of media partners and community members to educate and inform the public about existing local resources and increase usage of grassroots, community-based businesses addressing trauma.
- Use the power of local media to stay connected to and with the community. Strengthen and custom tailor communication and feedback pathways to keep engagement strong and ongoing.
- Work collaboratively with trusted lesser-known, under-resourced, niche media including entrepreneurs and influencers (YouTube, Twitter, Facebook, Instagram, TikTok etc.) who are currently sharing content and news in their local communities.
- Harness the power of current partnerships to provide capacity building opportunities, coaching, technical assistance, and greater access to opportunities for under-resourced and niche media outlets, influencers, and community leaders.
- Co-create ways to evaluate the success of media campaigns and refine efforts.

Organizational Capacity Building

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Organizational Capacity Building

Public Education

Coalition Building

Strengthening Local Nonprofits

- Capacity building funding will seek to remove barriers that inhibit organizational advancement for marginalized, minority-owned, and niche child and family serving businesses.
- Using an emancipatory framework, CSC staff, business leaders, and the community are taking a strength-based approach to identify the existing businesses that make up local resiliency support networks and determine how capacity building funding can enhance culturally responsive services that build resiliency and mitigates the impact of trauma.
- Training in Emancipatory Research techniques, best practices, and technical assistance will be provided to nonprofits awarded the grant, CSC staff, community members, and partners working to support capacity building and resiliency efforts.
- These collaborative efforts will demonstrate the vital role culture-centered and culturally responsive; niche organizations play in our systems of care.
- Emancipatory approach will be used to evaluate the process and outcomes.

HEAL Trauma RFP

Community Mental Health Worker (CMHW) Services

HEAL RFP CMHW Services

Organizational Capacity Building

Public Education

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HEAL Trauma RFP

- Building on the strengths and resiliency of families living in communities overburdened by inequities in resources, racism and trauma, the HEAL Trauma RFP will procure services to create local networks of Community Mental Health Workers (CMHW).
- The CMHW outreach model is a **community engagement strategy** that will increase access and utilization of mental health services in underserved communities.
- CMHWs will be an **integral link** that connects disenfranchised and underserved people to the social service system
- This strength-based model accesses and nurtures **the social capital** inherent in all communities
- Staff presented this model at a recent community meeting and received strong support from the community members

HEAL Trauma RFP: Role of Community Mental Health Worker

- Central role is to be a trusted community member who provides outreach to other community members and links them to services
- Will be recruited from the communities proposed to be served.
- Trusted community member
- Advocates for system change with input from community members
- Minimum qualifications of the CMHW is high school diploma or GED
- 30 hours of training by a Licensed Mental Health Clinician
- 500 hours of work experience under the supervision of a Masters Degreed Clinician
- Coaching provided to assist in passing the State of Florida Certified Community Health Worker Exam.
- Opportunity to be hired by one of the HEAL Trauma awardees or another community agency

HEAL Trauma RFP

Service Model & Community Partnerships

- CMHWs will be working in communities such as Deerfield Beach, Pompano Beach, Fort Lauderdale/Unincorporated Broward, and West Park.
- The awardee agencies will have at minimum one team comprised of a clinician, one lead CMHW and three or four CMHWs.
- The awardee agencies need to have experience providing community-based services.
- The CMHWs will not be providing therapy but may encounter situations where they need the guidance of a clinician.

HEAL Trauma RFP Timeline

April 2021

- Visioning of RFP to Council
- BBHC provides CMHW training

May – July 2021

- CMHWs complete training and begin work experience practicum in June
- HEAL Trauma RFP released in June

Aug – December 2021

- In August HEAL RFP closes
- In September HEAL recommendations to Council
- Services will begin once contracts are negotiated
- Engage as co-equals in emancipatory learning community

January 2022 – End of procurement

- Co-design measures of success
- Community-led advisory boards
- Connect EPAR and measures of success data to policy, system program community transformation

HEAL Trauma RFP Learning Community

Emancipatory Research

HEAL RFP CMHW Services

Organizational Capacity Building

Public Education

Coalition Building

Emancipatory Learning Communities

- Support an **emancipatory learning community** for CMHWs, Clinical Supervisors, and CSC and BBHC staff **to co-develop measures of success** and **ongoing research and feedback loops** to advocate for program, system and policy change and improvement for communities and community members. Awardee Staff will:
 1. Participate in the HEAL Learning Community.
 2. Work with CSC Research & Evaluation Manager (REM) and Program Services Staff to develop measures of success. Success measures will look at individual knowledge, skill, attitude and behavior change, organizational policy and practice change, and system/policy level changes or efforts toward change.
 3. Establish data collection and data analysis methods.

Emancipatory Participatory Action Research

- Evolving from Community to Emancipatory Participatory Action Research (EPAR).
- EPAR will be co-designed with awardees and community members to provide robust, rich feedback and evidence to transform community conditions, policies, mental health system and programs to co-create communities where youth and adults mitigate trauma and rectify inequities.
- Awardee staff will:
 1. Participate as system professional co-researchers.
 2. Identify and compensate community resident co-researchers (ie., parents & youth)
 3. Provide gift cards for residents who participant in ad hoc research activities (e.g., interviews or surveys).
 3. Ensure all co-researchers complete the 2-day REI, 1-day Implicit Bias and 5 days of EPAR workshops

Listening & Acting Together for Community Resiliency

Program Measures of Success

Future Community Driven
Resiliency Initiatives

Emancipatory Research

HEAL RFP CMHW Services

Organizational Capacity Building

Public Education

Coalition Building

Listening & Acting Together for Community Resiliency:
Emancipatory Learning Communities &
Emancipatory Participatory Action Research