

# RELATIONAL HEALING IN THE TIME OF EVIDENCE

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# Reflective Spaces In Reactive Places



# MIRROR AND LANDSCAPE

1/28/2020



# The 4 R'S of a Healing Community



## Recognition:

Historical and Structural Components



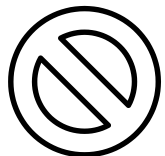
## Repair:

Devastating Impacts through Reflection, Validation and Practice



## Reconcile:

Integrating knowledge about trauma into policies, procedures, and practices



## Renew and Restore

Resist Re-traumatization



**Trauma  
Responsive**

**Trauma  
Informed  
Practices**

**Trauma  
Informed  
Systems**

**Trauma  
Informed**

**Trauma  
Informed  
Communities**

**Secondary  
Trauma**

**ACES**



# BIAS: REFLECTED IN AND REINFORCED BY MEDIA



**AP** Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when

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**RECOMMEND THIS PHOTO** » Recommended Photos  
Recommend It: Average (138 votes)



3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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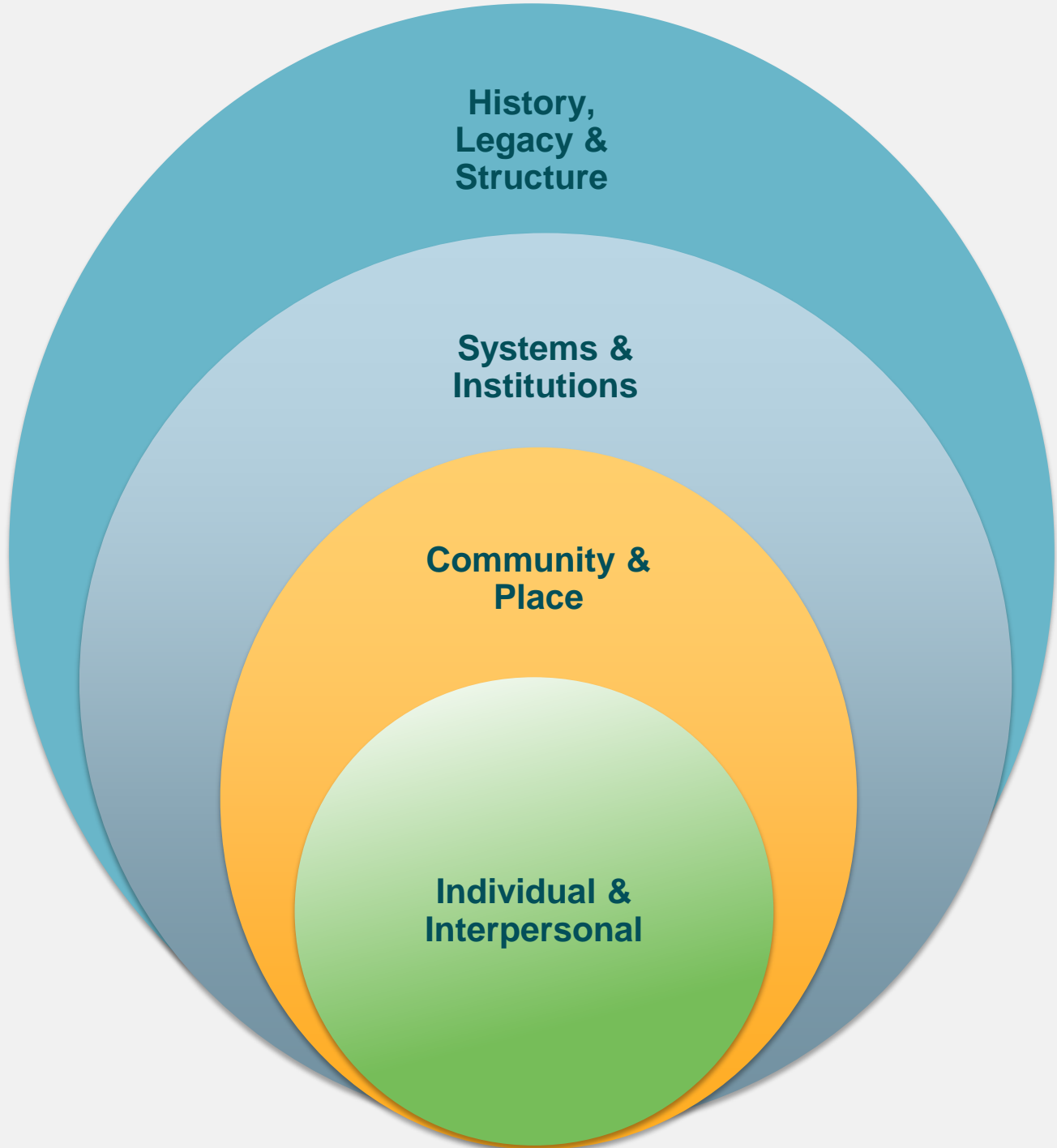
**RECOMMEND THIS PHOTO** » Recommended Photos  
Recommend It: Average (211 votes)



## RELATED

• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

[Hurricanes & Tropical Storms](#)

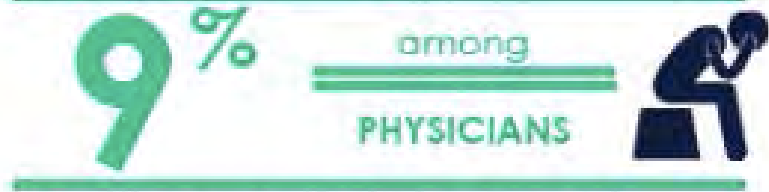


*Trauma is historical, structural, political, intergenerational, interpersonal, and embodied. So, then, must be our healing.*



# WHY IS A TRAUMA-INFORMED APPROACH IMPORTANT TO ME?

Between 2011 and 2014, the prevalence of burnout increased by



while remaining stable in other U.S. workers.  
(Brenner et al. 2015)

35% of hospital nurses have a high degree of emotional exhaustion.  
(McHugh et al. 2011)



Suicide rates among female physicians are



higher than that of other females in the population.

Suicide rates among male physicians are



higher than that of other males in the population.  
(Carter et al. 2019)

Because stress and trauma impact all of us and it's costly

CORPORATIONS

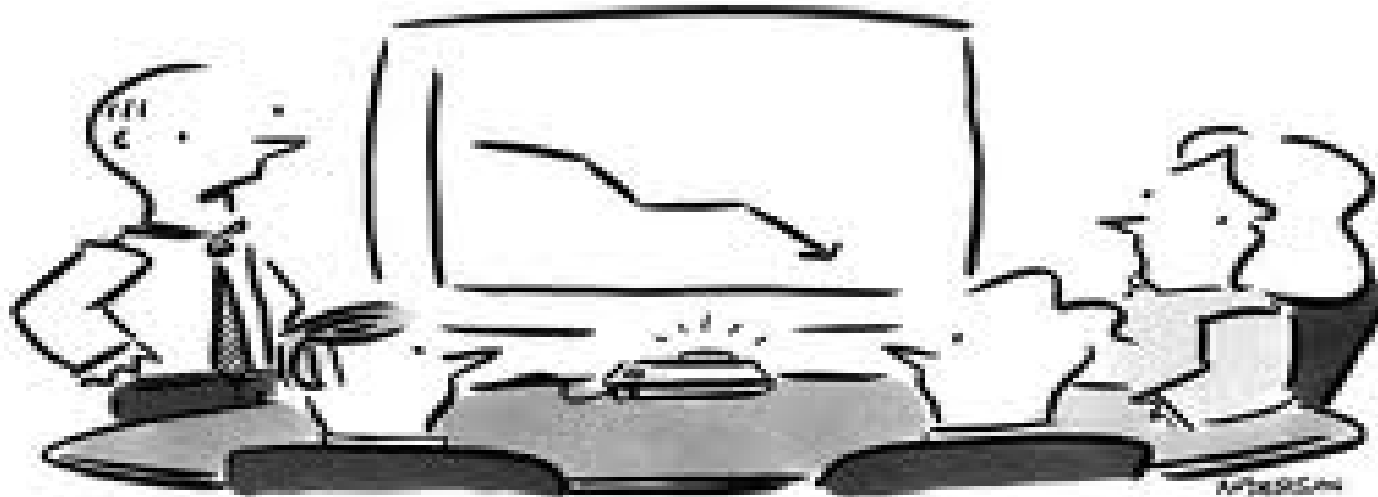
~~We the People~~

more domestic Tranquility, provide for the common  
and our Posterity, do ordain and establish this Constitute

# UNDERSTANDING ORGANIZATIONAL TRAUMA

© MARK ANDERSON

WWW.ANDERSTOONS.COM



"Anyone have any bold initiatives they'd like to unleash?"

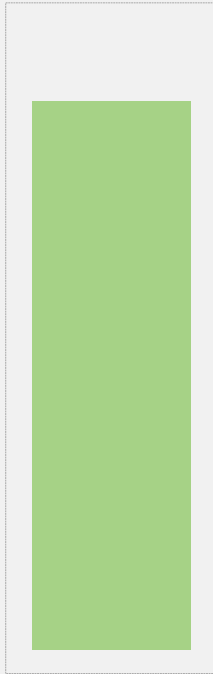
# Organizational Stress



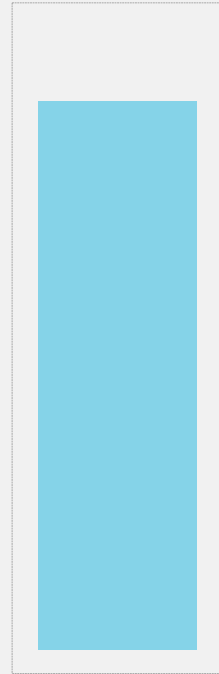
(Bloom & Farragher, 2013)



## CHALLENGE

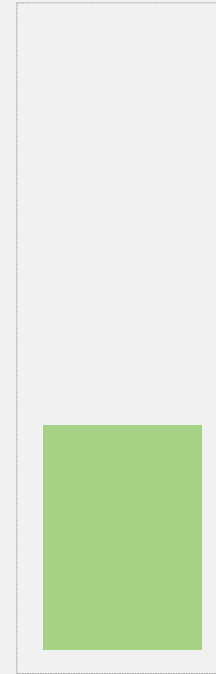


Perceived  
resources

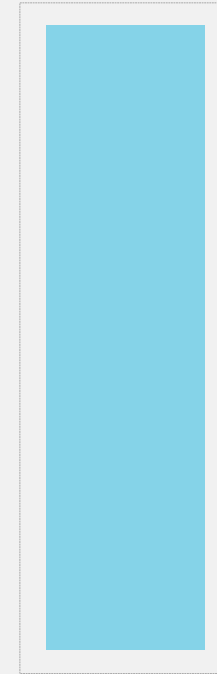


Perceived  
stressor

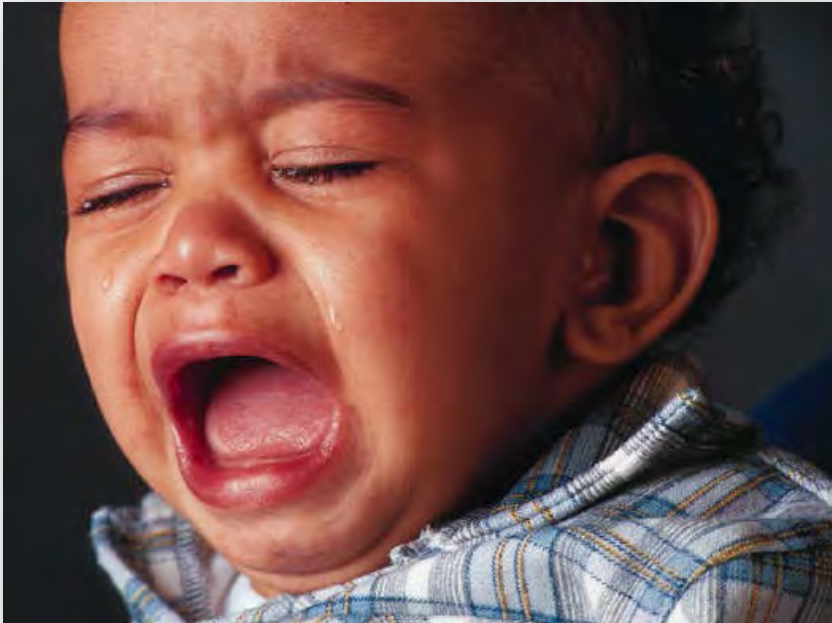
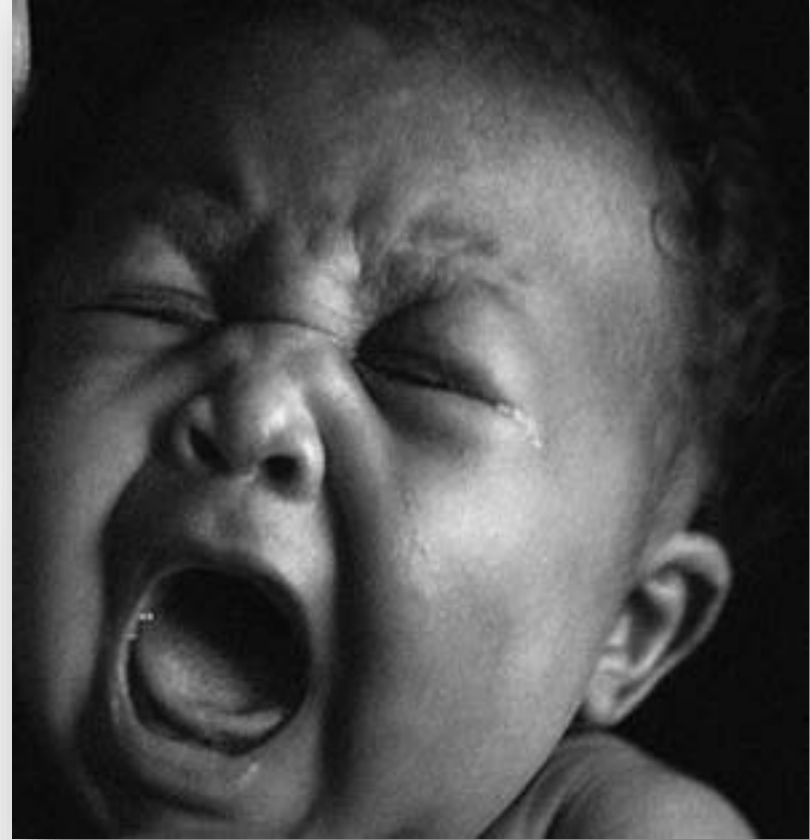
## THREAT



Perceived  
resources



Perceived  
stressor



# ORGANIZATIONAL INSECURITY

- Lack of Basic Safety
- Impoverished Relationships
- Loss of Emotional Management
- Disempowerment
- Fragmentation/Amnesia  
Helplessness
- Systemic Error
- Increased Aggression
- Authoritarianism
- Grief and Loss
- Impaired Cognition
- Loss of Meaning



## What does parallel process and collective disturbance look like?

Clients	Staff	Organization
Feel unsafe	Feel unsafe	Is unsafe
Angry/aggressive	Angry/aggressive	Punitive
Helpless	Helpless	Stuck
Hopeless	Hopeless	<u>Missionless</u>
<u>Hyperaroused</u>	<u>Hyperaroused</u>	Crisis driven
Fragmented	Fragmented	Fragmented
Overwhelmed	Overwhelmed	Overwhelmed
Confused	Confused	Valueless
Depressed	Demoralized	Directionless





It's a Fan!

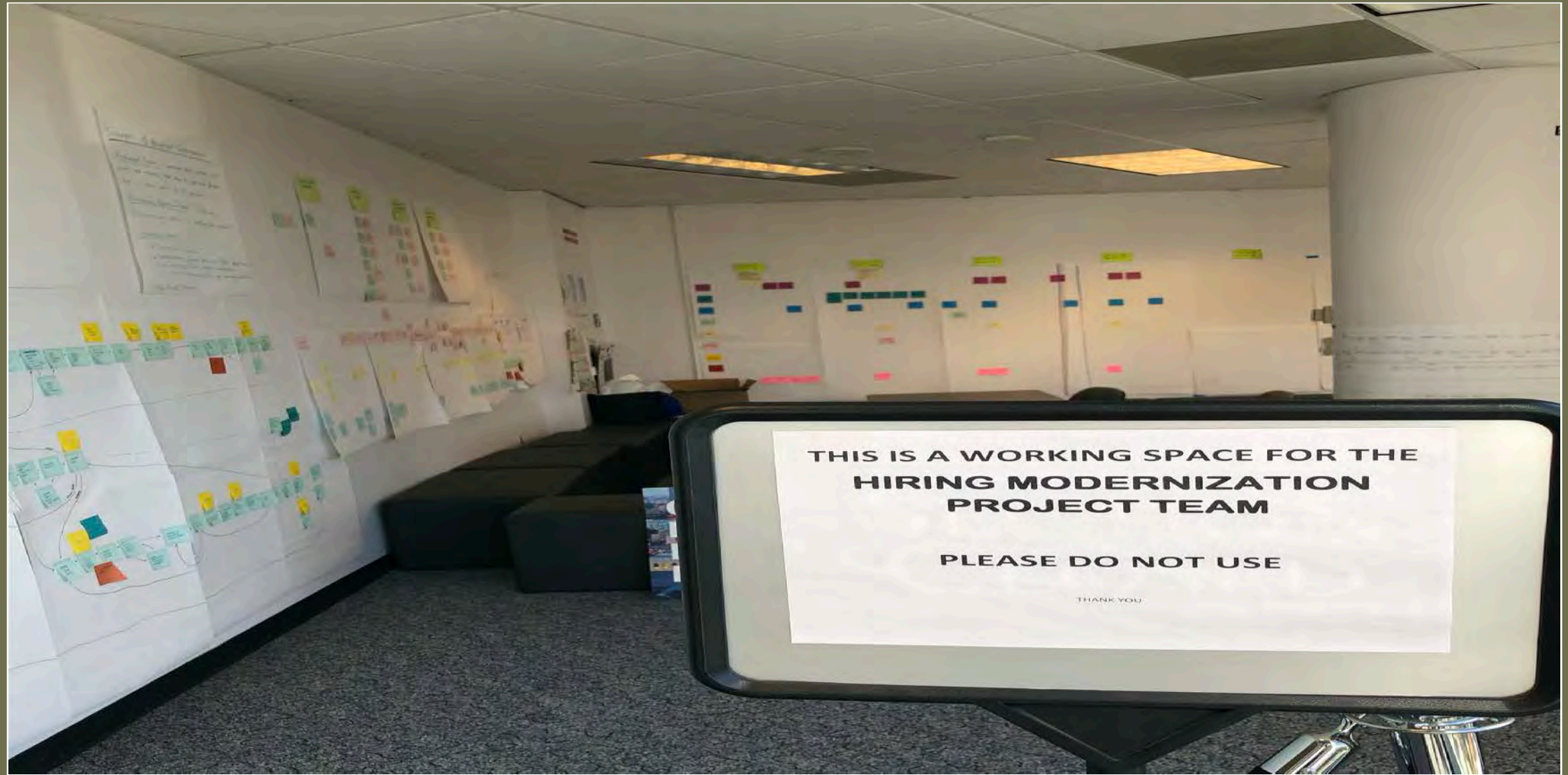
It's a Wall!

It's a Rope!

It's a Tree!

It's a Snake!

It's a Spear!



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# HOW TO WAKE UP A TEENAGER

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*and live to tell about it*



[www.thecorkums.com](http://www.thecorkums.com)

HOW TO MAKE A SCIENTIST'S HEAD EXPLODE:

ANECDOTAL EVIDENCE  
ISN'T VALID.

YES IT IS! I ONCE  
USED AN ANECDOTE AS  
EVIDENCE, AND LATER  
IT TURNED OUT I  
WAS RIGHT!





# Business Review

2014  
101 Practical Purposes of the  
Crisis of Your Strategy  
140 Lessons for Work with  
Intelligent Machines



## Are **METRICS** Undermining Your Business?

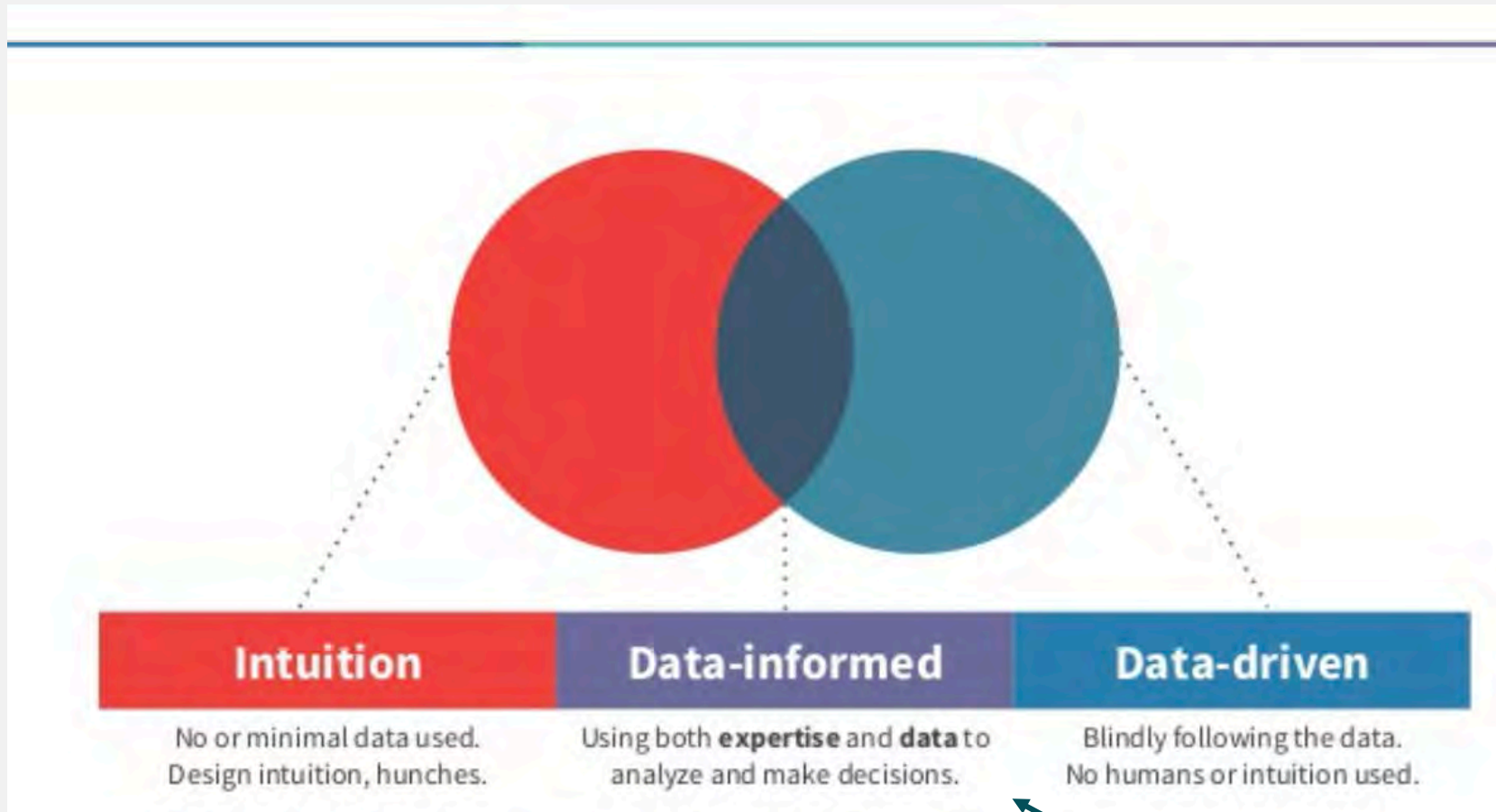
Too many leaders  
confuse numbers  
with strategy.

62



“To be data effective, we must be data reflective.”

-Richie Rubio, PhD



Data-reflective

# SYSTEMS CHANGE

- **First order:**  
*Concrete Behavioral Changes in an individual*
- **Second Order:**  
*Changes in the way a system operates*
- **Third Order:**  
*Societal within a sociocultural lens*



# Transforming Our Community



- Understanding Trauma & Stress
- Cultural Humility & Equity
- Safety & Stability
- Compassion & Dependability
- Collaboration & Empowerment
- Resilience & Recovery



## TRAUMA-REACTIVE

- Fragmented
- Reactive
- No felt safety
- Overwhelmed
- Fear-driven
- Rigid
- Numb

## TRAUMA-INFORMED

- **Resists** re-traumatizing
- **Recognizes** socio-cultural trauma
- **Realizes** widespread impact
- **Recognizes** effects
- **Responds** by shifting practice

## HEALING ORGANIZATION

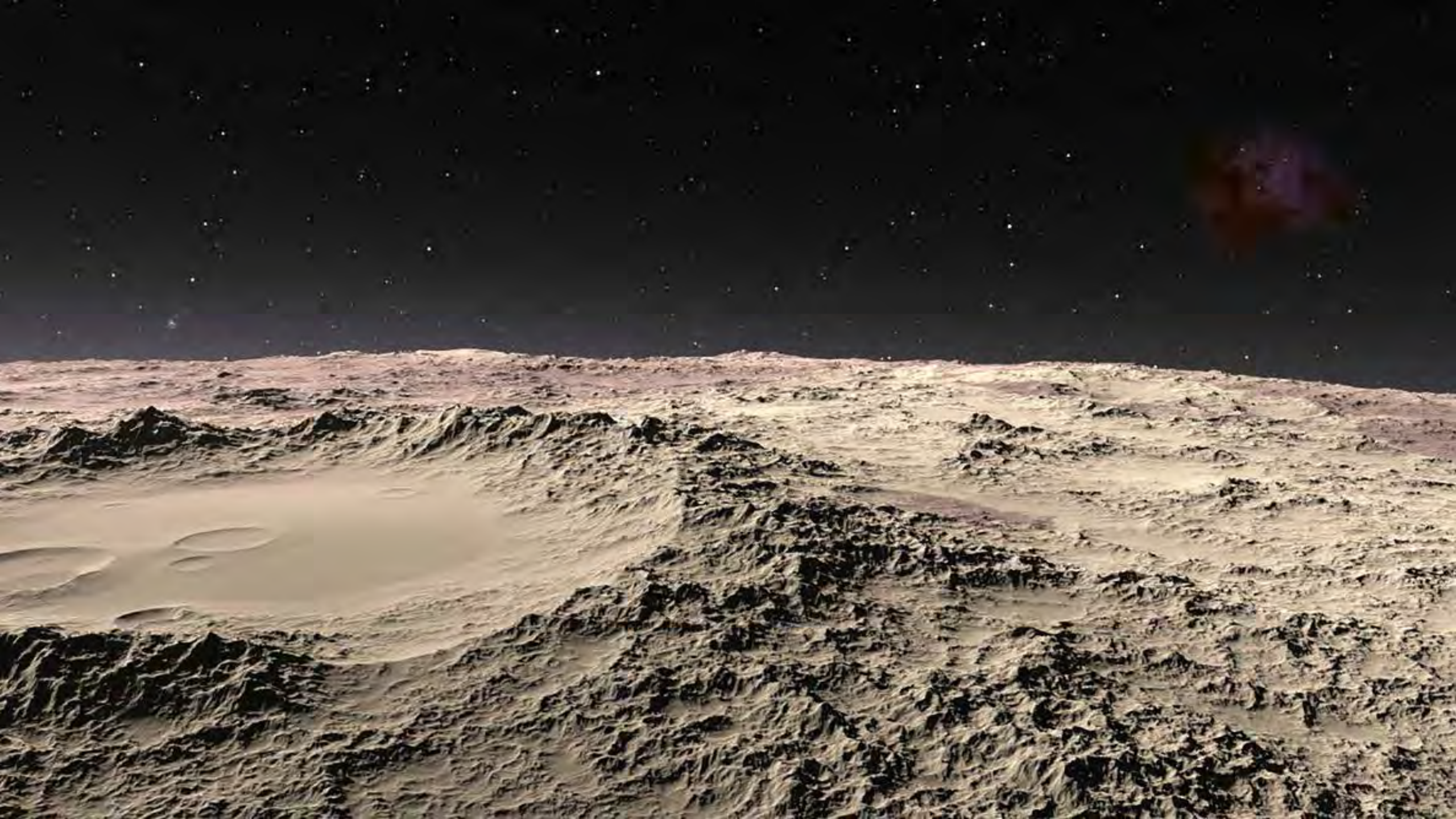
- Integrated
- Reflective
- Collaborative
- Relationship-centered
- Growth and Prevention-Oriented
- Flexible & adaptable
- Equitable & inclusive

TRAUMA INDUCING

TO

TRAUMA REDUCING







# Organizational Resiliencies



(Bloom & Farragher, 2013)

**Practices**

**Cultural humility & Responsiveness**  
*Racial/cultural equity*

**Resilience & Recovery**  
*Mindfulness*

**Collaboration & Empowerment**  
*Participatory Decision Making*

**Compassion & Dependability**  
*Reflective Supervision*

**Trauma Understanding**  
*TIS 101*

**Safety and Stability**  
*SOP Lean*



**Organizational Healing**

**Policy**

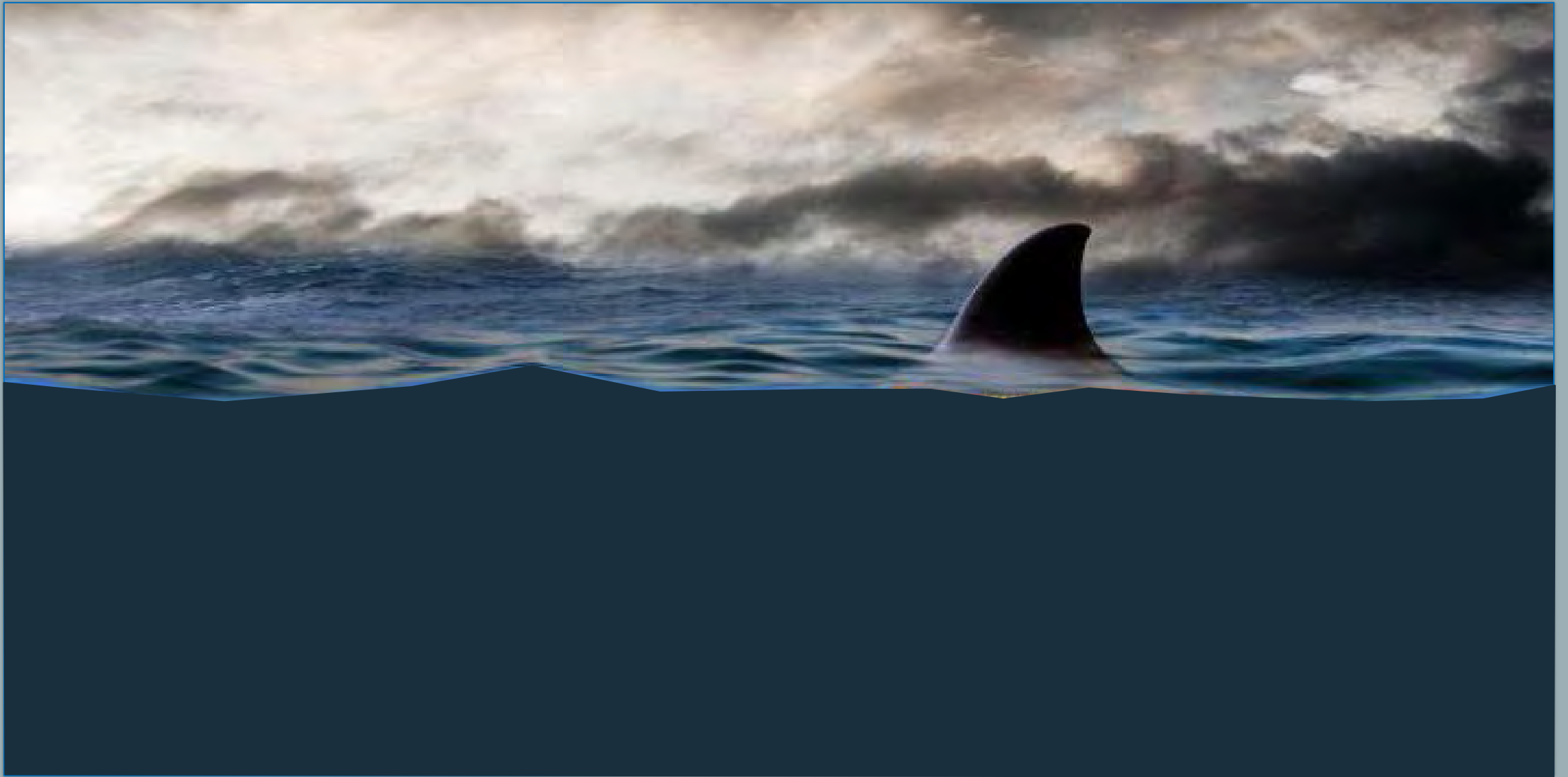
**Evaluation**



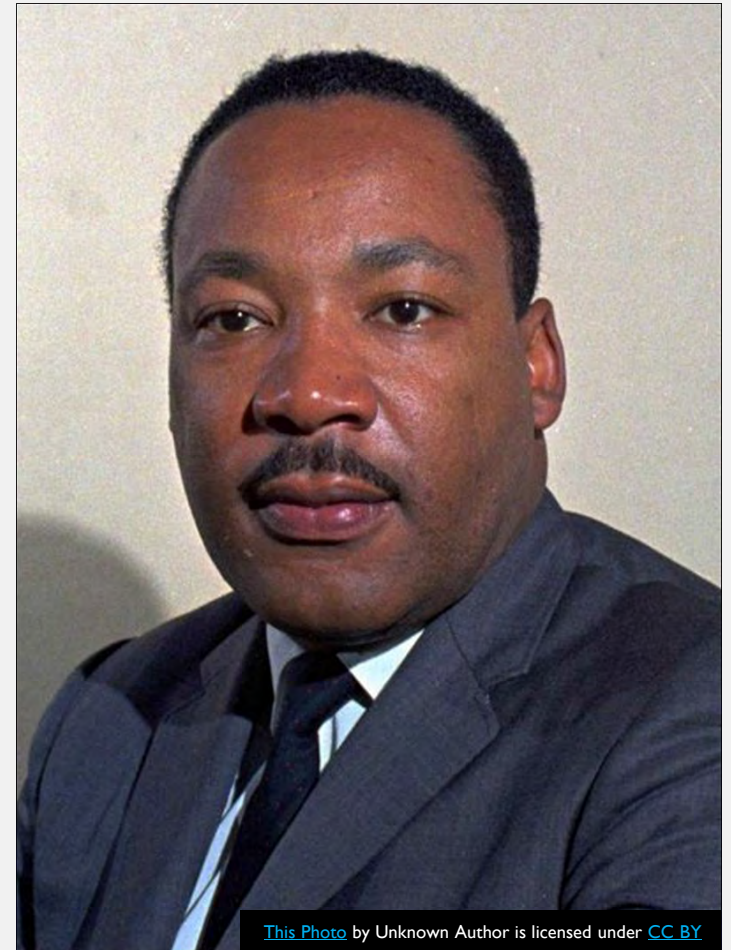
## DEVELOPMENTAL AND RELATIONAL PROGRESS



"I must be growing up. I've caught myself washing my hands without being told to."



“I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, quality and freedom for their spirit. I believe that what self-centered men have torn down, other-centered men can build up.” Martin Luther King



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BREAK  TIME

YouTube [michaeljrcomedy](https://www.youtube.com/michaeljrcomedy)



THANK YOU FOR THE GIFT OF YOUR TIME AND  
LEADING CHANGE