



COURSE CATALOG

2021



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COURSES

Why is a Trauma and Resilience Lens Important? – 1 hour

A recorded program that includes a walk through the trauma informed paradigm shift. This session focuses on CRI's framework for building resilience that has been developed from their 21 years of experience. The session will include the value of using emerging science to inform practices at all levels of an organization.

Safety: Understanding the Threat Response Drive – 1 hour

Explore the development of how our brains are wired to perceive threat. Find out how fear traps us into a sense of loss of control that spirals us out of our human connection system. When we view Love, Trust and Safety as a core concept in human connection, we begin to understand how the four factors of safety (physical, psychological, moral and social) play out.



The Science of Trauma and Resilience: Know It Before You Blow It. – 3 hours

One of the paramount lessons we have learned from the COVID 19 pandemic is the importance of getting the science right. This session focuses on the impact of biology and environment on trauma and resilience. Participants will learn that a better understanding of the science will provide a better understanding of supervisors, co-workers, employees, and clients.

Addressing Trauma: Know your R.O.L.E.S. – 3 hours

Grounded in the latest emerging trauma and resilience science, CRI has developed an engaging set of strategies to address trauma. This training includes evidence-based strategies to move beyond a focus on behavior to an understanding of what drives behavior. These strategies also help individuals begin to put emotional regulation, for ourselves and others, into practice.



Basic Resilience – 3 hours

The workplace presents a different range of stressors to employees. This session describes resilience in the workplace and provides helpful tips about how people can be more resilient at work. It defines exactly what is meant by 'resilience,' describes examples of developing personal resilience, and explores ways to enhance contextual resilience.

Objectives

- Define resilience from a neuroscience lens
- Apply resilience science to known trauma and everyday life.
- Recognizing that resilience is an outcome function of the predicting brain.
- Understanding that resilience is not static and can be developed.
- Learn the difference between individual resilience and resilience in the context of community.



Race and Resilience – 1.5 hours

Resilience is about successfully dealing with whatever life challenges we are confronted with. Racism is, for many, a huge challenge. Current developments in neuroscience suggest that the same strategies that help people overcome a variety of other life challenges, traumas, and crises are also applicable in dealing with racism. This training dives into the factors that can mitigate the harmful effects of racism.



The A.R.T. of the Apology – 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop

Research indicates that positive relationships build resilience that can mitigate trauma and toxic stress. However, conflict in relationships can cause considerable high levels of stress, which is trauma inducing. Learning to apologize, in ways that honor the science of trauma and resilience, can be a powerful tool for anyone. A well-constructed, authentic apology can mend

relationships, save jobs, and even

overcome unconscious bias. This session

will identify the three essential elements of any effective apology. The session will also give you a general understanding of how the process of apologizing works in various situations.

Restoring Trust – 1-hour Overview, 3-hour Micro Lesson, or 6-hour Workshop

Broken trust has been a hidden barrier that has kept all of us from healing from past wounds. For individuals and groups to build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity, we must heal from broken trust. In this presentation, participants



will learn strategies to foster resilience within a family, organization, or community when trust has been fractured. These strategies will lead to deeper intergenerational and diverse community relationships that better reflect our common humanity.

Beyond Behavior: Be Curious, Not Furious – 2 hours

The struggle in helping individuals manage their behavior better is to understand why they are doing what they are doing. It's easy to become angry when individuals begin to exhibit acting-out behavior. We jump to conclusions and assume they are angry, defiant or hostile. But in many cases disruptive, even explosive behavior stems from a lack of skills that may not be apparent to parents, teachers, or employers. While challenging individuals let us know they're struggling through some fairly common defensive and offensive behavior, they are unique when it comes to the combination of underdeveloped skills that can result in these behaviors. This session will help you to become "curious instead of furious," about the issues underlying their behavior.

Creating a Resilient Work Environment – 6 hours

Being a team player is important. However, the higher desire is to be a team builder. This training goes beyond theory into the practice of creating resilience within a collective. Participants will explore evidence-based strategies in six core areas, all designed to foster resilience in the context of your organization.



Objectives

1. Examine the preventive steps established by implementation of Trauma Supportive as application of resilience science.
2. Investigate the goal of Trauma Support

Goals include the following:

- a. To establish a space of safety and connectedness among "family" members

- b. To apply the term “Station” in both physical and emotional aspects of the organizational culture.
 - c. To moderate the harmful effects of trauma and toxic stress, on an organizational and community level.
 - d. Seeks for individuals to convert negative energy expended during self-protection into positive energy used when engaging techniques
 - e. Uses the term “family” to refer to healthy, functioning membership associations regardless of size or purpose.
 - f. Focuses on developing levels of adaptive processing in individuals.
3. Establish a framework that embodies the following pillars: celebration, affirmation, regulation, expectation, education and restoration (C.A.R.E.E.R.) as essential components of an effective structure of Trauma Supportive system

Adverse Community Environments – 1 hour

The seminal Adverse Childhood Experience study helped us understand the trauma in homes. Adverse Community Environments is about the trauma that Happens outside of the home. After the publication of the Kaiser-CDC ACE Study, researchers began to consider the impact of other kinds of adversity on the developing brain and body. This training is about the adversities in the community domain such as racism, bullying and community violence that can have just as profound an impact as individual ACEs.





Adverse Culture Exposures: The Trauma of Discrimination. – 1 hour

Adverse Cultural Exposures refers to the mental and emotional injury caused by encounters with cultural bias and cultural discrimination. Those that are most vulnerable are those dealing with the impact living under a system of dominate culture supremacy. This training is intended to help participants understand how they might address the interplay of discrimination and trauma and its effects of these insidious exposures on individuals.

Adverse Circuitry Expressions: Is it a disorder or is it different? – 1 hour

The stress caused by the discrimination and demonization of individuals with disabilities is well documented. However, the label of cognitive disabilities can be just as disparaging to a group of people who are fighting for their equitable and just treatment. Adverse Circuitry Expressions identifies the research regarding the discrimination stemming from the assumption that there is one “right” style of human neurocognitive functioning. This training addresses the impact of social constructs that frame variations in neuro-circuitry expression as medical pathologies, disorders, or deficits.

Adverse Catastrophic Events: The distress of disasters. – 1 hour

The Coronavirus pandemic has made us all too aware of the trauma that catastrophic events can cause. Adverse Catastrophic Events includes the body of research that describes the negative effects of traumatic events, such as a pandemic. The literature includes the disrupted neural development that occurs when an individual experiences a risk of harm or danger to themselves or other people. This training will help participants gain greater insight into individuals whose trauma history may include the results of large or repeated unpredictable, uncontrollable, and extreme events.

Addressing Racism Through a Trauma Lens - 2-hours, 6-hours, or 12-hours*

Based on over a decade of work and learning from the many community sectors involved with CRI, this course addresses the issues of racism, social equity, white privilege, economic imbalances, and other factors involved in the social determinants of health. A neuroscience framework is used to shape the conversation around these issues. This framework empowers individuals to play an educated role in consistently identifying racism, describing racism, and then dismantling it. This framework does not replace other educational initiatives or organizational practices regarding racism. However, it does assist in framing those efforts with a consistent, science-focused approach

Objectives

- Demonstrate an understanding of the science that explains the development and function of the brain
- Examine the brain's role in creating the social construction of racism
- Discuss the link between neurodevelopment insight and conscience and unconscious bias
- Differentiate “one size fits all” strategies versus customized strategies based on knowledge and insight.
- Explore utilization of the framework to shape actions, conversations, and structures.
- Evaluate current antiracism initiatives and practices through the neurodevelopmental framework.



S.T.A.M.P. Resilience Into Your Brain - 2-hours, 6-hours, or 12-hours*

Trauma shows up from our history and impacts our current reality. We need mental resources for it, and you can build these inner strengths by guiding your brain's learning process. Because of the brain's negativity bias, painful and harmful experiences move to the front of awareness, while enjoyable and useful one's fade into the background. By tilting back toward positive experiences, we can level the playing field. This session is about tilting back toward positive experiences and stamping resilience into your brain to level the playing field altered by trauma.

* **2-hour Overview** - Session includes a presentation of the content and a brief summary of key concepts.

6-hour Training Course - A traditional training session with most of the time spent in presentation of content.

12-hour Workshop - Sessions include small and large group discussions, activities and exercises, and opportunities to practice applying the concepts presented.

CRI SIGNATURE COURSES

Course 1: Trauma-Informed – 6 hours

Course 1 introduces CRI's capacity-building framework for building resilience, KISS. Knowledge, Insight, Strategies and Structure describes our community's learning and movement from theory to practice and how to implement evidence-based strategies into action. The training includes three groups of topics: the NEAR sciences, a cluster of emerging scientific findings in the fields of Neuroscience, Epigenetics, ACE Study, and Resilience; Brain Networks, the critical transition from Knowledge to Insight; and ROLES, CRI's signature training on Recognize, Observe, Label, Elect and Solve, core strategies that take us below the tip of the proverbial iceberg. The key objective is to provide information about identifying and responding to trauma with evidence-based resilience strategies when working with an audience whose trauma history may not be known.



Course 2: Trauma Supportive – 6 hours

Course 2 describes training on topics that teach the knowledge and skills required by individuals who have contact with those who may be adversely affected by trauma and toxic stress, whether or not the trauma is known. These topics include resilience-based practices with universal application, such as classrooms, offices, or other places the general public may congregate. Topics in this category focus on prevention and teach a variety of strategies to address the often-hidden effects of trauma and toxic stress by fostering resilience within the individual and the larger community.



Resilience sciences challenges us to examine the organizations and communities that are attempting to apply the values of resilience science; moving from an analysis of the individual to application and analysis when implemented and practiced within groups, families, and communities. The six pillars of Trauma

Supportive are celebration, affirmation, regulation, expectation, education and restoration. The workshop aims to define and expand the understandings and applications of these values as they fit within a Trauma Supportive system using methods and ideas promoted through resilience science. **Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**

Objectives

1. Define and apply resilience science in scientific and psychological application, grounding infrastructures of support.
2. Examine the preventive steps established by implementation of Trauma Supportive as application of resilience science.
3. Investigate the goal of Trauma Support

Goals include the following:

- i. To establish a space of safety and connectedness among “family” members
- ii. To apply the term “Station” in both physical and emotional aspects of the organizational culture.



- iii. To moderate the harmful effects of trauma and toxic stress, on an organizational and community level.
 - iv. Seeks for individuals to convert negative energy expended during self-protection into positive energy used when engaging techniques.
 - v. Uses the term “family” to refer to healthy functioning membership associations regardless of size or purpose.
 - vi. Focuses on developing levels of adaptive processing in individuals.
4. Establish a framework that embodies the following pillars: celebration, affirmation, regulation, expectation, education and restoration (C.A.R.E.E.R.) as essential components of an effective structure of Trauma Supportive system.

Course 3: Trauma Practitioners – 12 hours

Course 3 describes training on topics that teach the knowledge and skills required by individuals who have more regular and intense contact with individuals who may be adversely affected by trauma and toxic stress, such as staff in juvenile and adult court systems, homeless shelters, mental health clinics, and treatment centers. Topics in this category are intervention focused and are designed to develop a deeper understanding of the impact of trauma and toxic stress, while equipping practitioners with the insight and strategies to engage triggered individuals with confidence and compassion.

Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.

Workshop: Blueprint for Framing YOUR Community Initiative– 12 hours

How do we create a community-wide response to trauma? We already know to be effective and sustainable this movement must be community wide. Our research tells us individual resilience is certainly important, but without a community focus on resilience across all domains in which we live our lives, individual resilience may be challenged. This training focuses on the overarching shift to trauma-informed care at the broader community level, and how to get there.



Let us help you shape your community's plan for moving to a trauma-informed and resilient community, one based on help, hope and healing.

Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.

Course 1 Training of Trainers – 12 hours

Trauma-Informed Training for Trainers is a course that prepares individuals to conduct CRI's Trauma-Informed Certification Program, Course 1 in his/her/their organization or agency. **Attendee must have taken CRI's Trauma-Informed Certification Course 1 as a prerequisite for this course.**

Attendees will learn to deliver material consistent with relevant research. They will receive training tips to present everything from the **N.E.A.R. Sciences**,

Brain Networks, and CRI's signature R.O.L.E.S. Training; a research-based approach to responding to trauma. This acclaimed training for trainers also introduces individuals to *ECTcellence*, a trauma-informed instructional framework to effectively and efficiently facilitate the learning process.

Training materials include:

- Suggested presentation narrative that aids trainers in communicating complex issues in a user-friendly fashion.
- A sample training agenda that can be modified for use in agency or organizational presentations.
- Comprehensive key points that can be utilized to create helpful handouts for your agency participants.
- Downloadable PowerPoint presentations, relevant research articles and supporting materials.
- Training Evaluation Template to help trainers assess their training effectiveness and relevance.

Course 2 Training of Trainers – 12 hours

Family. Stations. Resilience. This course translates the science of resilience into strategies that grow resilience in all the members of your home, work, or community. Course 2 Training of Trainers (ToT) prepares you to teach, model, and apply these foundational lessons. You will learn how to apply the six Course 2 CAREER stations to your trainings.

Your audience will find themselves safe and connected with you, other participants, and the content of the course. Upon completion of this ToT, trainers will return to their work, communities, and families, not only well-equipped to train with confidence, but also feeling energized and inspired!



Training materials include:

- Suggested presentation narrative that aids trainers in communicating complex issues in a user-friendly fashion.
- Sample training agenda that can be modified for use in agency or organizational presentations.
- Comprehensive key points that can be utilized to create helpful handouts for your agency participants.
- Downloadable PowerPoint presentations, relevant research articles and supporting materials.

CRI Coaching and Consulting – As needed

CRI Coaching and Consulting services explore evidence-based practice as the foundation for how we choose to lead, manage, influence, and understand the people and processes that demand our attention. Through these services, participants will develop a personal action plan to apply these techniques and insights to their own real-world situation. These services are beneficial for managers or practitioners who seek to enhance their skills and effectiveness within the context of their organization and their individual practice. It is ideal for anyone with current or anticipated responsibilities with trauma impacted individuals.

- Understand the importance of personal resilience and having a positive focus at work.
- Adapt their approach to work and become more optimistic.
- Overcome negative thinking to help ensure business success.
- Use tools to effectively build their personal resilience.
- Develop key tactics to help ensure organizational resilience.
- Use emotional intelligence techniques to help improve workplace communication.



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