Welcome to Session II
Community of Practice on Using a Public Health Approach In Communities to Build Pop. Level Mental Wellness and Resilience for the C-E-B Catastrophe

February 20, 2024

Many Thanks to Our Co-Sponsors!
Key Message

“Community is Medicine”

Throughout human history our ability to band together has always been key to responding creatively, adapting to, and solving complex problems!

By working at the community level we can do this again now!
So Always Remember

If trauma can be passed
down through generations,
then so can healing
and transformational resilience!

This is Our Mission!

Adapted from Judith Landau 2021
Summary of Week One

- The C-E-B catastrophe is a civilization-altering event that will stress or traumatize everyone: solutions demand transformational changes in many aspects of society.

- One essential change is to expand how we prevent and heal mental health and psychosocial struggles to embrace using a public health approach in communities.

- This requires establishing the “horizontal social infrastructure” that actively engages residents, groups, and organizations in “multisystemic” activities that build and sustain population “Presencing” and “Purposing” from the bottom up.

If we do this we can build population-level Transformational Resilience!
Today’s Agenda

How to organize and operate community-led mental wellness and resilience initiatives

We are very honored to have two presenters

• Becky Turner, Director of Community Engagement, Community Resilience Initiative, Walla Walla WA

• Mebane Boyd, Resilient Communities Officer, North Carolina Healthy and Resilient Communities Initiative
Take a moment to use the “skylight method” to notice what are you experiencing right now in your body, your mind, and your emotions.

**Practice “Resourcing” (TRI)**

- Bring-to-mind someone or something that helps you get through difficult times and gives you hope.

- Now, fill in some details about why this happens: what is it about this person or resource that calms you and gives you hope?

- Now, try to create a vivid image in your mind of this resource: bring it to life now!

- Take a moment to use “skylight method” and notice what is happening within you.
10 Minute Breakout Rooms

After introductions discuss:

• In **1 word** how you **feel now** in the present moment?

• What **stood out** to you about last week’s CoP session?

• Did you take a **Resilience Pause** daily and practice a **breath based** “Presencing” skill—and did you **teach it** to someone?

• **Describe your “elevator speech,” who** you share it with, **how** they responded, and **questions** that emerged?
The C-E-B Catastrophe Requires Us To Redefine Mental Health and Psychosocial Problems

- The C-E-B catastrophe adversities will continue for decades, so personal, family, community & societal traumas will be ongoing with no resolution, fix or closure.

- Billions of people will feel hopeless—”spiritual distress”— which is at root of many mental health and psychosocial problems (thus use of term psycho-social-spiritual).

- Billions will consequently show “symptoms” of anxiety, depression, PTSD, grief, anger, aggression, and more, but in many was these will be NORMAL reactions to dysfunctional external conditions, not always symptoms of psychopathology.

- They should be seen as coping mechanisms gone awry!
We must expand our approach to **proactively** engage residents in strengthening **Protective Factors**

- That **prevent** the use of coping methods that **harm** the **self, others, or environment**
- Help people **recover** and **heal** if they do use maladaptive coping mechanisms
- And motivate people to use adversities as transformational catalysts to find new **meaning, purpose, courage, and hope** in life!
To Accomplish This, We Must Transform Communities From “Trauma-Organized” to “Resilience Enhancing”

Common Traits of Trauma-Organized Communities

- Little awareness of or concern for environmental impacts
- Constant fear about physical, psychological or emotional safety
- Lack of clarity on what wellbeing means and principles to guide decision making
- Lack of empathy, compassion, trust and social support
- Lack of good emotional management
- Top down authoritarian leadership and poor communications
- Lack of agreed upon acceptable behaviors and practices
- Inability to grieve tragedy and losses leading to cycle of reenactment
- Siloed groups and organizations leading to conflict and poor services
- Failure to acknowledge or correct injustices and abuses of power and authority
- Constant Groupthink causing inability to learn or correct mistakes
- Rigid and often punitive rules and regulations

Adapted from *Destroying Sanctuary & Restoring Sanctuary* (S. Bloom) & *Leading Change Toward Sustainability* (B. Doppelt)
Common Traits of Human Resilience-Enhancing Communities

- Constant search for and reduction of environmental impacts
- Robust sense of safety among members and stakeholders
- Wide agreement on definition of wellbeing & resilience & principles to guide decision making
- Strong levels of trust, empathy, compassion and social support
- Emotionally well regulated
- Democratic decision making and open two-way communications
- Widespread agreement on acceptable behaviors and practices
- Openly acknowledge and mourn tragedy and losses
- Numerous partnerships and collaborations among groups and organizations
- Clear commitment to social responsibility, equity, and social justice
- Embrace and utilize criticism and concerns to learn and improve
- Rules and regulations that foster trust and safety

Adapted from Destroying Sanctuary & Restoring Sanctuary (S. Bloom); & Leading Change Toward Sustainability (B. Doppelt)
After the session ends we will provide simple summaries you can use to determine the extent to which your community is “Trauma-Organized” or “Resilience-Enhancing”
To Build Resilience-Enhancing Communities We Must Address All 4 Levels of Impact:

But Levels 3 & 4 Must Be Our Top Priorities!

1. **Individualized treatment**
   Addressing the immediate traumas and needs of individuals

2. **Scaled direct service**
   Reaching lots of individuals with a direct service approach

3. **Systems Change**
   Creating systems that use multi-systemic approaches to build pop-level capacity for resilience to prevent and heal distresses and traumas.

4. **Expanded Mental Models**
   Expanding assumptions, beliefs, and perceptions about the causes and solutions to mental health and psycho-social-spiritual struggles.

Adapted from The Iceberg Model for Systems Change & Ashoka Systems Change Crash Course
This is Especially Important Because the C-E-B Catastrophe Also Offers The Opportunity for **Profound Transformation**!

It is a primal truth that, as painful as it can be, adversity is often our **greatest impetus** for learning, growth, and transformation!

*What the caterpillar calls the end of the world, we call a butterfly!*
Imagine the Benefits of Preventative Transformational Resilience Initiatives in Your Community and Worldwide Where:

- **Grass-Roots**, neighborhood, civic, youth, education, climate, faith/spirituality, and mental health, many other community leaders come together to create strategies that build **population-level** mental wellness and transformational resilience.

- **Every** adult, adolescent, and young child learns simple, self-administrable, age and culturally-appropriate, “**Presencing**”--or self-regulation and co-regulation--resilience skills.

- **Everyone** learns simple “**Purposing**”--or adversity-based growth--resilience skills to turn toward climate and other adversities and use them as transformational catalysts to find new **meaning, purpose, courage and hope** in life.
To Accomplish This We Need to Organize Community Networks That Address “All Our Relations”!

The Social-Ecological Model

- **Environmental**
  Conditions of food and water, open space/green spaces, the built/physical, economic, and ecological systems

- **Structural**
  Policies, institutions, power relationships, type and level of services.

- **Community**
  Conditions of neighborhoods, work places, schools, voluntary and civic groups, religious and spiritual associations

- **Interpersonal**
  Connections with family, friends, and social networks, and their social norms and values

- **Individual**
  Knowledge, skills, attitude, childhood experiences, biology
Using a Public Health Approach in Communities Requires Formation of “Resilience Coordinating Networks” (RCNs)

Each neighborhood, community, area region should use a name that resonates locally.

- RCNs are based on the knowledge that positive change is more likely to occur when the people it effects are actively involved in the change process.

- Active participation by residents has the greatest chances of developing the ownership required to strengthen and sustain the protective factors needed to build population-level mental wellness and transformational resilience.
A Process For Forming and Operating an RCN for the C-E-B Catastrophe

Step One
Get Organized by Forming an RCC and Clarifying Mission, Values, and Operating Principles

Step Two
Begin Building Community Capacity

Option A
Begin Trauma Healing and Resilience Education

Option B
Develop Asset Maps and Community Resilience Portrait

Step Three
Establish Vision of Success, Goals, Strategy, and Action Plan

Next 5 Sessions

Step Four
Implement Strategy with Focus on Five Core Focal Areas

- Build Social Connections Across Boundaries
- Create Supportive Built/Physical Economic & Ecological Conditions
- Develop Universal Mental Wellness and Resilience Literacy
- Foster Engagement in Activities that Promote Wellness & Resilience Literacy
- Establish Ongoing Opportunities to Heal Trauma

Step Five
Continually Track Progress, Learn, and Improve

Last 2 Sessions

Step Six
Build on Successes to Plan for Long Term

Today

Next Week
There is no single “right way” to organize a local Resilience Coordinating Network.

We will now hear from 2 people who will describe different ways their initiative was organized.
Introducing Becky Turner

Director of Community Engagement,

The Community Resilience Initiative in Walla Walla, Washington, US
Another Approach

Introducing Mebane Boyd

Resilient Communities Officer,
North Carolina Healthy and Resilient Communities Initiative
Resilience Pause

Take a moment to use the “skylight method” to notice what are you experiencing right now in your body, your mind, and your emotions.

Practice “Resourcing” (TRI)

• If you can bring-to-mind a **different person or resource** that helps you get through difficult times and gives you hope.

• Now, fill in some **details** about why this happens: what is it about this person or resources that **calms you** and gives you **hope**?

• Now, try to create a **vivid image in your mind** of this resource: bring it to life.

• Take a moment to use “skylight method” and **notice** what is happening within you.
Q&A With Becky and Mebane

Please post questions in chat
10 Minute Breakout Rooms

• Briefly share what you gained from Becky and Mebane and questions you have...

• If you are not involved with an RCN, discuss who you can reach out to in your neighborhood or community to discuss forming one.

• If you are already involved with a local resilience network, discuss who you can talk with about expanding the focus to address the C-E-B catastrophe.
Comments and Q & A
Post in chat
A Process For Forming and Operating an RCN for the C-E-B Catastrophe

Today

Step One
Get Organized by Forming an RCC and Clarifying Mission, Values, and Operating Principles

Step Two
Begin Building Community Capacity

Option A
Begin Trauma Healing and Resilience Education

Option B
Develop Asset Maps and Community Resilience Portrait

Step Three
Establish Vision of Success, Goals, Strategy, and Action Plan

- Build Social Connections Across Boundaries
- Create Supportive Built/Physical Economic & Ecological Conditions
- Develop Universal Mental Wellness and Resilience Literacy
- Foster Engagement in Activities that Promote Wellness & Resilience Literacy
- Establish Ongoing Opportunities to Heal Trauma

Step Four
Implement Strategy with Focus on Five Core Focal Areas

Step Five
Continually Track Progress, Learn, and Improve

Step Six
Build on Successes to Plan for Long Term
### Greatest Leverage Points and Interventions for Shifting from a Trauma-Organized to a Human Resilience-Enhancing Community

<table>
<thead>
<tr>
<th>Leverage Point</th>
<th>Intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Change the mindsets that shape the way the community typically views and responds to issues.</td>
<td>Develop and share powerful human stories about the need to build pop-level mental wellness and trans. resilience and how everyone will benefit.</td>
</tr>
<tr>
<td>2. Rearrange the way planning and decision making in the community is structured.</td>
<td>Organize deep, wide, and inclusive Resilience Coordinating Networks.</td>
</tr>
<tr>
<td>3. Alter the vision, goals and decision-making criteria of the community.</td>
<td>RCNs clarify and promote a new vision of resilience-enhancing community and the guiding principles to be used to achieve the vision.</td>
</tr>
<tr>
<td>4. Restructure the rules of engagement among groups within the community.</td>
<td>Create new collaborations and partnerships to develop multisystemic strategies that engage the entire population in resilience building.</td>
</tr>
<tr>
<td>5. Shift the flows of information within the community.</td>
<td>Use every means to communicate the new vision, guiding principles, and strategies through two-way interaction and role modeling.</td>
</tr>
<tr>
<td>6. Correct the feedback loops of the community.</td>
<td>Constantly evaluate progress, disseminate results, and encourage &amp; reward improvement.</td>
</tr>
<tr>
<td>7. Adjust the policies and regulations of the community.</td>
<td>Embed new policies and regulations in systems, structures, and standard operating procedures.</td>
</tr>
</tbody>
</table>

(B. Doppelt 2013)
A Systems Approach to Change
It Almost Always Starts at “Mid- and Lower Levels” of a Community

The Wheel of Change Toward Human Resilience in Communities

- Alter the Dominant Mindset
- Adjust the Parameters
- Rearrange the Parts of the System
- Correct the Feedback Mechanisms
- Change the Community’s Purpose
- Shift the Flows of Information
- Restructure the Rules of Engagement

Adapted From Leading Change Toward Sustainability (B. Doppelt, Greenleaf Publishing 2003)
To Start

• Clarify what you want to achieve and why and develop a short "elevator speech" to explain it

• Share it with 2-5 others and organize a small planning committee

• Get agreement on initial mission of RCN and vision of success

• Identify other key leaders, share elevator speech, mission, and vision with them, and expand group to 5-12 people/organizations.

• Engage expanded group in further clarifying mission and vision—and keep expanding participation with focus on diversity
To Start

If You Are Involved with a Resilience Group Who Can You Talk With About Expanding its Mission to Use a Public Health To Address the C-E-B Catastrophe?

Name 1-3 People involved With the RCN You Can Talk With

1.

2.

3.

If You Are Not Part of an RCN Who Can You Talk W/About Forming One?

Name 1-3 Grassroots, Neighborhood, or Civic Leaders You Can Talk With

Name 1-3 Non-Profit, Private, or Public Sector Leaders You Can Talk With

1.

2.

3.
One Key First Step is to Identify Unhealthy “Cultural Myths” that Dominate in the Community and Influence Mental Wellness and Resilience

Cultural Myths

The deep-seated and often unspoken socially constructed assumptions and beliefs about the way the world works that shape how people view themselves and others and perceive and respond to changes and adversities.

There are usually profound differences between a cultural myth and the way the world actually functions—which is why they are called “myths.”

Cultural myths are promoted by stories that start as exercises in power that often vilify some and elevate others, create winners and losers, and good and bad.

This is why they need to be identified and countered by stories that promote healthy, safe, just, equitable, and accurate ideas!
Common “Cultural Myths” in Many Western Nations and the US in Particular

- **Rugged individualism**: Each person is a free-standing entity that exists independent of other people and the natural environment.

- **Dog-eat-dog competition**: Cooperation with others is not an inherent human trait.

- **Anyone can achieve success**: Past trauma or adverse conditions do not matter—people succeed if they have a positive outlook, reply on themselves, and persevere.

- **Righteous cornucopianism**: There are no limits to growth, and it is perfectly natural for humans to relentlessly extract materials (called “resources”) from the earth for human use and generate waste without concern for the damage that results.
• Given these cultural myths people who experience psychological and emotional struggles are viewed by many as *mentally weak or lazy*.

• There is thus *no need* to build mental wellness and resilience because people should be able to *cope* with adversities *on their own*, *without help* from others.

• And we should just *treat* people who show symptoms with therapy, drugs etc.
New Stories Are Needed to Counter Harmful Cultural Myths That Emphasize The Value of “Presencing” and “Purposing”

RCN leaders need to develop and continually promote new new stories (social narratives) that emphasize the deep sense of meaning, purpose, and hope people will experience when they:

• Use simple ways to calm their body, mind, emotions, and behaviors in midst of stresses and adversities and avoid coping mechanisms that harm the self, others, or nature (self-regulation skills)

• Help others do the same (co-regulation skills)

• And use climate and other adversities as transformational catalysts to help others increase their wellbeing and/or regenerate the natural environment as way to increase their own sense of wellbeing!
Transformational Resilience: moving well beyond previous levels of functioning while holding the pain of trauma requires a choice. Continue to suffer, or use the experience to honestly examine and learn about the world and self and find new sources of meaning, purpose, and hope in life.

Adapted from S. Joseph, What Doesn't Kill Us (pp. 69)
To develop a mission statement, the RCN should answer basic questions such as:

• "What are the **top concerns** and **priorities** of local residents?"

• "How are they **connected to** mental health and psycho-social-spiritual problems---and to the capacity for wellness and resilience?"

• “How can we help residents address their needs in ways that **strengthen their capacity** for mental wellness and transformational resilience?”

• "How will we **operate** to achieve these goals?"

• The answers should be written in **1-2 sentence-long action-oriented assertions** that describe the **purpose and goals** of the RCN, **who it will engage**, and how it will **accomplish its goals**.

• A good mission statement requires **thinking long-term** in a **big picture way**.
Then Develop a “Vision of Success”

• A good vision statement should be written in the **present moment**, not future tense, but be **forward looking**.

• Like the mission statement, it should be written as a **short powerful unequivocal description of the ideal conditions** the RCN seeks to achieve.

• The vision should also be **inspirational** and create a **vivid picture in people's minds** of why the RCN's work is **very important**—**but not be pie-in-the-sky**.
Then Clarify the RCNs Core “Values”

- From the traumas generated by climate adversities, to the staffing, funding, and other typical struggles, an RCN is certain to face numerous challenges.

- To ensure continued wise and skillful decision-making, after the RCN clarifies its mission and vision, it will be important to adopt a clear set of core values.

- The values adopted by the RCN will also help attract additional participation and motivate other residents to engage in its activities.
Then Identify the RCN’s “Operating Principles”

- Operating principles describe how the RCN will put its values into practice to achieve its mission and vision.

- They help guide decision making and allow things to get done quicker.

- The operating principles can also circle back to influence the RCNs mission, vision, and values.
Then Clarify the RCN’s “Goals”

- Goals are the broad primary outcomes the RCN wants to achieve.

- Setting goals provides a sound basis for planning, implementing, and evaluating the RCN's activities.

- When goals are agreed upon everyone can more easily understand what the RCN seeks to achieve—and highlight the community's potential not deficits/ problems
**Then Clarify the RCN’s “Objectives”**

- Objectives are the specific **measurable results** the RCN wants to achieve within a specific **time period** to **meet the goals**.

- Objectives should be **achievable** yet **challenging**, be **directly connected with** the RCN's vision and goals, and include **specific timelines**.

- Each RCN, or different Resilience Innovation Teams, might develop **different objectives** for the neighborhoods, populations, and sectors they engage with.
Two Very Important Early Actions

- Provide **basic education** for all RCN members to get everyone on the same page about the C-E-B catastrophe, a public health approach to build population mental wellness and resilience etc.

- Learn and use role plays, games, and other methods to understand and constantly practice good **communications** and **conflict resolution skills**.
Funding an RCN

- Some initiatives operate for years w/out funding, but most will in fairly short-order need to secure funding to cover administrative costs and hire staff.

- A carefully developed approach can achieve success.
  - Seek small donations from RCN members—and ask them to ask colleagues.
  - Ask local residents or philanthropic orgs with capability for larger donations.
  - Hold special fundraising events or join other organizations in funding events.
  - Use GoFundMe crowdfunding.
  - Become a part of an established organization’s larger grant request.
  - Seek public agency grants.

- When it passes Congress the Community Mental Wellness and Resilience Act will fund many US RCNs.

- But other states/provinces, municipalities and other nations should develop their own funding mechanisms.
Down the Road: Finding Effective Community Leaders and Staff

- An RCN will typically begin with the original group of organizers taking the lead and others participating as their time allows.

- As this occurs keep an eye out for grassroots, neighborhood, and organizational people who are natural leaders.

- They are usually NOT the loudest or most visible people: they are inherently participatory servant leaders who others respect, trust, and respond to.
**Down the Road: Selecting an Organizational Structure**

- After a **sufficient number** of individuals and organizations agree to participate, it is usually best to develop a “**formal**” **structure**: a steering committee/board of directors and possibly an executive committee.

- Because **no single group or organization** can assist all the populations/sectors of a community, many "**Resilience Innovation Teams**" (RITs) should be **also form**.

- This will require a good deal of “**well-coordinated decentralization**.”
A Sample “Ring Team” Approach to “Well-Coordinated Decentralization”

The Five Foundational Areas Involved with Building Universal Transformational Resilience

- BIPOC & Low Income Resident Innovation Teams
- Climate and Disaster Mgt. Innovation Teams
- Faith Leaders
- Non-profit Leaders
- Human Services Innovation Teams
- Mental Health & Human Service Leaders
- Public Sector Leaders
- Public Sector Innovation Teams
- Neighborhood Innovation Teams
- Neighborhood Leaders
- Private Sector Leaders
- Private Sector Innovation Teams
- BIPOC Leaders
- Youth Leaders
- Youth Innovation Teams
- Education Innovation Teams
Q & A

Please post in chat
Summary of Today’s Key Points

• Our goal is to shift communities from Trauma-Organized to Resilience Enhancing.

• Best way is to start by organizing a small group and together develop an initial mission and vision of success and elevator speech.

• The initial group should then use their elevator speech to reach out to other people, groups, and organizations that might be interested with the goal of continually expanding the diversity and scope of the network.

• After sufficient number of individuals, groups, and organizations are involved, take the time to further develop the mission statement, vision of success, operating principles, goals, and objectives etc.

• Also take the time to learn and practice good communications and conflict resolution skills.
Homework

• Take a **Resilience Pause** once a day and practice **“Resourcing”**—and then **teach it to one** other person.

• Use the **forms** that will be posted the CoP Climate Forum to **assess** the degree to which your community is trauma-organized or resilience enhancing.

• If there is **NOT** a local RCN in your neighborhood or community, **reach out to 2-3 people** you think might be interested in forming one and:
  a) share your elevator speech and answer questions
  b) ask them if they will work with you to form an RCN
  c) discuss an initial “mission statement” and “vision of success”

• If there **IS** an existing local resilience group reach out to **2-3 members** and:
  a) Share your elevator speech and see if they might be interested in using a public health approach to build population mental wellness and resilience, and
  b) Discuss how you might be able to help the existing network engage in it.
2. Decide if you will attend the first “Special Session” on Thursday Feb. 29:

Participation is voluntary and there is no pre-set agenda.

The session will allow mental health, social work, human services, disaster management, faith and spirituality, and other in the human services field to meet and discuss key issues.

3. Next Tuesday Feb. 27, Same Time:

How to Begin Building Community Capacity for Mental Wellness and Transformational Resilience
Key Message

“Community is Medicine”

Throughout human history our ability to band together has always been key to responding creatively, adapting to, and solving complex problems!

By working at the community level we can do this again now!
So Always Remember

If trauma can be passed
down through generations,
then so can healing
and transformational resilience!

This is Our Mission!

Adapted from Judith Landau 2021