



THE INSTITUTE FOR NONVIOLENCE LOS ANGELES
DAYS OF DIALOGUE

Trauma Informed Facilitator Toolkit

[Placeholder]

WHAT IS A DIALOGUE?

A dialogue is a form of communication where two or more individuals engage in a conversation, exchanging thoughts, ideas, information, or emotions. It serves as a fundamental tool for human interaction, facilitating the exchange of perspectives, fostering understanding, and building relationships.



The People

FACILITATORS:

- Makes the opinions of participants the primary focus of the discussion.
- Helps the group set its ground rules and keep to them.
- Helps group members grapple with the content by asking probing questions.
- Helps group members identify areas of agreement and disagreement.
- Brings in points of view that haven't been talked about.
- Creates opportunities for everyone to participate.
- Focuses and helps to clarify the discussion.
- Summarizes key points in the discussion and asks others to do so.
- Practice neutrality.
- Encourages and affirms each person.
- Is aware of “unconscious” behaviors.
- Resists the temptation to step out of the role of facilitator.

PARTICIPANTS:

- Listen carefully to others.
- Gives others a chance to speak.
- It is important for everyone to be heard.
- Helps keep the discussion on topic.
- Addresses remarks primarily to the group and not exclusively to the facilitator.
- Takes an active part in the discussion.
- Engages in friendly disagreement.
- Respect the position of those with whom you disagree.
- Strives to understand others points of view.
- Keep an open mind.



DISCUSSION GUIDELINES/GROUND RULES:

- Listen carefully and with respect.
- Each person gets a chance to talk.
- One person talks at a time.
- Don't cut people off.
- Speak for yourself, not as the representative of any group.
- Remember that others are speaking for themselves, too.
- If something someone says hurts or bothers you, say so, and say why.
- It's okay to disagree, but be sure to show respect for one another.
- Help the facilitator keep things on track.

What is TRAUMA

An event or series of events that overwhelm the mind, body and spirit to be in balance.

Trauma is defined using eight general dimensions:

- Threat to life or limb;
- Severe physical harm or injury, including sexual assault;
- Receipt of intentional harm or injury;
- Exposure to the grotesque;
- Violent, sudden loss of a loved one;
- Witnessing or learning of violence to a loved one;
- Learning of exposure to a noxious agent; and
- Causing the death or severe harm to another

TRAUMA cont.

COLLECTIVE TRAUMA

- Trauma that happens to large groups of individuals and can be transmitted trans-generationally and across communities. War, genocide, slavery, terrorism, and natural disasters can cause collective trauma, which can be further defined as historical, ancestral, or cultural.
- Some of the symptoms of collective trauma include rage, depression, denial, survivor guilt and internalized oppression, as well as physiological changes in the brain and body which can bring on chronic disease.
- Collective trauma impacts the norms, values and rituals of a community. It will interfere with solidarity and social cohesion. It can sever the ties that bind community members to one another.
- Intergenerational Trauma occurs within a family and is transmitted to later generations of that family. It could include child abuse, sexual exploitation, domestic violence, suicide, homicide, poverty, homelessness, etc.

RACIAL TRAUMA

- Racial trauma is one term used to describe the physical and psychological symptoms that people of color often experience after exposure to particularly stressful experiences of racism (Carter, 2007). These acts can be explicit, e.g., discrimination, bigotry, etc, or implicit, e.g., microaggressions, stereotyping, bias, etc.
- After exposure to a racist act people of color can have reactions of fear, hypervigilance, anger, helplessness, headaches, stomach pain, poor sleep, self-blame, shame and so on.
- Racial trauma tends to be cumulative in nature. These acts don't occur in isolation. Each racist experience becomes compounded with the next (Institute for the Study and Promotion of Race and Culture, 2015).



TRAUMA INFORMED CARE (TIC)

- An organizational structure that recognizes, acknowledges and understands the impact of trauma on the individual, family and community and therefore incorporates policies and practices into their business model that support holistic healing from trauma.
- The values of safety, integrity, empowerment, transparency, and cultural humility are paramount in the healing process.
 - TIC emphasizes physical, psychological, social and moral safety.
- A trauma-informed system of care requires closely knit collaborative relationships with other service system partners who should be trauma-informed as well
- All staff are trained in trauma and trauma-informed care

CARE AND FACILITATION

Essentials of Trauma-Informed Care:

- Connect – focus on relationships
- Protect – promote safety and trustworthiness
- Respect – engage in choice and collaboration
- Empower – provide opportunities to control situations
- Cultural Sensitivity—gender, historical, and cultural issues are addressed
- Strengths-based
- Compassion and Support

PREPARING FOR TRAUMA-INFORMED FACILITATION

- What about this experience of facilitating may create anxiety for the facilitator?
- Who is the audience? What is their history in terms of trauma exposure?
- What is the topic of the discussion?
- Creating safety:
- Brave Space vs Safe Space--- “safe enough spaces”
 - A primary assumption of Brave Space is that everyone speaks with the positive intent of seeking greater knowledge and understanding.
- Recognizing that there are survivors in the room
- Content warnings; “trigger warnings”
- Creating space with guidelines/rules of engagement
- Clear agenda and goals of the meeting/dialogues

VIRTUAL TRAUMA- INFORMED FACILITATION:

- Using online platforms for meetings/discussions
- Technology challenges
 - Access to wifi
 - Delays in audio or video, taking turns speaking
- Setting up the “virtual room”
 - Does everyone have to have their cameras on?
 - Lighting issues
 - Privacy issues-- “no taping of others without explicit consent”

A TRAUMA INFORMED COMMUNITY



Ken Cloke

Position

“We are not alone in seeking creative, collaborative alternatives to our conflicted, adversarial societies, organizations and cultures. Around the world, people are connecting with each other, recognizing the importance of building bridges rather than walls, and strengthening their individual and collective capacity to resolve conflicts, increase dialogue and collaborative problem solving, and become the change they want to see in the world.”



For more information

Please watch this incredibly insightful video by [Dr. Brenda Ingram](#), (Bio), who goes into detail about how to properly host and participate in a trauma informed dialogue.



Thank you!

Thank you for taking the time to inform yourself about trauma informed facilitation. Please visit the Days of Dialogue website for more information on hosting a dialogue, donating, and when the next dialogue will occur.

<https://daysofdialogue.org/>