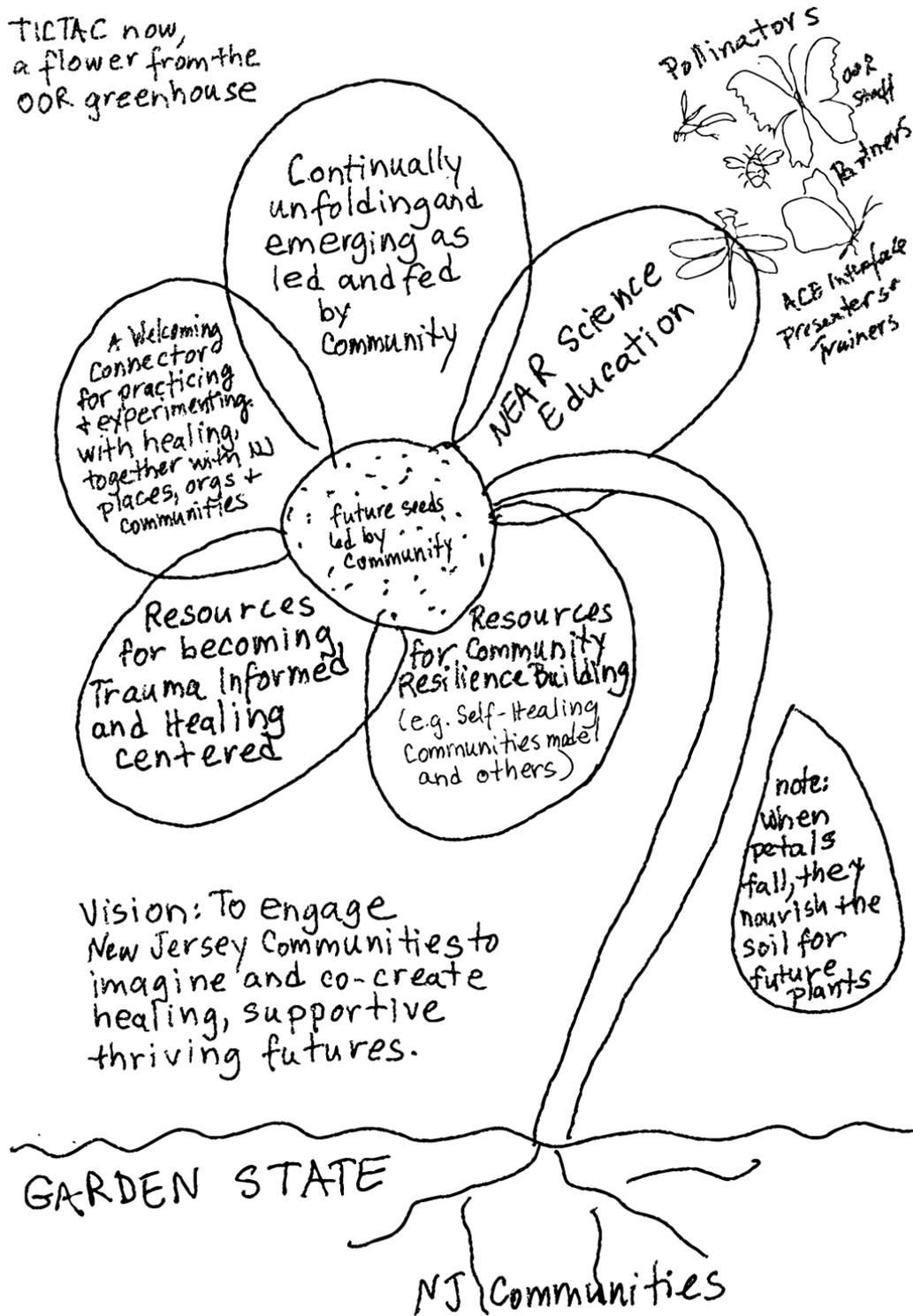


New Jersey Trauma Informed Care Technical Assistance Center (TICTAC)
Report, December 2020 - August 2021

TICTAC now,
a flower from the
OOR greenhouse



In December of 2020, a diverse group of New Jerseyans (and a couple of people invited in from elsewhere) came together to begin the development of a Trauma Informed Care Technical Assistance Center (TICTAC). The image above represents the work and vision of that group so far.

Of course there were already many people and organizations in New Jersey becoming Trauma Informed and Healing Centered when the TICTAC started.

Emergent NEAR Science Education before the NJ ACES Action Plan

For example, NJEA use of
Understanding ACEs: Building
Self-Healing Communities;
PCANJ use of Connections
Matter and Healing Hearts
Trauma Education; NJAAP ACEs
education; and more



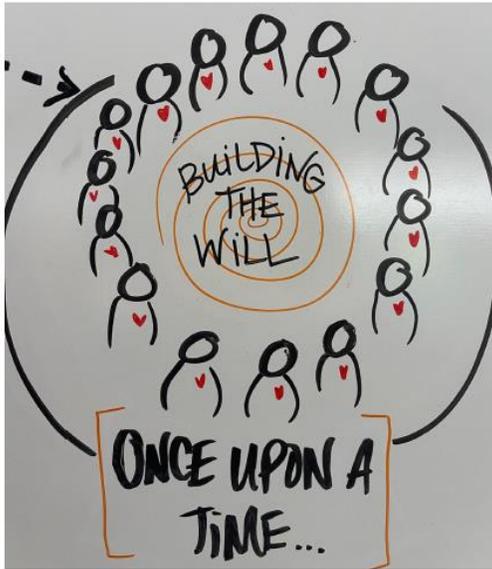
Over time what the TICTAC is, does, and even what it is called will continue to emerge and evolve, as influenced by ever expanding participation and leadership from New Jersey communities, especially those most impacted by Adverse Childhood Experiences. The first and most prominent petal on the flower image above embraces this value.

“Given the right circumstances, from no more than dreams, determination, and the liberty to try, quite ordinary people consistently do extraordinary things.”

-Dee Hock

In the following pages you will see charts and links describing what we said we'd do, what we did, and what there is still to do. You will see how we have worked on each petal of the flower above.

But to fully tell the story of this work, we must start with the story of HOW we did it.



ONCE UPON A TIME...

A group of people left a world of walls and created an open space to begin to imagine the “yes moments” learning at every turn.

So, how did we do it?

We started by opening our imaginations to envision the healing centered communities we long for. From that vision we named purpose, principles, and people to guide the work:

Purpose Statement for the NJ TICTAC

To engage New Jersey communities to imagine and co-create healing, supportive, thriving futures.

Principles for how this core planning group will work together:

- Confidentiality-What’s said here stays here, what’s learned here leaves here
- We must embrace and attract diversity and change.
- Community-Centered
- Ask for what you need and offer what you can
- Valuing emergence: watch for, follow and appreciate emergence



People

This working group includes Dave Ellis, Angela Medrano-Sanchez, Tim Woody, Dwana Young, Kenneth Fowlkes, Kamala Allen, Laura Porter, Becky Dale, Amanda Adams, Shannon Riley-Ayers, Michael Adams, Christina Chesnakov, Hanna Gears, Kelli Puryear and Kate Carmody.

Our goal is to invite all New Jerseyans into this work. The New Jersey ACEs Action plan was informed by a broad cross-section of New Jersey residents. One of the tasks of this group will be to explore how to create and practice a culture within this work that always includes those most impacted by trauma as leaders innovating, making decisions about, and implementing the work.

Then, in the context of our sessions together, we practiced. To create healing, we must heal. Whenever we gathered, we made time to practice grounding and co-regulating. We made time for relationship building. We took time to imagine. We laughed. We danced. We celebrated. We sought to create among ourselves the healing space that we envision for all New Jerseyans.



We allowed for discomfort. We worked to set aside the reflexive urgency that often causes us to rush past and skip over opportunities for insight and deep discussion that can create greater possibility for real change. Yes, the issues we face are urgent. And too often the stress and hurry that comes with that sense of urgency keep us doing things in habitual ways that maintain the status quo. So, we worked at discerning when we needed to go slow while also being nimble enough to go fast when the time was right.

General flow of our sessions

- Gather, Ground and Connect
- Session topic(s)
- Celebrations
- Updates
- Close

Yes Moments are created with...



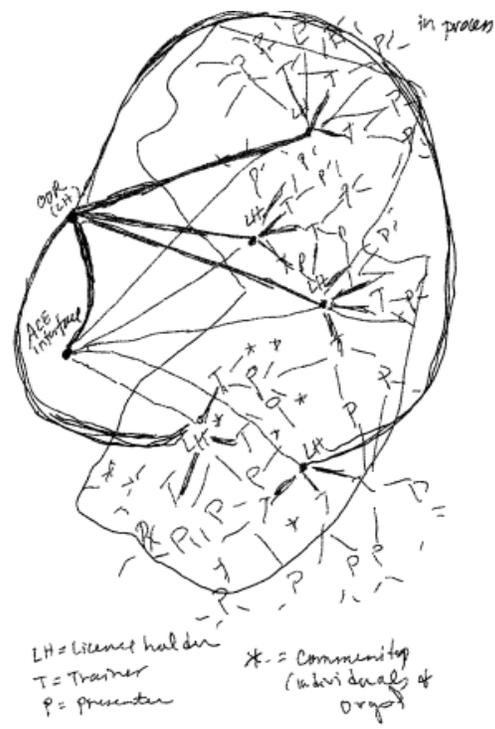
What we said we'd do, What we did, and What remains to be done

The initial phase of this work was funded by the Nicholson Foundation. In the chart below, “what we said we’d do” comes mostly from the Statement of Work at the outset of that contract. The hyperlinks in the table link to the completed documents. The second column indicates which elements were completed and when. It also includes things we did that were not detailed in the original Statement of Work but emerged toward the overall vision of nurturing self-healing communities. The third column, “What remains to be done,” is the beginning of a list -- as mentioned earlier in this report, much of what remains to be done will continue to emerge from the imaginations and brilliance of New Jersey communities over the coming months and years.

What we said we'd do	What we did	What remains to be done
Assist with the completion of the NJ Statewide ACEs Action Plan	Completed February 2021	Implementation!
Internal plan for the TICTAC Planning Group	Completed March 2021 - We also regularly updated a “Living” Internal Plan, documenting our work and course corrections along the way.	Creating of an internal plan for the next phases of roll out of this work

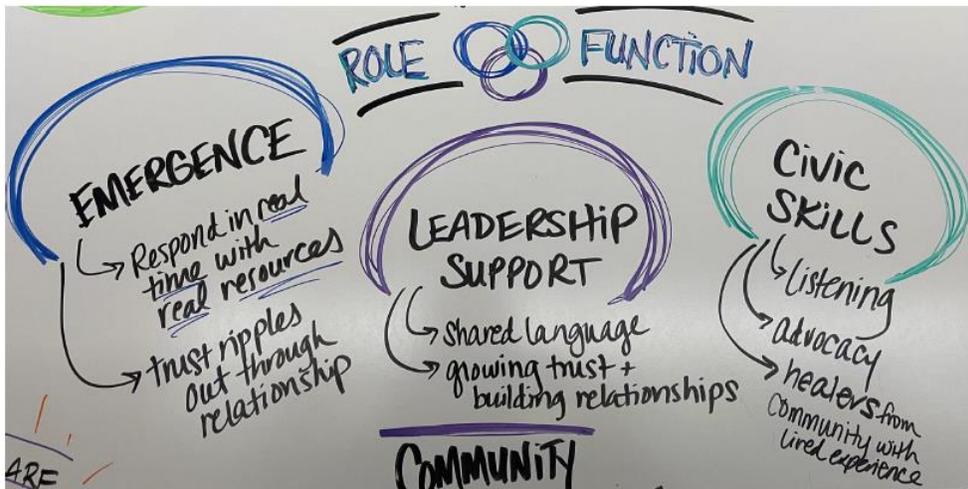
<p>A system of supports for the growing network of ACE Interface presenters, including:</p> <ul style="list-style-type: none"> • Virtual presenter portal - an online set of presenting materials • Presenter support plan • Curriculum Review of existing Community Resilience implementation models 	<p>Presenter portal completed in February 2021.</p> <p>Presenter Support Plan and Curriculum Review completed in April 2021.</p> <p>In addition to these guiding and support documents, we trained an additional 50 ACE Interface presenters, certified 11 advanced trainers. We supported more than 100 presenters to grow their knowledge and presentation skill and present the “Understanding ACEs: Building Self-Healing Communities” talk to more than 500 people.</p>	<p>There are many presenters who have not yet had a chance to present and many many communities to reach with this presentation. There is lots more presenting to do! And we plan to continue supporting existing presenters and to train and support more presenters to continue expanding the education component of this work.</p>
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With the expansion of ACEs education using the ACE Interface *Understanding NEAR: Building Self-Healing Communities* talk, and the Release of the NJ Statewide ACEs Action Plan, there has been an explosion of activity and new connections.



What we said we'd do (cont)	What we did	What remains to do
<p>Trauma-Informed/Healing Centered Assessment Recommendations "Living" document</p>	<p>We approved a curated list of available Trauma-Informed/Healing-Centered Assessments in July of 2021. At the time this report is being written, final (approved) edits are being made to the document, which will be made public soon.</p>	<p>The next steps for this "living" document involve learning together with NJ organizations and communities that embark on their own healing journeys through assessment of the extent to which their work is Trauma-Informed Healing Centered. As we learn with them, we will continue to adjust the assessment recommendations. Partnership with, learning from, and support of organizations and communities seeking to become Trauma-Informed and Healing Centered will be an ongoing role of the TICTAC.</p>
<p>Evaluation plan</p>	<p>In July of 2021 the TICTAC planning group identified key components to guide evaluation, primary among them being community based participatory evaluation.</p> <p>We have implemented a SurveyMonkey tool for participant evaluation of "Understanding ACEs: Building Self-Healing Communities" presentations. We are also tracking presentations around the state using the PACEs Connection Presentation Tracker (see more below under Core</p>	<p>We will be partnering in coming months with researchers and evaluators skilled in community based participatory research to craft an evaluation plan.</p> <p>We are also planning to partner with PACEsConnection to use their online tool for tracking organizational progress toward becoming Trauma-Informed and Healing Centered.</p>

	Strategy 4).	
Long term funding plan	<p>We are extremely fortunate that there is strong public and private support for this work. We are working closely with government and foundation partners who have made significant investments in this work in the short term, while discussing and planting seeds for creative long term funding approaches including bonding and risk pooling. Here is a link to a brief description of how impact bonds and risk pooling could be used.</p>	<p>Create a work group to pursue bonding and risk pooling long term funding approaches. .</p>
System of Support for Communities plan	<p>Creating a System of Support for Communities was not part of the original Scope of Work for the December-August planning period; however the solid consensus of the group is that this is key to the success of the TICTAC and Healing-Centered efforts in the state. So, we have dedicated significant time to extensive and important foundational discussion about community engagement, leadership, and support.</p>	<p>Add resources to stimulate community thinking about how to expand leadership to those most impacted; bring community members together for focus; continue community-guided shared learning; and make decisions based on results.</p> <p>Gather broad community input and build relationships toward deeper engagement through 1 on 1 conversations based in the “100 Cups of Coffee” model.</p> <p>Host “The PEOPLE’s Story - Gathering” (aiming for February 2022).</p>



Linking with the New Jersey ACEs Action Plan

The work of the TICTAC is aligned with the [New Jersey Statewide ACEs Action Plan](#). Here is how the work we have done so far supports the implementation of the ACEs Action Plan, listed by Core Strategy within the ACEs Action Plan. You will have seen many of these things earlier in this report. The purpose of this section is to make the connection with the statewide ACEs Action Plan.

Core Strategy 1: Achieve Trauma-informed and Healing-Centered State Designation

- The Curated list of Trauma Informed/Healing Centered Assessment we created is a resource that can give guidance for this strategy.

Core Strategy 2: Conduct an ACEs Public Awareness Mobilization Campaign

- There is overlapping membership in the TICTAC group with those who prepared the initial implementation of a Public Awareness Campaign focused on education and law enforcement.

Core Strategy 3: Maintain Community-Driven Policy and Funding Priorities

- Our extensive foundational conversations about centering community leadership and upcoming efforts with 100-Cups of Coffee, the PEOPLE's Story -- Gathering, and expanding leadership on the planning team itself are practice community driven approaches and will gather information and build relationships to inform and shape policy and funding.
- Support of and relationships with key funders of this work demonstrate public-private partnerships forging new ways of working with a shared commitment to centering community.

- The Curriculum Review of Resources for Building Community Resilience will be a resource communities turn to as they drive and shape policies and practices at the local and state-wide level.



Core Strategy 4: Provide Cross-Sector ACEs Training

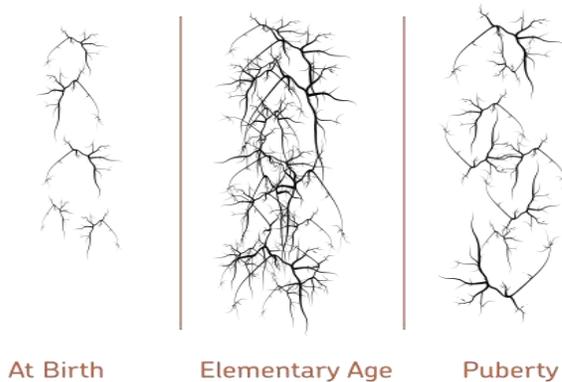
- Developing common vision and language through shared understanding of NEAR science (Neurobiology, Epigenetics, ACEs, and Resilience) prepares New Jersey communities to work together to create self-healing communities.
- We are actively providing ACE training to many sectors and communities across New Jersey. This strategy is in full swing. The more than 100 NJ Presenters of the talk “Understanding ACEs: Building Self-Healing Communities” come from Education, Family Service, Health Care, Anti-Hunger, Philanthropy, Child Advocacy, and many other sectors, and represent diverse cultural communities and regions across New Jersey.
- We are beginning to track this activity through the [PACES Connection Presentation Tracker](#). Only a few of the many presentations done have been uploaded to the tracker so far -- check back often and use the tabs on the top of the page to see where ACEs presentations have happened.

Core Strategy 5: Promote Trauma-Informed/Healing- Centered Services and Supports

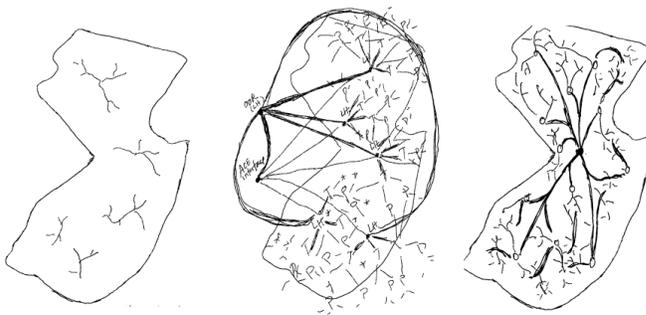
- The curated list of Trauma Informed/Healing Centered Assessments we created is a resource that can give guidance for this strategy.
- The next steps of co-learning with organizations embarking on self-assessment will continue to support this core strategy. We will also intentionally reach out to early childhood programs, named as a priority in this core strategy, as learning partners.

Neural Networks and Community Networks

As we've watched this work evolve, we've noticed similarities between how neural networks are formed across the human lifespan and how our interconnected collective networks are formed. As we continue this work, we expect that some of the newly emerging connections will fade away, while others will strengthen, creating a well-connected and coordinated Trauma-Informed, Healing-Centered way of being across the state. As it says in the Self-Healing Communities mode theory of change: "We [will] reach a tipping point in communities where it is usual for people to: 1. Have opportunity for a change moment: to feel seen, understood and accepted. 2. Develop compassion for self, make meaning from experiences, and build on core gifts. 3. Know the most powerful determinant[s] of health: ACES [and Protective factors]. 4. Make decisions and take actions to build adults' capacities to protect and respond to a child's needs; So that Children reach their full potential by growing and developing in relationships that are healthy and protective and ACE Scores are reduced in the next generation."



Neural network development



Community network development

The Bigger Picture



A New Name

At the final meeting of the TICTAC (Trauma Informed Care Technical Assistance Center), we approved a new name for the TICTAC going forward:

Healing New Jersey Together

From early in our process, we were aware that the words within the name "TICTAC" didn't convey the warm, welcoming, community-engaged places and processes we see unfolding as this work continues. So, we looked to Community partners and their relationships with community members to solicit other name suggestions. Guided by their suggestions, we selected the new name: Healing New Jersey Together.

Watered and fertilized with the voices of our community,
we bloomed a flower of hope and opportunity.
Though our gardening does not stop there,
Our hearts smile at the beauty we grew with our care.

A gardener's vision blooming before our eyes,
we continue to listen to our community and revise.
The sweet healing scent our HNJT* flower gives,
inspires hope and togetherness, as it lives.

*Healing New Jersey Together

-This poem is dedicated to all who have nourished and continue to nourish this vision to life

**Thank you for taking the time to review this report, and for your support of
and participation in these efforts!**

Note: Graphic note taking images included were a harvest of the TICTAC planning group retreat May 27, 2021, by Katie Boone. The Flower Image on the cover was co-created by the TICTAC planning group and the NJ Map Networks images were sketched by Becky Dale.