



Leading by Example: Supporting Staff - and Self – In a Time of Crisis

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Today's Presenters



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Mindfulness Exercise: Notice 3 Things

- Sit up straight with your feet flat on the floor
- Take 3 deep, slow, deliberate breaths
- Look around and notice 3 things you can see
- Listen carefully and notice 3 things you can hear
- Notice 3 things your body is touching
- Take another 3 deep, slow, deliberate breaths



What is a Crisis?

Definition:

“a time of intense difficulty, trouble, or danger”

A crisis situation causes a variety of losses:

- Loss of control
- Loss of trust
- Loss of feeling secure and safe
- Loss of sense of fairness

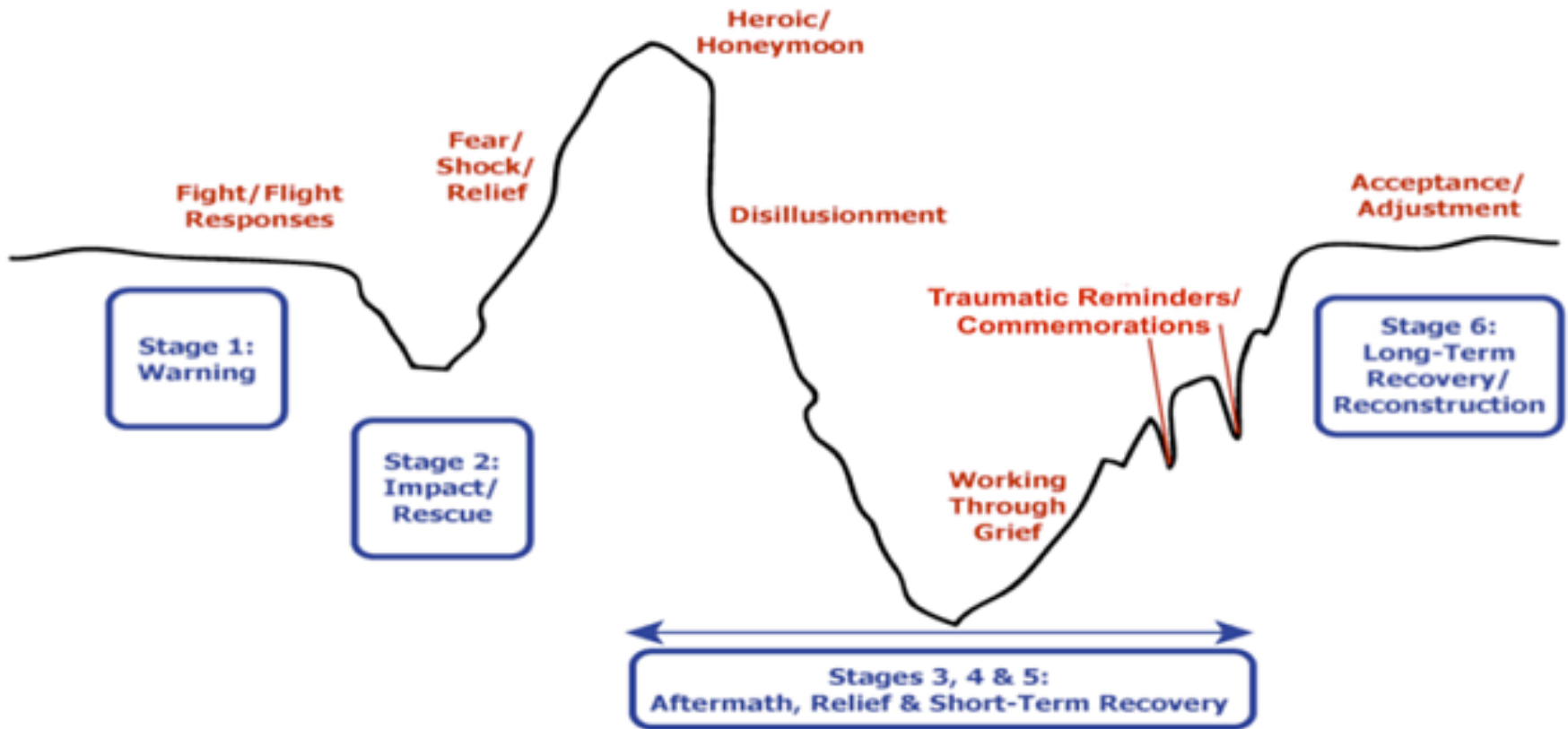


Experiencing a Crisis

- Direct exposure / experience.
- Witnessing, in person.
- Indirectly, by learning about the experience of a close relative or close friend.
- Repeated or extreme indirect exposure to aversive details of the event(s), usually in the course of professional duties.



Phases of Crisis Response & Recovery



Source: <http://www.ictg.org/phases-of-disaster-response.html>

Crisis Reactions

Trauma Reactions:

- Emotional
- Physical
- Relational or Social
- Spiritual
- Behavioral
- Cognitive
- Self-Concept

Stress Reactions:

- Normal stress: The brain and body work together to recognize and respond deliberately (sense of control and equilibrium regained)
- Extreme stress: Shut down, overwhelmed, react impulsively (sense of helplessness returns / remains)



Equity Implications of the Current Crises

- Increase in racism and stigmatization
- Health Disparities
- Differential exposure and corresponding implications
 - Definition of “essential workers”
 - Ability to procure essentials / stay safe
 - Impacts on daily activities and decisions
- Impact of school closures
 - Widening education gaps
 - Differential economic impacts / ability to go to work



5 Essential Components of Crisis Recovery

How to care for yourself and your staff:

- Create a Sense of Safety
- Create Calm
- Create Self and Collective Efficacy
- Create Connection
- Create Hope



Leading by Example: Organizational Response

- People
- Culture
- Operating Norms
- Policies
- Stakeholder engagement



Leading by Example: Operating Culture & Strategies

- Supervision and Training
- Team Meetings
- Self Care
- Debriefs
- Partner engagement
- Modeling



Leading by Example: Human Capital

- Self-awareness
- Managing workload, schedule and expectations
- Communication
- Safe spaces and trusted colleagues
- Stress reduction strategies



Leading by Example: Health, Wellbeing & Self-Care

- Acknowledge and accept our reactions to stress, crisis and trauma (and the reactions of others).
- Exercise self-compassion and extend that compassion to others
- Be aware of your wellbeing and ask for help when you need it
- Practice self-care and encourage others to do the same
- Take time for mental health and wellness



Questions & Reflections



Thank you!



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Crisis Recovery Resources

[National Child Traumatic Stress Network](#)

[National Association of School Psychologists- COVID-19 Resource Center](#)

[Substance Abuse & Mental Health Services Administration- COVID-19](#)

<https://www.jhsph.edu/research/centers-and-institutes/johns-hopkins-center-for-public-health-preparedness/>



Mental Health and Wellness Resources

- **National Institute of Mental Health:**
<https://www.nimh.nih.gov/health/education-awareness/shareable-resources-on-coping-with-covid-19.shtml>
- **The Four Bodies: A Holistic Toolkit for Coping With Racial Trauma**
<https://medium.com/nappy-head-club/the-four-bodies-a-holistic-toolkit-for-coping-with-racial-trauma-8d15aa55ae06>
- **Supporting Black Men's mental health:**
<https://www.activeminds.org/blog/supporting-black-mens-mental-health/>
- **Latinx/Hispanic Communities: Información y Materiales de Salud Mental en Español:** <https://mhanational.org/latinxhispanic-communities-informacion-y-materiales-de-salud-mental-en-espanol>
- **The Asian Mental Health Project,** <https://asianmentalhealthproject.com/>
- **The National Queer and Trans Therapists of Color Network (NQTTCN)** is a healing justice organization committed to transforming mental health for queer and trans people of color (QTPOC). <https://www.nqttn.com/>

