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

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@novahealthfdn
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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NVFS website: www.nvfs.org
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


- 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.nqttcn.com/