

00:02:41.700 --> 00:02:49.980

Jeff Bornstein (he/him): I want to welcome everyone to meet the partners special series saving lives with trauma informed practice this is session to.

16

00:02:50.580 --> 00:02:59.880

Jeff Bornstein (he/him): neurobiology of trauma co regulation and toxic stress management, my name is Jeff Bornstein and I'm here with my colleague Murlean Tucker.

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00:03:00.420 --> 00:03:14.430

Jeff Bornstein (he/him): together will be running this webinar webinar for dialogue for health web form, thank you to our partner for today's event the national opioid prevention network, the Center for health leadership in practice and the Public Health Institute.

21

00:03:48.630 --> 00:03:59.610

Jeff Bornstein (he/him): click on the Q amp a button on zoom control bar select all panelists from the drop down menu type your question and hit send so that your question gets sent to the right place.

22

00:04:00.990 --> 00:04:13.230

Jeff Bornstein (he/him): Now it's time to introduce today's guest brooke brigandce brooke comes from a multi sector background in health direct impact programming for children, youth and families.

23

00:04:13.710 --> 00:04:32.400

Jeff Bornstein (he/him): and public education nonprofit work she is a program director for the Cyprus resilience project and deputy director of faces for the future coalition both projects of the Public Health Institute, she is a certified trainer in trauma informed systems in practice.

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00:04:33.450 --> 00:04:35.370

Jeff Bornstein (he/him): Welcome brooke, you have the floor.

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00:04:37.020 --> 00:04:48.330

Brooke Briggance: Thank you so much Jeff and Hello everyone it's wonderful to be here really excited to talk about this topic, particularly at such a critical time so I really appreciate that.

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00:04:48.780 --> 00:05:02.490

Brooke Briggance: Everyone is joining us today and, clearly, is interested in talking about the neurobiology of trauma and how we can support people who may be activated in that trauma or experiencing toxic stress during this time.

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00:05:02.820 --> 00:05:08.520

Brooke Briggance: And I really love to try to create a sense of safe space and participation, so.

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00:05:09.120 --> 00:05:14.160

Brooke Briggance: If you have questions or comments and i'm going to be monitoring that Q amp a and.

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00:05:14.460 --> 00:05:21.330

Brooke Briggance: You know I would love to continue dialogues and see where this conversation can go, I know that we have lots of.

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00:05:21.570 --> 00:05:30.180

Brooke Briggance: Professional and lived experience in the room and it's always more exciting when we can develop a learning community and really support one another in this.

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00:05:30.780 --> 00:05:44.640

Brooke Briggance: Pretty complicated conversation so i'm going to start by sharing my screen and today you know, this is a number two and a three part series, and you know I always like to start with

this.

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00:05:45.240 --> 00:05:56.490

Brooke Briggance: Quote I just think this is such a great quote for our time and if we are really thinking about it, even if, during the past year, plus we have been.

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00:05:56.760 --> 00:06:11.100

Brooke Briggance: In say relatively safe circumstances, even if we haven't been directly impacted by coven, even if we have you know found some things to be grateful for during this time.

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00:06:11.910 --> 00:06:22.800

Brooke Briggance: Even if all of that is true, we still aren't coming out of this unscathed we are all managing very high levels of toxic stress.

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00:06:23.190 --> 00:06:31.860

Brooke Briggance: And that is even more true for people who already perhaps have an individual experience of trauma.

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00:06:32.460 --> 00:06:39.000

Brooke Briggance: For communities that are experiencing trauma and people who experienced intergenerational trauma.

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00:06:39.300 --> 00:06:46.560

Brooke Briggance: And we know that so many people have been impacted in so many different ways it hasn't just been covert right it's been.

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00:06:46.800 --> 00:06:55.470

Brooke Briggance: All of the things that we see in the news it's been natural disasters it's been the reckoning on race and bigotry in this country and white supremacy and.

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00:06:55.830 --> 00:07:04.500

Brooke Briggance: You know there's been a lot going on, so this quote always sort of grounds me in this sense of like this is not a vm problem, this is an us.

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00:07:04.770 --> 00:07:14.190

Brooke Briggance: problem, this is not a them reality, this is an us

reality and some of us more than others, so let's just sort of think about.

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00:07:14.790 --> 00:07:21.690

Brooke Briggance: All of the different hats that we wear I think that that's really important as we move through this conversation.

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00:07:22.140 --> 00:07:27.480

Brooke Briggance: We may be here in a professional context and be thinking of someone we know in our personal life.

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00:07:28.260 --> 00:07:35.280

Brooke Briggance: There are things that we're going to be talking about today that may apply to us, and so I always just like to remind us that.

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00:07:36.060 --> 00:07:44.250

Brooke Briggance: You know, we come here as whole human beings, and this has been a really difficult time so as we go through this conversation.

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00:07:44.520 --> 00:07:52.050

Brooke Briggance: I always like to also remind folks just remember to practice some self care and that's really important some of this content.

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00:07:52.800 --> 00:08:07.200

Brooke Briggance: may impact us in different ways, and so this is kind of one of those webinars where when we're finished with it, maybe go walk around the block or hug the dog or do something small for yourself to really celebrate your resilience during this time.

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00:08:08.460 --> 00:08:18.540

Brooke Briggance: So you know what we are going to be talking about obviously is trauma and toxic stress and so it's always helpful to have a shared mental model when we begin this conversation.

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00:08:18.840 --> 00:08:24.960

Brooke Briggance: And when i'm looking at this definition of trauma that I use as a trauma informed systems specialist.

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00:08:25.260 --> 00:08:37.830

Brooke Briggance: One of the you know, there are different things that I like to point out here, but I wonder from you first what are some phrases or some words even that really stand out to you that feel important.

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00:08:53.730 --> 00:08:57.510

Brooke Briggance: Do you see some things in there, that you think you know what that feels important to me.

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00:08:59.940 --> 00:09:06.180

Brooke Briggance: chill yeah big to little tea mm hmm yeah I like that idea, yes, exactly.

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00:09:07.620 --> 00:09:08.790

Brooke Briggance: You know yeah.

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00:09:09.840 --> 00:09:17.910

Brooke Briggance: One of the things that I think is important in this dialogue is you know really taking into account.

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00:09:19.020 --> 00:09:32.520

Brooke Briggance: You know the fact that many people have the experience of trauma not as one event right oftentimes trauma gets relegated to this concept of oh it's just a one thing that happened.

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00:09:32.820 --> 00:09:45.090

Brooke Briggance: But many of us live in, you know with a series of events are set of circumstances and Deborah to your point that's part of what happens then when there's that sense of overwhelm right.

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00:09:45.840 --> 00:09:49.080

Brooke Briggance: One of the things I think is so important is that.

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00:09:49.590 --> 00:10:02.790

Brooke Briggance: We have to look at trauma as a twofer as well right it's not just that something is happening it's also what is our capacity to regulate in the moment or self sooth So you see that picture there.

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00:10:03.090 --> 00:10:12.030

Brooke Briggance: And you know that it, you know that little one is experiencing two things, the first is the event itself and the second is that.

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00:10:12.630 --> 00:10:21.270

Brooke Briggance: You know that child is alone and is not being co regulated and so that's really what leads to some of the maladaptive behaviors we see particularly.

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00:10:22.170 --> 00:10:32.430

Brooke Briggance: trauma has been experienced in childhood is that not only did the child experience the event but there wasn't anyone to teach the brain how to self sooth and so that's really, really important.

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00:10:33.150 --> 00:10:41.400

Brooke Briggance: jake I love that you're pointing out lasting adverse effects to me trauma is sort of the bell once it rang I can't hear it.

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00:10:42.120 --> 00:10:54.840

Brooke Briggance: It is so directly linked to other public health, you know crises things like hypertension, heart disease, diabetes, cancer and we know that it's directly.

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00:10:55.140 --> 00:11:01.920

Brooke Briggance: correlated with all the six leading causes of death in this country and that's really important for us to remember.

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00:11:02.190 --> 00:11:11.640

Brooke Briggance: That you know trauma is a social determinants of health and it absolutely is connected to what the CDC calls depths of despair.

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00:11:11.880 --> 00:11:19.650

Brooke Briggance: And so, our partner here, for instance, the national overdose prevention network is really interested in US examining as a group.

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00:11:20.520 --> 00:11:35.550

Brooke Briggance: You know what are the links for between trauma experiences and what leads to overdose and so it's really important that we understand that those depths of despair oftentimes have a

trauma origin very, very important.

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00:11:36.570 --> 00:11:48.960

Brooke Briggance: And yes, Jill epigenetics the out that intergenerational trauma and what happens in the womb is so critical i'm really excited about the neuroscience around this we're learning so much more.

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00:11:50.190 --> 00:11:55.770

Brooke Briggance: I live in the state of California and we are very first surgeon general is.

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00:11:56.520 --> 00:12:13.890

Brooke Briggance: Burke Harris and Dr Burke Harris has a goal of reducing adverse childhood experiences in the state of California by 50% by the year 2050 and so it's an incredibly aggressive conversation about things like epigenetics.

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00:12:14.700 --> 00:12:24.780

Brooke Briggance: You know, childhood development universal screening etc so yeah it's i'm excited to Jill about what what the research is showing us there.

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00:12:25.260 --> 00:12:36.990

Brooke Briggance: And yeah Sharon absolutely that intergenerational sense I you know there's nothing that we teach about at Cypress resilience projects that either myself or someone I love has not lived through.

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00:12:37.290 --> 00:12:44.790

Brooke Briggance: And I come from an intergenerational trauma background and you absolutely see that playing out now that can.

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00:12:45.540 --> 00:12:53.910

Brooke Briggance: You know more directly impact some folks more than others, so, for instance, while I have an individual trauma background and.

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00:12:54.150 --> 00:13:01.560

Brooke Briggance: received intergenerational trauma as well, I don't, for instance, experience historical trauma in the same way that others might.

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00:13:01.770 --> 00:13:12.720

Brooke Briggance: Because i'm Caucasian SIS gender i'm from Michigan right so it's like you know, I have a lot of privilege that other people don't, and so one of the things that we also have to talk about.

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00:13:13.020 --> 00:13:25.230

Brooke Briggance: Is you know how intergenerational trauma historical trauma and the toxic stress that comes from that impacts certain people more than others and that's where our equity dialogue really has to take hold.

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00:13:26.790 --> 00:13:32.730

Brooke Briggance: So these are some of the terms that we use just in the landscape and you've heard me use some of them already.

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00:13:33.510 --> 00:13:44.010

Brooke Briggance: You know, today we are here to really think about the impact of being activated in the stress response So what does that toxic stress look like.

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00:13:44.730 --> 00:13:53.160

Brooke Briggance: What does that look like in someone who may have a trauma background, perhaps from childhood, perhaps from acute trauma, perhaps from chronic trauma.

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00:13:53.430 --> 00:13:59.580

Brooke Briggance: And what can we do as individuals and what can we think about in our systems in order to support folks.

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00:14:00.150 --> 00:14:09.060

Brooke Briggance: Who are either like activated in the moment or who are experiencing toxic stress, and that includes us right because we're gonna have to have a dialogue.

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00:14:09.300 --> 00:14:20.940

Brooke Briggance: If we want to co regulate someone else part of that is going to be how is our stress response doing right now right, how are we managing our toxic stress and so i've got a few different ideas about how we can talk about that.



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00:14:21.600 --> 00:14:33.840

Brooke Briggance: Of course, for those of us who are in caring professions really important that we continue to acknowledge the role of secondary and vicarious trauma compassion fatigue these things.

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00:14:34.290 --> 00:14:40.590

Brooke Briggance: Absolutely lead to burnout right, so I don't know how the rest of you are doing, I know that.

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00:14:40.920 --> 00:14:51.870

Brooke Briggance: I have had to really be purposeful about myself care plan managing both my profession my personal life and the things happening in the world, and so.

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00:14:52.590 --> 00:15:04.590

Brooke Briggance: A lot of that is because you know I sort of think of vicarious trauma as the thing that happens when we hold story, and when we walk a path with another person with empathy and so.

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00:15:05.220 --> 00:15:17.520

Brooke Briggance: When we practice trauma informed work that is part and parcel of it right, the act of empathy itself is trauma informed, and so, how do we do that.

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00:15:17.880 --> 00:15:29.400

Brooke Briggance: and train ourselves literally our body our hearts our minds, our spirits to do that work over time, and so I treat this like any other.

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00:15:29.970 --> 00:15:39.510

Brooke Briggance: sort of task for which I have to have discipline it, you know self care for me is about being able to do my job, the job that I love and do it over time.

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00:15:40.170 --> 00:15:59.640

Brooke Briggance: And to not have that job adversely impact my health and the well being of the people around me and so really important if we are sit, you know, in a situation where our job is leading to toxic stress if something that we might want to consider absolutely.

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00:16:01.230 --> 00:16:02.580

Brooke Briggance: I see charmaine.

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00:16:03.660 --> 00:16:12.240

Brooke Briggance: Yes, yeah absolutely I, so the definition is limited, I agree, and i'm glad that you're pointing that out absolutely.

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00:16:13.260 --> 00:16:26.550

Brooke Briggance: And yes, it, you know absolutely people who are experiencing trauma feel that sense of hopelessness and vulnerability and that that can continue over time i'm glad you're pointing that out absolutely Thank you.

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00:16:27.810 --> 00:16:36.690

Brooke Briggance: So this is just neuro bio one on one i'm a little bit of a neuro nerd and so bear with me just for one minute i'm sure lots of you already know this.

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00:16:37.620 --> 00:16:46.860

Brooke Briggance: You know this is yeah I worked in neuro for 10 years I was a patient advocate in the department of neurology and just been fascinated with it ever since but.

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00:16:47.490 --> 00:16:53.280

Brooke Briggance: This you know when we're talking about toxic stress and the stress response it's always good to have a quick review about what's happening.

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00:16:53.670 --> 00:17:01.320

Brooke Briggance: And this part of the brain is that prefrontal cortex and it's the last part of the brain to develop it's where we have.

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00:17:01.890 --> 00:17:09.720

Brooke Briggance: conceptual thinking it's where we have language it's where we have executive function things like decision making and judgment.

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00:17:10.080 --> 00:17:23.130

Brooke Briggance: And this part of the brain is the limbic system so that's where our migdal hides out and it's very closely connected to the brainstem which is right here at the base where our neck in our brain connect and.

100

00:17:23.790 --> 00:17:28.800

Brooke Briggance: You know, part of the importance of understanding the stress responses, the geography.

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00:17:29.100 --> 00:17:38.850

Brooke Briggance: Of these parts of the brain, so the limbic system when it, you know hits alert it doesn't have very far to go to that brainstem and that's really important because.

102

00:17:39.390 --> 00:17:50.460

Brooke Briggance: it's going to cause folks to react very quickly, and I, you know, have all sorts of physiological reactions to the adrenaline and cortisol that the amygdala is releasing and.

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00:17:51.240 --> 00:17:58.140

Brooke Briggance: You know, it takes a little bit longer to get up to this part where then we're rationalizing or understanding what's happening.

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00:17:58.710 --> 00:18:07.530

Brooke Briggance: And when we think of the stress response really what this is very simply put is that this part of the brain is knocked offline the brain.

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00:18:07.800 --> 00:18:15.630

Brooke Briggance: Is you know moving all of its resources over to this limbic system it's all about survival and it's all about emotion and so.

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00:18:15.990 --> 00:18:24.090

Brooke Briggance: There is a lot of neuroscience right now in trauma informed treatment that is just interested in this part of the brain.

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00:18:24.930 --> 00:18:42.990

Brooke Briggance: You know even theories that are saying you know we're not sure, for instance, how effective talk therapy is in healing where the trauma happened, which is actually in that limbic system, so you know lots of interesting dialogue going on, but I often think of this as.

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00:18:44.190 --> 00:18:52.860

Brooke Briggance: I know this is maybe a little bit silly, but I think of my amygdala and, as a kind of you know person sitting at a desk.

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00:18:53.220 --> 00:19:03.180

Brooke Briggance: And their job is to analyze all of the data coming through my senses and the second, they think something might put me in danger they hit a big red button on their desk.

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00:19:03.480 --> 00:19:12.330

Brooke Briggance: And all of a sudden i'm going to have a stress response, and so I you know we have to then think about a couple of different things, one of them.

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00:19:12.900 --> 00:19:20.970

Brooke Briggance: Is you know what does that button do right, and how are they analyzing the data, and how does our lived experience impact how.

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00:19:21.210 --> 00:19:34.980

Brooke Briggance: They analyze the data so that amygdala is taking in all of this information that i'm getting from my eyes my sense of touch my hearing, if I were sitting here right now in this chair and I heard a rattle from a rattlesnake.

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00:19:35.430 --> 00:19:41.250

Brooke Briggance: You know that that person at that desk is going to hit that big red button and say we're in danger.

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00:19:41.580 --> 00:19:52.980

Brooke Briggance: And so it's really important that we think about this and we understand that, over time, this causes a lot of dysregulation right, so the more we're experiencing.

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00:19:53.250 --> 00:20:00.390

Brooke Briggance: That stress response, the more we are you know getting just regulated meaning we're seeing the impact.

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00:20:00.900 --> 00:20:10.200

Brooke Briggance: And so, absolutely super important for us, and I think of it, you know really what we're talking about is cortisol right that amygdala is going to release cortisol your brain.

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00:20:10.410 --> 00:20:15.000

Brooke Briggance: is going to flood your body with physiological reaction, because of the cortisol.

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00:20:15.360 --> 00:20:25.560

Brooke Briggance: And you know cortisol is a good thing it's it's not a bad chemical it protects me from the bear it protects me, you know it's paying you know it's got me in a heightened sense of awareness.

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00:20:25.800 --> 00:20:31.050

Brooke Briggance: of my surroundings it's trying to help me survive it's also the chemical that wakes us up in the morning.

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00:20:31.350 --> 00:20:41.700

Brooke Briggance: And so I you know it's a good thing, and you can see, as we start our day is we're just sort of getting up we're going into the kitchen getting the coffee jumping in the shower getting to work.

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00:20:42.000 --> 00:20:53.070

Brooke Briggance: We require a certain level of cortisol to make that all happen and we do have a very high level of activity and performance when those chemicals are all in alignment.

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00:20:53.640 --> 00:21:01.500

Brooke Briggance: The more stress we get, however, and the more cortisol we get the more dis regulated so I always think of it as.

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00:21:01.800 --> 00:21:08.580

Brooke Briggance: You know you have that day and you're doing great and you're in the office and you're answering emails and all of a sudden, you find out the report is do.

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00:21:08.820 --> 00:21:24.570

Brooke Briggance: It you know five hours sooner than you thought and now it's like where was that and I can't find it and oh my gosh and I was going to and you're hitting delete you became dis regulated focuses off concentration is off and that's because now we have too much of the stress chemical.

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00:21:25.830 --> 00:21:34.080

Brooke Briggance: And let's see i've got a question, do you believe that adverse trauma from a family affects the lifestyle choices when makes during their adult years.

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00:21:34.380 --> 00:21:47.490

Brooke Briggance: It yes absolutely so we know that there are all different kinds of things that come from you know childhood trauma, in particular, and absolutely treatment, it can be helpful.

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00:21:48.120 --> 00:22:00.960

Brooke Briggance: There are different schools now, as I said, a thought, some people are saying things like meditative practice mindfulness training, etc, things that trigger the parasympathetic nervous system and.

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00:22:01.350 --> 00:22:03.210

Brooke Briggance: So, for instance, if we think of.

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00:22:03.750 --> 00:22:12.180

Brooke Briggance: The stress response as the gas in our body, the parasympathetic nervous system is the brakes and so there's a lot of new data that suggests.

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00:22:12.360 --> 00:22:22.170

Brooke Briggance: If I can trigger my parasympathetic nervous system, meaning my brakes and slow my stress response down that actually does a lot to heal the limbic system.

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00:22:22.500 --> 00:22:30.570

Brooke Briggance: And you know so that that's new information that we're getting some people find help with talk therapy, some people find help.

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00:22:31.260 --> 00:22:40.080

Brooke Briggance: In different sorts of environments some folks in communities choose traditional healing practices, and so it really is going to be dependent on.

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00:22:40.290 --> 00:22:53.310

Brooke Briggance: The individual because every trauma experiences individualize its individual because it's in our brain and my brain is

different than that of someone else's yes, Peter Thank you absolutely.

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00:22:54.660 --> 00:23:04.290

Brooke Briggance: So I let's see what if your trauma influencer is the Miss about people of color and you continue to discriminate towards people of color by your actions.

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00:23:05.040 --> 00:23:21.510

Brooke Briggance: I would need to hear a little bit more about that question in order to be able to respond to that, but you know, let me, let me hold that thought and i'm going to continue, but let me hold that thought or, if you could rephrase that for me that would be helpful, I appreciate that.

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00:23:23.010 --> 00:23:28.590

Brooke Briggance: The way that I think about this as a metaphor, I kind of like metaphors i'm sorry about that, but.

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00:23:29.280 --> 00:23:41.340

Brooke Briggance: The way that I think of this as a metaphor is that stress response if we think of the prefrontal cortex and the limbic system sort of working in Union and being in balance, I think of it as a writer and a horse.

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00:23:41.670 --> 00:23:45.720

Brooke Briggance: And when someone has been activated in that stress response.

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00:23:46.380 --> 00:23:58.590

Brooke Briggance: What really happens is the rider falls off the horse so literally that prefrontal cortex that sort of rationalization that executive decision making all of that stuff just kind of gets knocked offline.

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00:23:58.920 --> 00:24:07.500

Brooke Briggance: And what i'm talking to when someone's been activated is the horse right that limbic system and it's all emotion and it's all survival.

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00:24:07.860 --> 00:24:16.560

Brooke Briggance: And if you ever have seen a horse that spooked it will do anything in order to survive right it's going to be very

kinetic.

142

00:24:16.860 --> 00:24:24.300

Brooke Briggance: it's going to be, you know, making noise it's going to be doing all that and so that's a lot of the behavior that we end up seeing with folks and so.

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00:24:24.930 --> 00:24:34.380

Brooke Briggance: Here welcome Virginia I I i'm a sucker for a good metaphor so i'm glad one of you appreciate that some people find it annoying so you're welcome Virginia.

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00:24:34.860 --> 00:24:44.760

Brooke Briggance: And you know that that horse, you know part of what I see a lot of times is when people are working with an individual and they're seeking to.

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00:24:45.540 --> 00:24:56.400

Brooke Briggance: sort of calm the situation down or, for instance, if we think of de escalating a situation where someone may have been activated in their stress response, or have a you know, a past trauma activated.

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00:24:56.760 --> 00:25:05.280

Brooke Briggance: And you know they're trying to rationalize you know it was just a miscommunication or no it, you know you need to calm down or no.

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00:25:05.580 --> 00:25:10.890

Brooke Briggance: that's talking to this part that's talking to the writer, the writer is like way back there.

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00:25:11.280 --> 00:25:19.080

Brooke Briggance: You know that's not the part of the person that we're talking to right now we're talking to the horse and I always find that very helpful.

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00:25:19.860 --> 00:25:31.710

Brooke Briggance: Because i'm going to react very differently to the horse than I might to the rider and so really what I think of his co regulation is how do I call the horse down how do I.



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00:25:32.340 --> 00:25:38.460

Brooke Briggance: Get the rider back on the horse right and I can't do that, until the horse has been addressed.

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00:25:38.700 --> 00:25:49.380

Brooke Briggance: And so I you know if you see a horse and it's spooked and you try to get a rider back on there it's not going to work right because that you know that person is going to you know get knocked off again.

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00:25:49.680 --> 00:25:55.680

Brooke Briggance: So you know what what do I need to do to speak to the horse is kind of how I think about co regulation.

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00:25:56.940 --> 00:26:05.760

Brooke Briggance: Part of the problem is that it, you know this constant stress response for those of us who have trauma backgrounds, but also.

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00:26:06.030 --> 00:26:15.330

Brooke Briggance: Those of us who are experiencing toxic stress it becomes unhealthy over time, your amygdala just gets sensitized it takes less than less stimuli.

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00:26:16.140 --> 00:26:24.270

Brooke Briggance: And you know, has anybody here sort of had that situation lately where it seems like people are kind of popping off and it doesn't take a lot.

156

00:26:25.140 --> 00:26:34.920

Brooke Briggance: that's because we've been managing an awful lot of toxic stress and we've been getting you know sensitized and it, you know that's a really serious issue.

157

00:26:35.760 --> 00:26:49.500

Brooke Briggance: It also the brain has a harder and harder time getting back to its baseline so I sort of think of it as gosh if normally I was starting at zero and if i'm experiencing a lot of stress, I might get to 30.

158

00:26:49.830 --> 00:27:04.170

Brooke Briggance: Now, a lot of people are at 30 and they're getting to 60 yes, Peter, yes, thank you for it yeah i'm trying to make this accessible to everyone so I love that Peter is jumping in with the terminology I you're a good partner to me Peter Thank you.

159

00:27:05.280 --> 00:27:15.900

Brooke Briggance: So I you know it's important for us to understand that that baseline gets affected right, and so you know, and that has health consequences over time.

160

00:27:16.500 --> 00:27:27.090

Brooke Briggance: really important health consequences for us to acknowledge over time because, again I sort of think of like okay what what do I need to do to reduce cortisol.

161

00:27:27.540 --> 00:27:33.510

Brooke Briggance: right because that's the activator that's the gas, and so, what are the strategies that we can employ.

162

00:27:33.780 --> 00:27:43.230

Brooke Briggance: either in systems or individually in our interpersonal communication our co regulation strategies are de escalation strategies.

163

00:27:43.470 --> 00:27:57.030

Brooke Briggance: What do we need to do in order to reduce the level of cortisol and then reduce it over time and that's really how I think of toxic stress management is what do I need to do for myself to make sure that i'm just exposed to less of this.

164

00:27:58.620 --> 00:28:06.870

Brooke Briggance: And these are some of the things that are happening, these are some of the impacts, the health impacts of long term exposure to cortisol.

165

00:28:07.230 --> 00:28:16.560

Brooke Briggance: And you know it anybody here, having sleep disruption, this year, where you're really struggling with sleep, or maybe you're having trouble.

166

00:28:17.250 --> 00:28:25.980

Brooke Briggance: Getting to sleep cortisol like right that's not

particularly helpful it often will wake us up if if we are.

167

00:28:26.880 --> 00:28:34.230

Brooke Briggance: You know, absolutely if we're you know waking up and cortisol there it comes, now we have a harder time getting to sleep.

168

00:28:34.890 --> 00:28:46.740

Brooke Briggance: so that you know getting sensitized and having the amygdala sensitized over time is not helpful and you know, we know that cortisol slows our metabolism down.

169

00:28:47.160 --> 00:28:50.520

Brooke Briggance: So is anybody, you know did anybody gain weight this year.

170

00:28:51.150 --> 00:29:01.620

Brooke Briggance: And you know, do we wait where you're like what happened, like, I feel like i'm you know, in the extra side you know pair of yoga pants I had to buy the other size or whatever.

171

00:29:02.190 --> 00:29:15.270

Brooke Briggance: A lot of people are experiencing that some of that is because we've been inside and we haven't had access to all of the things we might do right the gyms were closed or whatever, and some of it is because cortisol lowers our metabolism.

172

00:29:16.230 --> 00:29:27.060

Brooke Briggance: The food cravings yeah so john that's because I, you know the brain if it's getting ready to fight a bear and it's telling me i'm in danger it starts craving cheap energy.

173

00:29:27.540 --> 00:29:33.960

Brooke Briggance: anybody here think like French Fries on ice cream at 10 o'clock at night sounds like a pretty darn good idea right now.

174

00:29:34.440 --> 00:29:42.210

Brooke Briggance: Right is because we're getting a message from all those stress chemicals that were in danger, we need to get ready to fight or run away.

175

00:29:42.900 --> 00:29:51.150

Brooke Briggance: And so that's part of the reason that we have food cravings and we see that there are implications for memory, some of us are struggling.

176

00:29:52.050 --> 00:30:04.560

Brooke Briggance: To you know focus some days are better than others, remember, if this part of the brain is getting knocked offline and we're feeling more chronic levels of stress and chronic toxic stress.

177

00:30:04.830 --> 00:30:13.200

Brooke Briggance: we're going to be struggling with memory and constant you know concentration, so our focus where are my keys when was that report do what day is it.

178

00:30:14.220 --> 00:30:23.160

Brooke Briggance: You know, today I was, I was supposed to be in the green room for this webinar at nine o'clock I thought it was going to be at 930 so you know, like I.

179

00:30:23.670 --> 00:30:31.260

Brooke Briggance: I just blanked I thought it was 930 the things started at 930 i'm supposed to be there at nine so it, you know all of us are.

180

00:30:31.650 --> 00:30:50.580

Brooke Briggance: experiencing these things, and you know some of us again more than others, my hope is to just normalize some of this for us to try to have some self compassion and compassion for others and to also see you know these stress chemicals have a tremendous wear and tear on the body.

181

00:30:51.720 --> 00:31:01.230

Brooke Briggance: These are when you look at these things we start to understand Oh, this is why we are experiencing connection to these leading causes of death.

182

00:31:01.500 --> 00:31:10.050

Brooke Briggance: Things like hypertension, heart disease, etc, you know we're if we're constantly having heightened blood pressure, because we're managing toxic stress.

183

00:31:10.290 --> 00:31:16.770

Brooke Briggance: You know it's no wonder that we might if we also have perhaps family history develop hypertension.

184

00:31:17.250 --> 00:31:31.710

Brooke Briggance: Right and so it's really important to normalize this and to understand that trauma plays a very critical role in health outcomes and what sort of health we experience versus what sort of wellness we want.

185

00:31:33.660 --> 00:31:39.480

Brooke Briggance: David let's see isn't it important to also address building resiliency and population level interventions.

186

00:31:41.250 --> 00:31:52.230

Brooke Briggance: Yes, actually actualization international human rights are critical to yes, yes, absolutely David, I am not speaking to.

187

00:31:52.800 --> 00:32:07.740

Brooke Briggance: Historical trauma directly in this particular presentation we have done that, before and I was just on another nope and panel that did that and included folks from different communities as well.

188

00:32:08.490 --> 00:32:20.580

Brooke Briggance: I believe nope and has that recorded and you probably can go to the website to find it, that was a deeper dive on the issues that you're bringing up which are more historical trauma in nature.

189

00:32:21.390 --> 00:32:46.500

Brooke Briggance: Say same charmaine exactly I love that you're bringing that up, and you know absolutely you know when you are in situations where toxic stress is around you and that could be in the home, it could be in the Community, where you live, and that reality of.

190

00:32:47.730 --> 00:32:58.590

Brooke Briggance: Consistent exposure to stress is something that many of us can't get away from right and I totally acknowledge that that is equally true.

191

00:32:59.160 --> 00:33:06.960

Brooke Briggance: For let's say a young person living in a home with toxic stress, as it is for folks living in Community where there's toxic stress and.

192

00:33:07.350 --> 00:33:18.300

Brooke Briggance: We talk about that a lot, when we talk in our workshops about historical trauma and intergenerational trauma, so I appreciate you bringing that up Thank you.

193

00:33:19.050 --> 00:33:32.400

Brooke Briggance: And yes, and Jessica yeah i'm sorry to hear your labs are skewing yeah a lot of us are having that right now and i've really been trying to encourage people as part of your health plan.

194

00:33:33.000 --> 00:33:43.380

Brooke Briggance: To really try to think of cortisol and its connection to some of the physical signs and symptoms, you may be experiencing because you know.

195

00:33:44.340 --> 00:33:53.160

Brooke Briggance: it's not enough for us to just white knuckle it through this pandemic, because if we know that this is directly connected to leading causes of death.

196

00:33:53.490 --> 00:34:06.060

Brooke Briggance: What are hypertension rates, going to be like in 10 years what are, what are the diabetes rates, going to be like in 15 years, and so this is, you know dealing with toxic stress management.

197

00:34:06.450 --> 00:34:20.160

Brooke Briggance: could have a positive or negative impact on those future health outcomes for a lot of us, and so it's really important, and we know from the adverse childhood experience data that it, you know the higher your score.

198

00:34:20.880 --> 00:34:36.420

Brooke Briggance: You know it directly impacts your the length of your life, so this is real stuff, and so I believe that trauma informed practice is a public health intervention and needs to be included in all of our systems for sure.

199

00:34:38.580 --> 00:34:55.710

Brooke Briggance: Yes, David absolutely not everyone, I again, you know traumas and individual experience and brains and bodies react differently to it, it also is connected to the other things we're inheriting right the other things in our DNA and our other medical history so absolutely.

200

00:34:57.000 --> 00:35:08.280

Brooke Briggance: You know, one of the things that I like to point out is that you know our responses matter what we do counts, and it can actually have direct impact on people.

201

00:35:08.940 --> 00:35:16.560

Brooke Briggance: In a good way or a negative way, and so what we talk about when we're thinking about toxic stress management co regulation.

202

00:35:16.800 --> 00:35:24.330

Brooke Briggance: What is my role the very first premise, we have to have is that what we do matters and that's not something that everyone assumes.

203

00:35:24.870 --> 00:35:30.390

Brooke Briggance: Sometimes when we're supporting others we just kind of look at the situation like what can I do.

204

00:35:31.050 --> 00:35:37.350

Brooke Briggance: or it's them look at them and how they're reacting that's not true, we have a lot of power in the situation.

205

00:35:37.710 --> 00:35:49.590

Brooke Briggance: And so, one of the things that we have to believe, as a premise in trauma informed practice is that we can have impact and that impact we can choose to have it be positive, and that includes within systems.

206

00:35:49.890 --> 00:35:56.790

Brooke Briggance: Right, so you know the work that I do is actually often with organizations or agencies institutions.

207

00:35:57.180 --> 00:36:10.170

Brooke Briggance: And really what we're looking at is both the external facing policies and procedures and sort of like the

interactions externally, but also internally how does this system support its own folks.

208

00:36:10.620 --> 00:36:22.740

Brooke Briggance: So Sylvia you know, in the workforce, you know i'm very interested in how systems do or do not support the people working within them, because we all know.

209

00:36:23.130 --> 00:36:28.290

Brooke Briggance: If you've ever worked in a dysfunctional system, you know how traumatizing that can be.

210

00:36:28.950 --> 00:36:39.960

Brooke Briggance: Right, and so one of the things that we know is that traumatized people can traumatize others, that is something we're working to avoid so you know it's not enough for a system.

211

00:36:40.140 --> 00:36:59.190

Brooke Briggance: To look only at its outward facing practices, it also has to look at how do we care for the people within this system so that we know we have the opportunity to be healing and transformative for everyone in this institution, everyone in this agency everyone in this organization.

212

00:37:01.770 --> 00:37:11.970

Brooke Briggance: This is the good news that we can heal from trauma I, you know that I, this is exciting to me every day I wake up and I get I get excited about that.

213

00:37:12.720 --> 00:37:27.390

Brooke Briggance: it's super important to understand that the brain is incredibly resilient and it seeks to have us be well and to survive, and I find that to be an amazing thing.

214

00:37:28.350 --> 00:37:38.070

Brooke Briggance: You know, we are constantly adding cells to our brain until about the age 2526 and even after that we have what's called neuro plasticity so.

215

00:37:38.730 --> 00:37:48.930

Brooke Briggance: When I used to work in the department of neurology it was amazing to watch someone, for instance, who had come in, maybe



with a traumatic brain injury or having experienced a stroke.

216

00:37:49.170 --> 00:37:58.860

Brooke Briggance: and watch them over time relearn how to do things and it's a really incredible process to observe over time if you've ever.

217

00:37:59.070 --> 00:38:09.570

Brooke Briggance: had the good fortune of watching someone in their healing process you've seen like how resilient the brain truly is, and so one of the things that we know.

218

00:38:09.870 --> 00:38:20.370

Brooke Briggance: Really supports the brains healing from trauma is protected spaces and protected relationships places and people with whom the brain feels safe.

219

00:38:20.670 --> 00:38:31.200

Brooke Briggance: And that makes a lot of sense right if we want to calm that limbic system down if we want to be able to have the rider on the horse, if we want to not feel activated, we need to feel safe.

220

00:38:32.100 --> 00:38:39.150

Brooke Briggance: And it, you know it's just kind of common sense but it's incredibly profound and so one of the things we have to do.

221

00:38:39.780 --> 00:38:49.980

Brooke Briggance: trauma informed practice is not a hat that we take on and off it's not something that we do and stop doing it five it literally becomes the practice as part of who we are.

222

00:38:50.250 --> 00:39:01.200

Brooke Briggance: Because we know that we can be then that protected person for someone else we can create protected spaces, either in our homes or in our agencies.

223

00:39:01.470 --> 00:39:14.610

Brooke Briggance: And so you know it's this sort of how do I communicate consistently safety and stability, how do I communicate transparency, and when I work with organizations thinking about trauma informed practice within.

224

00:39:15.240 --> 00:39:25.440

Brooke Briggance: Organizations we have these guiding principles we use where we talk about things like have it, you know, making sure there is voice and choice everyone's at the table.

225

00:39:26.040 --> 00:39:30.360

Brooke Briggance: really taking to heart diversity equity inclusion and belonging efforts.

226

00:39:30.870 --> 00:39:42.270

Brooke Briggance: To ensure they have a trauma informed perspective and include all voices and making sure that we are practicing transparency and accountability, what does that mean.

227

00:39:42.510 --> 00:39:59.940

Brooke Briggance: And so there are different guidelines that we use to communicate safety that we communicate stability both in inter personally and within systems, because we know that the science leads us to know gee you know, this is really going to help and have impact, and it can heal the brain.

228

00:40:01.680 --> 00:40:08.010

Brooke Briggance: These are some of the things that we talk about, then, if we are working with individuals who support other people.

229

00:40:08.580 --> 00:40:16.260

Brooke Briggance: Or if we're thinking about managing our own toxic stress one of the first things we talked about is it's very helpful to know.

230

00:40:17.190 --> 00:40:30.030

Brooke Briggance: You know how we got activated in the first place, the second part of it is, can we remove the toxicities to charmaine point earlier there's some toxicity we can't remove some we can.

231

00:40:30.840 --> 00:40:38.880

Brooke Briggance: Some we choose some we don't choose right so it's taking a critical eye and putting it on the situation and saying.

232

00:40:39.180 --> 00:40:46.710

Brooke Briggance: What what of these toxins can, or what are the

triggers and the things in this environment that can be removed and what can't be removed.

233

00:40:46.950 --> 00:40:55.260

Brooke Briggance: And having a plan for how we're going to support individuals and communities when those things aren't being removed quickly right so.

234

00:40:55.950 --> 00:41:03.600

Brooke Briggance: You know, then we can add in protective factors that we then we think about Okay, what are the positive things that we can add in.

235

00:41:03.840 --> 00:41:12.570

Brooke Briggance: And we've got to create accountability structures, and so this is kind of the process that we walk through with individuals and with organizations thinking about.

236

00:41:12.810 --> 00:41:21.240

Brooke Briggance: What is trauma informed practice mean what you know what can we do, and then we sort of apply those guiding principles as protective factors so here.

237

00:41:21.870 --> 00:41:28.500

Brooke Briggance: This is just sort of a little exercise that I do, to give you an example, if we were trying to understand.

238

00:41:29.310 --> 00:41:40.560

Brooke Briggance: What, for instance, you know what our activations just grab a pen or a pencil, and this is just a silly little exercise but it's kind of interesting.

239

00:41:41.190 --> 00:41:46.320

Brooke Briggance: You know just for a moment it's not often we think about these things, these are values words right.

240

00:41:47.220 --> 00:41:52.650

Brooke Briggance: And you know there's all different kinds, these are just things I thought of off the top of my head.

241

00:41:53.160 --> 00:42:05.580

Brooke Briggance: You know, you probably have others I haven't considered just take a minute and jot down with a pen or a pencil 10 values words that you think are the most important thing.

242

00:42:06.360 --> 00:42:21.900

Brooke Briggance: That you think are you know what we should teach the children it's how you live, your life if someone said, your name aloud they would automatically think of these values just take a second i'm gonna let you sit for a minute take a second and write 10 of them down.

243

00:42:35.640 --> 00:42:49.140

Brooke Briggance: And again, this is a starting point, this is by no means an exhaustive list it's just me making a PowerPoint presentation so add add your other ones, if you see fit, if you can think of others, that I didn't think of.

244

00:42:50.550 --> 00:42:51.990

Brooke Briggance: I give you just one more minute.

245

00:43:04.170 --> 00:43:10.050

Brooke Briggance: So when you look at your list of 10 I want you to cross out five.

246

00:43:14.910 --> 00:43:16.860

Brooke Briggance: Cross out five for me.

247

00:43:18.030 --> 00:43:28.110

Brooke Briggance: should be a little uncomfortable remember these are your core values, these are the ways you define yourself, so it should be a little uncomfortable to not be able to have five.

248

00:43:34.110 --> 00:43:36.450

Brooke Briggance: And once you've crossed out your five.

249

00:43:37.650 --> 00:43:39.240

Brooke Briggance: Cross out to more.

250

00:43:40.410 --> 00:43:42.180

Brooke Briggance: You should be left with three.

251

00:43:44.370 --> 00:43:47.040

Brooke Briggance: And those are your three core values.

252

00:43:48.420 --> 00:43:50.280

Brooke Briggance: your most important things.

253

00:43:51.900 --> 00:43:53.850

Brooke Briggance: And if you feel comfortable.

254

00:43:54.990 --> 00:43:57.390

Brooke Briggance: You know, share that with us in the Q amp a.

255

00:43:58.710 --> 00:44:00.840

Brooke Briggance: Where where did you land, what are your three.

256

00:44:02.730 --> 00:44:16.950

Brooke Briggance: And the reason we do this exercise is because chances are, if you feel very activated in an interaction with someone someone got too close to these.

257

00:44:17.640 --> 00:44:21.540

Brooke Briggance: or something called them into question or put them in danger.

258

00:44:22.050 --> 00:44:36.510

Brooke Briggance: And you know so Jose so Jose has loyalty respect and honesty, thank you for sharing that Jose so Jose if if you have honesty is one of yours and you're in a situation where someone is lying to you.

259

00:44:36.930 --> 00:44:45.330

Brooke Briggance: that's probably going to be a pretty big stress actually her right that's probably going to be a pretty big deal because that's one of your core values right.

260

00:44:46.200 --> 00:44:58.380

Brooke Briggance: If we have family, for instance Brenda you've got family, if you have family and someone puts your family in danger, you perceive that your family's danger I don't want to be around you because you're probably coming after me right.

261

00:44:58.950 --> 00:45:15.630

Brooke Briggance: So that's a really important thing for folks to understand is that that stress activation happens when we feel under threat and sometimes we only think it comes from stimuli that it's only coming from a physical threat but safety.

262

00:45:16.080 --> 00:45:33.090

Brooke Briggance: Right is experienced holistically by a person it's it's mental it's emotional it's physical and it's spiritual so for someone they may be very, very activated about something that where they're not in physical threat.

263

00:45:33.600 --> 00:45:45.570

Brooke Briggance: Right and in chances are if we've been really activated someone came after one of these things and example is you know I I would probably put family as well, many of you, I see how that.

264

00:45:46.470 --> 00:45:51.990

Brooke Briggance: I love yeah miriam's got family we've got lots of families in here right I probably would put that one too.

265

00:45:52.830 --> 00:46:03.810

Brooke Briggance: and even more so if I really thought about it, I sort of see myself as a protector, so I used to play soccer goalie right, I was the goalie on the soccer team and so.

266

00:46:04.590 --> 00:46:15.420

Brooke Briggance: I am the protector right like you can't get past me my people are behind me kind of a thing, and so I you know it, the other day I was walking my dog rosie and.

267

00:46:16.050 --> 00:46:24.600

Brooke Briggance: You know, we were about to cross the street, and someone came and veered you know around and they were going to turn right and they almost hit rosie.

268

00:46:24.960 --> 00:46:35.340

Brooke Briggance: And, before I even knew what I was doing my arm went back, and I was going to punch the car right that's a perfect example of a stress response.

269

00:46:35.970 --> 00:46:45.270

Brooke Briggance: Now why did that happen, what happened there well it's because I have this core value i'm the protector of rosie she's in my crew.

270

00:46:45.660 --> 00:46:52.350

Brooke Briggance: Right and that's my reaction that fight reaction to that stress response you put you just had rosie under threat.

271

00:46:52.740 --> 00:47:00.570

Brooke Briggance: Like i'm a puncher car right, so it is really common for us to be super activated around the things we value.

272

00:47:00.900 --> 00:47:10.530

Brooke Briggance: And I think that that's the the you know emotional spiritual part, and so one of the things we have to do is help people identify.

273

00:47:10.860 --> 00:47:21.030

Brooke Briggance: What their values are what are the things they're holding dear because that can give us insight into what may activate them so, for example.

274

00:47:21.900 --> 00:47:36.330

Brooke Briggance: In wearing my other hat i'm deputy director of the faces for the future program we work with about 1200 to 1500 under represented youth across the state of California, in new Mexico Colorado and Michigan.

275

00:47:36.780 --> 00:47:46.080

Brooke Briggance: And you know, inevitably, when I do this exercise with the teenagers we work with I see respect respect is a huge thing for young people right.

276

00:47:46.800 --> 00:47:54.690

Brooke Briggance: And so, when we are training our staff we talk about what are the policies and procedures that we have in our programs.

277

00:47:54.930 --> 00:48:05.730

Brooke Briggance: That communicate, we respect our students, because

we know that that's one of their core values, and so are you know institution has to embed everything we do.

278

00:48:05.970 --> 00:48:20.610

Brooke Briggance: With ensuring they feel autonomy they feel seen and their respected, because that is a real if we don't do that, we know that it's going to be an activator, so there are very important ways that actually.

279

00:48:20.850 --> 00:48:35.520

Brooke Briggance: You know, not just waiting for the activation to occur, but being preemptive and asking what our core values here, and how can we protect those can actually help us in that situation, and one of the things that we do.

280

00:48:36.120 --> 00:48:46.380

Brooke Briggance: Is trauma informed practice very often is just a sense of a switch right in our thinking, because very often when we see someone who's activated.

281

00:48:46.740 --> 00:48:55.230

Brooke Briggance: Right we're like what's the matter with them look at that behavior right because someone who's activated may have all kinds of behavior and we're going to react to that.

282

00:48:55.620 --> 00:49:05.640

Brooke Briggance: Right and it's very difficult to co regulate and to be there with someone into the de escalate that situation if we're just reacting with what's the matter with them what's wrong with them.

283

00:49:05.910 --> 00:49:16.170

Brooke Briggance: So trauma informed practice instead changes that perspective and says what has happened what's happened to this Community what's happened to this person what's happened to me.

284

00:49:16.830 --> 00:49:27.780

Brooke Briggance: right that really helped me when I was about ready to punch that car, I thought, what happened right and that in that moment, I was like she got too close to rosie.

285

00:49:28.740 --> 00:49:35.160

Brooke Briggance: And so I pulled rosie back, and I was able to calm



myself down using some techniques I use right.

286

00:49:35.880 --> 00:49:43.560

Brooke Briggance: i'm able to calm that down because now i've walked around the immediate reaction and i've asked what's the origin story here.

287

00:49:44.010 --> 00:49:53.550

Brooke Briggance: And so, part of co regulation is to ask this question and to slow ourselves down and to say did one of these core values get stepped on.

288

00:49:54.540 --> 00:50:02.460

Brooke Briggance: Right, thank you, everybody so much for for sharing your your core values I really appreciate you doing that exercise.

289

00:50:03.000 --> 00:50:12.780

Brooke Briggance: And just know that when you look at those three that you've come down on those are those are very important to you right, and so you.

290

00:50:13.200 --> 00:50:31.350

Brooke Briggance: may want to look for relationships or to ask for boundaries in relationships that honor those right, so that you have less cortisol it's part of making sure that we've got less cortisol is to make sure that these things are not under threat.

291

00:50:33.120 --> 00:50:43.710

Brooke Briggance: So Okay, so I had the very first thing someone's been activated right like, how do we train ourselves to support how, how do we co regulate what are we going to do.

292

00:50:44.070 --> 00:50:55.980

Brooke Briggance: The very first thing is that you've got to get your own rider back on your horse, because one of the things that we know is that the second someone is activated they can activate us right and so.

293

00:50:56.430 --> 00:51:08.160

Brooke Briggance: You know they are you know if we just kind of jump in and allow ourselves to escalate and that person's escalating that's just going to continue to go up and up and up.

294

00:51:08.910 --> 00:51:21.240

Brooke Briggance: And that's not going to be helpful to anybody, so one of the very first things we have to do is how do we trigger our own parasympathetic nervous system, our breaks, because it may come out of nowhere.

295

00:51:21.600 --> 00:51:34.710

Brooke Briggance: We may have done something that we didn't anticipate this person was going to have this reaction, maybe a you know, like me, i'm sure that lady didn't intend to hit rosie right she doesn't know i'm about to punch her car.

296

00:51:35.520 --> 00:51:44.010

Brooke Briggance: But you know here I am with my handbag so you know, one of the things that we do is that we can be sometimes surprised by someone's reaction.

297

00:51:44.280 --> 00:51:56.190

Brooke Briggance: So we're asking that question what happened here in order for us to be able to do that, we may need to calm ourselves down first and trigger that parasympathetic nervous system, so one of the things that we do.

298

00:51:56.940 --> 00:52:01.470

Brooke Briggance: When we train our staff and faces and working with young people is we.

299

00:52:01.980 --> 00:52:11.130

Brooke Briggance: Talk about the 415 breathing techniques so breathing is one of the systems in your body that you have control over and you do without thinking.

300

00:52:11.580 --> 00:52:23.550

Brooke Briggance: And it can be incredibly impactful, and so we do this for one five exercise, where we breathe for a Count of four in hold for one exhale through the mouth for five.

301

00:52:23.880 --> 00:52:28.410

Brooke Briggance: And we do that three times, and then we work to address the situation.

302

00:52:28.770 --> 00:52:38.040

Brooke Briggance: that's going to ensure that i'm reducing my own stress reaction right it's speaking to the limbic system of my brain it's triggering my brakes.

303

00:52:38.340 --> 00:52:43.170

Brooke Briggance: And it allows me then to think through things like what happened here.

304

00:52:43.470 --> 00:52:52.890

Brooke Briggance: Right, because if i'm activated because I wasn't expecting this response my rider is back there and I gotta get my rider on first, before I can help you get yours on.

305

00:52:53.190 --> 00:53:01.920

Brooke Briggance: So part of co regulation, the very first step, I think, is about managing self, and so what you know, one of the things that we need to think about.

306

00:53:02.520 --> 00:53:14.250

Brooke Briggance: is okay, how can I do that and a 415 breathing technique is just really helpful so i'll demonstrate that for you just for a second in case you're confused, so this is what it's going to look like.

307

00:53:24.450 --> 00:53:33.060

Brooke Briggance: And do that three times and some people, you know, maybe that's a little too long for you cut it Maybe you can do a 414.

308

00:53:33.840 --> 00:53:39.900

Brooke Briggance: or 314, but we want it to be long enough that it's triggering that parasympathetic nervous system.

309

00:53:40.350 --> 00:53:48.660

Brooke Briggance: The other thing to understand is that we have mirror neurons mirror neurons literally have our brains communicating with one another.

310

00:53:49.110 --> 00:54:05.910

Brooke Briggance: And so, if we are able to calm ourselves down right, we will have a neurological impact on that other person so, for

instance, when we train on de escalation techniques, we are completely focused on the person de escalating first.

311

00:54:06.630 --> 00:54:16.620

Brooke Briggance: We are talking about breathing we are talking about stealing the body, sometimes we will talk about standing very still of course not communicating.

312

00:54:17.370 --> 00:54:25.890

Brooke Briggance: Anything of threat with the body right, so making sure your arms are at your sides you don't have your hands behind your back or in your pockets.

313

00:54:26.610 --> 00:54:36.660

Brooke Briggance: you're you're in a passive stance in your body, a relaxed stance in your body, and when we teach de escalation that's a lot of the reason why right because we're also trying.

314

00:54:36.930 --> 00:54:43.590

Brooke Briggance: To use what we know neurologically is impacting the other person, which are these mirror neurons so.

315

00:54:44.220 --> 00:54:52.080

Brooke Briggance: The calmer, I can be in the moment the more i'm having that calming impact on someone it's the same technique.

316

00:54:52.590 --> 00:55:01.890

Brooke Briggance: When we train and mental health first aid certification it's the same sort of de escalation techniques that we might use, for instance in supporting someone with a panic attack.

317

00:55:02.790 --> 00:55:16.470

Brooke Briggance: We might really focus first on ourselves on our breathing and be there in that space with that person, before we begin adding a bunch of words and so just understanding that we are.

318

00:55:16.920 --> 00:55:30.450

Brooke Briggance: Having constant neurological impact on others is important, because then, I know that what i'm doing it with myself in that moment, is actually an action in support of the other person.

319

00:55:30.900 --> 00:55:40.740

Brooke Briggance: Right it's not a selfish thing to focus on my breathing because I know that if I do, that I will neurologically have a positive impact on this on this situation.

320

00:55:41.490 --> 00:55:54.540

Brooke Briggance: And ultimately that's what we're talking about when we talk about co regulation when we're talking about de escalation when we're talking about supporting people either who've been activated and stress, maybe having a panic attack.

321

00:55:55.020 --> 00:56:06.510

Brooke Briggance: may even be showing aggressive behaviors, these are all different kinds of things where we essentially coach very similar techniques, because we know that we're going to have this neurological impact.

322

00:56:08.970 --> 00:56:27.600

Brooke Briggance: The you know the communication, then, that we employ matters, how we talk to somebody matters so once we have practice our breathing once we have settled ourselves once we're triggering our parasympathetic nervous system, then we go to engage.

323

00:56:28.680 --> 00:56:39.480

Brooke Briggance: Our team sort of calls it, the three c's and it's just a helpful way to encapsulate what we think is most important in the way that we communicate so caring right.

324

00:56:39.750 --> 00:56:46.410

Brooke Briggance: A lot of people will not necessarily feel comfortable saying I care about you explicitly maybe this is.

325

00:56:47.100 --> 00:56:52.320

Brooke Briggance: A professional situation or maybe it's a situation where we don't know the person very well.

326

00:56:52.680 --> 00:56:57.720

Brooke Briggance: And so that can be a little bit difficult to say I care about you might feel like crossing a boundary.

327

00:56:58.050 --> 00:57:11.250

Brooke Briggance: But we can say use other words and phrases to

communicate caring so one of the things that we talked about is I really care about what you're saying, or I really care about the situation or I really care about the story you're telling me.

328

00:57:11.790 --> 00:57:20.850

Brooke Briggance: there's lots of ways to communicate that I care about what's happening right now even saying something like I really care about what's happening right now right.

329

00:57:21.450 --> 00:57:29.490

Brooke Briggance: is a way to communicate that, without necessarily feeling as though you are crossing a boundary if that's important in your situation.

330

00:57:30.210 --> 00:57:41.280

Brooke Briggance: The other thing that we need to do when we're expressing caring is to demonstrate that we're listening and that can be difficult, you know there's a lot going on, perhaps.

331

00:57:41.940 --> 00:57:48.300

Brooke Briggance: But what we want to do is that we are, we are absolutely completely focused and with this person in the moment.

332

00:57:49.110 --> 00:57:56.760

Brooke Briggance: That we are in in and of itself by paying attention we are communicating caring if I say I care.

333

00:57:57.000 --> 00:58:07.230

Brooke Briggance: But i'm multitasking if I say I care, but i'm looking at my phone if I say I care, but i'm looking away or i'm looking stressed myself i'm not actually communicating caring.

334

00:58:07.590 --> 00:58:17.580

Brooke Briggance: So one of the ways that we need to do that is to you know we're going to be saying explicitly, but we also are going to be paying attention and listening that's really critical.

335

00:58:18.360 --> 00:58:27.210

Brooke Briggance: Then consistency, we know that for folks who have a trauma background consistency is incredibly important So how do we communicate that.

336

00:58:27.900 --> 00:58:39.780

Brooke Briggance: How are we going to say to someone it's safe here and that i'm not going anywhere until the situations resolved, and you know I I say that literally.

337

00:58:40.260 --> 00:58:50.010

Brooke Briggance: Again, thinking of young people that we work with I sort of make a joke about it now i'll say you guys miss B is a mountain like she's not going anywhere.

338

00:58:50.400 --> 00:58:53.580

Brooke Briggance: i'm you know you can come back anytime in the mountains still going to be here.

339

00:58:54.060 --> 00:59:06.330

Brooke Briggance: So that idea of like i'm not going anywhere, you can poke this you know i'm still going to be here that consistency is super important for folks, particularly if they have an experience of broken trust.

340

00:59:06.930 --> 00:59:16.230

Brooke Briggance: If people have had safety taken from them if they have had situations where they felt as though they should be safe and they weren't.

341

00:59:16.980 --> 00:59:27.600

Brooke Briggance: These are all really important ways that we rebuild with people and, again, we know that protected space and protected relationships heals the brain from trauma.

342

00:59:27.870 --> 00:59:36.870

Brooke Briggance: And so, this idea of consistency i'm not going anywhere is a healing practice for another person and for Community and that you know.

343

00:59:37.290 --> 00:59:42.300

Brooke Briggance: Systems organizations can practice, the three c's equally.

344

00:59:42.870 --> 00:59:54.960

Brooke Briggance: It doesn't have to be reliant only on individual

interaction, but then that requires leadership within those systems to look very critically at how does our organization communicate these three c's.

345

00:59:55.710 --> 01:00:07.080

Brooke Briggance: And then curious is important because, if I want to get that rider back on the horse I might start to ask questions right, I might start to try to engage this section of the brain I might try.

346

01:00:07.620 --> 01:00:16.860

Brooke Briggance: To help that person articulate what was the core value that was stepped on in this situation, so, for example.

347

01:00:17.400 --> 01:00:22.350

Brooke Briggance: I had told you that a lot of the young people we work with one of their core values is respect.

348

01:00:23.220 --> 01:00:32.670

Brooke Briggance: And you know very typical core value, I should say, not everyone but very typical core value, and you know when we talk to them if they've been activated.

349

01:00:33.300 --> 01:00:43.200

Brooke Briggance: One of the things that we will ask very directly is where's there's something you needed that you didn't get you know, can you tell me.

350

01:00:43.890 --> 01:00:54.600

Brooke Briggance: something that happened in this interaction that made you feel unsafe, can you explain right so we're starting to ask that origin crash question what happened here.

351

01:00:54.990 --> 01:01:09.300

Brooke Briggance: And if we can help them identify and sometimes they can, and sometimes they can't it depends and that's Okay, but if we can help them understand what happened we can address that mistake that we made.

352

01:01:09.690 --> 01:01:13.860

Brooke Briggance: Right, we can address that thing that happened, maybe the thing that we did wrong.



353

01:01:14.760 --> 01:01:23.220

Brooke Briggance: Or the thing that got miss communicated we can acknowledge that take responsibility for it apologize, and ask for a do over.

354

01:01:23.490 --> 01:01:30.780

Brooke Briggance: And that's an incredibly important tool and building credibility is if we make a mistake, I mean none of us are perfect people.

355

01:01:31.500 --> 01:01:40.140

Brooke Briggance: i'm not a perfect person I make mistakes, all the time, the difference between you know, like people who practice trauma informed care and not.

356

01:01:40.410 --> 01:01:46.950

Brooke Briggance: Are the people who, when we make a mistake acknowledge it apologize, and ask for a do over.

357

01:01:47.280 --> 01:01:58.830

Brooke Briggance: And that's what builds the consistency that's what builds transparency that's what stays in alignment with those systems guidelines that I mentioned before things like ensuring.

358

01:01:59.580 --> 01:02:10.440

Brooke Briggance: That we are creating safe space, if you think about someone maybe it's never happened to you, but for some of you, maybe you've had someone in your past to really hurt you.

359

01:02:10.740 --> 01:02:17.550

Brooke Briggance: and never acknowledged it and didn't take responsibility for it never apologize, how do we feel about them.

360

01:02:18.210 --> 01:02:29.760

Brooke Briggance: Is that the person that we go to them and ask for help, or is that the person that we go to, and you know tell her big secret to is that the person we feel like we can be protected, with no not usually.

361

01:02:30.600 --> 01:02:42.000

Brooke Briggance: And that's because we don't expect people to be

perfect, we expect knowledge apology and let's try better and so that consistency and transparency is incredibly important.

362

01:02:42.360 --> 01:02:48.450

Brooke Briggance: These three c's are just a helpful way to reframe it in the moment and to help our keep ourselves on track.

363

01:02:49.140 --> 01:02:58.020

Brooke Briggance: The way that I do that just as a you know, a practice for myself as a reminder, if I feel as though i've made an error.

364

01:02:58.530 --> 01:03:06.600

Brooke Briggance: And I need to acknowledge that I acknowledge it I apologize, and then I say what I really want to say is.

365

01:03:06.990 --> 01:03:14.460

Brooke Briggance: And if I start a sentence with what I really want to say is chances are i'm coming right back to these three c's.

366

01:03:14.760 --> 01:03:25.080

Brooke Briggance: Because I really do care about the situation, I really do want to be consistent and i'm going to start asking questions of the person to see if we can find out what happened here.

367

01:03:25.470 --> 01:03:29.340

Brooke Briggance: And so what I really want to say is is just a nice.

368

01:03:30.060 --> 01:03:40.230

Brooke Briggance: You know phrase that I have in my back pocket to keep me grounded in the moment when i'm working to co regulate because maybe i'm the one who activated that stress response.

369

01:03:40.560 --> 01:03:58.560

Brooke Briggance: Maybe i'm the one who made the mistake, and now I need to get back to being able to speak to that rider how am I going to do that, I call myself down i'm asking what happened, I come back to these three c's what I really want to say is helps me get there.

370

01:04:01.710 --> 01:04:15.030

Brooke Briggance: When we think about then remember my little four

steps what we think about, then, is removing toxins right So what are the, what are the toxins that can be removed and really you know that's a.

371

01:04:15.570 --> 01:04:25.980

Brooke Briggance: that's maybe a loaded word for folks what i'm trying to say is, what are the things that are activated in our you know in this system.

372

01:04:26.700 --> 01:04:36.660

Brooke Briggance: And can we take some of them away some of them we can't right maybe there are certain policies or procedures that our Organization has that we're not able to take away.

373

01:04:37.560 --> 01:04:44.700

Brooke Briggance: You know, maybe there are certain situations as charmaine pointed out earlier right like there are certain situations that people can't get out of.

374

01:04:45.450 --> 01:04:56.580

Brooke Briggance: And they're very often are things that are toxic to us are that are activated it, you know and triggering that stress response that we can get away from.

375

01:04:56.850 --> 01:05:06.210

Brooke Briggance: And so, identifying what those are within the organization in our interpersonal communication and for ourselves is super important.

376

01:05:06.450 --> 01:05:11.940

Brooke Briggance: For any kind of toxic stress management, what we want to make sure that we're doing is taking a critical look.

377

01:05:12.300 --> 01:05:19.770

Brooke Briggance: At the things that are adding cortisol I mean this is pretty simple it's math and a lot of ways right like I can you know.

378

01:05:20.370 --> 01:05:25.500

Brooke Briggance: let's imagine my you know my home was full of dark thick black smoke.

379

01:05:25.800 --> 01:05:32.850

Brooke Briggance: it's not going to help to stick me in a bubble bath and call it self care if i'm coughing and coughing and coughing because I have all this smoke right.

380

01:05:33.120 --> 01:05:41.670

Brooke Briggance: And so, one of the things that we want to do is say okay like what are the things that we can change, what are the things that we can get rid of.

381

01:05:42.030 --> 01:05:54.120

Brooke Briggance: And this is a really hard discussion this can be really, really serious discussion because for many people with individual trauma backgrounds that might be a conversation about can I engage in this relationship safely.

382

01:05:54.990 --> 01:06:03.630

Brooke Briggance: Can I you know, this might be a question of like you know if I have a trauma background and i'm working in a dysfunctional environment is.

383

01:06:04.140 --> 01:06:15.750

Brooke Briggance: How much of a health impact, am I willing to take for that job right, I mean there's a lot of very hard conversations hidden in this slide because you know in some of it can be very simple it's a spectrum.

384

01:06:16.650 --> 01:06:21.510

Brooke Briggance: You know, for instance, for some of us, maybe it's like you know what I don't need to be on social media right now.

385

01:06:22.140 --> 01:06:26.640

Brooke Briggance: This is this is adding to my cortisol levels, this is adding to my toxic stress.

386

01:06:26.910 --> 01:06:39.150

Brooke Briggance: i've got enough going on i'm not going to engage with that dialogue happening on Facebook, or that conversation happening on you know instagram or whatever it's just I don't need the extra cortisol.

387

01:06:39.420 --> 01:06:47.430

Brooke Briggance: Right, so it could be something fairly simple like that, and it doesn't have to be a permanent position if you're going through a tough time.

388

01:06:48.000 --> 01:06:55.860

Brooke Briggance: If you feel like you're managing a lot of toxic stress critically look at some of those things and say, maybe I can just take a break right.

389

01:06:56.310 --> 01:07:03.180

Brooke Briggance: i've had lots and lots of people in my workshops talking about taking a break from media right now.

390

01:07:03.570 --> 01:07:14.460

Brooke Briggance: turning off screens when possible just being sort of inundated with that and feeling the stress of that other people will feel more stress if they're not engaged and looking at that stuff so.

391

01:07:14.760 --> 01:07:28.200

Brooke Briggance: You know, it really is, depending on the person that each one of us has a role to play and for organizations, this can this can be the sort of reckoning within an organization right because, as we all know.

392

01:07:29.040 --> 01:07:40.440

Brooke Briggance: You know, not only are oftentimes organizations not trauma informed transformative and healing but they actually are really traumatizing or traumatizing themselves and so.

393

01:07:41.160 --> 01:07:49.950

Brooke Briggance: These can be very, very difficult conversations and they're critical conversations, because you can try to add in all the protective factors you want.

394

01:07:50.220 --> 01:07:59.550

Brooke Briggance: But if that stress responses consistently getting activated because there are you know triggers all around that's going to be really, really difficult to mitigate.

395

01:07:59.850 --> 01:08:10.200

Brooke Briggance: Right you can't just add in protective factors and

expect it to work, so I you know this exercise is incredibly important for asking ourselves critically for for us.

396

01:08:10.590 --> 01:08:16.080

Brooke Briggance: What can I remove, what can I remove and if you can't remove it what's the plan for dealing with it.

397

01:08:16.860 --> 01:08:23.280

Brooke Briggance: Right so maybe there's a relationship and you can't get rid of that relationship, but then what's my plan of engagement.

398

01:08:23.610 --> 01:08:34.650

Brooke Briggance: With that relationship that is going to reduce stress that is going to maybe you know I make that phone call i'm going to engage in that you know conversation with that friend or whatever.

399

01:08:34.860 --> 01:08:46.440

Brooke Briggance: I don't want to you know not have that person in my life but i'm going to practice self care before i'm going to practice self care after that's part of my engagement strategy for that relationship.

400

01:08:46.860 --> 01:08:53.250

Brooke Briggance: Right, but this, this is an important slide it's deceptively simple, but it has a lot of complicated conversations in it.

401

01:08:55.170 --> 01:09:11.610

Brooke Briggance: And then we think of protective factors right if we're removing the things that we know are not good for us, then we can start to add in some of the things that we know are going to remind the brain of protected space and protected relationships.

402

01:09:12.540 --> 01:09:19.710

Brooke Briggance: And you know I immediately go to smell just because we know that smell is so deeply rooted in memory.

403

01:09:20.700 --> 01:09:30.420

Brooke Briggance: And you know, an example of this is, you know a lot of us may not have access to our protected spaces and protected relationships right now.

404

01:09:31.380 --> 01:09:45.210

Brooke Briggance: Sometimes they're in our past and we just don't have access to them any longer, sometimes you know I mean obviously we've been separated from a lot of our protected people protected spaces, recently, or maybe we've never had that experience right.

405

01:09:45.630 --> 01:09:59.250

Brooke Briggance: Maybe we we can't name a protected person, so what I want, though, is for us to think about the senses, in particular, and I always gravitate towards smell like I said just because it's more deeply rooted in memory, but.

406

01:09:59.850 --> 01:10:10.290

Brooke Briggance: Any any senses will do an example of this is for me personally, my grandma June is one of my protected people.

407

01:10:11.040 --> 01:10:19.830

Brooke Briggance: I you know she I always felt safe with her, I felt safe in her home, it was really important to me and childhood, because there was a lot of stuff going in.

408

01:10:20.550 --> 01:10:28.980

Brooke Briggance: At my you know my family home, and so, when I was with grandma June, I felt 100% safe it definitely was a protected space for me.

409

01:10:29.490 --> 01:10:48.360

Brooke Briggance: My grandma June was fairly vain about her skin and she liked really soft skin and so she had these bottles of Germans lotion all around the House if any of you know that smell it I don't even know how to describe it, I think it's maybe got almonds or cherries, or something in it.

410

01:10:49.410 --> 01:11:03.930

Brooke Briggance: And you know it's kind of a it's just a grandma smell, and she had a big bottle by the kitchen saying, she had a big bottle in the bathroom she had a bottle out by the back doors for when she came in from gardening.

411

01:11:04.470 --> 01:11:11.100

Brooke Briggance: And you know that smell of that jurgen solution is

just like grandma June right yes def here.

412

01:11:11.670 --> 01:11:25.080

Brooke Briggance: In park Okay, whatever it is it's like a magical potion I don't know it's like a gram of thing I don't know but grandma June Germans lotion and you know, one of the things that I did when we.

413

01:11:25.620 --> 01:11:31.890

Brooke Briggance: You know we're all rushing to the store to try to get rice and toilet paper and all that I thought.

414

01:11:32.460 --> 01:11:38.820

Brooke Briggance: You know gosh i'm going to really need some protective factors here this looks pretty stressful and I bought.

415

01:11:39.300 --> 01:11:50.370

Brooke Briggance: three big things jerkens lotion i'm not too proud to admit it, and every day i've got one by my kitchen, I have one in the bathroom and every day.

416

01:11:50.670 --> 01:11:56.340

Brooke Briggance: You know if i'm going to use lotion I use a little bit of that jurgen solution, and the reason it matters.

417

01:11:56.580 --> 01:12:07.800

Brooke Briggance: Is because, when my brain smells that now that's individual right like that's, this is why self care can't be something you see on instagram you can't follow an influencer and have it work it's got to be your own thing.

418

01:12:08.040 --> 01:12:15.150

Brooke Briggance: and part of that is because this is my protected person So when I smell that my brain says grandma June.

419

01:12:15.960 --> 01:12:27.960

Brooke Briggance: Gramma Gramma June right so i'm not smelling almonds and cherries i'm not smelling some somebody else's protected thing i'm smelling mine in my brain says Gramma June.

420

01:12:28.410 --> 01:12:35.730



Brooke Briggance: And that's incredibly powerful so you know these sort of adding protective factors in doesn't need to be expensive.

421

01:12:36.000 --> 01:12:44.040

Brooke Briggance: It doesn't need to be fancy, but it does need to be rooted in for that individual what is protection for them.

422

01:12:44.400 --> 01:12:56.430

Brooke Briggance: What are those protected spaces protected people for them, and that really does have power, so this isn't something that can be prescriptive, this is something that has to be coming from the individual.

423

01:12:57.060 --> 01:13:08.190

Brooke Briggance: For ourselves for people, we support and organizations do what you know, one of the questions that we do have to ask ourselves is how are the people.

424

01:13:08.640 --> 01:13:16.800

Brooke Briggance: coming into this organization experiencing this space and understanding it as protective, this is why things like.

425

01:13:17.580 --> 01:13:24.780

Brooke Briggance: You know, when we think of diversity equity inclusion belonging efforts, a lot of that conversation goes to space.

426

01:13:25.110 --> 01:13:40.020

Brooke Briggance: Is their art and representation in this waiting room do I feel welcome here is someone thinking of my needs in this space, I mean this is what we're talking about those spaces can become protective so a teacher in a classroom.

427

01:13:40.680 --> 01:13:44.070

Brooke Briggance: Right, what does this classroom look like what does it smell like.

428

01:13:44.850 --> 01:13:56.370

Brooke Briggance: is its celebrating curiosity, is it accepting and inclusive, these are all things that we think of when we create space, and so a lot of times when we're working with.

429

01:13:56.970 --> 01:14:08.190

Brooke Briggance: You know other different types of organizations or professionals, we will speak to what is the experience of someone walking into your space, and how does it communicate protection.

430

01:14:08.910 --> 01:14:27.510

Brooke Briggance: Right, how does it communicate belonging, how does it communicate safety and some of that is in the senses, you know, do I hear things that are pleasant do I see things that are pleasant, etc, and so it, this is an individual thing, but it also can be in our organization.

431

01:14:29.160 --> 01:14:31.710

Brooke Briggance: Oh i've got an old spice in the room.

432

01:14:32.970 --> 01:14:43.710

Brooke Briggance: Thank you, yes, it can be anything I don't know what it is for you know, but if I smell old old spice right like what I smell is my junior high boyfriend Jesse Garza.

433

01:14:44.250 --> 01:14:49.740

Brooke Briggance: So, like that's what I smell that he's not one of my protected people because he ended up.

434

01:14:50.190 --> 01:15:01.500

Brooke Briggance: Like liking my best friend Wendy and so he's not one of my so I can't smell old spice i'll be activated but for you, it works right maybe Germans wouldn't work for you, but old spice does.

435

01:15:01.890 --> 01:15:10.620

Brooke Briggance: that's why I can't stand it when self care plans get prescriptive like oh just do this just do that you should do this, this is what self care looks like.

436

01:15:10.950 --> 01:15:20.400

Brooke Briggance: None of that is going to work because it's not based in my own neuroscience so like I you know I don't want to watch an influencer tell me what's healthcare is going to look like.

437

01:15:21.210 --> 01:15:28.620

Brooke Briggance: I need to find out what that is for myself and create a plan for it and yeah great coffee and old books I love that.

438

01:15:29.370 --> 01:15:37.680

Brooke Briggance: That sounds amazing so I you know, and I don't have necessarily like images of coffee and books in my protected space.

439

01:15:37.890 --> 01:15:48.150

Brooke Briggance: I have, Germans and the smell of tomatoes, because grandma June loved vegetables, and so I remember she we used to pick them from the garden so like whenever I smelled tomato and it's like fresh off the vine.

440

01:15:48.420 --> 01:15:54.390

Brooke Briggance: i'm like back there right coffee and old books that's yours that's awesome that's part of then how you manage your.

441

01:15:54.630 --> 01:16:05.010

Brooke Briggance: Your toxic stress by adding some of those protective factors and after you've had that critical conversation with yourself about removing some of this stuff that's activating you.

442

01:16:06.960 --> 01:16:11.340

Brooke Briggance: And this is a you know so important these things don't have to be big.

443

01:16:12.030 --> 01:16:30.060

Brooke Briggance: You know the brain does not like uncertainty and holy moly like what are we dealing with this year, except tons and tons of uncertainty and you know it just felt like you know I think a lot of people that i've been working with you know also sort of said.

444

01:16:31.110 --> 01:16:37.650

Brooke Briggance: Oh, we just felt like if we could just get through 2020 then by the time we got to 2021 it would be okay right and how did.

445

01:16:38.430 --> 01:16:44.010

Brooke Briggance: Start Oh, the bunch of white supremacists storming, the capital of the United States right like it just.

446

01:16:44.280 --> 01:16:54.510

Brooke Briggance: It felt like uncle right and it's been it feels just

so uncertain and there's so many different things at play and the brain doesn't like that.

447

01:16:54.900 --> 01:17:05.250

Brooke Briggance: The way that I think about, that is, if I am in a forest and people who live in the forest have told me brooke in this forest.

448

01:17:05.580 --> 01:17:13.110

Brooke Briggance: There are all sorts of brick eating tigers here, and you should just be really careful here's your path you got to get to the other side of this forest.

449

01:17:13.530 --> 01:17:20.940

Brooke Briggance: And I am walking through that forest knowing now that there are brook eating tigers in the forest.

450

01:17:21.330 --> 01:17:26.730

Brooke Briggance: And I am already in this heightened stent just you know sense of arousal right because.

451

01:17:27.030 --> 01:17:36.990

Brooke Briggance: i'm listening my senses are active my amygdala is ready, remember that person sitting at the desk with the button on their desk like we're you know analyzing the data.

452

01:17:37.260 --> 01:17:45.570

Brooke Briggance: i'm already at a very heightened level of awareness and arousal as i'm walking through this for us, what if, then I hear rustling in the bushes.

453

01:17:45.930 --> 01:18:00.900

Brooke Briggance: Right, I mean i'm immediately going to think brooke eating tiger not squirrel, and so I you know the brain does not like uncertainty it's it just it leads to toxic stress consistently.

454

01:18:01.590 --> 01:18:15.270

Brooke Briggance: So how do we create certainty micro routines I love them i'm a big huge proponent of the micro team, these are small little things we do every day to help our brain.

455

01:18:16.380 --> 01:18:30.060

Brooke Briggance: aggregate them and create a sense of predictability so this is routines this is simple stuff that we do the same way, all the time, an example that's kind of silly is I.

456

01:18:30.780 --> 01:18:42.360

Brooke Briggance: Whenever I am able to travel and I get to go to a new place, I always look for some kind of artist or usually a potter I don't know why it just started that way.

457

01:18:42.990 --> 01:18:55.260

Brooke Briggance: And I always buy a coffee mug from this person if they have them i'll buy them and I just walk away from my trip with a mug, and so I have one in particular, that is my favorite one.

458

01:18:55.950 --> 01:19:17.220

Brooke Briggance: And it is just it's the perfect color and it's just exactly the right shape and it is exactly the right amount of coffee and I love the handle and I love that trip and every time I see that coffee mug I am happy because I love that mug and I, you know I use that mug every day.

459

01:19:18.660 --> 01:19:28.260

Brooke Briggance: Always for my coffee no fail is I have other mugs I have lots and lots of other mugs I don't use them, and particularly right now.

460

01:19:28.860 --> 01:19:41.880

Brooke Briggance: Right, so I am wearing you know, five or six outfits I have one coffee mug i'm using i'm getting up at the same time, every day rosie and I are taking our walks at the same time, every day.

461

01:19:42.600 --> 01:19:50.760

Brooke Briggance: You know, there are different things that we're doing in our home to regulate right and to just create that sense of predictability.

462

01:19:52.020 --> 01:19:57.630

Brooke Briggance: My son Elijah and I are playing a game of backgammon at the same time after dinner every night.

463

01:19:58.440 --> 01:20:09.300

Brooke Briggance: And you know when I think of different professions where there's a very high level of stress and a very high level of unpredictability there's a lot of routine built into them.

464

01:20:10.230 --> 01:20:15.150

Brooke Briggance: You know, if you think of airline pilots folks in the military.

465

01:20:16.080 --> 01:20:25.230

Brooke Briggance: You know you think of well I worked in an emergency department for a long time with neurologists right we had neurologists they were the same time, every day.

466

01:20:25.500 --> 01:20:34.260

Brooke Briggance: they ate the same salad They sat in the same chair and one of the things that we, you know that I observed, is that the more they had that sense of routine.

467

01:20:34.530 --> 01:20:47.670

Brooke Briggance: Then, no matter what came through that door they already had that sense of predictability and they you know immediately were able to manage that stressful situation, so it really does help.

468

01:20:48.390 --> 01:20:56.580

Brooke Briggance: Our brain will create that sense of stability and we can do this in tiny little ways part of my you know other gripe with.

469

01:20:57.090 --> 01:21:03.240

Brooke Briggance: You know a lot of self care kind of conversation or trainings out there is that it makes you feel.

470

01:21:03.870 --> 01:21:11.010

Brooke Briggance: Like it has to be this big huge grand thing that you're doing, and that it should cost like a million bucks and.

471

01:21:11.640 --> 01:21:22.290

Brooke Briggance: I often take pot shots at gwyneth paltrow for being sort of the metaphor of the overly expensive unattainable version of self care right like.

472

01:21:22.590 --> 01:21:33.330

Brooke Briggance: It shouldn't be a \$450 yoga mat it should be something that you can do when you have three kids and dinners guy you gotta get on the table it's got to be stuff that is accessible.

473

01:21:34.170 --> 01:21:43.050

Brooke Briggance: and accessible for all of us, no matter what we're going through right now, and you know that is important micro routines help us get there.

474

01:21:43.410 --> 01:21:52.710

Brooke Briggance: So if we are managing high levels of stress, I would prefer that we're embedding all of these little micro routines and protective factors in our day.

475

01:21:53.010 --> 01:21:58.770

Brooke Briggance: Rather than white knuckling it through the week and thinking that a spa day on Saturday, is going to cut it.

476

01:21:59.130 --> 01:22:06.390

Brooke Briggance: that's not going to help and your brains not going to react, the same way, so you know, this really is as simple as a \$3.

477

01:22:06.660 --> 01:22:17.970

Brooke Briggance: bottle of lotion that reminds us of Gramma June next to the sink and just getting the micro routine of when we're finished with the dishes we put Gramma's lotion on and smell Gramma June.

478

01:22:18.210 --> 01:22:27.660

Brooke Briggance: That says tiny example of what i'm talking about but self care and managing toxic stress is about the inclusion of these micro routines.

479

01:22:27.930 --> 01:22:37.080

Brooke Briggance: That add in protective factors over time and help create the sense of stability and safety within the home within the workplace, etc.

480

01:22:37.920 --> 01:22:47.880

Brooke Briggance: The other concept, you know the other thing that is so important is that you know when we think of trauma informed systems when we think of our organizations.

481

01:22:48.660 --> 01:23:01.050

Brooke Briggance: You know what our expectations and policies and procedures that are in place that everyone can you know everyone knows they're completely transparent and they're completely predictable.

482

01:23:01.740 --> 01:23:09.510

Brooke Briggance: Right so, for instance, we work with teachers, a lot on creating completely transparent expectations.

483

01:23:10.410 --> 01:23:22.110

Brooke Briggance: You know, rules for classroom management and understanding what those are collective group norms right so having the young people work on what those norms are going to be.

484

01:23:23.070 --> 01:23:28.500

Brooke Briggance: You know how having them self determine how they're going to regulate themselves in that classroom.

485

01:23:28.830 --> 01:23:40.170

Brooke Briggance: And when you think of classroom management micro routines is a great thing to employ because then, if you're working with a young person right who may have a trauma background or may be experiencing trauma.

486

01:23:40.500 --> 01:23:49.350

Brooke Briggance: That then becomes a protective space, so one of the things that we want to work on with organizations are what's the predictability here.

487

01:23:49.710 --> 01:23:57.840

Brooke Briggance: Can people can people predict what's going to happen in our organization do people know that it's equitable do people have a sense of fairness here.

488

01:23:58.140 --> 01:24:02.970

Brooke Briggance: Do people do the policies change based on who the policies being applied to.

489

01:24:03.570 --> 01:24:12.840

Brooke Briggance: Is there an equity in the application of that policy is there favoritism here, what do I have to do to have that policy



apply or not applied to me right, and so.

490

01:24:13.350 --> 01:24:26.580

Brooke Briggance: This is a really important concept, this is, you know micro routines in our personal lives look one way within organizations, they are again a tool to help us communicate this is a protected space.

491

01:24:27.300 --> 01:24:39.480

Brooke Briggance: This is a protected relationship that you are safe here you are acknowledged and what we are doing is transparent and you can count on it.

492

01:24:40.110 --> 01:24:45.690

Brooke Briggance: Right so remember that three c's right consistency, we said was so important for the brain.

493

01:24:46.080 --> 01:24:53.730

Brooke Briggance: The micro routines and the establishment of that and introducing those protective factors is a way to communicate consistency.

494

01:24:54.210 --> 01:25:06.360

Brooke Briggance: And this is, you know part you know organizations don't do this very well and I would say in particular organizations don't do this very well oftentimes for the people who work within them.

495

01:25:07.140 --> 01:25:15.270

Brooke Briggance: So maybe they're doing it well in their outward facing practice it's very rare that I find organizations that are doing this.

496

01:25:15.690 --> 01:25:27.000

Brooke Briggance: very robustly for the people that work for them, and so, if we are in a leadership role if we're in a management role if we're in a supervisory role, what are the ways that we can.

497

01:25:27.420 --> 01:25:39.000

Brooke Briggance: embed transparency and predictability and equitable execution of policy and procedure so that there's you know everyone here knows exactly what to expect.

498

01:25:39.450 --> 01:25:49.350

Brooke Briggance: And that it's not arbitrarily performed that's a big deal, and so one of the most important things that leadership can do is to ask about this now.

499

01:25:49.920 --> 01:25:56.550

Brooke Briggance: Sometimes people will say to me yeah but brooke the unpredictability in our organization is because of our funding.

500

01:25:57.240 --> 01:26:09.540

Brooke Briggance: Right like I you know, it was a we had a really great thing going, and then the grant you know sunset ID or we had a really amazing thing, but then we couldn't keep it up, because the county took our money or whatever.

501

01:26:09.840 --> 01:26:22.920

Brooke Briggance: And those are absolutely things that are outside of our control, I want to acknowledge that for any of you, like me, who are you know grant dependent or funding, you know dependent it's a big deal and particularly right now.

502

01:26:23.550 --> 01:26:32.610

Brooke Briggance: So I just want to call that out in the space, because it can be very traumatizing for the people within the organization to have set up.

503

01:26:32.940 --> 01:26:48.360

Brooke Briggance: A system, a program and approach, etc, that is, you know really working for people and then to have that ability that you know, to have that taken away is traumatizing for the people who created that system, so I just want to call that out.

504

01:26:51.120 --> 01:26:56.700

Brooke Briggance: And this is the goal, you know this is sort of where we wrap up, we know that most people.

505

01:26:57.330 --> 01:27:09.360

Brooke Briggance: are going to experience post traumatic growth, and this is different than resilience resilience is you know I got knocked down I got back up I got knocked down I get back up.

506

01:27:09.690 --> 01:27:15.780

Brooke Briggance: But transformation and healing is different, and it is possible, we were going to capitalize.

507

01:27:16.050 --> 01:27:29.460

Brooke Briggance: on having these conversations at a critical time we're going to leverage the brains plasticity we're going to have really difficult conversations about taking away some of those activator or those toxic.

508

01:27:29.880 --> 01:27:45.570

Brooke Briggance: You know situations and relationships, this is, this is, you know all coming to a reckoning right, I mean we are, we are in a reckoning, right now, and a lot of things that have been unfair and cruel and unethical and immoral.

509

01:27:46.410 --> 01:27:52.920

Brooke Briggance: And and we're here and we're having these dialogues a trauma informed perspective within our organizations.

510

01:27:53.160 --> 01:28:07.710

Brooke Briggance: can open this up in a new way and connect us to health outcomes connect it to public health, and we know that post traumatic growth as possible and not just for individuals, but for organizations as well, so when we are.

511

01:28:08.160 --> 01:28:18.810

Brooke Briggance: Working on trauma informed practice, our goal is not resilience individuals and communities already have that that's not that you know we're not going to add anything they already have it.

512

01:28:19.230 --> 01:28:23.070

Brooke Briggance: But what we are after is post traumatic growth and that's going to mean.

513

01:28:23.610 --> 01:28:38.940

Brooke Briggance: coming into this reckoning being willing to have these difficult conversations looking at how we operate both inter personally and within our organizations with this strengthening in mind and and knowing that it's possible.

514

01:28:42.240 --> 01:28:50.790

Brooke Briggance: And I always just end on this quote and I just appreciate all of you being here and being present I hope that you got one or two things.

515

01:28:51.240 --> 01:28:58.410

Brooke Briggance: That that got you thinking, I always try to make sure that it's time well spent for you, because I know how precious your time is.

516

01:28:59.010 --> 01:29:06.600

Brooke Briggance: But I just want to thank everyone for being present today, and this is how you can get Ahold of me if you have any questions or.

517

01:29:07.320 --> 01:29:18.810

Brooke Briggance: any sort of comment or any ideas about how I could improve i'm always really open to those, but I just want to thank everyone for being here and i'm going to pass it.

518

01:29:18.840 --> 01:29:20.700

Brooke Briggance: back to my friend Marlene who's.

519

01:29:20.940 --> 01:29:23.820

Brooke Briggance: going to show us the last slide as we wrap up.

520

01:29:31.530 --> 01:29:34.110

Tarah Ranke: Well, thank you for those wonderful and thank you for.

521

01:29:34.770 --> 01:29:45.240

Tarah Ranke: All of the training and the insightful words that you've shared with us today, and again this is session to please come back and join us again for the national overdose prevention networks next.

522

01:29:45.600 --> 01:29:54.090

Tarah Ranke: webinar which is meet the partner saving lives with youth engagement on may 26 at 11am we hope to see you there, and thanks again we'll see you soon.

523

01:29:57.780 --> 01:29:58.110

bye bye.

