

When Culture Heals ... Flourish

To Flourish: *“To Prosper with Sustained, Continuous, Steady, Strong Growing Well”*



What is Culture?

*Culture comprises
the abstract, learned, shared
rules/standards/patterns
used to interpret experience and shape behavior*

Martin K.

“Diversity Orientations: Culture, ethnicity and race.”

Cultural Diversity in the United States, Naylor L (ed).

Westport, CT: Bergin & Garvey, 1997.

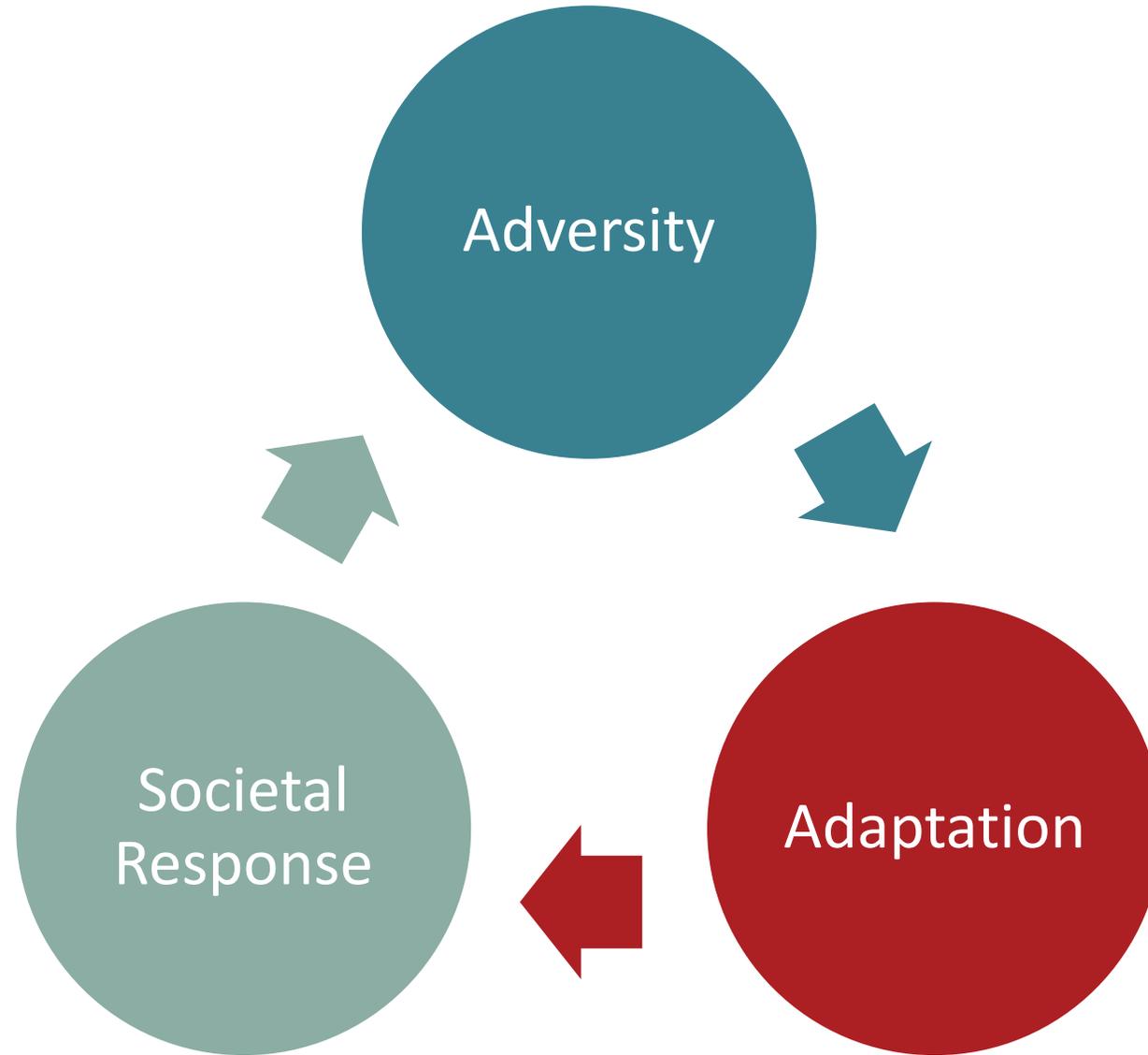
Culture Provides Comfort

Culture allows for ease in everyday life. We know what is expected, how to behave and communicate, how to find common meaning.

We feel comfortable and at ease when the flow of life is within familiar culture.

Role of Culture

The fundamental role of culture is to help us to interpret the world around us and adapt to our environments.



Comfort Zone

When we're outside of our culture, we may feel awkward, confused, that we don't belong, or that we have to work hard in order to navigate moment to moment interactions.

Culture Change



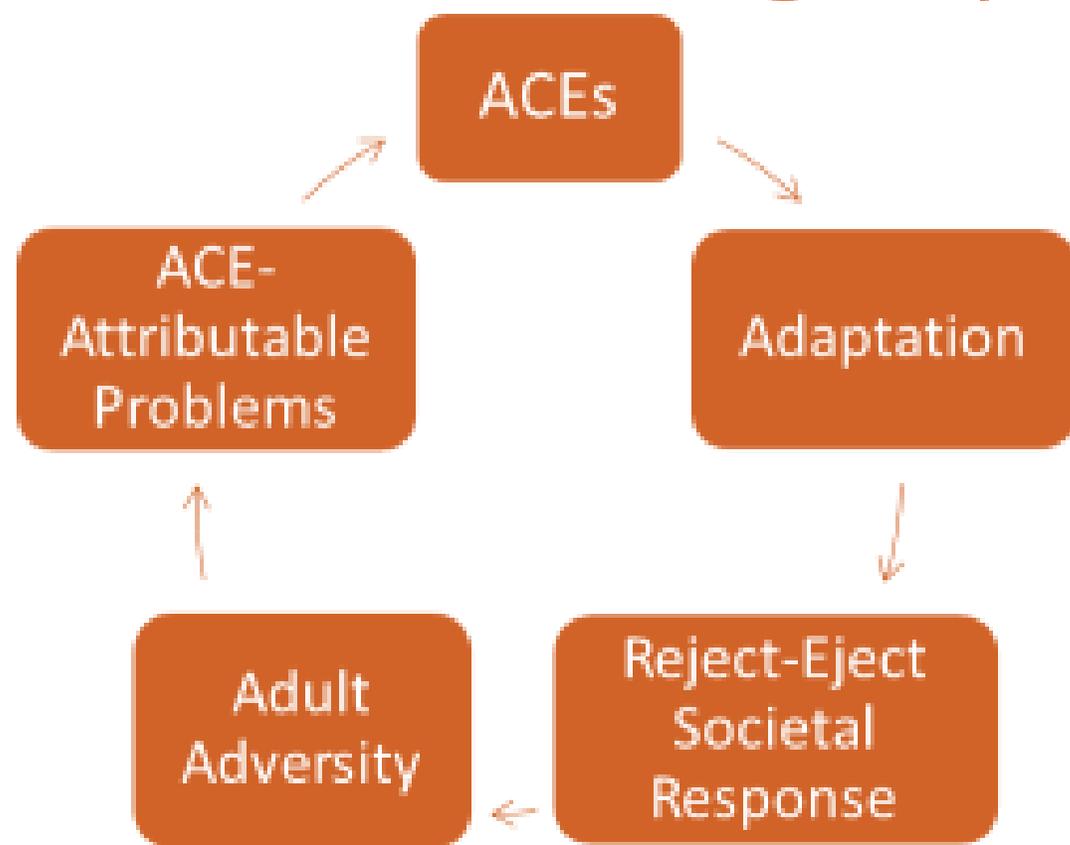
We create culture
in our moment by
moment
interactions with
one another.

The timing and
context of those
interactions matter.

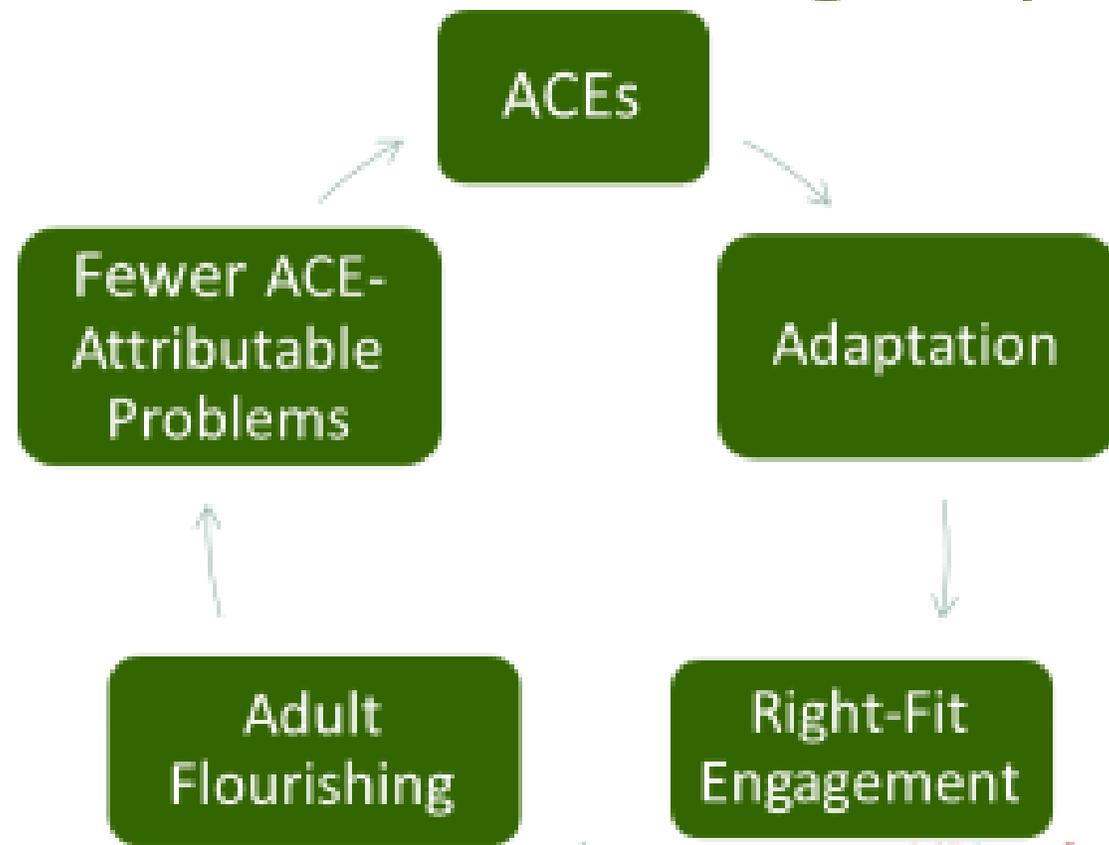
Reinforcing Loops

A dynamic that is amplified with each turn around the loop.

Vicious Reinforcing Loop



Virtuous Reinforcing Loop



Unconditional Positive Regard

*When I saw you
I fell in love, and
you smiled
because you
knew.*

*William
Shakespeare*



Core Protective Systems

Capabilities

Attachment
&
Belonging

Community
Culture
Spirituality

“Nurturing the healthy development of these protective systems affords the most important preparation or ‘inoculation’ for overcoming potential threats and adversities in human development. Similarly, damage or destruction of these systems has dire consequences for the positive adaptive capacity of individuals.”

Ann Masten, 2009



Communities are Powerful

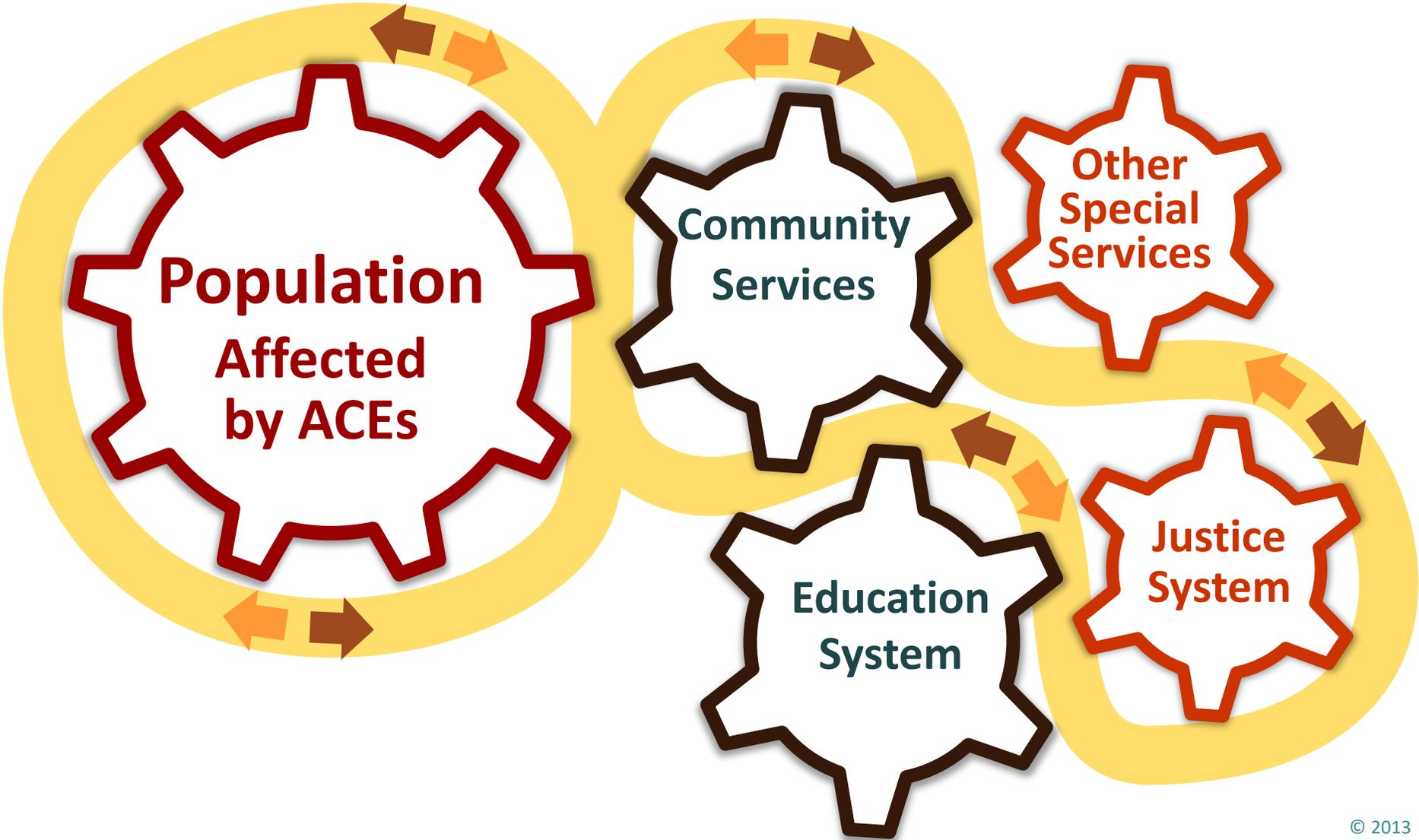
“Community is a living,
spiritual entity,
supported by every
responsible adult.”

Gregory Cajete

How do we build
the capacity of communities
to prevent ACEs and their effects?

...to generate continuous improvements in
health, safety, happiness, and productivity?

Building Self-Healing Communities



Self-Healing Communities Model: Proven 'Community Strategy'

Partnerships: funders, subject matter experts, service providers and community members are partners who work in concert to support culture change. Partners link and leverage resources to generate conditions for community efficacy.

Process: The Self-Healing Communities process consists of four phases of community engagement. Use of the process provides increasing opportunity for community members to overcome or reduce the life challenges associated with adversity.

Principles: Use of the six principles of Self-Healing Communities' work requires a fundamental understanding of meta-leadership and a commitment to consider everyone who wants to help as a leader of culture change.

Inclusive Leadership With Downward Accountability

Leaders are accountable to the communities they support.

When people who are directly affected by policy reforms become decision-makers about the ways to innovate, adapt, and coordinate efforts, those reforms are better able to address the problems for which they were created.

The ability of leaders to listen, be trustworthy, and acknowledge their own roles in the dynamics that produce status-quo outcomes are central to Self-Healing Communities.

Learning from People Most Affected by ACEs

What are the barriers to asking for help?

Consensus:

“I would never ask for help because there are always too many strings.”



Interests & Values
Usually Non-Negotiable

Learning Communities

“A group of people who are continually enhancing their capacity to create the results they want.”
(Peter Senge, 1990)

This statement has three parts:

- 1) Be a group – hold a group identity
- 2) Know what you want to create; continually reflect on purpose, vision.
- 3) Continually develop the capability to move in that direction.

Becoming a learning community requires cycles of action and reflection in the context of safety and belonging.

LEARNING COMMUNITIES

Single loop learning: ***Are we doing the work right?***

- Replicating the activities other communities are using to achieve those goals.

Double loop learning: ***Are we doing the right work?***

- The examination of underlying assumptions behind problems and strategies.
- The resetting of cultural autopilots that we rarely bring into consciousness.
- Iterative cycles of feedback that engage all partners.
- High levels of flexibility and openness.

Triple loop learning: ***Are we learning how we learn and improve?***

- Operating in a permanent state of learning about how we decide what the right work is.

Emergent Capabilities

New lines of communication, peer support systems, self-organizing networks, and communities of practice augment the formal service-delivery system and generate an infrastructure for change.

NEAR Informed Engagement

Build common language, understanding, and safe environments for people to explore how they may have been impacted by ACEs and what they want for future generations.

Self-Healing Communities practice inclusion, compassion and appreciation for the core gifts of every person while recognizing that offering those gifts can be more difficult for people most affected by ACEs or other adversities.

Community engagement is designed to feature choice, safety, collaboration, and to build civic skills so that everyone can participate in leadership and community life.

A NEAR-Informed Approach

Realizing prevalence

Recognizing how it affects all individuals:
customers, professionals, neighbors

Resisting re-traumatization

Responding by telling everyone, acting in own
sphere of influence

Right-Fit Solutions Given Available Resources

Communities address complex, severe and multigenerational problems by building ingenious solutions around available resources.

They employ a multipronged, layered, and aligned set of strategies to produce significant impact.

Fostering Hope-Filled Families

Creating
conditions
for all
families to
flourish



Hope & Efficacy

We tend hope by noticing, supporting and celebrating hope-filled action.

Hope has three elements:

1. Imagine a better future
2. See a path to that future
3. Imagine oneself able to be on that path

Executive Skills

Response Inhibition

Working Memory

Emotional Control

Flexibility

Sustained Attention

Task Initiation

Planning and Prioritizing

Organization

Time Management

Goal-directed persistence

Metacognition

Stress-Induced Executive Dysfunction

Processing loads (how much the brain can handle until it gets “full”)

Verbal memory (retaining information given verbally)

Working memory (the brain’s short-term memory chalkboard)

Generalizing ability (applying information from one situation to another)

Initiating (“getting going” or “when to start”)

Organizing and planning

What Helps Executive Dysfunction

- **Ask what parts people “get.” What parts don’t they “get”**

Wait until they respond; explain only the parts they don’t get.

- **Ask people to tell you when their brains are “full”**

Take a physical break when brains are full.

- **Use visuals, especially when people need to make choices**

Visuals will help people to “hold” an idea while comparing to another choice.

- **Speak more slowly & limit words**

Seven word sentences are ideal.

- **Use white space and have “start” and “finish” markings**
Forms?... Work a sample with them; Show one completed

- **Remember the body** Allow for drinks and stretches; keep your body relaxed

Social and Emotional Support

“Social support is the most powerful protection against becoming overwhelmed by stress and trauma. The critical issue is reciprocity: being truly heard and seen by the people around us, feeling that we are held in someone else’s mind and heart.”



Help *that* **Helps**





Help *that* Helps

Four Resilience Factors that Make a Difference
They are even more powerful when we Layer Up...

1. Feeling social/emotional support and hope
2. Having 2 or More People Who Help (two or more people who give concrete help when needed)
3. Community reciprocity in watching out for children, intervening when they are in trouble, doing favors for one another
4. Social Bridging – People reach outside their social circle to get help for their family and friends

Support

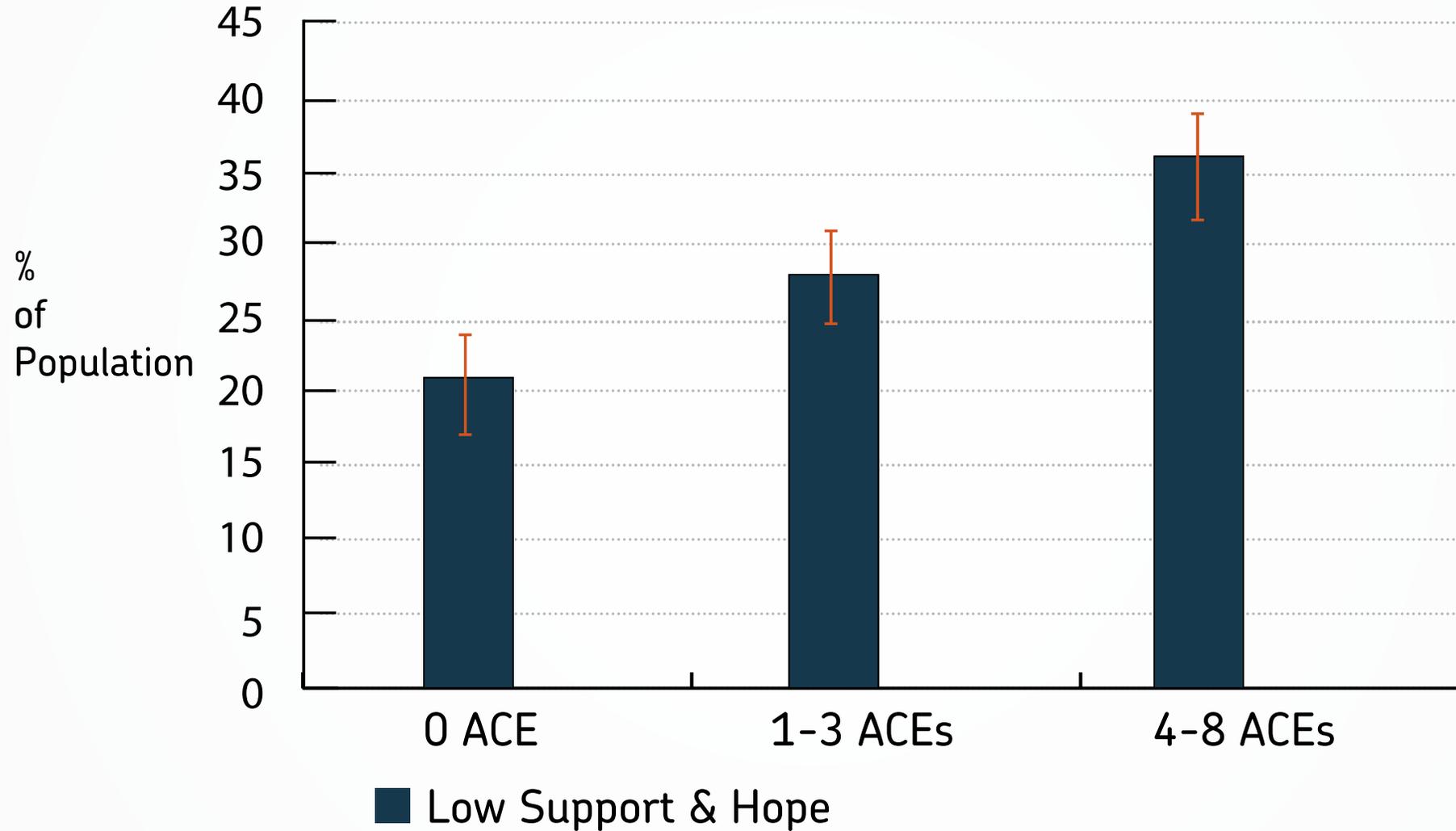


FEELING
socially & emotionally
SUPPORTED
&
HOPEFUL

... Always or Usually
(vs Rarely or Never)

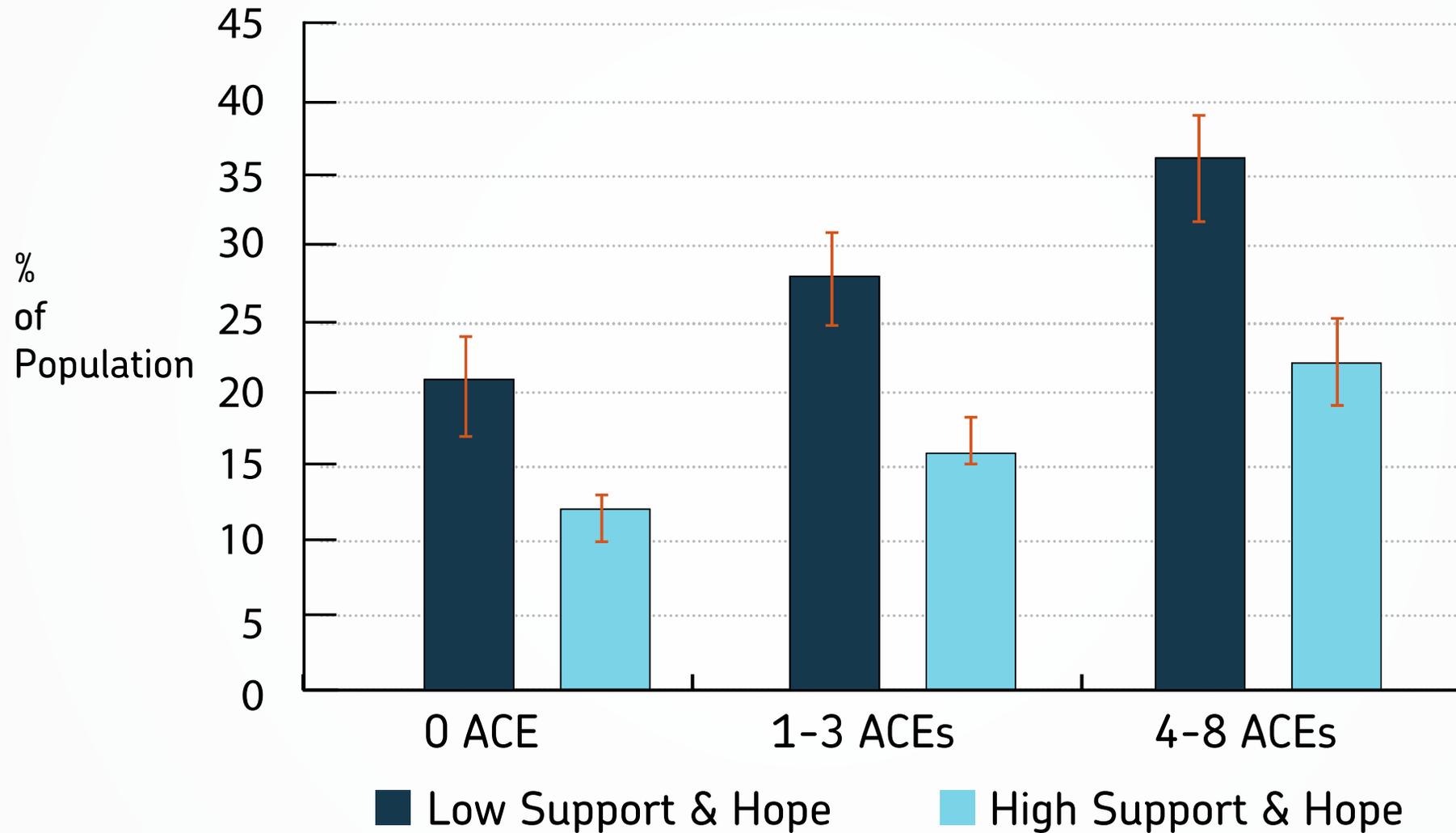
ACEs & Smoking

Smoker With Low Support & Hope



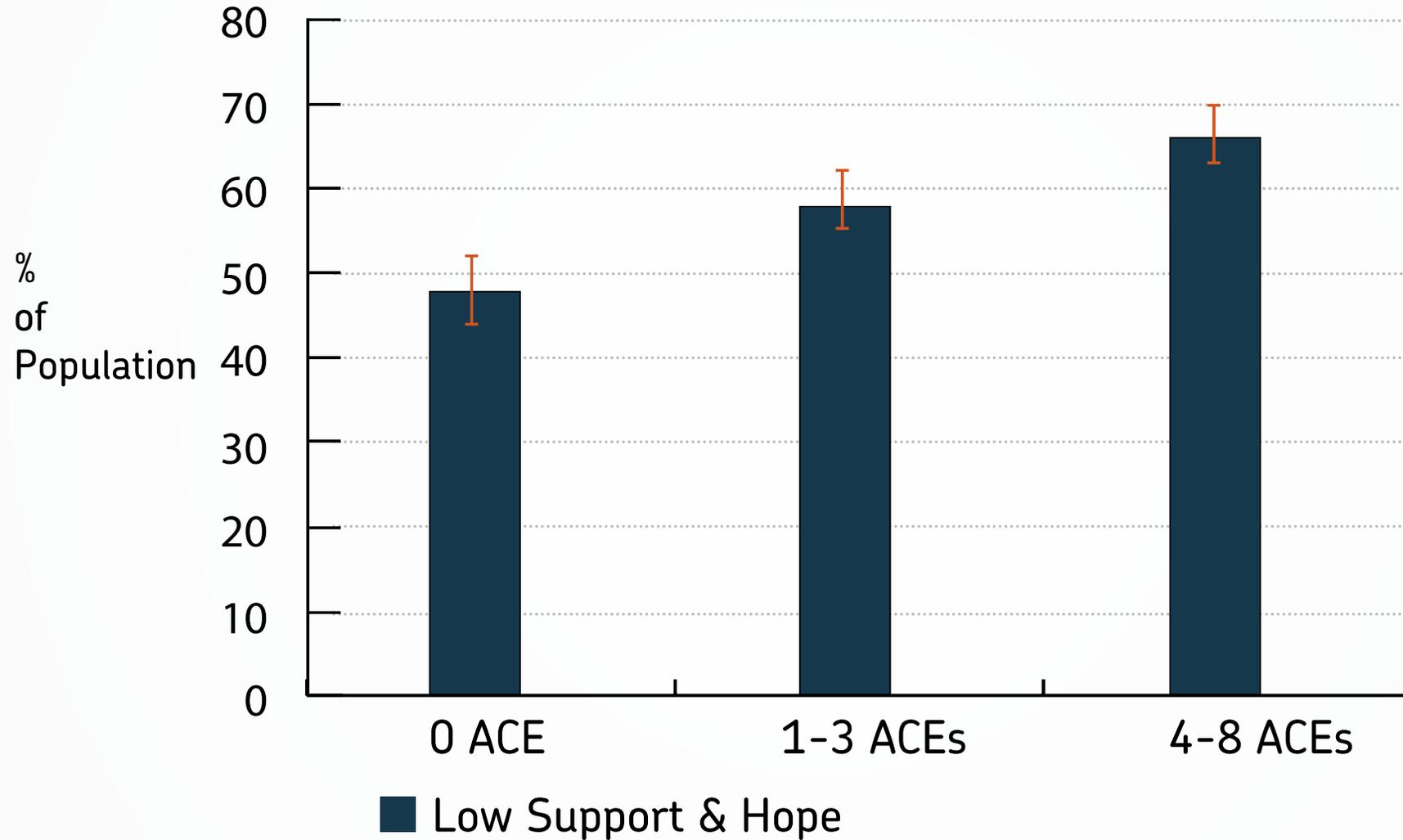
Smoking & Support

Smoker With High Support & Hope



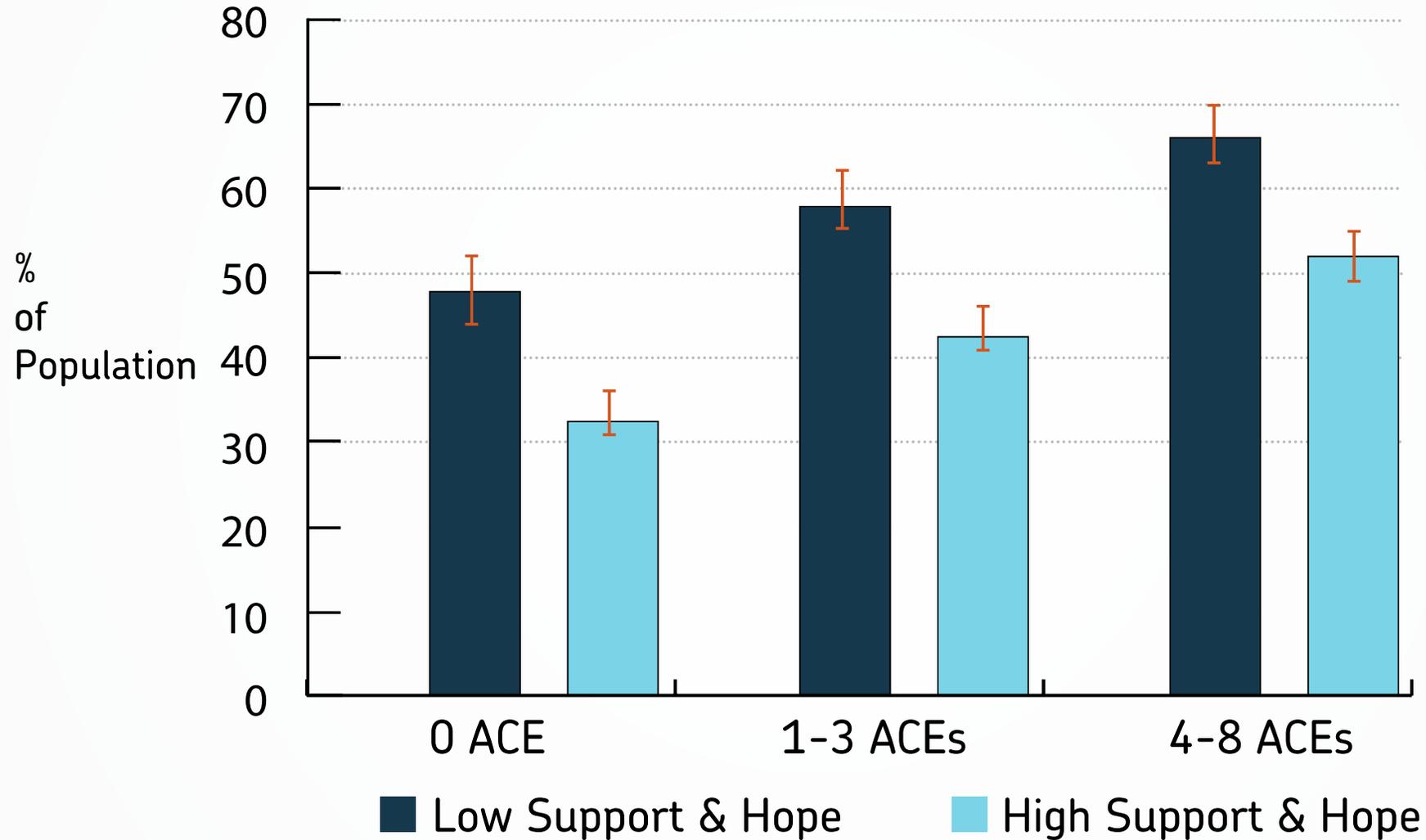
ACEs & Sleep

Not Enough Sleep 7 or more Days Past Month With Low Support & Hope

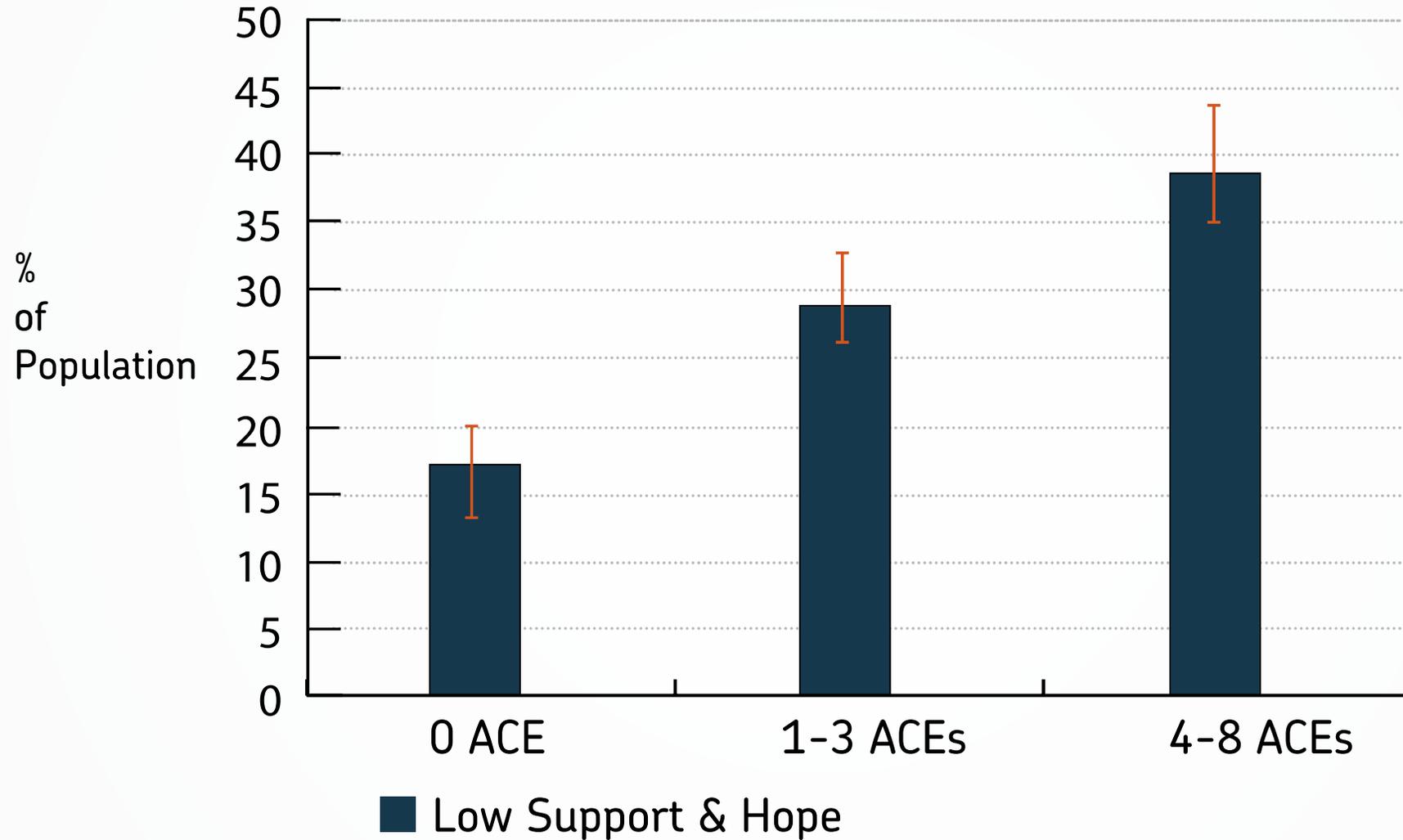


Sleep & Support

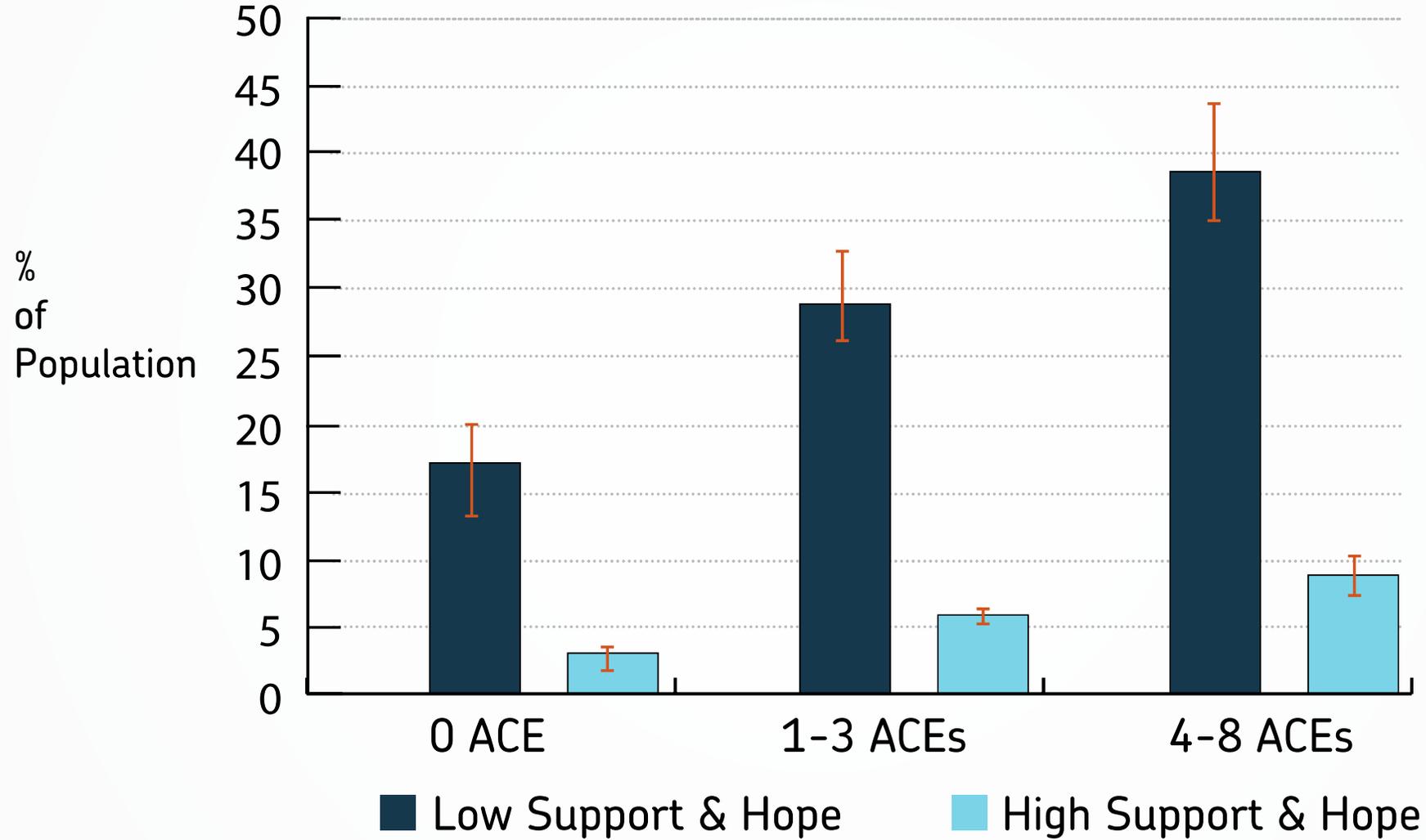
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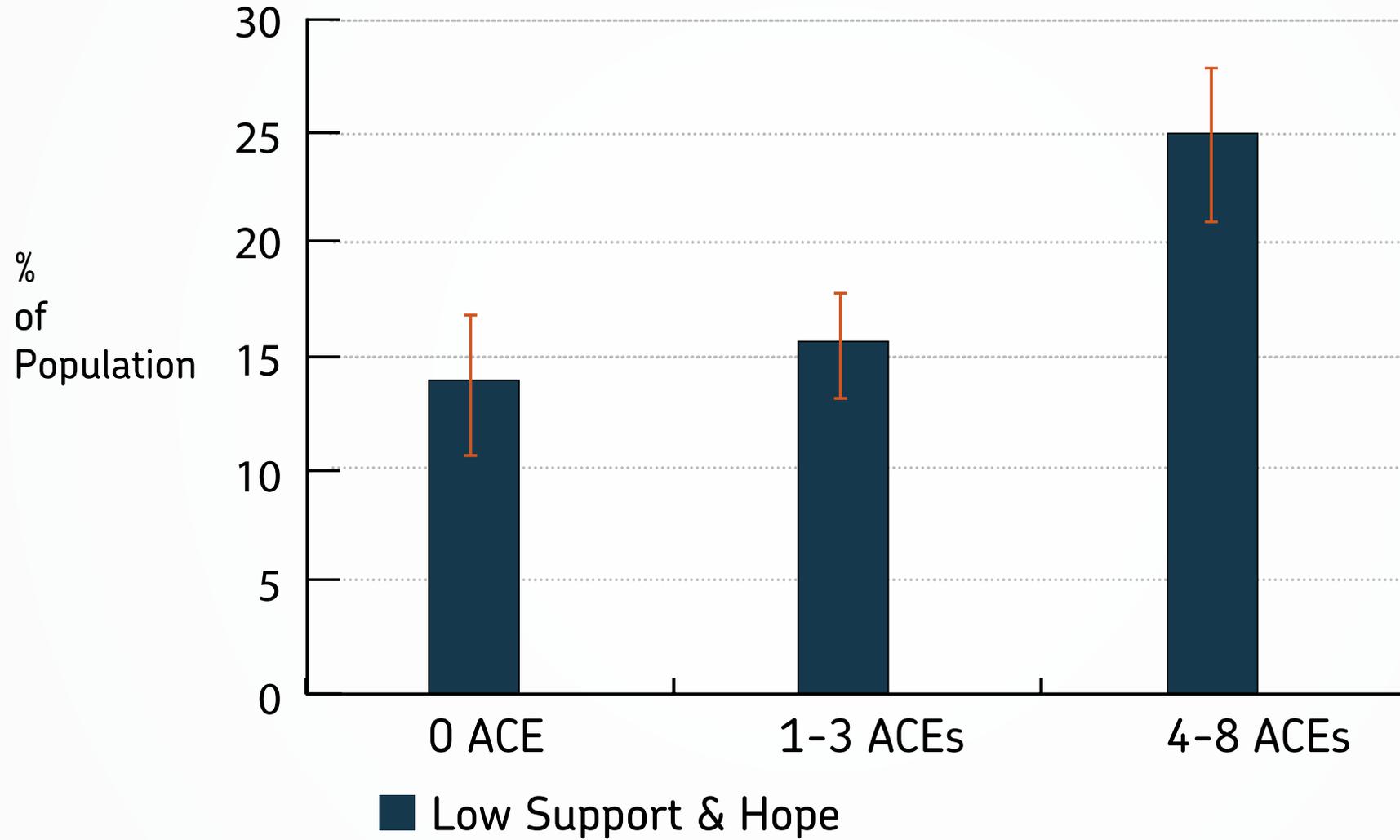
Poor Mental Health More Than Half Last Month With Low Support & Hope



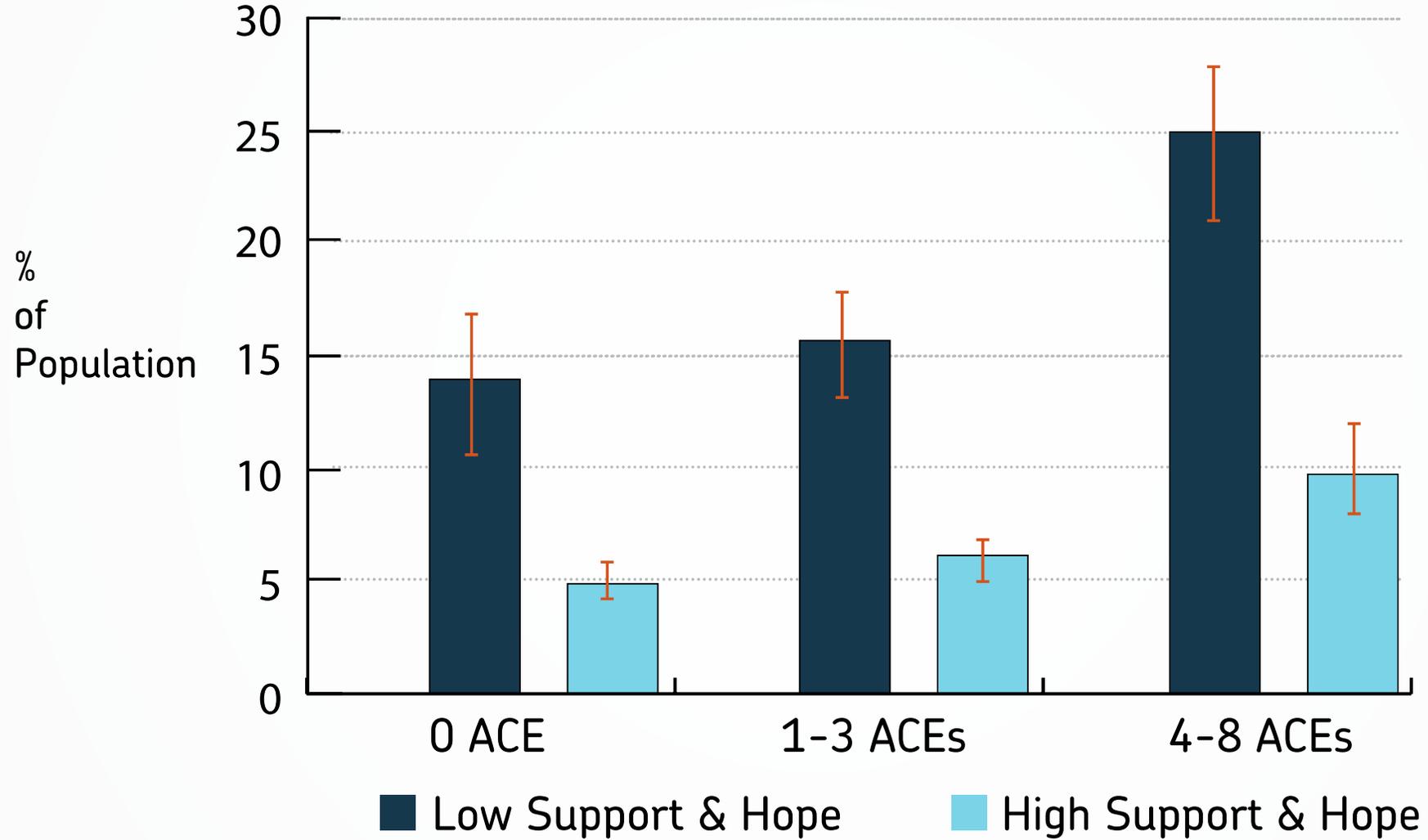
Poor Mental Health More Than Half Last Month With High Support & Hope



Poor Physical Health More Than Half Last Month With Low Support & Hope



Poor Physical Health More Than Half Last Month With High Support & Hope



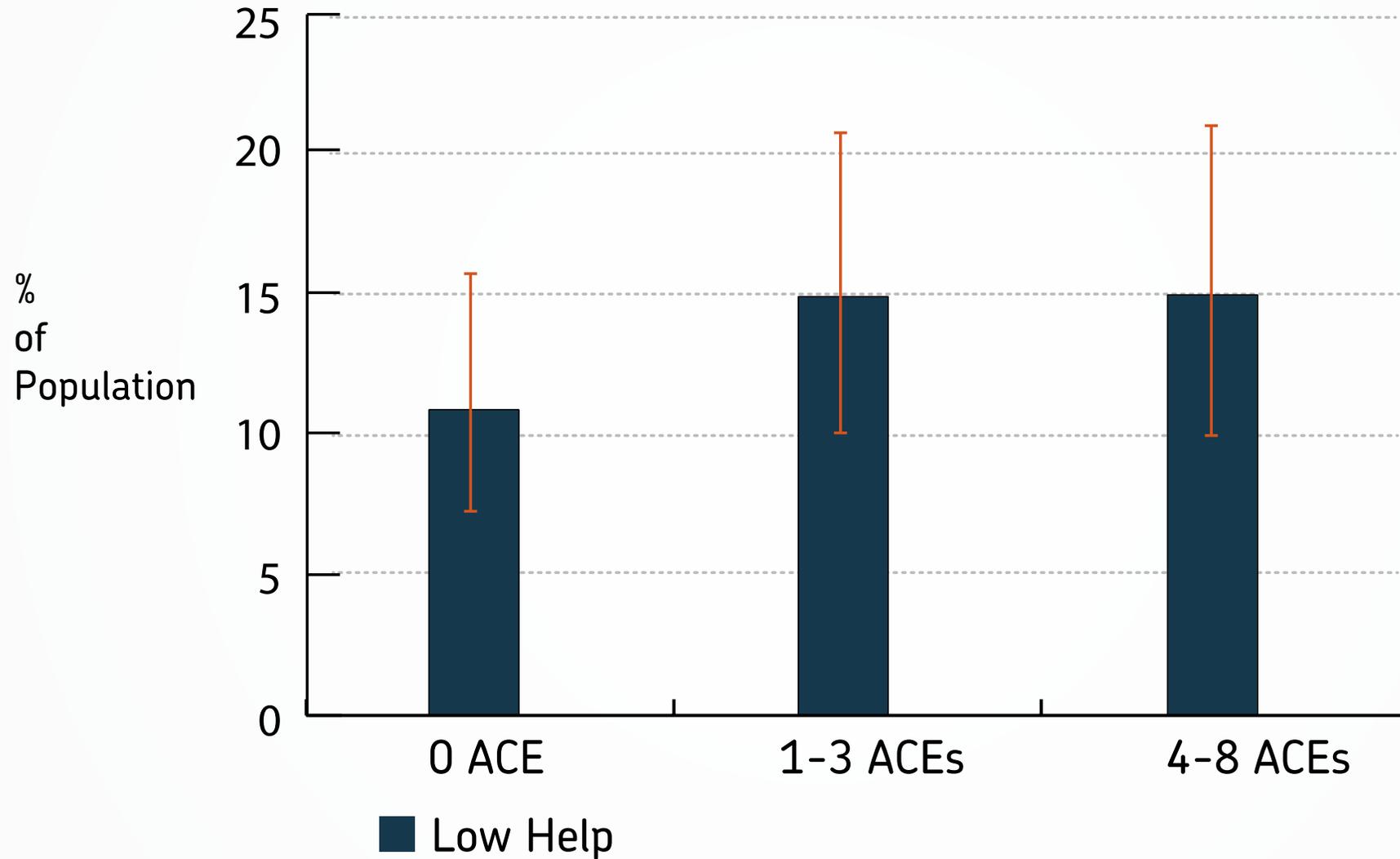
HELP



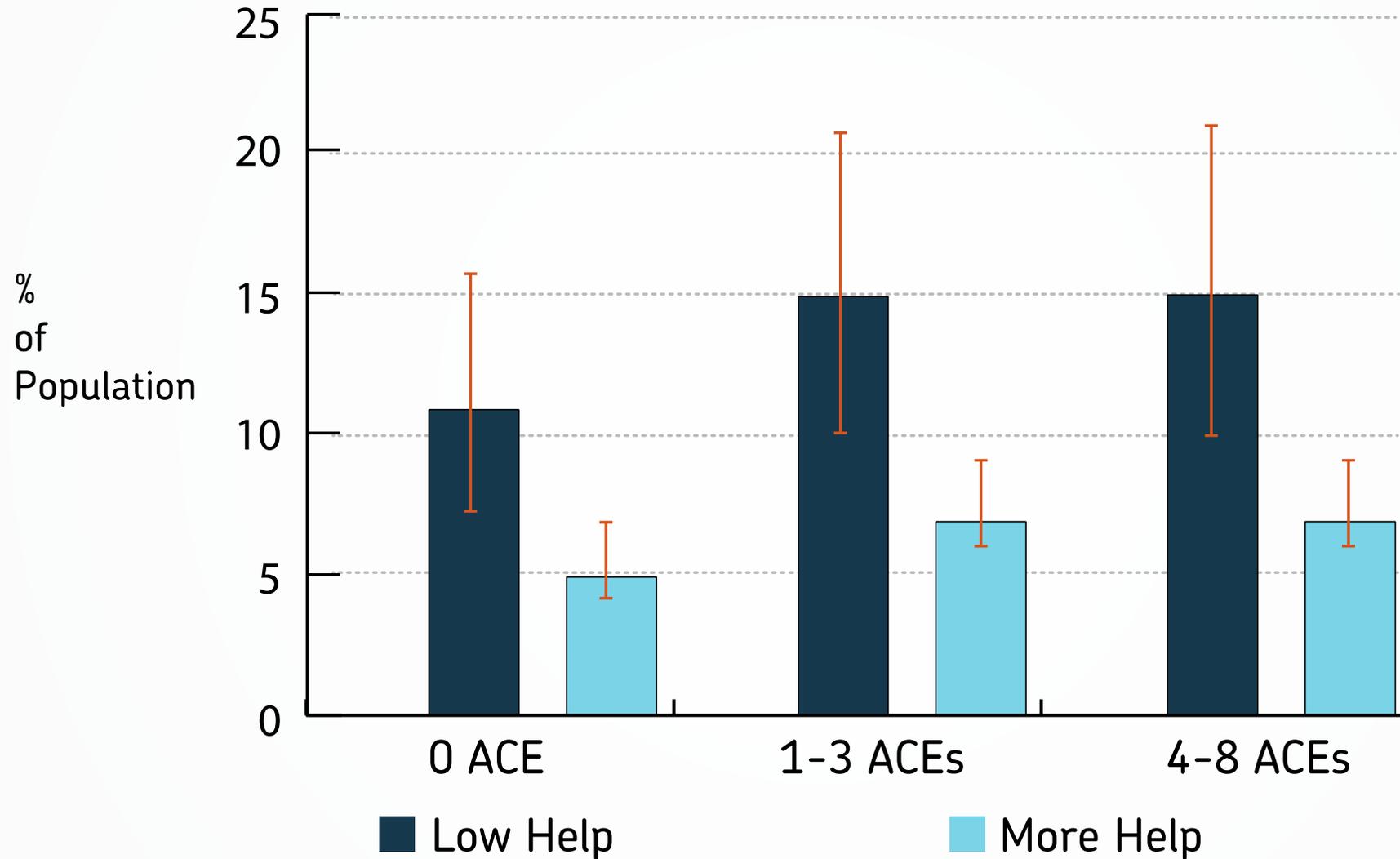
**Having two
or more
people who
give concrete
help when
needed**



Diabetes With Help

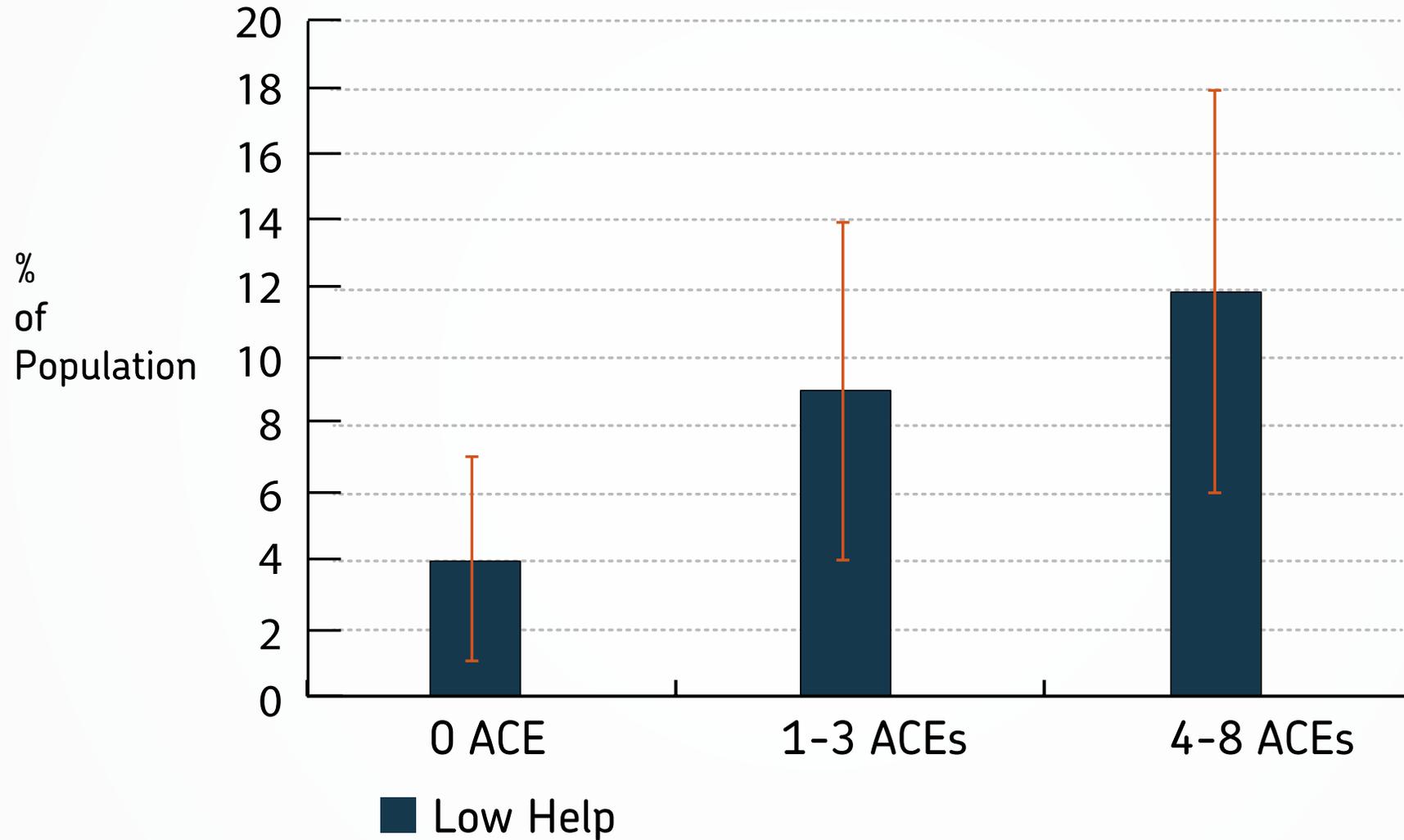


Diabetes With Help



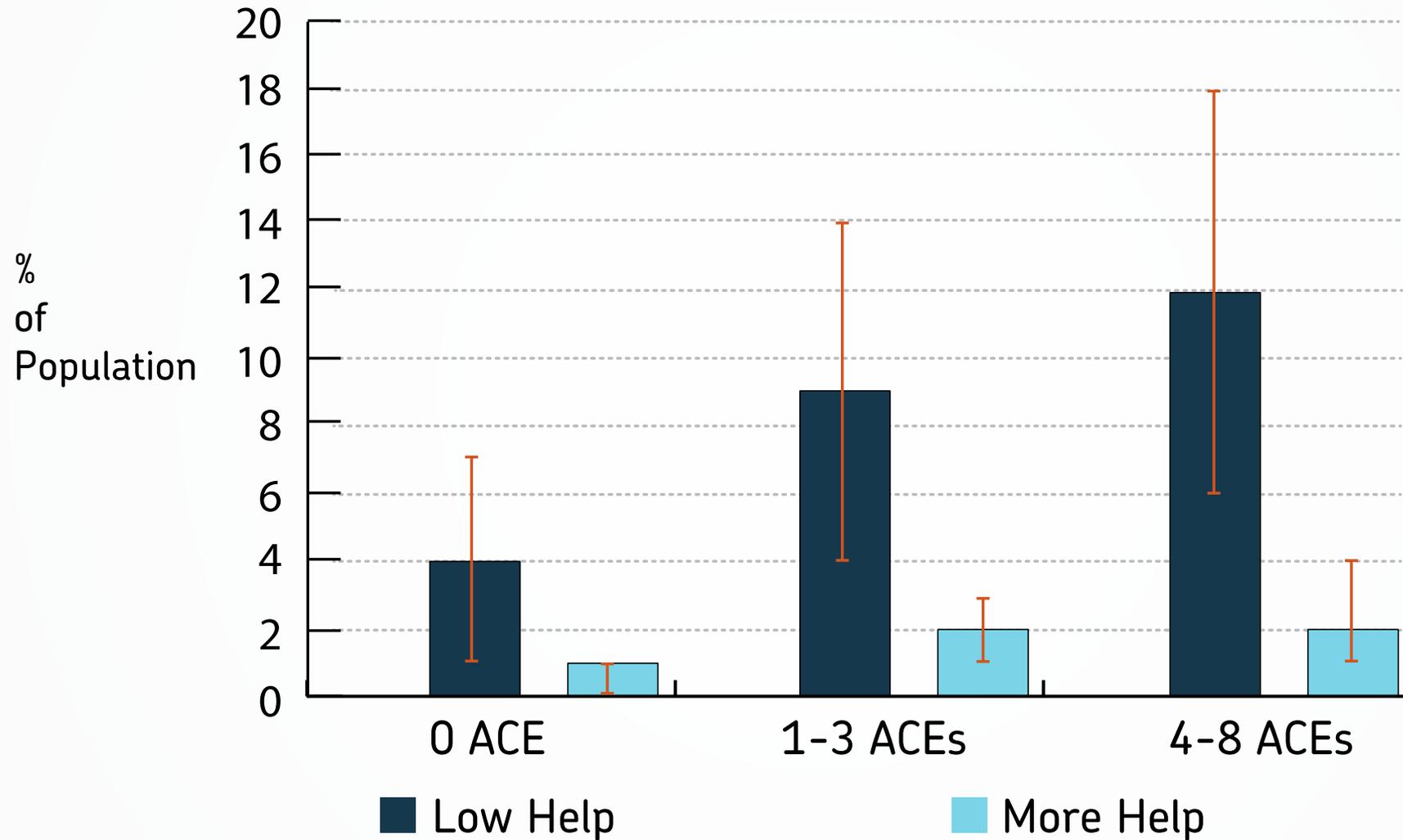
ACEs & Depression

Depress All or Most of Last Month With Help



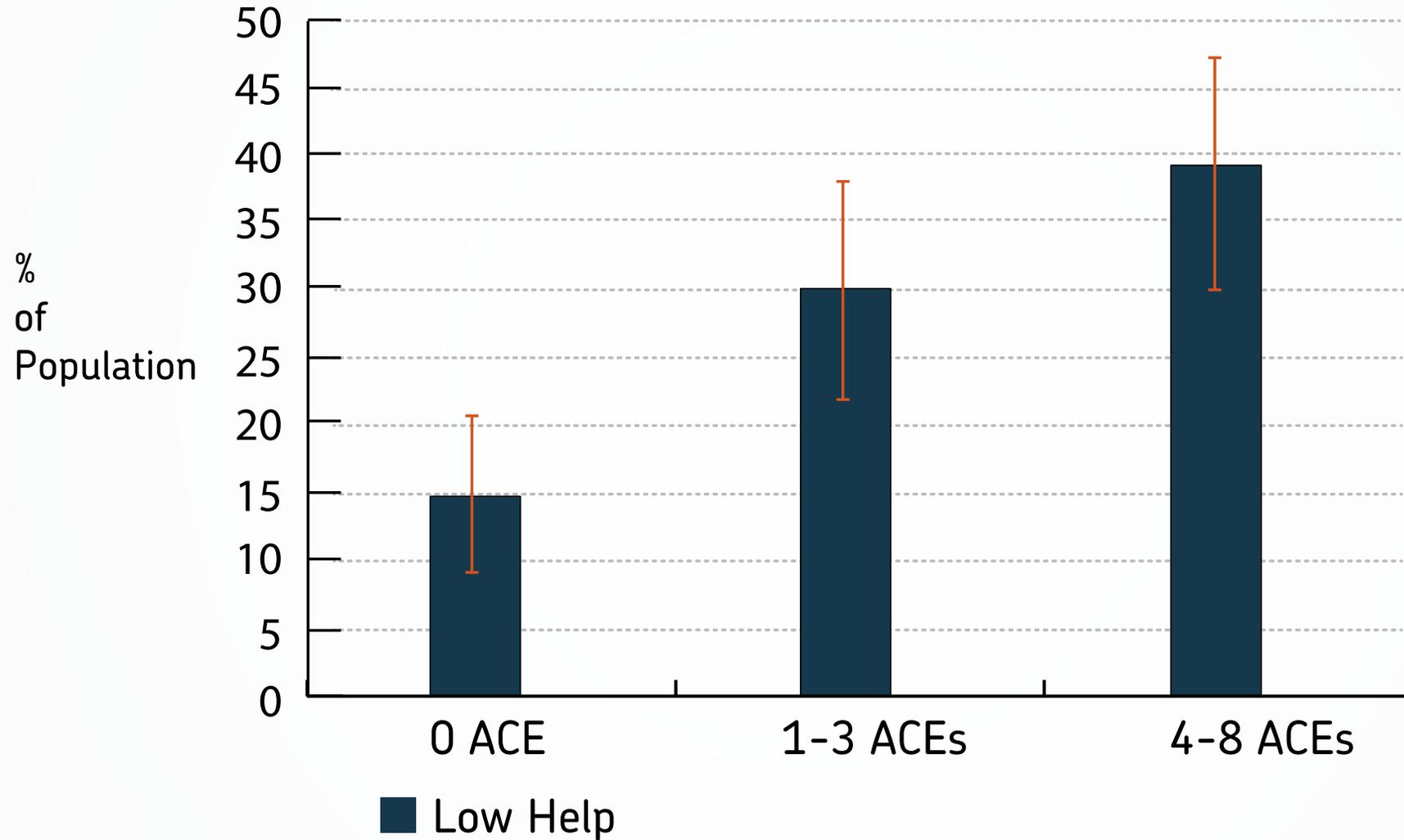
Depression & Help

Depress All or Most of Last Month With Help



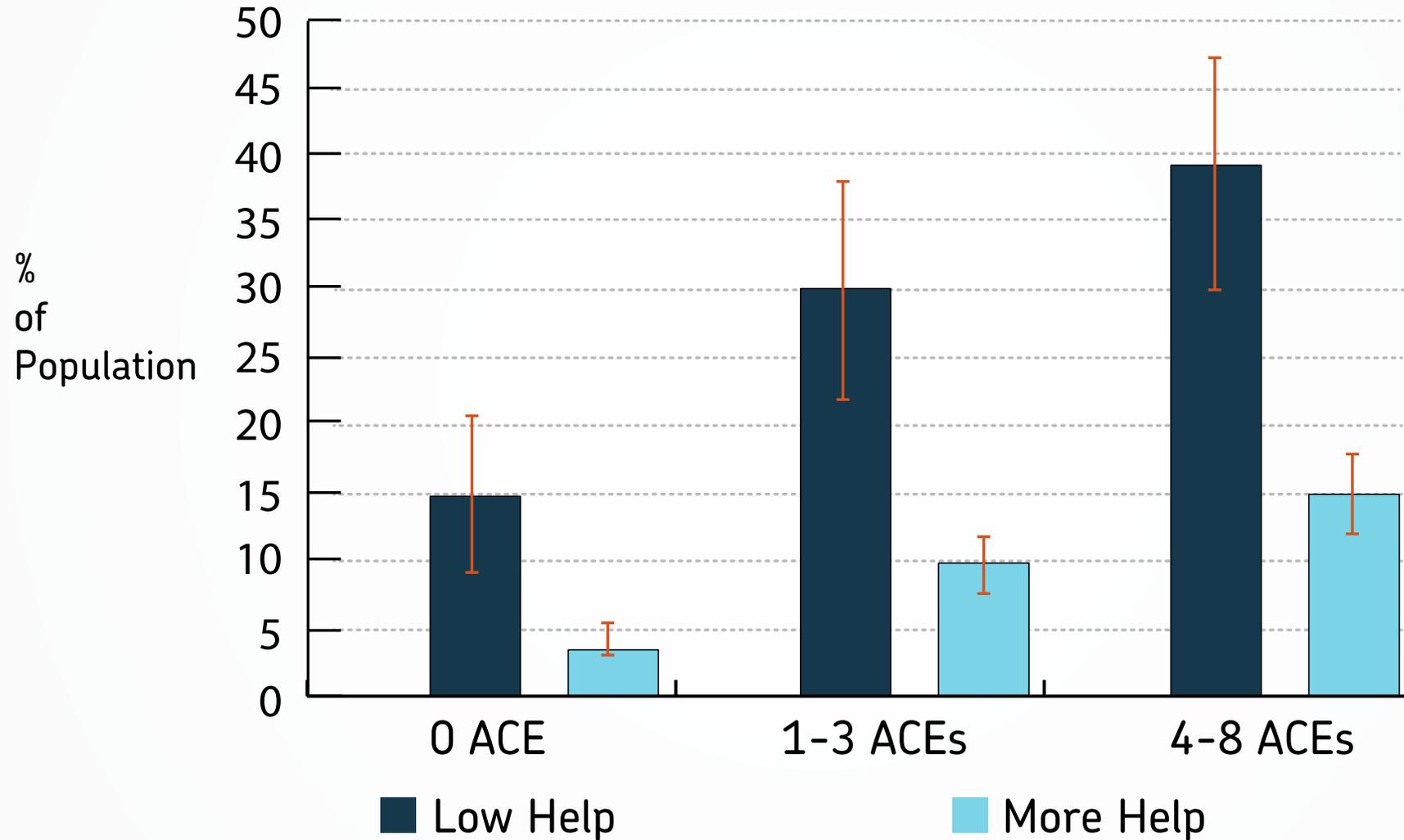
ACEs & Mental Illness Symptoms

Moderate-Serious Mental Illness With Help



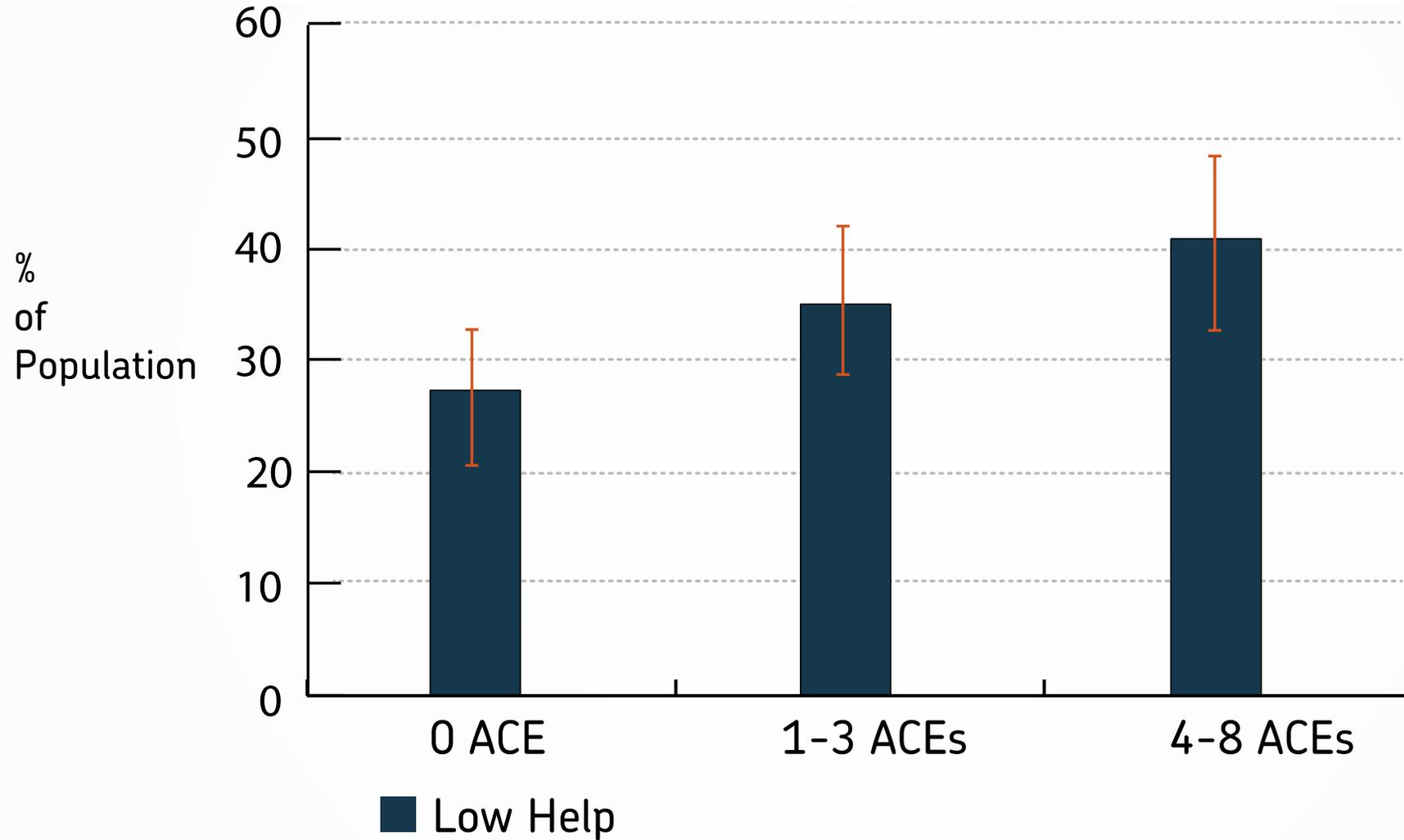
Mental Illness Symptoms & Help

Moderate-Serious Mental Illness With Help



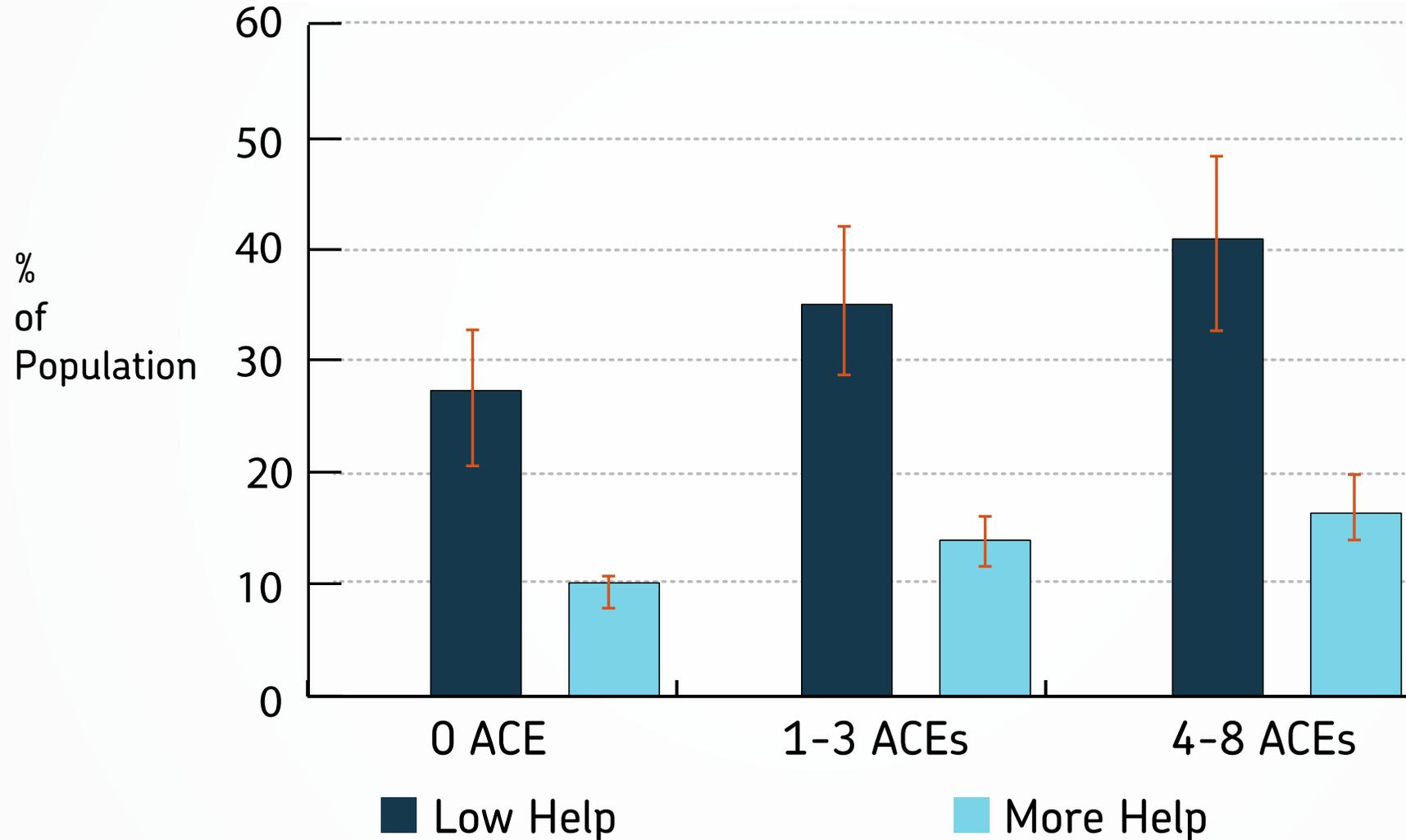
ACEs & Poor Health

Poor physical health more than half the last month



Poor Health & Help

Poor physical health more than half the last month



“Restoring relationships and community is central to restoring well-being”

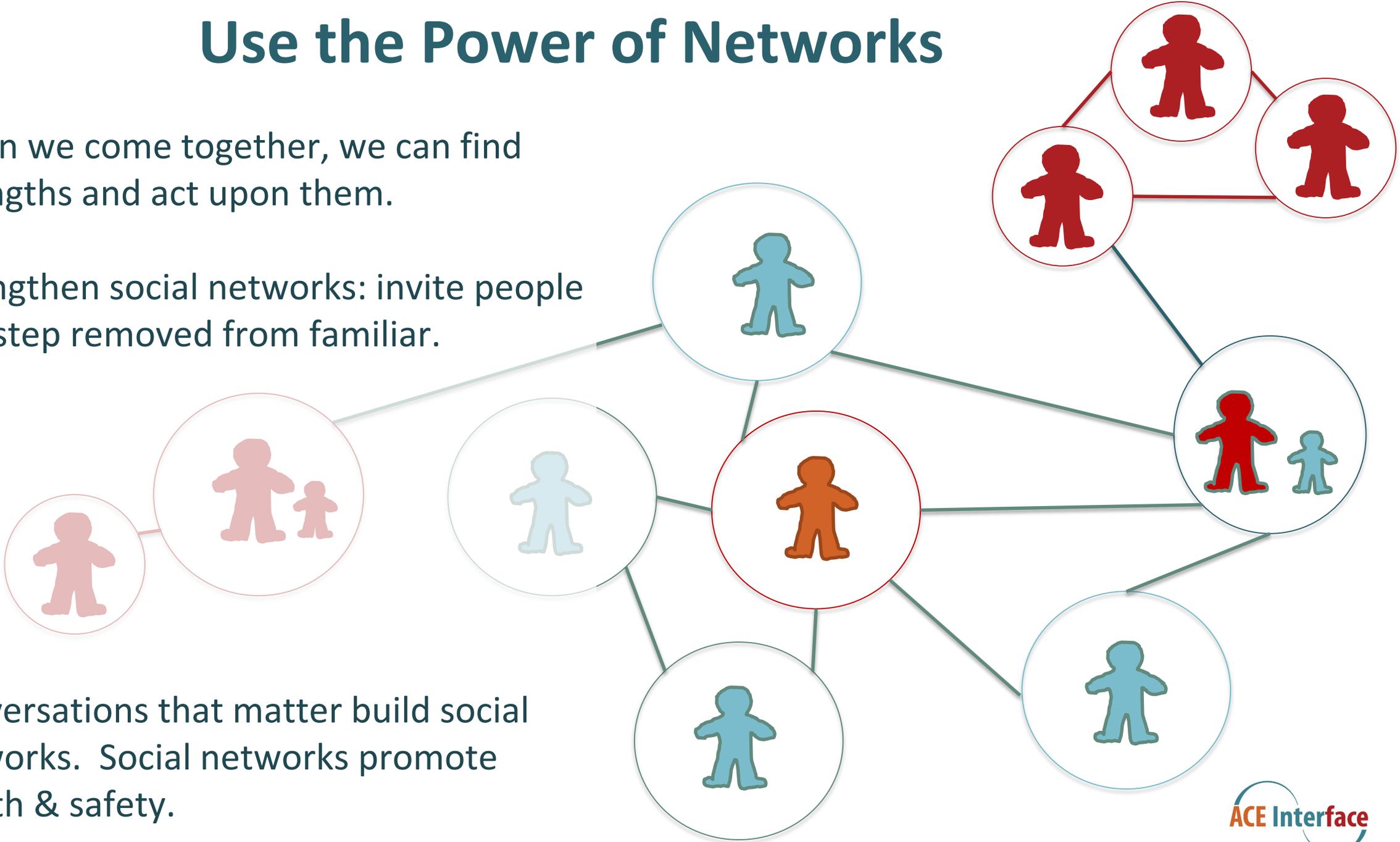
- Language gives us the power to change ourselves and others by communicating our experiences and finding common meaning
- We have the ability to regulate our own physiology with basic activities: breathing, moving, touching, tuning to others
- We can change social conditions and create environments where people can feel safe and thrive

Use the Power of Networks

When we come together, we can find strengths and act upon them.

Strengthen social networks: invite people one step removed from familiar.

Conversations that matter build social networks. Social networks promote health & safety.



Safety, Curiosity, Play

Friendly environment-no threats

- Low stress activation – easier to notice
- Increased serotonin, oxycontin, endorphins
- Decreased adrenalin & cortisol

- Happy, relaxed

Processes in safe environments that arouse curiosity & interest

- Decreased emotional reactivity
- Increased learning, sensory perception, motor commands, special reasoning, language, decision making, complex thinking & personality expression (neocortex & prefrontal cortex)
- Increased dopamine

- Increased awe, joy, enthusiasm, grasping power

Simultaneous bilateral hemispheric activity with play or song in groups

- Increased right-left brain communication and coordination
- Increased serotonin and oxytocin

- Energized, heightened focus, creative intelligence, whole brain thinking

When communities with high ACE prevalence
also have high rates of reciprocity,
parenting adults are
less likely to be depressed.

People in your community do **favours** for each other often or very often.

...helping with shopping, lending garden or house tools, watching over property, and other small acts of kindness.



Social Cohesion: Mutual Favours

You can count on adults in your community to **watch out that children are safe** and don't get in trouble.



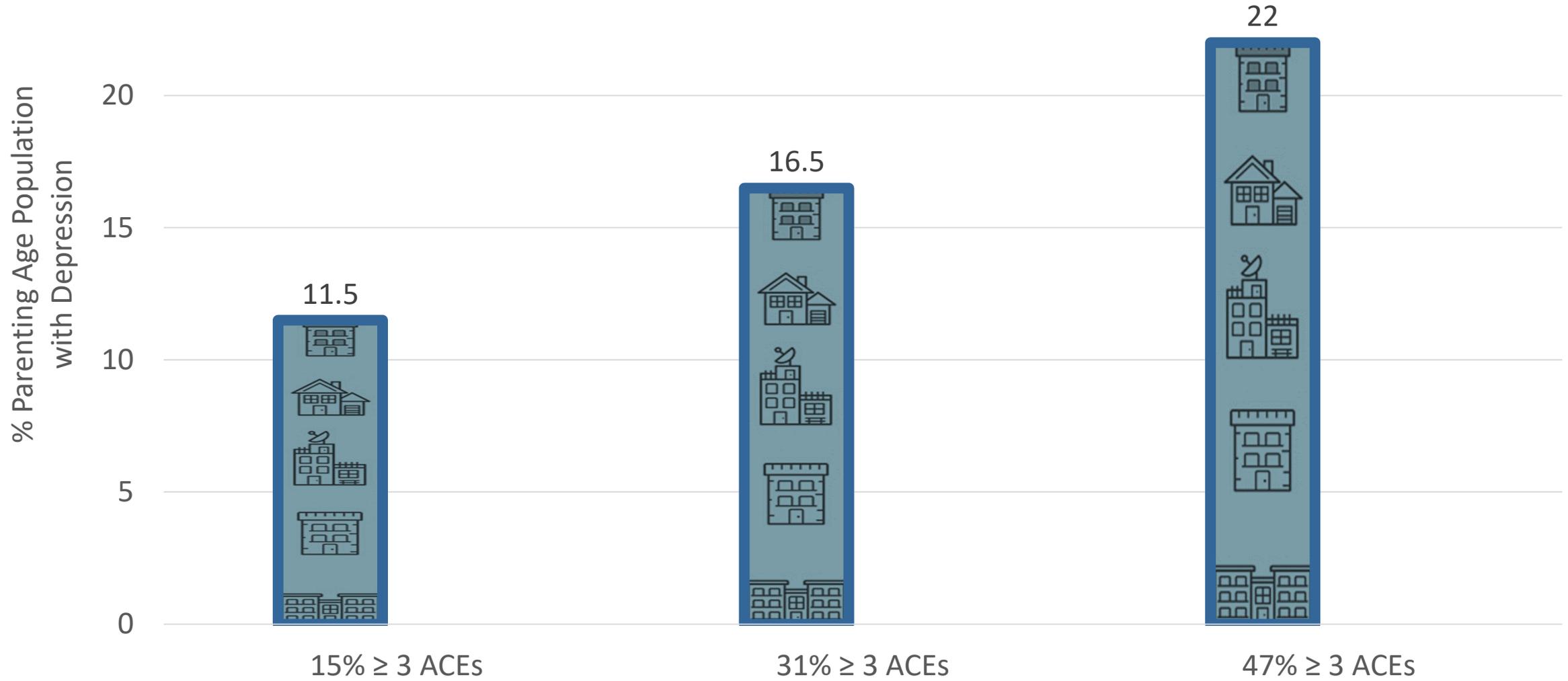
Social Cohesion: Child Safety

Your community members can be counted on to intervene if children are skipping school and hanging out in your community.



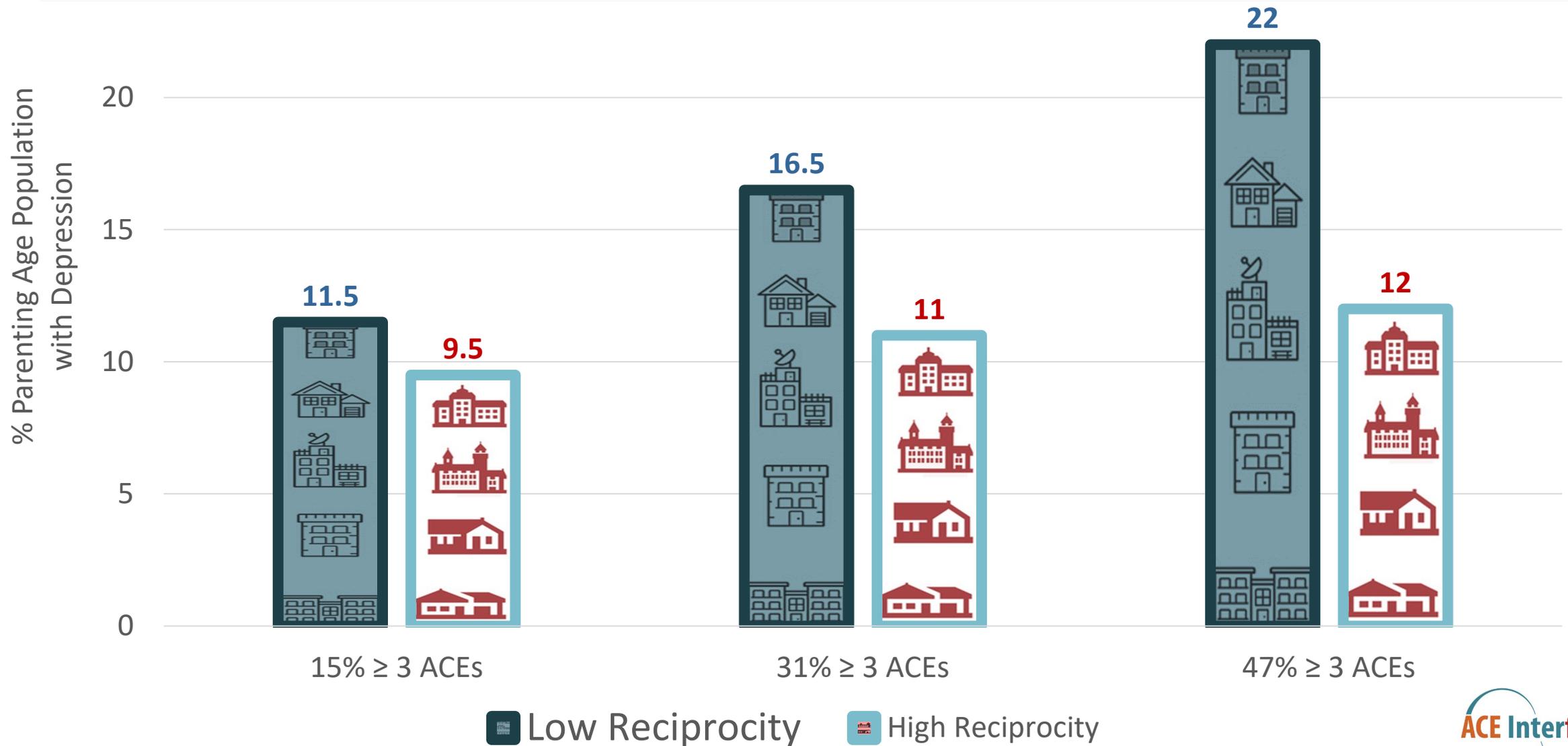
Social Efficacy: Intervene if Children Need Support

Parental Depression in Communities with Variable ACE Prevalence & Low Reciprocity



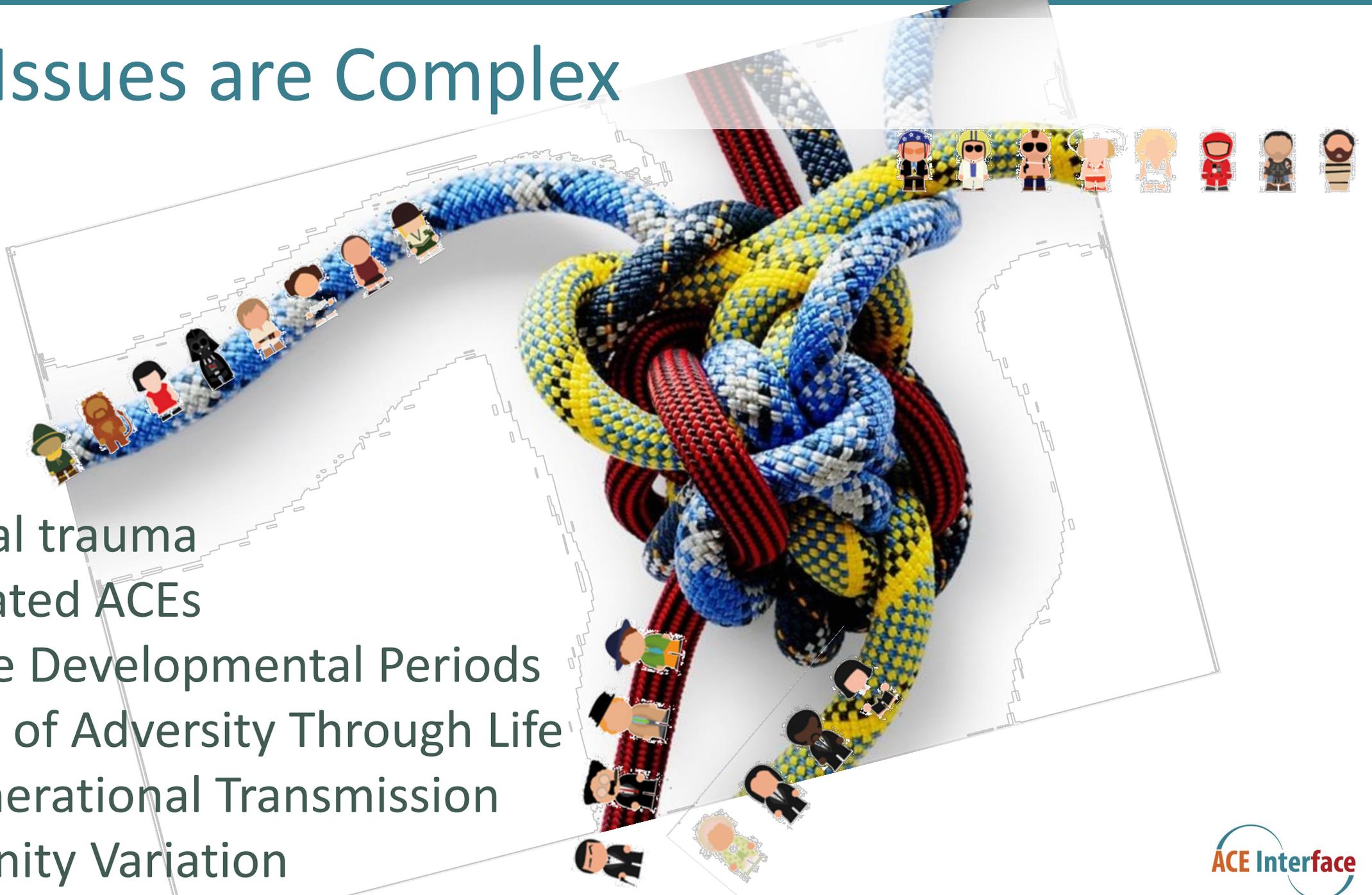
 Low Reciprocity

Parental Depression in Communities with Variable ACE Prevalence & High Reciprocity



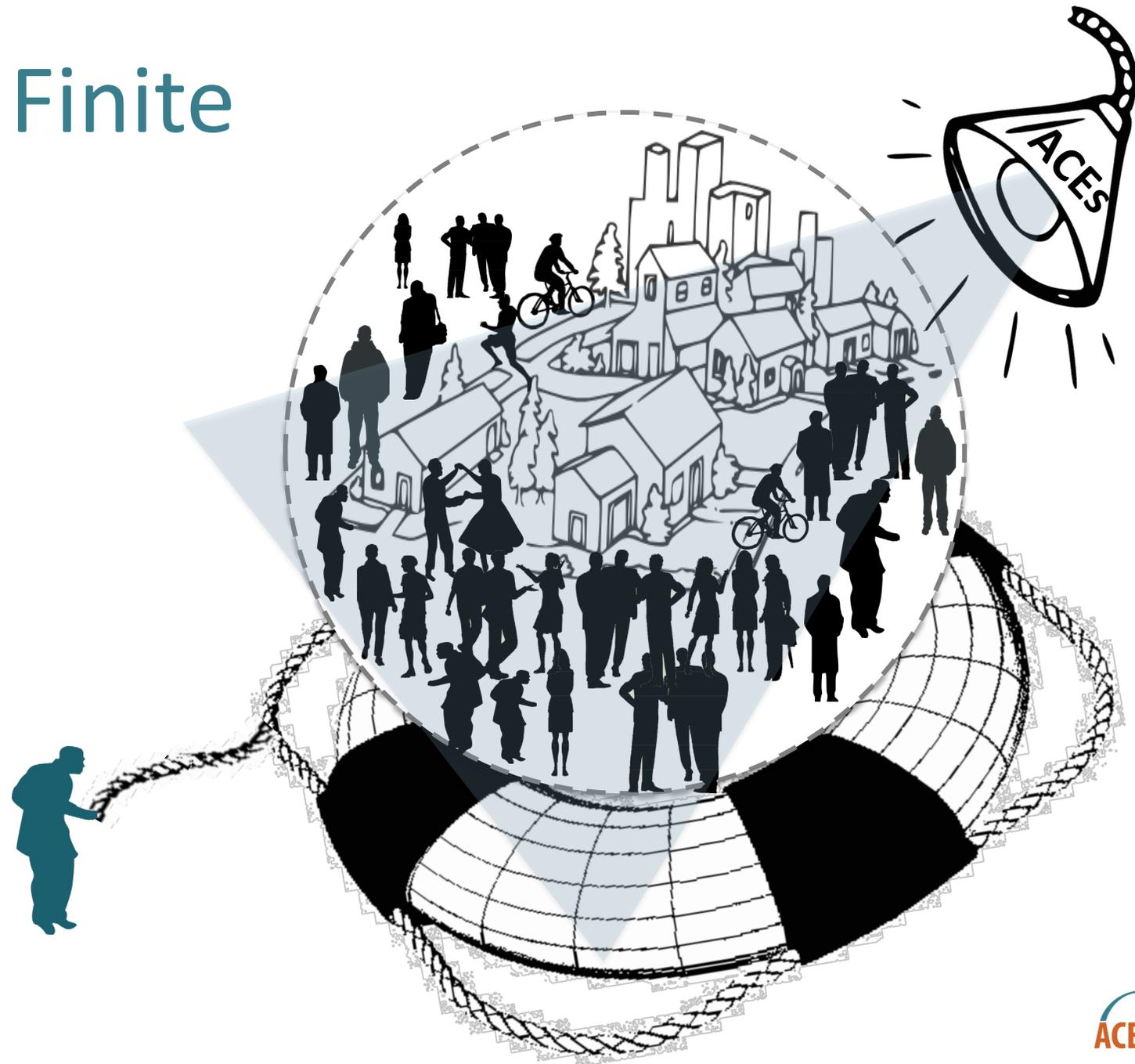
The Issues are Complex

Historical trauma
Interrelated ACEs
Sensitive Developmental Periods
Cascade of Adversity Through Life
Intergenerational Transmission
Community Variation

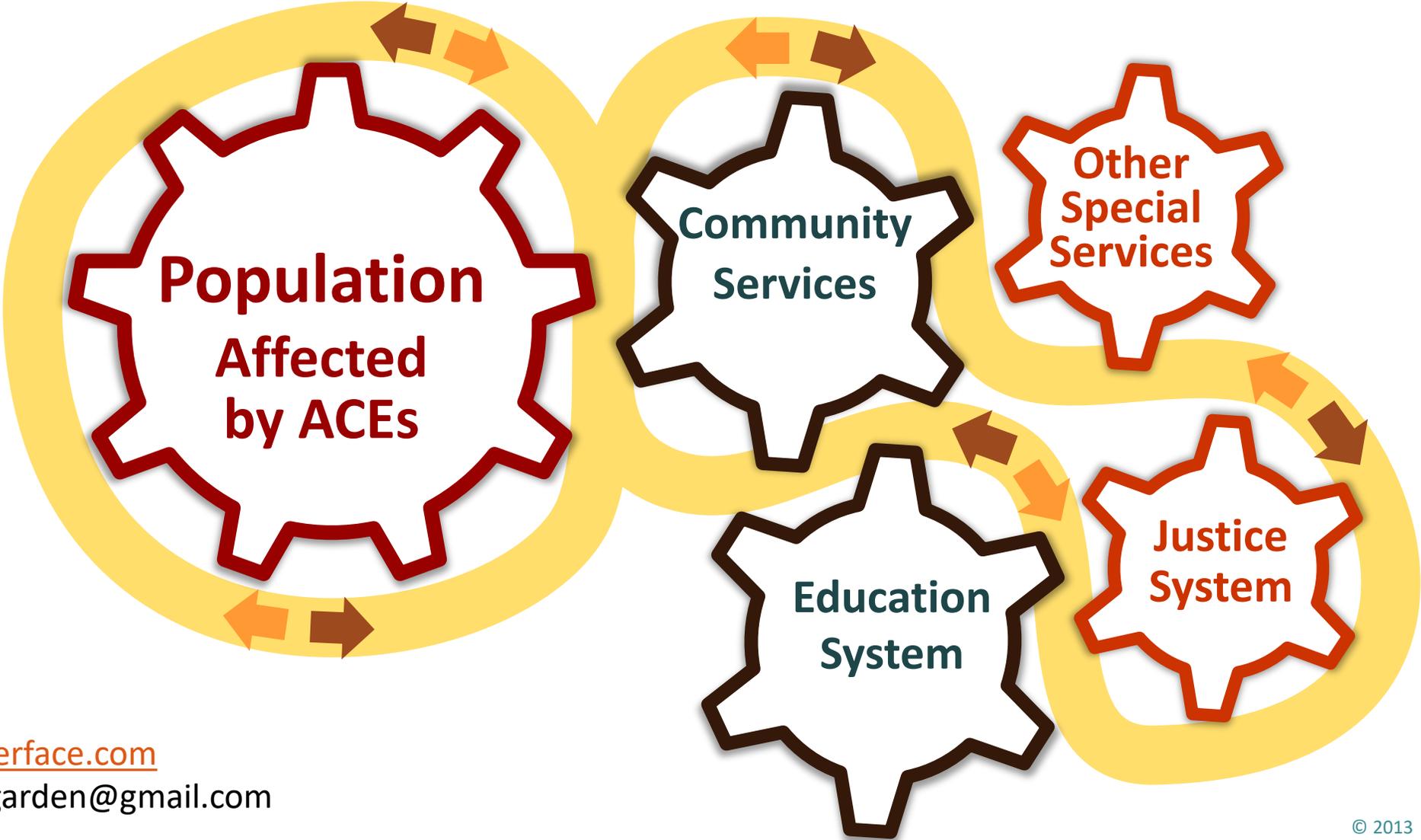


Resources are Finite

We need solutions that address the complexity of problems ... and foster measurable change in different community environments at modest costs



Building Self-Healing Communities



Thank You
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