



NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

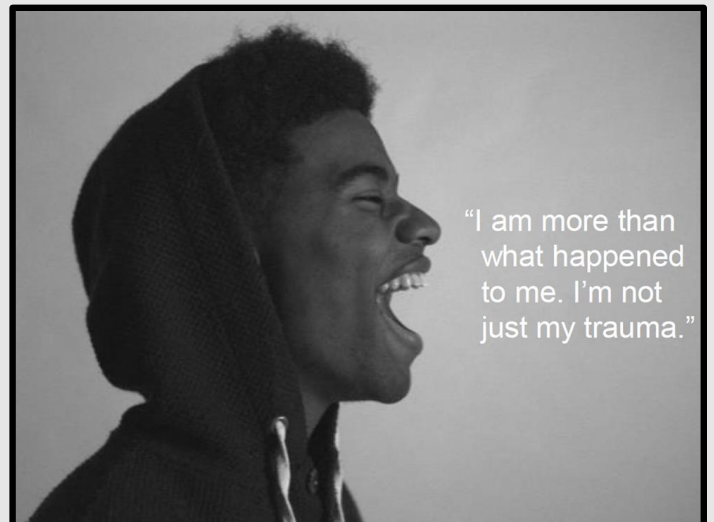
2020-2024 Chafee Plan Philosophy

Healing Centered Engagement

"Many of the parents and children DCF works with have experienced adversity or trauma. DCF is working to ensure that its staff and service network have the skillset and orientation to promote healing and resilience.

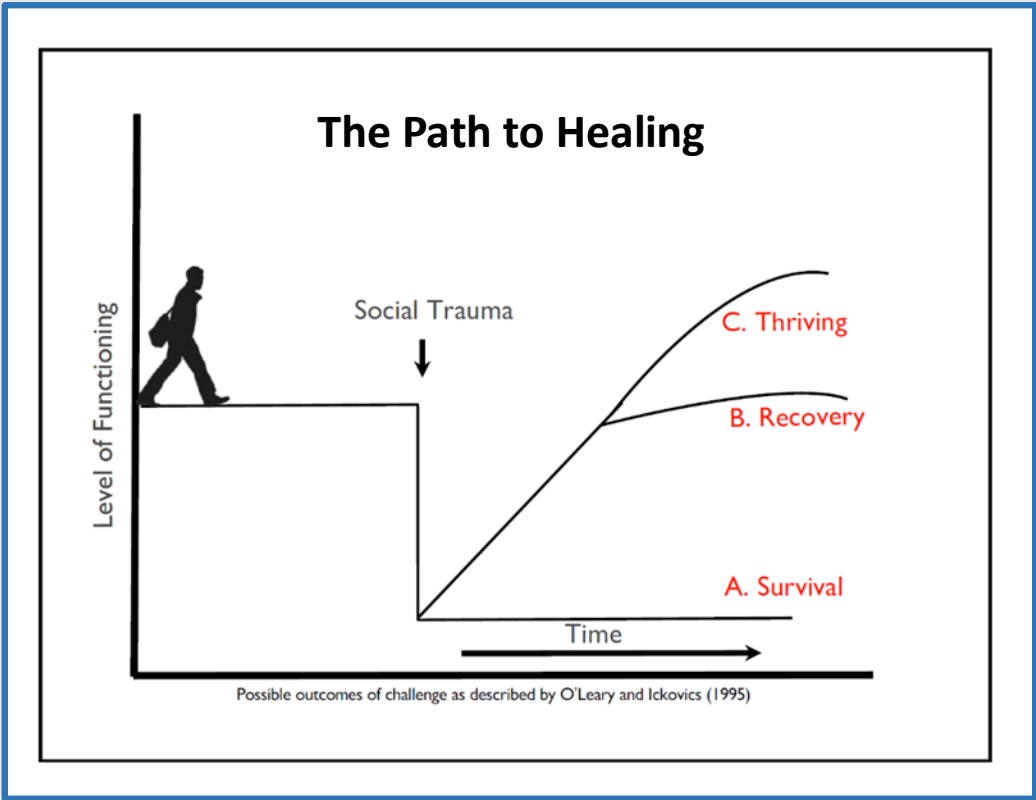
Enriching staff with training and professional development is central to that effort. In addition, DCF is advancing the development of a culture of safety throughout the department and utilizing a safety science approach to resolve and learn from critical incidents. Staff that has lived through and healed from trauma, including vicarious and secondary, can recognize it and support others' healing journeys as well. Approaching every interaction from a perspective of healing creates an environment that is safe, welcoming and productive – all elements essential in DCF's work, both internally and externally. DCF's practice models, customer service, physical spaces and services purchased on behalf of New Jersey residents will promote healing."

*"A healing centered approach is holistic involving **culture, spirituality, civic action and collective healing**. A healing-centered approach views trauma not simply as an individual isolated experience, but rather highlights the ways in which **trauma and healing are experienced collectively**. The term healing-centered engagement expands how we think about responses to trauma and offers more holistic approach to fostering well-being."*



Evolving Beyond Trauma-Informed Care

Trauma Informed & Healing Centered	
Comparing two approaches	
Trauma Informed	Healing Centered
Asks: "What happened to you?"	Asks: "What's right with you?"
Focuses on episodic harm and injury to the individual	Focuses on ongoing holistic healing of individuals, interpersonal relationships, and institutions
Uses a clinical, individual approach	Considers the environmental context of trauma
Focuses on treating clients (children, youth, and families)	Supports providers with sustaining their own healing and well-being



CARMA: 5 Principles for a Healing Centered Approach

Culture: Developing an awareness of one's own and other's humanity, ethnic history, and racial and other social identities.

Agency: The individual and collective ability to act, create, and change the root causes of personal, social, and community challenges.

Relationships: The capacity to create, sustain, and grow healthy connections with others.

Meaning: The profound discovery of who we are, where we are going, and what purpose we were born to serve.

Aspirations: The exploration of possibilities for our lives and the process of accomplishing goals for personal and collective livelihood.

RESOURCES



Flourish Agenda: (<https://flourishagenda.com/>)



The Future of Healing by Dr. Shawn Ginwright: (<https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c>)



Interview with Dr. Shawn Ginwright and Brene Brown: (<https://brenebrown.com/dc-interview-series/>)



Healing Centered Organizational Assessment: (<https://nwcf.org/wp-content/uploads/2019/02/Healing-Centered-Engagement-Assessment.pdf>)



DCF Strategic Plan: (https://www.nj.gov/dcf/about/DCF-strategic-plan-narrative_2019-2020.pdf)



KEY QUESTIONS

- How can we operationalize the concepts of Healing Centered Engagement into our policy and practice with adolescents? In what ways can we intentionally and concretely promote healing?
- What are some of the barriers to further incorporating Healing Centered Engagement into our policy, practice and service provision? What strengths do we have as an organization that will be helpful? What opportunities already exist for us to move this work forward? What are our ultimate aspirations for our youth and our system? (SOAR/SWOT analysis)
- What will success look like for youth? What will it look like for the professionals and systems that serve them? How will we measure success?
- How will Healing Centered Engagement be incorporated into the role of DCP&P? How will it be incorporated into the role of contracted service providers?
- What supports/resources will we need to develop, implement and sustain these changes?