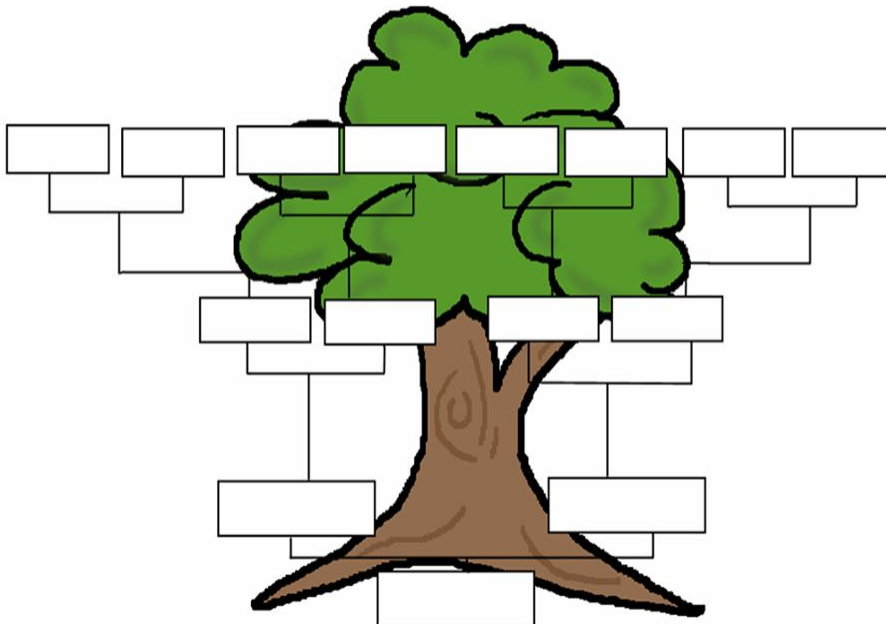


Every Day Counts...
in the Life of a Child in
Foster Care
ANNUAL CRB
Conference
MAY 4, 2018

**Fostering Resilience & Improving
Outcomes for Children Exposed to
Domestic Violence**

Z. Ruby White Starr

MY FAMILY TREE



LATINO FAMILY TREE





WHAT IS REQUIRED?

- Secure, reasonably healthy adults,
- With good emotional management skills,
- With intellectual and emotional intelligence,
- Able to actively teach and be a role model,
- Are consistently empathetic and patient,
- Able to endure intense emotional labor,
- Are self-disciplined, self-controlled and never abuse power

The Sanctuary Model

A 3D white figure is shown running to the right, holding a white sign with a black smiley face. The figure is positioned to the right of the list of requirements.

Psychological abuse (Parents)	37%
Physical abuse (parents)	29%
Sexually abused	25%
Emotional neglect	35%
Physical neglect	12%
Substance abuser in household	40%
Separated from one/both parents	41%
Witnessed DV	21%
Imprisoned household member	10%

“harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker”.

National Institute for Occupational Safety and Health 1999, p.6.

JOB STRESS



The Sanctuary Model.

TREADMILL SYNDROME TOP WORKPLACE STRESSORS

Too much to do

Unnecessary, useless paperwork

Random interruptions, such as telephone calls, walk-in visits,

Demands from supervisors

Pervasive uncertainty as a result of organizational problems

Unsatisfactorily explained and unannounced change

Decreased funding



The Sanctuary Model.

TREADMILL SYNDROME TOP WORKPLACE STRESSORS



Mistrust, unfairness, and vicious office politics

Unclear policies and no sense of direction in the organization

Career and job ambiguity resulting in feelings of helplessness and lack of control

No feedback, good or bad

No appreciation; lack of communication up and down the chain of command

The Sanctuary Model.

WORKPLACE CRISIS

Turnover rates extremely high – addictions and child welfare programs – 50%

High workload, high complexity, little training

Ambiguous role definitions

Inadequate to completely absent management training

Lack of racial and cultural diversity

Ambiguity of regulations that govern service delivery, and which sometimes conflict with one another

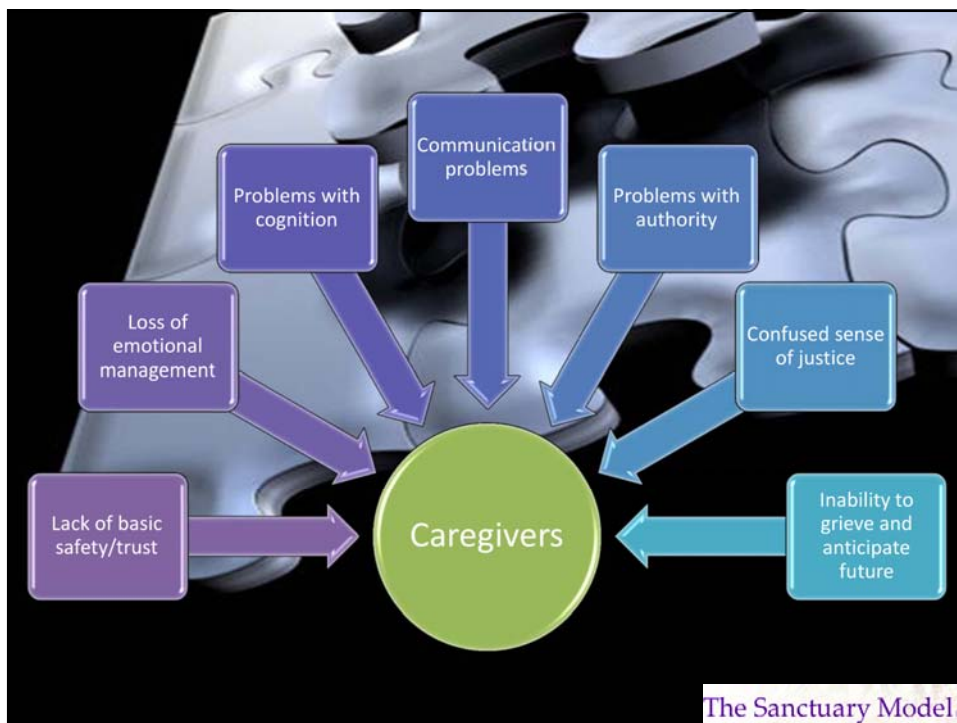
Lack of mission clarity

Lack of innovation, creativity

Ethical dilemmas, moral distress



The Sanctuary Model.




The Sanctuary Model.



Organizations, like individuals, are living, complex, adaptive systems and that being alive, they are vulnerable to stress, particularly chronic and repetitive stress.

Organizations, like individuals, can be traumatized and the result of traumatic experience can be as devastating for organizations as it is for individuals.

The Sanctuary Model.



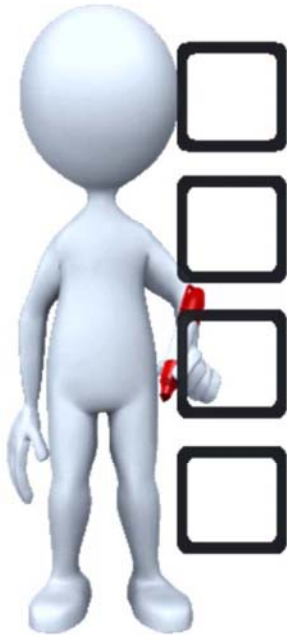
CHRONIC STRESS → **CHRONIC CRISIS**

CHRONIC CRISIS = **ORGANIZATIONAL HYPERAROUSAL**

LACK OF SAFETY AND BASIC TRUST

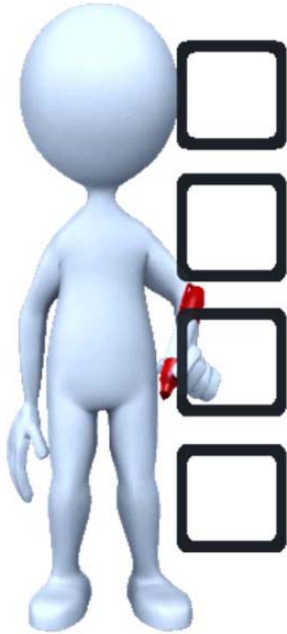
LOSS OF EMOTIONAL MANAGEMENT

The Sanctuary Model.



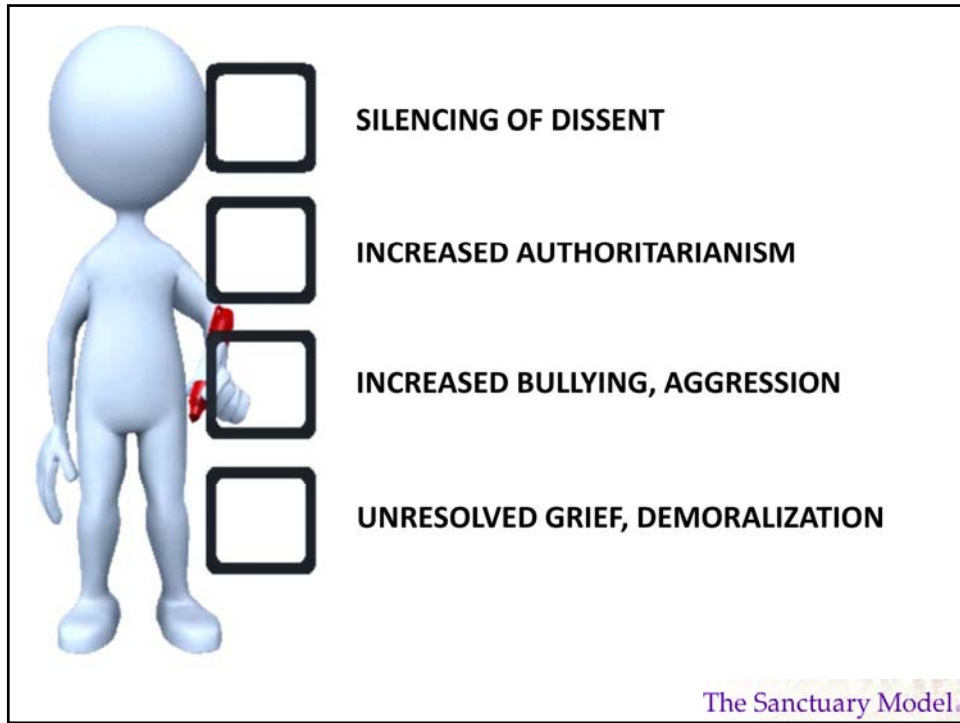
- COMMUNICATION BREAKS DOWN**
(ORGANIZATIONAL ALEXITHYMIA)
- CONFLICT INCREASES**
- INCREASED SILOS** (ORGANIZATIONAL DISSOCIATION)
- LOSS OF MEMORY** (ORGANIZATIONAL AMNESIA)

The Sanctuary Model.



- REPETITION OF FAILED STRATEGIES**
(ORGANIZATIONAL REENACTMENT)
- LOSS OF PARTICIPATION**
- LEARNED HELPLESSNESS**
- LOSS OF CRITICAL THINKING SKILLS**

The Sanctuary Model.



As a result, our systems frequently recapitulate the very experiences that have proven to be so toxic for the people we are supposed to help.



The Sanctuary Model®

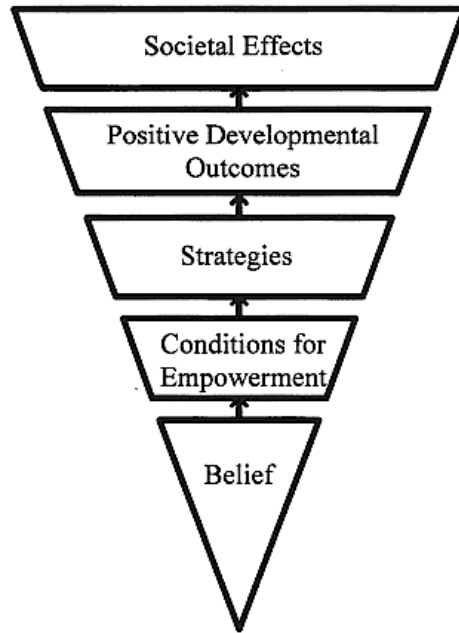
Paradigm

**A map
inlaid in the mind
which determines
the way you
see the world**

**Changing paradigms
requires a transformation
in our hearts and minds
that reframes our
mental map.**



Framework for Tapping Resiliency







**How could she just run off and
leave you there?**

**Why didn't your mother
protect you?**

Why didn't she just leave him?

Did she get help?

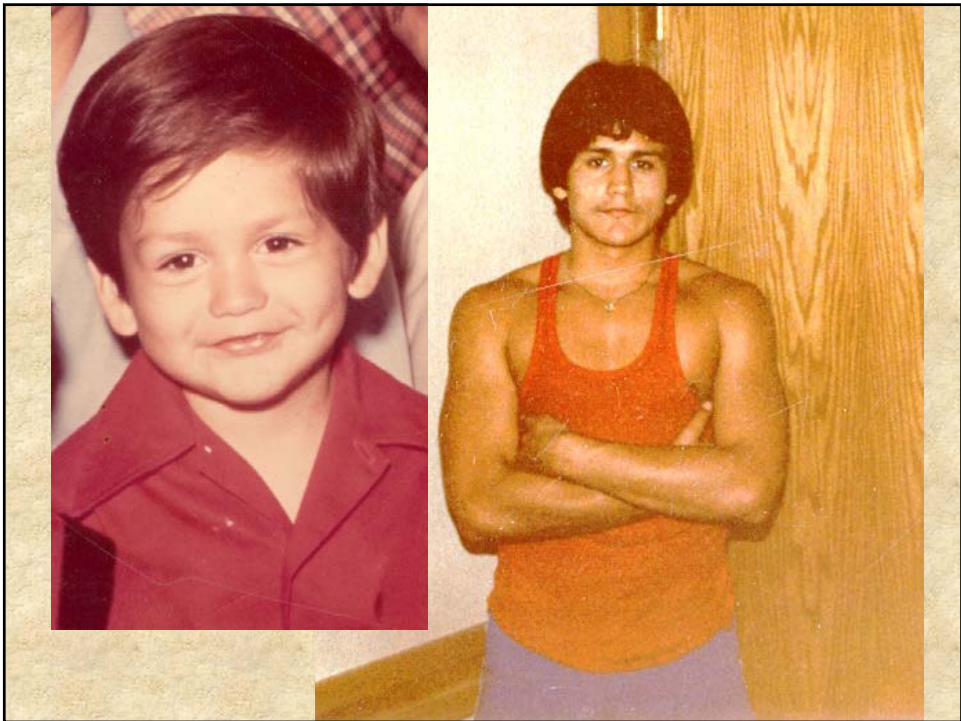
**More Appropriate Community
and Societal Responses**

Did he get help?

How could he and why would he
hurt his family?

How was he made to understand
that he can't do that?

What did he do to make it better?



Asking the Right Questions

Does each party have a separate case plan that provides services that are:

- **Safe?**
- **Tied to an identified need?**
- **Available?**
- **Accessible?**
- **Provided by those with knowledge of DV**
- **Culturally & linguistically appropriate?**



Wisdom
Interdependence
Natural Rights
Grace
Strength



