

# Engaging in Self Care & Vicarious Trauma Prevention as Legal Information (LOP/ICH) Staff

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LOP/ICH Training Conference, April 24, 2020

**Presenter: Hannah C. Cartwright**  
**Mariposa Legal, Executive Director & Attorney**



# Agenda

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- I. Why Talk About Self Care as LOP/ICH Staff?
- II. Definitions & Consequences of Vicarious Trauma
- III. Proactive Vicarious Trauma Prevention  
(aka Practicing “Trauma Stewardship”)
- IV. Q&A/Discussion

## Post-Webinar Resources

- Suggested Next Steps for Individuals & LOP/ICH Teams.
- Resources: Samples, Books, Articles, Podcasts, Art, etc.

# \*Preliminary Notes\*

- 20 second mind/body check-in
- Learning Styles
  - Visual folks – you should be set now or later
  - Auditory folks – stop multi-tasking and engage now if you can
  - Kinesthetic folks – I’m sorry! Hang in there with me!

**\*\*Heads Up\*\***  
Resources for all  
learning styles:  
Slides 43-45

Sample Safety Plan:  
Slide 47  
Reminder for your  
desktop: Slide 48

**Resources**

- Listen:**
  - ["Chronic Pain: A Journey"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
- Participate:**
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)



**Resources Continued**

- Listen:**
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
- Watch:**
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)
- Engage with Artistic/Wellness Art:**
  - ["The Power of Mindfulness"](#) (10:30)
  - ["The Power of Mindfulness"](#) (10:30)



**Resources Continued**

- Reading (Books & Web Materials):**
  - ["The Power of Mindfulness"](#) (10:30)
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# I. Why talk about self care, vicarious trauma and trauma-informed work as LOP/ICH staff?

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## For the benefit of LOP/ICH Participants

- Consistent high-quality legal information programming
- Participant empowerment instead of re-traumatization
- Effective legal issue-spotting

## For you, your co-workers, and your legal service organizations

- Ethical duties as lawyers and legal service providers
- Personal and professional sustainability of individual staff
- Longevity of our LOP/ICH networks across organizations
- Push back on the systemic cycle of vicarious traumatization and stigma in orgs and society

H. Cartwright, L. Harris, L. Montecinos, A. Rahman, *Vicarious Trauma and Ethical Obligations for Attorneys Representing Immigrant Clients: A Call to Build Resilience Among the Immigration Bar*, 2 AILA Law J 1 (2020).



# II. A Few Definitions

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## **Definition of Trauma:**

When an individual has been exposed to a traumatic event in which

1. The person experienced, witnessed, or was confronted with an event(s) that involved actual or threatened death or serious injury or a threat to the physical integrity of self or others and
2. The person's response(s) involved intense fear, helplessness, or horror.

### **To Learn More:**

--*Trauma & Recovery* by Judith Herman (1992)

--*The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma* by B. van der Kolk (2014)

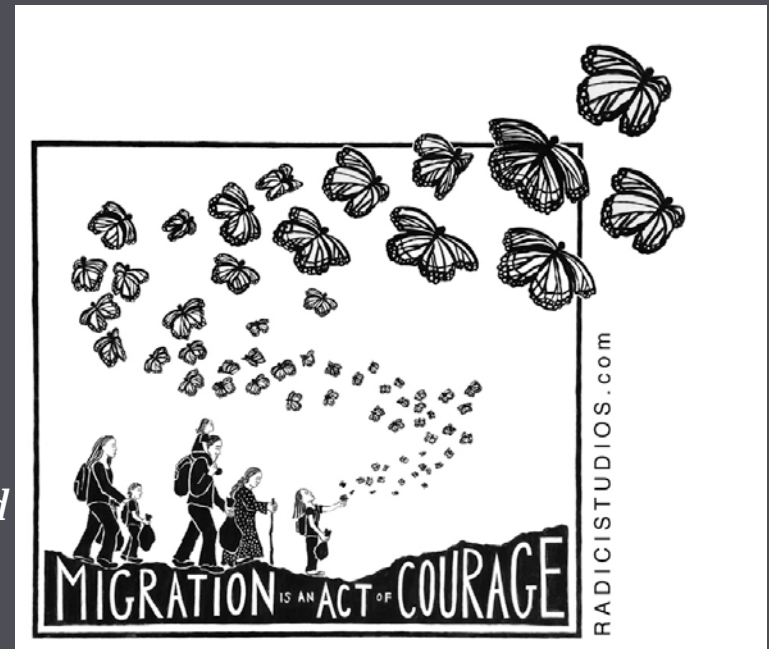
--*SAMSHA's Concept of Trauma and Guidance for Trauma Informed Care* (2014)

Available at: [https://ncsacw.samhsa.gov/userfiles/files/SAMHSA\\_Trauma.pdf](https://ncsacw.samhsa.gov/userfiles/files/SAMHSA_Trauma.pdf)

# A Few Definitions continued

## Triple\* Trauma Paradigm for Immigrants

- **Trauma suffered in the country of origin**
- **Trauma suffered during the migration journey**
- **Trauma of relocating**
- ❖ *Trauma of suffering systemic oppression and xenophobia in the U.S*
- ❖ *Trauma of criminal victimization suffered in the U.S*
- ❖ *Trauma of being detained*
- ❖ *Trauma of the Immigration Court Process (CFIs/RFIs, Bond Hearings, numerous MCHs, appeals process, changing laws and procedures, etc.)*



Credit: Jen Boom @radicistudios

# A Few Definitions continued

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- **Professional Burnout**: When a professional’s personal experiences combined with the negative cumulative effects of providing services to individuals over a particular time and organizational dynamics of the employment environment result in “emotional exhaustion, depersonalization, and reduced sense of personal accomplishment.”
- **Secondary trauma**: When an advocate engages in an empathetic relationship with an individual suffering from a traumatic experience and bears witness to the intense or horrific experiences of that person’s trauma.
- **Compassion Fatigue**: When an advocate experiences burnout and secondary trauma.
- **Vicarious trauma**: The (negative) change that occurs *within* an advocate as a result of empathetic engagement directly with survivors of trauma, specifically “the resulting cognitive shifts in beliefs and thinking.”

**To Learn More:**

J. Newell & G. MacNeil, “Professional burnout, vicarious trauma, secondary traumatic stress, and compassion fatigue: A review of theoretical terms, risk factors, and preventive methods for clinicians and researchers,” *6 Best Practice In Mental Health* 2, 57–68 (2010).

# Consequences of Vicarious Trauma

*“Trauma will assail [your client’s] sense of self and will, over time, assail yours as well.*

*And so, it is more than just the stress of overwork; it is a disintegrating ray gun aimed at your sense of who you are, what you think the world is like, and where you find meaning in the world.”*

*–Jean Koh Peters–*



Credit: Laura van Dernoot Lipsky & Connie Burk, *Trauma Stewardship* (2009)



# Consequences of Vicarious Trauma (framed another way)

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Checking Out	Turning Inwards	Turning Outwards	Managing Danger
<ul style="list-style-type: none"> <li>• Substances</li> <li>• Dissociation</li> <li>• Forgetting</li> <li>• Minimizing</li> <li>• Distraction</li> <li>• Stoicism</li> </ul>	<ul style="list-style-type: none"> <li>• Self Doubt</li> <li>• Shame</li> <li>• Isolation</li> <li>• Self harm</li> <li>• Suicidal Ideation</li> </ul>	<ul style="list-style-type: none"> <li>• Judging/not believing and/or blaming participants/individuals</li> <li>• Aggression</li> <li>• Rage</li> <li>• Revenge Fantasies</li> </ul>	<ul style="list-style-type: none"> <li>• Hypervigilance</li> <li>• Avoidance</li> <li>• Procrastination on tasks &amp; delaying documentation</li> <li>• Persistent absenteeism</li> <li>• Rigid routines/lack of flexibility</li> </ul>

# Consequences of Vicarious Trauma (framed yet another way)

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In a recent (excellent!) article on vicarious trauma among immigration advocates, Nora Phillips, Legal Director at Al Otro Lado, is quoted talking about “how easy it [is] to overwork oneself to the point of quitting.” Nora talks about how other attorneys and legal providers she knew were

chronically ill;

divorcing their partners and lashing out at their kids over small things;

losing sleep;

relying on pills or booze;

gaining weight;

losing weight;

struggling with headaches and depression;







and turning to yet more pills just to shore themselves up...

“...and if they hadn’t left the field already, many were close to doing so—either that or, worse, committing themselves to a life of constant burnout.”

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# Specific Consequences of Vicarious Trauma on LOP/ICH Staff

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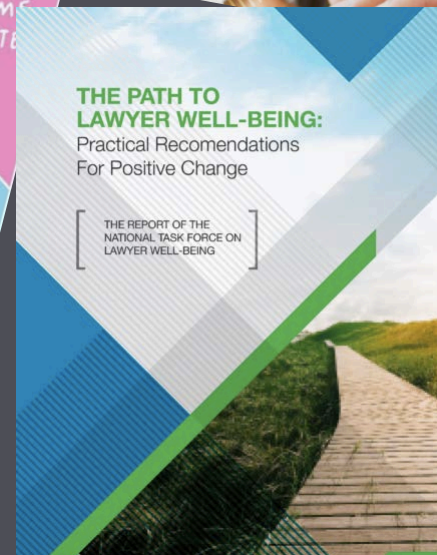
-  Doubting, denying, or minimizing participant experiences
-  Failing to respond with empathy or becoming non-responsive
-  Avoiding participant interaction
-  Violating boundaries, whether with participants or stakeholders
-  Trying to “rescue”/“control” participants or begin to feel undue responsibility for participants
-  Judging participant behaviors, reactions or experiences

# III. Proactive Vicarious Trauma Prevention (aka Trauma Stewardship Tools)

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- Toolbox for Individuals
- Toolbox for Teams
- Strategies for Encouraging Organizational Trauma Stewardship Practices

# Caveat #1: Not “just” Insta-Care or Wellness

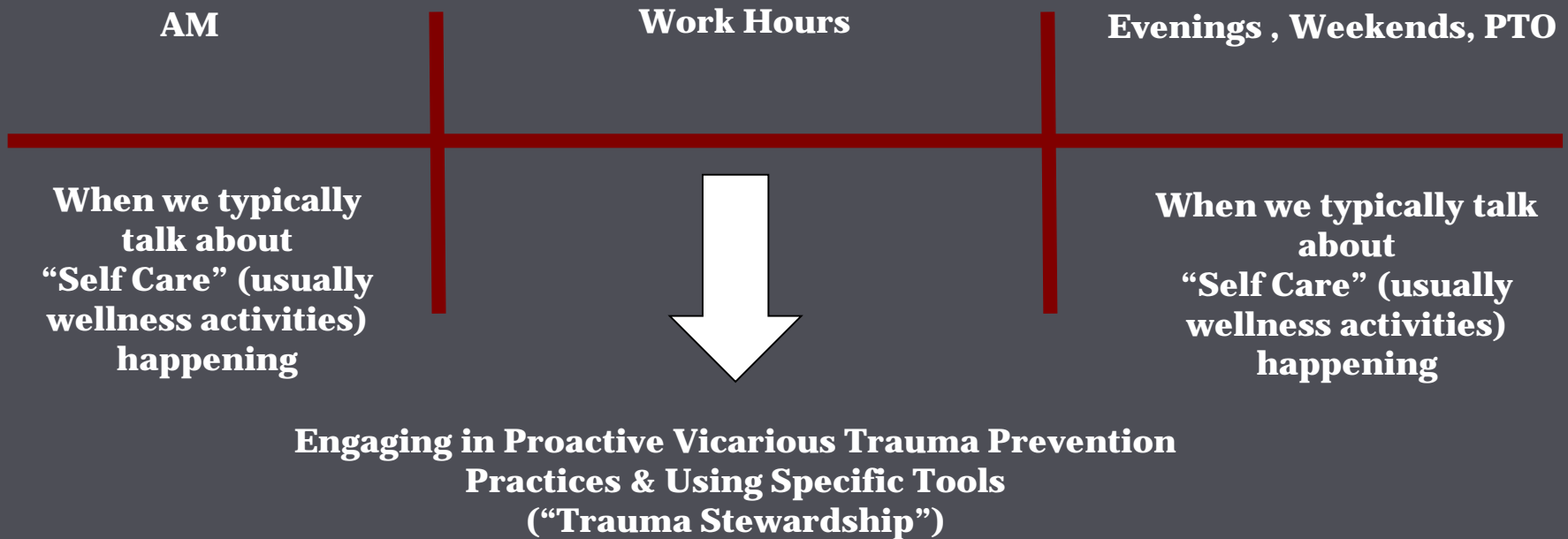


\*There is of course, some overlap, specifically with exercise and sleep!

↑  
99 pages... and no mention of trauma or vicarious trauma

# Caveat #2: Not Just Before & After Work

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# Toolbox for Individual Staff

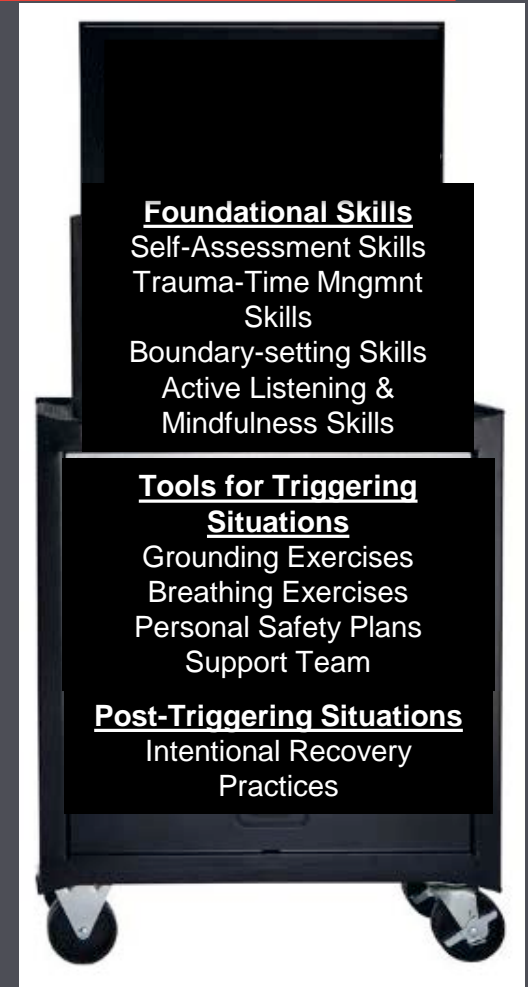
**“ To continue to show up and sustain – on any level – will require a dedicated practice of metabolizing and transforming...in the face of overwhelm with undergirding intentions of both:**

**How can I refrain from causing harm?**

**And how can I contribute – to whatever I choose – skillfully and wisely.**

**This is a reckoning that deserves to be done daily.”**

--Laura van Dernoot Lipskey, *The Age of Overwhelm*--

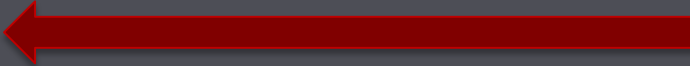



# Self Assessment Skills

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**Know Thyself. Monitor Thyself. Routinely.**

Sample questions:

- What situations with participants cause you the most “stress”?
- What are the **trauma exposure responses** that you experience most often when you are stressed? 
- What are the **skills, practices and coping mechanisms** that most **contribute to your resilience** in this work? 
- What privilege, intersectional identities, past traumas and/or experiences do you bring to your work which shape your responses?

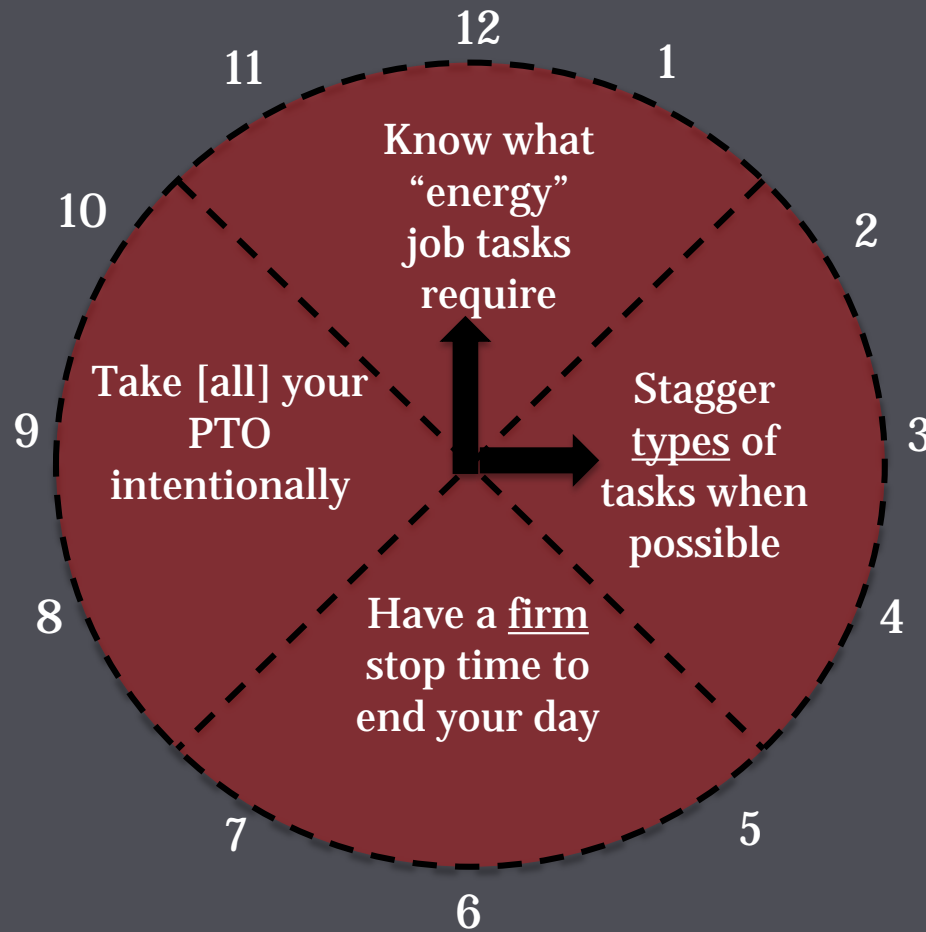
**TIP:** Don't just think about this yourself, ask your partners, family members, close friends, and trusted coworkers

Like adverse childhood experiences (ACEs), family/friend experiences of trauma, particularly difficult cases, as well as intersectional factors that shape your identity and may involve experience with systemic oppressions e.g. racism, sexism, homophobia, xenophobia, ableism, classism, etc.

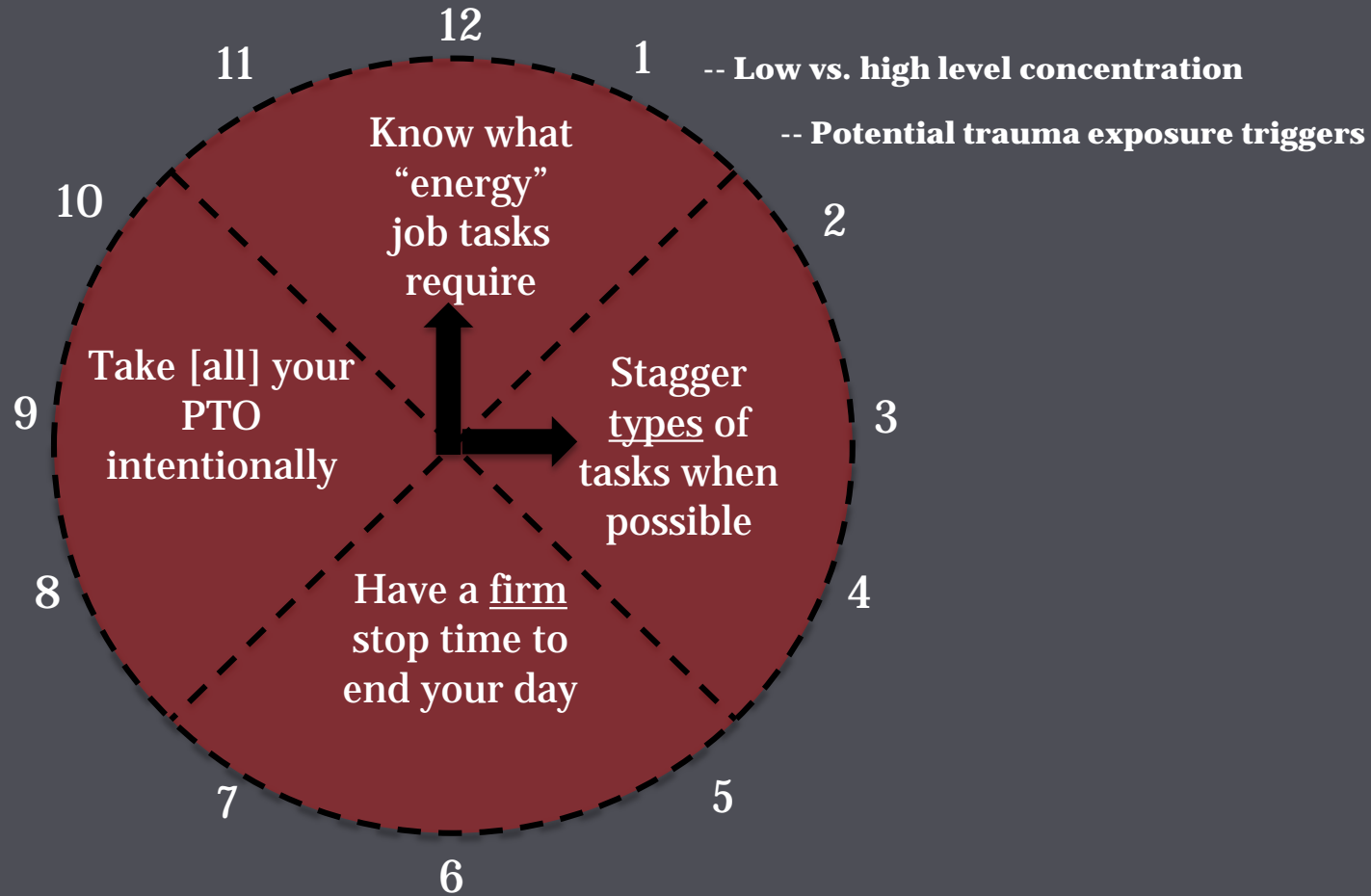


# Trauma Time Management Skills

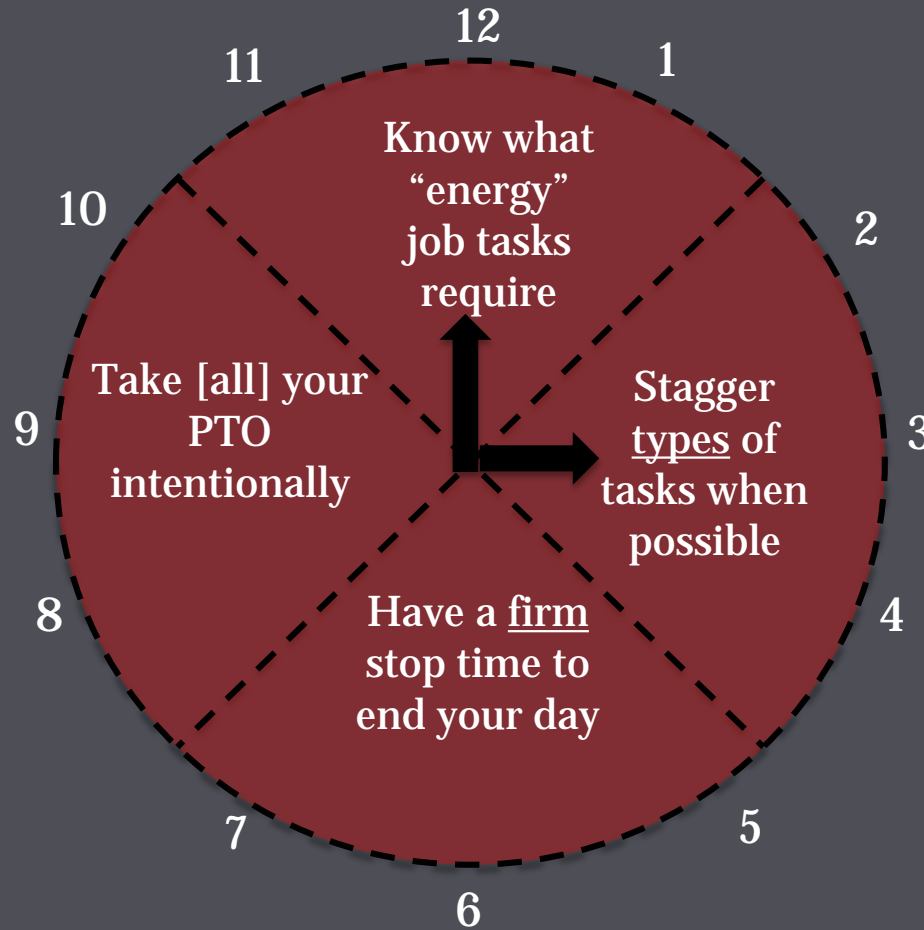
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# Trauma Time Management Skills



# Trauma Time Management Skills



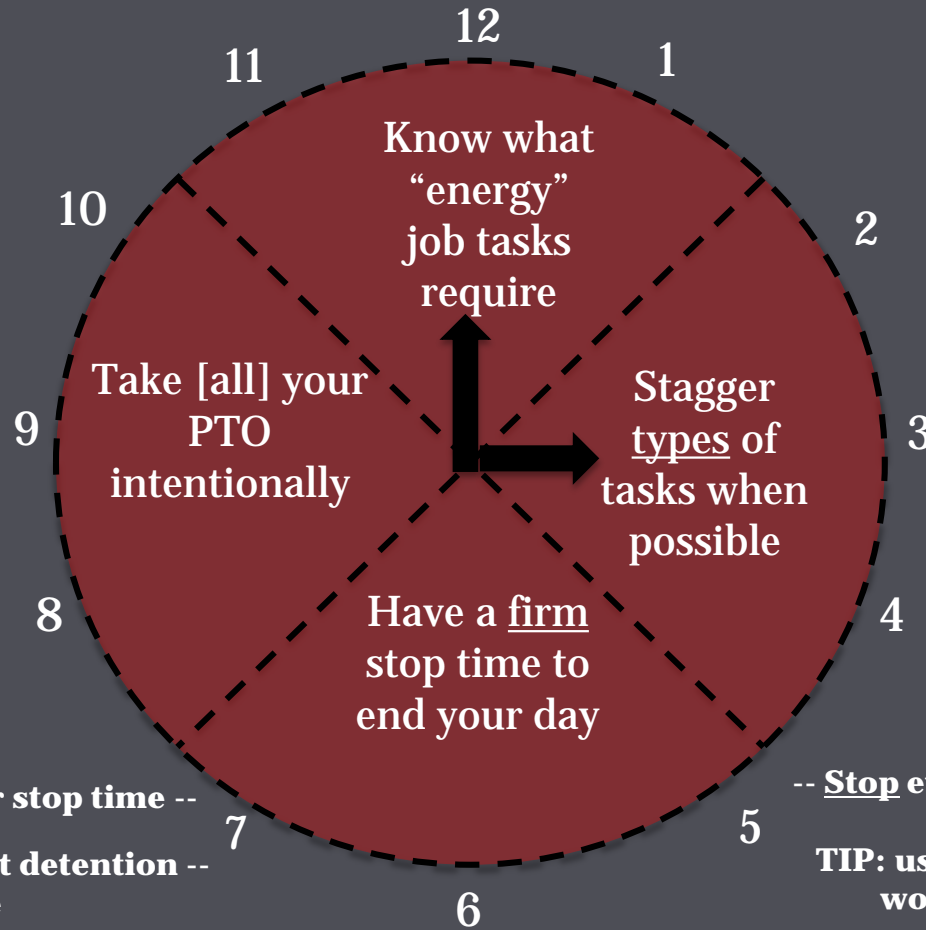
-- WHEN are you doing what types of tasks: mornings, afternoons, evenings?

-- HOW MANY people are you meeting with per day?

-- WHAT type of empathetic work is required of you? Are you staggering "heavier" empathetic work and allowing yourself to recharge?

-- What is your RATIO of meetings, participant-facing time, travel days, office time?

# Trauma Time Management Skills



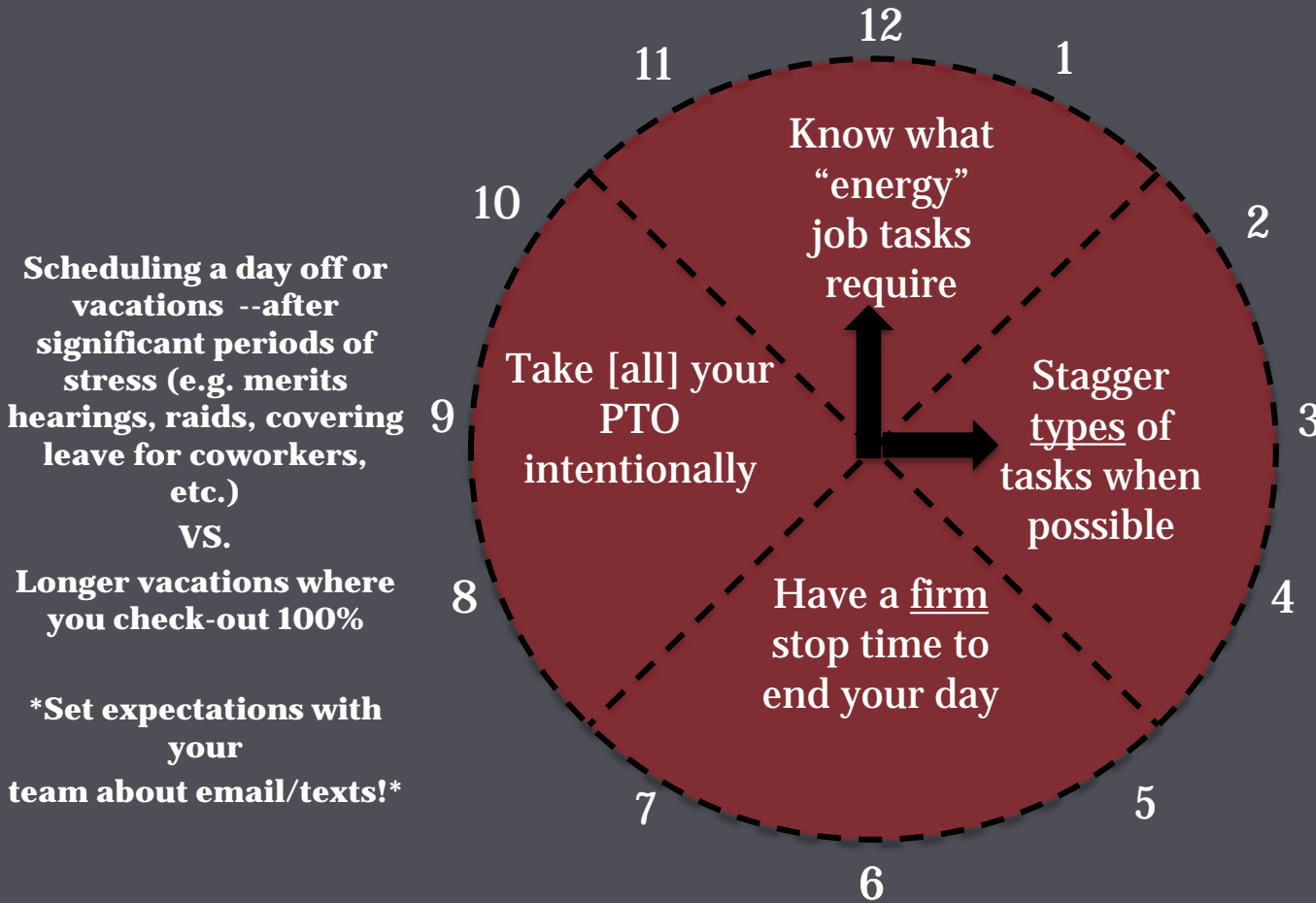
Try developing a ritual for stop time --

TIP: Start with rituals post detention --  
center/court time

-- Stop even if you 'log back on' later

TIP: use meals and changes of  
workspace when possible

# Trauma Time Management Skills

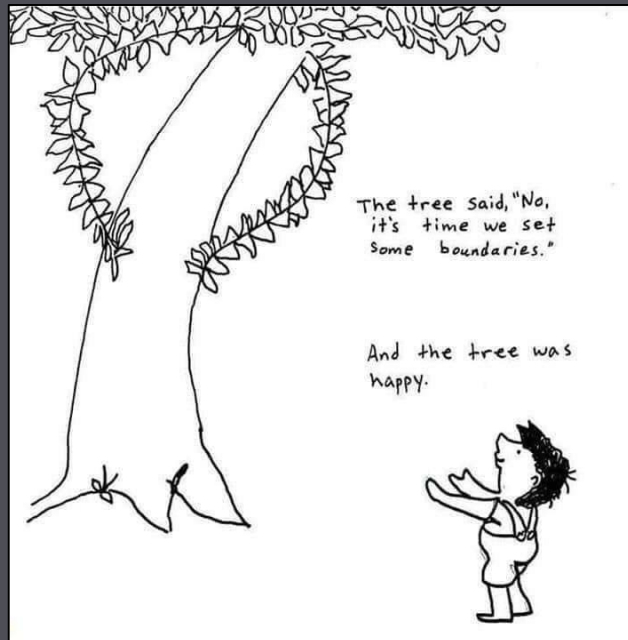


Scheduling a day off or vacations --after significant periods of stress (e.g. merits hearings, raids, covering leave for coworkers, etc.)  
VS.

Longer vacations where you check-out 100%  
  
\*Set expectations with your team about email/texts!\*

# Boundary Setting

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{Internet meme based on *The Giving Tree* by Shel Silverstein}

## With participants:

- Set expectations in GOs and IOs or at the Help Desk with participants for what you can/cannot do
- Practice the LOP/ICH empowerment model with participants as much as you can
- Have a plan for if/when you give out your personal email address, phone number or cell phone number, and in what circumstances

## With your team:

- Share preferred communication methods and frequency, especially for outside work hours & PTO
- Learn when to say "no"



**Experiment: what works for YOU?**

**Know that what “works” may change.**

**Keeping habits and boundaries is hard...  
have a ‘just try again tomorrow’ mindset.**

**Ask mentors and peers what works for them to get ideas.**

# Active Listening (in 3 steps)

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Active Listening is listening not only for the facts that you need for an Individual Orientation/Individual Information Session or to move on with a Group Orientation/Group Information Session but “listening” for all the messages the participant is sending you.



## Step 1: Listen

- **What is the problem that the participant is describing?**  
Don't assume what it is! Remember: It may not be a legal issue.
- **What are the participant's nonverbal cues telling you?**  
Listen to tone of voice, watch body language, notice tears, fidgeting, facial expressions indicating pain or discomfort, etc.
- **Is the person experiencing a crisis?**  
Measure this by *their experience*, not yours.



# Active Listening (in 3 steps)

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## Step 2: Respond:

**Acknowledge the specific problem and explain how you will help**



- Repeat *their words* back to them or use validation language like:
  - “I understand that...”
  - “I can tell you are upset...”
  - “I’m sorry that...”
  - “I hate that \_\_\_\_\_ is happening”
- Keep in mind systemic barriers when choosing how to respond e.g., education level, class, type of immigration privilege/experience of the participant, etc.
- Address their definition of the problem before pivoting to task/legal info

## **Speak with Empathy**

- Monitor the tone and volume of your voice
- Make eye contact and/or use their name
- If in person, be conscious of demeanor – are you looking them in the eye?  
Multitasking?

**Look for opportunities to build trust and rapport and affirm their dignity**

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# Active Listening (in 3 steps)

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“...listening to these stories day in and day out, absorbing their gruesome details, has worn down even the most seasoned attorneys. It is a hardship that pales next to that of their clients, but the fact remains that as a result of this intimacy with suffering, lawyers and paralegals are struggling just to stay in the work.”

- Lauren Markham in her VQR article, “No End in Sight: What Happens when immigration-rights advocates reach a breaking point?” (2020)

Available at: <https://www.vqronline.org/reporting-articles/2020/03/no-end-sight>

# Active Listening (in 3 steps)

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## Step 3: Monitor Your Own Response:



- How is your physical body feeling during this interaction?
- Label how you're feeling with specific language.
- Is this interaction triggering any negative trauma exposure responses?  
Respond with mindfulness.

# Mindfulness Response to Trauma Exposure

<b>Traditional “Legal” Model Reaction to Trauma Exposure Responses</b>	<b>Mindful Reaction to Trauma Exposure Responses</b>
Compartmentalize to avoid “internalizing” individual’s stories, separation btwn professional and personal	“Metabolize” feelings and trauma exposure responses, aim for integration of self
Be stoic, suppress, or defer feelings	“Feel” feelings triggered by participant in the moment or soon after rather than carry them; in other words, prevent or relieve saturation of feelings
Disconnect from relationship with participant and establish/maintain emotional distance	Seek to re-connect, build trust, and deepen the relationship



Credit: Jen Boom @radicistudios

# Trigger Situations: Breathing Exercises

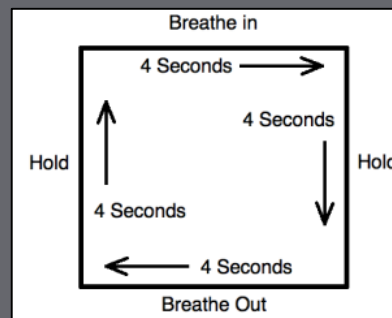
While it seems deceptively simple, breathing deeply is a great tool in triggering moments because it physically interrupts the biological cycles leading to dissociation, flashbacks, and physical symptoms. Breathing helps bring you into the present so you can re-establish a sense of safety and focus.

## Use breathing exercises when:

- You feel especially anxious about an upcoming presentation or interaction with a participant
- You feel overwhelmed by the systemic burdens and injustices that participants are facing
- You can feel your emotional pain rising above a 3

## How do I do it?

### Box Breathing:



### Alternate Nostril Breathing:

[YouTube tutorial](#)

# Trigger Situations: Grounding Exercises

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The goal of grounding is not to push down the negative exposure response but to anchor you to the present reality and be able to tolerate it. Can be done any time, any place (including inside detention).

## Use grounding when:

- Your work with a participant triggers something for you, especially past trauma
- You have a flashback to an experience with another participant, client, or non-work individual
- When your emotional pain goes above a 6 on a scale of 1 to 10

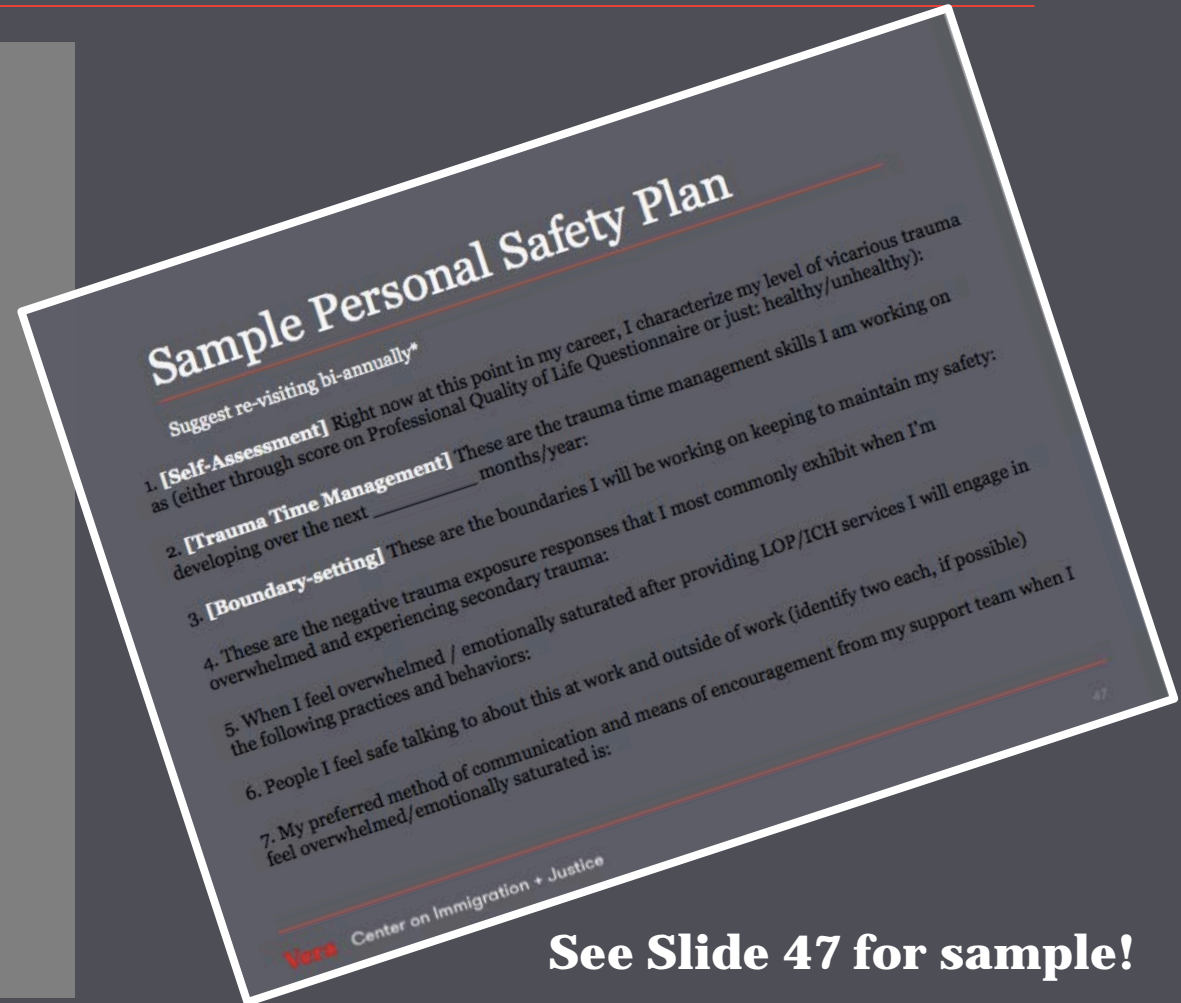
## How do I do it?

- **Mental:** Describe your environment in detail using all your senses. Describe objects, sounds, textures, colors, smells, shapes, numbers, and temperature. You can also do a body scan, head to toes.
- **Physical:** Find a stable physical environment: The floor, stiff chair, “legs up the wall” (yoga pose)
- **Verbal:** Say a safety statement (mantra) out loud or in your head. “My name is \_\_\_\_\_. I am physically safe. I am an advocate. I am doing my best. In this moment, the best thing I can do is breathe and \_\_\_\_\_.”

# Trigger Situations: Engaging Your Personal Safety Plan & Your Support Team

## Identifying Members of your Personal Support Team Considerations:

- **Level of Trust**
- **Shared vocabulary**  
\*your preferred vocab around Vicarious Trauma Prevention
- **Strong listening skills**  
\*will not minimize or over-react
- **Knows your crisis communication preferences**
- **Knows your goals for trauma stewardship**



**See Slide 47 for sample!**

# Through another lens: “4 Quadrants of Self Care”

BEFORE	DURING
Physical self-care Transitions to work Transitions to trauma Grounding self check-in Recognize and anticipate potential triggers	Focus on the task at hand Stay present and grounded Breath, posture, and body awareness Create distance or protection: A space around yourself, take a half step back; take a moment Mantras Limit imagery Notice reactions and plan for intervention later Leave the trauma when you leave
LATER/ONGOING	RIGHT AFTER
Regular practice of relaxation techniques and/or physical movement and exercise Build and use broad support Take care of your physical health Have a life outside of work Practice spiritual renewal Transforming meaning Transitions: to and from trauma; to and from work	Body awareness: relaxation or movement techniques Breathing exercises Visualization exercises Redirected thinking or reframing Utilizing support Transitions: from trauma Transitions: from work

Obtained from Jennifer Middleton’s [“Addressing Secondary Trauma and Compassion Fatigue in work with Older Veterans: An Ethical Perspective.”](#) citing Marilyn Kruegel’s 4 Quadrants of Self Care



# Intentional Recovery Practices (For Post-Trigger/Emotional Saturation)

- Creativity
- Activism
- Non-work engagement with immigrant communities
- Engage with nature
- Taking breaks from social media/news
- Physical wellness activities that increase heart rate
- Supervision
- Scheduled retreats
- Therapy



Quote: @adriennemariebrown  
Print @juliakerry on Instagram

# Toolbox for Teams

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## Best Practices:

1. Acknowledge the **stigma of self care** especially in the legal profession and perhaps also in your organizational culture
2. Encourage a **sense of humor (not cynicism)** among the team
3. Set aside time to **debrief together** (in team meetings, after LOP service days in detention, in supervision meetings, etc.)
4. **Celebrate small successes** & Recognize LOP & ICH specific efforts, not just LOP & ICH pro se wins, participant releases, or direct representation wins

*“Most victories will be temporary, or incomplete, or compromised in some way...when activists mistake heaven for some goal at which they must arrive, rather than an idea to navigate by, they burn themselves out...don’t believe that the moon is useless unless we land on it.”*

*–Rebecca Solnit*

# Toolbox for Teams

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- LOP/ICH Specific Practices:
  - Talk about vicarious trauma risks and tools in your team LOP/ICH trainings with all new staff
  - Have backup plans in place for GOs/IOs/ICH programming if staff are overwhelmed, when possible
  - Facilitate individual staff support plans so that when backup is not possible staff are still supported
  - Plan proactive service breaks for direct service staff when possible

# Strategies for Encouraging Organizational Trauma Stewardship Practices

- **Assess where your organization is “at” with recognition of vicarious trauma along the spectrum**

Listen and watch for vocabulary clues: how are “self care” and “vicarious trauma” viewed in your organization’s culture? For example, are these viewed as “wellness”/ morale efforts and a matter for human resources or skills integral to the work of direct service staff?

## Trauma-Informed Org

- VT Language ✓
- Provides VTP training ✓
- VTP embedded in org policies ✓
- Embedded in day-to-day work ✓
- Functioning feedback loop ✓
- Skills modeled by leaders ✓
- Moving towards communal care ✓

# Strategies for Encouraging Organizational Trauma Stewardship Practices

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- **Learn your organization's history:** Is there history of pushback from leadership or peers when talking about staff 'wellbeing' topics generally? What seem to be the underlying concerns?
- **Know your organization's health:** If toxicity or dysfunction is present, identify level of toxicity before choosing strategies for engaging in advocacy *within* your organization.
- **Choose your battles:** What will help you and your team (and LOP/ICH participants) the most? What changes will have the most impact? \*What changes are most likely to be approved?\*

\*Note: There is a tension between impact vs. “low-hanging fruit.” Sometimes you may need to build the foundation for organizational change by identifying easy-to-implement and low-cost strategies as initial suggestions, but there is risk of push back depending on level of toxicity or organizational health within your organization. **Meet your organization where it is at.**

# Strategies for Encouraging Organizational Trauma Stewardship Practices

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- **Frame self care and Vicarious Trauma Prevention (VTP) practices as solutions to organizational problems when possible.** Avoid HR language instead focusing on skill-building and training.
- **Provide resources:** Recommend finding resources from a source that uses vocabulary and examples that will be respected by organizational leadership whether it's AILA, ABA, clinic professor, consultant, board member, and which use the vocabulary that will be accessible to your leadership.
- **When participating in hiring/onboarding of new staff:** Affirmatively ask about personal self-care and vicarious trauma practices and training when interviewing/onboarding new staff at both junior and senior levels.

# A Collective Affirmation/Vision

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“When we don’t fully metabolize that which may accumulate within us; it tends to linger and fester and then manifest – sometimes horribly; so we must focus on what we *do* have power over, even it’s only our mind.”

– Laura van Dernoot Lipskey, *The Age of Overwhelm*”

# V. Q&A

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Questions? Thoughts?



# Suggested Next Steps: Individual Staff

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## **Carve out 30 minutes sometime in the next month:**

- 5 min: Take the Professional Quality of Life Questionnaire and/or NAMI Self Care Inventory (links on Slide 43)
- 10 min: Make (or revisit) your personal safety plan – Sample on Slide 47
- 10 min: Identify your support team members. Make a plan to have brief conversations with them to specifically talk about your triggers, communication preferences, and safety needs in triggering or crisis situations.
- 5 min: Choose one resource that fits your learning style to engage more on these issues. Suggestions on Slides 43-45.

**Put it on your calendar today!**

# Suggested Next Steps: Teams & Orgs

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## **1. Set aside time to make a team vicarious trauma plan.**

- Identify who will lead this conversation, it doesn't have to be you! Use this opportunity to build capacity among your team members!
- Encourage each team members to brainstorm 1 strategy for themselves individually, 1 for the team, and 1 for your organization to improve vicarious trauma prevention in your environment. Make it possible for staff to share these ideas anonymously when possible.
- Consider reading a book or article together or doing a team activity to talk about these issues.

## **2. Brainstorm tools specific to LOP/ICH and specific to your current team members.**

- Revisit every 6 months and when you add new staff.

## **3. Encourage organization leaders to establish an organization-wide vicarious trauma prevention plan or initiative (this should be separate or in addition to any wellness or morale initiatives).**

- Advocate for staff at all organizational levels have an opportunity to give input with staff.
  - Advocacy for the inclusion of vicarious trauma prevention (VTP)/resilience training for all new staff and interns as a part of onboarding.
-

# Resources

- **Utilize:**
  - [Professional Quality of Life Scale](#)
  - [NAMI Self Care Inventory](#) (2-pager)
  - [Self Care Wheels](#) by Olga Phoenix (available in English, Spanish, French)
  - Bar Lawyer Assistance Programs (especially for substance abuse)
  - Check if your employer has an Employer Assistance Program (EAP) – Often provide free counseling sessions, assistance finding a therapist or doctor, assistance with crisis issues – and/or your health insurance company may also have health ‘preventative’ resources
- **Participate:**
  - [Mindfulness in the Law Society](#) (Mindful Mondays @ 3pm EST)
  - Follow @SelfCare4ImmLaw and tweet resources to share with other immigration advocates
  - [National Lawyer Wellbeing Week: May 4-8, 2020](#)



Created by Olga Phoenix

# Resources Continued

## Listen:

- Meditation Apps: \*denotes apps that offer meditations in multiple languages
  - Headspace, Insight Timer\*, Muse Meditation Studio, Meditopia\*, Calm
- Podcast: The Resilient Lawyer with Jeena Cho (2016-2019)

## Watch:

- Ted Talk: [Beyond the Cliff](#), Laura Van Doornot Lipsky (2015)
- Ted Talk: [Drowning in Empathy: the Cost of Vicarious Trauma](#), Amy Cunningham (2016)
- Intro to [Alternate Nostril Breathing](#)



## Engage with Activist/Wellness Art

- @amplifierart (Instagram), Amplifier Art: <http://amplifier.org>
- @radicistudios (Instagram), Radici Studios: <http://radicistudios.com/store>

\*Big thanks to Jen Bloomer at Radici Studios for permission to use her art in this presentation!\*



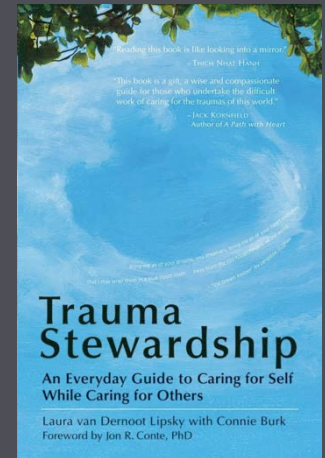
Credit: Jen Bloomer  
@radicistudios on Instagram

# Resources Continued

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## Reading (Books & Web Materials):

- Five Habits of Cross-Cultural Lawyering (Clinical Law Teaching materials), Sue Bryant & Jean Koh Peters, available at: <https://fivehabitsandmore.law.yale.edu/jeans-materials/vicarious-trauma/>
- Laura van Dernoot Lipsky & Connie Burk. *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others* (2009)
- Laura van Dernoot Lipsky, *The Age of Overwhelm* (2018)
- *The Anxious Lawyer: An 8-Week Guide to Joyful and Satisfying Law Practice through Mindfulness and Meditation*, by Jeena Cho & Karen Gifford (2015)
- *The Compassion Fatigue Workbook* by Francoise Mathieu (2011)



# Resources Continued

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## Reading (Articles):

- Lauren Markham, *No End in Sight: What Happens when immigration-rights advocates Reach a Breaking Point?* *VQR A National Journal on Literature and Discussion*, Vol 96/1 (2020)  
Available at: <https://www.vqronline.org/reporting-articles/2020/03/no-end-sight>
- Hannah C. Cartwright, Lindsay M. Harris, Liana Montecinos, Anam Rahman, *Vicarious Trauma and Ethical Obligations for Attorneys Representing Immigrant Clients: A Call to Build Resilience Among the Immigration Bar*, 2 *AILA Law J* 1 (2020).
- Hannah C. Cartwright, Gregory Pleasants, & Megan Hope, *Self-Care in an Interprofessional Setting Providing Services to Detained Immigrants with Serious Mental Health Conditions*, 65 *Social Work* 1 (2020).
- Marjorie A Silver, Sanford Portnoy & Jean Koh Peters, *Stress, Burnout, Vicarious Trauma, and Other Emotional Realities in the Lawyer/Client Relationship: A Panel Discussion*, 19 *Touro L. Rev.* 847, 860 (2004).



# Sample Personal Safety Plan

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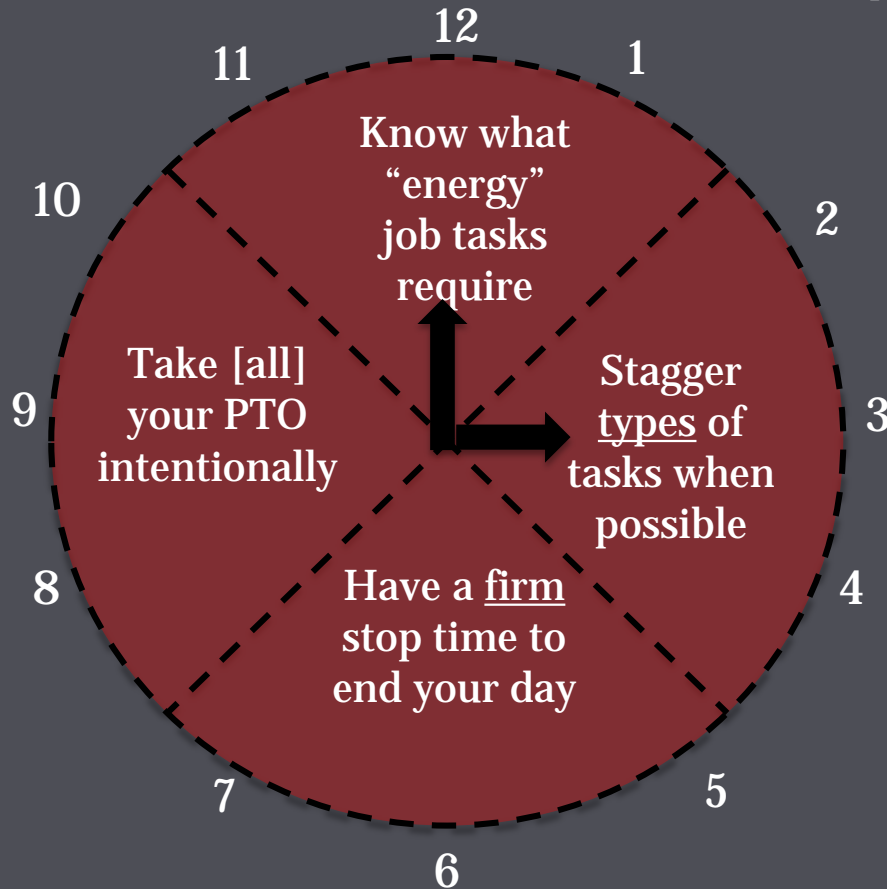
Suggest re-visiting bi-annually\*

1. **[Self-Assessment]** Right now at this point in my career, I characterize my level of vicarious trauma as (either through score on Professional Quality of Life Questionnaire or just: healthy/unhealthy):
2. **[Trauma Time Management]** These are the trauma time management skills I am working on developing over the next \_\_\_\_\_ months/year:
3. **[Boundary-setting]** These are the boundaries I will be working on keeping to maintain my safety:
4. These are the negative trauma exposure responses that I most commonly exhibit when I'm overwhelmed and experiencing secondary trauma:
5. When I feel overwhelmed / emotionally saturated after providing LOP/ICH services I will engage in the following practices and behaviors:
6. People I feel safe talking to about this at work and outside of work (identify two each, if possible)
7. My preferred method of communication and means of encouragement from my support team when I feel overwhelmed/emotionally saturated is:

# Desktop Trauma Stewardship Reminder

“ To continue to show up and sustain – on any level – will require a dedicated practice of metabolizing and transforming...This is a reckoning that deserves to be done daily.”

--Laura van Dernoot Lipskey, *The Age of Overwhelm*--



Credit: @radicistudios

Remember:

- ❖ Boundaries are healthy.
- ❖ Feel your feelings!
- ❖ Creativity and exercise can be great boosts!
- ❖ When all else fails, breathe.



Thank you for participating!