

Resilient Gwinnett

Annual Report 2024

A Resilient Georgia Regional Coalition





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About the Resilient Georgia Regional Coalitions

Resilient Georgia has been working with 16 regions across Georgia to provide an emphasis on trauma-informed awareness and care, Adverse Childhood Experiences (ACEs) and child sexual abuse prevention training as a basis to transform systems and procedures crossing both public and private sectors.

- Resilient Georgia serves as a supportive and guiding resource during each region's planning and implementation process.
- These regional action plans each address the behavioral health needs of individuals birth through 26 years old and families in the community and surrounding counties using the Collective Impact framework (a diverse, robust and well-planned public-private partnership).
- Trauma-Informed Care, ACEs and child sexual abuse prevention can be the basis for systemic changes in a community. Each region has identified how one or more of these content areas are delivered to diverse community members through formal training, education, marketing and communications.
- In November of 2019, Resilient Georgia began partnering with Round 1 regional coalitions based out of Athens, Augusta, Macon, Savannah and surrounding areas. Round 2 partnerships began in July 2020 with regional coalitions based out of Albany, Columbus, Rome, Thomasville and surrounding areas. Round 3 partnerships began in March 2021 with regional coalitions based out of Clayton, Cobb, Gwinnett, Valdosta and surrounding areas. Round 4 partnerships began in December 2021 with regional coalitions based out of Atlanta, Brunswick, Gainesville, and Waycross and the surrounding areas.
- In their third and fourth years of partnership with Resilient Georgia, coalitions have bolstered their work to create bold, systemic, sustainable change in consistent ways across statewide issues, to affect policy, systems and environmental (PSE) change and incorporated a Justice, Equity, Diversity, and Inclusion (JEDI) lens in their action plans.

Coalition Mission

The mission of Resilient Gwinnett is to build resilient communities within Gwinnett by creating a shared understanding of adversity and resilience, promoting trauma-informed practices, and advocating for policy and system change that strengthens the resilience of Gwinnett's people, communities, and the organizations that serve those communities.

To learn more about Resilient Gwinnett, visit the Gwinnett Coalition website at <https://www.gwinnettcoalition.org>.



Summary

Resilient Gwinnett is:

- **Building capacity** by creating a common understanding of positive and adverse childhood experiences (PACEs) through training a wide variety of practitioners, community leaders, and members of the community at large, including, but not limited to, those working for youth-serving organizations, faith-based institutions, school and after-school systems, juvenile court, and civic and fraternal organizations.
- **Increasing community awareness** by creating a common language related to resilience and trauma, by defining “resilience” and “trauma-informed” for both individuals and organizations, providing tool kits for organizational use, and utilizing communications tools to create public awareness for building a resilient, trauma-informed community.
- **Influencing scalable and sustainable systems change** by engaging key stakeholders, policymakers, and community influencers who can move Gwinnett County toward becoming a stronger resilience-promoting and trauma-informed community.

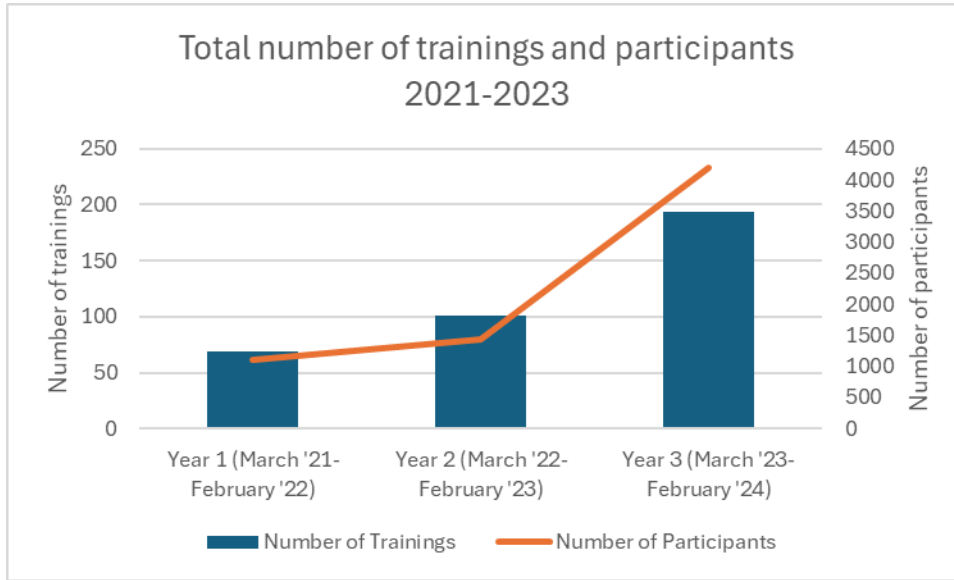
Resilient Gwinnett partners with dozens of organizations who: (1) act as training partners, both as providers of training and participants in training; (2) advise on Resilient Gwinnett strategies and processes; and (3) expand the reach and amplify the success of Resilient Gwinnett efforts. These partners range from child-, adult-, and family-facing behavioral health organizations to education systems and faith-based organizations.

The Resilient Gwinnett coalition is committed to continually planning, implementing, and reflecting on ways to assure an approach that considers justice, equity, diversity, and inclusion (JEDI) in all its efforts. This includes striving to build a steering committee and group of partners that reflect the diversity of Gwinnett County, and focusing our efforts on populations traditionally underserved, under-represented, and/or under-resourced. Our vision, mission, and core values support JEDI principles and are foundational to the work of Resilient Gwinnett.

Snapshot of Key Impacts from Years 1 to 3

Numbers of Trainings and Participants by Year

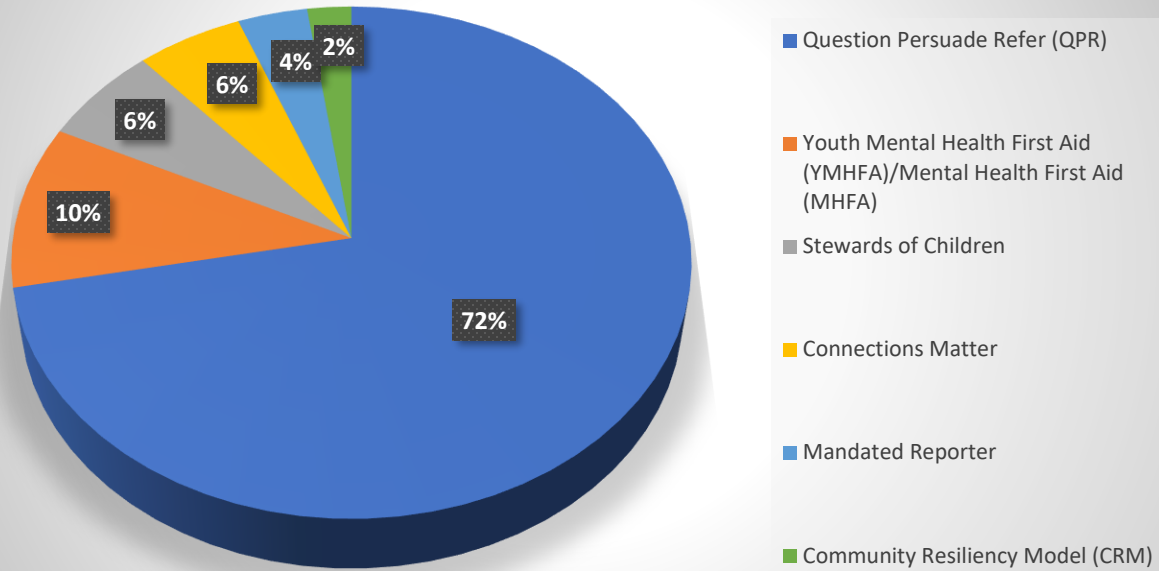
Grant Year	Number of Trainings	Number of Participants
Year 1 (March '21-February '22)	69	1100
Year 2 (March '22- February '23)	101	1434
Year 3 (March '23- February '24)	194	4201
GRAND TOTAL	364	6735



Number of Participants by Program and Year*

Main Trainings Offered by Resilient Gwinnett	Total Number of Participants (Year 1)	Total Number of Participants (Year 2)	Total Number of Participants (Year 3)
Question Persuade Refer (QPR)	870	657	1619
Youth Mental Health First Aid(YMHFA)/Mental Health First Aid(MHFA)	48	154	176
Stewards of Children	12	104	89
Connections Matter	18	92	72
Mandated Reporter	12	10	97
Community Resiliency Model (CRM)	0	0	75
GRAND TOTAL	960	1017	2128

Training Participation by Program Years 1- 3



* The chart depicting the trainings offered during years 1-3 reflects the trainings directly related to our core offerings and any additional trainings provided by our training partners in the areas of resiliency, PACEs, trauma education, and skill development that aligns with our mission to cultivate resilience. The chart on page 24 depicting the core trainings Resilient Gwinnett offers does not include those resiliency-based trainings from our partners. Resilient Gwinnett and our partners believe that these additional trainings numbers should be included overall because it provides context when describing what is occurring in Gwinnett County.

Organizations Trained

- Rotary Club of Gwinnett County

Community Organizations



- New Life Social Services
- Nspire Outreach
- StreetWise Georgia

Housing/Food Shelters



- Gwinnett County Public Schools
- Calhoun School District
- City of Knowledge School
- Georgia Gwinnett College
- McClure Health Science High School
- Gwinnett Technical College

Education



- Norcross United Methodist Church
- BOLD Ministries
- Buford First United Methodist Church
- Good Samaritan Haitian Alliance Church

Faith-Based



- Gwinnett County Police Department
- Gwinnett County Fire and Emergency Svcs
- Gwinnett Fire Academy

First Responders



- CASA (Court Appointed Special Advocates)

Juvenile Justice



- Junior Achievement of GA

Youth and Youth Serving Organizations



- Amerigroup
- Transformations Therapy of Atlanta

Private



- Gwinnett Co. Community Services/OneStop 4 HELP
- Gwinnett Animal Welfare Services
- Gwinnett District Attorney's Office
- Gwinnett Jr. District Attorney/Investigator Mentorship Program for Students
- Gwinnett Co. Detention Center
- Gwinnett Family Violence Task Force
- Gwinnett Co. Health and Human Services
- Gwinnett Re-Entry Intervention Program

Public



- Families First
- Don't Make It Weird, Inc.
- GALEO
- Georgia Center for Child Advocacy (GCCA)
- Gwinnett Coalition
- Latin American Association
- Mosaic Georgia
- Navigate Recovery Gwinnett
- Partnership Against Domestic Violence
- View Point Health

Nonprofit





Leadership Team and Contributors

Resilient Gwinnett Steering Committee (RGSC)

Dr. Audrey Arona

Chief Executive Officer, Medical Director, Gwinnett-Newton-Rockdale (GNR) Public Health Department

Belisa Urbina

Executive Director, Ser Familia

Jennifer Hibbard

Chief Executive Officer, View Point Health (VPH)

Jessica Andrews-Wilson

Executive Director, Gwinnett United in Drug Education

Dr. Jewelle Harmon

Chief Accountability Officer, Gwinnett County Public Schools

Marina Peed

Executive Director, Mosaic Georgia

Michelle Vereen

Director, Gwinnett County Department of Child Advocacy and Juvenile Services

Dr. Tinisha Parker

Executive Director, Department of Student Services, Gwinnett County Public Schools

Tommy Pearce

Executive Director, Neighborhood Nexus

Travis Moses

Director, Gwinnett County Department of Family and Children Services (DFCS)



Resilient Gwinnett Staff

Andrea Cayetano Gonzalez

Georgia State University Master of Social Work Intern

Graydon Yatabe

Community Health Program Director, Gwinnett Coalition

Kamesha Walker

Community Health Program Manager, Gwinnett Coalition

Renee Byrd-Lewis

President and CEO, Gwinnett Coalition

Dr. Teresa Raetz

Chief Operating Officer, Gwinnett Coalition

Resilient Gwinnett Training Action Team Members

Amira Abdulhafid, MPH, ICPS

Program Director for Suicide Prevention, Gwinnett United in Drug Education

Chanda Floyd-Bryant

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Lead Clinical Trainer, Amerigroup Georgia Families 360°

Sandy Chavarria

Hispanic Outreach Prevention Coordinator, Georgia Center for Child Advocacy

Teresa Bradley, LPC, CPCS, CCM, MAC, TF-CBT

Clinical Trainer, Amerigroup Georgia Families 360°



Coalition Partners

Resilient Gwinnett coalition members are: (**bold = new for 2023 grant year**)

- Adults Protecting Children
- CASA
- **Catalyst Coalition**
- Children's Healthcare of Atlanta
- Chris 180
- Families First
- Family Ties
- Freedom Church
- Georgia Cares
- Georgia Bureau of Investigation Cybersafety Initiative
- **Georgia Campaign for Adolescent Power & Potential (GCAPP)**
- Georgia Center for Child Advocacy
- **Georgia Health Policy Center**
- **Gwinnett County Chamber of Commerce**
- **Gwinnett County Child Advocacy and Juvenile Services**
- Gwinnett County Police Department
- Gwinnett County Public Schools
- Gwinnett County DFCS
- Gwinnett County District Attorney Office
- Gwinnett-Newton-Rockdale (GNR) Public Health
- GUIDE
- Hearts for Families
- Hudgens Center for Art and Learning
- **Impact 46**
- Lawrenceville Police Criminal Investigations
- **Love Box Foundation**
- Magdalene's Gate
- Mosaic Georgia – Children's Advocacy Center
- Partnership Against Domestic Violence
- **People's Empowerment through Advocacy, Counseling, and Education**
- Positive Impact International
- Rainbow Village
- **Research Institute for Counseling & Education (RICE)**
- Resilient Georgia
- Revolution Teen Center
- Revved Up Kids
- Ser Familia
- **Silence the Shame**
- State DFCS Board
- Lilburn Women's Club
- Still Waters International Academy
- Street Grace
- Tapestri
- **The Mental Health Alliance America**
- The Starr Institute
- **United Way of Greater Atlanta**
- View Point Health (community service board)
- Wellness and Trauma Recovery Center
- Wellroot Family Services



Resilient Gwinnett's training partners are collaborating with the following state institutions to support and expand the impact of a trauma-informed approach throughout the community:

- Georgia Department of Family and Child Services (DFCS)
 - GCCA was re-approved for funding from the DFCS-Office of Prevention & Community Support State Project for the 2023-2024 cycle. This funding will support a two-year impact evaluation study of Connections Matter, the cultural and language translation of Connections Matter Georgia materials in Spanish, funding to develop additional child sexual abuse prevention training programs, at the sunset use of Stewards of Children in December 2023, and other training related activities.
 - A representative from DFCS serves on GUIDE's Prevention Action Collaborative of Gwinnett (PAC-G) and the Mental Wellness Task Force.
 - Mosaic Georgia's Multidisciplinary Team (MDT) is comprised of professionals from various sectors, including child protective services (DFCS).
- Georgia Department of Education (GA DOE)
 - GUIDE offers Youth Mental Health First Aid trainings to Gwinnett County Board of Education staff.
 - A representative from GA DOE's Advisement and Counseling Department serves GUIDE's PAC-G and the Mental Wellness Task Force.
- Georgia Department of Behavioral Health and Developmental Disabilities (DBHDD)
 - In partnership with Resilient Georgia, GCCA received a grant from DBHDD to train up to 500 state employees in Connections Matter and train up to 40 state employees to become trainers of Connections Matter.
 - GUIDE has multiple projects that have been funded by DBHDD, one of which is a grant aimed at addressing suicide prevention.
- Georgia Family Connection Partnerships
 - Gwinnett Coalition functions as the county's Family Connections collaborative, serving to connect our partners and community members with the necessary resources. It also effectively coordinates and manages initiatives, granting communities the power to devise solutions based on localized decision-making.



Message from the Principal Investigator

Resilient Gwinnett is building resilient communities within Gwinnett by creating a shared understanding of adversity and resilience, promoting trauma-informed practices, and advocating for policy and system improvements. With partners across many sectors working together to bring about change, we are creating opportunities to help members of the community and the organizations serving our community create environments, systems, and practices that promote child and adult resiliency.

Our Resilient Gwinnett Steering Committee, comprised of many of Gwinnett's largest child-facing organizations and mental and behavioral health service organizations, continues to provide strategic guidance, resources and support, and members serve as champions for the initiative overall. The first two years of Resilient Gwinnett were spent developing and maintaining a strong cadre of partnerships and collaborators, building a solid network of resilience focused training opportunities, and identifying strategic priorities designed to leverage the assets and strengths of the resources available across Gwinnett County. Year three was focused on reinforcing the work of our strategic priorities. Now, we are positioned to expand the reach of Resilient Gwinnett. Alongside our partners, collaborators, and the communities we serve, we are creating a coordinated approach to building individual, organizational, and community resiliency. We look forward to continuing to support, and expand, this approach as we look to a future where promoting mental and behavioral health and building community resiliency is a core priority for everyone in Gwinnett.

Sincerely,

A handwritten signature in black ink that reads "Renee Byrd-Lewis".

Renee Byrd-Lewis
President and CEO, Gwinnett Coalition



Key Impacts/Accomplishments

Resilient Gwinnett/Gwinnett Coalition

- Added one new Steering Committee member organization (Gwinnett County Child Advocacy and Juvenile Services), expanding the reach of the (RGSC) into a critical sector.
- Included four new courses in our portfolio of training programs, bringing our core training course number to ten, including two family-oriented programs.
- Built partnership with Georgia State University's Masters of Social Work program, resulting in placement of an MSW student intern working with the Community Health Program Manager (CHPM) for the 2023-2024 academic year.
- Satisfied 29 organization requests for Resilient Gwinnett-sponsored training, plus five trainings provided by RG training partners not directly sponsored by Resilient Gwinnett yet related to resilience and trauma informed care.
- Added 12 new partner organizations, resulting in a variety of collaborations, including receiving and/or promoting training opportunities, inviting us to table at their events to promote resilience and trauma informed care and practices, or to work with us to strengthen connections with a community of focus.
- Community Health Program Manager received provisional certification to lead Community Resilience Model (CRM) training in December 2023.
 - Three trainings scheduled for March 2024, with more requests being processed.
- Built the foundation for Handle with Care pilot implementation.
- Created drafts of Trauma-Informed Lexicon, Gwinnett-specific training roadmap, and trauma-informed organization toolkit. This will help Resilient Gwinnett and partners better socialize a common language that is used in communities and within organizations. These drafts are being reviewed by communications subject matter experts for readability and how to best present them on the Resilient Gwinnett website.
- Completed a logic model to use as a communication tool for explaining the Resilient Gwinnett program overall. This tool is a way to easily explain the work of Resilient Gwinnett and will help Steering Committee members and others interested in our work understand or track overall progress. The approved program logic model is shown in Addendum A - Resilient Gwinnett Logic Model.
- In partnership with KINSHIFT, sponsored two Strengthening Resilience and Anti-Racism in Service Organizations trainings. Participating organizations have been invited to join a Learning Collaborative that will engage participants in technical and adaptive leadership strategies toward effective trauma-informed/anti-racist project implementation in behavioral health service settings. The principals of KINSHIFT are architects of Trauma-and-Resilience-Informed Systems (TRIS), the first project in the country to work at the nexus of anti-racism, health equity, and trauma-and-resilience-informed care.



Training Partners

- GUIDE hosted a Youth Safety and Mental Health Community Discussion in January in collaboration with the Gwinnett Coalition, the Gwinnett District Attorney, View Point Health, GNR Public Health, Gwinnett County Police, and other community partners. The discussion highlighted reducing access to lethal means such as firearm safety and safe disposal and storage of medication. The event drew 68 in-person participants and 281 views via Facebook Live.



Pictured: Panelists and sponsors from the Community Discussion

- In 2023, Darkness to Light (D2L) launched Stewards of Children version 3.0, however, due to various constraints and factors associated with the new program, GCCA made the decision to not proceed with this version. As part of this decision, GCCA has committed to continuing to provide Stewards of Children 2.0 (the previous version) until the end of 2023, and to support facilitators who choose to utilize the D2L platform. Resilient Gwinnett still has a limited number of workbooks available in both English and Spanish of Stewards of Children 2.0. These workbooks will be utilized until they become obsolete. Furthermore, trainers are actively seeking organizations within the Gwinnett community to host in-person trainings. It should be noted that these workbooks were acquired by Resilient Gwinnett a few years ago and have been in stock for local use within the county.



Description of Trauma-Informed Care (TIC) and Adverse Childhood Experiences (ACES)- Related Efforts

TIC/ACES Services

- Resilient Gwinnett and its partners are changing the conversation about ACEs in Gwinnett County. Since the inception of the initiative, we have supported our key partners to train thousands of individuals in ACEs and resilience. Training gives participants and organizations a language and a lens with which to discuss these issues in their own circles of influence and to use as they directly impact others.
- We are expanding access to that language and lens by developing an accessible lexicon of common language around resilience, TIC, and ACEs, and a toolkit to help communities and organizations adopt and implement the language of resilience.
- Plans for a Resilient Gwinnett Summit are underway. This community event will focus on helping organizations understand and implement trauma-informed and resilience-promoting approaches that support their staff and the individuals and communities they serve.

Prevention/Intervention

- Over the past year, Resilient Gwinnett staff and partners attended a variety of events to provide information to community members regarding ACEs prevention and trauma-informed care training opportunities, resources that support trauma awareness, and other information that promotes resilience in individuals, families, and communities. These events included GCPS Spring into Health Saturday Festival, School Social Work Resource Fair, Silence the Shame's Cope Clinic and Gwinnett Building Babies Brains' Impact Lab, an early learning professional development initiative, among others. Additionally, Resilient Gwinnett staff along with Gwinnett Coalition Community Engagement staff and Hope thru Soap (HTS) took part in two community outreach events held in January and February 2024. This mobile outreach initiative offered aid to Gwinnett residents experiencing homelessness or poverty by providing services like hot showers, meals, school supplies, and clothing. Resilient Gwinnett informed attendees about Resilient Gwinnett's mental health resources and training programs.
- For over three years, Resilient Gwinnett has increased community exposure to various prevention and intervention training opportunities, in both the number of trainings available and the type of training programs offered. More is discussed later in this report.



- In collaboration with the Lawrenceville Police Department (LPD) and GCPS, Resilient Gwinnett began the planning process for a Handle With Care (HWC) pilot program. This notification system aims to provide crucial interventions for children who have experienced a traumatic event and may be in danger of not receiving adequate trauma-informed care. Based on United Way Child Well-Being and other data, a pilot proposal for the Central Gwinnett cluster and Phoenix High School was developed and presented to LPD and GCPS partners. In September of 2023, as well as in January and February of 2024, virtual peer-to-peer meetings were held with LPD and GCPS leaders as well as representatives from Resilient Coastal Georgia, Savannah Chatham County Public Schools, and Savannah Police Department. To gain further insight into the implementation process, the Resilient Gwinnett staff met with leaders from local organizations in Johns Creek, GA and Hillsborough County, FL and are establishing connections with national HWC leaders, state coordinators, and points of contact at counties implementing HWC in school systems similar in size and diversity to that of Gwinnett County. Our piloting of HWC with GCPS was slowed by internal reorganizations and funding challenges. Educating a number of strategically identified community leaders is helpful as we continue this work long-term. Resilient Gwinnett remains dedicated to addressing any questions or concerns from our school system partner and will be providing support for the initiative in year four.

Training Partners

- GUIDE attends multiple community events to share resources and recruit participants in trainings. In 2023, GUIDE either attended or provided materials to 29 community outreach and engagement events, including community health fairs, festivals, and school-based events. They spoke with and provided our materials, including information about our YMHFA trainings, to an estimated total of 3,400 people.



Pictured: Gwinnett County Public Schools Spring into Health Saturday at Norcross High School provided information about resilience and PACES to families and service organizations.



Pictured: GUIDE2Wellness event promoted Resilient Gwinnett trainings, parenting manuals for new parents, and Learning Concept cards.

Next Steps:

- Strategically expand connections with organizations who organize public-facing events so that Resilient Gwinnett can participate and amplify a common language around trauma, trauma-informed care, and trauma-informed approaches.



Advocacy and Policy, Systems and Environmental (PSE) Changes

Evolution of Key Stakeholders from PACES Roundtable to Resilient Gwinnett Steering Committee

- A key group of stakeholders launched Resilient Gwinnett in March 2021 and identified three program goals: 1) Raise awareness, 2) Build capacity, and 3) Influence systems change. With those goals in mind, this group determined that a more formal and broad-based approach was necessary to expand the reach of Resilient Gwinnett
- On January 28, 2022, Resilient Gwinnett launched its PACES Roundtable. The PACES Roundtable convened public and private institutional stakeholders responsible for the health, safety, and education of children and youth in Gwinnett County to explore a community response at the systems level. The idea was that communication and policy change are the force multipliers that can move an entire system toward protecting the most vulnerable children in the most effective way. The PACES Roundtable would inform future plans and programs and was specifically designed to advance the Resilient Gwinnett goal related to systems change.
- Considering PACES Roundtable participants were key leaders of Gwinnett's major institutions and child-serving entities, it became evident this group could impact and help drive all three program goals not just influence systems change. To support this notion, the PACES Roundtable group evolved into a Steering Committee for the Resilient Gwinnett initiative overall. Utilizing a collective impact framework, the Steering Committee would advise and guide the ongoing work of Resilient Gwinnett and the Gwinnett Coalition would serve as the backbone organization focused on the three goals that would influence scalable and sustainable systems change.
- Recruitment of members who reflect the lived experience of Gwinnett County and can advance Resilient Gwinnett goals are ongoing.

Rowen Foundation meeting

- In December 2023, Resilient Gwinnett, Resilient Georgia, and Pittulloch Foundation representatives met with Rowen Foundation CEO Mason Ailstock to learn about the Rowen development and related priorities and to explore potential partnership opportunities. Rowen's mission is to be a catalyst for education, research, innovation, and transformation through the creation of a global destination which recognizes stewardship of the land as the cornerstone of an inspired community. The discussion was robust and initial ideas included the notion of promoting resilience and a trauma-informed approach across the Rowen community. Because Rowen is a thoughtfully planned long-term proposition that will result in a 2000+ acre knowledge-based community in Gwinnett County, there is great potential to infuse resilience and trauma-informed approaches throughout every aspect of the development. If successful, this collaboration will create a resilience-focused, trauma-informed community affecting potentially thousands of employees, students, and residents of Rowen. While the



collaboration plans are on-going, the foundation for partnership was created during this meeting.

Meeting with the Chamber of Commerce CEO

- The Coalition CEO met with Chamber of Commerce CEO Nick Masino to present and elicit feedback about the “business case” regarding the economic impact of child abuse and neglect in Gwinnett as calculated and analyzed by our data partner Neighborhood Nexus. Our intent is to begin influencing the conversation around resilience amongst the business community, so this sector understands the language of trauma and resilience and considers how to best promote resilience across and within the business community.

Organizational policy focused leadership collaborative

- We are partnering with KINSHIFT to help a select number of organizations engage their leadership in a Leadership Implementation Collaborative (LIC.) The LIC process will help participants identify, develop, and implement trauma-informed/anti-racist policy and practice strategies within their organizations. As of the time of this report, the project is in its final planning stages with an expected beginning date in April 2024. Our plan is to use our work with the inaugural LIC to plan for future scalability of the program.

Strategic advocacy

- When there is a strategic opportunity, Gwinnett Coalition’s leadership and Resilient Gwinnett Steering Committee partners will promote Resilient Gwinnett and the language of resiliency and PACES, with the intent to socialize this language amid the work of building a resilient community.
- The Prevention Action Collaborative of Gwinnett (PAC-G), a coalition facilitated by GUIDE, reached an agreement in February 2024 to collectively sign a letter to policymakers in support of addressing Public Safety and Public Health Concerns Related to Cannabis (Marijuana). Resilient Gwinnett / Gwinnett Coalition signed this letter.

Next steps

- Continue to socialize a common language around resiliency and trauma with our partners, collaborators, and champions.
- Identify and highlight organizations integrating resiliency and trauma focused policies and practices into their organizational culture who are willing to share their experiences and lessons learned.
- Extend our reach into communities traditionally underserved and under-resourced.



Research

In December 2023, the Gwinnett Coalition, in partnership with other data-driven organizations, launched a monthly convening to discuss program evaluation and data management. Organizations included Coalition partners who are interested in data management or work with significant amounts of data, and many organizations were already involved in Resilient Gwinnett. The convenings focus on organization-specific and cross-organization issues focused on program evaluation and data management and aim to strengthen the alignment of related priorities and resources. This group, known as the Insight to Collaborative Action Team (ICAT), can help Resilient Gwinnett improve both its internal evaluation capacity and its ability to “tell the Resilient Gwinnett story” to the Steering Committee, interested organizations, community leaders, and other decision-makers. While not technically focused on research, the purpose of ICAT is that agencies and partners will establish and maintain nimble, effective, and coordinated processes to integrate data for individual and collective impact, managing data with integrity and transparency. This has several complementary cross-organization advantages, including helping to clarify program plans, improving communication among partners, gathering feedback that will improve accountability and program effectiveness for member organizations. A primary goal is to increase organizational ability to demonstrate individual and collective impact.

Meeting regularly will allow agencies and partners to collaboratively discuss issues such as evaluation topics, performance criteria, standards of performance, program fidelity, what conclusions about program performance are justified based on the available evidence, and more. Members can share internal organization policies and evaluation, data collection, and performance management tools for the committee to review. Additionally, they can also bring to the committee questions about their data collection, interpretation, and translation efforts, and the challenges they face in data utilization. All these activities will be accomplished in an environment of trust, transparency, collaboration, and mutual support.

Participating in this committee will help agencies and partners measure and monitor program results.

- Track processes, data quality, and data proliferation.
- Monitor data privacy and risk exposure.
- Maintain awareness of potential irregularities in data access and use.
- Maintain programmatic fidelity.
- Create an audit trail for agencies needing one or more of the processes involved in this framework as part of their grant funded or core activities.
- Facilitate policy and other remediation management and workflow.



Next steps

- Data collected from activities needs to be organized into something we can more effectively share/discuss (i.e., for elevator pitch, or org story)
- Discussion with Gwinnett Coalition leadership and Steering Committee members about what stories they want to tell and how data might fit into those stories
- Evaluation: 1) strengthen plan, 2) ID appropriate evaluation consultant, 3) utilize evaluation consultant hours available through another grant

ICAT members are listed in Addendum B – Insight to Collaborative Action Team current membership.

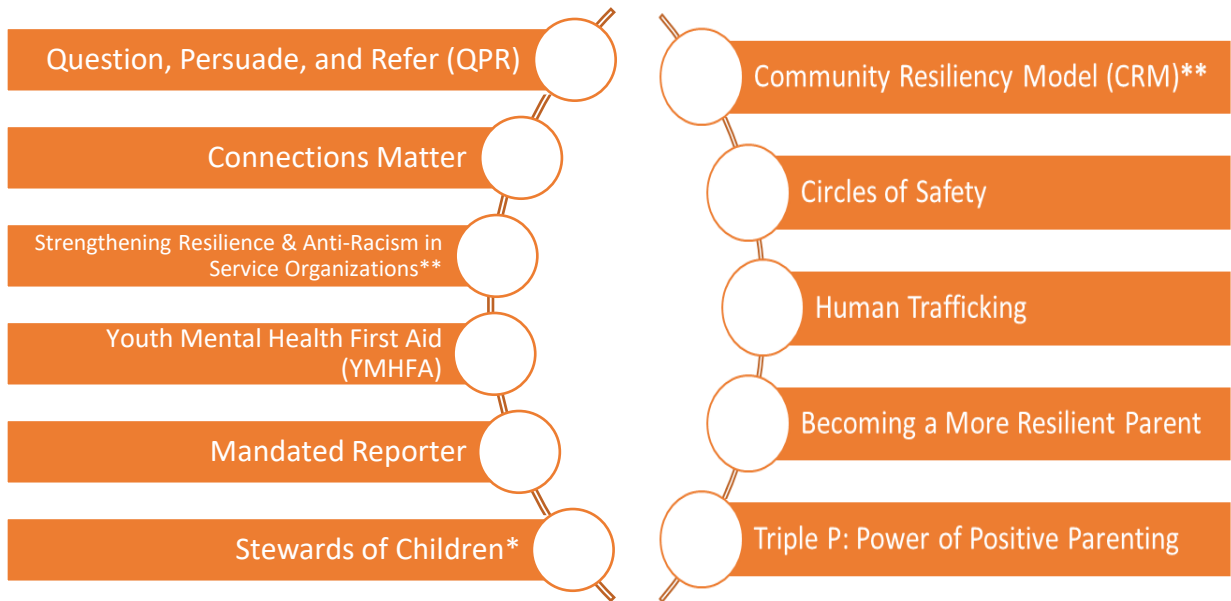
Training

- Enhancing capacity is a fundamental objective of the Resilient Gwinnett initiative, and the training strategy was intentionally developed to complement the ongoing training endeavors in Gwinnett County. Throughout year three, multiple sessions of these courses were offered by our Resilient Gwinnett partners within the county. With the addition of four trauma-informed courses from Georgia Center for Child Advocacy (GCCA), we are primed to increase community awareness about adult and child trauma prevention, community resilience, and resilient parenting. Our efforts in this field will be further extended by providing community-based trainings, accessible to all Gwinnett residents, as well as partnership trainings offered to existing partner organizations. This undertaking will persist in subsequent years, particularly in year four. Specific information about the number of trainings and participants is available elsewhere in this document.
- The Resilient Gwinnett Training Action Team (RG-TAT) plays a crucial role in our initiative as they serve as the sounding board for implementing our courses and aiding in the development of a trauma-informed community. Furthermore, the RG-TAT serves as a valuable resource in the continual refinement and improvement of our training programs. With their extensive knowledge and experience in evidence-based courses, they provide essential feedback and suggestions that allow us to tailor our courses to meet the specific needs of our community. As previously mentioned, the CHPM was granted provisional training status for the Community Resiliency Model (CRM) in December 2023, to enhance Resilient Gwinnett's capability for establishing a shared language among our initial training partners regarding resilience. From April 2024 onwards, CRM trainings will be held twice every other month.



Pictured: Gwinnett County Detention Center civilian staff participated in a joint NARCAN and QPR training conducted by View Point Health to be able to support and assist residents, community members and each other. Photo courtesy of View Point Health.

Evidence-Based Trainings Offered by Resilient Gwinnett



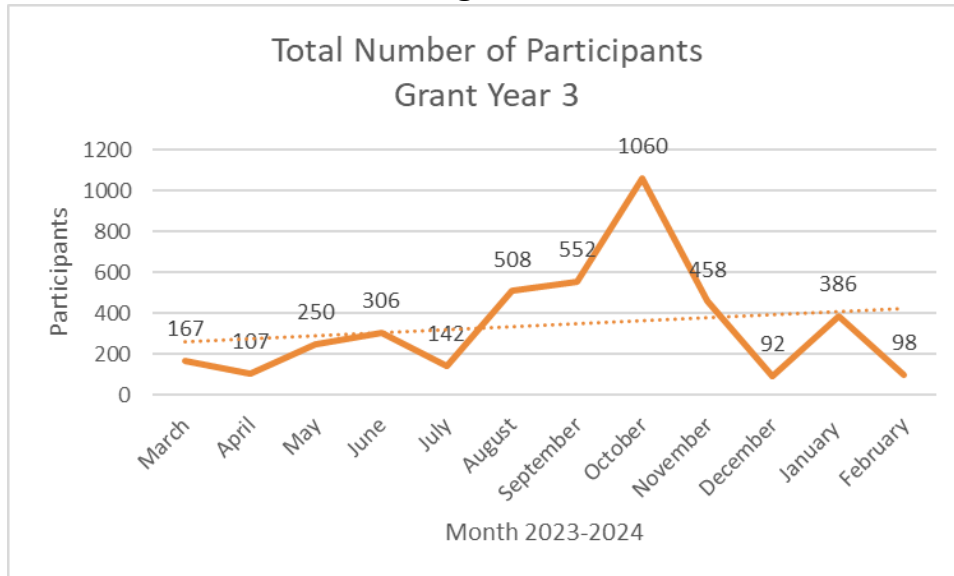
*for a limited time; in-person only

**available in English only

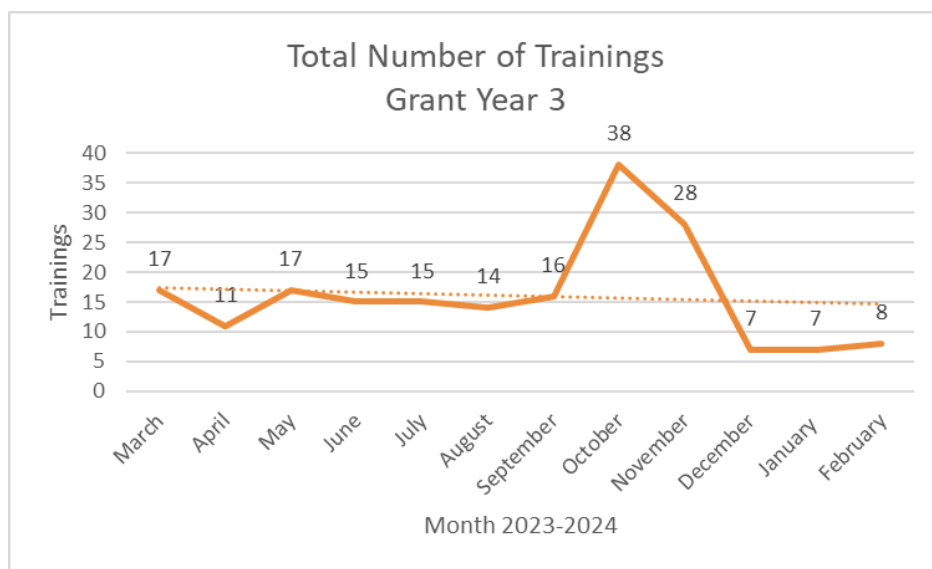


Resilient GEORGIA

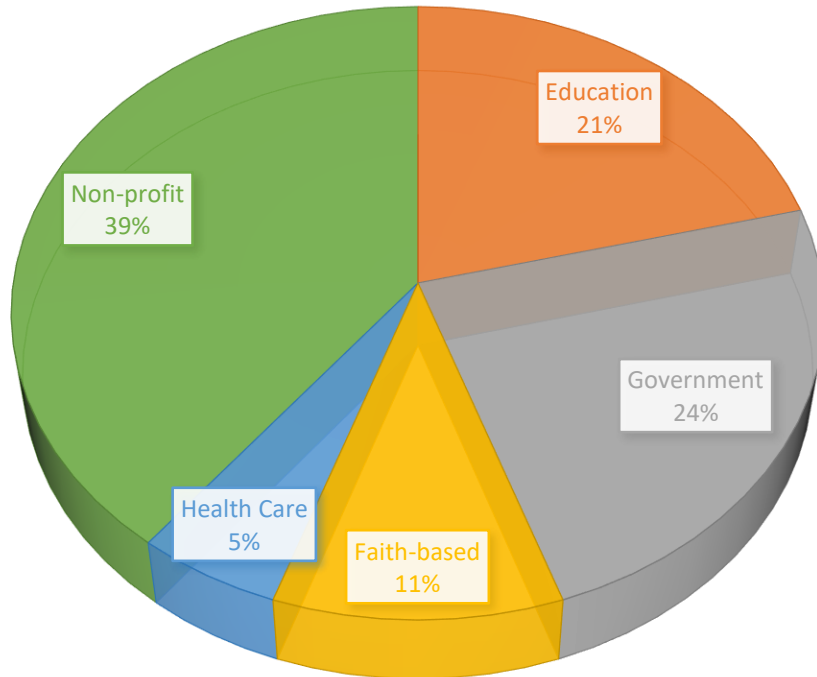
Training Statistics



In the past year, there has been a noticeable rise in the number of individuals participating in our training programs, thanks to the dedicated efforts of our training partner organizations. This increase can be attributed to the collaborative efforts of Mosaic Georgia, who have taken great strides in developing and expanding their resilience and mindfulness-based program, Wholeness Collective, and GUIDE, who have worked diligently to establish strong relationships with various county departments including the Gwinnett County Police Department and Gwinnett County Public Schools.



SECTORS RECEIVING TRAINING GRANT YEAR 3



Note:

- 1. Numbers may seem different from other places in this report due to an organization being provided with multiple training sessions over time for different sets of people within that organization. For example, if an organization has 100 staff members and the training had to be divided into five sets of 20 different staff members due to class size or capacity limitations, that will count as five unique trainings from one sub-group (staff) within one organization.*
- 2. Sectors Receiving Training graphic is general vs. Page 7 which are more specific and are meant to provide more detail about the types of organizations. Page 7 sectors can fit into the broad sector categories on this page.*

Resilient Gwinnett partners who received training this past year are found in Addendum C.

Next steps

Resilient Gwinnett is identifying:

- Where there are training gaps in sectors, organizations, or communities.
- How to more effectively promote or market training opportunities.



Innovative Partnerships

Resilient Gwinnett/Gwinnett Coalition

- In January 2024, CareSource invited the Coalition to participate in its recently established initiative known as Community Health Collaboratives (CHC). The primary focus of CHC is to cultivate strong relationships with crucial stakeholders within the community, with the goal of enhancing member engagement and advocating for health and wellness. In the near future, Resilient Gwinnett will serve as a mental health and resilience resource for CareSource's clients. With mental health being a crucial aspect of overall well-being, this collaboration between CareSource and Resilient Gwinnett will offer a holistic approach to healthcare for CareSource's clients.
- Tra Battle and The Mental Health Alliance of America (TMHHA) are working together with Resilient Gwinnett to amplify messages of resilience and to recognize and prevent trauma, especially with young people. Leveraging Tra's reputation as a mental health advocate and his "star power" as a former UGA and pro athlete, and working across our own networks, we can together influence the community's interest in understanding resilience and trauma and help organizations consider a trauma-informed approach within policies and practices. Current results of this emerging relationship are:
 - Tra has taken advantage of Resilient Gwinnett training opportunities,
 - Tra has provided Gwinnett Coalition both education about mental health and about his mental health journey,
 - Gwinnett Coalition is participating in an upcoming TMHHA mental health event being held at The Hudgens Center for Art and Learning at Gas South Arena
 - Tra is likewise planning to participate in the Becoming Resilient Gwinnett summit being planned for October 2024.

Training Partners

- Mosaic Georgia offers a series of prevention and intervention education for middle and high school students in Gwinnett County Public Schools, and for school social workers, counselors, and teachers. They offered 7 such trainings between March 2023 and February 2024.
- In January 2024, GUIDE worked in collaboration with the GCPD, the District Attorney's Office of Gwinnett, GNR Public Health, the Gwinnett County Sheriff's Office, and Jared's Heart of Success, a local nonprofit organization dedicated to violence prevention through empowering youth, to organize a community discussion on Youth Safety and Mental Health.
- In partnership with Illuminate Colorado, Protect Our Children (Oregon), and the Center for Violence Prevention Research, GCCA is currently working on the initial stages of a



new child sexual abuse prevention curriculum called "Connect to Protect Kids." The main goal of this curriculum is to provide modality flexibility, catering to both adult and youth audiences. It will also include a versatile toolkit of materials for the prevention of child sexual abuse and will involve collaboration with diverse and underrepresented stakeholders from the beginning. Furthermore, this curriculum will be offered at a reasonable cost for communities.

Spotlight

Gwinnett United in Drug Education (GUIDE), a critical Resilient Gwinnett training partner, offered Question, Persuade, Refer (QPR) training to the entire Gwinnett County Police Department (GCPD) in October 2023. This training was spurred by similar training offered to Gwinnett County Fire and Emergency Services staff in 2019 after they experienced the loss of staff member due to suicide. A Gwinnett County Commissioner was critical in supporting this effort, and the training helped GCPD staff address suicide prevention and mental health issues internal to the department. A total of 833 staff participated in the training, including 911, SWAT, K9, the Aviation Unit, and more. GUIDE trainers have heard incidental reports of benefits to GCPD staff in the way they have managed stress, supported fellow staff members, and engaged with citizens while on calls. GCPD leadership are considering having GUIDE provide the training to staff who missed the original training sessions. This successful large scale organizational training is now being requested by and negotiated with several city police departments across Gwinnett County.





Photos Courtesy of GUIDE and GCPD

Mosaic Georgia launched its Mental Health and Wellness Services in response to the growing mental health needs of both youth and adults who have experienced sexual harm. The primary objective of this program is to address the psychological impacts of trauma such as anxiety, depression, and PTSD, while also promoting resilience and mindfulness among clients. Through extensive research, practitioners have developed trauma-focused healing modalities that go beyond traditional approaches of individual therapy and support groups, resulting in the creation of the Wholeness Collective in 2023. This includes various adult programs such as Restorative and Trauma-Informed Yoga, the Hiking Club, and the I Am B.E.A.U.T.I.F.U.L. Self-Talk Workshop. Additionally, Mosaic Georgia also offers youth-focused programming, which includes Therapeutic Art Classes for children aged 5-17, as well as Student Wellness Workshops led by their mental health team.

Inspired Action

- News digest: *The Exchange*, the Gwinnett Coalition’s weekly digest of community news, features information about training and resources related to positive and adverse childhood experiences. Resilient Gwinnett content was shared in 14 editions of *The Exchange* to a distribution list of more than 870 community members. The average open rate for the newsletter during the reporting period was 50.4%, two percent higher than the previous six-month period and higher than the average nonprofit open rate of 25.17%.
- Blog posts: Two blog posts were created and posted on our website to raise public awareness about ACEs, resilience, trauma, and related topics. The posts are: [What are Adverse Childhood Experiences?](#) and [Building Resilience and Preventing Suicide](#).
- New website: We launched an [updated and expanded version of our Resilient Gwinnett website](#). The expanded content includes the 7 Cs of resilience, types of trauma, three Es

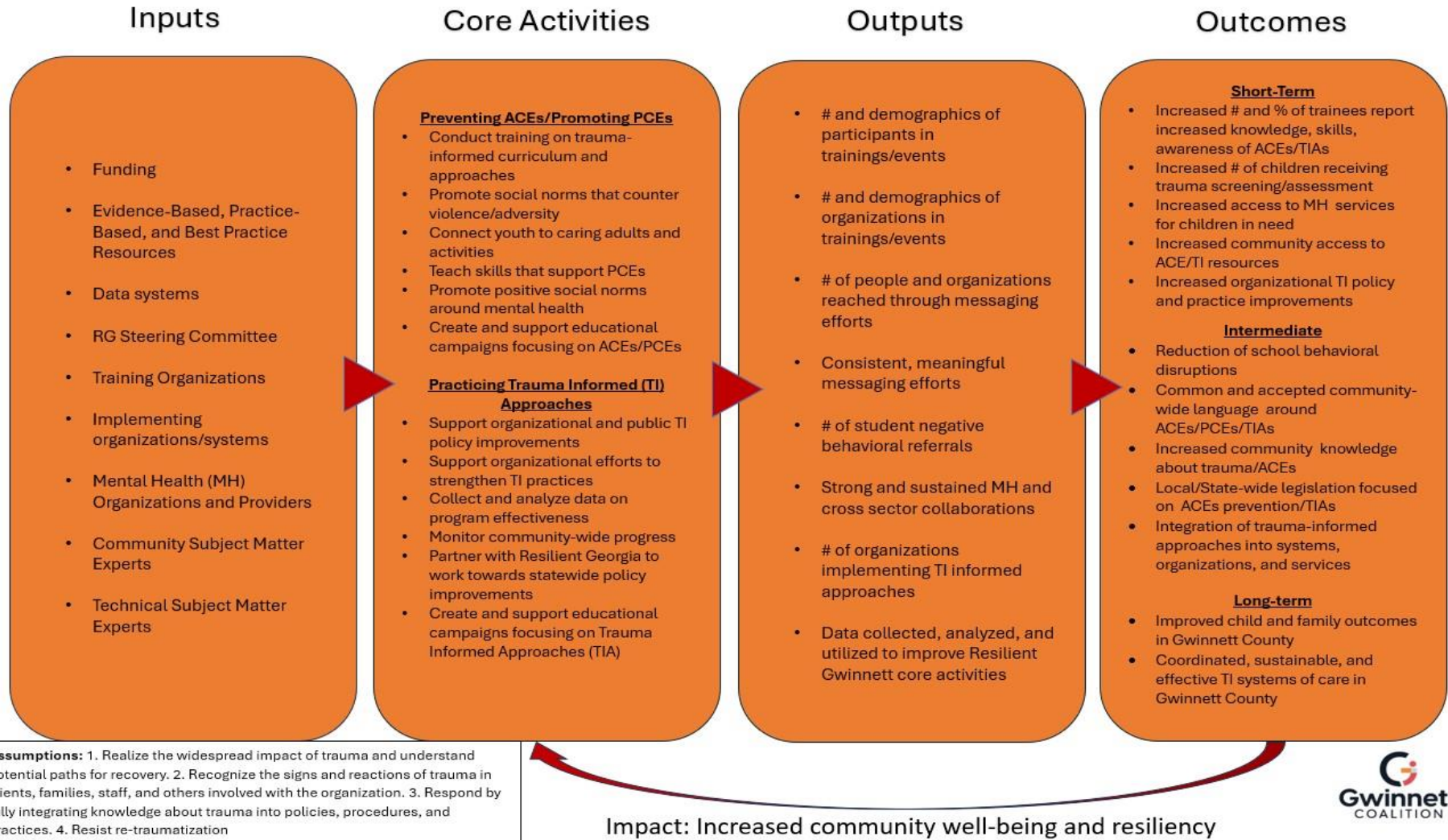


of trauma, realms of ACEs, and impacts of trauma, in order to foster a deeper understanding of resilience and trauma and reinforce shared language.

- Social media: We raised public awareness through social media promotion of resilience-related content, including 43 posts on our Facebook, Instagram, and LinkedIn pages. Examples of Resilient Gwinnett social media posts are found in Addendum D – Selected Resilient Gwinnett Social Media Posts.



Addendum A - Resilient Gwinnett Logic Model





Addendum B – Insight to Collaborative Action Team Current Membership

- Dr. Michael Davis, GUIDE
- Cydney Hill, GUIDE
- Tommy Pearce, Neighborhood Nexus
- Jennifer Hibbard, View Point Health
- Dr. Audrey Arona, GNR Public Health
- Alexandra Gil, GNR Public Health
- Andre Castro, GNR Public Health
- Marina Peed, Mosaic Georgia
- Belisa Urbina, Ser Familia
- Victoria Huynh, AAPI Hub
- Lindsey Jorstad, Gwinnett County Department of Community Services
- Denise Townsend, United Way of Greater Atlanta
- Tatiana Benavides, United Way of Greater Atlanta
- Dr. Teresa Raetz, Gwinnett Coalition
- Kamesha Walker, Gwinnett Coalition
- Graydon Yatabe, Gwinnett Coalition



Addendum C - Resilient Gwinnett Partners Who Received Training in Year 3

The information below includes the name of each organization that participated in a training during Year 3. For larger organizations, specific units are listed where possible.

Italicized organizations are those that received trainings not directly sponsored by Resilient Gwinnett yet provided by RG training partners and related to resilience and trauma-informed care.

1. *Transformations Therapy of Atlanta staff*
2. *Georgia Gwinnett College (GGC)*
 - a. *Nursing students*
 - b. *Latin American Student Group*
 - c. *African American Student Group*
 - d. *Students and faculty*
3. *Gwinnett Children's Advocacy Center - Mosaic Georgia multidisciplinary team*
4. *Mosaic Georgia*
 - a. *Staff*
 - b. *Community members-children/adults*
5. *Gwinnett County Public Schools (GCPS)*
 - a. *Parkview HS Administrators*
 - b. *GIVE Center East Faculty and Staff*
 - c. *GIVE Center East MS/HS Students*
 - d. *Resource Officers*
 - e. *Counselors and Social Workers*
6. Gwinnett County Police Department staff
7. Latin American Association members
8. Partnership Against Domestic Violence (PADV) teen summit attendees
9. Gwinnett Tech staff
10. Gwinnett Re-Entry Intervention Program (GRIP) staff
11. N'Spire and Navigate Recovery staff and residents
12. Gwinnett County Detention Center
 - a. Male and female residents
 - b. Faculty and staff
13. Food Pantry staff (Organization name not reported by trainer)
14. BOLD Ministries staff
15. Rockdale Drug-Free Community Coalition staff
16. Buford First United Methodist Church staff and members



17. Junior Achievement of Georgia staff
18. Rockdale County Public Schools staff and community members
19. Newton College and Career Academy FCCLA members
20. Gwinnett County Family Violence Task Force members
21. Families First staff
22. Norcross United Methodist Church staff and members
23. Juvenile Justice/CASA staff
24. Epsilon Tau Zeta Sorority members
25. Amerigroup staff
26. Gwinnett Fire Academy staff
27. UGA School of Social Work
28. Gwinnett County Fire and ER
29. McClure Health Science High School staff
30. Good Samaritan Haitian Alliance Church staff and members
31. Obria Medical Clinic staff
32. Gwinnett County Health and Human Services staff
33. Gwinnett OneStop 4 HELP staff
34. City of Knowledge School staff
35. Gwinnett Coalition staff
36. Help for Healthcare Professionals staff
37. View Point Health staff
38. Gwinnett United in Drug Education staff



Addendum D – Selected Resilient Gwinnett Social Media Posts

Facebook and Instagram:



Gwinnett Coalition

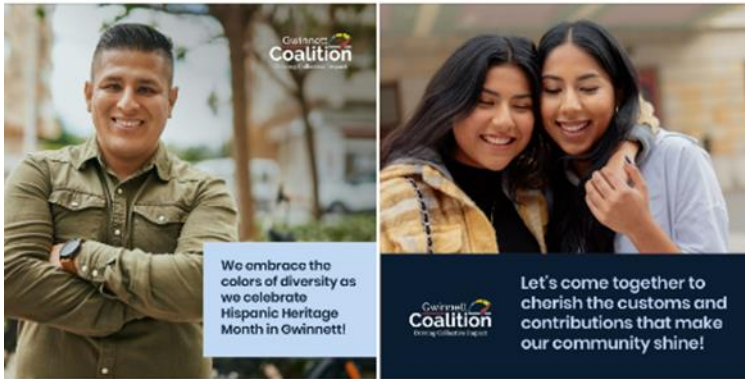
September 15, 2023 · 🌐

Embracing diversity provides different perspectives and skills to adapt and build resilience to face challenges.

During Hispanic Heritage Month, what better way to celebrate our community's diversity by partaking in activities, trying out Latino cuisine, or even helping the Hispanic population build resilience?

Let's build together a more resilient and diverse Gwinnett. 🌍🌞

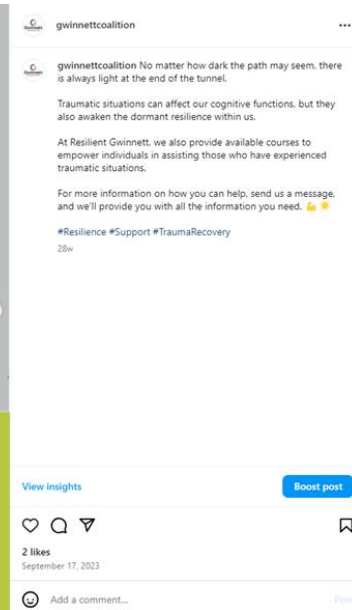
[#HispanicHeritage](#) [#Diversity](#) [#CommunityResilience](#) 🏠👨‍👩‍👧‍👦



Instagram only:



Situaciones traumáticas pueden afectar funciones cognitivas.



Algunas funciones que pueden ser afectadas son:

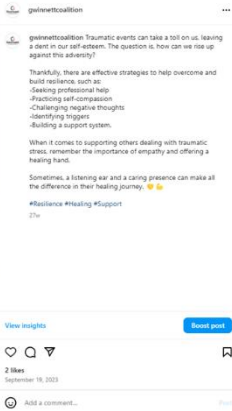
- 📖 Problemas de memoria.
- 📖 Dificultad de concentración.
- 📖 Dificultad para tomar decisiones.
- 📖 Una disminución en la productividad



Pero con apoyo psicológico, se puede construir resiliencia para ayudar a quienes necesitan superar estas barreras cognitivas.



Traumatic events can challenge a person's self-concept and self-esteem.



This may lead to maladaptive coping mechanisms, such as substance abuse, self-harm, or other destructive behaviors.



But to address these issues and build resilience, it's essential to acknowledge these events.



Embrace strategies to break free from them and overcome adversity.



Facebook and Instagram:



Exciting News! 🎉 The Gwinnett Coalition has teamed up with KINSHIFT to offer training sessions on Strengthening Resilience and Equity in Health and Service Organizations. Join us for these empowering sessions to:

- 📖 Develop a foundational understanding of common terms and language, such as stress, trauma, resilience, health equity, and spheres of oppression.

- 🌍 Explore the connections between racism, discrimination, and trauma.

- 👉 Identify strategies for building resilience, reducing biases, fostering healing, and promoting equitable outcomes and a culture of care.

Don't miss out! Two session options:

- 📅 Wednesday, October 4, from 6:00 to 8:00 p.m.

- 📅 Tuesday, October 10, from 9:00 to 11:00 a.m.

- 🖥️ Conducted via Zoom.

Cost: \$40 per person, with limited scholarships available for those in need. For more info, contact us at info@gwinnettcoalition.org.

Sign up today:

- 👉 <http://Eventbrite.com/.../strengthening-resilience-and-...>

- 📩 Or send us a message to receive the registration link.

#ResilienceTraining #EquityInHealth #CommunityEmpowerment
#gwinnett #gwinnettcoalition #communityevents



Facebook:

 **Gwinnett Coalition**
September 30, 2023 · 🌐

#Empower change by #strengthening #resilience and #equity in your organization and workplace. #gwinnettcoalition
#communitydevelopment #training #equityinhealth #equityinservice



Gwinnett Coalition
Driving Collective Impact

Empowering change:
Gwinnett Coalition teams up with KINSHIFT for resilience and equity training.

Sign up today!

kinshift

 **Gwinnett Coalition**
September 30, 2023 · 🌐

Exciting News! 🎉 The Gwinnett Coalition has teamed up with KINSHIFT to offer training sessions on Strengthening Resilience and Equity in Health and Service Organ... [See more](#)



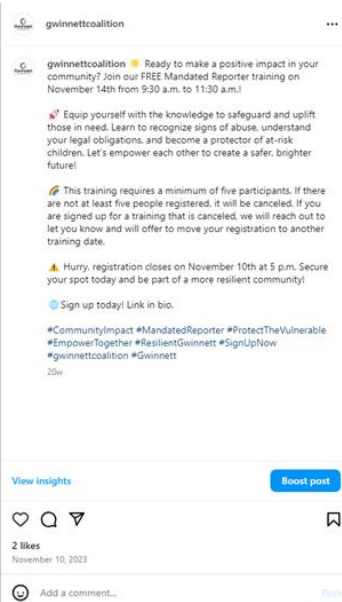
Empowering change:
Gwinnett Coalition teams up with KINSHIFT for resilience and equity training.

Sign up today! →

Gwinnett Coalition
Driving Collective Impact



Facebook and Instagram:






Gwinnett COALITION


 Sign up for this training session to contribute to building a more resilient community.



 **Mindful Moment Tip:**
Practice self-compassion every day.

Gwinnett COALITION





 **gwinnettcoalition**
Original audio

 **gwinnettcoalition** Resilience starts with self-compassion. When you treat yourself with kindness, you build a foundation of strength that carries you through life's challenges. 🙌💛


#SelfCompassion #Resilience #KindnessMatters #StrengthWithin #LifeChallenges

19w

[View insights](#) [Boost reel](#)

1 like
November 20, 2023

 Add a comment... [Post](#)



Gwinnett Coalition

November 27, 2023 · 🌐

Generational trauma awareness is the first step towards breaking the cycle. By acknowledging the past, we empower ourselves and future generations to overcome adversities. 🌟 This awareness connects our past, present, and future, weaving the wisdom of generations into our resilience. Let's embrace the healing journey, learn from the past, and become the architects of a brighter, more resilient future. 🌈❤️

[#generationaltrauma](#) [#awareness](#) [#gwinnettcoalition](#) [#resilient](#)

Facebook and Instagram:



Gwinnett Coalition

December 7, 2023 · 🌐

Access to behavioral health resources saves lives. Mental Health is an essential part of our overall well-being, and everyone deserves access to the support they need.

At Gwinnett Coalition, we are passionate about addressing health equity within our community. This year, we want to extend our Giving Tuesday initiative and increase our Health Equity Fund on behalf of [View Point Health](#) to improve access to behavioral health resources for Gwinnett youth and their families.

Mental health support gives peace of mind and builds resilience in our community, and everyone deserves access to the help they need, regardless of income or situation.

❤️ Visit <https://gwinnettcoalition.org/invest/> to learn more and donate this holiday season.



Facebook and Instagram:



Gwinnett Coalition

December 20, 2023 · 🌐

Si queremos conseguir que Gwinnett se transforme en un lugar lleno de aceptación, oportunidad y calidez, debemos trabajar juntos para aportar cada vez más a un futuro lleno de posibilidades.

Entra al link en nuestra bio y descubre todo en lo que Gwinnett Coalition puede apoyar.

[#TransformandoGwinnett](#) [#ComunidadUnida](#)
[#OportunidadesGwinnett](#) [#FuturoPrometedor](#) [#InclusiónGwinnett](#)
[#ColaboraciónComunitaria](#) [#ApoyoGwinnett](#)
[#JuntosPorUnMejorFuturo](#)



La resiliencia solo puede conseguirse a través de las contribuciones de la comunidad.



Addendum E – Financial Report

Year 3 03/01/23-02/28/24					
Budget Category and Description	Received Funds	Projected Amount	YTD Expenses	Remaining Funds	In-Kind Match
Administrative Costs for Project Management	46,500.00	46,500.00	162,902.00	(116,402.00)	155,000.00
Marketing and Communications	-	-	-	-	-
RG Management Fees	10,000.00	10,000.00	10,000.00	-	-
Partner Costs for Trainings	127,500.00	127,500.00	30,239.00	97,261.00	45,000.00
Evaluation Costs	16,000.00	16,000.00	-	16,000.00	-
TOTAL	200,000.00	200,000.00	203,141.00	(3,141.00)	200,000.00

- To date, grant funds have primarily been used to support training efforts, including KINSHIFT and Community Resilience Model, and staff salaries. Funding has also been used for website maintenance, non-staff administrative support (supplies, etc.), and Resilient Georgia fees.
- Partner Costs for trainings of \$97,261 will be utilized between February 2024 and March 2025 for the following tasks/activities:
 - Expanded training for trainers.
 - Training for first responders/school officials or train-the-trainer to embed in schools and with law enforcement.
 - Web development for training roadmap.
 - KINSHIFT Leadership Implementation Collaborative program development, implementation, and evaluation.
 - Evaluation of effectiveness of Resilient Gwinnett.
 - Resilient Gwinnett Summit costs (planning, execution, post-summit evaluations).
 - Translation costs of lexicon.
- Resilient Gwinnett is receiving the following matching funds:
 - \$155,000 from Gwinnett County
 - \$25,000 from Primerica Foundation
 - \$ 20,000 from Jesse Parker Williams Foundation