

2021 Annual Report

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Research | Healing | Community Training and Empowerment



University of Colorado
Colorado Springs



University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus



EXECUTIVE SUMMARY

The Lyda Hill Institute for Human Resilience marked its second year in 2021 with important achievements in all three areas of focus: Research, Healing, and Community Training and Empowerment. The compounding factors of the COVID-19 pandemic expanded an existing mental health crisis, underscoring the importance of the work happening in the Institute to heal and promote resilience. The three Institute divisions expanded their impact in pursuit of the Institute’s goal to becoming the national leader in resilience.

The Research division reached important milestones related to grant production and scientific output. The Healing division launched the highly successful CREATE program that builds resilience through artistic endeavors within UCCS faculty and staff (soon to expand across our community), while maintaining services adapted to a new world of providing care during a challenging pandemic. The Community Training and Empowerment division advanced the revolutionary GRIT program



designed to build collective resilience across the world. This division also provided peer support and resilience trainings to local pillar organizations UCHealth, Colorado Springs Police Department, Colorado Department of Transportation, and El Paso County Public Health, among many others.

Another major advancement this year for the Institute was the securing of a single location on the 4th floor of the Lane Center for Academic Health Sciences. In addition to bringing all arms of the Institute under one roof, this space will allow for customization and launch of the new model of care for trauma survivors. Groundwork for this strengths-based care model, which will revolutionize the healing

process for trauma survivors, has been ongoing throughout the year with the first individuals expected to receive care beginning in the summer of 2022.

The Institute was able to secure funding through multiple sources including the El Pomar Foundation, Substance Abuse Mental Health Services Agency, El Paso County, CU Foundation Mental Health Initiative, National Institute for Alcohol Abuse and Alcoholism, and the National Science Foundation. In summary, through our scientific exploration, mental health healing efforts, and community empowerment programming, the Lyda Hill Institute for Human Resilience is having a significant impact across the country and around the world.

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EXECUTIVE DIRECTOR MESSAGE

As the Executive Director of the Lyda Hill Institute for Human Resilience, I have a deep commitment to move the Institute toward our vision to serve as the national model in resilience-based trauma research, healing, and community empowerment solutions. Our team of dedicated researchers, providers, and staff hold this vision as central to their work. Our second year absolutely demonstrated that we are firmly on our way. The COVID-19 pandemic has sharpened our focus in a number of ways.

Our Community Training and Empowerment division has been a community leader in supporting resilience education and trainings as well as establishing our GRIT program as a critical tool to enhance community-level empowerment across our country and around the world. The pandemic has shown us that stress and grief have important mental health consequences that are now taxing our mental health systems in ways we have never seen. Our Veteran Health and Trauma Clinic continues to adapt to new methods for providing care to trauma survivors through our telehealth options, in-person care when safe, and resilience building options through our CREATE programming.

We continue to be a vital partner for our Veteran/Military Care organizations including the VA, Headstrong, Tricare, Fort Carson Army Post, and Peterson Space Force Base, to name a few. The future of innovative healing support for trauma survivors is within reach with the opening of our new Milestones Resilience Care center by the summer of 2022. Faculty in our research division have collaborated on important COVID-19 research focused on the psychological toll the pandemic is inflicting on healthcare workers. We are now developing a research partnership with our colleagues at the Norwegian Centre for Violence and Traumatic Stress Studies at the University of Oslo Institute of Clinical Medicine to investigate cross-cultural impacts in healthcare workers.



Dr. Charles C. Benight, Ph.D.
Executive Director
Lyda Hill Institute for Human Resilience

Our scientists are also breaking new ground in other important ways. We are leading the way in education and training on childhood trauma with our \$3 million SAMHSA grant led by Dr. Christopher Layne. This grant strives to change child trauma literacy for pediatricians and mental health providers working within medical settings, as well as undergraduate psychology students who will work within child support organizations such as Health and Human Services or the Court Appointed Special Advocate programs. Other research efforts include basic science combining computer science machine learning with leading trauma adaptation theories, interventions related to substance abuse and sexual violence, and supportive interventions for sexual minority populations to name a few. We have researchers from around the world who have joined the Institute to help us achieve our vision as a national leader in resilience science. Collectively, the Lyda Hill Institute for Human Resilience is making a difference in the lives of many people and communities around the world.

INTRODUCTION

The Lyda Hill Institute for Human Resilience was launched in March 2020 following an \$8 million challenge grant from Lyda Hill Philanthropies. The Institute, which was formerly the Trauma Health and Hazards Center at the University of Colorado Colorado Springs, consists of three interconnected divisions – Research, Healing, and Community Training and Empowerment. This annual report outlines the activities and achievements of each division as well as those relating to the Institute as a whole from the 12-month period spanning from February 1st, 2021 through January 31st, 2022.



OUR TEAM



Charles C. Benight, Ph.D.
Executive Director



Elyse Dunckley
Finance Manager and
Research Administrator



Gabe Taylor
Communications Coordinator



Heather Littleton, Ph.D.
Director of Research Operations,
Associate Professor



Brooks Robinson, Ph.D.
Program Director,
Grants Specialist



John Cooke
Business Services Assistant



Megan Wendling
Research Assistant



Nicole Weis, MA, LPC, LAC
Director of Community Training
and Empowerment



Timothy Doenges, Ph.D.
Staff Psychologist



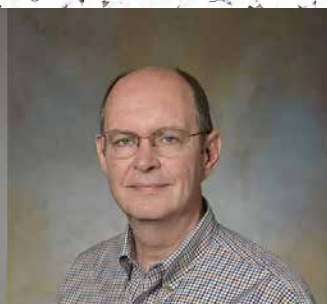
Lisa Decker, MA, LPC
Clinician, Clinical Research
Professional



Erin Fowler, MA, LPC
Clinician, Strategic Training and
Strategic Relations Liaison



Carolyn Yeager, Ph.D.
Manager of Technology,
Integration, and Support



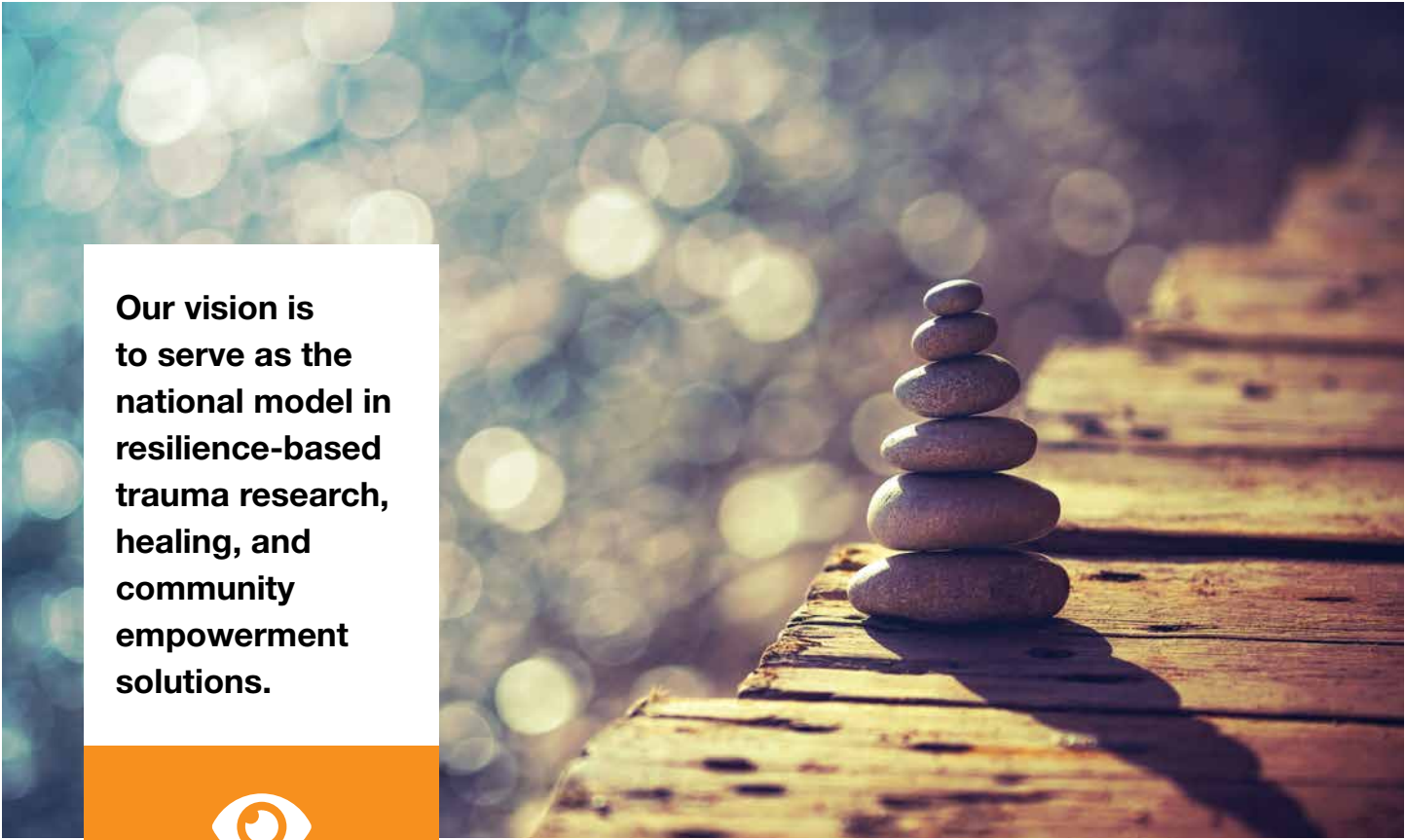
Bernard Ricca, Ph.D.
Research Associate Professor



Janet Fritz
Administrative Assistant


MISSION

Advancing human resilience to adversity by designing evidence-based solutions through interdisciplinary research, healing therapies, and community training and empowerment




Our vision is to serve as the national model in resilience-based trauma research, healing, and community empowerment solutions.





The Lyda Hill Institute for Human Resilience has an interwoven three-fold approach to advance human resilience from adversity through Research, Healing, and Community Training & Empowerment.



Research

Transdisciplinary trauma research from a resilience framework that advances scientific knowledge to help individuals, families, communities, and systems.



Healing

An Integrated healing experience for those seeking trauma care through and innovative approach.



Community Training & Empowerment

Training and education designed to translate strength-based knowledge to workable resilience resources and programming.

COVID-19 RESPONSE

Making a Difference During COVID-19

Responding to the COVID-19 pandemic has been a primary focus of the Lyda Hill Institute for Human Resilience since its inception. The pandemic has heightened levels of trauma and stress across the population and particularly in front line workers. The Greater Resilience Information Toolkit (GRIT) program was developed and launched in response to COVID-19, and the Institute has been working to maximize its utility by creating tailored versions that speak to the difficulties experienced by particular groups such as educators, healthcare workers, and military personnel and first responders.

Additionally, the Veterans Health and Trauma Clinic has created telehealth and hybrid care options to maximize the comfort level of individuals seeking mental healthcare. Institute researchers have also initiated projects to understand the impact of COVID-19. Dr. Mary Hayden is investigating the intersection between COVID-19 and extreme heat, and Dr. Charles Benight is investigating how participating in the GRIT training program improves levels of individual resilience.

The Community Training and Empowerment division has been providing resilience education and resources to employees and volunteers from some of the community organizations that have been hit hardest by the pandemic.



CREATE PROGRAM



Cultivating Resilience & Empowering Adaptation Through Expression

One important goal of the Lyda Hill Institute for Human Resilience is to build resilience in those who have faced adverse events, and the COVID-19 pandemic has impacted everyone in some way. In 2021, through the Veterans Health and Trauma Clinic, we piloted an innovative program called CREATE (Cultivating Resilience & Empowering Adaptation Through Expression) to expand on traditional services to help build resilience among UCCS employees. The goal of CREATE is to offer mental health, wellness, and resilience-building support and programming to help foster a sense of community, rebuild connections with each other, and lessen and/or prevent burnout among a strained workforce. There is a critical need to recognize that people are highly stressed, have sustained numerous losses, and are feeling disconnected. Supporting prioritization of self-care and community connections is paramount to decreasing the experience of stress and fostering resilience.

CREATE has held 30 events over the past year serving 125 participants and consistently has a waiting list for most events. CREATE offers a wide range of FREE experiential opportunities aimed at building a sense of community and fostering lifetime resilience. Current and future CREATE offerings include introductory artistic experiences, resilience-based workshops, indoor and outdoor group activities, and facilitated discussions/support groups, including the Grief Warriors support group. The introductory round of CREATE artistic experiences included: Watercolor: Gateway to Garden of the Gods, Cooking: Four Pasta Sauces with San Marzano



Tomatoes and Asian Soups, Introduction to Soap-Making, and Digital Photography. Local artists were recruited based on their expressed interest and established involvement with joint initiatives aimed at leveraging arts to strengthen community connections. Additional offerings included: Sunset Yoga, Outdoor Nature Jaunts, and a Grief Narrative Workshop.

Thus far, 80 participants have completed follow-up surveys and 99% would recommend their CREATE experience to others. People comment about how much stress they're carrying right now and that these opportunities allow them to connect with others and focus on self-care in a fun and engaging manner. **One participant described her experience as "soul-watering".** Future CREATE programming will include musical expression, acupressure, pottery, and mindfulness-based workshops to name a few. **We hope to expand CREATE programming to additional El Paso County organizations supporting underserved populations and organization.**



RESEARCH

The Research division conducts trauma research from a resilience framework that advances scientific knowledge to help individuals, families, communities, and systems.

The Lyda Hill Institute for Human Resilience is dedicated to scientific discovery related to human resilience and innovation of care models that support the human capacity to overcome, rather than reducing survivors to a set of medical symptoms. The Institute's research has a direct impact in the development and realization of therapies that are improving the quality of life and outcomes of trauma survivors.

Affiliates

The Lyda Hill Institute for Human Resilience has over 40 Research Affiliates who actively participate in the research mission of the Institute. Many affiliates from across the U.S. and around the world collaborate on research projects, grants, and publications with the Institute. From early career researchers to leading scholars in the world, these affiliates are committed to expanding the science of resilience.

Grants

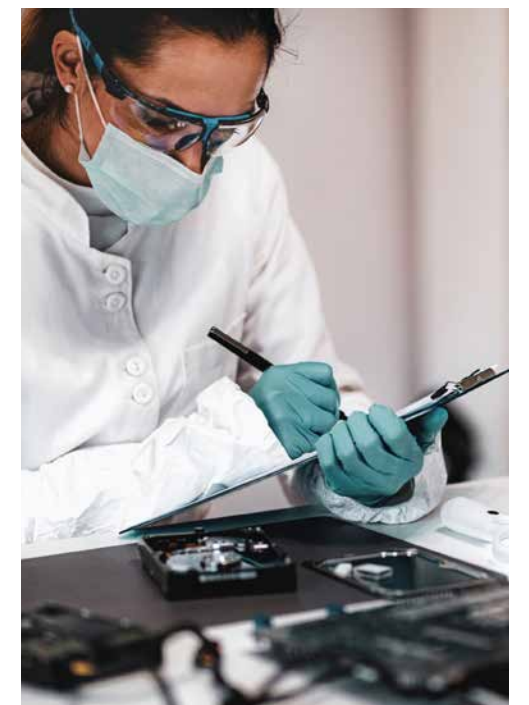
The Lyda Hill Institute for Human Resilience submitted 15 grants and funding proposals in the reporting period (an increase of 50% from before Institute launch) totaling over \$7 million in requested funds. So far, three proposals have been awarded resulting in almost \$3.5 million with several proposals still under review.

Student Training

Research labs in the Institute house many of the students in the Clinical Psychology Trauma Track Ph.D. program at UCCS. In total 10 Ph.D. students, 3 M.A. students, and 2 undergraduate research assistants participate in research within Institute laboratories. Additionally, a Postdoctoral Fellow was hired and will begin with the Institute in summer 2022.

Publications

Research Faculty and Research Affiliates at the Lyda Hill Institute for Human Resilience published more than 100 research manuscripts in the reporting period. In 2021 alone, Research Faculty and Research Affiliates at the Lyda Hill Institute for Human Resilience published more than 100 manuscripts in many of the leading journals in the field.





BUILDING A WORLD CLASS RESEARCH ENVIRONMENT

Research-Promoting Activities

As a young research institution, the Lyda Hill Institute for Human Resilience is dedicated to building a world-class scientific environment from the ground up. We have implemented a monthly seminar series that highlights the excellent research being conducted by the over 40 Institute affiliates. Among speakers thus far have been Dr. Josef Ruzek, former Director of the VA National Center for PTSD Dissemination and Training Division, and Dr. Tom Pyszczynski, Distinguished Professor of Psychology at UCCS and a recent recipient of the Distinguished Career Contribution Award from the International Society for the Science of Existential Psychology.

The Institute also hosted a virtual international research symposium entitled “Global Perspectives on Sexual Violence” that showcased research from experts in the field and was attended by almost 150 individuals from 12 different countries.

The Institute has four active Research Interest Groups that meet regularly and discuss critical research concepts and projects within specific areas. The Research Interest Groups include: (1) Clinical Research: Resilience Interventions, Prevention, and Evidenced-Based Assessment, (2) Social Cognitive Research Processes in Trauma Resilience and Recovery, (3) Sexual Assault and Interpersonal Violence, and (4) Technological Innovation: Delivering Trauma Prevention and Interventions.

Additionally, beginning in January 2022, the Institute welcomed its first set of prestigious visiting scholars, Drs. Grete Dyb and John Zwart. Dr. Dyb is a world-renown traumatic stress researcher who is the Director of the Norwegian Center of Violence and Traumatic Stress Studies. Dr. Dyb

has also served as the President of the International Society for Traumatic Stress Studies. Dr. Zwart is a Professor of Neurology at the University of Oslo and Head of Research of Clinical Neuroscience in the Oslo University Hospital. Dr. Zwart specializes in pain, including the impact of pain on morbidity and mental health.

Expansion of Research Team

It is our belief that excellence originates from the people involved and it has been our focus to assemble a group of outstanding research personnel to help achieve the ambitious Institute goals. Following Dr. Heather Littleton joining the Institute as the Associate Professor and Director of Research Operations in January 2021, we have continued to accrue passionate and talented research-focused individuals. In the past year, the Institute has been involved in the hiring of two trauma- and resilience-focused Assistant Professors in the Psychology department at UCCS. With affiliation in the Institute, Drs. Colin Mahoney and Steve Bistricky add diversity and strength to the research operations of the Institute. Additionally, Dr. Bernard Ricca was hired as a Research Associate Professor within the Institute. Dr. Ricca, a physicist by training, has expertise in statistical and analytical processes and in many ways will serve as an in-house data science “core” for all research happening in the Institute. Furthermore, Dr. Carolyn Yeager, previously a Postdoctoral Fellow in the Institute, was hired as the Manager of Technology Integration. Dr. Yeager is a computer scientist as well as clinical trauma psychologist and is helping to make the Lyda Hill Institute for Human Resilience the gold standard of integrating technology into all aspects of the Institute.

RESEARCH PROJECT HIGHLIGHTS



Greater Resilience Information Toolkit

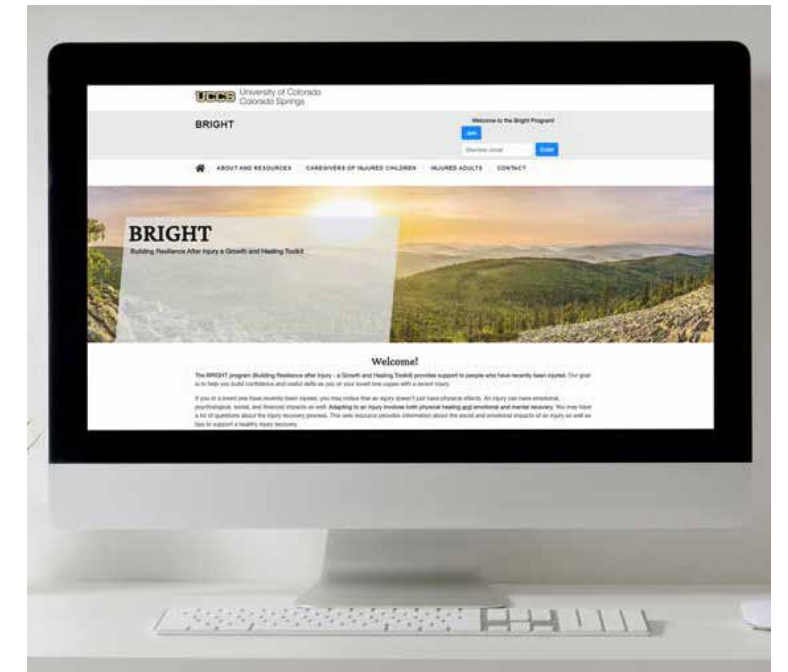
In early April of 2020, the Lyda Hill Institute for Human Resilience launched a campaign to combat the mental health impact of the COVID-19 crisis. The program is called Greater Resilience Information Toolkit (GRIT) and is the first of its kind in the nation designed to harness the resilience capacity of the entire community, rather than relying on limited and overtaxed professional mental health services to manage the need. GRIT uses a virtual program to teach individuals throughout the community to become resilience coaches (GRIT Coaches) for loved ones, friends, and colleagues in their social network. A study on the effectiveness of this revolutionary program suggests that GRIT coaches themselves greatly benefit from the program and report better mental health and well-being compared to others in the community. The next important scientific step is to test the capacity of GRIT coaches to have resilience conversations during which they teach the resilience tools to others.

Extreme Heat in the Time of COVID-19

Extreme heat is a major threat to human health worldwide. The COVID-19 pandemic, with its complexity and global reach, created unprecedented challenges for public health and highlighted societal vulnerability to hazardous hot weather. In this NSF-funded study, Dr. Mary Hayden and colleagues at the National Center for Atmospheric Research examined how the COVID-19 pandemic affected extreme heat vulnerability during the summer of 2020. Overall, the study suggests that the intersection of two health hazards—extreme heat and coronavirus SARS-CoV2—amplified existing systemic vulnerabilities and expanded the demographic range of people vulnerable to heat stress.

Building Resilience after Injury – a Growth and Healing Toolkit

The BRIGHT program (Building Resilience after Injury - a Growth and Healing Toolkit), funded by the Colorado Springs Health Foundation, is partnering with local hospitals to provide acute behavioral health support to people who have been seriously injured. Services include in-hospital support for patients, regular consultation with medical staff about the mental health impacts of traumatic injury, outreach and monitoring after patient discharge from the hospital, and short-term therapy to help patients cope with the impacts of their injury event. The BRIGHT program also provides trauma-track Ph.D. students with clinical training experiences in the hospital setting. This program is serving a traditionally underserved population, and research in the domain of acute post-injury mental health support has not identified a gold standard for treatment. The BRIGHT program is working to contribute to the knowledge base in this arena by collecting quantitative data to test the effectiveness of interventions.

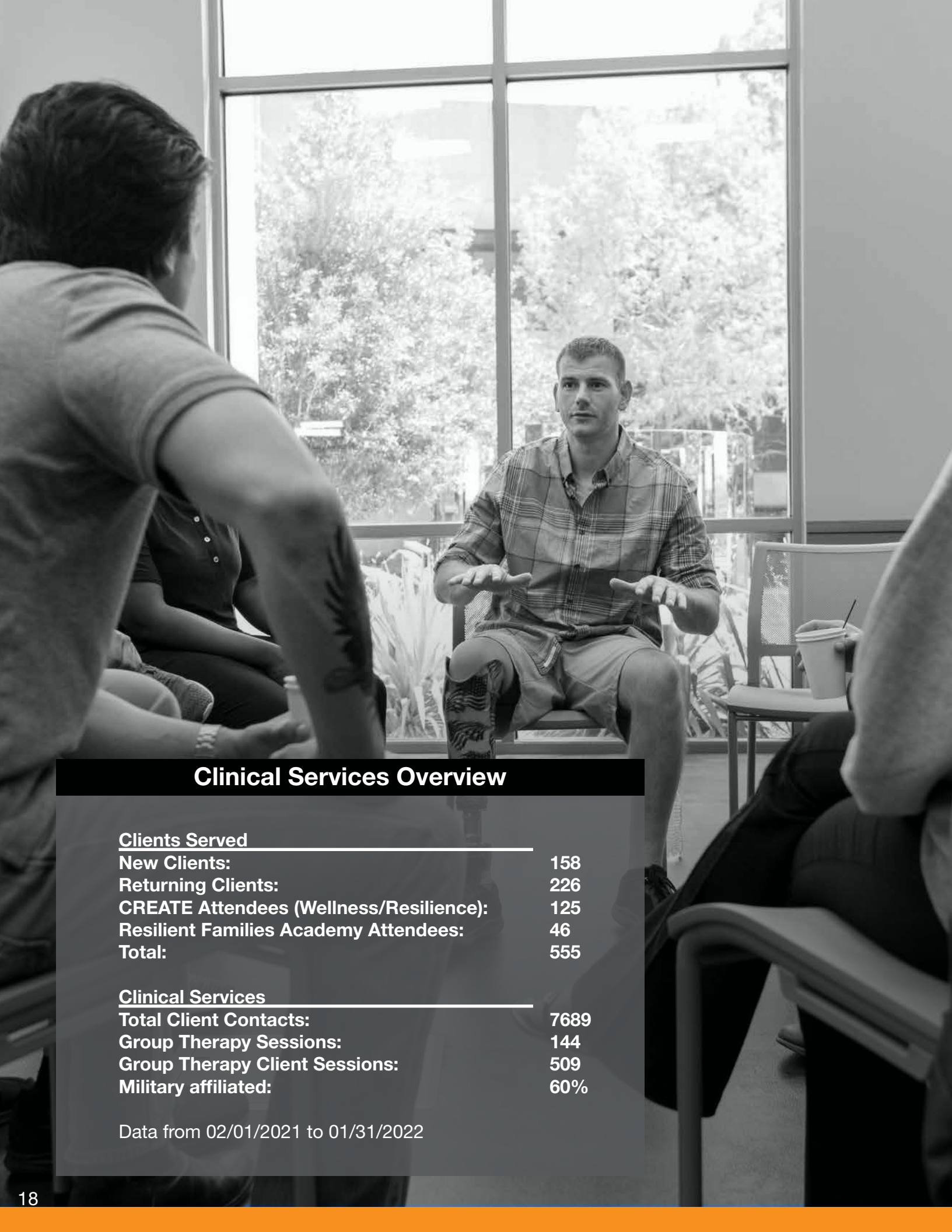


Online Intervention to Prevent Dating Violence and Problem Drinking in Sexual Minority Youth

Dr. Heather Littleton is currently Co-PI with Dr. Katie Edwards on a three-year NIAAA funded grant to develop and evaluate a telehealth delivered intimate partner violence and alcohol use prevention program for LGBTQ+ youth. The program will equip youth with healthy relationship skills and alcohol use refusal skills as well as focus on fostering positive youth identity and identifying safe community connections.

National Child Trauma Workforce Institute

Dr. Christopher Layne, Research Professor with the Lyda Hill Institute for Human Resilience and Associate Professor of Psychology at Nova Southeastern University, is leading the creation of a National Child Trauma Workforce Institute at UCCS that will provide foundational trauma training to the national child-serving workforce. This SAMHSA-funded project will use the evidence-based Core Curriculum on Childhood Trauma (CCCT) to increase the trauma response capacity of the US mental health workforce and train the future generation of child-serving individuals by incorporating the CCCT into Psychology and Child Psychiatry training programs across the country.



HEALING

The Healing division helps individuals recover from psychological challenges associated with military service, natural disaster, domestic violence, auto accidents, sexual assault, and a wide range of other mental health challenges.

The Veterans Health and Trauma Clinic

In a successful and eventful year, the Veterans Health and Trauma Clinic (VHTC) expanded our range of services to include mental health wellness checks in addition to traditional offerings such as, individual, couples, family, and group therapy. We are contracted with 3 employer groups: Colorado Springs Police Department, El Paso County Public Health, and UCCS Faculty & Staff, along with VA, Headstrong, Veterans Trauma Court, TESSA (human trafficking), UCHealth Memorial Hospital (BRIGHT project), and 20 insurance groups. Importantly, the clinic developed a hybrid model of care to suit the current pandemic circumstances. The transition was made from 100% remote services to delivering both telehealth and in-person services depending on the needs of the client. VHTC was able to hire two new staff clinicians, who split their time providing direct clinical services at VHTC and providing organizational resilience training and individual coaching support through the Community Training and Empowerment division. In addition, a new front office coordinator was hired. In November 2021, the Clinical Director of VHTC resigned following 3 years of service. We are actively recruiting to fill this position and view this as an opportunity to continue bringing new talent and perspectives into the Institute to contribute to our innovative practices in trauma healing.

Ph.D. Trauma Psychology Student Training at VHTC

We have 7 students who currently provide individual and group therapy services at VHTC, 6 of which also work on the BRIGHT project. We had a postdoctoral fellow who trained at VHTC and provided services to the BRIGHT project through September, when she joined the Institute staff. Students provide individual and couples therapy with BRIGHT clients (brief therapy for those who have sustained a recent injury) as well as long-term trauma-focused therapy at VHTC. Students also participate in the Veterans Trauma Court (VTC) proceedings and see clients referred through VTC, providing opportunities facilitated by the VHTC student training supervisor.

Resilient Families Academy

A licensed clinician and postdoctoral student launched the Resilient Families Academy. The program consists of a 5-week psychoeducation course for adults and professionals that focuses on an introduction to trauma, the impact of trauma on families, intergenerational trauma, and the importance of resiliency. A total of 46 families registered to participate in virtual offerings, including an entire department from the Air Force Family Resource Center. The Community Training and Empowerment Division will be developing and facilitating the Resilient Families Academy programing going forward.

Clinical Services Overview

<u>Clients Served</u>	
New Clients:	158
Returning Clients:	226
CREATE Attendees (Wellness/Resilience):	125
Resilient Families Academy Attendees:	46
Total:	555
<u>Clinical Services</u>	
Total Client Contacts:	7689
Group Therapy Sessions:	144
Group Therapy Client Sessions:	509
Military affiliated:	60%
Data from 02/01/2021 to 01/31/2022	

HEALING TECHNOLOGY

Comprehensive Technology Integration

The Lyda Hill Institute for Human Resilience is developing a custom technology-based assessment system to improve the overall workflow and client experience at both the Veterans Health and Trauma Clinic and the Milestones Resilience Care Clinic. The purpose of the assessment system is to provide customized, client centered treatment, to monitor changes in functioning over time, to empower clients, and to provide important evidence for the evaluation of treatment. This system takes a holistic approach to assessment and measures multiple areas of resilience including mental health, physical health, relationships, purpose/meaning, vitality, and spiritual well-being. Using the assessment system, clients can specify goals for treatment including trauma recovery, prevention, balance, and/or growth. Clients are empowered as they can track

their changes over time. A user-friendly report is generated along with recommendations for services. This report is designed to make data digestible and turn information into knowledge and actionable insights. Based on a client's treatment goals and overall functioning, the assessment system is used by the clinician to develop a customized treatment plan to meet the unique needs of their clients.

We are also developing a second-generation version of myTraumaRecovery that will be used by a variety of programs at the Institute. MyTraumaRecovery is a digital health intervention that will provide customizable content for building resilience for a variety of communities. The next generation version of myTraumaRecovery is scheduled to be completed at the end of 2022.



A NEW MODEL OF CARE

Milestones Resilience Care

In addition to the Veterans Health and Trauma Clinic, the Lyda Hill Institute for Human Resilience is developing a client-focused healing model called Milestones Resilience Care. In this revolutionary healing experience, a team of providers will work collaboratively in a strength-based approach to help empower survivors to recover. We have identified the providers who will make up this team. A wide range of traditional and complementary services will be available, ranging from evidence-based psychotherapy to acupuncture, massage, trauma-based yoga, music therapy, deep listening, creative writing, and technology integration. The expansion of the Institute to the 4th floor of the Lane Center has allowed for Milestones Resilience Care to move forward with an expected launch in the summer of 2022.





COMMUNITY TRAINING & EMPOWERMENT

The Lyda Hill Institute for Human Resilience provides a variety of training, empowerment, and peer support opportunities through the Community Training and Empowerment division. From organizational peer support training for employees, to community trainings and workshops on becoming trauma-informed, to the various GRIT trainings, Community Training & Empowerment teaches the skills needed to build mental health resiliency.

Programs and Offerings for the Community Training and Empowerment Division



Peer Support Program

A resiliency and behavioral health initiative designed to address burnout, secondary traumatic stress, and the negative impact of trauma and stress on one’s health and wellbeing.



Trauma Training Program

An online program designed to give professionals and students a foundational understanding of how stress and trauma impact the mind and body in a variety of populations.



Community Training and Workshops

A program to assist organizations with high levels of employee stress in becoming trauma- and resilience-informed, in order to reduce burnout, stress, and employee turnover.



GRIT Program

An online resilience-building program to help individuals, families, and communities cope with adversity, such as disasters, pandemics, or the loss of a loved-one.

COMMUNITY TRAINING & EMPOWERMENT PROGRAMS

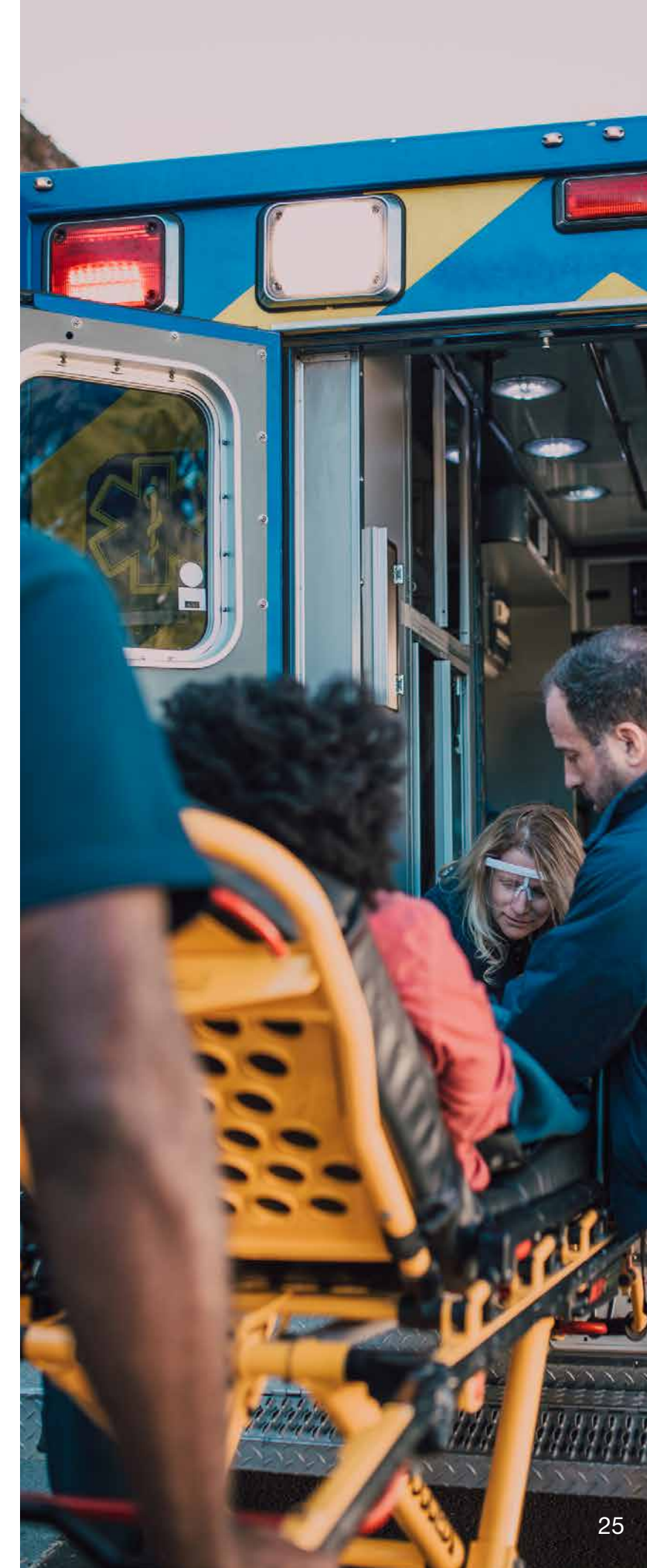
Peer Support Program

The Community Training and Empowerment (CTE) division provided peer support services to 4 major organizations in and around the Pikes Peak Region, covering over 10,000 employees across Colorado. Covered organizations include UCHHealth-Southern Region, Colorado Department of Transportation, Mt. Carmel Veteran Services Center, and Lincoln Surgery Center. Peer Support is an evidence-informed resiliency and behavioral health initiative designed to address the emotional and psychological toll experienced in high stress occupations. The Peer Support program trains volunteers within an organization to become “Peer Supporters” by teaching them basic counseling and support skills and providing them with knowledge about stress and psychological trauma related to their occupation. With this training, these individuals can assist their peers with posttraumatic or occupational stress and guide them to an appropriate level of treatment when needed. To better serve our clients, we converted the training into a hybrid model, with content available in an online class format with a combination of weekend trainings.



Trauma Training Program

The CTE division provides a formal Trauma Training Program designed to give professionals and students a basic understanding of the symptoms, impact, and treatment of trauma in several populations. It provides a foundational understanding of how stress and trauma impact the mind and body, as well as the impact of trauma on different populations. Two online courses are offered per semester and the CTE division is currently working on creating a third online class that will focus on building personal resilience. Eighty students completed the course in the past year, coming from diverse backgrounds including undergraduates and graduate students in pre-med, nursing, psychology, pharmacology, and criminal justice. Additional participants included paramedics, CNAs, Veterans, nurses, and those working in victim's advocacy, disabilities, early childhood education, and foster care.



COMMUNITY TRAINING & EMPOWERMENT PROGRAMS



Community Trainings and Workshops

The Community Training and Empowerment (CTE) division formalized our offerings of trainings and workshops to organizations within and outside of Colorado. Trainings and workshops are customized to the organization and cover a variety of topics ranging from education on stress and trauma to how to work with escalated clients and perform safety evaluations. One example is work being done with El Paso County Public Health employees to provide resilience group sessions and personal resilience health coaching. Clients in the past year included: El Paso County Public Health, Colorado Department of Transportation, TESSA, Colorado Springs Police Department, Chaffee County Public Health, Springs Recovery Center, Emerging Leaders Program, Colorado Legal Services, Catalyst Counseling, CU Denver School of Public Affairs, and Parents Challenge.

Wellness Library

CTE started Wellness Library with the Colorado Springs Police Department, recording short videos on wellness and therapy resources for officers and staff.

Resilient Families Academy

CTE has undertaken reformatting of the Resilient Families Academy skills group (formally run by the Veterans Health and Trauma Clinic) in order to adapt, customize, and provide this group to community organizations.

Liaison

The Institute and CTE act as a liaison between the 4th Judicial Veterans Trauma Court and the Colorado Springs Police Department.

GROWTH

The increased role that CTE is playing in the community has allowed the division to expand by hiring two program specialists who also serve as clinicians for the Veterans Health and Trauma Clinic.



GRIT Program

The Greater Resilience Information Toolkit (GRIT) program is an online training, free to all, that gives individuals the knowledge and resources to become resilience coaches to those in their networks. Beyond the original GRIT trainings, several additional GRIT trainings have been created to address the specific needs of healthcare workers, educators, and business leaders. We have continued the expansion of the GRIT program in several respects. First, GRIT4Health has been adapted into Spanish making the training accessible to a more diverse range of individuals in health-related fields. Additionally, GRIT-SERVE was developed in collaboration with Meadows Mental Health Policy Institute and One Tribe Foundation in Texas. This program is tailored to build resilience in first responder and military communities. Overall in 2021, we increased GRIT Coaches by 952 and now

have coaches in 46 U.S. states, 18 countries, and 1 U.S. territory (Puerto Rico). We are also partnering with organizations in Australia, Japan, and Puerto Rico to adapt the GRIT Program in these countries.

The GRIT program has been another focus for our commitment to technology integration. An online learning platform has been installed and is being used to provide GRIT content in an educational format. In January of 2022, the Institute received \$396,755 in funding from the American Rescue Plan Act (ARPA) from El Paso County, Colorado to expand the GRIT program. As part of this effort, a mobile digital application called GRIT-E is currently being designed to support GRIT coaches in reaching their community. The app will be developed to support the UCCS community-focused healthcare, wellness, and resilience programs.



Community Partners

The Lyda Hill Institute for Human Resilience has partnered with many organizations across Colorado to provide resilience education and training in order to help support an organization's employees and volunteers, reduce staff attrition, and more effectively achieve their missions. Institute partners over the reporting period include El Paso County Public Health, UCHealth-Southern Region, Colorado Department of Transportation, Mt. Carmel Veteran Services Center, TESSA, Colorado Springs Police Department, Chaffee County Public Health, Springs Recovery Center, Emerging Leaders Program, Colorado Legal Services, Catalyst Counseling, 4th Judicial Veterans Trauma Court, Parents Challenge, UC Denver School of Public Affairs, and Lincoln Surgery Center.



PUBLIC SAFETY INITIATIVE

In January 2017, Lyda Hill Philanthropies generously awarded a gift to the UCCS School of Public Affairs, to launch a Public Safety Initiative. The Public Safety Initiative was established to provide evidence-based, academic quality training and non-academic credit education services to law enforcement officers and public safety personnel, with an initial focus on southern Colorado. Areas of focus include topics such as leader development, wellness, specialized investigations, cybercrime, corrections, school safety, and community policing practices.

The mission of the Public Safety Initiative is to provide leadership and professional development to law enforcement and public safety personnel. The initiative, supported by one full-time and one part-time staff member, is to provide law enforcement officers and other public safety professionals, including those in probation, parole, and corrections, legal professionals (including those from the Public Defender and District Attorney Offices), public school personnel, and community members, with professional development training, education, and research and evaluation services.

PUBLIC SAFETY INITIATIVE STAFF

Rod Walker: Faculty Director
Janet Van Kampen: Program Director



The following is a detailed report of the activities and achievements for the reporting period from February 1, 2021 through January 31, 2022, from the Public Safety Initiative (PSI).

COVID-19: Impact on Police Training

Since March 2020, the COVID-19 pandemic has challenged the very nature of law enforcement and public safety professionals. It has tested their stamina and ability to lead, recruit, train, and for many agencies, significantly affected their budgets. In 2021, pandemic-related issues, rising crime, staffing shortages, and difficulties associated with police reform remained on the forefront.

Public safety is primarily an in-person occupation with a great deal of public interaction. Thus, in-person training events are preferred over online or live web events. While every effort was made to provide in-person training events to public safety personnel, the continuing/evolving COVID-19 restrictions, along with additional waves of infection, illness, and cancellation of instructors/attendees, allowed for only a limited number of PSI training events in 2021.

The Public Safety Initiative (PSI) continued to pilot updated curriculum to first responders by increasing its offerings to include additional training in specialized cyber-related and digital forensics. Many scheduled training events were moved to 2022.

PUBLIC SAFETY INITIATIVE ACCOMPLISHMENTS

ACCOMPLISHMENTS - TRAINING

- **Cellebrite Certified Physical Analyst (CCPA) Training**
In April 2021, PSI hosted a specialized digital forensics class conducted by Cellebrite. 13 local, state, and federal digital forensic investigators attended the 2-day specialized training event.
**UCCS Cybersecurity Initiative Funding*
- **2021 McConkie Leadership Conference**
In May 2021, PSI hosted the annual McConkie Leadership Conference. Jason Gardner, Echelon Front, provided specialized leadership training directly applicable to anyone who leads in dynamic situations. Tried, tested, and proven US Navy SEAL leadership principles and strategies learned on the front lines of the War on Terror - simple and direct, yet simultaneously strategic and diplomatic leadership concepts were shared with over 200 attendees from across Colorado.
- **WiFi Tools for Analysis and Geo-Locating (WTAG)**
In January 2022, PSI hosted a one-of-a-kind, specialized training class conducted by the Federal Law Enforcement Training Center (FLETC). 11 digital forensic investigators from nine Colorado law enforcement agencies attended the five-day specialized training event.
**UCCS Cybersecurity Initiative Funding*



ACCOMPLISHMENTS – COLLABORATION (New)

- **Lighthouse Health and Wellness**
Digital resources that provide first responders and those who support them, anonymous access to existing health and wellness programs, along with a growing library of the latest educational health and wellness information and tools tailored to the unique needs of public safety personnel.
Event with Trauma Behind the Badge: May 2022
- **International Homicide Investigator's Association (IHIA)**
Basic Homicide Investigations Training covering topics such as: crime scene processing, interviews and interrogations, case management, media relations, documentation and report writing.
Event: June 2022
- **ZetX**
Fugitive Mission Planning and Cellular Investigations Training using web-based technology and information sharing. Training emphasizes intelligence gathering, the use of intelligence to plan missions, and the application of case law during high-risk operations.
Event: July 2022
**UCCS Cybersecurity Initiative Funding*
- **National Criminal Justice Training Center (NCJTC)/Fox Valley Technical College (FVTC)**
Undercover Chat Training tailored to the Internet Crimes Against Children (ICAC) investigator provides training on creating on-line personas, use of undercover photographs, identifying IP addresses, email addresses, conducting on-line chats, and interviewing suspects. The training also provides the student with established procedures in assuming the on-line identity of a victim, along with understanding the predator and distinguishing between fantasy and reality.
Event: July 2022
**UCCS Cybersecurity Initiative Funding*
- **Berla**
Vehicle Systems Forensic Training that enables investigators to identify, acquire, and analyze critical information stored within vehicle systems to uncover key evidence that determines what happened, where it occurred, and who was involved.
Event: August 2022
**UCCS Cybersecurity Initiative Funding*



PUBLIC SAFETY INITIATIVE ACCOMPLISHMENTS

ACCOMPLISHMENTS – COLLABORATION (Existing)

- **Cellebrite – Cellebrite Certified Operator (CCO) Training**
Two-day intermediate level training course designed for investigators, digital forensic examiners, IT staff, internal affairs investigators, first responders and other staff members designated to handle extraction of digital evidence.
Event: February 2022
**UCCS Cybersecurity Initiative Funding*
- **Tina Lewis Rowe – Civilian Leadership Training**
This one-day course designed for civilian managers and supervisors, introduces attendees to leadership philosophies and concepts necessary for effective leadership in today's public safety agencies. Topics covered include developing a clear vision for their unit, leading under/alongside sworn, as well as strategies to effectively manage the multi-generational workforce.
Event: April 2022
- **Colorado STING/Colorado Department of Corrections – Gang Training**
This one-day training will feature experts on transnational gangs, issues along the Mexican border, prison and street gang influence in prisons and the community, California gangs and their impact within prisons and communities in the United States, and security threat group influence on institutional and community corrections.
Event: April 2022



ACCOMPLISHMENTS – COLLABORATION (Existing)

- **Trauma Behind the Badge**
This one-day training event provides insight and information on the inevitable exposure to trauma through the eyes of first responders and veterans. Training focuses on mental health, physical health, family health, spiritual health, and overall well-being, to provide hope and guidance and connect individuals to healthy and effective resources.
Event with Lighthouse Health and Wellness: May 2022
- **Chief Thomas R. Tremblay (Retired) – Trauma-Informed Sexual Assault Investigations Training**
Sexual assault is one of the most complex crimes in our society, and the activism and outrage about sexual assault has never been higher. The complexities of these crimes require us to think broadly and comprehensively including new standards regarding “trauma informed” training for all multi-disciplinary partners responsible for the response to sexual assault. This two-day training will examine the impacts of trauma on memory, and how the brain and body react to trauma. By understanding trauma, all who respond to sexual assault can contribute to the immediate and long-term recovery of the victim and lay the foundation for cooperation and respect on which a successful interview, investigation, and adjudication/prosecution is built.
Event: May 2022
- **Robert C. Johnson, CPA, PC – Financial Crimes ‘Forensic’ Investigations Training**
This three-day class presents an in-depth look into the world of financial crimes through the eyes of a forensic accountant/examiner and financial investigator. Investigators will strategically look at cases to uncover financial patterns and build financial profiles.
Event: June 2022

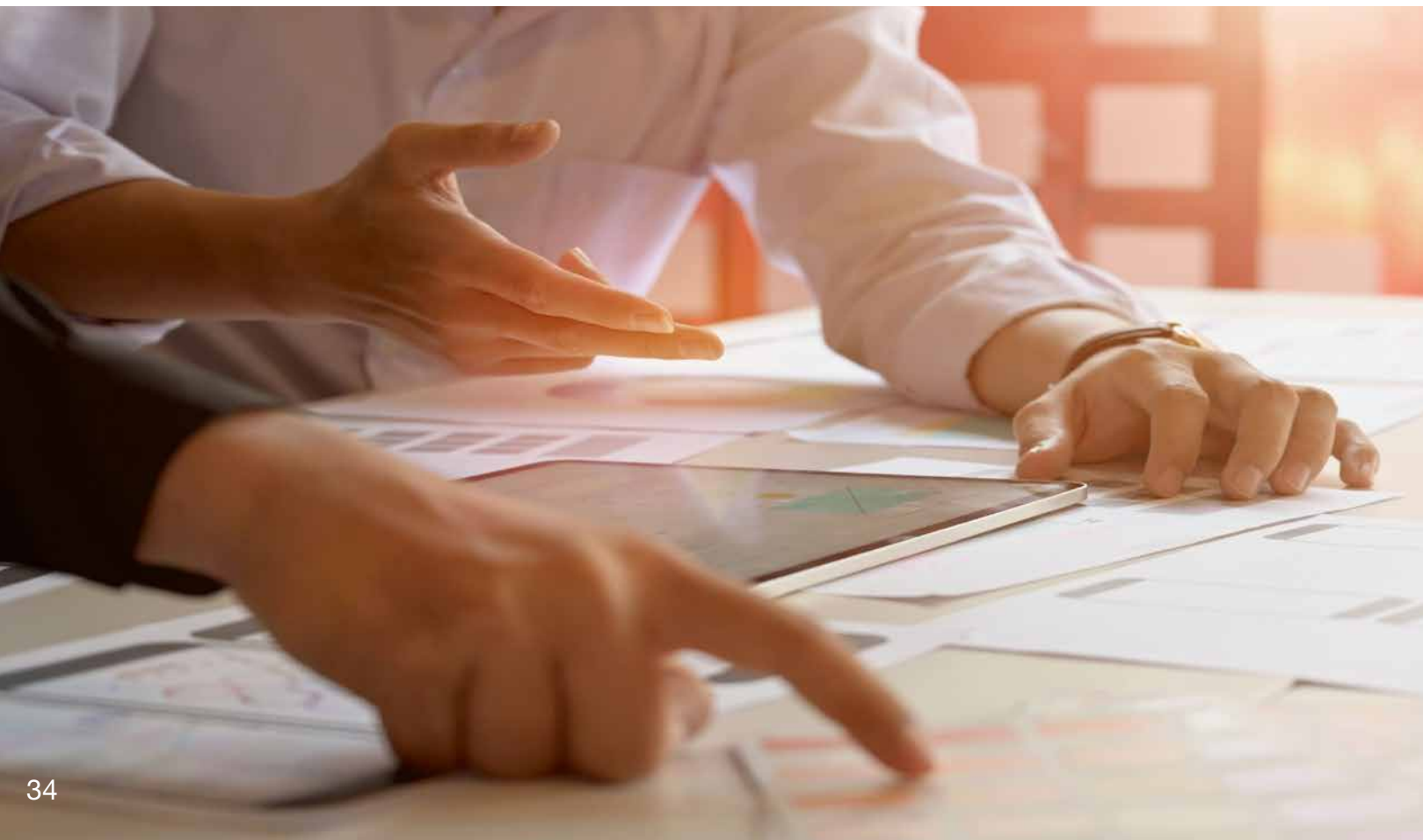
PUBLIC SAFETY INITIATIVE

STRATEGIC PLANNING

Our mission allows for robust engagement with public safety professionals, as well as with individuals and departments on campus, and within the community. Through partnership and collaboration, the Public Safety Initiative continues to take steps to develop a much-needed Command College in this region.

OBJECTIVES

The Public Safety Initiative will continue to ensure Colorado law enforcement officers and other public safety personnel are receiving training that is relevant and essential to meeting their needs and the needs of the community.



SPECIALIZED INVESTIGATIONS

• Forensic Interviewing

Over the last two decades considerable knowledge has been gained around child development, memory and cognition, and researchers have developed several techniques for improving the way child victims of sexual abuse are interviewed. One way to help avoid false accusations and ensure justice in these cases is to improve law enforcement's ability to obtain accurate information from children. The forensic interview is one component of a comprehensive child abuse investigation, which includes, but is not limited to, the following disciplines: law enforcement and child protection investigators, prosecutors, child protection attorneys, victim advocates, and medical and mental health practitioners. Although not all the concerned disciplines may directly participate in or observe the forensic interview, each party may benefit from the information obtained during the interview (Jones et al., 2005). PSI plans to increase our focus surrounding this topic by providing training to the entire multidisciplinary team. Event: Fall 2023

• Homicide Investigations

Homicide investigation is a highly specialized undertaking, which requires years of practical experience in conjunction with continual education and training. We are currently researching and developing the course curriculum to provide law enforcement officers with the knowledge and skills necessary to conduct comprehensive homicide investigations. Event: June 2022

• Prosecutorial

Through continued advocacy and engagement with criminal justice stakeholders, District Attorneys' Office personnel provide the prosecutor perspective on issues including human trafficking, drug policy, forensic science, domestic violence, electronic evidence, child abuse, juvenile justice and more. The PSI will continue to be a source for technical assistance of prosecuting attorneys by providing continuing education. Training will include investigating and prosecuting sexual assault and related crimes, forensic interviewing of children and victims of human trafficking cases, cybercrime, and more. Additionally, PSI will continue to research federal grant funding opportunities to augment the number of course offerings.

• Gangs

Through continued engagement with the Colorado Security Threat Intelligence Network (STING), Colorado Department of Corrections (CDOC), International Latino Gang Investigators Association (ILGIA), Federal Bureau of Prisons (FBOP), the PSI will continue to conduct specialized gang-related training for public safety, corrections, probation, school, and judicial office personnel. Through discussions, scenario-based exercises, and shared resources, participants will learn from their peers while sharing their own experiences. Participants will learn about investigative, intelligence, and suppression tools used to investigate gang crime, as well as collecting gang intelligence, interviewing techniques, suppression strategies, case-building strategies, and legal considerations in prosecuting gang crimes. Event: April 2022



PUBLIC SAFETY INITIATIVE



LEADERSHIP

The success of a police agency is dependent upon the effectiveness of its leaders. The ever-changing political and social climate throughout the United States has created additional challenges for law enforcement, thus requiring outstanding leaders to navigate through them. Law enforcement administrators, as well as line supervisors must possess leadership skills that allow them to deal with a wide-ranging demographic within their agency, while remaining dedicated to their primary mission of serving the public. PSI will continue to provide specialized leadership training to first responder personnel, including civilian employees of public safety agencies, corrections personnel, and legal professionals. By taking the time to develop a thoughtful, strategic leadership development program, we will be able to cultivate the kind of leaders that are prepared to manage the rigors of leading in public safety agencies.

FIRST RESPONDER RESILIENCE

It is estimated that 30 percent of first responders develop behavioral health conditions including, but not limited to, depression and posttraumatic stress disorder (PTSD), as compared with 20 percent in the general population (Abbot et al., 2015). In a study about suicidality, firefighters were reported to have higher attempt and ideation rates than the general population (Stanley et al., 2016). In law enforcement, the estimates suggest between 125 and 300 police officers commit suicide every year (Badge of Life, 2016). First responders are usually the first on the scene to face challenging, dangerous, and draining situations. They are also the first to reach out to disaster survivors and provide emotional and physical support to them. These duties, although essential to the entire community, are strenuous to first responders and with time put them at an increased risk of trauma or institutional levels.

Through continued engagement with the Lyda Hill Institute for Human Resilience, Lighthouse Health and Wellness, Trauma Behind the Badge and others, the PSI will continue to provide wellness and resilience training to first responders. Event: May 2022.

CYBERSECURITY

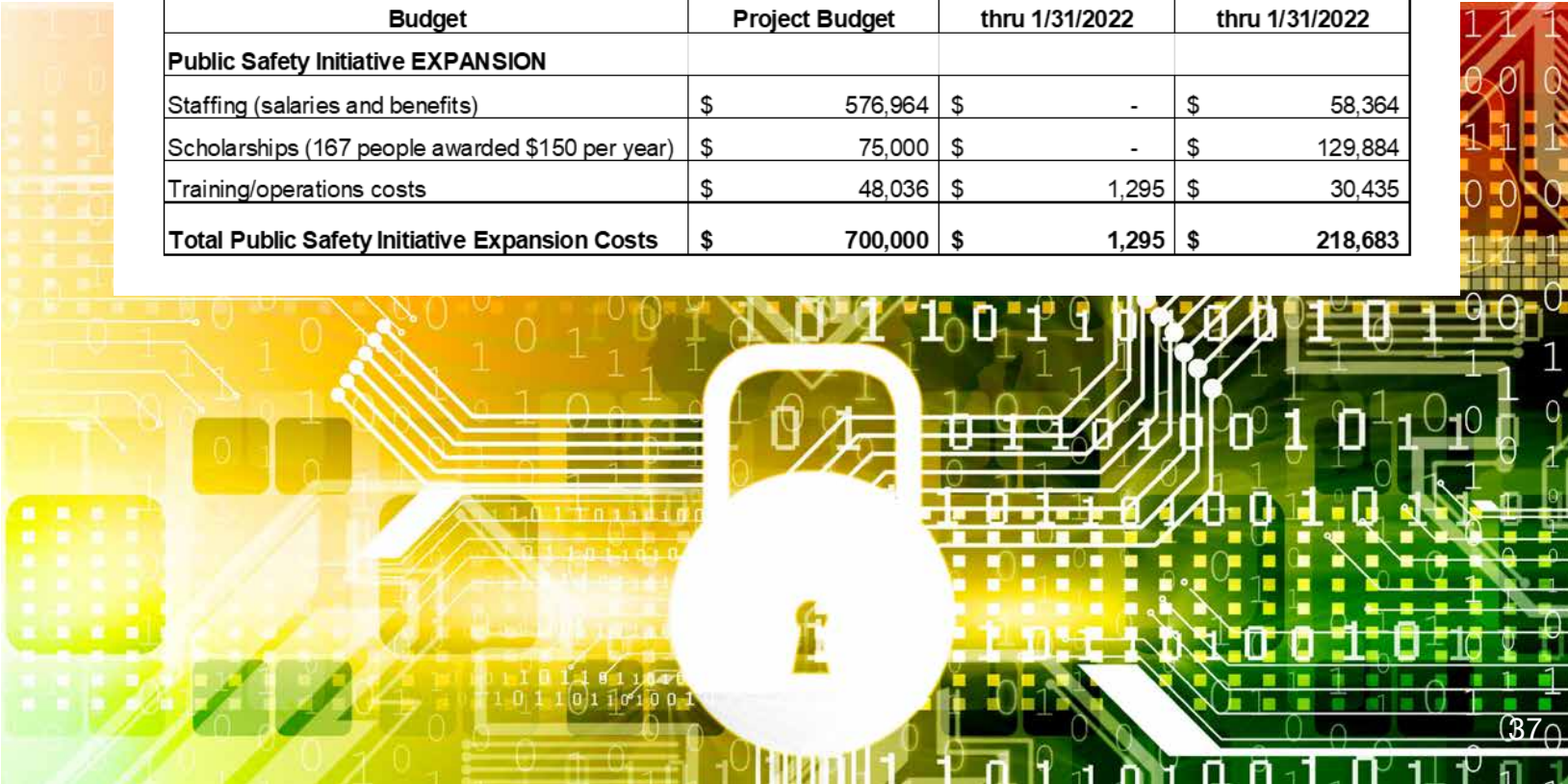
Our everyday lives rely on a safe and robust cyberspace. With all the advantages of the interconnectedness, we are vulnerable to theft, fraud, and abuse. As technology advances, so do the techniques of cybercriminals. Law enforcement performs an essential role in achieving the nation’s cybersecurity objectives by investigating a wide range of cybercrimes, from theft and fraud to child exploitation, and apprehending and prosecuting those responsible. Partnerships between public safety, information security managers, and fusion centers can increase a region’s ability to detect, prepare, train for, and respond to cyberthreats.

PSI will continue to collaborate with the National Cybersecurity Center (NCC), US Army Criminal Investigations Command Division-Computer Crime Investigative Unit, Colorado Springs Police Department/Colorado Internet Crimes Against Children Task Force and other local, state, and federal partners, as well as SANS, Cellebrite, Magnet Forensics, GrayShift, Berla, ZetX, etc. to provide forensic training and cyber-related hardware/software to assist in coping with increased cyber threats. Training will include basic digital awareness/investigations, evidence awareness, emerging cybercrime trends, and digital forensics, as well as scenario training for police leadership, IT professionals, and public information personnel.

*In July 2021, the Public Safety Initiative received \$95,000 from the State of Colorado’s Cybersecurity Initiative to assist in the ongoing training of local, state, and federal law enforcement investigators.

PSI Financial Information

		Year 2	Year 2
		Actual Expenditures	Actual Expenditures
Total Project Budget	Total Project Budget	GRANT FUNDS thru 1/31/2022	PROJECT FUNDS thru 1/31/2022
Public Safety Initiative EXPANSION			
Staffing (salaries and benefits)	\$ 576,964	\$ -	\$ 58,364
Scholarships (167 people awarded \$150 per year)	\$ 75,000	\$ -	\$ 129,884
Training/operations costs	\$ 48,036	\$ 1,295	\$ 30,435
Total Public Safety Initiative Expansion Costs	\$ 700,000	\$ 1,295	\$ 218,683



2022 INSTITUTE GOALS



Physical Expansion and Construction

Confirm full physical expansion and have new resilience building construction underway



Milestones Resilience Care

Identify additional community partners for the New Model of Care and have active enrollment of clients beginning in the summer of 2022



International Symposium

Host an international, forward-thinking, scientific symposium on the psychology of trauma and resilience



Clinical Impact for Veterans

Increase the Veterans Health and Trauma Clinic services rendered by 15%



Mobile GRIT

Develop the GRIT-E mobile app to expand impact, both in terms of number of people reached and depth of training for each participant



Continued Fundraising

UCCS Development in collaboration with the Institute raises \$2 million towards operations of the Lyda Hill Institute for Human Resilience

NEW FUNDING

GRANTS AND FUNDRAISING

The Lyda Hill Institute works closely with UCCS University Development and the Office of Sponsored Programs and Research Integrity for the submission of funding proposals and administration of donations, grants, and awards.



FUNDING ACHIEVEMENTS



The Lyda Hill Institute for Human Resilience and P.I. Dr. Chris Layne were awarded a \$3 million grant over 5 years to launch the National Child Trauma Workforce Institute (NCTWI) at UCCS. The NCTWI will help train the next generation of mental health professionals of all types in best practices for supporting children through traumatic stress.



The El Pomar Foundation awarded the Institute \$500,000 over a 5-year period to support the Institute’s goal of thoughtfully integrating and interweaving technology to strengthen all aspects of research, healing, and community training and empowerment.



The Institute was awarded \$396,755 (funds forthcoming) from American Rescue Plan Act funds administered by El Paso County Public Health. The funds will be used to rapidly expand the impact of GRIT trainings through hiring a full-time GRIT professional, developing a mobile GRIT app, and hosting a resilience conference based around GRIT principles.



The Veterans Health and Trauma Clinic was awarded \$71,500 from the CU Foundation Mental Health Initiative, which among other things, has been used to provide CREATE programming to UCCS faculty and staff.



Dr. Heather Littleton (Co-PI) and colleague Dr. Katie Edwards (PI) from the University of Nebraska - Lincoln were awarded a three-year grant from the NIAAA. This \$600,000 grant will help address dating violence and problem drinking in LGBTQ+ youth.



Dr. Charles Benight is a Co-PI on an awarded NSF grant along with to Dr. Shouhuai Xu (PI) and Dr. Yanyan Zhuang from the UCCS Computer Science Department. The grant is for almost \$500,000 and aims to develop a safe and secure system to collect and share scientific data.

DISCUSSION AND ANALYSIS



ADMINISTRATION



RESEARCH



HEALING



COMMUNITY
TRAINING AND
EMPOWERMENT

The past 12 months have been a time of rapid growth and transformation for the Lyda Hill Institute for Human Resilience. With levels of stress and trauma reaching unprecedented levels, we are striving to reach as many individuals as possible with tools and resources to boost resilience and healing. The Veterans Health and Trauma Clinic saw nearly 400 unique clients during the reporting period and oversaw the CREATE program, in which 125 UCCS faculty and staff participated. Peer Support and other resilience trainings held by the Community Training and Empowerment division reached approx. 700 individuals from 15 different organizations in Colorado. The GRIT program added 952 new coaches to the network bringing the total trained to 2,894 in under two years. And Institute researchers are tirelessly working to develop new interventions and better understand human trauma and resilience which in turn could impact countless people in the future.



We anticipate the next 12 months to be another crucial period of time when mental wellness must be emphasized in order to mitigate a budding crisis. The Lyda Hill Institute for Human Resilience will continue growing, innovating, and building resilience in individuals, communities, and organizations locally in Colorado and increasingly across the U.S. and internationally.

With the anticipated launch of Milestones Resilience Care in the coming months and the ongoing planning for a dedicated building to house and complement this new model of strengths-based care, the Institute is poised to revolutionize how traumatic stress is viewed and treated. Within the Colorado Springs community, the Institute's peer support and various resilience trainings are increasingly recognized as crucial for organizational and individual well-being. And the Institute will continue building a world-class research environment that informs healing and educational practices around trauma.

Lyda Hill
**Institute for
Human Resilience**

Research | Healing | Community Training and Empowerment

2021 Annual Report

resilience.uccs.edu