

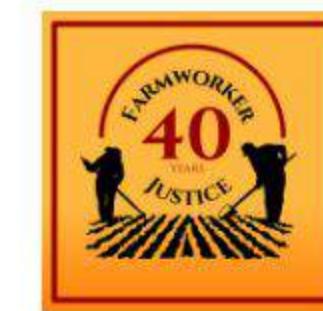
Welcome! ¡Bienvenides!

LANGUAGE ACCESS

This presentation will have simultaneous English/Spanish Interpretation.

ACCESO LINGUÍSTICO

En esta presentación habrá disponible interpretación simultánea entre inglés y español.

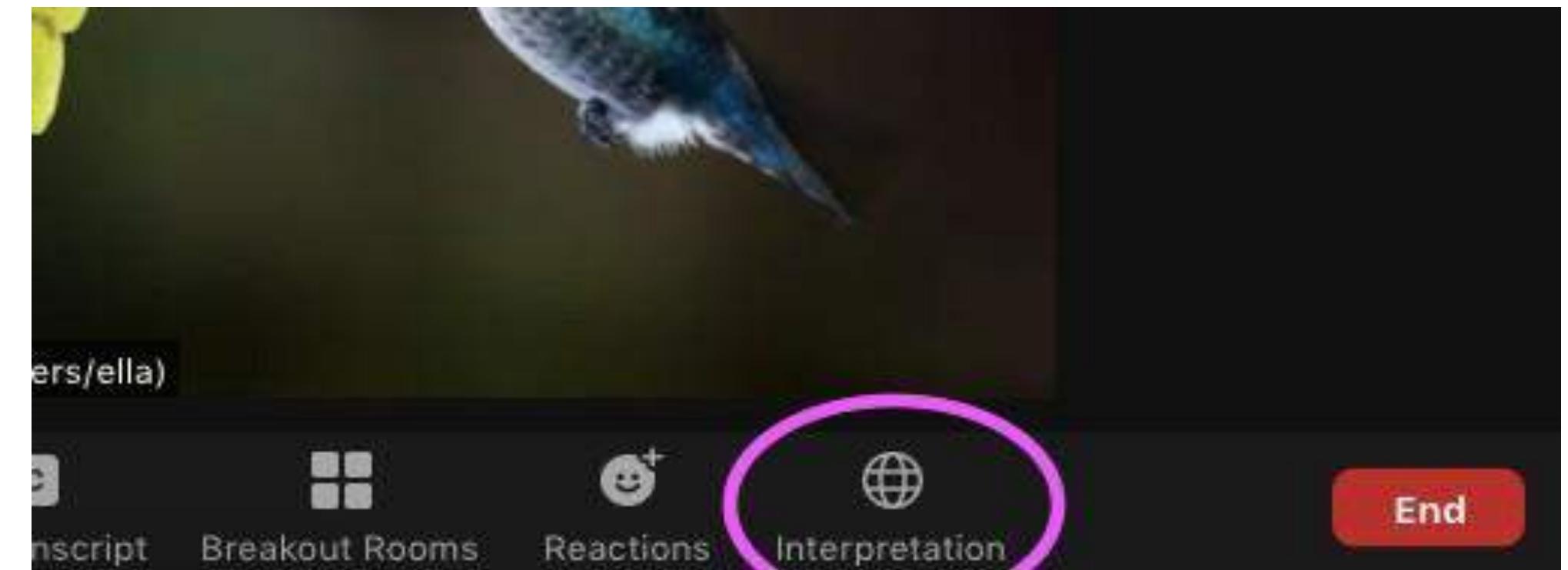


How To Access
Language
Interpretation
on Zoom

Cómo Activar la
Interpretación
de Idiomas en Zoom

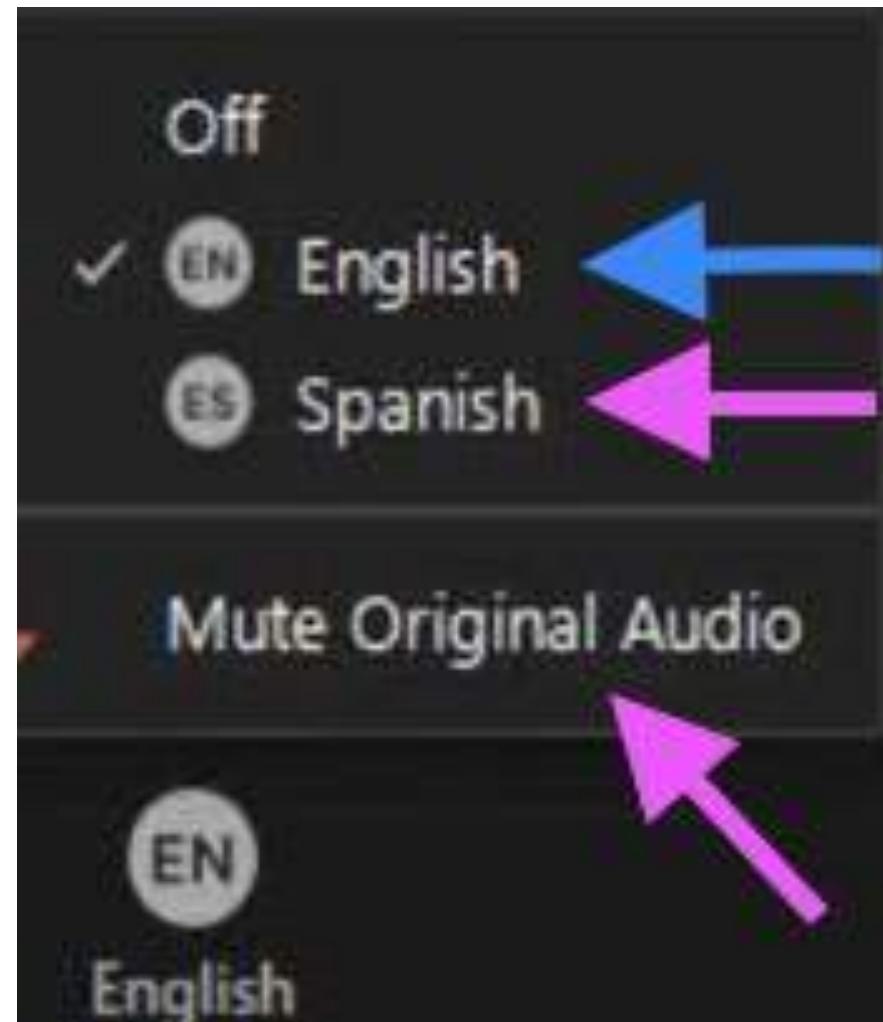


On your computer, find
the Interpretation Globe
Icon at the bottom of
your screen

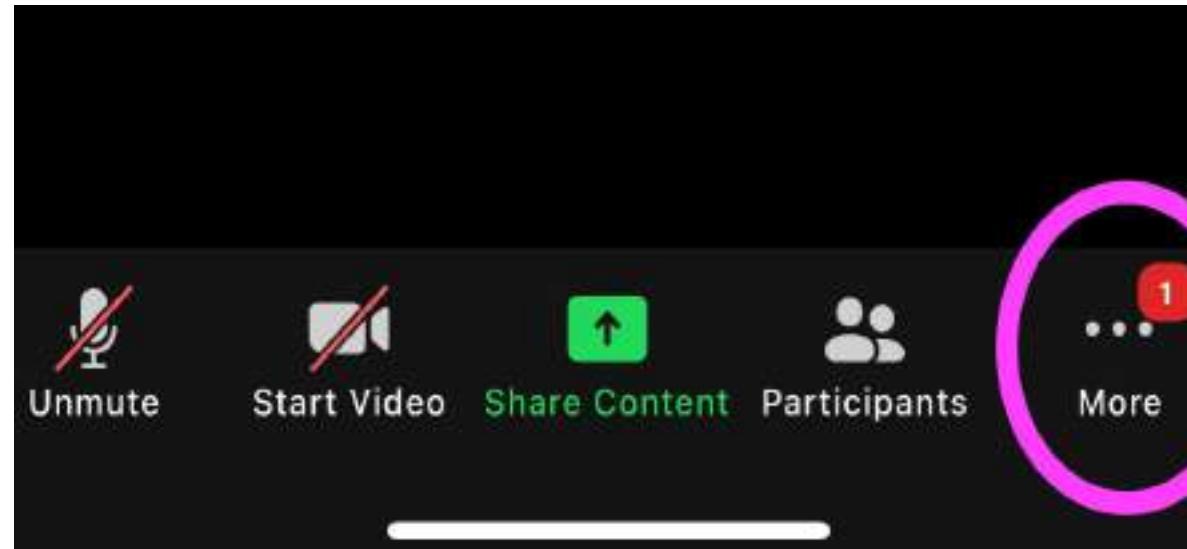


En su computadora, busque el
globo terráqueo que dice
Interpretación en la parte inferior
de su pantalla.

Choose English as your language. Make sure to **NOT** mute original audio so that you can hear the main room

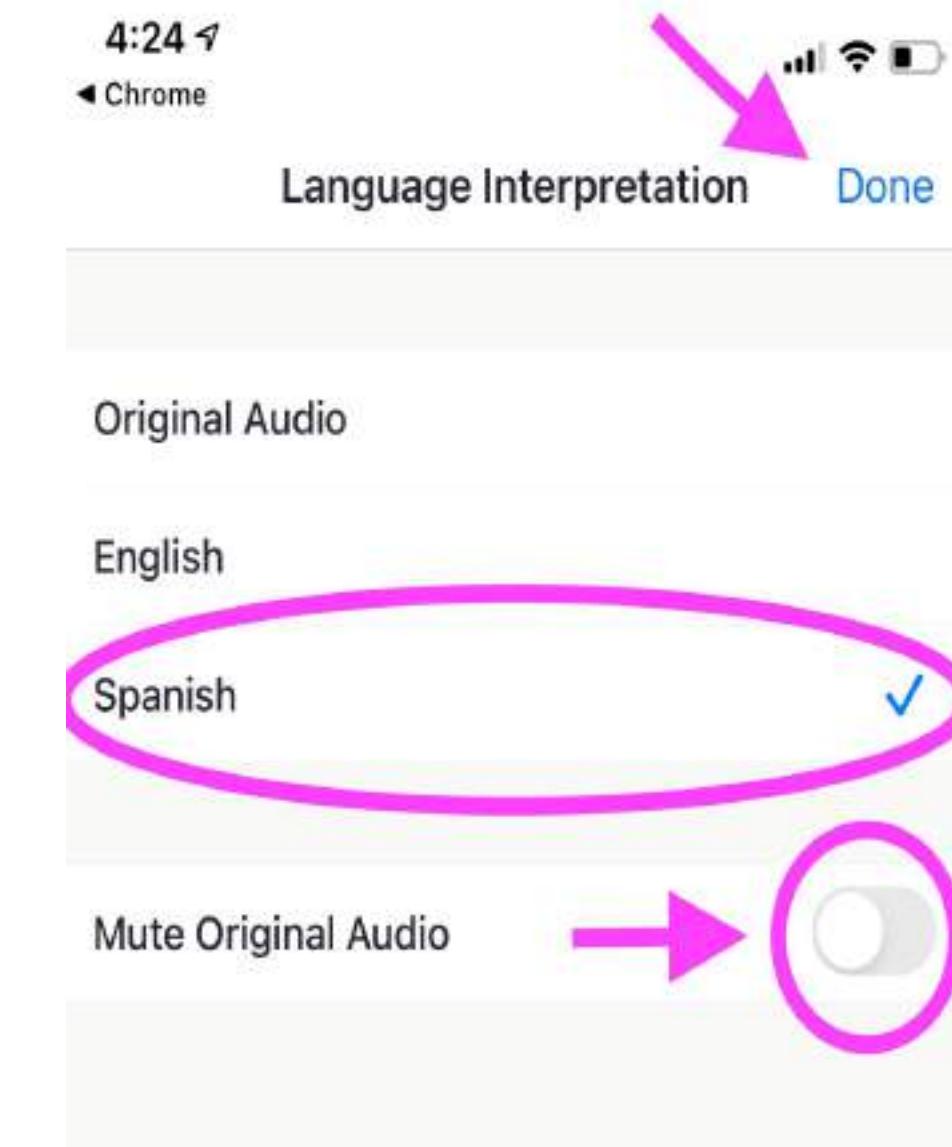
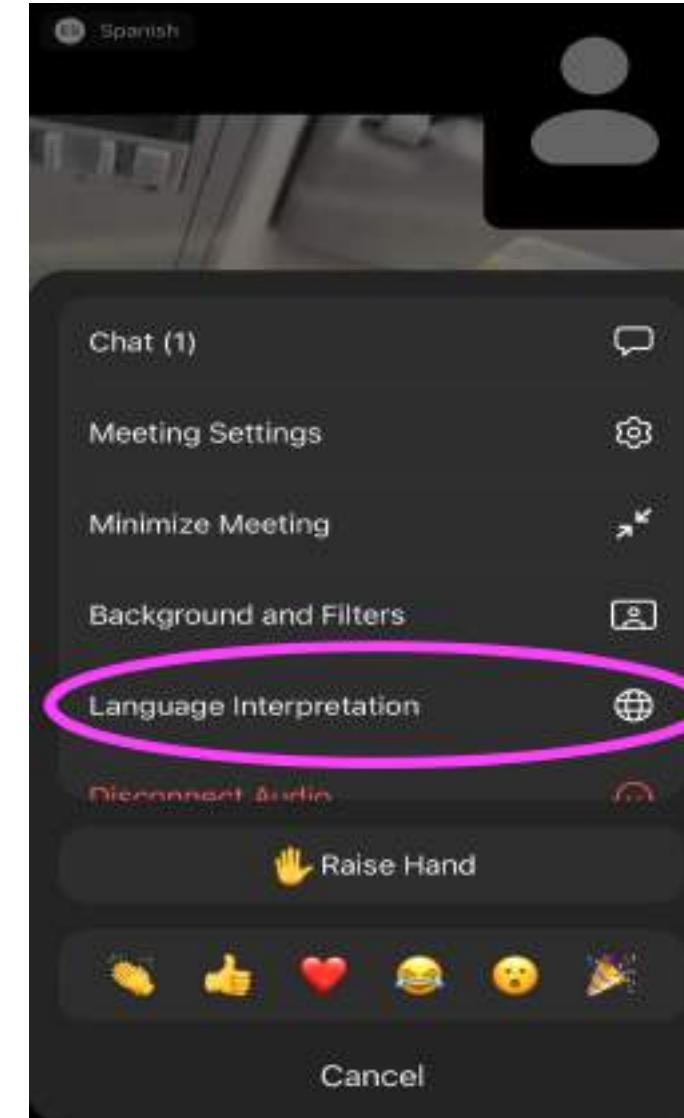


Seleccione Español.
Asegúrese de Silenciar
Audio Original, si solo
desea escuchar al
intérprete



If you are on a smart device, look for the three dot menu and choose Language Interpretation.

Then, select English.



Desde un dispositivo inteligente, busque el menú de tres puntos y elija Interpretación. Después, escoja “Español” y silencie el audio original.

OTHER USEFUL TIPS:

- Mute your mic unless you are speaking.
- Spanish is 15 to 30% longer than English. Don't rush when speaking.
- Expand acronyms every time you say them.
- Interpretation is not available from a Chromebook or if you dial into Zoom.

OTROS CONSEJOS ÚTILES:

- Silencie su micrófono si no está hablando.
- No se apresure al hablar.
- No utilice acrónimos al hablar.
- No podrá acceder a la interpretación a través de un Chromebook o si marca por teléfono a la reunión de Zoom

If you have any questions regarding interpretation, please post them in the chat so that a facilitator can help you.



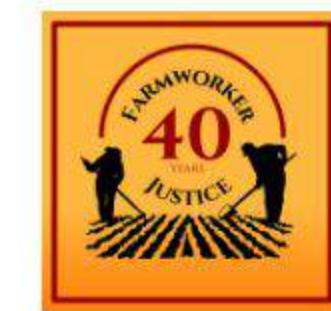
Si tiene alguna pregunta o dificultad para acceder a la interpretación, escriba en el chat para que le ayude un facilitador.

Strategies to Support Farmworkers Experiencing IPV or Human Trafficking



Estrategias para apoyar a trabajadores agrícolas que viven violencia de pareja íntima (IPV) o trata de personas

Tuesday, May 24, 2022
Martes, 24 de mayo de 2022



Important Note

Because domestic violence is so prevalent, we assume that there are survivors among us.

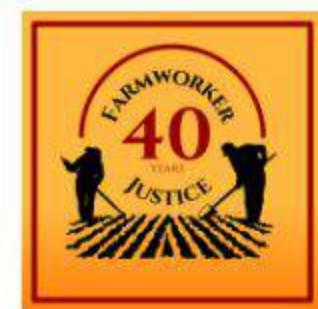
- Be aware of your reactions and take care of yourself first. It's okay to step away from Zoom if you need to.

Respect patient/client confidentiality.

Nota importante

La violencia doméstica es muy común, por eso asumimos que hay sobrevivientes entre nosotros.

- Esté al pendiente de sus reacciones y, antes que nada, cuídese. Si necesita apartarse de Zoom un momento, no hay problema. Respete la confidencialidad del paciente o del cliente.



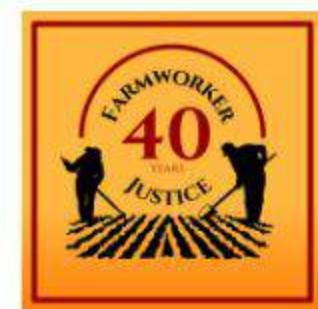
Agenda

1. Learning Objectives
2. NTTAPs introduction
3. **Farmworker Justice:** SDOH factors and *Breaking the Silence* training film
4. **Health Partners on IPV + Exploitation:** CUES
5. **Migrant Clinicians Network:** Staff self care
6. Evaluation

1. Objetivos de aprendizaje
2. Introducción a NTTAPs
3. **Farmworker Justice:** Factores SDOH y película de capacitación *Rompiendo el Silencio*
4. **Promotores de salud sobre IPV + Explotación:** CUES
5. **Red de clínicos migrantes:** Autocuidado del personal
6. Evaluación

Learning Objectives/Metas de Aprendizaje

- Describe three tools to improve the delivery of and access to health care services for farmworkers experiencing intimate partner violence (IPV) and exploitation.
- Identify collaboration strategies to address social determinants of health and improve outcomes for survivors of IPV in farmworker communities.
- Identify practical tools that community health center staff can implement to build their own resilience and prevent and address vicarious trauma and burnout.
- Describir tres herramientas para mejorar la prestación y el acceso a los servicios de atención médica para trabajadores agrícolas que sufren violencia de pareja íntima (IPV) y explotación.
- Identificar estrategias de colaboración para abordar los determinantes sociales de la salud y mejorar los resultados para sobrevivientes de IPV en las comunidades de trabajadores agrícolas.
- Identificar herramientas prácticas que el personal del centro de salud comunitario puede implementar para desarrollar su propia resiliencia y prevenir y abordar el agotamiento y el trauma indirecto.



Health Partners on IPV + Exploitation

Health Partners on Intimate Partner Violence and Exploitation works with community health centers to support those at risk of, or surviving intimate partner violence (IPV), human trafficking (HT) and exploitation, and to bolster prevention efforts.

Health Partners on Intimate Partner Violence and Exploitation trabaja con los centros de salud comunitarios para apoyar a quienes están en riesgo de sufrir o que sobreviven a la violencia de pareja íntima (IPV), la trata de personas y explotación, así como para reforzar los esfuerzos de prevención.

Learn more: healthpartnersipve.org

← Aprenda más sobre este proyecto

Email: healthpartners@futureswithoutviolence.org

← Correo electrónico



Farmworker Justice

Farmworker Justice is a nonprofit organization that seeks to empower migrant and seasonal farmworkers to improve their living and working conditions, immigration status, health, occupational safety, and access to justice.

Farmworker Justice es una organización sin fines de lucro que busca empoderar a los trabajadores agrícolas migrantes y estacionales para mejorar sus condiciones de vida y de trabajo, estatus migratorio, salud, seguridad ocupacional y acceso a la justicia.

Learn more: <https://www.farmworkerjustice.org>



A force for health justice

Somos una fuerza dedicada a la justicia en salud

Our mission is to create practical solutions at the intersection of vulnerability, migration and health.

We envision a world based on health justice and equity, where migration is never an impediment to well-being.

Nuestra misión es crear soluciones prácticas en la intersección de la vulnerabilidad, la migración y la salud.

Visualizamos un mundo basado en la justicia y la equidad en salud, donde la migración nunca sea un impedimento para el bienestar.

Learn more: www.migrantclinician.org/our-story.html

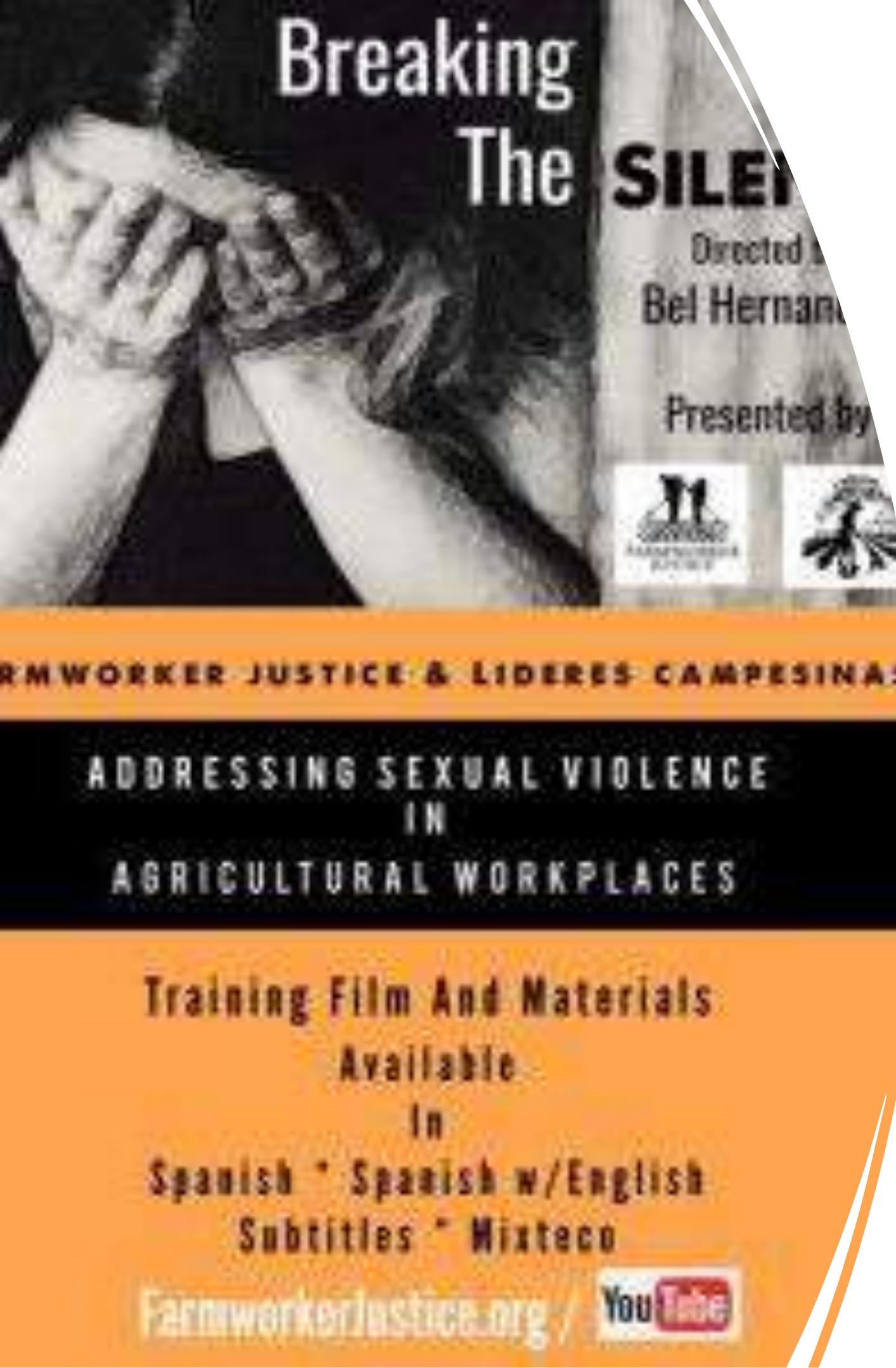
Email: info@migrantclinician.org

Social Determinants of Health & Violence/ *Determinantes sociales de la salud y la violencia*

- Violence, including IPV, is an SDOH (Social and Community Context)
- Farmworkers face many factors that put them at increased risk of experiencing domestic violence as well as barriers that make prevention and care more difficult.
 - Unstable housing
 - Poverty
 - Immigration status
 - Language barriers
- La violencia, incluyendo la violencia íntima de pareja (IPV), es un Contexto Social y Comunitario.
- Los trabajadores agrícolas se enfrentan a muchos factores que los ponen en mayor riesgo de vivir violencia doméstica, así como barreras que dificultan la prevención y la atención.
 - Vivienda inestable
 - Pobreza
 - Estatus migratorio
 - Barreras lingüísticas

Violence in the fields/La violencia en el campo

- Sexual violence and harassment is widespread in agricultural workplaces
- Factors contributing to heightened risks for farmworkers:
 - Working in isolation
 - Retaliation from shift supervisors
 - Lack of work protections
- La violencia y el acoso sexual están muy extendidos en los centros de trabajo agrícolas
- Los factores que contribuyen a aumentar los riesgos para los trabajadores agrícolas:
 - Trabajar en aislamiento
 - Represalias de los jefes
 - Falta de protección laboral



Breaking the Silence/*Rompiendo el Silencio*

- A training film created to help farmworker organizations reduce sexual harassment and violence on the nation's farms.
- ***Link to film:***
<https://www.youtube.com/watch?v=SnXoYKneTl0>
- ***Please note:*** This video contain references and/or depictions of sexual harassment and violence that may be distressing to some viewers.
- ***Nota:*** Este video contiene referencias y/o representaciones de acoso y violencia sexual que pueden resultar inquietantes para algunos espectadores.



***Breaking the
Silence
(Rompiendo el
Silencio)***



For example, there will be resources for farmworkers,
restaurant workers, cleaning workers...

Defining Success

“ Success is measured by our efforts to reduce isolation and to improve options for safety. ”

Futures Without Violence
(Health Partners on IPV + Exploitation)

Cómo definir el éxito

“ El éxito se mide a través de nuestros esfuerzos para reducir el aislamiento y mejorar las opciones de seguridad. ”

Futures Without Violence
(Health Partners on IPV + Exploitation)



What are some of the ways that you define success in your partnerships?

¿Cuáles son algunas de las formas en la que usted define el éxito en sus alianzas?

Benefits of Health Center & DV Programs Partnerships During COVID-19

- ✓ Health enrollment for clients and staff (sick or not) + any children
- ✓ Help establishing a primary care provider (PCP) – moving away from emergency-level care
- ✓ COVID testing and vaccinations (available for staff and clients)
- ✓ COVID mask distribution and home test distribution
- ✓ COVID operational protocol consultation (for DV programs & shelters) + emergency response
- ✓ Support for health center staff + patients who experience DV, safety planning.

Algunos beneficios de las alianzas de centros de salud y programas contra violencia doméstica durante COVID-19

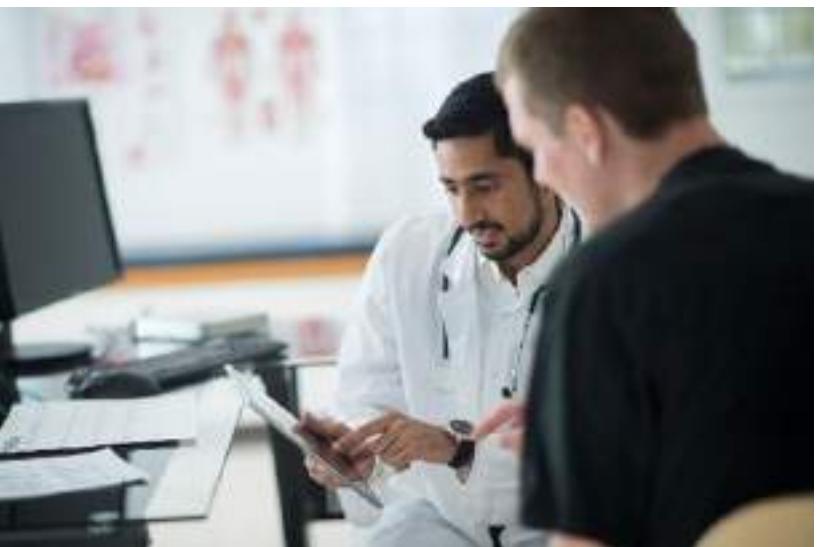
- ✓ Inscripción en programas de salud para clientes y personal (enfermos o no) + cualquier menor
- ✓ Ayuda para obtener un proveedor de atención primaria: a diferencia de estar en cuidado de urgencias
- ✓ Pruebas y vacunas contra COVID (disponibles para personal y clientes)
- ✓ Apoyo al personal del centro de salud + pacientes que viven violencia doméstica, planificación de la seguridad.

Universal Education

Provides an opportunity for clients to make the connection between violence, health problems, and risk behaviors.



- * If you currently have IPV/HT screening as part of your health center requirements: we strongly recommend first doing universal education.



La Educación Universal

Brinda una oportunidad para que los clientes hagan la conexión entre la violencia, los problemas de salud y los comportamientos de riesgo.

- * Si actualmente tiene exámenes de detección de IPV/HT como parte de los requisitos de su centro de salud: le recomendamos enfáticamente que primero haga la educación universal.

CUES: An Evidence-based Intervention

CConfidentiality
Universal Education
Empowerment
Support

CUES: Una intervención a base de la evidencia

CConfidencialidad
U Educación Universal
Empoderamiento
Servicios de Apoyo



CUES: An Overview / Un resumen de CUES

C: Confidentiality

See patient alone, disclose limits of confidentiality

UE: Universal Education + Empowerment

Normalize activity

Make the connection—open the card and do a quick review

S: Support

Offer support

C: Confidencialidad

Ver solo al paciente, compartir límites de confidencialidad

UE: Educación Universal + Empoderamiento

Normalizar la actividad

Entablar una conexión: mostrar una tarjeta y hacer una revisión rápida

S: Servicios de Apoyo

Ofrecer apoyo

Available for order at Futures
Without Violence National
Health Resource Center on
Domestic Violence resource
page

Disponible para ordenar en la
página de recursos del Centro
*Nacional de Recursos contra la
Violencia Doméstica y la Salud*, un
proyecto de Futures Without Violence



store.futureswithoutviolence.org

A New Safety Card from Health Partners on IPV + Exploitation and Alianza Nacional de Campesinas



HEALTH PARTNERS
ON IPV + EXPLOITATION



Adapt the Card for Your Community



HEALTH PARTNERS
ON IPV + EXPLOITATION

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Adapte la tarjeta a su comunidad

How to Order the Card

Please email Camila Sanchez Tejada, Program Assistant, Health Partners on IPV + Exploitation at CSanchez@futureswithoutviolence.org to request these safety cards for free.

In a couple of weeks these safety cards will officially launch on <https://healthpartnersipve.org/farmworker-health/> so please stay in touch learn more about how to order directly on the website.

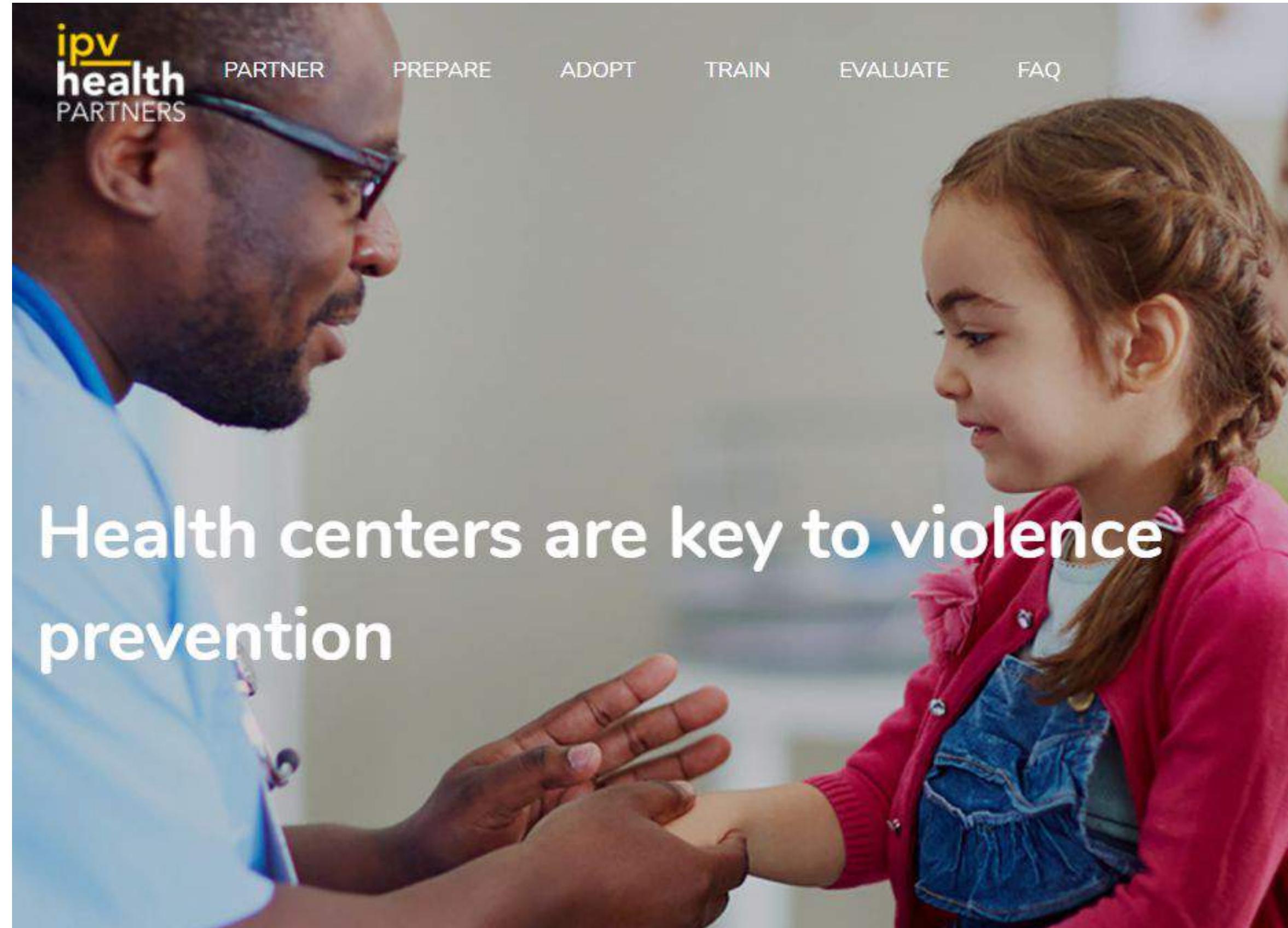


Cómo ordenar las tarjetas de apoyo:

Por favor, envíe un correo a Camila Sanchez Tejada, Asistente del programa, Health Partners on IPV + Exploitation a CSanchez@futureswithoutviolence.org para empezar su orden hoy sin ningún costo.

En un par de semanas, estas tarjetas de apoyo estarán disponibles oficialmente en <https://healthpartnersipve.org/farmworker-health/>, así que manténgase en contacto para obtener más información sobre cómo hacer un pedido directamente en el sitio web.

www.IPVHealthPartners.org

A photograph showing a man with a beard and glasses, wearing a white shirt, holding the hand of a young girl with braided hair. The girl is wearing a red sweater over a denim dress. They are both looking down at their hands. In the background, there is a woman with long brown hair.

Health centers are key to violence prevention

PARTNER PREPARE ADOPT TRAIN EVALUATE FAQ

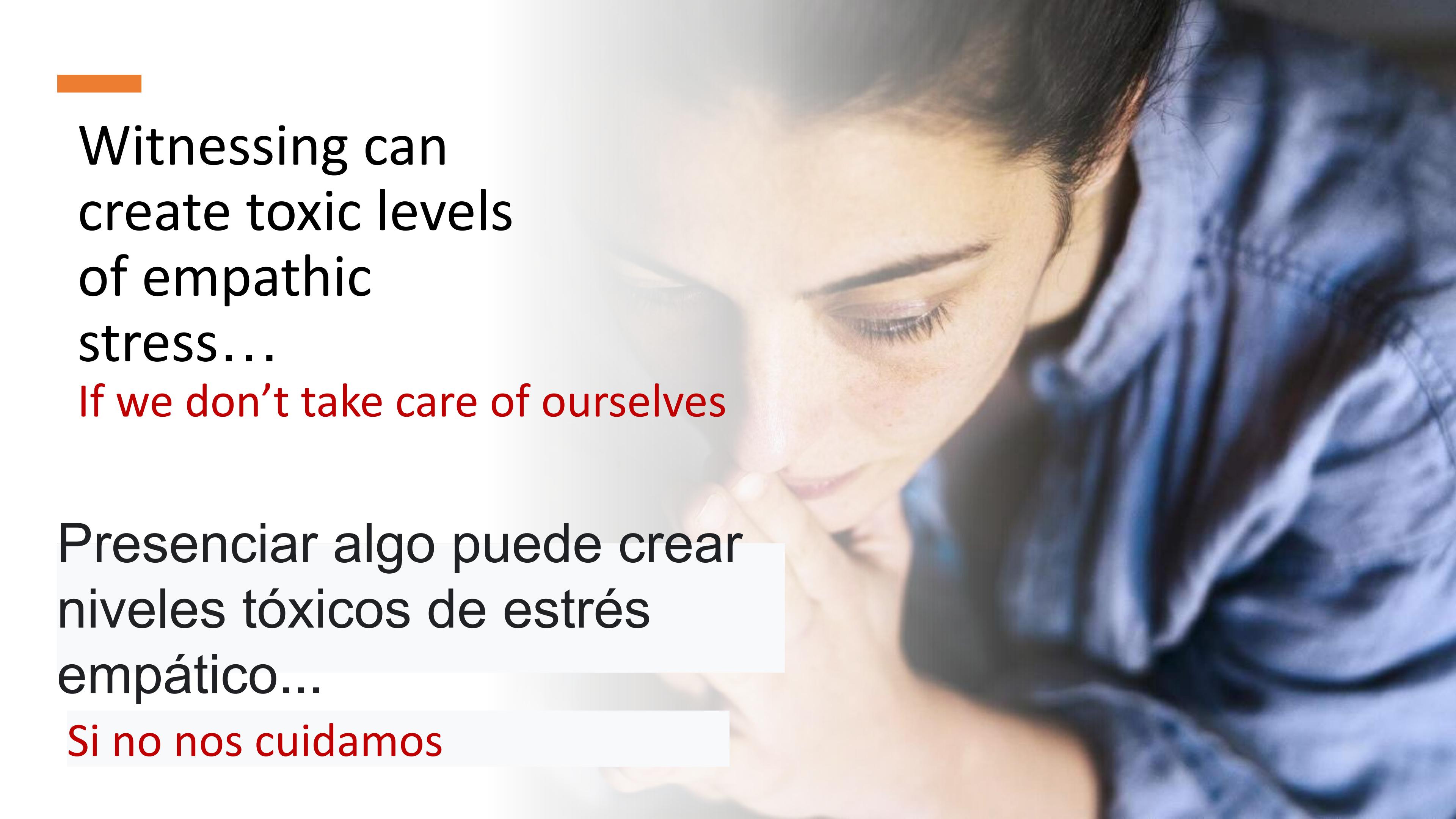
[Download PDF Toolkit](#)

Information for promoting domestic violence and health partnerships for domestic violence/sexual assault advocates, and for health centers.



**We are witnesses to the
suffering and troubles of
those we serve.**

**Somos testigos del
sufriimiento y los
problemas de aquellos a
quienes servimos.**



Witnessing can
create toxic levels
of empathic
stress...

If we don't take care of ourselves

Presenciar algo puede crear
niveles tóxicos de estrés
empático...

Si no nos cuidamos

Empathic Stress Reactions

Burnout

Agotamiento

Secondary
Traumatic Stress

Estrés traumático
secundario

Vicarious
Traumatization

Traumatización
indirecta

Practice Self-Care and Self-Compassion

Practique el autocuidado y
autocompasión



Overall, only 15 % of health care workers engage in self-care activities more than four days a week.

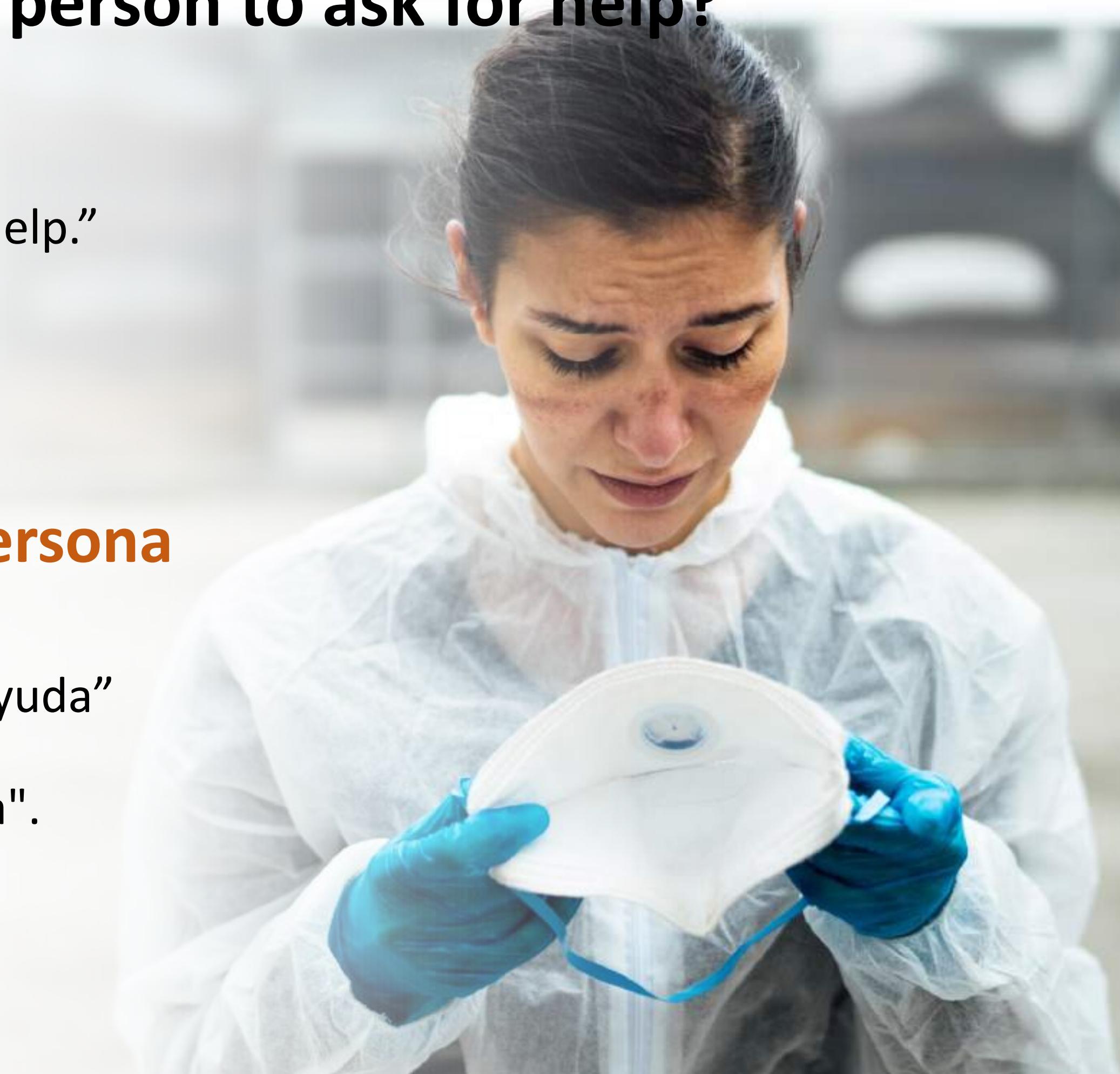
En general, solo el 15% de los trabajadores de salud realizan actividades de autocuidado más de cuatro días a la semana.

Why would it be hard for a person to ask for help?

- “The helper shouldn’t need help”
- “I help others; I don’t ask for help.”
- “You will think less of me if I ask for help.”
- “Others need help more than I do”
- What else have you heard?

¿Por qué es difícil para una persona pedir ayuda?

- “El que ayuda no debería necesitar ayuda”
- “Ayudo a los demás, no pido ayuda”.
- “Pensarán menos de mí si pido ayuda”.
- “Otros necesitan más ayuda que yo”
- ¿Qué más ha escuchado?





What people tell us

Lo que nos dice la gente

- Vulnerability isn't my strong suit
- I'm embarrassed that I am having a problem
- I was brought up not to ask for help
- I've been let down in the past or judged when asking for help
- I'm trying to be strong for others
- I know I shouldn't be this upset or feel this way

- La vulnerabilidad no es mi fuerte
- Me da vergüenza tener un problema
- Me criaron para no pedir ayuda
- He sido defraudado en el pasado o juzgado cuando pedí ayuda
- Estoy tratando de ser fuerte para los demás.
- Sé que no debería estar tan molesto o sentirme así

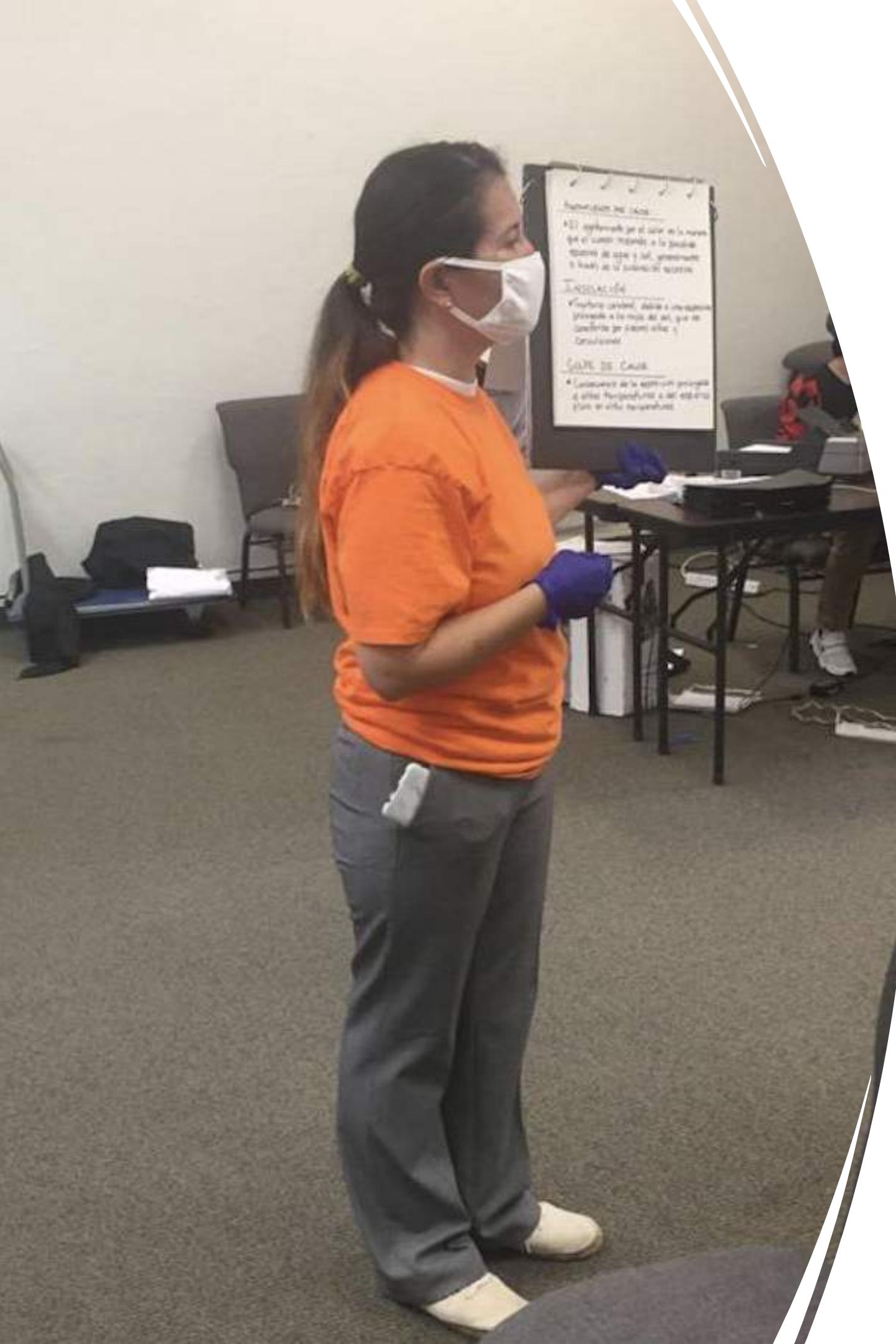
Self-care is not selfish!

Self-care is how we take care of our collective well-being.

Cuidar de uno mismo no es ser egoísta

El autocuidado es cómo cuidamos de nuestro bienestar colectivo.





Helpful Self-Talk around Self-Care

- “Taking a break from this work will help me be more effective.”
- “Even though I feel fine I need to pace myself.”
- “I can better care for others if I also attend to my needs.”
- “I’m doing enough.”
- “I can contribute the most by pacing myself.”
- “Letting someone know how affected I am can help me.”
- “I can trust that others can fill in when it’s necessary.”



Cosas útiles que decirnos sobre el cuidado personal

- “Tomarme un descanso de este trabajo me ayudará a ser más eficaz”.
- “Aunque me siento bien, necesito controlar mi ritmo”.
- “Puedo cuidar mejor a los demás si también atiendo mis necesidades”.
- “Estoy haciendo lo suficiente”.
- “Puedo contribuir más si controlo el ritmo”.
- “Decirle a alguien lo afectado/a que estoy puede ayudarme”.
- “Puedo confiar en que otros pueden sustituirme cuando sea necesario”.

Gratitude Practices

Prácticas de gratitud

- Write down something for which you are grateful every day
- Say something before you go to bed at night
- Start your day with gratitude
- Express appreciation to a friend
- Express appreciation to a family member
- Express appreciation to a co-worker
- Express appreciation to a stranger in line at the grocery store

- Escriba algo por lo que está agradecido todos los días.
- Diga algo antes de irse a dormir.
- Comience su día con gratitud
- Exprese agradecimiento a una amistad
- Exprese agradecimiento a alguien en su familia
- Exprese agradecimiento a un compañero de trabajo
- Exprese agradecimiento a alguien que no conoce mientras está formado en la fila del supermercado

Quick Ways to Feel Better Right Away

Maneras
rápidas de
sentirse
mejor de
inmediato

- Help someone
- Set a goal and plan for it
- Laugh
- Write down 2 things you are grateful for
- Notice something beautiful
- Jump in place
- Nap
- Give, get or watch a hug

- Ayudar a alguien
- Establecer una meta y planearla
- Reír
- Escribir 2 cosas por las que está agradecido/a
- Notar algo hermoso
- Saltar en el mismo lugar
- Tomar una siesta
- Dar, recibir o ver un abrazo

<https://www.migrantclinician.org/COVID-19-pandemic#Emotional-Support>

Creating the Backpack You Want to Carry Now

Many of us think of a backpack as something we carry around with us that's heavy but that has essential items inside that we need to live our lives.

Maybe there is also a lot of thinking of items in an imaginary backpack that we may be carrying around with us that we need just as we move through our landscapes.

Just maybe if we think of the backpack as imaginary, we might practice better items.

Here are some questions that may help you pack your imaginary backpack:

- What is the value that you have that you share that adds that value? What value can you sometimes put in your backpack to remind you of that value?
- Is there anything in your backpack from the time of the pandemic that has been important to you?
- Are there any feelings or thoughts that you still have from that time?
- Are there any feelings or thoughts that you still have from during the pandemic that you would prefer to offload from your backpack?
- Is there anything in your backpack that you can rely on when life gets tough?
- Should you want to add to it, what else is present in your backpack?
- Is there something that makes you laugh? That inspires you? That brings you happy?
- Is there something that makes you feel good about yourself, that makes you feel good about who you are?
- Can you get rid of any of those that still feel good?
- Speaking of lots, is there something in your backpack that protects you?
- Who are the people in your backpack who take your load, who care about you, what can you count on?

How do you feel about your backpack now?



Karrie Weisgerber, Ph.D.
The Witness to Witness Program | <https://www.migrantclinician.org/witness-to-witness>



Coping with Moral Injury

- Start each day by remembering that your intention is to offer compassionate, competent care.
- Notice sensations in the body that are signaling that you are in distress. Pause and take a few full breaths.
- Listen for your internal self-talk. If it is harsh, judging you negatively, blaming or shaming you, kindly tell that inner critic that you and everyone else are doing the best they can under challenging circumstances.
- Create a bodily system for each shift and check in, even briefly, with your body regularly throughout your shift.
- Think of how much I need one comes for you every time you wash your hands.
- Recognize that circumstances, not you, may produce harm.
- Repeat: Everyone, including you, is just doing the best that one can do.
- Be kind to others and yourself whenever possible.
- Designate someone on each shift or at the end of a week day to offer a brief appreciation to those who have served. Preferably the acknowledgment and appreciation can be observed by at least one other person.
- When you leave work, take good care of your body, mind and spirit. Be in silence to allow your soul to catch up with you.

Karrie Weisgerber, Ph.D.
The Witness to Witness Program | <https://www.migrantclinician.org/witness-to-witness>

Anger Handout for Clinicians

For many of us, identifying anger may be common or easier to notice in ourselves than for those people we are reporting. It is not always simple to identify that there is anger within us, because it is often denied, especially when it is angry and feeling it easier to leave or leave patients out as much as possible and compensated as they deserve. Here are a few suggestions that may be helpful:

Possible triggering situations for anger: **anger triggers**. All clinical situations will have some triggers. These triggers signal to your body to prepare threat. Are your cues triggers? Are your cues triggers? Is financial or practical that would trigger anger when you were discriminated against?

Once you become aware of your anger, ask yourself whether you are in the right space and time to deal with it. If yes, make about the who, what, when and where that would be most appropriate for this situation.

How to reduce anger: **PAUSE** from your anger:

- Take 3 deep breaths in and out.
- Thinking today you can do more to be effective in managing the situation, think of a person to whom you will tell everything about the time right.
- Take a walk outside which you place your sights, knowing you will take it out.

If possible, take a few minutes to write down your thoughts, even if only for 5 minutes. Simple self-regulation models are more than twice as effective as those that are just a few minutes long. This may be watching a timer, taking a short break, listening to a place of music you like, or writing up and down really quickly. Make an accessible folder and place the names of your "calming" activities in it so you don't have to think about what to do the next time you need an anger break.

Take time to reflect, after your anger:

- How did anger become so easily triggered and triggered this anger at work?
- What triggered this?
- These times are unpredictable, and coping mechanisms are not always responsive to the triggers in workplace, the emotional toll, and the long-term wear of the pandemic.
- How were responses gratitude and appreciation.
- Everyone matters matters. So be it. This handout is intended to assist you.

Common anger triggers in witness, please remember: A. Anger and triggers, because we are triggers. <https://www.migrantclinician.org/witness-to-witness>

Karrie Weisgerber, Ph.D.
The Witness to Witness Program | <https://www.migrantclinician.org/witness-to-witness>

A DAILY PRACTICE TO RESTORE EQUANIMITY

When any of us is under stress, and a new situation arises that is disturbing, it is hard to stay calm and composed. Equanimity is a state of mind, but also a practice, that helps us stay stable when things are turned around us.

Equanimity feels good for us and it is helpful to those around us who can benefit from our maintaining our emotional balance.

Here is a daily practice you can use to restore equanimity.

- Start each day by remembering that your intention is to offer compassionate, competent care to those you serve.
- Notice sensations in the body that are signaling that you are in distress. Pause and take a few full breaths.
- If possible, create a bodily system so that you are able to check in with someone about what is challenging for you.
- Take a moment at a specified time each day – brushing your teeth in the morning, at lunch – to think about how much a loved one cares for you.
- Recognize that circumstances, not you, may produce harm.
- Repeat: Everyone, including you, is just doing the best that one can do.
- Be kind to others and yourself whenever possible.
- Find one thing that one person did that day and offer a verbal brief appreciation. It's particularly good if this acknowledgment and appreciation can be observed by at least one other person.
- When you leave work, take good care of your body, mind and spirit. Take a moment of silence to allow your soul to catch up with you.

SOME COMFORTING IDEAS

For many of us, identifying equanimity or comfort or comfort sensations is increasingly important as we age. Whether we are stressed at work, at home or even out for a walk, feeling stressed can happen to anyone. Sometimes when we are most stressed and most want quick relief, we may be most inclined to turn inward and withdraw from us. In a recent Migrant clinician issue of participant comment, identify even one self-soothing strategy to use. Describing strategies before stressful or overwhelming situations can be important.

I learned and adapted a list from Trish Blevins, of the Blue Diamond, that she originally designed as suggestion for folks wanting to not feel sleep inclusive. This list consists of ways to do activities. I suggest keeping this list handy and making a note of three or four of them that are "comforts." They can be done for a few minutes, anywhere, any time, any place.

- Close your eyes for 10 minutes
- Take a long shower or bath
- Meditate for 20 minutes
- Stand out of window and daydream
- Sip herbal tea before going to bed
- Read stories with yourself or reading books
- Play
- Play a game
- Take a 20 minute nap
- Take yourself for a 20 minute walk
- Take a hot bath
- Take a warm shower
- Batch your responses to fears and anxiety
- Take a long walk in nature
- Listen to a long piece of music while doing nothing
- Play a musical instrument
- Work on a coloring book
- Write a gratitude journal
- Take a nap
- Get outside
- Smile

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Prioritize Fun: Any Way You Do it!

What exactly is fun? It's different for everyone but research shows that for most people, fun consists of three elements: connection, playfulness, and flow. Put in its simplest terms, all three of the elements of fun have shown to increase a person's perceived level of stress.

Connection with others, social connection, is especially important now, when isolation and loneliness are on the rise. For many people, in-person connections are not possible and virtual connections are the next best. Even if people are not physically connecting with others, there is hope and helping others can support human function. So, as we continue to live in these days, connecting with others needs to become a priority. How to prioritize if it is safe to do so virtually through phone or video or socially. We all have opportunities to smile or to conversate with someone we are in line with or a random act of kindness. "Only connect," is a phrase used by novelist E.M. Forster in 1929 and it could well become a motto for us this year.

Other forms of connection are also healthy for us. Interacting with pets has been shown to have significant benefits for our mental health. Many people "cared" with animals they either had or wanted many of us "cared" as our animal word. What may not benefit is thinking about forms of connection we may not have fun.

Playfulness often associated with children but adults can be playful too...and we would probably be better off if we were. Playfulness contributes to resilience and may even support positive coping strategies when facing adversities. There are many ways people can experience playfulness. Since people often playfulness with others, we're by making the focus primarily, choosing a heightened approach to these things. Some people are just the opposite. Their playfulness comes from escaping in complete and "happily" with ideas. And although are good or whimsy, finding novel ways to engage with just about anything that arises. Any degree of playfulness is probably good for us.

Flow is the third element of fun. Flow is the enjoyable experience of being so lost in what we are doing that we lose track of time and everything else. What will trigger a flow state is different for all of us but we can usually recognize when we have lost in flow and when others are in it. We can achieve flow with others or ourselves.

CREATING FUN

The lesson today is how to create fun often in many ways we might have done so in the past. Instead of "fun activities," one important step may be to help acknowledge ideas about what "fun" is important to be and themselves think about their own fun experiences of fun. Take this myself and facilitate reading, writing and thinking about how to put ideas into funious lists.

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How to Be Empathetic Without Experiencing Personal Distress: A Handout for Health Care Workers and Service Providers

After a year of pandemic, compassion is suffering. It can be very draining to the world we live in and the people we serve. The effects of compassion fatigue are real and appear to be feelings of worthlessness. There are three components: 1. The ability to feel what another person is feeling; 2. The ability to have the perspective of the other person; and 3. Maintaining empathy that allows the person to increase the scope of the experience. And to tell the difference between feelings that passed with the other person with the self.

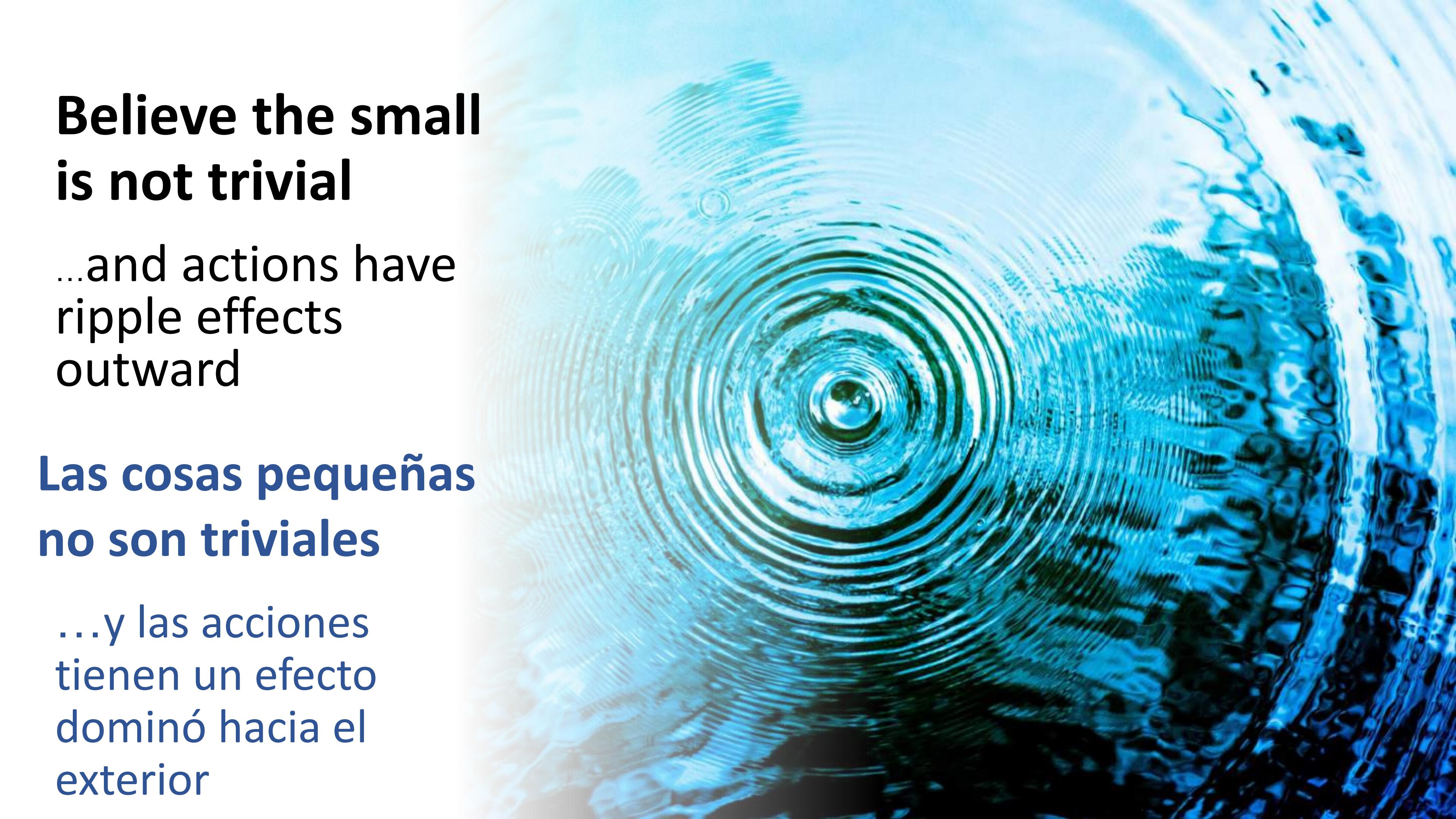
In the healthcare setting, we are often exposed in the presence of people who are tragic, physical or emotional pain triggers our empathy. No one wants to feel alone. There are four different positions a witness can be in toward:

Witness	Observer
Empathy	Detachment
Acceptance	Rejection

In Position 1, we are out of contact with people and feel unengaged or disconnected. In Position 2, we are out of contact with people but feel connected. In Position 3, we are connected with people but feel unengaged and uninvolved. In Position 4, we are connected with people and feel connected.

When healthcare workers are fully engaged in the work, they are in Position 1. They are detached from the work and are not involved in the work. They are not connected with the work. When healthcare workers are fully connected with the work, they are in Position 2. They are connected with the work but are not involved in the work. They are not detached from the work. When healthcare workers are fully involved in the work, they are in Position 3. They are connected with the work and are involved in the work. They are not detached from the work. When healthcare workers are fully detached from the work, they are in Position 4. They are not connected with the work and are not involved in the work. They are detached from the work.

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**Believe the small
is not trivial**

...and actions have
ripple effects
outward

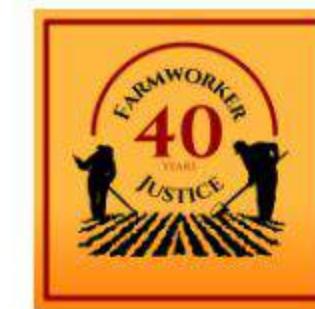
**Las cosas pequeñas
no son triviales**

...y las acciones
tienen un efecto
dominó hacia el
exterior

**Thank you!
¡Gracias!**

Evaluation link:

<https://www.ctsiredcap.pitt.edu/redcap/surveys/?s=D9DD8DHKLFN8N8DP>



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