



“You can’t pour from an empty cup. Take care of yourself first.”

### Adverse Childhood Experiences

Use this link to view an infographic from the Robert Wood Johnson Foundation on the prevalence and impact of Adverse Childhood Experiences  
[ACEs Infograph](#)

### TIC TIP

*From: Brieene Frantesl  
(National Council Tip Contributor)*

The Oxford Dictionary defines cultural diversity as "the existence of a variety of cultural or ethnic groups within a society." Culture is considered to be the underlying values that direct how people behave. Cultural diversity in the workplace is a result of practices, values, traditions, or beliefs of employees based on race, age, ethnicity, religion, or gender. The modern workforce is made up of people of different genders, ages, ethnicity, religions, and nationalities. Employers have realized that workforce diversity provides both material and intangible benefits. In order for employers to reap the benefits of cultural diversity in the workplace, they must communicate their commitment to addressing the challenges of a diverse workforce. From an HR perspective these values are important to us. This helps us create a culture of celebrating employees' diversity and creating a safe place for employees to work.

*By increasing our awareness of cultural diversity, we are better able to recognize and build on our strengths and address barriers to better serve our staff, individuals we provide services to and the community.*

## Creative Corner

*(submitted by a recipient of LVF services)*

Dealing with a mental illness is difficult enough, but add the grieving process on top of it and it can seem insurmountable. I lost my father a little while ago and if that wasn't enough, my family abandoned me as well.

They say, "Where there's a will, there's a fight." How true I found that to be with my siblings. Growing up, I was mistreated and abused. I didn't get to find out who I really was. Now with the loss of my last parent and family, I have that opportunity to discover who I am without them in my life directing my every step.

Being the caregiver of both parents during their illnesses has left me exhausted. Finding my way in life now is somewhat confusing yet fresh. I have the opportunity to create myself in a new way and in any way I want to. It has been difficult due to the family system I grew up in to find myself.

Somewhere I am there/here, and, along with my therapist, I am working to find exactly where I am at in this stage of life. It is a difficult and isolating journey and one that I have wanted to give up on, but there is so much to discover and learn about myself.

I am hanging in to see where this path takes me, to a new and meaningful life, one that I did not have a chance at before.

## The Latest TIC News Childhood Adversity Linked to Mental Illness

A recent study by researchers at the University of Pennsylvania School of Medicine assert that trauma and childhood adversity can lead to premature brain development and mental illness.

[Childhood Adversity Article](#)

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