CDR/FIMR team/staff repeatedly review deaths of children, many due to violence, all tragic, and many, if not most, preventable.

Over time, leads to:

Disrupted sense of safety and of sense of an ordered functioning world

Fear/Stress

Protective factors that teach & support resiliency & reduce stress

Risks of not identifying, acknowledging & addressing VT

Risks to individual staff and team members:
- Difficulty sleeping/nightmares/fatigue
- Irritability/anger/depression/guilt
- Feelings of helplessness and hopelessness
- Hypervigilance, fear, sense of persecution
- Changes to eating, drinking habits
- Changes in productivity, creativity, concentration and satisfaction at work
- Changes to personal relationships
- Inability to embrace complexity
- Minimizing
- Inability to listen/deliberate avoidance
- Numbing, lack of empathy, deliberate avoidance of the depth of trauma
- Frequent somatic complaints
- Other maladaptive behaviors

Risks to team:
- Individual struggles as described above affect team functioning
- Members resign or do not attend
- Discord among members
- Less team productivity/creativity, etc.

Education/training of teams/staff about:
- Recognizing what VT is, that it exists, and that it can and will affect indirect victims such as CDR teams/staff
- Ways teams can support members & help itself
- Ways individuals can keep themselves healthy: disrupt memory formation; use power of suggestion; develop a mantra; physical health; humor; spiritual activities
- Initial facilitated discussion about VT.
- Ongoing discussions about VT by team over the months/years and supportive relationships among team members/staff
- Developing sense of trauma stewardship: witness resilience of people; attain or re-attain sense of fulfillment from doing this work
- Possible materials for training/discussions:
  - Short video about fatality review and VT
  - Checklists to identify VT/well-being
  - Group activities/exercises
  - Other stress reduction techniques

National Center for Fatality Review and Prevention 2016