

# TRIBE, Turning Resilience Into Brilliance for Eternity, 2018-2026: TRANSFORMING IDENTITY

## WHOLE SYSTEMS LEARNING, Eba Laye, Project Director, Reinaldo Henry-Ala, Project Manager

### CDEP Purpose, Description and Implementation

The TRIBE intervention purpose is to serve foster, and system impacted African American youth and adults affected by trauma, post-traumatic stress disorder (PTSD), and complex PTSD (C-PTSD). TRIBE recognizes complex trauma and complex PTSD as having significant and widespread societal and long-term health impacts devastating for African Americans who have been or remain at risk of being institutionalized. TRIBE's focus on trauma is fundamental, where the behavior of AA youth and adults has been pathologized and criminalized rather than recognized as normal-to-be expected trauma responses

The CDEP goal is to heal trauma by reframing ethnic identity and experience, and create new mental models and world views. CDEP components/activities include...

- Healing Circles – Added circles focused on gang-involved and gang-impacted trauma, where elders and peers support self-regulation, initiation into healthy manhood/adulthood, and collective healing.
- Know Thyself Resilience Workshops – Core identity and culture curriculum using African and African American history and worldview to rebuild accurate, pride-based identity and resilience.
- Somatic HipHopHeals – Somatic trauma-healing work using Hip Hop, movement, strength training, and boxing to release trauma stored in the body and calm the nervous system.
- Emotional Intelligence – Affective regulation and emotional skills (reading emotions in the body, understanding triggers, moving from reacting to responding) to reduce criminalized trauma behaviors and stabilize functioning.
- Conflict Resolution – Communication and collaborative problem-solving skills for managing conflict in relationships, school, work, and community, including active listening and nonviolent communication.
- Entrepreneurship and Wealth Building / Abundance – Multi-week entrepreneurship and financial literacy sequence that reframes wealth as abundance and guides participants to build licit income streams and business plans.
- The TRIBE environment that creates a family that is a permanent support system, shared experience with mentors and coaches, safe space consisting of 20,000 Sq.Ft. 24/7 Youth Development Center, peer mentorship, youth leadership, and youth owned clothing line business

The population (community/ies) served by the CDEP are African American adults who are returning citizens and male youth who are system and/or gang impacted.

A strategy used to incorporate cultural knowledge into the design of TRIBE TRIBE's intervention relies on its innovative K-TECTT (Know Thyself Embodied Complex Trauma Therapy) modality. It draws on neuroscience research to combine somatic and brain-based learning techniques integrated with African and African American cultural knowledge. This therapeutic mode of treatment through content and physical activity informs TRIBE's programmatic program that involves increasing 37 protective factors along with discharging trauma from the body. TRIBE's socioecological approach validates the whole person and helps him or her to build confidence in their own resilience.

### Evaluation Design and Methods

#### Evaluation Design

- Single-group pre/post design aligned with an 8–12 week developmental intervention.
- Methods tailored to trauma-informed, community-based programming.

#### Data collection

- 2018-2026: Quantitative data collected through 13 psychosocial instruments
- Qualitative data included one word descriptors, one sentence descriptors, thematic elements, and key informant interviews which also incorporated cultural knowledge.

#### Scale

- 1,009 enrolled participants, 508 program completions
- High community staff representation (90% local; most with lived experience)

• **Credibility Signal:** Strong fidelity monitoring and mixed-method triangulations strengthen confidence in findings.

### Results: Quantitative and Qualitative

#### YOUTH LOCAL EVALUATION

Measures	Pretest (M±SD)	Posttest (M±SD)	% Change	p-value
EIS: Exploration	1.70 ± 0.40	2.10 ± 0.50	25.1%	< 0.001*
EIS: Total Score	2.10 ± 0.30	2.40 ± 0.30	11.1%	< 0.001*
SOC: Management/Organization	15.70 ± 3.90	17.10 ± 2.40	8.8%	0.010*
SOC: Meaning/Engagement	14.50 ± 3.00	15.80 ± 2.10	8.4%	0.003*
Pre: BPAQ-Anger	34.10 ± 35.60	15.90 ± 7.80	-53.4%	0.001*
Pre: BPAQ-Physical Aggression	35.50 ± 47.10	20.00 ± 9.30	-43.6%	0.034*
Pre: BPAQ-Verbal Aggression	13.40 ± 5.60	15.70 ± 3.40	17.0%	0.015*
Pre: BPAQ-Hostility	39.30 ± 47.00	18.70 ± 9.50	-52.5%	0.005*

- **Key Findings**
- **Significant Identity Growth:** There were highly significant increases in EIS: Exploration ( $p < 0.001$ ) and EIS: Total Score ( $p < 0.001$ ), indicating that participants advanced significantly in their identity development processes.
- **Behavioral Reductions:** All aggression-related measures (BPAQ-Anger, Physical Aggression, and Hostility) showed statistically significant decreases at posttest. Notably, BPAQ-Verbal Aggression showed a slight increase.
- **Social and Meaningful Engagement:** Significant improvements were observed in SOC: Management/Organization ( $p = 0.010$ ) and SOC: Meaning/Engagement ( $p = 0.003$ ), indicating improved organizational skills and a stronger sense of purpose post-intervention.

#### YOUTH SWE RESULTS: Statistical Significance ( $\alpha = 0.05$ ):

- Statistically significant positive changes (meaning a reduction in negative feelings) were found for **Nervous** ( $p=0.015$ ), **Depression** ( $p=0.009$ ), **Everything Takes Effort** ( $p=0.004$ ), and **Worthless** ( $p=0.028$ ).
- The change for **Hopeless** ( $p=0.091$ ) and **Restless** ( $p=0.108$ ) was not statistically significant at  $\alpha = 0.05$  level but indicates a trend towards a reduction in these feelings.

#### ADULT LOCAL EVALUATION

Variable Label	Pretest (Mean ± SD)	Change (Post-Pre)	p-value
General Self-Efficacy Total Score	31.90 ± 6.70	+3.20	<0.0001
Rosenberg Self-Esteem Total Score	22.00 ± 5.60	+2.60	0.0001
CESD (Depression) Total Score	18.20 ± 11.90	-3.40	0.0010
Social Cohesion (SOC) Total Score	49.10 ± 9.10	+3.60	<0.0001
SOC: Management/Organization	17.00 ± 4.10	+2.40	<0.0001
SOC: Meaning/Engagement	13.40 ± 3.30	+1.00	0.0016
Buss-Perry Aggression: Anger	3.20 ± 1.00	-1.30	<0.0001
Buss-Perry Aggression: Physical Aggression	2.30 ± 0.90	-0.40	0.0007
Buss-Perry Aggression: Verbal Aggression	2.30 ± 1.10	+0.40	0.0019
Buss-Perry Aggression: Hostility	3.50 ± 0.70	-1.50	<0.0001
Social Isolation Total Score	43.60 ± 13.60	-3.70	0.0223
PYD: Purpose Seeking Total Score	21.50 ± 6.60	+3.80	<0.0001
PYD: Activity Involvement Total Score	37.00 ± 10.00	+5.00	<0.0001
PYD: Positive Identity Total Score	31.20 ± 8.40	+4.10	<0.0001
PYD: Life Goals Total Score	44.10 ± 11.90	+4.90	<0.0001
PYD: Confidence-Connection Total Score	40.30 ± 9.90	+3.70	<0.0001
PYD: CMCH Total Score	32.30 ± 7.60	+3.70	<0.0001
PYD: HPCR Total Score	23.60 ± 6.30	+2.40	<0.0001



- "TRIBE has helped me, like, be more self-aware."
- "TRIBE was a steppingstone in pushing me forward in my life."
- "It's important that everyone take this class to help broaden your horizons and make you think and know more about yourself and others, cultures, the world, like you know people, mores, and beliefs."
- "TRIBE opened my mind to stuff a little more than it was before."
- "I'm taking more time out to learn myself, learn about myself."
- "You just have to change your mindset."
- "TRIBE gave me a platform to help others."
- "TRIBE helps me get out of my past of getting in and out of trouble."
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- "TRIBE has been a transforming force in my finances and my thought processes."
- "TRIBE is sourcing training wheels for therapy. (also cteeo as training wheels for therapy)"
- "TRIBE: Giving back so freely what was given to me." ("All classes were great, and I learned so much from them.")
- "TRIBE was really good"
- "TRIBE is powerful!"
- "TRIBE: Overall, though, everything was a blast."
- "TRIBE: A resource and training wheels for therapy."
- "TRIBE: It was just an overall participation that I look for every day."
- "TRIBE allowed me to be my authentic self."
- "TRIBE is like one big happy family."

#### Psychological Transformation

**Key Insight:** Participants experienced meaningful psychological healing across multiple validated domains.

**Highlights**

- PTSD likelihood reduced (49.8% → 37.7%)
- Depression prevalence reduced (39.5% → 29.6%)
- Resilience and self-efficacy increased significantly
- Low self-esteem cut by more than half

**Executive Takeaway:** TRIBE functions as an effective early intervention for complex trauma.

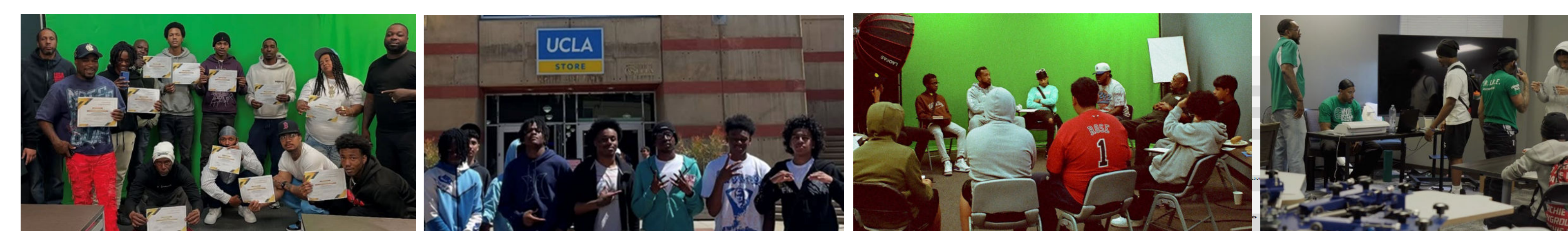
#### Behavioral & Cultural Transformation

**Key Insight:** Participants moved from dysregulation and marginalization toward identity stability and cultural pride.

**Observed Changes**

- Significant reductions in physical aggression, hostility, and anger
- Decreased feelings of isolation and societal exclusion
- Strengthened cultural identity through African-centered learning

**Why It Matters:** Healing occurred not only internally, but socially and culturally—key to long-term stability.



### Key Takeaways

- The cultural, practical, and theoretical significance of these findings lies in the demonstrated relationship between trauma-informed treatment, positive ethnic identity development, and reductions in aggression and gang involvement.
- The results support the premise that behaviors among Black youth, frequently subject to criminalization, may instead reflect normative trauma responses. Structural racism has produced systemic neighborhood disinvestment and widespread family disruption through mass incarceration, which often removes fathers from the household.
- Within these contexts, engagement in criminalized activities can emerge as both an economic necessity and a means of expressing normative adolescent risk-taking behaviors in the absence of safe, structured recreational alternatives.

### Three S's Work

- **Sustainability and Scalability:** Developed diverse funding portfolio that provides for billing Medi-CAL for both sustainability and scalability
- **Systems Transformation:** Loyal soldier in CPSSC, led by Josefina Alvarez and Stacie Hiromoto, resulting in changes to Prop 1, inclusion of CDEPs in CYBHI, State Prevention and Innovation funding and so much more. Changed landscape for CDEPs in California.

### Acknowledgments

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