



The  
CENTER for  
VICTIMS of  
TORTURE

with



Harvard  
Program  
in Refugee  
Trauma



NATIONAL  
CONSORTIUM  
OF TORTURE  
TREATMENT  
PROGRAMS

# Welcome to NCB's 2023-2027 Guide to Services

## Overview

The National Capacity Building (NCB) Project at the [Center for Victims of Torture](#) (CVT) is pleased to announce our guide to services for the program duration of 2023-2027. NCB is funded by the [Office of Refugee Resettlement's](#) Technical Assistance (TA) to [Services to Survivors of Torture \(SOT\) Program](#). NCB aims to deliver on ORR's overarching purpose of sustainably and equitably supporting the Network on (1) improving the quality of and (2) increasing access to trauma-informed, culturally and linguistically responsive interventions and services for torture survivors and their families, through a whole-family approach that encompasses the care and well-being of both primary and secondary survivors of torture.

NCB works in collaboration with the [Harvard Program in Refugee Trauma](#) (HPRT) and the [National Consortium of Torture Treatment Programs](#) (NCTTP). Our TA partnership comprises recognized leaders in the field of torture rehabilitation, technical assistance, training and research, direct services (DS) experience, and providing TA to the current SOT Network (the Network) of 49 SOT programs in 26 States, including 35 ORR DS SOT grant recipients and partner organizations serving torture survivors and their families, and other organizations serving emerging, unserved, and under-served populations.

## Objectives of the National Capacity Building Project

ORR's four (4) TA objectives are implemented by NCB to support the Network of SOT service providers in enhancing their core services delivery, organizational capacity development, and community engagement and education:

- Develop, adapt, and disseminate evidence-based practices and interventions designed to promote healing for survivors of torture and their families so that they can attend to their health, build effective support networks, and contribute to their communities.
- Create and maintain structures and systems to facilitate shared learning and collaborative research within the Network including DS SOT recipients and partner organizations.
- Provide training and technical assistance to the Network in effectively implementing and evaluating evidence-based practices and individual and family interventions for healing torture and trauma.
- Support the evaluation efforts of DS SOT recipients to develop and refine tools to accurately assess, measure, and report on the needs and outcomes of survivors.

## Summary of NCB Project's Technical Assistance and Training Components

To accomplish the above objectives, NCB delivers on the following project initiatives, activities, resources and tools. Click on the links below for a description of the individual components.





- [ORR-NCB Community of Practice \(CoP\)](#)
- [CoP Peer Consultation Groups](#), [Virtual Town Meetings](#), and [Annual Symposium](#)
- [Capacity building assessment tool and measure \(SOT Integrated Care Continuum\)](#)
- [Medical Services Task Force](#)
- [Remote and Onsite Consultations](#)
- NCB [Webinars](#) and [Clinical Institutes](#)
- E-Learning series: [Fundamentals of Providing Services to Torture Survivors](#) and [Planning, Monitoring, Evaluation, and Research](#)
- [Annual ORR SOT Recipients Meeting](#)
- [NCTTP Annual Research Symposium](#)
- Resource website [healtorture.org](http://healtorture.org)
- [Knowledge Sharing](#)
- [Advisory Group](#)

NCB will further explore additional allowable TA activities, such as for children and adolescents and LGBTQ survivors, in order to increase participation and reach within the Network providers.

## Getting to Know You

From time to time NCB will send out surveys to solicit your input and ensure that our TA provisions remain relevant in addressing your program needs and interests. We design surveys carefully to ensure confidentiality. Only summaries of aggregated responses will be reported, and we will provide you with appropriate feedback from surveys that you complete. In the new project cycle of 2023, survey topics may include TA needs and interests, additional administrations of capacity building measures, medical services TA for SOT programs, and others as needed or requested by ORR.

## Who We Are

Our work through the National Capacity Building Project of The Center for Victims of Torture, in partnership with the Harvard Program in Refugee Trauma and the National Consortium of Torture Treatment Programs, is to offer technical assistance and specialized training to survivor of torture rehabilitation programs in the United States. Here is more about our organization, our project, and our partners in this work.

## National Capacity Building Project at The Center for Victims of Torture

The [Center for Victims of Torture](#) works toward a future in which torture ceases to exist and its victims have hope for a new life. We are an international nonprofit dedicated to healing survivors of torture and violent conflict. We provide direct care for those who have been tortured, train partners around the world who can prevent and treat torture, and advocate for human rights and an end to torture.

Since our founding in 1985, CVT has:

- Rehabilitated over 33,000 torture and war trauma survivors through direct healing.



## National Capacity Building Project



- Engaged in post-conflict community building after some of the world's deadliest wars, working in Guinea, Sierra Leone, Liberia, Democratic Republic of Congo, Jordan, and Kenya.
- Pioneered research in torture survivor rehabilitation to better understand the effects of torture and how best to heal survivors.

Since 2001, the National Capacity Building Project (NCB) at The Center for Victims of Torture has offered technical assistance and specialized training to torture survivor rehabilitation programs, affiliates, and partner organizations across the US, to improve access and quality of care for torture survivors and their families, and to strengthen the organizations serving them. NCB is working in partnership with the Harvard Program in Refugee Trauma and the National Consortium of Torture Treatment Programs to expand and strengthen the network of service providers, to foster knowledge-sharing among torture rehabilitation professionals, and provide TA and training in clinical skills and best practices, organizational development and sustainability, program management, and data analysis and evaluation. Programs and organizations funded by the Office of Refugee Resettlement (ORR) under the Torture Victims Relief Act, and/or have membership in the National Consortium of Torture Treatment Programs, are eligible for NCB TA services. The NCB Project is funded by the Office of Refugee Resettlement.



### ***Huy Pham | Project Manager***

Huy Pham, MPH ([hpham@cvt.org](mailto:hpham@cvt.org)) | 612.436.4848) joined the Center for Victims of Torture in 2017 and leads CVT's National Capacity Building project – a technical assistance partnership of the ORR Survivors of Torture Program. For over two decades, Huy has worked in leadership positions for international non-governmental organizations, where he managed multiple international humanitarian responses and development programs in Asia, the Balkans, Africa and the Middle East, focusing on health systems strengthening, infectious diseases, maternal and child health and protection, and human rights. Huy earned his MPH from the University of Minnesota and BS from the University of Wisconsin. He served as a U.S. Peace Corps Volunteer in Liberia in the 1980s. Huy is a Vietnam War refugee and resettled in the U.S. in 1975.



### ***Ann Lundberg | Logistics and Communications Coordinator***

Ann Lundberg ([alundberg@cvt.org](mailto:alundberg@cvt.org)) | 612.436.4856) handles logistics for institutes, surveys, the annual NCTTP meeting, and provides general administrative support to the project. She also coordinates the educational webinars. Ann has worked at CVT since 1992. She first became actively involved with the organization as a volunteer in 1987 and has worked in many different capacities at the Center since then, including training logistics for the Minnesota Mainstream Project. Ann has been part of the National Capacity Building Project since its inception.





**Sara Bracewell | eLearning Developer and Website Administrator**

Sara Bracewell ([sbracewell@cvt.org](mailto:sbracewell@cvt.org)) is responsible for digitally curating HealTorture.org and for marketing the website. Sara also facilitates NCB's e-learning, including the Fundamentals of Providing Services to Torture Survivors course. She assists with webinars and administers the Heal\_Torture\_Talk listserv. Sara joined CVT in December of 2018. Sara received a certificate in Full-Stack Coding from the University of Minnesota in May 2018. Prior to participating in that program, Sara worked at Ingenuity Marketing Group for over 10 years as the Office Manager/Controller and then as a Client Coordinator, where she was responsible for video editing, website administration, search engine optimization and working cross-departmentally on a variety of projects. Prior to her work at Ingenuity, Sara studied horticulture and worked in landscape design.



**Shruti Dasgupta | Clinical Advisor**

Shruti Dasgupta, PhD ([sdasgupta@cvt.org](mailto:sdasgupta@cvt.org)) is a psychologist and clinical advisor for NCB at CVT. She has been involved in direct services, advocacy, research, and training, and has specialized in marginalized, asylee, refugee, immigrant, and international mental health with a focus in trauma. Dr. Dasgupta joined CVT in December 2019 as a psychotherapist. At CVT, she also has been involved in providing support and training to service providers, who work directly with trauma and torture survivors. Prior to joining CVT, she has worked at over eight organizations providing direct clinical services to refugees, asylum seekers, torture survivors and other community members. She holds a doctorate degree in Clinical Psychology from Miami University, Ohio.



**Amy Kamel | Clinical Advisor**

Amy Kamel, MA, MSW, LICSW ([akamel@cvt.org](mailto:akamel@cvt.org)) is a staff psychotherapist and trainer at the Center for Victims of Torture. She has worked with torture survivors since 2012. She holds a Master of Social Work degree from the University St. Thomas, and a Master of Arts in French from the University of Minnesota. Ms. Kamel is bilingual in French and English, and is experienced in providing psychotherapy in both languages, as well as providing supervision to clinical staff working in direct service. From 2017 to 2020, Ms. Kamel was contracted through CVT to provide training on mental health, self-care, and sustainability to officers working in Refugee, Asylum, and International Operations (RAIO). Currently, she delivers training on sustainability to legal service and social service providers who work along the US-Mexico border, as well as to United Stateless, a group of stateless people (some of whom are torture survivors) who are working to establish community, to develop human rights, and to advocate for paths toward statehood for their members. Ms. Kamel has completed two years of her own training with the Sensorimotor Psychotherapy Institute (SPI) certification program. Sensorimotor psychotherapy combines theory and techniques from dynamic and cognitive therapy while focusing on movement interventions and somatic awareness. Ms. Kamel is licensed by the Minnesota Board of Social Work as a Licensed Independent Clinical Social Worker.





**Lisa Hattori | Program Evaluation Specialist**

Lisa Hattori, MA ([lhattori@cvt.org](mailto:lhattori@cvt.org)) provides program evaluation support to US-based direct service programs and the National Capacity Building project. Her interests include building learning cultures, facilitating data-driven decision making, and reducing stigma around mental health and illness. Prior to joining CVT, she led the strategic design and implementation of learning and evaluation approaches, frameworks and data systems at MADRE. She also conducted formative, process, and impact evaluations for NGOs, multilateral organizations, and government including Mercy Corps, UNDP, and NYC Department of Social Services. Lisa received her MPA in Development Practice from Columbia University's School of International and Public Affairs and her BBA from CUNY Macaulay at Baruch College.

**Harvard Program in Refugee Trauma**

The Harvard Program in Refugee Trauma (HPRT) at the Massachusetts General Hospital was founded in 1981 and has since been a pioneer in the health and mental health care of survivors of mass violence, torture, and natural disasters. HPRT has treated more than 10,000 traumatized patients from many diverse cultures, and its clinical models and instruments of care have been culturally adapted by clinics throughout the world. HPRT's large-scale epidemiologic and community surveys of more than 6,000 research subjects have firmly established the medical, psychiatric, and socioeconomic impact of violence on civilian and refugee populations. HPRT developed the first culturally valid screening instruments, such as the Harvard Trauma Questionnaire, for measuring trauma events and torture-related symptoms. The instruments have become a "gold standard" in the field and have been translated for use in more than 30 different languages. HPRT has also been involved in building health and mental health systems of care in post-conflict countries. Using its culture- and science-based curriculum and training tools, HPRT has trained more than a thousand primary health care and mental health practitioners in the United States and internationally, and local indigenous healers and refugees have benefited from HPRT's training activities. HPRT also offers a certificate program – Global Mental Health: Trauma and Recovery – in conjunction with Harvard Medical School and is now in its thirteenth year.



**Richard Mollica | Director of the HPRT**

Richard F. Mollica, MD, MAR is the Director of the Harvard Program in Refugee Trauma (HPRT) at Massachusetts General Hospital and a Professor of Psychiatry at Harvard Medical School. He received his medical degree from the University of New Mexico and completed his Psychiatry residency at Yale Medical School. While at Yale, he also trained in epidemiology and received a philosophy degree from the Divinity School. In 1981, Dr. Mollica co-founded the Indochinese Psychiatry Clinic (IPC). For over the past four decades, HPRT/ IPC have pioneered the mental health care of survivors of mass violence and torture in the U.S. and abroad. HPRT/IPC's clinical model has been replicated throughout the world.







Dr. Mollica has received numerous awards for his work: In 1993, he received the Human Rights Award from the American Psychiatric Association. In 1996, the American Orthopsychiatry Association presented him with the Max Hymen Award. In 2000, he was awarded a visiting professorship to Waseda University, Tokyo, Japan, for his contributions to assisting survivors of the Kobe earthquake. In 2001, he was selected as a Fulbright New Century scholar. In 2022, Dr. Mollica received the Equity, Social Justice, and Advocacy Lifetime Achievement Award from Harvard Medical School for his leadership and life-long service to provide and improve health and mental health care for vulnerable populations experiencing healthcare disparities.

Under Dr. Mollica's direction, HPRT conducts training, policy, clinical, and research activities for populations affected by mass violence and displacement around the world. HPRT's screening instruments are considered a gold standard in the field and have been widely translated into over thirty languages. HPRT's scientific work has helped place mental health issues at the center of the recovery of post-conflict societies. Dr. Mollica is currently active in clinical work, research, and the development of a Global Mental Health curriculum, focusing on trauma and recovery. The Harvard Global Mental Health: Trauma and Recovery certificate program was the first of its kind as training in global mental health and post-conflict/disaster care.

Dr. Mollica is the author of the book, *Healing Invisible Wounds: Paths to Hope and Recovery in a Violent World* (2006), and his most recent published books, *A Manifesto: Healing a Violent World* (2018) and *Manifesto IV: Healing a Violent World, The Will to Heal and Survive in an Apocalyptic World* (2022). He has published over 160 scientific articles. Dr. Mollica and the HPRT team over the past forty years have cared for over 10,000 survivors of extreme violence worldwide.



***Eugene Augusterfer | Director of Telemedicine for HPRT***

Eugene F. Augusterfer is the Deputy Director and Director of Telemedicine at the Harvard Program in Refugee Trauma (HPRT).

His training includes Psychology, BS; Clinical Social Work, MSW (Social Science National Honor Society); Developmental Psychology, Psychoanalytic Psychotherapy, Group Psychotherapy, and Systems Theory and Practice (MIT). He has been a lecturer at Georgetown University School of Public Health, and co-founder and co-leader of the World Bank Mental Health and Psychosocial Working Group, a senior advisor to the World Economic Forum, Wellness Initiative, and the United Nations Development Programme on disaster response. He is a former U.S. Air Force Mental Health Officer where he designed, developed, and implemented programs in mental health, substance abuse, and integrated mental health and primary care programs. He was a team leader in the development of the DOD Family Support Center Program. As an expert in post-disaster mental health care, he has on-site experience in Haiti, Japan, Lebanon (during the Syrian war), Italy (post-earthquakes); and domestically, New Orleans, post Hurricane Katrina and the Pentagon, post September 11, 2001, terror attacks. He is currently providing consultation and support to two active programs in Ukraine with a focus on mental health best practices in an active combat setting. He has not only developed, implemented, and directed programs, he has supervised and mentored mental health and humanitarian workers, and he has performed direct clinical care to those who have suffered significant trauma.





He has presented papers at numerous national and international meetings, has published a number of peer-reviewed journal articles, several books, and has served as a peer reviewer for journals. His peer-reviewed publications include: Mollica RF, Fernando DB, Augusterfer EF, Beyond Burnout: Responding to the COVID-19 Challenges to Self-care, Current Psychiatry Reports, (2021); Augusterfer EF, O’Neal CR, Martin SW, Sheikh TL, Mollica RF, The Role of Telemental Health, Tele-consultation, and Tele-supervision in Post-disaster in Low-resource Settings, Current Psychiatry Reports, 2020; Augusterfer EF, Mollica RF, Lavelle J, Leveraging Technology in Post-Disaster Settings: The Role of Digital Health/Telemental Health, Current Psychiatry Reports, 2018; Augusterfer EF, Mollica RF, Lavelle J., A review of telemental health in international and post-disaster settings, International Review of Psychiatry, 2015; Brooks E, Turvey C, Augusterfer EF. Provider barriers to telemental health: obstacles overcome, obstacles remaining, Journal of Telemedicine and E Health, 2013; and Osman OT, Augusterfer EF, Telepsychiatry, Academic Psychiatry, 2012. He has been a peer reviewer for the following journals: International Journal of Psychiatry in Clinical Practice, Psychiatric Research in Clinical Practice, International Journal of Disaster Risk Reduction, Journal of Telemedicine and Telecare, Journal of Telemedicine and eHealth, Psychiatric Services, and the Journal of Clinical Psychiatry, Circle of Honor. He has held teaching positions at Harvard Medical School (HPRT) and Georgetown University (Public Health).



***Elizabeth DiStefano | Financial and Program Manager***

Elizabeth DiStefano, BS, MBA. Elizabeth has been the Financial/Program Manager for the Harvard Program in Refugee Trauma since 2004. Prior to HPRT Elizabeth worked at Harvard University since 1989 in a variety of positions at several schools. Elizabeth’s last position at Harvard University was Associated Director of Finance for the Department of Operations at

Harvard Business School.

**National Consortium of Torture Treatment Programs**

The National Consortium of Torture Treatment Programs (NCTTP) is a US-based network of programs which exists to advance the knowledge, technical capacities and resources devoted to the care of torture survivors living in the United States and acts collectively to prevent torture worldwide.

As violent political upheavals have increased in countries across the world, individuals, many of them civilians, in these countries have been intimidated, threatened, and tortured to further the goals of a government or in the wake of a lack of government’s intervention to prevent torture. Survivors of Torture, in many cases, have lost family, home, country, livelihoods, and they frequently have been brutally damaged emotionally and physically, leaving them with little hope and lessened capacity to carry on a productive, meaningful life in the United States.

NCTTP’s primary purpose is to foster the development, in quality as well as quantity, of specialized programs devoted to caring for survivors of torture. Member organizations share knowledge and expertise through regular communication and cooperation, building stronger individual organizations as well as a stronger network of care. Providing health, mental health, legal assistance, and / or other support services to victims of torture, NCTTP member centers





conduct their programs with the highest professional standards. Research into treatment outcomes and evidence-based practices is a strong value.

Founded in 1998, the NCTTP currently has 34 member organizations in 18 states and the District of Columbia.



**Hawthorne Smith | President of NCTTP and Director of the Bellevue Program for Survivors of Torture**

Dr. Hawthorne Smith is a licensed psychologist and the Director of the Bellevue Program for Survivors of Torture. He is also an Associate Clinical Professor at the NYU School of Medicine in the Department of Psychiatry. Dr. Smith received his doctorate in Counseling Psychology (with distinction) from Teachers College; Columbia University. Dr. Smith had previously earned a Bachelor of Science in Foreign Service from the Georgetown University School of Foreign Service, an advanced certificate in African Studies from Cheikh Anta Diop University in Dakar, Senegal, as well as a Masters in International Affairs from the Columbia University School of International and Public Affairs. Among his clinical duties, Dr. Smith has facilitated a support group for French-speaking African survivors of torture for the past 25 years. He also speaks extensively at professional conferences and seminars on providing clinical services for survivors of socio-political violence, and enhancing cross-cultural clinical skills among therapeutic service providers. Dr. Smith has been recognized for his work with such awards as: the Robin Hood Foundation’s “Hero Award”; the “Frantz Fanon Award” from the Postgraduate Center for Mental Health; the “W.E.B. DuBois Award” from the International Youth Leadership Institute; the “Distinguished Alumni – Early Career Award” from Teachers College; the “Man of Distinction Award” from the National Association of Health Service Executives; the “Union Square Award for Community Advocacy” from the Fund for the City of New York; and a “Humanitarian Award” from the Cousul General of the Republic of Haiti.

Prior to coming to Bellevue, Dr. Smith was a youth counselor to “court involved youth” in Washington, DC during the height of the crack epidemic. He then coordinated care at a shelter for homeless families in San Francisco prior to, and in the aftermath of 1989 earthquake. Dr. Smith was also a co-founding member of Nah We Yone, Inc. (a non-profit organization working primarily with refugees from Sierra Leone, as well as other displaced Africans in New York), and helped to coordinate the International Youth Leadership Institute (IYLI), a leadership program for marginalized New York City teens. Currently, Dr. Smith provides forensic evaluations, human rights consultations, and mitigation services on capital cases for private legal firms and public entities such as the US Department of Defense and the US Office of the Federal Defender. Dr. Smith is also a professional musician (saxophonist and vocalist) with national and international experience.







***Sylvia Acevedo | Vice President of NCTTP and Senior Director of Gulf Coast Jewish Family & Community Services***

Sylvia Acevedo has been with Gulf Coast Jewish Family & Community Services (Gulf Coast) for over 5 years where she currently serves as Senior Director of Refugee and Employment Services. She has over 25 years of nonprofit leadership, dedicating much of her focus on developing and overseeing programs that address the needs of vulnerable and marginalized populations. In previous years, her work focused on developing outreach programs to migrant workers vulnerable to sexual exploitation and labor trafficking. More recently, her work has focused on helping programs build their capacity around creating welcoming and affirming services for LGBTQ refugees/immigrants.

As Senior Director of Refugee Programs, Sylvia provides direction to ensure the successful integration of refugees and survivors of torture for programs located in Miami and Tampa Bay. In her role as Senior Director of Employment programs, she oversees the administration of the agencies Employment Programs in 5 counties, which focus on helping clients attain self-sufficiency. Currently, she serves on HIAS' Affiliate Council as a member at large, and as Vice President of the National Consortium of Torture Treatment Programs.

Sylvia received her Bachelor of Science in Psychology from Lynn University and her Master of Laws from St. Thomas University School of Law in Intercultural Human Rights.



***Denali Fernando | Secretary of NCTTP and Executive Director, Libertas Center for Human Rights***

Dinali Fernando, MD, MPH is the Executive Director of the Libertas Center for Human Rights, an Attending Physician at Elmhurst Hospital, and an Assistant Professor in the Department of Emergency Medicine at the Icahn School of Medicine at Mount Sinai. Dinali has developed Libertas into a multidisciplinary treatment center providing trauma-focused and culturally sensitive medical, mental health, social and legal services to torture survivors. Libertas has trained 1000s of providers across disciplines on best practices in caring for torture survivors. Dinali has been supported by New York State to study health outcomes among torture survivors; recognized by the NYC Council, the NYC Health and Hospitals Corporation, and the Greater NY Hospital Association; and profiled by NPR.

Dinali graduated from the George Washington School of Medicine/Public Health and completed Emergency Medicine Residency and the Global Health Program at the Mount Sinai Medical Center. She worked in Kenya and Holland and received Mt. Sinai's Dr. Balakrishnan Humanitarian Award. After residency, she stayed on as faculty working clinically at Elmhurst Hospital, receiving Elmhurst Hospital's Elmy and Shining Star Awards for Exceptional Service and Compassionate Care to Patients and Colleagues, and recognition by the Medical Executive Committee for Outstanding Leadership, Service and Dedication. Dinali serves on the NCB Advisory Group for Torture Treatment Programs, and as a faculty mentor for the Mt. Sinai School of Medicine Human Rights and Social Justice Program. She received the 2018 National Pearl Birnbaum Hurwitz Humanism in Medicine Award, and was inducted into the Gold Humanism Foundation.





***Pete Dross | Treasurer of NCTTP and Director of Policy and Development, Center for Victims of Torture***

Pete Dross joined the Center for Victims of Torture staff in 1993 as its director of development; he was named director of policy and development in 2007 and director of external relations in 2012. He and his team are responsible for all aspects of the organization's contributed income, communications, and policy advocacy programs. Dross has deep experience in all aspects of individual and institutional philanthropy; he has also managed successful legislative initiatives on state and federal levels. During his tenure at CVT the organization's budget has grown to more than \$28 million. In addition to his work at CVT, Dross has served as a board member of the Minnesota Council of Nonprofits and MAP for Nonprofits.



***Celia VanDeGraaf | Membership Committee Chair of NCTTP and Executive Director, Center for Survivors of Torture***

Celia VanDeGraaf, MA, has over 25 years of experience in non-profit management. Committed to holistic health, she directs CST's healing program, which eases survivors' transition into new beginnings and fosters hope by providing specialized services addressing psychological, medical, social needs, and legal referrals, and by delivering training opportunities. Accountable for all administrative, development, programmatic, and fiscal management operations and communications. Responsible for HIPAA compliance, accounting, social media, and outreach, monitoring, and evaluation. Links with university programs, hospitals, and medical schools to train staff and clinical interns, treating international trauma survivors. VanDeGraaf has been recognized for her contributions, winning the Ed Wendler Award for service in the refugee community.

A subject expert regarding torture treatment in Texas, she is Clinical Assistant Professor, University of Texas, Clinical Psychology Department, ranked 4th in the nation.



***Megan Berthold | Research & Data Committee Chair of NCTTP; Associate Professor, UConn's School of Social Work; Research Collaborator with Khmer Health Advocates***

Megan Berthold is an Associate Professor at UConn's School of Social Work, a longtime research collaborator with Khmer Health Advocates, and Chair of NCTTP's Research & Data Committee. She has worked with torture survivors since 1987 in the US and in Asia and has testified extensively in U.S. Immigration Court as an expert witness. She served as a therapist with the Program for Torture Victims (PTV) based in Los Angeles from 1998 to 2011 and, for most of those years, as PTV's Director of Research and Evaluation. She has conducted National Institute of Mental Health-funded research examining the prevalence of mental and physical health consequences among Cambodian survivors and has published widely. She has served on the Torture Journal's Editorial Advisory Board since 2016. The National Association of Social Workers selected Dr. Berthold as the 2009 National Social Worker of the Year for her work with torture survivors.





**Leah Spelman | At-Large Member at NCTTP and Executive Director of Partnerships for Trauma Recovery**

Leah Spelman is the Executive Director of Partnerships for Trauma Recovery (PTR) in Berkeley, CA. Prior to joining the PTR team, Ms. Spelman was the Chief Operating Officer for Days for Girls International (DfG), where she helped expand the organization's global impact. She oversaw the development of a new monitoring and evaluation program, the launch of DfG's enterprise model in Uganda, and communications and fundraising efforts. Prior to Days for Girls, Ms. Spelman lived in Jordan, conducting research under a Fulbright Grant when Syrian refugees first began entering the country during the Arab Spring. There, she witnessed the challenges of supporting refugees in a country with already limited access to water and agricultural land. Ms. Spelman has an MPH in Global Health from the University of Washington, with a focus on global mental health and culturally aware approaches to trauma care. She holds a BA in International Affairs with a concentration in Middle East Studies from George Washington University, and speaks Arabic, Spanish, and French.



**Kathi Anderson | IRCT Representative at NCTTP and former Executive Director, Survivors of Torture International**

Kathi Anderson co-founded Survivors of Torture, International in 1997 and is now Board Emerita. She is the elected North American representative and Executive Committee member of the Denmark-based International Rehabilitation Council for Torture Victims. Every day, she is reminded that it is not only an honor working with dedicated professionals in this field but also of the significant impact we are making in the lives of our clients and in our greater communities.

Additionally, she serves as the Vice-Chair of the California State Advisory Council on Refugee Services and Assistance. Kathi volunteers on the advisory boards of the Barbara Chester Award Committee of the Hopi Foundation, San Diego State University's School of Social Work and University of the Pacific's School of International Studies. Previously, she served on the national boards of directors of Lutheran Immigration and Refugee Service and Amnesty International USA.

Her past employment includes Licensed Professional Counselor in private practice, Evaluator at Grossmont Hospital, Adjunct Faculty in the College of Idaho's Graduate Program, Director of Elks Hospital's Occupational and Rehabilitation Department and Refugee Resettlement Case Worker for the International Rescue Committee. Kathi holds a MA in Counseling from San Jose State University and a BA in International Relations from the University of the Pacific.





**Martin Hill | At-Large Member of NCTTP and Associate Director, Research and Evaluation at Heartland Alliance Marjorie Kovler Center**

Martin Hill is the Associate Director, Research and Evaluation at Heartland Alliance Marjorie Kovler Center. Dr. Hill has over thirty years of applied research experience in various capacities within government, academia, non-profit, and for-profit settings. He has extensive experience in program evaluation, needs assessment, and survey research. Prior to coming to Kovler Center, Dr. Hill was Director of the Carl Frost Center for Social Science Research at Hope College. He received his initial post-graduate research training with the U.S. Department of Justice, Federal Bureau of Prisons where he worked on a national longitudinal study evaluating drug treatment programs in the federal prison system. In addition to working at Kovler Center he is President of his own research and consulting firm VIP Research and Evaluation. Dr. Hill holds a PhD from Western Michigan University in sociology, specializing in medical sociology and applied research and evaluation. In 2021, he received an Alumni Achievement Award from WMU for his decades of work in applied social science research.



**Madeline Cohodes | Executive Assistant at NCTTP**

Madeline Cohodes is a BA-MPH candidate at the NYU Gallatin School of Individualized Study and the School of Global Public Health. She graduated with her BA in the Fall of 2021, is currently obtaining her Master's in Health Policy, and plans to attend medical school in the fall of 2023. Her main academic and career interests are refugee healthcare and promoting health equity through innovative insurance policies. Having worked in various healthcare organizations and having taught English to refugees and immigrants, her studies focus on how social change movements are rooted in healthcare inequity and championed by health care workers. She has worked as the Executive Assistant and Symposium Coordinator for NCTTP since March 2021.

## What We Do

### Consultations

#### ***In-Person Consultation***

NCB will also offer one two-day, on-site consultation per year to torture survivor programs on the topics of integrated care, clinical skills development, evaluation, or holistic sustainability. These consultations will consist of pre-and post-phone consultations, the onsite visit, and a follow-up report with recommendations and resources at the conclusion of the visit. To be eligible for an onsite consultation, a torture survivor program must either be funded by the Office of Refugee Resettlement's Survivors of Torture Program or be a member of the National Consortium of Torture Treatment Programs. If you are interested in an on-site consultation please reach out to Ann Lundberg, [alundberg@cvt.org](mailto:alundberg@cvt.org). We will send an invitation email to apply to our core audience during Q3 for an in-person consultation to occur in Q3 or Q4 of FY23.





### **Remote Consultations**

We offer free, remote consultations to meet pressing issues at torture survivor programs and refugee-serving organizations. A consultation is an opportunity for you and your program to work with an expert and seek their advice on issues or a specific question regarding your work. NCB has experts that we can draw on to help you. Some consultations include questions on: reporting questions, resources on secondary trauma, questions on client confidentiality, how to screen for torture survivor eligibility, and evaluation questions. We use a strengths-based, supportive approach when offering consultations, understanding that each torture survivor program faces its own unique challenges, understands its needs the best, and that change can only come from within a program. Because we work with more than 40 torture survivor programs as well as refugee-serving organizations, these consultations are limited in scope and duration. To request a consultation please fill out a [Request Consultation form](#), email us at [HealTorture@cvt.org](mailto:HealTorture@cvt.org), or directly email [Ann Lundberg](mailto:Ann.Lundberg@cvt.org).

### **E-learning**

The National Capacity Building Project offers a range of e-learning courses for your benefit. The [healtorture.org](http://healtorture.org) website has a page that includes all the below e-learning options as well as upcoming trainings found at on our [E-Learning Library page](#). The e-learning courses include:

- A standalone online course [Fundamentals in Providing Services to Torture Survivors](#) aims to enhance core competencies of providing holistic services. This course may be especially useful to new SOT staff. This online course comprises ten modules – Core Concepts and Eligibility Requirements, Cultural Competence, Mental Health Services, Social Services, Holistic Care Planning, Working with Interpreters, Self-Care, Legal Services, Medical Services, and Introduction to Program Evaluation.
- An e-learning course [Planning, Monitoring, Evaluation, and Research \(PMER\)](#), developed in collaboration with CVT's Partners in Trauma Healing (PATH) project. The PMER series addresses common data collection and evaluation issues among SOT programs that prevent them from reporting more high-quality client data. The course is designed for staff that conduct evaluation but who may not be formally trained in Monitoring & Evaluation (M&E). We designed 5 course modules that explore the elements of PMER.
- Four NCB Webinars per year, which will, like all of our webinars, be live events that are recorded and shared on this website. We will also continue to expand on the resources and curricula available on this website.

### **Fundamentals of Providing Services to Torture Survivors eLearning**

This eLearning series has been funded by the Office of Refugee Resettlement (ORR) to provide staff at ORR-funded torture treatment programs, and other professionals, with a basic foundation in the knowledge and skills required to provide effective services to torture survivors. The lessons are directed toward staff members who are recently hired or new to working with torture survivors and are currently providing direct services to torture survivors.

Each lesson:

- Is designed to give you information and resources to effectively serve your clients







- Is designed to be taken at your own pace when you have time
- Can be taken independently of the other lessons
- Can be completed in one to two hours
- Provides you with valuable post-lesson resources for further study
- Includes closed captioning

We strongly suggest completing Core Concepts & Eligibility Requirements first so you have a foundation of knowledge to draw from for the additional lessons. Your Certificate of Completion will be sent to you via e-mail within seven business days of passing the lesson assessment with a score of 80% or greater. eLearning times are listed at the beginning of each lesson page so you can plan your time accordingly.

To access these eLearning lessons, you must be signed into your [healtorture.org](http://healtorture.org) account as either a Full Member or an eLearning Subscriber. If you do not have an account, [please request membership](#).

*If you experience technical difficulties that you cannot resolve, please contact Sara Bracewell at [sbracewell@cvt.org](mailto:sbracewell@cvt.org), at NCB.*

**Lessons available:**

- [Core Concepts and Eligibility Requirements](#) (complete first)
- [Cultural Competence](#)
- [Working with Interpreters](#)
- [Self Care](#)
- [Medical Services](#)
- *Legal Services* - This lesson module is currently under revision. NCB will issue a notification upon completion of the process. Thank you for your patience. For any questions please contact the website administrator, Sara Bracewell at NCB.
- [Social Services](#)
- [Holistic Care Planning](#)
- [Mental Health Services](#)
- [Introduction to Program Evaluation](#)

**Course Developers:**

The content was developed by a curriculum planning team of service providers drawn from NCB-eligible programs for torture survivors and encompassing diverse aspects of service delivery. They were David Gangsei, PhD (Coordinator and Core Concepts); Denise Ziya Berte, PhD with Margaret Lee Higgins, PsyD (Cultural Competence); Crystal Green, PhD, LMFT (Working with Interpreters); Regina Germain, Esq. (Legal Services); Sondra Crosby, MD with Michael Grodin, MD (Medical Services); Mary Fabri, PsyD with David Kinzie, MD (Mental Health); Heather Tracey, MSW, LISW (Social Services); Eva M. Solomonson, MSW, LISW (Holistic Care Planning); Amber Gray, MPH, MA, LPCC, ADTR, NCC (Self Care); Dr. Jennifer Esala, PhD and Mirah Lake (Introduction to Program Evaluation).

**[Planning, Evaluation, Monitoring and Research eLearning Series \(PMER\)](#)**

This five-lesson series, developed by CVT's Partners in Trauma Healing (PATH) project in collaboration with the National Capacity Building Project (NCB), explains Planning, Monitoring,





Evaluation, and Research (PMER), giving participants a shared understanding of the basics of PMER.

Each of the five lessons contains the following components, in this order:

- Pre-test to measure your current knowledge
- eLearning to educate and inform
- Assessment to measure your post-eLearning knowledge (embedded at the end of the eLearning)
- Additional Resources to allow for further study

**Lessons available:**

- [PMER Lesson 1: Introduction](#)
- [PMER Lesson 2: Planning](#)
- [PMER Lesson 3: Monitoring](#)
- [PMER Lesson 4: Evaluation](#)
- [PMER Lesson 5: Research](#)

Please complete the lesson components in the order listed (Pre-Test, eLearning, Assessment, Additional Resources). Your Pre-Test and Assessment scores will automatically submit to NCB, which allows us to see how much this series helps participants increase their knowledge about core PMER information. This data allows us to meet our technical assistance objectives so we can continue providing support to you in the important work you do with survivors of torture. User names are kept confidential and are only used to identify Pre-Test and Assessment scores; individual scores are not shared. Your Certificate of Completion will be sent to you via e-mail within seven business days of passing the lesson assessment with a score of 80% or greater. You may complete the PMER Feedback Form after each lesson, or at the end of the course.

You must be signed in as a Full Member to access the eLearning lessons. If you are not a member, [please request membership](#).

*If you experience technical difficulties that you cannot resolve, please contact Sara Bracewell at [sbracewell@cvt.org](mailto:sbracewell@cvt.org), at NCB.*

**NCB Webinars**

In 2023 NCB will offer four webinars on topics that include Evidence Based Practices in torture treatment, holistic sustainability, and clinical topics. Webinar participants will be offered the opportunity to complete a post-session knowledge assessment and receive a certificate of completion.

The NCB webinars are offered at no charge via an online meeting platform. You must register in advance to attend these sessions. To attend an NCB Webinar, follow the directions in the notice distributed via our mailing list, both through our newsletter as well as our [Heal Torture Talk listserv](#).

We encourage you to publicize relevant NCB Webinars to community-based providers you may know who provide services to survivors of torture. For example, resettlement agencies, refugee





leaders, universities, schools/ESL providers, social services agencies, police, legal providers, healthcare providers, and faith-and ethnic-based organizations, as well as SOT organizations.

All webinars are recorded and posted with the resources mentioned in the webinar on the [healtorture.org](https://healtorture.org) website and can be found on our [E-Learning Library page](#).

## **Annual ORR Recipient Meeting**

In the FY23-FY27 funding cycle, the Office of Refugee Resettlement will host an annual one-day meeting in Washington, DC for the Services for Survivors of Torture Program recipients. The purpose of the meeting is to discuss issues related to serving survivors and share information among the grant recipient programs. The expectation is that at least one representative from each recipient program will attend in person.

## **Multi-day trainings**

### ***Virtual Clinical Training***

In FY 23 there will be one NCB-sponsored virtual clinical institute with the subject matter to be determined from TA survey results and feedback from our partners, the NCB Advisory Group, and in consultation with ORR. Eligible SOT programs may send up to two participants (appropriate to the target audience). There will be no cost to participants to attend this virtual training.

Trainers and presenters for NCB institutes are drawn from the staff of SOT programs as well as outside consultants, which allows for an exchange of information and approaches. Typically, presenters/trainers are solicited from our colleagues in the field and are selected based on the expressed topical needs of the participants and the willingness of the presenters. Experts from outside of the torture treatment field may be hired to present at these trainings, based upon the topic and needs of the group.

### ***NCTTP Annual Research Symposium and Meeting***

NCTTP, comprising 38 SOT organizations, hosts an annual torture treatment research symposium. In 2023 the symposium was held as a hybrid event at Georgetown University on Monday, March 20. The title was: 15th Annual NCTTP Symposium “A Long and Winding Road: Ongoing Challenges and Healing Processes for Forced Migrants and Survivors of Torture”. Several of the sessions in the 2023 Symposium were recorded and will be available at <https://www.ncttp.org/>. NCB provides extensive logistical support for this scientific meeting.

## **Knowledge-sharing**

All of our activities aim to facilitate knowledge-sharing among the community that supports torture survivors, in ways that range from formal events and consultations to e-learning opportunities to casual networking and discussion. In this section, we specifically want to share the more informal opportunities for knowledge-sharing with and between professionals: a quarterly digest, a discussion listserv, and this website.





### **Quarterly Digest**

Our quarterly digests are intended for all refugee survivor-serving organizations. These digests feature in-depth news and information related to torture rehabilitation, holistic sustainability, and integrated care. These digests will be distributed directly via email, and will be shared on this website. You can [sign up for the digest and mailing list here](#). We also use this digest list to inform of upcoming webinars and training information, as well as other important technical updates. To view a list of our previous digests, [click here](#).

### **Discussion Listserv (Google Group)**

Heal\_torture\_talk is a low-traffic, high-value email-based discussion listserv for professionals serving survivors of torture. HealTorture-Talk is a Google Group that is open to all staff working in programs for torture survivors who are either ORR/TVRA grantees, members of the National Consortium of Torture Treatment Programs (NCTTP), or ORR/TVRA staff. It is also open to staff at ORR-funded programs, beyond those funded under the TVRA, who see survivors of torture in their work. It is sponsored by the National Capacity-building Project and funded by ORR/TVRA funds. Subscribers may be clinical or non-clinical staff.

Its purpose is to facilitate cooperation and information-sharing among programs serving torture survivors, promote best practices, and provide quicker access to people with relevant interests and experiences. You can [sign up for the listserv here](#). We strongly encourage you to post to the listserv to share research, resources, or opportunities that you have found, and ask questions of your colleagues in the field. Some members of the listserv have been working in torture treatment for more than 35 years; the wealth of expertise available is immense.

### **HealTorture Website**

[HealTorture.org](#) is a repository for resources and tools, training and research on evidence-based practices in torture healing and recovery. The website recently went through redesign with major changes to the design, the user experience, navigation, and a new content management system. The launch of the newly designed HealTorture.org website was on April 4, 2023, with expected updates to occur regularly after the launch.

HealTorture.org was created in 2009 to serve as a resource to all who serve survivors of torture. While 99% of the resources on HealTorture.org are available to all without need to log in, we still encourage you to [sign up for an account on the website](#) to access member-only content, post comments (signed in or not) on resources that you find here, and of course, share the website widely with your colleagues. We are always grateful to hear [suggestions or requests for new content](#), and strive to continually improve and update the site to serve your needs.

You can also email us at [HealTorture@cvt.org](mailto:HealTorture@cvt.org) if you have any questions about any of these knowledge-sharing tools.

### **Integrated Care: A New Measure**

The Survivors of Torture-Integrated Care Continuum (SOT-ICC) is a core component of the NCB Project. This measure utilizes SAMHSA's "Standard Framework for Levels of Integrated Healthcare" to assess levels of integrated care in organizations serving survivors of torture (SOT), including coordination and collaboration with refugee, community service, and primary health care providers. Through an organizational self-assessment using the [SOT-ICC measure](#),





SOT programs can evaluate organizational practices, patient experience, treatment and service delivery, program logistics, and program development strategies. In the present program period and following ORR guidance, NCB will plan to partner with interested ORR SOT grant recipients, in offering targeted TA and training activities for their programs implementing a more integrated care approach for their SOT clients. Important note: This activity is currently only available for grant recipients of the ORR Direct Services for SOT Program.

### **Advisory Group**

The NCB Advisory Group (AG) provides strategic and expert guidance to, and serves as an advocate and sounding board for, the ORR-funded National Capacity Building Project (NCB). Specifically, the AG provides expert advice to ensure impactful activities and results of the [NCB's technical assistance objectives](#). The AG further advises on technical assistance initiatives, as well as trends, gaps, and needs in the field of torture rehabilitation, capacity building and training, and other relevant areas of priority. AG members may also be asked to review and provide substantive feedback on NCB resource materials and training modules. The AG has no governing or managing function within the NCB. AG Members represent diverse constituent perspectives, and a wide range of professional and technical expertise, of survivors of torture programs and refugee-serving organizations across the United States. We aim for a diverse membership, including psychologists, social workers, administrators, refugee resettlement staff, development officers, and medical and legal professionals. The AG is composed of 8-10 members, plus the NCB project team inclusive of partner representatives from the HPRT, NCTTP, and the Office of Refugee Resettlement Survivors of Torture Senior Program Specialist. The AG meets quarterly, and there is no limit to the number of terms which an AG member may serve.

### **Medical Services Task Force**

In FY2021, ORR and NCB established a Medical Services Task Force (MSTF), under the leadership of the Harvard Program in Refugee Trauma (HPRT), with an overall aim to address the emotional, social, and physical needs of the SOT community, through an integrated health model of behavioral health and physical health. MSTF plans to review the current medical needs, services, and outcomes for survivors and provide recommendations that seek to:

- Make the services more responsive to the SOT clients' needs;
- Strengthen the service delivery models; and,
- Improve the health outcomes of survivors.

The Task Force completed a survey of the current medical care provisions for torture survivors served by the ORR-funded SOT Programs. In the new program period of 2023, the Task Force plans to directly engage in consultation and training for SOT programs, based on the findings and recommendations of the survey report, with a focus on the integration of primary care and behavioral health to address the complex needs of the patient. The MSTF comprises 13 experts, representing medical, psychological, women's health, social work, case management, policy, infectious disease – with half the task force members from SOT programs.







## **Community of Practice Initiative**

The ORR-NCB Community of Practice Initiative (CoP), launched in response to the COVID-19 pandemic in 2020, continues in FY23. A Community of Practice is a group of persons intentionally committed to learning new skills and sharing knowledge through dialogue and discussion. The ORR-NCB CoP facilitates sharing and exchange of program updates, existing and promising interventions and practices, and other public and community resources. There are three parts to this continued initiative:

- Online SOT Peer Consultation Groups
- Virtual SOT Town Meetings
- A Community of Practice In-person Event

These Community of Practice groups are offered to ORR SOT grantees at this time. If you are eligible and interested in attending, please email Ann Lundberg, [alundberg@CVT.org](mailto:alundberg@CVT.org), for more information.

### ***Peer Consultation Groups (PCGs)***

In response to the COVID pandemic during FY2020, the PCGs were developed and convened with the following objectives: Build group cohesiveness among SOT organizations; knowledge sharing among SOT organizations; and, help mitigate professional isolation due to the pandemic. The PCGs use an interdisciplinary approach and include up to 12 participants and two co-facilitators in each group. The group topics comprised:

- Clinical Treatment
- Clinical Evaluation
- Telehealth for Clinicians
- Clinical Case Management
- Serving Asylum-seekers
- Community Education/Outreach
- Personal and Organizational Self-care
- Serving Detained Survivors

In the new programming period starting FY2023, HPRT plans to reinvigorate the PCGs through active recruitment of new group members and leaders, and update the content and approach of the groups to be commensurate with current needs and interests.

### ***Virtual Town Meetings***

NCB will continue hosting online meetings for ORR-SOT grantees in FY23. The meetings are generally scheduled to take place in two sessions to allow for fewer attendees and a higher level of participation in each session. These meetings are planned to take place about every 6 weeks in FY23. Each SOT program is expected to send a representative to participate in the VTMs. If the person that normally reports in these meetings is unable to attend, they should designate another staff member to do so. All staff from SOT programs are welcome to attend, but only one person from each program should respond during the meeting. If possible, all attendees from an organization should attend the same meeting.





### **Virtual Community of Practice (CoP) Symposium**

In FY23, a virtual CoP symposium with a focused thematic/subject matter and keynote presenters, will be led by HPRT. This symposium will bring together participants of all (8) Peer Consultation Groups (PCGs) to collectively share experiences and learnings of their respective groups at the end of the year. Attendance at this virtual symposium is open to all staff of SOT programs funded by the ORR SOT program grant.

### **Data Analysis and Reporting**

NCB with NCTTP will support the SOT Network members in their client data aggregation, analysis and reporting efforts, through training and consultation. Individual SOT programs will in turn apply scientific methods for collection and use of protected data for direct programming or collaborative research. The overall aim of the SOT programs' analytic efforts is to improve evidence-based practices and interventions, and increase access and quality of care for client survivors and their families. CVT and NCTTP have demonstrable experiences in client database management and community-based, applied research. The Data Project will continue under NCTTP and made available to ORR upon request. NCB will continue to support ORR TA requests on the Program Data Points for DS SOT grant recipients, including dissemination, training, consultation and other related TA requests.

### **Additional Help from ORR**

#### **Technical Assistance**

- **The National Capacity Building Project** (which runs [HealTorture.org](https://healtorture.org)) is the technical assistance (TA) provider for Survivors of Torture, sponsored by the Office of Refugee Resettlement (ORR).
- **SwitchboardTA.org** through the International Rescue Committee (IRC) is the new Refugee Technical Assistance Program funded by the Office of Refugee Resettlement. SwitchboardTA.org serves as a one-stop resource for ORR-funded state refugee programs and service providers to find TA, training, information, resources, and research. Margaret (Meg) Gibbon is the Director for this project and can be contacted at [Margaret.Gibbon@rescue.org](mailto:Margaret.Gibbon@rescue.org).

#### **ORR Network Resources**

This [broader list of resources from ORR](#) groups pages by [Resettlement](#), [Integration](#), [Health](#), and [Economic Development and Employment](#).

