

culture education

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## Creating a Trauma-Informed Culture



# Trauma per SAMSHA/HRSA

Individual trauma results from an **event**, series of events or set of circumstances.

**Experienced** by an individual as physically or emotionally harmful or life-threatening.

Which has lasting **effects** on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

# The Three E's of Trauma

- **Events**- extreme threat of physical or psychological harm or life-threatening severe neglect.
- **Experiences**- one event may be seen as traumatic to one individual and not to another. How individual labels and assigns meaning to it. Related to emotion and/or cultural beliefs.
- **Effects**- adverse affect could be immediate or delayed onset. Ability to think or process cognitively.

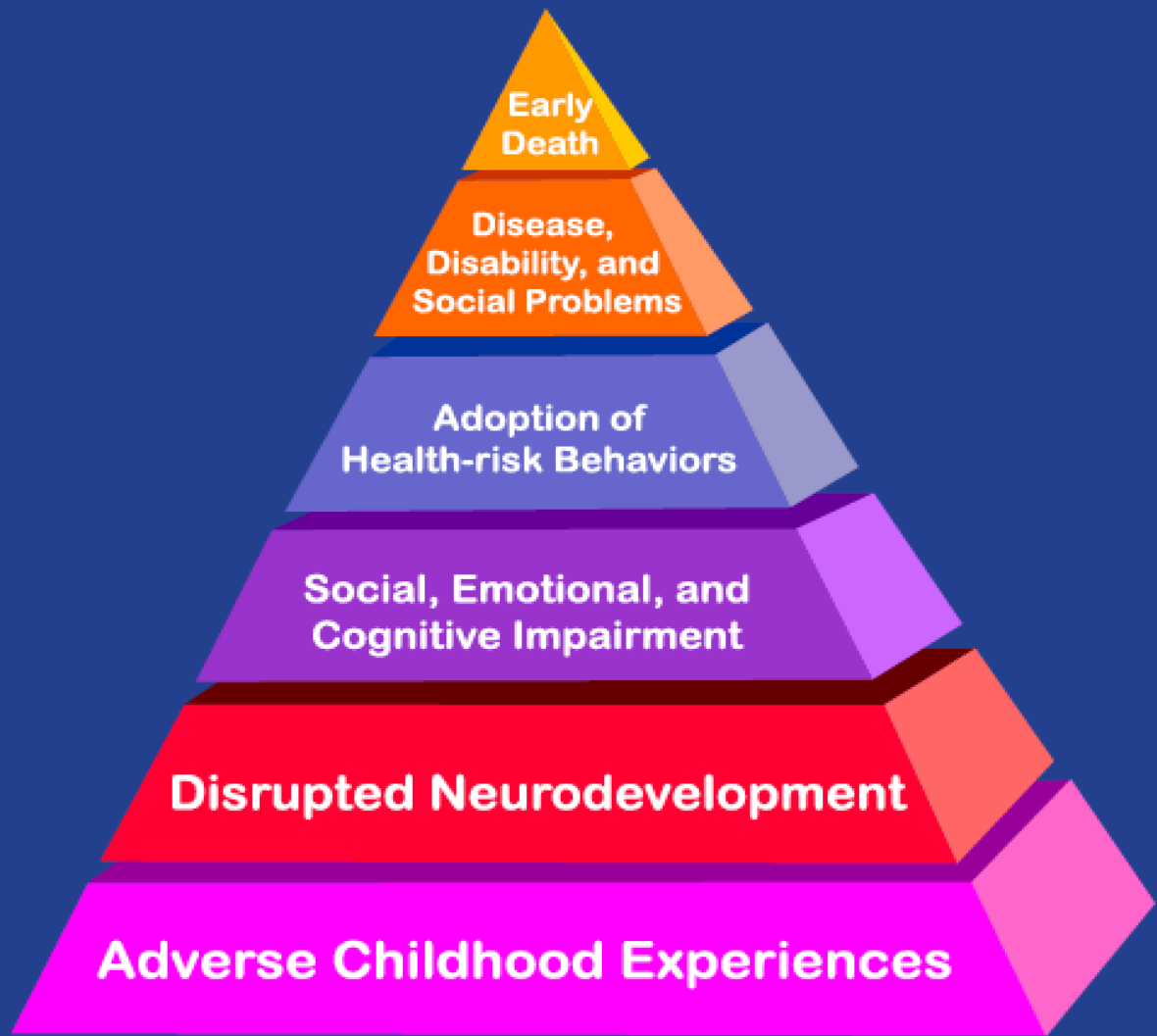
# TYPES OF TRAUMA (STEMS)

- Physical, emotional, sexual abuse
- Accidents and Natural Disasters
- Grief and Loss
- Witnessing Acts of Violence
- Cultural and intergenerational and historical trauma
- Medical Interventions
- War and other forms of violence
- Childhood and Abuse or Neglect

**Death**



**Conception**



**Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan**

# Areas of Functioning Affected by Trauma

- Attachment and Relationships
- Physical Health: Body and Brain
- Emotional Responses
- Behavioral Responses
- Cognition and Learning
- Self-Concept
- Future Orientation
- Economic Impact

# What is Trauma Informed Care

- Strength based framework in which we acknowledge all people who have had experiences in their life that impact physical and emotional well-being.
- We consider “What happened to you?” rather than “What is wrong with you?”
- We hope to create trust, safety and a culture of resiliency, empathy, self-sufficiency and respect for diversity.

# The Four **R**'s to Trauma Informed Care Organization

- **Realizes**- the impact of trauma and understands potential paths to recovery.
- **Recognizes**- the signs and symptoms of trauma in clients, families, staff and others involved with the system.
- **Responds**-fully integrating knowledge about trauma into policies, procedures, and practices.
- **Resist re-traumatization**-in all areas of the organization from maintenance to front desk to HR to Clinician.

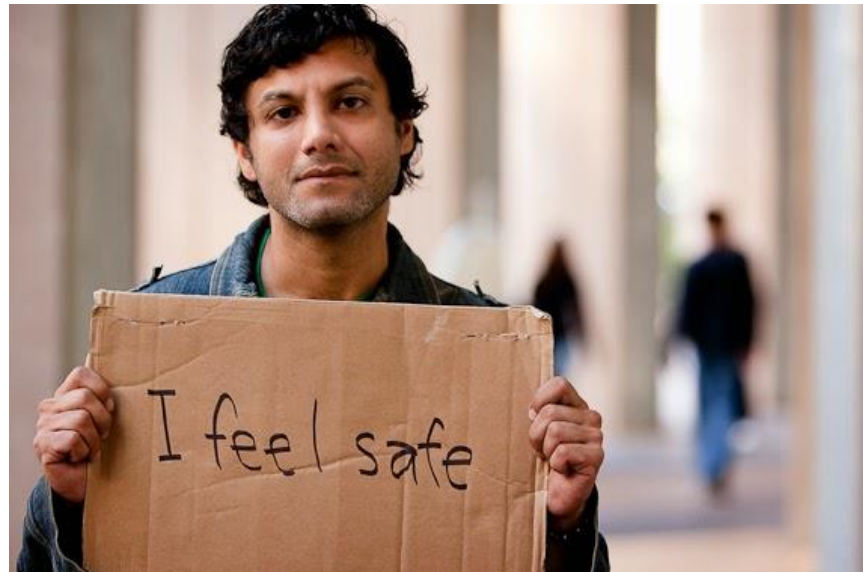


# Six Key Principles of TIC Activity

- Safety
- Trustworthiness and Transparency
- Peer support
- Collaboration and mutuality
- Self-Sufficiency, voice and choice
- Cultural, Historical, and Gender Issues

# Safety

Throughout the organization, staff and the people they serve feel physically and psychologically safe.



# Trustworthiness & Transparency

Organizational operations and decisions are conducted with transparency and the goal of building and maintaining trust among staff, clients, and family members of those receiving services.



# Peer Support and Mutual Self-Help

These are integral to the organizational and service delivery approach and are understood as a key vehicle for building trust, establishing safety, and empowerment.



# Collaboration and Mutuality

- Partnering and leveling of power
- Recognition that healing happens
- Organization recognizes that everyone has a role to play
  - Do not have to be a therapist



# Self-Sufficiency, Voice & Choice



- Individuals' strengths are recognized, built on, and validated
- Person centered and choice driven
- Belief in resilience and recovery from trauma

# Cultural, Historical, & Gender Issues

The organization actively

- moves past cultural stereotypes and biases
- offers gender responsive services
- leverages the healing value of traditional cultural connections
- recognizes and addresses historical trauma



## Vicarious/Secondary Trauma:

The effects of exposure to repeatedly hearing traumatic stories and being witness to the pain, fear, and terror that trauma survivors have endured.



# What are the next steps?

- To continue Trauma Informed Committee to improve and sustain the shift in culture.
- Utilize Environmental Checklist to screen and assess each program.
- To continue to provide EAP and Self-Care trainings/Self-Care Days.
- To research and work with Advisory Group to develop a work plan and ways to sustain the culture.
- Develop a culture of transparency. Communicate directly your concerns with one another in a safe manner.