Community Agreements and Group Norms

- Listen closely with curiosity and respect

- Take a pause and breath, understand reacting vs. responding

- ~~Don't be afraid~~ <u>Encourage yourself</u> to ask questions

- Provide everyone a chance to speak and engage

- Embrace moments of discomfort

- Consider how your own experiences and
social status (race, gender, ability, class, sexuality, age) may influence your perspectives and responses to your facilitator, peers, etc.

Trauma-Informed Care Overview

HUMAN SERVICES COMMISSION

MARCH 7, 2023

Objectives

Understand what is **trauma**

Recognize the role of **empathy** in trauma

Define what **Trauma-Informed Care** is

What are the **six guiding principles** of trauma-informed care

Create a trauma-informed care **culture**

What is Trauma?

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

Potential Traumatic Events

Abuse
- *Emotional*
- *Sexual*
- *Physical*
- *Domestic violence*
- *Witnessing violence*
- *Bullying*
- *Cyberbullying*
- *Institutional*

Loss
- *Death*
- *Abandonment*
- *Neglect*
- *Separation*
- *Natural disaster*
- *Accidents*
- *Terrorism*
- *War*

Chronic Stressors
- *Poverty*
- *Racism*
- *Community Trauma*
- *Historical trauma*
- *Invasive medical procedure*
- *Family member with substance use disorder*

Trauma-Informed Care is Rooted in Empathy

What is Trauma-Informed Care?

Trauma-Informed Care (TIC) is an approach in the human service field that assumes that an individual is more likely than not to have a history of trauma. Trauma-Informed Care recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individual's life- including service staff.

Six Key Principles of a Trauma-Informed Care Approach

Safety

Trustworthiness and Transparency

Peer support

Collaboration and mutuality

Empowerment, voice and choice

Cultural, Historical, and Gender Issues

Safety

Throughout the organization, clients and staff feel physically and psychologically safe

Empowerment, voice and choice

Client and staff strengths are recognized, built on, and validated — this includes a belief in resilience and the ability to heal from trauma

Trustworthiness & Transparency

Decisions are made with transparency, and with the goal of building and maintaining trust

Collaboration & Mutuality

Power differences between staff and clients and among organizational staff are leveled to support shared decision-making

Peer Support

Individuals with shared experiences are integrated into the organization and viewed as integral to service delivery

Cultural, Historical and Gender Issues

Biases and stereotypes (e.g., based on race, ethnicity, sexual orientation, age, and geography) and historical trauma are recognized and addressed

Culture of Trauma-Informed Care

Acknowledge the widespread impact of trauma and understand potential paths for recovery.

Recognize signs and symptoms of trauma in clients, staff, and others involved with the system.

Integrate knowledge about trauma into policies, procedures, and practices; and seek to actively resist re-traumatization.

Thank You

Everyone has a role to play in Trauma-Informed approaches; one does not have to be a therapist to have a therapeutic presence

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