Trauma Informed Care Handout

Core Guiding Principles of Trauma-Informed Care

Trauma-informed care (TIC): Is an approach that explicitly acknowledges the role trauma plays in people's lives. TIC means that every part of an organization or program understands the impact of trauma on the individuals they serve and promotes cultural and organization change in responding to the consumers/clients served.

Trauma: Individual trauma results from an event, series of events, or a set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being.

1. **Safety**

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

   - ✓ Safety throughout the organization, staff and people served
   - ✓ Physical and psychological safety
   - ✓ Physical Setting is safe
   - ✓ Interpersonal interactions promote a sense of safety

2. **Trustworthiness and 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.

   - ✓ Maximizing trustworthiness, making tasks clear, and maintaining appropriate boundaries
   - ✓ Organizational operations and decisions are conducted with transparency
   - ✓ Constantly building trust

3. **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.

   - ✓ Understood as the key vehicle for building trust, establishing safety and empowerment
   - ✓ Utilizing their stories and lived experience to promote recovery and healing

4. **Collaboration and mutuality**

   There is true partnering and leveling of power differences between staff and clients and among organizational staff from direct care staff to administrators. There is recognition that

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healing happens in relationships and in the meaningful sharing of power and decision-making. The organization recognizes that everyone has a role to play in a trauma-informed approach. One does not have to be a therapist to be therapeutic.

- ✓ Maximizing collaboration and sharing of power with consumers and families
- ✓ Leveling of power differences between staff and clients and among organizational staff from direct care staff to administrators
- ✓ Recognition that healing happens in relationships and meaningful sharing of power and decision-making
- ✓ Everyone has a role to play in TIA: "one does not have to be a therapist to be therapeutic."

5. **Empowerment, voice, and choice**

Throughout the organization and among the clients served, individuals' strengths are recognized, built on, and validated and new skills developed as necessary. The organization aims to strengthen the staff's, clients', and family members' experience of choice and recognize that every person's experience is unique and requires an individualized approach. This includes a belief in resilience and in the ability of individuals, organizations, and communities to heal and promote recovery from trauma. This builds on what clients, staff, and communities have to offer, rather than responding to perceived deficits.

- ✓ Strengthens clients and family member's experience of choice
- ✓ Recognizes that every person's experience is unique
- ✓ Individualized approach

6. **Cultural, historical, and gender issues**

The organization actively moves past cultural stereotypes and biases (e.g., based on race, ethnicity, sexual orientation, age, geography), offers gender responsive services, leverages the healing value of traditional cultural connections, and recognizes and addresses historical trauma.

- ✓ 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

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3 E's of Trauma

THE THREE "E'S" OF TRAUMA: EVENT(S), EXPERIENCE OF EVENT(S), AND EFFECT

SAMHSA's Concept of Trauma

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

Six Key Principles of a Trauma-Informed Approach

1. Safety
2. Trustworthiness and Transparency
3. Peer Support
4. Collaboration and Mutuality
5. Empowerment, Voice and Choice
6. Cultural, Historical and Gender Issues

The Four "R's": Key Assumptions in a Trauma-Informed Approach	
Realization	In a trauma-informed approach, all people at all levels of the organization or system have a basic **realization** about trauma and understand how trauma can affect families, groups, organizations, and communities as well as individuals.
Recognize	People in the organization **recognize** the signs of trauma.
Responds	The program, organization, or system **responds** by applying the principles of a trauma-informed approach to all areas of functioning.
Resist Re-traumatization	A trauma-informed approach seeks to **resist re-traumatization** of clients as well as staff.

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Specific Strategies for Implementing Trauma Informed Care (TIC)

1. Show organizational and administrative commitment to TIC.
2. Use trauma-informed principles in strategic planning.
3. Review and update vision, mission and value statements.
4. Assign a key staff member to facilitate change.
5. Create a trauma-informed oversight committee.
6. Conduct an organizational self-assessment of trauma-informed services.
7. Develop an implementation plan.
8. Develop policies and procedures to ensure trauma-informed practices and to prevent re traumatization.
9. Develop a disaster plan.
10. Incorporate universal routine screenings.
11. Apply culturally responsive principles.
12. Use science-based knowledge.
13. Create a peer-support environment.
14. Obtain ongoing feedback and evaluations.
15. Change environment to increase safety.
16. Develop trauma-informed collaborations.

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Principles of Culturally Responsive Trauma-Informed Care

The *Trauma-Informed Organizational Self-Assessment* is based on eight foundational principles that represent the core values of trauma-informed care. These principles were identified on the basis of knowledge about trauma and its impact, findings of the Co---Occurring Disorders and Violence Project (Moses, Reed, Mazelis, & D'Ambrosio, 2003), literature on therapeutic communities (Campling, 2001), and the work of Maxine Harris and Roger Fallot (Harris & Fallot, 2001; Fallot & Harris, 2002) and Sandra Bloom (Bloom, 2004).

Principles of trauma-informed care include:

1. **Understanding Trauma and Its Impact:** Understanding traumatic stress and how it impacts people and recognizing that many behaviors and responses that may be seem ineffective and unhealthy in the present, represent adaptive responses to past traumatic experiences.

2. **Promoting Safety:** Establishing a safe physical and emotional environment where basic needs are met, safety measures are in place, and provider responses are consistent, predictable, and respectful.

3. **Ensuring Cultural Competence:** Understanding how cultural context influences one's perception of and response to traumatic events and the recovery process; respecting diversity within the program, providing opportunities for consumers to engage in cultural rituals, and using interventions respectful of and specific to cultural backgrounds.

4. **Supporting Consumer Control, Choice and Autonomy:** Helping consumers regain a sense of control over their daily lives and build competencies that will strengthen their sense of autonomy; keeping consumers well---informed about all aspects of the system, outlining clear expectations, providing opportunities for consumers to make daily decisions and participate in the creation of personal goals, and maintaining awareness and respect for basic human rights and freedoms.

5. **Sharing Power and Governance:** Promoting democracy and equalization of the power differentials across the program; sharing power and decision---making across all levels of an organization, whether related to daily decisions or in the review and creation of policies and procedures.

6. **Integrating Care:** Maintaining a holistic view of consumers and their process of healing and facilitating communication within and among service providers and systems.

7. **Healing Happens in Relationships:** Believing that establishing safe, authentic and positive relationships can be corrective and restorative to survivors of trauma.

8. **Recovery is Possible:** Understanding that recovery is possible for everyone regardless of how vulnerable they may appear; instilling hope by providing opportunities for consumer and former consumer involvement at all levels of the system, facilitating peer support, focusing on strength and resiliency, and establishing future---oriented goals.

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Trauma Informed Care and Higher Education

1. Trauma Informed Practices for Post-Secondary Education – Education Northwest
   https://educationnorthwest.org/sites/default/files/resources/trauma-informed-practices-postsecondary-508.pdf

2. Trauma Informed Teaching Strategies - Ohio University -
   https://www.ohio.edu/diversity/trauma-informed-teaching

3. Trauma Informed Pedagogy - https://library.guilford.edu/c.php?g=1063074&p=7748823

4. Leveraging the Neuroscience of Now -
   https://www.insidehighered.com/advice/2020/06/03/seven-recommendations-helping-students-thrive-times-trauma

5. Trauma Informed Principles Through A Culturally Specific Lens-
   https://nationallatinonetwork.org/images/Trauma-Informed-Principles-through-a-Culturally-Specific-Lens_FINAL.pdf

Equity & Resilience

1. **Beyond Health Care: The Role of Social Determinants in Promoting Health and Health Equity:**https://www.kff.org/disparities-policy/issue-brief/beyond-health-care-the-role-of-social- determinants-in-promoting-health-and-health-equity/#:~:text=Social%20determinants%20of%20health%20are%20the%20conditions%20in%20which%20people,health%20care%20(Figure%201).

2. **Trauma, Equity and Resilience* –** https://ccr.publichealth.gwu.edu/tools-resources/trauma-and-equity
   https://publichealth.gwu.edu/sites/default/files/downloads/Redstone-Center/BCR%20Trauma%20Equity%20and%20Resilience%202019.pdf

   A. *Trauma Informed Resources*
   - **Creating Cultures of Trauma-Informed Care (CCTIC) – Fallot & Harris, 2009 –**
     https://www.theannainstitute.org/CCTICSELFASSPP.pdf
   - **SAMSHA Trauma Informed Care for Behavioral Health Organizations –**
     https://www.integration.samhsa.gov/clinical-practice/SAMSA_TIP_Trauma.pdf
     https://store.samhsa.gov/system/files/sma14-4884.pdf
   - **Sanctuary: Trauma Informed Organizations –**
     http://sanctuaryweb.com/TheSanctuaryModel.aspx

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