



Integrating Trauma-Informed Care into Organizations: What are the Steps?

Bureau of Women, Infant and Adolescent Health 2021 Provider Meeting

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Old Self & World View



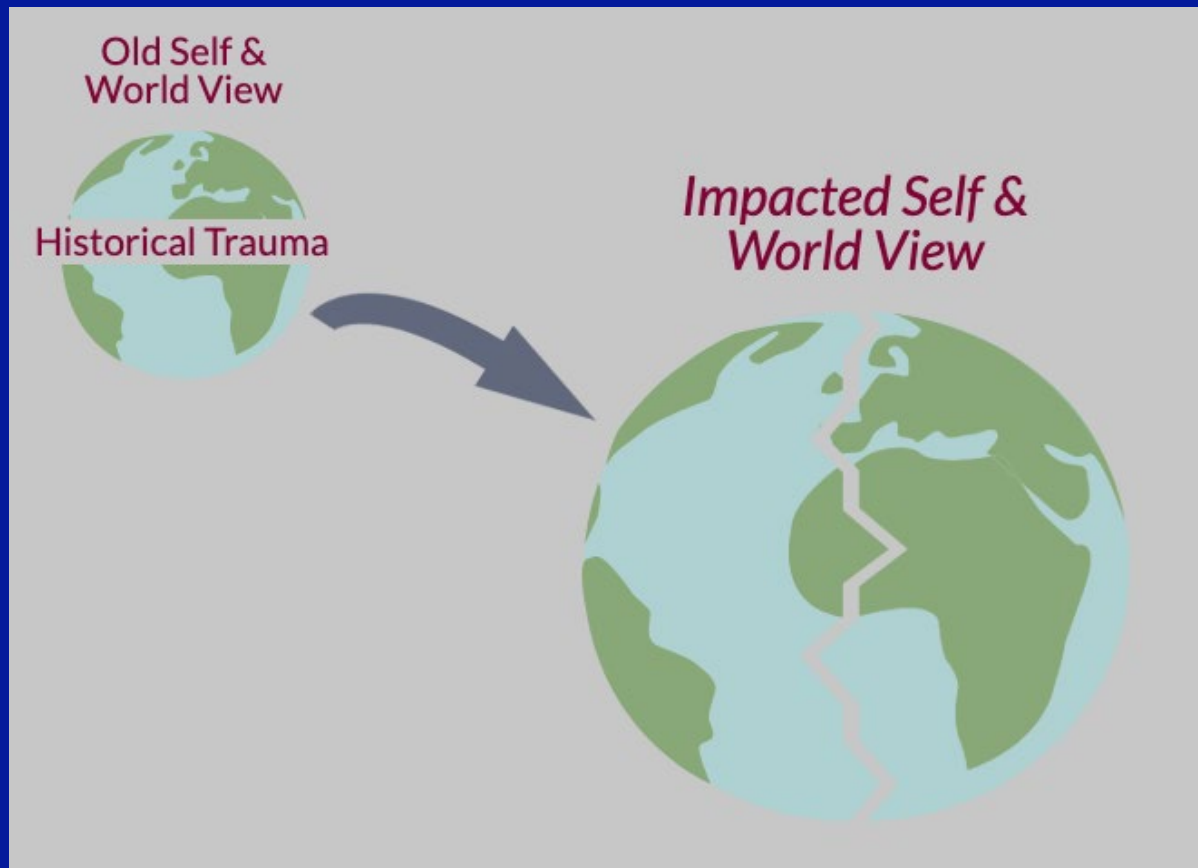
(Institute on Trauma and Trauma-Informed Care, 2020)

Old Self &
World View



Historical Trauma

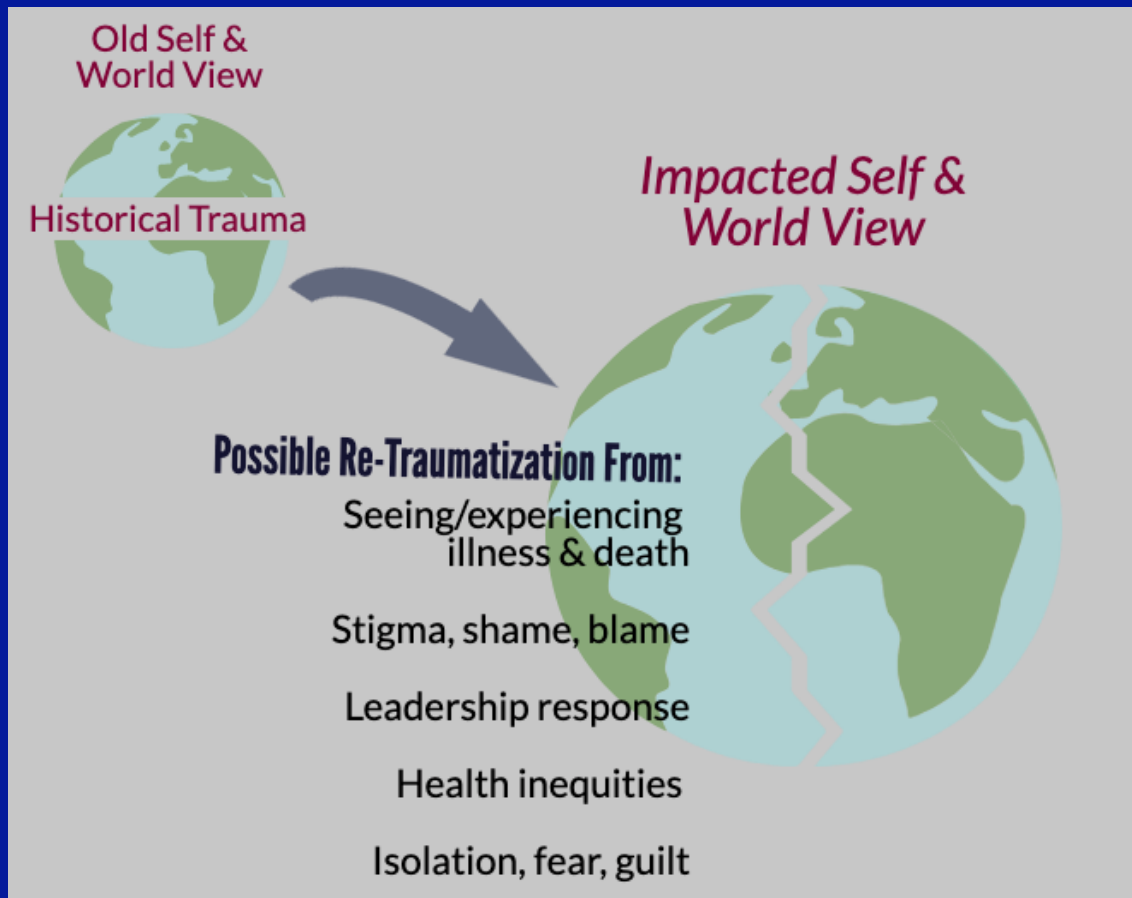
(Institute on Trauma and Trauma-Informed Care, 2020)



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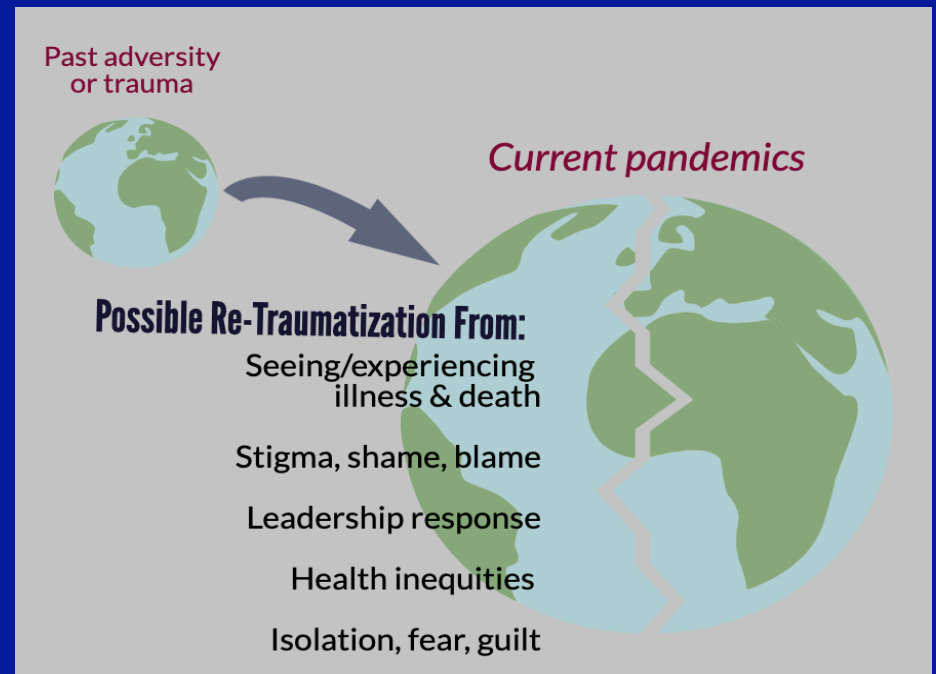
(Institute on Trauma and Trauma-Informed Care, 2020)

Re-Traumatization & Current Reality

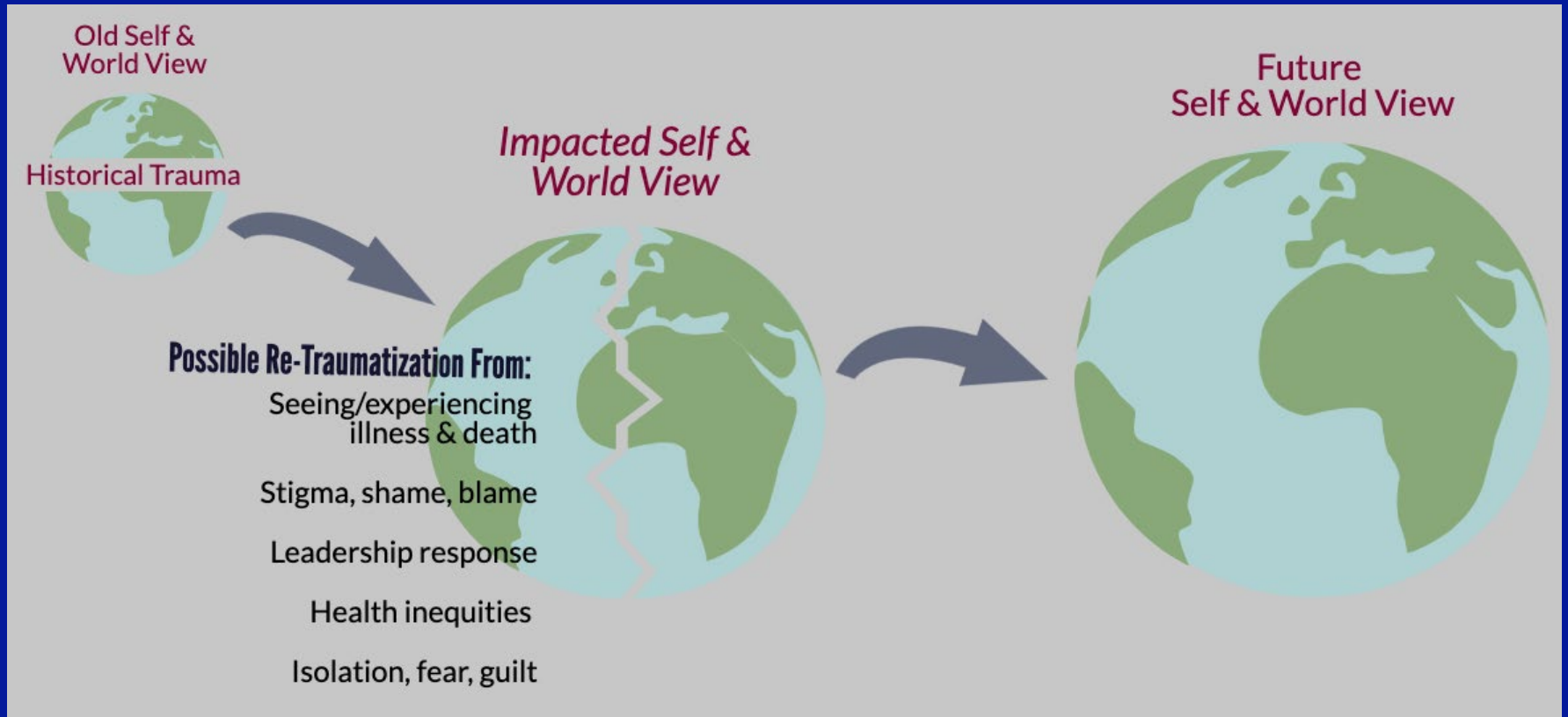
Can be **obvious** - or **not so obvious**

Is **usually unintentional**

Is **always hurtful** - exacerbating the very symptoms that brought the person into services



(Institute on Trauma and Trauma-Informed Care, 2020)



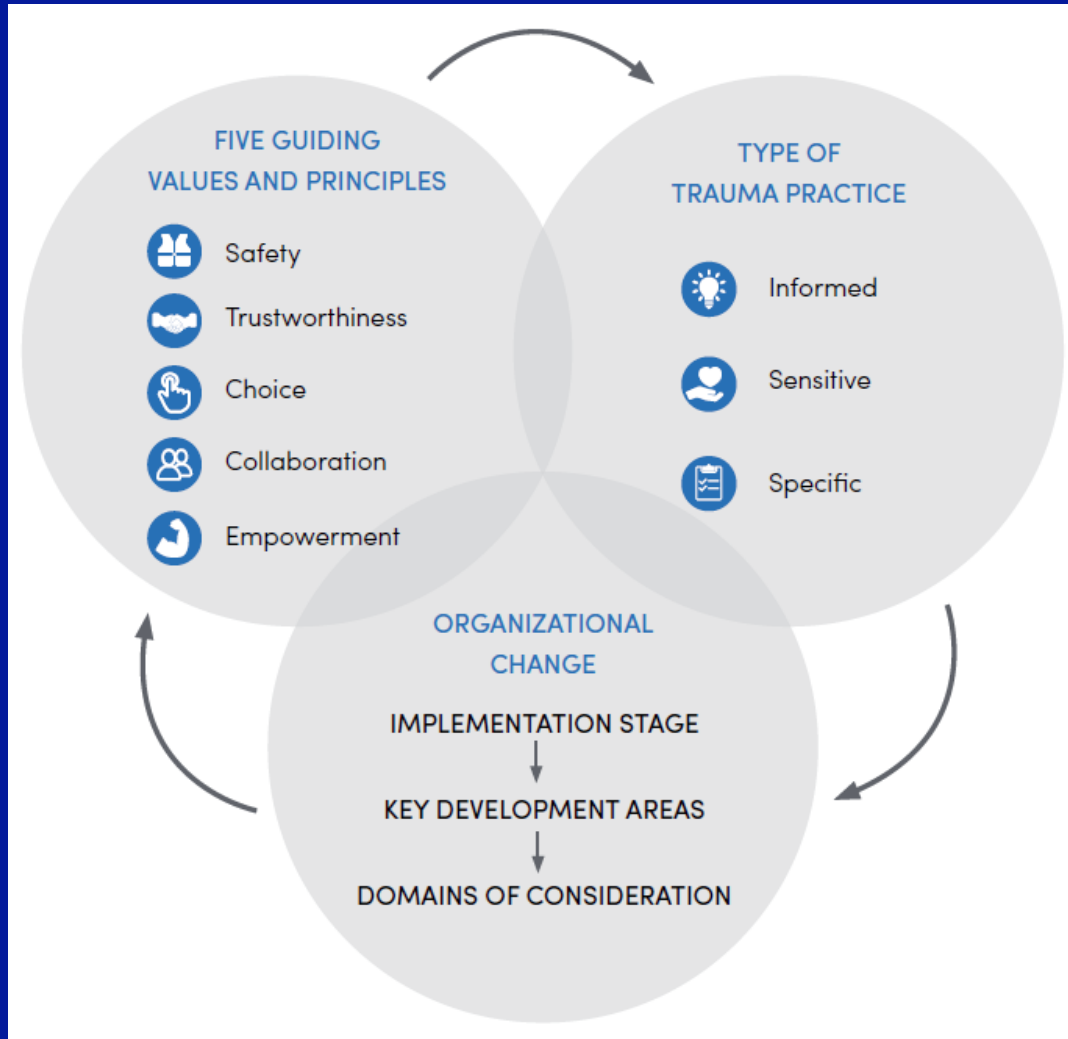
(Institute on Trauma and Trauma-Informed Care, 2020)

Trauma-Informed Care

What does it take?

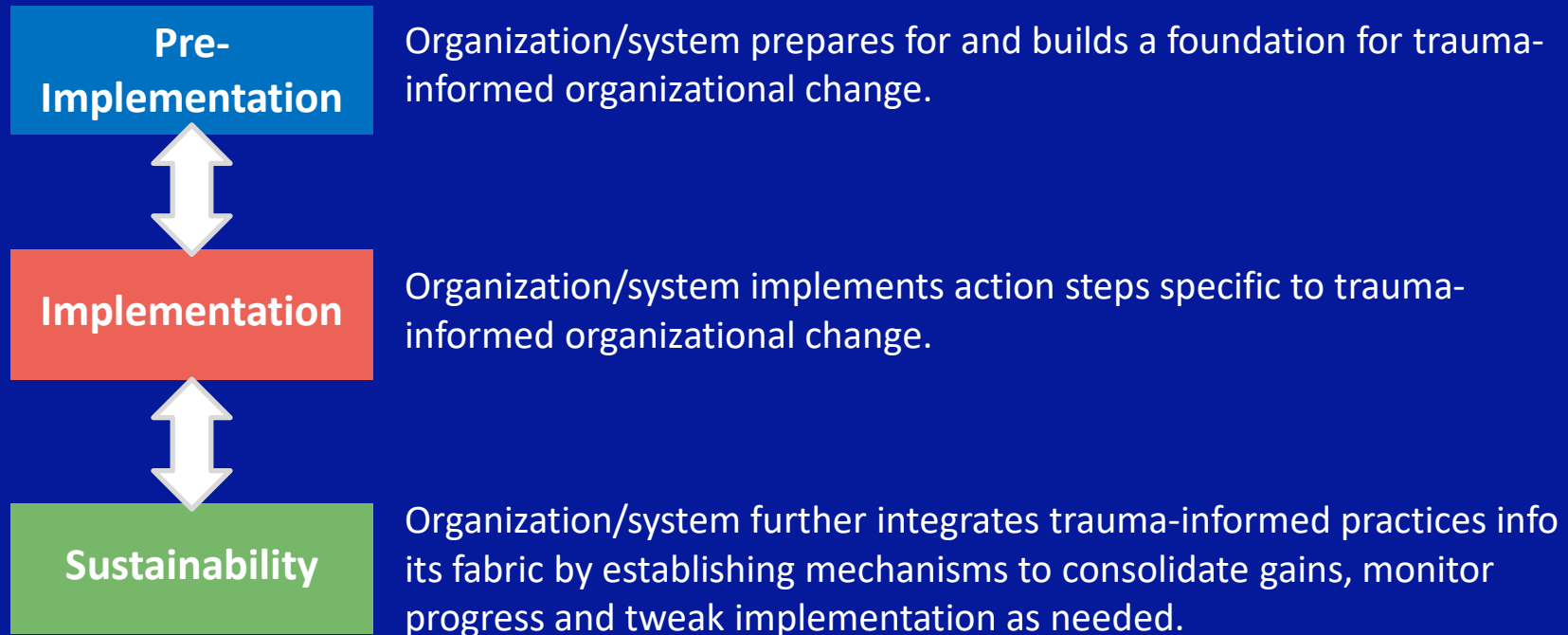
What are we already doing?

** Universal Precaution **



The Institute on Trauma and Trauma-Informed Care (2019)

Stages of the Trauma-Informed Organizational Model



** Stages are **flexible** and **dimensional**

1. Leading and Communicating

Pre-Implementation (p. 36-42)

- Leadership commitment
- Readiness to change
- T-I committee/work group
- Evaluation strategies
- T-I organizational plan

Implementation (p. 55-58)

- Oversight of T-I organizational plan
- Gather feedback from all stakeholders
- T-I messaging strategies

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Web Resource: <https://www.traumainformedcare.chcs.org/>

2. Hiring and Orientation Practices

Pre-Implementation (p. 44-46)

- Strategies to build T-I workforce
- Develop T-I interview questions
- Plan for new hire orientation

Implementation (p. 59-61)

- Recruit & hire T-I workforce
- Conduct interview & hiring processes in T-I ways
- Review HR documents

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Manual Tools: Appendix D (p. 111-112)

Example T-I Hiring & Orientation Practices (p.60)

3. Training the Workforce (Clinical and Non-Clinical)

Implementation (p. 62-66)

- Deliberate, long-term training plan
- Resources for trauma-specific training when appropriate
- Internal “Champion Team” that includes trainers and mentors

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Manual Tool: Appendix S (p. 141-143)

Web Resource: <http://ticiwny.org>

4. Addressing the Impact of the Work

Implementation (p. 67-70)

- Education & training on impact of work (e.g., VT, VR)
- Supervision
- Organizational support structures
- Culture of collaboration & empowerment

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Manual Resources: Additional Resources (p. 94-95)

** PROQoL, VT-ORG, Trauma Stewardship

5. Establishing a Safe Environment

Pre-Implementation (p. 47-48)

- Strategies to promote safety
- Identify strengths & resources in place for safe environment

Implementation (p. 71-74)

- Trauma-informed walk-throughs
- Gather feedback on environment
- Implement changes from the results

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Manual Tool: Appendix X (p. 153-158)

6. Screening for Trauma

Implementation (p. 75-77)

- Decide to screen or not
- Select a trauma screening tool
- Formal screening policy/protocol
- Train workers on how to screen

Sustainability (p. 90)

- On-going evaluation & monitoring of action steps

Manual Resources: Additional Resources (p.96)

** NCTSN, TIP-57

7. Treating Trauma

Implementation (p. 78-79)

- Trauma-specific treatment accessible
- Clinical supervision & support to workers who provide trauma-specific treatments

Sustainability (p. 91)

- On-going evaluation & monitoring of action steps

Manual Resources: Additional resources (p. 96-97)

Web Resource: <https://www.nctsn.org/treatments-and-practices/trauma-treatments>

8. Collaborating with Others (Partners and Referrals)

Pre-Implementation (p. 49-50)

- Identify opportunities to learn from & collaborate with others

Implementation (p. 80-82)

- Up-to-date referral list
- Build common trauma-informed goals
- Model the model when working with others

Sustainability (p. 91)

- On-going evaluation & monitoring of action steps

Manual Tool: Appendix I (p. 121-122)

9. Reviewing Policies and Procedures

Pre-Implementation (p. 51-52)

- Plan for the regular review of policies & procedures
- Identify aspects of T-I policies & procedures in place

Implementation (p. 83-86)

- Review/create policies & procedures using a T-I lens
- Transparent communication
- Gather feedback from all stakeholders

Sustainability (p. 91)

- On-going evaluation & monitoring of action steps

Manual Tool: Appendix GG (p. 176-178)

10. Evaluating and Monitoring Progress

Sustainability (p. 88-91)

- Evaluate T-I organizational change
- Evaluate the impact of T-I approach on outcome data & indicators
- Revisit each of the key development areas
- Incorporate the voice of all individuals in the evaluation process

Manual Tools: Appendix NN (p. 191-192)
Additional Resources (p. 98)

Discussion