CREATING A TRAUMA INFORMED SYSTEM (TIS)

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WHY DO WE NEED A TIS?

Providers are unable to deliver quality care in an organizational culture defined by chronic stressors and collective traumas.
Trauma-inducing to Trauma-reducing

TRAUMA-ORGANIZED
- Reactive
- Reliving/Retelling
- Avoiding/Numbing
- Fragmented
- Us Vs. Them
- Inequity
- Authoritarian Leadership

TRAUMA-INFORMED
- Understanding of the Nature and Impact of Trauma and Recovery
- Shared Language
- Recognizing Socio-Cultural Trauma and Structural Oppression

HEALING ORGANIZATION
- Reflective
- Making Meaning Out of the Past
- Growth and Prevention-Oriented
- Collaborative
- Equity and Accountability
- Relational Leadership
WHAT ARE THE VALUES OF A TIS?

Supporting wellness for both the workforce and community served through relationships that practice core TIS principles

Understanding Trauma & Stress
Compassion & Dependability
Safety & Stability
Cultural Humility & Responsiveness
Collaboration & Empowerment
Resilience & Recovery

Relationships Develop Culture
Relationships Support Healing
HOW DO WE CREATE A TIS?

- Leadership Engagement
- Ongoing Evaluation
- Policy and Practice
- Champions & Catalysts
- Training: TIS 101
- Embedded trainers
FOCUS OF TIS IMPLEMENTATION ACTIVITIES

“The use of effective interventions without implementation strategies is like serum without a syringe; the cure is available but the delivery system is not.” - Fixsen, Blase, Duda, Naoom & VanDyke, 2010
A workforce training provides the foundation for shifting organizational culture through new knowledge and shared values.
Using embedded trainers with existing workforce relationships maximizes sustainability and promotes culture shifts.
After the training, participants were *more likely* to believe that TIS is important for everyone and that TIS principles are beneficial and easily applied.

However, after the training, participants are also *more likely* to believe that the TIS model will be abandoned or poorly implemented by their organization.

The TIS approach resonates with the workforce but they may be skeptical of organizational commitment to the TIS model.
INDIVIDUAL PRACTICE CHANGE: COMMITMENT TO CHANGE PROJECTS

Each training participant identifies and commits to one small trauma-informed change in their worklife.

• Catalyze knowledge into practice
• Support engagement in TIS model
• Collective impact on organizational culture

“I will ask my supervisees if they have any safety concerns at work.”

“I will use deep breathing to relax once each day.”
INDIVIDUAL PRACTICE CHANGE: OUTCOMES

39% focus on Compassion & Dependability

78% are completely or partially successful with change

79% will continue implementing change

“one of the best things to ever happen to me”

“empowering”

“more positive and fun shift”

*Based on follow-up survey sample.
Programs participate in a minimum one year learning collaborative to promote TIS change within their organization.

Four key components to the collaborative, which is balanced between structure and self-direction.
Self-Study results indicate common areas for growth: Safety & Stability and Collaboration & Empowerment. All programs implemented some TIS changes and planned continued implementation. Program X increased staff perceptions of a respectful culture by 22%.

**Resilience & Recovery**
- Meeting-Free Hour - to encourage self-care (Resilience & Recovery) and increase sense of control over schedule (Collaboration & Empowerment)

**Cultural Humility & Responsiveness**
- Racial Humility Training - to create a workforce that resists racism (Cultural Humility & Responsiveness) and supports socio-emotional safety (Safety & Stability)

**Collaboration & Empowerment**
- Internal CLC Program - to increase staff participation in transitioning to a TIS model (Collaboration & Empowerment)

“The [CLC] provided us with a forum to discuss the relationships between lived experiences, workplace stressors, and trauma informed practices.”
ORGANIZATIONAL PRACTICE CHANGE: ALIGNED EFFORTS

TIS does not stand alone but aligns with and helps develop the many unique efforts to improve our systems.
Early results show that practicing the TIS principles is related to job happiness and satisfaction, as well as client practices.
HOW DO YOU KNOW IF YOUR ORGANIZATION IS READY TO BECOME A TIS?

1. What has happened to your organization? How is your history impacting your workforce and quality of services now?

2. How would you describe the culture and morale of your organization?

3. Has your organization already explored or embraced TIS principles in some activities?

4. What hopes or concerns do you have about implementing a TIS model?

5. Where will TIS fall in your organizational priorities?