



Implementation of Trauma Informed Care

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Integration of Trauma Informed Care into policy, practice, communication and environment

- Training
- Personnel and Operational Policies
- Support Planning
- Intersection between Trauma Informed Care & Universal Design
- Organizational response to vicarious trauma

Training

- Risking Connections 20 hours (All staff)
- Trauma Informed Care Principles in Policy & Practice (All staff)
- Intersection between Trauma Informed Care Principles and Universal Design Principles for Accessibility
- Trauma Stewardship (All staff)
- Stages of Healing
- Support Planning
- Funding EMDR and Trauma Focused- Cognitive Behavioral Therapy

Personnel and Operational Policies

- Voluntary service participation
- Low barrier rules
- Personnel policies include Rose Brooks Center's Commitment to Trauma Informed Care Principles that guide our work
- Required training on trauma informed care for all staff
- Job descriptions
- Performance Evaluation

Support Planning:

Wellness, Safety & Support

- I feel stressed or scared or upset when:
- You can tell when I am stressed or overwhelmed when I:
- When I am stressed, upset or overwhelmed it helps to:
- When I am stressed, upset or overwhelmed it does NOT help to:
- I feel safe around and can go to these people for support:

Support Planning

- Definition and list of possible triggers
- Signs others might notice or I might notice
- Healthy ways to feel calmer and safer

- Advocate Guide to Support Planning
- Adapted 2 therapists positions to become Support Plan Specialist/Therapist
- Support Plan templates in Spanish & for children
- Encourage staff to develop & share their own Support Plan
- Funding- created a new allowable service category

Intersection between principles of Trauma Informed Care & Universal Design

Trauma Informed Care	Universal Design
<ul style="list-style-type: none">• Safety• Choice• Empowerment• Collaboration• Trustworthiness	<ul style="list-style-type: none">• Tolerance for Error• Flexibility in Use• Equitable Use• Low Physical Effort• Simple & Intuitive• Perceptible Information• Size & Space for Approach and Use

Safety	Tolerance for Error
Throughout the organization, staff & the people they serve feel physically & psychologically safe; the physical setting is safe & interpersonal interactions promotes a sense of safety.	The design minimizes hazards and the adverse consequences of accidental or unintended actions.

Safety + Tolerance for Error =

- Good lighting, clear lines of sight
- Respect personal boundaries
- Fewer rules to lessen chance of negative consequences
- Access to exits (physical safety and ending services without consequences to safety)
- Privacy & confidentiality

**Trauma Informed Principle:
Working with survivors of trauma
affects the person of the helper, too.**

Vicarious trauma is an inescapable effect of trauma work. Each individual's personal commitment to addressing their own vicarious trauma is supported by the organization.

- Staff training on vicarious trauma and trauma stewardship
- Supervisor job description: *Educate and support staff about the risk of trauma exposure and how to manage its impact.*
- Wellness Program & Committee (Fitness Challenge, on-site gym, walking track, yoga, Pilates, meditation for staff and survivors)
- Book club discussions "Trauma Stewardship" (Laura van Dernoot Lipsky)
- Reflective practice/supervision
- Guide: *"Responding After a Safety Crisis or Traumatic Event"*
