

THE WHY'S & RATIONALE

MOVING TOWARDS BECOMING MORE ADVERSITY, TRAUMA & CULTURALLY INFORMED & RESPONSIVE

If a flower doesn't bloom, you don't try to fix the flower, you change the environment in which it grows (Alexander Den Heijer)

Childhood, adult, community, cultural & organisational experiences of trauma, toxic stress & adversity are very common & highly prevalent & their impact can be widespread & multi-layered. Therefore we need inclusive services that not only realise this & meet the need, but also actively respond & try to reduce this.

Experiences & the impact of trauma, toxic stress, social injustice & adversity can be a risk factor & are often interwoven with other multi-layered areas such as physical, social & mental health difficulties. Therefore we need to not only raise awareness but also consider the wider picture, and move from KNOWING to DOING

In order to support a culture of safety, security, trust & reflection; you have to become one. Individuals, teams and the organisation need to MODEL the MODEL (Treisman 2016); we want people to experience & feel the values. As Gandhi said 'People need to BE the change which they want to SEE

Certain practices, procedures & experiences can be re-traumatising. They can add to the harm. & be trauma-inducing; therefore, we want to create services & experiences which are trauma-reducing, & which increase people's feelings of multi-layered safety & trust

We want our organisations to be more healing, safer, supportive, compassionate, curious, reflective, relational, proactive, preventative, holistic & inclusive.

We want to humanise services & keep relationships at the centre to see the person first, who is behind the behavior, label, situation & crisis. We want to support a shift away from the question "what is wrong with you?" to a question around "what happened to you/us/our team /to our society (Foderaro) "What do you need? What matters to you?"

We want our organisations to learn, to evolve, & to strive for best practice. Therefore we need to develop & respond to the feedback, to the need, to the existing & emerging knowledge, data, literature & research base.

We want to create organisations that we are proud to work in, & that if we needed to seek the services offered or recommend them to a friend or family member we would feel as comfortable as possible in doing so.

Moving towards becoming more trauma-informed & trauma-responsive provides an organisation with a lens, a framework, a guide, & a language to consider & reflect on their purpose, principles, mission, vision, values, practices & much more. This can create a sense of identity, meaning, & connection.

Staff wellness & wellbeing is at the very heart. This fits with the notion, "wellbeing leads to well doing" (The Wellness Project) The healthier, more regulated, & reflective the staff are; the more able they will be able to infuse & embody these values & feelings into the work. As well as having an impact on staff retention, staff sickness, decision making, etc

Trauma can lead to people having to function in various survival modes; & can impact integration of various systems (leg time, arousal, brain, mind, body etc). Therefore we want services to not reinforce or mirror this survival mode or disintegration & to be able to reflect instead of react & to be more connected & integrated.

Trauma informed & trauma responsive systems acknowledge that 'every INTERACTION is an INTERVENTION (Treisman 2018) & that relationships are at the core of the work. Therefore everyone contributes to the experience of a service, & everyone has a vital role to play. So, in order to create a positive experience, to reduce re-traumatisation; & to create meaningful cultural & whole system wide-change; the values & principles need to be interwoven, infused & embodied by all.

A trauma-informed lens is utterly interwoven with areas of social justice, cultural humility & cultural responsiveness. Therefore, it is also about equity of services; including considering intergenerational, historical, cultural & community trauma, oppression, & injustice & people's intersection of identities

Trauma-informed & trauma-responsive also has a large focus on strengths-based practice & adversarial growth; including recognising, magnifying, enriching & celebrating individuals, teams, families, & organisational strengths & resources

Trauma-informed & trauma-responsive systems also prioritise partnership, communication, transparency, collaboration & power-sharing. Therefore it is about DOING WITH not DOING TO.

WHAT ELSE?

DR KAREN TREISMAN
SAFE HANDS AND
THINKING MINDS