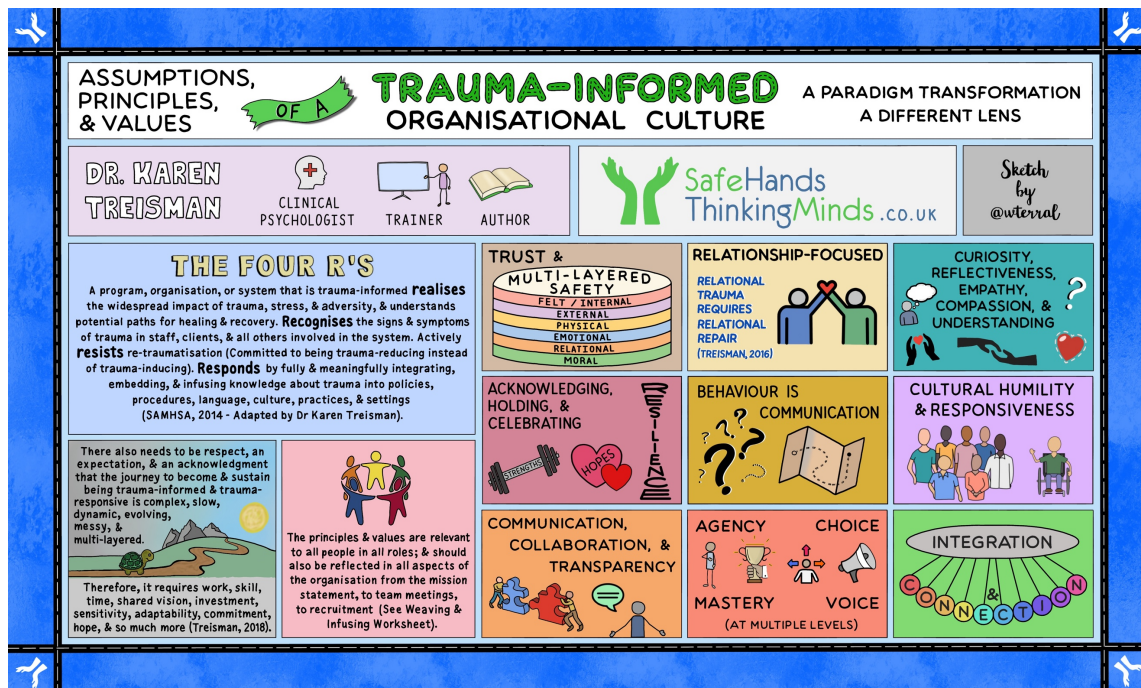


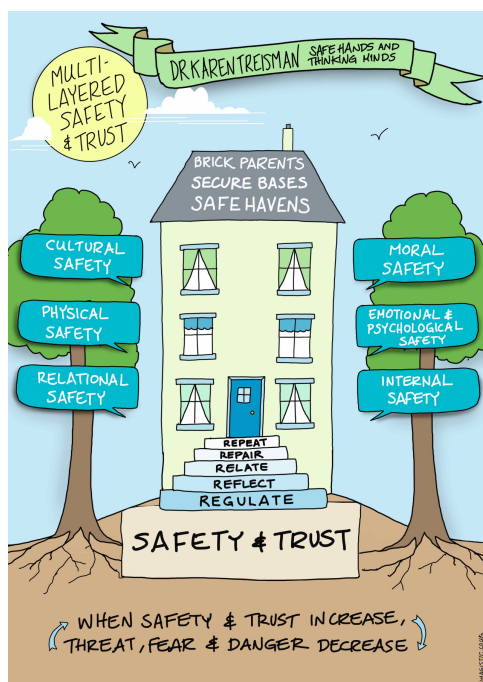
Dr Karen Treisman. Clinical Psychologist. www.safehandsthinkingminds.co.uk "Trauma, adversity, and culturally informed, infused, and responsive organisations".

A brief reflection around applying some of the values and guiding principles of adversity, trauma, and culturally informed, infused, and responsive practice- with regards to the current situation with Covid.

This is intended to support some reflection and food for thought and be a springboard for discussion and development. It is an introduction and not an exhaustive or prescriptive list.



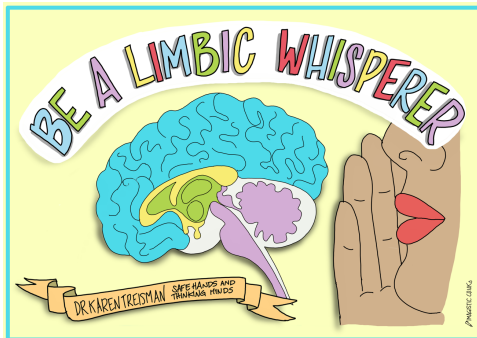
Value 1- Safety and trust:



- This includes moral, ideological, cultural, physical, environmental, relational, emotional, and inner/felt safety.
- How can we increase safety and regulation and decrease danger, fear, dysregulation, and threat? (including being mindful of our own and others triggers, hotspots and prickly parts).
- How can we stay indoors and protect ourselves and others (acknowledging that for some people being indoors does not feel safe, and this requires safeguarding)?
- What things (symbolical or actual) can we put around us in our home, in what we wear, in our days, in our routines, in our rituals, in who we connect with to increase our and others safety?

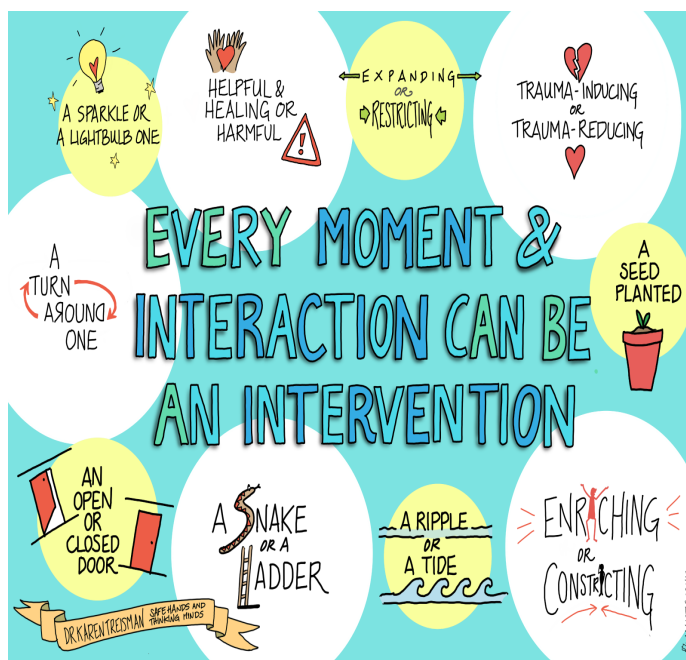
Dr Karen Treisman. Clinical Psychologist. www.safelandstinkingminds.co.uk "Trauma, adversity, and culturally informed, infused, and responsive organisations".

- What can we do to keep as regulated as possible? (this will vary for everyone)
How can we move to be in our thinking brains, but also acknowledge that it is understandable to also be at times in our survival brains?



- How can we be our own and others limbic whisperers?
- How can we make it feel safe for people to feel how they are feeling? That all feelings are acknowledged, ok, and validated.
- What can we do to feel relationally safe, held, and connected?

Value 2- Relationships:



- Now more than ever, connections, community, togetherness, belonging, and unity is so crucial. How can we stay connected? How can we support one another? How can we reach out? How can we show people that they are on our minds?

- Some quotes come to mind: "You don't have to be a therapist to be therapeutic" (Treisman). "Every interaction is an intervention" (Treisman), and an Ubuntu quote "I am

because we are".



Value 3- Cultural humility and responsiveness:

- How are we holding in mind, our own and people's intersectionality of identities, and people's multiple narratives? How might this be influencing and impacting people's experiences and needs? How are we supporting and responding to these needs?
- How are we holding in mind, honouring, acknowledging and responding to areas of power, privilege, and access? Power referring to multi-layered nature of power including as discussed in the Power Threat Meaning Framework- ideological, economic, interpersonal power, embodied power, legal power, coercive power, social capital etc.
- How are we acknowledging and being mindful how the current situation will impact different people differently and that this will be highlighting and exacerbating areas of inequality, social injustice, austerity, and much more?
- How are we being mindful of our own biases, values, attitudes, beliefs, lens, and much more; and how this is colouring and filtering how we view and respond to others including the current situation? And within this, having humility, that we don't know, and that it is about lifelong curiosity and learning. The person is the expert of their own experience.
- How are we holding in mind and responding to this current situation from a lens of collective, cultural, and historical trauma?

Value 4- Behaviour is communication:



- How can we be mindful that many of us will be responding to the current situation through our own survival, protective, and coping responses? This also applies to organisational and team behaviours. See my video on survival modes.
- How can we also hold in mind that the current situation might be triggering and resurfacing past traumas, responses, and situations? How might it be taking people down memory time holes? (See my video on covid and past traumas for more on this).
- This is even harder when functioning in a time of community trauma, and where we are absorbing and breathing-in other people's feelings, worries, and energy.
- How can we recognise that behaviour is communication? If the behaviour could talk what might it say?
- If we could see the layers beneath the behaviour what might we see? if we could see the person behind the behaviour would we notice?
- How can we try to be curious instead of furious?
- How can we see the function and purpose behind the behaviour/s? As well as what might be reinforcing and fuelling the behaviour? What the behaviour's history, story, and development are and has been?

Value 5- Strengths and hope:

- How can we notice, magnify, celebrate, enrich, and reflect on our own, and other's power resources, skills, strengths, positive qualities, progresses and so forth? This includes community, organisational, and collective ones.
- How can we hold on to hope? What would it be like if we asked hope to be our constant travelling companion or friend? Who can we draw hope and wisdom from? (including those in the past, past, direct and indirect).
- How can we anchor on to our own and others strength, power resources, and survivorship?
- How can we notice, share, and magnify best and innovative practice?
- How can we celebrate and hold on to the sparkle moments?
- How can we bring playfulness and joy into our days, even if in the tiniest ways?

Value 6, 7 and 8- Collaboration, transparency, connection, integration, communication:

- How can we work together, collaborate, and share? How can we make sure we aren't operating in silos?
- How can we be connected and support each other virtually? (whilst acknowledging and honouring that different people will need or want this in different ways at different times). There are lots of examples of this at the moment, such as the rainbows in the windows, the drive through waves, the virtual dinner parties, the community clapping, the virtual lunches, the virtual choirs, the virtual quizzes, the sending virtual hugs in the post, the social media connections etc.
- How can we also take the time to connect and integrate our different systems? Again, knowing that all of us will be in different places at different times. But for example, our minds with our bodies. Our thoughts with our feelings. Our past with our present and future and so forth.
- How are we being careful and mindful about how we communicate and about the power of words?
- How are we giving as much explanation and communication as possible in a thoughtful, validating, and acknowledging way? How are we being clear about the rationale, for example, behind a decision? Or naming the uncertainty of the current situation? How are we being clear about our expectations, and about what we know and don't know? How are we finding ways to make this information as palatable and accessible as possible? How are we being as honest and transparent as possible, whilst being sensitive about the delivery and the power of words?
- How are we signposting people to where they can get more information and/or support?

Value 8- Voice and choice:

- Whose voices are being silenced, minimised, invalidated, ignored, and forgotten? Whose voices are being privileged?
- How can we increase opportunities to have ownership to feedback, to be listened to, to power share?
- How are we optimising opportunities for choice where possible?
- How are we optimising opportunities for agency and mastery?
- How are we leaving room and space for difference and flexibility?

Value 9- Compassion, curiosity, understanding, and being reflective:

- Where possible, how are we trying to reflect instead of react?
- How are we giving ourselves and others time to think and breathe?
- Where possible, how are we trying to connect instead of correct (Dan Hughes, from DDP)?
- How are we treating others how we would want to be treated? Modelling the model.
- How are we being honouring of different people's processing, sense-making, and meaning making?
- How are we seeking to understand and to care?
- How are we being compassionate to ourselves and others, particularly in a time of unknown, fear, and constant change?