



Trauma-Informed Practices:

**ENHANCING PROGRAMS AND
PROMOTING STAFF SAFETY AND WELLNESS**

Why learn about
Trauma-Informed Care
in the workplace?

SAMHSA's definition of TRAUMA:

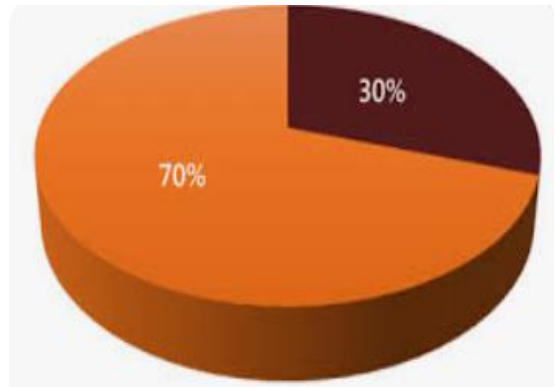
'Individual trauma results from an **event**, series of events, or set of circumstances that is **experienced** by an individual as physically or emotionally harmful or threatening and that has lasting adverse **effects** in the individual's functioning and physical, social, emotional, or spiritual well-being.'

- ✓ Event
- ✓ Experience
- ✓ Effects

What is Trauma?

How common is trauma?

70% of adults in the USA have experienced at least one traumatic event in their lives.



That's **223.4 million people**.

- About **5 out of every 100** adults in the USA had a PTSD diagnosis in any given year
- In 2020, approximately **13 million** Americans have a PTSD diagnosis
- Women are statistically more likely to be diagnosed with PTSD than men
- About **8 of every 100 women** and **4 of every 100 men** will have PTSD at some point in their life

How common is **vicarious trauma** in the helping professions?

| Burnout | Compassion Fatigue | Vicarious Trauma |
|--|---|--|
| Reduced Efficacy | Burnout Symptoms | Burnout Symptoms |
| Cynicism or Negativism | Emotional Exhaustion | Compassion Fatigue Symptoms |
| Feelings of Energy Depletion or Exhaustion | Weariness of hearing people's problems & "helping them" | Emotional Residue & traumatic stories linger |
| | | World View is negatively impacted |

Between **40 and 85 percent** of helping professionals have developed vicarious trauma, compassion fatigue, and/or high rates of traumatic symptoms, according to several studies.

What is Trauma-Informed Care? (4 Rs)

REALIZES

Realizes impact of trauma and understands the paths for recovery

RECOGNIZES

Recognizes signs and symptoms of trauma in clients, staff + others

RESPONDS

Responds by fully integrating knowledge about trauma into policies, procedures and practices

RESISTS

Seeks to actively **resist** re-traumatization

What are some of the benefits of Trauma-Informed Practices



Safety for all



Staff retention



Resilience &
growth



Wellness and
preventive care in
the workplace



Trauma awareness
mitigates vicarious
trauma



Promote recovery
from trauma

How do I start incorporating Trauma-Informed Care into staff training?

Always
start with
“Why”

Training on:

Trauma Awareness & Understanding

Trauma Recognition

Effective Responses

Trauma-Informed Referral Resources

Some of the ways NYCJA has incorporated **Trauma-Informed Practices** in our pretrial work

SAMHSA's train-the-trainer grant allowed us to training multiple staff as trainers

Train all staff on "How Being Trauma-Informed Improves Criminal Justice System Responses"

Find your local trainer:

<https://www.samhsa.gov/gains-center/trauma-training-criminal-justice-professionals>

- Promote the "Universal Assumption of Trauma"
- Prioritize wellness in the workplace
- Normalize therapy
- Train staff on Self-Care & Resilience: provide space & time to create a self-care plan



Language:

It's both what you say
and how you say it



Policies/practices:

Are they aligned with
trauma-informed care?



**Physical space
assessment:** Are there
opportunities for
change?



Supervision:

What is covered and
how?



Reflective practices:

“How am I really?”



Ongoing assessment

of staff experiences:
“How are they really?”

Additional ways
to include
Trauma-Informed
Practice in pretrial
work

Professional Quality of Life

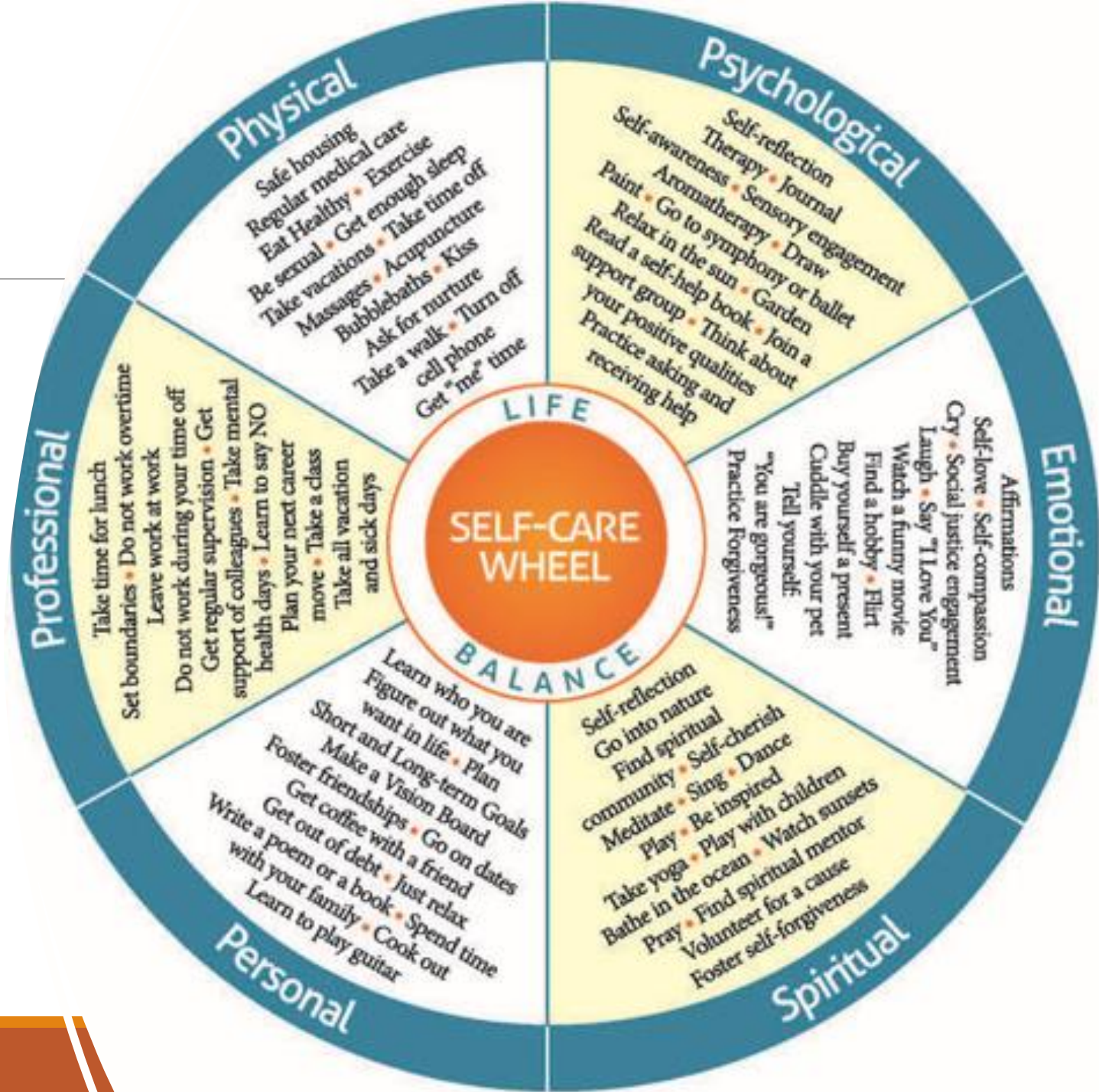


Professional Quality of Life (proQOL) is intended for any helper - health care professionals, social service workers, teachers, attorneys, emergency response, etc. Understanding the positive and negative aspects of helping those who experience trauma and suffering can improve your ability to help them and your ability to keep your own balance.

<https://proqol.org/proqol-measure>




Self-Care planning to build resilience



B T



**Become
Antifragile**



RESILIENCE

Life doesn't get easier or more forgiving,
we get stronger and more resilient.

Creating a
Culture of
Wellness

One Thing...



*Thank
you*

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