3 DOMAINS OF WORKPLACE TRAUMA-INFORMED

(TIC MEANS WE UNDERSTAND THAT EVERYBODY CARRIES THE PHYSICAL, EMOTIONAL, AND BEHAVIOURAL IMPRINTS OF TRAUMA, AND WE BUILD THIS UNDERSTANDING INTO OUR INTERACTIONS WITH OTHERS, TOWARDS RELATIONAL HEALING AND EMOTIONAL SAFETY)

CARE (TIC)

SOCIO-ECONOMIC DISADVANTAGE

ABLEISM

2. Organisational Level

Safety: Building physically and psychologically safe environments for both staff and clients is paramount

Trustworthiness: Decisions are made and communicated transparently, to build trust and confidence

Collaboration: Involving both workers and clients in planning and decision-making reduces power dynamics

A trauma-informed workforce: A trauma-informed approach is taken to recruitment, induction and staff training

> Integration: A trauma-informed approach is built into policies, procedures, position descriptions and other key documentation

CISGENDERISM

RACISM

MISOGYNY

asinale

3. Broader Systemic Level

RELIGIOUS OPPRESSION

CLASS

SEXUAL

HARASSMENT

1. Staff Member Level

Cultural Humility: Biases in relation to race, gender, sexuality, disability, age, and religion are confronted

Self-Care: Physical and mental health are prioritised, support is accessed when needed, time is taken to nurture holistic wellness

Education: Knowledge and skills in trauma-informed care are sought, and interactions with clients, co-workers and volunteers are informed by an understanding of the impacts of trauma

Engage, acknowledge, support: When facing reactive behaviours from clients or colleagues, strive to engage with the right brain experience before guiding towards left brain thinking

> Be a Team Member: Social engagement is one of our greatest allies in the treatment of trauma. Take time to connect and help others to do so

> > HETEROSEXISM

COLONISATION

HISTORICAL OPPRESSION

This Infographic is informed by '10 Key Ingredients for Trauma Informed Care', from the TICIRC, and 'Guiding Principles of Trauma-Informed Care', from SAMHSA, as well as the work of NICABM and the Trauma Research Foundation (TRF)