Trauma-Informed Principles: Reopening during COVID-19

We are in this together

Creating a Resilient and Trauma-Informed Community

www.resilientcommunitieswi.com

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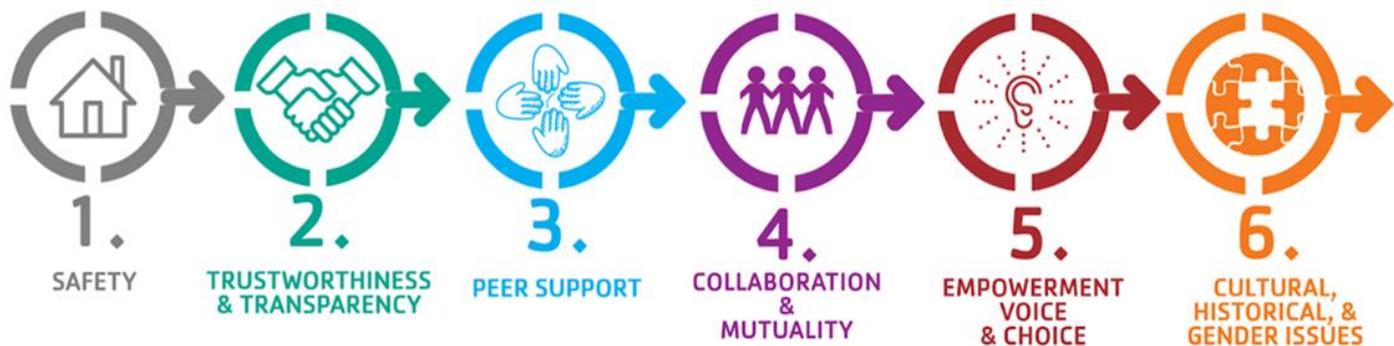
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Everyone has a role to play when it comes to the process of a safe reopening practices during COVID-19. While the Centers for Disease Control and Prevention provides reopening guidance on best practices for cleaning and social distancing, the purpose of this document is to support a supportive reopening process through trauma-informed practices.

The process of reopening can be difficult as organizations strive to find ways to operate while communities continue to navigate through a pandemic. The integration of trauma-informed principles during the planning and implementation phases of reopening will help foster a healthy work environment and support a culture resilience. Application of the trauma-informed principles will enhance safety and well-being during an uncertain time for many people.

6 GUIDING PRINCIPLES
TO A TRAUMA-INFORMED APPROACH

1. SAFETY
2. TRUSTWORTHINESS & TRANSPARENCY
3. PEER SUPPORT
4. COLLABORATION & MUTUALITY
5. EMPOWERMENT VOICE & CHOICE
6. CULTURAL, HISTORICAL, & GENDER ISSUES

This figure is adapted from: Substance Abuse and Mental Health Services Administration. (2014). SAMHSA's concept of trauma and Guidance for a trauma-informed approach. HHS publication no (SMA) 14-4884. Rockville, MD: Substance Abuse and Mental Health Services Administration.

Trauma-Informed Principles:
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SAFETY:

How am I keeping the **equal balance of structure and nurturance**?

Physical safety:

Where can I add visual cues of physical safety into facilities?

What guidelines for safety have been developed and how are we clearly communicating expectations to all?

How am I role modeling and acknowledging safe behaviors?

Emotional safety:

How am I prioritizing relationships and supporting healthy emotion regulation?

How do the tone and volume of my voice and body language convey a sense of safety?

How am I helping others reframe challenging behaviors and respond with empathy?

TRUST/TRANSPARENCY:

What do **my nonverbal behaviors and choice of language** broadcast about my trustworthiness?

What am I doing to help others **know what to expect** in certain situation?

As appropriate, how can information regarding the **why and how decisions** are being made be shared?

PEER SUPPORT:

What opportunities am I taking to **share stories that promote recovery, healing and resilience**?

What options am I offering for others to build and nurture a **shared sense of community & belongingness** in the workplace?

COLLABORATION & MUTUALITY:

Where am I **inviting others** to share their input?

What opportunities for **volunteering or giving** am I offering others?

How am I fostering opportunities for **learning and working together**?

EMPOWERMENT/VOICE & CHOICE:

What am I doing to **recognize and validate the strengths** of others?

How am I **offering accurate information** so that others can make their own informed decisions?

How am I **recognizing the good efforts** of others to safely care for themselves and our community?

CULTURAL, HISTORICAL & GENDER ISSUES:

What am I doing to help others be aware of the **importance of historical contexts**?

How am I demonstrating **cultural humility and trustworthiness**?

What actions am I taking to ensure that **all** members of our community can thrive?