

Building and Sustaining a Public Health Workforce

Trauma-Informed Organizational Change Initiative

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Benefits for a Trauma-Informed Workforce

- ▶ Improve work culture/environment
- ▶ Increase job satisfaction
- ▶ Enhance the well-being and resiliency of staff
- ▶ Reduce stress levels
- ▶ Improve communications and relationships among staff and divisions



Principles of a Trauma-Informed Workplace

To create trauma-informed work environments and services, all organizational policies, practices, and procedures should be informed by the following key values:

Safety



Ensuring physical and emotional safety

Common areas are welcoming and privacy is respected

Choice



Individual has choice and control

Individuals are provided a clear and appropriate message about their rights and responsibilities

Collaboration



Definitions

Making decisions with the individual and sharing power

Principles in Practice

Individuals are provided a significant role in planning and evaluating services

Trustworthiness



Task clarity, consistency, and Interpersonal Boundaries

Respectful and professional boundaries are maintained

Empowerment



Prioritizing empowerment and skill building

Providing an atmosphere that allows individuals to feel validated and affirmed with each and every contact at the agency

Implementation

LET'S GO!

- ▶ Administered a Climate Scale (TICS-10 survey) - April 2022
- ▶ Staff Wellness Day Held – June 2022
- ▶ RFP Released for TIC Consulting Services – June 2022
- ▶ Started Initiative - January 2023

Ongoing Efforts

- ▶ Annual Assessments to measure organizational changes culture shifts
- ▶ Live trainings
- ▶ Leadership development and coaching sessions
- ▶ Champions present to leadership



Accomplishments



- ▶ Created a TIC Champions group (set criteria)
- ▶ Developed foundational training videos
- ▶ Created a Policy of Polices (copies available)
- ▶ Working on template for updating job descriptions