Trauma Informed Systems Initiative
Developing a Healing Organization and Region

San Francisco Department of Public Health

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Relational Leadership

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

“FACTS ARE MEANINGLESS. YOU COULD USE FACTS TO PROVE ANYTHING THAT'S EVEN REMOTELY TRUE!”

Adapted From CANarratives.org
Health Disparities & Trauma

Stress

Trauma
- Historical Trauma
- Microaggressions
- Traumatic Life Events
- Physical & Sexual

Coping

Cultural Buffers
- Identity Attitudes
- Enculturation
- Spiritual Coping
- Resilience
- Attachment

Traditional Health Practices

Health Outcomes

Health
- Greater Risk & Morbidity

AOD Use
- Abuse & Dependence

Mental Health
- PTSD
- Trauma Response
- Depression
- Anxiety
- Violence

Impact of Racism

Historical Unresolved Grief

Disenfranchised Grief

Internalized Oppression

Organizational Homeostasis

Trauma affects systems as well as individuals and communities
Organizational Trauma

A Trauma-Organized System

- Reliving/Retelling
- Increased Arousal/Reactivity
- Avoiding

A Healing Organization...

“Trauma Informed Systems principles and practices support reflection in place of reaction, curiosity in lieu of numbing, self-care instead of self-sacrifice and collective impact rather than siloed structures.”

How do we build a trauma informed system?

Through your voice & participation we:

1. Build base of common knowledge and shared language.
2. Use base to collaboratively identify areas to improve.
3. Shift practices, policies, and programs to be trauma informed.
4. Implement a plan to sustain knowledge and practices.

GOAL
To align and embed trauma informed principles into practice

Approach

- System-wide Training
- Creating a foundational understanding and shared language
- Supplying the workforce with tools to try out
- A cultural change built on an understanding of relationships
- A trauma-informed lens is a racially and culturally-informed lens

Two Lenses

- Race, Culture & Health Disparities
- Workforce Development
SFDPH Trauma Informed System Evaluation

**System Impacts**
- Are we improving our system?
- Client satisfaction, staff engagement, etc.

**Practice Change**
- Are we creating change?
- Individual and program commitments to change

**Knowledge Change**
- Are we supporting learning?
- Trauma 101 training evaluations

Implementation Science

“The use of effective interventions without implementation strategies is like serum without a syringe; the cure is available but the delivery system is not.”
—Fixsen, Blase, Duda, Naoom, & Van Dyke, 2010

Brief History of Trauma Transformed

Regional Leadership Connects around a National Public Health Crisis and a Regional Call to Action

In July 2013, 7 Children System of Care Directors began planning to launch a regional trauma-informed system of care designed to:

- Build a regional center
- Coordinate and share resources
- Reduce fragmentation and increase alignment
- Applied for and received SAMHSA grant in 2014; RFP to nonprofit to partner as hub
Building a Trauma Informed Region

Trauma Informed Agency Assessment (TIAA)

- The TIAA is a validated data collected tool designed by family, youth and agency staff to be used in THRIVE, Maine’s Trauma Informed System of Care
- Selected as a readiness assessment for the Bay Area regional trauma informed system of care expansion
- The TIAA is designed to identify areas of strength and areas for improving trauma informed care.