

## How can we foster a more inclusive workplace and community by being trauma-informed?

### Key Points:

- Trauma occurs when a person or group is confronted with a threat to themselves or others and that threat overwhelms their coping resources.
- An individual or group might experience intense helplessness, distress or fear for personal safety.
- Adult survivors of childhood trauma are often unaware of how the trauma still impacts their adult life every day.
- Trauma can affect a particular group or culture. For example: racism, genocide, war or colonization.
- Community-wide trauma includes things like natural disasters, economic declines, pandemics or health crises.

### Further Learning

- [This](#) is a free, on-line Trauma-Informed Workplace Assessment.
- [This](#) video does a good job of showing how traumatic experiences in childhood show up later in life.

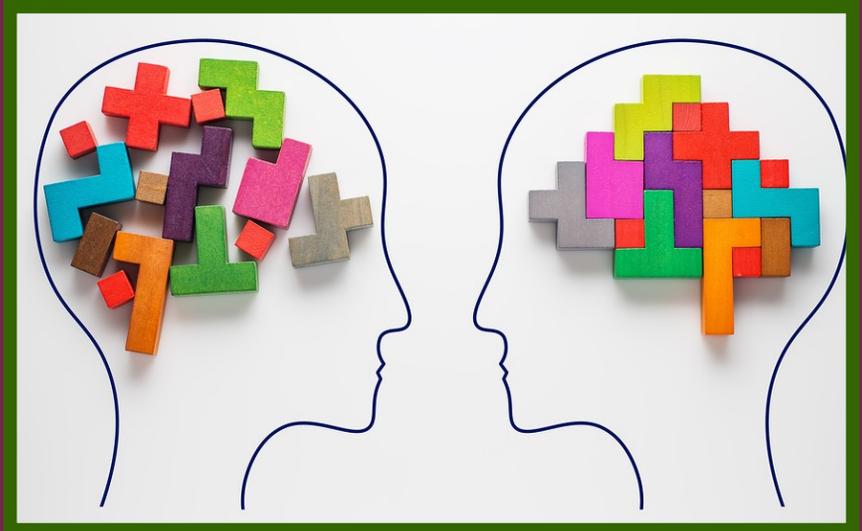
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\* **Source: CTRI Little Book About Trauma Informed Workplaces.**



## Trauma-Informed workplaces are one of the key factors in trauma recovery:

- People spend a lot of time at work, so fostering a trauma-informed workplace is a **key factor** in promoting recovery.
- One of the major things we can do as leaders in the workplace is **recognize** and **talk** about trauma.
- Through genuine human **connection and compassion**, isolation and fear stemming from trauma can transform into resilience and growth.

## 5 Trauma-Informed Principles

**Promote Awareness:** Provide opportunities to talk about and educate staff about trauma as well as the role we each play in promoting individual and collective wellbeing. People will naturally self reflect and may discover new insight into their own personal trauma.

**Shift Attitudes:** A shift in attitude impacts the way we interpret situations. For example, asking “what happened?” instead of “what did you do?” Being trauma-informed shifts the mindset from judgemental or assuming, to curiosity and empathy.

**Foster Safety:** This requires paying close attention to the varying needs of different people. Build trusting relationships and make sure to foster both physical and psychological safety.

**Provide Choice:** One thing people who have experienced trauma cite is a feeling of powerlessness. Offering choice in as many circumstances as possible can be reparative. Try to be open to change and intentionally invite minority voices or those with less organizational power to share their perspective.

**Highlight Strengths:** Sometimes, people who have experienced trauma experience a disproportionate focus on negative memories as well as negative self-talk. Seize opportunities to highlight strengths and show appreciation for someone’s work individually and in front of