



# Trauma-Informed Care

Fall Trauma Conference  
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With you today...

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*He/him/his*

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# About Trauma-Informed Care @ Occupational Health

**Occupational Health** and the **School of Nursing** have partnered to create a specialty program in Occupational Health to address workplace violence and trauma-informed care education at OHSU. The Trauma-Informed Care Program supports employees with the professional development resources they need to succeed.

## FOCUS AREAS



### Staff wellness and workplace injury

Services to support OHSU staff in experiencing psychological and emotional injury through experiencing trauma.



### Trauma-Informed Education

Develop meaning learning cultures across OHSU to spread Trauma-Informed education and training skills.



### Suicide Prevention

Develop meaning learning cultures across OHSU to spread Trauma-Informed education and training skills.



# TRAUMA-INFORMED CARE & TRAUMA-INFORMED SYSTEMS



1. Realizing the impact of trauma



3. Responding to trauma



2. Recognizing the signs of trauma



4. Resisting re-traumatization

Realize



# REALIZING THE IMPACT OF TRAUMA

Healthcare workers	ICU survivors	Individuals with disabilities	Families of survivors
<p>Especially those who are directly caring for COVID-19 patients, are experiencing unprecedented levels of burnout, moral injury, and traumatic stress. Coping with regular death, fear of infecting themselves or others, and shortages of necessary medical equipment are all impacting the mental well-being of nurses, doctors, and other hospital staff.</p>	<p>Are at an increased risk of developing PTSD. Those who become critically ill with COVID-19 often end up in an intensive care unit and may need to be ventilated to support breathing, which can be a terrifying experience. Between <b><u>20% and 25%</u></b> of ICU survivors experience PTSD symptoms up to a year after being discharged.</p>	<p>Are disparately experiencing the ill effects of COVID-19. People with IDD are over <b><u>5 times more</u></b> likely to contract COVID-19 and over four times more likely to die from it. This is because individuals with IDD are more likely to live in large congregate settings, such as state institutions or group homes, and are more likely to have comorbid chronic conditions (such as asthma or diabetes) that increase the risk of having complications with COVID-19</p>	<p>Are also at risk; a 2016 study found <b><u>15.7% of family members</u></b> showed clinically significant PTSD symptoms after their loved one's ICU care was over.</p>

CS450352



"It happened at work.  
The glass ceiling broke."



# Trauma in organizations



The National Comorbidity Study established that 61% of men and 51% of women in the United States had experienced at least 1 traumatic event in their lifetime (Kessler et al., 1999).



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- Reduced commitment to the organization
  - Negative attitudes toward the organization and persons served
  - Absenteeism
  - High turnover
  - Job dissatisfaction
  - Damaged team morale

# RECOGNIZING TRAUMA IN PROFESSIONALS

Recognize



# Neurobiology



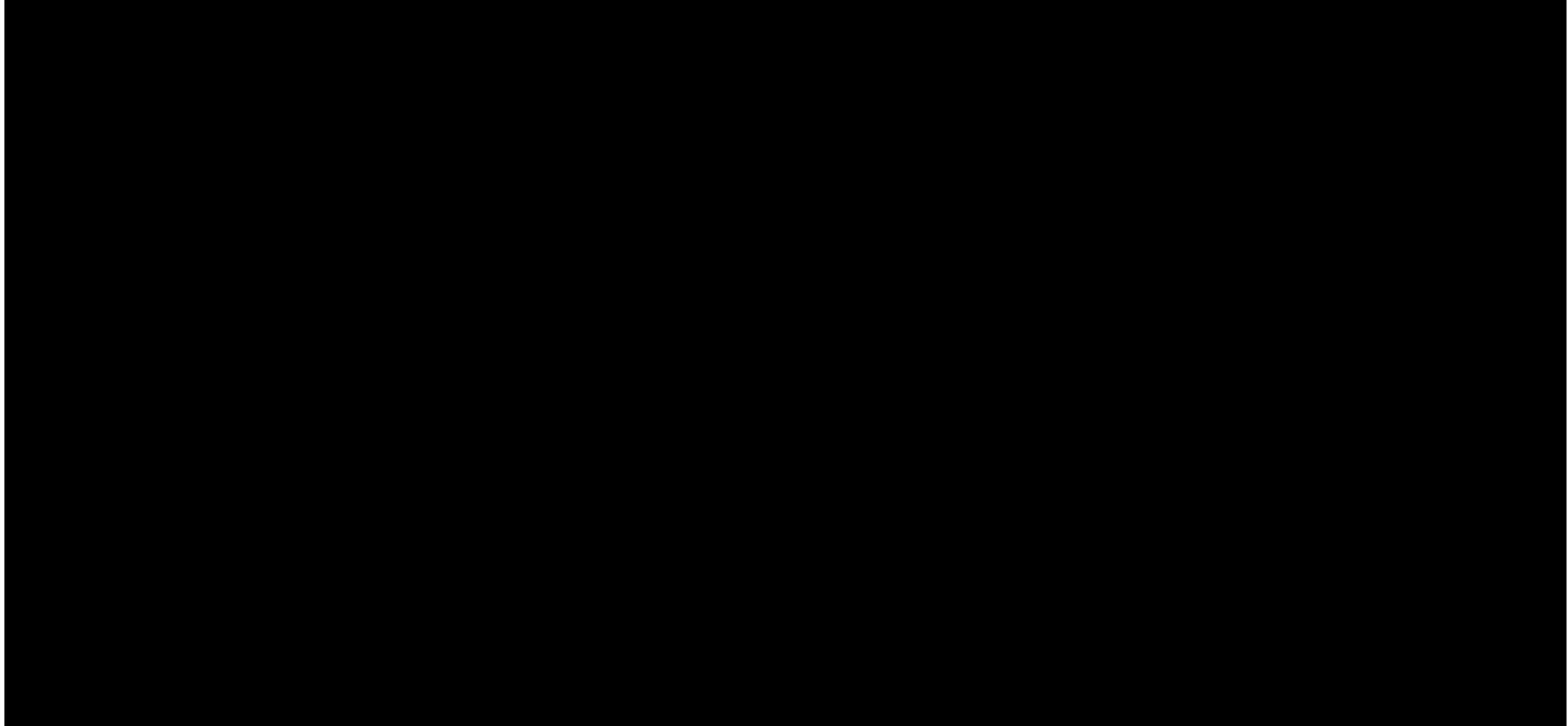
Four functions of the brain most impacted by trauma & toxic stress:

1. *Executive Functions (Prefrontal Cortex)*
2. *Sensory Awareness (Brainstem to Cerebral cortex)*
3. *Attention (Thalamus)*
4. *Memory (Hippocampus)*

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as realistic as expecting to be able to walk through water and not get wet.” – *Rachel Naomi Remen*



-Laura van Dernoot Lipsky, 2015





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Respond



# RESPONDING TO TRAUMA

*“Stress-related disease emerges, predominantly, out of the fact that we so often activate a physiological system that has evolved for responding to acute physical emergencies, but we turn it on for months on end, worrying about mortgages, relationships, and promotions.”- Robert Sapolsky*





# Tiny SURVIVAL GUIDE

THE TRAUMA STEWARDSHIP INSTITUTE'S

**PROTECT YOUR MORNINGS**  
[or whenever you wake up]  
less cortisol, more intentionality.



**GO OUTSIDE**  
[or look outside]  
perspective, context +  
something larger than this.



**BE ACTIVE**  
[avoid stagnation]  
in body, mind, spirit.

**CULTIVATE RELATIONSHIPS**  
those that are edifying + healthy.

**NURTURE GRATITUDE**  
what is one thing, right now,  
that is going well?



**DETOX**  
if navigating addictions  
be wise + safe  
limit news + social media.

**SPEND TIME WITH ANIMALS**

↓ stress hormones, ↑ comfort.



**METABOLIZE ALL YOU ARE EXPERIENCING**  
re-regulate your nervous  
system.



**SIMPLIFY**



[less is more]  
be aware of decision  
fatigue + cognitive overload.

**ADMIRE ART**

the gift of feeling transported.

haha!

**LAUGH**

pure humor = a sustaining force.

**FOSTER HUMILITY  
& EXTEND GRACE**

self-righteousness  
+ hubris = unhelpful.

**SLEEP**



to cleanse + repair brain + body.

**CLARIFY INTENTIONS**

how can i refrain from causing harm,  
how can i contribute meaningfully?

**BE REALISTIC + COMPASSIONATE**

[with yourself]  
be mindful of the quality of your  
presence. it means so much  
to others.





## An organizational response to trauma:

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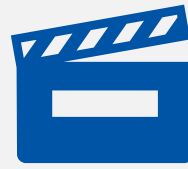
- ✓ Funding and allocating FTE for people to respond to trauma in the workforce
- ✓ Creating sustainable services
- ✓ Invite a variety of voices, with different positions of power into the decision making
- ✓ Support and promote training and education for staff wellness
- ✓ *Build bridge services for employees to access benefits*
- ✓ Time to think and practice before doing

# Resisting Re-traumatization

Resist



“Organizational practices are only effective if supported by unswerving trauma awareness, training, and education among staff.” SAMHSA, 2014



## TIC Training topics:

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- ✓ The basics of trauma-informed care
- ✓ Crisis prevention, de-escalation
- ✓ Cultural competency
- ✓ Professional ethics
- ✓ Motivational interviewing
- ✓ Trauma-informed supervision
- ✓ Dealing with overwhelm



## What organizations can do:

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- ✓ Offering competitive wages, benefits, and performance incentives
- ✓ Creating a working environment that focuses on physical, emotional, and psychological safety of staff
- ✓ Instituting manageable caseloads that mix clients with and without trauma-related concerns
- ✓ Establishing an organizational culture that normalizes secondary traumatic stress and provides outlets for staff to process these experience



Realize

A white icon of an open door with a handle, set within a blue circular background.

Recognize

A white icon of a checklist with four items, each with a checkmark, set within a blue circular background.

Respond

A white icon of three circular arrows forming a loop, set within a blue circular background.

Resist

A white icon of a human head profile with two gears inside, symbolizing thought or resistance, set within a blue circular background.



Get quiet and remember.

Remember that you are a part of every  
single thing in this universe.

Fall in *love* with all of it.  
Never forget that you are not only the wave,  
but you are also the

OCEAN.