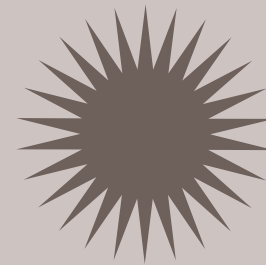


Trauma-Informed Care:

An organizational approach to move from buzzwords to cultural-change.



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What is Trauma?

Trauma is the unique individual experience of an event or enduring conditions in which:

The individual's ability to integrate his or her emotional experience is overwhelmed

AND

The individual experiences it as physically or emotionally harmful, and/or life threatening.

What is Trauma- Informed Care?

An approach where all leaves
of system:

1

Realize

2

Recognize

3

Respond

4

**Resist Re-
Traumatization**

Beginning the Process

Ariel Clinical Services began working with the Traumatic Stress Institute of Klingberg Family Centers, located in New Britain, Connecticut in March 2021.

The Learning Collaborative has allowed Ariel to work with IDD organizations to spread and adopt best practices across diverse settings.

PROCESS:

- Learning Sessions
- Data Collection
- Training
- Task Force



Pre & Post Test Scores

Completed August 2021 &
January 2023

Pre Test

5.4 of 7
ARTIC-10

3.8 of 5
TICS-10

5.2 of 7
PROQOL - Compassion
Satisfaction

5.6 of 7
PROQOL - Burnout

5.7 of 7
PROQOL - Secondary Traumatic
Stress

Post Test

6.0 of 7
ARTIC-10

4.1 of 5
TICS-10

5.6 of 7
PROQOL - Compassion
Satisfaction

4.8 of 7
PROQOL - Burnout

4.9 of 7
PROQOL - Secondary Traumatic
Stress


POSITIVES

TRAINER



TRAINEE

Take-Aways from Training

- “Buy-in” from staff.
 - Our DSP population were the most engaged and had the strongest discussions.
 - The ease at which language adaptation occurred.
 - Staff were and are phenomenal at using TIC language.
 - The value of inter-department discussion and inclusion of all departments across the agency.
- 
- Knowledge of ACEs and measures of trauma
 - The weight and impact of trauma statistics in our population.
 - Watching visual representations of trauma-informed vs. not-trauma-informed models.

CHALLENGES

TRAINER



TRAINEE

Take-Aways from Training

- The difficulty in accessibility of an agency-wide culture change.
- The difficulty and balance with challenging societal norms and encouraging providers to adapt new ways of thinking.
- Challenges of a changing culture with providers who aren't ready or unwilling.



- Not knowing the trauma history of individuals being served.
- Time commitment associated with attending training.
- Shifting thinking and mindset about trauma.

Paradigm Shift

- What's wrong with you?
- Compliance
- Maladaptive Behavior
- Attention Seeking
- What happened to you?
- Choice and collaboration
- Adaptive Behavior
- Connection Seeking

Paradigm shifts will take time - these changes do not occur overnight.
It is a process!

Outcomes



01 Safety

Promote resilience and healing to help individuals and families.

02 Self-Care

Train all Ariel staff and providers to allow change to come from the professionals. Identify burnout and compassion fatigue sooner.

03 Inclusivity

Member safety, empowerment, and choice: reduction is right modifications as Member have more freedom on decision making, ability to keep self-safe better.

Ongoing Discussion and Policy Change

Advocacy and PRS safety – providing an emotionally safe environment.



Workplace violence committee to address staff and provider safety.

TIC provides specific intervention to mitigate effects of trauma exposure and to avoid re-traumatization.



Trainers carry on the message to team members to keep the TIC principles fresh and applicable.

Trauma Informed Care is not just a clinical intervention. It involves all individuals at Ariel and required a paradigm shift.



Rather than a one-time implementation, it is an ongoing process requiring continuous learning, diligence, and communication.



QUESTIONS?

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