

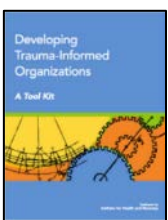



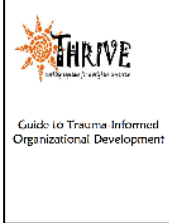



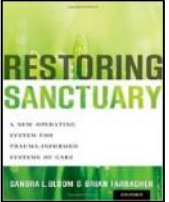



Resources on Vicarious Trauma: Self Care and Strategies by Organizations to Support Wellness



The following includes a selection of resources that focus on promoting the well-being of the workforce, including preventing and addressing vicarious trauma and encouraging self-care.

	<p>Attunement and Self-Assessment in Supervision</p> <p>A resource developed by Trauma Informed Oregon with strategies for “tuning” in as a supervisor as well as questions you can use to assess how trauma informed the supervision is. It is not an exhaustive list but it can be helpful in doing a personal assessment. 2 pages. https://traumainformedoregon.org/wp-content/uploads/2016/01/Attunement-and-Self-Assessment-in-Supervision.pdf</p>
	<p>Changing Communities, Changing Lives (2012)</p> <p>This report prepared for SAMHSA describes trauma informed care as a social movement: tracing its history, the strong role of survivors, and the ongoing need to support organizational and system change. 10 pages. https://www.nasmhpd.org/sites/default/files/NCTIC_Marketing_Brochure_FINAL(2).pdf</p>
	<p>Creating Cultures of Trauma-Informed Care (CCTIC): A Self-Assessment and Planning Protocol (2009)</p> <p>A self-assessment and planning protocol developed by authors Falloot and Harris (2009). Includes assessment of six domains addressing both services level and administrative or systems-level changes, along with guiding questions to stimulate discussion, and indicators of a trauma informed approach. 18 pages. https://www.homelesshub.ca/resource/creating-cultures-trauma-informed-care-cttic-self-assessment-and-planning-protocol</p>
	<p>Developing Trauma Informed Organizations: A Tool Kit (2012)</p> <p>This Tool Kit is designed to help organizations improve the quality of services offered by integrating an understanding of the impact of trauma and violence into the organization’s policies, procedures, and interactions with those being served. It includes the principles for trauma-informed treatment, a self-assessment for provider organizations, an organizational assessment and ideas for using assessments to provide trauma-informed, integrated care, trauma informed supervision and staff competency in trauma informed care. 59 pages. https://healthrecovery.org/images/products/30_inside.pdf</p>
	<p>The Frontline of Revitalization: Influences Impacting Aboriginal Helpers (2009)</p> <p>This article by Suzy Goodleaf and Wanda Gabriel highlights the influence of life/family, organizational, and community factors on the well-being of elders, healers, counselors, social workers, police, teachers and faith keepers and other frontline workers in Indigenous contexts. It includes discussion of self-care and vicarious trauma, lateral violence, culture, and historical trauma http://journals.sfu.ca/fpcf/index.php/FPCFR/article/view/135</p>

	<p>Guide to Trauma-Informed Organizational Development (2010)</p> <p>Developed by THRIVE, an organization in Maine that focuses on trauma informed practice to improve community responses to children, youth, and families, this guide helps agencies develop strategies to create and enhance trauma-informed system of care service. The youth and family perspective may be particularly relevant to behavioural health, juvenile justice, child welfare, and special education systems. 41 pages.</p> <p>https://www.maine.gov/dhhs/ocfs/cbhs/webinars/documents/THRIVE-Guide-to-Trauma-Informed-Organizational-Development.pdf</p>
	<p>Hell Yeah Self Care (2017)</p> <p>A zine written by Dr. Meg-John Barker which addresses the topic of self-care from an academic, therapeutic and activist perspective. It discusses self-care in difficult times, types of self-care, and strategies for individuals in determining the best kind of self-care for them. 20 pages.</p> <p>https://rewriting-the-rules.com/wp-content/uploads/2017/02/HellyYeahSelfCare.pdf</p>
	<p>Laying the Groundwork for Trauma-Informed Care (2018)</p> <p>A brief with practical recommendations for taking foundational steps towards becoming a trauma informed organization. It includes discussion of building awareness and generating buy-in, supporting a culture of staff wellness, hiring a workforce that embodies the values of trauma-informed care (with examples of trauma informed interview questions), and creating a safe physical, social, and emotional environment. 8 pages.</p> <p>https://www.chcs.org/media/Laying-the-Groundwork-for-TIC_012418.pdf</p>
	<p>Resisting Burnout & Vicarious Trauma with Connection (2018)</p> <p>In this series of short videos, Vikki Reynolds, PhD, RCC, describes a client-centred approach to resisting burnout and vicarious trauma that encourages collective care (as opposed to solely self-care), connection, and “justice-doing.”</p> <p>https://vikkireynolds.ca/opioid-epidemic-responses/</p>
	<p>Restoring Sanctuary: A New Operating System for Trauma Informed Systems of Care (2013)</p> <p>The third in the trilogy of Sanctuary books, authored by Sandra Bloom. This book is a manual for organizational change, addressing how to transform a dysfunctional human service system into a trauma-informed environment of care.</p> <p>sanctuaryweb.com/Products/Books.aspx</p>
	<p>Secondary Traumatic Stress: A Fact Sheet for Organizations Employing Community Violence Workers</p> <p>Community violence workers are often residents of the neighborhoods in which they work, have long-term relationships with members of the community, and have first-hand experience with adverse community events. This fact sheet from The National Child Traumatic Stress Network is intended to support organizations employing community violence workers. 5 pages.</p> <p>https://www.nctsn.org/sites/default/files/resources//secondary_traumatic_stress_community_violence_workers.pdf</p>



Self Care Starter Kit

Collection of self-care resources put together by the University at Buffalo School of Social Work. The resources are appropriate for both students in training and for professionals already working in the field. Includes assessment tools on burnout, vicarious trauma, and compassion satisfaction.

<http://socialwork.buffalo.edu/resources/self-care-starter-kit.html>



Shelter from the Storm: Addressing Vicarious Traumatization Through Wellness-Based Supervision (2015)

The purpose of this article is to introduce a framework and related strategies for counseling supervisors based on wellness theory to address vicarious traumatization in counselors. A case study is provided to illustrate an integrated wellness approach to supervision. 14 pages.

http://tpcjjournal.nbcc.org/wp-content/uploads/2015/12/Pages_529-542.pdf



Strategies for Encouraging Staff Wellness in Trauma-Informed Organizations (2016)

This brief from the Center for Health Care Strategies outlines the impact of chronic work-related stress and provides examples of two organizations that prioritize staff wellness: Camden Coalition of Healthcare Providers and Stephen and Sandra Sheller 11th Street Family Health Services of Drexel University. The companion infographic "Encouraging Staff Wellness in Trauma-Informed Organizations" highlights the impact that chronic emotional stress can have on staff and shares strategies that organizations can use to promote staff wellness. 4 pages.

<https://www.chcs.org/resource/strategies-encouraging-staff-wellness-trauma-informed-organizations/>



Staying Deadly_ Strategies for Preventing Stress and Burnout among Aboriginal and Torres Strait Islander Alcohol and other Drug Workers

This booklet is part of the Feeling Deadly: Working Deadly Resource Kit aimed at reducing stress and burnout and enhancing wellbeing amongst Aboriginal and Torres Strait Islander alcohol and other drug workers. Covers both individual and organizational level strategies well. 18 pages

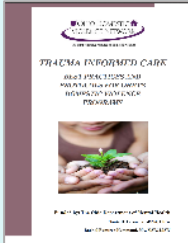

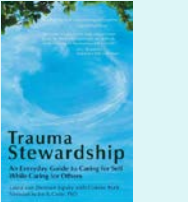



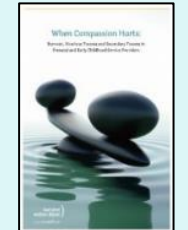
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Tools for Transformation: Becoming Accessible, Culturally Responsive, and Trauma-Informed Organizations — An Organizational Reflection Toolkit (2018)

The National Center on Domestic Violence, Trauma & Mental Health designed this tool for organizations serving survivors of domestic and sexual violence and their children. The toolkit draws upon a number of different perspectives – from the voices and experiences of survivors, advocates, and clinicians; from the insights of social and political movements; and from research and science, including a growing body of research on child development and neurobiology. It includes sections on accessibility, cultural responsiveness and inclusion, and on collaboration with community partners such as health, mental health, substance abuse, peer support, child welfare, and other child- and family-serving systems and agencies. 66 pages.

http://www.nationalcenterdvtraumamh.org/wp-content/uploads/2018/04/NCDVTMH_2018_ToolsforTransformation_WarshawTinnonCave.pdf

	<p>Trauma-Informed Care: Best Practices and Protocols for Ohio's Domestic Violence Programs (2013)</p> <p>This manual was developed by the Ohio Domestic Violence Network. It includes information on understanding trauma, responding to trauma survivors, trauma-informed care best practices, trauma-informed protocols (for hotline calls, intakes, support groups, exit interviews, safety planning and parenting), and vicarious trauma (Chapter 5). It also includes a practice checklist developed by the Center on Domestic Violence, Trauma & Mental Health and a comparison between the empowerment model and a trauma-informed approach.</p> <p>http://www.ncdsv.org/images/ODVN_Trauma-InformedCareBestPracticesAndProtocols.pdf</p>
	<p>A Trauma Informed Workforce: An Introduction to Workforce Wellness</p> <p>A brief introduction for organizations that are beginning to address workforce wellness, including background information and definitions. Developed by Trauma Informed Oregon. 2 pages.</p> <p>https://traumainformedoregon.org/wp-content/uploads/2016/01/A-Trauma-Informed-Workforce_An-introduction-to-workforce-wellness.pdf</p>
	<p>Trauma Stewardship: An Everyday Guide to Caring for Self while Caring for Others and the Age of Overwhelm: Strategies for the Long Haul</p> <p>These two books by Laura van Dernoot Lipsky provide ideas and strategies for reducing harm, cultivating our ability to be decent and equitable, and acting with integrity</p> <p>https://traumastewardship.com/</p>
	<p>Trauma Transformed A program of East Bay Agency for Children</p> <p>This organization has created a number of tools with a focus on organizational and system change</p> <p>http://traumatransformed.org/publications/</p>
	<p>The Vicarious Trauma Toolkit (2018)</p> <p>The Vicarious Trauma Toolkit focuses on organizational responses to work-related exposure to trauma and is intended to provide organizations with the tools they need to fulfill their responsibility to support staff and become more vicarious trauma-informed. While relevant to all fields, it focuses on victim services, emergency medical services, fire services, and law enforcement.</p> <p>https://vt.ovc.ojp.gov/</p>
	<p>What's Sharing Power Got to Do with Trauma-Informed Practice? (2016)</p> <p>This fact sheet from The National Child Traumatic Stress Network describes what sharing power is, how it is integral to trauma-informed services, and how sharing power can improve outcomes of trauma-informed care. 2 pages.</p> <p>https://www.nctsn.org/resources/whats-sharing-power-got-do-trauma-informed-practice</p>
	<p>When Compassion Hurts: Burnout, Vicarious Trauma and Secondary Trauma in Prenatal and Early Childhood Service Providers (2012)</p> <p>A manual from the Best Start Resource Centre in Toronto, aimed at supporting service providers to cope with secondary trauma, burnout and compassion fatigue. Includes definitions and case illustrations of each condition, reflective questions for self-study and tools and suggestions to support resilience and self-care. 44 pages.</p> <p>https://www.beststart.org/resources/howto/pdf/Compassion_14MY01_Final.pdf</p>