

SUPPORT IN HEALTHCARE

As of December 31, 2023, Alive and Well Communities (AWC) merged with the St. Louis Regional Health Commission (RHC). The merged organization of the RHC and AWC is a collaborative effort of cross-sector stakeholders and community members to achieve zero health disparities through an equity-centered trauma-informed approach across the State of Missouri and beyond.



The organization actualizes part of its mission most notably by widening the knowledge and understanding of trauma and its far-reaching implications, dedicated to shifting cultures, systems, and communities by developing pathways to equity, well-being, and healing. Within collaboration with healthcare partners, RHC has advanced the preceding principles of trauma-informed care to include equity as its center point, exploring a notion of “equity-centered” trauma informed care. Equity-centered trauma-informed care (EC-TIC) incorporates the added measure of identifying and addressing how the social determinants of health impact a wide range of health outcomes.

The healthcare systems generally utilize the traditional medical model of health that only seeks to understand presenting disease and symptomology of patients without seeking to understand the patient as a whole. While social determinants of health are integrated to foster greater health equity and better support health outcomes, the root cause remains unchanged. By understanding trauma and its various forms, healthcare professions are uniquely positioned to support patients in a manner that shifts health outcomes and avoids re-traumatization, both interpersonally by individual healthcare practitioners and the system. This includes naming and owning historical and present-day racism that exists in the healthcare system, the various institutions that comprise the system, and the individuals that comprise the institutions, to actively and intentionally disrupt the traumatization induced by a system (and its components) designed to “help”.

RHC continues this work, in part, by consulting with a variety of agencies and organizations, understanding that addressing trauma requires a multi-faceted, multi-professional public health approach inclusive of education by building awareness and competency.

Equity-Centered Trauma-Informed Healthcare Services

TRAUMA AWARENESS *Clinical Transformation*



“Foundational Trauma Awareness Training”

(Pre-requisite to all other offered trainings)

Our most requested training, “Building Your Trauma Awareness” focuses on how trauma impacts social, emotional and health outcomes. An introductory training will cover the following information:

- Defining trauma
- Community and historical trauma
- Stress Response System (Fight, Flight, Freeze)
- Prevalence
- Adverse Childhood Experience Study
- Effect of trauma on the developing brain and body
- Long term of impacts of trauma on health, behavior, and learning
- Impacts of trauma through the lifespan
- The potential for healing and power of resilience
- Changing the question from “what’s wrong with you” to “what happened to you.”



Application Workshop: “Understanding the Impact of Trauma and The Core Principles”

(Pre-requisite to Foundational Trauma Awareness)

This training will build knowledge, application, and skill development beyond the awareness stage. This level of training will explore the following information:

- The core principles of equity-centered trauma-informed care (safety, choice, collaboration, trustworthiness, and empowerment).



“Words Matter”

What does our communication and documentation reveal about our feelings and attitudes toward patients? Whether spoken or written, our lexicon has a direct impact on our patients and colleagues. Our perceptions are revealed in the language we use in our documentation. Just as our language has the power to save lives, it also holds the power to disparage our patients, undermine our care, and perpetuate inequity.

In this training we discuss the impact of our words and how we can apply the trauma lens to help refine our language to promote respect and reduce disparities.



“Mitigating Re-traumatization”

In this training we will discuss tools used to prevent replicating prior trauma dynamics and how collaborative relationships can empower participation opportunities and reduce occurrences of re-traumatization.



“Healing the Healers” Series

Ideal training for frontline staff that interface with patients. Two-part series that discusses the signs and symptoms of compassion fatigue and burn out among staff. We provide tools to help restore compassion through understanding the impact of trauma. Part two of the series we discuss how to build resilience and the importance of restorative practices and self-care.



“React Vs Respond”: Humanizing Interactions

This is a training that discusses how our brain operates in the midst of an emotional, stressful, or traumatizing interaction and we start exploring ways we cannot only regulate ourselves but others as well.



Application Workshops

After completing each training session, we have created dedicated workshops designed to facilitate the immediate application of newly acquired knowledge and skills into their daily practices. These workshops serve as dynamic learning environments, empowering participants to seamlessly integrate trauma-informed principles into their professional interactions and decision-making processes. By engaging in practical exercises and case studies, participants will cultivate a deeper understanding of how to effectively implement trauma-responsive approaches, fostering a culture of compassion and resilience within their healthcare settings.

- **Applying Equity-Centered Practices:** Participants will engage in case studies, role-plays, and reflective exercises to apply trauma-informed and equity-centered approaches in real-world scenarios.
- **Integrating Trauma-Informed Care into Practice:** Practical strategies and tools will be shared to help participants integrate trauma-informed principles and equity-focused practices into their daily interactions with patients and colleagues.
- **Collaborative Learning and Peer Support:** Small group discussions and peer feedback sessions will provide opportunities for participants to share experiences, troubleshoot challenges, and learn from each other's perspectives.



Train-the-Trainer: Becoming Trauma Responsive

We believe that in order to create sustainable change within our communities, we must multiply our efforts, which is why our "Train-the-Trainer and Trauma Responsive" workshop aims to invest in you and your organization to lead your own trauma-informed work. During this interactive training, we go beyond the science of the impact and prevalence of trauma.

Together we will:

- Examine systems in which we live and work that perpetuate trauma
- Assess our own environments for the impact of trauma
- Discuss strategies for building resilience in people and organizations
- Be equipped to work within their organization and provide Trauma Awareness trainings.

TRAUMA RESPONSIVE

continued.



“Healing Space”

“TEA - L - C”

A safe haven dedicated to fostering open conversations and providing peer support for healthcare professionals. Our aim is to cultivate an environment where discussing emotional trauma within the healthcare community becomes normalized and encouraged. Whether within your internal healthcare teams or alongside community members, these gatherings offer a platform for critical reflection and shared experiences.

"Healing Space: TEA-L-C" embodies the essence of healing and listening circles, serving as a sanctuary for supportive and collaborative exchanges among individuals. Led by trained facilitators, these circles offer a non-judgmental space where participants can freely share their experiences, emotions, and intentions. Through a variety of activities such as meditation, prayer, storytelling, and movement, the circle aims to promote healing, personal growth, and community building..



“Applying the Lens”

Throughout this training, participants will delve into the nuanced experiences of marginalized individuals, gaining a deep understanding of the complex interplay between trauma and societal factors such as discrimination and systemic oppression. Armed with this insight, healthcare professionals will learn tangible strategies to cultivate safe, compassionate spaces that honor the diverse needs of vulnerable populations.

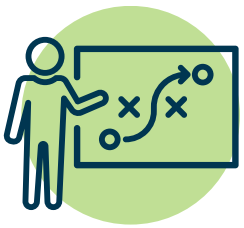
By embracing empathy and cultural humility, participants will emerge equipped to navigate the intricacies of trauma-informed care, fostering healing and empowerment within their communities.

Workplace & Policy Transformation



Workplace Assessments & Policy Review

Ensure your policies, procedures and physical environment support trauma-informed practices through our tailored assessments and recommendations.



Trauma-Informed Strategy for Leadership

Supporting a trauma-informed environment requires a shared language around the basics of trauma, an understanding of the role policies & procedures in a community of care, and the ability to lead as your authentic self. It can be helpful to have the support of other leaders.

What's Included:

- The Basics of Trauma Awareness
- Building Relationships
- The Core Principles
- Leadership Roundtable (optional)



Supervisor Series

Leaders and supervisors have a unique role to play in building and sustaining trauma-informed teams and organizations. The following professional development are designed to build those unique skills and address challenges faced by supervisors and people leaders.



Leadership Coaching

Equip your people leaders and administrators with the support needed to implement trauma-informed practices and policies within their teams and organizations with 1:1 coaching sessions.

Organizational Transformation



Organization Consulting Services

Being trauma-informed is a process and a long-term commitment with many short-term goals throughout the journey. AWC/RHC will help navigate challenges, offer support, and assist your organization in reaching or re-directing goals as an institution as you implement this work. This service provides regular, ongoing reflective consultation, strategic advice, and recommendations to organizations as they embark on the trauma-informed transformation.

Community Empowerment Workshops

Designed as a three-part series

01

“Know Thyself: We’re More than Our Experiences”

Traumatic experiences occur more often than we think. We tend to overlook the impact traumatic experiences and everyday stressors have on us. We help participants understand the impact chronic trauma and toxic stress have on our social, emotional and health outcomes and how to begin viewing individuals through a lens of trauma.

02

“Self-Care is the Best Care”

Ideal training for frontline staff that interface with patients. Two-part series that discusses the signs and symptoms of compassion fatigue and burn out among staff. We provide tools to help restore compassion through understanding the impact of trauma. Part two of the series discusses how to build resilience and the importance of restorative practices and self-care.

03

“Together We Triumph Over Trauma”

Trauma can be widespread, impacting individuals and communities. However, Community Care can limit the impact of trauma. We will learn about the importance of community-care as a way to combat trauma and identify tools and strategies to build supportive communities.

Our team can customize any of these trainings and offerings to meet the needs of your organization.

For pricing of our healthcare services, please contact us at:

info@stlrhc.org

