

# TWO EXPERIENCES IN CHANGING CORPORATE CULTURE: CREATING A TRAUMA- INFORMED ORGANIZATION

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# PREVALENCE OF TRAUMA

## **CDC reports:**

- One in four children experiences some sort of maltreatment (physical, sexual, or emotional abuse).
- One in four women has experienced domestic violence.
- The prevalence of current PTSD (*Diagnostic and Statistical Manual of Mental Disorders, Fourth Edition; DSM-IV*) in SUD patients is around three times higher than in the general population,

SAMSHA'S SIX KEY  
PRINCIPLES OF A  
TRAUMA-INFORMED  
APPROACH

# Treatment Includes:

- Safety ( physical, psychological, social, and moral)
- Trustworthiness and transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice, and choice
- Cultural, historical, and gender issues

• Source: [Samhsa.gov](https://www.samhsa.gov)

## UNDERSTANDING TRAUMA INFORMED AND TRAUMA SPECIFIC TREATMENTS

- Addressing trauma in substance abuse treatment involves both “trauma-informed” and “trauma specific” approaches.
- **Trauma-informed systems and services** take into account knowledge about trauma—its impact, interpersonal dynamics, and paths to recovery—and incorporate this knowledge thoroughly in all aspects of service delivery.
- The primary goals of **trauma-specific services** are more focused: to address directly the impact of trauma on people’s lives and to facilitate trauma recovery and healing.
- Ideally, substance abuse treatment programs will create trauma-informed environments, provide services that are sensitive

## NEW UNDERSTANDING

“Substance use is the scab  
trying to protect the trauma”

Seeking Safety



## TRAUMA INFORMED INITIATIVES

Begin to respond to Substance use  
through a trauma informed lens

Change the dialogue from *what did you  
do?* to *what happened to you and what  
can I do to help?*

Create sustainable and meaningful  
treatment approaches

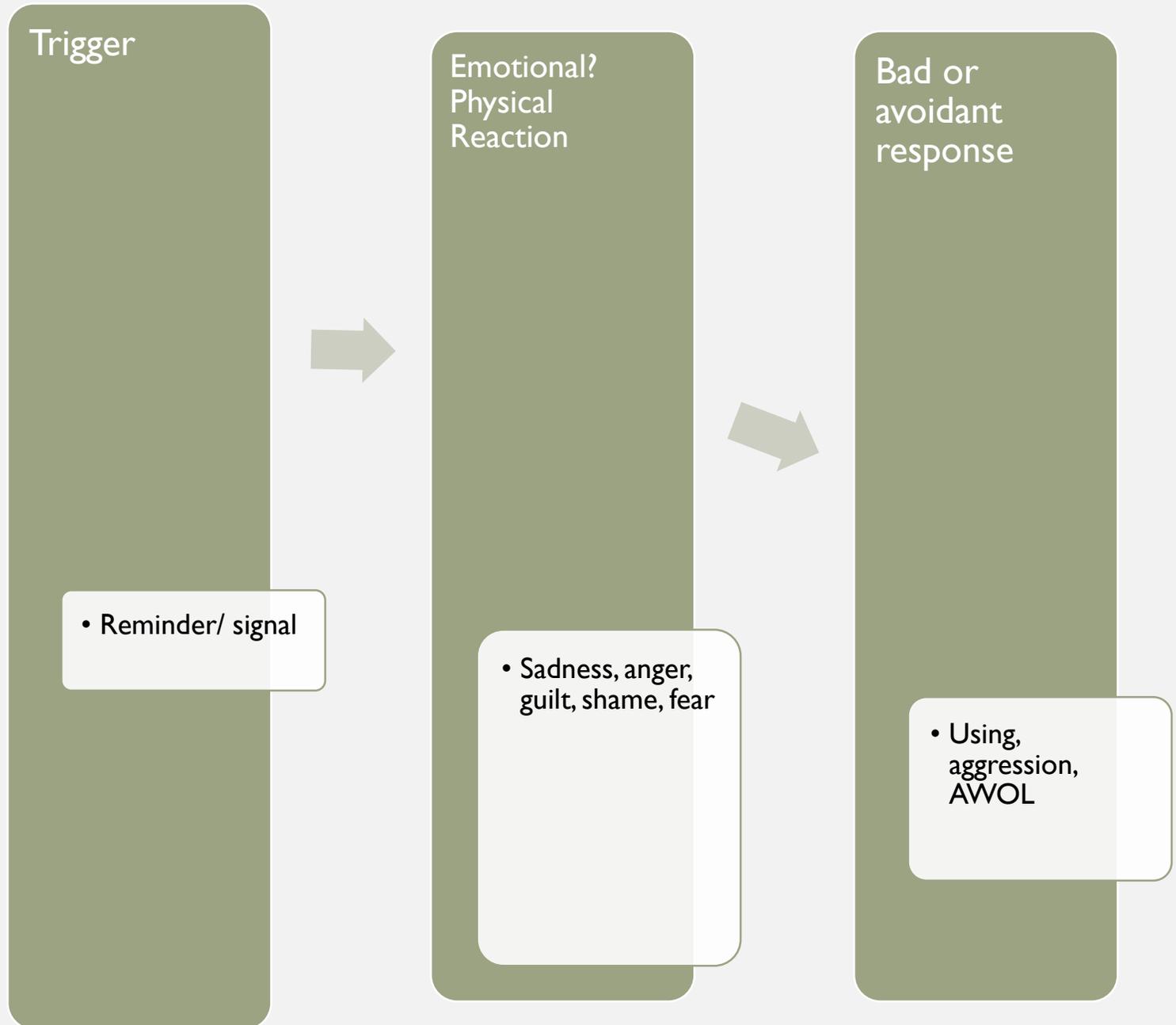
Appreciate the value of all staff  
interactions not just clinical



# TRAUMA AND SUBSTANCE USE DISORDER

***Research consistently reports that the integration of treatment for both disorders is most successful and therapeutic***

Samhsa



# TRAUMA INFORMED

## WITHOUT TRAUMA INFORMED CARE

- Focus is on the cognitive coping skills rather than the regulation of the body
- Staff can be reactive to the behaviors due to lack of understanding of them
- Behaviors can be labeled as bad or good
- Patients feel shame for behaviors
- Patients can feel unsafe

## WITH TRAUMA INFORMED CARE

- Focus is on emotion regulation and helping the body feel safe
- Staff responds to patients symptoms
- Acknowledges that behaviors make sense to the experience- creates a new narrative
- Behaviors are understood through a trauma lens to eliminate shame
- Staff helps promote safety for the patient

## NEW UNDERSTANDING OF TREATMENT

Focus was on the  
cognitive coping  
skills of recovery

New approach looks  
at calming the  
system before  
activating the cortex

A glowing blue brain is held in two hands. The brain is rendered with a bright, ethereal blue glow, highlighting its complex, convoluted surface. The hands holding it are shown from the palms up, with a warm, golden light emanating from the palms, suggesting a sense of care, protection, or enlightenment. The background is a deep, dark blue, making the glowing brain and hands stand out prominently.

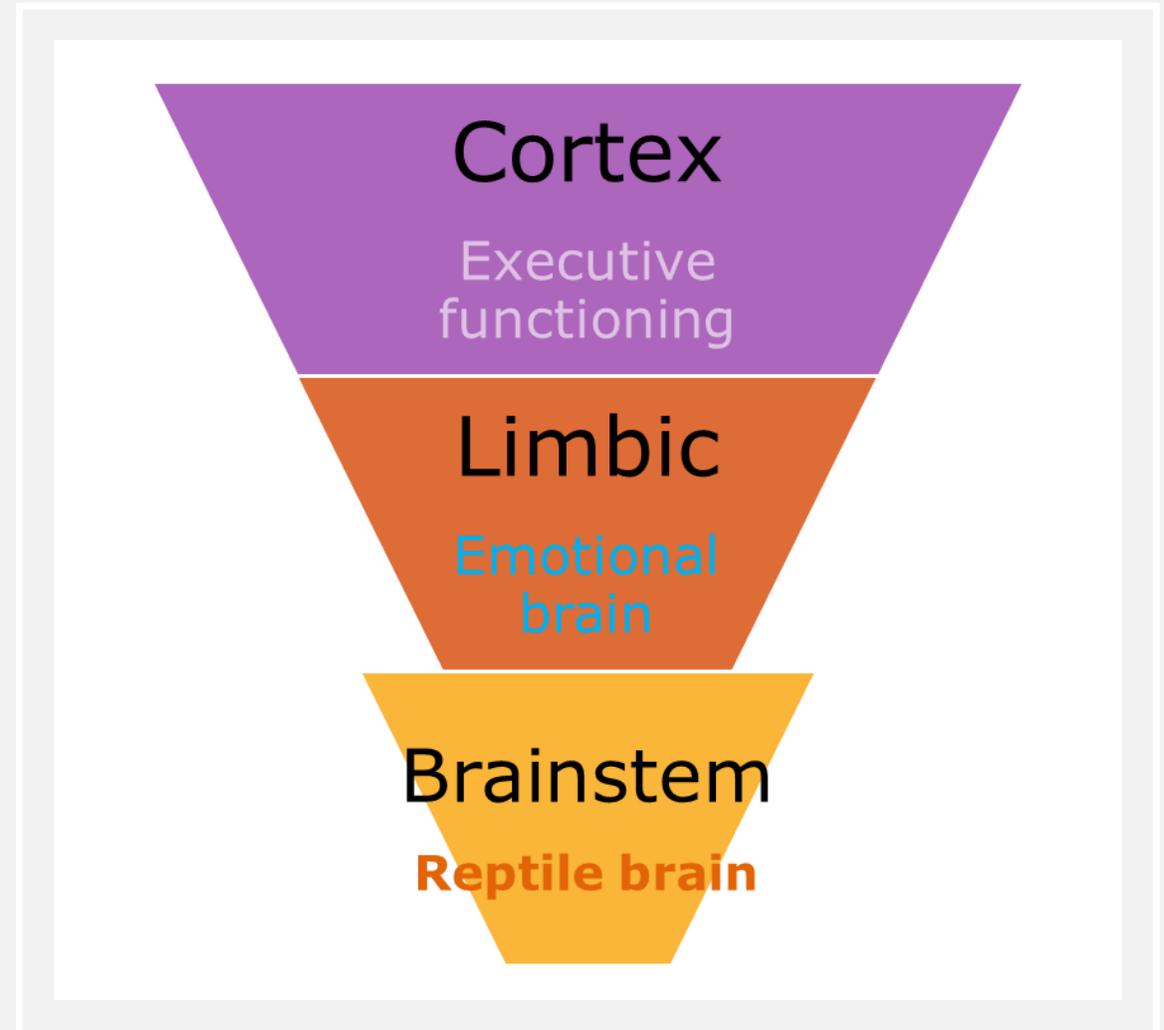
WHAT  
SYSTEM IS  
INTEGRAL TO  
EXPLORE IN  
TIC

WHY TRAUMA INFORMED CARE IS  
INTEGRAL TO OUR WORK- ACE STUDY



## BRAIN DEVELOPMENT: BOTTOM TO TOP

- **Rational Brain-Cortex:** the youngest part of our brain. It is concerned with the world around us- goals, relationships, and jumps to conclusions based on the lower brain emotions
- **Emotional brain-Limbic system:** the seat of our emotions, the monitor of danger and judge of what is scary or pleasurable. And is shaped to experience combined with personal temperament
- **Reptilian brain -Brainstem :** most primitive located at the brain stem and is responsible for all things new born babies do. Also coordinate the endocrine system and immune systems



A PROGRAM,  
ORGANIZATION, OR  
SYSTEM THAT IS TRAUMA  
INFORMED:



Realizes the widespread impact of trauma and understands potential paths for recovery



Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system



Responds by fully integrating knowledge about trauma into policies, procedures, and practices



Seeks to actively resist re-traumatizing

STEPS TO CREATE A  
TRAUMA INFORMED  
ORGANIZATION



Train all staff on TIC



Appreciate everyone's roles in the need to respond to a trauma impacted person



Assess policies



Provide education to staff and patients



Value clinical self-care



Continued education, supervision and support

## EVIDENCED BASED PROGRAMMING

Focus on sensory experiences and grounding skills

Settle the limbic system to activate the cortex

Seeking safety, Dialectical behavioral Therapy, yoga, mindfulness, wellness, equine therapy, creative therapies

Connection to others: sponsorships, alumni events, family



## BENEFICIAL OUTCOMES FOR TIC ORGANIZATIONS

- Implementing trauma informed care principles, practices, and change in culture takes time.
- Trauma-informed service settings, with trauma- specific services available, have better outcomes than ‘treatment as usual’ for many symptoms
- Trauma-informed, integrated services are cost- effective.
- Qualitative results indicate that consumers respond well to TIC..
- TIC for children lead to better outcomes, such as better self-esteem, improved relationships, and increased safety.

## RCA'S TRAUMA INFORMED CARE INITIATIVE

Most clinical programs address trauma OR substance use, but not together. RCA addresses both and clinicians are certified in trauma

The majority of individuals with PTSD and substance use disorders do not receive PTSD focused treatment. RCA has TIC and trauma specific treatment

Often times, individuals are not even assessed for both. RCA assesses everyone in the intake process

## WHERE TO START

- Perform a trauma informed self-assessment
- Staff Training and Education
- Creating a Safe Environment:
- Incorporation of Consumers' Voices into Agency Practices:

# RESOURCES

- [The National Intimate Partner and Sexual Violence Survey](#). Centers for Disease Control and Prevention.
- Prevalence of post-traumatic stress disorder among patients with substance use disorder: it is higher than clinicians think it is (2012).  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3415609/>
- SAMHSA, National Center for Trauma-Informed Care (NCTIC), [Training and Technical Assistance Website](#)
- The National Child Traumatic Stress Network, [Training and Education website](#)
- [Models for Developing Trauma-Informed Behavioral Health Systems](#)
- Thrive Initiative, [Trauma Informed Webinar Trainings](#)
- [Learning Center for Child and Adolescent Trauma](#)
- [Creating Cultures of Trauma Informed Care](#) (2009) Falloot and Harris.