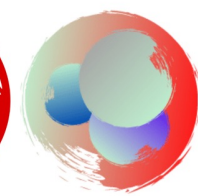




3^3
THE POWER OF 3TM

GO FURTHER WITH YOUR
DEI STRATEGY



**DAWN
EMERICK**
Consulting

1M TRAUMA-INFORMED LEADERS BY 2031



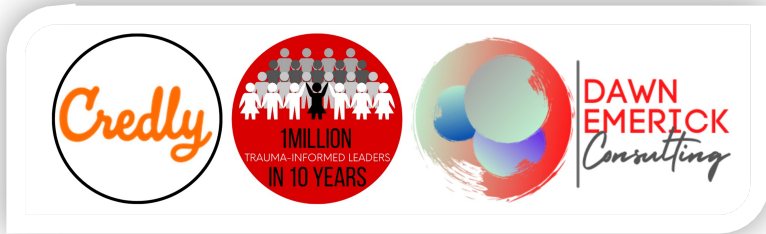
COMING SOON

Digital. ✓

Secure. ✓

Verified. ✓

Look for your digital credential coming via Credly soon!



POWERED BY Credly



CONCEPT QUIZ

At the completion of the workshop, registered participants who attend the entire workshop will be sent a link to a five-question, multiple choice quiz.

To receive a Credly digital badge for this course you must pass the quiz by answering 4 out of the 5 questions correctly (80%).

The quiz link will close on Tuesday, June 13th 8:00 PM ET.

LEARNING OBJECTIVES AND STANDARDS

At the end of this workshop, you will better understand:

- **What Trauma and DEI Is and Is Not.**
- **The Intersection of Trauma and Social Location.**
- **The DEI Characteristics and Metrics Under Each National Standard Domain.**
- **The Differences Between the Terms Diversity, Equity, and Inclusion.**
- **How to Create a Trauma-Informed Culture.**

This workshop meets the following national trauma-informed leadership and workplace standards:

- **Governance, Leadership, and Workplace.**
- **Systems Change.**

THE WHY

- Prior to the pandemic, just under **70% of adults** in the US reported experiencing some kind of **personal traumatic event** in their lifetime.
- We spend approximately **81,000 hours working** in our lifetime, just behind the amount of time we spend sleeping.
- Nearly **80% of workers** surveyed report that their **workplace stress affects their relationships** with friends, family, and coworkers.
- In a 2021 survey of 1,500 U.S. adult workers, **76%** of respondents reported at least **one symptom of a mental health condition**, an increase of 17 percentage points in just two years.
- More than **40% of all employees** thinking about **leaving their jobs**. **Toxic culture is 10.4 times more powerful** than compensation in predicting a company's attrition rate compared with its industry.

- **Culture Wars:** critical race theory, restrictions on transgender athlete competition, banning books in school libraries, abolition of DEI programs, restrictions on transgender medical care for children, challenges to reproductive rights, the anti-woke movement, open carry laws, and anti-vaccine movement
- Human Rights Campaign declared a **state of emergency** for LGBTQ+ individuals in the United States; NAACP issues **travel warning** to Florida
- Florida's "**Stop WOKE Act**" prohibits employers from requiring employees to participate in DEI training courses that promote certain concepts related to race, color, sex, and/or national origin.
- Early 2021, ED visits for suspected **suicide attempts increased** 51% for adolescent girls and 4% for adolescent boys compared to the same period in early 2019.



Life Expectancy: Could where you live influence *how long you live*?

~~live~~
WORK

People living just a few blocks apart may have vastly different opportunities to live a long life in part because of their neighborhoods. Unfortunately, significant gaps in life expectancy persist across many United States cities, towns, ZIP codes and neighborhoods. The great disparities of life expectancy across differences down to the census tract level. Use the tool below, and [interactive map](#), to explore how life expectancy in America compares with life expectancy in your area, and resources to help everyone have the opportunity to live a longer, healthier life.

Fixed it



SCENARIO

Through your work with the departmental team, it was apparent to you that 3 to 4 members of your team, named Aki, Munni, and Tam rarely participated or spoke up in the meetings.

You later learn that Tam recently lost her cousin to a brutal hate crime a year ago. Tam has personally experienced anonymous, anti-Asian American sentiments at work as well.


Tam had been a stellar employee for the past 10 years but now is withdrawn and requests PTO often, impacting other members of Tam's team.

How do you handle the situation?

WHAT IS TRAUMA?

A hand is shown holding a piece of blue chewing gum against a large ball of red yarn. The gum is partially unwrapped, showing its fibrous texture. The red yarn is a large, textured ball, filling most of the frame. The background is a light, neutral color.

**TRAUMA IS LIKE A BIG BALL
OF YARN, LAYERED WITH NEW
AND OLD CHEWING GUM**

A close-up photograph showing a person's hand holding a white lint brush with a black handle, rolling it over the black fabric of their pants. The brush is covered in white lint. In the background, a white, fluffy dog is sitting on a light-colored couch. The person is wearing a blue long-sleeved sweater and black pants.

**YOU CAN'T REMOVE THE
EFFECTS OF TRAUMA WITH A
LINT BRUSH OR CHANGING THE
COLOR OF YOUR CLOTHES**

THE 3 E'S OF TRAUMA

Trauma is... Event + Experience = Effect

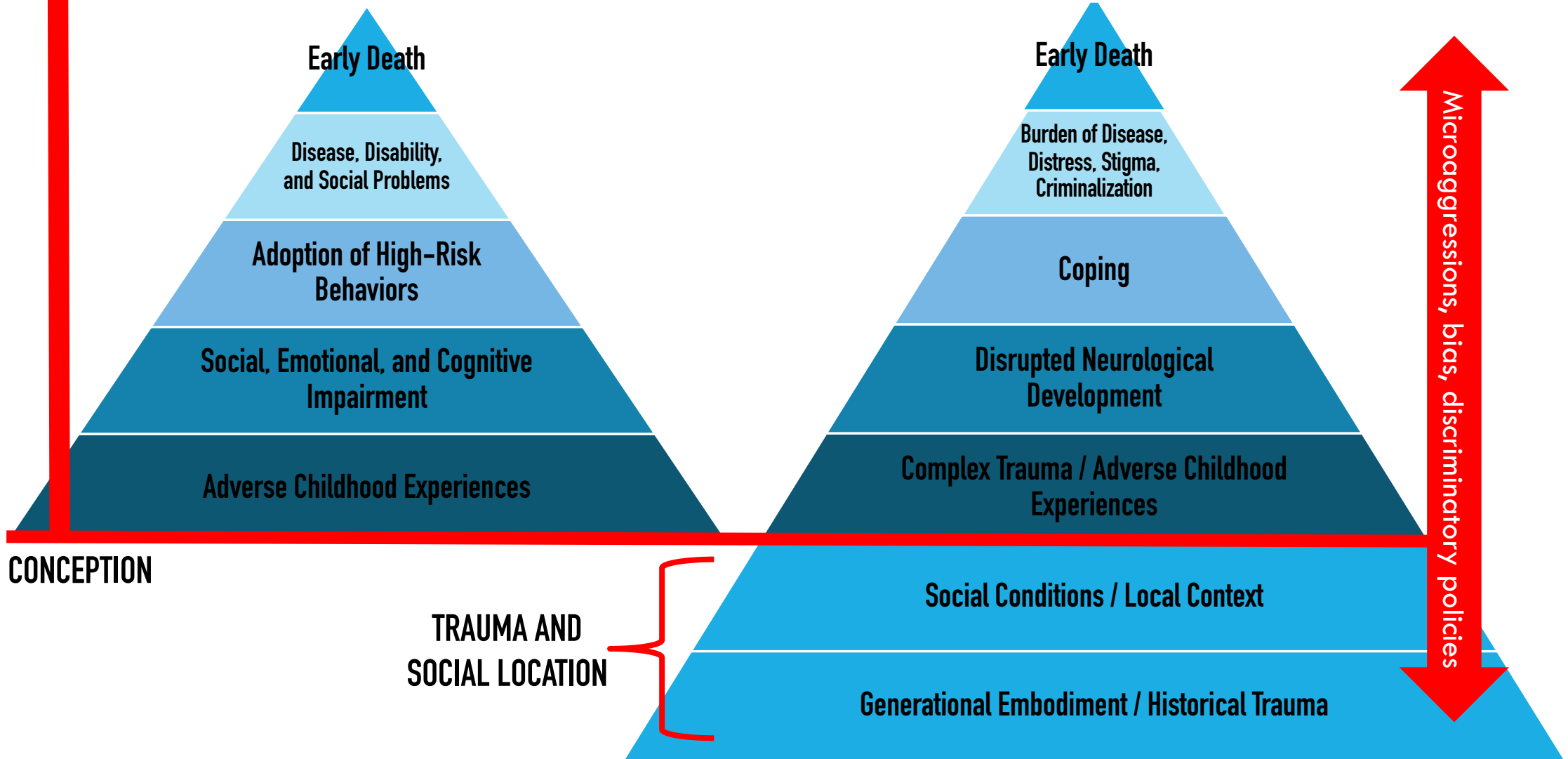


Adapted from Janina Fisher

DEATH

ADVERSE CHILDHOOD EXPERIENCES

HISTORICAL TRAUMA / EMBODIMENT



Early Death

Disease, Disability, and Social Problems

Adoption of High-Risk Behaviors

Social, Emotional, and Cognitive Impairment

Adverse Childhood Experiences

Early Death

Burden of Disease, Distress, Stigma, Criminalization

Coping

Disrupted Neurological Development

Complex Trauma / Adverse Childhood Experiences

Social Conditions / Local Context

Generational Embodiment / Historical Trauma

Microaggressions, bias, discriminatory policies

TRAUMA AND SOCIAL LOCATION

CONCEPTION



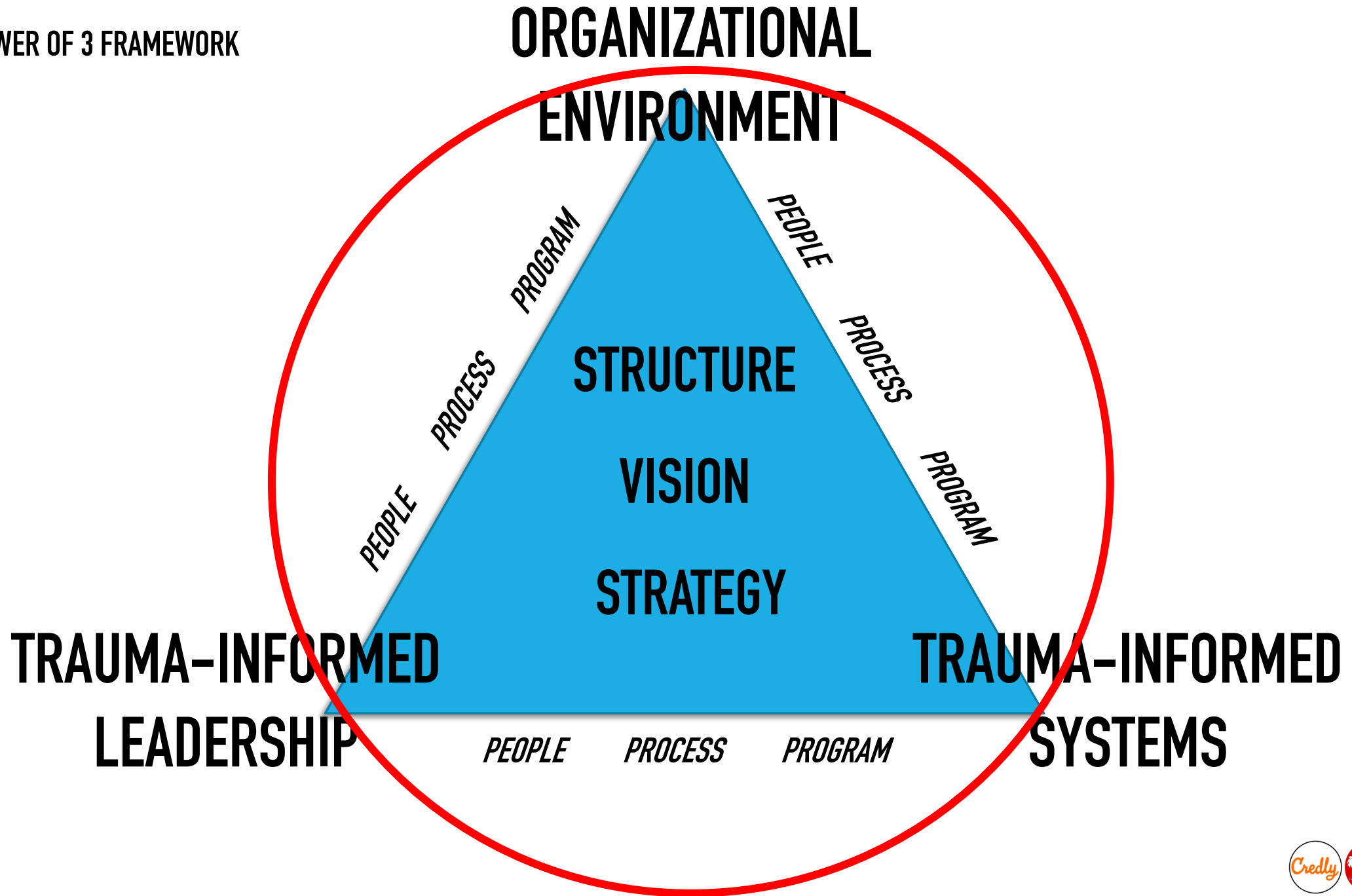
Our social location (i.e. our gender, race, class, sexuality, traumatic experiences, etc.) and everyone else's statuses in our organization affects our experiences

THE POWER OF 3

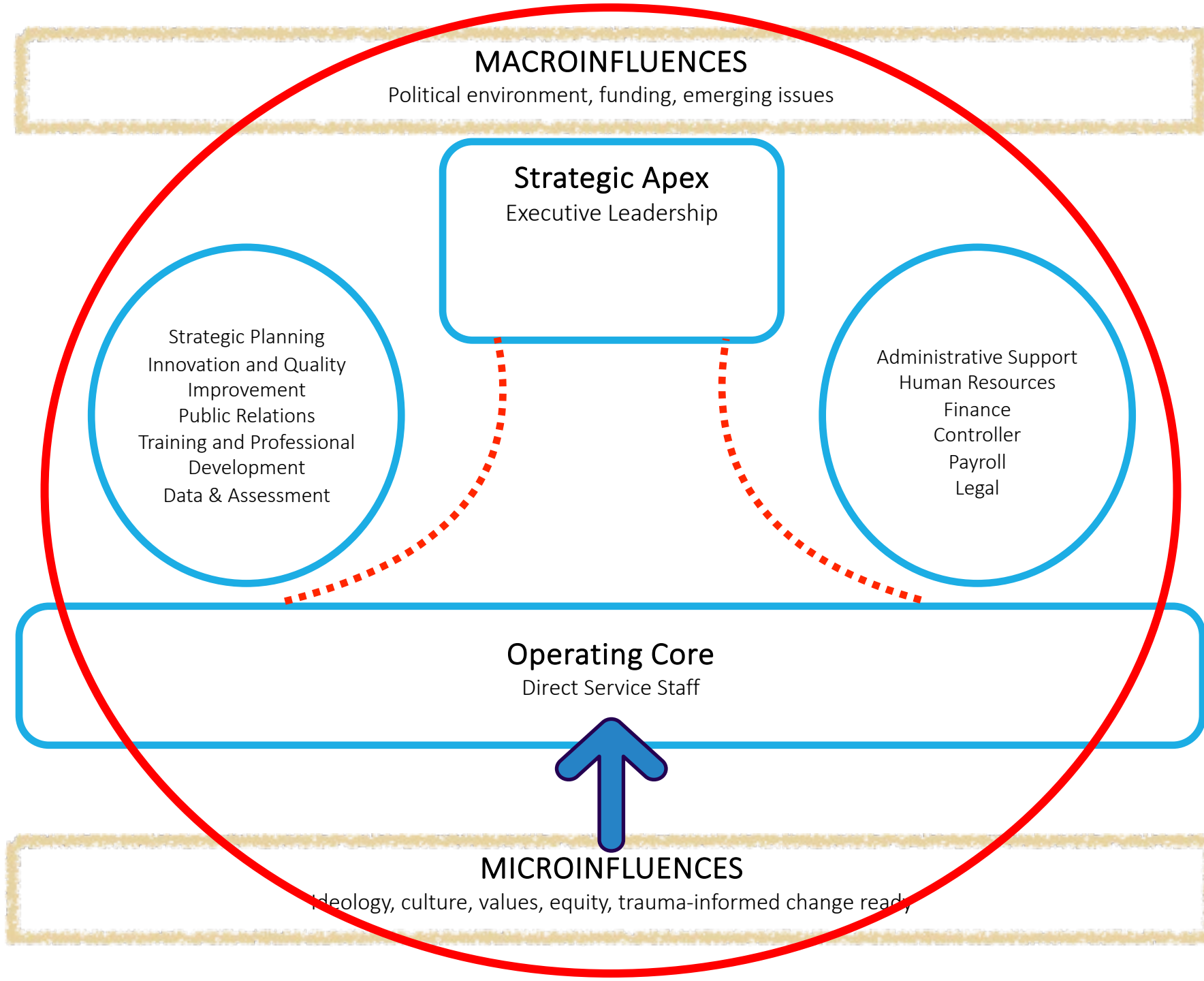
TRAUMA-INFORMED LEADERSHIP & WORKPLACE NATIONAL STANDARDS

GOVERNANCE, LEADERSHIP AND WORKPLACE	SUPERVISION, SUPPORT AND ENGAGEMENT
ENVIRONMENT AND SAFETY	WORKFORCE DEVELOPMENT
HIRING, ONBOARDING AND RETENTION	SYSTEMS CHANGE

POWER OF 3 FRAMEWORK



**STRUCTURE
VISION
STRATEGY**



MACROINFLUENCES

Political environment, funding, emerging issues

Strategic Apex

Executive Leadership

Strategic Planning
Innovation and Quality
Improvement
Public Relations
Training and Professional
Development
Data & Assessment

Administrative Support
Human Resources
Finance
Controller
Payroll
Legal

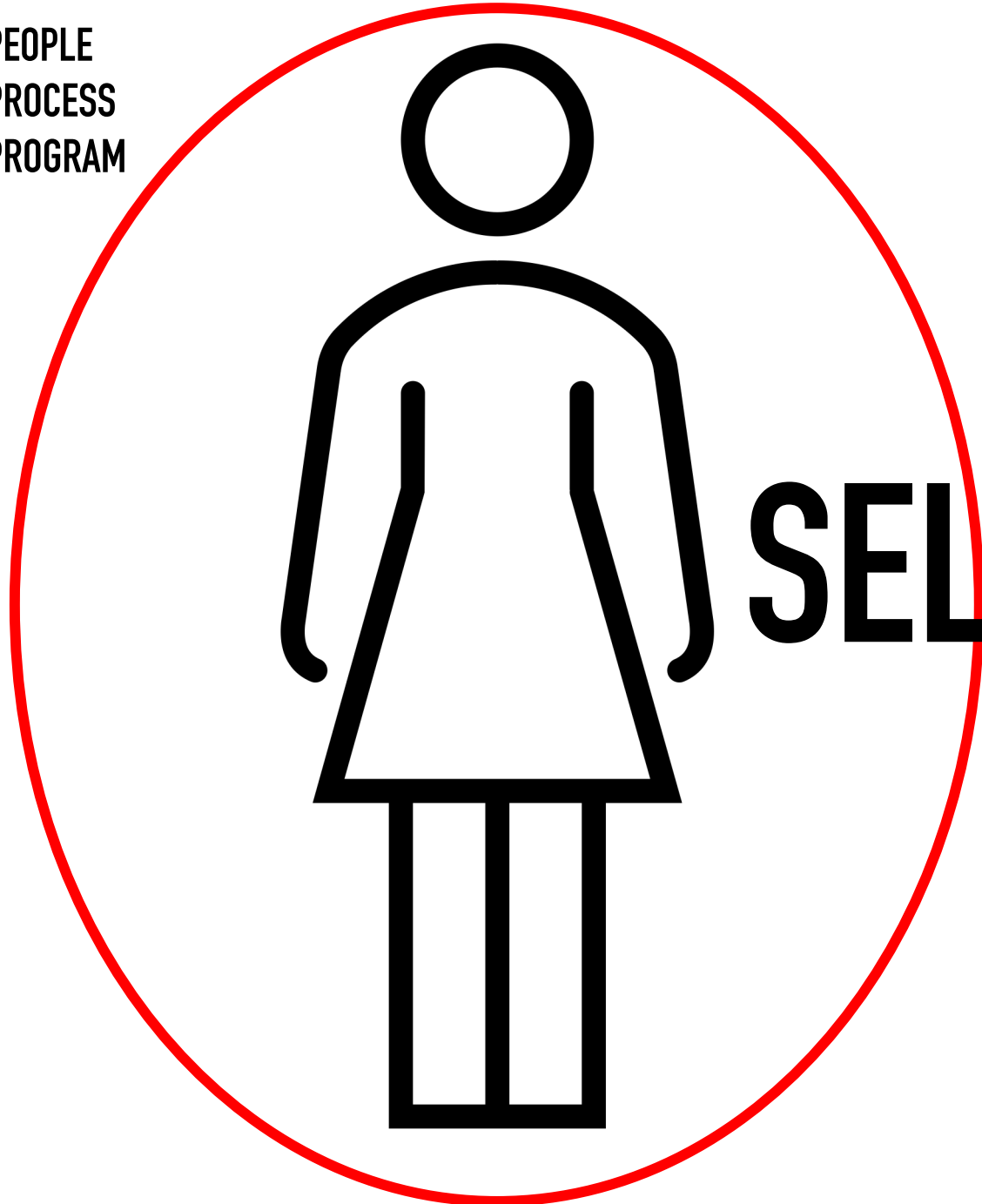
Operating Core

Direct Service Staff



MICROINFLUENCES

Ideology, culture, values, equity, trauma-informed change ready



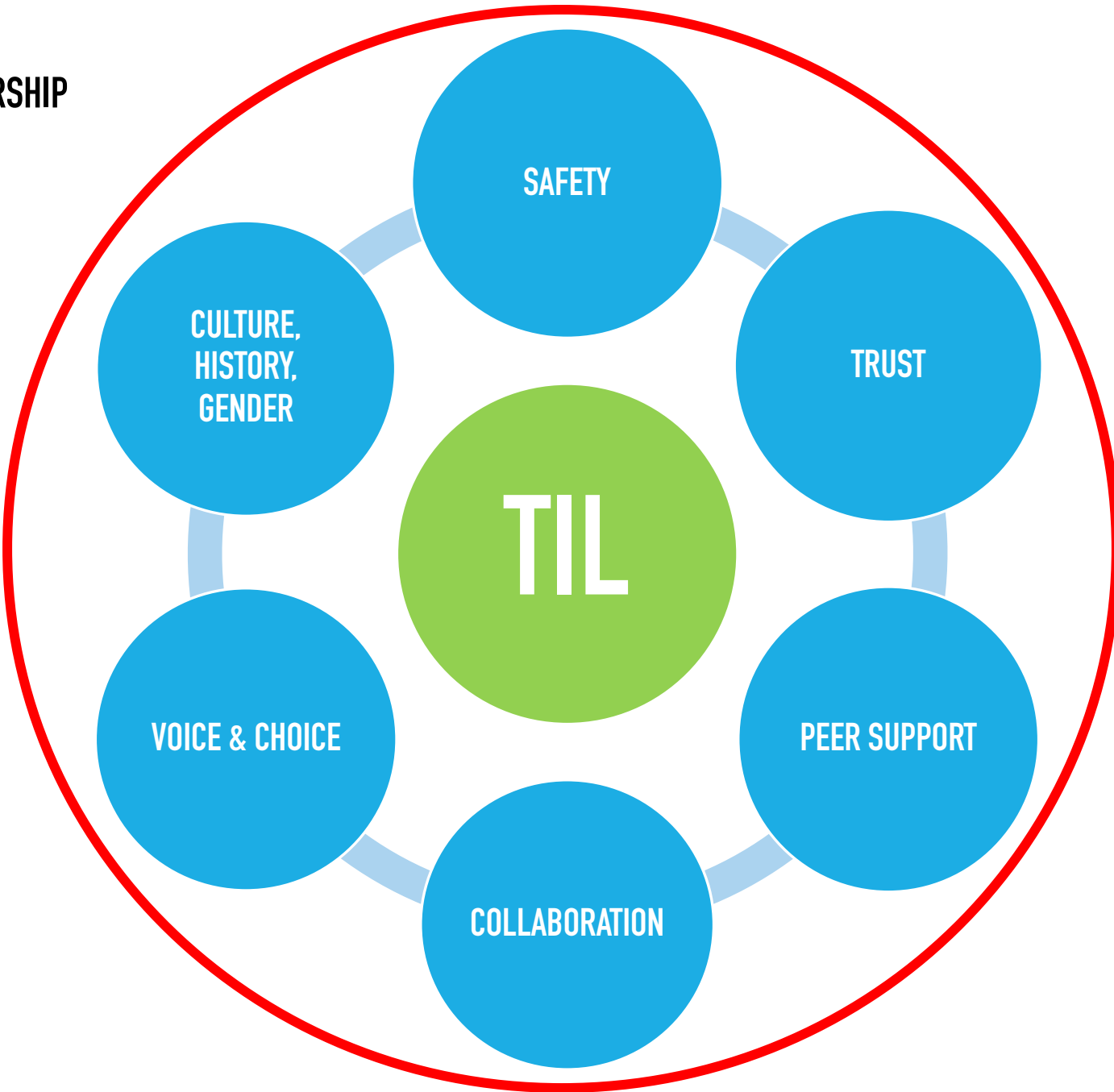
SELF AWARE

SELF REFLECTIVE

SELF CARE

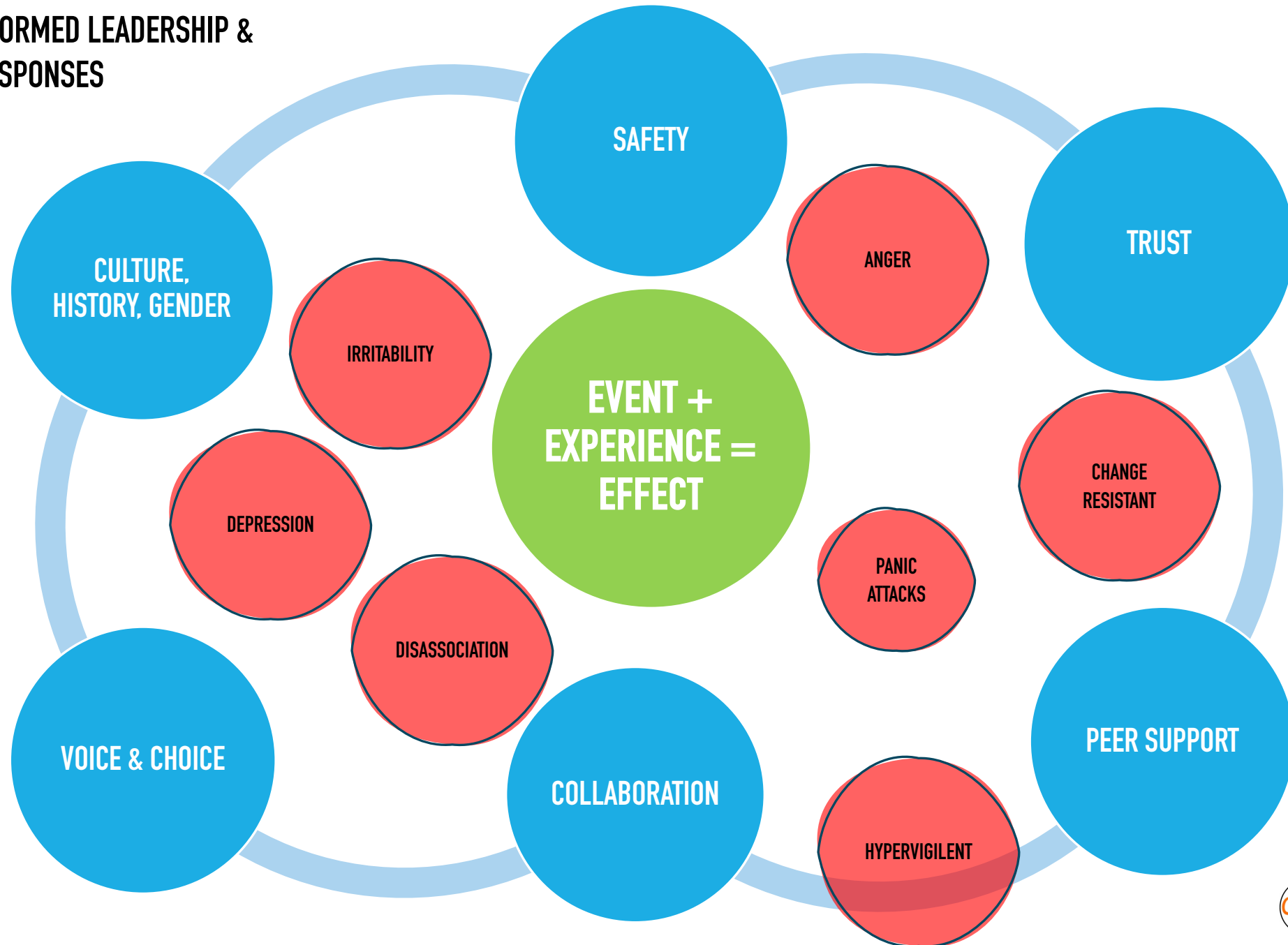
TRAUMA INFORMED LEADERSHIP

DO NO HARM

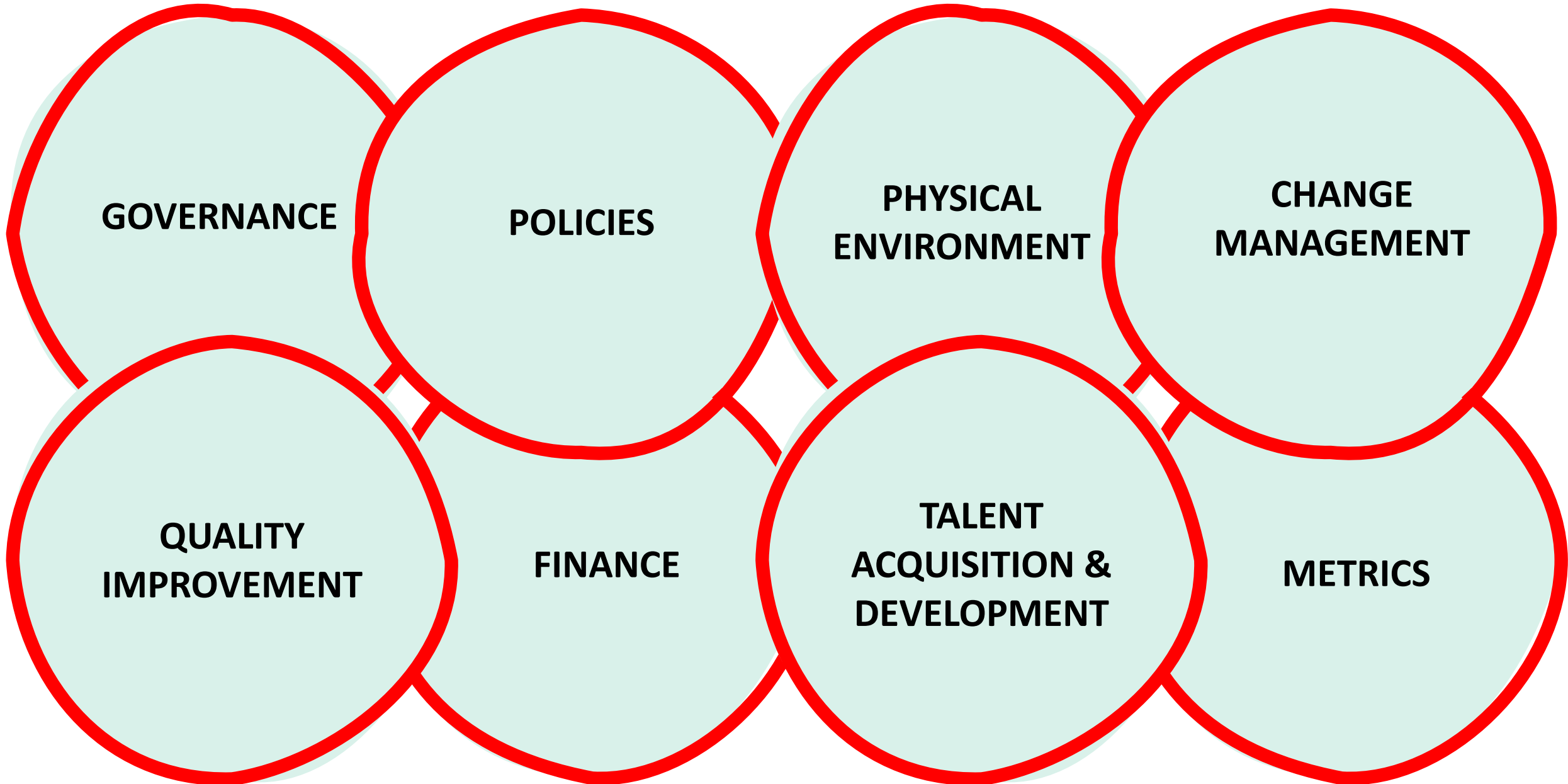


DO NO HARM

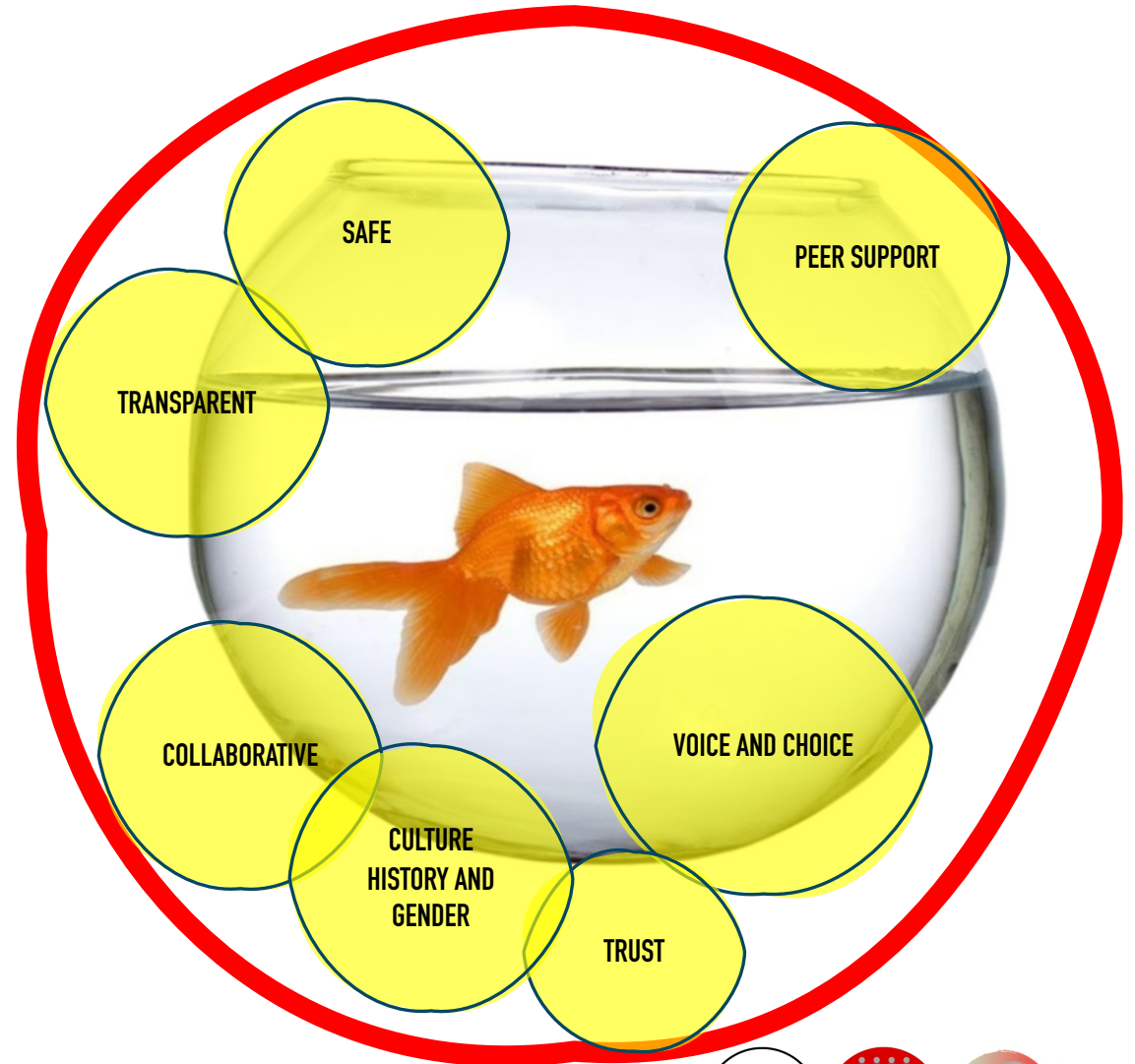
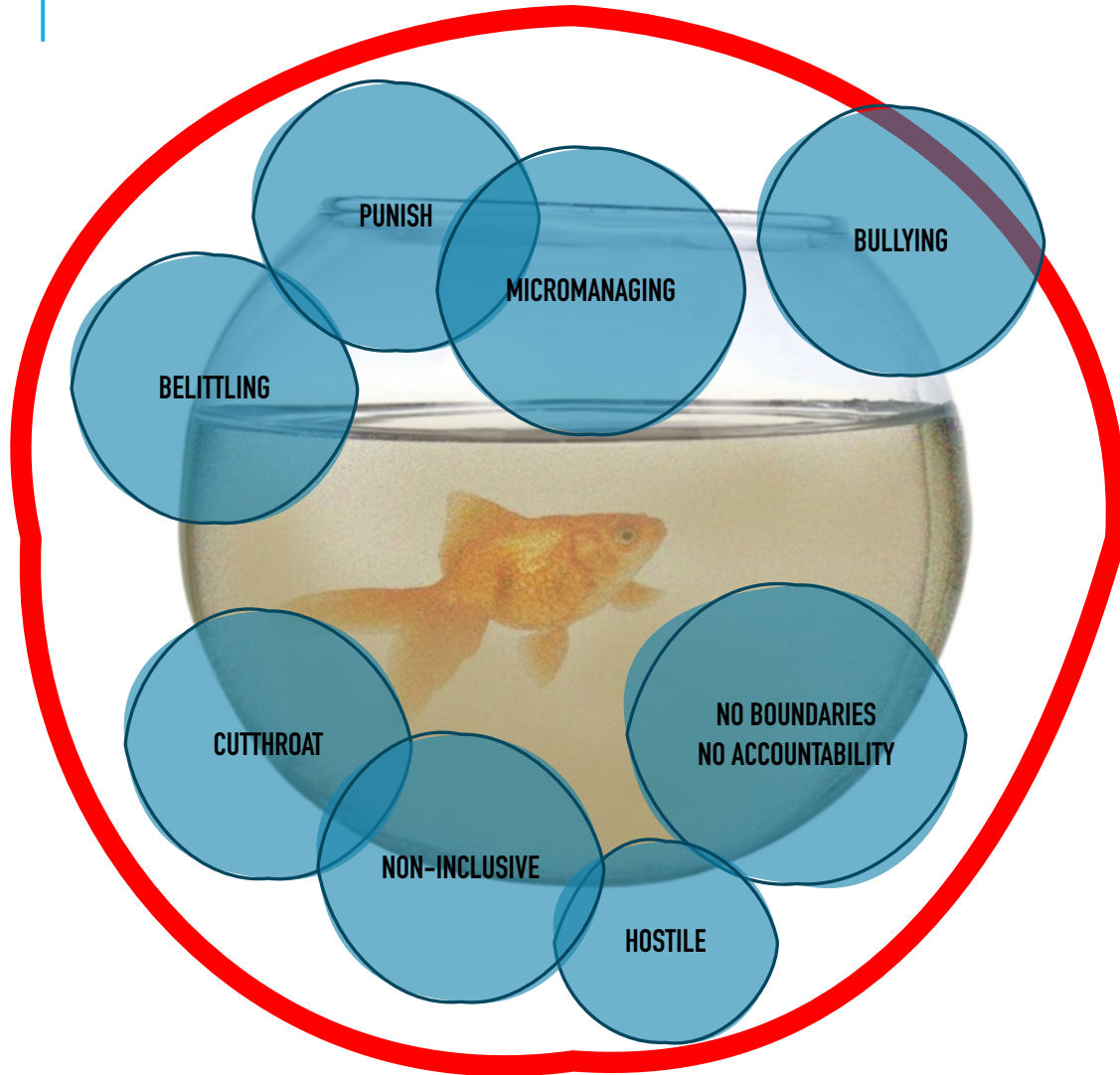
TRAUMA INFORMED LEADERSHIP & TRAUMA-RESPONSES



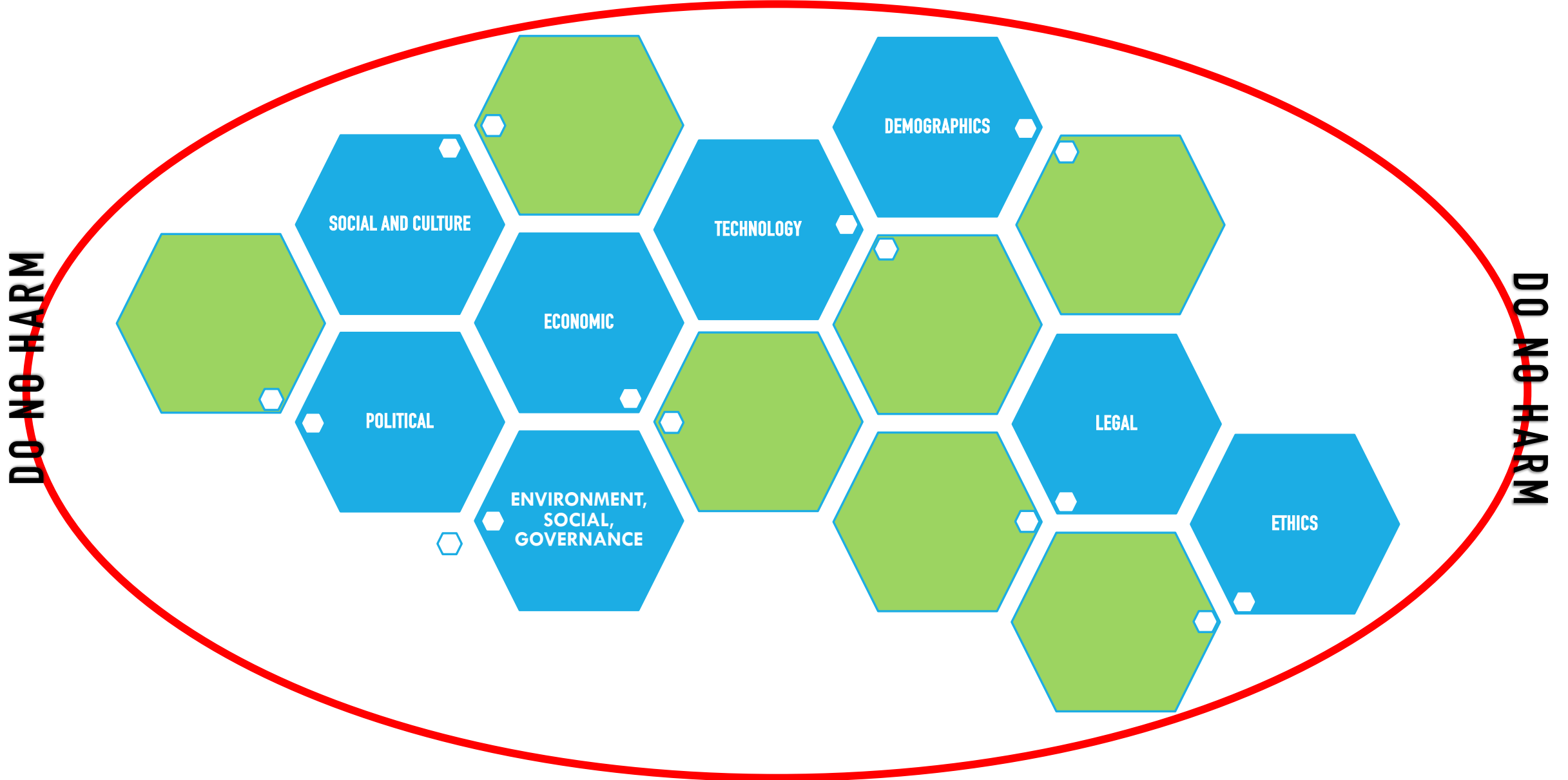
TRAUMA INFORMED SYSTEMS



TRAUMA INFORMED SYSTEMS



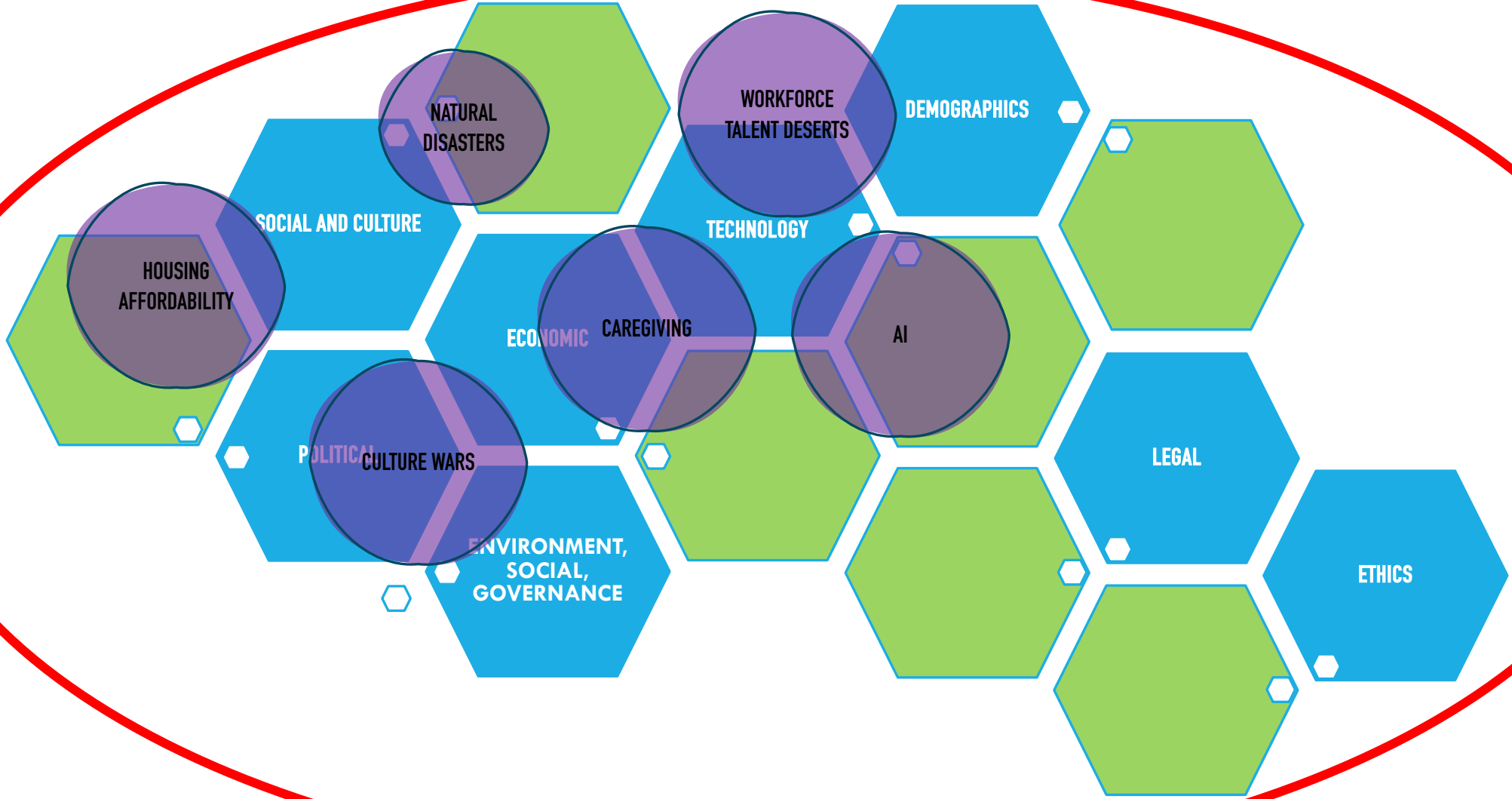
ORGANIZATIONAL ENVIRONMENT



ORGANIIZATIONAL ENVIRONMENT

DO NO HARM

DO NO HARM



CULTURE

WHAT IS
TOLERATED

CULTURE

WHAT IS NOT
TOLERATED

DEI

DIVERSITY ASKS

- WHO IS IN THE ROOM?

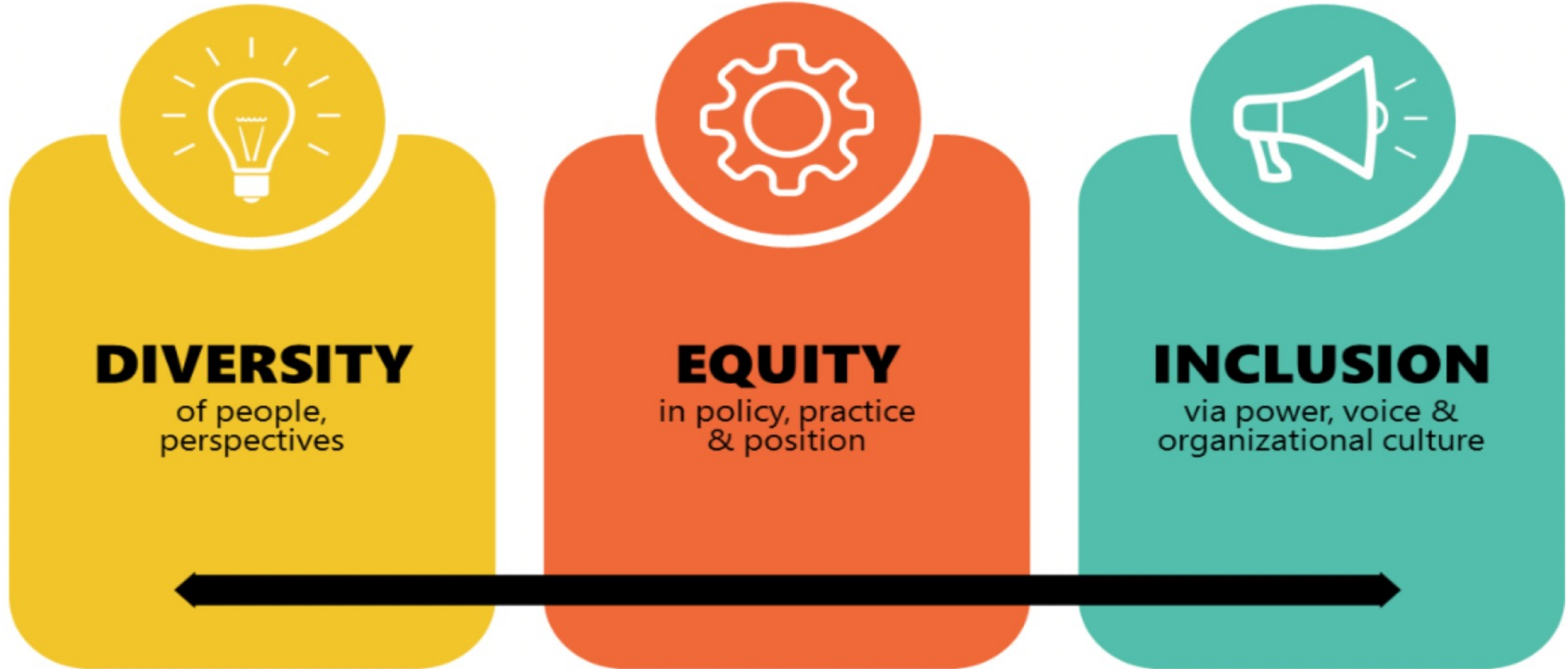
EQUITY ASKS

- WHO IS TRYING TO GET INTO THE ROOM BUT CAN'T?

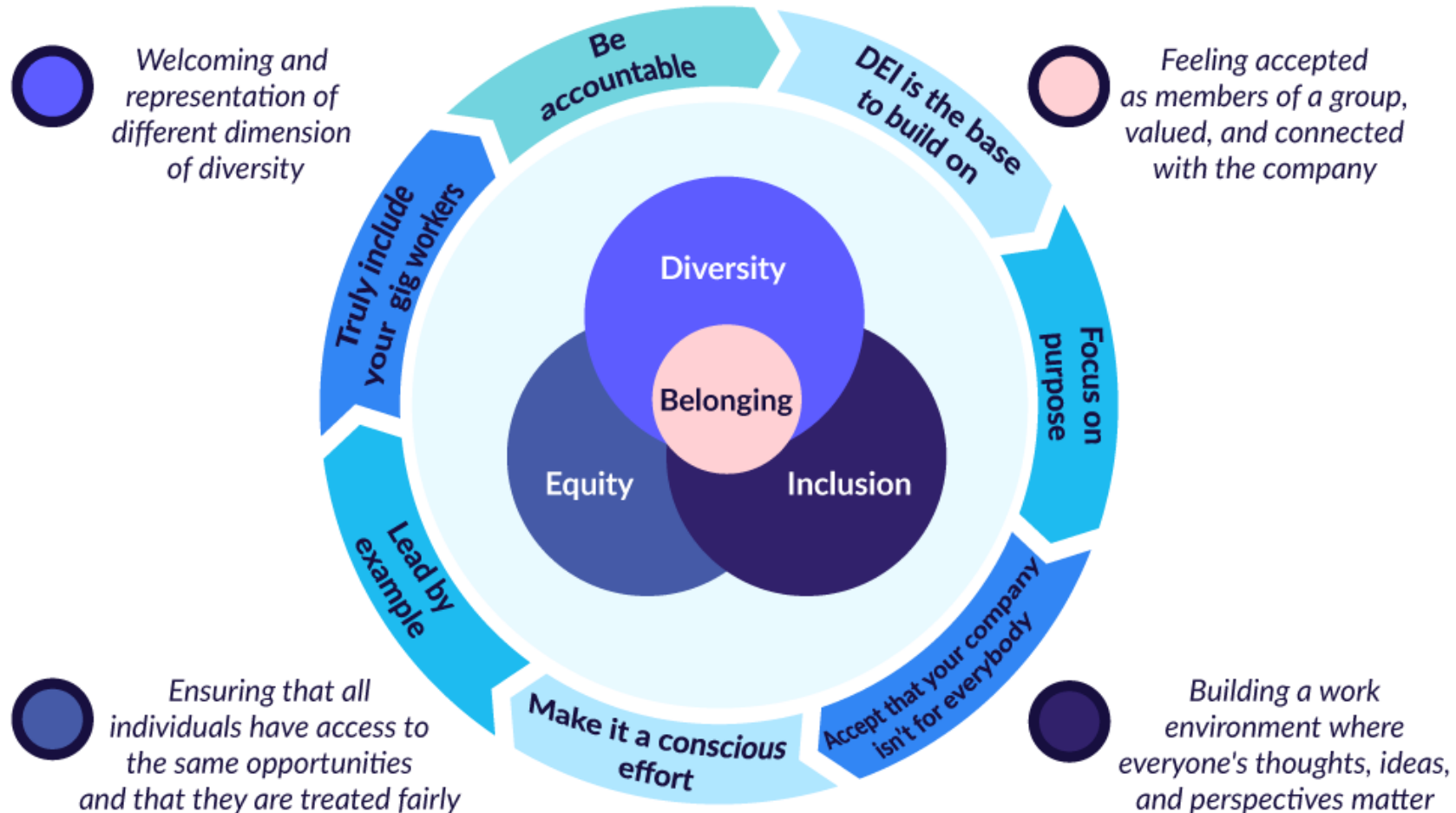
INCLUSION ASKS

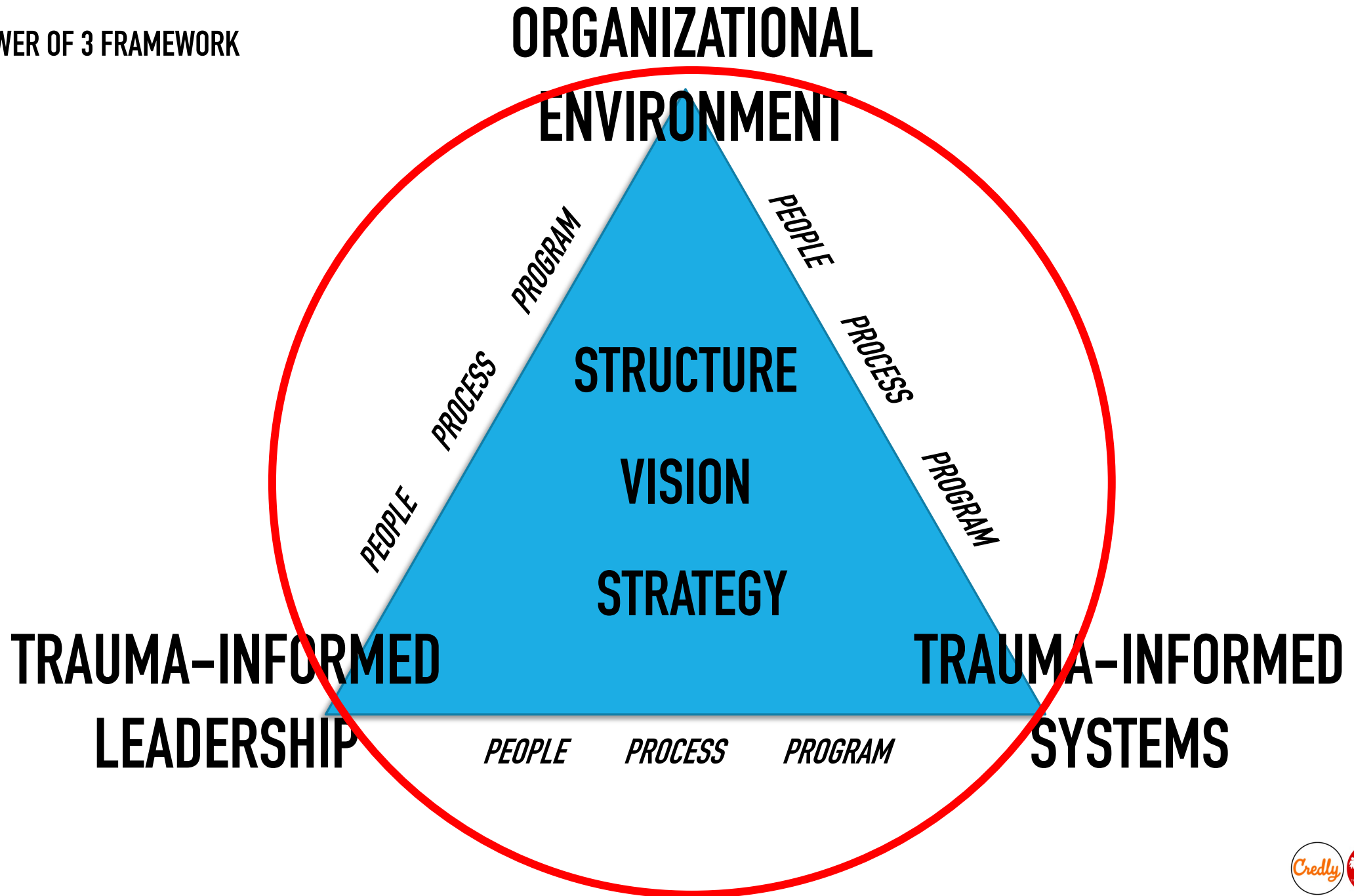
- HAVE EVERYONE'S IDEAS BEEN HEARD?

DIVERSITY, EQUITY, AND INCLUSION



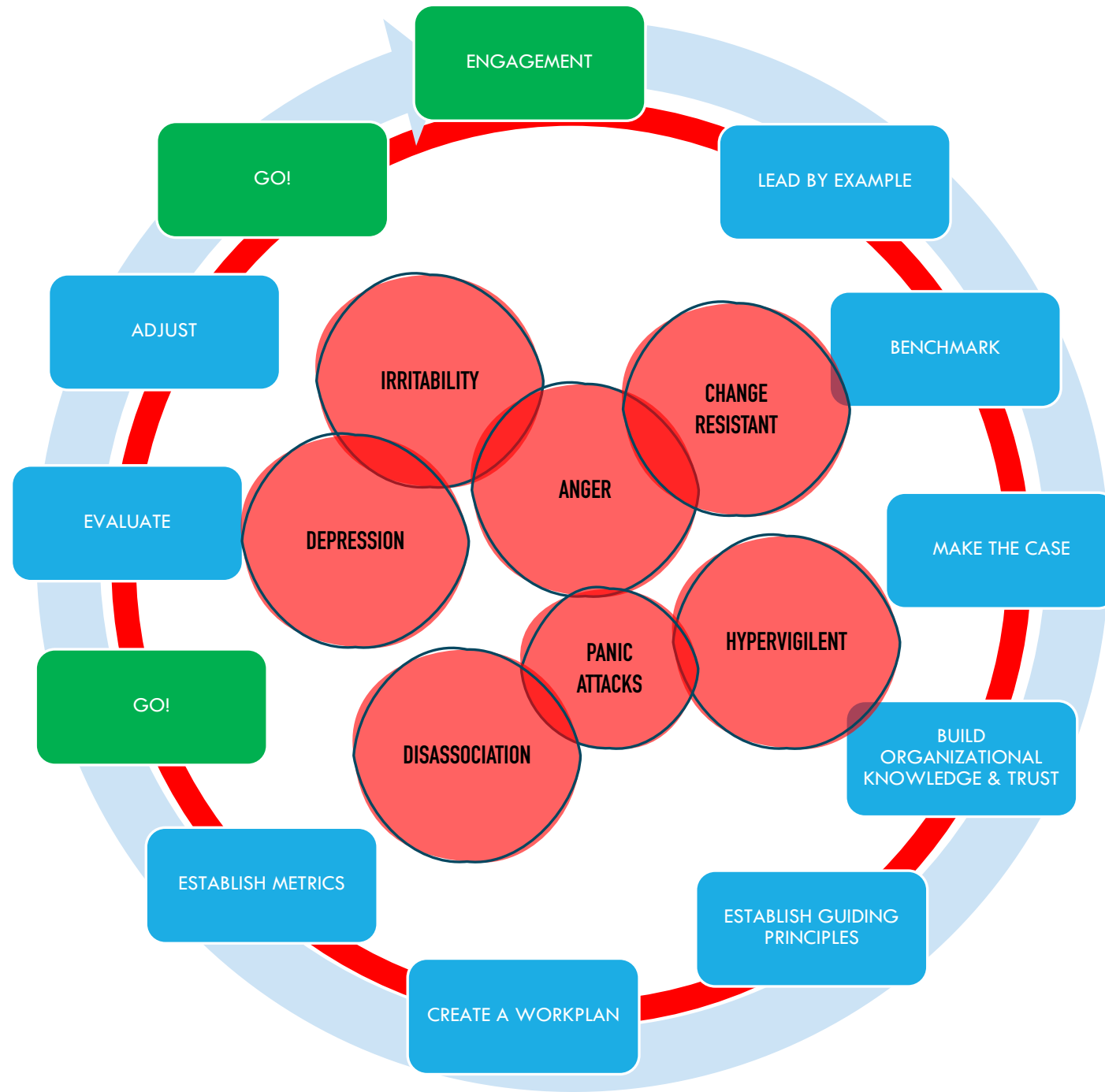
Diversity, Equity, Inclusion and Belonging (DEIB) at Organizations





LET'S GET TO WORK

APPROACH



**ENGAGEMENT
LEAD BY EXAMPLE**



LEADERSHIP & CULTURE AMBASSADORS

- **HELPS DEVELOP A CULTURE OF TRUST**
- **TRAINED IN MENTAL HEALTH FIRST AID AND HARM REDUCTION**
- **ANTI-STIGMA / BIAS WORK**
- **PROVIDES PEERS / STAFF WITH SUPPORT AND ACCESS TO RESOURCES**
- **COACHES PEERS / STAFF THROUGH CHANGE INITIATIVES**

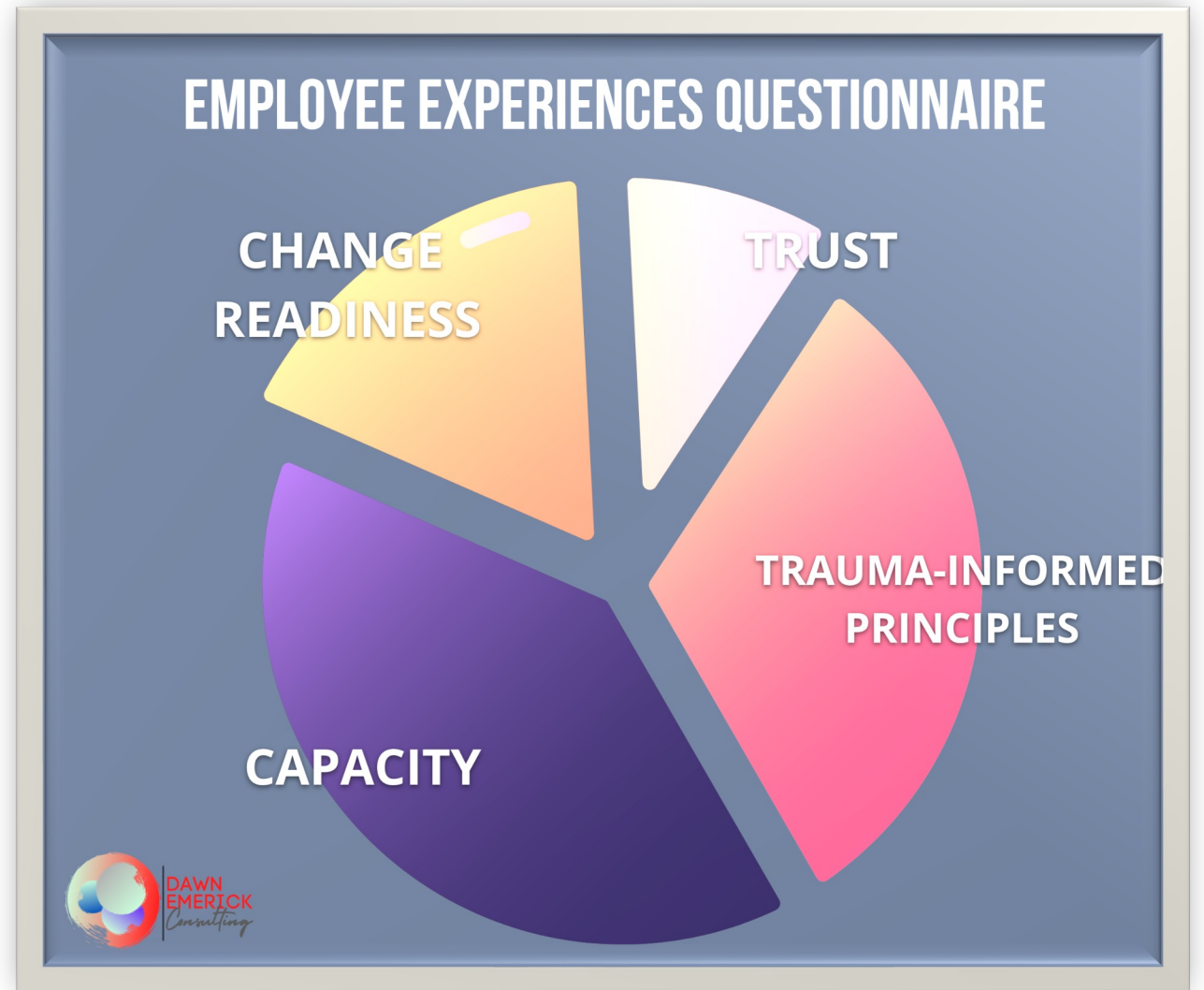
BENCHMARKING

TRAUMA-INFORMED LEADERSHIP & WORKPLACE NATIONAL STANDARDS

GOVERNANCE, LEADERSHIP AND WORKPLACE	SUPERVISION, SUPPORT AND ENGAGEMENT
ENVIRONMENT AND SAFETY	WORKFORCE DEVELOPMENT
HIRING, ONBOARDING AND RETENTION	SYSTEMS CHANGE

BENCHMARKING

- **CHANGE READINESS**
- **CAPACITY**
- **TRUST / MORALE**
- **TRAUMA-INFORMED PRINCIPLES**



CHANGE READINESS CAPACITY

2. This section of the questionnaire assesses change readiness in your organization
Imagine that the leadership where you work were planning to start a new program, initiative, policy for employees.

Do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
I understand my organization's need to change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am motivated to adopt my organization's new state of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am fearful about the organization's new state of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am excited about the organization's new state of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have capacity to manage my current workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have capacity to manage additional workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attention check: please select strongly agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TRUST

3. This section of the questionnaire assesses trust and morale in your organization.
****For the first and second statement, the word “trust” is defined as one’s ability to be vulnerable with another person**

Do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
**I trust my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
**I trust my co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am likely to recommend my organization to a friend or member of my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered looking for a new job within the last 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TRAUMA INFORMED PRINCIPLES

4. This section of the questionnaire assesses trauma-informed characteristics in your organization.

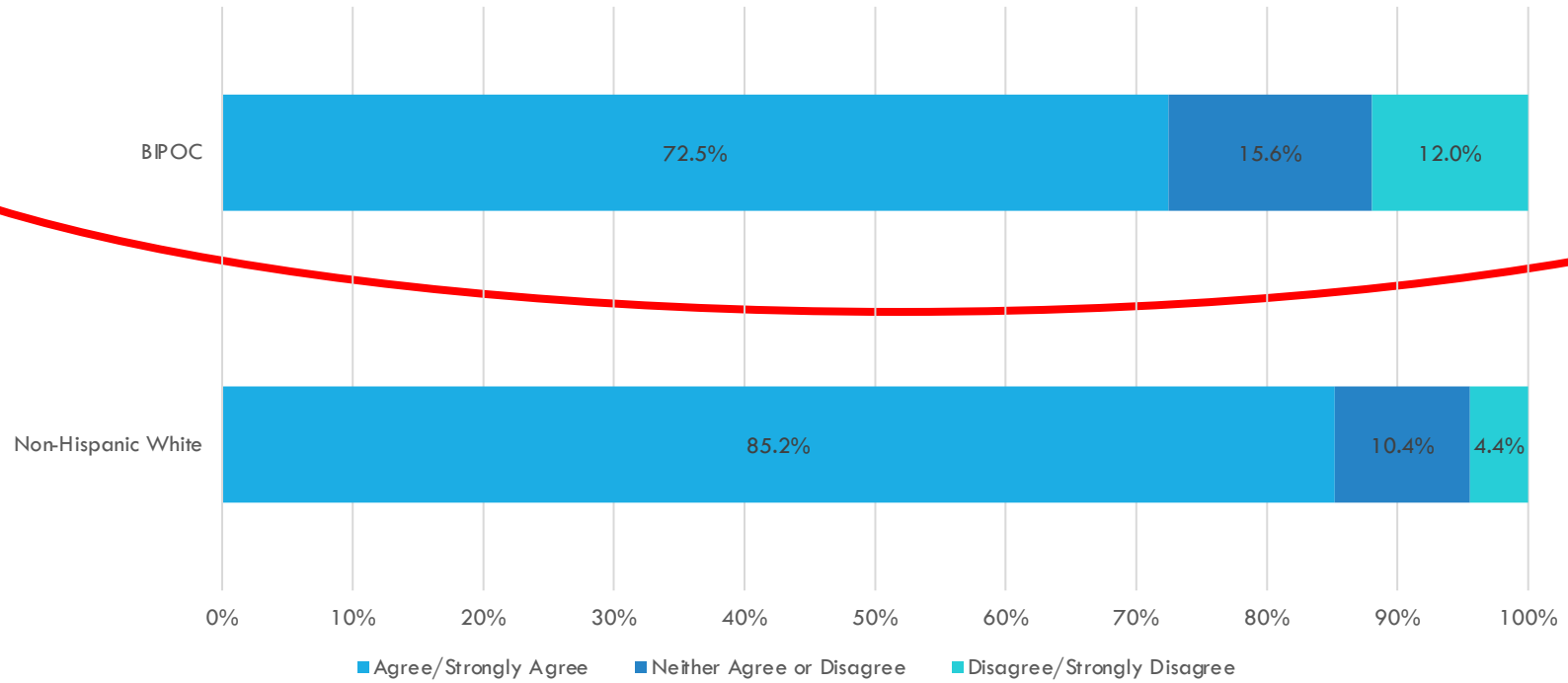
A trauma-informed leader is a person who acknowledges how their social and emotional experiences influence how they interact, communicate, influence and engage anyone who has an interest in the success of themselves, of others and their organization.

Do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
My supervisor creates an emotionally safe environment for staff in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is transparent with staff at all levels of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is collaborative with staff at all levels of the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has created policies and procedures to mitigate racial trauma or discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor ensures staff have a voice within the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor acknowledges and gives space to staff's mental health challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced new levels of work-related stress over the last 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced new levels of personal stress over the last 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

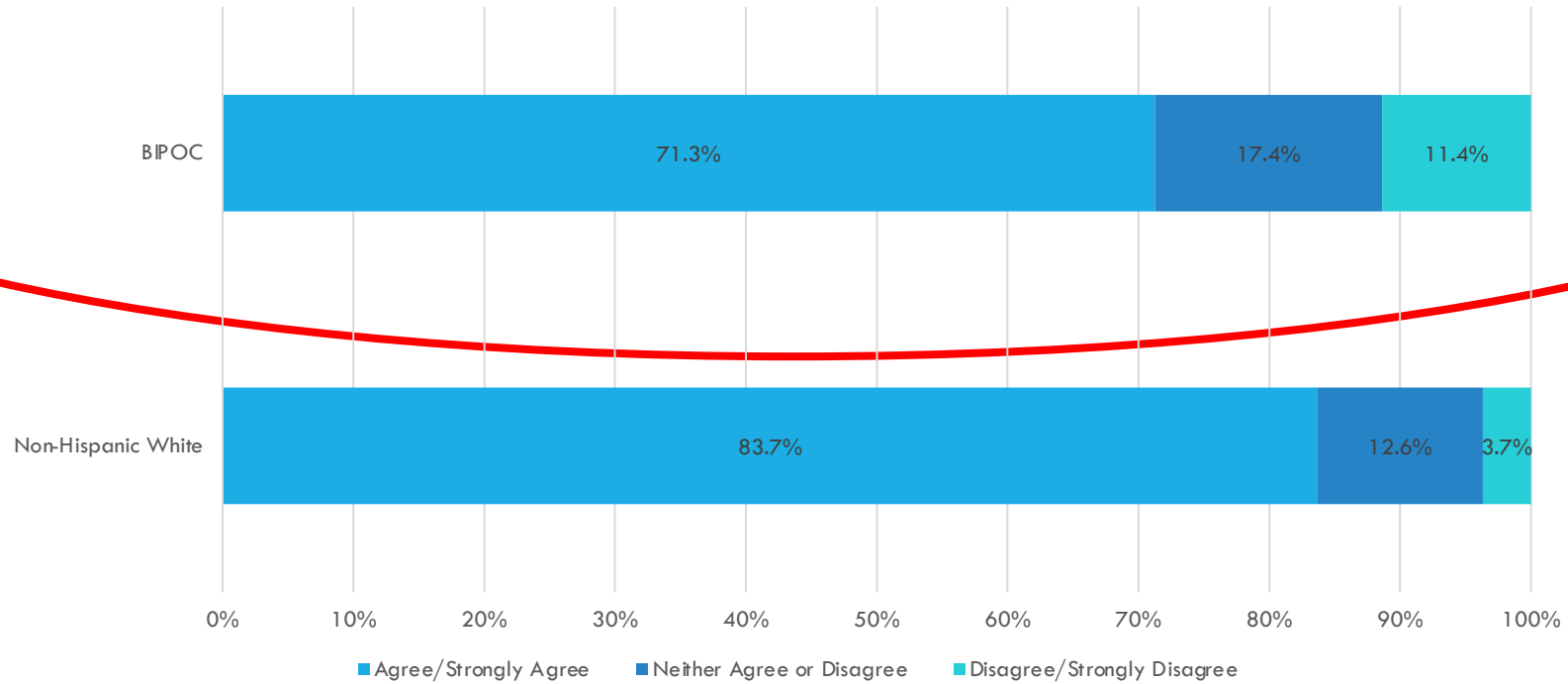
Trust

I trust my supervisor



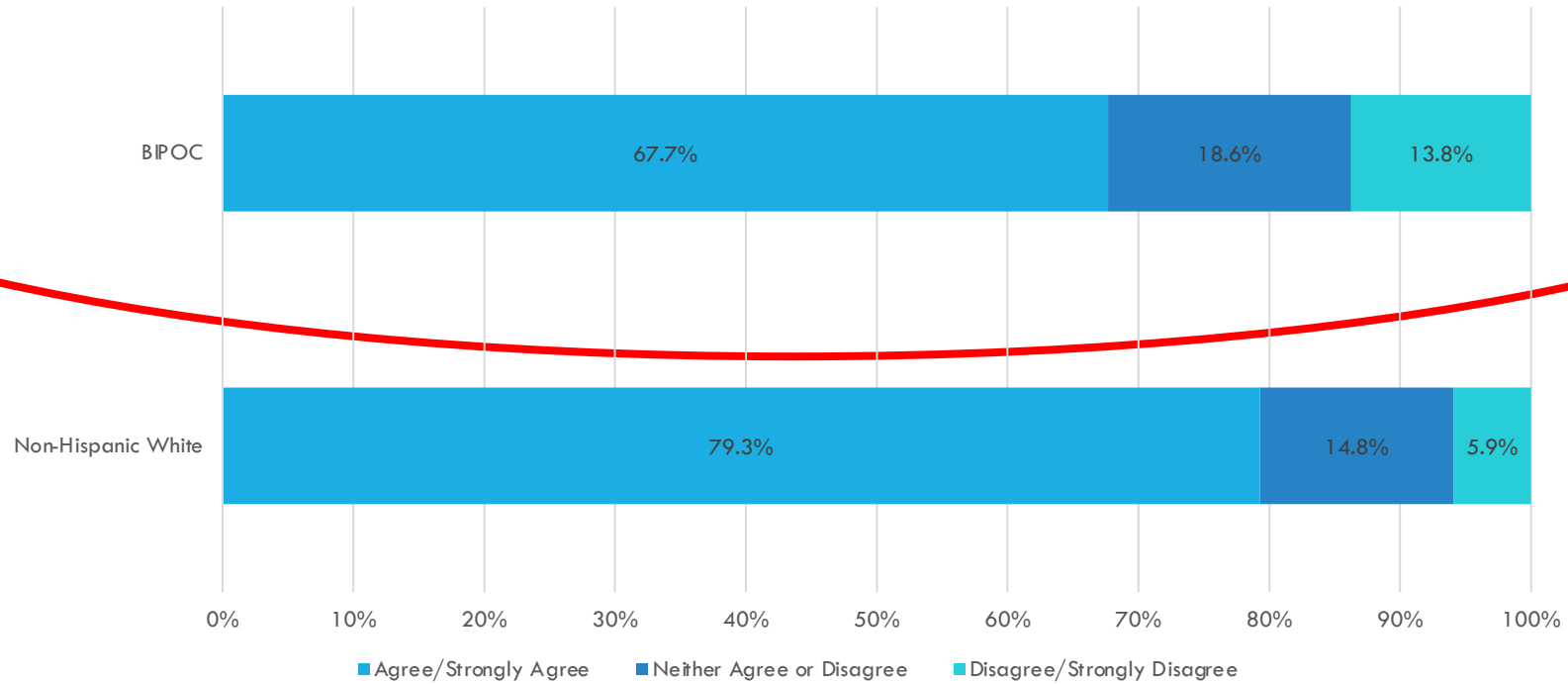
Trauma Informed Principles

My supervisor creates an emotionally safe environment for staff in the workplace



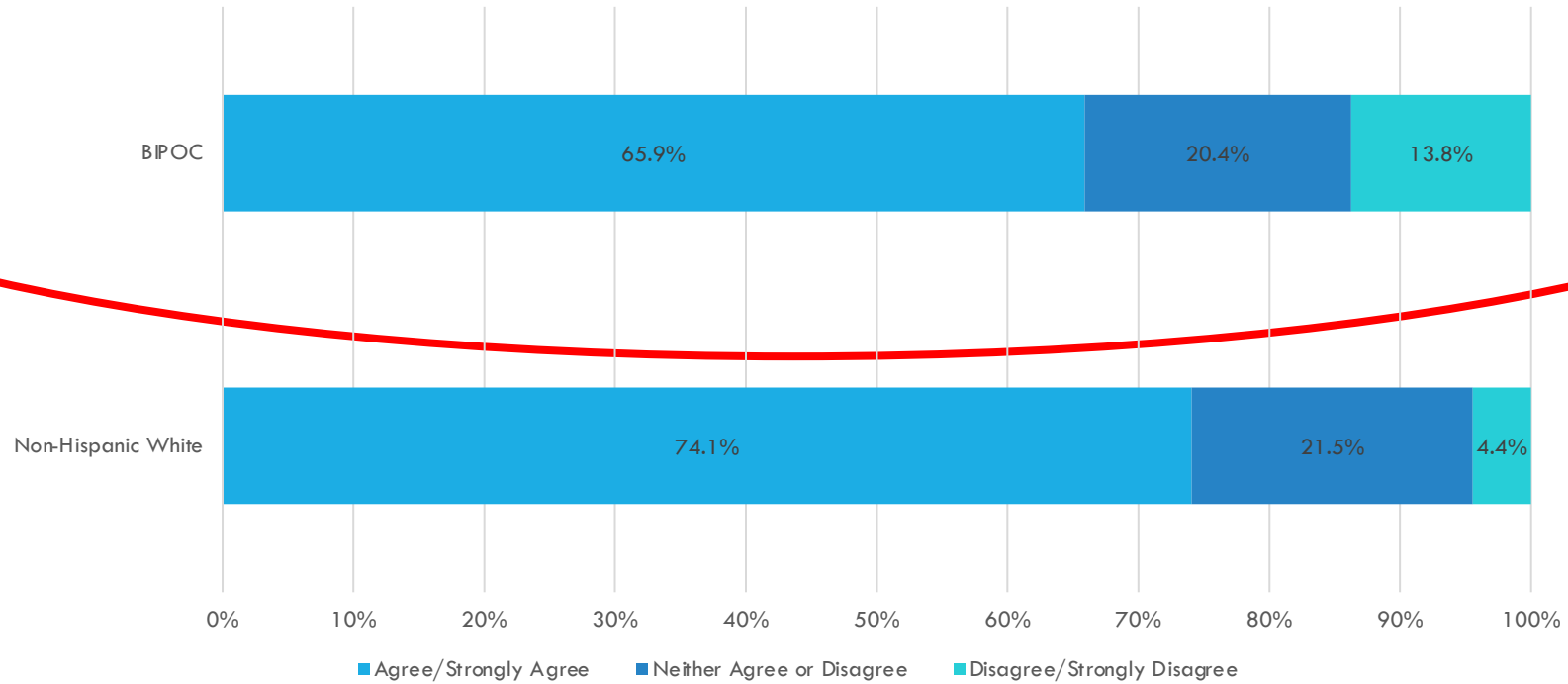
Trauma Informed Principles

My supervisor is transparent with staff at all levels of the organization



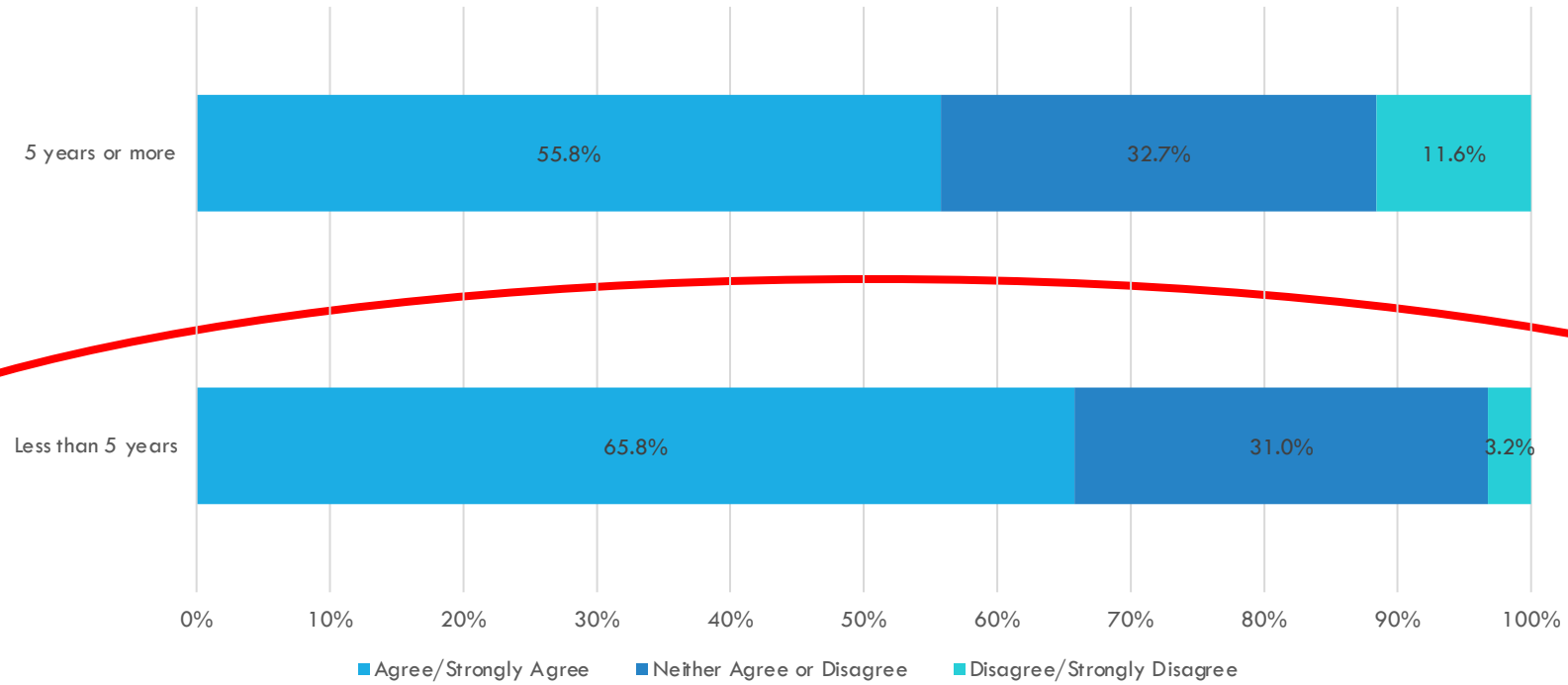
Trauma Informed Principles

My supervisor ensures staff have a voice within the organization



Trauma Informed Principles

My supervisor has created policies and procedures to mitigate racial trauma or discrimination

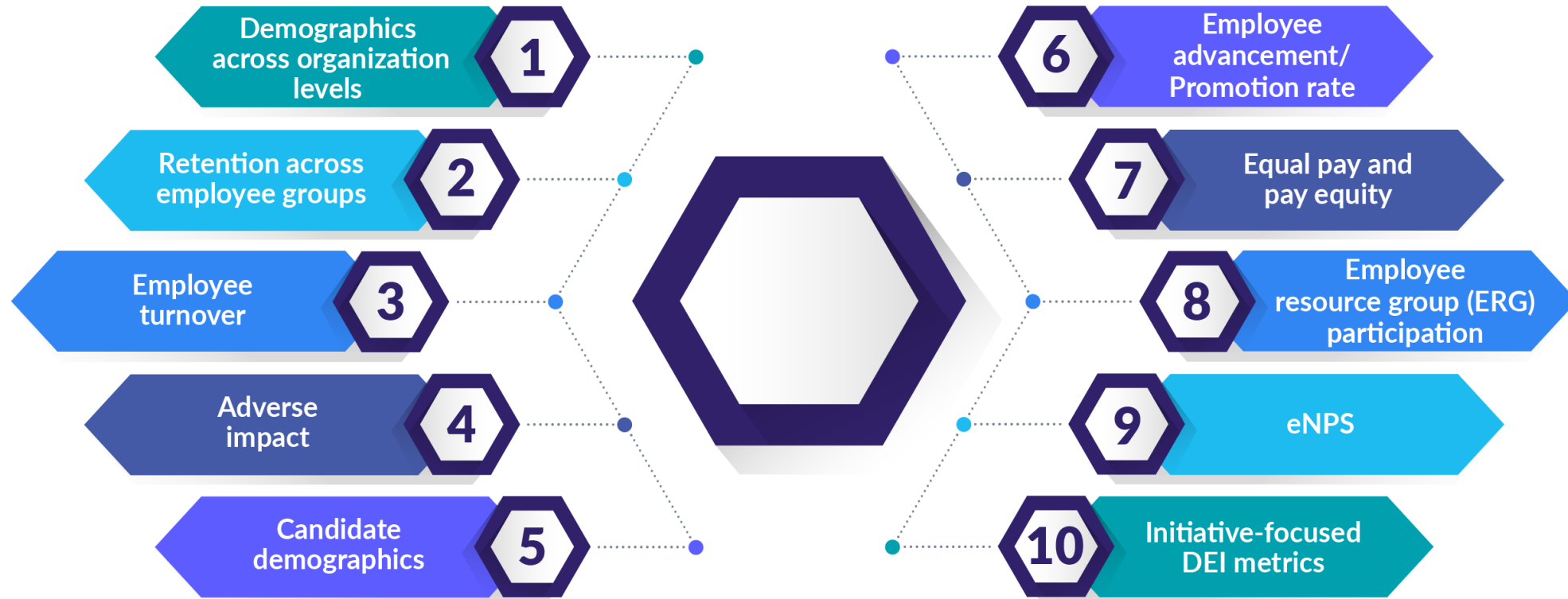


DETERMINE PRIORITIES

WHAT ARE YOUR GUIDING PRINCIPLES?

DEVELOP WORKPLAN AND METRICS

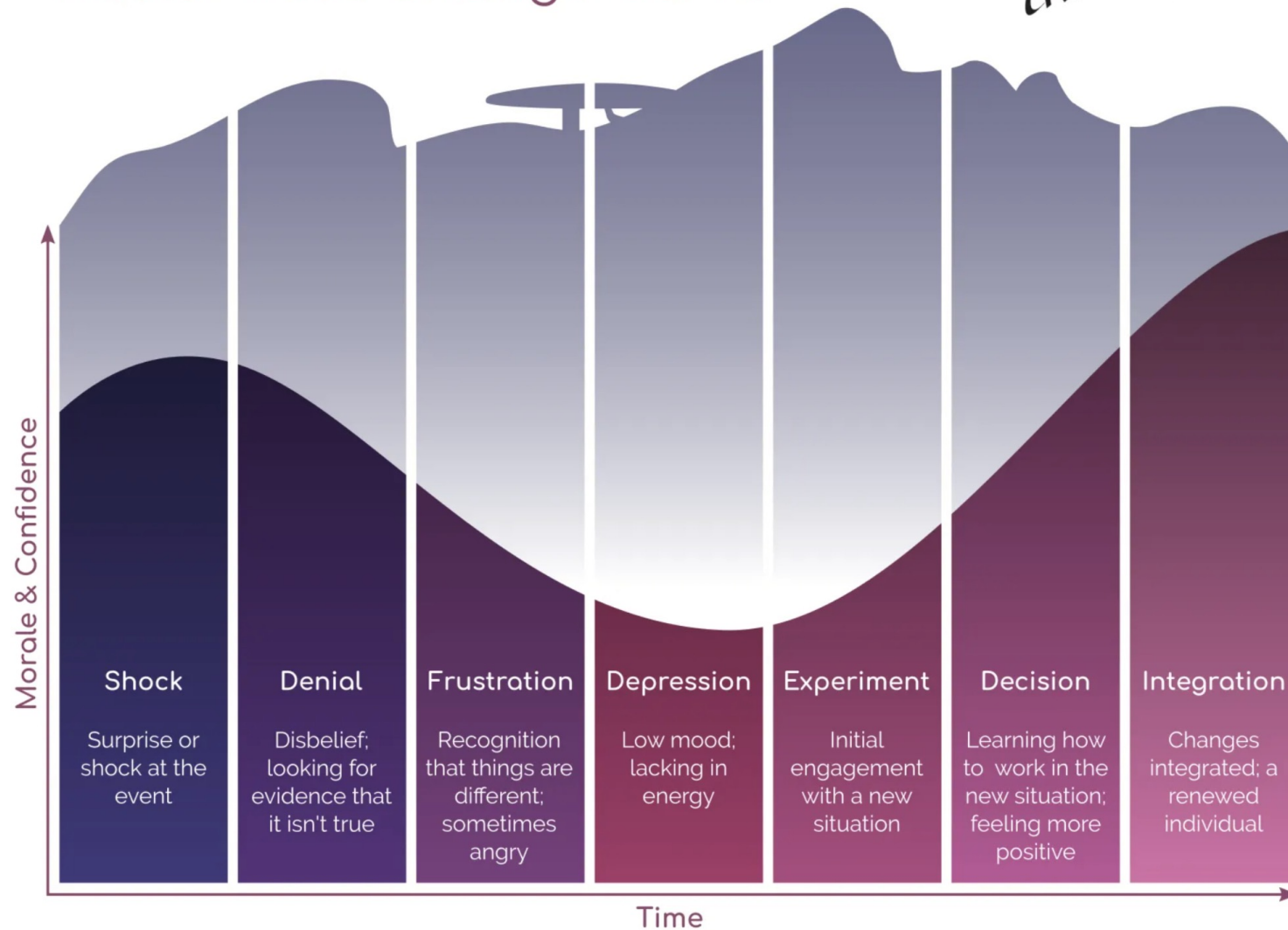
DEI Metrics








CHANGE GRIEF MODEL

Kübler-Ross Change Curve[®]

EKR Elisabeth Kübler-Ross
FOUNDATION



PROSCI CHANGE MANAGEMENT

		AWARENESS I fully understand the reasons for the change	DESIRE I have chosen to support and participate in this change	KNOWLEDGE I have the knowledge I need of how to change and see successful in this change	ABILITY I have the ability to implement the change and perform the required skills and behaviors successfully	REINFORCEMENT Meaningful reinforcements are in place that will help me continue and sustain the change
STRONGLY AGREE	5					
AGREE	4					
NEUTRAL	3					Barrier Point
DISAGREE	2					
STRONGLY DISAGREE	1					

SCENARIO

Through your work with the departmental team, it was apparent to you that 3 to 4 members of your team, named Aki, Munni, and Tam rarely participated or spoke up in the meetings.

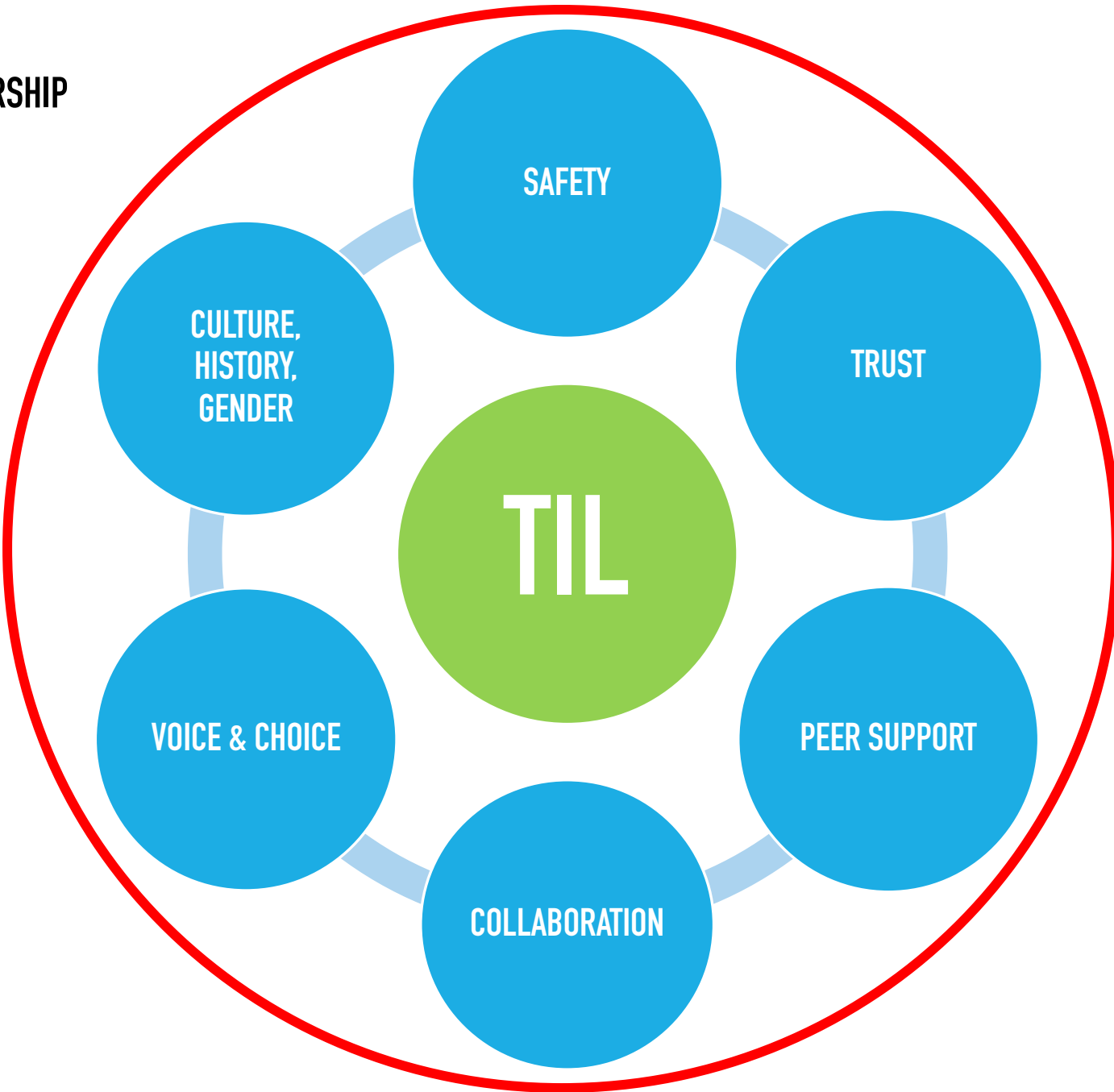
You later learn that Tam recently lost her cousin to a brutal hate crime a year ago. Tam has personally experienced anonymous, anti-Asian American sentiments at work as well.

Tam had been a stellar employee for the past 10 years but now is withdrawn and requests PTO often, impacting other members of Tam's team.

How do you handle the situation?

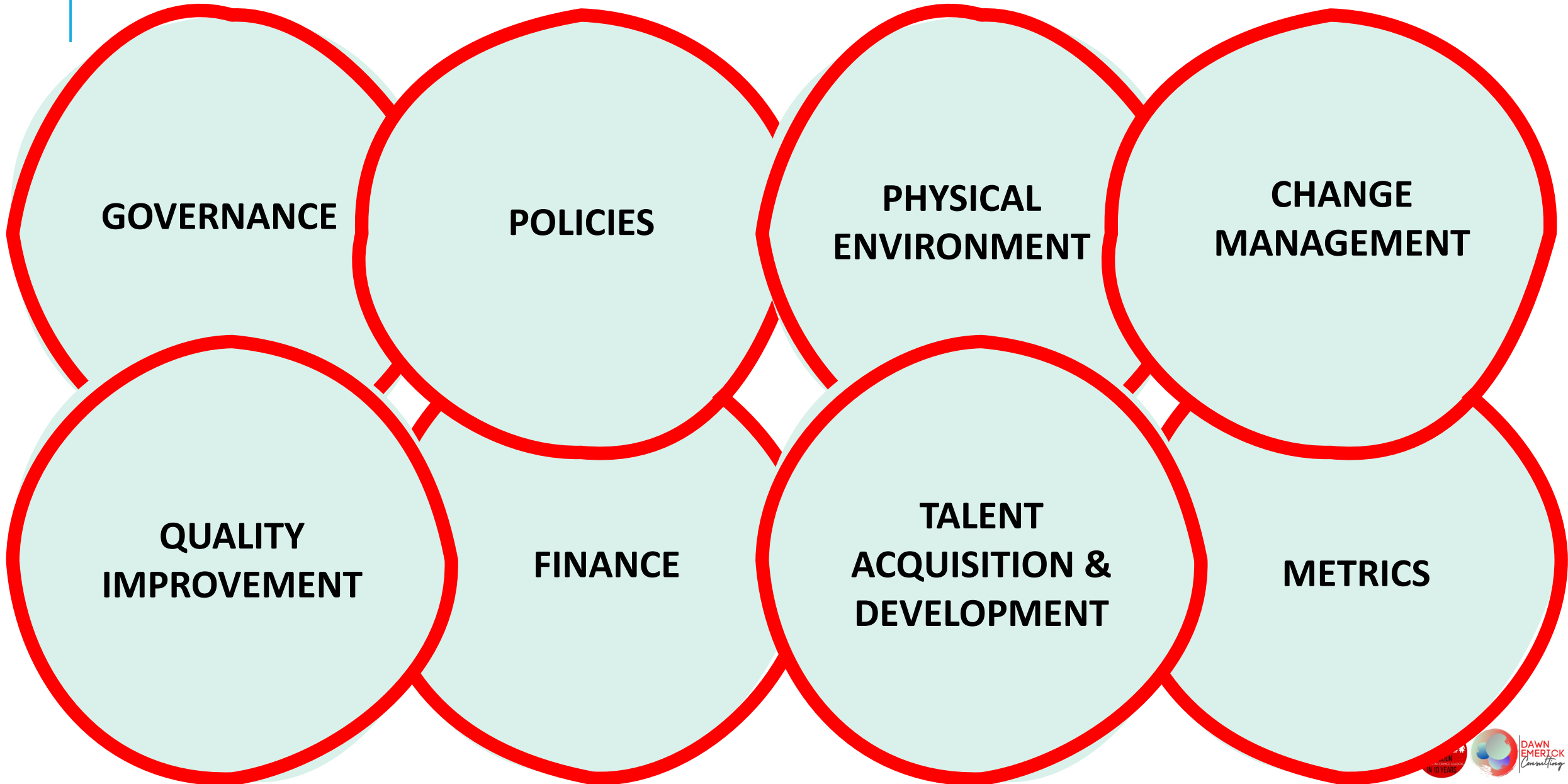
TRAUMA INFORMED LEADERSHIP

DO NO HARM



DO NO HARM

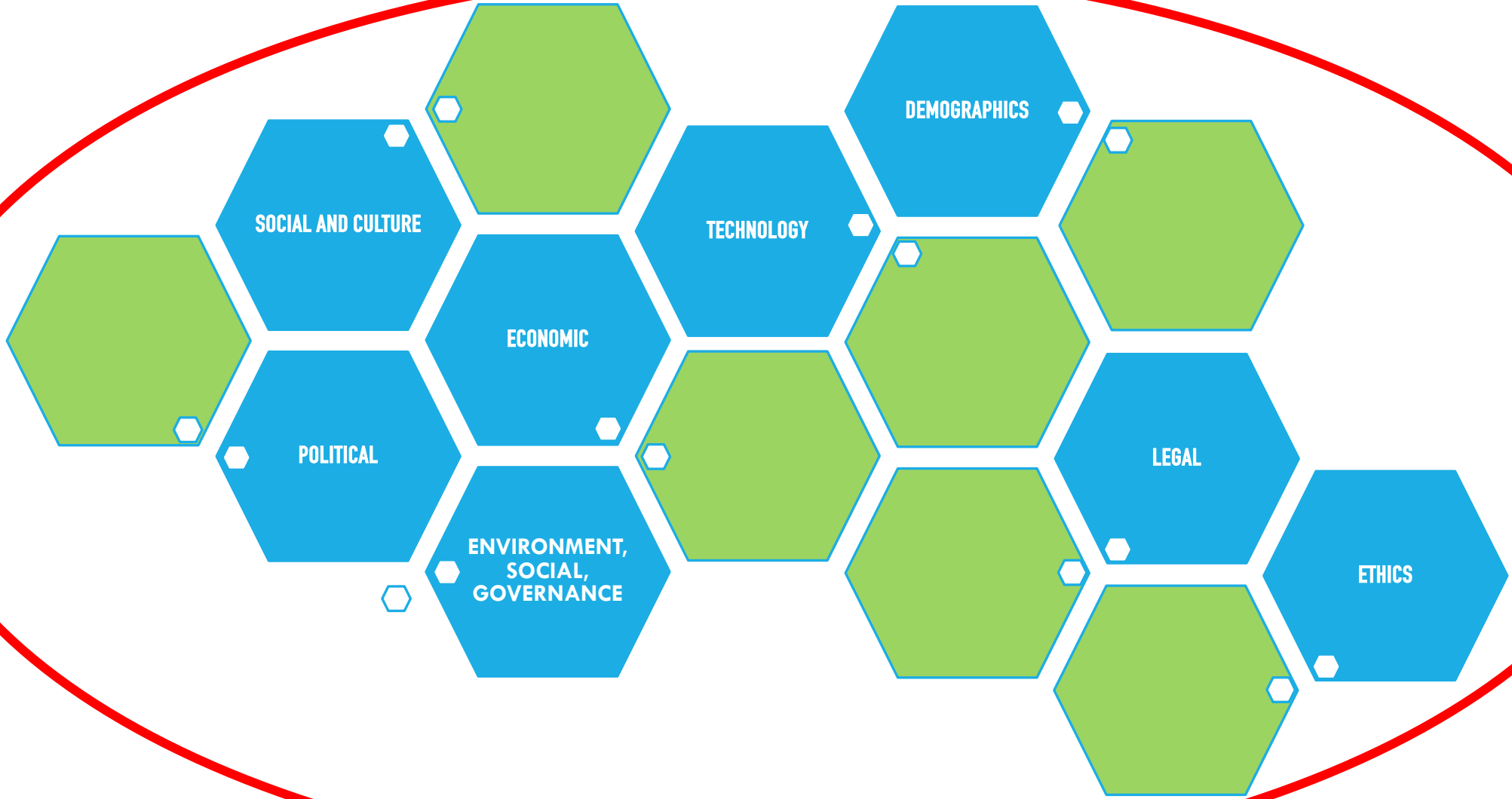
TRAUMA INFORMED SYSTEMS



ORGANIZATIONAL ENVIRONMENT

DO NO HARM

DO NO HARM



QUESTIONS?

CELEBRATE

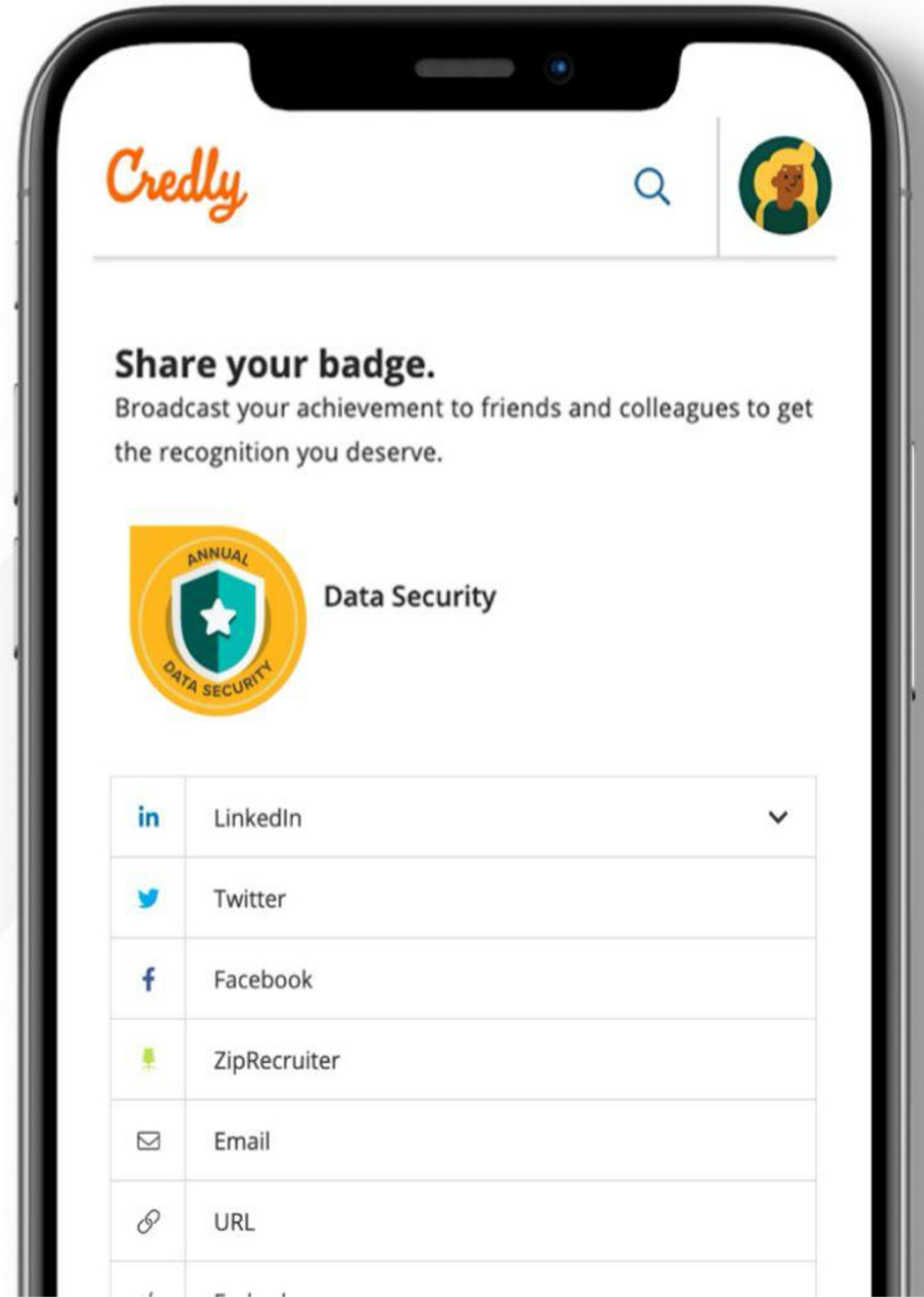
You've earned it;
now show it.

Share your digital
credential and tag us!

#1Mby20
31



POWERED BY Credly



CONCEPT QUIZ