

Resource List

The list below are the various resources mentioned during the kick-off on Nov 30 and Dec 1. Also included are some of the ideas generated during the last brainstorming session.

Training Program: *Moving from Trauma-Informed to Trauma-Responsive* by Stephanie Covington and Sandra Bloom. Note: Bernestine Jeffers (jeffersb@uvm.edu) has purchased some copies of this program that includes a facilitators guide, 2 CDs and a flash drive with handouts including some assessment tools for physical space and safety. E-mail her if you would like to borrow these materials.

Dr. Kenneth Hardy YouTube link: The whole video is worth watching, however if you are short on time, minutes 21-56 is when Dr. Kenneth Hardy speaks about the invisible trauma wounds. [Dr. Kenneth Hardy](#)

Book: *Trauma and Recovery* by Judith Herman: https://www.amazon.com/Trauma-Recovery-Aftermath-Violence-Political/dp/0465061710/ref=sr_1_1?dchild=1&keywords=Trauma+and+Recovery+Judith+Herman&qid=1624280743&s=books&sr=1-1

Someone mentioned Flight, Fight, Freeze...and Obey. [This article](#) seems to address that addition, calling it “Fawn” instead of “Obey”

ADKAR Change Management Tool - [Chart and Article](#), <https://www.prosci.com/resources/articles/why-the-adkar-model-works>

If you're looking for other Change Management Models: [A Series on 10 Change Management Models](#)

Video: [Gratitude Project](#) for Staff Empowerment

[Compassion and Resilience Toolkit](#)

Book: *The Four Agreements* by Don Miguel Ruiz

Book: *The Body Keeps the Score* by Bessel van der Kolk

Some ideas generated from today's discussion:

Trustworthiness for Staff:

- Participation in Cultural Safety Committee – creates a safe space for difficult conversations
- Mixed-staff training (a mix of clinical and non-clinical staff)

Choice for Staff:

- Choices to run types of groups
- Choice of how to spend admin time or Self-care Tuesday time
- Putting your own twist on curriculum
- Choice of training and ability to specialize

Collaboration for Staff:

- Mixed staff committees (e.g. Safety, Technology, Diversity & Inclusion, Wellness)
- Some committees that do not include management
- Quarterly employee satisfaction survey
- Anonymous suggestion boxes (or DEI issues to raise)

Empowerment for Staff

- Affirmations
- Setting boundaries
- Work on/prioritize own wellness and mental health
- Grounding