

**Creating Healing Organizations and a
Regional System of Care:
Transforming Trauma in the Bay Area
SFDPH Director Barbara Garcia**

presented by

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Relational Leadership

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou



“Trauma Informed Systems principles and practices support **reflection** in place of reaction, **curiosity** in lieu of numbing, **self-care** instead of self-sacrifice and **collective impact** rather than siloed structures.”

GOVERNMENT

THE PUBLIC

FUNDERS

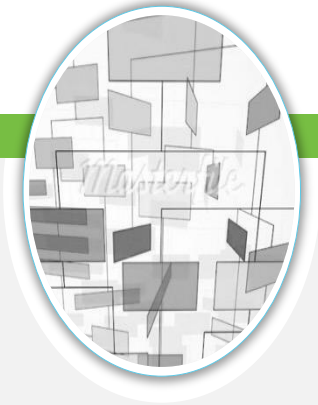
ORGANIZATION

ADMINISTRATION

STAFF

CLIENT

Trauma affects systems as well as communities and individuals



TRAUMA ORGANIZED

- Reactive
- Reliving/Retelling
- Avoiding/Numbing
- Fragmentation



TRAUMA INFORMED

- Shared Language
- Foundational Understanding of Trauma
- Understanding of the nature and impact of trauma



HEALING ORGANIZATION

- Reflective
- Collaborative
- Culture of learning
- Making meaning out of the past
- Growth and Prevention Oriented

TRAUMA INDUCING

TO

TRAUMA REDUCING

Shift Your Perspective

from

"What is wrong with you?"

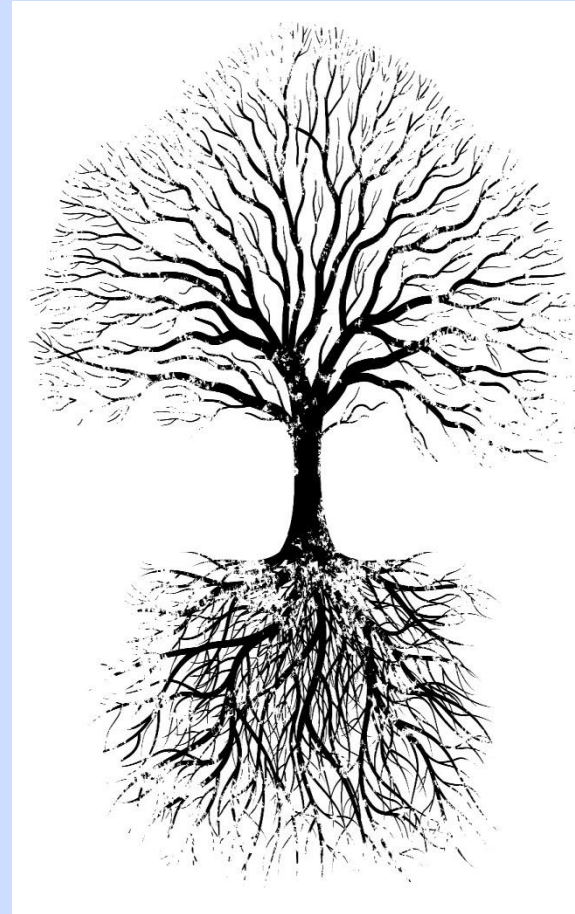
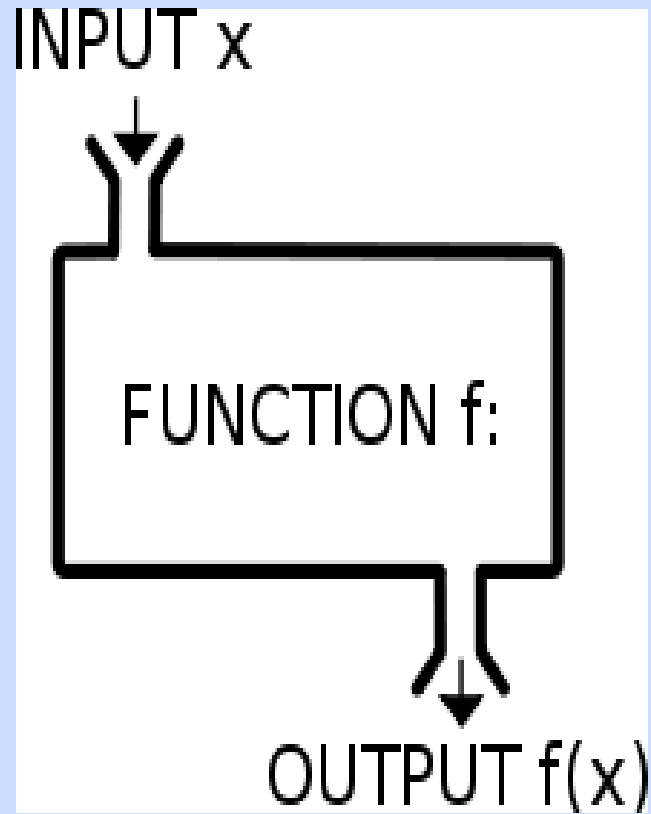
to

"What has happened to you?"

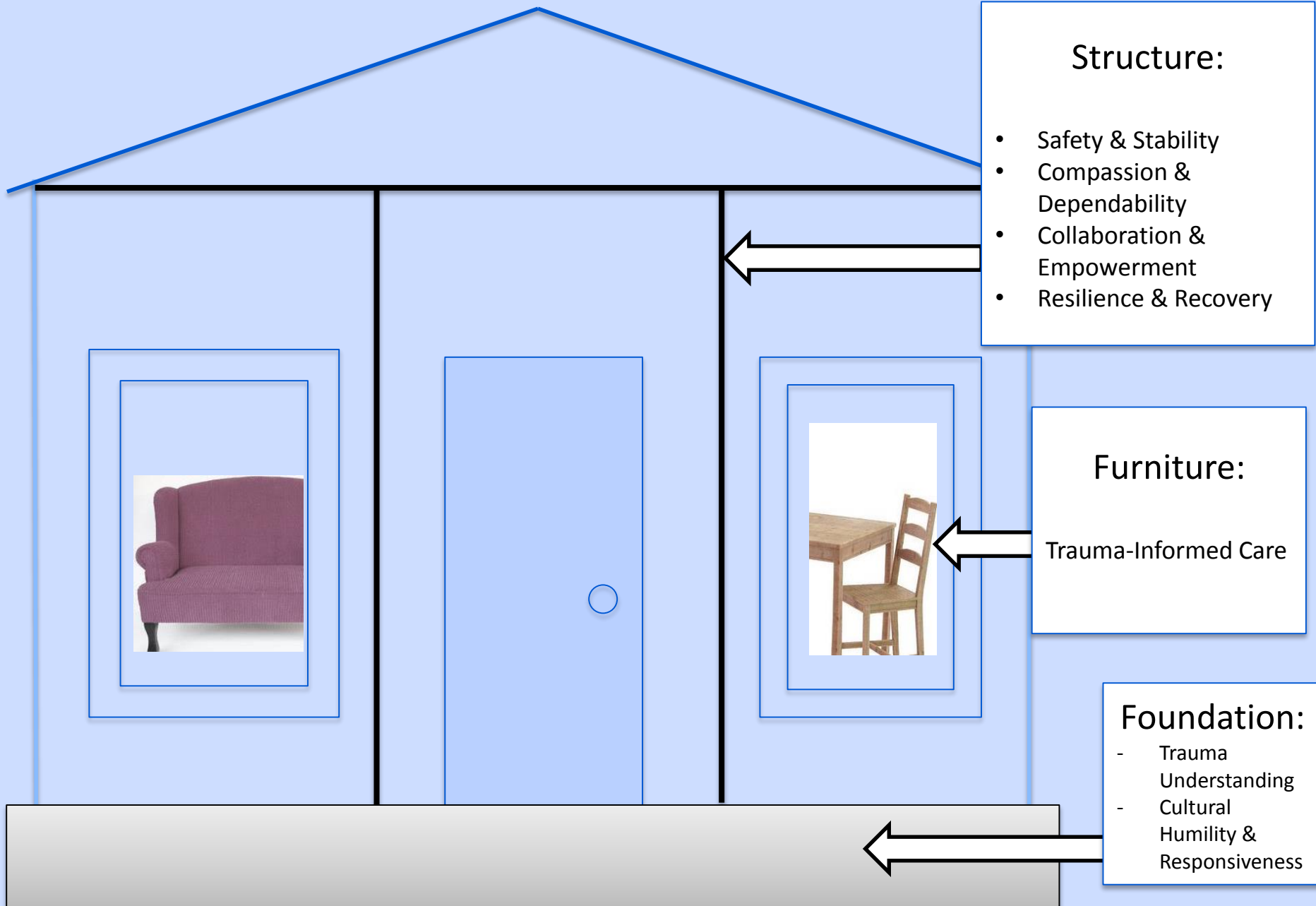
(from Wisconsin Dept. of Health Services www.dhs.wisconsin.gov/tic)

Provides **context**, fosters **compassion**,
helps us to see **strengths** in face of adversity

A Healing Organization...



Building a Trauma-Informed, Healing System



Structure:

- Safety & Stability
- Compassion & Dependability
- Collaboration & Empowerment
- Resilience & Recovery

Furniture:

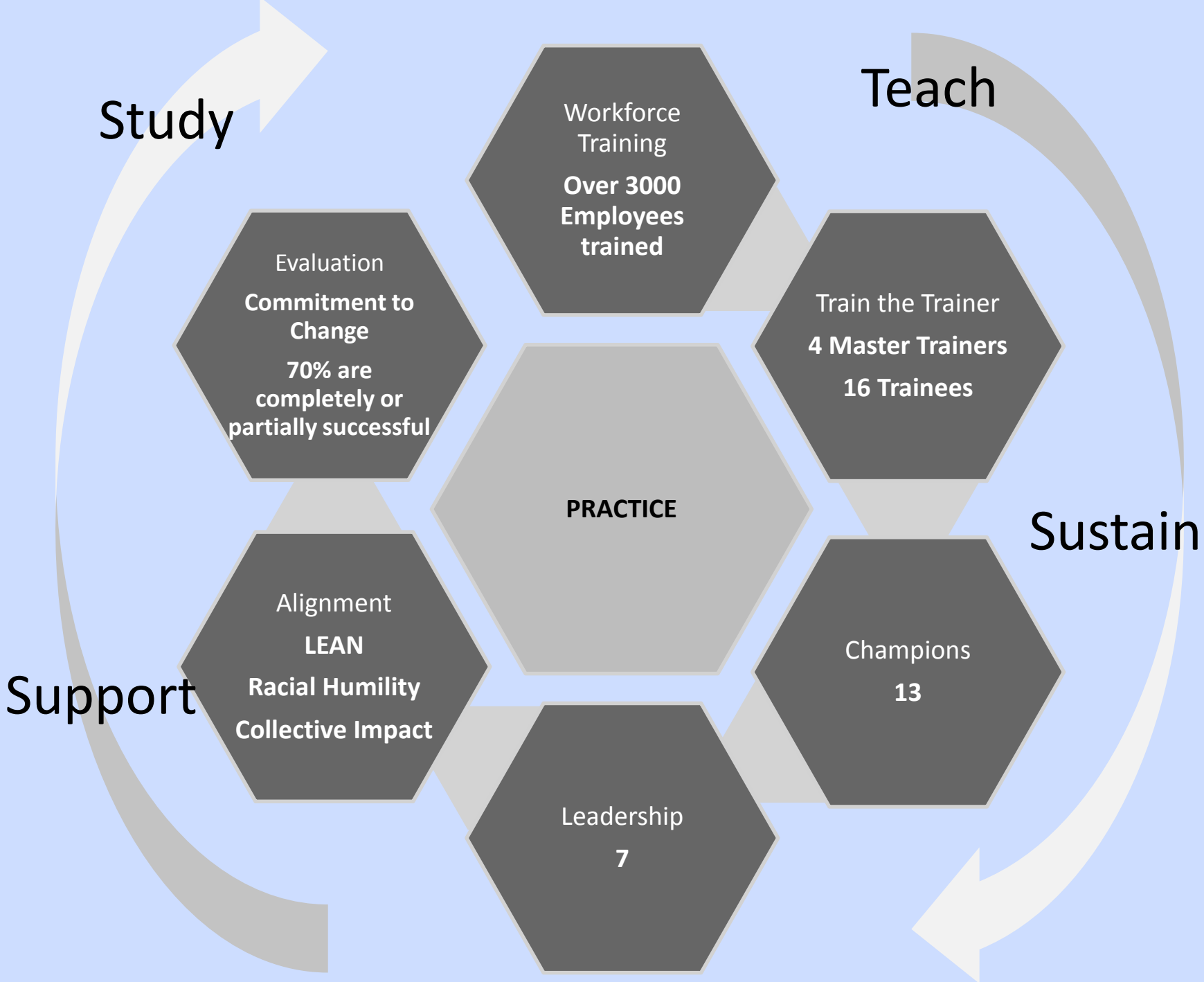
Trauma-Informed Care

Foundation:

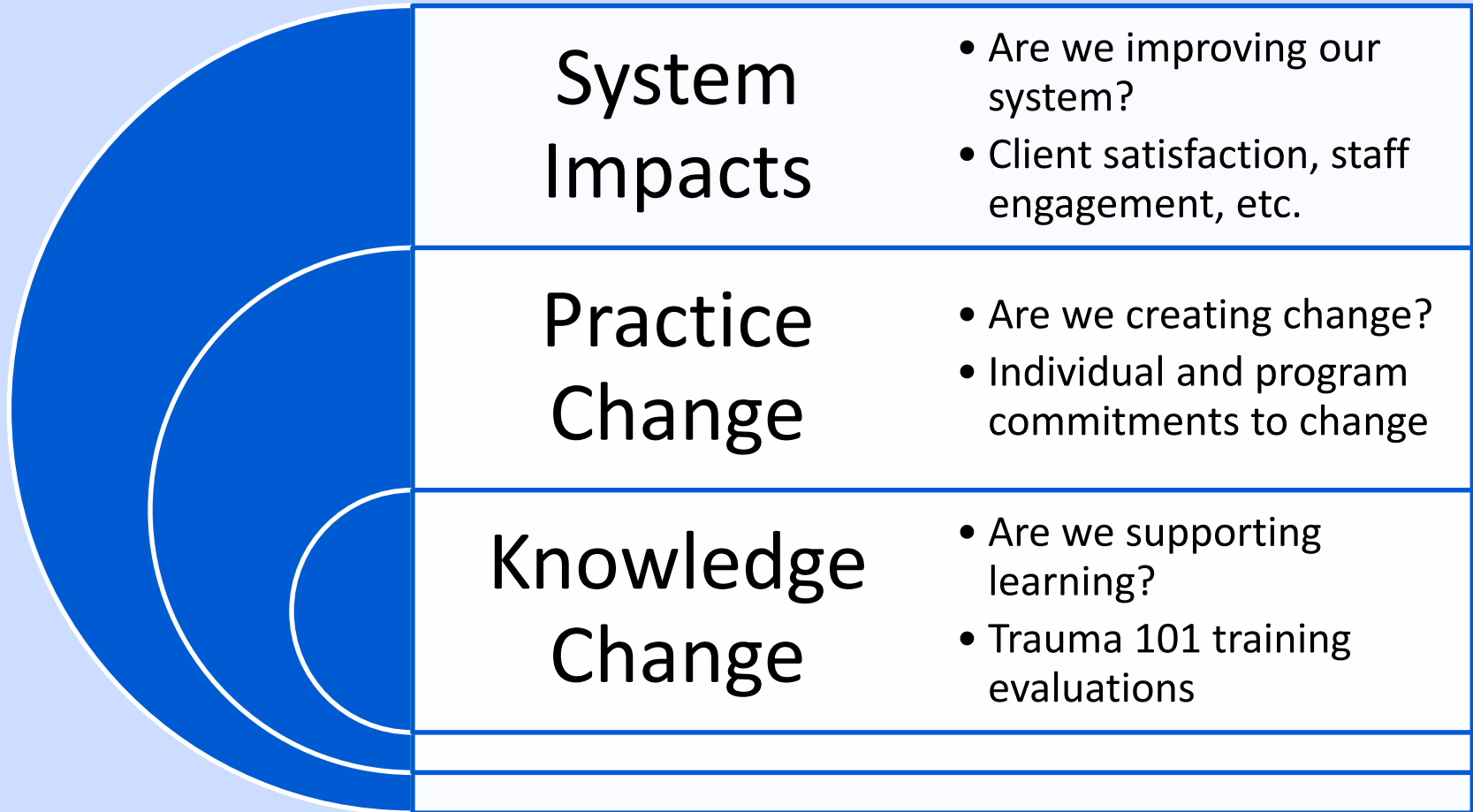
- Trauma Understanding
- Cultural Humility & Responsiveness

San Francisco Department of
Public Health
Workforce Development Priorities





SFDPH Trauma Informed System Evaluation



Knowledge: Support for becoming a Trauma Informed System

*Participants' perspectives on **becoming a trauma informed system** are measured at the end of each training on 5 point scale of "agreement."*

overall approval ("agree" 4.06 out of 5)

It will improve their worklife (4.56)

BUT

It may not be easy to apply in their work (3.87)

It is important (4.74)

BUT

The effort will be abandoned/poorly implemented (2.82)

Regional Trauma Informed System Components



- Alameda
- Contra Costa
- Marin
- San Francisco
- Santa Clara
- San Mateo
- Santa Cruz

