

## **Introduction to Trauma-Informed Engagement for PSAC Members**

This 2-hour interactive session is designed to serve as a conversation as opposed to a lecture and it is divided into 4 components which includes time for Q&A to allow participants to engage with the content.

### **Component 1**

#### **Trauma, Triggers, the Brain Reliving Trauma: Definitions**

Component 1 will provide participants with an introduction to trauma in its various forms, the brain on trauma, the connection between trauma and triggers, creating boundaries, identifying barriers and biases and why self-awareness is key when working with traumatized persons. This component will also introduce participants to the concept of trauma-informed engagement and review the criteria required to become a trauma-informed practitioner.

### **Component 2**

#### **Empathy, Safety and Empowerment: Strategies**

Component 2 will examine the role empathy plays in prioritizing the psychological safety of clients, witnesses and colleagues. Guided by a self-awareness model, participants will contemplate trauma-informed strategies for creating a safe space for others while balancing empathy with service delivery. Participants will also explore how they can utilize co-regulation tools to help inspire a feeling of safety for those presenting with trauma responses while maintaining a relational and impartial approach to create an empowering experience for others.

### **Component 3**

#### **Cultural Humility as a Pathway to Accountability, Achieving Equity & Courageous Connection**

Component 3 will introduce participants to the cultural humility framework while distinguishing it from cultural competence, cultural safety and cultural awareness. Participants will explore this framework as a pathway to furthering equity in the workplace and inspiring institutional accountability, while emphasizing individual and organizational benefits experienced when we commit to building relationships rooted in connection and confronting unconscious biases. This component will also offer best practices when working with Indigenous and other marginalized people, while recognizing them as experts in their own lived experience. An introduction to cultural trauma in the Indigenous context will also be provided in this component.

### **Component 4**

#### **Vicarious Trauma as an Occupational Hazard: Practising Collective Care Strategies and Recognizing Vicarious Resilience**

Component 4 will introduce participants to the concept of vicarious trauma, while distinguishing it from compassion fatigue and burnout. Participants will also be introduced to some risk factors which attract vicarious trauma including collective trauma, unhealed personal traumas and offer an examination as to why law firms, workplaces and organizations should consider recognizing vicarious trauma as an occupational hazard or risk. This component will also explore peer support and collective care practices which serve to safeguard the mental health of practitioners. This component will conclude with an introduction to vicarious resilience.