



Human Services Organizations

What does trauma look like in Lenawee County?

Adverse Childhood Experiences (ACEs) are stressful or traumatic events, including abuse, neglect, or household challenges. The number of ACEs a person has is one way to measure the amount of trauma they have experienced. ACEs are strongly related to the development and prevalence of health problems throughout a person's lifespan.¹

15 %

of Lenawee County Adults have 4 or more ACEs²

Lenawee County Adult Behaviors ²	Experienced 4 or more ACEs	Did not experience any ACEs
Classified as overweight or obese by BMI	83%	73%
Current drinker	73%	48%
Binge drinker	35%	32%
Had an income less than \$25000	33%	21%
Current smoker	15%	8%
Used recreational drugs in the past 6 months	11%	2%
Misused medication in the past 6 months	11%	4%
Contemplated suicide in the past 12 months	7%	2%

Why does trauma matter to my organization?

Sometimes, the services and systems designed to help people can be re-traumatizing, slowing or stopping their progress. Our staff can also be negatively impacted by doing the work. We can address these concerns by becoming Trauma-Informed.³

What does it mean to become Trauma-Informed?

Being Trauma-Informed is based in an understanding of and responsiveness to the impact of trauma. It emphasizes the physical, psychological, and emotional safety of both providers and survivors.⁴

It involves anticipating and avoiding institutional processes and individual practices that are likely to re-traumatize individuals, and upholds the importance of consumer participation in the development, delivery, and evaluation of services.⁵

What are the benefits of becoming Trauma-Informed?

Trauma-Informed Organizations use real-time strategies to create staff and organizational wellness and meet critical outcomes (such as increased staff retention, decreased number of critical incidents, and increased client engagement in treatment planning and adherence).³

How does an organization become Trauma-Informed?³

1 Conduct an organizational assessment.

It is important to conduct a baseline assessment and reassess periodically, using the feedback to improve.

Work towards a paradigm shift.

Becoming Trauma-Informed requires a significant shift from “How we’ve always done things.” It is not a one-and-done implementation.

3 Emphasize safety.

The foundation of becoming Trauma-Informed is creating a safe environment for everyone who is served by or works for your organization.

Create a culture of wellness and self-care.

The organizational culture must reflect the values of wellness and self-care for employees, supervisors, and consumers.

5 Include everyone.

Becoming Trauma-Informed is an organization-wide approach that should impact every element of your organization and involve all staff.

How do I know if my organization is ready to become Trauma-Informed?

Becoming Trauma-Informed is a process. To determine if your organization is ready, it is important to consider three questions:⁶

- Is my leadership fully supportive of, and committed to, embracing the process of becoming Trauma-Informed?
- Is becoming Trauma-Informed consistent with my organization's mission, values, and strategies?
- Does my organization have the capacity to develop and implement a well-managed plan towards becoming Trauma-Informed?

My organization is ready to become Trauma-Informed. What is next?

The Lenawee Collective Impact Core is committed to building a Trauma-Informed Lenawee County. They can provide assessment support, technical assistance, and other resources to organizations interested in becoming Trauma-Informed.

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References

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- ² Lenawee County Community Health Assessment. (2018). ProMedica Bixby Hospital & Lenawee Health Network.
- ³ Five Key Elements to Trauma Informed Care. (2018). Relias.
- ⁴ Shelter from the Storm: Trauma-Informed Care in Homelessness Services Settings. (2010). Hopper, Bassuk, & Olivet.
- ⁵ A Treatment Improvement Protocol: Trauma Informed Care in Behavioral Health Services. (2014). SAMHSA.
- ⁶ Organizational Considerations in Becoming Trauma Informed: First Steps. (2017). Missouri Department of Mental Health Trauma Roundtable .