

Building a Trauma Responsive Workplace

An interactive program to raise awareness of the role of trauma in the workplace and to implement trauma-responsive organizational change

Overview: The *SWIM – NATAL Training on Building a Trauma Responsive Workplace* is an interactive program designed to raise awareness of the role of trauma in the workplace and help implement best practices for trauma-responsive organizational growth. The training is intended for dedicated members of motivated workplaces committed to learning about trauma-responsive workplace strategies, corporate development, and implementing necessary change at their organizations.

This training is a six-module interactive program designed over six months with complete day training every month and between-session practice conducted at participant organizations. If requested, the timeline can be amended to fit the needs of the participant organizations.

Training implementation strategies, consultation, and peer support are built into the program to maximize learning and enable organizational growth. Over the course of the training, participants will consider the role of trauma in the workplace environment, examine workplace culture, policies, and procedures through a trauma-responsive lens, and implement a change project.

Project: Identify and design a project implemented within each participant organization. This will include resource mapping, planning, engaging focus groups, and convening ambassadors for growth at participant organizations. The project will develop throughout the training and will be tailored to each organization's self-identified needs.

Practice: Participants will plan and deliver a psychoeducational workshop (e.g., trauma and resilience; understanding stress and the body; mindfulness and relaxation) during the training. Opportunities for practice and feedback will be provided in the training group setting.

Program Topics

Introduction: Welcome and Orientation

Module 1: Workplace Culture and Motivation for Trauma Responsive Organizational Growth

Module 2: Introduction to Resilience, Stress, and Trauma
Understanding the Physiological Impact of Stress
Social Determinants of Health

Module 3: Trauma and Adverse Childhood Experiences

Module 4: Trauma-Informed Workplace: Establishing Safety and Building Trust

Module 5: Relationships at Work: Examining Biases and Trauma-Informed

Module 6: Communication Skills
Psychoeducational Workshop
Evaluation and Feedback