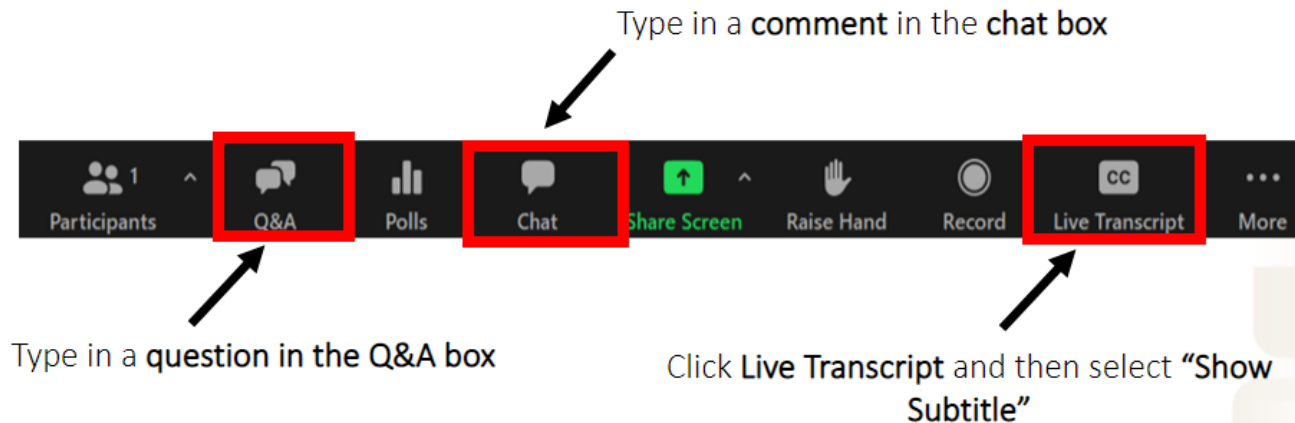


# CoE-IHS Office Hour: Strategies for Creating an Integrated Trauma-Informed Workplace

Tuesday, June 13, 2023

2-3pm ET

# Questions, Comments & Closed Captioning



# Disclaimer

The views, opinions, and content expressed in this presentation do not necessarily reflect the views, opinions, or policies of the Center for Mental Health Services (CMHS), the Substance Abuse and Mental Health Services Administration (SAMHSA), or the U.S. Department of Health and Human Services (HHS).



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# Today's Speakers

## Panel Moderator:

- **Lakeya Cherry, DSW, MSSW, ACC** *Chief Executive Officer & Executive Coach*, Lakeya Cherry LLC. & *Consultant*, National Council for Mental Wellbeing

## Panelists:

- **Ellie Boyarski, LCSW-BCD**, *Sr. Advisor & Consultant*, National Council for Mental Wellbeing
- **Humberto A. Cruz Esparra, PsyD, MPsy**, *Behavioral and Perioperative Medicine Specialist, Clinical Director of Special Projects and Employee Assistance Program*, CIMA Mennonite Hospital
- **Joshua Bradley, Psy.D.**, *Behavioral Health Director, Licensed Clinical Psychologist*, Tri-Area Community Health

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# Strategies for Creating an Integrated Trauma-Informed Workplace

Creating a trauma-informed integrated workplace requires a deliberate and thoughtful approach. It's an important investment: Trauma can significantly impact employees' mental health and overall wellbeing.

By creating a trauma-informed workplace, employers can help reduce the risk of re-traumatization and support employees who have experienced trauma, ultimately improving employee wellbeing, increasing productivity and reducing turnover rates. It also promotes a positive and supportive organizational culture that values empathy, compassion and respect for all employees – and can lead to positive patient outcomes.

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# Tools & Resources

## National Council for Mental Wellbeing

- **Workforce** [Webpage](#) that includes a summary of our recent Workforce Innovations in Integrated Care learning collaborative; includes session recordings sharing success stories, and many other workforce related resources & tools.
- [Leadership & Workforce Development Training](#)
- [Workforce Development: We Must Fill the Talent Pool](#)
- [Trauma-Informed, Resilience-Oriented Equity Climate Assessment](#)
- [Organizational Self-Care Training Activity Worksheet](#)

## Recruitment & Retention

- [Building Capacity in the Integrated Health Workforce: A Focus on Substance Use Education](#)
- [Innovative Approaches for Recruiting & Retaining Your Workforce During COVID-19](#)
- [Strategies for Recruiting & Retaining a Strong Rural Health Workforce](#)
- [New Study: Behavioral Health Workforce Shortage Will Negatively Impact Society](#)

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# Additional Tools & Resources

## Diversity, Equity, Inclusion & Belonging

- [Access for Everyone: Addressing Health Equity & Racial Justice within Integrated Care Settings](#)
- [Workforce Shortages & Impact on Providers and Staff Who Are Black, Indigenous, and Persons of Color, or Caregivers](#)
- [Supporting Leadership Development Among Black, Indigenous, and Persons of Color Staff](#)

## Staff Wellbeing

- [Strategies for Building Compassion Resilience in Integrated Care Settings](#)
- [Innovative Approaches to Improving Workforce Capacity & Wellbeing for Rural Health Providers](#)
- [Strategies to Support Wellbeing and Retention of Black, Indigenous, and Persons of Color Staff](#)

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# Tools & Resources from Chat box

- "Creating a Trauma Informed Workplace: Community Clinic Association of Los Angeles County" <https://ccalac.org>
- "A Trauma Informed Approach to Workforce" National Fund for Workforce Solutions <https://nationalfund.org>
- U S Equal Employment Opportunity Commission [www.eeoc.gov/select-taskforce-study-harrasment-workplace](http://www.eeoc.gov/select-taskforce-study-harrasment-workplace) - Model Policy on workplace TIC  
[www.workplacesrespond.org](http://www.workplacesrespond.org) - resource-library-model-guidelines/
- American Psychiatric Association "What is Posttraumatic Stress Disorder" - <http://www.psychiatry.org/patients-families/ptsd/what-is-ptsd>
- SAMSHA [https://ncsacw.samhsa.gov/userfiles/files/SAMHSA\\_Trauma.pdf](https://ncsacw.samhsa.gov/userfiles/files/SAMHSA_Trauma.pdf)
- "Empathetic Workplace:5 Steps to a Compassionate, Calm, and Confident Response to Trauma on the job" Katharine Manning



# Upcoming CoE Events

CoE-IHS Office Hour: Integrated Care & Addressing the Needs of Black & African American LGBTQ+ Youth

[Register for the Office Hour](#) on Tuesday, June 20th from 2-3pm ET

CoE-IHS Webinar: Part 3- Rural Telehealth & M-Health for Immigrants & Migrants

[Register for the Webinar](#) on Thursday, June 22nd from 2-3pm ET

Interested in an individual consultation with the CoE experts on integrated care?

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# Thank You

## Questions?

Email [integration@thenationalcouncil.org](mailto:integration@thenationalcouncil.org)

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