

## Trauma Informed

- Culture of transparency, monitor & support staff, engage youth advocacy
- Recognize high prevalence of trauma in clientele
- Assess for trauma histories and symptoms
- Recognize primary and co-occurring trauma diagnoses
- Recognize organizational culture & practices that re-traumatize
- Staff understand the adaptive function of behavior
- Collaborative process
- Language is respectful, neutral, inclusive.
- Power and control minimized
- Avoid shaming/humiliating at all times
- Ask "What's the matter?"
- Use safety plans
- Aware of triggers
- Include youth voice

## Non-Trauma Informed

- Culture of secrecy, poor monitoring of staff, no advocates for youth
- Lack of training on trauma prevalence & precautions
- cursory / no trauma assessment
- Over-diagnose conduct disorder, bipolar disorder, schizophrenia, singular addictions
- Tradition of toughness valued as best care approach
- Behavior is seen as needy, manipulative
- Compliance
- Staff believe their key role is "rule enforcer"
- Warn or threaten consequence/punishment
- Ask, "What's wrong with you?"
- Physical intervention, sedation, restraints