


Organizational Trauma and Resiliency


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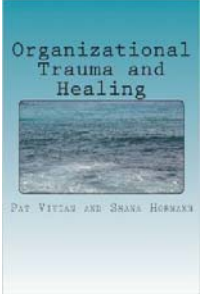
Sexual Assault
DEMONSTRATION INITIATIVE
Enhancing Sexual Assault Services

Participants will:


- Identify the ways organizations are traumatized and how trauma manifests itself.
- Describe strategies to mitigate trauma and build resiliency.
- Create strategies to respond to trauma within their own agencies.



Organizational Trauma and Healing
by Pat Vivian & Shana Hormann



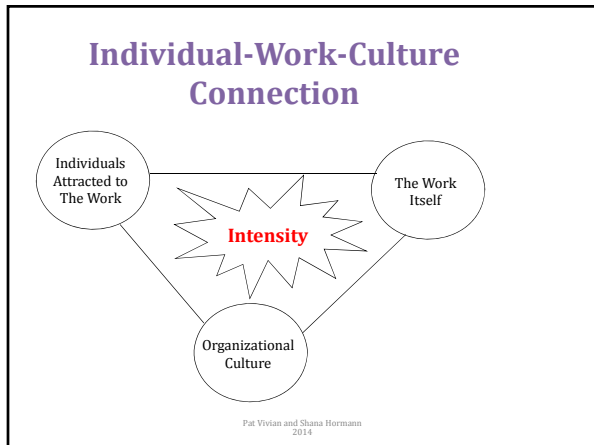
This presentation adapted from Pat Vivian and Shana Hormann, 2014




Organizational Perspective



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What do we know about how sexual violence affects individuals?




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Lifecycles, Crises,...




...and Trauma



Organizational Trauma



- Organizations, like individuals, can be traumatized, and the result of the traumatic experience can be as devastating for organizations as it is for individuals.
- Organizational trauma can be a barrier to building a culture of trauma-informed care.



Sources of Organizational Trauma

- Single catastrophic event
- Ongoing wounding (internal or external)
- Redemptive nature of the work
- Empathic nature of the work



Characteristics of a Traumatized System

- Closed boundaries
- Stress and anxiety contagion
- Worldview and identity erosion
- Depression, despair and loss of hope



Characteristics of Persistent Traumatization

- Inadequate emotional containment
- Cumulative discouragement
- Cyclical burnout of staff and leaders
- Continuing lack of trust



Characteristics of Persistent Traumatization

- Regularity of re-traumatizing triggers
- Trauma-inured or accepting culture
- Ongoing instability
- Anxiety-based conversations and decisions



Exacerbating Factors

- Limiting attitudes and worldview
- Organizational amnesia
- Unproductive relationships between organization and environment
- Unrecognized wounding from trauma





Resiliency Factors

- Strong core identity
- Organizational esteem
- Facilitating structures and processes
- Positive connection to peer agencies
- Hopeful and energetic leadership





Responding to Organizational Trauma

- Recognize and acknowledge trauma
- Ensure safety, contain anxiety, and normalize experience
- Create process for organization-wide dialogue
- Integrate trauma in affirming and meaningful ways




Responding to Organizational Trauma

- Build on strengths and bolster organizational esteem
- Institute facilitating structures and processes
- Set priorities to move forward




Leadership in Building and Supporting Resilience

- Act as a role model
- Identify suffering and trauma
- Contain impacts of traumatization
- Offer optimism, confidence, and energy





Leadership in Building and Supporting Resilience

- Provide frameworks for meaning making
- Champion organizational strengths
- Model kindness and compassion
- Ask for outside help when necessary



How will you open a productive and kind dialogue about organizational trauma?




Our doors are always open... please contact us with any additional questions!




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Learn more!

Materials and resources available at www.nsvrc.org/SADI or <http://www.resourcesharingproject.org/sexual-assault-demonstration-initiative>