

Trauma Informed DEIB Committee

Charter 12/18/24

Purpose

In order to create a trauma informed program where everyone feels safe, respected, and valued, we work to create an inclusive environment that values all people of any ability, age, family composition, gender, gender identity, race, ethnicity, religion, sexual orientation, political affiliation, or socioeconomic status.

The committee assesses, reviews, and develops practices to address environment & safety, workforce development, and services & service delivery through a trauma informed equity lens. A program that is trauma-informed realizes the widespread impact of trauma on children, families, and staff; recognizes the signs and symptoms of trauma in children, families, and staff; responds by fully integrating knowledge about trauma into policies, procedures, and practices; and seeks to actively resist re-traumatization.

Shared Agreements

1. To be a safe, respectful place where committee members can share perspectives.
2. Confidentiality; permission to share your own story only.
3. Members are charged with:
 - a. Having courageous conversations.
 - b. Staying engaged.
 - c. Speak your own truth.
 - d. Experience discomfort.
 - e. Expecting and accepting non-closure.
 - f. Listen for understanding.
 - g. No fixing.
 - h. Take risks.

Committee Membership

The Trauma Informed DEIB Committee membership is open to all interested HSOLC staff (with supervisor approval). Each year the committee will actively recruit from all positions, regions, and departments, including policy council, to ensure diverse voices and perspectives are represented.

Time Commitment

The Committee will meet on the fourth Wednesday of the month from 3:30pm-5:00pm. Subgroup times and dates will vary.

Roles

- Facilitator (rotates)
- Timekeeper
- Note-taker: Takes minutes of meeting and provides them to organizer for distribution
- Organizer: sends out minutes, reminds committee members of meetings, gathers agenda items
- Process Observer: assists with identifying when topics may need to be moved to the parking lot, assists with identifying when members may not have had opportunity to give input.

Responsibilities

1. Review and Evaluate:

- a. Services and service delivery
- b. Policies and procedures
- c. Professional development training & opportunities
- d. Classroom and work environment and safety
- e. Equity plan

2. Recommending priorities for change:

- a. Gather information to identify strengths and challenges
- b. Recommend priorities for change to the appropriate consultant, committee, and/or executive team.
- c. Develop solutions or action steps in priority areas
- d. Monitor results
- e. Proposing additions or changes to agency policy to embed equity and trauma informed practices

3. Sharing Committee Information

- a. Committee members - Represent and inform staff in their region or department including LAC.
- b. Caregiver representatives report to Policy Council
- c. Send agenda items to the Organizer by the third Friday of the month.
- d. Agenda will be sent to committee members prior to each meeting
- e. Minutes are taken, reviewed, approved, and filed at each meeting.
- f. Committee information will also be shared through the agency website.