



February 2025

Trauma Tip Sheet

OCYF Trauma Team

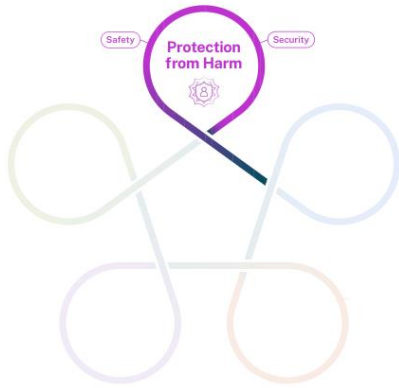
Trauma-Informed Workforce Development

In the January 2025 OCYF Trauma Tip Sheet, The U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being was introduced. Over the next several months, each of the essential items will be discussed in further detail.

The first essential is Protection from Harm. This essential is grounded in two fundamental human needs: safety and security, as seen in the diagram.

February Activity Suggestion:

February's chill is perfect for baking! Try sugar cookies—cut them into hearts or snowmen for fun family decorating. Use food coloring to make vibrant icings and apply with a sandwich bag, snipped at the corner. Don't forget the sprinkles! 😊



[Office of the Surgeon General - Framework for Workplace Mental Health & Well Being](#)

The initial component of this essential is to prioritize physical and psychological health and safety in the workplace. Employees cannot perform optimally if they do not feel secure, either physically or psychologically. When workers experience psychological safety, they can voice their thoughts without fear of punishment, retaliation, or humiliation.

The second component emphasizes the importance of enabling adequate rest. Insufficient rest can impair the physical, emotional, and mental health of workers.

Leaders and managers across an organization must be supported in creating a culture of inclusivity and normalizing mental health care. This culture involves modeling, communicating, regularly promoting, normalizing, and supporting workers' access to services through all channels of engagement.

The fourth and final component is to operationalize DEIA norms, policies, and programs. Celebrating diversity reduces stress and anxiety by eliminating bias and prejudice. Inclusive leadership is key to fostering diversity and ensuring all team members feel valued and represented.

TRAINING OPPORTUNITIES: OCYF continues to offer free trauma training facilitated through Lakeside Global for the Pennsylvania child welfare community. Workshops: <https://register.lakesidetraining.org/pa-ocyf-workshops-2025/> and Intensive courses: <https://register.lakesidetraining.org/pa-ocyf-intensive-courses-2025/>. Additionally, the *Developing Trauma Sensitivity for Congregate Care Staff* course has been released through the E-LEARN system at https://www.e-learn.pitt.edu/visitor_catalog_class/show/1557287 This is offered free to all PA licensed child welfare providers.