

March 2025

Trauma Tip Sheet

OCYF Trauma Team



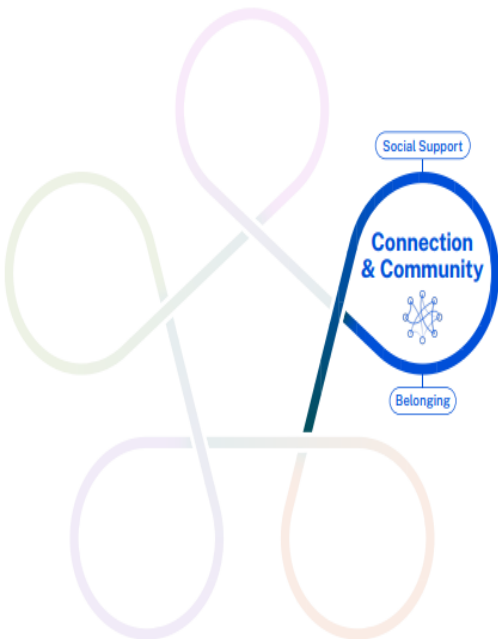
Trauma-Informed Workforce Development

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 second essential of the Framework for Workplace Mental Health & Well-Being is Connection & Community. This essential is grounded in two fundamental human needs: Social Support and Belonging, as seen in the diagram below.

Essential 2:

Connection and Community



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

March Activity Suggestion: Although the Groundhog may have forecasted an early spring, March can still bring plenty of chilly days and nights. It's the perfect time to light the fireplace and snuggle up by the fire. For a fun indoor activity, let's create our own paper bag fireplace! Using the instructions provided [here](#), you can make a cozy paper bag fireplace, fill it with your favorite treats, and enjoy a movie or story time by your handmade "fire."

The initial component of the Connection and Community Essential is to create cultures of inclusion and belonging. This may be accomplished by promoting prosocial behavior, guarding against barriers to connection, combating bias and discrimination, encouraging inclusive environments, and supporting workers' voices without fear of retaliation.

The second component emphasizes the importance of cultivating trusted relationships. Supportive work relationships enhance performance and are linked to increased worker engagement and innovation.

Building trust between workers and leaders requires clear and consistent communication, listening to worker concerns, and explaining key decisions. Trust can be fostered through small, everyday interactions and by encouraging sharing important moments.

The third component is to foster collaboration and teamwork. In remote and hybrid work environments, organizational leaders should emphasize the importance of regular communication, provide effective collaboration tools, and encourage non-work connections. Leaders can also address social issues such as racial injustice and LGBTQI+ inequities by considering community liaisons or Asset-Based Community Development. Supporting worker well-being and fostering connections within the broader community can ultimately improve business outcomes.

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.