

Equity and Trauma Informed Approach: Revisions to Toolkit



Section	Revisions
Overarching	An updated overall philosophy was written for the toolkit to incorporate ideas of equity and trauma informed practices.
All Sections	<p>The resources throughout the website have been diversified to include a variety of viewpoints and experiences.</p> <p>A Social Location exercise has been added to all agendas for facilitators to consider before leading agendas or activities.</p> <p>A Mindfulness Activities Appendix has been created and linked in all agendas to allow facilitators and participants to choose a mindfulness activity that best suits their group's needs.</p> <p>A Facilitator Guide has been created and linked in all agendas for facilitators to review before leading agendas or activities. This facilitator guide included all facilitation tips given in the Training of Facilitators and additional supports.</p> <p>A guide to support leadership participation in agendas and activities has been created and added to each agenda.</p> <p>The terms "talking piece" and "popcorn" have been changed to "go-around" and "open mic" respectively.</p>
Section 1	<p>Language to acknowledge and welcome various levels of trust of the participants has been added to the welcome portion of the Section 1 Agenda.</p> <p>Adjustments have been made to the language in the Compassion Action Steps to better reflect a trauma informed approach for the person seeking support and the person offering.</p> <p>The "Letting Go of Resistance" resource has been rewritten and retitled "Exploring Resistance" to better address resistance to change or trust that may occur because of oppression, trauma, or lack of organizational/individual follow-through.</p> <p>Participants are invited to share their pronouns when introducing themselves in the Circle Agenda introduction section and a resource for more information regarding pronouns has been added.</p>
Section 3	Language that highlights the impact of oppression, privilege, and trauma on the Cycle of Fatigue has been added to the Document to Distribute and the Key Activity. Language to support the facilitator to welcome these topics into group discussions has also been added.
Section 4	Language has been added to Key Activity and the Agenda to acknowledge the vulnerability it takes to participate in the activity and the impact oppression, privilege, and trauma has on drivers of fatigue. Language to support the facilitator to welcome these topics into group discussions has also been added.
Section 6	The document to distribute and Tips for Compassionate Boundaries documents has been updated to incorporate language that supports a trauma informed approach.

Equity and Trauma Informed Approach: Revisions to Toolkit



Section	Revisions
Section 7	Language has been added to the document to distribute, the Key Activity, and Example of Culture Agreements to support an equitable and trauma informed approach to staff culture. The “going outside of my lane” activity has been removed from the Circle Agenda and replaced with deeper work into Aspirational Culture Agreements.
Section 8	Language has been added to highlight the trauma informed approach and cross-cultural references of the Wellness Compass.
Section 10	The “Designing your plan” resource has been replaced with deeper exploration into the idea of “Nourishing vs. depleting.” Language has been added to the Kelly McGonigal TED talk resource to emphasize a trauma informed approach to the idea of perspective shift.
Section 11	A new activity has been added to incorporate a condensed self-compassion practice.

