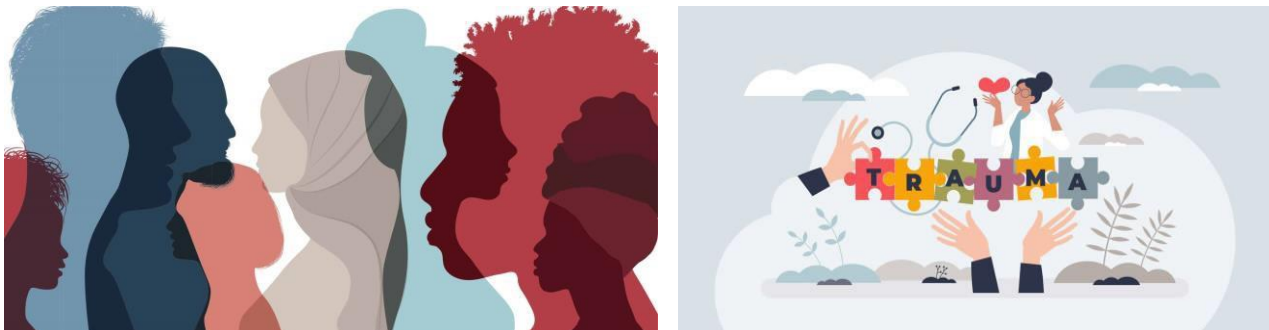


To: All Providers
From: PerformCare
Date: November 15, 2024
Subject: 2024 Q4 #2 DEI Provider Memo Series: Trauma-Informed Care and DEI

PerformCare's 2024 4th quarter Diversity, Equity, and Inclusion (DEI) Provider Memo focuses on the intersection of Trauma-Informed Care and DEI.

As Providers of mental health and/or substance use services, you are encountering individuals at a time when they are feeling vulnerable, while being asked to reveal pieces of their lives that leave them feeling further exposed, at risk, or even ashamed. As a provider, you are in a position of power in the Member-Provider dynamic, and as such, should ensure your practices are trauma-informed, which includes recognition of the racial inequity that exists in our world.¹



For Members of many minority groups, their experience has included systemic issues such as poverty, lack of opportunity (which can be related to schooling, housing, employment, or more), violence, and discrimination. These issues can be both historical and current. While PerformCare is pleased that many Providers are implementing DEI initiatives, true DEI progress requires acknowledgement and recognition of the trauma that minority groups have experienced and continue to experience as a result of systemic racism. PerformCare suggests that Providers discuss the impact of racial inequality trauma with both facility staff and Members receiving treatment, with the intention of creating initiatives aimed at mitigating harm and creating a safe environment for staff and Members.²

As a Provider, we encourage you to consider the following questions taken from *Trauma Informed Oregon* in your work related to Trauma-Informed Care and DEI:³

- How does historical and systematic trauma show up in my workplace and community?
- How are we impacted by historical and systematic oppression?

- What current organization practices, policies, and procedures enable or mitigate historical and systematic trauma?
- How can we make the workplace safe for these discussions?
- Who or what is influencing our decision-making? Who or what is missing?

Citations and Resources:

1. Richards, Danica. Incorporating Racial Equity into Trauma-Informed Care. Center for Health Care Strategies, September 2021. Available at: <https://www.chcs.org/resource/incorporating-racial-equity-into-trauma-informed-care/>
2. Simms, Karen C. (2021) *Trauma-Informed Approach to Diversity, Equity, and Inclusion in Higher Education*. [PowerPoint slides]. Trauma & Resilience Initiative. University of North Dakota. <https://und.edu/academics/ttada/trauma-informed-approach-to-diversity-equity-and-inclusion-keynote-9-29-21.pdf>
3. Trauma Informed Oregon. January 2023. *Intersections of Trauma Informed Care (TIC) and Diversity, Equity, Inclusion (DEI) Model*. Available at: <https://traumainformedoregon.org/tic-resources/intersections-of-trauma-informed-care-tic-and-diversity-equity-inclusion-dei-model/>

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