This post explains 9 key principles that are important in guiding an organization toward becoming a healing system.

Trauma-
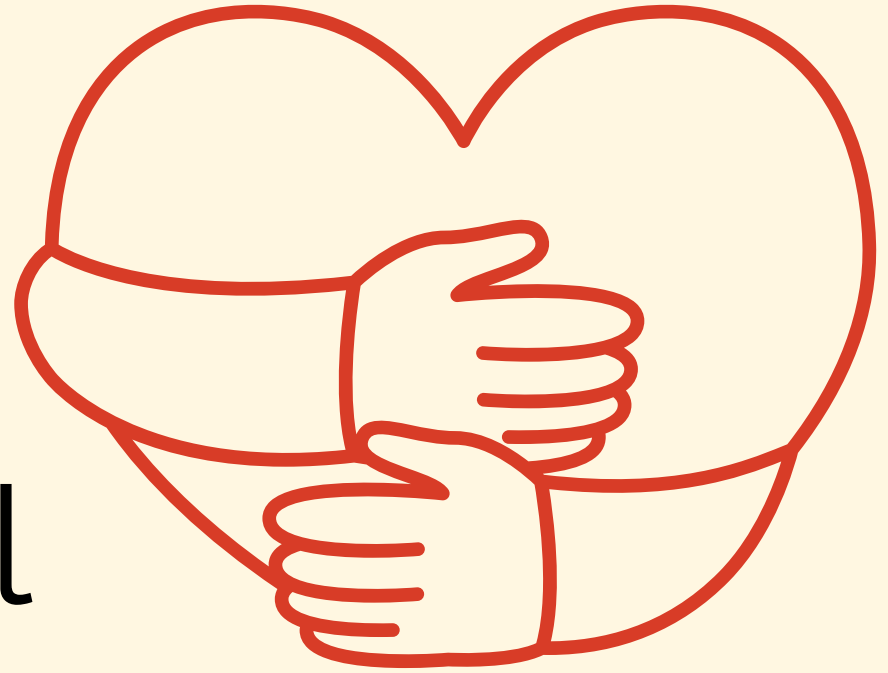
Informed,

Resilience-

Oriented,

Equitable

TIROE Principles
adapted from SAMHSA

- Safety
- Trustworthiness and Transparency
- Inclusion of the Voice of Lived Experience
- Collaboration and Mutuality
- Empowerment, Voice, and Choice
- Cultural, Historical, and Gender Concerns
- Anti-Racism
- Anti-Bias
- Social Justice

Safety

Cultural

Physical

Psychological

Social

Moral

Cultural Safety

- Critical consciousness of social location and power
- Ensure equity and dignity for all parties
- Build on strengths, ensure confidentiality, and do no harm

Physical Safety

The absence of harm or injury that can be experienced by any person from a physical object or practices that include physical objects.

Psychological Safety

The ability to be safe within oneself, to rely on one's ability to self-protect and keep oneself out of harm's way.

Social Safety

A sense of feeling safe with other people. We must create naturally occurring healing environments that provide some of the corrective experiences that are vital for recovery.

SAFE SPACES for EVERYONE

Moral Safety

Moral safety reflects an environment that actively defines and redefines a moral universe of integrity, responsibility, honesty, tolerance, compassion, peace, nonviolence, justice, and an abiding concern for human rights.

Trustworthiness & Transparency

The organization conducts itself with transparency with the goal of building and maintaining trust among clients, family members, staff, and others involved in the organization or culture.

Inclusion of the Voice of Lived Experience

- "Nothing about us without us" is a pivotal phrase that encompasses the importance of working with others, not for others.

- Organizational and community cultures thrive when the people impacted by those cultures are active, engaged, and equal partners with those working within the organization and community.
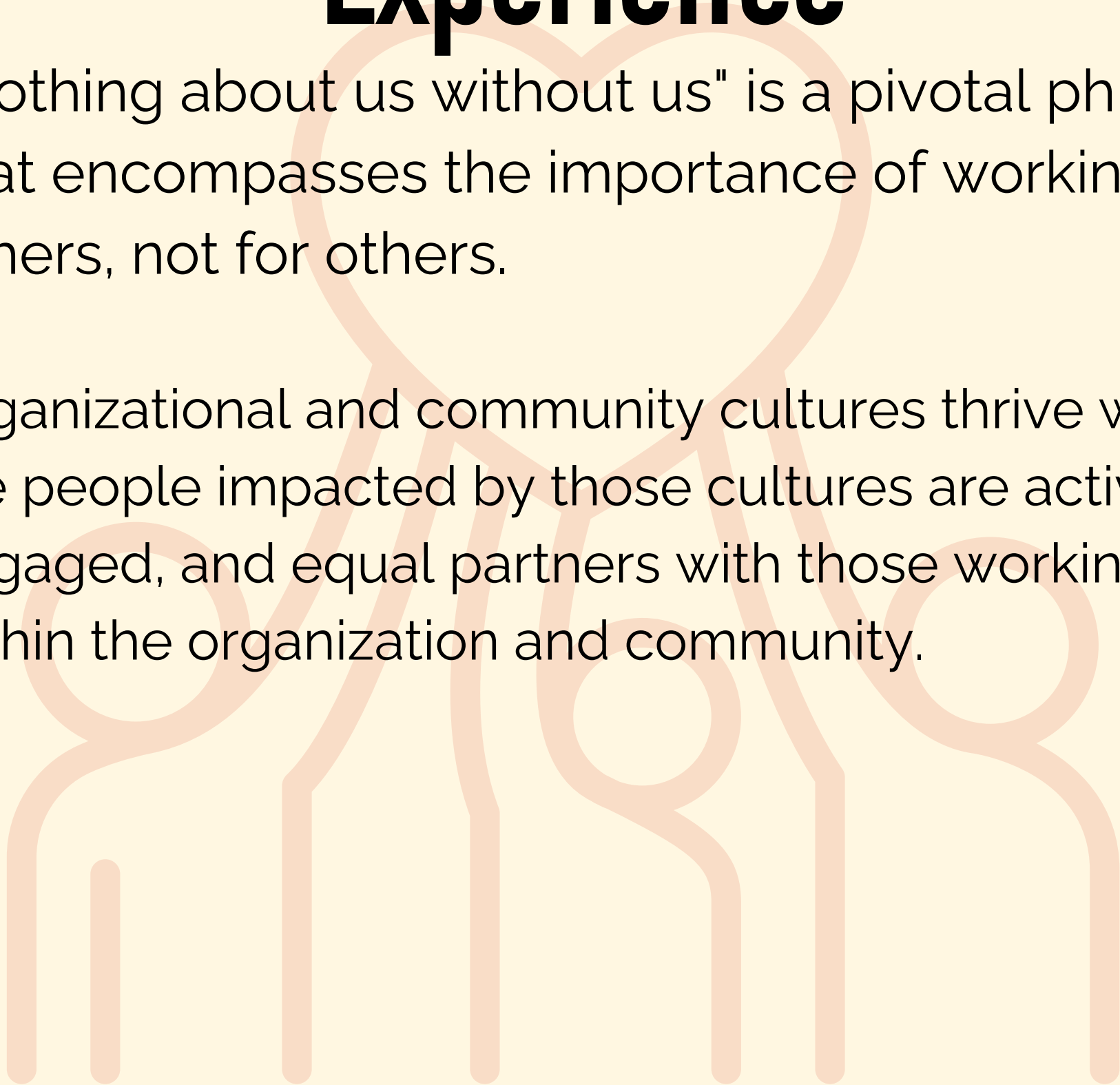
Peer Support and Mutual Self–Help

- Peer support encompasses a range of activities and interactions between people who share similar experiences of trauma. This mutuality promotes connection and inspires hope.

  - These factors are necessary for establishing safety, hope, building trust, enhancing collaboration, and utilizing storied and lived experience to promote healing.

Collaboration and Mutuality

There is true partnering among staff and clients and among organizational staff of all roles. There is recognition that healing happens in relationships and in the meaningful sharing of power and decision-making.
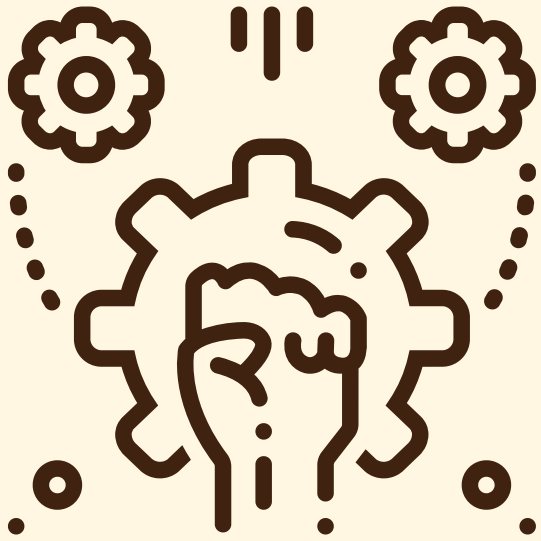
Collaborative

The organization recognizes that everyone has a role to play in a TIROE approach.

Empowerment, Voice, and Choice

- The organization believes in resilience and in the ability of individuals, families, organizations, and communities to heal from trauma.
- Clients are supported in shared decision-making, choice, goal-setting, and cultivating self-advocacy skills.

Cultural, Historical, and Gender Considerations

- The organization offers gender-responsive services and leverage the healing power of traditional cultural connections.
- The organization incorporates policies, practices, and processes that are responsive to needs of underserved individuals by recognizing and addressing historical and generational trauma.
- Fixes institutional practices that have disproportionally harmed certain groups.

Anti-Racism

- Active commitment to identifying and eliminating racism within all state institutions.
- Addressing implicit racial bias in state service delivery.
- Understanding the institutional and structural issues that uphold systemic racism.
- Changing racist systems, organizational structures, policies, practices, and attitudes at the individual, structural, and institutional levels.
- Power is redistributed and shared throughout the system.

Anti-Bias

Individuals, organizations, and systems respect and value differences in people while challenging stereotyping and discrimination to support an inclusive, safe environment for everyone.

Social Justice

- Promoting the life and dignity of all humans.
- Addressing inequities in state service delivery.
- Advancing policies that support equitable access to goods, resources, and services.
- Full participation through empowerment, voice, and choice.
- Equal protection under the law.