

## Trauma-Informed, Resilience-Oriented, and

Equitable (TIROE) Care and Culture.

Scroll through this post to learn more!

## The Maryland Way

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nformed,

Resilience-

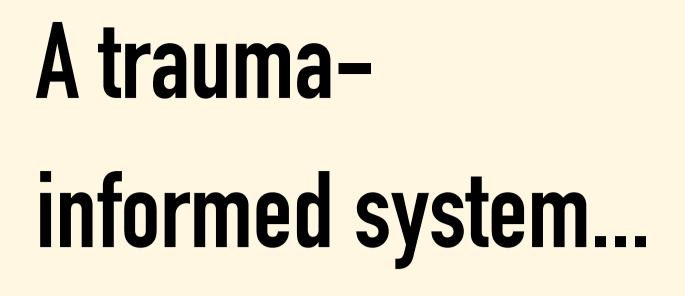
Oriented,













- **Realizes** the widespread impact of trauma and understands potential paths for recovery.
- **Recognizes** the signs and symptoms of trauma in individual, family, organizational, and systemic levels.
- **Responds** by integrating knowledge about trauma and its effects into policies, procedures, and practices.
  - **Resists** re-traumatization and creates a healing environment for everyone.

## A resilience-oriented culture...



- Identifies programs and best practices proven to build resiliency at individual, family, organizational, and systemic levels.
- **Inoculates** the system culture from the effects of stress and trauma proactively rather than reactively.
- Instillsa shared vocabulary and skills for resiliencyinto every aspect of the system.
- Improvesthe health of the entire system by promoting<br/>restoration, health, and growth in ongoing<br/>ways.

## In an equitable culture...



**Cultural Humility** 

**Cultural Safety** 

**CLAS Standards** 

Community

- is actively practiced and modeled in all relationships.
- is established and maintained throughout the organization and within its partnerships.

are fully incorporated into policies, procedures, and practices in a meaningful and identifiable manner.

is recognized and engaged for its inherent healing practices and honored for the uniqueness and diversity of its members.