



The Maryland Way

a framework to help build

Trauma-Informed, Resilience-Oriented, and
Equitable (TIROE) Care and Culture.

Scroll through this post to learn more!

The Maryland Way

Trauma-

Informed,

Resilience-

Oriented,

Equitable



A trauma-informed system...



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.
- Instills** a shared vocabulary and skills for resiliency into every aspect of the system.
- Improves** the health of the entire system by promoting restoration, health, and growth in ongoing ways.

In an equitable culture...



Cultural Humility is actively practiced and modeled in all relationships.

Cultural Safety is established and maintained throughout the organization and within its partnerships.

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

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