

Collective Trauma: A Guide for Your Organization

May 6, 2021 2:00 pm EST

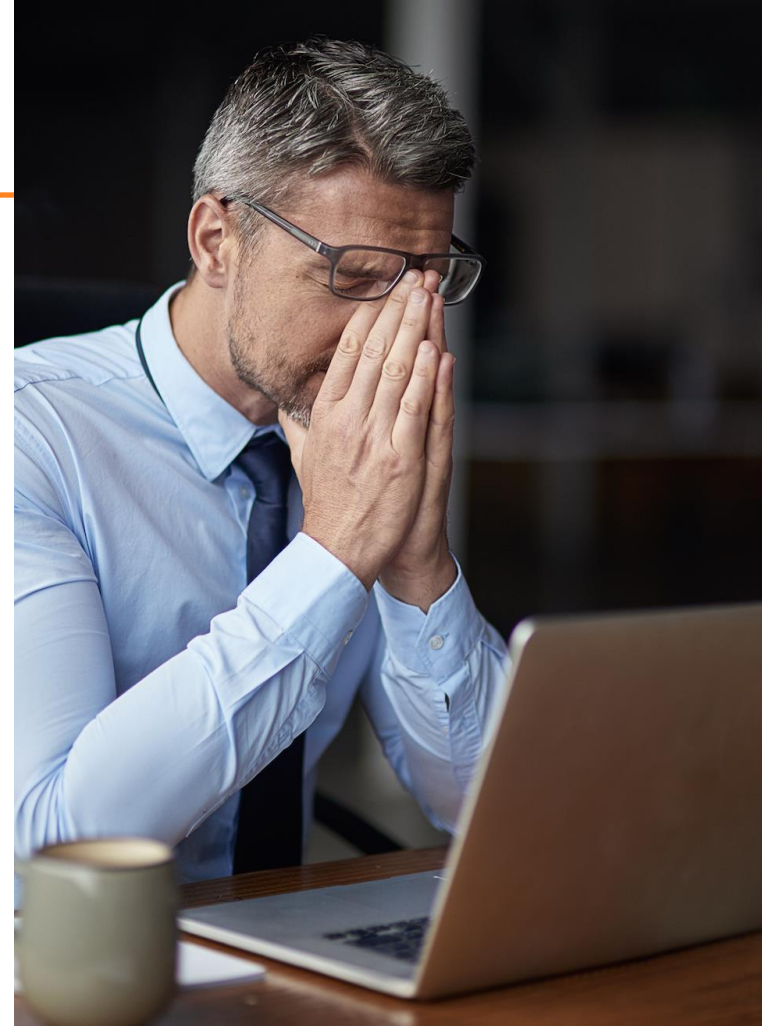


Agenda

- Types of Trauma
- Collective Trauma Overview
- Causes of Collective Trauma
- What is the Impact?
- Collective Trauma in the Workplace
- How ComPsych is Helping Our Employees
- How You Can Help
- Q&A

Types of Trauma

- Acute Trauma
- Chronic Trauma
- Complex Trauma
- Secondary Trauma
- **Collective Trauma**



Collective Trauma Overview

- Trauma is complex
- Collective trauma impacts groups of people
- Groups can be any size
- Recognizing COVID-19 as collective trauma



Causes of Collective Trauma

- **Short term immediate threats**
 - Hurricane Katrina
 - Sept 11th
 - Boston Marathon
- **Long-term prolonged threats**
 - War
 - Genocide
 - Pandemic
- Collective and personal resilience
- What have we learned from the past?



What is the Impact?

- Different for everyone
- Anxiety (particularly with long-term)
- Heightened vigilance (often mistaken for ADHD in children)
- Increased fear
- Physiological
- Loss or change of identity
- Other

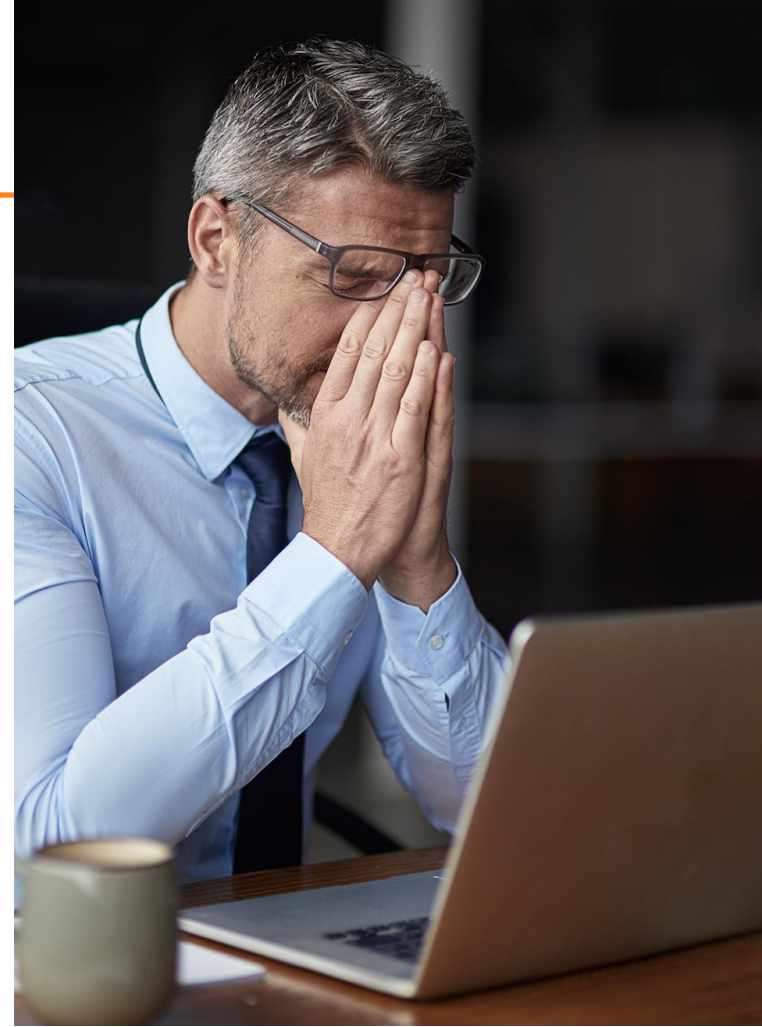


What is the Impact?

- Increased resources
- Bring people together
- Increase compassion and empathy towards others
- New knowledge that can be shared with future generations
- Changes in systems and services

Collective Trauma in the Workplace

- Uncertainty about employment or work environment
- Shift in roles and responsibilities
- Isolation
- Burnout
- Create physically and emotionally safe spaces
- New opportunities for leadership



How ComPsych is Helping Our Employees

- Town Halls with our CEO Dr. Chaifetz
- Diversity, Inclusion, and Equity Employee Resource Group
- Regular department meetings
- 1:1 meetings with supervisors
- Trainings on self-care, mindfulness, burnout
- Increase awareness of benefits

How You Can Help



1. Awareness



2. Name and humanize



3. Find ways to process and heal



4. EAP resources



5. Trauma informed services and policies

