



DECEMBER 2024 NEWSLETTER

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Supporting Employees Around the Holidays

As much as we would like it to, the impacts of trauma don't disappear just because of the twinkling lights and gift-giving frenzy of the winter holidays. The gift-giving of the winter holiday season can inspire connection and warmth for some, but for others, the holidays can be a challenging time. The season could also provide a landscape of triggers, reminders of challenging family dynamics, loneliness, overstimulation, and the social expectation of holiday cheer that doesn't align with personal experience. Leaning into the trauma-informed principles can help support everyone who might struggle during this time, particularly those who have experienced trauma. We always say that if you're working in trauma-informed ways and someone hasn't experienced trauma, the worst case scenario is they walk away having had a good interaction!

For those who work closely with clients, working in a trauma-informed way may look like:

- Creating an emotional safety plan to navigate holiday stress or potential triggers.
- Getting to know what the holidays look like for those you work with and what would be most supportive to them.



For supervisors and other leaders, consider how to:

- Create opportunities for choice and empowerment, such as making workplace celebrations optional.
- Seeking employee voice in celebrations and office traditions while communicating openly.
- Well ahead regarding any changes in schedules and the physical environment.

For organizations, consider:

- Communicating with all employees about employee assistance programs or other

resources for staff wellbeing.

- Examining workplace policies on holiday celebrations and schedules with cultural, historical, and gender issues in mind. For example, are floating holidays available to staff whose cultural holidays fall outside of December?
- Exploring learning opportunities and flexibility are available to understand the historical impact of holidays such as Thanksgiving.
- Budgeting to host relevant holiday celebrations outside of the winter? Or identify meaningful ways to include the holidays staff celebrate in planned celebrations?

As we work to realize and recognize the potential impacts of the season on clients, staff, family, and friends, we can respond accordingly to create a structure of support for ourselves and those around us.

For more on inclusive holiday models, [read here](#)



Trauma Awareness Seminar

December 5, 2024 - 8:30 AM to 12:30 PM
Robert G. Sanderson Community Center of
the Deaf and Hard of Hearing
5709 South 1500 West
Salt Lake City, UT 84123

[Sign Up at EventBrite Today!](#)

In the News: Leadership Guidance on Secondary Trauma

We regularly hear the terms burnout, secondary trauma, compassion fatigue, or vicarious trauma. While these terms are different, they can all occur when a person indirectly experiences trauma or works in *trauma-exposed* settings. The professions we can easily associate with the risk of being impacted by serving others typically include emergency department staff, firefighters, or law enforcement officers. However, the need for working to mitigate the risks of working in our communities is just as relevant in other service professions such as domestic violence shelters, substance use disorder programs, and schools. Regardless of the setting, employees who are repeatedly exposed to stories of abuse and neglect or bear witness to the suffering of others need support.



Leaders in organizations who understand the reality of secondary trauma, the actual impact it can have on their workers, and the organization as a whole are more empowered to prevent it. In the attached article, the author notes, "It's important that leaders are empathetic and lead with kindness for all employees to feel safe because events can affect us all differently." This article guides what leaders can look for among their employees and what they can do as leaders.

[Read the article here](#)

International Volunteer Day

December 5 is International Volunteer Day, and we want to recognize the Trauma-Informed Utah Board of Directors for the time and dedication they contribute to TIU as an organization.

So join us in giving a big thank you to our Board, including Brad Manuel, Monnica Manuel, Kim Fischer, Keri Jones-Fonnesbeck, Kara Patin, Claustina Mahon-Rynolds, Joey Thurgood, and Ashley Weitz.

To learn more about our Board, [Read here](#)

GivingTuesday 2024



On December 3rd, we celebrate global GivingTuesday, a day initially set apart to encourage people to do good. Although Trauma-Informed Utah would sincerely appreciate any donation by selecting the Donate Today button to show your support for the trauma-informed cause, GivingTuesday is about more than donations. It's a time to help and care for those around you or even strangers you

might meet. A simple smile, helping a neighbor bring in groceries, volunteering at a food pantry, or serving meals for the unsheltered truly is doing something good. Your actions will make a difference in someone's day and always make your day just a little brighter.

Donate Today!

Trauma-Informed Utah is a 501(c)(3) nonprofit which exists, in part, due to our generous supporters! Join the effort and support trauma-informed efforts in Utah!

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