

Holding the System

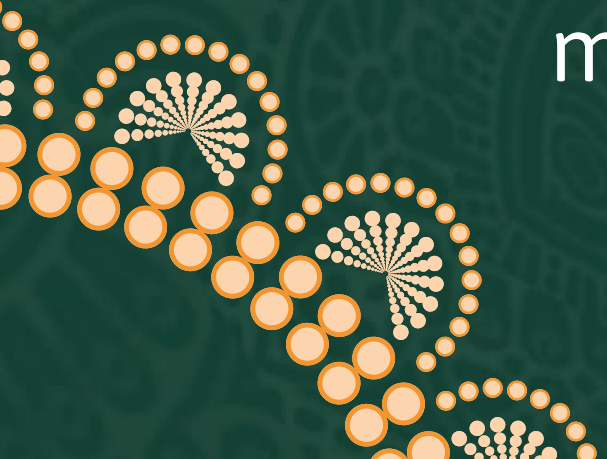
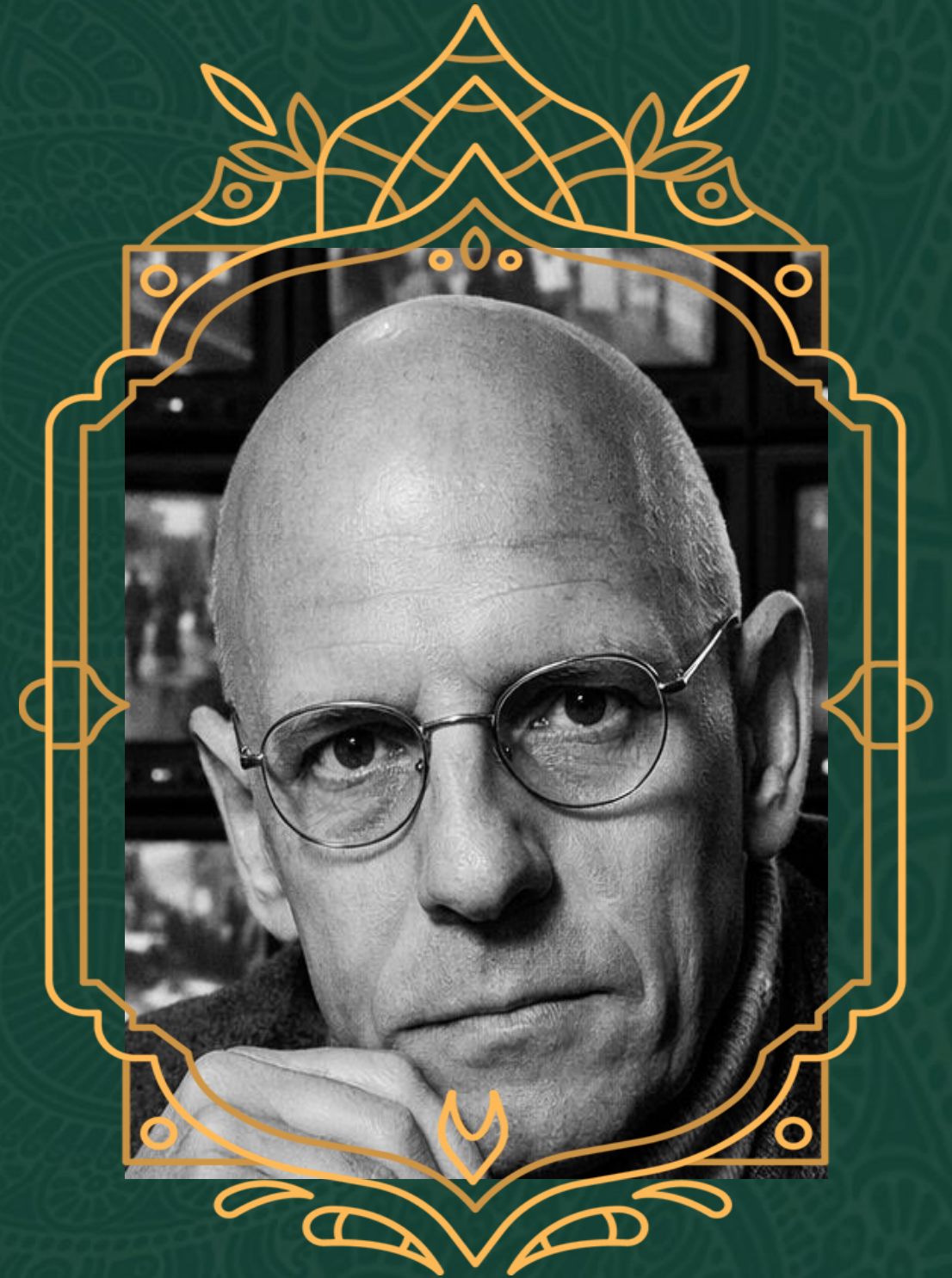
Culture, Power, and the Relational
Heart of Trauma informed Care

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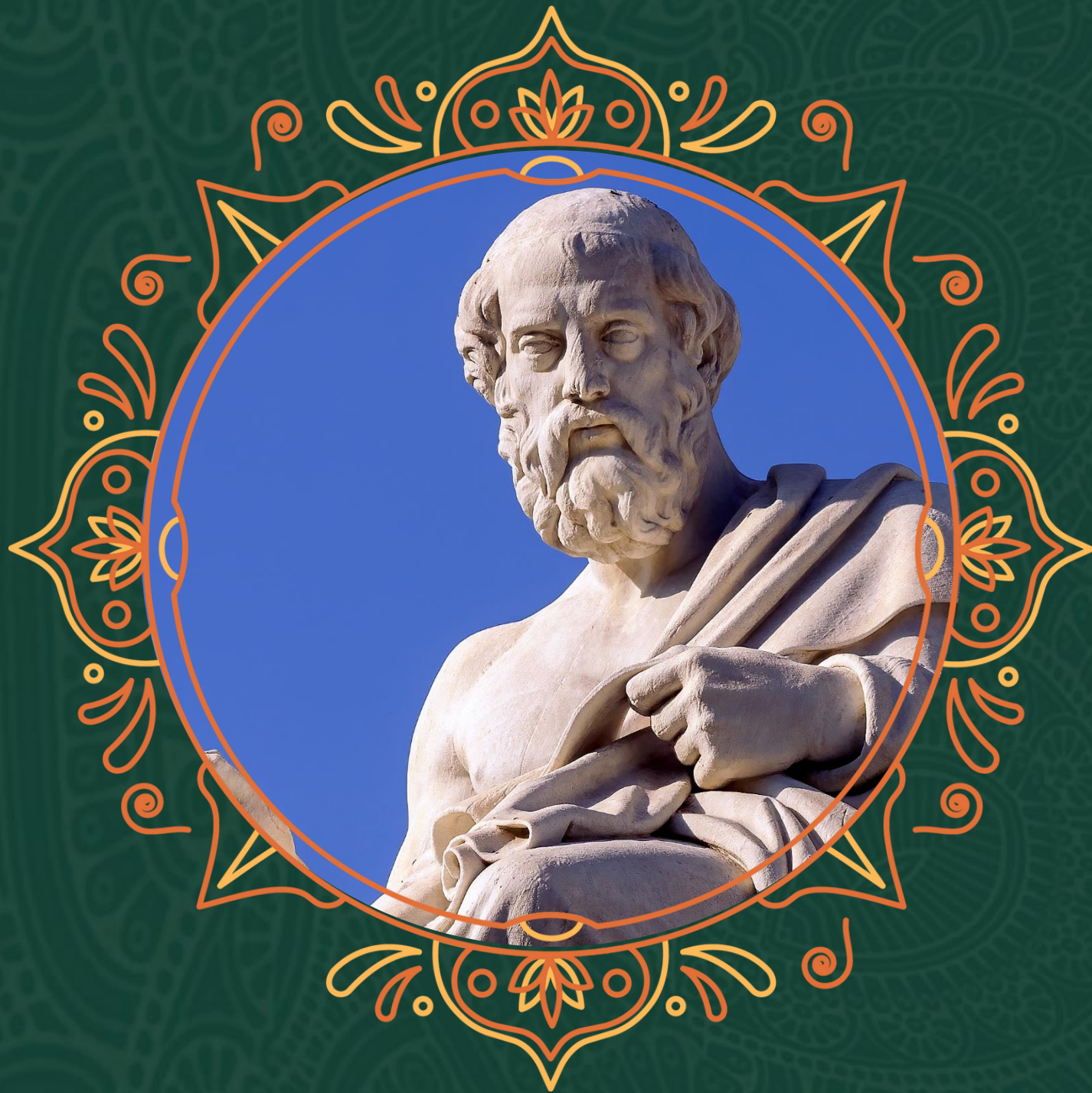


Language and Power

- Language, culture and power shape practice
- Over-focus on individuals limits trauma-informed care
- Forensic systems carry inherent tensions
- Systemic and relational approaches enable meaningful change



History



- Historical roots shape present practice
- Trauma operates at both individual and organisational level
- Group dynamics under pressure can distort functioning
- Trauma informed culture change requires systemic awareness



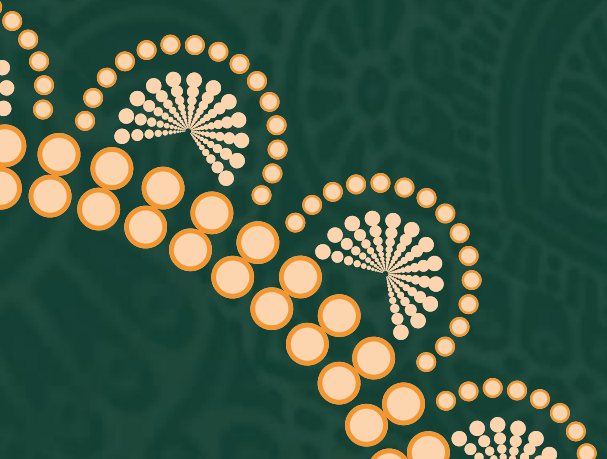
Traumatised Systems

- Basic Assumption of Incohesion: Aggregation/Massification
- Unstable group identity and cultural regression
- Loss of meaning and defensive systems
- Unsafe leadership and blame cultures
- Reactivation and bonding through trauma



Structural Components

- Understanding Roles, Responsibilities and Knowing People
- Training and Education
- Structural and Financial Support
- Assessing Organisational Relationships



Relational Components

Cognitivism alone reduces culture change to the individual

Humans are both cognitive and embodied, feeling beings!

Relational practice is about reflection, self-care and slowing down to foster awareness of connection



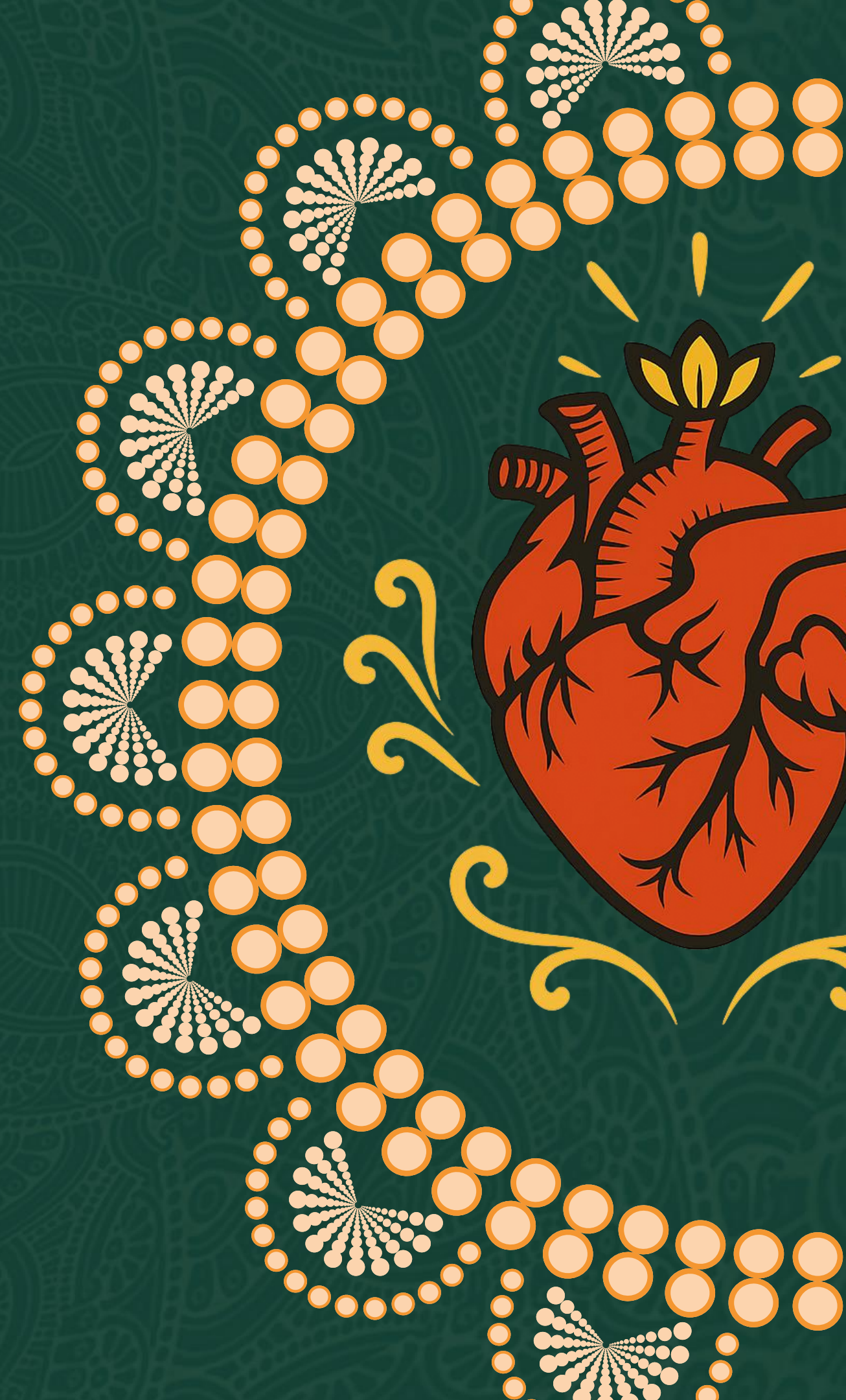
Communication

- Communication is a unit of meaning
- Gain clarity between using translation and interpretation
- Balancing learned and lived experience with felt, emotional experience.
- Building a coalition across difference



Teams as emotional organisms

- Implicit Team Culture
- Containment and emotional bonds
- Kinship and Inclusion

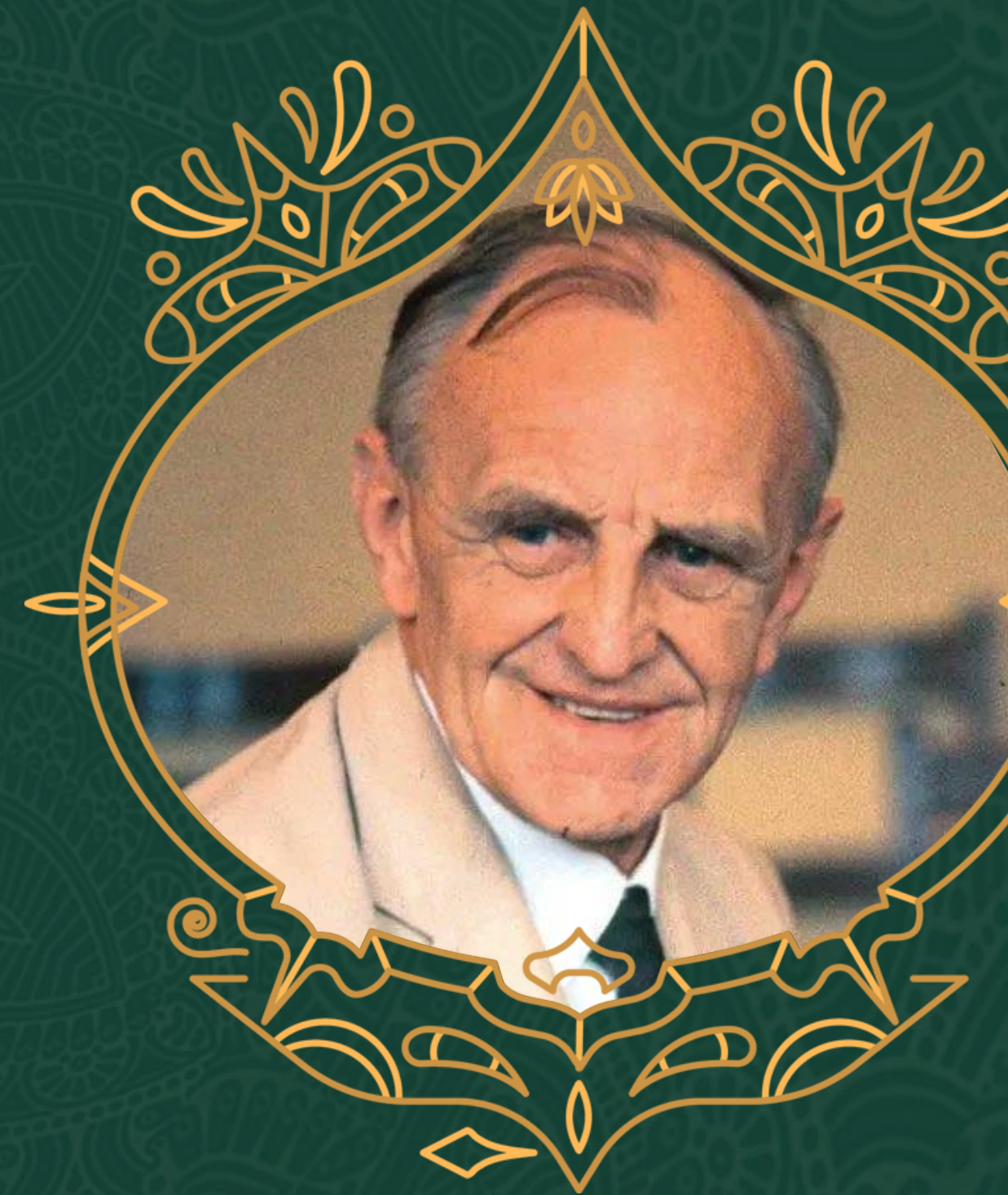


Containment

Reflective spaces become about wellbeing and development not management

Relational safety can only be lived, not instructed

Leadership modelling includes open discussion modelling



Power and Play

- Healthy conflict is a learning space
- Play involves a 'third space' between internal and external realities
- Play involves navigating power and a paradox



Practicing Disappointment

Disappointment is inevitable, however we must learn to experience it, and resist identifying with it.

Disappointment is an interactive process

Recognising our disappointment aligns with recognising the disappointment of others.



Conclusions

- Acknowledge and understand culture
- Change is relational, not just procedural
- Humanise forensic practice
- Embrace challenge and connection



A Final Note

