

Activities to Center Equity and Inclusion in Trauma Informed Oregon's Work:

- Supported a TIO staff member to complete the yearlong Developing Equity Leadership through Training and Action (DELTA) program through Oregon's Office of Equity and Inclusion.
- Invested in coaching and training for myself to practice these values as the director of TIO with TIO staff and work.
- Presented the Foundations of Trauma Informed Care training to a group of DELTA graduates to critique both the content and method through an equity and inclusion lens.
- Supported a bi-cultural and bi-lingual foundations training and partnering with culturally specific agencies to develop materials in Spanish that are available on our website.(Check out the blog [here](#).)
- Making sure all TIO presentations acknowledge systemic and structural oppression as a root cause of trauma and adversity.
- Piloting a peer support group for African American women doing equity related work within their organizations.
- Hosting identity specific groups to ask, "How is the trauma informed movement helping or hurting wellness in your community?"
- Prioritizing inclusion and diversity when reviewing Train the Trainer applications to include collaboration across identities—including race, ethnicity, lived experience, and geography.
- Elevating diverse voices and experiences through our blogs and community happenings.
- Participating with a group to develop an illustration of the relationship of trauma informed, equity, restorative justice, and assertive engagement.
- Developing and launching a learning curriculum for TIO staff and interns to learn and integrate equity and inclusion into our work including topics on racism, ableism, and heterosexism as beginning focus topics.
- Supporting TIO staff's participation in equity and inclusion focused workshops or conferences.
- Investing in a tribal liaison to guide our work.
- Hosting peer support opportunities for graduates of the Train the Trainer who identify as either bilingual Spanish and/or BIPOC.
- Focusing efforts to diversify the Trainer Database, including building relationships with trainers in the community.
- Continuing education for graduates of the Train the Trainer program have included Advanced Train the Trainer topics centering inclusion.
- Participating in and contributing to RRI's efforts and SSW's efforts to continue the dialogue of equity and inclusion.