

# Trauma Informed Practice - A framework



There are five primary principles for trauma-informed practice

- Safety
- Transparency and Trustworthiness
- Choice
- Collaboration and Mutuality
- Empowerment

# Cultural Intelligence

## Hofstede's Cultural Dimensions



### Power Distance Index (PDI)

High: Acceptance of a hierarchical order in which everybody has a place and which needs no further justification.

Low: People strive to equalize the distribution of power and demand justification for inequalities of power.

**PDI**

### Individualism versus Collectivism (IDV)

Individualism: As a preference for a loosely-knit social framework

Collectivism: Tightly-knit framework in society.

**IDV**

### Masculinity versus Femininity (MAS)

Masculinity: Preference in society for achievement, heroism, assertiveness and material rewards for success.

Femininity: Stands for a preference for cooperation, modesty, caring for the weak and quality of life.

**MAS**

### Uncertainty Avoidance Index (UAI)

High: Maintains rigid codes of belief and behavior and are intolerant of unorthodox behavior and ideas.

Low: Societies maintain a more relaxed attitude in which practice counts more than principles.

**UAI**

### Long Term Orientation versus Short Term Normative Orientation (LTO)

High: Pragmatic approach, they encourage thrift and efforts in modern education as a way to prepare for the future.

Low: Societies prefer to maintain time-honored traditions and norms while viewing societal change with suspicion.

**LTO**

### Indulgence versus Restraint (IND)

Indulgence: Societies that allow relatively free gratification of basic and natural human drives related to enjoying life and having fun.

Restraint: Societies that suppress gratification of needs and regulates it by means of strict social norms.

**IND**

# Implementation of TIP to refugee



## Seven pearls for applying a trauma-informed approach to care for refugees and people seeking asylum

- A strengths-based approach to practice
- Create a diverse & inclusive environment
- Promote trusting relationships within the environment
- Ask for permission to discuss potentially difficult subjects
- Know your own local resources and make sure they are trustworthy
- Recognize that trauma may not end after migration
- Advocate for your client both in your org and external org

# Understand why refugees and people seeking asylum need specialised service



- Stigma
- Language
- Cultural differences
- Unfamiliarity with services
- Multiple competing practical needs / barriers
- Distrust
- Under resourced services

# Refugee and people seeking asylum- understanding their perspective



- Understanding contextual influences on service utilisation
- A nuanced to approach cultural sensitivity
- Recognizing the impact of psychological and trauma related stressors
- The therapeutic relationship

# References



- <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html>
- <https://www.skyword.com/contentstandard/beyond-hofstedes-cultural-dimensions-theory-approaching-a-multicultural-audience>
- [www.ncbi.nlm.nih.gov/pmc/articles/PMC6721394](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC6721394)
- <https://www.orygen.org.au/Training/Training-areas/Trauma/Webinars/refugees-asylum-seekers>