Using Sanctuary to Build Organizational Resilience

Preparing People for Climate Change in California
January 24, 2018
Another sex abuse lawsuit filed against Hanna Boys Center
Parallel Process

The complex interaction between people who have experienced trauma, helpers, organizations, and the social and economic environment.
Organizations & systems are living, growing, changing organisms with their own unique biology. They are every bit as susceptible to stress, strain & trauma as the individuals who operate in the organization or system. Under stress this complex interaction between aspects of the system can go sideways.
Recovery efforts will fail if they do not take into account the impact of trauma and stress on the entire system and take steps to mitigate that impact.
Sanctuary Commitments

Commitment to Nonviolence
Commitment to Emotional Intelligence
Commitment to Social Learning
Commitment to Democracy
Commitment to Open Communication
Commitment to Social Responsibility
Commitment to Growth and Change
Psychological First Aid

- Contact & Engagement
- Safety and Comfort
- Stabilization
- Information Gathering
- Practical Assistance
- Information on Coping
- Linkage to Services
Skills For Psychological Recovery

Can Reduce Distress, Support Coping Skills, Build Mastery and Improve Functioning By…

• Building Problem Solving Skills
• Promoting Positive Activities
• Managing Reactions
• Promoting Helpful Thinking
• Building Healthy Social Connections
Our Key Steps

• Engage & Affiliate
• Establish Ritual
• Self-Regulate
• Communicate Openly
• Seek Feedback
• Set Goals
• Encourage Self Care
• Encourage Mutual Aid
LET’S TRY A COUPLE OF THINGS