

The 4 R's of a Healing Organization



Recognition:
Historical and Structural Components



Repair:
Devastating Impacts through Reflection, Validation and Practice



Reconcile:
Integrating knowledge about trauma into policies, procedures, and practices



Renew and Restore:
Resist Re-traumatization

Reflective Questions and Actions

Connection

- **GREETINGS/REMEMBERING**
 - “how are you holding up?”
 - ✓ Check In at Meetings
 - ✓ Have structured brief check ins with colleagues
 - ✓ Establish rituals: gratitude huddles, celebrations.

Coherence

- **CURIOSITY/LISTENING/REASSURING**
 - “what is on your mind?”
 - ✓ Repeat what someone has said to make sure you got it
 - ✓ Focus on physical safety
 - ✓ Lean into difference and difficulty (speak the unspeakable)

Collaboration

- **INCLUSION/COMMUNICATION**
 - “What/who helps you stay on track?”
 - ✓ Support utilizing resources
 - ✓ Reimagine participation in meetings and decisions
 - ✓ Improve quantity and quality of communication.