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

Coherence

• CURIOUSITY/LISTENING/REASSURING
  o “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
  o “What/who helps you stay on track?”
    ✓ Support utilizing resources
    ✓ Reimagine participation in meetings and decisions
    ✓ Improve quantity and quality of communication.