Chronic Stress and trauma can have a negative impact on an individual, relational and organizational level.

We can heal from trauma. Things like racism, oppression, and poverty make it harder to recover from trauma. Racism, oppression, and poverty can be sources of trauma in our daily lives.

A trauma informed system shifts the perspective from one that asks “what is wrong with you?” to “what happened to you?”

Trauma wears a groove in the brain. When we are exposed to chronic trauma we can become more easily dysregulated and activated into fight, flight or freeze by a trauma trigger.

Connect then Redirect. Communication is the tool to maintain attunement.

Relationships are central to healing. Healthy relationships involve attunement.

People who have experienced trauma may be injured but they are not sick.

Key Concepts
Key Definitions

**Trauma** is an experience of actual or extreme threat of physical or psychological harm that activates an overwhelming biological “fight or flight” response and may have lasting adverse effects.

**Dysregulation** is difficulty controlling the influence of stress arousal on how we think, feel, behave and interact with others.

“**Fight or flight**”: is activation of the biological fear response system that has evolved to help us survive when faced with extreme threat. “**Freeze**” is a biological fear response that can occur when we are unable to fight or flee, or in preparation for fleeing.

A **trigger** is an internal (something we feel or think) or external (something we see, smell, hear) experience or event that reminds us of a traumatic event.

**Attunement** is being sensitive, responsive, and in harmony with the feelings and needs of another person.

**Resilience** is the ability of an individual, family, organization or community to cope with adversity and adapt to challenges or change.

For more information on our regional center to support trauma-informed organizational and system change, [www.t2bayarea.org](http://www.t2bayarea.org)