



OCYF Trauma Team

Organizational Culture Trauma Tip Sheet Series

This month's Tip Sheet is a continuation of a series related to organizational cultural change. This month, we will wrap up our series talking about trauma-informed organizations.

What Does It Mean to Be a Trauma-Informed Organization?

A trauma-informed child welfare organization recognizes the prevalence and impact of trauma on children, caregivers, and staff. It means creating an environment where children and families feel physically and psychologically safe, and where staff are supported too. Trauma-informed care is not a single program, but a commitment woven into every policy, practice, and interaction.

How Can You Help Build a Trauma-Informed Staff Culture?

- Consider how trauma may be shaping the behaviors you observe and how you respond.
- Take advantage of training opportunities on trauma and its effects.
- Take care of yourself and your colleagues—secondary trauma is real, and staff well-being matters.
- Encourage trauma-informed practices and share your ideas for making your workplace safer and more supportive.

Why It Matters:

- Children and families are more likely to engage and make progress when they feel understood and safe.
- Trauma-informed practices help reduce re-traumatization and support healing.
- Staff experience less burnout and greater job satisfaction in supportive, resilient workplaces.
- Understanding how trauma shapes behavior and relationships is key to providing effective, compassionate support.

[Creating Trauma-Informed Systems | The National Child Traumatic Stress Network](#)
[The Importance of a Trauma-Informed Child Welfare System](#)

[Trauma Informed Care](#)



The OCYF Trauma Informed Care Webpage offers tools and access to previously released Trauma Tip Sheets and Newsletters as well as the Trauma Toolbox at [OCYF Trauma-Informed Care \(TIC\) | Department of Human Services | Commonwealth of Pennsylvania](#)