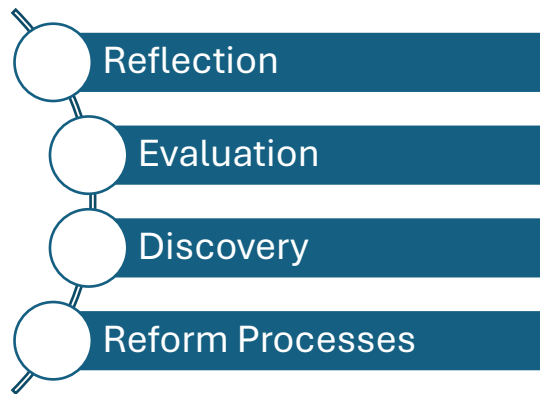


OCYF Trauma Team

When do we know we are trauma-informed?

This is the question that many agencies face on their journey to becoming trauma-informed, but there is no definitive endpoint to this journey. Implementing trauma-informed change requires an ongoing commitment to



Viewing workplaces as living and learning systems—or biocracies—is essential, as it acknowledges that organizations are dynamic and continuously evolving, rather than static structures. This perspective supports growth, adaptation, and ongoing development over time.

In a biocracy, the organization is understood as a living system that, like any living being, can experience illness and recovery. This viewpoint highlights the need to nurture the overall health and vitality of the organization, rather than focusing solely on productivity or financial outcomes. Biocracy recognizes that ongoing learning and development are essential for an organization’s long-term success and resilience.

By embracing the concept of biocracy, organizations can cultivate a culture of collaboration, innovation, and continuous improvement. This approach also fosters a sense of shared responsibility among team members, encouraging everyone to work together toward common goals and the sustained well-being of the organization.

Adapted from: [2025 Trauma-Informed Workplaces Toolkit](#)

Suspect Abuse? Report it! Call ChildLine at 1-800-932-0313

Make the Call

Report Online 