

## Real-world Applications of TIC: Non-Medical Drivers of Health (SDoH) and Diversity, Equity, and Inclusion (DEI)

A Collaboration Between:



# Presenters



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# Objectives



- 1. Define Trauma Informed Care (TIC), Diversity, Equity, and Inclusion (DEI), and Social/Non-Medical Drivers of Health (SDoH).**
- 2. Identify how the effects of trauma can result in health inequities.**
- 3. Reflect on the ways in which current personal and organizational practices can recognize the connection between TIC, DEI, and SDoH.**

# Self-Care



At times, the materials presented in this session can be difficult to **view** or **hear**.

Please take a **break** at any time and seek decompression support if needed  
*(breathing exercise, turning camera off, taking a pause, etc.).*

# Let's Review

# Trauma Defined

- Event(s)
- Experienced directly or witnessed
- Harmful or life threatening
- Lasting adverse effect(s)
- Impactful to overall wellbeing



Source: SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach, 2014



- **Acute**
- **Chronic**
- **Complex**
- **Historical**
- **Systemic**

# Survival Responses

- **Fight**
- **Flight**
- **Freeze**
- **Fawn**





# Trauma Informed Care (TIC)

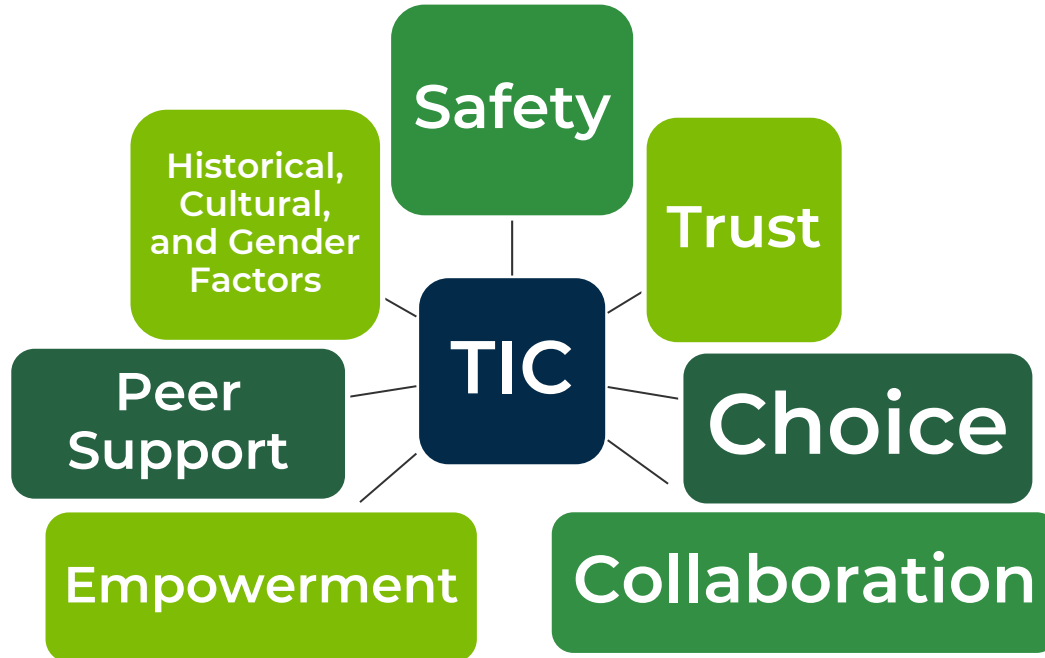


- Framework
- Strength-Based
- Recognition of Impacts
- Safety for all
- Opportunity to Rebuild



Source: SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach, 2014

# TIC Pillars



Source: SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach, 2014

# Justice, Equity, Diversity, & Inclusion (JEDI)

# Justice



The **dismantling of barriers** to resources and opportunities in society so that **all individuals & communities can live a full & dignified life**. These barriers are essentially the “isms” in society: racism, classism, sexism, etc.

This work **requires transformation of systems** in a way that leads to long-term, sustainable, equitable access for generations to come.

# Equity



**Fairness and impartiality** as individuals engage with organizations or systems; it **reflects processes and practices** that both **acknowledge** that we live in a world where everyone has not been afforded the same resources and treatment while also working to **remedy** this fact.

Equity is the **intentional approach** to achieving the **outcome of equality**.

# Diversity



The **practice** of having an **array of identities** be it sex, race, gender, class, religion, ability, health, ethnicity, migration history, and others that spend time in shared spaces, communities, institutions or society.

It is through this **intersectionality** that we experience **systemic advantages** or encounter **systemic barriers** to opportunity.

# Inclusion



A place or space, be it an organization or system, that is **welcoming for all**, and implements processes and practices that **intentionally** bring individuals and groups **together** to make decisions in collaborative, mutual, and equitable ways.



# Non-Medical Drivers of Health (SDoH)



# Non-Medical Drivers of Health (SDoH)



The **conditions in the environments** where people are born, live, learn, work, play, worship, age, love, and perish that **affect a wide range** of health, functioning, and quality-of-life **outcomes and risks** across the lifespan.

Adapted from Source: Healthy People 2030, U.S. Department of Health and Human Services, Office of Disease Prevention and Health Promotion, 2022.



## Economic Stability

- Employment
- Food Insecurity
- Housing Instability
- Poverty



## Education Access and Quality

- Early Childhood Development and Education
- Enrollment in Higher Education
- High School Graduation
- Language and Literacy

## Health Care Access and Quality

- Access to Health Services
- Access to Primary Care
- Health Literacy





## Neighborhood and Built Environment

- Access to Foods That Support Healthy Dietary Patterns
- Crime and Violence
- Environmental Conditions
- Quality of Housing



## Social and Community Context

- Civic Participation
- Discrimination
- Incarceration
- Social Cohesion

# Connections

# The Why

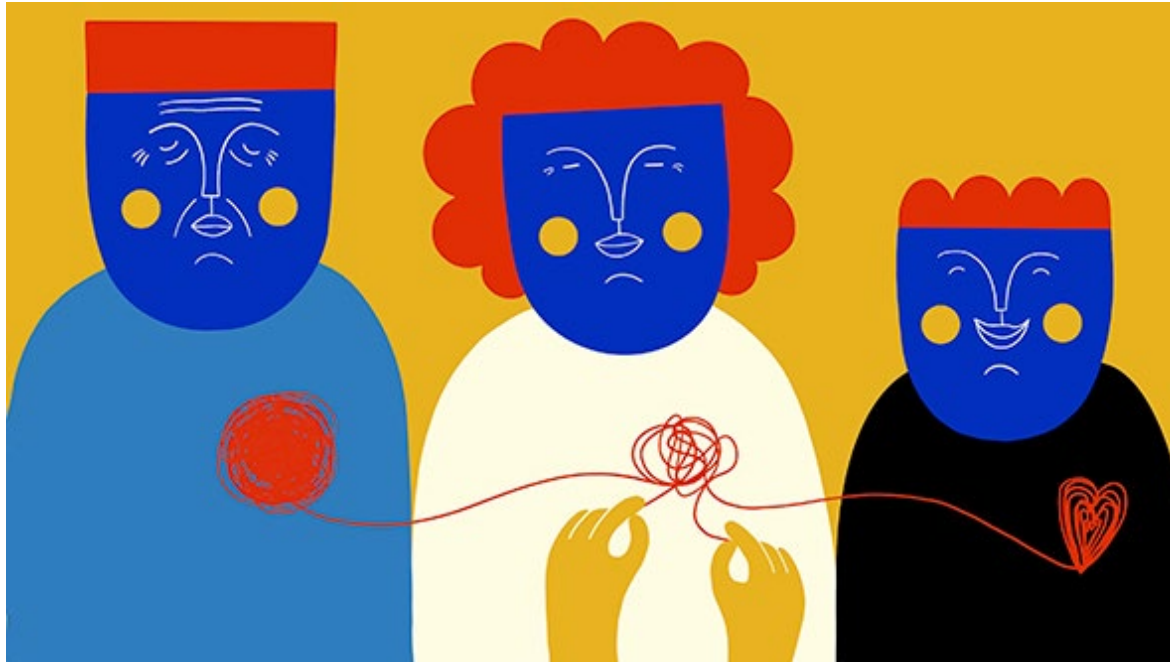




# Perceptions



# Experiences Matter

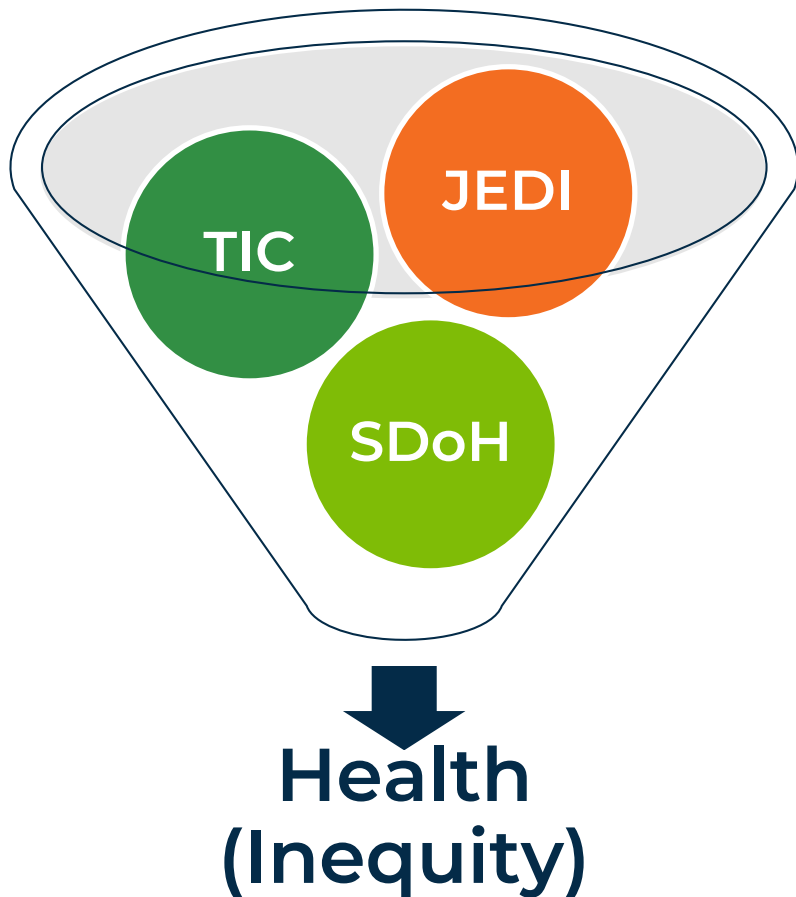


# Tuskegee Study



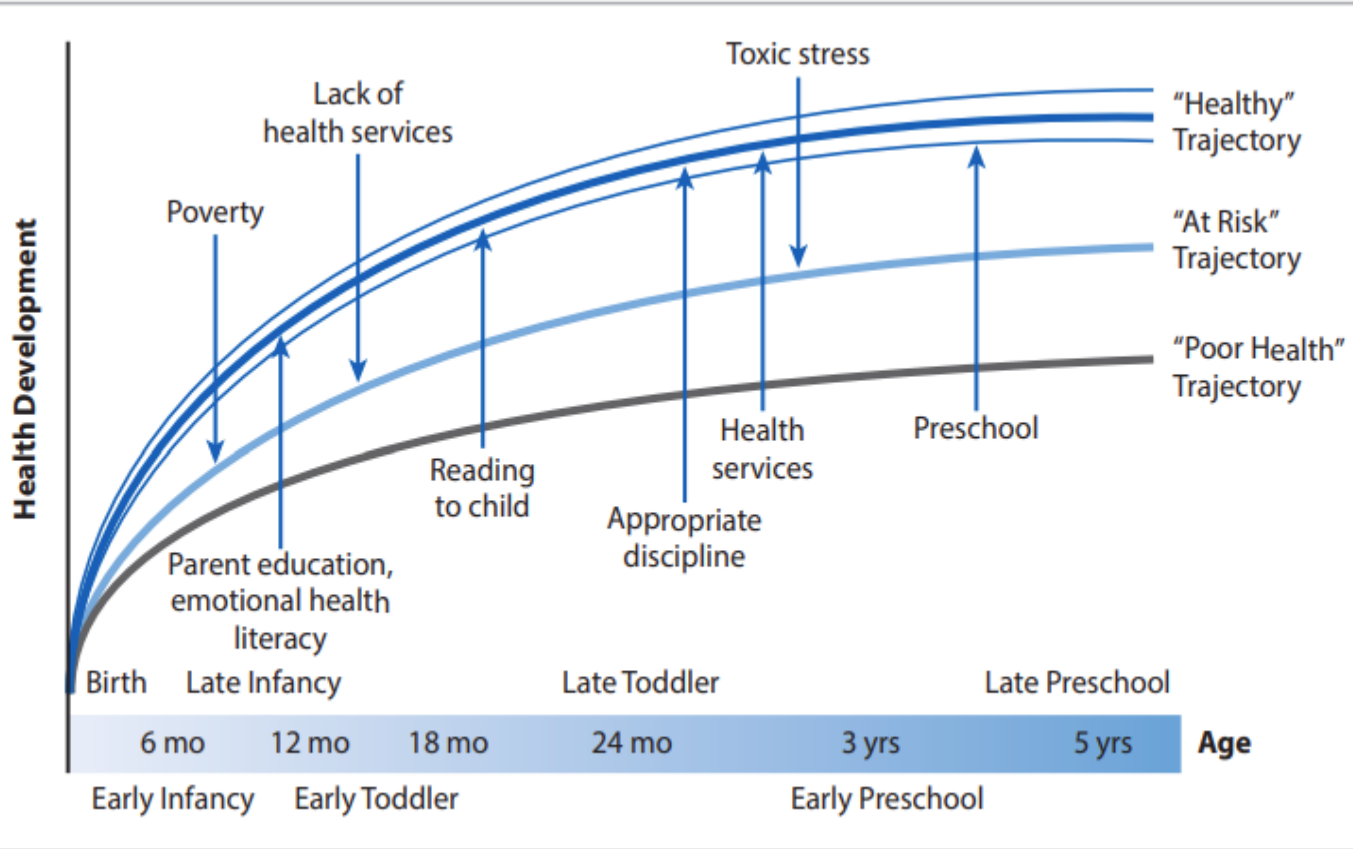
# *No más bebés*





## Maslow's Framework:

- Physiological Needs
- Safety
- Love and Belonging
- Esteem
- Self-Actualization



# Two-Sides of the Coin



## Protective Factors

Supportive Relationships  
Parenting Skills  
Cultural Diversity



## Risk Factors

Home Exposures  
Parental Dysfunction  
Chronic Stress

## Both

In-Utero  
Home  
Neighborhood  
Education  
Food  
Healthcare



- Adversity is interrelated.
- Adversity is cumulative.
- Adversity effects are predictable.
- Adversity affects relational health.
- Adversity is not destiny.



# Impact





## OVER 1/3 OF NATION'S YOUTH

reported they experienced  
racism during their lifetime,  
with the highest levels among  
Asian and Black students.

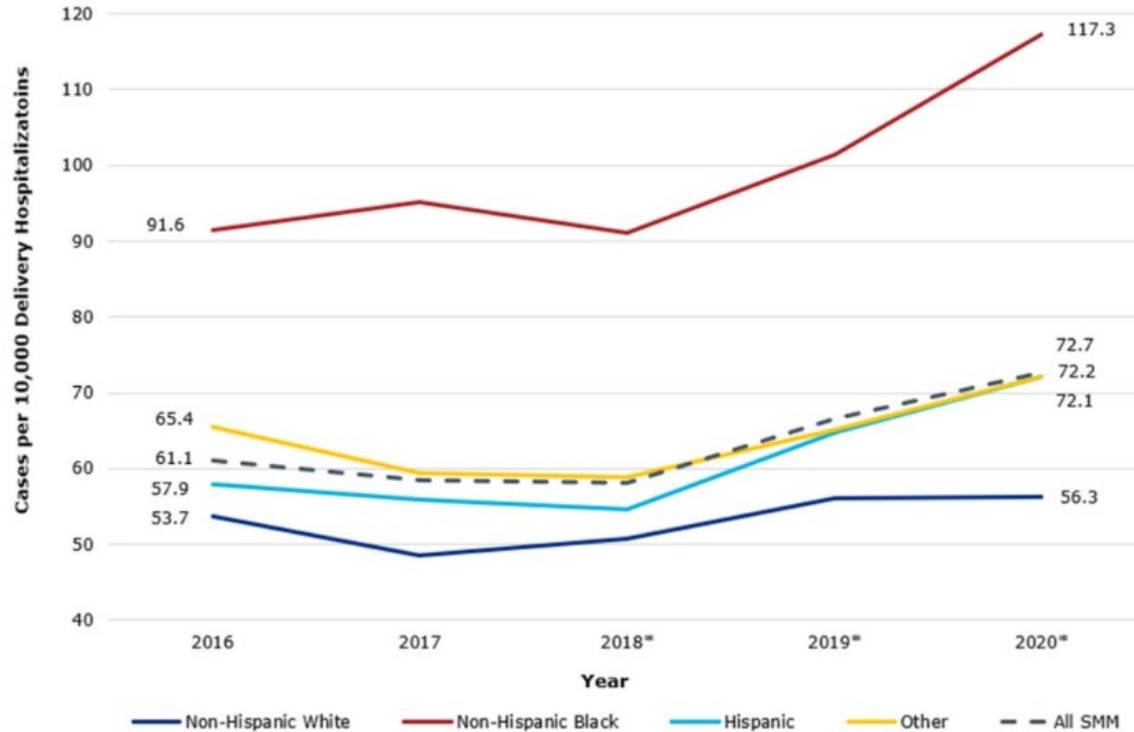
Experiences of racism have been linked to poor mental health,  
academic performance, and lifelong health risk behaviors.

For more information, visit  
[cdc.gov/nchhstp/newsroom](https://cdc.gov/nchhstp/newsroom)



U.S. Department of  
Health and Human Services  
Centers for Disease  
Control and Prevention

**Figure G-1. Rate of Delivery Hospitalizations Involving Severe Maternal Morbidity (SMM) in Texas per 10,000 Delivery Hospitalizations by Race and Ethnicity, 2016-2020**



**For Black Women in Texas, Maternal Morbidity is:**

- 2x that of white women
- Due to racism in <12% of cases
- Preventable in 90% of cases

Source: Texas Maternal Mortality and Morbidity Review Committee and Department of State Health Services Joint Biennial Report 2022

# The Role of TIC



## 4 R's:

- Realize
- Recognize
- Respond
- Resist Re-traumatization

## TIC Pillars:

- Safety
- Trust
- Choice
- Collaboration
- Empowerment
- Peer Support
- Historical, Cultural, & Gender Factors

# Real-World Reflections





# Questions

# Session Evaluation Poll



# Next Up:



## TIC Open Office Hours:

- Session 2: DEI and SDoH
- Tuesday, August 22<sup>nd</sup>, from 12:00-1:00pm CST

## TIC Didactic Session:

- Session 3: TIC and Care Coordination through Cross-Sector Collaborations
- Tuesday, September 12<sup>th</sup>, from 12:00-1:00pm CST

# Thank you!



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