



## Reach Dane Core Values

We value healthy, creative, nurturing environments for children, families, and staff that model dignity and respect. Our agency is committed to responsive and respectful support to the diverse community we serve and staff we employ. As such, we build Environments, Relationships, Trust, Communication, Equity and Social Justice.

### CORE VALUES

- **Environment**  
Create a safe and welcoming environment every day with everyone.
- **Relationships**  
We believe in the power of authentic and positive relationships.
- **Trust**  
Trust is the foundation that holds all relationships.
- **Communication**  
We value ongoing transparent communication that supports connection.
- **Equity and Social Justice**  
Our charge is to lead with compassion for social justice. We strive to stand in the gap to support all those who are affected by inequity.



### TRAUMA-INFORMED CARE

#### *Treating Trauma First*

Reach Dane is committed to adopting and applying Trauma Informed Care philosophies, practices, and principles at all program levels. The goals of Trauma Informed Care are to strengthen program foundations and improve outcomes for our children and families, while improving staff professional quality of life. Trauma-Informed Care is a culture change for our entire organization.

#### *What is Trauma?*

Trauma refers to extreme stress that overwhelms a person's ability to cope. It can be a single event, a series of events, or a chronic condition such as childhood neglect or domestic violence. According to a national study, 61 percent of men and 51 percent of women will experience at least one traumatic event in their lifetime.

#### *What is the Impact of Trauma on an Adult or Child?*

Research shows trauma disrupts the central nervous system and overwhelms a person's ability to cope. It often results in feeling vulnerable, helpless, and afraid. It interferes with relationships and fundamental beliefs about oneself, others, and one's place in the world. It also is linked to long-term health issues and generally poorer life outcomes. For children, it can result in increased hypervigilance and a lowered ability to be available for learning.



*Staff shift from asking "What is wrong with you?" to "What happened to you?"*