

Journal Entries:

9/3/19

Jeff's assistant looked at my file and laughed, stating "1995, You are SOO young"

10/20/22

Jeff Bezos, assistant manager on my floor, came up to me and said, "Oh you young thing, you probably don't even know how to take notes on this case". It frustrated me.

12/13/2022

Moved to another shift time without anyone asking me if that's okay. All the young people are on this shift.

Text Messages:

Name: _____ Date: _____



Name: _____ Date: _____



Emails:

Sent: 10/21/22

Dear Jeff,

I just wanted to send you an email confirming that since you stated that I was inexperienced and unable to take notes on the case, I have not taken notes on the case.

Sincerely,

Sent: 12/15/2022

Dear Jeff,

Sending you an email confirming that I will be working night shifts now and that I was not given a reason for that change.

Sincerely,

What does trauma look like at work?

Emotional	Physical	Mental
<ul style="list-style-type: none"> • Numbness, detachment, apathy, withdrawal • Anxiety, fear • Guilt and shame • Anger • Sadness • Feeling overwhelmed or unreal • Irritability • Depression 	<ul style="list-style-type: none"> • Nausea/stomach problems • Faintness, shaking, heart racing (fight, flight, or freeze) • Fatigue • Startle response • Sleep problems • Pain 	<ul style="list-style-type: none"> • Hard time concentrating and making decisions • Flashbacks • Memory problems • Suicidal thoughts • Substance abuse • Triggers (something that reminds the person of the trauma)

10 Elements of Trauma Reaction:

1. **Variations in response:** People respond to the same events in different ways. There is no “right” way to behave after a traumatic event.
2. **Loss of control:** The person may lose control over their life or feel that they have lost control.
3. **Scrambled timeline:** The memory of what happened may be mixed up or missing pieces of the story. But even so, these memories are usually accurate.
4. **Difficulties trusting or relating to others:** Trauma can make people feel unsafe in their existing relationships and make it harder to form new ones.
5. **Isolation:** Trauma can make people feel alone and that no one will ever understand their experience.
6. **Timelines for processing traumatic events:** Some people begin to consciously process trauma immediately. Others may do it months or years later. Others never consciously work through traumatic experiences.
7. **Multiple traumas can build on each other:** People may also have experienced traumas as a result of their community, racial, ethnic, cultural, religious or other identities. This can also affect how they experience and respond to gender based violence and harassment.
8. **Re-traumatization:** other people can make a survivor’s experience worse by blaming survivors, denying them choice in how to move forward after a traumatic event, or failing to offer empathy and support
9. **Resilience:** Survivors have strength and power that help them to overcome traumatic experiences, but they may not be aware of this resilience
10. **Secondary trauma and resilience:** People working with survivors can experience trauma due to exposure to suffering, but they can also become more resilient by seeing others overcome trauma.

Source for Ten Elements: “Responding to Gender-Based Violence and Harassment: Trauma Informed Strategies for the Labor Movement.” Available from Futures Without Violence. Workplaces Respond to Domestic and Sexual Violence: A National Resource Center.

“It is no measure of health to be well adjusted to a profoundly sick society.”

— Jiddu Krishnamurti

Practicing Trauma-Informed Responses

✓ check off what you’re already doing and

★ star what you could start doing more of immediately

♥ heart what you want to do eventually, but it might take 5, 10 or 20 yrs

	Tips for ONE-ON-ONE interactions whether they’re with your co-workers, and/or community members	What your UNION/the collective can do
Safety	<ul style="list-style-type: none"> ● Practice grounding techniques (deep breathing, etc) ● Don’t touch without consent ● Resources: “What do you need right now?” ● (therapist, medical, housing assistance, substance abuse assistance, attorney, legal, childcare, etc.) 	<ul style="list-style-type: none"> ● Create a health and safety committee for physical – and emotional - safety in workplace (i.e. consider tackling things like bullying as a health and safety threat) ● Prepare a list of local services for mental health, domestic violence/assault support, addiction support ● Protocol for domestic violence and stalkers showing up at a union hall or in the workplace* ● Contract protections for addiction leave, sick leave, domestic violence, sexual assault, and stalking
Informed Consent	<ul style="list-style-type: none"> ● Provide information about options and choices ● Be honest about possible outcomes ● Allow them to make THEIR OWN CHOICE ● Respect their decisions, don’t second guess them 	<ul style="list-style-type: none"> ● Brainstorm ways to make events inclusive of traumatized populations ● Educate organizers, leaders, and staff about trauma and consent
Solidarity	<ul style="list-style-type: none"> ● Empathize – whether you can help in the moment or not ● Active listening ● “It’s not your fault” ● “I believe you” ● Do not promise what you may not be able to provide 	<ul style="list-style-type: none"> ● Issue statements about collective trauma ● Provide space for processing tragedies collectively ● Divest from predatory institutions ● Practice language justice – including sign language! – at events; make events fully accessible ● Protocol for member-on-member harassment
Collective Action	<ul style="list-style-type: none"> ● It might take time, and the answer will likely be ‘no’ at first – but inviting a traumatized person to become involved in collective action in the workplace can eventually help them process and move past 	<ul style="list-style-type: none"> ● What collective and ongoing traumas are most pressing for members of your union or organization? How might you find out? Once you have a better understanding of them, how will you use your collective power to do something about them? Bargaining and Organizing for the Common Good: Racial justice, climate justice, community services, education, immigration

	trauma by building connections and empowering themselves.	
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* <https://iwpr.org/iwpr-general/intersections-of-domestic-violence-and-economic-security/>

Add examples we're missing!

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