

Wadena County Trauma-Informed Wellness Committee Charter

Overview:

In a cooperative effort with Region V+, Wadena County is committed to infusing trauma informed practices into our county at all levels and roles to create a positive work environment and to effectively help the people we serve. This includes identifying trauma and understanding its effects, utilizing trauma-specific strategies, looking at practices and policies through a trauma informed lens, and promoting collaboration and team work to minimize re-traumatization and to magnify positive effects. We are committed to engage in the process that will facilitate a cultural change to help Wadena County in becoming trauma sensitive to better support our employees and serve our communities. This initiative will include guidance to employee wellness programming, planning, promotion, implementation and evaluation to establish continuity, motivation and broad ownership of employee wellness efforts.

Purpose:

This committee is designed to promote and support trauma-informed practices, policies, and procedures to improve the health, productivity and well-being of Wadena County employees and clients with the intention of creating an environment that sustains intentional kindness, acceptance, accountability, trust and safety.

Membership:

Role	Agency/Represent
Facilitator/Member	Public Health
Member	Highway Department
Member	Human Services
Member	Human Resources
Member	Sheriff's Department
Member	County Commissioner

Committee members will be reflective of the Wadena County organization. All employees are welcome to participate on this committee.

Responsibilities:

- Encourage a trauma-informed, educated and responsive workforce.
- Exercise emerging and evidence-based, trauma-informed best practices.
- Promote physical and psychological safe and secure environments.
- Engage and build trauma-informed working relationships.
- Promote resources addressing secondary traumatic stress and/or compassion fatigue among staff.
- Utilize tools to support organizational wellness.
- Attend quarterly meetings.
- Provide input into employee wellness goals.
- Create and maintain open lines of communication between the committee and employees.
- Review committee charter annually.
- Implement, monitor, and evaluate wellness activities.
- Serve as the leader/champion for wellness activities in the workplace.

Committee History:

- Participated in an 18-month Sourcewell (formerly NJPA) training to become a trauma informed community which included four meeting days: Two-day training and kickoff (completed January 2018), mid-year (2018) and summit meeting (2019). Meetings included coaching calls and monthly local trauma informed community (Region V+) meetings, funded by Sourcewell and approved by the Wadena County Board.
- The learning community was designed to help assess, develop, and implement trauma informed practices, policies and procedures in an organization.
- The Trauma-Informed Committee (TIC) and Employee Wellness Committee, had been functioning separately in the past and combined in 2024 due to similar goals.

Committee Meeting Schedule:

- This committee will meet quarterly.

Decision making:

- Group consensus

Goals:

- Develop and implement a trauma informed - wellness activities.
- Increase participation and maintain committee membership.