

Building Trauma-informed Psychological Safety in Long-Term Care: Developing an Organizational Readiness Selection Criteria Matrix and Tool for LTC sites

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Key Take Home Messages

1. Developing organizational readiness criteria helps streamline the process of decision making in the research projects where multiple stakeholders are involved.
2. Assessing organizational readiness in the initial stage of the project is important as it may increase user engagement at the later stages.

Background

- There is an urgent need to strengthen psychological safety of long-term care (LTC) workplaces in Canada and put in place Equity & Trauma-informed supports to alleviate moral distress of the workforce.
- To that end, in our project, we engage and partner with four LTC workforce partners located in the province of Ontario.

Objectives

- This poster describes the selection criteria our team established to guide the process of identifying LTC sites with whom we will collaborate and the tool we created to assess organizational readiness of different LTC sites shortlisted as most suitable for our project.

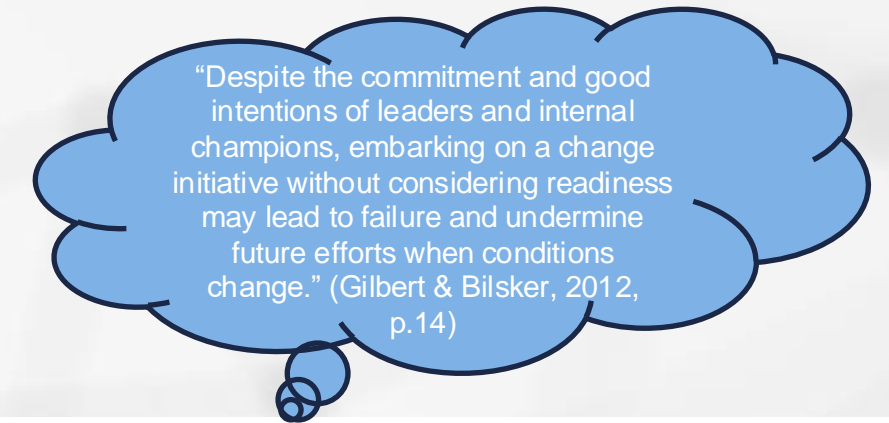
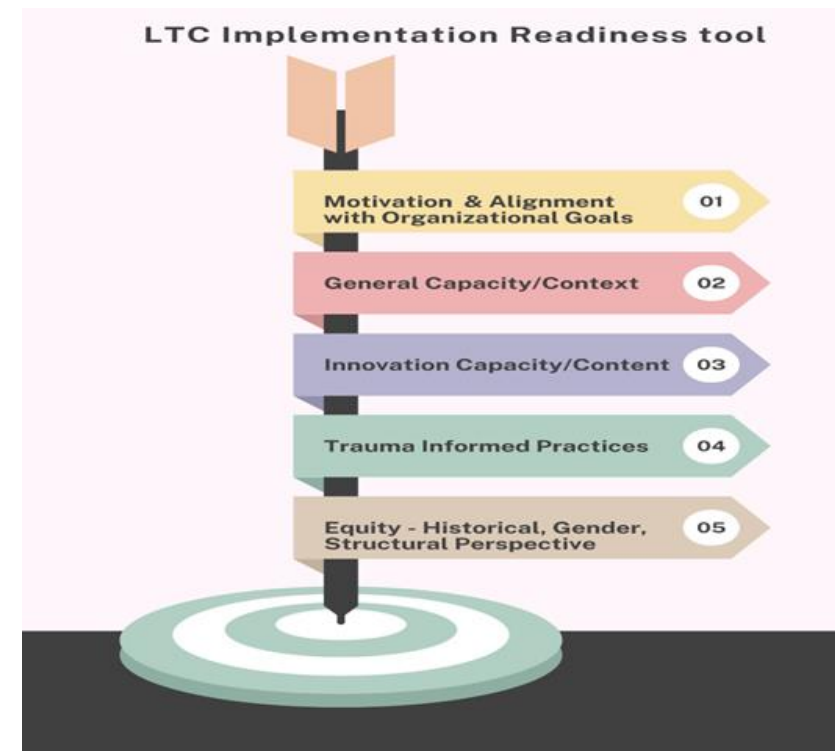
Methods

- Our approach to selection criteria and tool development has been informed by our expertise on psychological health and safety in the workplace and trauma-informed care and employed:
 - ❑ Applying concept “organizational readiness” informed by models by Scaccia et al. (2015) and Robertson et al. (2021), focusing on 3 constructs (i.e., **motivation**, **general organizational capacity** and **innovation-specific capacity**);
 - ❑ Integration of principles of trauma-informed care, namely: 1) **acknowledgement**; 2) **safety**; 2) **trustworthiness**; 3) **choice and control**; 4) **collaboration and mutuality**; 5) **empowerment**; and 6) **cultural, historical, and gender issues to health workers in public, private and mixed settings**.



Findings

- Our selection criteria and the readiness tool consider different aspects of organizational readiness such as **prioritization of PH&S within the workplace**; **availability of resources to devote to an innovation** and **extent of the management support for prioritizing PH&S related innovations**. They also consider whether **LTC sites have established innovative programs in the past** and whether **they have people with skills needed for innovation, wellness and/or program champions and leadership that supports wellness and PH&S**.
- In addition to factors specifically related to organizational readiness, we have also included other relevant categories: **geographic location, funding type, size, and best practice spotlight organization**.
- The structure of our readiness tool is displayed below.



Conclusions

- The selection criteria we created has been a useful tool in helping us effectively identify the most suitable LTC sites for inclusion in the project taking into consideration key enablers and organizational capacity-- critical elements that drive success of implementation of organizational supports.
- These criteria contribute to facilitating early implementation considerations for practice or policy innovations that seek to translate evidence to practice in settings such as LTC.

Team Members

- We acknowledge the contributions of our team members to this poster: Ivy Bourgeault (University of Ottawa), Attila Kovacs, Jennifer Calver (WeRPN), Janet Chee (RNAO), Norma Tomlin (WeRPN), Shanoja Naik (RNAO), Sherry Espin (TMU), Sue Bookey-Bassett (TMU), Winnie Sun (Ontario Tech University), Julia Roitenberg (The Regional Municipality of York).

References

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