

Trauma Informed Care (TIC) Principles

Why TIC?

We strive to create a welcoming and value-centered environment where all can feel included to serve and give of their full selves. By dedicating ourselves to inform everything we do with Trauma Informed Care principles and practices, we solidify this commitment to the care of our community: volunteers, staff, partners, people we serve, and everyone who comes into our circle.

Safety

Safety at JVC Northwest is the bedrock of our commitment to the well-being of Jesuit Volunteers (JVs) and staff. It entails establishing and fostering a supportive environment that facilitates socio-emotional regulation where individuals feel both physically and emotionally secure in their communities and interactions. This dedication equips JVs to serve local communities in a manner that promotes the safety and psychological well-being of all. We prioritize relationship-building to reinforce a sense of safety, offering education and resources to assess and maintain personal safety, identify potential risks, and navigate situations where safety is compromised.

Trustworthiness & Transparency

JVC Northwest emphasizes building solid relationships within communities based on caring trust and openness about values, motivations, and the program's purpose. Communication is the cornerstone of trust and transparency at JVC Northwest. Staff should engage in clear and timely communication with one another and JVs, demonstrating care and empathy. JVs are provided with opportunities to reflect and understand our organization's history and equity journey, equipped with communication skills to foster intentional communities built on trust and transparency.

This commitment to trustworthiness and transparency extends to AmeriCorps requirements, the three-party relationship between the JV, JVC Northwest, and partner agencies, decision-making processes, and financial matters including the overall financial well-being of JVC Northwest and communal finances. We are transparent about how we engage the four values with integrity.

Collaboration & Mutuality

Collaboration & Mutuality at JVC Northwest is the commitment to recognizing and valuing the diverse perspectives and opinions of everyone involved—JVs, staff, partner agencies, and the FJV community. Decision-making prioritizes community voices, ensuring that decisions align with the collective input.

JVC Northwest's commitment extends to co-creation with each volunteer cohort, shaping JV formation based on past experiences while remaining open to change and evolution. JVs are empowered with the skills to co-create within their cohort and with JVC Northwest staff, fostering environments of mutuality and shared decision-making through clear policies and procedures. This collaborative spirit is upheld through active participation in communal spaces such as Orientation, Monthly Gatherings, Area Visits, and Retreats.

Empowerment & Choice

Empowerment & Choice at JVC Northwest is the commitment to providing options in all situations and fostering collaborative problem-solving with JVs. JVC Northwest acknowledges and honors the wisdom held by each person based on their life experiences, shaping decision-making processes and support for JVs around this fundamental principle. Clear information is provided to empower JVs to make confident and informed choices and understand the impact of those decisions.

In the JVCNW community, empowerment and choice extend to allowing JVs and other community members to have a significant say in shaping all aspects of their program year, especially regarding decisions about safety and living out the four values through formation opportunities and support. This involves advocating for themselves in marginalized spaces and contributing to decisions that impact their overall experience.

Peer Support

JVC Northwest creates opportunities for peer support and connection in both physical and virtual spaces, emphasizing the value of community. Authentic relationships are built on mutual trust and accountability, shaping volunteer cohorts and their life beyond the JV experience. Peer Support at JVC Northwest involves facilitating connections among individuals with shared identities and fostering support through shared experiences and common needs.

In the JVCNW community, reliance on one another for solidarity is essential, especially for those with marginalized identities. The community is committed to self-education to better support peers with marginalized identities, fostering interpersonal dynamics that contribute to a loving and safe environment for everyone to thrive.

Cultural, Historical, & Gender Issues

JVC Northwest acknowledges the harm caused by the organization's connection to the Catholic Church to various cultures and individuals with diverse sexual orientations and gender expressions.

Beyond acknowledgment, proactive measures are taken to prevent further harm and to authentically express the justice, compassion, and acceptance that our spiritual tradition calls us to embody.

As a predominantly white organization rooted in the Ignatian spiritual tradition, JVC Northwest actively addresses cultural stereotypes and biases through JV programming and staff professional development. Acknowledging historical harm, the organization expands awareness in the present, working collaboratively with marginalized communities and following their leadership and wisdom.

JVC Northwest commits to recognizing and honoring the lived experiences of all Jesuit Volunteers, fostering an inclusive program that embraces and welcomes diverse perspectives. It is crucial to create a safe space that acknowledges the harm that organized religion, specifically the Catholic Church, has caused to queer individuals within the program. Additionally, the organization emphasizes harm reduction as a model in community dynamics and interpersonal spaces, ensuring support and safety for Black, Indigenous, and volunteers of color who may experience racial micro and macroaggressions.