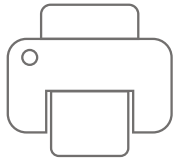




Best Practices Checklist



It is recommended to print out this section and write out beside each practice the date to be completed by, and the person/group responsible for each item

To implement facets of trauma-informed practices, organizations can:

- Have an understanding of triggers
- Utilize accessible, non-triggering language
- Center transparency in processes
- Focus on voice, choice, respect, and sensitivity
- Unlearn assumptions and actively challenge biases
- Practice non-judgment
- Meet people where they are at in their lives
- Practice cultural sensitivity, awareness, and safety, through a historical understanding of the communities we work with
- Incorporate trauma-informed learnings into internal training policy

To update the practices and processes of addressing animal neglect to ensure cultural awareness, sensitivity, and safety, organizations can:

- Have a cultural and historical understanding of the communities we work with
- Have a community liaison for Indigenous communities
- Build and maintain respectful and trusting relationships
- Develop internal policy regarding cultural sensitivity training
- Incorporate mandatory staff and leadership training on cultural safety, awareness, and sensitivity
- Incorporate learnings about the history of the Indigenous communities the organization works with into training materials

To implement facets of outreach-first and prevention-based models, organizations can:

- Engage in community engagement/collaboration
- Formalize networks to provide more resources
- Focus on relationship building with and in communities
- Develop an internal policy about community engagement practices

To address compassion fatigue & burnout in staff, organizations can:

- Understand the connection between compassion fatigue/burnout and re-traumatization, and learn the signs/signals of burnout and compassion fatigue in staff and self
- Implement staff training for high-stress situations with tangible examples
- Promote and normalize wellness policies and practices
- Practice debriefing with coworkers
- Have staff engage in optional counselling and mental wellness activities during work hours
- Improve or develop an internal mental health policy
 - Incorporate mandatory mental health training
 - Include wellness days in addition to sick days
 - Make available or suggest sector-specific counselling