

Equity and Inclusion at Trillium Family Services

Our mission is to build awareness and foster positive social change through a trauma-informed lens.

Recognizing that we all are connected, Trillium is committed to creating change within ourselves, our organization, and our communities by uncovering and undoing systemic privilege and oppression.

In an effort to make Oregon a safer, more supportive place for all people to live, work, play, and learn, we invite everyone to join us as allies in the evolution towards the empowerment of all people.

Organizational Development

-In 2013 Trillium Family Services began their organizational journey toward becoming a Sanctuary Certified Organization. As part of the pursuit of Trauma Informed Care delivery, several Sanctuary Subgroups were formed.

-The Equity and Inclusion Sanctuary Subgroup was formed shortly thereafter. This committee meets monthly and includes a diverse group of staff members from across the State of Oregon.

-The Equity and Inclusion committee includes over 30 staff members and works to increase awareness of equity issues and attend anti-stigma events and trainings for racial equity, LGBTQ+, environmental sustainability, increase in non-violent messaging and increase both access to care and trauma-informed delivery of care for clients, staff and community partners.

-Through a collaboration between executive leadership and the Equity and Inclusion committee, TFS engaged in Michael Ware through the People's Institute and pursued consultation services that included efforts to take staff through the People's Institute Undoing Racism Workshop. This workshop guides participants through efforts to understand and address the ways in which systemic racism plays out in our agency and to increase staff awareness of personal and systemic racism.

-In 2014, Trillium invested in the creation of Keep Oregon Well (Powered by Mental Health Matters). Keep Oregon Well is a public advocacy campaign and social movement designed to reduce stigma surrounding mental and behavioral health, build a trauma-informed community, and give people the opportunity to learn more about mental health while standing with those who may be struggling with theirs.

-In 2015 Trillium Family Services (TFS) executive leadership team developed its first Equity and Inclusion strategic plan.

Recent Program Efforts

-In 2017 the Equity and Inclusion staff subgroup with support from executive leadership formed an internal Transgender Client Review Board (T*CRB).

-In 2017 the Equity and Inclusion staff subgroup created an informal task force dedicated to exploring and improving equitable family leave policies for TFS employees.

-In 2017 Trillium hired a full-time Master's level clinician to oversee and direct all aspects of Trauma Informed Care implementation and shepherd the work of the Equity and Inclusion committee.

-In 2017 TFS received a license for HIPPA compliant translation software to be utilized across the organization.

-In 2017 TFS updated its Discrimination Policy to prohibit the use of commonly recognized hate symbols included but not limited to the confederate flag and the swastika.

-In 2017 The TFS Human Resources team initiated a campaign to recruit and maintain diverse staff as laid out in our Equity and Inclusion Strategic Plan.

-In 2017 Trillium applied for and received a grant from Kaiser to complete an immersive Equity and Inclusion training for all board members and executive leadership within the organization. Training will be delivered in 2018.