



Madison State Hospital

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Madison, IN 47250
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*MSH
MISSION:
Mending
the Mind*

*Supporting
the Spirit*

*Healing
with Hope*

*VISION:
Safely deliver
meaningful,
quality, and
compassionate,
psychiatric care
to our patients
and their families.*



Madison State Hospital

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Staff Development Director
Director of Marketing

MSH Bulletin

Volume 24, Issue 18 May 5, 2021



Trauma Informed Care

Cultural Differences in Response to Trauma

Culture influences how an individual interprets and assigns meaning to the trauma. Culture significantly influences how people convey traumatic stress through behavior, emotions, and thinking. Culture affects what qualifies as a legitimate health concern and which symptoms warrant help. Culture can provide a source of strength, unique coping strategies, and specific resources.

What is Trauma? Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

Race, ethnicity, and culture. The potential for trauma exists in all major racial and ethnic groups in American society. Some studies show that certain racial and ethnic groups are at greater risk for specific traumas. Literature reflects that diverse ethnic, racial, and cultural groups *are more likely* to experience adverse effects from various traumas and to meet criteria for posttraumatic stress.

Shift in Thinking: "The Four R's"

Evidence of a trauma informed approach:

1. Realizes- The prevalence of trauma individually and collectively and the presence of strength and resilience (both individual and collective).

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2. Recognizes- How trauma affects, directly and indirectly by recognizing how survivors bring to the fore-front inner and collective growth.

3. Responds- By putting knowledge into practice by learning from community, promoting safety and cultural wellness.

4. Resists- Re-traumatizing by drawing from cultural resiliency, traditional healing tools and collective wisdom.

Remember that Cultural Competence is:

- A set of values, behaviors, attitudes, and practices within a system, organization, program, or among individuals that enables people to work effectively across cultures.
- Ability to honor and respect the beliefs, language, interpersonal styles, and behaviors of individuals and families receiving services, as well as staff who are providing such services.
- Dynamic, ongoing, developmental process that requires a long-term commitment and is achieved over time.

<https://starkmhar.org/wp-content/uploads/2019/08/Cultural-Perspectives-on-Trauma.pdf>

AHRQ/Westat Workforce Safety Pilot Survey

The planned launch date for our participation in the **AHRQ Workforce Safety** pilot survey is tentatively set for May 11th with the web data collection ending by June 16th. As a reminder, all staff will **receive an email** from Westat that will contain the hospital's letter of support and information about the survey. About 2 days later, staff will receive their unique link to take the survey.

We ask that you please participate in this confidential survey to help guide us in **improving the environment of safety** at Madison State Hospital based on your responses. MSH will not be informed of who responded to the survey, or your individual responses, but will receive a summary report including the percentage of staff responses and the results compared to other hospitals across the nation participating in the pilot survey sometime later this summer.



If you have questions, please contact Mitzi Lawson, Director of Performance Improvement, at extension 7469 or by email at Mitzi.Lawson@fssa.in.gov.

Please see the **Frequently Asked Questions** below.

FREQUENTLY ASKED QUESTIONS (FAQs) FOR HOSPITAL PROVIDERS AND STAFF PARTICIPATING IN A PILOT TEST OF THE SOPS® HOSPITAL SURVEY 2.0 WITH WORKPLACE SAFETY ITEMS.

If you have questions, please contact Westat (1-855-390-2448), WorkplaceSafety@westat.com.

GENERAL QUESTIONS

1. **What is the purpose of the study?** The goal of the study is to assess patient safety and workplace safety culture in our hospital.

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2. **How long will it take to complete the survey?** Most people will be able to complete the survey in about 20 minutes.
3. **Do I have to answer every question?** If you do not wish to answer a question, you may leave it blank. If a question does not apply to you or you don't know the answer, you can select that response option.
4. **Do I have to take the survey?** The survey is voluntary, though we strongly encourage you to participate. Your answers will help to guide patient safety and workplace safety improvement in our hospital.
5. **Do I have to complete the survey all at once?** If you are unable to complete the survey in one sitting, you can return to complete it. Just find the email invitation with the link to the survey and click the link to access the survey. All of your responses from previous sessions will be maintained.
6. **Will my responses be kept anonymous/confidential?** All survey responses are kept confidential. No one in our hospital will see individual survey responses and all results will be provided in the aggregate.
7. **How will the survey be administered?** Westat, a survey research organization, will email a web survey invitation as well as all follow-up email reminders to hospital staff. Please do not forward or share your survey email invitation or complete a survey that was forwarded to you by someone else.
8. **How long is the data collection period?** Data collection will be open for 4 weeks.

Thank you for your participation!!!

Welcome New Employees to Our Team!

The new employees below began MSH General Orientation this past Monday

L to R: Stephanie Ramsey, LPN; Tonia Reardon, LPN; Timothy Pearson, Security; Rebecca Theiring, Housekeeping; and Katrina Caudill, BHRA.





Mother's Day 2021
Sunday, May 9th

**Thank you to all the beautiful women
who are our mothers, and all
the women who have been
like mothers to us.**

Have a Wonderful Day!

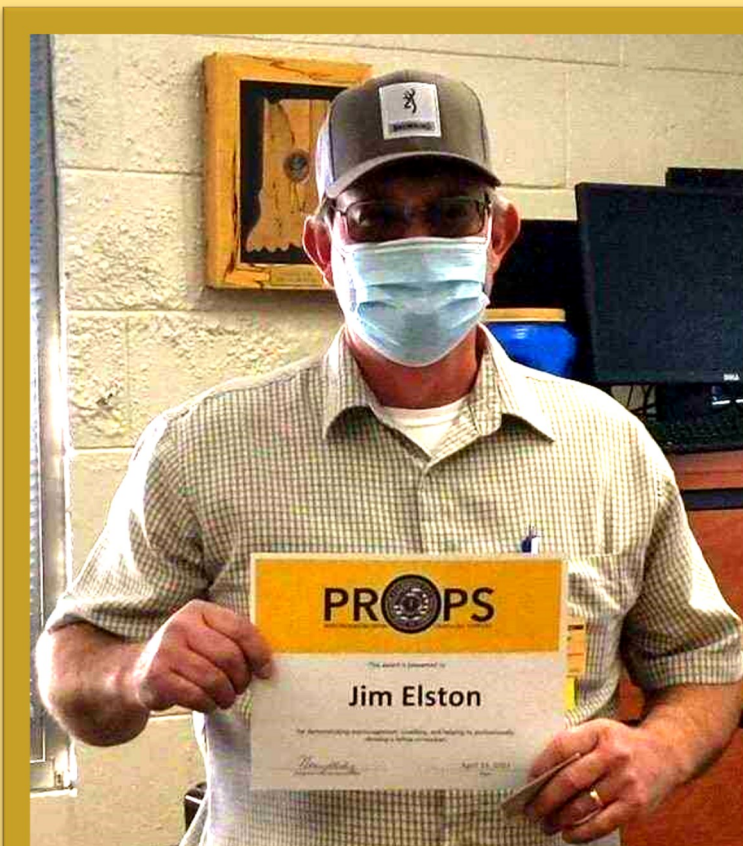
Congratulations to Jim Elston!

Jim Elston, of the Madison Correctional Facility, and formerly of Madison State Hospital, was the recipient of the **PROPS Award** on April 26th. PROPS stands for **Peers Recognizing Others Providing Support**.

Jim first began his employment at Madison State Hospital in the Maintenance Dept. in January of 1994. In November of 2009, our Maintenance Dept. was moved over to DOC to be shared by both facilities. Jim is a Maintenance Supervisor 2 and is still involved in providing his expertise to MSH. He is a member of our EOC (Environment of Care) Committee. He attends the DOC/MSH Meetings, is a key participant in our Joint Commission Surveys, and is a vital member of the MSH Anti-ligature Project Team.

This is what was said about Jim by DOC.

"Mr. Elston's reputation speaks for itself here at



Madison Correctional Facility. He mentors and supports the entire Maintenance staff, up to and including Management. He has certainly assisted in my development and growth as a Maintenance Supervisor. He promotes a positive attitude and encourages the entire staff on a regular basis. He resolves issues professionally and peacefully at all levels. He is a wealth of knowledge on all issues related to the campus and is always willing to share that knowledge. He is highly respected by all TEAM members. If he is referred to as "The Boss" he's always quick to respond with " Heck , I'm just one of the guys". Well.... He's Just ONE OF A KIND! Thank you for your consideration, on behalf of the Maintenance Department, Madison Correctional Facility.