

# Fairfax Trauma & Equity Lens



## Trauma Lens:

-> Changing our thought process from: “What’s wrong with that person?” to “Something must have happened to that person.”

-> Using a universal approach of kindness, respect, and compassion in response to challenging behaviors.

We understand how common trauma is, and how it impacts everyone.

We recognize the signs and symptoms of trauma exposure in the people we serve, and in our colleagues.

We think about policies, procedures and practices that promote healing and recovery, and avoid traumatizing people.

We consider who will be affected by our decisions and whether or not we have included those people in the decision making process.

We think through how our decisions might contribute to improving or worsening existing disparities, and about potential unintended consequences.

We consider how our decisions might be perceived by different groups.

## Equity Lens:

Everyone deserves an equitable opportunity to succeed if they work hard—regardless of their race, color, sex, nationality, sexual orientation, income or where they live.

We are all a part of One Fairfax.

## We are:

Trustworthy  
Transparent

Collaborative  
Empowering

Supportive  
Safe

*Aware of our own racial, cultural, and gender biases*