



GROWING IN RESPONSIVE CARE (GIRC)

Building Trauma-Responsive Practices for Minnesota's Communities



A BRIEF OVERVIEW

LEARN MORE ABOUT HOW THIS TRAINING CAN BE INCORPORATED INTO
YOUR OWN PROFESSIONAL PRACTICE AND/OR ORGANIZATION





ABOUT GIRC



Minnesota is facing an acute crisis in social services and health care delivery, particularly for its vulnerable populations. In response, the Minnesota Department of Human Services (DHS) and Greenleaf Integrative developed the **Growing in Responsive Care (GIRC) training series**. This program is a vital step toward creating culturally safe and effective care environments. The eight-module training series aims to equip service providers and health care workers with the necessary tools to address the complex impact of trauma and power imbalances in health care settings.

➤ WHAT IS TRAUMA-RESPONSIVE CARE?

Trauma-responsive care is a way of providing health care services that goes beyond just knowing about trauma. It means actively creating a safe and trusting environment and changing how services are delivered to help people heal and feel respected, especially those who have experienced trauma.

➤ MEETING THE MOMENT

By moving practitioners from being merely trauma-informed to becoming trauma-responsive, **GIRC** represents a critical opportunity for individual, team, and organization-wide capacity building in delivering ethical and sustained care.



PURPOSE

WHY IS THE GIRC TRAINING NEEDED?

The GIRC training is necessary because Minnesota is facing a crisis in social services and health care for vulnerable communities. It gives service providers and health care workers practical, specific skills to safely and respectfully serve patients, clients, and/or community members, improving care quality for everyone.

What is Cultural Humility?

Cultural humility means service providers and health care workers recognize they don't know everything about a patient's background or culture. It's about listening, learning, and actively working to understand the patient's perspective to create a care environment where they feel culturally safe and respected. This helps reduce power imbalances.

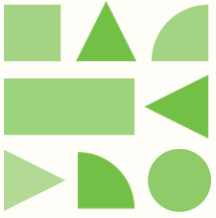


➤ THE CURRENT LANDSCAPE

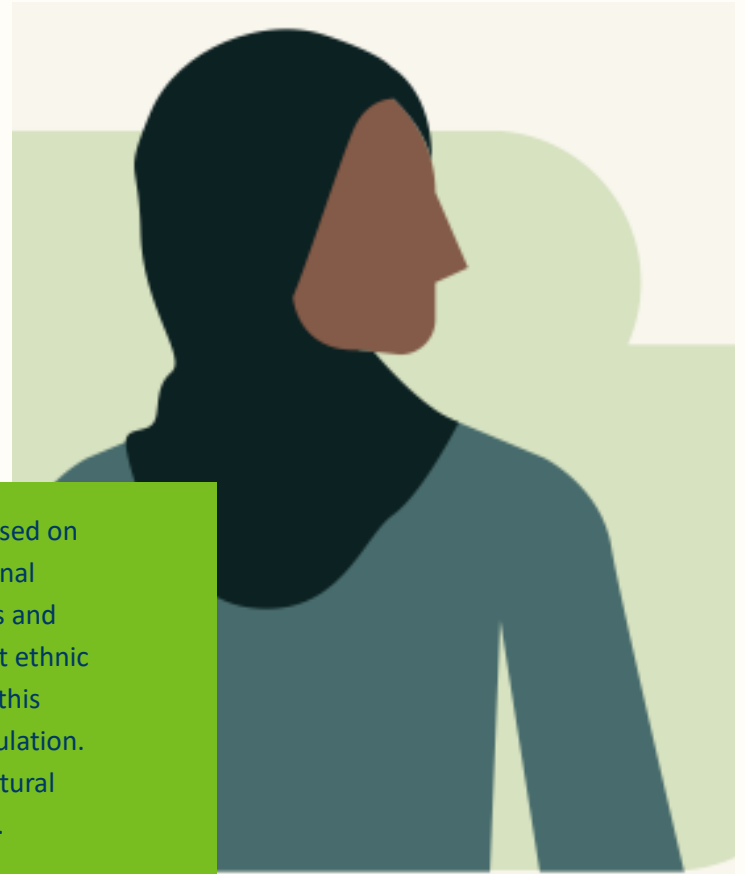
The need for culturally relevant and trauma-informed care is urgent, underscored by the acute social services and health care delivery crisis impacting Minnesota's marginalized communities. Service providers and health care workers on the front lines are serving communities enrolled in Minnesota Health Care Programs (MHCP). Furthermore, the ongoing operational climate in Minnesota, marked by fear-inducing conditions related to immigration status and enforcement uncertainty, highlights the need for timely psychosocial support and trauma-responsive practices.

➤ DESIGNED WITH YOU IN MIND

The GIRC training series was designed to meet this need by equipping service providers and health care workers with practical, actionable skills to address trauma and power imbalances. The ultimate goal is to facilitate successful cross-cultural engagement and improve care quality for patients, clients, and/or community members.



THE GIRC FRAMEWORK: MOVING TO TRAUMA- RESPONSIVE CARE



The GIRC training is an eight-module, on-demand series focused on integrating trauma and cultural considerations into professional practice. The training tailors its approach to service providers and health care workers who work with Minnesota's three largest ethnic minority people groups: Latino, Hmong, and Somali, though this framework can be applied to any marginalized or at-risk population. The GIRC framework is grounded in the core principles of cultural humility and moving trauma-informed to trauma-responsive.

PRACTICAL UTILIZATION FOR SERVICE PROVIDERS AND HEALTH CARE WORKERS

GIRC offers practical resources that service providers and health care workers can immediately implement:

➤ ENGAGEMENT TOOLS

The training includes the *Checklist for Trauma-Responsive Patient Engagement* to promote a constructive and psychologically safe space for both staff and patients, clients, and/or community members, especially when trauma histories are a factor.

➤ SELF-REGULATION

Recognizing that self-care for helpers is interconnected with caring for others, the training teaches techniques for personal regulation, such as **Physiological Sighing** (a short inhale followed by a second smaller “sip” of air, then a long, full exhale) to calm the nervous system.

➤ CONTEXTUAL INTERVIEWING

Service providers and health care workers are taught strategies for effective contextual interviewing, which includes frameworks like the “Love, Work, Play, Health, Spirituality” model. The series also introduces the MECA model as a culturally responsive assessment tool for immigrant and minority communities.

Moving Beyond Trauma-Informed

Trauma-responsiveness means more than just knowing that trauma exists. It is about building a systematic and active approach to care that anticipates the needs of patients, clients, and/or community members who have experienced trauma, creating a healing and supportive path forward.





Strategies for Organizational Success

“The pace of the modules, the content, the supported materials, and the evaluation/practice piece in module 8 were so well done. I will be incorporating these practices in my professional AND personal practice.” - Post-Survey Respondent

The GIRC training series is showing immediate and positive results in the quality of care delivered across Minnesota. Overwhelmingly, service providers and health care workers were highly satisfied with the GIRC training content (81%). Crucially, the training successfully strengthened provider–patient interactions: **Over 94% of respondents reported that their engagement practices with patients, clients, and/or community members improved as a direct result of the GIRC Training Series.** This confirms the training's ability to reinforce and expand key skills among professionals serving Minnesota's diverse communities.

At the conclusion of the pilot series, the following key strategies were highlighted for successfully utilizing the GIRC training within organizations to garner greater participation.

1

Implement a Steady Pacing

For the training to be effective, a steady pacing is required to ensure knowledge transfer and solidifying lessons. The recommended pacing consists of weekly sessions, alternating a ‘watch party’ week with a dedicated discussion week. This allows service providers and health care workers to contextualize the lessons in their own practice.

2

Highlight Practical Benefits

and leveraging incentives, such as Certificates of Completion which may be applicable for organizational Continuing Education Unit (CEU) requirements, is an enticing way to recruit service providers and health care workers and drive organizational participation.

3

Sustain Ethical Care through Self-Regulation

The GIRC training equips service providers and health care workers with essential self-regulation skills, which are crucial for managing stress, preventing burnout, and maintaining ethical clarity during high-demand conditions. Techniques like **Physiological Sighing** teach staff to regulate their own nervous system. This ability to manage personal stress is a core capacity-building tool provided by GIRC, allowing service providers and health care workers to sustain ethical and responsive care for themselves and their patients, clients, and/or community members.





LEARN MORE!

The Growing in Responsive Care (GIRC) training series is a crucial resource designed to transform the way service providers and health care workers engage with Minnesota's diverse and vulnerable patients, clients, and/or community members. By sharing clear principles of cultural humility and trauma-responsiveness with practical application strategies, the GIRC framework builds the capacity necessary to address the acute social and health crises faced by marginalized communities. The early findings confirm the training's relevance and its ability to significantly improve service provider and health care worker engagement practices.

Service providers and health care workers can utilize this training series to move toward comprehensive, culturally safe care, fostering environments of greater trust and effectiveness for all patients, clients, and/or community members.

[CLICK HERE!](#)

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