



neurodevelopment. The “upstairs” of the house relies on higher-level brain capacities such as executive functioning.

All clinical staff shall receive some level of training in the ARC framework and training will continue to be provided on an on-going basis. Trained clinical staff will provide department-wide training in the ARC framework and incorporate it into a variety of service areas outside of clinical, including Little City Foster Care Orientation, Pre-Service Training, and Foster Parent Trauma Training.

Little City will also work diligently to create an office environment that is reflective of trauma-informed care and ensures the psychological and emotional safety of employees and the population being served, including (but not limited to) the following:

- Presence of a playroom with comfortable seating and toys for a variety of developmental ages and stages,
- Sensory tools and supports
- Live plants located throughout the office to promote connectedness to the natural world,
- Signs posted throughout the office affirming that it is a safe space,
- Availability of private rooms with natural lighting,
- Adjustable thermostats throughout the office,
- Confidential information kept from view of those in waiting areas,
- Signs displaying the ARC House, demonstrating the agency’s use of this trauma-informed framework.

In addition, Little City Foster Care maintains the Human Rights Campaign’s (HRC) All Children, All Families Seal of Recognition that demonstrates the cultural competency in work with LGBTQ clients and families. The HRC seal is displayed throughout the Chicago office.

Weekly multi-disciplinary program management meetings, bi-weekly clinical meetings, and monthly all-staff meetings additionally provide a space for employees to discuss further ways to create a space that promotes inclusion and belonging. Semi-annual client satisfaction surveys provide opportunities for participant feedback on ways to continue developing trauma-informed care.