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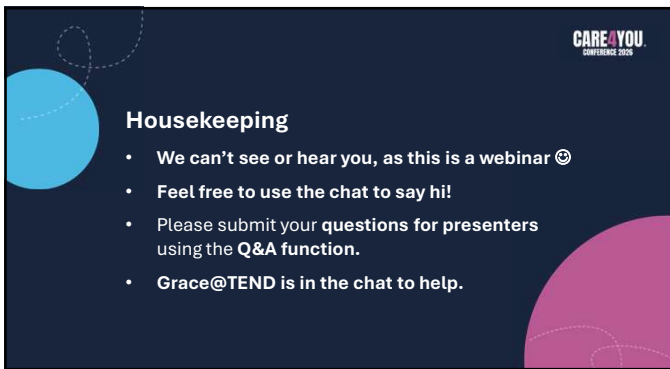
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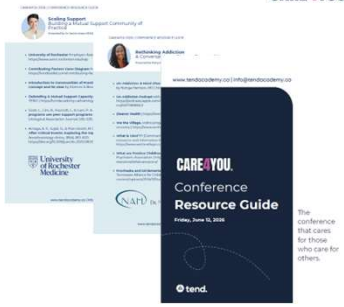
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**Access to slides & resources:**

- Available in the chat
- Emailed to you after the event



The image shows two overlapping screenshots. The left one is a chat window with a header 'CARE4YOU' and a 'tend.' logo. It contains text about 'University of Rochester Medicine' and 'NAPU'. The right one is a dark blue document titled 'CARE4YOU Conference Resource Guide' with the date 'Friday, June 12, 2026' and the tagline 'The conference that cares for those who care for others.' with the 'tend.' logo.

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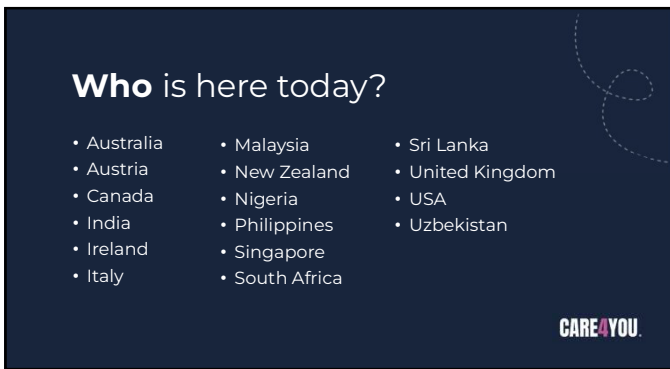
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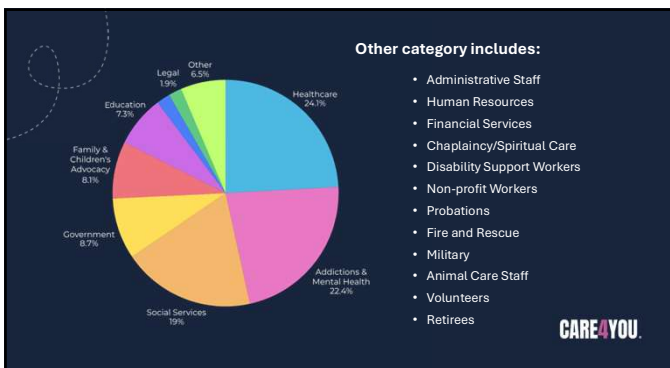
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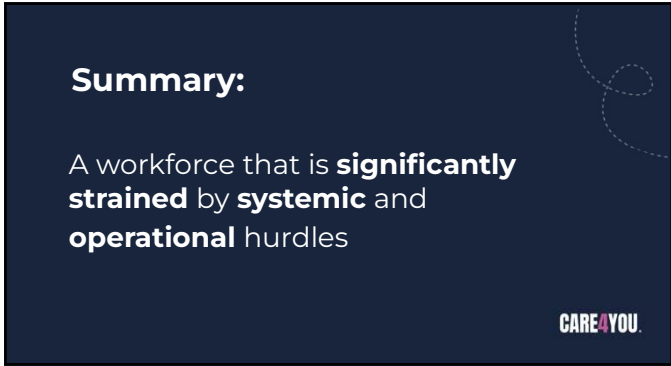
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### Greatest challenges:

- Staffing **shortages** & turnover
- Burnout, low morale & chronic **stress**
- Funding **cuts** & budget deficits
- High caseloads & escalating **case complexity**
- Leadership pressure & **management** disconnect
- Systemic & client **crises**
- Challenges with **equity & inclusion**
- Interpersonal **friction**

CARE4YOU

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### On the positive:

A workforce that is **deeply anchored** by **peer solidarity** and a **shared passion** for the people you serve/help/support.

CARE4YOU

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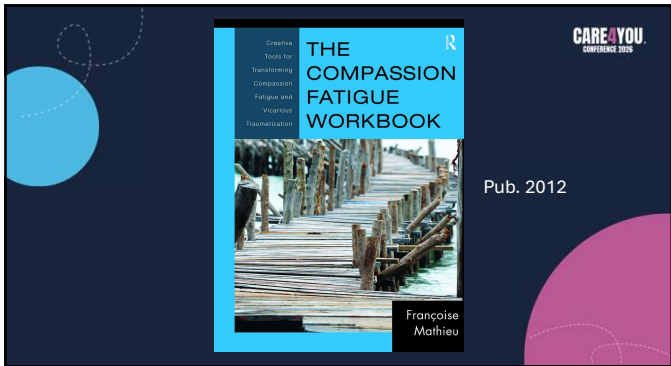
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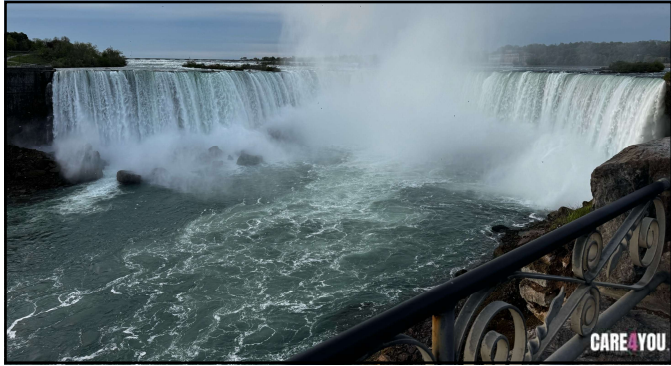
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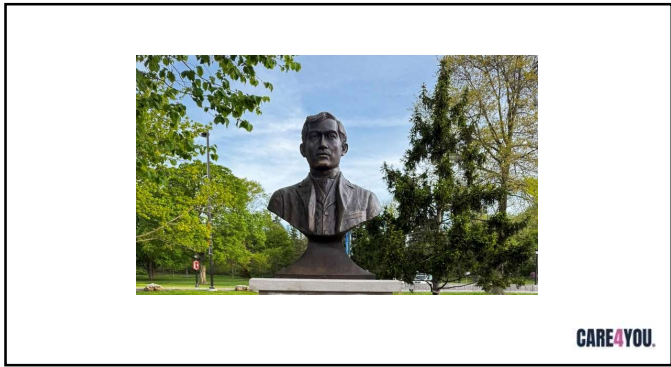
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June is officially recognized as **Filipino Heritage Month** in Canada.



**June 12** is Philippine Independence Day

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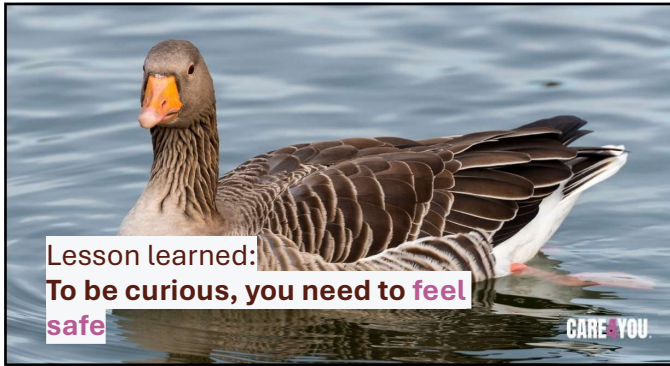
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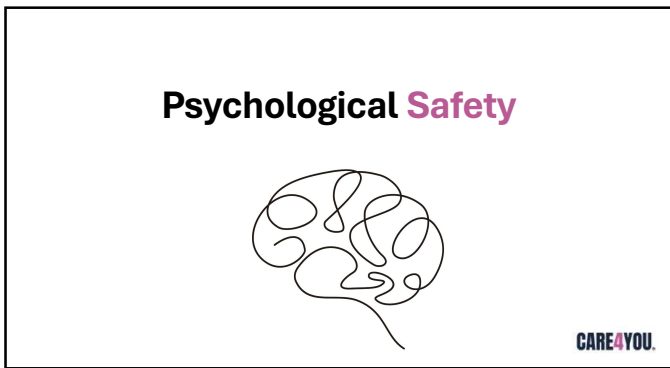
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## Psychological Safety



“A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”

Amy Edmondson (2018)  
*The Fearless Organization*

CARE4YOU.

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## Our internal state dictates our cognitive capacities

CARE4YOU.

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Lesson learned:  
**Supervisors & managers need support and training**

CARE YOU.

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**Limited training dollars?**

- Start with your **supervisors/managers**
- Make sure **senior leadership** has the literacy to understand high-stress **trauma-exposed** work

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**tend.**

We believe that trauma exposure has a **profound impact** on the well-being of people, teams, & organizations.

**Tools & Strategies to support staff and organizational wellness**

2026

**What is a trauma-exposed employee?**

1. **Identification and Assessment**

2. **Increased skills and resources**

3. **Cross-organizational support**

4. **Increased role of leadership**

5. **Reduced quality of patient care**

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**Lesson learned:**  
**Who you immediately report to matters more than where you work.**

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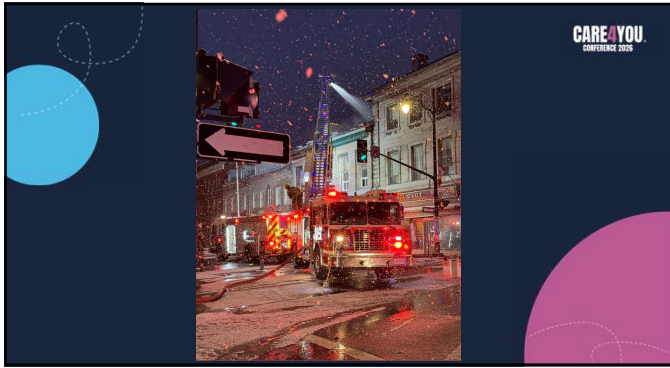
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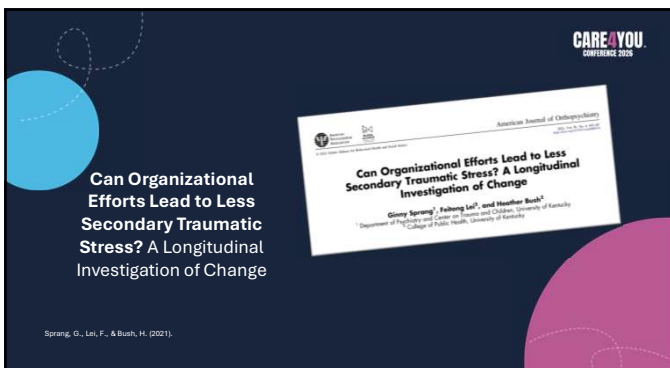
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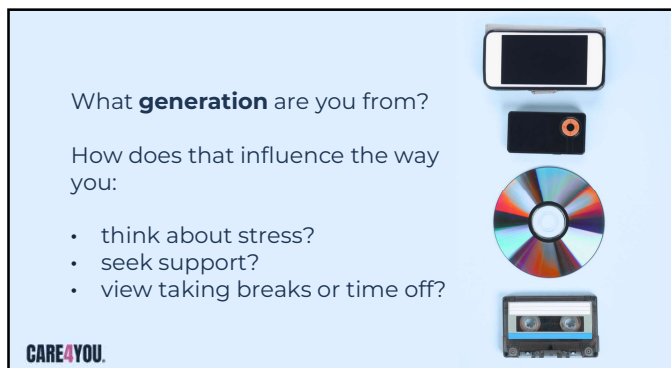
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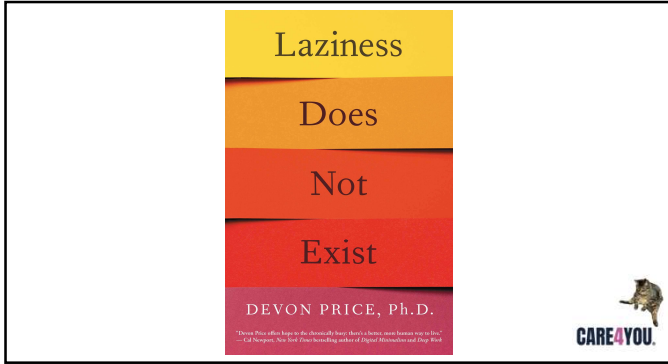
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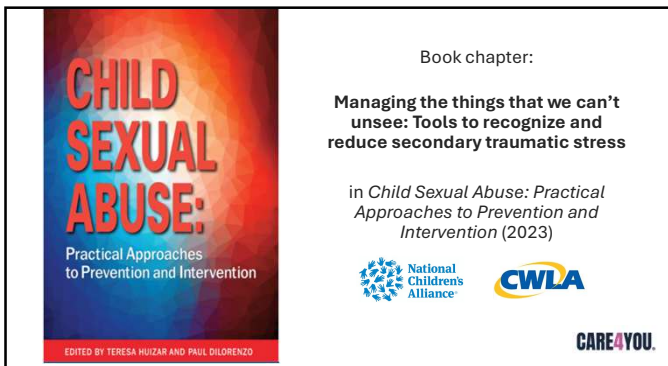
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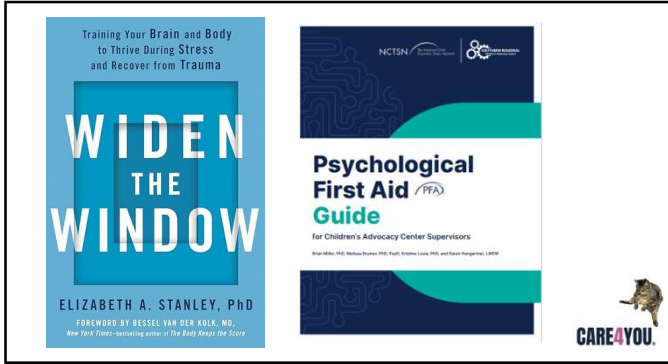
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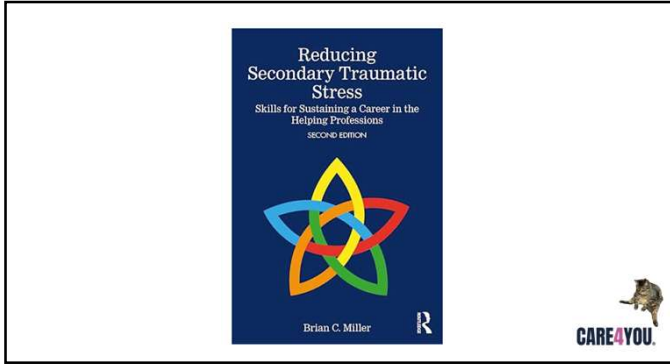
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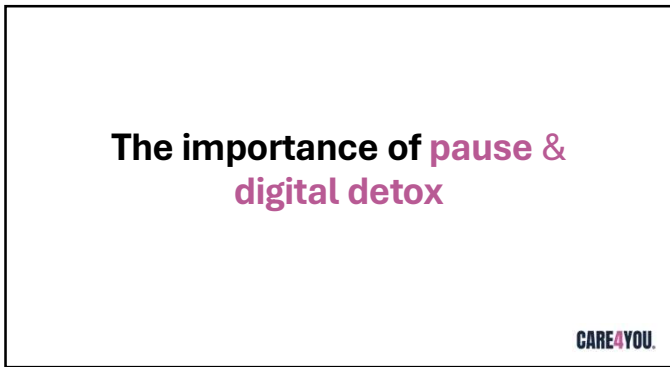
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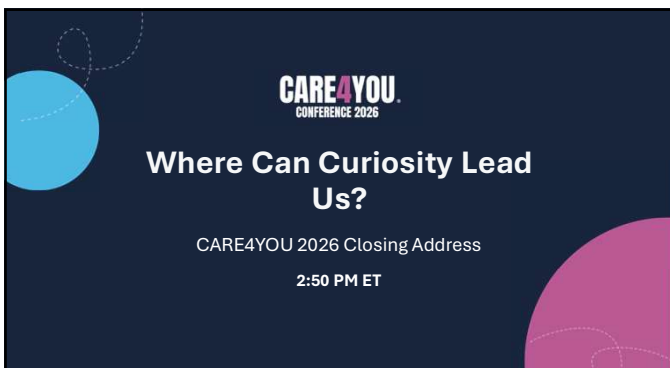
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**CARE4YOU.**

10:30 AM - 11:15 AM ET

### Rethinking Addiction

A Conversation on Stigma, Fear, & Hope

Nzinga Harrison, MD



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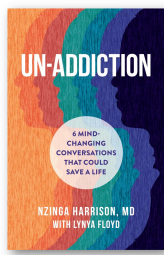
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**CARE4YOU.**

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**CARE4YOU.**

12:30 PM - 1:30 PM ET

### Scaling Support

Building a Mutual Support Community of Practice

Dr. Janine Rowe, MEd, LMHC, CASAC, SAP, CEAP



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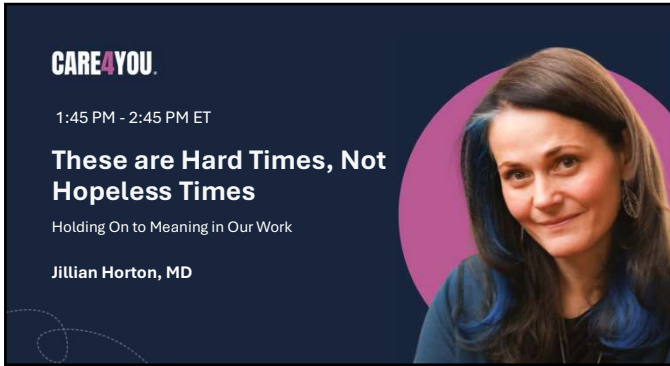
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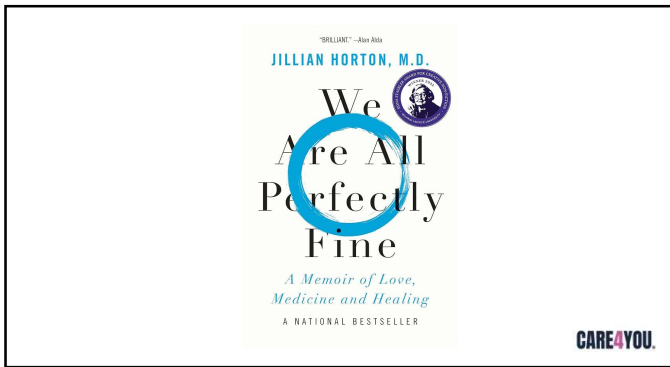
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**CARE4YOU.**

COMING UP | 10:30 AM ET

**Rethinking Addiction**

A Conversation on Stigma, Fear,  
& Hope

**Nzinga Harrison, MD**



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