

# Bridging Compassion and Care: Equity-Centered Trauma-Informed Care Simulation Education for Nurses

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## Background & Significance

Up to 70% of individuals globally experience at least one traumatic event in their lifetime, profoundly impacting both physical and psychological health (CDC 2024).

Health inequities and systemic trauma disproportionately affect marginalized populations, influencing both patient outcomes and healthcare workforce experiences.

New nurse graduates often receive minimal trauma-informed care (TIC) training resulting in limited confidence and competence in recognizing and responding to trauma.

Equity-centered trauma-informed simulation supports psychological safety, empowerment, and trust, which are essential for both learners and the populations they serve.

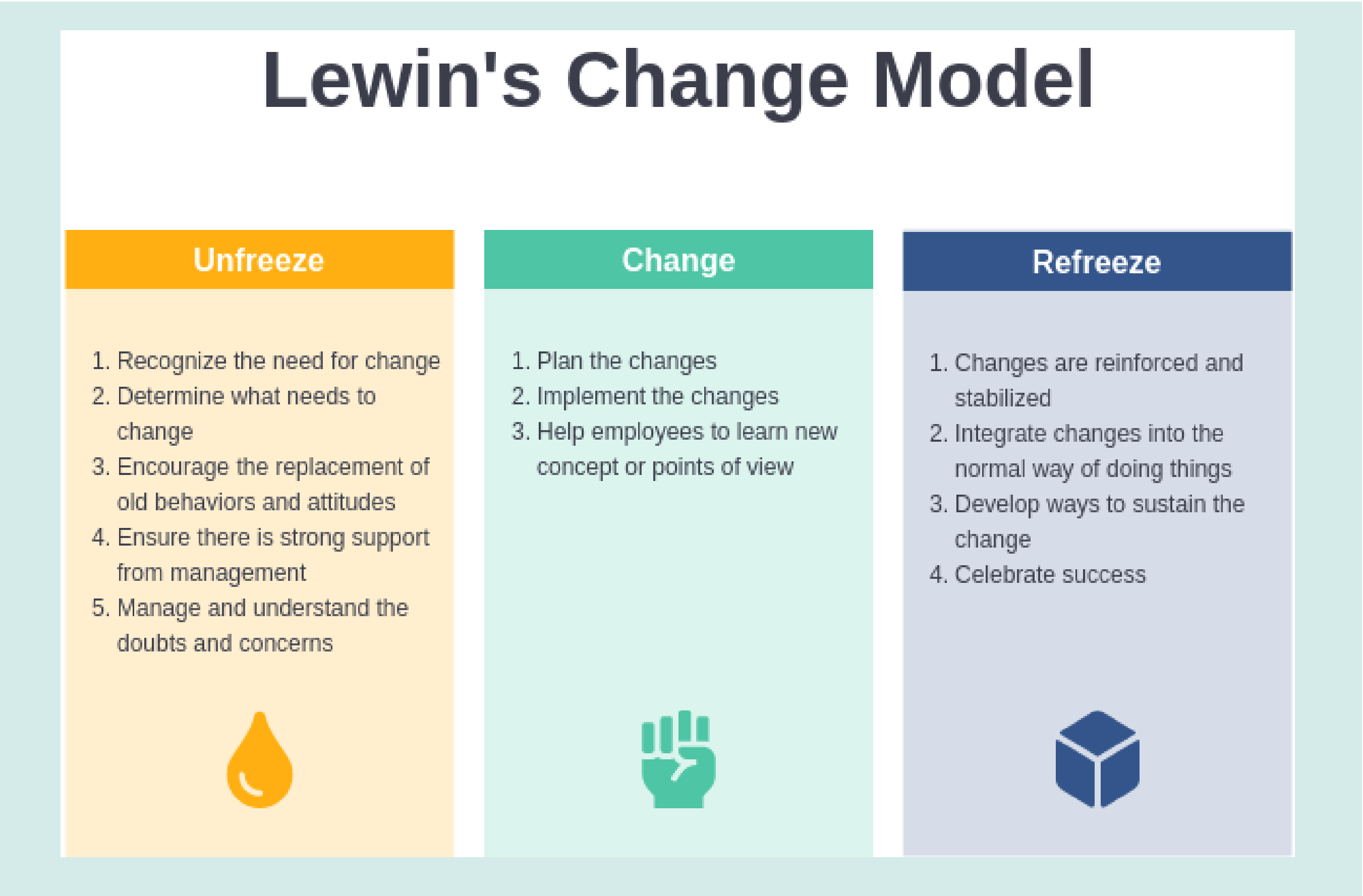
## Problem Statement

New nurse graduates lack formal training and preparation in trauma-informed care. This educational gap contributes to missed opportunities in recognizing trauma histories, prevents the delivery of true patient-centered care, and may inadvertently lead to re-traumatization of vulnerable patients.

## Purpose

To implement a simulation-based trauma-informed care training program for new nurse graduates that integrates equity-centered principles to improve clinical readiness, reduce re-traumatization, and promote culturally responsive, patient-centered care.

## Theoretical Framework



## Method

**Setting:** Riverside Health located in Newport News, VA.

**Participants:** New nurse graduates ( $\leq 12$  months since licensure) enrolled in the Nurse Residency Program.

**Intervention :** Didactic session with interactive discussions followed by simulation-based training . Scenarios feature a patient with a trauma history to apply core TIC elements: Safety, Trust, Empowerment, and Cultural Responsiveness. Structured prebriefing to establish psychological safety and review TIC principles and post simulation debriefing to discuss performance and reinforce TIC principles.



## Implementation Timeline

Phase	Timeline	Activities
Project Planning	Month 1	IRB submission, stakeholder meetings, curriculum development
Pre-Implementation	Month 2	Recruitment, enrollment, simulation prep
Implementation	Month 3	Didactic and Simulation training; Post training assessments & simulation scoring
Post-Implementation	Month 4	Post-surveys, data collection, and analysis
Project Evaluation	Month 5	Outcome review, stakeholder feedback, final report

## Evaluation

**Improvement in Trauma -Informed Care Knowledge and Competency:**

Data Preparation

- Knowledge Score per nurse = Quiz score (0–100%) at three time points: Pre, Immediate Post, 2-Month Follow-Up.

Descriptive Statistics

- For each time point, compute mean  $\pm$  SD and range.
- Plot mean scores over time with error bars.

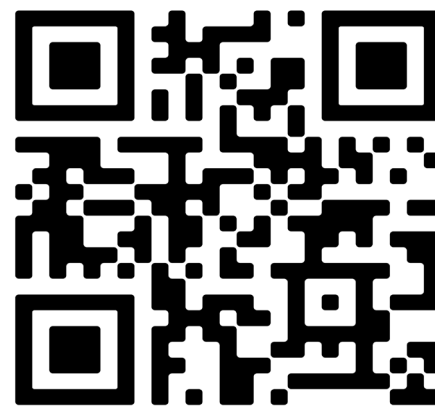
## Expected Outcomes

- Improved trauma-informed care competency
- Increased confidence in applying TIC principles
- Reduced risk of patient re-traumatization
- Enhanced awareness of equity in clinical practice

## Acknowledgements

Sincere appreciation to Riverside Health and Riverside College of Health Sciences for their financial and leadership support. Many thanks to the AACN DLI Leadership team and mentors for their guidance. A special thank you to my DLI Mentor Dr. Rolanda Johnson for her expertise, support, and guidance. This has been an inspirational and amazing experience.

## References







## **Bridging Compassion and Care: Equity-Centered Trauma-Informed Care Simulation Education for Nurses**

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### **Biography**

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Deborah S. Outlaw, MSN, RN is a highly accomplished and dedicated Nursing Leader with a distinguished career spanning over 30 years. Her extensive experience encompasses acute care nursing leadership and academic leadership, demonstrating her unwavering commitment to excellence in patient care, nursing education, and fostering inclusive healthcare environments. Deborah's leadership is characterized by her profound expertise in navigating the complexities of healthcare systems, her ability to drive positive change, and her deep-seated passion for advancing the nursing profession.

Deborah currently serves as the Associate Dean of Professional Nursing Programs at Riverside College of Health Sciences in Newport News, VA. Her academic career at Riverside College includes her previous role as the Assistant Dean of Practical Nursing and Nurse Aide Programs, faculty member in the RN-BSN program, and previous faculty member in the Practical Nursing and Nurse Aide Programs. In addition to Deborah's academia leadership, her nursing leadership in acute care spans over 17 years and included roles as Chief Nursing Officer, Director of Nursing, Nurse Manager, Nursing Supervisor, and Cancer Patient Navigator Manager.

Deborah's educational journey reflects her commitment to advancing her expertise in nursing. She is currently a candidate for a Doctorate of Nursing Practice in Leadership and Management at Regent University with an expected graduation date of December 2025. Her academic credentials include a Master of Science in Nursing Education from Regent University, a Bachelor of Science in Nursing from Virginia Commonwealth University, an Associate of Applied Science Degree in Nursing from Tidewater Community College, and a Nursing Diploma in Practical Nursing from Riverside School of Practical Nursing.

A cornerstone of Deborah's professional philosophy is her dedication to diversity, equity, and inclusion. This is evident in her active involvement in numerous organizations and initiatives focused on promoting equitable access to care and fostering inclusive practices. She currently serves as Co-Chair of the Riverside Health Diversity Committee, where she plays a pivotal role in shaping organizational policies and practices to ensure they are culturally sensitive and meet the diverse needs of the community. Her commitment to DEI is further demonstrated by her board membership in the Virginia Nurses Association Diversity, Equity, and Inclusion Committee, highlighting her influence at the state level. Her career also reflects a strong commitment to trauma-informed care. Deborah's work with vulnerable populations, such as her development and implementation of a patient navigation program for prostate cancer patients and her involvement with the Newport News Domestic Violence Community Taskforce, demonstrate deep understanding of the impact of trauma and the importance of providing care that is sensitive to patients' experiences. Deborah's career is a testament to her exceptional leadership, clinical expertise, and unwavering dedication to advancing the nursing profession.

and promoting equitable, compassionate care.

### Contact Information

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