

Pamela Hays' ADDRESSING Model of Identity

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Each individual has a multitude of identities and holds memberships in various social groups; these social memberships either provide privilege (agent ranks) or are subject to marginalization (target ranks) (Nieto et al., 2010). Nieto and colleagues draw from the "ADDRESSING" Model developed by Pamela Hays (2001, 2008) which outlines a multidimensional conceptualization of identity and intersectionality:

- A.** Age and Generational Influences
- DD.** Developmental and Acquired Disabilities
- R.** Religion and Spiritual Orientation
- E.** Ethnicity and Racial Identity
- S.** Social Class Culture
- S.** Sexual Orientation
- I.** Indigenous Heritage
- N.** National Origin
- G.** Gender

While SAMHSA's sixth trauma-informed principles only explicitly names cultural, historical, and gender issues, it is important that trauma-informed practitioners consider the multiplicity of identities and their determining influence on an individual's experiences of trauma, life, work, and treatment. It also appears that early publications on trauma-informed principles did not include this sixth principle - it was later added to the original list of five trauma-informed principles. This, by itself, is interesting in that without this final principle, SAMHSA appears to have concluded there was a missing piece to the puzzle of providing trauma-informed care.

Which of the ADDRESSING categories do I have privileged positions in? Which do I have marginalized positions in?

How often do I work with clients who have marginalized positions in each of these layers of identity?
