Growing a Trauma Informed Organization

1. RAISE AWARENESS
   Attend a trauma informed systems (TIS-101) to explore adopting the principles.*

2. ROOT PRINCIPLES FOR TRAUMA INFORMED SYSTEMS
   Offer TIS 101 to every person to build foundational knowledge around trauma and racial justice.

3. COMPLETE READINESS COACHING SESSION
   Offer TIS 101 to every person to build foundational knowledge around trauma and racial justice.

4. LEADERSHIP COMMITS TO CHANGE MODEL
   Align organizational policies to practices
   Engage relational leadership practices in learning communities

5. EVALUATE ORGANIZATIONAL READINESS
   Evaluate the organization's trauma informed practices, policies, principles, and commitment through organizational tools.

6. BUILD FOUNDATIONAL KNOWLEDGE
   Complete a tool for organizations in pre-contemplation phase to grow from individual/seed awareness to organizational readiness.

7. ENGAGE DIVERSE AND MULTI-LEVEL WORKGROUPS
   Build internal organizational workgroup/-champions team with diverse membership.

8. USE ORGANIZATIONAL GROWTH & HEALING PLAN AS GUIDE
   Complete a tool for organizations in pre-contemplation phase to grow from individual/seed awareness to organizational readiness.

*Principles adapted from the San Francisco Department of Public Health.