



Trauma-Informed Leadership Team (TILT)

Primary Purpose:

The TILT is a working group made up of staff across all roles and departments who are committed to leading organizational trauma-informed work. The TILT will utilize organizational data to advance organizational trauma-informed work. This activity supports moving from knowledge change to practice and policy change by establishing and onboarding an internal or cross-division TILT team to design, implement and evaluate 1-2 practice change cycles and at least one (1) org structural change cycle (policy, protocol, environmental) each year.

Goals:

- To move from knowledge change to practice change, focusing on the completion of organizational practice change and structural change (policy, protocol, or environmental)
- To increase the skills of diverse staff in organizational change management and support teams to implement, study, and iterate on organizational changes

Details:

Trauma Transformed coaches focus on the scaling, recruitment, support, and sustainability of the TILT team for at least the initial year to two years. TILT activities include-facilitation, and change management training.

Outcome:

Organization will have an internal team of leaders/champions with the skills to continue to assess, implement and manage the to TIS initiatives to support long term sustainability

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