





TIDE Organizational Change Framework

What is Trauma Informed Practice?

Trauma Informed Practice (TIP) is a strengths based-approach based on an understanding that many forms of violence and trauma are common. TIP at the client, staff and organization levels is guided by the core principles of:

- ▶ Trauma awareness
- ➤ Safety and trustworthiness
- Choice and collaboration
- ▶ Building of skills

Framework for Change

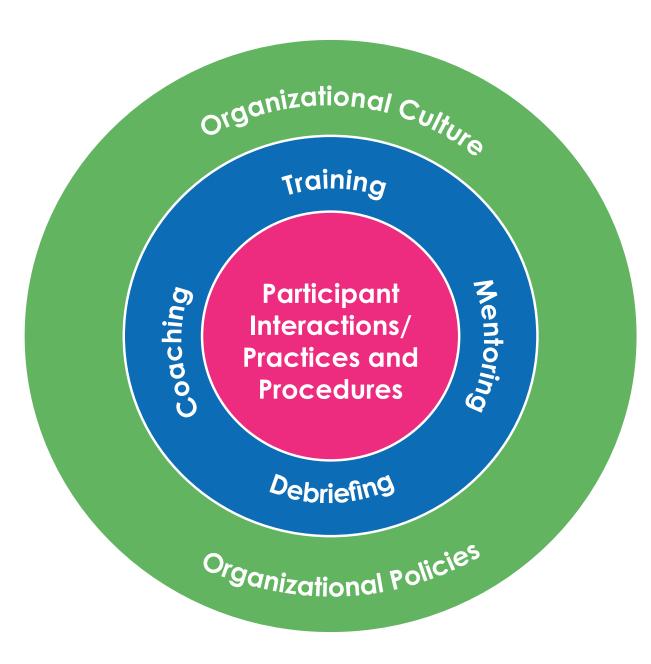
This framework will serve as a guide for organizational shifts at YWCA Toronto in adopting and integrating Trauma-Informed Practice (TIP).

- There are three levels of change required to integrate TIP into the YWCA Toronto organization.
- All staff, participants and partners will be affected by the adoption of TIP.
- Hence, a strategy for incorporating TIP principles and practices, and monitoring its progess with regular assessment is required.

Timeline



Three Levels of Change





Levels and Indicators of Change

Performance indicators and indicators of change can guide change at all three levels.

Participant Level
Relational, educational and procedural practices

2 Program/Site Level
Learning mechanisms
involving staff

Organizational Level

Culture and policy

*All levels are contingent
on this one*

► Participant Level

Sample Indicators

- Education and skill development
- Wellness and safety
- Collaboration in program design
- ► Program/Site Level Sample Indicators
- YWCA Toronto staff skill development
- Staff wellness and safety
- ► Organizational Level Sample Indicators
 - Agency culture and policies
 - Action by leadership

Monitoring

There is ongoing monitoring required during and after integrating TIP. This monitoring will be integrated into the Quality Framework at several levels to monitor and measure:

- How understanding about TIP is changing among staff, participants and partners.
- How relationships, collaboration and leadership approaches are developing and changing among staff, participants and partners.
- How contextual shifts towards trauma informed policies and practices are taking place, including policies, practices, procedures and organizational culture.



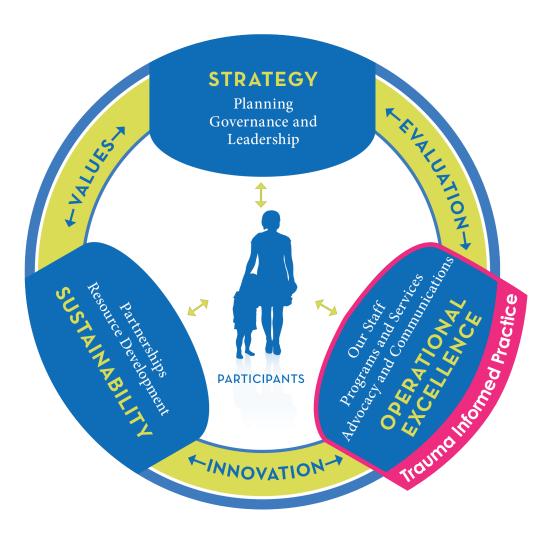




Context of TIDE at YWCA Toronto

TIP integrates with other approaches used by YWCA Toronto within the Association's overall Quality Framework.

YWCA Quality Framework



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