

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 progress with regular assessment is required.

Three Levels of Change



Timeline

Spring 2017 - Summer 2018
Develop and refine
organizational framework

Summer 2017 - Summer 2018
Ongoing community of inquiry
(staff learning mechanism)

Fall 2017 - Summer 2018
Develop training and resources

Fall 2018 - Summer 2019
Training for staff

Winter - Spring 2019
Certificate for participants

Fall 2019 - Winter 2020
Develop website

Spring 2020 - Fall 2020
Disseminate findings



Levels and Indicators of Change

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



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

