



Trauma-Informed Leadership Team (TILT) Overview

The Trauma Informed Leadership Team (TILT) is a principal-driven, accountable group, working in the spirit of trauma-informed principles. The goal of the TILT is to review, shape, and lead the paradigm shift to embed trauma informed principles into policies, procedures, and practices within your organization. The TILT leads the identification, adoption and sustainability plans while building on the organization's strengths, aligning with the organization culture and centering on equity. The CARE Community Trauma Informed Principles:

Safety –

Building relationships with others based on mutual respect and inclusion of all individuals. The goal is to promote a secure, safe, physically and emotionally, environment by building positive relationships that build resiliency for all in each interaction.

Trustworthiness & Transparency-

Fostering positive relationships based on trust and honesty. Share as much information as possible, relational.

Peer Support-

Identifying common concerns within the community and engaging in collective problem solving. This means recognizing and actively working towards solving the needs of every individual.

Collaboration and Mutuality-

Recognizing the importance of all roles within the organization and developing equal opportunities for decision making. Best practice is to collaborate with community members, families, and organizations within Snohomish County to promote trauma informed principles and systems of care.

Empowerment, Voice, and Choice-

Recognizing that every person's experience is unique and requires an individualized approach. Create opportunities and systems that empower *all* individual's voice and choice. Seek staff and consumers input.

Resiliency-

Building resiliency by modeling compassion and regulation with each interaction and by providing skills and protective factors. Providing the opportunity to promote recovery and the ability to bounce back from adverse conditions.

Cultural, Historical, Gender issues-

Appreciating and celebrating the differences and each individual's unique experiences by practicing cultural competency. Implementing a competency lens of cultural, historical and gender issues in your daily work.

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When organizations build a Trauma-Informed System, they are fostering opportunities to be compassionate, curious and less reactive to stress. Creating an environment where all those, both inside and outside of the organization feel valued, welcomed, respected, and build positive connections and relationships that promote wellbeing, resilience and healing.

Who: A diverse group of staff members representing all levels, divisions, departments and/or teams. Consider including a variety of perspectives, experience and roles. Examples include:

- Executive
- Administration
- Service providers
- Support staff – consumer facing staff
- Human Resources
- Marketing
- Consumers

When: A consistent time and place that is protected within the organization

- Recommend monthly but the most important aspect is that the meetings are consistent and reliable.

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What: The team is responsible for assessing, implementing and co-creating a sustainability plan for the Trauma Informed policies, procedures and practices. In the spirit of collaboration, the team should put effort toward to value all voices, flatten the hierarchy and model the Trauma Informed Principles in their meetings. Examples include:

- Co-creating norms, group agreements, intent/mission, vision for group
- Create a compassionate, brave space
- Set agendas
- Co create meeting protocols: how agendas are set, minutes, in person vs. virtual norms, reviewing norms when a new person joins, etc.
- Set roles (facilitator, data, note taker, timekeeper, etc.). Determine if those roles are set or rolling.
- Consider how to include self-care into the meeting, such as food, ritual, poems, and meditations, check in, and check out, etc.
- Commitment to participation: establish length of commitment, i.e., 1 year, consider how new people will join, guidelines when someone needs to step down (maybe ask them to help with recruitment and orientation for their replacement), etc. .
- Let data drive the work – use organizational assessment tools annually to determine areas of focus.
- Communicate with all staff – share the work, gain input, engage as many people as possible, including your Board of Directors.
- Think of projects in small do-able steps, start with something that is highly visible to others.
- Help support training plan for the first year, new staff, etc.