

# Growing a Trauma Informed Organization

Implement an organizational growth and healing plan and embed into workforce groups

**8** USE ORGANIZATIONAL GROWTH & HEALING PLAN AS GUIDE

GROWTH PLAN 1  
Adopt trauma-focused practices  
GROWTH PLAN 2  
Align organizational policies to practices  
GROWTH PLAN 3  
Engage relational leadership practices in learning communities

**7** ENGAGE DIVERSE AND MULTI-LEVEL WORKGROUPS

Build internal organizational workgroup/-champions team with diverse membership.

Offer TIS 101 to every person to build foundational knowledge around trauma and racial justice.

**6** BUILD FOUNDATIONAL KNOWLEDGE

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

**5** EVALUATE ORGANIZATIONAL READINESS

Explore readiness findings with leadership. Enlist commitment towards organizational growth.

**4** LEADERSHIP COMMITS TO CHANGE MODEL

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

**3** COMPLETE READINESS COACHING SESSION

**1** RAISE AWARENESS

**2** ROOT PRINCIPLES FOR TRAUMA INFORMED SYSTEMS  
Attend a trauma informed systems (TIS-101) to explore adopting the principles.\*

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