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.

**Timeline**

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2017 - Summer 2018</td>
<td>Develop and refine organizational framework</td>
</tr>
<tr>
<td>Summer 2017 - Summer 2018</td>
<td>Ongoing community of inquiry (staff learning mechanism)</td>
</tr>
<tr>
<td>Fall 2017 - Summer 2018</td>
<td>Develop training and resources</td>
</tr>
<tr>
<td>Fall 2018 - Summer 2019</td>
<td>Training for staff</td>
</tr>
<tr>
<td>Winter - Spring 2019</td>
<td>Certificate for participants</td>
</tr>
<tr>
<td>Fall 2019 - Winter 2020</td>
<td>Develop website</td>
</tr>
<tr>
<td>Spring 2020 - Fall 2020</td>
<td>Disseminate findings</td>
</tr>
</tbody>
</table>

**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
Levels and Indicators of Change

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

1. **Participant Level**
   - Relational, educational and procedural practices

2. **Program/Site Level**
   - Learning mechanisms involving staff

3. **Organizational Level**
   - Culture and policy
   - *All levels are contingent on this one*

**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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