COLLECTIVE IMPACT CORE

4/5/2023

COMMON AGENDA

To become a more trauma-informed and resilient community where:
Everyone has what they need to be well.
Everyone understands trauma and its impact.
Everyone has what they need to support themselves and each other.

Take Attendance

Do we have a quorum for today's meeting?

50% + 1 of total membership AND at least one representative from each work group. For this process, the backbone will function as a work group.

Cradle to Career	Tim Kelly	Kelly McNicol		
Lenawee Essential Needs Council	Linda Needham	De'Angelo Boone	Laura Schultz-Pipis	Vickie Pfeifer
Lenawee Financial Stability Coalition	Clint Brugger	Ashley Vandenbusche	Angie Shepherd	
Lenawee Health Network	Frank Nagle	Sue Lewis		
OneLenawee	Chris Miller	Bronna Kahle		
Backbone	Kathryn Szewczuk	Jackie Bradley	Madeline DeMarco	

DECISION

Informal Consensus

State the proposal. Check for objections. If no objections, the proposal is approved as presented. If there are objections, open discussion to revise the proposal. Repeat as needed.

<u>Proposal</u>: Approve 4/5/2023 Agenda & 3/1/2023 Minutes, as written

Objections? ☐ Yes ☐ No

Discussion (if needed):

Result: ☐ Approved, as written ☐ Approved, as revised ☐ Not approved

DECISION

Formal Consensus

State the proposal. Take a position poll. <u>If everyone Agrees</u>, move forward with the proposal. <u>If there are any other positions</u>, open discussion to revise the proposal. Repeat as needed.

Proposal: Approve the Core Membership Agreement & Shared Understandings, as written.

Position Poll #1

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."

Proposal:

Discussion

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Proposal:

Position Poll #2

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."

Agreement:

What needs to happen next?

ACTION PLANNING

Step 1: Complete an assessment to determine work groups' current states re: being Trauma Informed

Complete an assessment to determine work groups' current states re: being Trauma-Informed
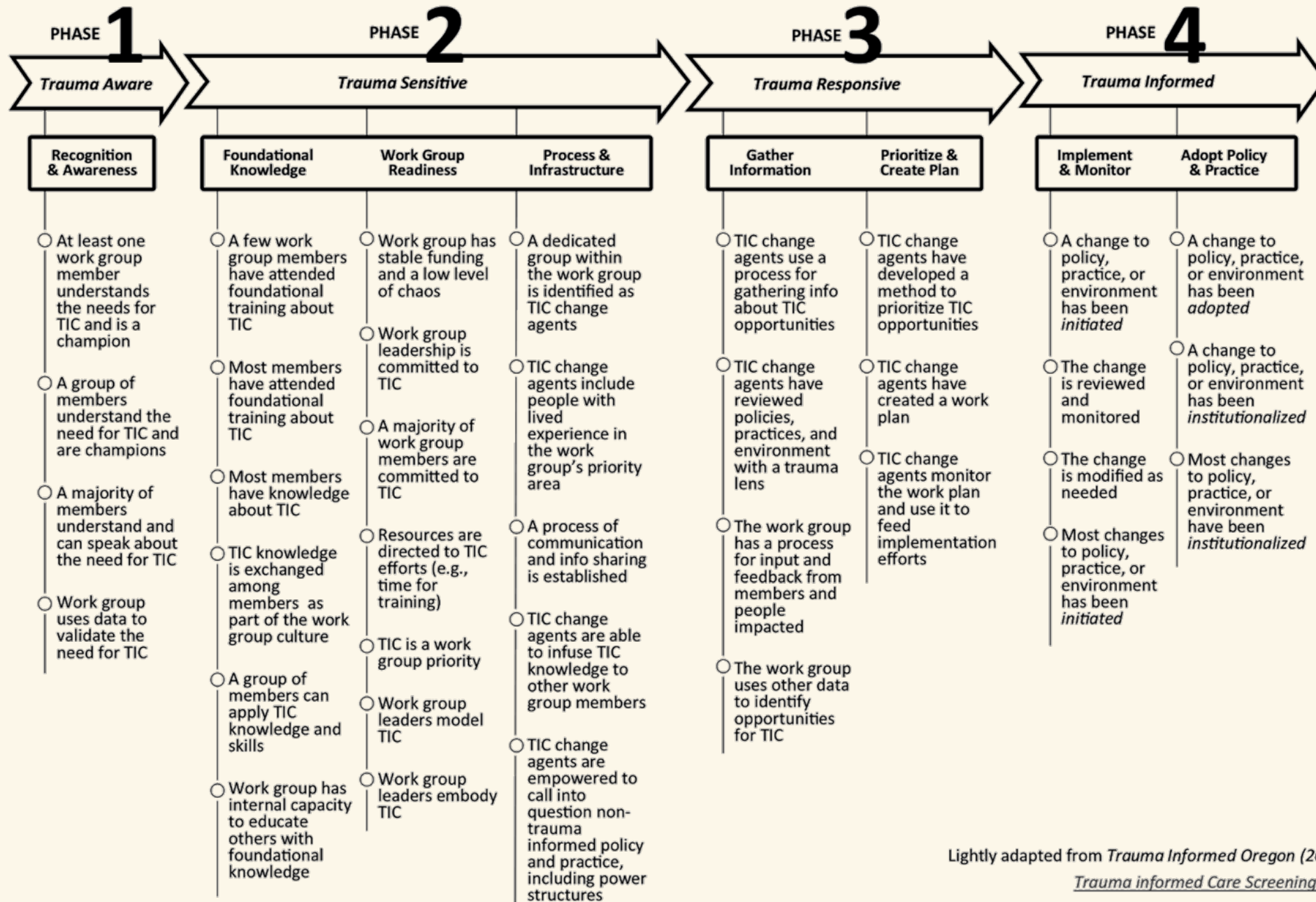
What happened since our last meeting?

- **Work group reps** will introduce Temperature Check at Work Group meeting
  - emphasize there is no way to fail the temperature check
  - set aside time to complete the temperature check in the meeting
  - send out a link after the meeting & set a due date, as appropriate
- All temperature checks submitted by March 24th
- **Jackie** will present results at April 5th Core Meeting
- **Jackie** will add to our next meeting agenda – what are the impacts of Cradle to Career's decision? What is our new proposal to move the work forward?

Temperature Check Responses

	# of Responses
Cradle to Career	0
Hunger Free Lenawee	17
Transportation Task Force	0
Continuum of Care	7
Lenawee Financial Stability Coalition	3
Lenawee Health Network	6
OneLenawee	5

TRAUMA-INFORMED CARE SCREENING TOOL

PHASE 1 — Trauma Aware

Recognition & Awareness

- At least one work group member understands the needs for TIC and is a champion
- A group of members understand the need for TIC and are champions
- A majority of members understand and can speak about the need for TIC
- Work group uses data to validate the need for TIC

PHASE 2 — Trauma Sensitive

Foundational Knowledge

- A few work group members have attended foundational training about TIC
- Most members have attended foundational training about TIC
- Most members have knowledge about TIC
- TIC knowledge is exchanged among members as part of the work group culture
- A group of members can apply TIC knowledge and skills
- Work group has internal capacity to educate others with foundational knowledge

Work Group Readiness

- Work group has stable funding and a low level of chaos
- Work group leadership is committed to TIC
- A majority of work group members are committed to TIC
- Resources are directed to TIC efforts (e.g., time for training)
- TIC is a work group priority
- Work group leaders model TIC
- Work group leaders embody TIC

Process & Infrastructure

- A dedicated group within the work group is identified as TIC change agents
- TIC change agents include people with lived experience in the work group's priority area
- A process of communication and info sharing is established
- TIC change agents are able to infuse TIC knowledge to other work group members
- TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures

PHASE 3 — Trauma Responsive

Gather Information

- TIC change agents use a process for gathering info about TIC opportunities
- TIC change agents have reviewed policies, practices, and environment with a trauma lens
- The work group has a process for input and feedback from members and people impacted
- The work group uses other data to identify opportunities for TIC

Prioritize & Create Plan

- TIC change agents have developed a method to prioritize TIC opportunities
- TIC change agents have created a work plan
- TIC change agents monitor the work plan and use it to feed implementation efforts

PHASE 4 — Trauma Informed

Implement & Monitor

- A change to policy, practice, or environment has been *initiated*
- The change is reviewed and monitored
- The change is modified as needed
- Most changes to policy, practice, or environment has been *initiated*

Adopt Policy & Practice

- A change to policy, practice, or environment has been *adopted*
- A change to policy, practice, or environment has been *institutionalized*
- Most changes to policy, practice, or environment have been *institutionalized*

Lightly adapted from *Trauma Informed Oregon (2018).*
Trauma informed Care Screening Tool

Hunger Free Lenawee (17 responses)

Trauma Aware		Trauma Sensitive						Trauma Responsive				Trauma Informed			
Recognition & Awareness		**Foundational Knowledge**		**Work Group Readiness**		**Process & Infrastructure**		**Gather Information**		**Prioritize & Create Plan**		**Implement & Monitor**		**Adopt Policy & Practice**	
1	At least one work group member understands the need for TIC and is a champion	1	A few work group members have attended foundational training about TIC	0.65	Work group has stable funding and a low level of chaos	0	A dedicated group within the work group is identified as TIC change agents	0	TIC Change Agents use a process for gathering info about TIC opportunities	0	TIC change agents have developed a method to prioritize TIC opportunities	0.47	A change to policy, practice, or environment has been initiated	0.12	A change to policy, practice, or environment has been adopted
1	A group of members understand the need for TIC and are champions	0	Most members have attended foundational training about TIC	0.59	Work group leadership is committed to TIC	0	TIC change agents include people with lived experience in the work group's priority area	0	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0	TIC change agents have created a work plan	0.12	The change is reviewed and monitored	0.12	A change to policy, practice, or environment has been institutionalized
0	A majority of members understand and can speak about the needs for TIC	0	Most members have knowledge about TIC	0.71	A majority of work group members are committed to TIC	0	A process of communication and info sharing is established	0.41	The work group has a process for input and feedback from members and people impacted	0	TIC change agents monitor the work plan and use it to feed implementation efforts	0.12	Most changes to policy, practice, or environment have been initiated	0.12	Most changes to policy, practice, or environment have been institutionalized
0.18	Work group uses data to validate the need for TIC	0.24	TIC knowledge is exchanges among members as part of the work group culture	0.24	Resources are directed to TIC efforts	0	TIC change agents are able to infuse TIC knowledge to other members	0.06	The work group uses other data to identify opportunities for TIC						
		0.47	A group of members can apply TIC knowledge and skills	0.29	TIC is a work group priority	0	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures								
				0.53	Work group leaders model TIC										
				0.47	Work group leaders embody TIC										

Continuum of Care (7 responses)

Trauma Aware		Trauma Sensitive						Trauma Responsive				Trauma Informed			
Recognition & Awareness		**Foundational Knowledge**		**Work Group Readiness**		**Process & Infrastructure**		**Gather Information**		**Prioritize & Create Plan**		**Implement & Monitor**		**Adopt Policy & Practice**	
0	At least one work group member understands the need for TIC and is a champion	1	A few work group members have attended foundational training about TIC	0.57	Work group has stable funding and a low level of chaos	0.43	A dedicated group within the work group is identified as TIC change agents	0.14	TIC Change Agents use a process for gathering info about TIC opportunities	0	TIC change agents have developed a method to prioritize TIC opportunities	0.57	A change to policy, practice, or environment has been initiated	0.29	A change to policy, practice, or environment has been adopted
0	A group of members understand the need for TIC and are champions	1	Most members have attended foundational training about TIC	1.00	Work group leadership is committed to TIC	0.14	TIC change agents include people with lived experience in the work group's priority area	0	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0	TIC change agents have created a work plan	0.29	The change is reviewed and monitored	0.43	A change to policy, practice, or environment has been institutionalized
0	A majority of members understand and can speak about the needs for TIC	0	Most members have knowledge about TIC	1.00	A majority of work group members are committed to TIC	0.43	A process of communication and info sharing is established	0.50	The work group has a process for input and feedback from members and people impacted	0	TIC change agents monitor the work plan and use it to feed implementation efforts	0.29	Most changes to policy, practice, or environment have been initiated	0	Most changes to policy, practice, or environment have been institutionalized
0.43	Work group uses data to validate the need for TIC	0.71	TIC knowledge is exchanges among members as part of the work group culture	0.57	Resources are directed to TIC efforts	0.29	TIC change agents are able to infuse TIC knowledge to other members	0.14	The work group uses other data to identify opportunities for TIC						
		0.71	A group of members can apply TIC knowledge and skills	0.71	TIC is a work group priority	0	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures								
				1.00	Work group leaders model TIC										
				0.71	Work group leaders embody TIC										

Lenawee Financial Stability Coalition (3 responses)

Trauma Aware		Trauma Sensitive						Trauma Responsive				Trauma Informed			
Recognition & Awareness		**Foundational Knowledge**		**Work Group Readiness**		**Process & Infrastructure**		**Gather Information**		**Prioritize & Create Plan**		**Implement & Monitor**		**Adopt Policy & Practice**	
0	At least one work group member understands the need for TIC and is a champion	0	A few work group members have attended foundational training about TIC	0.67	Work group has stable funding and a low level of chaos	0.33	A dedicated group within the work group is identified as TIC change agents	0.33	TIC Change Agents use a process for gathering info about TIC opportunities	0.33	TIC change agents have developed a method to prioritize TIC opportunities	0.67	A change to policy, practice, or environment has been initiated	0.33	A change to policy, practice, or environment has been adopted
0	A group of members understand the need for TIC and are champions	1	Most members have attended foundational training about TIC	1.00	Work group leadership is committed to TIC	0.33	TIC change agents include people with lived experience in the work group's priority area	0.33	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0.33	TIC change agents have created a work plan	0.33	The change is reviewed and monitored	0.33	A change to policy, practice, or environment has been institutionalized
0	A majority of members understand and can speak about the needs for TIC	0	Most members have knowledge about TIC	1.00	A majority of work group members are committed to TIC	0.33	A process of communication and info sharing is established	0.50	The work group has a process for input and feedback from members and people impacted	0.33	TIC change agents monitor the work plan and use it to feed implementation efforts	0.33	Most changes to policy, practice, or environment have been initiated	0.33	Most changes to policy, practice, or environment have been institutionalized
0.33	Work group uses data to validate the need for TIC	1.00	TIC knowledge is exchanges among members as part of the work group culture	1.00	Resources are directed to TIC efforts	0.33	TIC change agents are able to infuse TIC knowledge to other members	0.33	The work group uses other data to identify opportunities for TIC							
		1.00	A group of members can apply TIC knowledge and skills	1.00	TIC is a work group priority	0.33	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures								
				1.00	Work group leaders model TIC										
				1.00	Work group leaders embody TIC										

Lenawee Health Network (6 responses)

Trauma Aware → Trauma Sensitive → Trauma Responsive → Trauma Informed

Trauma Aware

Recognition & Awareness

Score	Item
1	At least one work group member understands the need for TIC and is a champion
1	A group of members understand the need for TIC and are champions
0	A majority of members understand and can speak about the needs for TIC
0.67	Work group uses data to validate the need for TIC

Trauma Sensitive

Foundational Knowledge

Score	Item
1	A few work group members have attended foundational training about TIC
1	Most members have attended foundational training about TIC
0	Most members have knowledge about TIC
1.00	TIC knowledge is exchanges among members as part of the work group culture
1.00	A group of members can apply TIC knowledge and skills

Work Group Readiness

Score	Item
0.42	Work group has stable funding and a low level of chaos
1.00	Work group leadership is committed to TIC
1.00	A majority of work group members are committed to TIC
0.50	Resources are directed to TIC efforts
1.00	TIC is a work group priority
0.67	Work group leaders model TIC
0.50	Work group leaders embody TIC

Process & Infrastructure

Score	Item
0.33	A dedicated group within the work group is identified as TIC change agents
0	TIC change agents include people with lived experience in the work group's priority area
0.33	A process of communication and info sharing is established
0.33	TIC change agents are able to infuse TIC knowledge to other members
0	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures

Trauma Responsive

Gather Information

Score	Item
0.33	TIC Change Agents use a process for gathering info about TIC opportunities
0.17	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens
0.75	The work group has a process for input and feedback from members and people impacted
0.67	The work group uses other data to identify opportunities for TIC

Prioritize & Create Plan

Score	Item
0.17	TIC change agents have developed a method to prioritize TIC opportunities
0	TIC change agents have created a work plan
0	TIC change agents monitor the work plan and use it to feed implementation efforts

Trauma Informed

Implement & Monitor

Score	Item
0.50	A change to policy, practice, or environment has been initiated
0.33	The change is reviewed and monitored
0.33	Most changes to policy, practice, or environment have been initiated

Adopt Policy & Practice

Score	Item
0.33	A change to policy, practice, or environment has been adopted
0.17	A change to policy, practice, or environment has been institutionalized
0.17	Most changes to policy, practice, or environment have been institutionalized

OneLenawee (5 responses)

Trauma Aware		Trauma Sensitive						Trauma Responsive				Trauma Informed			
Recognition & Awareness		**Foundational Knowledge**		**Work Group Readiness**		**Process & Infrastructure**		**Gather Information**		**Prioritize & Create Plan**		**Implement & Monitor**		**Adopt Policy & Practice**	
0	At least one work group member understands the need for TIC and is a champion	0	A few work group members have attended foundational training about TIC	0.30	Work group has stable funding and a low level of chaos	0.40	A dedicated group within the work group is identified as TIC change agents	0.20	TIC Change Agents use a process for gathering info about TIC opportunities	0	TIC change agents have developed a method to prioritize TIC opportunities	0.20	A change to policy, practice, or environment has been initiated	0	A change to policy, practice, or environment has been adopted
0	A group of members understand the need for TIC and are champions	0	Most members have attended foundational training about TIC	0.60	Work group leadership is committed to TIC	0.20	TIC change agents include people with lived experience in the work group's priority area	0	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0	TIC change agents have created a work plan	0	The change is reviewed and monitored	0	A change to policy, practice, or environment has been institutionalized
0	A majority of members understand and can speak about the needs for TIC	0	Most members have knowledge about TIC	0.80	A majority of work group members are committed to TIC	0.20	A process of communication and info sharing is established	0.80	The work group has a process for input and feedback from members and people impacted	0	TIC change agents monitor the work plan and use it to feed implementation efforts	0	Most changes to policy, practice, or environment have been initiated	0	Most changes to policy, practice, or environment have been institutionalized
0.20	Work group uses data to validate the need for TIC	0.60	TIC knowledge is exchanges among members as part of the work group culture	0.60	Resources are directed to TIC efforts	0.20	TIC change agents are able to infuse TIC knowledge to other members	0.20	The work group uses other data to identify opportunities for TIC						
		0.40	A group of members can apply TIC knowledge and skills	0.20	TIC is a work group priority	0.40	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures								
				0.60	Work group leaders model TIC										
				0.60	Work group leaders embody TIC										

Complete an assessment to determine work groups' current states re: being Trauma-Informed

What did we learn?

Complete an assessment to determine work groups' current states re: being Trauma-Informed

What needs to happen next?

ONGOING STRATEGIES

Address the Common Agenda in all Work Groups

What happened since our last meeting?

- **Everyone** will present the continue to present the Principles of Trauma-Informed Care at their upcoming work group meetings

Address the Common Agenda in all Work Groups

What have we learned?

	C2C	LENC			LFSC	LHN	OL
		CoC	Hunger	Transp.			
Safety		X	X	X	X	X	X
Trust & Transparency		X	X		X	X	X
Peer Support & Mutual Self-Help		X			X	X	X
Collaboration & Mutuality						X	X
Empowerment, Voice, & Choice						X	
Cultural, Historical, & Gender Issues						X	

Address the Common Agenda in all Work Groups

Successes

LHN
- someone who is not Core member said "wow! good conversation"
- Frank received an email from LHN member linking topic to content of meeting
- group warmed up after the first one; great engagement!
- snowball effect; generating great engagement

CoC
- safety came up in discussion naturally, very powerful – discussion provoked action

OneLenawee
- great conversation, resulted in action within meeting

LFSC
- someone who isn't a member of the Core brought up the importance of trauma-informed practices in relation to financial empowerment seminars

Hunger Free Lenawee
- Presented first principle, got lots of great examples (from ~9 of 13 people)

Address the Common Agenda in all Work Groups

Lessons Learned

- Asked leadership to prep examples in advance to get conversation going

- Asked members to be specific re: examples in their sphere

- Extra support available from Jackie & Madeline

- Working with work group reps to figure out who will present

- How to keep momentum up?
  - integrate trauma into each goal
  - how do our goals reflect the principles of trauma-informed care?
  - how can we use this knowledge in the work that's already happening?

Address the Common Agenda in all Work Groups

What needs to happen next?

- **Everyone** will continue to present the Principles of Trauma-Informed Care at their upcoming work group meetings

Develop a Collaborative Governance Agreement

What happened since our last meeting?

- **Collaborative Governance Sub-Committee** will meet to review and recommend final governance documents (tentatively February)
  - **Jackie** will present recommended governance documents
- **Jackie and Madeline** will re-design our meeting agendas to keep the agreements front-and-center

Develop a Collaborative Governance Agreement

What have we learned?

Develop a Collaborative Governance Agreement

What needs to happen next?

EMERGING ISSUES

Quarterly In-Person Meetings

What happened since our last meeting?
- **Jackie** will start coordinating a quarterly in-person meeting (May)

What have we learned?

What needs to happen next?

Riverview Terrace
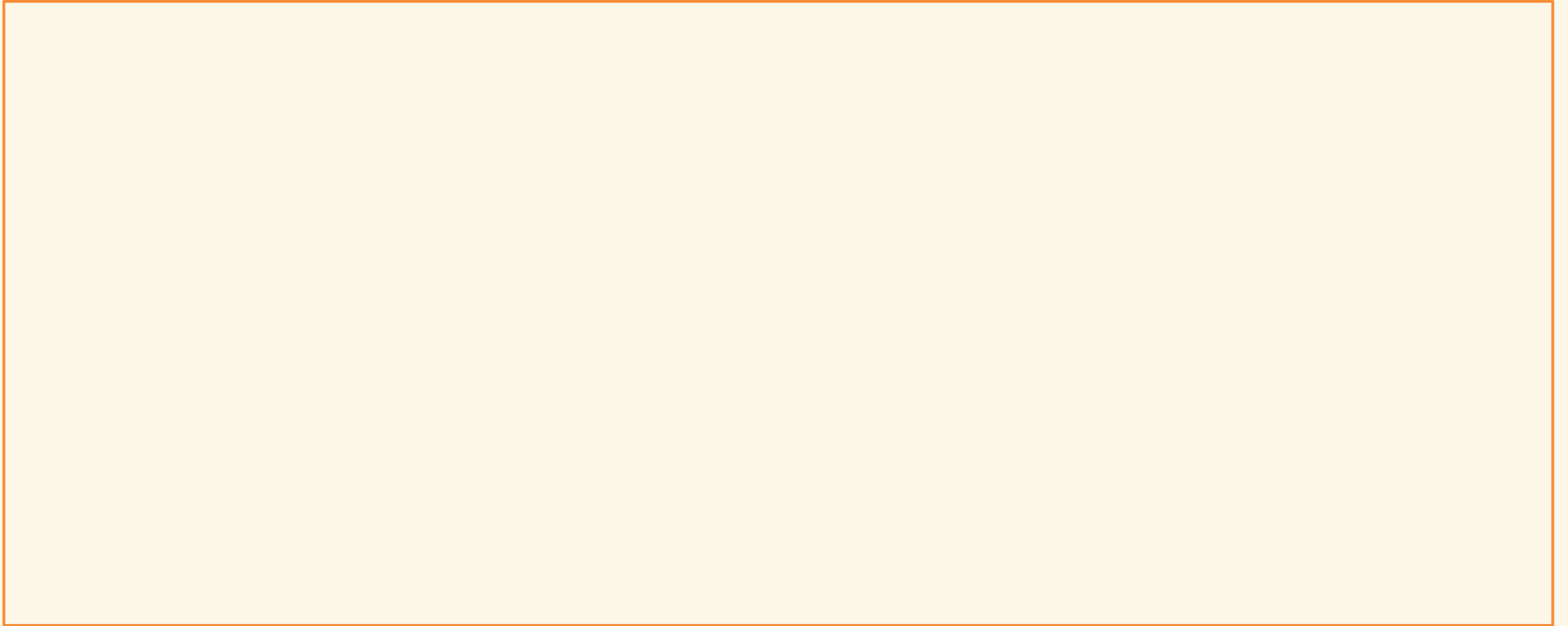
Core Website

Website: www.LenaweeCollectiveImpact.org

Email Address: LenaweeCollectiveImpact@gmail.com

What's happened since our last meeting?
- Transportation Task Force Reps will add the Core email address to their distribution list
- Cradle to Career Reps will add the Core email address to their distribution list

What have we learned?

Other emerging issues
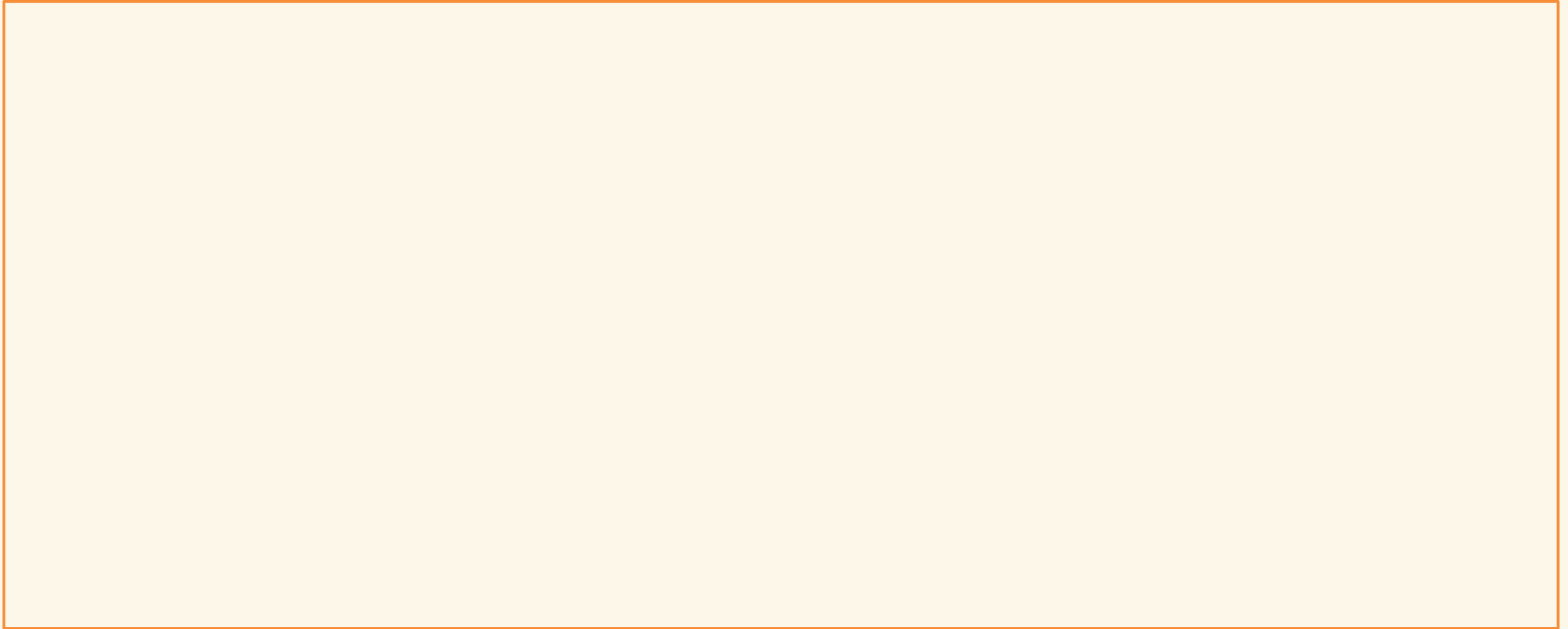
MEETING CHECK-OUT

What action will be taken before our next meeting? By who?

What needs to be added to next month's agenda? Any new activities we should consider?

What feedback do you have about today's meeting?

NEXT MEETING

5/3/2023 from 10:00 – 11:30 am

IN-PERSON! (at PlaneWave)

Proposal:

Position Poll #1
State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."

Proposal:

Discussion

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Proposal:

Position Poll #2

State the proposal. Take a position poll. <u>If everyone Agrees</u>, move forward with the proposal. <u>If there are any other positions</u>, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."