Collective Impact Core
Terms of Reference for Partners in the Collective Impact Effort
Approved by the Collective Impact Core
11/2/2022

What has to be achieved?

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.

Who will take part in it?

All partners (Backbone Organization, Collective Impact Core, Work Groups, People Impacted)

How will it be achieved?

Step 1: Complete an assessment to determine work group's current state re: being Trauma-Informed

Step 2: Become Trauma Aware
Focus A: Recognition & Awareness
1. At least one work group member understands the need for TIC and is a champion
2. A group of work group members understand the need for TIC and are champions
3. A majority of work group members understand and can speak about the need for TIC
4. Work group uses data to validate the need for TIC

Step 3: Become Trauma Sensitive
Focus A: Foundational Knowledge
1. A few work group members have attended foundational training about TIC
2. Most work group members have attended foundational training about TIC
3. Most work group members have knowledge about TIC
4. TIC knowledge is exchanged among work group members as part of the work group
5. A group of work group members can apply TIC knowledge and skills

Focus B: Work Group Readiness
1. Work group has stable funding and a low level of chaos
2. Work group leadership is committed to TIC
3. A majority of work group members are committed to TIC
4. Resources are directed to TIC efforts (e.g., time for training, etc.)
5. TIC is a work group priority
6. Work group leaders model TIC
7. Work group leaders embody TIC

* TIC = Trauma Informed Care

Focus C: Process & Infrastructure
1. A dedicated group within the work group is identified as TIC change agents
2. TIC change agents include people with lived experience in the work group's priority area
3. A process of communication and information sharing is established
4. TIC change agents are able to infuse TIC knowledge to other work group members
5. TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures

Step 4: Become Trauma Responsive
Focus A: Gather Information
1. TIC change agents use a process for gathering info about TIC opportunities
2. TIC change agents have reviewed policies, practices, and environment with a trauma-informed lens
3. The work group has a process for input and feedback from work group members and program/service beneficiaries
4. The work group uses other data to identify opportunities for TIC

Focus B: Prioritize & Create Plan
1. TIC change agents have developed a method to prioritize TIC opportunities
2. TIC change agents have created a work plan
3. TIC change agents monitor the work plan and use it to feed implementation efforts

Step 5: Become Trauma Informed
Focus A: Implement & Monitor
1. A change to policy, practice, or environment has been initiated
2. The change is reviewed and monitored
3. The change is modified as needed
4. Most changes to policy, practice, or environment have been initiated

Focus B: Adopt Policy & Practice
1. A change to policy, practice, or environment has been adopted
2. A change to policy, practice, or environment has been institutionalized
3. Most changes to policy, practice, or environment have been institutionalized

When will it be achieved?
Short-Term: Complete baseline assessment within 3 months of adopting this document
Intermediate: Re-Assess annually to determine progress and when to shift focus to next step
Long-Term: Achieve goal within 5 years