

# 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:

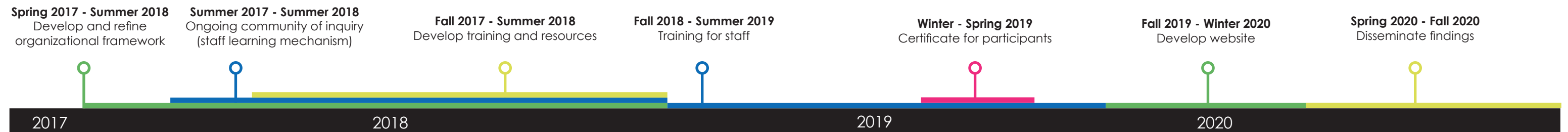
- ▶ Trauma awareness
- ▶ Safety and trustworthiness
- ▶ Choice and collaboration
- ▶ Building of skills

## Framework for Change

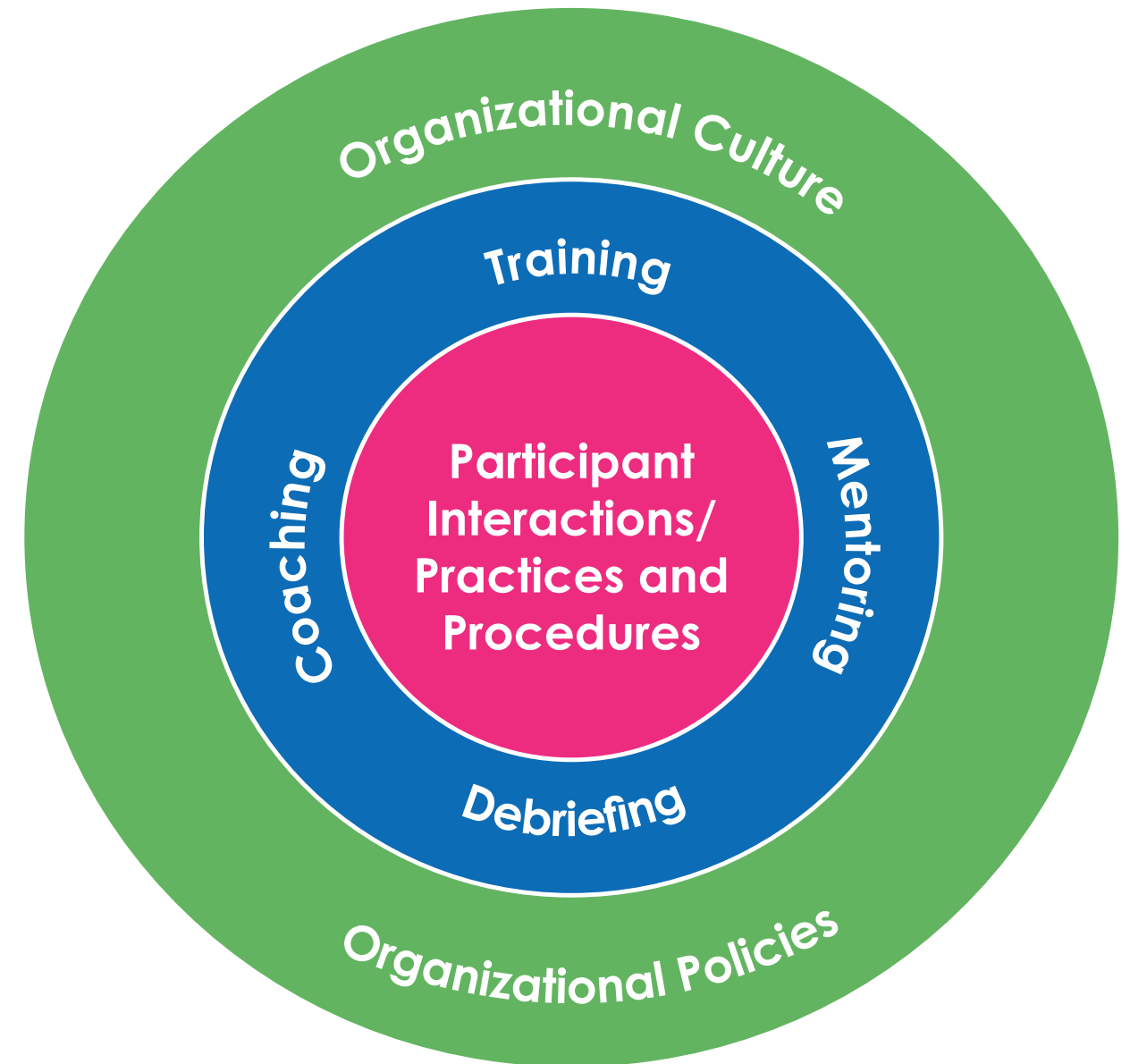
This framework will serve as a guide for organizational shifts at YWCA Toronto in adopting and integrating Trauma-Informed Practice (TIP).

- 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



## Three Levels of Change



# Levels and Indicators of Change

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



## 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

