



AIR's Framework for Building Trauma-Informed Organizations and Systems

AIR's **Framework for Building Trauma-Informed Organizations and Systems** offers a process and tools for adopting trauma-informed care in social service settings. Organizational trauma-informed care is a systemic approach grounded in an understanding of the causes and consequences of trauma and designed to promote healing and resilience. Adopting a universal approach to trauma intervention requires a commitment to changing the practices, policies, and culture of an entire organization. AIR's framework reflects a decade of developing and implementing effective practices to support organizations serving vulnerable children, adults, and families to become trauma-informed.

Our Approach

AIR believes that building trauma-informed organizations is a long-term process that requires

- 1) Organizational commitment to changing culture and practice;
- 2) A framework for organization-wide implementation; and
- 3) Support for organizations throughout the change process.

Guided by systems theory and implementation science, AIR's phased approach to capacity building provides a roadmap for organizations to adopt trauma-informed care.

AIR's framework can be applied to organizations and systems of varied size, structure, and stage in the process of adopting trauma-informed care. AIR recognizes that the process of building trauma-informed organizations and systems is somewhat unique, because each organization will progress in its own way. AIR's framework is adaptable to the needs of particular systems and the populations they serve.

AIR's Framework for Building Trauma-Informed Organizations and Systems includes the following training and technical assistance activities across three phases:

PHASE 1: PREPARING FOR CHANGE

- Gauge baseline level of organizational trauma-informed care using AIR's Trauma-Informed Organizational Capacity Scale.
- Provide introductory training on trauma and trauma-informed care for leadership and staff.
- Explore organizational readiness for change.
- Support organizations to establish the infrastructure for change, including a multidisciplinary work group and mechanisms for communication and monitoring progress.

PHASE 2: IDENTIFYING GOALS

- Guide organizations through a comprehensive self-assessment and goal-setting process using AIR's organizational self-assessment tools to provide concrete examples of trauma-informed practices tailored for specific environments and populations.
- Help organizations identify goals for adopting trauma-informed practices based on self-assessment.
- Provide templates for goal setting and monitoring.

PHASE 3: IMPLEMENTING TRAUMA-INFORMED PRACTICES AND EVALUATING IMPACT

- Provide ongoing, customized training and consultation to help organizations achieve their goals.
- Build capacity across core domains, including building staff knowledge and skills, fostering trauma-informed service delivery, establishing safe and respectful environments and relationships, and promoting trauma-informed procedures and policies.
- Support organizations in evaluating the impact of adopting trauma-informed care on staff and service users.

Expert Contact

For more information on AIR's Framework for Building Trauma-Informed Organizations and Systems or for training and technical assistance for your agency, please contact Kathleen Guarino at kguarino@air.org. Learn more about AIR's instrument to measure trauma-informed care at <http://www.air.org/resource/trauma-informed-organizational-capacity-scale>.