

# New York State Trauma Champions Collaborative Organizational Considerations

## Overview

The New York State Trauma Champions Collaborative (TCC) Organizational Considerations work group's focus is to provide resources available to organizations to assess current practices from a trauma-informed lens and implement measures to become trauma-sensitive and informed.

## Organizational Assessments

Where does your organization stand in terms of being trauma-sensitive and informed? You can take the first step in finding out by accessing these resources, among others:

- Trauma Responsive Understanding Self-Assessment Tool: The [TRUST](#) (TRUST-S for schools) is a strength-based organizational self-assessment tool that provides organizations with a “snapshot” of where they are in their journey towards becoming trauma-sensitive and informed.
- Attitudes Related to Trauma-Informed Care: The [ARTIC Scale](#) is a psychometrically valid measure of professional and para-professional attitudes toward trauma-informed care, and is available in two formats.
- Trauma-Informed Organizational Capacity Scale: The [TIC Scale](#) is a brief, psychometrically validated instrument to measure organizational trauma-informed care across health and human service settings.
- Trauma-Informed Organizational Assessment: The [TIOA](#) is a tool created by the National Center for Child Traumatic Stress to help organizations assess their current practices in the context of serving children and families who have experienced trauma.

## Manuals and Implementation Tools

Once you know where your organization stands, you can access tools like these to implement positive change:

- Concept of Trauma and Guidance for a Trauma-Informed Approach: The Substance Abuse and Mental Health Services Administration's [Concept of Trauma and Guidance for a Trauma-Informed Approach](#) introduces the concept of trauma and offers a framework for becoming a trauma-informed organization, system, or service sector.
- Trauma-Informed Organizational Change Manual: The [Trauma-Informed Organizational Change Manual](#) is designed to guide organizations and systems in planning for, implementing and sustaining a trauma-informed organizational change.

## Highlights from Recent Research

- *“COVID-19 renews the imperative to maintain and strengthen trauma-informed practices and policies – never before has trauma-informed care been so important to promote the health and well-being of all and to protect our marginalized populations at greatest risk.”*  
Collin-Vézina, D., Brend, D., & Beeman, I. (2020). When it counts the most: Trauma-informed care and the COVID-19 global pandemic. *Developmental Child Welfare*, 2(3), 172-179.
- *“Organizational interventions that train staff about trauma-informed practice appear to improve staff knowledge, attitudes, and behaviors for some period of time.”*  
Purtle, J. (2020). Systematic review of evaluations of trauma-informed organizational interventions that include staff trainings. *Trauma, Violence, & Abuse*, 21(4), 725-740.

## Trauma-Informed Care Resources

In addition to the assessments and implementation tools that are available for self-navigation, the following resources are available for further exploration and are potentially available to provide additional expertise, if needed or desired:

- The National Child Traumatic Stress Network (NCTSN): [www.nctsn.org](http://www.nctsn.org)
- The Substance Abuse and Mental Health Administration (SAMHSA): [www.samhsa.gov](http://www.samhsa.gov)
- The Institute on Trauma and Trauma-Informed Care (ITTIC): <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care.html>
- Coordinated Care Services, Inc. (CCSI): [www.ccsi.org](http://www.ccsi.org)
- Finger Lakes Resiliency Network: [www.flxresilience.org](http://www.flxresilience.org)
- The International Society for Traumatic Stress Studies: [www.istss.org](http://www.istss.org)

## Questions?

If you have questions or would like some assistance in exploring available assessments or implementation tools, please don't hesitate to [contact](#) us.