

The National Council for Behavioral Health is pleased to announce the **2021-2022 Trauma-informed, Resilience-oriented Approaches Learning Community**. Since 2011, we have worked with mental health and addictions recovery organizations, social service and community organizations, and schools to implement trauma-informed, resilience-oriented organizational change. This Learning Community will provide participating organizations, systems and communities with the tools and skills to address trauma and promote resilience.

All applications must be completed and submitted through the [online application platform](#).

Learning Community Objectives

The National Council's trauma-informed, resilience-oriented experts will help you develop and implement a complete trauma-informed and resilience-oriented plan to:

- Increase awareness of the impact of trauma, resilience-building strategies, equity and justice and trauma-informed care.
- Implement trauma-informed, resilience-oriented best practices suited to your organization.
- Embed understanding of trauma and resilience into intake, screening and assessment processes.
- Develop a trauma-informed and resilient workforce.
- Build resilience in your workforce through prevention of and response to secondary traumatic stress and compassion fatigue.
- Increase consumer resilience, engagement and involvement.
- Create safe environments that avoid re-traumatization and promote resilience and equity.
- Organize, collect, analyze and utilize data to sustain quality improvement.
- And more ...

Benefits of Participation

- A virtual training on the impact and prevalence of trauma and an introduction to trauma-informed, resilience-oriented care for the Organizational Leadership Team and Core Implementation Team – April 12-13, 2021 (four hours per day)
- A virtual Kickoff Meeting – April 14-15, 2021 (four hours per day)
- A virtual Mid-year Meeting – October 2021 (date to be determined)
- A virtual Summit Meeting – April 2022 (date to be determined)
- Virtual consultation and technical assistance from a team of national experts, including three individual calls, two cohort calls and 10 webinars.
- A thorough self-assessment of your program/organization to guide your action plan.
- An array of tools to support implementation of organizational change.
- Identification of outcomes that include performance indicators and tracking tools.

- A national online community forum with our team of trauma experts and alumni Learning Community members with access to resources, tools and contacts.
- Additional options available for an additional cost:
 - One-day virtual training with expert faculty on focus area of your choice.
 - Four trauma-informed, resilience-oriented leadership coaching sessions.

Financial Information

The National Council will select participants through a competitive application process. The cost to participate in the Learning Community is:

- \$10,000 for National Council member organizations.
- \$15,000 for non-member organizations.
- \$4,500 for a virtual one-day training or site visit (optional).
- \$1,800 for four trauma-informed leadership coaching calls (optional).

Criteria for Selection

In addition to completing the application and providing support materials, applicants need to meet the following criteria:

- Demonstrate commitment to measuring and recording outcomes.
- Able to access web-based meeting services via Zoom.
- Serve culturally diverse populations.

Organizational Commitments

The **Executive Leadership** of each organization must agree to:

1. **Develop a Core Implementation Team (CIT):** Applicants must propose a Team that, at minimum, includes:
 - **Project Lead:** Acts as communication liaison across Team, partners and the National Council as the organization's and CIT's champion of change.
 - **Data Lead:** Ensures consistent monitoring and reporting of initiative outcomes, works to develop workflow for collection and communicate data throughout agency and with the National Council Project Team (*e.g., staff from information technology or quality improvement department*).
 - **Program Representative:** Supports integration and coordination into current programs, knowledgeable of impacts of policy and procedural changes.
 - **Past or present Client of the organization (recommended minimum of two):** Supports integration of consumer voice and lived experience throughout the initiative.
 - **Trauma-informed Champions from the executive, clinical and/or mental health and addictions recovery staff:** Support functional implementation and integration of trauma-informed, resilience-oriented approaches into organizational culture.
 - **Human Resources Representative:** Ensures continuity with personnel and staff development efforts.
 - Additional individuals may be part of the CIT, such as direct care providers, peer specialists and people with lived experience of trauma, mental illness or substance use.
2. Conduct the organizational self-assessment at the beginning of the Learning Community and use these results to guide the CIT's efforts – along with other continuous quality

improvement tools – toward trauma-informed, resilience-oriented practice implementation.

3. Collect outcomes data and consent to publishing findings of the initiative.
4. Fully utilize the technical assistance and training provided.
5. Send at least five CIT members to represent their agency for the Kickoff Meeting, Mid-year Meeting and the final Summit Meeting.

Important Deadlines and Events
December 11, 2020, 11:59 p.m. ET: Application deadline
January 15, 2021: Selected sites notified
February 26, 2021: Payment due: \$10,000 (National Council member organization) or \$15,000 (non-member organization) plus fees for additional options
March 25, 2021, 2-3 p.m. ET: Kickoff webinar for Learning Community participants
April 12-13, 2021, 1-5 p.m. ET: Virtual Introduction to Trauma and Trauma-informed, Resilience-oriented Care Training
April 14-15, 2021, 1-5 p.m. ET: Virtual Kickoff Meeting

Technical Questions Regarding Application

If you have questions about the criteria or application process, please contact Sarah Flinspach at SarahF@TheNationalCouncil.org

ALL APPLICATIONS MUST BE COMPLETED AND SUBMITTED THROUGH THE [ONLINE APPLICATION PLATFORM](#). The content of the application form shown here is for your convenience.

DO NOT COMPLETE THIS FORM FOR SUBMISSION.

Part I. Organization Profile

Organization Name			
Website			
Mailing Address			
City, State and Zip Code	City:	State:	Zip Code:
CEO	Contact Person:		Title:
Contact Information	Phone Number:	Email:	
Team Lead	Contact Person:		Title:
Contact Information	Phone Number:	Email:	
Billing Contact	Contact Person:		Title:
Contact Information	Phone Number:	Email:	
Description of the Organization			
Are you currently a National Council member?	<input type="checkbox"/> Yes		
	<input type="checkbox"/> No		
Will the entire organization or a specific program be involved in this Learning Community?	<input type="checkbox"/> Entire Organization		
	<input type="checkbox"/> Specific Program – (please specify):		
Staff Involvement	Number of employees within the organization and involved program, if applicable		
	Specific positions within the organization and involved program, if applicable		
Client Volume	Number of clients served within organization		

Peer Involvement	Number and type of peer positions within the organization and involved program, if applicable
Does the Organization/Program have a Consumer Advisory Council?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II. Core Implementation Team

Please identify three to five members of your organization’s Core Implementation Team (CIT) who have the time, energy and enthusiasm to participate in this process, as well as the support of your organization to engage in the Learning Community. Please refer to the following guidance to create a Team that best reflects your needs and capacity.

- **Project Lead:** Acts as communication liaison across Team, partners and the National Council as the organization’s and CIT’s champion of change.
- **Data Lead:** Ensures consistent monitoring and reporting of TIC outcomes, works to develop workflow for collection and communicates data throughout agency and with the National Council Project Team. (e.g., staff from information technology or quality improvement department).
- **Program Representative:** Supports integration and coordination into current programs, knowledgeable of impacts of policy and procedural changes.
- **Past or present client of the organization (minimum two recommended):** Supports integration of consumer voice and lived experience throughout the initiative.
- **Trauma-informed Champions from the executive, clinical and/or mental health and additions recovery staff:** Support functional implementation and integration of trauma-informed approaches into organizational culture.
- **Human Resources Representative:** Ensures continuity with personnel and staff development efforts.
- Additional individuals may be part of the CIT, such as direct care providers, peer specialists and people with lived experience of trauma, mental illness or substance use.

Executive Leadership Sponsorship and Support: Administrative and clinical leadership must endorse participation in the Learning Community, promote organizational buy-in and liaise with and support internal champions to make on-the-ground changes.

Name	Title	Email
	Project Lead	
	Data Lead (may be one of the clinical staff members)	
	Program Representative	
	Clients	

	Trauma-informed Champion (executive)	
	Trauma-informed Champion (clinical)	
	Trauma-informed Champion (mental health and addictions recovery)	
	Human Resources Representative	
	Other Team member	
	Other Team member	

Part III. Previous Trauma – Informed Efforts

Has your organization engaged in prior trauma-informed, resilience-oriented efforts?

Yes No

If yes, types of training delivered?	<input type="checkbox"/> New staff orientation in trauma and trauma-informed care <input type="checkbox"/> Staff training in trauma, its prevalence and impact <input type="checkbox"/> Staff training in the principles and practices of trauma-informed care <input type="checkbox"/> Staff training in trauma-specific treatment modalities <input type="checkbox"/> Staff training in resilience and resilience-building strategies
If yes, how?	<input type="checkbox"/> Screening and assessment of clients for trauma and resilience <input type="checkbox"/> Offer trauma-specific treatment approaches <input type="checkbox"/> Offer individual trauma-focused therapy <input type="checkbox"/> Offer group trauma-focused therapy <input type="checkbox"/> Offer individual resilience-building therapy <input type="checkbox"/> Offer group resilience-building therapy <input type="checkbox"/> Involve consumers in various ways such as consumer advisory council, committees, work groups and/or staff hiring panels <input type="checkbox"/> Offer staff support such as compassion fatigue training, employee assistance program (EAP) and/or trauma-informed supervision <input type="checkbox"/> Other (please specify):
What methods have you used to gain consumer feedback?	<input type="checkbox"/> Satisfaction surveys <input type="checkbox"/> Focus groups <input type="checkbox"/> Meetings <input type="checkbox"/> Other (please specify):

Have you assessed the safety and comfort of your environment?

Yes No

If yes, how?

Part IV. Short Answer Questions

(300-word limit per response)

What is your vision for your organization/program's participation in this Learning Community?

What other practice improvement initiatives, if any, have your organization been involved in (with the National Council, other organizations or internally)?

Describe how the selected leadership on the CIT will function to support the organization throughout the Learning Community. Please explain the role of each CIT member and why they were selected.

Describe how you have secured or plan to secure commitment from your Executive Leadership Team. How will they sponsor your organization's efforts to become trauma-informed and resilience-oriented?

Describe any previous efforts to address trauma and promote resilience among your clients, including any previous use of screening and/or assessment tools.

Describe your past and/or anticipated challenges or barriers to implementing trauma-informed, resilience-oriented approaches in your organization. Explain how you plan to address each of them.

Applicant CEO/CMO Signature

I, _____,

Name

Title

attest that the information in this application is true and accurate and reflects the intention of my organization to implement trauma-informed, resilience-oriented approaches to create safer spaces for staff, improve clinical decision-making by equipping providers to identify and respond to trauma and build collaborative care networks to increase providers' capacity to address holistic needs. I commit to promoting organizational buy-in and empowering champions and staff to create meaningful organizational change toward trauma-informed care integration. My organization is fully aware of the expectations involved in joining this Learning Community; including a fee of \$10,000 (member of the National Council) or \$15,000 (non-member organization) due no later than February 26, 2021. On behalf of my organization/program, I declare our commitment to participate in all Learning Community activities.

Signature

Date