

2023 - 2024 Trauma-informed, Resilience-oriented Equity-focused Systems
(TIROES) National Learning Community Application

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The National Council for Mental Wellbeing is pleased to announce the 2023 - 2024 Trauma-informed, Resilience-oriented Equity-focused Systems (TIROES) National Learning Community. Since 2011, the National Council has worked with behavioral health, social service and community organizations to implement trauma-informed, resilience-oriented change. In response to ongoing traumatic events (international pandemic, social unrest, racial inequity, social marginalization, systemic oppression, etc.), this Learning Community will provide participating teams with the tools and skills to pursue equity and engage in healing and restoration.

The year-long 2023-2024 Trauma-informed, Resilience-oriented Equity-focused Systems (TIROES) National Learning Community participating organizations will be chosen by the National Council through a competitive application process. The cost of the learning community is \$12,000 for National Council member organizations or \$18,000 for nonmember organizations.

Benefits of Participation:

- **Knowledge and tools based in cultural humility which leads to an inclusive environment that supports equitable policy, procedures and practice.**
- **Virtual consultation and technical assistance from a team of national experts, including virtual learning sessions and individual coaching sessions.**
- **Access to a National listserv with Learning Community alumni and members.**
- **A guide and resources to support implementation and organizational change.**
- **A thorough self-assessment of your program/organization to guide your action plan.**
- **A process for identifying and tracking outcome measures.**

Learning Community Objectives

Learning Community Objectives:

The National Council's experts will support you in developing and implementing a change approach to:

- **Increase awareness of the impact of stress and trauma for all identities and people.**
- **Implement equitable emerging and best practices suited to your organization.**
- **Apply new understanding of trauma, resilience, and equity toward the process of engagement strategies including intake, screening and assessment processes.**
- **Develop a trauma-informed, resilient and equitable workforce.**
- **Build resilience in your workforce through prevention of and response to traumatic stress, compassion fatigue, and moral injury that apply to all marginalized identities.**
- **Increase service recipient resilience, engagement and involvement.**
- **Create safe environments that avoid re-traumatization and promote resilience.**
- **Collect, analyze and use data to better sustain quality improvement.**

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Criteria for Selection

Criteria for Selection:

The National Council will select sites through review of the application and support materials submitted by each applicant. Additionally, selected sites will meet the following criteria:

- Dedicated to diversity, equity, inclusion and engagement
- Committed to quality improvement processes
- Ability to access and participate in web-based meeting services

Organizational Readiness:

The executive leadership team of each organization applying for participation needs to be willing to agree to the following levels of commitment in order to fully receive maximum benefit from participation in the Trauma-informed, Resilience-oriented Equity-focused Systems (TIROES) National Learning Community.

1. Develop a Core Implementation Team (CIT): Applicants are required to propose a diverse team that, at minimum, includes:
 - **Project lead:** Acts as communication liaison across team, partners, and National Council; internal champion of change (e.g., clinical executive, clinicians with leadership authority or executive backing).
 - **Data lead:** Ensures consistent monitoring and reporting of initiative outcomes, works to develop workflow for collection and communicating data throughout agency and with 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:** Supports integration of the voice of those served and lived experience throughout the initiative.
 - **Champions from the executive, administrative, clinical and behavioral health staff:** Supports functional implementation and integration of trauma-informed, resilience-oriented equity approaches into organizational culture.
 - **Human resources representative:** Ensures continuity with personnel and staff development efforts.
 - **Additional individuals** are often considered 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 and equity climate assessment at the beginning and end of the Learning Community and use these results to guide the team's efforts - along with other continuous quality improvement tools - toward trauma-informed, resilience-oriented, equity-focused practice implementation.
3. Collect outcomes data and consent to publishing findings of the initiative.
4. Agree to fully utilize the technical assistance and training provided.

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Organizational Commitment:

Selected organizations must agree to pay prior to the initiation of the Learning Community to support the technical assistance and training described above.

Important Deadlines and Events:

- Deadline to submit applications: May 10, 2023, no later than 11:59 p.m. EST.
- Selected sites notified no later than May 20, 2023.
- Deadline to submit letter of commitment: June 1, 2023.
- Deadline to submit payment: June 1, 2023.
- Learning Community launch: July 11, 2023.

We ask that you please submit your final application online. Partially completed applications cannot be saved for later completion.

If you have questions about criteria or application process, please contact Jana LeBert at: JanaL@TheNationalCouncil.org.

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Application Part 1: Agency Profile

* 1. Address

Billing Contact Name:

Company:

Address:

Address 2:

City/Town:

State:

ZIP:

Billing Contact Email Address:

Billing Contact Phone Number:

* 2. Name of Program or Organization

* 3. Executive Leadership Representatives and Team Lead

Team Leader Name

Team Leader Email Address

Team Leader Title

CEO Name

CEO Email Address

* 4. Description of Organization(s):

Type:

Services Provided:

Population Served:

* 5. Number of Organization/program Staff

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Application Part 2: Core Implementation Team

Please identify 3-5 members from your organization who have the allotted time, energy and enthusiasm to participate in the Core Implementation Team (CIT), as well as the support of your organization to engage in the Learning Community. Please refer to the guidance below to create a team that best reflects your needs and capacity.

- **Team lead: Acts as communication liaison across the Team, partners and the National Council; internal champion of change.**
- **Data lead: Ensures consistent monitoring and reporting of TIROES 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 recipient of services: Supports integration of recipient's voice throughout the initiative.**
- **Trauma-informed, resilience-oriented or equity-focused champions from the staff: Supports functional implementation and integration of trauma-informed approaches into organizational culture.**
- **Human resources representative: Ensures continuity with personnel and staff development efforts.**
- **Additional individuals are often considered part of the CIT, such as peer specialists and individuals with lived experience of trauma, mental illness or substance use.**
- **Executive leadership sponsorship and support: Administrative leadership must endorse participation in the Learning Community, promote organizational buy-in and liaise with and support internal champions to engage in organizational change.**

6. Please complete the following

Team Lead Name

Team Lead Email

Data Lead Name (may be one of the clinical staff members)

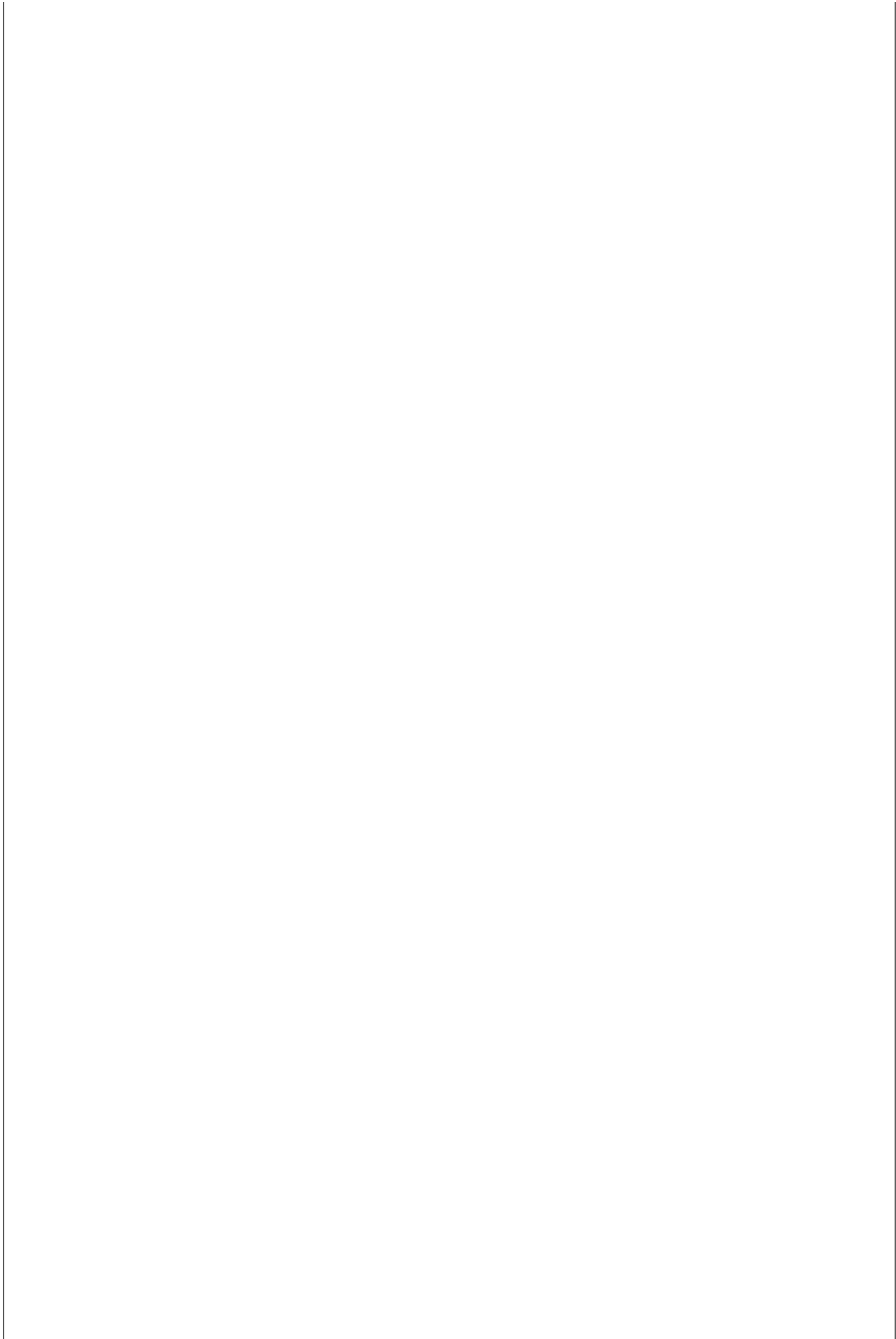
Data Lead Email

Program Representative Name

Program Representative Email

Team Member Name

Team Member Email



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Application Part 3: Organizational Summary

* 7. Are you currently a National Council member?

- Yes
- No
- Unsure

* 8. Will the entire organization or a specific program be involved in this Learning Community?

- Entire Organization
- Specific Program (please specify)

* 9. Staff Involvement

Number of employees
within the
organization and
involved program, if
applicable

Specific positions
within the
organization and
involved program, if
applicable

* 10. Number of clients served within organization

* 11. Number and type of peer positions within the organization and involved program, if applicable

* 12. Does the organization/program have a consumer advisory council?

- Yes
- No

* 13. Does your organization have a diversity, equity and inclusion committee?

Yes

No

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Application Part 4: Previous Trauma-Informed, Resilience-Oriented Equity-Focused Efforts

* 14. Has your organization engaged in prior trauma-informed, resilience-oriented equity-focused efforts?

- Yes
 No

* 15. If yes, types of training delivered? (Check all that apply):

- New staff orientation in trauma and TIROES
 Staff training in trauma, its prevalence and its impact
 Staff training in the principles and practices of trauma-informed, resilience-oriented equity-focused systems
 Staff training in trauma-specific treatment modalities
 N/A (Selected No for #14)

Other (please specify)

* 16. If yes, how? (Check all that apply):

- Screening and Assessment of individuals receiving services for trauma and resilience
 Offer trauma- specific treatment approaches
 Offer individual trauma focused therapy
 Offer group trauma focused therapy
 Offer staff support such as: Compassion Fatigue Training, EAP, and/or Trauma-informed Supervision
 Involve individuals receiving services in various ways such as: consumer advisory council, committees, work groups and/or staff hiring panels
 N/A (Selected No for #15)

Other (please specify)

* 17. Has your organization participated in prior equity-focused and engagement efforts?
(Please check all that apply):

- Yes
 No

18. If yes, what?

* 19. What methods have you used to gain staff feedback? (check all that apply)

- Satisfaction surveys
- Focus groups
- Meetings
- N/A (Have not gained staff feedback)
- Other (please specify)

* 20. What methods have you used to gain persons served feedback? (Check all that apply):

- Satisfaction surveys
- Focus groups
- Meetings
- N/A (Have not gained persons served feedback)
- Other (please specify)

* 21. Have you assessed the safety and comfort within your environment?

- Yes
- No

* 22. If yes, how?

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Application Part 5: Short Answer

300-word limit per response

23. What is the hope for your organization/program's participation in this Learning Community?

24. What other organizational improvement initiatives, if any, has your organization been involved in (with the National Council, other organizations or internally)?

25. Describe how the selected members of 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.

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

27. Describe your past and/or anticipated challenges to implementing trauma-informed, resilience-oriented change in your organization. Explain how you would like to address these challenges.

28. Regarding diverse, equity-focused and inclusive practices, describe your past and/or anticipated challenges to implementing engagement in your organization. Explain how you would like to address these challenges.

29. Has your executive leadership representative reviewed the questions and attested to commitment and full support of this process?

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Applicant CEO/CMO Signature

* 30. I attest that the information in this application is true and accurate and reflects the intention of my organization to implement trauma-informed, resilience-oriented equity-focused approaches to create safer spaces for staff, improve decision-making by equipping staff to identify and respond to trauma and build collaborative partnership networks to increase staff capacity to address wellbeing.

I commit to promoting organizational buy-in and empowering champions and staff to create meaningful organizational change toward trauma-informed, resilience-oriented and equity-focused integration. My organization is fully aware of the expectations involved in joining this Learning Community; including a fee of \$12,000 (member organization) or \$18,000 (non-member organization) due no later than June 1, 2023. On behalf of my organization/program, I declare our commitment to participate in all Learning Community activities.

Complete Name

Title