



Greenleaf Trauma-Informed Design

TRAUMA-INFORMED COMMITMENTS

Transparency is a commitment to routinely and openly address organizational concerns and functions. This commitment is reflected throughout the entire organization and its staff.

Proactive Inclusion is a commitment to naming and addressing issues of cultural, historical, and gender trauma to create a sense of belonging within organizations.

Shared Responsibility is a commitment between leaders and staff to share the responsibility of growing and maintaining organizational and personal wellbeing.

Trauma-Informed Training and Workforce Development is a commitment to ongoing learning about trauma and its effects on people and organizations. A foundational aspect of trauma-informed learning for organizations is workforce development.

Greenleaf Trauma-Informed Design (TID): Fragmentation to Integration

1 Month

Engagement Phase

Introductions, outline scope of work, collaboratively set goals and objectives

2 Months

Discovery Phase

Conduct baseline TID assessments and reviews, management and staff interviews, gather organizational history, etc.

1 Month

Development Phase

Tailor tools, approaches and interventions for optimal organizational utilization

18 Months

Implementation Phase

Integrate tools, approaches, and interventions

2 Months

Closeout Phase

Sustainability and transition planning, synthesize key findings, and measure impact of TID on overall organizational effectiveness and ability to meet goals and objectives