

# Resilient and Trauma-Informed Community 2021

## RTIC Beginnings:

The Resilient and Trauma-Informed Community (RTIC) is a framework adopted by community partners to collaboratively respond to what we have learned from the science of adverse childhood experiences (ACEs) through system change strategies that Disrupt the Cycle, Strengthen Resilience and Restore Lives.

RTIC is an initiative that encourages community partners to collectively move from solving problems in isolation to collaborative work of achieving aligned actions. RTIC strives to increase the understanding of the interconnectedness among organizations and systems in our community.

By investing in strong, collaborative systems that support health, safety and resilience, we can reduce health disparities along with the impact of ACEs and toxic stress.

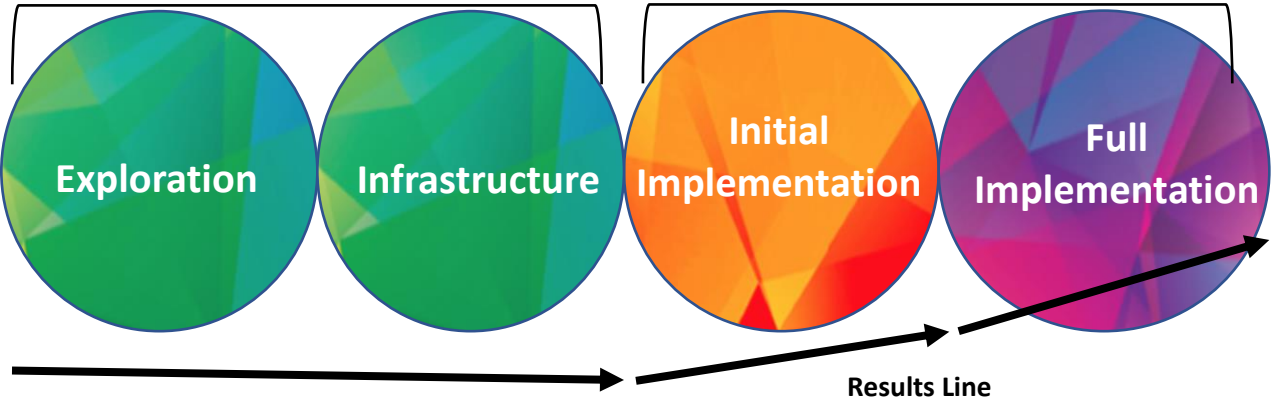
Adoption of the RTIC Framework supports a local system of readiness that is responsive and adaptable to crisis and problems. We strive to foster Resilient Organizations, Effective Partnerships and Efficient Systems. Through extraordinary collaboration and a commitment to shared vision and goals, we believe we can build a community that is connected, healthy and resilient!



## RTIC Phases of Implementation

Foundation Phases

Action Phases



## Foundation Phases:

Effort in the Foundation Phases focuses on creating the conditions to support community change.

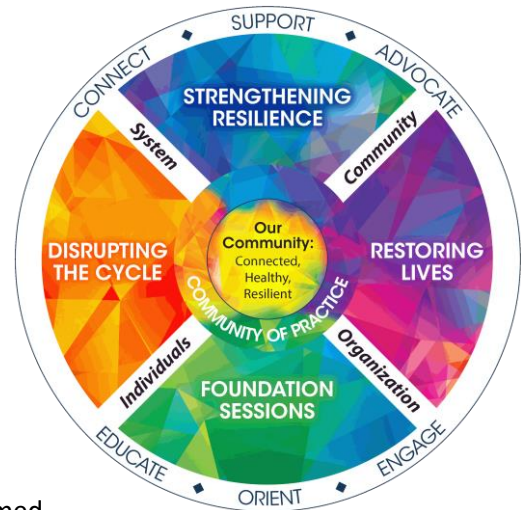
Objectives include:

- Increase knowledge of ACEs, Resilience, Trauma-Informed Care and Collective Impact
- Build a network infrastructure to support collaborative work among partners
- Engage community partners as Champions to be co-owners of the collaborative effort

### Role of Members serving on Foundational Support Team:

#### Educate – Orient – Engage

- Establish a common agenda built on shared vision and language to foster future community partner dialogue, innovation, and implementation strategies during action phases
- Provide education through Foundation sessions on core content connected to ACEs & toxic stress, resilience, trauma-informed care, empathy and adverse community environments
- Develop on-going relationships with Champions and engage them as co-owners of collaborative change
- Support RTIC Champions working to integrate trauma-informed approaches and practices within organizations



### Role of Champions in RTIC Network:

- Lead the integration of trauma-informed care within their organization or area of work and...
- Engage in collaborative dialogue, learning and doing together with cross-sector Champions to Disrupt the Cycle, Strengthen Resilience and Restore Lives at a systems-change level

#### Foundation Work in 2021:

- Continue offering Foundation 1 & 2 sessions as needed or requested by community partners
- Continue offering RTIC Orientation of Champions session to increase learning and understanding of the history of RTIC and models guiding our collaborative community change work
- Strengthen equity in RTIC Framework
- Support Resilient Organizations through RTIC Organizational Planning Guide and consultative support
- Continue modeling and fostering collaborative relationships among Champions in the RTIC Network

#### Evaluation:

- Feedback surveys following Foundation sessions
- Number of Champions and Organizations engaged
- Engagement levels of Champions
- RTIC Organizational Planning Guide – Resilient Organizations

## Action Phases:

The Resilient and Trauma-Informed Community (RTIC) is a solution-oriented, relationship-based framework designed to have a sustained community impact. RTIC supports the establishment and maintenance of a collaborative network of community partners to foster cohesive and coordinated system improvement efforts that support a connected, healthy and resilient community.

Work in the Foundation is continuous throughout the collaborative efforts of community partners during the Action Phases. It is important for system teams to consistently revisit their shared purpose and vision. Education and support for resilient individuals and organizations remains important work of the Foundational Support Team and a continuous focus during Action Phases.

Once a common agenda and infrastructure network are established during the Foundation Phases, the RTIC Network comprised of community partners will begin transition to Action Phases. During Action Phases, opportunities that foster a collaborative cross-sector process of continuous quality improvement encourages system change as the community moves from crisis to cohesion, problems to solutions and isolation to connectedness. RTIC Champions in the Network are active partners in collective “learning” and “doing” together supported by RTIC Facilitators coordinating change management strategies.

### Objectives include:

- Establish a local system of readiness that is responsive and adaptive to identified problems and opportunities within the community as they arise
- Improve effectiveness and efficiency of community systems by strengthening alignment across partners working on shared goals and objectives
- Support continuous quality improvement of community systems through cross-sector relationships and facilitated support for Champions to align actions

### RTIC Facilitators support Champions in Action Phases:

#### Connect – Support - Advocate

- Connect and support a relationship-based, cross-sector network of Champions learning and doing together through Community of Practice offerings
- Support RTIC Champions working in RTIC System Teams by facilitating change process to address challenges through aligned actions
- Advocate for aligned actions of community partners as needed and where identified as positive fit to achieve shared outcomes



## Action Phase Work in 2021:

**RTIC Facilitator** is a specified role to support each RTIC System Team through phases of exploration, planning, implementation and maintenance. RTIC Facilitators are trained and/or have professional experience in utilizing change management theories, skills and tools. RTIC Facilitators support the “learning together” and “doing together” of RTIC Champions working together on a RTIC System Team.

RTIC Facilitator:

- Assess vital service needs in our community as well as opportunities for collective action to Disrupt the Cycle, Strengthen Resilience and Restore Lives
- Advocate and support community partner relationships to enhance change that moves our community from crisis to cohesion, problems to solutions and isolation to connectedness
- Engage in strategic change management to strengthen partnerships, fill gaps and services, respond to needs, and increase efficiency of systems within our community
- Support RTIC Systems Teams in determining shared measurements for monitoring progress and outcomes of collaborative effort

**RTIC System Teams** include a cross-sector team of RTIC Champions, representing different organizations, who are willing to align actions in order to achieve shared goals and outcomes around systems-level change.

RTIC System Teams focus on a targeted system change effort that involves utilization of collective impact conditions across the team of partners to achieve aligned actions. RTIC Systems Teams are not necessarily predetermined but are supported as new programs, funding, and other initiatives arise and are shared by RTIC Champions as collective opportunities to leverage.

### **Regular Community of Practice sessions offered every other month for RTIC Network of Champions:**

Opportunities to convene all Champions in a meeting space that supports collaborative dialogue, learning and sharing with one another to support Resilient Organizations, Effective Partnerships and Efficient Systems. Community of Practice sessions highlight Champions integrating trauma-informed approaches and practices within their organization AND/OR the process of collaborative work of RTIC System Teams.

**Evaluation:** Evaluation plan should support continuous quality improvement phases of assess, plan, act and evaluate community systems working to Disrupt the Cycle, Strengthen Resilience and Restore Lives.

*Social Network Analysis:*

- Includes collection, analysis, and interpretation of RTIC Network data
- Analyzes strength of connections across partners
- Collecting measurements of quality and quantity of relationships in RTIC System Strategy Teams
- Measure relationship through number of connections, frequency of interactions and types of resources provided through the connections/interactions across partners
- Mapping to help us learn how resources are leveraged and exchanged within RTIC Network