



## ***Announcing: A Unique Training and Consultation Opportunity with The WE CANN B.U.I.L.D Trauma & Resilience Learning Collaborative***

Thanks to continued funding from the **Community Action of Greater Indianapolis**, WE CANN is able to continue to support organizations with their individualized trauma informed care and community building organizational change processes.

Participating in our **WE CANN B.U.I.L.D Trauma & Resilience Learning Collaborative** will allow teams to engage in a reflective, dynamic, and transformative change process. Adopting trauma informed policies, procedures and practices provides a conceptual framework that allow organizations to achieve their program and/or organizational objectives more successfully.

Organizations will be working directly with **Karen Simms, Learning Collaborative Creator, WE CANN B.U.I.L.D Facilitator, and Consultant**, to co-create more trauma informed, culturally responsive, and transformative environments that are healing and empowering for both staff and the people that they serve.

### ***What's involved:***

- 8 months of consultation (May - December) with a core group of representatives from a selected organization (recognized as your change team) who are able to monitor the change plan and coordinate all efforts.
- Assistance with operationalizing the trauma informed care organizational plan.
- Ongoing support and coaching to empower and respond to the dynamic needs of the organization's team members.
- Monthly training and professional development opportunities.

*Some of the topics to be covered include:*

1. Deepening the understanding of trauma and Trauma Informed Care (TIC)
2. Building and strengthening organizational capacity in order to be trauma informed
3. Trauma Informed Care and culturally responsive policies and practices
4. Creating a culture of safety and empowerment
5. How to effectively implement trauma-specific or trauma treatment strategies and solutions
6. Trauma Informed Organizational Strategies: Best practices to support organizational healing and growth
7. Trauma Informed hiring practices and supervision
8. Trauma Informed Approaches to increase engagement and participating voice
9. Collaboration and cooperation for health and wellness

In addition to receiving 9 months of training, personalized consultation will be provided to each organization's change team based on prioritized needs. The goal will be to build the organization's capacity to maintain, build, and sustain the action plan.

For More Information contact: Kimberly Meals Estep, Learning Management Specialist, CAGI WE CANN Programs @ [kimestep01@yahoo.com](mailto:kimestep01@yahoo.com) or 317-701-6706.

Support will also be given in completing an organizational assessment so that the impact of change can be measured with other outcome evaluations.

***Some of the Benefits:***

Based on the research trauma informed organizations report having:

- Better outcomes and improved effectiveness for those communities that the organizations serve and represent.
- More engaged participants in each organization's programs, services, and supports.
- Improved staff satisfaction and staff retention
- More culturally responsive and equitable practices
- More cost-effective organizational structures

The Trauma & Resilience Learning Collaborative is devoted to supporting, elevating, and pouring into groups and organizations engaged in promoting healing, equity, and well communities for individuals and families. Please consider applying to join our Learning Collaborative to work alongside other organizations committed to making Indianapolis a trauma informed community.

Organizations who participate in the learning collaborative will be asked to organize **“a change team;”** individuals who will participate in the consultation process and will be able to advocate, influence, and impact organizational priorities that are aligned with trauma informed practices.

**TRAUMA INFORMED VALUES:**

This ongoing process enables organizations to align their policies, procedures, and practices with Trauma Informed values:

**Safety:** Ensuring **physical and emotional** safety for families, youth, participants, stakeholders, the community, and providers

**Trustworthiness:** Maximizing trustworthiness; making tasks clear; policies, procedures, and practices are open and transparent

**Choice:** Prioritizing family, youth and community control – ensuring culturally responsive practices that enhance client investment

**Collaboration:** Maximizing collaboration and sharing of power with youth, participants families, the community, and between providers

**Empowerment:** Prioritizing family, youth, community empowerment, and skill-building

**Responsive to culture, gender, historical, ethnic and other identities:** Policies, procedures, and practices are responsive to the cultural needs of those served and acknowledges the historical traumas that have impacted those that have been historically marginalized.

For More Information contact: Kimberly Meals Estep, Learning Management Specialist, CAGI WE CANN Programs @ kimestep01@yahoo.com or 317-701-6706.