

Roles of Champions of and Initiative Leaders for Trauma-Informed Care (TIC)

Adapted from Roger Fallot and Maxine Harris' work on Creating Cultures of Trauma-Informed Care

Primary Task: To take a leadership role in initiating and sustaining trauma-informed change efforts in a program, agency, organization, or community.

Specific tasks, in collaboration with the overall program or organization leadership:

- 1) Generate enthusiasm for, interest in, and commitment to the change efforts, keeping TIC on the “front burner.”
- 2) Take a leadership role in the initiative, potentially serving on a leadership team or steering committee.
- 3) Ensure that the leadership and full initiative teams have representation from all stakeholder or constituency groups. For most health organizations, these groups include board members; upper management; middle management or supervisory staff; direct service staff; support staff (e.g., reception, financial, maintenance, housing, transportation); and, very importantly, persons receiving services (including the families of children and youth).
- 4) Ensure there are adequate human and financial resources over time dedicated to the effort
- 5) Monitor TIC assessment, planning, and implementation processes, in order to support and sustain the effort to be successful.

Personal qualities of the Champion:

- 1) Enthusiasm, passion, commitment to the TIC change process; someone who “gets it” in terms of trauma-informed cultures; displays a “spark” that is noticeable to those around the individual in terms of trauma-informed care; is inspirational and creative.
- 2) Embodies and enacts qualities of safety; trustworthiness and transparency; peer-support and mutual self-help; collaboration and mutuality; empowerment, voice and choice; attention to cultural, historical and gender issues* in the work setting; and easily makes connections between these core values and day-to-day program contacts, activities, relationships, and physical settings.
- 3) A genuinely collaborative style of leadership; someone who is comfortable with sharing power and authority.
- 4) Has a patient, long-term view of the change process and is not easily deterred from seeking TIC goals.
- 5) Has taken on a role as TIC Champion voluntarily.
- 6) Has developed a level of personal credibility within the organization; is seen as a leader in areas in addition to TIC.

* From SAMHSA’s Guiding Principles of Trauma-Informed Care

Discussion Questions:

- What would this mean to take on for you personally? Where could you see yourself involved?
- What would it mean for the board to take this on fully? What resources or support would the board need?