

Allegany County

# Trauma-Informed Champions

APPLICATION

Submit To  
Helen Evans

Trauma-Informed Communities  
throughout Allegany County

Deadline:

December 15, 2022

[www.traumainformedalleganycounty.org](http://www.traumainformedalleganycounty.org)

TRAUMA-INFORMED  
COMMUNITIES



Throughout Allegany County



*Rising from the ashes...*

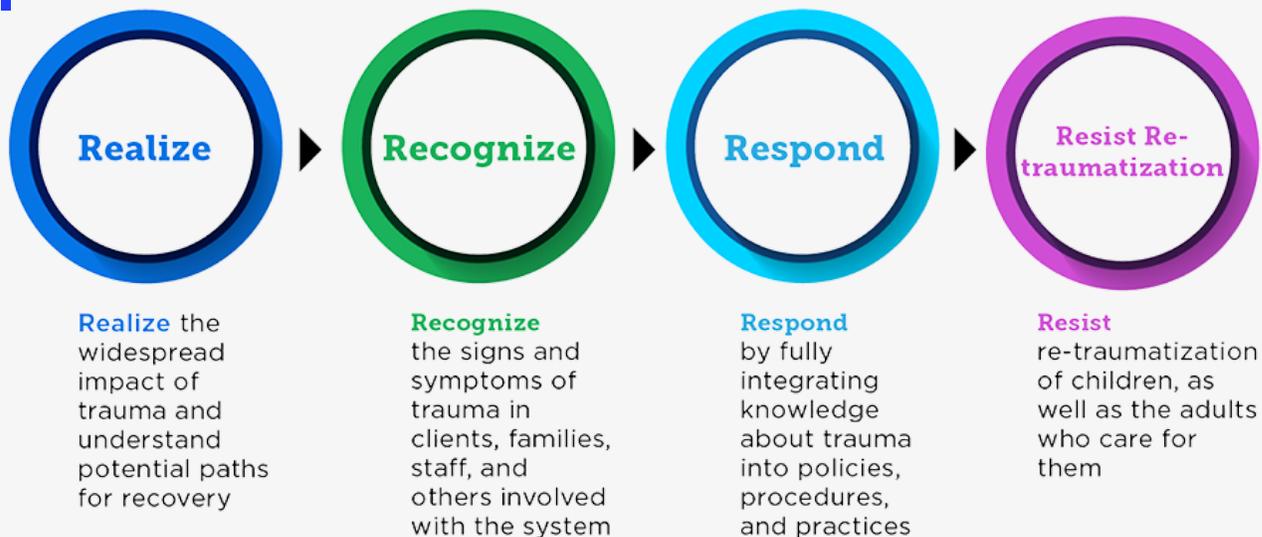


**Ardent Solutions.**  
Network for Community Health

# Goals and Objectives

The Trauma-Informed Communities throughout Allegany County (TICTAC) Champions program is an opportunity for thirty (30) organizational leaders, key stakeholders, and community advocates to join together for an intensive one-year learning collaborative combining their passion, skills, and influence to help make Allegany County a Trauma-Informed Community.

Trauma-Informed Care (TIC) is an approach that shifts thinking from “what’s wrong with you?” to “what’s happened to you?” with an understanding of the pervasive nature of trauma. Organizations and communities can become more Trauma-Informed by making specific service and administrative-level modifications in order to be responsive to both the needs and strengths of those with a trauma history (Harris & Fallot, 2008). TICTAC Champions accomplish this using the 4 R's of Trauma-Informed Care:



## What Do TICTAC Champions Do?



### Training

Partnering with the University at Buffalo School of Social Work’s Institute on Trauma and Trauma-Informed Care (ITTIC), participants will build knowledge and practical skills for positive organizational and community-based trauma-informed change.



### Assessment

Champions will assess their organization and/or community using ITTIC’s values and guiding principles of Trauma-Informed Care: (1) Safety, (2) Trustworthiness, (3) Choice, and (4) Collaboration and Empowerment, all of which are integrated with diversity, equity, inclusion and accessibility.



### Making a Difference

Using their new knowledge, skills, and assessment results, Champions will develop a plan and/or project to help make their organization and/or community more trauma informed. Champions will then present their work during a Graduation Ceremony.

# Key Developmental Areas

TICTAC Champions will be emersed in the Insitute for Trauma and Trauma-Informed Care's 10 Key Developmental Areas throughout their TIC journey.

1. **Leading and Communicating** - Involves having leadership/administration buy-in, investment, and consistent messaging around trauma-informed organizational and community change, and the presence of a committee/team leading the change process.
2. **Building a Trauma-Informed Workplace and Community** - Involves ensuring hiring or community member recruitment, new-employee or committee member orientation, and other human resource or committee practices are conducted in ways that are trauma-informed and trauma-sensitive.
3. **Training the Workforce and Community (Clinical and Non-Clinical)** - Involves a realistic and sustainable plan for providing ongoing trauma-informed education and training to all levels of the workforce.
4. **Addressing the Impact of the Work** - Involves increasing the workforce and community awareness of how to prevent/manage secondary traumatic stress, vicarious trauma, and compassion fatigue, as well as implementing organization/system/community structures to help support workers and community members promote vicarious resilience/vicarious post-traumatic growth.
5. **Establishing a Safe Environment** - Involves taking a deliberate look at the environment and atmosphere of the organization/system/community to ensure that physical space/aesthetics and culture are trauma-informed and trauma-sensitive
6. **Screening for Trauma** - Involves deciding whether or not screening for trauma and/or adversity is appropriate in the organization/system/community, and if so, what tools and follow-up structures are in place to do so.
7. **Treating Trauma** - Involves having on-site or community-based, trauma-specific treatment interventions or accessible referrals in place for individuals who are seeking treatment for their trauma.
8. **Collaborating with Others (Partners and Referrals)** - Involves building on and/or creating mechanisms with partner organizations/systems/community members to collaboratively ensure trauma-informed networks, communities, and systems.
9. **Reviewing Policies and Procedures** - Involves confirming that all policies, procedures, and protocols are written and conducted in a way that is in line with a trauma-informed and trauma-sensitive approach.
10. **Evaluation and Monitoring Progress** - Involves having mechanisms in place to evaluate and monitor trauma--informed organizational and community change, as well as its impact of the organization/system/community in relation to outcomes.

# Trauma Informed Communities

Research shows that, like individual trauma, community trauma is chronic, pervasive, and cumulative. Families living in Allegany County—often encounter multiple traumas over many years. The stress of limited and ineffective services, chronic poverty, crime, and untreated physical and mental health issues reduces resiliency, hinders community cohesion, and leaves residents in “survival mode.” (TICB-2018.pdf (bridgehousing.com))

Both individual and community traumas are significant; however, given their origin and time horizon, the two types of traumas warrant different approaches to mitigating their impact. In the context of community building, community trauma disrupts the foundational relationships and systems required for community change. Moreover, trauma manifests at the community level by altering social networks and reducing the community’s capacity to collectively address its problems and plan for its future. This can doom even the most robust community building and community development efforts to long-term failure. (TICB-2018.pdf (bridgehousing.com))

TICTAC Champions have the option to explore ways to apply ITTIC's trauma-informed principles and Key Developmental Areas to their community whether it be their neighborhood, village, town, county, or a specific community group. Additionally, they will be committed to:



## Do No Harm

Be aware of past and ongoing trauma and avoid re-traumatizing individuals. This requires ongoing transparency, consistent communications, and the creation of environments that de-escalate stress. It also requires self-awareness about how different racial, gender, and socioeconomic groups experience decisions, actions, and impacts



## Acceptance

Meet residents where they are, accept the realities of the community conditions, and set expectations accordingly. Everyone is welcome to participate.



## Community Empowerment

Recognize the importance of self-determination to encourage long-term community stewardship. Inclusiveness is core to community building in trauma affected neighborhoods, where generations have been marginalized from community development processes and excluded from reaping the benefits. It is critical to ensure that the community building efforts can be sustained by the community and not dependent on outsiders



## Reflective Process

Engage in an ongoing reflective practice that responds to new developments and knowledge and constantly adjusts to meet the needs of the community and overall vision for the neighborhood. It will take a sustained approach over multiple generations to improve outcomes in a trauma impacted community.

# Trauma-Informed Organizations

Creating a trauma-informed organization is a fluid, ongoing process; it has no completion date. Consumer demographics change across time, exposure to specific types of trauma may become more prevalent, and knowledge of best and evidence-based practices (EBPs) will continue to advance.

Yet, a trauma-informed organization continues to demonstrate a commitment to compassionate and effective practices and organizational assessments, and it changes to meet the needs of consumers with histories of trauma. TICTAC Champions will use [ITTIC's Organizational Change Manual](#) in determining how to apply ITTIC's principles and 10 Key Developmental Areas. Examples of projects include, but are not limited to:



## Workforce

Addressing employee trauma and vicarious trauma is essential in building a trauma-informed organization. Encouraging peer supports, offering employee assistance services during a traumatic event, creating a safe space for workforce to destress, and offering self-care benefits can build morale and workforce trust.



## Training

Professional development opportunities to build knowledge, enhance skills and change attitudes about trauma and trauma-informed care are incorporated into workforce onboarding, annual updates, and as an ongoing training priority.



## Policies and Procedures

Review organizational policies and procedures to assess whether they support all employees and individuals served, and eliminate any practices that are potentially harmful, traumatizing, or re-traumatizing.



## Environment

Create an environment that is welcoming; safe physically, socially, and emotionally; and inviting for both employees and individuals served. Consideration should be given to the organization's physical space, service locations, accessibility, cultural and linguistic competency, virtual presence, etc.



## Trauma Screening

Implement trauma screening as a standard practice across all programs and services allowing for cross-system referrals to address other family or individual needs. Trauma screening should evaluate the presence of two critical elements: (1) Exposure to potentially traumatic events/experiences, including traumatic loss, and (2) Traumatic stress symptoms/reactions.

# Why Become a Champion

## Why Should I Invest in Being a TICTAC Champion?

TICTAC Champions help support neighbors, loved ones, and those who have experienced trauma. In fact, research indicates that by the age of 16 years, more than two-thirds of people will have experienced at least one traumatic event in their lives (Copeland, Keeler, Angold, & Costello, 2007).



- Experiencing trauma can put a person at increased risk for substance use problems, suicide ideations, depression, anxiety, and other mental health conditions. A TICTAC Champion advocates and educates others to shift attitudes from blaming to supporting those impacted by trauma.
- Adverse childhood experiences (ACEs) can have a tremendous impact on future violence victimization and perpetration, and lifelong health and opportunity. At least 5 of the top 10 leading causes of death are associated with ACEs. A TICTAC Champion can literally save lives by building a resilient community and trauma-informed system of care.
- Toxic stress from ACEs can negatively affect children's brain development, immune systems, and stress-response systems. These changes can affect children's attention, decision-making, and learning. TICTAC Champions address trauma to protect future generations.

## Why Should My Organization Invest in Me Becoming a TICTAC Champion?

By adopting trauma-informed care principles organizations tend to have a healthier, happier, and more productive workforce resulting in:

- Improved workplace health and safety leading to fewer sick days, fewer worksite accidents, and less conflict. Employee burnout and stress impacts the entire organization, including the bottom line.
- Improved employee satisfaction resulting in increased workforce stability and employee retention. The cost of replacing employees on average range from 50% to 200% of their annual salary. With support, organizations can meet the challenges of trauma and burnout with systemic change that reduces costs and improves outcomes.
- Improved satisfaction and better outcomes for those served resulting in increased customer loyalty, higher customer word-of-mouth marketing, and fewer customer grievances.
- Increase loyal customers. Studies show that loyal customers spend a significant 67% more on products and services than new customers. So, even though your most loyal customers might only make up 20% of your audience, they provide up to 80% of the revenue. When it's 5x easier to retain a customer than acquire a new one, numbers like these are hard to ignore.



# Qualities of a Champion

## What Makes a TICTAC Champion?

TICTAC Champions should have the following strengths and qualifications:

- Passionate to improve the quality of life for all Allegany County residents.
- Committed and open-minded in their trauma-informed journey.
- Willing to advocate for trauma-informed care policy, environmental, and attitudinal changes within their worksite or community.
- Can influence leadership to support trauma-informed change within their worksite or community.
- Willing to self-reflect and explore personal biases resulting in growth and greater self-knowledge.
- Empathetic to those who have experienced trauma.
- Has a basic knowledge about trauma and trauma-informed care or willing to participate in educational workshops prior to TIC Champion's program.
- Demonstrates ability to work as a team, listens intently to others, and contributes to a safe environment for learning and collaboration.

## JANUARY - DECEMBER 2023

### REQUIRED TIME COMMITMENT

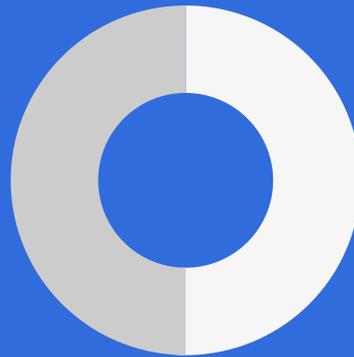
JANUARY - 4 HOURS  
KICKOFF MEETING

FEBRUARY - SEPTEMBER  
1 HOUR/MONTH  
COACHING AND EDUCATION SESSIONS

FEBRUARY - NOVEMBER  
2 HOURS/MONTH HOMEWORK AND  
WORKGROUP MEETINGS

DECEMBER - 8 HOURS  
GRADUATION PRESENTATIONS

### HIGHLY RECOMMENDED



■ TICTAC COALITION MEETINGS  
4th Monday of Each Month: 9:00-10:30

■ SUB-COMMITTEE MEETINGS  
Education Committee  
Resource Committee

**TICTAC CHAMPIONS ARE ENCOURAGED TO ENGAGE WITH THE TRAUMA-INFORMED COMMUNITIES THROUGHOUT ALLEGANY COUNTY (TICTAC) COALITION**

# Application

Interested in participating in the 2023 Allegany County TICTAC Champions Program? To be considered, applicants must:

- Submit a copy of your most recent resume with this application.
- Complete **Section 1- Applicant Information** (pages 9 -11).
- Have a direct supervisor complete **Section 2- Supervisor Information**, if applying on behalf of an organization (pages 12-13).
- Sign, and if part of an organization, have your supervisor sign the **Attestation** (page 14).
- If applying as a community member, provide a minimum of one (1) personal reference (page 14).

Important Activities	Date
Applications Due	12.15.2022
Champion Notification	12.31.2022
2023 TICTAC Champions' Kick-Off	1.26.2023
2023 TICTAC Champions' Graduation	12.2023

Applications must be returned by December 15, 2022, to:

Trauma-Informed Communities throughout Allegany County  
 c/o Helen Evans  
 Ardent Solutions, Inc.  
 85 North Main Street  
 Wellsville, New York 14895

Email: [evansh@ardentnetwork.org](mailto:evansh@ardentnetwork.org)

I PLAN TO PARTICIPATE IN THE (PLEASE SELECT ONE):

**COMMUNITY TRACK**

**ORGANIZATIONAL TRACK**

Section 1- Applicant Information	
Name	
Title*	
Address	
Telephone	
Email	
Employer or Community	
Employer Address*	
Supervisor Name*	

\*ONLY applicants who are applying on behalf of an organization or business

1. Briefly describe what motivates you to become a TICTAC Champion?

2. Please list any experience you have advocating for change at the local, state, or national level(s). This may include changes to political and public issue, social issues, self-advocacy, community advocacy, or peer advocacy.

## TICTAC CHAMPION / 10

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3. What are you already doing in the community or at your organization that tells you, "I will be an effective TICTAC Champion"? This can include volunteerism, committee work, or your personal and professional influence.

4. The TICTAC Champion program is a year-long commitment with an intensive syllabus. Please explain how you will balance this commitment with your other personal and professional responsibilities.

5. Describe your experience/ability in being a leader, trainer and/or mentor to others either in your community or at your worksite:

7. Please indicate if you have experience supporting any of the following specialized populations either personally or professionally:

Specialized Populations	
	Individuals Living with Emotional, Cognitive, or Intellectual Disabilities
	Individuals from economically disadvantaged families, including low-income youth and adults
	Individuals living with a mental health condition
	Single parents, including single pregnant women
	Individuals who have experienced a natural disaster such as fire, war, flood, etc.
	Homeless individuals
	Youth or families with a parent/spouse who is a member of the armed forces and is on active duty
	Individuals who have experienced or witnessed domestic violence or other forms of abuse
	Individuals living with substance use disorder
	Incarcerated individuals
	Individuals who identify as LGBTQ+
	Veterans or active-duty armed forces
	Individuals living with chronic or acute health conditions

Section 2- Supervisor Information	
Name	
Title	
Address	
Telephone	
Email	

1. Applicants must have the support and backing of their supervisor and administration to be successful as a TICTAC Champion, including:
  - a. approved absences when required to attend TICTAC Champion activities, complete homework assignments, and participate in monthly coaching sessions and workgroups.
  - b. backing to assess, explore and implement TIC changes within the organization.

**Please explain how you will support your candidate throughout their experience.**

## TICTAC CHAMPIONS / 13

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2. After reviewing the application packet, please describe why you feel the applicant is a good candidate to represent your organization to participate in the 2023 TICTAC Champions Program.

3. Please share a time when you witnessed the applicant advocating for an organizational change or for themselves, their peers, or for someone served by your organization. What was their approach?

# Attestations

## APPLICANT

I have fully reviewed this packet and understand my commitment to the TICTAC Champion project. I understand that I must:

- Attend the Kick-Off Event on January 26, 2023
- Attend monthly coaching sessions and workgroup meetings from February - November 2023 (even months- in-person, odd months- virtual)
- Attend the Graduation Event in December 2023
- Complete all assignments on-time
- Assess and plan a TIC project to present at Graduation
- If I am applying on behalf of my employer and I leave my position, I am expected to continue with the project working toward a TIC Communities' project

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

If applying on behalf of your community, add a minimum of one personal reference that can speak to your abilities below.

\_\_\_\_\_  
Reference Name

\_\_\_\_\_  
Phone Number

## SUPERVISOR\*

I have fully reviewed this packet and I understand the structure of the TICTAC Champion project; including the requirements for participation outlined in this document. I agree to support the above applicant if selected by:

- Allowing the candidate to participate in meetings, activities, and events as part of his/her workday.
- Assist candidate, when necessary, with the organizational assessment providing access to policies, procedures, and other documents they may need.
- Support the candidate as they plan and, if time, begin to implement changes at the organization.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please submit pages 9-14 by December 15, 2022