



Agency Readiness

Implementing trauma-informed and healing-centered approaches requires a commitment from bureau leaders and staff. Individuals within the organization must believe trauma-informed and healing-centered approaches are needed, appropriate, and possible given the service setting and circumstances. Readiness, in terms of psychological (attitudes, values, and beliefs), skills and knowledge, and structural factors (infrastructure, policies, and procedures), is important to consider if trauma-informed and healing-centered approaches are to be embraced and sustained. An organization that is actively working through the Agency Readiness module is at *Trauma-Sensitive* on the Roadmap to Healing.

CONSIDERATIONS

- » Reflect trauma-informed principles in your mission, vision, and strategic plan.
- » Identify resources to support trauma-informed and healing-centered efforts.
- » Support continuing education and training.
- » Assess for program/organizational readiness for change.

ACTIONS

- Set aside time to review your mission, vision, strategic plan, and other guiding documents, such as your jurisdiction's ending the HIV epidemic plan or your integrated prevention and care plan. Ensure that commitment to trauma-informed and healing-centered approaches is reflected.
- Review budgets to ensure adequate resources for training and technical assistance are identified.
- Use Ryan White HIV/AIDS Program (RWHAP) funding, including ADAP rebates. Trauma-informed and healing-centered efforts can be addressed through RWHAP quality management or administration as well.
- Add trauma and resilience related expectations to [position descriptions](#). Include trauma- and healing-related questions in interviews with new staff and invite clients to participate on interview panels.
- Research and apply for trauma-specific funding made available through the [National Institutes of Health](#), [SAMHSA](#), and private foundations.
- Ensure a requirement to implement trauma-informed and healing-centered approaches is included in Requests for Proposals and clearly stated within contracts with direct service providers, as well as written into proposals/grant applications that your bureau/organization submits.
- Consider creating trauma-informed and healing-centered [policies](#) and [procedures](#) for direct service providers, such as these policy and procedures from Oregon Health Authority's Addictions and Mental Health Division.
- Within a direct service setting, consider commitment to "universal precautions" whereby one assumes that all persons presenting for HIV-related services have experienced trauma and toxic stress. Ensure this commitment is stated within bureau/organizations standards or policies.
- Assess your agency's readiness to fully incorporate trauma-informed and healing-centered approaches by using NASTAD's [Program Readiness Assessment for TIA](#).

STATE EXAMPLE

VIRGINIA

Virginia Department of Health (VDH) developed a Knowledge, Attitudes, and Beliefs (KAB) Survey around Trauma Informed Practices that was distributed to the entire Division of Disease Prevention (DDP) unit and funded sub-recipient agencies. The responses are being evaluated to determine additional training needs and the next steps for the integration of their strategic plan. VDH is planning to use the KAB survey for clients, external partners, and stakeholders.