Organizational Practice Change: Outcomes

- Self-Study results indicate common areas for growth: Safety & Stability and Collaboration & Empowerment

- All programs implemented some TIS changes and planned continued implementation

- Program X increased staff perceptions of a respectful culture by 22%

Resilience & Recovery	• Meeting-Free Hour - to encourage self-care (Resilience & Recovery) and increase sense of control over schedule (Collaboration & Empowerment)
Cultural Humility & Responsiveness	• Racial Humility Training - to create a workforce that resists racism (Cultural Humility & Responsiveness) and supports socio-emotional safety (Safety & Stability)
Collaboration & Empowerment	• Internal CLC Program - to increase staff participation in transitioning to a TIS model (Collaboration & Empowerment)

"The [CLC] provided us with a forum to discuss the relationships between lived experiences, work place stressors, and trauma informed practices."