



# The San Diego Trauma-Informed Guide Team

## About the San Diego Trauma-Informed Guide Team

### Mission

Promoting trauma-informed services in the San Diego region through collaboration, advocacy, and education

### Vision

A resilient world where families and communities thrive

### History

The San Diego Trauma-Informed Guide Team (SD-TIGT) was established in 2008. The SD-TIGT was created in response to a call to action during a workshop by Gabriella Grant, Director of the California Center of Excellence for Trauma Informed Care, and Dr. Stephanie Covington. Since its inception, the SD-TIGT has served a unique role in providing an inclusive venue that welcomes professionals, resident leaders, and others to collectively advance trauma-informed practice and resilience building in the San Diego region. Each of the participants of the SD-TIGT, at their own stage of readiness, provides leadership for evolving their agency/organization in the areas of program, policy, and/or practice.

### SD-TIGT Strategic Plan Goals

- 1) Expand the SD-TIGT as a cross-sector movement
- 2) Strengthen the capacity of the SD-TIGT to promote resilience and prevent/reduce ACES
- 3) Enhance the capacity of the SD-TIGT members to influence system change for policy, program, and practice levels
- 4) Build capacity of the SD-TIGT to partner with community members of all ages when shaping programs and policies

### Website

<http://www.acesconnection.com/q/san-diego-county-aces-connection-group>

## MARC Objectives

The major objectives for the MARC grant funding were to enhance the San Diego Trauma-Informed Guide Team's capacity to provide a robust and sustainable cross-sector movement and contribute to the existing efforts in the *Building Healthy Communities* Initiative in the San Diego Mid City region. These objectives guided the development of the capacity and momentum building goals below, as well as the development of the four goals in the SD-TIGT's strategic plan.

### Capacity and Momentum Building Goals

- 1) Strengthen and grow the SD-TIGT as a cross sector movement aimed at promoting resilience and preventing/reducing ACES in San Diego  
(**Highlight:** Supported the development of the *San Diego Trauma-Informed Guide Team Strategic Plan 2016-2018*).
- 2) Enhance the capacity of the SD-TIGT network to establish system change for policy, program, and practice level.  
(**Highlight:** Provided SD-TIGT "Trauma-Informed Journey" and "Brag Sheet" templates to capture system change).
- 3) Provide promotional materials and educational tools that complement and support the goals and objectives of the *Building Healthy Communities* Initiative.  
(**Highlight:** Supported the creation of the SD-TIGT logo).

## Key Learnings

### Network Strengthening

- ❖ Establishing a process to develop and complete the strategic plan required trust, flexibility, roles, goals, action steps, timelines and a common vision. These ingredients led to a sense of group accomplishment and individual commitment to the plan's implementation.
- ❖ Putting structures in place to complement the strategic plan made the work outlined in the plan more sustainable.
- ❖ Holding regular meetings for all SD-TIGT members kept current members connected, engaged, and supported in continuing their work in the SD-TIGT and provided an opportunity for new members to join.
- ❖ Defining structure and providing templates facilitated the SD-TIGT Leadership Team in assuming the roles previously held by the MARC funded staff in support of a sustainable transition.
- ❖ Respecting and acknowledging the SD-TIGT's historical contributions facilitated the opportunity to build upon the work and take it to the next level.
- ❖ Having each committee reflect on how its work related to the strategic plan goals and work of the SD-TIGT ensured alignment with the overall direction of the SD-TIGT.
- ❖ Developing a Membership Committee helped implement trauma-informed practices by welcoming all new members prior to each meeting, providing them with information and resources, and following up with them after their first meeting.
- ❖ Creating a logo for the SD-TIGT via a collective decision-making process provided the network with a visual representation that strengthened the SD-TIGT's identity.

### Accelerated Momentum

- ❖ Holding bi-monthly Leadership Team meetings provided valuable time for decision-making which expedited the processes for accomplishing tasks.
- ❖ Creating committees (Marketing, Training, Membership, Resource ) supported the work for a comprehensive approach to achieve strategic goals advance the work of the SD-TIGT.
- ❖ Utilizing the strategic plan to guide the SD-TIGT's decision-making ensured that the SD-TIGT made informed decisions that aligned with the group's mission and vision, and also enhanced the efficiency of the decision-making process.
- ❖ Holding a sustainability and planning retreat provided an opportunity to discuss and develop strategies toward sustainability post MARC funding.
- ❖ Anchoring the work in the strategic plan goals helped the SD-TIGT stay focused in a collaborative effort toward collective achievement.

### Cross-Sector Collaboration

- ❖ Taking every opportunity to inform individuals and agency representatives about the SD-TIGT and invite them to a SD-TIGT meeting diversified the SD-TIGT's sector involvement.
- ❖ Including the expansion of cross-sector representation as a strategic plan goal prompted the intentional creation of strategies to achieve the goal.
- ❖ Recognizing new members and their affiliation at the beginning of each SD-TIGT meeting reinforced the important value of new members and cross-sector representation.
- ❖ Creating a network through the SD-TIGT provided the opportunity to facilitate trauma-informed and resilience building trainings across various sectors throughout the region.

### Trauma-Informed Systems/Policy Changes

- ❖ Reviewing the definition of policy at program and system levels helped establish a realistic understanding of ways in which the individual SD-TIGT members have had and can continue to have a direct system change impact within their agencies/organizations.
- ❖ Providing the information on larger system/political policy gave SD-TIGT members the knowledge to support efforts as an individual and to raise the issues within their organizations/agencies.
- ❖ Inviting a member of the SD-TIGT to share their organization's "Trauma-Informed Journey" at each SD-TIGT all member meeting highlighted the steps for organizational change and evolution over time while inspiring others to implement similar changes.
- ❖ Having a backbone entity that included the support of a CEO who had involvement in the historical development of the SD-TIGT, and knowledge of the political landscape of the San Diego region helped navigate challenging situations and provided an executive lens to strengthen the work of the SD-TIGT.
- ❖ Collecting "Brag Sheets" from individual members at each meeting captured the policy changes being made, giving the SD-TIGT a better understanding of the work that was being accomplished by the SD-TIGT.
- ❖ Establishing a process and guiding principles for how to work together as a MARC funded team modeled trauma-informed best practices that were sustained throughout the course of the grant.



Contributing to the **Thought Board** at the Harmonium Administrative Office.

Supporting individuals and families **across all age groups**.

**Working together** to advance the trauma-informed and resilience building movement.

## For More Information

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