

EC-TIC Readiness Checklist

A brief self-assessment for organizations at any stage



Why This Tool?

Organizations don't become equity-centered and trauma-informed overnight. Change happens in stages.

This checklist helps you:

- Understand where your organization sits on the continuum
- Identify strengths and gaps
- Align leadership, policy, and culture
- Take practical next steps

It reflects the four developmental stages of the Missouri Model:

Trauma Aware → Trauma Sensitive → Trauma Responsive → Trauma Informed

And is guided by the core principles of trauma-informed care:

Safety · Trustworthiness · Choice · Collaboration · Empowerment

When these principles are applied consistently, equity becomes the outcome.

How to Use This Tool

For each statement, rate your organization:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Not Sure
- 4 = Agree
- 5 = Strongly Agree

There are no wrong answers. Honest reflection is the goal.

1. Awareness

- Staff understand how trauma affects individuals, teams, and performance
- Leadership recognizes the role of systemic inequities and historical trauma
- Staff well-being is viewed as essential to organizational success
- We understand that policies and systems can unintentionally create harm

Score (1–5):

2. Culture & Practice

- Equity and trauma-informed principles are discussed regularly
- Supervisors model psychologically safe and trust-building leadership
- Feedback from staff and stakeholders informs decisions
- Hiring and performance processes reflect relational and equity competencies

Score (1–5):

3. Systems & Policy

- Policies are reviewed through an equity lens
- We measure both outcomes and experiences (qualitative and quantitative data)
- Representation at leadership levels reflects the communities we serve
- Staff are supported in addressing stress, burnout, and secondary trauma

Score (1–5):

4. Sustainability & Equity Integration

- Equity guides strategic decisions and resource allocation
- Trauma-informed practices are embedded across departments
- Professional development aligns with EC-TIC principles
- Community or stakeholder voice meaningfully shapes priorities

Score (1–5):

Interpreting Your Results

Mostly 1–2 | Trauma Aware

You are building awareness. Focus next on structured implementation.

Mostly 3 | Trauma Sensitive

You have emerging practices. Consistency and policy alignment are key.

Mostly 4 | Trauma Responsive

Culture and systems are shifting. Prioritize sustainability and measurement.

Mostly 5 | Trauma Informed & Equity-Centered

Principles are embedded in leadership, operations, and decision-making.

Reflection

What is one strength your organization can build on?

What is one policy, practice, or system that needs review?

Ready to Move from Reflection to Action?

CHCM offers a free EC-TIC Readiness Review to help organizations:



- Interpret your results
- Identify priority action areas
- Strengthen leadership alignment
- Develop a practical implementation roadmap

Schedule a free EC-TIC Workplace Readiness Conversation with CHCM.
info@chcmmissouri.org