

## Appendix III. Survey for Organizations on Trauma-Informed Systems

### Trauma-Informed System Survey for Organizations who Serve Youth

The purpose of this survey is to serve as a first step to help organizations ensure that they are responsive to youth trauma and that all youth feel welcome in their environments. This survey is not intended to be a checklist, but rather is open-ended to stimulate thought and conversation between youth and adults. In addition, this survey is meant to be adjusted as organizations adapt to the changing needs of their youth and seek continuous quality improvement of their services.

***Youth should be consulted about answers to these questions, as well as about questions that should be added to or removed from this survey.***

#### ***Establishing Physical Safety***

1. How does your organization ensure that youth from diverse communities feel welcome?
  - How can your organization better welcome youth from diverse communities?
2. How does your organization ensure that youth who exhibit unconventional behaviors or appearances (e.g. those lacking basic hygiene) feel welcome?
  - How can your organization better welcome youth who exhibit unconventional behaviors or who lack basic hygiene?
3. How are staff held accountable to ensure that they are welcoming to all youth and treat all youth equally and fairly?
  - How can your organization better hold staff accountable to ensure that they treat all youth equally and fairly?
4. How does your organization provide safe, quiet spaces for youth to go if they become overwhelmed or dysregulated?
  - Are there better ways for your organization to provide safe, quiet spaces for youth to go if they become overwhelmed or dysregulated?
5. How does your organization ensure that all youth who receive services at your organization have their basic needs met (have food, housing, etc.)?
  - Are there better ways to ensure that all youth who receive services at your organization have their basic needs met?
6. How well does your organization ensure its policies and practices are in alignment with other organizations so that youth can easily navigate between services?
  - How can your organization better ensure alignment with other organizations to help youth navigate services to meet their basic needs?

#### ***Supporting Youth Emotional Safety***

7. How well can staff at your organization identify potential reminders of trauma for youth?
  - How can staff at your organization better identify potential trauma reminders for youth?
8. How well can adults in your organization identify possible trauma-related responses from youth?
  - How can adults in your organization better identify possible trauma-related responses from youth?
9. How well are staff supported to ensure that secondary trauma is addressed and they are able to feel safe and recover from difficult interactions?
  - What are better ways to support staff so that they are better equipped to support youth?

### ***Safely Setting and Maintaining Expectations of Youth***

10. How are staff held accountable to make sure they are calm, responsive, and respectful with all youth?
  - What are some better ways to ensure that staff are held accountable for how they interact with all youth?
11. How does your organization ensure that expectations of youth are clear?
  - How can your organization better ensure that expectations are clear?
12. How are youth consulted when your organization creates rules and rights for youth?
  - How can your organization better consult with youth as it creates rules and rights for them?
13. How does your organization share with all youth their rules and rights? When, where, and how does this occur?
  - Are there better ways your organization can share with youth their rules and rights?
14. How does your organization ensure that expectations are enforced consistently for all youth?
  - How can your organization better ensure that expectations are enforced consistently for all youth?
15. How do your discipline policies avoid making youth feel powerless and focus on power with youth instead of power over youth?
  - What are ways in which you could improve your discipline policies to avoid creating feelings of powerlessness in youth?

### ***Youth Voice and Empowerment***

16. What are the ways in which youth are given opportunities to voice their opinions and concerns?
  - What are some better ways to give youth opportunities to voice their opinions and concerns?
17. How often are youth given opportunities to guide their own journey as they receive services?
  - What are some ways that provide youth more opportunities to guide their own journey as they receive services?
18. Have you consulted with youth about these questions and ways, in general, to make your organization feel more welcoming and responsive to trauma?
  - What are some better ways to involve youth in this process?
19. How do your organizational practices build upon youth strengths and focus on their assets rather than deficits?
  - What are better ways for your organizational practices to focus on youth strengths and assets?
20. How well are ideas and opinions from underrepresented groups welcomed in your organization policies and practices?
  - What are ways to better welcome ideas from underrepresented groups in your organizational policies and practices?