

Trauma informed Facilitation Framework

Purpose and function:

- Recognizes the impact of trauma on learning, growth, and healing and in group settings. Provides a guide to help the facilitator be aware and mindful during planning processes and in while holding space and after.
- Shifts our focus from what do we need to “get” from the participants or partners/what do we need to “achieve” to what does it mean to care for the people we are inviting here? What do we need to consider if we want to do our best to minimize harm that could occur, and instead show up intentionally with each other, for each other and the folks we have invited here.

The following are principles you can use, paired with examples of actions you can take before, during, and after meetings, sessions, or events that can help you intentionally invest in community care.

PRINCIPLE	BEFORE	DURING	AFTER
Safety: Creating a space where participants feel emotionally connected and comfortable to share or engage in conversation.		Ex) Offering and co-creating space agreements.	
Trustworthiness and Transparency: Being transparent about the purpose, structure, and expectations. It also means being accountable when a mistake occurs by acknowledging their mistake or perhaps following up 1:1.			Ex) Immediately following up with a participant (call and email) to apologize for my actions that silenced them for the rest of a call.
Peer Support: Creating a supportive space where participants with shared experiences can connect, plan for the future, and assist each other in the context of why they have gathered.	Ex) When confirming participation - let folks know who else will be coming.		
Collaboration and Mutuality: Collaboration and mutuality in the context of trauma-informed facilitation refers to fostering partnerships and shared decision-making between facilitators, participants and the group itself. Is collaboration possible in the setting that you facilitate? How might you create structures, processes and policies to allow for shared decision making between both the facilitator and participants related to the experience?		Ex) Ensuring everyone has had an opportunity to speak on the item. As the group- is there anything left to say here? Can I get an emoji to move on?	
Empowerment and Choice: Allowing participants the autonomy to have control over their lives during a facilitated experience. Provide choices and options in		Ex) Don't make being on camera mandatory.	

how participants can engage in conversation with others.			
Cultural, Historical, and Identity: Consider each person's unique cultural, historical and racial identity to foster an inclusive and sensitive environment that honors the distinctive personal experiences of each individual.	Ex) Model to participants how you honor cultural, historical and racial identities.		

Reference Sources:

<https://www.traumainformedcare.chcs.org/what-is-trauma-informed-care/>

<https://www.ctipp.org/post/guide-to-trauma-informed-meetings-discussions-conversations>

<https://www.nonprofitlearninglab.org/post-1/understanding-trauma-informed-facilitation-community-conversations-as-nonprofit-leaders>

<https://trynova.org/wp-content/uploads/2025/01/CCRT-Virtual-Meeting-Tip-Sheet-ENGLISH.pdf>

https://www.air.org/sites/default/files/downloads/report/Trauma-Informed_Organizational_Toolkit_0.pdf