Implementation Plan and Goal Attainment Scale

CREATING A TRAUMA- AND GENDER-RESPONSIVE PROGRAM

Organization/Program: _____ Date: _____

DOMAIN 1A: SAFETY ISSUES

The organization's/program's activities and settings consider gender-responsive issues (i.e., what are the different issues to consider for women, men, and transgender or gender-fluid individuals) to ensure the physical, psychological, social, and moral/ethical safety of clients.

For each identified issue with *ensuring physical, psychological, social, and moral/ethical safety for women, men, and transgender or gender-fluid individuals,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. (The definition for each type of safety can be found in handout 8.) After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1A: SAFETY ISSUES

	SAFETY ISSUES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Safety Issue A:** *Action to Resolve A:*						
	Safety Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1A: SAFETY ISSUES

	SAFETY ISSUES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Safety Issue A:** *Action to Resolve A:*						
	Safety Issue B: *Action to Resolve B:*						

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DOMAIN 1A: SAFETY ISSUES

	SAFETY ISSUES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Safety Issue A:** *Action to Resolve A:*						
	Safety Issue B: *Action to Resolve B:*						

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DOMAIN 1B: TRUSTWORTHINESS

Maximizing Trustworthiness through Task Clarity, Consistency, and Interpersonal Boundaries

The organization's/program's activities and settings maximize trustworthiness by making the tasks involved in service delivery clear, by ensuring consistency in practice, and by maintaining boundaries that are appropriate to the program, taking into consideration trauma and gender issues.

For each identified issue with *maximizing trustworthiness for women, men, and transgender or gender-fluid individuals,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1B: TRUSTWORTHINESS

	TRUSTWORTHINESS	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Trustworthiness Issue A:** *Action to Resolve A:*						
	Trustworthiness Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1B: TRUSTWORTHINESS

	TRUSTWORTHINESS	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Trustworthiness Issue A:** *Action to Resolve A:*						
	Trustworthiness Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1B: TRUSTWORTHINESS

	TRUSTWORTHINESS	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Trustworthiness Issue A:** *Action to Resolve A:*						
	Trustworthiness Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1C: CHOICE

Maximizing Client Choice and Control

The organization's/program's activities and settings maximize client experience of choice and control, taking into consideration specific female, male, and transgender or gender-fluid issues.

For each identified issue with *maximizing choice and control for women, men, and transgender or gender-fluid individuals,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1C: CHOICE

	CHOICE	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Choice Issue A:** *Action to Resolve A:*						
	Choice Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1C: CHOICE

	CHOICE	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Choice Issue A:** *Action to Resolve A:*						
	Choice Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1C: CHOICE

	CHOICE	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Choice Issue A:** *Action to Resolve A:*						
	Choice Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1D: COLLABORATION

Maximizing Collaboration and Sharing Power

The organization's/program's activities and settings maximize collaboration and sharing of power between staff and clients, taking into consideration specific female, male, and transgender or gender-fluid issues.

For each identified issue with *maximizing collaboration and sharing of power for women, men, and transgender or gender-fluid individuals,* specify the required action to resolve the issue, the time-frame, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1D: COLLABORATION

	COLLABORATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Collaboration Issue A:** *Action to Resolve A:*						
	Collaboration Issue B: *Action to Resolve B:*						

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DOMAIN 1D: COLLABORATION

	COLLABORATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Collaboration Issue A:** *Action to Resolve A:*						
	Collaboration Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1D: COLLABORATION

	COLLABORATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Collaboration Issue A:** *Action to Resolve A:*						
	Collaboration Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1E: EMPOWERMENT

Prioritizing Empowerment and Skill-Building

The organization's/program's activities and settings prioritize client empowerment and skill-building while taking into consideration specific issues for women, men, and transgender or gender-fluid individuals.

For each identified issue with *prioritizing client empowerment and skill-building for women, men, and transgender or gender-fluid individuals,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1E: EMPOWERMENT

	EMPOWERMENT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Empowerment Issue A:** *Action to Resolve A:*						
	Empowerment Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1E: EMPOWERMENT

	EMPOWERMENT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Empowerment Issue A:** *Action to Resolve A:*						
	Empowerment Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1E: EMPOWERMENT

	EMPOWERMENT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Empowerment Issue A:** *Action to Resolve A:*						
	Empowerment Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1F: SAFETY FOR STAFF

Ensuring Safety

The organization's/program's activities and settings ensure the four kinds of safety (physical, psychological, social, and moral/ethical) of staff while taking into consideration specific issues of female, male, and transgender or gender-fluid staff members.

For each identified issue with *ensuring safety for female, male, and transgender or gender-fluid staff,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1F: SAFETY FOR STAFF

	SAFETY FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Staff Safety Issue A:** *Action to Resolve A:*						
	Staff Safety Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1F: SAFETY FOR STAFF

	SAFETY FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Staff Safety Issue A:** *Action to Resolve A:*						
	Staff Safety Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1F: SAFETY FOR STAFF

	SAFETY FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Staff Safety Issue A:** *Action to Resolve A:*						
	Staff Safety Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1G: TRUSTWORTHINESS FOR STAFF

Maximizing Trustworthiness through Task Clarity, Consistency, and Interpersonal Boundaries

The organization's/program's activities and settings maximize trustworthiness for female, male, and transgender or gender-fluid staff by making the tasks involved in service delivery clear, by ensuring consistency in practice, and by maintaining boundaries that are appropriate to the program while taking into consideration the trauma and gender issues of staff members.

For each identified issue with *maximizing trustworthiness for female, male, and transgender or gender-fluid staff,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1G: TRUSTWORTHINESS FOR STAFF

	TRUSTWORTHINESS FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Staff Trustworthiness Issue A:** *Action to Resolve A:*						
	Staff Trustworthiness Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1G: TRUSTWORTHINESS FOR STAFF

	TRUSTWORTHINESS FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Staff Trustworthiness Issue A:** *Action to Resolve A:*						
	Staff Trustworthiness Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1G: TRUSTWORTHINESS FOR STAFF

	TRUSTWORTHINESS FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Staff Trustworthiness Issue A:** *Action to Resolve A:*						
	Staff Trustworthiness Issue B: *Action to Resolve B:*						

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DOMAIN 1H: CHOICE FOR STAFF

Maximizing Staff Choice and Control

The organization's/program's activities and settings maximize female, male, and transgender or gender-fluid staff's experiences of choice and control while taking into consideration any trauma and gender issues of staff members.

For each identified issue with *maximizing choice and control for female, male, and transgender or gender-fluid staff,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1H: CHOICE FOR STAFF

	CHOICE FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Staff Choice Issue A:** *Action to Resolve A:*						
	Staff Choice Issue B: *Action to Resolve B:*						

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DOMAIN 1H: CHOICE FOR STAFF

	CHOICE FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Staff Choice Issue A:** *Action to Resolve A:*						
	Staff Choice Issue B: *Action to Resolve B:*						

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DOMAIN 1H: CHOICE FOR STAFF

	CHOICE FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Staff Choice Issue A:** *Action to Resolve A:*						
	Staff Choice Issue B: *Action to Resolve B:*						

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DOMAIN 1I: COLLABORATION FOR STAFF

Maximizing Collaboration and Sharing Power

The organization's/program's activities and settings maximize collaboration and sharing of power between staff, their supervisors, administrators, and clients while taking into consideration any specific issues of female, male, and transgender or gender-fluid staff members.

For each identified issue with *maximizing collaboration and sharing of power for female, male, and transgender or gender-fluid staff,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1I: COLLABORATION FOR STAFF

	COLLABORATION FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Staff Collaboration Issue A:** *Action to Resolve A:*						
	Staff Collaboration Issue B: *Action to Resolve B:*						

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DOMAIN 1I: COLLABORATION FOR STAFF

	COLLABORATION FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Staff Collaboration Issue A:** *Action to Resolve A:*						
	Staff Collaboration Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1I: COLLABORATION FOR STAFF

	COLLABORATION FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Staff Collaboration Issue A:** *Action to Resolve A:*						
	Staff Collaboration Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 1J: EMPOWERMENT FOR STAFF

Prioritizing Empowerment and Skill-Building

The organization's/program's activities and settings prioritize female, male, and transgender or gender-fluid staff empowerment and skill-building while taking into consideration any trauma and gender issues of female, male, and transgender or gender-fluid staff members.

For each identified issue with *prioritizing staff empowerment and skill-building for female, male, and transgender or gender-fluid staff,* specify the required action to resolve the issue, the timeframe, and the person(s) responsible for that resolution. After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 1J: EMPOWERMENT FOR STAFF

	EMPOWERMENT FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Staff Empowerment Issue A:** *Action to Resolve A:*						
	Staff Empowerment Issue B: *Action to Resolve B:*						

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DOMAIN 1J: EMPOWERMENT FOR STAFF

	EMPOWERMENT FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Staff Empowerment Issue A:** *Action to Resolve A:*						
	Staff Empowerment Issue B: *Action to Resolve B:*						

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DOMAIN 1J: EMPOWERMENT FOR STAFF

	EMPOWERMENT FOR STAFF	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Staff Empowerment Issue A:** *Action to Resolve A:*						
	Staff Empowerment Issue B: *Action to Resolve B:*						

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DOMAIN 2: FORMAL SERVICE POLICIES

The formal policies of the organization/program reflect an understanding of female, male, and transgender or gender-fluid trauma survivors' needs, strengths, and challenges and reflect an understanding of gender differences.

To what extent do the formal policies of the organization/program reflect an understanding of the role of gender in the trauma survivors' needs, strengths, and challenges? Of staff needs? Are these policies monitored and implemented consistently? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 2: FORMAL SERVICE POLICIES

	FORMAL SERVICE POLICIES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Service Policies Issue A:** *Action to Resolve A:*						
	Service Policies Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 2: FORMAL SERVICE POLICIES

	FORMAL SERVICE POLICIES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Service Policies Issue A:** *Action to Resolve A:*						
	Service Policies Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 2: FORMAL SERVICE POLICIES

	FORMAL SERVICE POLICIES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Service Policies Issue A:** *Action to Resolve A:*						
	Service Policies Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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DOMAIN 3A: THEORETICAL FOUNDATION AND PROGRAM DESIGN FOR WOMEN, MEN, AND TRANSGENDER OR GENDER-FLUID INDIVIDUALS

The program has a theoretical foundation and a program design that reflect an understanding of trauma and gender-responsive issues for women, men, and transgender or gender-fluid individuals.

To what extent is the program design and development based on a theoretical foundation (research and practice) that reflects the women, men, and transgender or gender-fluid individuals being served and their needs? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 3A: THEORETICAL FOUNDATION AND PROGRAM DESIGN

	THEORETICAL FOUNDATION AND PROGRAM DESIGN	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Foundation/Design Issue A:** *Action to Resolve A:*						
	Foundation/Design Issue B: *Action to Resolve B:*						

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DOMAIN 3A: THEORETICAL FOUNDATION AND PROGRAM DESIGN

	THEORETICAL FOUNDATION AND PROGRAM DESIGN	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Foundation/Design Issue A:** *Action to Resolve A:*						
	Foundation/Design Issue B: *Action to Resolve B:*						

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DOMAIN 3A: THEORETICAL FOUNDATION AND PROGRAM DESIGN

	THEORETICAL FOUNDATION AND PROGRAM DESIGN	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Foundation/Design Issue A:** *Action to Resolve A:*						
	Foundation/Design Issue B: *Action to Resolve B:*						

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DOMAIN 3B: GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING

The organization/program has a consistent gender-specific way to identify women, men, and transgender or gender-fluid individuals who have been exposed to trauma and to include trauma-related information in planning services with the client.

To what extent does the organization/program have a consistent gender-responsive way to identify women, men, and transgender or gender-fluid individuals who have been exposed to trauma, to conduct appropriate follow-up assessments, to include trauma-related information in planning services with the client, and to provide access to effective and affordable trauma- and gender-specific services? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 3B: GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING

	GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Planning Issue A:** *Action to Resolve A:*						
	Planning Issue B: *Action to Resolve B:*						

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DOMAIN 3B: GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING

	GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Planning Issue A:** *Action to Resolve A:*						
	Planning Issue B: *Action to Resolve B:*						

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DOMAIN 3B: GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING

	GENDER-SPECIFIC TRAUMA SCREENING, ASSESSMENT, AND SERVICE PLANNING	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Planning Issue A:** *Action to Resolve A:*						
	Planning Issue B: *Action to Resolve B:*						

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DOMAIN 3C: GENDER-RESPONSIVE TRAUMA SERVICES

The organization/program provides gender-responsive trauma-specific services to women, men, and transgender or gender-fluid individuals.

To what extent are the organization's/program's content and materials gender-responsive? Do they utilize trauma materials that are specifically designed for women, for men, and for transgender or gender-fluid individuals? Do they provide separate groups? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 3C: GENDER-RESPONSIVE TRAUMA SERVICES

	GENDER-RESPONSIVE TRAUMA SERVICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Services Issue A:** *Action to Resolve A:*						
	Services Issue B: *Action to Resolve B:*						

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DOMAIN 3C: GENDER-RESPONSIVE TRAUMA SERVICES

	GENDER-RESPONSIVE TRAUMA SERVICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Services Issue A:** *Action to Resolve A:*						
	Services Issue B: *Action to Resolve B:*						

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DOMAIN 3C: GENDER-RESPONSIVE TRAUMA SERVICES

	GENDER-RESPONSIVE TRAUMA SERVICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Services Issue A:** *Action to Resolve A:*						
	Services Issue B: *Action to Resolve B:*						

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DOMAIN 4: ADMINISTRATIVE SUPPORT FOR PROGRAM-WIDE TRAUMA-INFORMED SERVICES

Organization/program administrators support the integration of knowledge about violence and abuse specific to women, men, and transgender or gender-fluid individuals into all practices.

To what extent do organization/program administrators support the integration of knowledge about gender and trauma into all practices? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 4: ADMINISTRATIVE SUPPORT FOR PROGRAM-WIDE TRAUMA-INFORMED SERVICES

	ADMINISTRATIVE SUPPORT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Admin Support Issue A:** *Action to Resolve A:*						
	Admin Support Issue B: *Action to Resolve B:*						

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DOMAIN 4: ADMINISTRATIVE SUPPORT FOR PROGRAM-WIDE TRAUMA-INFORMED SERVICES

	ADMINISTRATIVE SUPPORT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Admin Support Issue A:** *Action to Resolve A:*						
	Admin Support Issue B: *Action to Resolve B:*						

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DOMAIN 4: ADMINISTRATIVE SUPPORT FOR PROGRAM-WIDE TRAUMA-INFORMED SERVICES

	ADMINISTRATIVE SUPPORT	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Admin Support Issue A:** *Action to Resolve A:*						
	Admin Support Issue B: *Action to Resolve B:*						

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DOMAIN 5: STAFF TRAUMA TRAINING AND EDUCATION

All staff members have received appropriate trauma training as well as gender-responsive training for women, men, and transgender or gender-fluid individuals and its implications for their work.

To what extent have all staff members received appropriate training in trauma, gender differences, and the implications for their work? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 5: STAFF TRAUMA TRAINING AND EDUCATION

	STAFF TRAUMA TRAINING AND EDUCATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Training/Education Issue A:** *Action to Resolve A:*						
	Training/Education Issue B: *Action to Resolve B:*						

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DOMAIN 5: STAFF TRAUMA TRAINING AND EDUCATION

	STAFF TRAUMA TRAINING AND EDUCATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Training/Education Issue A:** *Action to Resolve A:*						
	Training/Education Issue B: *Action to Resolve B:*						

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DOMAIN 5: STAFF TRAUMA TRAINING AND EDUCATION

	STAFF TRAUMA TRAINING AND EDUCATION	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Training/Education Issue A:** *Action to Resolve A:*						
	Training/Education Issue B: *Action to Resolve B:*						

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DOMAIN 6: HUMAN RESOURCES PRACTICES

Trauma- and gender-related concerns are part of the hiring and performance review process.

To what extent are trauma- and gender-related concerns part of the hiring and performance review process? After implementing changes to address the identified issues, the organization can evaluate whether the goal was attained, reflect on what was learned, and determine what changes still need to be made.

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DOMAIN 6: HUMAN RESOURCES PRACTICES

	HUMAN RESOURCES PRACTICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Women	**Human Resources Issue A:** *Action to Resolve A:*						
	Human Resources Issue B: *Action to Resolve B:*						

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DOMAIN 6: HUMAN RESOURCES PRACTICES

	HUMAN RESOURCES PRACTICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Men	**Human Resources Issue A:** *Action to Resolve A:*						
	Human Resources Issue B: *Action to Resolve B:*						

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DOMAIN 6: HUMAN RESOURCES PRACTICES

	HUMAN RESOURCES PRACTICES	Who is responsible?	Who else is on the team?	Timeline	Goal attained* 1–3	What did you learn?	What must be changed?
Transgender, gender-fluid	**Human Resources Issue A:** *Action to Resolve A:*						
	Human Resources Issue B: *Action to Resolve B:*						

* **Scoring Code:** (1) goal has not been met and has been dropped from future plans; (2) goal still needs work and will be included in future plans; or (3) goal has been fully met.

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