

Facilitating System Change

	Brain Development/Human Behavior	Trauma-Informed Lens	Culturally Responsive Lens
Policies	Are policies reflective of an understanding of human behavior? (Can better understand human behavior by understanding how the brain develops and potential threats to normal development.)	Do policies account for trauma? Do policies avoid further perpetuation of trauma?	Do policies account (or adjust) for various cultural and subcultural experiences?
Practices (normally reflective of a systems core beliefs)	Do practices reflect an understanding of the range of the human experience (suffering, poverty, lack of privilege, chronic marginalization)?	Are practices developed with the goal of creating safety, reducing fear, and minimizing trauma?	Are practices culturally responsive?
System Narrative (Does the system’s narrative match the kind of change it seeks to facilitate?)	Does the narrative in and of the system demonstrate an understanding of human behavior?	Is narrative trauma-informed?	Is narrative culturally responsive?
Other (partnerships, training)	If the system lacks in its understanding of brain development/human behavior, are there strategic partnership to fill the “lack-gap”?		

Dr. Alisha Moreland-Capua (2019), “Training for Change: Transforming Systems to be Trauma-Informed, Culturally Responsive, and Neuroscientifically Focused”