



C4 Innovations

Community & Behavioral Health | Recovery | Social Change

Mental Health Technology Transfer Center Network: Truth, Trauma and & Equity- Informed Solutions

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RACIAL EQUITY AND INCLUSION SCHOLAR

- INSTITUTIONALIZED FORMS OF IDENTITY-BASED OPPRESSION
- ORGANIZATIONAL CHANGE

TRAINING AND CURRICULUM SPECIALIST

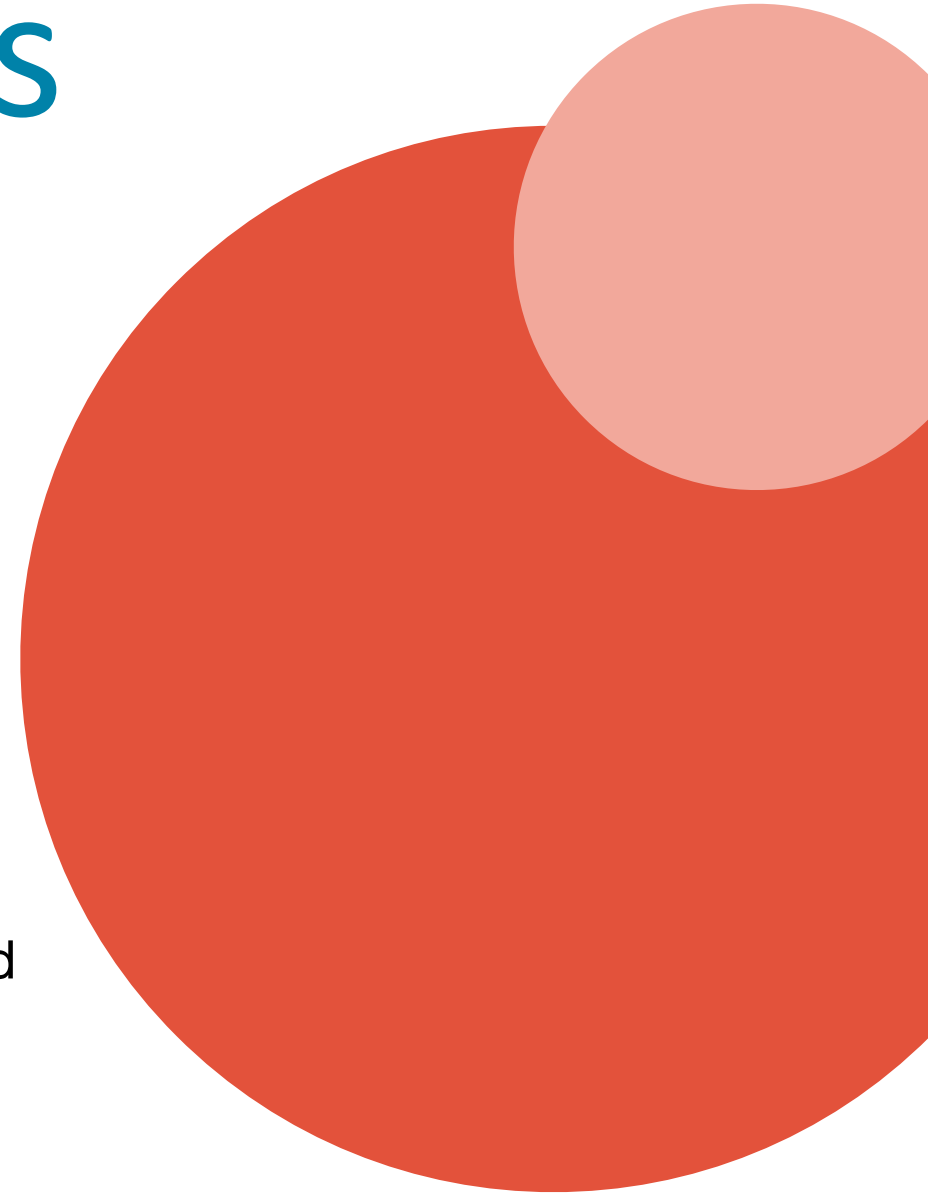
- UNIVERSITIES
- CORPORATIONS
- NATIONAL ORGS
- HEALTH PROF.
- ORG EQUITY PRACTICES

INDUSTRIAL ORGANIZATIONAL EQUITY CONSULTANT & STRATEGIST

- EQUITY AND ANTI-OPPRESSION
ACCOUNTABILITY
LEADERSHIP SUPPORT

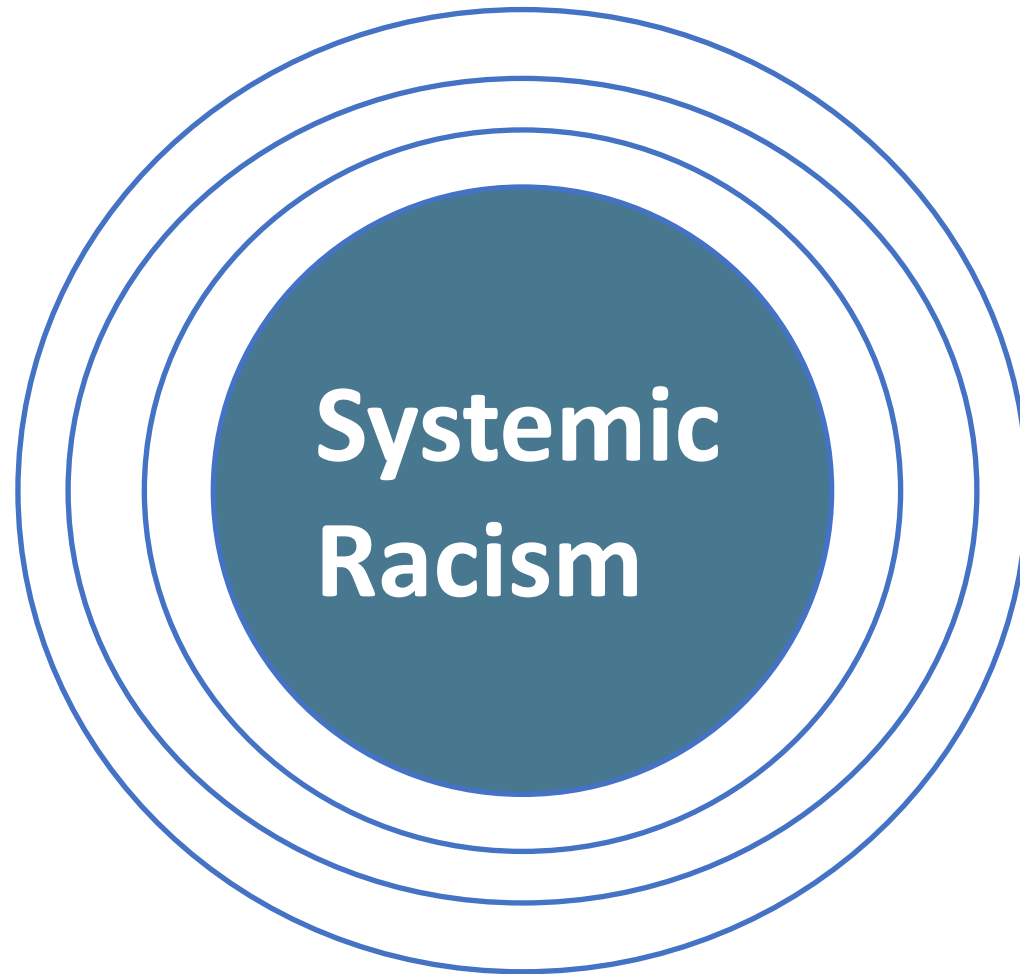
Learning Objectives

- Define and provide tangible examples of intergenerational, insidious, historical, acculturative and race-based trauma and stress.
- Assess strategies to address dominant norms that may prohibit change toward trauma-informed equitable practices.
- Reflect on the importance of equity and inclusion in trauma-informed practices.
- Review the importance of authenticity in the workplace and culturally relevant services, and strategies to implement.
- Emotional safety and CNS regulation



Equity First Framing





RACE IS SOCIALLY CONSTRUCTED: PSEUDOSCIENCE | RACE | RACISM

“The invention of race as an ethnological human stratification, and the racism that followed it, created a historical chain of dehumanizing and traumatic events that continue to hinder human progress. Though historically based on faulty science, the creation of this human hierarchy is now a lived socio-political reality and has severe consequences for people of color.”

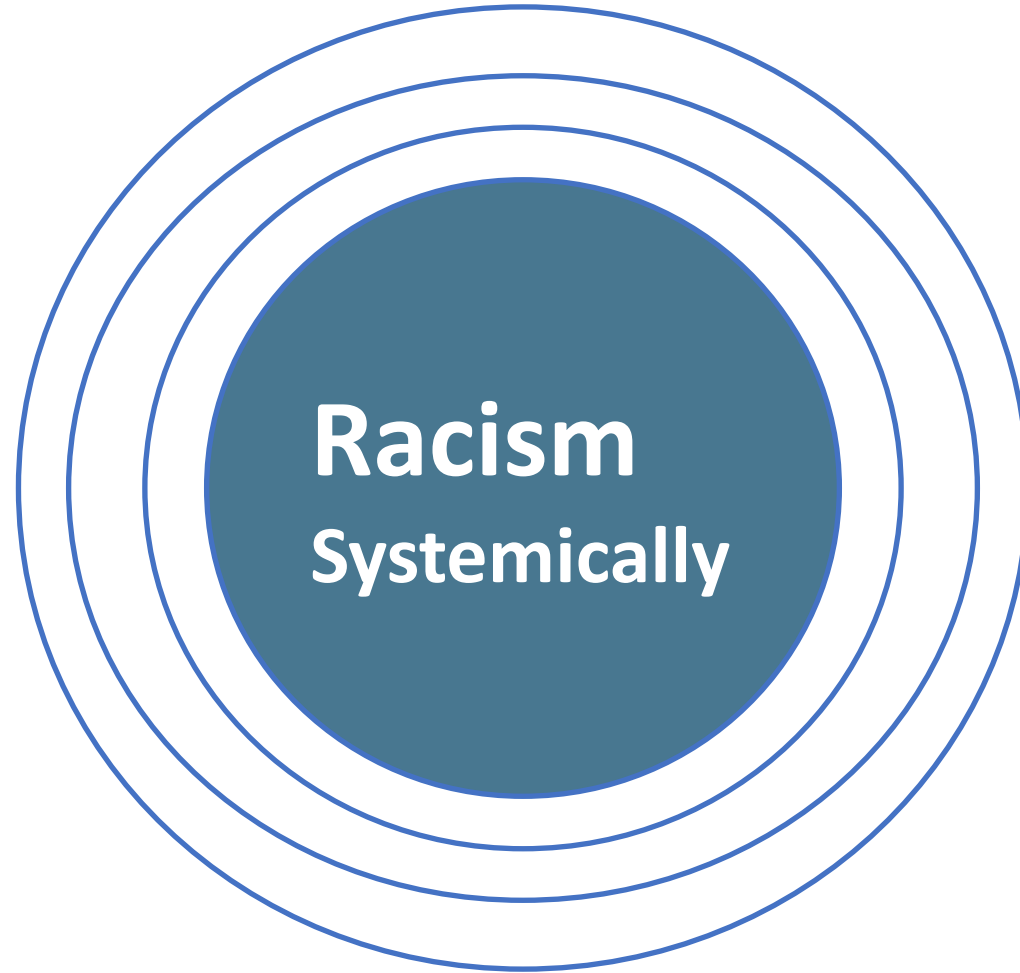
“The trauma of racism refers to the cumulative negative impact of racism on the lives of people of color.”

“Encompassing the emotional, psychological, health, economic and social effects of multi-generational and historical trauma, trauma of racism relates to the damaging effects of ongoing societal and intra-social-group racial micro aggressions, internalized racism, overt racist experiences, discrimination and oppression within the lives of people of color.”

“When repetitive and unresolved, these experiences rooted in racism can create severe emotional pain and distress that can overwhelm a person’s and community’s ability to cope, creating feelings of powerlessness.”

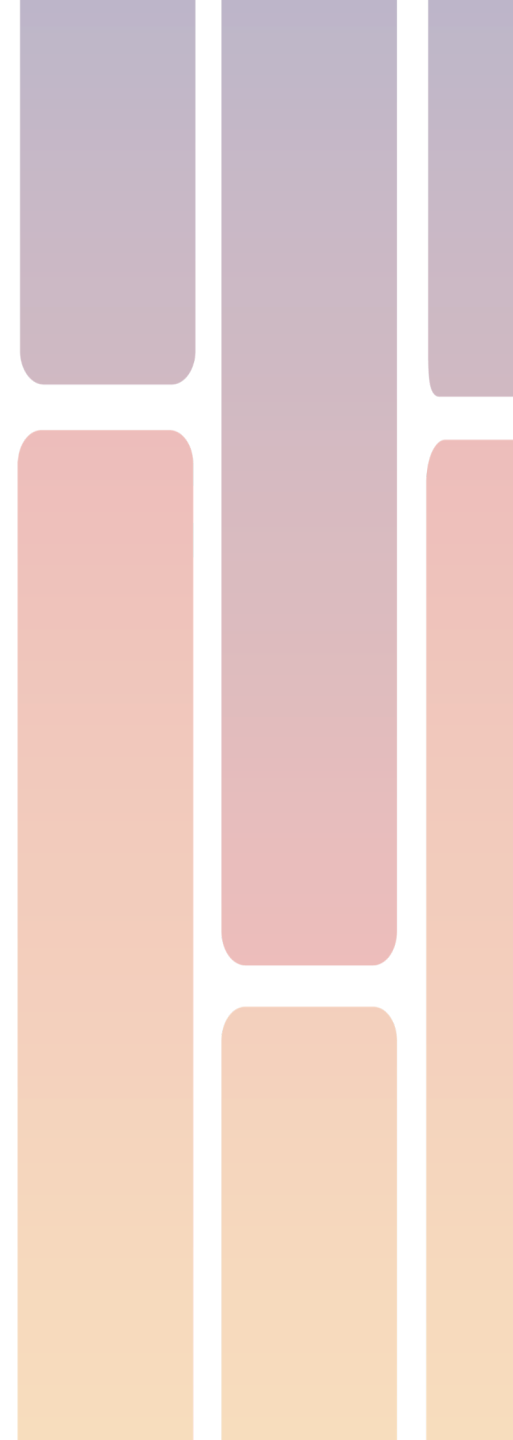
Race-Based Traumatic Stress & Health Equity



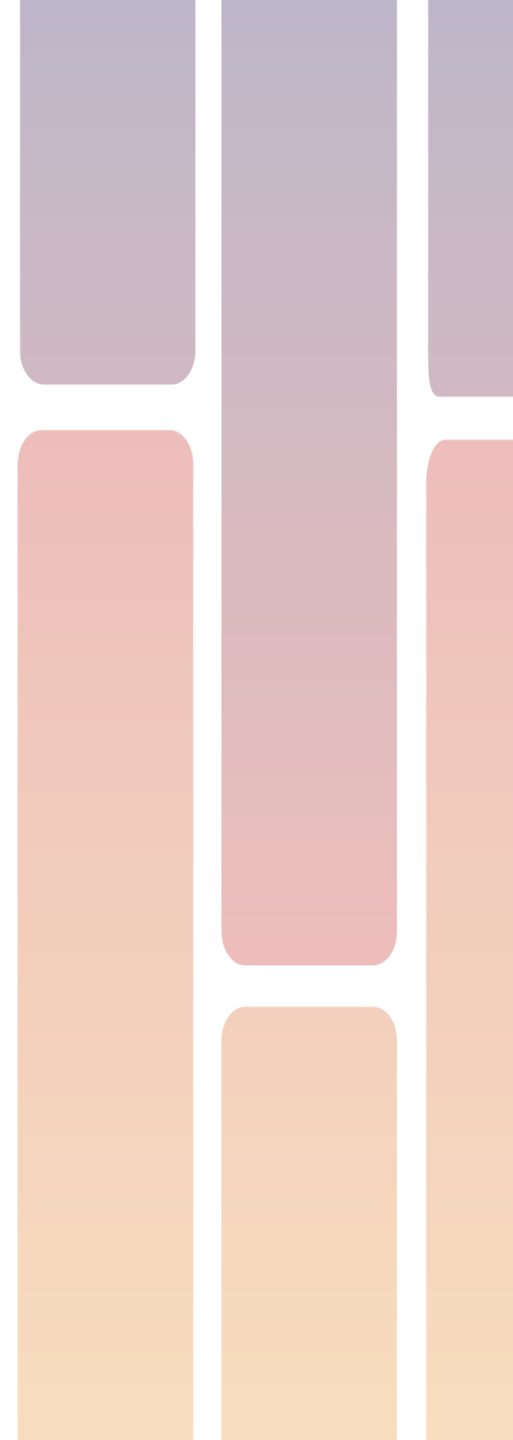


**Racism
Systemically**

Frequently Used Definitions of Microaggressions



Critical Context for Microaggressions



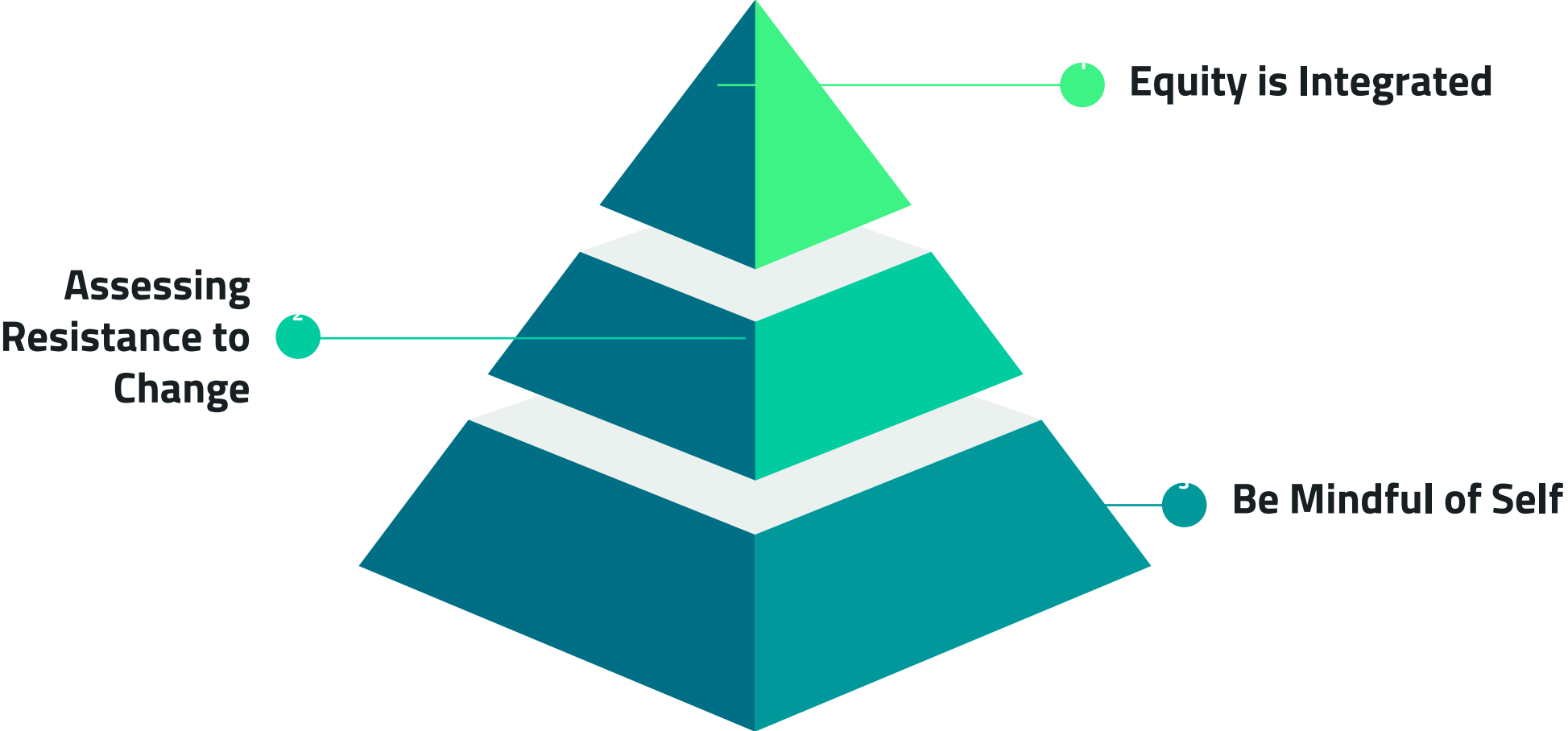
Weathering and Allostatic Load



Identifying Inequities Within Our Bodies & Industries and Practicing Action



Steps Toward Culture Shift



Thank you

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