What is essential when promoting resilience and ensuring a culturally humble lens?

- Community Needs Assessment
- Listening Sessions
- Collaboration

Review mission, vision, policies and procedures and how they impact communities of color.

- Core Psychoeducation
- Cross-systems Training
- Ongoing Coaching/Mentorship

Frameworks & Models to Consider

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**Maslow’s Hierarchy of Needs**
Informed by Blackfoot Nation ALTA

**Western Perspective**
- Self actualization
- Esteem needs
- Belongingness and love needs
- Safety needs
- Physiological needs

The individual is prioritized and Maslow completely removes the individual from the context of community and spirituality.

**First Nations Perspective**
- Cultural perpetuity
- Community actualization
- Self actualization
- Self-actualization is at the base of the tipi and is the foundation on which community actualization is built.

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**Maslow’s Hierarchy of Needs Through Indigenous Eyes**
Reinterpreted by Terry Cross (2007)

- Shelter, safety, food, water, and security
- Love, belonging and relationships
- Spirituality

Human needs are non-hierarchical and allow for a case-by-case model for balance between the personal and the collective.

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The Four Dimensions of Racism

- Institutional: Policies and practices that reinforce racist standards within a workspace or organization.
- Structural: Multiple institutions collectively upholding racist policies and practices, i.e., society.
- Interpersonal: Racist acts and micro-aggressions carried out from one person to another.
- Internalized: The subtle and overt messages that reinforce negative beliefs and self-hatred in individuals.
5 Factors in Recovery from Adversity and Stress

Be Aware of Your Self Talk

Six Symptoms of Post-Traumatic HYPO-AROUSAL

Fight
- Temper and angry outbursts
- Aggressive
- Dominates and controls others
- Demands perfection from others
- Pursues power and control
- Impulsive decision making
- Assertive - "bully"
- Incessant criticizing and raging

Flight
- Feelings of panic and anxiety
- "Workaholic"
- Obsessive and/or compulsive behaviors
- Always on the go and staying busy
- Over worrying
- Perfectionist and over achiever
- Hyperactive
- Over analytical

Freeze
- Depression
- Dissociation
- Brain fog
- Avoids human contact
- Detached
- Struggles with making decisions
- Hibernating
- Lifeforce/feeling dead inside
- Feeling spaced out
- Isolation

Fawn
- People pleasing
- Co-dependent
- Has a hard time standing up for themselves or saying "no"
- Lack of boundaries
- Defers to others in decision making
- Avoids conflict
- Highly concerned with fitting in

Signs Of Nervous System Regulation

Slow and steady heart rate  Even breath

Calm Emotions  Clear thinking

Calm belly  Eye contact

Flowing energy  Empowered posture

Hearing calm and supportive words from family and friends

Grounding Exercise

5-4-3-2-1

Name 5 things you can see
Name 4 things you can hear
Name 3 things you can touch
Name 2 things you can smell
Name 1 thing you can taste

#Self-care Saturday

AYANA THERAPY