

□ **Demonstrate Respect for your Experience-** your experience is yours to own.

□ **Translate your meaning-** Say what you mean and mean what you say. Don't say what you think others want to hear.

□ **Listen to yourself-** If you choose to blend in with crowd then you give up the opportunity to stand out from the crowd.

□ **Give your accurate location-**Own your experience in time

□ **Demonstrate that you are coachable-** We need to be open to self-discover without being concerned about popular opinion or hurt feelings.

The Practice



Learning Objectives

Education on race-based trauma and how to recognize symptoms in clients, while assisting them in recovering their authentic voice and self-expression.





Do You See
Me?

- Moving From
Tolerance to
Acceptance

What Is Racial Trauma

The researchers wrote: “Racial trauma is a cumulative experience, where every personal or vicarious encounter with racism contributes to a more insidious, chronic stress.” This stress is often magnified by the lack of space to name the stress, express the stress, and heal from the stressful racial experience.

The black community would like to see racial trauma recognized by the American Psychological Association as a valid route to PTSD, as well as more clinical practices and therapists trained to treat it.

Research shows that many African Americans may be misdiagnosed. They may have negative interactions with psychologists that negatively impact that relationship





Racial Support

- It is important to integrate culturally relevant family and community values into the treatment process, how to be comfortable talking about issues related to racism, and de-emphasizing the notion of “color-blindness,” which discounts the impact a person’s race or ethnicity has on their daily life experiences.
- Therapists need help to understand and take seriously the experiences leading to racial trauma so that patients feel safe in sharing their experiences

Trauma is the impact felt from high levels of chronic stress

Heightened cortisol response- which puts you at risk for increased heart problems, high blood pressure, digestive problems weight gain and more.

Impaired mental health- toxic stress increase anxiety and depressive disorder, behavior dysregulation, PTSD, and psychosis.

Maladaptive changes to brain architecture- psychological change that cause structural changes in the brain leading problems such as memory and learning impairment

Modified gene expression- can change which genes are turned on or off, leading to a wide range of health consequences.

Poor stress management and coping skills- do not handle challenging situations appropriately.

Unhealthy lifestyle choices- which can contribute to a variety of health consequences including cancer, depression, or heart disease.

Chronic Stress = Trauma



Trauma Bodies

Trauma lives in the body.

It's a spontaneous protective mechanism used by the body to stop any future potential harm.

It is a highly effective tool for safety and survival.

An embedded trauma response can manifest as fight, flee, or freeze

Trauma can get stuck in the body and will stay there until it is addressed.

The body is where we live. It's where we fear, hope, and react. It is where we constrict and relax. The body cares most about safety and survival.



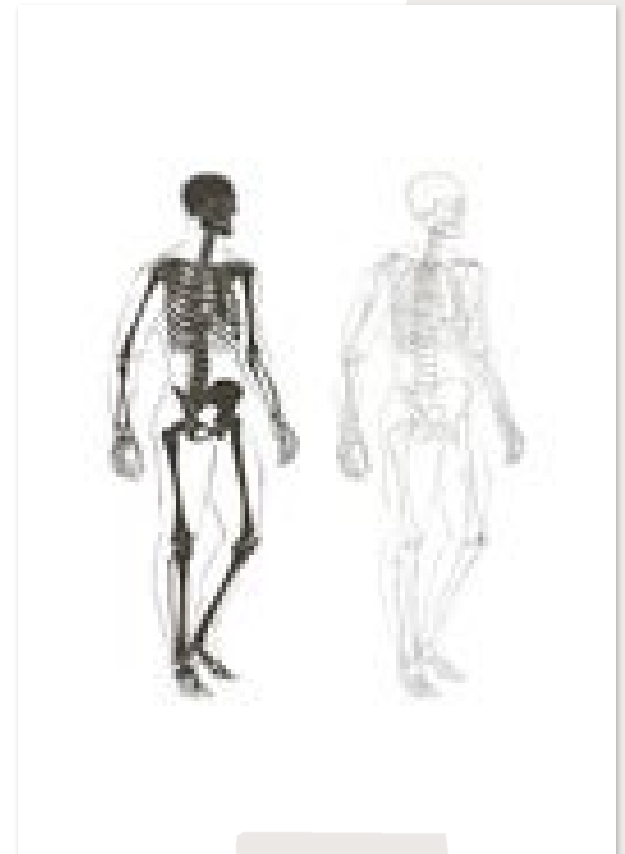
Trauma Bodies



- From the body's perspective safety or danger is neither situational nor based in cognitive feelings, rather they are physical visceral sensations the body uses to sense safety or danger.
- Danger can mean more than just bodily harm. It can mean a threat to what we do, say, think, care about, believe in, or yearn for.
- The body will do what it needs to do to recover that sense of safety
- Trauma sets in very quickly into the body; too quickly to involve the rational part of the brain.
- Trauma can cause us to react to current events that seems wildly inappropriate, overcharged, or out of proportion.

Trauma Bodies

- There is something about an event, person, or situation that rekindles an old pain or discomfort, and the body tries to address it with reflective energy that is still stuck inside the nervous system.
- The body then began to create strategies around the stuckness including extreme reactions, strange likes and dislikes, compulsions, seemingly irrational fears, and unusual avoidance strategies over time.
- This can be embedded in the body as a standard way of surviving and protecting itself.
- When these strategies are repeated, they can be passed on to the next generation.
- It can become the standard response in families, communities, and cultures.



Unresolved Trauma

Please hear what I am not saying
Don't be fooled by me

Can trigger real physical pain and disease

Lead to a range of self-destructive behavior

Take a toll on our family life and interpersonal relationships

Trauma can be blocked out (consciously or unconsciously) but it doesn't mean he/she/they will not feel the effects of it.

The effects of unresolved trauma can be devastating. It can affect our habits and outlook on life, leading to addiction and poor decision making, and perpetuate racism and suffering.



Effects of Trauma

Induces anxiety, arrests the vocal process, and blocks the creative flow of authentic self-expression. Trauma affects the involuntary nervous system, body, brain, and memory function. It is hard to recognize this level of trauma therefore it gets mislabeled or dismissed as being part of your personality

- Pretending is an art that is second nature with me, but
- Don't be fooled, please don't be fooled.



Voicelessness

- Dominance
- Constant surveillance
- Oppression
- Direct Trauma
- Vicarious Trauma
- Microaggressions
- Stereotypes
- Prejudice
- Not meeting societal standards





Code Switching

Broadly, code-switching involves adjusting one's style of speech, appearance, behavior, and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities.



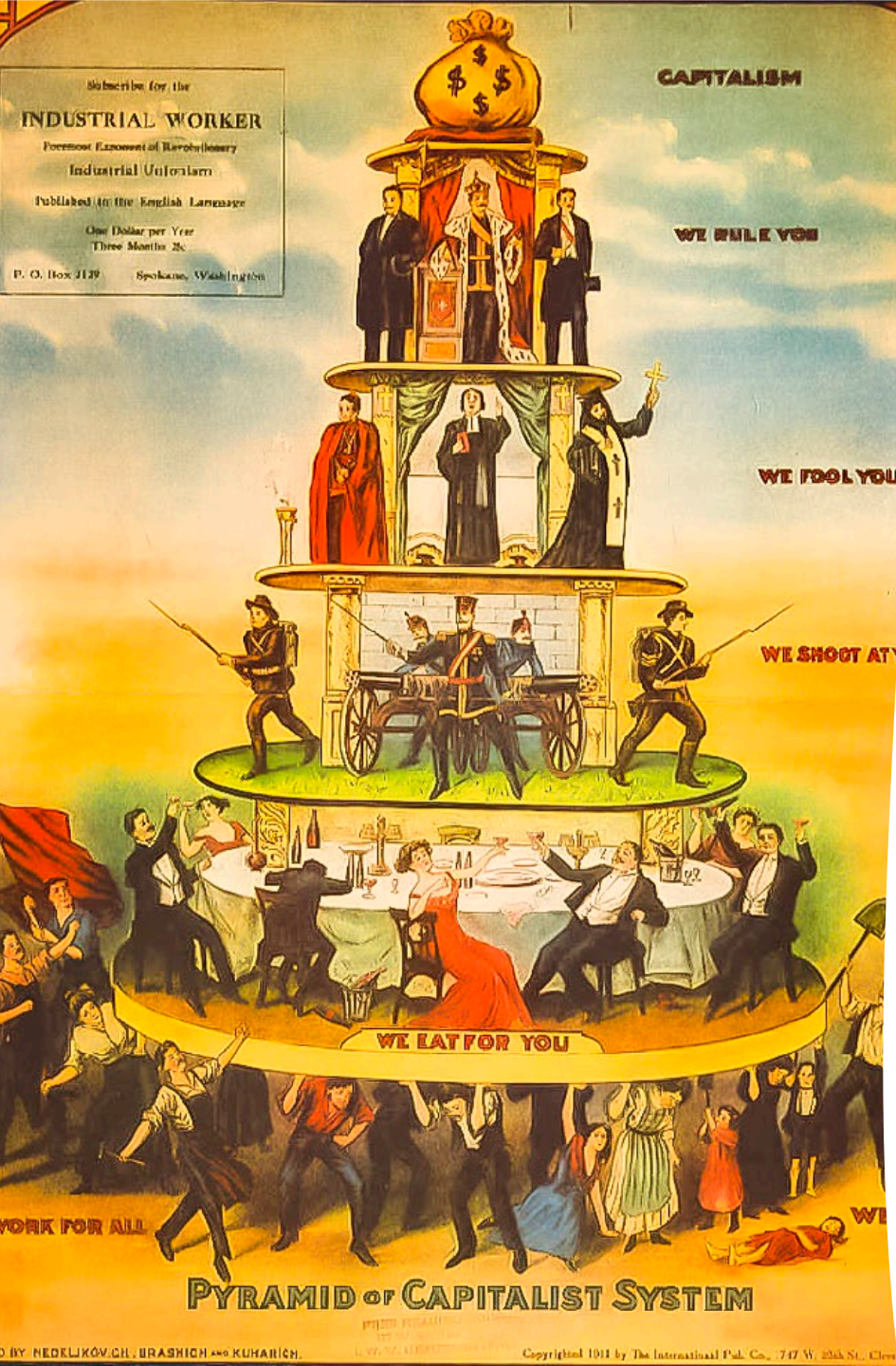
How did we get here?



Social Stratification

The segregation of a society based on arbitrary factors such as:

- Wealth
- Race
- Ethnicity
- Education
- Gender
- Occupation
- Social Status
- Derived Power
- (Social or Political, Earned or Inherited)



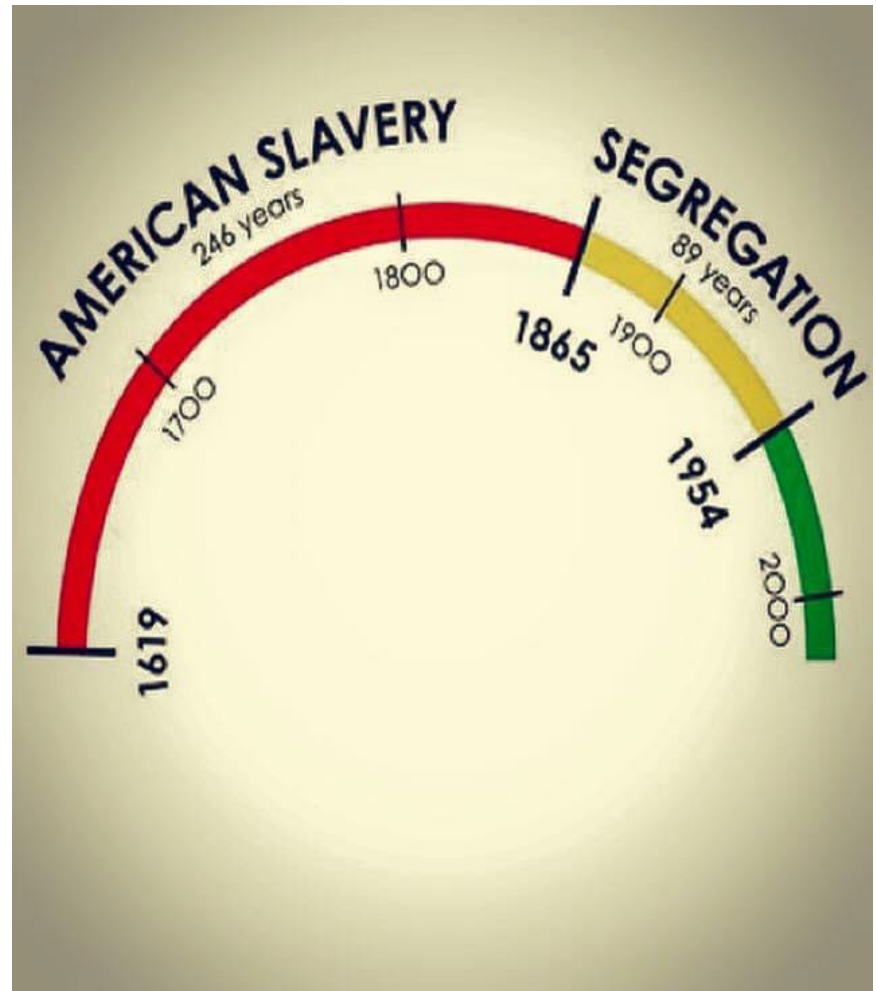
Constitution of the United States

The Constitution of the US was signed September 17, 1787, AFTER the Revolutionary War

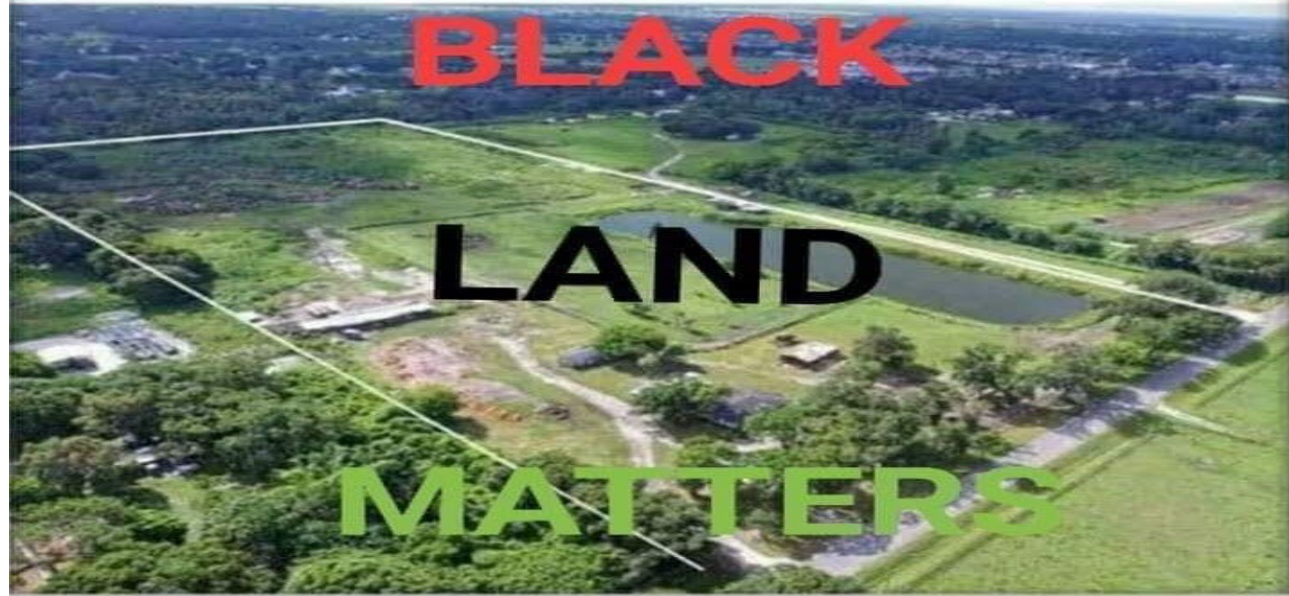
Free Blacks were not subject to the compromise and counted as one full citizen for representation. Those who were enslaved was declared three-fifths of the number of white inhabitants of the state

January 1, 1863: President Lincoln formally issued the Emancipation Proclamation

The Constitution is the fundamental law of the U.S. federal system of government. The Constitution defines the principal organs of government and their jurisdictions and basic rights of citizens



Did u know that from 1862 to 1973 the HOMESTEAD ACT was a Federal Program that lasted over a 100 years that gave white people 160 acres of land for FREE if they worked it for 5 years! When it ended...over 10% of the entire US Landmass was given away and over 1.6 million families received free land! #WhitePrivilege... they got #160Acres.. u still aint got ur 40... #KnowYourHistory



Slaves and descendants of slave had been working the land for 243 before the HOMESTEAD ACT came into play. So where are our 40 acres and a mule?

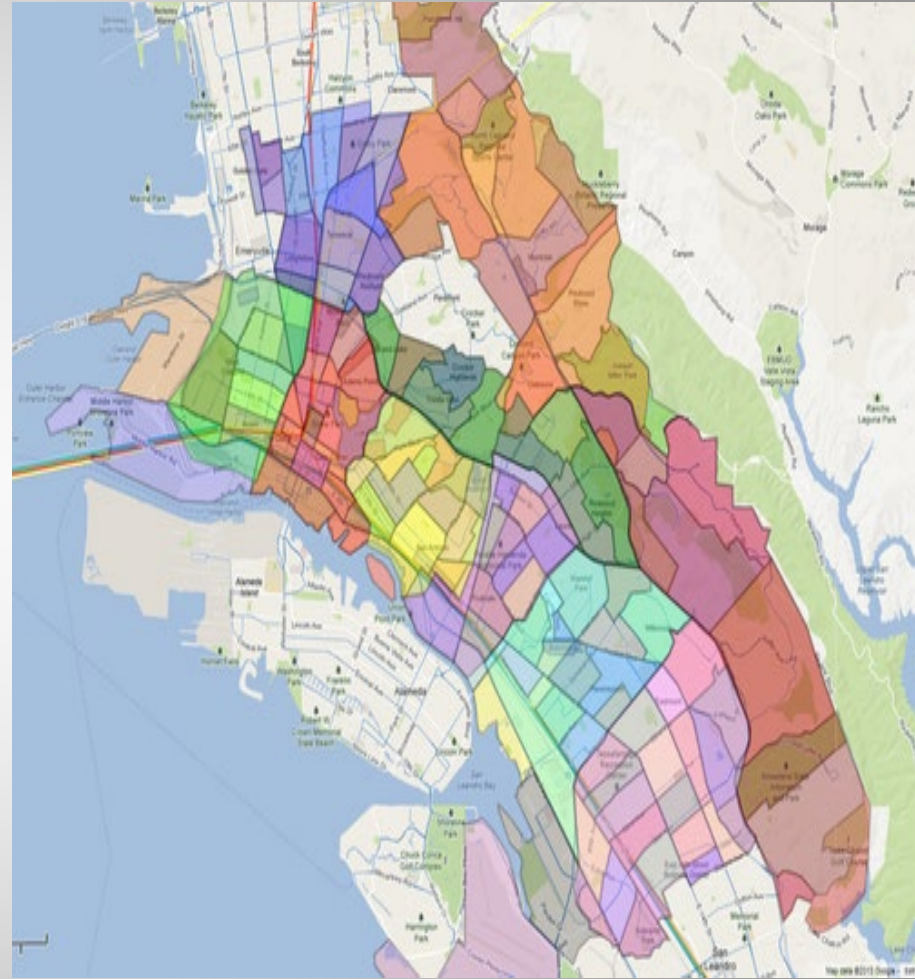
Redlining

Colored coded maps and trainings used by the federal government from the 1930s until 1968 to **guide** discriminatory home lending policies.

Such policies also **shaped** and continued to **influence** policy and public investment decisions nations wide.

Banks used redlining as a way to make blanket assumptions about people from a **particular** neighborhood.

Rather than looking at the merits of each individual loan candidate, they decided **ahead** of time that the neighborhood from which the person came meant he or she wasn't a good candidate.

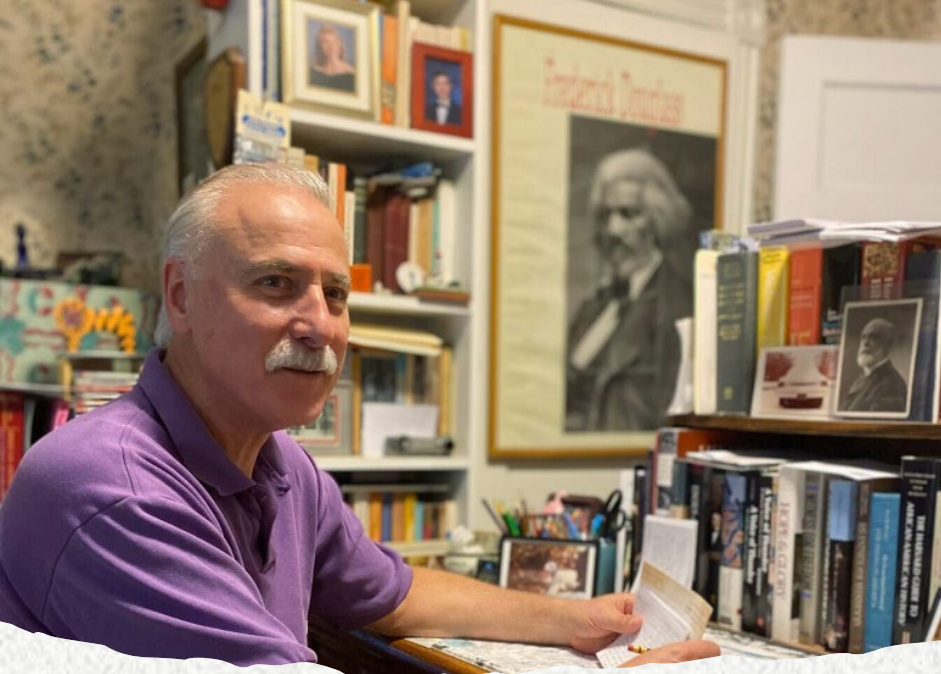




Impact of Redlining

1. Determines quality of life
2. Life expectancy
3. Wealth
4. Education
5. Access
6. Opportunities
7. Isolate certain ethnicities
8. High incarceration rate
9. Water quality
10. Food Quality
11. Deposit rate
12. The day-to-day cost of living





White supremacy precedes the origins of the United States. Every aspect of social interaction, particularly in the 18th and 19th centuries, was dominated by white identity, and white supremacy became an expression of American identity. These sentiments can also be found in America's Christianity.

Historian Donald Yacovone, an associate at the Hutchins Center for African & African American Research

Daughters of the Confederacy

The United Daughters of the Confederacy (UDC) spent decades shaping and reshaping textbooks to put strong emphasis on the lost Cause and Reconstruction which glorified the white supremacist foundations of the Confederacy and was used to justify segregation and authoritarian Jim Crow governance.





Effects of Structural Power Privileges

Top 10 richest Americans: 100% White
US Congress: 82% White*
US Governors: 90% White*
Top military advisors: 100% White
Current Pres, VP: 100% White
US House Freedom Caucus: 99% White
Current Presidential Cabinet: 91% White

02/21/2019



Effects of Structural Power Privileges

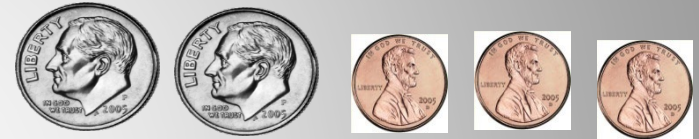
People deciding what TV shows we see: 93% White
People deciding what books we read: 90% White
People deciding what news is covered: 85% White
People deciding what music is produced: 95% White
Directors of top 100 grossing films of all time worldwide: 95% White
Teachers: 82% White
Full Time College Professors: 84% White
Owners of men's professional football teams: 97% White

Median Household Income & Race:2015

White, not Hispanic = \$1.00



Asian = \$1.23



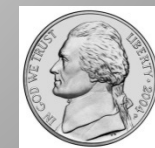
Hispanic = \$0.72



American Indian/Alaska Native = \$0.61



African American/Black = \$0.59





What Is Power

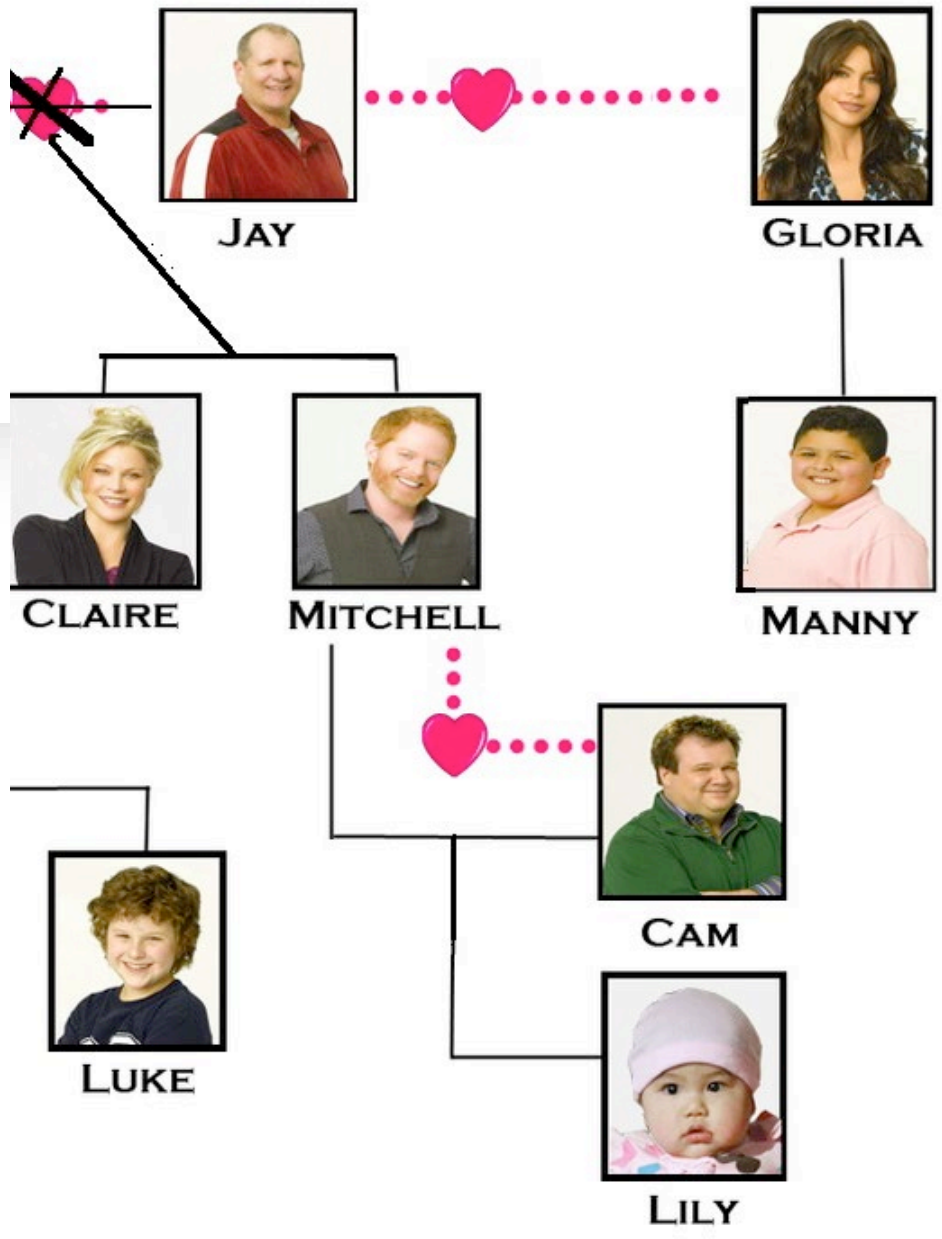
[How to understand power - Eric Liu – YouTube](#)

Is Racism Inherent

If you are a White person in America, social justice educator *Robin DiAngelo* has a message for you: You are a racist, pure and simple, and without a lifetime of conscious effort you always will be.

Nothing will change until Black Lives matters more than white comfort.

Tim Wise





1. **Operant Conditioning-** A learning process through which the strength of a behavior is modified by reinforcement or punishment.
2. **Classical Conditioning-** A learning procedure in which a biologically potent stimulus is paired with a neutral stimulus (produce reflective behavior).

Conditioning

02/21/2019

Reality

Truth

Truth
-vs-
Reality



Implicit Bias

“attitudes or stereotypes that affect our understanding, decision making, and behavior, without our even realizing it”

-
- We all have biases

Unseen Discrimination

Not necessarily overt

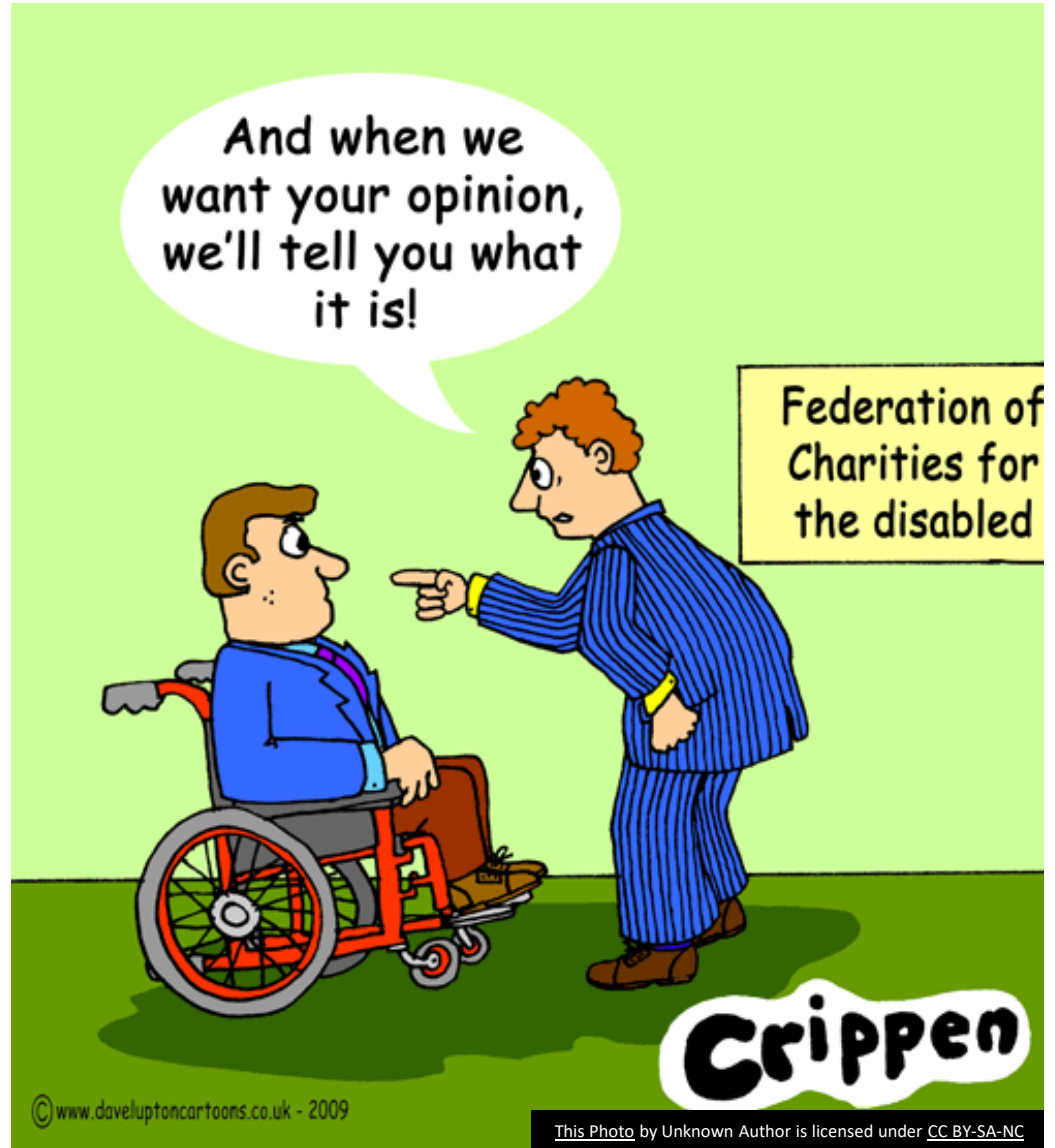
- can be absence

Preference to increase advantage of groups already advantaged

- In-group/out-group bias
- favoritism



Acknowledging
implicit biases
and how they
can create
barriers.



Statistically

- There are culture-specific reasons preventing minorities from using available services: it's hard for them to see the effectiveness of the service
- Asians and Native Americans access the system at a lower rate than African Americans and Europeans
- Minority groups have a higher dropout rate and poorer treatment outcomes due to culture insensitivity of standard treatment methods



Traditional Treatment

Traditional treatment is most effective with middle to upper class of European descent

Medical practice past/present keep people from trusting medical and behavioral health institutions



Culture & Diversity



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Focus on lifestyle, cultural, values, and sociopolitical realities of minority

Techniques used with Caucasians are inherently different from those needed when dealing with POC

POC historically terminate perinatally after one session/treatment

POC underuse services available to them because they don't feel seen or heard

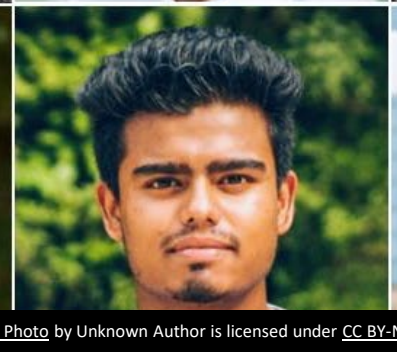
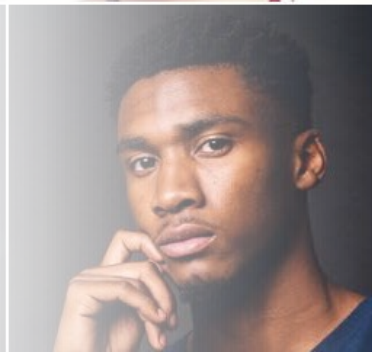
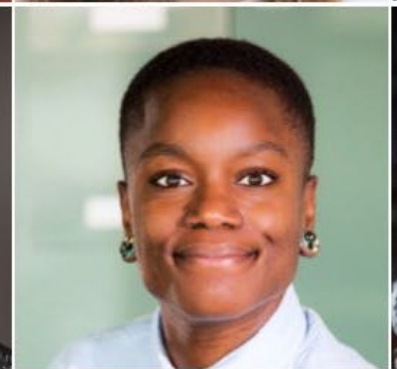
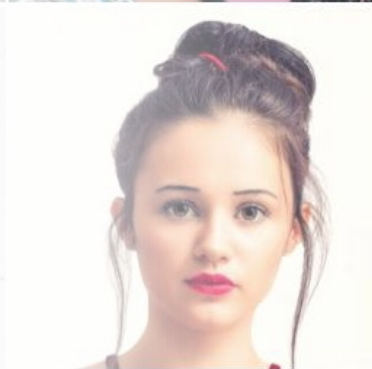
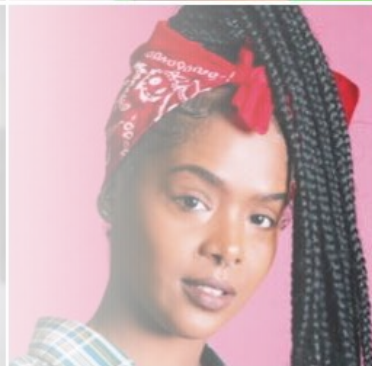


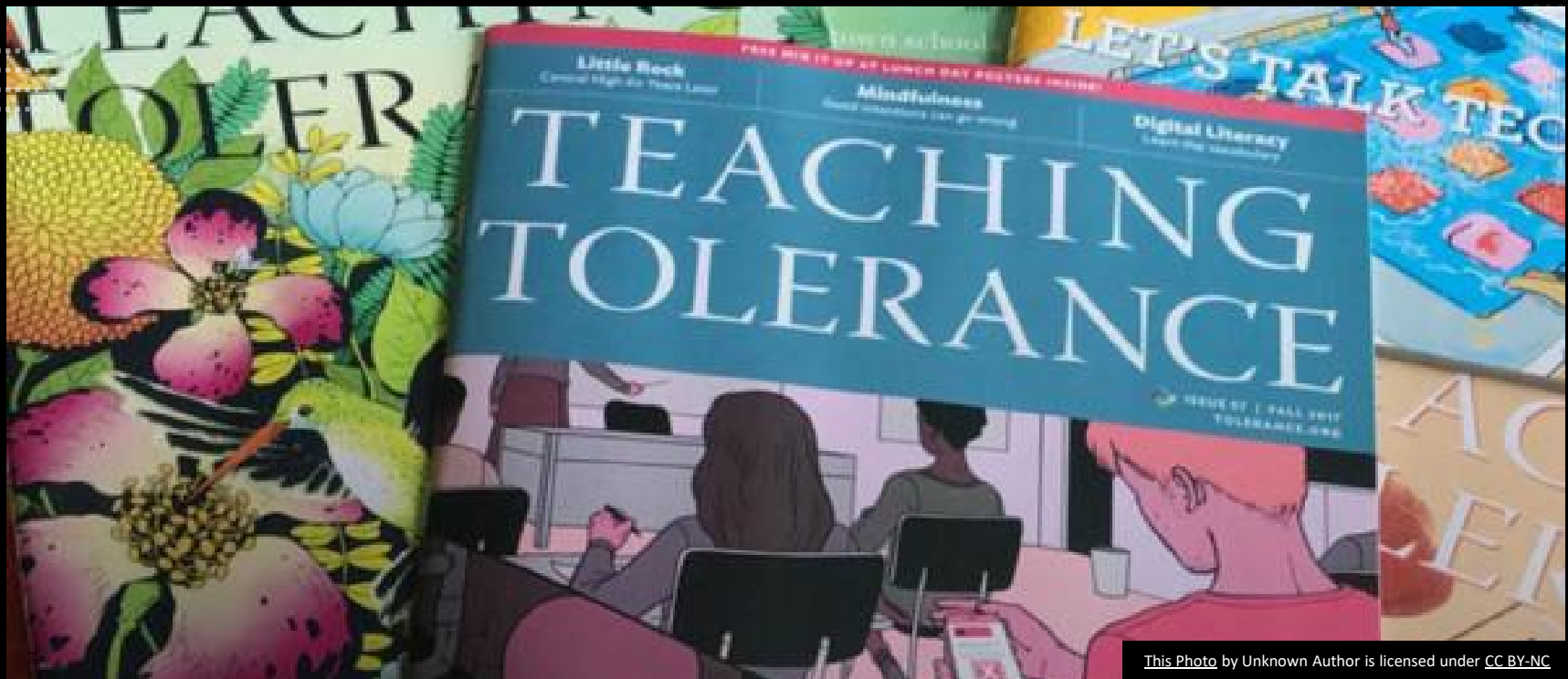
Providers Awareness

- A culturally skilled provider is one who moves from being culturally unaware to being culturally sensitive to his or her own cultural heritage while respecting the differences of others
- The culturally skilled provider is aware of personal biases and their possible specific effects on the outcome of therapeutic interventions with POC
- The culturally skilled provider is comfortable with difference of race, religion, sexuality, disabilities, etc.
- The culturally skilled provider acknowledges personal attitudes, beliefs, and feelings

Managing Personal Implicit Bias

- Become aware of own biases
- Slow down and ask yourself if your responses are warranted
- Positive or negative stereotypes that influence perceptions of people
- Be careful about decisions by “intuition”
- Elicit diverse input into decision
- Humility





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- **Tolerance** – One’s capacity to endure the existence of other people’s opinions or behaviors that one does not necessarily agree with.
- **Acceptance** - The action of consenting to receiving or undertake something offered.

-Thich Nhat Hanh-

Nothing exists by itself alone. We all belong to each other; we cannot cut reality into pieces. My happiness is your happiness; my suffering is your suffering. We heal and transform together.





More on Implicit Bias

- Listen to this podcast episode for an easy summary of the topic:
 - <https://www.npr.org/2018/03/09/591895426/the-mind-of-the-village-understanding-our-implicit-biases>
- A link to the implicit bias test through Harvard:
 - <https://implicit.harvard.edu/implicit/takeatest.html>

Recommended Reading

- **“White Fragility: Why it’s so Hard for White People to Talk About Racism”**
– Robin DiAngelo, 2018
- **“My Grandmother’s Hands: Racialized Trauma & the Pathway to Mending Our Hearts & Bodies”**
– Resmaa Menakem, 2017
- **“So You Want to Talk About Race”**
– Ijeuoma Oluo, 2018
- **“White Rage: The Unspoken Truth of our Racial Divide”**
– Carol Anderson, 2016
- **“Beyond Inclusion, Beyond Empowerment: A Developmental Strategy to Liberate Us All”**
– Leticia Nieto et. al, 2010