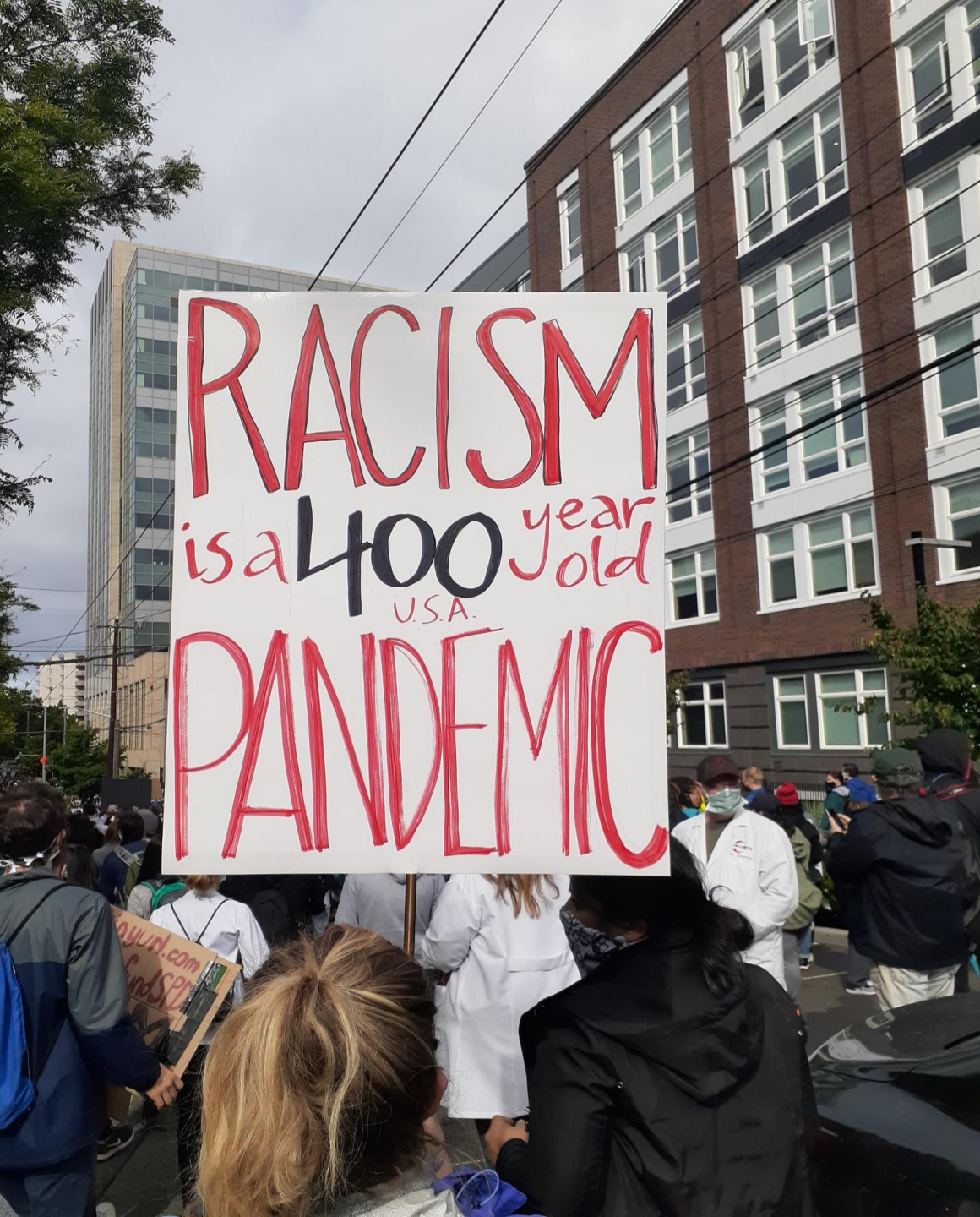


The Practice



1

**Demonstrate
Respect for
your
Experience**

2

**Translate
your meaning**

3

**Give your
accurate
location**

4

**Demonstrate
that you are
coachable**

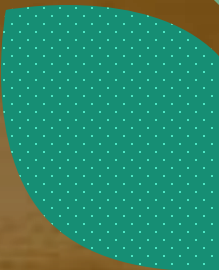
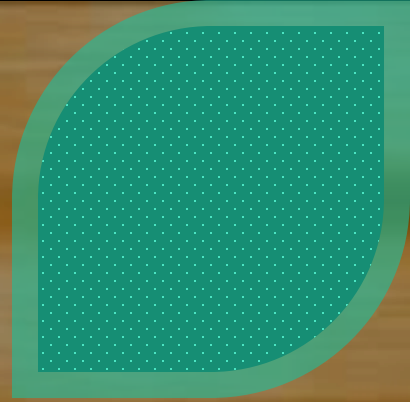
White Trauma:

Creating Space for White People's Vulnerability with the Hopes of Undoing the Perpetuation of Structural/Systemic Racism.



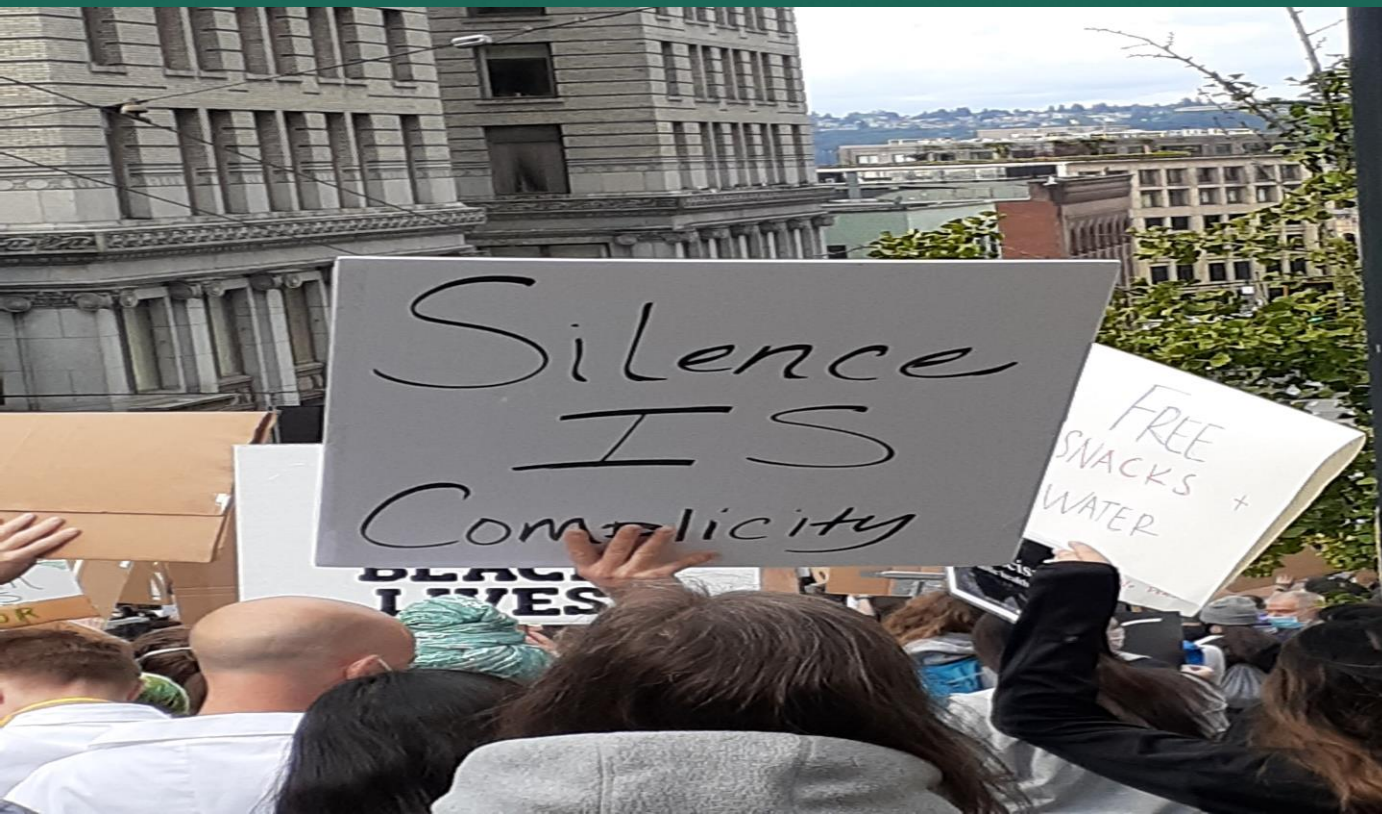
Learning Objectives:

- 1) Detect implicit bias and race-related trauma to begin working toward racial & mental health healing
 -
- 2) Have a greater understanding of how implicit biases works and its impact
 -
- 3) Create space for white bodies to heal
 -
- 4) Maintain openness and move forward



Race Baiters 101

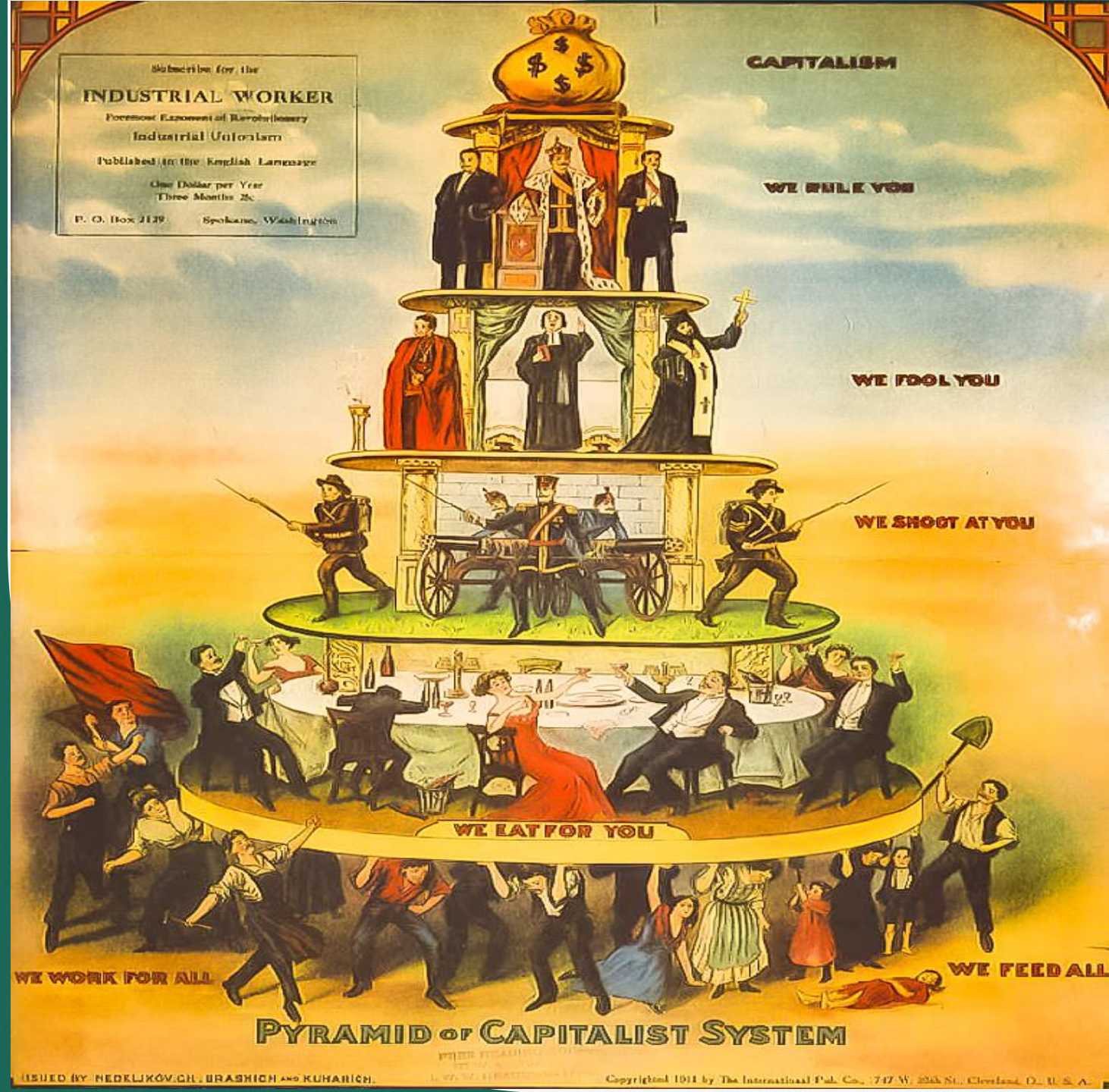
- https://www.youtube.com/watch?v=9WHPGL_wBaM



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)



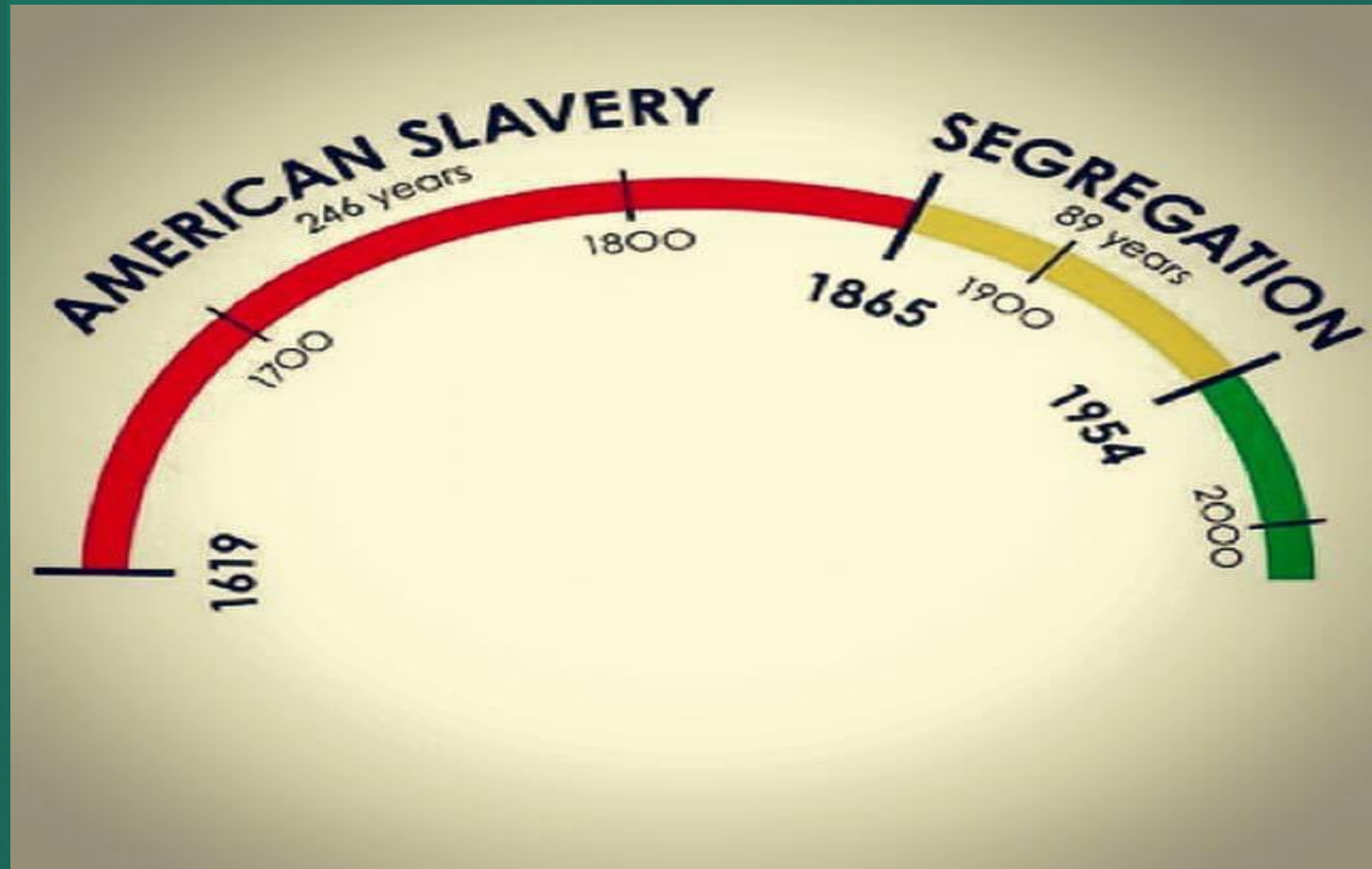
Constitution of the United States

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.



GREAT SALE

of

SLAVES

JANUARY 10, 1855

HERE Will Be Offered For Sale at Public Auction at the SLAVE MARKET, CHEAPSIDE, LEXINGTON, All The SLAVES of JOHN CARTER, Esquire, of LEWIS COUNTY, KY., On Account of His Removal to Indiana, a Free State. The Slaves Listed Below Were All Raised on the CARTER PLANTATION at QUICK'S RUN, Lewis County, Kentucky.

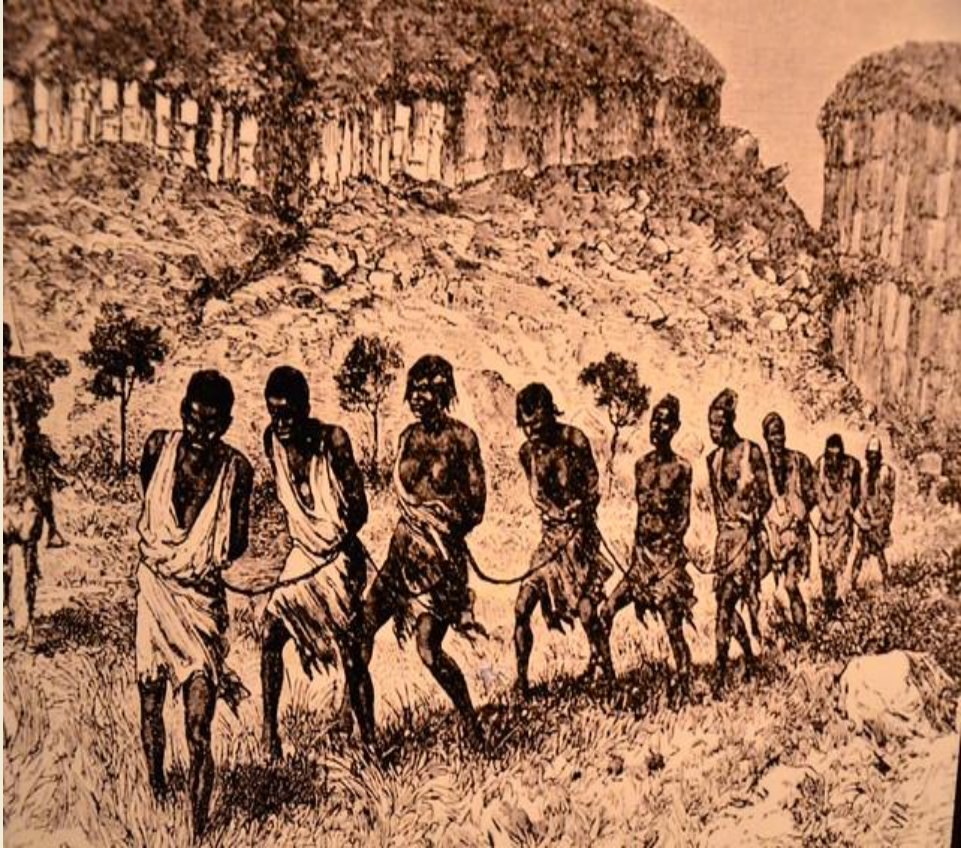
3 Bucks Aged from 20 to 26, Strong, Ablebodied
1 Wench, Sallie, Aged 42, Excellent Cook
1 Wench, Lize, Aged 23 with 6 mo. old Picinniny
One Buck Aged 52, good Kennel Man
17 Bucks Aged from twelve to twenty, Excellent

TERMS: Strictly CASH at Sale, as owner must realize cash, owing to his removal to West. Offers for the entire lot will be entertained previous to sale by addressing the undersigned.

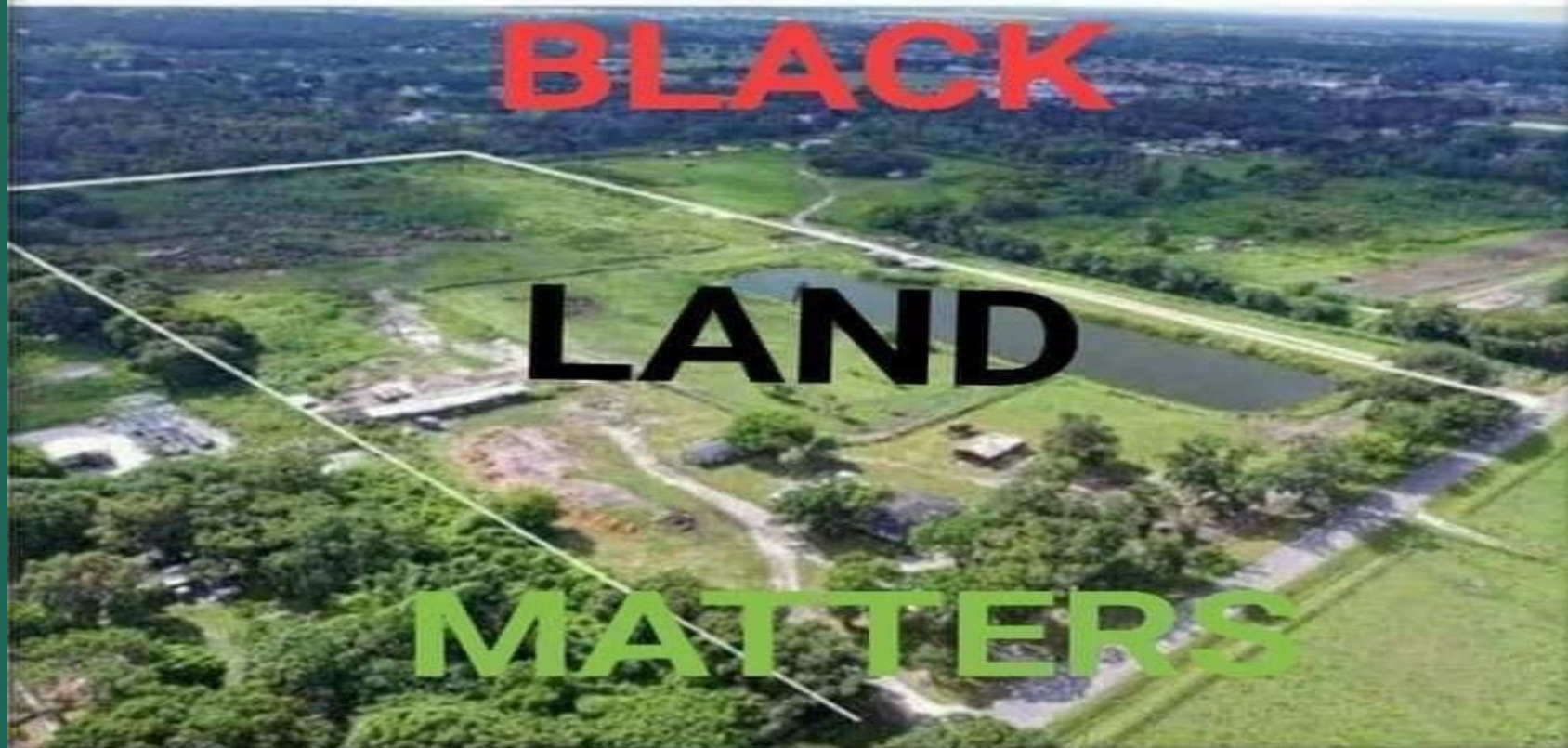
JOHN CARTER, Esq.

Po. Clarksburg

Lewis County, Kentucky



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**



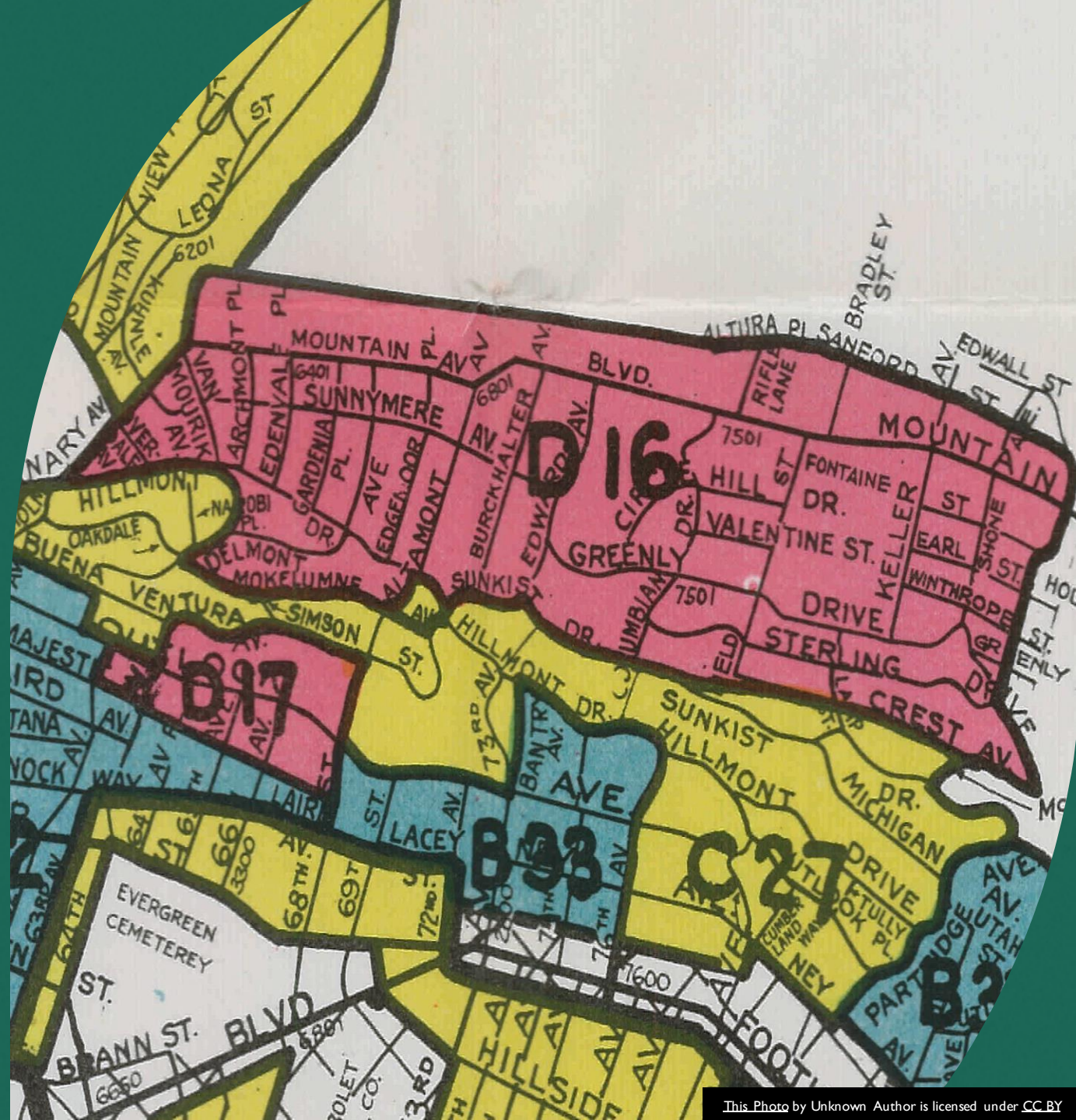
What Is Redlining

Colored coded maps and trainings used by the **federal government** from 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.

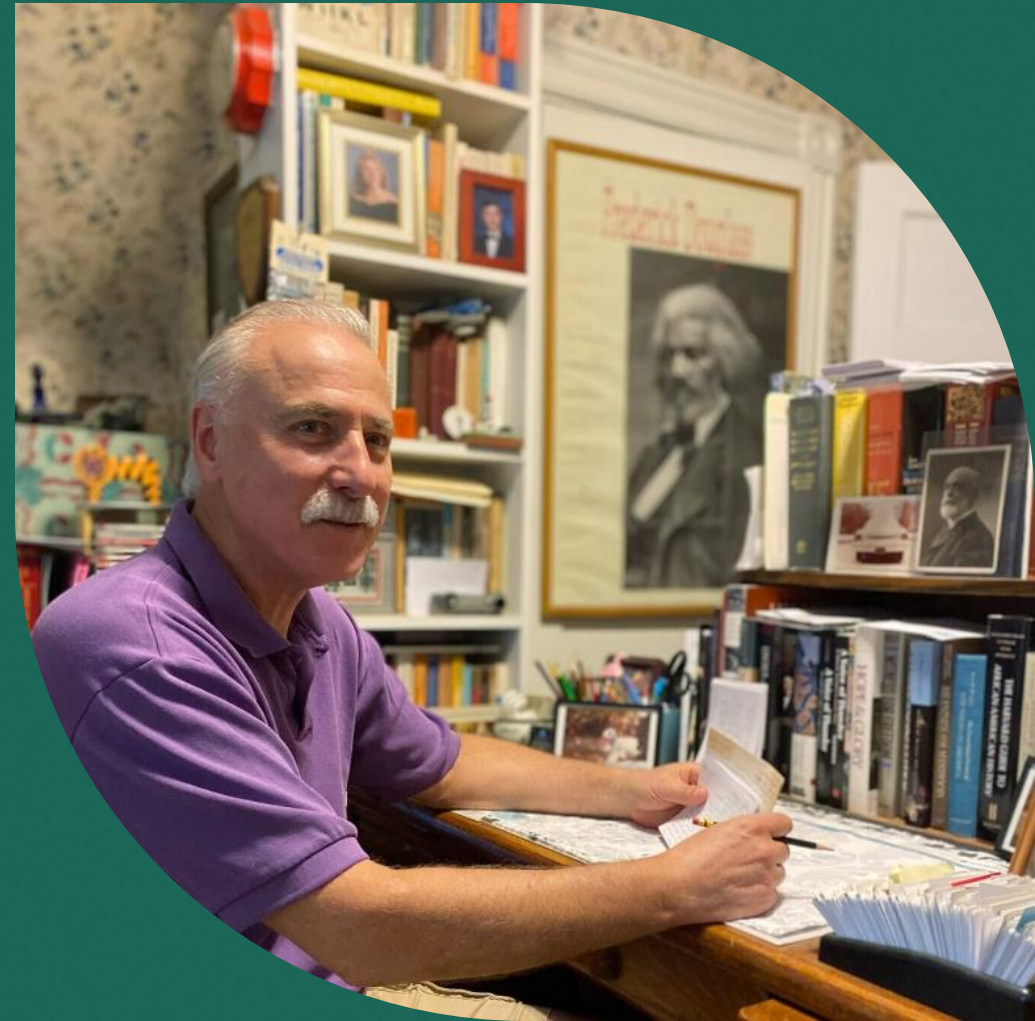


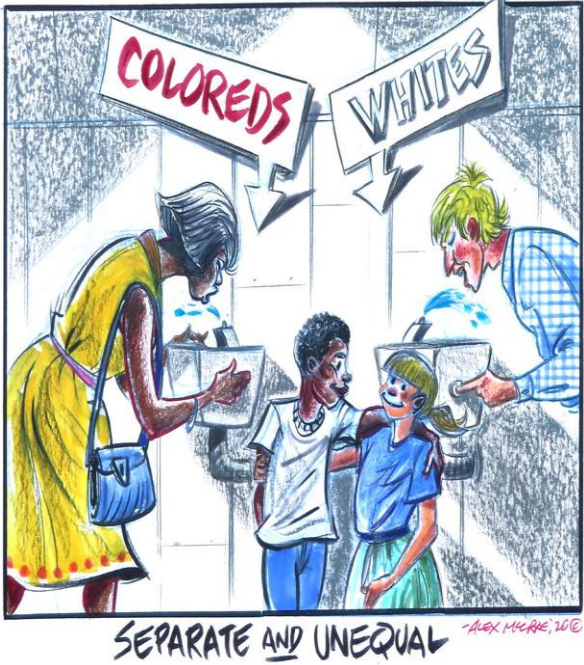
Redlining Outcomes:

1. Quality of life
2. Life expectancy
3. Wealth
4. Education
5. Access
6. Opportunities
7. Ethnicity
8. Prison time
9. Types of crimes
10. Quality of food
11. How deposit to pay
12. The cost of your day to day bills

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

“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.”



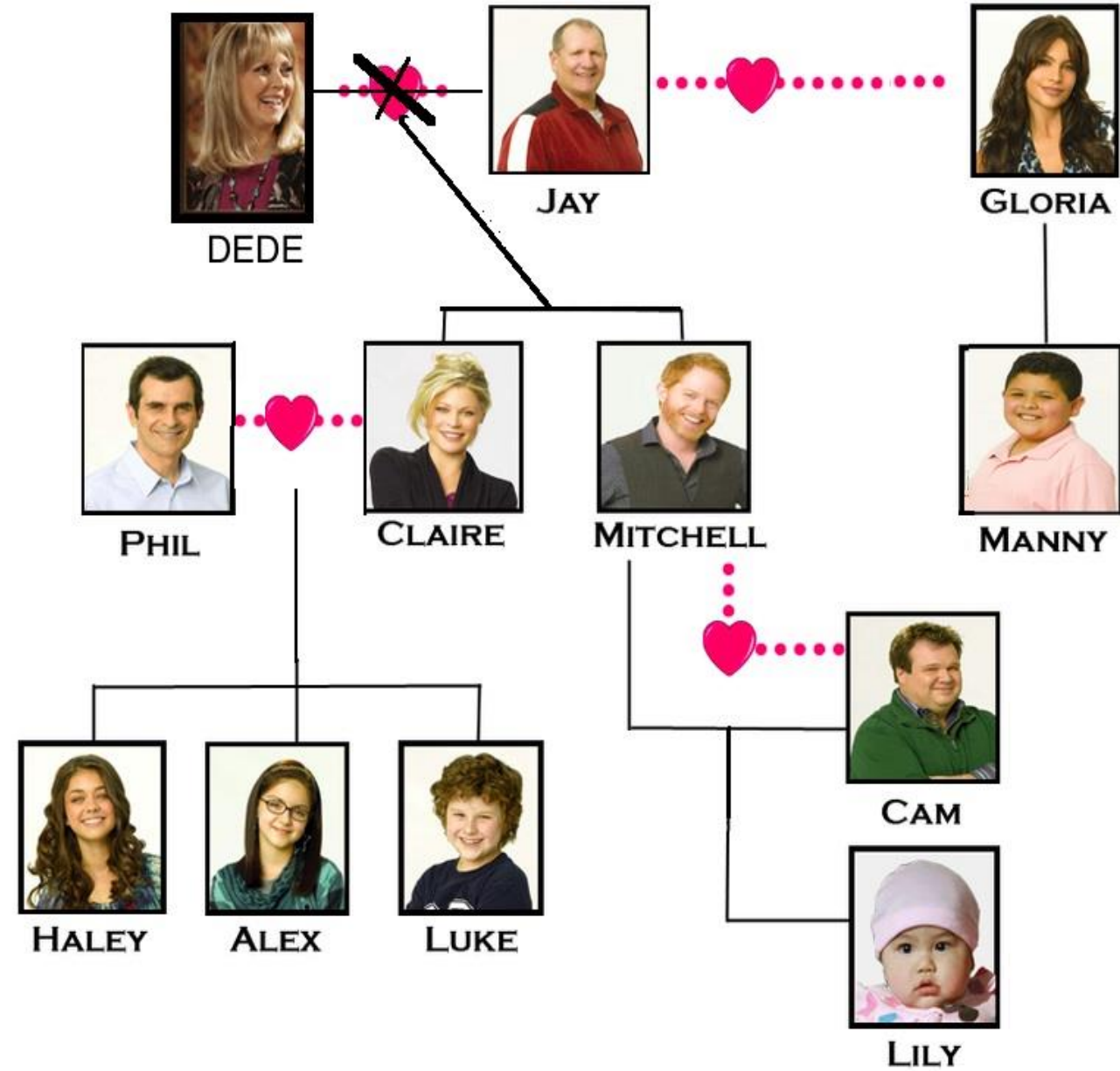


Is Racism Inherent?

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.

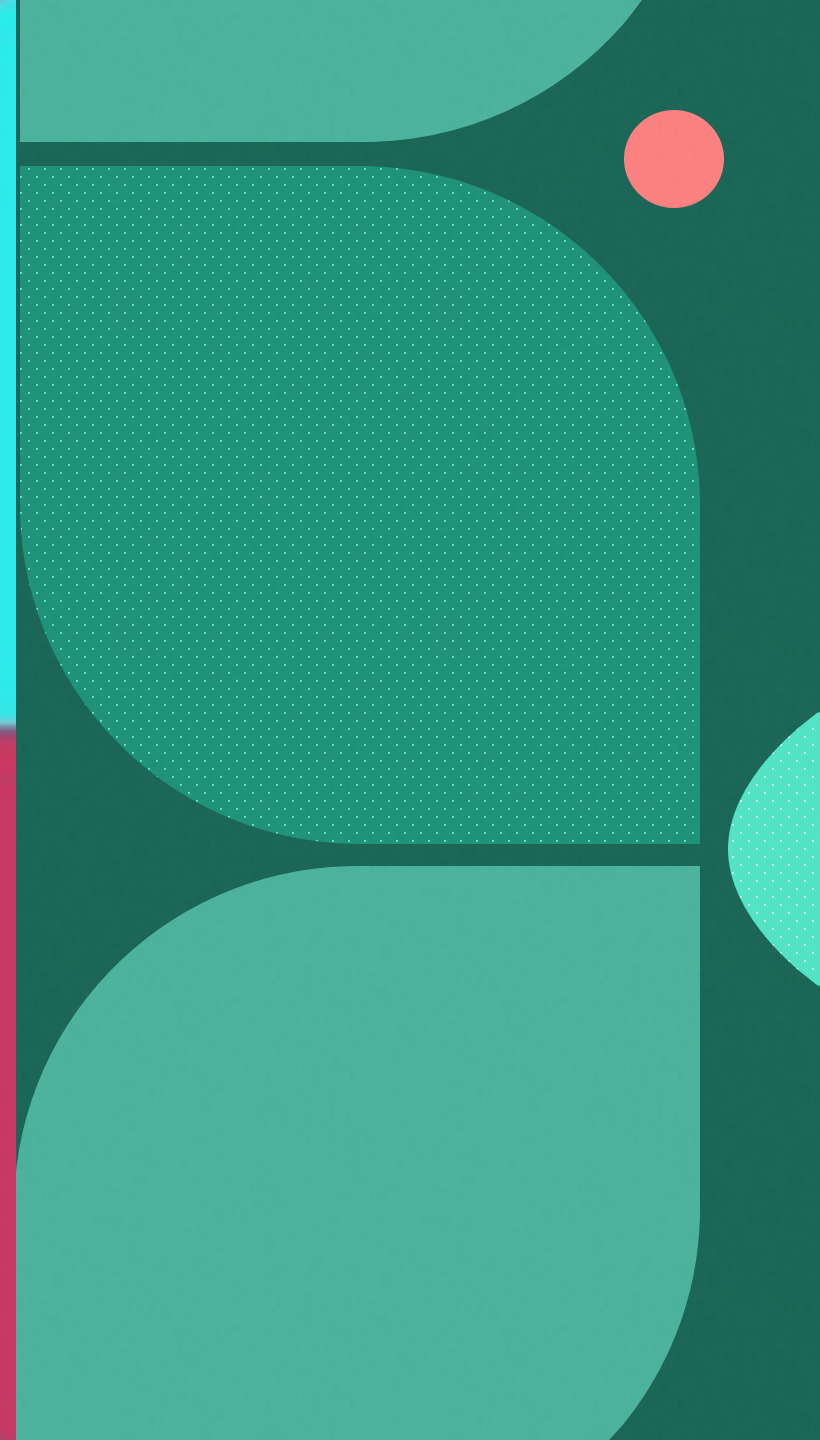
- **Tim Wise**



I HAVE THE PRIVILEGE OF



**BEING TOTALLY UNAWARE
OF MY OWN PRIVILEGE**



What Do Some White People Tell Themselves

I don't see color

I don't want to be called a racist

I don't know what to say

It not me its them

I didn't do it

I'm ashamed

I feel guilty

All of the stated reasons/excuses are barriers to progress

Effects of Structural Power Privileges

Top 10 richest Americans: 100% White

US Congress: 82% White*

US Governors: 90% White*

Top military advisors: 100% White

US House Freedom Caucus: 99% White

Current Pres Cabinet: 91% White

DiAngelo, R. (2018). *White fragility*. Boston, MA: Beacon Press



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Effects of Structural Power Privileges

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

Ess

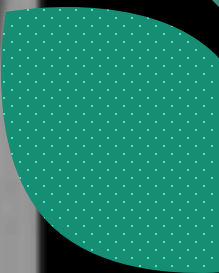
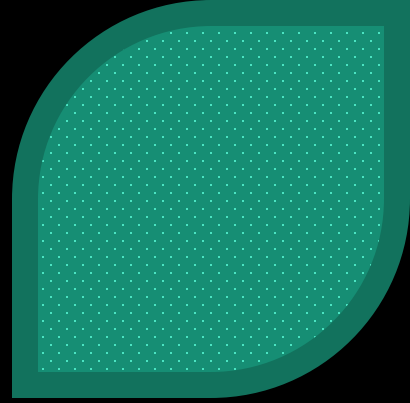
DiAngelo, R. (2018). *White fragility*. Boston, MA: Beacon Pr



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The Neural Basis of Implicit Attitudes

- Amygdala involved in automatic evaluation of socially relevant stimuli
- Anterior Cingulate Cortex (ACC) = Detects stimuli
- Dorsolateral prefrontal cortex (dlPFC) = regulates the amygdala's response

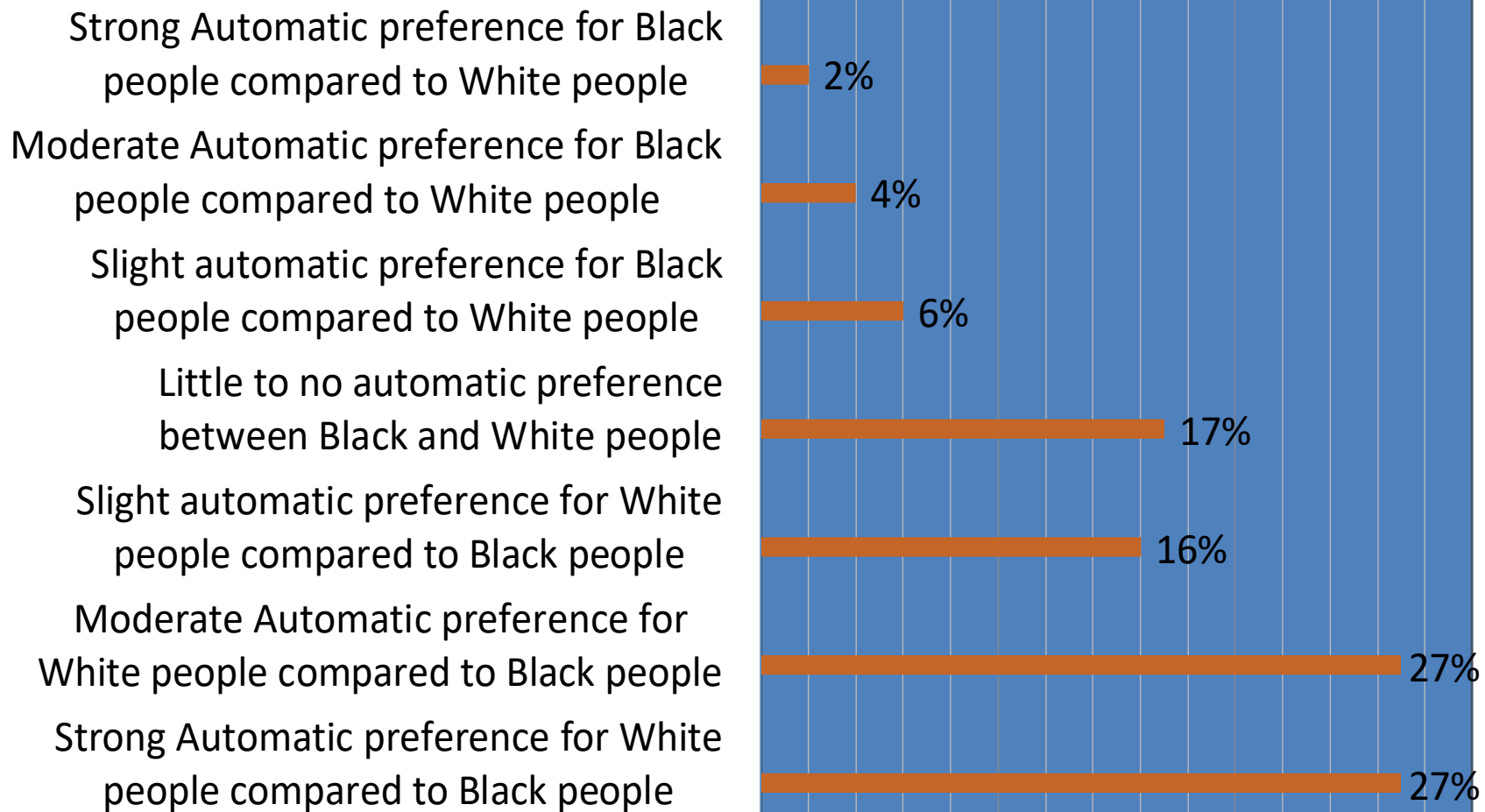


Impact of Implicit Bias

- 70% of people in the US display an anti-Black bias using the IAT (Nosek, Greenwald, Banaji, 2005)
- Individuals with a stronger Anti-Black bias reported greater explicit prejudice against Blacks and had greater negative interactions with a Black experimenter (McConnell & Liebold, 2001)
- Implicit Bias is not altered by wanting to look good for others (social desirability bias, Nosek, Greenwald & Banaji, 2005) or extraneous variables (self-perception, political viewpoints, Nosek, Banaji & Greenwald, 2002)

732,881 IAT Scores for Race Task

July 2000 – May 2006



Bias and Race

- Wait time to vote (Election study, 2012)
 - African Americans waited an average of 23 minutes to vote, compared to 12 minutes for whites; and 19 minutes for Hispanics
- Pairing negative words with Black and positive words with White (Verhaeghen et al, 2011)
 - Response times are faster for stereotypical words (ie, Black-poor)
 - Due in part to biases in belief systems inherent in the culture
- Wait time to cross the sidewalk in Portland Oregon (Goddard, 2014)
 - Black pedestrians were passed by twice as many cars and experienced wait times 32% longer than White pedestrians

Implicit & Explicit Bias

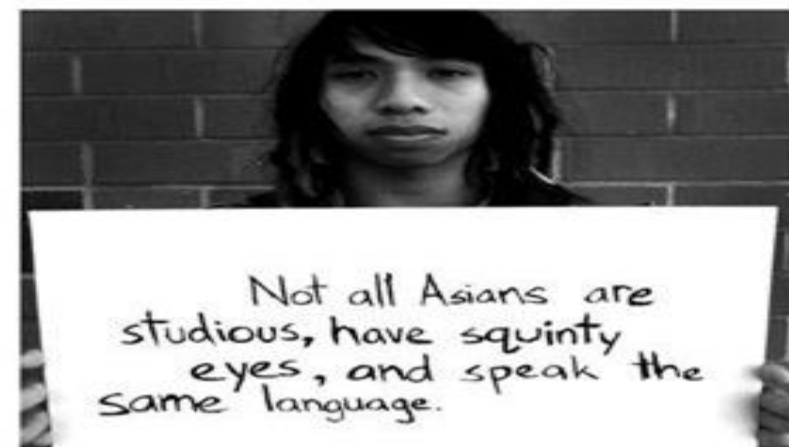
Explicit Bias

- Person is aware of their evaluation of a group
- Believes evaluation to be correct
- Explicit bias toward ethnic/racial groups has declined and now considered unacceptable



Implicit Attitudes

- Automatically triggered
- Does not require any endorsement or attention for expression
- Operates in an unintentional, often unconscious manner
- Can be activated quickly and unknowingly by situational cues (skin color, accent)
- Influence behavior without awareness
- Common and persistent



Lack of understanding = Lack of meaningful relationships

Judging is Easier than Understanding
Lack of Understanding Creates Barriers
Barriers Reenforce Ignorance
And Ignorant of the Cycle, We Perpetuate It



Racism & Trauma

Trauma- is when we experience very stressful, frightening or distressing event that are difficult to cope with. It could be one incident or an ongoing event.

Symptoms of trauma:

Muscle tension

Feeling easily overwhelmed

Trouble sleeping

Nightmares

Memories issues


Brain fog

Trouble focusing




Different Types Of Racism

Historical racism-is America's culture that started at the conception of American culture. The term was used infrequently before the 1500s, was used to identify groups of people with kindship or group connection. The modern-day use of the term "race" is a human invention.




Institutional racism also known as systematic racism- is defined as policies and practices that exist throughout a whole society or organization that results in and support a continued and unfair advantage to some people and unfair or harmful treatment of others based on "race" or ethnic "group."



Interpersonal racism- occurs between individuals. This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.

Different Types Of Racism

Internalized racism- Individual beliefs and biases about race and racism, informed by our lived experiences and culture. Internalized Racial Oppression (IRO) is the negative about oneself by people of color as a result experiencing systemic daily racism. Internalized Racial Superiority (IRS) is the internalized belief of superiority or entitlement



Structural racism- Cumulative and compounding effects of history, culture, ideology and institutional policies that systemically privilege white people and disadvantage people of color; anti-blackness.

Racial Trauma

The cumulative effects of racism on an individual's mental and physical health including chronic microaggressions.

People are often harmed by someone in a position of power over them.

It does not only occur when a person directly experience racism; racial trauma can be experienced vicariously, and it can be passed down to the next generation.

Complex Trauma

Exposure to multiple traumatic events-often of an invasive, interpersonal nature-and the wide-ranging, long-term effects of their exposure.

Racial trauma comprises the mental and physical health effects and consequences that Black, Indigenous and POC experience after being exposed to repeated racism.

Survivors usually feel that they have been unable to escape

Unresolved Trauma

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/them/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.



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 bodies perspective safety or danger is neither situational nor based in cognitive feelings, rather they are physical visceral sensations the body use 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; to 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.



White Rage

Carol Anderson, Emory University Professor, wrote:

“The presence of black and brown people is not the trigger for white rage. It is the presence of black and brown people with ambition, drive, aspirations, who achieve, people who don’t accept their subjugation (the action of bringing someone under domination or control). People who demand their rights.

White rage can be hard to detect because it’s cloaked in reasonableness: **we need to keep our communities safe. We must protect our children. We must ensure safety and security for our neighbors. I fear for my life.**



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, seemly 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.

Trauma Bodies

- Recent work through human genetics suggest that trauma is passed on through our DNA expression. Through the biochemistry of the human egg, sperm, and womb.
- No matter what we look like, if we were born and raised in America, white body supremacy and our adaptation to it is in our blood

Effects OF Trauma

Induce 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 get mislabeled or dismissed as being part of your personality.



Effects OF Trauma

Voicelessness

- Not meeting Societal standards
- Substituting my story with your narrative
- Expectations of gratitude
- Constant surveillance
- Dominance
- Oppression
- Direct Trauma
- Vicarious Trauma
- Microaggressions
- Stereotypes
- Prejudice



Silence

- People chose to stay silence when they are conflict avoidant
- When doing the right thing is not popular
- When they feel like it's going to hurt their chances at success
- When they are to concerned about other people's opinion
- Not wanting to be labeled

**BEING BLACK
IS NOT EXHAUSTING**

**WHITE SUPREMACY
IS EXHAUSTING**

**WHITE SILENCE
IS EXHAUSTING**

**SYSTEMIC RACISM
IS EXHAUSTING**

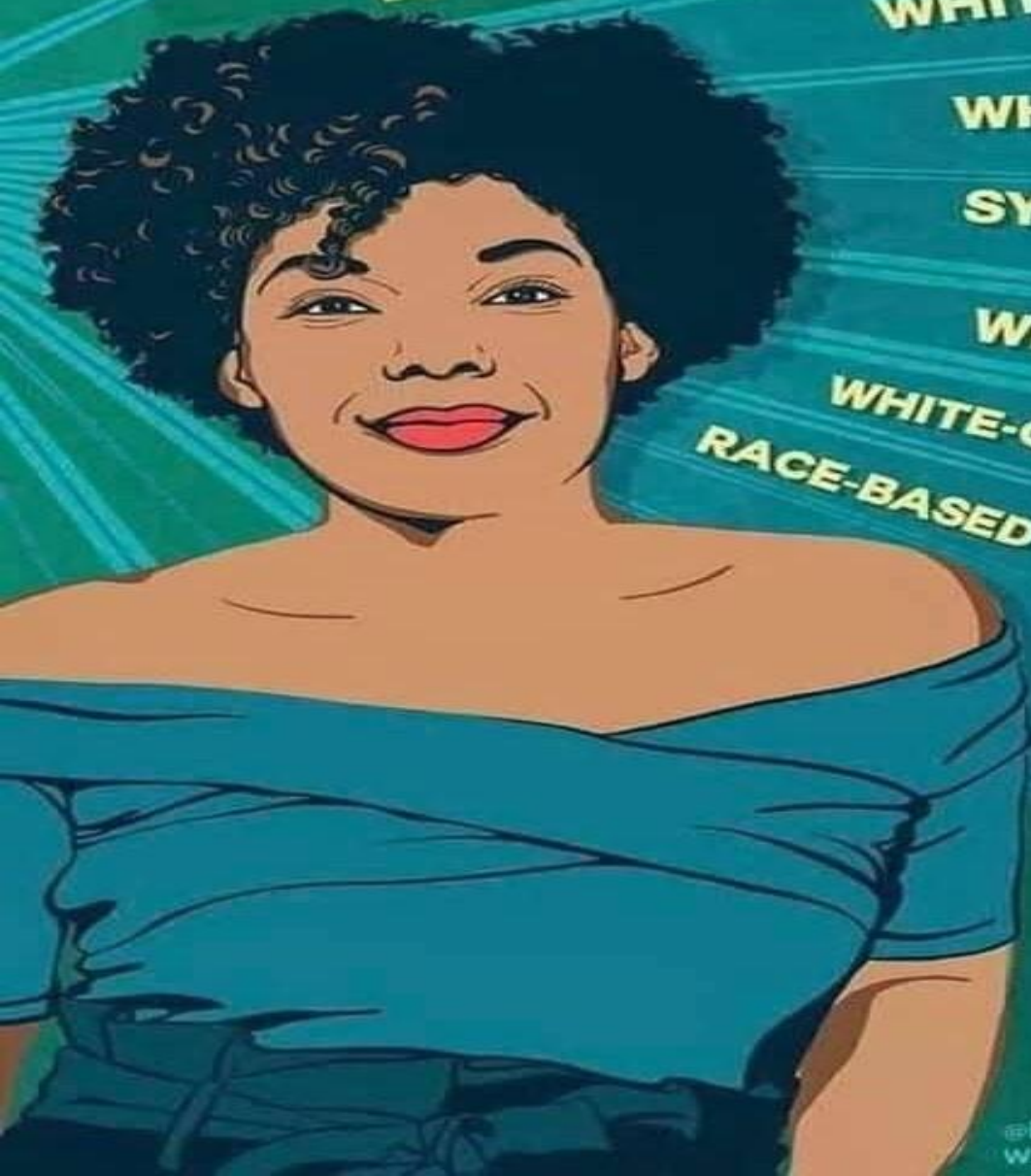
**WHITE FEMINISM
IS EXHAUSTING**

**WHITE-CENTERED WELLNESS
IS EXHAUSTING**

RACE-BASED VIOLENCE IS EXHAUSTING

**OPPRESSION
IS EXHAUSTING**

**INJUSTICE
IS EXHAUSTING**



@MINAA_B
WRITER, SPEAKER, THERAPIST (LMSW)

Everyday Discrimination Scale (Dr. David R. Williams, 1997)

Inquires about day-to-day life experiences

Treated by others (courtesy, respect, service)

Perceived by others (intelligence, threat, honesty)

Behaviors (act better than you, insults, threats, harassment)

In your day-to-day life, how often do any of the following things happen to you?

You are treated with less courtesy than other people are.

You are treated with less respect than other people are.

You receive poorer service than other people at restaurants or stores.

People act as if you are not smart?

People act as if they are afraid of you?

People act as if they think you are dishonest.

People act as if they're better than you are.

You are called names or insulted.

You are threatened or harassed.



I'M DECIDING
WHETHER
TO BUILD YOU
UP TODAY OR
TEAR YOU
DOWN.

Time For A Change



- We must change what we are looking for within self and others so we can change what we see
- We can't dive into our greatness until we touch the depth of our suffering
- Healing and change takes place within relationships, not policies or laws
- We will never be able to see others until we are able to see ourselves
- Once we began to see others, then we will be able to appreciate different worldviews with less judgement

Illusions Created by Awareness

- We **believe** that we can control more about ourselves and our universe than we actually can
- We **believe** that we know WHAT our preferences are and WHY we have them

However...

- Human behavior is the result of both **implicit** and **explicit** attitudes
- The more we avoid, ignore, or deny, something the more we are to believe that we have mastery over it!
- The reality is.....it's just one more thing stored in your nervous system



Managing Personal Implicit Bias

- Become aware of your 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” especially if you don’t know what your intuition is rooted in.
- Elicit diverse input into decision
- Humility



Cultural Competence

- Increasing awareness of social and cultural factors that impact health, beliefs, and behaviors
 - Organization level – leadership and workforce
 - Structural – processes of care
 - Clinical – provider-patient encounters
- Assess the impact of such measures
- Develop tools and skills to manage these factors
 - Minority recruitment into organizations and leadership
 - Interpreter services and language/literacy appropriate
 - Provider education on cross-cultural issues
 - Meet the needs of the disabled and aging community
 - Provide gender neutral bathrooms
- Empower people to be active partners in life, at work, and in community.

Which Do You Think Supports White Supremacy?

Equality-everyone is treated the same exact way, regardless of differences

Equity-everyone is provided with what they need to succeed



EQUALITY

EQUITY

Government Program Affordable Care Act

- The U.S. Bureau of Labor Statics reports that white people are the largest beneficiaries when it comes to government assistance program.
- Without government assistance programs that were designed to aid the working class, white people would be severely disadvantaged.
- According to one report 8.2 million whites, 2.8 million Blacks, 6.2 million Hispanics benefited from the Affordable Care Act.
- Opposing the Affordable Care Act has actually been harmful to white people.

Government Program Affirmative Action

- Affirmative action is viewed as POC getting unearned privileges.
- Even if that was true, Affirmative Action only got POC in the door. They had to prove themselves if they wanted to stay.
- Affirmative Action is viewed as reverse racism
- Affirmative Action was about equity
- Voting down Affirmative Action hurt white women more than any other geographic. It has been reported that white women were the main beneficiary of Affirmative Action
-



Stifled Innovations “Diversify”

- There is wealth of evidence that indicates that diversity enhance creativity and allow for greater innovation.
- Research from McKinsey found that racial and ethnic diversity also led to greater financial returns for corporations.
- When there is no diversity within a group, the same ideas, thoughts and beliefs create an echo chamber.
- Refusing to hire people of different racial backgrounds will disadvantage companies , no matter how successful they’ve been in the past.



Environmental Justice

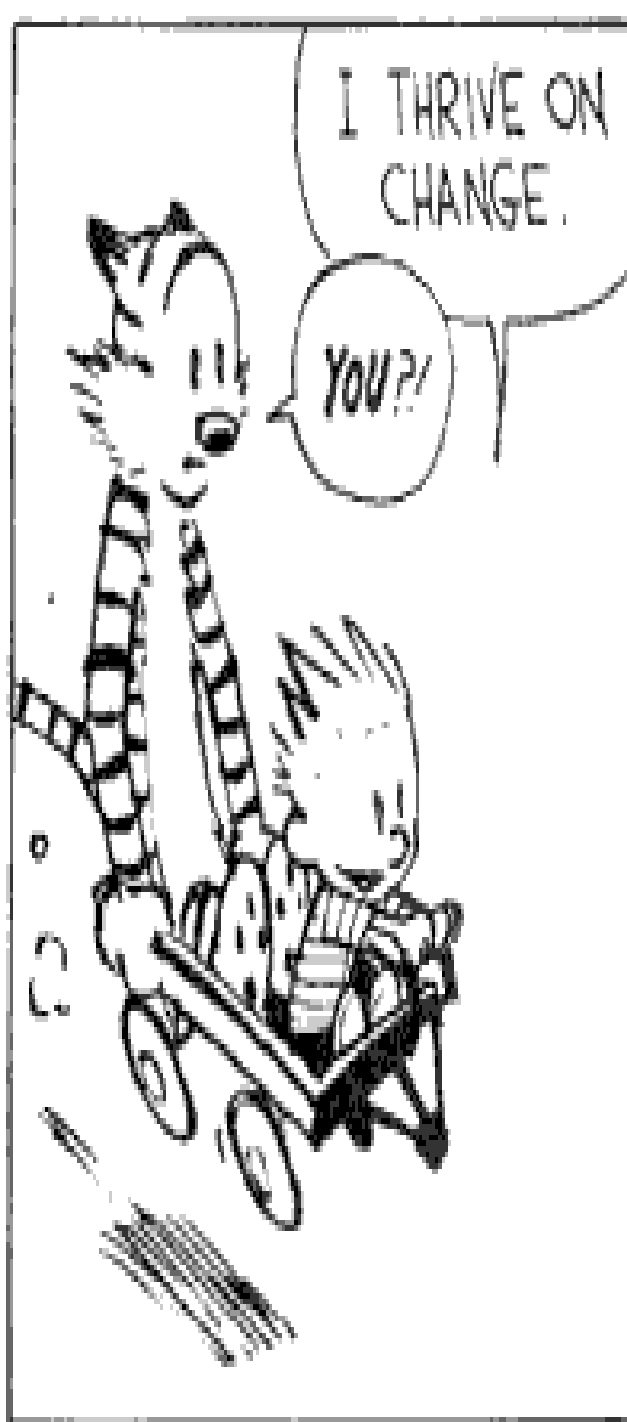
- Environmental racism is the disproportionate impact of environmental hazard in the BIPOC communities.
- You can't have climate change without sacrifice zones; you can't have sacrifice zones without disposable people, you can't have disposable people without racism.
- What many fail to realize is that what is done to BIPOC communities from the Flint water crisis to fracking on Indigenous land has a deleterious effect on everyone.
- Upholding white supremacy will ultimately deteriorate the earth that we all share and is therefore harmful to us all.



None Are Free Until All Are Free

- “Perfectionism is white supremacy by another name.” For white supremacy to thrive there must always be a subordinate cast to oppress.
- Any person at any time can become part of a marginalized community through not fault of their own.
- White people who do not fit the picture of perfection that is deemed the prototype of whiteness are at risk of being castigated and banished from white supremacy society





YOU THREW A FIT THIS MORNING BECAUSE YOUR MOM PUT LESS JELLY ON YOUR TOAST THAN YESTERDAY!



Important to Understand

- **White Supremacy:** The social, economic, and political systems that collectively enable white people to maintain power over people of other races.
- **White privilege:** Advantages a person has in society because of their white skin.
- **Systemic Racism:** Group-level processes and structures that are implicated in the reproduction of racial inequality.
- **Racialized Trauma:** The cumulative effects of racism (i.e. daily overt and covert acts) on an individual's mental and physical health that lead to trauma symptoms, including anxiety, depression and suicidal ideation, as well as physical health issues.

Healing Racial Trauma

- For POC to heal from racial trauma there needs to be an acknowledgement of racism and its impact. Also, there needs to be an implementation of racial trauma training. Why? Because racial trauma has its own set of challenges and debilitating effects.
- Although the negative effects of racism as been documented and recored it continue to be omitted from the Diagnostic and Statistical Manual (DSM) of mental disorder.
- The term “weathering” is used to describe Black, Brown, and Indigenous. It is the process of being worn down by long exposure of racism.
- This one of many reasons why white bodies outlive Black, Brown, and Indigenous bodies by double digit years.

Interventions that Work

- **Kleinman's 8 Questions**

1. What do you call the problem?
2. What do you think has caused the problem?
3. Why do you think it started when it did?
4. What do you think the sickness does? How does it work?
5. How severe is the sickness? Will it have a long or a short course?
6. What kind of treatment do you think the patient should receive?
7. What are the chief problems the sickness has caused?
8. What do you fear most about the sickness?

White Supremacy and Trauma

White Supremacy is traumatic for all of us. It creates expectations and standards to live by, that are unattainable for most. When we come up short, we either blame ourselves or look outside ourselves for someone or something to blame, creating a divisions between our shared humanity and predicaments. White supremacy strips us of our humanity and true connection to others

- Naydya

In Conclusion

“I am ready to stop resisting, and to start existing, as my full and authentic self...

The truth is, I am what the world looks like, you are what the world looks like.

Collectively, **WE** are what the world looks like. And in order for our systems to reflect that, they don't have to create a new reality... they just have to accept the one we already live in.”



Having the courage to BLOOM

- Courage does not always roar.
- Sometimes courage is the quiet voice at the end of the day saying,
 - **“I will try again tomorrow.”**
- And the day came when the risk to remain tight in a bud was more painful than the risk it took to BLOOM

