



# Equity and the Intersection of Trauma Informed Practices

*Presented by  
Tami Farber*

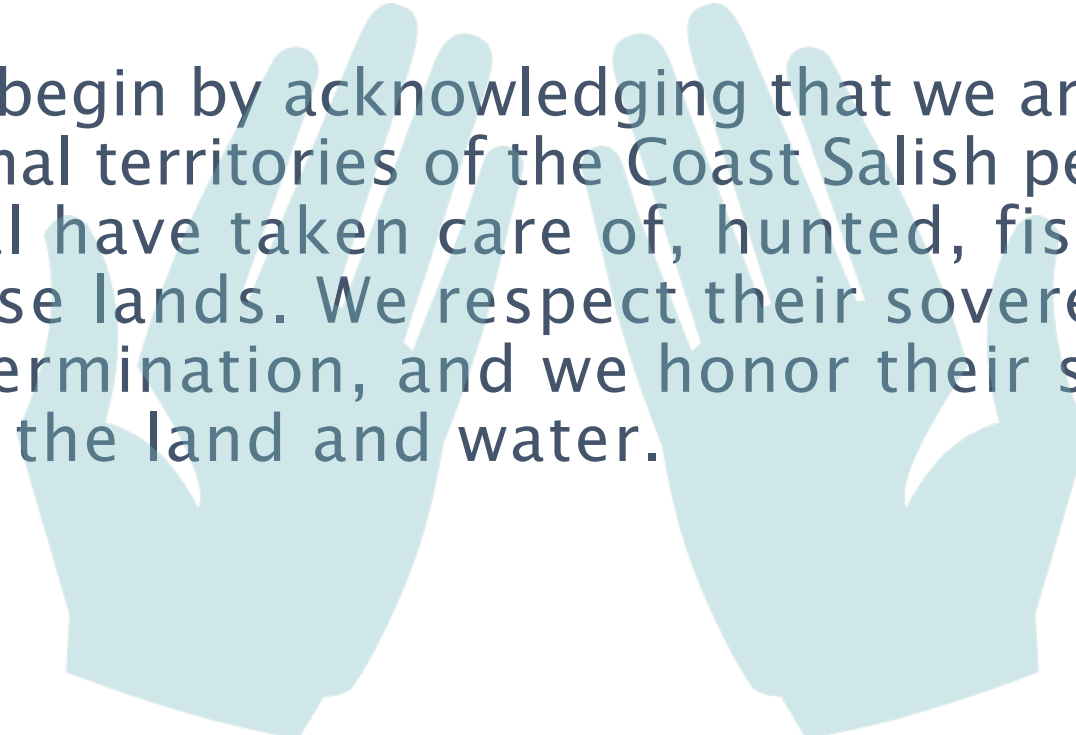
*Thank You for your  
participation and partnership!*





# Land Acknowledgment

First, we want to begin by acknowledging that we are on Indigenous land, the traditional territories of the Coast Salish people, who since time immemorial have taken care of, hunted, fished and gathered on these lands. We respect their sovereignty, their right to self-determination, and we honor their sacred spiritual connection with the land and water.



Compassion ○ Appreciation ○ Resilience ○ Empowerment



# Why We Acknowledge The Land



- Offer recognition and respect
- Acknowledge sovereignty of local tribes
- Remind us historical contexts still affect current realities and future outcomes
- Native Americans have lived in North America since time immemorial

Compassion



Appreciation

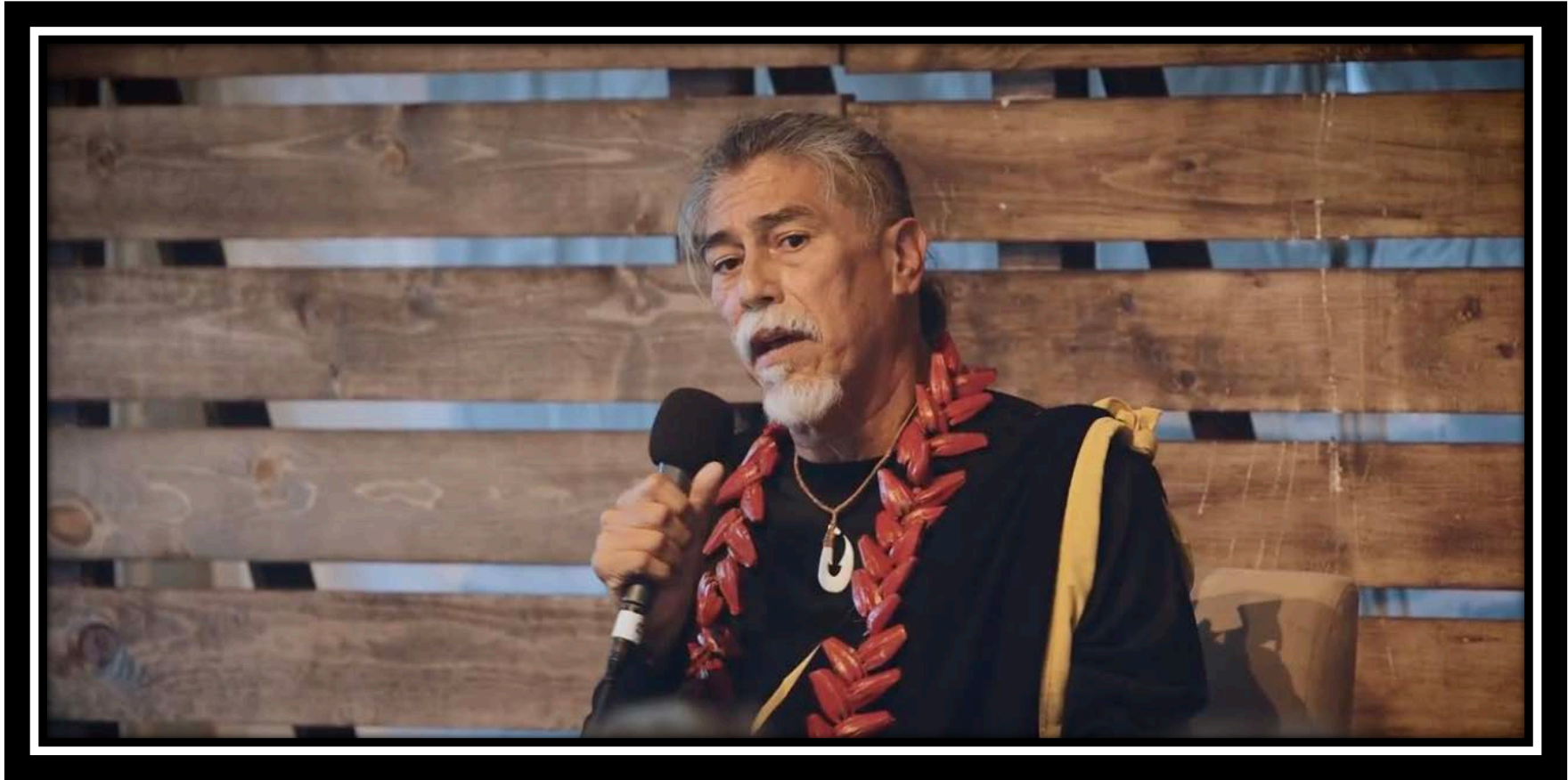


Resilience



Empowerment





Compassion



Appreciation



Resilience



Empowerment







# Overview

As we approach our work to be Trauma Informed practitioners and organizations it is important to understand the complex cultural, social, economic and political forces that impact the lives of our children, families and communities as a way to identify the root cause of Trauma.



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# Belief/Rationale

A significant contributing factor to ACEs stems from the inequities and forms of oppression and marginalization we see in this country due to one's social identity, lack of access to resources, threats of harm and injury, humiliating and shaming events, and the ongoing experiencing of and witnessing of discrimination.

Compassion ○ Appreciation ○ Resilience ○ Empowerment





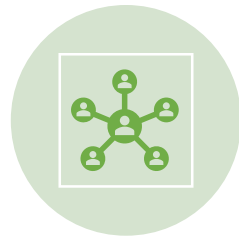
# Learning Outcomes



BUILD AND STRENGTHEN  
RELATIONSHIPS OF CARE TEAM  
TO CREATE A SUSTAINABLE  
NETWORK WITH A SHARED  
EQUITY ANALYSIS



BUILD A COMMON  
VOCABULARY FOR EQUITY



EXPLORE THE RELATIONSHIP  
BETWEEN SOCIAL IDENTITY  
AND HISTORICAL AND MULTI-  
GENERATIONAL TRAUMA



DEFINE AND DISCUSS THE  
UTILIZATION OF AN EQUITY  
ANALYSIS TO INFORM  
POLICIES, PRACTICES,  
PROCEDURES



CROSS-POLLINATE IDEAS ON  
THE INTERSECTION BETWEEN  
WORKING TOWARDS  
EQUITABLE OUTCOMES AND  
BEING TRAUMA INFORMED



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# Community Agreements

- We start where we are.
- We question ourselves.
- We acknowledge our own identities and power and how it interacts with others
- We are all responsible for the group.
- This is an ongoing experience our focus is on education and growing.
- Our values, cultural identities, and past experiences matter.
- Disagreement is part of the process and can be transformational. Understand your part in disagreement.
- Use your heart and humanity to see each other and hear each other



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# Mix and Mingle

1. If you walk into a room what would be your theme song?
2. How have dimensions of your identity shaped/informed your lived experiences?
3. Name at least one way you feel you have experienced a form of trauma due to a dimension of your identity?

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# Equity Framework



*Trauma is historical, structural, political, intergenerational, interpersonal, and embodied. So, then, must be our healing.*



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# Our “Lasik” PROP

- Power
- Race
- Oppression
- Privilege



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# Discussion

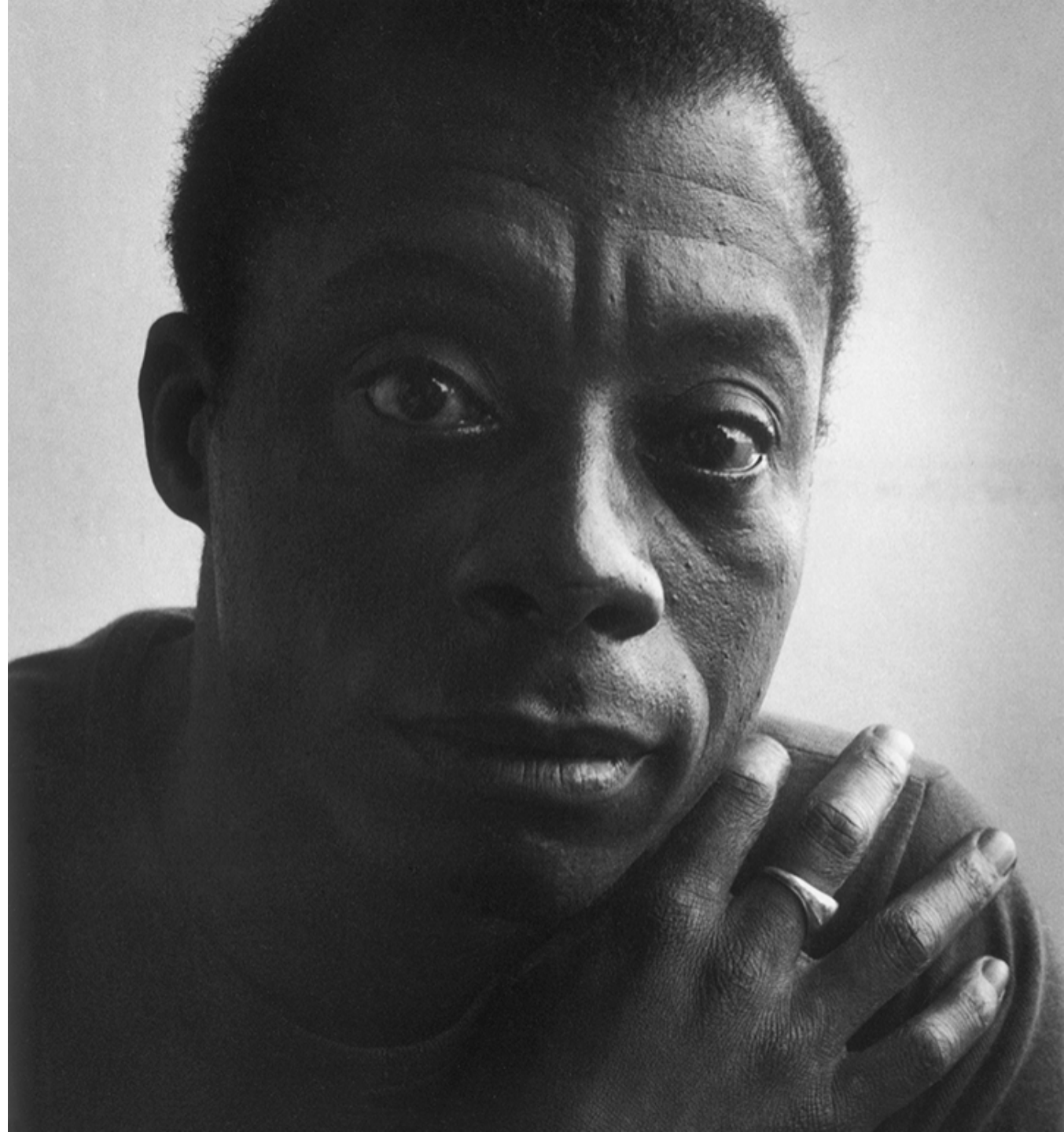
How has Power Race Oppression and Privilege contributed to the individual and collective trauma we see in our communities?

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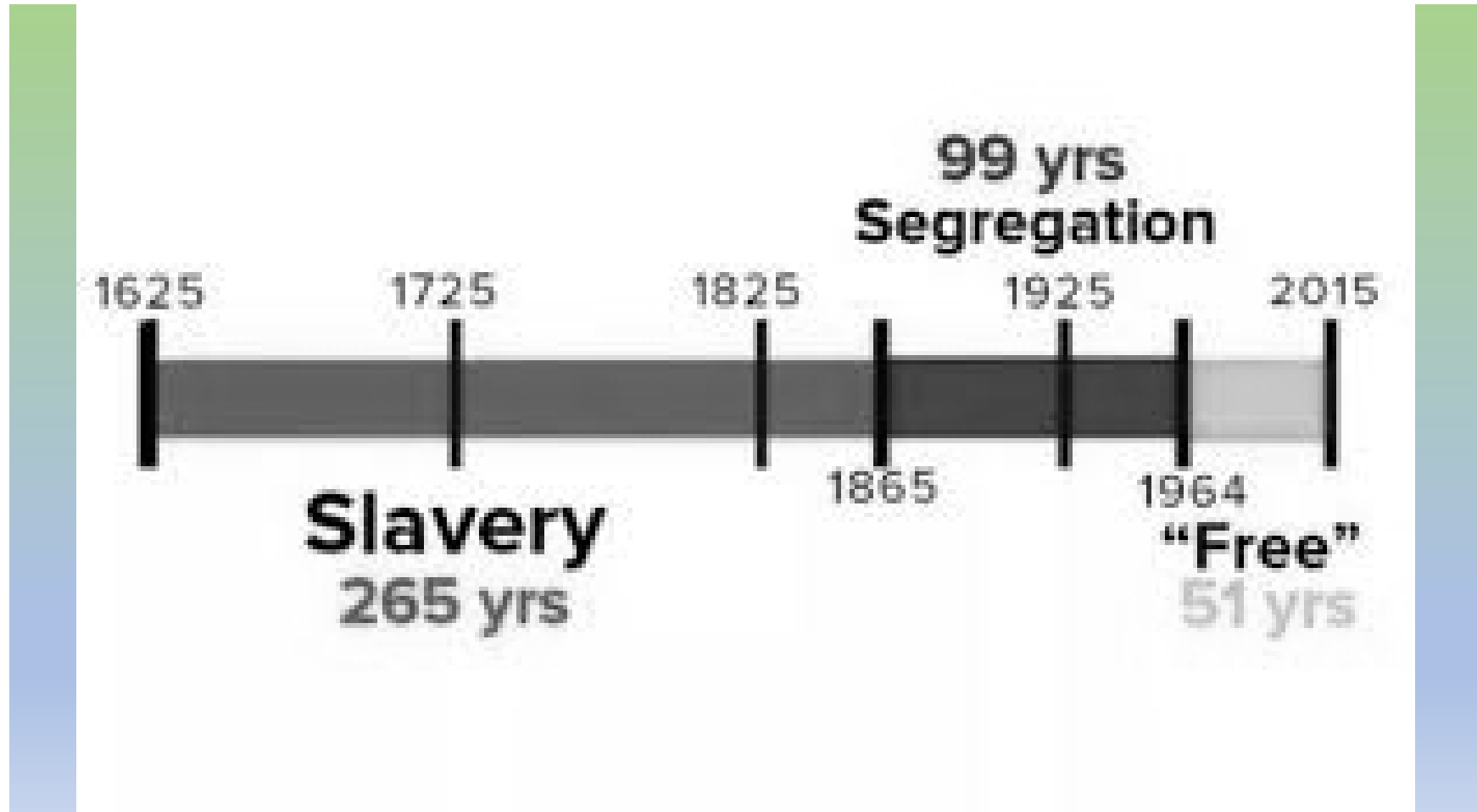


“History is not the past, it is the present. We carry our history with us. We are our history”  
- James Baldwin





# History Legacy Structure



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Appreciation



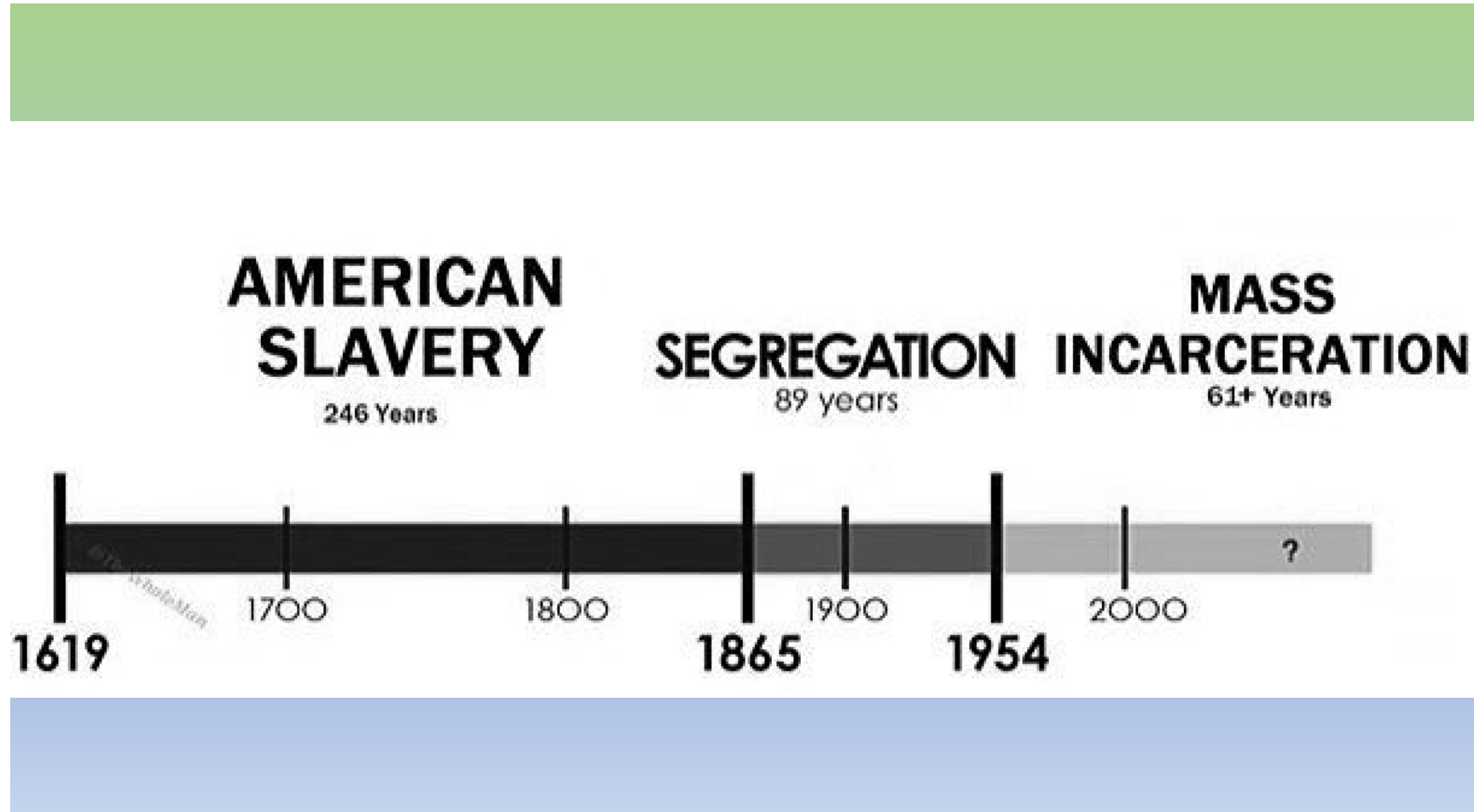
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# Somatic History Eras



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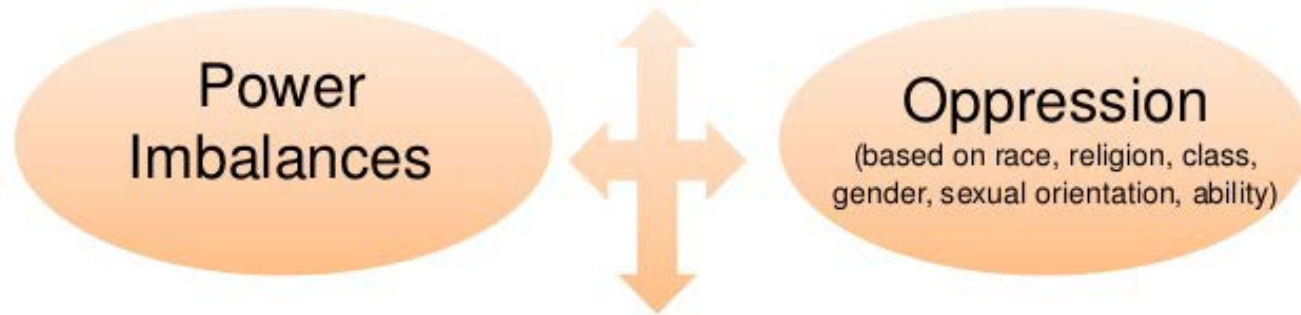
# Break

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5 minutes



# Root Causes of Inequities



- Laws and Policies that created all types of systems of unbalanced power and privilege
- Caused by historical practice of exclusion & discrimination across life course
- Led to geographic concentration of poverty and hyper-segregation



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# 3 Types of ACEs

ACEs Connection supports communities to accelerate the global ACEs science movement and to solve our most intractable problems. We recognize that three major types of adverse childhood experiences — family, community, and climate — cause most of the trauma that leads to toxic stress. Left unaddressed, toxic stress in people, organizations, systems and communities can harm our health and reduce the ability to respond with resilience to stressful events. The three different types of ACEs appear and intertwine throughout our lifetimes, and the lives of our organizations, systems, and communities.



POWER

OPPRESSION

PRIVILEGE



# Who Is Missing From The Original ACE Study?

The people in the original ACE's study are disproportionately white, employed, insured, college educated and middle income



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# Everyone Has Many Identities



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Dominant Group	Marginalized Group	Oppression
White	People of Color	Racism
Colonizer	Native/Indigenous	Colonialism
Cisgender Men	Women, Transgender, non-binary genderfluid, gender neutral	Sexism
Able-bodied, Able-minded	People with a disability	Ableism
Christian	Other religions or spiritual practices	Christian Hegemony
Heterosexual	Lesbian, Gay, Bi, Queer	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy & Middle class	Poor and working class	Classism
Citizen	Non-citizen	Nationalism
Formally educated	Non-formally educated	Elitism
English speaking	Non-English Speaking, English with an accent or dialect	Linguicism

# Discussion

As Trauma Informed Care Leaders how can you use this power analysis to inform how you engage in the work that you do to advance equity and social justice?

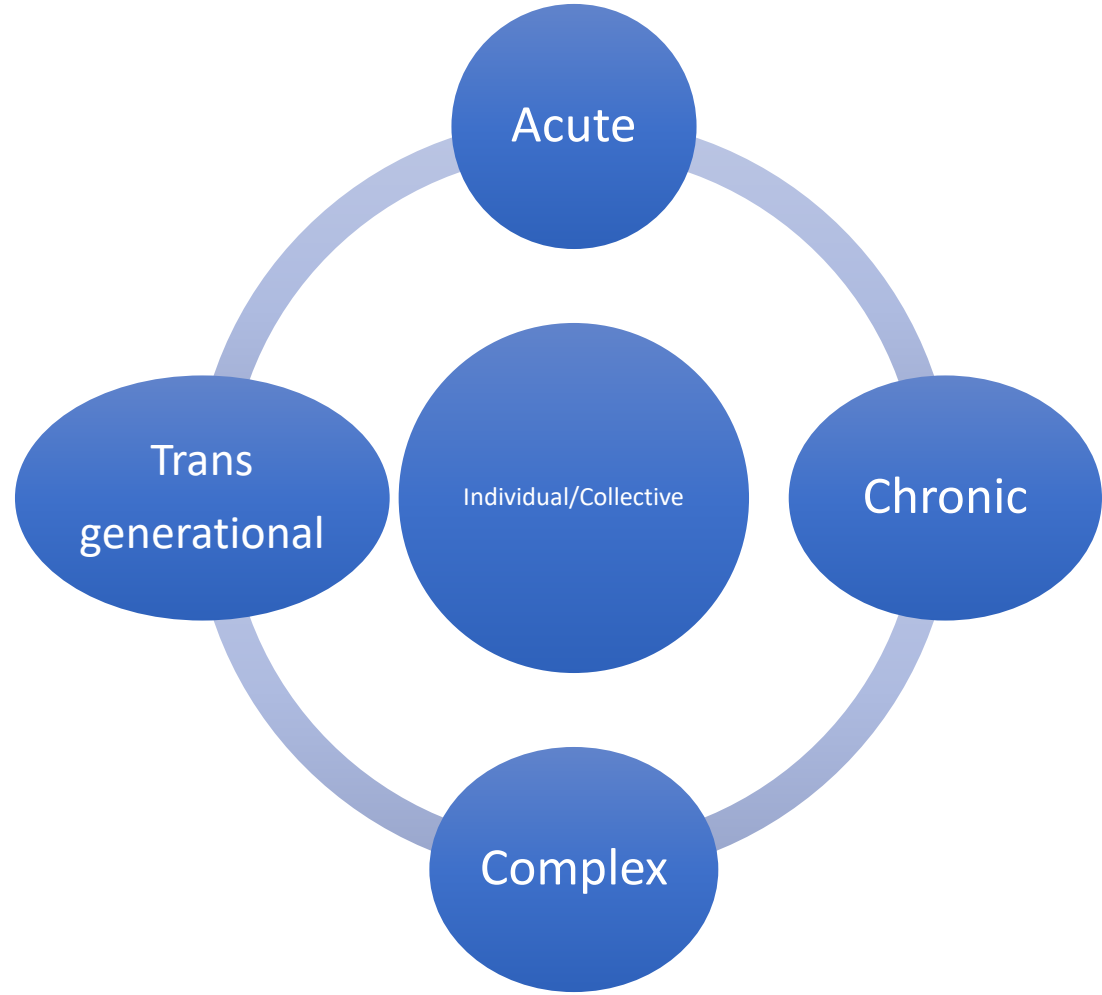


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# Types of Trauma



# Intergenerational Trauma



# Discussion

What did you See?

What did you Hear?

What did you Feel?

How is historical /multigenerational trauma connected to equity?

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# Establishing a Common Vocabulary For Equity and Trauma



1. Move into Breakout Groups of 5-6
2. Work as a team using the worksheet to match each word to its definition
3. Complete the Worksheet
4. Come back to larger group to review and Discuss

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# Levels of Oppression

<b>INTERPERSONAL</b>  (Between individuals)  INDIVIDUAL	<b>INSTITUTIONAL</b>  (Within an institution or sector)
<b>INTERNALIZED</b>  (Within an individual: Inferiority or Superiority)	<b>STRUCTURAL</b>  (Between institutions)



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# Group Discussion

In what ways do you think these levels of oppression contribute to the generational trauma we experience and see?

<p><b>INTERPERSONAL</b></p> <p>(Between individuals)</p> <p>INDIVIDUAL</p>	<p><b>INSTITUTIONAL</b></p> <p>(Within an institution or sector)</p>
<p><b>INTERNALIZED</b></p> <p>(Within an individual: Inferiority or Superiority)</p>	<p><b>STRUCTURAL</b></p> <p>(Between institutions)</p>



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# Break

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5 minutes



No Equity Informed Lens

Equity Informed Lens

NO TRAUMA INFORMED CARE LENS

- POWER OVER
- YOU CAN'T CHANGE
- PEOPLE NEED FIXING FIRST
- OPERATE FROM THE DOMINANT CULTURE
- PEOPLE ARE OUT TO GET YOU
- THERE'S ONLY RIGHT OR WRONG
- HELPING
- "YOU'RE CRAZY!"
- COMPLIANCE/OBEDIENCE
- INFO IS SHARED ON A NEED TO KNOW BASIS
- PRESENTING ISSUE
- "US AND THEM"
- LABELS, PATHOLOGY
- FEAR BASED
- I'M HERE TO FIX YOU
- INSTRUCTIVE
- PEOPLE MAKE BAD CHOICES
- BEHAVIOR VIEWED AS PROBLEM
- WHAT'S WRONG WITH YOU?
- BLAME/SHAME
- GOAL IS TO GO THINGS THE "RIGHT"

TRAUMA INFORMED CARE LENS

- POWER WITH
- NEUROPLASTICITY CAN CHANGE
- PEOPLE NEED SAFETY FIRST
- CULTURE HUMILITY
- PEOPLE CAN LIVE UP TO THE TRUST YOU GIVE THEM
- THERE'S MULTIPLE VIEWPOINTS
- LEARNING
- "IT MAKES SENSE"
- EMPOWERMENT/COLLARBORATION
- TRANSPARENCY AND PREDICTABILITY
- WHOLE PERSON AND HISTORY
- "WE'RE ALL IN THIS TOGETHER"
- BEHAVIOR AS COMMUNICATION
- EMPATHY BASED
- SUPPORT THE HEALING
- PARTICIPATORY
- PEOPLE WHO FEEL UNSAFE DO UNSAFE THINGS
- BEHAVIOR VIEWED AS A PERSONAL SOLUTION
- WHAT HAPPENED TO YOU?
- RESPECT





# Discussion

1. What do you notice about these 2 lists?
2. In what ways as a leader are you engaging in using your “equity Lasik”?
3. From your perspective where would you place your organization and why?
  1. No equity/trauma informed lens or
  2. Yes equity/trauma informed lens or
  3. Somewhere in-between



Compassion



Appreciation



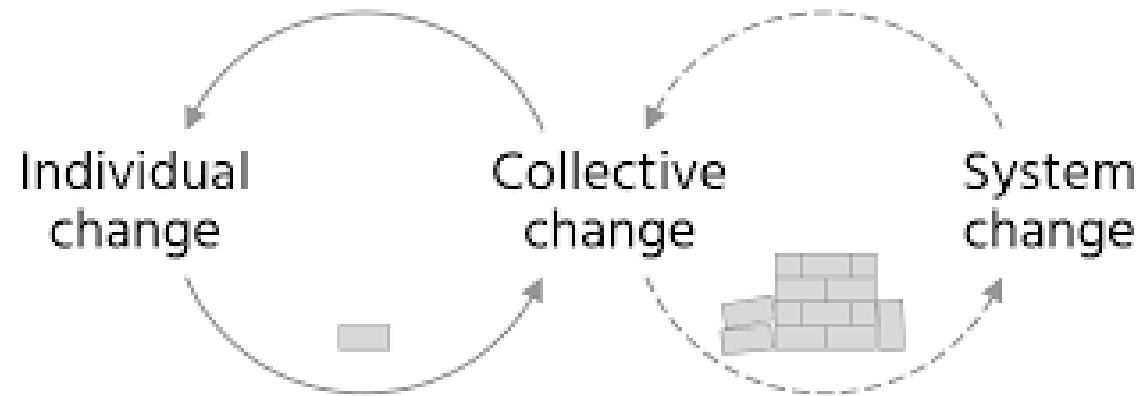
Resilience



Empowerment



# Intersection TIC and Equity



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The effects of Adverse Childhood Experiences (ACEs) and toxic stress can be counteracted through the Trauma Informed Care framework by:

Realizing the prevalence of trauma

**REALIZE**

**RECOGNIZE**

Recognizing the signs and symptoms of trauma

Responding by putting knowledge into practice

**RESPOND**

**RESIST**

Resisting re-traumatization of clients and staff



# Trauma Informed Care is Enhanced with an Equity Framework by:

Realize Trauma is deeply rooted in a multi-generational, dehumanizing process of systems of inequities

## **REALIZE**

## **RECOGNIZE**

the ways in which Power Race Oppression and Privilege influence/impact individuals and communities lived experiences and recognize your own biases

Respond to Trauma in a culturally responsive way and hold healing as the restoration of identity and ensure your responses are happening at all levels: individual, community and institutional

## **RESPOND**

## **RESIST**

Resist perpetuating/maintaining dominant cultural norms through your policies and practices when engaging in TIC



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# The 4 R's of a Resilient System



## **Recognition:**

Historical and Structural Components



## **Repair:**

Devastating Impacts through Reflection, Validation and Practice



## **Reconcile:**

Integrating knowledge about trauma into policies, procedures, and practices



## **Renew and Restore:**

Resist Re-traumatization



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# Racial Equity Tool For Policies Practices and Procedures

A simple set of questions:

- 1. Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
- 2. Data:** What's the data? What does the data tell us?
- 3. Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
- 4. Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
- 5. Implementation:** What is your plan for implementation?
- 6. Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

Government  
Alliance for Racial  
Equity



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# Personal Reflection



1. What are the connections I made today as a TIC practitioner?
2. What are some of the implications of what I learned today for my work moving forward?
3. What are some of the applications of what I learned today?

Compassion  Appreciation  Resilience  Empowerment

# Equity and the Intersection of Trauma Informed Practices

Presented by Tami Farber

Thank You

唔該

Gracias

Cảm ơn ông Asante

Спасибо!

Дякую

謝謝

Thank You for your participation and partnership!

