

Equity and the Intersection of Trauma Informed Practices

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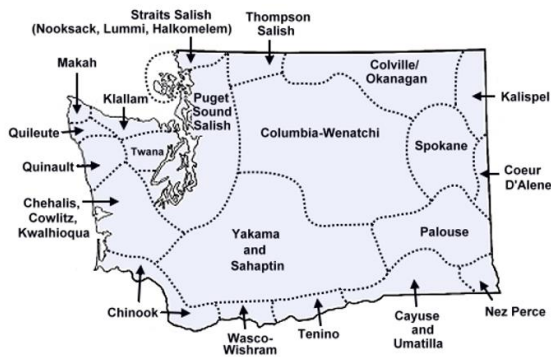
care

BUILDING COMMUNITY
THROUGH COMPASSION



Land Acknowledgment

There are over 29 federally recognized Indian tribes in WA today



We acknowledge that we are each residing on tribal lands of those who have lived on this land time immemorial. We pay respect to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together today. We recognize the resilience of those past and present who work to build a strong and sovereign nation where Tribal members live their values and culture.

We are on the lands of the Tulalip, the Snohomish, the Stillaguamish, and Sauk Suiattle Tribes.

And many others that are not federally recognized

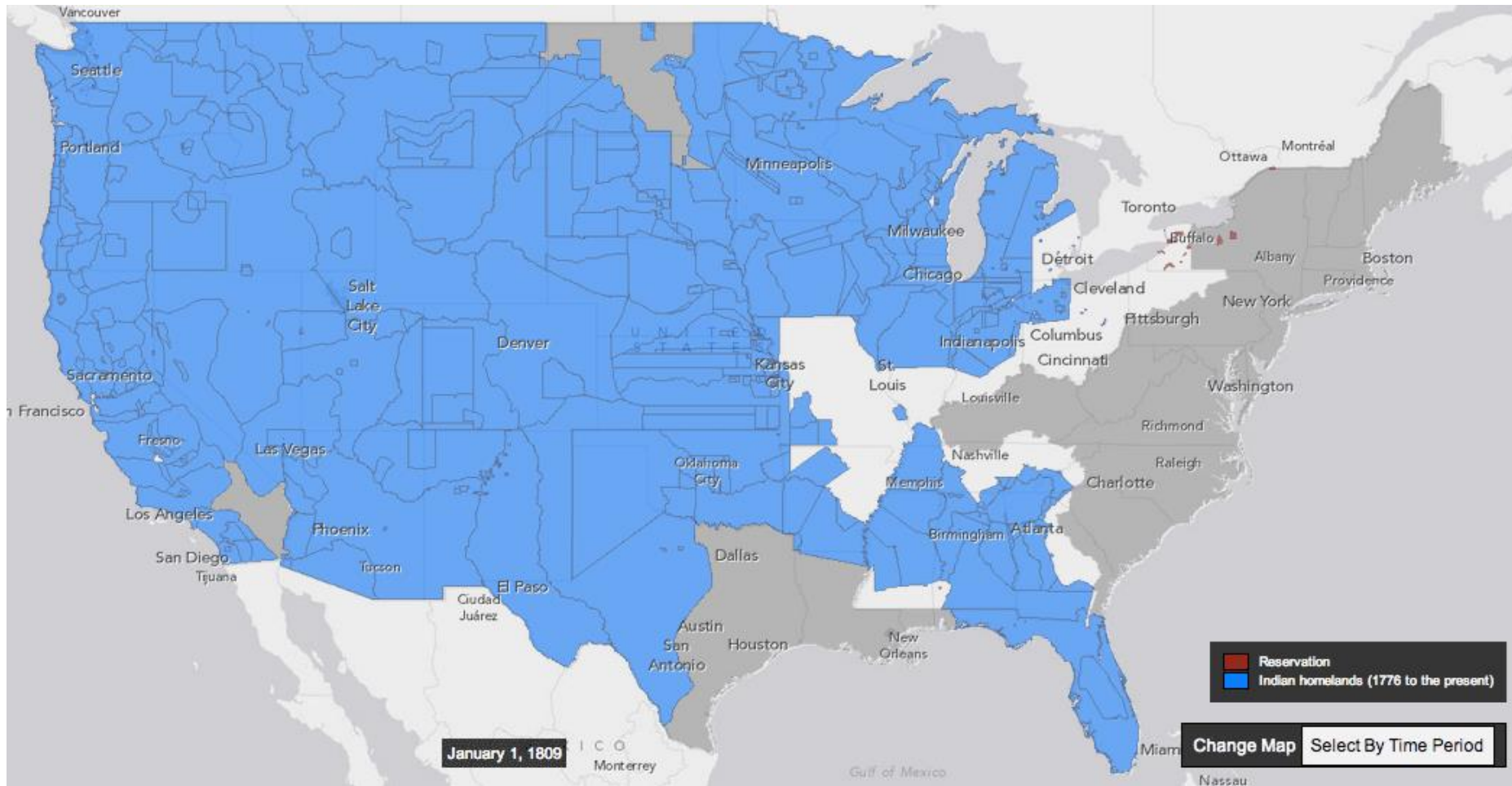


Why We Acknowledge The land

- 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

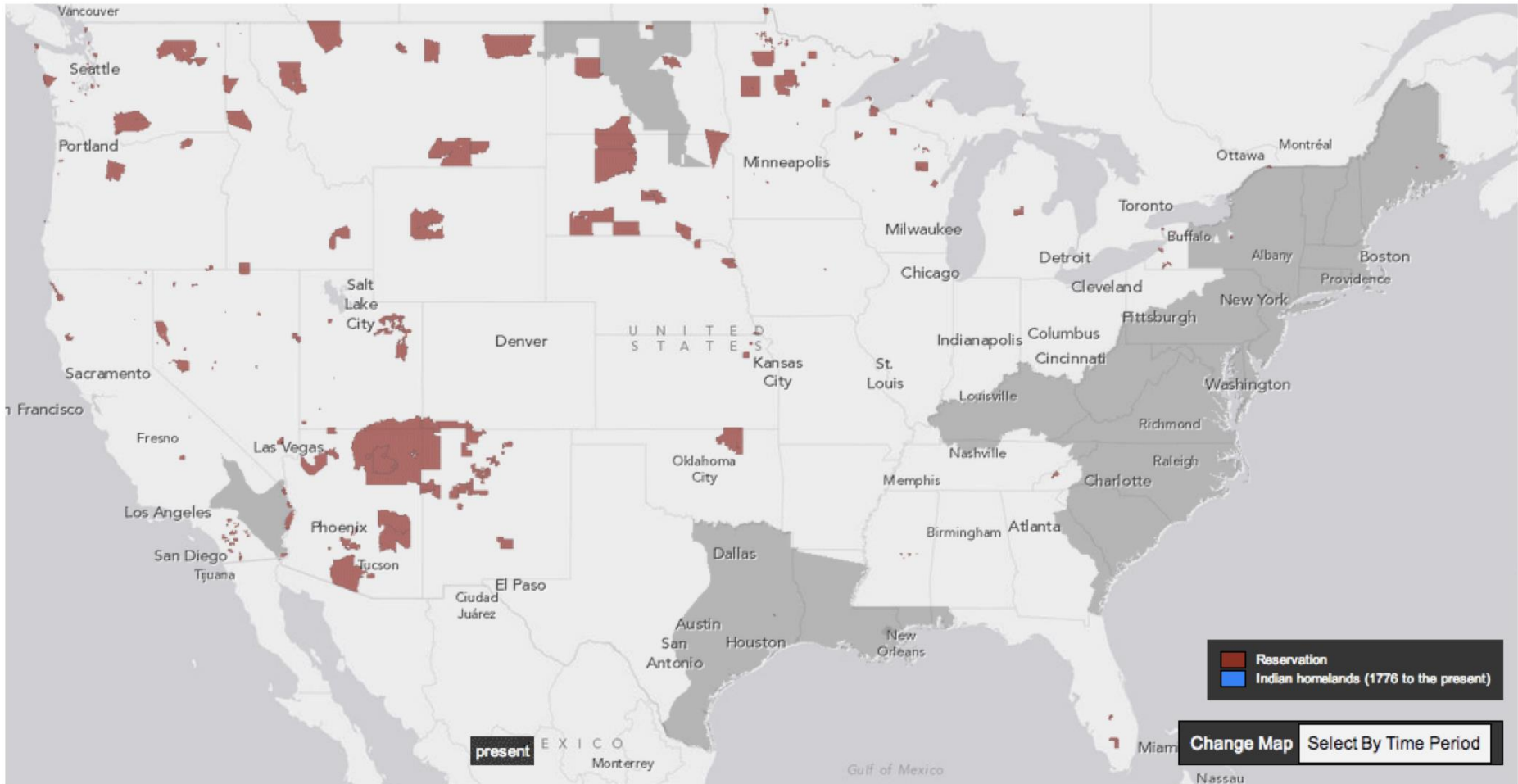


Theft of Indigenous homelands, 1776-present





Theft of Indigenous homelands, 1776-present







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.



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 ones 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.

But all our phrasing—race relations, racial chasm, racial justice, racial pro-filing, white privilege, even white supremacy—serves to obscure that racism is a visceral experience, that it dislodges brains, blocks airways, rips muscle, extracts organs, cracks bones, breaks teeth. You must never look away from this. You must always remember that the sociology, the history, the economics, the graphs, the charts, the regressions all land, with great violence, upon the body.”

- Ta-Nehisi Coates



“Our bodies have a form of knowledge that is different from our cognitive brains. This knowledge is typically experienced as a felt sense of constriction or expansion, pain or ease, energy or numbness. Often this knowledge is stored in our bodies as wordless stories about what is safe and what is dangerous. The body is where we fear, hope and react; where we constrict and release; and where we reflexively fight, flee or freeze. If we are to upend the status quo of white-body supremacy, we must begin with our bodies.”

- Resmaa Menakem, Author My Grandmother’s Hands

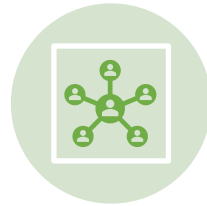
Learning Outcomes



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



Group Agreements

- Address impact over intent
- Embrace the power of humble, respectful listening
- Create trusting and safe spaces – where a little bit of discomfort is okay.
- Learning leaves – Stories stay
- Speak from your own experience instead of generalizing
- Participate to the fullest of your ability – community growth depends on the inclusion of every individual voice
- We encourage you to lean in, be brave and vulnerable



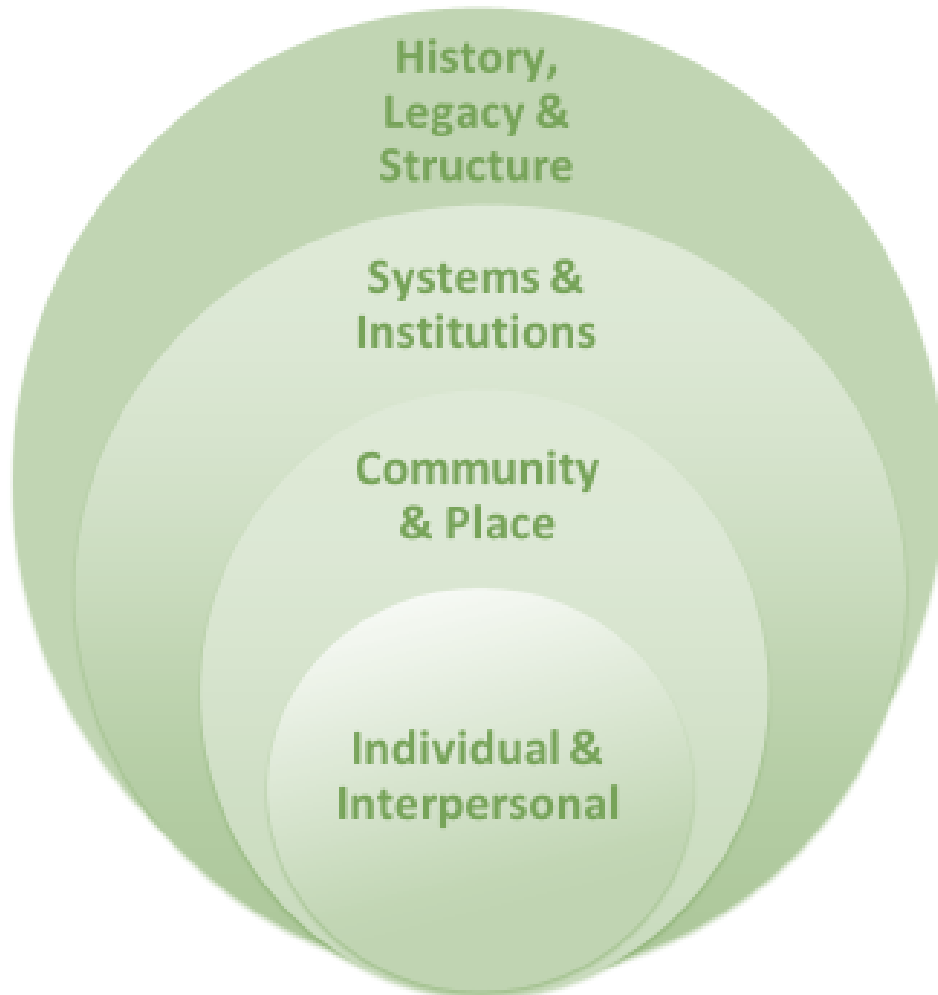
Mix and Mingle

If you walk into a room what would be your theme song?

How have dimensions of your identity shaped/informed your lived experiences?

Name at least one way you feel you have experienced a form of trauma due to a dimension of your identity?

Equity Framework



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



Our "Lasik" PROP

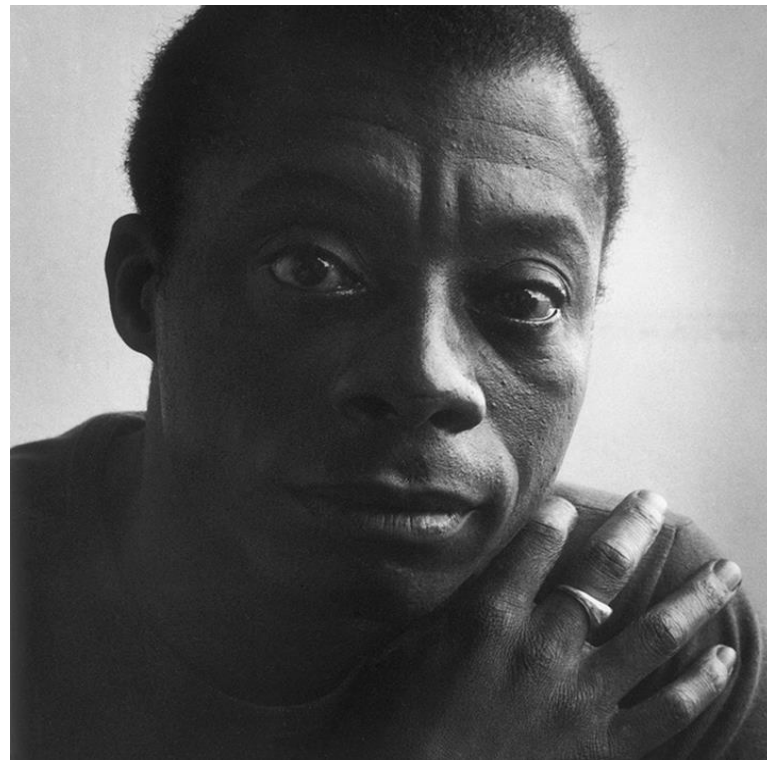
- **Power** The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.
- **Race** A historical, political, and social construction created to concentrate power with White people and legitimize dominance, marginalization, and oppression over non-White people.
- **Oppression** A pattern or system of inequality that gives power and privileges to members of one group of people at the expense of another.
- **Privilege** A special advantage or right that a person is born into or acquires during their lifetime. It is not available to everyone in society. It is closely related to power: It often gives a person or group power over others.



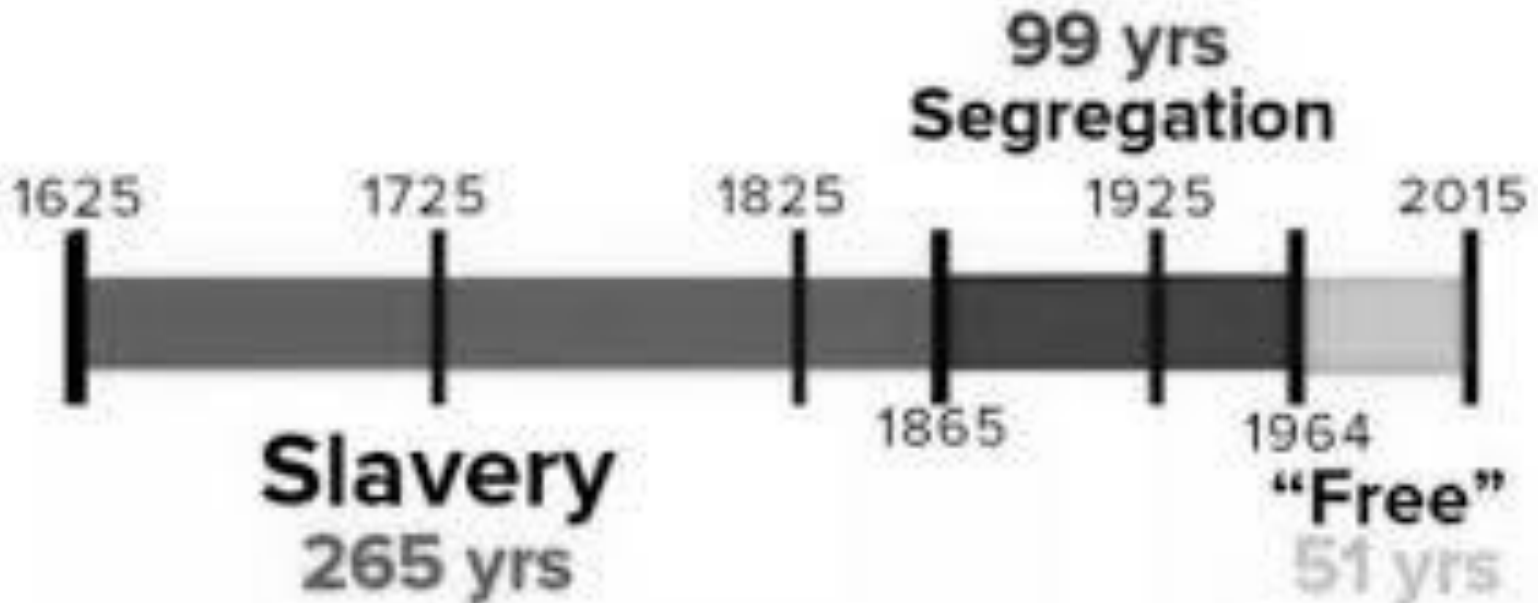
Leadership Reflection

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

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



History | Legacy | Structure



Somatic History Era



**AMERICAN
SLAVERY**

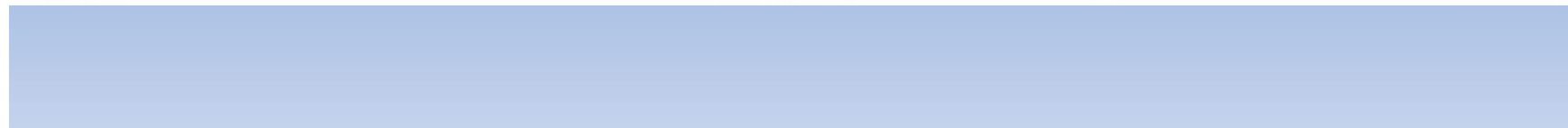
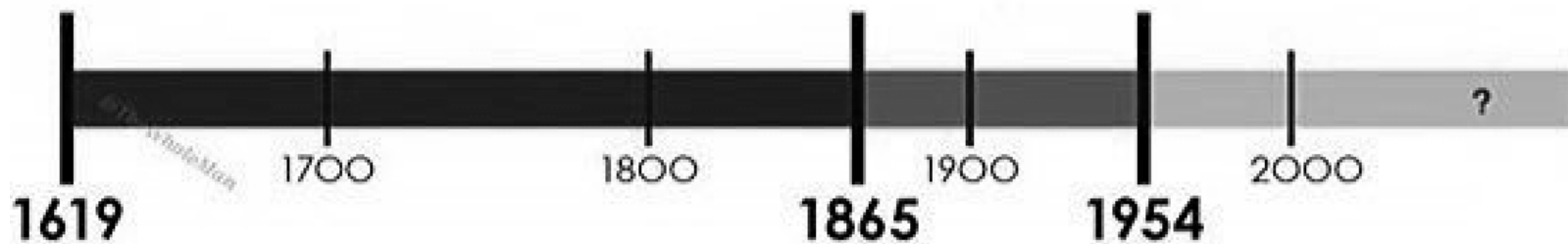
246 Years

SEGREGATION

89 years

**MASS
INCARCERATION**

61+ Years

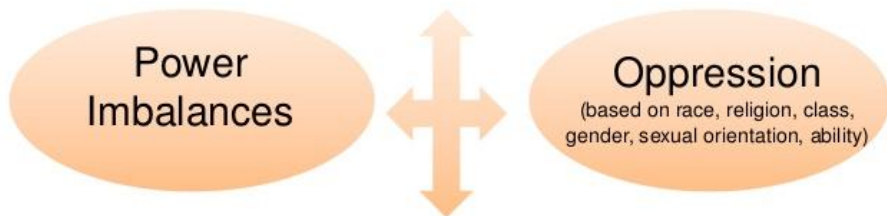


**BREATHE,
STRETCH
AND
TAKE A BREAK**

5 Minute Break



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

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.

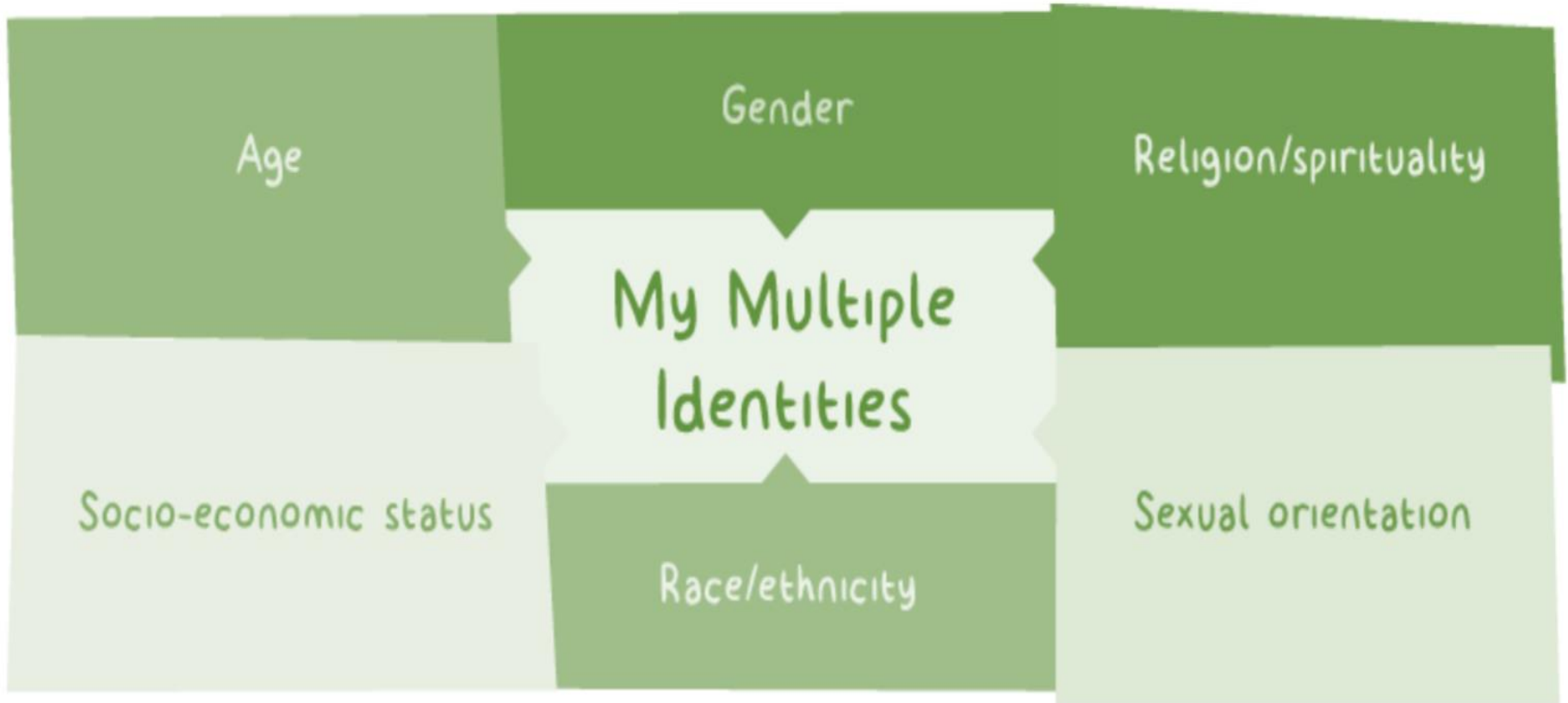


POWER

OPPRESSION

PRIVILEGE

Everyone Has Many Identities



COMPASSION, APPRECIATION, RESILIENCE & EMPOWERMENT



discriminate

oppress

marginalize

exploit

disenfranchise



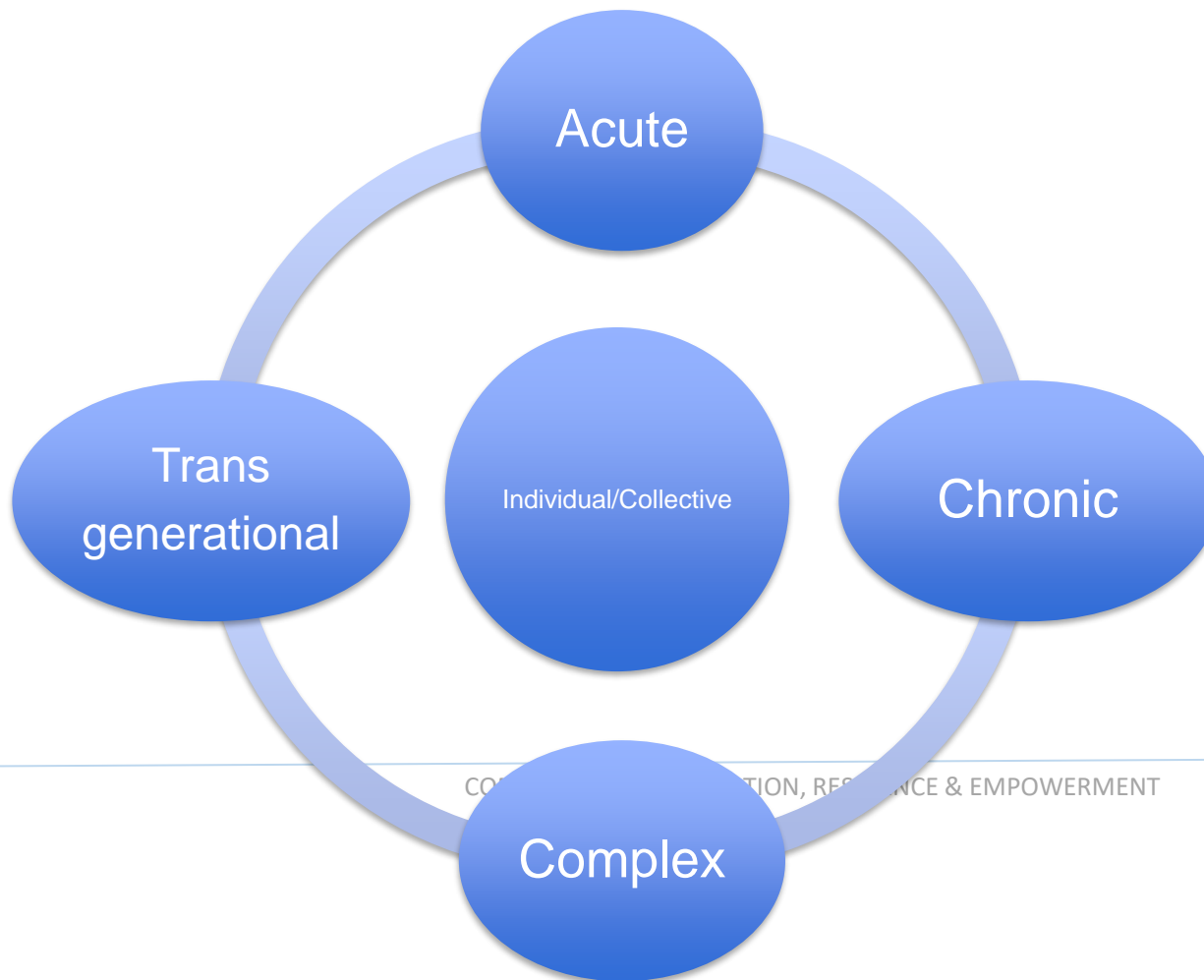
Dominant Group	Marginalized Group	Oppression
White	People of Color	Racism
Colonizer	Native/Indigenous	Colonialism
Cisgender Men	Women, Transgender, non-binary genderfluid, gender neutral	Sexism
Able-bodied, Able-minded	People with a disability	Ableism
Christian	Other religions or spiritual practices	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



Leadership Reflection

As Trauma Informed Care Leaders how can you use this power analysis to inform how you engage in your leadership professional practices?

Types of Trauma



Intergenerational Trauma





Types of Trauma

What did you See, hear, feel?

How is historical /multigenerational trauma connected to equity at the personal level and at the institutional level?

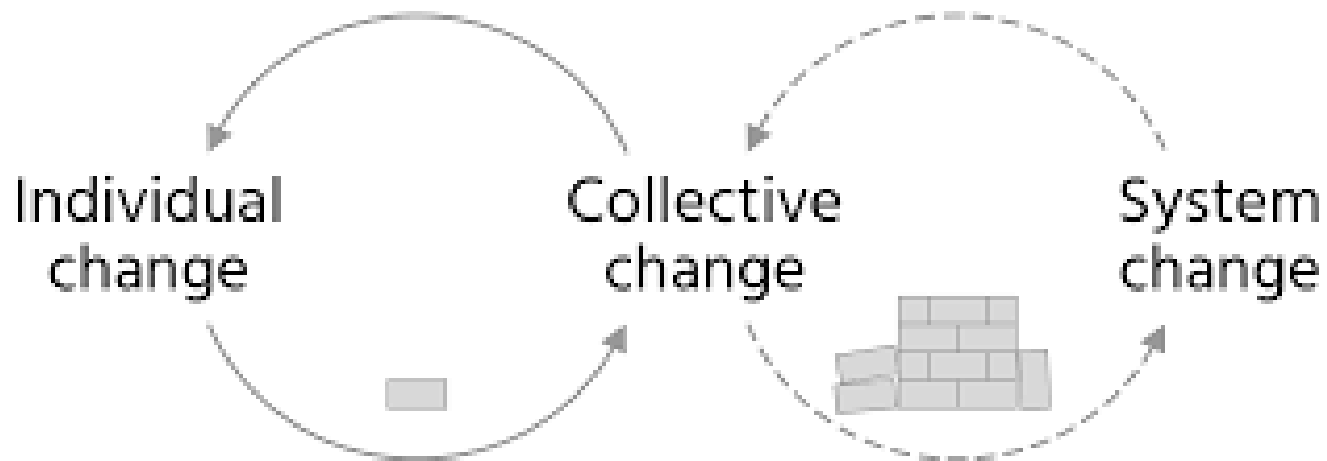
Levels of Oppression

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

Provide examples of how you see trauma playing out at each of these levels within your organization/institution and beyond?

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

Intersection TIC and Equity



No Equity Informed Lasik

No Equity Informed Lasik

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" WAY

PRESCRIPTIVE

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

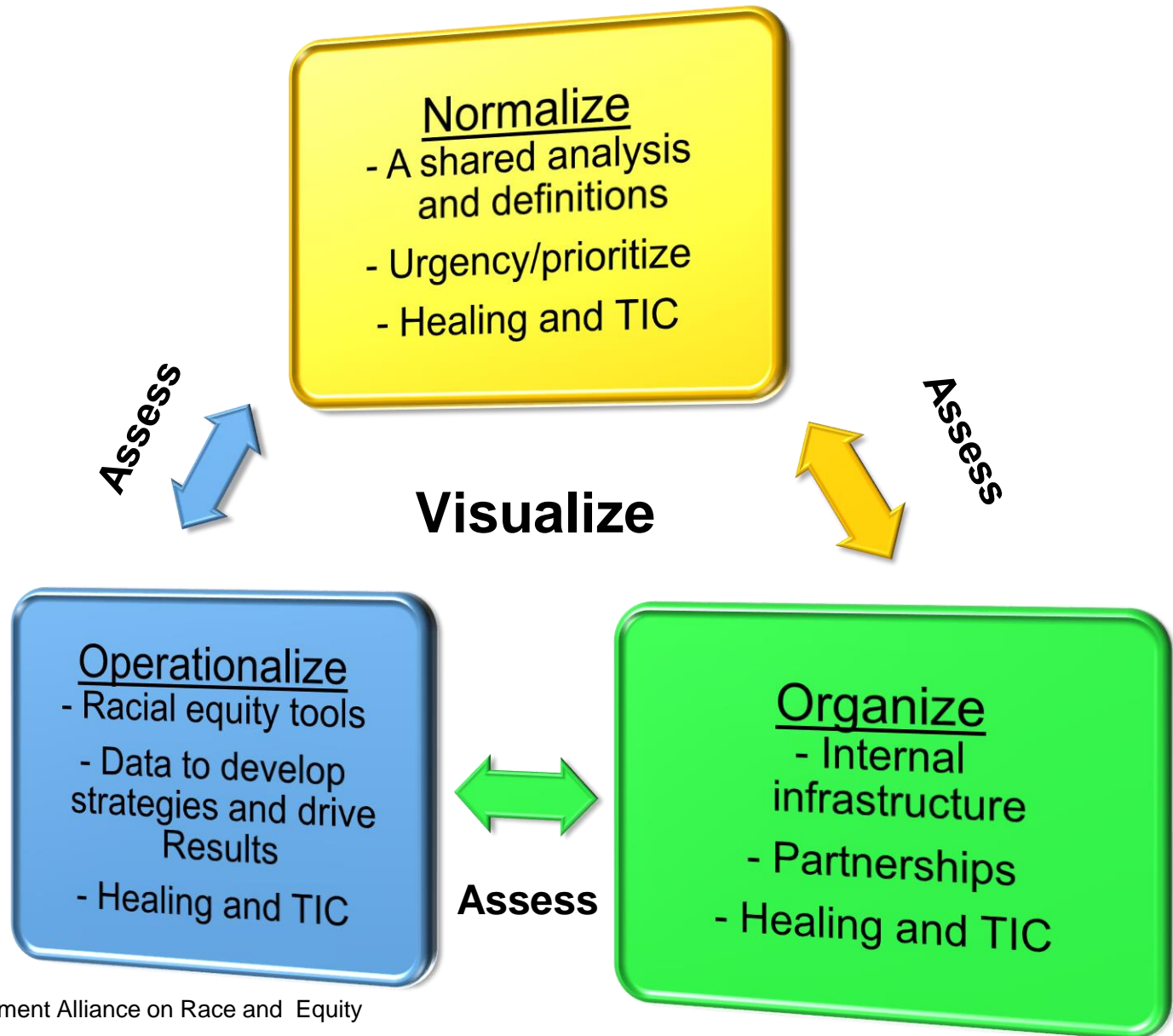
WHAT HAPPENED TO YOU?

RESPECT

GOAL IS TO CONNECT

CHOICE

National Effective Practice





Racial Equity Tools 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 on Race and Equity



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

Closing

I came in today feeling _____

... and I am leaving feeling _____