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**The Looking Glass:
Facing Racism When
Providing Client
Services**

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Workshop Goals

Gain	Learn	Have
Using an historic lens participants will gain an understanding of the impact of racism and how it impedes the delivery and acceptance of services today	Participants will learn skills to help them discuss race and racial trauma with clients	Participants will have an increased awareness of tools and interventions to understand their own biases and support clients in addressing race-based trauma and stressors

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- NO JUDGEMENT
- FREELY EXPLORE YOUR THOUGHTS AND FEELINGS
- ASK QUESTIONS
 - WHAT GOES ON IN "VEGAS STAYS IN VEGAS"

**This is a
safe space**

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Poll Question

- ▶ What is the most important fundamental right?
 - ▶ Equal Opportunity
 - ▶ Freedom of Speech
 - ▶ Freedom of Religion

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- ▶ The mirror shows us what we are looking at; not who we are
- ▶ If you look in the mirror and don't like what you see, don't blame the mirror. If you look in the world and don't like what you see, don't blame the world.

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Checking Our Values & Beliefs

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Breakout Session

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- ▶ Which factor has the greatest influence on an individual success?
 1. Genetic makeup
 2. Home environment
 3. Educational opportunity

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Breakout Session

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- ▶ What has the greatest influence on an individual's beliefs about another person's race or culture?
 1. Personal experience
 2. Current events
 3. Family traditions and beliefs

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Breakout Session

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- ▶ What is the greatest barrier to an individual seeking help in the aftermath of crime?
 1. Location of services
 2. Language barriers
 3. Cultural traditions and beliefs

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A Brief History of the United States

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The LEGACY OF RACISM in America

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- The Trans-African Slave Trade
- The Construct of Race Abolitionists and Rebellions
- Reconstruction & White Supremacy
- The Jim Crow Era
- The Civil Rights Era
- Black Lives Matter Movement



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Race does not biologically exist

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- ▶ Yet we identify powerfully with it; it influences our experiences
- ▶ In America, the privileges afforded to white people/whiteness are considered normal – media, culture, social systems & institutions
- ▶ Historically, racist views justified unfair treatment and oppression of POC – enslavement, segregation, internment, etc.

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Microaggressions & Macroaggressions

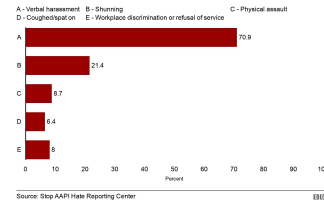
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- ▶ **Microaggressions** are brief commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color.
- ▶ **Macroaggressions** are defined as “an act of racism towards everyone of that race.”



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What kinds of discrimination have been reported?
Percentage of 2,868 reported incidents from March-December 2020



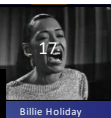
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Hate Crime against the Asian American Pacific Islander Community – 149% increase

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Strange Fruit

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Billie Holiday

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Historical Trauma

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- ▶ Multigenerational trauma experienced by a specific cultural group
- ▶ Historical trauma can be experienced by “anyone living in families at one time marked by severe levels of trauma, poverty, dislocation, war, etc., and who are still suffering as a result

Cutler, M.

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Trauma and Unresolved Grief Intervention (HTUG): A Tribal Best Practice

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The Return to the Sacred Path: Reflections on the Development of Historical Trauma Healing

Maria Yellow Horse Brave Heart, PhD Associate Professor of Psychiatry/Director, Native American & Disparities Research Center for Rural & Community Behavioral Health President, The Takini Institute mbh@takini.org

- ▶ **Historical trauma** is cumulative emotional and psychological wounding over the lifespan and across generations, emanating from massive group trauma (1985-88)
- ▶ **Historical unresolved grief** accompanies that trauma (Brave Heart, 1998, 1999, 2000)

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Historical Trauma Response

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- ▶ The historical trauma response (HTR) is a constellation of features in reaction to massive group trauma
- ▶ This response is observed among Lakota and other Native populations, Jewish Holocaust survivors and descendants, Japanese American internment camp survivors and descendants.

(Brave Heart, 1998, 1999, 2000)

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Post-traumatic Slave Syndrome

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By **Joyce DeGruy, Ph.D.** (Social Work), research focuses on the intersection of racism, trauma, violence and American chattel slavery.

<https://www.joycehugruy.com/>

- ▶ **Contemporary Suffering**
 - ▶ White Supremacy & Terrorism
 - ▶ Legal Discrimination
 - ▶ Differential Treatment
- ▶ **Post Traumatic Stress Disorder: A Clinical View**
 - ▶ Multigenerational transmission, Adaptive Behavior, Learned helplessness, Internalized oppression, & Horizontal oppression



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Epigenetics of Trauma

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- ▶ A general definition is "the study of... gene activity during the development of complex organisms". Thus, *epigenetic* can be used to describe anything other than DNA sequence that influences the development of an organism.
- ▶ Studies done on Jewish holocaust survivors show trauma is passed down from generation to generation through DNA.
- ▶ Studies show that childhood maltreatment and abuse can leave epigenetic scarring
- ▶ **Epigenetics of Slavery** <http://atlantablackstar.com/2016/05/27/trauma-slavery-encoded-genes-black-people/>

Holliday R. (1990). "DNA methylation and epigenetic inheritance". *Philosophical Transactions of the Royal Society of London. Series B, Biological Sciences* 326 (1235): 329–338. doi:10.1098/rstb.1990.0015.

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Historical trauma

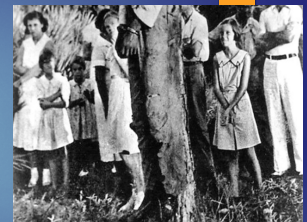
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- ▶ Historical trauma has implications for the physical, psychological and social health of individuals and communities.
- ▶ Patterns of managing stressful life events are highly influenced by the environment that shapes individuals, families and communities

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What happened to these children?

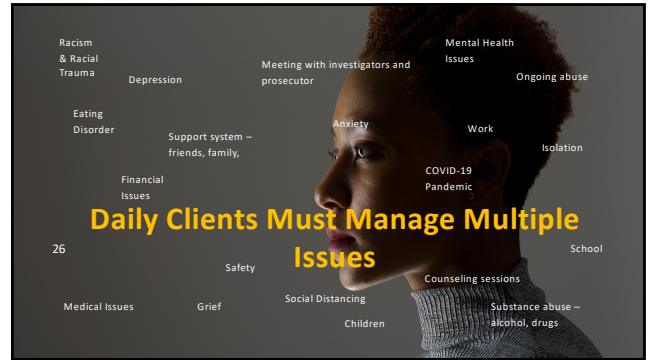
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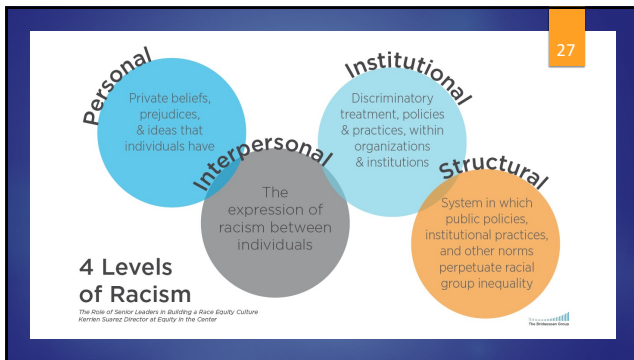
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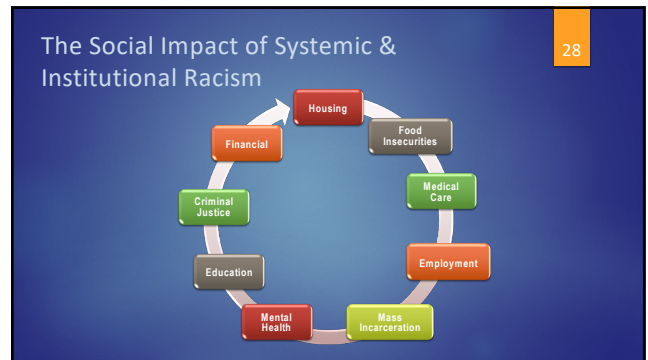
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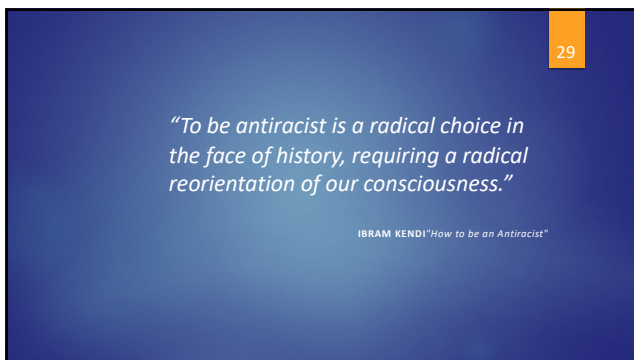
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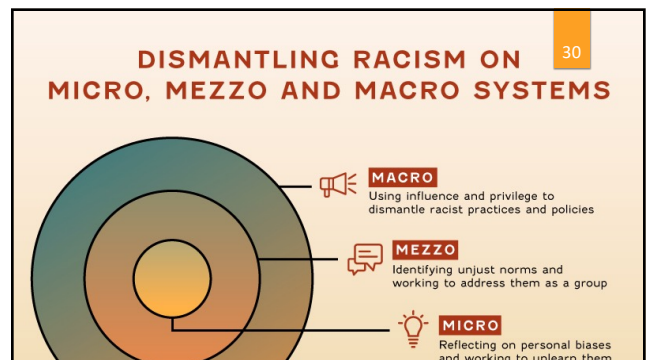
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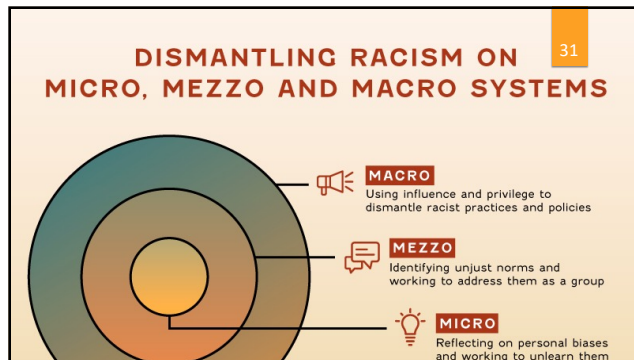
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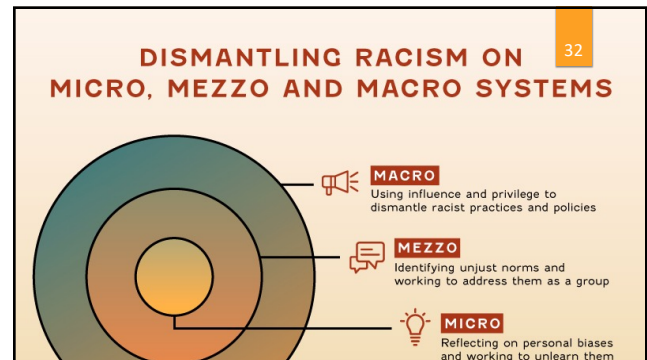
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Making the "invisible, visible" 33

► "...most well-intentioned White Americans have inherited the racial biases of their forebears; ... the most harmful forms remain outside the level of conscious awareness; and that making the "invisible, visible" is the first step to overcoming hidden prejudices."



Donald Wing Sue Ph.D.
Microaggressions in Everyday Life
Microaggressions: More than Just Race
Posted Nov 17, 2019

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Breakout Session 34

► As a service provider, have you ever been insulted because of your race, ethnicity, gender or religion?

How did you handle it?

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Trauma-informed Care is based on 35

- The understanding that many *clients* have suffered traumatic experiences;
- The *provider* is responsible for being *sensitive* to this fact, regardless of whether a person is being treated specifically for the trauma (Huckshorn & Lebel, 2013), and
- *Approach clients* as if they have a *trauma history*, regardless of the services for which they are being seen.

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Inclusion

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Suggestions to use in conversations when racist behavior occurs:

- ▶ **Seek clarity:** "Tell me more about _____."
- ▶ **Offer an alternative perspective:** "Have you ever considered _____?"
- ▶ **Speak your truth:** "I don't see it the way you do. I see it as _____."
- ▶ **Find common ground:** "We don't agree on _____ but we can agree on _____."
- ▶ **Give yourself the time and space you need:** "Could we revisit the conversation about _____ tomorrow?"
- ▶ **Set boundaries:** "Please do not say _____ again to me or around me."

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Becoming Anti-Racist

- ▶ **No one is born racist or antiracist;** these are the result of the choices we make
- ▶ Understand that race is a social construct
- ▶ Be actively conscious; think, read, and listen to credible sources
 - ▶ Look at the 4 levels of racism and work diligently to make changes, however small

<https://www.youtube.com/watch?v=CCXgkRE>

I am okay with you and others who are okay. The things I don't like, the things I don't like, and I don't like to say, but I don't like to say, what a wonderful world.

YCCXgkRE

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Resources

- ▶ <https://www.nytimes.com/2020/08/21/us/politics/social-workers-racism.html>
- ▶ "Social Workers Must Help Dismantle Systems of Oppression and Fight Racism Within Social Work Profession," August 21, 2020, National Association of Social Workers (NASW) <https://www.nasw.org/2020/08/21/social-workers-must-help-dismantle-systems-of-oppression-and-fight-racism-within-social-work-profession>
- ▶ "African American Mental Health: Theory, Research, and Intervention," 1998, Reginald L. Jones
- ▶ "discoveringourstory.wisdomoftheelders.org," Maria Yellow Brave Heart, Ph.D.,
- ▶ "Shifting: the Double Lives of Black Women in America," Charisse Jones & Kumea Shorter-Gooden
- ▶ "Brainwashed: Challenging the Myth of Black Inferiority Paperback," 2010, Tom Burrell

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Resources

- ▶ *Being Antiracist*, National Museum of African American History & Culture, Smithsonian, <https://nmaahc.si.edu/learn/talking-about-race/being-antiracist>
- ▶ *1619 Project*, The New York Times Magazine <https://www.nytimes.com/2020/08/14/magazine/1619-project.html>
- ▶ *Defining Racial Justice Terms: Microaggression vs Macroaggression*, YWCA, <https://www.ywcaatlantaa.org/defining-racial-justice-terms-microaggression-vs-macroaggression>

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Evaluation

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► <https://p.constantcontactpages.com/sv/ov4bqdlM/ourhousevoices>

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