


Healing Equity United

Racial Trauma and Radical Healing

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Goals

- Learn how racial trauma manifests in professional settings and how it frames interpersonal relationships
- Understand the elements and application of radical healing to effectively sustain racial equity efforts
- Recognize how you might leverage coping mechanisms and emergency self-care tools that will further your own healing journey



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Group Agreements

- There's **NO** room for the Oppression Olympics in this space
- Cultivate a "**brave**", not necessarily "safe" space
- Expect and accept challenging moments
- Practice engaged listening & focus on your own learning
- Move Up, Move Aside
- Respect different lived experiences and perspectives
- Address the group, not an individual
- Say it messy!
- Be okay with non-closure
- Confidentiality: What's said here, stays here; what's learned here, leaves here
- Take care of yourself!

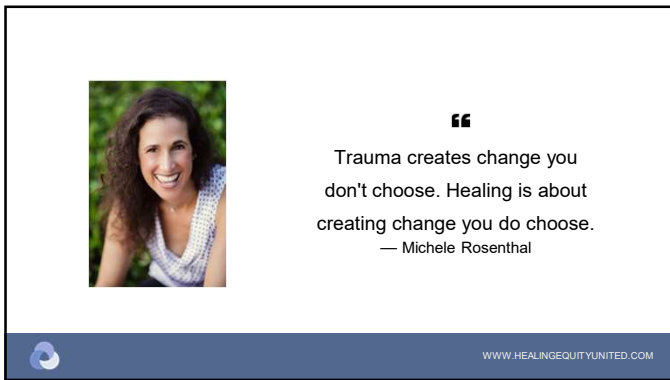



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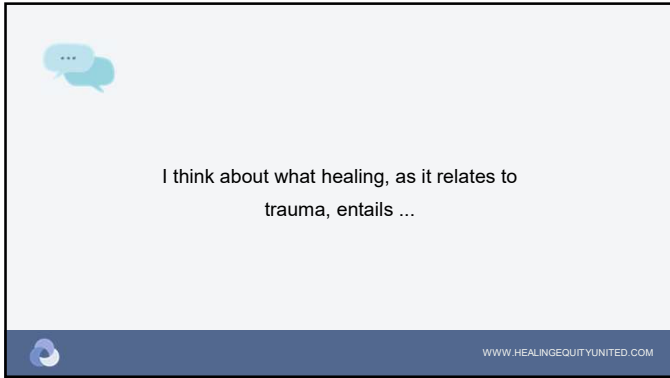
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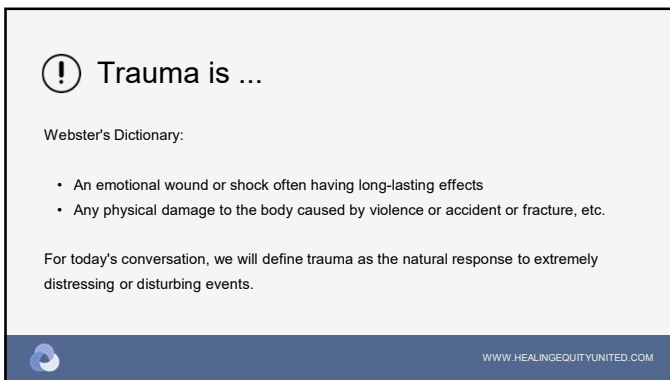
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I think about what healing, as it relates to trauma, entails ...

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! Trauma is ...

Webster's Dictionary:

- An emotional wound or shock often having long-lasting effects
- Any physical damage to the body caused by violence or accident or fracture, etc.

For today's conversation, we will define trauma as the natural response to extremely distressing or disturbing events.

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Types of Trauma We May Experience Throughout Our Lives

Physical

Environmental

Intergenerational

Political & Societal

Vicarious

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! Racial Trauma is ...



Racial trauma, or race-based traumatic stress (RBTSS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes.*

*Mental Health America



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How Might Trauma Impact Us?

- Trauma affects individuals, families, and communities. It can affect any and all of us.
- Trauma may affect us physically, emotionally, or behaviorally.



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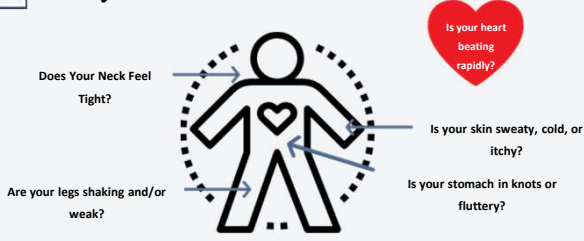
How Does Trauma Show Up in Our Bodies?



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 **Body Scan**




Does Your Neck Feel Tight?

Are your legs shaking and/or weak?

Is your heart beating rapidly?

Is your skin sweaty, cold, or itchy?

Is your stomach in knots or fluttery?

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What Can We Do to Mitigate The Impact of Trauma in Our Daily Lives?




- Assess common triggering scenarios
- Determine the root trauma associated with each scenario
- Note how your body responds when triggered
- Create a personalized trauma response toolkit

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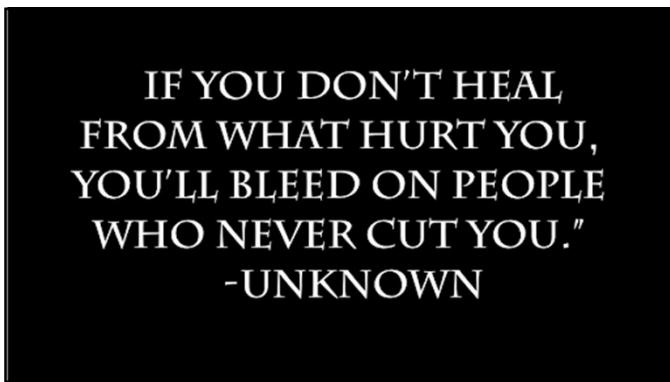
What might be in your trauma response toolkit?

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❗ Radical Healing (for racial trauma) is ...

being or becoming whole in the face of identity-based "wounds," which are the injuries sustained because of our membership in an oppressed racial or ethnic group. It involves personal and collective actions that promote living a life with dignity and respect.

*The Psychology of Radical Healing Collective

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Sample Strategies for Radical Healing Include ...




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How can your organization foster a culture of radical healing?

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Thank You!

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