

**TRAUMA INFORMED MUST BE RACE
INFORMED:**

**CULTURALLY AFFIRMING PRACTICES
TO PARTNER WITH STUDENTS,
FAMILIES, AND SCHOOL
COMMUNITIES**

Welcome

□ Introductions

- Mary Her, LICSW, Hlub Zoo Supervisor & therapist
- Evette Farley, LPCC, Kofi therapist
- Dr. Chanee Rudolph, LAMFT, Kofi therapist
- Cristina Combs, LICSW, Senior Clinical Supervisor

Start with the Goodness. Start with the Beauty.

Dr. Karina Walters, PhD, Indigenous Wellness Research Institute

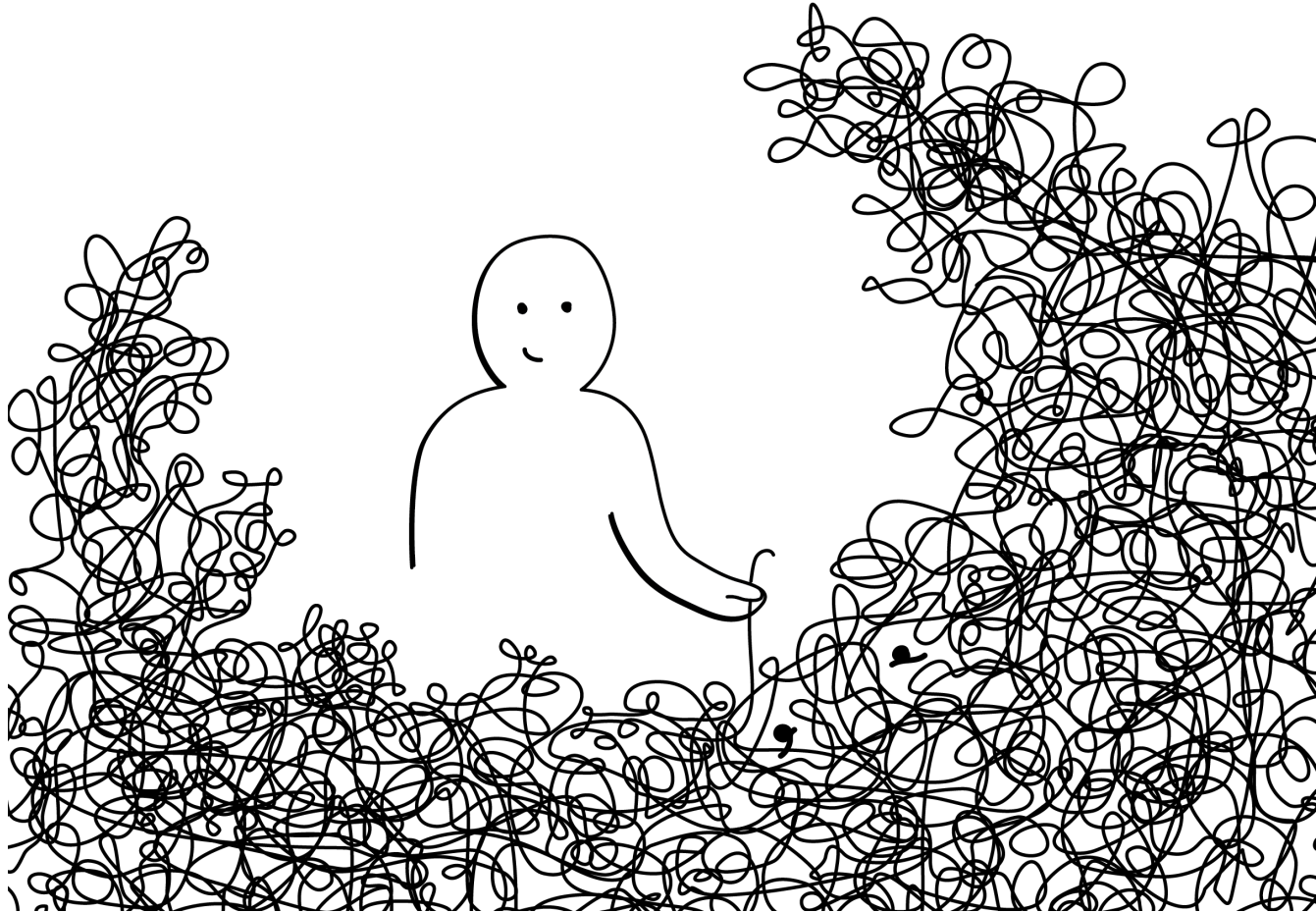
<https://www.youtube.com/watch?v=IEGEovFX534>

Students From Baltimore's Cardinal Shehan School Sing "Rise Up"

<https://www.youtube.com/watch?v=IYdII6CLqDs>

Traditional Hmong Dancing

The Title of Our Workshop



Agreements for Sharing Space Today, from Vanessa Jackson, LCSW

- **Speak your truth...but hold my heart while you do it.**
- Accept that the feelings and issues raised will need to be continued.
- We all share responsibility for creating safe enough spaces.
- Respect that we are at different levels of development on these issues. We need to be creative and patient in holding our container to include a variety of experiences.
- Other ideas?



Outline of Our Time Together

- **Definitions: Trauma, Racial Trauma, Resilience & Cultural Resilience**
- Quick overview of program design of Kofi and Hlub Zoo, school-based mental health programs with a cultural wellness lens
- **Culturally affirming and informed strategies** that strengthen our effectiveness
 - ▣ Practice developing counter-narratives: small group exercise
 - ▣ Review of Critical Relationship Principles: partner exercise
 - ▣ Cultural Healing: 3 dimensional assessment of the impact of historical trauma on community
- Q & A

Reflecting on current practices

- Partner Exercise (2 minutes)
- How do you currently honor culture in your work with students/families?



Trauma & Resilience

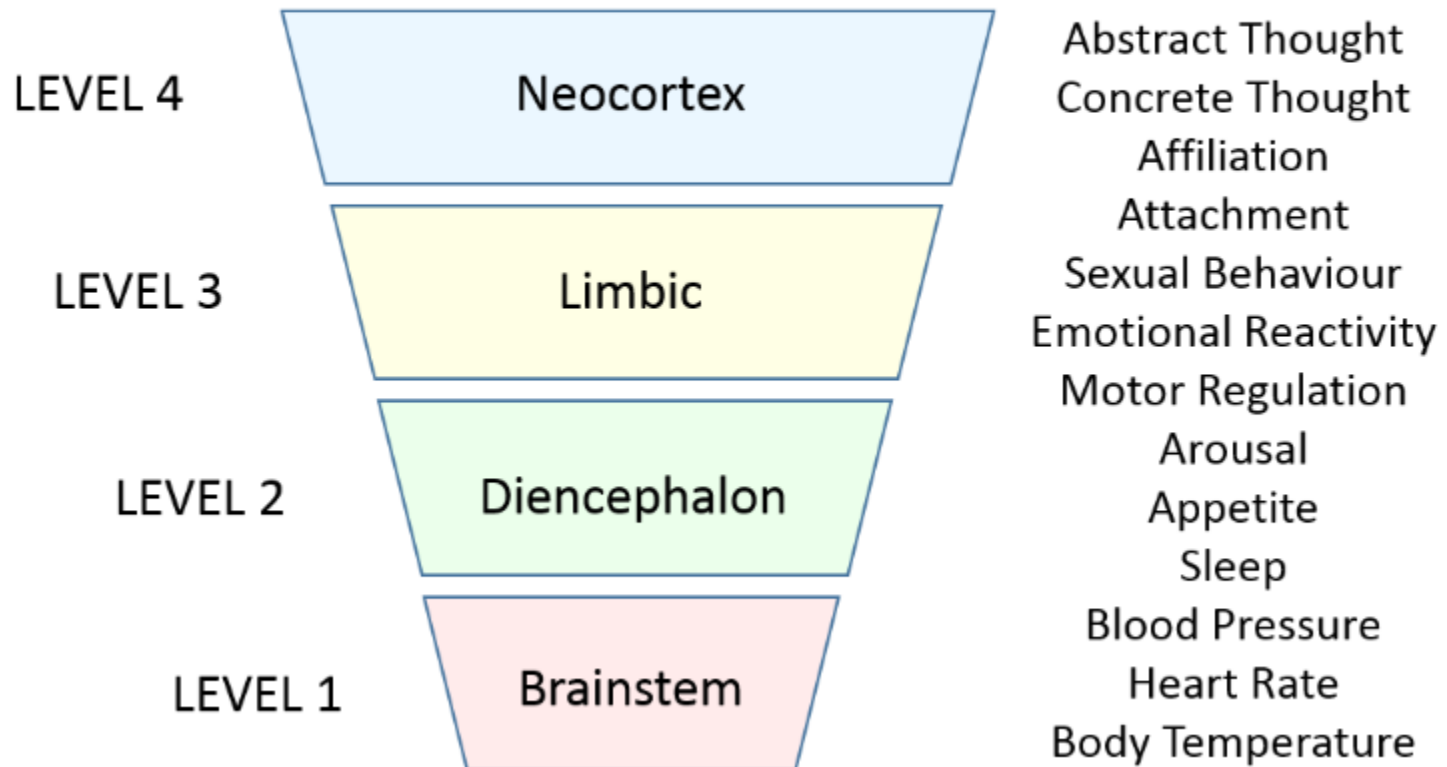
□ Definitions

- Trauma: any debilitating experience we run past that depletes our crisis-meeting resources and overwhelms our normal way of being
- Resilience: the process of adapting in the face of adversity, trauma, tragedy, threats or significant sources of stress

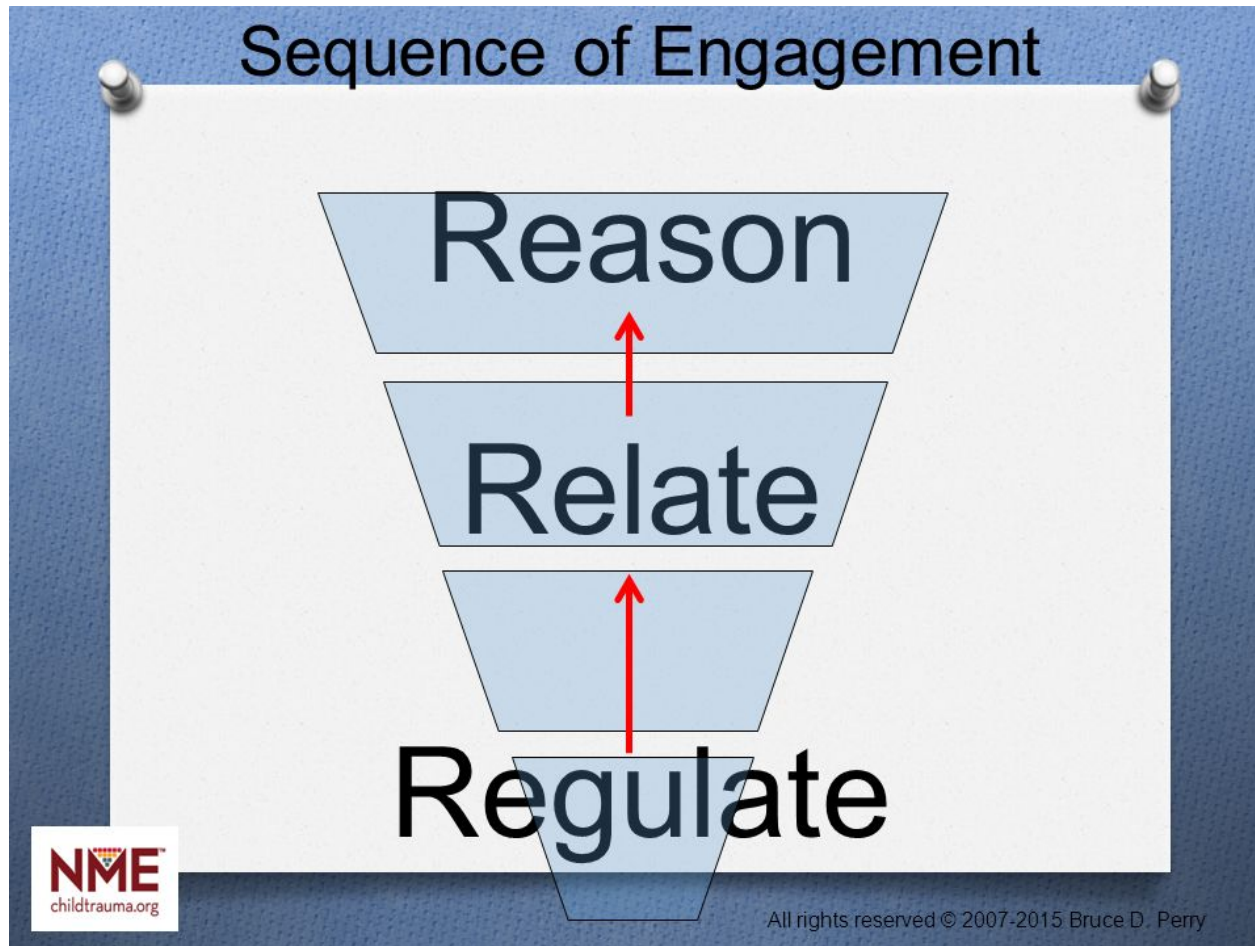


Trauma-informed care

Hierarchy of brain function



Trauma-informed care (cont.)



Historical Trauma

- Definition: Historical trauma is **cumulative emotional and psychological wounding** over the lifespan and **across generations**, emanating from **massive group trauma**.

(Dr. Maria Yellow Horse Braveheart)



- Today's Focus:
 - ▣ Historical/Racial Trauma
 - ▣ African American and Hmong communities

U of MN CYFC Video Series

- **“What is Historical Trauma?”:**

https://www.youtube.com/watch?v=AWmK314NVrs&list=PLyfdph9z-mJxSOI_qbBhe_LurrCQ6VQvQ&index=1

"IN A TRAUMA-INFORMED MOVEMENT, RACE AND SLAVERY ARE NEVER MENTIONED. IF IT'S TRAUMA-INFORMED, IT'S GOT TO BE RACE-INFORMED. THERE IS CURRENTLY A DISGUSTING, DESPICABLE SEPARATION BETWEEN THE TWO. THERE IS A BLURRING OF HISTORIC AND CONTEMPORARY CONTEXT...TRAUMA IS TRANSMITTED GENERATIONALLY...WHAT REINFORCES IT IS WHAT HAPPENS IN THE CONTEMPORARY CONTEXT. THERE IS NOT A POST-TRAUMATIC OPTION FOR PEOPLE OF COLOR. WE'RE DEALING WITH THIS EVERY MOMENT."

-Dr. Ken Hardy

2018: Today

Formal Legal Equality: 1.25 inches

Formally, race discrimination is illegal.

Structural racism persists.

1968: End of Jim Crow

Jim Crow: 2.25 inches

Second-class humanity; brutal, sadistic violence

Racial caste system

1896: Plessy v. Ferguson

Reconstruction: 1 inch

Plessy v. Ferguson ruled: 'separate but equal' was Constitutional

1865: "End" of slavery

Slavery: 7.5 inches

Legal property

Exploited labor

3/5 of a person for census

and tax purposes

No legal rights

Involuntary presence

(different f/ immigration)

1619: Jamestown, VA



Courtesy of
Fr. Brian Masingale

One young St. Paul man's voice

(as expressed in therapy; shared today with permission)

- "I am tired. I am tired of being tired I am tired of being angry and f*** it I am gonna say it **i am scared all the time**. I am scared to not have my gun on me, I am scared of having it with me, I am scared of motherf***ers who look like me, I am scared of lone white wolf men, I am scared of women that look like you who are so f***in scared of me they will call those people who get paid to lock me up cos I smoke and my skin is dark and those thugs get paid even after they kill someone who looks like me even if his hands are up, back turned, sitting down whatever, I am scared that something will happen to my daughter and the last f*** I have will be gone so I don't even want her around me cos i get so f***in scared that I get mad, no, not mad at her, just mad. Like why can't I just play legos or some sh*t. How do you live when you're so scared all the time that you are just always mad? Sh*t's f***ed."

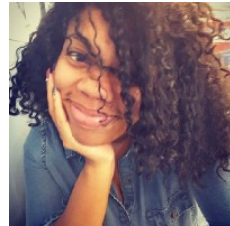


Self-Reflection

- 1. What did I hear?
- 2. What am I feeling?
- 3. What am I thinking?
- 4. What parts of my identity are driving me to think/feel/react in this way?

Racial Trauma is Ubiquitous (for POC).

- **Racism:** the structural oppression of non-whites, by whites, through: language; cultural norms; physical, emotional and financial abuse; government legislation; and/or misrepresentation in the media. (Didi Delgado)
- **Microaggressions:** *brief and 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. (Dr. Derald Wing Sue)*
 - ▣ Microassaults (i.e. racial name-calling)
 - ▣ Microinsults (i.e. saying “quit playing the ‘race card.’”)
 - ▣ **Microinvalidations** (i.e. claiming “I don’t see color.”)



The Wounds of Racial Trauma

- Racism (structural and interpersonal):
 - Race-related stress for African Americans=a significantly more powerful risk factor than stressful life events for psychological distress.
 - http://psycnet.apa.org/journals/cou/55/1/49.pdf?_ga=2.233688606.1260884031.1538743114-1541022107.1538743114

- Hidden Wounds, per Dr. Ken Hardy:
 - Devaluation
 - Assaulted Sense of Self
 - Rage
 - Voicelessness



RESILIENCE

In the days ahead, complete the **Resilience Questionnaire** (from www.acestoohigh.com) on the back of your handout.



The Rose that grew from concrete:

Did you hear about the rose that grew from
a crack in the concrete?

Proving nature's laws wrong

It learned to walk without having feet

Funny it seems, but by keeping its dreams

It learned to breathe FRESH air

Long live the rose that grew from concrete

When no one else, even cared.

Tupac Shakur

Cultural Resilience



- Dr. JuanCarlos Arauz, E3
 - One cannot have Educational Excellence without Equity.
 - CULTURAL RESILIENCY SKILLS:
 - Innovation
 - Adaptability
 - Cross-cultural communication
 - Critical Analysis
 - Teamwork



EDUCATION - EXCELLENCE - EQUITY

https://www.youtube.com/embed/sxTFQcoQ7hs?list=PLZV3AWH7cqQhk1zkzDjCJKSjAgENd_Nc?ecver=1 frameborder="0" allowfullscreen></iframe>

Kofi and Hlub Zoo

Quick overview of our Programs' Designs



African-Centered Psychology

- “The association of Black Psychologists defines African-centered psychology as:
 - ‘the dynamic manifestation of the unifying African principles, values and traditions. It is the self-conscious “centering” of psychological analysis and applications in African reality, culture and epistemology. **African-Centered Psychology examines the process that allows for the illumination and liberation of the spirit.** Relying on the principles of harmony within the universe as a natural order of existence, African-centered Psychology recognizes: the Spirit that permeates everything that is; the value that the collective is the most salient element of existence; and the idea that **communal self-knowledge is the key to mental health.**’ (Parham, White, & Ajamu, 1999, p. 95)”

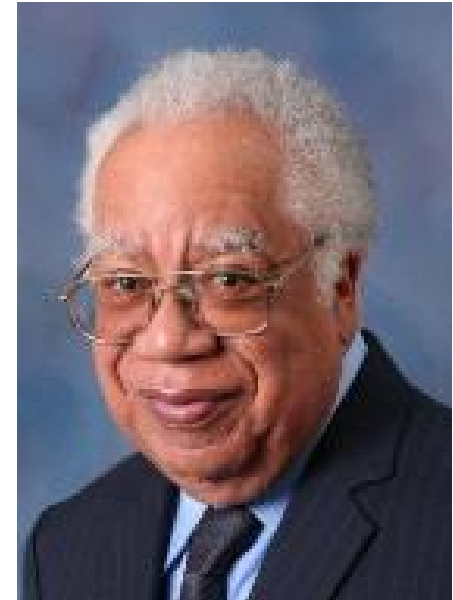


(Grills, C. (2002). African-centered psychology: Basic principles. In T. Parham (Ed.), *Counseling persons of African descent: Raising the bar of practitioner competence.* (pp. 10-24))

7 Psychological Strengths of African Americans

Dr. Joseph L. White:

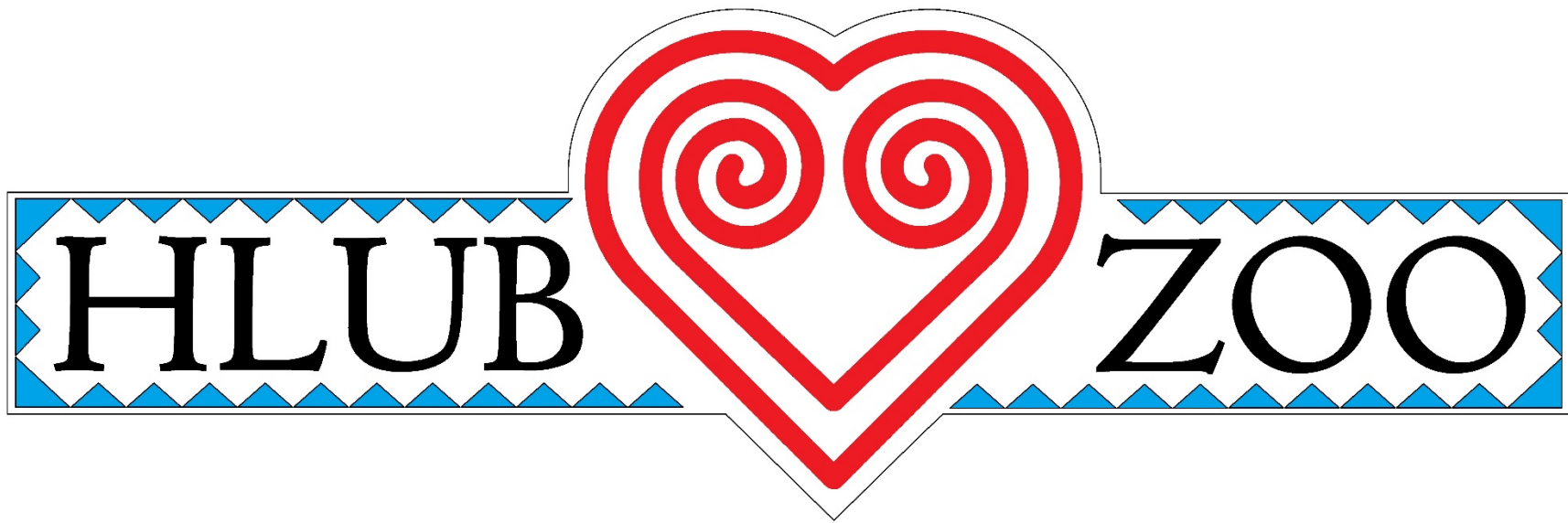
1. **Improvisation.**
2. **Resilience.**
3. **Connectedness to others.**
4. **Spirituality.**
5. **Emotional vitality.**
6. **Gallows humor.**
7. **Healthy suspicion of white people.**



http://www.mettahealingoasis.com/SEVEN_PSYCHOLOGICAL_STRENGTHS_OF_AFRICAN_AMERICANS1.pdf



- *“You should be angry. You must not be bitter. Bitterness is like cancer. It eats upon the host. It doesn’t do anything to the object of its displeasure. So **use that anger.** You write it. You paint it. You dance it. You march it. You vote it. You do everything about it. You talk it. **Never stop talking it.**” —Maya Angelou*



Hmong Role in the CIA's Secret War in Laos 1963-1975

- Long Cheng – an airbase in Laos – was the focal point of the Hmong and U.S. effort to defeat the Communist Pathet Lao and North Vietnamese in Laos
- The late William Colby, Director of the CIA during the Reagan administration, credited the Hmong with saving the lives of thousands of U.S. soldiers as they blocked the North Vietnamese from their efforts to extend the Ho Chi Minh Trail into Laos for several years
- The full extent of the Hmong role assisting the U.S. in the Vietnam War era was not officially acknowledged by the CIA and U.S. officials until the early 1980s



This 1998 photo shows the long-abandoned Long Cheng airstrip in Laos from the air. From Adventures in Laos Website:
<http://homepage.mac.com/peterlaos/Laos1998/Gallery15.html>

Hlub Zoo

Cultural Influences



- Collectivistic society
- Family dynamics
- Religious & Traditional healing
- Shame and stigma

“ Doctors fix your sickness –
the Hmong way helps your soul.
– *Adult community member* ”

Hub Zoo

“Invisibility” in school aged Among Children

Internalizing behaviors:

- Quiet
- Shy
- Avoidant
- Lack participation in class
- Low academic functioning
- Anxious
- Low self-esteem and self-confidence
- Social withdrawal - Lack appropriate social skills
- Feelings of loneliness or guilt
- Somatic symptoms, i.e.
 - headaches and stomachaches
- Not talking to or interacting with others
- Feeling sadness
- Nervousness or irritability
- Fearfulness
- Not standing up for yourself
- Changes in sleeping or eating patterns
- Difficulty concentrating

Culturally-Affirming and Informed Strategies

Counter-Narratives

That honor the resiliency in communities of color

Definitions: Narratives

- **Narratives:** Stories, messages, tools for meaning-making
 - ▣ “We tell ourselves stories in order to live.” –Joan Didion
 - ▣ Human beings are literally hardwired for narrative. Stories are the threads of our lives and weave together to form the fabric of human cultures. A story can inform or deceive, enlighten or entertain, or all of the above at once. We live in a world shaped by stories.
<http://beautifultrouble.org/theory/narrative-power-analysis/>

Definitions (continued)

- **Dominant Narrative:** The Dominant Narrative is generally described as the colonially-derived version of events, emphasizing Eurocentric perspectives.
- **Counter-Narrative:** A narrative that goes against another narrative...an argument that disputes a commonly held belief.
 - The Counter Narrative offers accounts of history from diverse perspectives, with a critical examination of the widely accepted, colonially-derived story. Reading or writing counter-narratives is part of a process of **de-colonizing**, or dismantling and questioning the histories that are regularly read, repeated, and studied in mainstream life and education.

“Until the story of the hunt is told by
the lion,

**the tale of the hunt will always glorify the
hunter.” –African Proverb**



Identifying Dominant Narratives

- **GROUP DISCUSSION:**

- What are some common (Dominant) Narratives about youth or families of color?

- **PARTNER EXERCISE:**

- Developing Counter-Narratives

Counter-Narratives: making new meaning

□ Samples of what we hear in Kofi:

- Oppositional → _____
- “Doesn’t speak proper English” → _____
- Hostile/Abusive parent → _____

Samples of what we hear in Hlub Zoo:

- Hmong females are quiet and submissive → _____

Dominant Narrative

□ **Oppositional**



"To be a Negro in this country
and to be relatively conscious
is to be in a rage
almost all the time."

~James Baldwin

Deborrah Cooper/AskHeartBeat.Com

Counter-Narrative

- Oppositional → RIGHTEOUSLY
RAGEFUL

Dominant Narrative

- “Doesn’t speak proper English”

□ Steven Willis, “Ebonics 101”

<https://www.youtube.com/watch?v=CB8pBiUavtg>



Counter-Narrative

- “Doesn’t speak proper English” → **BILINGUAL**

Dominant Narrative

□ Hostile / Abusive parent



Counter-Narrative

- Hostile/abusive parent → often desperate to **PROTECT THEIR CHILD**

Dominant Narrative

- Hmong females are quiet and submissive.



HNUB TSHIAB
Hmong Women
ACHIEVING TOGETHER

- Mission: To be the catalyst for lasting cultural, institutional, and social change to improve the lives of Hmong women.
- Services provided: Four program areas: Leadership; Equity programs (intervention and prevention services for Hmong women and girls); Coalition Building; Research and distribution of information on Hmong women and girls.

Counter-narrative

□ Quiet/submissive

females → **strength and power**
in learning and understanding

The Power of Relationships

The background of the slide is a vibrant blue with a complex, organic pattern of white and light blue lines, resembling a map or a network. On the left side, there is a black silhouette of a person's head in profile, facing right. The word "Ubuntu" is written in a large, white, sans-serif font, centered in the upper half of the image. Below it, the phrase "I am because we are." is written in a smaller, white, sans-serif font, also centered. At the bottom, the text "- West African Proverb" is written in a white, sans-serif font, centered.

Ubuntu

*I am because
we are.*

- West African Proverb



**People grow when
they are loved well.**



In Lak'ech (I Am You or You are Me)

Tú eres mi otro you

You are my other me.

Si te hago daño a ti

If I do harm to you

Me hago daño a mí mismo

I do harm to myself.

Si te amo y respeto.

If I love and respect you,

Me amo y respeto you.

I love and respect myself.

Mayan inspired poem, "Pensamiento Serpentino"

Relationship: the center of everything we do!



We need **SELF-REFLECTION & CONSULTATION** to explore questions like:

What am I bringing to this relationship?

Which experiences from my life are showing up in challenging moments?

Relationship with others

- 5 critical relationship principles, per Dr. Ken Hardy (in general & especially across racial difference):
 - Intensity: risking beyond our comfort
 - Intimacy: being vulnerable
 - Authenticity: being genuine
 - Congruency (incongruency heightens sensitivity of POC due to legacies of betrayal.)
 - Transparency: willingness to show self and be seen.

VCR: Validate, Challenge, Request

- “Relentless validation is the cornerstone of my practice.”

“If challenging isn’t working, you haven’t done enough validating.” –Dr. Ken Hardy

- **Partner Exercise:**
 - **Use real-life example.**



Additional Culturally-Affirming Strategies/Reminders

- **Invest** in relationship: seeing and communicating strengths
 - Call parents to convey positive messages **before** negative calls home.
- **Dr. Bravada Garrett Akinsanya's Tips:**
 - “Become aware of your own cultural background. Become convinced that just because someone else’s customs and beliefs are different from yours, there are no right or wrong cultural beliefs. Establish personalized contact with individuals and their families from the communities you serve. Learn about the people that you serve. Become educated in cultural beliefs of the people you serve. Try to accommodate the needs of individuals and focus on being Person-Centered. Be sensitive to the person’s cultural perception of their needs. Try to discover some commonalities of experiences.”
- **Q-TIP:** Quit taking it personally. (Many of these challenges are rooted in generations of pain and systematic oppression.)
- Use the trauma/stressor-related disorder category in DSM5 as appropriate

Dr. Bettina Love



For white folks: “Y’all have no right to measure our grit...You get a 400 year head start and there’s an achievement gap?...Don’t call them “1st generation college students: there was a GATE and we were NOT LET IN...’At-risk’...At risk for what? FINISH THE THOUGHT. STOP USING SILLY LANGUAGE!!!”

When we talk about “character education,” the roots are “Black kids need to be tamed.”→same as treatment of Native Americans in this country. (similar toolkit)

Myth of meritocracy: If we teach that the system is fair and you can be who you want to be...and students fail, who do they blame? THEMSELVES.

Students are brilliant. Get out of their way!! Our students have a BEAUTIFUL culture: complex language shifting abilities, kinesthetic brilliance, improvisation, self-expression, focused play, creativity, memory

When white people say, “I don’t understand hip hop”: “Cool. Move around. We’re trying to get our souls filled.” (Hip Hop=Negro spiritual)

Healing the Hidden Wounds of Racial Trauma, Dr. Ken Hardy

- Step One. Acknowledgment and Affirmation.
- Step Two. Create Space for Race.
- Step Three. Racial Storytelling.
- Step Four. Validation.
- Step Five. The Process of Naming.
- Step Six. Externalize Devaluation.
- Step Seven. Counteract Devaluation.
- Step Eight. Rechanneling Rage.
- <https://static1.squarespace.com/static/545cdfcce4b0a64725b9f65a/t/54da3451e4b0ac9bd1d1cd30/1423586385564/Healing.pdf>

U of MN CYFC Video Series

- **What is Cultural Healing?** https://www.youtube.com/watch?v=I1o7Is7JnxA&list=PLyfdph9z-mJxSOI_qbBhe_LurrCQ6VQvQ&index=3



3.) What were the family's responses?



2.) What were the historically traumatic events that happened to the community?



- How did the community respond?
- What were the survival strategies?

1.) What were the original instructions for the people?

START WITH THE BEAUTY. START WITH THE GOODNESS.

Sustaining Ourselves

" You are so worth your
own time and attention."

~Kelly Ann Matuskiewicz



**CARING FOR
MYSELF IS NOT
SELF-INDULGENCE,
IT IS SELF-
PRESERVATION
AND THAT IS
AN ACT OF
POLITICAL
WARFARE.**

AUDRE LORDE



Wrapping Up

□ Q & A



Our Kofi Voices

