TRAUMA INFORMED SYSTEMS
South Bay Convening

A Convening with Dr. Kenneth Hardy
Trauma Informed Systems convened South Bay partners on November 29, 2017 for a workshop and conversation with Dr. Kenneth Hardy. Jen welcomed the group and reviewed the day’s agenda and intentions for the day (on the following page).

Antoine led the group in an opening activity where we all took time to notice what was in the room and bring mindfulness to our individual places in the room.
Intentions for the Day
November 29, 2017

- Be kind and gentle (with yourself and others)
- Stay engaged, speak your truth
- Expect non-closure (take tools for continuing dialogue)
- What is said, here stays here
- What is learned, leaves here
- When we disagree, we get curious
- When we agree, we stay curious. We keep learning.
Dr. Kenneth Hardy presented his perspective on socio-cultural trauma and led a discussion and question and answer session with the group. Information from his presentation and the discussion are on the following four pages.
Welcome!

If you are here today, you were meant to be here.

Be here with your heart.

Instructions:
Name, Organization, How do you identify racially, ethnically?

Dr. Ken Hardy

Appreciate focus on trauma - though narrowly focused.

- My focus: socio-cultural trauma related to location.
  - Those from unacknowledged areas typically exposed to trauma and it goes unnoticed.
    - Ex: hyper-vigilance
  - lead to marginalization and oppression

In this room, notice...

TRAUMA

Primary:
- Requires physical presence of an oppressor
- Power differential
- Objectification
- Silence

Secondary (harder to see)
- Doesn’t require the physical presence of the oppressor
- Trauma is internalized
- Identification of the oppressor

Primary: Holocaust, slavery experiences are in your DNA
GEMM - good effective minority in positions because of the demographic - not the power

ex: Ben Carson, Clarence Thomas, Steve Harvey

 Fractions - given context of socio-cultural trauma (Note: Bone-tends diversity) and data (yet all white

Data has to be interpreted - and there are multiple ways to collect it

we only have one chance - this isn't going to happen again in your lifetime

- a privilege of being privileged is not having to pay attention - and I have many invisible fences - I feel increased responsible to make those invisible fences visible

DV programs: a successful program receives attention and it regress

w/ privilege - receive a lot of cookies - and we regress
Dr. Ken Epstein facilitated a fishbowl discussion with Kanwarpal Dhaliwal (RYSE), Judith Bell (The San Francisco Foundation), and Emily Ozer (UC Berkeley). Participants were asked to "tap in" when they wanted to comment or ask a question.

As a leader, I tend to go towards compliance. When we move towards validation, we maintain hope.

Staying in the Conversation

We have to think of ourselves multi-dimensionally.

All our selves are either as subjugator or subjugated. How do I make peace with all these selves?

Ex: white person growing up poor, Black male professional.

In the conversation about race, the white person has to shock the race.

White - maintain role of subjugator

POC - adhere to subjugated

The opposite usually occurs.
Dr. Hardy’s session closed with Reflections from the group.
We then took time to reflect individually and develop a personal action plan to promote racial equity. Each of us shared our plan with another participant to establish an accountability partner.
We then shared our gratitude to Dr. Hardy. In the final discussion, counties shared their commitments for promoting racial equity.

We closed with a group chant led by ____________________.