### Strategies for Trauma-and-Resilience-Informed Systems

#### Reducing Structural Racism and Bias

##### Reducing Implicit Bias

<table>
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<tr>
<th>Awareness</th>
<th>Self-regulation</th>
<th>Decision-making</th>
<th>Perspective-taking</th>
<th>Partnership building</th>
<th>Don’t stereotype</th>
</tr>
</thead>
<tbody>
<tr>
<td>Know your biases. Take a test at <a href="http://implicit.harvard.edu">implicit.harvard.edu</a></td>
<td>Get your rider back on your horse</td>
<td>Use checklists and clear guidelines for decisions</td>
<td>Remember the Cleveland Clinic video</td>
<td>You and your patient are equals collaborating</td>
<td>Get to know people who are different from you</td>
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</tbody>
</table>

##### Microinterventions Strategies

<table>
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<tr>
<th>Make the invisible visible</th>
<th>Disarm</th>
<th>Educate</th>
<th>Seek support</th>
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<td>Name the hidden message, clarify, challenge stereotype</td>
<td>Disagree, describe how you feel, interrupt and redirect</td>
<td>Appeal to values, clarify intent vs. impact, encourage empathy</td>
<td>Self- and collective care, accountability buddies, alert leadership</td>
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#### Fostering Collaboration and Agency

**A.R.C.C.**

**Ask**

- Does this plan make sense to you?
- Do you foresee any issues or challenges?
- Would you like to discuss other options?

**Respond**

- I see you might have difficulty with A.
- Perhaps we can change the plan via X, Y, or Z?

**Clarify/Confirm**

- So to recap, you think X might be a good solution and are going to give it a try.
- I will follow up with you at our next visit/meeting to see how it is going.

**PEARLS**

**Partnership**

- "Let's work together."

**Empathy**

- "That sounds frustrating."

**Apology**

- "I'm sorry that happened."

**Respect**

- "You have obviously worked hard on this."

**Legitimation**

- "It makes sense that you feel this way."

**Support**

- "Let's see what we can do."

You can make a difference!