

TRAUMA INFORMED SYSTEMS

South Bay Convening

A Convening with Dr. Kenneth Hardy



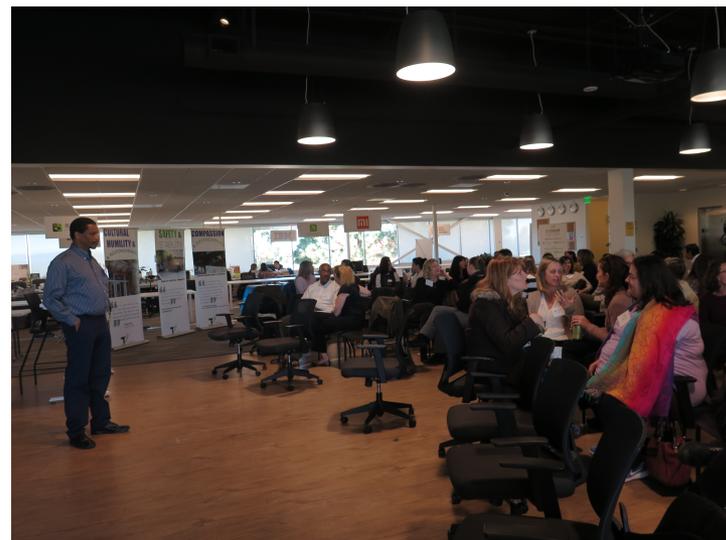
Wednesday, November 29, 2017

AGENDA

Time	Topic
10:00	Opening with Jen and Antoine
1:30	Didactic with Dr. Kenneth Hardy
12:00	LUNCH
12:45	Continued Conversation with Dr. Kenneth Hardy
2:45	Cookie Break
3:00	Group Personal Action Plan
4:00	Close

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 

Whatever comes up
for you is meant
to come up

Introductions

Name Organization
How do you identify -
racially, ethnically?

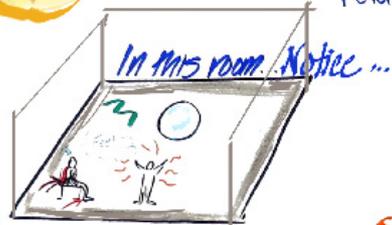
AM - trauma

PM - conversation:
how to have meaningful
conversations about race

DR. KEN HARDY

Appreciate: focus on trauma -
though narrowly focused

• My focus: socio-cultural trauma-
related to LOCATION



• Those from underprivileged area -
typically exposed to trauma - and
it goes unnoticed
ex: hyper-vigilance

expressed
as ANGER

• led to marginalization and oppression

TRAUMA

primary

secondary (harder to see)

- requires physical presence of an oppressor
- power differential
- objectification
ex: animals: more comfortable eating chicken than cats (we humanize cats)
- silence

- doesn't require the physical presence of the oppressor - trauma is internalized
- identification w/ the oppressor

PRIMARY: holocaust; slavery
experiences are in your DNA

prisons
of beds available
(not people)

(objectify humans)
ex: gangs:
can kill Blacks or Chps -
loss of touch w/ humanity



Q Who were you before you came to be who you are?

Q DNA - ?

A Experiences are handed down - intergenerationally - not literally just ex: slavery informed how I was treated by grandparents, parents. Ethno genetic studies talk about changes in DNA

Q Capacity for compassion for victims -

A Attention shifts w/ inundation ex: Texas - then PR

Can have a position without imposing a position. ex: dealing w/ child + mother - have to have compassion for victim and victimizer

Comment: Healing - funds to end when compassion ends

victim/victimised complex

Q What is the role - whose responsibility to not perpetuate secondary trauma?

A Can be mixed in it and not know it - ex: unemployment - not about not working hard - don't realize it's circumstances / history

have to raise consciousness

Q Historical vs Ahistorical perspectives (POC) (non POC)

Why? Racist threats

Whites in the Black community - Why?

↑ no justification for a hostile response - that is an explanation

this is unacceptable behavior - you're taking them off the hook

how to move from voiceless to voice? trauma creates a dysregulated state - (not perceived w/ socio cultural trauma)

make the invisible visible invisible/ence



Why? hear?

silence kills

if we see it we have to say it

What do we name this?

Q How do we bring this into the conversation of our clients and talk about systemic issues

A if in therapy - have to have space in the process to discuss race (for me)

this won't change until white people take leadership and dismantle

White people tend to pick - choose their history

a legitimate question

We are so violent because we have been so aggressed upon -> different behavior has been youth in school

I hate myself - and my extended self

Q Micro aggressions

A Struggle w/ "micro" - if experienced over & over - it's not micro

Invisible would: voicelessness

"Why are you so angry?"

ask: do you participate or spectate? spectating is a privilege

think about being the only white person in an office of all POC

important to be conscious of this

Education system is inoculated w/ white culture - diversity silent our power structure has taken off - white culture has become paralyzed

We are our community - we often become jailers (w/ being fearful of what white people think)

For my soul to thrive - my ears need to hear my voice - and what I need to hear

what comes w/ socio cultural trauma - psychological homelessness

have to be champion of our inside wars

stress - anxiety - health issues

(Mexican/white)

En racial in Santa Cruz - wanted to be in a leadership position to have voice - learned (couldn't speak up - still don't feel like I belong / fit in - not easy to be a woman of color in leadership positions

dimension of health disparities

GEMM -

good
effective
model
minority

in positions because
of the demographic - not the power

ex: Ben Carson, Clarence Thomas
Steve Harvey

Q traction - given context of socio-cultural trauma
(Notre Dame - touts diversity) and data
(yet all white)

A 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



ken



obama

• 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

• D.V. programs - a successful program
receives attention and it regresses
w/ privilege - receive a lot of
cookies - and we regress

⊙ 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 w/ all these selves

ex: white person growing up poor
Black male professional

→ in the conversation about race - the white person has to stick to race.

white: maintain role of subjugator
POC: adhere to subjugated

> the opposite usually occurs

(Privileged) SUBJUGATOR TASKS

• develop thick skin

don't conflate discomfort w/ safety

• Avoid privilege empathy (empathy of the privileged)

(equalization of subjugation)

conversation changes to privileged person's experience of feeling different

★ SUBJUGATED TASKS

• Exercise your voice

• POC: don't be caretakers (it's expected)

have to think about which self is showing up in the conversation

How do we have conversations about race?

VCR: **Validate** **Challenge** **Request**

Uses **privilege responsibility**

- ⊙ We don't have to right to challenge someone until we validate
- ⊙ Recipient of the validation decides when validation is enough

there needs to be a commitment to have these conversations

⊙ by validating you - I take time to regulate myself.

Q Using VCR when oppressors apologize

A look at VCR as a world view - not a strategy - get away from either/or if you are in the offending role - just apologize

⊙ people in w/ power tend to shut the conversation down - validation allows conversations to continue

validation: R: reiterates the challenge: **My response** - and here's what you might do differently

validation =

validation: ability to see something redeemable in the other person (as a human being) and sharing that

it's easier to confront than validate -

how to do this and be authentic? not just a strategy

Q How do we use VCR w/ a person who wants to maintain the subjugation?

Q Application of VCR systemically?

A what shifts system change is the inability of leaders to validate

→ BUT - eradicate anything said - use BOTH / AND

- ⊙ w/o validation we quickly get defensive
- ⊙ incumbent upon managers to have conversations about race - and validate others
- ⊙ what's more important - to be right or the relationship?

it's not acknowledgment - it's about finding something redeemable in the other person

it's about a world view

not about agreeing or disagreeing with what the person is saying - it's about finding something redeemable about the person as a human being

w/ more power - less important to validate

A It's not about what the other person says/does - it's about validation - challenging - requesting and having the conversation go deeply.

Dr. Hardy's session closed with Reflections from the group.



Healing Systems Personal Action Plan

Name: _____ Email: _____

This tool will advance you to the natural next step that follows reflection – action planning. It will push you to think clearly about your role, your partners, your influence, and your **tangible commitments** towards advancing racial equity as part of the TIS movement.

1. What is **my role** in advancing racial equity within my organization?
2. What **concerns or opportunities** do I see in my organization to advance racial equity?
3. What can I do to **act** on these concerns or opportunities?
4. Which other committed staff around me can be my partners in this work?
5. In addition to partners, what **influence and resources** am I willing to invest on my own? (Example: my professional network, my position, my influence as a supervisor)
6. Based on concerns and opportunities, what **tangible commitments** can I make right now to advance racial equity in my organization?
7. How will I know I've made progress? 1 month? 3 months? 1 year?
8. I will sit down again on _____ (date) with _____ to review my commitments and stay accountable towards promoting racial equity in my organization.

Adapted from the Office of Diversity, Inclusion & Workforce Development, San Francisco DPH Human Resources Services



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.

CLOSING THOUGHTS



THANK YOU KEN!

appreciate your focus on
relationships - the best
path towards system
change -
we're in this together!

COMMITMENTS

Santa Cruz

- maintain relationships - even though it's difficult
- we will implement a trauma-informed cost management system.

- continue the conversation

Santa Clara

JALS

- support existing staff efforts to recruit a more diverse workforce

- Utilize the VCR framework

- Bring conversations about race and class to staff and clients

San Francisco

- looking at staffing using implicit bias tools

Santa Clara

- Use my voice and be more mindful
have the courage not to give in, not give up

San Mateo

- look at our recruitment practices and efforts



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 _____.

