

Unpacking Racialized Trauma



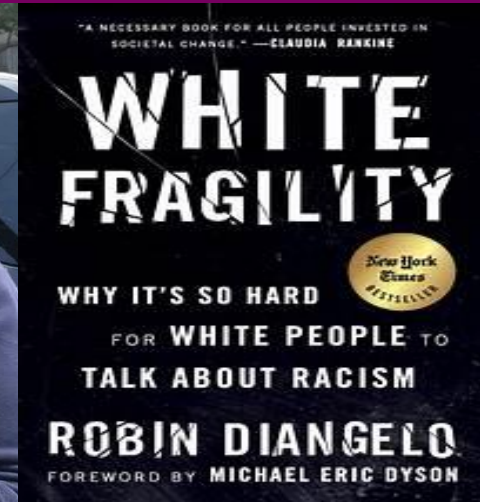
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The Cost of (Implicit) Biases/Cultural Misinterpretations

White woman's tears



Emmett Louis Till-14-year-old
Lynched in Mississippi in 1955, accused of flirting with or whistling; violated the strictures of conduct for an African-American male interacting with a white woman in the Jim Crow-era South.



About 1 in 1,000 black men and boys in America can expect to die at the hands of police, according to a new analysis of deaths involving law enforcement officers. That makes them 2.5 times more likely than white men and boys to die during an encounter with cops. —Los Angeles Times 2016



PRIVILEGE

Unearned benefits given to members of one social group as a result of **the systematic targeting or marginalization of another social group**.

Privilege is benefits that people **don't earn**, but get just because of who they are or are perceived to be.

OPPRESSION

The **systematic targeting or marginalization of one social group by another social group for the benefit of the more powerful social group**.

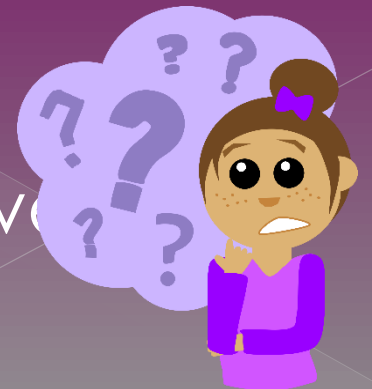
Oppression happens when a group of people, categorized by a shared identity, experience or trait, with more **systemic power** (people with privilege) **use their power to harm** a different group of people.

Marginalize

To put or keep (someone) in a **powerless or unimportant position** within a group. Marginalized groups are made to feel as if they **are less important** than those who hold more power or privilege.

THE DO-NOTHING APPROACH!

- Becoming more than ally to marginalized groups. **Takes Courage**
- **Ownership-owning your privilege; Do your own work!**
- **Rewriting your policies and practices to be culturally inclusive and reflective?**
- Be willing to accept correction!
- Seek out & include marginalized voices and perspectives

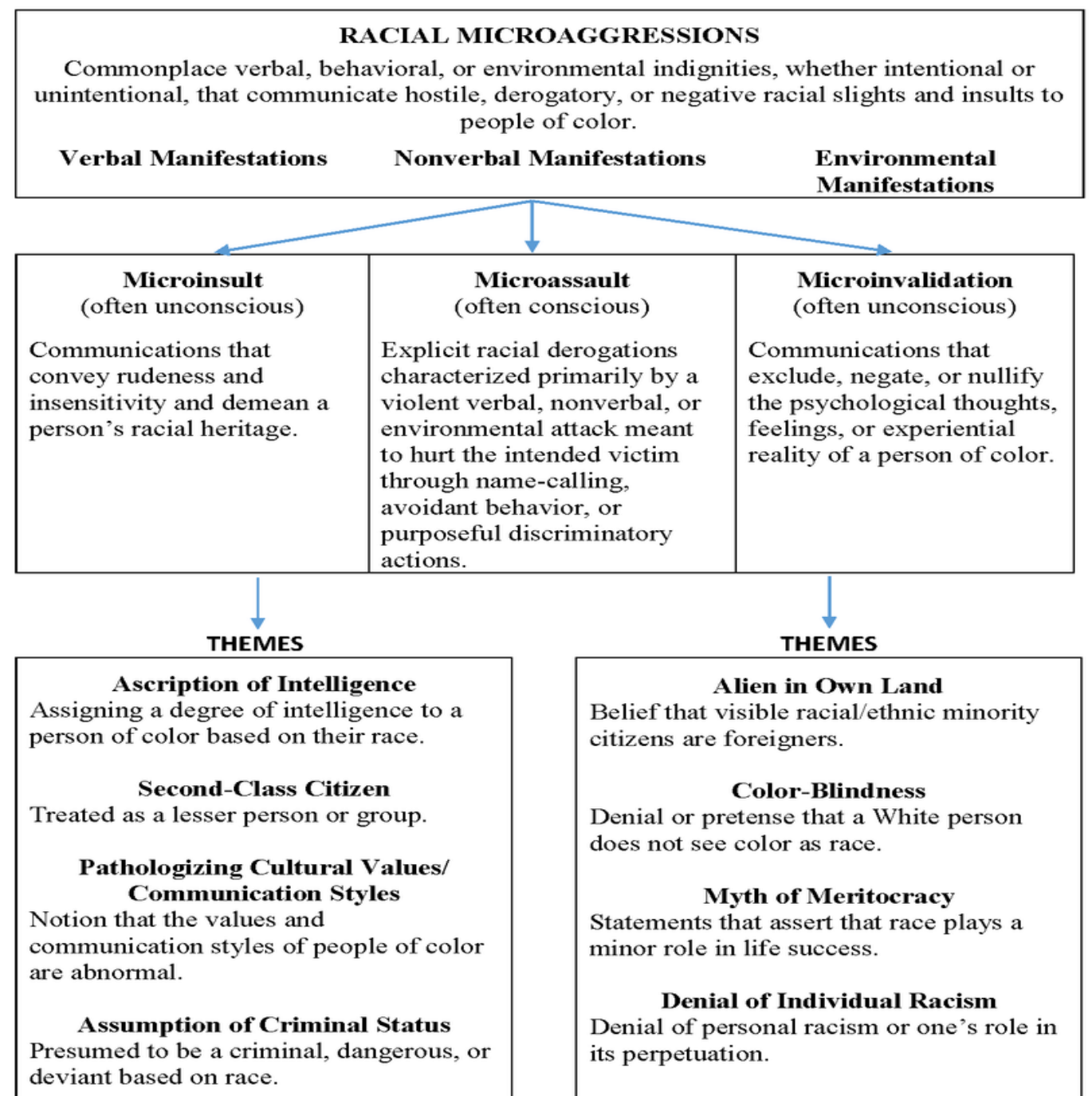


Microaggressions are the **everyday** verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership

The first step in addressing microaggressions is to recognize when a microaggression has occurred and what message it may be sending.

Microinvalidations: Communications that subtly **exclude, negate or nullify the thoughts, feelings or experiential reality of a marginalized individuals**

Microinsults: Verbal and nonverbal communications that subtly **convey rudeness and insensitivity** and **demean a person's racial heritage or identity**. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system. (from Diversity in the Classroom, UCLA Diversity & Faculty Development, 2014).



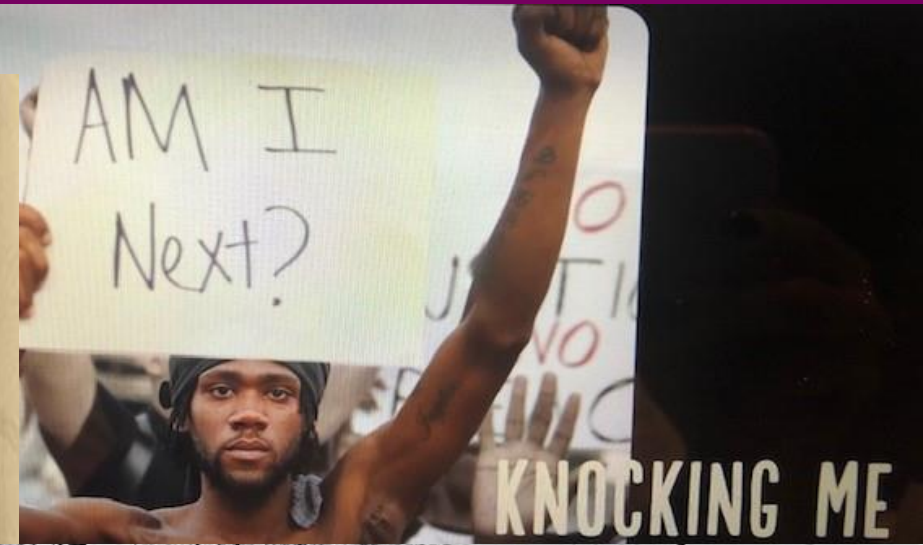
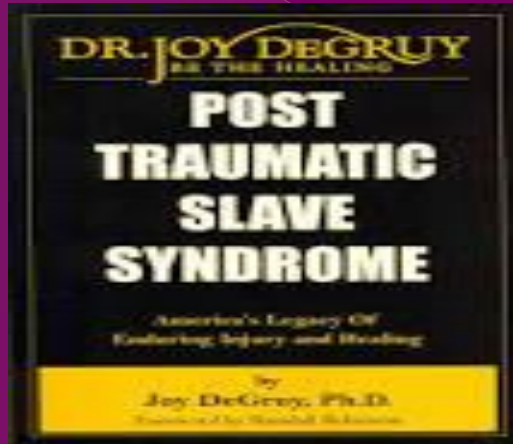
Racialized Experiences, Stereotypes &

STEREOTYPE
STEREOTYPE

**"We all use stereotypes,
all the time, without knowing it.
We have met the enemy of equality,
and the enemy is us."**

(Paul, 1998)

Historical, Intergenerational & Race Based Trauma



Racial Trauma

What Is Racial Trauma? Traumatic events that occur as a result of witnessing or **experiencing racism, discrimination, or structural prejudice**; can have a profound impact on the mental health of individuals.

Racial trauma (also known as race-based traumatic stress) refers to the stressful **impact or emotional pain of one's experience with racism and discrimination** (Carter, 2007).

Common traumatic stress reactions reflecting racial trauma include **increased vigilance and suspicion, increased sensitivity to threat, sense of a foreshortened future, and more maladaptive responses to stress such as aggression or substance use** (Comas-Diaz, 2016).

Racial trauma can result from **major experiences of racism such as workplace discrimination or hate crimes, or it can be the result of an accumulation** of many small occurrences, such as everyday discrimination and microaggressions.

How is racial trauma similar to PTSD?

Similar to PTSD, racial trauma may result in experiencing symptoms of anxiety, hypervigilance, poor concentration, anger outbursts, or irritability. The symptoms for both include direct or indirect exposure to a traumatic event.

The Little Understood Mental-Health Effects of Racial Trauma--By [Rochaun Meadows-Fernandez](#)

The DSM-5 (Diagnostic and Statistical Manual of Mental Disorders) notes that PTSD is **specific to events such as sexual abuse, serious injury, or exposure to actual or threatened death**. The DSM-5 (Diagnostic and Statistical Manual of Mental Disorders) **does not capture events** related to cultural background that may result from racism.

Frequently overlooked: the effects of the frequent police killings on black Americans' mental health in the form of racial trauma, a psychological phenomenon.

“Racial trauma is experiencing psychological symptoms as a result of repeated exposure to racism or discrimination,” said Erlanger Turner, an assistant professor of psychology at the University of Houston-Downtown, who is one of only a handful of researchers studying racial trauma.

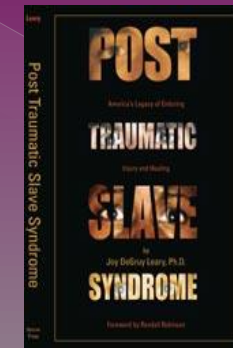
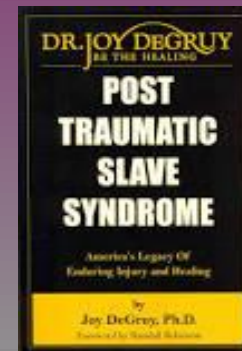
Trauma can show up Historically (Collective) Trauma

Post Traumatic Slave Syndrome is a condition that exists as a consequence of centuries of chattel **slavery followed by institutionalized racism and multigenerational oppression**

Resulting the etiology of many multigenerational adaptive -survival behaviors in African American communities. Some positive reflecting resilience, and others that are harmful and destructive.

Historical (Collective) Trauma: is trauma upon trauma that occurs in history to a specific group of people causing emotional and mental wounding both during their lives and to the generations that follow. (Native American Children & Family Services Training Inst., 1999)

Theory of **P.T.S.S.** was developed by Dr. Joy DeGruy as a result of twelve years of quantitative and qualitative research.



In 1891, the government issued a “**enforced attendance**” law that enabled federal officers to forcibly take Native American children from their home and reservation.

The American government believed they were rescuing these children from a world of poverty and depression and teaching them "life skills".

--Tabatha Tooney Booth, from the University of Oklahoma



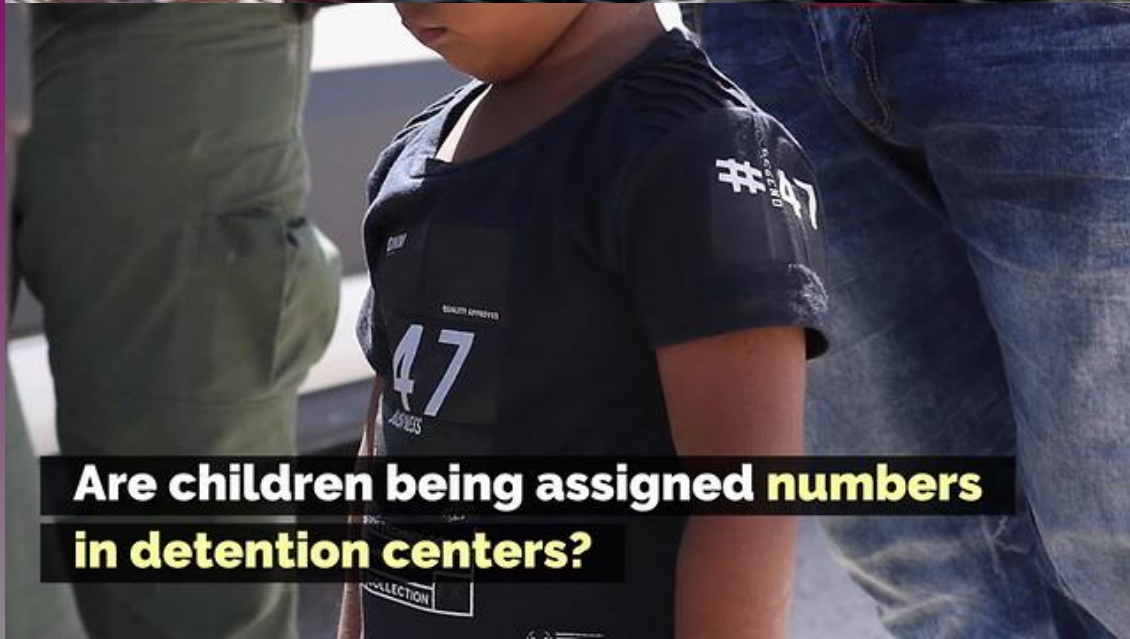
Carlisle Pennsylvania **Indian Boarding** School

Between 1879 and 1970, 300,000 to 500,000 Native American children were taken from their families, often by force, and were placed in **boarding schools** where they could learn "white" ways.

The motto of the **Indian Boarding schools** was:
"Kill the Indian, Save the Child."

<https://youtu.be/cafPCj6D6UU>

When We Allow History to Repeat Itself...



**Are children being assigned numbers
in detention centers?**



WHEN WILL WE STOPPING TALKING ABOUT THE PAST?




HUMAN RIGHTS FOR ALL



“Kindergartner's view of the world

German Lopez on January 19, 2016, germanrlopez@vox.com



**New York times story: As a tutor,
“A little black kid looked up to
me and one day asked. Is jail a
good place to be? I asked why
would you ever ask that? He
said: My daddy is in jail and he
said he get's three meals a day!
And sometimes my mom can't
make food and I'm hungry!**

Visibility/Over-Policing in Marginalized Communities

- Experiences of **police harassment and violence** in marginalized communities are common.
- They are more likely to **face ongoing everyday** slights and indignities at the hands of police. The underlying causes run deep.
- Young black men are **21 times more likely to be shot and killed** by police than young white men.
- Marginalized communities often **experience** police **as the face of larger systems of inequality** in the justice system, employment, education, and housing.

The Media influence: “Officers first and foremost are trained to “Survive and go Home” what about considering the lives of all

**Officer fatally shoots woman heard on video claiming she's pregnant
MAY 14, 2019 / 8:18 PM / CBS NEWS**

<https://www.cbsnews.com/news/baytown-tx-officer-shoots-kills-pamela-turner-woman-heard-on-video-claiming-she-was-pregnant-2019-05-14/>

What do we need?

Ownership: Recreate the narrative!



THANK YOU FOR ATTENDING!
Be The Difference That May Make A Difference



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