Addressing Racialized Trauma and Actively Engaging in Anti-Racism

July 30, 2020
House Keeping

- Because this is a webinar, attendees are muted
- Please type any questions you have into the Questions Box
- Please type any comment/suggestions/resources in the Comments box.
- We are recording this webinar and will send out the link to everyone who registered at a later date.
Speakers

Fionnuala Darby-Hudgens
*Director of Operations*
Connecticut Fair Housing Center

Regina Cannon
*Chief Equity and Impact Officer*
C4 Innovations

Bobbi Riddick
*MMW Assistant CAN Coordinator*
New Opportunities Inc.

Felicity Eles
*MMW CAN Coordinator*
New Opportunities Inc.
Agenda

Engaging in A Common Language → Historical Trauma and the Impact of Racism in our Work → Racialized Trauma in the Field: Provider Prospective → Racialized Trauma in the Field: What to Do
Engagement with a Common Language

Fionnuala Darby-Hudgens

/ctfairhousing

@ctfairhousing
Goal: Provide an opportunity for everyone to begin this training with similar understanding of how we talk about racial equity.
Let’s get uncomfortable, because it is time to get to work.

**White Fragility** - White people in North America live in a social environment that protects and insulates them from race-based stress. White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.

Our inclusive language is often designed to make white people feel better about inequity and protect their white fragility.

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<th>Seemingly Neutral Terms</th>
<th>Challenge</th>
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<tr>
<td>Inclusion</td>
<td>For who?</td>
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<td>“Good Schools”</td>
<td>Racially coded</td>
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<td>Under resourced</td>
<td>Over advantaged</td>
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<td>Marginalized</td>
<td>Always included</td>
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What is prejudice? Is it different than racism?

**Prejudice:** Irrational or unjustifiable negative emotions or evaluations toward a person from other/different social groups.

**Racism:** Prejudice plus POWER, that is perpetuated through the practice of policies and cultural beliefs.

= Oppression
If it is not actively anti-racist, it’s racism.

And, why we can’t call this diversity work.

**Anti-racism**: is an **active process** of identifying and eliminating racism by changing systems and organization structures, policies, practices and attitudes, so that power is redistributed and shared equitably.

Anti-racism is **not only** a commitment to diversity. We have to get back to the active work of anti-racism, which requires us to identify the policies that are barriers to racial equity.
What can I do to be better at anti-racism?

**Individual**
Learn about your own implicit biases and stereotypes, and ask yourself, are you carrying these into your work?

**Institutional**
Observe the policies and practices that you participate in, and identify policies and practices that are barriers to racial equity.

Understand and integrate into your work the lived experiences of people of color.

*Project Implicit*
Report civil rights violations:

Please call us at (860) 247-4400 if you believe you have been a victim of housing discrimination.
Historical Trauma and the Impact of Racism in our Work

Regina Cannon
C4 Innovations
What do we mean when we say racial trauma?
What Is Racial Trauma?

**Racial trauma**, or race-based traumatic stress (RBTS) – the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes. Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of suffering from a race-based traumatic stress injury.
Would you know when you see “feel” it?
Racialized Trauma in the Field: Provider Prospective

Bobbi Riddick       Felicity Eles

New Opportunities Inc.
Racialized Trauma in the Field: What To Do

Regina Cannon
C4 Innovations
Racial Trauma

1. How does it Happen?
2. What are some of the Impacts of Racial Trauma?
3. What can we do about it?
How Does it Happen?

Daily/Events
With time, continuous tiny drops of water make a hole on a marble floor. Similarly, racial trauma wears on us over time. It is not just a one-time incident; it is the accumulation of experiences.

– Dr. Charles Muorah
COVID-19 and racial and ethnic disparities

Daily Aggressions to Public Murders
Impacts of Racial Trauma

Health
Time
Creativity
What Can We Do?

- Acknowledge
- Listen & Learn
- Racial Trauma Informed Services
Regaining Community

Connecting Recently Housed Folks to their Community

Voter Registration: Two Things Case Managers Should Do

Census 2020
Resources

• NAEH Race Equity Network Action Steps
• CSH Collaborative for Race Equity Framework
• Harvard Implicit Bias Self-Assessment
• Dismantling Racism- White Supremacy Culture
• AWAKE to WOKE to WORK: Building a Race Equity Culture
• Organization-Wide Equity Pause Resources