HEALING THE HIDDEN WOUNDS
We wear the mask that grins and lies,
It hides our cheeks and shades our eyes,—
This debt we pay to human guile;
With torn and bleeding hearts we smile,
And mouth with myriad subtleties.
Why should the world be over-wise,
In counting all our tears and sighs?
Nay, let them only see us, while
    We wear the mask.
We smile, but, O great Christ, our cries
To thee from tortured souls arise.
We sing, but oh the clay is vile
Beneath our feet, and long the mile;
But let the world dream otherwise,
    We wear the mask!
WHEN DO YOU WEAR THE MASK?

- Why do people sometimes hide their true selves? What would happen if we never concealed our feelings our parts of our identities?

- Think about a time when you have pretended to be something that you are not or when you have hidden parts of your self or your true feelings... Why did you choose to hide?

- What makes it easier for you to show your true or whole self? Or to express your true feelings?
NFL HALL OF FAMER

CHAMP BAILEY – DENVER BRONCOS
The Case of Nobody HANDOUT....

Initially we may hear or see “outbursts”.... Or we may hear nothing because our personal defense mechanisms shut down or go into fight/flight/freeze based off the language, tone and demeanor that is heard and observed...

But what happens when we REALLY LISTEN.... LISTEN, without getting caught up in the delivery... what do you HEAR???
Traditional interventions would focus on
1 – Holding him accountable and responsible for his actions
2 – Teaching him to be more respectful
3 – Examining his anger, use of profanity & n**** word
4 – Involving his parents in the treatment process
5 – Processing loss
6 – Setting positive goals
REMOVING THE MASK...

HEALING HIDDEN WOUNDS

HEALING BEGINS WITH SAFETY

FEELING “SAFE ENOUGH” IN SPITE OF THE REPLAY OF VIOLENCE, MICROAGGRESSIONS, INTOLERANCE & INTERGENERATIONALLY ACCUMULATED RACIAL TRAUMA THAT MAINTAINS THE STATE OF CONSTANT FEAR
REMOVING THE MASK...

HEALING HIDDEN WOUNDS

- **AFFIRM & ACKNOWLEDGE:** Attempt to understand and accept the role of race.
- **CREATE A SPACE FOR RACE:** Be open and curious.
- **RACIAL STORYTELLING:** Encouragement to share personal stories of racial experiences.
- **VALIDATION:** Confirm the experience. Point out strengths & acts of restraint.
- **NAMING:** Prescribe words to the experience in order to give it a voice.
- **EXTERNALIZE DEVALUATION:** Respect vs. Lack of Respect; Recognize the value of self—worth
- **COUNTERACT DEVALUATION:** Build protective factors/resources to serve as a buffer emotionally, psychologically & behaviorally
- **RECHANNELING RAGE:** Awareness, control and redirection, Give a voice to the feeling of voicelessness.
RESILIENCE & POST TRAUMATIC GROWTH
As mental health expert Dr. George Albee stated,

“No epidemic has ever been resolved by paying attention to the treatment of the affected individual.”

A focus solely on the treatment of individuals can only be part of a comprehensive solution.
<table>
<thead>
<tr>
<th>Individual-Level Buffers</th>
<th>Family-Level Buffers</th>
<th>Community-Level Buffers</th>
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<tbody>
<tr>
<td>Personal characteristics</td>
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<td>Personal traits</td>
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<td>Coping skills</td>
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<td>Life satisfaction</td>
<td>Stable employment</td>
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</tbody>
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IT IS ESSENTIAL TO HAVE A COLLECTIVE AND COLLABORATIVE NARRATIVE OF THE COMMUNITY TO UNDERSTAND THE NEEDS, STRENGTHS & PERSPECTIVES

“NOTHING ABOUT US, WITHOUT US.”
The surrounding soil is steeped in systemic inequities, robbing the tree of necessary nutrients to support a thriving community.

The tree’s roots symbolize the aspects of adverse community environments such as a lack of affordable and safe housing, community violence, discrimination, and limited access to social and economic opportunity.

The branches of the tree represent adverse childhood experiences, such as substance abuse in the home, domestic violence, or the incarceration of a family member.

Finally, the leaves on the tree are the health indicators, or symptoms, of adverse childhood experiences, such as liver disease, poor attendance at school and work, or anxiety (Ellis & Dietz, 2017).
EQUALITY

EQUITY
THE AMERICAN DREAM?

- Less than half of black families (41 percent) and Hispanic families (45 percent) live in owner-occupied housing. For white families, that figure is 71 percent.
- Roughly 1 in 6 black and Hispanic households spend more than 50 percent of their income on housing, leaving them with fewer resources to devote to their children’s education, health care and other basic needs.
- Black people are two to three times more likely than white people to suffer from hypertension and diabetes, leading in turn to higher rates of cardiovascular disease.
- Median household income among black Americans is $40,065, compared to $65,041 for white Americans.
- The median household wealth of white Americans ($171,000) is approximately 10 times higher than that of black Americans.
- 29% of black children and 24 percent of Latino children live in poverty, compared to 9% of their white counterparts.

https://news.stanford.edu/2017/06/16/report-finds-significant-racial-ethnic-disparities/

https://psmag.com/economics/four-figures-that-explain-racial-inequality-in-America
THE AMERICAN DREAM?

YESTERDAY marked “Equal Pay Day” for black women

It is the approximate day when their 2018 wages, PLUS the amount of their 2019 earnings catch up to what a white man earned in just 2018

In 70% of Black households, the woman is the breadwinner

YET...

A Black woman earns $.61 for every $1 that their white male counterparts are paid

https://news.stanford.edu/2017/06/16/report-finds-significant-racial-ethnic-disparities/

https://psmag.com/economics/four-figures-that-explain-racial-inequality-in-America
THE AMERICAN DREAM?

- **21.8 percent**: That's the poverty rate among black Americans; white Americans sits at 8.8 percent.
- **1,730**: That's the number of black Americans, per 100,000 in the population, who are currently incarcerated. (By comparison, only 270 white Americans per 100,000 are currently incarcerated.) In America today, a black American is 6.4 times more likely to be incarcerated than a white American.
- **11.4**: That's the infant mortality rate, per 1,000 live births, for black infants. This is over twice as high as the infant mortality rate of 4.9 for white infants.
- African-American youth, grades K – 12 are suspended 3 times more than white students and expelled 1.9 times more than whites students.

https://news.stanford.edu/2017/06/16/report-finds-significant-racial-ethnic-disparities/

https://psmag.com/economics/four-figures-that-explain-racial-inequality-in-America
“These inequities are not the result of individual behavior choices or genetic disposition but are caused by economic, political, and social conditions, including racism.”

(American Academy of Pediatrics, August 2019)
IT IS ESSENTIAL TO HAVE A COLLECTIVE AND COLLABORATIVE NARRATIVE OF THE COMMUNITY TO UNDERSTAND THE NEEDS, STRENGTHS & PERSPECTIVES

TANGIBLE AID & SUPPORT

- WHAT IS THE BIGGEST PROBLEM/ISSUE IN THE COMMUNITY?
- CONSIDER THE POSSIBLE CAUSES OF THE PROBLEM...
- WHAT ARE THE CONSEQUENCES OF THIS PROBLEM/ISSUE?
- WHO IS IMPACTED?
- WHAT IS CURRENTLY BEING DONE TO ADDRESS THE ISSUE?
- WHAT ARE REALISTIC OPTIONS TO ADDRESS THE ISSUE?
- WHAT ARE THE ASSETS IN THE COMMUNITY THAT CAN BE USED?
RESILIENCE: The ability to adapt well to adversity, trauma, tragedy, threats or even significant sources of stress

(American Psychological Association)
LOOKING AT HOW DO WE MAINTAIN THE IDENTITY AND ESSENTIAL CHARACTERISTICS OF A COMMUNITY, WHILE PROVIDING SUPPORT & FACILITATING THE HEALTH AND WELL-BEING OF THE FAMILY
Resilient Community

- Basic needs are met for all
- Improved physical, oral, and mental health
- Quality safety systems
- Cohesive neighborhoods
- Role models & mentors
- Engaged citizens
- Strong and effective community leadership
- Clean & preserved air, water, soil
- Access to services & safe places to work and play
- Safe and affordable housing
- Diverse access to education and employment
- Integrated development planning
- Qualified, productive workforce
BUILDING RESILIENCE COMMUNITIES

- Is a long term project
- Grows through support and extension of natural caring relationships that must be nurtured
- Starts with strengthening natural helping institutions in neighborhoods
- Builds on strengths not weaknesses
- Connectedness, Communication, Commitment and Shared Values
- Structure, Roles and Responsibilities
- Critical reflection and skill building
- Resources
FAMILIES ARE MORE LIKELY TO PARTICIPATE IF...

- Community leaders encourage active involvement
- They believe their contributions and ideas are valued by community leaders
- They can see the benefit of being involved for themselves, their children and the entire community
- Opportunities to express concerns and ideas
- Provide feedback to leaders
- See their concerns addressed by actions such as community development, attracting new businesses, upgrading common areas, etc.
“PROMOTING CULTURAL PRIDE AND THE TEACHING OF HERITAGE AND HISTORY” AS WELL AS RECEIVING SUPPORT, “INCLUDING THE SUPPORT OF A SPECIAL PERSON (WHO IS NOT PART OF THE IMMEDIATE FAMILY)” IS SIGNIFICANTLY ASSOCIATED WITH RESILIENCY AMONGST AFRICAN AMERICANS
Social emotional learning in schools

https://www.kqed.org/mindshift/53640/12-ways-teachers-can-build-resilience-so-they-can-make-systemic-change
Working TOGETHER to teach children how to navigate a racialized world

As parents – sharing your thoughts, feelings and experiences regarding race

OPEN & FREQUENT COMMUNICATION

Teaching children WHAT TO DO?
BELIEVING MIRRORS

WHO IS IN MY MIRROR?

WHAT MESSAGES DO I MOST REGULARLY GET FROM PEOPLE AROUND ME?

** Messages of support that focus on what is RIGHT with you rather than what is WRONG increase resiliency
Celebrating the Strengths of Black Youth (CSBY) is an evidence based intervention program that helps Black children and their families build skills to address the unique challenges of living in a predominantly White society.

“CSBY has done an excellent job educating my daughter about her heritage and giving her a sense of pride about her race.”

Programs to counteract feelings of isolation, negative images and social inequities. Need for racial socialization/cultural pride & positive identity development.
INDIVIDUATION & RESONANCE

DO YOU CHOOSE COMFORT, RESISTING THE URGE TO SHIFT, GROW & BLOSSOM OR DO YOU CHOOSE THE ROUTE THAT WILL EXPAND YOUR UNIQUENESS

FIND WHAT FEEDS YOU AND SHARE YOUR GIFTS WITH OTHERS
“Oh Wonder” Music Video

The inevitable human tendency to often ignore those goals and settle back into the comfort of monotony and daily routine, never reaching above and beyond your perceived limits. "All We Do" is about refusing to play it safe, hide away and live inside and self-built cage, and instead looking at things the wrong way round and living life differently.
To illustrate how cultures thrive when everyone contributes. A great activity for positively framing a multi-day workshop

Provide every participant with a colorful circle (or large post-it note).