

Intergenerational Trauma and Its Impacts

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Today's Presenter

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One person talks at a time
do not interrupt
what happens in group stays in group



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What is Trauma?

**Definition (SAMHSA Experts 2012) includes
three key elements**

*Individual trauma results from an **event**, series of events, or set of circumstances that is **experienced**, by an individual as overwhelming or life-changing and that has profound **effects** on the individual's psychological development or well-being, often involving a physiological, social, and/or spiritual impact.*

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Intergenerational (Historical) Trauma

“Cumulative emotional and psychological wounding, over the lifespan and across generations, emanating from massive group trauma experiences.”



Intergenerational/Historical Trauma Events



Genocides



Slavery



Pandemics



Massacres



Prohibition/destruction of cultural practices



Discrimination/Systemic prejudice



Forced relocation

Epigenetics



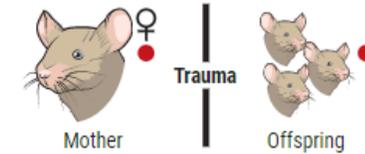
<https://www.sciencemag.org/news/2019/07/parents-emotional-trauma-may-change-their-children-s-biology-studies-mice-show-how>

Troubled offspring

To explore how trauma affects generations of mice, researchers stressed mother mice. Their pups then exhibited both molecular and behavioral changes, such as taking more risks on an elevated maze. These changes persisted for up to five generations.

- Trauma experienced
- Behavioral changes
- Epigenetic changes, such as methylation of DNA and alteration of RNA

Mother separated from pups and traumatized. Mother often ignores pups.



Three-month-old male offspring mated with untraumatized females.



Offspring show epigenetic and behavioral changes without having experienced trauma.



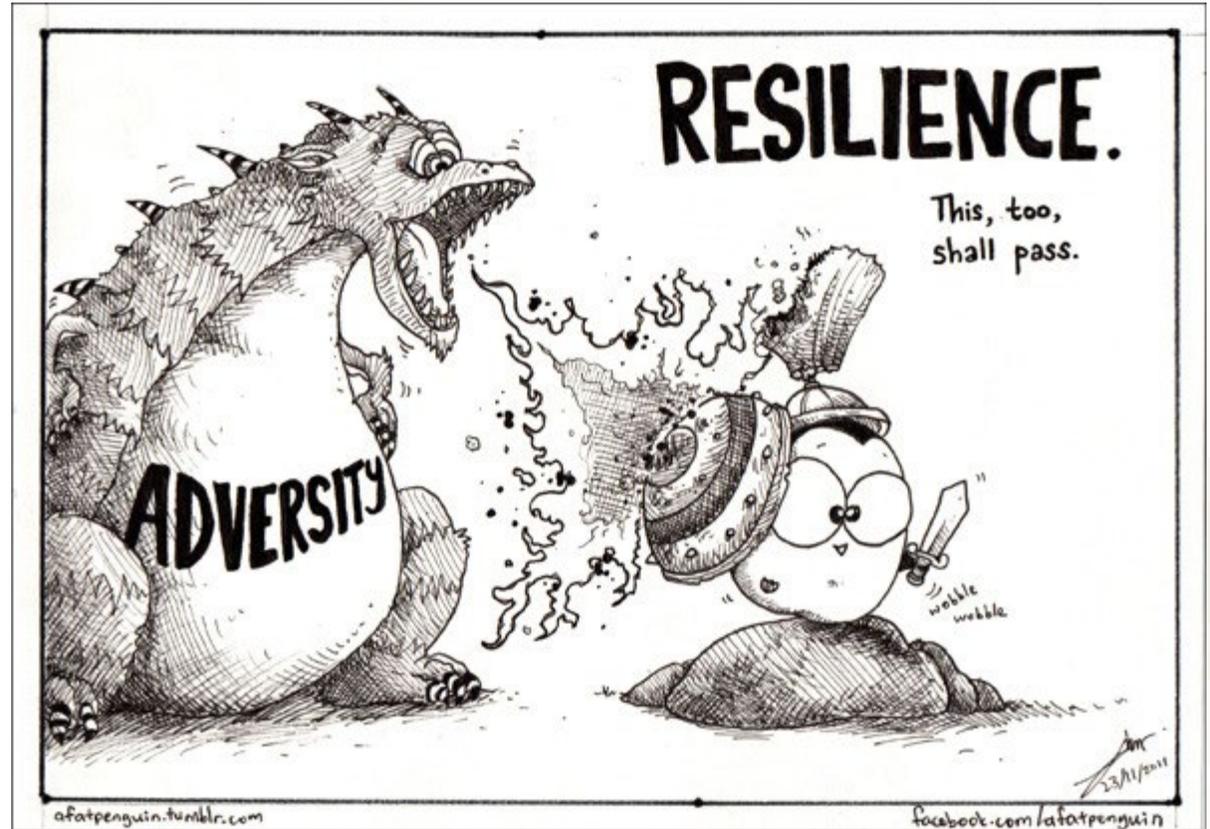
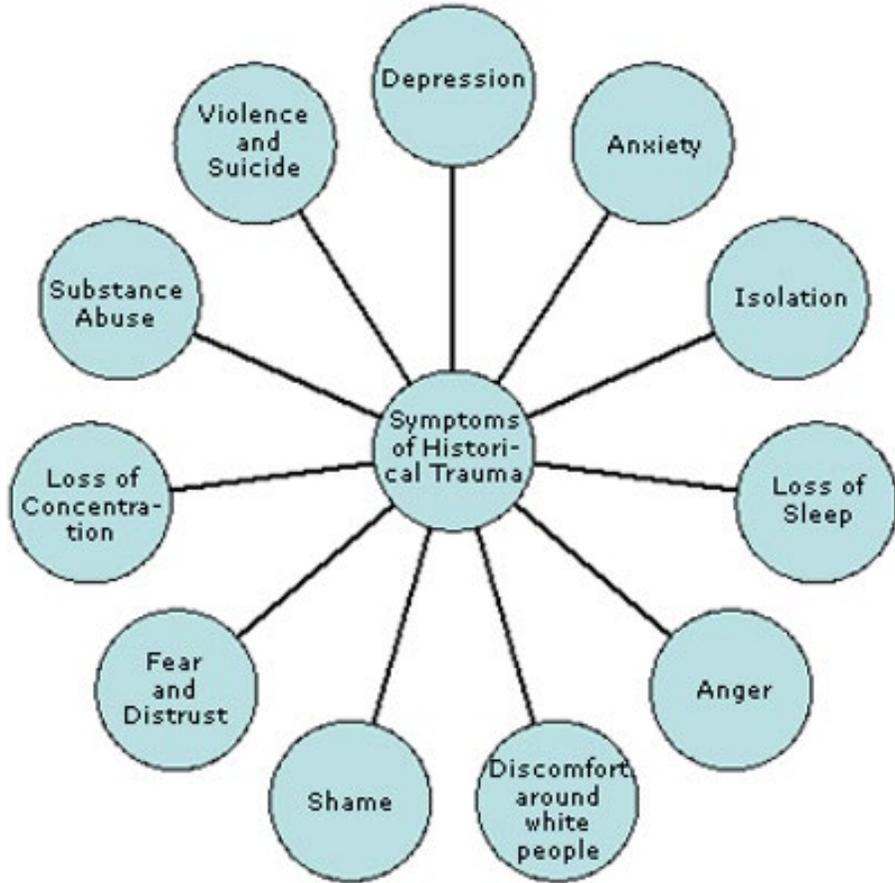
Breeding carried out for six generations.

(...)

V. ALTOUNIAN/SCIENCE

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Intergenerational (Historical) Trauma Effects



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What is Implicit Bias?

Implicit Bias is...



Attitudes, Stereotypes, & Beliefs
that can affect how we treat others.

Implicit bias is not intentional, but it can still impact how we judge others based on factors, such as:



Race



Ability



Gender



Culture



Language

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Cognitive bias

● Social ● Financial ● Failure to estimate ● Short-termism

When it comes to assessing risk, humans often fail to make rational decisions because our brains take mental shortcuts that prevent us making the correct choice. Since the 1960s behavioural scientists and psychologists have been researching these failings, and have identified and labelled dozens of them. Here are some that can cause havoc when it comes to assessing risks in business

ORIGIN
The notion of cognitive biases was first introduced by psychologists Amos Tversky and Daniel Kahneman in the early 1970s, their research paper, 'Judgment Under Uncertainty: Heuristics and Biases', in the *Science* journal has provided the basis of almost all current theories of decision making and heuristics. Professor Kahneman was awarded a Nobel Prize in 2002 after further developing the ideas and applying them to economics.

ANCHORING EFFECT
Relying too much on the initial piece of information offered when making decisions

"The first test seemed OK. Do we need to look any more?"

"The conveyor belt broke three times last month. It's pretty unlikely it'll happen again."

GAMBLER'S FALLACY
Believing that future probabilities are altered by past events, when in fact they are unchanged

AVAILABILITY HEURISTIC
Overestimating the importance and likelihood of events given the greater availability of information

"I saw something very similar to this on LinkedIn. We need to take it seriously"

"Let's just get the deal done ASAP"

HYPERBOLIC DISCOUNTING
Preferring a smaller, sooner payoff over a larger, later reward

BANDWAGON EFFECT
Update of beliefs and ideas, increases the more that they have already been adopted by others

"The whole department knows there's no problem here"

"This worked fine in the factory in the Korea. It should work fine here"

ILLUSION OF VALIDITY
Overestimating our ability to make accurate predictions, especially when data appears to tell a coherent "story"

BELIEF BIAS
Basing the strength of an argument on the believability or plausibility of the conclusion

"I didn't quite follow your argument but the conclusion seems about right"

"Looks like we've run out of time to discuss this"

OSTRICH EFFECT
Avoiding negative financial information by pretending it doesn't exist

BLIND SPOT BIAS
Viewing oneself as less biased than others

"Let's ignore Sarah's views on this one. She's biased"

"We made a good call on that one"

POST-PURCHASE RATIONALISATION
Tendency to retroactively ascribe positive attributes to an option one has selected

CLUSTERING ILLUSION
Erroneously overestimating the importance of small clusters or patterns in large data

"This is the second week in a row that this has happened. There must be a problem"

"Our competitors are only doing well because their products are cheap"

REACTIVE DEVALUATION
Devaluing an idea because it originated from an adversary or opponent

CONFIRMATION BIAS
Focusing on information that only confirms existing preconceptions

"We did loads of simulations. Most of them showed there's no problem"

"Now we've got the new equipment we can cut the time spent on maintenance"

RISK COMPENSATION
Taking bigger risks when perceived safety increases, being more careful when perceived risks increase

COURTESY BIAS
Drawing an opinion/conclusion that is viewed as more socially acceptable so as to avoid causing offence/controversy

"The last time we discussed this the meeting lasted for hours. Let's move on"

"If it ain't broke - don't fix it"

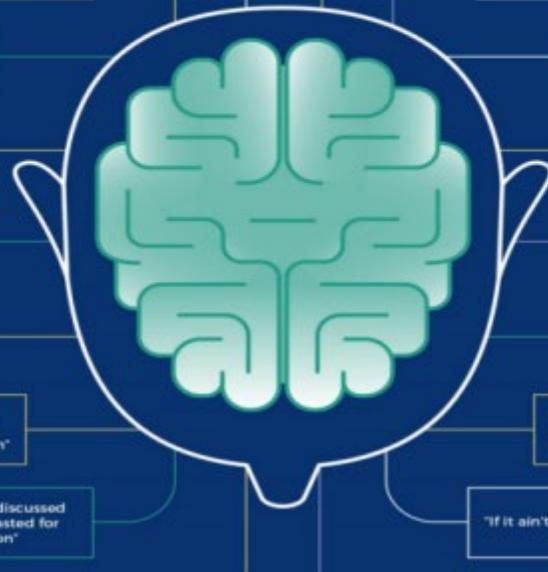
STATUS QUO BIAS
Preferring the current state of affairs over change

ENDOWMENT EFFECT
The tendency for people to ascribe more value to things merely because they already own/have them

"I know it will cost a fortune to fix but it cost us £15,000. We can't just throw it away."

"Dave from tech is worried - but frankly the tech team are always pessimists"

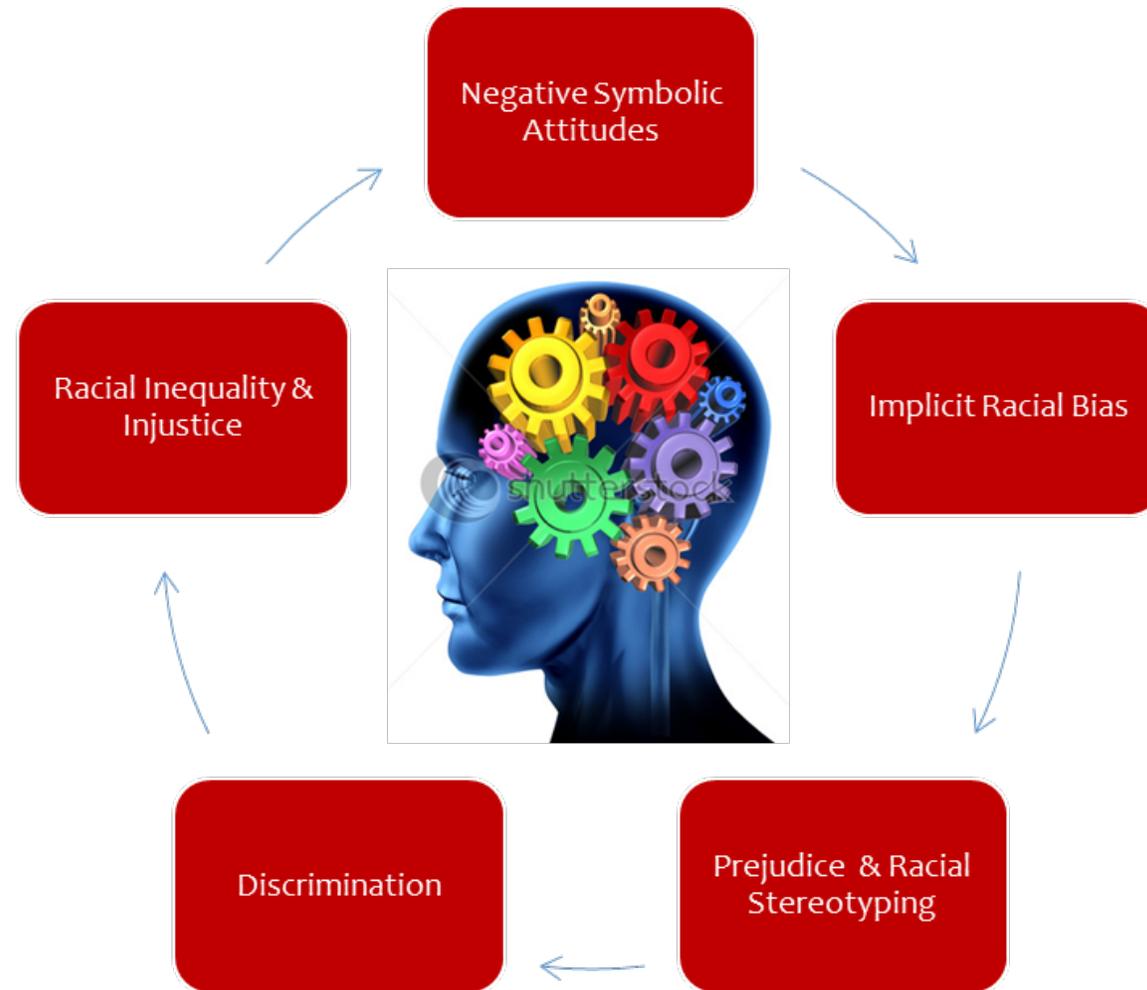
STEREOTYPING
Assuming a person has characteristics because they are a member of a group



RACONTEUR

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Real World Implications



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Behavioral Health Disparities for BIPOC Populations

- According to the [Agency for Healthcare Research and Quality \(AHRQ\)](#) racial and ethnic minority groups in the U.S. are
 - Less likely to have access to mental health services
 - Less likely to use community mental health services
 - More likely to use emergency departments
 - More likely to receive lower quality care
- African American consumers are diagnosed with psychotic disorders at a rate of **3 - 4** times higher than White consumers
- Latino American/Hispanic consumers are diagnosed with psychotic disorders on average approximately **3** times higher than White consumers

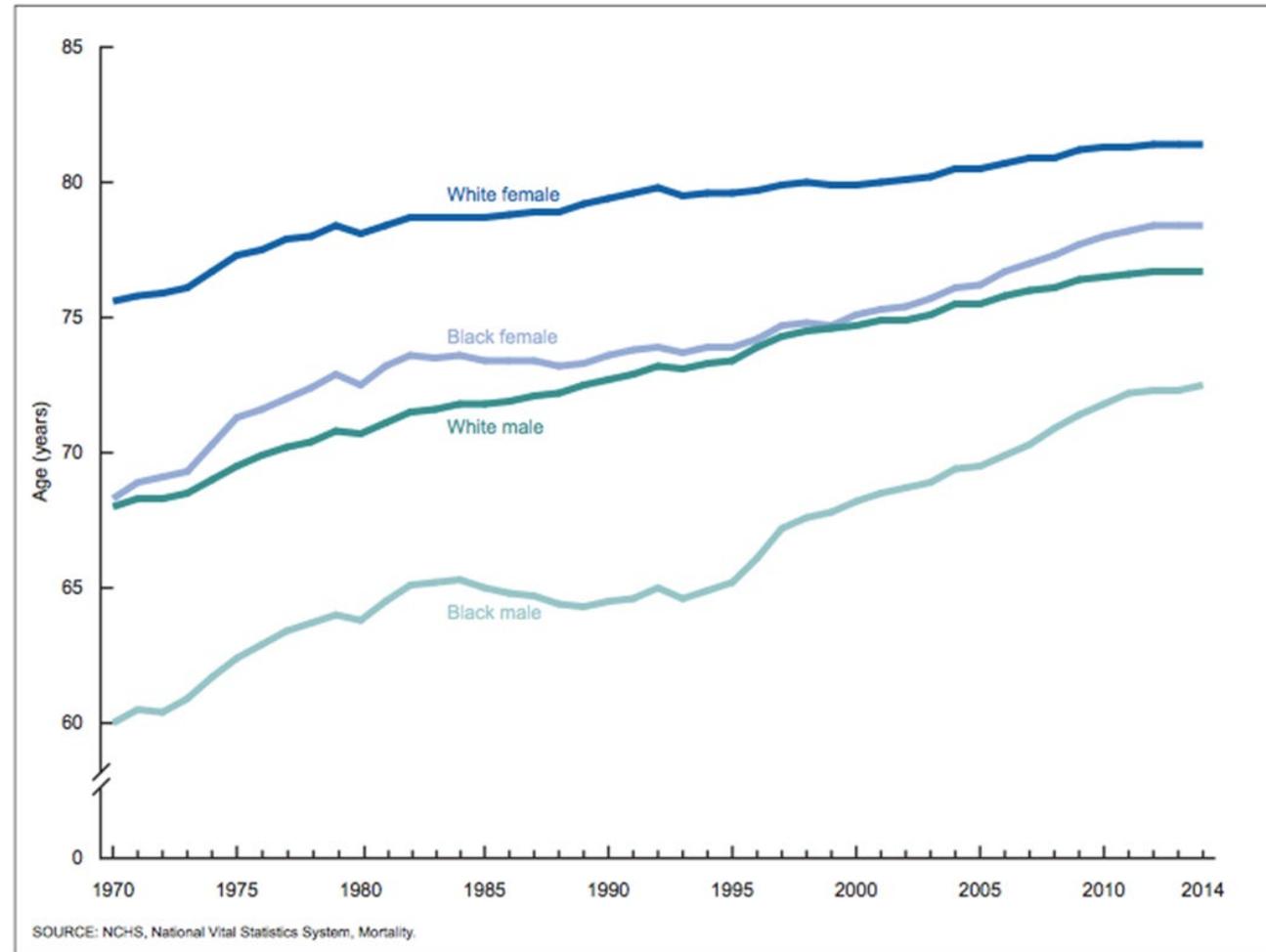
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Implicit Bias in Daily Life: Gender



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U.S. Life Expectancy by Race & Gender



Source: Centers for Disease control and Prevention. (2016, June 30). National Vital Statistics Reports, 65(4). Retrieved from https://www.cdc.gov/nchs/data/nvsr/nvsr65/nvsr65_04.pdf

Implicit Bias in Daily Life: Education



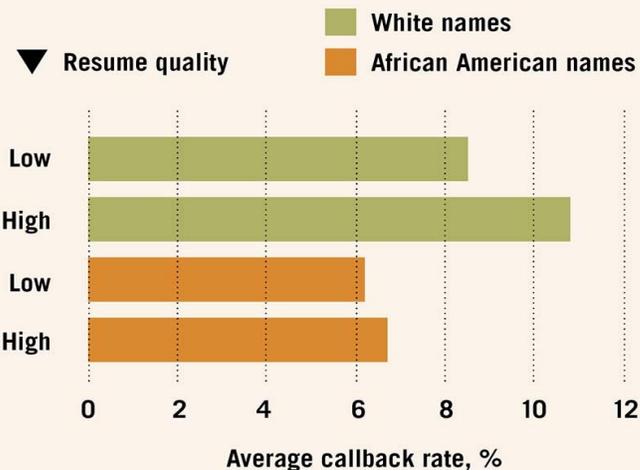
The U.S. Department of Education reports that black students are suspended or expelled at a rate three times greater than white students.

And, while Black students make up 18% of preschool enrollment, they represent 48% of the preschool students receiving at least one out-of-school suspension.

Implicit Bias in Daily Life: Employment

Racism in a resume

Job applicants with African American-sounding names got fewer callbacks.



Source: Bertrand and Mullainathan, 2004

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OBJECTIVE

An administrative assistant position requiring strong organization and planning skills to provide exceptional support to a vice president in the financial industry.

SKILLS SUMMARY

- Six years experience as an office assistant supporting two senior managers in Finance and Marketing.
- Exceptional computer knowledge for analyzing reports in Excel and for building PowerPoint presentations.
- Experience with coordinating meetings within various financial departments.

SKILLS AND EXPERIENCE

ORGANIZATION AND PLANNING

- Planned and scheduled company-wide meetings for teams of senior managers.
- Coordinated time-sensitive seminars, presentations, and flights in a professional manner.
- Organized thousands of records and managed filing system containing confidential information.

Intersectionality



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Important Definitions and Differentiation

Discrimination

- the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex

Prejudice

- preconceived opinion that is not based on reason or actual experience

Oppression

- unjust treatment or abuse carried out by leadership to maintain power

Racism

- one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

Systemic Oppression (Trauma)

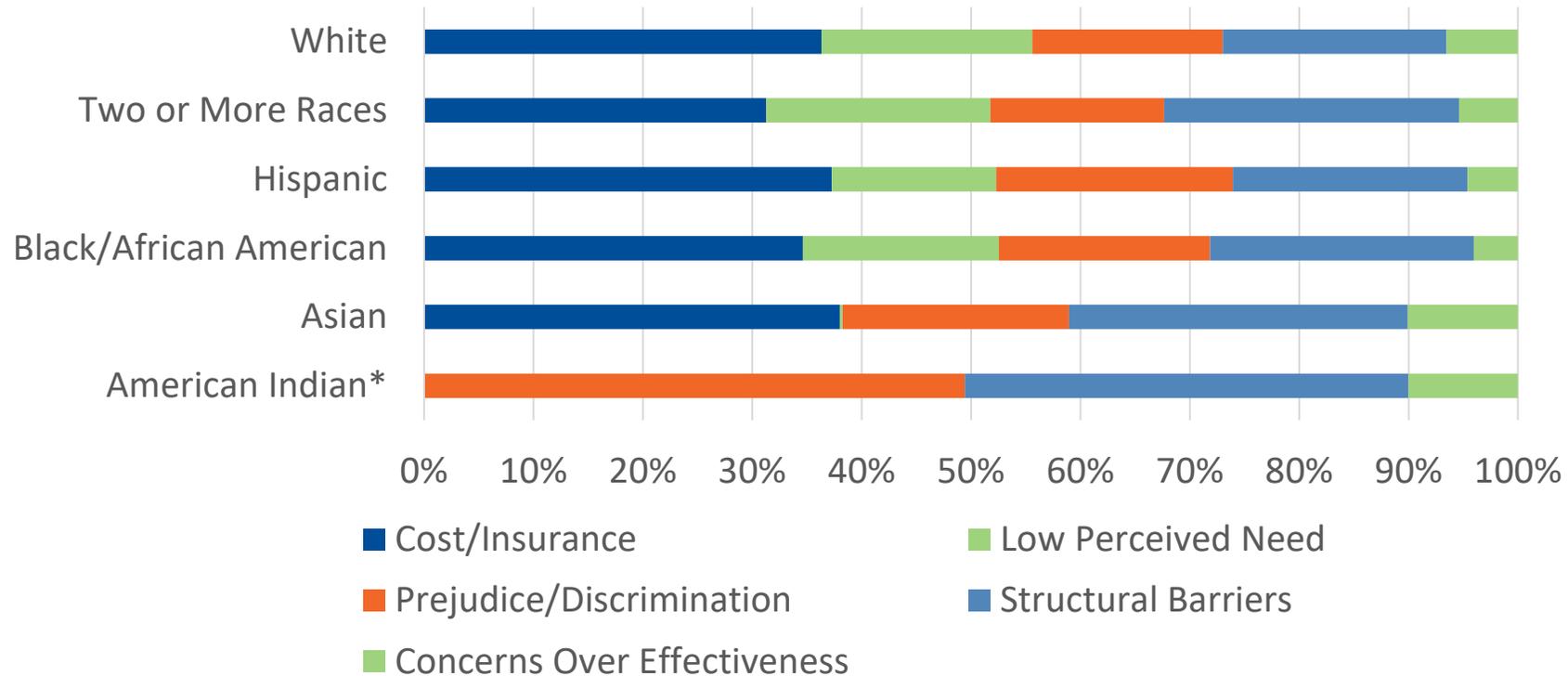
- the practices, laws and customs embedded within society's institutions and upheld by police, government and society meant to keep certain social categories in power while unjustly restricting other groups based on difference

Antiracism

- The policy or practice of opposing racism and promoting racial tolerance

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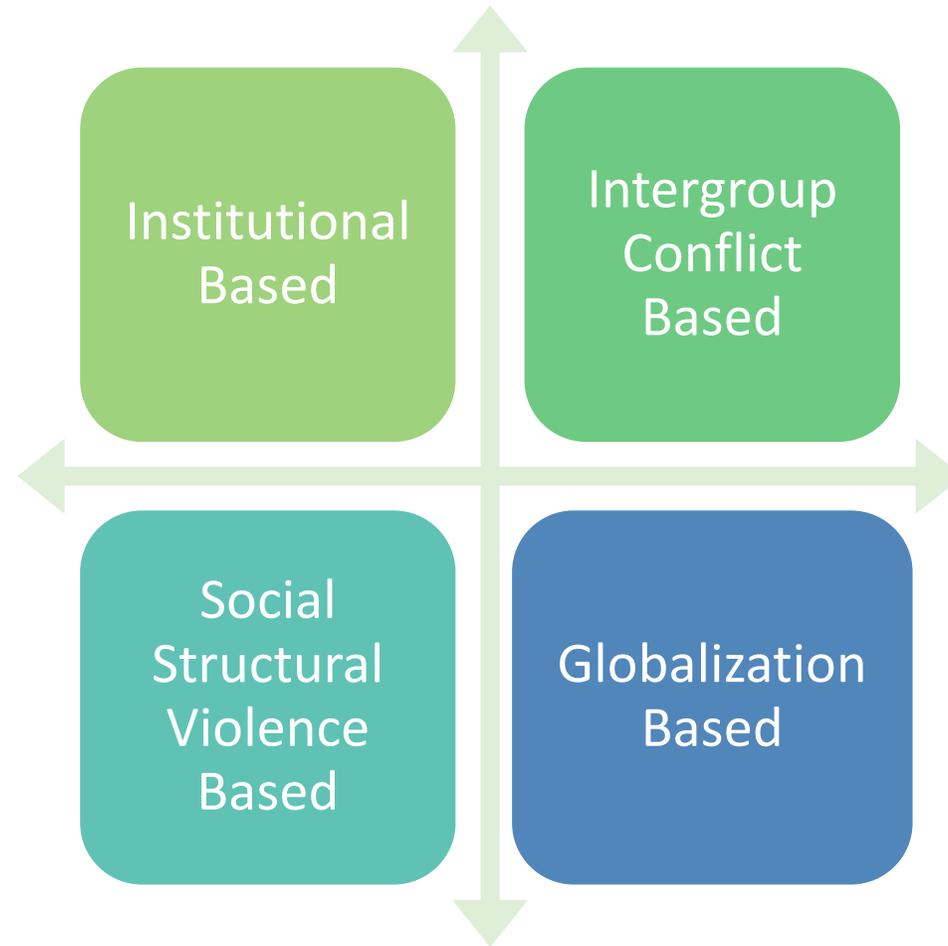
Barriers to Pursuing Mental Health Care



*Low precision; no estimate reports

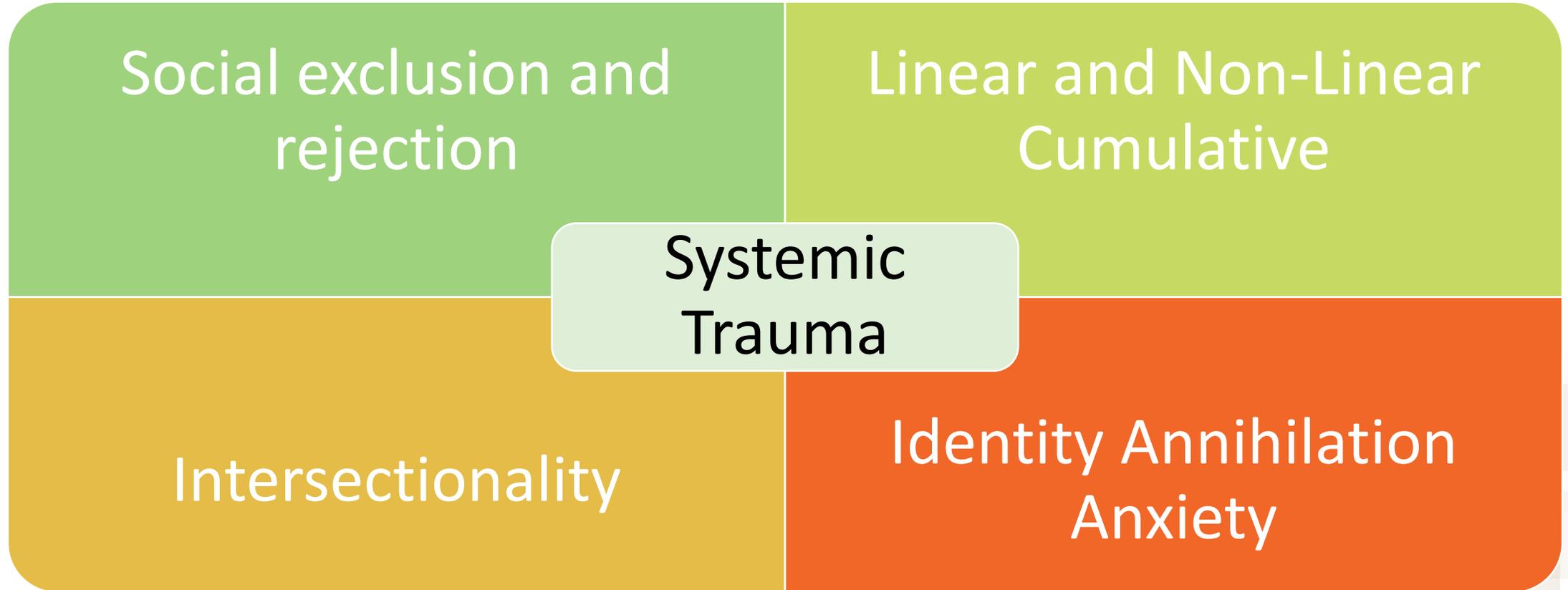
Substance Abuse and Mental Health Services Administration, Racial/ Ethnic Differences in Mental Health Service Use among Adults. HHS Publication No. SMA-15-4906. Rockville, MD: Substance and Mental Health Services Administration, 2015

Four Sources of Systemic Trauma



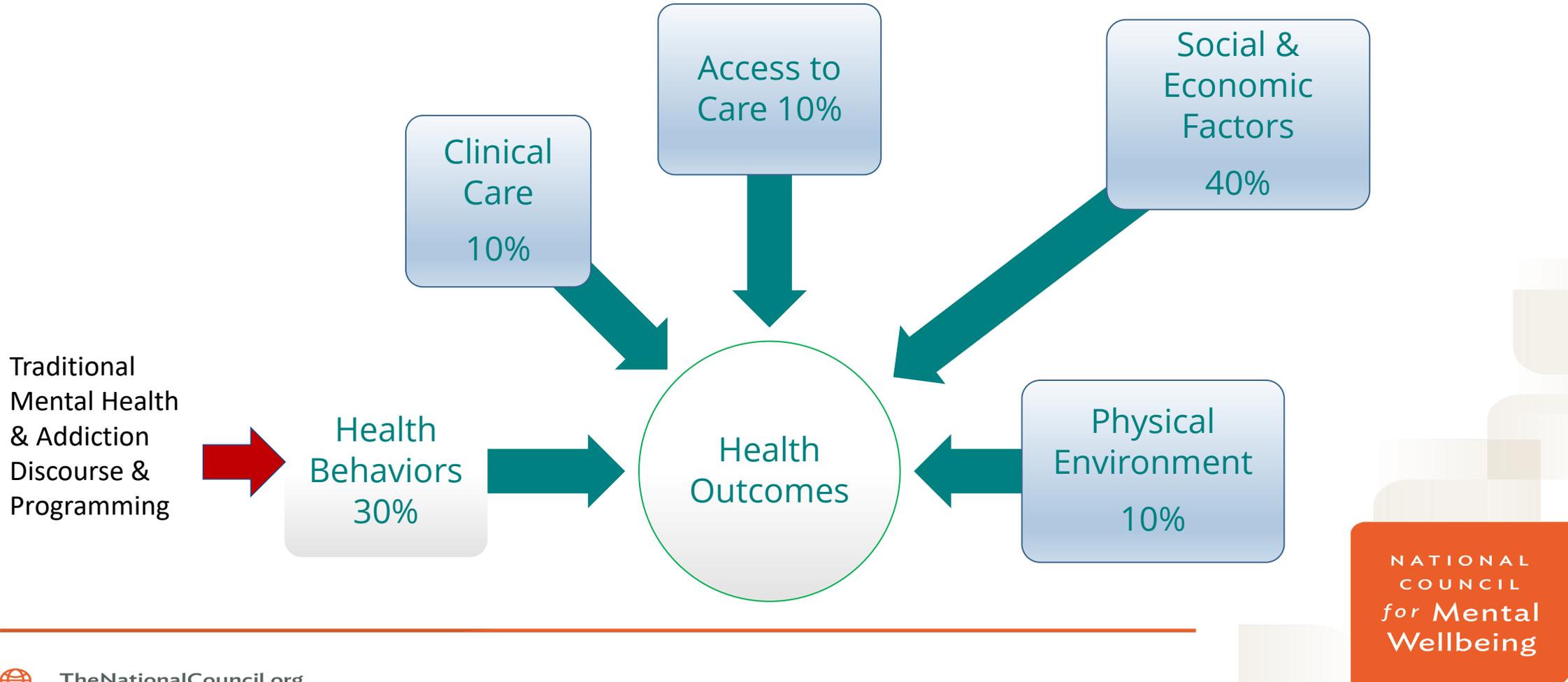
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Dynamics of Systemic Trauma

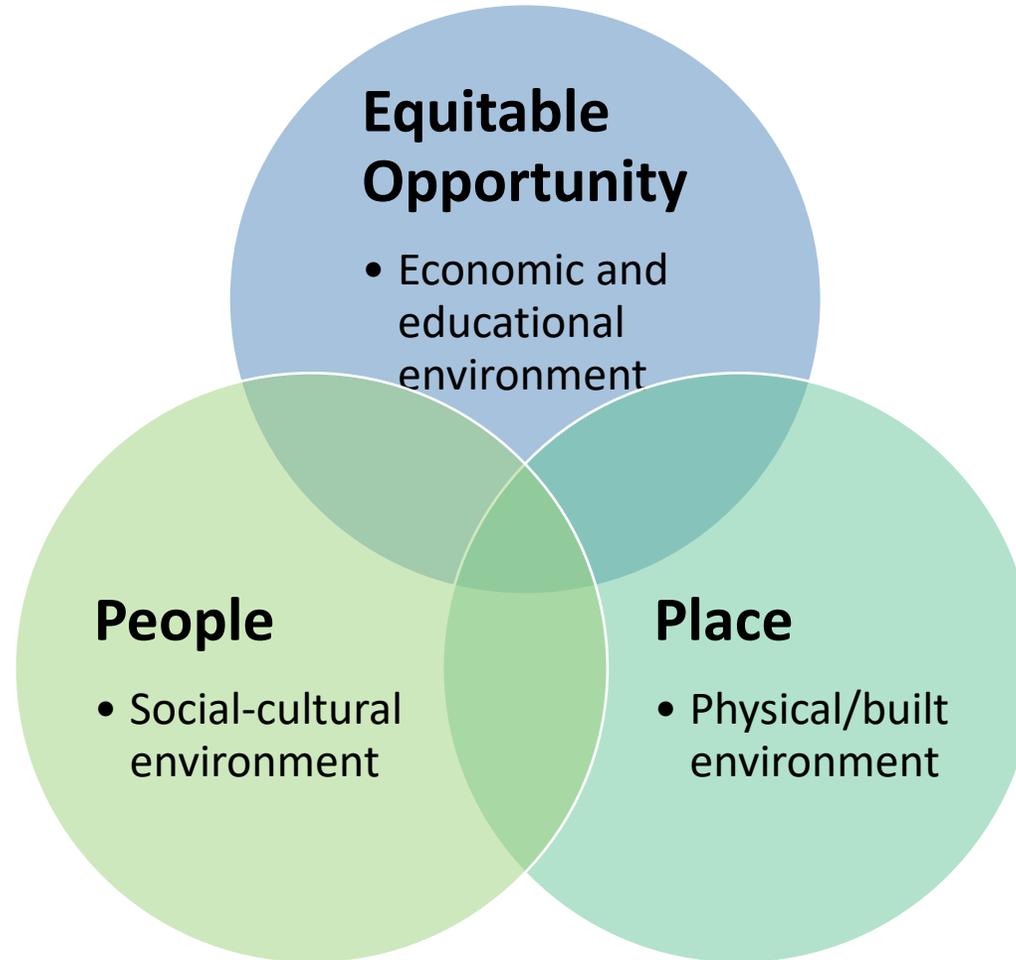


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Determinants of Health



Symptoms of Systemic Trauma in Communities



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Figure 2

Social Determinants of Health

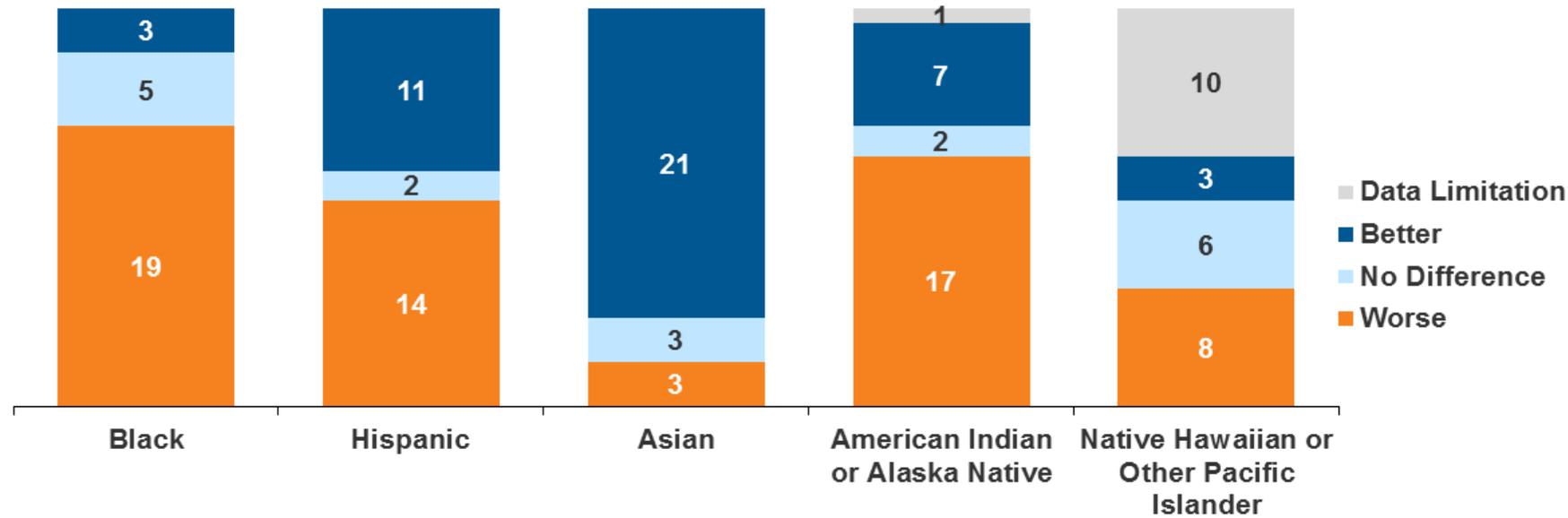
| Economic Stability | Neighborhood and Physical Environment | Education | Food | Community and Social Context | Health Care System |
|--------------------|---------------------------------------|---------------------------|---------------------------|------------------------------|---|
| Employment | Housing | Literacy | Hunger | Social integration | Health coverage |
| Income | Transportation | Language | Access to healthy options | Support systems | Provider availability |
| Expenses | Safety | Early childhood education | | Community engagement | Provider linguistic and cultural competency |
| Debt | Parks | Vocational training | | Discrimination | Quality of care |
| Medical bills | Playgrounds | Higher education | | | |
| Support | Walkability | | | | |

Health Outcomes
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations



Figure 1

Number of Measures for which Group Fared Better, the Same or Worse Compared to Whites

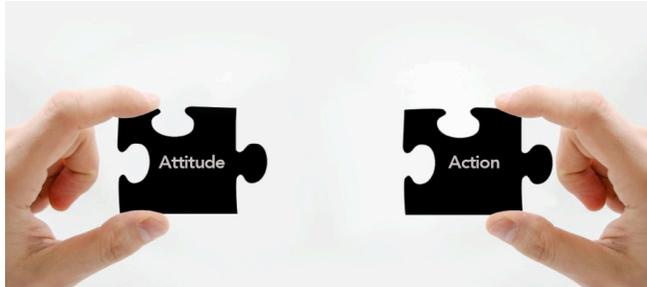


Note: Measures are for 2018 or the most recent year for which data are available. "Better" or "Worse" indicates a statistically significant difference from Whites at the $p < 0.05$ level. No difference indicates no statistically significant difference. "Data limitation" indicates data are no separate data for a racial/ethnic group, insufficient data for a reliable estimate, or comparisons not possible due to overlapping samples. AIAN refers to American Indians and Alaska Natives. NHOPI refers to Native Hawaiians and Other Pacific Islanders. Persons of Hispanic origin may be of any race but are categorized as Hispanic for this analysis; other groups are non-Hispanic.



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Effects of Systemic Trauma and Institutional Racism on Staff



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<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2565803/>

Moral Injury

Shay definition: Moral Injury is 1) the violation of what is right by 2) someone in authority 3) in a high stakes situation. This kind of moral injury correlates to betrayal and rage and to higher rates of co-morbidity with PTSD (Jordan, 2017).

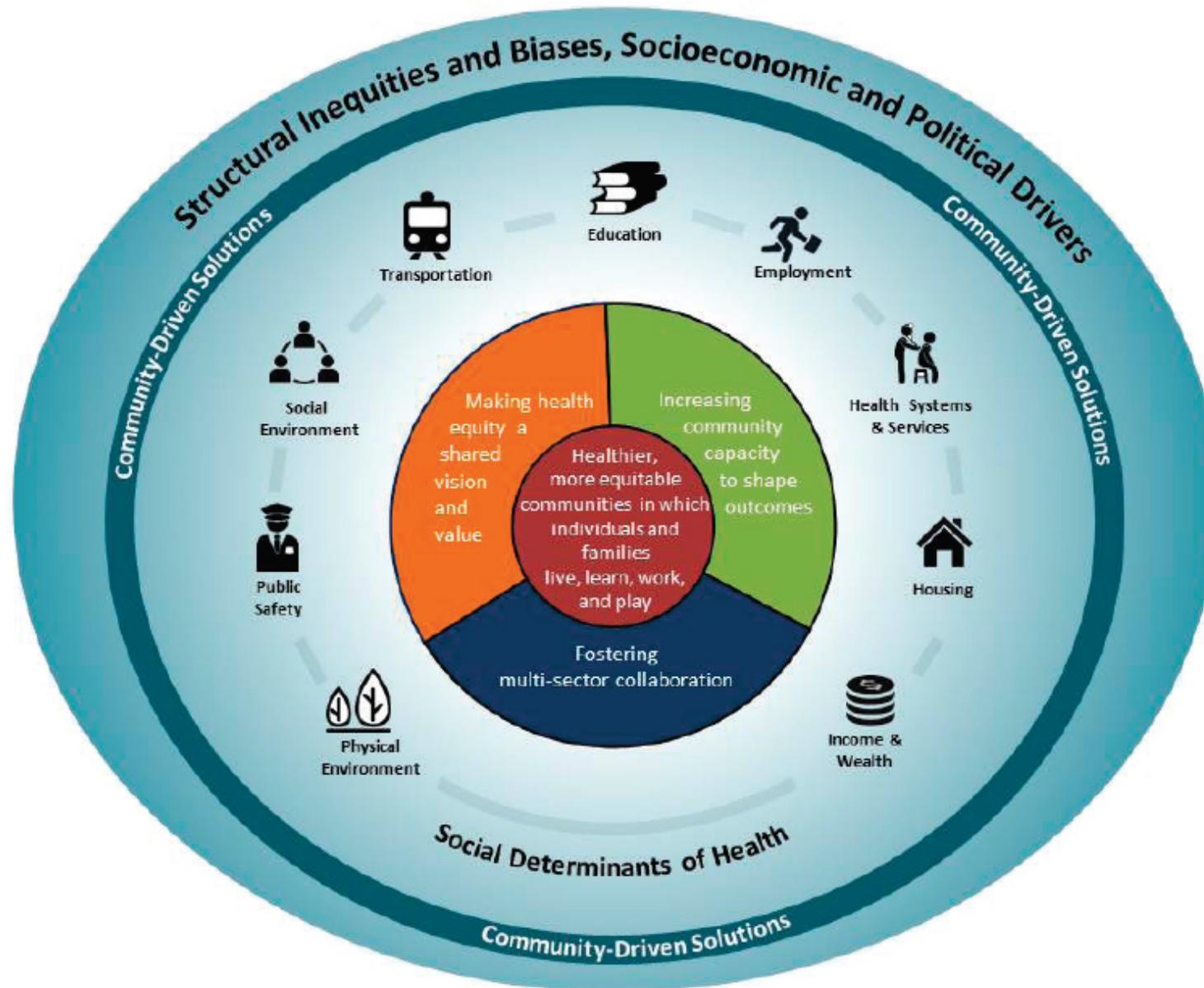
Brock Definition: Moral injury is a response to trauma when a person or group's existing core moral foundations are unable to justify, process, and integrate trauma into a reliable identity and meaning system that sustains relationships and human flourishing. It results from:

- A. Being betrayed by people and/or institutions that should have been trusted to be moral and do the right thing;
- B. Committing, witnessing, imagining, or failing to prevent acts or events that can be judged as harmful or evil and that violate foundational social and ethical rules;
- C. Being involved in events or contexts where violations of taboos or acts of harm leave one feeling contaminated by evil or "dirty;" or
- D. Surviving conditions of degradation, oppression, and extremity.

Some Moral Emotions

- Guilt
- Shame
- Embarrassment
- Alienation
- Sorrow
- Remorse
- Outrage/Anger
- Disgust
- Contempt
- Revenge

https://www.voa.org/moral-injury-center/pdf_files/moral-injury-identity-and-meaning

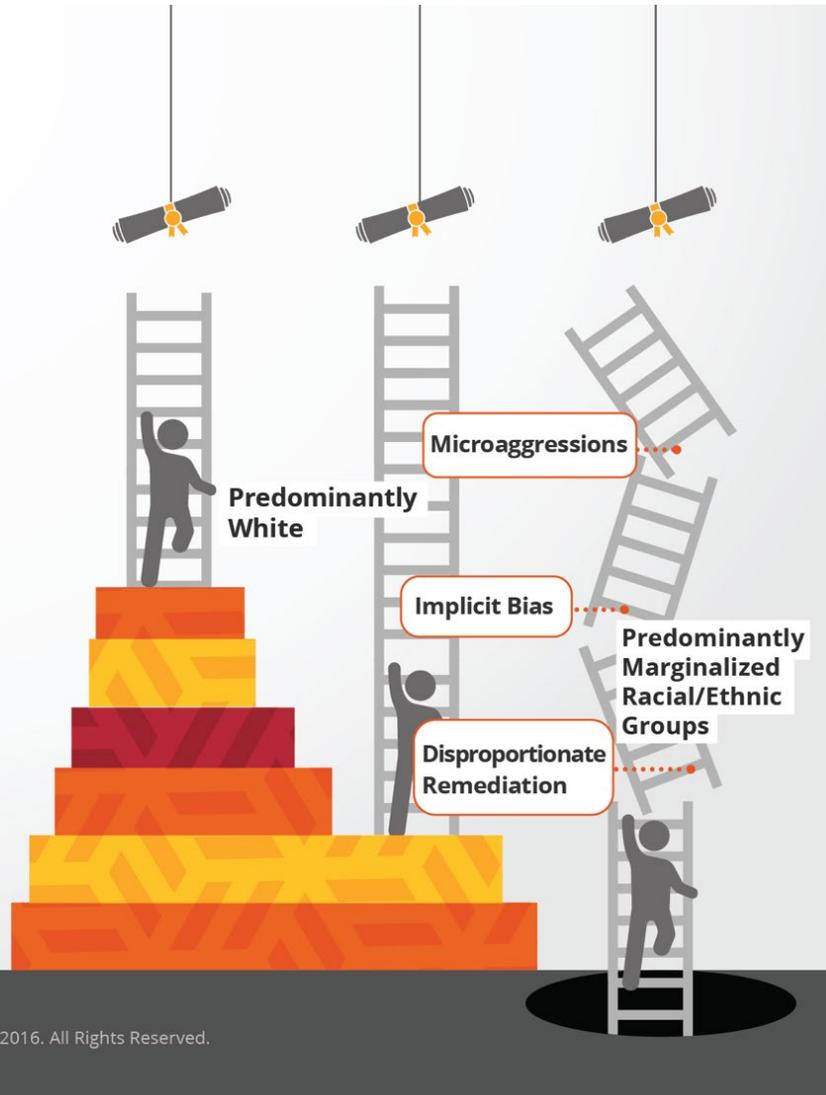


Source: National Academies Press- Communities in Action: Pathways to Equity

And it has
**BIAS AND
SYSTEMIC
RACISM.**



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When you plant lettuce, if it does not grow well, you don't blame the lettuce. You look for reasons it is not doing well. It may need fertilizer, or more water or less sun. You never blame the lettuce.

-Thich Nhat Hanh

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TheNationalCouncil.org

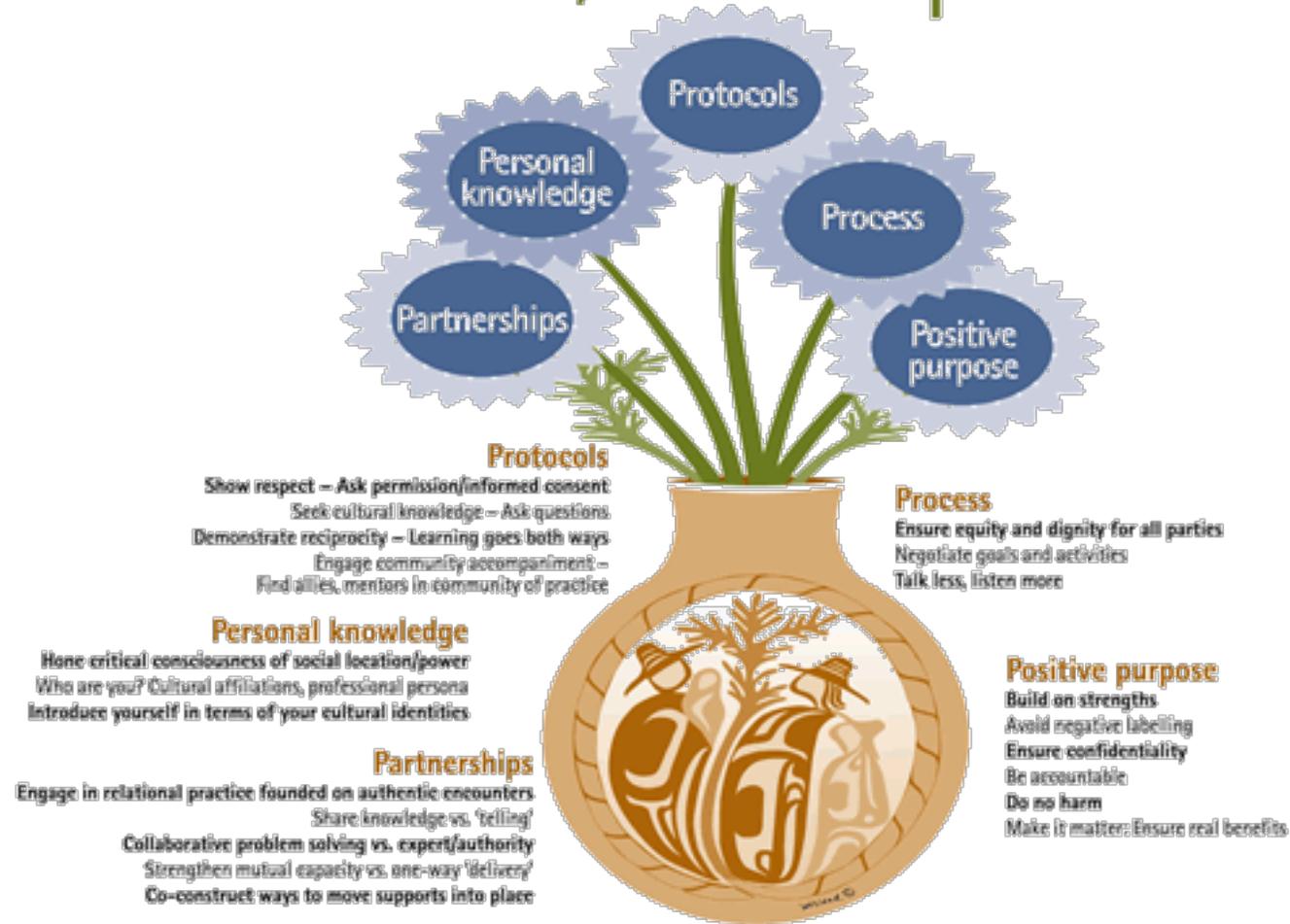
Protect All Voices



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Cultural Safety

Cultural Safety 5 Principles



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Micro-affirmations

Implications for Action:

- People can and should pay attention to the “small things”
- Principle of appreciative inquiry are relevant: “leading” rather than “pushing” building on strengths and success rather than first identifying faults and weaknesses
- Small things are especially important with respect to feelings
- Whenever a question is brought to us about how to change offensive behavior, own & teach the principles of changing behavior and explore options about how to do it

**PEOPLE WILL FORGET
WHAT YOU SAID,
PEOPLE WILL FORGET
WHAT YOU DID,
BUT PEOPLE WILL
NEVER FORGET HOW
YOU MADE THEM FEEL**

MAYA ANGELOU

Excerpted with permission from an article by Mary Rowe: Micro-affirmations & Micro-inequities, Rowe, M. Journal of the International Ombudsman Association, Volume 1, Number 1, March 2008.

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Cultural Adaptation of Interventions

Relevance

- Is this health topic relevant to the target population?

Evidence base

- What is the best intervention to address this health topic within this population?

Stage of Intervention

- What stage(s) of the intervention program should be adapted?

Ethnicity

- What elements of ethnicity are most important to consider for this population?

Trends

- What are the shifting trends within this population?

Liu, et. Al, 2012

Trauma-Informed, Resilience-Oriented Teams: Why Is It Important to Engagement?

If you are not activating engagement, you are probably accidentally excluding

- Build engaging habits
- The work demands support
- Mitigates risk of burn out and vicarious trauma
- Enhances the commitment of staff to the organization and the work
- Strengthens the competency of all



Cross-Cultural Communication

Ten Strategies for Effective Cross-Cultural Communication



Recognize our Humanity



We're all just trying to survive

We frequently observe misplaced Coping Strategies

We are all part of the problem therefore we can all be part of the Solution



Questions

