



COMMON STRATEGIES FOR ADDRESSING HISTORICAL/SYSTEMIC TRAUMA



Teaching cultural and community history



Teaching how systemic and historical trauma creates risk for health, social and relationship problems



Supporting opportunities for developing self-awareness, self-worth and cultural identity



Teaching life skills



Teaching strategies to cope with stress and regulate emotions



Questions to Consider

Rather than focusing on intent or individual behaviors sustaining oppression; if we view oppression as a paradigm we can understand how it influences society and then processes can be enacted to change things.

1. How do we understand the economic and racial forces behind the inequities we see? How might we name the “system” in which we are all sitting?
2. What level of consciousness do colleagues, partners and affiliates possess about the forces underlying inequity?
3. How are we talking about the problem we are trying to solve? Is the conversation digging down to root causes in a way that could lead to productive action?
4. Who are the people affected by the current structure of oppression? Are they at the table?
5. Who shapes the dominant narrative about those being served at any given moment? How are different constituents described? How would they tell their story? Is there a counter-narrative coming from those being served?
6. What are the specific disparities/inequities we seek to eliminate through this collective focus and action? What barriers stand in the way of achieving more equitable outcomes?
7. What are the population and geographic targets for our effort? Specifically, for whom and where are we trying to make a difference?
8. What will an equitable OUTCOME look like? How will we KNOW we have made progress? When do we expect to see results? What is our timeframe?
9. Who does and does not have power in this institution, in the community? What is power based on here?
10. How safe is it here for different people to share their truths here, and how can I foster a culture of safety and relational trust to move forward?
11. How can I build my practice as a leader of equity, starting with who I am and how I understand my own experiences around oppression?
12. How can I build the alliances to move forward in making decisions that interrupt reproductive practices?