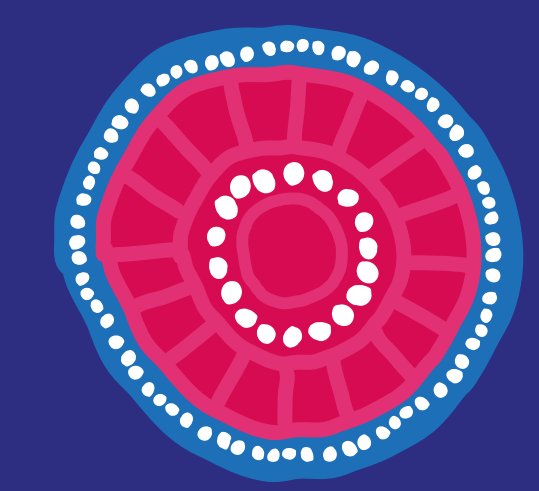
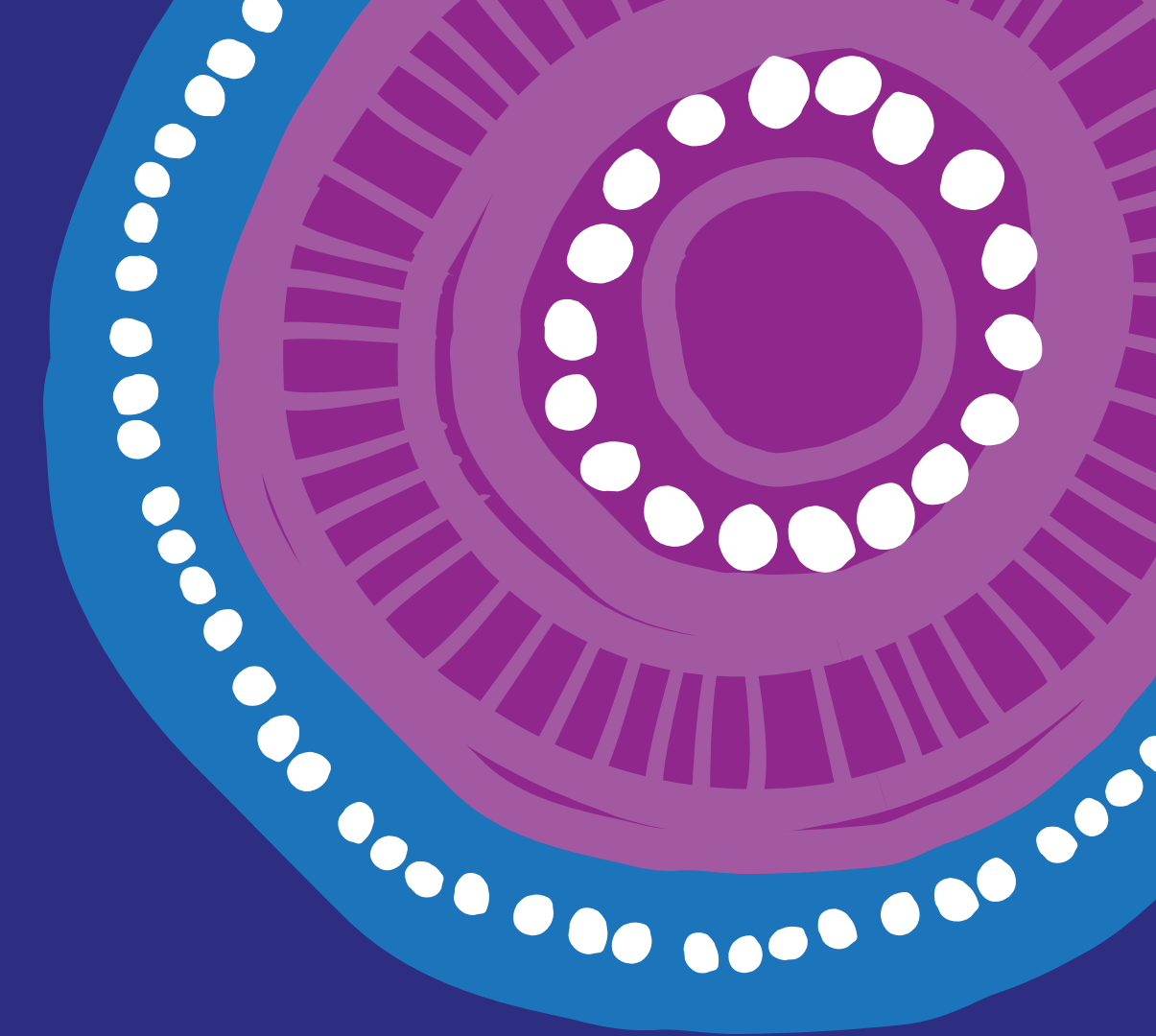






The Healing Foundation
acknowledgement
and introductions


Smoking Ceremony
Welcome to Country



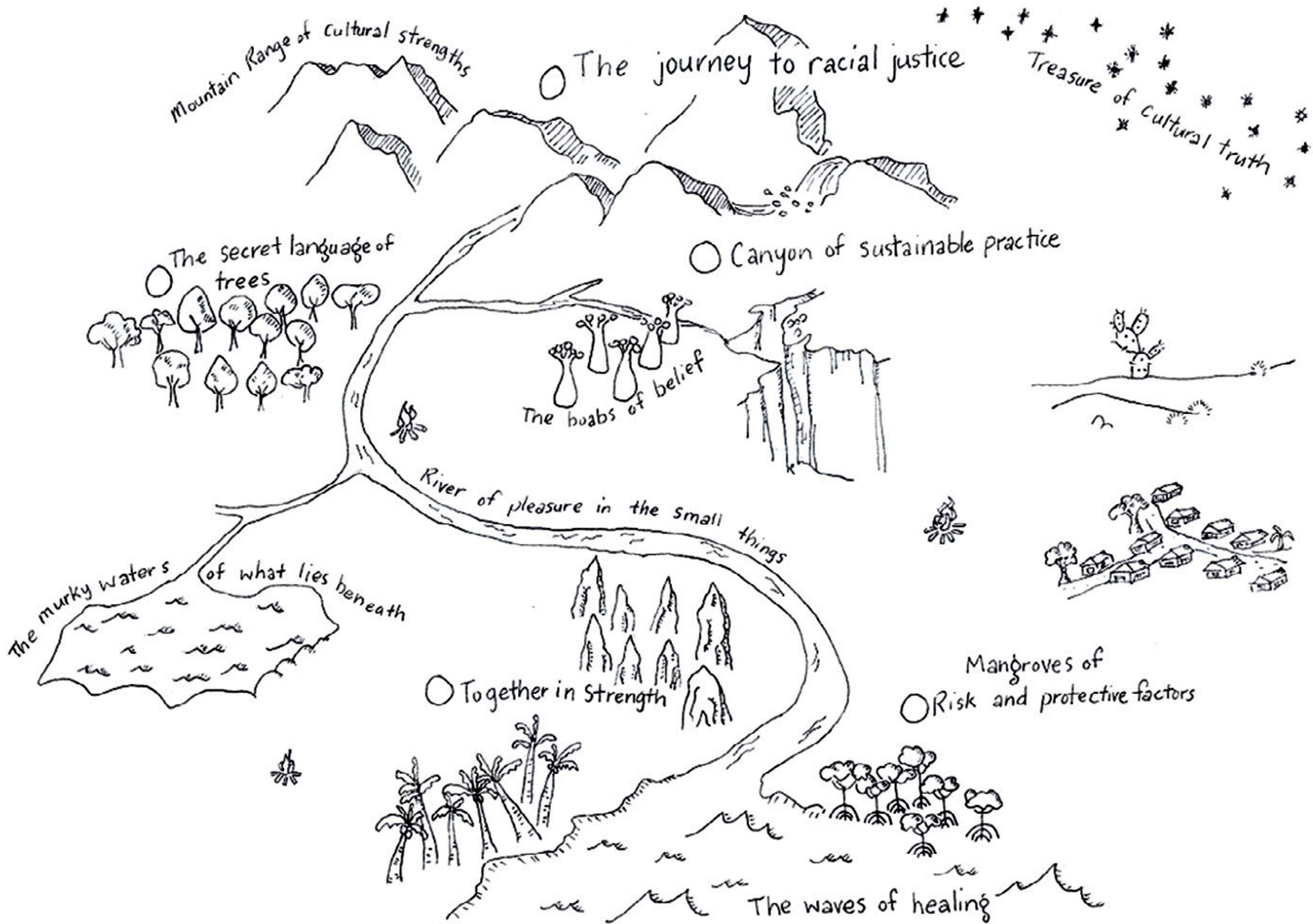
The Seedling Group







We are a collective people
with strong cultural ways
that can help us get through
the racial trauma that
we are seeing around
the world today.



We will talk today about how to make sense of what is going on, how to care for your clients and yourself.

The map to racial justice

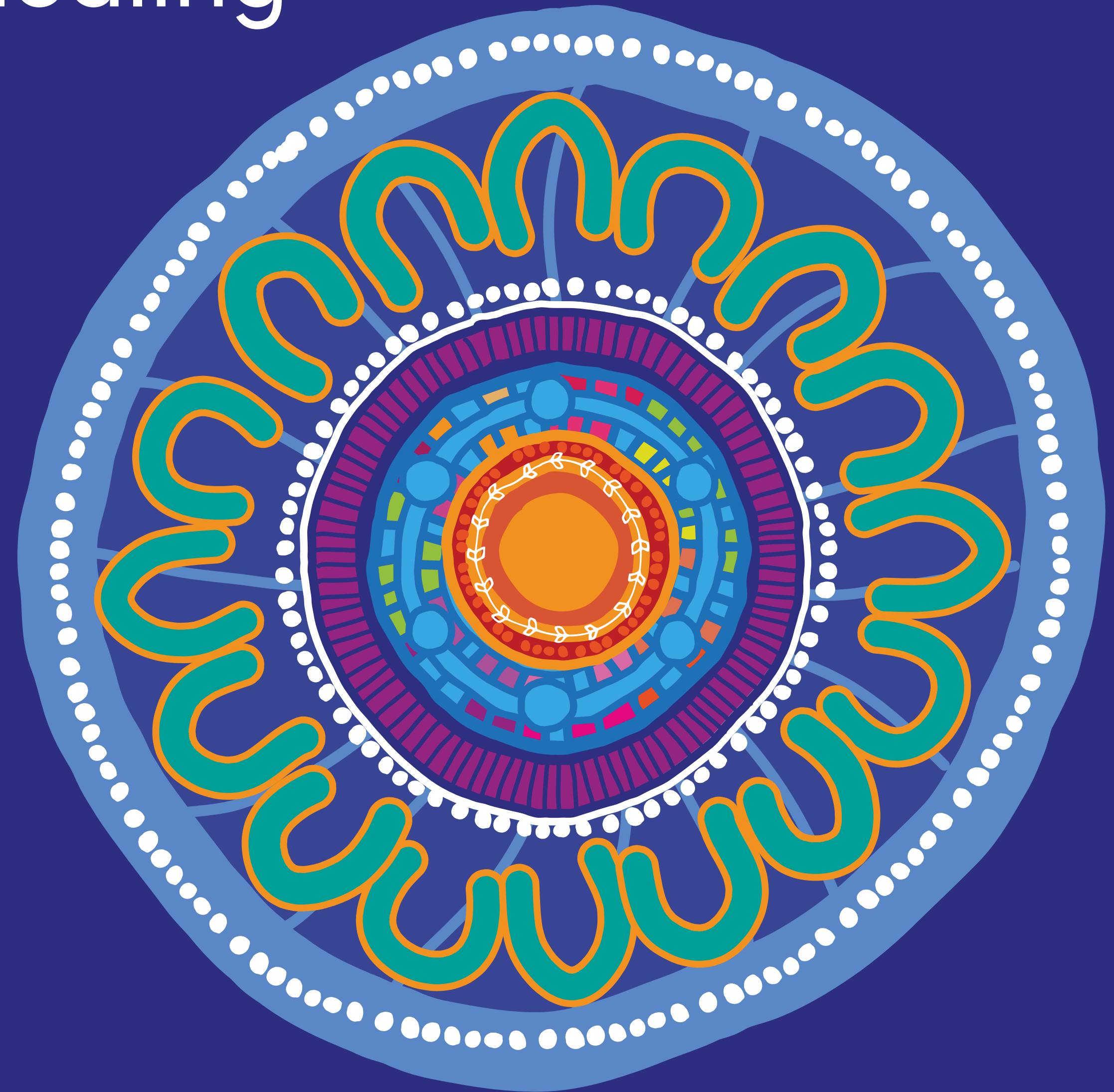
Five webinars will cover:


- Webinar 1** Knowledge is healing
- Webinar 2** The secret life of trees
- Webinar 3** Racial trauma and sustainable practice
- Webinar 4** The power of connection
- Webinar 5** Risk and resilience factors of racial trauma



Webinar 1 Knowledge is healing

- What are we seeing?
- What are we feeling?
- What is racism?
- Microaggressions (everyday racism)
- **Tool for today:** respond don't react





Is the spike we are seeing in racial trauma hurting you and your clients?

The perfect storm



2019 COVID-19

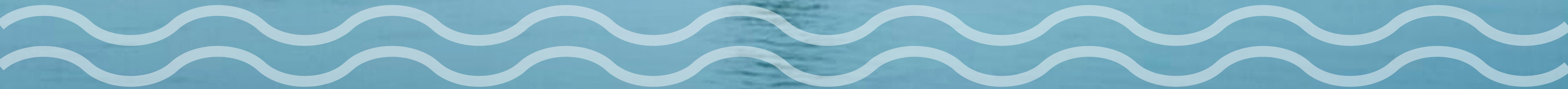
2006 Me Too movement

2017 Invisible
no more

2013 Royal Commission
into Institutional
Response to Child
Sexual Abuse

1995 Deaths
in custody

Invisible no more



Racial trauma

Historical racial trauma
– soul wound

Intergenerational racism

Racial trauma PTSD

Intergenerational privilege

Dehumanisation

White fragility

Structural and systemic racism

Covert racism
– “I’m not racist but...”

Everyday racism
– microaggressions

Racism is a fear response



Racism – what is it?

- Prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.
- Revealed through actions or attitude, not all racism is obvious
- Includes all the barriers that stops people from enjoying dignity and equality because of their race

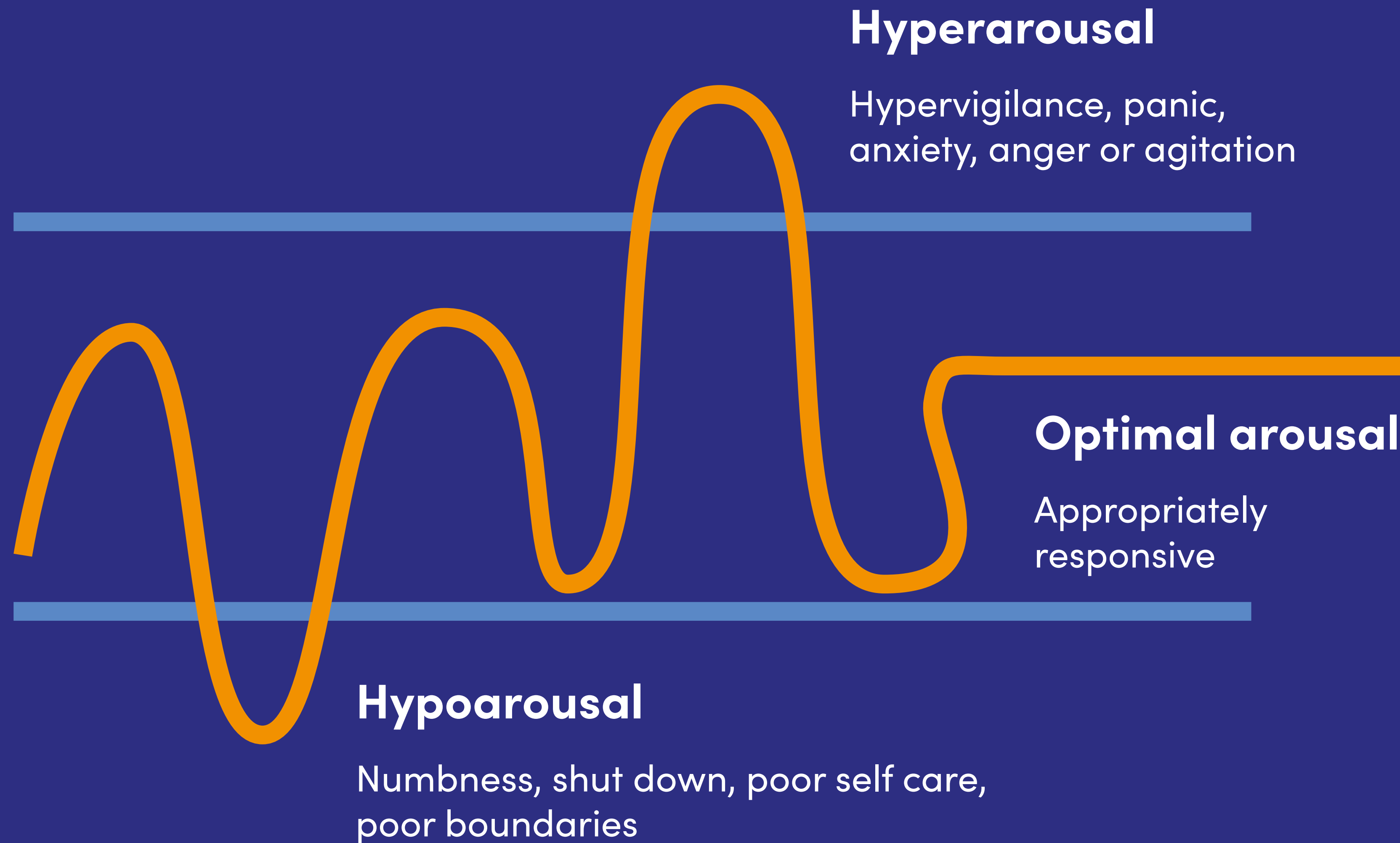


Everyday racism aims to erode identity

- It makes you an 'other'
- It dehumanises
- It challenges your self-worth
- It puts us into fight, flight, freeze or befriend – out of our window of tolerance



Window of tolerance



Themes of microaggressions

- Stereotyping
- Exoticising
- Pathologising



When the white person
behind you gets served first



They only got the job because it was



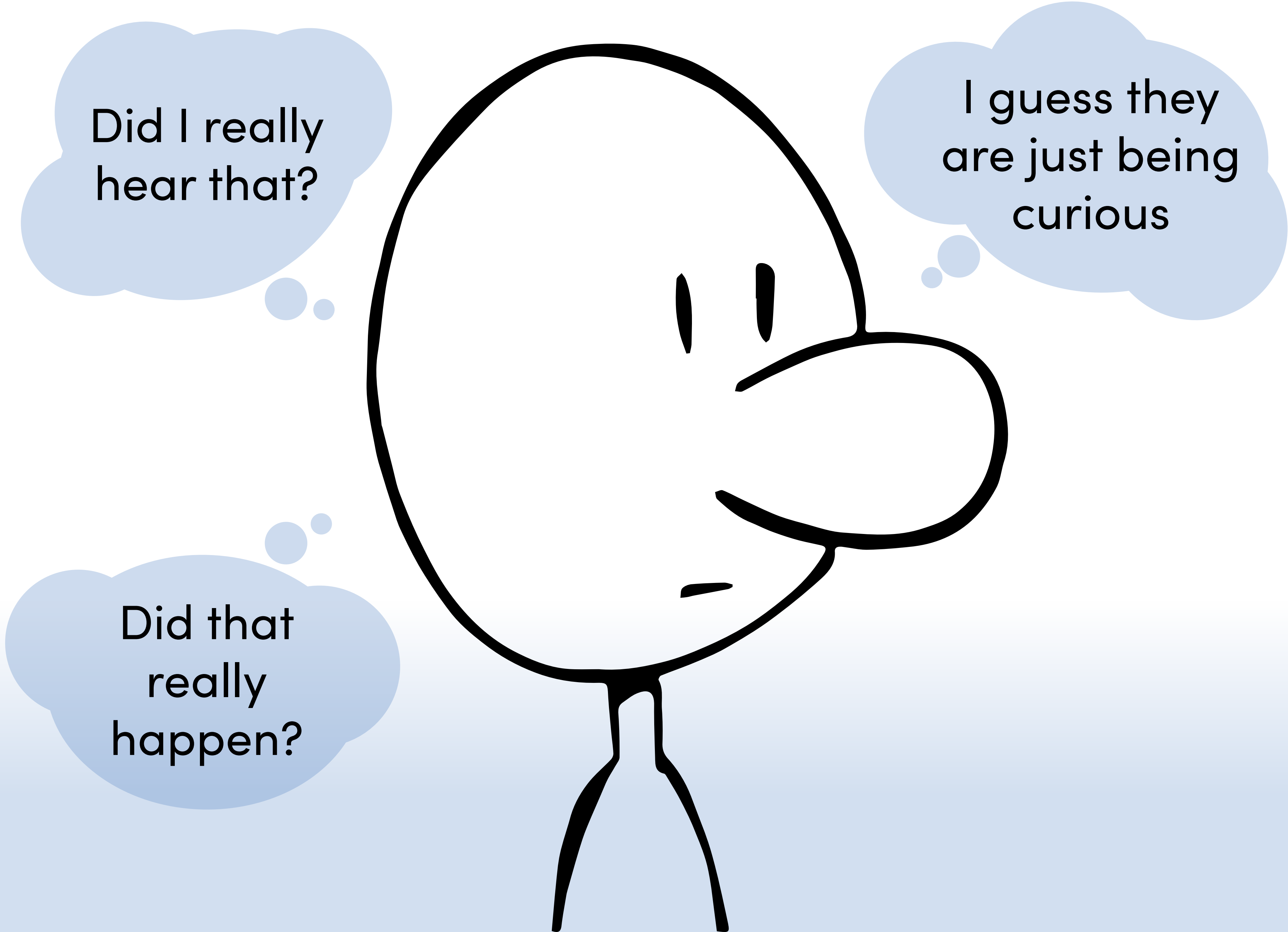
But all lives *matter*, don't they



3 Types of racial microaggressions

1. Micro assault – an intentional act
2. Micro insult – may or may not be intentional
3. Micro invalidation – diminishes your lived reality





Did I really
hear that?

I guess they
are just being
curious

Did that
really
happen?

Micro validations

They can't help if they are just ignorant



Individual coping strategies
do not appear to provide
sufficient protection from harm

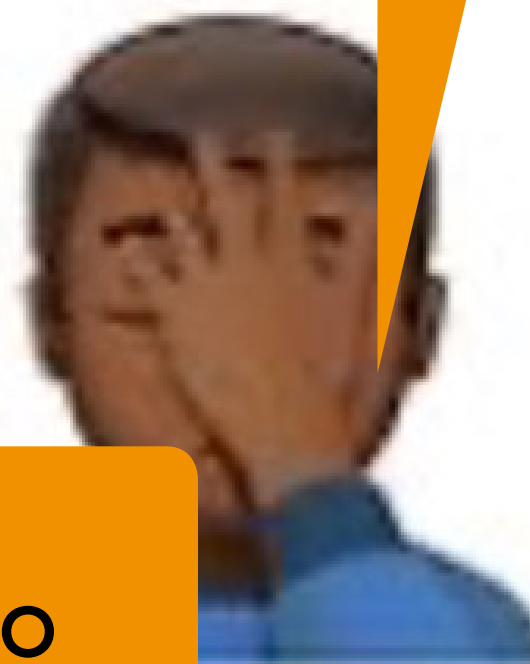
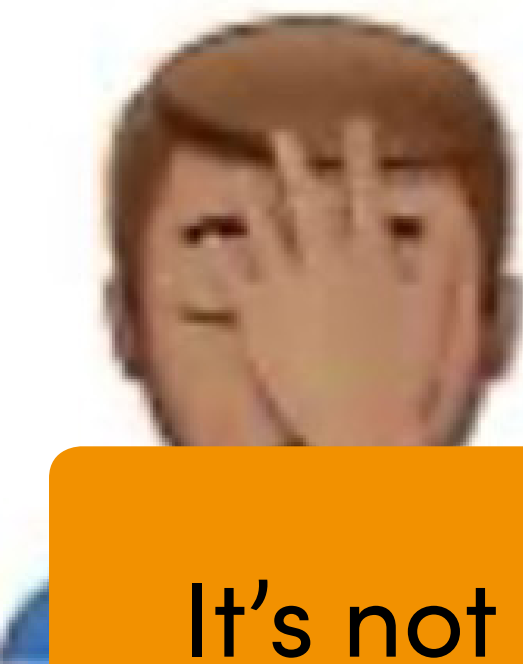
VACCA 2007, Mental Health Impacts on Racial Discrimination
in Victorian Aboriginal communities



Tool for today

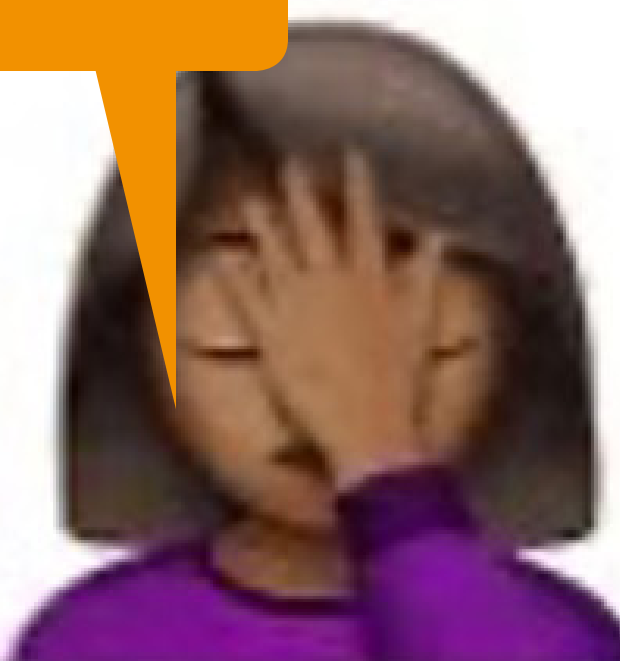
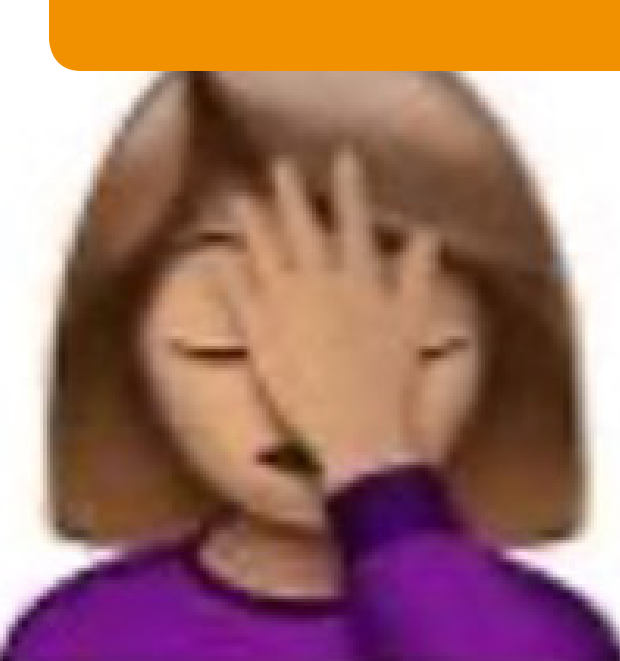
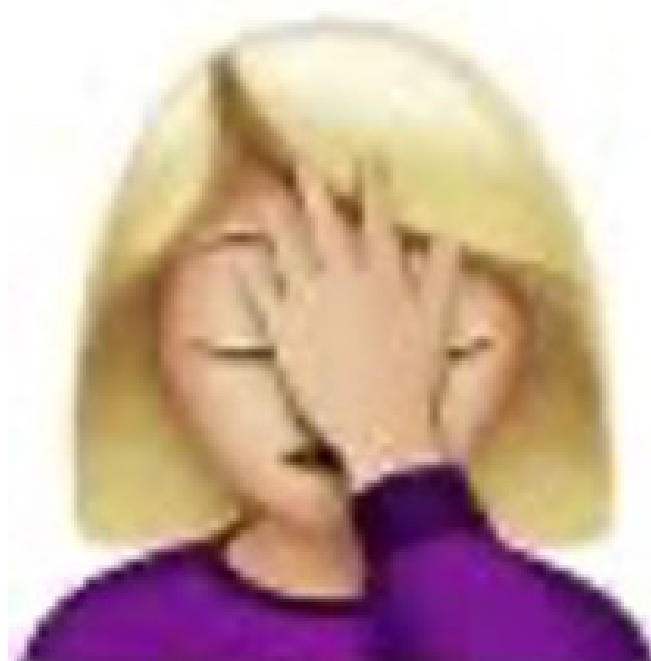
Worksheet - respond don't react

WOW, is that what you think?



Funny you would ask me that, why would you ask me that?

It's not OK to ask me that.



Where can I find more information?

READ:

Sue, DW (2007) Racial Microaggressions in everyday life – Implications for Clinical Practice, American Psychologists Association

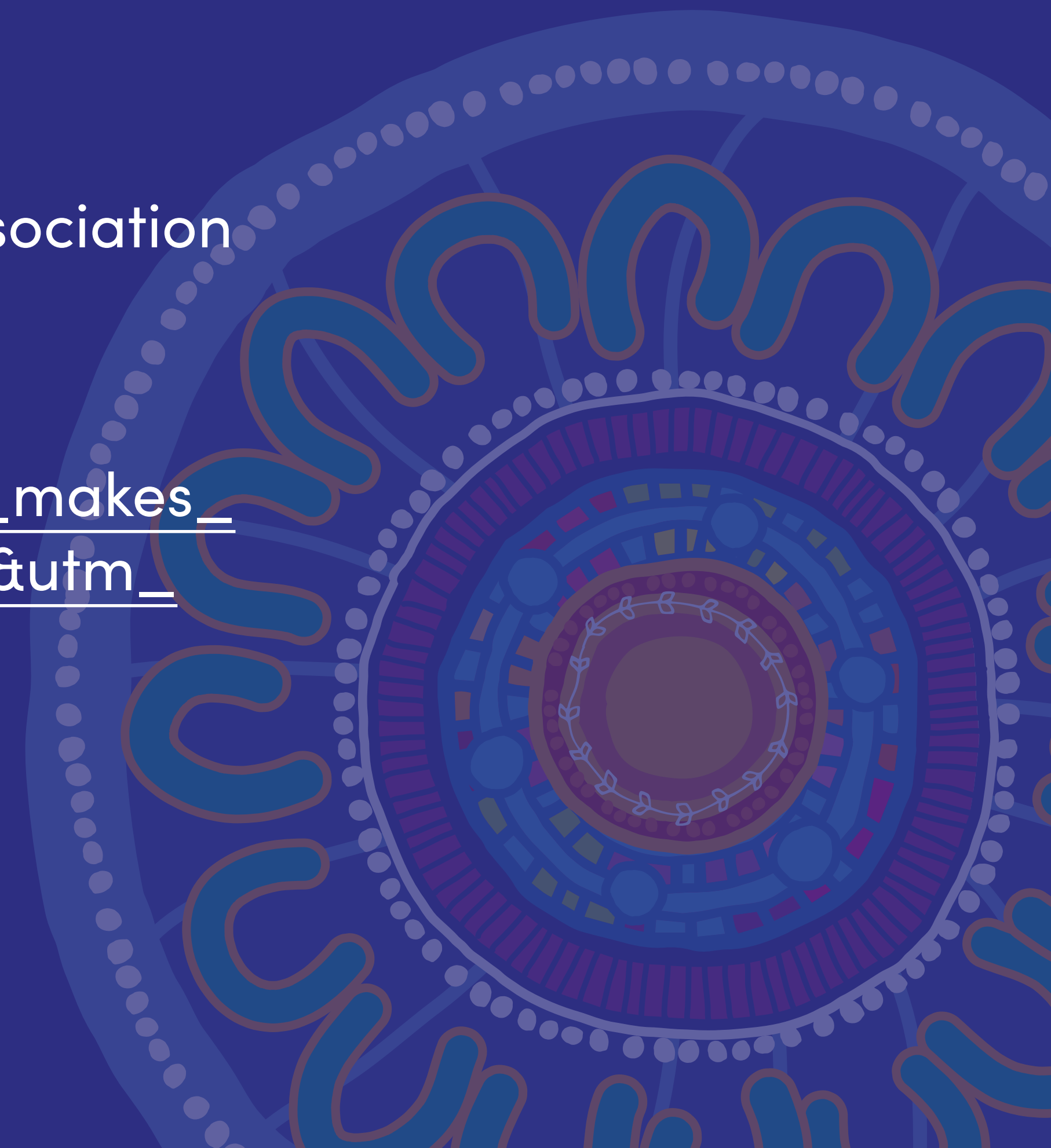
WATCH:

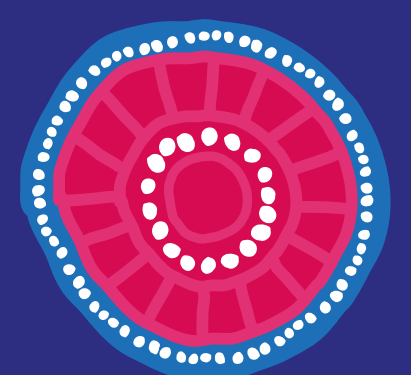
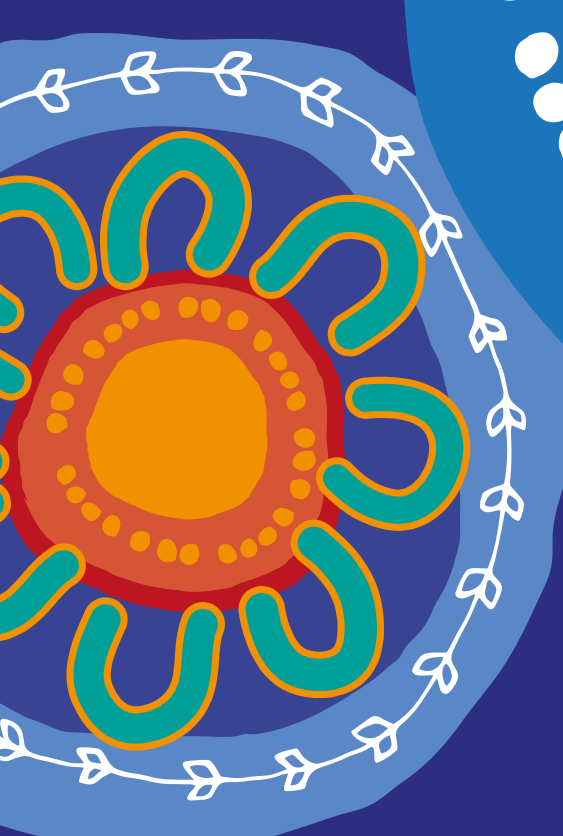
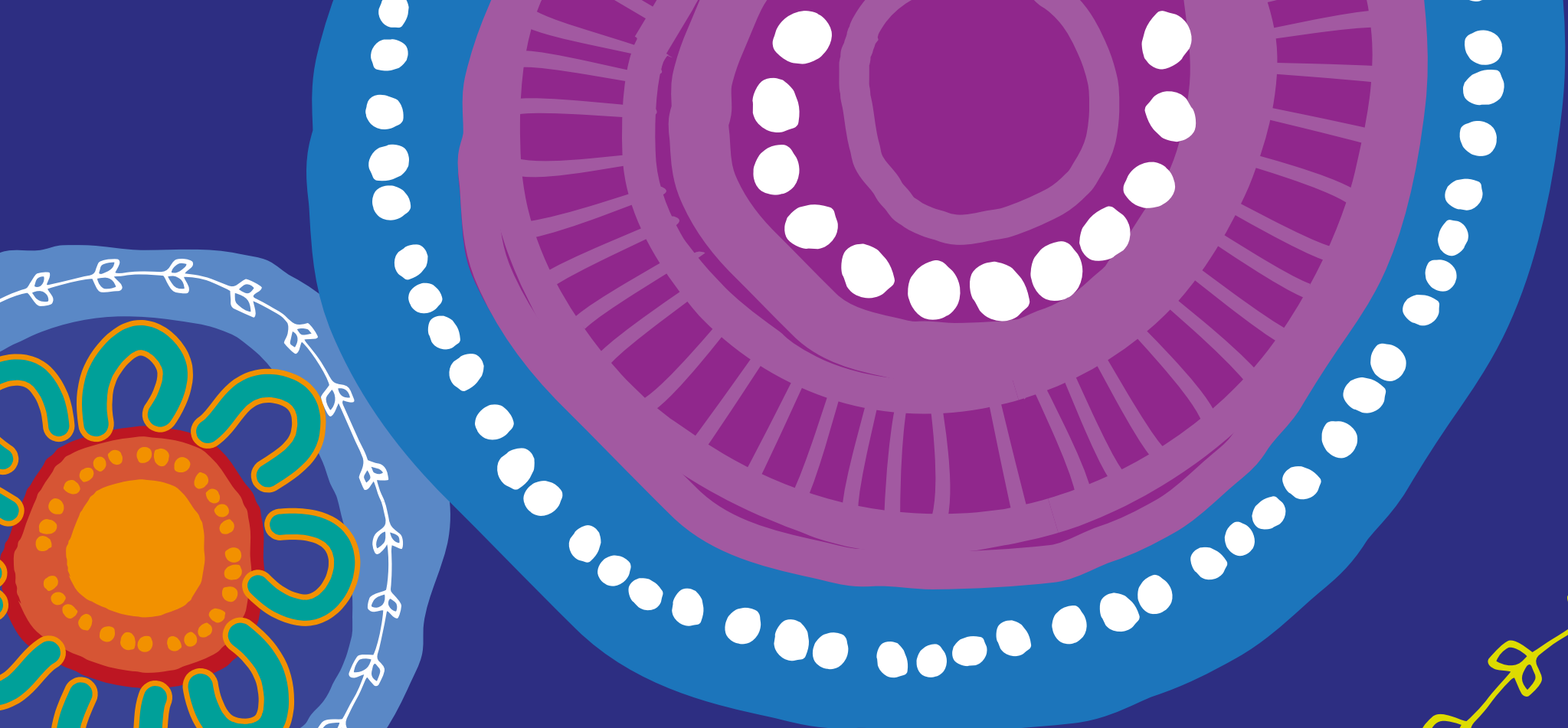
David R Williams TED TALK *How Racism Makes us Sick*

https://www.ted.com/talks/david_r_williams_how_racism_makes_us_sick?utm_campaign=tedspread&utm_medium=referral&utm_source=tedcomshare

TED TALK – *What's It Like to be an Aboriginal*

https://www.ted.com/talks/tui_raven_what_is_it_like_to_be_aboriginal?utm_campaign=tedspread&utm_medium=referral&utm_source=tedcomshare





**Question
& answer
session**



Webinar 2 The secret life of trees

- Language and meaning
- Challenge and privileges
- Micro and macro bias
- Strengths and connection



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Language and meaning

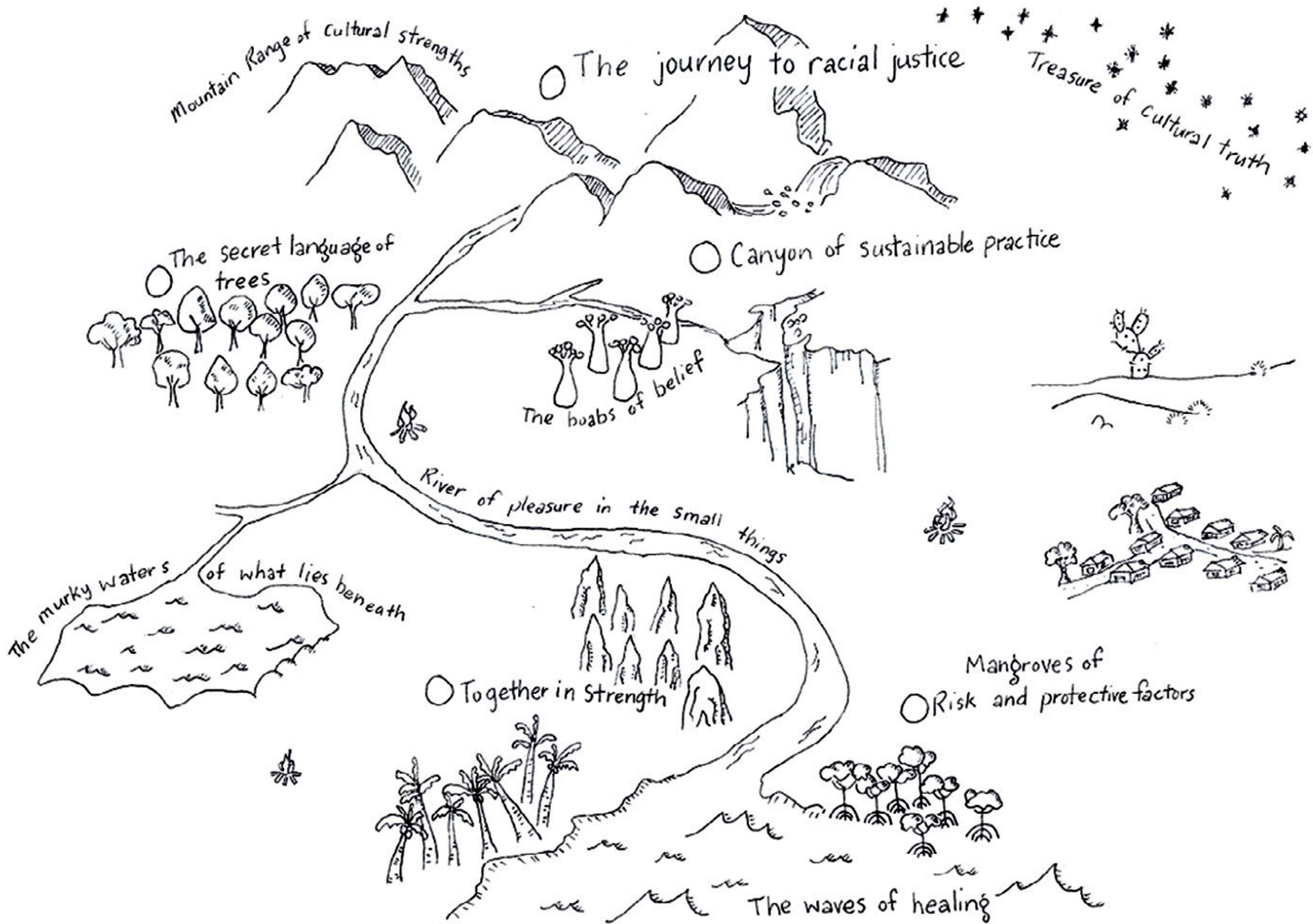
Historical racial trauma & cultural trauma



“What do you know of the secret lives of trees?”

<https://youtu.be/yWOqeyPIVRo>





Intergenerational privilege





Intergenerational trauma

& intergenerational resilience



Historical racial trauma

Historical trauma

Racial trauma

Micro and macro bias

Removal of language

Socio political systems

Systemic and structural bias

Systems that preclude us or control us

Mining cultural sites
All street names
non-Indigenous names

“Why can’t they just get over it?”

Intergenerational resilience

- Honouring family
- Connection to land
- Traditions and rituals
- Laughing and humour
- Words and language
- Walking in two worlds
- Collective identities

Epigenetics – an act of resilience



Tool for today

What are your strengths?
Who can you thank for those strengths?

Nana used to say...

**“You come from a
long line of strong
black women.”**



Where can I find more information?

WATCH:

Apology11 Faye Clayton – video clip:
<https://healingfoundation.org.au/videos/apology11-fayeclayton/>

READ:

Dr. Judith MacCallum et al (2010). Australian Perspectives: Community Building Through Intergenerational Exchange Programs. *Journal of Intergenerational Relationships*, 8:113–127.
<http://people.stern.nyu.edu/kbrabazo/Eval-repository/Repository-Articles/exchange%20programs.pdf>

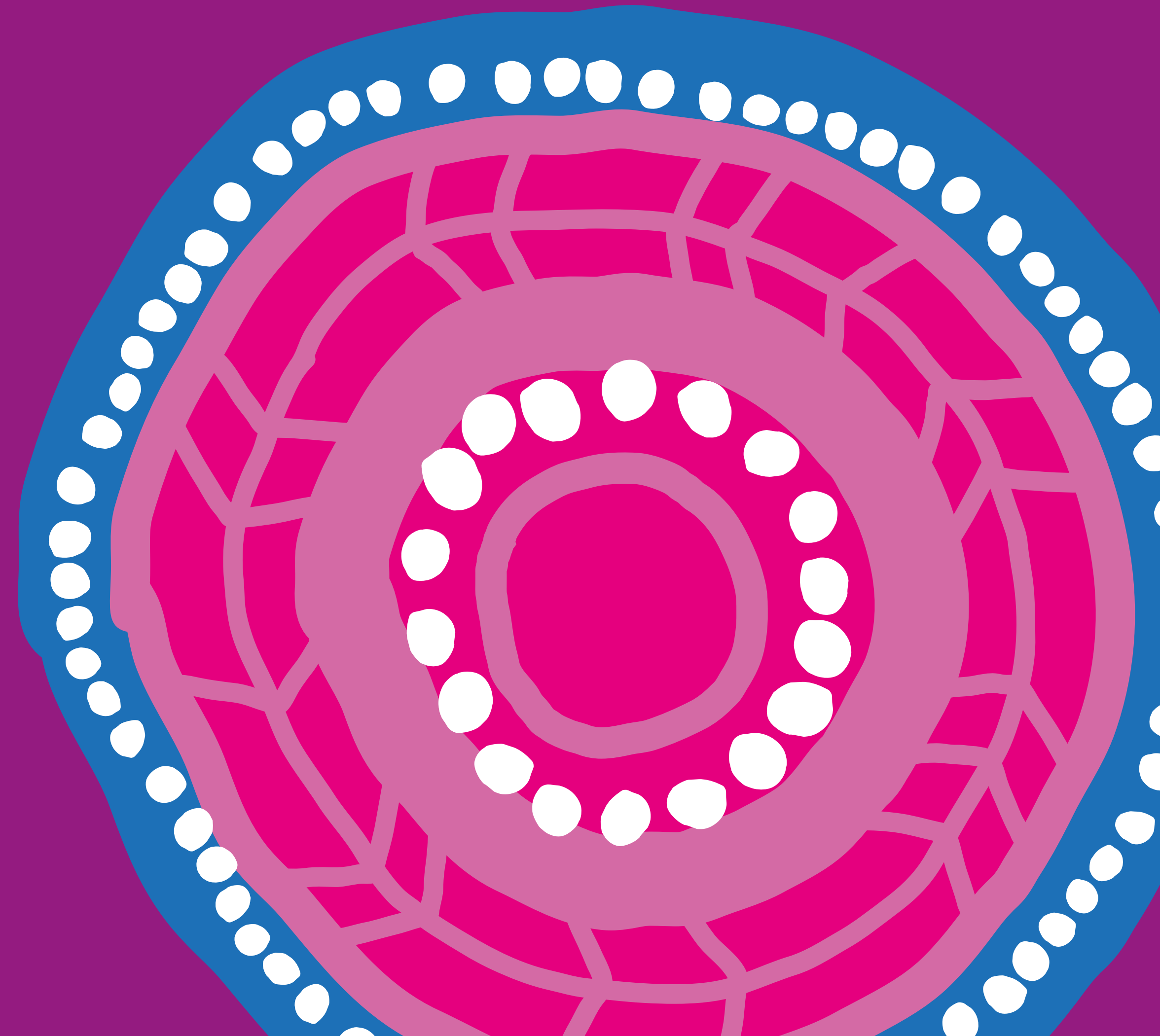


Faye Clayton



Webinar 3 Racial trauma & sustainable practice

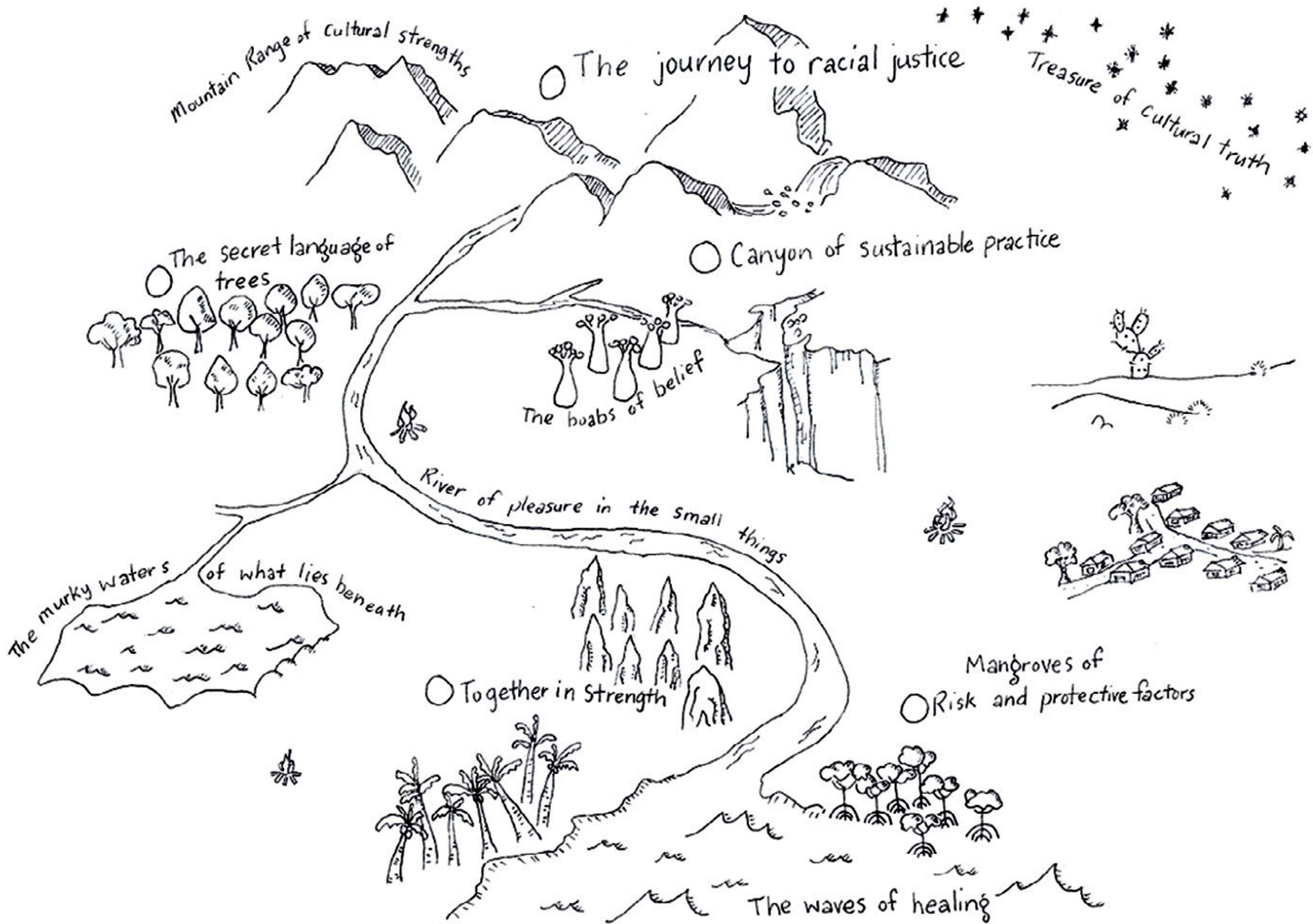
- What has changed for you?
- Individual, collective and cultural trauma and healing
- Recovery and healing
- My child, my teenager, my adult, my parent and my Elder role
- Question & answer session



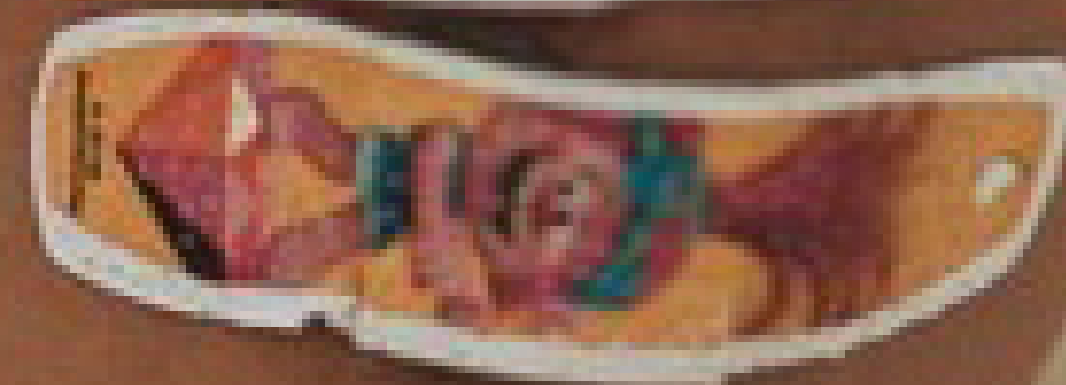
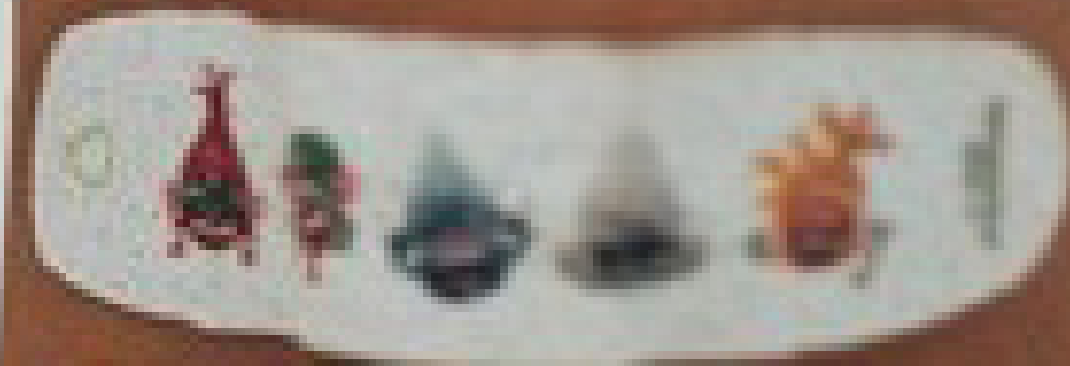
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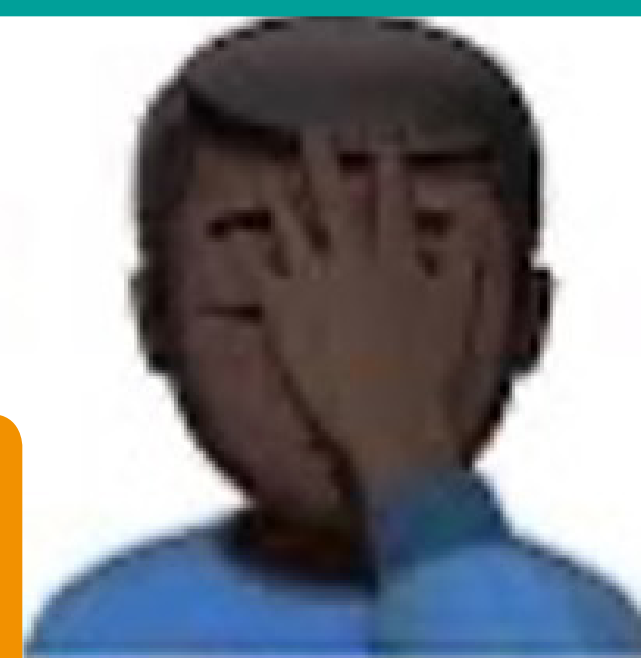
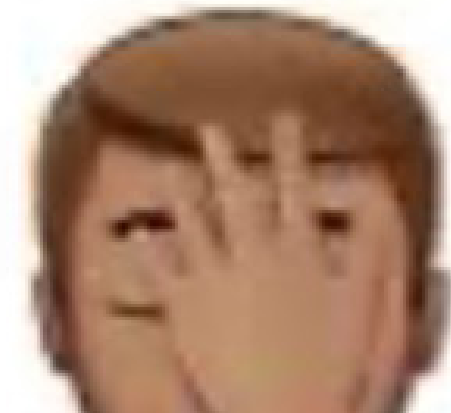
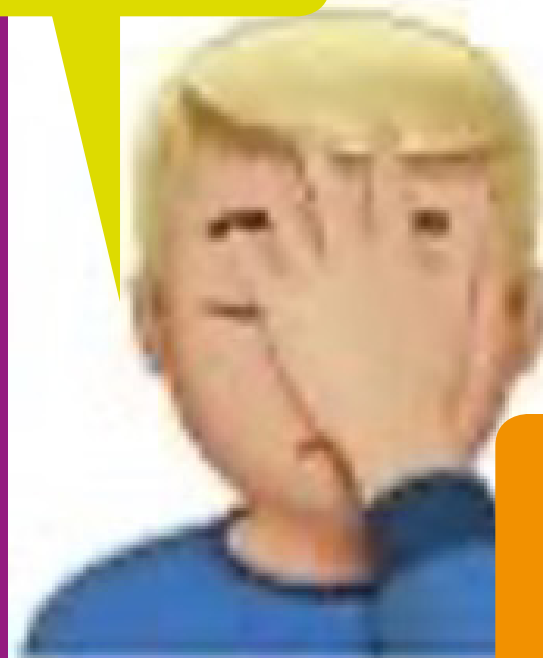
Individual trauma



Individual response

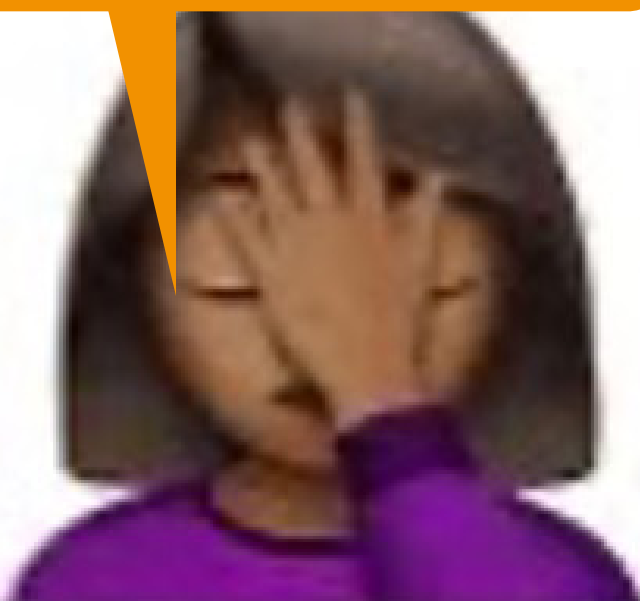
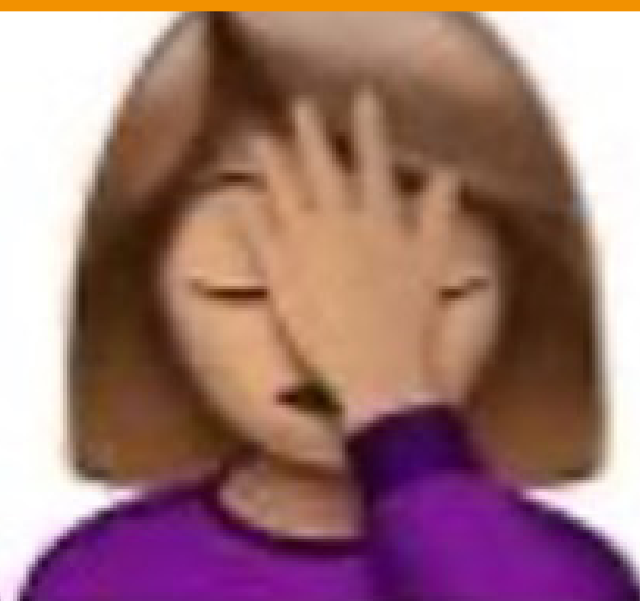
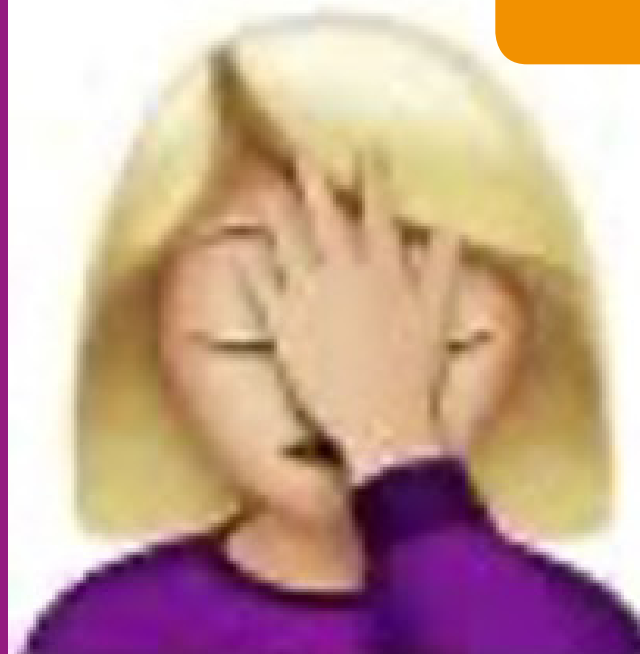
CURIOSITY RESPONSE:

WOW, is that what you think?



BOUNDARY RESPONSE:

It's not OK to ask me that.



HUMOUR RESPONSE:

Funny you would ask me that, why would you ask me that?



Collective trauma

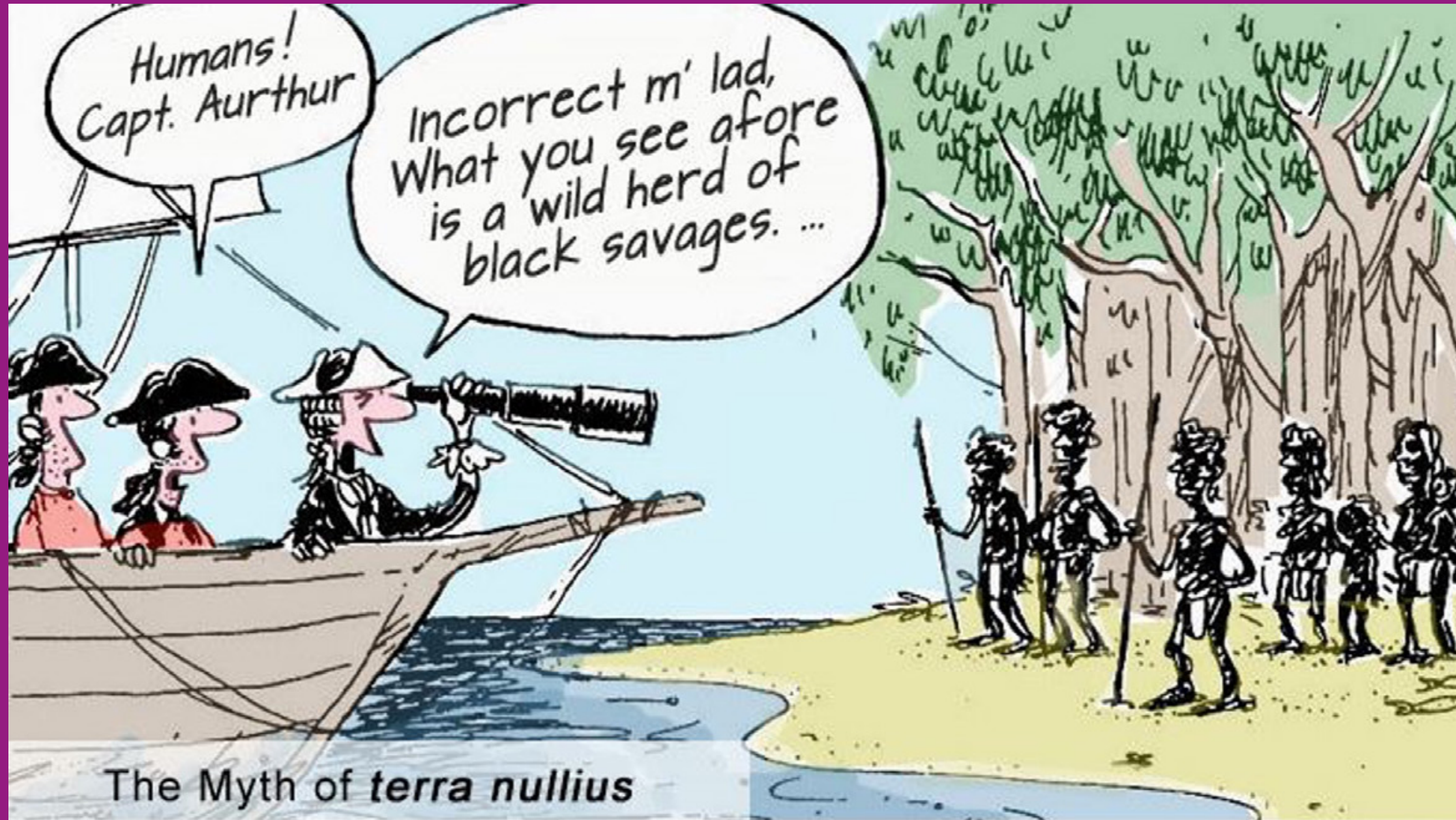


Collective healing

- Connection to community, family and kin, country, culture, body-mind and spirit – spirituality through creating culturally safe environments
- Finding and telling our stories
- Making sense of the stories
- Feeling feelings
- Moving through layers of loss and grief to ownership and choices and strengthening cultural and spiritual identities



Cultural trauma

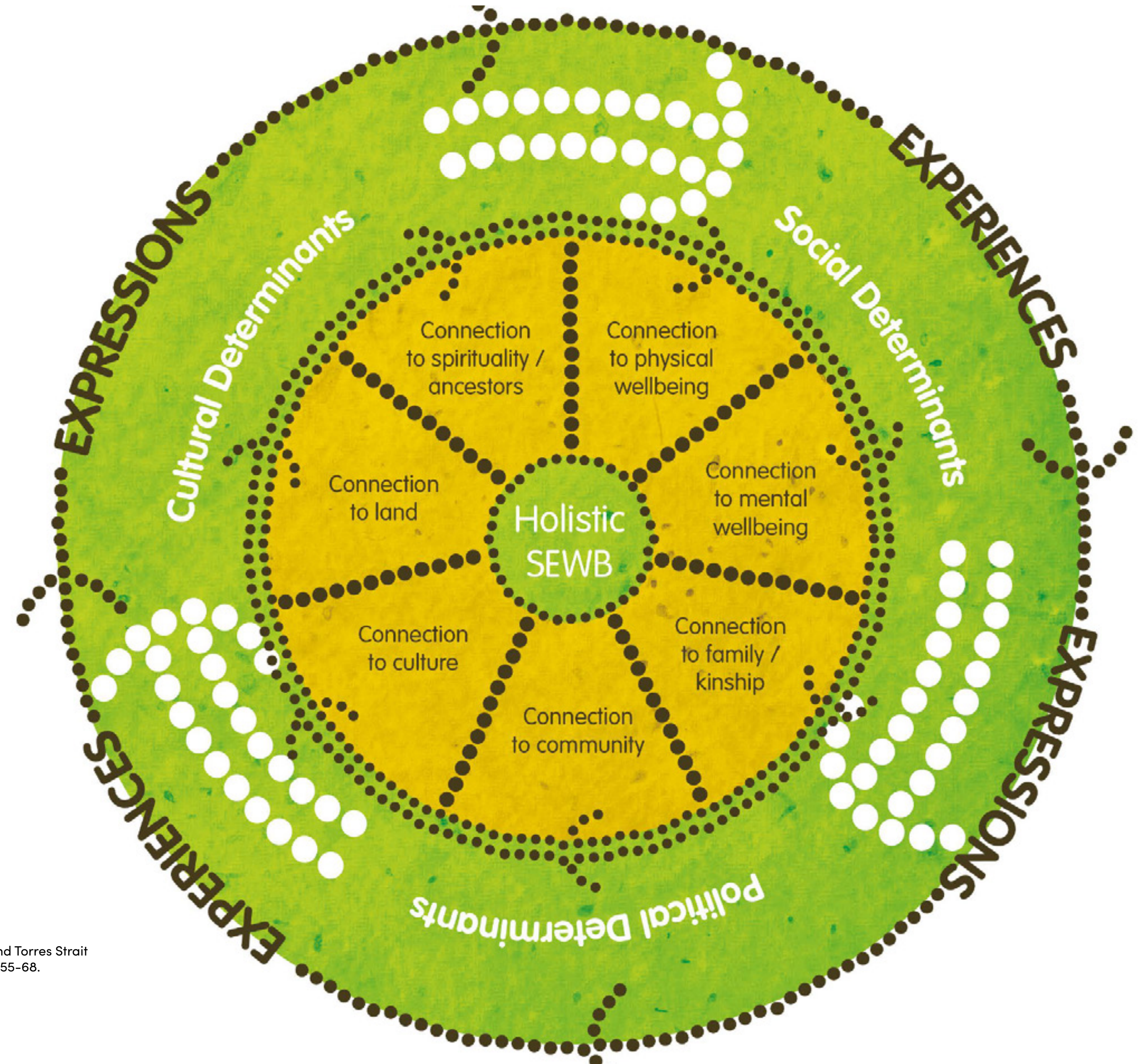


Cultural healing

- Link-Up
- Stolen Generations organisations
- Renaming of country and places
- Welcome protocols
- Apologies
- The Healing Foundation
- Language recovery

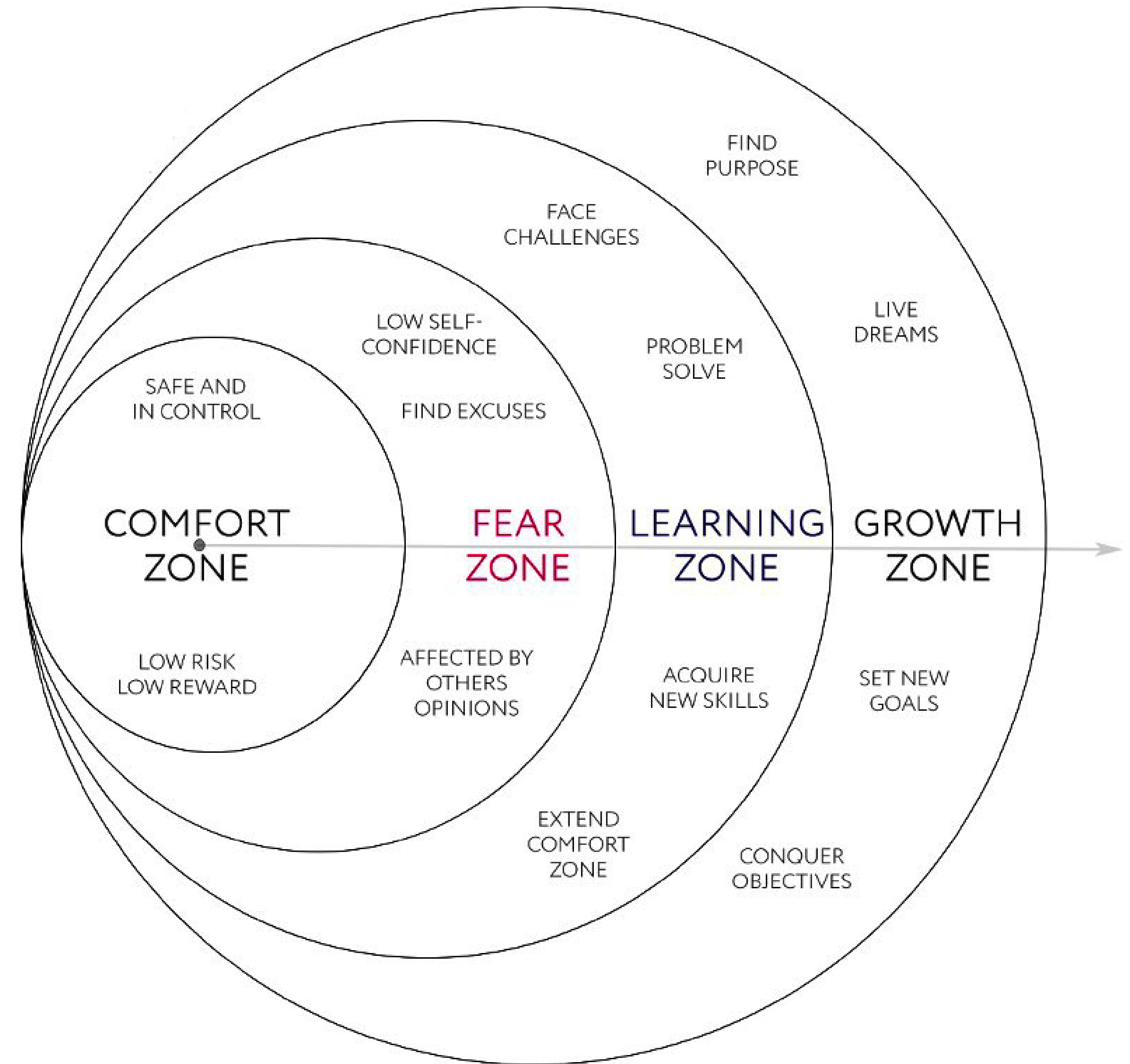


Recovery & healing



What does recovery look like?

THE COMFORT ZONE



You don't have
to attend to
every argument
you are
invited to



What part can I play?

REACT

OR

RESPOND

Child

Child

Teenager

Teenager

Adult

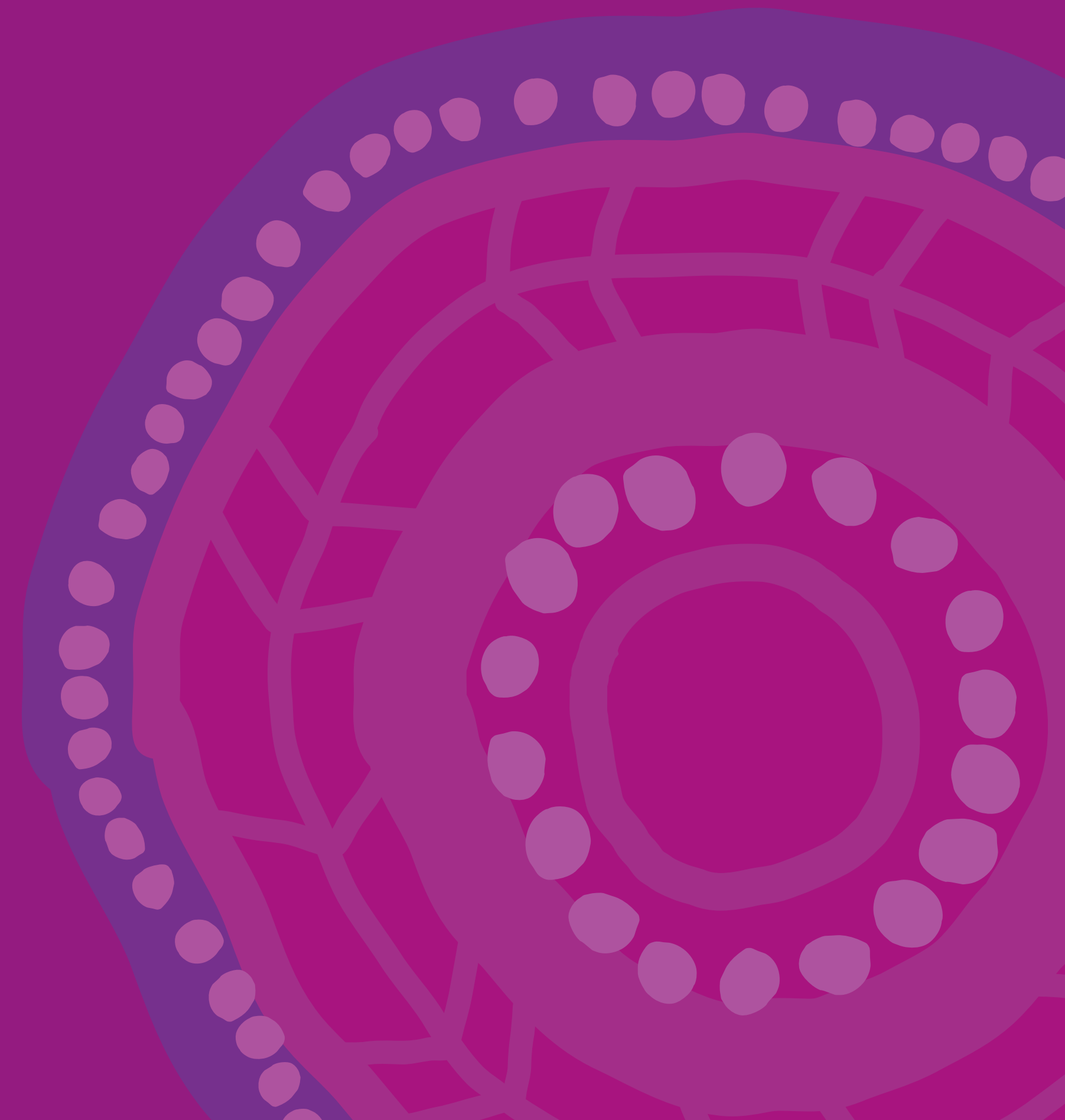
Adult

Parent

Parent

Elder

Elder

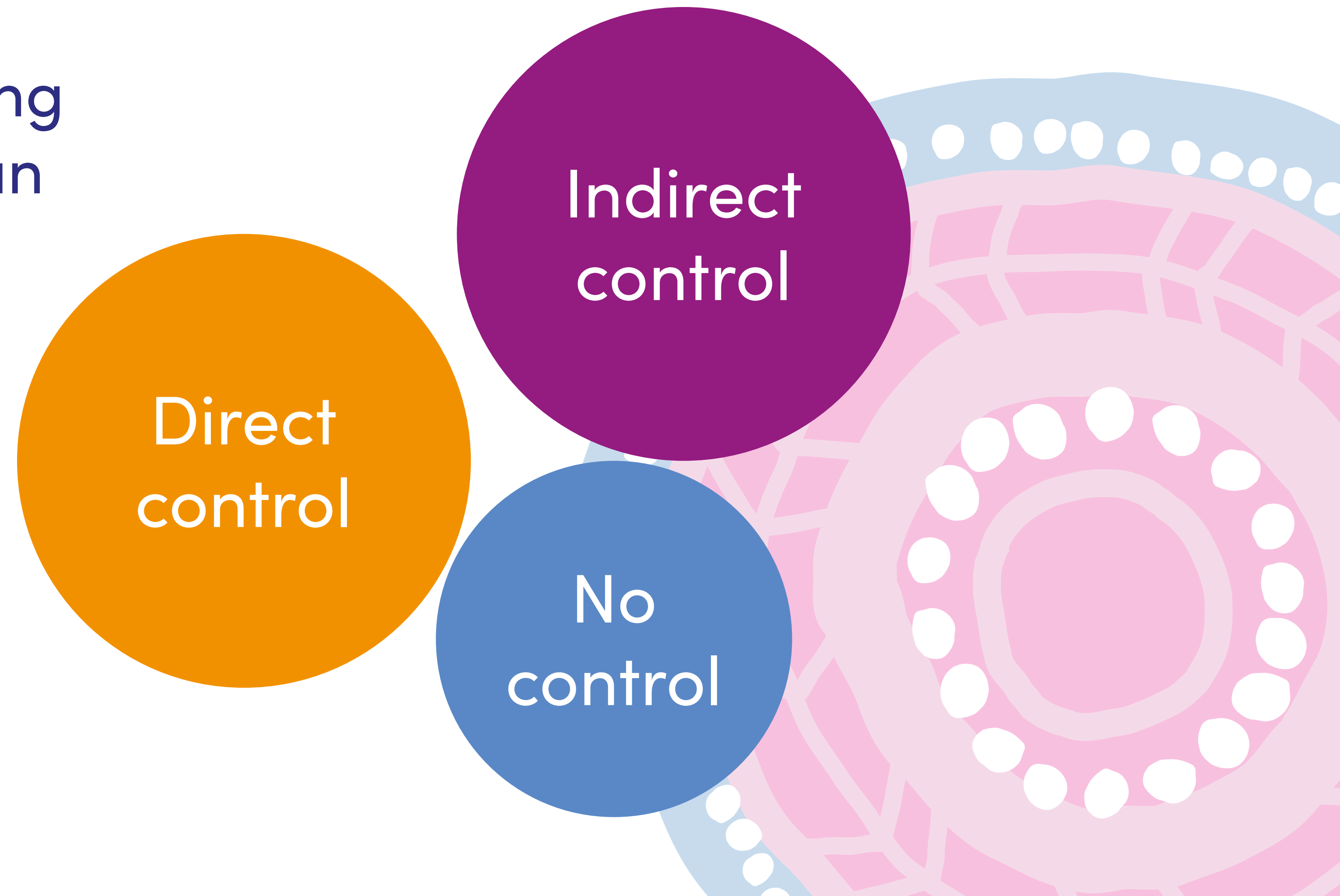


Tool for today

Your circles of control

Letting go of what you can't control

Recognising and accepting what you can't control can improve resilience.



Where can I find more information?

READ:

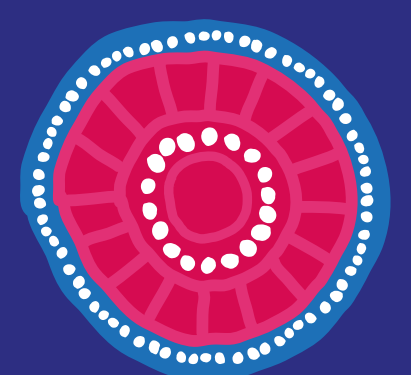
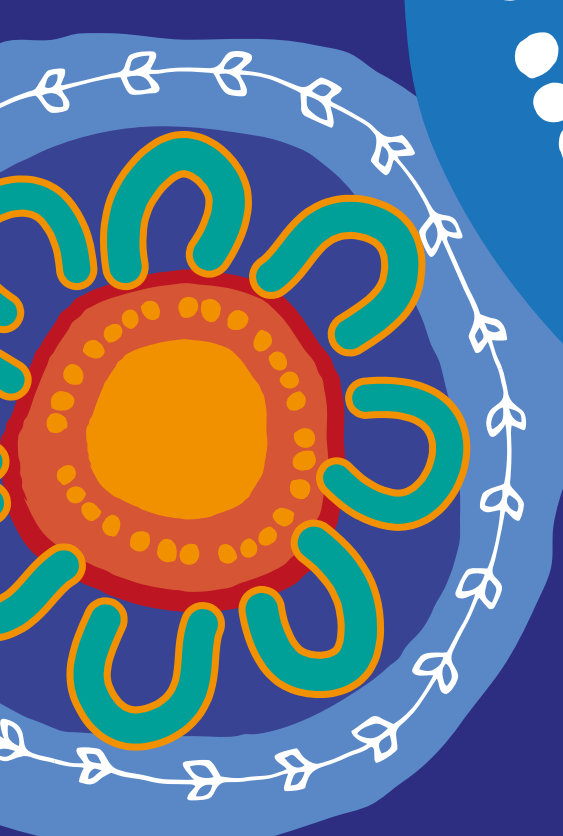
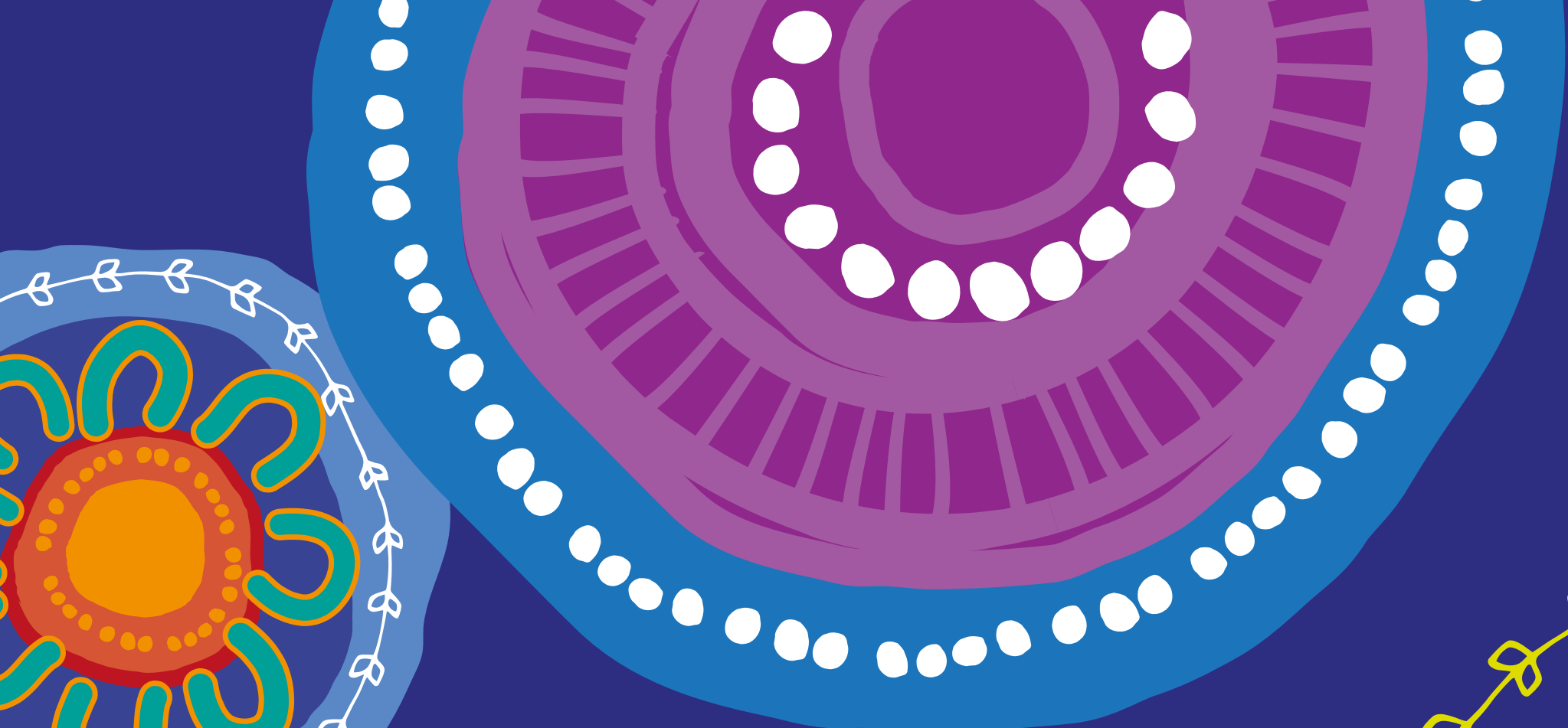
Salzman, MB and MJ Halloran (2004). Cultural trauma and recovery: Cultural meaning, self-esteem and the re-construction of the cultural anxiety-buffer.

https://www.researchgate.net/profile/Michael_Halloran2/publication/261650004_Culture_meaning_self-esteem_and_the_re-construction_of_the_cultural_worldview/links/0f31753506c14050aa000000.pdf

WATCH:

Murri School Healing Program Brisbane

<https://youtu.be/xXj3zJgD3Kw>



**Question
& answer
session**



Webinar 4 Together in strength

- Ancestors to return to
- Collective healing
- Allies



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Treasure of cultural truths



Collective healing – symbiotic relationships



But how do we believe our new narrative?

- Difference between **recovery** and **healing**
- **Recovery** is learning what trauma is and the consequences of that and discovering a new positive narrative
- **Healing** is when we start to internalise it.

The process of internalising a new belief

In the storyline of pathologised pain and trauma we search for the strengths.

We have survived, we are still here!

We identify the strengths and reignite the neural network of strengths.



Stop surviving and return to thriving

Just as racism ignites the pain pathways, strengths ignite pleasure pathways.

We have to come out of fight, flight, freeze or befriend to start healing. Then we can start adopting our positive narrative.

<https://www.brightsidecounseling.net/brain-smiles>





Being on Country

Photographer unknown:
[https://www.pinterest.com.au/
pin/443886107024174504/](https://www.pinterest.com.au/pin/443886107024174504/)



Diverse yet together



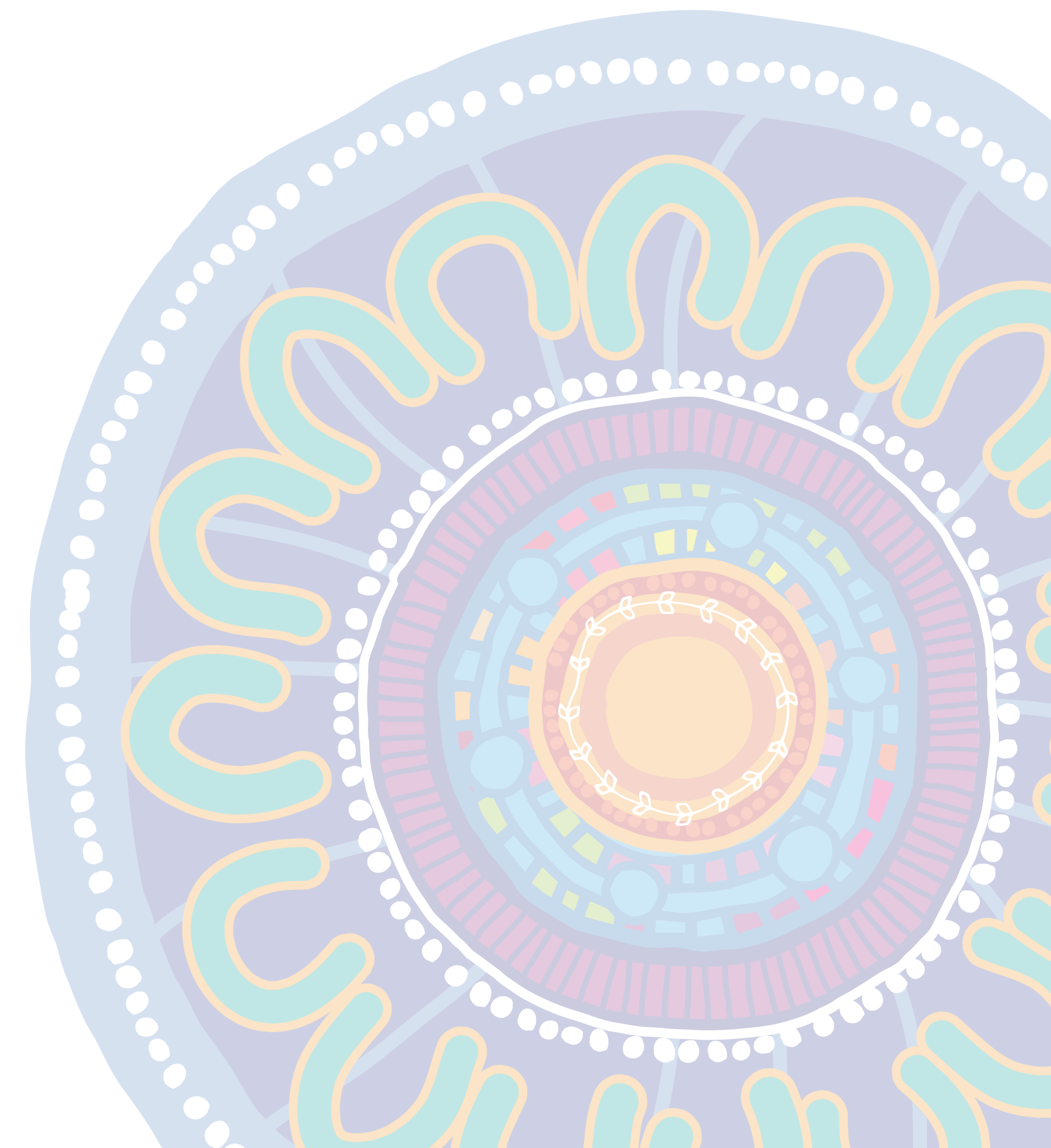
Distribution of 380 Indigenous Australian language groups
[Credit: Dave Foster, via Australian Geographic]

Those who want to walk beside us



Tool for today

- Stay humble
- Apologise when you are wrong (not to the extent that I have to rescue you)
- Don't diminish or deny my experience
- Being an ally will sometimes be inconvenient or uncomfortable
- Don't make yourself the expert of everything black



Where can I find more information?

WATCH:

Q & A “I am not the problem”

https://youtu.be/birnA3_tm5E

READ:

Enders, Giulia. *Gut: The Inside Story of Our Body's Most Underrated Organ* (Revised Edition). Greystone Books Ltd, 2018.

Saul, Jack. *Collective trauma, collective healing: Promoting community resilience in the aftermath of disaster*. Vol. 48. Routledge, 2013.

<https://tinyurl.com/>



Webinar 5 Risk & protective factors

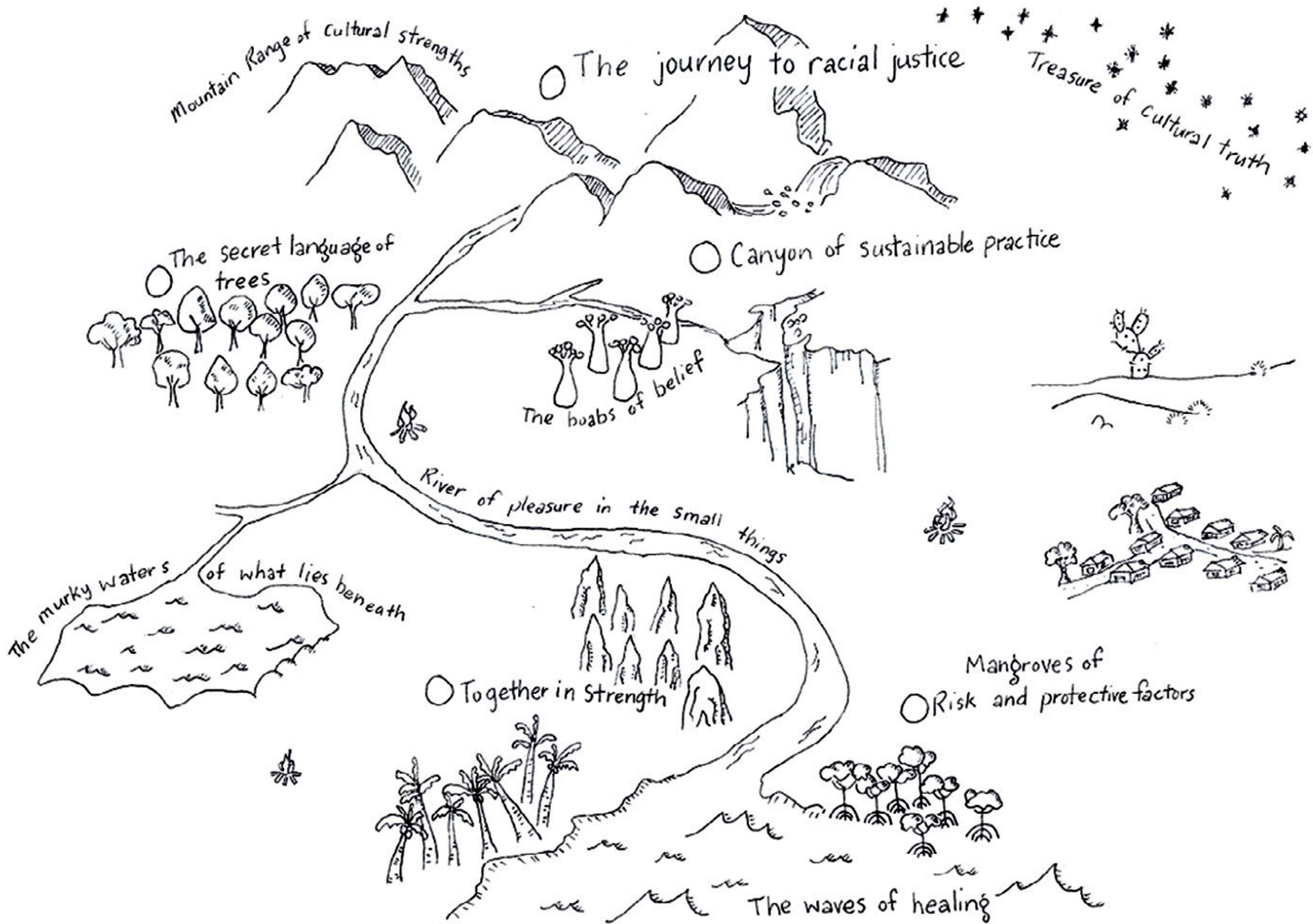
- Individual
- Social
- Collective



The Seedling Group

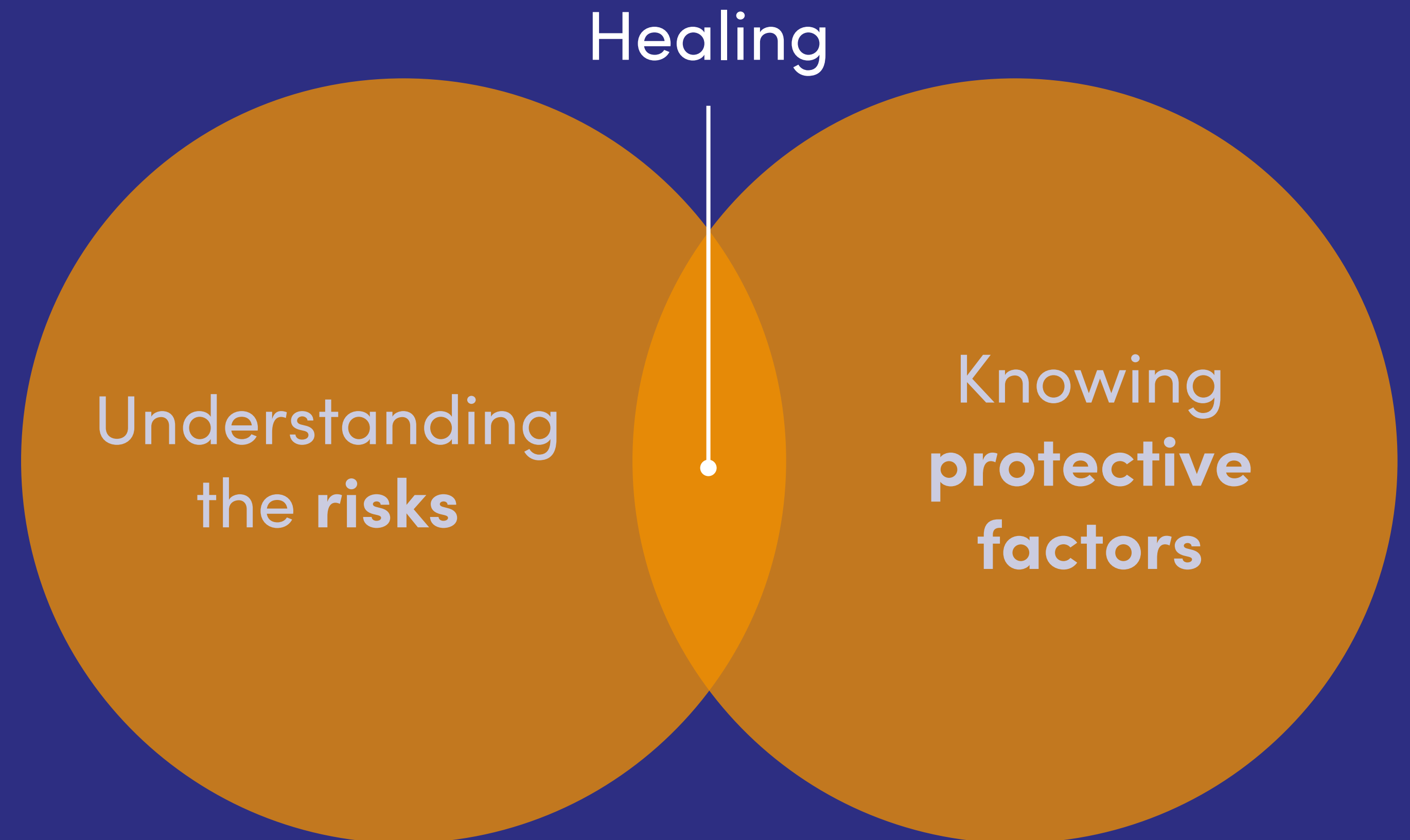






Individual

Risk & protective factors



Coping strategies

https://youtu.be/jeyXRF_1FOE



Outgrowing an old identity



Social

Risk & protective factors



Collective

Risk & protective factors



Meritocracy

We are all raised with the idea of meritocracy – if you work hard you will be successful, if you study hard you will get a good job and lots of money. But that is a trap, because there is a dark side to meritocracy. If rich people deserve everything they get, then poor people must deserve everything they get. If we praise rich people, we have to despise poor people, they are not trying hard enough. It completely disregards luck and privilege.

Meritocracy is the politics of **SHAME**



Socially acceptable racism

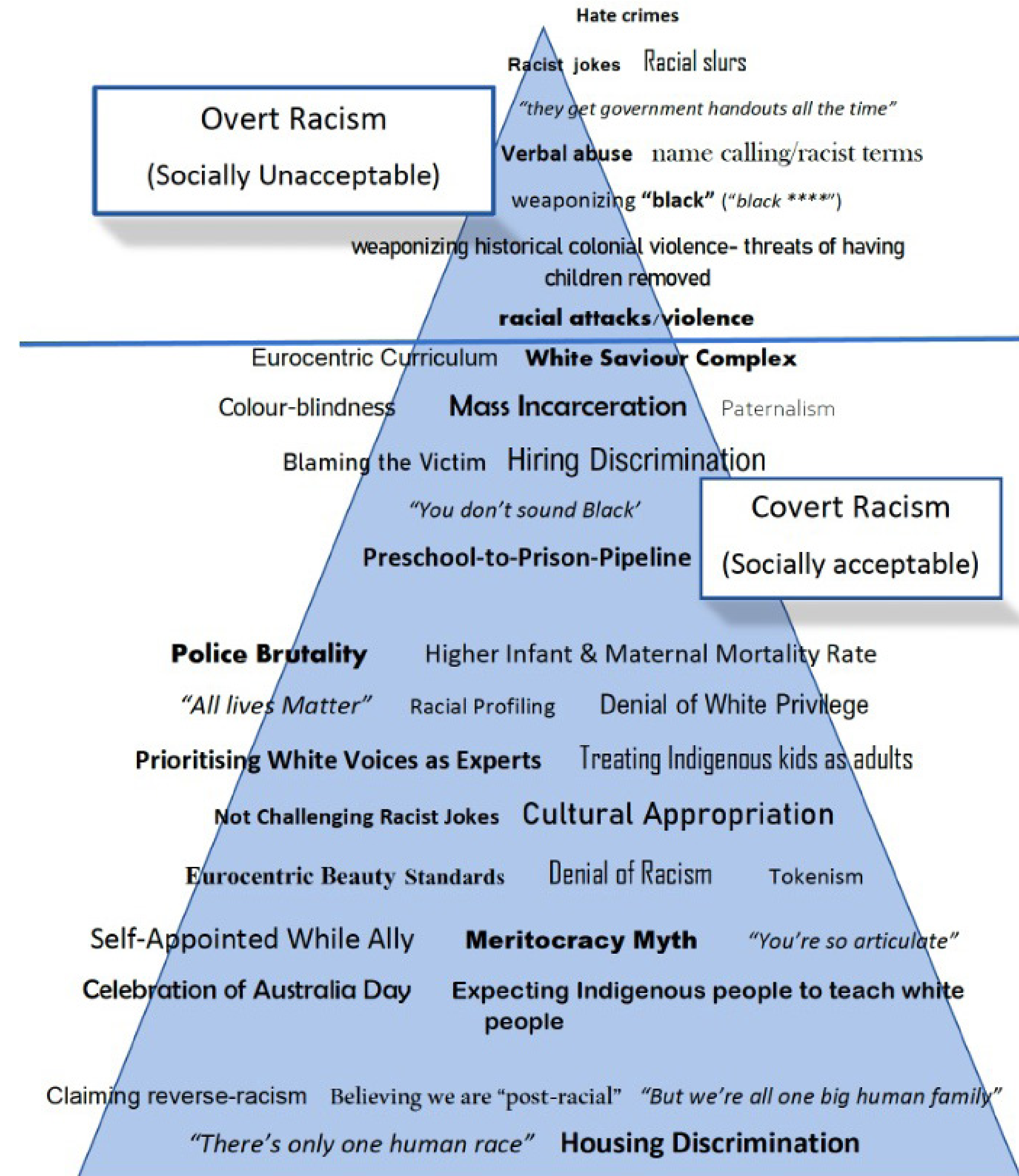
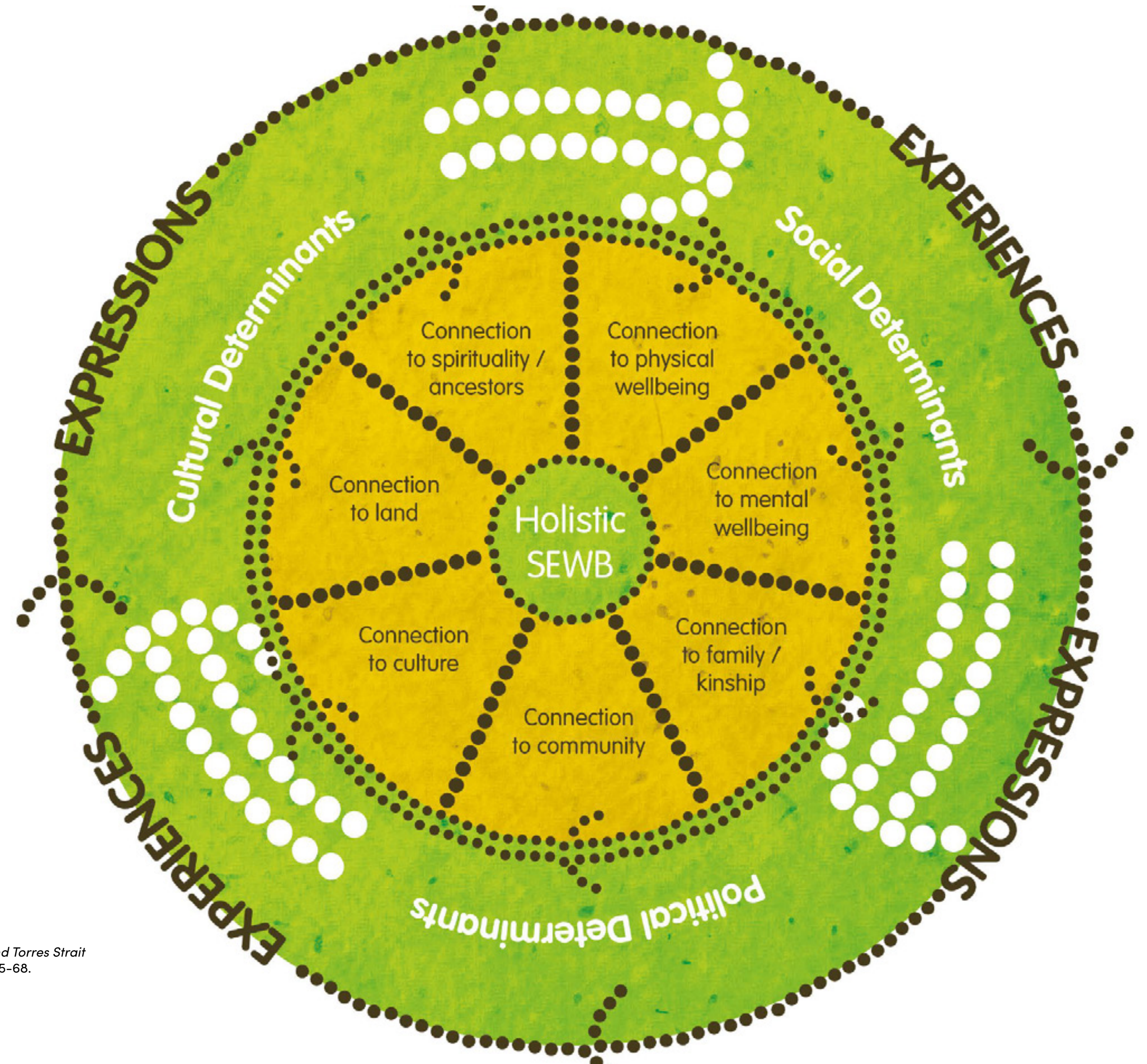


Image adapted: Elen Tuzzolo (2016); Mary Julia Cooksey Cordero (2019); The Conscious Kid (2020)

Tool for today

Which area will you work on to improve your SEWB?

1. Choose one area
2. Name one thing you can do in this area



Where can I find more information?

WATCH:

Steven Oliver's response to racism

[https://www.facebook.com/
watch/?v=534455587330141&textid=PggIkfi5H6JCl3za](https://www.facebook.com/watch/?v=534455587330141&textid=PggIkfi5H6JCl3za)

Meritocracy

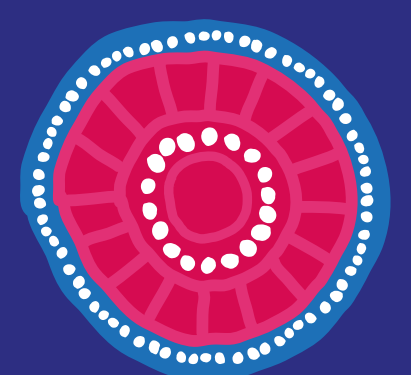
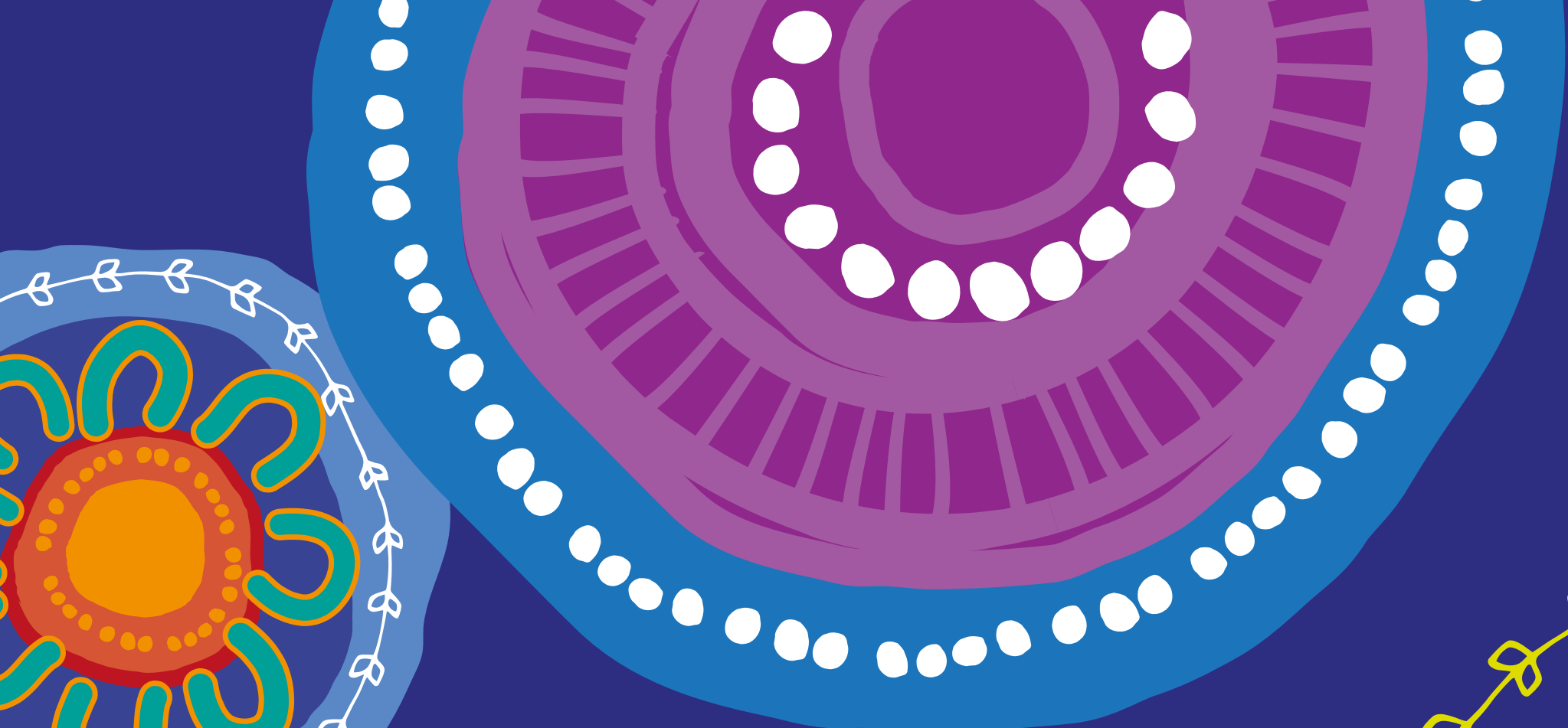
<https://www.youtube.com/watch?v=bTDGdKaMDhQ>

READ:

AMA (2018). AMA 2018 Report card on Indigenous health. ACT, AMA.

<https://tinyurl.com/y45xz7xe>





**Question
& answer
session**

