Who we are

- Antonia Barba, LCSW - Director of Bridging the Gap Program
  - She / Her / Hers
  - Cisgender, bisexual and queer
  - Latina & white with white skin privilege
  - Born & raised in California in a suburban middle class family
- Lance Davis – Youth Development Coach, Bridging the Gap Program
  - He / Him / His
  - Cisgender, gay
  - African-American
  - Born and raised in Brooklyn, grew up in kincare

Acknowledgements

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- Unsplash, Photos for Everyone, https://unsplash.com/
- Confronting Structural Racism Initiative, The Jewish Board
- LGBTQ Steering Committee, The Jewish Board
- Our Bridging the Gap team: Patrick, Nalijha, Karla, Tori, Emilie, Kristen
- Our youth and families who inspire and inform our work!

Learning Objectives

- Create an open learning environment where participants can safely explore personal views and values, and articulate professional responsibilities
- Participants will learn how to recognize the impact of racism, homophobia, transphobia and other forms of oppression on youth
- Participants will learn what it means to be trauma informed with a race and LGBTQIA lens at macro, mezzo and micro levels of care
- Participants will learn strategies to ensure they provide truly trauma informed care to LGQBTIA and/or Youth of Color

Expectations and values

- What brought you to this work?
- Why did you choose this field and practice?
- What values are important to you in your work?

Tasks of Participants

Ken Hardy’s Tasks of Participants in Discussions about Race and other Aspects of Social Identity

Generic Tasks:

- To be an expert in your own experience, not of others
- To create space for telling of one’s story
- To make space for both thoughts and feelings

Group Brainstorm – What are the issues?

- What barriers to care do youth of color experience?
- What barriers to care do LGBTQ youth experience?
- What are the barriers for LGBTQ youth of color?
- For youth with other intersectional identities?

Risk Factors

- Isolation, stigma, oppression
- Depression/suicide
- Physical abuse
- Bullying (school & social media)
- School absences and drop out
- Violence and hate crimes
- Higher risk sexual behaviors & unplanned teenage pregnancy
- Homelessness
- Drug/alcohol use
- Juvenile & criminal justice systems involvement
- Multiple out of home placements
- Parental and family rejection
- Internalized -ism/phobia

Protective Factors

- More thoughtful identity development process
- Self-determination
- Resilience
- Advocacy and problem solving skills
- Experts in survival and safety planning
- Practice reading environments
- People reading skills
- Community building

Trauma-Informed Care

Definitions and Shared Language

- Oppression
- Racism
- Homophobia
- Transphobia
- White Organizational Culture
**TIC as Usual**

1. Organizational Framework
2. Screening and Assessment of Trauma
3. Utilize trauma informed and evidence-based interventions
4. Acknowledge and respond to trauma in families, staff, and system
5. Integrate knowledge of trauma into policies, procedures, & practices

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**Parallel Process**

<table>
<thead>
<tr>
<th>Staff</th>
<th>Clients</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
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<td>Feel unsafe</td>
<td>Is unsafe</td>
</tr>
<tr>
<td>Angry/aggressive</td>
<td>Angry/aggressive</td>
<td>Punitive</td>
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<tr>
<td>Helpless</td>
<td>Helpless</td>
<td>Stuck</td>
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<tr>
<td>Hopeless</td>
<td>Hopeless</td>
<td>Missionless</td>
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<td>Valuesless</td>
</tr>
<tr>
<td>Demoralized</td>
<td>Depressed</td>
<td>Directionless</td>
</tr>
</tbody>
</table>

Bloom, 2007

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**Self-Reflection Activity**

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**Organizational Trauma**

- Closed boundaries
- Stress and anxiety contagion
- Organizational amnesia
- Unrecognized wounding from trauma
- Unproductive relationships between organization & environment
- Limiting attitudes and worldview
- Depression, despair & loss of hope

*What are the symptoms of organizational trauma? By the Nebraska Civic Engagement Table, [https://www.nebraskacivic.org/friday-studies.html/article/2016/05/22/what-are-the-symptoms-of-organizational-trauma](https://www.nebraskacivic.org/friday-studies.html/article/2016/05/22/what-are-the-symptoms-of-organizational-trauma)*

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**White Organizational Culture vs. Culturally Affirming TIC Culture**

- Perfectionism to Dignity of Risk
- Sense of Urgency to Importance of Journey
- Defensiveness to Openness, Humility
- Fear of Open Conflict to Learning Environment
- Individualism to Collectivism
- Right to Comfort to Brave Spaces

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**Representation Matters**

"Having QTPOC represented in therapy is crucial. It can be the difference between someone like me going to therapy or not, between therapeutic practices being harmful or healing. People are often at their most vulnerable when seeking help, and it sucks to have to explain basic aspects of your humanity to educate your therapist."

"But when I managed to find a black queer therapist who accepted my health insurance after months of searching, she changed my life. She was able to address my trauma at all of its various intersections, and therapy became an important ritual to me, rather than a medical appointment."

*Finding Therapy Isn’t Easy for Queer and Trans People of Color, Ariel Gray, Therapists for Women of Color and Queer People, How to Find One, Jeff Baker*
Screening and Assessment of Trauma

Assess for:
• Racist, homophobic, &/or transphobic experiences
• Community & family violence
• Family rejection and homelessness
• Immigration experiences and related traumas
• Commercial sexual exploitation
• Labor trafficking
• Survival strategies (drugs, buying/selling, gangs, street hormones)
• Sexual health needs

Engaging with respect

• If someone shares their identity with you,
  • Express thanks & validation
  • Ask if they shared with others or want others to know
• Honor names and pronouns
• Learn what meaning labels have to individuals
• Don’t question someone’s identity
• Don’t tokenize people’s identities
• Acknowledge and apologize when you make a mistake

Safety, Confidentiality & Informed Consent

• Confidentiality concerns can be a barrier to open communication
• Know the laws that impact confidentiality
• Be upfront about your approach to managing safety and confidentiality
• Assess risks related to identity disclosure
• Be aware of who has/could have access to a client’s medical records
• Do not record information about identity in the record without explicit consent
• Advocate with & for clients and colleagues

Trauma Informed and Evidence-Based Interventions

• Few available adaptations offered for marginalized populations
• Seek out practices informed by individuals with diverse identities and experiences
• Culturally affirming trauma narratives
• Identify culturally affirming coping skills
• Modulate your reaction
• Trust youth and family expertise about what coping methods might not be safe
• Include family and/or family of choice

Acknowledge & respond to trauma in system

• Listen to and believe what clients and staff tell you
• Honor and professionalize lived experience
• Create learning communities & collaboratives
• Join or start equity and inclusion initiatives
• Form youth and family advisory groups
• Conduct staff climate surveys
• Learn about & join community advocacy efforts

Policies, Procedures, & Practices

Assessing your organization’s policies & procedures:
• Who created it?
• Were a diverse range of clients and staff perspectives included?
• Who benefits from it?
• Who is harmed by it?
• How was it communicated?
• Are the goals and purpose clear?
• What does accountability look like?
• Is it an actual policy or is it institutional memory?
• Is there another way to accomplish the same goal?
Foster a culture of acceptance

- Engage in self-reflective practice
- Learn how to be an effective ally
- Seek out inclusive curricula and resources
- Prioritize practices created by and for the communities you serve
- Apply anti-oppressive lenses to all aspects of your work
- Create spaces for client voice and decision making
- Be an advocate and role model
- Share what you learned today with colleagues

Communities of Care

- Outreach to survivor & peer led orgs
- Involve youth and families in identifying trusted providers & resources
- Build partnerships with community based programs
  - Go on site visits (with youth & families!)
  - Get details about referral and intake process
  - Ask about their client base: How many trans youth do they serve? How many youth of color?
  - Share resources
  - Seek out funding and collaborative opportunities

Self Care

Generic
- Self care rarely addresses structural & institutional barriers
- Self care is often based in a middle class value system
- Is the way we define self-care inclusive of all people?
- Does everyone have equal access to the practices of self care?
- Who gets to practice self care?

Inclusive & Equitable
- Understand the role oppressions play in our ability or inability to achieve wellness
- Advocate for inclusive self care practices
- Seek out community care - support the care of your peers and communities alongside your own
- Practice your own brand of self care – be honest about your needs

References

- Rex Leonowez for Shine, 3 Things you should know about intersectionality and self-care, https://advice.shin.es/articles/3-things-you-should-know-about-intersectionality-and-self-care/
- Nebraska Civic Engagement Table, What are the symptoms of organizational trauma? https://www.nebraskatable.org/friday-studies.html/article/2019/03/22/what-are-the-symptoms-of-organizational-trauma

Thank you & Questions