

Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

WORKBOOK

STRUCTURAL RACISM VIDEO

THOUGHTS/FEELINGS



Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

DAY 1

Structural Racism

History of Slavery and Racism in America

Impact of Structural Racism

Exploring Your Racial Identity Part 1-(ADDRESSING Model)

DAY 2

Intergenerational Trauma

Dismantling Structural Racism- What You Can Do

Interrupting Intergenerational Trauma

Exploring Your Racial Identity Part 2-(ADDRESSING Model)

QUIET JOURNALING

WRITE OR DOODLE

TAKE A FEW MINUTES TO REFLECT ON THESE QUESTIONS:

HOW COMFORTABLE ARE YOU PERSONALLY WITH TALKING ABOUT RACE?

WHAT MIGHT LEAD SOME STUDENTS OR ADULTS TO FEEL UNCOMFORTABLE TALKING ABOUT RACE?

Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

What Is Racism?

What is Structural Racism?

What is the Difference Between Prejudice and Racist?

QUOTE REFLECTION

WRITE OR DOODLE

TAKE A COUPLE OF MINUTES TO REFLECT ON THIS QUOTE:

"NO ONE IS BORN HATING ANOTHER PERSON BECAUSE OF THE COLOR OF HIS SKIN, OR HIS BACKGROUND, OR HIS RELIGION. PEOPLE MUST LEARN TO HATE, AND IF THEY CAN LEARN TO HATE, THEY CAN BE TAUGHT TO LOVE, FOR LOVE COMES MORE NATURALLY TO THE HUMAN HEART THAN ITS OPPOSITE."

– NELSON MANDELA

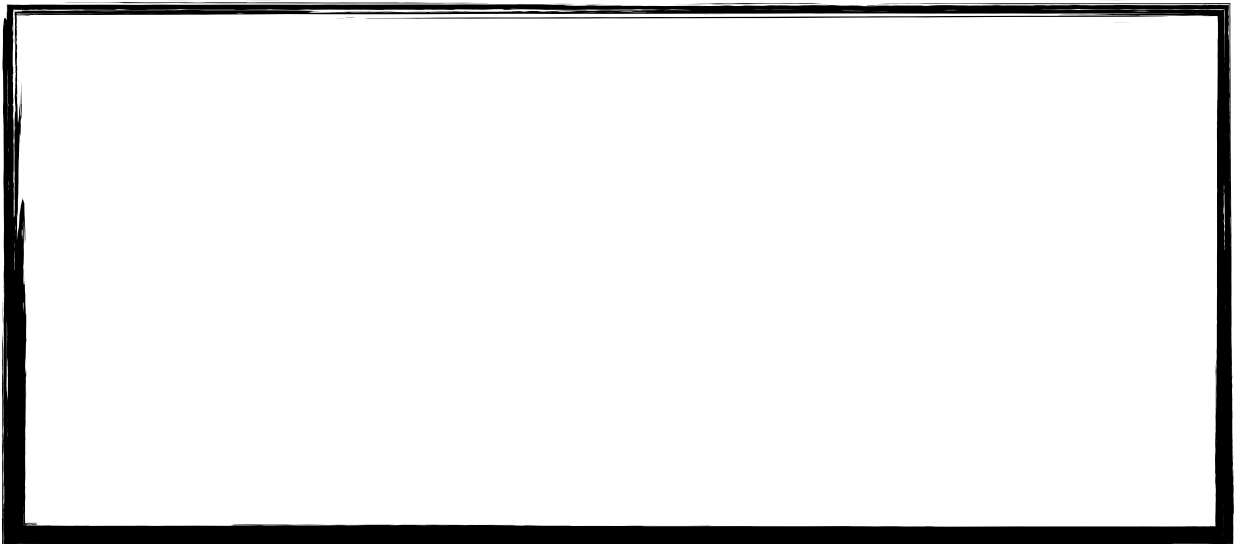
History of Slavery and Racism in America

Thoughts and Feelings

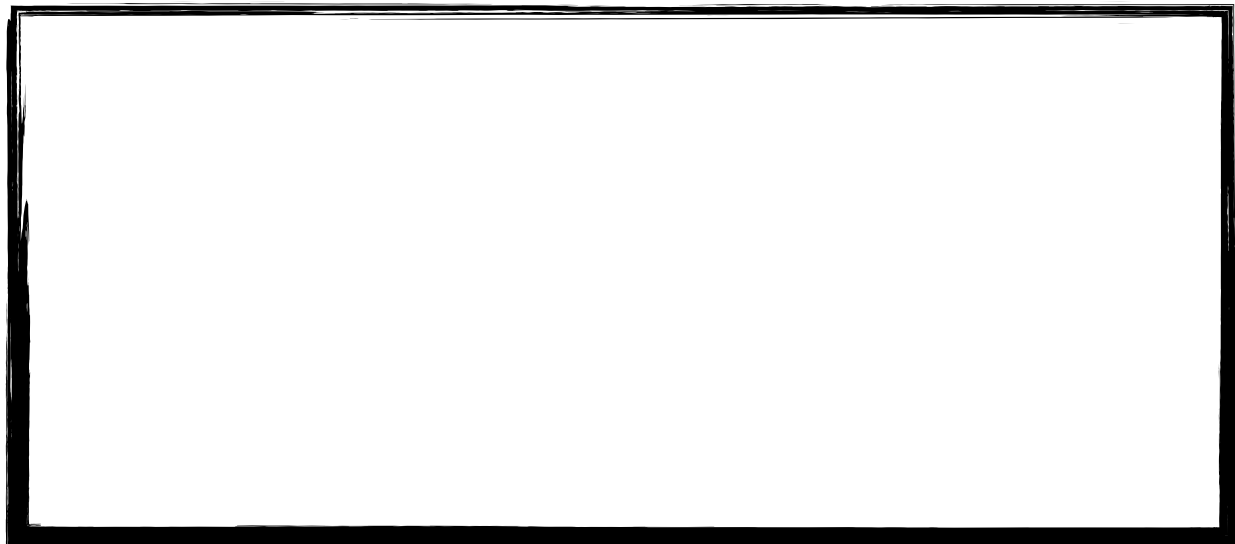
A large white rectangular area intended for handwritten thoughts and feelings, set against a yellow background.

IMPACT OF STRUCTURAL RACISM

SOCIAL DETERMINANTS OF HEALTH



MENTAL HEALTH



Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

ADDRESSING MODEL- CULTURE SKETCH



Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

ADDRESSING MODEL PART 1- CULTURE SKETCH

1. AGE AND GENERATIONAL INFLUENCES:

When you were born, what were the social expectations for a person of your identity? Do you identify with a particular generation (e.g. baby boomers, Gen X or Y, second generation immigrant, etc.)? How have your values and worldview been shaped by the social movements of or influences on your generation (e.g. the Great Depression, World War II, the Vietnam War, women's movement, Stonewall, Americans with Disabilities Act, civil rights movement, social media, an economic downturn, political events in another country)?

2. DEVELOPMENTAL OR OTHER DISABILITY:

Do you identify as someone living with a visible disability, or a nonvisible disability (e.g. chronic pain, psychiatric or learning disability)? If no, has your personal or professional life been affected by others with disabilities (e.g. friend, family member, partner, or coworker with a disability)? How has disability status -- either your own disability or that of someone else in your life -- affected your life and opportunities?

3. RELIGION & SPIRITUALITY:

Were you brought up in a religious or spiritual tradition? Do you identify with a religion or have a spiritual practice now? How were your values and goals shaped by your religious or non-religious upbringing?

4. ETHNIC & RACIAL IDENTITY:

What do you consider your ethnic or racial identity? If you were adopted, what are the identities of your biological and adoptive parents? How do other people identify you? Are these the same? Are there ethnic or racial differences within your family?

5. SOCIOECONOMIC STATUS:

What social class did you grow up in, and what do you consider your socioeconomic status now? When you were in high school, what were the educational and work opportunities available to you?

INTERGENERATIONAL TRAUMA VIDEO

THOUGHTS/FEELINGS



Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

What Is Intergenerational Trauma?

What Is Historical Trauma?

What Is Racial Trauma?

REFLECTION

WRITE OR DOODLE

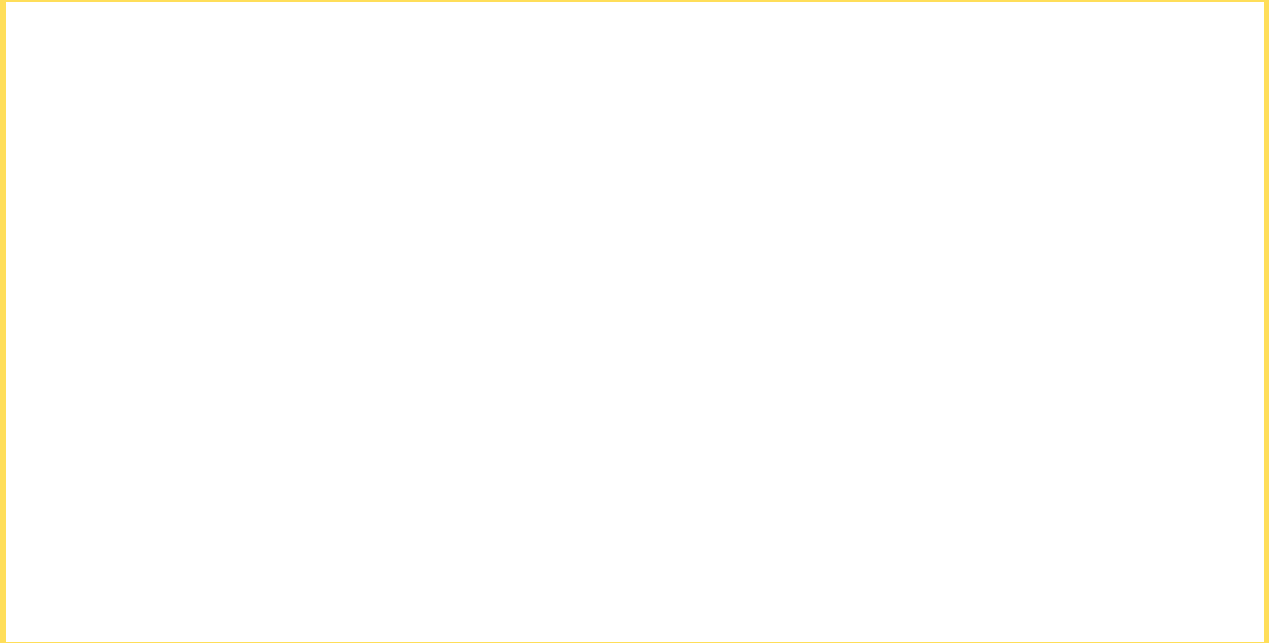
TAKE A COUPLE OF MINUTES TO REFLECT ON THIS:

REFLECT ON WHAT YOU WOULD CONSIDER A POSITIVE/NEGATIVE VALUE/BELIEF THAT HAS BEEN PASSED DOWN THROUGH GENERATIONS IN YOUR FAMILY.

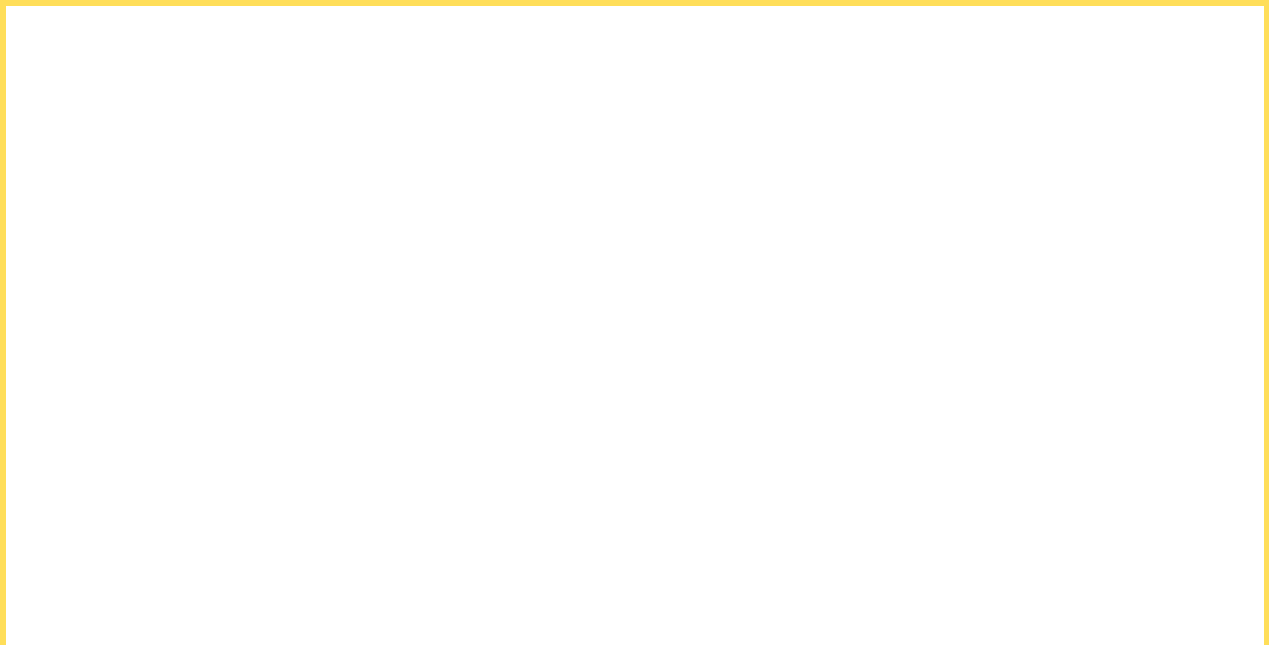
Dismantling Structural Racism

WHAT YOU CAN DO

SELF



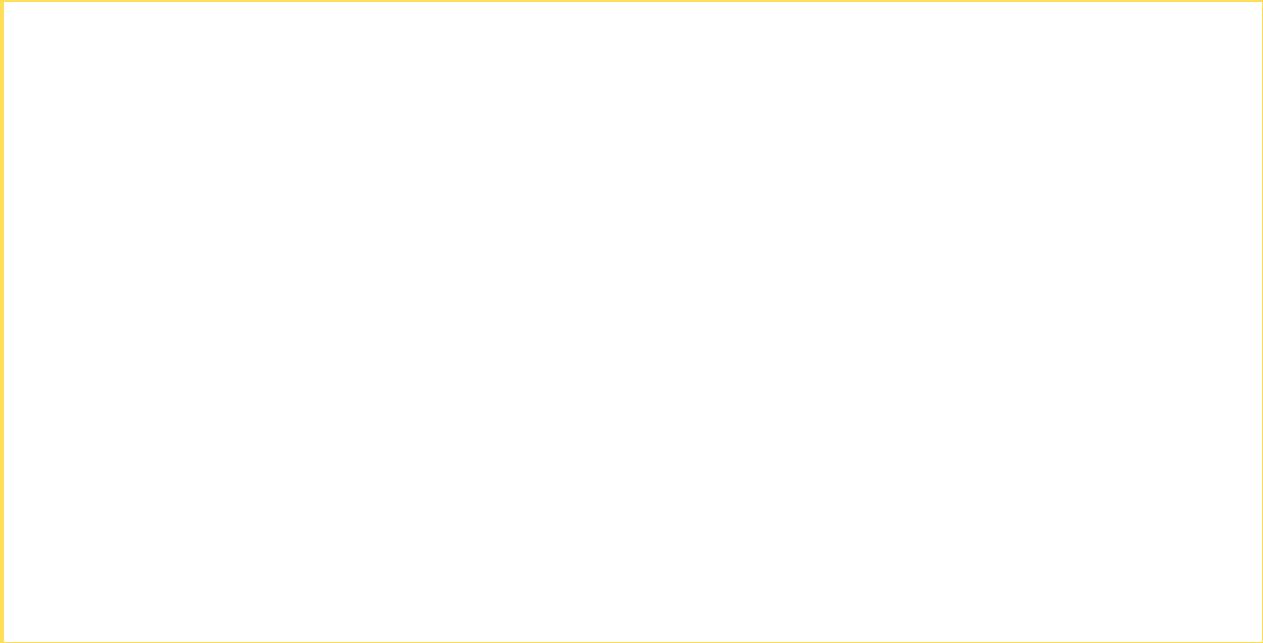
HOME



Dismantling Structural Racism

WHAT YOU CAN DO

SCHOOL

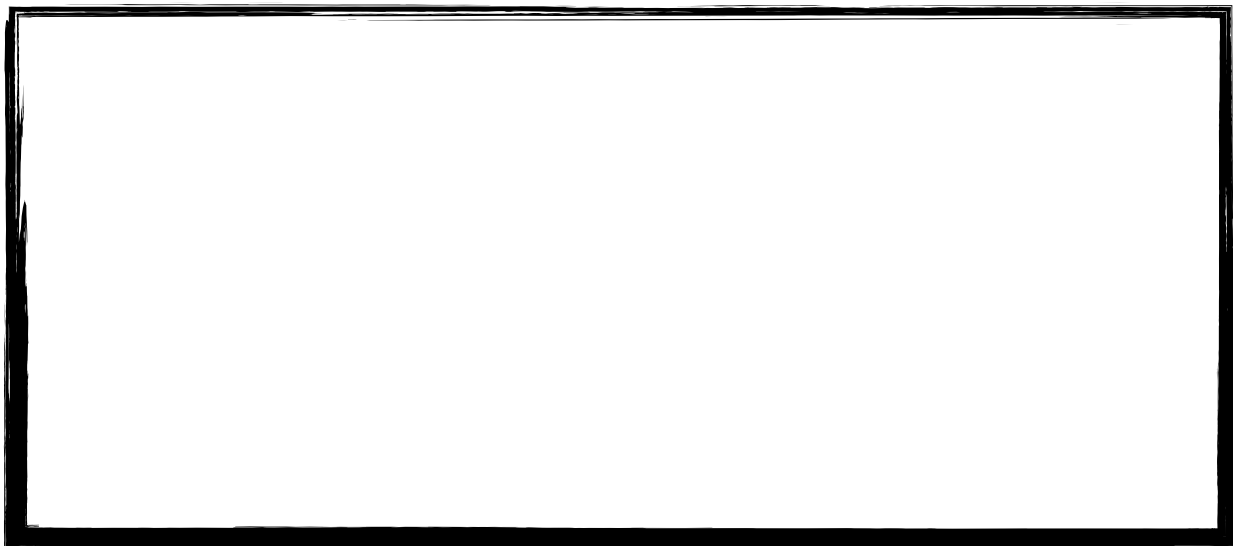


COMMUNITY

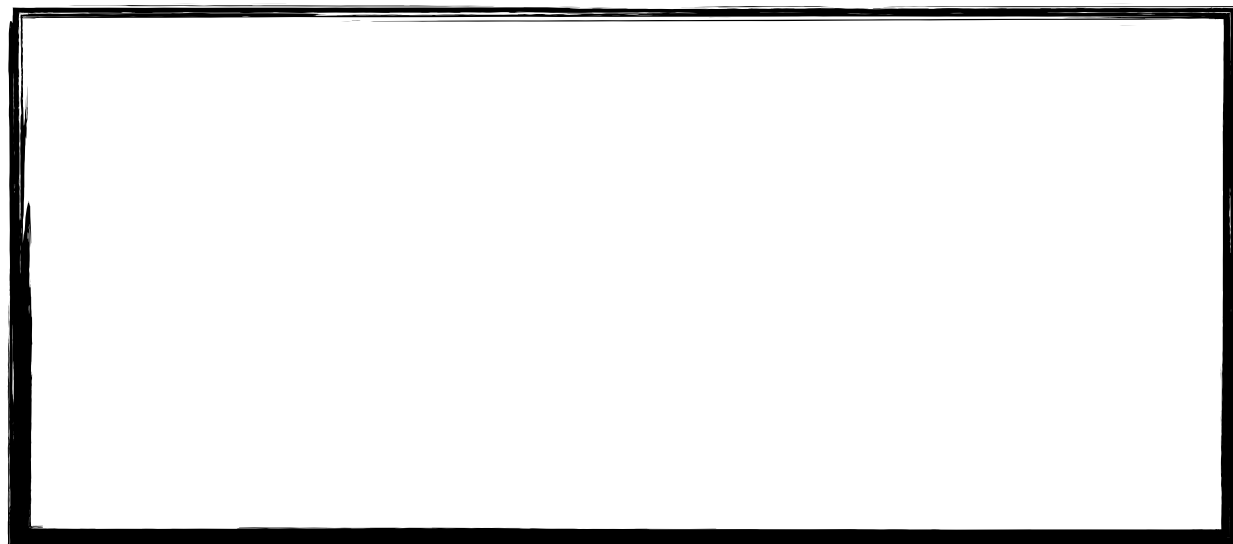


MICROAGGRESSIONS

WHAT ARE MICROAGGRESSIONS?



EXAMPLES OF MICROAGGRESSIONS



MICROAGGRESSIONS REFLECTION

WRITE OR DOODLE

TAKE A COUPLE OF MINUTES TO REFLECT ON THIS:

REFLECT ON A TIME THAT YOU EXPERIENCED MICROAGGRESSIONS
AND/OR A TIME THAT YOU HAVE USED MICROAGGRESSIONS.

Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

ADDRESSING MODEL PART 2- CULTURE SKETCH

6. SEXUAL ORIENTATION:

Do you identify as gay, lesbian, bisexual, or heterosexual? If you are heterosexual, do you have a family member or friend who is gay? Is your family accepting of a gay member?

7. INDIGENOUS HERITAGE:

Do you belong to a Native tribe or nation, for example, Native Hawaiian, First Nations, Alaska Native, or American Indian? Did you grow up on or near a reservation or Native community? Do you seek to connect or reconnect with your Native community?

8. NATIONAL ORIGIN:

Are you a U.S. citizen, an international student, or immigrant? Were you born in the U.S.? Do you (and your parents and grandparents) speak English as a first language? How has your nationality affected your life and opportunities?

9. GENDER:

What were and are the gender-related roles and expectations for you in your family of origin and current family, in your work setting, and in relation to your other cultural identities? How have these expectations affected your choices in life?

NOW LOOK BACK:

Look back over your Culture Sketch and see if there is anything that strikes you about it. You may notice that this brief description only touches the surface as there are many layers to who you are. It is helpful to discuss one's sketch with a partner or in a small group, sharing whatever you feel comfortable with but also listening to the sketches of others.

YOUR CONSTELLATION OF PRIVILEGES

Put a star next to the influences in which you are member of the dominant group. This exercise highlights how complex cultural influences are, and the importance of being especially aware of those areas in which you hold privilege.

REFLECTION

HOW ARE YOU FEELING AT THIS MOMENT ABOUT YOUR
CULTURE SKETCH?



Structural Racism & Intergenerational Trauma

EXPLORING YOUR RACIAL IDENTITY

SUPPORT & RESOURCES

IT IS IMPORTANT TO EMBRACE SUPPORT IF NEEDED AND TO SPEAK OUT ABOUT INJUSTICES AND RACISM. REACH OUT TO A TRUSTED ADULT, TEACHER AND/OR COUNSELOR IF YOU NEED TO REPORT INJUSTICE OR HAVE A DISCUSSION ABOUT RACISM OR INTERGENERATIONAL TRAUMA.

TERMINOLOGY FOR UNDERSTANDING STRUCTURAL RACISM

<https://www.aspeninstitute.org/blog-posts/structural-racism-definition/>

CONVERSATION GUIDE- RACISM

<https://healourcommunities.org/wp-content/uploads/2019/12/Conversation-Guide.pdf>

UNDERSTANDING INTERGENERATIONAL TRAUMA

<https://www.traumaandbeyondcenter.com/understanding-intergenerational-trauma/>

UNDERSTANDING YOUR RACIAL IDENTITY DEVELOPMENT

http://www.actforyouth.net/adolescence/ethnic_racial.cfm

NOTES:

Structural Racism & Intergenerational Trauma

CONVERSATION GUIDELINES

OPEN THE CONVERSATION

BEGIN WITH A CONVERSATION STARTER TO HELP EVERYONE GET TO KNOW ONE ANOTHER. POSSIBLE CONVERSATION STARTERS: BEGIN WITH ONE OR TWO OF THE PROMPTS BELOW:

- TELL ABOUT A PLACE THAT MAKES YOU FEEL GOOD.
- TELL A STORY ABOUT SOMETHING THAT YOU HAVE LOST OR HAVE FOUND.
- TELL A STORY ABOUT A SURPRISE.
- TELL A STORY ABOUT A TIME WHEN YOU WERE GENEROUS.
- TELL A STORY ABOUT A TIME YOU GOT ANGRY.
- TELL ABOUT SOMEONE YOU MISS.
- TELL SOMETHING ABOUT HOW YOU PLAYED AS A CHILD.

DEEPEN THE CONVERSATION

ONCE YOU'RE ALL MORE COMFORTABLE, GET SERIOUS AND DEEPEN THE CONVERSATION USING ONE OR MORE OF THE FOLLOWING:

- HOW OFTEN DO YOU THINK ABOUT YOUR RACIAL OR ETHNIC IDENTITY?
- WHAT ASPECT OF YOUR RACIAL OR ETHNIC IDENTITY MAKES YOU THE PROUDEST?
- IN WHAT WAYS DOES YOUR RACIAL OR ETHNIC IDENTITY IMPACT YOUR PERSONAL LIFE? YOUR PROFESSIONAL LIFE?
- DOES RACIAL OR ETHNIC IDENTITY ENTER IN YOUR PROCESS OF MAKING IMPORTANT OR DAILY DECISIONS? IF SO, HOW?
- HAVE YOU EVER FELT "DIFFERENT" IN A GROUP SETTING BECAUSE OF YOUR RACE/ETHNICITY? HOW DID THIS AFFECT YOU?
- HOW OFTEN/DEEPLY DO YOU INTERACT WITH PEOPLE OF A DIFFERENT RACIAL/ETHNIC IDENTITY OTHER THAN YOUR OWN?
- HAVE YOU EVER WITNESSED SOMEONE BEING TREATED UNFAIRLY BECAUSE OF THEIR RACIAL OR ETHNIC IDENTITY? IF SO, HOW DID YOU RESPOND? HOW DID IT MAKE YOU FEEL?

AFTER A FEW PEOPLE HAVE SHARED, ASK OTHERS TO REFLECT ON WHAT THEY'VE HEARD AND SHARE WHAT THEY RELATED TO OR WHAT STOOD OUT TO THEM WITHOUT BLAMING, SHAMING, OR RESCUING.

BRING CONVERSATION TO A CLOSE

AS YOU REACH A POINT WHERE YOU FEEL IT IS TIME TO CLOSE THE CONVERSATION, CONSIDER DOING ANY OF THE FOLLOWING:

- EXTEND GRATITUDE TO EVERYONE FOR THEIR COURAGE AND WILLINGNESS TO PARTICIPATE.
- SHARE HOW THIS EXPERIENCE IMPACTED YOU AND OFFER SPACE FOR OTHERS TO SHARE HOW THE CONVERSATION IMPACTED THEM. IT CAN BE AS SIMPLE AS SHARING ONE WORD TO SUMMARIZE THEIR FEELINGS ABOUT THE EXPERIENCE.
- ENCOURAGE GUESTS TO SHARE AN APPRECIATION FOR THE GROUP PROCESS OR WITH SOMEONE IN THE GROUP.
- ENCOURAGE GROUP MEMBERS TO FOLLOW UP WITH SOMEONE FROM THE CONVERSATION FOR DEEPER DIALOGUE TO CONTINUE LEARNING AND PERSONAL DISCOVERY.
- ASK PEOPLE TO SHARE WHAT THEY LEARNED ABOUT THEMSELVES OR WHAT IS THEIR ONE TAKEAWAY FROM THE CONVERSATION.
- INQUIRE IF THERE ARE ANY ACTIONS PEOPLE ARE INSPIRED TO TAKE AS A RESULT OF THE CONVERSATION.
- SCHEDULE ANOTHER CONVERSATION IF NEEDED