

WEBVTT

NOTE duration:"00:59:20"

NOTE recognizability:0.926

NOTE language:en-us

NOTE Confidence: 0.950316925714286

00:00:02.600 --> 00:00:05.198 Great. Well, good afternoon again everyone

NOTE Confidence: 0.950316925714286

00:00:05.198 --> 00:00:08.917 and welcome to a very special Grand Rounds.

NOTE Confidence: 0.950316925714286

00:00:08.920 --> 00:00:11.176 So this Grand Rounds is hosted

NOTE Confidence: 0.950316925714286

00:00:11.176 --> 00:00:12.680 by our psychology Fellows.

NOTE Confidence: 0.950316925714286

00:00:12.680 --> 00:00:14.402 This is our second in our series

NOTE Confidence: 0.950316925714286

00:00:14.402 --> 00:00:15.720 of our trainee takeovers.

NOTE Confidence: 0.950316925714286

00:00:15.720 --> 00:00:19.023 So thank you very much for joining us both

NOTE Confidence: 0.950316925714286

00:00:19.023 --> 00:00:22.356 here in the Cohen Auditorium and remotely.

NOTE Confidence: 0.950316925714286

00:00:22.360 --> 00:00:24.700 And and just a reminder

NOTE Confidence: 0.950316925714286

00:00:24.700 --> 00:00:27.040 about Grand Rounds next week,

NOTE Confidence: 0.950316925714286

00:00:27.040 --> 00:00:29.936 we will have talks from our T32.

NOTE Confidence: 0.950316925714286

00:00:29.936 --> 00:00:32.008 Trainees, So we'll hear from Alan Gerber,

NOTE Confidence: 0.950316925714286

00:00:32.010 --> 00:00:33.630 Peter Castagna and friends,

NOTE Confidence: 0.950316925714286

00:00:33.630 --> 00:00:34.845 and Jessica Penner.  
NOTE Confidence: 0.950316925714286

00:00:34.850 --> 00:00:37.658 So please do join us for  
NOTE Confidence: 0.950316925714286

00:00:37.658 --> 00:00:40.130 those three talks next week.  
NOTE Confidence: 0.950316925714286

00:00:40.130 --> 00:00:42.330 And with no further ado,  
NOTE Confidence: 0.950316925714286

00:00:42.330 --> 00:00:44.522 I will pass you over to Kara and  
NOTE Confidence: 0.950316925714286

00:00:44.522 --> 00:00:47.008 Danny to host Brand Ryan's for today.  
NOTE Confidence: 0.946446395384616

00:00:51.610 --> 00:00:53.770 Hello. All right, so we will start out  
NOTE Confidence: 0.946446395384616

00:00:53.770 --> 00:00:56.139 just by briefly introducing ourselves.  
NOTE Confidence: 0.946446395384616

00:00:56.140 --> 00:00:58.456 So my name is Kara Tomasso.  
NOTE Confidence: 0.946446395384616

00:00:58.460 --> 00:01:01.140 I am the first year soon to be second year.  
NOTE Confidence: 0.946446395384616

00:01:01.140 --> 00:01:03.100 I'm pediatric psychology fellow  
NOTE Confidence: 0.946446395384616

00:01:03.100 --> 00:01:06.857 and I'm Danny Novick and I too am  
NOTE Confidence: 0.946446395384616

00:01:06.857 --> 00:01:09.419 the first soon to be second year  
NOTE Confidence: 0.946446395384616

00:01:09.420 --> 00:01:13.236 fellow in the early childhood track.  
NOTE Confidence: 0.946446395384616

00:01:13.240 --> 00:01:14.408 Good to see everyone,  
NOTE Confidence: 0.946446395384616

00:01:14.408 --> 00:01:16.160 and we are absolutely thrilled to

NOTE Confidence: 0.946446395384616

00:01:16.219 --> 00:01:18.239 introduce today's Grand Round speaker,

NOTE Confidence: 0.946446395384616

00:01:18.240 --> 00:01:19.173 Doctor Tama Bryant.

NOTE Confidence: 0.946446395384616

00:01:19.173 --> 00:01:21.350 When we and the other fellows were

NOTE Confidence: 0.946446395384616

00:01:21.410 --> 00:01:23.594 talking about who we'd like to invite,

NOTE Confidence: 0.946446395384616

00:01:23.600 --> 00:01:25.508 we knew we wanted someone whose

NOTE Confidence: 0.946446395384616

00:01:25.508 --> 00:01:27.136 clinical practice and research would

NOTE Confidence: 0.946446395384616

00:01:27.136 --> 00:01:28.948 have implications for our own work

NOTE Confidence: 0.946446395384616

00:01:28.948 --> 00:01:30.682 aimed at improving the lives of

NOTE Confidence: 0.946446395384616

00:01:30.682 --> 00:01:32.218 the children and families who come

NOTE Confidence: 0.946446395384616

00:01:32.218 --> 00:01:33.880 to the Yale Child Study Center.

NOTE Confidence: 0.946446395384616

00:01:33.880 --> 00:01:36.230 And Doctor Bryant goes above

NOTE Confidence: 0.946446395384616

00:01:36.230 --> 00:01:38.110 and beyond this criterion.

NOTE Confidence: 0.946446395384616

00:01:38.110 --> 00:01:38.666 You know,

NOTE Confidence: 0.946446395384616

00:01:38.666 --> 00:01:40.612 her work and lived experiences cut to

NOTE Confidence: 0.946446395384616

00:01:40.612 --> 00:01:42.654 the core of many of the challenges

NOTE Confidence: 0.946446395384616

00:01:42.654 --> 00:01:44.157 that the children and families  
NOTE Confidence: 0.946446395384616

00:01:44.157 --> 00:01:46.029 we serve are up against sexism,  
NOTE Confidence: 0.946446395384616

00:01:46.030 --> 00:01:46.748 racism, trauma,  
NOTE Confidence: 0.946446395384616

00:01:46.748 --> 00:01:47.466 and grief.  
NOTE Confidence: 0.946446395384616

00:01:47.466 --> 00:01:49.620 But perhaps what is most beautiful  
NOTE Confidence: 0.946446395384616

00:01:49.684 --> 00:01:51.766 about Doctor Bryant's work is that  
NOTE Confidence: 0.946446395384616

00:01:51.766 --> 00:01:53.750 the common thread across her many,  
NOTE Confidence: 0.946446395384616

00:01:53.750 --> 00:01:56.150 many accomplishments is her focus  
NOTE Confidence: 0.946446395384616

00:01:56.150 --> 00:01:57.110 on advocacy,  
NOTE Confidence: 0.946446395384616

00:01:57.110 --> 00:01:58.649 improving accessibility to  
NOTE Confidence: 0.946446395384616

00:01:58.649 --> 00:02:00.188 mental health resources,  
NOTE Confidence: 0.946446395384616

00:02:00.190 --> 00:02:02.410 decolonizing psychology as a discipline  
NOTE Confidence: 0.946446395384616

00:02:02.410 --> 00:02:04.996 in keeping humanity and her core  
NOTE Confidence: 0.946446395384616

00:02:04.996 --> 00:02:07.026 values at the heart of it all.  
NOTE Confidence: 0.946446395384616

00:02:07.030 --> 00:02:08.670 Doctor Bryant is a professor  
NOTE Confidence: 0.946446395384616

00:02:08.670 --> 00:02:10.310 of psychology and the Graduate

NOTE Confidence: 0.946446395384616

00:02:10.370 --> 00:02:12.455 School of Education and Psychology

NOTE Confidence: 0.946446395384616

00:02:12.455 --> 00:02:13.706 at Pepperdine University,

NOTE Confidence: 0.946446395384616

00:02:13.710 --> 00:02:15.595 where she leads the Culture

NOTE Confidence: 0.946446395384616

00:02:15.595 --> 00:02:17.103 and Trauma Research Laboratory.

NOTE Confidence: 0.946446395384616

00:02:17.110 --> 00:02:19.012 She's the past president of the

NOTE Confidence: 0.946446395384616

00:02:19.012 --> 00:02:21.038 Society for the Psychology of Women

NOTE Confidence: 0.946446395384616

00:02:21.038 --> 00:02:23.138 and the current president of the

NOTE Confidence: 0.946446395384616

00:02:23.138 --> 00:02:24.550 American Psychological Association,

NOTE Confidence: 0.946446395384616

00:02:24.550 --> 00:02:26.030 and it's even found time.

NOTE Confidence: 0.946446395384616

00:02:26.030 --> 00:02:27.717 It's sometime in there to earn a

NOTE Confidence: 0.946446395384616

00:02:27.717 --> 00:02:29.073 master's of divinity and become

NOTE Confidence: 0.946446395384616

00:02:29.073 --> 00:02:29.946 an ordained minister.

NOTE Confidence: 0.946446395384616

00:02:29.950 --> 00:02:31.594 To list all of her athletes

NOTE Confidence: 0.946446395384616

00:02:31.594 --> 00:02:33.509 would take the full grand rounds,

NOTE Confidence: 0.946446395384616

00:02:33.510 --> 00:02:34.530 and then them.

NOTE Confidence: 0.946446395384616

00:02:34.530 --> 00:02:36.910 She is one of the foremost experts  
NOTE Confidence: 0.946446395384616

00:02:36.988 --> 00:02:39.312 on the trauma of racism and she's  
NOTE Confidence: 0.946446395384616

00:02:39.312 --> 00:02:41.888 edited an APA book for clinicians  
NOTE Confidence: 0.946446395384616

00:02:41.888 --> 00:02:43.796 called Multicultural Feminist Therapy  
NOTE Confidence: 0.946446395384616

00:02:43.796 --> 00:02:46.299 Helping Adolescent Girls of Color to Thrive,  
NOTE Confidence: 0.946446395384616

00:02:46.300 --> 00:02:47.900 which presents a strength spaced,  
NOTE Confidence: 0.946446395384616

00:02:47.900 --> 00:02:49.880 multicultural feminist lens to guide  
NOTE Confidence: 0.946446395384616

00:02:49.880 --> 00:02:52.819 work with black and brown teenage girls.  
NOTE Confidence: 0.946446395384616

00:02:52.820 --> 00:02:55.354 She's also the host of the mental  
NOTE Confidence: 0.946446395384616

00:02:55.354 --> 00:02:56.861 health podcast Homecoming and  
NOTE Confidence: 0.946446395384616

00:02:56.861 --> 00:02:58.641 author of the book Homecoming  
NOTE Confidence: 0.946446395384616

00:02:58.641 --> 00:03:00.884 Overcome Fear and Trauma to Reclaim  
NOTE Confidence: 0.946446395384616

00:03:00.884 --> 00:03:02.396 Your Whole Authentic Self.  
NOTE Confidence: 0.946446395384616

00:03:02.400 --> 00:03:04.997 And coauthor of The Anti Racism Handbook,  
NOTE Confidence: 0.946446395384616

00:03:05.000 --> 00:03:07.422 practical tools to shift your mindset and  
NOTE Confidence: 0.946446395384616

00:03:07.422 --> 00:03:09.958 uproot racism in your life and community.

NOTE Confidence: 0.946446395384616  
00:03:09.960 --> 00:03:11.520 We are so very grateful for  
NOTE Confidence: 0.946446395384616  
00:03:11.520 --> 00:03:12.899 your willingness to share your  
NOTE Confidence: 0.946446395384616  
00:03:12.899 --> 00:03:14.349 knowledge with us today, Dr.  
NOTE Confidence: 0.946446395384616  
00:03:14.349 --> 00:03:14.658 Brian.  
NOTE Confidence: 0.946446395384616  
00:03:14.658 --> 00:03:16.821 So please join us in giving a  
NOTE Confidence: 0.946446395384616  
00:03:16.821 --> 00:03:18.159 warm welcome to Dr.  
NOTE Confidence: 0.946446395384616  
00:03:18.160 --> 00:03:20.284 Brian as she presents on liberation  
NOTE Confidence: 0.946446395384616  
00:03:20.284 --> 00:03:21.346 psychology and addressing  
NOTE Confidence: 0.946446395384616  
00:03:21.346 --> 00:03:22.678 the wounds of racism.  
NOTE Confidence: 0.931738415384615  
00:03:24.480 --> 00:03:26.000 Thank you so much.  
NOTE Confidence: 0.931738415384615  
00:03:26.000 --> 00:03:29.588 I am so grateful to be with you all.  
NOTE Confidence: 0.931738415384615  
00:03:29.590 --> 00:03:31.910 And I come to you with a very,  
NOTE Confidence: 0.931738415384615  
00:03:31.910 --> 00:03:33.341 very full heart.  
NOTE Confidence: 0.931738415384615  
00:03:33.341 --> 00:03:35.726 Often when we think about  
NOTE Confidence: 0.931738415384615  
00:03:35.726 --> 00:03:38.390 racism and addressing racism,  
NOTE Confidence: 0.931738415384615

00:03:38.390 --> 00:03:40.674 the initial emotional response  
NOTE Confidence: 0.931738415384615

00:03:40.674 --> 00:03:43.660 for many people is anxiety  
NOTE Confidence: 0.931738415384615

00:03:43.660 --> 00:03:47.470 or dread or anger or despair.  
NOTE Confidence: 0.931738415384615

00:03:47.470 --> 00:03:51.052 And I want you to know that working to  
NOTE Confidence: 0.931738415384615

00:03:51.052 --> 00:03:54.026 combat racism is driven by a great,  
NOTE Confidence: 0.931738415384615

00:03:54.030 --> 00:03:55.530 great sense of love.  
NOTE Confidence: 0.931738415384615

00:03:55.530 --> 00:03:57.780 A great sense of love and  
NOTE Confidence: 0.931738415384615

00:03:57.870 --> 00:04:00.726 compassion for us to do this labor,  
NOTE Confidence: 0.931738415384615

00:04:00.730 --> 00:04:02.866 where there is space and room  
NOTE Confidence: 0.931738415384615

00:04:02.866 --> 00:04:05.450 for us to not only survive,  
NOTE Confidence: 0.931738415384615

00:04:05.450 --> 00:04:08.930 but to grow and to flourish.  
NOTE Confidence: 0.931738415384615

00:04:08.930 --> 00:04:11.498 And many times this is a  
NOTE Confidence: 0.931738415384615

00:04:11.498 --> 00:04:13.210 topic that is avoided.  
NOTE Confidence: 0.931738415384615

00:04:13.210 --> 00:04:16.290 And so I am so appreciative for  
NOTE Confidence: 0.931738415384615

00:04:16.290 --> 00:04:19.018 your students and faculty for  
NOTE Confidence: 0.931738415384615

00:04:19.018 --> 00:04:21.770 intentionally making space for



NOTE Confidence: 0.931738415384615

00:04:21.770 --> 00:04:25.780 us to collectively look at our.

NOTE Confidence: 0.931738415384615

00:04:25.780 --> 00:04:28.445 Intentional work to dismantle and

NOTE Confidence: 0.931738415384615

00:04:28.445 --> 00:04:31.611 disrupt racism and other forms of

NOTE Confidence: 0.931738415384615

00:04:31.611 --> 00:04:34.467 oppression and all of their forms in

NOTE Confidence: 0.931738415384615

00:04:34.467 --> 00:04:37.458 the lives of children and families.

NOTE Confidence: 0.931738415384615

00:04:37.460 --> 00:04:40.204 And many times we are waiting for

NOTE Confidence: 0.931738415384615

00:04:40.204 --> 00:04:42.460 and expecting someone else to do it.

NOTE Confidence: 0.931738415384615

00:04:42.460 --> 00:04:44.854 And I want to say in the words of

NOTE Confidence: 0.931738415384615

00:04:44.854 --> 00:04:48.656 sweet honey in the rock, we are the ones.

NOTE Confidence: 0.931738415384615

00:04:48.656 --> 00:04:53.710 We are the ones we've been waiting for.

NOTE Confidence: 0.931738415384615

00:04:53.710 --> 00:04:57.790 We are the ones. We are the ones.

NOTE Confidence: 0.931738415384615

00:04:57.790 --> 00:05:02.420 We are the ones we've been waiting for.

NOTE Confidence: 0.931738415384615

00:05:02.420 --> 00:05:06.180 And my 4 parents of the Civil Rights

NOTE Confidence: 0.931738415384615

00:05:06.180 --> 00:05:08.628 movement would say if not us,

NOTE Confidence: 0.931738415384615

00:05:08.630 --> 00:05:12.166 who If not now, when? If not us, who?

NOTE Confidence: 0.931738415384615

00:05:12.166 --> 00:05:13.503 If not now, when?  
NOTE Confidence: 0.931738415384615

00:05:13.503 --> 00:05:17.040 So it is not for someone else to do.  
NOTE Confidence: 0.931738415384615

00:05:17.040 --> 00:05:19.520 Many before us have been doing this work.  
NOTE Confidence: 0.931738415384615

00:05:19.520 --> 00:05:21.734 And so we honor them, celebrate them,  
NOTE Confidence: 0.931738415384615

00:05:21.734 --> 00:05:23.936 and make a commitment that we  
NOTE Confidence: 0.931738415384615

00:05:23.936 --> 00:05:25.760 will not drop the baton,  
NOTE Confidence: 0.931738415384615

00:05:25.760 --> 00:05:27.638 but we will not look for  
NOTE Confidence: 0.931738415384615

00:05:27.638 --> 00:05:29.519 somebody else to run our lap.  
NOTE Confidence: 0.931738415384615

00:05:29.520 --> 00:05:32.632 But each of us has a responsibility to  
NOTE Confidence: 0.931738415384615

00:05:32.632 --> 00:05:36.560 do this work. So I will share my screen.  
NOTE Confidence: 0.94427896

00:05:46.900 --> 00:05:50.260 So we are thinking about healing the  
NOTE Confidence: 0.94427896

00:05:50.260 --> 00:05:53.380 wounds of racism approaching and  
NOTE Confidence: 0.94427896

00:05:53.380 --> 00:05:55.900 integrating liberation psychology.  
NOTE Confidence: 0.94427896

00:05:55.900 --> 00:05:58.402 My pronouns are she, her, and hers.  
NOTE Confidence: 0.94427896

00:05:58.402 --> 00:06:00.859 I am a woman of African descent.  
NOTE Confidence: 0.94427896

00:06:00.860 --> 00:06:01.805 As you heard,

NOTE Confidence: 0.94427896

00:06:01.805 --> 00:06:03.695 I'm a psychologist and a minister.

NOTE Confidence: 0.94427896

00:06:03.700 --> 00:06:05.780 But I'm also relational, mother,

NOTE Confidence: 0.94427896

00:06:05.780 --> 00:06:07.316 daughter, sister, partner,

NOTE Confidence: 0.94427896

00:06:07.316 --> 00:06:08.779 friends, scholar, learner.

NOTE Confidence: 0.94427896

00:06:08.779 --> 00:06:11.852 And I invite you and the students

NOTE Confidence: 0.94427896

00:06:11.852 --> 00:06:13.803 to resist colonized notions

NOTE Confidence: 0.94427896

00:06:13.803 --> 00:06:16.743 that say that to be professional

NOTE Confidence: 0.94427896

00:06:16.743 --> 00:06:19.418 we have to erase ourselves.

NOTE Confidence: 0.94427896

00:06:19.420 --> 00:06:22.178 And I tell my students at Pepperdine,

NOTE Confidence: 0.94427896

00:06:22.180 --> 00:06:24.372 if you get to the point of commencement

NOTE Confidence: 0.94427896

00:06:24.372 --> 00:06:26.498 and you have left yourself behind,

NOTE Confidence: 0.94427896

00:06:26.500 --> 00:06:27.808 we have robbed you.

NOTE Confidence: 0.94427896

00:06:27.808 --> 00:06:30.562 There is no point in having a diverse

NOTE Confidence: 0.94427896

00:06:30.562 --> 00:06:32.367 field if everyone believes they

NOTE Confidence: 0.94427896

00:06:32.367 --> 00:06:34.920 have to be clone of each other,

NOTE Confidence: 0.94427896

00:06:34.920 --> 00:06:37.296 but instead for us to intentionally  
NOTE Confidence: 0.94427896

00:06:37.296 --> 00:06:40.045 show up in the fullness and  
NOTE Confidence: 0.94427896

00:06:40.045 --> 00:06:42.760 richness of our various identities.  
NOTE Confidence: 0.94427896

00:06:42.760 --> 00:06:44.736 I am coming to you from the land  
NOTE Confidence: 0.94427896

00:06:44.736 --> 00:06:46.814 that's been cultivated by the Tonga  
NOTE Confidence: 0.94427896

00:06:46.814 --> 00:06:48.719 peoples and other indigenous peoples.  
NOTE Confidence: 0.94427896

00:06:48.720 --> 00:06:51.640 I encourage you to identify,  
NOTE Confidence: 0.94427896

00:06:51.640 --> 00:06:52.608 discover, acknowledge,  
NOTE Confidence: 0.94427896

00:06:52.608 --> 00:06:55.028 appreciate those who cultivated the  
NOTE Confidence: 0.94427896

00:06:55.028 --> 00:06:57.898 land on which you work and gather.  
NOTE Confidence: 0.94427896

00:06:57.900 --> 00:07:00.140 Not only as a matter of history,  
NOTE Confidence: 0.94427896

00:07:00.140 --> 00:07:02.814 but also to become aware of their  
NOTE Confidence: 0.94427896

00:07:02.814 --> 00:07:04.899 vibrant cultures in the present,  
NOTE Confidence: 0.94427896

00:07:04.900 --> 00:07:06.716 their challenges and contributions.  
NOTE Confidence: 0.94427896

00:07:06.716 --> 00:07:10.340 We are more familiar with land recognition,  
NOTE Confidence: 0.94427896

00:07:10.340 --> 00:07:13.217 but a labor recognition is also important.

NOTE Confidence: 0.94427896

00:07:13.220 --> 00:07:15.635 We want to be mindful that the

NOTE Confidence: 0.94427896

00:07:15.635 --> 00:07:18.140 United States is a relatively large,

NOTE Confidence: 0.94427896

00:07:18.140 --> 00:07:20.140 relatively short lived nation.

NOTE Confidence: 0.94427896

00:07:20.140 --> 00:07:23.697 And yet it has developed at an

NOTE Confidence: 0.94427896

00:07:23.697 --> 00:07:27.425 accelerated pace and a big part of that

NOTE Confidence: 0.94427896

00:07:27.425 --> 00:07:30.477 development was based on exploited labor,

NOTE Confidence: 0.94427896

00:07:30.480 --> 00:07:32.380 largely the labor historically

NOTE Confidence: 0.94427896

00:07:32.380 --> 00:07:34.755 of people of African descent.

NOTE Confidence: 0.94427896

00:07:34.760 --> 00:07:36.872 And we recognize that there continues

NOTE Confidence: 0.94427896

00:07:36.872 --> 00:07:38.879 to be exploited labor to today.

NOTE Confidence: 0.94427896

00:07:38.880 --> 00:07:42.720 And so we do not want to erase that reality.

NOTE Confidence: 0.94427896

00:07:42.720 --> 00:07:45.008 I want to also name that we are

NOTE Confidence: 0.94427896

00:07:45.008 --> 00:07:47.601 gathering at a time where the socio

NOTE Confidence: 0.94427896

00:07:47.601 --> 00:07:49.551 political climate has much hostility,

NOTE Confidence: 0.94427896

00:07:49.560 --> 00:07:51.572 instability and overt violence.

NOTE Confidence: 0.94427896

00:07:51.572 --> 00:07:55.650 We are dealing with the echoes of Pandemic,

NOTE Confidence: 0.94427896

00:07:55.650 --> 00:07:58.090 and I am aware that in each of

NOTE Confidence: 0.94427896

00:07:58.090 --> 00:08:00.007 these boxes there is a story.

NOTE Confidence: 0.94427896

00:08:00.010 --> 00:08:02.488 And so even though you provide

NOTE Confidence: 0.94427896

00:08:02.488 --> 00:08:03.727 care for others,

NOTE Confidence: 0.94427896

00:08:03.730 --> 00:08:06.285 I want you to know that we

NOTE Confidence: 0.94427896

00:08:06.285 --> 00:08:08.089 ourselves are worthy of care.

NOTE Confidence: 0.94427896

00:08:08.090 --> 00:08:10.309 And I recognize that each of us

NOTE Confidence: 0.94427896

00:08:10.309 --> 00:08:12.449 have visible and invisible losses.

NOTE Confidence: 0.94427896

00:08:12.450 --> 00:08:14.745 And so I invite you to take a moment

NOTE Confidence: 0.94427896

00:08:14.745 --> 00:08:16.970 of inhaling in through your nose

NOTE Confidence: 0.928131116666667

00:08:19.330 --> 00:08:21.130 and exhaling out through the mouth.

NOTE Confidence: 0.936383061538462

00:08:23.730 --> 00:08:26.242 I also want to say that as we

NOTE Confidence: 0.936383061538462

00:08:26.242 --> 00:08:28.330 are seeking to address racism,

NOTE Confidence: 0.936383061538462

00:08:28.330 --> 00:08:29.930 many universities are comfortable

NOTE Confidence: 0.936383061538462

00:08:29.930 --> 00:08:32.847 as long as we are talking about

NOTE Confidence: 0.936383061538462  
00:08:32.847 --> 00:08:35.493 helping people cope with racism that  
NOTE Confidence: 0.936383061538462  
00:08:35.493 --> 00:08:37.569 is happening somewhere out there.  
NOTE Confidence: 0.936383061538462  
00:08:37.570 --> 00:08:40.130 If we're talking about children  
NOTE Confidence: 0.936383061538462  
00:08:40.130 --> 00:08:42.690 seeing school shootings or students  
NOTE Confidence: 0.936383061538462  
00:08:42.690 --> 00:08:44.463 witnessing police brutality,  
NOTE Confidence: 0.936383061538462  
00:08:44.463 --> 00:08:49.590 there can be a certain level of openness.  
NOTE Confidence: 0.936383061538462  
00:08:49.590 --> 00:08:52.210 But when students and others  
NOTE Confidence: 0.936383061538462  
00:08:52.210 --> 00:08:54.830 begin to talk about oppression  
NOTE Confidence: 0.936383061538462  
00:08:54.830 --> 00:08:57.235 and racism in particular within  
NOTE Confidence: 0.936383061538462  
00:08:57.235 --> 00:09:00.350 our field or within our campus,  
NOTE Confidence: 0.936383061538462  
00:09:00.350 --> 00:09:03.284 people often get uncomfortable and will  
NOTE Confidence: 0.936383061538462  
00:09:03.284 --> 00:09:06.195 label them troublemakers or say that  
NOTE Confidence: 0.936383061538462  
00:09:06.195 --> 00:09:08.612 they are always complaining and we  
NOTE Confidence: 0.936383061538462  
00:09:08.612 --> 00:09:11.260 have to be willing to see the wounds  
NOTE Confidence: 0.936383061538462  
00:09:11.346 --> 00:09:13.970 in all of the places they show up.  
NOTE Confidence: 0.936383061538462

00:09:13.970 --> 00:09:16.890 Which include in your department?  
NOTE Confidence: 0.936383061538462

00:09:16.890 --> 00:09:19.210 Which include in your curriculum,  
NOTE Confidence: 0.936383061538462

00:09:19.210 --> 00:09:22.130 which include in your clinics.  
NOTE Confidence: 0.936383061538462

00:09:22.130 --> 00:09:23.726 And I want to say to you,  
NOTE Confidence: 0.936383061538462

00:09:23.730 --> 00:09:26.242 as a feminist psychologist,  
NOTE Confidence: 0.936383061538462

00:09:26.242 --> 00:09:28.126 a womanist psychologist,  
NOTE Confidence: 0.936383061538462

00:09:28.130 --> 00:09:31.650 I resist and reject the myth of neutrality.  
NOTE Confidence: 0.936383061538462

00:09:31.650 --> 00:09:34.478 So some people pretend that they're neutral  
NOTE Confidence: 0.936383061538462

00:09:34.478 --> 00:09:37.128 and that everybody else has a worldview,  
NOTE Confidence: 0.936383061538462

00:09:37.130 --> 00:09:38.840 and I don't think you can  
NOTE Confidence: 0.936383061538462

00:09:38.840 --> 00:09:40.330 get more colonized than that,  
NOTE Confidence: 0.936383061538462

00:09:40.330 --> 00:09:42.985 than to believe the way you see the world.  
NOTE Confidence: 0.936383061538462

00:09:42.990 --> 00:09:45.965 Is simply truth and everybody else is  
NOTE Confidence: 0.936383061538462

00:09:45.965 --> 00:09:48.989 coming from a slanted perspective.  
NOTE Confidence: 0.936383061538462

00:09:48.990 --> 00:09:52.182 So it is important for us all to  
NOTE Confidence: 0.936383061538462

00:09:52.182 --> 00:09:54.930 recognize that we show up to this



NOTE Confidence: 0.936383061538462  
00:09:54.930 --> 00:09:58.819 work with a lived reality and also an  
NOTE Confidence: 0.936383061538462  
00:09:58.819 --> 00:10:02.062 intergenerational reality, and so that truth.  
NOTE Confidence: 0.936383061538462  
00:10:02.062 --> 00:10:04.014 Is not the problem.  
NOTE Confidence: 0.936383061538462  
00:10:04.020 --> 00:10:06.708 It is the lack of awareness and  
NOTE Confidence: 0.936383061538462  
00:10:06.708 --> 00:10:09.075 acknowledgement of that which is problematic.  
NOTE Confidence: 0.936383061538462  
00:10:09.075 --> 00:10:11.100 And so each of us,  
NOTE Confidence: 0.936383061538462  
00:10:11.100 --> 00:10:13.060 when we look at what we research,  
NOTE Confidence: 0.936383061538462  
00:10:13.060 --> 00:10:15.188 when we look at the ways in  
NOTE Confidence: 0.936383061538462  
00:10:15.188 --> 00:10:16.100 which we practice,  
NOTE Confidence: 0.936383061538462  
00:10:16.100 --> 00:10:18.572 those have been formed as a  
NOTE Confidence: 0.936383061538462  
00:10:18.572 --> 00:10:20.220 result of our socialization,  
NOTE Confidence: 0.936383061538462  
00:10:20.220 --> 00:10:24.300 not just our professional lens,  
NOTE Confidence: 0.936383061538462  
00:10:24.300 --> 00:10:27.084 but our lived experience.  
NOTE Confidence: 0.936383061538462  
00:10:27.084 --> 00:10:32.104 And that is an important place of launching.  
NOTE Confidence: 0.936383061538462  
00:10:32.104 --> 00:10:36.490 So I am a lover of words and proverbs,  
NOTE Confidence: 0.936383061538462

00:10:36.490 --> 00:10:37.330 Lucille Clifton,  
NOTE Confidence: 0.936383061538462  
00:10:37.330 --> 00:10:39.010 an African American poet,  
NOTE Confidence: 0.936383061538462  
00:10:39.010 --> 00:10:41.775 wrote Come and celebrate with  
NOTE Confidence: 0.936383061538462  
00:10:41.775 --> 00:10:44.545 me that every day something has  
NOTE Confidence: 0.936383061538462  
00:10:44.545 --> 00:10:47.849 tried to kill me and has failed.  
NOTE Confidence: 0.936383061538462  
00:10:47.850 --> 00:10:49.580 And there's a Mexican proverb  
NOTE Confidence: 0.936383061538462  
00:10:49.580 --> 00:10:51.889 which says they tried to bury us.  
NOTE Confidence: 0.936383061538462  
00:10:51.890 --> 00:10:54.326 They didn't know we were seeds.  
NOTE Confidence: 0.936383061538462  
00:10:54.330 --> 00:10:56.970 So these two proverbs are really  
NOTE Confidence: 0.936383061538462  
00:10:56.970 --> 00:11:00.275 a reminder for us to hold both  
NOTE Confidence: 0.936383061538462  
00:11:00.275 --> 00:11:02.695 the realities of racial trauma.  
NOTE Confidence: 0.936383061538462  
00:11:02.700 --> 00:11:05.658 As well as stories of triumph,  
NOTE Confidence: 0.936383061538462  
00:11:05.660 --> 00:11:07.148 of overcoming A flourishing.  
NOTE Confidence: 0.936383061538462  
00:11:07.148 --> 00:11:10.698 So we do not want to come away from  
NOTE Confidence: 0.936383061538462  
00:11:10.698 --> 00:11:12.753 this conversation with a notion  
NOTE Confidence: 0.936383061538462  
00:11:12.753 --> 00:11:15.511 of pity and that these are people

NOTE Confidence: 0.936383061538462  
00:11:15.511 --> 00:11:17.371 who need to be rescued,  
NOTE Confidence: 0.936383061538462  
00:11:17.380 --> 00:11:20.271 but instead from a place of acknowledging  
NOTE Confidence: 0.936383061538462  
00:11:20.271 --> 00:11:22.619 the wounds and the strengths,  
NOTE Confidence: 0.936383061538462  
00:11:22.620 --> 00:11:24.208 the contributions,  
NOTE Confidence: 0.936383061538462  
00:11:24.208 --> 00:11:28.178 the clarity and the distress.  
NOTE Confidence: 0.936383061538462  
00:11:28.180 --> 00:11:30.595 That we want to see each other  
NOTE Confidence: 0.936383061538462  
00:11:30.595 --> 00:11:32.460 in our full humanity,  
NOTE Confidence: 0.936383061538462  
00:11:32.460 --> 00:11:34.700 which will then put us in a position  
NOTE Confidence: 0.936383061538462  
00:11:34.700 --> 00:11:36.669 to work collaboratively instead of  
NOTE Confidence: 0.936383061538462  
00:11:36.669 --> 00:11:38.899 adopting A Messiah complex where  
NOTE Confidence: 0.936383061538462  
00:11:38.899 --> 00:11:41.335 we believe we know what is best  
NOTE Confidence: 0.936383061538462  
00:11:41.335 --> 00:11:42.220 for other people  
NOTE Confidence: 0.910862095  
00:11:48.180 --> 00:11:50.856 and it doesn't. There we go.  
NOTE Confidence: 0.910862095  
00:11:50.860 --> 00:11:53.060 So one of the things that we want  
NOTE Confidence: 0.910862095  
00:11:53.060 --> 00:11:55.697 to be able to acknowledge is the  
NOTE Confidence: 0.910862095

00:11:55.697 --> 00:11:58.280 realities of racial stress and trauma.  
NOTE Confidence: 0.910862095

00:11:58.280 --> 00:12:00.758 Audrey Lorde wrote This woman is black,  
NOTE Confidence: 0.910862095

00:12:00.760 --> 00:12:03.476 so her blood is shed in silence.  
NOTE Confidence: 0.910862095

00:12:03.480 --> 00:12:06.608 So you want to think about what are  
NOTE Confidence: 0.910862095

00:12:06.608 --> 00:12:09.180 the traumas that you have learned  
NOTE Confidence: 0.910862095

00:12:09.180 --> 00:12:12.229 about as traumas and what are the  
NOTE Confidence: 0.910862095

00:12:12.229 --> 00:12:15.013 traumas that you have difficulty or  
NOTE Confidence: 0.910862095

00:12:15.013 --> 00:12:18.079 push back in acknowledging our traumas.  
NOTE Confidence: 0.910862095

00:12:18.080 --> 00:12:21.552 So the notion of PTSD was developed  
NOTE Confidence: 0.910862095

00:12:21.552 --> 00:12:23.866 thinking about veterans and we  
NOTE Confidence: 0.910862095

00:12:23.866 --> 00:12:25.931 consider post traumatic stress disorder  
NOTE Confidence: 0.910862095

00:12:25.931 --> 00:12:28.388 that they came home from battle.  
NOTE Confidence: 0.910862095

00:12:28.390 --> 00:12:30.534 And then it was a part of our  
NOTE Confidence: 0.910862095

00:12:30.534 --> 00:12:32.667 work to help them to recover.  
NOTE Confidence: 0.910862095

00:12:32.670 --> 00:12:33.810 And then there was push back  
NOTE Confidence: 0.910862095

00:12:33.810 --> 00:12:35.167 in the field to say, well,

NOTE Confidence: 0.910862095

00:12:35.167 --> 00:12:37.429 wait a minute, what about molestation?

NOTE Confidence: 0.910862095

00:12:37.430 --> 00:12:39.910 What about intimate partner violence?

NOTE Confidence: 0.910862095

00:12:39.910 --> 00:12:40.910 And at first people said,

NOTE Confidence: 0.910862095

00:12:40.910 --> 00:12:42.308 well, they didn't go to war.

NOTE Confidence: 0.910862095

00:12:42.310 --> 00:12:43.192 That doesn't count.

NOTE Confidence: 0.910862095

00:12:43.192 --> 00:12:45.668 And then the case was made that some

NOTE Confidence: 0.910862095

00:12:45.668 --> 00:12:48.188 People's War was in their childhood bedrooms,

NOTE Confidence: 0.910862095

00:12:48.190 --> 00:12:49.910 some were on school yards,

NOTE Confidence: 0.910862095

00:12:49.910 --> 00:12:51.630 some were in alleyways.

NOTE Confidence: 0.910862095

00:12:51.630 --> 00:12:55.368 And so there was a broadening of our

NOTE Confidence: 0.910862095

00:12:55.368 --> 00:12:58.038 understanding of what comprised trauma.

NOTE Confidence: 0.910862095

00:12:58.040 --> 00:13:01.016 So there has been a push in the

NOTE Confidence: 0.910862095

00:13:01.016 --> 00:13:03.694 field for the acknowledgement of

NOTE Confidence: 0.910862095

00:13:03.694 --> 00:13:06.759 what is called societal trauma,

NOTE Confidence: 0.910862095

00:13:06.760 --> 00:13:09.085 or some call it intergenerational

NOTE Confidence: 0.910862095

00:13:09.085 --> 00:13:10.480 or historical trauma,  
NOTE Confidence: 0.910862095

00:13:10.480 --> 00:13:13.917 or race based or racism based trauma,  
NOTE Confidence: 0.910862095

00:13:13.920 --> 00:13:16.560 as well as other forms of  
NOTE Confidence: 0.910862095

00:13:16.560 --> 00:13:18.186 oppression that sexism.  
NOTE Confidence: 0.910862095

00:13:18.186 --> 00:13:22.399 And sexual trauma can be traumatizing  
NOTE Confidence: 0.910862095

00:13:22.399 --> 00:13:25.752 as well as the forms of oppression  
NOTE Confidence: 0.910862095

00:13:25.752 --> 00:13:28.719 when we think of heterosexism,  
NOTE Confidence: 0.910862095

00:13:28.720 --> 00:13:30.982 classism, ableism, ageism.  
NOTE Confidence: 0.910862095

00:13:30.982 --> 00:13:37.160 And there have been those in the field,  
NOTE Confidence: 0.910862095

00:13:37.160 --> 00:13:39.840 trauma experts in the field,  
NOTE Confidence: 0.910862095

00:13:39.840 --> 00:13:43.470 who have sought to deny this reality.  
NOTE Confidence: 0.910862095

00:13:43.470 --> 00:13:48.129 And so you want to ask yourself what and who?  
NOTE Confidence: 0.910862095

00:13:48.130 --> 00:13:50.730 Benefits from the discipline  
NOTE Confidence: 0.910862095

00:13:50.730 --> 00:13:53.330 silence on racial trauma.  
NOTE Confidence: 0.910862095

00:13:53.330 --> 00:13:56.370 And I have had people say things like,  
NOTE Confidence: 0.910862095

00:13:56.370 --> 00:13:58.130 well, intimate partner violence

NOTE Confidence: 0.910862095

00:13:58.130 --> 00:14:00.330 is a capital T trauma,

NOTE Confidence: 0.910862095

00:14:00.330 --> 00:14:02.395 but racial trauma would be a lower

NOTE Confidence: 0.910862095

00:14:02.395 --> 00:14:04.209 case T trauma because it is,

NOTE Confidence: 0.910862095

00:14:04.210 --> 00:14:05.160 quote,

NOTE Confidence: 0.910862095

00:14:05.160 --> 00:14:08.010 just emotional abuse.

NOTE Confidence: 0.910862095

00:14:08.010 --> 00:14:10.812 And anyone who thinks that racism

NOTE Confidence: 0.910862095

00:14:10.812 --> 00:14:13.253 is just emotional abuse has

NOTE Confidence: 0.910862095

00:14:13.253 --> 00:14:15.217 not been paying attention.

NOTE Confidence: 0.910862095

00:14:15.220 --> 00:14:17.775 So when we talk about the threat

NOTE Confidence: 0.910862095

00:14:17.775 --> 00:14:20.220 to people's very lives and safety,

NOTE Confidence: 0.910862095

00:14:20.220 --> 00:14:23.818 it is important to recognize that racism

NOTE Confidence: 0.910862095

00:14:23.820 --> 00:14:26.700 is not just a mere matter of bias.

NOTE Confidence: 0.910862095

00:14:26.700 --> 00:14:28.980 We get very comfortable with the word bias,

NOTE Confidence: 0.910862095

00:14:28.980 --> 00:14:31.892 and people prefer you use the word bias

NOTE Confidence: 0.910862095

00:14:31.892 --> 00:14:34.740 than racism because it sounds very soft.

NOTE Confidence: 0.910862095

00:14:34.740 --> 00:14:35.994 It's very palatable.  
NOTE Confidence: 0.910862095

00:14:35.994 --> 00:14:38.502 It is very acceptable that we  
NOTE Confidence: 0.910862095

00:14:38.502 --> 00:14:40.928 all have biases but people?  
NOTE Confidence: 0.910862095

00:14:40.928 --> 00:14:44.132 Become hesitant to use the word  
NOTE Confidence: 0.910862095

00:14:44.132 --> 00:14:47.070 racism unless it is a Klan member.  
NOTE Confidence: 0.910862095

00:14:47.070 --> 00:14:50.230 And then even at that point they will  
NOTE Confidence: 0.910862095

00:14:50.230 --> 00:14:53.470 question the use of the terminology racism.  
NOTE Confidence: 0.910862095

00:14:53.470 --> 00:14:56.188 I want to say in our work for the  
NOTE Confidence: 0.910862095

00:14:56.188 --> 00:14:57.530 American Psychological Association  
NOTE Confidence: 0.910862095

00:14:57.530 --> 00:14:59.940 that we recognize that racism  
NOTE Confidence: 0.910862095

00:14:59.940 --> 00:15:02.470 is not only interpersonal,  
NOTE Confidence: 0.910862095

00:15:02.470 --> 00:15:05.270 that it is systemic, it is structural,  
NOTE Confidence: 0.910862095

00:15:05.270 --> 00:15:07.703 It is institutionalized.  
NOTE Confidence: 0.910862095

00:15:07.703 --> 00:15:10.136 Racism is unavoidable.  
NOTE Confidence: 0.910862095

00:15:10.140 --> 00:15:12.576 So if it was only a matter  
NOTE Confidence: 0.910862095

00:15:12.576 --> 00:15:13.620 of individual biases,



NOTE Confidence: 0.910862095

00:15:13.620 --> 00:15:15.936 then we could tell children and

NOTE Confidence: 0.910862095

00:15:15.936 --> 00:15:18.060 families who know that someone

NOTE Confidence: 0.910862095

00:15:18.060 --> 00:15:20.580 is racist to just avoid them.

NOTE Confidence: 0.910862095

00:15:20.580 --> 00:15:22.917 If you have someone on your street who

NOTE Confidence: 0.910862095

00:15:22.917 --> 00:15:24.939 doesn't like black or brown people,

NOTE Confidence: 0.94830432

00:15:24.940 --> 00:15:26.700 or doesn't like Asian people,

NOTE Confidence: 0.94830432

00:15:26.700 --> 00:15:28.765 just stay out of their yard, right?

NOTE Confidence: 0.94830432

00:15:28.765 --> 00:15:31.315 It sounds like a simple solution.

NOTE Confidence: 0.94830432

00:15:31.320 --> 00:15:33.000 But when we recognize that,

NOTE Confidence: 0.94830432

00:15:33.000 --> 00:15:36.744 not by a matter of opinion but by

NOTE Confidence: 0.94830432

00:15:36.744 --> 00:15:38.530 documented science, that racism

NOTE Confidence: 0.94830432

00:15:38.530 --> 00:15:41.080 shows up in the educational system,

NOTE Confidence: 0.94830432

00:15:41.080 --> 00:15:43.600 that it shows up in the healthcare system,

NOTE Confidence: 0.94830432

00:15:43.600 --> 00:15:45.679 that it shows up in the criminal

NOTE Confidence: 0.94830432

00:15:45.679 --> 00:15:47.512 justice system, that it shows up

NOTE Confidence: 0.94830432

00:15:47.512 --> 00:15:49.360 in the banking and loan system,  
NOTE Confidence: 0.94830432

00:15:49.360 --> 00:15:51.684 that it shows up in the application  
NOTE Confidence: 0.94830432

00:15:51.684 --> 00:15:54.958 process for jobs and for colleges, then we.  
NOTE Confidence: 0.94830432

00:15:54.958 --> 00:15:57.753 Understand that to apply our  
NOTE Confidence: 0.94830432

00:15:57.753 --> 00:16:00.531 science ethically does not mean  
NOTE Confidence: 0.94830432

00:16:00.531 --> 00:16:03.537 just teaching people to ignore it.  
NOTE Confidence: 0.94830432

00:16:03.540 --> 00:16:04.740 Whereas some people will say  
NOTE Confidence: 0.94830432

00:16:04.740 --> 00:16:06.420 you all talk about it too much,  
NOTE Confidence: 0.94830432

00:16:06.420 --> 00:16:07.736 maybe if you didn't talk about it,  
NOTE Confidence: 0.94830432

00:16:07.740 --> 00:16:09.340 it wouldn't be a problem,  
NOTE Confidence: 0.94830432

00:16:09.340 --> 00:16:13.694 and it is that silencing denial and  
NOTE Confidence: 0.94830432

00:16:13.694 --> 00:16:16.699 erasure which multiplies the issue.  
NOTE Confidence: 0.94830432

00:16:16.700 --> 00:16:19.700 We understand from the work of  
NOTE Confidence: 0.94830432

00:16:19.700 --> 00:16:22.176 Judith Herman that perpetrators  
NOTE Confidence: 0.94830432

00:16:22.176 --> 00:16:25.128 only require our silence.  
NOTE Confidence: 0.94830432

00:16:25.130 --> 00:16:28.328 Silence protects what is in power.

NOTE Confidence: 0.94830432

00:16:28.330 --> 00:16:30.810 Silence protects the status quo.

NOTE Confidence: 0.94830432

00:16:30.810 --> 00:16:33.450 Silence protects what already is.

NOTE Confidence: 0.94830432

00:16:33.450 --> 00:16:36.366 And so we have to lean into the discomfort

NOTE Confidence: 0.94830432

00:16:36.366 --> 00:16:38.847 of being able to address racism.

NOTE Confidence: 0.94830432

00:16:38.850 --> 00:16:39.810 Some people will say,

NOTE Confidence: 0.94830432

00:16:39.810 --> 00:16:40.050 well,

NOTE Confidence: 0.94830432

00:16:40.050 --> 00:16:42.324 they don't want to bring this

NOTE Confidence: 0.94830432

00:16:42.324 --> 00:16:44.313 topic up with children because

NOTE Confidence: 0.94830432

00:16:44.313 --> 00:16:46.689 they don't want to upset them.

NOTE Confidence: 0.94830432

00:16:46.690 --> 00:16:49.330 So the lack of socialization,

NOTE Confidence: 0.94830432

00:16:49.330 --> 00:16:51.194 the lack of preparation.

NOTE Confidence: 0.94830432

00:16:51.194 --> 00:16:54.450 The lack of acknowledgement is a set

NOTE Confidence: 0.94830432

00:16:54.450 --> 00:16:57.082 up for children to feel the shame

NOTE Confidence: 0.94830432

00:16:57.082 --> 00:16:59.978 and self blame of their individual

NOTE Confidence: 0.94830432

00:16:59.978 --> 00:17:03.068 selves instead of recognizing what is

NOTE Confidence: 0.94830432

00:17:03.070 --> 00:17:05.956 happening within them and around them

NOTE Confidence: 0.94830432

00:17:05.956 --> 00:17:09.230 on a structural and systemic level,

NOTE Confidence: 0.94830432

00:17:09.230 --> 00:17:11.778 and also to be able to empower

NOTE Confidence: 0.94830432

00:17:11.778 --> 00:17:13.476 and encourage our families

NOTE Confidence: 0.94830432

00:17:13.476 --> 00:17:15.596 to proactively address it.

NOTE Confidence: 0.94830432

00:17:15.600 --> 00:17:19.086 And to teach our children not just

NOTE Confidence: 0.94830432

00:17:19.086 --> 00:17:22.240 about racism but racial identity.

NOTE Confidence: 0.94830432

00:17:22.240 --> 00:17:24.900 So that your introduction to it is

NOTE Confidence: 0.94830432

00:17:24.900 --> 00:17:27.733 not just that some people may not

NOTE Confidence: 0.94830432

00:17:27.733 --> 00:17:30.151 like me because of my identity,

NOTE Confidence: 0.94830432

00:17:30.160 --> 00:17:33.560 but it is also for them to recognize

NOTE Confidence: 0.94830432

00:17:33.560 --> 00:17:36.866 the gifts and the history and the

NOTE Confidence: 0.94830432

00:17:36.866 --> 00:17:39.610 legacy that comes with their heritage.

NOTE Confidence: 0.94830432

00:17:39.610 --> 00:17:42.160 And so some people will say,

NOTE Confidence: 0.94830432

00:17:42.160 --> 00:17:43.900 well, this makes sense.

NOTE Confidence: 0.94830432

00:17:43.900 --> 00:17:46.520 If your client is already really

NOTE Confidence: 0.94830432  
00:17:46.520 --> 00:17:48.280 immersed in their culture,  
NOTE Confidence: 0.94830432  
00:17:48.280 --> 00:17:49.080 but if,  
NOTE Confidence: 0.94830432  
00:17:49.080 --> 00:17:49.880 for example,  
NOTE Confidence: 0.94830432  
00:17:49.880 --> 00:17:51.896 they had intercultural adoption  
NOTE Confidence: 0.94830432  
00:17:51.896 --> 00:17:53.720 or international adoption,  
NOTE Confidence: 0.94830432  
00:17:53.720 --> 00:17:55.792 or they did not grow up being  
NOTE Confidence: 0.94830432  
00:17:55.792 --> 00:17:56.680 familiar with it,  
NOTE Confidence: 0.94830432  
00:17:56.680 --> 00:17:59.600 then that perhaps we should not say anything.  
NOTE Confidence: 0.94830432  
00:17:59.600 --> 00:18:02.218 And I appreciate the work of Doctor  
NOTE Confidence: 0.94830432  
00:18:02.218 --> 00:18:04.721 Manuel and the Chicano Affirmative  
NOTE Confidence: 0.94830432  
00:18:04.721 --> 00:18:08.104 Psychotherapy Institute who says if a  
NOTE Confidence: 0.94830432  
00:18:08.104 --> 00:18:10.456 client has never heard of mindfulness.  
NOTE Confidence: 0.94830432  
00:18:10.460 --> 00:18:12.532 We don't say I'm not going to mention  
NOTE Confidence: 0.94830432  
00:18:12.532 --> 00:18:14.857 it to them because it's not already  
NOTE Confidence: 0.94830432  
00:18:14.860 --> 00:18:17.300 an understanding that they have.  
NOTE Confidence: 0.94830432

00:18:17.300 --> 00:18:17.791 Likewise,  
NOTE Confidence: 0.94830432  
00:18:17.791 --> 00:18:20.737 if someone does not already know  
NOTE Confidence: 0.94830432  
00:18:20.740 --> 00:18:23.540 their culture and cultural identity,  
NOTE Confidence: 0.94830432  
00:18:23.540 --> 00:18:24.980 it doesn't make sense to say,  
NOTE Confidence: 0.94830432  
00:18:24.980 --> 00:18:25.300 well,  
NOTE Confidence: 0.94830432  
00:18:25.300 --> 00:18:27.618 I'm not going to mention it when  
NOTE Confidence: 0.94830432  
00:18:27.618 --> 00:18:30.006 we consider what are the protected  
NOTE Confidence: 0.94830432  
00:18:30.006 --> 00:18:32.832 factors and the tools that help people  
NOTE Confidence: 0.94830432  
00:18:32.832 --> 00:18:35.172 to not only survive but thrive.  
NOTE Confidence: 0.94830432  
00:18:35.180 --> 00:18:36.580 As we think about racism,  
NOTE Confidence: 0.94830432  
00:18:36.580 --> 00:18:39.730 it's important to know there is the  
NOTE Confidence: 0.94830432  
00:18:39.730 --> 00:18:41.552 historical and intergenerational piece  
NOTE Confidence: 0.94830432  
00:18:41.552 --> 00:18:43.934 as well as the contemporary reality.  
NOTE Confidence: 0.94830432  
00:18:43.940 --> 00:18:46.060 And so in terms of the historical piece,  
NOTE Confidence: 0.94830432  
00:18:46.060 --> 00:18:48.724 you want to consider the transmission  
NOTE Confidence: 0.94830432  
00:18:48.724 --> 00:18:51.500 of trauma across the generations.

NOTE Confidence: 0.94830432

00:18:51.500 --> 00:18:54.030 So trauma is documented to

NOTE Confidence: 0.94830432

00:18:54.030 --> 00:18:56.054 shift our nervous systems

NOTE Confidence: 0.94276945

00:18:56.060 --> 00:18:58.321 and then those shifts can be passed

NOTE Confidence: 0.94276945

00:18:58.321 --> 00:19:00.460 down to the next generation.

NOTE Confidence: 0.94276945

00:19:00.460 --> 00:19:02.458 The good news is we recognize

NOTE Confidence: 0.94276945

00:19:02.458 --> 00:19:04.534 that healing can also shift the

NOTE Confidence: 0.94276945

00:19:04.534 --> 00:19:06.568 nervous system and can also be

NOTE Confidence: 0.94276945

00:19:06.568 --> 00:19:08.818 passed down to the next generation.

NOTE Confidence: 0.94276945

00:19:08.820 --> 00:19:10.260 You want to consider,

NOTE Confidence: 0.94276945

00:19:10.260 --> 00:19:12.060 as we talk about racism,

NOTE Confidence: 0.94276945

00:19:12.060 --> 00:19:15.255 both what it means to be a primary target,

NOTE Confidence: 0.94276945

00:19:15.260 --> 00:19:17.857 what it also means to bear witness,

NOTE Confidence: 0.94276945

00:19:17.860 --> 00:19:19.300 and the impact of that

NOTE Confidence: 0.94276945

00:19:19.300 --> 00:19:20.740 on the lives of children,

NOTE Confidence: 0.94276945

00:19:20.740 --> 00:19:23.580 as well as vicarious traumatization.

NOTE Confidence: 0.94276945

00:19:23.580 --> 00:19:26.079 So even if they did not know  
NOTE Confidence: 0.94276945

00:19:26.079 --> 00:19:27.150 the people personally.  
NOTE Confidence: 0.94276945

00:19:27.150 --> 00:19:29.348 What is the impact of seeing on  
NOTE Confidence: 0.94276945

00:19:29.348 --> 00:19:31.678 the news or in the community  
NOTE Confidence: 0.94276945

00:19:31.678 --> 00:19:33.868 people of your shared identity,  
NOTE Confidence: 0.94276945

00:19:33.870 --> 00:19:35.574 Being dehumanized, brutalized,  
NOTE Confidence: 0.94276945

00:19:35.574 --> 00:19:38.982 and then a lack of justice?  
NOTE Confidence: 0.94276945

00:19:38.990 --> 00:19:41.438 When we were having the surge  
NOTE Confidence: 0.94276945

00:19:41.438 --> 00:19:43.488 of hate towards Asian Americans,  
NOTE Confidence: 0.94276945

00:19:43.488 --> 00:19:46.351 hate crimes a number of my Asian  
NOTE Confidence: 0.94276945

00:19:46.351 --> 00:19:48.390 American students talked about,  
NOTE Confidence: 0.94276945

00:19:48.390 --> 00:19:51.590 even if they had not been directly targeted,  
NOTE Confidence: 0.94276945

00:19:51.590 --> 00:19:53.990 that feeling of anxiety and  
NOTE Confidence: 0.94276945

00:19:53.990 --> 00:19:56.960 dread and worry as they were.  
NOTE Confidence: 0.94276945

00:19:56.960 --> 00:19:59.528 Concerned for members of their community  
NOTE Confidence: 0.94276945

00:19:59.528 --> 00:20:01.934 and in particular their elders at



NOTE Confidence: 0.94276945

00:20:01.934 --> 00:20:04.118 that time and in an ongoing way.

NOTE Confidence: 0.94276945

00:20:04.120 --> 00:20:06.480 So it is not just about have the

NOTE Confidence: 0.94276945

00:20:06.480 --> 00:20:08.514 children you worked with in a way

NOTE Confidence: 0.94276945

00:20:08.514 --> 00:20:10.472 that is that they are conscious

NOTE Confidence: 0.94276945

00:20:10.472 --> 00:20:12.516 about been directly targeted.

NOTE Confidence: 0.94276945

00:20:12.520 --> 00:20:15.684 But what is the impact of these

NOTE Confidence: 0.94276945

00:20:15.684 --> 00:20:17.920 experiences that are pervasive

NOTE Confidence: 0.94276945

00:20:17.920 --> 00:20:20.680 in our communities?

NOTE Confidence: 0.94276945

00:20:20.680 --> 00:20:23.305 So the wounds of racial stress and

NOTE Confidence: 0.94276945

00:20:23.305 --> 00:20:25.529 trauma are important to acknowledge.

NOTE Confidence: 0.94276945

00:20:25.530 --> 00:20:25.939 Emotionally,

NOTE Confidence: 0.94276945

00:20:25.939 --> 00:20:28.393 people may show up with depression

NOTE Confidence: 0.94276945

00:20:28.393 --> 00:20:32.058 and I want to raise to your awareness

NOTE Confidence: 0.94276945

00:20:32.058 --> 00:20:34.411 irritable depression and for you

NOTE Confidence: 0.94276945

00:20:34.411 --> 00:20:36.746 to consider the stereotype of

NOTE Confidence: 0.94276945

00:20:36.746 --> 00:20:39.528 black women with a bad attitude.  
NOTE Confidence: 0.94276945

00:20:39.530 --> 00:20:40.568 And so yes,  
NOTE Confidence: 0.94276945

00:20:40.568 --> 00:20:42.990 we all can enjoy clients who come  
NOTE Confidence: 0.94276945

00:20:43.074 --> 00:20:45.660 in with big smiles and gratitude  
NOTE Confidence: 0.94276945

00:20:45.660 --> 00:20:48.285 and quickly saying that they have  
NOTE Confidence: 0.94276945

00:20:48.285 --> 00:20:49.925 all these aha moments,  
NOTE Confidence: 0.94276945

00:20:49.930 --> 00:20:53.176 but I want to really encourage  
NOTE Confidence: 0.94276945

00:20:53.176 --> 00:20:54.258 your compassion.  
NOTE Confidence: 0.94276945

00:20:54.260 --> 00:20:55.860 For the family members who  
NOTE Confidence: 0.94276945

00:20:55.860 --> 00:20:57.460 show up with arms crossed,  
NOTE Confidence: 0.94276945

00:20:57.460 --> 00:20:58.645 with legs crossed,  
NOTE Confidence: 0.94276945

00:20:58.645 --> 00:21:00.620 keeping their coat buttoned up,  
NOTE Confidence: 0.94276945

00:21:00.620 --> 00:21:03.628 keep keeping their purse and their lap and  
NOTE Confidence: 0.94276945

00:21:03.628 --> 00:21:06.579 giving you what we would call a side eye,  
NOTE Confidence: 0.94276945

00:21:06.580 --> 00:21:07.990 that we recognize.  
NOTE Confidence: 0.94276945

00:21:07.990 --> 00:21:10.340 That from people's lived experience,

NOTE Confidence: 0.94276945

00:21:10.340 --> 00:21:12.937 it's not that they have trust issues,

NOTE Confidence: 0.94276945

00:21:12.940 --> 00:21:15.472 it is that systems have been

NOTE Confidence: 0.94276945

00:21:15.472 --> 00:21:17.870 untrustworthy and so it is not

NOTE Confidence: 0.94276945

00:21:17.870 --> 00:21:21.400 just to see them as the problem.

NOTE Confidence: 0.94276945

00:21:21.400 --> 00:21:23.240 But from liberation psychology,

NOTE Confidence: 0.94276945

00:21:23.240 --> 00:21:25.080 we understand the importance

NOTE Confidence: 0.94276945

00:21:25.080 --> 00:21:26.000 of problematization,

NOTE Confidence: 0.94276945

00:21:26.000 --> 00:21:27.835 where we actually recognize what

NOTE Confidence: 0.94276945

00:21:27.835 --> 00:21:30.772 is the root of what we are seeing

NOTE Confidence: 0.94276945

00:21:30.772 --> 00:21:31.795 in the present.

NOTE Confidence: 0.94276945

00:21:31.800 --> 00:21:34.220 So the irritability you want

NOTE Confidence: 0.94276945

00:21:34.220 --> 00:21:36.491 to attend to anxiety, anger.

NOTE Confidence: 0.94276945

00:21:36.491 --> 00:21:39.470 And many of us who are in the field

NOTE Confidence: 0.94276945

00:21:39.555 --> 00:21:41.919 have an issue with people's anger

NOTE Confidence: 0.94276945

00:21:41.919 --> 00:21:44.349 and we are quick to pathologize

NOTE Confidence: 0.94276945

00:21:44.349 --> 00:21:46.653 it and try to squash it.  
NOTE Confidence: 0.94276945

00:21:46.660 --> 00:21:48.179 And I want to say to you,  
NOTE Confidence: 0.94276945

00:21:48.180 --> 00:21:51.092 it is healthy for people to be  
NOTE Confidence: 0.94276945

00:21:51.092 --> 00:21:52.940 outraged about outrageous things.  
NOTE Confidence: 0.94276945

00:21:52.940 --> 00:21:54.844 Outrageous things have happened.  
NOTE Confidence: 0.94276945

00:21:54.844 --> 00:21:58.899 And so we want to check ourselves in,  
NOTE Confidence: 0.94276945

00:21:58.900 --> 00:22:02.650 our own healing about our issues  
NOTE Confidence: 0.94276945

00:22:02.650 --> 00:22:03.900 and discomfort,  
NOTE Confidence: 0.94276945

00:22:03.900 --> 00:22:05.896 sitting with people's outrage,  
NOTE Confidence: 0.94276945

00:22:05.896 --> 00:22:09.488 and also what we have been taught  
NOTE Confidence: 0.94276945

00:22:09.488 --> 00:22:11.520 about people of color.  
NOTE Confidence: 0.94276945

00:22:11.520 --> 00:22:14.544 So I want you to think about your  
NOTE Confidence: 0.94276945

00:22:14.544 --> 00:22:15.600 emotional response if,  
NOTE Confidence: 0.94276945

00:22:15.600 --> 00:22:16.336 for example,  
NOTE Confidence: 0.94276945

00:22:16.336 --> 00:22:18.912 you see a white woman who is  
NOTE Confidence: 0.94276945

00:22:18.912 --> 00:22:20.687 angry versus your emotional

NOTE Confidence: 0.94276945

00:22:20.687 --> 00:22:23.970 response if a black or brown man

NOTE Confidence: 0.943608066666667

00:22:24.058 --> 00:22:27.360 is angry. And so we often we also

NOTE Confidence: 0.943608066666667

00:22:27.360 --> 00:22:30.744 see that with our adolescence and

NOTE Confidence: 0.943608066666667

00:22:30.744 --> 00:22:34.043 the ways in which anger and other

NOTE Confidence: 0.943608066666667

00:22:34.043 --> 00:22:35.967 emotional responses get racialized

NOTE Confidence: 0.943608066666667

00:22:35.967 --> 00:22:39.348 in terms of who is seen as a threat.

NOTE Confidence: 0.943608066666667

00:22:39.350 --> 00:22:42.143 And who is seen as a human

NOTE Confidence: 0.943608066666667

00:22:42.143 --> 00:22:44.909 being having a human response?

NOTE Confidence: 0.943608066666667

00:22:44.910 --> 00:22:47.830 We also consider substance dependence,

NOTE Confidence: 0.943608066666667

00:22:47.830 --> 00:22:50.038 suicidal thoughts, fatigue, dissociation.

NOTE Confidence: 0.943608066666667

00:22:50.038 --> 00:22:53.350 We want to also be mindful

NOTE Confidence: 0.943608066666667

00:22:53.437 --> 00:22:55.549 of the somatic complaints,

NOTE Confidence: 0.943608066666667

00:22:55.550 --> 00:22:57.476 where many may say it doesn't

NOTE Confidence: 0.943608066666667

00:22:57.476 --> 00:22:59.829 bother me but I have backache.

NOTE Confidence: 0.943608066666667

00:22:59.830 --> 00:23:02.385 It doesn't bother me, but I'm nauseous.

NOTE Confidence: 0.943608066666667

00:23:02.390 --> 00:23:04.980 It doesn't bother me, but I have  
NOTE Confidence: 0.943608066666667

00:23:04.980 --> 00:23:07.520 migraines we want to consider difficult.  
NOTE Confidence: 0.943608066666667

00:23:07.520 --> 00:23:09.840 Be concentrating, remembering and focusing,  
NOTE Confidence: 0.943608066666667

00:23:09.840 --> 00:23:11.790 especially as we think about children  
NOTE Confidence: 0.943608066666667

00:23:11.790 --> 00:23:14.118 and how they are doing in school.  
NOTE Confidence: 0.943608066666667

00:23:14.120 --> 00:23:18.880 And this expectation for business as usual,  
NOTE Confidence: 0.943608066666667

00:23:18.880 --> 00:23:21.384 that while there can be police  
NOTE Confidence: 0.943608066666667

00:23:21.384 --> 00:23:23.400 brutality in your community,  
NOTE Confidence: 0.943608066666667

00:23:23.400 --> 00:23:26.360 you are to show up the next day at school.  
NOTE Confidence: 0.943608066666667

00:23:26.360 --> 00:23:29.176 No one speaks about it, no one names it,  
NOTE Confidence: 0.943608066666667

00:23:29.176 --> 00:23:31.360 and you are expected to perform.  
NOTE Confidence: 0.943608066666667

00:23:31.360 --> 00:23:33.278 And we want to think about the  
NOTE Confidence: 0.943608066666667

00:23:33.278 --> 00:23:35.470 ways in which that is dehumanizing.  
NOTE Confidence: 0.943608066666667

00:23:35.470 --> 00:23:37.270 Not only within the school systems,  
NOTE Confidence: 0.943608066666667

00:23:37.270 --> 00:23:40.586 but also within our practices when we  
NOTE Confidence: 0.943608066666667

00:23:40.586 --> 00:23:43.610 claim that we are doing a full assessment

NOTE Confidence: 0.943608066666667

00:23:43.690 --> 00:23:46.553 to find out about the stressors in

NOTE Confidence: 0.943608066666667

00:23:46.553 --> 00:23:48.892 our children's and families lives

NOTE Confidence: 0.943608066666667

00:23:48.892 --> 00:23:51.994 and we never ask about experiences

NOTE Confidence: 0.943608066666667

00:23:51.994 --> 00:23:57.418 of discrimination or bias or racism.

NOTE Confidence: 0.943608066666667

00:23:57.420 --> 00:24:00.240 Racism also creates barriers,

NOTE Confidence: 0.943608066666667

00:24:00.240 --> 00:24:03.060 barriers to educational possibility,

NOTE Confidence: 0.943608066666667

00:24:03.060 --> 00:24:05.156 economics and political resources.

NOTE Confidence: 0.943608066666667

00:24:05.156 --> 00:24:09.140 And when we talk about these barriers,

NOTE Confidence: 0.943608066666667

00:24:09.140 --> 00:24:12.400 some people again get uncomfortable

NOTE Confidence: 0.943608066666667

00:24:12.400 --> 00:24:16.974 because to name the barriers is to some

NOTE Confidence: 0.943608066666667

00:24:16.974 --> 00:24:20.040 people feel erase the ways in which

NOTE Confidence: 0.943608066666667

00:24:20.139 --> 00:24:23.758 people who are white have worked hard.

NOTE Confidence: 0.943608066666667

00:24:23.760 --> 00:24:26.928 And I want you to acknowledge that both

NOTE Confidence: 0.943608066666667

00:24:26.928 --> 00:24:29.900 things can exist on an individual level.

NOTE Confidence: 0.943608066666667

00:24:29.900 --> 00:24:33.284 People may have worked very hard and we

NOTE Confidence: 0.943608066666667

00:24:33.284 --> 00:24:36.316 are not dealing with a level playing field.  
NOTE Confidence: 0.943608066666667

00:24:36.320 --> 00:24:38.800 And there are additional barriers  
NOTE Confidence: 0.943608066666667

00:24:38.800 --> 00:24:42.571 that are put in front of some  
NOTE Confidence: 0.943608066666667

00:24:42.571 --> 00:24:44.359 communities and families.  
NOTE Confidence: 0.943608066666667

00:24:44.360 --> 00:24:48.110 Racism also has physical health consequences.  
NOTE Confidence: 0.943608066666667

00:24:48.110 --> 00:24:51.636 Increased risk of injury, infection, asthma,  
NOTE Confidence: 0.943608066666667

00:24:51.636 --> 00:24:55.666 cardiovascular disease initially with COVID.  
NOTE Confidence: 0.943608066666667

00:24:55.670 --> 00:24:58.785 More losses once the vaccination came out.  
NOTE Confidence: 0.943608066666667

00:24:58.790 --> 00:25:01.079 There were more people of color percentage  
NOTE Confidence: 0.943608066666667

00:25:01.079 --> 00:25:03.230 wise who were getting vaccinated.  
NOTE Confidence: 0.943608066666667

00:25:03.230 --> 00:25:04.198 Birthing complications.  
NOTE Confidence: 0.943608066666667

00:25:04.198 --> 00:25:08.070 We have how I say we African American  
NOTE Confidence: 0.943608066666667

00:25:08.070 --> 00:25:11.841 women have higher risk of mortality,  
NOTE Confidence: 0.943608066666667

00:25:11.841 --> 00:25:16.096 death during pregnancy, maternal mortality.  
NOTE Confidence: 0.943608066666667

00:25:16.100 --> 00:25:18.599 And then another piece we often don't  
NOTE Confidence: 0.943608066666667

00:25:18.599 --> 00:25:21.299 address are the spiritual consequences.



NOTE Confidence: 0.943608066666667  
00:25:21.300 --> 00:25:23.060 Many of our programs,  
NOTE Confidence: 0.943608066666667  
00:25:23.060 --> 00:25:25.700 when they talk about cultural competence,  
NOTE Confidence: 0.943608066666667  
00:25:25.700 --> 00:25:28.577 will only talk about race and ethnicity,  
NOTE Confidence: 0.943608066666667  
00:25:28.580 --> 00:25:31.180 maybe gender and sexuality,  
NOTE Confidence: 0.943608066666667  
00:25:31.180 --> 00:25:33.780 maybe talk about disability.  
NOTE Confidence: 0.943608066666667  
00:25:33.780 --> 00:25:38.916 But there has been a persistent erasure  
NOTE Confidence: 0.943608066666667  
00:25:38.916 --> 00:25:43.188 or pathologizing around spirituality.  
NOTE Confidence: 0.943608066666667  
00:25:43.190 --> 00:25:46.760 People of color and women endorse  
NOTE Confidence: 0.943608066666667  
00:25:46.760 --> 00:25:47.950 higher spirituality.  
NOTE Confidence: 0.943608066666667  
00:25:47.950 --> 00:25:50.758 And So what does it mean as a  
NOTE Confidence: 0.943608066666667  
00:25:50.758 --> 00:25:53.350 field for us to erase meaning,  
NOTE Confidence: 0.943608066666667  
00:25:53.350 --> 00:25:56.325 making and coping and understanding  
NOTE Confidence: 0.943608066666667  
00:25:56.325 --> 00:25:58.110 in these ways?  
NOTE Confidence: 0.943608066666667  
00:25:58.110 --> 00:26:01.362 And so it was in, I think,  
NOTE Confidence: 0.943608066666667  
00:26:01.362 --> 00:26:03.792 in my postdoctoral training the  
NOTE Confidence: 0.943608066666667

00:26:03.792 --> 00:26:06.785 first time I heard this phrase,  
NOTE Confidence: 0.943608066666667

00:26:06.785 --> 00:26:07.815 hyper religiosity.  
NOTE Confidence: 0.943608066666667

00:26:07.815 --> 00:26:10.390 And as a pastor's daughter,  
NOTE Confidence: 0.943608066666667

00:26:10.390 --> 00:26:11.898 I was definitely like,  
NOTE Confidence: 0.943608066666667

00:26:11.898 --> 00:26:13.029 what is that?  
NOTE Confidence: 0.943608066666667

00:26:13.030 --> 00:26:15.208 And I became clear very quickly  
NOTE Confidence: 0.943608066666667

00:26:15.208 --> 00:26:17.906 that it was very subjective based  
NOTE Confidence: 0.943608066666667

00:26:17.906 --> 00:26:20.230 on people's lived experience.  
NOTE Confidence: 0.943608066666667

00:26:20.230 --> 00:26:23.198 So if someone grew up with no  
NOTE Confidence: 0.943608066666667

00:26:23.198 --> 00:26:24.470 spirituality or religiosity,  
NOTE Confidence: 0.891104641818182

00:26:24.470 --> 00:26:26.294 and they have a client who  
NOTE Confidence: 0.891104641818182

00:26:26.294 --> 00:26:27.870 attends services twice a week,  
NOTE Confidence: 0.891104641818182

00:26:27.870 --> 00:26:30.550 it will label them hyperreligious.  
NOTE Confidence: 0.891104641818182

00:26:30.550 --> 00:26:33.022 Or there was a black mother who needed  
NOTE Confidence: 0.891104641818182

00:26:33.022 --> 00:26:35.389 to make a decision about her son,  
NOTE Confidence: 0.891104641818182

00:26:35.390 --> 00:26:37.630 and she told the therapist,

NOTE Confidence: 0.891104641818182  
00:26:37.630 --> 00:26:38.950 I need to pray about it.  
NOTE Confidence: 0.891104641818182  
00:26:38.950 --> 00:26:41.098 I'll let you know next week.  
NOTE Confidence: 0.891104641818182  
00:26:41.100 --> 00:26:43.053 And he thought that was the most  
NOTE Confidence: 0.891104641818182  
00:26:43.053 --> 00:26:44.539 ridiculous thing he ever heard.  
NOTE Confidence: 0.891104641818182  
00:26:44.540 --> 00:26:48.565 So we want to be mindful and  
NOTE Confidence: 0.891104641818182  
00:26:48.565 --> 00:26:51.070 intentional about integrating and  
NOTE Confidence: 0.891104641818182  
00:26:51.070 --> 00:26:54.455 preparing our students and ourselves.  
NOTE Confidence: 0.891104641818182  
00:26:54.460 --> 00:26:55.249 Because of course,  
NOTE Confidence: 0.891104641818182  
00:26:55.249 --> 00:26:56.827 you cannot prepare others with you  
NOTE Confidence: 0.891104641818182  
00:26:56.827 --> 00:26:58.500 with what you are not prepared for.  
NOTE Confidence: 0.891104641818182  
00:26:58.500 --> 00:27:01.652 So we also have to educate ourselves about  
NOTE Confidence: 0.891104641818182  
00:27:01.652 --> 00:27:05.419 how to ethically and appropriately address,  
NOTE Confidence: 0.891104641818182  
00:27:05.420 --> 00:27:07.985 acknowledge, integrate people's  
NOTE Confidence: 0.891104641818182  
00:27:07.985 --> 00:27:10.550 spirituality and religious.  
NOTE Confidence: 0.891104641818182  
00:27:10.550 --> 00:27:12.230 Beliefs and practices.  
NOTE Confidence: 0.891104641818182

00:27:12.230 --> 00:27:16.675 And that can start even simply within our our

NOTE Confidence: 0.891104641818182

00:27:16.675 --> 00:27:19.630 assessment process of asking the question.

NOTE Confidence: 0.891104641818182

00:27:19.630 --> 00:27:22.290 If you have a family for whom

NOTE Confidence: 0.891104641818182

00:27:22.290 --> 00:27:24.189 spirituality and religion is central

NOTE Confidence: 0.891104641818182

00:27:24.190 --> 00:27:26.668 and you have never spoken about it,

NOTE Confidence: 0.891104641818182

00:27:26.670 --> 00:27:29.505 that you don't actually know that family,

NOTE Confidence: 0.891104641818182

00:27:29.510 --> 00:27:31.390 You don't actually know them.

NOTE Confidence: 0.891104641818182

00:27:31.390 --> 00:27:33.110 If it's central to them

NOTE Confidence: 0.891104641818182

00:27:33.110 --> 00:27:34.830 and you don't know that,

NOTE Confidence: 0.891104641818182

00:27:34.830 --> 00:27:37.266 then you know a fraction of them.

NOTE Confidence: 0.891104641818182

00:27:37.270 --> 00:27:39.862 And so we want to be mindful of that,

NOTE Confidence: 0.891104641818182

00:27:39.870 --> 00:27:42.462 and I want to name around spirituality

NOTE Confidence: 0.891104641818182

00:27:42.462 --> 00:27:44.442 and religiosity that we have

NOTE Confidence: 0.891104641818182

00:27:44.442 --> 00:27:46.909 to be able to hold both ends,

NOTE Confidence: 0.891104641818182

00:27:46.910 --> 00:27:49.353 which is for some people it has

NOTE Confidence: 0.891104641818182

00:27:49.353 --> 00:27:52.516 been a major source of strength and

NOTE Confidence: 0.891104641818182

00:27:52.516 --> 00:27:55.546 resilience and meaning and coping.

NOTE Confidence: 0.891104641818182

00:27:55.550 --> 00:27:58.310 And for some people it has been a

NOTE Confidence: 0.891104641818182

00:27:58.310 --> 00:28:01.038 site of harm, of abuse, of rejection.

NOTE Confidence: 0.891104641818182

00:28:01.038 --> 00:28:03.330 And if we're not willing to

NOTE Confidence: 0.891104641818182

00:28:03.413 --> 00:28:06.335 acknowledge both of those things exist.

NOTE Confidence: 0.891104641818182

00:28:06.340 --> 00:28:07.368 Then we're missing it.

NOTE Confidence: 0.891104641818182

00:28:07.368 --> 00:28:09.694 So some of us who may be spiritual

NOTE Confidence: 0.891104641818182

00:28:09.694 --> 00:28:11.866 or religious are not willing to

NOTE Confidence: 0.891104641818182

00:28:11.866 --> 00:28:13.819 acknowledge harms that have been done,

NOTE Confidence: 0.891104641818182

00:28:13.820 --> 00:28:15.740 and some people who are tuned

NOTE Confidence: 0.891104641818182

00:28:15.740 --> 00:28:17.717 into the harms are unwilling to

NOTE Confidence: 0.891104641818182

00:28:17.717 --> 00:28:20.600 see the ways in which it could be

NOTE Confidence: 0.891104641818182

00:28:20.600 --> 00:28:24.180 beneficial or helpful to anyone.

NOTE Confidence: 0.891104641818182

00:28:24.180 --> 00:28:30.672 And those end up resulting in us not

NOTE Confidence: 0.891104641818182

00:28:30.672 --> 00:28:34.310 seeing people fully so in terms of the

NOTE Confidence: 0.891104641818182

00:28:34.310 --> 00:28:36.350 effects with racial stress and trauma.  
NOTE Confidence: 0.891104641818182

00:28:36.350 --> 00:28:38.968 Many people who have worked to combat  
NOTE Confidence: 0.891104641818182

00:28:38.968 --> 00:28:41.268 racism have been people of faith.  
NOTE Confidence: 0.891104641818182

00:28:41.270 --> 00:28:43.685 And we can think about that in  
NOTE Confidence: 0.891104641818182

00:28:43.685 --> 00:28:46.482 terms of needing to be able to see  
NOTE Confidence: 0.891104641818182

00:28:46.482 --> 00:28:48.470 what is possible beyond what is,  
NOTE Confidence: 0.891104641818182

00:28:48.470 --> 00:28:51.296 and trying to have some sense of hope or  
NOTE Confidence: 0.891104641818182

00:28:51.296 --> 00:28:54.347 faith in the fact that things can get better.  
NOTE Confidence: 0.891104641818182

00:28:54.350 --> 00:28:56.590 And at the same time,  
NOTE Confidence: 0.891104641818182

00:28:56.590 --> 00:28:58.110 we want to think about,  
NOTE Confidence: 0.891104641818182

00:28:58.110 --> 00:28:59.394 for some people,  
NOTE Confidence: 0.891104641818182

00:28:59.394 --> 00:29:01.106 utilizing their religious coping,  
NOTE Confidence: 0.891104641818182

00:29:01.110 --> 00:29:03.590 so gathering with their community,  
NOTE Confidence: 0.891104641818182

00:29:03.590 --> 00:29:04.898 reading sacred texts.  
NOTE Confidence: 0.891104641818182

00:29:04.898 --> 00:29:08.450 Prayer and we also want to think about  
NOTE Confidence: 0.891104641818182

00:29:08.450 --> 00:29:11.383 for some how it may intensify notions

NOTE Confidence: 0.891104641818182  
00:29:11.383 --> 00:29:14.406 of shame and stigma and self blame.  
NOTE Confidence: 0.891104641818182  
00:29:14.410 --> 00:29:15.505 So for example,  
NOTE Confidence: 0.891104641818182  
00:29:15.505 --> 00:29:17.695 sexual assault of young people if  
NOTE Confidence: 0.891104641818182  
00:29:17.695 --> 00:29:20.290 they believe that God is mad at them,  
NOTE Confidence: 0.891104641818182  
00:29:20.290 --> 00:29:22.334 or that now they are less because  
NOTE Confidence: 0.891104641818182  
00:29:22.334 --> 00:29:24.290 they are not a virgin or any.  
NOTE Confidence: 0.891104641818182  
00:29:24.290 --> 00:29:28.010 Or this pressure to instantly forgive.  
NOTE Confidence: 0.891104641818182  
00:29:28.010 --> 00:29:30.570 So we have to look at the nuance  
NOTE Confidence: 0.891104641818182  
00:29:30.570 --> 00:29:33.370 and the layers in order to support  
NOTE Confidence: 0.891104641818182  
00:29:33.370 --> 00:29:35.450 people in a holistic way.  
NOTE Confidence: 0.891104641818182  
00:29:35.450 --> 00:29:38.012 So as you are seeing the effects  
NOTE Confidence: 0.891104641818182  
00:29:38.012 --> 00:29:40.608 for children and for their families,  
NOTE Confidence: 0.891104641818182  
00:29:40.610 --> 00:29:44.126 you want to consider for yourself  
NOTE Confidence: 0.891104641818182  
00:29:44.130 --> 00:29:46.506 how you are responding to what  
NOTE Confidence: 0.891104641818182  
00:29:46.506 --> 00:29:48.090 they are showing you,  
NOTE Confidence: 0.926050571666667

00:29:48.090 --> 00:29:51.210 whether there is compassion or judgment,  
NOTE Confidence: 0.926050571666667

00:29:51.210 --> 00:29:53.660 whether there is the expectation  
NOTE Confidence: 0.926050571666667

00:29:53.660 --> 00:29:57.458 for super strength or if we  
NOTE Confidence: 0.926050571666667

00:29:57.458 --> 00:30:00.372 also recognize the the need.  
NOTE Confidence: 0.926050571666667

00:30:00.372 --> 00:30:04.142 For a saving face or for honor means  
NOTE Confidence: 0.926050571666667

00:30:04.142 --> 00:30:07.537 that many people of color may not  
NOTE Confidence: 0.926050571666667

00:30:07.537 --> 00:30:09.971 come in visually falling apart.  
NOTE Confidence: 0.926050571666667

00:30:09.971 --> 00:30:12.893 And because they are not putting  
NOTE Confidence: 0.926050571666667

00:30:12.893 --> 00:30:15.028 their distress on display,  
NOTE Confidence: 0.926050571666667

00:30:15.030 --> 00:30:17.907 sometimes we are quick to terminate them,  
NOTE Confidence: 0.926050571666667

00:30:17.910 --> 00:30:20.782 Sometimes we are quick to say that they're  
NOTE Confidence: 0.926050571666667

00:30:20.782 --> 00:30:23.590 not ready for change because of the  
NOTE Confidence: 0.926050571666667

00:30:23.590 --> 00:30:26.670 ways in which they hold their distress.  
NOTE Confidence: 0.926050571666667

00:30:26.670 --> 00:30:29.830 So if I hold it physically and spiritually,  
NOTE Confidence: 0.926050571666667

00:30:29.830 --> 00:30:32.126 will you respond with the same compassion  
NOTE Confidence: 0.926050571666667

00:30:32.126 --> 00:30:34.749 as someone who was sitting there in tears?



NOTE Confidence: 0.92540422

00:30:37.630 --> 00:30:41.374 So there are barriers that have kept us from

NOTE Confidence: 0.92540422

00:30:41.374 --> 00:30:44.390 engaging around racism and addressing it.

NOTE Confidence: 0.92540422

00:30:44.390 --> 00:30:46.070 For some it is denial.

NOTE Confidence: 0.92540422

00:30:46.070 --> 00:30:48.268 So the belief that either it doesn't

NOTE Confidence: 0.92540422

00:30:48.268 --> 00:30:50.752 exist or it's not that big a deal

NOTE Confidence: 0.92540422

00:30:50.752 --> 00:30:52.610 that it doesn't happen that much.

NOTE Confidence: 0.92540422

00:30:52.610 --> 00:30:54.325 And so if you are in denial,

NOTE Confidence: 0.92540422

00:30:54.330 --> 00:30:55.830 then you're going to say

NOTE Confidence: 0.92540422

00:30:55.830 --> 00:30:57.330 we shouldn't talk about it.

NOTE Confidence: 0.92540422

00:30:57.330 --> 00:31:00.890 And I I want to say with assessment,

NOTE Confidence: 0.92540422

00:31:00.890 --> 00:31:03.606 when we ask people about other issues,

NOTE Confidence: 0.92540422

00:31:03.610 --> 00:31:06.643 if it is not a personal concern of theirs,

NOTE Confidence: 0.92540422

00:31:06.650 --> 00:31:08.648 we don't think we did something

NOTE Confidence: 0.92540422

00:31:08.648 --> 00:31:09.959 wrong by asking, right?

NOTE Confidence: 0.92540422

00:31:09.959 --> 00:31:11.813 But as soon as we talk

NOTE Confidence: 0.92540422

00:31:11.813 --> 00:31:13.290 about sexism or racism,  
NOTE Confidence: 0.92540422

00:31:13.290 --> 00:31:17.090 if we ask and people don't grab hold of it,  
NOTE Confidence: 0.92540422

00:31:17.090 --> 00:31:18.330 then people will say, oh,  
NOTE Confidence: 0.92540422

00:31:18.330 --> 00:31:19.770 I knew I shouldn't have asked about it.  
NOTE Confidence: 0.92540422

00:31:19.770 --> 00:31:21.930 I'll never ask about it again.  
NOTE Confidence: 0.92540422

00:31:21.930 --> 00:31:23.710 When we ask about substance  
NOTE Confidence: 0.92540422

00:31:23.710 --> 00:31:25.490 use and people deny it,  
NOTE Confidence: 0.92540422

00:31:25.490 --> 00:31:28.670 or when we ask about relationship  
NOTE Confidence: 0.92540422

00:31:28.670 --> 00:31:30.570 abuse and people say no,  
NOTE Confidence: 0.92540422

00:31:30.570 --> 00:31:32.018 that's not their experience,  
NOTE Confidence: 0.92540422

00:31:32.018 --> 00:31:34.929 we don't then take it off the table.  
NOTE Confidence: 0.92540422

00:31:34.930 --> 00:31:37.438 There are also mental health providers  
NOTE Confidence: 0.92540422

00:31:37.438 --> 00:31:40.129 who minimize or who victim blame,  
NOTE Confidence: 0.92540422

00:31:40.130 --> 00:31:41.450 and this is a key one.  
NOTE Confidence: 0.92540422

00:31:41.450 --> 00:31:44.166 When you hear cases of police brutality,  
NOTE Confidence: 0.92540422

00:31:44.170 --> 00:31:46.770 if your first response is,

NOTE Confidence: 0.92540422

00:31:46.770 --> 00:31:49.450 well, why did they run?

NOTE Confidence: 0.92540422

00:31:49.450 --> 00:31:52.146 For your first response in terms of the

NOTE Confidence: 0.92540422

00:31:52.146 --> 00:31:55.127 man who was killed on the subway train,

NOTE Confidence: 0.92540422

00:31:55.130 --> 00:31:56.890 if your response was, well,

NOTE Confidence: 0.92540422

00:31:56.890 --> 00:31:58.842 he was being loud,

NOTE Confidence: 0.92540422

00:31:58.842 --> 00:31:59.330 right?

NOTE Confidence: 0.92540422

00:31:59.330 --> 00:32:02.395 If you're If you are justifying the

NOTE Confidence: 0.92540422

00:32:02.395 --> 00:32:04.530 harms that have been done to people,

NOTE Confidence: 0.92540422

00:32:04.530 --> 00:32:07.645 it is going to be near impossible

NOTE Confidence: 0.92540422

00:32:07.650 --> 00:32:11.346 for you to be helpful ethically to

NOTE Confidence: 0.92540422

00:32:11.346 --> 00:32:13.650 clients who've experienced racism.

NOTE Confidence: 0.92540422

00:32:13.650 --> 00:32:16.110 There are others who are

NOTE Confidence: 0.92540422

00:32:16.110 --> 00:32:18.570 immobilized by guilt and fear.

NOTE Confidence: 0.92540422

00:32:18.570 --> 00:32:21.531 So you may feel like this is real and

NOTE Confidence: 0.92540422

00:32:21.531 --> 00:32:24.370 that it exists and it's problematic,

NOTE Confidence: 0.92540422

00:32:24.370 --> 00:32:26.134 but I'm afraid of saying the wrong

NOTE Confidence: 0.92540422

00:32:26.134 --> 00:32:27.768 thing or doing the wrong thing.

NOTE Confidence: 0.92540422

00:32:27.770 --> 00:32:29.690 So I will say nothing.

NOTE Confidence: 0.92540422

00:32:29.690 --> 00:32:31.412 And it is very important for us

NOTE Confidence: 0.92540422

00:32:31.412 --> 00:32:33.050 to lean into the discomfort,

NOTE Confidence: 0.92540422

00:32:33.050 --> 00:32:35.970 recognizing that when we're learning,

NOTE Confidence: 0.92540422

00:32:35.970 --> 00:32:37.730 we're going to make mistakes.

NOTE Confidence: 0.92540422

00:32:37.730 --> 00:32:39.676 The key is to acknowledge it and

NOTE Confidence: 0.92540422

00:32:39.676 --> 00:32:41.589 if there are ruptures with your

NOTE Confidence: 0.92540422

00:32:41.589 --> 00:32:43.962 client to be able to acknowledge it,

NOTE Confidence: 0.92540422

00:32:43.970 --> 00:32:46.170 apologize and learn from it

NOTE Confidence: 0.92540422

00:32:46.170 --> 00:32:48.370 and as we move forward.

NOTE Confidence: 0.92540422

00:32:48.370 --> 00:32:51.210 So the example that I like to give

NOTE Confidence: 0.92540422

00:32:51.210 --> 00:32:53.274 as a straight woman who seeks

NOTE Confidence: 0.92540422

00:32:53.274 --> 00:32:55.903 to be an ally or an accomplice

NOTE Confidence: 0.92540422

00:32:55.903 --> 00:32:58.249 with the L GB TQ community,

NOTE Confidence: 0.92540422

00:32:58.250 --> 00:33:00.868 that if someone tells me I said

NOTE Confidence: 0.92540422

00:33:00.868 --> 00:33:03.568 something wrong or did something wrong,

NOTE Confidence: 0.92540422

00:33:03.570 --> 00:33:05.730 it would be so problematic.

NOTE Confidence: 0.92540422

00:33:05.730 --> 00:33:07.420 If I said something like, well,

NOTE Confidence: 0.92540422

00:33:07.420 --> 00:33:09.170 at least I tried and you all

NOTE Confidence: 0.92540422

00:33:09.170 --> 00:33:10.329 didn't acknowledge that I tried,

NOTE Confidence: 0.92540422

00:33:10.330 --> 00:33:12.248 so I'm not going to try anymore,

NOTE Confidence: 0.92540422

00:33:12.250 --> 00:33:12.746 right?

NOTE Confidence: 0.92540422

00:33:12.746 --> 00:33:15.478 That would be very emotionally immature.

NOTE Confidence: 0.92540422

00:33:15.478 --> 00:33:18.470 And so the same is true when we

NOTE Confidence: 0.92540422

00:33:18.543 --> 00:33:20.395 think about addressing racism

NOTE Confidence: 0.92540422

00:33:20.395 --> 00:33:23.270 and other forms of oppression as

NOTE Confidence: 0.92540422

00:33:23.270 --> 00:33:26.070 opposed to being immobilized by

NOTE Confidence: 0.92540422

00:33:26.070 --> 00:33:28.310 the fear of imperfection.

NOTE Confidence: 0.92540422

00:33:28.310 --> 00:33:29.966 To acknowledge we're going to be

NOTE Confidence: 0.92540422

00:33:29.966 --> 00:33:31.950 imperfect and we want to grow from it,  
NOTE Confidence: 0.92540422

00:33:31.950 --> 00:33:33.550 right?  
NOTE Confidence: 0.92540422

00:33:33.550 --> 00:33:34.756 The bystander effect,  
NOTE Confidence: 0.92540422

00:33:34.756 --> 00:33:37.168 where many people in the field  
NOTE Confidence: 0.92540422

00:33:37.168 --> 00:33:39.658 will leave the full weight of  
NOTE Confidence: 0.92540422

00:33:39.658 --> 00:33:41.668 this responsibility on the staff  
NOTE Confidence: 0.92540422

00:33:41.746 --> 00:33:43.230 and faculty of color.  
NOTE Confidence: 0.92540422

00:33:43.230 --> 00:33:45.400 So they can have invisible  
NOTE Confidence: 0.92540422

00:33:45.400 --> 00:33:47.570 labor where it is on  
NOTE Confidence: 0.9356161566666666

00:33:47.668 --> 00:33:50.272 them to address these issues and  
NOTE Confidence: 0.9356161566666666

00:33:50.272 --> 00:33:53.629 no one else is taking their part  
NOTE Confidence: 0.9356161566666666

00:33:53.629 --> 00:33:56.169 instead of recognizing that this  
NOTE Confidence: 0.9356161566666666

00:33:56.169 --> 00:33:59.750 is a collective issue and it  
NOTE Confidence: 0.9356161566666666

00:33:59.750 --> 00:34:02.950 requires A collective effort and  
NOTE Confidence: 0.9356161566666666

00:34:02.950 --> 00:34:06.086 prioritization for us to shift the tide.  
NOTE Confidence: 0.9356161566666666

00:34:06.090 --> 00:34:07.366 Fragility is another one.

NOTE Confidence: 0.9356161566666666  
00:34:07.366 --> 00:34:09.931 So a couple of years ago you may  
NOTE Confidence: 0.9356161566666666  
00:34:09.931 --> 00:34:11.982 have known one of the number one  
NOTE Confidence: 0.9356161566666666  
00:34:11.982 --> 00:34:14.403 books on Amazon was a book called  
NOTE Confidence: 0.9356161566666666  
00:34:14.403 --> 00:34:16.530 White Fragility and some people get  
NOTE Confidence: 0.9356161566666666  
00:34:16.530 --> 00:34:18.690 offended just even by the title.  
NOTE Confidence: 0.9356161566666666  
00:34:18.690 --> 00:34:21.888 But it is important when we  
NOTE Confidence: 0.9356161566666666  
00:34:21.888 --> 00:34:23.487 think about fragility,  
NOTE Confidence: 0.9356161566666666  
00:34:23.490 --> 00:34:26.178 it is this idea that one I cannot  
NOTE Confidence: 0.9356161566666666  
00:34:26.178 --> 00:34:28.769 hear other people's emotional pain.  
NOTE Confidence: 0.9356161566666666  
00:34:28.770 --> 00:34:32.004 So when people are sharing their distress,  
NOTE Confidence: 0.9356161566666666  
00:34:32.010 --> 00:34:33.297 if I say.  
NOTE Confidence: 0.9356161566666666  
00:34:33.297 --> 00:34:35.013 I don't feel emotionally  
NOTE Confidence: 0.9356161566666666  
00:34:35.013 --> 00:34:37.110 safe hearing their distress.  
NOTE Confidence: 0.9356161566666666  
00:34:37.110 --> 00:34:38.712 So now all of the attention  
NOTE Confidence: 0.9356161566666666  
00:34:38.712 --> 00:34:40.030 needs to come to me,  
NOTE Confidence: 0.9356161566666666

00:34:40.030 --> 00:34:41.938 and the people who were expressing  
NOTE Confidence: 0.9356161566666666

00:34:41.938 --> 00:34:44.470 their pain need to now take care of me.  
NOTE Confidence: 0.9356161566666666

00:34:44.470 --> 00:34:46.770 That is other fragility people  
NOTE Confidence: 0.9356161566666666

00:34:46.770 --> 00:34:48.150 are talking about.  
NOTE Confidence: 0.9356161566666666

00:34:48.150 --> 00:34:50.075 So you have to have the capacity  
NOTE Confidence: 0.9356161566666666

00:34:50.075 --> 00:34:52.027 to not be the center right,  
NOTE Confidence: 0.9356161566666666

00:34:52.027 --> 00:34:54.806 to not require to be the center  
NOTE Confidence: 0.9356161566666666

00:34:54.806 --> 00:34:57.930 of attention and to be able to be  
NOTE Confidence: 0.9356161566666666

00:34:57.930 --> 00:35:00.260 supportive and bear witness and to  
NOTE Confidence: 0.9356161566666666

00:35:00.260 --> 00:35:03.165 lean in because it is an honor.  
NOTE Confidence: 0.9356161566666666

00:35:03.170 --> 00:35:05.963 When our clients or our colleagues are  
NOTE Confidence: 0.9356161566666666

00:35:05.963 --> 00:35:09.047 willing to share with us their experience,  
NOTE Confidence: 0.9356161566666666

00:35:09.050 --> 00:35:11.312 we also want to be careful  
NOTE Confidence: 0.9356161566666666

00:35:11.312 --> 00:35:12.443 about performative allyship.  
NOTE Confidence: 0.9356161566666666

00:35:12.450 --> 00:35:14.886 And many people have confessed that.  
NOTE Confidence: 0.9356161566666666

00:35:14.890 --> 00:35:16.110 They said what they thought



NOTE Confidence: 0.9356161566666666  
00:35:16.110 --> 00:35:17.330 other people needed to hear,  
NOTE Confidence: 0.9356161566666666  
00:35:17.330 --> 00:35:18.926 even though they didn't believe it,  
NOTE Confidence: 0.9356161566666666  
00:35:18.930 --> 00:35:20.586 they were afraid of the consequences  
NOTE Confidence: 0.9356161566666666  
00:35:20.586 --> 00:35:21.890 that they didn't say it.  
NOTE Confidence: 0.9356161566666666  
00:35:21.890 --> 00:35:24.962 And I will say the only path to  
NOTE Confidence: 0.9356161566666666  
00:35:24.962 --> 00:35:27.009 liberation is truth telling,  
NOTE Confidence: 0.9356161566666666  
00:35:27.010 --> 00:35:29.558 and so we are not looking for  
NOTE Confidence: 0.9356161566666666  
00:35:29.558 --> 00:35:30.650 people to pretend.  
NOTE Confidence: 0.9356161566666666  
00:35:30.650 --> 00:35:32.470 We are looking for authenticity  
NOTE Confidence: 0.9356161566666666  
00:35:32.470 --> 00:35:34.990 and then we can know where do  
NOTE Confidence: 0.9356161566666666  
00:35:34.990 --> 00:35:37.195 we go from there once we know  
NOTE Confidence: 0.9356161566666666  
00:35:37.195 --> 00:35:39.048 what's actually in the room.  
NOTE Confidence: 0.9356161566666666  
00:35:39.050 --> 00:35:41.636 We also want to be careful  
NOTE Confidence: 0.9356161566666666  
00:35:41.636 --> 00:35:42.929 about people idealizing,  
NOTE Confidence: 0.9356161566666666  
00:35:42.930 --> 00:35:45.085 which is another form of  
NOTE Confidence: 0.9356161566666666

00:35:45.085 --> 00:35:46.809 dehumanizing people of color.  
NOTE Confidence: 0.9356161566666666

00:35:46.810 --> 00:35:49.526 So a response that I often get  
NOTE Confidence: 0.9356161566666666

00:35:49.526 --> 00:35:51.456 will be things like Tayma.  
NOTE Confidence: 0.9356161566666666

00:35:51.456 --> 00:35:53.086 I just love black women,  
NOTE Confidence: 0.9356161566666666

00:35:53.090 --> 00:35:55.458 you all our goddesses.  
NOTE Confidence: 0.9356161566666666

00:35:55.458 --> 00:35:58.810 Well, a goddess can't be tired.  
NOTE Confidence: 0.9356161566666666

00:35:58.810 --> 00:36:01.166 A goddess can't be overwhelmed, right?  
NOTE Confidence: 0.9356161566666666

00:36:01.166 --> 00:36:03.546 A goddess and and there's  
NOTE Confidence: 0.9356161566666666

00:36:03.546 --> 00:36:05.450 no room for imperfection.  
NOTE Confidence: 0.9356161566666666

00:36:05.450 --> 00:36:08.369 So while we can appreciate each other,  
NOTE Confidence: 0.9356161566666666

00:36:08.370 --> 00:36:11.490 we want to make sure that we see  
NOTE Confidence: 0.9356161566666666

00:36:11.490 --> 00:36:14.938 people in their full humanity and and  
NOTE Confidence: 0.9356161566666666

00:36:14.938 --> 00:36:17.766 and that is what is most honorable.  
NOTE Confidence: 0.9356161566666666

00:36:17.770 --> 00:36:21.109 Another piece is when we say that  
NOTE Confidence: 0.9356161566666666

00:36:21.109 --> 00:36:23.700 talking about racism is divisive.  
NOTE Confidence: 0.9356161566666666

00:36:23.700 --> 00:36:23.873 Yeah,

NOTE Confidence: 0.9356161566666666  
00:36:23.873 --> 00:36:25.084 I think you all know last year  
NOTE Confidence: 0.9356161566666666  
00:36:25.084 --> 00:36:25.939 the word of the year,  
NOTE Confidence: 0.9356161566666666  
00:36:25.940 --> 00:36:29.175 I think by Webster's was gaslighting, right?  
NOTE Confidence: 0.9356161566666666  
00:36:29.175 --> 00:36:32.370 And I want to say what a form of  
NOTE Confidence: 0.9356161566666666  
00:36:32.469 --> 00:36:35.205 gaslighting it is for racism to  
NOTE Confidence: 0.9356161566666666  
00:36:35.205 --> 00:36:37.575 be pervasive and then to claim  
NOTE Confidence: 0.9356161566666666  
00:36:37.575 --> 00:36:40.318 that people who talk about it  
NOTE Confidence: 0.9356161566666666  
00:36:40.318 --> 00:36:42.578 are the ones creating division.  
NOTE Confidence: 0.9356161566666666  
00:36:42.580 --> 00:36:43.522 Like that's masterful.  
NOTE Confidence: 0.9356161566666666  
00:36:43.522 --> 00:36:45.406 I mean like whoever came up  
NOTE Confidence: 0.9356161566666666  
00:36:45.406 --> 00:36:46.580 with that strategy,  
NOTE Confidence: 0.9356161566666666  
00:36:46.580 --> 00:36:48.740 that's really something else, right?  
NOTE Confidence: 0.9356161566666666  
00:36:48.740 --> 00:36:50.920 So I am harming you.  
NOTE Confidence: 0.9356161566666666  
00:36:50.920 --> 00:36:53.640 And if you name that I'm harming you,  
NOTE Confidence: 0.9356161566666666  
00:36:53.640 --> 00:36:56.520 you are the problem.  
NOTE Confidence: 0.9356161566666666

00:36:56.520 --> 00:36:59.956 So we want to shift out of that.  
NOTE Confidence: 0.9356161566666666

00:36:59.960 --> 00:37:02.880 When I was a graduate student and I  
NOTE Confidence: 0.9356161566666666

00:37:02.880 --> 00:37:05.398 was working on my master's thesis,  
NOTE Confidence: 0.932546034615384

00:37:05.400 --> 00:37:07.297 I had one paragraph in my draft  
NOTE Confidence: 0.932546034615384

00:37:07.297 --> 00:37:09.722 of of my article that was talking  
NOTE Confidence: 0.932546034615384

00:37:09.722 --> 00:37:12.038 about racism and sexism in their  
NOTE Confidence: 0.932546034615384

00:37:12.108 --> 00:37:14.478 role in racial and gender identity,  
NOTE Confidence: 0.932546034615384

00:37:14.480 --> 00:37:16.797 their effect on racial and gender identity,  
NOTE Confidence: 0.932546034615384

00:37:16.800 --> 00:37:19.338 and my advisor at the time.  
NOTE Confidence: 0.932546034615384

00:37:19.340 --> 00:37:24.586 Who is a very well respected researcher,  
NOTE Confidence: 0.932546034615384

00:37:24.586 --> 00:37:27.904 white male, said to me, Tayma,  
NOTE Confidence: 0.932546034615384

00:37:27.904 --> 00:37:30.176 And he really was trying to be helpful.  
NOTE Confidence: 0.932546034615384

00:37:30.180 --> 00:37:32.020 He said to me, Tayma,  
NOTE Confidence: 0.932546034615384

00:37:32.020 --> 00:37:34.897 you can leave that paragraph in there  
NOTE Confidence: 0.932546034615384

00:37:34.900 --> 00:37:36.996 or you could take the High Road and  
NOTE Confidence: 0.932546034615384

00:37:36.996 --> 00:37:38.859 take that out and get published.

NOTE Confidence: 0.932546034615384

00:37:38.860 --> 00:37:44.116 I want you to hear the ways in which

NOTE Confidence: 0.932546034615384

00:37:44.116 --> 00:37:47.910 we can collaborate and even mentor.

NOTE Confidence: 0.932546034615384

00:37:47.910 --> 00:37:51.790 People out of truth and not

NOTE Confidence: 0.932546034615384

00:37:51.790 --> 00:37:53.590 Createspace for it.

NOTE Confidence: 0.932546034615384

00:37:53.590 --> 00:37:57.748 So we also want to be mindful that we

NOTE Confidence: 0.932546034615384

00:37:57.750 --> 00:38:00.746 should not try to dictate how people

NOTE Confidence: 0.932546034615384

00:38:00.746 --> 00:38:04.366 of color feel or how they respond to

NOTE Confidence: 0.932546034615384

00:38:04.366 --> 00:38:09.319 inequity and to racism and you know it.

NOTE Confidence: 0.932546034615384

00:38:09.319 --> 00:38:11.017 We wouldn't do that with any

NOTE Confidence: 0.932546034615384

00:38:11.017 --> 00:38:12.846 other form of trauma, right?

NOTE Confidence: 0.932546034615384

00:38:12.846 --> 00:38:17.766 We wouldn't say to a survivor. Of war.

NOTE Confidence: 0.932546034615384

00:38:17.766 --> 00:38:20.540 Of partner abuse. Of molestation.

NOTE Confidence: 0.932546034615384

00:38:20.540 --> 00:38:22.565 You shouldn't feel like that.

NOTE Confidence: 0.932546034615384

00:38:22.570 --> 00:38:23.650 You should feel like this,

NOTE Confidence: 0.932546034615384

00:38:23.650 --> 00:38:25.200 or you shouldn't express yourself

NOTE Confidence: 0.932546034615384

00:38:25.200 --> 00:38:27.794 in this way, or you should not  
NOTE Confidence: 0.932546034615384

00:38:27.794 --> 00:38:30.290 think about justice in this way.  
NOTE Confidence: 0.932546034615384

00:38:30.290 --> 00:38:33.106 So we want to show up with each  
NOTE Confidence: 0.932546034615384

00:38:33.106 --> 00:38:35.409 other with cultural humility,  
NOTE Confidence: 0.932546034615384

00:38:35.410 --> 00:38:36.210 with courage,  
NOTE Confidence: 0.932546034615384

00:38:36.210 --> 00:38:37.410 and with consistency.  
NOTE Confidence: 0.932546034615384

00:38:37.410 --> 00:38:39.570 This can't be a passing fad.  
NOTE Confidence: 0.932546034615384

00:38:39.570 --> 00:38:43.309 It is a commitment to the ways  
NOTE Confidence: 0.932546034615384

00:38:43.309 --> 00:38:45.780 in which we will live and work.  
NOTE Confidence: 0.932546034615384

00:38:45.780 --> 00:38:47.312 So in African psychology,  
NOTE Confidence: 0.932546034615384

00:38:47.312 --> 00:38:50.167 an important notion is not just focusing  
NOTE Confidence: 0.932546034615384

00:38:50.167 --> 00:38:52.577 on people's labor or productivity,  
NOTE Confidence: 0.932546034615384

00:38:52.580 --> 00:38:53.788 but on their being.  
NOTE Confidence: 0.932546034615384

00:38:53.788 --> 00:38:56.420 And a lot of times in our field,  
NOTE Confidence: 0.932546034615384

00:38:56.420 --> 00:38:58.136 we focus a lot on functioning,  
NOTE Confidence: 0.932546034615384

00:38:58.140 --> 00:39:00.140 and we translate functioning

NOTE Confidence: 0.932546034615384

00:39:00.140 --> 00:39:02.140 to school and work.

NOTE Confidence: 0.932546034615384

00:39:02.140 --> 00:39:04.796 But it is important that we tune into

NOTE Confidence: 0.932546034615384

00:39:04.796 --> 00:39:07.660 people's being and that we also not

NOTE Confidence: 0.932546034615384

00:39:07.660 --> 00:39:11.034 stop our work with looking at the

NOTE Confidence: 0.932546034615384

00:39:11.034 --> 00:39:13.724 cessation of symptoms of distress.

NOTE Confidence: 0.932546034615384

00:39:13.730 --> 00:39:15.722 Because someone may no longer be

NOTE Confidence: 0.932546034615384

00:39:15.722 --> 00:39:17.718 suicidal but have no joy, right?

NOTE Confidence: 0.932546034615384

00:39:17.718 --> 00:39:19.806 It's not just about symptom cessation.

NOTE Confidence: 0.932546034615384

00:39:19.810 --> 00:39:21.924 They may no longer be cutting but

NOTE Confidence: 0.932546034615384

00:39:21.924 --> 00:39:24.549 not have a sense of purpose or

NOTE Confidence: 0.932546034615384

00:39:24.549 --> 00:39:26.609 sense of clarity about themselves.

NOTE Confidence: 0.932546034615384

00:39:26.610 --> 00:39:29.234 So we want to look at those other

NOTE Confidence: 0.932546034615384

00:39:29.234 --> 00:39:30.860 principles that some referred

NOTE Confidence: 0.932546034615384

00:39:30.860 --> 00:39:32.648 to as positive psychology,

NOTE Confidence: 0.932546034615384

00:39:32.650 --> 00:39:34.654 as community psychology,

NOTE Confidence: 0.932546034615384

00:39:34.654 --> 00:39:37.326 as post traumatic growth,  
NOTE Confidence: 0.932546034615384

00:39:37.330 --> 00:39:40.120 so from a liberation standpoint.  
NOTE Confidence: 0.932546034615384

00:39:40.120 --> 00:39:42.730 To practice a liberation oriented  
NOTE Confidence: 0.932546034615384

00:39:42.730 --> 00:39:45.840 care is to contextualize your care,  
NOTE Confidence: 0.932546034615384

00:39:45.840 --> 00:39:48.360 as also when we think about  
NOTE Confidence: 0.932546034615384

00:39:48.360 --> 00:39:49.200 decolonizing psychology,  
NOTE Confidence: 0.932546034615384

00:39:49.200 --> 00:39:52.140 many times psychology is focused on  
NOTE Confidence: 0.932546034615384

00:39:52.140 --> 00:39:54.678 the individual and overlooking the  
NOTE Confidence: 0.932546034615384

00:39:54.678 --> 00:39:57.168 systems that affect the individual's  
NOTE Confidence: 0.932546034615384

00:39:57.168 --> 00:39:59.160 lives of multiple systems.  
NOTE Confidence: 0.932546034615384

00:39:59.160 --> 00:40:03.026 And so if you have a girl client  
NOTE Confidence: 0.932546034615384

00:40:03.026 --> 00:40:05.234 with an eating disorder and do  
NOTE Confidence: 0.932546034615384

00:40:05.234 --> 00:40:07.290 you only look at it in terms of  
NOTE Confidence: 0.932546034615384

00:40:07.363 --> 00:40:09.599 her having cognitive distortions?  
NOTE Confidence: 0.932546034615384

00:40:09.600 --> 00:40:11.292 And maybe you look at the  
NOTE Confidence: 0.932546034615384

00:40:11.292 --> 00:40:12.880 dieting practices of our mother,



NOTE Confidence: 0.932546034615384  
00:40:12.880 --> 00:40:15.337 but you have not looked at the  
NOTE Confidence: 0.932546034615384  
00:40:15.337 --> 00:40:18.447 ways in which girls and women are  
NOTE Confidence: 0.932546034615384  
00:40:18.447 --> 00:40:20.423 bombarded with messages about  
NOTE Confidence: 0.932546034615384  
00:40:20.423 --> 00:40:23.212 their bodies and about control  
NOTE Confidence: 0.932546034615384  
00:40:23.212 --> 00:40:24.925 and about attractiveness.  
NOTE Confidence: 0.932546034615384  
00:40:24.930 --> 00:40:28.410 In the media and dating circles,  
NOTE Confidence: 0.932546034615384  
00:40:28.410 --> 00:40:30.461 if you are not looking at that  
NOTE Confidence: 0.932546034615384  
00:40:30.461 --> 00:40:32.014 larger picture and you're putting  
NOTE Confidence: 0.932546034615384  
00:40:32.014 --> 00:40:34.149 that full weight on this 13 year  
NOTE Confidence: 0.932546034615384  
00:40:34.149 --> 00:40:36.277 old that for some reason you  
NOTE Confidence: 0.932546034615384  
00:40:36.277 --> 00:40:37.685 have a cognitive distortion,  
NOTE Confidence: 0.94343145  
00:40:37.690 --> 00:40:39.769 right? And we're not going to look  
NOTE Confidence: 0.94343145  
00:40:39.769 --> 00:40:42.311 at what are the things that gave  
NOTE Confidence: 0.94343145  
00:40:42.311 --> 00:40:44.286 you those thoughts about yourself,  
NOTE Confidence: 0.94343145  
00:40:44.290 --> 00:40:46.483 then we are missing it. Right.  
NOTE Confidence: 0.94343145

00:40:46.483 --> 00:40:48.848 So from a liberation standpoint,  
NOTE Confidence: 0.94343145

00:40:48.850 --> 00:40:51.244 we say not only do we want to consider  
NOTE Confidence: 0.94343145

00:40:51.244 --> 00:40:53.928 what we are trying to dismantle or disrupt,  
NOTE Confidence: 0.94343145

00:40:53.930 --> 00:40:55.555 which is racism and other  
NOTE Confidence: 0.94343145

00:40:55.555 --> 00:40:56.530 forms of oppression,  
NOTE Confidence: 0.94343145

00:40:56.530 --> 00:40:59.640 but for us to imagine what is it that we  
NOTE Confidence: 0.94343145

00:40:59.720 --> 00:41:02.528 are trying to build or cocreate, right?  
NOTE Confidence: 0.94343145

00:41:02.528 --> 00:41:05.072 What would it look like for this family  
NOTE Confidence: 0.94343145

00:41:05.072 --> 00:41:07.738 to live in a liberated state of being?  
NOTE Confidence: 0.94343145

00:41:07.740 --> 00:41:10.098 What would it look like for this child to  
NOTE Confidence: 0.94343145

00:41:10.098 --> 00:41:12.538 have a sense of freedom within themselves,  
NOTE Confidence: 0.94343145

00:41:12.540 --> 00:41:13.692 within their bodies,  
NOTE Confidence: 0.94343145

00:41:13.692 --> 00:41:15.612 within their minds and culturally  
NOTE Confidence: 0.94343145

00:41:15.612 --> 00:41:16.980 about who they are?  
NOTE Confidence: 0.94343145

00:41:16.980 --> 00:41:19.698 So it is actively anti oppression,  
NOTE Confidence: 0.94343145

00:41:19.700 --> 00:41:22.010 it is holistic and many of our

NOTE Confidence: 0.94343145

00:41:22.010 --> 00:41:23.619 interventions leave out the body.

NOTE Confidence: 0.94343145

00:41:23.620 --> 00:41:26.212 And I am so excited about the advances

NOTE Confidence: 0.94343145

00:41:26.212 --> 00:41:29.137 that are being made around embodied care,

NOTE Confidence: 0.94343145

00:41:29.140 --> 00:41:30.664 trauma, informed yoga.

NOTE Confidence: 0.94343145

00:41:30.664 --> 00:41:33.204 That awareness also about where

NOTE Confidence: 0.94343145

00:41:33.204 --> 00:41:36.028 we hold stress in our bodies.

NOTE Confidence: 0.94343145

00:41:36.030 --> 00:41:38.694 And the ways we can shift our nervous

NOTE Confidence: 0.94343145

00:41:38.694 --> 00:41:41.622 system with regulation and coregulation,

NOTE Confidence: 0.94343145

00:41:41.622 --> 00:41:44.862 these are all very important.

NOTE Confidence: 0.94343145

00:41:44.870 --> 00:41:46.990 So liberation psychology originated

NOTE Confidence: 0.94343145

00:41:46.990 --> 00:41:50.565 out of Latin America and it is

NOTE Confidence: 0.94343145

00:41:50.565 --> 00:41:52.990 really a place of empowering.

NOTE Confidence: 0.94343145

00:41:52.990 --> 00:41:55.531 A big distinction is not stopping at

NOTE Confidence: 0.94343145

00:41:55.531 --> 00:41:58.367 the point of coping strategies but

NOTE Confidence: 0.94343145

00:41:58.367 --> 00:42:01.147 also looking at resistance strategies.

NOTE Confidence: 0.94343145

00:42:01.150 --> 00:42:03.397 So it's not enough to have a  
NOTE Confidence: 0.94343145  
00:42:03.397 --> 00:42:05.459 child who is faced racism.  
NOTE Confidence: 0.94343145  
00:42:05.460 --> 00:42:07.500 And simply tell them you know,  
NOTE Confidence: 0.94343145  
00:42:07.500 --> 00:42:10.174 to journal color and take deep breaths.  
NOTE Confidence: 0.94343145  
00:42:10.180 --> 00:42:12.420 Those are good coping strategies.  
NOTE Confidence: 0.94343145  
00:42:12.420 --> 00:42:14.190 But then we have a responsibility  
NOTE Confidence: 0.94343145  
00:42:14.190 --> 00:42:16.706 to also look at what you may think  
NOTE Confidence: 0.94343145  
00:42:16.706 --> 00:42:18.620 more of as problem solving coping,  
NOTE Confidence: 0.94343145  
00:42:18.620 --> 00:42:21.420 not just emotional focus coping.  
NOTE Confidence: 0.94343145  
00:42:21.420 --> 00:42:24.283 So the problem solving coping or the  
NOTE Confidence: 0.94343145  
00:42:24.283 --> 00:42:26.289 resistance strategies are what are  
NOTE Confidence: 0.94343145  
00:42:26.289 --> 00:42:28.069 possibilities that this family may  
NOTE Confidence: 0.94343145  
00:42:28.069 --> 00:42:30.740 want to do to follow as a result  
NOTE Confidence: 0.94343145  
00:42:30.740 --> 00:42:32.340 of the housing discrimination or  
NOTE Confidence: 0.94343145  
00:42:32.405 --> 00:42:34.275 the discrimination that happened in  
NOTE Confidence: 0.94343145  
00:42:34.275 --> 00:42:36.620 their classroom or in their school.

NOTE Confidence: 0.94343145

00:42:36.620 --> 00:42:40.099 And so this is a big distinction

NOTE Confidence: 0.94343145

00:42:40.100 --> 00:42:42.980 between traditional models of trauma

NOTE Confidence: 0.94343145

00:42:42.980 --> 00:42:45.860 recovery and liberation oriented care.

NOTE Confidence: 0.94343145

00:42:45.860 --> 00:42:49.148 For trauma recovery you also want

NOTE Confidence: 0.94343145

00:42:49.148 --> 00:42:51.340 to attend to intersectionality.

NOTE Confidence: 0.94343145

00:42:51.340 --> 00:42:54.260 And so racism shows up in different ways

NOTE Confidence: 0.94343145

00:42:54.260 --> 00:42:57.378 based on other aspects of your identity.

NOTE Confidence: 0.94343145

00:42:57.380 --> 00:42:59.664 Your sexuality, your gender,

NOTE Confidence: 0.94343145

00:42:59.664 --> 00:43:02.050 your socioeconomic status, your age.

NOTE Confidence: 0.94343145

00:43:02.050 --> 00:43:04.395 All of those affect the ways in

NOTE Confidence: 0.94343145

00:43:04.395 --> 00:43:06.377 which people respond to you.

NOTE Confidence: 0.94343145

00:43:06.380 --> 00:43:07.476 So in our assessment,

NOTE Confidence: 0.94343145

00:43:07.476 --> 00:43:09.493 we want to just ask not what

NOTE Confidence: 0.94343145

00:43:09.493 --> 00:43:11.018 is wrong with this child,

NOTE Confidence: 0.94343145

00:43:11.020 --> 00:43:12.700 what is wrong with this family.

NOTE Confidence: 0.94343145

00:43:12.700 --> 00:43:13.852 We want to think about what  
NOTE Confidence: 0.94343145

00:43:13.852 --> 00:43:14.620 has happened to them,  
NOTE Confidence: 0.94343145

00:43:14.620 --> 00:43:17.056 not only individually and as a family,  
NOTE Confidence: 0.94343145

00:43:17.060 --> 00:43:18.668 but as a community.  
NOTE Confidence: 0.94343145

00:43:18.668 --> 00:43:21.717 What are the violations that this community  
NOTE Confidence: 0.94343145

00:43:21.717 --> 00:43:25.035 that this cultural group has experienced?  
NOTE Confidence: 0.94343145

00:43:25.040 --> 00:43:28.432 And so when you are doing your trauma  
NOTE Confidence: 0.94343145

00:43:28.432 --> 00:43:32.055 history intake to be willing to ask  
NOTE Confidence: 0.94343145

00:43:32.055 --> 00:43:33.720 questions about microaggressions,  
NOTE Confidence: 0.94343145

00:43:33.720 --> 00:43:36.705 discrimination, stereotypes, colorism,  
NOTE Confidence: 0.94343145

00:43:36.705 --> 00:43:41.680 racially motivated bullying and harassment,  
NOTE Confidence: 0.94343145

00:43:41.680 --> 00:43:43.232 police brutality,  
NOTE Confidence: 0.94343145

00:43:43.232 --> 00:43:45.560 vicarious racial trauma,  
NOTE Confidence: 0.94343145

00:43:45.560 --> 00:43:46.506 intergenerational trauma?  
NOTE Confidence: 0.94343145

00:43:46.506 --> 00:43:49.344 When we look at your case,  
NOTE Confidence: 0.94343145

00:43:49.350 --> 00:43:52.950 conceptualization and your treatment plan,

NOTE Confidence: 0.94343145

00:43:52.950 --> 00:43:57.990 if you have erased this person's identity,

NOTE Confidence: 0.94343145

00:43:57.990 --> 00:44:01.266 then you are not providing ethical care.

NOTE Confidence: 0.94343145

00:44:01.270 --> 00:44:02.746 By our ethics guidelines,

NOTE Confidence: 0.94343145

00:44:02.746 --> 00:44:05.730 we have to attend to who is in

NOTE Confidence: 0.94343145

00:44:05.730 --> 00:44:07.470 the room in their fullness.

NOTE Confidence: 0.947297877

00:44:07.470 --> 00:44:10.014 And so your assessment is going

NOTE Confidence: 0.947297877

00:44:10.014 --> 00:44:11.710 to dictate your conceptualization,

NOTE Confidence: 0.947297877

00:44:11.710 --> 00:44:13.335 which is going to dictate

NOTE Confidence: 0.947297877

00:44:13.335 --> 00:44:14.310 your treatment plan.

NOTE Confidence: 0.947297877

00:44:14.310 --> 00:44:17.656 So if I never ask about racism.

NOTE Confidence: 0.947297877

00:44:17.660 --> 00:44:20.340 And then it is not likely to be

NOTE Confidence: 0.947297877

00:44:20.340 --> 00:44:22.919 addressed and it sets the tone for us

NOTE Confidence: 0.947297877

00:44:22.919 --> 00:44:25.204 to engage in anti racism therapy for

NOTE Confidence: 0.947297877

00:44:25.204 --> 00:44:28.344 us to be able to frame it by saying,

NOTE Confidence: 0.947297877

00:44:28.344 --> 00:44:31.298 as we frame the trauma assessment that

NOTE Confidence: 0.947297877

00:44:31.298 --> 00:44:34.218 many people have experienced racism.  
NOTE Confidence: 0.947297877

00:44:34.220 --> 00:44:36.040 And I'm aware that that can really  
NOTE Confidence: 0.947297877

00:44:36.040 --> 00:44:37.710 have an effect on people's mental  
NOTE Confidence: 0.947297877

00:44:37.710 --> 00:44:39.642 health or I'm aware that they can  
NOTE Confidence: 0.947297877

00:44:39.704 --> 00:44:41.776 really have an effect on your feelings,  
NOTE Confidence: 0.947297877

00:44:41.780 --> 00:44:43.068 your thoughts, your actions.  
NOTE Confidence: 0.947297877

00:44:43.068 --> 00:44:45.558 And I wonder if you can share with  
NOTE Confidence: 0.947297877

00:44:45.558 --> 00:44:47.941 me if that has been a part of your  
NOTE Confidence: 0.947297877

00:44:47.941 --> 00:44:50.637 experience and how you have coped with that.  
NOTE Confidence: 0.931974821666667

00:44:53.120 --> 00:44:54.842 I have a healing racial trauma  
NOTE Confidence: 0.931974821666667

00:44:54.842 --> 00:44:56.800 model and there are other models.  
NOTE Confidence: 0.931974821666667

00:44:56.800 --> 00:44:59.229 This is important to share because when  
NOTE Confidence: 0.931974821666667

00:44:59.229 --> 00:45:01.759 we started doing this work or asking to,  
NOTE Confidence: 0.931974821666667

00:45:01.760 --> 00:45:03.716 we've been asked to share more.  
NOTE Confidence: 0.931974821666667

00:45:03.720 --> 00:45:05.352 After Black Lives Matter.  
NOTE Confidence: 0.931974821666667

00:45:05.352 --> 00:45:08.079 When I share often in the Q&A



NOTE Confidence: 0.931974821666667  
00:45:08.079 --> 00:45:09.753 people will say things like it  
NOTE Confidence: 0.931974821666667  
00:45:09.753 --> 00:45:11.657 sounds like you all need a theory.  
NOTE Confidence: 0.931974821666667  
00:45:11.660 --> 00:45:12.800 There are many theories.  
NOTE Confidence: 0.931974821666667  
00:45:12.800 --> 00:45:13.940 There are many theories,  
NOTE Confidence: 0.931974821666667  
00:45:13.940 --> 00:45:17.168 so you just were not often  
NOTE Confidence: 0.931974821666667  
00:45:17.168 --> 00:45:19.976 exposed to them in your training.  
NOTE Confidence: 0.931974821666667  
00:45:19.980 --> 00:45:24.250 So we look at these themes based  
NOTE Confidence: 0.931974821666667  
00:45:24.250 --> 00:45:26.470 approaches to acknowledge racism to get  
NOTE Confidence: 0.931974821666667  
00:45:26.470 --> 00:45:29.973 to the place of us being able to share  
NOTE Confidence: 0.931974821666667  
00:45:29.973 --> 00:45:32.253 from that narrative therapy perspective,  
NOTE Confidence: 0.931974821666667  
00:45:32.260 --> 00:45:33.940 working on healing trust.  
NOTE Confidence: 0.931974821666667  
00:45:33.940 --> 00:45:38.108 Not only how do I discern who is trustworthy?  
NOTE Confidence: 0.931974821666667  
00:45:38.110 --> 00:45:41.070 In the environment around me,  
NOTE Confidence: 0.931974821666667  
00:45:41.070 --> 00:45:43.950 but also building trust within myself,  
NOTE Confidence: 0.931974821666667  
00:45:43.950 --> 00:45:47.102 reconnecting with myself and  
NOTE Confidence: 0.931974821666667

00:45:47.102 --> 00:45:49.466 addressing internalized racism.  
NOTE Confidence: 0.931974821666667

00:45:49.470 --> 00:45:51.165 Internalized racism is when you  
NOTE Confidence: 0.931974821666667

00:45:51.165 --> 00:45:53.271 come to believe the lies you  
NOTE Confidence: 0.931974821666667

00:45:53.271 --> 00:45:54.986 have been told about yourself.  
NOTE Confidence: 0.931974821666667

00:45:54.990 --> 00:45:58.212 So if you are a black child who believes  
NOTE Confidence: 0.931974821666667

00:45:58.212 --> 00:46:01.046 that black people are not as smart.  
NOTE Confidence: 0.931974821666667

00:46:01.050 --> 00:46:03.661 If you are a Latina who believes  
NOTE Confidence: 0.931974821666667

00:46:03.661 --> 00:46:06.113 that Latinas are not as attractive  
NOTE Confidence: 0.931974821666667

00:46:06.113 --> 00:46:08.203 as non Latino white girls,  
NOTE Confidence: 0.931974821666667

00:46:08.210 --> 00:46:11.085 then this is the internalization  
NOTE Confidence: 0.931974821666667

00:46:11.085 --> 00:46:12.810 that requires healing.  
NOTE Confidence: 0.931974821666667

00:46:12.810 --> 00:46:15.600 If you are Asian American and  
NOTE Confidence: 0.931974821666667

00:46:15.600 --> 00:46:17.917 have experienced the colorism and  
NOTE Confidence: 0.931974821666667

00:46:17.917 --> 00:46:20.185 believe that you would be better  
NOTE Confidence: 0.931974821666667

00:46:20.185 --> 00:46:22.820 if you have been born lighter.  
NOTE Confidence: 0.931974821666667

00:46:22.820 --> 00:46:25.232 So this is the the the work that we

NOTE Confidence: 0.931974821666667

00:46:25.232 --> 00:46:27.626 need to do Not only the external work

NOTE Confidence: 0.931974821666667

00:46:27.626 --> 00:46:30.260 with how do I navigate these systems,

NOTE Confidence: 0.931974821666667

00:46:30.260 --> 00:46:32.535 but also how do I come home

NOTE Confidence: 0.931974821666667

00:46:32.535 --> 00:46:34.539 to myself and heal myself.

NOTE Confidence: 0.931974821666667

00:46:34.540 --> 00:46:36.274 We need to have space for

NOTE Confidence: 0.931974821666667

00:46:36.274 --> 00:46:37.940 people to grieve the losses,

NOTE Confidence: 0.931974821666667

00:46:37.940 --> 00:46:39.670 and this is includes for

NOTE Confidence: 0.931974821666667

00:46:39.670 --> 00:46:41.054 the parents or grandparents.

NOTE Confidence: 0.931974821666667

00:46:41.060 --> 00:46:42.680 What were the things that

NOTE Confidence: 0.931974821666667

00:46:42.680 --> 00:46:43.976 racism took from them?

NOTE Confidence: 0.931974821666667

00:46:43.980 --> 00:46:46.444 Some of them had dreams that were not

NOTE Confidence: 0.931974821666667

00:46:46.444 --> 00:46:48.869 realized and the blockage was not a matter

NOTE Confidence: 0.931974821666667

00:46:48.869 --> 00:46:51.389 of them not being willing to work hard.

NOTE Confidence: 0.931974821666667

00:46:51.390 --> 00:46:53.910 But the realities of discrimination,

NOTE Confidence: 0.931974821666667

00:46:53.910 --> 00:46:56.670 xenophobia and racism.

NOTE Confidence: 0.931974821666667

00:46:56.670 --> 00:46:59.270 We have to have places where people can  
NOTE Confidence: 0.931974821666667

00:46:59.270 --> 00:47:01.949 talk about their anger and their outrage.  
NOTE Confidence: 0.931974821666667

00:47:01.950 --> 00:47:04.830 We do want to give the coping strategies of  
NOTE Confidence: 0.931974821666667

00:47:04.830 --> 00:47:07.744 what are ways that we can soothe ourselves,  
NOTE Confidence: 0.931974821666667

00:47:07.750 --> 00:47:10.325 but then also the resistance  
NOTE Confidence: 0.931974821666667

00:47:10.325 --> 00:47:11.870 strategies as well.  
NOTE Confidence: 0.931974821666667

00:47:11.870 --> 00:47:13.710 We want to integrate  
NOTE Confidence: 0.931974821666667

00:47:13.710 --> 00:47:15.550 indigenous ways of healing,  
NOTE Confidence: 0.931974821666667

00:47:15.550 --> 00:47:17.959 So it is.  
NOTE Confidence: 0.931974821666667

00:47:17.960 --> 00:47:21.512 Not by accident that we often  
NOTE Confidence: 0.931974821666667

00:47:21.512 --> 00:47:23.880 utilize the expressive arts.  
NOTE Confidence: 0.931974821666667

00:47:23.880 --> 00:47:25.440 It is not by accident that  
NOTE Confidence: 0.931974821666667

00:47:25.440 --> 00:47:26.800 we have discovered the gift,  
NOTE Confidence: 0.931974821666667

00:47:26.800 --> 00:47:28.920 the healing gift of storytelling.  
NOTE Confidence: 0.931974821666667

00:47:28.920 --> 00:47:30.800 These are culturally rich traditions  
NOTE Confidence: 0.931974821666667

00:47:30.800 --> 00:47:32.984 that often are not acknowledged in

NOTE Confidence: 0.931974821666667  
00:47:32.984 --> 00:47:34.678 terms of where we got them from.  
NOTE Confidence: 0.931974821666667  
00:47:34.680 --> 00:47:36.560 We act like we discovered and we gave  
NOTE Confidence: 0.931974821666667  
00:47:36.560 --> 00:47:38.939 it a name and say like if you're  
NOTE Confidence: 0.931974821666667  
00:47:38.939 --> 00:47:40.788 healing strategy started in the 1980s,  
NOTE Confidence: 0.931974821666667  
00:47:40.788 --> 00:47:43.892 I encourage you to dig a little deeper.  
NOTE Confidence: 0.931974821666667  
00:47:43.900 --> 00:47:46.624 That there are communities that were  
NOTE Confidence: 0.931974821666667  
00:47:46.624 --> 00:47:48.909 using those strategies long before  
NOTE Confidence: 0.931974821666667  
00:47:48.909 --> 00:47:51.226 that there are a number of healing  
NOTE Confidence: 0.931974821666667  
00:47:51.226 --> 00:47:53.059 racial trauma models to look at.  
NOTE Confidence: 0.931974821666667  
00:47:53.060 --> 00:47:55.285 The Association of Black Psychologists  
NOTE Confidence: 0.931974821666667  
00:47:55.285 --> 00:47:56.620 has emotional emancipation  
NOTE Confidence: 0.931974821666667  
00:47:56.620 --> 00:47:58.700 circles which are community based,  
NOTE Confidence: 0.931974821666667  
00:47:58.700 --> 00:48:00.335 drop in groups.  
NOTE Confidence: 0.931974821666667  
00:48:00.335 --> 00:48:02.515 Soulfulness is some incredible  
NOTE Confidence: 0.931974821666667  
00:48:02.515 --> 00:48:04.150 culturally contextualized work  
NOTE Confidence: 0.931974821666667

00:48:04.224 --> 00:48:06.016 similar to mindfulness but  
NOTE Confidence: 0.931974821666667

00:48:06.016 --> 00:48:08.256 with culture at the forefront.  
NOTE Confidence: 0.931974821666667

00:48:08.260 --> 00:48:10.852 Done by Shelley Harrell.  
NOTE Confidence: 0.931974821666667

00:48:10.852 --> 00:48:14.740 Ubuntu Optimal Psychology Yoga for Healing  
NOTE Confidence: 0.895885683333333

00:48:14.842 --> 00:48:17.570 Racial Trauma Testimonials is an  
NOTE Confidence: 0.895885683333333

00:48:17.570 --> 00:48:19.530 aspect of liberation psychology  
NOTE Confidence: 0.895885683333333

00:48:19.530 --> 00:48:22.404 which is that narrative piece of  
NOTE Confidence: 0.895885683333333

00:48:22.404 --> 00:48:25.056 how do people tell their stories?  
NOTE Confidence: 0.895885683333333

00:48:25.060 --> 00:48:27.724 And for those of you who use many of  
NOTE Confidence: 0.895885683333333

00:48:27.724 --> 00:48:30.139 these mainstream models to look at,  
NOTE Confidence: 0.895885683333333

00:48:30.140 --> 00:48:32.954 how do I apply them to racism?  
NOTE Confidence: 0.895885683333333

00:48:32.960 --> 00:48:36.960 So there is work on EMDR applied with racism,  
NOTE Confidence: 0.895885683333333

00:48:36.960 --> 00:48:38.120 cognitive processing,  
NOTE Confidence: 0.895885683333333

00:48:38.120 --> 00:48:40.106 mindfulness based therapy,  
NOTE Confidence: 0.895885683333333

00:48:40.106 --> 00:48:42.092 psychodynamic and humanistic  
NOTE Confidence: 0.895885683333333

00:48:42.092 --> 00:48:44.078 approaches as well.

NOTE Confidence: 0.8958856833333333

00:48:44.080 --> 00:48:47.321 So I am grateful that you're willing or

NOTE Confidence: 0.8958856833333333

00:48:47.321 --> 00:48:49.440 some of you may be willing to do this work.

NOTE Confidence: 0.8958856833333333

00:48:49.440 --> 00:48:50.720 I'm going to say because you showed up,

NOTE Confidence: 0.8958856833333333

00:48:50.720 --> 00:48:52.030 although some people may have

NOTE Confidence: 0.8958856833333333

00:48:52.030 --> 00:48:53.920 just shown up out of curiosity.

NOTE Confidence: 0.8958856833333333

00:48:53.920 --> 00:48:56.530 But I am hopeful that you are willing to

NOTE Confidence: 0.8958856833333333

00:48:56.530 --> 00:48:59.212 be a part of the solution and I believe

NOTE Confidence: 0.8958856833333333

00:48:59.212 --> 00:49:02.425 we can shift the tide in some beautiful ways.

NOTE Confidence: 0.8958856833333333

00:49:02.430 --> 00:49:05.184 And so I want to just say to you,

NOTE Confidence: 0.8958856833333333

00:49:05.190 --> 00:49:07.906 it is not just about cultural competence,

NOTE Confidence: 0.8958856833333333

00:49:07.910 --> 00:49:10.290 It is about being actively

NOTE Confidence: 0.8958856833333333

00:49:10.290 --> 00:49:12.670 engaged in anti oppression work.

NOTE Confidence: 0.8958856833333333

00:49:12.670 --> 00:49:14.790 This is not a Sprint,

NOTE Confidence: 0.8958856833333333

00:49:14.790 --> 00:49:15.918 it's a marathon.

NOTE Confidence: 0.8958856833333333

00:49:15.918 --> 00:49:18.550 And I hope you will join me.

NOTE Confidence: 0.8958856833333333

00:49:18.550 --> 00:49:20.428 I'm ready to take your questions  
NOTE Confidence: 0.8958856833333333

00:49:20.428 --> 00:49:22.411 and I'll just put these two  
NOTE Confidence: 0.8958856833333333

00:49:22.411 --> 00:49:24.066 resources up on the screen.  
NOTE Confidence: 0.8958856833333333

00:49:24.070 --> 00:49:25.350 Thank you so much.  
NOTE Confidence: 0.851657675

00:49:33.560 --> 00:49:36.642 Thank you so much, Doctor Bryant and Karen,  
NOTE Confidence: 0.851657675

00:49:36.642 --> 00:49:39.048 I wasn't sure if there's anything  
NOTE Confidence: 0.851657675

00:49:39.048 --> 00:49:41.963 you wanted to add before we jump in.  
NOTE Confidence: 0.851657675

00:49:41.963 --> 00:49:44.129 If folks want to collect their  
NOTE Confidence: 0.851657675

00:49:44.129 --> 00:49:46.197 thoughts and share any questions  
NOTE Confidence: 0.851657675

00:49:46.200 --> 00:49:48.078 that they have for Doctor Bryant,  
NOTE Confidence: 0.9301902

00:49:52.640 --> 00:49:54.319 you asked me if I have anything else?  
NOTE Confidence: 0.9385763666666667

00:49:55.560 --> 00:49:58.038 No, we were checking on Karen.  
NOTE Confidence: 0.9385763666666667

00:49:58.040 --> 00:49:59.654 Whether he had anything that he  
NOTE Confidence: 0.9385763666666667

00:49:59.654 --> 00:50:01.450 needed to say for housekeeping things  
NOTE Confidence: 0.9385763666666667

00:50:01.450 --> 00:50:03.760 before we open it up to questions.  
NOTE Confidence: 0.9385763666666667

00:50:03.760 --> 00:50:05.440 No, we're we're all good.



NOTE Confidence: 0.938576366666667  
00:50:05.440 --> 00:50:07.080 I'm here in the Cohen.  
NOTE Confidence: 0.938576366666667  
00:50:07.080 --> 00:50:09.480 Excellent. All right, well,  
NOTE Confidence: 0.938576366666667  
00:50:09.480 --> 00:50:11.400 if folks, do you have questions,  
NOTE Confidence: 0.938576366666667  
00:50:11.400 --> 00:50:13.320 feel free to drop them in the chat  
NOTE Confidence: 0.928512898333333  
00:50:15.720 --> 00:50:20.598 or. Oh, I see some hands.  
NOTE Confidence: 0.928512898333333  
00:50:20.600 --> 00:50:22.118 Sajad, you want to go ahead?  
NOTE Confidence: 0.8184707  
00:50:25.620 --> 00:50:25.740 Sure,  
NOTE Confidence: 0.898009173076923  
00:50:29.860 --> 00:50:31.476 right. Hello. Thank you,  
NOTE Confidence: 0.898009173076923  
00:50:31.476 --> 00:50:33.900 Doctor Brian for such an incredible  
NOTE Confidence: 0.898009173076923  
00:50:33.974 --> 00:50:35.660 and amazing presentation.  
NOTE Confidence: 0.898009173076923  
00:50:35.660 --> 00:50:37.340 I'm also a psychology fellow and  
NOTE Confidence: 0.898009173076923  
00:50:37.340 --> 00:50:38.820 actually in the trauma track.  
NOTE Confidence: 0.898009173076923  
00:50:38.820 --> 00:50:40.784 So this is a huge, you know,  
NOTE Confidence: 0.898009173076923  
00:50:40.784 --> 00:50:43.040 interest of mine and I love to learn  
NOTE Confidence: 0.898009173076923  
00:50:43.104 --> 00:50:45.384 about different ways we can conceptualize  
NOTE Confidence: 0.898009173076923

00:50:45.384 --> 00:50:47.829 and work with trauma and of course.  
NOTE Confidence: 0.898009173076923

00:50:47.830 --> 00:50:49.990 The trauma lens and different theories.  
NOTE Confidence: 0.898009173076923

00:50:49.990 --> 00:50:53.190 I was diligently taking notes as you were  
NOTE Confidence: 0.898009173076923

00:50:53.190 --> 00:50:55.228 presenting one of the questions that I had.  
NOTE Confidence: 0.898009173076923

00:50:55.230 --> 00:50:57.267 So you know, the child Study center,  
NOTE Confidence: 0.898009173076923

00:50:57.270 --> 00:50:58.908 a lot of times we have a  
NOTE Confidence: 0.898009173076923

00:50:58.908 --> 00:51:00.030 lot of sessions where,  
NOTE Confidence: 0.898009173076923

00:51:00.030 --> 00:51:00.906 you know, with all kid work,  
NOTE Confidence: 0.898009173076923

00:51:00.910 --> 00:51:02.428 we're meeting with parents and caregivers,  
NOTE Confidence: 0.898009173076923

00:51:02.430 --> 00:51:03.686 we're meeting with kids.  
NOTE Confidence: 0.898009173076923

00:51:03.686 --> 00:51:06.470 And you know, sometimes they have differing  
NOTE Confidence: 0.898009173076923

00:51:06.470 --> 00:51:09.230 views of racism or their experiences.  
NOTE Confidence: 0.898009173076923

00:51:09.230 --> 00:51:11.750 So just kind of was wondering,  
NOTE Confidence: 0.898009173076923

00:51:11.750 --> 00:51:12.402 you know,  
NOTE Confidence: 0.898009173076923

00:51:12.402 --> 00:51:14.358 how best to navigate those discrepancies  
NOTE Confidence: 0.898009173076923

00:51:14.358 --> 00:51:16.989 if they are in terms of conceptualization,

NOTE Confidence: 0.898009173076923  
00:51:16.990 --> 00:51:18.940 how we communicate with the  
NOTE Confidence: 0.898009173076923  
00:51:18.940 --> 00:51:20.110 families and children,  
NOTE Confidence: 0.898009173076923  
00:51:20.110 --> 00:51:20.710 even intervention,  
NOTE Confidence: 0.898009173076923  
00:51:20.710 --> 00:51:23.110 I was just kind of wondering about that.  
NOTE Confidence: 0.933963975  
00:51:28.710 --> 00:51:31.350 I'm sorry, I was cutting in and out.  
NOTE Confidence: 0.933963975  
00:51:31.350 --> 00:51:32.598 So you were asking,  
NOTE Confidence: 0.933963975  
00:51:32.598 --> 00:51:34.158 the families have different views  
NOTE Confidence: 0.933963975  
00:51:34.158 --> 00:51:35.789 and how do we address that?  
NOTE Confidence: 0.933963975  
00:51:35.790 --> 00:51:36.910 They have different views.  
NOTE Confidence: 0.914924311111111  
00:51:37.630 --> 00:51:39.360 Yeah. Stuff like the parents  
NOTE Confidence: 0.914924311111111  
00:51:39.360 --> 00:51:40.744 experiences are different than,  
NOTE Confidence: 0.914924311111111  
00:51:40.750 --> 00:51:43.830 you know, the child or the adolescent  
NOTE Confidence: 0.914924311111111  
00:51:43.830 --> 00:51:45.804 in terms of racism or just their  
NOTE Confidence: 0.914924311111111  
00:51:45.804 --> 00:51:49.270 experiences of it here. Yes,  
NOTE Confidence: 0.941511525  
00:51:49.270 --> 00:51:52.870 Beautiful. This is so important for  
NOTE Confidence: 0.941511525

00:51:52.870 --> 00:51:56.122 us to invite parents or grandparents.  
NOTE Confidence: 0.941511525

00:51:56.122 --> 00:51:59.746 Whoever are the key family members who  
NOTE Confidence: 0.941511525

00:51:59.746 --> 00:52:01.944 are attending, if they are willing  
NOTE Confidence: 0.941511525

00:52:01.944 --> 00:52:04.794 to share a part of their story and  
NOTE Confidence: 0.941511525

00:52:04.794 --> 00:52:06.999 what their experiences have been,  
NOTE Confidence: 0.941511525

00:52:07.000 --> 00:52:10.460 there is a wealth of wisdom there, and  
NOTE Confidence: 0.941511525

00:52:10.460 --> 00:52:13.960 sometimes those stories have not been shared.  
NOTE Confidence: 0.941511525

00:52:13.960 --> 00:52:17.533 And for some parents it is that it's painful  
NOTE Confidence: 0.941511525

00:52:17.533 --> 00:52:20.836 and they don't want to think about it.  
NOTE Confidence: 0.941511525

00:52:20.840 --> 00:52:26.237 For some, it is this idea that.  
NOTE Confidence: 0.941511525

00:52:26.240 --> 00:52:29.222 They don't want to burden their  
NOTE Confidence: 0.941511525

00:52:29.222 --> 00:52:31.067 children with those realities,  
NOTE Confidence: 0.941511525

00:52:31.067 --> 00:52:34.813 but it can be helpful for us to  
NOTE Confidence: 0.941511525

00:52:34.813 --> 00:52:37.358 share that from our experience.  
NOTE Confidence: 0.941511525

00:52:37.360 --> 00:52:39.676 And you know, from our research,  
NOTE Confidence: 0.941511525

00:52:39.680 --> 00:52:43.360 we know that it can be a gift and that

NOTE Confidence: 0.941511525

00:52:43.458 --> 00:52:47.314 children can be empowered when they learn

NOTE Confidence: 0.941511525

00:52:47.314 --> 00:52:50.660 about how we survived what we survived.

NOTE Confidence: 0.941511525

00:52:50.660 --> 00:52:53.596 And if they want to start with instead

NOTE Confidence: 0.941511525

00:52:53.596 --> 00:52:56.537 of the experiences of the racism,

NOTE Confidence: 0.941511525

00:52:56.540 --> 00:52:59.190 more so about the cultural

NOTE Confidence: 0.941511525

00:52:59.190 --> 00:53:00.780 richness and heritage.

NOTE Confidence: 0.941511525

00:53:00.780 --> 00:53:03.468 Because I think when we talk

NOTE Confidence: 0.941511525

00:53:03.468 --> 00:53:04.812 about intergenerational conflict,

NOTE Confidence: 0.941511525

00:53:04.820 --> 00:53:07.180 especially among families where there's

NOTE Confidence: 0.941511525

00:53:07.180 --> 00:53:09.580 a more recent immigration history,

NOTE Confidence: 0.941511525

00:53:09.580 --> 00:53:12.346 then sometimes the the kids association

NOTE Confidence: 0.941511525

00:53:12.346 --> 00:53:16.479 can be this is the like a culture of rules

NOTE Confidence: 0.941511525

00:53:16.479 --> 00:53:20.338 or it's all the things I can't do but they.

NOTE Confidence: 0.941511525

00:53:20.340 --> 00:53:21.524 Have not always received

NOTE Confidence: 0.941511525

00:53:21.524 --> 00:53:23.300 like the gift of it right,

NOTE Confidence: 0.941511525

00:53:23.300 --> 00:53:26.415 the beauty of it and so encouraging  
NOTE Confidence: 0.941511525

00:53:26.415 --> 00:53:29.082 that storytelling is important and also  
NOTE Confidence: 0.941511525

00:53:29.082 --> 00:53:31.260 to encourage the children to share,  
NOTE Confidence: 0.941511525

00:53:31.260 --> 00:53:34.068 because of the ways in which  
NOTE Confidence: 0.941511525

00:53:34.068 --> 00:53:35.940 racism shows up now,  
NOTE Confidence: 0.941511525

00:53:35.940 --> 00:53:39.034 some of it is consistent over time.  
NOTE Confidence: 0.941511525

00:53:39.040 --> 00:53:40.240 And some of it is some new ways.  
NOTE Confidence: 0.941511525

00:53:40.240 --> 00:53:41.012 When we think about,  
NOTE Confidence: 0.941511525

00:53:41.012 --> 00:53:41.398 for example,  
NOTE Confidence: 0.941511525

00:53:41.400 --> 00:53:43.280 cyberbullying and racism online,  
NOTE Confidence: 0.941511525

00:53:43.280 --> 00:53:46.100 these are pieces that many of  
NOTE Confidence: 0.941511525

00:53:46.178 --> 00:53:48.452 the the parents or other family  
NOTE Confidence: 0.941511525

00:53:48.452 --> 00:53:50.880 members may not be tuned into.  
NOTE Confidence: 0.90103061

00:53:56.760 --> 00:53:59.445 Thank you for that really  
NOTE Confidence: 0.90103061

00:53:59.445 --> 00:54:00.519 thoughtful response.  
NOTE Confidence: 0.90103061

00:54:00.520 --> 00:54:02.440 Do other folks have questions?

NOTE Confidence: 0.90103061

00:54:02.440 --> 00:54:03.380 I'm pretty sure we have

NOTE Confidence: 0.90103061

00:54:03.380 --> 00:54:04.320 time for at least one.

NOTE Confidence: 0.90103061

00:54:04.320 --> 00:54:06.558 Oh good, we've got Tara here.

NOTE Confidence: 0.81285558

00:54:10.870 --> 00:54:13.590 Go ahead. Yeah. Perfect.

NOTE Confidence: 0.81285558

00:54:13.590 --> 00:54:15.790 Well, Doctor Bryant, thank you.

NOTE Confidence: 0.81285558

00:54:15.790 --> 00:54:16.670 I just need to say,

NOTE Confidence: 0.81285558

00:54:16.670 --> 00:54:19.910 I saw you talk at Smith College many,

NOTE Confidence: 0.81285558

00:54:19.910 --> 00:54:23.123 many summers ago, and you walked in

NOTE Confidence: 0.81285558

00:54:23.123 --> 00:54:26.397 and you started your talk with song.

NOTE Confidence: 0.81285558

00:54:26.400 --> 00:54:28.960 And you stood with me all these years,

NOTE Confidence: 0.81285558

00:54:28.960 --> 00:54:30.913 so I was so glad to see

NOTE Confidence: 0.81285558

00:54:30.913 --> 00:54:32.679 that you did that again.

NOTE Confidence: 0.81285558

00:54:32.680 --> 00:54:33.760 So just a little note,

NOTE Confidence: 0.81285558

00:54:33.760 --> 00:54:34.960 because it was really nice,

NOTE Confidence: 0.81285558

00:54:34.960 --> 00:54:36.880 like still singing. Yeah.

NOTE Confidence: 0.81285558

00:54:36.880 --> 00:54:38.840 But it was really nice to just  
NOTE Confidence: 0.81285558

00:54:38.840 --> 00:54:40.578 see someone start an academic  
NOTE Confidence: 0.81285558

00:54:40.578 --> 00:54:42.438 conversation as a complete human.  
NOTE Confidence: 0.81285558

00:54:42.440 --> 00:54:45.850 So I really appreciated that.  
NOTE Confidence: 0.81285558

00:54:45.850 --> 00:54:48.928 Additionally I I just your talk,  
NOTE Confidence: 0.81285558

00:54:48.930 --> 00:54:51.210 thank you so much and it was so  
NOTE Confidence: 0.81285558

00:54:51.210 --> 00:54:52.530 validating because we're doing,  
NOTE Confidence: 0.81285558

00:54:52.530 --> 00:54:55.106 we do a lot of evidence based treatment  
NOTE Confidence: 0.81285558

00:54:55.106 --> 00:54:57.767 here and there's a lot of conversation  
NOTE Confidence: 0.81285558

00:54:57.770 --> 00:55:01.580 about how you have to adjust.  
NOTE Confidence: 0.81285558

00:55:01.580 --> 00:55:03.420 In how you deliver this,  
NOTE Confidence: 0.81285558

00:55:03.420 --> 00:55:05.140 these evidence based treatments to  
NOTE Confidence: 0.81285558

00:55:05.140 --> 00:55:06.860 make room for the storytelling,  
NOTE Confidence: 0.81285558

00:55:06.860 --> 00:55:08.449 to make room for the fact that  
NOTE Confidence: 0.81285558

00:55:08.449 --> 00:55:10.256 this could be the first time that  
NOTE Confidence: 0.81285558

00:55:10.256 --> 00:55:11.864 an individual has ever felt like



NOTE Confidence: 0.81285558

00:55:11.922 --> 00:55:13.417 they could share their story,

NOTE Confidence: 0.81285558

00:55:13.420 --> 00:55:16.894 or even given space or permission to do so,

NOTE Confidence: 0.81285558

00:55:16.900 --> 00:55:19.250 and the importance of shifting

NOTE Confidence: 0.81285558

00:55:19.250 --> 00:55:21.965 away from the number of sessions.

NOTE Confidence: 0.81285558

00:55:21.965 --> 00:55:25.010 But instead to the clinical goals of

NOTE Confidence: 0.81285558

00:55:25.092 --> 00:55:27.888 the session and ensuring that you're

NOTE Confidence: 0.81285558

00:55:27.888 --> 00:55:30.628 making the cultural and racially

NOTE Confidence: 0.81285558

00:55:30.628 --> 00:55:33.007 and linguistically appropriate

NOTE Confidence: 0.81285558

00:55:33.007 --> 00:55:35.640 adjustments to allow an entire human

NOTE Confidence: 0.81285558

00:55:35.640 --> 00:55:37.480 beings experience into the room

NOTE Confidence: 0.81285558

00:55:37.549 --> 00:55:39.719 in a way that resonates for them.

NOTE Confidence: 0.81285558

00:55:39.720 --> 00:55:42.142 And that isn't about the way we

NOTE Confidence: 0.81285558

00:55:42.142 --> 00:55:44.038 believe the treatment needs to be.

NOTE Confidence: 0.894378742352941

00:55:44.640 --> 00:55:46.752 Yes, absolutely. I want to thank

NOTE Confidence: 0.894378742352941

00:55:46.752 --> 00:55:49.451 you for saying that because it also

NOTE Confidence: 0.894378742352941

00:55:49.451 --> 00:55:51.842 triggered a very important not a  
NOTE Confidence: 0.894378742352941

00:55:51.842 --> 00:55:54.128 negatively trigger reminded me of a  
NOTE Confidence: 0.894378742352941

00:55:54.128 --> 00:55:56.319 very important thing I want to say.  
NOTE Confidence: 0.894378742352941

00:55:56.320 --> 00:56:00.386 If you are going to elicit information,  
NOTE Confidence: 0.894378742352941

00:56:00.386 --> 00:56:05.224 you have to 1st identify where you stand,  
NOTE Confidence: 0.894378742352941

00:56:05.224 --> 00:56:08.560 because if I don't know you.  
NOTE Confidence: 0.894378742352941

00:56:08.560 --> 00:56:10.120 To be a trustworthy person  
NOTE Confidence: 0.894378742352941

00:56:10.120 --> 00:56:11.680 as it relates to racism,  
NOTE Confidence: 0.894378742352941

00:56:11.680 --> 00:56:13.832 I might think you're very trustworthy if you  
NOTE Confidence: 0.894378742352941

00:56:13.832 --> 00:56:16.079 want to talk about physical child abuse.  
NOTE Confidence: 0.894378742352941

00:56:16.080 --> 00:56:18.772 But if I'm not clear of how  
NOTE Confidence: 0.894378742352941

00:56:18.772 --> 00:56:20.076 you think about it,  
NOTE Confidence: 0.894378742352941

00:56:20.080 --> 00:56:22.800 it is not going to be safe for me to share.  
NOTE Confidence: 0.894378742352941

00:56:22.800 --> 00:56:25.920 And my mother was in a  
NOTE Confidence: 0.894378742352941

00:56:25.920 --> 00:56:28.584 group for senior women,  
NOTE Confidence: 0.894378742352941

00:56:28.584 --> 00:56:31.204 older women and the facilitators.

NOTE Confidence: 0.894378742352941

00:56:31.204 --> 00:56:35.403 They were all black women as it as it was

NOTE Confidence: 0.894378742352941

00:56:35.403 --> 00:56:38.210 the facilitator was a young white woman.

NOTE Confidence: 0.894378742352941

00:56:38.210 --> 00:56:39.050 Who said, you know,

NOTE Confidence: 0.894378742352941

00:56:39.050 --> 00:56:40.730 there's been a lot happening in the news.

NOTE Confidence: 0.894378742352941

00:56:40.730 --> 00:56:43.410 Like, how do you guys feel about that?

NOTE Confidence: 0.894378742352941

00:56:43.410 --> 00:56:44.463 And my mom just said, like,

NOTE Confidence: 0.894378742352941

00:56:44.463 --> 00:56:47.815 the group just went silent because, you know,

NOTE Confidence: 0.894378742352941

00:56:47.815 --> 00:56:51.650 they don't know how you think about it.

NOTE Confidence: 0.894378742352941

00:56:51.650 --> 00:56:52.450 So you're trying to, like,

NOTE Confidence: 0.894378742352941

00:56:52.450 --> 00:56:55.246 extract information from me, but like,

NOTE Confidence: 0.894378742352941

00:56:55.250 --> 00:56:57.532 where do you stand before you ask

NOTE Confidence: 0.894378742352941

00:56:57.532 --> 00:57:00.180 me to share what I think about it?

NOTE Confidence: 0.894378742352941

00:57:00.180 --> 00:57:02.772 So you want to be mindful of that

NOTE Confidence: 0.894378742352941

00:57:02.772 --> 00:57:05.578 in in in any form of oppression

NOTE Confidence: 0.894378742352941

00:57:05.580 --> 00:57:08.676 and in particular when you don't

NOTE Confidence: 0.894378742352941

00:57:08.676 --> 00:57:10.740 have the same identity.  
NOTE Confidence: 0.894378742352941

00:57:10.740 --> 00:57:15.312 And I saw one last thing in the chat and  
NOTE Confidence: 0.894378742352941

00:57:15.312 --> 00:57:17.699 then I do have to jump off for another zoom.  
NOTE Confidence: 0.894378742352941

00:57:17.700 --> 00:57:18.326 My apologies,  
NOTE Confidence: 0.894378742352941

00:57:18.326 --> 00:57:19.578 but it I think,  
NOTE Confidence: 0.894378742352941

00:57:19.580 --> 00:57:22.332 was asking about indigenous  
NOTE Confidence: 0.894378742352941

00:57:22.332 --> 00:57:25.430 approaches and it is very important  
NOTE Confidence: 0.894378742352941

00:57:25.430 --> 00:57:27.840 to recognize the distinction between.  
NOTE Confidence: 0.894378742352941

00:57:27.840 --> 00:57:30.632 Acknowledgement and appropriation, right.  
NOTE Confidence: 0.894378742352941

00:57:30.632 --> 00:57:35.681 So if there is a culturally specific  
NOTE Confidence: 0.894378742352941

00:57:35.681 --> 00:57:40.984 ritual that you are not trained  
NOTE Confidence: 0.894378742352941

00:57:40.984 --> 00:57:43.320 or empowered to do,  
NOTE Confidence: 0.894378742352941

00:57:43.320 --> 00:57:45.035 it's not for you to facilitate that.  
NOTE Confidence: 0.894378742352941

00:57:45.040 --> 00:57:47.714 I had a Native American client who.  
NOTE Confidence: 0.894378742352941

00:57:47.720 --> 00:57:49.508 Talked about how her therapist tried  
NOTE Confidence: 0.894378742352941

00:57:49.508 --> 00:57:51.300 to start with having them stand

NOTE Confidence: 0.894378742352941

00:57:51.300 --> 00:57:52.932 and acknowledge the four wins and

NOTE Confidence: 0.894378742352941

00:57:52.932 --> 00:57:54.598 she was looking at this therapist

NOTE Confidence: 0.894378742352941

00:57:54.598 --> 00:57:56.710 like who are you like and who gave

NOTE Confidence: 0.894378742352941

00:57:56.710 --> 00:57:58.240 you the right to do that.

NOTE Confidence: 0.894378742352941

00:57:58.240 --> 00:58:01.572 So you know the way to to enter it is when

NOTE Confidence: 0.894378742352941

00:58:01.572 --> 00:58:04.518 we think about solutions focused therapy.

NOTE Confidence: 0.894378742352941

00:58:04.520 --> 00:58:06.641 So asking people when you were doing

NOTE Confidence: 0.894378742352941

00:58:06.641 --> 00:58:08.931 your best or feeling your most nourished

NOTE Confidence: 0.894378742352941

00:58:08.931 --> 00:58:11.324 in general and then as it relates

NOTE Confidence: 0.894378742352941

00:58:11.324 --> 00:58:13.478 to your culture what were practices

NOTE Confidence: 0.894378742352941

00:58:13.478 --> 00:58:15.799 or things that you were doing.

NOTE Confidence: 0.894378742352941

00:58:15.799 --> 00:58:17.864 And sometimes when we're stressed

NOTE Confidence: 0.894378742352941

00:58:17.864 --> 00:58:18.690 and traumatized,

NOTE Confidence: 0.894378742352941

00:58:18.690 --> 00:58:20.850 we have like let go of those things.

NOTE Confidence: 0.894378742352941

00:58:20.850 --> 00:58:22.952 So it may be, oh, you know,

NOTE Confidence: 0.894378742352941

00:58:22.952 --> 00:58:25.130 I used to do this. I used to do that.  
NOTE Confidence: 0.894378742352941

00:58:25.130 --> 00:58:27.530 And so as a part of my healing,  
NOTE Confidence: 0.894378742352941

00:58:27.530 --> 00:58:30.127 I want to start doing that again.  
NOTE Confidence: 0.894378742352941

00:58:30.130 --> 00:58:32.326 And then we'll continue to check in to say,  
NOTE Confidence: 0.894378742352941

00:58:32.330 --> 00:58:33.113 okay this week.  
NOTE Confidence: 0.894378742352941

00:58:33.113 --> 00:58:35.279 Were you able to do it or what's  
NOTE Confidence: 0.894378742352941

00:58:35.279 --> 00:58:36.609 the plan to do it?  
NOTE Confidence: 0.894378742352941

00:58:36.610 --> 00:58:38.530 So you want to be thoughtful  
NOTE Confidence: 0.894378742352941

00:58:38.530 --> 00:58:39.810 and careful about that.  
NOTE Confidence: 0.894378742352941

00:58:39.810 --> 00:58:42.042 And thank you all so much for having me.  
NOTE Confidence: 0.92053913

00:58:43.340 --> 00:58:46.740 Thank you so much, Doctor Brian and you,  
NOTE Confidence: 0.92053913

00:58:46.740 --> 00:58:48.658 I can see that there are many  
NOTE Confidence: 0.92053913

00:58:48.658 --> 00:58:49.700 more questions coming up.  
NOTE Confidence: 0.92053913

00:58:49.700 --> 00:58:52.310 And so your talk has certainly  
NOTE Confidence: 0.92053913

00:58:52.310 --> 00:58:54.260 brought up questions for a  
NOTE Confidence: 0.92053913

00:58:54.260 --> 00:58:55.700 continued dialogue for us.

NOTE Confidence: 0.92053913

00:58:55.700 --> 00:58:57.820 Thank you so much for taking the time.

NOTE Confidence: 0.935011653846154

00:58:58.420 --> 00:59:01.180 And I should say APA has just released

NOTE Confidence: 0.935011653846154

00:59:01.180 --> 00:59:04.019 a book on Decolonizing psychology.

NOTE Confidence: 0.935011653846154

00:59:04.020 --> 00:59:05.868 They have a book that came out two

NOTE Confidence: 0.935011653846154

00:59:05.868 --> 00:59:07.700 years ago on liberation psychology.

NOTE Confidence: 0.935011653846154

00:59:07.700 --> 00:59:09.331 So you can read more of the

NOTE Confidence: 0.935011653846154

00:59:09.331 --> 00:59:10.700 theory and the background,

NOTE Confidence: 0.935011653846154

00:59:10.700 --> 00:59:13.058 but thank you and you all take good care.

NOTE Confidence: 0.94629164

00:59:13.620 --> 00:59:14.980 Wonderful. Thank you so much.

NOTE Confidence: 0.94629164

00:59:14.980 --> 00:59:16.300 Have a good rest of the day everyone,

NOTE Confidence: 0.94629164

00:59:16.300 --> 00:59:17.300 and thank you for joining.