

Trauma Informed Practice and Cultural Humility

The Intersection of Anti-Racism and Trauma-
Informed Practices

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A little bit about myself

- 20 plus years in higher education.
- I have worked at four different predominantly White organizations.
- Owner and executive coach at Apoyo Coaching
- Interim Executive Director, Immigration Resource Center of the San Gabriel Valley
- Associate Certified Coach (ACC) – International Coach Federation
- First generation college graduate
- Son of immigrants
- Mexican-American
- White presenting



Advocating for asylum-seeking children is traumatic, new research finds

By Stephanie L. Canizales – Washington Post

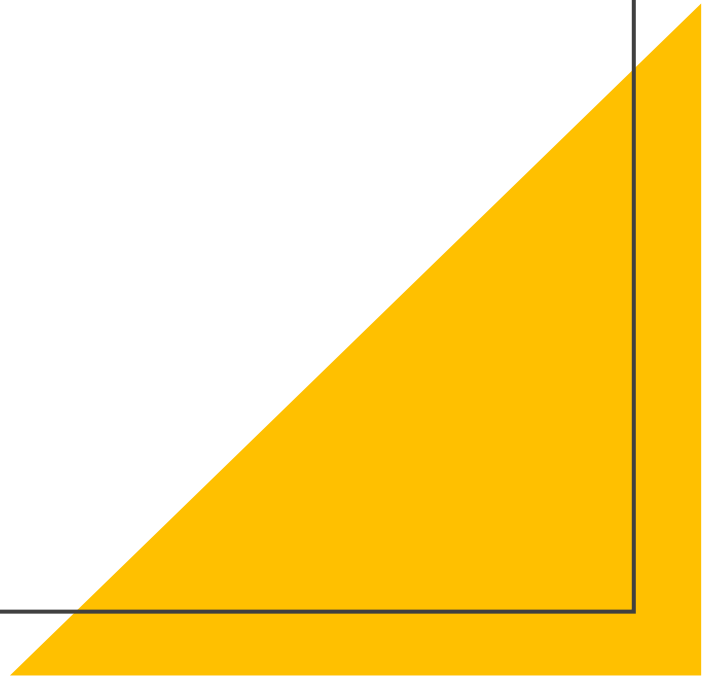
Scholars and advocates have revealed how punitive immigration policies and procedures harm the [health](#), [safety](#) and [well-being](#) of children held in U.S. federal custody. These effects extend well beyond the border, into the lives of immigrant families and across their social networks. Sociologists Cecilia Menjivar and Leisy Abrego refer to this as “[legal violence](#),” a term meant to describe immigrants’ experiences with labor exploitation and family separation, as well as the fear, anxiety and hopelessness brought on by immigration policies.

That also affects the adult service providers, such as attorneys, educators and counselors, who serve asylum-seeking children in cities across the United States. My [ongoing research](#) finds that they share immediate and long-lasting physiological and mental health challenges. These health conditions stem from pressures to meet the needs of vulnerable child migrants targeted by restrictive immigration policies.

Getting Serious About Diversity: Enough Already with the Business Case – HBR. by [Robin J. Ely](#) and [David A. Thomas](#)

On that point, we have to agree: The *simplistic* business case isn't persuasive. A credible and powerful case *can* be made, however, with three critical modifications. First, platitudes must give way to sound, empirically based conclusions. Second, business leaders must reject the notion that maximizing shareholder returns is paramount; instead, they must embrace a broader vision of success that encompasses learning, innovation, creativity, flexibility, equity, and human dignity.

Finally, leaders must acknowledge that increasing demographic diversity does not, by itself, increase effectiveness; what matters is how an organization harnesses diversity, and whether it's willing to reshape its power structure.







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Microaggressions

Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.





Imposter Syndrome

- Common Thoughts
 - I must not fail
 - I feel like a fake
 - It's all down to luck
 - Success is no big deal



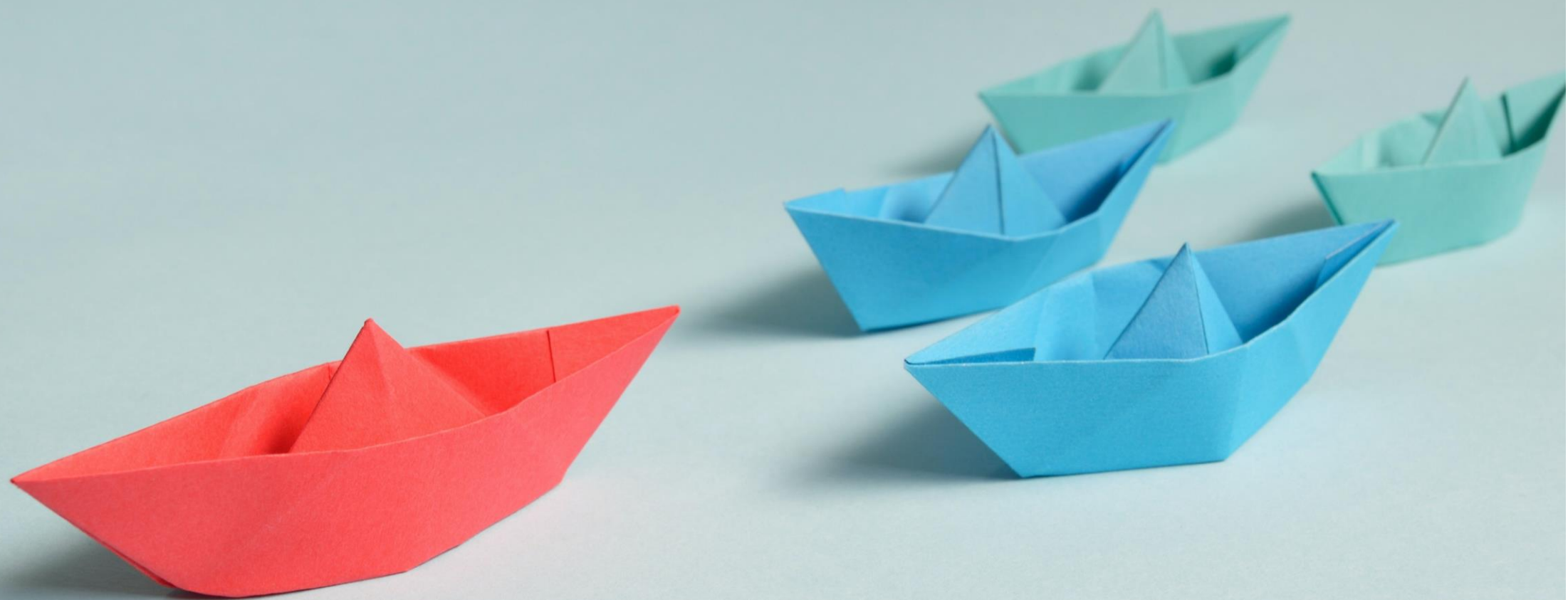


Stereotype threat

SELF-CONFIRMING CONCERN THAT ONE WILL BE EVALUATED
BASED ON A NEGATIVE STEREOTYPE

Racial battle fatigue

Cumulative result of a natural race-related stress response to distressing mental and emotional conditions. These conditions emerged from constantly facing racially dismissive, demeaning, insensitive and/or hostile racial environments and individuals. - William Smith (2011)



Cultural Competence  **Cultural Humility**



Cultural Competence

- As defined by Cross, et. Al (1989) cultural competence refers to a “set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations.”
- Includes the following:
 - Awareness of one’s own cultural worldview.
 - Attitude toward cultural difference.
 - Knowledge of differences and cultural practices.
 - Cross-cultural skills.



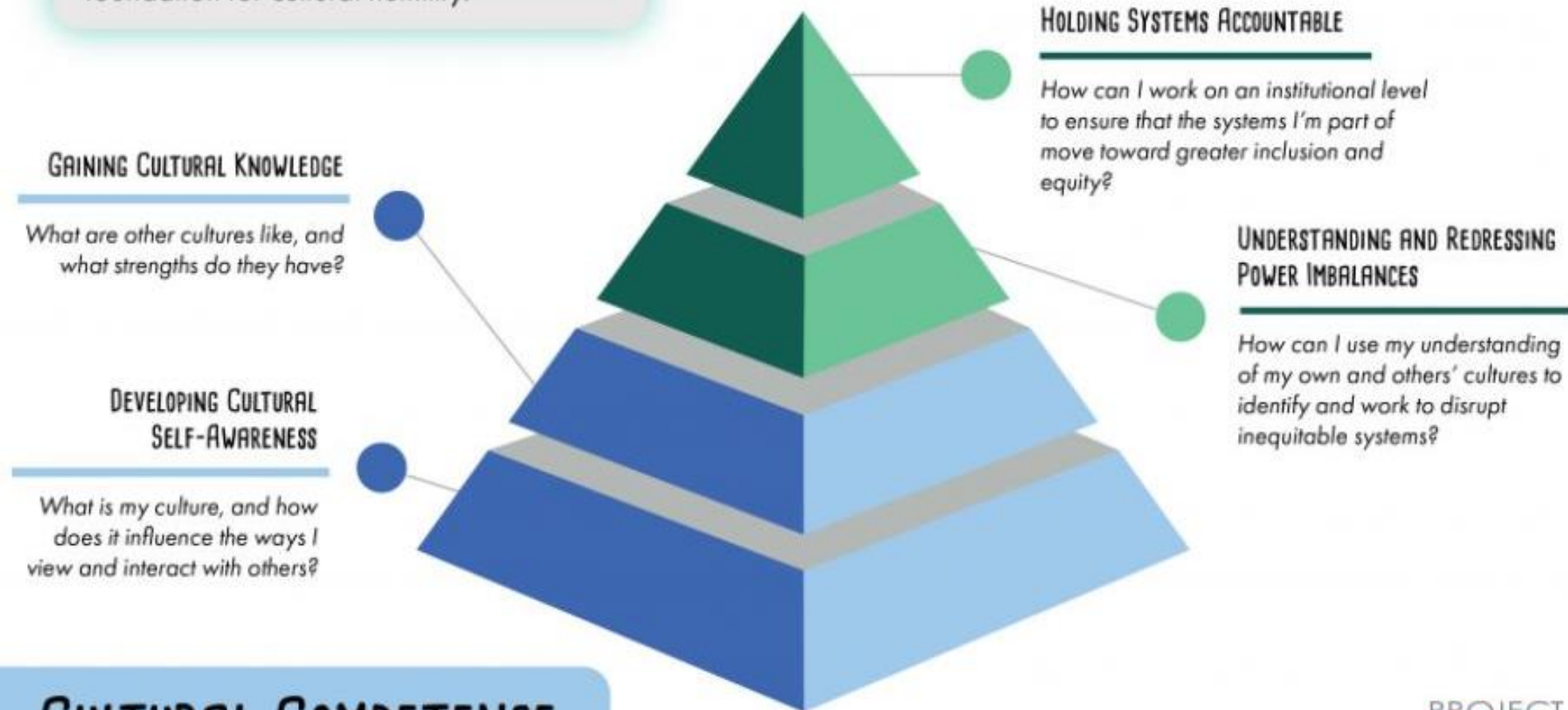
CULTURAL HUMILITY

Being culturally aware is not a destination, an accomplishment, or a certificate we receive for attending a class. It is a deliberate commitment to living in a space where increasing curiosity about others begins to naturally emerge – Cusak & Stouw (2020)

- Process of reflection and lifelong inquiry.
- It involves self-awareness of personal and cultural biases.
- An awareness and sensitivity of significant cultural issues of others.

Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

CULTURAL HUMILITY



CULTURAL COMPETENCE



Self-Awareness

Self-awareness is the ability to see yourself clearly and objectively through reflection and introspection.

- Six ways to improve self-awareness
 - Ask for feedback
 - Recognize your strengths and weaknesses
 - Self-reflect
 - Monitor your self-talk
 - Practice saying “no”
 - Question your decisions

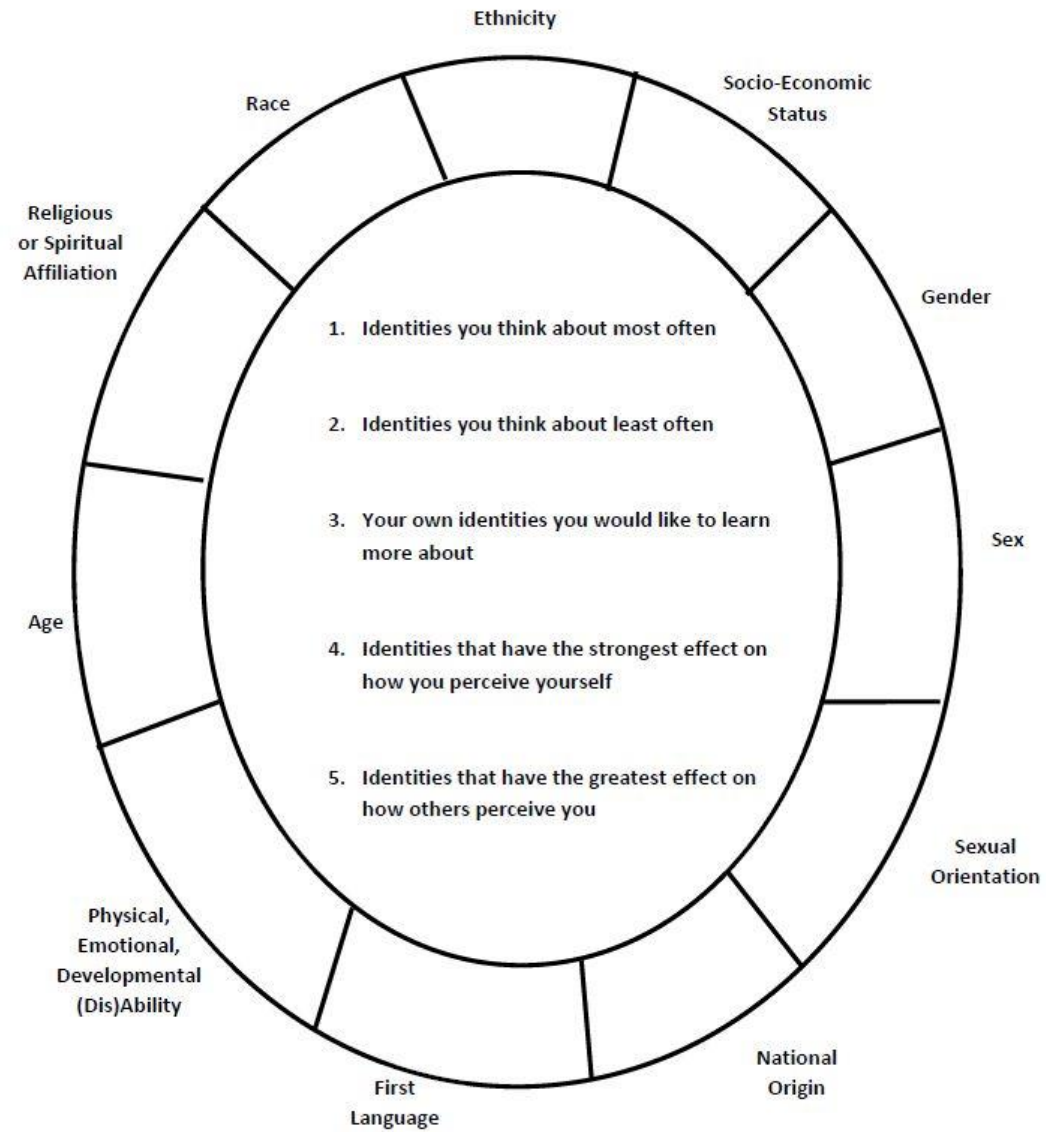


Improving your cultural humility

- Engage people who are different than you on a personal experiential level.
- Be curious and empathetic about others life experiences who are different than you own.
- Learn about the important people in someone's culture such as artists, musicians, dancers, philosophers, and writers, not just their foods or holidays.
- Learn to pronounce their names.
- Share your culture, so people from other cultures don't think they are the only ones who are different.

Improving your cultural humility

- Talk about racism, sexism, and classism, and believe them when they speak about their experiences.
- Be prepared when someone brings up your ethnicity and what it means to them. Listen nondefensively.
- Approach improving your cultural competence with a beginner's mind.
- Show interest, appreciation, and respect for other cultures.





Questions for Organization to
Ask Themselves to Develop
Self-Awareness







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