

Systemic Racism: Shifting the paradigm

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Personal Disclosure

- I am a cisgender female of Native American decent
- There are members of my family who have received mental health diagnosis
- I have sought out and received my own mental health care
- I have both knowingly and unknowingly contributed to bias and most “isms”, and will work to improve upon these areas of growth





Changing
the
narrative



De-centering-

People of Color equal status

Looking at own biases

Addressing racism within own organization

Believe their lived experiences without doubt

Co-creating materials, images, research inclusion

Mission statements

Persons of color in leadership roles

Changing white voice as final decision makers

<https://www.museumaction.org/massaction-blog/2017/10/23/25-ways-to-see-and-act-on-decentering-whiteness-aka-white-supremacy-in-the-museum-by-radiah-harper>

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, Critical race theorist






Deficit focused Vs. Wellness
Focused



Spirituality



Inherent
Sacredness-
intrinsic value vs.
secular or merit
sacredness

nationcompadresnetwork.org





Comfort & Validation-land acknowledgement, equity training



