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

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

Indigenous WOMEN RISE!
Inherent Sacredness—
intrinsic value vs. secular or merit sacredness

countrycompadresnetwork.org
Comfort & Validation - land acknowledgement, equity training
MMIW -
Anna Rodriguez
Apache, Sioux, Yaqui, Cherokee
Found deceased
State Creek
Aug 2013

BIGGEST
RACIAL