**REFERENCE:**

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**Racial and Economic Justice**

"Racism is a trauma and thus must be a focal point of trauma-informed work. Racism includes interpersonal, internalized, institutional and systemic experiences, events and exposures" (p. 12).

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|  **A** | **Recognizing Life Experiences and Implicit Bias:** * We reflect on and remain mindful of how our own family upbringings, personal identities, power, and privilege impact our interactions.
* We work with others in ways that equitably affirms their race, culture, language, and identities.
* We engage in education about cultural humility, trust, and respect.
* We advocate for generational awareness, recognizing racial identity across the lifespan, which incorporates educating children about their history or racial identity and the influence on economic justice.
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| **B** | **Understanding Bias and Inequities:** * We encourage voices and stories from the community to collect information on race and ethnicity and poverty to identify and guide strategies that avoid implicit bias, dismantle racism, and address inequities in agency/organization/program practices, decision-making, and outcomes. While doing so, we are mindful to avoid exploitation of communities, their voices and their narratives and to allow communities to determine which stories best represent their truths.
* We value and encourage voice and stories by and from the community. We value building safety in our learning community in order to let voices be heard.
* We use the learner stance in order to engage in cultural humility.
* We understand historical trauma, harm, and oppression and apply this knowledge to inequity in practice today.
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| **C** | **Honoring Identity in Environments:** * We recognize the importance of toys, books, visuals, activities, and our overall political and physical environment promoting the self-esteem and resilience of all children and families by authentically reflecting the racial, ethnic and economic diversity of the families served
* We value multiculturalism and diversity.
* We educate politicians about the ills of gentrification and oppression.
* We recognize, support and accept a range of identities and expression as we establish professional norms.
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| **D** | **Cultivating and Supporting Leaders of Color and Promoting Economic Equity:** * We provide people of color with viable employment opportunities and ensure that employment practices, including pay, hiring, advancement, evaluation, and disciplinary practices, cultivate and support leaders of color from within the community.
* We value the cultivation of leaders from within the community and offer mentorship whenever possible.
* We understand the importance of wellness, indigenous healing practices, collective and self-care, the balance between parent/guardian empowerment and children’s autonomy, nurturing relationships, community support, racial, and gender justice to develop resilience across the lifespan.
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| **E** | **Honoring Voices “For Us By Us”**: * We prioritize families’, youths’, and community partners’ voices as integral to sharing power and decision-making.
* We are committed to working as a community to respond to our needs and increase resources necessary to care for ourselves.
* We facilitate safe, community level conversation for neighbors to create preventive measures and trauma responsive efforts.
* We identify individual, family, community, and program strengths, build leadership capacity and resources, and know how to use strengths and resources when faced with adversity.
* We develop policies and procedures that ensure organizational cultures and relationships are guided by the core concepts of trauma-informed practice.
* We create ongoing opportunities for feedback and authentic accountability.
* We acknowledge the historical systemic trauma perpetuated by our systems of care and actively work to repair and eliminate practices that re-traumatize.
* We create inclusive organizations and spaces that honor and value diverse ways of being.
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| **F** | **Facilitate Access to Trauma Informed, Resilient, and Healing Resources** * We are available to listen, learn and respond in culturally responsive ways that support healing and wellness.
* We work to ensure that trauma-informed evidence based practices, including those that are effective for people of color, are available, accessible, use relatable language, provided when appropriate and are monitored and sustainable.
* We follow-through by providing ongoing, accountable, sustainable, localized network of resource support, and spaces that promote physical and emotional wellness.
* We advocate for the voices of lay members of the community to be heard and integrated at local and organizational levels.
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