

THIS IS WHO WE ARE.



**FACES & VOICES  
OF RECOVERY**

ADVOCATE. ACT. ADVANCE.

# Embracing Unity: Racial Healing In The Midst of Chaos

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# Opening Meditation: “Soft Belly” Breathing



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# The importance of Unity

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“Like a sculptor, if necessary,  
carve a friend out of stone.  
Realize that your inner sight  
is blind  
and try to see a treasure in  
everyone.” – Rumi



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STARTING  
WITH THE  
END IN  
MIND...

Love conquers all - love is  
the grace that transcends any  
kind of injustice in the end.

Wesley K. Cragg




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# WHAT IS LOVE?



Love  
does not consist  
of gazing  
at each other,  
but in looking  
together  
in the same  
direction.  
Saint-Exupery

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Self-awareness involves deep personal honesty. It comes from asking and answering hard questions.

Stephen R. Covey

 quoteoftheday

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# Be Open and Non-Judgemental of What's Coming Up for You!

1. What's difficult?
2. What's challenging?
3. What's rewarding?
4. What enables us?

# **“Race is....**

**a social construct, without biological meaning. Originally used to differentiate who was white and who was not.**

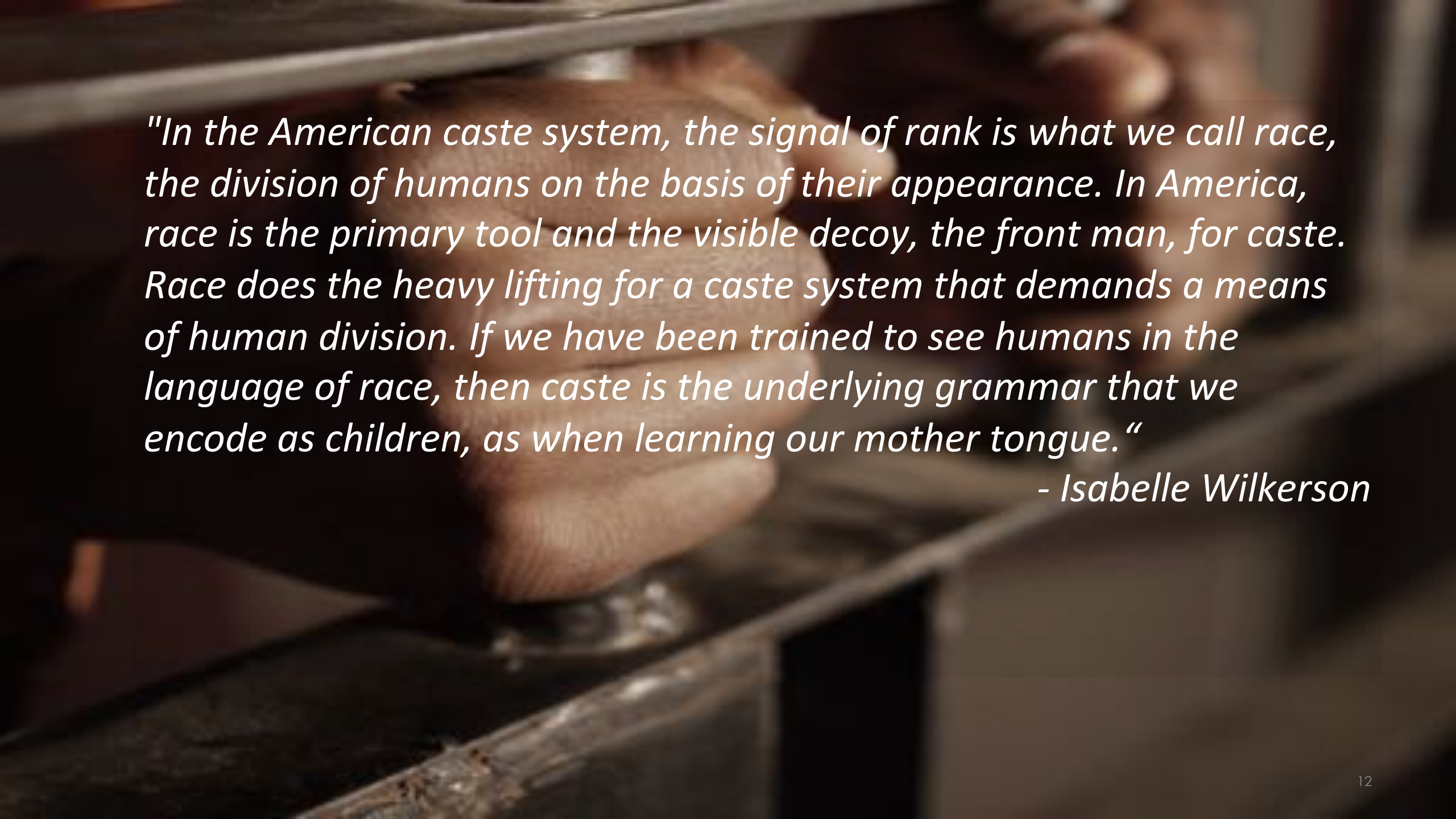
**“CULTURE is....**

**Customs, arts, social  
institutions and  
achievements of particular  
social groups or people.**



**“ETHNICITY is....**

**often based on shared  
ancestry, language and  
traditions...**



*"In the American caste system, the signal of rank is what we call race, the division of humans on the basis of their appearance. In America, race is the primary tool and the visible decoy, the front man, for caste. Race does the heavy lifting for a caste system that demands a means of human division. If we have been trained to see humans in the language of race, then caste is the underlying grammar that we encode as children, as when learning our mother tongue."*

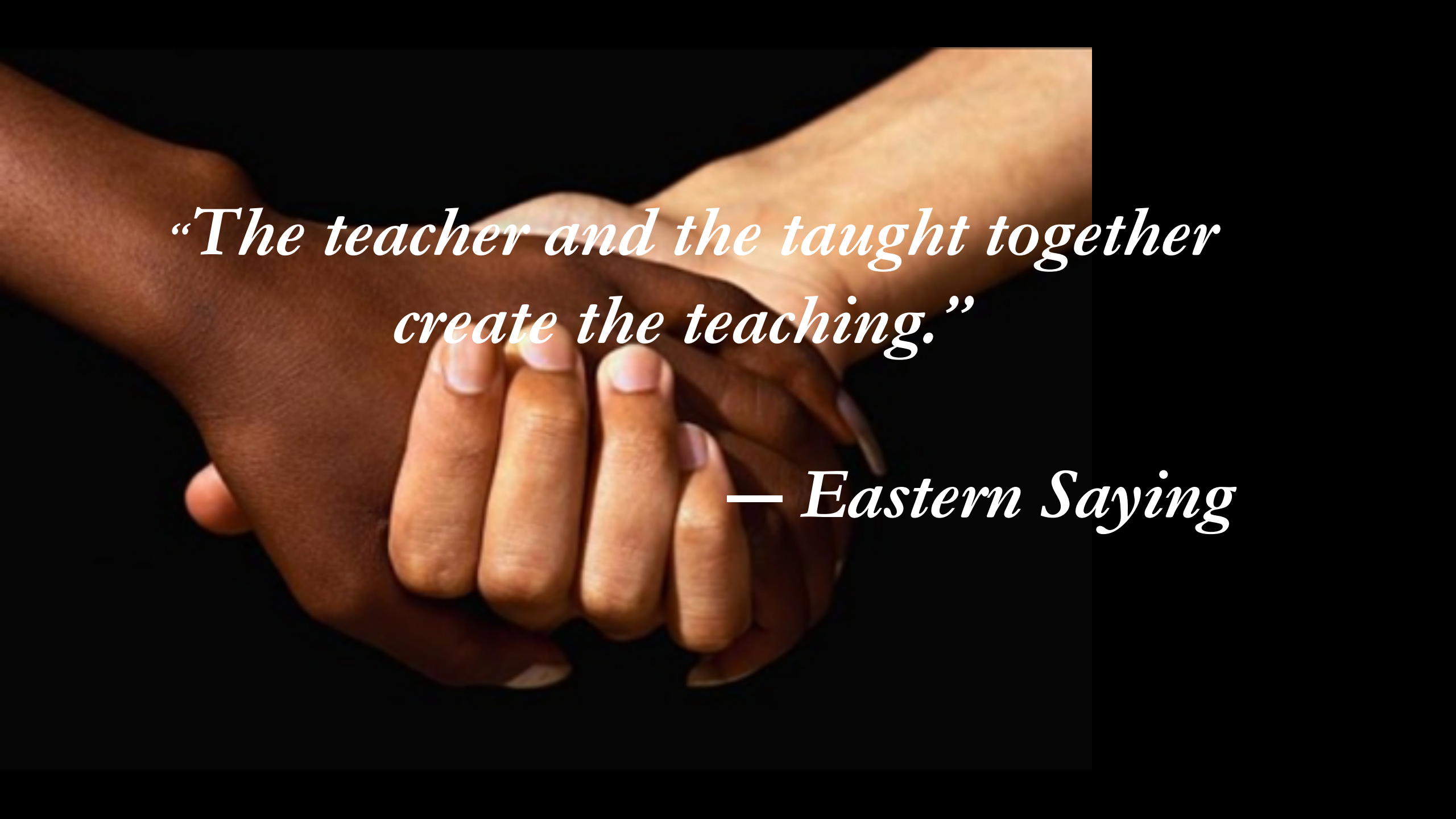
*- Isabelle Wilkerson*



*“That is what learning is. You suddenly understand something you've understood all your life, but in a new way.”*

*— Doris Lessing*



A close-up photograph of two hands clasped together against a black background. The hand on the left is dark-skinned, and the hand on the right is light-skinned. The fingers are interlaced, with the light-skinned hand's fingers resting over the dark-skinned hand's fingers. The lighting is soft, highlighting the textures of the skin.

*“The teacher and the taught together  
create the teaching.”*

*— Eastern Saying*

# Types of Biases

1. Affinity Bias: perceive you have something in common with them... school, town, neighborhood

2. Halo Bias: if we like one thing about someone we think everything about them is good

3. Confirmation Bias: looking for evidence to support our judgments

4. Conformity Bias: Group Think

5. Anchoring Bias: over-reliance on the first piece of data you hear

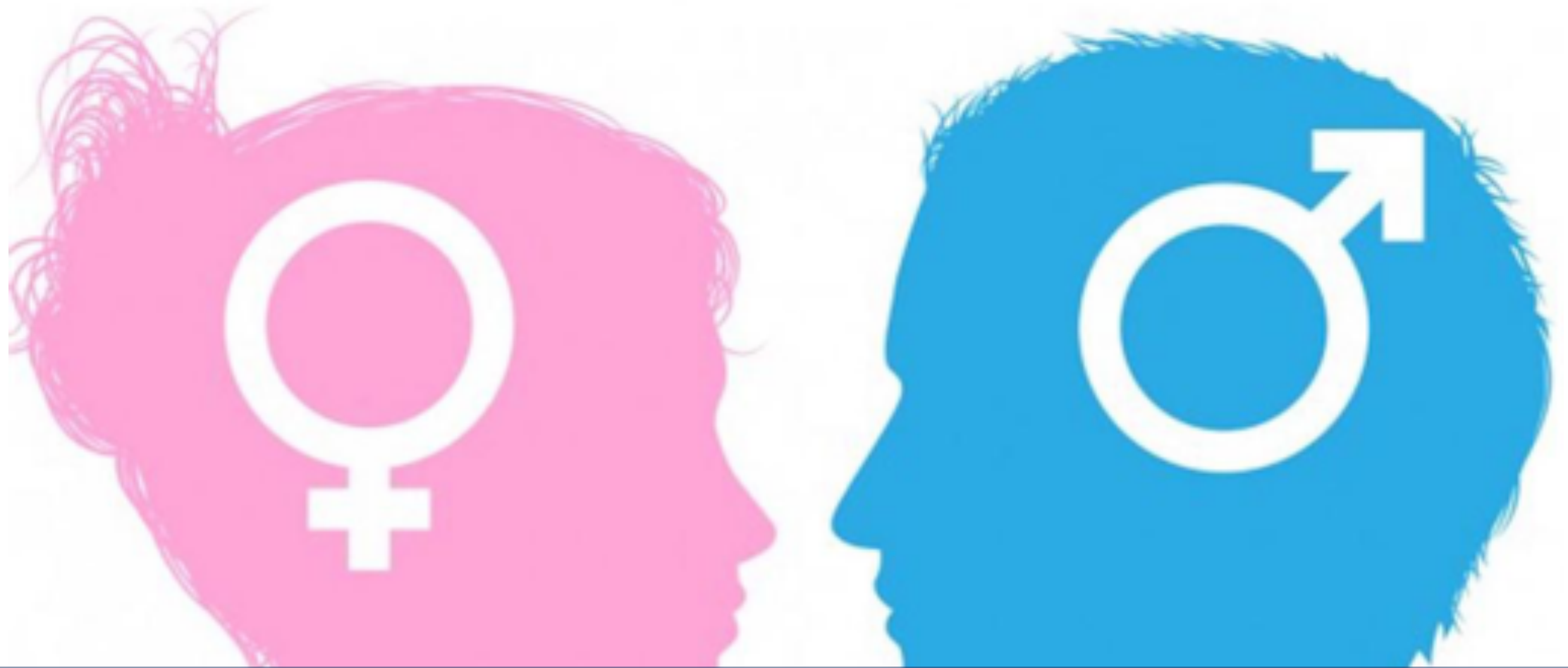
6. There are many more....google it 😊

# Unconscious Networks



Source: Kirwan Institute for the Study of Race and Ethnicity





# Implicit Associations

# More about Unconscious Bias?

- Brain is designed to be biased, have assessments, judgment. Survival mechanism, instinctual biologically and is socialized
- Encompass both favorable and unfavorable assessments
- Are activated involuntarily and without an individual's awareness or intentional control
- Different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness
- Biases are not accessible through introspection

# Diversity: dimensions of difference and identity that exist in all groups



# Why Diversity isn't Enough

## Diversity can...

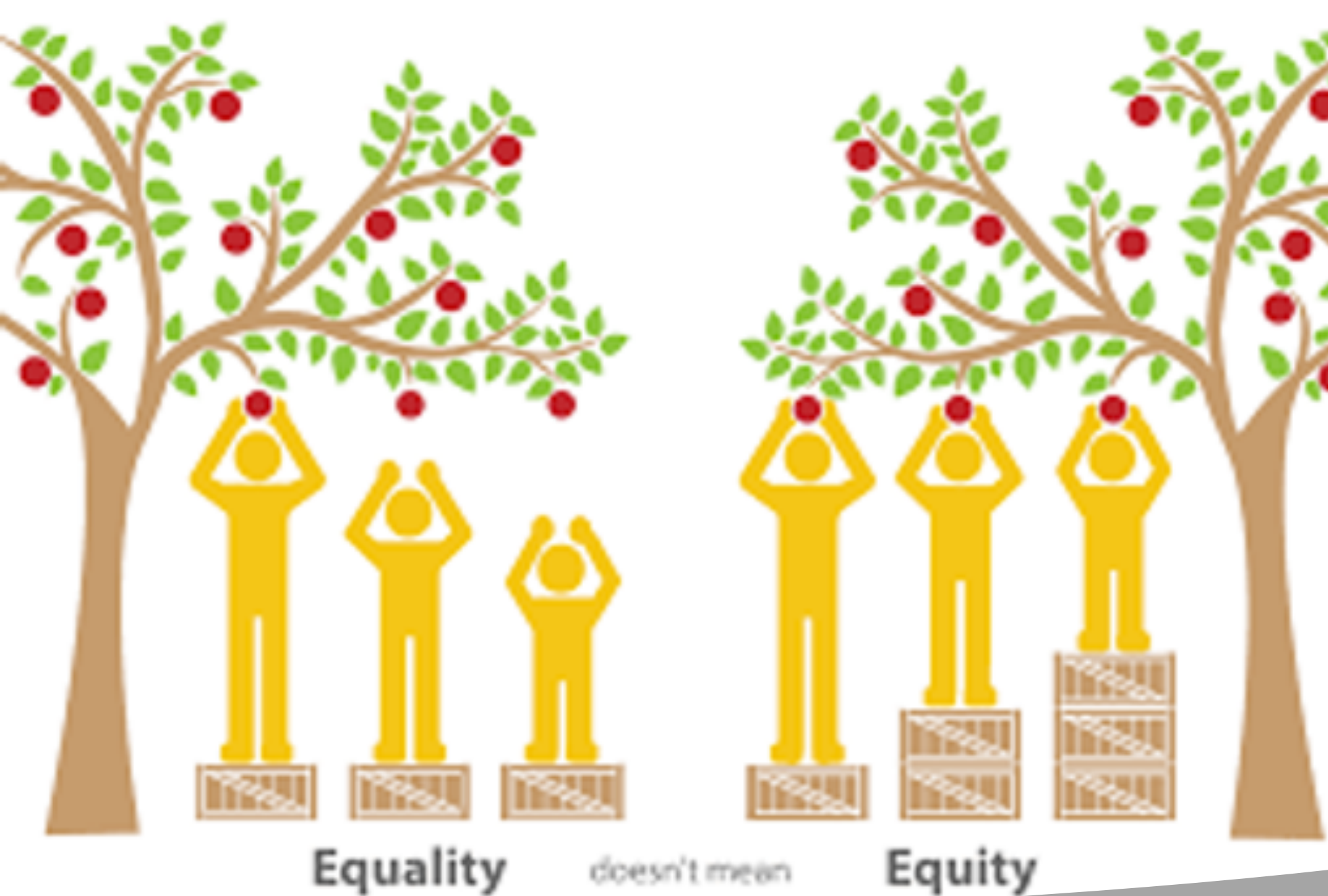
- Create opportunities for sharper, more creative, strategic thinking
- Increase the likelihood that programs, services and initiatives will be relevant to constituents
- Demonstrate commitment to creating equal opportunities

## Diversity doesn't necessarily...

- Guarantee cultural competency/humility
- Alter the dynamics of oppression or change the systems that create injustices
- Ensure inclusion, fair operations, or real opportunities within an organization
- Lead to equitable outcomes for the organization's constituents



# Equity



Equity is not giving everyone the same thing,  
equity is giving each person what they need to succeed

# Levels of Oppression

Source: Race Forward

## MACRO LEVEL

### INSTITUTIONAL



### STRUCTURAL



## MICRO LEVEL

### INTERNALIZED



### INTERPERSONAL



# Microaggressions

Brief and commonplace,  
unconscious or conscious verbal, behavioral,  
environmental indignities/slights that  
communicate hostile, derogatory or negative  
feelings, assumptions, beliefs about  
another/others  
based on differing dimensions of diversity



# MICROAGGRESSIONS





# Chronic/excess Stress Influences the Onset and Course of Virtually All Illness

<b>Coronary Heart Disease</b>	<b>Gastrointestinal Dysfunction</b>
<b>Progression of HIV/AIDS</b>	<b>Headaches</b>
<b>Recurrence of Herpes</b>	<b>Premature Death</b>
<b>Asthma</b>	<b>Eczema</b>
<b>Common Cold</b>	<b>Anxiety and related disorder</b>
<b>Acute Clinical Incidents such as Cardiac arrhythmia, sudden Death</b>	<b>Cancer</b>
<b>Depression</b>	<b>Sleep-related ailment</b>
<b>Obesity</b>	<b>PTSD</b>
<b>Diabetes</b>	<b>Alzheimer's and cognitive decline</b>
<b>Pain and Chronic Pain</b>	<b>Cellular Aging</b>

Source: Institute of Medicine

# Stress and Social Rank

- Glucocorticoids (cortisol, etc) elevated in low-ranking baboons and in all members of group if dominance hierarchy unstable
- Hypercortisolism associated with social subordination or social isolation in the animal world
- Whitehall Studies, England

Sapolsky RM, Alberts SC, Altmann J. Hypercortisolism associated with social subordination or social isolation among wild baboons. *Arch Gen Psychiatry*. 1997 Dec;54(12):1137-43.

# Perception, Awareness, Emotions and Regulation In Healing Self and Helping Others

Managing emotions is:

- less about controlling emotions

- more to do with REPLACING control with WILLINGNESS so that one can “*feel*/better, as opposed to feel *better*”.

Willingness to be open to emotions as they arise promotes:

- acceptance of uninvited experiences, including any unwanted internal events.



## Perception, Awareness, Emotions and Regulation In Self-Care and Caring for Others

"I have found personally and through my work with human subjects, including professionals and clients, that there is great value in becoming comfortable with the state of discomfort. When that state is achieved perceptions begin to shift and emotions can be effectively regulated" (Linger, 2014).





## What Do We Do About It?



"Anything and everything can become our teacher of the moment, reminding us of the possibility of being fully present: the gentle caress of air on our skin, the play of light, the look on someone's face, a passing contraction in the body, a fleeting thought in the mind. Anything. Everything. If it is met in awareness." (Kabat-Zinn, 2012)

# Mind Body Skill Practice can Help Develop Qualities of Acceptance and Compassion

- Acceptance and compassion can help us to experience ourselves, clients and situations as they truly are, and to remain non critical.
- We learn that much of what we see as reality are just events of the mind
- Seeing myself through lenses of acceptance and compassion helps me see others that way
- Stress is decreased when acceptance and compassion are present

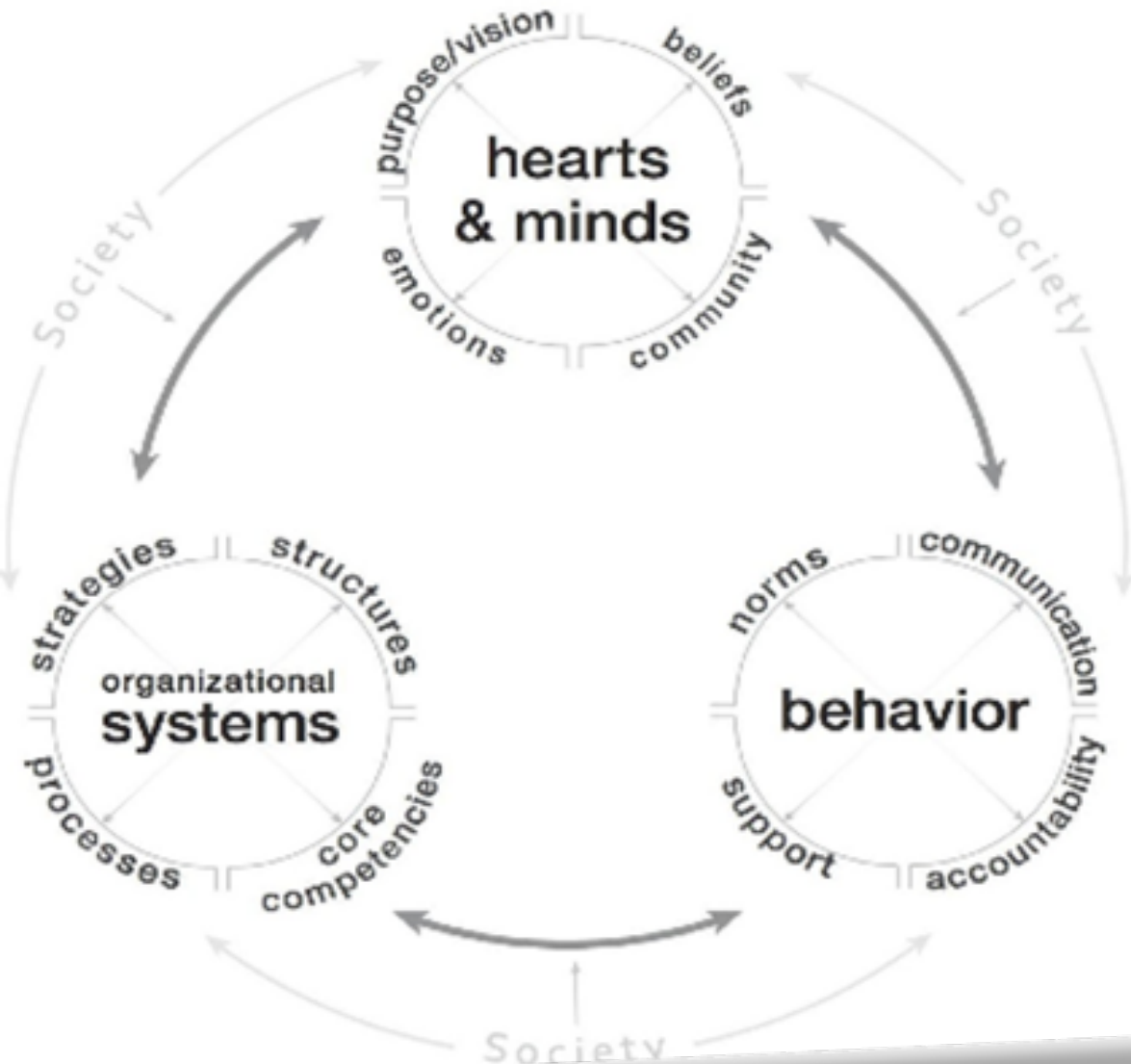


# ACCOUNTABILITY



# THE WHEEL OF CHANGE for organizations

To create real change within an organization, we must work in an integrated way with the three major domains that comprise every organizational system:




**Robert Gass**

**Social Transformation  
Project**

[www.stproject.org](http://www.stproject.org)





*INDIVIDUALLY*  
WE ARE ONE DROP  
**BUT TOGETHER,**  
*WE ARE AN*  
**OCEAN.**

Ryunosuke Satoro

1990 THE NEW YORK CITY POLICE FOUNDATION VOL. VII

# TRUE BLUE





# Resiliency in Communities After Stress and Trauma 2019

## Stress Reduction Workshop

### Building Resilience While Serving Others

*In partnership with the Baton Rouge Police Department*



**September 6**  
**LA State Police Headquarters**  
3 Trainings - 1 Day  
7am 12pm 6pm

The EBR Mayor's Office and Baton Rouge Children's Advocacy Center (BRAC)\* invite you to the "Stress Reduction and Trauma-informed Approaches Workshop: Building Resilience While Serving Others"

\* In cooperation with the Center for Mind-Body Medicine (CMBM), Washington D.C.





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Baton Rouge, LA, USA



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New Orleans, LA, USA



Chad Dingman, LCSW  
Spartanburg, SC, USA



Claire Wheeler, MD, PhD  
Portland, OR, USA



Thaddeus Guncry  
New York City Police Department  
Lieutenant (retired)

Traumatic events across our city effect the emotional and physical health, social functioning and overall well-being of the entire community. Responding to community-wide trauma also brings about additional stress and requires important knowledge and skills for caregivers. This workshop is designed to give you an introduction to evidence-based tools of self-care that you can use to deal effectively with your own stress as well as CMBM's comprehensive program for healing individual and population wide trauma.

**WORKSHOP INCLUDES:**

- Explore the connection between traumatic events and responding to traumatic events and emotional, physical, and social distress and dysfunction
- Practice evidence-based mind-body techniques to relieve stress, heal trauma, and enhance health and well-being
- Identify and practice trauma-informed response strategies in assisting communities impacted by community wide trauma

Refreshments will be provided

**Louisiana State Police Headquarters**  
**7919 Independence Blvd**

Please RSVP to  
[jennifer@batonrougecac.org](mailto:jennifer@batonrougecac.org)  
or call (225) 343-1984



Workshops made possible through ReCAST (SAMSHA) grant funding

***As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception; the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all men to liberty, equality and justice.***





**Law Center alumnus creates digital campaign promoting social justice, June 12, 2020**  
**“Yes, I am a black man,” said LaFonta, “I will not apologize for the color of my skin. My skin should not be a crime.”**





***Taking a Stand in Baton Rouge***<sup>1</sup> is a photograph of Ieshia Evans “I wasn't afraid. I took a stand in Baton Rouge because enough is enough”





#FORTLAUDERDALESWIMMINGWHILEBLACK #SWIMMINGWHILEBLACK #NOCAPHANDSUP #BLACKLIVESMATTER



DIVERSITY  
— AQUATICS

## FORT LAUDERDALE SWIM-IN FOR RESTORATIVE JUSTICE

JOSEPH C. CARTER PARK

1450 W SUNRISE BLVD, FORT LAUDERDALE, FL 33311

SUNDAY, JULY 26 2020

10 AM — 12 PM

10:00 - Introductions, Keynotes & Call To Action

11:30 - Swim - In / Sit - In

12:00 - Closing Remarks

Participants are required to wear masks and  
safely social distance during the protest.

Feel free to bring your own signs!

### CAN'T JOIN US IN PERSON...JOIN US ONLINE

- 1 Create a post using your social media and the hashtags below to show support
- 2 Connect with us via FB/IG Live to access the live event
- 3 Become a member of Diversity In Aquatics and our US Masters Swim Club
- 4 Donate via [DiversityInAquatics.org](https://DiversityInAquatics.org)

FACEBOOK/INSTAGRAM @DIVERSITYINAGUATICS  
FACEBOOK/INSTAGRAM @DIASWIMCLUB



REGISTER TO SWIM  
SOCIAL DISTANCING  
NO MASK NO ENTRY







A close-up photograph of two hands clasped together. The hand on the left is dark-skinned, and the hand on the right is light-skinned. The fingers are interlaced, and the thumbs are pressed against each other. The background is a solid, dark grey-blue color. A semi-transparent dark grey rectangular box is overlaid across the middle of the image, containing the text.

*What does this have to do with us???*



*The introduction...*





“Throughout high school and middle school, I was bullied very, very severely and writing was the one way I coped. And it helped me see that I was worth more.”

— Alora



# Healing Is...

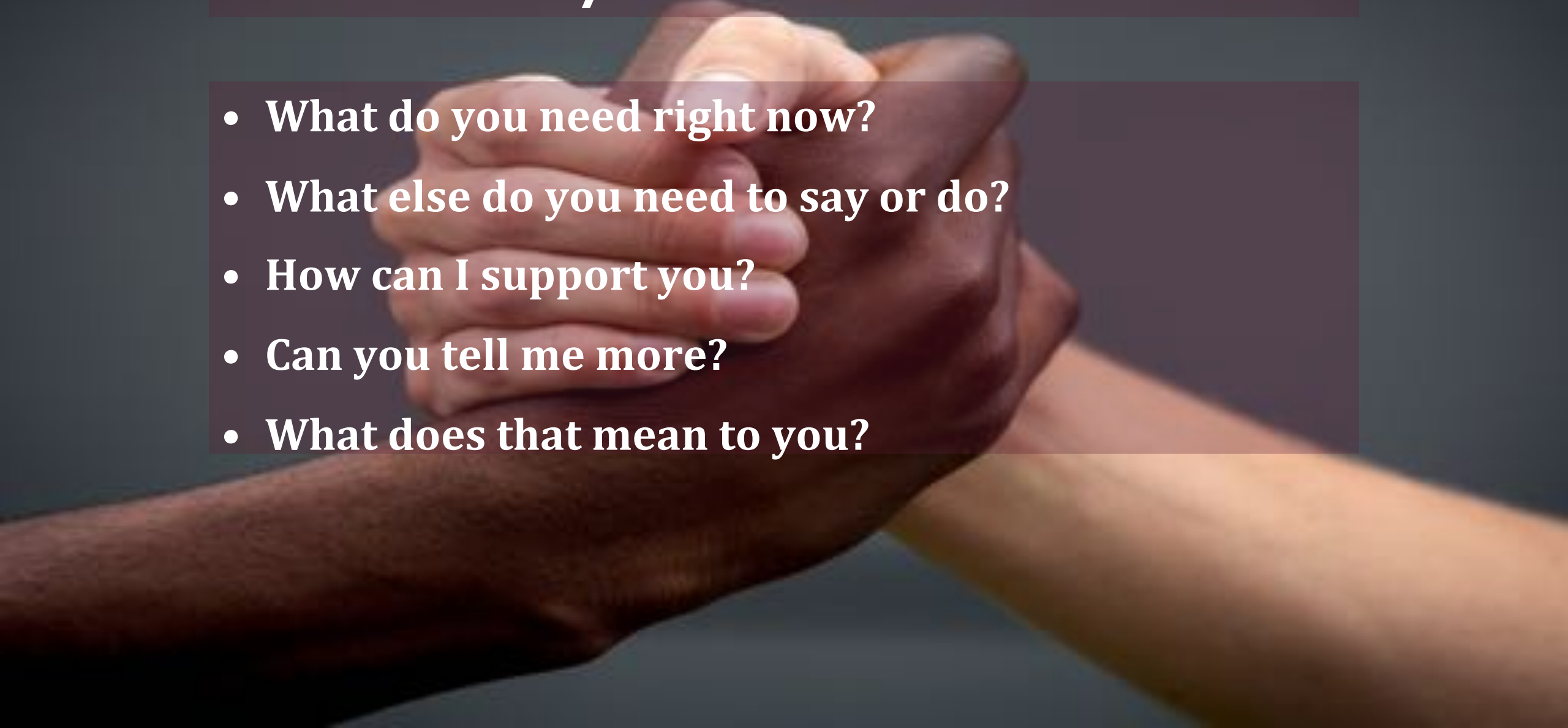
- a lifelong journey towards wholeness
- remembering what has been forgotten about connection, unity and interdependence among all things living and non-living
- embracing what is most feared
- opening what has been closed, softening what has hardened into obstruction
- entering into the transcendent, timeless moment when one experiences the divine
- creativity and passion and love
- seeking and expressing self in its fullness, its light and shadow, its male and female
- learning to trust life

• (Achterberg, 1990)



# Curiosity Creates Connection

- What do you need right now?
- What else do you need to say or do?
- How can I support you?
- Can you tell me more?
- What does that mean to you?





HONOR EVERY BODY



A close-up photograph of a person's hands playing a large, round drum. The person is wearing a colorful, patterned shirt and a black wristband. The drum has a light-colored, textured head and a dark, woven rim. The background is blurred, showing some outdoor structures.

# The Power of the Drum

- Imitates heartbeat
- Breaks up physical tension and mental rumination
- Energizes trauma-depleted (frozen) bodies
- Encourages emotional awareness and expression
- Re-balances central nervous system
- Returns us to our original medicine

- “You have to get over the fear of facing the worst in yourself. You should instead fear unexamined racism. Fear the thought that right now, you could be contributing to the oppression of others and you don't know it. But do not fear those who bring that oppression to light. Do not fear the opportunity to do better.”

• - Ijeoma Oluo

