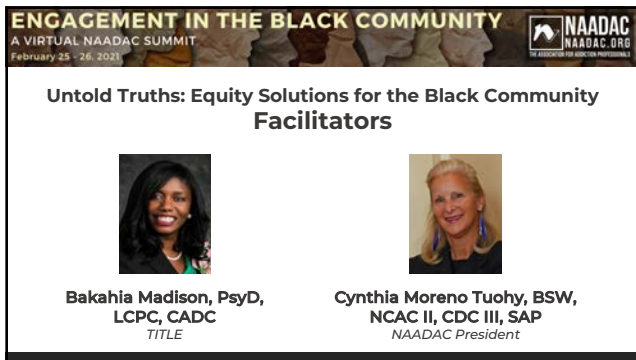
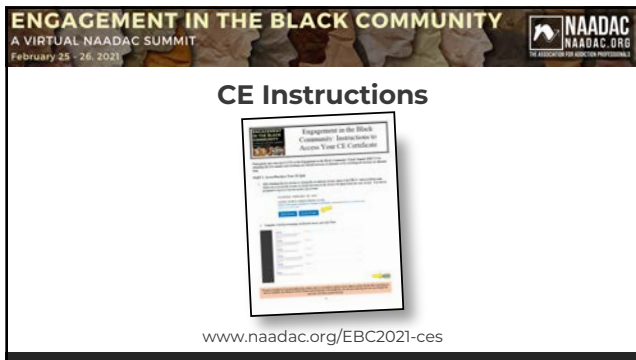




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ENGAGEMENT IN THE BLACK COMMUNITY
A VIRTUAL NAADAC SUMMIT
February 25 - 26, 2021

Untold Truths: Equity Solutions for the Black Community
Presenter



Raven E. Freeborn (née Dickerson), LCSW, CNP
Founder, Legacy Healing and Therapy Services, LLC
Founder, Third Way Solutions, Inc.

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Untold Truths: Equity Solutions for the Black Community

Engagement in the Black Community: A Virtual NAADAC Summit

Facilitated by: Raven E. Freeborn (née Dickerson) LCSW, CNP
Founder & Owner, Legacy Healing & Therapy Services

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Learning Objectives & Agenda

- Participants will be able to describe common barriers that exist for African Americans in the field of addiction and recovery. [**The Conditions**]
- Participants will be able to define equity vs. equality and the importance of equity as a companion to diversity and inclusion. [**Equity as a Solution**]

Pause for Q&A

- Participants will be able to give examples of solutions for treatment providers to provide more equitable care. [**The Shift**]

Closing Q&A

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Pronouns: They / Themme
Home: Piscataway Land (Washington, D.C. area)

Role: Cultural Strategist

- Owner & Founder of Third Way Solutions, Inc.
- Owner & Founder of Legacy Healing & Therapy Services
- Full spectrum doula
- Harm Reductionist
- Liberation Facilitator
- Survivor Advocate



Raven E. Freeborn LCSW, CNP

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1. Honor Your **Disruptions & Distractions**

1. Take on the Role of **Time Traveler**


1. Welcome Your **Wealth**

Reflection, Practice, Praxis - Invitations

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Poll Question

Lean in and participate



How many years have you been engaging in this work?

- A. Less than 5 years
- B. Between 5 and 10 years
- C. Between 10 and 15 years
- D. 15+ years

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<p><i>Structural Inequity</i></p> <p>The process by which disparities become negative health and life outcomes</p>	<p><i>Systemic Inequity</i></p> <p>The complexity of practices that use bias, discrimination, and stigma to hinder the progress of people.</p>
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Source:

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1. **Reflection** - "What is true about the historical and present day conditions surrounding my privilege and marginalization?"

1. **Practice** - In spaces where your role is supported by a **SYSTEM** of oppressive powers speak of the conditions that maintain your privilege and marginalization


1. **Praxis** - Incorporate strategies to balance power dynamics between yourself and those with historically less power

Reflection, Practice, Praxis - Reckoning

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Poll Question

Lean in and participate



A community I am apart of has initiated conversations about incorporating equity practices.

TRUE
or
FALSE

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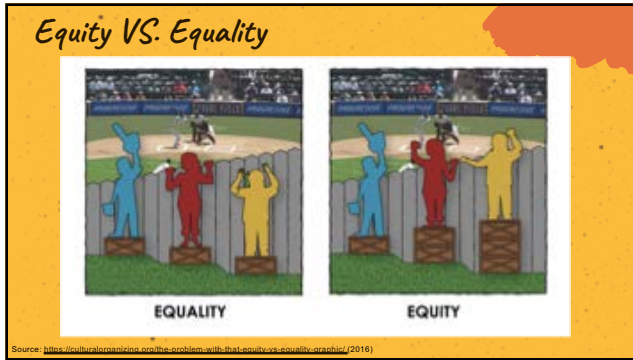
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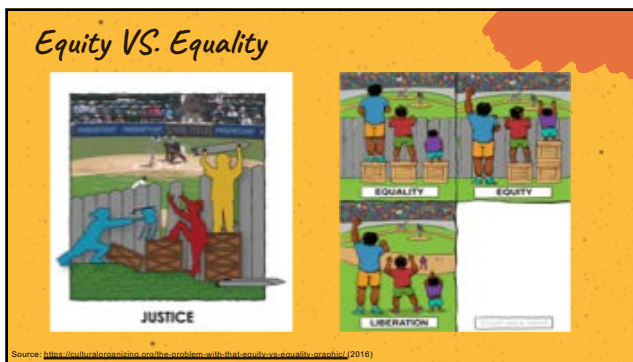
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Language as Praxis

Equity - each individual or group is given the exact resources and opportunities, based on their circumstances, to reach an equal outcome

Equality - each individual or group of people is given the same resource or opportunity

Diversity - a variety of representation amongst personal and cultural identities

Inclusion - the practice of integrating differences into a groups dynamics and culture

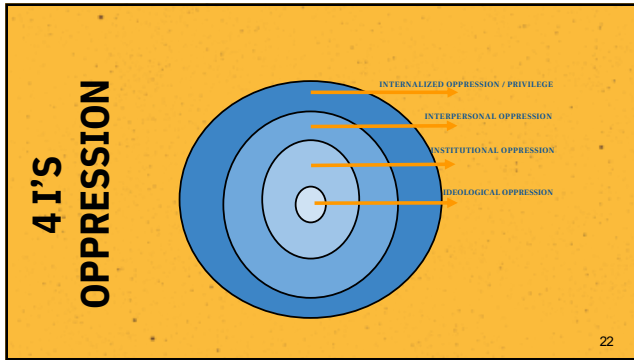
Fairness - value based impartiality applied to group procedures and norms

Justice - the integration of solutions that produce favorable outcomes across the lifespan

Liberation - freedom from limiting self and societal structures

SOURCE: <https://onlinepublichealth.tulane.edu/resources/equality-vs-equality/>, <https://www.aecf.org/blog/racial-justice-definitions/>

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**IDEOLOGY
OPPRESSION**

A core of central belief that is used to assert a standard of superiority over other groups.

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**INSTITUTIONAL
OPPRESSION**

Intentional or unintentional reinforcement of a core value or belief that restricts access, network, and opportunity to dominant groups that are representative or aligned with the core value or belief.

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**INTERPERSONAL
OPPRESSION**

The societal permission and reinforcement for individual members of the "dominant group" to mistreat individuals of the oppressed group.

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**INTERPERSONAL
OPPRESSION:
MICROAGGRESSIONS**

Microinsults - subtly rude or insensitive communications that demean a person's racial heritage or identity

Microassaults - EXPLICIT derogatory communication intended to verbally or nonverbally attack through name-calling, avoidant behavior, or purposeful discriminatory actions

Microinvalidations - communications that exclude, negate or nullify the thoughts, feeling, or experiences of a person of color

- "I don't see color"
- "Why does it have to always be about race?"
- "Well that's 'reverse racism'"

The Institution of "Denial" - Employing the excuse of Intention vs. Impact to apologize for behavior

Source: Racial Microaggressions in Everyday Life, May 2007

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**INTERNALIZED
OPPRESSION /
PRIVILEGE**

Internalized Oppression - Acting out of the socially conditioned ideology of inferiority

Internalized Privilege - Acting out of the socially conditioned ideology of superiority

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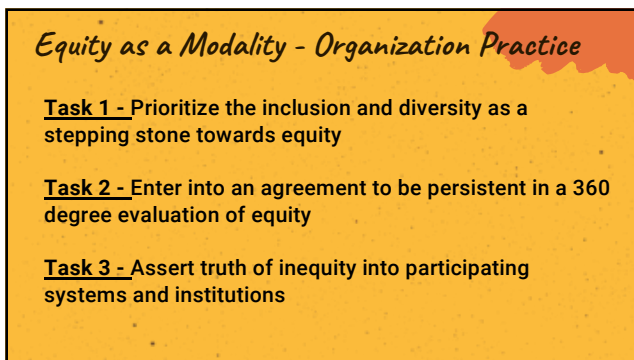
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Equity as a Modality - Communities of Care

Task 1 - Reveal and reckon with barriers and limitations produced by a history of oppression for people of color, queer and trans people, non-english speaking people, Black and Indigenous people, and disabled communities.

Task 2 - Respond to narratives and ideologies of oppression with values based remedies

Task 3 - Seek accountability with those who have been and continue to be harmed and resist the repetition of the initial or additional harms


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1. **Reflection** - "What narratives (ideologies) limit my idea of self and others?"
1. **Practice** - Attune your perspective to values based ideologies and narratives that support cultural change
1. **Praxis** - Participate in generative conflict when a group has reached a point of tension that is rooted in limiting oppressive ideologies

Reflection, Practice, Praxis - Solidarity

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Poll Question
Lean in and participate



When conversation about racial equity come up I am likely to _____.

- A. Lead the conversation
- B. Observe in silence
- C. Become emotional
- D. Retreat


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The Shift

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Trauma



SOURCE: https://www.odc.gov/cpr/infographics/6_principles_trauma_info.htm

Informed⁶

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6 Principles of Trauma Informed Care 37

1. **Safety** - environmentally, physically, and psychologically
2. **Trustworthiness and Transparency** - transparency of operations and decision making
3. **Peer Support** - storytelling for mutual self-help
4. **Collaboration and Mutuality** - meaningful sharing of power
5. **Empowerment, Voice and Choice** - belief in resiliency and ability and understanding of power differentials
6. **Cultural, Historical, and Gender Issues** - actively acknowledging a history of oppression to move past bias, stereotype, and stigma TOWARD healing and hope

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Decolonizing Mental Health Care

"Decolonization may be defined as the active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation's own indigenous culture. This process occurs politically and also applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression."

- Integrating Community
- Eliminating Silos
- Deconstructing "authority"
- Embracing the Indigenous Culture

SOURCE: The Movement for Black Lives (M4BL), "Timeline"

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Medical Industrial Complex

SOURCE: <https://baylibriofscience.wordpress.com/2015/02/08/medical-industrial-complex-visual/>

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White Supremacy Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Only One Right Way
- Paternalism
- Either/or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I'm the Only One
- Progress is Bigger, More
- Objectivity
- Right to Comfort

SOURCE: https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf

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1. **Reflection** - "What behavior do I engage in that is influenced by white supremacy culture?"
1. **Practice** - Name the behavior, as it presents itself, that supports oppressive practices in group dynamics and organizational norms
1. **Praxis** - Affirm and incorporate the "antidotes" of white supremacy culture into your daily practice

Reflection, Practice, Praxis - Disruption

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Questions

Submit your questions via the Q&A box and comment along in the chat box!

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Contact Information


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Instagram - <https://www.instagram.com/legacyheals/>
Website - coming soon

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Thank you for joining!




Raven E. Freeborn (née Dickerson), LCSW, CNP
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CE Instructions



www.naadac.org/EBC2021-ces

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- Reduced rates for all NAADAC publications
- And so much more!



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Thank you!
Engagement in the Black Community: A Virtual Summit



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