

1. What is Racial Trauma?

- **The cumulative impact of racism on an individual**
- Can be due to experiences of racism at the individual, group, community, cultural, institutional, structural and societal levels
- Can relate to past or present racism or worrying about future racism
- Can be direct & indirect
- Race-based stress is similar & occurs through direct or indirect instances of racism
- Race-Based stress often leads to mental health outcomes including depression, anxiety, and a negative outlook on life
- Racial Trauma is more significant and is related to a complexity of psychological and physical symptoms, including anxiety, depression, PTSD, and even physical health problems. It can also negatively impact an individual's sense of self, identity, and formation and maintenance of healthy relationships.

2. How does Racial Trauma happen?

- Racial Stress & Racial Trauma are common experiences in the UK
- UK institutions are all known to be institutionally and culturally racist
- Power is with the majority of UK White people creating a **whiteness of UK society**
- There are many **negative and racist stereotypes and narratives** at the structural level of society
 - This filters down & accepted as truth & creates norms and influences racist values and behaviours
- We have strong evidence of individual and group acts of racism and micro-aggressions
 - This means that many people from ethnically diverse backgrounds experience racism frequently causing racial stress & trauma

3. How do we support Racial Trauma?

Are you reflecting on your **Cultural Competence** and how you can support people going through racial stress and trauma?

Think about:

- Your role & power
- Your communication style
- Your language & terminology
- Racial & unconscious bias
- Stereotypes & assumptions
- Gender, age, & religious bias
- Using a risk lens

Continue to develop your practice:

- **Educate self**
- **Reflect & challenge** your thinking
- **Discuss** with others
- **Challenge Racism**



4. What about Communication and Language?

Being able to comfortably have conversations with people from ethnically diverse backgrounds on:

- Racism
- Ethnicity, heritage, culture
- Gender, religion, sexuality, class
- Their definitions & terminology
- Their Needs



Positive & Inclusive Terminology includes:

- Racially & Ethnically Minoritised
- Ethnically Diverse
- Global Majority

REMEMBER: Trauma-Informed Practice

- **Ask about Language and Needs**
- **Create Positive Discussion**
- **Reflect and Understand your Power**
- **Reflect, Discuss and Continue to Learn and Challenge Racism**
- **Understand and Acknowledge Racism and Racial Trauma**

