



COMMUNITY HEALTH CARE ASSOCIATION of New York State

TRAUMA-INFORMED CARE (TIC) & WELLNESS

LUNCH ROOM MEETUP

kinshift

Monthly Virtual Meetups + Community Care Wellness Resources

Trauma, Resilience, & Anti-Racism in Healthcare

Kelly Davis MPA & Simran Chaudhri, MD MPH

Cofounders of KINSHIFT

Recorded September 20, 2021

Introduction to KINSHIFT

A photograph of two women, Kelly Davis and Simran Chaudhri, smiling. Kelly Davis is on the left, wearing a blue top and large hoop earrings. Simran Chaudhri is on the right, wearing a yellow top and glasses. They are standing in front of a staircase with dark steps and a light-colored wall.

Co-Founders: Kelly Davis, MPA & Simran Chaudhri MD, MPH

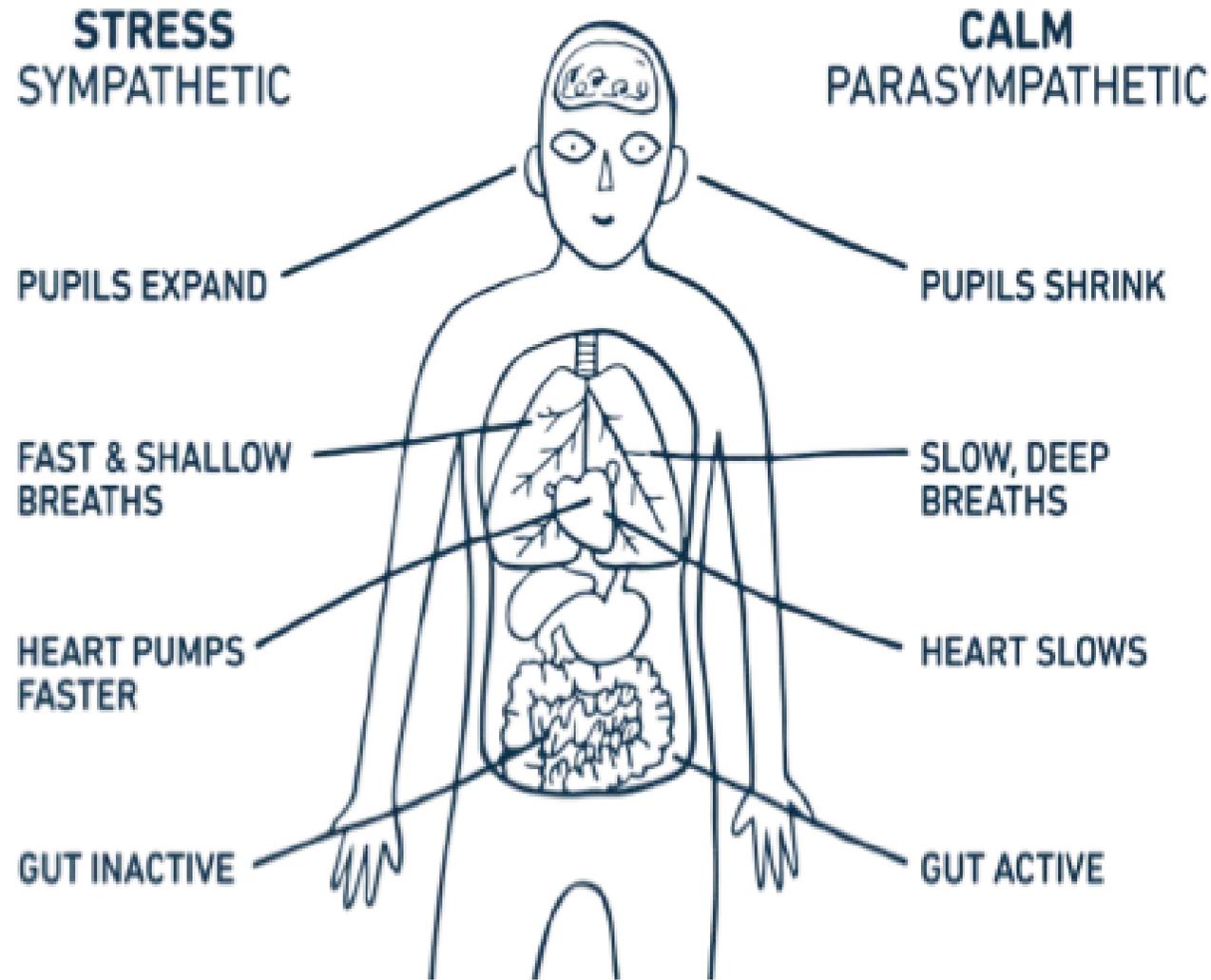
- KINSHIFT supports healthcare and public health transformation through evidence-based practices rooted in actionable principles of trauma-and-resilience-informed care and anti-racism.
- Architects of Trauma-and-Resilience-Informed Systems (TRIS), the first project in the country to work at the nexus of anti-racism, health equity, and trauma-and-resilience-informed care.

AGENDA

1. Trauma and its health effects
2. Racism as a form of trauma
3. Resilience and mitigating the effects of trauma
4. Internal transformation and actionable strategies

Trauma and its health effects

All our bodies react to stress



Trauma is...

An event that overwhelms our ability to cope and can have a lasting effect

Individuals can live through the same event but have very different experiences and reactions

Background on ACEs

<https://vimeo.com/114595623>

Stress and trauma cause health problems

More traumatic experiences are associated with higher odds of having more health conditions and risks, such as:

- Ischemic heart disease
- Cancer
- Chronic bronchitis
- Chronic obstructive pulmonary disease
- Emphysema
- Liver disease

- Alcohol use disorder
- Depression
- Substance use disorder
- Suicide attempts
- Physical inactivity
- Poor self-rated health
- Smoking
- Severe obesity

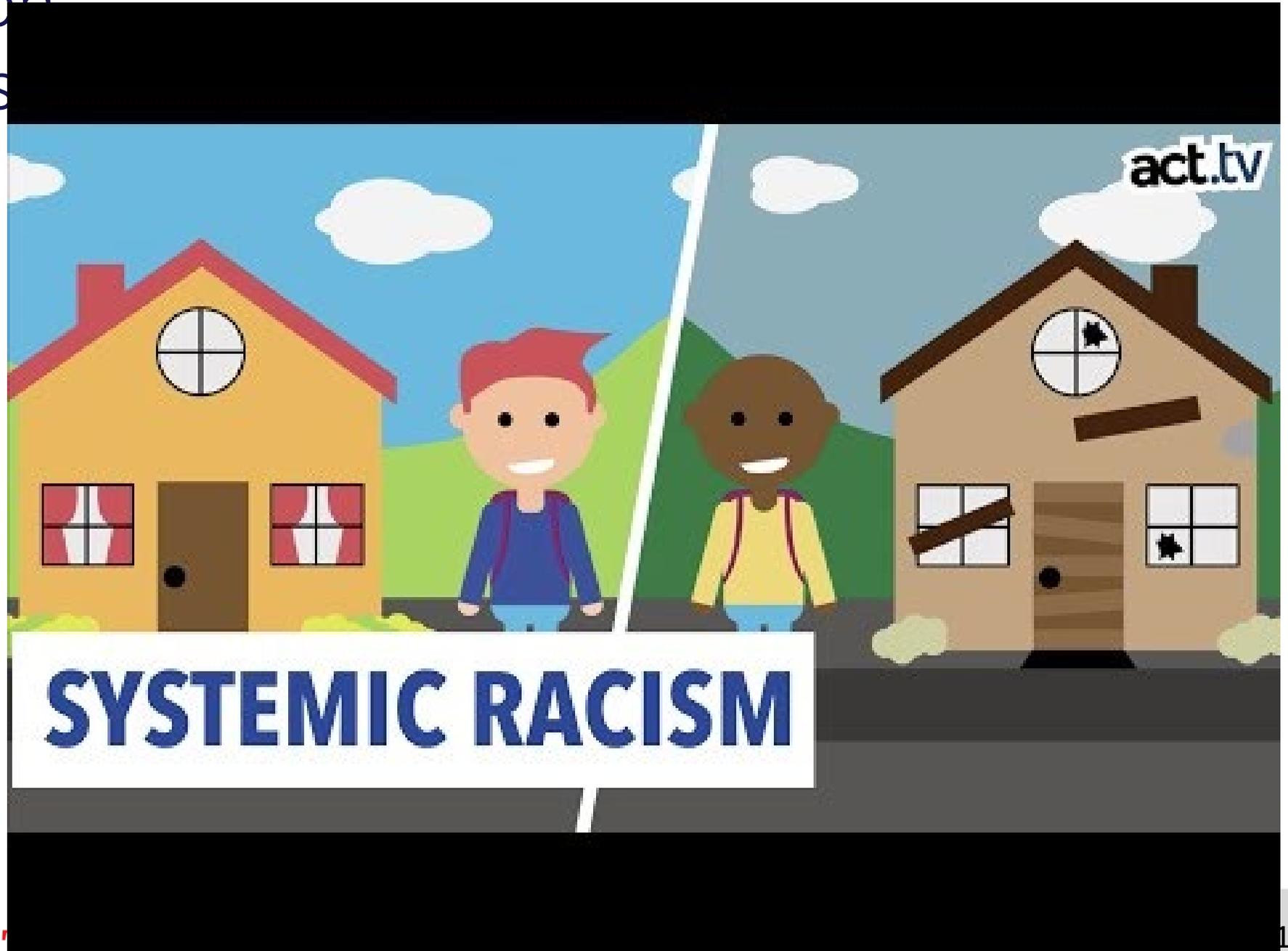
- Adverse pregnancy outcomes
- Unintended pregnancies
- Risk of intimate partner violence
- Skeletal fractures
- Risk of sexual violence
- Sexually transmitted diseases

Systems can experience trauma and be traumatizing

ORGANIZATIONAL TRAUMA CAN BE CAUSED BY...	AND CAN MANIFEST AS...
<ul style="list-style-type: none">- Staff turnover- Budget cuts- Gap between needs and resources- Racist policies and practices- Lack of transparency- Traumatic events (ex. death and violence)	<ul style="list-style-type: none">- Burn out, secondary traumatic stress, vicarious trauma- Feeling unsafe and undervalued- Staff turnover- Lack of resources- Reduced quality of care- Increase cost of care <p><i>Negative health impacts for both providers and patients!</i></p>

Racism as a form of trauma

Background on systemic racism



Bias is embedded into our society and affects us all

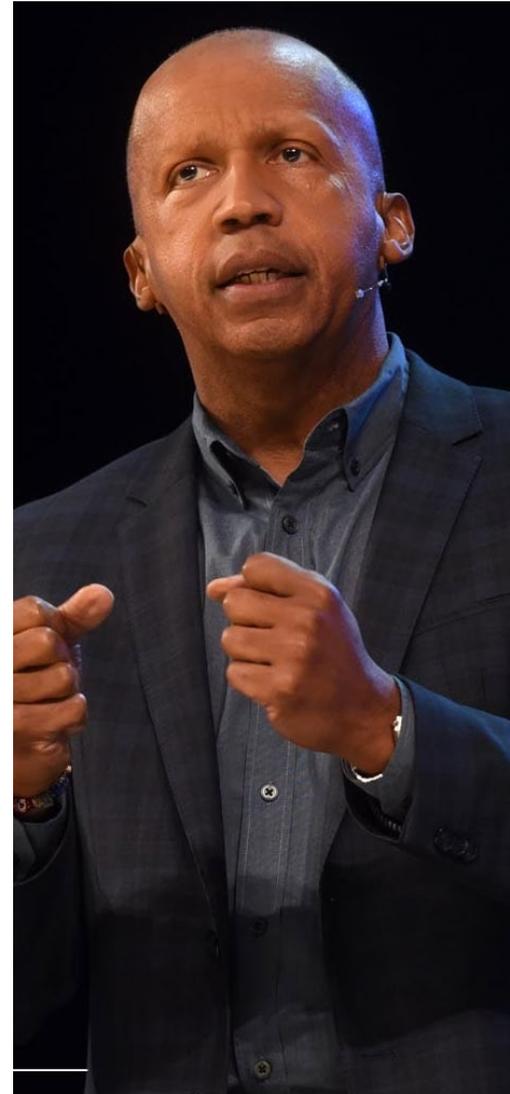
	PRIVILEGED	DISADVANTAGED
RACE	White	Non-white
GENDER	Cis-male	Female, Transgender, Non-binary
SEXUAL ORIENTATION	Heterosexual	LGBTQAI+
ABILITY	Able-bodied	Disabled
AGE	Youthful	Sometimes Young or Older
CLASS	Upper and Middle class	Lower class
IMMIGRATION STATUS	Citizen	Immigrant
COLONIZATION STATUS	Settler	Indigenous

Resilience and mitigating the effects and trauma



“You are not the worst thing that you’ve done, or the worst thing that’s been done to you.”

- Bryan Stephenson



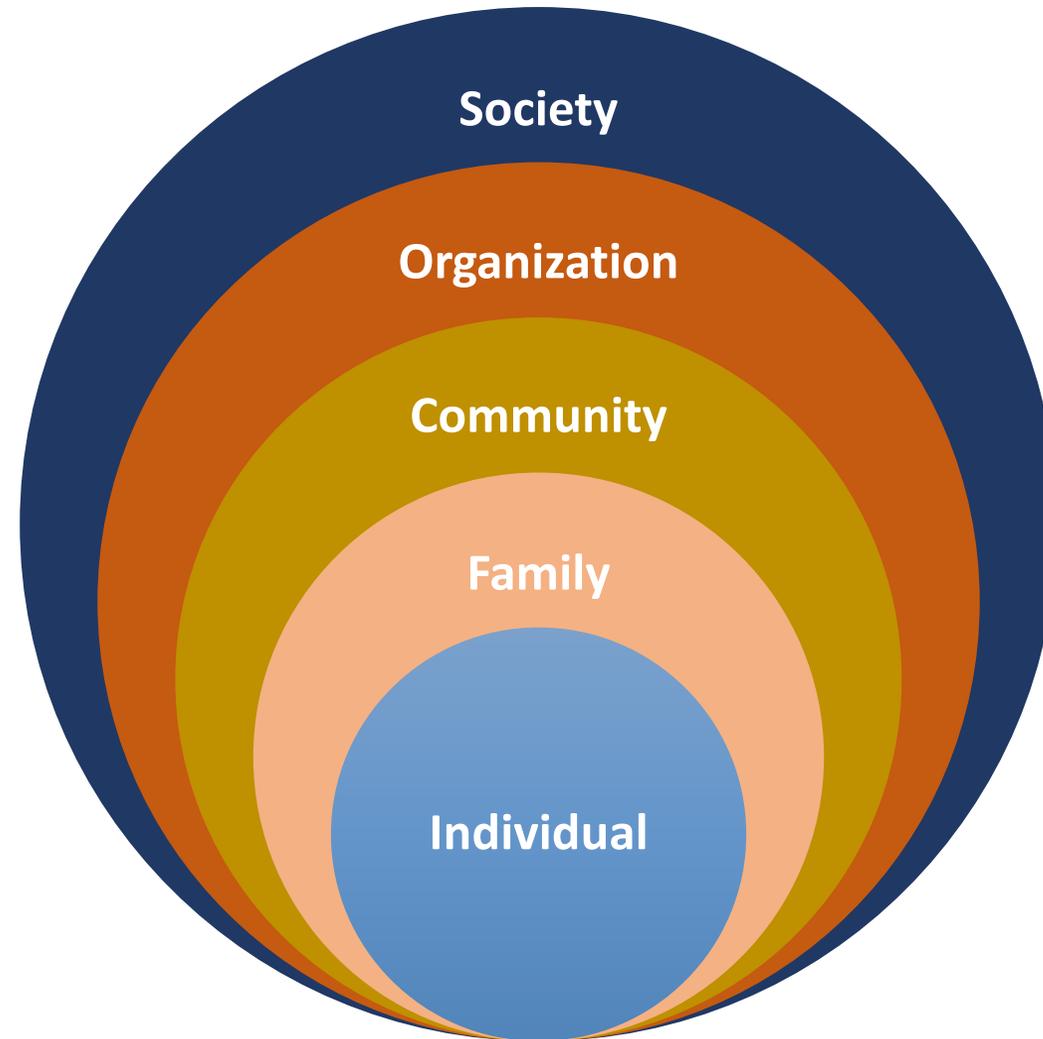
Humans are innately resilient

Resilience is a range of responses that enable us to survive in the face of adversity

Individual resilience is enhanced by:

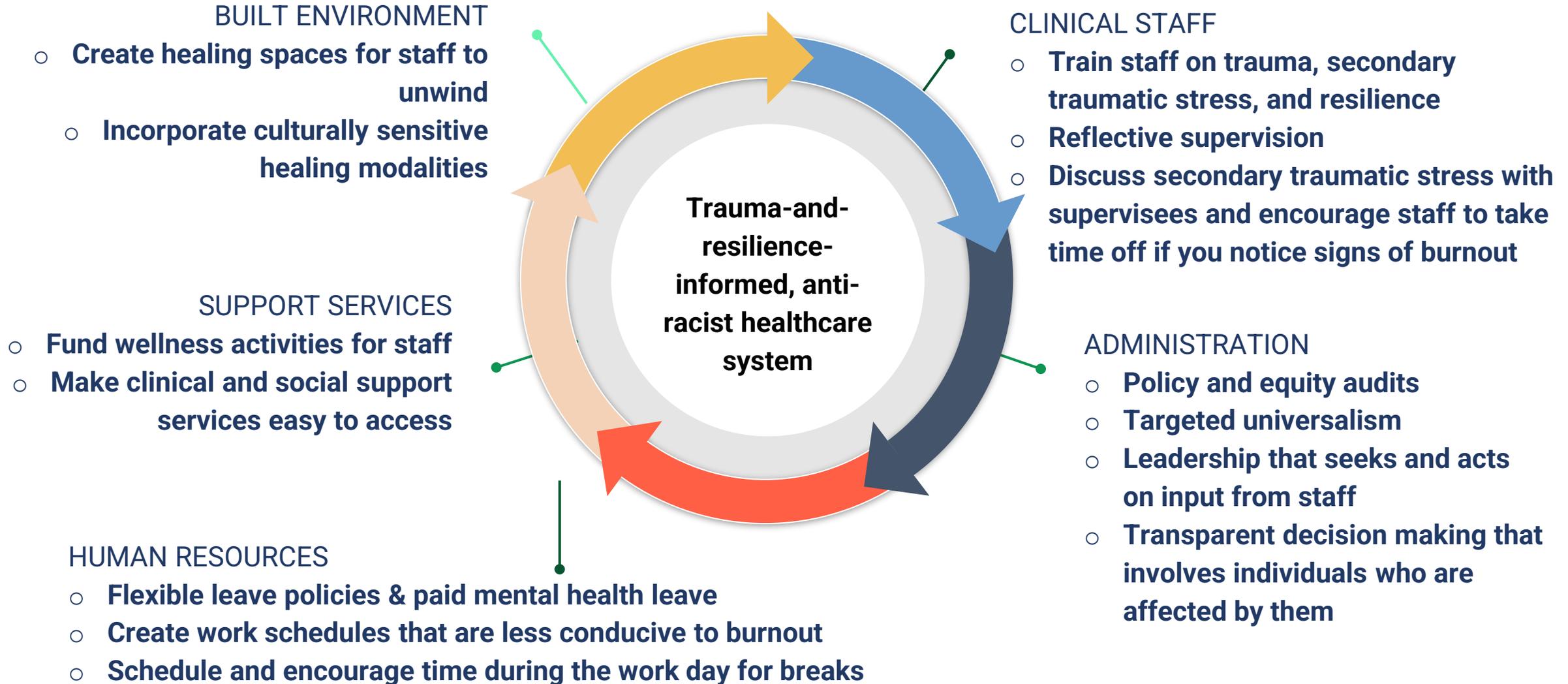
- Caring, supportive, trusting relationships
- Communication and problem-solving skills
- Community and cultural resilience

There are multiple interacting layers of resilience



“A resilient organization enables individual resilience”

- The Resilience Institute



Internal transformation and actionable strategies

Mitigating the effects of bias

- Find out what your own biases are @ <https://implicit.harvard.edu/implicit/takeatest.html>
- Shift your perspective:

“What’s wrong with you?”

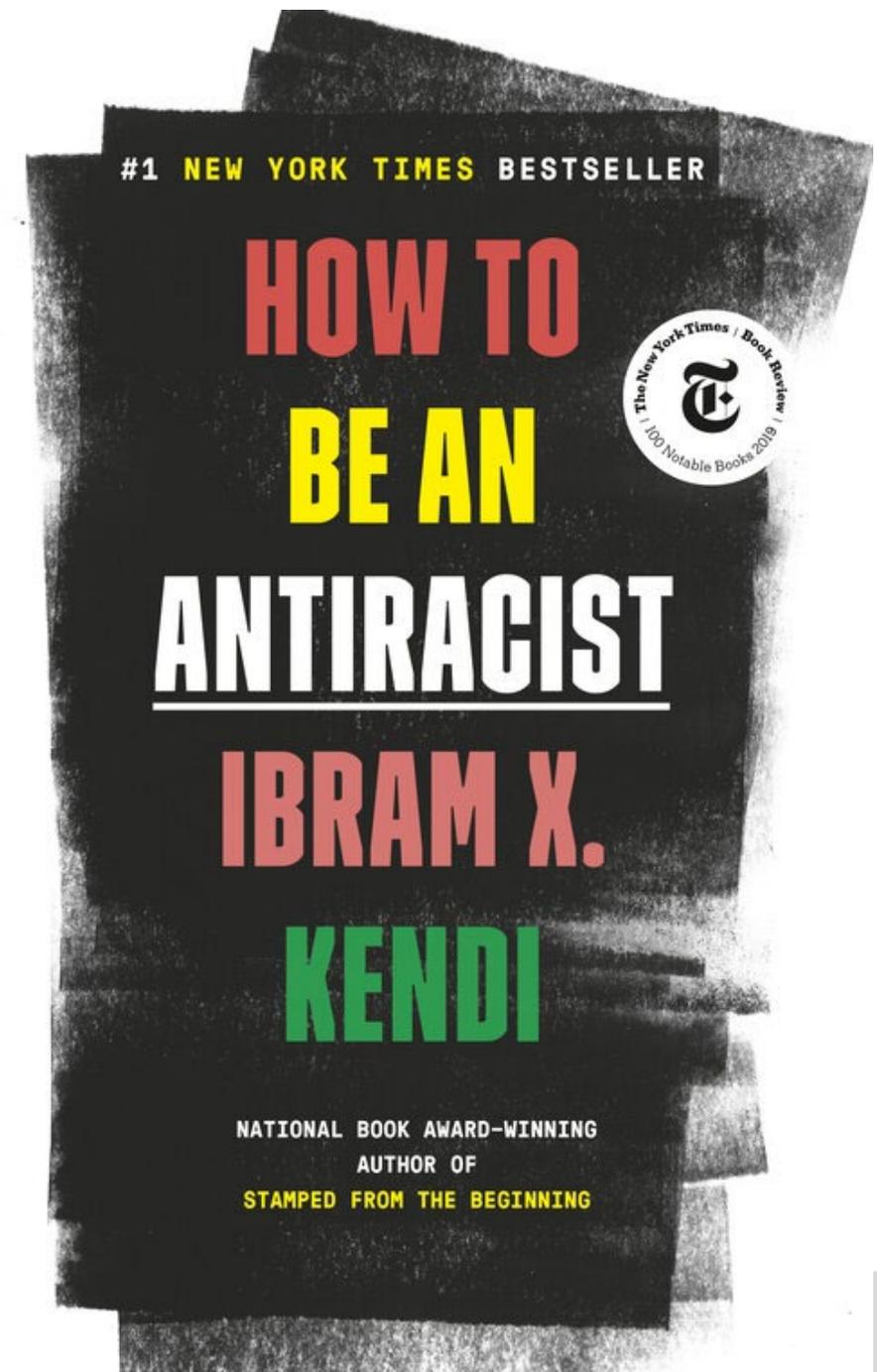


“What’s happening with you?”

Practicing anti-racism

Anti-racism is the **ACTIVE PROCESS** of identifying and eliminating racism by changing systems, policies, practices and attitudes, so that power is redistributed and shared equitably.

-NAC International Perspectives:
Women and Global Solidarity



Anti-racism in Action

ASSESS

- Commit resources to identifying organizational inequity

(ex. 360 evaluation process, listening campaign, etc.)

INVEST

- Invest in the development of POC leadership
- Create a system where individuals are held accountable for their actions

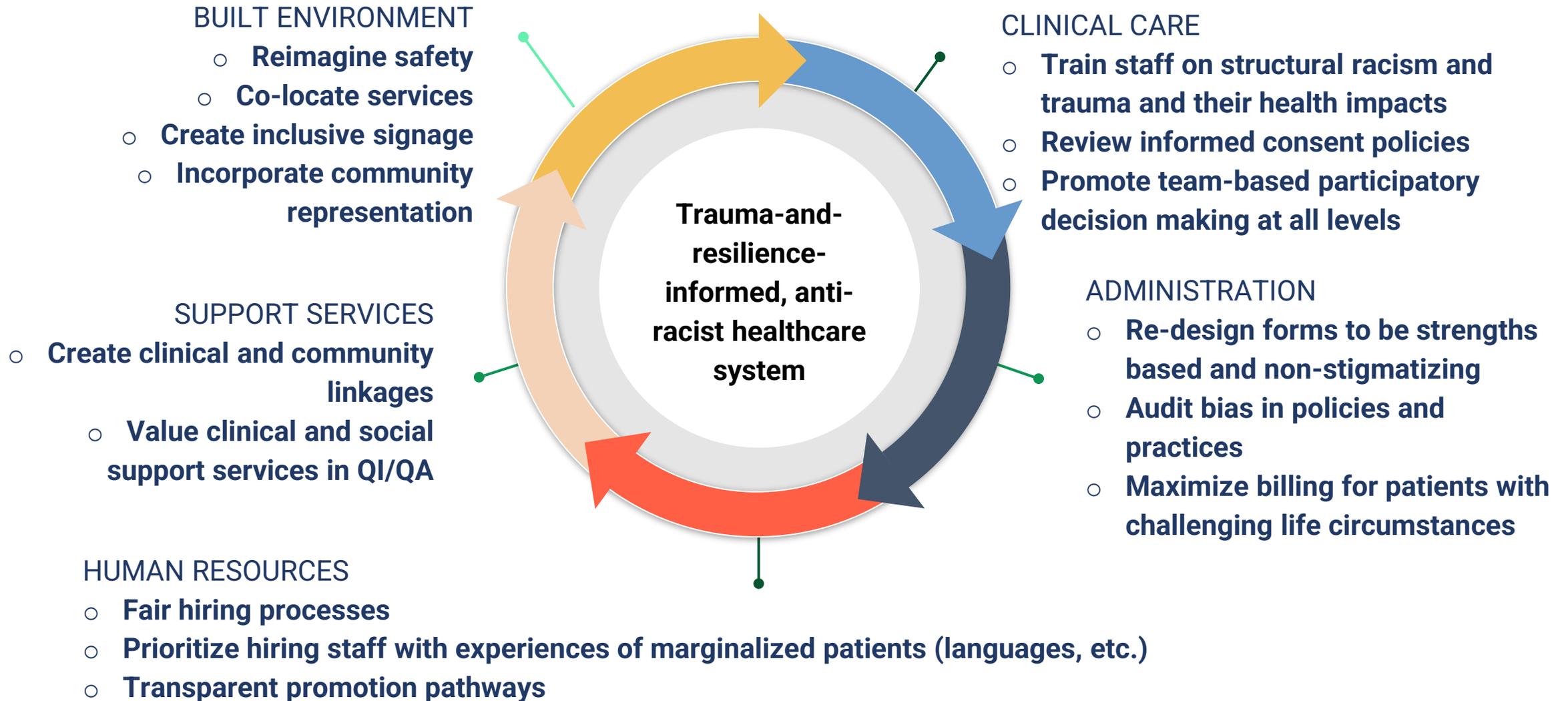
EDUCATE

- Shift health disparity narrative to recognize the toll of chronic systemic racism and inequity for both staff and patients

SUPPORT

- Acknowledge the impact of racism
- Value and support the resilience of POC patients and staff through shifting workplace culture, policies, and practices

Organization culture shifts through action



Anti-racism in healthcare



Access through your institution

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Series

Structural racism and health inequities in the USA: evidence and interventions

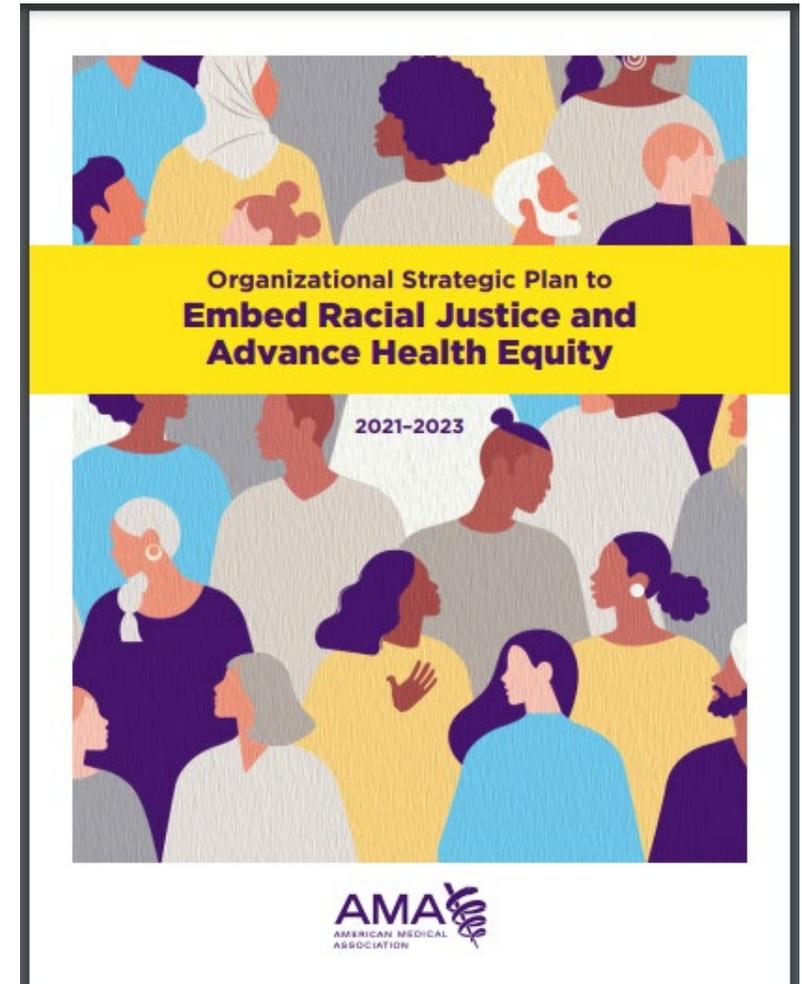
Zinzi D Bailey ScD ^a, Prof Nancy Krieger PhD ^b, Madina Agénor ScD ^b, Jasmine Graves MPH ^c, Natalia Linos ScD ^a, Dr Mary T Bassett MD ^a

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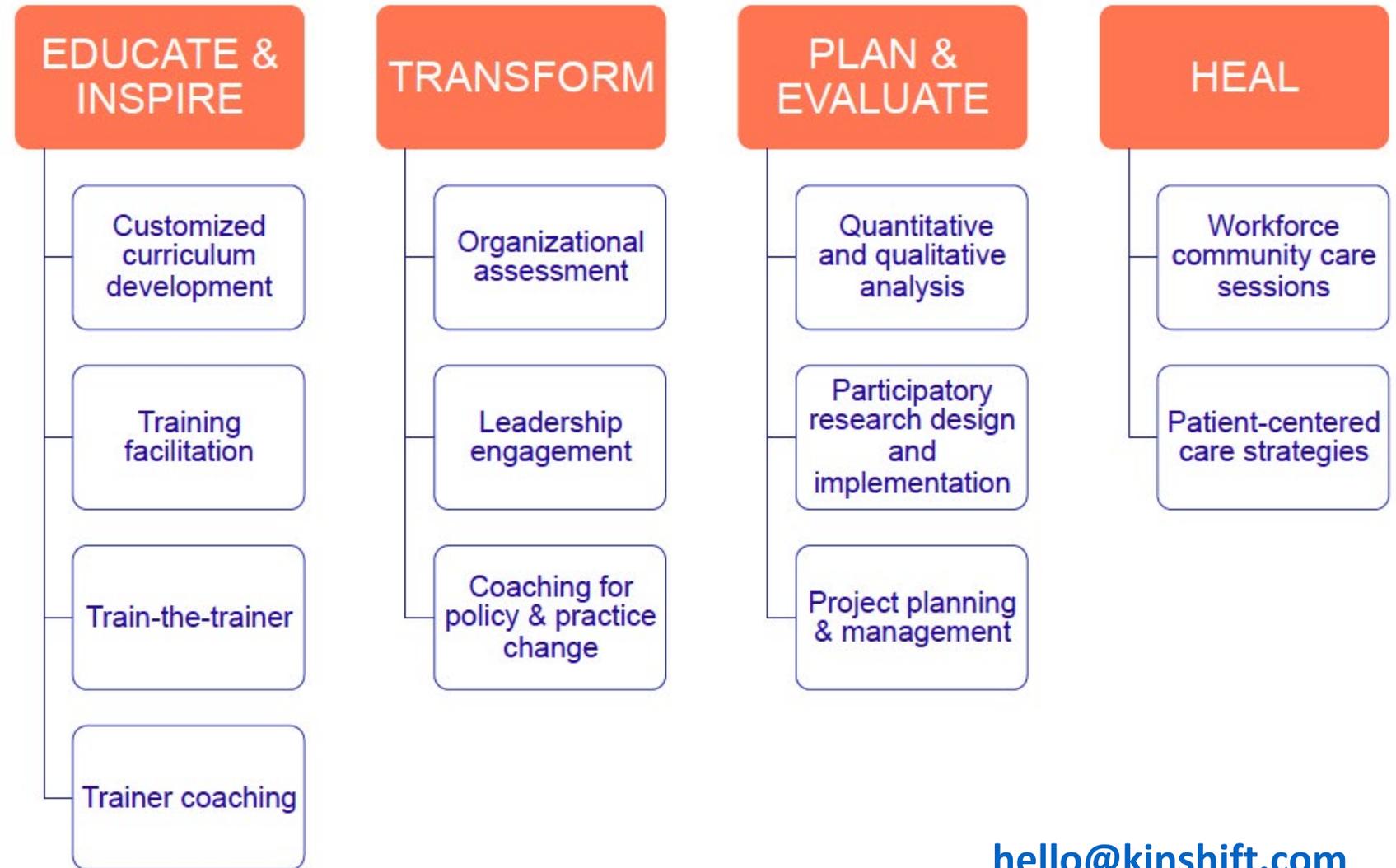
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How we can help



hello@kinshift.com

