



## LEADING IN COMMUNITIES WITH DEEP HISTORICAL WOUNDS

March 24, 2017



## PRESENTERS

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Coordinator, Institute on Community Integration  
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# POWERFUL THOUGHTS ON HISTORY

“History is not merely something to be read. And it does not refer merely, or even principally, to the past. On the contrary, the great force of history comes from the fact that we carry it within us, are unconsciously controlled by it in many ways, and history is literally present in all that we do. It could scarcely be otherwise, since it is to history we owe our frames of reference, our identities, and our aspirations.”



James Baldwin

Source: Grant, Carl A. (2015) Multiculturalism in Education and Teaching. The Selected Works of Carl A. Grant. New York, NY: Routledge & Taylor, p. 31.

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Historically, many of this nation's communities have been disenfranchised, marginalized, and experienced discrimination. This has in the past and continues to affect specific racial, ethnic, cultural, religious, and linguistic communities in the United States, its territories and tribal nations. Disability, LGBTQ, and immigrant communities have also been affected.



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## A DEFINITION OF HISTORICAL TRAUMA

“Historical trauma is defined as cumulative emotional and psychological wounding across generations, including lifespan, which emanates from massive group trauma.”



Brave Heart, M.Y.H., & DeBruyn, L.M. (1998). The American Indian holocaust: Healing historical unresolved grief. *American Indian and Alaskan Native Mental Health Research*, 8(2), 60-82.

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### POLLING QUESTION

“Historical trauma is defined as cumulative emotional and psychological wounding across generations, including lifespan, which emanates from massive group trauma.”

Brave Heart, M.Y.H., & DeBruyn, L.M. (1998). The American Indian holocaust: Healing historical unresolved grief. *American Indian and Alaskan Native Mental Health Research*, 8(2), 60-82.

Based on this definition, how knowledgeable are you about the historical trauma experienced by any community in your state?




- Not at all knowledgeable
- Slightly knowledgeable
- Somewhat knowledgeable
- Moderately knowledgeable
- Very knowledgeable

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## Six Key Strategies and Approaches for Engaging Diverse Communities

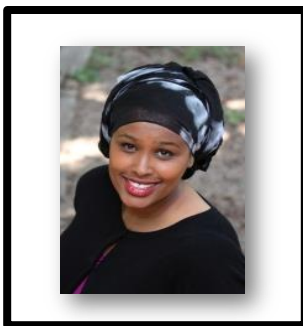
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-  1. Learn about communities.
-  2. Enter communities respectfully.
-  3. Elicit and consider the interests and needs of communities *before* declaring the goals of your organization or agency.

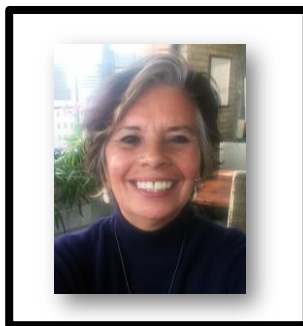
### Key Strategy: Learn about communities

*Share with us the historical trauma experienced by members of your community.*

Anab



Stephanie



Hank



# Let's Take a Closer Look at these Concepts



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## Differentiating Community Outreach from Community Engagement

The NCCC asserts that there is a distinct philosophical difference between outreach and engagement, particularly as it relates to the values and principles of cultural and linguistic competence. Outreach implies a unilateral or one-way approach from the organization or agency to the community, whereas engagement implies a bilateral or two-way exchange.



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## Differentiating Community Outreach from Community Engagement

**Community outreach** is defined as the act of reaching out by a program or other entity for extending assistance or services to the community, especially as an act of charity or goodwill.

Adapted and retrieved from <http://www.yourdictionary.com/outreach> on 3/23/17.



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## Differentiating Community Outreach from Community Engagement

**Community Engagement** is “the process of working collaboratively with and through groups of people affiliated by geographic proximity, special interest, or similar situations to address issues affecting the well-being of those people.”

Principles of Community Engagement, Center for Disease Control and Prevention, Second Edition U.S. Department of Health and Human Services (2011). Retrieved on 3/23/17 from [https://www.atsdr.cdc.gov/communityengagement/pdf/PCE\\_Report\\_508\\_FINAL.pdf](https://www.atsdr.cdc.gov/communityengagement/pdf/PCE_Report_508_FINAL.pdf)



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## Engaging Diverse Communities: Reflections on the Contextual Realities



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## POWER DYNAMICS AMONG AND BETWEEN ....



## THOUGHTS ABOUT COMMUNITY ENGAGEMENT

### *If truth be told... some within disability service systems*

- Give lip service to community engagement
- Include the language but *not* culturally and linguistically competent approaches and resources in program descriptions and activities
- Fail to recognize and appreciate the knowledge and resilience of diverse communities



## THOUGHTS ABOUT COMMUNITY ENGAGEMENT

### *If truth be told... some within disability service systems*




- Want members of diverse communities to believe, think, and act like “us”
- Lack capacity to learn from and partner with diverse communities
- Have few staff that are representative of the communities that they are serving





## Six Key Strategies and Approaches for Engaging Diverse Communities

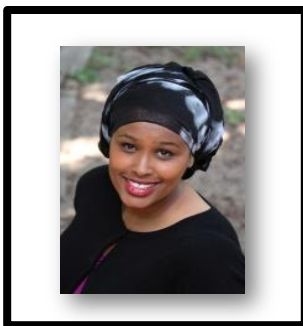
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-  3. Elicit and consider the interests and needs of communities *before* declaring the goals of your organization or agency.

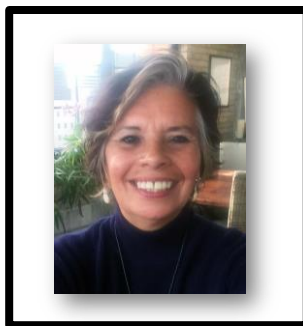
### Key Strategy: Enter communities respectfully

*What strategies would you recommend to engage communities affected by historical trauma?*

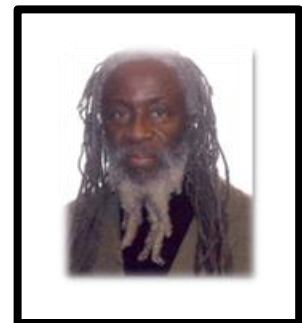
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## Six Key Strategies and Approaches for Engaging Diverse Communities

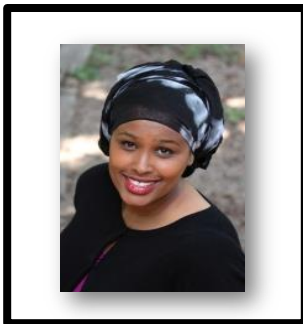
- 🔑 4. Explore areas of mutual interests and benefits.
- 🔑 5. Foster relationships and partnerships that are built on mutual trust, reciprocity, and respect.
- 🔑 6. Commit to the long-haul.



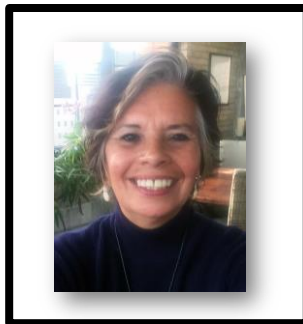
### Key Strategy: Foster relationships and partnerships that are built on mutual trust, reciprocity, and respect

*Give us your wise counsel on how to foster such relationships within communities affected by historical trauma?*

Anab



Stephanie



Hank



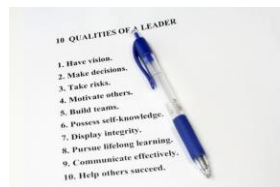


## Reflections on Engaging Diverse Communities

To engage communities successfully, organizations must understand:

- their own organizational culture, and the cultures of their personnel;
- the diverse cultures represented within the communities they serve or seek to serve;
- the history and the social, political, and economic climates of communities within a cultural context;
- the inherent ability of communities to recognize their own problems, including the well-being of their members, and intervene appropriately on their own behalf.

Source: Goode, T. (2001). Policy Brief 4. Engaging diverse communities to realize the vision of 100% access and 0 health disparities: a culturally competent approach. Washington, DC: National Center for Cultural Competence. Georgetown University Child Development Center.



## The Role of Leader

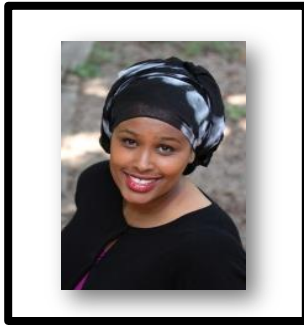
- Get on the balcony
- Identify the adaptive challenge
- Regulate distress
- Maintain disciplined attention
- Give the work back to the people
- Protect all voices

Heifetz, R. (1996). Leadership without Easy Answers.

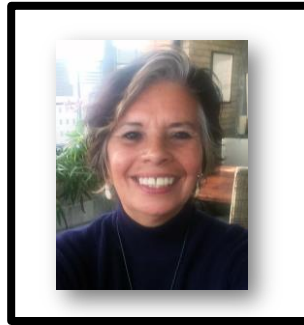


## From your perspective, what is the role of leaders in engaging communities affected by historical trauma?

Anab



Stephanie



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## Let's Revisit this Powerful Quote

“History is not merely something to be read. And it does not refer merely, or even principally, to the past. On the contrary, the great force of history comes from the fact that we carry it within us, are unconsciously controlled by it in many ways, and history is literally present in all that we do. It could scarcely be otherwise, since it is to history we owe our frames of reference, our identities, and our aspirations.”



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