



BIPOC WELLNESS IN HEALTHCARE

NHCHC PRE-CONFERENCE INSTITUTE

CHANTE'

INTRODUCTION TO THE SPACE



Galaxy Gallery



Parking Lot



Lounge
Museum of Black Joy



Spotify Playlist:

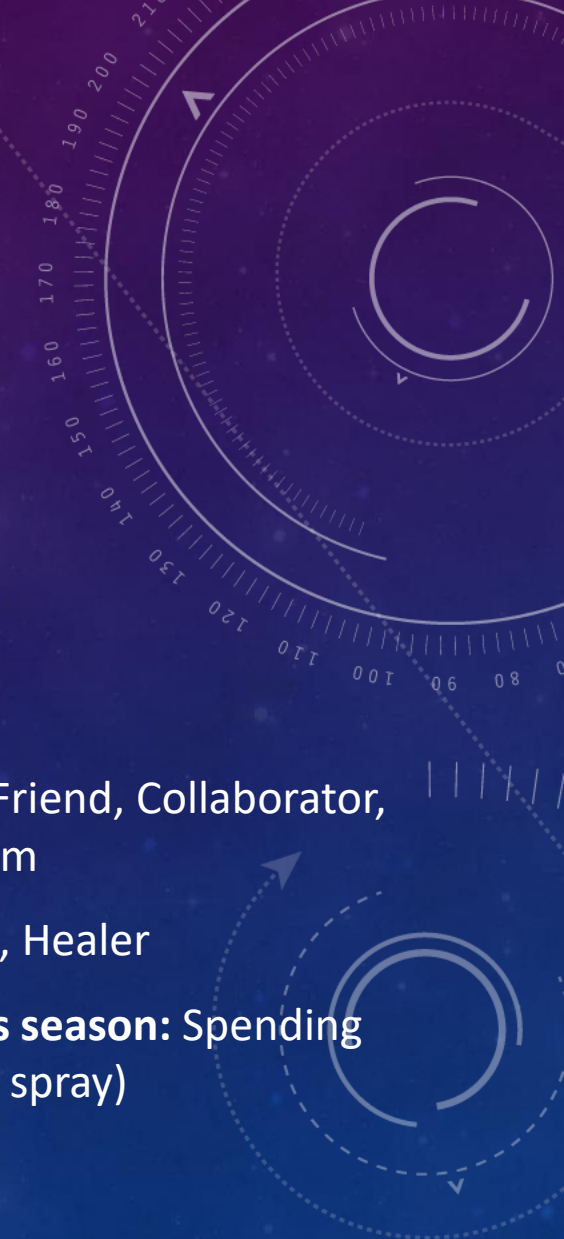
<https://open.spotify.com/playlist/6XhstP5KGlbvDHjINzHzHW?si=9f311fdf07eb4fec>





INTRO TO ME

- **Name:** Chante' Gamby
- **Pronouns:** she/her/sis
- **Roles:** Healer-MH Therapist, Friend, Collaborator, Writer, Administrator, Pet Mom
- **Roles for Today:** Hype Person, Healer
- **Favorite wellness activity this season:** Spending time outdoors (with my nasal spray)



LAND AND LABOR ACKNOWLEDGEMENT

Chicago is the ancestral homelands of the people of the Council of Three Fires, the Ojibwe, Potawatomi, and Odawa as well as the Menominee, Miami and Ho-Chunk nations. It was a site of trade, travel, gathering and healing for dozens of other Native tribes and is still home to over 100,000 tribal members in the state of Illinois. The Indigenous peoples' connection to this land has been challenged by violence, disease, treaties, invading settlers, relocations, forced removals, reservation termination policies, and other colonial actions; however, throughout this turbulent history, this land has continued to hold great historical, spiritual, and personal significance for the original land stewards of this region.

We also acknowledge the legacy of slavery in the United States and the enslaved African people whose labor was exploited for generations to help establish the economy of this country. An estimated 10 million enslaved Africans were forcibly brought to the Americas beginning in the 1500s until 1867 and was followed by a series of discriminatory and repressive laws that created a racial caste system that legitimized anti-black racism. The legacy of slavery, and the racist laws and practices that continue to be passed and implemented, impact American culture and our institutions at every level. The labor of slaves built many of the civic and federal institutions with which we all interact with. The economics of the transatlantic slave trade and the exportation of cotton allowed the United States to position itself as a leader in global trade for centuries. Our nation continues to profit financially from the exploitation of the descendants of enslaved Africans.

We acknowledge the harm that colonialism and white supremacy have brought to these lands, in particular the erasure of both First American and African identities via racist laws that segregated all peoples. By recognizing the land that was taken from First Americans and the forced labor that was provided by enslaved Africans and black people, we strive to take steps towards create a more equitable and just world for all of us.

**Adapted from: <https://www.maaa.org/land-labor-acknowledgement/>*

PCI: INTENTIONS AND OBJECTIVES



Grounding Spaces

Participants will learn how trauma and systemic racism can impact both physical and mental health.



Adaptable Tools

Participants will attain several wellness tools to prevent burnout and improve health equity for themselves and their patients.



Collective Building

Participants will be able to determine potential networks of support in moving towards social justice within healthcare systems.

COMMUNITY AGREEMENTS

Authenticity

We honor the personal and sacred nature of the experiences, stories and vulnerabilities shared in the collective and welcome people to participate in the way that feels most authentic to themselves.

Compassion

We listen with empathy and show compassion for ourselves and each other throughout our journey together. We come to this space without making assumptions about the journeys of others.

Trust

We come to this space without making assumptions about the journey of others. We also look for ways to connect and empower each other as a collective.

Restoration

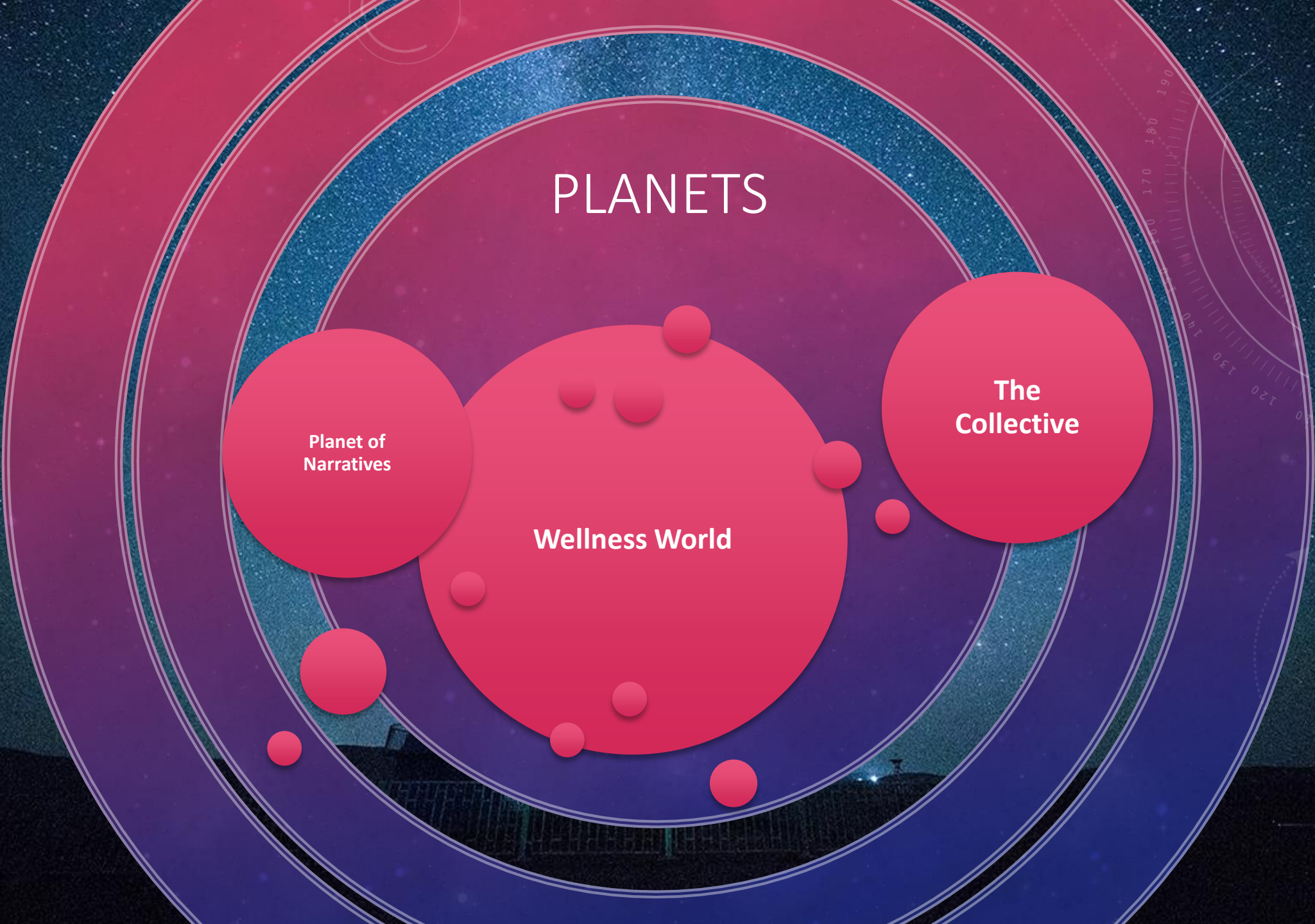
We take time to create space to take care of ourselves and hold ourselves accountable to taking care of ourselves throughout our time together.


PLANETS

Planet of
Narratives

Wellness World

The
Collective





PLANET #1: WELLNESS WORLD

- “Making an injury visible and public is often the first step in remedying it, and political change often follows culture, as what was tolerated is seen to be intolerable or what was overlooked becomes obvious.”

Rebecca Solnit, *Hope in the Dark*

KEY TERMS

Wellness: the active pursuit of activities, choices and lifestyles that lead to a state of holistic health. (Global Wellness Institute)

Stress: a normal reaction the body has when changes occur, resulting in physical, emotional and intellectual responses (Cleveland Clinic)

Burnout: A syndrome that results from chronic stress (World Health Organization)

Short term vs Chronic

Environmental

Acculturative

Sojourner Syndrome and the Superwoman Schema (SWS)

RAISE YOUR HAND IF IN THE PAST WEEK YOU.....

- Skipped a meal?
- Slept less than 5 hours?
- Answered a work call after hours?
- Thought about a patient/client for several hours after sessions/appointments?
- Talked about a work situation for several hours?
- Experienced a micro-aggression?
- Felt unappreciated?



STRESS

MUST LOOK FOR ME SOMEWHERE BEYOND THE LIMITS OF HUMAN ENDURANCE

STRESS

What we see/feel:

- Gastrointestinal issues
- Hypertension
- Muscle Soreness
- Weight Gain/Loss
- Insomnia/Oversleeping
- Sadness, Confusion

What happens underneath:

- Advance aging of the immune system
- Disruption of ALL body processes
- Depression/Anxiety
- Chronic fatigue
- Hopelessness
- Biological Breakdown



SOJOURNER (SUPERWOMAN) SYNDROME

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Being a superwoman means....

ⓘ Start presenting to display the poll results on this slide.

Choose your adventure

A



B



The background is a topographic map with a color gradient from dark purple at the top to dark blue at the bottom. A central black rectangle contains the word "BURNOUT" in white, uppercase, sans-serif font. The map features contour lines and several circular overlays, including a globe on the left side.

BURNOUT

CONTRIBUTORS TO BURN OUT

- Microaggressions
- Sojourner's Syndrome
- Lack of Boundaries
- Unsafe professional/personal environments
- Moral Injury (work not aligning with stated mission)-trauma
- Unrealistic Expectations
- Not celebrating milestones

STAGES OF BURNOUT



ADDITIONAL BURNOUT FACTORS

Compassion Fatigue

- Feeling hopeless
- Feeling detached and emotionally distant
- Loss of interest in activities that you used to enjoy

Grief

- An emotional response used to process loss
- In healthcare and working with patients experiencing homelessness, loss tends to be higher than in other work sectors, but is rarely discussed.
- When ignored, can lead to compassion fatigue and burnout

A person with long dark hair, wearing a patterned top, is sitting in a meditative pose on a wooden dock. The dock is situated on a body of water, with a forested shoreline in the background. The sky is filled with soft, golden light from a setting or rising sun, with scattered clouds. The entire scene is overlaid with semi-transparent digital graphics, including concentric circles, dashed lines, and numerical values (140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240) arranged in a circular pattern, suggesting a futuristic or technological theme. The word "WELLNESS" is centered in the image in a clean, white, sans-serif font.

WELLNESS

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What gets in the way of your wellness?

ⓘ Start presenting to display the poll results on this slide.

INDICATORS

Wellness

- Productivity*
- Feelings of connectedness
- Mindfulness
- Empowerment
- Confidence
- Overall sense of peace

Burnout

- Trouble Concentration
- Irritability
- Limited Motivation
- Insomnia

Strength

Freedom



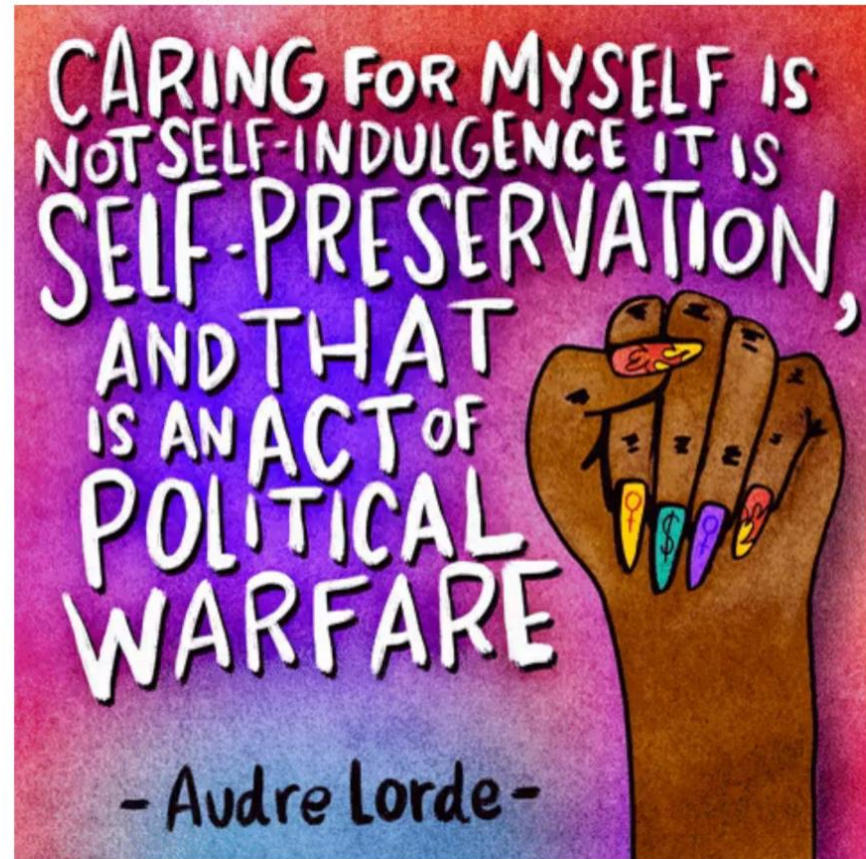


WELLNESS AND BURNOUT ACTIVITY

ASSESSMENTS AND REFLECTION

RE-MEMBERINGS

- Stress can be helpful or harmful, and impacts every individual differently. Some stress may be helpful to release via stillness, while others may be better to release via movement.
- Self-care/wellness plans can help prevent burnout through consistent practice.
- Taking care of one's self helps us be more present and satisfied within our relationships.
- If moral injury occurs, consider having a conversation with leadership to determine if there is a way to move towards better alignment with the mission.
- Taking breaks and prioritizing your wellness can help address compassion fatigue.



BODY SCAN ACTIVITY



BODY SCAN





PLANET #2: HOUSE OF NARRATIVES

“Healing cannot occur if we do not accept our worthiness-that we are worth healing, even if doing so might shake up our view of the world and how we inter with others”.

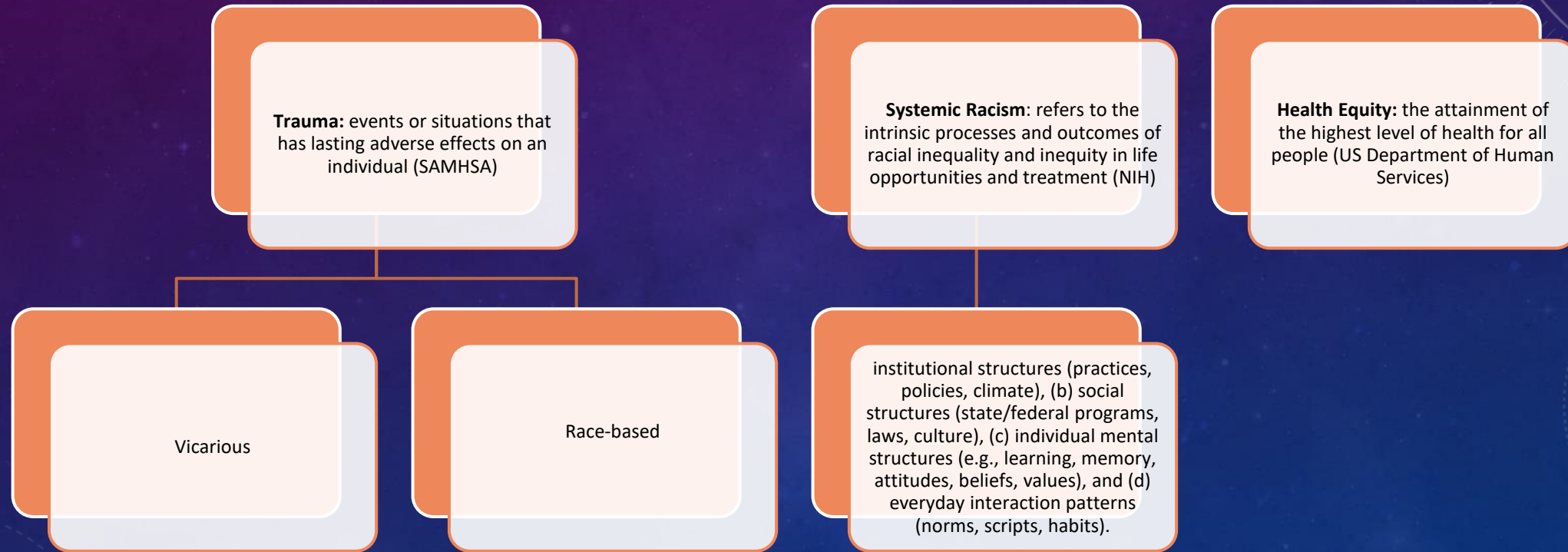
-Mario Martinez, Psy.D., the
MindBody Code

DO NOTHING ACTIVITY

[HTTP://WWW.DONOTHINGFOR2MINUTES.CO](http://www.donothingfor2minutes.co)
M/



KEY TERMS





TRAUMA

IMPLICATIONS OF TRAUMA ON HEALTH



NERVE OVERDRIVE



LIMITATIONS ON
COGNITION



FEELING OF BEING "ON
EDGE"



does it limit, constrict you, or limit your capacity to feel, think, or trust yourself?



does it bring you to compulsively self-soothe or stimulate by any means to avoid it?



does it bring a sense of shame that leads to overcompensation?



does it impair your ability to enjoy your life?

IS IT
TRAUMA?

ADVERSE CHILDHOOD EXPERIENCES

abuse

environmental

invasive medical
procedures

emotional neglect

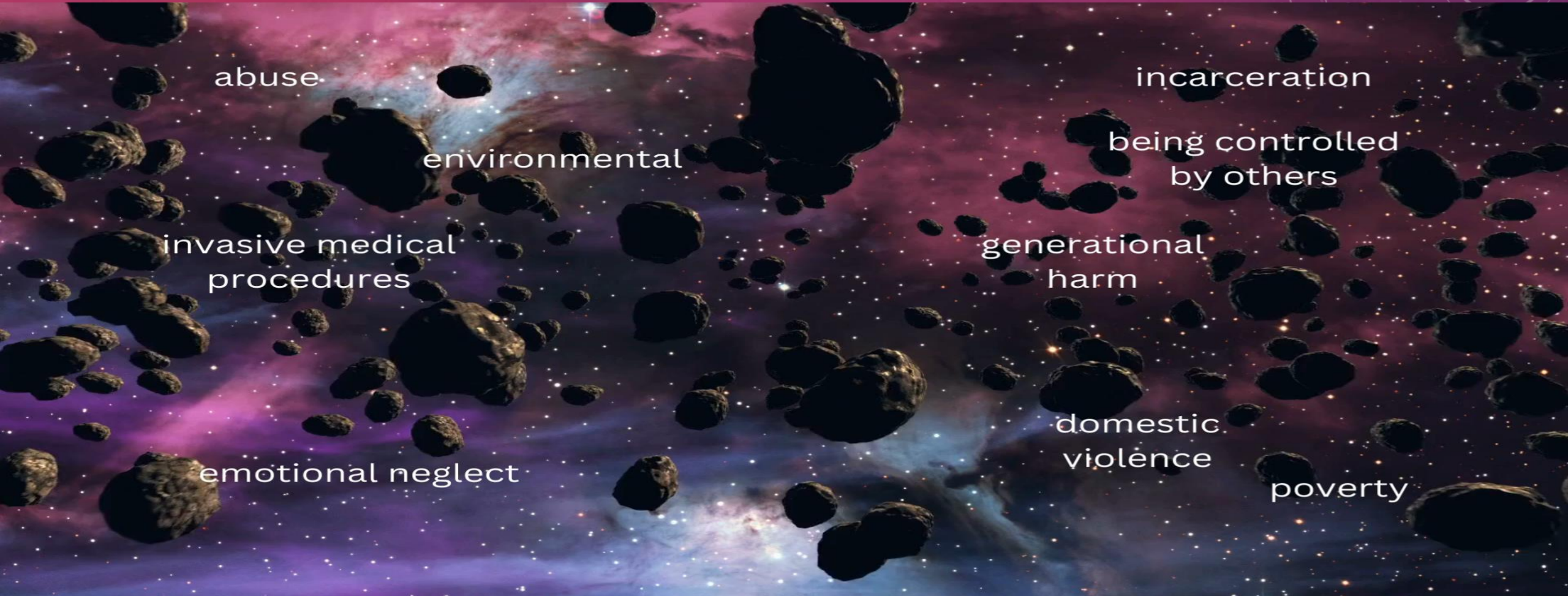
incarceration

being controlled
by others

generational
harm

domestic
violence

poverty



sense of belonging

Financial security

Strong support
system

Opportunities to
Explore safely

Sense of love and
acceptance

freedom of expression

**Propelling
Experiences**

affirming traditions

POSITIVE CHILDHOOD EXPERIENCES

RESPONSES TO TRAUMA

Fight

Flight

Freeze

Fawn

?



SYSTEMIC RACISM

SYSTEMS, IF UNCHECKED, CAN PROMOTE SOCIAL INEQUITIES

Social Determinants of Health

- Economic Stability
- Education Access & Quality
- Healthcare Access & Quality
- Neighborhood and Built Environment
- Social and Community Context

Structural Determinants of Health

- Sexism
- Ablelism
- Colonialism
- Racism
- Heterosexism
- Ageism
- Classism

SYSTEMIC RACISM FEELS OR LOOKS LIKE....

Jamboard Link:

https://jamboard.google.com/d/1ItTdQ_Saza995gMV2am1-LB0bk8NSFpG2jc-Ak-pAc/edit?usp=sharing



CHOOSE YOUR MEANING.....



HEALTH EQUITY

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What might health equity look like?

ⓘ Start presenting to display the poll results on this slide.

TRAUMA AND NARRATIVES

PATHOLOGIES

- ACE
- Extreme Emotionality
- Anger
- Assessment
- Burnout
- Evidenced-based Practices*

POSSIBILITIES

- PACES
- Sensitivity
- Passion
- Accountability Plan
- Well-being
- Community Care



ACTIVITY #2: GALAXY OF YOUR LIFE

VISION/NARRATIVE BOARD

**WHEN "I" IS REPLACED
WITH "WE" EVEN ILLNESS
BECOMES WELLNESS**



MALCOLM X

REMEMBERINGS

- While we cannot change what has happened to us, we can change the meaning that we take out of the experience. (What am I learning here?)
- The feelings that we have around implications in our work are important, connected, and impact our policies of health equity, we must learn to trust that and speak up.
- There is power in telling your story, and listening to the stories of those whom you serve.
- Social determinants can also be traumatic events. It is important to keep in mind the complex trauma that the populations whom we serve experience in order to provide trauma-informed, transformative justice care.
- Addressing social determinants is important, however we must also address the systemic “isms” in our work in order to achieve true health equity.

PLANET COLLECTIVE

- “They live in wisdom who see themselves in all and all in them.”
- Bhagavad Gita-Krishna

The iceberg concept of culture

Surface Culture

Above sea level

Emotional level: relatively low

food • dress • music
visual arts • drama • crafts
dance • literature • language
celebrations • games

Deep Culture

Unspoken Rules

Partially below sea level

Emotional level: very high

courtesy • contextual conversational patterns • concept of time
personal space • rules of conduct • facial expressions
nonverbal communication • body language • touching • eye contact
patterns of handling emotions • notions of modesty • concept of beauty
courtship practices • relationships to animals • notions of leadership
tempo of work • concepts of food • ideals of childrearing
theory of disease • social interaction rate • nature of friendships
tone of voice • attitudes toward elders • concept of cleanliness
notions of adolescence • patterns of group decision-making
definition of insanity • preference for competition or cooperation
tolerance of physical pain • concept of “self” • concept of past and future
definition of obscenity • attitudes toward dependents • problem-solving
roles in relation to age, sex, class, occupation, kinship, and so forth

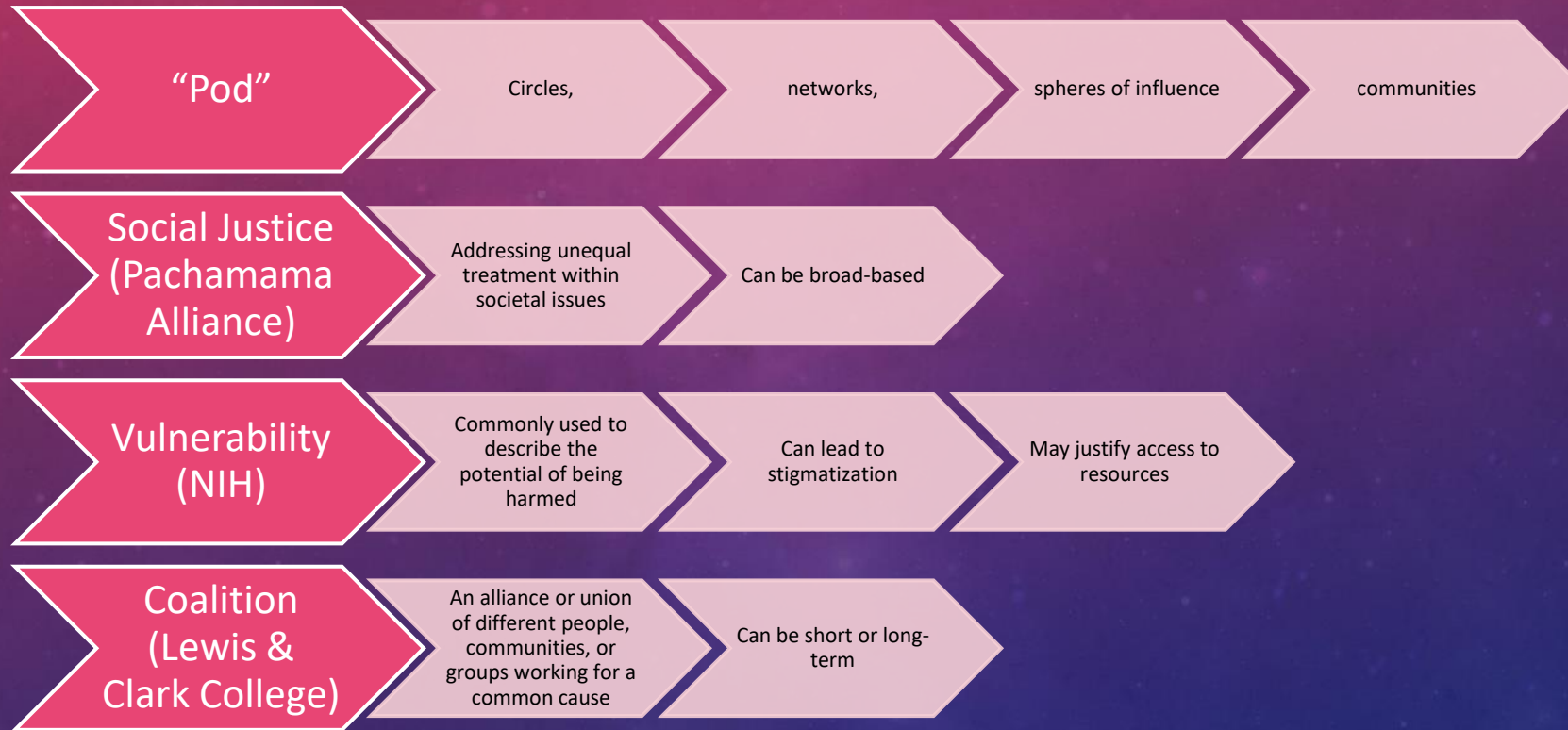
Unconscious Rules

Completely below
sea level

Emotional level:
intense

CULTURAL ICEBERG ACTIVITY

KEY TERMS



© DESPAIR.COM



TEAMWORK

A FEW HARMLESS FLAKES WORKING TOGETHER CAN UNLEASH
AN AVALANCHE OF DESTRUCTION.



COALITION BUILDING AND UNDERSTANDING YOUR “PODS”

COALITION COMPONENTS



Guiding Statement



Mission



Values



Agreements-
Accountability



Diverse Identities



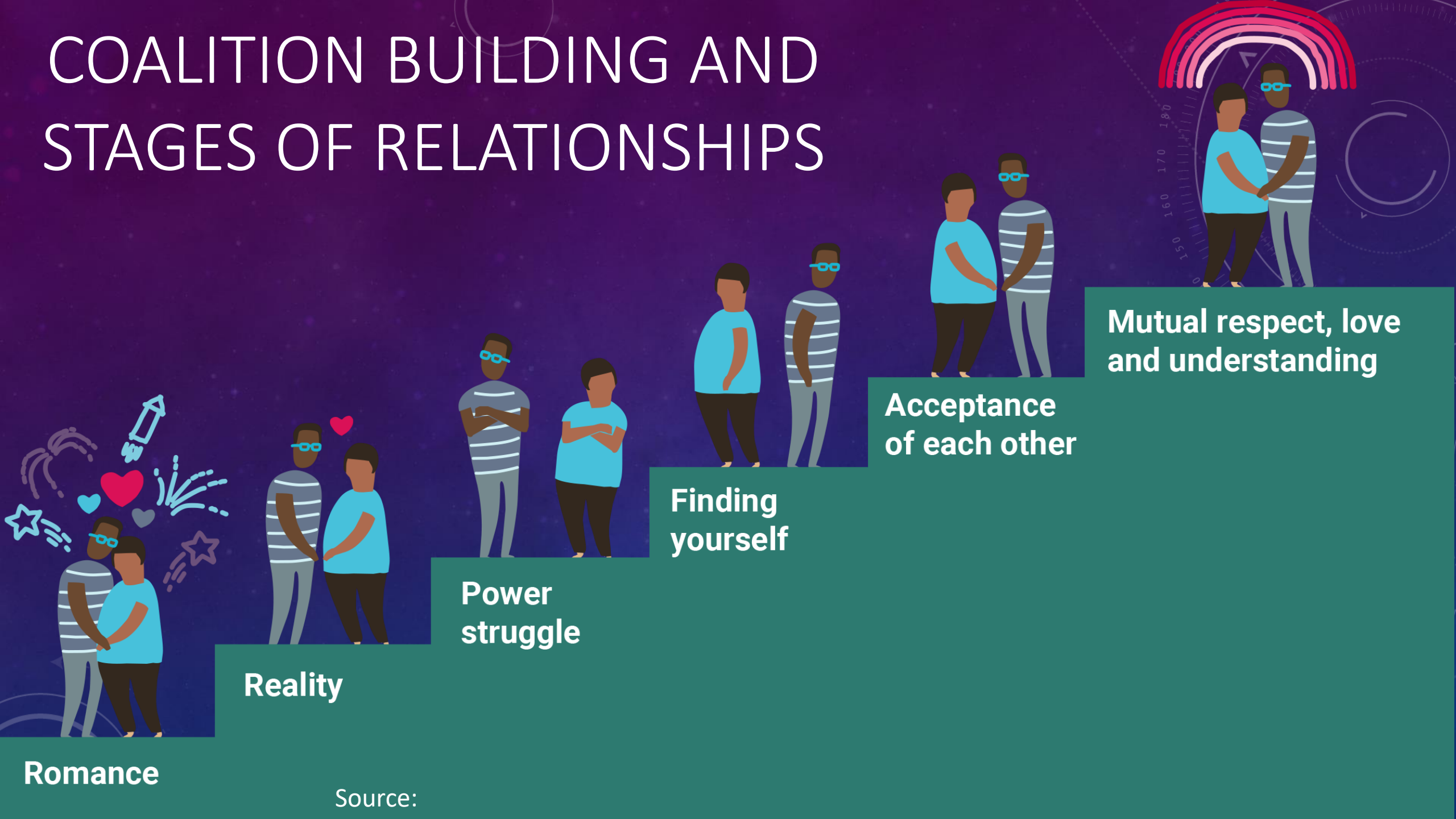
Goals & Benchmarks

VALUES

Website: TherapistAid.com/activity

Code: 2LDMH

COALITION BUILDING AND STAGES OF RELATIONSHIPS



Romance

Reality

Power struggle

Finding yourself

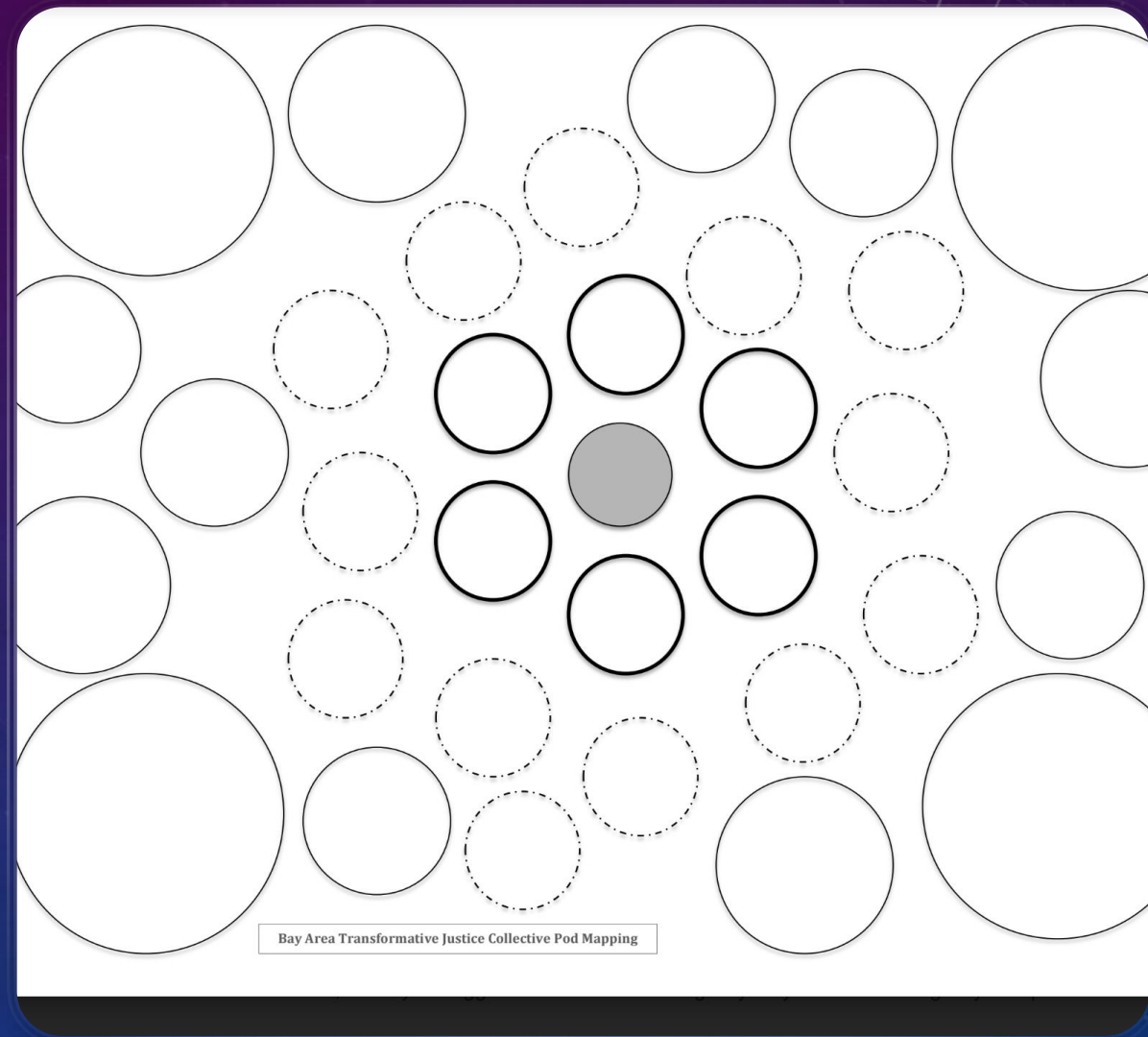
Acceptance of each other

Mutual respect, love and understanding

Source:

GUIDELINES

- Write your name in the middle grey circle.
- The surrounding bold-outlined circles are your pod. Write the names of the people who are in your pod. We encourage people to write the names of actual individuals, instead of things such as “my church group” or “my neighbors.”
- The dotted lines surrounding your pod are people who are “movable.” They are people that could be moved into your pod, but need a little more work. For example, you might need to build more relationship or trust with them.
- The larger circles at the edge of the page are for networks, communities or groups that could be resources for you. It could be your local domestic violence direct service organization, or your cohort in nursing school, or your youth group, or a transformative justice group.



Source: <https://thecuriocitycollective.org/resources/pod-mapping-an-exercise-in-mapping-care/>



ACTIVITY #3: COALITION BUILDING

SCENARIOS

SCENARIOS

- A) A funder is looking to support an organization that is providing “innovations” in housing and healthcare services for those experiencing homelessness and your organization is pursuing the funding, but is struggling with staff capacity.
- B) You are a part of an advocacy group that is designing a flexible housing and healthcare proposal for your City. Currently, the City is receiving a large amount of asylum seekers and have prioritized this group. The City already has a large amount of people experiencing homelessness.
- C) You are a part of a coalition that would like to integrate more voices of individuals with lived expertise, but also struggles in addressing equity issues around power dynamics within the group.
- D) You are in a service provider workgroup who is frustrated with the system and does not want to engage in healthcare services as they do not feel seen within the system. Members of your team are also caregiving for family members with disabilities which is impacting their productivity.



VULNERABILITY & SOCIAL JUSTICE

MICROAGGRESSIONS

- Common Statements
 - Do you have a husband/wife? (Sexuality)
 - You should take on notetaking (or another task), women are good at that. (Gender)
 - You don't look like you grew up in poverty (Class)
 - Where are you really from? (Citizenship)

MICROAGGRESSIONS

- **Potential Responses**

- **Leaders:** Be intentional about creating inclusive spaces. Invest in Diversity, Equity, and Inclusion trainings and implement policy that explicitly states what happens when one commits a microaggression (and follow through on consequences).
- **Staff:** Call out what you are seeing in the moment if it violates a group norm. If you do not believe that the hurt was properly addressed, consider “calling in” the person to let them what you observed and ask them not to engage in such behaviors.
- **Individuals:** Ask yourself what might be reparative for yourself. What do you need in that moment? Can you give it to yourself? Is there someone that you can talk to who can validate your experience? You can also have a conversation with the person explaining how you felt when they made the comment. You can also speak to your supervisor or leadership about the experience if you feel it is safe to do so.

IMPOSTER SYNDROME



https://www.youtube.com/watch?v=dumm_XfHkmY

ASPECTS THAT.....COLLABORATION

Hinder

- Imposter Syndrome*
- Being the “Fixer”
- Silence
- Secrecy
- Perfection

Advance

- Acknowledgement of strengths
- Being the “Listener”
- Accountability
- Mindful vulnerability
- Transparency
- Progression

POTENTIAL ADVOCACY ACTIVITIES

Policy

Understand laws that impact your work

Get to know your organization's policy team

Engage community members and those with lived expertise to provide advisement on needs and call out how current policies are harmful

Join groups that have common philosophies and values

Get written documentation out there (ie op-eds, one-pagers, etc)

Practice

Include data* as part of the continual evaluation process

Pay attention to where you are throughout the work –highlight successes and discuss challenges on a consistent basis

Engage those with lived expertise in leadership roles

Reach out to local organizations to determine available community resources

Engage in "peace-protection" while engaging in this work (boundaries are important and help with advocating for self!)

Process

Consider how you are showing up to the work- prioritize taking care of yourself!

Call out systemic racism as it occurs

Get to know staff that are interested in addressing social issues (and help co-create spaces)

C-suite staff and various leaders may have connections to additional networks-engaging them in coalition building in this manner could be helpful

Create a structure for all coalitions, reviewing group norms and values over time to move the work forward

IDEAS TO CONSIDER MOVING FORWARD

- Components that help build collectives: Group Agreements, Norms, Core Values, Goals and benchmarks
- Leaders must create space
- Showing up, even if you don't feel like "the real deal", can help create space for others who may also not feel as comfortable in certain spaces.
- Accountability is a TEAM effort!
- There will be pain the process-important to have a method for addressing harm inflicted
- We are human-we all have bias, make mistakes, and may not have the perfect answer. It's important to create a space for folks to show up as they are, while also providing educational tools for individuals to grow as needed.
- Your work IS advocacy!
- YOU get to decide what parts of you show up within your work and it is important that you do show up...and it is important to allow those with lived experience to decide how they show up as well.





An aerial photograph of a parking lot with a semi-transparent circular overlay. The parking lot is paved with asphalt and features several rows of parking spaces, each marked with a white diagonal line and a yellow curb. A white line runs horizontally across the middle of the frame, and another white line runs diagonally from the bottom left to the top right. The text "PARKING LOT" is centered in white capital letters within the circular overlay.

PARKING LOT

WHAT MEANINGS ARE YOU TAKING AWAY FROM THIS EXPERIENCE?

- <https://www.menti.com/almcqkw2ekbo>

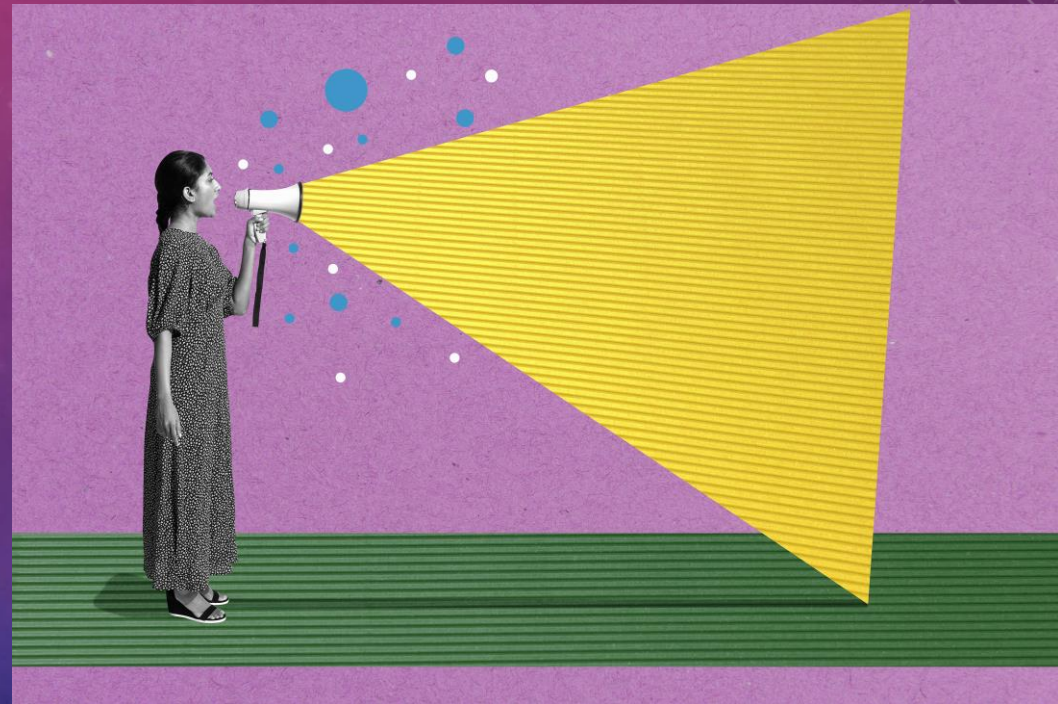
GRATITUDE & APPRECIATION WALL

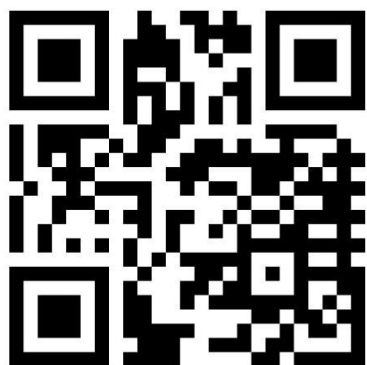
“AND, WHILE EXPRESSING GRATITUDE SEEMS INNOCENT ENOUGH, IT IS A REVOLUTIONARY IDEA. IN A CONSUMER SOCIETY, CONTENTMENT IS A RADICAL PROPOSITION. RECOGNIZING ABUNDANCE RATHER THAN SCARCITY UNDERMINES AN ECONOMY THAT THRIVES BY CREATING UNMET DESIRES.”

ROBIN WALL KIMMERER, BRAIDING SWEETGRASS: INDIGENOUS WISDOM, SCIENTIFIC KNOWLEDGE, AND THE TEACHINGS OF PLANTS

CLINICIAN OF COLOR AFFINITY GROUP: CALLING ALL BIPOC JEDI CHAMPIONS

- A safe space for individuals who identify as BIPOC who engage in any form of JEDI, anti-racism or health equity work. Come join us for a community circle session, where we can compost the emotional labor of doing this work & develop a network of support for the journey ahead.





THANK YOU!

- Email: chante@fringefam.com
- Website: www.fringefam.com
- Instagram: [@Fringegram](https://www.instagram.com/Fringegram)
- Facebook: www.facebook.com/fringefam