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Equity and the Healing Centered Organization in a Post-COVID World
Awareness: Lens to Mirror
Relationships: Transactional to Transformative
Vision: Problem to Possibility
<table>
<thead>
<tr>
<th>Confined</th>
<th>Opened</th>
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<tbody>
<tr>
<td>Resist</td>
<td>Reimagine</td>
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<td>Defend</td>
<td>Dream</td>
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<td>Disrupt</td>
<td>Discover</td>
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<td>Demand</td>
<td>Create</td>
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<td>Fight</td>
<td>Design</td>
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<td>Struggle</td>
<td>Play</td>
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<td>Confront</td>
<td>Invent</td>
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<td>Destroy</td>
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<td>Deconstruct</td>
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Presence: Hustle to Flow
Context Setting:
Where we are
Covid-19
Racialized Trauma
Social Determinants of Trauma

Bay Area Health Inequality Initiative (BARHII) Conceptual Framework 2006
Understanding the context of trauma
Persistent Traumatic Stress Environment (PTSE)
Social toxicity

A Model To Understand Social Toxicity
Healing Centered Engagement builds upon trauma informed care
Healing centered engagement is a process that aligns institutions with a perspective, approach, and strategy that addresses harm and restores well-being. It supports systems with shifting from a culture of harm, discipline, punishment, and confinement to restoration, hope, and healing.

What is Healing Centered Engagement?
“Healing Centered Engagement is a non-clinical, strength-based approach that advances a holistic view of healing and re-centers culture and identity as a central feature in well-being.”
Acknowledges how trauma is experienced collectively not just individually.
Considers how the root causes of trauma exist in the environment, not only the individual.
Focuses on **restoration** and healing rather than **coping** with symptoms
Healing centered engagement supports adult providers with their own healing.
Integrating Healing Centered Engagement
New Zealand’s ‘well-being budget’: how it hopes to improve people’s lives
May 30, 2019 3.23am EDT
Healing centered engagement is explicitly political, rather than clinical.
Healing centered engagement is culturally grounded and views healing as the restoration of identity.
Healing centered engagement is asset driven and focuses on the well-being we want to foster, rather than symptoms we want to suppress.
How do we it?
Healing Centered Principles
Healing centered approach involves fostering well-being at three levels:

INDIVIDUAL

INTERPERSONAL

INSTITUTIONAL
CARMA
Principles for a Healing Centered Approach

01
Culture

02
Agency

03
Relationships

04
Meaning

05
Aspirations
Developing an awareness of one’s own and others’ racial and other social identities.

**Effective Practice**

- Actively engage with youth in conversations about identity.
- Share experiences with youth about harm and healing from aspects of your identity.
- Identify and integrate culturally appropriate procedures, and processes.
Effective Practice

The individual and collective ability to act, create, and change the root causes of personal, social, and community challenges

- Actively engage with youth in ongoing political education.
- Provide opportunities for civic engagement.
- Engage youth strengths-based approach to community problem solving.
Relationships

Principle
Youth and adults are identifying root causes of community issues

The capacity to create, sustain and grow healthy connections with others

Effective Practice
- Cultivate connections with young people beyond the professional title
- Share your story
- Practice empathy
- Recognize the value of inclusivity and belonging in your institution
- Foster a culture of connectedness
Meaning

Principle

Youth and adults are learning to cultivate positive meaning making about themselves.

Effective Practice

• Create opportunities for young people to identify their own assets.

• Explicitly communicate their assets into projects, and group interactions.

• Actively seek and incorporate young people’s perspectives about social issues.

• Build systems of support for adult social emotional growth and well-being.
The exploration of possibilities for our lives and the process of accomplishing goals for personal and collective well-being

**Effective Practice**

- Regularly engage young people in positive discussions about their future.
- Create opportunities for dreaming and imagination building.
- Build opportunities for goals setting.
- Embed opportunities that reinforce asset-driven language

**Meaning**

**Principle**

Youth and adults are learning to cultivate positive meaning making about themselves.
The exploration of possibilities for our lives and the process of accomplishing goals for personal and collective well-being

Effective Practice

- Regularly engage young people in positive discussions about their future.
- Create opportunities for dreaming and imagination building.
- Build opportunities for goals setting.
- Embed opportunities that reinforce asset-driven language
Examples
How do we it?
Conditions for Systems Change for Healing Centered Engagement in Organizations

- INSTITUTIONAL
  - EVENTS
    - What happened?
- INTERPERSONAL
  - PATTERNS
    - What have been the trends over time?
- INDIVIDUAL
  - STRUCTURE
    - What influenced the pattern?
  - MENTAL MODELS
    - What assumptions, beliefs and values do people hold?
6 Steps for Healing Centered Engagement

1. Establish a cohort of practitioners
2. Examine & explore mental models
3. Build interpersonal relationships
4. Inventory of policies and practices
5. Pilot and test institutional practices
6. Evaluation progress toward healing

INSTITUTIONAL

INTERPERSONAL

INDIVIDUAL
Let’s Chat!
Identity and Social Toxicity
Culture

Principle
Youth and adults are engaged in learning discovering their respective identities.

Effective Practice
• Actively engage with youth in conversations about identity.
• Share experiences with youth about harm and healing from aspects of your identity.
• Identify and integrate culturally appropriate procedures, and processes.

Developing an awareness of one’s own and others racial and other social identities.
Intersectionality

- Race
- Class
- Language
- Culture
- Ethnicity
- Education
- Sexuality
- Ability
- Age
- Gender
List of social group identities | My social identities
--- | ---
Racial identity | 
Sex | 
Gender | 
Sexual Orientation | 
Class | 
Ability/disability | 
Religion | 
Age | 
Other? |
<table>
<thead>
<tr>
<th>Social Identity Categories</th>
<th>Privileged Social Groups</th>
<th>Border Social Groups</th>
<th>Targeted Social Groups</th>
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</thead>
<tbody>
<tr>
<td>Race</td>
<td>White People</td>
<td>Biracial People</td>
<td>Asian, Black, Latino, Native People</td>
<td>Racism</td>
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<tr>
<td>Sex</td>
<td>Bio Men</td>
<td>Transsexual, Intersex People</td>
<td>Bio Women</td>
<td>Sexism</td>
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<tr>
<td>Gender</td>
<td>Gender Conforming Bio Men And Women</td>
<td>Gender Ambiguous Bio Men and Women</td>
<td>Transgender, Genderqueer, Intersex People</td>
<td>Transgender Oppression</td>
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<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>Bisexual People</td>
<td>Lesbians, Gay Men</td>
<td>Heterosexism</td>
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<tr>
<td>Class</td>
<td>Rich, Upper Class People</td>
<td>Middle Class People</td>
<td>Working Class, Poor People</td>
<td>Classism</td>
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<tr>
<td>Ability/Disability</td>
<td>Temporarily ABled• Bodied People</td>
<td>People with Temporary Disabilities</td>
<td>People with Disabilities</td>
<td>Ableism</td>
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<td>Religion</td>
<td>Protestants</td>
<td>Roman Catholic</td>
<td>Jews, Muslims, Hindus</td>
<td>Religious Oppression</td>
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<tr>
<td>Age</td>
<td>Adults</td>
<td>Young Adults</td>
<td>Elders, Young People</td>
<td>Ageism/Adultism</td>
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</table>
Healing Centered Certification

We have trained hundreds of teachers, administrators and youth development professionals in the principles of Healing centered engagement, and how to integrate these principles and practices into work with young people. Join us!

Enroll Now

Benefits of certification

- Self-paced and interactive live sessions
- 3 Continuing Education Units from SFSU
- Learn strategies to help transform your communities
- Access to the course and resources for one year
Identify a social toxin that has impacted you
In Chat please share one thing you are grateful for