

The EIC Herald

EQUITY INCLUSION DIVERSITY



MENTAL HEALTH AND THE IMPACT OF OPPRESSION

From general 'stress' to trauma - oppression changes how people see themselves, how they see the world around them and how their systems respond to safety and perceived threats. It changes their brains and impacts physical and mental health. [continued to page 3.](#)

CURIOSITY CORNER

ASK THE EIC?

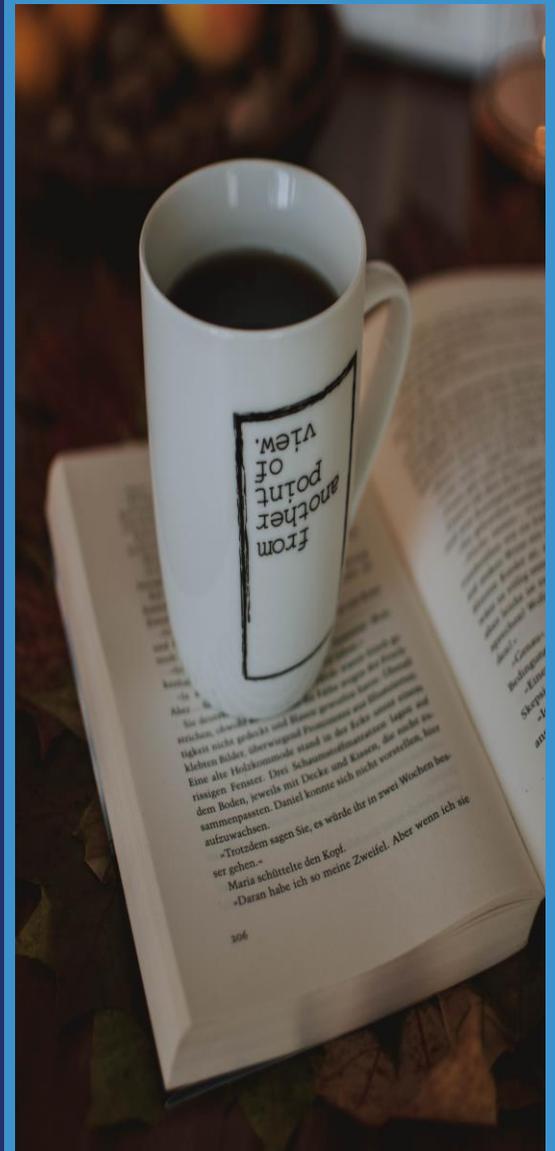
Have a question? We may be able to answer it!

Email us or drop your question in any EIC box (coming soon)! We'll do our best to respond to all queries while honoring your privacy!



Vocabulary Refresh:

- **Oppression** - prolonged cruel or unjust treatment or control
- **Microaggressions** - indirect, subtle, or unintentional discrimination against members of a marginalized group
- **Dominant Culture** - is one that has established its own norms, values, and preferences as the standard for an entire group of people
- **Privilege** - a special right, advantage, or immunity granted or available only to a particular person or group
- **Discrimination** - the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex
- **Intersectionality** - the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage
- **Trauma** - a deeply distressing experience or event (emotional and/or physical). 3 types of trauma include: Acute trauma results from a single incident. Chronic trauma is repeated and prolonged such as domestic violence or abuse. Complex trauma is exposure to varied and multiple traumatic events, often of an invasive, interpersonal nature.
- **Trauma Informed Care** - person centered practice which understands and considers the pervasive nature of trauma and promotes environments of healing and recovery rather than practices and services that may inadvertently re-traumatize



TAKING ACTION -

PERSONAL AND PROFESSIONAL ACCOUNTABILITY

Mental health is impacted by oppression in many ways. We see it in the clients we serve, we witness the results with peers, and we have had our own experiences as well. If our goal is to be truly inclusive, we are required to understand and unlearn oppressive beliefs that we inherited from our families, our religions, our politics, and our culture.



Learning, unlearning and relearning is often challenging and emotional. Many of us don't want to believe that we have been or are oppressive, racist, sexist or ableist. We would like to encourage you to sit with your feelings and develop curiosity around where they came from. Notice when you feel protective or defensive - these feelings are clues to your beliefs about yourself and your perspective. This might be an indication that your beliefs are no longer in alignment with your values. Values change and develop over time, and as we learn more about oppression and how that creates trauma, we have an opportunity to grow and engage in the world with a different perspective than the ones we inherited from family, friends, religion and culture.

Everyone harbors an unacknowledged bias or two. Find out yours!
<https://implicit.harvard.edu/implicit/user/pih/pih/index.jsp>

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MENTAL HEALTH AND THE IMPACT OF OPPRESSION

As an agency that promotes health and well-being, we have a responsibility to commit energy to inclusivity and accommodations. Including, but not limited to, taking a trauma informed perspective into conversations, interactions and professional interventions that we employ for staff and clients.

As we learn and shed old ways of thinking, gentle curiosity becomes normalized. When we reject assumptions and biases based on fiction and acculturation, our workplace can be a safe place for every human, regardless of their level of engagement - from the person who delivers mail, to the community member seeking crisis services.

You are invited to review SLMH's Anti-Oppression Policy in SharePoint!

Black History Month:

Resources to learn more about Black history in Eugene/Springfield:

<https://stridesforsocialjustice.oncell.com/en/strides-for-social-justice-269809.html>

Please See Ginna's email on Black Media for inspiration for your next book, TV series binge or movie night!

Racial Trauma

[Cultural Somatics Ecourse on Racial Trauma](#)

Microaggressions

[Youtube Video Link](#)

Additional Information and Resources:

Simply click the links and use the search function to find anti-oppression classes and workshops that are often free!

[CE's For Less](#)

[Clearly Clinical Podcast](#)

[Eventbrite](#)

****Black Lives Matter Stickers, designed by Black artists are available - first come, first served!****

Message Rebecca to get one!