

WHAT'S IN YOUR FIRST AID KIT?

Resources and Tools to Help You Survive and Thrive



First Aid 
TOOLKIT



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What's in Your First Aid Toolkit?

Our Mission

To ensure that all people impacted by cancer are empowered by knowledge, strengthened by action, and sustained by community.





Eucharia Borden, MSW, LCSW, OSW-C

**Senior Director, Health Equity and Clinical Services,
Cancer Support Community**

**There's Nothing Wrong with
Your Kit**

It's a System, Not a Self-Care Problem

**First Aid 
TOOLKIT**

PRESENTER DISCLOSURE

Presenter Disclosure

Faculty: Eucharía Borden, MSW, LCSW, OSW-C

I, Eucharía Borden, have no financial relationships or affiliations to disclose



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Racism

An overview



Racism



Institutionalized



Personally
Mediated

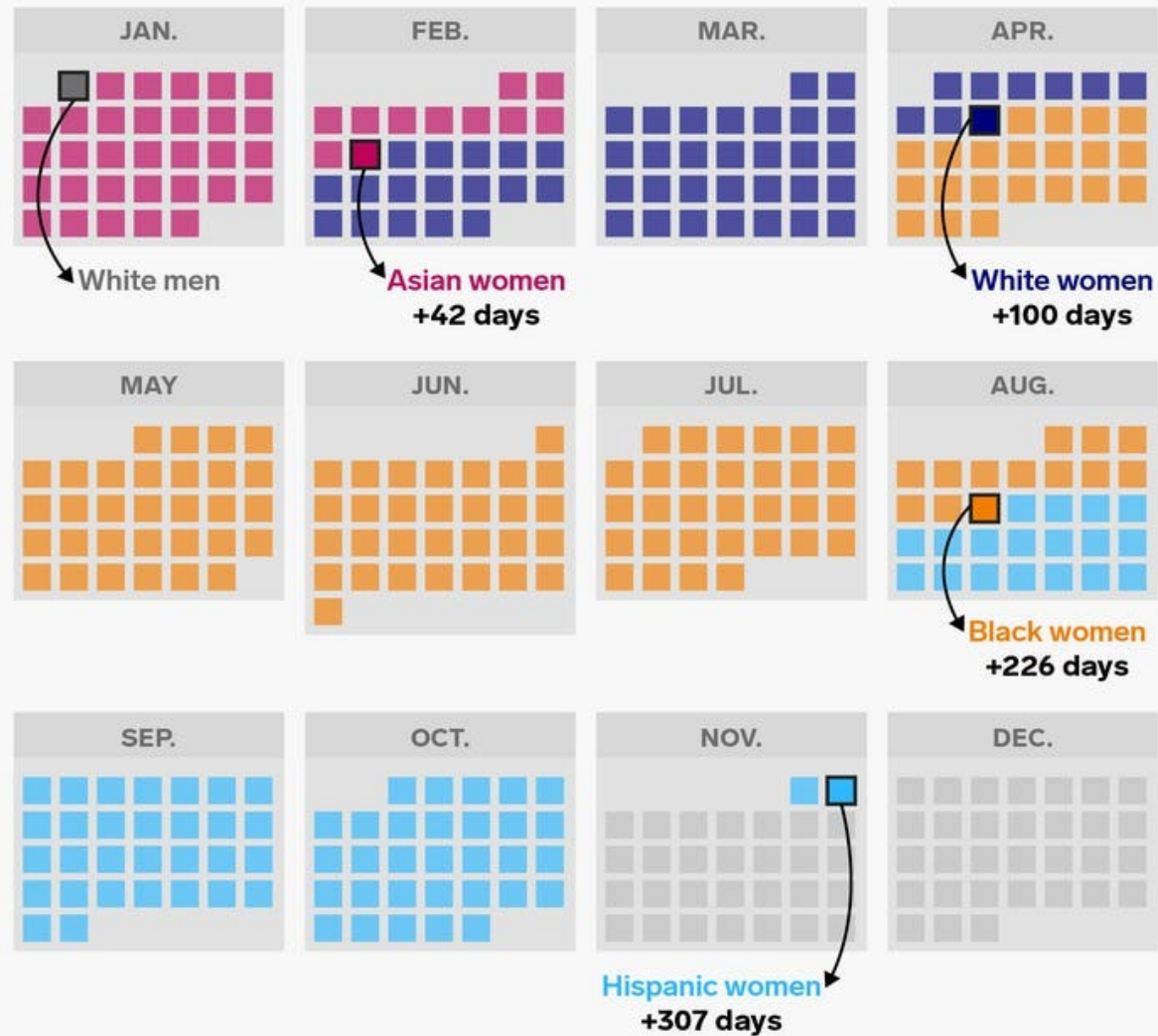


Internalized



Public Health
Threat

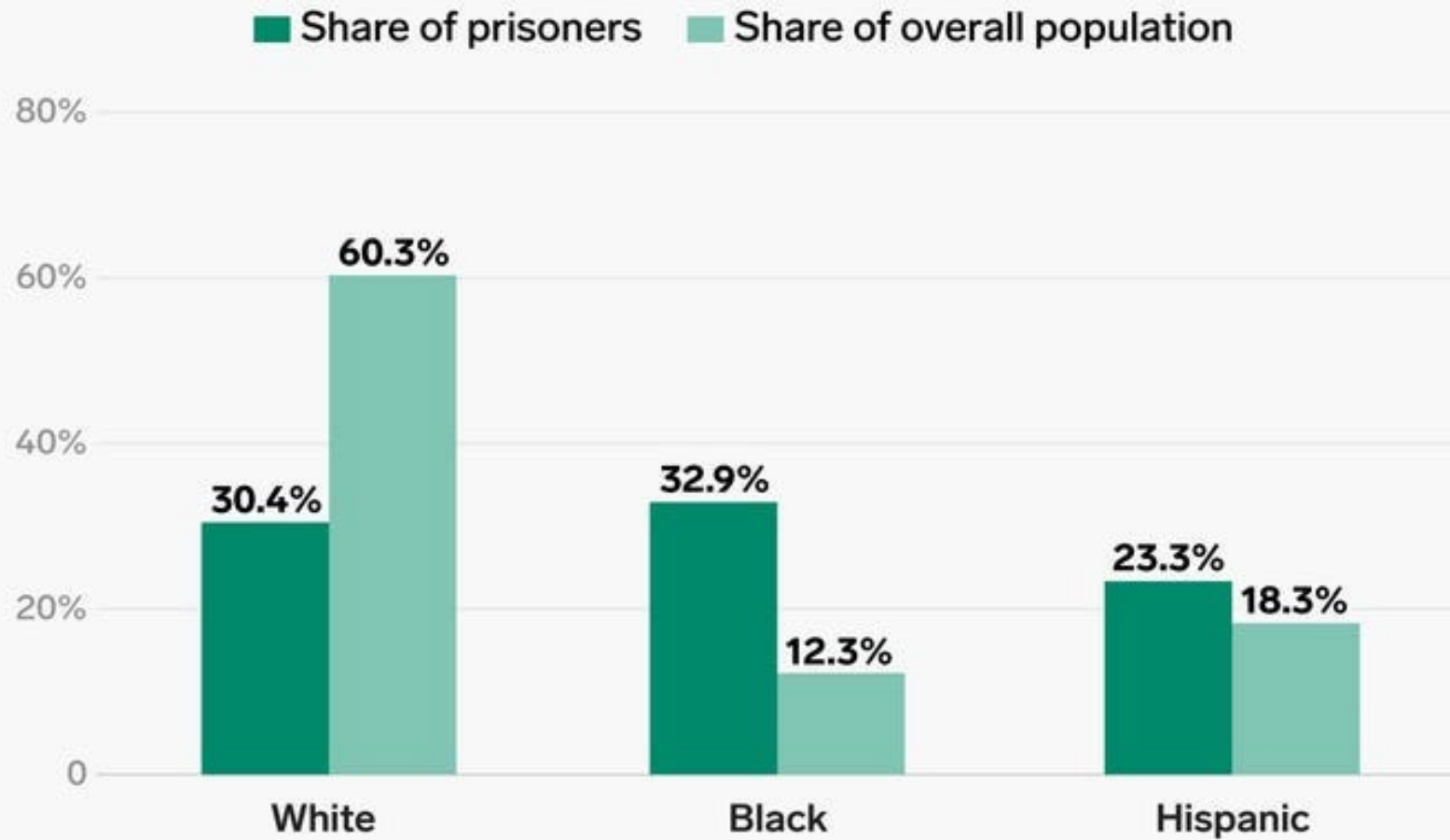
Number of days women have to work into the next year to earn as much as white men



Source: Census CPS via American Association of University Women

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Sentenced prisoners, by race



Note: Sentenced prisoners include prisoners under jurisdiction of state or federal correctional authorities.

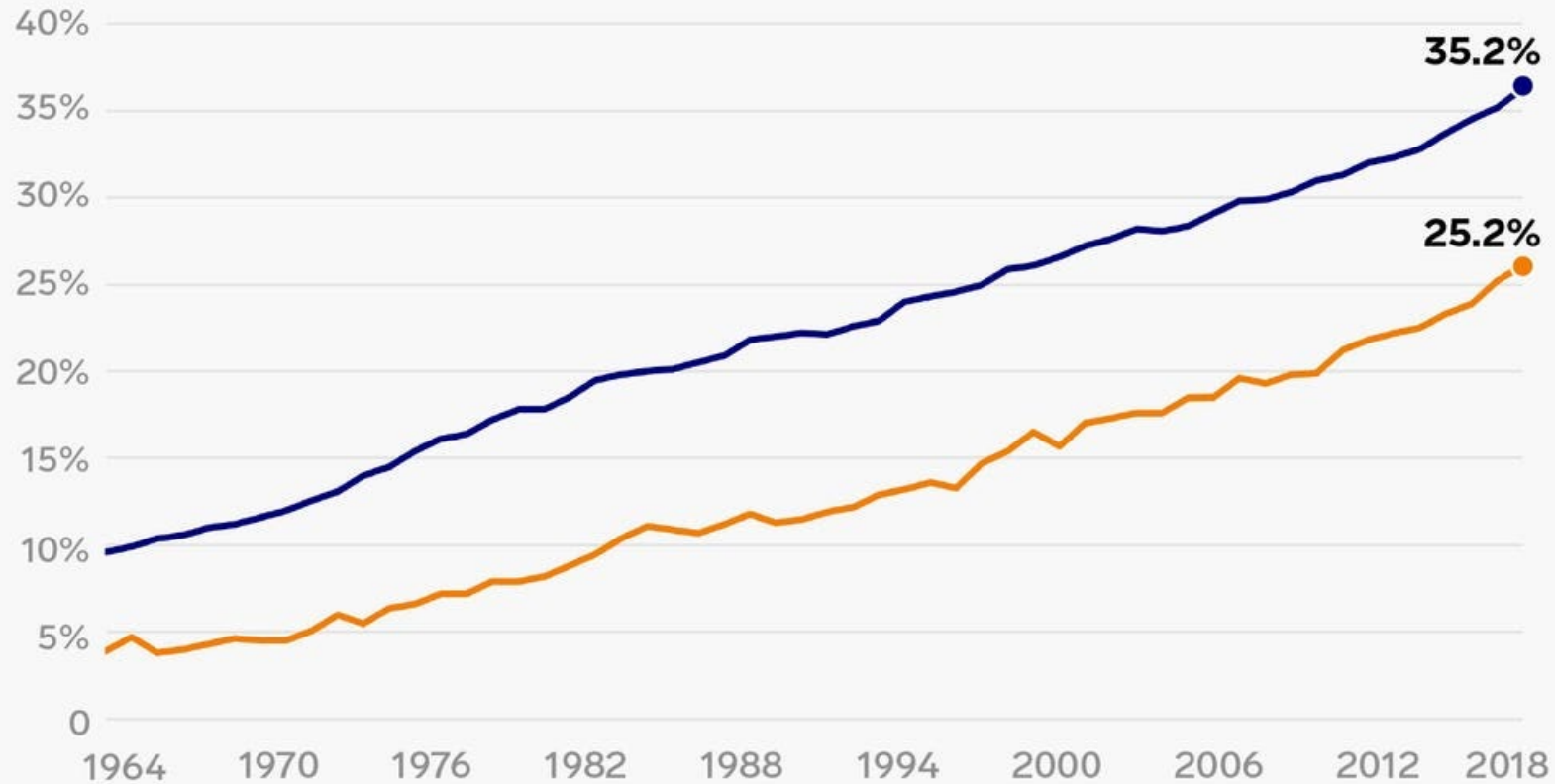
Sources: Bureau of Justice Statistics, 2018; American Community Survey, 2018

BUSINESS INSIDER

College attainment of Black and white Americans

■ White ■ Black

Percent of people age 25 or older who have completed college



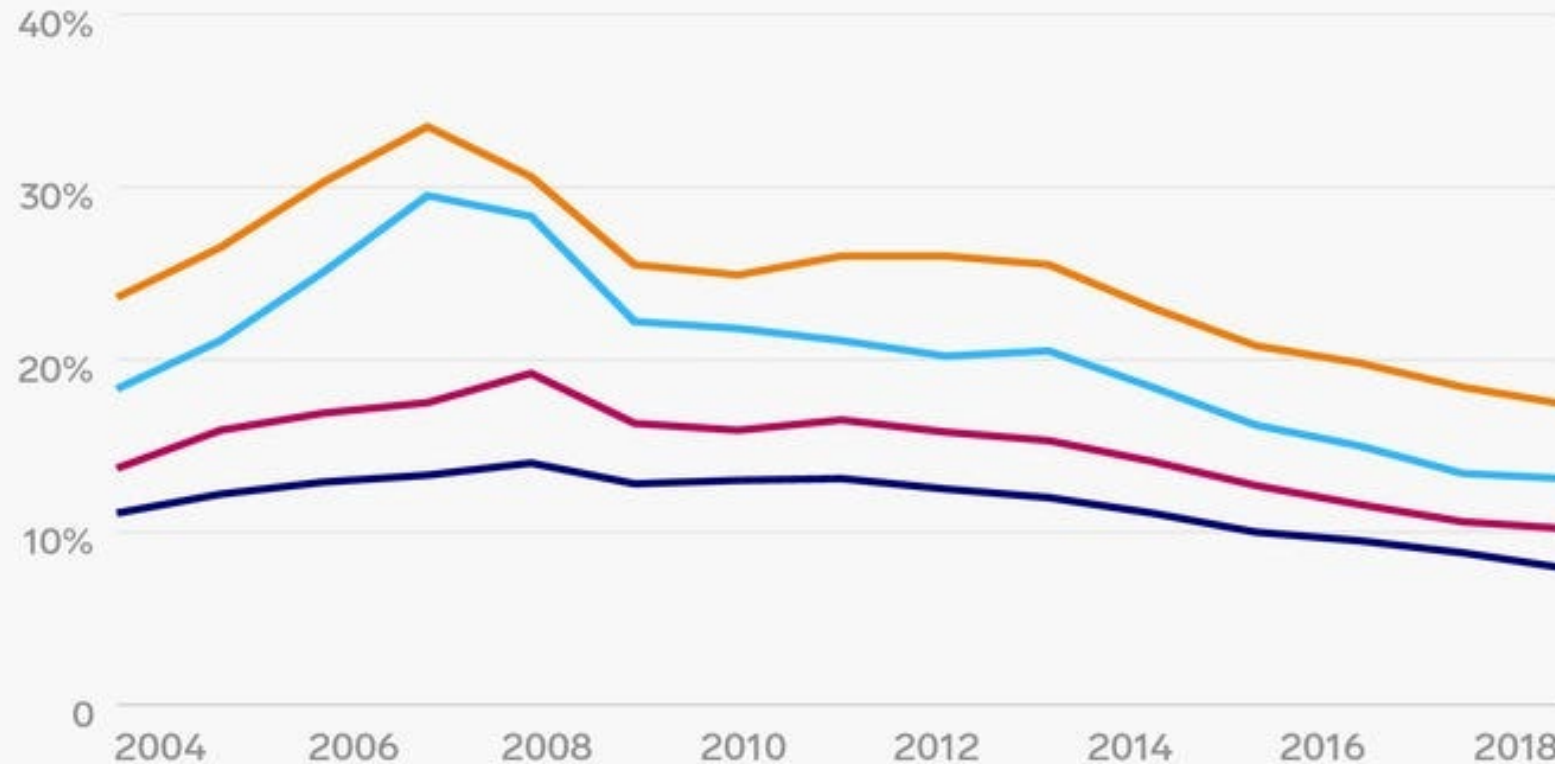
Source: US Census Bureau, Current Population Survey 1964-2018

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Denial rates for home loan applications, by race

■ Non-Hispanic White ■ Black ■ Hispanic white ■ Asian

Denial rates for conventional and non-conventional loans*



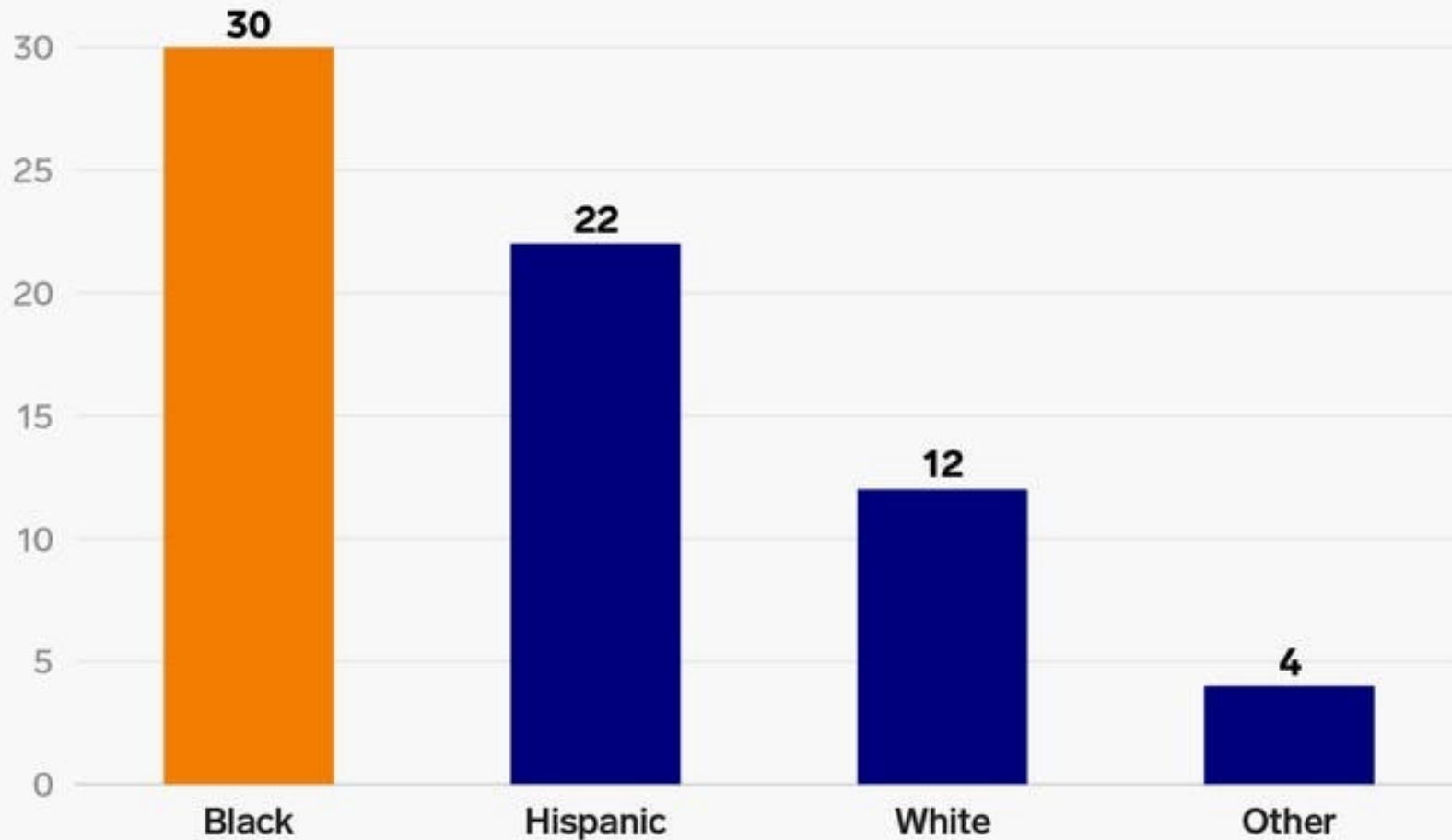
*Non-conventional loans are those insured by the FHA, or backed by guarantees from the VA, FSA and RHS.

Source: Consumer Financial Protection Bureau

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Fatal police shootings per million, by race

Deaths per million from January 1, 2015 – May 28, 2020



Source: The Washington Post

BUSINESS INSIDER

Racism has cost the U.S. **\$16 trillion** over the past two decades



Organizational Culture

Get with the program!



“Professionalism” Bias



**Dominant,
Western
standards**

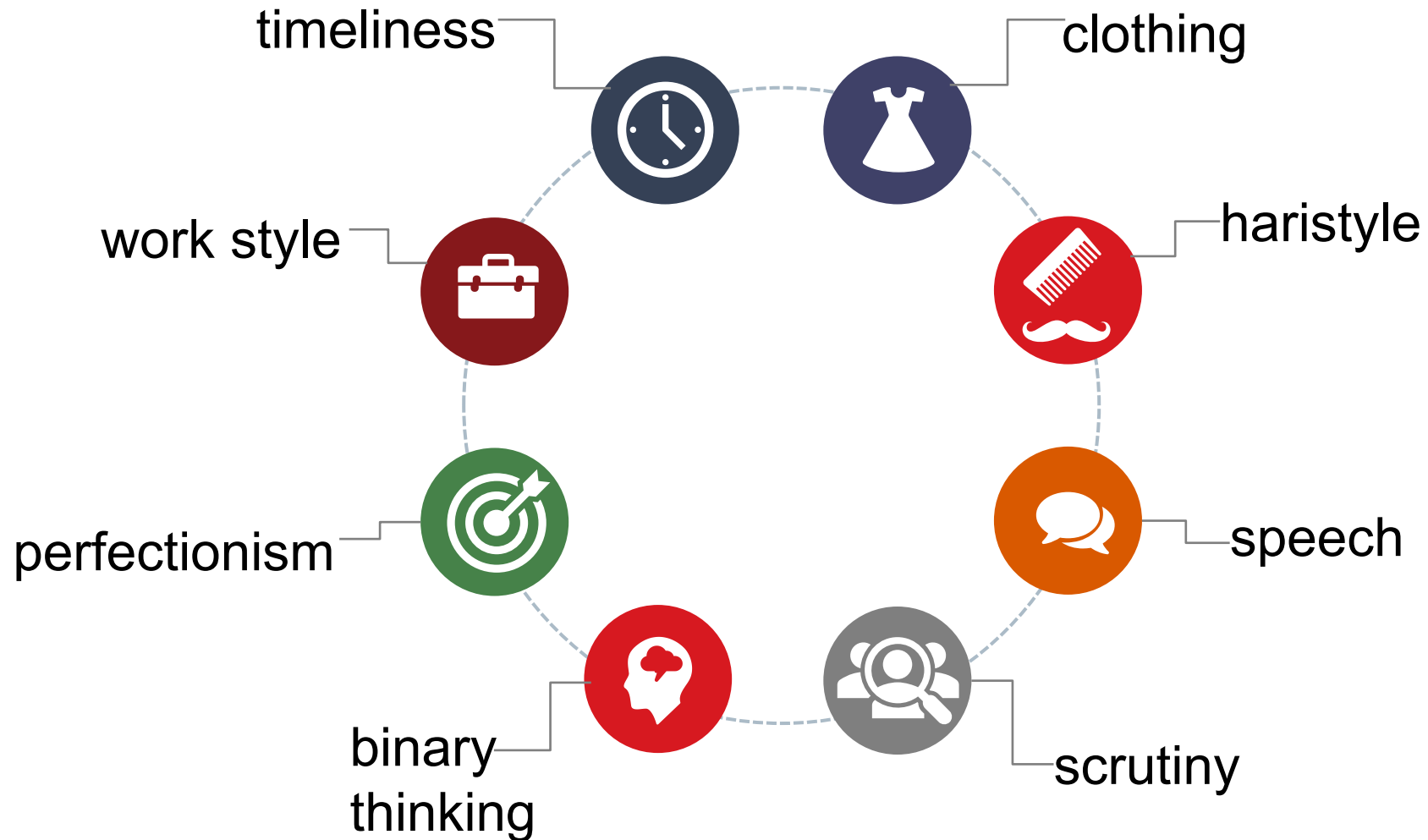


**Subtle
Barriers**



Normalized

“Professionalism” Standards



Microaggressions

What are they – really?



Video



Remarks	Questions	Actions	Verbal
Non-Verbal	Casual	Frequent	Daily
Painful	Slight	Insults	Stigmatizations
Intentional	Unintentional	Disconcerting	<u>Cumulative</u>

Racial Battle Fatigue

Cumulative Effects





**Psychophysiological
symptoms people of
color experience living
in and navigating
historically white
spaces**



Racial Battle Fatigue

- The **cumulative** psychosocial–physiological impact of racial micro and macroaggressions on racially marginalized targets.
- The result of **toxic and persistent** racialized microaggressions and the subsequent negative health sequelae on marginalized and oppressed people.
- Experienced at both **individual and group levels** simply by being a part of a racially oppressed group.

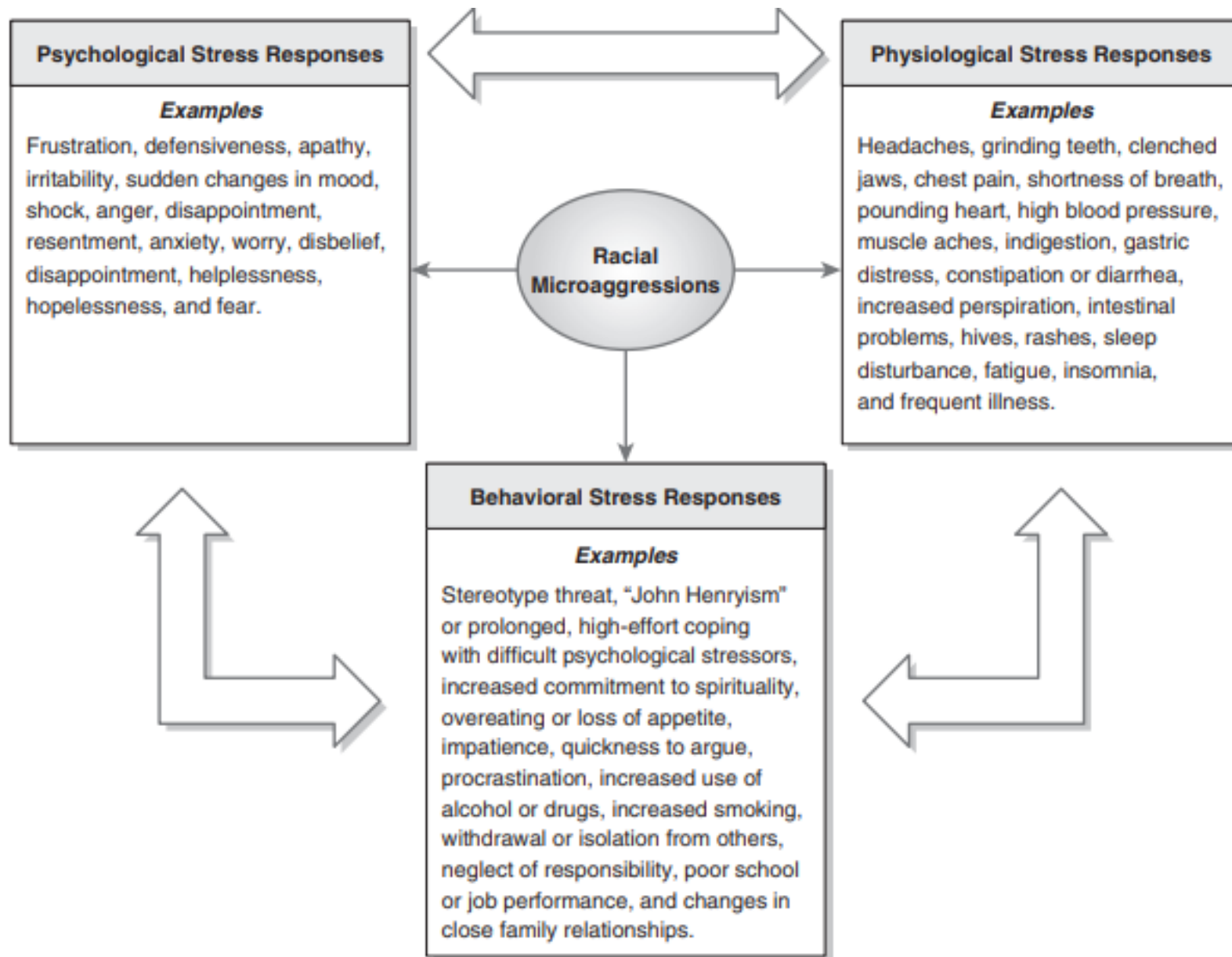


Figure 1 Causes and Stress Reactions to Racial Battle Fatigue

Real Experiences

“Going to work was so hard. Every day it was something; I was sick and tired of it! I didn’t feel like myself at all. Many days ended in tears. Then, the next day, I’d have to do it all over again.”

Anonymous



Real Experiences



“I was always on edge with my family. I’d be up all night. I couldn’t settle my mind enough to sleep. I kept thinking about what was going on at work. I’d never had that many glasses of wine. I just wanted to quit but that wasn’t an option financially. It took a while for me to find another job but eventually I did.”

Anonymous



Real Experiences

I felt like everything around me was out of control. No matter how hard I tried, my work was never good enough...there was clearly a different standard for my white colleagues.

Anonymous

Burnout

A large, stylized graphic of a person's silhouette with a fire and smoke effect inside, representing burnout. The word "Burnout" is written in a large, black, serif font, with the letters partially obscured by the fire and smoke effect.

Self-Care

Individual and Community



First and foremost,



“Remind yourself that the problem we are facing today is not your fault. It is the fault of oppressors who have built systems to maintain the status quo. In this, remind yourself that your anger, fear, sadness, etc. are justified emotions.”

“It is important to recognize the signs that you have started to experience so that you can cope effectively.”



Individual & Community Self-Care

- Unplug or disconnect from people and places that make you feel fatigued
- Build and connect with community
- Care for your body
- Participate in Relaxing Activities
- Find Safe Spaces
- Ask for Help / Seek Support
- Engage in Social Justice Causes
- Build Resourcefulness



Quaye et al., 2019, Georgia Southern University Counseling Center, 2021

The Role of White Allies

What Can I Do?



You can...



- **Speak up:** Break the silence
- **Take Responsibility:** Make privilege visible. Interrupt racism and microaggressions.
- **Speak truth to power:** Stand up for what's right
- **Speak your power for truth:** Use your power to debunk the lies and hold others accountable
- **Work collaboratively with People of Color**
- **Do the work!** Work through shame and guilt from a place of self-love

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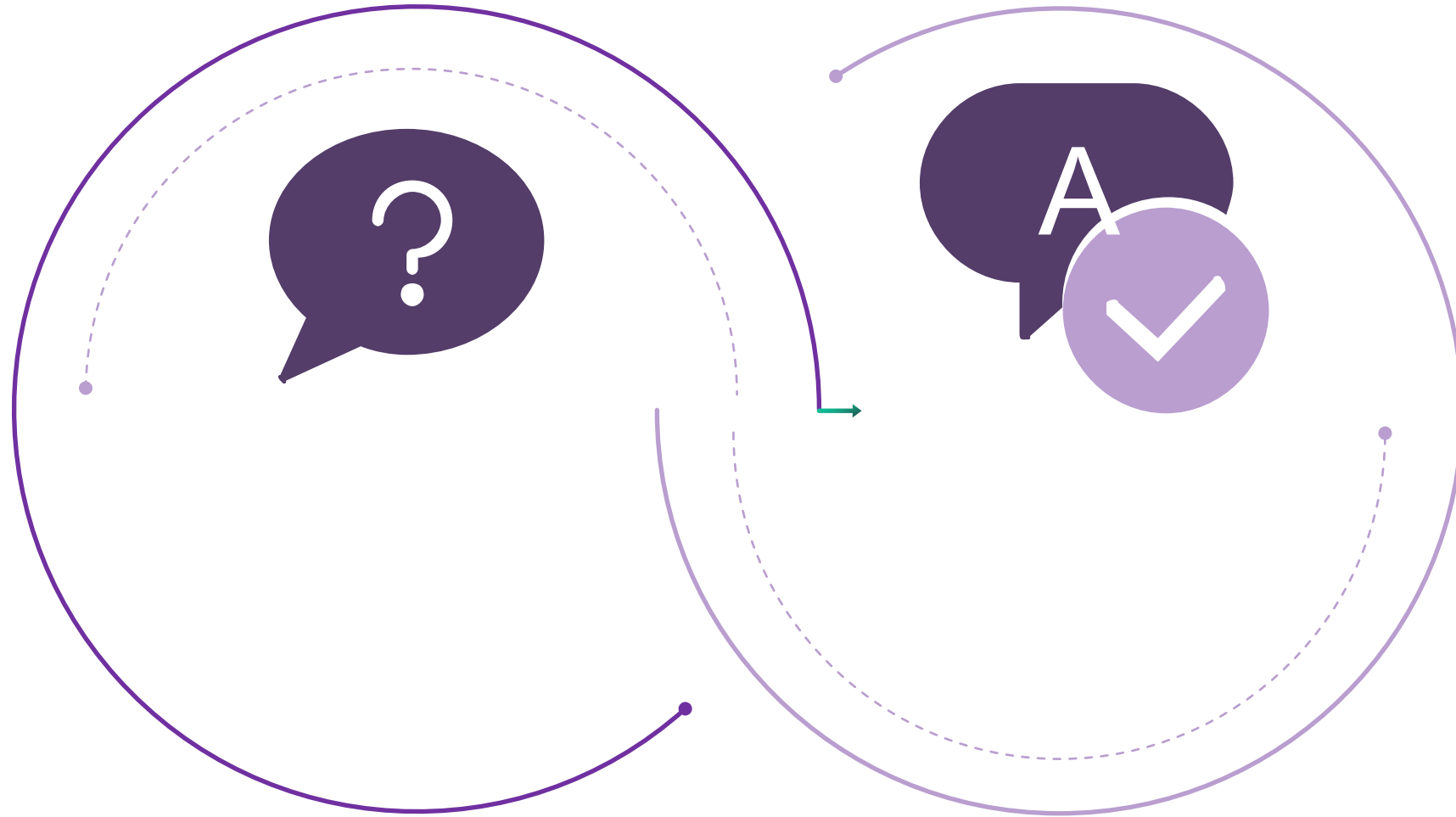
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Question and Answer Session

Q&A



Sponsorship and Acknowledgement



For More Information



First Aid TOOLKIT

**Cancer Support Community
National Office**

734 15th Street NW, Suite 300
Washington, DC 20005

202-659-9709

cancersupportcommunity.org

CONTACT US!

Kara Downey, Program Manager

(e) kdowney@cancersupportcommunity.org

Susan Ash Lee, Vice President, Clinical Services

(e) sashlee@cancersupportcommunity.org



**CANCER SUPPORT
COMMUNITY**
COMMUNITY IS STRONGER THAN CANCER

