

Utilizing race equity & trauma informed practices are a continual process to acknowledge, prevent and eliminate inequities & traumatization in order to advance racial justice & paths to recovery/healing.

RACIAL EQUITY

Goal of just & fair inclusion in a society in which all can participate, prosper & reach their full potential

TRAUMA-INFORMED

- Recognize the widespread impact of trauma and potential paths for recovery
- Recognize the signs and symptoms of trauma in clients, families, staff, and others involved with the system
- Respond by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization. (SAMHSA, 2023)



SAN MATEO COUNTY HEALTH

**BEHAVIORAL HEALTH
& RECOVERY SERVICES**

What did/do we do?

- What is the decision under consideration?
- What are the desired outcomes?

Who benefits?

- Based on stakeholder input & data, will the proposal increase or decrease racial equity?

Who is burdened?

- What are possible unintended consequences?
- What modifications can be made to reduce negative impacts (consider marginalized communities)?

Who is missing?

- Has a similar idea been successfully implemented, while holding a racial equity & trauma-informed lens?
- Have you considered all impacted by this decision?
- What are the long-term positive changes to all?

How have inequities caused the problem?

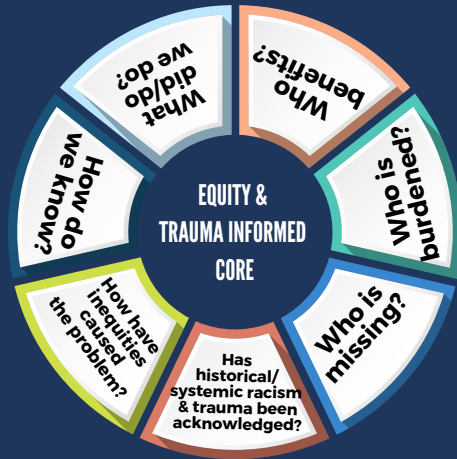
- How has structural oppression, racism & trauma shaped the issue addressed?
- Did you include the community impacted in planning, brainstorming and implementation?

How do we know?

- How will you evaluate results, communicate with stakeholders (during and after the process) & ensure accountability?
- Is there room for modifications in response to feedback or results?
- How will you continue partnering to advance racial equity, trauma-informed systems & sustainability?
- How will feedback be solicited and incorporated?

RACIAL EQUITY TRAUMA INFORMED

HOW CAN I HOLD A RACIAL EQUITY, TRAUMA-INFORMED LENS?



Implementing a racial equity, trauma-informed tool is a vital step to realizing our SMC Behavioral Health & Recovery Services goals. It is part of transforming our system & holding our values at our core. To do this we must *normalize* conversations about race, *organize* by building capacity and partnering with others, and *operationalize* by utilizing racial equity tools that are data driven.

This lens can be utilized in many of our decision making capacities, including with clients, workforce or community members.