



Webinar Series “Key Considerations: Providing Crisis Services to African American Survivors of Crime”

Teresa Stafford - Getting Started (Four chapters)

These reflection/discussion prompts may be used by individuals for self-work or for use in supervision and planning for ongoing training. They may also be used as part of a team or agency wide review and planning process.

Chapter One: What is Culture?

Question

Reflect on the culture of your agency.

- Does your agency implement trauma-informed practices?
- Are these practices framed with a cultural lens?
- What steps can you take to support shifts in these areas at your agency?

Question

What support do you need to better acknowledge, celebrate, and respect the cultural differences of survivors you serve?

Question

What steps will you begin to take to or continue to incorporate as you provide services?

Chapter Two: Historical and Transgenerational Trauma

Question

In what ways does (or doesn't) your agency prioritize a criminal justice response to sexual assault?

Question

What will your agency need to learn more about, and what will it have to unlearn in order to effectively serve African American/Black survivors?

Question

Teresa noted six implications of historical and generational trauma that harm survivors (Distrust of social services and the criminal justice system, sentencing disparities, lack of diversity within systems and within rape crisis programs, lack of culturally responsive services and culturally specific evidence-based programming). Which of these ways have you seen play out in your agency and community? What steps has your agency/community taken to address these issues?

Chapter Three: Impact of systemic beliefs about African Americans/Blacks within survivor work

Question

Reflect on how tokenism and a “one size fits all” approach to supporting staff and survivors harms African American/Black staff and survivors.

Question

What steps can your agency take to interrogate how implicit bias impacts your staff and the survivors you serve?

Question

Reflect on how micro/macroaggressions show up in your workplace and/or with your community partners. After this training, how do you plan to address micro/macroaggressions?

Chapter Four: Culturally Responsive work with survivors and supporting staff

Question

Why is it important to move from “cultural competence” to cultural humility when providing services? When you think of your interactions with people from cultures different than your own, did anything shift for you after listening to this section? How will any shifts impact your work going forward?

Question

Reflect on the elements Teresa reviewed about becoming a culturally inclusive agency. What gaps do you notice? In what ways will you have to change your practices to truly serve all survivors? In what ways does your organization embody these elements?

Question

What are three steps you can start working on to becoming a more culturally responsive and inclusive agency (consider this at either the individual or organizational level, or both)?

Question

Reflect on the elements Teresa reviewed about becoming a culturally inclusive agency. What gaps do you notice? In what ways will you have to change your practices to truly serve all survivors? In what ways does your organization embody these elements?