

CSAC All-Group Training Resource Page

Reflective Questions

1. CSAC can demonstrate tangible ways it is engaging in anti-oppressive practice.
2. Evidence based practices can be widely applied across communities with success.
3. Multiple identities and communities are represented at the CSAC “table” when decisions are being made and policies are being developed.
4. CSAC supports members in uncovering and addressing their internal biases.
5. CSAC demonstrates a solid understanding of the social determinants of health, and the political and economic determinants of the social determinants of health.
6. Promoting hope and resiliency is central to supporting mental health and wellness.

Concepts We Reviewed

Oppression: Privilege and/or Power + Bias

Anti-Oppression: Actions that actively resist oppression

Equality: Everyone gets the same thing. Deficit is within the individual.

Equity: Everyone gets what someone decides they need, based on the same assumption.

Liberation: Structural barriers removed, historical impacts of inequities are rectified, and inequities are resolved. Acknowledges the system is designed for the benefit of some at the exploitation and expense of others.

Intersectionality: The understanding that we hold many identities that intersect to create our reality and life experiences.

Implicit Bias: The subconscious judgments the unconscious mind is making based on society’s portrayal of a person (i.e., attitudes, beliefs, stereotypes)

Trauma Informed Care: Acknowledgement that almost everyone you meet has experienced some sort of trauma and we should tailor our care, support, or treatment toward that recognition.

Cultural Humility: The ability to maintain an “other-oriented” stance to your practice. Maintains the practices of being respectful, considerate, interested in learning, and open-minded. Three tenets include lifelong learning and self-critique, addressing power imbalances where they shouldn’t exist, and interrupting and eliminating institutional oppression.

Our Fishbowl Questions

- Share your earliest memory of an adult who helped you to feel affirmed and “seen.”
- Think of a time when a trusted adult messed up and failed to affirm or “see” you. What advice would you have for that adult in that moment, knowing what you know now?
- What does affirmative mental health feel/look like for you?
- How can CSAC create spaces that support youth and families to experience feelings of affirmation when interacting with the systems we help to oversee? Share your earliest memory of a trusted adult who made you feel affirmed and “seen.”

Explore on Your Own

[Evidence Based Practice and Practice Based Evidence](#)

[Harvard Implicit Bias Tests](#)

[How Boards are Changing](#)

[The Danger of a Single Story](#)

[The Ally Industrial Complex](#)

[Toilets, Bowties, Gender, and Me](#)

A Few People to Learn From:

bell hooks

Daniel Solorzano

Ibrahim Kendi

Leah Lakshmi Piepzna-Samarasinha

Maria Yellow Horse Brave Heart

Michael Yellow Bird

Tara Yosso

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