



RESILIENCY AND BIRTH EQUITY

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What is Resilience?

- Psychologists define resilience as **"the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress—such as family and relationship problems, serious health problems, or workplace and financial stressors."**
 - It's about personal growth – it involves behavior, thoughts and actions that can be learned and developed
 - Building resilience requires time and effort
 - It is a individualized journey – an approach that works for one person may not work for another
 - Culture is important when looking at strategies/approaches to building resilience

Resilience is NOT....

Normalizing struggle

A life without pain, difficulty or distress

Repressing or forgetting our emotions and experiences

Just about "bouncing back"

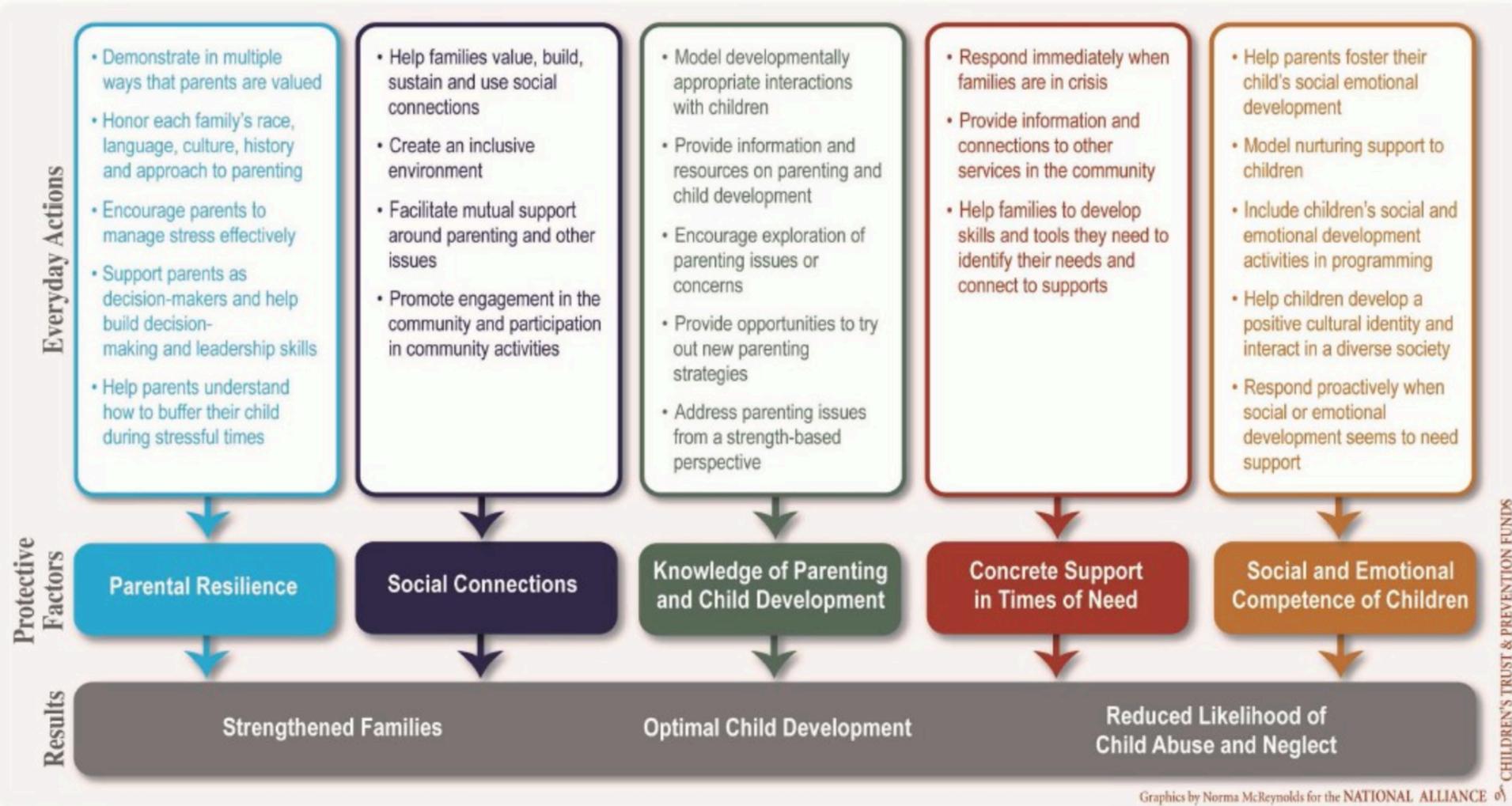
Accepting harm and/or injustice

Protective and Risk Factors

Protective Factors	Risk Factors
Individual Factors	
<ul style="list-style-type: none"> • A feeling of control over one's life • A sense of cohesion with others • Close relationships with competent adults • Connections to prosocial organizations • Tolerance for delayed gratification • A sense of humor 	<ul style="list-style-type: none"> • Little sense of control over one's life • Poor self-control • Negative emotionality • A need for immediate gratification
Family Factors	
<ul style="list-style-type: none"> • Good parenting skills • Trusting relationships • Well-defined family roles and responsibilities • Opportunities to learn to deal with criticism, rejection and silence 	<ul style="list-style-type: none"> • Parental and sibling drug use • Poor child rearing and socialization practices • Ineffective parental supervision • Family conflict and marital discord • Domestic violence, abuse and neglect
Community Factors	
<ul style="list-style-type: none"> • Participation in school, work and community with a sense of belonging and contributing • A social network of peers • An opportunity to learn to handle challenges 	<ul style="list-style-type: none"> • Limited resources • Low socioeconomic status • Communities that lack the ability or resources to reach out to those in need of assistance

The Pathway to Improved Outcomes for Children and Families

Everyday Actions That Help Build Protective Factors



BUT WE ARE IN A PANDEMIC!

We do have surge capacity, but that may be temporary. We can get depleted. Day after day after day, if you are working hard to deal with challenging things, you can simply get exhausted and overwhelmed, and then we need to step back and try to replenish and restore our capacity.

- Our ability to facilitate protective factors and mitigate risk factors in compromised
- Access to timely and accurate resources/information has shifted creating barriers to connection and support
- Almost everyone is experiencing grief and loss
 - Traditional ceremonies and rituals
 - Cultural and religious practices
 - Saying farewell and celebrating the lives of people we have lost
- Some people have high exposure to stress and traumatic experiences
 - First responders and their loved ones
 - Children and parents
 - Birthing People
 - Older Adults
- Leaders, providers, and institutions are weaponizing fear and uncertainty
 - Specifically against communities of color
 - Extremely common for birthing people

Stay in touch with family and friends

Be honest with yourself and others about how you are feeling

Take time off

Prayer

Create community

Eating

Give yourself and others grace in assessing how we are managing life

Focus on what you can control

Sleep

Ask for/accept and offer help

Exercise

Limit media and social media consumption

Say "No"!

Counseling

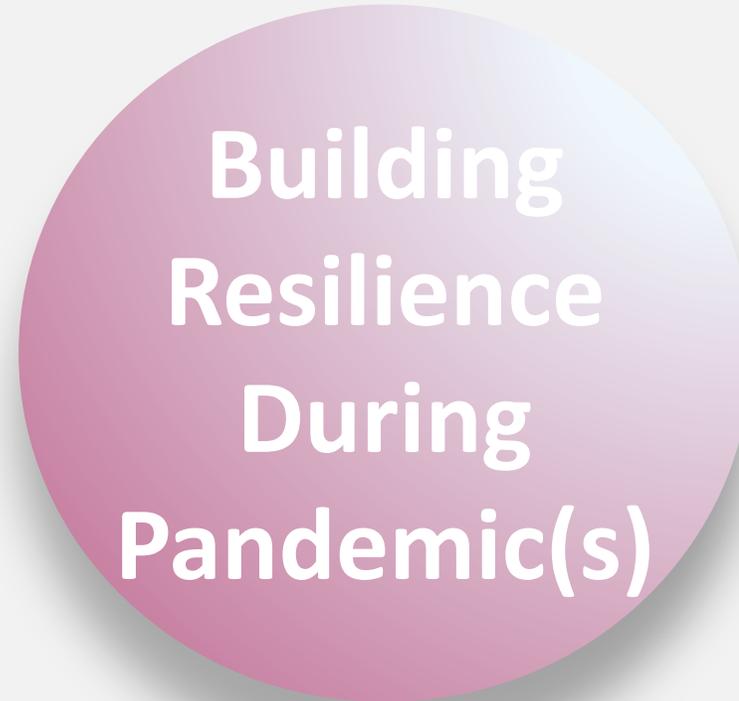
Stay connected with your body

Find creative ways to engage in pre-Covid 19 activities

Create structure/routine (when possible)

Make plans

Meditation



Additional Considerations for People of Color

- **As individuals who identify as a person of color.....**
 - Recognize how our experiences of oppression impact us during this time
 - Do not overlook vicarious trauma – we are our clients, our clients are us
 - How are we developing positive racial, cultural, and gendered intersectional identities?
 - How are we advancing social justice without overidentifying with our contributions to the movement(s)?
 - Are we in community with others that have similar experiences and can support us during this time?
 - How are we prioritizing ourselves?
- **As practitioners and advocates for people of color.....**
 - Don't make assumptions. Ask people the kind of support they need (including colleagues of color)
 - Recognize and acknowledge the impact of inequities and discrimination, racism, and cultural oppression
 - Do not use fear as a tool to change behavior or control patients and/or communities
 - Understand how family dynamics contribute to distress and resilience
 - Enable immediate family members to support your clients
 - Listen and empathize. Show kindness and gentleness

Key Takeaways

- This is not a time to be a superhero – take care of yourself first
- We all have different vulnerabilities and life experiences that impact our journey
- Think of creative ways to reduce anxiety/fears and build resilience
- People of color and other vulnerable groups are experiencing compounding stressors that should not be ignored
- Fear mongering is an extremely harmful tactic to use during this time. Think about ways you and the systems you are a part of are doing this and be proactive in challenging it.
- Community is critical in this work!