

Racial Justice + Social Equity + Wellbeing Series

To accept one's past – one's history – is not the same thing as drowning in it; it is learning how to use it.

— James A. Baldwin —



Presented by

- Campus Wellbeing and Education
- Center for Work and Family Life
- University Human Resources

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Post-Traumatic Growth



Host

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Post-Traumatic Growth



Panelist

Dr. Brenda Ingram, LCSW
Director of Relationship
and Sexual Violence
Prevention and Services,
Student Health; Clinical
Faculty of the Department
of Psychiatry and
Behavioral Sciences, Keck



Panelist

Dr. Alan Green
Associate Professor of
Clinical Education, Rossier



Moderator

Dr. Ilene Rosenstein
Associate Vice Provost,
Office of Campus Wellbeing
and Education

Glossary

Racism is broadly defined as the *“transformation of racial prejudice into individual racism through the use of power directed against racial groups and their members,”* in which individuals “are defined as inferior by individuals, institutional members, and leaders, which is reflected in policy and procedures with the intentional and unintentional support and participation of the entire race and dominant culture” (Carter, 2007, pp. 24 – 25)

Racial Trauma, or Race-Based Traumatic Stress (RBTS) refers to *the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes* (Helms, Nicolas, and Green, 2010) . Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of suffering from a race-based traumatic stress injury (Carter et al., 2013). In the U.S., Black, Indigenous People of Color (BIPOC) are most vulnerable due to living under a system of racism, white supremacy and racial oppression (American Psychological Association, 2019). (See session 1 for definition of white supremacy.)

Vicarious Traumatic Stressors are *the indirect traumatic impacts of living with systemic racism and individual racist actions*. Vicarious traumatic stressors can have an equally detrimental impact on BIPOC’s mental health as direct traumatic stressors. (Mental Health America, 2020)

Resilience is a term used to describe *innately positive psychological and emotional attributes such as self-esteem, problem-solving ability, and self-regulation that help you to survive adversity or trauma*. And resilience can be accomplished from developing coping skills that support these traits.

Post-Traumatic Growth (PTG) is a concept that *people who endure psychological struggle following adversity can often see positive growth* (Tedeschi, R., et al, 2018)

Center for Work and Family Life

CWFL staff remain available to help with mental health concerns during the coronavirus pandemic. Highly-trained clinicians can help you with well-being, stress, anxiety, and other issues. Phone lines are open and remote sessions can be scheduled by Zoom or teleconference for any staff, faculty, their families, and retirees. This is a free service for USC employees.

Call us 24/7 at 213-821-0800 to find out more about counseling and other services.

<https://employees.usc.edu/work-family-life/>

Office of Campus Wellbeing and Education

CWE focuses on the environment, culture, and systems so all members of the USC community can thrive. Our clinical and organizational psychologists consult privately with individuals, campus groups, departments and schools on issues ranging from building trust, healing from transgressions, and preventing burnout to improving engagement, communicating effectively, and adapting to change. We listen, learn with you, and provide research-backed recommendations and evaluations of new ways to work together more collaboratively, purposefully and productively.

<https://cwe.usc.edu/> or 213-740-0411



Resources

USC Campus Support and Intervention (CSI) <https://campussupport.usc.edu/> assists faculty, staff, and students in resolving complex personal, academic, and financial issues, providing useful information and referring to the proper campus resources

Threat Assessment and Management at 213-740-0243 or <https://cwci.usc.edu/threat-assessment/> provide proactive collaborative oversight and support in the identification, assessment and management of threats and/or threatening behavior that may lead to acts of targeted violence.

Campus Ombuds at 323-442-0383 (HSC) and 213-821-9556 (UPC). <https://ombuds.usc.edu/> is a safe and confidential place to share your USC-related issues and explore options or paths to manage your concerns.

USC Occupational Faculty Practice for Lifestyle Redesign at 323- 442-2850 or chan.usc.edu/patient-care/faculty-practice/about which helps faculty, staff, and students develop healthy life habits and stress management.

Diversity, Equity, and Inclusion

<https://diversity.usc.edu/messages/> which provides information DEI initiatives at the university

The Office of Equity and Diversity

at (213) 740-5086 or oad@usc.edu responds to complaints of discrimination and harassment based on protected characteristics; sexual harassment, sexual assault, and sexual misconduct; and retaliation for making a complaint, for participating in the OED process, or for protesting the alleged discrimination, harassment, sexual harassment, sexual assault, sexual misconduct, or retaliation (collectively, "prohibited conduct").

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Upcoming Sessions

August 25 – How Identity Gives You Strength| 12-1pm Panel Q/A

Panelists

Dr. Quade French – Senior Project Manager, Campus Wellbeing and Education

Dr. Varun Soni – Vice Provost for Campus Wellness and Crisis Intervention and Dean of Religious Life at USC

Dr. Sumun Pendakur – Chief Learning Officer and Director of the USC Equity Institutes, USC Race and Equity Center

Moderator

Anita Dashiell-Sparks - Associate Dean of Equity, Diversity & Inclusion; Associate Professor of Theatre Practice in Acting, USC School of Dramatic Arts



Thank you for attending!

