

4. In reflecting on your racial identity development, what are key moments that have defined how you have felt about your identity? How have your feelings toward your racial identity evolved over time?

5. Reflecting on your own journey with your racial identity- has there been a person or group of people who have been influential in your capacity to sit with difficult feelings / emotional activation? If so- how did they/ do they specifically influence you?

6. What do you notice about how your body reacts or responds when conversations about race/racism are happening around you? What role do you find yourself playing in conversations about race/racism in the workplace?

7. The HEART Framework (Chavez-Duenas et al.2019) envisions healing taking place in spaces that have been designed as “sanctuaries”. What might a sanctuary be for you? How are you creating and engaging with notions of sanctuary in your work?

8. Thinking about an ecology of change in your own life- where might you take an action step toward addressing racism and racial trauma?

9. What strategies do you currently use or might you begin to use to help support in fostering your inner resiliency and healing?

10. What strategies might you use to help foster inner resilience and healing for the clients that you serve?

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