



**Creating Sanctuaries:
What Endures
In Times of Upheaval?**



may we raise our babies
with our indigenous love,
rather than with our colonial pain.

@indigenoumotherhood



Parasympathetic (“rest and digest”) Nervous System Reset

- Slow, long exhalations (6 breathes per minute) “meditative breathing”
- Stretching
- Eye movement
- Cold water
- Progressive relaxation
- Sunlight in the morning



Safe, Stable and Nurturing Relationships Make us Well

Take a few minutes to think about a positive relationship with an adult you had in childhood.

How did this relationship support you as a child?

How does this relate to your work in the Maternal & Child Health sector?

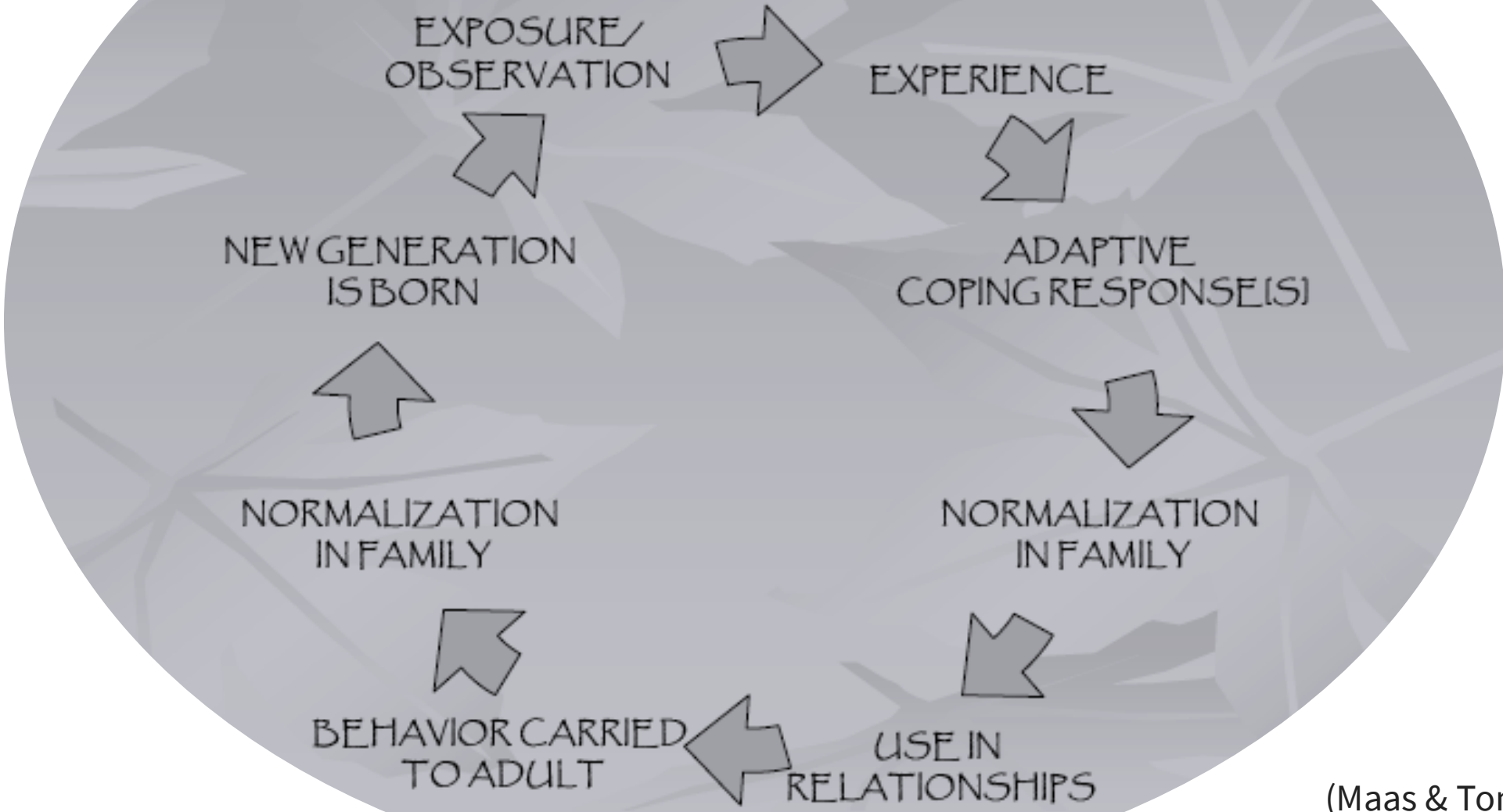


Main Takeaways

- **The “HOW” not the “WHAT”**
- **Our Communities Know How to Support our Youngest Children and Their Families**
- **Create Sanctuary (Trauma Informed Programs and Systems)**

Intergenerational Trauma

“over the lifespan and across generations”



(Maas & Tom, 2008)

Identify 2-3 ways lingering colonial-intergenerational trauma impacts your work environment and/or organizational dynamics?

SUBTITLE HERE

- Structural inequalities (EOs, funding recissions, food apartheid, digital divide, generational wealth)
- Lack of access to Resources or Information
- Vicarious trauma (especially for direct service workers)
- Environmental risk factors (COVID, poverty, family stressors, grief/loss)
- Health risk factors (ACEs, obesity, diabetes, heart disease, etc.)
- Attachment problems (family separation, SUDs, attached to electronics, etc.)
- Loss/confusion of identity (language/culture/spiritual)
- Chronic Toxic Stress (exposure to violence or abuse, PTSD, unskillful coping strategies, anxiety, depression, suicide)
- Child/elder/family/significant other maltreatment
- What else?

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What does Relationship Based Work Mean?

“Relationships are valued, not as a “touchy-feely” nicety, but as a foundation for doing business. Organizational structure, mission and supervisory style support these relationship building efforts.” Rebecca Parlakian (2001)



Relationship Based Organizations

SUBTITLE HERE

Mutuality of shared goals-often expressed as collaboration and defined in an organizational mission statement

Commitment to evolving growth and change-demonstrated when organizations learn from experience, question the status quo, and make changes; this awareness ensure that items like mission and vision statements, policies and procedures accurately reflect the organization's goals, needs and values

Commitment to reflecting on one's work-institutionalized through the use of supervision that encourages learning from experience

Respect for individuals-promoted through acceptance of individuals for both their strengths and vulnerabilities, characterized by trust and esteem among colleagues

Sensitivity to context- acknowledgment that a particular environment influences the individual within it, and vice versa

Open communication-shared belief in the value of others' thoughts, ideas and feedback

Setting standards for staff-instituted through widely disseminated, accepted definitions of professional excellence; all staff are encouraged to learn and grow toward these organizational standards (norms)

Parlakian, R (2001)



What is Parallel Process?

How relationships affect relationships at all levels.
(Gilkerson and Kopel, 2005)

When framed as an “empowerment process” can help prevent and treat burnout.

Social programs like early childhood home visitation commonly integrate the parallel process into service delivery, anticipating that in and through reflective supervision, modeling and mirroring workers will transfer positive interactions with their supervisors to positive ways of interacting with program participants, who will then transfer those positive interactions to their relationships with their children. (Tomlin, 2007; Tomlin, Sturm & Koch, 2009)



Parallel Process

(procedural & declarative learning)



Practice Skill

“do unto others as you would have others do unto others” (supervisor/supervisee relationship)—focus on the HOW not the WHAT



Reflection

**What helps you
feel safe and
secure during
moments of
stress?**

Why Create Sanctuary

“Love each other, take care of each other.”
Charles Dailey (Laguna Pueblo...my grandpa)

The explicit assumption of the Sanctuary Model is that traumatized [people] cannot heal withing traumatizing-or-traumatized organizations, and that instead such organizations can make [“people’s] problems worse. S.L. Bloom (2005)

To the injured eye, even a scented breeze is painful. (Japanese proverb)

Sanctuary Ingredients List

Culture of Non-violence-helping to build safety skills and a commitment to higher goals

Culture of Emotional Intelligence-helping to teach affect management skills (modulate emotional arousal—fight, flight, freeze)

Culture of Inquiry and Social Learning-help to build cognitive skills

Culture of Shared Governance-helping to create civic skills of self-control, self-discipline and administration of healthy authority

Culture of Open Communication- helping to overcome barriers to healthy communication, reduce acting out, enhance self-protective and self-correcting skills, teach healthy boundaries

Culture of Social Responsibility-helping to rebuild social connection skills, establish health attachment relationships

Culture of Growth and Change-helping to restore hope, meaning, purpose and empower positive change

EXAMPLE: Native American Community Academy Core Values

SUBTITLE HERE

- 1. Respect** – Having concern for harmonious relationships; honoring yourself, your peers, your family, your elders, your ancestors, your teachers, your school, your community, your tribe/nation. Having courteous regard for others' feelings and values. Respect helps people get along better with each other.
- 2. Responsibility** – We are responsible to our People; past, present and future, as well as our environment and other living things. Being responsible is a form of trustworthiness; being accountable for your words, actions, and conduct in all that you do.
- 3. Community/Service** – We belong to the NACA community as well as the communities of our neighborhoods, cities, pueblos, reservations and nations. This means that, along with rights, we have the responsibility to provide service to make our community a better place for all.
- 4. Culture** – We honor and value our own cultures and those of others. We recognize we are influenced by many cultures, including Indigenous, youth, and contemporary western cultures and are mindful in how this impacts the development of identity.
- 5. Perseverance** – Indigenous people have endured because of the perseverance and determination of those that came before. We make our ancestors proud by remaining constant to a purpose, idea or task in spite of obstacles. We engage our innate strengths and build relationships with others that support us in developing to our full potential.
- 6. Reflection** – Indigenous thinking and learning is a reflective process involving a deliberate looking inward, self-awareness and contemplation of deeper meanings. We support this reflective practice to encourage thoughtfulness, personal growth, profound learning and meaningful change.

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Pulling it all Together

SUBTITLE HERE

- What similarities do you notice?
- When have you experienced empowerment in an organization you were operating within?
- How did your supervisor/mentor/organizational leadership foster that empowerment?

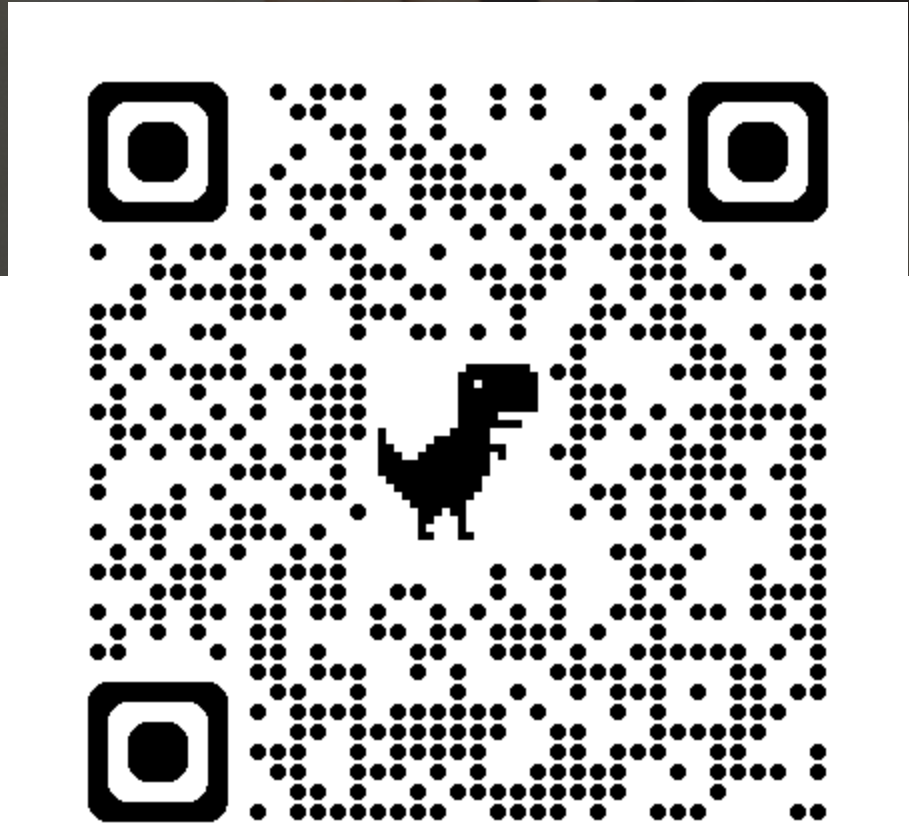
Some things to think about:

- Parallel process
- “do unto others as you would have others do unto others” (supervisor/supervisee relationship)—focus on the HOW not the WHAT
- Collaboration- shared responsibility and shared power (reciprocity)
- Regularity- supervision reliable, scheduled, sufficient time...it takes time to build trusting relationships
- Organizational contraction and expansion



Caring with Courage

Caring with Courage



Indigenous birth workers shaping the future

Birth has long been a sacred rite of passage in Indigenous communities—an experience deeply rooted in Land, lineage and tradition. For generations, Indigenous midwives, doulas and other birth workers have been the trusted stewards of this process, offering care that honors physical, mental, emotional, and spiritual well-being. But with

MEET THE TEAM



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