

How to **Protect Your Peace** while Fighting for Diversity, Equity & Inclusion

Justin Oliver, New Student & Pre-College Programs Administrator & Lead Diversity Officer
Breanne Tcheng, Global Internships Program Coordinator & Associate Diversity Officer
Aryn Jackson, Diversity Project Intern

UC Berkeley Summer Sessions, Study Abroad, and Lifelong Learning

Introductions



Aryn Jackson
(she/her)
SSALL Diversity Project
Intern
2020 UCSB Alumna



Dr. Breanne Tcheng
(she/her)
Global Internships
Program Coordinator
Associate Diversity
Officer



Justin Oliver
(he/him)
New Student and Pre-
College Programs
Administrator
Lead Diversity Officer

Session Roadmap

- Welcome
- Land Acknowledgement
- Our Why: Labor of Love
- Invisible Tax
- Self Care and Protecting Your Peace

Land Acknowledgement



We recognize that Berkeley sits on the territory of xučyun (Huichin), the ancestral and unceded land of the Chochenyo speaking Ohlone people, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band.

We recognize that every member of the Berkeley community has benefitted, and continues to benefit, from the use and occupation of this land since the institution's founding in 1868.

Why we do this work

- What is the IDEAA Committee?
(Inclusion, Diversity, Equity, Awareness, and Action)
- Who will do the work - and why?
- Our why: Labor of love

Discussion

1. What draws you to DEIB work? Why is DEIB work important to you?
1. What challenges have you encountered (on campus, at home, etc.) with respect to DEIB work?

The Struggle is Real

- Race Battle Fatigue

- Dr. William Smith - psychological & physiological symptoms such as depression, anger, frustration, shock, disturbed sleep, resentment, emotional or social withdrawal, high blood pressure

- Secondary Traumatic Stress

- hypervigilance, avoidance, guilt, loss of concentration, etc

Examples:

- Having to defend selection of anti-Blackness workshop speaker
- Hesitation to making DEI trainings and workshop mandatory for all staff
- Resistance to language used in creation of DEI statement
- Inability to provide compensation for internship program

cont.

Racial Trauma is the “emotional, psychological, and physical reaction People of Color experience as a result of exposure to ongoing or persistent acts of hate, bias, discrimination, or intolerance.”, according to an article from Hawkeye Community College.

- Experiencing racial discrimination, teasing, and/or harassment
- Viewing repeated images or viral videos of brutality directed toward your racial community (vicarious trauma).
- Witnessing the people close to you or from your racial community be affected by racism.
- Being made aware of and/or reminded of the longstanding history and influence of racism directed toward your racial community in the US and world.

Discussion

1. What self-care strategies do you use to keep your cup full?
1. What is one new strategy you will commit to trying moving forward (in the next day, week, month)?

Self Care

Benefits of enacting in self care include:

physical health- trigger a relaxation response which improves energy levels and prevents chronic stress from further damaging your life

emotional health- can make you feel good about yourself which contribute to long term side effects

mental health- you will learn to focus on the things that are really important you

- Take a break from social media
- Different forms of exercise
- Cooking
- Reading
- Adopting a support animal
- Talking to trusted friends and loved ones
- Journaling
- Taking a day off work



Self Care Strategies to Manage the Workplace & Yourself

“The term “self-care” refers to a wide range of practices and activities we engage in to care for ourselves (*most often without the consultation of a medical professional*). These practices address the physical, emotional, and spiritual aspects of our lives – at the most basic level. Some define it by the need to balance and maintain the mind, body, and spirit - or thinking, feeling, and behaving.”

Lessons Learned from IDEAA Committee

- Being strategic - pick one area of focus (Combating Anti-Blackness and Unpacking Whiteness)
- Find your community on campus for support and for a sounding board (Affinity groups, Dismantling Racism group)
- Remembering it's a journey, not a sprint. Celebrate your wins, no matter how small.

References & Resources

- <http://daily-work.org/race-battle-fatigue-in-the-workplace/>
- <http://www.theinclusionsolution.me/managing-the-toll-of-dei-work-the-diversity-struggle-is-real/>
- <https://www.hawkeyecollege.edu/about/diversity-inclusion/racial-trauma>
- <https://nmaahc.si.edu/learn/talking-about-race/topics/self-care>

Thank you for attending!



Aryn Jackson
(she/her)
SSALL Diversity Project
Intern
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arynlaroi@gmail.com



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btcheng@berkeley.edu



Justin Oliver
(he/him)
New Student and Pre-
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Lead Diversity Officer
jdoliver@berkeley.edu
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