

## Understanding Implicit Bias Through A Trauma-Informed Lens

### Potential Ways to Address Implicit Bias

#### 1. Address Yourself

Examine Your Biases (prejudgment in favor of or against one thing, person, or group compared with another - usually in a way considered to be unfair)

Identify Your Privileges (a special right or advantage available only to a particular person or group of people)

#### 2. Slow Down

Take care of basic needs (i.e., eat and take a break)

Be internally motivated to address bias

#### 3. Adopt a Trauma-Informed Care Lens

Trauma-Informed Care - framework or approach for interacting with others to respond to the undiagnosed and overlooked trauma in our world.

Framework: Person in Context - look at the whole person, their connections, and their history.

Foundation: Knowledge of Trauma

Complex Trauma - “The experience of **multiple, chronic**, and prolonged, **developmentally adverse** traumatic events, most often of an **interpersonal** nature...and **early life onset.**” (van der Kolk, B. (2005). Developmental trauma disorder: Toward a rational diagnosis for children with complex trauma histories.)

Behaviors are guided by the brain and are usually symptoms of something larger (i.e., unmet need). When possible address the underlying cause first (or at least acknowledge there is one) before consequencing behaviors.