



# LUSH KUMTUX TUMTUM CONSULTING

A GREAT AWAKENING OF THE HEART & SPIRIT

## Training Menu

Organizational Transformation | Racial Justice | Trauma Informed Approaches

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# Mission



As founder of Łush Kuntux Tumtum Consulting, LLC I provide assessment, educational and consulting services to a broad scope of individuals, organizations, governmental agencies and companies addressing equity and social justice issues, leading with race.

My focus is guiding my clients in deepening their equity work, while undertaking challenges and illuminating gaps in process and perspective. Working collaboratively with courageous leaders, managers and directors, we create and transform traditional workplace systems into structures that champion intersectional equity at all levels of the organization.

I understand how deep-seeded values and assumptions work in harmony with prejudice and connect to and maintain system discrimination. Dismantling how those mechanisms uphold barriers, stigmas and violence is at the crux of my organizational healing work.

**My Body Sovereignty Project:** Addressing weight bias and stigma within organizations is also foundational to my practice. With a specialization in the medical services industry, I help my clients cultivate a culture of diversity and equity to bring awareness to the harmful effects of weight stigma. Together, we can increase the availability of high quality, weight inclusive services for people of size.

### **Holding Both/And**

Binary thinking limits our ability to see the complexity of life and the nuance of our behaviors and that of others. Being able to hold multiple and opposing feelings, thoughts, motivations and problems makes us more apt to think outside the box, navigate struggle with courage and have grace with ourselves and others.

### **Relationships At The Center**

I believe true connection and transformation happen in relationships. That means our relationships with ourselves, our co-workers, communities and the systems we are apart of. Vulnerability, honesty, humility and humor are all important elements of connecting, unlearning, relearning, and transformation.



# Values

### **Reindigenization**

We look backwards to the brilliance and life-ways of our Indigenous ancestors to help us build and transform the colonial structures that harm and perpetuate trauma, exhaustion and violence. It's not enough to see colonial structures, but we must also use our indigeneity and survivance to build something new that connects back to the traditions.

### **Empathy**

Emotional intelligence and emotional strength are essential to justice, liberation and transformation work. We must see the humility in each other and deeply connect to those around us as we work on transformation and liberation for a life-time.

### **Collaboration**

Transformation, change and healing are not done alone and in isolation. Collaboration, healthy relationships and connection are essential to innovation, building new and just systems and centering the most vulnerable in our community.

### **Accountability**

Accountability is key to personal and systems transformation. We have to understand and believe in our responsibilities to ourselves and others. Yet accountability can be difficult when we function in scarcity mode and the exhaustion of perfectionism.

# Training

| Organizational Transformation | Racial Justice | Trauma Informed Approaches |

## Building A Strong Foundation Together:

**Duration:** 2 hours

**Audience:** anyone

Beginner

### Description:

This training is a great way to prepare staff to begin learning about trauma informed practices. Through use of group facilitation this deceptively simple training provides staff at varying levels of understanding in anti-racism, oppression, and trauma informed practices will be introduced to important trauma informed care principals such as trustworthiness, transparency, safety, and social oppression. I will ask staff to answer three questions one at a time: 1. How would you define a healthy relationship?, 2. What do you need in an experience/event/process to feel safer (physically/emotionally)?, and 3. Who supports your liberation and how? The staff will be asked to take a few minutes to write down answers to the question, then get into pairs to discuss answers, and finally the whole group comes back together to discuss their ideas. Notes are taken of the different answers and kept for later use in training. Staff have an opportunity to unpack how they feel about these questions and it gives them an idea how their coworkers might answer these questions differently. This leads to an understanding that our ideas of relationships, safety, and liberation can be very different depending on our experiences, identities, and social positioning.

## Anti-Oppression 101: Exploring Foundational Concepts

**Duration:** 2-3 hours

**Audience:** anyone in the organization

Beginner

### Description:

This workshop explores the foundational concepts of anti-oppression such as understanding the difference between prejudice and discrimination as well as the importance of having an intersectional critical lens. Through lecture, small and large group discussions, and interactive activities we will gain a deeper understanding of why we still, as a society, struggle to address equity issues such as racism and sexism, how the '-isms' are connected, and important questions to ask when critically analyzing discriminatory situations and institutional systems. Concepts such as intersectionality, cultural competency vs. cultural humility, accountability, and intentions vs. impact will be explored. We will also explore how to address feeling uncomfortable, feelings of guilt, and other strong emotions that often arise when facing the depth and complexity of oppression, discrimination, and violence in our society.

# Training

## Understanding Social Oppression Through the Lens of Cultural Humility

**Duration:** 3 hours

**Audience:** anyone in the organization

Beginner-Intermediate

### Description:

This training goes over the three tenets of Cultural Humility:

1. Life-long learning and self-reflection
2. Addressing power imbalances where they shouldn't exist
3. Interrupting and addressing institutional oppression

We will use a framework I created to help explain the underpinnings of social oppression and uses scenarios to show how the framework can be used to understand how racism, sexism, homophobia, etc. work in various ways in our society. We will also be exploring the different between cultural competency and cultural humility, various terminology used when talking about social oppression, and the definition of historical and intergenerational trauma as it relates to communities of color. We finish up the training talking about inevitable resistance to change and transformation work.

## Interrupting Oppression

**Duration:** 2-3 hours

**Audience:** anyone in the organization

Intermediate

### Description:

This interactive workshop will build on foundational concepts and skills learned in Anti-Oppression 101 and seeks to answer the inevitable question, "Now that I understand more about social oppression and I have a stronger social justice lens, how to I address the discrimination and prejudice I experience or witness?"

Interrupting oppression is a set of identified skills and approaches practiced to address and interrupt when oppressive actions, experiences, or thoughts are taking place. Interrupting oppression can happen in the moment or after the event. Interrupting oppression doesn't need to be aggressive or violent and there are many ways to address oppression through humor, sensitivity, and conversation.

This workshop will discuss concepts in interrupting oppression such as what does good allyship/accomplice work look like? When is it safe to engage in interrupting oppression and when is it not? The different between interrupting oppression when you are the target or someone else is the target. Small group discussion and role playing will help participants identify numerous strategies for interrupting depending on the situation and having time to practice interrupting in a safer environment.

# Training

## Foundations In Trauma Informed Care

**Duration:** 4-6 hours

**Audience:** anyone in the organizations

Beginner-Intermediate

### Description:

This workshop is an essential training that is not just for medical, public health, and social services organizations, all individuals and organizations can benefit from this knowledge. In our society trauma is wide spread and deeply affects our perceptions, relationships, decisions, and both our mental and physical health outcomes. This workshop, created by Trauma Informed Oregon, goes over several aspects of trauma informed care including why it's important to learn trauma informed care, defining trauma, how trauma affects the brain, the impacts of Adverse Childhood Experiences (ACEs), workforce wellness, the seven principles of trauma informed care, and how to avoid burnout and create a solid plan for resiliency and self-care. The goal is to dispel myths about trauma, to help strengthen a trauma informed lens and practice, and to help participants see the value of trauma informed care in their organizations so that ultimately we will reduce retraumatization and promote healing. The training will use lecture, small group discussion, and interactive activities to engage participants in their learning.

***This workshop will NOT discuss details of trauma or traumatic events and participants will NOT be asked to relive their traumas or discuss traumatic events within the organization. We will focus on learning and applying the information to how we interact with the people we serve, how our organizations function, and how we build relationship with ourselves and others.***

## Trauma Informed Supervision

**Duration:** 2 hours

**Audience:** anyone who has perviously taken Foundations in Trauma Informed Care Training

Intermediate

### Description:

Building on concepts learned in TIC training and focusing on providing trauma informed supervision. A couple of supervision frameworks will be offered as well as some tips sheets for supervision best practices. These best practices were built by Trauma Informed Oregon. These practices are great for use during the pandemic and working from home and can be easily adapted post-pandemic. This training can be offered to non-supervisors and managers to support emerging leaders.

# Training

## Verbal De-escalation Skills

**Duration:** 4-5 hours

Intermediate

**Audience:** anyone in the organization

### Description:

First and for most it's important to have skills, awareness, and practices that will help us avoid volatile, or emotional responses from others. Yet there are situations when people get upset, defensive, angry, or their trauma is triggered and it's important as facilitators to have multiple ways that we can address people who are escalating verbally and help them deescalate. This helps the community feel safer, the facilitators feel more comfortable in their role, and hopefully avoid or quickly resolve high emotions. It also helps further the goals of the meeting and most importantly reduce negative impact and harm to the community and Metro staff members as well as builds trust between the organization and the community.

## BIPOC Survivance And Resistance/Avoiding Performative White Allyship In A Landscape of Structural Racial Violence and the COVID Pandemic---Two Part Series:

### Part One: BIPOC Survivance & Resistance

**Audience:** Open To BIPOC (Black, Indigenous and other People of Color) Staff

Intermediate

**Duration:** 2 Hours

### Description:

We will be creating a safer and restorative space for BIPOC staff and managers to come together and discuss resilience strategies folks are engage in during this time. How can BIPOC staff reduce toxic stress of racism by using various techniques? I will have a list of strategies and then everyone can share their ideas and practices.

### Part Two: Moving from Performative White Allyship to Being White Accomplices

**Audience:** Open to any staff/managers (this can also be a white affinity space)

Intermediate

**Duration:** 2 Hours

### Description:

This space will be created for white staff to discuss the steps they are taking to become supportive white accomplices to their BIPOC co-workers. What are you struggling with? What do you have questions about? We will discuss white fragility and how white folks can increase their distress tolerance when it comes to talking about and addressing race, racism, and oppression. We will also define and discuss ways that anti-Blackness shows up in our organization and how we are perpetuating it. Also, ways that white folks can avoid harming BIPOC folks and avoiding white savior syndrome. A syllabus of further reading and videos will be supplied.

# Training

## Anatomy of Apology, Accountability, Relationship Repair

**Duration:** 2 hours (10 min break)

**Audience:** anyone in department including management team

Intermediate

### Description:

We will go over the basics of these three concepts and how they relate to your professional work. The training is built upon tenets of disability justice and has a good mix of learning concepts and group discussion. Aspects of trauma informed practices will be interwoven. A few questions we go over in the training: "What is needed in an apology that feels honest and validating?", "What does accountability look like at our organization?", and "What does or could relationship repair look like in our organizational culture? What are some of the barriers to relationship repair?".

## Conflict, Harm, Critique

**Duration:** 2 hours

**Audience:** Anyone

Beginner

### Description:

Using the work of adrienne maree brown in her book *We Will Not Cancel Us* as a foundational grounding, this two hour training will addresses the differences between conflict, critique, and harm and how power dynamics/hierarchy further complicate the distinction between the three concepts. I will define the difference between the three concepts and how they are often confused. I will then add the layer of power dynamics/hierarchy into the conversation and we will discuss how power can impact understanding of the situation. I will also incorporate a few characteristics of white supremacy in professional culture from *Dismantling Racism: A Workbook for Social Change Groups* by Jones and Okun and how those characteristics play out in these situations (defensiveness, fear of open conflict, either/or thinking) making it more difficult to accurately reflect, analyze and address the situation.

I will also incorporate social emotional information (from the previous Trauma Informed Leadership training) about what happens to our brain when we are under in moments of conflict and discomfort and how to bring the parasympathetic nervous system back on-line before addressing misunderstanding and conflict. This will help with navigating through feelings of shame, defensiveness, fear and discomfort that will often be felt in times of conflict.

I will use a combination of presentation of material, large group conversation, scenarios and group debriefs to help people engage in the conversation training.



# Training

## Unpacking Characteristics of White Supremacy and Professionalism Organizations

### Training Series:

**Duration:** Each session 2 hours (10 min break)

Intermediate-Advanced

**Audience:** anyone in department including management team

### Description:

#### Understanding the Landscape of White Supremacy: (2 Hours)

This foundational training in the series we will define how white supremacy shows up in professional culture in our organization, how different traits work in conjunction with each other, why they exist in the organization, and how they are impacting the organization's racial equity work and trauma informed practices. This training series is inspired by "Dismantling Racism: A Workbook for Social Change Groups" by Jones, Okun, 2001

Each of the sessions below will unpack the meaning of these characteristics and discussion how they show up in our organization, how they jeopardize the work of transforming organizational culture, and how to interrupt the characteristic.

1. Perfectionism and Objectivity (2 Hours)
2. Paternalism and Sense of Urgency (2 Hours)
3. Defensiveness and Fear of Open Conflict (2 Hours)

## Disability Justice vs Disability Rights

**Duration:** 2-3 Hours

Beginner

**Audience:** Anyone

### Description:

This introduction training prepares participants for understanding the differences between disability justice and disability rights. What is the Americans with Disabilities Act (ADA) and what are the ADA parameters and limitations? What does a person-centered and disability justice focused policy look like versus the ADA medical model? We will go over the principles of disability justice, look at a few key areas of disability justice history and disability justice voices and activities to follow to learn more.

# Training

## Colonization, White Supremacy, Liberation...Oh My!

**Duration:** 2-3 Hours

**Audience:** Anyone

Intermediate

### **Description:**

In this training we will be exploring the impacts of colonization on equity, equality and liberation work within systems. We will be thinking critically about colonization and how it supports root causes of oppression and injustice. We will also be utilizing Indigenous Ways of Knowing and worldview to help us see the colonial project, including White Bison's Healing Forest Metaphor and survivance as liberation. We will also go over the definition of "whiteness" and what are the differences between western and Indigenous thinking. This is a great intermediate training for organizations and individuals looking to deepen their understanding of DEI by taking into consideration the often unspoken roll of colonization and the colonial project.

Beginner

## Two Spirit Survivance Training

**Duration:** 2 Hours

**Audience:** Anyone

### **Description:**

In this training we will be covering the Indigenous Two Spirit identity as it connects with the Indigenous concept of survivance. We will cover the complexity and cultural and spiritual significances of being two spirit among a variety of tribes. We will go over pronoun use and why it's important to supporting others. We will also cover the difference between being two spirit and LGBTQIA+.

# Training

## The Absolutely Truest Story of Thankstaking

**Duration:** 2-3 Hours

**Audience:** Anyone

Beginner

### **Description:**

This training was created to help non-Native American/Alaska Native organizations and community members understand the role that colonization and anti-Indigeneity has played in creating and continuing the lies of the Thanksgiving holiday and myth it derives from. We start by discussing the colonial project and how it continues to undermine Indigenous peoples, cultures and traditions to this day. We unpack what are the lies behind the thanksgiving holiday myth and what are the truths. We discuss how the thanksgiving holiday has been used throughout American history to bolster national unity and economic trends at the disadvantage of Native American and Alaska Native communities and peoples. The session is ended with small group breakout reflections and the introduction of Indigenous survivance.

## Reindigenizing ACEs: Culture is Prevention

**Duration:** 2 Hours

**Audience:** Anyone

Beginner

**Description:** In this training we cover the well-known research of adverse childhood experiences (ACEs/childhood trauma) from an anti-colonial perspective. For example we explore if data collected on ACEs is accurate to Native populations and the idea of data genocide. We go over the ACEs triangle of how childhood trauma impacts a person over their life-time. Then we explore the idea of "culture is prevention" and the integral role culture, including Indigenous language revitalization, creates protective factors for Native trauma survivors, families and community. We end with discussing ways that organizations and institutions can support culture as a source of trauma and trauma-impact prevention.

# Training

## Honoring Indigenous Resistance and Survivance

**Duration:** 2-3 Hours

**Audience:** Anyone

Beginner

**Description:** This presentation was created specifically for Indigenous and Native peoples, but can also be beneficial to non-Indigenous folks. This presentation starts with exploring the difference between resilience and resistance to oppression and barriers. Then we discuss Gerald Vizenor's idea of survivance and how it connects to Indigenous belonging, healing and traditions. Shilo gives several recent examples of survivance within the Indigenous community. Wrapping up the presentation folks discuss how they are practicing resistance and survivance and how they are seeing examples in their tribal communities.

## Body Sovereignty: Building A Road To Body Autonomy, Healing and Self-Determination

**Duration:** 2 Hours

**Audience:** Anyone

Beginner

**Description:** This training is geared towards people who experience body-based oppression such as fat people, trans and non-binary folks, people with disabilities and those living with chronic illness. For those of us who inhabit bodies that are politically, medically and socially oppressed and experience barriers, this training goes over the power of body sovereignty and what body autonomy and healing can look like. Through the lived experience of the trainer, who is superfat, disabled, and Two Spirit, they describe through stories, photos and artwork their continued journey of body sovereignty. This training can focus on the path to healing and body sovereignty or the training can focus more on walking participants through reflection questions for their own healing journey. Therefore this training can be more of a workshop feeling than training depending on the needs of the organization.

# Training

## Navigating Health Systems Like A Boss (presentation or workshop)

**Duration:** 2-3 Hours

**Audience:** Anyone

Beginner

**Description:** This training is often connected to the Body Sovereignty training as it goes deeper into ways that people who experience body-based oppression can build skills to better navigate health systems. Using Shilo's own "So You Want To Be On Team Shilo" document as a starting point, they discuss how they created this document they give to all their providers. The document goes over Shilo's pronouns, identities, and other demographic information that's important for the provider to know. Then it goes through specific wording to use for Shilo's body and words NOT to use. The bulk of the four page document goes over specific and clear guidelines for providers in upholding Shilo's health and wellness. The document ends with Shilo's health and wellness goals, their skills, talents and resources and other important information. The training then helps participants walk through reflection questions if they would like to make a document for themselves or just to become clearer on how they want to be treated by their providers. Shilo has a free Word document template for participants to use if they would like.

# Training In Development

## Emotional And Distress Tolerance

**Duration:** TBD

**Audience:** anyone in the organization

Beginner

**Description:**

We will explore the emotional skills needed to navigate the internal, interpersonal, and institutional transformation and anti-racism. Topics: uncomfortable vs unsafe, cognitive dissonance, distress tolerance techniques, and building empathy.

## Neurodivergent Staff Self-Care and Skills Sharing Workshop

**Duration:** 2 Hours

**Audience:** anyone who identifies as being neurodivergent

Beginner

**Description:** This workshop is intended to be for people who identify as neurodivergent. This could be someone with Autism, ADHD, CPTSD for example. Folks who are neurodivergent, as opposed to neurotypical people, can experience a variety of barriers in their personal and professional lives in the world of neurotypical expectations. Struggles with masking in social situations to organization to social norms to executive functioning struggles. The intention of this workshop to validate our experiences and to provide peer support, mentorship and skills sharing so we can navigate the world easier.

## Noticing And Addressing Resistance To Transformation

**Duration:** TBD

**Audience:** anyone in the organization

Intermediate-Advanced

**Description:**

This training builds on existing beginning and intermediate training that speaks to addressing equity, justice, trauma informed practices, and anti-racism. As we continue to implement trauma informed approaches and justice work within the organizations we will be met with resistance. Sometimes that resistance is from inside of ourselves, amongst our colleagues, or within the structures of the organization. This training is part workshop and part training in seeing when resistance is happening, acknowledging it, unpacking it, and coming up with strategies to get past it so the work can continue.

## Transformative Change Is Complex: A Few Best Practices

### It's All About Relationships

Transformational justice work, which includes racial justice and trauma informed practices, are centered on relationships. Knowing ourselves with all the values, judgements, biases, and experience we bring to our work and community is imperative to doing deep justice work for the long-term. Understanding our relationships with others is equally important including unpacking tacit knowledge we hold about what a healthy relationship is, what is emotional safety, and power dynamics we are aware of those that are hidden. Third is our relationship to the agencies and institutions we are connected to including those we work for. We need to move from transactional training that tick off boxes to grounded, dynamic, and transformative learning.

### Combining Services

In my experience, the most impactful and successful training series leading to significant transformation has a few common elements:

- The training is taken, often first, by the management team and leadership. When they lead and champion the training and process it make a huge impact on their staff and department or agency.
- There is thought and intention put into the planning of the training series and post-training support. Collaboration between champions and myself is key to building shared understanding and an applicable learning environment. This may make the process a little longer, however, it will pay off with a more effective training that goes beyond ticking of boxes.
- The training is adjusted to fit the unique needs of the department or learners.
- Coaching and consulting is in place after the training series to help employees and leadership implement the training concepts. This helps build skills and confidence through practice and often making mistakes and learning from them. Staff and leadership can better understand the nuances of the training concepts and practices and how and when to apply them. Every situation is different.
- Understanding that we are essentially flying the plane while we are building it. Many organizations aspire to implement transformative justice practices, but fall short. We are still so new at applying these concepts. Concepts that will evolve over time as our consciousness shifts and our institutions change.

### Celebrating Our Journey

Transformational justice, racial justice, and using trauma informed approaches are meant to be life-long practices that each person continues to apply and learn through their life. It takes many skills to have the mental, emotional, and physical capacity to do this work for the longterm. One of the practices that helps with sustaining our practice is to celebrate our journey and to take moments to come together and reflect. Honoring ourselves and each other is a powerful way to strengthen our connections which help us weather hurt feelings, confusion, mistakes, and resistance within ourselves and others. Celebration reminds us how far we have come and gives us the resilience and boost we need to keep going as a team and community. Again, it's about relationships.





## References

### **Metro Regional Government**

*Communications Department:*

Services Provided: training, facilitation, staff and executive coaching, assessment

Clifford Higgins, Communications Manager

clifford.higgins@oregonmetro.gov

*WPES Department:*

Services Provided: training, facilitation, staff and executive coaching, assessment

Rob Nathan, Manager

rob.nathan@oregonmetro.gov

*Diversity, Equity, and Inclusion Department:*

Services Provided: two agency-wide training and facilitation contracts

Cassie Salinas, Organizational Impact Manager

cassie.salinas@oregonmetro.gov

Nyla Moore, Training Manager

nyla.moore@oregonmetro.gov



### **Native American Youth and Family Center**

*Community Development:*

Services Provided: training and facilitation (Oregon LEAD program)

Will Miller, Community Advocacy Manager

williamm@nayapdx.org



### **Bonneville Environmental Foundation (BEF)**

Services Provided: training through creating on-line TIC modules

Kas Guillzet, Senior Director BEF Watersheds

kguilozet@b-e-f.org