

Re-Traumatization: What Hurts

System (Policies, Procedures Structural and Institutional Racism and Oppression)

- Having the continually retell their story
- Being treated as a number
- Being seen as a label (i.e. addict, schizophrenic)
- No choice in service or treatment
- Non-acknowledgement of work-related stress
- No access to services
- Practices without accessibility considerations
- Isolation or exclusion practices
- Marginalizing practices
- Practices without cultural considerations
- "Isms" and phobias

Relationship (Power, Control, Subversiveness, Interpersonal Racism and Oppression)

- Not being seen/heard
- Non-transparency and veiled truths
- Does things for rather than with
- Use of punitive treatment, coercive practices, and oppressive language
- Racial profiling
- Being non-collaborative
- Victim blaming
- Non-acknowledgment of historical narratives
- Microaggressions
- Non-inclusive language and messaging
- Non-acknowledgement of power dynamics