



resilient
futures

Relate. Reflect. Restore. Renew.

Resilient Futures

Race-Based Equity Services Overview
2024-2025



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Introduction

At Resilient Futures, we think about trauma and oppression through the lens of resilience. We define resilience as the capacity to grow and thrive, with strength and tenacity, in the face of trauma and oppression for both individuals and communities. Aligned with these beliefs, **our mission is to cultivate radically inclusive, compassionate, and empowered communities through trauma informed, equity centered work designed to drive sustainable change.**

Trauma-informed, culturally responsive approaches are holistic and require a paradigm shift at both the staff and organizational level because they reshape culture, practices, and policies.

Trauma Informed Race-Based Equity Expertise

We believe the commitment of Resilient Futures to inclusiveness and equity work sets our agency apart from other trauma informed programs. As an agency and a board, we commit to continue learning, individual work, and collective work to recognize our own biases, actively cultivate an anti-oppression lens, and recognize the impact of our own racial identities in other areas of privilege and oppression. As a staff we are intentional in our roles as across racial team by modeling and integrating cultural humility and equity. The prominent focus on the intersection of trauma informed care and race-based equity work reflects our understanding of how oppression is manifest maintained and perpetuated systemically and our continued commitment to dismantling this oppression.



How We Work Together

Our programs are evidence-based, healing-centric, and culturally responsive.

Designed to help to increase awareness of trauma, facilitate behavior change and develop necessary skills and tools to respond differently to trauma - our ultimate goal is to drive sustainable, positive outcomes. Learning tools, facilitation guides and supplemental activities create dialogue, reflection and adoption of key knowledge and practices.



We deliver customized services for diverse community systems, ensure effective implementation and optimization through relationship-building.

Responsive Partnership

As a partner, you can expect programming and support that is responsive to your needs. Rather than offering a pre-set curriculum, we invoke trauma-informed practices when designing each program - often co-creating a plan with our clients by building upon the existing teams, strengths, challenges, and organizational initiatives that are already in motion.

Program Development

A program can include a combination of consultative sessions, foundational training, ongoing implementation support, and intensive professional development. Our method is grounded in change theory to increase sustained trauma-informed practices within your organization, the personal lives of your participants, and beyond in their respective communities.

On-going Optimization

Program evaluation and optimization are priorities at Resilient Futures as we work responsively with our communities. Our training programs evolve by measuring effectiveness and outcomes, leaning into relevant research, qualitative and quantitative participant feedback, and incorporating key inputs from the diverse communities we serve.



Educator of Color Supports



Educator of Color Webinars

These spaces provide support for educators of color within the BIPOC community. The drop-in webinars address common challenges faced in professional settings such as microaggressions, invisibility, and dismissiveness, while also focusing on reclaiming racial identity and embracing creativity for healing. Participants engage in healing practices and receive strategies to overcome these challenges, promoting resilience and empowerment. Sessions are open to all educators who identify with the BIPOC community. Sessions are open to anyone who identifies as an educator.



Racial Affinity Teacher of Color Facilitator Sessions

Our Healing Spaces for People of Color are facilitated by Dr. Eleonora Cahill in collaboration with co-facilitators from our pool of BIPOC staff and faculty. The intention of these spaces is for people of color to come together to create community care and support one another. These spaces include Racial Healing Circles, Racial Healing Coaching, and the Black Educator Wellness Cohort, and can be implemented independently or in combination with other trauma-informed service offerings.



Educator of Color Supports



Healing Spaces for Educators of Color (Drop-In)

These spaces are designed for people of color to come together online, offering community support and fostering healing. Racial Healing Spaces focus on addressing racialized trauma and the challenges of balancing community-based, social justice, and educational responsibilities. Participants engage in confidential discussions exploring racial identity's impact on their professional roles, understanding racism as trauma, and collective healing. The goal is to empower attendees to sustain race-based equity work in their school/district communities and address challenges related to social justice. Sessions last one hour and are conducted via Zoom.



White Allyship Affinity Spaces (Drop-in or Cohort)

These spaces aim to empower white allies to actively combat racism. Topics covered include understanding the history of whiteness and racism, learning skills to address racial microaggressions and verbal abuse, supporting individuals of color, and managing white racial stress in conversations and actions. Sessions last one hour and can be drop-in or closed group sessions with a limit of 10 participants.



Intensive Experiences for Educators



Administrator of Color Healing Intensive (A Two-Part Series)

The curriculum for this two-part series employs circle work to prioritize healing from racial trauma, enhance resilience, and create spaces where Black, Indigenous, and people of color can authentically engage in storytelling, communal healing, and rediscover joy.

This series consists of two day-long retreat sessions (8:30am-4:00pm). These sessions integrate healing justice practices and techniques for addressing interpersonal, intrapersonal, and transgenerational trauma to promote holistic healing of the mind, body, and spirit. Participants will have opportunities for individual and collective healing through inquiry, reflection, body-based practices, group sharing, and storytelling.

Sessions occur approximately 4-6 weeks apart to allow time for personal reflection, processing, and completion of intersession assignments. This series is specifically designed for Administrators/School Leaders of Color.



Intensive Experiences for Educators



Black Educator Wellness Cohort

The Black Educator Wellness Cohort is a year-long, intensive, in-person program that specifically supports Black educators who experience racial stress and trauma daily, to increase their capacity to address and heal from this racial trauma, to support their social emotional well-being, and to retrain educators of color to promote more equitable learning environments for Colorado youth.

This cohort is for educators who identify as Black, African American, Descendants of Enslaved Peoples, and convenes monthly for workshops and healing circles and closes with a weekend retreat.



New Educators of Color Reflective Consultation

Designed for educators of color in their 1st through 3rd, year, our New Educators of Color Reflective Consultation supports new educators to increase their self-awareness, cultivates opportunities to engage in collective learning about issues most challenging to new educators, and provide strategies to cope with the stressors that may manifest as an educator of color. Sessions meet monthly from September through May and may be offered virtually or in-person.



Intensive Experiences for Educators



Racial Healing Retreat for Mental Health Staff of Color

This day-long retreat provides a trauma-informed, healing space for participants to explore and process their thoughts, feelings and emotions related to their racial identity and racialized experiences that occur both in the course of their work as mental health providers and in their personal lives.

Participants engage in racial storytelling, trauma-informed yoga, art-based practices, community altar building, and meditation-based practices to promote connection and healing.

This retreat is for mental health professionals of color working in PreK-12 school communities.



Leadership Consultation and Support



Admin of Color Assistant Principals Small Group Reflective Consultation

Trauma-informed, equity-centered reflective consultation aims to bolster the leadership skills of new Assistant Principals of color while supporting their professional growth. This consultative relationship serves as a learning journey, helping participants navigate the intense emotions and stresses inherent in assuming a new leadership role in education, especially as individuals of color. It focuses on enhancing self-awareness, a crucial skill for these leaders to sustain their work joyfully and effectively serve their school communities.

These sessions cater to Assistant Principals of Color in their first or second year of leadership.



Leadership Consultation and Support



1:1 Individual Leadership Consultation

Executive Leadership consultation provides crucial support for individuals in leadership roles, including Administrators of Color. Consultants serve as both sounding boards and guides, aiding in synthesis, direction, and leadership development. This consultation directs attention to leadership qualities, helps clients identify barriers, and offers strategies to overcome them. Sessions cover planning, education, and motivation.

For Administrators of Color, individual consultation addresses the unique needs for nurturing and sustaining leadership in challenging roles. Resilient Futures' leadership consultation is grounded in a trauma-informed, equity-centered, anti-oppression framework, acknowledging how our identities and experiences shape our lives.



Family and Caregiver Support



Racial Healing Strengthening Family Coping Resources Program

The Racial Healing SFCR Series is a deliberate adaptation of the SFCR Peer to Peer model including the use of racial healing activities and affinity spaces. Rooted in the understanding that racial trauma affects not only individuals but entire families and communities, this program empowers participants to develop resilience-building practices that foster healing, disrupt cycles of transgenerational trauma, and promote racial healing.

Goals of this program:

- Offer a much-needed alternative to formal mental health programs for those who are resistant to traditional care due to experiences of racial trauma or stress.
- Support parents and caregivers to develop healthy, resilience-building practices to strengthen their relationships, develop positive coping skills, disrupt cycles of transgenerational trauma, identify racial trauma and its impact, and promote racial healing for oneself and one's family.
- Cultivate healing spaces that allow participants to be restored to wholeness, so that they can experience joy, gratitude, and hope.

Facilitator skills/Competencies:

- Sessions are led by Black people, Indigenous people, and People of Color who have been trained and prepared in trauma-informed, equity focused strategies.
- Facilitators are parents and caregivers on their own journey of racial healing.
- Willingness to engage in personal social emotional wellness and attend reflective supervision sessions.



Family and Caregiver Support

Racial Healing Strengthening Family Coping Resources Program - *continued*

Key highlights of the training series include:

1. **Sharing Our Untold Stories:** Participants are invited to share their personal narratives and experiences in a supportive group setting to be met with validation and understanding.
2. **Identifying Racial Trauma within Family Histories:** Through guided reflection and dialogue, participants explore the intergenerational impact of racial trauma on their family histories.
3. **Grieving Racial Trauma:** Through guided discussions and reflective exercises, participants are led through the process of acknowledging and grieving the impact of racial trauma on their lives and the lives of their families.
4. **Healing from Microaggressions:** Participants learn how to recognize and respond to microaggressions, building resilience and fostering collective healing.
5. **Versatile Healing Practices:** Recognizing the importance of self-care in the healing journey, participants explore strategies for prioritizing rest and rejuvenation in their daily lives. Examples of specific practices include ***Moving toward Wholeness*** to establish pathways toward healing and wholeness, drawing on inner strengths and resources to navigate challenges and setbacks. We'll discuss ***Embracing Chosen Family*** where we lean into supportive networks of trusted peers to help foster a sense of belonging and solidarity, and cultivating self-compassion through ***Self-Gratitude as a Healing Practice***, empowering participants to embrace their worth and value. We'll ask participants to ***Embrace Creativity*** by exploring artistic and expressive modalities to process their experiences, and more.

Racial Healing SFCR groups prioritize supporting participants as individuals first, recognizing that healing begins from within. As participants cultivate their own resilience and well-being, they are better equipped to support their families and communities on the path toward racial healing and reconciliation.

Duration: Spanning 6 to 12 sessions, each approximately 75 minutes long.



Getting Involved

Women-founded with community at the core.

Together, our founders, faculty, staff, board of directors, and partners share in the commitment to foster and sustain trauma-informed equity-focused community environments where all members feel valued, heard, supported, and empowered.



Megan Brennan, PsyD
Founder



Eleonora Cahill, PhD
Founder



Laura McArthur, PhD
Founder



Board of Directors

Help expand our services & heal our communities.

Donor funding makes it possible for Resilient Futures to evolve our research and training materials to provide more robust, enriching resources to more academic and community systems. All donations are tax-deductible and are meaningful ways to honor a child, educator, parent, or friend.

<https://www.resilientfutures.us/get-involved>

Contact us to learn about Resilient Futures and get involved today.



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Black Educator Wellness Cohort