

# “Stop Trying to Make Fetch Happen”: Self-care is a hustle

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## Learning Goals

- “ Recognize that current self-care rhetoric is laden with privileged assumptions that could perpetuate oppression
- “ Understand that admonishments to practice self-care without trauma-informed strategies leads to an assumption of privilege.
- “ Recognize the necessity of prioritizing self-preservation over self-care among oppressed groups.
- “ Apply a trauma informed approach to leadership that prioritizes self-preservation and promotes self-care

## When I Hear Someone Use “Self-Care”



### What do I do for self-care?

2015-03-18c

-  Get plenty of sleep
-  Enjoy sunshine
-  Cook
-  Write or draw (think out loud)
-  Talk to myself
-  Cuddle cats
-  Walk or bike (esp. in a park)
-  Tidy
-  Read
-  Read about people whose lives are more complicated
-  Garden
-  Get a hug
-  Talk to select people

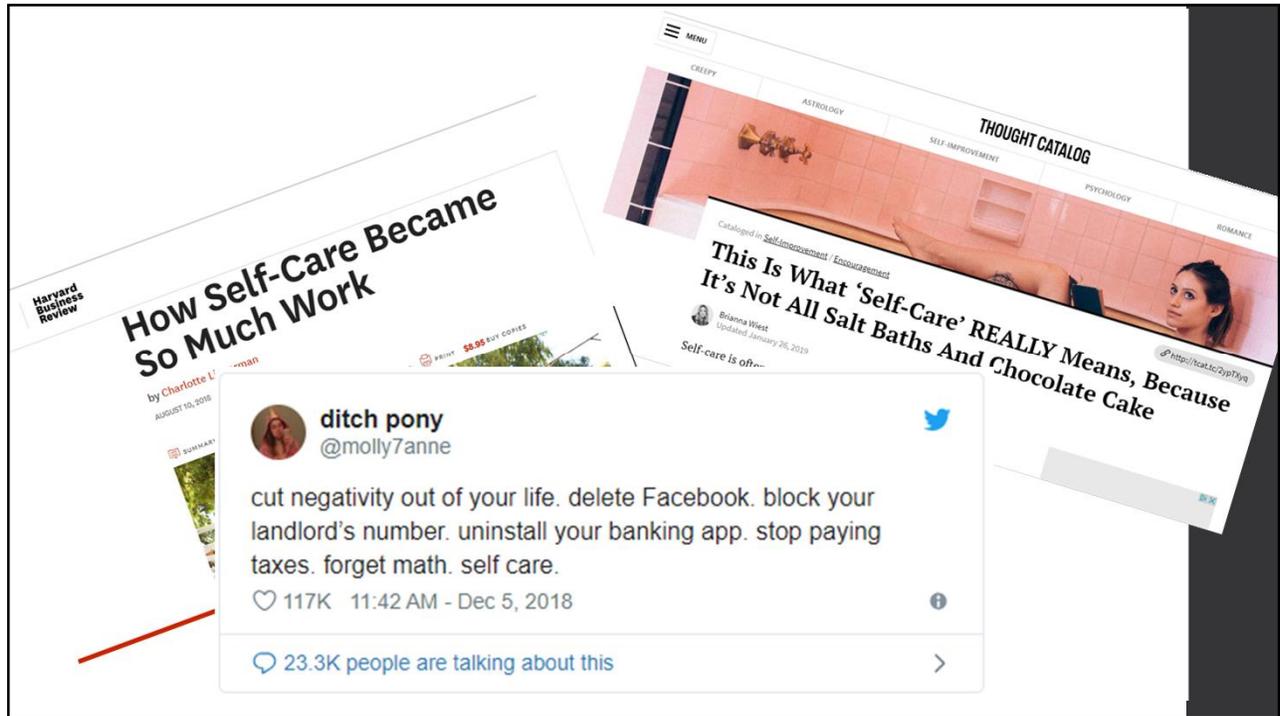
When my supervisor says, “You should practice self-care.”



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2015-03-18c

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- 
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Ok, so this presentation is not just about self-care...



It's all about creating better avenues so that your staff can safely bring all of their identities into the workplace.



It's also about drilling down into the ways that we as supervisors minimize the diverse experiences of our staff members and create atmospheres of bias based on that. Self-care is the bait used to examine anti-oppressive supervision.

Sorry.

“The in-between spaces of everyday life...shapes and is shaped by power structures, social relations, political, economic processes and geopolitical orders that are experienced at more than local sale.” (Derickson, 2015)

Supervising staff of color means that self-care isn't enough.

Experiences that include the systemic violence against entire communities as well as “mundane interpersonal violence that constrains behavior, movement, and everyday routines.” (Tyner, 2012)

Supervising staff of color means that self-care isn't enough.

Exist in spaces where everyday violence attempts to diminish humanity. These three spaces are defined as

- “ Fortified: spaces heavily defended and territorialized by non people of color
- “ Contradictory: spaces where people of color experience covert microaggressions
- “ Counter: spaces created or centered by oppressed groups as a sign of resistance and solidarity

Supervising staff of color means that self-care isn't enough.

**CARING FOR  
MYSELF IS NOT  
SELF-INDULGENCE,  
IT IS SELF-  
PRESERVATION  
AND THAT IS  
AN ACT OF  
POLITICAL  
WARFARE.**

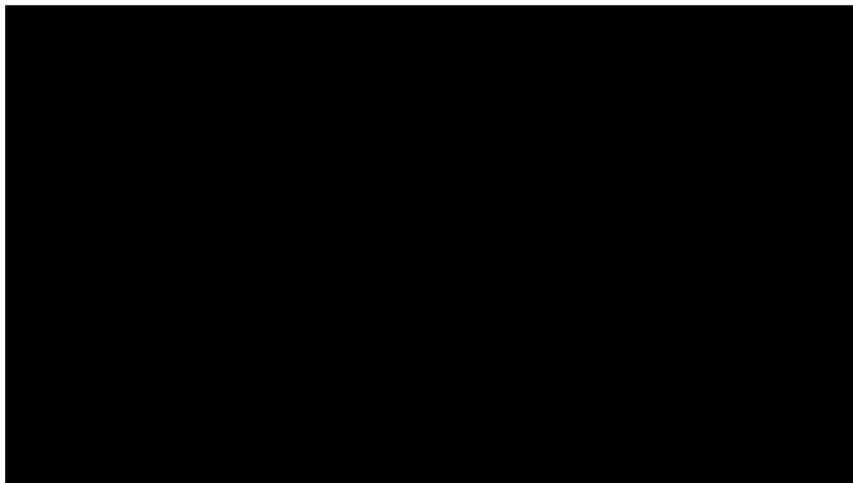
**AUDRE LORDE**



## Self- Preservation

“ Describes both the set of behaviors by means of which individuals attempt to preserve their own existence and the psychological processes that establish these behaviors.

How does it show up?





You get a case study,  
and You  
get a case  
study!

How do we  
OWN this?

- Bring TIC into Supervision
- Safety
- Trustworthiness/Transparency
- Peer Support
- Collaboration and Mutuality
- Empowerment, Voice, and Choice
- Cultural, Historical, and Gender Issues

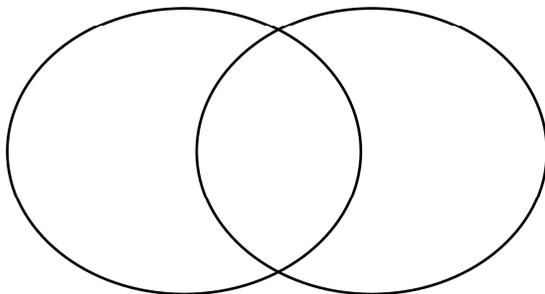
## Affirm and Prioritize Cultural Capital Held (Yosso, 2005)

- ~ How are we supporting the maintenance and growth of our colleagues' aspirations? What assumptions do we have about our colleagues' aspirations?
- ~ How are we supporting the communication strengths of our colleagues? Are we creating inclusive spaces to facilitate an array of communication styles and strategies?
- ~ How are we being intentional about facilitating and honoring familial and social histories and participation in our colleague's professional experiences?
- ~ In what ways are we supporting our colleagues in staying connected to communities and networks that have previously contributed to their success?

How do we FIX this?

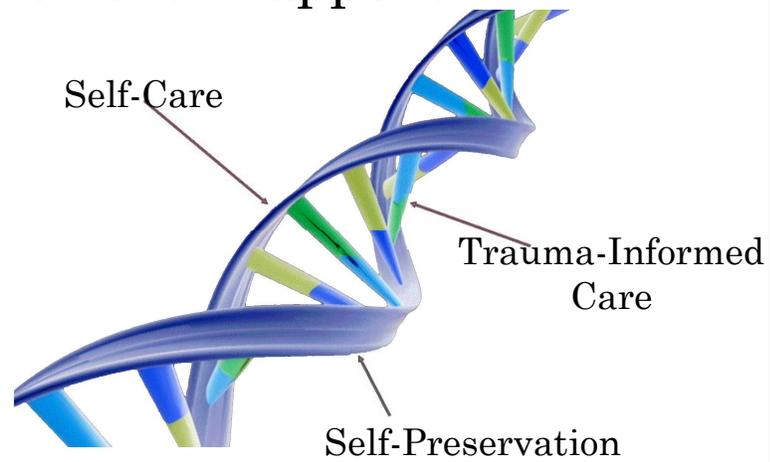
## Self-Care vs. Self-Preservation

**Venn Diagram**



- ~ Highlighting all possible relations between two finite points.
- ~ Absolutes exist closer to the margins while the center is reserved for more complementary aspects of the sets being interrogated.

So, can Fetch ever happen?



Any Questions?



I'm Out!