

Racism Recovery Plan Steps

1	Racial Wellness Toolbox	Describe what you feel like when you are managing and responding to racism in a healthy manner (How do you feel emotionally? How do you feel physically?).
2	Daily Maintenance of Centeredness in the Face of Racism	Describe some ways you can stay grounded, healthy, and caring of yourself, when encountering racism (i.e., “Centeredness Strategies”). Examples: a) Review Racial Identity Theory (see Helms); b) Connect with friends who are equally or better able to engage in conversations about racial awareness; c) Engage in prayer, spiritual practices, meditation, or use of mantras; d) Engage in activism; and e) Practice self-management, such as healthy eating, exercise, journaling, and favorite activities that help you feel centered and grounded.
3	Racial Trauma Triggers and Response Plan	When do you experience racial trauma? List types of experiences that tend to result in racial trauma symptoms (e.g., anger, isolation, sadness). After each experience, identify a specific Centeredness Strategy (i.e., RRP Item # 2) that you can use to help you cope.
4	Racial Trauma Early Warning Signs & Response Plan	What does it feel like when you encounter racial trauma? List early warning signs that you are experiencing racial trauma (e.g., body aches, fatigue, anxiety, irritability, depression, difficulty sleeping) and identify Centeredness Strategies (i.e., RRP Item # 2) you can use to combat your symptoms.
5	Acute Racial Trauma & Response Plan	List signs that you are experiencing acute racial trauma (e.g., hypervigilance; heightened emotional experiences, such as depression, anxiety, and anger, which compromise your ability to engage at work or school, or to sleep). Identify an action plan to cope with your symptoms using Centeredness Strategies (e.g., meet with a mental health provider or spiritual leader, meet with an activist group).
6	Crisis Planning	Ask yourself, how would you know if you were experiencing a crisis due to racism (e.g., thoughts of harm to others and/or self; inability to care for self and/or others; acute racial trauma symptoms that last longer than a specified duration). List a person(s) or additional resources to contact in the event you experience such a crisis.
7	Post Crisis Planning	List ways of reconnecting with yourself and your communities to regain your sense of centeredness in the face of racism.