

A Guide to Surviving & Thriving in Child Welfare

FOR AFRICAN CANADIAN STAFF

Leveling Up: You Are Valued!

YOUR SELF CARE IS IMPORTANT. DAILY AFFIRMATIONS TO GET YOU THROUGH...

I embrace success. The words "I can't" are not in my vocabulary. I refuse to believe my own excuses. I am unstoppable! **I am calm in the face of conflict.** I brush annoyances off quickly & easily. I agree to disagree. I am bigger than that! **I am committed to the possibility of my own success.** I take action on my goals now, so I can have the lifestyle I want! **I honor my need to rest and recharge.** I am committed to finding at least one hour of "me time" today! **I take my goals seriously.** I know that my time here on earth is limited. I honour my life by doing what I love! **I am committed to my own success.** I go out of my way to meet people I admire & respect. I am on the path to greatness! **I refuse to allow myself to be overcommitted.** I say NO quickly and easily. I protect my "me time" because I deserve it! **I embrace my full potential, even if it makes others uncomfortable.** I refuse to play small. I'm meant to do BIG things! **I am committed to taking action in spite of fear.** Knowing that all of my needs will be taken care of by the universe! **I accept responsibility for my own happiness.** I don't need anyone or anything to complete me, because I am already complete!

ADAPTED FROM: www.CommunityHealingNet.org, www.ABPsi.org

African Canadian Child Welfare Staff Mantra

I will **ADVOCATE** for myself.

I will **SPEAK UP** when invited to the table.

I will be a **MENTOR AND MENTEE** to others who look like me.

I am **COMFORTABLE** in my own skin.

I will **SEIZE** opportunities to better myself and my career

I WILL BE ALL IN!

Adapted from: Rachel Tekola, a Dallas Public Voices participant

Notes for the Black Professional

(Dealing with Historical & Continuing Racial Trauma in the Workplace)

1. Know that our feelings are real and warranted.
2. Our feelings have emerged out of 400+ years of systemic racial oppression rooted in the lie that Black people are inferior to White people.
3. We cannot overcome this oppression overnight, but, as a community of Elders and young people, we can work together to free ourselves emotionally and completely. None but ourselves can free our minds!
4. We need to respect and understand the psychological and emotional effects of racial oppression so that we do not fall into traps laid for us by the system and hurt ourselves and/or loved ones.
5. The first step toward healing is to acknowledge the systemic racial trauma, stress, anger, pain, frustration, and hurt that we are experiencing, and recognize how they might affect our feelings, our thinking, our actions, and our interactions.
6. If we understand how the system of racial oppression affects us, then we can strategically and collectively take the necessary steps to short circuit the system; taking full control of our hearts and our minds acting instead of reacting.
7. One way to begin to do this is to honestly and sincerely ask ourselves with respect to everything we do, "is this good for me and is this good for Black people." If the answer is no, don't do it.

SOURCE: www.CommunityHealingNet.org, www.ABPsi.org