



HEALING JUSTICE TRANSFORMATIVE LEADERSHIP INSTITUTE

An Eradicating Racism Grand Challenge Initiative

82% 44.4% 72.7 %

BIPOC social change leaders identified the behaviors and attitudes of white supremacy as a major source of their burnout (Gorski & Erakat, 2019).

BIPOC social change leaders attributed their burnout in part to practices that undermined their racial justice efforts and invalidating their perspectives as activists of color (Gorski & Erakat, 2019).

BIPOC social change leaders believed they had suffered serious emotional or psychological health problems as a result of their social justice work and the conditions surrounding their advocacy (Chen & Gorski, 2015)

► Individuals engage in self-care practices that help them cope with race-based stress, violence, and trauma only to return to the same conditions where oppression is reenacted (Comas-Diaz, Hall, & Neville, 2019)

► Social justice is not sustainable and social movements are fragmented and fatigued (Wilkin & Hillock, 2014).

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► Social justice leaders have an increased susceptibility to burnout due to racial trauma and violence impacting BIPOC social justice leaders (Chen & Gorski, 2015; Chavez-Diaz & Lee, 2015; Chavez-Duenas et al., 2019).

► BIPOC Professionals, advocates, healers experience race-based microaggressions in their work (Resler, 2019)

SOLUTION

RADICAL HEALING

TRANSFORMATIVE LEADERSHIP

HEALING JUSTICE

Frameworks for Innovation

Develop the **Leading with HEART**, a healing-leadership methodology adapting the Healing from Ethno and Racial Trauma (HEART) framework (Chavez-Duenas et al., 2019) to equip social justice leaders with the capacity to heal from the impact of structural racism

Healing from ethno-racial trauma results from individuals reconnecting, strengthening, or staying connected to their ancestral and cultural roots, power, and resistance

When we Increase the mental, emotional, physical, and spiritual individual and collective healing of social justice leaders, organizations, communities, and movements, we further our capacity to sustain our social justice efforts

HEALING JUSTICE TRANSFORMATIVE LEADERSHIP INSTITUTE

Train and build pipeline of healing justice leaders, organizations, coalitions, and institutions committed to social change that build equity AND healing justice strategies in every aspect of their work.

Develop **Leading with HEART**, a healing- leadership development model that integrates Healing from Ethno and Racial Trauma (HEART) framework and healing justice approaches to help individuals, communities, and organizations heal from racial trauma and intersecting oppressions and advance social change

Leaders and Organizations build capacity, sustainability, individual and collective healing, and equity strategies along with a community of practice to continue to drive social change work.

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