



**Step 1:**

**Plan and prepare yourself:**

Pay attention to how they communicate, their identities, signing style and etc

**Prepare yourself handling:**

1. Your bias
2. Discomfort
3. Allow vulnerability
4. Possible triggers and have a solution ready

Step 2.

**Gathering evidence (of your own “stuff) and their needs**

1. What feeds your assumptions? (Black skin person automatically means AA?)
  - a. Make yourself open for interacting/asking about their identities
  - b. Making sure you are not using any oppressive/disempowering words charged words ( you're at risk, you are not safe, i want to empower you and etc)
2. Your inner feelings/response- to dark-skinned folks, fat people, disabled people, economically deprived families/individual
  - a. Find a way to address your feelings
  - b. Establish space allowing them to feel accessible
    - i. Wider chair
    - ii. Soft pillow on the floor
    - iii. Space near an outlet for wheelchair
    - iv. Make sure “self-care” stuff all over the place including an electric kettle for tea/coffee

- v. Allow them to ask you if they be themselves and if they tell you to be yourself: ask them how
3. Using Self-care question to help understand the person you're working with (create your own) and ask them if there something that they would like to know about yourself to help this relationship

Step 3.

**Taking Action:**

1. Putting things in use
  - a. Favorite self-care in place
  - b. Incorporating information into their healing request/services
  - c. Discussing needs
2. Communicate any boundaries issues needed and allow them to check in with you

Step 4:

**Reviewing and Improving**

1. Ask at the end of the session, what they would like to see from this working relationship for example- the seating, coffee selection, play-doh color, signing pace and etc
  2. Check in with colleagues to discuss your frustration and concerns or assumptions/bias
  3. Based on your observations and interaction, make small adjustments:
    - a. Notice they become relaxed when they\_\_\_\_\_, (repeat the same when high stressed occurs such as court, hospitals, IEP meeting with their abuser and etc)
    - b. Notice their strength and incorporate it
- a.**