

NEWSLETTER

# Diversity, Equity & Inclusion



## Day Fifteen - Adverse Childhood Experiences

[Adverse Childhood Experiences](#) (5 minute read), or ACEs, have a tremendous impact on lifelong health and opportunity. ACEs can include things like physical and emotional abuse, neglect, caregiver mental illness, and household violence. The more ACEs a child experiences, the more likely he or she is to suffer from things like heart disease and diabetes, poor academic achievement, and substance abuse later in life.

Disturbingly, [Black and Hispanic children and youth in almost all regions of the United States are more likely to experience ACEs than their white and Asian peers](#) (20 minute read). To some extent, these racial disparities reflect the lasting effects of inequitable policies, practices, and social norms. Discriminatory housing and employment policies, bias in law enforcement and sentencing decisions, and immigration policies have concentrated disadvantage among Black and Hispanic children, in particular, and leave them disproportionately vulnerable to traumatic experiences.

## Today's Challenge

**Option 1:** [Assess your ACEs score](#) (3 minutes) to see how childhood trauma may be impacting your life. Then, assess your resilience score (same link) and explore resources on how to support yourself and others by [building resilience](#) (10 minute read). Consider reading [My Grandmother's Hands](#) and reflect on how trauma has shaped your responses to inequity.

**Option 2:** See [Pediatrician Nadine Burke Harris on the TED stage](#) (16:02 minutes) explain how the repeated stress of abuse, neglect and parents struggling with mental health or substance abuse issues has real, tangible effects on the development of the brain. Reflect on your own coping skills during the most difficult time in your life experience, and any privilege that may have helped you cope. Consider how different the outcome may have been without that privilege.

**Option 3:** Watch the [Michigan ACE Initiative video](#) (19:07 minutes) to learn about statewide ACEs awareness, interventions and recommended state policy. Explore ways you can help magnify their work.

## UWMI Staff Pick

Take time to journal, meditate, or find other ways to practice self-care.

**Tomorrow's topic: Equity and the LGBTQI+ Community**

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