



Wellness, Mindfulness & the Elimination of Bias



Hon. Maria Mitchell

- Appointed by Governor Tim Walz on June 13, 2022.



Former Employment

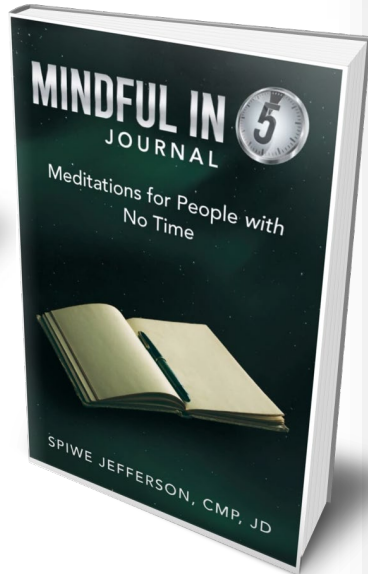
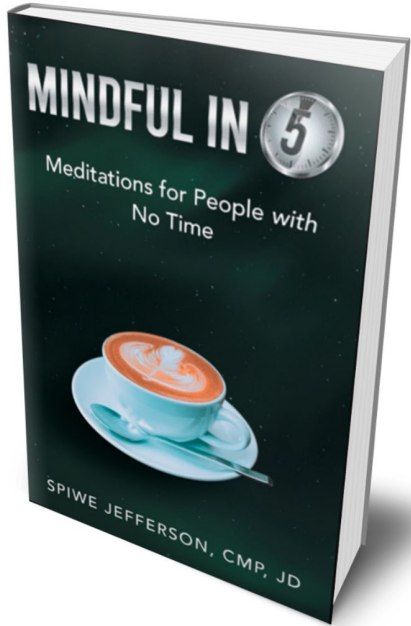
- Assistant Ramsey County Attorney, Office of the Ramsey County Attorney
- Assistant Hennepin County Public Defender, State Board of Public Defense
- State of Minnesota, Law Clerk to the Honorable Tanya M. Bransford, Fourth Judicial District
- Staff Attorney, Legal Aid Society of Nassau County
- Professional Memberships:
 - Minnesota Association of Black Lawyers
 - Minnesota Women Lawyers

Professional and Community Activities:

- Board Member, Women's Advocates
- Former Commissioner, City of St. Paul Human Rights and Equal Economic Opportunity Commission



Spiwe Jefferson



- ❑ Deputy General Counsel for Amplify Education, leading K-12 curriculum and assessment company serving more than 10 million students across the country.
- ❑ Certified Mindfulness Practitioner with 17 years mindfulness meditation training / coaching experience.
- ❑ Mindful in 5 podcast available on your favorite podcast platform.
- ❑ Author of *Mindful in 5*. First book and journal in the series available on Amazon, www.spiwejefferson.com, and most book retailers.



Agenda

5-Minute Meditation

Trauma & Its Impact

On Stress & Burnout

Restorative Practices

Mindful Coping Strategies



5-Minute Guided Meditation – Setting Intentions



F

Find your meditation spot
Use the same place consistently

E

Ergonomic - sit correctly
Spine straight, body relaxed

E

Eyes – close them
To reduce distraction

T

Topic - visualize a topic from your Mindful in 5
book or that speaks to you

S

Stillness – be still and breathe
There's nowhere to be, nothing to do, there is only
now



Why Mindfulness Matters



Reduce Stress,
Anxiety, &
Depression

☐ >200 studies found mindfulness & meditation can reduce stress, anxiety and depression. *American Psychological Association*

☐ In one study population sample, 63% of judges suffered from one or more symptoms of vicarious trauma, including interpersonal issues, feeling isolated, cognitive challenges (e.g. difficulty concentrating), and insomnia. *Jaffe et al. (2003)*



Improve Focus,
Retention, &
Problem-Solving

☐ Every \$1 invested in treating depression and anxiety yields \$4 in productivity gains. *World Health Organization*



Increase Empathy,
Agility, & Growth
Mindset

☐ Micro-breaks (5-10 mins) increase productivity and lower the risk of injuries due to distractions. *Berkley Industrial Comp*



Meditation Can Be a Powerful Tool in Identifying and Eliminating Unconscious Bias

**This is an
optical illusion**





Trauma and its Impact

What is Trauma?



- ❑ Traumatic events involve the confrontation with war, violence, disasters, sudden loss serious illness and other overwhelming and disturbing events.
- ❑ An event can be characterized by an extreme sense of powerlessness as well as a disruption of beliefs and expectations. (Front Psychiatry 2019)



Different Kinds of Trauma



1. Vicarious Trauma
2. Acute Trauma
3. Generational Trauma
4. Complex Trauma
5. Physical Trauma

What is the Effect of Trauma



Signs of Stress

1. Easily agitated, frustrated, and moody
2. Avoiding others
3. Low energy
4. Headaches, aches, pains, and tense muscles
5. Insomnia, Racing thoughts
6. Frequent colds and infections
7. Nervousness and shaking, ringing in the ears, and cold or sweaty hands and feet
8. Constant worrying
9. Forgetfulness and disorganization
10. Inability to focus, poor judgment
11. Procrastinating and avoiding responsibilities
12. More use of alcohol, drugs, or cigarettes



Signs of Burnout

1. Disillusionment/loss of meaning
2. Mental and physical fatigue and exhaustion
3. Moodiness, impatience, and being short-tempered
4. Loss of motivation and a reduced interest in commitment
5. Inability to meet obligations
6. Lowered immunity to illness
7. Emotional detachment from previous involvements
8. Feeling efforts are unappreciated
9. Hopelessness, and a helpless and depressed outlook
10. Job absenteeism and inefficiency
11. Sleep deprivation
12. Foggy thinking and trouble concentrating



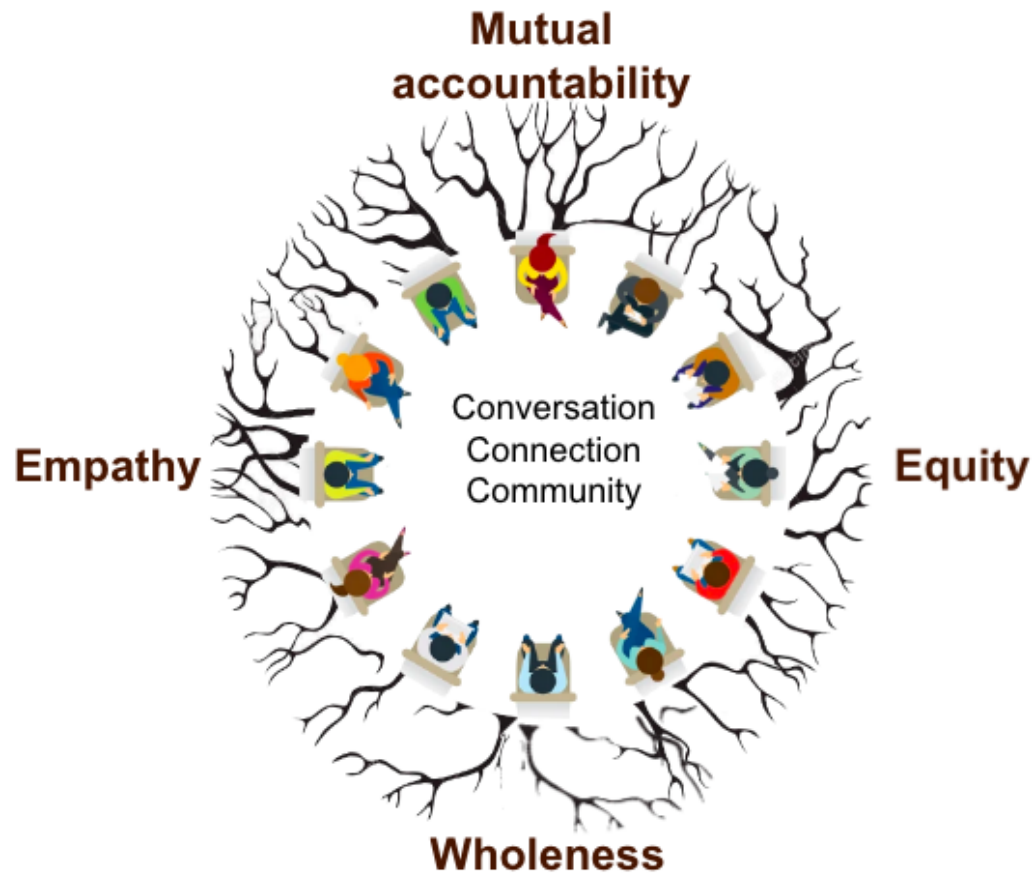
6 Truths About Stress

1. It's not situation-based, it's thought-based
2. Stress triggers the flight / flight response
3. Chronic stress dismembers all things good e.g., hope, optimism, creativity, peace, joy etc.
4. You may be just one thought away from burnout
5. You can choose your way out of it
6. You can feel joy amidst stressful situations

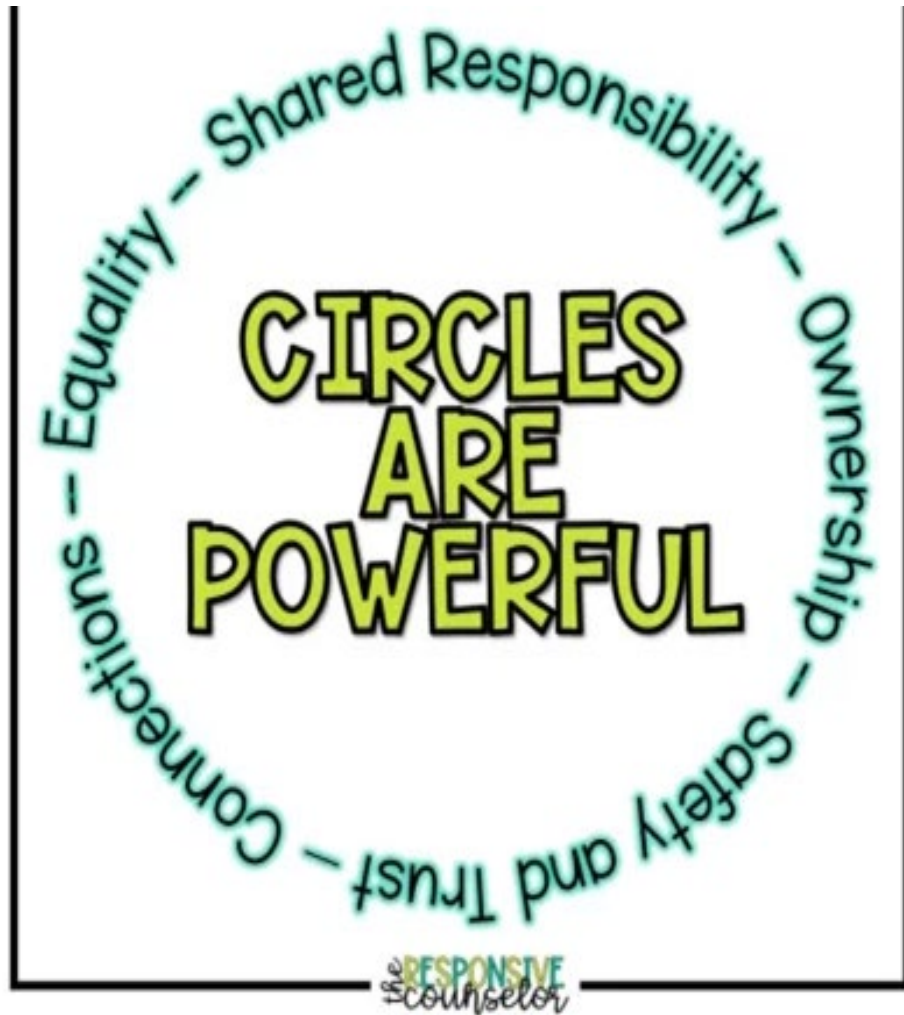


Restorative Practices

What are Restorative Practices?



What does the process look like at work?



- ❑ Replacing the habit of handing problems over to professionals, experts and the authorities with strategies in which the people affected by a problem are involved meaningfully in the process of framing the problem and devising and implementing solutions
- ❑ Foster a way of viewing ourselves and those with whom we interact, in which one sees oneself as part of an interconnected web of people.

Goodwin Development Trust 2011





Mindfulness Coping Strategies

1. Induced stress
2. Inherited stress
3. Allowed stress
4. Surrounding stress
5. Environmental stress



Parting Mindfulness Technique – Slide Away Stress



V

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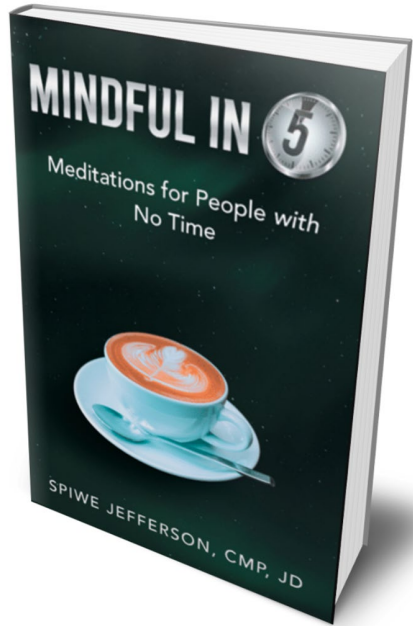
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Resources

- Download 2 sample chapters from home page at www.spiwejefferson.com.
- LCL Resources
- The Body Keeps The Score, Biessel Van Der Kolk, M.D.
- The Little book of Race and Restorative Justice, Fania E. Davis
- The Little Book of Circle Processes, Kay Pranis
- Trauma Stewardship, Laura van Dernoot with Connie Burk
- What Happened to You?: Conversations on Trauma, Reliance and Healing, Bruce Perry and Oprah Winfrey



Thank You for Attending

