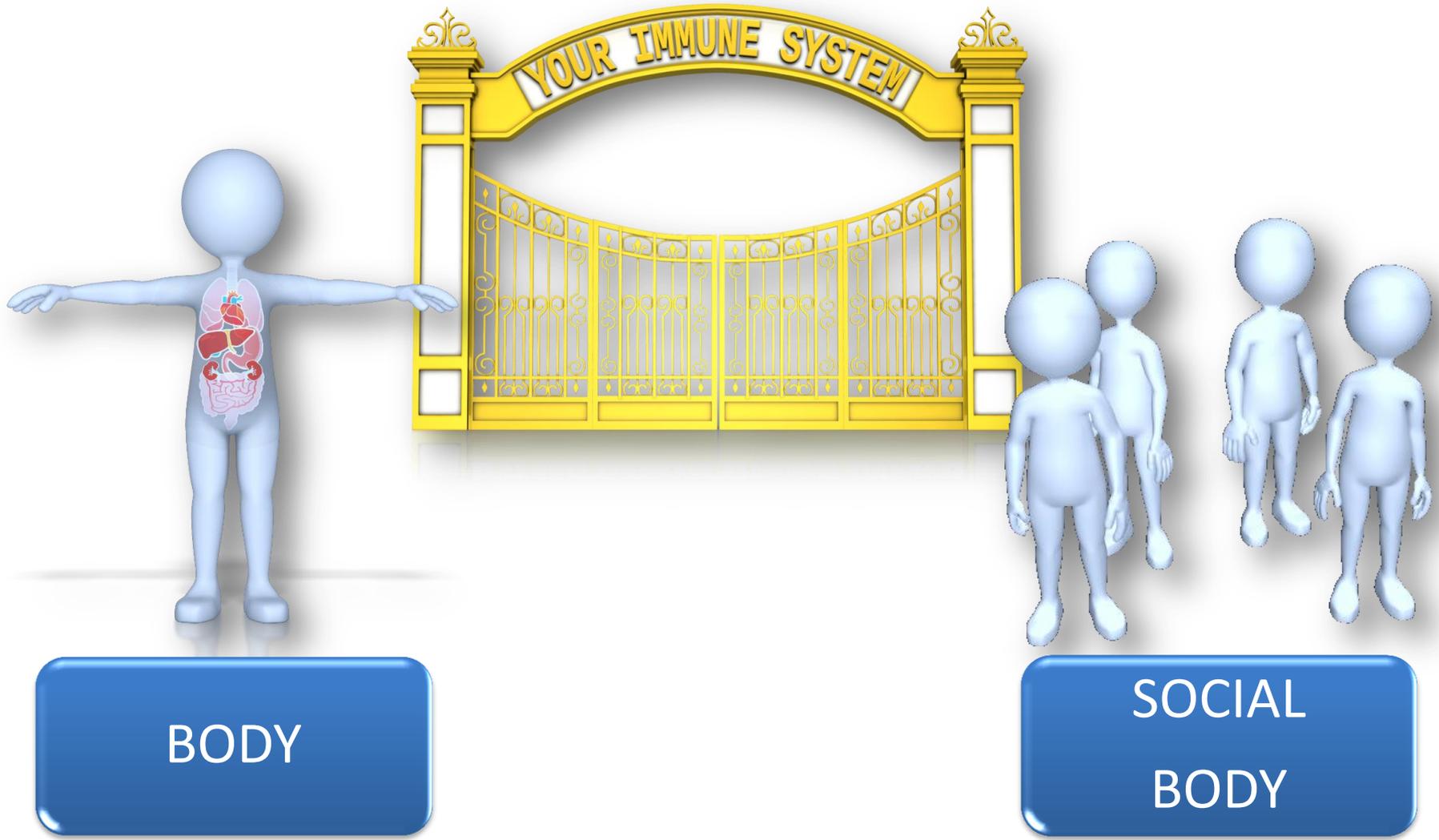




Sandra L. Bloom, M.D.
Center for Nonviolence & Social Justice,
Dornsife School of Public Health, Drexel University,
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**CHARACTERISTICS OF A HEALTHY
IMMUNE SYSTEM...**

Gets a healthy start in life

- Young beings are still fragile and need maximum protection
- Immunity originally comes from connection to mother – healthier the mother, healthier the baby
- Innate Immune System and Adaptive (Cellular) Immune System

Is supported by a healthy life style growing up and in maturity in which toxic stress is minimized

- Absence of trauma, adversity, other sources of chronic stress

A HEALTHY IMMUNE SYSTEM...



Guards the perimeters, especially any entry points

- First barrier is skin – about 2 square meters
- Mucosa also needs guarding – about 400 square meters
- Innate immune system has sentinels – macrophages – always on duty

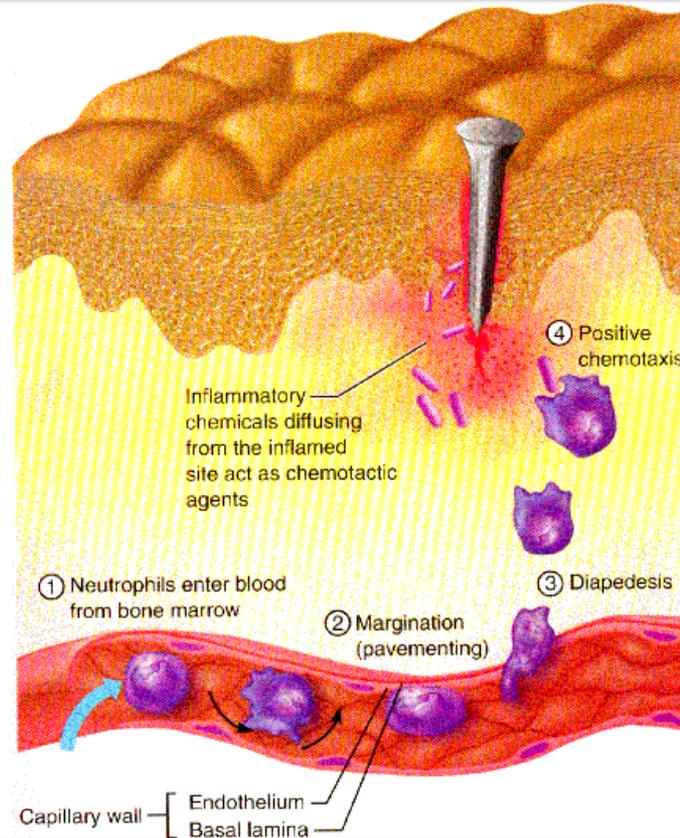
Mobilizes and recruits support and help

- When they spot danger, send out alarms via messenger chemicals called “Cytokines” – redness, swelling, heat = inflammatory response
- Other cells also released to do different jobs

A HEALTHY IMMUNE SYSTEM...



INFLAMMATORY RESPONSE



A HEALTHY IMMUNE SYSTEM...



Accurately, promptly and in proper proportion recognizes and responds various sources of danger

- Adaptive immune system
- Antibodies recognize invaders and go into action

Accurately identifies the sources of those dangers

Effectively responds to the dangers

- Both innate and cellular responses work collaboratively
- Stop responding when danger is over

A HEALTHY IMMUNE SYSTEM...



Gathers information over time

Stores information over time and is able to access that information later when needed

Learns from experience and adapts to change

Has specialists to deal with different kinds of problems

Returns to normal alert status when acute danger has passed

Includes the entire body

A HEALTHY IMMUNE SYSTEM...

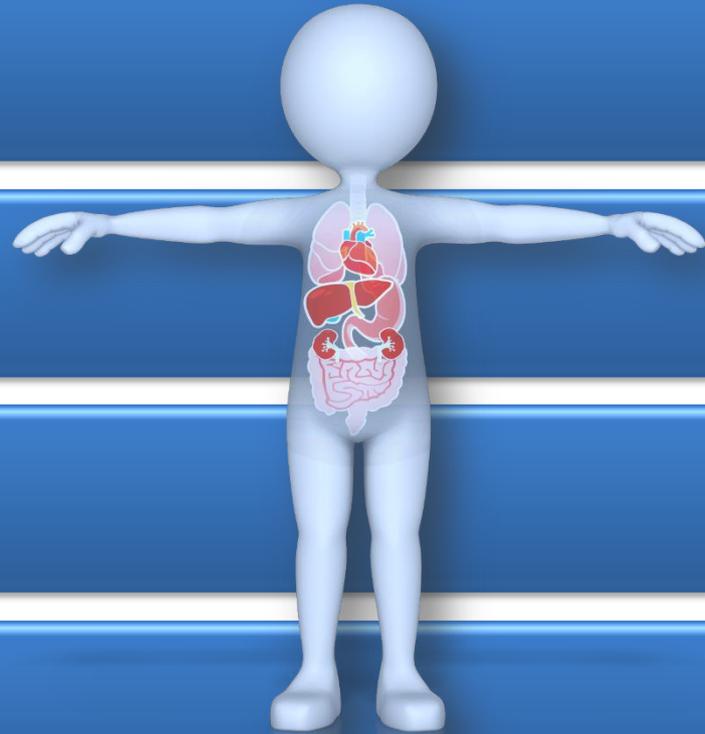


Infection

Disease

Dysfunction

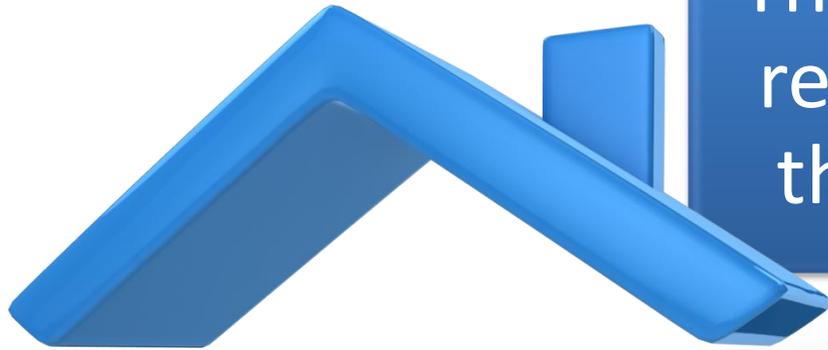
Chronic inflammation



**WHAT ARE THE SIGNS OF A
BREAKDOWN IN IMMUNITY?**







SOCIAL IMMUNITY

The social body's ability to recognize and respond to threats to its well-being.

**AS BELOW SO ABOVE:
*WHAT PROTECTS A COMMUNITY?***

When such a threat enters the social body, complex social activities are set into motion to defend and protect the social body against the emergence of violence.

WHAT PROTECTS A COMMUNITY?



VIOLENCE AS A SOURCE OF COLLECTIVE INFECTION

Since violence is contagious, a key question is:

How do we increase “social immunity” to the disease of violence?



Violence is a group phenomenon. The violent person is the weak link in a complex web of interaction that culminates in violence after a cascade of previous, apparently nonviolent, events. When violence has occurred, the entire group has failed to prevent it, not just the individuals immediately involved.

The bystander is not innocent.



Instead of only chasing after and punishing the violent person we should ask:

*“How did our social immunity break down”
and*

*“How do we protect and enhance our
“social immune system?”*



Just as we view infection as the exception to the “rule of health”, so too is violence the exception to the “rule of peace”.

View violence as an emergent phenomenon

View violence as a failure of social immunity

React to every episode of violence as a breach of community norms.

EXCEPTION TO THE “RULE OF PEACE”



VIOLENT BEHAVIOR

ABUSIVE IDEAS



FORTIFYING YOUR SOCIAL IMMUNE SYSTEM

Universal precautions

Group of dedicated, caring and responsible people come together to accomplish something for their community

Establish a shared mission

Group evaluates values, beliefs, assumptions – creates guiding values and begin to use them (SANCTUARY COMMITMENTS)

GETS A HEALTHY START



Establish a shared knowledge base

- ATTACHMENT
- DEVELOPMENT
- RELENTLESS STRESS
- TOXIC STRESS
- TRAUMATIC STRESS
- GROUP DYNAMICS
- PARALLEL PROCESS
- COLLECTIVE DISTURBANCE
- ORGANIZATIONAL STRESS
- REENACTMENT
- HEALING AND RECOVERY
- VICARIOUS TRAUMA AND SELF-CARE

GETS A HEALTHY START



Group has tangible and intangible resources necessary for it to function.

Recognition that inevitably there will be people involved who have high ACEs and that group work is hard

Group sets clear norms and expectations around creating and maintaining a safety culture (PHYSICAL, PSYCHOLOGICAL, SOCIAL AND MORAL SAFETY)

Everyone has a safety plan (SANCTUARY TOOLKIT)

Everyone has a self-care plan (SANCTUARY TOOLKIT)

MAINTAINS HEALTHY LIFESTYLE



Group decides on the way they are going to communicate with each other and establishes clear lines and methods of communication (COMMUNICATION PLAN)

Decide on decision-making processes (COMMITMENTS TO EMOTIONAL INTELLIGENCE, COMMITMENT TO DEMOCRACY)

Group members review historical experiences and lessons learned including group/community trauma assessment (S.E.L.F. COMMUNITY ASSESSMENT, COMMUNITY TRAUMA ASSESSMENT)

MAINTAINS HEALTHY LIFESTYLE



REVIEW OF THE PAST AND COMPARISON WITH
PRESENT SHOWS THAT “NORMAL” AND
HEALTHY ARE NOT NECESSARILY THE SAME
THING

We are a highly adaptable species

When we adapt we change our norms

Our adaptations then become “normal”

But if we have adapted to highly unhealthy conditions
then “normal” may actually degrade us





Community has a clear, practical value system in constant use (SANCTUARY COMMITMENTS)

New members are carefully oriented and adequately trained (SANCTUARY ORIENTATION AND TRAINING)

Group identifies values, norms and rules to be established (SANCTUARY IMPLEMENTATION PROCESS)

Creates mechanism to familiarize all members with the norms (SANCTUARY IMPLEMENTATION)

GUARDING THE PERIMETERS



Culture must be explicit - Consciously and deliberately planned to promote group objectives (S.E.L.F. Service Planning)

Must be continually monitored both directly, using instruments, and indirectly by charting behaviors.

Evidence of any weakening of the culture provokes an immediate, coordinated response by entire group (SANCTUARY TOOLKIT)

GUARDING THE PERIMETERS



Rapid response to any violation of:

- Physical space
- Psychological space
- Social space
- Moral space

Response should be proportionate to degree of danger

- Goldilocks rule: Not too big, not too small, just right

**ACCURATELY AND PROMPTLY RECOGNIZE
DANGER**



Conflict is the alarm bell of the social immune system

Wide definitions of what constitutes violence are universally understood and addressed

The establishment of safety is the starting point for all learning and healing.

Best protection against violence is a shared commitment to nonviolence.

Shared language aids proper assessment (S.E.L.F.)

**ACCURATELY AND PROMPTLY RECOGNIZES
DANGER**



Communication system adequate and prepared

Others alerted to danger, recruited to help plan and address it (RED FLAG REVIEW)



MOBILIZATION AND RECRUITMENT OF HELP AND SUPPORT



ACCURATELY IDENTIFY
SOURCES OF DANGER



Actual source of danger may not be obvious.

Violation may be secondary or tertiary symptoms of the actual danger (COMMITMENT TO EMOTIONAL INTELLIGENCE)

Unmanaged Interpersonal and intersystemic conflict may be actual source of danger (COLLECTIVE DISTURBANCE)

ACCURATELY IDENTIFY SOURCE(S) OF DANGER



Effective strategies to deal with conflict require emotional intelligence

React to every violation as a breach of community norms.

Mobilize proper response to immediate danger while considering long-term and unexpected consequences of response (RED FLAG REVIEW)



EFFECTIVELY RESPOND TO DANGER



Available resources for conflict resolution

Willingness to deal with conflict

Unwillingness to allow conflict to go unresolved

Willingness to exert positive group influence

Most aggressive members of the community are ones most likely to have been previously and severely, injured.

But understanding is not the same as excusing or overlooking unsafe behavior.

Unsafe behavior must be identified, confronted and given clear, consistent consequences.

Consequences designed to instruct and both restore and enhance safety , not punish.

EFFECTIVELY RESPOND TO DANGER



Looks at characteristic of the infectious agent AND vulnerabilities of the immune system (COMMITMENT TO SOCIAL LEARNING)

Group becomes progressively better at recognizing patterns (PARALLEL PROCESS, REENACTMENT)

Asks, “What happened to our social immune system at that point in time that violence broke through? (COLLECTIVE DISTURBANCE)

GATHERS INFORMATION OVER TIME





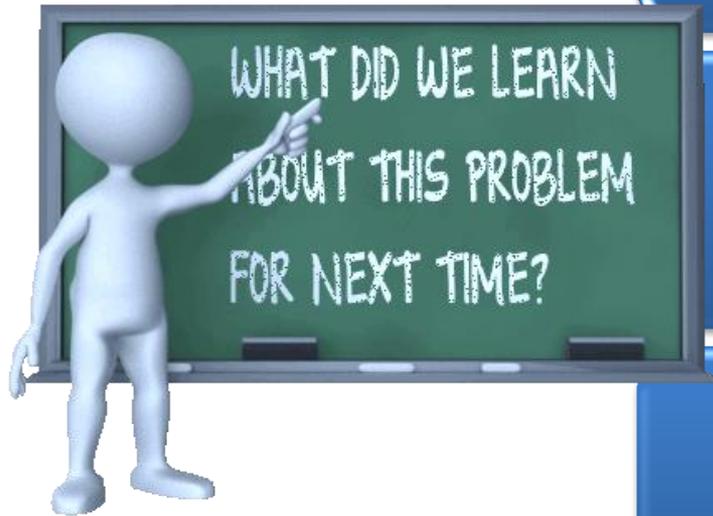
Memory resides within the organization
and within individual members

Memory is captured and stored and
passed on to new members
(COMMITMENT TO SOCIAL LEARNING)

Painful memories are not dissociated and
therefore become available for new
learning.

STORES INFORMATION FOR FUTURE USE





Learns from experience and adapts to change (COMMITMENT TO GROWTH AND CHANGE)

Learning is distributed throughout entire body (COMMITMENT TO DEMOCRACY)

Able to use the learning to improve subsequent responses

LEARNS AND ADAPTS



Members of the community come to believe that human behavior is understandable if we understand the full context of individual experience (KNOWLEDGE BASE)

“Hurt people, hurt people”

Violence to self and others is a symptom of pain.

Community goal is to minimize pain and make amends before the need to retaliate is acted upon.



LEARNS AND ADAPTS



Not everyone is good at everything

Group must decide best and most fair strategy for addressing dangers (COMMITMENT TO SOCIAL RESPONSIBILITY)

All specialists are on the same page, have the same knowledge base, speak the same language, aim at the same goals (SANCTUARY TOOLKIT, S.E.L.F)



SPECIALISTS AVAILABLE TO DEAL WITH DIFFERENT KINDS OF PROBLEMS



All parts of the body are part of the social immune system.

Best method for nonviolence is democracy.

The greater the frequency of democratic decision-making, the greater the resistance to violence (COMMITMENT TO DEMOCRACY).



INCLUDES THE WHOLE BODY



Effective social learning requires open communication and transparency (COMMITMENT TO OPEN COMMUNICATION)

Social expectation you are either part of the problem or part of the solution (COMMITMENT TO SOCIAL RESPONSIBILITY)

Health of the culture must be constantly monitored because in living systems, change is always occurring (COMMITMENT TO GROWTH AND CHANGE)

Must be able to recognize the signs of overstressed immune system

MAINTAINING A HEALTHY IMMUNE SYSTEM



The progressive loss of “*social immunity*” that resides within healthy systems leaves each system vulnerable to a variety of “group viruses” and so weakened that predators can easily enter, deceive vast numbers of otherwise reasonable human beings, appeal to the baser aspect of all of our natures and strip the system of its vital assets, leaving the system sometimes fatally wounded.

LOSS OF SOCIAL IMMUNITY



Isolated fiefdoms/cliques

Poor morale

Blaming and fault-finding

Resistance to change

Top-down management

Micromanaging

Bottom-up grumbling

Irresponsibility

Lack of involvement



**WHAT ARE THE SIGNS OF A BREAKDOWN
IN "SOCIAL IMMUNITY"?**



Lack of humor or playfulness

Poor communication – low level of information flow

Repetitious patterns and responses

Static or declining performance

If we don't do what we always have done the worst will happen.

Avoid dealing with problems



**WHAT ARE THE SIGNS OF A BREAKDOWN
IN "SOCIAL IMMUNITY"?**



Avoidance in dealing with each other

Chronic conflict

Never safe, always on guard

Constant state of stress – fear that same bad things are going to happen again so control is essential



**WHAT ARE THE SIGNS OF A BREAKDOWN
IN "SOCIAL IMMUNITY"?**



Conflict is the “alarm bell” of the social immune system

Conflict that is not surfaced festers

Conflict that is not resolved escalates

Emergence of disrespect, shaming, humiliation, blaming, hate speech, social splitting

Emergence of threats

Emergence of low level violence

Emergence of high level violence

**WHAT ARE THE SIGNS OF A BREAKDOWN
IN “SOCIAL IMMUNITY”?**

