



The Past is *Still* Present

From Historical Trauma to
Collective Healing:

Equity Capacity Building
in North Tulsa, OK





SYSTEMS ALIGNMENT
SAIH
INNOVATION HUB



EVOLUTION
FOUNDATION



EVOLUTION
F O U N D A T I O N



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Who We Are

The Evolution Foundation is a nonprofit 501(c)(3) organization whose purpose is to advocate for resources, services, and supports for children, youth, and families with complex needs in the areas of physical health, mental health, substance use, and well-being.

What We Do

- Connect families in need to resources, services, and supports.
- Work with coalitions to strengthen alliances of support and coordinated care for children, youth, and families.
- Collaborate with behavioral health networks on initiatives to meet the needs of children, youth, and young adults.
- Offer training in community engagement, leadership, cultural humility, and more.



In 2025, the Evolution Foundation was awarded a grant from the Robert Wood Johnson Foundation's national Systems for Action Research Program Systems Alignment Innovation Hub to create a community-led systems research project in North Tulsa, OK:

- **Goal 1:**

- to engage and collaborate with the North Tulsa Community in supporting healing from intergenerational trauma while fostering pathways toward collective resilience and health and wellness.

- **Goal 2:**

- to build the capacity of Black-owned mental health provider agencies through targeted support in organizational infrastructure, billing and reimbursement systems, and program development, enabling providers to expand services, improve financial sustainability, and better meet community mental health needs.

Learning Objectives

Understand	Define	Define
History of North Tulsa, Oklahoma and the community's ongoing needs.	Define historical trauma and explain its intergenerational transmission across families and communities.	Define capacity building and explain its role in strengthening organizational sustainability and long-term impact.



Black Wall Street



Yours Fraternally,
Dr. A. C. Jackson,
Consulting Physician & Surgeon
Chronic Diseases and Diseases of Women & Infants.
Calls made in the country. Phone 1572 In office at Night,
Corner Greenwood and Archer Tulsa, Okla.

THE TULSA STAR
KENTUCKY OFFICIALS
STOP MOB WITH BULLETS

The Following Picture Shows a Group of Physicians, Dentists and Pharmacists Taken During The Meeting of The State Medical Dental and Pharmaceutical Association Here Last Week,—Photo by A. S. Newkirk.



The visitors to The State Medical, Dental and Pharmaceutical which met in Tulsa last week will not soon forget the generous hospitality extended to them by the citizens of the "Magic City," in the real Tulsa way.



Tulsa Historical Society & Museum

Tulsa Race Massacre

In 1921, a racist mob devastated the community in one of the most violent episodes of racial terror in U.S. history. Over the course of two days, the North Tulsa community was systematically destroyed, leaving deep physical, economic, and psychological wounds that persist today.

CAPTURED NEGROS ON WAY TO
CONVENTION HALL - DURING TULSA RACE RIOT
JUNE 1ST 1921.









Tulsa Race Massacre

Despite the absence of government support, Greenwood rebuilt in the aftermath of the massacre, only to face continued harm in the decades that followed.

Discriminatory policies such as redlining, the construction of federal highways that cut through the neighborhood, and the use of eminent domain to seize homes below market value further destabilized the community—illustrating the enduring impact of structural racism.



McGowan
VARIETY STORE

OKLAHOMA
EAGLE

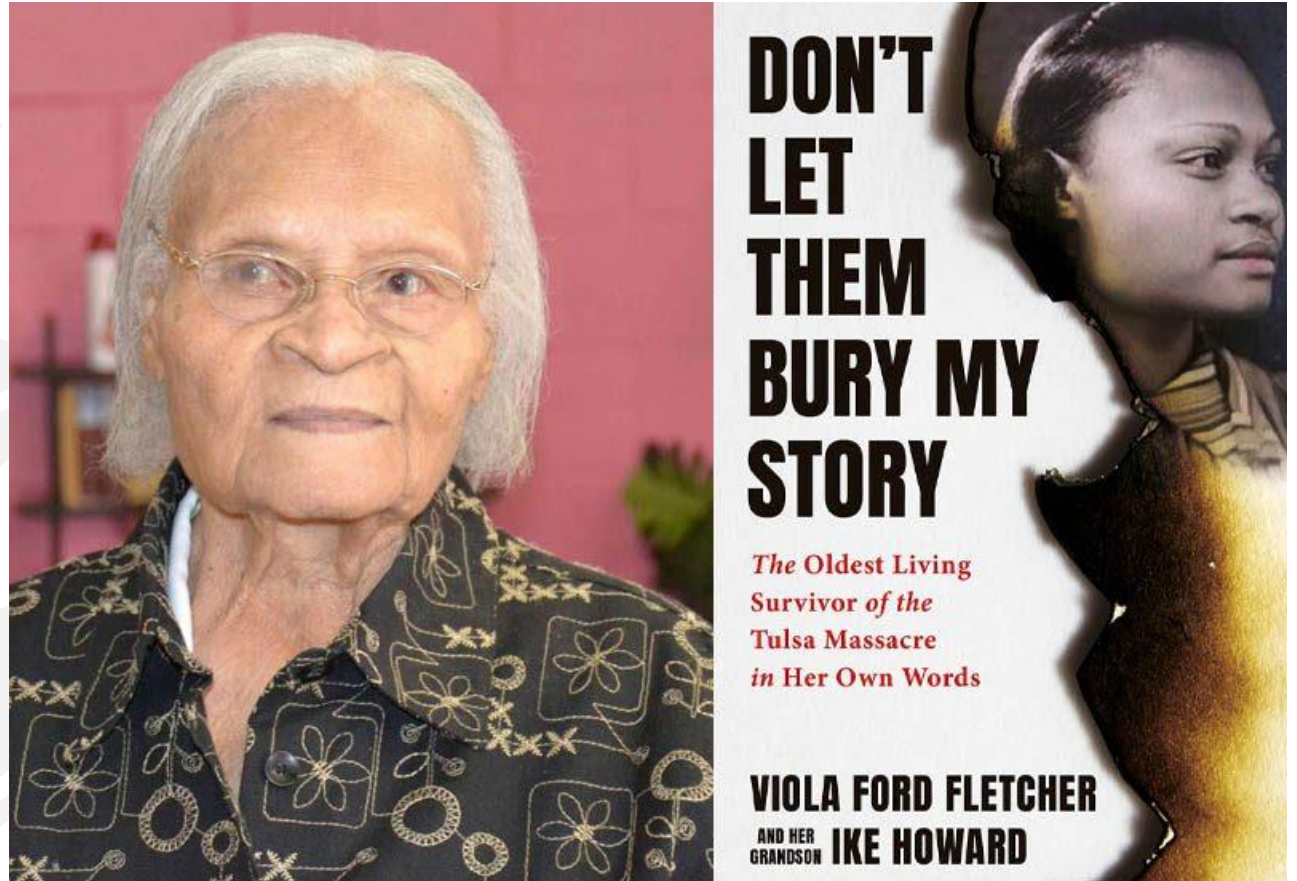
DAVER'S
CLEANING

WILLIAMS

SPARKS
RECREATION

Viola Fletcher, Survivor of the Tulsa Race Massacre

“The neighborhood I fell asleep in that night was rich – not just in terms of wealth, but in culture, community and heritage. Within a few hours, all of that was gone.”



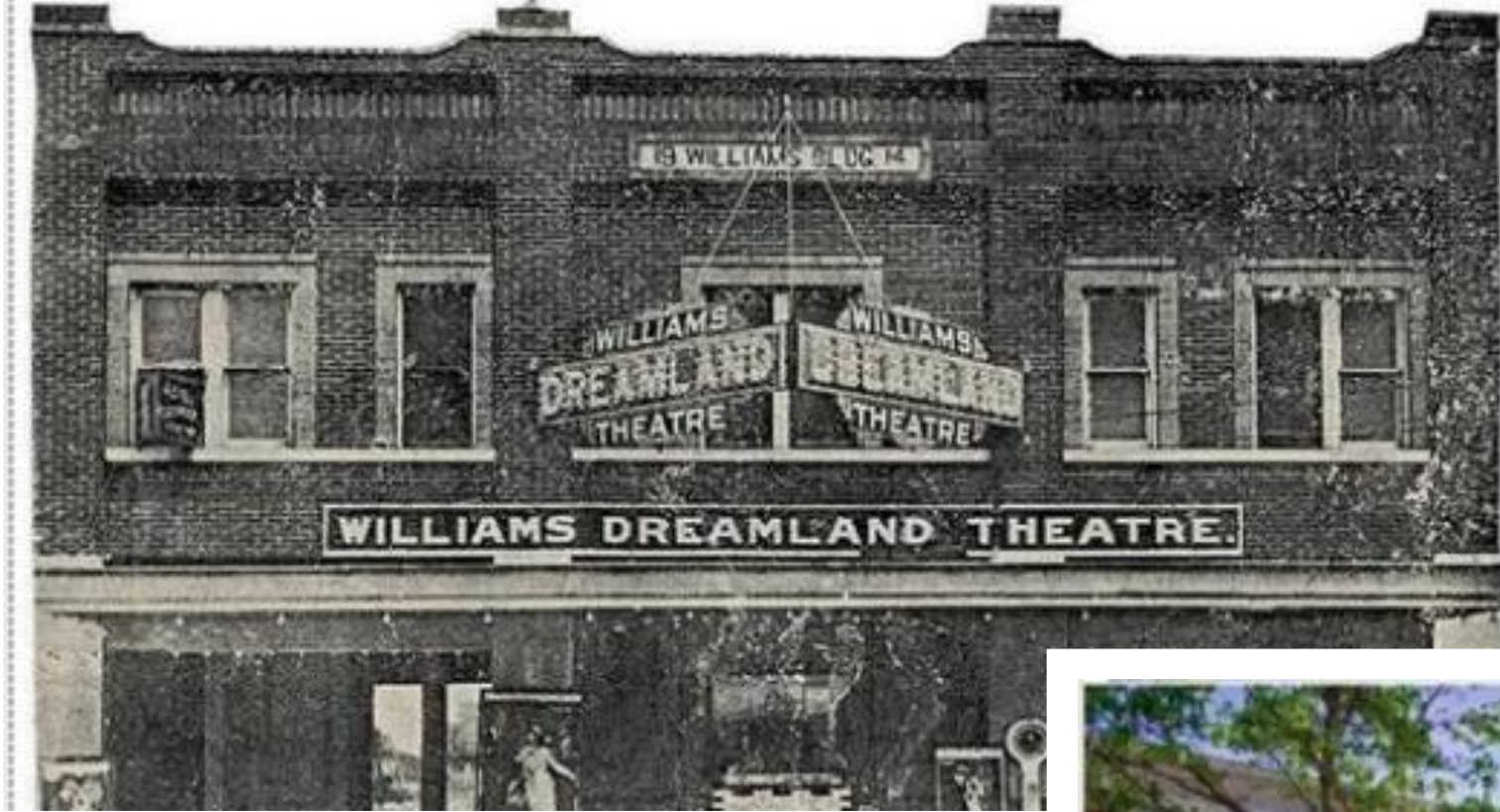
Enduring Impact of Historical Trauma

“Intergenerational trauma refers to a specific type of trauma that is transmitted across generations without direct exposure to the initial traumatic event” (Isobel, et al., 2021).

The descendants of survivors of the Tulsa Race Massacre experience intergenerational trauma, manifesting as anxiety, depression, and PTSD.

The community’s mental health continues to be impacted by the loss of inherited wealth, ongoing fear of violence, and the erasure of family histories.





Highways have often functioned as instruments of systemic racism. Interstate highway planning—an intentional government policy implemented across the country—disrupted Black communities and harmed cultural, economic, environmental, and educational opportunities for generations.

Access to healthy food declined, businesses closed, and job prospects shrank. Housing markets deteriorated while noise and environmental pollution intensified, contributing to higher rates of illness, especially asthma, in neighborhoods crowded against—and sometimes beneath—freeways and overpasses.






Enduring Impact of Historical Trauma

Today, Greenwood and the broader North Tulsa area remain majority-Black communities.

After more than a century of disinvestment and marginalization, North Tulsa's poverty rate is 20.1% higher than that of South Tulsa, and rates of home and business ownership remain persistently low.



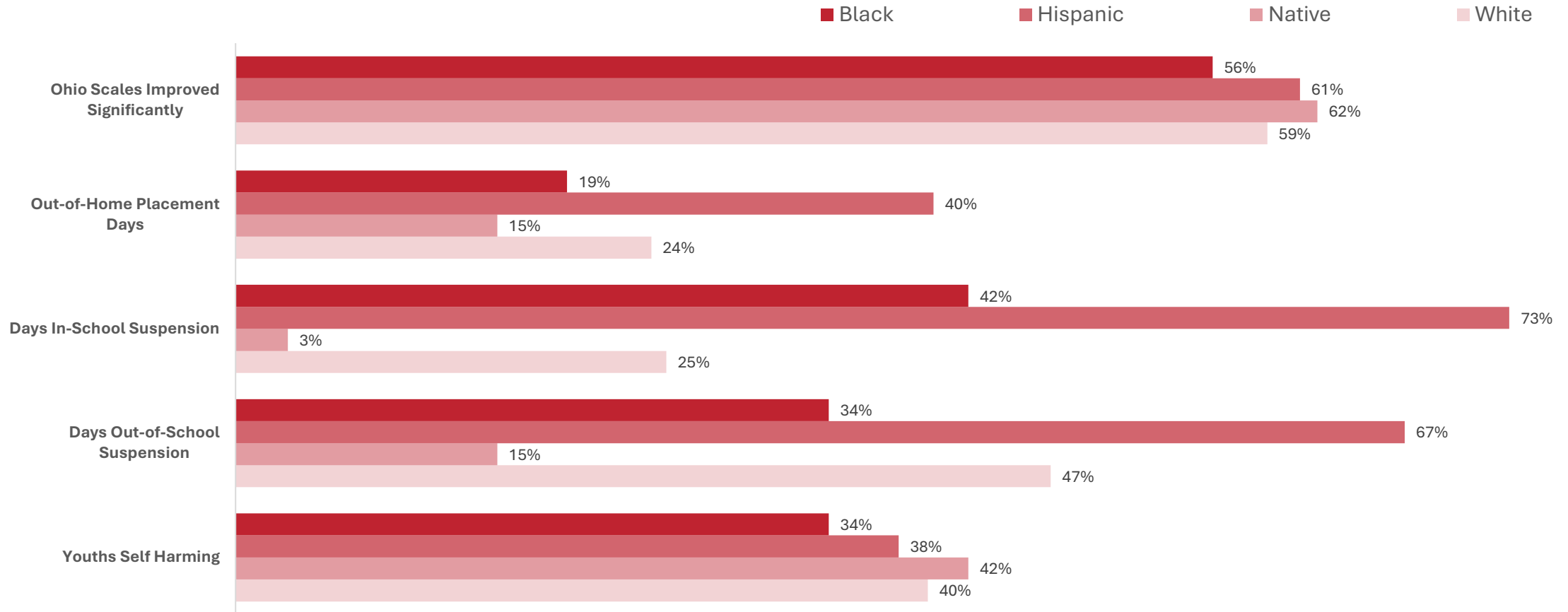


Black youth and young adults in the U.S....

- ... experience more illness, poverty, and discrimination than White youth and young adults, which puts them at higher risk for depression and other mental health issues.
- ... are far less likely to look for help. About 9% reported major depression in the last year, but only about 40% of them tried to get treatment.
- ... and their families may be less likely to identify mental health issues, and—if they are referred—they may enroll in treatment less often.
- ... are less likely than White youth and young adults to be treated with medications, and more likely to be hospitalized involuntarily.
- ... with psychiatric disorders are more likely to be referred to the juvenile justice system, while White youth and young adults are more often referred for mental health treatment.

OKSOC Improvement in Outcomes by Race/Ethnicity

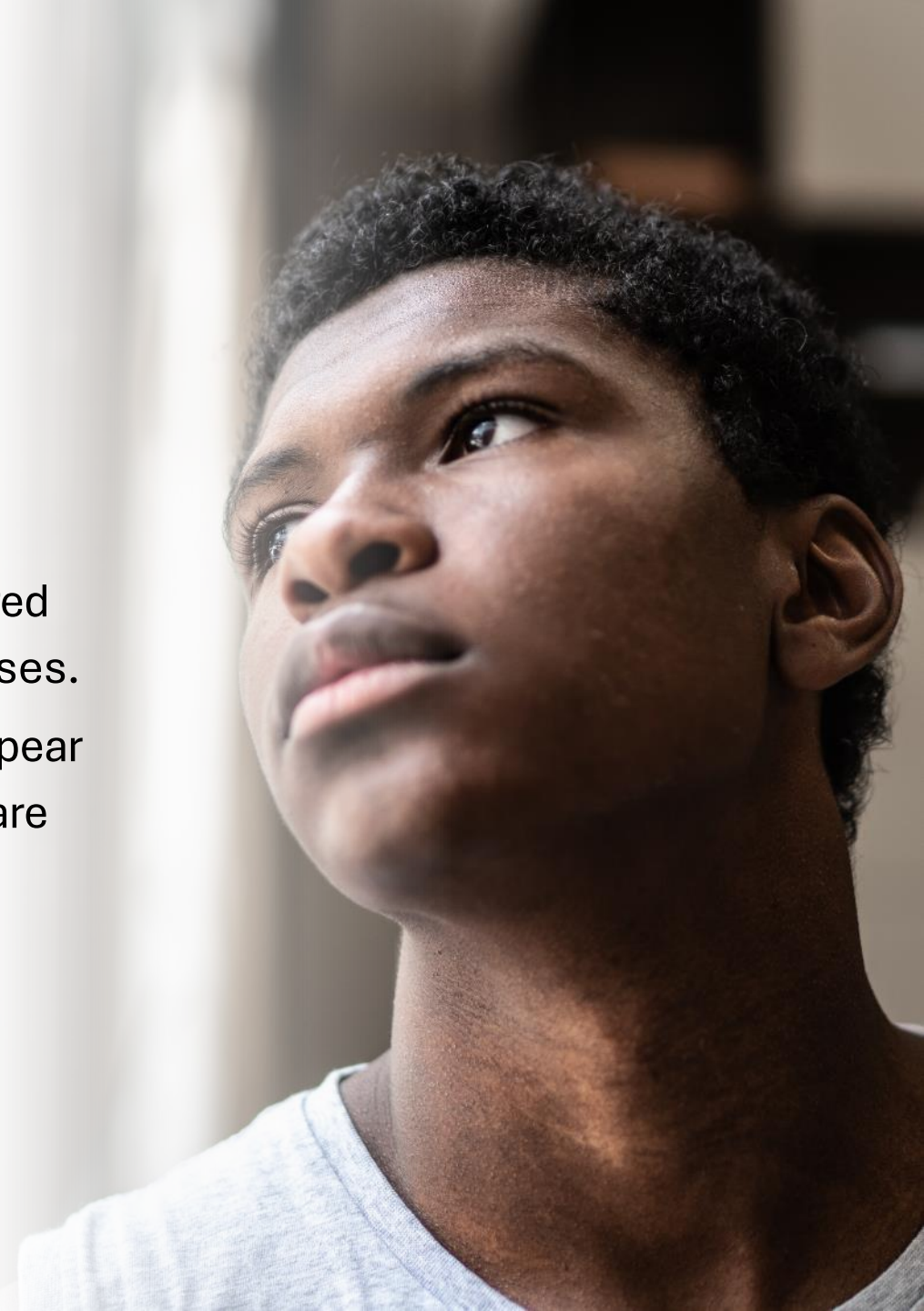
FY2018-FY2021



OKSOC Data

Fiscal Years 2018-2021

- OKSOC's evaluation portal indicates a correlation between diagnosis, race/ethnicity, and assessment scores.
 - Internalizing disorders (depression, anxiety) appear less frequently among Black youth and young adults but are scored with higher impairment than others with the same diagnoses.
 - While externalizing disorders (attention deficit, conduct) appear more frequently among Black youth and young adults, they are scored with lower impairment than others with the same diagnoses.



OKSOC Data

Fiscal Years 2018-2021

Males

- dramatic reductions in out-of-home placement occurs in the first 3 months, with some loss of ground in the 3 to 6 month period.

Females

- reductions are more gradual, but steadier, with numbers improving throughout the first 6 months.



Our Project **Goal 1**

Goal 1: To engage and collaborate with the North Tulsa Community in supporting healing from intergenerational trauma while fostering pathways toward collective resilience and health and wellness.

- **Ongoing dialogue, shared planning, and relationship-building** ensure our work is grounded in community priorities, historical context, and lived experience.
- Our engagement efforts emphasize **transparency, mutual respect, and accountability**, positioning **community voices as drivers of outcomes rather than passive sources of feedback.**

Systems Alignment to Advance Health Equity

The Evolution Foundation and our partners are working across cultural, health, education, and social service systems to reduce fragmentation and address structural barriers that disproportionately impact North Tulsa residents.

Measurable objectives include:

- establishing cross-sector partnerships among at least **five community-based, cultural, and health-related organizations** to coordinate services and share data;

Systems Alignment to Advance Health Equity

Measurable objectives continued:

- integrating trauma-informed and culturally responsive practices into **100% of partnered programs** serving community members;
- increasing community participation in health-promoting and healing-centered programs by **at least 25% over two years**; and
- tracking **improvements** in selected community-identified indicators (such as **access to preventive care, mental health resources**, or culturally relevant wellness programming) through evaluation and community feedback.

Our Project **Goal 2**

Goal 2: To build the capacity of Black-owned mental health provider agencies through targeted support in organizational infrastructure, billing and reimbursement systems, and program development, enabling providers to expand services, improve financial sustainability, and better meet community mental health needs.

How Does MH Provider Capacity Impact Intergenerational Trauma?

Expanding the capacity of mental health providers can significantly transform how communities address intergenerational trauma.

- **Early Identification and Intervention:** Well-trained providers are able to spot trauma-related signs among children, parents, and elders, intervening early to halt its escalation and continued transmission across generations.
- **Trauma-Informed Care:** By adopting trauma-informed methods, providers cultivate environments that are safe and supportive, helping to minimize re-traumatization and promote overall healing.
- **Community Education:** Building provider capacity empowers them to inform families and the broader community about trauma, effective coping mechanisms, and resilience, thereby interrupting cycles of misunderstanding and negative reactions.

How Does MH Provider Capacity Impact Intergenerational Trauma?

Expanding the capacity of mental health providers can significantly transform how communities address intergenerational trauma.

- **Culturally Sensitive Practices:** Skilled providers can incorporate an understanding of historical and cultural trauma, ensuring that care is both appropriate and respectful—an essential approach for communities affected by systemic adversity or conflict.
- **Strengthening Family and Social Systems:** Providers can equip parents and caregivers with mental health strategies, improving family relationships and fostering nurturing environments that help safeguard the next generation.
- **Policy and System Change:** With greater capacity, providers can advocate for policies, programs, and resources that address the root causes of trauma on a community-wide scale, rather than focusing solely on individual symptoms.

Building Capacity with MH Providers

Human capacity

- Enhance clinical expertise, emotional strength, and ethical standards to elevate care quality.
- Support providers with ongoing education, regular supervision, and self-care resources to maintain effective and compassionate mental health services.

Organizational capacity

- Build robust systems, strong leadership, and sufficient resources to ensure services are efficient, ethical, and enduring.
- Enable organizations to offer high-quality, culturally sensitive care while prioritizing staff well-being and lasting results.

Building Capacity with MH Providers

Political Capacity

- Increase skills for advocacy, policy engagement, and strategic decision-making to shape mental health systems.
- Provide knowledge and tools for providers to impact legislation, funding, and governance for accessible, fair mental health services.

Structural Capacity

- Enhance policies, infrastructure, and organizational structures to support efficient service delivery.
- Work toward transparent governance, stable funding, and integrated systems so providers can offer reliable, high-quality mental health care.

MH Capacity Building Indicators

Human Capacity

- Number/percentage of staff trained in clinical skills
- Improvement in knowledge or competency pre- and post-training
- Staff retention rates and reduced burnout levels
- Self-reported confidence in delivering mental health services
- Participation in supervision, mentorship, or continuing education programs

Organizational Capacity

- Documented organizational policies and procedures
- Implementation of quality assurance and monitoring systems
- Leadership and management training completed by key staff
- Implemented protocols for patient care, record-keeping, and reporting
- Staff satisfaction and engagement surveys

MH Capacity Building Indicators

Political Capacity

- Number of advocacy campaigns, stakeholder meetings conducted, etc.
- Participation in mental health policy or advisory committees
- Successful contributions to legislation, funding allocations, or service guidelines
- Partnerships established with government or community groups
- Staff knowledge and skills in policy analysis, lobbying, and advocacy

Structural Capacity

- Availability and adequacy of mental health facilities, equipment, and technology
- Integration of mental health services into broader health or social systems
- Sustainable funding mechanisms in place
- Standardized data collection and reporting systems implemented
- Organizational compliance with regulatory and accreditation standards

BLACK WALL STREET FOREVER




GREENWOOD
CHAMBER OF
COMMERCE



Help Us Re-Build Greenwood: The Original Black Wall Street
<https://www.gofundme.com/f/RestoreBlackWallStreet>
Follow Us On Facebook & Instagram  

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Upcoming Systems for Action Webinar

With Systems Alignment Innovation Hub's Equity Capacity Building
Grantee: **YWCA Madison**

Wednesday, February 25 | 12pm ET

Register [here!](#)