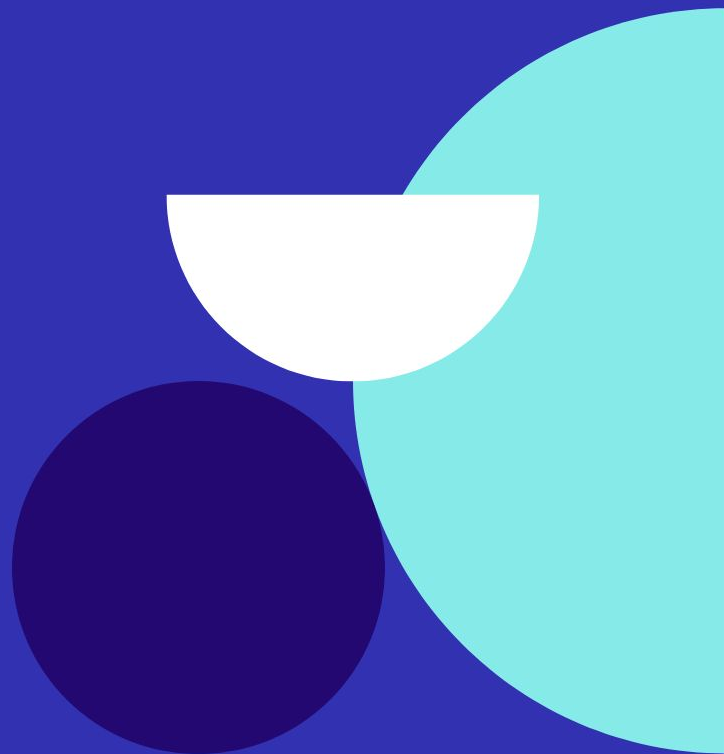


**Youth
Collaboration
Mini-Series -
*Anti-Adultism &
White Dominant
Culture***





Today's Agenda

Topics to be Covered

- Implicit Bias
- Anti-Adulthood
- Dominant Cultural Norms

Your Facilitators Today



Rhie Azzam Morris

(She/Her)

Spokane, WA

HUD Technical Assistant



Erin Rutherford

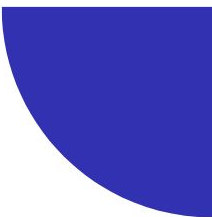

(She/Her)

Louisville, KY

*Senior Homeless
Services Specialist, ICF*

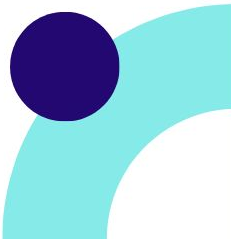


Intros and Check In!

- Name
 - Pronouns
 - Race
 - Community Role
 - *What does it feel like to be really heard?*
- 
- 



Our Commitments Today

- **We welcome discomfort and honor the wholeness of one another**
 - **We welcome curiosity and questions**
 - **We welcome one another to be here today however we best can show up.**
- 

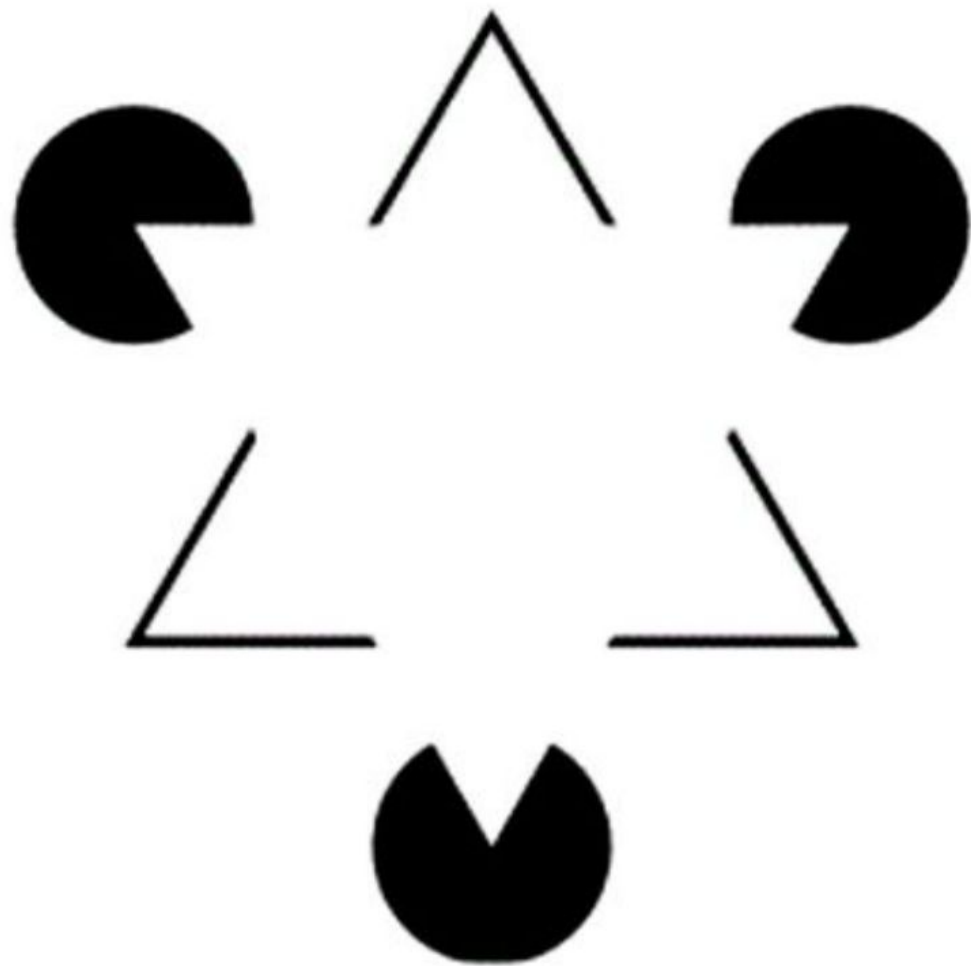




Interrogating our

Implicit Bias





Implicit Bias





Discussion Time!

What are some potential implicit biases about young folks experiencing homelessness?

Implicit Bias - Accepting the Challenge





Implicit Bias - Accepting the Challenge

BECOME AWARE

Ask yourself What, When, and Where your unconscious bias has shown up

FIND YOUR TRIGGER

What situations come up at work where you are most likely to rely on snap decisions and judgements?

SLOW DOWN

Take three deep breaths, then respond

DO ONE SMALL THING DIFFERENTLY

Start small, but start daily

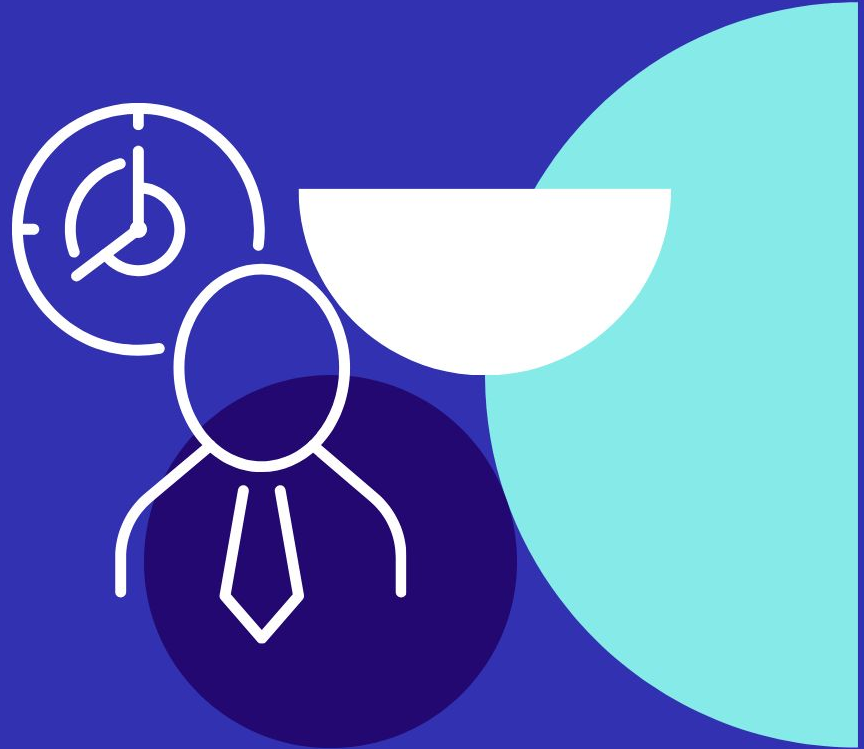


WHAT IS ADULTISM?

Favoring adults by dismissing young folks

The addiction to the attitudes, ideas,
beliefs, and actions of adults

Because adultism is bias towards adults, it
inherently and obviously leads to
discrimination against children and youth.



Learn more at freechild.org

TYPES OF ADULTISM



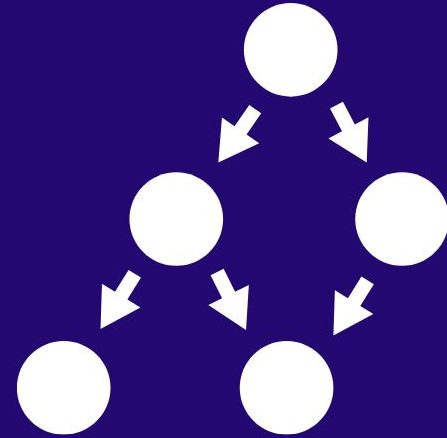
INTERNALIZED

The collective deeply held bias towards adults.



CULTURAL

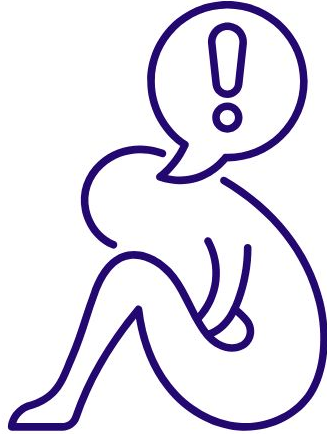
The prevalent and unspoken discrimination and intolerance toward youth.



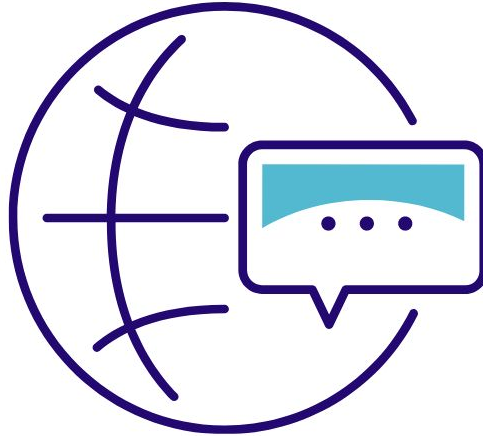
STRUCTURAL

Systemic restrictions placed upon folks because of their age.

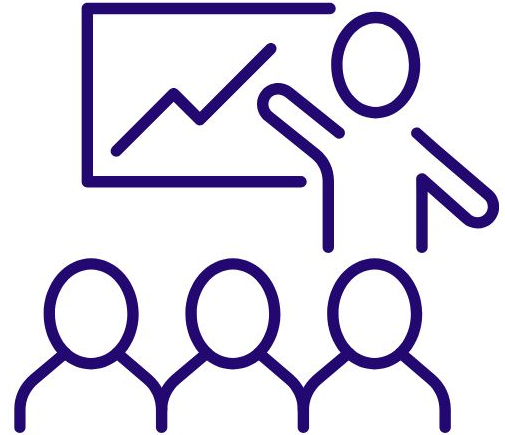
LET'S EXPLORE



INTERNALIZED



CULTURAL



STRUCTURAL

HOW HAVE WE EXPERIENCED ADULTISM IN OUR WORK?



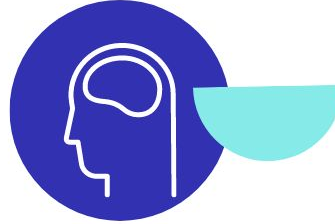
**Do One Small Thing
Differently**

Culture

A System



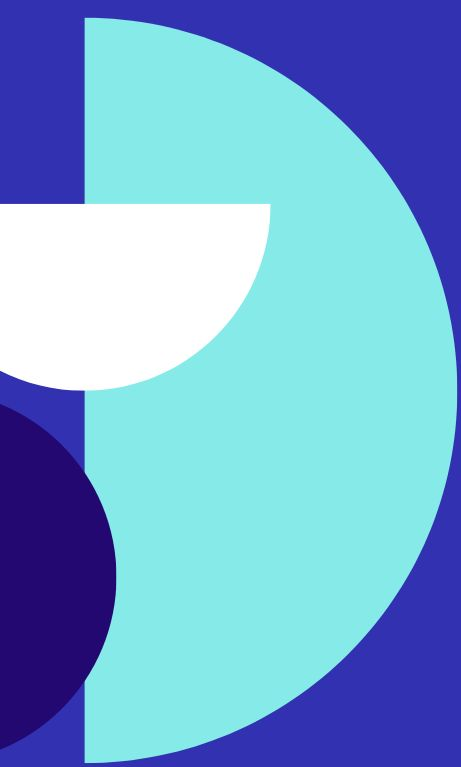
Values



Beliefs



Standards/Norms



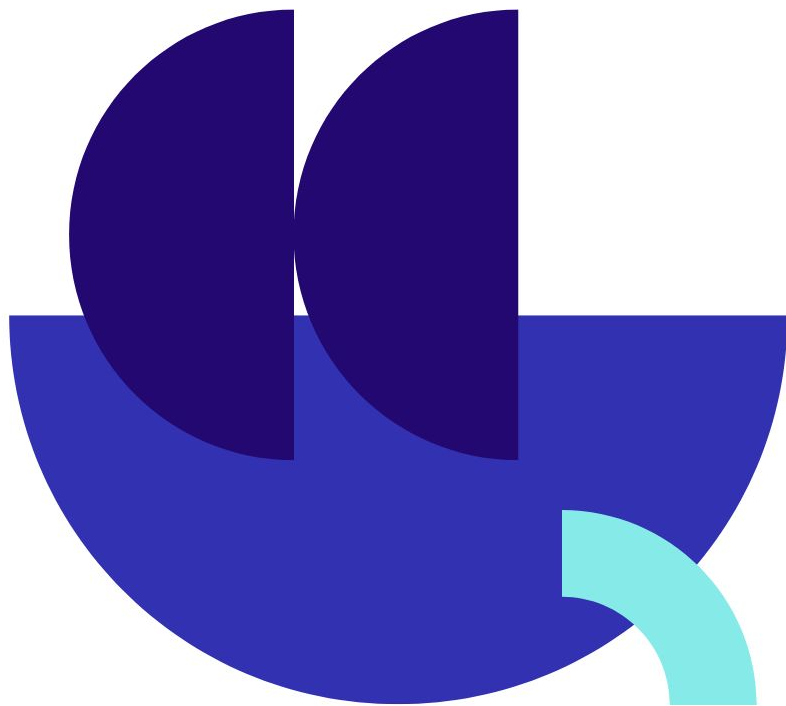
Adapted from Tema Okun's work at
whitesupremacyculture.info

Group Exercise

Each group will get one slide which lists three types of white dominant cultural norms:

- Which of these were you consciously or unconsciously taught growing up?
- Discuss these norms in your organization:
 - Are they ever discussed?
 - Which are embraced?
 - Which are being challenged? Have any been replaced?
 - What would your work culture be like if they were replaced? (For staff and clients)





What Can it Look Like?

HOW?

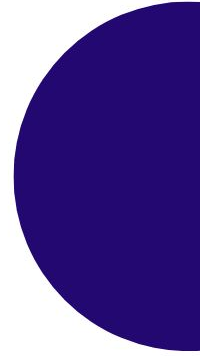
How do these white dominant cultural norms stand in the way of walking alongside your clients and colleagues?

WHAT?

What can you and your organizations do to shift these beliefs and behaviors to ones that serve authentic collaboration?



**Questions?
Reflections?**





Next Session in Youth Collab Mini Series

**April 24th 10-12pm: *Authentic Collaboration
with YAB***

**May 29th 10-12pm: *Hiring YYA with Lived
Experience and Expertise***

