

**Authentic
Collaboration-
*So You Wanna
Build Together***



Your Facilitators Today



Rhie Azzam Morris

(She/Her)

Spokane, WA

HUD Technical Assistant



Erin Rutherford

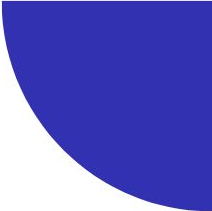

(She/Her)

Louisville, KY

*Senior Homeless
Services Specialist, ICF*

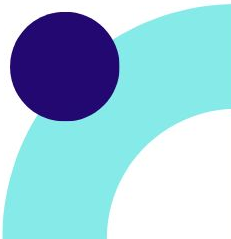


Intros and Check In!

- Name
 - Pronouns
 - Race
 - Community Role
 - *What's your "why"?*
- 
- 



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.**
- 





Investigating

Trauma and its Impacts



**“You don’t have to save me, you just
have to hold my hand while I save
myself.”**

– Unknown





Trauma

- The concept of the present for a street-dependent folk is immediate - what they can see, hear, and feel.
- Past and continuing trauma creates gaps in memory.
- There is very little ability to conceive of the future.

Street Families and Street Identities

FAMILY

- SAME PSYCHO-EMOTIONAL ATTACHMENTS - AND FAMILY DYNAMICS - AS A BIOLOGICAL FAMILY
- MORE CLOSELY RESEMBLE EXTENDED FAMILIES
- SIBLING RIVALRY

IDENTITY

- STREET NAMES
- STREET STORIES





Thich Nhat Hanh on Compassionate Listening

Breakout Activity

Practice Deeper Listening and Empathy with
Colleagues



Heard

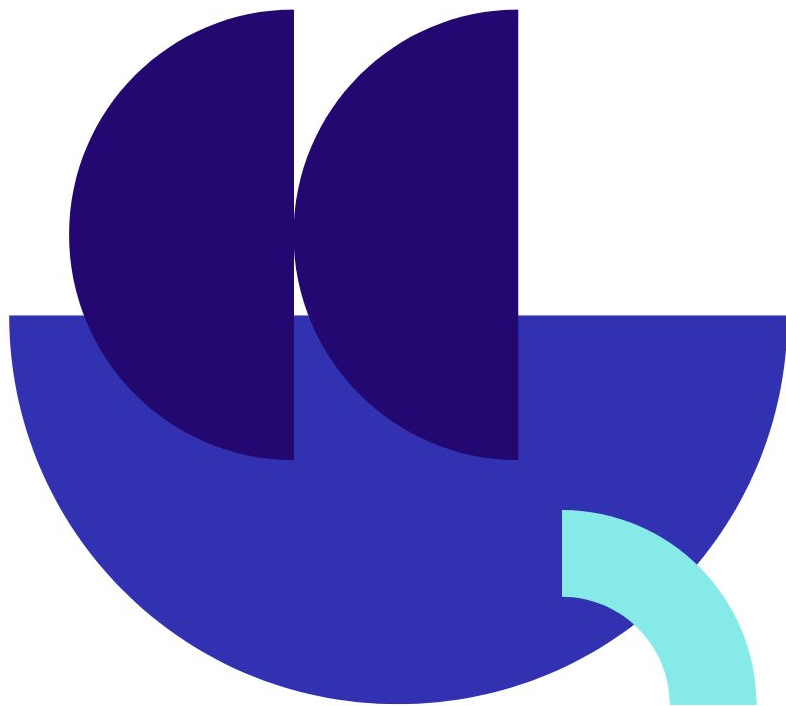


Seen



Respected

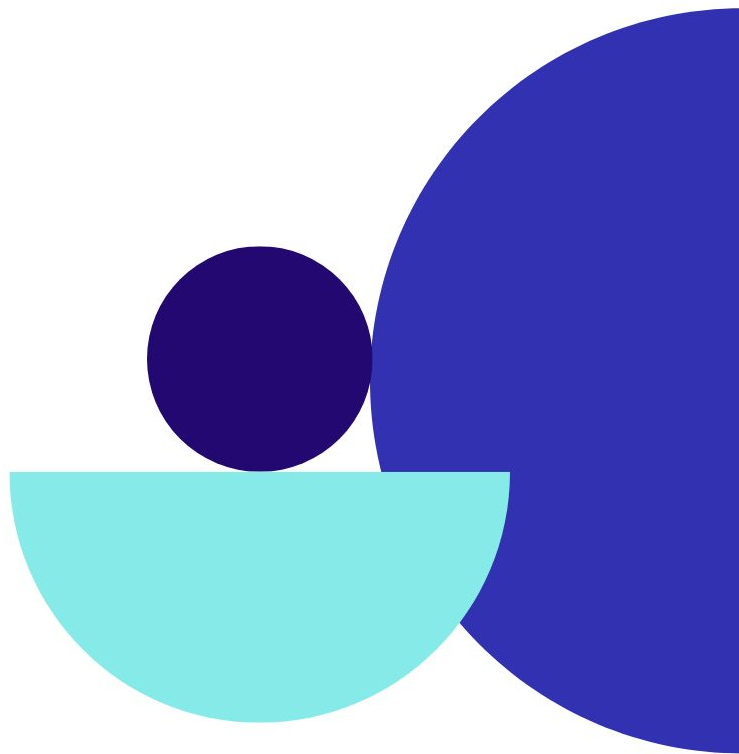
What you'll do



- PAIR OFF
- EACH PERSON WILL TAKE TURNS AS BOTH STORYTELLER AND LISTENER
- **TAKE 2 MINS TO TALK ABOUT YOUR MOTIVATIONS FOR WORKING WITH YOUTH EXPERIENCING HOMELESSNESS**
- LISTENER WILL PRACTICE LISTENING WITHOUT INTERRUPTING EXCPET TO ASK *WHAT ELSE* OR *WHAT HAPPENED NEXT*
- **THEN SWITCH!**
- WE'LL TAKE 5 MINS AFTER TO REFLECT ON “HOW WAS THE EXPERIENCE OF FOCUSED LISTENING?”

Debrief Time!

1. WHAT WAS IT LIKE TO SHARE WHILE BEING LISTENED TO SO INTENTIONALLY?
2. WHAT WAS DIFFICULT ABOUT BEING THE LISTENER AND NOT GETTING DISTRACTED?
3. HOW MIGHT DEEPER LISTENING IMPACT YOUR PARTNERSHIP?





Principles of Engagement

Implementation and Best Practices

STIFLING AUTHENTICITY

What Can Happen

- When people feel unsafe to voice their opinions, we lose opportunities to surface valuable feelings and information.
- When people feel that no-one is genuinely interested in their contributions, they disengage.
- ‘Groupthink’ can lull them into the comfort of the status quo, and when people don’t share their genuine perspectives, the energy in the meeting goes flat, or even worse - innovation dries up.



WHEN IN WORKGROUP MEETINGS



- Create ground rules and psychological safety to encourage more authentic voices to come forward.
- Be aware of your biases when you are engaging the group. For example: Notice the pressure to end on time and the desire to go deeper in the conversation, and your bias one way or the other.
- Are you holding back because you don't want to cause others to be uncomfortable? Work with that edge, and try to stretch beyond your comfort zone to cultivate more depth.
- Encourage people to speak from their subjective experience, and use "I" language. A response coming from the individual's interior is more likely to reveal data that is more immediate, intimate and authentic than a superficial chat about the objective 'observable facts'.
- Praise people for sharing in the moment. Affirm authentic responses, and acknowledge when someone might be sharing something difficult or hard to hear.
- Support differences to emerge, and amplify or reinforce the diversity in the room (as opposed to habitual reductive moves to find sameness).
- Stay present to, attune to, and accept what is arising in the moment, so that when tensions surface, you are able to stay relaxed and welcome all voices, especially those that are marginalized and the people with lived experience in the space. Mindfulness practices enhance our ability to stay present with whatever the group is presenting.
- Stay curious with the intimacy of 'what is' in the moment, even if it feels awkward, difficult or uncomfortable.
- Acknowledge the diversity of perspective before you try to find the similarities and coherence. Keep the contributions in subjective expression before you move to harvest any shared insights or make a plan.

WORKING WITH BOTH ALLIES AND NAYSAYERS

Solutions spread when we move beyond blame, competition, misunderstanding and mistrust.

To work with people who have opposite opinions:



What We Can Do

- **Accept** that we have played a role in co-creating the situation we are wanting to fix
- **Continue** to work with those we might not like, don't trust or don't know despite our differences or past wrongs
- **Recognize** that thinking, reflecting, listening & talking are as essential as action
- **Be willing** to speak up and rise above

BALANCING INCLUSION AND DEPTH IN MEETINGS



We need to be equally sensitive to inclusion (alignment of the group), depth (deepening shared meaning and understanding) and time (the efficiency of the meeting)

Sometimes we might reason that inclusion, for example, is more valuable, resulting in a trade-off between time and depth.

The reasoning goes something like this:

“If I benefit from hearing as many voices as possible (inclusion), it hinders my capacity to facilitate deeper conversations in the group (depth). There are time constraints and I feel pressured to move through a full agenda (efficiency). If I open the conversation for more raw, honest input, it will require more time and effort.

Losing our sense of control might sway us to make a familiar compromise: keeping the facilitation safe and the conversation superficial.



Principles of Engagement

For Authenticity to Occur

Expect tension.

- Partnership in a change process will sometimes result in tension. Partners will challenge and hold each other accountable for staying true to principles for engagement and to shared goals to improve the opportunity for health.

Address challenges.

- Develop a plan to address conflict, being intentional and strategic to transform challenges into opportunities.

Strengthen relationships

- ...among participating groups to build power for change. Intentionally find ways to strengthen relationships and mutual accountability among partners, setting the stage for future cooperative efforts to strengthen the conditions that create health.

Welcome new accountabilities and opportunities to transform practice

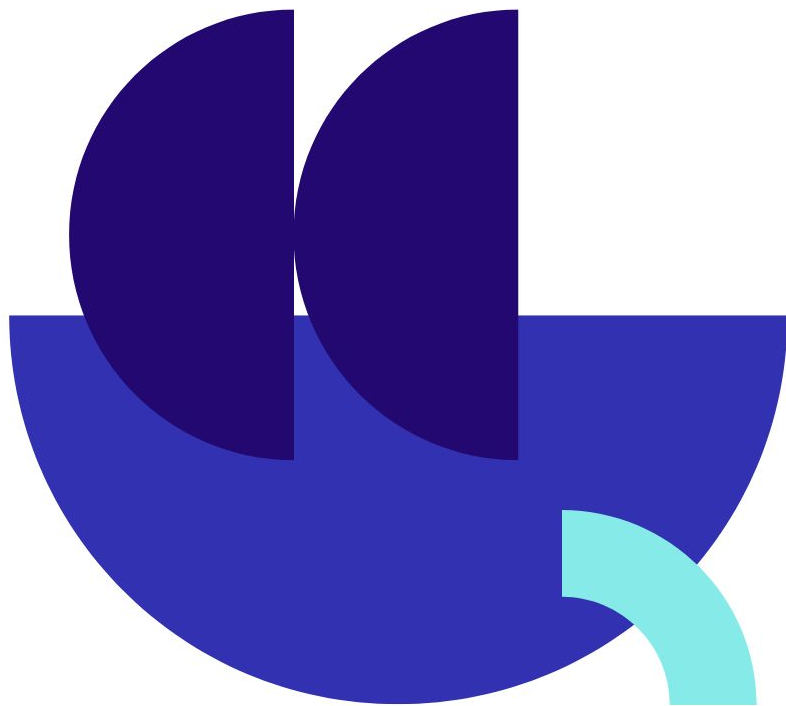
- Prepare to be held accountable by new partners for a new set of expectations. These expectations may add complexity to your work, but they also demonstrate that community members value public health work and have a vision of how it can contribute to the issues their communities face..



CO-CREATE TANGIBLE OPPORTUNITIES TO COLLABORATE

PLE SHOULD BE DOING WORK RELATED TO THEIR
EXPERIENCE THAT MAY BE CHALLENGING, THAT IS
RECOGNIZED BY THE ORGANIZATION AS VALUABLE,
AND THAT FILLS THE ENTIRE WORK TIME NEEDED.



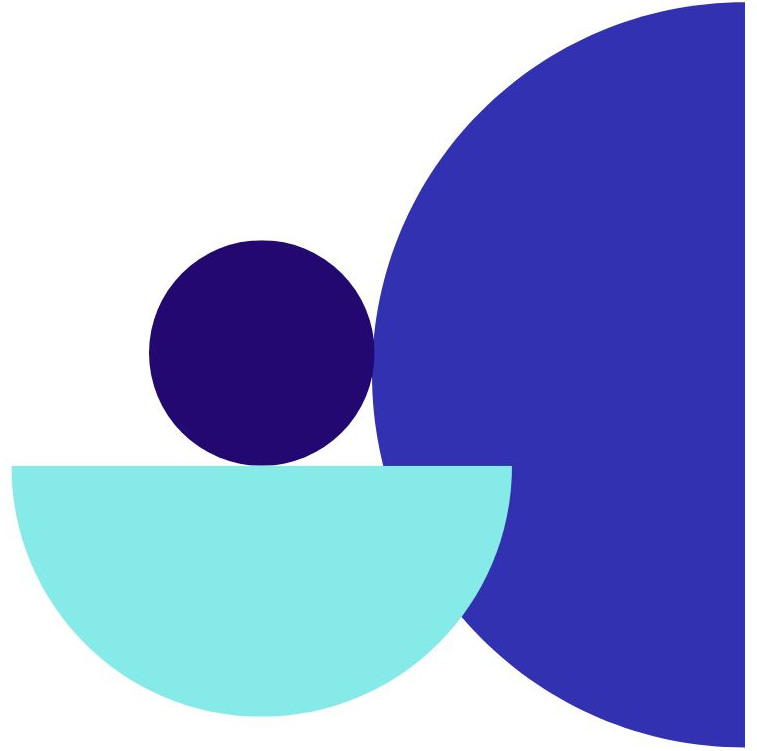


ALWAYS PROVIDE CONTEXT

ANY DOCUMENTS, WEBSITES OR
RESOURCES THAT CAN HELP
PROVIDE CLARITY AND
COMFORTABILITY IN MEETINGS IS
MOST IMPORTANT.

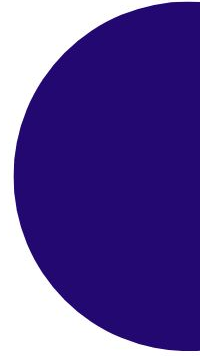
GREETINGS MATTER

WHEN WE ENGAGE IN THESE SPACES,
HOW WE INTRODUCE OURSELVES AND
HOW WE ARE INTRODUCED IMPACT HOW
WE ARE PERCEIVED AND TREATED.





**Questions?
Reflections?**





Next Session in Youth Collab Mini Series

**June 12th 10am-12pm: *Hiring YYA with Lived
Experience and Expertise***

