

Youth Collaboration Mini-Series – Hiring YYA



Your Facilitators Today

IT'S NOT ABOUT
"ROUNDING" THE PEG,
BUT RATHER
"SQUARING" THE
HOLE. OUR WORK IS
TO BUILD SYSTEMS
THAT ADAPT TO
INDIVIDUALS, RATHER
THAN FORCING
INDIVIDUALS TO
ASSIMILATE TO
SYSTEMS. -Rhie



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(She/Her)

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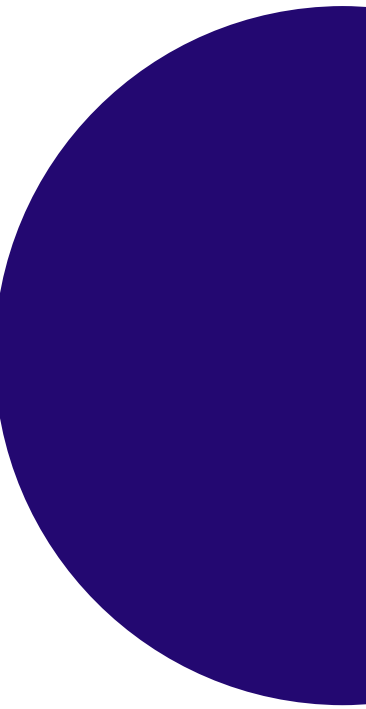
*Senior Homeless
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Today's Agenda

Topics to be Covered

- Hiring Practices
- Trauma informed policy and procedure
- Supervision





Intros and Check In!

- Name
- Pronouns
- Race
- Community Role
- What skill would you share in a skills exchange group?



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.





Hiring Practices

REQUIREMENTS

- Education requirements
- Value of lived expertise
- Advocating to funders
- Utilize references

POSTING


Expand job posting process beyond typical network to include social media, local YYA providers, word of mouth, etc.

SCORING

Collaborate with YAB/YYA in defining scoring and metrics- **who is designing the questions?**

INTERVIEWS

Bring YAB/YYA into interview process- **who is asking the questions?**





Discussion Time!

How are youth leaders and diverse community partners involved in job position design and selection?

What are some of your community practices around hiring young folks who have experienced homelessness?



Is your org Trauma-informed?

- Engage in proactive planning.
- Hold staff accountable but in clear, understandable, and respectful ways.
- Implement positive supports.
- Use restorative approaches.
- Model respectful, nonviolent relationships and restorative practices



TRAUMA INFORMED CARE PRACTICES (TIC)

OFFER TRANSPARENCY ABOUT YOUR "WHY" :
INCLUDING ENGAGEMENT GOALS AND WHY/HOW THE
PERSON WAS CHOSEN

OFFER WELLNESS CHECK INS, SUPPORT, AND
OPPORTUNITIES FOR LEARNING

REMEMBER, GREAT LEADERS IDENTIFY AND AMPLIFY
THE STRENGTHS OF THEIR TEAM!



LANGUAGE TIPS: AVOID JARGON, ACRONYMS, PASSIVE
VOICE, AND DEFICIT-BASED LANGUAGE

Learn more at [Recruiting Individuals with Lived Experience \(hhs.gov\)](https://www.hhs.gov/recruiting-lived-experience)





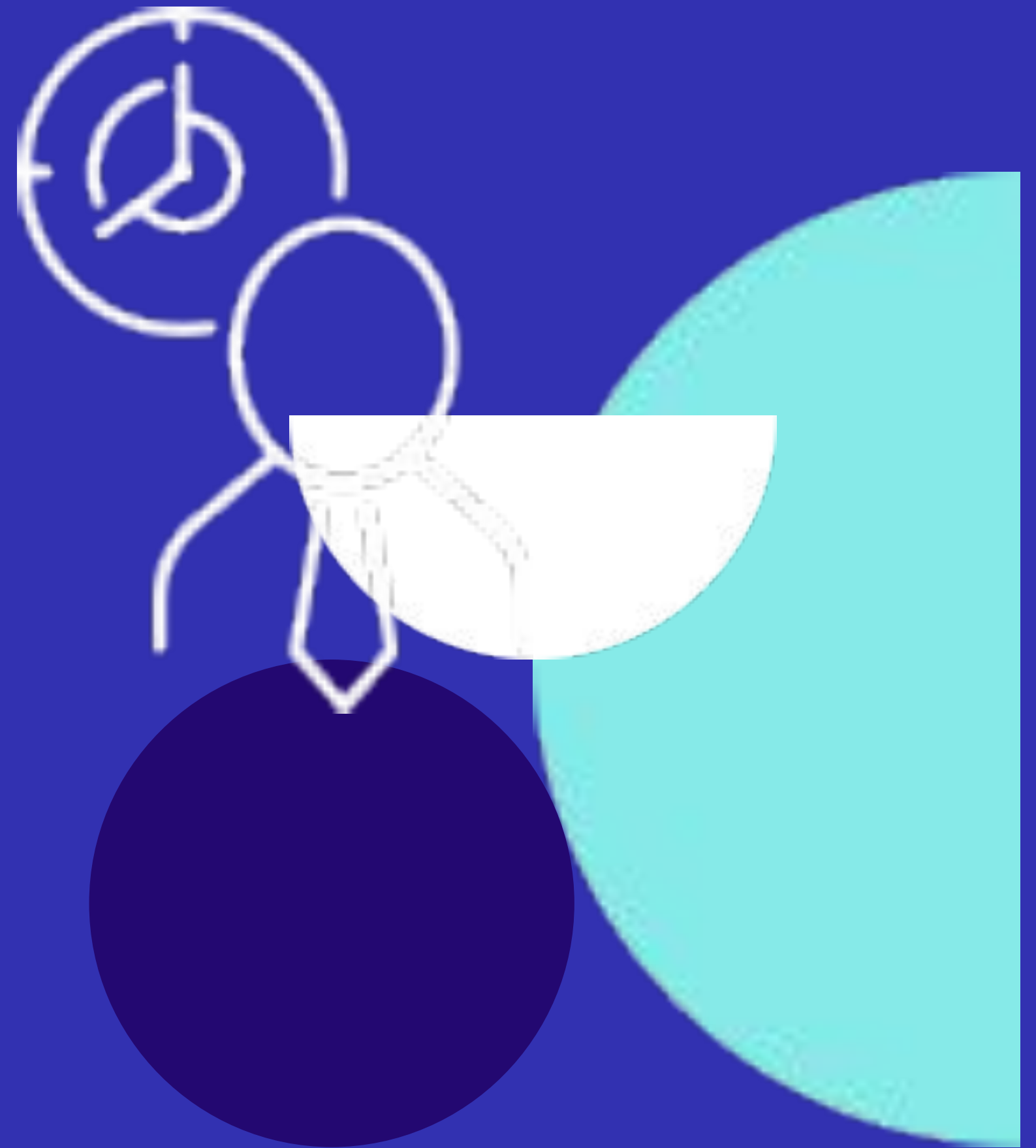
Discussion

How can you change/contribute to a more trauma informed process to hiring YYA?



SUPERVISION

- This work is relational
- Build trust and relationship as a part of the work (different from the standard).
- Clearly state expectations and revisit them as a means to monitor, restate, or alter them.
- Co-create opportunities for YYA to demonstrate their abilities and manage responsibilities.
- Celebrate strengths and areas of growth.



KEEP IN MIND



"THIS COULD BE
DIFFERENT"

"THIS ISN'T RIGHT"

"THIS WAS MY
EXPERIENCE"

"THESE ARE THE
GAPS"

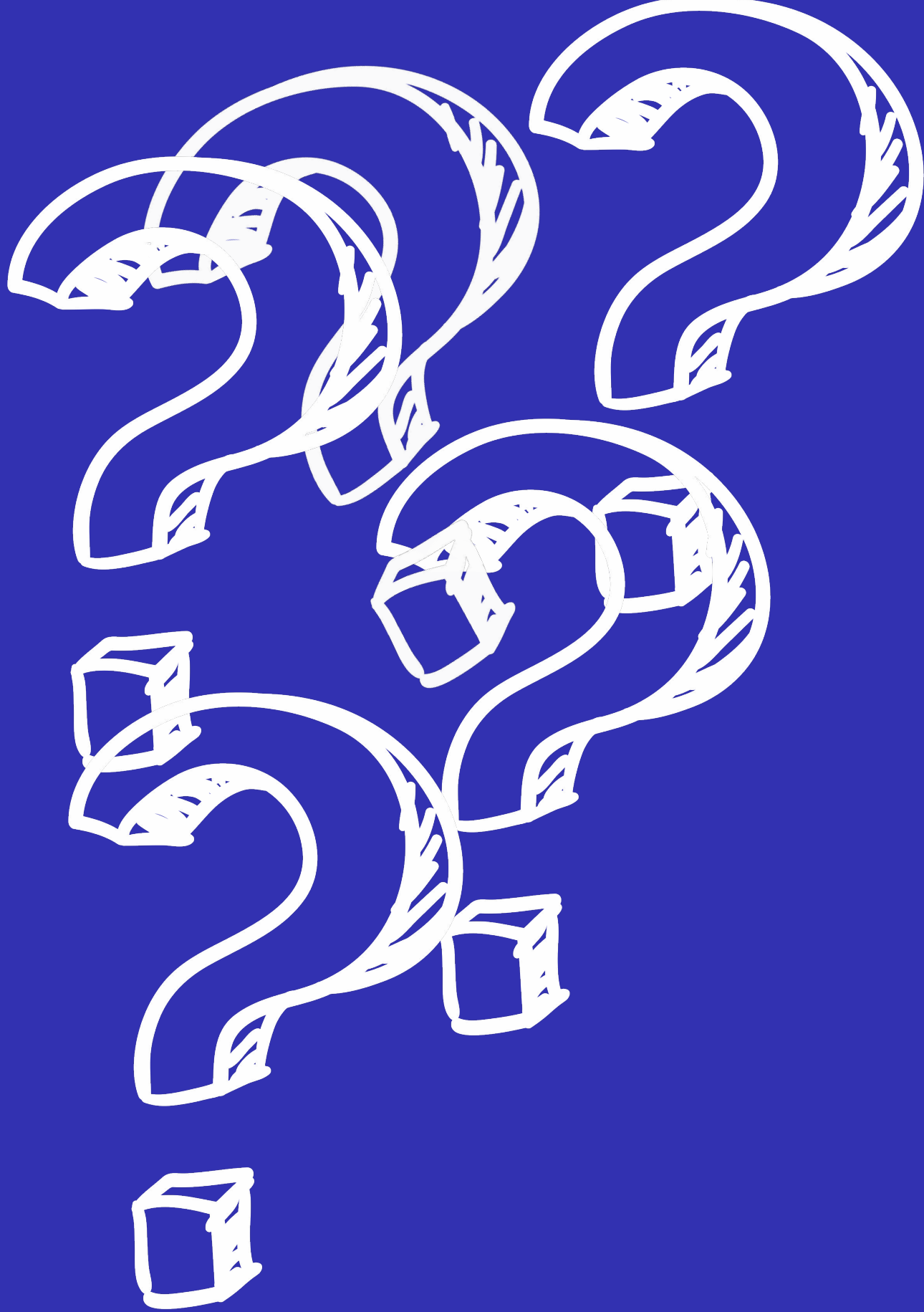


"THIS PLACE IS BAD"

"YOUR WORK IS
WRONG"

"I HATE THIS ORG"

"YOUR WAY HAS NO
VALUE"



QUESTIONS?