

Radical Hospitality: Youth Voice, Leadership and Collaboration

The WHAT, WHY AND
HOW OF authentic youth
engagement



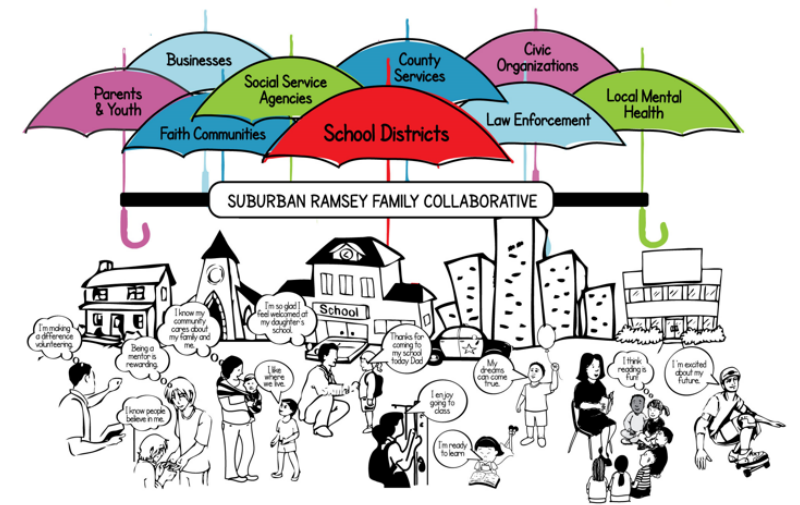
Goals of Today's Session

- Learn how a Family Service Collaborative has authentically engaged youth in our work by working with Marnita's Table
- Learn about Marnita's Table Intentional Social Interaction (IZI) model, their Key Touchpoints and how youth are critical to the model's success.
- Hear stories and examples of IZI's and 'Izzified' events.
- Learn what it really takes to honor and engage youth authentically while growing a sustainable practice that remains Youth-Led /Youth-Engaged.
- Hear our honest challenges and growth opportunities.
- Get practical advice that you can use immediately.

How does SRFC operate?

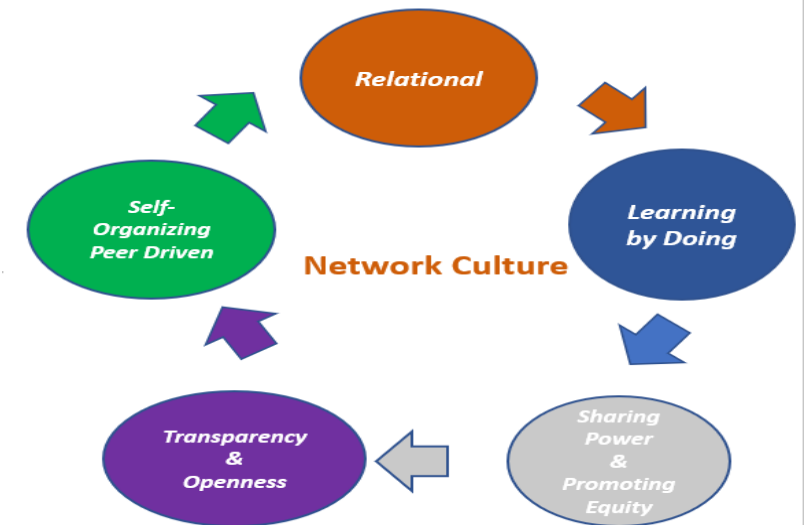
All action starts with the question, “How Are the Children?”

- **CROWD SOURCING:** We keep our ear to the ground by working with partners at all levels and working directly with parents and students.
- **NETWORK CULTURE:** We cultivate a “Network & Collaborative culture” that supports innovation and risk taking. We actively build in networking time in our meetings for people to meet and connect with others
- **FLEXIBLE-RESPONSIVE:** We believe community solutions must be flexible and responsive to create ‘pathways of access’ for our stakeholders who are experiencing at risk circumstances in our communities.
- **SHARE POWER:** We use our collective sphere of influence and shared power to address systems change through rapid responses, gatherings, and resource gathering and distributing
- **HIGH TRANSPARENCY:** All resources are shared, budgets are highly transparent, and minutes of all meetings distributed to 300+ people to cultivate trust



Providing an Umbrella of Support and Resources for Suburban Ramsey children, youth, families and communities

www.HowAreTheChildren.org

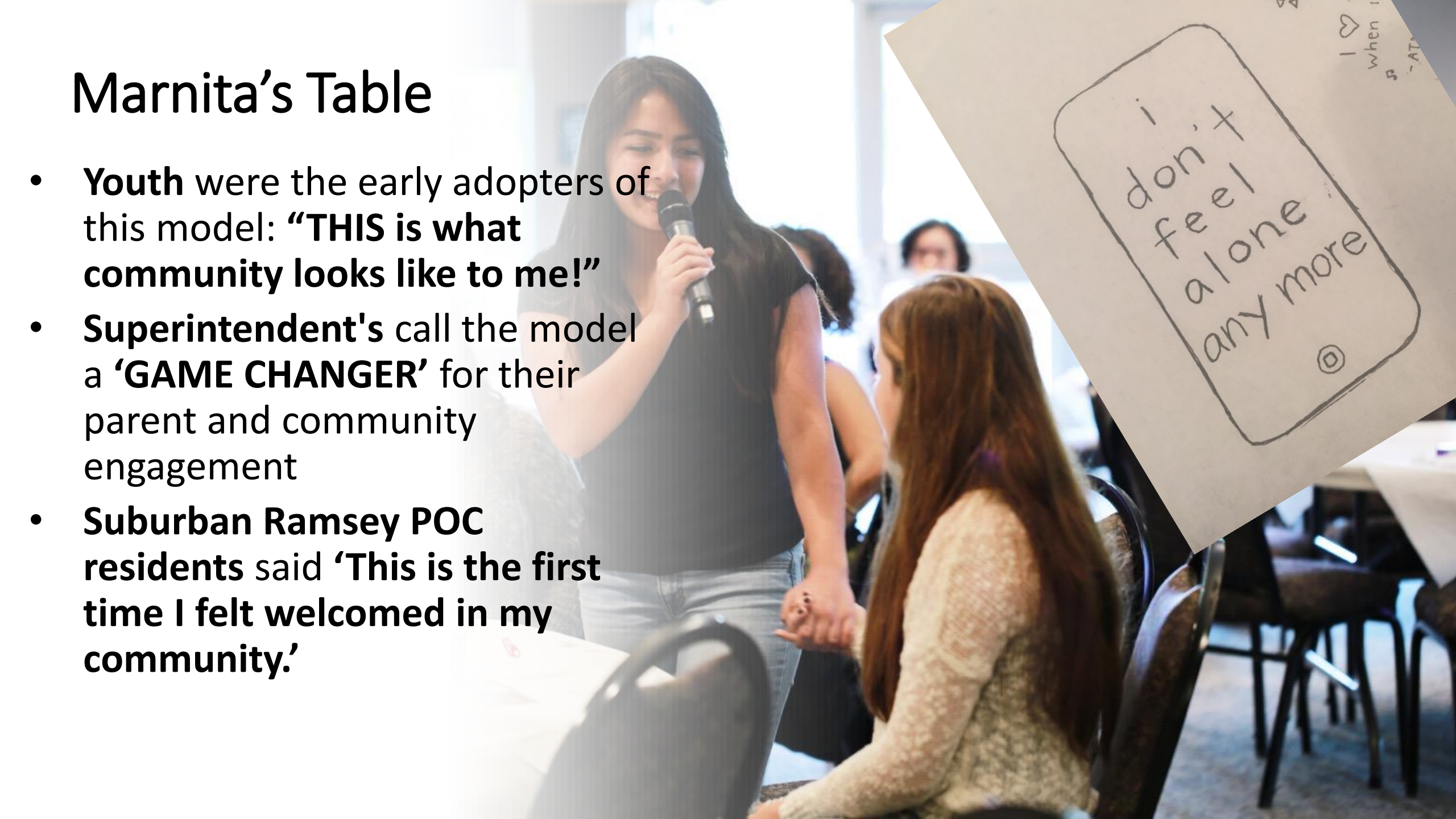


Source: Robert Woods Johnson

2015

Marnita's Table

- **Youth** were the early adopters of this model: **“THIS is what community looks like to me!”**
- **Superintendent's** call the model a **‘GAME CHANGER’** for their parent and community engagement
- **Suburban Ramsey POC residents** said **‘This is the first time I felt welcomed in my community.’**





IMPACT READY!

MISSION:

Connecting individuals, families and community resources to create relationships which enhance the well being of our kids cradle to career.

EQUITY VISION:

How are we as a collaborative partners promoting racial and cultural justice, equity and human dignity in our work?

VISION:

SRFC is a collaborative community where our children and youths safety, security, health and learning are a priority for all and no child remains at risk.

The collaborative that works!

YOUTH LED WORK FOCUS

Current realities:

- homelessness, poverty, healthcare, est. trauma, violence, hiring diverse staff, racism
- families under attack - "looks like a war," politicians attacking, drain & challenge for staff as well
- polarization - haves/have nots, isolation, pressure, schools expecting a lot of kids, resilient + talented kids who want to be involved; parents want a better life for their kids
- housing, lack of pathways + resources
- widening gaps and difficult topics, everyday needs, need to focus on what families need

BRIGHT SPOTS TOO

Hopes & aspirations



To make a difference:

- Options provided
- Youth have Decision making opportunities & grow skills in building community; reflect community
- Big wide pathways - be prepared
- Authentic listening
- Healthy systems provided
- Youth connected to each other
- Youth leadership opportunities, tech ops
- Youth to have authentic decision making responsibility
- Youth able to articulate; give youth a voice
- Increase participation Student led tech Career pathways
- Responsive to youth
- Authentic role for youth

A future Headline

100% OF STUDENTS meet college & career standards

- Fewer disparities
- Options for youth to be involved on boards
- Safe & welcoming
- Have boards reflect community

ADULTS in community finally hear / listen to what their youth need... remove barriers one by one...

Students take charge

- Engaged youth
- Bring youth in to lead ISI's

- Ask youth:
 - what they need
 - where they go
 - who they trust

POSITIVE changes in Suburban Ramsey County led by Youth!

Who's involved?

- Youth #1
- As listeners:
 - JPB
 - Steering Comm
 - schools, churches, police, coaches



Youth led; youth informed.

Safe & welcoming community

Multitude of options

Fewer disparities

Leadership opportunities

Engage students in decisions

Nothing about me without me!

Place for youth to experiment + grow

Effective use of tech

Continuum of care

Engagement across race & class

IZI Video

Marnita's Table Intro: [Videohttps://www.youtube.com/watch?v=Mjwwp7UY358](https://www.youtube.com/watch?v=Mjwwp7UY358)

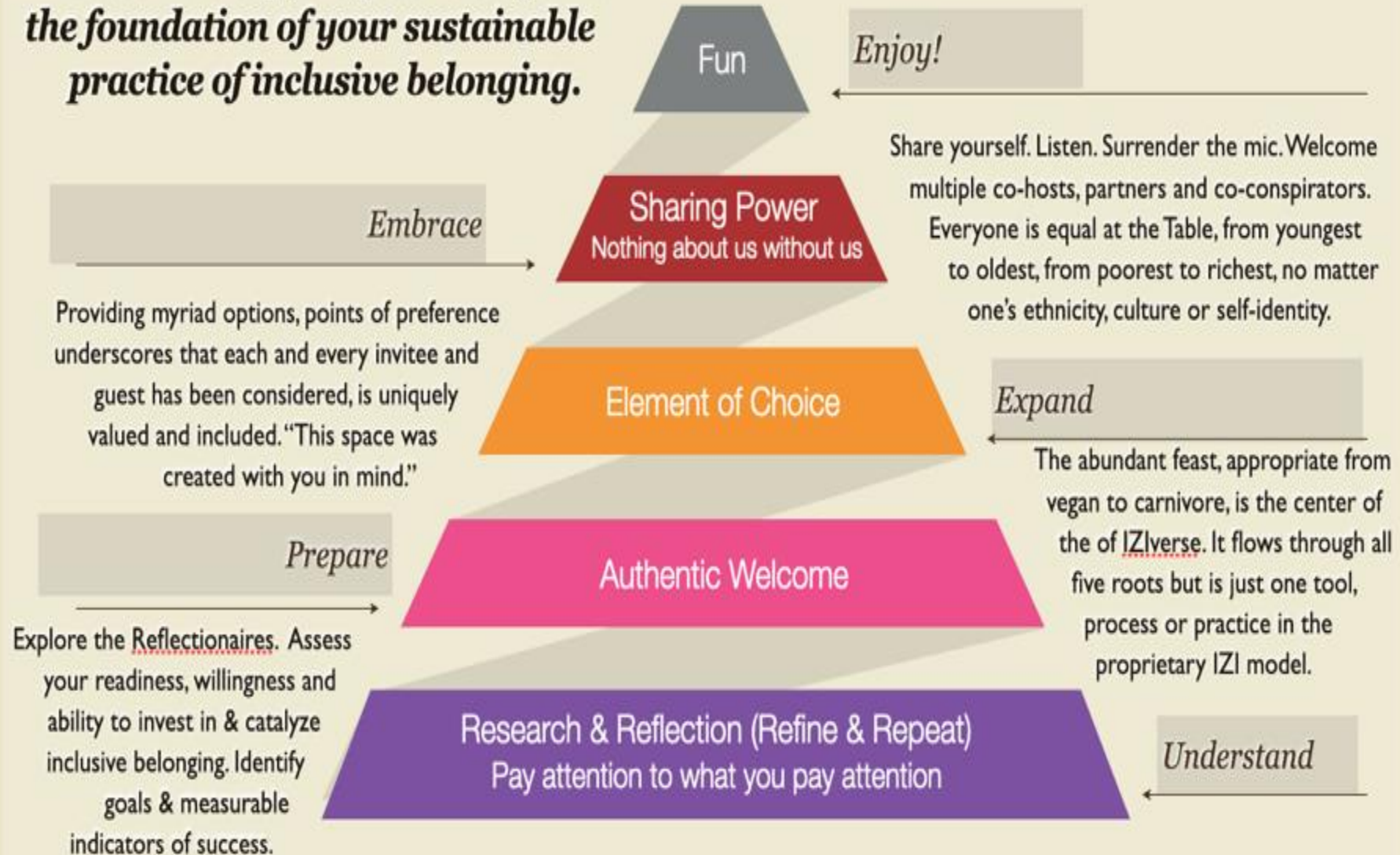
SPPS: <https://www.dropbox.com/s/4rgoltxcnuinrb4/St%20Paul%20School%20Event.mov?dl=0>

Here are just some examples of the hundreds of IZI's SRFC Partners have done over the years:

- *We are ALL Edgewood! (Edgewood Middle School)*
- *Seeing the Faces of Our Schools (YLC)*
- *Welcoming Family Involvement – Hearing ALL Voices*
- *Uniting for Success (Pinewood Elementary)*
- *Know Your Neighbor (Irondale High School)*
- *Celebrating Community – Uniting for Our Children*
- *Communication, Culture, Connection! Hawk Talk Dinner and Dialogue (Highview)*
- *We are the HEART of Valentine Hills*
- *Be Well IZI's*
- *Detox IZI's*

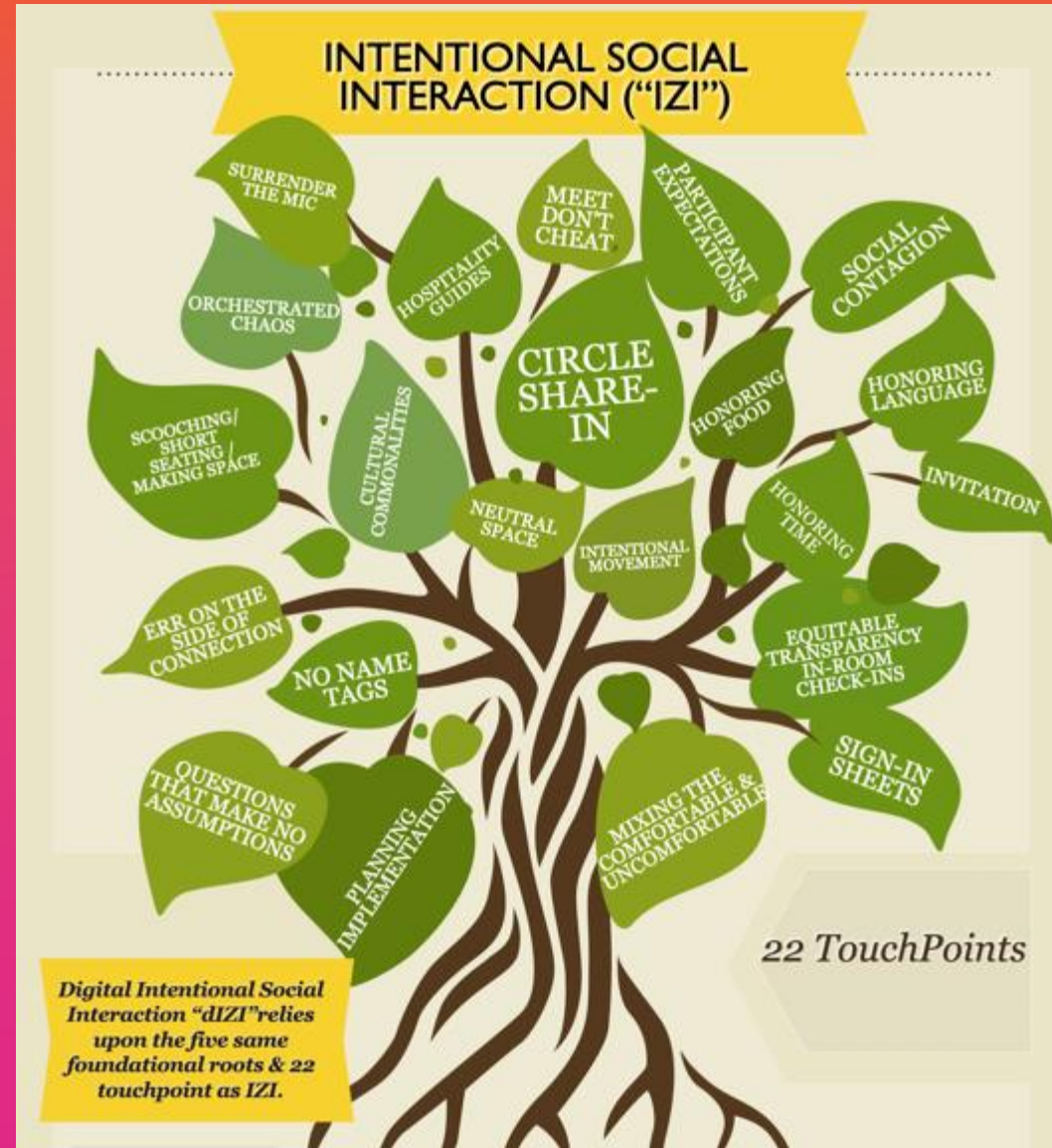
IZI's 5 Root Principles

Bottom to top, the five roots form the foundation of your sustainable practice of inclusive belonging.



22 tested touchpoints
immediately build
effective cross-cultural
connections

Reconceived touchpoints for dIZI: “hospitality guides,” “orchestrated chaos,” “making space,” “no name tags,” “equitable transparency,” “mixing the comfortable with the uncomfortable,” “err on the side of connection,” “honoring language,” and “questions that make no assumptions.”



MV IZI Video

<https://moundviewschools.wistia.com/medias/z1r3rqld0y>

Roseville Leaders In Training (LIT) Youth-Led IZIs

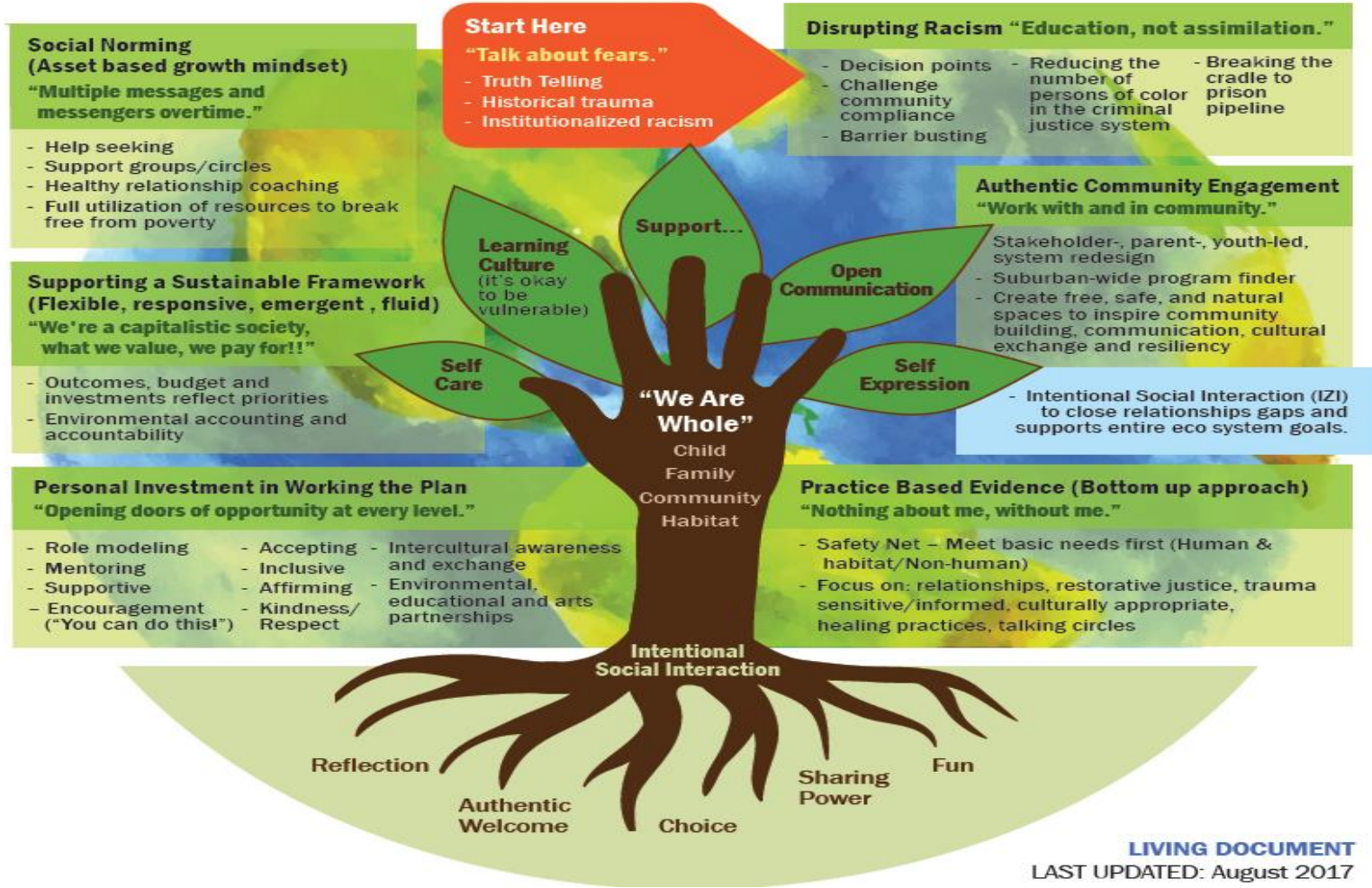


2017

Suburban Ramsey County Community Ecosystems Resiliency Map

Integrating Individual, Community and Families, Systems and Habitat Resiliency Strategies

VISION STATEMENT: "Humans and non-human earthlings have a right to thrive. We all feel supported, understood and safe, so we can talk about the hard stuff and still walk in love with respect and open-mindedness. Health is grounded in connections and access to resources, support, and safe spaces to heal and experience love, joy and fun."



LIVING DOCUMENT
 LAST UPDATED: August 2017

Resiliency Planning

Common themes:

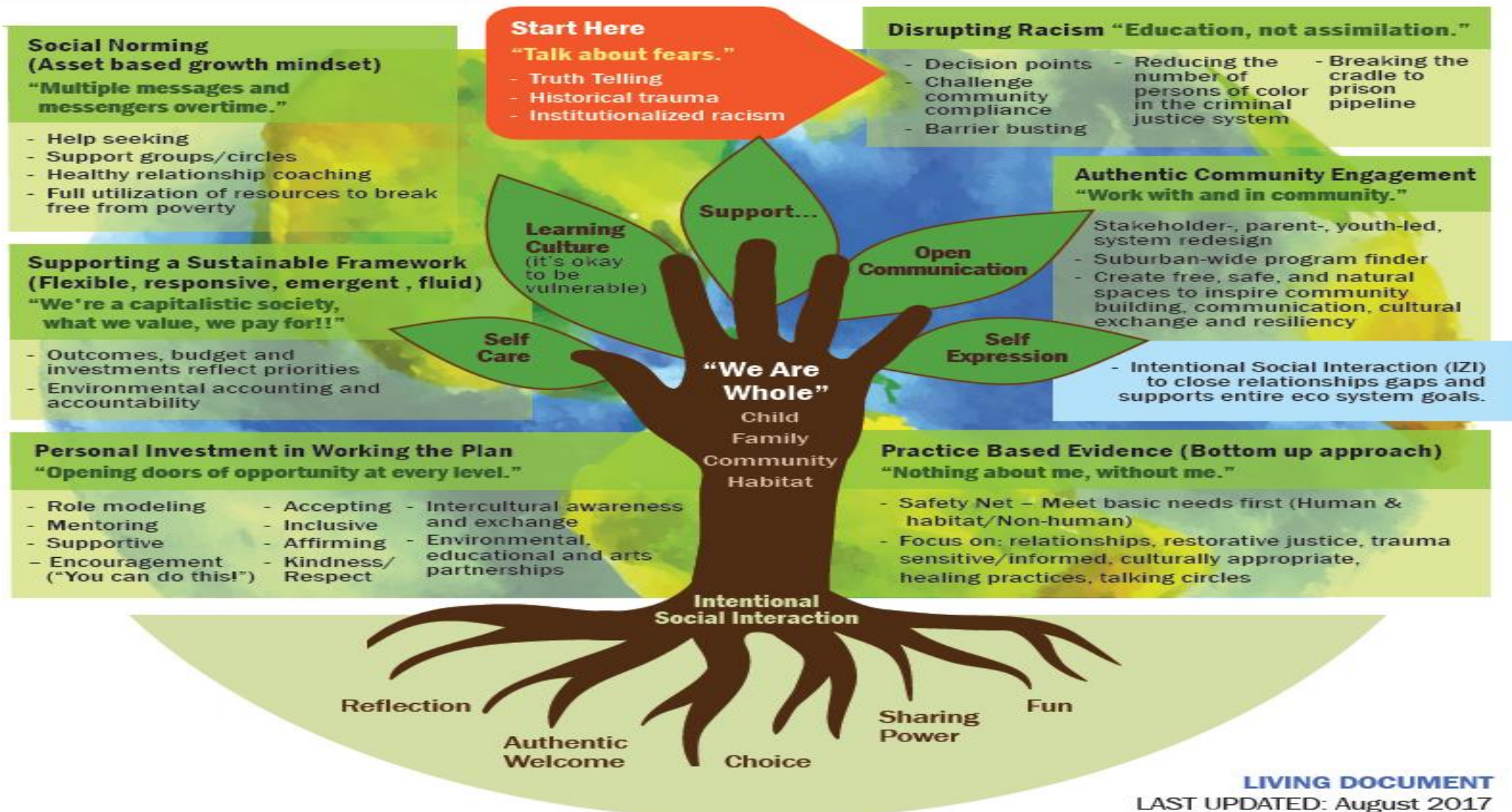
- Relationship is foundational to health and well-being
- Health begins with self care and community care
- Recognizing/addressing trauma is central to self care and resilience
- Investments must advance relationship, self care, community and resilience



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Shared Power And Leadership

The question we use to guide transformational systems change is

“How Are The Children?”



it includes the following components of action:

COMPLEX-ADAPTIVE SYSTEMS THINKING

Adapting rules to address the whole system, its intersections and relationships between the parts that affect children, youth and families.

SHIFTING MENTAL MODELS

Checking in on how our assumptions, beliefs and generalizations may cause harm and shifting our behaviors and actions to repair and restore trust.

VISION AND POWER SHARING

Growing cross cultural and inter-disciplinary partnerships and connections to share power; bust barriers and heal relationships in order to change policies, practices and how resources flow.

PERSONAL INVESTMENT IN EQUITY

Deepening our commitment to consciously address the circumstances and conditions that keep children, youth and families from experiencing the fullness of health, learning, safety and security.

COMMUNITY AND PEER LEARNING

Aligning, supporting and developing the capacities of every network to create and sustain meaningful impact.



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WELCOME TO...

'Be Well'...

an Intentional Social Interaction

(IZI)



Building Small Self-Healing Communities

Where we will explore what it means to *Be Well* and discuss how we can create our own Self-Healing Communities

Creating a Formal Advisory Arm of the SRFC Joint Powers Board

- Formation of the SRFC Community Advisory Board
- Sharing Power with Community Members most impacted by services
- Share in Public Funding Recommendations (Resource Flow) & Systems Changes (Policies, Procedures, Equity and Inclusion improvements)



Dismantling Starts by Acknowledging Truth

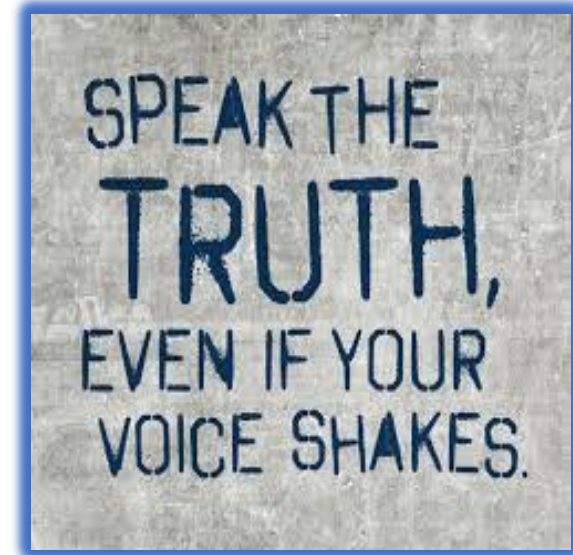
*We must acknowledge these truths in order to
change the trajectory of*

our nation,

our state,

our county,

and our communities.



Marnita's Table d-IZI

- Following the murder of George Floyd, Marnita's Table opened up space for youth to talk every night about their needs.
- SRFC CAB highlighted MUTUAL AID as their work
- MTI Incorporated Digital Multilingual IZI (fondly known as d-IZI)
 - CAB offered DETOX d-IZI (Youssef) & RCCMHC/SRFC Be Well d-IZI
 - Continued to hire youth to be note takers online which gave them more of a role in community conversations
 - Provided youth Learn and Earn opportunities and Letters of recommendation
 - EC Jam & Youth Healing Arts Sessions
 - SRFC met with practitioner teams weekly & offered Rapid Response Teaming (still do!)



HEARTS Youth Healing Arts

A Healing Arts Project for youth artists and non-artists

Featuring **SPOKEN WORD Artists**
Tyanna Gross
 and
Mariana Morgan-Sawyer

March's Online Classes:
 March 14th and March 28th from 5-6:30pm

March 14th you'll learn the art of Spoken Word &
 March 28th you'll create your own spoken word with the

Enjoy a summer healing session with the creativity of youth artists
 Join us at the Ramsey County Library in Roseville
 for Youth Arts, Craft Activities, Food and Icecream!

Youth Healing Arts Fair



**Sunday,
 August 21st
 from 1-4pm**

EQUITY Champion



How are the Children?
 Suburban Ramsey Family Collaborative

SRFC Cultural Equity Champions



Equality Equity Reality Liberation

Liberation

EC JAM SESSIONS

Monthly Virtual Gatherings for those who are Pregnant or Parenting Young Children (PRENATAL-6 YEARS OLD) in Ramsey County

EC: Early Childhood




Every 4th Tuesday of the Month





ONLINE COMMUNITY CONVERSATIONS

5:00 - 6:00 PM

2023

YOUTH SPECIFIC RECOMMENDATIONS

-
- Appreciations
 - Challenges and Growth Opportunities
 - Recommendations



What Adults Can Do to Support Youth Engagement

- Provide youth Learn and Earn opportunities and Letters of recommendation; Youth have Multiple roles they can work in, facilitation, food, event set up, note taking, etc.
- Understand that youth need guidance to learn leadership skills
- Don't take over – It's a delicate dance of not taking over but guiding on the side and working together even with occasional miscommunication. RESPECT.
- Leave space for connection and not just task-oriented work.
- Challenges: Competing work (school), time, flexibility... meeting after school outside of normal working hours, giving opportunities to lean into strengths while expanding new skills, ASKING and not telling.



MOUNDSVIEW HIGH SCHOOL IZI'S

Mental Health Walk

Cultural Fair

What do YOUTH get out of this work?

Learn and Earn Opportunities

Letters of Recommendation

Learning about Event Planning and Running Meetings

Support from caring adults

Recognition of their leadership skills

Compensation for their time and talent

One opportunity leads to many more leadership opportunities

Other ripple effects? (on friends, family, school, etc..)

ACCOUNTABILITY:

- In the context of racial equity work, accountability refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible.
- To be accountable, one must be visible, with a transparent agenda and process. Invisibility defies examination; it is, in fact, employed in order to avoid detection and examination. **Accountability demands commitment. It might be defined as “what kicks in when convenience runs out.”**
- **Accountability requires some sense of urgency and becoming a true investor in the outcome.**
- **Accountability can be externally imposed (legal or organizational requirements), or internally applied (moral, relational, faith-based, or recognized as some combination of the two) on a continuum from the institutional and organizational level to the individual level.**
- **From a relational point of view, accountability is not always doing it right. Sometimes it’s really about what happens after it’s done wrong.**

(Source: Racial Equity Tools)

Growing and Sustaining the practice of involving youth into your work

- SRFC has worked on community engagement with Marnita's Table for 8 years now
- This will be our 3rd year with the CAB
- Now we hired Youssef as an SRFC CAB Co-Lead

Community Dynamics

Pre-committing Individuals seek outside resources to support existing organizations or activities

Committing Residents and professionals gain shared understanding, vision, motivation

Shifting Innovative & existing practice shifts
Experience of being of and for the community shifts

Persisting Shared theory of change is apparent in the collective action
Social Dynamic Changes

Thriving Persistent Learning System Bridges to New Groups, New Leaders & Innovations. Community holds a culture of protection. Welcoming, mutual help, and respect persist through unexpected change/crisis



Questions?