Promoting Social Change in After School

1. INTRODUCTIONS
2. DEFINING WELL-BEING
3. WHAT IS SOCIAL CHANGE
4. WORKING FOR SOCIAL CHANGE
5. RESOURCES & TOOLS
• It is not enough for our organization or program to ____________________?

• We should be aspiring to ____________________?
Aspirations

Teach For America

It's not enough for us to raise test scores of students in our classrooms, we seek to transform the entire educational system.
What is the reason for our work?

Dr. Isaac Prilleltensky - Community Well Being: Socialize or Social-Lies

- [http://www.youtube.com/watch?v=WJIx8CI-rRg](http://www.youtube.com/watch?v=WJIx8CI-rRg)

What are some key take-aways from this video?

- Prevention vs. Treatment
- Address Root Causes
- Focus on Strengths Not Deficits
- Empowerment
- Justice
- Power
- Community Change
- Focus on Well-Being
- Social Conditions Matter
WELL-BEING: a very positive state of affairs brought about by the simultaneous satisfaction of personal, relational and collective needs of individuals, organizations and communities (specway.org)
Personal and Organizational Alignment

1. Personal Well-Being
2. Personal Values
3. Organizational Well-Being
4. Work Values
Attention to our values helps us become more self-aware, make ethical decisions, prioritize our tasks, and develop credibility as a leader.

**Personal Values**

A personal mission statement focuses on what you want to be in terms of character and what you want to do in reference to contribution of achievements.

**Personal Mission**

The vision is the dream. It's what your organization believes are the ideal conditions for your community; that is, how things would look if the issue important to you were completely, perfectly addressed.

**Organizational Vision**

An organization's mission statement describes what the group is going to do and why it's going to do that. A Mission is "action-oriented." The mission statement should inspire action. It should clarify the purpose, business & who benefits from the work.

**Organizational Mission**
<table>
<thead>
<tr>
<th>Mission and Purpose</th>
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<tr>
<th>Action Words</th>
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<td>Stand</td>
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<td>Summon</td>
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WORK PURPOSE

My commitment to Urgent, Inc. is to create an atmosphere that supports personal and collective empowerment by providing leadership which encourages innovation, efficiency, and team work so our excellence is an asset to the communities we serve.
WORK ACTION VALUES

In order to carry out my commitment I will be accountable, creative and dependable. I will communicate to others in order to show mutual admiration and recognize good work.
URGENT, INC.

VISION: All people have the social, economic and educational opportunities to thrive

MISSION: To lead individuals through empowerment, education and community engagement to create collective well-being
URGENT, INC.

Core Values
Innovation
Responsibility
Compassion
Teamwork
Reciprocity
Patience
Learning
Organizations Role in the Community

Field of Service

1. Human Services Function

2. Level of Intervention

3. Timing of Intervention

4. Organizations Role in the Community
Fields of Service

- **Education**
  - Ex. Training, GED, Parenting Skills

- **Youth Development**
  - Ex. After School, Arts, Recreation

- **Employment & Training**
  - Ex. Welfare-to-Work

- **Children & Family Services**
  - Ex. Counseling, Food Pantry

- **Information & Referral**
  - Ex. Case Management, Health Fairs

- **Community Development**
  - Ex. Citizen Action, Housing Development
Human Service Function

- **Ameliorative**
  - Basic Needs

- **Social Control**
  - Restrict or Monitor Behavior

- **Rehabilitation/Adaptation**
  - Enable better functioning

- **Systems/Institutional Reform**
  - Change specific aspects of social structures

- **Community Empowerment**
  - Individual and community self-determination

- **Structural**
  - Policy change
**Human Service Functions**
* S.D. Evans - From class lecture

<table>
<thead>
<tr>
<th>Functions</th>
<th>Amelioration/Social Care</th>
<th>Social Control</th>
<th>Adaptation/Rehabilitation</th>
<th>Reform</th>
<th>Community Empowerment</th>
<th>Structural Transformation</th>
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<tbody>
<tr>
<td><strong>Description</strong></td>
<td>Alleviating suffering, assisting clients in meeting needs - those who cannot care for themselves</td>
<td>Regulating their labor and enforcing changes in their behavior. &quot;Undeserving poor&quot; - society decides who receives services and benefits</td>
<td>Changing people through social interventions. Help people adapt to social conditions, return to previous level of functioning.</td>
<td>top-down, incremental efforts to reform policies and services to reduce severity of injustice &amp; oppression</td>
<td>Efforts to increase the power of community members to mobilize for action on social issues affecting their lives</td>
<td>Attempts to address the root causes of injustice and oppression.</td>
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<td><strong>Examples</strong></td>
<td>Meals on Wheels, shelters, crisis lines, food banks</td>
<td>Welfare, gov’t assistance, justice system</td>
<td>A.A., Goodwill (employment training), Transitional housing, Counseling, social skills training.</td>
<td>Local school reform, changes in the foster care system, affirmative action.</td>
<td>Leadership development, Popular education, neighborhood capacity-building</td>
<td>Community organizing, policy advocacy, social action</td>
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<td><strong>Salient Values</strong></td>
<td>Caring, compassion, charity</td>
<td>Independence self-determination</td>
<td>←→</td>
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(Adapted from Gil, 1998 & Woodside & McClam, 2009)
LEVELS OF INTERVENTION

Timing of Intervention?

- Treatment
- Indicated
- Selective
- Universal

1. Individual
   - Peer
   - Family

2. Organizations
   - Institutions
   - Systems

3. Networks
   - Neighborhoods
   - Communities

4. Culture
   - Discourse
   - Policy
Back to school Back to school

Strength-Based
Prevention
Empowerment
Awareness of Power

will work for change
Social Justice
Ecological

Organizational Orientation
Orientation?
Orientation?
Orientation?
Orientation?
Orientation?
Orientation?
Orientation?
“Merely building a great board or delivering adequate services or even funding an efficient non-profit is no longer enough. In order to be true forces for good, they must learn new ways of thinking and acting.”

Forces for Good p.4
50 Reasons Not To Change

I'm not sure my boss would like it.

It's too expensive.

We'll catch flak for that.

That's someone else's responsibility.

It won't fly.

We've always done it this way.

It's too complicated.

We don't have consensus yet.

It can't be done.

We tried that before.

It's against tradition.

We tried that before.

It needs more thought.

Another department tried that.

They're too entrenched.

We're waiting for guidance on that.

It won't work in this department.

It needs committee study.

There's no clear mandate.

It will never fly upstairs.

Me falta ánimo.

They don't really want to change

I'm all for it, but ...

It's too visionary.

We don't have the equipment.

No one asked me.

We didn't budget for it.

It will take too long.

It's hopeless.

They won't fund it.

It's too radical.

There's too much red tape.

It's contrary to policy.

We have too many layers.

It's not my job.

It needs more thought.

Another department tried that.

It's not our problem.

This is just a fad.

No se puede.

There's not enough time.

It needs committee study.

Me falta ánimo.

They don't really want to change

I'm all for it, but ...

It will never fly upstairs.

¡Nunca pasará!

It's too visionary.
Change is Good

YOU MUST LEARN THAT CHANGE IS GOOD.

CHANGE IS

ANY QUESTIONS?

WHO WANTS THIS ONE?

I GOT IT.

QUESTION: WHY DON'T YOU TRIPLE OUR PAY? THAT WOULD BE A CHANGE.

THAT WOULD NOT BE IN THE BEST INTEREST OF SHAREHOLDERS.

OKAY, WHY DON'T YOU WORK FOR FREE? THAT'S A CHANGE THAT'S GOOD FOR SHAREHOLDERS.

OR WOULD IT BE BETTER TO ADMIT THAT CHANGE CAN BE VERY BAD?

MY FAVORITE PART WAS WHEN HE YELLED, "STOP RUINING MY SLOGANS WITH YOUR LOGIC!"

SNORT HEE-HEE!!!
What is Social Change?

Addressing systemic, root causes of social and economic inequities and aim to structurally transform society to achieve greater social and economic justice (nesst.org)
A New Approach to Service

Critical Community Practice is about empowerment; “...working with communities in a way that assists them to mobilize, and effectively exercise a greater degree of power when challenging the construction and maintenance of the social differences that shape their experience of disadvantage, exclusions, and oppression.”

(Butcher, 2007, p. 21) in Critical Community Practice
EMPOWERMENT

I want all of you to feel empowered on this project.

You forgot to get our buy-in before you empowered us.

I'll get your buy-in later.

It's far too late for that.

I'm going to use my empowerment to destroy this poorly conceived project from the inside!

Don't do that!

So... now you're saying we're not empowered to do what we think is best?

Can we go back to our old system where we're afraid to make decisions and you're never available?

Your eyes say, "Yes."
Education should be a catalyst for change in the political environment.
Critical Consciousness – the shared beliefs, assumptions, and values of the organization are oriented towards empowerment, collaboration, social justice and social change. These elements of consciousness are reflected in organizational values, mission, and vision, theory of change and general organizational discourse.
Chimamanda Ngozi Adichie: The Danger of A Single Story (Part 2)

http://www.youtube.com/watch?v=4UrID5X6HBY
HOW DO WE WORK FOR CHANGE?

Significant social change comes from the bottom up, that forces our ruling institutions to do the right thing. From an aroused opinion.
How Do We Work For Social Change?

Individual & Interpersonal
Who do we prepare ourselves, work with and see others?

Organizational & Community
What Changes do organizations make as they work in communities?

Public Policy
What larger Social Movements can we join?
Resources & Tools

Diigo: Diigo (pronounced /ˈdiːɡoʊ/[1]) is a social bookmarking website which allows sign-up users to bookmark and tag web-pages. Additionally, it allows users to highlight any part of a webpage and attach sticky notes to specific highlights or to a whole page. These annotations can be kept private, shared with a group within Diigo or a special link forwarded to someone else. The name "Diigo" is an abbreviation for "Digest of Internet Information, Groups and Other stuff".

References and Sources for this presentation can be found at:
Boost Conference- Making the Case for Children’s Well-Being
http://groups.diigo.com/group/boost-conference_-making-the-case-for-childrens-well_being

DropBox: Sync your files online and across computers with @Dropbox. 2GB account is free!
http://db.tt/Va7H9B8
Saliha Nelson

Urgent, Inc.
1600 NW 3rd Ave. Bldg. D
Miami, FL 33136
305-576-3084
www.urgentinc.org
saliha@urgentinc.org
LinkedIn: http://www.linkedin.com/in/salihanelson

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