

Self-Care for Black Staff & Leaders

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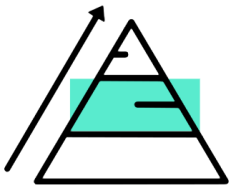
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Improving & Aligning
Policies



Planning and Partnering
for Impact



Strengthening Practices
and Programs

About the Forum

The Forum is committed to changing the odds that all children and youth are ready for college, work and life.

We connect leaders to ideas, services and networks that can help them make more intentional decisions that are good for young people, even in the face of limited resources.

We help leaders who are trying to improve & align policies, plan & partner for impact, and/or strengthen programs & adult practice.



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all youth ready for college work and life

is the proud home of...



Helps leadership groups build broader partnerships, set bigger goals, use data better and implement bolder strategies.



Builds quality improvement systems to strengthen practices and programs serving young people



Supports state and local policy leaders.



Mobilizes action by and for young people.



Works to expand economic mobility and close the opportunity gap in America.



Seeks to change the odds for youth through a commitment to upend inequities, embrace science informed strategies, and accelerate progress.



Acknowledgments

- *We acknowledge our ancestors* **brought here against their will and the many legacies of violence, displacement, migration, and settlement that brings us together here today. We acknowledge that the work continues. We pause for tragedies both past and present and show our respect.**



Objectives

Participants Will Be Able To:

- **Build community with other Black staff/leaders**
- **Participate in a modeled (FFYI) Affinity Group experience**
- **Learn Forum Self-Care practices for Black staff**



Agenda

- 1. Icebreaker: This or That**
- 2. Opening Padlet Identity Collage**
- 3. Jamboard Breakout Discussion**
- 4. Closing Reflection**



Housekeeping

- Take care of your needs.
- Be an active participant.
- Camera's initially on to protect this space.
- Multifunction Experience using Padlet, Jamboard, & Chatbox feature



Group Agreements

- Learning is **social**—we will be learning from one another as a community.
- Learning is **emotional**—we honor the emotions that we bring into this space as we engage in learning.
- Learning is **cognitive**—we focus our attention and fully engage our minds.
- We also recognize that--in varying ways—life experiences, bias, racism, geography, cultural backgrounds, age, gender, etc., can affect our learning experiences today.

What do we need to add?



Icebreaker

- This or That

Disclaimer: This a judgement free activity. We invite and celebrate the various identities and intersectionality's we hold but are often collectively grouped together



Icebreaker: This or That



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This. That. or There

Black

African-American

P.O.C.



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This or That



Eat Lunch with Co-workers



Eat Lunch Alone



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This or That



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This or That



Spades



Uno



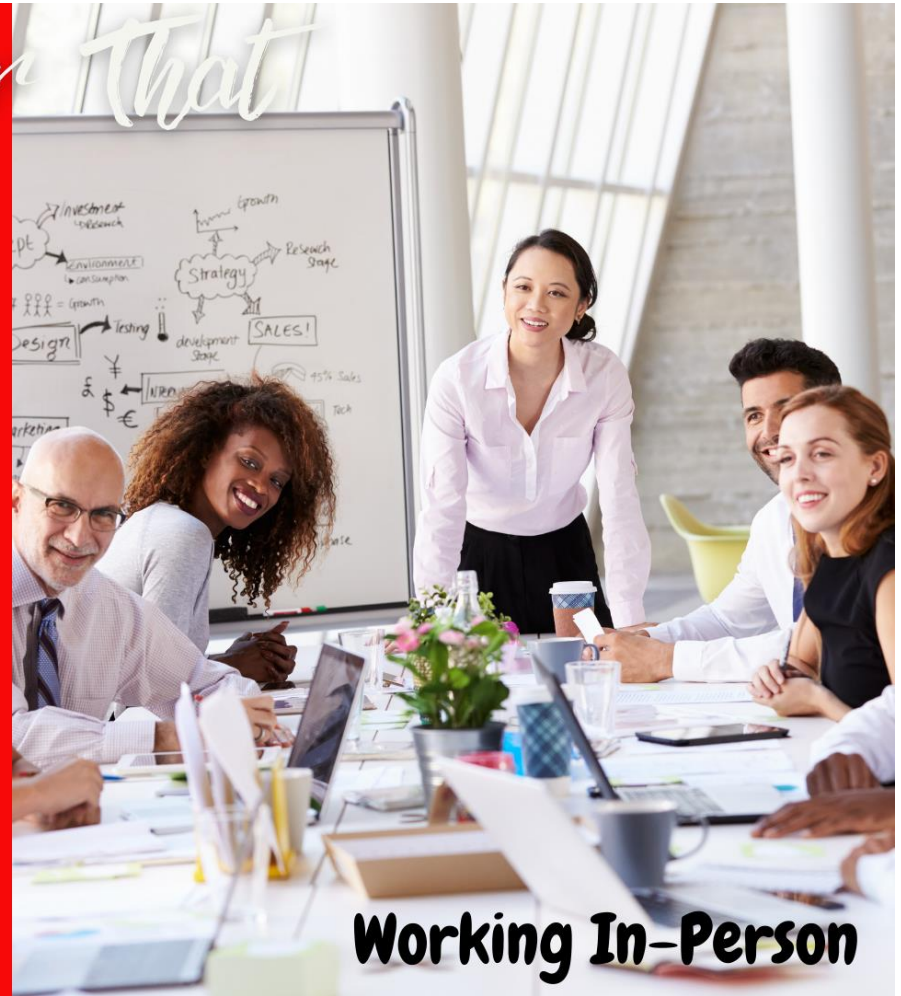
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This or That



Working from Home



Working In-Person



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This or That



Juneteenth



4th of July BBQ



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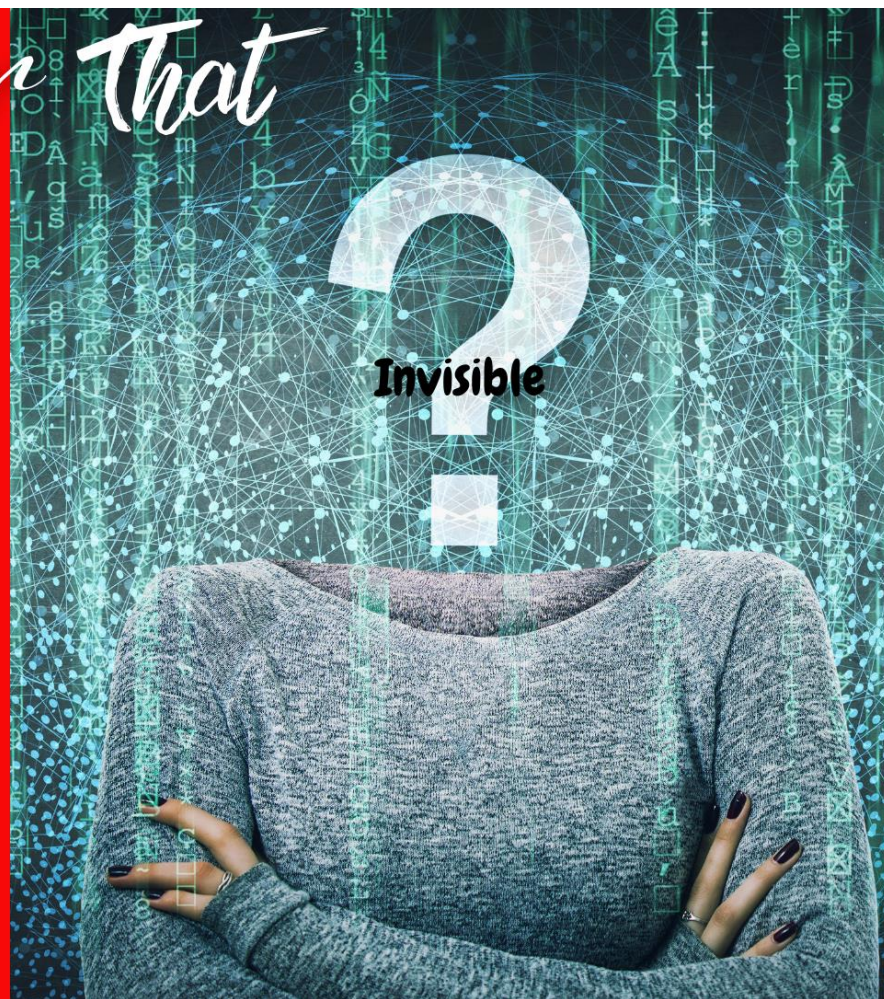
This or That



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This or That



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Debrief

- **How did it feel to share more about your preferences and identities?**
- **What insights or sparks did you take-away from this activity?**



Opening Activity: Identity Collage



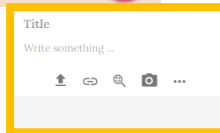
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Identity Collage



- Using Padlet, take a moment to add a picture, quote, gif, etc. of something that represents you as a Black person. What represents your identity?



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Full Group Share

What does it feel like to represent yourself and your experience in a collective way?



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Self-Care Practices for Black Staff & Leaders



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1. Showing Up As Your Authentic Self



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Showing Up As Your Authentic Self

- **Recognize when your professional boundaries and your personal boundaries do not align**
- **Checking in with your feelings and sitting with them**
- **Setting clear boundaries and sticking to them**
- **Understand that your perspective adds value to your organization**



Jamboard Breakout Discussion

- What challenges do you foresee with this practice?
- What are some highlights or insights?
- What do you need from your organization?



2. Centering Uncomfortableness



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Centering Uncomfortableness

- Lean into the uncomfortable feeling
- Practice centering ourselves and our culture/history
- Question what the workspace would look like look like if we are not open to being uncomfortable
- Understand that on the other side of uncomfortableness is change or teaching



Jamboard Breakout Discussion

- **What challenges do you foresee with this practice?**
- **What are some highlights or insights?**
- **What do you need from your organization?**



3. Checking-In with Leadership



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Checking-In Practices

- **Building a safe space to be transparent that isn't penal or cause for reprimand**
- **Demonstrating how things are happening using qualitative data**
- **Asking/requesting change using SEL skills (cultivating empathy)**
- **Consistency and continuous improvement**



Jamboard Breakout Discussion

- **What challenges do you foresee with this practice?**
- **What are some highlights or insights?**
- **What do you need from your organization?**



Debrief Implementation

- How did this Jamboard activity and discussion time make you feel as a Black staff person or leader?
- What's something you can begin doing to care for yourself at your organization?

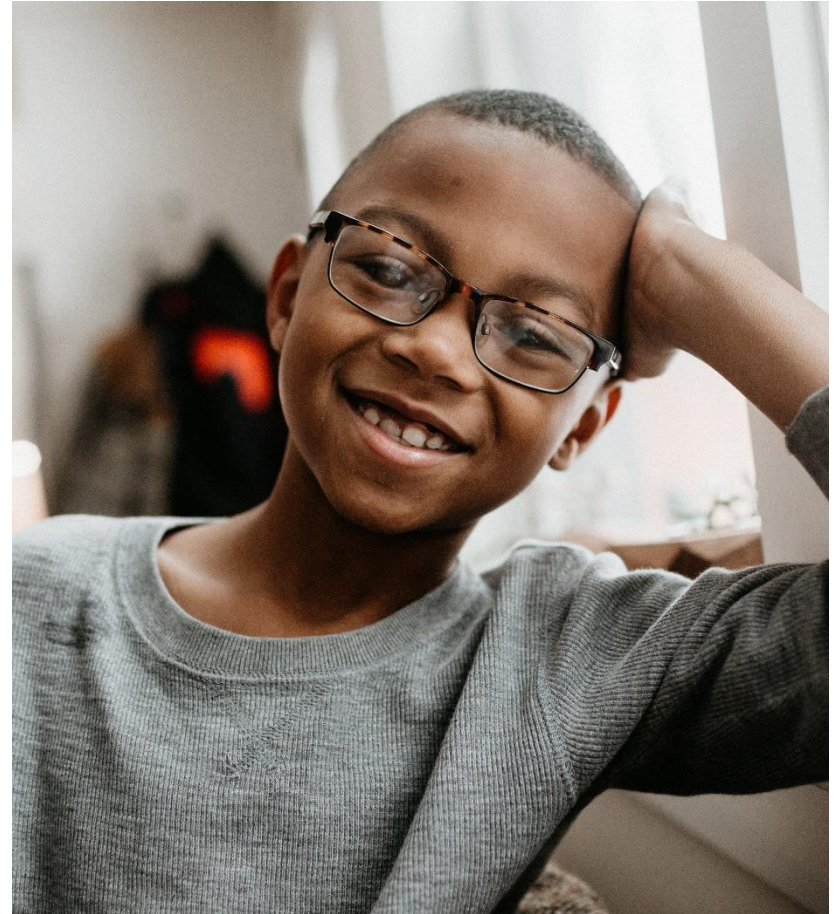


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Closing Reflection

In the chat box:

What's one HOPE and one FEAR you have as you go back to your organization and workplace?



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- Find resources and tools on our website at forumfyi.org!
- Sign up for our newsletters to stay informed and connected:
<https://forumfyi.org/about-us/newsletters/>.



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