Assisting People to
Move Out and Stay Out of Poverty
An Insider Perspective On What Works

Donna Beegle

POLICY ACADEMY FOR INNOVATIVE EMPLOYMENT STRATEGIES

ADMINISTRATION FOR CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families

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Assisting People to Move Out and Stay Out of Poverty An Insider Perspective On What Works

Lisa Washington-Thomas
(Moderator)

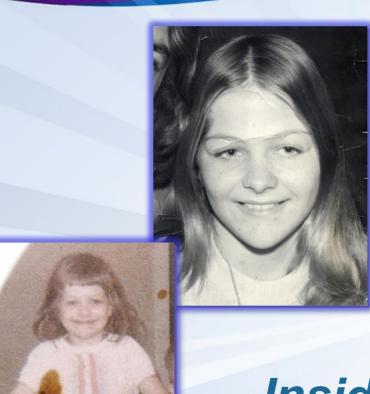*Insider Perspective*

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Guiding Questions

1. What does poverty teach and how does it impact education, training, and employment?

2. What have you been taught to believe about poverty and the people who live in it?

3. What are the realities and facts that we need to know?

4. What are evidence-based, best practices for improving outcomes?

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What Prevents TANF from Addressing Barriers?

1. No clear definition of Poverty.
2. We graduate people from college without Poverty 101 and leave media as #1 teacher.
3. Isolation and segregation by social class.
4. Confounding of race and poverty issues.
5. The voices/perspectives of those in poverty are rarely included in the development of solutions.
6. Fragmented, single focused approaches.

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What does poverty teach?

* No one cares
* Everyone seems smarter
* Something is wrong with me
* We don't belong
* People like us do not get educated
* We don't have what we need
* There is no one to help

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What does poverty teach?

Family Loyalty…
I love my family.
They love me.
They are all in crisis.

He's my brother

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What does poverty teach?

Poverty pulls are strong and steal capacity. Actions and solutions must be relevant and doable.

Use Adult Learning Theory:
1. Novelty
2. Involve people in solutions
3. Relevant examples

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What does poverty teach?

Constant Crisis: People are often in survival mode

Two Strategies:
1. Examine policies/rules to ensure they are meeting people where they are.

2. Make it a priority to know about local resources to close gaps.

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Some Poverty Impacts

* Hopelessness
* Purpose of education or job unclear
* Not knowing subjects/norms/vocabulary
* Stereotypes, myths, and judgements
* Internalized personal deficiency
* Poverty realities pull and demand attention
* Trained Incapacity: Expectations diminished by poverty conditions

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Work to Build Internal and External Capacities

Danny born healthy—Thanks to people mentoring and bringing additional resources and opportunities into our lives: Welfare, Housing, Community Action, WIT, Head Start, WIC and Community College.

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What Can We Do?

- Get Entire Organization Poverty Informed with a Deeper Understanding of Poverty and People who Live In It
- Take a "Strength's Perspective" Approach: Stand In Awe
- Bring a "NASA" Attitude: Failure Is Not An Option
- Build Stronger Partnerships: Within and Without
- Use Collective Approach Verses Single Focused, Fragmented Efforts

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What Works: The Opportunity Community Model

The Opportunity Community (OC) Model is a national movement to improve outcomes for our neighbors who live in the crisis of poverty.

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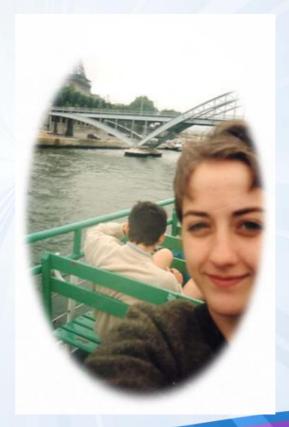
Five Principles Addressed by the Opportunity Community Model

1. Rebuild HOPE
2. Remove Shame/Judgment
3. Reduce Isolation
4. Create Community-Wide, Connected, Poverty-Informed Approach
5. Grassroots Economic Development

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Possibilities
Jennifer ~
Goes to France…Twice

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Dan with Austin

Changing lives means reaching out. Rarely do people look back on their lives and savor their professional achievements. Instead, they celebrate the impact they have had in the lives of others.

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- Next level trainings
- Poverty and Coaching Institutes
- Book reads with See Poverty...Be The Difference, Breaking Poverty Barriers to Equal Justice, and Action Approach
- FREE Newsletter with tips for breaking barriers
- Become an Opportunity Community
- Poverty Competency Assessment and Action Planning
- Follow us on FB for latest research and tips

Call our office (503-590-4599) or visit our website!
www.combarriers.com

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There Is Enough

1. What was spent on pets for Valentine's Day 2018?

    1 million   815 million   10 million

2. What was spent on Hannah Montana, High School Musical, and Disney Princess merchandise in the height of the 2008 recession?

    20 million   12 billion   26 billion

3. What is the amount spent in October on Halloween costumes?

    1 million   900 million   80 million

4. What is the average spent on a person for one year in prison?

    9000   18,000   38,000

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Evidence-Based Best Practices: Advanced Tools

1. **Strengths Perspective**—Potential is unknown. Raise expectations and provide network of supports.

2. **Resiliency Theory—**Promote a focus on what people are doing right.

3. **Social Capital Theory**—Break isolation! Build mentors who navigate resources and opportunities.

4. **Improve Communication and Realtionships** with "Oral and Print Culture learning and relationship theory."

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Improving Commun[ication]
and Relationships

In my research with adults living in poverty, 92% reported leaving helping professionals not knowing what to do next. Understanding how poverty affects communication and relationships improves follow through and outcomes.

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Two Distinct Communication Styles

Every human being is born oral culture and communicates and relates through touch, smell, sight, sound, and taste.

Print culture is a learned style and linked to middle class access to literacy.

Oral culture is linked to poverty and emphasizes our need for trusting relationships.

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Oral Culture

Relationship Based: Learn and communicate with people you have common ground with and respect for.

Spontaneous: Communicates and learns best when information is presented in a variety of ways. Ability to "go with the flow," preferring to jump right in and do the tasks. Can change subjects with ease.

Repetitious: Storytelling and repeating stories are important for learning and maintaining knowledge.

Holistic: Focus on the "BIG picture." Tendency to take in everything going on around them and not pay attention to details unless they are emphasized and repeated.

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Oral Culture

Emotional: Comfort with emotions. Relies on feelings and looks for emotion, facial expression,and gestures. Shows emotions readily in most any situation.

Present Oriented: Highly in-tune with the here and now. Behavior depends on what is modeled and what is going on in their homelife.

Agonistic: Physical. Use the body as a part of relating and communicating. Learn best when they can touch or see the appropriate behaviour.

Self Disclosure: Three Levels: 1) Sharing Information; 2) Sharing information and something about yourself; and 3) Telling all your problems and making the conversation about you.

Identification: Take information from people they identify with-- use level two of self-disclosure to gain identification.

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Print Culture

Print Culture (literacy) is a learned way of relating to the world, where people learn to breaking things down according to parts. Seeks information for living life from reading.

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Print Culture

Linear: Organizes thoughts and actions by a "first this, then this" thought process.

Time: Time is at the heart of everything. May seem cold or unfeeling. High priority on time in daily activities.
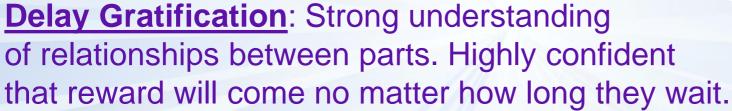
Analytic/Abstract: Knowledge is outside of self. Ability to step back from a situation, separate and disconnect self from what is going on. Ability to generalize information to multiple contexts.

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Print Culture

Self-Disciplined/Focus: Strong ability to shut out sensory data and focus on one idea at a time.

Delay Gratification: Strong understanding of relationships between parts. Highly confident that reward will come no matter how long they wait.

Strategize: Ability to plan ahead, set goals, focus on future. Can break things into parts, and connect small efforts to reach end desires.

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Ensure balance in programs

Relationships: as a way to get information

Spontaneity: Multiple learning approaches.

Repetition: Ability to practice the learning and receive immediate feedback.

Agonistic: Hands-on learning

Linear: Model reading as a way to get useful information.

Focus: Demonstrate how to shut out sense data and focus.

Delay Gratification: Show relationships between parts.

Strategize: Connect daily small efforts to reaching end desires.

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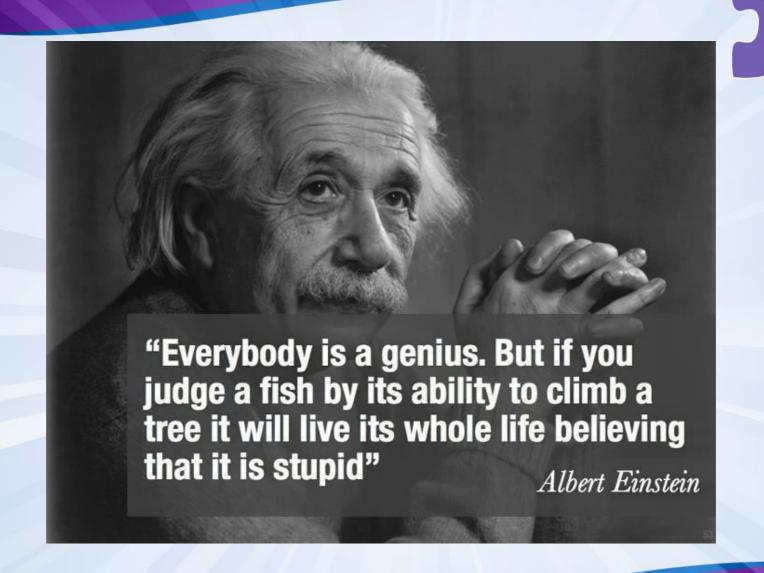# Five Evidence-Based Best Practices

For Mentoring/Navigating

1. Believe in those you seek to empower.

2. Recognize all people have knowledge and skills to contribute.

3. Gain poverty competencies: Suspend Judgement.

4. Examine policies and programs to ensure we are actually serving, not punishing or ignoring, the realities of poverty.

5. Take "If Not Me, Then Who" appoach: Build "resource backpacks" to remove poverty obstacles.

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1. The wealthy Native American woman opened her purse.
2. The purse contained money.
3. The wealthy Native American woman had opened
   the door to the car.
4. The middle-class African American man was a thief.
5. The poor White parking garage attendant was the man at
   the car door.
6. The middle-class African American man took the contents
   of the purse.
7. There was a man inside the car.
8. The middle-class African American took the money.
9. The wealthy Native American woman owned the car.
10. The middle-class African American man was a passenger.

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"Everybody is a genius. But if you judge a fish by its ability to climb a tree it will live its whole life believing that it is stupid"

Albert Einstein

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Juliette

Glamchild Sam

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Juliette

Glamchild Sam

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The Opportunity Community Model

1. Builds a poverty-informed community to support TANF workers

2. Restores hope for those in poverty and increases follow through

3. Removes shame and judgment and increases confidence

4. Reduces the isolation of poverty by connecting TANF participants with Navigators, Specialty Navigators, and poverty-informed communities.

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Embedded Certified Beegle Poverty Coaches

Provide ongoing faculty and staff poverty training

Conduct poverty competency assessments and facilitate action plans with measurable goals

Review policies, practices, and procedures through the eyes of the people being served

Increase partnerships

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Next Level Tools for Improving Outcomes

Beegle Poverty Institute and Beegle Certified Poverty Coaching Institute

Poverty Competency Assessments and Action Plans

See Poverty...Be The Difference

Action Approach Curriculum

If Not Me, Then Who? Empowering Our Neighbors

Become an Opportunity Community

Communication Across Barriers

Contact:

Communication Across Barriers

503-590-4599

dbeegle@combarrier.com

Free Newsletter with tips for breaking barriers

Follow us on FB for latest research and tips:
   http://www.facebook.com/donna.m.beegle

Dr. Donna M. Beegle

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