



Department
of Health

Ohio Department of Health Youth Homelessness Program Community of Practice

November 16th, 2023

Logistics



**All participants
can unmute**



**You can share
your camera**



**Questions can be
asked
throughout the
training**



**The powerPoint
will be sent out
after each
training**



Breakout rooms



**Polls/
quizzes**



**Handouts/
Materials**



**Audio/video
issues**

Agenda

- Welcome
- Introduction Activity
- App and Reporting Check In
- Strategies for Youth Engagement
- Small Group Discussions
- Next Session
- Closing

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Community of Practice Norms

1. Treat each other with dignity and respect.
2. Differentiate between opinion—which everyone has—and informed knowledge, which comes from sustained experience, study, and practice.
3. Recognize how your social positionality (e.g., race, class, gender, sexuality, ability) informs your perspectives and reactions.
4. Trust each other. Have confidence that the issues discussed will be kept in confidence.
5. Listen first to understand, and don't be dismissive of the input received when we listen.
6. Be vulnerable and risk being wrong sometimes. Thoughtful discussion is expected.

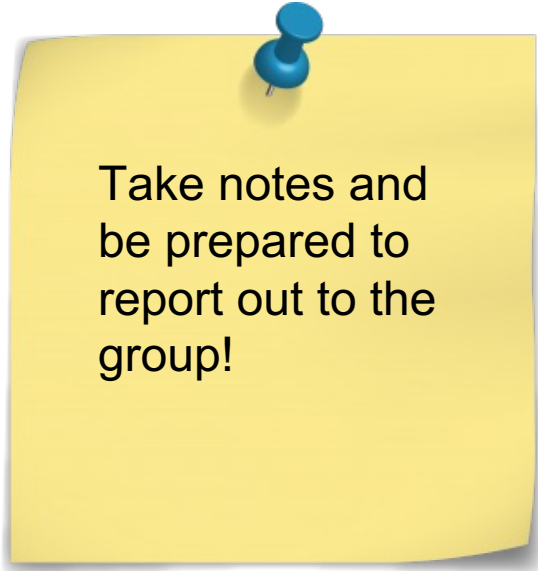
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Introductions

In Breakout Rooms, please share and discuss:

- Your name & pronouns
- Your organization & role
- What is one thing you would tell your younger self today?



Take notes and
be prepared to
report out to the
group!

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Image source

App and Reporting Check In

- www.cohhio.org/youth-data

The screenshot displays the 'Youth Data Dashboard' interface. On the left is a dark sidebar menu with a 'Welcome' button at the top and a list of navigation options: Overview, Disabilities, Employment, Education, Services, Health, Domestic Violence, Income & Benefits, Trafficking, Living Situation, Parenting, Exit, Upload Data, and Help. The main content area is titled 'Welcome to the Youth Homelessness Data Dashboard' and includes logos for Ohio Department of Health, COHHIO, and Ketchbrook Analytics. It contains introductory text about the app's purpose and contact information for Amanda Wilson. On the right side, there is a dark overlay panel with filters: 'Project' (42 items selected), 'De-duplicate Youth Across Projects by SSN?' (checkbox), 'Active During Period' (date range 2002-11-02 to 2023-10-19), 'Gender' (6 items selected), 'Ethnicity' (7 items selected), 'Age' (a slider from 0 to 57), and 'Include Youth with Missing Ages?' (checked checkbox). An 'Apply' button is at the bottom of the filter panel.

App and Reporting Check-In

Reporting Requirement

- Unhashed HUD/HMIS CSV export
 - Submissions need to be separated by Organization
 - Report should be cumulative to the beginning of the grant period (07/01/2021)

Quarter	1	2	3	4
Reporting Period	7/1/21-09/30/23	7/1/21-12/31/23	7/1/21-3/31/24	7/1/21-6/30/24
Reports Due Date	October 10, 2023	January 10, 2024	April 10, 2024	July 10, 2024

App and Reporting Check-In

- Data Standards updates should be done by 12/01/2023
- No need to submit before Q2 deadline

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Image source

Understanding Generational Differences

- Silent Generation (born between 1928 and 1945)
- Boomers (born between 1946 and 1964)
- Gen X (born between 1965 and 1980)
- Millennials (born between 1981 and 1996)
- Gen Z (born between 1997 and 2012)
- Gen Alpha (born between 2013 to present)

Understanding Generational Differences

- Most likely to encounter Gen X, Millennials, and Gen Z in the workplace
 - Gen X
 - Self sufficient, results-oriented and hard-working with a tendency to be quiet achievers
 - Strong emphasis on work-life balance – work to live rather than live to work
 - Master of self-depreciation

Understanding Generational Differences

- Millennials
 - Ideal work environment does not match most corporate offices – Millennials want a flexible workplace
 - Appreciate collaboration and teamwork
 - Value recognition
- Gen Z
 - Accustomed to receiving immediate feedback
 - Understand that work is performed for financial reasons
 - Competitive
 - Hard working
 - Independent
 - Emphasize mental health and self-care

Understanding Generational Differences - Cultural Humility

- Understanding younger generations requires cultural humility - an ongoing process of self-exploration and self-critique combined with a willingness to learn from others
 - US demographics are changing (e.g. populations of color are increasing)
 - Older generations need to be aware of their own cultural biases when working with youth and young adults

Expressing Empathy

- Sympathy v. empathy - acknowledging someone's pain v. understanding someone's pain from prior experience or imagining yourself in their shoes
 - strive for empathy, empathy creates connection and is emotional, sympathy drives disconnection and is cognitive
- Listen closely as struggles are expressed and avoid statements involving “at least...” or “it could be worse...”

Anti—Oppressive Practice

- AOP recognizes that oppression is systemic and intersectional
- Recognize that current practices may be oppressive, whether it was intentional or not
 - Our practices are often informed by racism, sexism, ableism, classism, heteronormativity
 - <https://www.msudenver.edu/early-bird/engaging-with-anti-oppressive-pedagogy/>

Anti—Oppressive Practice

- Recognize and address one's privilege as well as any marginalized identities you hold
 - Be aware of how your experience impacts your work with young people
- Take initiative to understand systems of oppression, don't wait for the oppressed to educate you about their oppression

Anti—Oppressive Practice

- Empower oppressed people by uplifting their voices, asking for their feedback and truly applying it to practices
- Assume that you always have more to learn

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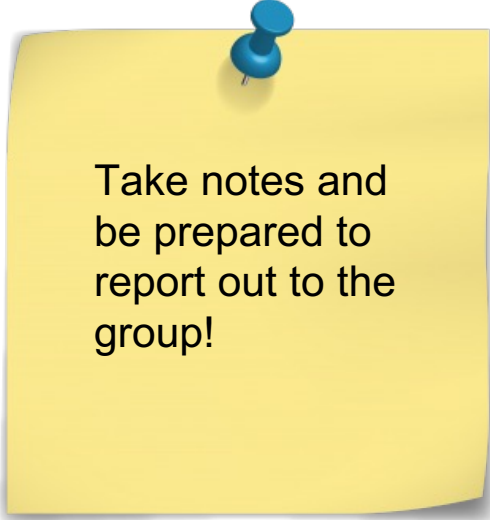
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Discussion: Understanding Generational Differences

In Breakout Rooms

- How accurate do you think the generational difference assumptions are?
- How do you practice cultural humility and what are the challenges?



Take notes and be prepared to report out to the group!




Report Out: Understanding Generational Differences

What key take aways do you have to share from your discussion?



Discussion: Expressing Empathy and Anti-Oppressive Practice

- When is sympathy appropriate? When is empathy appropriate? Which do you prefer to receive? Is it situational?
- What anti-oppressive practices do you engage in? What would you like to add to your anti-oppressive practice?



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Report Out: Expressing Empathy and Anti-Oppressive Practice

What key take aways do you have to share from your discussion?



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Next Steps

FY24

- December: Data Collection and Analysis
- January: Trauma Informed Care
- February: Serving Minor Clients with HY Funds
- March: Motivational Interviewing and Narrative Medicine
- April: Collaborating with Community Partners
- May: ?
- June: ?

Check-Out

- What do you want to discuss in future Community of Practice sessions?



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2023-2024 Community of Practice Calendar

October 19, 2023	March 21, 2024
November 16, 2023	April 18, 2024
December 21, 2023	May 16, 2024
January 18, 2024	June 20, 2024
February 15, 2024	

Resources

[Community of Practice Shared Folder](#)
[ODH Youth Homelessness Program Website](#)
[Today's Notes Document](#)



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