

Child & Youth Development Services

INCLUSION MATTERS

By Susan Neufeld (Director of Child & Youth Development, HTHF)

Many years ago I visited the Santa Barbara Zoo with my five year old nephew. When we got to the giraffe display, we were both surprised to see a giraffe with a crooked neck. In fact, the giraffe looked extremely uncomfortable as its head was perpetually tilted at a 40 degree angle. Ouch! My curious nephew was very concerned about the female giraffe: was she okay? Did it hurt? Did she have friends? The very kind zoo staff person answered all of his questions: yes, she's fine. No, she's not in pain. And, most importantly: yes, she has friends. My nephew responded with curiosity: how do you know she has friends? Her response: because she's had three babies since she's been at the Santa Barbara Zoo!



Gemima the Giraffe

Not only was this moment funny, it was a great reminder how, even in nature, the differences that we see do not need to divide us. Instead, we can reframe our differences as what makes us unique. This is easier done by adults who have a wealth of life experiences upon which to draw. For children, it's a bit harder: being different is unwanted and undesired. At times, being different is cause to be bullied, excluded, or ignored.

January's theme is inclusion and building a sense of unity among your youth, staff, and parents. It is a time to celebrate our differences and see them as our strengths. What better month to focus on this? After all, January is when we celebrate the legacy of Dr. Martin Luther King – a man who fought for equality and justice for all people of all backgrounds, races, and faiths. I encourage all of us to honor Dr. King by thinking of how we create safety for our kids and families. How do we create a warm space where kids are welcomed and appreciated? How do we communicate – through words and actions – that they are enough *just as they are*? At the end of the day, that's what all of us want: to be embraced by a community that sees us and accepts us.



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- Get info about our upcoming trainings as well as how to earn a Rocker Coin or two



Salvador Nuno

MEET OUR STAR STAFF

Congratulations, Salvador Nuno!
(Site Coordinator at La Quinta, Palmdale, CA)

Salvador Nuno began his journey with HTH as a program staff at his site. His strong leadership skills, commitment to our vision and passion for working with youth moved him into the Site Coordinator position in 2010. His co-workers also think highly of him, “Sal is a hard worker who despite his circumstances when his learning center was flooded, still maintained his ADA and provided program for

the children in his area. Sal ,YOU ROCK!!!”

Get to know Sal:

- Favorite color: **BLUE**
- Favorite food: Mexican
- Favorite/Dream Vacation: Vegas!
- What he is most proud of: His Education
- His favorite part about working with youth: Being a good role model.

“There’s nothing that can help you understand your beliefs more than trying to explain them to an inquisitive child.”
- Frank A. Clark

PEACE CORNER

Give Up Put-Downs

- Make a program-wide New Year’s Resolution of giving up put-downs.
- Do the “Bluey” activity as a visual reminder of the scars hurtful words leave behind.
- Replace put-downs with praise: make people cut outs and have kids write a positive attribute on them whenever a put-down is said.
- Create a put-down jar. Place a marble in the jar when a put-down is given and take one out when a praise is given. The jar must be empty to earn a prize.

-Submitted by Lamar Simmons & Debra Viola

PEACE BUILDERS SPOTLIGHT

Corporate Office Rancho Cucamonga, CA

At Hope Through Housing, we hold all of our staff to very high standards. We are one team and as such try to be good role models for each other as well as the youth we serve. The After School & Beyond leadership team knows that if we want our youth to exhibit positive behaviors, then our staff must be the example. Likewise, if we want our staff to exhibit positive behaviors, then the leadership team must set the tone. When the AS&B leadership team was asked what Peace Builders means to them and how it applies in the workplace, here is what they had to say:

“Peace Builders provides a set of values that I don’t always live up to, but that I aspire to. It reminds me of what I value and who I want to be. If I mess up, I make amends and start over.” - Susan Neufeld, Director of Youth and Child Development Services

“Peace Builders is about respecting others. At work, I love being able to seek a wise person without being judged. We also give each other genuine praise. We don’t just say “good job” we let the other person know exactly what we appreciated and why it was meaningful.” - Melissa Thompson-Walker, Assistant Director of Youth and Child Development Services

“ To me, Peace Builders is about everything that is good about people. As adults, we often over complicate things and ideas. Peace Builders takes us back to the basics of how to be compassionate, honest and kind to ourselves and others.” - Laura Fitzpatrick, Coordinator of Program and Staff Development



Susan Neufeld, Laura Fitzpatrick and Melissa Thompson-Walker

A TOUR OF HOPE

COLONY HOLIDAY MIRACLES

Submitted by Laura Fitzpatrick (Coordinator of Program & Staff Development, HTHF)

Saturday December 17th marked a special day for Hope Through Housing Foundation and over 100 families from our properties. For the fourth year in a row, Colonies at Crossroads stores and partners came together to provide "Holiday Miracles" for some of our most needy families. Each child that participated received a \$200 gift card that they were able to spend at Kohls and Dicks Sporting Goods. In addition, all families received a Christmas tree donated by Home Depot and an all inclusive holiday turkey dinner provided by Albertsons and several other donors. Our volunteers were not forgotten with breakfast donations from The Donut Man and McDonalds.

This was a truly wonderful event that could not have been possible without our large crew of volunteers made up of staff, friends, family, public officials and community members. While high winds prevented the crew from decorating the night before, the volunteers rallied before the sun came up on Saturday morning. Everything was beautiful and ready to go as the first families started to arrive. As families checked in, Santa arrived by fire truck, lights and sirens blazing! All youth were able to meet and take photos with Santa and their "Shoperone" to top off the festive morning.

There are countless heart-warming stories, like the youth who after spending the required \$100 on clothes, spent the rest of her money on pots and pans and bedding because it was needed at home, or the child who very carefully selected gifts for each of his siblings instead of buying himself toys. The smiles on the faces of the children and families will never be forgotten by all those that were involved in this very special day. If you were not able to participate this year, be sure not to miss out in 2012!



Above: Our trooper volunteers arrived before the sun came up to help decorate

Left: Donuts, Coffee & Hot Chocolate for Volunteers



A "Shoperone" and a very excited child checking out at Kohls



A young child filled with joy at meeting Santa Claus

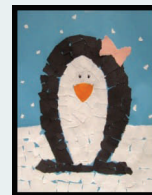
IDEA CORNER

Winter Wonderland

- Enjoy a tasty and healthy winter snack: Try Frosty the Bagel, or Snowmen on a Stick
www.familyfun.go.com/recipes



- Make Frosty the Snow Kid!
In teams, have kids wrap up one person on their team in toilet paper and decorate with construction paper and any other handy items to create a Frosty. Vote on the most creative, cute and unique Frosty! <http://party.kaboose.com/seasonal/winter>
- Put together a winter snow globe using a clear plastic cup and model magic.
www.crayola.com/lesson-plans/detail/winter-snow-globe-lesson-plan/
- Create a family of penguins
www.kolcraft.com/blog/tag/activities-for-kids



- Go on a snowflake hunt. Cut out matching pairs of snowflakes & hide them around the room. Each matching pair of snowflakes found is a point (or a prize).
www.partyshef.com/Childrens_Winter_Parties.htm

TOOLS OF THE TRADE

Bully-Free Environments

Here are some tips and ideas to create a bully free environment

- Post a “Bully Free Zone” poster or bulletin board as a visual reminder.
- Be sure youth understand the different types of bully behavior and how to recognize it.
- Discuss the harmful and long lasting effects of bullying on victims, bystanders and on bullies themselves.
- Make sure youth understand the difference between “tattling” and “reporting.”
- Provide tips to youth on how to stand up for themselves and others.
- Provide positive, alternative ways for youth to feel powerful instead of relying on bullying.
- Role play with youth so they can practice standing up to bullies.
- Find out what youth think about and fear about bullying, start planning discussions and activities to tackle fears and negative beliefs.
- Conduct activities that promote positive self esteem.
- Educate staff about bullying facts, prevention, intervention and follow up.
- Be sure consequences for bully behavior are clear and consistently enforced.
- Share stories about courage and bravery.
- Create a reward system for youth who stop or prevent themselves or others from being bullied.

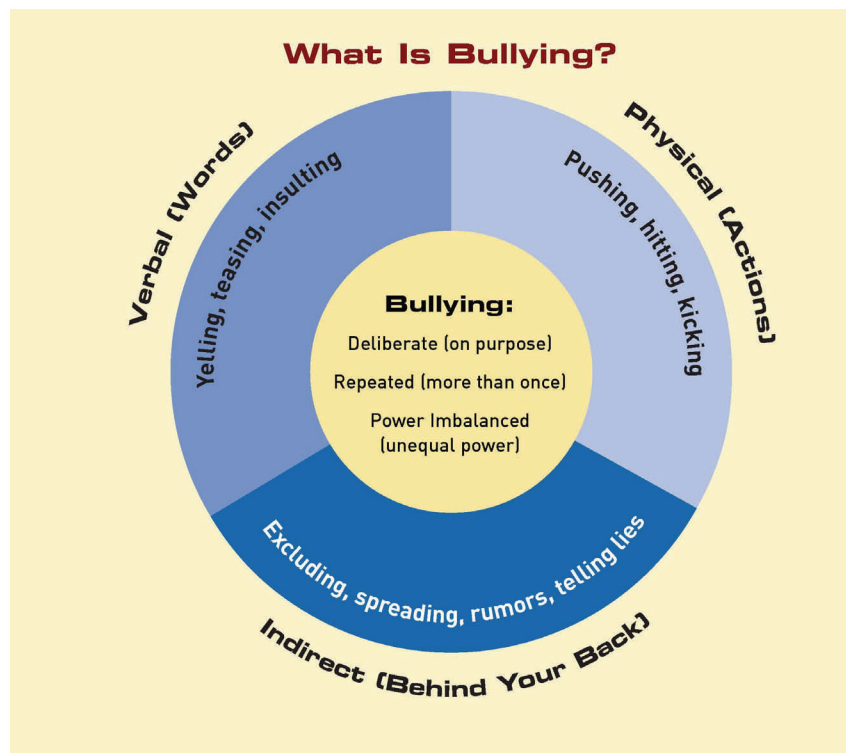
INCLUSION TIPS

Whether labeled or not all youth have a variety of unique and special need — some are more challenging than others. As Susan Neufeld mentioned in her cover article, we are striving to create an environment that meets all participants just as they are. Below are some tips and recommendations for creating an inclusive and supportive program.

- ⇒ Consistency, Consistency, Consistency
- ⇒ Create and stick to a posted and predictable schedule
- ⇒ Provide transition warnings. Be sure to say when the transition will take place and what will happen next
- ⇒ Provide visual, audio and whenever possible, tactile cues for transitions and instructions
- ⇒ For non or low- verbal youth, create a photo cue book (see challengingbehavior.org for an example)
- ⇒ Get youth involved in transitions (ex: have them make the announcement, or write what is happening next on the board)
- ⇒ Focus on positive reinforcement for good behavior
- ⇒ Talk to youth regularly about differences and being kind to one another
- ⇒ Utilize Peace Builders for activities and tools about acceptance and kindness

BULLYING DEFINED

Addressing the issue of bullying starts with education. First you must educate yourself, then your youth and families. Below is a helpful chart that illustrates the different types and methods of bullying.



UNDERSTANDING BULLYING

THE ROLE OF THE BYSTANDER

Adapted from eyesonbullying.org by Laura Fitzpatrick (Coordinator of Program and Staff Development, HTHF)

When addressing bullying, we often only address the bully and victim. However there is a third role at play here, possibly the most important role; the bystander. Most acts of bullying involve bystanders on some level, whether they directly witness the incident or listen to the bully brag about his or her actions. The bystander's role in bullying is critical. It is the bystander that has the power to prevent, stop, encourage or promote bullying. Whether they realize it or not, the bystander can be more powerful than the bully when it comes to bullying.

A bystander's response to bullying can take on a variety of different roles. There are "Hurtful



*“There are no seven wonders of the world in the eyes of a child. There are seven million.”
- Walt Streightiff*

Bystanders” which consist of those that **instigate** the bully by prodding him or her to begin, **encourage** the bully by laughing or cheering, **join in** with the bully once it has begun or as most bystanders do, **passively accept** bullying by watching or listening and doing nothing. On the other hand, but unfortunately less frequently, there are “Helpful Bystanders” who **directly intervene** by discouraging the bully, defending the victim or redirecting the situation, or **get help** by rallying support from peers or reporting to adults. With such influential role, it is no wonder that educating bystanders is becoming a crucial step towards stopping and preventing bullying.



Why are most bystanders passive when it comes to bullying? For most it is fear; of becoming the next victim. Some don't know what to do, and some may not like the victim or believe that the victim “deserves” it. Like victims, “Hurtful Bystanders” also may experience negative consequences. They may feel, anxiety, powerless, fearful of associating with the victim or bully, guilt for not defending the victim, pressure to participate in bullying and also may become more vulnerable themselves to becoming victimized.

When we understand the fears and beliefs others have about bullying we can begin to address those issues and start changing those beliefs. So how do you start? Start by talking. Talk about their past experiences and why they responded the way they did. Talk about the difference their role as a “Helpful Bystander” can make, or the hurt that can result from being a “Hurtful Bystander.” Role play and guide youth through positive responses and discuss the support adults can offer. Share stories about courage and bravery.

When it comes to bullying, it is important that all staff, youth and parents are educated in the different roles at hand. For more information on roles, prevention, intervention and follow up, as well as a variety of activities about bullying visit www.eyesonbullying.com. Staff who conduct an anti-bullying activity in January and send in a description and/or photo will receive a rocker coin!



IMPORTANT DATES

1/2- New Years Holiday Observed

1/4- ASB & PM Luncheon & Planning Session @ Rancho Verde; 10am- 3:30pm

1/6- SC Meeting @ Corporate Office; 12pm- 1:30pm

1/13- Peace Builders Training @ Villaggio; 9am- 1pm

1/16- Martin Luther King Jr. Holiday Observed

1/20- SC Retreat @ Sunset Heights; 9am-1pm

1/27- KidzLit & Virtual Vacations Training @ Villaggio; 9am-1pm

*Bring your Staff Binder to the All Staff Training on the 21st & get a Rocker Coin!

A HAPPY
NEW YEAR

JANUARY FUN FACTS

Flower: Carnation
Stone: Garnet
January is: National Oatmeal Month
Be On Purpose Month
International Creativity Month
Family Fit Month
Days of Interest: 6- Sherlock Holmes' Birthday
8- Bubble Bath Day
8- Elvis' Birthday
20- Penguin Awareness Day
21- National Hugging Day
23- National Pie Day
23- Compliment Day
25- Fun at Work Day



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HOPE through HOUSING
FOUNDATION

TRAINING LOCATIONS

Rancho Verde Village

8837 Grove Avenue
Rancho Cucamonga, CA 91730
Parking: Any uncovered spot

Sunset Heights

6230 Haven Avenue
Alta Loma, CA 91737
Parking: Any uncovered spot

Villaggio on Route 66

10220 Foothill Boulevard
Rancho Cucamonga, CA 91730
Parking: Any uncovered spot