

May 14-16, 2019 Youth Development and Mentoring Symposium

TUESDAY, MAY 14: SOCIAL EMOTIONAL LEARNING: POWER SKILLS NOT SOFT SKILLS

- 8:00 am **REGISTRATION, NETWORKING, AND BREAKFAST**
- 8:30 -10:30 am **OPENING GENERAL SESSION**
- 8:30 am **WELCOME AND INTRODUCTION OF NEW EXECUTIVE DIRECTOR**
JoAnn Barnes, Chair, Montgomery County Collaboration Council (MCCC)
Board of Directors
- 8:40 am **EXECUTIVE DIRECTOR’S ADDRESS**
Terrill North, Executive Director, MCCC
- 9:10 am **INTRODUCTION OF KEYNOTE SPEAKER**
Elaine Johnson, Director, Youth Development Community of Practice
- 9:15 am **KEYNOTE: HARNESSING THE POWER OF YOUTH ADULT PARTNERSHIPS**
Fausto López, TA Consultant, American Institutes for Research
All over the country communities are preparing young people to tackle important issues that are shaping an uncertain future. In this challenging time, it is critical to develop the next generation of leaders with the necessary skills and mindsets to solve the complex problems that will shape their lives. So, how do we, as youth advocates, leaders, and practitioners, prepare ourselves to be positive role models for tomorrow’s leaders? This effort requires a transformative approach to developing partnerships with youth to collaboratively craft solutions. At the core, we must begin by partnering with young people, establishing developmental relationships that empower and inspire our future leaders to make a lasting difference. As adult leaders and decision makers, we must be prepared to adapt our strategies, challenge our biases, and shift the attitudes of our communities to value youth input and invest in their success. In this general session, participants will be challenged to reflect on their experiences, broaden their networks, and share their commitments to personal and program improvements to help shape collective learning.
- 10:30 am -12:15 pm **SESSION I**
- A. SOCIAL EMOTIONAL LEARNING (SEL): LESSONS LEARNED FROM THE FIELD**
Youth Development Practitioners leading SEL-focused programming in the County facilitate a roundtable campfire discussion with program

leaders and front-line youth workers alike, sharing lessons learned while implementing and measuring SEL programming and outcomes.

Facilitators: Rosemary Pezzuto, Camp Fire Patuxent & Neel Saxena, Asian-American LEAD

B. INTRODUCTION TO TEACHING MINDFULNESS TO TEENS

Join us to learn an integrated approach to strengthening teens emotional wellness. Mindfulness-based social and emotional learning practices can help adolescents cope with stress and adversity, learn to regulate emotions and make responsible decisions. This workshop will introduce you to a series of strategies you can use to develop your own mindfulness practice and then teach teens to practice mindfulness.

Facilitator: Dr. Tonya Featherston, Executive Director, Center for Social Emotional Wellness

C. SAME GENERATION PROGRAM PARTICIPANTS AND STAFF: HOW TO MAXIMIZE THE UPSIDE AND MINIMIZE THE DOWNSIDE TO CREATE SUCCESS

Facilitated as a roundtable discussion with small group work, this workshop will frame the core issues, invite participants to share the upsides and downsides that they've experienced or witnessed, and provide strategies to maximize the effectiveness of staff who are similar in age to participants.

Facilitator: Kumea Shorter-Gooden, Ph.D., Shorter-Gooden Consulting (pronouns:she/her/hers)

D. USING COACHING SKILLS

Organizational charts are becoming flatter and staff are seeking direction rather than command. To be an effective supervisor in today's workforce, you must understand the importance of effectively coaching your team rather than demanding from them. This workshop will explore the power and basic skills involved in effectively using coaching skills.

Facilitator: Katherine Spinney, Founder, Katherine Spinney Coaching LLC

E. MEETING SENSORY NEEDS

This workshop will help participants understand what sensory needs are and how they might inform young people's behavior. Participants will learn specific skills and strategies for meeting sensory needs in out-of-school time programs. Participants will practice facilitating relaxation exercises and movement breaks. This workshop will help

participants learn how to use routines and visual materials to help young people express emotions and self-regulate.

Facilitator: Alika Hope, Associate Director of Program Expansion, Ramapo For Children

12:15 -1:00 pm

LUNCH

Lunch will be served in the Ballroom.

1:15 -3:00 pm

SESSION II

A. INCREASING ENGAGEMENT WITH MIDDLE AND HIGH SCHOOL YOUTH

This workshop will explore the unique needs and perspectives of older youth in out-of-school time programs. Participants will learn core strategies for creating a safe and engaging environment.

Facilitator: Alika Hope, Associate Director of Program Expansion, Ramapo For Children

B. INTRODUCTION TO STRESS MANAGEMENT FOR HUMAN SERVICE PROFESSIONALS

Do you ever feel like you're running on empty? Feeling stressed, overwhelmed and fatigued? Human service professionals start out with a burning desire to help others, but often end up feeling burnt out. Join us for an interactive workshop that will provide you with ways to recognize when you are facing compassion fatigue and strategies you can use on a daily basis to manage your stress.

Facilitator: Dr. Tonya Featherston, Executive Director, Center for Social Emotional Wellness

C. STRENGTHENING YOUR SUPERVISORY SKILLS THROUGH SELF-ASSESSMENT

Are you in a supervisory role but do not feel as confident as you would like? Did your promotion come with great excitement but not much training or support? This session will help you identify your current strengths as a leader and help you identify your areas of growth using the framework of youth development leadership best practices. Walk away with a focused plan on how to strengthen your leadership skills and mindset to increase program quality and staff retention.

Facilitator: Katherine Spinney, Founder, Katherine Spinney Coaching LLC

3:00 pm

SYMPOSIUM DAY 1 ENDS

WEDNESDAY, MAY 15: CULTIVATING RESOURCES FOR GIRLS OF COLOR

- 8:00 am **REGISTRATION, NETWORKING, AND BREAKFAST**
- 8:30 -10:15 am **OPENING GENERAL SESSION**
Elaine Johnson, Director, Community of Practice
- 8:35am **WELCOME AND OVERVIEW OF SYMPOSIUM DAY 2**
Terrill North, Executive Director, MCCC
- 8:40 am **2019 RECOGNITION AWARDS**
- THE 2019 CHAMPION FOR MARYLAND CHILDREN AND FAMILIES**
AWARD
The award is presented from the Maryland Association of Local Management Boards in recognition of Senator Nancy J. King for her exemplary work to improve services for children, youth and families.
Awardee: Senator Nancy J. King, District 39, Montgomery Co., MD
Presenter: Terrill North, Executive Director, MCCC and Pamela M. Brown, Ph.D., Executive Director, Anne Arundel County Partnership for Children, Youth & Families
- 8:55 am **VIDEO PRESENTATION**
Terrill North, Executive Director, MCCC
- 9:00 am **TIME WELL SPENT FOR MONTGOMERY’S CHILDREN AWARD**
Award recognizes individuals and organizations for collaborative work on behalf of Montgomery County’s children, youth and families. This year’s awards are presented for efforts to promote the well-being of women and girls of color.
- 9:05 am **INTRODUCTION OF TIME WELL SPENT AWARDEE: PAMELA R. JONES**
Shané Tate, Program Manager, Out of School Time Programming
Award presented by: Siobhan Davenport, Executive Director, Crittenton Services of Greater Washington
- 9:10 am **TIME WELL SPENT AWARDEE REMARKS**
Pamela R. Jones, President & CEO, Crittenton Services of Greater Washington (pronouns: she/her/hers)
- 9:15 am **VIDEO PRESENTATION**
- 9:20 am **INTRODUCTION OF TIME WELL SPENT AWARDEE: LUPI QUINTEROS-GRADY**

Shané Tate, Program Manager, Out of School Time Programming
(pronouns: she/her/hers)

Award presented by: Sandra Shephard, Managing Director, Latin American Youth Center, Maryland Multi-Cultural Center (pronouns: she/her/hers)

- 9:25 am **TIME WELL SPENT AWARDEE REMARKS**
Lupi Quinteros-Grady, President & CEO, Latin American Youth Center
(pronouns: she/her/hers)
- 9:30 am **INTRODUCTION OF KEYNOTE SPEAKER**
Shané Tate, Program Manager, Out of School Time Programming
(pronouns: she/her/hers)
- 9:40 am **KEYNOTE: WE ARE WHAT WE ARE LOOKING FOR: CULTIVATING RESOURCES FOR GIRLS OF COLOR**
Angel S. Harris, Assistant Counsel, NAACP (pronouns: she/her/hers)
- 10:10 am **SPECIAL ANNOUNCEMENT: MARYLAND MENTOR UNITED 4 YOUTH CONFERENCE (NOVEMBER 3-5, 2019)**
Elijah Wheeler, Deputy Executive Director, MCCC; and Board Member, Maryland Mentor
- 10:15 am **INTRODUCTION OF PANEL PRESENTATION**
Jade-Ann Rennie, Prevention Coordinator, MCCC
- 10:20 am **PANEL PRESENTATION: CULTIVATING RESOURCES FOR GIRLS OF COLOR**
This panel discussion and audience Q&A will present approaches, experiences, and perspectives on the necessary evidence-based practices that improve the overall well-being of girls of color.
Panelists: Pamela R. Jones, President & CEO, Crittenton Services of Greater Washington; Lupi Quinteros-Grady, President & CEO, Latin American Youth Center; and Angel S. Harris, Assistant Counsel, NAACP
Moderator: Jade-Ann Rennie, Prevention Coordinator, MCCC
- 12:00 -1:00 pm **LUNCH**
Lunch will be served in the Ballroom.
- 1:15 -3:00 pm **SESSION III**
A. CULTIVATING WELLNESS AMONG GIRLS OF COLOR
We are living in an age where holistic health and wellness practices have become more accessible and a part of mainstream culture. Social and emotional wellness is critically important for all children, but we must be sure to create safe spaces for girls of color to embrace

various wellness practices. In this workshop, we will explore ways connect girls of color to wellness practices such as mindfulness, meditation, yoga, qigong, vegetarian/vegan eating, and aromatherapy.

Facilitator: Dr. Tonya Featherston, Executive Director, Center for Social Emotional Wellness; and Wendy Jones, Chief Creative Officer, Center for Social Emotional Wellness

B. IMPLICIT BIAS: WHAT IT IS, WHAT IT DOES, AND WHAT CAN BE DONE TO ADDRESS IT

Learn what implicit bias and microaggressions are, their negative impact on youth (and adults), and how to overcome them. In this interactive workshop, you will learn how to recognize implicit bias in your own and others' behavior, what's behind it, how to respond to bias, and why this is so important for healthy youth development and for effective youth-serving organizations. You'll engage with case examples to develop your skills in intervening effectively when microaggressions occur and to learn strategies to create an inclusive youth-serving and work environment.

Facilitator: Kumea Shorter-Gooden, Ph.D., Shorter-Gooden Consulting

C. GIVING AND RECEIVING FEEDBACK FOR PROFESSIONAL GROWTH

Does the mere mention of the word feedback make you want to run away screaming? Do you avoid giving feedback because you are not confident in how to do it well? Do you consider feedback to be confrontational and you just don't like conflict? Whatever is holding you back, it is time to confront and overcome it. Being a leader means being able to have open and honest conversations and these necessarily involve feedback. In this workshop, participants will learn how to confront and overcome their fear of feedback and walk away with the concrete skills needed to start giving effective feedback.

Facilitator: Katherine Spinney, Founder, Katherine Spinney Coaching LLC

D. INNOVATIVE PROGRAMS FOR GIRLS OF COLOR

This workshop will share innovative Youth Development & Social Emotional Learning-based strategies that have impacted the success of the Crittenton program and girls of color participating in those programs.

Facilitators: Siobhan Davenport, Executive Director, Crittenton Services of Greater Washington; and Nicki Sanders, Director of Programs, Crittenton Services of Greater Washington

3:00 pm

SYMPOSIUM DAY 2 ENDS

THURSDAY, MAY 16: BEING AN ADVOCATE FOR YOUTH MENTAL HEALTH

8:00 am **REGISTRATION, NETWORKING, AND BREAKFAST**

9:00 am - 10:15 am **OPENING GENERAL SESSION OF SYMPOSIUM DAY 3**

9:00 am **WELCOME AND OPENING OF SYMPOSIUM DAY 3**

Debra Cady, LCSW, Project Director, System of Care - Collaboration Council

9:15 am **KEYNOTE: HAPPY TO FAIL**

Juan Velez Court, Peer Support Services Coordinator, Mental Health and Anti-Addiction Services Administration of Puerto Rico

Juan Velez Court has accomplished many things he thought would never be possible in his life. As a person with lived-experience with mental health challenges, he defied the expectations that people with emotional challenges can't live happy, healthy and productive lives. Taking control of our lives seems almost impossible, especially during the darkest moments where there is no light in sight. In this keynote, Mr. Velez shares the work he does to reduce stigma and barriers for people living with mental health challenges, and how we can all promote a healthy and creative road to recovery.

9:45 am **SPEAKER'S HIGHLIGHTS PANEL**

Each presenter will share one take-home message they feel important for the audience to know about their workshop regardless of whether it's attended and how it can impact working with youth of transition age.

Moderator: April Curtis, National Cross-Systems Approach Consultant, AMConsulting (pronouns: she/her/hers)

Panelists: Jessica Soussana, Dove Counseling and Education; Briana Lockhart, National Alliance on Mental Illness of Montgomery County; Samuel Martin, S.D. Martin Consulting; Charles Xavier Kilborn, CX Presents; Lyndsay Smith, UMD School of Social Work; Madge Mosby, Federation (FOF) - Bridges to the Future; and Robyn Horsey, FOF- Bridges to the Future

10:15 am - 10:30 am **BREAK**

10:30 am – 12:00 pm **SESSION IV**

A. BEST PRACTICES AS AN ALLY

In a world where marginalized voices are often silenced by the oppressive systems they exist within, how can those with power

advocate for the communities they claim to be aligned with? This workshop seeks to answer this question by:

- *Providing examples of how to best practice alliance through community building and organizing.*
- *Unpacking the necessity of being a "good ally"*
- *Engaging in open and honest dialogue about combatting the status quo*
- *Accessible language, policy, and practice*

Facilitator: Charles Xavier Kilborn, Creator of CX Presents (pronouns: he/his/him)

B. LEAVING OUR COMFORT ZONE: EXPOSING OUR MINDS TO NEW OPPORTUNITIES

Childhood trauma and general experiences in a young adult's past can make it difficult for them to explore a world that is filled with beautiful moments, but also tremendous challenges. This workshop is focused on comprehending some of the emotional challenges young adults can experience, and how we can advocate at times where stigma and other barriers can interfere with their transition into adulthood.

Facilitator: Juan Velez Court, Peer Support Services Coordinator, Mental Health and Anti-Addiction Services Administration of Puerto Rico (pronouns: he/his/him)

C. TRAUMA STEWARDSHIP: TAKING A REFLECTIVE LOOK AT OURSELVES

Showing up to work every day to make our communities a better place sometimes takes an unrecognized trauma, leaving us tired, cynical, numb or feeling like we can never do enough. Engaging in peer to peer work is about creating a collaborative relationship and while building these relationships we find ourselves as stewards of other people's trauma and of our own.

Facilitator: April M. Curtis, National Cross-Systems Approach Consultant, AMConsulting (pronouns: she/her/hers)

D. YOUR WELLNESS TOOL BAG TO GO

The purpose of this workshop is to help providers, families and youth understand the importance of how to add a positive and engaging side to a Crisis Plan. The goal is to help those who are trying to stay well, focus on the proactive side of mental health care. The training uses a strengths-based lens of wellness instead of illness.

Facilitator: Madge Mosby, Lead Family Support Partner, Bridges to the Future (pronouns: she/her/hers)

E. BEST PRACTICES FOR SERVING TRANS AND GENDER DIVERSE YOUNG PEOPLE IN SYSTEMS OF CARE

Participants will learn concepts related to serving gender diverse young people and differences between gender identity, gender expression and sexual orientation. Various paths of gender-affirming transitions will be discussed, as well as non-binary identities, gender neutral pronouns, risk factors, and common barriers to affirming care. Practical strategies will be shared, such as changing unnecessary gender-based language and practices, ensuring confidentiality and safety, and accessing supportive resources for gender diverse youth in their care.

Facilitator: Lyndsay Smith, Program Specialist, UMD School of Social Work (pronouns: she/her/hers)

12:00 pm - 12:45 pm **LUNCH**

Lunch will be served in the Ballroom.

12:45 pm - 2:15 pm **SESSION V**

A. HOPE, HELP, STRENGTH: RESILIENCE PROGRAMMING AND LANGUAGE FOR TALKING TO YOUTH AND YOUNG ADULTS ABOUT MENTAL HEALTH

The National Alliance of Mental Illness (NAMI) of Montgomery County supports an upstream suicide prevention program, Sources of Strength that focuses on resilience in 13 middle and high schools in Montgomery County, Maryland. This workshop will overview the Sources of Strength approach to talking about and promoting protective factors in youths' lives through a strength-focused lens. Participants will leave with knowledge and skills surrounding: using "hope, help, strength"-based language and messaging, a framework for talking about protective factors ("strengths"), and practice using a strength-focused approach when talking with youth about mental health.

Facilitator: Briana Lockhart, Youth Program Coordinator, National Alliance on Mental Illness of Montgomery County (pronouns: she/her/hers)

B. UNDERSTANDING THE BRAIN: HOW TO GUIDE YOUTH AND YOUNG ADULTS TO SUCCESS

Youth and young adults experience success in different ways. Some tools needed to be successful are applying knowledge, using executive functioning skills and having positive relationships. During this interactive workshop, participants will learn about brain structure and function, acquire knowledge of how nurture and the environment

influences brain development, and gain an understanding of how trauma impacts brain development. Case examples will illustrate how to apply new knowledge when working with youth and young adults. Practical skills and strategies will be taught and practiced throughout the workshop.

Facilitator: Jessica Soussana LCSW-C, Director, Dove Counseling and Education (pronouns: she/her/hers)

C. “POP-UP” TO PLUG-IN: HOW TO CREATE POP-UP EVENTS TO ENGAGE YOUNG ADULTS

The purpose of this workshop is to teach our audience how to provide developmentally appropriate, attractive, and engaging events for the TAY population. This workshop gives participants 10 strategies on how to structure a productive TAY Activity, 10 tips on how to involve young adults in the planning and implementation process, and demonstrate 3 engaging activities Bridges to the Future offers. The three activities that will be focused on are Music Expression Workshop, Independent Living Cooking Class, and the Self-Care Event.

Facilitator: Robyn Horsey, Lead Youth Coordinator, Bridges to the Future (pronouns: she/her/hers)

D. BUILDING NOT BREAKING THE BRIDGE

Building ownership and empowerment starts with your personal journey. How do we create opportunities for positive relationship building to happen? What role do we have at each stage in the development of individuals and groups and what options does this role give us as leaders? We must believe there is a bridge to cross to work towards meeting halfway in working with our colleagues. The people, activities, and programs must intentionally weave connections that focus on what does developing the person and community look like to create a safe shared space to be strength based and to build ownership and empowerment.

Facilitator: April M. Curtis, National Cross-Systems Approach Consultant, AMConsulting (pronouns: she/her/hers)

E. MAKING YOUR SERVICES INCLUSIVE FOR DIVERSE SEXUAL ORIENTATIONS, GENDER IDENTITIES, AND EXPRESSION (SOGIE): PRACTICAL STRATEGIES THAT MAKE A BIG DIFFERENCE

Agencies must be proactive in creating a culture that respects and values all young people, including those with diverse sexual orientations, gender identities, and expression (SOGIE). Participants will learn about risk factors, accepting and rejecting behaviors, the coming out process, and how to build trust with youth with diverse SOGIE. Strategies such as utilizing inclusive forms, language, policy,

and practices will be discussed. Participants will also learn strategies for how to respond and support a youth who comes out to them, how to honor confidentiality, and how to address complex issues that can arise for LGBTQ youth in their care.

Facilitator: Lyndsay Smith, Program Specialist, University of Maryland School of Social Work (pronouns: she/her/hers)

2:15 pm – 2:30 pm **BREAK**

2:30 pm – 4:00 pm **SESSION VI**

A. HOPE, HELP, STRENGTH: RESILIENCE PROGRAMMING AND LANGUAGE FOR TALKING TO YOUTH AND YOUNG ADULTS ABOUT MENTAL HEALTH

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Facilitator: Briana Lockhart, Youth Program Coordinator, NAMI of Montgomery County (pronouns: she/her/hers)

B. UNDERSTANDING THE BRAIN: HOW TO GUIDE YOUTH AND YOUNG ADULTS TO SUCCESS

Youth and young adults experience success in different ways. Some tools needed to be successful are applying knowledge, using executive functioning skills and having positive relationships. During this interactive workshop, participants will learn about brain structure and function, acquire knowledge of how nurture and the environment influences brain development, and gain an understanding of how trauma impacts brain development. Case examples will illustrate how to apply new knowledge when working with youth and young adults. Practical skills and strategies will be taught and practiced throughout the workshop.

Facilitator: Jessica Soussana LCSW-C, Director, Dove Counseling and Education (pronouns: she/her/hers)

C. EMBRACING OUR DIFFERENCES: ENGAGING WITH YOUTH AND YOUNG ADULTS IN SYSTEMS OF CARE

Our culture, values, and preferences make each one of us unique, which can be challenging when reaching out to someone whose lifestyle is different than our own. Despite our differences, we often have one common goal: Wanting to feel and be better each day. This workshop is focused on embracing that which makes us unique, and how we can genuinely engage with youth and young adults in Systems of Care or other mental health services.

Facilitator: Juan Velez Court, Peer Support Services Coordinator, Mental Health and Anti-Addiction Services Administration of Puerto Rico (pronouns: he/his/him)

D. SELF-CARE PLAN

A workshop created to begin creation of your own self-care plan. Using SAMSHA's 8 dimensions of Wellness combined with the 5 protective and promotive factors for healthy development and well-being we have developed several tools to emphasize the importance of self-care. Most people are only able to focus on certain dimensions of wellness. We thrive at some yet struggle in others. This workshop aims to take a holistic look at wellness and self-care. Focusing in on the individual. Helping to shed light on areas we show strengths and highlight opportunities for growth.

Facilitator: Sam Martin, Consultant, S.D. Martin Consulting (pronouns: he/his/him)

E. UNPACKING MICRO AGGRESSIONS

A micro aggression is defined as a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group. Understanding the micro aggressions that we subconsciously apply to our interactions with the people around us is the first step in combatting the harm caused by engaging in these behaviors.

Facilitator: Charles Xavier Kilborn, Creator of CX Presents (pronouns: he/his/him)

4:00 pm – 4:15 pm

SYMPOSIUM DAY 3 ENDS

Be an Advocate for Youth Mental Health CERTIFICATE

Pick up at the Bridges to the Future table.