



Life "In Care"

A Youth Led Magazine

Table of Contents

Page 3.....	Explanation of Crossover Youth Project
Page 4.....	Youth Engagement
Page 5.....	Liam's Introduction
Page 6.....	Youth Submission
Page 7.....	Youth Submission
Page 8.....	Youth Submission
Page 9.....	Youth Submission
Page 10.....	Youth Submission
Page 11.....	Youth Submission
Page 12.....	Youth Submission
Page 13.....	Youth Submission
Page 14.....	Youth Submission
Page 15.....	Youth Submission
Page 16.....	Youth Submission
Page 17.....	Youth Submission
Page 18.....	Youth Submission
Page 19.....	Youth Submission
Page 20.....	Evolution of the Youth Peer Mentor
Page 21.....	Systemic Barriers
Page 22.....	Adult Allies
Page 23.....	Staff Submission
Page 24.....	Staff Submission
Page 25.....	Staff Submission
Page 26.....	Staff Submission
Page 27.....	Back Cover

What is the Cross-Over Youth Project?

The Cross-Over Youth Project, a four year pilot project, was initiated as a community-based response to bring about systemic changes in four unique communities in Ontario on behalf of crossover youth.

The Project had sites in 4 locations; Toronto, Thunder Bay, Belleville and Brantford. The Project spent time in each site helping to coordinate the community response to the needs of cross-over youth and helping to develop a local, sustainable model. The Project developed several best practice models based on its involvement in 4 very different communities. Each site was coordinated by a steering committee comprised of various community stakeholders from both child welfare and youth justice (Probation, Children's Aid, Diversion Programs, Lawyers, Provincial Child Advocates, etc.), and each site had its own Youth Advisory Committee which was facilitated by its own Youth Coordinator.

Who are Cross-Over Youth?

Youth involved with a child welfare agency who become dually involved in the youth justice system are often referred to as "Cross Over Youth". The estimates are between 40 and 50 percent of incarcerated youth are from the child welfare system. These youths often get their first charge while in residential care. They are particularly a vulnerable population who face unique challenges during their interactions with the youth justice system and are more likely to be detained pending resolution of their charges and to be sentenced to custody than youth who are not involved with a child welfare agency. These youths are not always supported while in detention, or at bail hearings, by a meaningful adult before/during court.

What is the Cross-Over Youth Advisory Committee?

The youth-led committee consisted of a group of young people between the ages of 14-25 who had experiences in both child welfare and the youth justice system. The Youth Advisory Committee worked in conjunction with their Local COY Steering Committees to provide their input in how to best engage with young people within their communities and to develop best practices for both systems. The Youth Advisory Committee was an opportunity for young people to be heard and be a part of the continued efforts to center the voices of young people in both sectors.

Requirements for Participation:

- Between the ages of 14-25
- Experience within one or both systems of child welfare and youth justice
- Must be available to meet a minimum of once per month

What we Offered:

- An honorarium of \$50 for every meeting attended
- Accommodations for Transportation
- Meals/Snacks

YOUTH

ENGAGEMENT

1

I think that on every level, successful youth engagement is vital. We are living our future right now, shaping it the way we want it to be. The younger generations aren't even thinking about their futures yet, so having mentors at every level supporting and encouraging our youth would help them when they are ready to decide what they want to do in life.

2

In order for our society to evolve, we have to stop listening to those that tell us what is right and wrong and decide for ourselves what kind of future we want to live in. We have to work together, even if our values and beliefs tell us otherwise. I believe that in the end, race, religion, age and every other aspect of society don't matter. I believe that we're all human, and how the next generation chooses to identify, who they choose to love and what they choose to believe in should have no effect on their safety.

3

Solutions to getting a more youth-centered child welfare system would be making sure that the youth are being heard. That is one of the biggest things is being heard. A lot of people don't want to listen to what we have to say because we are "trouble" or "bad kids" because we are foster kids. Many youth in care don't even tell their friends at school that they are in care because they are afraid of what they will think. Teens in care feel unwanted because everybody wants the cute little kids that they feel bad for and "how sad it is that they have to go through this". All we get is pitiful looks. We were little like that once too! We just need to be given a chance and a voice in this system. We want to be heard!!!

4

To create a system that is culturally appropriate for Indigenous, black, or ethnic youth you should add more families that are also ethnic. If I were ethnic, I know that I would feel safer, and happier with a family I know would not discriminate against me based on that. Many of these youth are picked on, bullied, and treated unfairly by other foster kids that are white, or even the parents in the home. Getting more ethnic, black, or Indigenous families available for these youth would be a great option where they can feel more secure and accepted into the family!

5

To create safe places for the LGBTQ+ communities you can help them feel important and safe to be who they are. Many of them are bullied for being different but why is it always their fault. Its not always their choice to be gay, lesbian. Bi-sexual etc, so they keep it hidden but if they know that there would be a safe place for them then they would feel more comfortable being themselves and they would not have to hide from the rest of societies cruel looks, and murmurs of disrespect towards them!

6

"If we want to create a better future for our youth, we have to involve them in the things that will affect their future If we attempt to create a better tomorrow for the future generations without working with them, are we really any better than those who came before us? They did just that, and now we live on the roads they have paved for us with gaps and dead ends we are struggling to fix.

7

Including youth in decisions and other opportunities would also open doors for the community to be introduced to youth in care, and we could begin to work together to erase the stigma surrounding children in the child welfare system.

By Liam Smith

Date

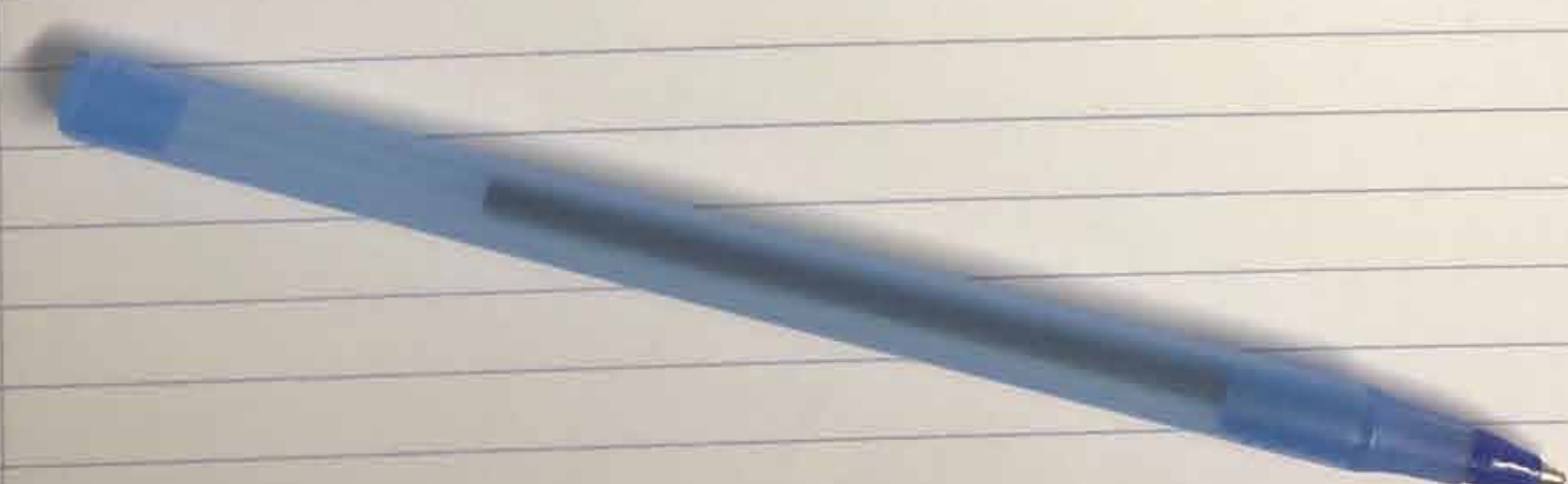
Youth Peer Mentor with
John Howard Society

This past spring I interviewed youth with questions I came up with based on my own experiences. I believe these questions were relevant for youth that were involved in the judicial system and were also youth in care.

I asked everyone the same four questions. While everyone couldn't answer all the questions they were proud of the answers they could provide.

After interviewing the youth I have summarized their answers on the following pages.

To protect the identities of these youth I have added their work anonymously.



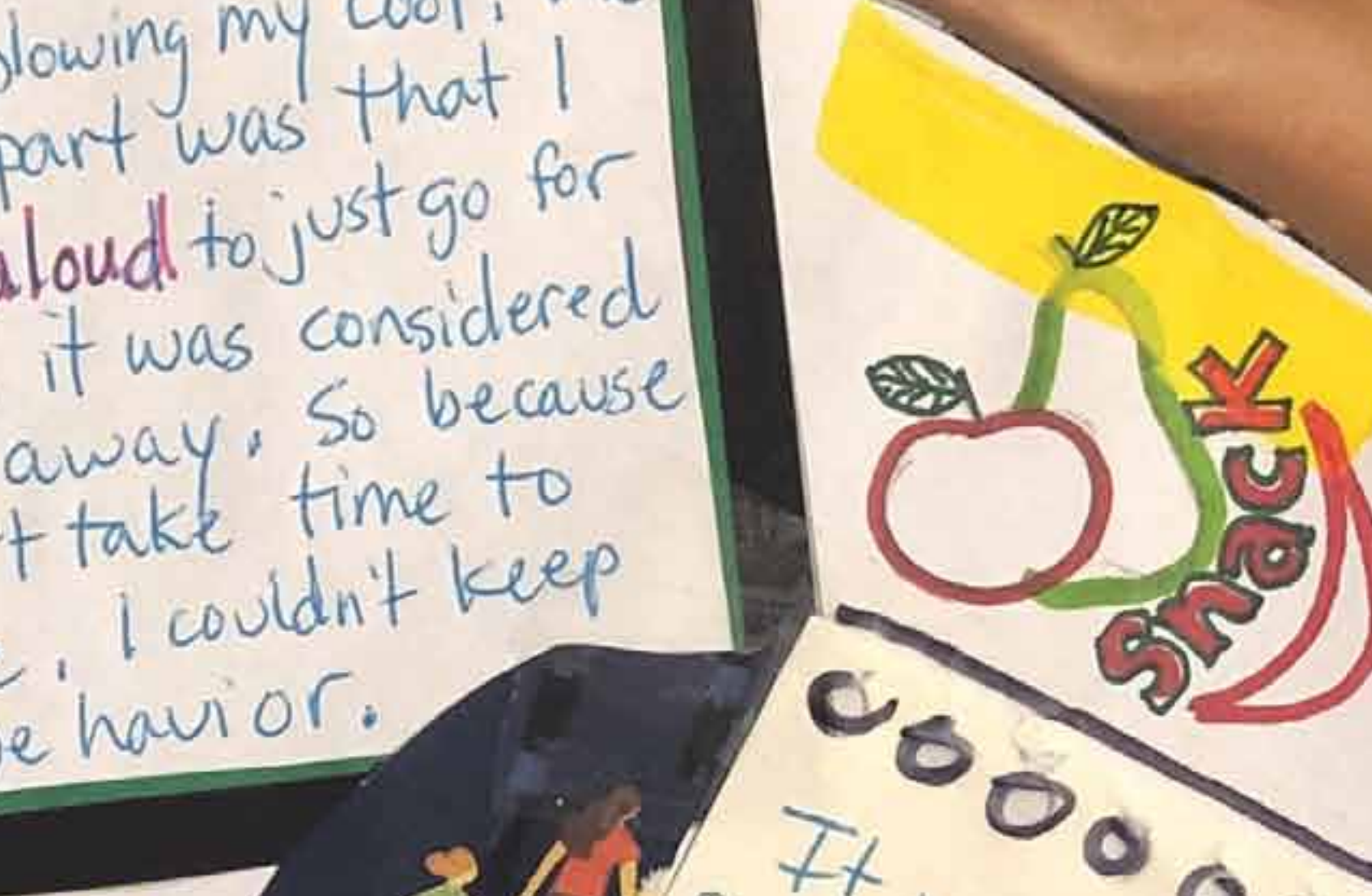
“What would have made group care easier for you?”



I sometimes just wanted to go to the school across the street and just have some time to think to myself, and sometimes I would want a staff to go for a walk with me, going for a walk was just the way I was able to rationally vent without blowing my cool. The upsetting part was that I wasn't aloud to just go for a walk it was considered running away, so because I couldn't take time to regulate, I couldn't keep good behavior.



after school but it wasn't interesting to me. evenings



It was just such a simple solution for a cause to some major problems. The food was always locked up only brought out during designated snacking times and meal times, but I wasn't hungry at a snack time, but wanted something later, I wouldn't be aloud until the next snack time. The staff made something which was staff program. We did in

Things the group home
could do to make
your stay more
Welcoming
or easier for
YOU?



PP Make the home feel more like a family by building more one on one connections with staff. Who are supposed you know like a family. Showing interest in my hobbies not my problems.
I GUESS HAVING MORE FLEXIBILITY WITH PROGRAMING
Anonymous

What was something you feel shouldn't have happened in **YOUR** group home?

PP My foster brother and I got in a **Fight** and I got **CHARGED**, I was then **MOVED** into a group home,
• In a **NORMAL** home we would just have to apologize to one another.
• After being **charged** I went into a group home where I felt I didn't belong. **I started running away**



I started running away

What can make
group care easier for YOU?

other kids in the
home **bully ME!**
and NOT all the
staff "kick up
for me."

"I WANT **HELP**
dealing with
my **ANGER**"



What could make
living in a group home
feel more like
family?

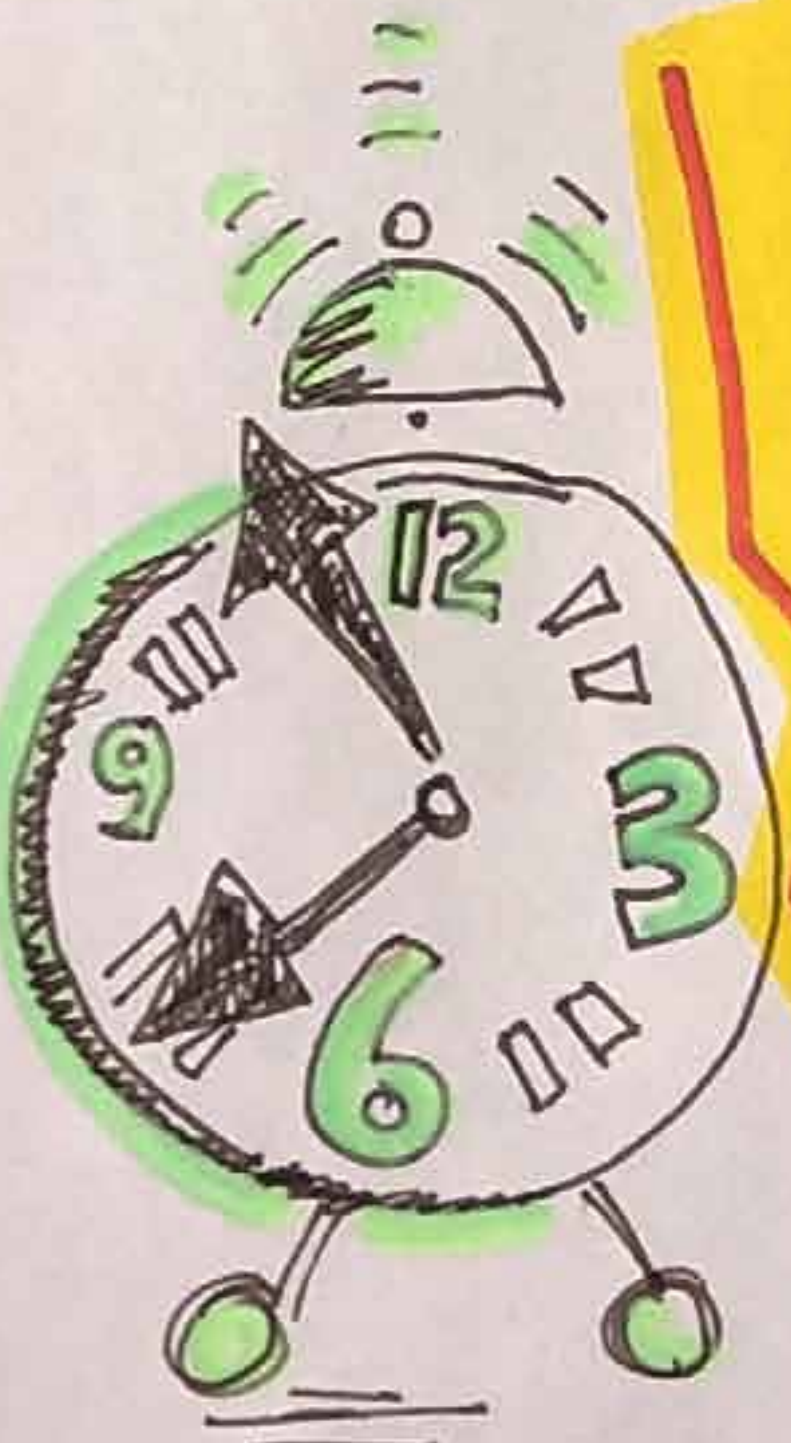


It **FEELS** like not all
the staff **care**
because at the end
of the day they
get to go **HOME**

We go to our
rooms after
every meal
for

20
minutes

All the kids in my
HOME have to
KNOCK
on our doors
before coming
out of our
Rooms"



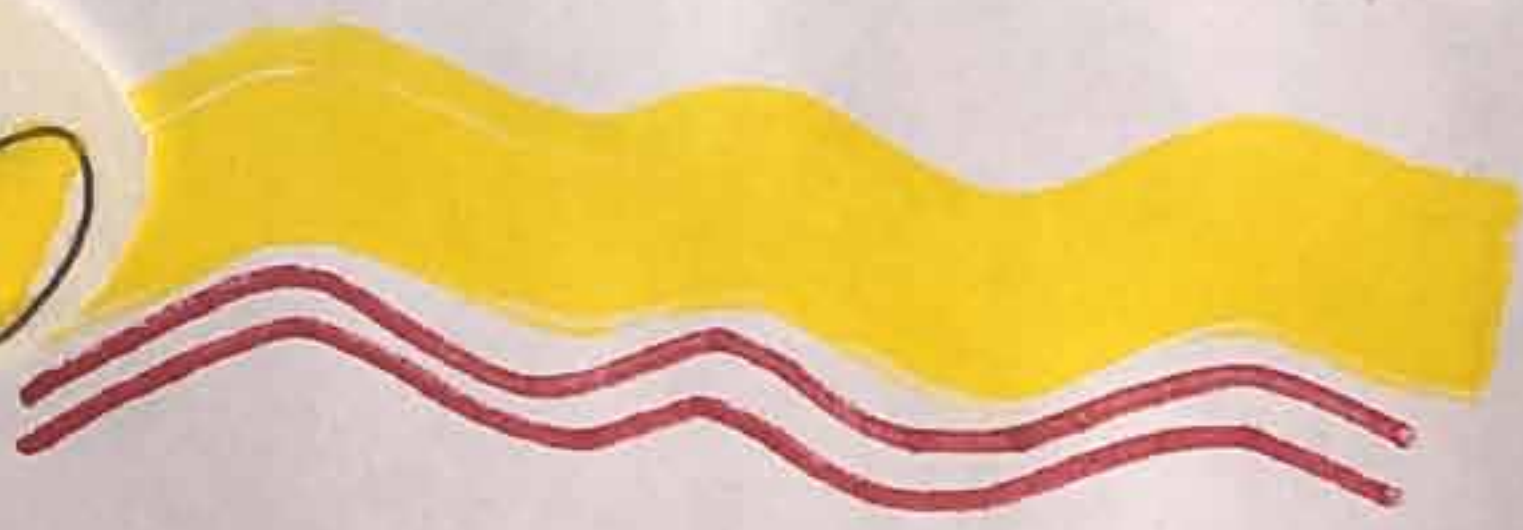
What would make living in care easier for you?

What made it hard for you to live in a group home?

"If the **staff** knew what it was like to live in care: and treated us how **THEY** would like to be treated if they were in care"

In care we were graded on everything we did out of **5** points (example: making our bed was out 5 points) The wrong about that was there were no days we could be **LAZY** or **RUSHED** and not make our bed or shower otherwise we got a "0" out of 5. If you didn't get the top level it felt like **PUNISHMENT** and you could be one point away from it. We were graded out of **270** a week. **EVERYTHING** was super scheduled. so if I had no homework I sat

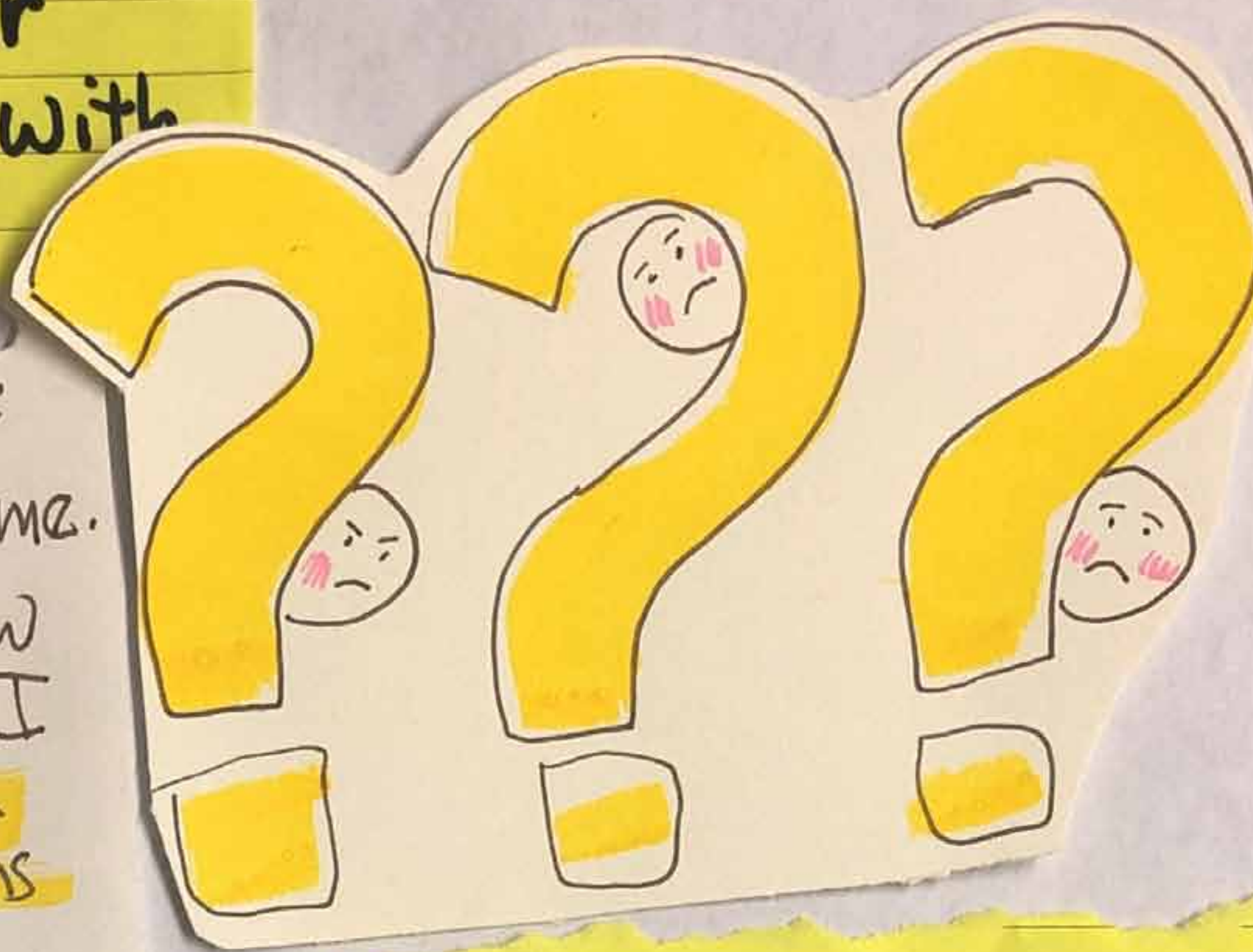
around and did nothing until the other kids were done there's



What were your Relationships with staff like?

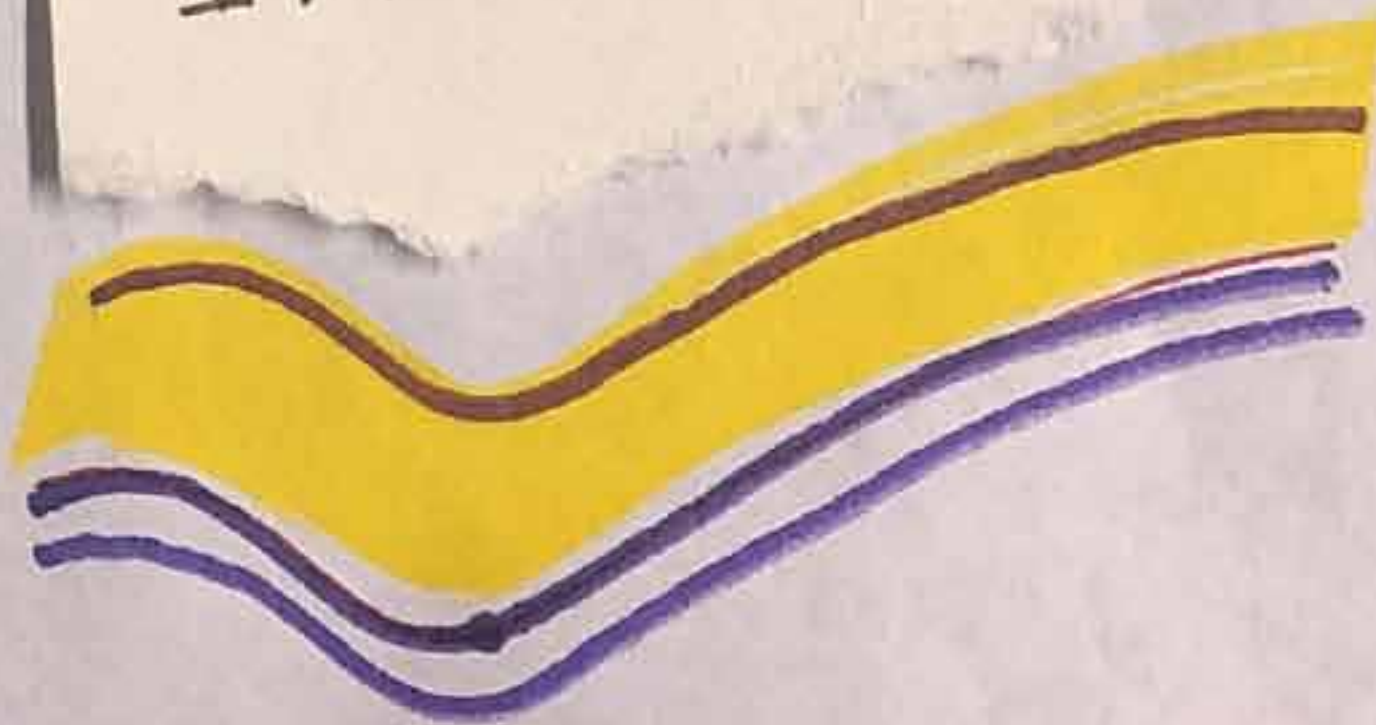
- I still talk to 3 staff that used to work with me.
- When meeting a new staff, I feel like I was always asked personal questions way too early.
- I wasn't even sure how long these staff were going to work in the group home

I think the staff should ask more questions like "What was the BEST PART of your day?" Or prompts like "you look down, is something wrong? We can TALK about it if you WANT?"



What was moving HOMES like?

I know what it would look like just ANOTHER GROUP HOME. Some things from group care have become routine. I still do some things I learnt in care and I'm 21.??



WHAT were your
relationships with
Staff like?

What were
your Best experiences
with **CAS?**

As a person I always
jumped to yelling but the
staff took it personally
and I wished they didn't
I was just yelling that they
the rules that they
had to enforce.

I had good
foster parents
before I went into
a group home.
In a group home
some staff I
really liked but
it felt like those
staff were the
quickest to



LEAVE...



Why is it that in today's society it's so hard to live without being judged?

We are constantly being judged for our looks, personality and brains.

Everybody always asks are we skinny or thick?

Tall or short?

Pretty or ugly?

Smart or dumb?

But what I don't understand is why that matters.

So what if your thick or short?



**WE
ARE ALL
EQUAL**

It doesn't mean you're less capable of accomplishing something than someone who's tall and thin.

We need to stop letting other people have an opinion on something that doesn't belong to them.

You're perfect the way you are and shouldn't have to change for someone else's happiness... because their happiness isn't yours.

And in today's society your happiness is the only one that matters.

I AM A VICTIM

I am a victim
A child to be
With a story to tell
For all to see
Of a life that once was
so sad you see
A life of alcohol, abuse and neglect
With parents who tried
But did not succeed
Being a child like me
I was scared and afraid
For what could happen
to my brother and me
For I am only a child
With hopes and dreams
For a life of adventure
Where I can be me
And not be afraid
of what might happen
to my brother and me
For that was the life
Of my brother and me
A life of uncertainty
The only life I knew
But now I can see
There's another life for me,
With people that care,
Where I can be free,
Free to live out my hopes and dreams
Away from my past
Away from my life that once was
So sad you see
Now I am happy
Living the life I want to live
With Friends that are there
To laugh at me and
To laugh with me
To share my hopes and dreams
Help me when I fall
and celebrate my successes,
But most of all
Love me for me
And a life that once was
So now you know my story
For I am a victim
A child to be
With a story to tell
For all to see.

My Story and Advice to You

This is about my life and how to break free from the cycle and how to do it!

So my mom was involved in CAS as a young teenager due to behavioural problems. I am involved because my parents didn't know how to parent. I've had the option to live with my father, but it didn't work out and it wouldn't have worked out anyways because then I'd be just like him and not breaking the cycle but continuing it.

For me breaking the cycle involves getting rid of negative people in your life. To do this don't go around the people that don't meet up with who you want to be! I find it helps to see a counsellor or role model for guidance and help, but they can help you do so much more than you could try on your own.

Another thing that may help you is to listen to positive music, like pop or something peaceful that has a bit of beat. I like to listen to motivational speakers to get ideas of how I can change my ways and my life. It helps a lot. Anyway, I hope this helps you in your travels of life.

Know that you're never too far gone to get help, someone will always be there for you. You just have to ask!

Once again, I urge you to break the cycle in your family or friend group, thanks.

"A Better Future"

It's hard to remember every moment I've had in the child welfare system because it's been 20 years. Of course, I'm now 22 and too old to be considered a "foster child". However, I am still receiving services from Highland Shores Children's Aid, so I consider myself in care with special circumstances. Honestly, it's been a long journey that I didn't know I would ever find myself on and I wouldn't wish on anyone.

I'm not here to tell you about when and where I was born, or about the sparse memories I have when I first came into care 20 years ago. I've experienced so much in the 22 years that I've been alive, so those 2 years before I was officially placed in care were lived in fast forward, and the memories I have from that time are fleeting. I'm not bitter or resentful about it because I was too young to know what was happening or why, but I wish someone had told me the truth about why I was placed in care earlier on in my life.

The homes I lived in had their good moments and their bad moments. Yes, there was more than one home and yes, they didn't all work out the way I hoped they would. Still, I wouldn't have gotten to where I am now if even one of them had worked out. I guess you could say the hardships worked out in my favor, even if they were hardships. There were screaming matches, slamming doors and tears. There were tragedies, some more heart wrenching than others. It was obviously unavoidable, but it was hard nonetheless. There were also many good times. Small, happy moments that gave me hope in my otherwise dysfunctional life.

The day I met my worker for the first time, I was scared. I'd had a few in the past that just didn't understand what I wanted, they just focused on what I needed and the rest "would be figured out". My worker became the first person I thought of when something significant happened in my life. There was something about her that just clicked for me. That was what I wanted, someone that understood me, someone who would stand beside me and be my advocate in everything, not just the person in charge of making sure my needs were being met. 12 years to me meant she wasn't just my worker; she became my mentor and role model. She is part of the reason I decided to become a Child and Youth Worker, and as of June 6th, 2019, I will be a Child and Youth Worker graduate.

Oscar Wilde penned the quote, "To live is the rarest thing in the world. Most people just exist, that is all." I remember my past but I strive to live in the present and look forward to the future. If we want to create a better future for our youth, we have to involve them in the things that will affect their future. If we attempt to create a better tomorrow for the future generations without working with the future generations, are we any better than those who came before us? They did just that, and now we live on the road they have paved for us with gaps and dead ends we are struggling to fix. Including youth in decisions and other opportunities would also open doors for the community to be introduced to youth in care, and we could begin to work together to erase the stigma surrounding children in the child welfare system.

My Childhood

My childhood was mostly grey, spattered with loud orange like the caps from hypodermic needles, and semi transparent, like the shards of cloudy glass outside of my bedroom door; a painful reminder of my parents latest drug fueled blow up.

All I ever hear is static and it's maddening.

I'm detached and confused, and as I try to find some balance; some lights and colours of my own, I get thrown into a pit of fireworks.

Now it's much too bright and my ears are ringing, and I'm stuck and I'm scared

This place is messy and unsettling-- however less so than the dull razor blade that got me here.

I'm standing in this vastly lonely place, and I'm screaming until I'm on fire-- I'm screaming for help.

They're watching, but not listening. They don't want to get burnt.

They're so desperately trying to extinguish it from afar, they don't realize that it would stagnate on its own if they would just get close enough to hear me.

My Narrative "In Care"

Did you know that a child is more likely to be raped or abused by a family member than a stranger?

Think about that, someone you know and trust turning out to be a creep that wants to hurt children in your family.

When I was growing up in care I had a lot of struggles. I went from **home to home**, one of which was my aunt's house where me and my 3 sisters were abused for 6 years. Those 6 years were scary. I was 4 when I got placed in there and didn't get taken out until I was 12. In those 8 years we got scars, cuts, bruises, and something happened to me that **not one person** knows about.

Years had passed and nobody came to **save us** from that awful woman and her family. Some of the family were really nice people, but others not so much. The everyday abuse was what I thought was **normal**. When the workers finally came to take us away my biggest sister was separated from myself and my other 2 sisters because she was **"too old"** for the foster family we moved into. She was sent somewhere I did not know and it **scared me**. I still don't know about her whole story, she doesn't talk about it much, but then again I also don't talk about mine very much either.

I went from home to home. In total I have been to **8** different homes. Some were good, some were bad, but what stuck with me throughout all those years was that I would never live with all my sisters under the same roof for the rest of my life.

Sister 1 was gone, Sister 2 was gone, Sister 3 had found an adoptive home, which I was so happy that she found and she didn't have to go through as much as we did because she is the youngest. Sister 1 went down a path that I wish to this day she never went down. I wonder what it would be like if our parents were good back then, what life would be like for us if we lived together like normal siblings do. A lot has changed since we were taken away.

One of the good homes is the home I am in right now. My foster parents are the most kind, caring, and supportive people I have ever met. They are patient with me when I get angry, they take the time to listen to the things I have to say, and I feel like I was meant to be a part of this family. My foster mom often says that I am so much like herself and my foster dad. They mean so much to me and I don't know what I would have done if I had never met them, I'd probably still be in that group home.

One of the best things that has come out of meeting them is their daughter, my best friend in the whole world, my little sister. She is crazy, loving, kind, and sassy. I love her so much and without all that has happened in my life I would never have had the opportunity to get to meet and love them.

Three other great things I got the pleasure of sharing my life with was and is the dogs. Ginnie and Annie have passed on but every minute I had with those two dogs was unforgettable. I miss them so much but Kevin, our new dog, soon after arrived and he is the funniest, silliest, loving dog.

Not everything about foster care is bad, a lot of it can be good once you find the right people. My foster mom and foster dad are those people for me!

Something I would say to my younger self would be to stay strong, life will get better just hold on to what you have and even if everything feels lost right now you will find that light at the end of the tunnel and you will shine through. Don't let something that happened to you determine who you are. You are powerful and beautiful and nobody should tell you different. Stand up for yourself because if you don't nobody else will do it for you!



This was a photo of me in military school, this was a time where I could not regulate my emotions as I was dealing with the grief of my mother passing away. As a result of this, I decided to tell my grandparents I wanted to not go to this private school, in which I was only able to make one phone call a week, to my grandparents who I was mad at for being in the military school. I was 14 years old and they gave me the ultimatum of either staying in the military school or going into the care of CAS. I chose care and decided I should try and convince CAS to let me move in with one of the 5 family's that wanted to have me. These were the families of my childhood friends I had grown up with since the age of 4. All these parents knew my mother and how much she meant to me. My father was not in my life. Being the 14-year-old that got expelled from military school even though it was on purpose they didn't let this happen. Living in care resulted in my transferring to 6 more high schools and 9 more by the time I finished graduating grade 12. During my time in care I wasn't just transferring high schools I was moving from city to country anywhere from Belleville to Burlington a 3-and-a-half-hour drive as well as many stops in between including up to 45 minutes north of the 401. At 14 and grieving my mother's passing I did not need military school and I did not need CAS. What I did need was someone who loved me and cared about who I am. Not who they wanted me to be.

"7 Years Old"

I'm all about perspectives, and I want you to imagine yourself at this age. What did you do at 7 years old when you came home from school? This was my first day ever in a group home. Not a foster home, a group home designed to house some of the most "challenged" or as we now know traumatized, individuals in the system.

I was put in here after being told "I was too troubled for a family to want me" and I had exhausted all other foster homes. All foster homes in the entire province of Ontario, at 7 years old.

I'm not sharing this for sympathy or pity, I'm sharing this to let you know that in your own community, this is how kids end up in the system. Normal kids who just weren't fortunate enough to have responsible caregivers.

Would you tell a 7 year with severe abuse and neglect they were too troubled for a family? No, because as a loving parent you would do everything in your power to figure out what pain your child must be feeling to be acting out behaviourally.

This is what we need to do for youth involved in the system, instead of asking "What's wrong with them?" We need to take a step back and ask "What is it that they need?"

Back then I needed love, stability, and consistent caregivers, like all children do. But because I was a product of the system and society that has been conditioned to incentivize apprehension of youth, I was instead punished, isolated, criminalized, institutionalized, and made to grow up thinking I deserved the life I had.

It is my hopes that my story can help shed light to some of the barriers we as youth in care face. Including 44% of us drop out of high school, approx 50% of youth in care aged (5-17) are on psychotropic medication, 43% of homeless youth have previous child welfare involvement, 68% of homeless youth have said they have come from straight from a form a child welfare placement, and 82% of kids in care have diagnosed special needs.

Those are some of the outcomes, how do you think we need to make change?

The Evolution of the Youth Peer Mentor



We started out wanting to be advocates for youth in the System. So we started voicing our opinions.



We ended up becoming a youth advisory group for COY Youth. As a result we got jobs because of our work around the community we were recognized as Youth Peer Mentors



Now as Youth Peer mentors we work with disengaged youth in the community to help them achieve their goals such as earning their high school diploma

1

Relationships

“When I was in a group home, there was a staff person supervising me who was just one year older than me. I was 17 and she was only 18 and had just finished school.”- COY Youth

“Going into care was the hardest thing for me, then staff used my file as a trigger against me. They warned me that the justice system would be the next step for me. A lot of new staff were brought in, read my file, then used it against me too.”-COY Youth

“Going into group care is a bit like a hotel stay at first, and then you hope to be able to go home. If staff got to know you better when you first arrive, maybe getting to know your triggers, it would help. Staff often know the worst kids in the house, not the best kids.”-COY Youth

2

Independence

“When I turned 18 there was nowhere for me to go as I hadn't found a place I wanted to live, it felt like I was being pushed out the door.” -COY Youth

“We don't really get to learn our rights as a tenant while we are in care, so doing the move there are a lot of negative landlords out there.” -COY Youth

“It would help to have 6 months of transitional assistance prior to turning 18. Send us out grocery shopping with our personal in-care budget/allowance. That would teach us what to do with our money. It would show us that we need to spend the money we have on necessities and help us learn to use the money that is available.” -COY Youth

3

Police Involvement

“Staff in group homes call police when a kid is in crisis- screws up relationships with police. I'd like to see police when things are going well for me.” COY Youth

“Group homes use threats of police on kids, it brings PTSD back to the situation for kids.” COY Youth

“There should be a different police protocol for dealing with kids in group homes. How many times do police treat community kids differently for the same thing?” -COY Youth

4

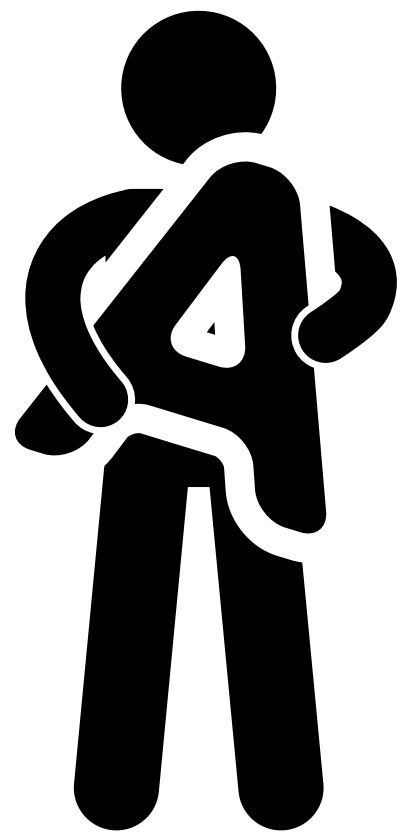
Life Skills/Community Involvement

“Some kids want to get arrested just to get out of the group home.. No other options seem available. It's a big circle.” COY Youth

“Kids should not be generalized- what works for one kid, may not work for another. Have individualized programs based on what kids need.” -COY Youth

“We have no access to computers with internet and we are not aloud to have a cellphone. How can we get a job, make plans with friends, or even do our homework without technology?” -COY Youth

We asked youth what they needed from an



ADULT ALLY

and this is what they had to say.....

Someone who is kind, caring, and supportive, those were the people I needed. Who were patient with me when I got angry, who took the time to listen to the things I had to say, and who made me feel like I was meant to be a part of their family. -COY Youth

When I was growing up in care, a meaningful adult would have been somebody that seemed to care about what I had to say and was concerned about what I had to say. Many adults throughout my life have never seemed fully committed to my well-being, and what I wanted them to listen to. It was hard to talk to anybody because of that .-COY Youth

Be patient with me when I get angry and take the time to listen to the things I have to say.-
COY Youth

I wanted someone that understood me, someone who would stand beside me and be my advocate in everything, not just the person in charge of making sure my "needs" were being met.-
COY Youth

Liam Smith, Youth Peer Mentor John Howard Society

In this Magazine it was supposed to be just youth voice, but I heard a lot of the youth say something along the lines of it just doesn't feel like a family, it is just a place to sleep. My personal experience in care was every morning I would wake up and dread the fact that I would have to experience the day in a group home all over again. Obviously, there's the issue of the turnover rate with working in a group home. So, I decided to ask staff what they needed to work in a group home and help these youth and this is what they said.

I think if there was a way to give staff the education and experience of what it was like to live in a group, and figure out how to keep staff by fixing the turnover rate this would be a huge help to those in the current system.

Staff Submission

Anonymous

What would help you work with youth?

"More training shifts with youth, observing how things work, I felt we didn't get to learn as much about the youth and how they interacted to be a good support coming into our shifts at first."

What do you think youth need?

"I believe youth need more from the community in terms of support and feeling welcomed."

What was your favorite part of working in a group home?

"My favorite part about working in a group home was the youth when they got to do something they wanted to do. They would be on their best behavior and you could see a real smile on their faces."

Staff Submission: Anonymous

How was your relationship with the kids in care?

“My relationship with the kids in care varied from every group home within the organization I worked for. There were several homes gender specific that you could be placed at from fourteen to eighteen-year-old girls, to boy’s homes with the same age. Whenever I worked with the boys, I think I split my time up fairly and took them out on one to one adventure throughout the town. This gaining trust and a personal relationship with them, showing I cared about their well-being. I think these boys just needed guidance and affection to show them that their lives were worth living and making it somewhere to be proud of. The good thing about this rapport was that when it came down to individuals fighting one another, I didn’t hesitate for a second to get in the middle to stop it as I knew without a doubt, they would never lay a hand on me.”

What does youth engagement look like to you?

“Youth engagement can mean a variety of things from getting the individuals involved in their community, playing sports or joining youth groups designated to empowering them as individuals. On another note it could also involve having a rapport with your case worker, and house manager. With good communication between all this can create positive interactions that allow the youth to have the opportunity to speak on their own behalf about what their life goals are, or support plans could be. This could make a huge impact on the youth, as a lot of kids who come into care fear what is next, they feel abandoned and must adjust to a new normal. Giving them their power back to be semi-independent in their choices might make them feel like people care.”

Staff Submission Continued:

Anonymous

What could have made your time working in a group home more enjoyable?

“Working in a group home is stressful enough dealing with individuals in care as they come from stressful, broken homes that you more than likely can’t understand. To make my experience more enjoyable I would have liked to have more consistency between staff, and management that you could rely on. If the staff were all on the same page about guidelines, and leniency I believe there would be less altercations. When you would debrief or call the lead manager for assistance or support, she was very belittling and not helpful. She lacked guidance and made you feel like you couldn’t do your job. This being the result of why I left the organization.”

What do you think youth need?

“I think youth in care need consistency, a set schedule and rules to obey that everyone should stick to. When the youth lack a routine and knowledge of expectations it can cause behaviors from miscommunication. I also believe that youth should have a safe space to talk freely without judgement to their case worker. I feel like youth in the past were scared to talk to their workers out of fear that they would be punished. We are there to give these kids the best life that they can achieve, how do you accomplish that when you don’t give them the space to live? Involve them in planning of events, their support plans, and give guidance. The first thing you do shouldn’t be to punish them for making a mistake, but rather teach them what to do instead. Growth and personal development”.

Staff Submission:

Anonymous

What would help you work with youth?

“Stability within the home, the staff turnover rate didn’t give the give the team trust with one another because most people were new”.

“Regular youth programming with youth groups and community resources.”

What do you think youth need?

“Stability within the home with more consistent staff”

“People who care for them”

“Regular programming to make up for the inconsistency within the home”

“Community resources that will help them grow and achieve as usually the group home location isn't there home town”

What was/is your favorite part about working in a group home?

“Building rapport with youth”

What could have made your time working in a group home more enjoyable?

“More organization and stability within our staff team, healthy work environment, coworkers you can trust”

What does youth Engagement look like to you?

“Involving youth in challenging actions to initiate positive social change”

How was your relationship with the youth?

“Every relationship had their ups and downs and different levels of rapport were built due to staffing and scheduling but at the end of the day think something positive came out of every relationship built!”

"IT TAKES A VILLAGE TO RAISE A CHILD"

Created by Liam Smith, Bailey Beattie,
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Theresa Bailey, Adult Ally

