

REFLECTIONS ON DEVELOPMENT RELATIONSHIPS

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Global Youth Economic Opportunities Summit



WHO?

Adults



- Parents
- Youth Workers
- Support Group Leaders (Virtual and in person)
- Mentors
- Case Managers

Youth



- Adolescent girls
- Adolescents living HIV
- OVC

GENERAL REFLECTIONS

Relationships are part of an intervention (not just a curriculum)

- A new concept!
- Requires training, structured activities and processes
- Over-select, train and observe, hire

Not just about adult-youth relationships (peers too!)

Prioritize different elements for different adult roles and youth segments

Cultural barriers to developmental relationships

PARENTS

Strategies ●

- Parenting support groups & household visits
- Involving youth in parent support groups
- Role play to understand different perspectives
- Having younger facilitators
- Learning about adolescent development



"I learned that we need to listen to our children just as our children need to listen to us... a parent has to know how to learn from their children." "Now I talk to my daughter, I stop to listen to her and I give my opinion. Before the sessions I thought that as I am older, they should just obey me."

"I thought hitting was a way to make my daughter understand. But with the sessions I learned that dialogue is the solution."

"We learned that we have to talk to children about rape and how to be safe"

MENTORS



MENTOR CHARACTERISTICS

- Encourages mentee in her schoolwork and goals
- Empower mentee to make good decisions and supports her
- Helps develop mentee's strengths and skills

Challenge Growth



- Helps mentee find solutions to her problems, but don't tell her the answers
- Advocates for the mentee at school, at home, and in the community

Provide Support



- Respects the mentee's ethnic and religious background
- Respects the mentee's decisions
- Shares experiences with mentee (when appropriate)

Share Power



- Acts as a positive role model
- Refers mentee to other people or resources when necessary, such as health or social workers

Expand Possibilities



Express Care



- Listens to mentee's concerns and doesn't do all the talking
- Asks questions (without making the mentee uncomfortable)
- Doesn't judge (but provides constructive feedback or advice)
- Doesn't pick favorite mentees
- Respects the mentee's confidentiality; does not repeat what is said in mentoring sessions
- Shows interest in the mentee's life, activities, and thoughts

YOUTH WORKER CHARACTERISTICS



- Preferably not a teacher
- Younger professionals
- Mix of technical expertise that complement each other
- Code of conduct
- Observe before hiring
- Prioritize interaction with youth (respect and passion)
- Include youth

EXPRESS CARE



Structure time

- Sisterhood circles
- Individual (confidential) time

Create a culture of listening

Guidance for specific topics
(violence responses,
discussion groups on ART
adherence)

Social activities (meals,
events)

Give everyone a chance to
be heard

Check your own values at
the door

CHALLENGE GROWTH



For Youth

- Introduce role models, stories of others who overcame obstacles
- Give tips and follow up questions— not the correct answer
- Reflect on failures: individual and group reflection (positive, “things to improve”, revise)
- Hold accountable: ground rules and consequences
- Create individual success plans/goals

For Adults

- Help mentors, facilitators and parents reflect on who empowered them
- Tips on how to empower and encourage

PROVIDE SUPPORT



Youth centered learning activities; youth workers are there to support rather than instruct

Strategies to deal with challenges (stigma, disclosure)

High expectations

Structure for planning projects with frequent support

Discussion groups, inspirational quotes

Provide mentors with content

“The facilitators had a lot of patience, and I am grateful that they were always willing to listen and provide guidance”

- Francisco



SHARE POWER



Youth-centered learning, peer education, youth-led clubs and community service activities

Youth set ground rules

Involve youth in decision making

Rotating roles in small groups

RESPECT!

Expands over time

EXPAND POSSIBILITIES



E-mentors, visits and speakers show other possibilities

Opportunities for youth to speak and participate

Stories of youth in similar situations

Alumni visits

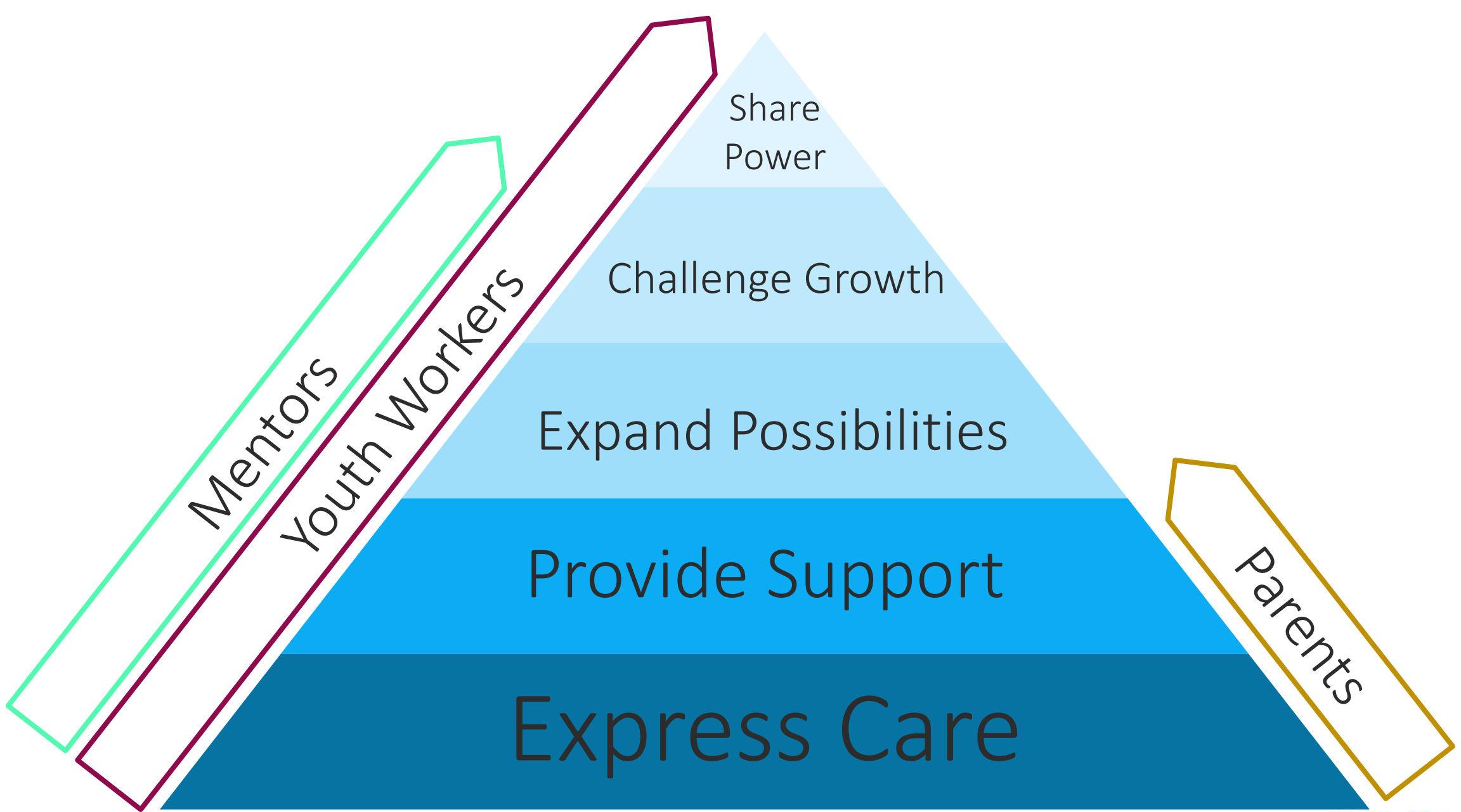
Envisioning... setting goals and exploring dreams



"When I saw the well dressed people interviewing for the job, I thought I was in the wrong place. .. a poor orphan could never work at a bank."

Sophia was selected to participate in a National Women's Front Meeting. She impressed government participants and was awarded a scholarship.





Share Power

Challenge Growth

Expand Possibilities

Provide Support

Express Care

Mentors

Youth Workers

Parents