

THE MANY FACES OF ADVOCACY FOR CHILDREN AND YOUTH:

2007/2008 PROVINCIAL FORUMS IN FIVE B.C. COMMUNITIES



Funding provided by Vancouver Foundation for First Call's participation in the consultations.

Between December 2007 and November 2008, staff from the *BC Centre for Safe Schools and Communities* and *First Call: BC Child and Youth Advocacy Coalition* met with approximately 180 community representatives from various regions across British Columbia to learn how to best support the healthy development of BC's children and youth. The BC Centre for Safe Schools and Communities and First Call are organizations with a provincial scope and are both mandated to promote the well-being of children and youth. This report outlines the findings from those community dialogue sessions.

The BC Centre for Safe Schools and Communities (CSSC) (www.bccssc.ca), at the University of the Fraser Valley, promotes safe, nurturing, and inclusive school and community environments to maximize the potential and well-being of BC's children and youth. Recognizing that the education system and community partners require support in their efforts to create optimal developmental environments for children that can be challenged by issues of abuse, marginalization, exclusion, bullying, harassment, and violence, CSSC works to support communities by providing educational resources, conducting research, offering training, and facilitating referrals to other support agencies throughout the province.

First Call: BC Child and Youth Advocacy Coalition (First Call) (www.firstcallbc.org) is a non-partisan, cross-sectoral coalition of over 80 provincial and regional partner organizations and community coalitions across BC. It is committed to ensuring that all children and youth have the opportunities and resources to achieve their full potential and participate in creating a better society. Through collaborative campaigns and projects, public education and training, media work, the dissemination of research, and networking, First Call works on a variety of issues, such as income inequality, child poverty, support for early childhood development, support for youth in transitions, and creating safe and caring communities.

Purpose Statement

The purposes of the joint consultation and dialogue sessions were to:

- A. inform communities of the work, services, and resources provided by the two organizations and to solicit feedback on their effectiveness;
- B. gather information from community-based service providers and community members about community strengths and local priorities;
- C. offer information to support on-going advocacy efforts on behalf of children, youth, and their families through a workshop *The What, When, Why, and How of Advocacy*, and provide an opportunity for community members to develop and share advocacy plans identified within each community; and
- D. raise awareness of the United Nations Convention on the Rights of the Child as a unifying framework for working together to support BC's children and youth.

Both organizations acknowledged the on-going advocacy efforts taking place within each community, and sought to gain further direction concerning the extent to which CSSC and First Call could enhance and support those efforts.

Method

Invitations were sent to five communities and their surrounding regions through contact lists held by CSSC and First Call organizations. Contact lists included a diverse range of child, youth, family, and community serving professionals and para-professionals from the areas of health, early learning, schools, police, social services, womens' services, recreation, culture, faith-based, academic, Aboriginal, and municipal and provincial governments. For the all day sessions that drew approximately 180 participants, the forums were held in the following communities:

- Vancouver Island: Nanaimo November 2007
- East Fraser Valley: Abbotsford February 2008
- Interior Region: Kamloops April 2008
- West Kootenay: Castlegar May 2008
- Northern Region: Prince George November 2008

Forum participation was the highest among the nonprofit sector (35 per cent) followed by education (20 per cent) (see Figure 1). Participation from early childhood practitioners, government, the Aboriginal community, and criminal justice facilitated discussion from a diverse range of perspectives.

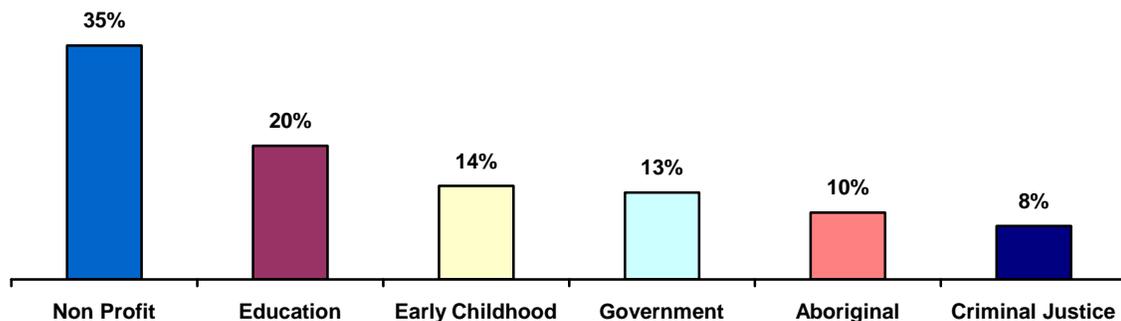


Figure 1: Community Forum Participation by Sector

For a more detailed outline of agency and organizational participation, see Appendix B.

After a brief introduction outlining the work of the agencies and organizations represented at the forum, community participants were presented with an overview of the UN Convention on the Rights of the Child. This was followed by an opportunity to share their vision for the well-being of children and youth in their area. Over the course of the day, participants engaged in collective exercises to identify local strengths, prioritize issues of concern, and developed

and presented group action plans to move community issues forward. The activities were supported by a one hour workshop, *Advocacy: What, When, Why, and How?* To assist in clarifying concerns and strategies, participants were invited to work in groups defined by the developmental age ranges 0-6 years old, 7 to 11 years old, 12 to 19 years old, and a general category non-specific to any particular age range of 0-19.

The Vision for Children and Youth

There were many consistent issues that were identified in each region i.e.

The Early Years: The importance of adequate, sustainable funding for early years programs and services.

Youth and Middle Childhood: The importance of youth connectedness to family, schools, and community programs. More services for marginalized and high-risk youth; affordable recreation and leisure activities.

Family Supports: There is a need for culturally appropriate parenting education and support services; additional support needed for families in crisis; affordable, family friendly housing is a key concern as is affordable, accessible public transit.

Poverty: The prevalence of child and family poverty was identified as a critical issue in each region and community.

Community: All communities identified the need for more coordinated, one-stop-access type services for children, youth and families.

For a detailed list of key issues see **Appendix A.**

The following broad themes highlighted the priorities for promoting the well-being of children and youth across the five communities visited:

0-6 years

Quality Childcare

- Ensure affordable, accessible, quality, publicly-funded childcare options exist
- Increase public awareness for the importance of the early years
- Provide adequate compensation for those working with young children
- Broaden access to parenting and early literacy programs

7-11 years

Support systems for youth and their caregivers

- Foster intergenerational links that keep children and families connected to schools and positive influences in the community, including quality after-school programs
- Build capacity within the education system leading to more caring, culturally responsive, and academically supportive social climates for all children and youth

- Provide wider access to affordable, fun, and safe recreational and cultural activities, including organized sports
- Offer more accessible, safe, community-wide wrap-around services to address problems and encourage positive development in timely ways
- Deliver more food programs offering healthy food choices

12-17 years

Interconnectedness

- Foster intergenerational links with youth
- Connect youth more closely to their schools and broader community to protect against risks for the development of anti-social behaviours and school incompleteness
- Build strong relationships among and between youth-serving support structures

General

- Adopt more inclusive, comprehensive, and restorative provincial, community, and school-wide philosophical orientations for working with children, youth, and their families
- Strengthen coordination across provincial ministries and localized child/youth services agencies to enable working together at the community level in a manner that serves the best interests of the child and to ensure dollars are more effectively spent, e.g. safe wrap-around service integration, local and regional resource directories
- Inspire trust between families and 'the system'
- Increase the involvement of children and youth in an advisory and participatory function for the design and delivery of programs and services
- Support families so that children can live safely in their homes and that families remain intact
- Increase access to effective programs and approaches that address family violence and substance abuse within families to reduce racism, bullying, anxiety, and depression
- Ensure affordable child-friendly housing and transportation options exist in and between communities
- Reduce family poverty by paying fair and equitable wages
- Address the gap between income assistance and cost of living, especially with respect to food, transportation, and housing

The above themes were backed by a strong sense of optimism and social responsibility at the community level for working together to create positive change for children and youth in each area.

Community Distinctiveness

Specific issues identified the unique concerns held in the various communities to provide:

- Safe access to day programs for vulnerable youth
- Safe housing and detox centres for youth
- Greater support for sexually exploited children/youth and those with mental health and addiction concerns
- Redress for income disparities that become more apparent as youth move through the education system
- A stronger commitment to the UN Convention on the Rights of the child by upholding child rights in the daily practices of organizations, such as child welfare and youth justice

Unanticipated Benefits

Post-forum evaluations revealed two unintended benefits that were identified by the participants. First, the session provided a valuable opportunity to reflect and focus on the daily practices of those working with children and youth. Second, the forum facilitated a needed networking opportunity.

Forum participants were asked to evaluate the forum. Two of several questions included:

- The most important thing I learned today was...
- I liked.....

In relation to these two questions, the following themes highlight the benefits found in reflecting and focusing, and networking, to capture the spirit of the community dialogue.

Reflect and Focus

- "The importance of advocacy in our daily work with kids"
- "How to be an advocate in my daily work"
- "The group sessions and the opportunity to develop actions plans forced us to focus"
- "Discussing issues that we identify as being important in our community"
- "Use the passion you have for your work to promote advocacy that can bring about positive change"
- "The review of advocacy that provides small steps to help us feel this is manageable work"

Networking

- "The power of working together!"
- "By having this time with like-minded agencies, we were able to engage in a more meaningful level of discussion that will hopefully lead to the next step of action planning"
- "The exchange of ideas presented by fellow attendees"

- “Many people from different disciplines share common concerns, but have the collective power to create solutions”

Summary

The consultation process indicated a strong sense of commitment to the well-being of B.C.’s children and youth at the community level. It also highlighted the advocacy efforts already being undertaken by service providers to respond to the needs and challenges to improve the quality of life for children and youth. CSSC and First Call learned about the full range of community priorities concerning this work. Both organizations are grateful to all the community members at the forums for contributing to this reciprocal learning experience.

In closing, one Castlegar participant reflected, “Youth need to have a voice in order to build self-esteem and to be connected to their own feelings. We need to involve parents and especially those youth who are not involved in the community and work to build intergenerational links to draw youth further into community circles”.

Appendices

Appendix A – Summary of Key Issues Identified in Regions

Appendix B – Community Forum Participation List

Appendix C - Workshop Power Point – Advocacy: What, When, Why and How?

Appendix A

Summary of Key Issues Identified in the Five Regions

Vancouver Island Region: Held in Nanaimo

East Fraser Valley: Held in Abbotsford

Interior Region: Held in Kamloops

W Kootenay Region: Held in Castlegar

Northern BC: Held in Prince George

Please Note: All communities identified many strengths in their regions; however, all identified some key issues that needed action. The key issues are divided into 5 categories: Early Years, Youth (includes middle childhood), Families, Poverty, and Community.

EARLY YEARS 0-8 years

Vancouver Island Region:

- Additional programs are needed to address the shortfalls identified through the Nanaimo Early Development Instrument (NEDI) that shows Nanaimo children to be in the second most vulnerable quartile.
- More government funding to support Nanaimo in addressing their core needs through the development of more accessible services and resources for young children and their families.
- Cross-ministry working protocols needed to support a reduction in early intervention waitlists.

East Fraser Valley:

- The importance of the early years, and the need for a focus on strengthening healthy child development through quality child care, and universal support for all parents was stressed. Universal support to all parents should consider a wide variety of elements - more resources should be geared toward Punjabi and Aboriginal communities in this region.
- More available resources in the health care field, such as obstetrics and pediatric services, prenatal support, mother mentoring, and parent self-esteem programs are needed.
- Changes to establish a seamless, holistic, sustainable, cross-ministry – one stop access - service are needed.

Interior Region:

- More support needed for marginalized families.
- Availability of safe, affordable child friendly housing an issue.
- Need to devote more resources to 0-6, need universally accessible, affordable child care.

W Kootenay Region:

- All children should have early childhood education opportunities to enhance their development to optimum levels. Provide universally accessible, well- funded childcare in safe, nurturing, settings.
- Provide public education concerning the importance of the early years.

Northern BC:

- Sustainable funding needed to support families in providing quality early experiences for their children in quality early childhood programs with well trained staff who are paid fair and equitable wages.
- Public education needed on the importance of the early years.
- Need to lobby government to fund ECE programs for all children who require this service.

Youth (includes middle childhood)

Vancouver Island:

- Youth are affected by poverty, lack of affordable housing, and dysfunction in homes. Youth need high quality out of school programs such as peer mentoring and substance use education.
- This age group faces many social problems stemming from drug and alcohol abuse, low self esteem, bullying, mental health problems, teen pregnancy, family and interpersonal violence, poverty and homelessness.
- Systemic problems stem from large class sizes, the lack of adult role modeling, and the need for safe spaces for youth in which they can safely exercise power and choice in their lives, there is too strong a focus on testing in schools.
- There is a lack of safe, affordable extra curricular activities for vulnerable children and youth.

East Fraser Valley:

- There is a need to create more opportunities for meaningful parent/family/adult involvement and engagement within schools, and other community structures.
- Work with individuals and institutions, so families can develop stronger attachments to community structures, increasing their access to education and health, and which will result in better outcomes for high risk youth and their families.
- Strengthen schools to become more culturally responsive. Provide culturally relevant educational programming, including ways to address language barriers and to provide greater access to education for both immigrants and parents with Canadian children. Customize programs and services to meet the needs of specific community groups. This will create a more conducive context for building relationships that support cultural adaptation.
- Strengthen schools in their effort to be more supportive of students with disabilities, and identify sources for sustainable funding to support this work.
- Create new treatment centres to provide targeted skill building opportunities for youth affected by substance abuse.

Interior Region:

- Support connectedness to school by having service providers, such as boys and girls clubs in the schools/ at lunchtime/after school.
- Increase programming and supports for middle years (10 -14 yrs).
- There is a need for more day programs for youth that are not in the school system.
- A continuum of support services is needed for ages 0 -19 i.e. one stop access with a broad range of services and program that are easy to access.
- More residential treatment programs for youth who are substance users or affected by substance abuse and increased youth mentoring opportunities isolated youth.

- Increased transitional supportive housing program needed for youth.
- Additional funding needed for those programs working with youth to provide transportation, recreation etc that cannot be funded by the programs.
- Affordable or free access to fun, healthy physical activities for all children and youth, including organized sports, recreational and cultural activities.
- All children/youth should have access to adequate, nutritious food.
- Support development of youth advisory groups so children/youth can participate in decision making that affects them. Promote more opportunities for youth to voice their opinions on programs/services they feel would benefit/impact them.
- Where possible, MCFD should leave youth in homes that they are doing well in - don't deliberately move them. Provide necessary supports to children and the families.

West Kootenay:

- Increase youth sense of connectedness and self-esteem – this was stated as a critical issue in this community. Youth need to have a voice to build self-esteem, and be connected to their own feelings. Support schools to promote/enhance school connectedness with their students.
- Provide increased access to affordable extra-curricular activities; including sport as many activities have high costs associated with them which are a barrier to participation.
- Provide supports for sexually exploited youth and those with Mental Health concerns and addictions.

Northern Region:

- Bring people together i.e. youth, parents, RCMP, school staff, social workers, community outreach workers and municipal staff to collaborate and share information concerning ways to increase youth safety and participation in community programs.

Family

Vancouver Island Region:

- There are many shortfalls in services for parents and youth. These services are needed to support and strengthen parents in their responsibilities of raising children, especially programs to assist parents to increase their positive parenting skills.
- There is a critical need to create advocacy groups to develop affordable housing.

Fraser Valley:

- A great need for more affordable housing. This would include low income housing, transitional housing, youth shelters, adult shelters, and youth safe houses.
- Transportation that is accessible, safe, and reliable is a basic need.

Interior Region:

- Need for on-call support services for parents in crisis, and in-home support services for mentally/physically challenged parents.

West Kootenay:

- Support families experiencing difficulties to keep their children at home with parents and siblings so fewer children have to go into foster care.
- There is a need to involve parents, and especially those youth who aren't involved in the community, to build inter-generational links – bring youth in to community circles.

Northern Region:

- Provide greater support for families through parent education programs.
- Ensure basic rights of children and youth as they come into contact with the system, including child welfare, youth justice, education, etc.
- Provide mentoring opportunities for youth to foster safety and connectedness at school and in the community.
- Provide opportunities for parents and children to increase literacy levels.
- Improve access to affordable or free extra-curricular activities and programs for families, children and youth, outside of traditional programming hours.

Poverty

Vancouver Island Region:

- The Early Development Instrument (EDI) shows Nanaimo children to be in the second most vulnerable quartile. Family issues, such as poverty, violence and addiction, are identified as the root causes, with related issues involving the lack of adequate public transportation, affordable housing, and poor community cohesion. These shortfalls are believed to create compounding problems affecting the broader community through public safety concerns.

East Fraser Valley

- Poverty is of concern in this area.

Interior Region:

- There is a great need for affordable, family friendly housing.

West Kootenay:

- Poverty is an issue: more affordable housing needed - work to eliminate child poverty.

Northern BC:

- There is a great need to address family poverty in the northern region.

Community

Vancouver Island Region:

- There is a need to engage city planners to develop family friendly communities.

East Fraser Valley:

- An identified barrier to effective community development, collaboration, and innovation was the current “silo” style of organizational operations in Abbotsford. Initiatives to create strong and mutually beneficial connections and protocols between agencies was viewed to be a model that could be implemented to facilitate ideas for action generated at the consultation.

Interior:

- There is a need within the area to develop more recreational and cultural activities.
- Connect with existing community groups to share information on children/youth health issues. Suggested agencies:
 - Interior health committee
 - ECE community agencies
 - Kamloops Child and Youth Advocacy Council
 - First Call

West Kootenay:

- Coordinate with all local Child & Youth organizations to establish an independent Child and Youth Advocate for W. Kootenay.
- Connect with local MLA's/MHSD/IHA/ MCFD/ school district – these agencies need to work better together to prevent the 'silo effect' of one organization not being aware of what the other is doing.
- There is a need to establish an independent child and youth advocate in this area.
- Funding is needed for a full-time youth counselor/worker who lives in the community.

Northern Region:

- Improve access to relevant support services and resources for families
- Provide government financial assistance for children and youth requiring medical services outside of Prince George.
- Improve access to affordable or free extra-curricular activities and programs for families, children and youth, outside of traditional programming hours.

Appendix B - Community Forum Participation List

The Many Faces of Advocacy for Children and Youth

Castlegar

BC Lower Columbia All First Nations
Canadian Cancer Society BC and Yukon, Chase,
Child Youth Health Prevention Services: Interior Health
Community Education Trail Family and Individual Resources (FAIR) Centre Society
Cornerstone Children's Centre
Golden Bear's Children Center
Interior Child Care Resources & Referral Programs
Kootenay Family Place Behaviour Support Services
Nelson Community Police Department
Nelson Community Services
Rossland Child Care Society
Salmo Secondary School
School District 20 (Kootenay-Columbia)
Sunshine Children's Centre Trail and District Daycare Society
WE Graham Community Service Society

East Fraser

Abbotsford Addiction Centre
Abbotsford Community Services
Abbotsford Early Childhood Committee
Abbotsford Fire and Rescue
Abbotsford Supported Child Development Program
Abbotsford Youth Commission
Aldergrove Neighbourhood Services
ED Big Brothers Abbotsford
Centre for Epilepsy and Seizure Education
Child Welfare and Family Committee
Children's worker
Chilliwack Community Services
Chilliwack Early Years Committee
City of Abbotsford, Social Planning
Community Supportive Care: Children's Respite
Cyrus Centre
District of Mission, Social Development
Fraser Valley Brain Injury Research Society
Fraser Valley Housing
Global Harvest
Impact Youth Addiction / Prevention Services
Ministry of Children and Family Development Protective Family Service Team
Mission Early Years
New Beginnings (Abbotsford)
Pacific Community Resources School Based Prevention Chilliwack,
Ridge Meadows Early Childhood
School Based Prevention Worker
School District 34 (Abbotsford)
School District 34 (Abbotsford), Abbotsford School Board Trustee
School District 42 (Maple Ridge / Pitt Meadows)
School District 75 (Mission), Windebank Elementary School
United Way of the Fraser Valley
University of the Fraser Valley, Teacher Education

University of the Fraser Valley Student
Upper Fraser Valley Foster Parents Association

Kamloops

A.E. Perry School
Addictions Counselor Axis
Associate Clinical Team Leader C&YMH (EFF)
BC Ministry of Children and Family Development
BC Ministry of Community Development
BC Ministry of Employment and Income Assistance
Boys & Girls Club of Kamloops
Canadian Red Cross
Caribou Child Care Society
Children's Circle Daycare
City of Kamloops Recreation Services
City of Kamloops, Community Safety
Family Services CCRR/ YWCA-YMCA
First Steps Program
Friendship Society in Merritt BC, Merritt Families Program
ICS & Kamloops Early Language & Literacy Initiative
Kamloops Indian Band, Secwepemc Community Justice Program
Make Children First & Understanding the Early Years
Merritt Community Policing
Parent
Public Health Nursing Team
Safer City: City of Kamloops
School District 73 (Kamloops)
Scw'exmx Community Health Services Merritt
Thompson Rivers University, Early Childhood Education Program
Interior Community Services, Youth Branch

Nanaimo

Ahousat Education Authority
Boys & Girls Club
C.V.I. Multicultural Centre
Child and Family Enrichment Program
Central Vancouver Island and Crisis Society, Community Education
Haven Society
Ladysmith Early Years Chair
Little Ferns Early Learning Centre
Ministry of Children & Family Development
Nanaimo Child and Development Centre
Nanaimo Children First Liasion
Nanaimo Christian School
Nanaimo Family Life Association
Nanaimo Hospice
Nanaimo RCMP
Nanaimo Region John Howard Society
Nanaimo Youth Services
Regional Literacy Coordinator
School District 68 (Nanaimo), Dover Bay Secondary
School District 68 (Nanaimo-Ladysmith)
School District 69 (Qualicum)
Tillicum Lelum Aboriginal Friendship Centre
Tobacco Control Program
University of Vancouver Island

Prince George

Axis Family Resources Ltd.
Carney Hill Neighbourhood Centre
Carrier Sekani Family Services
Children First Prince George, Prenatal Registry
City of Prince George
CSFS- Vanderhoof Office
Eagle Nest Community & Aboriginal Services
Evelyn Dickson Elementary School
Jubilee Care / Canadian Mental Health Association
Native Court worker & Counselling Association of BC
Northern B C Friends of Children
Northern Family Health Society
Northern John Howard Society
Parent Support Services
Phoenix Transition Society
Prince George and District Elizabeth Fry Society
Prince George Community Policing
Prince George Native Friendship Centre
Prince George Public Library
Prince George Urban Aboriginal Justice Society
Prince George Youth Custody Center
Quesnel RCMP
Representative for Children and Youth
RespectED Violence and Abuse Prevention
School District 27 (Williams Lake)
School District 54 (Bulkley Valley)
School District 57 (Prince George), John McInnis Secondary
School District 57 (Prince George)
School District 57 (Prince George), Kelly Road Secondary School
School District 57 (Prince George), Ron Brent Elementary
School District 91 (Burns Lake)
Scouts Canada, Cascadia Council
Success by 6
United Way
Vanderhoof District
WFN Youth
Youth Around Prince George Resource Centre
Youth Forensic Psychiatric Services

Appendix C - Workshop Power Point

Advocacy: What, When, Why and How?

ADVOCACY

What, **When**, Why and **How**!



1

Why Advocacy?



Because:

Democratic participation is an important criterion and right of active citizenship: It is a means by which...adults can participate collectively in shaping decisions affecting themselves, other individuals, groups of which they are members and wider society. Peter Moss

2

Advocacy:

Advocacy consists of different strategies **aimed at influencing decision-making** at the individual, organizational, local, provincial, national and international levels.

Advocacy is **speaking up, drawing a community's attention to an important issue,** and directing decision makers toward a solution.

3

In brief: advocacy is...



- speaking up
- drawing a community's attention to an important issue
- directing decision-makers toward a solution



4

TYPES OF ADVOCACY

There are different types of advocacy. The strength of each advocacy type depends on how well the individual, group or organization's advocacy efforts meet the key elements expressed in the definition of advocacy.

5

Types of advocacy:

- **Individual or Self Advocacy**
 - Helps to access supports
 - Helps to overcome barriers
- **Systemic Advocacy**
 - Works to increase supports
 - Works to decrease barriers

6

Advocacy or Activism



There are differences between activism and advocacy.

Activists might climb a tree that is going to be cut down and advocates might protest the same issue with letter writing, placards and town hall meetings.

Advocacy can be confrontational, but conflict is usually bad place to start. Good advocates know they must think very hard about confrontation and the potential results of that confrontation.

7

Effective Advocacy begins when..

- You believe you have a right to advocate
- You are committed to the importance of a cause
- You understand the 'big picture'
- You can effectively research the issue and speak to potential solutions
- Are determined to follow through!

8

Step 1: Build your coalition

- Analyze and define the problem/issue
- Hold a meeting of concerned people
- Decide what change you would like to see as a result of action?
- Develop a step-by-step action plan



9

Step 2: Develop the Campaign

- Appoint an action coordinator
- Set a clear time frame
- Make a list of tasks to do in order to achieve your plan and develop solutions to your issue
- Make a list of persons responsible for each task



10

Community mobilizing tools:

Surveys/polls	Public education
Reports, research findings	
Fact Sheets	Events
Petitions	Mail outs
Flyers	Buttons
Brochures	Stickers

11

Community mobilizing events:

- Public forums and presentations
- All candidates meetings, community focus groups.
- Consultations with stakeholders
- Private meetings with public, private officials (briefings, dialogues, seeking commitments or positions on issues)
- Protests, rallies, demonstrations...

12

Media strategies:



- Identify a media person who you think understands your issue
- Use news releases (re: events, launch of campaign)
- Hold news conferences
- Write letters to editors, develop opinion pieces, write articles for local papers and magazines
- Use Facebook, MySpace

13

Who Is An Effective Advocate?

An effective advocate:

- Knows how to access and use necessary resources
- Knows how to contact key decision makers
- Understands the 'political' environment
- Has a clear message
- Has solutions to the issue
- Says 'thank you' often



14

It's not easy, but it is worth it!

There are **no guarantees** that just because someone advocates, he or she will **get what they want**; however, if no one speaks out, nothing will change.

Everyone has the right to challenge the 'rules' they are required to live by; just because something is law or policy it doesn't mean it is fair or just.

15

Survival Skills For Advocates

- Be positive, polite, passionate and persistent
- Keep your message clear and consistent
- Present the issues in plain language and free of 'jargon'
- Publicize your accomplishments
- Celebrate wins – however small
- BELIEVE!



16

End Well!

A. C. E.

- A Appreciation/Recognition**
- C Celebrate successes** with food, music, fun activities – include families of staff and volunteers.
- E Evaluate**
Did we reach our objectives/goals?
What did we achieve?
What did we learn along the way?



17

Tortoise and the Hare.....

- **Through perseverance many people win success out of what seemed destined to be certain failure.”** [Benjamin Disraeli](#)



18