

# **YWCA Minneapolis Girls and Youth Department**

## **C.O.R.E. (Caring, Open, Reflective and Engaged) Staff Competencies**

### **1. SEE YOUTH IN THE CENTER OF THE WORK**

Youth workers know relationships are key. We commit to building strong relationships with youth, even before the plan for the day. We create better spaces for each young person when we understand what they want and need.

### **2. WORK AND ACT FROM A COMMON SET OF VALUES AND PRINCIPLES**

The foundation of our work comes from a set of shared ethics:

<i>Youth</i>	<i>Family</i>
<i>Relationships</i>	<i>Safety</i>
<i>Learn</i>	<i>Healthy</i>
<i>Diversity</i>	<i>Accountable</i>

### **3. COMMITTED AND FULLY PRESENT WHEN WORKING WITH YOUNG PEOPLE**

Youth workers need to show up each day, fully aware that we can make a difference to each and every young person. We take that responsibility seriously because we have both the potential to affect them in a positive or negative way.

### **4. WILLING TO STEP IN WHEN THINGS ARE TOUGH**

Youth programs are places for youth to try out how they want to be in the world. Like any human they need to practice and learn from what they experience. We are committed to creating the space for all young people to learn, especially in the tough moments when some might shut down or turn away.

### **5. CULTURALLY RESPONSIVE AND INCLUSIVE**

All of us have multiple experiences, traditions and places that shape our cultural identity. We work to understand where we are similar and different from each other in our program spaces. We ask each other to seek deeper awareness of how our identities (and the meaning and power society attaches to them) affect how we live together.

### **6. UNDERSTAND OUR ROLE AND RESPONSIBILITIES TO YOUNG PEOPLE AND THE COMMUNITIES THEY LIVE IN**

Young people live in the world around them, not just in our programs. We ask about and experience the family and social environments that youth live in. We help connect youth to new people and places in community in ways that strengthen their network of support and resources. We offer support as young people express interest in getting involved in issues and challenges that affect their daily lives.

### **7. TAP ALL THE RELEVANT SKILLS WE BRING**

We learn from lived experiences, from coursework and from those around us. Youth work asks us to know and draw from all of our skill sets to work with young people.

### **8. DEDICATED TO PRACTICES OF REFLECTION, LEARNING AND IMPROVEMENT**

Everyone needs space for internal reflection, sharing with others, and the opportunity to apply what we have learned. It is through ongoing learning efforts that we strengthen our expertise and practice.

#### **2016-17 Girls and Youth Programs:**

*Beacons at Hmong International Academy*

*Beacons at Franklin Middle School*

*Contact Plus*

*Girls Inc. After-School*

*Girls Inc. Eureka!*

*Girls RAP*

*Strong Fast Fit—Hmong*

*Strong Fast Fit—Latino*

*Strong Fast Fit—Native*



**CONTACT PLUS**

*Updated Fall 2016*