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Final Report

Peers Envisioning and Engaging in Recovery Services (PEERS)



Prepared for: Zellerbach Family Foundation
Project: TAY Summit - Let's Talk Transitions: Sharing Resources to Revolutionize Mental Health Services for Youth and Young Adults
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PROJECT GOALS

Mission

Peers Envisioning and Engaging in Recovery Services (PEERS) is a diverse community of people with mental health experiences. Our mission is to promote innovative peer-based wellness strategies. We create culturally-rich, community-based mental health programs that honor diverse experiences to eliminate stigma and discrimination.

We envision a world where people can freely choose among many mental health options that address the needs of the whole person.

TRANSITION AGE YOUTH (TAY) PROGRAM

The TAY Leadership Team is a peer-led group of young adults with a collective mission of building a supportive community with other young people who have mental health experiences. The team members share leadership skills and tools to explore wellness strategies and eliminate stigma for themselves as well as the general community.

TAY Program participants range in age from 16-25 and self-identify as having experiences with mental health and value peer support as a tool in maintaining their wellness. Most of the participants also have experience in foster care, and/or juvenile detention or probation systems.

GOALS

This grant funded the following actions:

- 1) Provide registration scholarships and travel stipends to youth and young adult participants for a two-day TAY Summit.
- 2) Provide keynote addresses from well-known system change leaders to inspire audience.
- 3) Host breakout workshops that focus on creating interactive collaboration and innovation opportunities.
- 4) Create an online source for transition age youth-focused tool kits, films, program designs, and resources that have been developed for the audience with a user-friendly interface that invites exploration, participation, and collaboration.

TIMELINE

Fiscal Year 2014-2015



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ACCOMPLISHMENTS

Accomplishment: Provided registration scholarships and travel stipends to youth and young adult participants for a two-day TAY Summit.

- Free registration was provided for all youth and young adult participants. Out of 120 participants, over 80 young people benefited from free registration.
- Travel and lodging were provided to thirty-two young people who traveled from throughout the Bay Area, Oregon, and other counties in California.

The TAY Summit, entitled, *“Let’s Talk Transitions: Sharing Resources to Revolutionize Mental Health for Youth and Young Adults,”* was held August 21 - 22, 2015. The two-day summit was planned by the PEERS’ Transition Age Youth Leadership Team and transition age youth staff. It was held at Cal State East Bay and brought together over 120 youth, young adults, TAY stakeholders, funders, and other county and community-based organization representatives to engage in collaborative dialogue on ways to improve mental health outcomes for youth and young adults.

The PEERS’ TAY Leadership Team includes seven active members who met twenty-five times over the course of five months with 3-7 individuals present at each meeting to plan and implement the TAY summit. TAY staff provided coaching to each TLT member to work on projects related to planning and implementing the summit.

Summit Agenda:

Day One Activities	Day Two Activities
<ul style="list-style-type: none"> • Welcome and Opening of the Summit • TAY Leadership Team Introductions and Speeches • Leila Steinberg Inspirational Speech • Aim4theHeart performance • Sade Daniels Inspirational Speech • Explain Charrettes Circle Process • TAY Resource Webpage Unveil • Resource Fair (outside) • BBQ Lunch w/ music (outside) • Charrettes • Closing Circle • Social Event 	<ul style="list-style-type: none"> • Welcome • Part One: Open Space Technology: “Take Back the Agenda! Dynamic Conversations Around Topics That Matter” • Lunch • Part Two: Open Space Technology: “Take Back the Agenda! Dynamic Conversations Around Topics That Matter” • Closing Circle

Accomplishment: Provided keynote addresses from well-known system change leaders to inspire audience.

Day one of the summit was filled with inspirational speakers and artist who shared the importance people who represent systems working together to improve mental health services for youth and

young adults. There were also performances to energize the audience and create an open and festive environment while discussing important issues. Key note addresses included:

- Leila Steinberg - Inspirational Speech
- Aim4theHeart - Performance
- Sade Daniels - Inspirational Speech

Bio: Leila Steinberg is the founder and board member of AimForTheHeart.org. Through the work developed with Tupac over two decades ago, Leila fuses creative expression, social medicine, and behavioral science. She holds over three decades of artistry, producing, community organizing, management, projects, and many titles to her credit. In addition to being the mother of four and a grandmother, she now dedicates herself full time to her non-profit organization AIM.

Leila's work has drawn from street culture as well as a transcendental understanding of art's power to heal and improve emotional states and behavior. With the release of her heart education (emotional literacy) curriculum Leila will expand her speaking and training nationally and internationally to give people tools to heal from trauma, violence, pain and embrace their full potential as human beings and healthy members of society. She has worked in the music industry at the highest levels for record labels including Atlantic Records, Sony, Tommy Boy, Def Jam and Interscope.

Bio: Sade Daniels is a gifted public speaker, award winning spoken word artist and at a young age, has amassed over a decade of experience working for child welfare reform. Beginning at age 16, Sade has been a part of groundbreaking social research on group homes, instrumental in curriculum development for congregate care as well as a practitioner in direct service for marginalized transitioned age youth within the foster care system.

As an adolescent, Sade was raised into a broken home and at 13, she reentered the foster care system, which she'd stay in until emancipating at 19. After experiencing a myriad of trials while in the system, Sade found her inner strength through literature and creative writing as well as becoming an advocate for other foster youth. Although she faced many perils in her adolescent years, Sade accumulated perseverance, tenacity, and a strong desire to help those in similar circumstances.

As she transitioned out of foster care, Sade began focusing her efforts on advocacy and influencing policy as well as practice based reforms. She became active in many grassroots advocacy organizations/projects such as California Youth Connection (CYC), Youth Led Evaluation Project (YLEP), Youth Training Project, and the Sexually Exploited Minors Network. With CYC, Sade facilitated conference workshops on child welfare issues and advocated at the State Capitol for legislative reforms to improve the system.

Sade has been featured in the San Francisco Chronicles, nationally published Essence Magazine, and was recently featured in Wee Pals Comic Strip as an influential figure in the Bay Area (a first for a 'Young Person'). She was the recipient of the Youth SCORE award, inducted into the Alameda County Women's Hall of Fame, and a recent winner of Beyond Idol, an Alameda Countywide talent competition.

Accomplishment: Hosted breakout workshops that focused on creating interactive collaboration and innovation opportunities.

During the first part of day one individuals and organizations had the opportunity to share resources through a resource fair, live entertainment and speeches, and a community lunch. There were youth

spoken word artists and speakers to set the tone for the summit and create a lively and engaging community of people focused on improving mental health services and eliminating stigma and discrimination against youth in the mental health system. The Foster Youth Museum was also featured to share powerful stories of transition for young people in foster care.

Through this grant, on the first day, we provided stipends to TAY leaders who led Charrettes (a collaborative session in which a group of people draft a solution to a problem) workshops that encouraged active listening through peer-facilitated fishbowl conversations that promoted innovation and community building among people who may not traditionally work together or who may have even see each other as competition to one another. During the Charrettes workshops topics included employment and education experiences for young people who are systems involved and have mental health experiences.

Using grant funds, Lisa Heft, an expert in Open Space Technology, was hired to lead a creative interactive collaboration between summit participants on day two of the summit. The structure of the day allowed the participants to set the agenda and discuss over 27 topics that included everything from How Can We Get Youth Involved in their Treatment and Community; Let's Talk About Sex! Fostering Healthy Sex Lives and Sexual Identities; Art for Healing and Wellness; to Psychotropics: When and How Should Psychotropic Medication be Prescribed. The Book of Proceedings, which reviews the topics and notes from each breakout group is included with this report.

Accomplishment: Create an online source for transition age youth-focused tool kits, films, program designs, and resources that have been developed for the audience with a user-friendly interface that invites exploration, participation, and collaboration.

This deliverable was underdevelopment compared to the original vision. The original goal was to collaborate with an organization, Edge Connect that had a web platform we thought we could share our resources with. We did share resources with the designer but the launch of an interactive site did not happen as anticipated. We did collect a number of resources from summit participants and have them stored on the PEERS website with a dedicated TAY Resource tab.

Link: [TAY Resources](#)

Evaluations of Summit

We collected a total of 37 evaluations. We received 9 evaluations at the summit and collected an additional 28 by reaching out to conference participants via Survey Monkey.

Highlights on what TAY Summit participants reported as going well at the Summit included:

- “Sade speech – she delivered it well- She’s a CHAMPION”
- “Wellness room (was good to have that space when needed)”
- “I really loved the open-space set up. I thought it was a really cool way to facilitate a meeting. I am really looking forward to the book that the facilitator is going to be putting together. I also think it was awesome that the majority of the summit was planned by the

TAY leadership team. It was a pleasure to get to meet them and I thought they did a fantastic job.”

- “Sharing ideas and resources with participation of TAY to break down barriers and create transformative changes.”
- “Great give aways entertainment and food”
- “Youth led conversations”

Other quotes from participants collected from post-summit evaluations:

Please describe things that went well overall with the Summit:

- Really great information and folks attending were super great to connect with.
- I loved the unique ways in which the information was shared and received.
- I really loved the open-space set up. I thought it was a really cool way to facilitate a meeting. I am really looking forward to the book that the facilitator is going to be putting together. I also think it was awesome that the majority of the summit was planned by the TAY leadership team. It was a pleasure to get to meet them and I thought they did a fantastic job. Also, I appreciated that you guys came up with a way to incentivize people to visit all the resource tables. That was really helpful for tabling orgs.
- Sharing ideas Resource sharing Participation of TAY to break down barriers in transformative changes. Volunteer pool Great give aways entertainment and food
- Venue was great and open, spacious, access to nice views Liked the creativity in format of discussions offering both charrettes and open space Enthusiasm insights from TAY inspiring
- Youth led conversations

After this Summit, what are one or two actions that you will take following the Summit, based on the conversations you had? Please give specific examples:

- So far I've been at the small business center here in Sacramento sketching a rough business plan for an app design that would put resources that are live and crisis line number at the fingertips of TAY. Reason for this is from what I researched about youth in other countries with active domestic wars youth need phones and mapped location to charge them, crisis services available even if only a phone call can save a life. Second I've taken time to reread the conference materials and began internally digesting the Summit by externally creating art to capture the experience and next steps.
- Find ways to facilitate quality conversations between TAY and providers, ensuring there is a clear ASK, and a clear CALL TO ACTION, so that discussions can be positive and productive. BOTH sides must practice listening and responding; and BOTH sides must work together to find appropriate solutions. Rage and blame must give way to empathy and respect if we are to move past challenges to solutions
- I will be working to provide a space where TAY can speak openly about their experiences and share tips and guidance. And I will work to create opportunities for TAY to advocate for their own needs on a larger scale and on behalf of their community if they are interested.
- At YMAP we wrote a blog post about the summit to share the importance of TAY voice in advocacy. I have also followed up already with several people I met at the conference to discuss possible ways to collaborate in the future.
- Continue defining advocacy practices from a TAY perspective.
- I want to connect with undeserved (often non pay) countries who need support in mobilizing and implementing TAY advocacy projects.

TAY Leadership Team Debrief of Planning and Implementation Process:

We received very high reviews of the summit but also recognized that the TAY Leadership Team may have different perspectives from the summit participants. Our lessons learned through the debrief with the team has helped us to rethink the structure of the TAY Leadership Program moving forward.

TAY Summit Successes:

- Devon volunteered to MC TAY Summit, he worked with the PEERS staff to prepare. The preparation and one on one coaching that he received helped him to confidently MC the event and he was proud of this accomplishment.
- Manpreet was able to work with Lisa Heft and hold the role of liaison between TLT and Lisa and relay pertinent information to the Team regarding the day-of process for open space Technology.
- Sierra and Johnnie worked with Communications Coordinator on creating the flyer for the Summit.
- Abaja was able to step up as the lead for the TLT and get hands on experience working with a group of young people and coordinate a project.
- TLT members felt empowered enough to speak during Summit welcome, charrettes, and open space technology discussions.
- TLT members felt some sense of accomplishment producing the Summit
- TAY staff worked closely with the TAY Leadership Team to coordinate a successful TAY Summit.
- TAY staff and leadership team members gained large scaled event planning tools.
- PEERS staff developed strong relationships with TAY programs within and across Alameda County such as Young Minds Advocacy, California Youth Connection & Youth Training Project.
- TAY staff and TAY Leadership Team worked collaboratively with marketing and promotion firm Free Your Mind and gained valuable PR tools such as; developing a Creative Brief, understanding the importance of synching organization and logo, how to research and request speakers and performers that have special investments in local causes, and the importance of a strong social media presence and hashtags.

Challenges:

- The Leadership team expressed that one challenge was that they did not fully understand their roles, but also expressed that they did not take ownership and did not fulfil all of their responsibilities.
- The TLT experienced some communication challenges that impacted the team dynamics. The impact was felt by TAY program staff during and after TAY Summit.
- PEERS staff transitions and organizational changes impacted TAY program activities such as TAY Summit planning timelines. Although the TAY Summit was successful both PEERS staff and TLT agree these barriers did hinder our progress.

Solutions:

- We have implemented a more formal coaching structure to engage with and define roles for the TAY Leadership Team members that will allow them to step-up and take ownership/leadership. This will also allow them to continue to develop leadership and team building skills from the foundation of their own values and the values of the program.
- TAY program staff increased team building activities and events. This spring we will have a TAY Leadership retreat for team members and staff.

Possible Next Steps

Based on the TAY Leadership Team's debrief of the summit planning and implementation process, the staff realized that it would greatly improve the program if there was more structure within the program and delineated roles between staff and team members, while supporting a collaborative and supportive community. As an organization, PEERS has developed a peer-to-peer coaching culture through staff culture keepers who provide trainings to the staff that encourage teamwork, collaborative workspaces, and goal setting. The TAY staff recommended that we work towards developing a peer-to-peer coaching culture for the TAY Program to improve communication and support collaboration and future planning. We invested in developing basic coaching skills with the TAY staff that were used with the TAY Leadership Team but feel that if staff received certification in coaching it could greatly improve outcomes for young people in our TAY program.

The next step we are proposing is to have each of the TAY staff go through a community-based coaching certification process. There is 9 month Community Coaching Certification offered through Blooming Willow Coaching that is an international program designed to support community leaders interested in using coaching skills to support community transformation. Coaching has emerged as a way to provide support and guidance for individuals moving through a change process towards greater effectiveness and fulfillment. This could be a great asset for transition age youth as they are discovering their dreams, values, and possibilities for their future.

Coaching is part of the cultural shift from a pathology world view to a resourceful world view. In the pathology world view, problems are identified, evaluated and solutions are implemented, usually by outside experts. In contrast, coaches and clients work together from a resourceful point of view—collaborating as partners to explore opportunities and identify resources to create an exciting future based on awareness and action. Community Coaching invites people to take action that reflects their power, creativity and authenticity.

The next step after staff are certified, or even congruently, is to have TAY Leadership Team members become certified coaches and continue the cycle of peer-to-peer coaching with new members and youth in other programs. These tools can be used directly with this program but also translate to employment, relationships, and towards increasing self-efficacy and wellness. The coaching certification process also supports community building because of ongoing learning opportunities through the broader coaching community. There is also potential for those who are certified to gain income through consulting, facilitating trainings, and partnership building with other coaches.

Budget

PEERS
Zellerbach Budget
 July 2014 through October 2015

	Jul '14 - Oct '15
Ordinary Income/Expense	
Income	
4050 · Zellerbach Grant	25,000
Total Income	25,000
Expense	
5100 · Wages & Salaries	1,800
5220 · Fringe Benefits	450
5230 · Prof & Spec Services	
5240 · Consultants	4,800
5241 · Stipends	1,400
6022 · Media/Mktg	5,575
Total 6350 · Travel/Lodging	3349
Total 6385 · Registration	7627
Total Expense	25,000
Net Ordinary Income	(0)
Net Income	(0)

