




Survivor Advisory Board (SAB)

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TORTURE



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Survivor Advisory Board mission statement

“The Survivors Advisory Board is dedicated to assuring the delivery of the highest standards of comprehensive and compassionate services by CVT. Advisors will do this by working in active partnership with care providers to: Strengthen communication and collaboration among survivors, families, caregivers and staff ; Promote survivor’s advocacy and involvement; Propose and participate in CVT programs, services, and policies”



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What is the goal of the SAB?

The goal of the working with survivors as Advisors is to bring the perspectives of survivors directly into the planning, delivery, and evaluation of care.



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Why are survivors advisors important?

- Survivors Advisors are either current participants or previous participants in a CVT program and who can offer insights and input to help CVT provide care and services that are based on survivors-identified needs
- Advisors can help CVT move beyond the “what is wrong” stage, into developing effective solutions
- Survivors Advisors help identify what CVT is doing well and also help pinpoint areas for improvement



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Survivors Advisors can offer

- Insights about a CVT's strengths and areas where changes may be needed
- Feedback on practices and policies that survivors find meaningful and useful in helping them be active partners in their care
- Timely feedback and a fuller picture of the care experience than standard survivors' satisfaction surveys provide



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Advisor qualifications

- No special qualifications or expertise are necessary
- Special focus on individuals who:
 - Are willing to talk about their experiences and can effectively share insights and information
 - Have the ability to listen well, respect the perspectives of others, interact with many different kinds of people, and work in partnership



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Advisor Orientation Session

- General volunteer orientation with a specific orientation for Advisor work
- Staff liaison trains Advisors on topics:
 - Privacy and confidentiality (HIPPA)
 - Advisor guidelines and Advisor Agreement
 - Staff Liaison & CVT responsibilities to Advisors
 - SAB governing bylaws, SAB governing bylaws in layman's terms
 - Consent for participation in advocacy, events, media
 - Provide history of CVT, survivor's engagement, and the principles of survivors- and family-centered care



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Role and responsibilities of SAB members

- **Time commitment**
 - 1 year (initial year of SAB)
 - 2 year term
 - Membership may continue longer on a case-by-case basis
 - Staggering membership terms helps ensure a balance of new and experienced members
 - 1.5-2 hour meetings
- **Meetings**
 - Information Session: Potential members
 - Orientation Session: New members
 - 4 Quarterly Meetings: Vote on agenda items, identify short & long-term projects
 - 1 Annual Meeting: Election of members
 - 3 Elected positions
 - President
 - Vice President
 - Secretary



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Leadership, Co-operative Power & Capacity Building

Joan Hodges -Wu, MA, LGSW

Founder & Executive Director

ORR SOT Meeting 2023 - Peer Learning

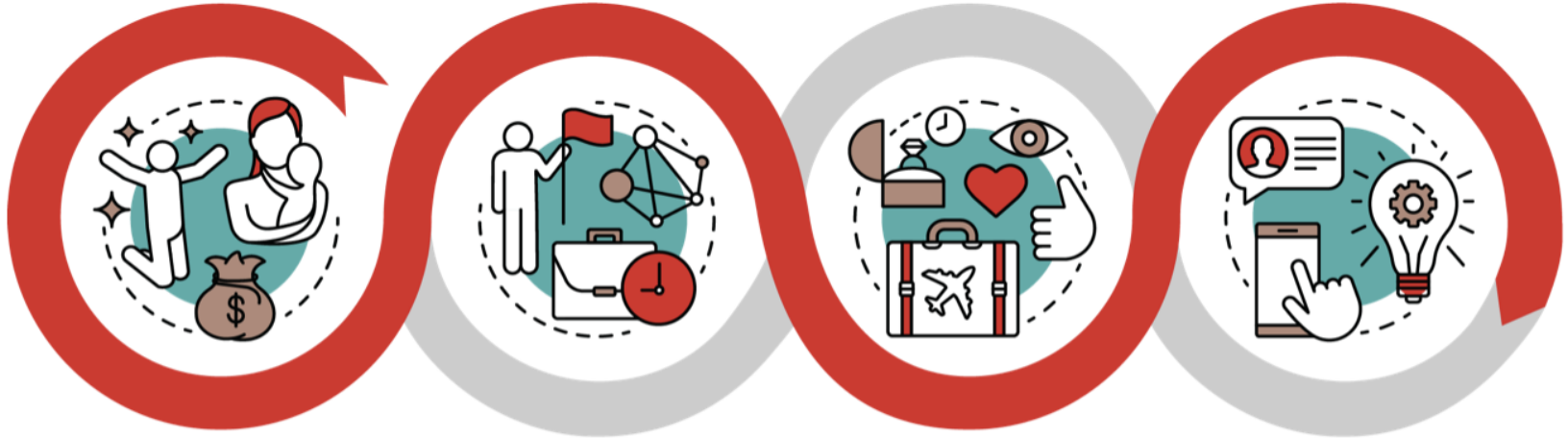


Reflection Question

**How does your organization
share power with SOTs?**



The Great Resignation



Boomers

5%

Gen X

31%

Millennials

50%

Gen Z

80%

CRISIS

危机

“Wei”



DANGER

“Ji”



OPPORTUNITY

Who should work here but
doesn't, and why not?



IDEAL EMPLOYEE TRAITS

- Bilingual, bicultural
- Basic computer literacy
- Resourceful
- Empathetic
- Team player
- Sees the value in our approach
- Personal connection to this work

**Could we build a system that
would produce the kind of
employee we want to hire?**



WHAT IS THE FELLOWSHIP PROGRAM?

Fellowship Program Overview

- **1 year, full -time, paid professional training program** to teach former clients how to work with new clients as clinical case managers
 - Intensive 45 day training period + staff shadowing
 - Weekly individual & group supervision with licensed social workers
 - \$44,000 + \$50 monthly phone stipend & 15 days paid leave
 - In-office presence required 2x per week



Class of 2023



Amira K.

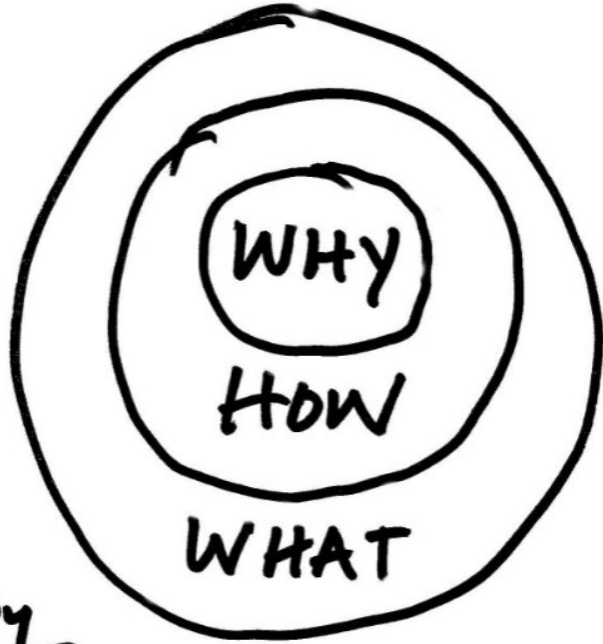


Michel Nf.



Awel A.

THE GOLDEN CIRCLE



by
SIMON SINEK

WHY DOES
IT WORK?

*“When you got skin in the game,
you stay in the game.”*

- Lin Manuel Miranda
(Alexander Hamilton, *Hamilton*)

Win for the fellows

- Highly valuable professional skills
- Safe and supportive work environment
- Pathway to the middle class
- Work has meaning again
- Regain dignity and personal agency

Win for the organization

- Strengthened workplace culture
- In-house consultants
- Staff turnover normalized
- Staff diversity attracting top talent
- Very fundable

Win for the clients

- In-house language capacity significantly increased
- Complex cultural dynamics explained & policies adjusted
- Services are more effective, efficient & equitable
- Constant source of inspiration to clients

Lessons Learned

- Use multiple employees to Interview applicants multiple times
- Screen for critical thinking skills and empathy
- Communicate expectations early and often
- Prepare to teach everything
- Treat fellows as professionals, not clients
- Program buy-in must come from the top down

Dear Joan,

Thank you again, Joan, for the opportunity. Working in an organization like Asylumworks, where I feel at home, is a dream come true. You gave me an opportunity as a fellow and now as a clinical case manager. Words would fail to express how grateful I am for this a huge opportunity you have given me and for letting me be part of this amazing team. I promise to leverage this position to ensure that this organization becomes one of the best service providers for the Asylum seeker. I promise to give my best, work diligently and use all my skills, talents, and experience to provide quality services and promote the organization. THANK YOU!!!



“Without a dual relationship, I wouldn’t have this opportunity.”

- Etsegenet K.
Social Service Program Manager

Tew's power matrix

| | Power over | Power together |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Productive modes of power | <i>Protective power</i> Deploying power in order to safeguard vulnerable people and their possibilities for advancement | <i>Co-operative power</i> Collective action, sharing, mutual support and challenge – through valuing commonality <i>and</i> difference |
| Limiting modes of power | <i>Oppressive power</i> Exploiting differences to enhance own position and resources at the expense of others | <i>Collusive power</i> Banding together to exclude or suppress 'otherness' whether internal or external |

Tew, Jerry. "Understanding Power and Powerlessness." *Journal of Social Work* 6 (2006): 33 - 51.

Reflection Question

**How does your organization
share power with SOTs?**

2023 Fellowship Graduation Ceremony




ASYLUMWORKS

Questions?

Thank you for
your time.