Exploration of Values

WI Family Leadership Institute

Session 1

Liz Hecht

2016
Servant Leadership and Values

• **Listening:** Thought diversity and active listening
• **Empathy:** Cultural Diversity
• **Awareness:** Self-assessment of skills; individual leadership paths
• **Persuasion:** Persuasive communication; public speaking
• **Conceptualization:** Individual projects; community organizing
• **Stewardship and Sharing Power:** Quality improvement, Group process
• **Building community:** Building a meaningful life; team action strategy
• **Growth of people:** Skill building in leadership development
Exploring our values and beliefs

• Think of a saying from your childhood, (“a penny saved is a penny earned”; “all's well that ends well”; “no time like the present”)

• Share with the person next to you and reflect on how the saying reflects the values you grew up with.

• How do you think your family values affect your choices about work and family?
Values are our beliefs about

- Our children and their place in society
- Citizenship and civil rights
- What they are capable of doing
- Their hopes and dreams
- The supports they value
- Our communities

Adapted from Lynn Breedlove. Making Values Real via Public Policy Advocacy
Why Are Values Important?

They influence:
• How we talk and the words we use
• How we spend our time and energy
• The outcomes from our work
• What we decide to measure
• What we pay for as an individual or society
• The design of programs and services
• Our understanding and engagement with others
• What else…..?
Values Discussion

• How do values impact the work you do?

• How do values influence what you believe?

• How do values help you understand the action of others?
Sample Historical Beliefs about Disability

- In his Republic, Plato recommended that the deformed offspring of both the superior and inferior be put away in some "mysterious unknown places"
- During the 16th century, Christians such as Luther and John Calvin indicated that the mentally retarded and other persons with disabilities were possessed by evil spirits.
- In the 19th century, supporters of social Darwinism reasoned that the preservation of the "unfit" would impede the process of natural selection and tamper the selection of the "best" or "fittest" elements necessary for progeny.
- The Ga from Accra region in Ghana, treated the feeble-minded with awe. They believed the retarded were the reincarnation of a deity. Hence, they were always treated with great kindness, gentleness and patience.
- In some communities in Kenya and Zimbabwe, "a child with a disability is a symbol of a curse befalling the whole family. Such a child is a "shame" to the whole family, hence their rejection by the family or the community.

Our Assumptions About People with Disabilities

- People with Disabilities are Tragic & Vulnerable
- People with Disabilities are Consumers with Clinical Needs
- People with Disabilities are Individuals with Capacities
- People with Disabilities are Citizens

Our Design Responses

- Create Special Institutions
- Coordinate Care
- Person-Centered Supports
- Community Resources

The Outcomes that Emerge From Our Care and Support Designs

- Personal Care, Activity, Housing
- Plan of Coordinated Care, with Appropriate Levels of Service, Customer Satisfaction
- Individualized Supports leading to job, home & relationship
- Valued Roles – A Life of Distinction

Title I    Programs for Individuals with Developmental Disabilities

FINDINGS.—Congress finds that—
• disability is a natural part of the human experience that does not diminish the right of individuals with developmental disabilities to live independently, to exert control and choice over their own lives, and to fully participate in and contribute to their communities through full integration and inclusion in the economic, political, social, cultural, and educational mainstream of United States society
Title II    Family Support

• The goals of the Nation properly include the goal of providing to families of children with disabilities the family support services necessary— to support the family;

• to enable families of children with disabilities to nurture and enjoy their children at home;

• to enable families of children with disabilities to make informed choices and decisions regarding the nature of supports, resources, services, and other assistance made available to such families; and

• to support family caregivers of adults with disabilities.
Maternal and Child Health

“To provide and to promote family-centered, community-based, coordinated care, including care coordination services for children with special health care needs and to facilitate the development of community-based systems of services for such children and their families.”
Why Are Values Important to FLI?

• Set a foundation for moving forward systems and supports for children, youth and families
• Establishing a common vision for meaningful lives for children, youth and families
• What families have to say is very important; the value of lived experience at the table always makes systems better
What Values is FLI Based Upon?

- Respect for individual family’s culture and values
- Family members as full, contributing partners in decision making with professionals
- People with disabilities and special health care needs are valued and contributing citizens
- Lived experience is a powerful reference point
- Family members are agents of change, for both systems and individual lives
- Working collectively is more powerful than working alone