

Reclaiming Futures

Philip DeVol
aha! Process, Inc.

Getting Ahead
in a Just-Gettin'-By World
Building Your Resources for a Better Life

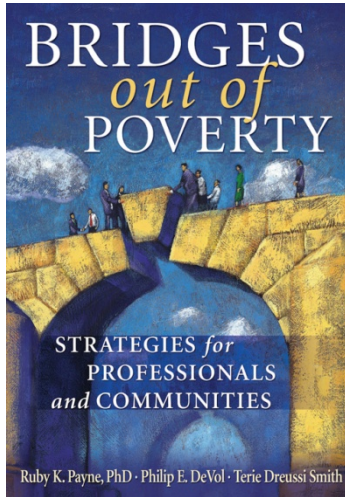


PHILIP E. DeVOL

Facilitator Notes
for
Getting Ahead
in a Just-Gettin'-By World
Building Your Resources for a Better Life



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Workshop Goals

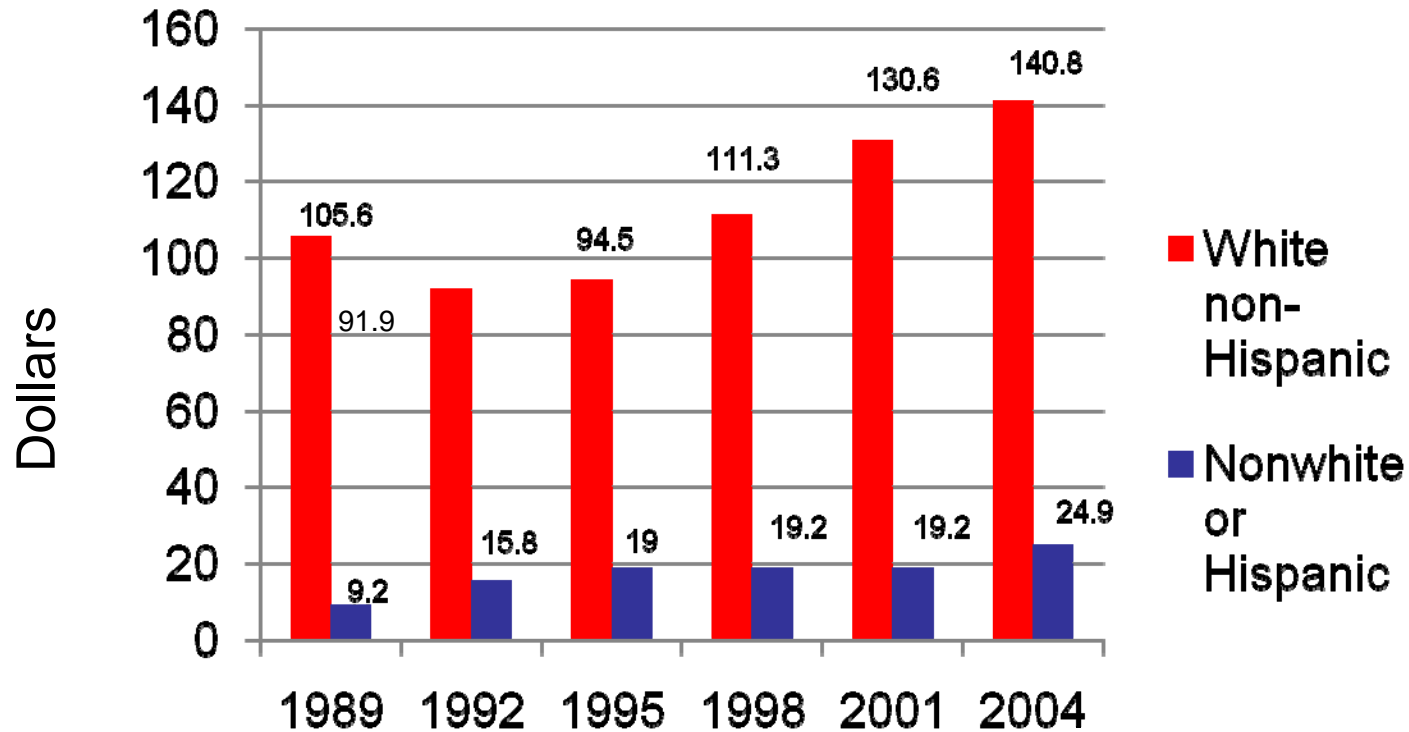
Compare and contrast class in the U.S.
while exploring new ideas and
approaches for our communities.



Key Point #1

This workshop focuses on economic diversity, not racial or cultural diversity.

Median Net Worth, by Race



Source: Federal Reserve's Survey of Consumer Finance

Definition of Poverty

“The extent to which an individual does without resources.”



Definitions of Resources

FINANCIAL

Being able to purchase the goods and services of that class and sustain it.

EMOTIONAL

Being able to choose and control emotional responses, particularly to negative situations, without engaging in self-destructive behavior. Shows itself through choices.

MENTAL

Having the mental abilities and acquired skills (reading, writing, computing) to deal with daily life; education; trade or skills

SPIRITUAL

Believing in (divine) purpose and guidance; one's cultural base

PHYSICAL

Having physical health and mobility; appearance, fitness, athletic abilities

SUPPORT SYSTEMS

Having friends, family, and backup resources available to access in times of need. These are external resources.

RELATIONSHIPS/ROLE MODELS

Having frequent access to adult(s) who are appropriate, *nurturing*, and who do not engage in destructive behavior.

KNOWLEDGE OF HIDDEN RULES

Knowing the unspoken cues and habits of a group.

United States Official Poverty Guidelines: 2008

Family Size	Annual Income
Four	\$ 21,200
Three	\$ 17,600
Two	\$ 14,000
One	\$ 10,400

Source: U.S. Department of Health & Human Services (January 2008)

Organization for Economic Co-operation & Development (OECD)

- 30 nations that accept the principles of representative democracy and free-market economy.
- Definition of poverty: incomes below 50% of the national median.
- U.S. Median Family Income 2007, \$58,526.

Six Identifiers of Resources

- Material Well-Being
- Health and Safety
- Educational Well-Being
- Relationships
- Behaviors and Risks
- Subjective Well-Being

*No significant
learning occurs
without a
significant
relationship.*

–Dr. James Comer

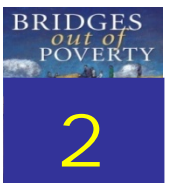


Mental Models

- Are internal pictures of how the world works
- Exist below awareness
- Are theories-in-use, often unexamined
- Determine how we act
- Can help or interfere with learning

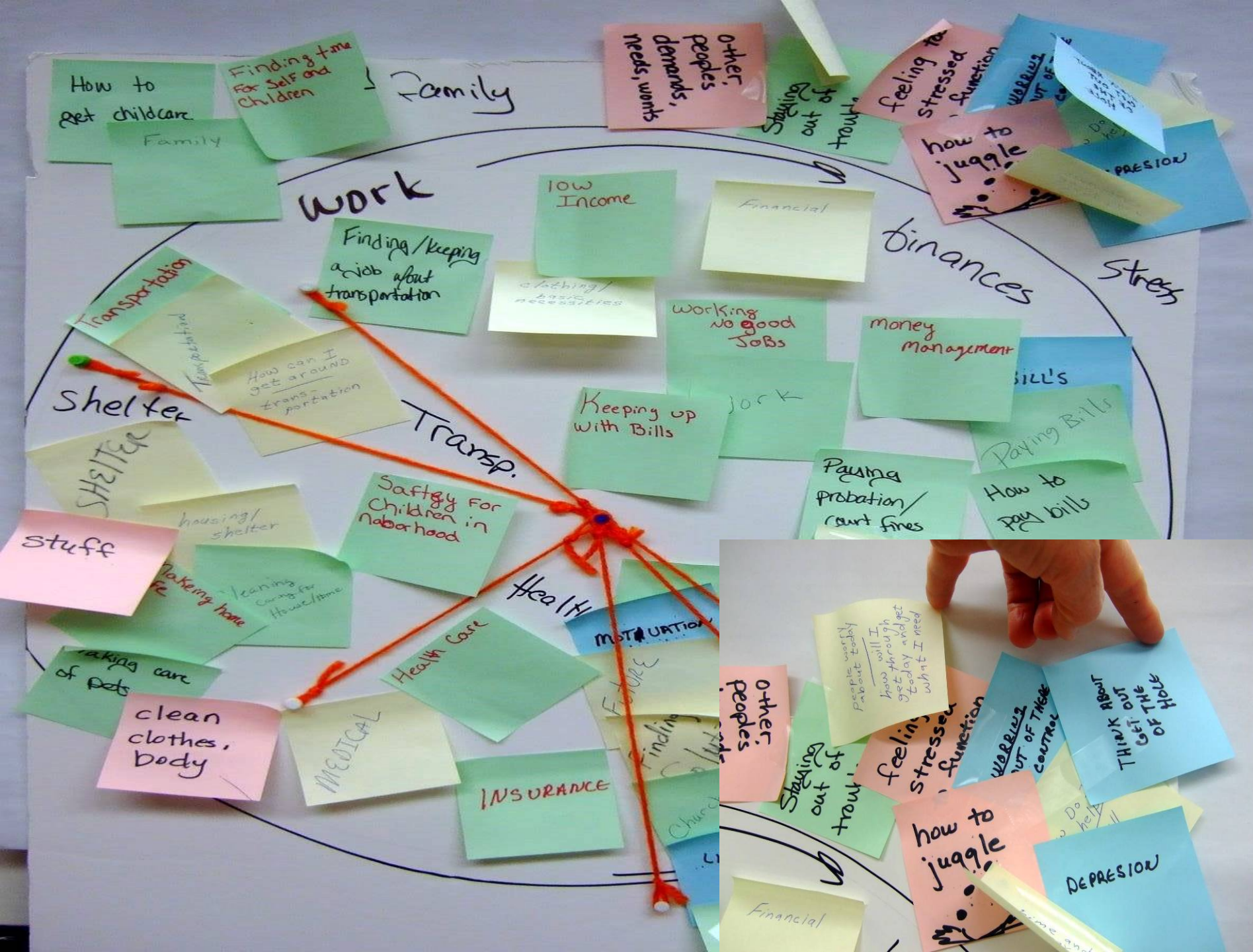
**For a dialogue to occur we must suspend
our mental models.**

Source: *The Fifth Discipline Field book* (1994) by Peter Senge

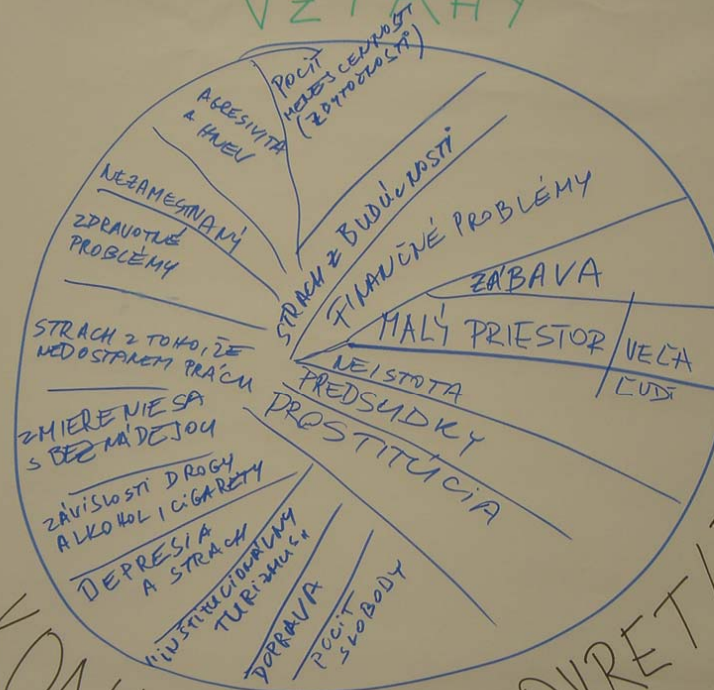


Clarian Health Partners, Indianapolis, IN





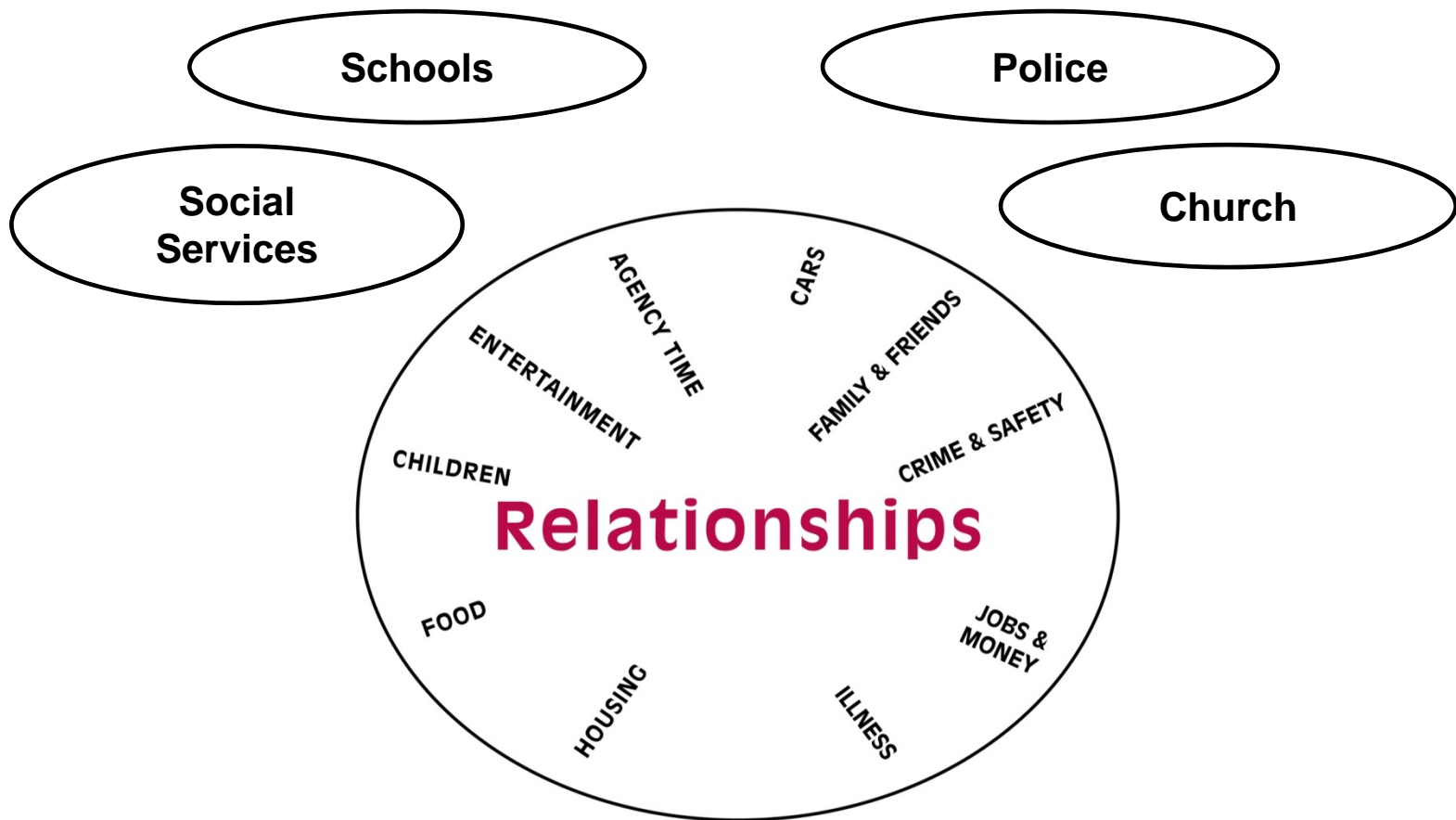
MENTÁLNE OBRAZY VZŤAHY



KONKRÉTNÉ

ZOVRETIE
CHVÍLE

2008 10 14



Businesses

- Pawn shop
- Liquor store
- Corner store
- Rent-to-own
- Laundromat
- Fast food
- Check cashing
- Temp services
- Used-car lots
- Dollar store

Transportation

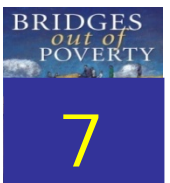



Housing Trends

**59% of poor renters
spend more than
50% of their income on
housing/utilities**



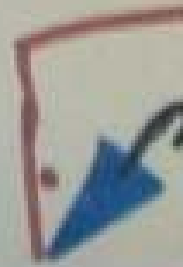
Source: "Why America's Workers Can't Pay the Rent" (Summer 2000) by Peter Dreier in *Dissent*





Budget
(It's not a bad word)

B.C.C.C
School
4.0



Barriers to Employment

- **60% suffer depression.**
- **Limited child care options.**
- **Lack of care for sick children.**

—Cincinnati Works

“The trouble with being poor is that it takes up all your time.”

–Willem de Kooning,
quoted in the Richmond, VA,
Times-Dispatch

Tyranny of the Moment

**“The need to act overwhelms
any willingness
people have to learn.”**

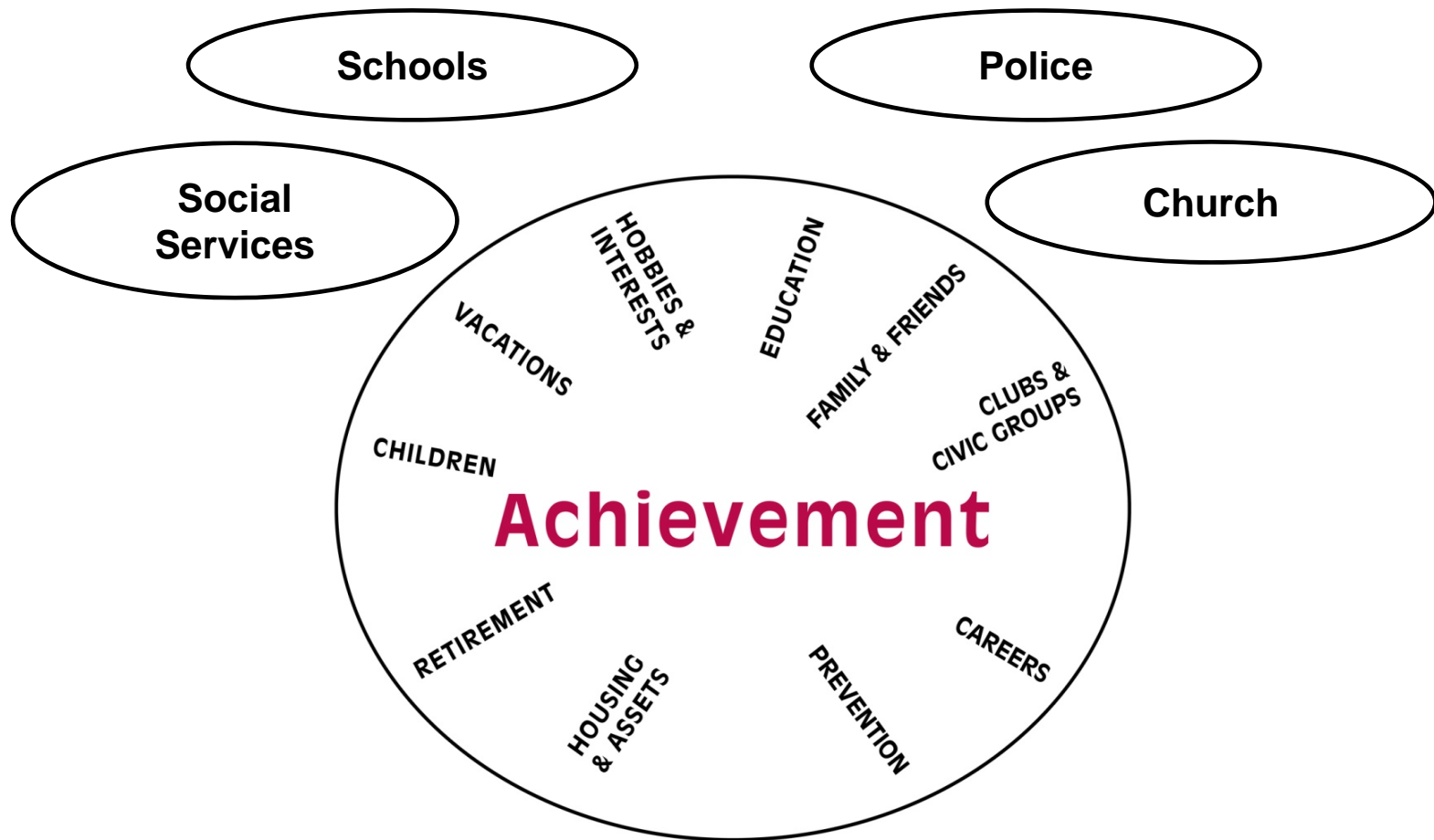
Source: *The Art of the Long View* by Peter Schwartz

**“The healthier you are
psychologically,
or the less you may seem to need
to change, the more you
can change.”**

Source: *Management of the Absurd* (1996) by Richard Farson

BRIDGES
out of
POVERTY

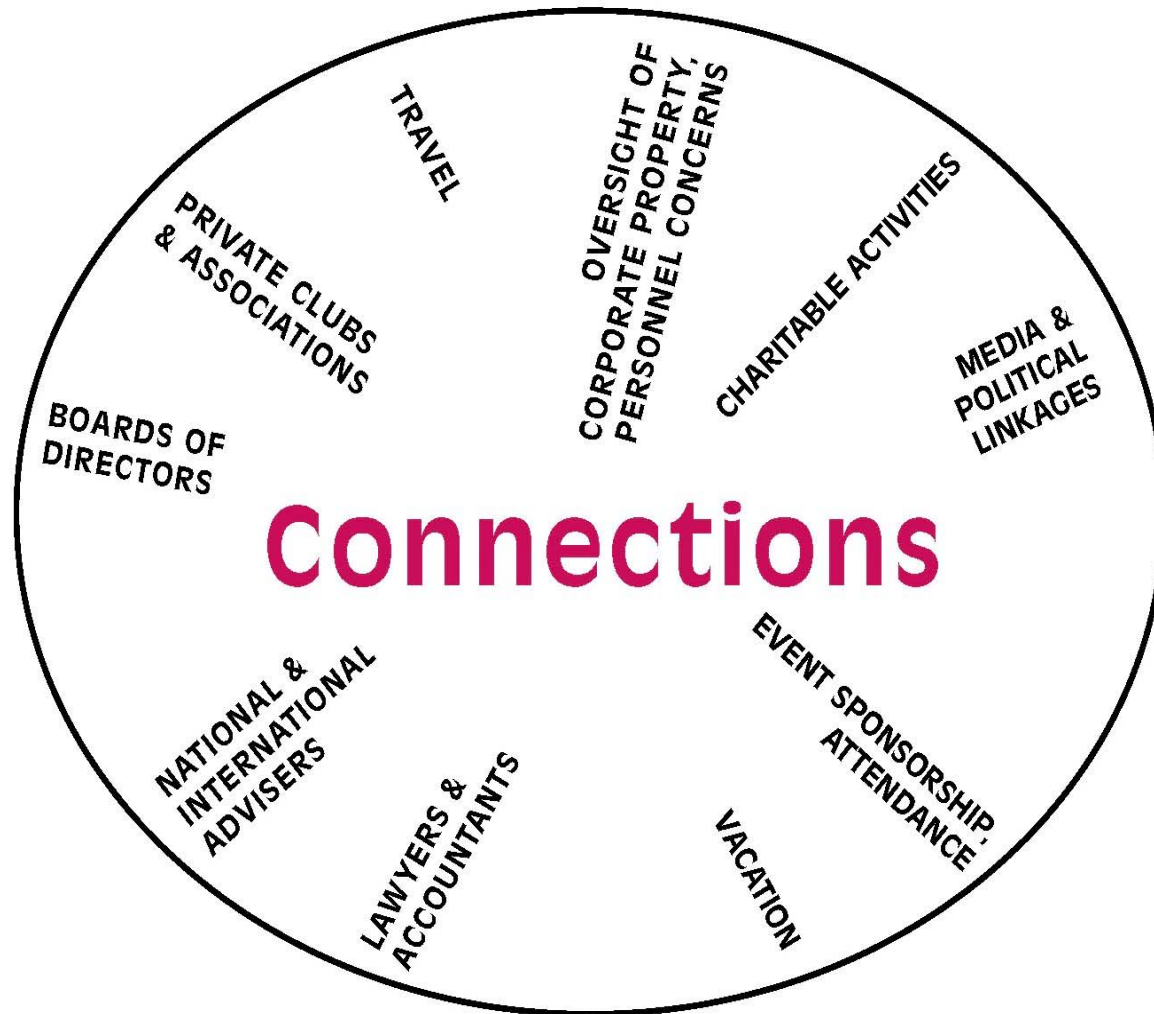
11



Businesses

- Shopping/strip malls
- Bookstores
- Banks
- Fitness centers
- Veterinary clinics
- Office complexes
- Coffee shops
- Restaurants/bars
- Golf courses

Mental Model for Wealth



Mental Model Poverty Summary

- **It is a description of the concrete experience:**
 - Unstable, vulnerable, interlocking.
 - The arithmetic of life doesn't work.
 - Time horizon: tyranny of the moment.
- **Problem solvers use reactive skills.**
- **The driving force is survival, relationships, and entertainment.**
- **It is an abstract representation.**
- **The goal: stabilize the environment, develop a future story, practice choice, build resources, become powerful.**

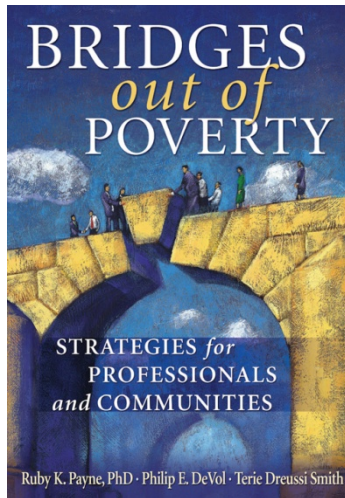
Community Sustainability Grid

	Individual Behavior	Human and Social Capital in the Community	Exploitation	Political/Economic Structures
Individual Action				
Agency Action				
Community Action				
Policy				



Key Point #11

In order to move from poverty to middle class or from middle class to wealth, an individual must give up relationships (at least for a time) for achievement.



Hidden Rules of Class

- Hidden Rules are the unwritten and unspoken cues and habits of a group.
- They are about belonging.
- They arise from the environment.



FOOD

POVERTY

Key question:

Did you have enough?

Quantity important

MIDDLE CLASS

Key question:

Did you like it?

Quality important

WEALTH

Key question:

Was it presented well?

Presentation important



DRIVING FORCES

POVERTY

Survival, relationships,
entertainment

MIDDLE CLASS

Work, achievement

WEALTH

Financial, political,
social connections

BRIDGES
out of
POVERTY

28

MONEY



POVERTY

To be used, spent

MIDDLE CLASS

To be managed

WEALTH

To be conserved, invested



TIME

POVERTY

Present most important

**Decisions made for the moment
based on feelings or survival**

MIDDLE CLASS

Future most important

**Decisions made against
future ramifications**

WEALTH

**Traditions and history most
important**

**Decisions made partially on
basis of tradition/decorum**

BRIDGES
out of
POVERTY

29



POWER

POVERTY

Power linked to personal respect
Ability to fight
Can't stop bad things from happening

MIDDLE CLASS

Power/respect separated
Responds to position
Power in information and institutions

WEALTH

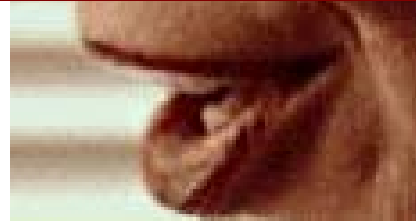
Power in expertise, connections
Power in stability
Influences policy and direction

BRIDGES
out of
POVERTY

31



LANGUAGE



POVERTY

Casual register

Language is about survival

MIDDLE CLASS

Formal register

Language is about negotiation

WEALTH

Formal register

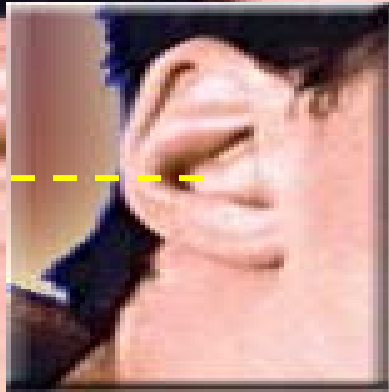
Language is about networking

REGISTERS OF LANGUAGE

REGISTER	EXPLANATION
FROZEN	Language that is always the same. For example: Lord's Prayer, wedding vows, etc.
FORMAL	The standard sentence syntax and word choice of work and school. Has complete sentences and specific word choices.
CONSULTATIVE	Formal register when used in conversation. Discourse pattern not quite as direct as formal register.
CASUAL	Language between friends and is characterized by a 400- to 800-word vocabulary. Word choice general and not specific. Conversation dependent upon non-verbal assists. Sentence syntax often incomplete.
INTIMATE	Language between lovers or twins. Language of sexual harassment.

Adapted from the work of Martin Joos

To survive in
poverty, one must
rely upon non-
verbal, sensory,
and reactive skills.



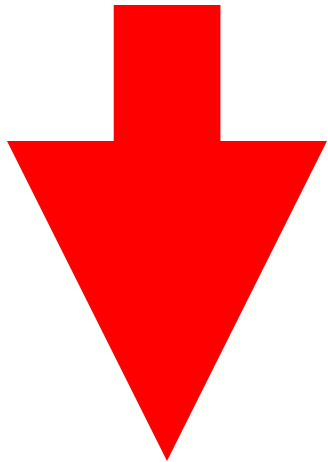
To survive
in school, one
must use
verbal,
abstract, and
proactive
skills.

Language and Power

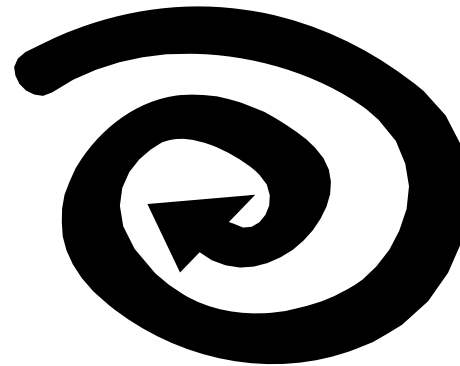
- Casual is more accurate.
- Formal has more power.
- Communication problems can be a balance of power problem.
- It's only when the balance of power is relatively equal that candid communication can take place.
- Listening is an attitude, not a skill.

PATTERNS OF DISCOURSE

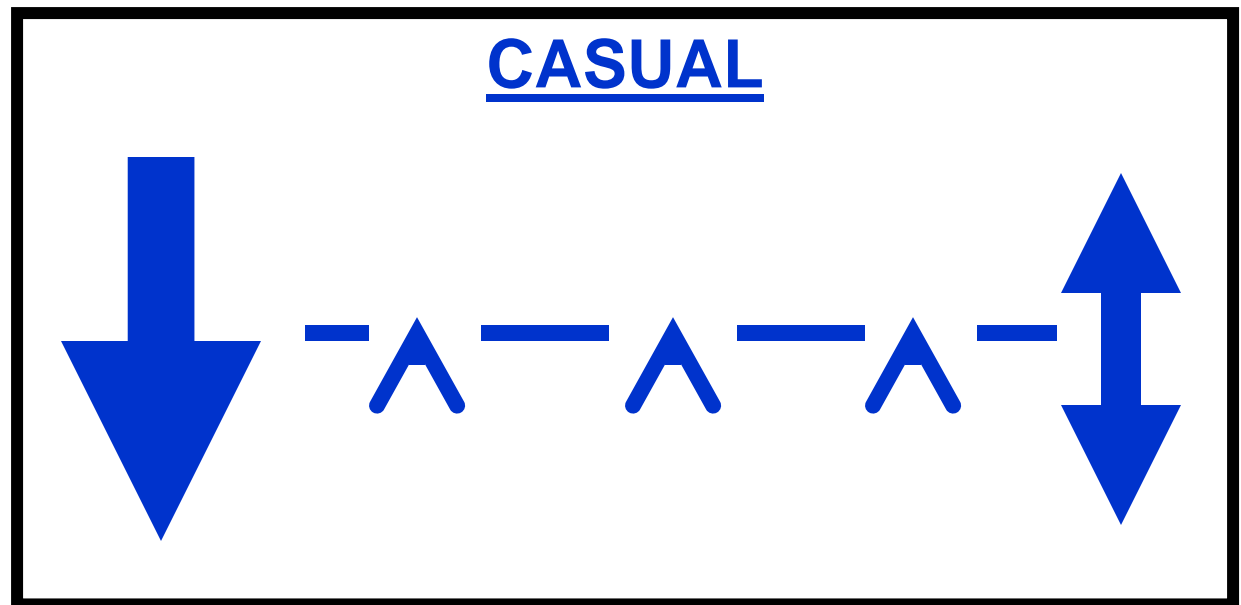
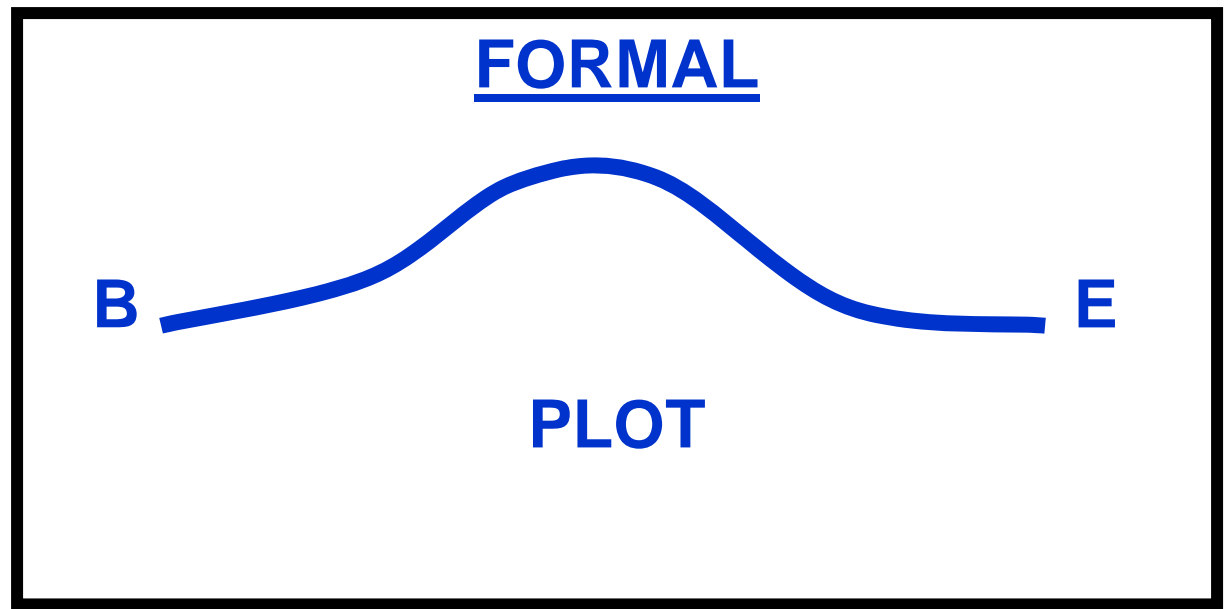
FORMAL



CASUAL



STORY STRUCTURES



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Having physical health and mobility; appearance, fitness, athletic abilities

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Having friends, family, and backup resources available to access in times of need. These are external resources.

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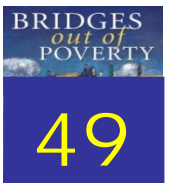
KNOWLEDGE OF HIDDEN RULES

Knowing the unspoken cues and habits of a group.

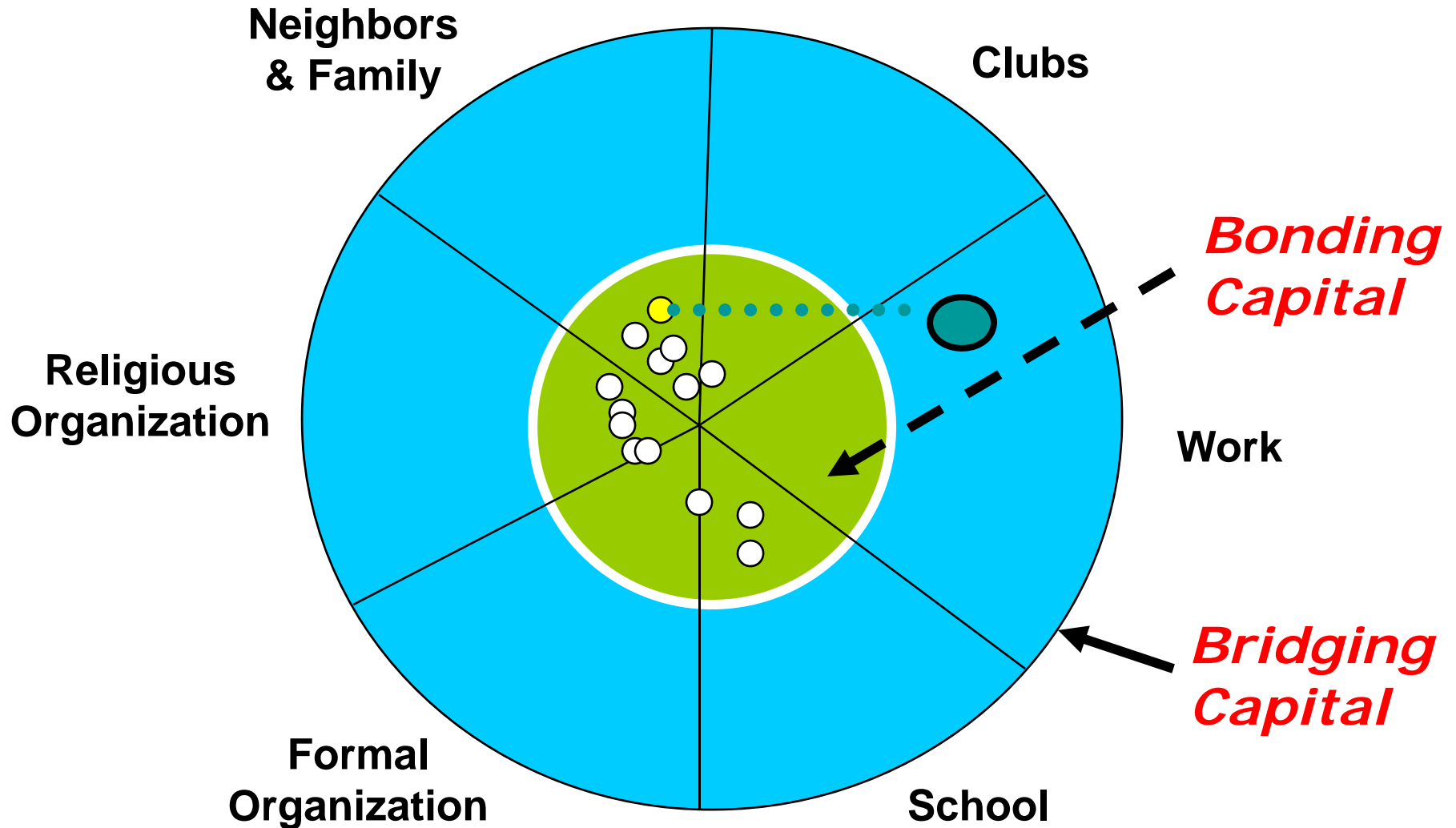
Definitions of Resources

- **Connections, social networks, and norms of reciprocity and trustworthiness**
- **Private and public aspects**
 - Bonding
 - Bridging
 - Thick and thin

Source: *Bowling Alone: The Collapse and Revival of American Community* (2000) by Robert D. Putnam



Social Capital



Resources

	Financial	Emotional	Mental	Spiritual	Physical	Support System	Relationships	Hidden Rules	Integrity	Motivation
5										
4										
3										
2										
1										

Building Resources



The background of the slide is a photograph of a desert landscape. In the foreground, a dark asphalt road with two white dashed lines curves towards the horizon. The ground on either side of the road is reddish-brown sand. In the distance, there are sparse green trees and a clear blue sky.

**If you have come to help me, you
can go home again.**

**But if you see my struggles
as a part of your own survival, then
perhaps we can work together.**

**—Lila Watson,
*an aboriginal woman
from Australia***

Bridges Communities, partial list

Battle Creek, MI
Boulder, CO
Bucyrus, OH
Charleston, SC
Charlotte, NC
Evansville, IN
Grand Junction, CO
Hamilton, OH
Indianapolis, IN

Keshena, WI
Lisbon, OH
Newton, KS
Pensacola, FL
South Bend, IN
Springfield, OH
Syracuse, NY
Toledo, OH
Warsaw, IN

Insight

“An insight is a restructuring of information – it’s seeing the same old thing in a completely new way. Once that restructuring occurs, you never go back.”

—Earl Miller, M.I.T.



**“Innovators
are often not
the principal agents
of change; early
adapters are.”**

—Michael Fairbanks