



Raising our voices through Social Presencing Theatre

A learning history*



Watch a 2 minute video that captures the spirit of the event in music from the performance. youtu.be/QQAHqbDhOXs

* John O'Brien wrote this learning history on behalf of a diverse partnership organized by Doris Karpeh-Diaz, co-founder and director of Centro de Amigos in Haverstraw, NY, and other members of the we see you•te vemos team. Raymond Mosquea translated documents and parts of the performance. Esteven Garcia led the development of the we see you•te vemos campaign with support from The NY Alliance for Inclusion and Innovation Beth Mount and John O'Brien from The NY Alliance's Learning Institute for Person-Centered Planning supported the effort as did Arawana Hayashi and Edinson Castano from the Presencing Institute. David Hasbury documented the event with photographs and a short video. Terry Kenard Barnes is producing a video. Madeline Kennedy voiced her experience of guiding state level change in her former role as HCBS Rule lead consultant for New York State.

The Learning Institute is funded by the NY Department of Health through a grant administered by Public Consulting Group (PCG). The learning history represents only my understanding of the perspectives and messages of those directly involved in co-creating and presenting the Te Vemos/We See You event.



***When we raise our voices
and speak our truth–this
happens, this hurts, this is
the change we must make
together–it is surprising who
will stand up with us.***

–Doris Karpeh-Diaz

Social Presencing Theatre (SPT) is a social art that offers people the opportunity to generate embodied knowledge of a situation they care about.* In this case people concerned about the wellbeing of Latino Seniors and their families in Haverstraw and Rockland County, New York joined to make visible the tensions they experience between the *industrial care world* and their efforts to build a local *relational care world* by working in a person-centered way.

A relational journey

A core team assembled including seniors and family members, support workers and human service organization leaders, and local activists and helpers. Between November 2022 and March 2023, the core team...

- ... offered listening sessions
- ... explored current reality and future possibilities through ten rounds of enactment and script revision
- ... performed the tenth iteration to enlarge the network on 30 March 2023.

The whole process of inquiry was relational, co-created by a network of people with diverse identities and gifts who were willing to invest their time, involve their friends and collaborate across boundaries of language and culture. The generous hospitality of the people of Centro de Amigos and their willingness to stretch and try new ways of knowing animated the work.



The core team was supported by Beth Mount and John O'Brien through The Learning Institute for Person-Centered Planning.** Having supported a Centro de Amigos organized initiative to develop a local foundation for person-centered work in the winter of 2022, Beth and John had previous connection to the Haverstraw network. To guide the next stage of the journey Beth's person-

* Start here to learn more about Social Presencing Theatre (SPT): www.u-school.org/spt.

** The Learning Institute is sponsored by the New York Alliance for Inclusion and Innovation and funded by the New York Department of Health through a contract with Public Consulting Group (PCG). Its purpose is to support organizational leaders to implement the requirements of The Community Rule (tinyurl.com/4bbcbjk), which charges services paid for my HCBS funds to work in person-centered ways.





Along the way, I came to understand that doing things the way we have always done them will keep us stuck and non prepared for the future. But I cannot force this change, it is a continual process of understanding, communication, and growth. A change like this requires holding the hands of the people and organizations I want to help. I know things can change if all “sides” are truly heard and all the doubts and worries are put on the table for all of us to start building innovative solutions...TOGETHER. When everyone is heard, the door should be open for all players involved to have the opportunity to be better than they have been. We will uncover barriers that were not voiced before, from government, businesses, and residents. From there, we’ll create the strongest, most resilient community in NY, where technology and innovation helps us adapt to whatever challenges we may face in the future.

– Raymond Mosquera

al relationships and affiliation with The Presencing Institute engaged Arawana Hayashi and brought in Edinson Castano, who created music for the performance.

Choosing a focus

In the winter of 2022 Centro de Amigos sponsored a Learning Institute to inquire into the source of working in a person-centered way.* They formed the intention of working together to build a community in which every person can say,

*I am seen for who I am,
not for what I am not.
I am heard and treated
as a whole person.*

This group organized a local campaign, hosted by Centro de Amigos, to realize this vision: **we see you·te vemos**. In addition to establishing their identity, the **we see you** team collaborated with 30 local organizations to present *1er Taller Annual Educacional de Salud Publica, (1st Annual Spanish Health Education Fair)* in September 2022 which informed 300 people about available resources. A second health education fair is planned for September 2023. The NY Alliance for Inclusion & Innovation, organizer the Learning Institutes, granted support to the **we see you·te vemos** campaign.

Leaders from the first local Learning Institute decided to organize a second to gain a deeper understanding of building a community where everyone is seen and treated as a whole person. They chose to **focus on the ways language and cultural differences affect the local Latino community's experience of health and long term care services** and formed a Core Team to organize the initiative. The relevance is clear. Unless all those involved are seen, heard and treated as whole people person-centered planning has no chance to make its potential contribution. After meeting with Beth Mount's Presencing Institute colleagues the Core Team decided to use Social Presencing Theatre (SPT) as the vehicle for their work. Arawana Hayashi, who leads the development of SPT agreed to guide the process.

Generating deeper understanding

In this instance SPT took the form of developing a play.** The activities of developing a script through multiple iterations—writing and speaking lines, finding expressive gestures and postures, trying out ways of moving together, interacting with props and scenery—embodied players knowledge of their situation. The players moved deeper into their experience of the situation with each of the ten revisions.

* For more on the thinking from the first Centro de Amigos Learning Institute see [page 19](#).

** SPT takes a variety of forms and does not usually involve a performance for an audience . For a typical example see www.u-school.org/20min-dance.





Te Vemos- Last Thursday was one of the most important events I have taken part in. It hit me on a profound level and took me a week to process and write this. Here goes...

At Te Vemos or “We See You,” poignant, multi literate, heartfelt vignettes were acted out in Spanish and English using our own voices, symbols, and stories, from the very people with lived experience navigating what can feel like overwhelming challenges in our imperfect healthcare system.

Shared were perspectives of individuals accessing/attempting to access vital, life sustaining healthcare services accessible to Spanish speakers, as well as the perspectives of service providers working through challenging circumstances, the voices of compassion, collaboration, and working together to evolve our healthcare system, finished by demonstrations of innovative approaches to transforming healthcare.

Our finale was a tear-inspiring singalong led by Edinson with the actors and the audience, including leadership from state aging agencies, Garnerville and provider associations, all singing together... “Voy a pedir para ti, lo mismo que tu para mi.” “I’m going to ask for you, the same as you for me.”

My key takeaways from this Social Art performance, inspired and led by Enid and Doris of Centro de Amigos, the esteemed Beth Mount, Arawana Hayashi, Edinson Castaño, and the passionately committed Centro team, are:

...Our healthcare system needs to make room at the table for the people who are being served, inclusive of those with differing abilities, colors, and backgrounds, to increase access to language translation services, bilingual providers, social day and other healthcare services, offering more flexibility with eligibility requirements, etc.

I am excited for what’s next as this has the feeling of something that’s just begun. Stay tuned...

–Madeline Kennedy*

* Posted to linked-in on 6 April 2023. Madeline was formerly the HCBS Rule lead consultant for New York State..

This is a distinctive form of drama.

- The players are the authors. Every line is grounded in listening to people's stories about their experience of health and long-term care services. The work began with offering listening sessions.
- The players are speaking their own words, not playing a part.
- Deeper understanding emerges from embodied knowledge, the experience of resting attention on the body while moving in relationship to other bodies and speaking as one of many voices that form a whole sense of a shared situation. The primary focus is on what shows up for the players rather than on perfecting the surface of what an audience sees.
- Different roles produce stories that capture multiple perspectives on common themes. Repeated rehearsal brings diverse stories into contact with each other and shapes collective knowledge.
- SPT frames a shift from being stuck in industrial care to a next step into the possibility of relational care.
- Three practices have shaped both local learning institutes: translation of every aspect of the performance, video and photographic documentation, and graphic recording of the work .
- After the performance for an invited audience on 30 March, everyone present shared an opportunity for reflection and commitment to action. There was a call to join the **we see you•te vemos** campaign. There was an opportunity for guided conversation and the creation and display of an image of possibility.

See [A gift of listening](#), page 11

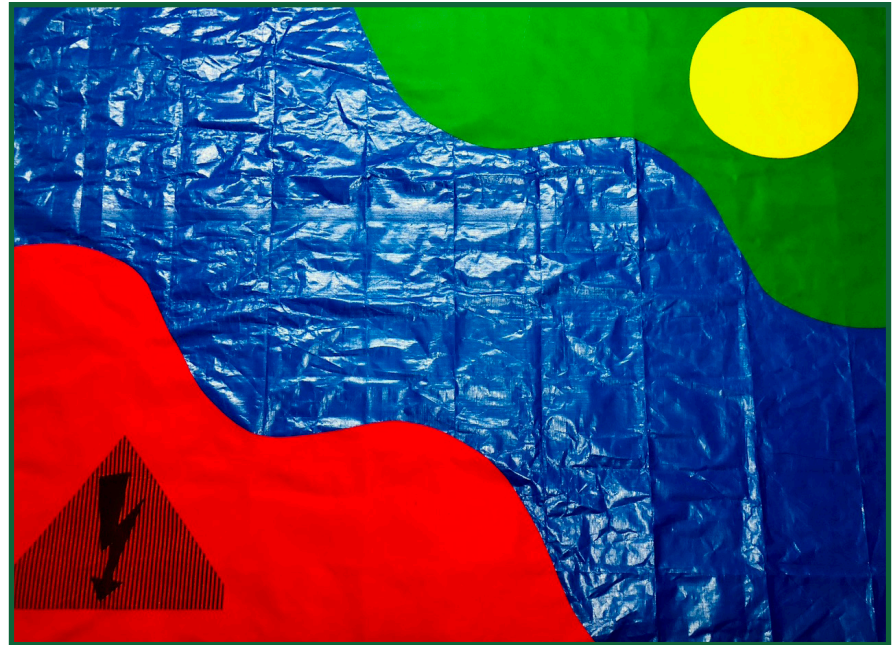
Social Day Center Insurance Executive
 Founder/Owner Paid Family Support
 Nurse Paid Family Support Supervisor
 Provider
 Social Worker **Many voices** Direct Support Worker
 Local Artist/ Seniors & Home Health Aide
 Activist Family Members Social Innovator
 Local Organizer Social Day Center
 DoH Change Leader Founder/Director

See the performance [Playbill](#), page 15



See the [Conversation guide](#), page 17

Seeds of a Positive Future drawn & displayed in response to the 30 March performance.



A color coding practice from the Learning Institute provided structure throughout the process. It gave listeners a way to sort the stories that grew into their performance, provided a physical backdrop for the action, and defined zones in the performance space that marked boundaries between the acts.

Red zone (Act One) shares the players' sense of how the system now falls short of its highest potential, stuck in broadcasting disrespect and disregarding the potential contribution of cultural diversity.

In the 2020 Census, 66% of the people in the village of Haverstraw identified as Hispanic or Latino.

- The implicit assumption among many service providers that everyone will speak English and have access to a car limits the effectiveness of arranging services, filling prescriptions, getting vaccinated, and interacting with EMS paramedics and other health care providers. The unfortunate tendency to blame people for expecting to be heard in Spanish creates distance and mistrust. Despite their majority, Latinos are too often are treated as if they were unwelcome outsiders.
- The industrial care system fails to recognize the importance of social relationships to wellbeing, the centrality of family to support for seniors, and the key role that Paid Family members play in the ecology of many families. People and families are faced with unreasonable choices between in-home support and Social Day Care. The very existence of Centro de Amigos is threatened.
- Far from support for wellbeing, people experience the person-centered planning and appeals mechanisms offered by the industrial care system as if distant, impersonal, uncaring forces beyond their ability to influence play cards with their lives.



Green zone (Act Two) presents their vision of the benefits of a deeper capacity to work together as a community that sees and actively engages seniors and their families and carers as whole people.

- The strains and challenges of the pandemic generated opportunities for leadership. People found support to turn within and strengthen their compassion and courage to act. They organized to meet community needs for safe and trusted spaces to learn about Covid and gain access to tests and vaccinations. They brought their gifts as artists, experts in technology and community organizers to build community and bring more diverse voices to decision-making tables, whether local or statewide.
- Our vision is of seniors and their families seen, heard and honored as whole people with gifts to bring their families and their community. Of a community that sees, respects and draws on its diversity to adapt to a rapidly changing world. Of a health and social service system that sees, respects and serves whole people and families.

Blue zone (Act Three) describe seeds of the future, ready for cultivation.

- Centro de Amigos will continue to act as a catalyst for efforts to build community and to promote authentic person-centered work.
- **Te vemos•we see you** is developing ways for people to co-create new forms of connection and local action. There is interest in a kindness campaign.
- The village website is becoming a resource for identifying positive local action and new possibilities.
- There are commitments to identify and take down barriers to collaboration.
- There is action around a vision of Latino young people with disabilities making a difference to the community.

Some conditions for co-creation

The experience of supporting Centro de Amigos in two initiatives to bring the lessons of The Learning Institute home allows observations on organizational conditions that make co-creation possible.

- By design Centro de Amigos is rooted in a commitment to a local Latino community. Those with different roles are in close physical touch with one another, bonded by language and respect for the multiple variations of local Latino experience. News travels fast.
- Leadership* has wide circles of concern. One circle embraces the whole community, positioning Centro de Amigos as a local resource. Another stakes out a position of leadership in the world of long term Senior Care. A third engages social innovators, which led to partnership with the Learning Institute and engagement with SPT. Positive ideas that strike sparks of action flow freely through Centro de Amigos. Younger activists in the Latino community find opportunities and support for collaboration there.
- Leadership has a passionate sensitivity to the irreplaceable contribution that social relationships make to wellbeing. This motivates a constant search for proper boundaries between medical care and social care.

* Leadership is offered by co-owner, co founders Doris Karpeh_Diaz and Enid Karpeh-Diaz. Doris serves as Director.





A Gift of Listening

I am seen for who I am, not for what I am not.

I am heard and treated as a whole person.

This guide outlines a way to offer another person the gift of listening to their hopes and concerns for themselves, their families, and their community.

The purpose is to give the listener a little better understanding of their community and the possibilities for positive action.

The listeners do this by doing their best to see their community through another person's eyes. For 20 or 30 minutes they hold back from offering information or advice, trying to sell something or change the other person's mind, or even sharing very much of their own experience. They simply open their hearts and minds to what the other person wants to say.

All the way through their time together the listener does their best to see and hear a whole person whose hopes and concerns matter in building a better community.

There are three steps to follow.

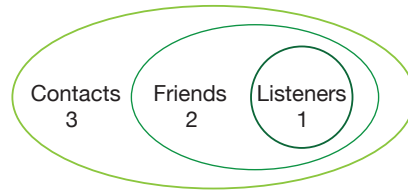
- I Getting organized
- II Listening
- III Making sense

I. Getting organized

1. Form a Listeners Group of 4-6 people.

2. Practice with Questions That Matter

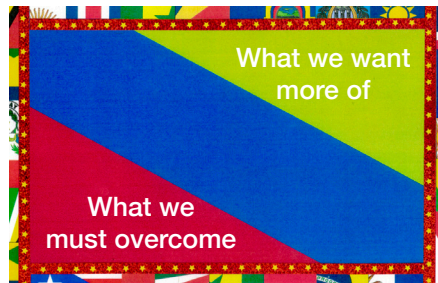
Follow a ripple pattern, reaching out farther as the Listeners Group gets more comfortable with this kind of listening to learn.



Choose questions from the [Questions That Matter](#) list and practice listening to each other in pairs.

Come back together to reflect on what the listeners did that worked and what to try differently next time.

Use the Color Code template to identify what you learned from the first round of listening.



Revise the questions and add more questions if you need them. Remember to keep the questions open so people will have room for their own thoughts and feelings.

3. Each listener invites a friend, listens, reflects and Color Codes what they learned.

4. Reach out to contacts and repeat.

Make a list of people whose thoughts you would like to know. Be sure to include community contributors who don't have formal positions.

For each person you want to contact, identify the questions or questions you want to start with and think of how you will invite them to give you 20-30 minutes of their time in a comfortable place.

5. Review the Color Code chart and identify next steps.

II. Listening

Based on the identity of the person you are listening to, choose a pair of questions to focus the conversation. Then follow the person's lead by asking them to say more about whatever stands out for you in what they have said.

Remember

- Before you start, take a few minutes to quiet yourself, and open your heart and your mind to your intention to learn by listening to this person.
- Honor the time the person has agreed to meet.
- Take a few minutes after you are finished to write down what you want to remember.
- If you have information, advice, or contacts you think would be helpful to the person, wait until after your listening time to share them.
- Noticing differences is valuable. If you disagree with what the person says try to listen into what they are seeing or thinking that leads them to that position.
- Short silences can give people time to collect their thoughts and find more to say.

Questions That Matter

To ask anyone

What makes Haverstraw a good place to live?

What would make it a better place to live?

What makes Haverstraw a good place to raise children?

What would make it a better place to raise children?

What makes Haverstraw a good place to grow old?

What would make it a better place to grow old?

What makes Haverstraw a good place for young people?

What would make it a better place for young people?

What does life in Haverstraw offer your community? (Think of Hispanic, Asian, or Jewish communities.)

What would make life better for your community?

As you think about yourself or someone you love growing older what do you think makes for the best possible old age?

What concerns do you have as you think of yourself or someone you love growing old?

Extra questions for service providers

Changes in Medicaid Home and Community Based Waiver rules mean that many of us are being called to develop our capacity for person-centered planning and our ability to deliver person-centered care.

What opportunities to improve the quality of service do you see in these requirements?

What concerns, questions, or challenges does this create?

Changes in Medicaid Home and Community Based Waiver rules mean that many of us are being called to increase our cultural competency and respond to people who are not proficient in English.

What opportunities to improve the quality of service do you see in these requirements?

What concerns, questions, or challenges does this create?

III. Making sense

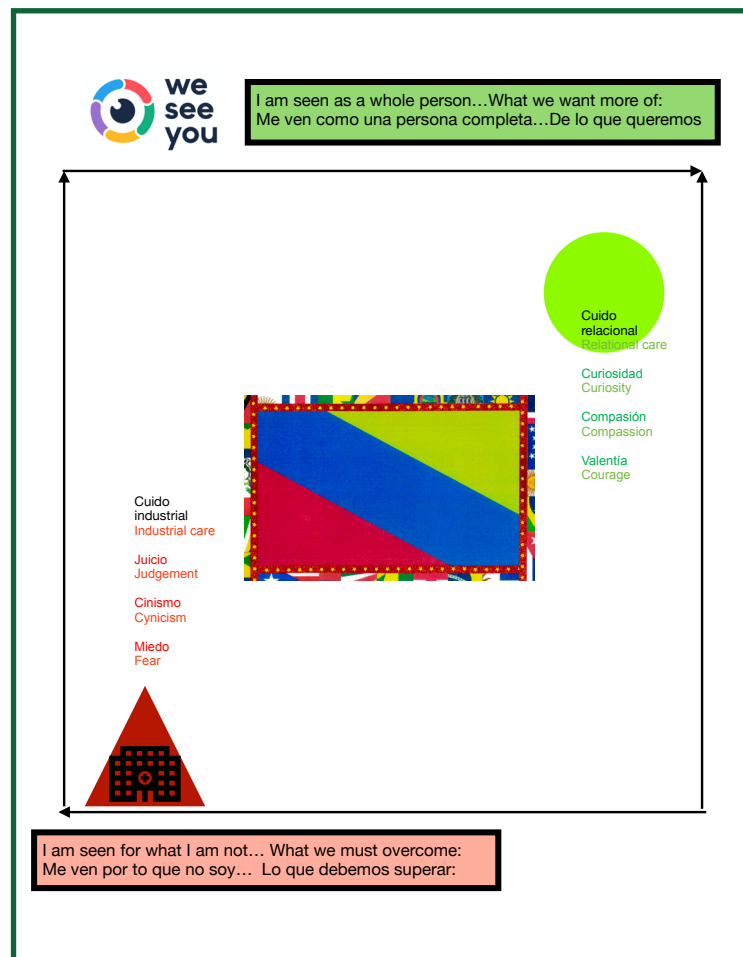
The Listening Group meets to create a shared picture of what they are learning.

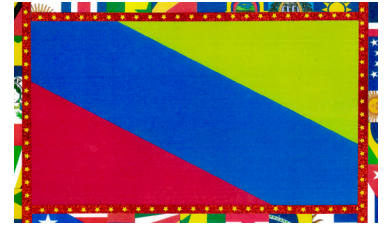
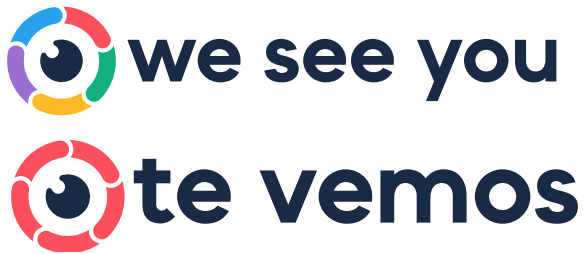
Color coding asks listeners to sort what they have learned into either the Green or the Red zones of this map. (Files to print bigger versions to let listeners record key ideas on sticky notes are available.)

After Color Coding, listeners can identify themes and patterns that point to next steps, which may include more listening and even the formation of an additional Listening Group.



The listeners used this worksheet to capture key experiences.





Welcome! You are participating in Social Presencing Theatre

Social Presencing Theatre (SPT) is a social art that encourages people to see and sense current reality and possible futures of a system vital to well-being. Today's performance explores health care for seniors as Latino families experience it now and as they envision a future worth co-creating.

Act One (**red zone**) shares the player's sense of some ways the system now falls short of its highest potential. Act Two (**green zone**) presents their vision of the benefits of a deeper capacity to work together as a community that sees and involves seniors as whole people. Act Three (**blue zone**) de-

scribe seeds of the future ready for cultivation. Our time concludes with an opportunity for discussion and expressions of commitment.

Learn more about Social Presencing theatre:



The spirit of today/s performance.

Along the way, I came to understand that doing things the way we have always done them will keep us stuck and non prepared for the future. But I cannot force this change, it is a continual process of understanding, communication, and growth. A change like this requires holding the hands of the people and organizations I want to help. I know things can change if all "sides" are truly heard and all the doubts and worries are put on the table for all of us to start building innovative solutions...TOGETHER. When everyone is heard, the door should be open for all players involved to have the opportunity to be better than they have been. We will uncover barriers that were not voiced before, from government, businesses, and residents. From there, we'll create the strongest, most resilient community in NY, where technology and innovation helps us adapt to whatever challenges we may face in the future.

– Raymond Mosquea



we see you is a local campaign to ensure that every person can say,

*I am seen for who I am,
not for what I am not.*

*I am heard and treated as
a whole person*

In addition to today's performance, the **we see you** team collaborated with 30 local organizations to present *1er Taller Annual Educacional de Salud Publica, (1st Annual Spanish Health Education Fair)* which informed 300 people about available resources. A second event is

planned for September 2023.

Centro de Amigos hosts the **we see you** team. To learn more, contact Doris Karpeh-Diaz, doris@centrodeamigos.com

Hard choices

A line in Act One, reveals a hard choice. *You have to make a choice between seeing your friends or having me to support you.*

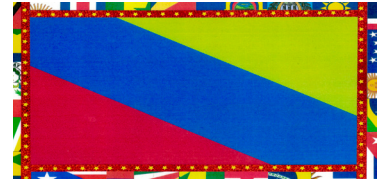
Seniors join Centro de Amigos, A social day center, to experience the pleasures and many health benefits of fostering friendships in a welcoming place that respects familiar language, customs, and culture, assists them to enjoy the benefits of community life and reaches out to support their family caregivers.

Most members of Centro de Amigos are part of a Managed Long-Term Care system. These organizations administer government funds to pay for a variety of health services, including socialization. Seniors supported by their families at home can receive paid home care for daily medical needs. This offers some financial support for the costs associated with care.

As you will hear in Act I, some seniors and their families have faced a terrible choice. If they choose the health benefits

of fellowship, they must endure the pain of unmet medical needs. Seniors may choose isolation for fear of losing the family support that keeps them from early institutionalization.

Appeals of the loss of needed social support that comes with choosing to maintain needed medical care at home have not yet produced solutions that balance medical and social needs. But everyone needs that balance. Good solutions may take a change in the system.



¡Le damos la bienvenida! Estás participando en el Teatro de Presencia Social

El Teatro de Presencia Social (SPT) es un arte social que anima a la gente a ver y sentir la realidad actual y los posibles futuros de un sistema vital para el bienestar. La obra de hoy explora la asistencia médica para personas mayores tal y como la viven las familias latinas en el presente y como imaginan un futuro que merece

la pena co-crear. El primer acto (**zona roja**) comparte la percepción de los actores sobre algunas formas en que el sistema actual no alcanza su máximo potencial. El segundo acto (**zona verde**) presenta su visión sobre los beneficios de una mayor capacidad para trabajar juntos como una comunidad que ve e involucra a los

mayores como personas completas. El tercer acto (**zona azul**) describe las semillas del futuro listas para ser cultivadas. Nuestro tiempo concluye con la oportunidad de dialogar y expresar nuestro compromiso.

Aprende más sobre el teatro de la Presencia Social:



El espíritu de la función de hoy.

Por el camino, llegué a comprender que hacer las cosas como siempre las hemos hecho nos mantendrá estancados y poco preparados para el futuro. Pero no puedo forzar este cambio, es un proceso continuo de comprensión, comunicación y crecimiento. Un cambio así requiere tomar de la mano a las personas y organizaciones a las que quiero ayudar. Sé que las cosas pueden cambiar si se escucha de verdad a todas las “partes” y se ponen sobre la mesa todas las dudas y preocupaciones para que todos empecemos a construir soluciones innovadoras... JUNTOS. Cuando todos son escuchados, la puerta debe estar abierta para que todos los actores involucrados tengan la oportunidad de ser mejores de lo que han sido. Descubriremos las barreras que no se han expresado antes, del gobierno, de las empresas y de los residentes. A partir de ahí, crearemos la comunidad más fuerte y resistente de Nueva York, en la que la tecnología y la innovación nos ayuden a adaptarnos a cualquier reto que se nos presente en el futuro.

- Raymond Mosquea

te vemos

Te Vemos es una campaña local para garantizar que cada persona pueda decir,

*Me ven por lo que soy,
no por lo que no soy.*

*Me escuchan y me tratan como
una persona completa.*

Además de la actuación de hoy, el equipo de Te Vemos colaboró con 30 organizaciones locales para presentar el *Primer Taller Anual de Educación para la Salud Pública*, que informó a 300 personas sobre recursos disponibles. Un segundo evento está planeado para septiembre de 2023.

El Centro de Amigos organiza el equipo Te Vemos. Para obtener más información, póngase en contacto con Doris Karpeh-Díaz, doris@centrodeamigos.com

Decisiones difíciles

Una frase del primer acto revela una decisión difícil. *Tienes que elegir entre ver a tus amigos o tenerme a mí para apoyarte.*

Las personas mayores se unen a Centro de Amigos, un centro social de día, para disfrutar de los placeres y los muchos beneficios saludables de fomentar amistades en un lugar acogedor que respeta el idioma, las costumbres y cultura, y que les ayuda a disfrutar de los beneficios de la vida comunitaria, a la vez ayudando a sus familiares cuidadores.

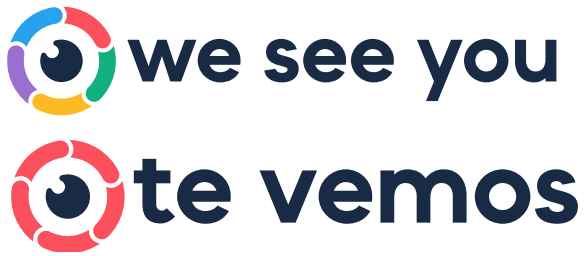
La mayoría de los miembros del Centro de Amigos forman parte de un

sistema de Cuidado a Largo Plazo. Estas organizaciones administran fondos gubernamentales para pagar una variedad de servicios de salud, incluyendo socialización. Las personas mayores apoyados por sus familias pueden recibir atención en el hogar pagada para las necesidades médicas diarias. Esto ofrece cierta ayuda económica para los gastos asociados con la asistencia.

Como oírán en el Acto I, algunas personas mayores y sus familias se han enfrentado a una terrible decisión. Si eligen los beneficios de salud del compañero, deben soportar el dolor de

las necesidades médicas que no se atienden. Los ancianos pueden elegir el aislamiento por miedo a perder el apoyo familiar que les evita un institucionalización temprana.

Las apelaciones a la pérdida del apoyo social que conlleva mantener la atención médica necesaria en hogar aún no han dado lugar a soluciones que equilibren las necesidades sociales. Pero todo el mundo necesita ese equilibrio. Las buenas soluciones pueden requerir un cambio en el sistema.



What did we see, hear, and feel that calls for community action?

What actions will make a positive difference to our community's future?

Use this space to sketch an image of a seed for change.

You don't get to possess the world and make it what you want, but you get to plant your seeds in this garden. Those seeds are the seeds of your words, your actions, and the seeds of your heart.

—Jack Kornfield





Learning Institute for Person-Centered Planning

Winter local Learning Institute I

Respect

Safety

Belonging

Helping each other

Welcoming Co-Creators

* Cultural wisdom & knowledge; stories.

We want to earn your trust by listening with respect.

* Family & all your relations.

What matters to you?
What are your strengths?
How do you want to be supported?



* Life experience. Ways to deal with change. Ways to help.

* Understanding of what works to support you.

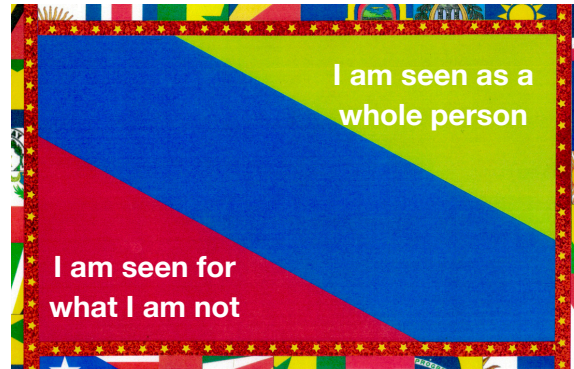
We will make this plan with you.

* Your passions, nightmares & fears.
You are not alone with your fears & concerns.

* Capacities & gifts to give to others & the community.

You can need support & give too.

* Different ways to look at things
We will do what works to communicate with you.



We know what you need, we'll make the plan for you.

⊘ education

Getting our questions answered is more important than concern for what might cause hurt or insult.

⊘ understanding

What's wrong with you?

⊘ abilities



⊘ communication

Shame

Fear

Anger

Feeling alone

Misunderstanding

Producing Outsiders

We have a choice that makes a difference in how we see people who need extra support as they grow older or because of disability.

If we see people for who they are not we turn them into outsiders. If we look at them under a microscope and focus on what they can't do we turn them into outsiders.

When we look at what people don't have -education, the ability to understand or communicate- we overlook their strengths and ignore their voices.

Service providers may act as if they know what a person needs and make a plan for them. They may think that the questions on a form they have to fill out are more important than a person's feelings and ideas and dreams.

People who are treated like outsiders may feel shame at needing help, fear of being sent away, anger at being treated disrespectfully. They may feel alone. They may be misunderstood.

If we see and hear a whole person we can welcome them as co-creators of a community that works better for everybody. We discover a whole person by listening respectfully as we talk together about what matters to a person and their family, identify strengths, and find out how they want to be supported.

We build trust so people know they are not alone with their fears and concerns. We find out what ways to communicate work best

Because we listen and plan together we help you weave together all of the capacities within you and around you so that you can enjoy a good life.

Your family and all your relations. • The cultural wisdom, knowledge, and stories you carry. • Your life experiences. • The ways you have learned to deal with difficulties and change. • The capacities and gifts you can offer to family, friends, and community. (Just because you need extra support doesn't mean you can no longer give.) • The ways you have of looking at life. • Your passions. Nightmares and fears. • Your understanding of what works to support you.

When you are welcomed as co-creators, we build up a community that is more respectful, safer, has stronger feelings of belonging, and more people caring and helping each other..