

RESILIENCY OF REFUGEES & IMMIGRANTS:
FOCUSING ON STRENGTHS OF NEW AMERICANS FOR BETTER OUTCOMES AND FASTER INTEGRATION
 NORTH DAKOTA OUT-OF-SCHOOL TIME SUMMER CONFERENCE
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OBJECTIVES

Learn	We will learn to identify aspects of resiliency in ourselves, students/clients/families
Understand	We will understand the Cycle of Cultural Adjustment
Identify	We will identify barriers to resiliency in the resettlement/relocation phase of their journey

OBJECTIVES

Learn	We will learn strategies to build and enhance resilience in ourselves and in others.
Gain	We will gain tools to develop services that facilitate integration as a program and as a community

RE-SIL-IENCE
[rəˈzɪljəns]

THE CAPACITY TO RECOVER QUICKLY FROM DIFFICULTIES; TOUGHNESS.

THE ABILITY OF A SUBSTANCE OR OBJECT TO SPRING BACK INTO SHAPE; ELASTICITY.



Do You Bend or Break?

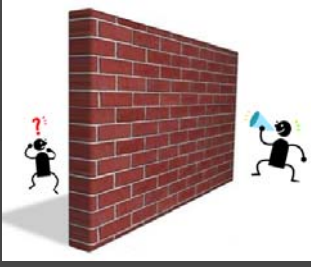
FACTORS IN RESILIENCE

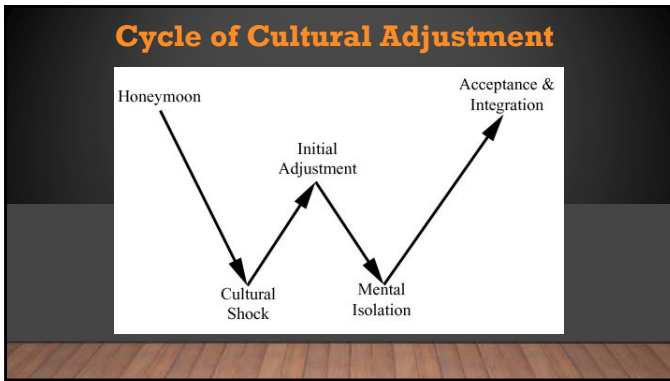
- The capacity to make realistic plans and take steps to carry them out.
- A positive view of yourself and confidence in your strengths and abilities.
- Skills in communication and problem solving.
- The capacity to manage strong feelings and impulses.

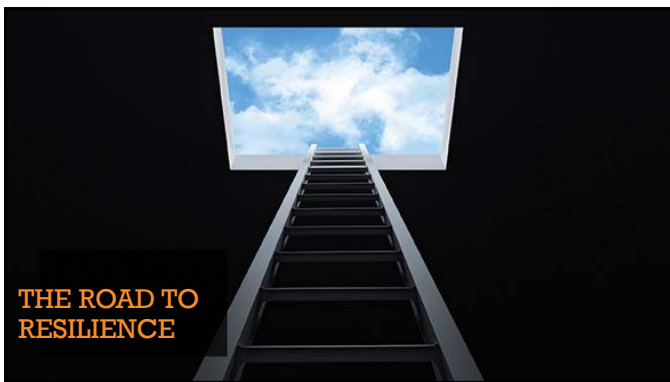


BARRIERS TO RESILIENCE

- Inability to communicate because of language barriers
- Exploited vulnerability
- New challenges
- Individual's /providers' biases
- Racism
- Lack of empathy
- Systemic flaws
- Western approaches and concepts









STRENGTH-BASED APPROACH

Strength-based practice is a social work practice theory that emphasizes people's **self-determination** and **strengths**. It is a philosophy and a way of viewing clients as **resourceful** and **resilient** in the face of adversity.

What is the Strengths Based Approach

Emerging from the field of social work, it is a set of ideas, assumptions, and techniques:

1. People are active participants in the helping process (empowerment)
2. All people have strengths, often untapped or unrecognized
3. Strengths foster motivation for growth
4. Strengths are internal and environmental



Strength-Based and Deficit-Based Concepts: A Comparison

Strength-Based Concepts	Deficit-Based Concepts
At-Potential	At-Risk
Strengths	Problems
Engage	Intervene
Persistent	Resistant
Understand	Diagnose
Opportunity	Crisis
Celebrate (i.e. successes)	Punish (i.e. non-compliance)
Time-in	Time-out
Adapt to	Reform
Empower	Control
Process-focused	Behavior-focused
Dynamic	Static
Movement	Epidemic
Unique	Deviant
Avoids imposition	Dominant knowledge
Validates people's experience	Diagnoses based on norms
People's context is primary	Professional's context is primary
Identifies and builds on strengths	Minimizes people's strengths



SUCCESSFUL INTEGRATION

- Community Engagement
- Valuing Inclusion/Equity
- Celebrate Success Stories
- Education
- Creating local services
- Coordination with federal government
- Local champions





Aha!
Moments

Let's Stay Connected...

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