



Childhood Development Initiative

“Engaging to Empower,
Empowering to Engage”
WHO Conference
2nd October 2014



An Roinn Leanaí
agus Gnóthaí Óige

Department of
Children and Youth Affairs

The
A T L A N T I C
Philanthropies

Who Are CDI?

- ▶ Working in and with disadvantaged communities;
- ▶ Designed a suite of evidence-informed programmes for children, families and communities;
- ▶ Seven independent evaluations of our models;
- ▶ Now working to integrate proven programmes into mainstream structures.

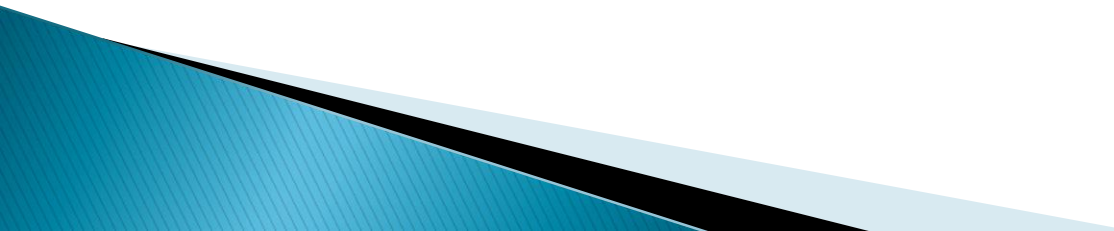


Defining Empowerment:

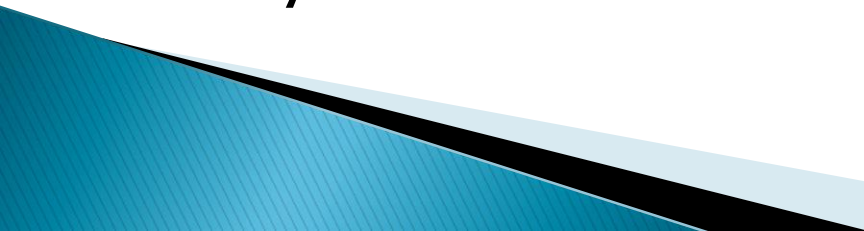
- ▶ Capacity building;
- ▶ Upskilling;
- ▶ Growing confidence;
- ▶ Increased ability to engage;
- ▶ Common language;
- ▶ Celebrating difference;
- ▶ Valuing our histories and skills



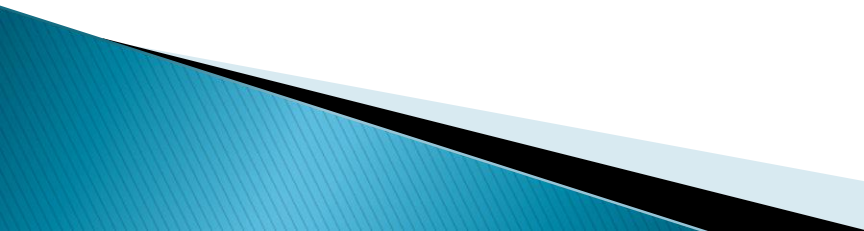
Yes but....

- ▶ I don't have time....
 - ▶ That's not my job.....
 - ▶ I'm not here to molly coddle them...
 - ▶ We've always done it this way;
 - ▶ They're here to be punished not rewarded;
 - ▶ I'm not a tree hugger;
 - ▶ Nobody trained me to do that;
 - ▶ There will be another fad along in a minute
 - ▶ You'd only start fights among them.
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Why bother?

- ▶ We are more likely to effect change if we work WITH people rather than do things TO them;
 - ▶ Our approach needs to enable people to take responsibility, rather than blame others;
 - ▶ When we are invested in something, we really make it work: people step up;
 - ▶ It reduces tension and creates a better environment for everyone;
 - ▶ The skills are transferable – I can use them anywhere.
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What does it take to seriously engage with prisoners and empower them?

- ▶ Adaptive Leadership
 - ▶ Letting go of control
 - ▶ Being prepared to take a risk
 - ▶ Joint training – staff and prisoners
 - ▶ Reviewing decision making processes
 - ▶ Creating spaces to speak and be heard
 - ▶ Be creative – think outside the box
 - ▶ Openness to change and doing things differently
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Questions & Comments?





Contact us

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- ▶ <http://twitter.com/twcdi>
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