

OUR VALUES OUR WORK

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The Florida Housing Coalition, Inc., is a nonprofit, statewide membership organization whose mission is to **bring together housing advocates and resources so that all Floridians have a quality affordable home and suitable living environment.**



WE'RE PROUD TO OFFER PROFESSIONAL
CONSULTING SERVICES

In the areas of affordable housing, fair housing, ending homelessness, & related issues

OVERVIEW

- What are our core values?
- How do those influence what we do?

Our Values

VALUE STATEMENTS I HEARD

- You don't work – you don't eat
- Beggars can't be choosers
- People on welfare are mooching off the government; they need to get a job
- I guess I could just quit my job and live off the government and get everything free
- People have more kids to get more money from welfare
- People choose to be homeless

IMPLIED VALUE STATEMENTS

- **If you work hard enough you can become self-sufficient**
- **The majority of people on welfare are drug users**
- **People are poor and homeless because they choose to be**
- **There are plenty of opportunities; people just don't take advantage of them**
- **We have to fix people to align more with our values**

Social Worker



What my friends think I do.



What my mom thinks I do.



What society thinks I do.



What my clients think I do.



What I think I do.



What I actually do.

MY VALUES (PRE)

- **Going into the field I held on to those above values:**
 - I knew what people needed to do to “fix their life”
 - Lots of sympathy; no understanding of empathy
 - Setting real firm boundaries with clients and trying to distance myself so I wasn’t an emotional wreck
 - I was their hero and champion

System Values

SYSTEM PHILOSOPHIES AND VALUES

- **We need to make sure we're not enabling people**
- **Most people are abusing the system**
- **We have the answers**
- **We are the experts on the choices people need to make so they can become self-sufficient**

INFLUENCE ON OUR WORK

THE FLORIDA HOUSING COALITION



DEFINING/EVALUATING OUR VALUES

- **Who is the person I respect most in life? What are their core values?**
- **What are three things I hate?**
- **Which three people in the world do I dislike the most and why?**
- **If I could only pass on three values to my children, what would they be?**
- **If I had enough money to retire tomorrow, what values would I continue to hold?**

CONGRUENCE

- Are the system values in congruence with what's actually being done in the organization?
 - Example: Dignity and Respect, but really we're treating people "less than"
- Are our personal values in congruence with the work we are doing?
 - Example: Negative feelings about poverty, but serving that population



VALUES (POST)



Before

- Expert
- Hero
- Sympathetic
- Cold/Hard boundaries
- Unaware of stereotypes
- Striving for cultural competence

After

- Supporter
- Strengths-Focused
- Empathic
- Authentic
- Aware of my bias
- Utilizing cultural humility



CULTURAL HUMILITY

To practice cultural humility is to maintain a willingness to suspend what you know, or what you think you know, about a person based on generalizations about their culture.



THREE DIMENSIONS OF CULTURAL HUMILITY

- 1) Lifelong learning & critical self-reflection
- 2) Recognizing and challenging power imbalances for respectful partnerships
- 3) Institutional accountability



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