Resilience Roundtable

When: 22.03.2022

Where: via Zoom

Attendees

Colette Ferns (Partnership for Young London)

Salem Habtom (Peer trainer, Partnerships for Young London)

Sandra Vacciana (Academic supervisor, Partnership for Young London)

Geraldine Blake (Chair) Jessica Herbert (summary minutes)

Sally Dickinson (Berkeley Foundation) Olli Brown (Renaisi)

John Williams (Renaisi) Edith Galliers (Redbridge)

Julia Mirkin (CBT) Deborah Smart (Social Investment Business)

Beth Clarke (CAF Venturesome) Yolande Burgess (London Councils)

Frances Warwick (Lloyds) Tom Mansell (John Lyons Charity)

Deborah Howitt (John Lyons Charity) Catherine Sorrell (Cloudesley)

Cristina Otelea (Berkeley Foundation) Charlotte Peel (Legal Education Foundation)

Lucy Robson (Oak Foundation) Natasha Pencil (Oak Foundation)

Welcome from Geraldine Blake

It’s been three years since London Funders published the paper on Funder’s Role in Supporting Resilience. We’re going to hear today about some of the new initiatives that have resulted from those conversations. Also in the last three years, all of our resilience has been tested by extreme events, and there has been a significant shift in funders thinking and approach to equity. Funders are increasingly supporting organisations led by people with lived experience and as we move into this space the need to support organisations and individuals is even more crucial.

A conversation on transcending resilience

The full report can be found [here](https://www.partnershipforyounglondon.org.uk/post/unapologetically-me-transcending-resilience)

*Findings from a* [*new report*](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpartnershipforyounglondon.us8.list-manage.com%2Ftrack%2Fclick%3Fu%3Ddca34d06ea32e6e4229821ceb%26id%3D07a73641ea%26e%3D6520fbb0d8&data=04%7C01%7C%7Cfdd5b490a60842d3b63008d9ebb1dd98%7C9fe658cdb3cd405685193222ffa96be8%7C1%7C0%7C637799971426873914%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=jR8nUy612InNO1LUlnQ35i89mP9gvMyzXtL0fubBXkI%3D&reserved=0) *from Partnership for Young London, exploring how young people from* [*minoritised communities with racialised identities*](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpartnershipforyounglondon.us8.list-manage.com%2Ftrack%2Fclick%3Fu%3Ddca34d06ea32e6e4229821ceb%26id%3Dff47875342%26e%3D6520fbb0d8&data=04%7C01%7C%7Cfdd5b490a60842d3b63008d9ebb1dd98%7C9fe658cdb3cd405685193222ffa96be8%7C1%7C0%7C637799971426873914%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=WTV0kFnwGhfsOTvycLdEYAi1AZrc6rFvogwis36Go5g%3D&reserved=0) *respond to aspects of adversity in the lives.*

The project - Unapologetically Me was funded by The National Lottery Community Fund. It was a comprehensive programme of activities delivered over a six-month period and finished a year ago. It included training, youth-led events and mentoring. It was devised to support young people from Black, Asian and other minoritised ethnic groups such as Gypsy, Roma and Traveller Communities, through the impact of the COVID-19 pandemic. All participants were researchers, research and co-producers.

Sandra introduced the speakers and they had a conversation about their experiences in the project. Here is a summary of that discussion:

Salem is a second year university student and was a peer researcher in the project. She had been involved with Partnership for Young London previously but had no big expectations of the project. Salem liked the co-production element and felt it had an interesting structure with everyone doing research on each other. It was a group effort and they were all in it together as a team. They built friendships with ice breakers and a safe space was created with a relaxed environment. Their needs were very much taken into consideration.

Collette was an academic supervisor on the project and identified a structure but the participants challenged the white person status quo which they had to consciously shift to change the power dynamic. The project opened up an ability to form relationships that shifted the power dynamics all the time. The supervisors didn’t want to set the structure and it was important to remain flexible.

Findings

* They addressed what builds resilience – mental health and access to services was at the top of the list along with access to green space, a connection to networks and respect for a higher power; a sense of spiritual belief in a higher power.
* Some participants talked about access to these things as a privilege rather than a basic human right which was challenged in the group.
* The role of the ‘older sister’ that young Black and Asian women adopt also stood out.
* Even where people were talking about challenges their determination to improve shone through
* Allyship – it was a mixed group with a young white men/Jewish transgender individual. Everyone could see from everyone else’s perspective – everyone was very clear about their roles in the project.
* They looked at power and privilege across the range and tried to shift understanding from the individual to the environment

Recommendations

* connect equality, power and resilience
* ensure sustained resources e.g. mental health/ co-production
* shift the paradigm
* adopt a transdisciplinary approach to share ideas and show where inequalities can overlap

Group discussions points

* Shifting the dynamic must have been difficult and uncomfortable at times. How do we do this authentically as funders?
* Find joy in subverting the status quo
* The group asked how the participants were selected. They were selected from a range of different networks that were asked to invite people.
* Salem was asked if her resilience level changed after the project. She hadn’t thought about it before the project but by participating in it she has evaluated that aspect of her life and feels she is more aware of it and understand it more now.
* Life should not be a matter of endurance
* Resilience isn’t a one way street and its about building relationships. The key is to dismantle the power of the status quo
* Funders need to use their own power to campaign for structural and systemic change
* Self-awareness is the starting point

The Resilience Fund

*Learning from the first round of a fund to support small and grassroots organisations to invest in organisational development and build resilience for the future.*

Who are Berkely? - Berkeley is a corporate foundation. They work with organisations that know the communities best including 20 local charities close to their sites and officers chosen by staff. They are involved with grant funding and staff fundraising and volunteering; they match fund any staff fundraising. They provide pro bono support including property advice and expertise and apprenticeships. They give £3million a year in total

They are currently a new strategy for 20230 and looking at impact goals. They aim to provide safe housing, support developing employability skills and mental health services and want to fund more work into young leadership to give young people a voice

They are underpinned by a resilient voluntary sector and everything they do is in partnership with the sector. The external environment is adding to increasing demand.

The capacity building fund was the inspiration for this current work and they want to work with new organisations throughout the process.

The fund –

* The fund was restricted to young people 16-25 on their journey to employment
* Building blocks for resilience such as governance reviews, trustees recruitment, fact training and development and recruitment and retention have become the project outcomes
* They have established an upper and lower threshold and require at least one year of published accounts

The outcomes -

* They left the fund open for a longer period than usual and have received 164 applications, 150 of which are eligible. 120 of these are in Greater London
* A large majority of applications were about resilience but others were a programmatic ask. Financial sustainability was a high priority.
* They focused a lot on promotion of the fund and clear and detailed funding guidelines with webinars and on-to-one calls to assist
* A lengthier application process benefitted smaller organisations
* Learning will be very important with two learning events a year

Responding to the Resilience Risk #2

*Early findings from the second resilience pilot testing approaches to support the resilience of people working in frontline homelessness organisations.*

CBT perspective from Julia

* Throughout events run by London Funders resilience has come up consistently
* Evidence is needed on what is effective
* Group work isn’t always effective as group dynamics can have an impact
* Being more equitable is key
* It’s about enabling support and supporting change
* CBT is not presenting RRR2, supported by Oak foundation, as the answer.

Ollie/ John on Renaisi’s preliminary findings

* Mixed method with quantitative and qualitative data
* Fortnightly participant surveys which included questions on their motivation to take part and asking participants to complete the Connor Davidson Resilience Scale
* They undertook interviews with key stakeholders
* The CSRS tool produces a score out of 100 – they have seen an increase in scores indicating participants are becoming more resilient
* Participants are becoming more able to adapt how they face situations and observe differences in others
* One to one coaching sessions are the most impactful element – allowing participants to think and act differently
* Organisations support is key to the programme
* Participants expressed disappointment they weren’t able to meet their listening partner
* A common belief was that the responsibility fell on them to be resilient.
* RRR2 is increasing resilience – the interventions is seeking support

Group discussions

* Was coaching more impactful as certain levels? They did split individual scores and found that it was hard to identify a definite trend but senior staff tended to be at the extremes of the scale in comparison
* Coaching as a method enables organisations to build strong relationships
* ‘If you want something done ask a busy person’ – we have got into a dangerous space and we don’t reflect enough
* Organisational and individual resilience are not mutually exclusive
* At a recent convening of Birmingham Homeless orgs; leaders were all concerned about staff retention. There was a consensus that staff retention and recruitment is a real issue for the sector at the moment

Useful background documents

Transcending Resilience Report from Partnership for Young London <https://www.partnershipforyounglondon.org.uk/post/unapologetically-me-transcending-resilience>

London Funder’s report [Resilience in Community Facing- Organisations: What’s the Role of Funders](https://londonfunders.org.uk/resources-funders/london-funders-publications/resilience-people-community-facing-organisations-what)?

City Bridge Trust’s previous pilot [*Responding to the Resilience Risk – Final report*](https://www.citybridgetrust.org.uk/wp-content/uploads/2020/09/Responding-to-the-Resilience-Risk-Final-report-030920.pdf)

<https://www.citybridgetrust.org.uk/new-research-building-staff-resilience-to-support-long-term-organisational-development/>