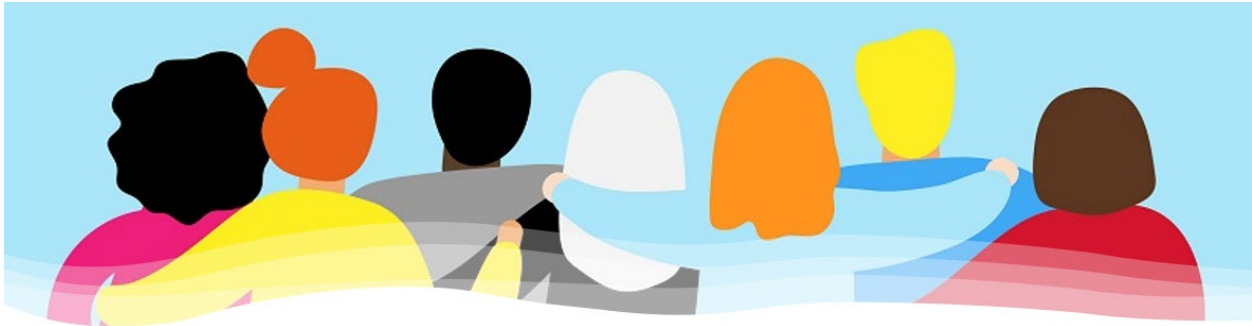




Key Themes:

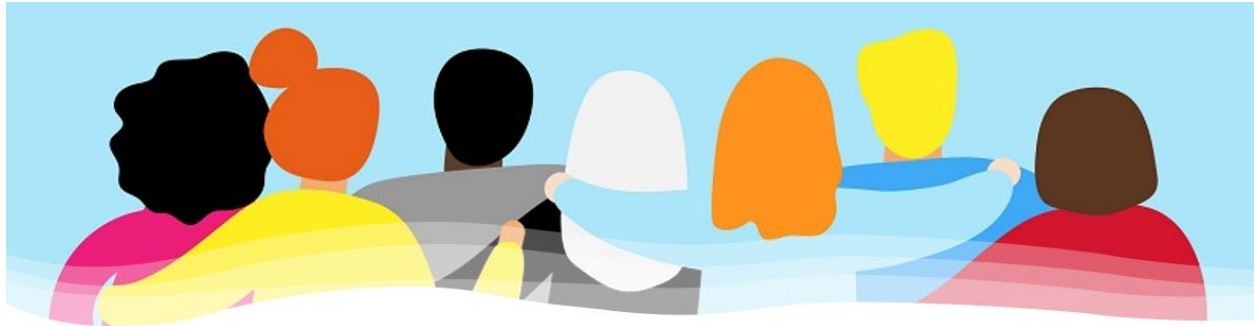
- Belonging is relational, not individual
- Psychological safety is created by how we show up
- Collaboration works when it feels easy and open
- Early signs of relationship strain are visible if we look for them
- We work in a system, and can feel the friction and flow
- Relationships are a resource, not a nice to have
- Collective capacity is built by combining strengths
- Desire for more connection and shared learning

Details:

Mental Health & Community

What helps people feel able to contribute and belong?

- | | |
|--|---|
| <ul style="list-style-type: none"> • Culture that values diversity & inclusivity • Feeling like you're appreciated • Creating a space to feel safe & welcomed • Psychologically safe • Person-centered approach • When people feel like they belong they want to contribute • Genuine curiosity for what people say • Sharing with each other • Being accountable to each other • Communicating with each other • Connection • Support • Feeling heard • Need enough self-awareness & self confidence • Having a sense of community | <ul style="list-style-type: none"> • Openness of a community • Safety • Knowing / feeling you are needed and have something of value • Being invited = acceptance • Friendly welcoming people • Meeting people where they are at • Acknowledging people • Communication a shared goal • Offering support <ul style="list-style-type: none"> ◦ Awareness where you can direct them • Listening ear <ul style="list-style-type: none"> ◦ Active listening ◦ Unconditional regard ◦ Seeking connection • Humility |
|--|---|



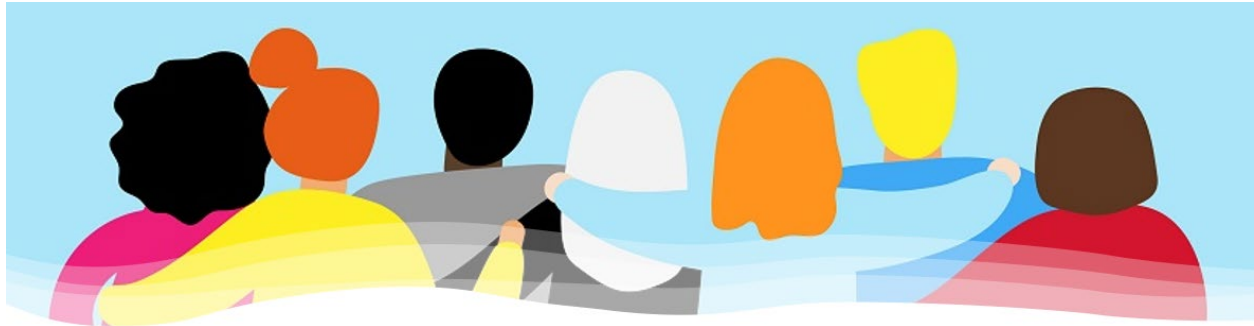
Where do relationships between organizations make that easier or harder?

- Redundancy in work
- Offering small ways for people who are coming in to contribute (this is also what the organization needs with with!?!)
- Inhabiting the same space, having or going to other organizations, working with others
- Rock our specialties & work as a team with other specialists
- Recognizing that we need each other vs working 'individually'
 - Archway & Sara
 - FH & Lookout
 - IHART & CATC
- One door
- Identifying barriers in order to find ways to remove them
- Better / improved referral pathways – transitions
- Services that are a good fit
- Key person
 - Connection
 - Deep long term
- Faster access
- Better use of Fed/Prov. \$\$\$
 - Better allotment of \$\$\$

Mental Health & Relationships

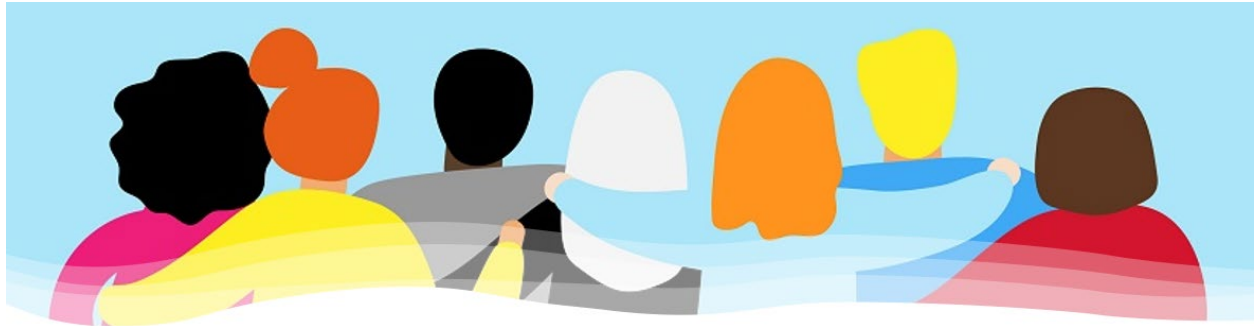
When collaboration is working well, what does that look like?

- People having fun
- We see results & progress
- Flow as a group
- Openings, humbleness, flexibility
- Bring ideas together, knowledgeable people
- Feel safe to speak
- Free of judgement
- No stupid questions
- Spirit of inquiry, curiosity for self and others
- Bringing hard stuff and what's not working to light
- Open to possibility
- Supported
- Feel trustful of the process
- Easier to participate
- Good/Helpful experience
- Easier (process, deliverables, outcomes, better experience)
- Less confusing
- Alignment
- Good governance (invisible when happening/feels organic)
- Networking
- People experiencing success
- Might not look good but feels good
- Doing a clear and smooth transfer of care
- Grounded in the understanding **its not a competition**



What are early signs of strain in relationships or collective capacity?

- Side eyes – judgement
- Circular communication
- No results
- Hard heartedness
- Closed to learning, opportunity, engagement, curiosity
- Isolation
- Shell
- Withdrawn, reactive, disengaged
- No reflection or self-introspection
- Questioning self and others
- Microaggressions
- No clear purpose
- Dismissed
- “Why should I?”
- Personality conflict
- Communication style (different types)
- Policies
- Micromanagement
- Different values
- Not being on the same page (clear guidelines)
- Sense of competition
- Unrealistic expectations
- Sense of isolation
- Communication breakdown
- “Canary in the coal mine” – CHECK IN
- Assume greater complexity - HALTSS



Mental Health & Collective Capacity

What does your organization bring to the network?

- Opportunity
- Paid work experience program
- Skill building
- Building confidence
- Personal health & wellness (for all ages)
- Community
- Equitable & inclusive environment
- Systems, referral pathways communications to the public
- Sharing resources
- Bring referrals to free programs
- Archway brings support/ employees to share / support other programs
- Collaborative
- Cyrus – shelter, safety, food, connections, supports, fun activities
- Lookout Housing – SROS shelters, ADI, unhoused, no fixed address, transitioning to housing, ID, dentist
 - connection to service providers
 - small and large steps
 - seniors with no support, no family but barriers that make steps difficult
- Pivot Point: complex care, tutoring, neurodiverse supports
- Xyolhemeylh: shifting from intervention to prevention
- SARA for women: shelter, counselling, child minding needs indicate services connect with needed resources, ie income assistance, legal aids

What kinds of connection would support your work right now?

- Housing
- Advocacy
- Help with navigating the medical system
- Outreach programs
- Transportation
- RESOURCES \$\$\$
- Having someone to help others find purpose to living and continuing on
- Celebrate the wins together! (Post it wall?)
- Clear direction on pathways
- Collectively advocating / support to give better resources
- Facilitating more education on what we do, what we offer