

TRAINING SUPPLEMENT FOR
BRIDGES
out of
POVERTY

STRATEGIES *for*
PROFESSIONALS
and COMMUNITIES

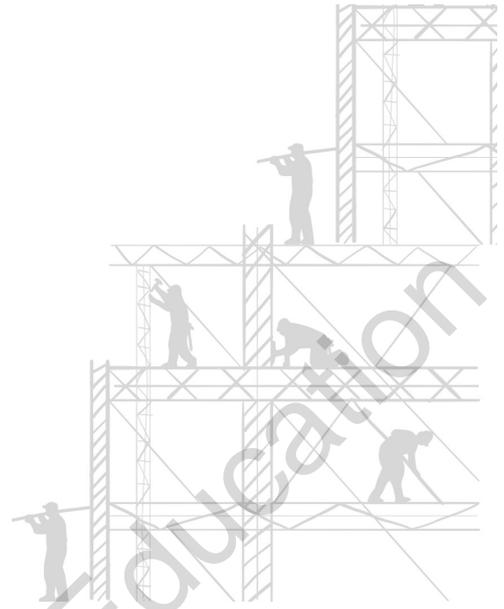
Third edition
with new features

Ruby K. Payne
Philip E. DeVol
Terie Dreussi-Smith

TABLE OF CONTENTS

Introduction	1
Mental Models of Economic Class	8
Research Continuum	20
Hidden Rules	25
Resources	29
Language	35
Family Structure, Function, and Stability	44
Bridges Constructs	48
Creating Relationships and Tools	50
Appendix	53
Strategies	54
Utilizing the Bridges Concepts	56
Could You Survive in Poverty, Middle Class, and Wealth Quizzes	57
Institutional Resources Quiz	60
Bridges Communities—Criteria for Bridges Community Designation—A Thinking Tool	62
14 Thinking Tools for Bridges Out of Poverty Initiatives	66
Bibliography and Suggested Reading	87

INTRODUCTION



How to make the best use of the *Bridges Out of Poverty* Training Supplement

Welcome to the Bridges Out of Poverty training.

This supplement to the Bridges training is designed to enhance your learning by highlighting mental models and core concepts that make our approach to poverty unique.

If you are attracted to this work and begin to apply and own it at a personal level, you will find that it deepens your perspective and your work. As you move across the five stages of skill development from novice to expert, you will find that you have lots more to learn and eventually a lot more to share with others.

Having this supplement on your shelf will put the key concepts at your fingertips as you begin to apply Bridges strategies. This, however, cannot replace the books upon which the training is based. We suggest you read *Bridges Out of Poverty* and *Bridges to Sustainable Communities* for a thorough understanding of the material. The supplement does not include every slide the presenter uses; there are simply too many for that to be feasible. The white space on these pages leaves room for your notes and ideas on how you might use the concepts at a personal level, in your organization, and/or in your community.

Since 1999, when *Bridges Out of Poverty* was first published, learning communities have formed in many organizations and communities. Depending on your interests, the areas to expand learning might include engaging people in poverty in the work of building better communities. Or you might explore how to use Bridges concepts in your discipline or sector. Bridges is being used in early-childhood development, education, healthcare, housing, reentry, faith communities, and the workplace. When visiting the aha! Process website, you'll notice that there are now books for these sectors in addition to books on new topics.

Bridges Out of Poverty Training Supplement

References are made in the supplement to *Getting Ahead in a Just-Gettin'-By World*, a workbook that people in poverty, called investigators, use in facilitated groups to examine the impact that poverty has on them and their communities. The investigations lead to the development of SMART goals and a new future story for the investigators.

By engaging people from all three classes, Bridges has grown into a movement that generates new strategies and solutions that are locally based and community-specific. Happily, many of these innovations have been adapted in many Bridges sites and have spread across the U.S. and in six other countries.

The Bridges learning community now includes an annual conference, regular webinars on many topics, phone conferences for practitioners, and, of course, social media. In addition, practitioners are invited to read articles in the *From Vision to Action* book series. These peer-selected compendiums describe the innovations and best practices of people like yourself and can be found on our website.

By attending this workshop, you become eligible to become a certified Bridges trainer and a certified facilitator for Getting Ahead for your institution. Experience shows that certified trainers are necessary to carry the message to more people in your institution and in Bridges communities. They also help deepen the work, as institutions begin to apply the concepts, redesign programs, and make changes in procedures and policies.

aha! Process offers additional strategies

The explosion in learning that occurs in a number of Bridges sites is captured and shared through the aha! Process website, Facebook page, and newsletters. In addition, many Bridges sites have their own websites and newsletters. aha! Process has published several books and offers trainers and consultants to support the implementation of Bridges concepts.

Enjoy the Bridges workshop! Thanks for all that you are doing to make your community a place where everyone can live well.

Philip E. DeVol

