

For community members, employers, members of community organizations and service agencies, and individuals who work with people experiencing poverty

Stack of 4 Micro-Credentials for *Bridges Out of Poverty*
by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith



- Earn 4 Bridges Out of Poverty micro-credentials
- No fee! You only pay the cost of materials: \$250

The following materials will be provided:

- **Book:** *Bridges Out of Poverty* by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith
- **On-Demand Workshop:** Bridges Out of Poverty—Individual Lens
- **On-Demand Workshop:** Bridges Out of Poverty—Institutional Lens
- **On-Demand Workshop:** Bridges Out of Poverty—Community Lens
- **Book:** *Bridges Across Every Divide* by Philip E. DeVol and Eugene K. Krebs

- **Directions:**

1. Create a Bridges Out of Poverty micro-credential portfolio.
2. Complete the badge requirements for each micro-credential and record responses in your portfolio.
3. Complete the emailed data sheet to indicate your completion of the required tasks.
4. Submit your completed data sheet online.

- **Time requirement for each micro-credential:** approximately 10 hours
- **Technical requirements:** the availability of a computer or tablet with Internet access
- **Research foundation:** see bibliography of *Bridges Out of Poverty*

Micro-Credential 1 of 4 for Bridges Out of Poverty Individual Lens

From *Bridges Out of Poverty*, Section I, you will gain

- A lens for building partnerships with business, education, government, healthcare, social sector, and faith-based groups to transform the lives of individuals, organizations, and communities
- A broad overview of concepts related to poverty, as well as a deeper understanding of poverty through the lens of economic class
- Concrete tools, skills, and strategies for a community to alleviate poverty and create sustainable communities and specific strategies for improving outcomes
- Poverty research and a theory of change, and the ability to analyze poverty through the prism of the hidden rules of class, resources, family structure, and language

Badge requirements:

1. View the on-demand Bridges Out of Poverty Individual Lens workshop, available at www.ahaprocess.com.
2. Read Section I (chapters 1–7) and Appendix A of *Bridges Out of Poverty* by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith.
3. In your portfolio, create and complete a chart like the one below as evidence of your work for this credential by writing a 3–4 sentence summary of each component.

Component	3–4 Sentence Summary
Bridges key points	
Four Bridges lenses	
Resources	
Mental models of resources	
Causes of poverty	
Mental models and hidden rules of poverty, middle class, and wealth	
Language registers	
Building relationships	
Bonding and bridging capital	
Bridges constructs	

Micro-Credential 1 of 4 for Bridges Out of Poverty

Individual Lens

(continued)

4. In your portfolio, paste and complete the following resource assessment for one of your students or one of the case studies on pages 10–15 in the *Bridges Out of Poverty* book, following the directions on page 10.

Resource assessment for _____ (Name)	1	2	3	4	5	Not sure
Financial						
Emotional						
Mental						
Language						
Social capital						
Health						
Spiritual						
Integrity and trust						
Motivation and persistence						
Relationships/role models						
Knowledge of hidden rules						

5. List two observations concerning the resource builder model on page 41 of *Bridges Out of Poverty*.

6. Identify the two Bridges constructs (page 108) that most profoundly impact your lens for viewing poverty.

Micro-Credential 2 of 4 for Bridges Out of Poverty Institutional Lens

From *Bridges Out of Poverty*, Section II, you will learn about

- How to apply the Bridges lens within the institutions in which we work
- How to develop a client life cycle from the client/customer point of view to reveal areas where our institutions create barriers to change and positive client outcomes
- Identifying and analyzing our institutional theory of change
- Reviewing and practicing effective stages of change and motivational skills
- Using hidden rules and language constructs in practice
- Identifying which areas of the poverty research continuum your institution addresses
- Barriers to collaboration among organizations
- Ranking the strengths and resources of organizations
- Analyzing your organization: Is your organization a Bridges organization?

Badge requirements:

1. View the on-demand Bridges Out of Poverty: Institutional Lens workshop, available at www.ahaprocess.com.
2. Read Section II (chapters 8–11) of *Bridges Out of Poverty* by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith.
3. In your portfolio, create a chart like the one below, and write a 3–4 sentence summary of each component.

Component	3–4 Sentence Summary
The customer life cycle	
What's your theory of change?	
The motivational approach	
Retrofitting your organization with the Bridges Institutional Lens	
Causes of poverty	
Mental models and hidden rules of poverty, middle class, and wealth	
Language registers	

Micro-Credential 2 of 4 for Bridges Out of Poverty

Institutional Lens

(continued)

4. In your portfolio, write a brief assessment of your institution in relation to the steps that need to happen before the customer life cycle.

Bridges training	
Societal lens work	
Big-picture thinking	
Value and communication	
Information flow	
Flexibility	
“Okay to say”	
Mindsets and heart-sets	
R-E-S-P-E-C-T	
Life cycle and “land mines”	

5. Complete the institutional resources quiz on pages 166–167 of *Bridges Out of Poverty* to reflect your assessment of your organization.

Micro-Credential 3 of 4 for Bridges Out of Poverty Community Lens

Bridges Out of Poverty, Section III, highlights the following topics

- Begin with the end in mind
- The Getting Ahead series and methodology: Getting Ahead is different
- Partnerships in healthcare
- Community sustainability grid
- Social capital and community assessment
- Analyzing resources: “getting by” vs. “getting ahead” resources
- Two-generation program
- Felon reentry class
- Bridges workshops for the community
- Bridges attorney
- Getting Ahead graduate results, CharityTracker reports
- Bridges steering committee
- Typical steps for developing a Bridges community
- Criteria for a Bridges community

Badge requirements:

1. View the on-demand Bridges Out of Poverty: Community Lens workshop, available at www.ahaprocess.com.
2. Read Section III (chapters 12–14) of *Bridges Out of Poverty* by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith.
3. In your portfolio, respond in writing to at least three of the nine questions related in Section III of *Bridges Out of Poverty* on page 223.

Question number	Answer

Micro-Credential 4 of 4 for Bridges Out of Poverty Policy Lens

Bridges Out of Poverty, Section IV, offers

- A table at which all voices are heard and valued
- A common language to address the complex issues of poverty
- Proven skills, strategies, and innovations for communities across the United States
- Practical advice for individuals who are new to the world of policy making
- Action steps for community members, public officials, and decision makers
- Methods to create human services policies to reduce generational poverty

Badge requirements:

1. Read Section IV (Chapters 15–17) of *Bridges Out of Poverty* by Ruby K. Payne, Philip E. DeVol, and Terie Dreussi-Smith.
2. Take the quiz “Is your advocacy sufficient?” on pages 246–247 of *Bridges Out of Poverty*. Then read the follow-up discussion on pages 248–257. Respond in writing to Question 4 on page 259.
3. Read *Bridges Across Every Divide*. Describe how you might apply one policy or practice from the book to your community efforts.

Wrap-up activity:

Read *Bridges Out of Poverty* appendices C and D.