



**thread**

THE NEW SOCIAL FABRIC<sup>®</sup>



# It Takes **Relationships**

“

**9th graders in the  
bottom 25% of  
their class.**

”





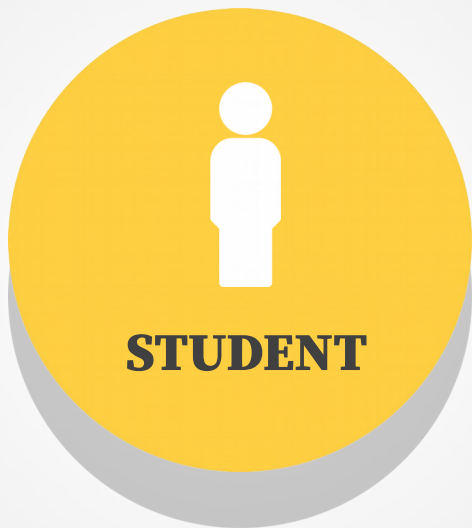
A Ten Year  
**Commitment**



**FAMILY  
MEMBER**



**FAMILY  
MEMBER**



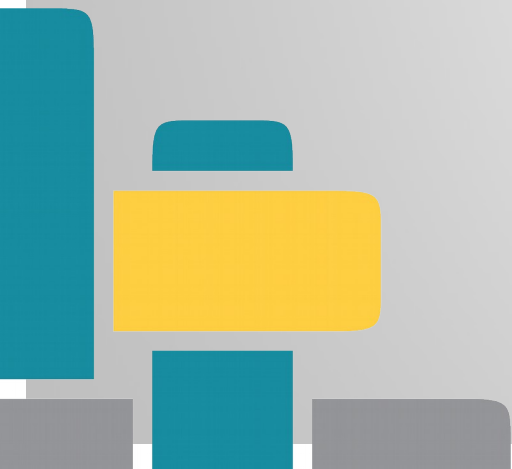
**STUDENT**



**FAMILY  
MEMBER**



**FAMILY  
MEMBER**







**FAMILY  
MEMBER**



**FAMILY  
MEMBER**



**STUDENT**



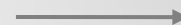
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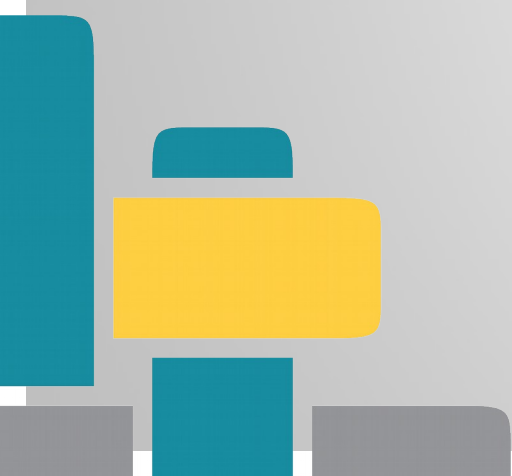
**HEAD OF  
FAMILY**



**GRAND  
PARENT**



**STAFF  
MEMBER**





**How do we transform these connections into a movement?**





**Everyone is on a journey**

**Our journey is guided by the  
relationships with ourselves and others**

**Everyone has a coach**



**FAMILY  
MEMBER**



**FAMILY  
MEMBER**



**STUDENT**



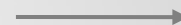
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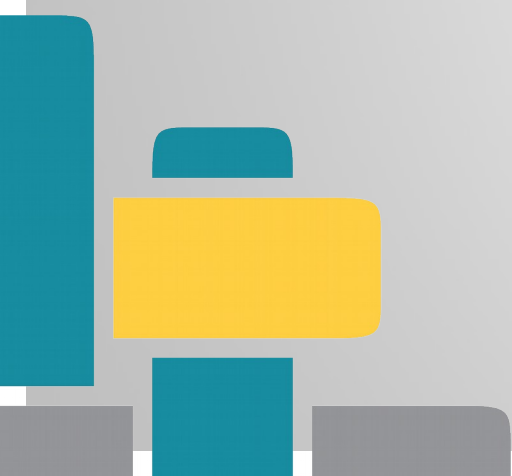
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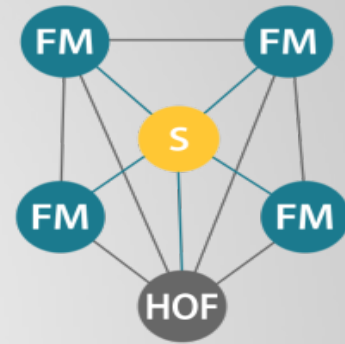
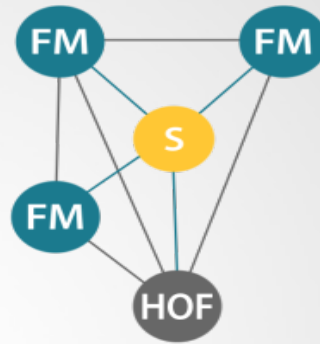
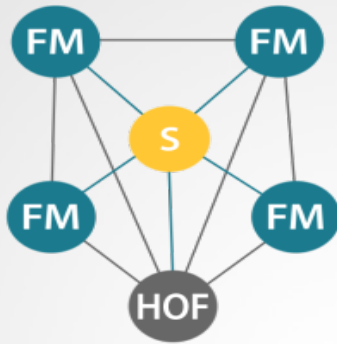
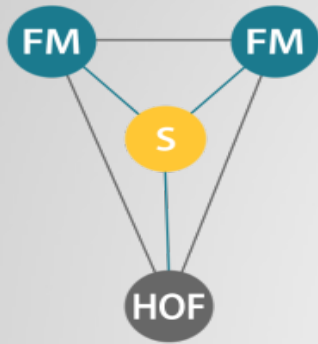
**GRAND  
PARENT**



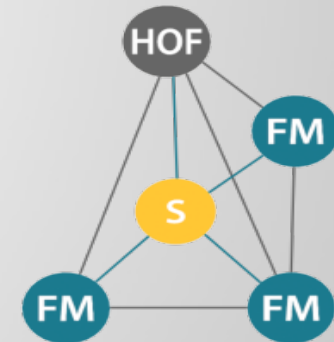
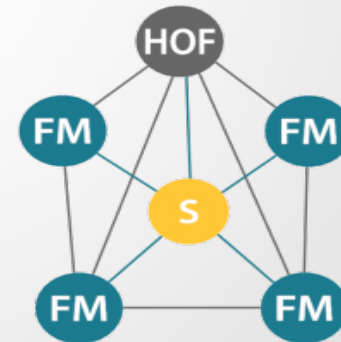
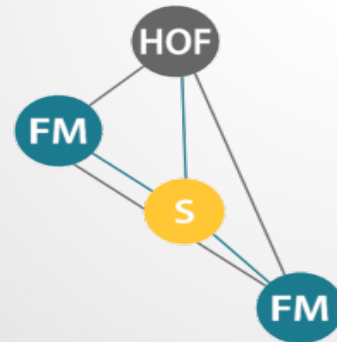
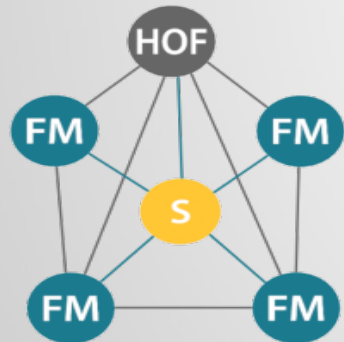
**STAFF  
MEMBER**

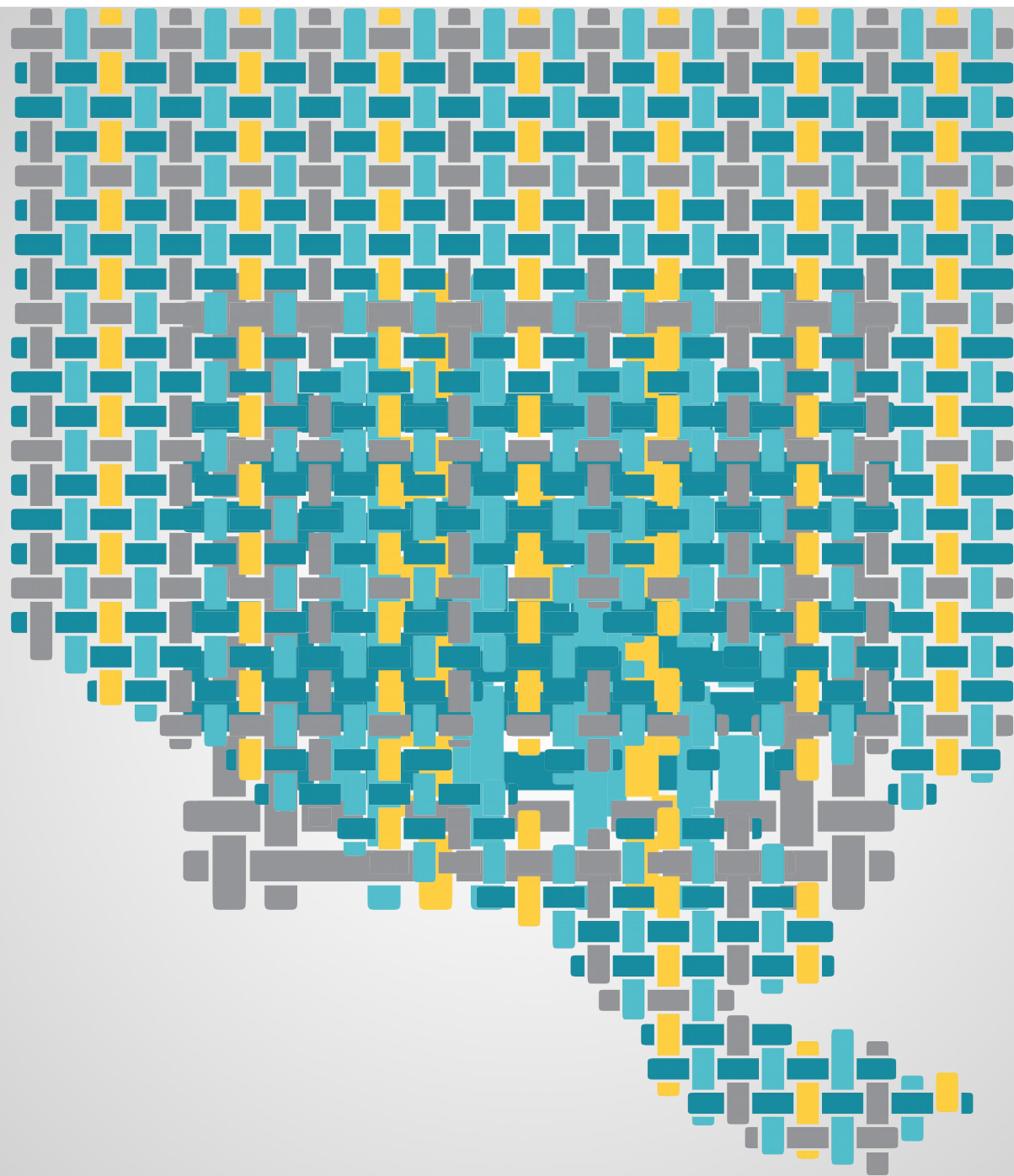


# threads



Grandparent GP Grandparent





Relationships don't scale.  
**Norms do.**

**Norms dictate how we show up in  
our relationships**



# Core Competencies

**In Thread, we have Core Competencies that norm HOW we engage with one another. They are the actions and beliefs that define how we approach our relationships.**

- **Show All the Way Up**
- **Fail Forward**
- **Treat Relationships as Wealth**
- **Learn from All Voices**

# Core Competencies

Show All The Way Up	Fail Forward	Treat Relationships As Wealth	Learn from All Voices
Be physically and authentically present	Be willing to engage in an iterative change process, appreciating the small wins that occur on the journey	Recognize the inherent value of ALL people, and that we all bring something to the table	Start with the assumption that people have the best intentions
Recognize your own inherent value	Give and receive constructive feedback (tell the truth with kindness, call a thing a thing)	Understand that your ability to thrive is bound up in others' ability to thrive	Make the table accessible
Understand, embody, and communicate that you understand you have room for growth	Utilize feedback to grow	Meet ALL people where they are	Actively listen to all voices while letting your voice be heard
Challenge yourself and push through discomfort to connect deeply with others	Share with others how you are changing and how you have changed	Intentionally build relationships across lines of difference	Identify the value added by yourself and others, looking for unique capabilities







Make everyone feel  
**Seen + Understood**

# 85%

GRADUATION RATE  
**FROM HIGH SCHOOL**

# 83%

COMPLETION OF A 2 OR 4 YEAR  
**DEGREE OR CERTIFICATION**



# 20K

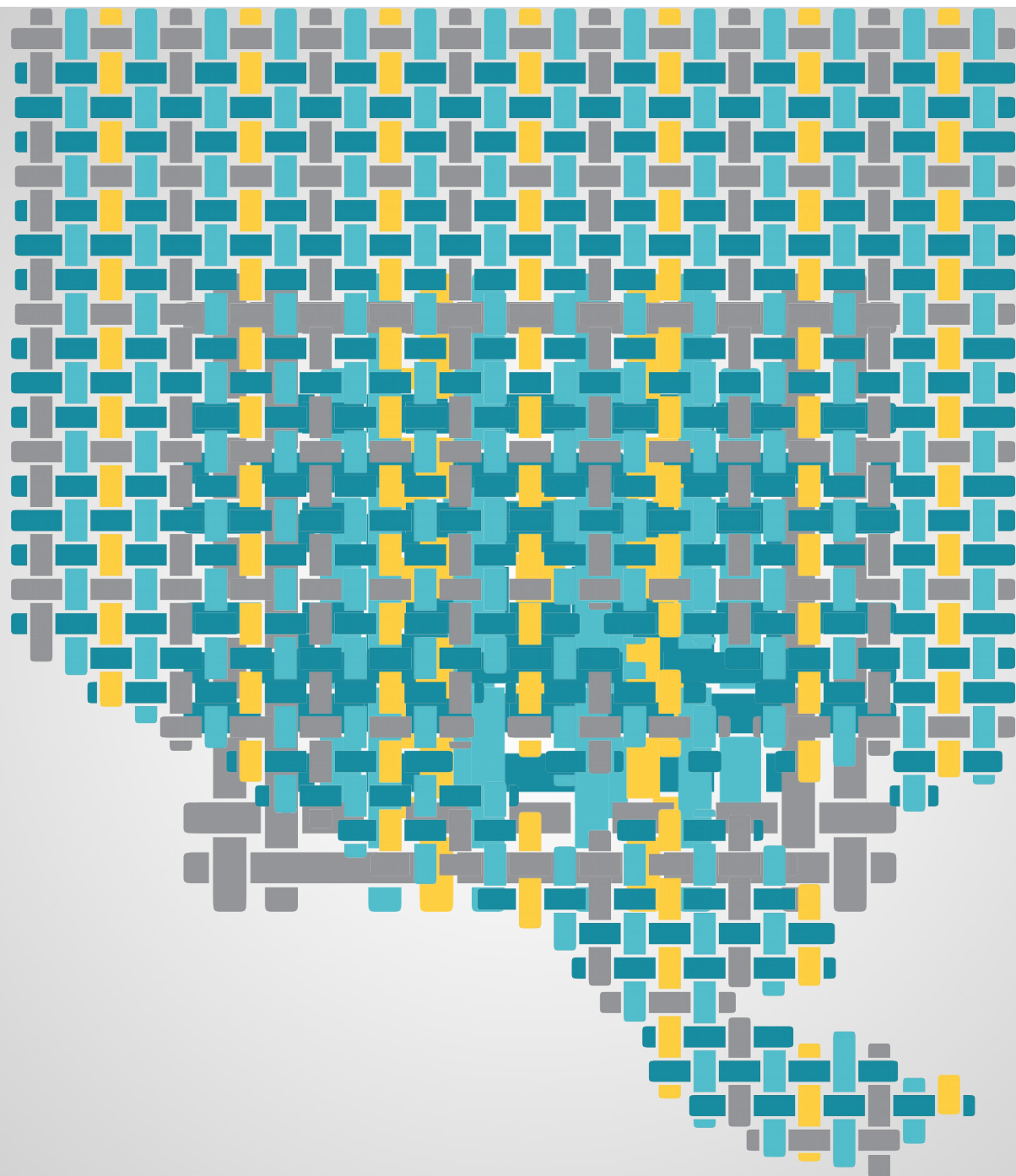
BALTIMOREANS

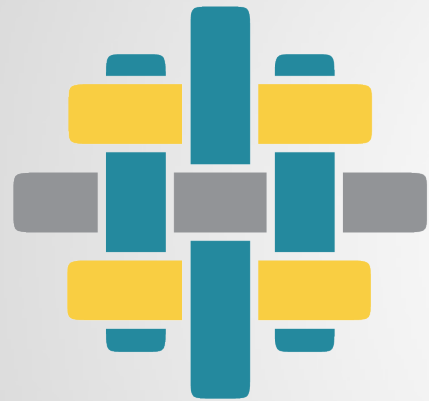




**A GANG OR  
A SORORITY**







**thread**

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# **Introductions & Norms**

# INTRODUCTIONS



**Preferred Name**



**Preferred Pronouns**



**“Something that no one here knows  
is...”**

# What's a norm?



# TODAY'S NORMS

- 1. Assume Best Intentions**
- 2. Call out the “Ouch.” Own the “Oops.”**
- 3. Step Up, Step Back**

# Privilege of Relationships

# What's privilege, really?





**“...implicit or systemic advantages that [certain people] have relative to people”**

# FORMS OF PRIVILEGE

**Race**

**Socioeconomic**

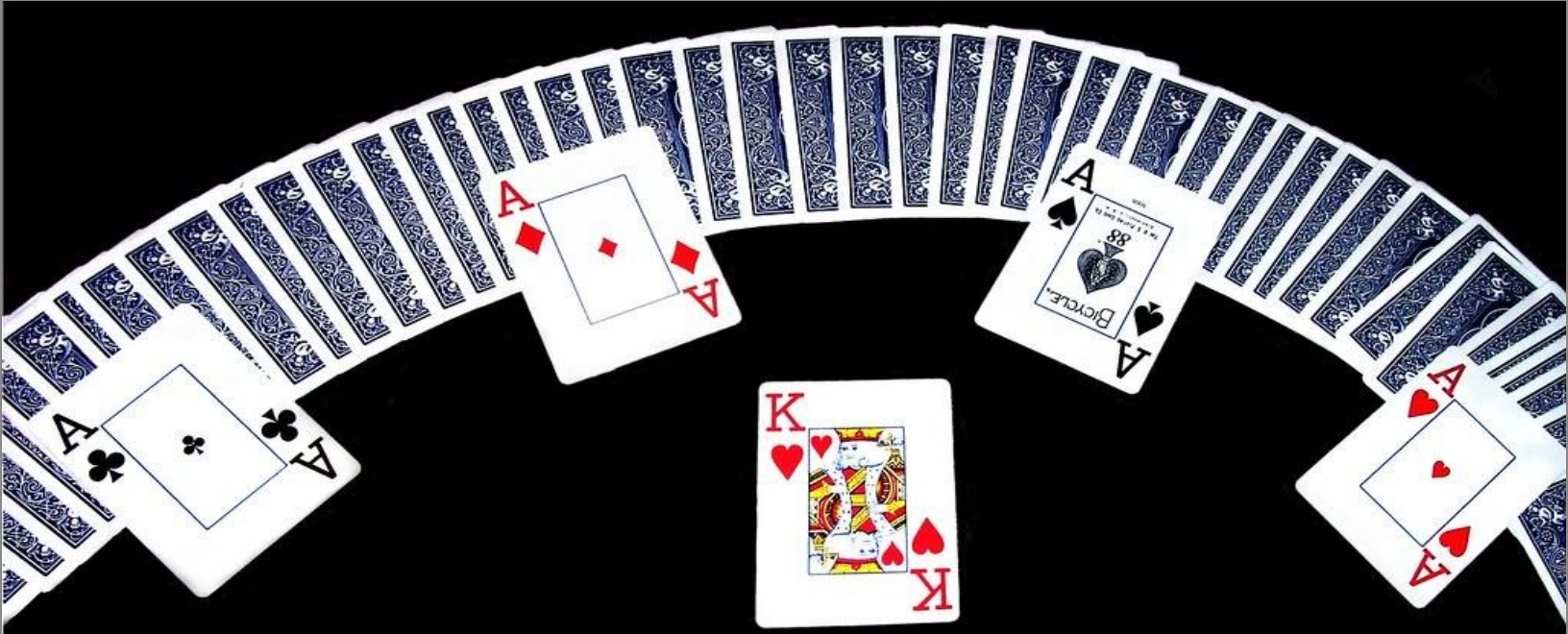
**Gender**

**Sexuality**

**Religion**

What happens when we **rethink**  
**privilege?**

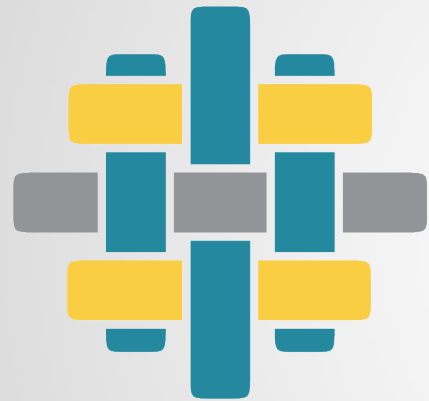
Let's play a game.



# REFLECTION

- 1. How did this activity make you feel?**
- 2. How can you apply what you've learned to current and future relationships?**
- 3. In what ways are your relationships diverse or not (in any dimension you choose)?**
- 4. When have you had to lean on a relationship(s) to overcome a barrier?**

# Questions?



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