

September 17, 2025

Dignity Is the Intervention

Presented by Latecia Hill, JI-RPS
Texas Homelessness Network Conference



GATEWAY
Alliance Project

About the Presenter

Latecia Hlil, JI-RPS is a Life & Business Coach, Criminal Justice Advocate, and Motivational Speaker living in Garland, Texas. A justice-impacted professional, she empowers women and girls, improves reentry pathways for those reintegrating society, and creates diversion opportunities for youth. Founder of the Gateway Alliance Project, and active with Clean Slate Initiative and TimeDone Campaigns, Latecia amplifies marginalized voices and drives systemic change.

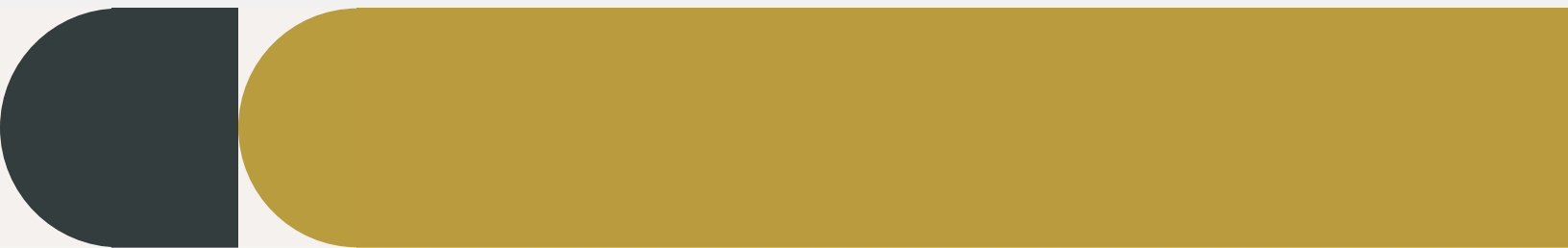


GATEWAY
Alliance Project



“Stand, Sense, Reset”

A QUICK INTERACTIVE GROUNDING EXERCISE TO REFOCUS





Objectives

- Tangible practices to reduce harm in everyday service interactions
 - Strategies for boundary-setting, emotional resilience, and community care
 - Tools to reconnect to purpose and avoid burnout in high-stress roles
-

Why Dignity

"THE FOUNDATION OF TRUST, HEALING, & BELONGING"

- Personal story of justice impact & reentry
- How loss of dignity shows up in homelessness systems

Reframing the Narrative

"CHANGING THE WORDS THAT CHANGE LIVES"

- From 'fixing people' → to 'supporting humans'
- Language matters



Organizational Practices

SHAPING CULTURE THROUGH DAILY PRACTICES

- Intake processes that strip autonomy
- Rules that prioritize control over care

Embedding Dignity in Practice

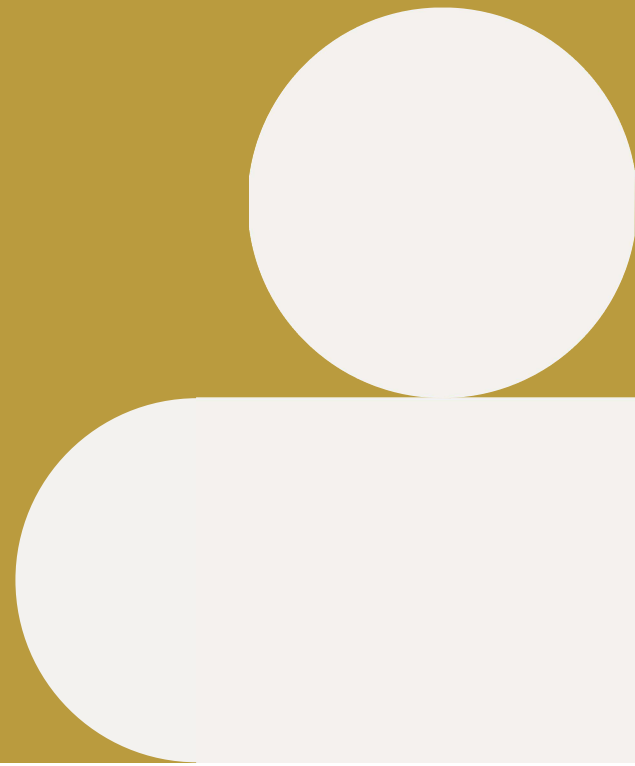
SMALL SHIFTS, LASTING CHANGE

- Listening first
- Reducing harm through flexibility
- Restorative approaches



Reflection

- Think of a time you felt unseen vs. valued
- How did it affect your choices?



Defining Dignity in Practice



Autonomy

Honoring Choice
as a Form of
Power



Respect

Seeing the Whole
Person, Not the
Problem



Belonging

Creating Space Where
Everyone Fits



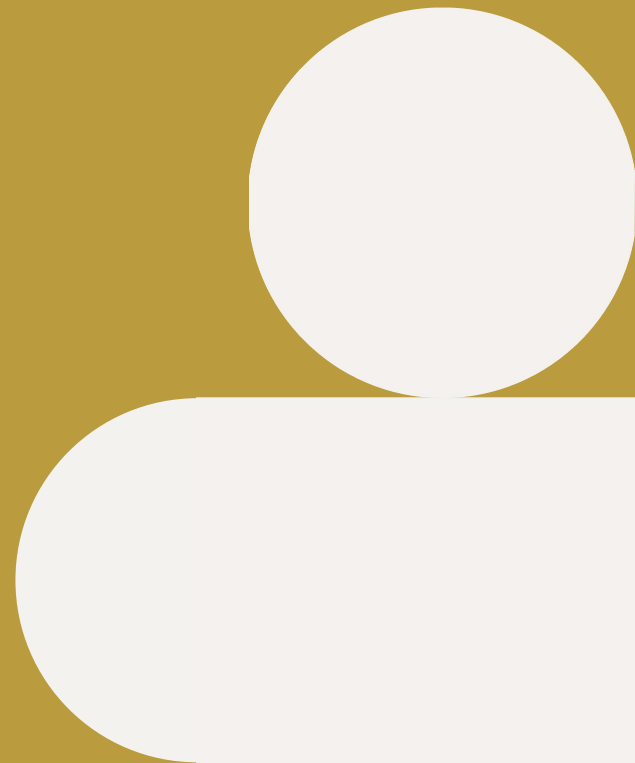
Voice

Centering Stories in
Their Own Words



Dignity Audit

- Where do people lose dignity in your process?
- How can it be restored?



Organizational Strategies

CREATING CULTURES OF CARE AND ACCOUNTABILITY

- Train staff in dignity-centered approaches

- Policy advocacy & system practice alignment

- Elevate lived experience leaders
-



Peer Support as a Bridge

- Role of Justice-Impacted Reentry Peer Specialists
- Community-based solutions

Key Takeaways

1

Respect

Systems change starts
with language &
mindset

2

Belonging

Everyone is a dignity-
keeper

3

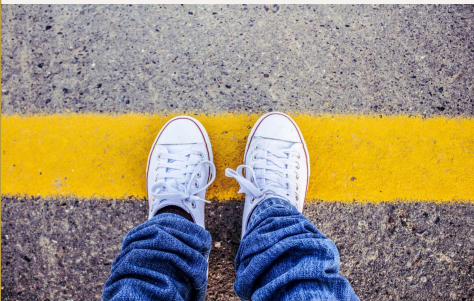
Voice

Dignity is not an add-
on, it IS the
intervention



Strategies

BOUNDARY-SETTING



- Clarify your limits: Identify what you can and cannot take on, both physically and emotionally.
- Use clear communication: Politely but firmly communicate your availability and capacity.
- Schedule intentional breaks: Build short pauses into your day to recharge.
- Protect personal time: Avoid overextending into evenings, weekends, or personal obligations.
- Delegate or share responsibility: Empower team members to share tasks rather than taking

EMOTIONAL RESILIENCE



- Practice mindfulness: Daily meditation, breathing exercises, or grounding techniques.
- Acknowledge emotions: Name and validate your feelings without judgment.
- Reframe challenges: Focus on what can be controlled and view setbacks as learning opportunities.
- Cultivate optimism: Keep a gratitude journal or reflect on positive moments.
- Seek support: Reach out to mentors, coaches, or peers when facing stress.

COMMUNITY CARE



- Build supportive networks: Connect with colleagues, friends, or peer support groups.
- Share workload and wins: Celebrate successes and collaborate to lighten burdens.
- Foster inclusion: Encourage open dialogue, active listening, and mutual respect in your team.
- Engage in collective wellness: Organize or participate in team wellness activities or check-ins.
- Give back mindfully: Volunteer or mentor in

Tools

HELP RECONNECT TO PURPOSE AND PREVENT BURNOUT IN HIGH-STRESS ROLES

Self-Awareness & Reflection

Physical & Mental Well-Being

Boundary-Setting & Time Management

Connection & Support

Purpose & Meaning

Resilience & Growth

Lead with Care, Protect Your Energy, Stay Connected

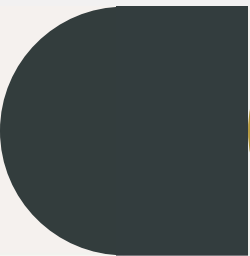
As you leave this session, commit to putting what you've learned into practice:

Reduce Harm Daily: Apply tangible strategies in every interaction to create safer, more respectful spaces for those you serve.

Set Boundaries & Build Resilience: Protect your energy, practice emotional self-care, and strengthen your capacity to respond effectively under stress.

Reconnect to Purpose: Use the tools provided to stay aligned with your values, prevent burnout, and maintain your sense of impact.

Invest in Community Care: Lean on peers, mentor others, and contribute to a culture that supports collective well-being.





Questions?

September 17, 2025

Thank You

Latecia Hill, JI-RPS

Founder / Executive Director

Gateway Alliance Project

gatewayallianceproject.org

gatewayallianceproject@gmail.com

469-981-9158



@gatewayallianceproject



GATEWAY
Alliance Project