

FALL  
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22

THE FUTURE OF  
**WORK AND  
LEARNING**

Imagining a Collaborative Space Centering  
Chicago's BIPOC Communities



THE FUTURE OF

# WORK AND LEARNING

**Imagining a Collaborative Space  
Centering Chicago's BIPOC Communities**



A 2023 CHIBYDESIGN COLLABORATION



“There is no end to education. It is not that you read a book, pass an examination and finish with education. The whole of life, from the moment you are born to the moment you die, is a process of learning.”

---

**JIDDU KRISHNAMURTI**

*Philosopher and Writer*

---



# DESIGN Partner



ChiByDesign is a social and civic innovation design firm pioneering the use of co-design and social science approaches. We are a Black-owned, people-of-color-led organization, where we welcome and nurture new perspectives.

We are bold in our collaborative approach to create anti-racist outcomes. We view social and civic concerns through an anti-racist lens. We seek to understand and redesign the social technologies that create inequities and power-based structures. We are firm believers that empowering the folks closest to the challenge with the tools and mindsets of design can unlock limitless creative and effective solutions. Our work is grounded in co-creating an equitable and sustainable future with you.



**Chris Rudd**  
Founder + CEO



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**Kendell Miller-Roberts**  
Intern, Design Strategist



**Tommie Collins**  
Project Lead +  
Design Strategist



**Fredo Vega**  
Intern, Visual  
Communications Designer

# PROJECT **Partners**



## **CHICAGO SCHOLARS**

Chicago Scholars is the largest college access and success program in Chicago serving more than 5,000 Scholars and Alumni each year in our seven-year college access and success mentoring and career support program. Committed to moving the dial for Chicago's youth, the organization works to develop deep collaborations with community-based organizations and has a national network of more than 190 selective enrollment and ivy league college and university partners.



## **IMENTOR**

iMentor builds mentoring relationships that empower first-generation students from historically marginalized communities to graduate high school, succeed in college and career, and achieve their ambitions. iMentor partners with high schools in which a majority of students will be first-generation college students, and we match every student in a school with a college-educated mentor who commits to supporting a student for two years in high school and two years in a post-secondary setting. The final two years are flexible and virtual, and mentoring pairs have the option to continue their relationship through college completion.



## **A BETTER CHICAGO**

A Better Chicago is changing how Chicago fights poverty by investing in bold ideas that create opportunity for our youth. At A Better Chicago, our mission is to build a more equitable city for our young people and future generations. We know that giving our young people the tools they need to thrive—steady access to essential needs, holistic social-emotional supports, a world-class education, a family-sustaining wage—can lead to breaking the cycle of poverty for this generation and generations to come.



## **TED MOUDIS ASSOCIATES**

Ted Moudis Associates designs workplaces that provide sustainable environments and flexible workplace solutions built for longevity, productivity, and enjoyment. We believe that a built space should not only reflect but also enhance an organization's culture and values. Businesses today face an unprecedented mix of social, economic, environmental, and technological challenges. Our diverse staff of multi-disciplinary experts in the fields of architecture & interior design, workplace strategy, change management, brand integration, and furniture coordination help our clients to meet these challenges.



## PARTICIPATING **Organizations**

Chicago Scholars

Youth Guidance

Black is Gold Organization

iMentor Chicago

Chicago HOPES for Kids

Teachers Supporting Teachers

Metropolitan Family Services

City Colleges

Family Focus

AIDS Foundation Chicago

COOP Careers

iMentor Chicago

UtmostU

Chicago Jobs Council

Urban Initiatives

Cristo Rey HS

A Better Chicago

Boys Hope Girls Hope Illinois

Columbia University

Territory NFP

Pitch In

# EXECUTIVE SUMMARY

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## EXECUTIVE SUMMARY

# The Future of Work and Learning

Chicago Scholars and iMentor have committed themselves to redefining work and learning. In collaboration with ChiByDesign, these organizations are actively engaging in a process to design a shared space for Chicago's youth and the organizations that serve them. One of the participant groups involved in the project described the space they envisioned as:

**“A first-of-its-kind collaborative space is rooted in celebrating. This new diverse, equitable, and inclusive space was developed with a design thinking lens to foster belonging and pride in the diverse identities of the people it serves. It includes accessible technologies and spaces for collaboration, decompression, productivity, and peace. Within this space, it was highlighted that the whole person is acknowledged.”**

Many non-profit organizations in Chicago are working with Black and Brown students to solve challenges related to college persistence for public school graduates and provide the necessary tools, resources, and experiences to ensure their success. Despite their services and approaches having great synergy, these organizations have not taken the opportunity to collaborate and provide joint services to Chicago youth, hence, a need for a new cross-organizational collaborative space.

Additionally, the COVID-19 pandemic highlighted and exacerbated the constraints of work and learning in their traditional forms—antiquated technology, the lack of access to the internet and computers at home, the lack of retaining information while learning, and many more barriers that interfere with effective collaboration and communication. Reimagining this space for non-profits and Chicago's most marginalized communities has to expand beyond the traditional approaches of work and learning. Therefore, youth and education sector stakeholders who will occupy and benefit from this new space were involved as co-designers. They recommended Chicago Scholars and iMentor lead with the following visions: **Caretaker**, **Connector**, and **Catalyst** (review the collages on pages 11-13 to understand what the space should accomplish and embody).

# CARETAKER

Protecting and nurturing collective and individual wellbeing by fostering inclusivity.



# CONNECTOR

Facilitating interpersonal connections by fostering seamless collaboration and creating opportunities for people to build relationships beyond work.



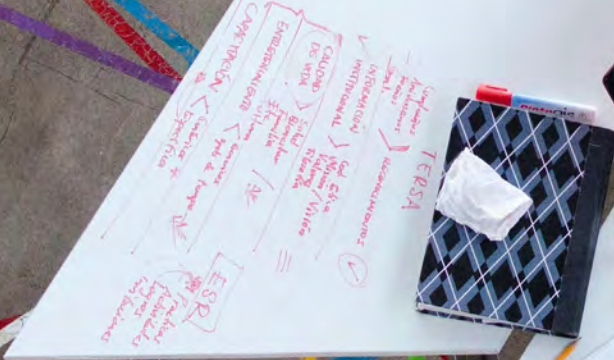
# CATALYST

Activating stakeholders' agency to develop their own personal and professional pathways and motivating them to pursue and achieve their desired goals.



# THE CHIBYDESIGN APPROACH

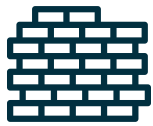
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# Goals and methodology

## GOALS

Chicago Scholars engaged ChiByDesign to facilitate a co-design approach that brought together nonprofit leadership and staff (program officers, managers, volunteers, and mentors) and youth (current students and alumni) to glean their expertise, lived experience, and imagination on the future state of work and learning based on the following objectives and deliverables:



To surface challenges of nonprofit staff and youth and understand what they need to be successful in their roles.



To determine how to effectively foster cross-organizational collaboration, professional and personal pathways, belonging, and well-being.



To develop a unified vision, design principles, and optimal governance structure for a new collaborative space.

Presenting these goals through a new collaborative nonprofit space designed by participants was practical in defining the principles and vision for the future of work and learning in Chicago.

## METHODOLOGY

We achieved this project's goals by engaging our workshop participants to co-create a shared vision through a two-step design process (pages 18-19). Incorporating these critical stakeholders into the design process informed the project's direction. It also specified the needs of nonprofit leadership, staff, and youth for this new collaborative model.

**Future Framing.** First, we virtually convened a Design Committee comprised of nonprofit leadership and staff to visualize cross-organizational collaboration, belonging, and wellbeing to co-design a vision for a future space of work and learning (see page 18 for visual).

**Prototyping Session.** In the second co-design session, nonprofit staff and youth tested these values and principles' desirability and feasibility by prototyping a new collaborative space that reflects their needs (see page 19 for visual).



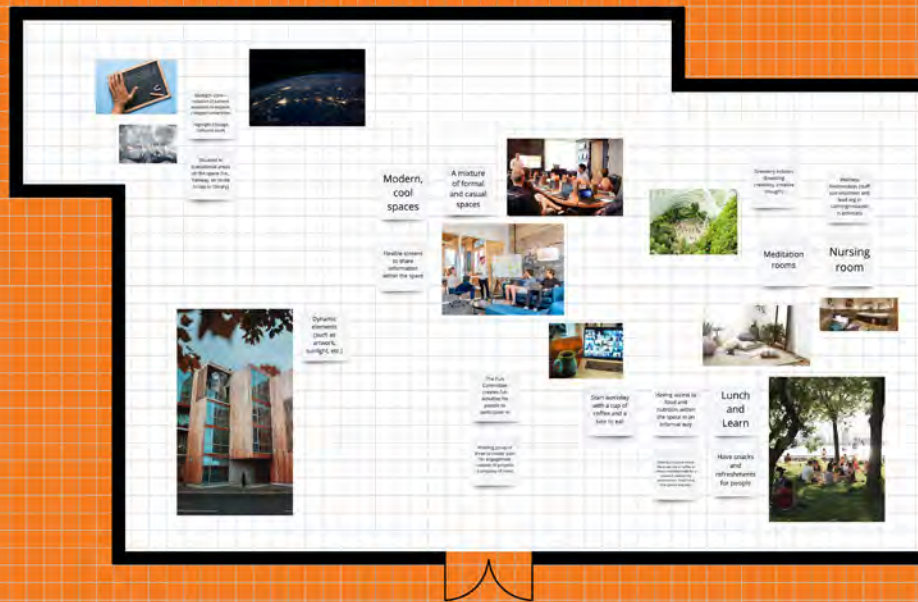


# FUTURE FRAMING

Cross-Organization Collaboration  
Idealizing a Shared Space

Belonging  
Idealizing a Shared Space

Wellbeing  
Idealizing a Shared Space



## Chicago Tribune

1 24 hours at [chicagotribune.com](http://chicagotribune.com)



### Inspire&Nourish

WRITTEN BY The Well-Being Group

**What is newsworthy about this space?**  
"Imagine yourself at On Site speaking with hundreds of representatives from colleges and universities across the country. Imagine that excitement, people laughing and talking. That is the energy of the space," says Max Bluscher, Senior Manager of Partnerships at Umoost.


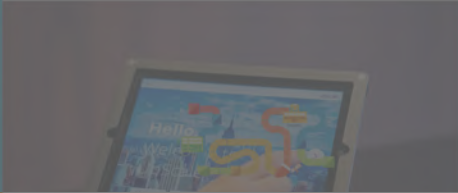







This is a welcoming space for staff, scholars, and volunteers. The interior reflects the excitement and energy of the organization.

**How did it accomplish that goal?**  
The space accomplishes this by flexibility for different kinds of activities, needs, grouping configurations, both flexibility," says Megan Wauscher, Director of Finance and Admin for Chicago Jobs Council.

"We covered aspects for people to show up as their full selves," says DeAnne Thomas, Studio Design Principal at Ted Moulis Associates. "We've gone beyond the usual corporate spaces, but focused on a human-centered space."

Catchy subtitle of article here or a more descriptive subtitle

# PROTOTYPING SESSION

<p>10 min</p> <h2>Instagram Campaign</h2> <p>Announce the grand opening of this new building you've designed in an Instagram post. Think about how you would want the larger Chicago community (and the world!) to learn about the new space. Consider the following questions:</p>	<p>chibypathways</p> 	<p>chibypathways</p> 	<p>chibypathways</p> 
<p>10 min</p> <h2>Instagram Campaign</h2> <p>Announce the grand opening of this new building you've designed in an Instagram post. Think about how you would want the larger Chicago community (and the world!) to learn about the new space. Consider the following questions:</p>	<p>thechicagoleadershipois</p> 	<p>thechicagoleadershipois</p> 	<p>thechicagoleadershipois</p> 
<p>10 min</p> <h2>Instagram Campaign</h2> <p>Announce the grand opening of this new building you've designed in an Instagram post. Think about how you would want the larger Chicago community (and the world!) to learn about the new space. Consider the following questions:</p> <ul style="list-style-type: none"> <li>• What is the name of the building?</li> <li>• What <b>three</b> pictures represent things about the space that is newsworthy?</li> <li>• What is the caption of your Instagram post that'll create excitement around this new building?</li> </ul>	<p>chicagoinnovationhub</p>  <p>chicagoinnovationhub</p> <p>In need of some high-speed internet and up to date computers? Come to our office located at [XX] to take advantage of our resources! 📡</p> <p>Write a comment</p>	<p>chicagoinnovationhub</p>  <p>chicagoinnovationhub</p> <p>Bring your dreams to life! Stop by for some inspiration! 🌟</p> <p>Write a comment</p>	<p>chicagoinnovationhub</p>  <p>chicagoinnovationhub</p> <p>Celebrating diversity! Youth-centered because this is what Chicago looks like. 🌍</p> <p>The Chicago Innovation Lab is more than an office. Come into our space to meet an amazing group of diverse youth. 🙌</p> <p>Write a comment</p>

# STAKEHOLDER RECOMMENDATIONS

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## RECOMMENDATIONS

# Findings

Through thought-provoking conversations and ideation sessions, participants created a framework to guide the development of a new space that is **innovative, youth-centered, and inclusive**. This new space must function as a Caretaker, Connector, and Catalyst for the various stakeholders in the education ecosystem. On the following page, you will learn more of the participants' recommendations for Chicago Scholars and iMentor based on the co-created visions and principles.





# Visions

**Caretaker.** Protecting and nurturing collective and individual wellbeing by fostering inclusivity.

**Connector.** Facilitating interpersonal connections by fostering seamless collaboration and creating opportunities for people to build relationships beyond work.

**Catalyst.** Activating stakeholders' agency to develop their own personal and professional pathways and motivating them to pursue and achieve their desired goals.



## COMMUNITY RECOMMENDATIONS

# Principles

### **Affirm individual identities.**

Cultivate a culture that celebrates individual identities through aligning the work with collective values.

### **Promote holistic well-being.**

Support the well-being of Chicago youth and staff beyond the services provided by resident organizations.

### **Honor differentiated work styles.**

Define and create mixed-use spaces that bolster individual working preferences.

### **Facilitate togetherness through nourishment.**

Amplify accessibility to nutrition and also utilize nourishment as an aid for connections and fostering community.

### **Leverage technology as a facilitator and navigator of the space.**

Ensure technology is accessible and reliable to support navigation of the built environment and also collaborative work.

**Foster a shared purpose.** Establish a collective vision that ensures the success and well-being of the staff and youth and maintains the space's integrity.

### **Enable staff and youth agency.**

Equip staff and youth with the tools, resources, and knowledge to contribute to decision-making and exercise their power.

**Celebrate achievement.** Prioritize individual personal and professional development as well as celebrate wins.

VISION



PRINCIPLE



INSIGHT



SUPPORTING QUOTES



HOW TO READ

# VISIONS & PRINCIPLES

We capture the importance of the visions with principles and community recommendations supported by dynamic insights and powerful quotes on the following pages. After the principles, there are some best practices and actionable ideas to fulfill them. Here is a simple diagram to explain how to process this information.

**Affirm individual identities.** Cultivate a culture that celebrates individual identities through aligning the work with collective values.

**Representing occupants' background in the space is important for building a culture of celebrating individual identity and not just tolerating.**

*A lot of orgs try to pass of toleration as inclusion, "it's okay if you're here". If you really wanna foster belonging, you need to celebrate those identities.*

*[We should] see Black and Brown people as soon as you walk in and all around the space.*

**Occupants desire the space (whether through objects or shared rooms such as bathrooms) to embrace and reflect their full identity— culture, values, gender, and more.**

*We [should] allow people to show up as their whole selves.*

*Our different backgrounds need to be celebrated.*

**Affirm individual identities.** Cultivate a culture that celebrates individual identities through aligning the work with collective values.

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*We [should] allow people to show up as their whole selves.*

*Our different backgrounds need to be celebrated.*

**Promote holistic well-being.** Support the well-being of Chicago youth and staff beyond the services provided by resident organizations.

**Creating opportunities for occupants to pause and center themselves is integral to meaningful work and holistic well-being.**

*I think bringing people's health and wellness into the work space fosters belonging.*

*Having a dedicated space that's always there allows people to be alone or in community.*

*A wellness room, space that can be multi-purpose... Things that support wellness, creativity and fun throughout.*

**A safe and welcoming environment should also address the holistic needs (physical, mental and spiritual health) of occupants of the space.**

*Meeting the needs of youth and families in terms of a dedicated space and resources fosters greater connections between those giving and receiving.*

*In order for youth to receive help the space needs to induce youth in a mental position to accept the help.*

*A dedicated space would help promote youth mental capacity to receive support and services.*

**Honor differentiated work styles.** Define and create mixed-use spaces that bolster individual working preferences.

**Though a highly collaborative space is a catalyst for the work, opportunities for solitude and privacy are also needed to accommodate differentiated work styles.**

*A lot of people automatically think of images of people together, but sometimes people need alone time (and that's going to make it a good space for me).*

*Sometimes we forget that solitude fosters a sense of belonging for people.*





Hallway of various murals that reflect Chicago neighborhoods, including Little Village.



Kiosk helps Marie navigate the space to access college advising and application support. Also, connect with an immigration lawyer to help with documentation.



Incorporating greenery into the space, for plants promote clean air and healing.



Developing her pathway allows her to complete high school and persist to college as a first-generation college student.

## THE CHALLENGE // MARIE'S COLLEGE DREAMS

Marie is coming to the space from little village to get support in their transition to college. They hope to go to a 4-year college next year but are a bit worried because they will be a first-generation college student and are undocumented.

## FUTURE OUTCOME

As Marie walks into the space, she interacts anonymously with a kiosk which navigates her to the "yellow section" of the space where she can receive college advising and application support. She's also referred to an immigration lawyer to help with her documentation. She walks through a hallway with different murals from Chicago neighborhoods on her way there. She immediately spots Little Village's "Un Milagro" mural with success stories of other young people from her community. Because of the space's focus on inclusion and care, Marie can now envision herself attending college on a full-ride scholarship and graduating with the opportunity to work in the US.

## CONNECTOR

**Facilitate togetherness through nourishment.** Amplify accessibility to nutrition and also utilize nourishment as an aid for connections and fostering community.

**Informal rituals for communal production and consumption of food supports well-being, cultivates meaningful connections and champions a caring community.**

*Breaking bread is community building across the board.*

*Having access to food and nutrition within the space in an informal way to get to know people more personally.*

*Moving to a place where there was tea or coffee or snacks available made for a pleasant, welcoming environment. Small things that goes a long way! Things that are light and fun and make you look forward to work.*





**Leverage technology as a facilitator and navigator of the space.** Ensure technology is accessible and reliable to support navigation of the built environment and also collaborative work.

**In the space, technology evolves from an individual tool to a collective platform that is accessible to everyone, flexible for multiple modes of collaboration, and reliable for communication.**

*Tech should be diverse and flexible.*

*[We should have] meaningful hybrid collaboration. A space and technology that allows for in real life and online collaboration meetings to happen.*

**Through personalization, technology is also a way finding mechanism that helps occupants have agency in the space to access the variety of services available to them based on their needs.**

*The technology and resources should be available to everyone.*

*A check in system that opens space for one to share Who I am and what I need and that technology can direct that person to who they can reach out to and who can help them.*



Incorporating artwork and artifacts that reflect Englewood culture makes Zay feel at home.



Bridging the divide between the enclosed spaces and natural environment with indoor greenery and large windows to fill the space with natural light.



Creating opportunities through collaborative spaces and harvesting food grown in the space to spark conversation for youth and foster relationships.

## THE CHALLENGE // ZAY'S SOCIAL WELLBEING

Zay grew up in Englewood his whole life and is now in college in Evanston, IL. He is on his way to the space to meet his mentor. He struggles because he doesn't feel like he fits in at the predominantly white institution (PWI) he currently attends because of his race, which intensifies his anxiety.

## FUTURE OUTCOME

Zay regularly visits the space to meet with his mentor and a counselor about his challenges. While there, he experiences an indoor green space—a means to bridge the separation between indoor and outdoor. He joins other scholars, staff, and volunteers in a communal area to have lunch. They connect around topics such as the music from local Black artists playing in the background and the artwork and other artifacts by artists from Chicago's South and West Side communities that capture their beauty and rich culture. Zay's interactions, coupled with the option to access the space anytime he wishes, provide him with the mental health support and sense of belonging he needs.



## CATALYST

**Foster a shared purpose.** Establish a collective vision that ensures the success and well-being of the staff and youth and maintains the space's integrity.

**Co-creating a shared identity enriches the investment of staff and youth in the built environment—motivating them to inhabit this new space and utilize the tools and resources available.**

*What can incentivize individuals to come to the office even if they have the option of working from home?*

*A space that everyone can immediately identify with... for example: decoration and branding shared with all organizations.*

## CATALYST

**Enable staff and youth agency.** Equip staff and youth with the tools, resources, and knowledge to contribute to decision-making and exercise their power.

**Youth and staff exercising agency and expressing power in dynamic ways reflects a transparent and authentic space.**

*How could the space be governed? Youth should have equal say in the decisions that are being made.*

*A young man came into our space, frustrated with the way his school operates. Scholars need examples of just how wild and crazy they can get. The kiosk can have options such as “How would do you want to go today?” “I want to teach my cultural dance to people. I want to start a business.”*





## CATALYST

**Celebrate achievement.** Prioritize individual personal and professional development as well as celebrate wins.

**A goal-oriented space includes creating pathways for personal and professional endeavors. Furthermore, celebrating individual and collective successes is just as important as supporting youth, families, and staff to achieve their goals.**

*The space needs to be a resource for the people we are serving..[There should be] a dedicated space for families and youth, with resources available, to feel welcome.*

*Celebrate any incoming or outgoing staff, also celebration of any wins for the organization.*



Privacy rooms allow Kami to step away from work and nurse when needed.



The space serves as a resource for her after graduating from college where she was a Chicago Scholar



Dynamic spaces including a resource room and library provide inspiration and opportunities for research and ideation as she works towards launching her business.

## THE CHALLENGE // KAMI'S BUSINESS LAUNCH

Kami is a recent graduate of the University of Illinois at Chicago. With her marketing knowledge and passion for people, Kami is en route to the space to figure out her next steps to start a business. She is with her daughter, Lila.

## FUTURE OUTCOME

Kami has been dreaming up her business idea since college but hasn't received the creative and strategic support she needs. Working in the space has inspired her because of its interior design—bright colors, floor-to-ceiling windows with great views of Chicago, an expansive library on influential Chicago leaders of color, etc. She also has access to a computer lab and office supplies to support the development of the vision and strategy to launch her business. As a new mother, the option to work in privacy rooms allows her nurse and pause from work. Kami is on track to build a successful business using her expertise and the resources the space provides.

# Youth Governance & Decision-making Principles

The workshops highlighted the importance of ensuring that the youth served have decision-making power. These are the following approaches developed to maintain a youth-centered space:

---

**Youth will co-design the space.**

The space will be dynamic and adapt to new work and learning developments. Therefore, beyond this process, youth should be able to contribute to the space as it evolves continually.

---

**Youth will participate in political power processes.**

Governing structures developed should allow youth to be a part of important conversations. Such structures could include an alum association with alum voting seats or a Cross-organizational Scholar Advisory Committee.

---

**Youth voices will reflect diversity of communities served.**

Organizations should commit to diversity, equitably engaging youth in decision-making processes, including developing multiple methods through which youth can exercise power.

# CONCLUSION

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# Additional Considerations

## GOALS

Additional collaborations will be needed to ensure stakeholders can fully engage with the emerging cohesive education ecosystem. An area to further explore as a result of these new collaborations will be services required to ensure the space helps occupants define their pathway, fosters belonging, and supports their well-being. Participants recommended the following services and partnerships needed to provide these services:

## MENTAL HEALTH SERVICES

- Now Pow

## CAREER/PROFESSIONAL DEVELOPMENT SERVICES

- OneSummer Chicago
- ASM (After School Matters)
- Professional team-builders

## COLLEGE/EDUCATION SERVICES

- Admissions experts
- College Counselors

## FINANCIAL AID/ FINANCIAL LITERACY SERVICES

- Bank such as BMO, Capital One, US Bank
- Financial aid experts

## FACILITATED TRAININGS ON SOCIAL JUSTICE

- Mikva Challenge

## FAMILY WELL-BEING AND IMMIGRATION SERVICES

- Sittercity
- Immigration support services



# Conclusion

Our design process serves as a guide to design a space that is reflective of the needs of the various education ecosystem stakeholders, nonprofit executives, staff, and more importantly, Chicago youth. Our process spotlighted the importance of protecting and nurturing wellbeing, facilitating interpersonal connections, and activating stakeholders' agency as they utilize this space. As co-designers defined the space where staff and youth can "bring [their] dreams to life," the importance of "celebrating diversity" and being "youth-centered," the visions and principles shared in this report provide a critical foundation to a new collaborative working and learning model.

# Glossary

## **CROSS-ORGANIZATIONAL COLLABORATION**

The process where different organizations in similar areas of expertise come together to achieve a common goal. Amplifying the reach of educational nonprofits that support Chicago youth can be achieved through knowledge sharing and fostering collaboration to provide holistic and more impactful experiences.

## **PATHWAYS**

A series of actions that can be taken in order to achieve professional or personal goals. These are structured opportunities for staff, volunteers, and Chicago youth to quench their thirst for learning, pursue their passions, and prioritize their wellbeing.

## **BELONGING**

Belonging is the feeling of security and support when a space fosters acceptance, inclusion, and identity for individuals regardless of their culture, background, religion, gender, sexual orientation, and physical abilities. Individuals can bring their authentic self to the space. When people feel they don't belong, their performance and wellbeing suffers. Creating genuine feelings of belonging for all is a critical factor in improving engagement and supporting Chicago youth.

## **WELL-BEING**

Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and the ability to manage stress. More generally, well-being is just feeling well. There are five major types of well-being:

**EMOTIONAL.** Practicing stress-management and relaxation techniques, be resilient, boost self-love, and generate the emotions that lead to good feelings.

**PHYSICAL.** Improve the functioning of your body through healthy living and good exercise habits.

**SOCIAL.** Communicating, developing meaningful relationships with others, and maintaining a support network that helps you overcome loneliness.

**WORKPLACE.** Pursuing your interests, values, and life purpose in order to gain meaning, happiness, and enrichment professionally.

**SOCIETAL.** Actively participating in a thriving community, culture, and environment.



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Milesi, C., Lansing, J., Claussen Bell, K., & Stagner, M. (2010, August). *Postsecondary Educational Trajectories of Urban Youth: Addressing Vulnerabilities and Barriers to Enrollment and Persistence*. Chapin Hall at the University of Chicago. Retrieved from [https://www.chapinhall.org/wp-content/uploads/Issue\\_Brief\\_PostSecondaryEducation\\_Enrollment\\_Persistence.pdf](https://www.chapinhall.org/wp-content/uploads/Issue_Brief_PostSecondaryEducation_Enrollment_Persistence.pdf)

# Cross-Organizational Collaboration

To design a space to meet this student's particular needs, we asked the following questions:

- How does the space help her **define her own pathway?**
- How does this space **make her feel like she belongs?**
- How does this space **support her well-being?**

The floor plan is their visualization of the space and the newspaper article is their creative approach to share the space with the community and spotlight key features and resources.

## Cross-Organization C Idealizing a Sho

ABUNDANCE MINDSET | SCARCITY MINDSET

Tech for meaningful hybrid collaboration

scheduling system person dedicated top that

Dedicated person to facilitate

noise control

check in kiosk?

Dedicated person to technology

Space where 100-150 people can come and collaborate

When I walk in, I immediately feel like I identify with this space

Open but you can see that work is happening

Accessibility

Expectations and Roles

ED's come together once a month

# Collaboration Shared Space

**Places for team and 1:1 private meetings or collaborative meetings**

**Be loud and celebratory**

**Learning/ Sharing opportunities**

**Privacy on demand - when you need it**

**Co-Branding or art**

**Collaborative puzzle about the individual contributions of the orgs that make the service**

**I immediately see resources available to me when I enter**

**Weekly updates from the orgs**

**What does private space look like in a collaborative space?**

**Good meeting environment**

# Chicago Tribune

Friday, July 22 |

24 hours at [chicagotribune.com](http://chicagotribune.com)

75¢ CITY & SUBURBS. \$1.25 ELSEWHERE—163RD YEAR NO. 234 © CHICAGO TRIBUNE



Local nonprofits revolutionizing downtown office space

## State of the Art resource center for Chicago's youth

A group of nonprofits are meeting the needs of Chicago's youth from pre-k to career

**WRITTEN BY** Cross Collab Group

### What is newsworthy about this space?

Great for kids and adults. A space where everyone belongs.

### How did it accomplish that goal?

Resources for everyone, computer, rooms to collaborate, quiet space for collaboration. State of the art tech throughout your journey around the "office." Hybrid is no longer a problem!

Hybrid isn't working for anyone, one group has the answer

Belonging and authenticity manifested in one downtown office space

# APPENDIX // FUTURE FRAMING WORKSHOP

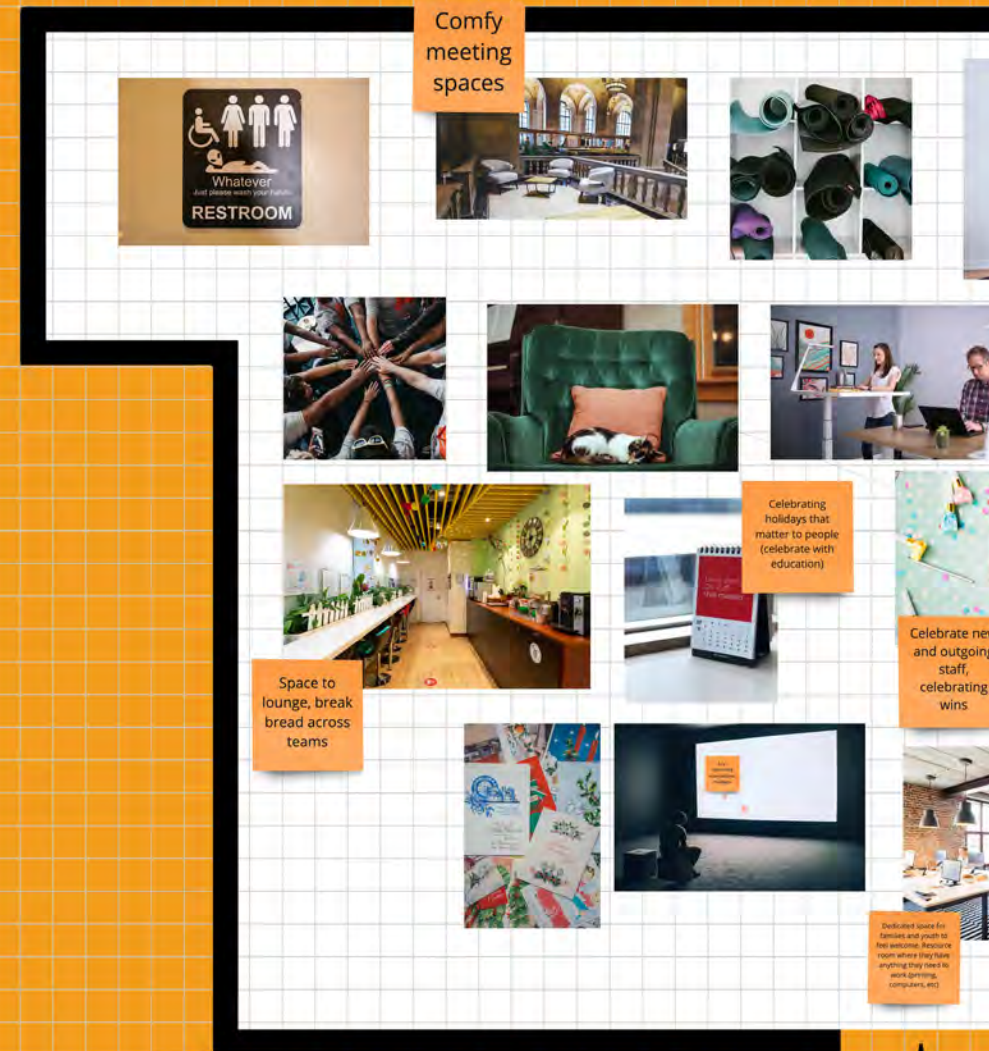
## Belonging

To design a space to meet this student's particular needs, we asked the following questions:

- How does the space help him **define his own pathway?**
- How does this space **make him feel like he belongs?**
- How does this space **support his well-being?**

The floor plan is their visualization of the space and the newspaper article is their creative approach to share the space with the community and spotlight key features and resources.

# Belonging Idealizing a Sho





# g ared Space

Yoga and weight lifting classes within a dedicated room "Decompression space"

Honoring differentiated work styles

Hosting events for students -> giving bus passes, allowing mentors and families to meet in the room. "Home base"

Team lunch and learns to learn about other people more personally every Monday

Equal intention and opportunity to both spaces for solitude and collaboration

Creating expectations for communication and working together

Tech should be diverse and flexible

# Chicago Tribune

24 hours at [chicagotribune.com](http://chicagotribune.com)

75¢ CITY & SUBURBS, 93¢25 ELSEWHERE—163RD YEAR NO. 234 © CHICAGO TRIBUNE



## A NEW HOME BASE FOR CHICAGO STUDENTS AND FAMILIES

WRITTEN BY Khadeejah and Anjali

### What is newsworthy about this space?

A first of its kind collaborative space is rooted in celebrating. This new diverse, equitable, and inclusive space was developed with a design thinking lens to foster belonging and pride in the diverse identities of the people it serves.

### How did it accomplish that goal?

It includes accessible technologies, spaces for collaboration, spaces for decompression, and spaces for productivity and peace. Within this space, it was highlighted that the whole person is acknowledged.

Organizations who are committed to helping young people actualize the future they want and deserve develop a shared space that's as innovative as their programming

# APPENDIX // FUTURE FRAMING WORKSHOP

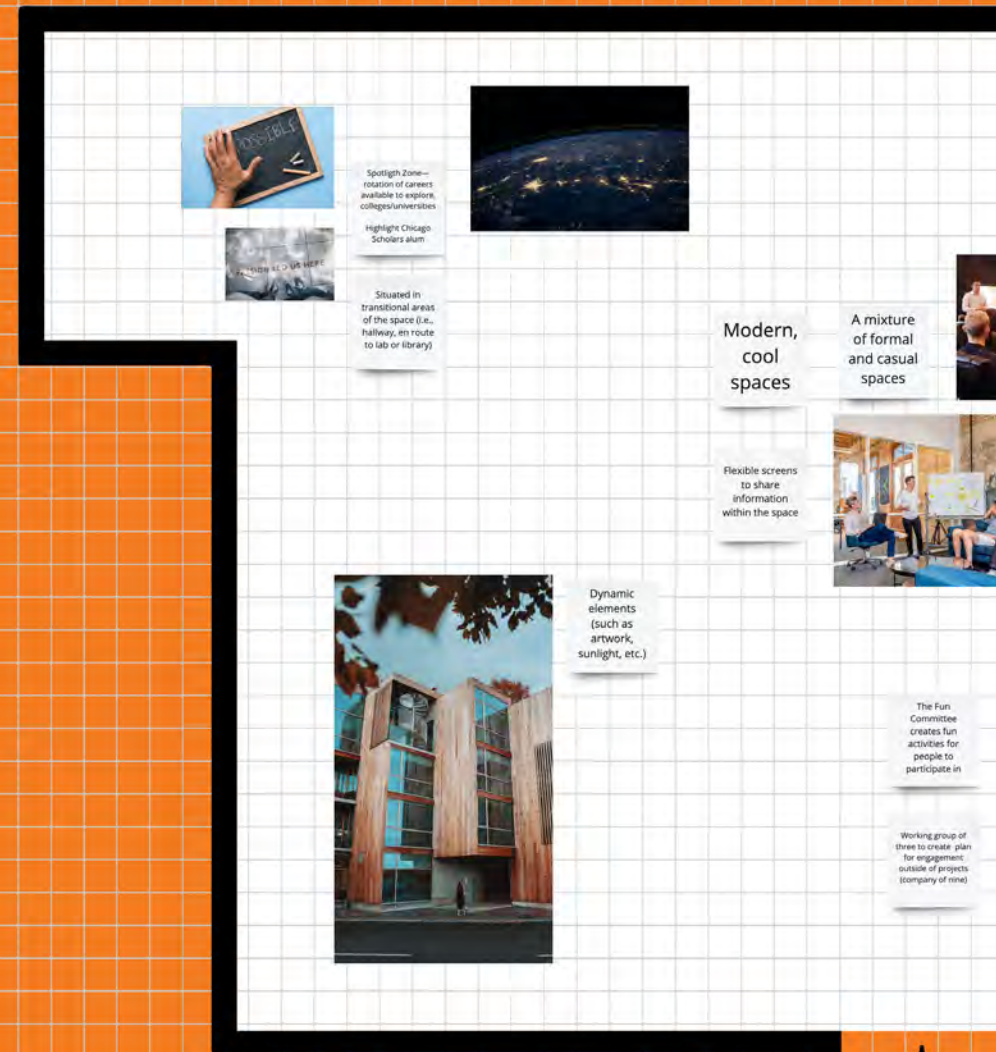
## Wellbeing

To design a space to meet this student's particular needs, we asked the following questions:

- How does the space help her **define her own pathway?**
- How does this space **make her feel like she belongs?**
- How does this space **support her well-being?**

The floor plan is their visualization of the space and the newspaper article is their creative approach to share the space with the community and spotlight key features and resources.

# Wellbeing Idealizing a Space



# g ired Space

**Greenery indoors**  
(boosting creativity, creative thought)

**Wellness**  
Wednesdays (staff can volunteer and lead org in calming/relaxation activities)

**Meditation rooms**

**Nursing room**

**Start workday with a cup of coffee and a bite to eat**

**Having access to food and nutrition within the space in an informal way**

**Lunch and Learn**

**Have snacks and refreshments for people**

**Moving to a place where there was tea or coffee or snacks available made for pleasant settings, building relationships that give a long way!**

# Chicago Tribune

24 hours at [chicagotribune.com](http://chicagotribune.com)

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## Inspire&Nourish

WRITTEN BY The Well-Being Group

### What is newsworthy about this space?

"Imagine yourself at On Site speaking with hundreds of representatives from colleges and universities across the country. Imagine that excitement, people laughing and talking. That is the energy of the space," says Max Ebacher, Senior Manager of Partnerships at UtmostU.

This is a welcoming space for staff, scholars, and volunteers. The interior reflects the excitement and energy of the organization.

### How did it accomplish that goal?

The space accomplishes this by flexibility for different kinds of activities, needs, grouping configurations, tech flexibility," says Megan Winzeler, Director of Finance and Admin for Chicago Jobs Council.

"We covered aspects for people to show up as their full selves," says DeAnne Thomas, Studio Design Principal at Ted Moudis Associates. "We've gone beyond the usual corporate spaces, but focused on a human-centered space."

Catchy subtitle of article here or a more descriptive subtitle

# Social Media Shareout

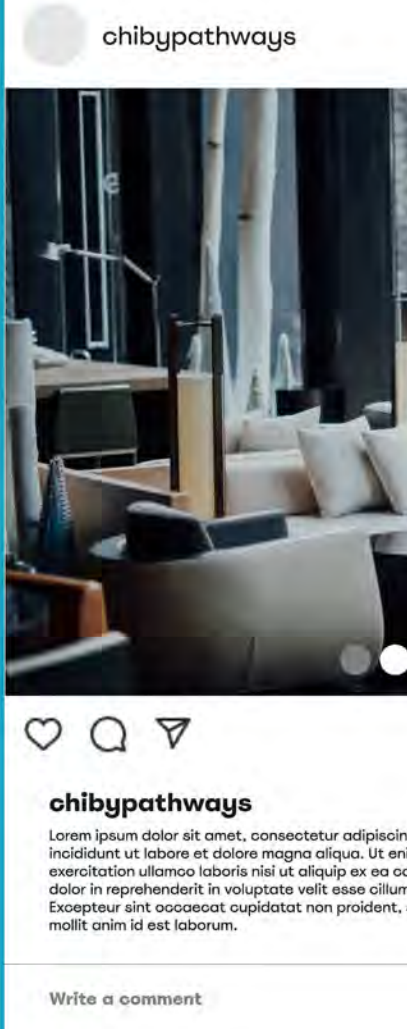
We asked our co-designers to create an Instagram campaign to promote the space's grand opening and build awareness of this new resource. They crafted a name, and shared three pictures along with captions to spotlight key features of the space.

10 min

## Instagram Campaign

Announce the grand opening of this new building you've designed in an Instagram post. Think about how you would want the larger Chicago community (and the world!) to learn about the new space. Consider the following questions:

- What is the name of the building?
- What **three** pictures represent things about the space that is newsworthy?
- What is the caption of your Instagram post that'll create excitement around this new building?





chibypathways



### chibypathways

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Write a comment

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chibypathways



### chibypathways

This space captures images from neighborhoods where students derive. Their value is that they remind students of their home. In addition, the mural follows several storylines of students who have been in the space and used the space to support their personal development and growth. Students were are to record how they felt the first time they came into the space, after one year of using the resources in the space; and finally, how they felt once they became an alum of the space.

Write a comment

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thechicagoleadershipoasis

thechicagoleadershipoasis

This is the oasis for collaboration and support. Join us for our grand opening at 7PM for our grand opening! This is your home away from home. #supportspace #greatertogether

Write a comment

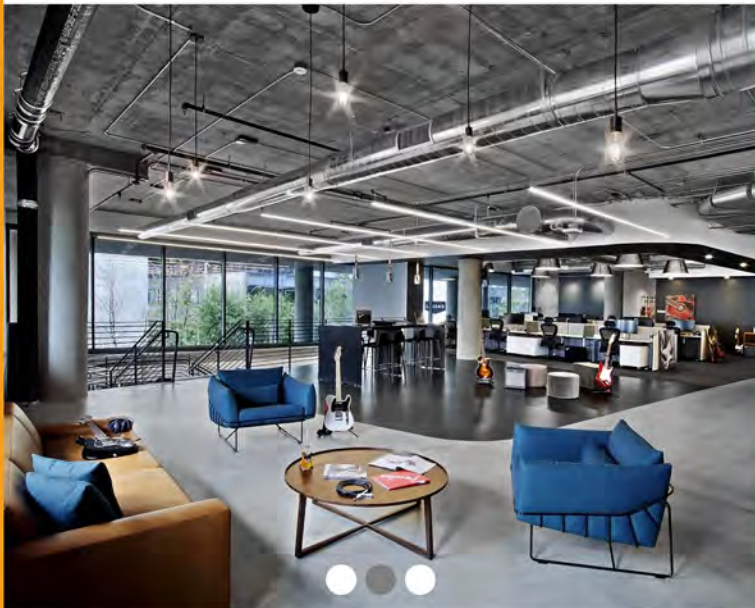
sis



Join us as we explore creating pathways, fostering belonging, and supporting well-being. Meet us on December 2nd at 7PM for our grand opening! This is your home away from home. #leadershipoasis



thechicagoleadershipoasis



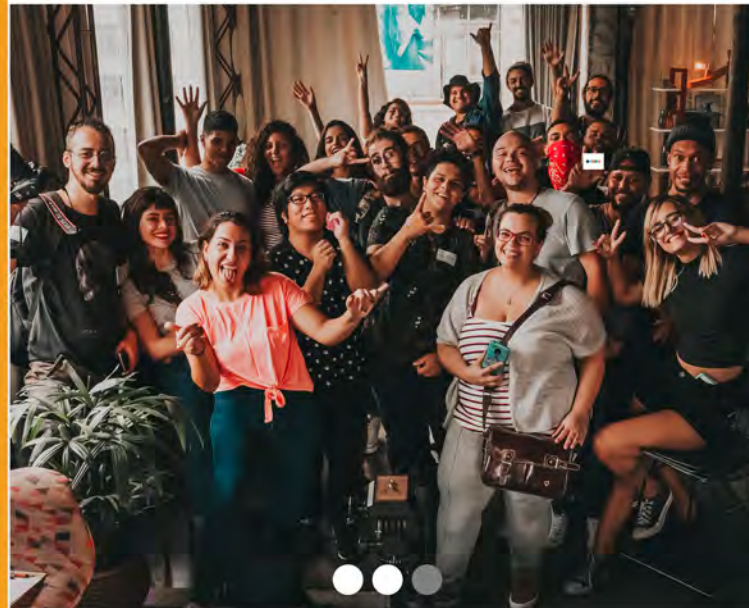
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chicagoinnovationhub

♡ 💬 ↴

**chicagoinnovationhub**

In need of some highspeed internet and up to date... located at [XX] to take advantage of our resource...

Write a comment





Computers? Come to our office!  
es!



chicagoinnovationhub



**chicagoinnovationhub**

Bring your dreams to life! Stop by for some inspiration! ✨

Write a comment



chicagoinnovationhub



**chicagoinnovationhub**

Celebrating diversity! Youth-centered because this is what Chicago looks like. 🇺🇸

The Chicago Innovation Lab is more than an office. Come into our space to meet an amazing group of diverse youth. 🍷

Write a comment





THE FUTURE OF  
**WORK AND  
LEARNING**

Imagining a Collaborative Space  
Centering Chicago's BIPOC Communities

To learn more about our work, visit  
[www.chibydesign.com](http://www.chibydesign.com)

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