# Innovative Practices Resource Roundup

*National Community Action Partnership*

*July 31, 2024*

# Welcome & Introductions



**Lillie Seels**

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# Land Acknowledgement

*Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted.*

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# Land Acknowledgement

https://native-land.ca/

- **This meeting is being held on the traditional lands of the _____ People, and I pay my respect to elders both past and present, who have stewarded this land throughout the generations."**
  - Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.
  - **Deliver** your statement in the chat including the land/people relevant to the land that you are occupying during this session. **Learn more** by taking time to learn about the Indigenous history of the land you live on. The Partnership team will share the link to the US Department of Arts and Culture in the chat now. Visit https://usdac.us/nativeland to get started.

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# The Promise Of Community Action

*Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.*

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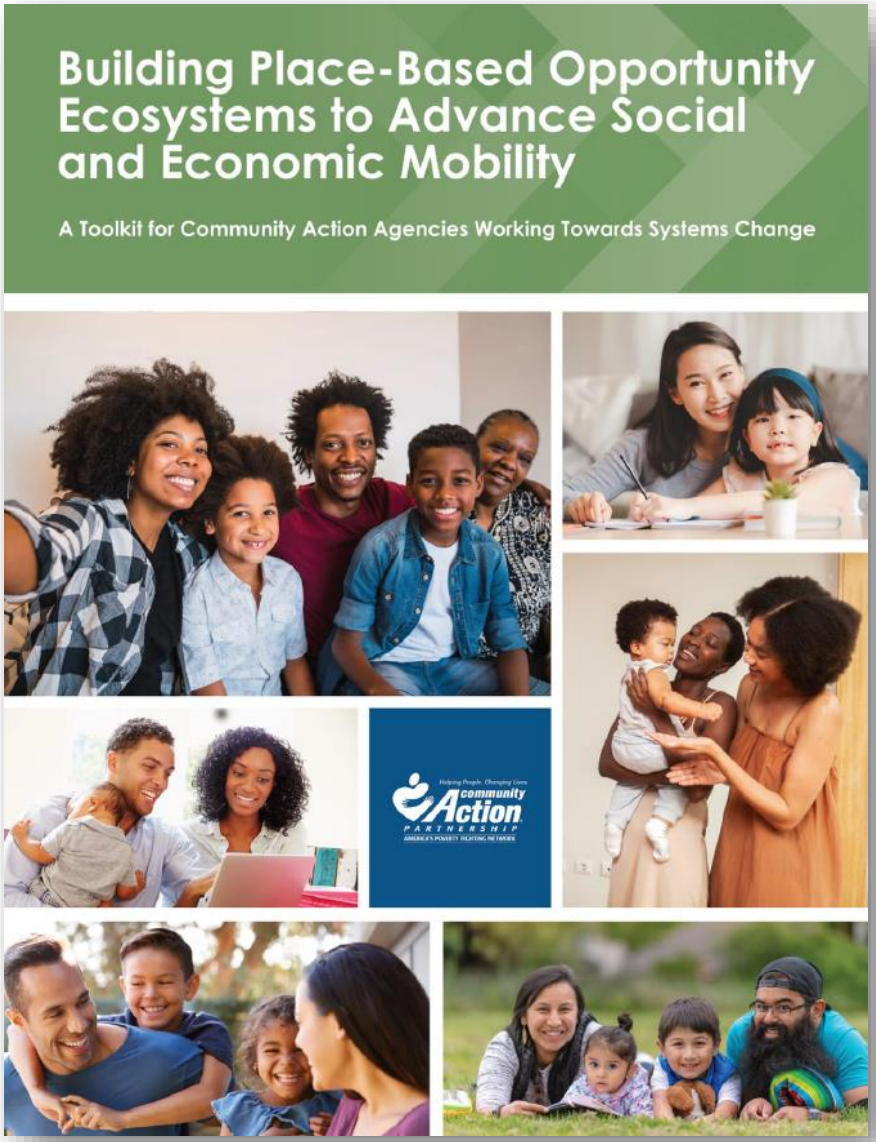
# Overview

I. Welcome and Introductions
II. Systems Change Toolkit
III. Whole Family Approach Tools & Resources
IV. Vaccine Equity Toolkit
V. Additional Resources & Upcoming Learning Opportunities

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# Systems Change Resources

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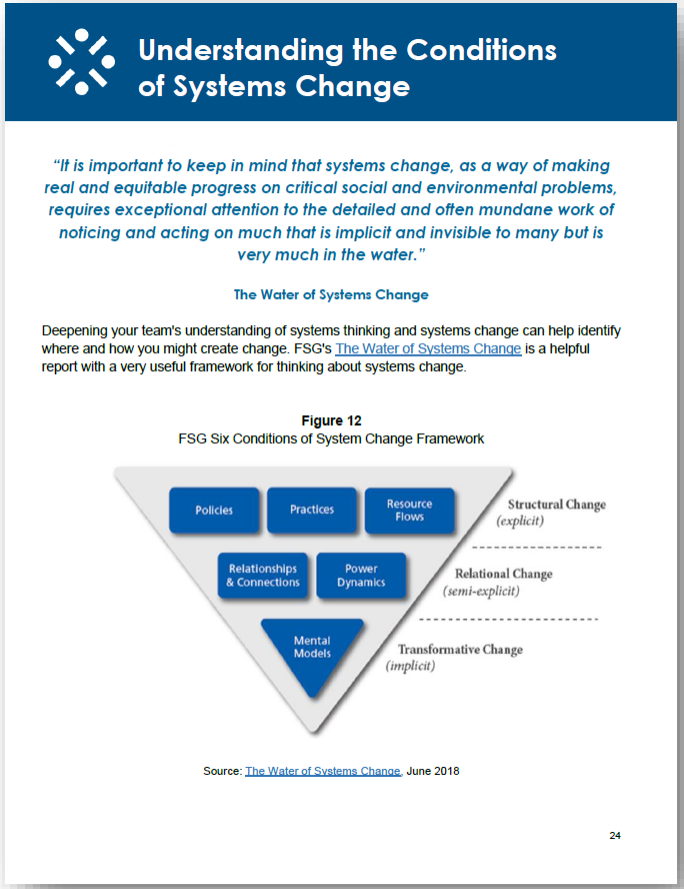

# Access the Toolkit

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# Part 1 – Knowledge Building

## Components include:

- Social and Economic Mobility
- Racial Equity
- The Conditions of Systems Change
- Collective Impact
- Content and Context Experts
- The Human Services Value Curve



### Understanding the Conditions of Systems Change

*"It is important to keep in mind that systems change, as a way of making real and equitable progress on critical social and environmental problems, requires exceptional attention to the detailed and often mundane work of noticing and acting on much that is implicit and invisible to many but is very much in the water."*

**The Water of Systems Change**

Deepening your team's understanding of systems thinking and systems change can help identify where and how you might create change. FSG's The Water of Systems Change is a helpful report with a very useful framework for thinking about systems change.

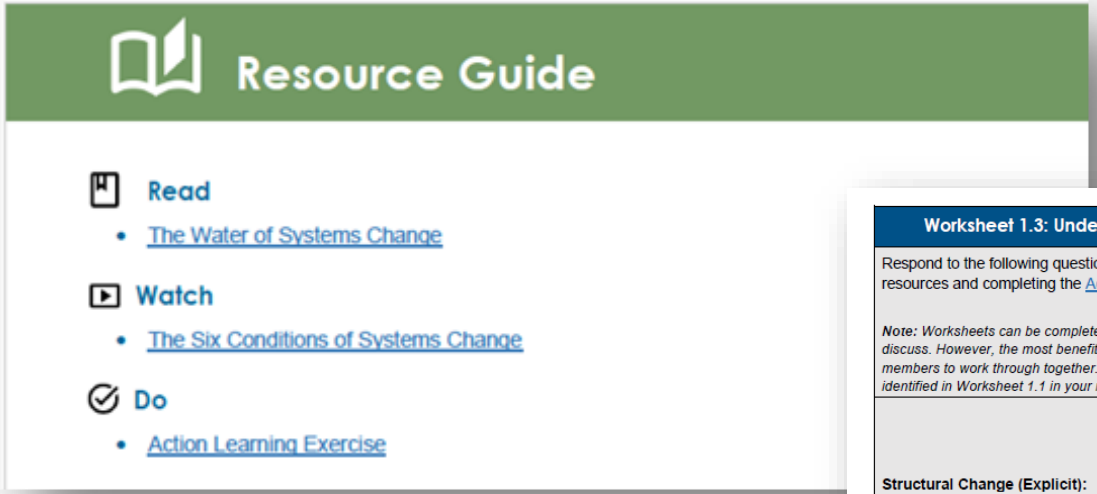
**Figure 12**
FSG Six Conditions of System Change Framework

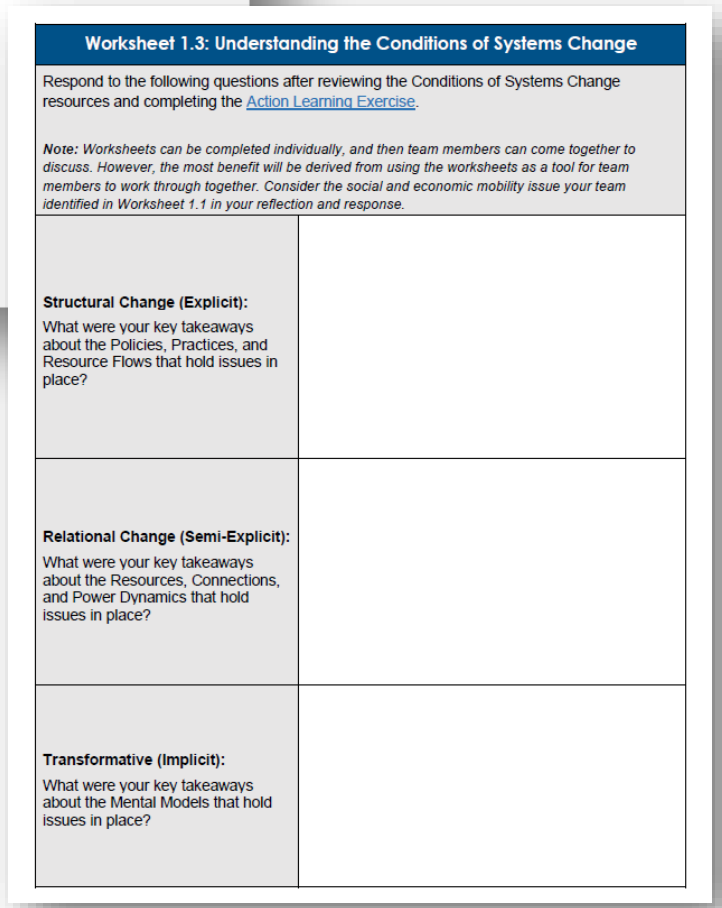


Source: The Water of Systems Change, June 2018

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**Worksheet 1.3: Understanding the Conditions of Systems Change**

Respond to the following questions after reviewing the Conditions of Systems Change resources and completing the Action Learning Exercise.

*Note: Worksheets can be completed individually, and then team members can come together to discuss. However, the most benefit will be derived from using the worksheets as a tool for team members to work through together. Consider the social and economic mobility issue your team identified in Worksheet 1.1 in your reflection and response.*

| | |
|---|---|
| **Structural Change (Explicit):** What were your key takeaways about the Policies, Practices, and Resource Flows that hold issues in place? | |
| **Relational Change (Semi-Explicit):** What were your key takeaways about the Resources, Connections, and Power Dynamics that hold issues in place? | |
| **Transformative (Implicit):** What were your key takeaways about the Mental Models that hold issues in place? | |

# Part 1 – Knowledge Building

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# Social and Economic Mobility



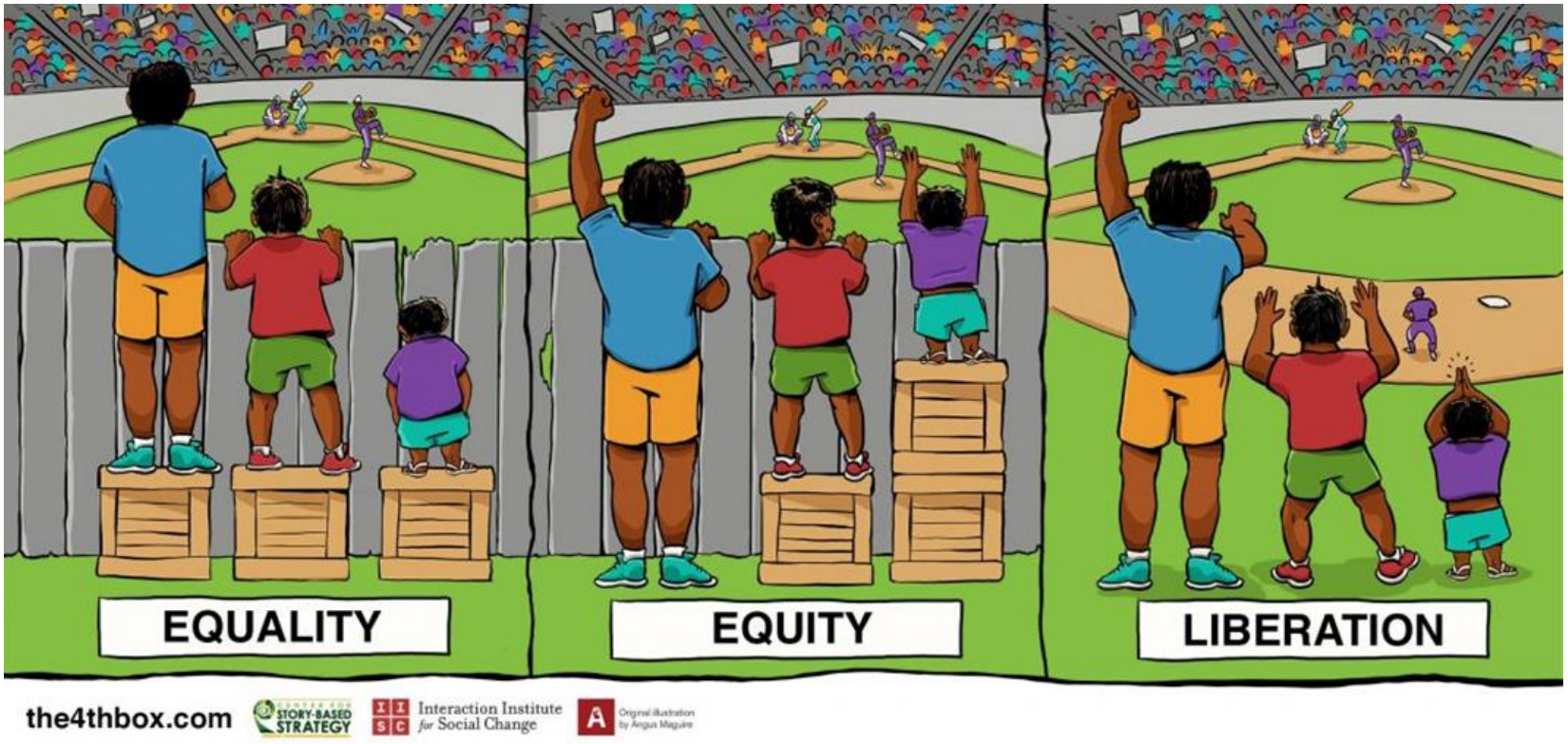




**Source:** Restoring the American Dream, U.S. Partnership on Mobility from Poverty

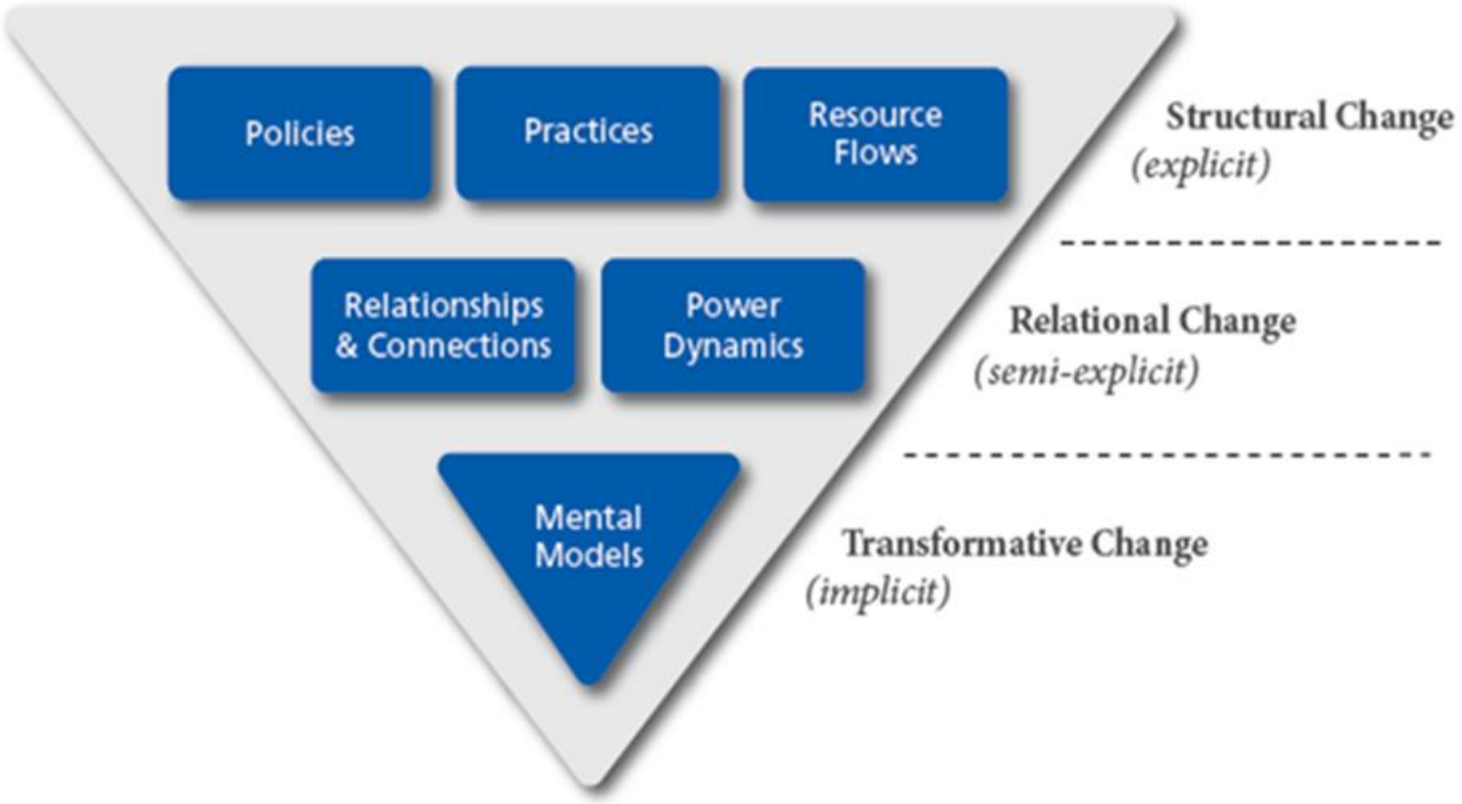
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# Advancing Racial Equity




**Source:** The Case for Health Literacy - Moving from Equality to Liberation

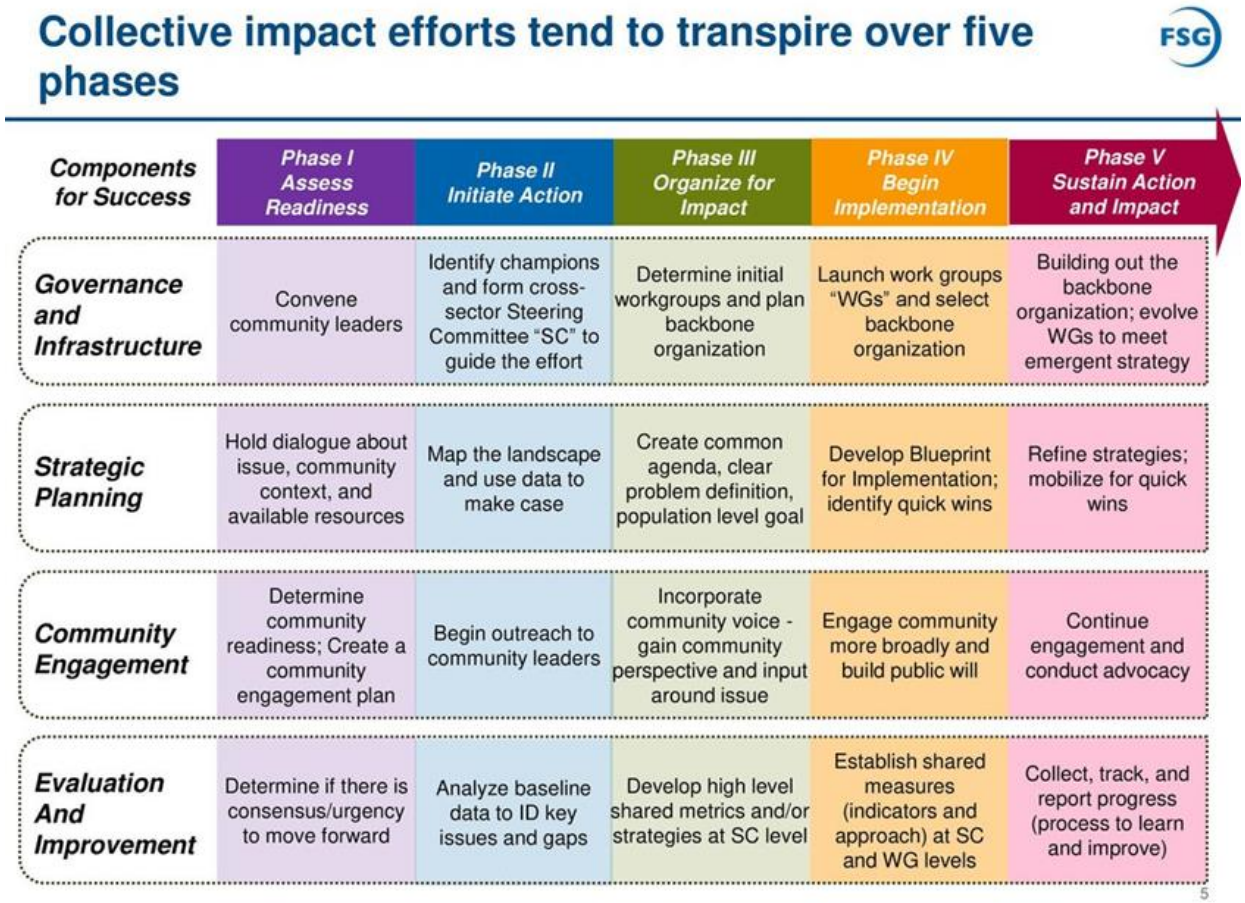
# Conditions of Systems Change




**Source:** The Water of Systems Change

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# Collective Impact Approach



**Collective impact efforts tend to transpire over five phases**

FSG

| Components for Success | Phase I Assess Readiness | Phase II Initiate Action | Phase III Organize for Impact | Phase IV Begin Implementation | Phase V Sustain Action and Impact |
|---|---|---|---|---|---|
| Governance and Infrastructure | Convene community leaders | Identify champions and form cross-sector Steering Committee "SC" to guide the effort | Determine initial workgroups and plan backbone organization | Launch work groups "WGs" and select backbone organization | Building out the backbone organization; evolve WGs to meet emergent strategy |
| Strategic Planning | Hold dialogue about issue, community context, and available resources | Map the landscape and use data to make case | Create common agenda, clear problem definition, population level goal | Develop Blueprint for Implementation; identify quick wins | Refine strategies; mobilize for quick wins |
| Community Engagement | Determine community readiness; Create a community engagement plan | Begin outreach to community leaders | Incorporate community voice - gain community perspective and input around issue | Engage community more broadly and build public will | Continue engagement and conduct advocacy |
| Evaluation And Improvement | Determine if there is consensus/urgency to move forward | Analyze baseline data to ID key issues and gaps | Develop high level shared metrics and/or strategies at SC level | Establish shared measures (indicators and approach) at SC and WG levels | Collect, track, and report progress (process to learn and improve) |

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**Source:** The 5 Phases of Collective Impact

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# Content & Context Experts

**Content Experts** are professionals, staff in your organization, service providers, and leaders with formal power who have knowledge, tools, and resources to address the issue.

**Context Experts** are people with lived experience of the situation, including children and youth. They are the people who experientially know about the issue.



TAMARACK INSTITUTE

PUBLICATIONS

## THE CONTEXT EXPERTS

*LISA ATTYGALLE*

How to increase the authenticity of community engagement and eradicate tokenistic community engagement through the meaningful involvement of context experts.

Community engagement is now considered the rule, not the exception. Anyone working in the field of community change knows that community engagement is a necessary element of any effective initiative. But what does it mean to do it well? For me, the biggest criteria for community engagement done well is ensuring authenticity in the process.

Authentic community engagement is the intentional process of co-creating solutions in partnership with people who know best, through their own experiences, the barriers to opportunity. Authentic community engagement is grounded in building relationships based on mutual respect that acknowledges each person's added value to developing solutions together.[1]

This co-creation of solutions is aligned with the movement we're seeing in the field of community engagement to move away from 'doing for' the community, and instead, 'doing with' the community. We see examples of this in the increased use of technologies such as participatory budgeting, in municipal community projects that require matched community resources, and process improvements that include community partnerships from the time an opportunity is conceived. We see it at a fundamental level when organizations choose to invest in developing relationships with the community rather than engaging in a transactional way.

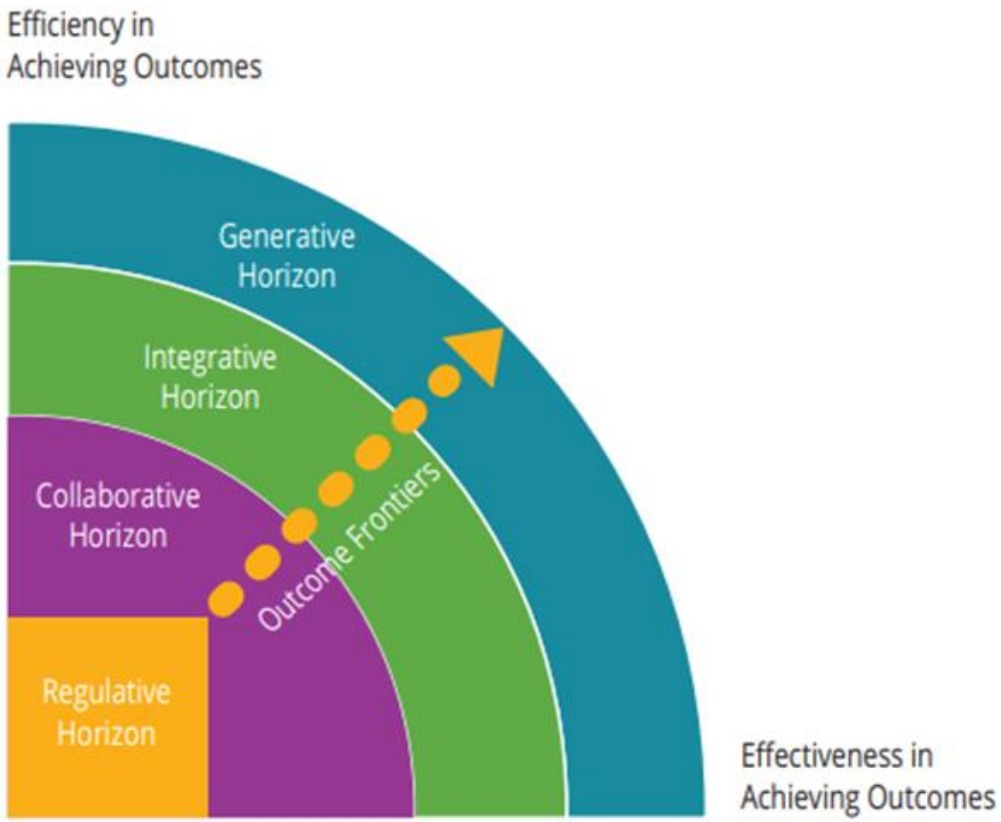
Writer and teacher Jack Richiutto has summarized that there are "two things [that] make community engagement authentic: education and empowerment." Authentic engagement is about truly listening and being eager to learn from the community about the ideas they have for solving community issues or the opportunities they may see for improvement.

> **"Two things make community engagement authentic: education and empowerment."**
>
> **- Jack Richiutto**

The flip side, inauthentic engagement, is when practitioners are "simply interested in seeing the exercise as a way to create the appearances of listening

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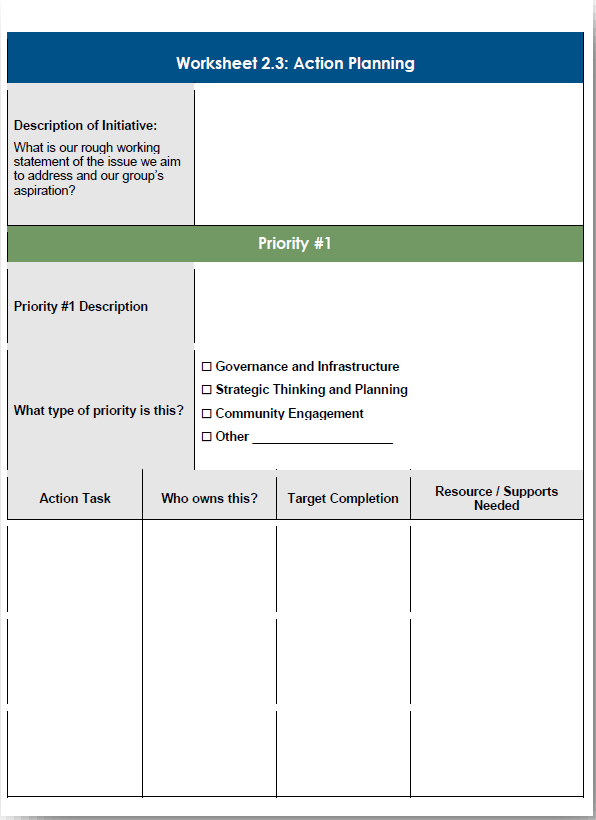
# Human Services Value Curve




**Source:** The Human Services Value Curve

# Part 2 – Design Plan

- Establishing the Team
- Initial Team Scan
- Action Planning
- Developing a Theory of Change
- Developing a Logic Model
- Evaluation and Improvement



| Worksheet 2.3: Action Planning | |
|---|---|
| Description of Initiative: What is our rough working statement of the issue we aim to address and our group's aspiration? | |
| **Priority #1** | |
| Priority #1 Description | |
| What type of priority is this? | ☐ Governance and Infrastructure<br>☐ Strategic Thinking and Planning<br>☐ Community Engagement<br>☐ Other _____ |

| Action Task | Who owns this? | Target Completion | Resource / Supports Needed |
|---|---|---|---|
| | | | |
| | | | |
| | | | |

## Appendix B: Theory of Change Template

### Human Services Ecosystem Theory of Change

In one or two sentences, answer each question below. Then put it all together and refine into one Theory of Change Statement.

**Vision**

What is your "North Star"?

Describe the picture of a better human services ecosystem for the children and families in your community.

**What is the desired change?**

What long-term change is desired based on the vision statement?

**What are the short-term outcomes?**

What measurable outcomes could be tracked in a short-term period?

**What activities are facilitating this change?**

What high-level activities will you do to facilitate this change?

**Why do you expect to see changes?**

Why do you think your strategies will solve the problem you identified?

**Theory of Change Statement**

If we do X, then Y change will occur.

## Appendix E: Logic Model Sample




### Human Services Ecosystem Logic Model

**Vision**

We envision a community where every person can reach their fullest potential and be their most authentic self.

**Target System**

Organizational culture, policies, and practices will be changed to better reflect the communities we serve.

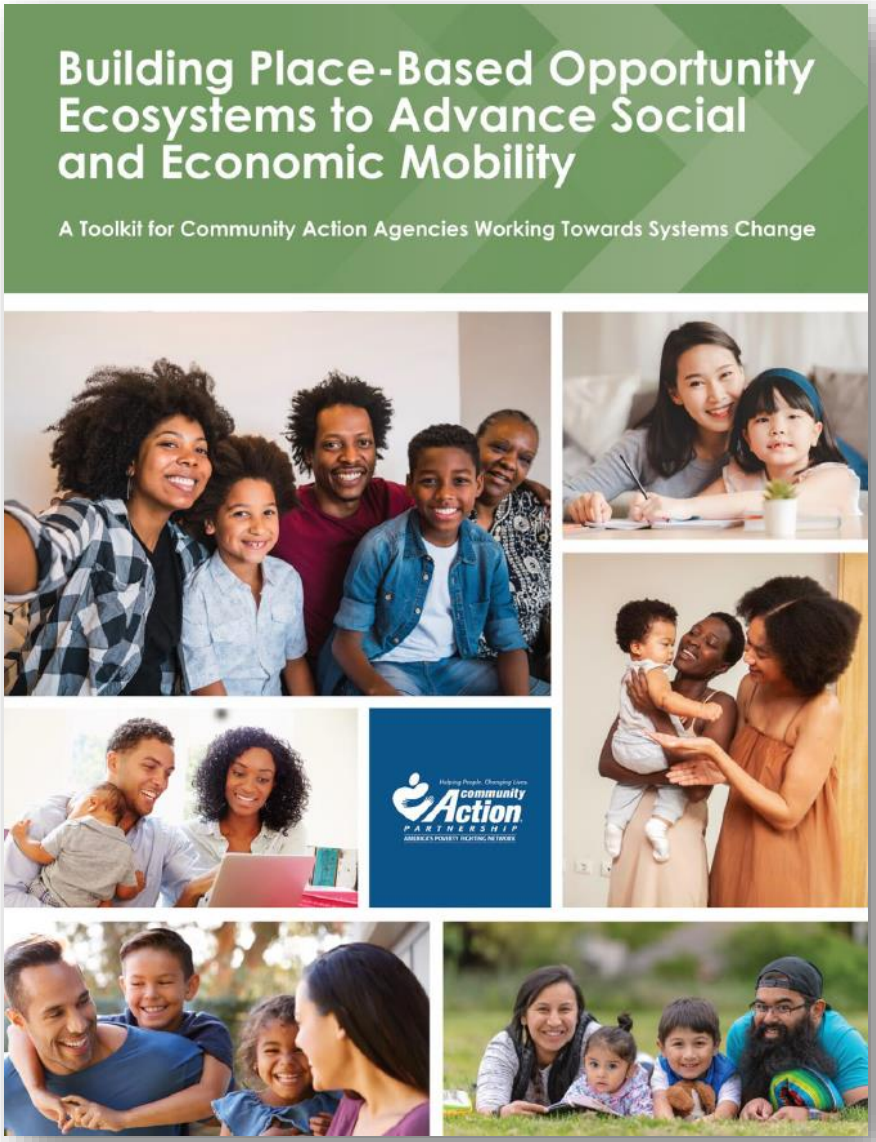
**Theory of Change Statement:**

If we apply meaningful action to insights gained through cultural humility, we will transform our service delivery model to better serve American Indians.

| Systems | Inputs | Strategies/ Activities | Short-Term Outcomes (1-2 years) | Intermediate Outcomes (2-3 years) | Long-Term Outcomes (4-5 years) |
|---|---|---|---|---|---|
| | Staff Time | Develop and Implement a Culture Cohort | 10 staff per year gain deeper understanding of Ojibwe culture. | Staff are more knowledgeable. | Deeper respect for the Anishinaabe culture organization wide |
| | Board of Directors Time | Strengthen community outreach efforts by incorporating a better understanding of the community's needs. | 5% of formal partnerships are with indigenous led organizations. | 10% of formal partnerships are with indigenous led organizations. | 25% of formal partners are trained on sovereignty and treaty rights. |
| | Trainers / Elders / Wisdom Keepers | Develop a Medicine Garden as a welcoming place for all. | Addition of irrigation, signage in both English and Anishinaabemowin, soil health improvement; two summer events. | Monthly summer programming on food sovereignty, earth, plants, etc. | Robust (weekly) summer programming on food sovereignty, earth, plants, etc. |
| | Finances | | | | |
| | Cultural Knowledge | | | | |
| | Training Materials | | | | |








# Access the Toolkit

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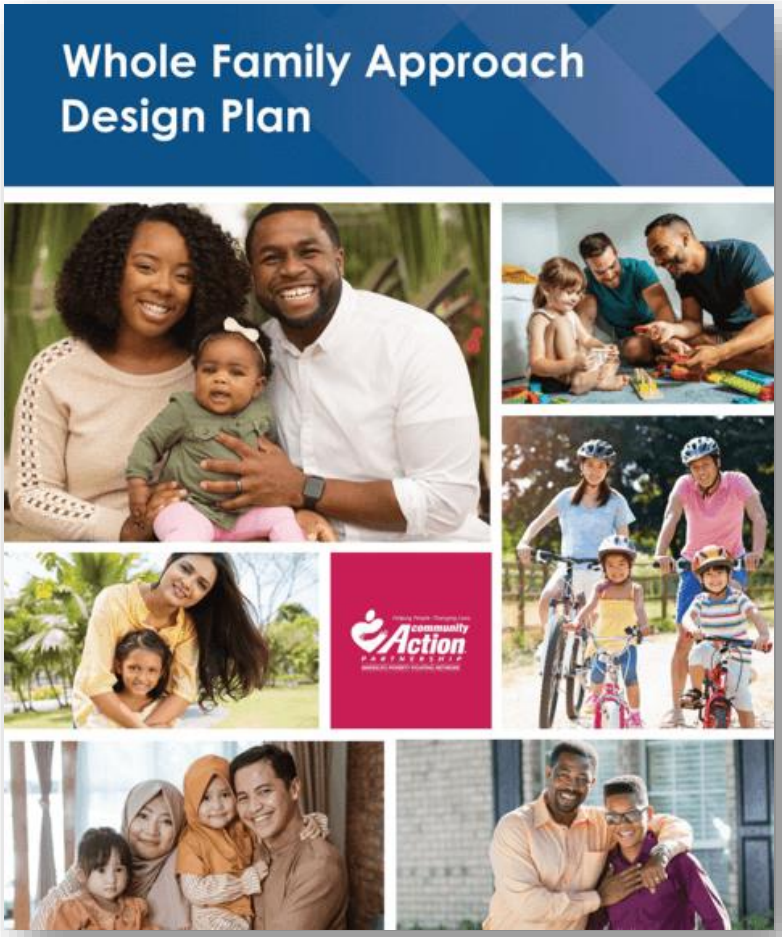
# Whole Family Approach Resources

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# Whole Family Approach Resources

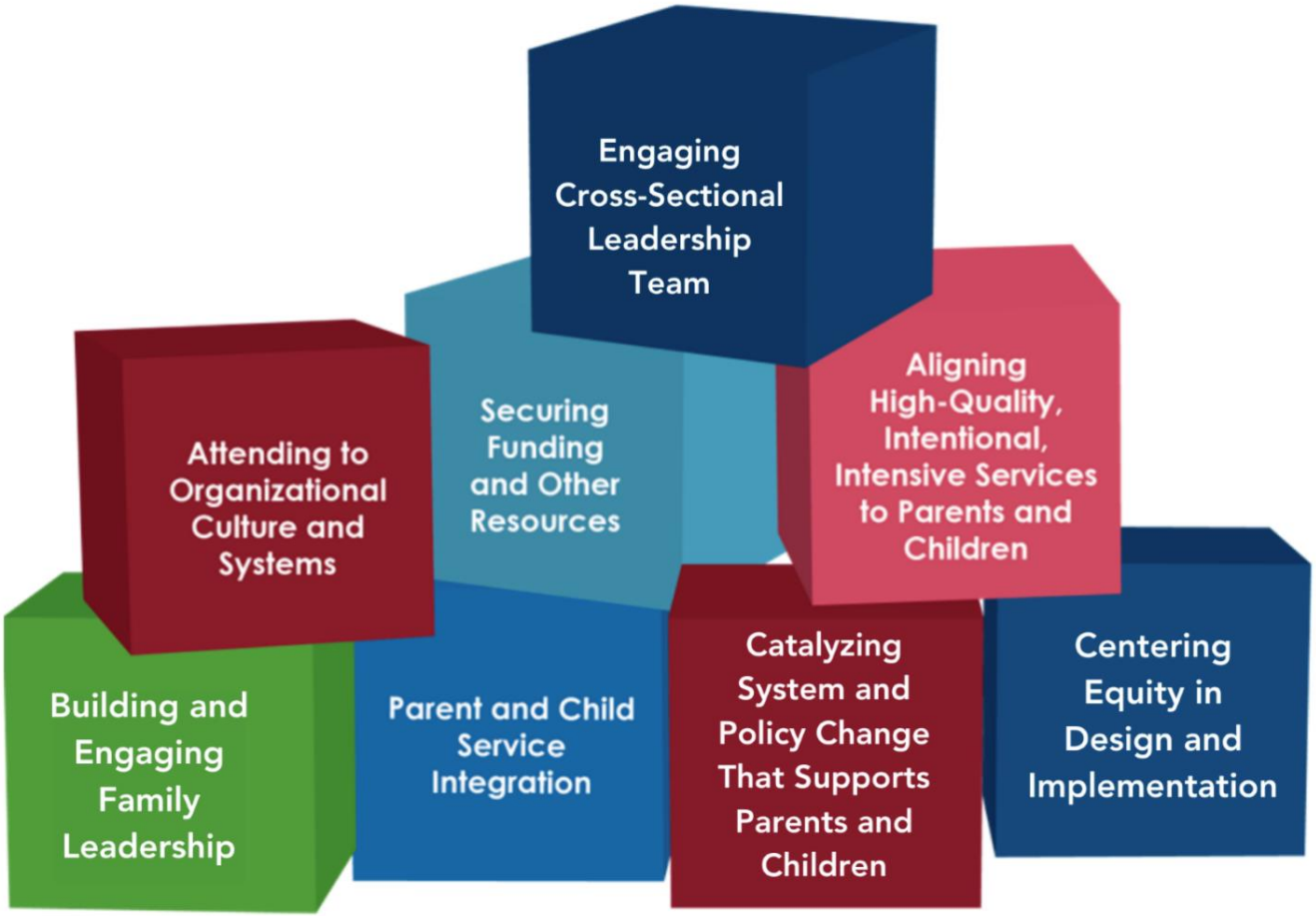






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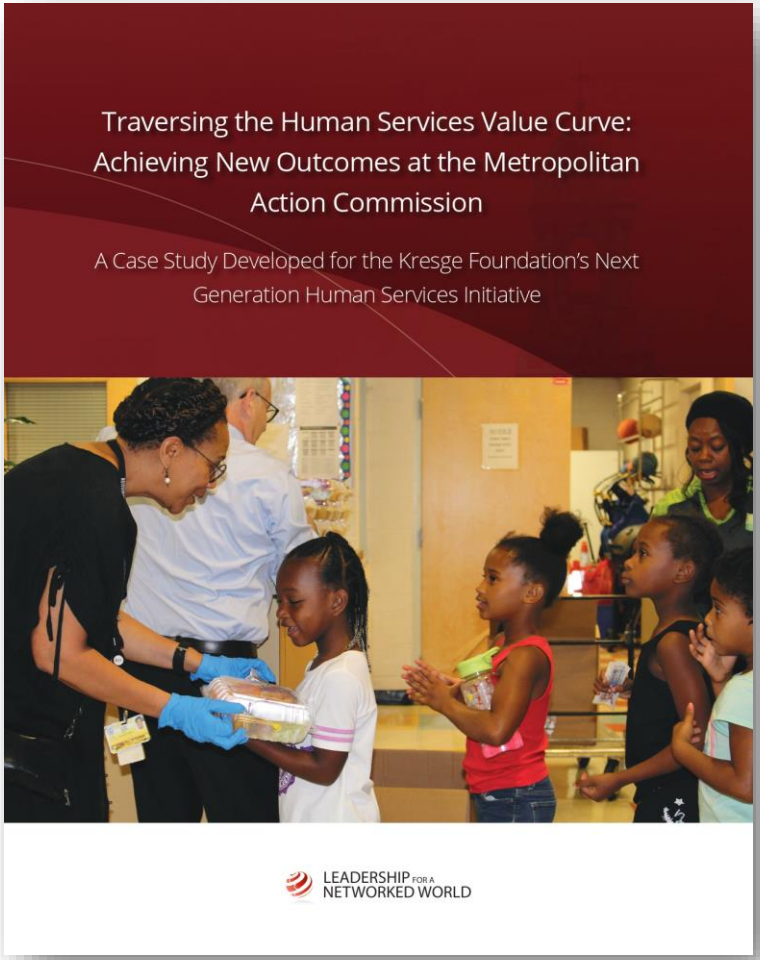
# Whole Family Approach Building Blocks




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# Whole Family Approach Resources




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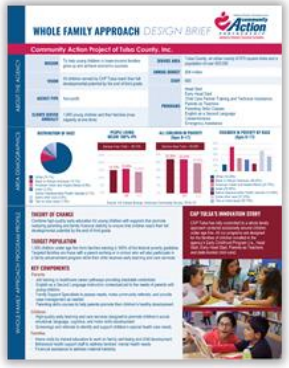
# Whole Family Approach

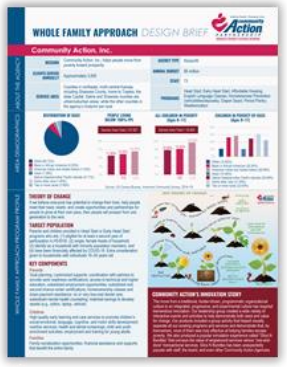
## Design Briefs

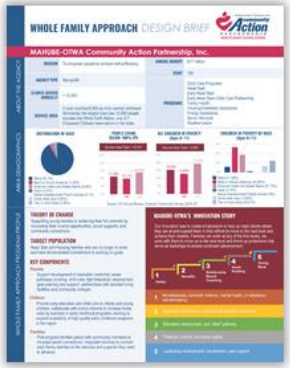
This series highlights examples of how Community Action Agencies from across the United States have put concepts into practice that build family well-being and social and economic mobility by working with children and their parents together.

Community Action Project of Tulsa County (OK)
MAHUBE-OTWA Community Action Partnership (MN)
Aroostook County Action Program (ME)
Blueprints (PA)
Community Action, Inc. (KS)







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# Whole Family Approach

## Webinar Series

### WFA 101: Foundational Concepts

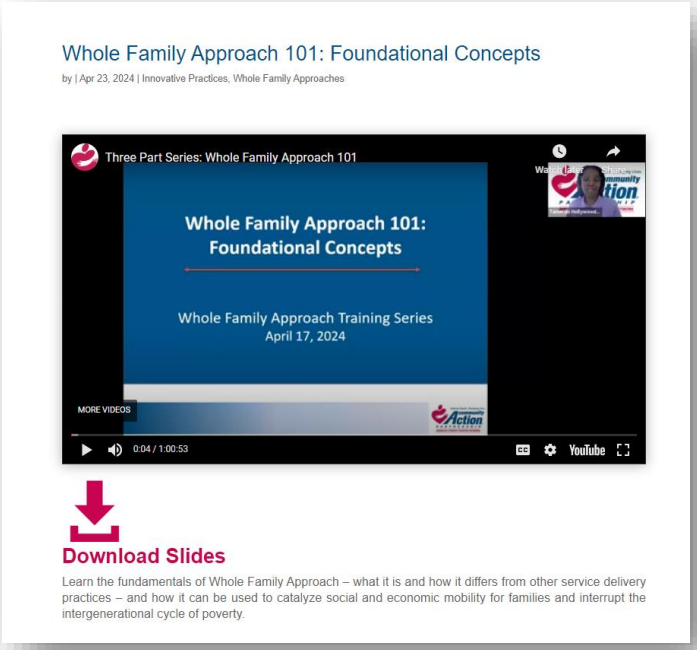
Learn the fundamentals of Whole Family Approach – what it is and how it differs from other service delivery practices – and how it can be used to catalyze social and economic mobility for families and interrupt the intergenerational cycle of poverty.

### WFA 201: Moving Toward Implementation

Explore the enabling conditions which demonstrate WFA readiness and learn how to apply NCAP's open-source tools and resources to design and implement your own WFA.

### WFA 301: Blending & Braiding Resources for WFA Sustainability

Learn from seasoned Community Action professionals and WFA practitioners from Aroostook County Action Program (ACAP,) on how to effectively blend and braid federal, state, local, and private resources to support your WFA implementation efforts.



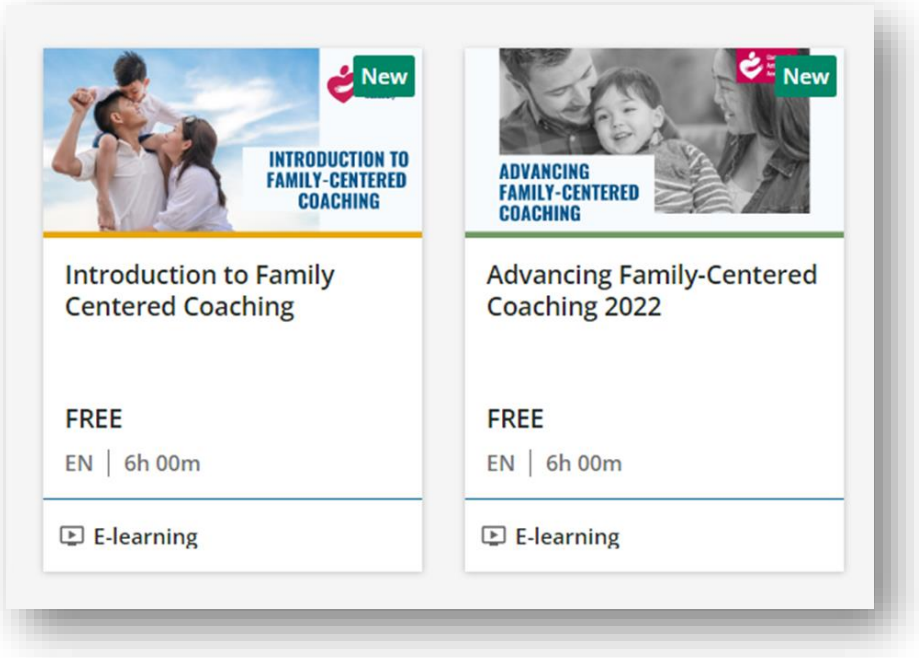

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# Whole Family Approach

## E-Courses

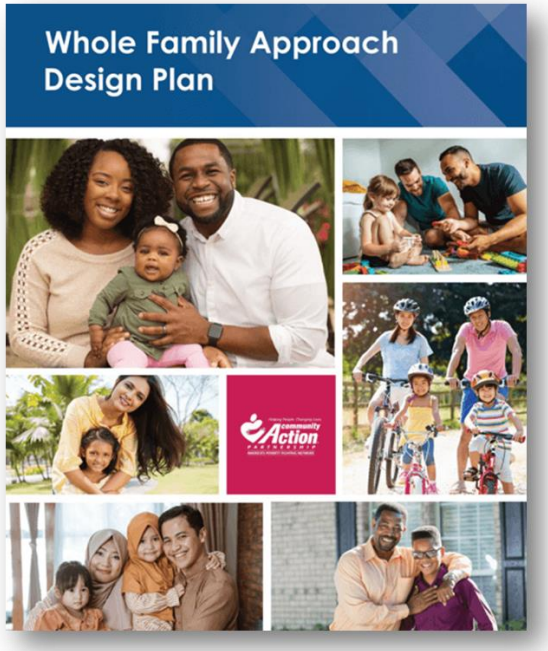
These courses walk through a variety of materials on Family-Centered Coaching to deepen understanding of coaching concepts, build coaching skills, engage in the coaching process, and assess agency readiness.

Each segment will guide you through watching videos, reading, working through a scenarios, or taking quizzes and assessments.




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# Whole Family Approach







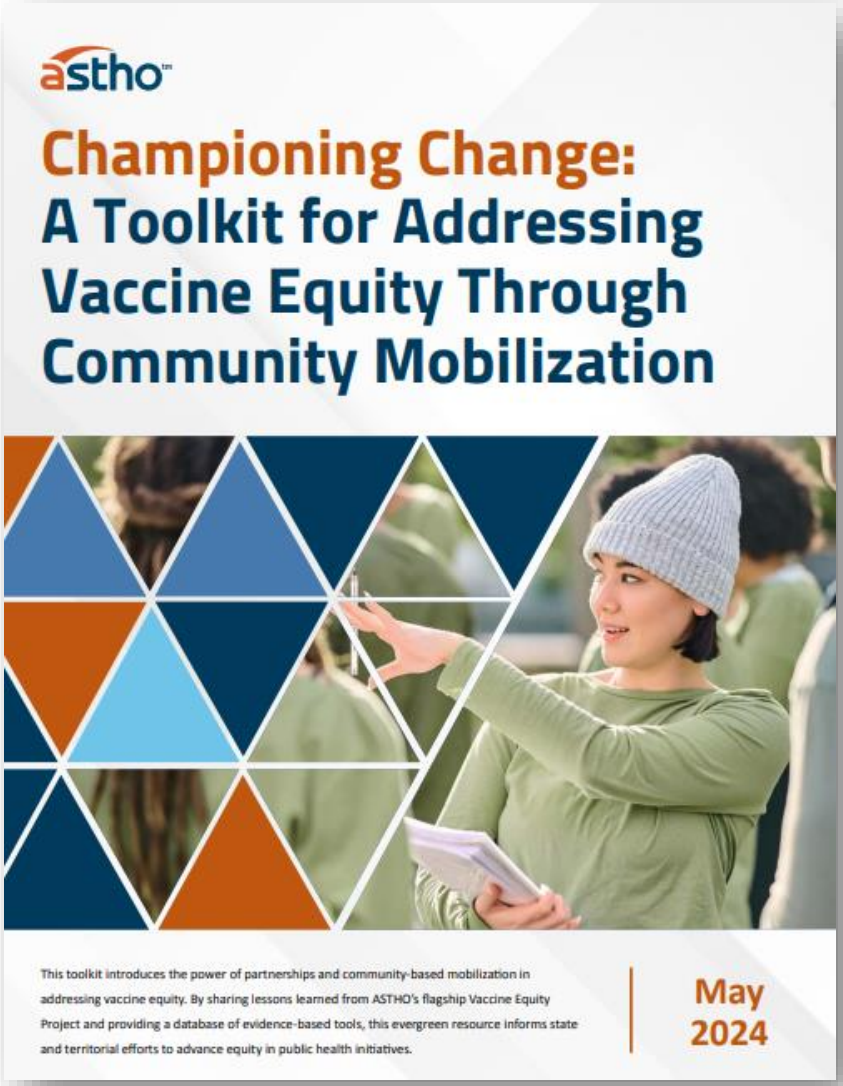
## *Access the Resources:*



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# Vaccine Equity Toolkit

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# The Vaccine Equity Project



Addressing Systemic Disparities



Prioritizing Community-Centered Outreach

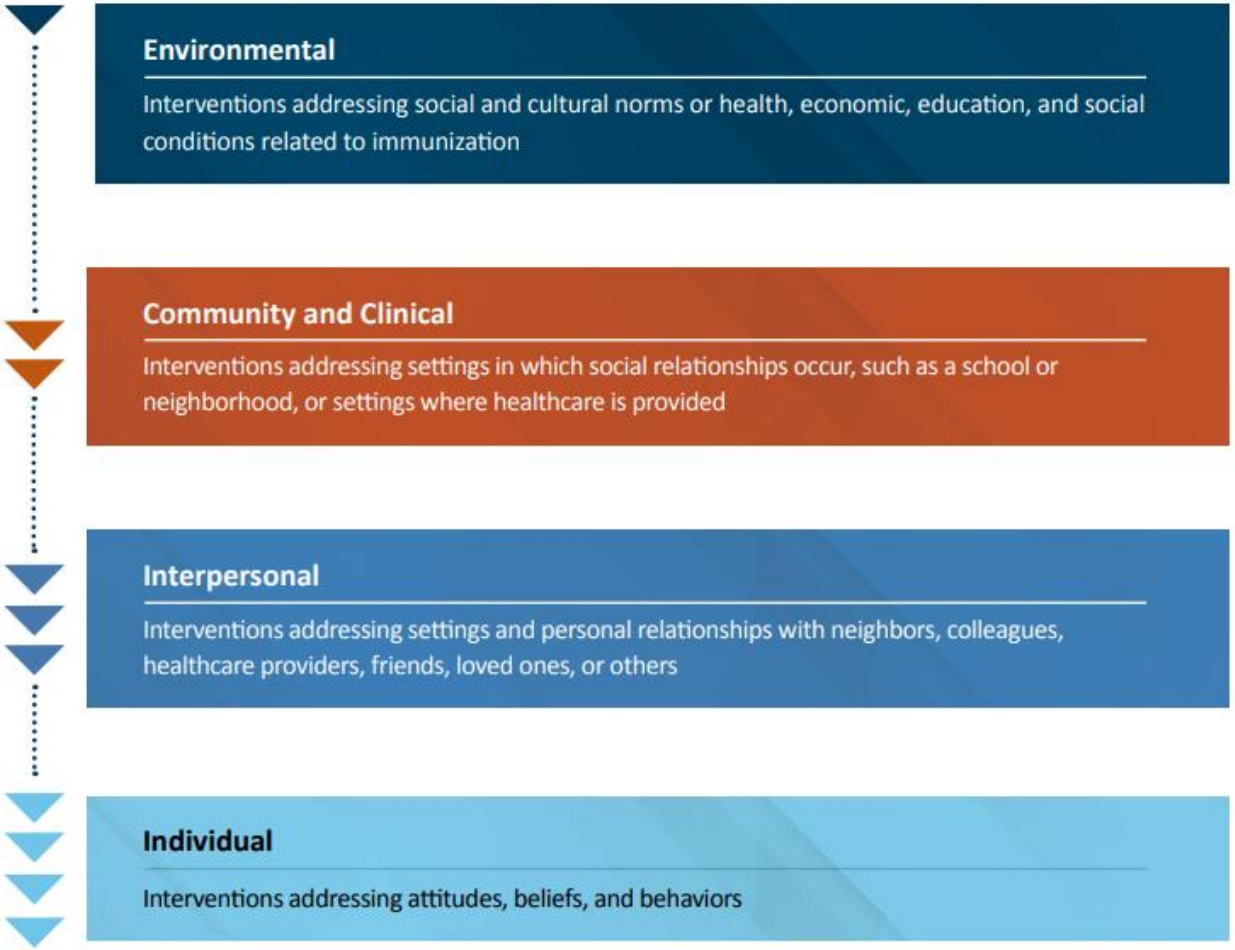



astho™

GRAMERCY RESEARCH GROUP

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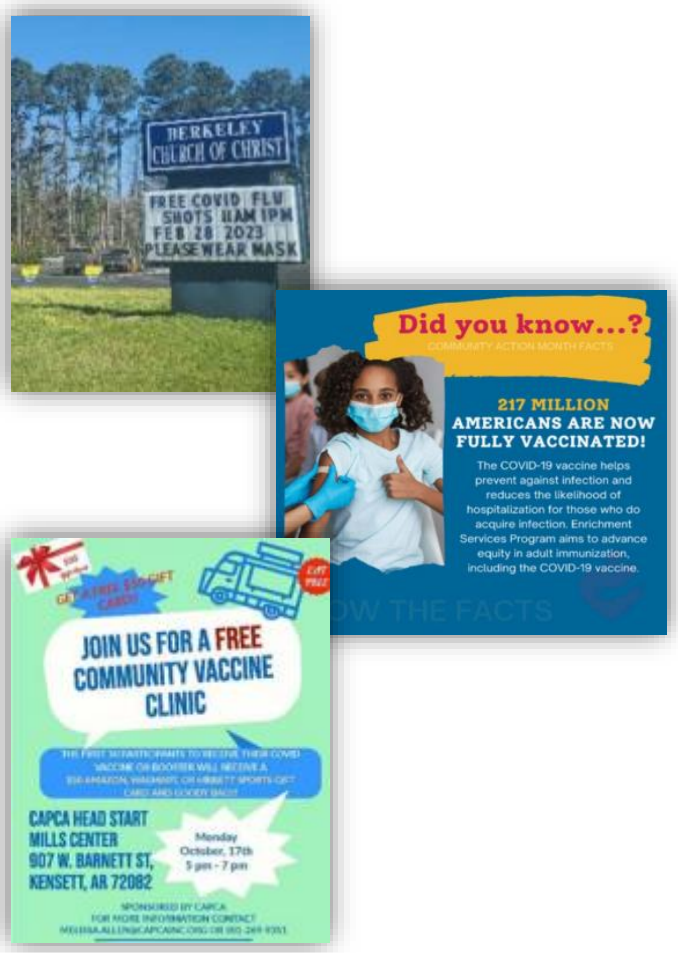
# Strategy Areas




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# Strategies

- Partnering with Healthcare and Public Health
- Meeting People Where They Are with Fact-Based Messaging
- Leveraging Existing Programming and Partnerships to Expand Reach
- Empowering Culturally Competent Community Partners
- Identifying and Engaging Trusted Community Messengers




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# Key Themes

The Power of Partnerships

The Relevance of the Social Determinants of Health

The Importance of Sustainable Funding

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# Advisory Resources

NASOMH
NATIONAL ASSOCIATION OF STATE OFFICES OF MINORITY HEALTH

NAEMT

NACHW
NATIONAL ASSOCIATION OF COMMUNITY HEALTH WORKERS

ASSOCIATION OF AMERICAN INDIAN PHYSICIANS

NMA Since 1895 National Medical Association

NYAM Center for Healthy Aging

NHMA
National Hispanic Medical Association

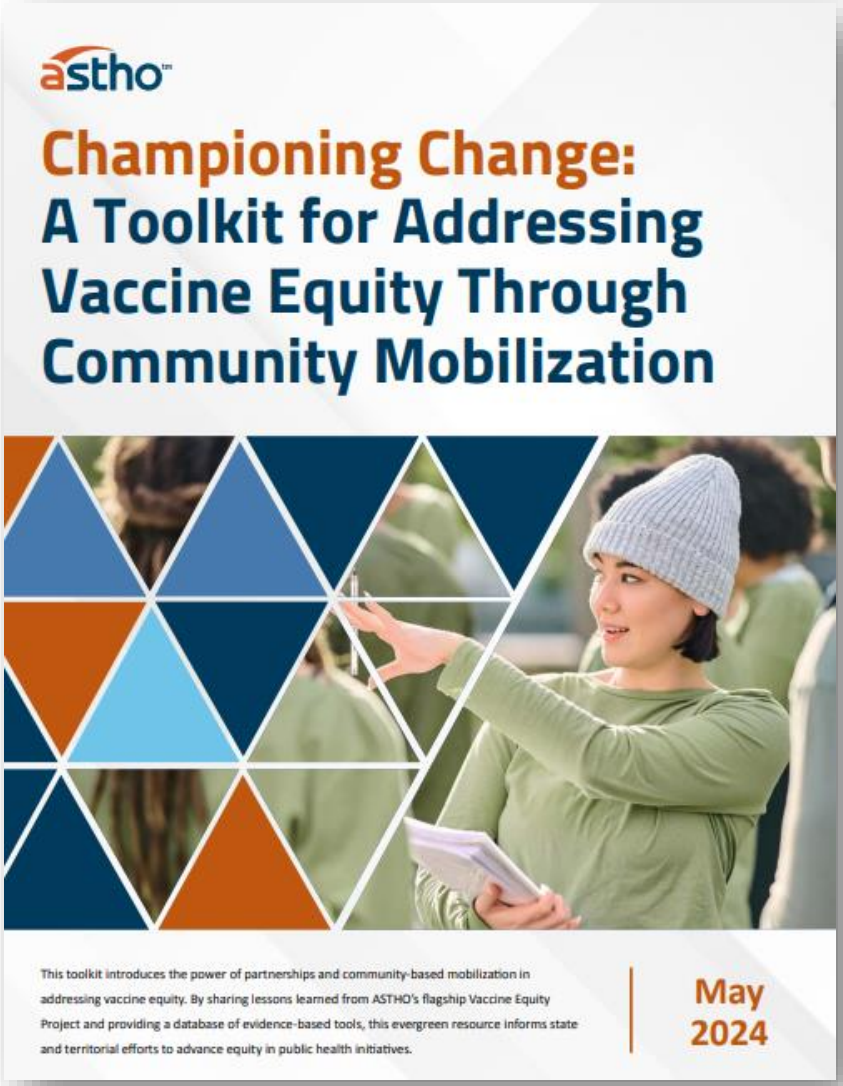
Faiths4Vaccines
A Multifaith Movement

PACIFIC ISLAND HEALTH OFFICERS ASSOCIATION PIHOA

# Additional Tools & Resources

- Cross-Sector Partnerships
- Culturally Relevant Outreach
- Older Adults and People Living with Disabilities
- Community-Based Resources and Sample Materials






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# Additional Resources and Upcoming Learning Opportunities



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# We want to hear from you!



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# 2024 ANNUAL CONVENTION

*Inspiring Hope and Advancing Opportunity*

August 28-30 (Pre-Con: 26-27) | Seattle, WA



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# Applied Brain and Behavioral Science for Families

## A Special 3-Part Webinar Series

Join NCAP and guest facilitator, New Moms, for this exciting new series designed specifically for the Community Action Network. Sessions are appropriate for all roles and levels of responsibility.

**Session 1: Executive Skills 101**

**Session 2: Environmental Modifications to Reduce Friction in Whole Family Work**

**Session 3: Harnessing Executive Skills for Goal Achievement**



**Wednesday July 10, August 14, and September 24**
**2pm ET/1pm CT/12pm MT/11am PT**

For more information, including full session descriptions, visit NCAP online via the QR Code.

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https://tinyurl.com/5n6dpd3e

# FRESH FINDS

THE LATEST ANTI-POVERTY RESOURCES

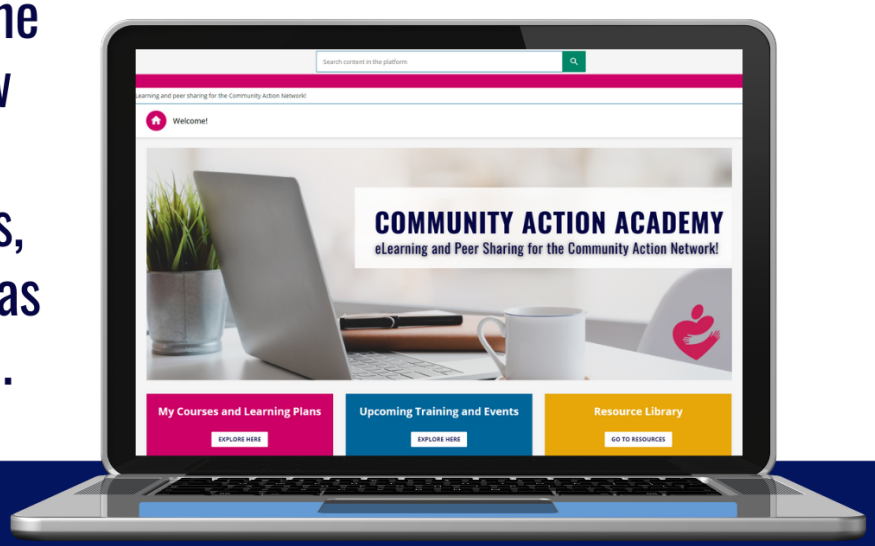
**Explore the latest resources, webinars, and funding opportunities from other organizations engaging in anti-poverty efforts. The list is updated periodically to ensure "freshness!"**



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# COMMUNITY ACTION ACADEMY

Community Action Academy, our online learning hub, has a new home, a new look, and new features! Access on-demand eCourses that include videos, resources, activities, quizzes, as well as engage with peers across the nation.




VISIT:

https://communityactionacademy.docebosaas.com/learn

# For More Information




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