PRESENTERS

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Desired outcomes

- This session will highlight Kentucky's Building Community Well-Being Among Families initiative and discuss how the project aims to co-create a robust primary prevention system focused on child and family well-being in partnership with families, communities, and system representatives.

- Learn about the successes and lessons learned applying community leadership strategies in the project and think through how these strategies can be applied in your own work.

- Provide tools and resources to apply a system change framework and prevention strategy in your system transformation work

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Building Community Well-Being Among Families Project

What is the Building Community Well-being Among Families grant?

A federal grant aimed at **developing a comprehensive child and family well-being system** building off the Thriving Families, Safer Children initiative to better **address social determinants of health** and **improve individual and family protective factors**.

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A SYSTEM ROOTED IN PRIMARY PREVENTION THAT IS EQUITABLE AND INCLUSIVE...

- Meets families' **basic needs** and addresses **social determinants of health** through robust network of place-based and population-based strategies

- Strengthens and builds **protective factors**, including economic supports

- Is **co-designed** by families, **community-driven**, and **culturally responsive** with services and supports reflective of the social context & diverse needs of the community
    - *For example, how does accounting for a child and their family's race/ethnic background change what is considered a "basic" need?*

- Focuses on achieving **equitable outcomes**

- Changes **norms & values**, reduces **stigma**, and promotes **inclusivity**
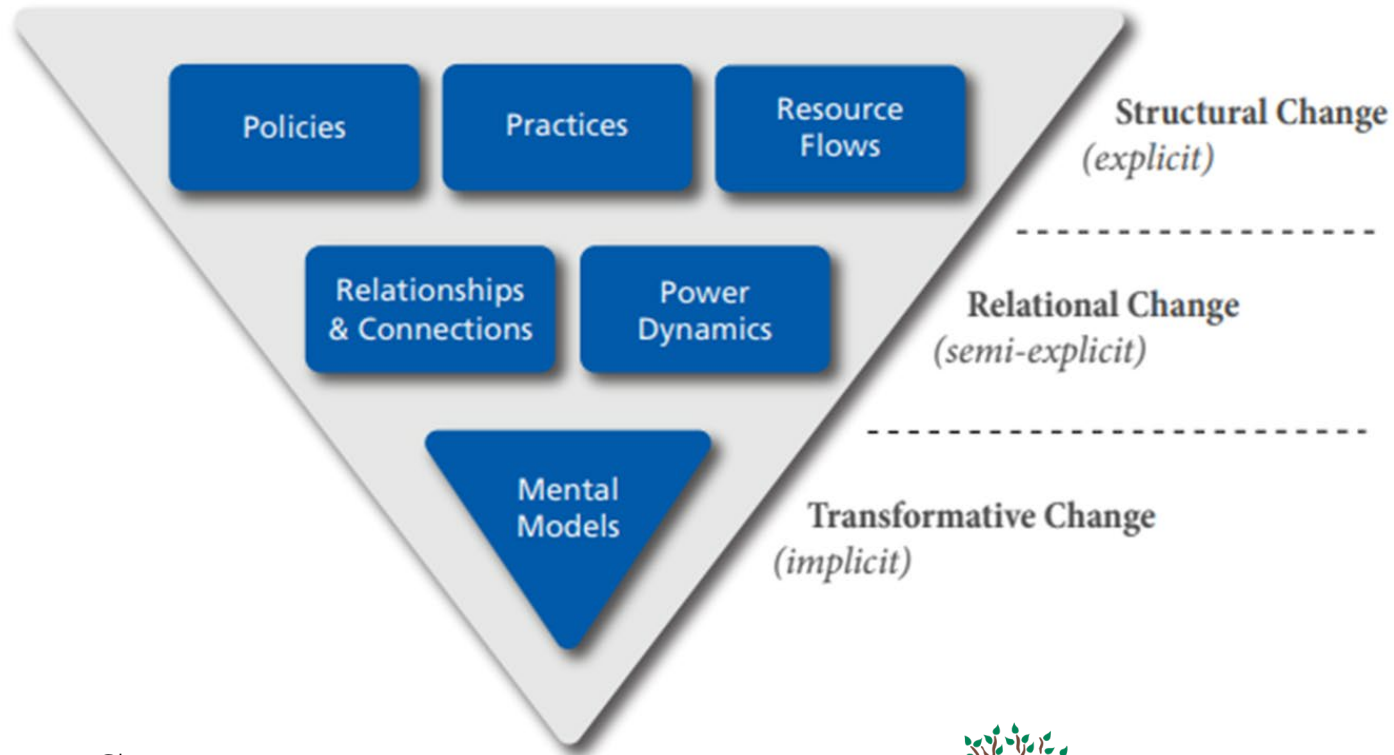
CENTRAL TO PRIMARY PREVENTION ARE SERVICES, RESOURCES, AND SUPPORTS THAT ARE...

- Offered on a voluntary basis

- Commonly place-based and centrally located within the communities where families live, ensuring easy accessibility

- Aligned with community values, norms, and culture

- Commonly offered by a public, nonprofit, faith-based or private provider, that may receive funding from the state or county child protection agency, but operates independently of government

- Available to anyone that lives in the community, not just to families deemed to be at risk and are offered in normalized, non-stigmatizing ways

- Focused on enhancing parental protective factors

- Inclusive of concrete supports (limited financial assistance, food assistance, housing assistance, legal services, respite or childcare), clinical services, and peer mentoring or support services and activities

- Provided through braided funding including flexible funding, such as CB's title IV-E waiver demonstration authority, along with state, county, city and private funding.

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TO TRANSFORM THE SYSTEM, WE NEED TO CHANGE THE CONDITIONS THAT TYPICALLY HOLD A SOCIAL PROBLEM IN PLACE.

Six Conditions of Systems Change

Policies · Practices · Resource Flows — **Structural Change** *(explicit)*

Relationships & Connections · Power Dynamics — **Relational Change** *(semi-explicit)*

Mental Models — **Transformative Change** *(implicit)*

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MOREOVER, A SUCCESSFUL PREVENTION STRATEGY INCLUDES A SET OF ACTIONS ACROSS *MULTIPLE LEVELS* TO TARGET THESE CONDITIONS AND ACHIEVE DESIRED OUTCOMES.

The Spectrum of Prevention

Influencing Policy and Legislation	Developing strategies to change laws and policies to influence outcomes
Changing Organizational Practices	Adopting regulations and shaping norms to improve health and safety
Fostering Coalition and Networks	Bringing together groups and individuals for broader goals and greater impact
Educating Providers	Informing providers who will transmit skills and knowledge to others
Promoting Community Education	Reaching groups of people with information and resources to promote health and safety
Strengthening Individual Knowledge and Skills	Enhancing an individual's capability of preventing injury or illness and promoting safety

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IF WE SUCCESSFULLY TRANSFORM THE TRADITIONAL CHILD WELFARE SYSTEM TO A CHILD AND FAMILY WELL-BEING SYSTEM ROOTED IN PRIMARY PREVENTION, EQUITY, AND INCLUSION, WE EXPECT TO SEE…

Improved family well-being

Reductions in child maltreatment and removals from home

Decreased racial disparities

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INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES			
			Structural Changes: Indicators of improved cross-system infrastructure that facilitates primary prevention	**Relational Changes:** Indicators of improved relationships, increased collective responsibility, & shared power	**Transformative Changes:** Indicators of shifting mental models around prevention-oriented norms & values	**Long-term Changes:** Indicators of a shift to a child and family well-being system
❖ Facilities ❖ Computers ❖ Supplies ❖ Grant staff trainings: • Racial equity • Ethics & boundaries • Mandated reporting • CQI • Motivational Interviewing • Diversity Awareness • Family Centered Coaching • Self-Sufficiency Matrix • CPR/First Aid & Naloxone • Service Excellence • Positive Youth Development	**Engage** Families in: ➢ Parent Partners ➢ Parent and Youth Coaching Academies ➢ Parent Pods ➢ Parents and youth in advisory boards	• Number of parents connected to Parent Partner • Number of parents and youth who go through Parent/Youth Coaching Academy • Number of parents with lived experience holding leadership roles as Parent Partners in the primary prevention system • Number of parents attending Parent Pods	• Families' protective factors are strengthened	• Increased voice, leadership, and power of parents and youth • Families serve as resources to other families • Families feel less isolated and have greater social connections • Prevention system partners will gain an understanding of the perspectives of families and gain respect for the role the individual represents in the system	• Families express help-seeking behavior	**Increased family well-being** **Reductions in child maltreatment & removals from home** **Decreased racial disparities**
	Train Providers in: ➢ Racial Equity ➢ Well-Being ➢ Ideal Norms ➢ Family Centered Coaching ➢ KYNECT Resources Families in: ➢ KYNECT Resources	• Number of providers trained in: ○ Racial Equity ○ Well-Being ○ Ideal Norms ○ Family-Centered Coaching ○ The KYNECT system • Number of families trained in the KYNECT system • Development of a Resource Directory and Regional Web-Based Platform	• Families have an increased understanding of prevention resources available and how to navigate the system • Providers have increased knowledge of prevention resources that address SDoH in the community	• Increased ability of providers to communicate and engage with families through mutual trust and respect • Families interact with diverse service providers • Families experience anti-racist and equitable services and supports	• System partners have a greater understanding of poverty-driven neglect and preventative role of concrete supports • Increased prevention-oriented mindset & readiness to change among providers • Shift mandated reporter practices to mandated supporter	
❖ Community Well-Being Alliance Infrastructure & Workgroups ❖ Implementation Team ❖ Parent/Youth Advisory Boards ❖ Evaluation & CQI	**Support** Prevention System through: ➢ Alignment of prevention efforts across organizations and around well-being ➢ Dissemination of PCA Toolkit and information on "Lean on Me" mandated supporter information ➢ Establishing prevention referral processes Families through: ➢ Parent Cafes ➢ Family Coaching ➢ Parent Coaches ➢ Self-Sufficiency Assessments ➢ Concrete Assistance	Extent to which cross-section providers, CBOs, and other organizations (e.g. schools, faith-based, etc.) engaged with Community Well-Being Alliance and Implementation Team Creation of a Regional System Journey Map/ Prevention Alignment Matrix	• Increased communication, access, data linkages, and functionality across systems • Expanded community-based service options that address social determinants of health	• Increased resource sharing	• Providers have a greater understanding of poverty-driven neglect and preventative role of concrete supports • Increased prevention-oriented mindset & readiness to change among providers	
		• Number of Parent Cafes held • Number of parents attending Parent Cafes • Number of families receiving family coaching • Number of families receiving a parent coach • Number of families assessed for self-sufficiency • Number of eligible families receiving concrete assistance • Development of a Well-Being Matrix • Number of resource coordinators and school staff in NKY school districts reached with mandated supporter information • Establishment of process through which to direct hotline calls from the child welfare agency to Brighton Center and partners	• Safety net system is resourced to provide concrete assistance • Families' basic needs are met through concrete assistance provided by the Safety Net Alliance	• Common well-being outcomes, defined by families, used across the prevention system • Families trust resources available to them • Families feel valued and affirmed by their service providers	• Shift mandated reporter practices to mandated supporter • Reduced feelings of stigma by families	

SYSTEM TRANSFORMATION THROUGH COMMUNITY LEADERSHIP BRIEF

Source: Kugley, S., VanMeeter, M., Dierksheide, E., & McDaniel, M. (2022). System transformation through community leadership: Strategies for building effective partnerships with Black and Brown communities: Methods report. Chicago, IL: Chapin Hall at the University of Chicago.

Community Leadership Strategies aligned and activated in practice and the road map to follow

PHASE 1: CHANGING ORGANIZATIONAL CULTURE

Disrupt system mindsets and habits

- **Develop and implement a racial equity lens**
  - ➤ Come to terms with where we are as an organization models the opportunity to face where we are as a community
  - ➤ Critically identify where systematic racism shows up in the systems that families are navigating
  - ➤ Centering the voice of families to understand strategies to challenge systems and impact the practices that surround the systems
- **Shift expectations about timelines and outcomes**
  - ➤ Shifting expectations of strength through shifting mental models
  - ➤ Lifting the impact of deficit-based models and the role this plays in holding current power dynamics in place.

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PHASE 1: CHANGING ORGANIZATIONAL CULTURE

Reimagining community engagement

- **Prioritize community relationships and trust**
  - ➢ Evaluate what barriers to relationship and trust look like
  - ➢ Be Accountable for those barriers
- **Broaden the decision-making table**
  - ➢ Parent and Youth Advisory Boards
- **Create various, accessible, and substantial engagement opportunities**
  - ➢ Parent Cafes
  - ➢ Parent Pods
  - ➢ Primary Prevention Credential

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Stories from the Work – Organizational Perspective

PHASE 2: POWER SHARING

Position community to take the lead

- Opportunity and understanding how power shows up in systems
- Create opportunities to build social capital

Recognize and cultivate community strengths and skills

- Start from existing community expertise and assets
- Create opportunities for leadership and technical skills development

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Customer Voice | **LARIKA HARRIS**

BUILDING COMMUNITY WELL-BEING PARENT ADVISORY BOARD

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PHASE 3: SHIFTING RESOURCES TO EMPOWER AND SUSTAIN COMMUNITY LEADERSHIP

Transform systems with community in the lead

- **Establish community ownership over system responses and resources**
  - ➤ Transfer of Power
  - ➤ Community Response
- **Scale up and share out**

PHASE 3: SHIFTING RESOURCES TO EMPOWER AND SUSTAIN COMMUNITY LEADERSHIP

Embed community leadership and adapt

- Build collaborative infrastructure
- Commit to continuous learning and evaluation

PRESENTATION TAKEAWAYS

- System transformation tools
  - [The Water of Systems Change](#)
  - [Tools for championing community leadership in system transformation](#)

- Lessons learned and challenges
  - Currently in year 2 of the grant and initial phase of implementation
  - Sharing power and adapting engagement strategies take time to implement and see change

- Next steps
  - Chapin Hall evaluation process - Evaluation process designed to be participatory and centering community & families; lessons learned from CQI efforts
  - Brighton Center implementation process – continuing to fall forward; understanding how we should be led by families and the community; looking for opportunities to share power

SYSTEM TRANSFORMATION TOOLS

The Water of Systems Change

Toolkit for championing community leadership in system transformation

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Q&A

Now it is your turn ... what questions do you have?

Questions or comments? Please reach out to:

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