DECK OVERVIEW: COLLABORATION, EQUITY & COMMUNITY ENGAGEMENT

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Collaboration (How)

Equity (What)

Community Engagement (Who)

Three elements (concepts, practices, approaches) of large-scale community change can operate together to identify and implement community-generated strategies that improve outcomes and reduce disparities.
**Defining Community Collaboration**

**Community Collaboration** means a process by which clients and/or families receiving services, other community members, agencies, organizations, and businesses work together to share information and resources in order to fulfill a shared vision and goals. *(Law Insider.com)*

"Community-based collaboration," is the process by which citizens *(residents)*, agencies, organizations, and businesses make formal, sustained commitments to work together to accomplish a shared vision. *(Office of Justice Programs)*
Typical Collaborative Activities

It often involves:

- partnerships and coalitions
- mobilizing resources
- influencing systems
- changing relationships among partners, and
- serving as catalysts for changing policies, programs, and practices. (CDC, 1997, p. 9).
## What Are the Different Ways to Collaborate?

| **Networks:** People connected by relationships, which can take on a variety of forms, both formal and informal. |
| **Strategic Co-Funding:** Partnership among organizations that work in pursuit of a common goal. This could mean aligning programs or administrative functions or adopting complementary strategies. |
| **Strategic Alliances:** Partnership among organizations working in pursuit of a common goal while maintaining organizational independence. This could mean aligning programs or administrative functions or adopting complementary strategies. |
| **Movements:** Collective action with a common frame and long-term vision for social change, characterized by grassroots mobilization that works to address a power imbalance. |
| **Public-Private Partnerships:** Partnerships formed between government and private sector organizations to deliver specific services or benefits. |
| **Coalitions:** Organizations whose members commit to an agreed-on purpose and shared decision making to influence an external institution or target, while each member organization maintains its own autonomy. |
| **Collective Impact Initiatives:** Long-term commitments by a group of important actors from different sectors to a common agenda for solving a specific social problem at scale. |

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*What are the Different Ways to Collaborate? - GEOfunders website*
Collective Impact 2.0*
Collective impact is a network of community members, organizations, and institutions that advance equity by learning together, aligning, and integrating their actions to achieve population and systems-level change.

Fundamental mismatch between the complexity of social problems and our traditional strategies

**Isolated Impact**
- Funders select *individual grantees*
- Non-profits *work separately* and *compete*
- Evaluation attempts to *isolate* a particular organization’s impact
- Large scale change is assumed to depend on *scaling a single organization*
- Corporate and government sectors are often *disconnected* from the foundations and non-profits

**Collective Impact**
- Understanding that social problems—and solutions—arise from the interaction of many organizations
- Organizations working toward *same goal* and *measuring same things*
- Large scale impact depends on *cross-sector alignment and learning* among organizations
- *Government, non-profit* and *corporate sectors* are essential *partners*
- Organizations actively *coordinate* their action and share lessons

*Collective Impact initiatives provide a structure for cross-sector leaders to forge a common agenda for solving a specific social problem*
Achieving Large-Scale Change through Collective Impact Involves Five Core Elements

| Common Agenda                  | • Common understanding of the problem  
|                               | • Shared vision for change          |
| Shared Measurement            | • Collecting data and measuring results  
|                               | • Continuous learning and improvement by  
|                               |   focusing on performance management  
|                               | • Shared accountability             |
| Mutually Reinforcing Activities |• Differentiated approaches  
|                               | • Willingness to adapt individual activities  
|                               | • Coordination through joint plan of action  |
| Continuous Communication     | • Consistent and open communication within  
|                               |   the collaborative and with the public  
|                               | • Focus on building relationships and trust  |
| Backbone Support              | • Dedicated staff  
|                               | • Resources and skills to convene and  
|                               |   coordinate participating organizations  |

ADAPT CORE ELEMENTS TO SPECIFIC CIRCUMSTANCES OF THE COMMUNITY AND INITIATIVE
The Collective Impact Forum – A Free Online Community for Collective Impact Practitioners, Partners, and Funders

Click Here for the Collective Impact Forum
University of Kansas Community Tool Box is an excellent resource for collaboration and community change.
Defining Equity

Equity*
Equity is fairness and justice achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions.

Equity Implementation Actions Can Take a Variety of Forms

- **North Star**: Equity is the “North Star” for the work, its unwavering purpose, its mission, the source of hope and inspiration.
- **Outcome**: Equity is an explicit outcome for the work, with indicators & targets to measure progress.
- **Policy**: Policies require equity as a foundation for all policies, procedures, practices, programs, etc.
- **Strategy**: Equity is a component of strategies & interventions where goals cannot be achieved without eliminating disparities.
- **Principle-Value**: Equity is a principle/value which guides the work, & a standard against which to assess the work.
- **Equity Lens**: Equity is the lens through which to examine data & the entirety of the work.
Placing equity at the center is vital to advancing community change efforts

One frequent reason community change efforts fall short is the failure to center on equity.

- Reduces the risk of reinforcing existing inequalities
- Shifts power to communities and the most marginalized
- Engages systems change
- Places a focus on social justice

Equity
Four Tools for Embedding Equity Into Change Efforts

Organizational EQUITY Assessment

Equity Impact Analysis

Targeted Universalism
Targeted Universalism means setting universal goals that can be achieved through targeted approaches for segments of the population.

Targeted Universalism YouTube Video

“Fairness is not advanced by treating those who are situated differently as if they were the same...A targeted universal strategy is one that is inclusive of the needs of both the dominant and marginal groups but pays particular attention to the situation of the marginal group.”

Part IC: About Community Engagement
...the process of working collaboratively with and through groups of people affiliated by geographic proximity, special interest, or similar situations to address issues affecting the wellbeing of those people. It is a powerful vehicle for bringing about environmental and behavioral changes that will improve the health of the community and its members. It often involves partnerships and coalitions that help mobilize resources and influence systems, change relationships among partners, and serve as catalysts for changing policies, programs, and practices (CDC, 1997, p. 9).

Principles of Community Engagement, Second Edition
Types of Community Engagement Activities

- Community Building
- Community Education
- Community Organizing
- Deliberative Dialogue
- Direct Service
- Economic Development
- Engaged Research
- Participation in Leadership
- Participation in Decision-Making
- Organizational/Institutional Engagement
5 Reasons to Engage Community & Those with Lived Experience

1. Understand pressing systemic community challenges
   - Understanding the issues
   - Clarify questions that arise about the challenge

2. Co-create solutions
   - Spark innovative problem-solving rooted in the “lived experience” of the community
   - Identify and spread unique solutions that exist within the community

3. Verify the direction
   - Get feedback on specific strategies and indicators from selected communities, particularly those who will be the ultimate beneficiaries

4. Expand the reach of strategies
   - Expand the reach of adoption of initiative strategies
   - Evoke and sustain the will to take aligned action

5. Build community capacity to lead and sustain change
   - Train stakeholders in skills of effective collaboration and strategy execution
   - Share resources and learning across the community to support scaling best practices
THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP

STANCE TOWARDS COMMUNITY

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8
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IGNORE

INFORM

CONSULT

INOLVE

COLLABORATE

DEFER TO

Spectrum of Community Engagement to Ownership - Facilitating Power
Community Engagement Toolkit

Paul Schmitz
Version 2.2
March 2017

Click here for the Community Engagement Toolkit
Part II: Comments on CA FFPSA Plan

Review Components of the CA FFPSA Plan regarding:
• Collaboration, Consultation and Community Engagement
• Equity
• Evidence-Based Practices
Framing: Collaboration, Consultation and Stakeholder Engagement (p. 14)
To effectively meet the prevention needs of a diverse population in terms of ethnicity, geography, sexual orientation, gender identities, abilities, and socio-economic status, as well as honor the sovereignty of tribal nations, California needs:
1. on macro level, a well-coordinated and diverse System of Care;
2. on the mezzo level, a coordinated network of service providers and community-based organizations; and
3. on a micro level, a coordinated approach to family-centered service planning which includes both formal agency and informal community supports.

Strategies/Interventions
1. Cross-System Coordination, Collaboration and Practice
2. A Coordinated Network of Service Providers and Community-Based Organizations
3. Re-Centering Lived Experience
4. Teaming Models
FRAMING: EQUITY AND INCLUSION AS A PRIMARY LENS (p. 8)
- An ‘equity and inclusion’ lens will precede every phase of planning, design and implementation of FFPSA as a part of broader prevention efforts.
- California fully intends to develop a Title IV-E Prevention Program whose service array contains evidence-based practices (EBPs) which have proven to work with historically underserved racial and ethnic groups or to be adaptable to meet cultural needs when identified.

STRATEGIES/INTERVENTIONS:
1. Governance Structures Which Support Equity and Cultural Responsiveness
2. Cultivate and Maintain Meaningful Relationships with Tribes
3. Address the Systemic Disparities Black Families Face in Child Welfare Programs
4. Adapt the Integrated Core Practice Model to Reflect Authentic Engagement and Partnership
5. Create a Community Pathway for FFPSA Part I Prevention Services
6. Emphasis on Trauma-Informed Approaches
FRAMING:

- The CDSS reviewed several criteria to select EBPs that included the target population to include in the prevention state service array, including whether the EBP was currently being implemented in California, the qualifications of those who would be delivering the EBP, the eligibility requirements of the EBP, whether or not the EBP was effective at serving BIPOC youth, and the amount of support provided by the purveyor of the EBP.
- After reviewing this information, the CDSS made the determination to begin implementation with the entire list of well-supported EBPs.
- The cultural appropriateness of EBPs has been raised as a concern by stakeholders. To meet model fidelity standards, support is available for providers of EBPs from program developers, to include a weekly contact option that can assist with creative solutions to accommodate the needs of diverse populations. Accommodations can be made to the well-supported EBPs for cultural appropriateness with guidance from EBP providers to ensure model fidelity standards are maintained.

STRATEGIES/INTERVENTIONS:

1. Local Selection of EBPs Based on Readiness Assessments and Asset Mapping
2. Well Supported EBPs for Inclusion in Year One (p. 24)
3. Motivational Interviewing (p. 25)
Comments Regarding the CA Plan

GENERAL PLAN COMMENTS:
• Primary prevention investment
• Structural and systems change needs to share the focus on family-focused services and supports
• Accountability for public system actors
• Strategy/intervention implementation tools and technical support

COMMENTS ON SELECTED PLAN COMPONENTS:
• Collaboration, Consultation and Community Engagement
• Equity
• Evidence-Based Practices
Part III: Discussion Questions

1. What progress has been made in reducing or eliminating disparities for families of color who experience disparities in the child welfare system?
2. What jurisdictions have the lowest levels or disparities and/or have been able to significantly reduce disparities? What are the strategies, interventions, policies and practices they use?
3. What adaptations have EBP providers made to any of their models to make them more culturally responsive/appropriate? With what results?
4. What actions are being taken to encourage and support providers and families of color to develop/adapt/evaluate interventions that are responsive to their needs and reduce disparities?
5. What are the targeted strategies and interventions that are being employed to reduce/eliminate disparities for families of color in the child welfare system?
6. What actions have been taken to examine/modify the criteria that guide decision making in the CW process? With what results?
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