



2022 Virtual Partnership Meeting Series:

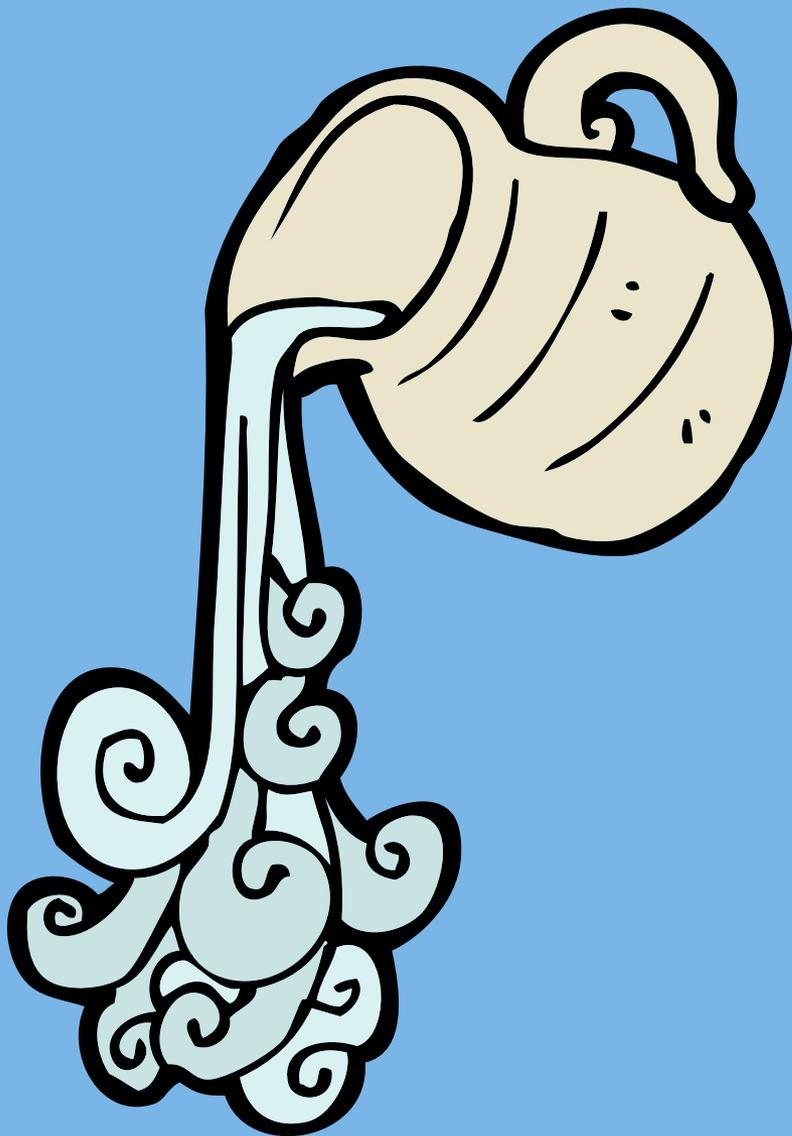
Approaches to Addressing Systems Challenges in MCH

Session # 2

Date March 31, 2022

At the end of today's session, we hope you will feel confidence to:

- Demonstrate knowledge of the Water of Systems Change (WoSC) approach and its applicability to advancing progress towards equity.
 - Share experiences, perspectives, challenges, and successes through highlighting examples of equity related work as well as giving and receiving peer support
 - Generate new and strengthen existing relationships across states/jurisdictions and between Title V staff and partners built on a commitment to support one another in a shared equity journey
 - Celebrate accomplishments of MCH champions and inspire others to continue working on behalf of MCH populations and staff to improve health and wellness of those populations



The Water of Systems Change:

State Examples of Systems Change Efforts to Advance Equity

Terrance Moore & Belinda Pettiford

Title V Partnership Meeting Session II

March 31, 2022

"Systems change is about shifting the conditions that are holding the problem in place."

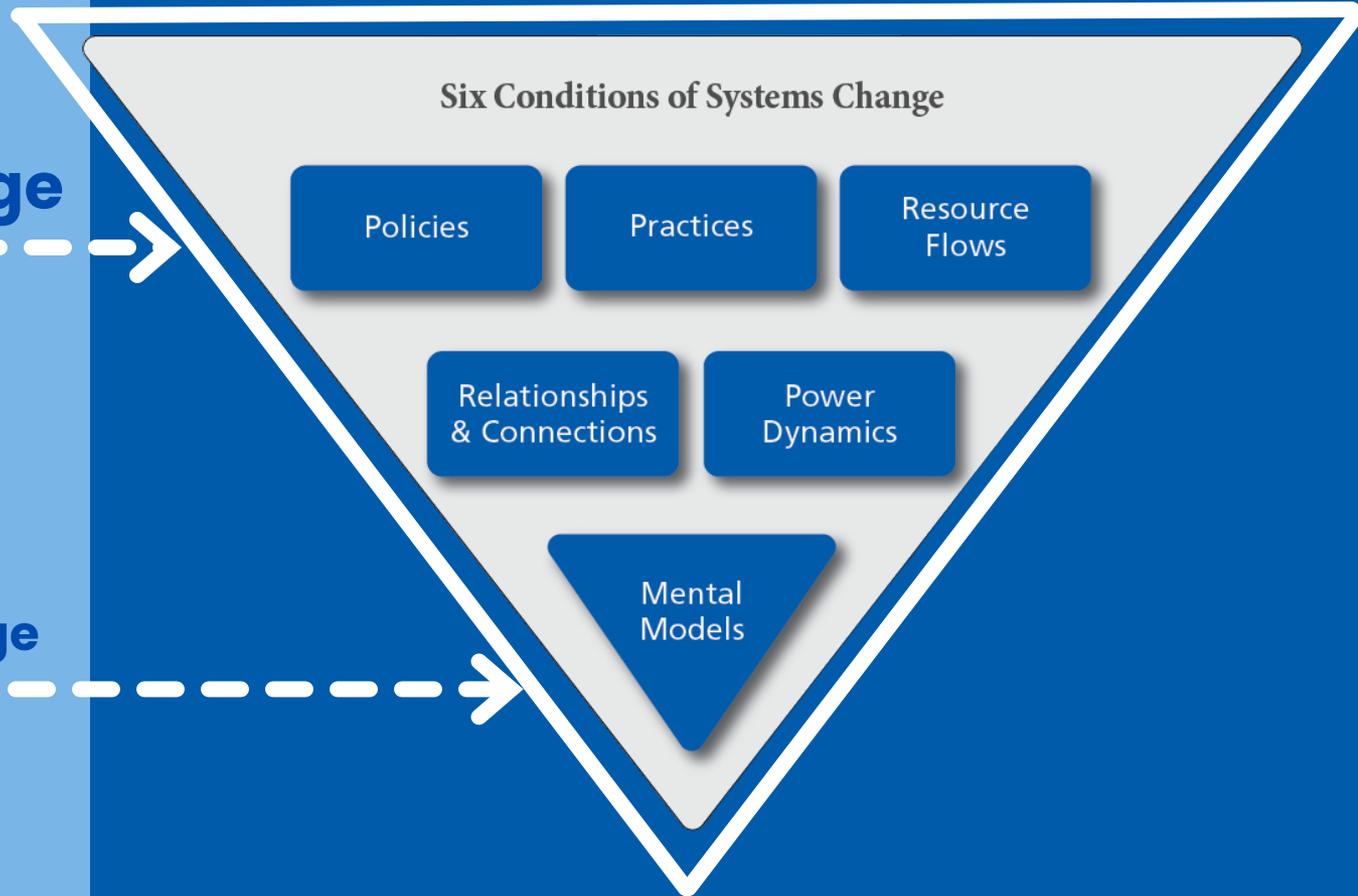
-Social Innovation Generation



Structural Change



Transformative Change



Nebraska Title V supports the promotion of trauma-informed schools in order to disrupt racial and other disparities in school discipline practices.

Six conditions of systems change

Policies

Practices

Resource
Flows

Relationships
& Connections

Power
Dynamics

Mental
Models

These efforts may result in a change in discipline policies and practices in school systems to reduce long-standing inequities.

Nebraska

After assessing the landscape of existing work, Title V initiated a process of exploring with key informants the root causes and possible approaches to address disparities in behavior management at school. Recognizing that methods to manage behavior in developmentally appropriate ways exist but may not be implemented consistently, Title V is interested in learning more about how to support school personnel, students, families, advocacy groups, and other partner organizations to address disparities related to disproportionate suspension and harsher discipline practices of children with disabilities, especially children of color.

Wisconsin

The Wisconsin Title V Program has made it a practice to use a newly developed cross-cutting State Performance Measure. This new performance measure assesses the percent of other performance measures that actively embed family, youth, and community engagement into programs and policies. The Community Engagement Assessment Tool is used with Title V-funded programs to identify areas needing enhanced representative participation.

This new practice shifts how the program measures success and strengthens relationships & connections with family and youth, ultimately shifting underlying power dynamics and mental models.

Six conditions of systems change

Policies

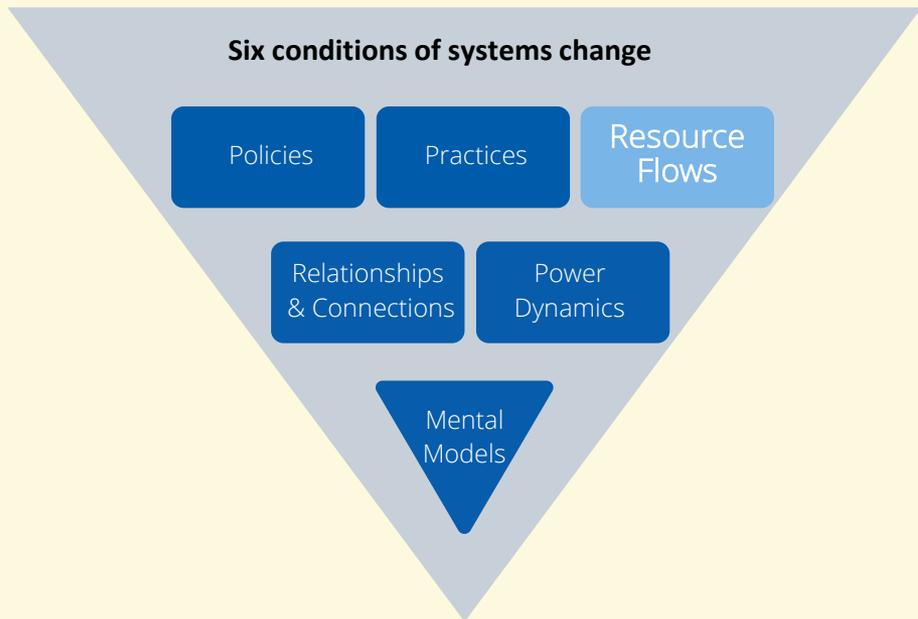
Practices

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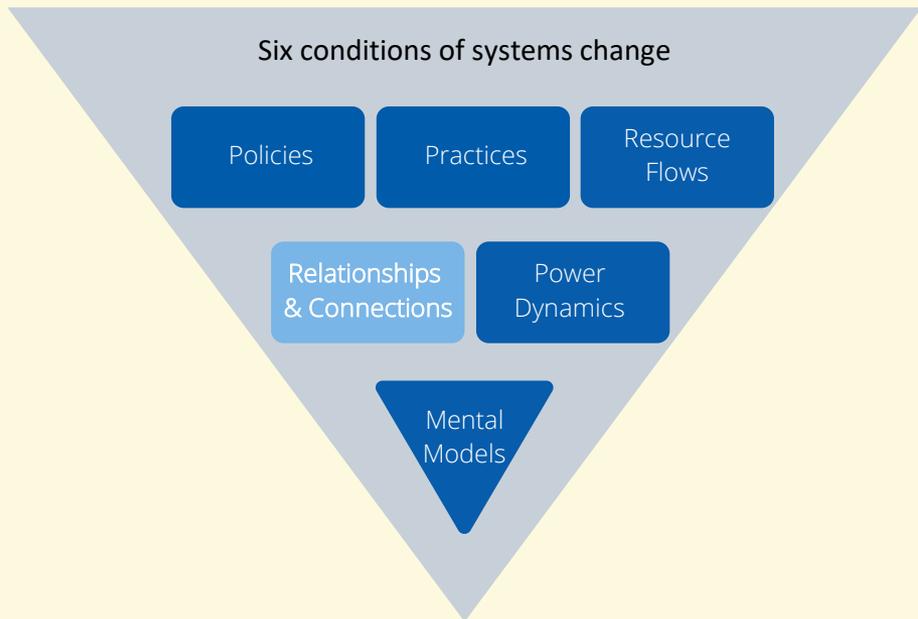
Mental
Models



North Carolina

North Carolina's Children & Youth Branch collaborates with Latino and refugee community-based organizations and community health workers (promotores de salud) to ensure an understanding of services for CYSHCN through relationship-building, trainings, and information-sharing efforts.

By strengthening relationships & connections with community health workers, the program intentionally maintains a resource flow (of information/knowledge regarding CYSHCN) to Latino and refugee communities.



Oregon

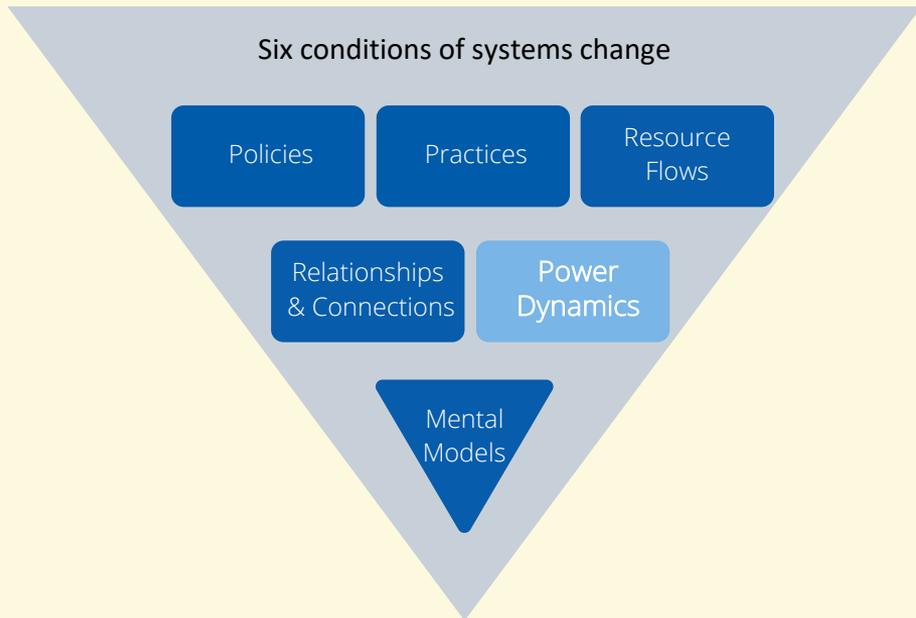
Oregon's CYSHCN program contracts with the Oregon Law Center (OLC), a non-profit organization that works to address issues of equity and disparity at the systems level, with the goal of leveraging their legal knowledge to impact policy processes.

By intentionally cultivating this relationship & connection, the program aims to support internal and external equity efforts and policy change. This also demonstrates use of a resource flow (funding) in the pursuit of partnering with organizations that share similar equity-centered values.

Virginia

Virginia's Family to Family Health Information Center, in partnership with the Title V program, is studying the impact of building family resilience through family to family support offered by cultural brokers to culturally and linguistically diverse families of children under the age of 5 with a developmental delay or special health care need. Within a person's family (as they uniquely define and experience it), cultural brokers build family resiliency through supporting families to apply strengths and resources in a way consistent with their beliefs so that they think about life changes and transitions more positively, feel more hopeful and confident that they can manage it, and respond or adapt to challenges together.

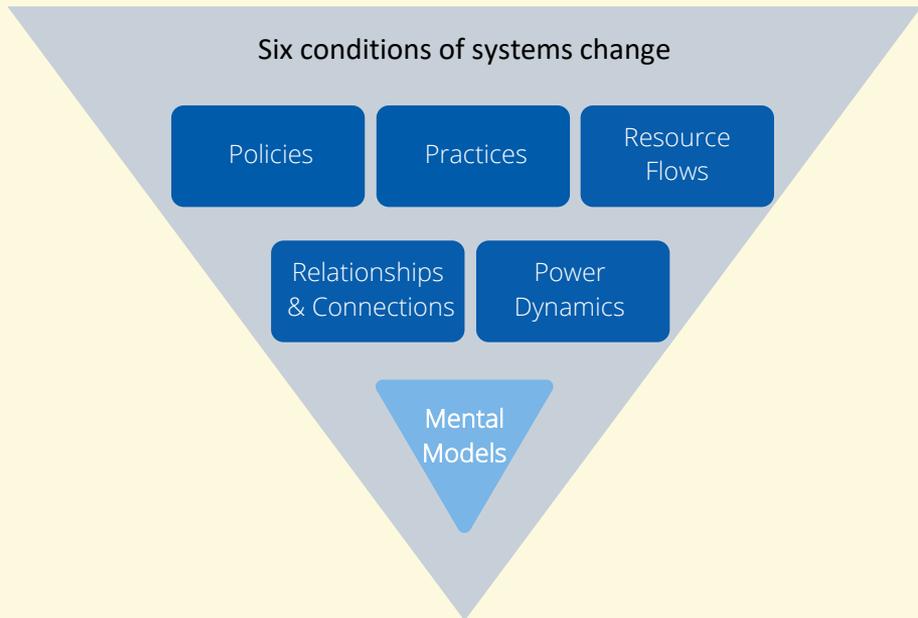
This cultural brokering family to family practice works to increase families' knowledge and decision-making power within the system, ultimately shifting the underlying **power dynamics**.



Guam

Guam's Title V program supports efforts to address social determinants and eliminate health disparities through its commitment to promoting health and racial equity, which is operationalized as a guiding framework for programs. By focusing explicitly on racial equity, Title V can improve outcomes for all communities and help achieve health equity.

Explicitly naming racial equity as a public health goal is a meaningful way to promote an intended mental model that can then guide policy, practice, and resource decisions.



Thank you!

"True systems change efforts do not merely change inequitable structures, but strive to transform the underlying power dynamics, narratives, and histories that built these structures and enable them to thrive."

-Building Movement Project



Report Out

- How did the breakout session inspire you?
- What is one takeaway from the breakout session for you as an individual and one takeaway for your agency or organization?
- In what ways did the breakout topic and discussion resonate with your agency's internal equity journey?

What is one takeaway from the breakout session for you as an individual?

Perseverance

Engage with the community

service

Need to be open to new approaches

The importance of local connections

patience

Examining long held practices to remove

Stay hopeful and keep going

Change takes time

What is one takeaway from the breakout session for you as an individual?

involve the people you serve

Sit and learn from discomfort

My way isn't the RIGHT way, it is one way

It's about the journey, not the destination

Continue to aim high!

Call in. Not out!

Taking a step back, and being kind to yourself and others.

be mindful

You cannot conquer every issue.

What is one takeaway from the breakout session for you as an individual?

Communities know what they need.

long term commitment

Focus on the wins to galvanize the work

Be persistent.

What is in statute matters!

Valuing the community being genuine

We all have a similar goals of being purposefully inclusive.

Persevere

good data drives equity

What is one takeaway from the breakout session for you as an individual?

growth

Listen to one another

Communicate often and early

Everyone is in the same state of overwork, one day at a time

Involving the lived experience voice is important in our work

Small-changes

stay the course

treating each other better is also an outcome

Practical examples/guidance to systematically implement HE

What is one takeaway from the breakout session for you as an individual?

We can always do better

Committment

Looking outside the traditional PH sector for partnerships—libraries!!

Equitable practices start within

leadership must model (publicly)
authentic change

just start

humility

What is one takeaway from the breakout session for your agency or organization?

Listen to the community and each other

Continue moving forward

True Community Engagement

Planning for the long term. Investments take time

Keep making time to learn from colleagues

This work is critical and meaningful

collaboration

Keep the dialog and learning going

Being intentional

What is one takeaway from the breakout session for your agency or organization?

Need to change with the times

being mindful and inclusive

Continue to engage communities

On track with what is happening in other states, stay the course

collaboration is key!

Encourage collaboration, communication, curiosity.

Be a facilitator of opportunities.

build the foundation thoughtfully

We need to find different approaches to help partners work with us.

What is one takeaway from the breakout session for your agency or organization?

Keep involving the people we serve

Promoting equity in our work isn't always easy.

We can be more flexible than we are often led to believe.

Be fluid

Looking outside the traditional PH sector for partnerships—libraries!!

Engage youth

Respect

data driven interventions that demonstrate impact

Partnerships and intentionality

What is one takeaway from the breakout session for your agency or organization?

It's hard work and requires persistence and perseverance.

Involving the lived experience (families) in our work is key to the success of how we serve/support families.

OK to lead from below

Invest in staff at all levels including leadership

Community perception is THEIR reality

Be a facilitator and dream

Be open to learn

Don't be afraid to talk about "sensitive" topics

share success

What is one takeaway from the breakout session for your agency or organization?

Encourage the team to be adaptable, open-minded, kind, and focused on growth. Ensure that all folks are represented in our work, and that our work is serving them.

There are lots of systems holding the status quo in place

we can learn a lot from each other's journeys

perseverance

Nice to know partners and folks to turn to learn from

Passion and progress is contagious

We have a long way to go, but making progress

Ongoing journey

In what ways did the breakout topic and discussion resonate with your agency's internal equity journey?

Confirming

How we can be better

Others have the same challenges

Difficulty recruiting diverse staff

Affirmed we are on the right track.. but much progress remains to be made.

we are not alone

We need to consult more with the community

Confirmation of our path

On track, keep moving forward

In what ways did the breakout topic and discussion resonate with your agency's internal equity journey?

It's never 'finished'

there is a lot more to be done in this journey

We don't have all the answers

Provide steps to go forward

We are all in this together.

We want to do better; we are seeking ideas to emulate

just start

We are never done!

Change needs to happen on the larger level, but it can also start with me

In what ways did the breakout topic and discussion resonate with your agency's internal equity journey?

On track, but more work needed

The power of one is significant

Allow for different windows of tolerance

Work is vital

Validating that we need to simplify how we work with community partners

Listening is just as powerful as talking

Great! hearing from other states is imperative it allows you to see others have the same challenge and combined solutions

Spend time getting to know each other

Take_bold_actions

In what ways did the breakout topic and discussion resonate with your agency's internal equity journey?

We all need to get comfortable being uncomfortable

First Amendment reveals that it protects several basic liberties — freedom of religion, speech, press, petition, and assembly.

Next Session

April 28, 2022 – Session #3: *Working Externally: Cross-Sector Partnerships between Community, Government, Business, and Non-profit Organizations to Address Systemic Challenges*

Tentative breakouts: California, Colorado, Georgia, Illinois, Iowa, Kansas, New Jersey, New Mexico, New York, North Dakota, Oklahoma, Rhode Island, West Virginia