2022 Virtual Partnership Meeting
Series: Approaches to Addressing Systems Challenges in MCH

Session # 3
Date April 28, 2022
At the end of today’s session, we hope you will feel confidence to:

- 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
2022 TITLE V PARTNERSHIP MEETING SERIES
Addressing Systems Challenges to Advance Equity in MCH

COMMUNITY ENGAGEMENT
Outline
• Challenges
• Equity
• Systems
• Change
• Unity
2022 TITLE V PARTNERSHIP MEETING SERIES
Addressing Systems Challenges to Advance Equity in MCH

Title V - has a great opportunity to Advance Equity in MCH

We’re on a journey and we know where we’re going

Healthy People 2030 VISION

A society in which ALL people can achieve their full potential for health and well-being across the lifespan

What will this require?
• Taking time to get to know our communities
• Community engagement
• Time to build relationships
Story – Homeboys Industries (HB)

founded in 1988 by Jesuit priest – Father Greg Bogle –
good heart
BUT not a good businessman
Father never lost a minutes sleep over finances – when times were bleak

Father prayed and somehow – money usually flowed
But in 2012 – things were really bad
Revenue $10.8 million
BUT Expenses $15 million

In 2008 Tom Vozzo –
executive VP Aramark

Great recession hit –
his challenge – on Christmas Eve
‘maintain profitability’
2011 – after getting through the recession – Vozzo knew that it was time to leave

= many layoffs
New job –
CEO
Homeboy Industries

where most people coming through the doors ‘have not had an easy go of things’
Addressing Systems Challenges to Advance Equity in MCH

Even though he knew a lot about “WHAT TO DO”
He didn’t not much about how to do it

Father Bogle told him to “slow down and get involved and be part of the community” (get to know and care about your clients)

Every day they by begin with 10 minutes of sharing and inspiration

“People don’t care how much you know until they know how much you care”

HB - creates space for everyone that walks through their doors

“What we’re about is helping people heal from their trauma so they become resilient enough to move into society and take on what society throws at them”

Quotes from Father Bogle

“We don’t hire homies to bake bread, we bake bread to hire homies”

“Nothing stops a bullet like a job” “Jobs not jail”

Current staff are often former gang members, court-mandated trainees, etc.
HB will celebrate 35th anniversary next year

340 cities, 48 US states, 12 countries

From 2012 – 2019 HB revenues rose by 70% including $20 million from MacKenzie Scott

Lessons learned

The epidemic has defined equality – the virus does not discriminate

Then

Why do we have disparities in COVID morbidity and mortality???

It's due in large part to the disparities in the SDOH –

Where ALL people are born, live, are educated, work, and play

I posit that “healthy built environments produce healthy people”

And you say “our domain is healthcare/services – not schools, employment, parks, grocery stores, etc.

The built environment –
The HB story ends with the following quote:

“There’s two Americas: The America that you and I live in, and the America that the poor live in, and the challenges are mighty”

Vozzo says:

“For our society, where the poverty rate has been the same for 45 years, we need to do something different.”
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You might ask – ??

What’s the real problem?

Why do we keep spiraling down –

CAN’T WE STOP DIGGING???
**DIVERSITY**
diversity is less about what makes people different—their race, socioeconomic status, and so on—and more about understanding, accepting and valuing those differences.

**EQUITY**
equity is about creating fair access, opportunity, and advancement for all those different people. It’s about creating a fair playing field, to use a familiar metaphor.

**INCLUSION**
inclusion is the extent to which various team members, employees, and other people feel a sense of belonging and value within a given organizational setting.
THE WATER OF SYSTEMS CHANGE

JOHN KANIA, MARK KRAMER, PETER SENGE

June 2018
Addressing Systems Challenges to Advance Equity in MCH

**2022 TITLE V PARTNERSHIP MEETING SERIES**

**CAN WE SEE THE WATER WE’RE IN??**

The first step in seeing the water is to illuminate the systemic forces at play

- Policies
- Practices
- Resource flows
- Relationships & connections
- Power dynamics

**Mental models –**

Habits of thought – deeply held beliefs and assumptions and taken-for-granted ways of operating that influence how we think, what we do and how we talk.

**I add --- what we talk about ---**

“How can programs shift power to communities and share ownership of equity work with them?”
Six Conditions of Systems Change

- Policies
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models

Structural Change (explicit)

( semi-explicit )

Transformative Change (implicit)
Mental models and social narratives are **interdependent**

Mental models and social narratives work in a **bi-directional** way.

**Narratives** are shaped by **mental models**,

But

narratives also, **overtime**, **shape the mental models we have.**

**Movements shift mental models**

Movements like "**mothers against drunk driving**" have shifted the mental model by making a somewhat tolerated problem - unacceptable
Together we can make the needed impact HBCUs, MSIs TCU & PWIs -- all working together
Norms for Engaging in Conversations around Equity

- Take care of yourself.
- Engage with the language you know and in ways that feel authentic to you.
- Facilitators may offer language that creates a braver or more affirming environment.
- Consider impact over intention.
- Use “I” statements – speak from your own experiences, and not those of the group or anyone else.
- Get comfortable with being uncomfortable – that’s where the growth happens.
- Safety means and looks differently for everyone – commit to honoring and respecting these differences.
- Acknowledge where we are on our respective equity journeys even if it is not ultimately where we would like to be.
- If you are welcoming others to be open and honest about their experiences, check your defensiveness.
- If possible, we encourage you to come on camera but understand if you need to go off camera.
2022 TITLE V PARTNERSHIP MEETING SERIES
Addressing Systems Challenges to Advance Equity in MCH

SESSION 1
Approaches to Addressing Systems Challenges in MCH

- Think of THREE community assets in your state. What do they bring to your work? Bring a picture of one and be prepared to share.

SESSION 2
Looking internally within States to Highlight Work in Advancing Health Equity

- How can programs shift power to communities and share ownership of equity work with them?

SESSION 3
Working Externally: Cross-Sector Partnerships to Address Systemic Challenges

- How can Title V programs include people with lived experience and those most impacted into their health equity committees, councils, and work?
What is one action word that comes to mind after today’s session?
What is one takeaway from the breakout session for you as an individual?

- collaboration
- plan evaluation
- Validation
- Learn more about the Turn-the-Curve approach.
- Impact
- listen and explore
- Inspired
- Equity is long haul work
- Helpful tips for in-depth thought
What is one takeaway from the breakout session for you as an individual?

- Persevere
- Need to keep pushing
- The importance of developing trusted relationships with community partners
- Innovation
- Turn the Curve
- results based accountability
- Kindness
- Web based platform is available to help measure work and success
- States are more similar than they think
What is one takeaway from the breakout session for you as an individual?

<table>
<thead>
<tr>
<th>Expansion</th>
<th>Begin and continue!</th>
<th>Change is hard and takes time, but small progress is still progress.</th>
</tr>
</thead>
<tbody>
<tr>
<td>equity is not optional</td>
<td>Keep up the good work! We have a responsibility!!! If good work starts, it has to continue to be impactful!</td>
<td>results driven evaluation</td>
</tr>
<tr>
<td>Helpful template to follow</td>
<td>Empowerment</td>
<td>Be a catalyst for establishing and sustaining cultures that don't require people to piecemeal themselves</td>
</tr>
</tbody>
</table>
What is one takeaway from the breakout session for you as an individual?

- Great energy
- Be intentional
- people don’t always understand data
- Reach community gatekeepers
- We need to be more productive.
- Focus on diverse committees.
- Be creative and push the boundaries
- How system work takes 10+ years
- Engage the community
What is one takeaway from the breakout session for you as an individual?

- Take small steps so we don't make waves
- Connectedness
- sustainable partnership
- Be curious - ask more questions then just talking. And, listen!
- Having a trusted communicator for community buy in
- We are not alone
- commitment to a vision is key; hard work makes it happen!
- Slow down
- We're on the right track
What is one takeaway from the breakout session for you as an individual?

- Community must always be at the table!
- Be kinder to your communities even when they ask the same question again and again
- How to better implement DEI into our programs.
What is one takeaway from the breakout session for your agency or organization?

- More work to do
- Grow with the work
- Sustainable partnerships
- Continue to lead and to do it with depth!
- Get moving forward and don't give up
- Identify concrete steps to operationalize equity
- More work is needed...we can't stop at where we are
- Partner Expansion
- Partner with non traditional partners
What is one takeaway from the breakout session for your agency or organization?

- Large changes take time but can happen
- Youth are very inspiring
- Be more cohesive
- keep pushing
- It can be done!
- community
- Embrace new ways of doing things
- Important to work on equity within, read, think, talk
- We have come a long way, but there is still a long way to go
What is one takeaway from the breakout session for your agency or organization?

- More stuff to do
- Exciting work ahead!
- Focus on Fathers more.
- Fully support the health equity work we trying to do
- Find a champion
- Growth
- Passive strategies are not acceptable
- We need standard and agreed-upon language to avoid confusion and delays.
- We need to find resources to invest in community partnerships.
What is one takeaway from the breakout session for your agency or organization?

Good work in progress

Don't forget the relational piece of practicing antiracism

Lots to learn from our neighbors

Begin and continue. We can do it together. Collaborate!

Share power

hard work ahead

enhance equity evaluation and tracking

A contractor could be useful to implement Results Based Accountability with our work.

Need a framework for health equity work
What is one takeaway from the breakout session for your agency or organization?

Evaluate progress and share success
Things to do!
How is your Title V program shifting power to communities and sharing ownership of equity work with them?

- We're on the right track
- Allowing community partners to lead
- Making space at the table
- Keeping the family voice at the table
- We're doing AMAZING
- Supporting community engagement and input
- Including communities in reviewing grant applications
- Rethinking funding processes
- Funding and requiring their input
How is your Title V program shifting power to communities and sharing ownership of equity work with them?

<table>
<thead>
<tr>
<th>Engaging families in CQI</th>
<th>Working together</th>
<th>Inclusion in advisory roles where they are heard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heard from them, trying to come up with a plan</td>
<td>We do all our work side by side</td>
<td>Requirements of contractors</td>
</tr>
<tr>
<td>Granting resources (funding) to them to do the work</td>
<td>Engaging in projects with CBOs and intentionally letting them lead</td>
<td>Finding community &quot;gatekeepers&quot; to help reach community members</td>
</tr>
</tbody>
</table>
How is your Title V program shifting power to communities and sharing ownership of equity work with them?

- Provide opportunity for trainings
- Locals choose best activities for their communities.
- Involving them in conversations.
- Letting partners take the lead
- Creating flexibility in contracts for contractor to build/define their own Action Plan for the funding.
- Family voice engagement more rigorous
- Contracting youth organizations
- Investing in community champions and empowering them.
- Honoring "Nothing About Us Without Us"
How is your Title V program shifting power to communities and sharing ownership of equity work with them?

- Taking the time to truly make the changes community wants
- Engaging in "real" conversations and remembering feedback and follow-up is just as important as the initial conversations
- Participating in the AMCHP Learning Collaborative on this topic with a community partner
- Parent and youth participation
- Engage people with lived experience
- Allowing them to drive (but Title V reads the map)
- About to put together an advisory board
- Using incentives
- Funding CBOs
### How is your Title V program shifting power to communities and sharing ownership of equity work with them?

<table>
<thead>
<tr>
<th>Keeping the Family Voice alive!</th>
<th>showing up to community based organizational meetings instead of expecting them to show up to ours</th>
<th>bringing Title V services to existing community based structures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecting CBOs and MCH agencies to work together</td>
<td>Much self reflection</td>
<td>Increasing Family and Youth Engagement opportunities and funding.</td>
</tr>
<tr>
<td>Community advisory board and lived experience from community members and other stakeholders.</td>
<td>Funding them to implement the Title V objectives most needed in THEIR community. Ask them to describe their local needs.</td>
<td>Listen and encourage; provide support</td>
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MCHB Awards Ceremony

April 28, 2022

Maternal and Child Health Bureau (MCHB)

Vision: Healthy Communities, Healthy People
The MCHB Director’s Award is presented in recognition of contributions made to the health of infants, mothers, children, adolescents, and children with special health care needs in the nation.
MCHB DIRECTOR’S AWARD

Joia A. Crear-Perry
MD, FACOG
MCHB DIRECTOR’S AWARD

Jonathan Webb
MPH, MBA
The Title V Lifetime Achievement Award is presented in recognition of a lifetime of contributions to the MCH population, public health, and the mission of Title V.
LIFETIME ACHIEVEMENT AWARD

Patricia Heu
MD, MPH
TITLE V
LIFETIME ACHIEVEMENT AWARD

Joan A. Scott
M.S, C.G.C
In honor of Dr. Vince L. Hutchins, this award is presented in recognition of distinguished service to improve the health of MCH populations and to advance the Title V mission through partnerships and collaboration.
Karen Remley
MD, MBA, MPH, FAAP
Before we begin our report out, please consider completing the brief, 9-question session evaluation:
https://www.surveymonkey.com/r/ZSZSN32