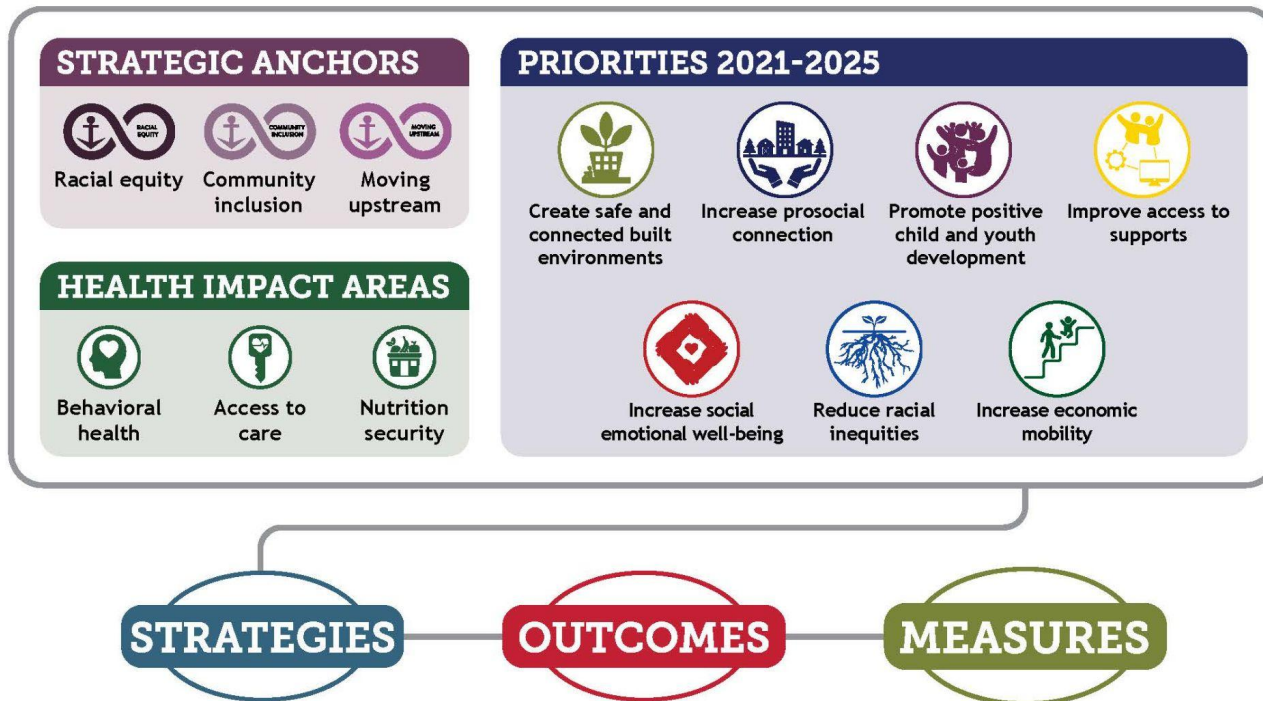


MCH Framework

Vision: To Increase Community and Family Resilience



MCH Workforce Development Section



Lorin Wakefield - Youth Development Specialist

Vani Tangella - MCH Racial Equity Specialist

Melissa Leal - MCH Change Specialist

Nadia Moreta - MCH Community Inclusion Specialist

Audra Bishop - MCH Workforce Development Section Manager



Lead Courageously

Nurture Creativity

Center on our Shared Humanity

Seek Authentic Connections

Learn and Reflect



[WDS values in action](#)

CHOOSE

COURAGE
OVER
COMFORT

Who We Are

We are MCH influencers who provide learning opportunities, resources and infrastructure to develop, influence and support partners in courageously pursuing systems change.

2021-2022 Workforce Development Priorities

1. Communicate & promote the value of public health across sectors
2. Racial Equity
3. Influencing Partners and Leaders
4. Community Inclusion
5. Navigating Change

Current State

- MCH is experiencing lack of diversity in staff, especially in leadership positions.
- MCH staff and partners report fear in engaging in conversations related to racism
- MCH staff and partners report a lack of capacity for prioritizing race equity work
- BIPOC staff report a lack of safety and belonging in the workplace
- Learning opportunities have historically been disjointed
- MCH staff have historically gotten “lost in the learning” - unable to identify clear ways for operationalizing content into action
- Policies/practices uphold white supremacy culture characteristics that perpetuate harm & trauma.

**“Cultivating
Climate and Culture
Change”**
Integrating new
knowledge and skills
into existing programs,
practices and policies

“Learning to Lead with a New Lens”
Expanding the knowledge and skills critical for
advancing race equity

“Re-Shaping the Environment”
Creating optimal learning environments that promote and nurture
psychological safety through a trauma-informed systems approach

Future State

- The MCH workforce has the knowledge, skills and abilities to integrate [Public Health Strategic Skills](#) into the MCH priorities
- The MCH workforce contributes to creating and sustaining a culture of belonging, trust and transparency
- The MCH workforce reflects increased diversity in staffing and leadership opportunities
- As a result of the intentional integration and application of the MCH strategic anchors, the MCH program sees a shift towards more equitable short, medium and long-term outcomes
- MCH workforce distinguishes the critical difference between discomfort and safety, in order to remain present in dialogue that counters white supremacy culture characteristics

Intersection Between Racial Equity and Trauma-informed Systems

