MCH Framework
Vision: To Increase Community and Family Resilience

STRATEGIC ANCHORS
- Racial equity
- Community inclusion
- Moving upstream

HEALTH IMPACT AREAS
- Behavioral health
- Access to care
- Nutrition security

PRIORITIES 2021-2025
- Create safe and connected built environments
- Increase prosocial connection
- Promote positive child and youth development
- Improve access to supports
- Increase social emotional well-being
- Reduce racial inequities
- Increase economic mobility

STRATEGIES

OUTCOMES

MEASURES

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Lead Courageously
Nurture Creativity
Center on our Shared Humanity
Seek Authentic Connections
Learn and Reflect
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.

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 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.

“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.
Intersection Between Racial Equity and Trauma-informed Systems

**Elements of Racial Equity Work**
- Addressing racial & historical trauma
- Safety
- Relationship-centered vs. transactional approaches
- Community inclusion & engagement
- Cultural humility & responsiveness
- Accountability & transparency
- Restorative practices
- Requires individual and systemic work

**Elements of Trauma-Informed Systems**
- Understanding trauma & stress
- Safety & stability
- Compassion & dependability
- Empowerment, voice, & choice
- Cultural humility & responsiveness
- Trust & transparency
- Resilience & recovery
- Requires individual and systemic work

Adapted from: vsdvalliance.org; Loomis et al.