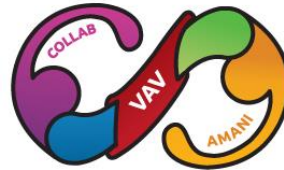


Engaging and Centering Community

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HEALTHY START
REGIONAL MEETING CHICAGO, IL
MAY 22, 2023

SKILL BUILDING SESSION

Agenda

Opening, Welcome & Introductions

Level Setting Our Conversation:

- The Goal
- The Real Goal
- The Core Element
- Foundations to Work From

Overview Collective Impact

Exploration of Core Elements

Closure

Introductions

- **Name**
- **State**
- **Length of time with Healthy Start**
- **Share why you came to this session?**
- **What is a question or topic you hope to explore during our time together?**

Level Setting Our Conversation

Stated Goal Healthy Start

Eliminating Disparities in Perinatal Health. The purpose of this Healthy Start (HS) program is to improve health outcomes before, during, and after pregnancy, and reduce racial/ethnic differences in rates of infant death and adverse perinatal outcomes.

To Achieve Goal

Systems Change

Shifting component parts of a system and the pattern of interactions between the parts to ultimately form a new system that behaves in a qualitatively different way. Leading to different results and outcomes.

Required Core Element

A formally organized partnership, advisory board, coalition or consortia of organizations and individuals who unite in an effort to collectively apply their resources to the implementation of one or more common strategies for the achievement of a common goal within that project area.

Including Representation from:

1. Consumers
2. Appropriate agencies at the State, Tribal, county, city government levels
3. Public and private providers
4. Churches
5. Local civic/community action groups
6. Local businesses which identify themselves with the project's target project area

Our Reality

A fish is swimming along one day when another fish comes up and says

“Hey, how’s the water?”

The first fish stares back blankly at the second fish and then says

“What’s water?”

Inequality

Unequal access to opportunities

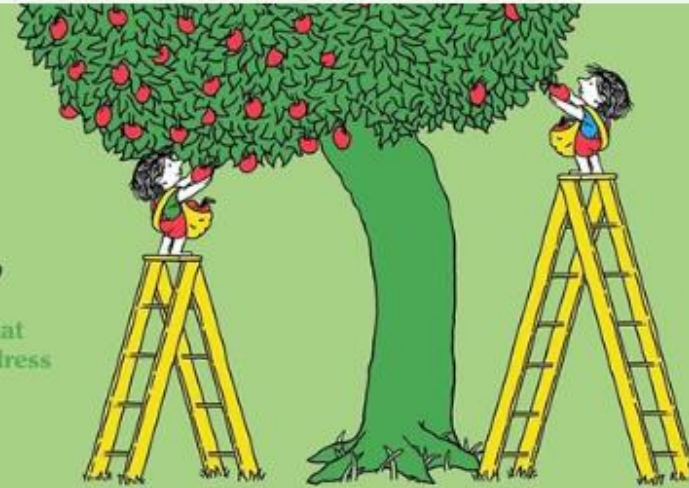


MIT analogies to Brad Sherman from glivesthree

2014 Design by Tech Report - Addressing Inequality

Equity

Custom tools that identify and address inequality



MIT analogies to Brad Sherman from glivesthree

2014 Design by Tech Report - Addressing Inequality

Equality?

Evenly distributed tools and assistance

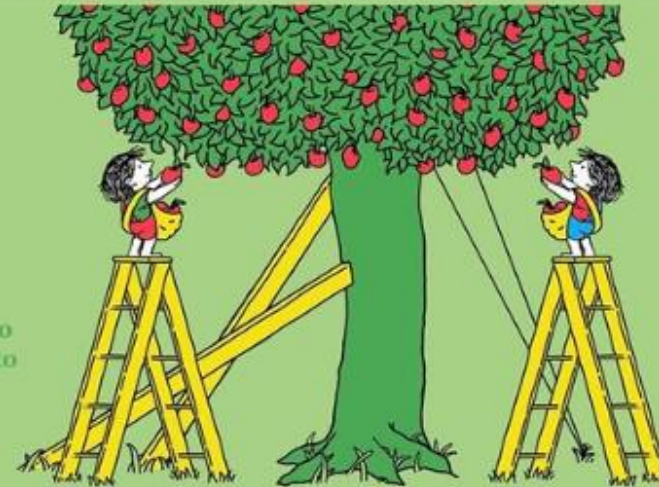


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2014 Design by Tech Report - Addressing Inequality

Justice

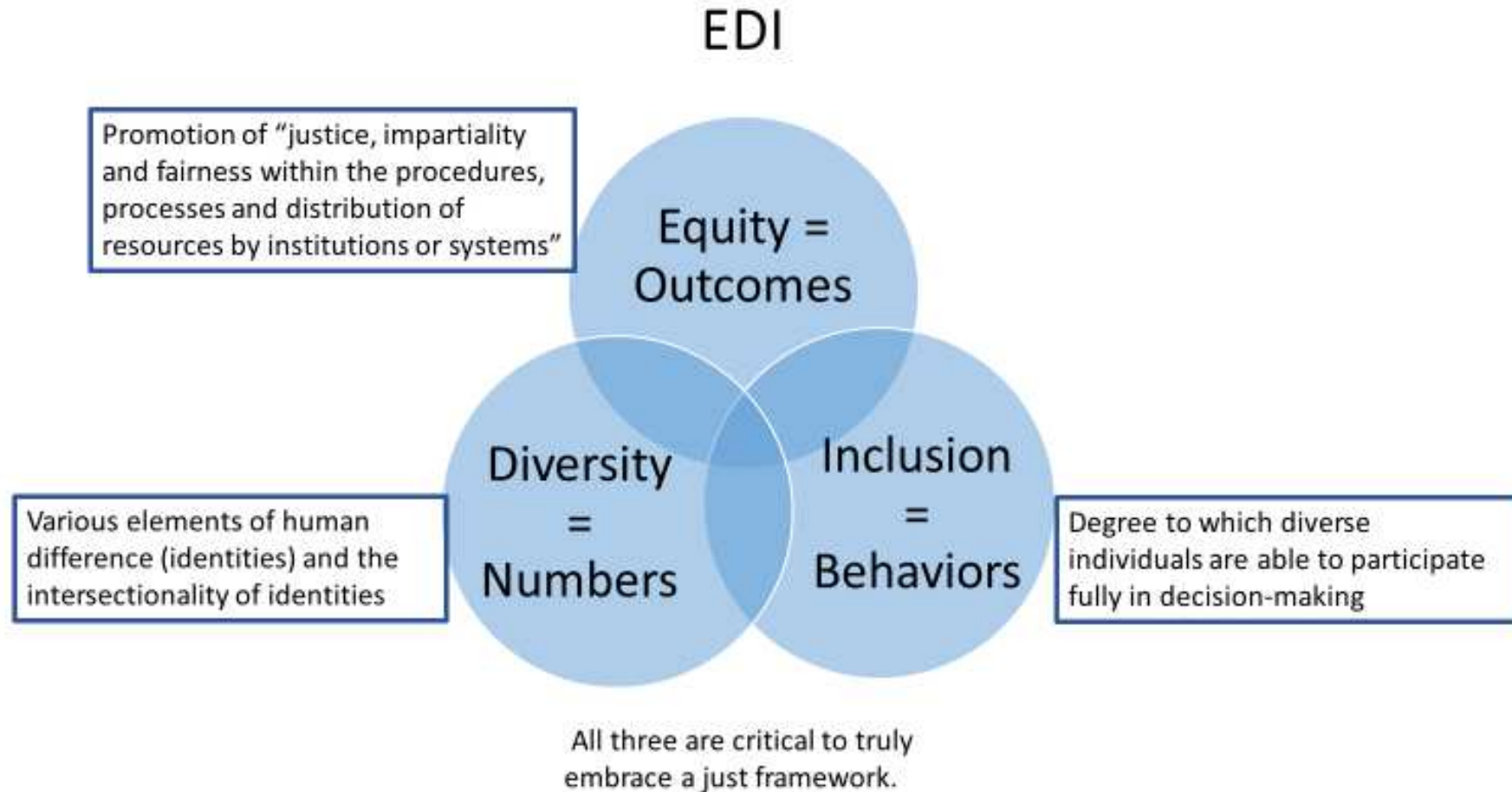
Fixing the system to offer equal access to both tools and opportunities



MIT analogies to Brad Sherman from glivesthree

2014 Design by Tech Report - Addressing Inequality

Centering Equity, Diversity and Inclusion



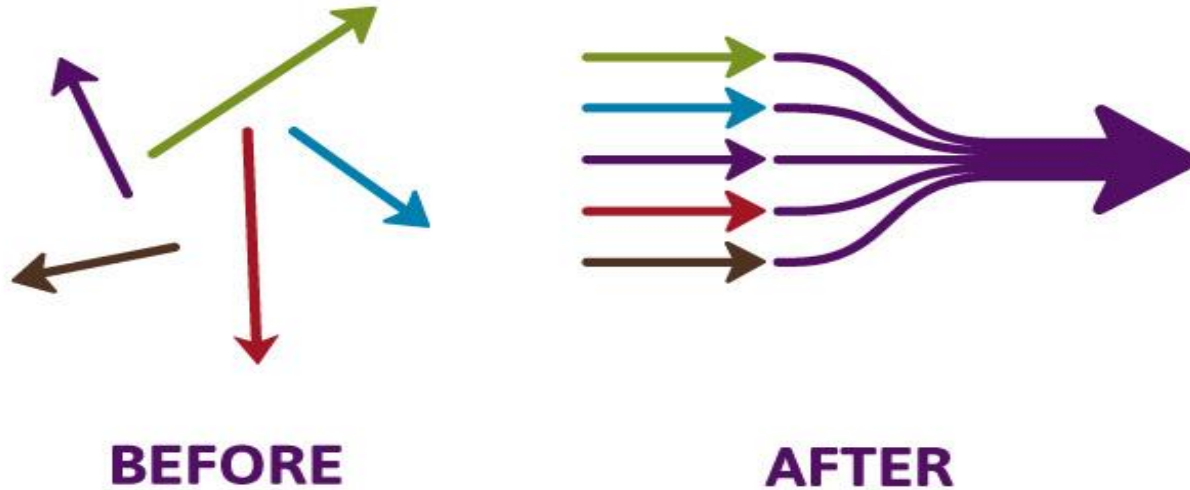
Getting to Justice

Equity + Diversity + Inclusion are critical to truly embrace a just framework.

Justice is achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions.

Collective Impact

Collective Impact



As the African proverb reads: “If you want to go fast, go alone. If you want to go far, go together.”

Why Collective Impact

“Collective impact” describes an intentional way of working together and sharing information for the purpose of solving a complex problem.

Proponents of collective impact believe that the approach is more likely to solve complex problems than if a single nonprofit were to approach the same problem(s) on its own.

5 Essential Conditions

1. ***A common agenda***, shaped by collectively defining the problem and creating a shared vision to solve it;
2. ***Shared measurement***, based on an agreement among all participants to track and share progress in the same way, which allows for continuous learning, improvement, and accountability;
3. ***Mutually reinforcing activities***, integrating the participants' many different activities to maximize the end result;
4. ***Continuous communication***, which helps to build trust and forge new relationships;
5. ***A “backbone” team***, dedicated to aligning and coordinating the work of the group.

Collective Impact Principles of Practice

Collective Impact Principles of Practice

Design and implement the initiative with a priority placed on **equity**.

Include **community members** in the collaborative.

Recruit and co-create with **cross-sector** partners.

Use data to continuously **learn, adapt, and improve**.

Cultivate leaders with unique **system leadership** skills.

Focus on program and **system strategies**.

Build a culture that fosters **relationships, trust, and respect** across participants.

Customize for **local context**.

Putting the Core Elements to Work

Connecting It All Together

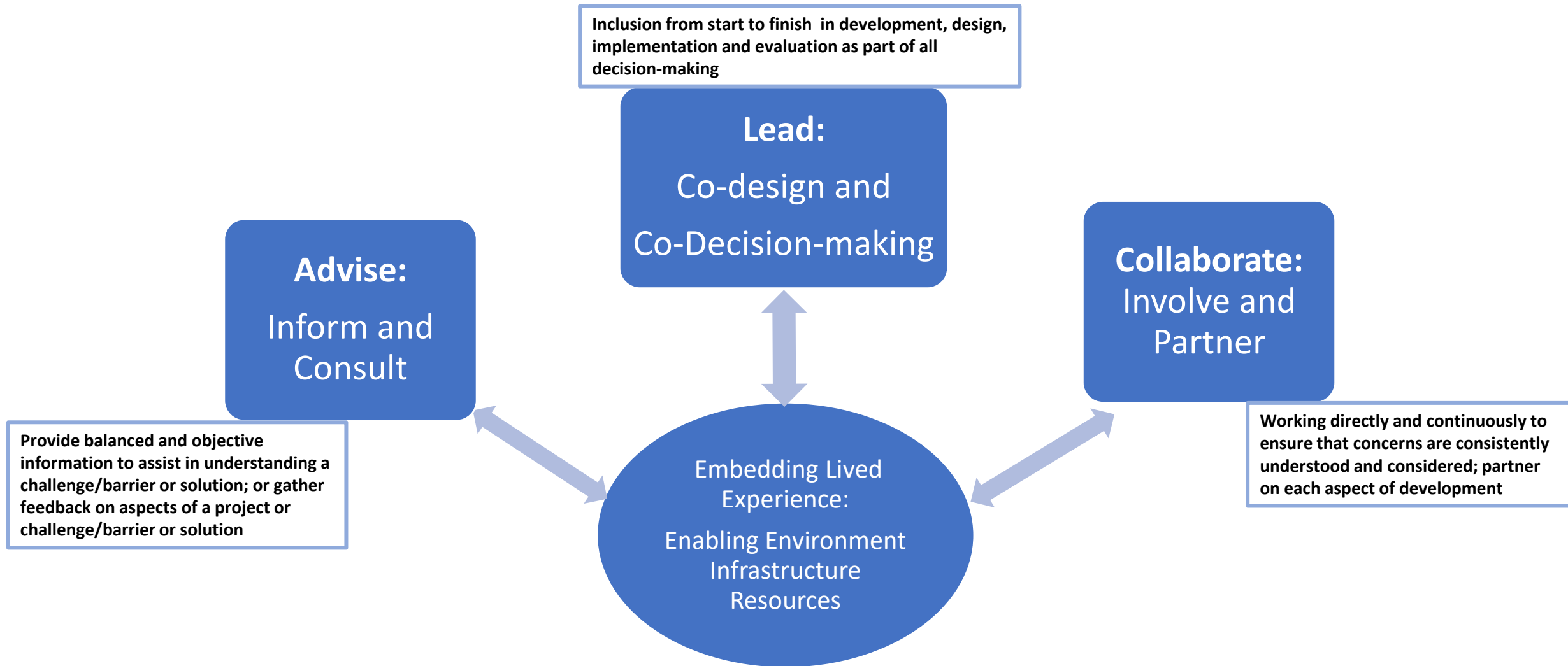
Collective impact is a network of community members, organizations, and institutions who advance equity by learning together, aligning, and integrating their actions to achieve population and systems level change.

The Critical Element

To create opportunities for impactful and lasting systems change inclusion and leadership of individuals, parents, families and community groups with lived experience is crucial to our success.

Communities must be informed, consulted, and involved; but through deeper collaboration we can unleash unprecedented capacity to develop and implement the solutions to today's biggest issues.

Conceptual Framework



PRACTICE 1
Build buy-in and shared equity- focused goals around parent leadership

PRACTICE 2
Increase organizational readiness for goals

PRACTICE 3
Equitably recruit, prepare, and support parent leaders for success

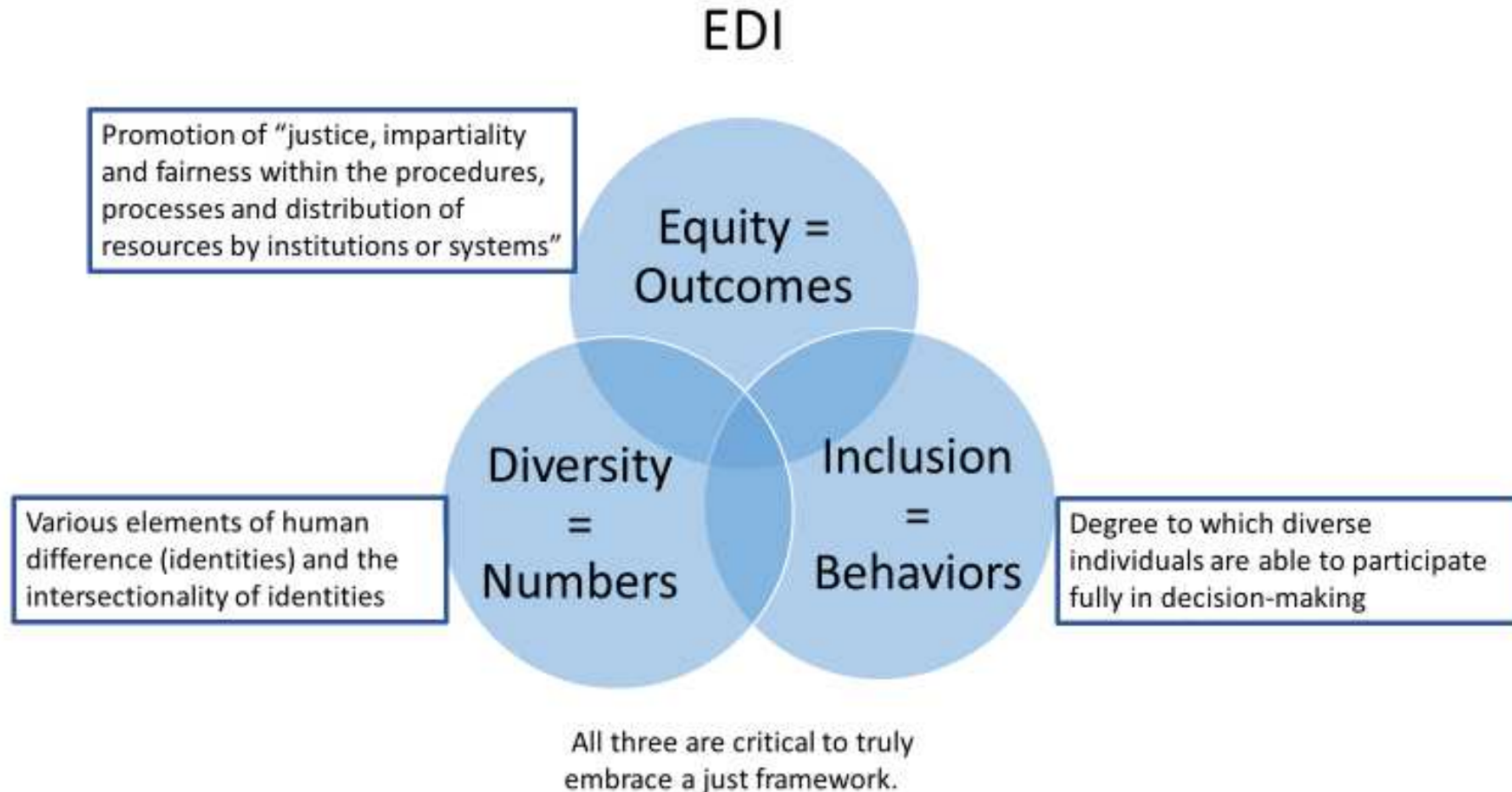
PRACTICE 4
Equitably empower parent leaders and systems to promote transformation

PRACTICE 5
Measure progress and promote continuous improvement

Design and implement the initiative with a priority placed on equity

It is critical that these initiatives address systemic structures and practices that create barriers to equitable outcomes for all populations, particularly along the lines of race and class.

Centering Equity, Diversity and Inclusion



Power

Power is a multifaceted social phenomenon at the core of human relations

‘Power over’ is the ability to influence, control people or events to achieve certain outcomes

‘Power within’, referring to self-confidence

‘Power with’, referring to the power of cooperation

‘Power to’ relating to having agency

Addressing Power

Sharing

Shifting

Ceding

Don't Let Elephants In The Room

Authenticity

Trust

Respect

Inclusion

Building Shared Context

Vision

Values and Principles

Understanding (problem)

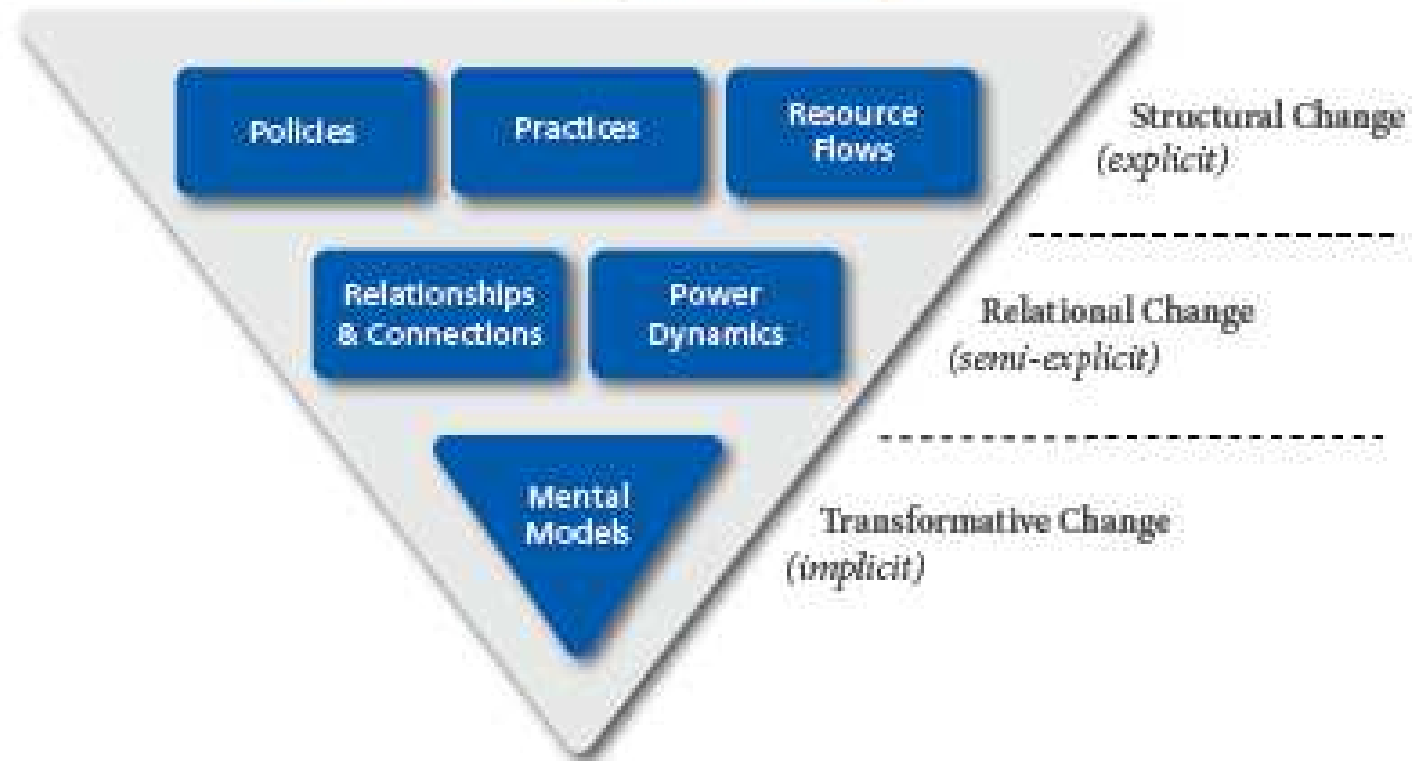
Approach (to solving)

Actions

Measurement and Learning

Shifting the Conditions to Change Systems

Six Conditions of Systems Change



Closing



Head: What are you leaving today thinking?



Heart: What are you leaving today feeling?



Feet: What are you leaving today walking away with?