Welcome!

We are so glad you are here!

We will get started shortly.
In the meantime, we invite you to intentionally enter this space.



Silence your cell phone



Stretch



Close the door



Take a few deep breaths



Close browser windows



Emotionally release your to-do list



Check your audio and video



Take a bio break

CAN Learning Academy — Session 2

Addressing Racial and Health Equity Through Collective Impact Efforts and Facilitating Systems Change

HEALTHY

Start

TA & SUPPORT CENTER





Agenda



Housekeeping	Lisa Hong, NICHQ
Introduction to CAN LA Session #2	Olivia Giordano, NICHQ
Welcome Back & Homework Review	Angela Ellison, MSEd
Importance of Community Engagement	Kenn Harris, NICHQ
Wrap-up & Next Steps	Angela Ellison, MSEd

Meeting Logistics









- This session is being recorded.
- All participants are muted upon entry. We ask that you remain muted to limit background noise.
- Members are encouraged to participate in the discussion by typing your comments or asking questions using the chat box.

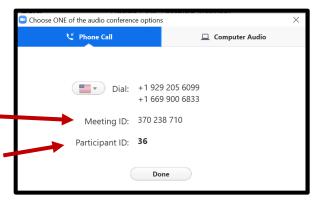
Connecting to the Audio Conference



- Join the Zoom Meeting by clicking the Zoom Meeting link & launching the Zoom application
- An audio conference box will appear
 - If you do not see the box, click 'Join Audio'
- From the audio conference box, select 'Phone Call' or 'Computer Audio'
 - If using the phone:
 - Dial one of the given numbers next to "Dial"
 - You will be prompted to enter the **Meeting ID**
 - Then you will be prompted to enter the **Participant** ID

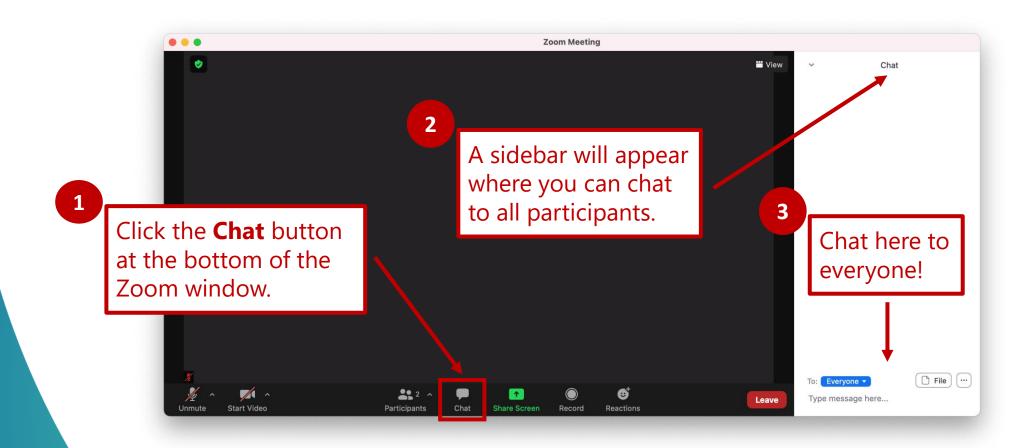
Join Zoom Meeting: https://zoom.us/j/237206404















Introduction to the Healthy Start CAN Learning Academy Session #2

Olivia Giordano Healthy Start TA & Support Center





CAN Learning Academy

Goal:

Empower grantees to elevate their CAN to address maternal and child health disparities and other disparities by implementing CAN activities that are developed using a racial equity lens.



CAN Learning Academy Schedule

Session #1	May 27, 2-4 p.m. ET
Session #2	June 24, 2-4 p.m. ET
Session #3	July 22, 2-4 p.m. ET
Session #4	August 26, 2-4 p.m. ET
Session #5	September 23, 2-4 p.m. ET
Session #6	October 28, 2-4 p.m. ET



Poll





Pre-Test







Angela Ellison, MSEd CAN Learning Academy Dean







Welcome Back!

Angela Ellison, MSEd





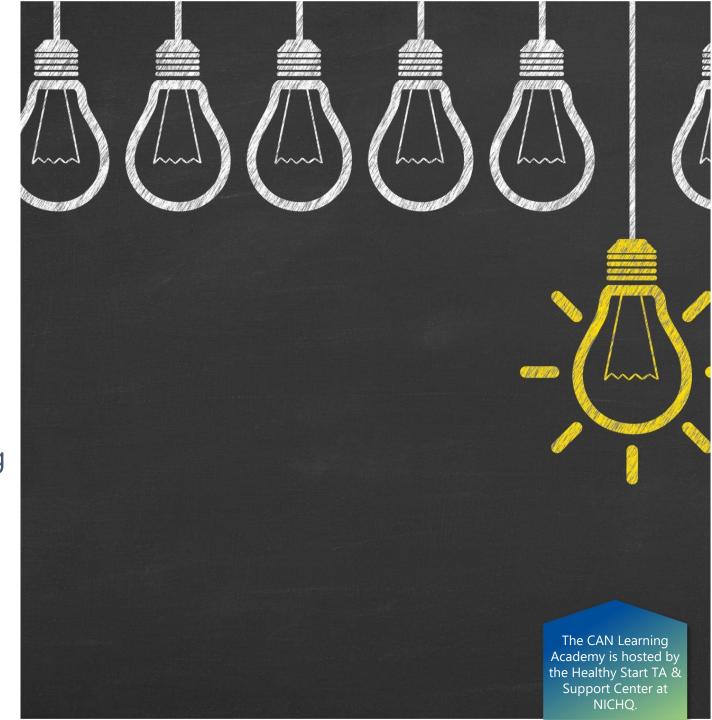
A Quick Refresher Why Are We Here & Where Are We Going?

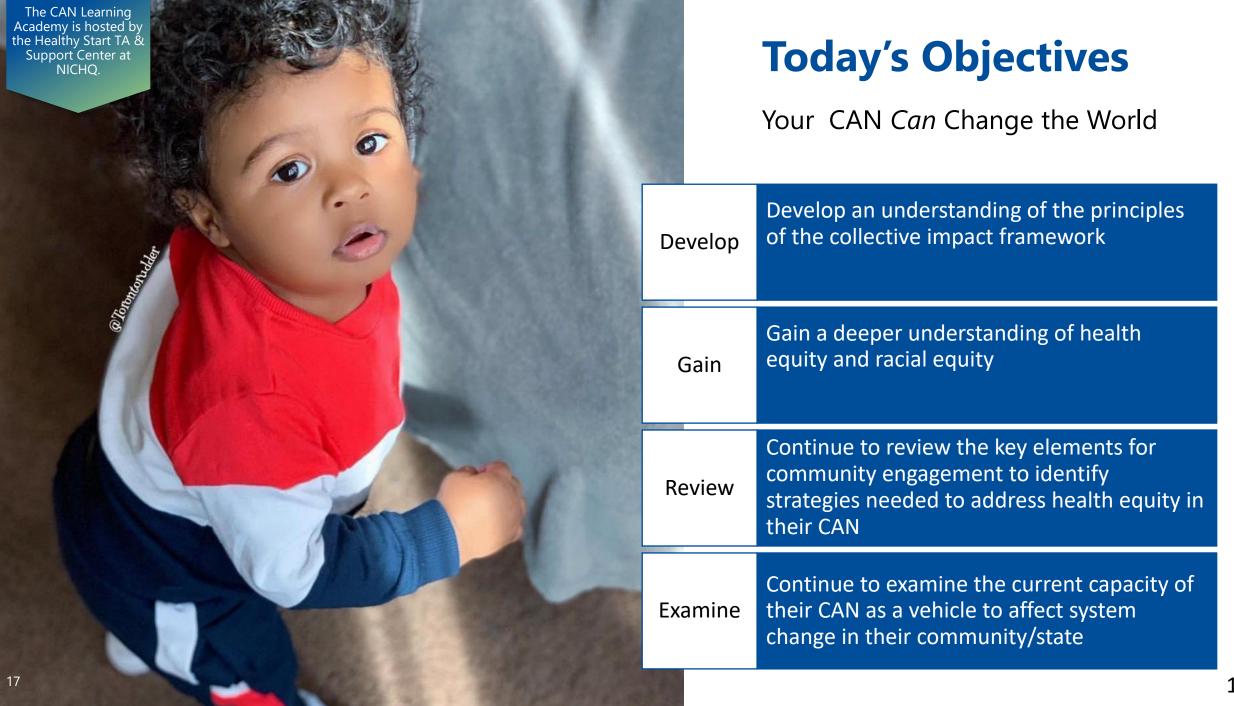
Are your bags packed?

The CAN Learning Academy is hosted by the Healthy Start TA & Support Center at NICHQ.

CAN Learning Academy Session Themes

- 1. Making the Journey: Assessing Readiness
- 2. Making New Friends & Identifying Champions: Community Engagement /Partnership
- 3. DATA: Understanding it and Using it to Addressing Health Inequity in Order to Advance Equity!
- 4. On the Journey Now: Strategic Planning Part 1
- 5. Seeing the Light at the End of the Tunnel: Strategic Planning Part 2 and Moving to Implementation
- 6. Summary/Review and Project Presentations







What, No Ice Breaker?

Sorry, we have to get down to business.....

Let's Talk About the Homework

- 1. What part of the readings were most relevant to your CAN's current or future work?
- 2. How will you use what you have read to elevate your CAN's focus?
- 3. What information do you need to move to the next step in the process?
- 4. How does racism connect to health equity?
- 5. How ready is your CAN to move to the next step? What are your key challenges? What are your key advantages?



Small Group Activity

CAN Success & Challenges Using a Health Equity Lens





Instructions

We are asking you to walk the walk, as you will need to do when you get back to work later today or tomorrow.....

- 1) Please select a Facilitator and a Recorder (the recorder will report out when we reconvene)
- 2) Introduce yourselves, your position, and the HS project and state you represent
- 3) Each project will have 10 minutes to present their responses to these questions:
 - a) What are 3 to 5 strengths that your project can use to facilitate systems change through your CAN?
 - b) What are 3 to 5 challenges within your project/organization/CAN that may hinder systems change within your community/state?
 - c) Select one of these challenge and strategize 2 solutions to address the challenge (this is what will be reported out).



Report Out









Importance of Community Engagement

Kenn Harris Healthy Start TA & Support Center



Addressing Racial & Health Equity though Collective Impact Efforts and Facilitating System Change

The Importance of Community Engagement





Healthy Start CAN WORKS

Community Engagement WORKS

Consumer Involvement WORKS



Partnership WORKS

Leadership WORKS

CAN Learning Academy

Achieving Large-Scale Change through Collective Impact Involves Five Key Elements

Common Agenda

- Common understanding of the problem
- Shared vision for change

Shared Measurement

- Collecting data and measuring results
- Focus on performance management
- Shared accountability

Mutually Reinforcing Activities

- Differentiated approaches
- Willingness to adapt individual activities
- Coordination through joint plan of action

Continuous Communication

- Consistent and open communication
- Focus on building trust

Backbone Support

- Separate organization(s) with staff
- Resources and skills to convene and coordinate participating organizations

© 2014 FSG

Common Agenda



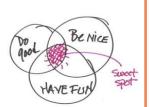
- Improve Perinatal outcomes
- Reduce racial and ethnic disparities
- Use communitybased approaches to service delivery
- Facilitate access to comprehensive health and social services for women, infants and their families

Shared Measurement



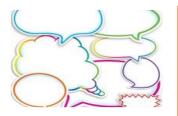
- Achieve Healthy Start Benchmarks
- Measurement Process and Approach

Mutually Reinforcing Activities



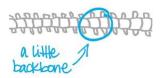
- Improve Women's Health
- Promote Quality Services
- Strengthen Family Resilience
- Achieve Collective Impact
- Increase Accountability

Continuous Communication



- Audiences
- Media

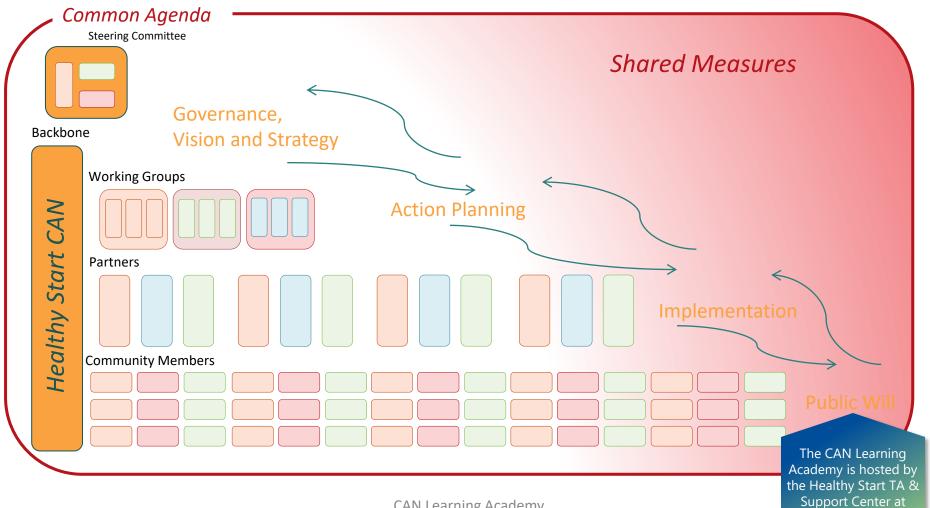
Backbone Organization



- Coordination
- Facilitation
- •Administrative Support

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Collective Impact is best structured with cascading levels of collaboration



NICHO.

1

Common Agenda

- Vision: Improve women's health and birth outcomes and family stability
- Key Levers for Change: (1) service system coordination; (2) an efficient continuum of care; (3) accountability; (4) shared data and solutions-driven decisions

3

Mutually Reinforcing Activities

- Develop strategies and action steps for systems coordination, an effective continuum of options, accountability and shared data and solutions-driven decisions
- Development of strategies and measures based on input from cross-system stakeholders, consumers, and residents that facilitate systems navigation and prevent structural barriers

2

Shared Measurement

- The strategic planning process laid out key system-wide outcomes and impact to be tracked across agencies and organizations and specific performance measures for each strategy
- Aggregate, system-wide data and system outcomes will be made public on a regular basis

5 Ba

Backbone Support Organization

- The Steering Committee transitioned into the Collective Advisory Group (CAG), housed under the New Haven Healthy Start
- Multiple sub-committees, workgroups and existing committees will be leveraged to implement various components of the strategic plan

4

Continuous Communication

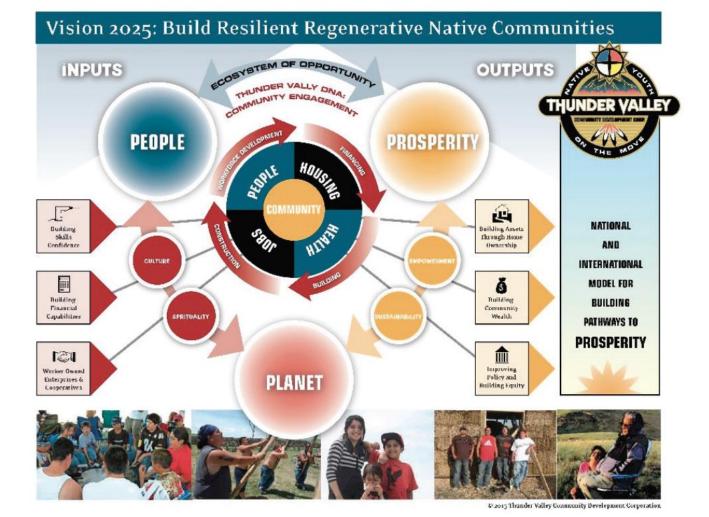
 Communication protocols in place and regular updates between Steering Committee and Workgroup members







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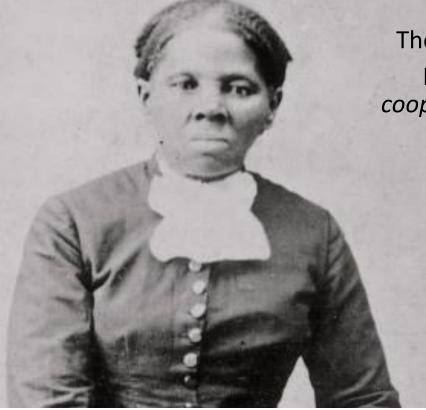
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FIGURE 4-1 Thunder Valley Community Development Corporation's Theory of

Change. SOURCE: Thunder Valley CDC, 2016.

Flowdancing

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The tale of this awesome phenomenon is one of cooperation, coordination, and brotherly love.

The Railroad should not be thought of, however, as one cohesive body. It was in fact an ever-evolving organization devoted to one cause: protection of one's fellow men and women.

Who was the leader of the Underground Railroad?





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CHANGE.

can only come when we stand as one.

another example of collective impact

USA for Africa

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breakout room

share examples of collaborative that you have been a part of that represented a collective impact experience

Highlight one or two elements that made it successful.

Bringing it together Working it together Keeping it together



Collective Impact

Doing it together!

Sustaining
Together
Winning Together







not about singular leadership

but rather collective/shared leadership

TOGETHER

COMMUNITY

"just and fair inclusion into a society in which all can participate, prosper, and reach

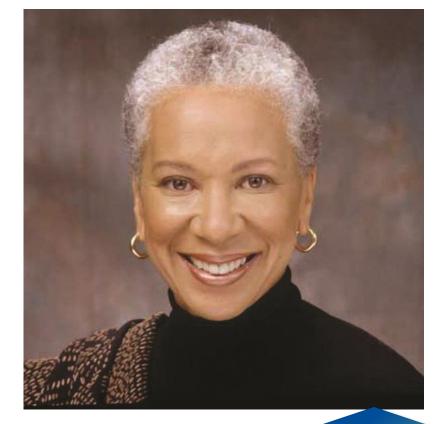
their full potential."

The Equity Imperative [Angela Glover, Policy Link]

CI - set it up so that you don't mess it up!

The five conditions of collective impact, implemented without attention to equity, are not enough to create lasting change.

[John Kania & Mark Kramer Oct. 6, 2015]



Which means you must discover and address inequities (C. Jones)

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Advancing economic and social equity through the idea of "Lifting Up What Works!"

Michael McAfee, Angela Glover Blackwell, and Judith Bell



The CAN Learning Academy is hosted by the Healthy Start TA & Support Center at NICHO. Addressing equity and social justice while working in a collective impact setting.

"Equity Needs to Live in the Backbone"

- 1. Disaggregating data is a foundational step
- 2. Structural analysis of disparities gets to the root causes
- 3. Use data and structural analysis to support and shape local narratives

Article: 3 Steps for Advancing Equity through Collective Impact – Juan Sebastian Arias and Sheri Brady

https://www.collectiveimpactforum.org/blogs/11421/3-steps-advancing-equity-through-collective-impact

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the Healthy Start TA &
Support Center at

camara jones _{5.16}







"Achieving health equity requires that women and men, girls and boys have fair opportunities and access to conditions and services that will help them achieve optimal health. Equity in health demands that we care about the range of human experiences and work towards making health care and policies responsive to all people, by paying attention to their diverse identities as people, and by paying attention to the diversity in their daily lives."



"disparities arise through inequities."

Camara Jones, MD, MPH, PhD
APHA Past President and Research
Director on Social Determinants of
Health and Equity at the National
Center for Chronic Disease
Prevention and Health Promotion



role of equity inequity.

a system of structuring opportunity and assigning value based on...

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Going Public

and a Gardener's Tale

Camara Phyllis Jones, MD, MPH, F

The author presents a theoretic framework for understanding realism on 3 levels instructualized, personally medisted, and intermision! This framework is useful for raising new hypotheses about the busis of race-associated differences in health enterouse, as well as for designing effective interventions to eliminate these differences.

elimitate these differences.

She bin powers an allegery about agoing on the form of the power and allegery about agoing on the form of th

The variable race is only a rough proup for noticescensive stimes, cultime, and games, but if procisely expirate the social classification of people in a necessic constitution street was a the United States. The race meted on a beathful form in the usare one noted by a saids older, a police offset, or a judge, and the metal distribution has a profession dispared and said full distribution has a profession dispared and the metal descriptions in this country. That is, the variable "Tace" and a bidgoight construct that the retrieved intention offsetnesse," that consider control construct the metal control construction of the procession of the control construction of th

For this reason, some investigators now hypothesize that race-associated differences in health cutcomes are in fact the to the effects of meion. ³⁶ In light of the Department of Health and Human Services' Institute to Eliminate Racial and Bituic Disposition in Health by the 2010.³⁶ it is important to be able to examine the potential effects of racism in causing me-associated differences in health outsomes.

Levels of Racism

I have developed a framework for unstanding racium on 3 levels: institutionality persenally medisted, and internalized. In framework is useful for missing new hyposes about the basis of race associated difences in health outcomes, se well as for signing effective interventions to elimin those differences. In this framework, and frameface for account is defined as differential

1212 American Journal of Public Health.

cess to the goods, services, and opportunities of acciety by mace. Institutionalized racism is neumative, semestimes legalized, and often maniforts as inheliated discolarating. It is structural, having been codified in our institutions of custum, practice, and law, so there need not be an identifiable perpetrator. Indeed, institutional

Levels of Racism: A Theoretic Framework

and maxim in oftens evident as inaction in the loss of mode. Intributionalized maxim manifolds it is all fails in interior conditions and in access to the fail in material conditions and in access to quality has been accessed in the condition of the condiinguishment of the condition of the

and race in this country.

Personally mediated racism is defined as rejudice and discrimination, where prejudice

The unbor is cancerly with the Department of Health and Social Bohnsier, Department of Upidemiology, and the Divisions of Public Health Function, Harvard School of Public Booth, Buston, Mans She will soon begin working with the Centers for Disease Control and Provention, Adams, Ga.

Responsite for upsirits theolibles and to Camara.

col and Provuntiers, Atlanta, Ga Requests for reprints should be sent to Carnura hyllis Jerson, MD, MPH, PhD, Commer for Disease Journal and Procursion, 4770 Hudinal Hury, MS K45, (Hunte, CA, 1984)

This article was accepted April

August 2000, Vol. 90, No. 8

SPHERES OF SYSTEMIC RACIALIZATION



STRUCTUAL

dynamic, cumulative, among institutions, durable

INSTITUTIONAL

bias in policies & practices in a school, agency, organization

INTERPERSONAL

bigotry and implicit bias between individuals

INTERNALIZED

beliefs within individuals, including stereotype threat

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CAN Learning Academy

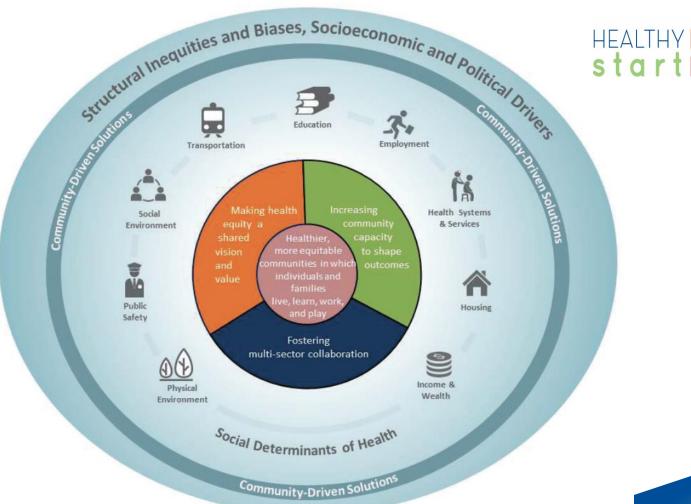


FIGURE 4-2 The three elements of community success in implementing community-driven solutions to promote in implementing community.

The Gardener's Tale

Camara Jones







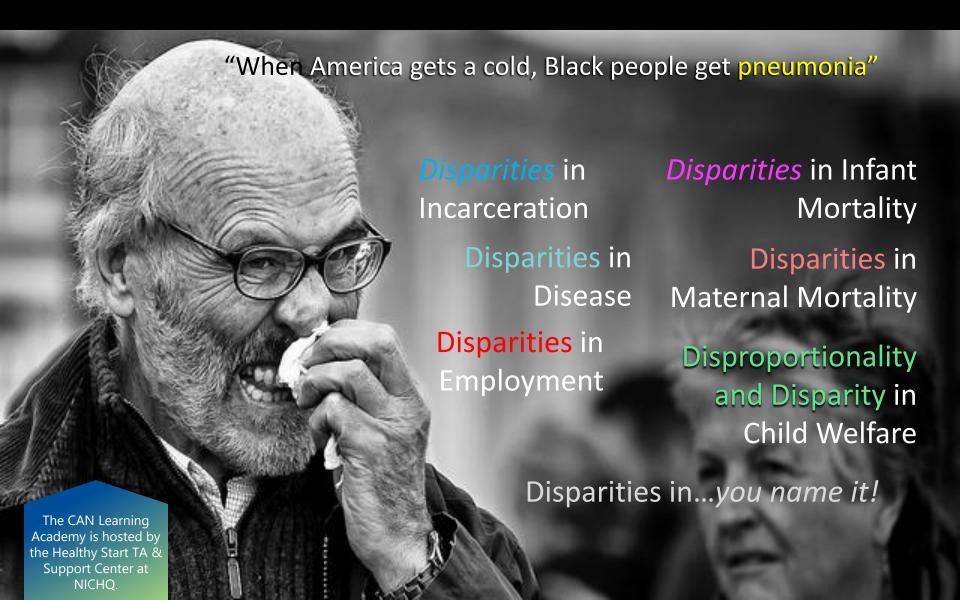
If significant progress is going to be made to help poverty-stricken children, their families and their communities to make any amount of sustainable change, then we must face the reality that structural and institutional racism has undermined – and will continue to undermine if not dealt with the effectiveness of our grantmaking. If racial equity is not achieved in our social and economic systems, we can never hope to give each child in our country the opportunity to reach his or her full potential.

-Joe Stewart, Chair of the Kellogg Foundation Board of Trustees



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Disparities persist •





Disparity is the quantity that separates a group from a reference point on a particular measure of health that is expressed in terms of a rate, proportion, mean, or some other quantitative measure. (HP2010)



Equity is the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification.





Inequity

A difference in the distribution or allocation of a resource between groups (usually expressed as group- specific rates)





Health inequalities are the systematic, avoidable and unfair differences in health outcomes that can be observed between populations, between social groups within the same population or as a gradient across a population ranked by social position.





The CAN Learning Academy is hosted by the Healthy Start TA & Support Center at NICHQ. why community engagement? A. B, C awareness, behavior consciousness





"Aligning knowledge and practice to build a connected force for community change"

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Community Engagement (CE) is the process by which residents are engaged to learn and work together on behalf of their communities to create and realize bold visions for the future.











community engagement.

there is no single or simple answer to the question, "what is community engagement?"

process and outcome



are we providing services that the community needs?

how does the community feel about us?

community.

is the community connected and involved?

has the community been "co-creators"

has the community had an opportunity to provide input into the plan?

has the culture and behavior changed?





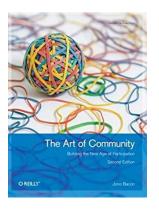


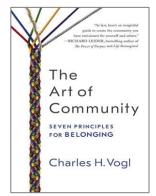
engagement.



decision-making relationship development capacity building

community and belonging.











healing and restoration.

occurs in community









Place & Space

healing | reconciliation | restoration









Reconciliation is not event.

it's a decision





Community Engagement

takes time, not a rush job!







BREADTH of Community Engagement

ndividual Intergroup Program Organizational Community

THINK

VALUES

BELIEFS

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Obtain public feedback on analysis, alternatives and/or a decision Partner with the public in each aspect of the decision including the development of the alternatives and the identification of the preferred solution

Inform

Consult

Involve

Collaborate

Empower











Inform



Involve

Mid level of public engagement

Work directly with the public throughout the process to ensure that public issues and concerns are consistently understood and considered **Empower**

High level of public

engagement

Place final decision-making in the hands of the public

Adapted from IAP2's Public Participation Spectrum, Toronto





True Partnership

Coordination:

Collaboration:

Integration:

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Spectrum of Engagement

Awareness Interest Inspiration Motivation Interaction Participation Engagement Commitment

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Institutional Structures for Community Engagement

Ascending Impact



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Descending Impact

Community Engagement Context

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Feedback

Share successes & challenges
Document Progress
Host Convening

Issue

Identify issue Agree on priority

Impact

CBPR Create Indicators Monitor & Track Progress

Engaged

Equity & Improved Health Outcomes

Community

Research

Analysis & Data Mapping Trends Rates

Affirm

Solutions that work Strengths/Capacity

Actions

Sustainability

Investment

Commitment Accountability Persistence

Legislative
School board
Legal
Administrative
Institutional

Communication

Message development Spokespersons Media tools & CAN products

Partners

Agencies
Policymakers
Businesses
Schools Churchesny

Barriers

Challenges Contribution Perceptions

Explore Solutions

Advocacy Policy System Change

Towards More Equitable Public Engagement Processes

- Inclusive: What communities and interests need to be represented and in what capacity?
- Accessible: Will people and organizations from a diversity of backgrounds feel comfortable and engaged?
- Transparent: How does public engagement interact and influence decision-making?











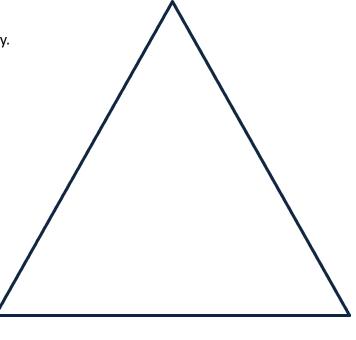
https://www.communityplanningtoolkit.org



Decision-Making

Bang the Table is a global digital public engagement company.

https://www.bangthetable.com



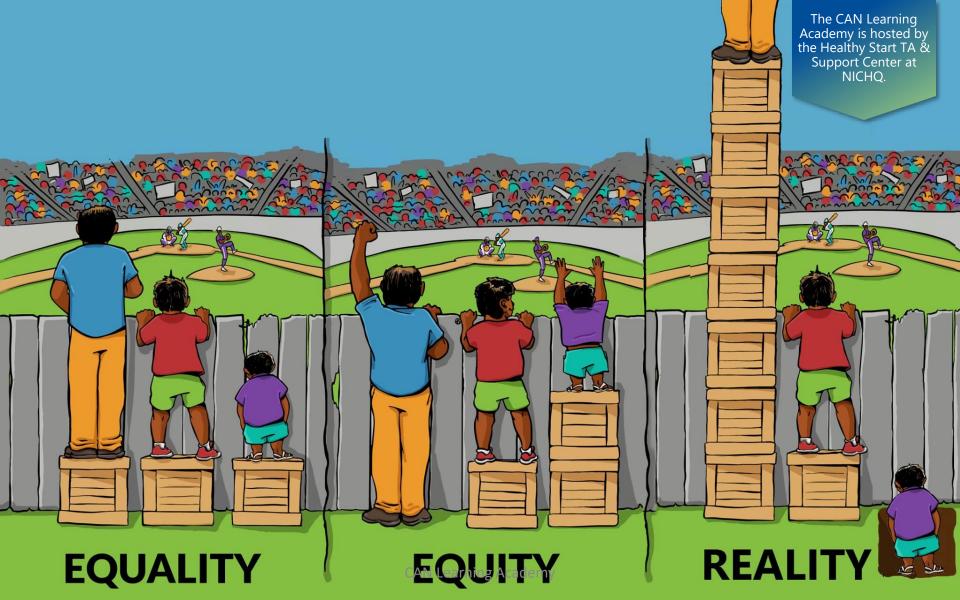
Relationship Development Capacity Building

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Cultivate equity

"make things right in the garden"







true.

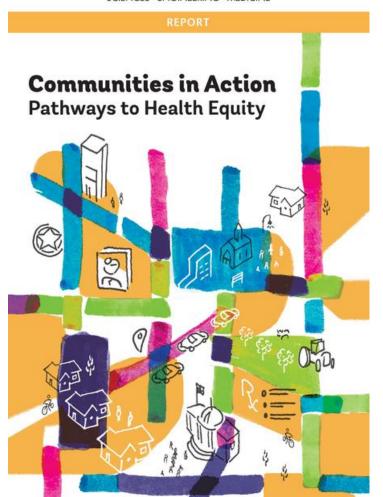
How do you keep up in a race when the other team has had a 350 head start?

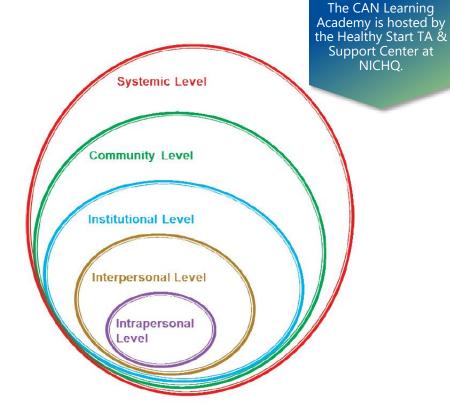
Temptation will be to keep Community Engagement in the clouds

most of us hang out at the grassroots

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CAN Learning Academy





Systemic Level

- Immigration policies
- Incarceration policies
- Predatory banking

Community Level

- Differential resource allocation
- Racially or class segregated schools

Institutional Level

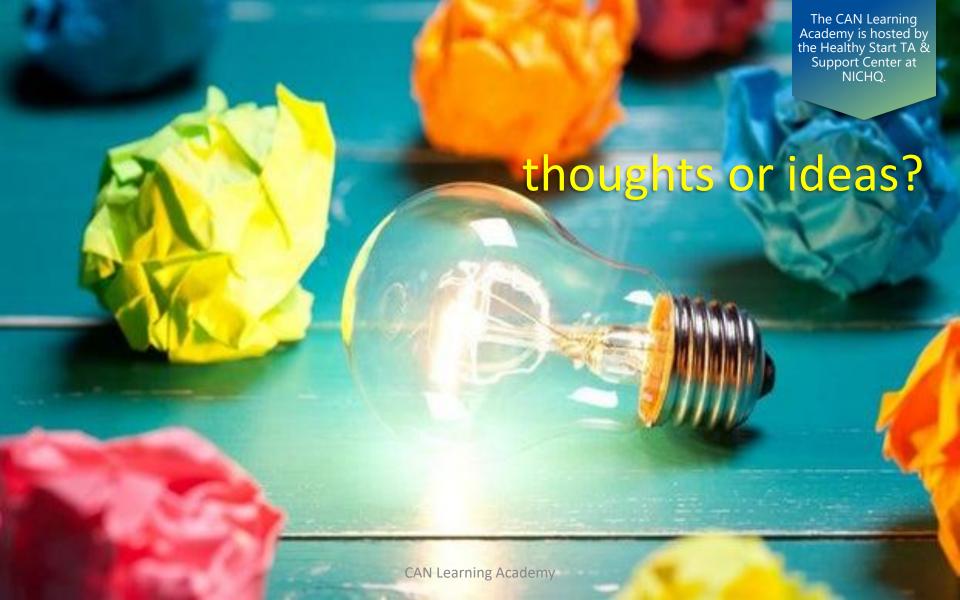
- Hiring and promotion practices
- Under- or over-valuation of contributions

Interpersonal Level

- Overt discrimination
- Implicit bias

Intrapersonal Level

- · Internalized racism
- Stereotype threat
- · Embodying inequities



constellation alignment

What are resources in your orbit that are working? Who's supporting this work?

community want?
What do we want for the community?
How do we create alignment with the community?

What does the

Create a vision with community as partners for *Now and Beyond*2021 2025 2030

Constellation Alignment WORK-SHEET

If you are at the of the mountain...imagine coming down the mountain in your mind and we'd like you to chart what you see as you come down. Have fun!

/hat are resources in your orbit that are working?		
/ho's supporting this work?		
/hat does the community want?		
/hat do we want for the community?		
ow do we create alignment with the community?		

NEXT STEP when you gather the community together:

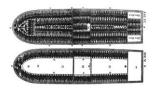
Create a vision with community as partners for Now and Beyond

2021	2025	2030
BIG Goal:	BIG Goal:	BIG Goal:

CAN Learning Academy

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history eradicated | strengths distorted | culture demonized



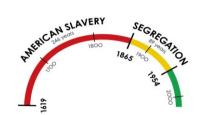






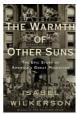


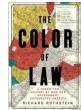




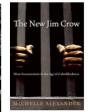


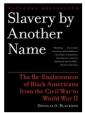


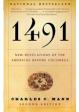


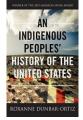


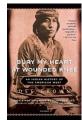












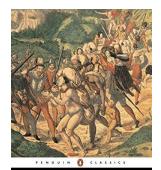


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"What we committed in the Indies stands out among the most unpardonable offenses ever committed against God and mankind and this trade [in Indian slaves] as one of the most unjust, evil, and cruel among them."

—Bartolome De Las Casas



BARTOLOMÉ DE LAS CASAS

A Short Account of the Destruction of the Indies

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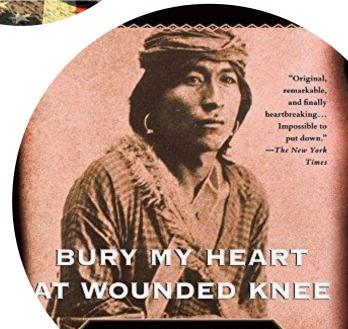
"US history, as well as inherited Indigenous trauma, cannot be understood without dealing with the genocide that the United States committed against Indigenous peoples..... The absence of even the slightest note of regret or tragedy in the annual celebration of the US independence betrays a deep disconnect in the consciousness of US Americans."

— Roxanne Dunbar-Ortiz

INDIGENOUS
PEOPLES'
HISTORY OF THE
UNITED STATES

"I was born upon the prairie, where the wind blew free and there was nothing to break the light of the sun. I was born where there are no enclosures and where everything drew a free breath. I want to die there and not within walls. I know every stream and every wood between the Rio Grande and the Arkansas. I have hunted and lived over that country. I lived like my fathers before me, and, like them, I lived happily."

— Para-Wa-Samen (Ten Bears)



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> orange sun rays a bird that

can seldom see

with fearful trill of the

for still and is tune is

the caged bird sings of freeof another breeze an the

through the sighing trees and the

a dawn-bright lawn and he names the

caged bird stands on the grave of

wings are clipped opens his throat to

free birds & caged birds

A story not about ONE bird but TWO birds

THE CAGED BIRD of the wind and floats downstream till the current ends and dips his wings in the and dares to claim the sky. But stalks down his narrow cage through his bars of rage his and his feet are tied so he sing. The caged bird sings things unknown but longed heard on the distant hillfor dom. The free bird thinks trade winds soft fat worms eaiting on sky his own. But a dreams his shadow shouts on a nightmare scream his wings are clipped and his feet are tied so he opens his throat to sing. The caged bird sings with a fearful trill of things unknown but longed for still and his tune his heard on the distant hill for the caged bird sings of freedom.

aligning for action freeing the caged birds

so that ALL bords can fly together!!



free bird leaps on the back



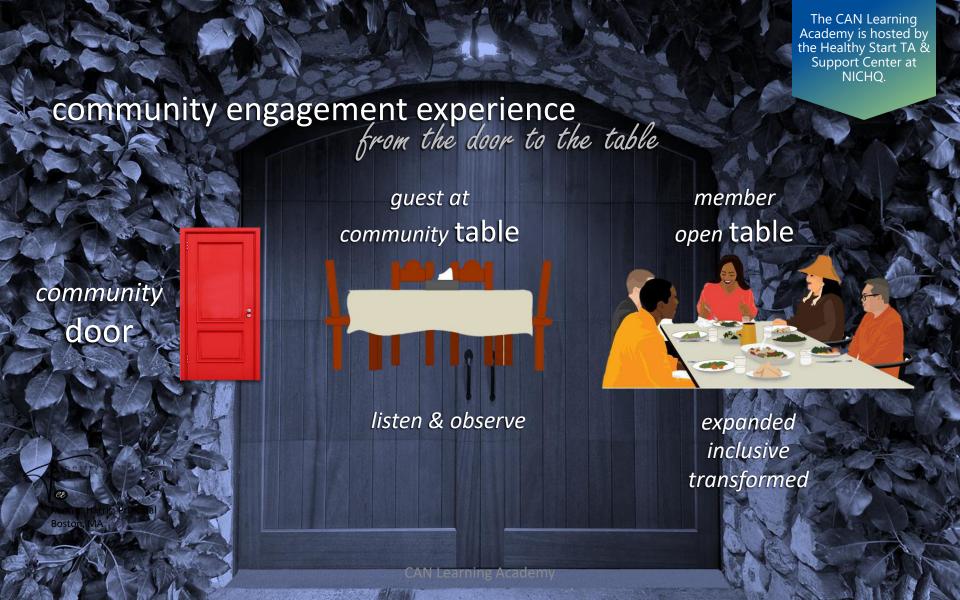
Caged Bird Echoes WORK-SHEET

Use this sheet to capture information that can help you when you begin your community engagement efforts.

QUESTION #1: What might be the "sounds of injustices" coming from my community?
QUESTION #2: What groups in my community might be seeking freedom?
QUESTION #3: What systems do I see impacting the lives of women, children, families and communities?
QUESTION #4: What are the strengths I see in my community that I look forward to lifting up?

CE Mapping Worksheet developed by Tapestry, CE 12/2020

The CAN Learning Academy is hosted by the Healthy Start TA & Support Center at NICHQ.



CE MAPPING

doors



windows



gates



- 1) pause, think about and list the benefits of your work to community so that when you're invited in, you can share
- pause, think about and list the resources you can provide, so that when you're invited in, you're prepared share
- 3) pause, think, and imagine the possibilities you see for advancing the community and creating brighter future together so that when you're invited in, you can share
- 1) look out your own window of your life, what do you see yourself doing to make things better?
- 2) look out the window of your organization, what do you your organization doing to make things better?

think about communication and engagement: how will you keep the information and reciprocal relationship flowing?

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Thank you!

kharris@nichq.org

CAN Learning Academy



Post-Test









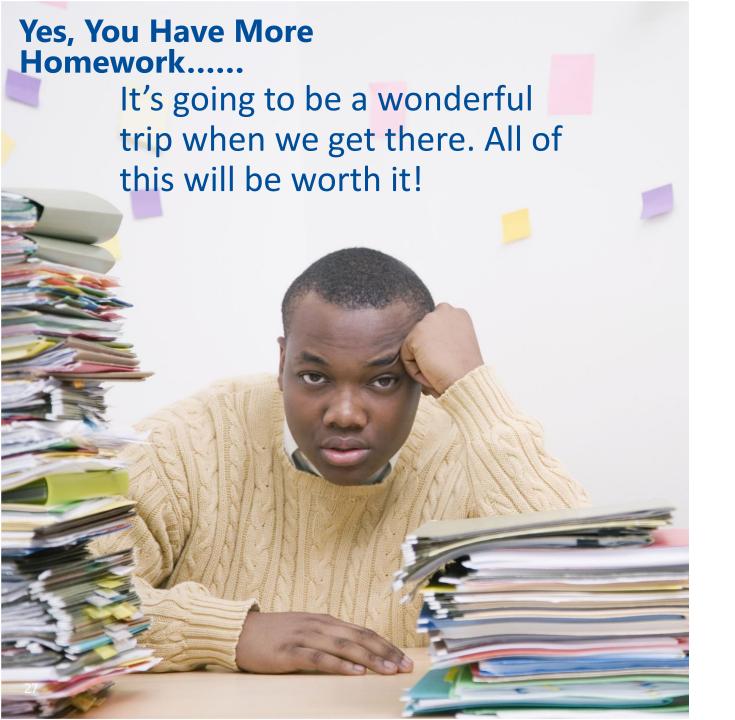
Wrap-up & Next Steps

Angela Ellison, MSEd



Session 2 Homework

- 1. Read Chapters, 1,2 4, and 6 in Communities in Actions : Addressing Health Equity
- 2. Review 2 to 3 Community Needs
 Assessments for your area and identify the top 3 health challenges for your Healthy Start participants and their communities
- In your next CAN meeting, lead a discussion about health disparities and be prepared to share what you learned from that experience
- 4. Complete the following three worksheets:
 - i. Community Engagement MAPPING Worksheet
 - ii. Constellation Alignment Worksheet
 - iii. Caged Bird Echoes Worksheet



CAN Assessment for Taking Our Primary Issue to the Next Level

- Are We Ready for the Journey? Begin to Pack Your Bags.....
 - Examine the following with your team, organization and CAN:
 - 1. What key partners do you have at your planning table?
 - 2. What key partners are missing and why?
 - 3. What potentials barriers to getting the right partners to the table exist? Develop 2 solutions for addressing each potential barrier
 - 4. What strategies can you use to engage partners? Strategies must include goals and action steps for each goal.



Next Healthy Start CAN Learning Academy Session

Thursday, July 22 from 2-4 p.m. ET





We are almost done but before we go, I will leave you with this thought...





A Partnership Made in Heaven or Hell?

This parable of the "Long Spoons: explains very well what really makes for a successful relationship!

One day a man said to God, "God, I would like to know what Heaven and Hell are like."

God showed the man two doors. Inside the first one, in the middle of the room, was a large round table with a large pot of stew. It smelled delicious and made the man's mouth water, but the people sitting around the table were thin and sickly. They appeared to be famished. They were holding spoons with very long handles and each found it possible to reach into the pot of stew and take a spoonful, but because the handle was longer than their arms, they could not get the spoons back into their mouths.

The man shuddered at the sight of their misery and suffering. God said, "You have seen Hell."

Behind the second door, the room appeared exactly the same. There was the large round table with the large pot of wonderful stew that made the man's mouth water. The people had the same long-handled spoons, but they were well nourished and plump, laughing and talking.

The man said, "I don't understand."

God smiled. It is simple, he said, Love only requires one skill. These people learned early on to share and feed one another. While the greedy only think of themselves...

[Author unknown]





Survey

Please scan the QR code or visit https://link.nichq.org/CANLASession2 to complete the survey

Your responses will help shape the future Learning Academy sessions!





Healthy Start CoLab

Connect with your fellow Learning Academ participants on the Healthy Start CoLab!

If you do not have a CoLab account, please email healthystart@nichq.org





Healthy Start Deadlines & Events



Can be found on the EPIC website or bit.ly/hs-deadlines-and-events

July 2021

Deadlines:

Jul 15 HSMED-II Report (CSV or XML) Due Jul 30 Federal Financial Reports Due Jul 31 Aggregate Report (Excel) Due

Events:

Jul 16	NFI 24/7 Dad Webinar Training
Jul 19	TIROE CoP Learning Session #3 – COP members only
Jul 21	Healthy Start COIN Meeting #8 — COIN members only
Jul 20	4th Trimester Webinar Series Session #2
Jul 22	CAN Learning Academy Meeting #3





