

Leading Together: Convening of Family-Led and Family-Supporting Organizations

Cultural Diversity Workgroup Thursday, February 9, 2017 Meeting Minutes

Reminder: Supporting materials from *Leading Together* can be found on the Wisconsin Medical Home Initiative Website: www.wismhi.org/wismhi/About-Us/System-Integration/Family-Leadership-Team

Participants: Lori Albers, Becky Burns, Elsa Diaz-Bautista, Connie Dunlap, Pat Erving, Brigit Frank, Liz Hecht, Peggy Helm-Quest, Lynn Hrabik, Barbara Katz, Susan Latton, Rebecca Mather, Leslie McAllister, Hector Portillo, Harriet Redman, Jennifer Roy, Martin Salas, Gina Salazar, John Shaw, Connie Stevens, Crishirella Warthen

Brief review of Cultural Diversity Workgroup & the Member Survey Plan (Susan Latton)

Susan gave a brief history of the Cultural Diversity Workgroup and their recommendation to conduct a member survey to assess cultural competency practices. The purpose of the assessment was to help guide planning for areas for shared learning. Susan thanked the committee members, the 19 Leading Together organizations who participated in the interviews – and especially the committee members and UW-Waisman LEND students who conducted the interviews.

The Summary and Interview tool can be found at the links below:

[Cultural Competency Assessment Project Summary:](#)

[Cultural Competency Needs Assessment:](#)

Susan introduced and thanked CYSHCN Program evaluator, Lynn Hrabik, who developed the interview tools, trained the interviewers and analyzed the results.

Overview of Cultural Competency Assessment Summary (Lynn Hrabik)

Lynn provided an overview of the assessment tool development, who participated in the interviews and then walked the group through the Assessment Summary. She highlighted the identified priorities for future shared learning:

Priorities of Shared Learning:

In order to make the best use of Leading Together workgroup time, members participating in the interview process were asked **how they would like to enhance cultural competency over the next year** by indicating the percent of group time they would like to spend in three potential activity areas. While there weren't vast differences presented between the proposed activities, the results indicated the following preference:

RANK 1: Learn how to engage, support and sustain diverse family leaders within and across our organizations. (mean: 43, range: 25 to 100%)

RANK 2: Learn about specific population groups, their strengths, barriers and health disparities, beliefs and customs and values, along with key partners, success stories and outreach and partnership strategies. (mean: 30, range: 0 to 60%)

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Discussion:

Section 1:

Q. Are the five population groups (on p.2) listed on p. 2 in rank order?

A. No

Comment: These are an accurate reflection of our top high need populations in the state.

Section 2:

Overview: All the interviewed organizations work with families who have children with special health care needs and disabilities, including those focusing on mental health. The results showing higher rates of success with some disability/special needs/mental health populations is probably a result of their area of focus.

Comment: There are historical barriers related to trust in many of these communities.

Q. In the comments on p. 4., someone noted lack of funding as a barrier. Do you have more information on this?

A. Many organizations talked about funding and time and capacity barriers in reaching or developing relationships with different populations.

Comment: Our organization is embarking on statewide trainings now, including those specific to some of these priority populations. It's big undertaking to try to cover the state well.

Section 3:

Overview: The organizations reported a high level of collaboration, relying on each other to build connections with families.

Comment: The quotes are inspiring.

Comment: I'd like to see *Leading Together* and our DCF Early Childhood Family Engagement Committee become more aligned and collaborative. [We also have a survey I'd like to share with the group \(McCallister\)](#)

How Do We Use this Information?

ACTION ITEM:

- [Share the Survey with all the *Leading Together* members.](#)

Meeting continued as focus shifted to planning the annual *Leading Together* meeting.

Planning Team
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How Do We Use this Information gathered in the Cultural Competence Assessment Summary to guide content for future *Leading Together* meetings?

- Let's have breakout sessions where more in-depth discussion can take place, with community leaders who can facilitate.
- Transportation to meetings and events is a big barrier in our community.

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Discussion: Several members concurred that solving transportation barriers and having access to funds to address this problem is often a problem. Others felt their community was adept at solving this problem.

ACTION ITEM:

- Form an Ad-Hoc Workgroup to develop recommendations on transportation supports to assure families can participate effectively. Build a repository of solutions. This could be incorporated into the Family leadership competencies Workgroup materials.
 - Group Members: Martin Salas, Connie Dunlap, Elsa Diaz-Bautista, John Shaw, Martin will take the lead on convening this group.
 - Timeline: Next four months (by May)

Brief Review of Last Annual Meeting's Evaluation/Recommendations (Lynn Hrabik)

- Keynote, Barbara Stroud's presentation was very popular and people wanted more time with this content area.
 - Some Wisconsin developed resources could support this on-going discussion.
- The family panel was popular.
- Also the table discussions and cross sharing about family leadership experiences during the World Café.
- Also appreciated the organization of the family tables at lunch.

Brainstorm Focus Areas and Structure for 2017 Annual Meeting

- Have more families involved in planning the meeting
- Family Leadership 101
 - Build on *Serving on Groups* Curricula
Comment: We tend to use the same family leaders over and over.
- Invite family leaders to share about their experience
 - Consider that the Cultural Competency Assessment gathered organization's perspective – what is the families' perspective?
- A topic from the Family Leadership Competencies Workgroup that has been discussed is learning about strategies families can use to assess requests to participate in leadership or advisory roles. Looking for good match, opportunity to value family/consumer voice, appropriate supports – clarity of role, diversity of representation etc.
- Like to cross-walk with the Family & Community Engagement report at DPI

ACTION ITEM:

- Form an Annual Meeting Planning Team
 - Group Members: Leslie McCallister, (recruiting Charisse Daniels as a family representative), Crishirella Warthen, Connie Stephens, Pat Erving