

**Family Leadership Planning Team  
Meeting Minutes  
August 20<sup>th</sup>, 2015**

Participants: Rachel Crites, Barbara Katz, Susan Latton, Molly McGregor, Julia Stavran, Joann Stephens, Cheri Sylla, Julianne Carbin, Kyira Hauer, Lynn Hrabik, Darryl Hall, Laurice Lincoln, Daniel Parker, Gina Salazar

## **Review & Today Goals**

### **Review**

- Went over [WiSMHI website](#) where the documents and meeting minutes are located.

### **Goals**

- Following April 29, 2015 *Leading Together* meeting three priority areas have been identified: Family Leadership Resource Mapping, Cultural Competence, and Core Competencies of Family Leaders and Organizations.
- Support cross-learning about the resources and activities our agencies provide with families.
- Identify areas for shared learning and capacity building.

## **Updates from work groups**

### **Family Leadership and Engagement Resource Mapping Workgroup**

- Workgroup decided to create characteristics of Family Leadership, Family Engagement, and Family Partnership.
- Considered the scope of the resource mapping deciding to focus on Family Leadership activities including: opportunities for family leadership, opportunities for developing leadership skills/knowledge, and family leadership networking and support. Reviewed how some organizations are tracking this information.
- The workgroup is in the process of considering how to collect and capture Family Leadership opportunities.

### *Additional comments or recommendations from group:*

- Mapping Moving Trains document introduced to group to consider use as a resource.
- Framework: Leadership Progression from Eileen Forlenza showed the circles for categorization for family, community, others (systems).

## Cultural Diversity Workgroup (Humility)

- Workgroup is considering conducting asset and needs mapping to better understand participating organization's needs related to cultural competence.
- There is interest in increasing parent and family representation in leadership roles and one cross-organization strategy might be to collaborate around "Serving on Groups That Make Decisions" trainings for culturally-specific families, that is also supported through a mentorship by experienced family leaders.
- Reach out to skilled facilitators who are comfortable with 'uncomfortable – but essential - conversations' around cultural humility.
- Considering receiving support from [Georgetown National Center for Cultural Competence](#) (NCCC). NCCC has assessment tools tailored to our diverse partner organizations.
  - Workgroup members recommended [these recent NCCC webinar Forums](#):

### *Additional comments or recommendations from group:*

- Share stories and organization's outreach components
- Possible organizations to offer support: Beyond Diversity and [Great Lakes Equity Center](#).
- We want to address cultural urban and rural diversity as well as special needs and disabilities.

## Develop Recommendations for the Next Three Meetings

- First meeting possibly with Eileen Forlenza in February 2016, which might focus on family leadership competencies
- Second meeting possibly connecting with *Circles of Life Conference*. Dates are April 21 & 22 of 2016. Suggested date would be the day before, April 20<sup>th</sup>. *Circles of Life* planners are open to discussion for joint venture. Speaker from Georgetown or Great Lakes for breakout sessions.
- Third meeting over the summer of 2016
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## Questions and Action Steps

### **Questions:**

1. What do we want to see at the end of the next two years?
  - Better understanding of what participating organizations do.
  - Learning skills to support members of diverse groups and assessment of cultural competency of our organizations
  - Learn to assess how we are serving diverse populations.
  - Discussing/sharing the outreach capacities of our organizations and how we support families.
  - Identifying / Supporting / Sustaining family leaders.

- Knowing how to refer families to other organizations, knowing how to build bridges between organizations to support families, how to refer families without causing a circular loop? Discussing scenarios on what to do in different situations.
- Breaking down silos and creating relationships with partner organizations.
- Shared trainings / meetings between family support organizations.
- Come away with a sustainable process where family support / advocacy organizations convene.
- Framework for regional / local partners involved in family/support/advocacy to meet/discuss frameworks/supports.
- Plan on how to provide resources / support where gaps are found to exist.
- Building a system without barriers.
- How new family support roles/positions have a system to walk into where they can better assist families and have supports cross organization/agency. Standards/competencies tool – checklist to strengthen the work to support families and identify individual training gaps and where to get support for those who support families.
- Family receivers to family leaders. How to empower families
- Empowerment is needed and brought to meeting

## **2. What skills and knowledge do we want to learn together?**

- Supporting Family Leadership!!!!
- See some examples above in #1
- Cultural Humility / Cultural Bravery
- Looking for gaps in resources/ support (regionally/topic/etc.)
- Strategies to bring families into family leadership roles. Families as receivers to families as leaders. How we empower families.
- Recognition of reasons why organizations have barriers of working together (ex: funding competition)

### **Action Steps**

- ! Reflection of self for Shared Resource and Cultural Diversity workgroups. To gain skills and knowledge together.
- ! Capacity outreach especially supporting (supporting family leaders/structural support)
- ! Support of calls. When to pass off/hand off not having the silo effect. Best practice of handling so families don't fall through the cracks. Possibly create a guide on what questions to ask families.
- ! Relationships with other organizations, shared trainings, and meetings.
- ! Work together to have a sustainable process in care coordination for families
- ! Development of regional and state level framework – connections are occurring

- ! Cultural Humility – Need to explore concept beyond competency and self reflection
- ! Not to lose sight of family leaders and to collaborate with other agencies.

### **Documents Shared at meeting**

Shared Learning, planning team and workgroup documents:

<http://www.wismhi.org/wismhi/About-Us/System-Integration/Family-Leadership-Team>

Mapping Moving Trains Document:

<http://forumfyi.org/files/Mapping%20Moving%20Trains%20-%202011.30%20webinar%20handout.pdf>

Great Lakes Equity Center: <http://glec.education.iupui.edu/>

National Center on Cultural Competence (assessments):

<http://nccc.georgetown.edu/resources/assessments.html>

Reflections on Cultural Humility:

<http://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>

Progression of Family Leadership (Florenza) <http://www.wismhi.org/-wismhi-files/PDF/Family-Leadership-team/ProgressionofFamilyLeadershipGraph.pdf>

Pritchard Committee: <http://www.pritchardcommittee.org/our-initiatives/gcipl>