

LEADING TOGETHER: FULL WORKGROUP, AND COMMITTEE BREAKOUT
Meeting Minutes
OCTOBER 8, 2015

Participants: Erin Armbrust, Emilie Braunel, Rachel Crites, Vicki Davis, Lynn Hrabik, Pat Erving, Barbara Katz, Susan Latton, Laurice Lincoln, Robin Mathea, Molly McGregor, Mandy Myszka, Deb Ramacher, Martin Salas, Gina Salazar, Kara Van Vooren.

1. BRIEF REVIEW FROM WORKGROUPS

Resource Mapping:

- Workgroup has determined to focus on family leadership resource mapping,
- The survey will be distributed to member organizations to indicate their current leadership development activities.
- The workgroup is currently considering best ways to host the activities shared through survey distribution. Family Voices of Wisconsin will share the information on their webpage, DPI will incorporate the information into an online shared calendar, other organizations are willing to link to these sites.
- Joanne Stephens, OCMH, has recommended a [Mapping Moving Trains](#) tool that the committee is looking at as a model for resource mapping

Cultural Diversity:

- **Would like to develop a Survey tool** for the participating organizations to help us better understand the assets and needs identified for strengthening . cultural competence.
- Will consider a short phone survey, rather than an electronic survey.
- Planning a training **on cultural competency for 2016** – possibly the day before Circles of Life. Opportunity for shared funding and/or also for a presenter to do some break out sessions during the conference.
- Georgetown Center for Cultural Competence and also Barbara Stroud, who is working with B-3, have been discussed as potential consultants/trainers.
- Collaborative WISPE/FACETS training on **“Serving on Groups”** is also being explored. The committee is discussing this as a culturally specific training and may do that at Circles of Life.

2. BREAKOUT INTO WORKGROUPS.

Cultural Diversity Workgroup Notes:

Training and Consultation Opportunities:

- 1) decided that the YWCA is not a fit, 2) Daniel Parker is connecting us with Great Lakes – this connection is still in process of being made.
- Barb has worked with Georgetown’s National Center for Cultural Competence (NCCC) in the past. They also have an ongoing [Leadership](#)

- [webinar series](#) which you can link to on their website, as a way to get to know more about them.
- Susan spoke with Wendy Jones since our last workgroup meeting. NCCC's federal funding has ended, so their services are a little more difficult to access. Wendy Jones described the work they have done with four states. This work supported the state's Maternal and Child Health Programs, local health departments and contractors.

Examples of services Georgetown has provided to these states:

- Pre-visit conference calls with leadership
- Pre-visit surveys or interviews
- Pre-visit webinar with orientation to assessment tools
- Review and T.A. on completed assessment tools
- In-state focus groups
- 1-2 day onsite visit – after the assessments are completed
 - Assessment – to prioritization and action planning
- Final reports

Committee Discussion Highlights:

- What outcomes do we want from the one-day training at Circles? And the overall goals of the Cultural Diversity/Competency work we are doing?
- Laurice: talked about Barbara Stroud's work and indicated that this facilitator focuses her work on how to better connect with families, from a social/ecological perspective. How we can develop leadership among parents and make them feel confident and competent?
- Pat: the idea of cultural competency is a buzzword that has been around for 20 years within MCH. But, Pat does not see a difference in terms of outcomes and increased family engagement. Pat also commented that the idea of "Natural Supports" does not exist as it is discussed by those outside of the African American/Urban Community. Pat urged the committee to not make this more complicated than it needs to be. Family members need to be brought into the room – including in meetings like today's. Pat felt that Georgetown would be a valuable resource to this effort given that it specializes in this work. In WI we are very far behind.
- Emilie: Pat's comments reminds me of the discussion regarding the need to support families if parents are to be able to engage in the community, they need to overcome many barriers of time, transportation.
- Barb: so one of the outcomes we might want to consider for the Circles Training (s) could include:

- What are the supports that family members need to become leaders and how does that support differ across different cultural communities?
- How to help families find supports to meet their needs and;
- How can agencies meet those needs?
- Could also include something about how we understand the concept of family leadership when that takes on a different form. It may not mean a family member participating in an advisory group, but how can they participate in other ways?

Survey Development and Use of Assessment Tools

- Susan: Cost will be an issue with both of the prospective consultants. Opportunity to share resources possibly by working with Circles.
- Susan: Are we interested in this organizational assessment and planning process? This is NCCS' area of expertise.
- It was noted that it is also important to get family member's assessment – not just organizations staff self-assessment,
- Laurice: I like the idea of bringing families into the assessment process etc. But also need to remember that the different agencies engage families in different ways based on their work. How do we account for this in the assessment process?
- Barb: What I am hearing as a CORE goal we are trying to address with the training is: How do we as family supporting organizations learn how to best connect diverse family members as leaders?
- Barb: We should ask both Barbara Stroud and Wendy Jones: With their tool kits – how does their emphasis and training lead us to answers to this core question. i.e. How does utilizing the tools that they offer when consulting help our organization learn how to best support family members as diverse leaders?
 - Another possible resource might be Diana Autin, Statewide Parent Advocacy Network of New Jersey. Diana was featured in NCCC webinars for her work in identifying, engaging and supporting diverse family leaders. She could be the person who could help us weave everything together. This might help us move beyond “just” assessment to actual concrete shifts on the program level in our work.
- Laurice: Maybe we can do both in the meeting – begin with discussion about assessment outcomes and then move into break out groups that addresses

how to make practical changes in a variety of areas – i.e. serving on boards, supporting families in their leadership within the community etc.

- Barb: I'd like to propose that we have the cultural diversity/competency theme be a focus of our work within Leading Together over the next two years.
 - Pat: thinks that it would be excellent to devote the six sessions to this topic. Has long felt that Cultural Competence and family pieces are the two that have always been missing.
- Rachel: Committee needs to consider what each of our options (i.e. of consultants) offers in terms of crafting their message to family audience rather than only to professionals.
- We might have the opportunity to be a part of including a consultant in a keynote at Circles and other direct work with families.

FACETS Serving On Boards:

- Susan: A strategy that's been discussed was to provide the FACETS/WiSPEI 'Serving on Groups' training for culturally specific groups to strengthen and diversify our family leaders. The value of having diverse, experienced family leaders participate in the training was also explored in past meetings. Laurice had proposed that Circles of Life might be a venue for this. Several exploratory calls on this have taken place and FACETS staff provided an update:
 - Emilie: There may be some barriers to FACETS taking the lead on this – related to funding and time. Currently Facets only has funding to translate the current training curriculum to Spanish. Might be able to tweak what is being done to add a workshop at Circles – especially if the training targets Spanish-speaking community. FACETS can talk to DPI about whether it would be possible to expand the training to other cultural groups beyond that.
 - Discussion on the importance that training organizations have a good history of support for the community they will be presenting for/with.
 - Vicki: Modules 1 and 2 – done in one hour each. But would suggest looking at the complete set of 8 sections and pulling out of those the sections that would be a best fit for this training. **FACETS will look at whether this is something it would be available to offer at circles. Vicki will follow up.**

3. PARTICIPANTS RE-CONVENE AS ONE GROUP

To review what each work group worked on when in the smaller groups:

Resource Mapping:

- Re-examined their definition for family leadership. But thought it was really important to incorporate this into the existing mapping survey.
- Reviewed the Mapping Moving Trains Tool.
- **Discussed how the survey results will be linked electronically to calendars and used in other ways over the long term.**
- Reviewed Survey – to identify what the priorities are that will be included in the survey. This included things like how the survey could be made more accessible to all participants etc. Workgroup felt that it will be important to ask if cost for training opportunities will be a barrier to participation, how helpful making scholarships available, along with mileage and childcare would be? As well as asking in the survey open ended questions re: whether there have been barriers to getting families involved in the trainings?
- **Family Voices has offered to host the resource list and to keep it updated. Daniel/DPI offered to host the calendaring feature of any resulting resource list.**
- The survey will have three circles identifying the **three levels of involvement.**
 - Barb asked if there would be an **explanation of what each of these three circles are. Also suggested some sort of checklist on the final map**, which would indicate the level (Family, Community, Systems) the leadership development opportunity would focus on.
- **Timeline** – Revise and update survey in Oct. Have some partners (traditional and not traditional) test the tool. Early 2016 (possibly by Circles) = goal to implement.

Cultural Diversity:

- Strong interest in devoting the remaining six Leading Together meetings to strengthening family leadership through cultural competence.
- **Action Step:** Return to the proposed trainers/facilitators with specific questions about their ability to help us to integrate and strengthen family leadership. (NCCC, Barbara Stroud, Diana Auten)
 - Robin: would also like to recommend Paula Tran Inzeo, UW School of Human Ecology, who presented at the MCH Council the previous day.
 - Martin: recommends Angela Russell and Jordan Bingham at Dane County Public Health as additional resources. They review All policies proposed through a lens of health equity.
- Barbara Stroud does the relational piece, which is very different. But these different facilitators could really tie together the overall theme of parent leadership and offer different views.

- Once we decide if there is agreement that the 6 meetings are going to be focused on cultural diversity/competency focus, **we would need to look, possibly as a next step, at how the 6 meetings might be unrolled in such a way that the individual meetings build off each other.** Georgetown could be the kick off and then the following meetings be organized from there.

Next Steps:

1. Collaborate with the Circles of Life Planning Team to coordinate a shared speaker for the Leading Together Meeting on April 20th. Interview those proposed speakers as noted above.
2. Draft a survey for Leading Together members to identify areas of interest in shared learned on cultural competence.
3. Convene Planning Team in December for 2016 meeting planning.