

## SYSTEM CAPACITY & INTEGRATION

# 16 Aligning around values, principles, mindsets

- Develop a culture of belonging, empathy, humility, and humanity across our institutions, groups, and community.**
- Ensure that providers understand and respond to the intersectional impacts on families around race, gender, class, and/or disability bias
  - Build awareness of impacts of ableism and ableist mindsets and behaviors, especially in service delivery and preschool
  - Focus on hope, resiliency, and human potential
  - Ensure that help doesn't come with shame, judgement, stigma, or draconian measures
  - Embrace equity in our actions (e.g., differentiating support) and in our mindsets (e.g., "Every parent does well if they can. Every child does well if they can")
  - Help all workers develop non-judgemental mindsets
  - Increase focus on restorative justice and reintegrating people back into society (e.g. like the work of the Golden Rule Restory Program)
  - Increase diversity amongst community leadership such as school boards, local govt, etc.
  - Trauma-informed care, empathy, and anti-bias training
  - Culture-building: Establishing a culture of dignity and belonging, belief in resiliency in schools and community
  - Expanding the pilot program with life coaches from Empower with early childhood providers and parents around how to show up for our kids-focus on connection
  - Specific equity training to re-look at how services are provided
  - Deepen awareness of the specific needs of children in families in recovery
  - Ensure services and providers are inclusive of the diverse households and caregivers, including one-parent households, grandparents as primary caregivers, LGBTQ households.

## 15 Expand and expand on demand higher equity mental health supports

- Stronger supports for children who have families in recovery
- Expand on home support options
- Expand residential facilities
- Increase support for specific groups, e.g. foster parents, kinship
- Ensure that services are provided by the local care system

## 13 Increase the availability of and use of patient substance treatment facilities, combined with treatment housing for people seeking treatment.

- Expand the operational model of providing general care combined with substance treatment
- Increase stock of transitional family housing for families seeking care and recovery programs

## 14 Develop and expand disability supports

- How best education on children can increase family diagnosis
- How developmental practitioners in the area
- Increase the number of PIVK programs for children who have joint diagnosis
- Shift the culture of supporting kids with complex needs by supporting caregivers with differentiated needs and supports

### INTENSIVE SUPPORT

## 11 Develop/expand on demand mental health and resilience building supports, including prevention and early intervention

- Stronger mental support services in communities
- Reduce mental health stigma
- Expand on home support options
- Expand on residential facilities
- Expand on specific groups, e.g. foster parents, kinship
- Ensure that services are provided by the local care system

## 12 Increase employment supports to help families experience self-efficacy

- Supported employment - paid skill development
- Micro-enterprises - create in-house housing options to show our work lives
- Lightkeeper Pilot

## 8 Increase the continuum of housing stock that's available

- Increase the full continuum of ADA accessible housing, with parking
- Expand on employment, permanent supportive housing, affordable housing, market rate housing
- Ensure that services are provided by the local care system

## 9 Increase Food Security and Access

- Ensure that providers are getting people to NIC
- Increase nutrient-dense food access for all pregnant and parenting families
- Free parental diabetes kit program
- Focus on increasing access to healthy foods in healthier neighborhoods

## 10 Target Supports

- High intensity services for prenatal and housing supports like families cannot afford
- Support for families with children with disabilities
- Support for LGBTQ families navigating system
- Parent support program for co-parents
- Help program currently funded transfer their credentials, licenses to the U.S.

### INCREASED SUPPORT

## 5 Connect with parents/caregivers before babies are born

- Continuation of care for every pregnant family
- Continuum of ongoing, peer support, individual health services to the full continuum and ongoing support
- Domestic Violence Care for families

## 6 Support caregivers' attachment, wellbeing and quality time with children

- Paid family leave
- Child care in families
- Guaranteed basic income
- Financial literacy training for parents/caregivers
- Child care subsidy training, community health workers, address postpartum depression early

## 7 Improve coordination to meet families where they are and align them with connected supports to navigate the various services to meet their needs (e.g. housing, employment, medical, mental health, parenting, etc.)

- Coordinated care - from 1st to 10th graders (which includes COVID)
- Screening for COVID at every agency, on-site, based on other priorities
- Scaling needs through Early Intervention and self-referral care
- Improve the communication and referral between clinic, systems and organizations
- Improve prenatal and early child development support for kids with prenatal/birthdays
- Improve support for caregivers that are struggling in clinic
- Expand all eligible families in NIC
- Manufacturing in English and Spanish of cover stories
- Intentionally simplifying the process of obtaining all services

## 1 Ensure children's safety

- Ensure that providers are getting people to NIC
- Increase nutrient-dense food access for all pregnant and parenting families
- Free parental diabetes kit program
- Focus on increasing access to healthy foods in healthier neighborhoods

## 2 Provide education and cultivating and family connections

- Universal parenting classes aligned with science & evidence
- Education about gender roles, attachment (e.g. Restoring the Soul)
- Self-efficacy classes about foster care, credit, grants
- Domestic Violence Care for families
- Financial literacy training for parents/caregivers
- Child care subsidy training, community health workers, address postpartum depression early

## 3 Transportation assistance

- Provide matching service funds for car purchase
- Discretion program
- Subsidize other assistance
- Transportation program/prioritized transportation assistance

## 4 Accessible prenatal care and specialized services

- Screening prenatal specialists within our region, e.g. physical, obstetric, and mental health
- Transportation assistance
- Programs make care for children with chronic health needs

### UNIVERSAL SUPPORT

## Multi-tiered System: Key Supports & Services for Families

### FOUNDATIONAL CREATIVE TENSIONS

What some folks need & what everyone needs	Targeted Support & Broad Support	Building Momentum & Reinvigorating the System	Immediate Need/ Impact & Systemic Change	Rural/Remote & Population Centers	Centralization & Decentralization	Prevention & Intervention	Support & Accountability
			Ensure that services are available in rural and remote areas	Ensure that services are available in rural and remote areas	Ensure that services are available in rural and remote areas	Focus on prenatal/SB and reduce need for intervention later	"We have our work about providing people with support for they can pull themselves up by their bootstraps."
			Resource planning (what we want, what we need, what we can do)	Resource planning (what we want, what we need, what we can do)	Resource planning (what we want, what we need, what we can do)		"If we're willing to be able to provide that support to a variety of different ways because that's what we're doing."

### Budget Tensions:

- Reducing Work on Downstream Effects & Reversing Work on Upstream Causes
- Resource planning (what we want, what we need, what we can do)
- Resource planning (what we want, what we need, what we can do)

## SYSTEM CAPACITY & INTEGRATION

# 17 Building a diverse and highly competent workforce

- Close the gaps in our overall workforce and talent needs**
- Invest in local education pipeline to grow local talent specifically in areas of need: early childhood educators, childcare health educators, registered nurses, social and peer support workers, behavioral health educators, registered nurses, social and peer support workers, differentiated care educators
  - Provide micro-credentialing of existing workforce in ACEES and trauma informed care
  - Increase compensation to provide living wages for workers
  - Provide incentives, like health care coverage for essential workers
  - Provide training and support to people in rural and remote areas of the region, e.g. Care Junction
  - Provide living wage subsidies
- Expand mental health, behavioral health workforce capacity**
- Build mental health provider capacity, especially to reduce waiting time for services
  - Mental health providers that are trauma informed, culturally competent, and welcoming to all marginalized identities
  - Build program in behavioral health training model for early childhood educators
- Develop the region's workforce as needed**
- Focus on expanding the number of day care providers in the region
  - Ensure that education standards for all children's providers, focused on development and behavior modification models
  - Recruit and support bilingual/cultural people to enter and/or advance in the workforce
  - Provide training and support to people in rural/remote communities: living with learning, writing, reading, insurance requirements, payroll, taxes
  - One high school child development course more and interdisciplinary experience in child development settings
  - Collaborate with CHW workforce committee
- Expand Peer Support Capacity**
- Build the support workforce
  - Conduct a regional study of Peer Support programs to understand needs and opportunities
  - Expand peer to peer training or peer group
- Close for the Gaps & Hedges**
- Build self-reflecting, and reflective practice for providers
  - Provide training and support in recovery frame, secondary/traumatic stress, compassion fatigue, burnout
  - Social/Emotional Learning Network development

## SYSTEM CAPACITY & INTEGRATION

# 18 Ensuring coordinated, quality, and highly accessible services

- Expand the "community hub" model**
- Develop "community centers" that are truly community centers offering very integrated services, like a handout station to take to and social and recreational needs
  - Expand the model of supporting and leaving families and youth with residential programs, based on community support
- Build provider awareness and relationships**
- Create agency get-togethers where staff share what each agency does, what it needs, and who each needs collaboration with
  - Have staff do culturally communication cross-organizationally between their organizations and others
  - Build a conscious network of providers - multi-disciplinary teams who collectively have connections to food, housing, childcare, employment (ensure DNA model)
  - Prechaska/Sunrise & Coordination
- Address the potential benefits offer people experience when seeking or getting support**
- Ensure that services don't further separate people who have experienced trauma, as a result of their identities for survival
  - Determine how to address the concern amongst parents that their children will be discriminated against if they are in support model for their work supports
  - Determine how to handle the benefits cliff, where families lose access to supports as they reach higher wages
- Ensure linguistic and cultural accessibility**
- Assess and fill gaps in language translation and interpretation, especially in Spanish
  - Increase support for families whose oral or both parents are disabled
  - Ensure that providers understand and respond to intersectional impacts of families experiencing impacts of race, class, and disability bias
  - Ensure that organizations who serve marginalized families are best about those services
- Ensure readiness of care in children's system**
- Clarify how and who decides and oversees the adequacy of a child care facility
- Deepen service coordination and accessibility for families experiencing disability**
- Increase support for families whose oral or both parents are disabled
  - Ensure that providers understand and respond to intersectional impacts of families experiencing impacts of race, class, and disability bias
- Meet what we've got**
- Develop high quality communication across many modalities, in Spanish and English in plain language of all of the services and supports that exist: "Market public health as well as they do support non-market"
  - Get messages out through churches, mosques, other organizations outside of health and social service settings
- Build the capacity to gather longitudinal data to know who we serve and track their outcomes over time**