



Scaffolding Strategies to Promote Equitable Opportunities

CBCAP Conference – Washington DC

March 11, 2020

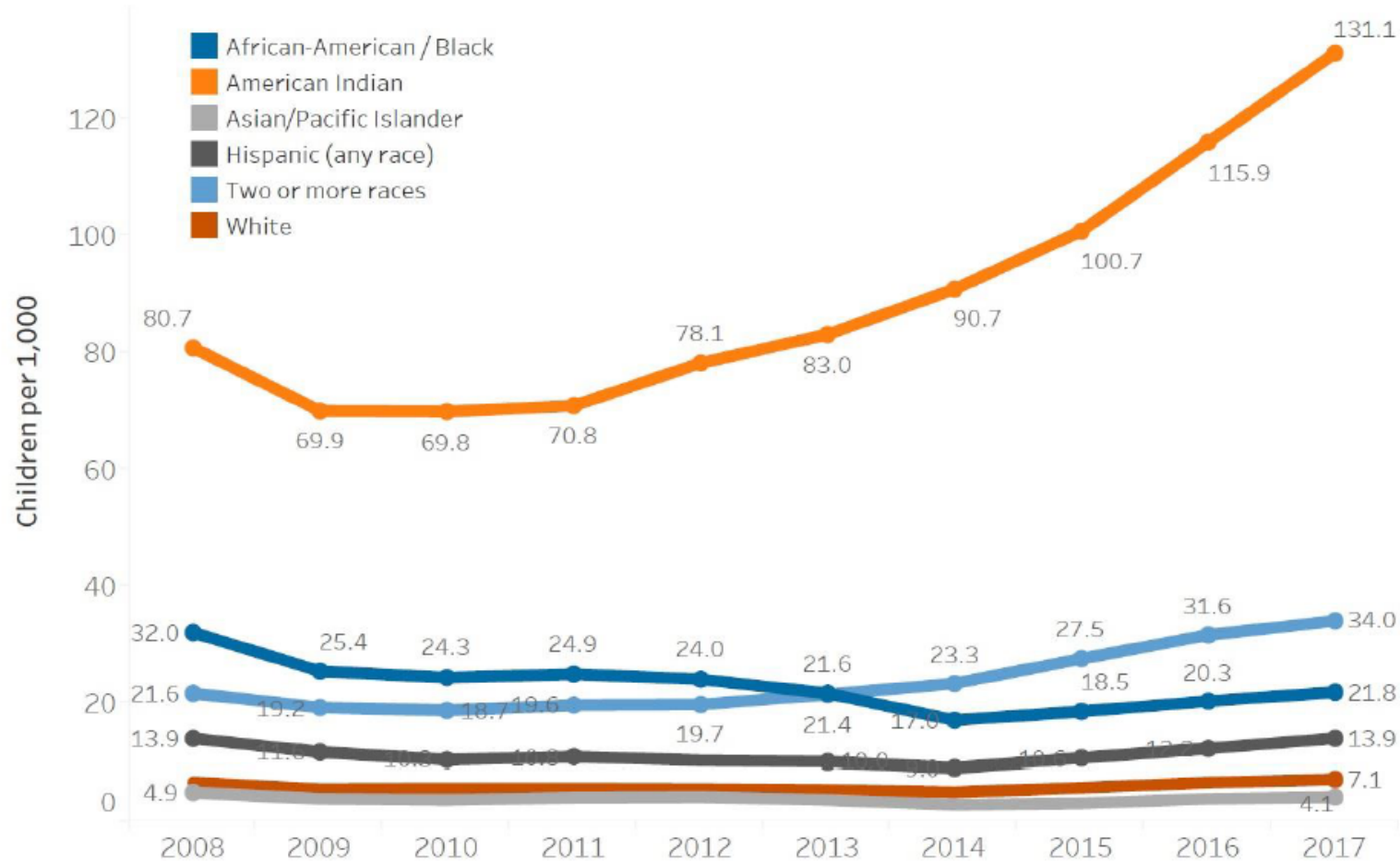
Megan Waltz

Child Safety and Permanency

MN Department of Human Services / mn.gov/dhs

Minnesota Department of Human Services

Our Why

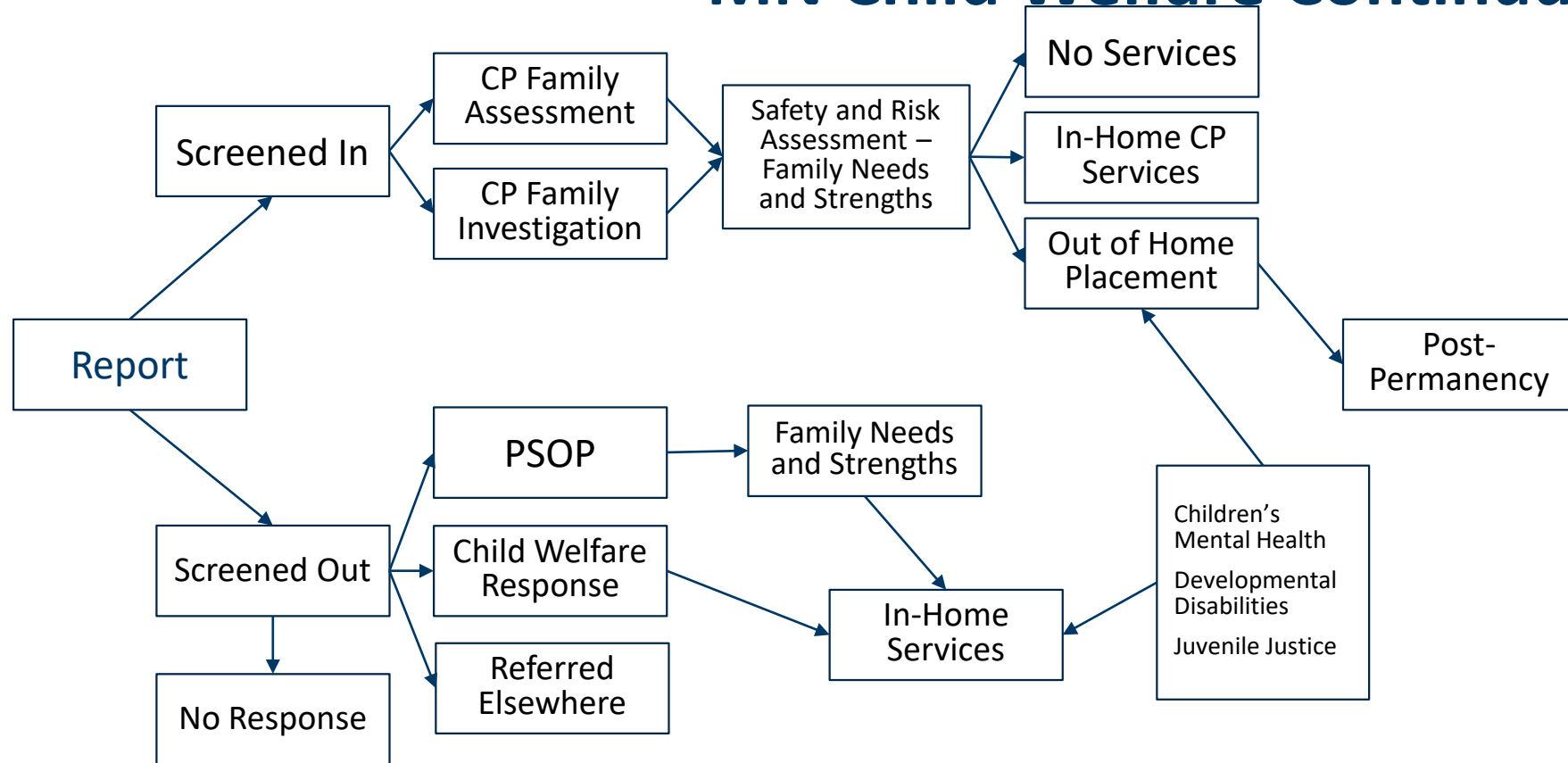


In 2017, Black children were more than three times as likely as white children and American Indian children more than five times as likely as white children to be the subject of a screened-in maltreatment report.

In 2017, American Indian children were 19 times more likely than white children to be in out-of-home care. Children of two or more races were five times more likely and Black children were three times more likely than white children to be in out-of-home care.

Minnesota Out of Home Care and Permanency Report 2017

Current Landscape: MN Child Welfare Continuum



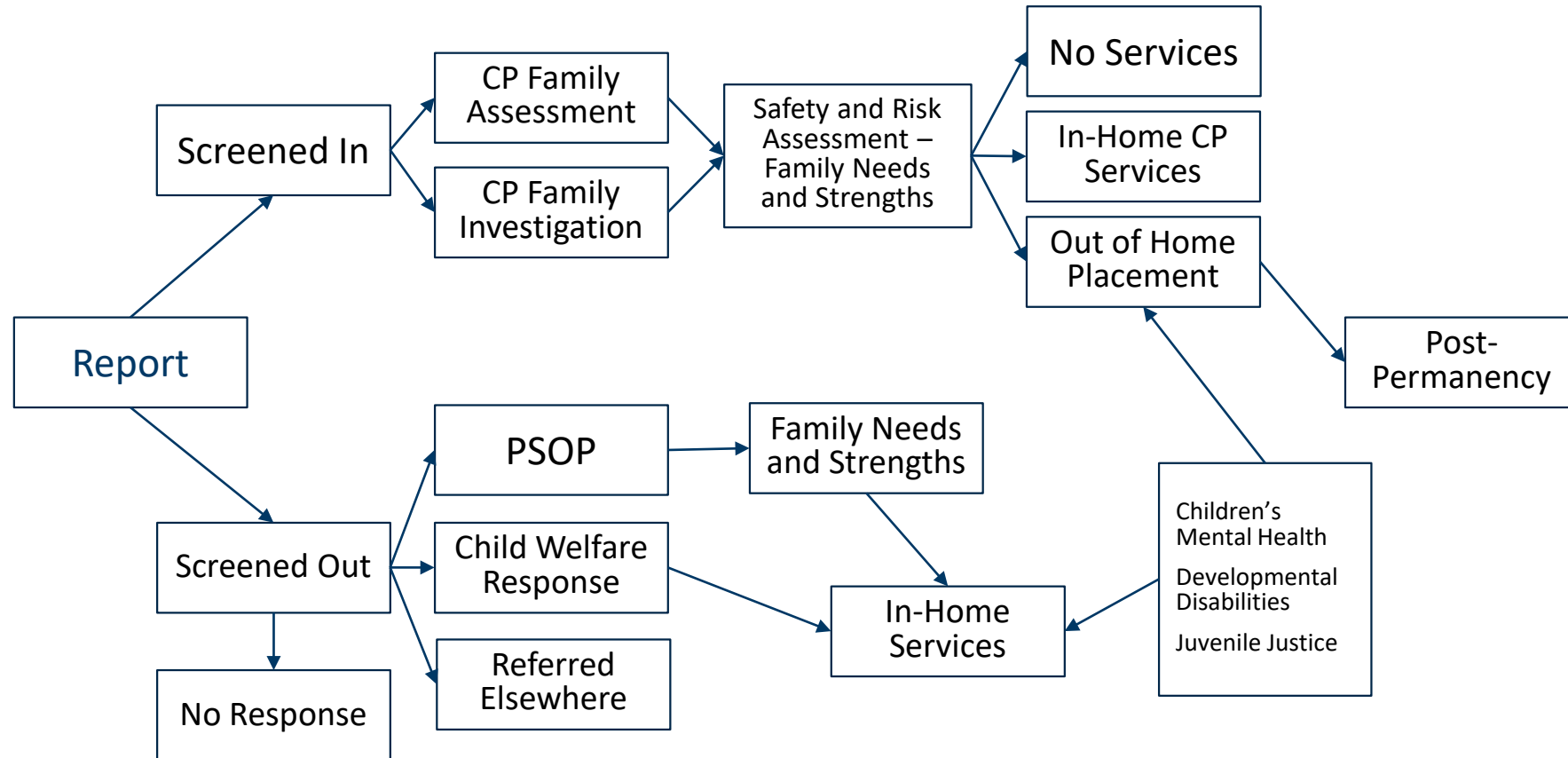
Universal
Promotion for
Family Well-Being



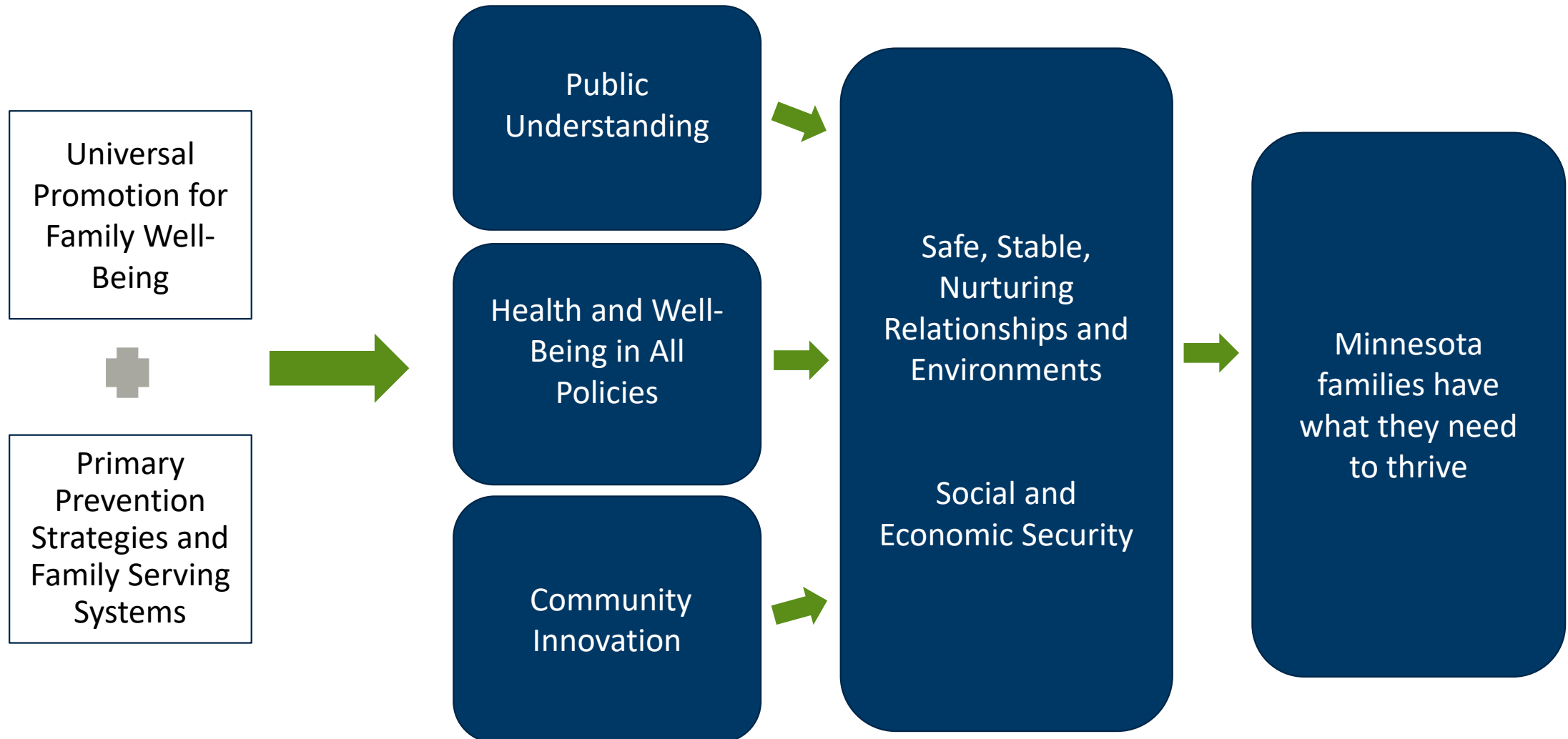
Primary Prevention
Strategies and
Family Serving
Systems

REPORT OF MALTREATMENT

MN Child Welfare Continuum



Conceptual Framework



How can we make it happen?

Identify Opportunities for Synergy:

- Family First Prevention Services Act
- Title V Maternal Child Health Needs Assessment
- Preschool Development Grant Needs Assessment
- 2 Gen/Whole Family Systems

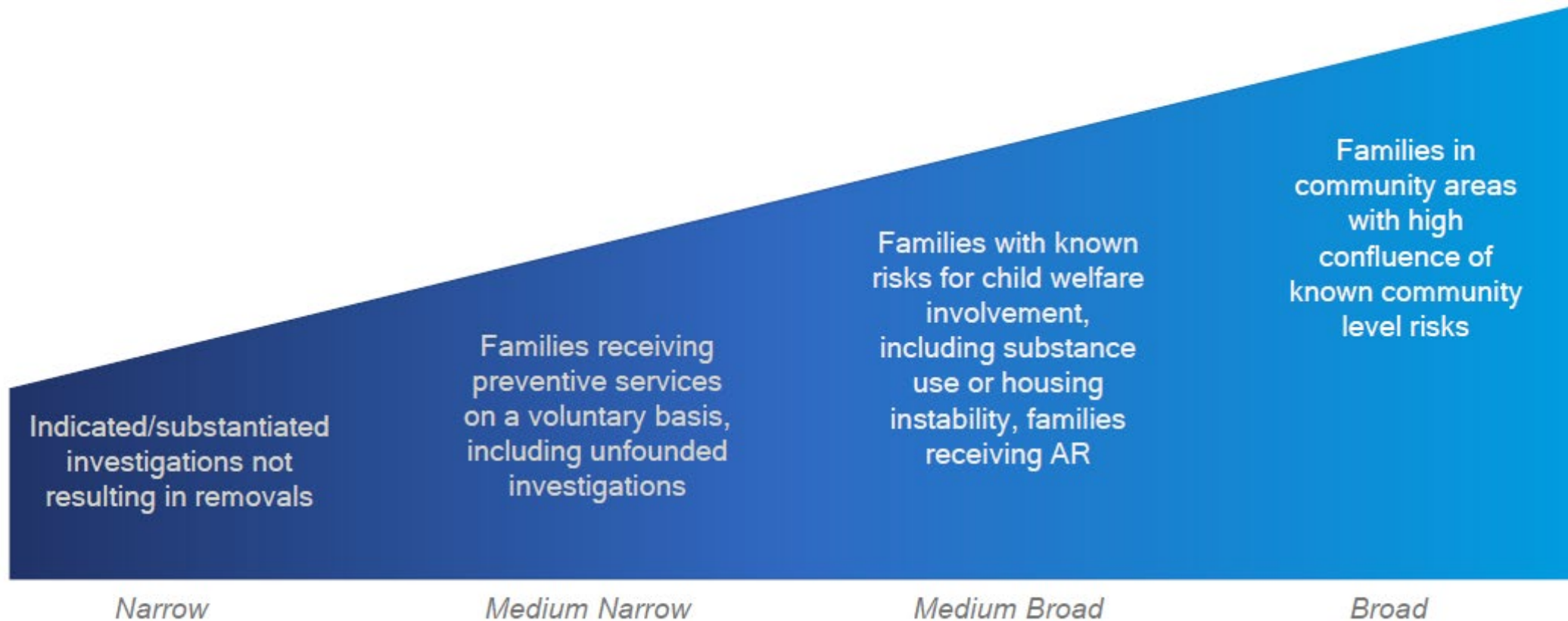
Common Entry Point – Community Engagement

Identify Opportunities for Synergy:

- Family First Prevention Services Act
 - Working groups
- Title V Maternal Child Health Needs Assessment
 - Discovery Survey
- Preschool Development Grant Needs Assessment
 - Advisory Committee
 - Community Engagement and Feedback Loops
- 2 Gen/Whole Family Systems
 - Human Centered Design

Setting the Stage: Family First Prevention Services Act

The candidacy question gave us an opportunity to develop shared hopes and dreams regarding whom we wanted to serve with the FFPSA dollars.



Chapin Hall at the
University of Chicago

Title V Maternal and Child Health Needs Assessment



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Discovery Survey

Please answer the questions below.

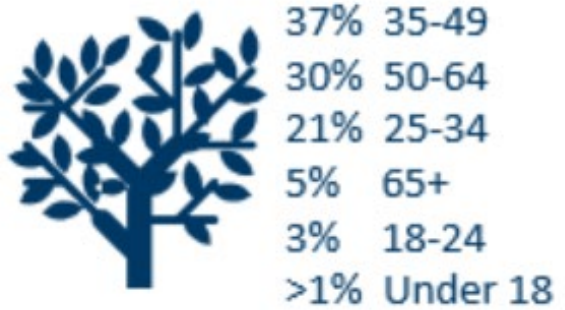
Thank you for taking the time to tell us what you think about the needs of women, children, and families in your community!

What is the most important thing women, children and families need to live their fullest lives?

What are the biggest unmet needs of women, children and families in your community?

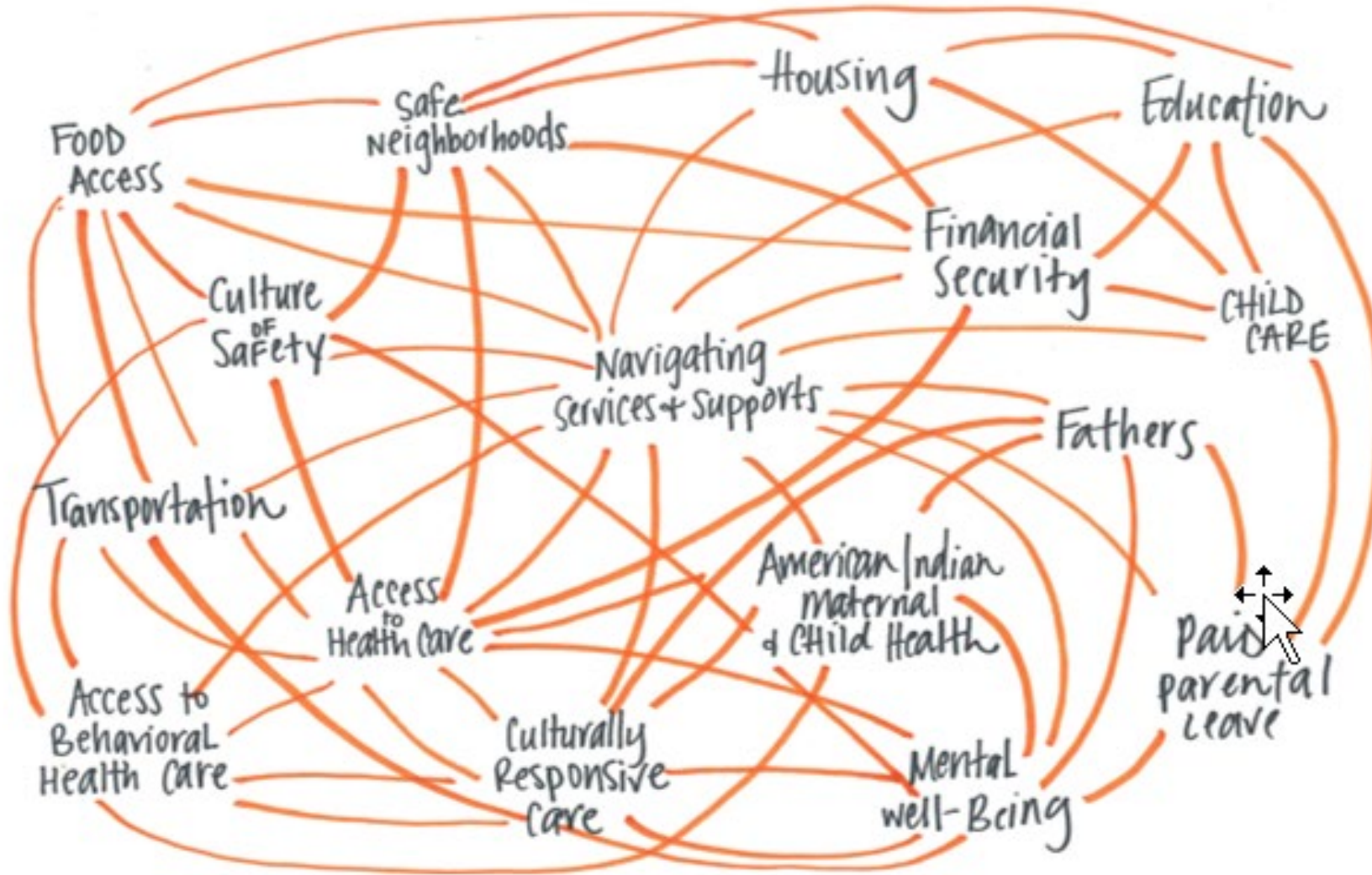
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Response



- 647 Community-based organization/non-profits
- 608 Healthcare professionals
- 442 Local public health professionals
- 85 Minnesota Department of Health
- 77 Department of Health & Human Services
- 24 Minnesota Department of Education
- 169 Other state workers
- 147 Other Maternal & Child Health worker
- 61 Policymakers

Title V Discovery Survey: Cross Cutting Priorities



AMERICAN INDIAN MATERNAL + CHILD HEALTH

The health and well-being of American Indian Women and Children

“... Many women and families have unmet trauma and are surviving. They need to recover with education and support that they can connect with culturally.”

Data has shown **significant disparities** affecting American Indians for hundreds of years and the approach has always been to address them through mainstream, evidence-based strategies; and we haven't seen improvement (in fact we've seen worsening).

...Yet we continue to operate from a mainstream framework....

There needs to be an acknowledgment that **American Indian people carry cultural knowledge and wisdom that has sustained their communities and nations for generations**, and that only through authentic engagement and partnership will we see change.

“We've had high rates, we continue to have high rates – and we've had resources (although not enough to really address the issues) but those resources are attached to a set of criteria and/or activities that do not work for us. For example, evidence based programs are predominately normed on a main stream population and we have no other options, but to use an outside approach or not receive the resources, both of which are inequitable.”

Why It's Important

The history of American Indians is one of great strength. It is a history built on values that have shaped American Indian culture and communities for generations: respect for elders, caring for family, a sense of responsibility to take care of the land, and a belief that the current generation should make a better world for the next. It is a history of resilience through significant pain and injustices including (but not limited to) broken treaties, mass murder, boarding schools, and land theft. It is also a story of current lived experience surviving racism, the devaluation of American Indian culture and biased history taught in schools.

We have a responsibility to stop making American Indian women and children invisible.

American Indian women, children and families experience worse outcomes than other populations in Minnesota. These disparities are caused by historical trauma, racism and continued colonial practices and policies that are barriers to opportunity and thriving.

- The American Indian child poverty rate in 2016 was 36% compared to 14% of all children in Minnesota
- Only 50% of American Indian youth graduate from high school
- Compared to white children, American Indian children in Minnesota are 18 times more likely to be placed in out-of-home care



PARENT SUPPORT & EDUCATION

Supporting parents socially and emotionally with family focused activities, policies, and education

“[Women, children, and families need] community! Many parents are struggling to raise their children in isolation and need community relationships, friendships, mentoring, resources, professional support with challenges in their lives.”



The parent-child relationship and the environment of the family, which includes all primary caregivers, are foundational to a child's well-being and healthy development.

48% of all parents don't feel they are getting the support that is needed when they are stressed

Parents need a network of **supportive relationships, strategies for coping with stress, resources, knowledge, and an understanding of child development.** Parents and caregivers who have resources and support are more likely to provide safe and healthy homes for their children and families.



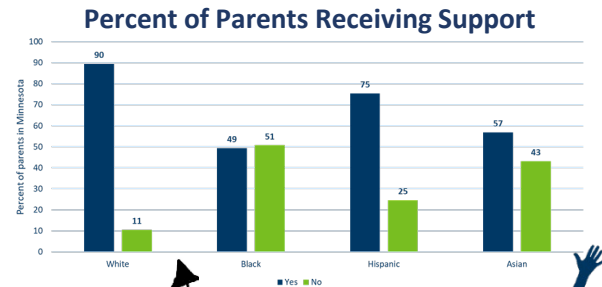
3/25/2020

Why It's Important

Supporting parents can benefit the parent-child relationship, help families meet their physical, emotional, and financial needs, and improve outcomes for children and parents. Parental education programs have been shown to improve parental self-esteem, positive parenting practices, parental mental health, and ultimately improve the parent-child relationship. Community connection and belonging is very important to caregiver health as well.

A parent can be any figure in a child's life that provides care, safety, and security for a child. Parental figures can be biological, adopted, foster parents, grandparents, or other primary caregivers.

90% of white parents report having someone they can connect with for emotional support related to parenting compared to 49% of African American parents



The source of support differs too! White moms are more likely to report support from a spouse or caregiver



MN Preschool Development Grant





On-going bi-directional communication

1 Gather input: Include the voices of a wide variety of

- Family voice
- American Indian Tribal Nations
- People of color
- Voices of other people impacted by inequities in race, geography or wealth

3 Collaborate to develop strategic plan

5 Synthesize Strategic Plan Feedback

7 Share Strategic Plan

2 Analyze & Interpret stakeholder input

4 Check In Does this reflect your values?

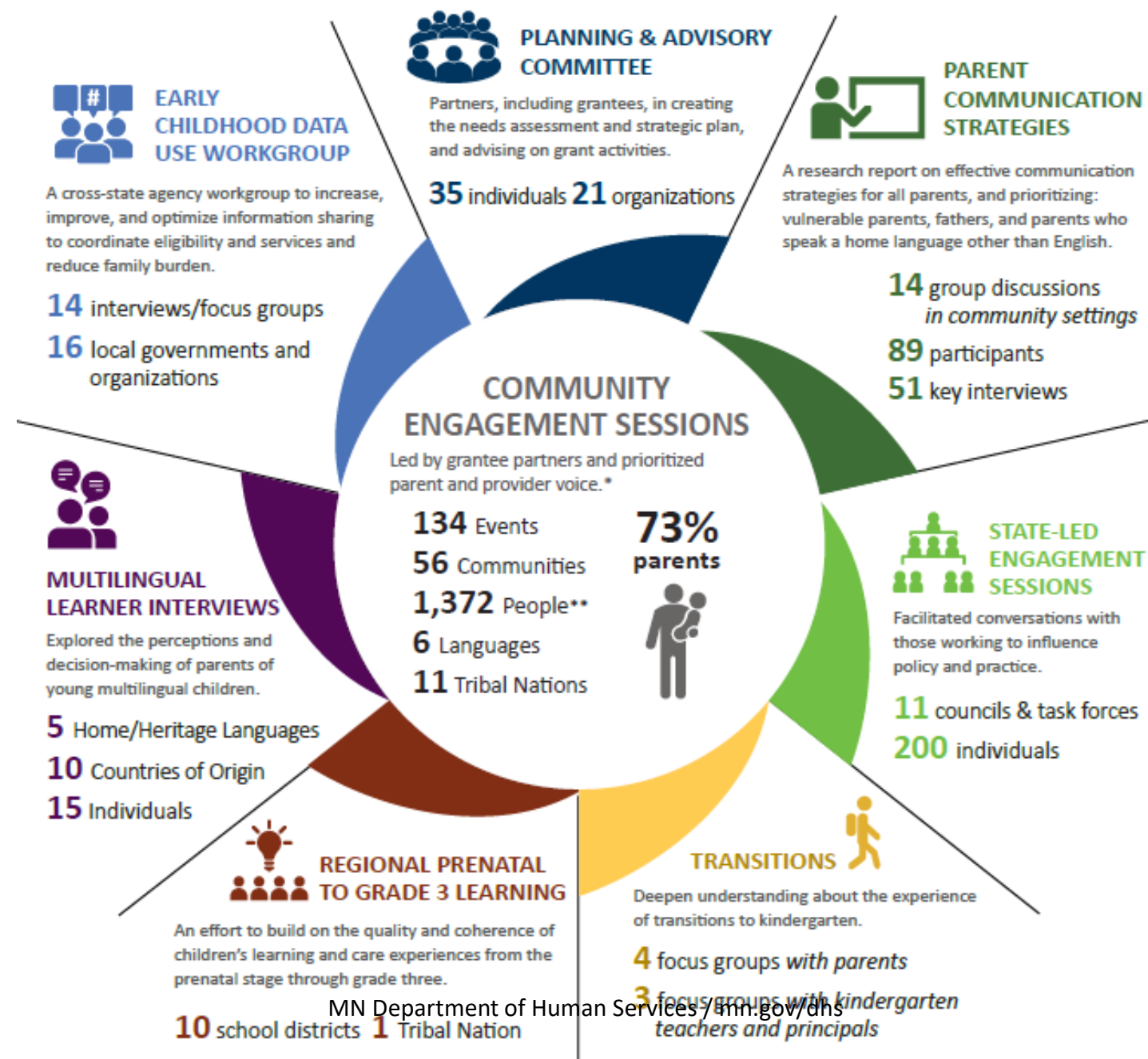
6 Finalize Strategic Plan

Inclusive and Responsive Practices, Programs & Policies

On-going bi-directional communication



Minnesota Preschool Development Grant (PDG) Community Engagement Framework



Community Engagement Findings

- **People want this to be successful**
- **Skepticism about translating action steps into reality**
- **Not having childcare, especially infant care:** a root problem affecting access to many other things
- **Support for care and education workforce:** worthy wage, supports to meet requirements/guidelines
- **Need for mutual trust:** a system that trusts providers and parents, and parents and providers that trust the system
- **Eligibility issues:** income eligibility “cliff” problem, middle income have the most difficulty in accessing childcare in some regions (e.g., scholarship eligibility), different eligibility requirements
- **Service navigation support for parents (e.g., hub, navigator):** Do we need navigators or are we too complex? Are navigators the best use of resources? Simplification of services is also needed.
- **Tailored supports needed for:** families with children with disabilities, parents with criminal backgrounds, male caregivers (system geared toward females)
- **Transportation, Stable Housing, Health Care, Employment**
- **Culturally specific services,** culturally responsive early childhood programs and services, local nuance matters
- **Communication needed:** parents not knowing about resources



Preschool Development Grant 2020-2022 Strategic Plan Summary



"There are so many hoops. You have to tell them about your entire life before you can access just a little bit of help. I only go for help when I really, really need it."

Parents, Minneapolis

"Look at employment strategies holistically, taking mental health, addiction, and living situations into account and providing assistance where needed."

Providers, Duluth

"Create the system to work for individuals, families, and communities; not making the individuals, families, and communities bend to the system."

Participant from Leech Lake Tribal Nation

"Trauma informed care is missing. [We] need more people trained in trauma informed care."

Community Needs Assessment Respondent



"Again, it comes to trust – there is not trust for communities of color and indigenous communities."

Public Meeting, New Hope

"Strengthen relationships between Somali community and school with lessons from the Somali community who speaks the language and can be a strong language and cultural translator."

Somali Parents, St. Paul

"I hear so many people who connect with a job, but the hours do not work for their child care, their vehicle is not reliable, they do not have the right clothes."

Providers, Otter Tail County



"A lot of these intersect, and you can't have one without the other."

Child Care Providers, Minneapolis

Minnesota Awarded a Preschool Development Renewal Grant

- \$8.9 million annually for three years
- Same goals as the Planning Grant
- Funding December 31, 2019 – December 30, 2022

Help Me Connect

Outcome: Families and front-line workers will be able to connect to the services they need by better understanding the services and programs available and have individualized support and follow through.

Early childhood navigation system as a one-stop shop to:

- Navigate prenatal and 0-8 resources
- Refer families directly to programs
- Coordinate services, offer follow-up and utilize a common application.

“There needs to be a system developed that is specifically targeted to families on how to get the resources they are seeking. Ideally there would be a clearinghouse – what are the contacts needed, then the family would be passed to the next tier for support.” – Hermantown-Proctor School

Investing Directly in Communities

Hubs

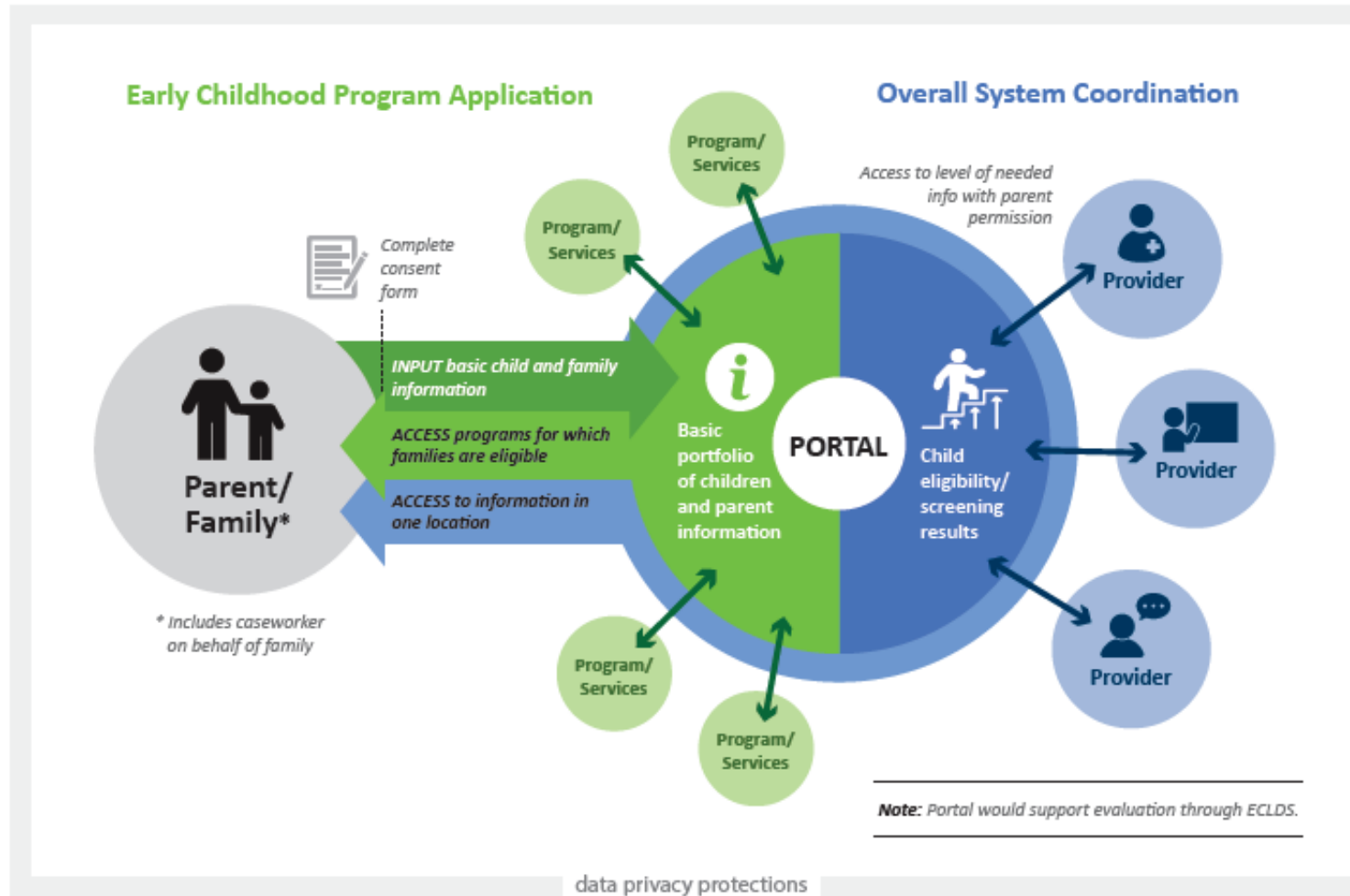
Fund Tribal Nations and local collaborations to coordinate services, build capacity and pilot initiatives. open feedback loops to ensure continuous improvement and responsive policy, practice and programs.

Sub-grants

Community Solutions sub-grants (MDH) to promote community solutions to community identified problems prioritizing families of color and American Indian families.

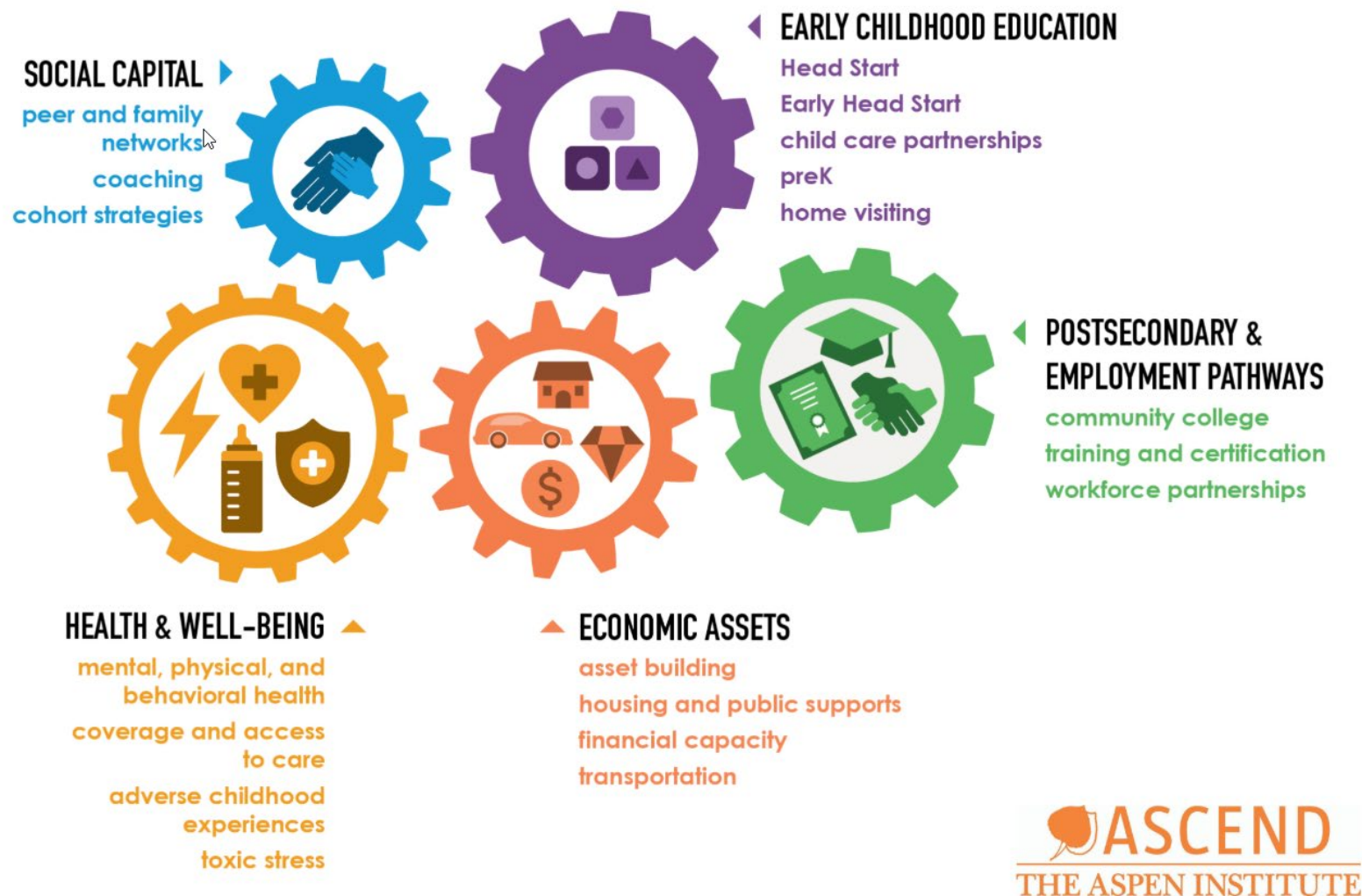
“We know children in our Tribal programs need something a little more unique. Our people are the best resources for determining what that is and how that happens” Terrance Tibbetts, Former White Earth Chairman (from Tribal Tour Report)

Portal Concept



“Disjointed systems and communications lead to families’ distrust of all our systems. Our systems don’t communicate between each other or support data sharing.” – Hennepin County

“...if such data sharing were allowed, it could help agencies operate more efficiently and reduce the paperwork burden that families now face when providing income information to multiple agencies.” – State Staff as quoted in Office of Legislative Auditor Report, 2018



Two Gen/Whole Family Systems

Cohort 1:

- Funded through TANF Innovation dollars
- 4 community grantees in partnership with counties and one Tribal Nation

Cohort 2:

- Funded through CCDF, TANF, and State Disparities Funding for Child Welfare
- 8 community grantees in partnership with counties and Tribal Nations

Bringing it all together to build a continuum of promotion and prevention

Public Understanding

- Data Stories focusing on equity, built on concepts brought by community
- Feedback Loops with Community and Families

Health and Wellbeing in All Policies

- WE CARE/ Help Me Connect
- RFP language and communication
- CCDF Presumptive Eligibility
- Funding to support community based solutions

Community Innovation

- Two Gen/Whole Family Systems Grantees
- Relationships First
- Community Solutions Grantees
- PDG Hubs

Discussion/Questions?

- What's happening in your state?
- Is there a consistent approach to community engagement and feedback loops?
- How is your state scaffolding dollars to support families at the community level?



Thank you!