

FRIENDS Peer Learning Call:

An Introduction to the Culturally Effective Organizations (CEO) Framework

March 14, 2024



How to Participate in Today's Discussion Session

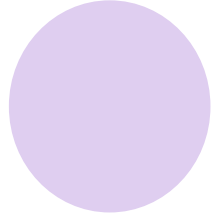


Participant audio will be muted. Participants will be encouraged to unmute their lines to participate in discussion throughout the session.

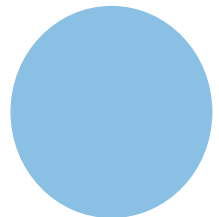
We will also be monitoring questions through the Chat box and answering them at designated times during the discussion.

This session is being recorded and will be available for viewing once it has been archived. We will notify everyone by e-mail when it is available.

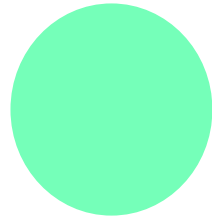
How We Got here



Revise/Update the Cultural Responsiveness page



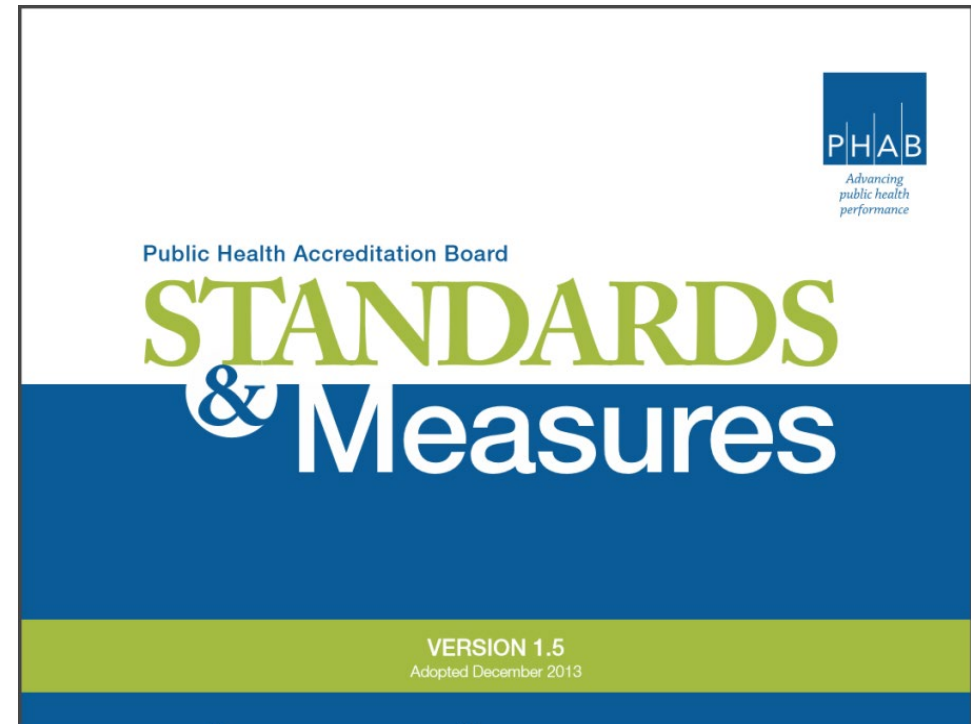
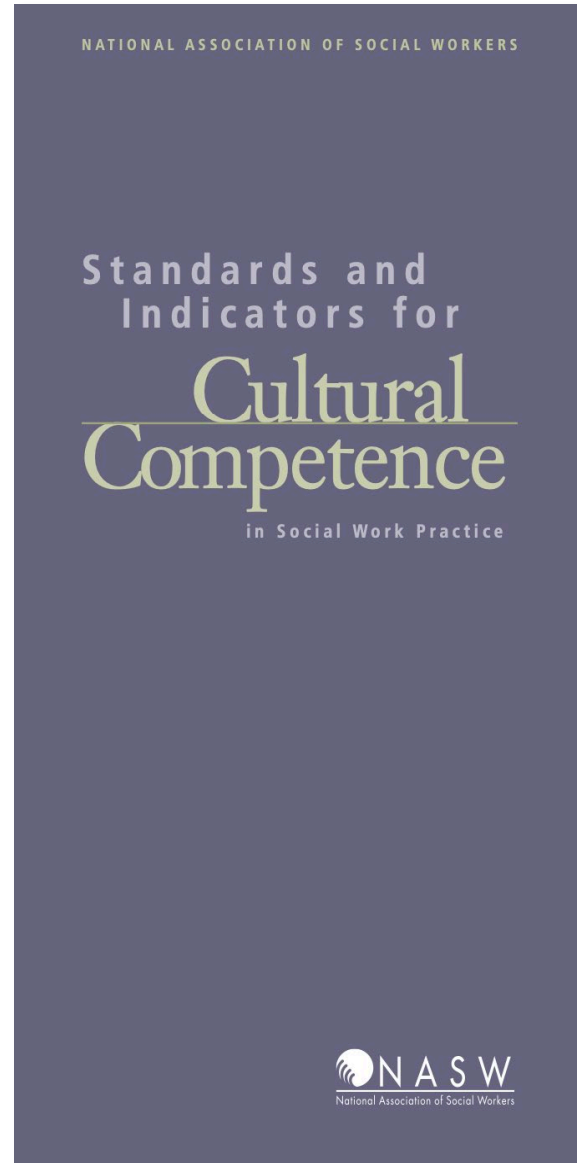
**New Hampshire
Equity Collective**



Framework for a Culturally Effective Organization



The CEOrgs Framework aligns well with standards across sectors



Cultural Responsiveness



Individual

Cultural responsiveness refers to individual-level awareness and skill to interact across differences in a way that reflects knowledge, cultural humility, curiosity, and respect.*



Organizational Cultural Effectiveness



...much more than mere COLLECTIVE individual staff cultural responsiveness!



Images from <https://www.cdc.gov/violenceprevention/pdf/CAN-Prevention-Technical-Package.pdf>, accessed 12/6/21 and https://www.researchgate.net/publication/318840832_Using_the_Socio-Ecological_Model_to_Frame_Agricultural_Safety_and_Health_Interventions accessed 12/13/21



Individual Cultural Responsiveness



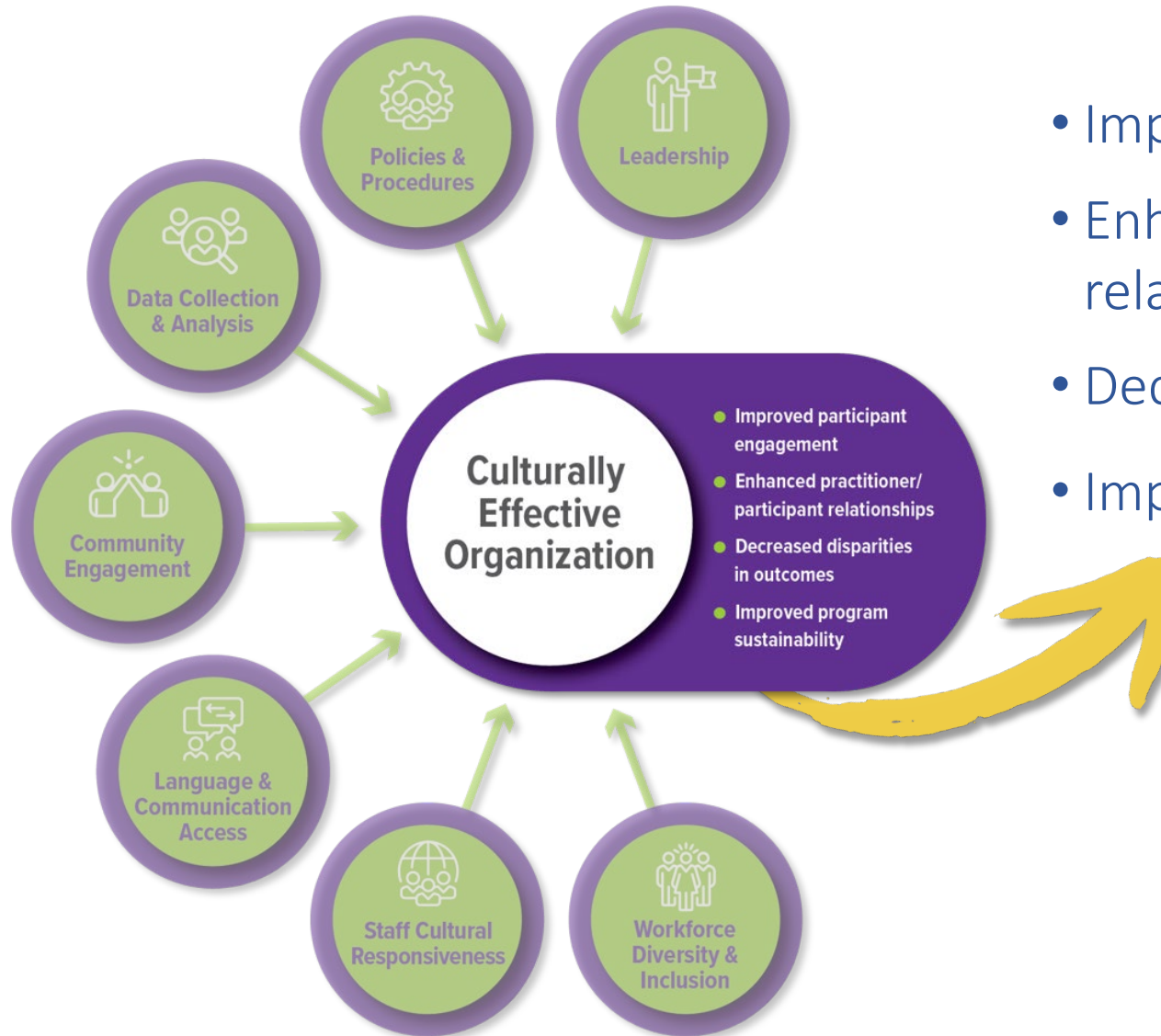
Organizational Cultural Effectiveness



Culturally Effective Organizations (CEOrgs) Framework



Culturally Effective Organizations (CEOrgs) Framework



- Improved participant engagement
- Enhanced practitioner/participant relationships
- Decreased disparities in outcomes
- Improved program sustainability

friendsnrc.org/prevention/cultural-effectiveness/

The screenshot shows a web browser window with the URL friendsnrc.org/prevention/cultural-effectiveness/. The browser's address bar and tabs are visible at the top. Below the browser, the website's navigation menu is shown, with the following items: About, CBCAP, Prevention, Parent Leadership, Evaluation, and Resources. The main content area features a purple header with the text "INDIVIDUAL CULTURAL COMPETENCE IS IMPORTANT AND WE MUST REACH HIGHER". Below this header, there are three paragraphs of text. The first paragraph discusses the importance of cultural competence for organizations. The second paragraph explains the terms "culturally responsive" and "cultural effectiveness". The third paragraph mentions a roadmap from the Institute for Economic and Racial Equity at Brandeis University. On the right side of the page, there is a vertical navigation menu with the following items: ACEs, Collaboration, Culturally Effective Organizations (highlighted with a green arrow), Diverse Groups, Family Resource Centers, Fatherhood, Home Visiting, Maximizing Resources, Protective Factors, Respite, and Well-Being And The Young Child. At the bottom left of the page, there is a green banner with the word "Equality" and a small graphic of houses.



friendsnrc.org/prevention/cultural-effectiveness/


Culturally Effective Organizations | F X +

friendsnrc.org/prevention/cultural-effectiveness/

Apps Quickbase Free Guided Meditati... Imported From IE Bookmarks Add to MyRegistry Work Email PI Health Equity and Pre... Expand All Other bookm

ABOUT CBCAP PREVENTION PARENT LEADERSHIP EVALUATION RESOURCES

- Leadership +
- Policies and Procedures +
- Data Collection and Analysis +
- Community Engagement +
- Language and Communication Access +
- Staff Cultural Responsiveness +
- Workforce Diversity and Inclusion +



friendsnrc.org/prevention/cultural-effectiveness/

Community Engagement

What is Equitable and Inclusive Community Engagement?

Equitable and inclusive community engagement is a key component to successful planning and decision-making. Without equitable and inclusive engagement, there is risk of making decisions that could have negative unintended consequences on residents and communities, particularly vulnerable populations and under-resourced communities. Decisions made about policies, public benefits, and the distribution of resources will serve best if made in partnership with the people they affect. – Source: Boston Public Health Commission 2016 – 2019 Community Engagement Plan

Organizations are more effective when they engage the community in a two-way process to learn, communicate, and share knowledge. This requires establishing relationships that position the community as an active partner in organizational decision-making.

Successful engagement and collaboration begin with understanding community partners' points of view. Partners could include businesses, neighborhood groups, faith-based organizations, public health, governmental agencies, educational institutions, family support programs, and other community-based organizations.

A community-engaged approach fosters program development in ways that are consistent with individual and community culture. Community engagement ensures that parents and families are represented and that their voice helps shape the direction of programs and communities.

Community Engagement Action Steps Include:

- Engage community leaders to help structure and conduct community needs assessments that include diversity and cultural inquiries.
- Communicate needs assessment findings to community leaders and stakeholders including families to help interpret and validate findings and receive input on implications for service delivery.
- Use community input in organizational decision-making and ensure that community and parent advisory councils reflect the diversity of the community.

RESOURCES & REFERENCES

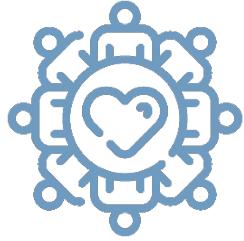
Penn State Center for Economic and Community Development, *Core Principles of Community*

Engagement: <https://aeese.psu.edu/research/centers/cecd/engagement-toolbox/engagement/core-principles-of-community-engagement>

FRIENDS National Center for CBCAP, Parent Leadership Resources: <https://friendsnrc.org/parent-leadership/>



Community Engagement



Engaging participants, stakeholders, and other community members



Authentic engagement of people with lived experience

Conducting community outreach



Employing community outreach workers who are trusted members of their communities

Valuing with compensation the contributions of community members who provide their time and expertise



Partnering with community organizations to assess and understand community needs



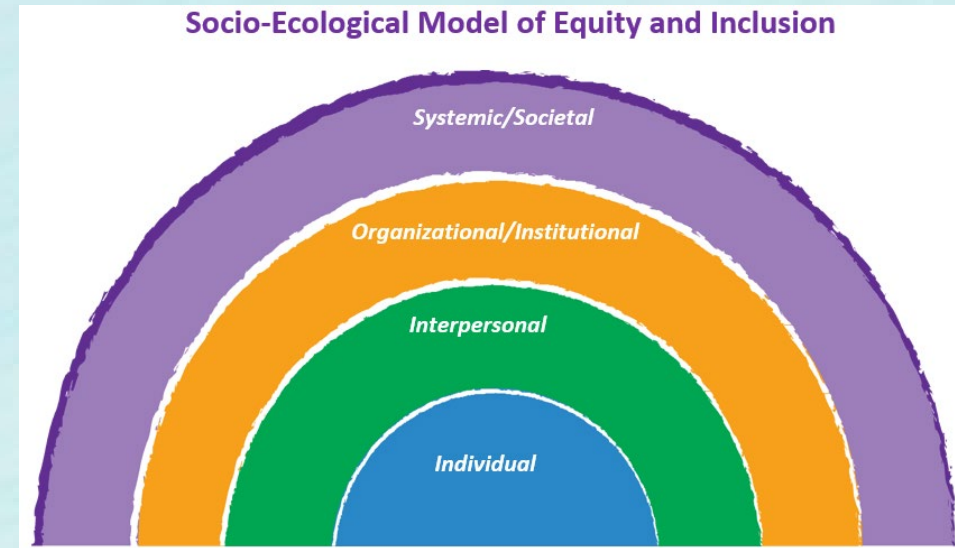
How is Equity and Inclusion being addressed in your workspace?



FRIENDS: Diversity, Racial Equity and Inclusion (DREI) Workgroup

Staff and PAC members meet monthly:

- Developed mission and vision statements
- The Socioecological Model guides our work at varying levels
- RACEing Forward Newsletter - provides information and inspires reflection
- Quarterly Small Group Discussions
- Engage in professional development
- Participated in CEO Self-Assessment Process



Culturally Effective Organizations Framework

A Roadmap For Organizations To Recognize Diversity, Work Towards Equity, And Strive For Inclusion



Family-serving organizations recognize the importance of serving ALL people well.

FRIENDS National Center for Community-based Child Abuse Prevention (CBCAP) seeks to effectively support CBCAP lead agencies and other organizations to promote optimal outcomes for all children and families and this includes ensuring services are culturally appropriate and prioritize equity.

Upcoming Summer Training: Culturally Effective Organizations Framework

2-days: July 24-25, 2024

St. Paul, Minnesota

Teams of Two (for 15 states)

Opportunity to:

- Engage in experiential activities that focus on the seven elements of the CEO framework
- Explore readiness tools and resources to support your CEO work



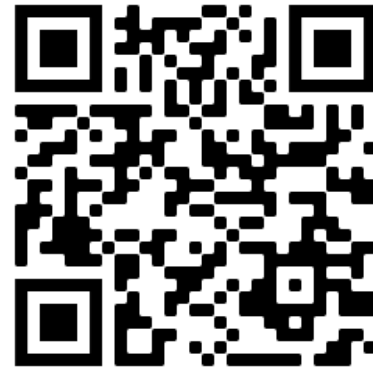
Children's Bureau Updates

Opportunity to Provide Feedback



Please take a moment to scan the QR code and fill out our short evaluation.

Your participation in the evaluation will help us to improve our future Peer Learning Calls.



SCAN ME