

Leadership Council Meeting #9
Thursday, January 23, 2019
Robin Hood
4:00pm - 6:00pm

Attendance

- 5 UB backbone staff (David Harrington, Kassa Belay, Danielle Augustine, Dionne Grayman, Amelia Thompson)
- 14 Leadership Council members or their representatives and 6 Family Advisory Board (FAB) members

Takeaways

- Leadership Council (LC) members offered strategies for ways they would tackle issues and/or leverage their professional expertise and spheres of influence to help with issues identified in case studies
- Robin Hood shared an upcoming funding and community engagement effort that is forthcoming

Objectives

- Co-facilitation of meeting with FAB members
- Share UB news and updates since September
- Learn more about FUEL and how UB fits into this portfolio
- Have LC members advise UB through case study reviews

UB Updates

- **Books for Brownsville**
 - This project was developed by families who shared what they know from first hand experience works to build early literacy skills in Brownsville
 - Launched in summer of 2019 with families and professionals that work with Brownsville families
 - Brownsville service provider participants completed a workshop series focused on anti-racism and bias training and explained Books for Brownsville. To date, 20 providers across two cohorts have participated and 60 gift bags and 6 nooks have been deployed in the community.
- **Family Co-Op**
 - This project was developed in response to Family Advisory Board members' observation of a lack of weekend programming for young children and their families in the community, combined with a desire to better leverage under-utilized spaces in Brownsville such as NYC Department of Education buildings.

- Weekly sessions offer a community developed curriculum as well as guest visitors and local field trips, in partnership with Scholastic Education.
- UB launched its 3rd site at Riverdale Avenue Community School, which has a disproportionately high number of families experiencing homeless and housing insecurity, in January 2020.
- At these sessions, children develop socially; and families engage in networking and remain connected to one another while keeping each other up to date of other opportunities.
- Visitors include a number of professionals from key agencies and organizations in Brownsville including the Brooklyn Public Library, Brownsville Heritage House and The Lullaby Project from Carnegie Hall
- **Learning Landscapes**
 - A partnership with Too Small to Fail on their national Talking is Teaching campaign, which transforms everyday spaces into learning opportunities.
 - Official launch held on Thursday, January 30th at the Food Bazaar on Junius St in Brownsville.
 - UB is looking for partners to launch more projects and programs to expand this work
 - Maryanne Schretzman of CIDI suggested the Food Coordinator for NYC, Kate McKenzie may be a key partner for UB to consider.
- **Priorities for 2020**
 - FAB professional development: FAB members are eager to take on more leadership opportunities but FAB has requested support to develop greater confidence and competence in a range of skills
 - Ex. In early January, as follow up from UB's September '19 Leadership council meeting, the Brooklyn Children's Museum staff facilitated an Excel Training professional development session for FAB members. A second round is scheduled for February 2020
 - In November 2019, the Brooklyn Borough President convened a roundtable on early childhood development that focused on disparities in support and access found in NYC.
 - FAB and UB were the only voices representing the community
 - FAB shared aspirations to expand its Family Co-Op model and Brooklyn Borough President Eric Adams expressed interest and shared potential resources (such as permitting support) that may help launch additional Family Co-Ops.
 - In November '19, a FAB member presented on UB's Early Intervention (EI) focus at a Local Early Intervention Coordinating Council (LEICC) meeting.
 - As demonstrated by FAB participation with the Brooklyn Borough President's office and the LEICC, UB's goal is to expand pathways that invite as many FAB members as possible to actively engage in meetings that impact access to early childhood systems, such as Early Intervention opportunities in Brownsville
 - FAB invited the LC to recommend and offer additional professional development opportunities
- **Process Improvement**

- In partnership with the Bureau of Early Intervention and 35 service providers who participate in the Provider Action Team (PAT) meetings, UB is identifying projects to improve the Early Intervention system.
 - Two processes have been identified as areas of focus: child developmental screenings and referral processes
 - UB and PAT members are using process mapping to collectively identify where there are delays and are beginning to collect data to determine if these hypothesized delays are accurate and how small tests of change might address them.
- **FAB Professional Development Fellowship**
 - Thanks to funding from the Robin Hood Foundation and the Charles and Stella Guttman Foundation, UB is hiring an EI Ambassador.
 - Position developed to respond to a number of factors identified by local stakeholders that may be at play regarding the disproportionately low number of African American and Latinx children from Brownsville in the EI system. These factors include family misconceptions related to EI, inadequate support available to service providers interested in connecting families to EI and implicit bias and racism that may inform the way service providers discuss EI with Brownsville families or decide to refer children to it.
 - Role designed to directly support families with questions about EI and to serve as a primary source of support for service providers to better engage families around EI.
 - The EI Ambassador job description has officially been posted and can be found at this [link](#).
 - A FAB member shared the prevalence of stigma among parents associated with having their children receive special services. It is in this light that the EI Family Ambassador acts as a bridge helping better connect families to EI.
 - The importance of trusted messenger roles was emphasized by Anne Murphy of Montefiore's Group Attachment Based Intervention (GABI) program.
 - Part of the GABI program model includes a set percentage of funds is designed to support the employment of people from the community.
 - NYC's Child Welfare Agency, the Administration for Children's Services, which administers the GABI contract around NYC, now promotes a similar ethos: "Don't ask why? Ask what happened?" and "Nothing about us without us."
- **Family Advisory Board (FAB) Fellowship**
 - In an effort to best support the professional development goals expressed by FAB members, UB has created a FAB Fellowship position, tasked with

administering UB's FAB professional development work itself: researching, identifying, and scheduling appropriate opportunities; coordinating the work of booking space, registration, accommodations, and travel for FAB members and collecting learnings from professional development participants into a library for FAB member to use. The FAB Fellow will also be responsible for strengthening UB's social media presence and promoting our work through the community.

Robin Hood (RH) Fund for Early Learning (FUEL)

- FUEL is the largest national fund focused on improving language and SEL growth of 0- to 3-year-old children, and considers community engagement to be a critical component of successful place based initiatives.
- In addition to UB, investments have been made in didactic therapy interventions such as home visitation programs as well as investments in city systems like partnerships with the NYC Children's Cabinet. Other partnering agencies include NYC Health and Hospitals (servicing 76,0000 to 3-year-old children).
- RH seeks to break intergenerational reality of poverty through innovative partnerships. Currently working to launch a campaign that identifies and finds community generated solutions to optimize child brain development and stronger life skills, along with responsive relationships that act as a buffer for children from stress. Robin Hood believes these three components are necessary.
- RH acknowledged there are communities it does not have strong or historical relationships with and is eager to build new relationships connected to its focus on wealth redistribution. To this end, RH is designing a new "Community Challenge" grant:
 - Round 1: Selected proposals will receive a \$25K reward to spur interest among more funders
 - Round 2: Refinement of idea phase
 - Round 3: Three top ideas will be selected to support redistribution of over \$7 million.
 - Winners will receive technical assistance.
 - UB was described as the crown jewel in Robin Hood's FUEL portfolio and the FAB was mentioned as a group that could be tapped to join related Advisory Panels
- Robin Hood will be unveiling a new communications strategy to fight poverty. Language will focus on helping families break cycles of intergenerational poverty
 - RH has an interest in addressing how trauma is perpetuated in family court and justice systems.
 - RH is interested in inviting FAB members and UB to support communications effort through focus groups, and panel discussions.
 - RH is currently working with an organization to gain access to community spaces such as nail salons or barbershops in ways that are culturally responsive.

Case Studies

- LC members participated in case study discussions led by FAB members focused on one of the following topics: Learning Landscapes, Shane’s Inspiration, FAB Professional Development, Family Co-Op, and Early Intervention.
 - Prompts considered:
 - What are the central conflicts and/or challenges in each one? What are the opportunities?
 - What seem to be UB’s goals in each case? What do you think UB’s goals *should* be in this case? What is needed to ensure success for UB in each instance?
 - What lessons do you see for how the case played out? What are the implications of the case for UB’s collaborative work?
 - If you were leading or collaborating with UB, what would you recommend be done next or be done differently in each case?
 - How could you as a professional and LC member help UB with this case or similar cases in the future? If not you, who else should UB consult in this process?
- Case Study A: Learning Landscapes - Collaborative Character Design
 - Highlights: Group emphasized understanding that communication is critical in respecting and valuing community voice. It is important to know the limitations of certain relationships/partnerships ahead of time, to communicate those clearly to local stakeholders, to set clear expectations from the beginning of a process, and to envision potential stumbling blocks with local stakeholders.
- Case Study B: Shane’s Inspiration - Inclusive Playground Design
 - Highlights: Will Yang of Children’s Cabinet offered support in connecting with NYC Parks Dept Commissioner Sam Beaderman. There were also recommendations to identify other parks/states that address the bathroom need differently, to map out all the options of potential playground locations, and to engage Councilmember Ampry-Samuel to connect with IGA office of the Parks Department.
- Case Study C: FAB Professional Development
 - Highlights: Suggestion to have the first FAB Fellow hired for calendar year 2020 act as a mentor for a new FAB Fellow to be onboarded in 2021, since the position is designed to rotate FAB members from year to year. Leadership Council members could also volunteer to serve as FAB Fellow mentors.
- Case Study D: Family Co-Op
 - Highlights: Suggestion to focus on better understanding whether Family Co-Op parent/caregiver participants see the Family Co-Op program as designed not just for children, but for them as well. If a goal of the model is to build community among parents/caregivers UB should consider investigating how well understood this goal is and how curriculum can better foster connections and community among parents/caregivers. Two participants believe that UB should expect irregular attendance of community members, particularly in the first year of the

program, and to consider other models of participation, such as breaking the program into 4-8 session sections.

- Case Study E: Early Intervention
 - Highlights: To build traction for the concept of Process Mapping among Provider Action Team (PAT) members UB should consider compiling “easy to digest” reports that share process delays identified, small tests of change piloted to address them, and program data demonstrating whether or not tests of change had desired impact. Suggestions also promoted inviting clients/community members to vet screening and referral protocols to incorporate local family perspective. Additionally, LC members in this group offered the following support:
 - Power of Two can experiment with it’s own child screening protocols to contribute to a “best practices” dialogue
 - Brooklyn Children’s museum can offer its sensory room as a site for child development screenings
 - CIDI can push DOHMH to continue to provide data on EI referrals, usage etc. and help with analysis