

PAT Meeting #33 06/04/2021

Attendance:

- 8 UB Backbone Staff (Kassa Belay, David Harrington, Danielle Augustine, Athenia Rodney, Dionne Grayman, Aileen Gonzales, Ruth Horry, Briona Clark)
- 15 PAT Members
- 9 FAB members

Meeting Objectives:

- News and Updates
- Early Childhood System Change Projects
 - UB Lessons learned
 - Project Topics under FAB consideration

Takeaways

In the June PAT meeting, we shared the selection of the small business grant recipient and other updates. The group continued our discussion of potential improvement projects through a systems change lens.

Icebreaker

This month's icebreaker question:

“Share a change (or one thing) that recently has made you happy or caused joy?”

Some answers included

- the recognition of Juneteenth as an official holiday
- flowers and spring weather
- the Amazon gift cards
- feeling their baby move in the belly

Last Month's FAB and PAT: May 2021

- FAB
 - FAB Healing Circles
 - Small Business Grant Final Selection - Winner Announced!
 - Quality Improvement training - UB has hosted six sessions hosted to date
- PAT
 - Generated and refined ideas for Early Childhood System Equity indicators

News and Updates

- Small Business Relief Grant
 - 3 Finalists presented to the board last week and a recipient has been chosen
 - The FAB selected On Your Toes Dance Company. They use a 4 prong Mini and Me approach program in Brownsville to facilitate shared movement between adult and child. Each unit will have a different focus.
 - Summer 2021: Health and Fitness where grant funding will provide free t-shirts for participants
 - Fall 2021: Literacy through Dance where the grant will fund free copies of dance-related picture books
 - Winter 2021-2022: Black History Celebrations where the grant will provide free black history DIY arts and craft kits
 - Spring 2022: Performance applying the skills learned from Summer 2021 where the grant will fund awards and a celebration for participants
 - This form of grant gives funders an alternative to typical routes of funding, where instead, decision-making is redirected based on resident wants and needs
- Learning Landscapes Activity Kits
 - UB has held two workshops with the Nurse Family Partnership and will hold more for interested PAT members and staff

- Over 75 kits have been distributed to:
 - 20 FAB/Family Co-Op members
 - 36 RACS students and teachers
 - 11 P.S. 184 PreK Students
 - 12 Graham Windham students
- More kits and cards will be coming in and PAT members are again invited to complete the trusted messengers form and participate in future distributions bit.ly/trustedmessengers
- EI Ambassador
 - The PAT received an update from Aileen, the Backbone team's Early Intervention Ambassador
 - The Evaluation Station aka The Socialization Room is now open to children from newborns to 5 years
 - It was first envisioned by the FAB as a neutral space for evaluations to take place
 - Based on the feedback that residents are sometimes uncomfortable having evaluators in their homes and also that evaluators are sometimes uncomfortable coming into homes in Brownsville for a variety of reasons
 - Supporting CBOs in standardizing their referral process to the EIA within health, education, and social services
 - 14 families currently pursuing evaluations
 - 5 families are participating in the Developmental Monitoring Service including screenings, consultations, education, and referrals. It provides prenatal care and empowers parents to track abilities and growth milestones.
 - The station is the next step, in line with the creation of the EI Ambassador position, towards parity beyond the referral stage of the early intervention process to the evaluation stage and then to the receipt of services
 - PAT members can contact Aileen below
 - <https://unitedforbrownsville.org/aileen-gonzalez/>
 - Mobile: 646-535-4228

■ Email: agonzalez@community.solutions

- Community Library
 - The community library, first recommended by Maria of the FAB is now up and running in front of GJC
 - Books are now needed for donation and it is being well-used
- Tabling OPP
 - All PAT members are invited to tabling opportunities at the Brownsville Branch Library next Saturday June 12th
 - Interested members can contact the UB FAB Fellow, Ruth at rhorry@sco.org to be put in contact with Darren Glenn Outreach Librarian at Brownsville Library Chapter

Systems Change: UB Lessons Learned

- Core Criteria
 - Change that affects all or most of the target population in a sustained way
 - Change that targets existing processes rather than creating programs that don't already exist to fill gaps
 - Change that is in-line with local resident aspirations and critiques as an act of anti-racism itself, fitting into UB'S priority of racial equality in our approach to community work
- Strategy
 - Remain nimble in order to be adaptable. This gives the ability to monitor, learn from, and swiftly improve a systems change project
 - Select systems with obtainable administrative data. We can then use the data to target focus and find racial disparities to track them and measure our impact on racial equity
 - Avoid projects that require capital construction (new buildings) and high supervisory demands. Take into account budget and team bandwidth for supervising large amounts of new staff.
- Systems Change v. One off projects
 - David talked through the differences between systems and non-systems change to help the group differentiate the two

- Both are an important part of a strategy for addressing a community's needs
- However UB is unlikely to have the resources to focus solely on one-off, non-systems change projects
- Systems change produces the most long-lasting change for the most children and gets closest to equity for all infants and toddlers in Brownsville
- Most topics could have a systems change solutions as well as a one off solution, so we want to gather as much information

Not Systems Change	Systems Change
The focus is primarily on physical things	The focus is on processes and data points
You are locked into one solution that may or may not work	You can shift approach rapidly based on what worked (i.e. UB went from focusing on referral rates in EI process to further down the EI process)
Capacity to create change is limited to people served directly	Capacity to create change can impact everyone involved with a system in a community
Price is often high (I.e. Family Co-op at \$4K per child or new Gymboree at \$400k for three months)	Price point often low especially per impacted child (i.e. Early Intervention work at \$350 per child/year)
Impact stops when supplies run out, things break, a building closes etc.	Impact creates long-lasting changes in the way people do work

- Exercise and Discussion
 - For the exercise to illustrate this difference, David, UB's co-director walked the group through different inequity examples (hunger, literacy, physical activity, and covid relief) and illustrated a systems change and non-systems solution to each one. He then asked the group to label each example solution idea as systems or not systems change
 - The group then discussed some of these solution examples to the inequities in greater detail
- Discussion
 - Opening all community kindergarten and daycare center playgrounds to public on weekends to create physical activity
 - Discrepancies in which playgrounds remain open seem to be based on class and income of resident
 - Novlette of the FAB shared that at her local park, where she used to take her kids, there was a negative incident after which the park was locked.
 - Locking up and restricting access to local play spaces is connected to the general over-policing of black and brown neighborhoods
 - How can community-led safety be brought to parks, without police involvement? How can transformative justice practices be leveraged when harm occurs in those open spaces? (Community healing circles, etc.)
 - Systematic Covid Relief Support
 - It is supposed to act as an agent of social change but the flawed implementation excludes people who have difficulty speaking/understanding english, reading and writing, making it inequitable (Sarah Robinson)
 - There should be a level of structural change that would make systems strong enough and equitably functional enough to withstand a future pandemic or other disaster (Maggie Petrosky)
 - Black Child Mental Health

- Some of the most commonly recommended mental health care providers in the Brownsville area are not effective and can be re-traumatizing to Brownsville residents who don't understand cultural, ethnic, or other nuances.
- More culturally sensitive therapy is being made available through We Run Brownsville, which is operating at current financial capacity.
- Margaret Ngunang works at Beverley Mack Harry Consulting Services which is a local mental health provider office with a focus on cultural competency
- Young children in Brownsville sometimes have to deal with mental health issues due to unique stressors of their childhood environment. Naimah shared a story of a child in her class when she was a teacher in a head start program.
- There needs to be a focus on staff training and cultural sensitivity
- Because people around the world and in the African diaspora often have inherited racist ideas against Black Americans, it is important to provide specialized training to prevent further trauma and facilitate healing. Therapy offered should be healing centered instead of being further traumatized by practitioners.
- According to Daria Best, this kind of treatment starts in hiring and onboarding for providers, consultants, and advocates. They look for people who know the strengths of and have deeper connections to the neighborhood. Then they train their providers in the location of self identity and biases and inform the curriculum upstream to see how they impact the services later on.
- Mary-Powel Thomas : The Healthy Start Brooklyn CAN (Community Action Network) is working to update our survey on the quality and availability of mental health services in Brownsville and surrounding areas, with an eye to working with providers from a strengths-based perspective to improve. UB can be a partner with them.

System Improvement: Projects under FAB Consideration

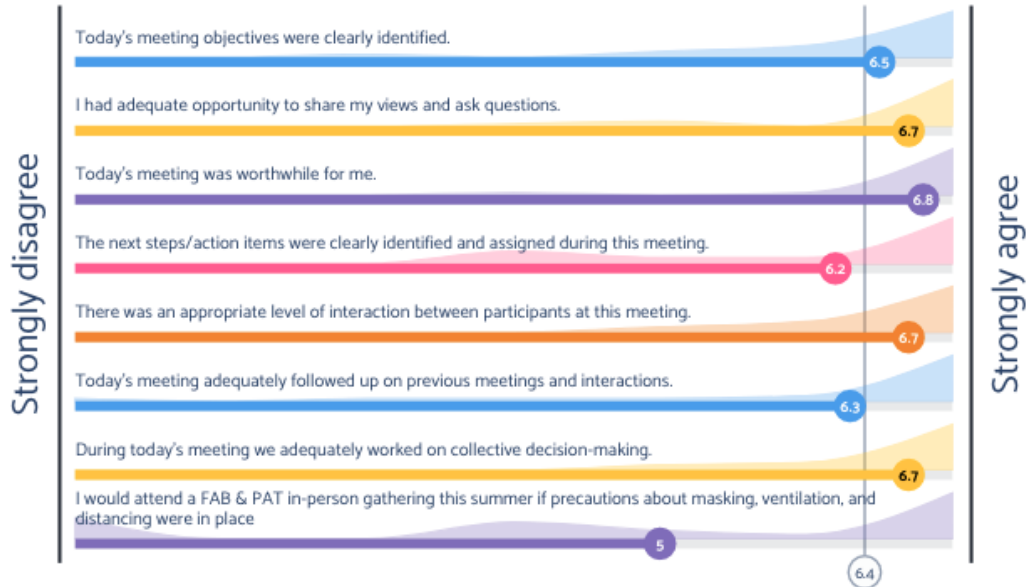
- The Backbone linked the FAB to a Mentimeter activity
 - What program or services are getting EC mental health right, in or outside Brownsville?

- Robin Smith: We address the temperament of children and their parents in our parenting education curriculum and do interactive, reflective activities around it. It is enormously helpful.
- Dionne will be leading a training with the DOHMH in two weeks
- Daria notes that the amount of clients seen/workload does not always leave room for the training necessary to be the least biased and up to date possible provider
- David notes that this comes down to funding. Systems change will require high level advocacy and are worth piloting a different type of approach (i.e. a way to improve caseloads and training that could be scaled up later on)
- Where should this training be happening or where does it happen?
 - Margaret Ngunang does trainings in house at Beverley Mack Consulting in supervision or weekly clinical meetings
- Additional topics/ closing discussion
 - Georgina brought up her issue with diagnoses and the diagnosis sample possibly not including black and brown children resulting in her own personal distrust. There needs to be more research done in this area.

Next Steps

- UB will continue to explore potential new systems improvement projects with the FAB and report back to the PAT when ready
- July PAT meeting will be cancelled or rescheduled (falls on July 4th holiday weekend)
- UB is preparing for its June Leadership Council and will share updates accordingly

Reality Check



activity based black brownsville change child
 children community create cultural david different discussion early
 evaluators fab family focus funding grant group healing health
 impact improvement kits learned library local meeting members
 mental needs open participants pat people process projects
 providers resident services shared solution staff
 systems training ub updates work