

Welcome!

Amplify Healing Connections

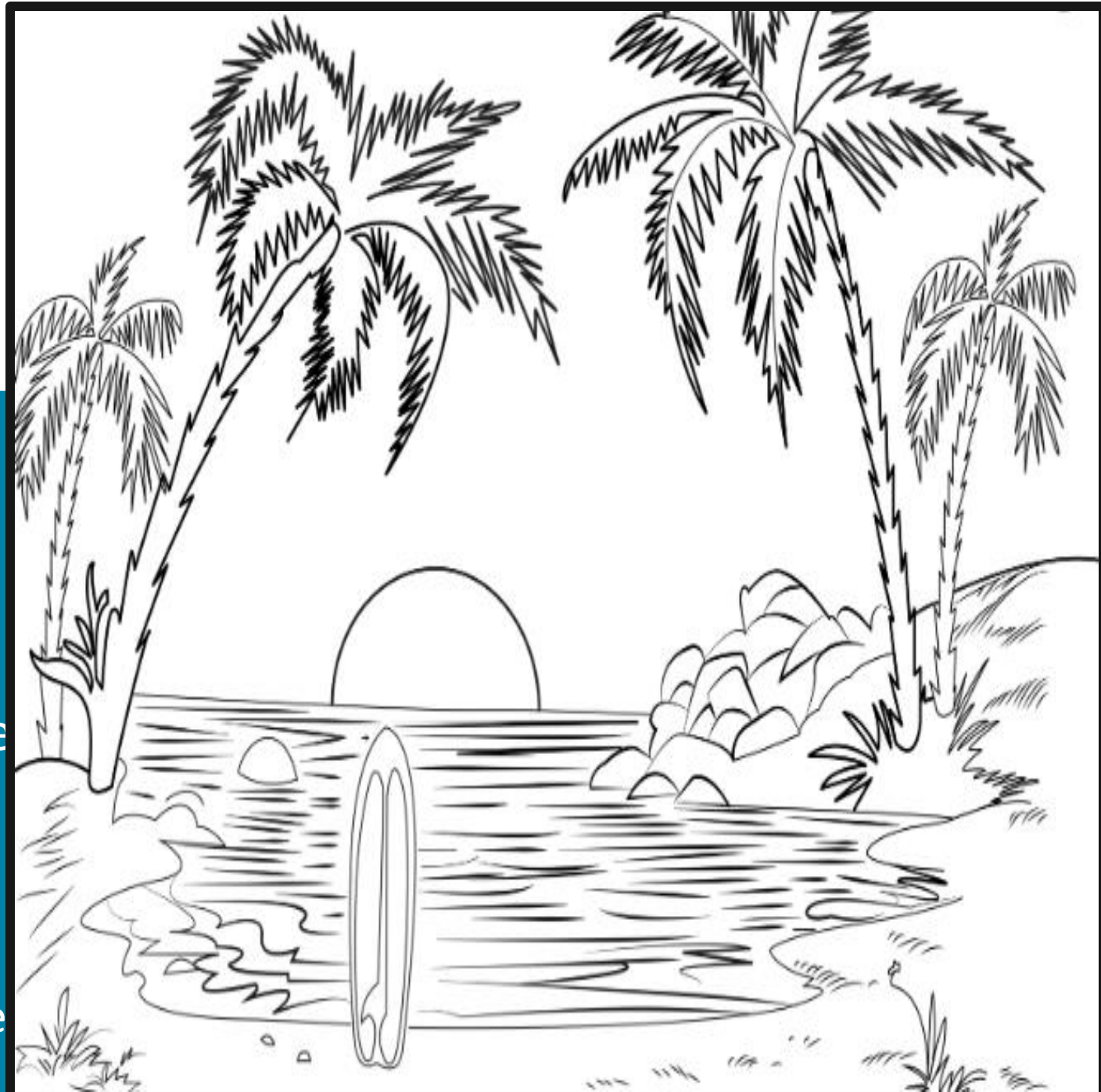
Learning Session

November 16th, 2021

While we're waiting, please:

- **Rename yourself**
Add your Partnership to your name
- **Link** your video with your phone
if you called in
- **Color** your virtual vacation!

This webinar is being recorded & will be
posted to the Amplify Club



Agenda



In memory



Journey review and
closing the loop



Team Time- Our Amplify
Journey



Partnership Reflections



2022 Planning



Next Steps and Closing



A Moment of Silence



"Memories of
our lives, of our
works and our
deeds will
continue in
others."

~Rosa Parks

In Memory
of Dana
Maeshia and
all those we
have lost

How are you arriving to the space today?

In our jamboard, share a few words of how you are feeling, what is present for you, or how you are showing up in this moment

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Session Goals

-  Close the loop on processes we've started and work on our Amplify Journey deliverable
-  Connect and learn about what other teams are working on
-  **Learn more about Amplify content for 2022**



Program Phases



Revised Program Journey



Phase 1

Understand
Your Organization,
Partners & Community

Phase 2

Identify Opportunities,
Align Goals & Brainstorm
Ideas

Phase 3

Co-Design & Test
Community Solutions

Sustain and Spread

March – June 2021

July-November 2021

December 2021-
December 2022



Program Goal

Strengthen six **multi-sector partnerships** that prevent domestic violence and promote health and well-being for young people and their caregivers.



Community Partnerships: Deepen understanding of internal organization, partners and community to uncover strengths and opportunities for collaboration

Youth & Caregiver Power: Center community members with lived experiences and build their power in designing solutions for themselves

Prevention & Promotion of Protective Factors: Test community solutions that can help prevent and mitigate the harm from domestic violence and ACEs

Sustainability: Build systems for sustaining collaborative relationships and efforts

Phase 1: Understanding your Organization, Partners, and Community

March-June

Tools/Methods we used:

- Partnership Reflection Tool
- Amplify Team Onboarding Questions
- Compiling Partnership Documents
- Community Interviews
- Community Input Synthesis
- Community Engagement Panel

Partnership Reflection Tool

Access the template in your team's Google drive folder.

Tips:

- Focus on the bolded questions first.
- Use the partnership documents you collected to inform your answers.
- There are additional questions at the to support further discussion. **These are OPTIONAL.**

Looking Back, Looking Forward: Partnership Reflection Activity

Context: Before jumping into action or solutions, it is important to ground your work in the history and current state of your partnership. Reflecting on the who, what, why, when and how of your partnership can help uncover insights about the opportunities and gaps in your partnership efforts that might be worth further learning.

Directions: Using the historical documents/pdfs you were able to find regarding your partnership, please answer the five questions below (pages one through three) to guide your reflection process. If there is a category where you feel that additional questions would be helpful, there are several more questions on the page so and we want that your team can discuss efforts.

Tips:

- Use the partnership documents you collected to inform your answers.
- Don't stress over getting the answers right (this is just what you know, you will have the opportunity to validate your answers and insights over the next few months of the program).
- Take note of what gaps arise and what areas you're curious about.

Examining the **Who** of the Partnership

1. Who benefits from this partnership? (communities, youth, staff, etc.)

Examining the **What** of the Partnership


2. What problems is your partnership solving for?

Amplify Healing Communities Virtual Convening #1 | 1

CENTER FOR CARE INNOVATIONS | 18

	INSERT THEME #1	INSERT THEME #2	INSERT THEME #3
What are our assumptions before gathering input from youth / caregivers / staff / partners?	•	•	•
What did we learn after gaining input from our stakeholders? What felt new?	•	•	•
What did the input reinforce that we already knew?	•	•	•
What questions do we still have?	•	•	

Community Engagement Panel



Kisai Henriquez
Huckleberry Youth Programs
Program Manager
she/her/hers

Iona Lewis
Safe and Sound
Safe Start Coordinator
she/her/hers

Bre Gentile
Center for Youth Wellness
Director of Product Design
she/her/hers

CENTER FOR CARE INNOVATIONS | 15

Phase 2: Identify Opportunities, Align Goals & Brainstorm Ideas July-November

- **July 7th: Learning Session**
- **September session:** Defining Shared Goals and Outcomes
- **September Learning Lab-** Equitable Community Engagement
- **October Learning Lab:** Looking Back, Stepping Forward

Basic Approach to Co-Design

- 1 Understand the Problem
- 2 Generate Ideas
- 3 Test Ideas
- 4 Adapting those Ideas

Program Goal #1&2: Community Partnerships, Youth and Caregiver Power



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Participation: Collaborative Measurement & Evaluation

Project Goals	Outcomes	Measures	Data Sources	Frequency	Lead
What does your partnership hope to accomplish by the end of the program?	What will change as a result of your activities and by when? What are your targets for success?	What measures (qualitative/quantitative) do you need to track in order to monitor progress toward outcomes?	How/from where will you collect data?	When/how often will you collect this information?	Who/which partner is responsible and how will data be shared?
Does this align with community needs and desires? What levels of prevention are being addressed?	What does success look like to youth / caregivers? Who benefits from these outcomes? Who is excluded?	Are measures relevant and meaningful to community members? What is difficult to measure that can be assessed in creative ways?	How can you gather and center other types of knowledge, wisdom, and experiences?	How can you reduce the burden for community members and add vs. extract value?	How can you create transparency and ownership of data with community members?
Level of Community Participation (Inform → Consult → Involve → Collaborate → Empower)					
Power (Organization/Practitioner-Led → Community-Led)					

Phase 1 Reflections & Themes

Embracing a “both/and” approach to practice self and community care toward partnership development, power sharing with youth/caregivers, and preventing domestic violence

Partnership Development		Community Engagement		Collective Impact	
Pause / Slow	Play / Go	Harvesting (gathering feedback)	Seeding (building community)	Moment (immediate needs)	Movement (systems/social change)
Transactional	Relational	Leading	Letting Go	Data	Stories
Prescriptive / Linear	Emergent / Liberated	Learners	Teachers	Risk mitigation	Radical imagination

Phase 2: Identify Opportunities, Align Goals & Brainstorm Ideas

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COMMUNITY ENGAGEMENT PLANNING: QUESTIONS TO CONSIDER

- How can you design your activities in a way that **gives people agency over the stories and information they share?**
- How do your questions create opportunities for community members to **share their strengths, passions, and assets?**
- How can your activities help you **understand root causes?**



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6 RECOMMENDATIONS FOR EQUITABLE COMMUNITY ENGAGEMENT

1. **Value lived experience as a form of expertise.** The community are experts of their own lives, center their voices.
2. **Ask ourselves...do we REALLY need community feedback?** Evaluate what you *actually* need to act.
3. **Compensate people for their time.** Time is valuable and costly; appreciate people for showing up and the multiple points of contact they have with you.
4. **Go beyond feedback.** Mitigate engagement fatigue; focus on strengths, not deficits; move from input to ownership.
5. **Give room to heal.** Recognize and make space for community trauma.
6. **Build in accountability measures.** Keep your promises, follow up with communities, and develop ways to hold yourself and your organization accountable to the community.

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Phase 2: Identify Opportunities, Align Goals & Brainstorm Ideas

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TODAY'S GOALS

1

Pause and reflect. Look back at where we've been and what we've learned together so far.

2

Look ahead and begin to think about **next steps forward.**

3

Start the conversation about how to utilize what we've learned to **close the loop with community.**

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SMALL GROUP CONVERSATIONS

TAKE NOTES!

How might we use the insights, data, and stories we've collected to **inform our next steps toward the communities we serve?**

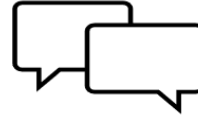
What gaps exist in what we know, and **who do we still need to talk to?**

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Our Amplify Journey

- Our Personal Reflections and Context
- Phase 1 and 2 Reflections
- Questions/ Support
- Advice for others and sharing
- *December 7th Peer Circle: Each partnership will be asked to share on one slide*
- *Due on December 15, 2021 on the [Amplify Club](#)*

Our Personal Reflections and Context

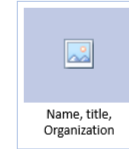


We acknowledge that all teams have faced a myriad of challenges during this time- here is where you can share with the cohort your partnership's specific challenges and context for your work.

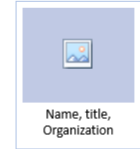
Feel free to use quotes from team members, video links, pictures, stories, anything that helps build context!



Our Amplify Team



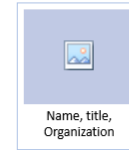
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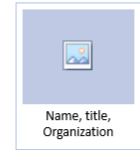
Name, title,
Organization



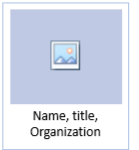
Name, title,
Organization



Name, title,
Organization



Name, title,
Organization



Name, title,
Organization

Phase 2 Reflection

- Based on learnings from Phase 1, what part of domestic violence prevention and/or health promotion do we want to focus on and where is the biggest opportunity?
- What is the ideal state by the end of this program and how will we know if we are making progress?
- What changes will get us to the ideal state and what changes should we prioritize? Which partners are best positioned to lead each of the changes?



Partnership Breakout

We want to make sure you feel prepared to close the year and begin Phase 3 in January.

BREAKOUT GROUP GUIDANCE:

1. If your team needs time to connect the dots, you can spend this time finalizing your **how might we questions, themes, and goals**. DI can provide support in this process.
2. If your team feels good about where you are, your partnership can start working on the **Amplify Journey Template**.

Ensure your
partnership
name is added
to your name

Team Time Logistics

1

**Live Oak Youth
Partnership**

2

**Contra Costa
Amplify Healing
Partnership**

3

**Healthy Black
Families
Collaborative**

4

**McKinleyville
Healthy
Relationships
Coalition**

5

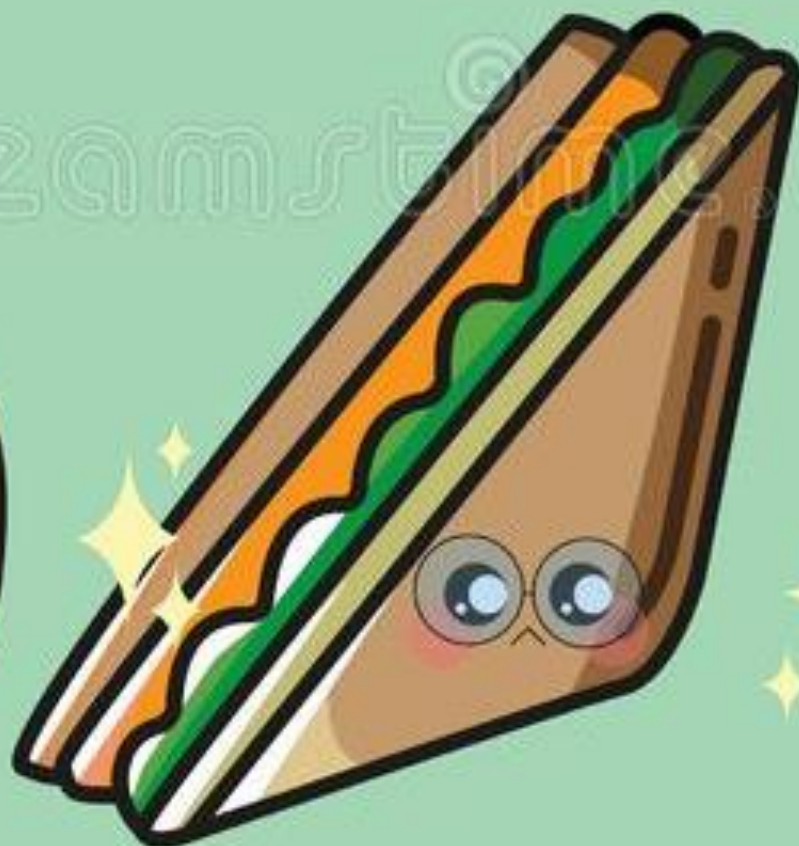
**PEACE
Network**

6

**San Luis Obispo
Education
Collaborative**

BREAK TIME


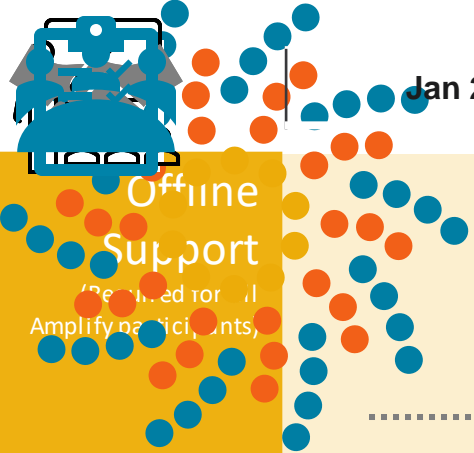
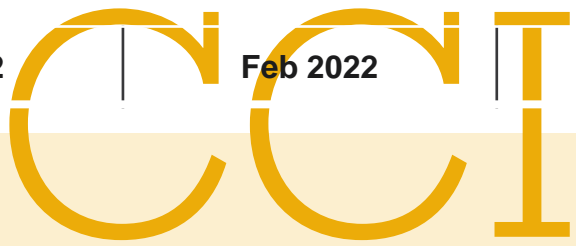

TAKE A REST

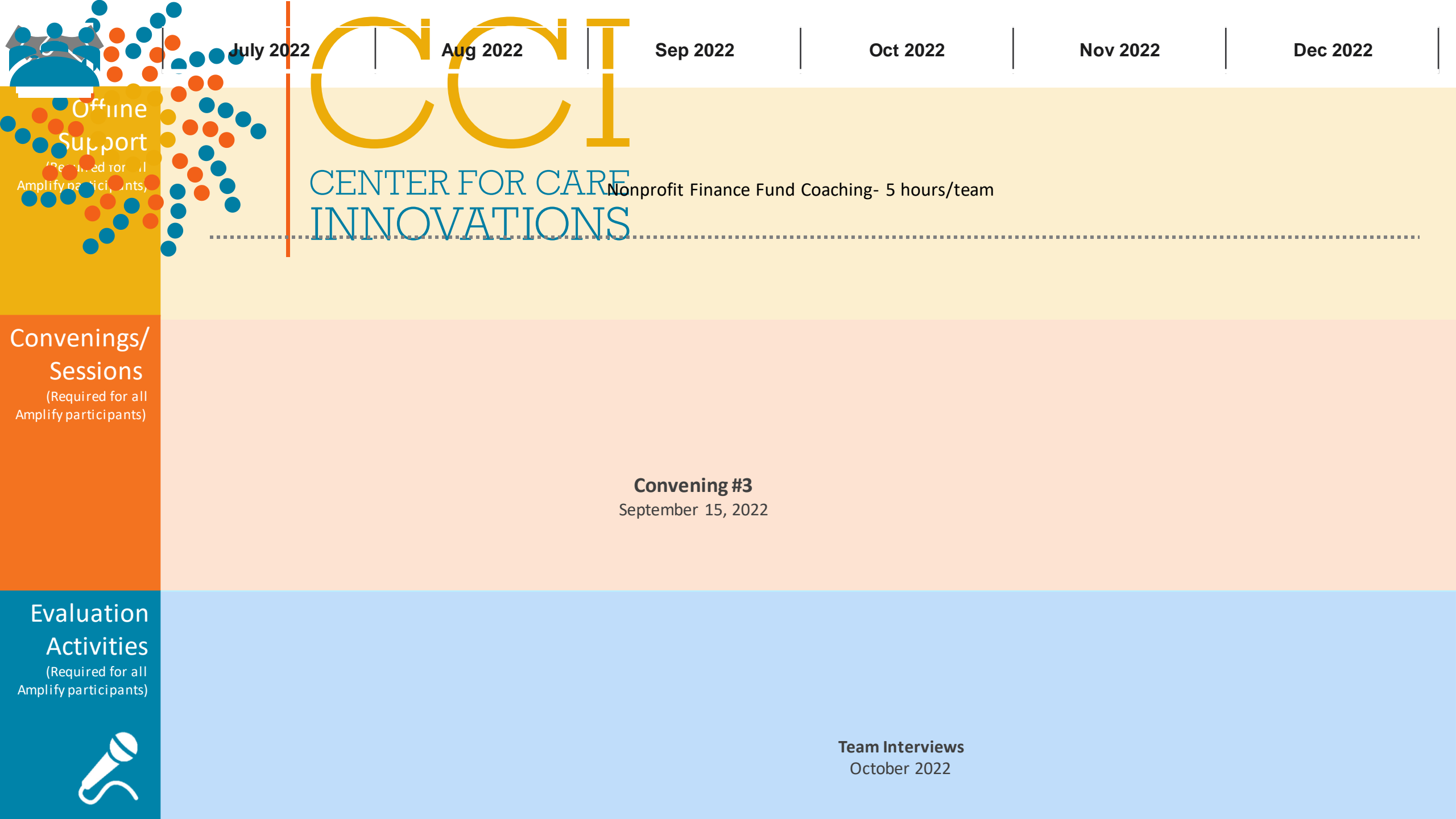


Group Share Out

- What ideas are you excited about?
- What is one thing your partnership is brainstorming to focus on for next year?

Timeline, Opportunities, and Next Steps

		Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	June 2022
<div><p>Offline Support</p><p>(Required for all Amplify participants)</p></div>	<div><div><p>CENTER FOR CARE INNOVATIONS</p></div><p>Nonprofit Finance Fund Coaching- 5 hours/team</p></div>						
<div><p>Convenings/ Sessions</p><p>(Required for all Amplify participants)</p></div>		<div><p>Workshop</p><p><i>Financial Leadership for Sustainable Partnerships</i></p><p>January 25, 2022</p></div>	<div><p>Workshop</p><p><i>HOPE- Creating Positive Childhood Experiences</i></p><p>February 16, 2022</p></div>	<div><p>Virtual Share & Learn</p><p><i>Cohort Convo: Share a test you’ve conducted with your peers</i></p><p>March 2022</p></div>	<div><p>Content Workshop</p><p><i>TBD</i></p><p>April 2022</p></div>	<div><p>Virtual Share & Learn</p><p><i>Cohort Convo: Share a test you’ve conducted with your peers</i></p><p>May 2022</p></div>	
<div><p>Evaluation Activities</p><p>(Required for all Amplify participants)</p></div> <div></div>		<div><p>Team Interviews</p><p>January 2022</p></div>	<div><p>Quarterly Reflection #2</p><p>March 2022</p></div>			<div><p>Quarterly Reflection #3</p><p>June 2022</p></div>	



Save the date!

December Peer Circle

Tuesday, December 7
2:00-3:00PM

Financial Leadership for
Sustainable
Partnerships

Tuesday, January 25th
10:00-11:30AM

HOPE- Creating
Positive Childhood
Experiences
February 16, 2022
10:00-2:00pm

Sneak Peek: Financial Leadership for Sustainable Partnerships

When: January 25th, 2022 at 10:00am - 11:30am PST

What: Nonprofit Finance Fund will facilitate a workshop focused on the financial pillar of sustainable, cross-sector partnerships. This session will be grounded in peer learning and feature NFF's Partnership Assessment Tool for Health, which provides a format to:

- Understand progress toward benchmarks characteristic of effective partnerships
- Identify areas for further development
- Guide strategic conversation

With a focus on funding and finance, the workshop will provide participants the opportunity to apply NFF's framework to their own work, learn from peers and brainstorm ways to make their partnerships more financially equitable and sustainable.



Who: All are welcome to join, but this workshop will be most beneficial to those:

- Who are **directly responsible for building and maintaining partnerships** between healthcare organizations and community-based organizations (e.g., executive directors, program managers, partnership managers, etc.)
- Who **manage the financial implications of these partnerships** (e.g., CFOs, finance directors, etc.).



Nonprofit Finance Fund

We are on a mission to support community-centered organizations led by and serving people of color, helping them access the investment capital and financial knowledge they need to realize their aspirations.



Alex Chan is an Associate Director with NFF's advisory services practice, based out of Oakland. Alex leads health-related initiatives and engagements with mission-driven organizations – facilitating workshops, delivering customized financial management consulting services and providing strategic advice.



Angelica Frias is a Manager in NFF's Advisory Services division based out of Los Angeles. Angelica partners with social-sector leaders on a full range of consulting services – financial management strategy, workshops, and special projects.



Robert Kagan is a Senior Associate with NFF's advisory services, based in Boston. Robert helps mission driven organizations better understand the intersection between their financial health and their ability to achieve their mission. With a background in Social Work, Robert brings his experience and perspective from working in the community to his work supporting nonprofit leaders.



Multi-Sector Collaboration Toolkit Opportunity



Kristene Cristobal



Equity in Multi-Sector Collaboration Toolkit

- An assessment and reflection guide for MSCs to center equity
- An aspirational rating scale with indicators that offer concrete equity practices and processes to deepen MSCs' work on equity
- Connections to resources and supports embedded in the resource guide

“... to support continuous self-reflection in the MSC's values and capabilities on equity.”

Framework for Equity and Collaboration

EQUITY VALUES

Value 1	Value 2	Value 3
We are equity focused.	We dismantle dominant culture practices that promote inequity or marginalization.	We are led by and serve the people most affected by inequities.

EQUITY CAPABILITIES

STRONG TIES THROUGHOUT COMMUNITY		
Capability 1	Capability 2	
Create meaningful and deep engagement with community	Share leadership and power with residents	
DISCIPLINED IMPROVEMENT AND ACCOUNTABILITY APPROACH		
Capability 3	Capability 4	Capability 5
Define ambitious equity goals	Use a disciplined improvement approach to obtain results that residents want to see	Use data with an equity oriented mindset
STRATEGIES TO ADDRESS THE STRUCTURAL BARRIERS THAT UPHOLD INEQUITIES		
Capability 6	Capability 7	
Recognize and eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.	Design and implement collective and ambitious equity policy agendas	
BUILD CAPACITY FOR EQUITY AMONGST STAFF, LEADERSHIP, AND COMMUNITY LEADERS		
Capability 8	Capability 9	
Equity is highly valued as a core competency	Design structures and processes to promote equity at individual and organizational levels	

Equity in Multi-Sector Collaboration Toolkit

Help us review just the assessment and/or the entire toolkit - it's up to you!

- Assessment: Team and collaborative members complete the self-assessment, reflect on the questions and attend a feedback session.
- Whole toolkit: Team and collaborative members review and/or utilize parts of (or the whole) toolkit.
- From \$500 to \$3000 incentive offered, based on participation level.

“... to support continuous self-reflection in the MSC's values and capabilities on equity.”

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Post- Session Coaching Ask

- Schedule a **one-hour coaching session** with Design Impact between now and December 15th
- Reach out to Daniela and Dominique directly-
Dominique@d-impact.org;
Daniela@d-impact.org

•NOVEMBER

- November 18th, 10:00 - 12:00
- November 23rd, 9:30 - 12:00
- November 24th, 10:00 - 12:00
- November 30th 10:00 - 12:00

•DECEMBER

- December 1st, 9:00 - 12:00
- December 2nd, 9:00 - 12:00
- December 8th, 9:00 - 12:00
- December 15th, 9:00 - 12:00

Experience Survey



- We are interested in what is working well, where there is room for improvement, and what could be helpful in 2022
- The survey takes 15-20 minutes to complete. **All** Amplify team members will be invited to participate **individually**.
- The results will be used to understand the role of the Amplify program in supporting teams and to inform future activities.
- Your feedback deeply matters to us. Please respond by **5pm on Friday, December 10**





Chat Box: How did today go?

I like... I wish... I wonder...