

TODAY'S WEBINAR:

REIMAGINING PREVENTION: THE STRUCTURAL WELL-BEING FRAMEWORK WITH THE W. HAYWOOD BURNS INSTITUTE

MARCH 15, 2022



Safety, Prevention and Early
Intervention Branch





INTRODUCTIONS

IN THE CHAT, PLEASE SHARE YOUR NAME,
THE COUNTY YOU WORK IN, AND THE
NATIVE LAND YOU ARE JOINING US FROM.

[HTTPS://NATIVE-LAND.CA/](https://native-land.ca/)

Need help or just want to share a thought with the crowd? The CHAT box will allow you to chat with other participants and support staff.

Questions for the speaker? Please hold questions for our Q&A time. You will use the chat.



Housekeeping

- This presentation is being recorded.
- Access the presentation slides now! The link can be found in the chat.
- A follow-up email will be sent to all participants within 3 days of this webinar.
- A brief feedback survey will be available at the end of this webinar.

ABOUT THE REIMAGINING PREVENTION WEBINAR SERIES

MOVING UPSTREAM TO SUPPORT AND
PROMOTE CHILD AND FAMILY WELL-BEING



Safety, Prevention and Early
Intervention Branch



The Partners



The mission of the California Department of Social Services is to serve, aid and protect needy and vulnerable children and adults in ways that strengthen and preserve families, encourage personal responsibility and foster independence.



CalTrin supports child abuse prevention in California through professional development and extended learning opportunities for staff of family resource centers, child abuse prevention councils, and other child and family-serving organizations.



Strategies TA supports county child welfare systems and Child Abuse Prevention Councils to build comprehensive, and integrated networks of care through individualized technical assistance focused on building statewide long-term solutions that are research-driven, trauma-informed, and community-focused.

THE GOAL OF THE REIMAGINING PREVENTION SERIES

Our goal is that prevention and family strengthening initiatives and approaches that are currently being implemented in silos will now be implemented across all disciplines and levels, from direct service caseworkers and providers to leaders.

- Share CDSS' larger vision for safety, prevention, and early intervention for California.
- Impact change by teaching common principles across diverse agencies through webinars and learning conversations.
- Lift the importance of equity and community engagement as foundational prevention principles.
- Give guidance on new initiatives that move services upstream to support and strengthen families.
- Promote a continuum of care for children, youth, mothers, fathers, and caregivers.



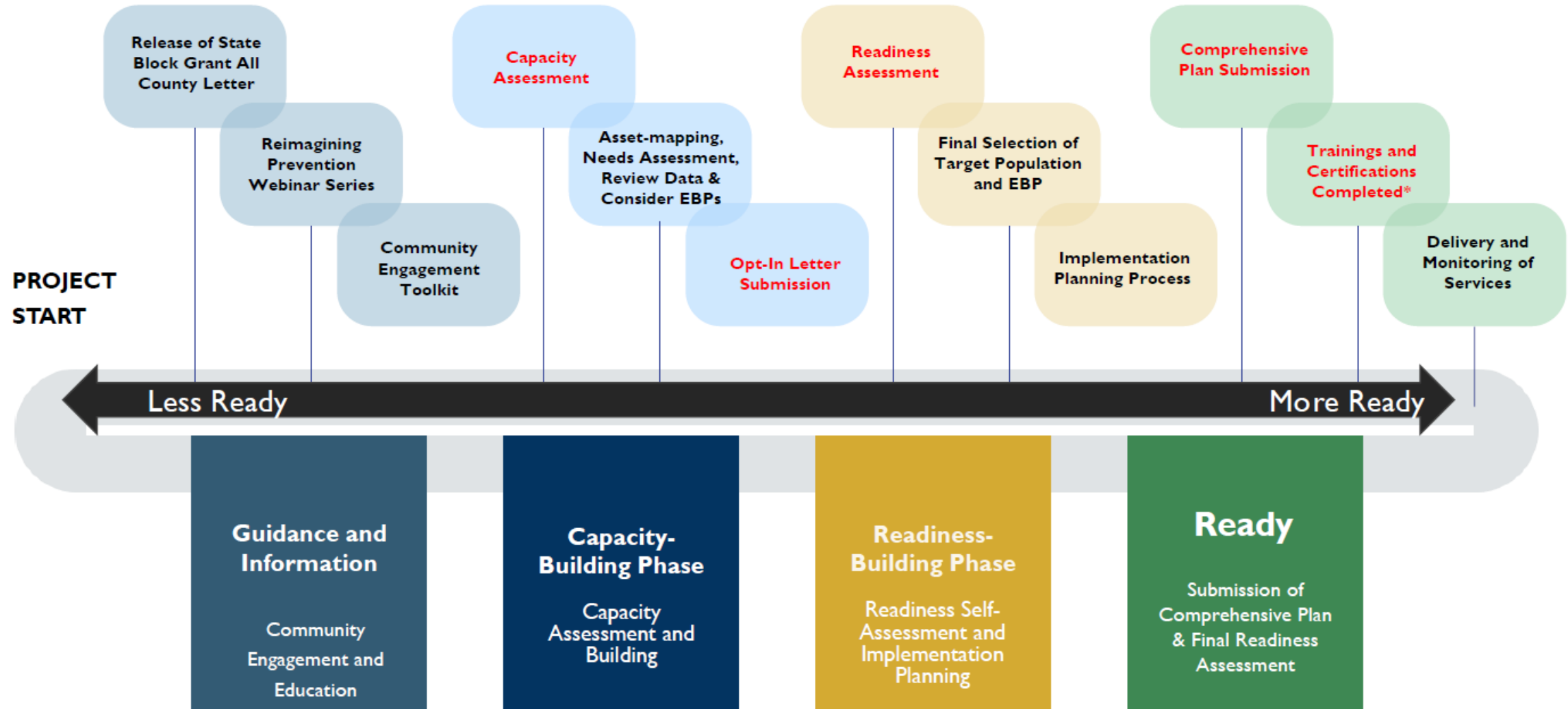
OVERVIEW OF THE REIMAGINING PREVENTION WEBINAR SERIES

The Reimagining Prevention Webinar Series is centered around:

- *Assembly Bill 153* comprehensive planning,
- moving upstream towards primary prevention,
- change management to support successful, sustained implementation, and
- community engagement that fosters innovative, collaborative prevention efforts across all systems in California.



ROADMAP FOR COMPREHENSIVE PLANNING & IMPLEMENTATION

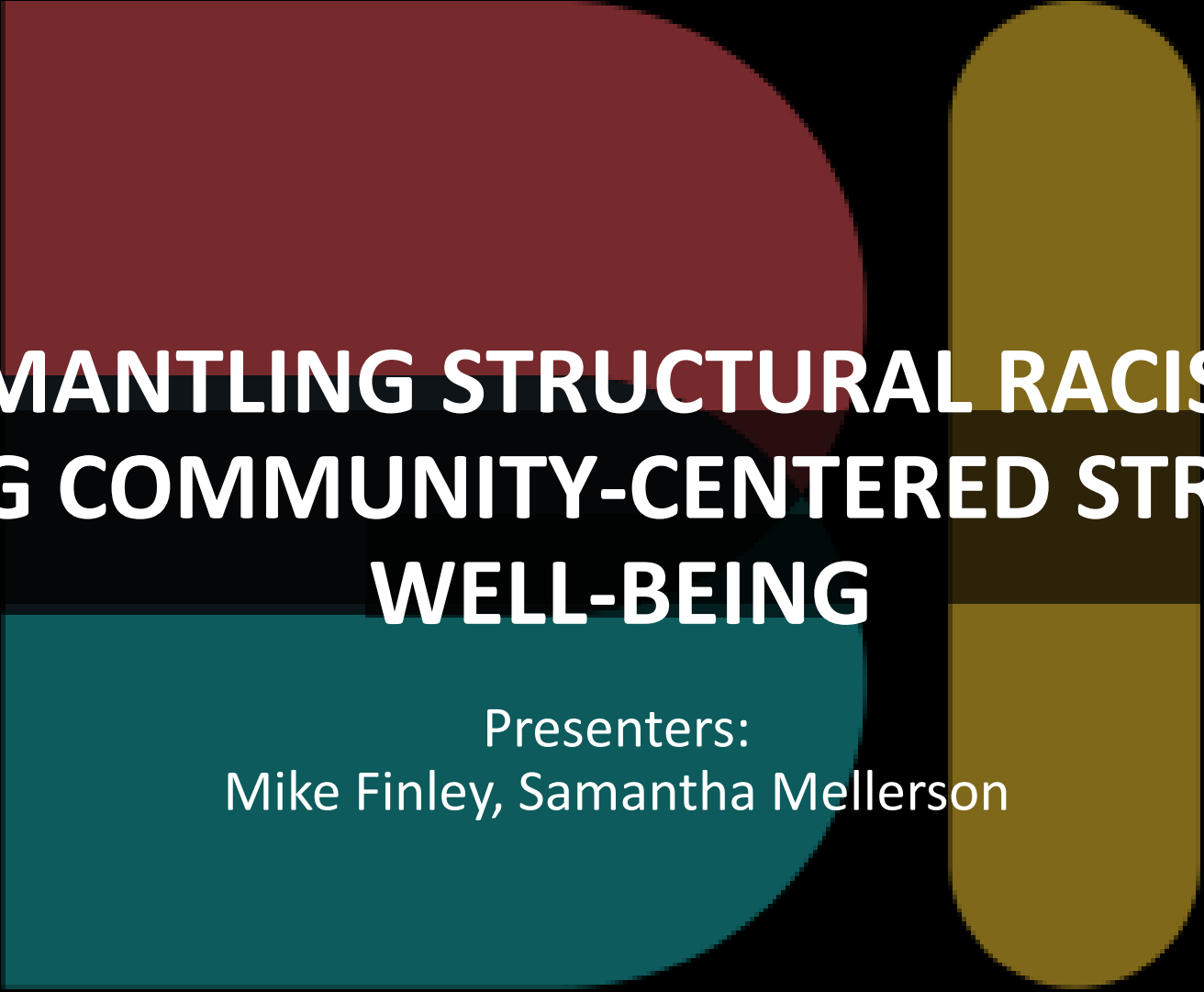


UPCOMING EVENTS FOR THE REIMAGINING PREVENTION SERIES

03/30 10:00 am	The Roadmap to Comprehensive Prevention Planning
04/19 10:00 am	Exploring a Prevention Mindset
05/03 10:00 am	Taking Action: Cultivating Commitment to a Prevention Mindset
05/17 10:00 am	Leading Through Change: Shifting Towards a Prevention Mindset
TBA	The Collective Impact Community Engagement Toolkit - Junious Williams
TBA	Data and Prevention

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DISMANTLING STRUCTURAL RACISM & BUILDING COMMUNITY-CENTERED STRUCTURAL WELL-BEING

Presenters:
Mike Finley, Samantha Mellerson

March 15, 2022



DESIRED RESULTS

Introduce
Structural Well-
Being
Framework



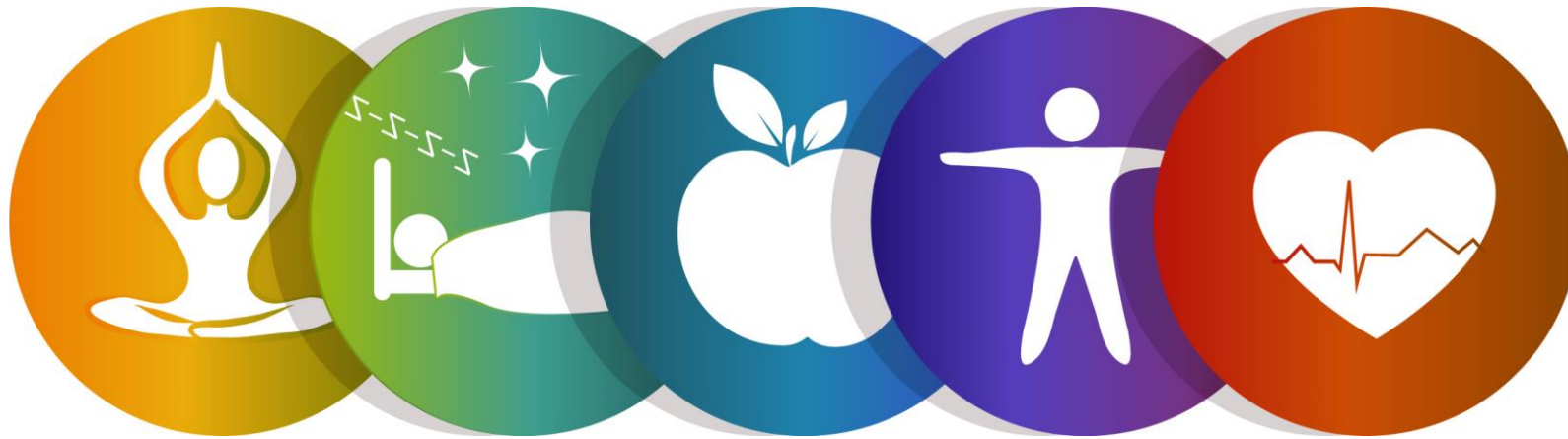
Tap into our radical
imagination to meet
the moment





The W. Haywood Burns Institute (BI) is a black-led national, non-profit with a diverse team of bold visionary leaders, working to transform the administration of justice and other public systems. Always challenging racial hierarchy and the social control of communities of color, BI employs strategies and tactics to establish a community centered approach to dismantle structural racism and build community centered structural well-being.

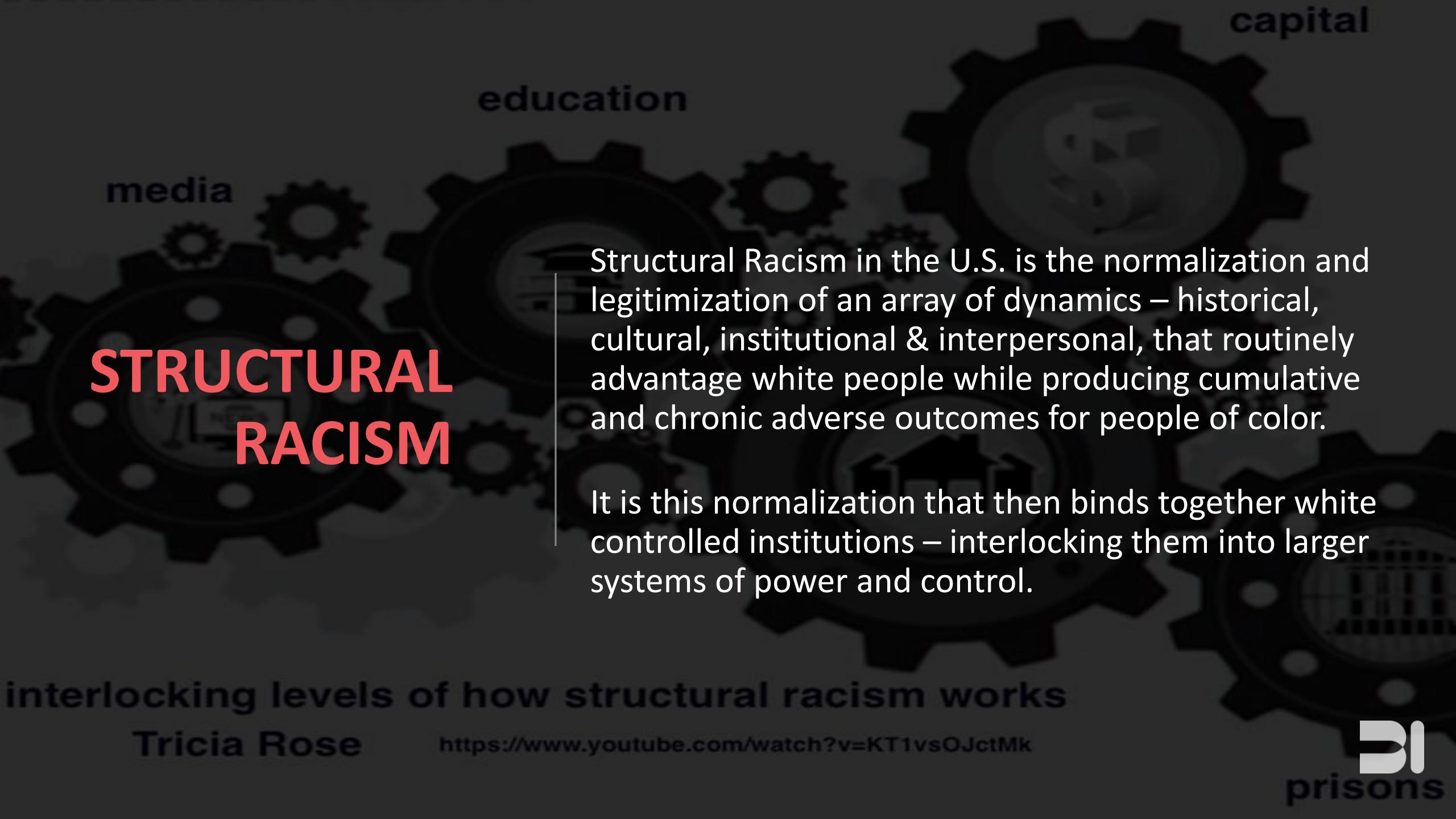




COMMUNITY CENTERED STRUCTURAL WELL-BEING

A system of public policies, institutional and inclusive practices, cultural representations, and other norms that establish a sense of belonging, and work to strengthen families, communities and individual well-being for positive life outcomes.





STRUCTURAL RACISM

Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional & interpersonal, that routinely advantage white people while producing cumulative and chronic adverse outcomes for people of color.

It is this normalization that then binds together white controlled institutions – interlocking them into larger systems of power and control.

interlocking levels of how structural racism works

Tricia Rose

<https://www.youtube.com/watch?v=KT1vsOJctMk>



prisons

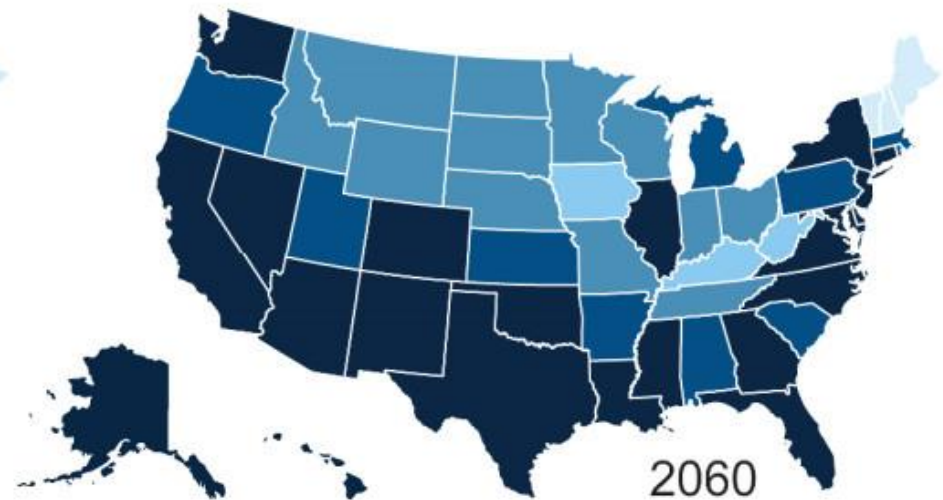
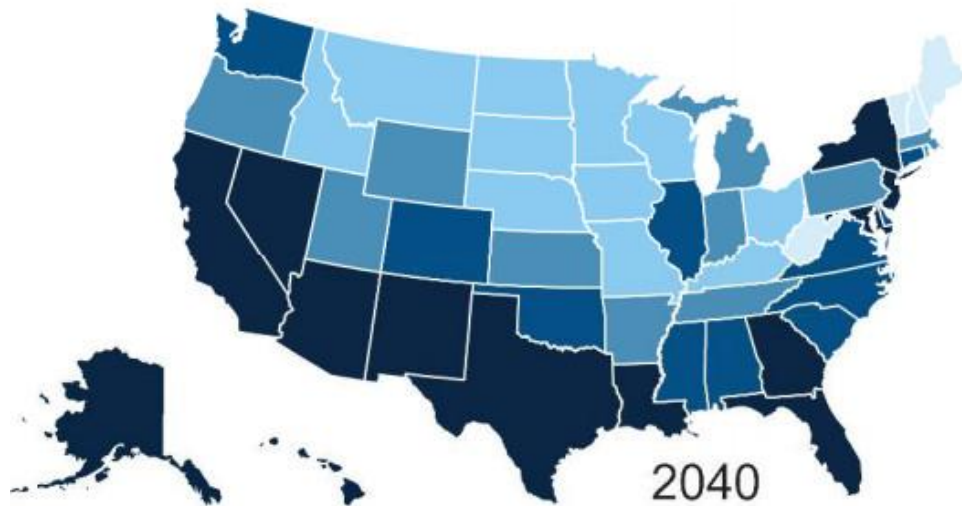
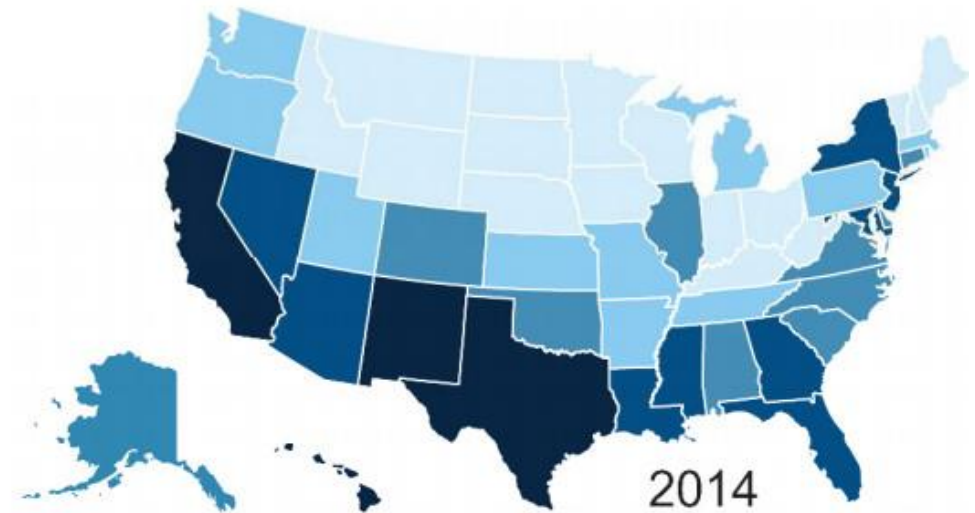
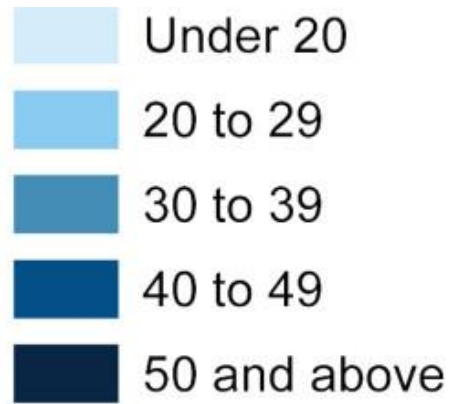
WHITE SUPREMACY CULTURE



The longer you swim in a culture,
the more invisible it becomes.

RISING MAJORITY

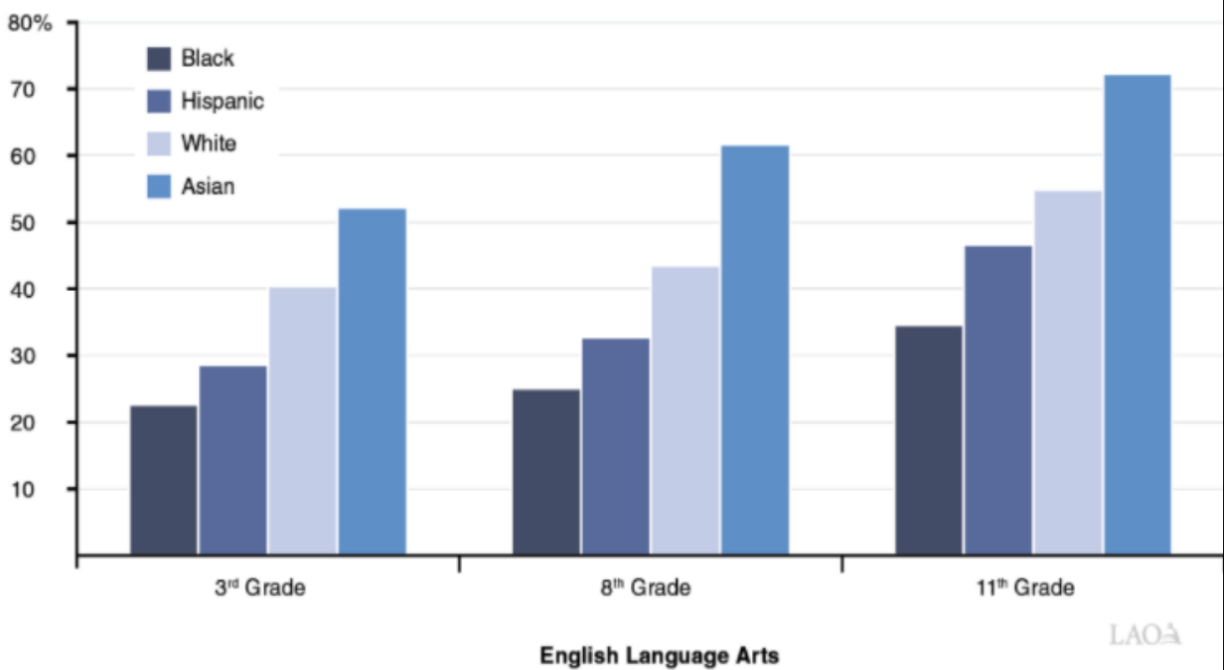
Total Population: People of Color



EDUCATION GAP

Notable Achievement Gaps Exist Among Ethnic Groups

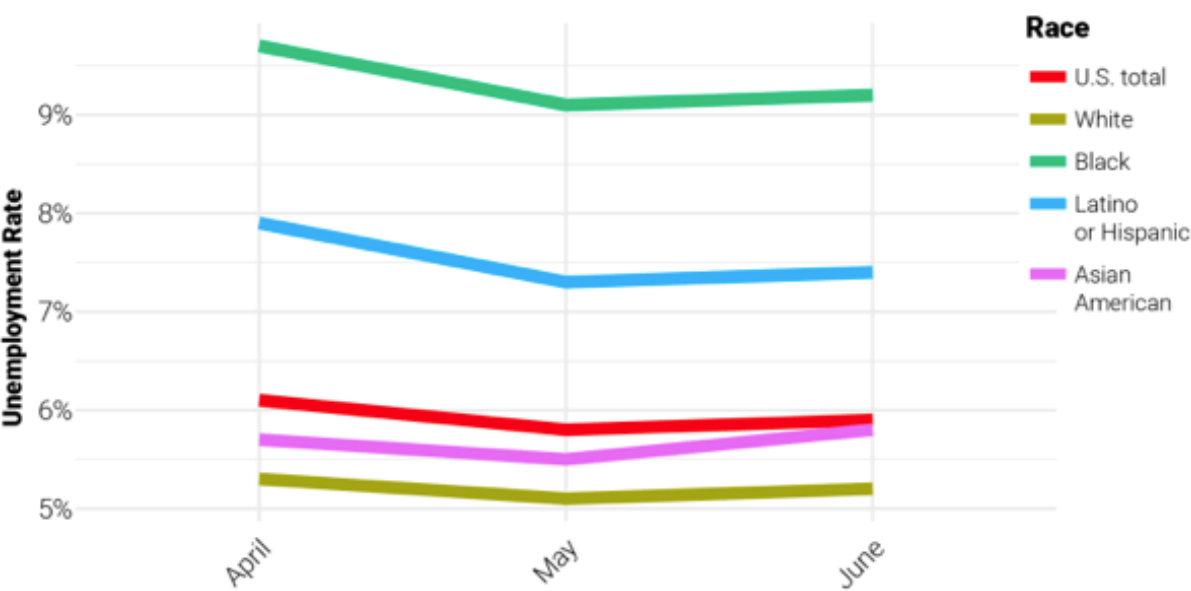
Percent of Low-Income Students That Met or Exceeded Standard, 2017



EMPLOYMENT GAP

Figure 1. Black workers continue to have highest unemployment rate

Unemployment rate by race



Source: U.S. Bureau of Labor Statistics.



HEALTH DISPARITIES

Uncontrolled Diabetes

3X

Hispanic/Latinx have three times the rate of uncontrolled diabetes (A1C >9%) than Whites. Below shows percent of uncontrolled diabetes among those with diagnosed diabetes.



Black / African American

24%



White

11%



Hispanic / Latinx

29%

High Blood Pressure

Percent of population, 2015-2016



42.1%

Black / African American



28.7%

White



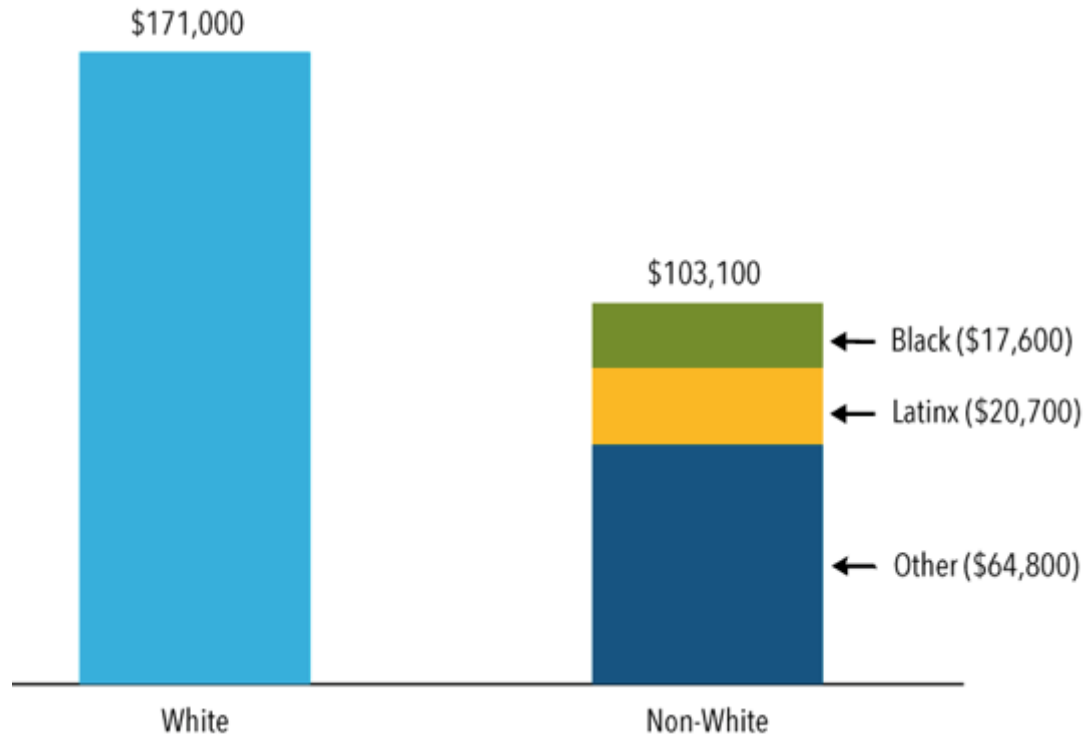
29.4%

Latinx

WEALTH GAP

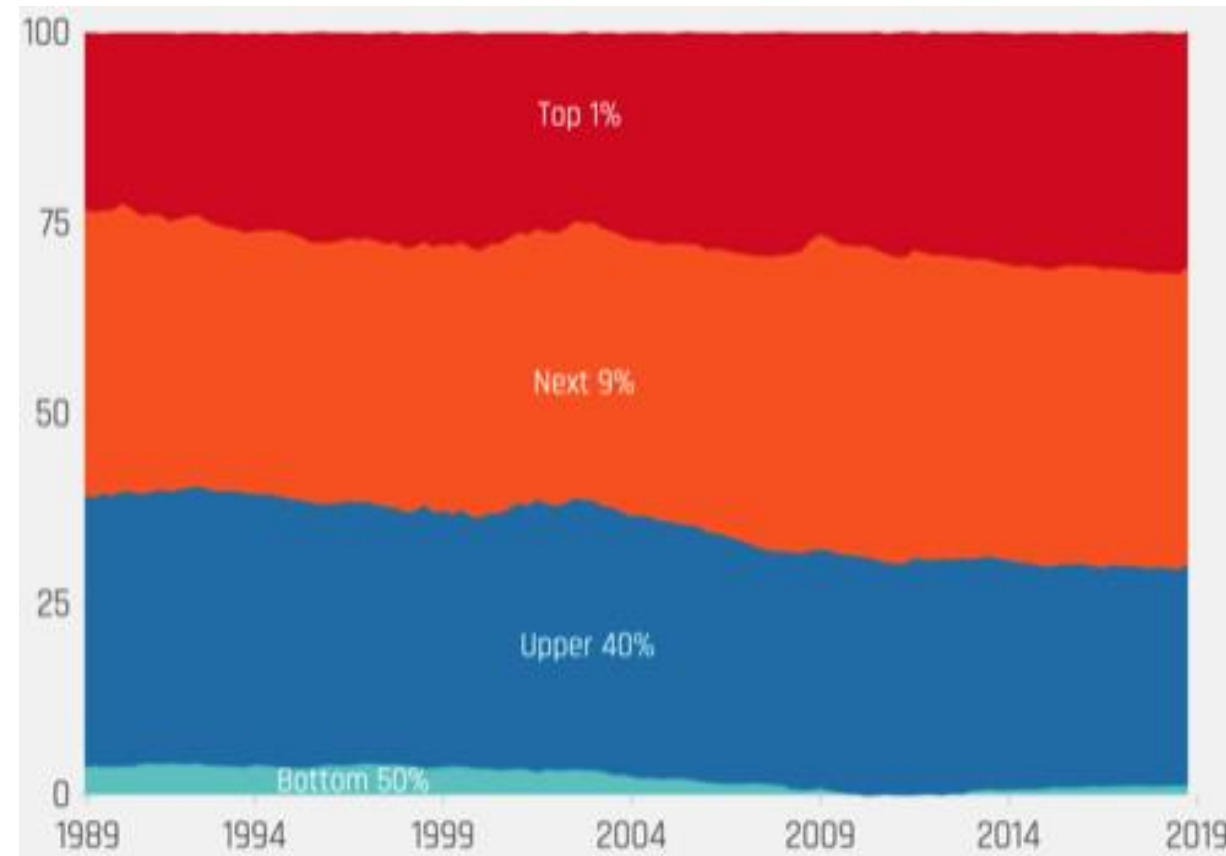
Nationally, White Families Are Significantly Wealthier Than All Other Racial/Ethnic Groups Combined

Household Median Net Worth by Race/Ethnicity US, 2016



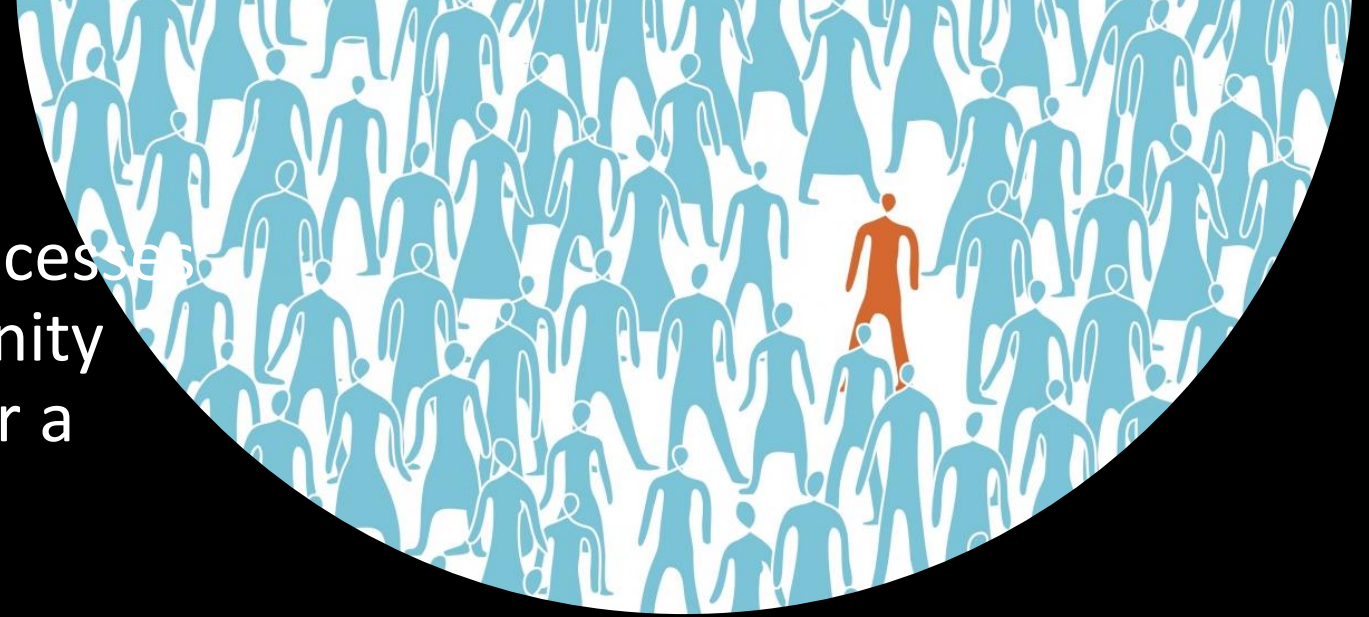
The Majority of All Wealth in the US is Controlled by the Top 10%

% of US wealth earned by each wealth group, 1989-2018



OTHERING

A generalized set of common processes that denies someone's full humanity based on them being less than/or a threat to the favored group.



BELONGING

Belonging is not just how we treat each other, belonging is how do we organize our economy, our structures, our schools, our faiths so that everyone belongs, and recognizing we still have differences.



ACROSS ALL 50 STATES

300 LOCAL JURISDICTIONS



3 FIRST NATIONS TRIBAL COMMUNITIES

AFTER DECADES OF RACIAL JUSTICE REFORM EFFORTS, ACROSS HUNDREDS OF JURISDICTIONS, WE HAVE FOUND
4 PERSISTENT BARRIERS
TO ADVANCING RACIAL JUSTICE...





1

Negotiating the principle
that justice
is **colorblind &
race-neutral**

thereby negating the
necessity to address
policies and practices
that reflect racialized
social control.

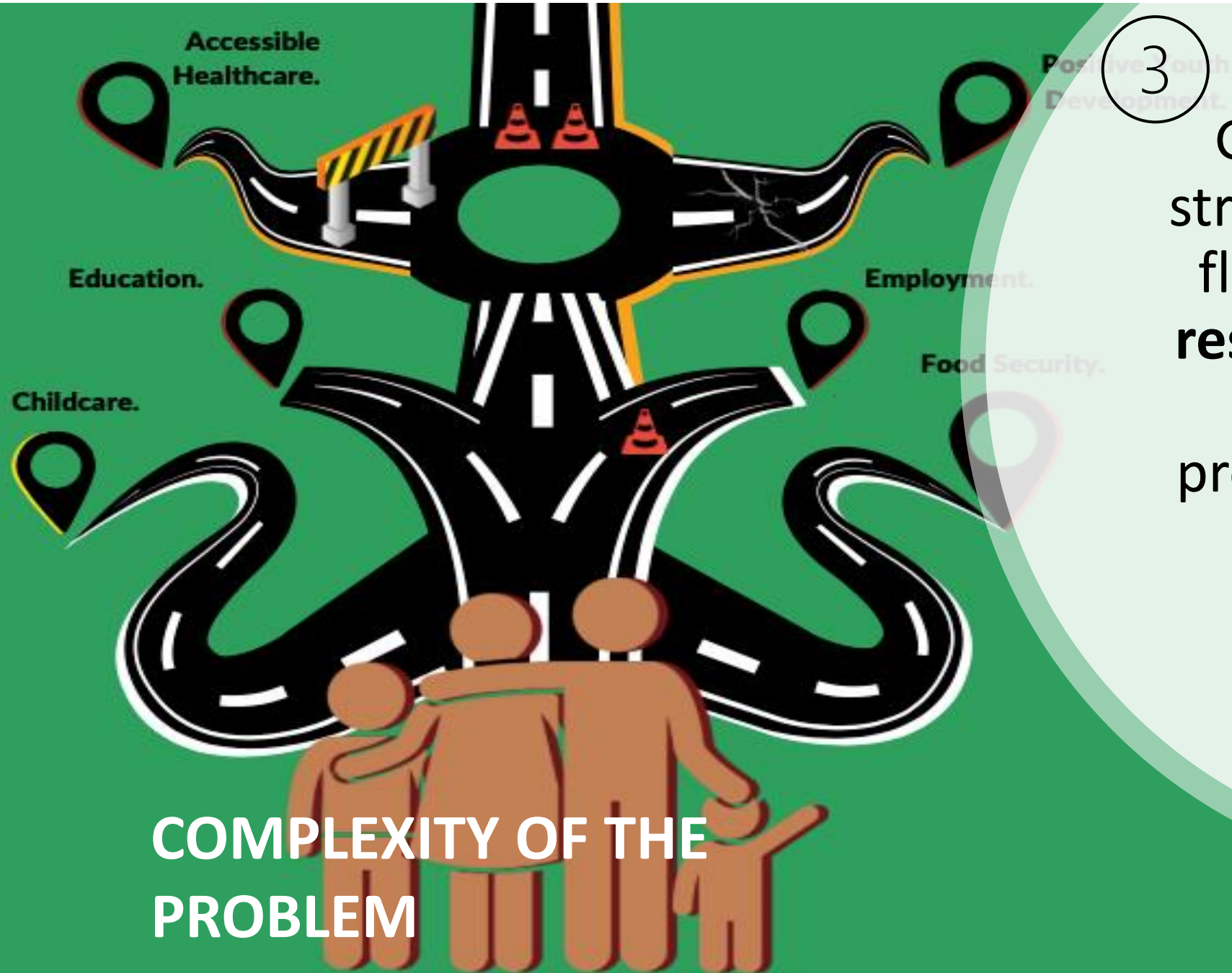
CONCENTRATED CHRONIC DISINVESTMENT

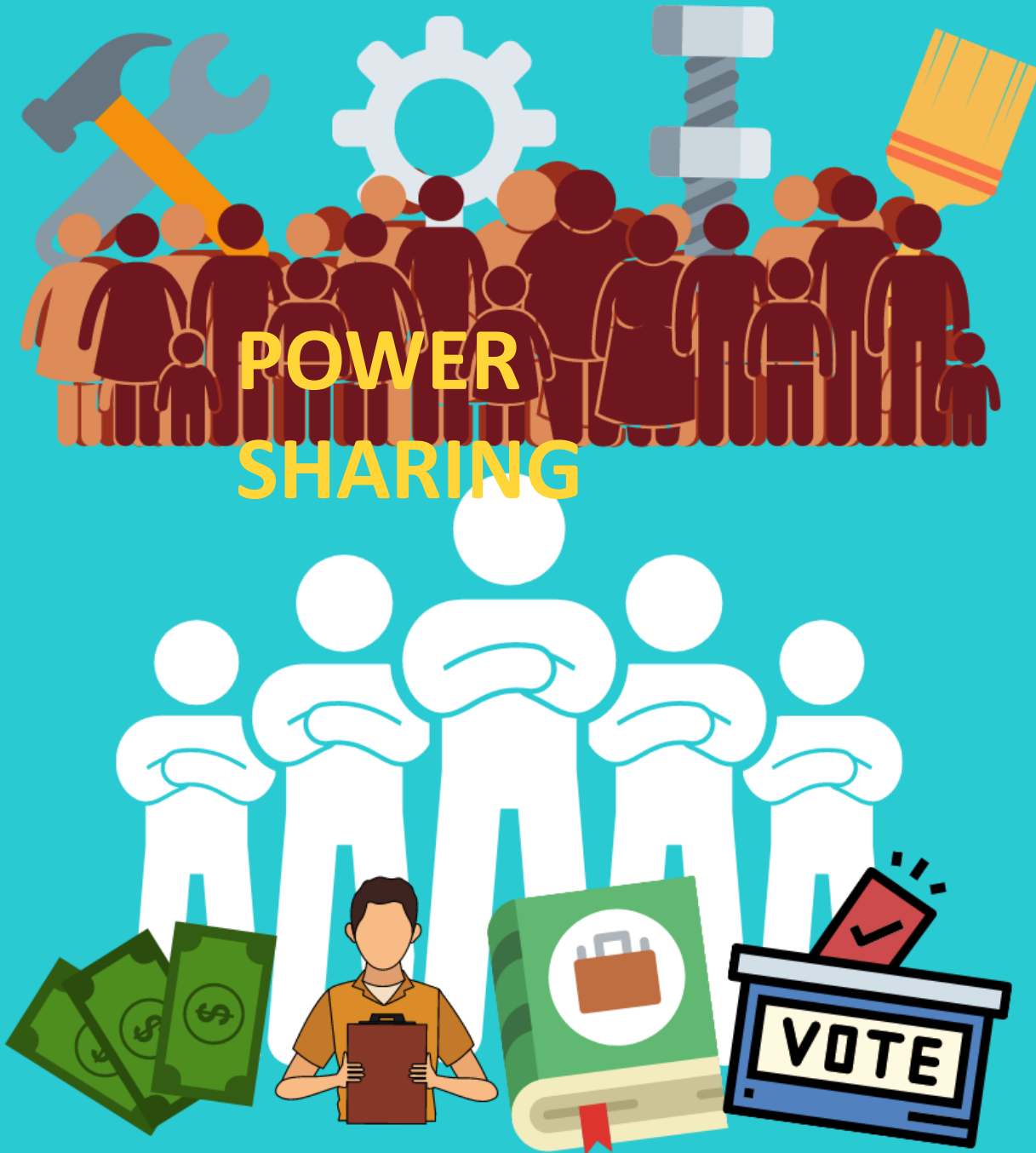
2

Investment in communities that most populate the justice sector is outside the justice sector's purview.

Disinvestment is a structural issue that is larger than the justice sector can handle alone.







4

It is very difficult for elected and appointed officials to **share power** with each other and communities most in need of human service interventions.

“ The persistent and seeming intractable nature of race and ethnicity in the justice apparatus presents significant dangers for communities of color. Genuine and lasting solutions for change require deep dives into the local institutional and community cultural norms that affect each local justice apparatus. It is in this space beyond data that the BI’s new agenda is engaging.”

-James Bell



JUSTICE REFORM MUST TRANSCEND JUSTICE



ROADMAP TO STRUCTURAL WELL-BEING





MENTAL MODELS

- A mental model is an explanation of our thought process and how we understand the world around us. It guides our perception and behavior.
- What assumptions/beliefs/values do we hold that keeps this in place?
- It is important that we understand this and how it connects to the current constructs.

MENTAL MODELS

PUBLIC SAFETY

CHILD WELFARE

ECONOMIC MOBILITY

EDUCATION

HEALTH

WEALTH

EVENTS

What just happened?

PATTERNS/TRENDS

What trends have there been over time?

UNDERLYING STRUCTURES

What has influenced the patterns?

What are the relationships between the parts?

MENTAL MODELS

What assumptions, beliefs and values do we hold about the system?

What beliefs keep the system in place?

The Iceberg:
A Tool for Guiding
Systemic Thinking

*How might our mental models be
rooted in white supremacist
ideation?*



EXAMPLE: MENTAL MODEL PARADIGM SHIFT

TRADITIONAL

Public safety achieved through
deterrence; conflict managed
through force or threat of force



REIMAGINED

Public wellness & safety achieved
through connection and social
fabric; conflict managed by
civilians and communities

SOCIAL DETERMINANTS

The “social determinants” are the conditions in which people are born, grow, live, work and age.

These circumstances are shaped by the distribution of money, power, influence and resources at global, national and local levels.

Designed to perpetuate structural racism and protect the racial caste system in America. These determinants act as both feeders of mass incarceration, and devourers of opportunity for social, emotional and familial well-being.



COMMUNITY SAFETY & PUBLIC SAFETY

What makes us feel safe?

- ✓ Sense of Belonging
- ✓ Nurturing Relationships
- ✓ Community & Connection
- ✓ Safe Physical Environment

However,

We have a System of Public Safety that is anchored in fear and violence. This is a complete contradiction to what we know makes us feel safe...

and because fear is the most effective weapon used for manipulation, this notion of “public safety” is so strong, it allows many of us to accept violent strategies of racialized social control and surveillance to keep us “safe”.

EVOLUTION

BI PROVIDES HISTORICAL CONTEXT

BI'S STRATEGIC STRATEGIC APPROACH

OPPORTUNITY

SYSTEM REFORM

TRANSFORMATION

PREVENTION

HARM REDUCTION

STRUCTURAL
WELL-BEING

The most common starting point for jurisdictions working towards racial equity

Where we are going

A reimagined justice response anchored in structural well-being naturally becomes the most effective prevention strategy



BI'S APPROACH TO ADVANCE WELL-BEING



ANCHOR THE WORK

- BUILDING TRUST
- WORKING AGREEMENTS
- SHARED VALUES



CENTER COMMUNITY

- IMPACTED COMMUNITIES
- POWER SHARING & TRANSPARENCY
- CAPACITY BUILDING



CROSS SECTOR DATA

- DATA POINTS & POINTS OF INTERSECTION
- STORIES



CROSS SECTOR TRANSFORMATIONAL CHANGE

- POWER SHARING
- PARTICIPATORY BUDGETING
- RADICAL IMAGINATION



DEVELOP LEGISLATIVE AGENDA



AWARENESS OF STRUCTURAL RACISM

- HISTORICAL COMPETENCE
- SHARED LANGUAGE
- SELF REFLECTION



ESTABLISH A CROSS SYSTEMS COLLABORATIVE

- STRUCTURE
- PRIORITIES



PLACE-BASED APPROACH

➤ READINESS

Culture of
Inquiry &
Vision

Demonstrated
Capacity for
Equity Reform

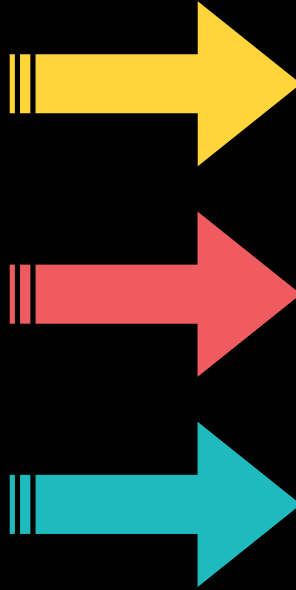
Composition of
Leadership

Community
Engagement
to
Centering the
Work in
Community

Political
Considerations

HARM REDUCTION FRAMEWORK

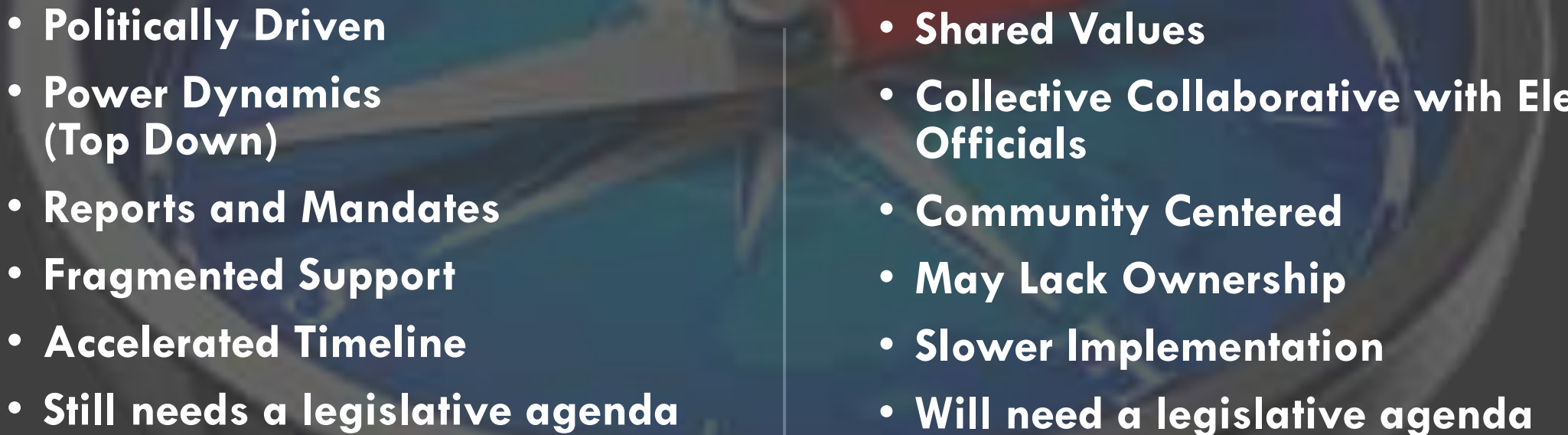
Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to justice system involvement, particularly secure detention.



STRUCTURAL WELL- BEING FRAMEWORK

Facilitate community and cross sector stakeholders through a **values** driven process, using qualitative and quantitative data aimed at **deconstructing structural racism** while reimagining a cross system and **community centered response** structured to promote well being.

MANDATE VS. NON-MANDATE

- 
- Politically Driven
 - Power Dynamics (Top Down)
 - Reports and Mandates
 - Fragmented Support
 - Accelerated Timeline
 - Still needs a legislative agenda
- Shared Values
 - Collective Collaborative with Elected Officials
 - Community Centered
 - May Lack Ownership
 - Slower Implementation
 - Will need a legislative agenda

HISTORICAL COMPETENCE

Historical Competence helps us understand why things are the way they are.

It also helps us to disrupt the pattern.



VIDEO PREMIERE



Historical Competence

SELF REFLECTION



Stages of Structural Racism Awareness							
Completely Unaware	Defensive & Denial	Acknowledges Extreme Forms Interpersonal Racism	Acknowledges Racism, Denies Privilege	Begins to see the Structural Inequity	Connects the dots between Inequity and Privilege	Leaning in, Comfortable with the Discomfort	Being the Change and Making the Change
Unaware				Aware			



"I don't see color."
 "It's about poverty."
 "We use race neutral tools!"
 "I'm not racist. Some of my best friends are..."



"I had nothing to do with that. Get over it."
 "Prove it."
 "I'm not racist. Some of my best friends are..."



Identifies & disapproves of a racist person's action.
 "I'm not racist. Some of my best friends are..."



"My family has struggled."
 "All Lives Matter!"
 "I feel personally attacked by this conversation"



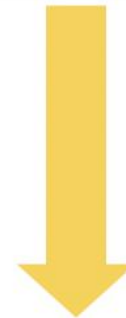
This awareness comes with disappointment as this new reality contradicts my worldview.
 "I feel personally really angry, guilty and upset."



"My privilege doesn't reflect my morality, but my response to it does."

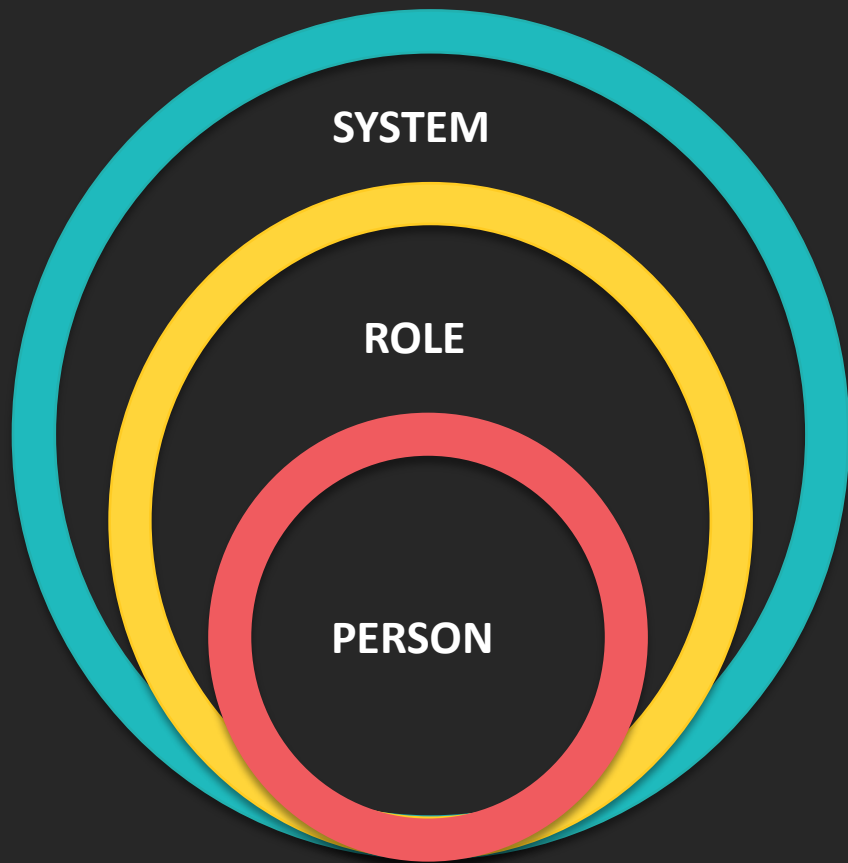


Conversations about race are no longer threatening.
 "Now that I see structural racism, I will never un-see it."



"I understand that we need to close the racial/ethnic gaps that structural racism produces and create more equitable opportunities!"

Align who we are with what we do . . .



ANCHOR THE WORK

In **TRUTH**: We are working with or within systems that are rooted in oppression and inequity, regardless of intention, therefore we must...

- ✓ Establish Working Agreements
- ✓ Create Our Shared Values
- ✓ Take the Time to Build Trust

CENTERING COMMUNITY



BEYOND COMMUNITY ENGAGEMENT



POWER SHARING + DECISION MAKING



BELIEVING THAT THOSE CLOSEST TO THE
ISSUE HAVE THE
SOLUTION





CENTERING COMMUNITY MUST INCLUDE...

Understanding and
centering the needs
of those most
impacted

Acknowledge and
navigate differences
in and
among communities

Understanding that
community is
dynamic, not
homogeneous

Building authentic
relationships

Establishing shared
values

Recognizing and
repairing harm

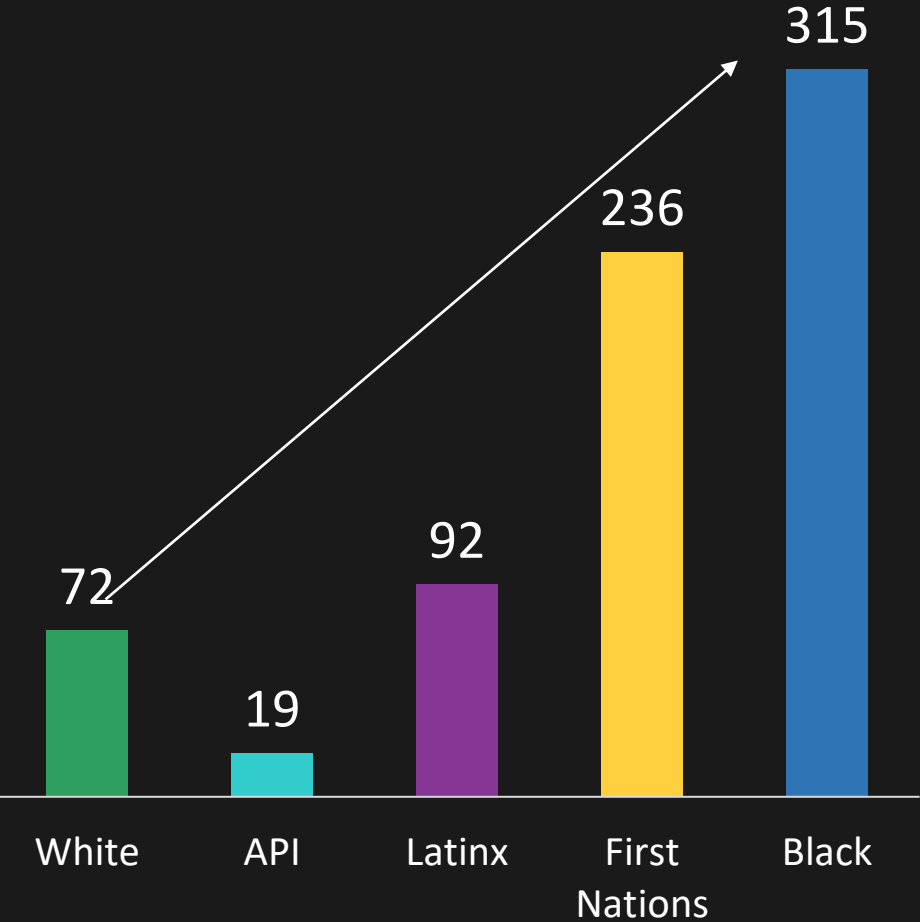
Cultivate a space of
Belonging

Working towards
shifting power

Valuing the
expertise of those
with lived experience

CROSS SECTOR DATA

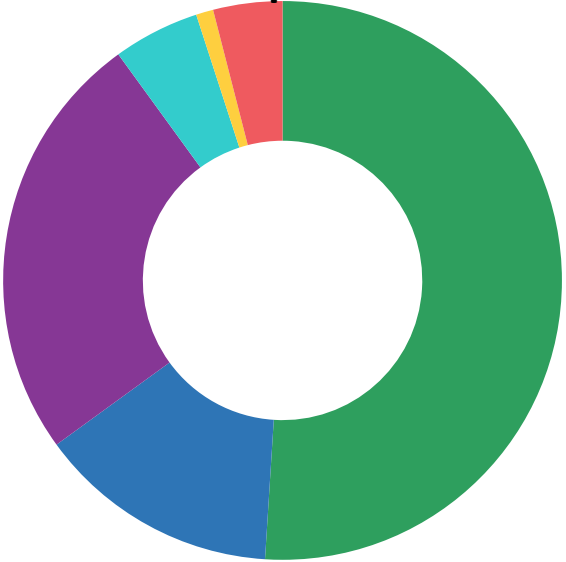
Incarceration Rate
(per 1000 youth)



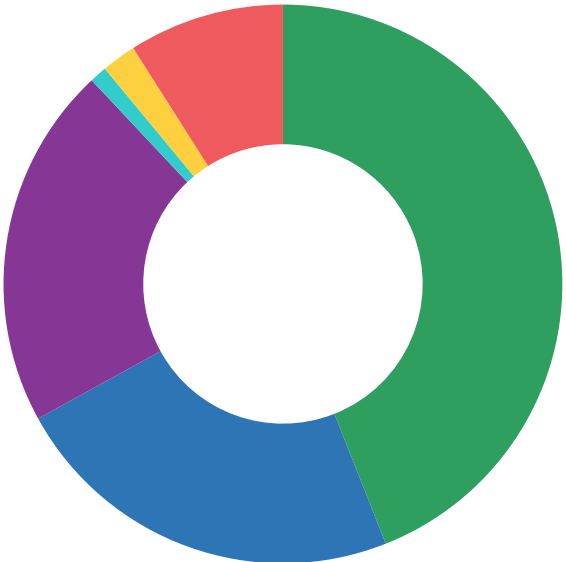
High School Graduation



Child Population



Children in Foster Care



White Black Latinx API First Nations Multiple/Other



RADICAL IMAGINATION IS NECESSARY FOR TRANSFORMATIONAL CHANGE

“ We aren’t stepping into the moment with enough big ideas, enough confidence, and enough audacity, and I think radical imagination says what we need now exists in our heads and our hearts.”

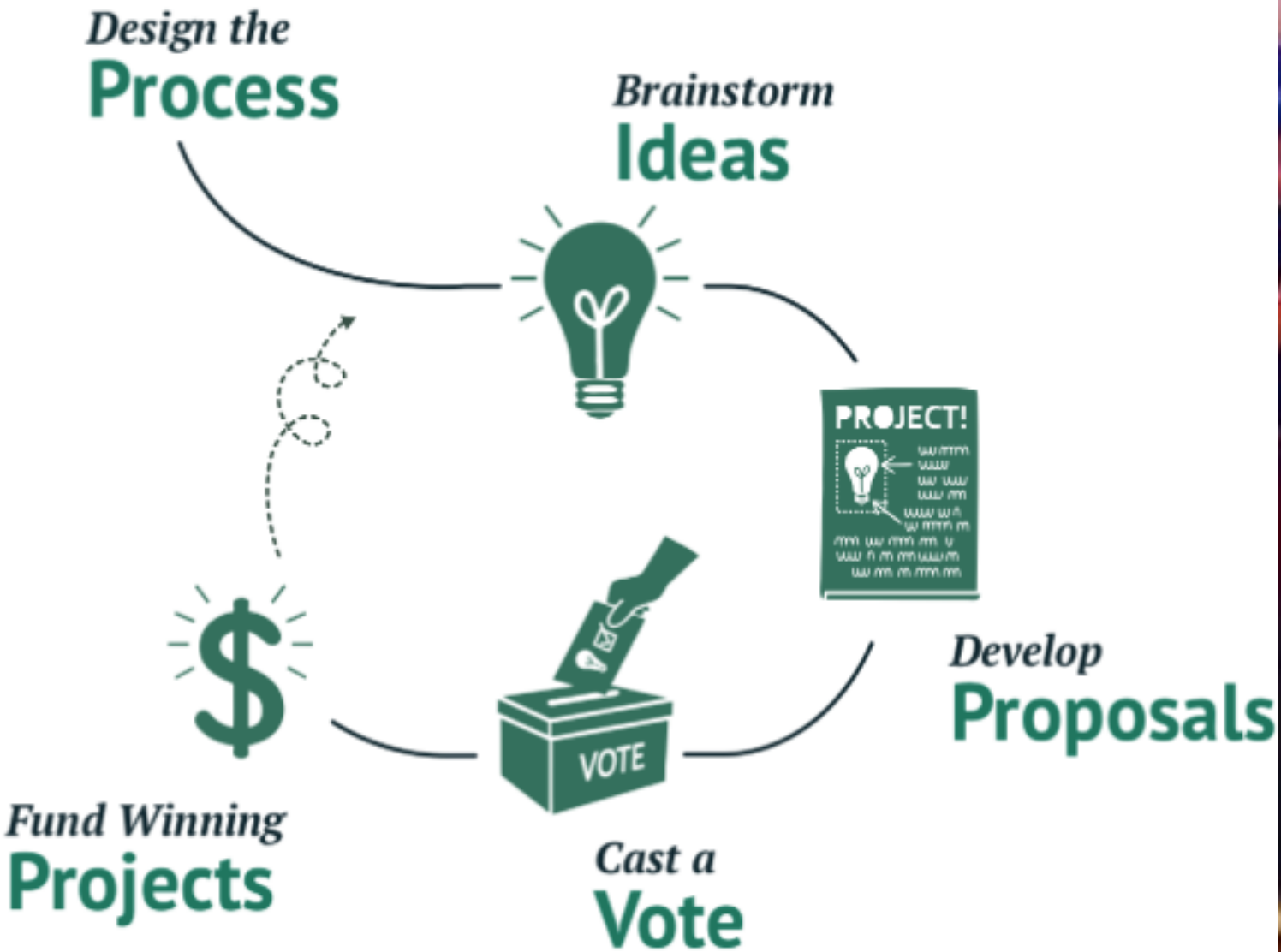
Angela Glover Blackwell



SEEDS OF TRANSFORMATION



PARTICIPATORY BUDGETING



CALGARY'S FIRST INDIGENOUS COURT

Blood Tribe First Nation



“We don't have a
word for crime, our
word is mistake.”

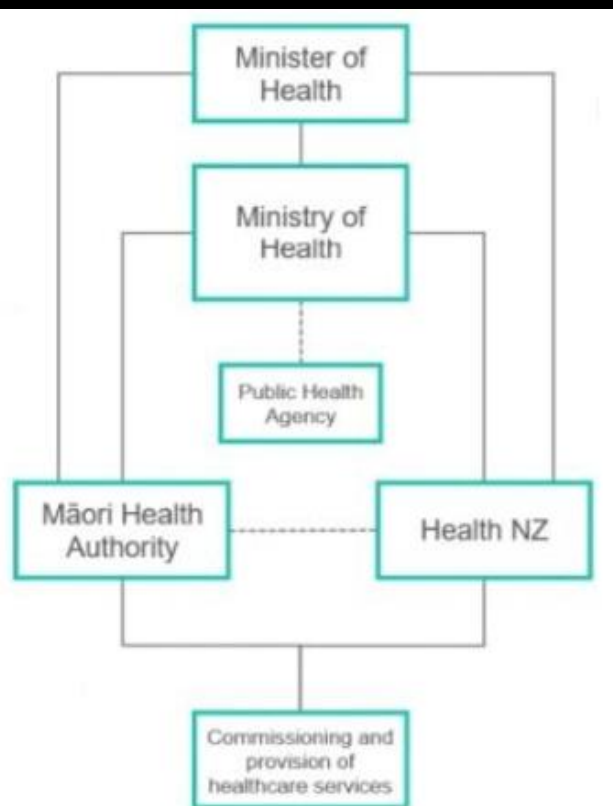
~Judge Creighton says
of the Blackfoot
language



MĀORI HEALTH AUTHORITY

New Zealand announces radical shake-up of health system

District boards scrapped in favour of centralised body to tackle 'postcode lottery' and Māori Health Authority established



New Zealand Broadcaster Becomes First Person with Māori Face Markings to Anchor Primetime News

Oriini Kaipara filled in as the anchor of Newshub Live's 6 p.m. broadcast in New Zealand on Monday

STEPHANIE WENGER December 30, 2021 08:03 PM



FINLAND

NATIONAL HOUSING FIRST APPROACH TO ERADICATE HOMELESSNESS

(homeless population in
2020 = 0.08%)



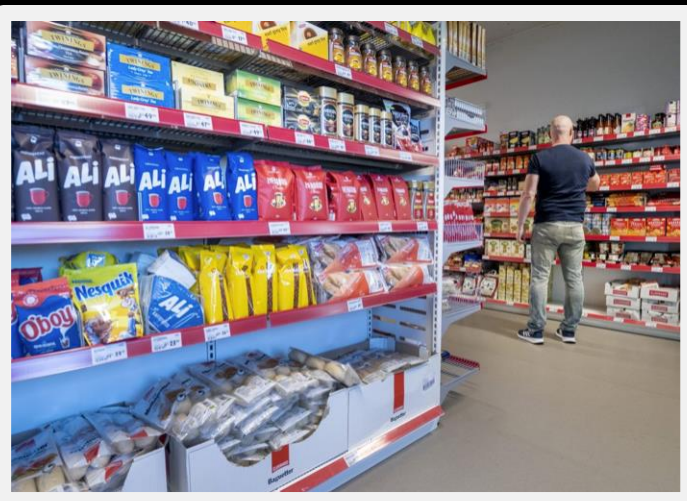
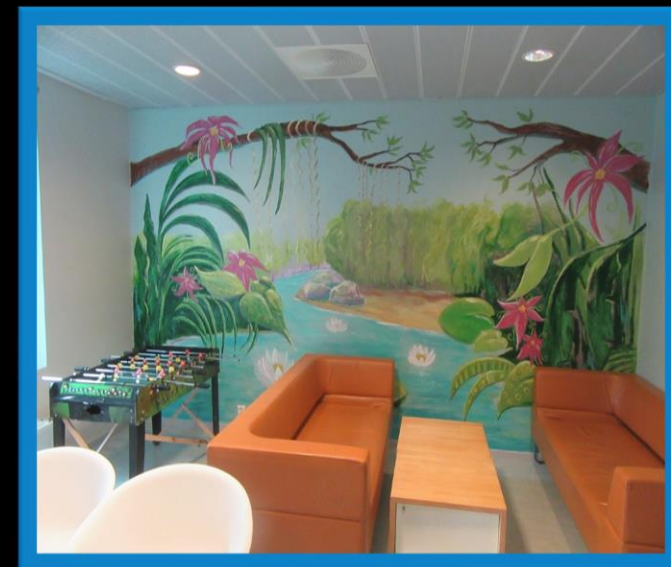
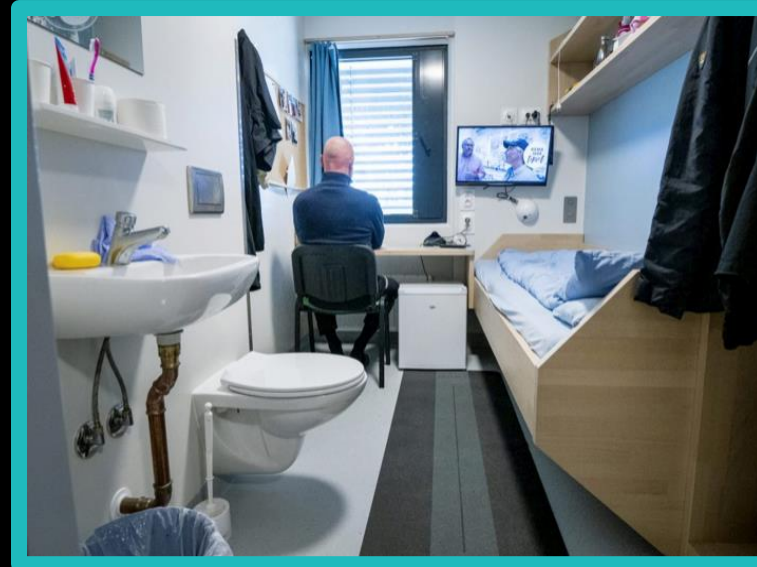
NORWAY

NORMALITY PRINCIPLE

"We don't punish you while you're here, being here is the punishment. If we punished you for ten years, who would you be when you leave?"



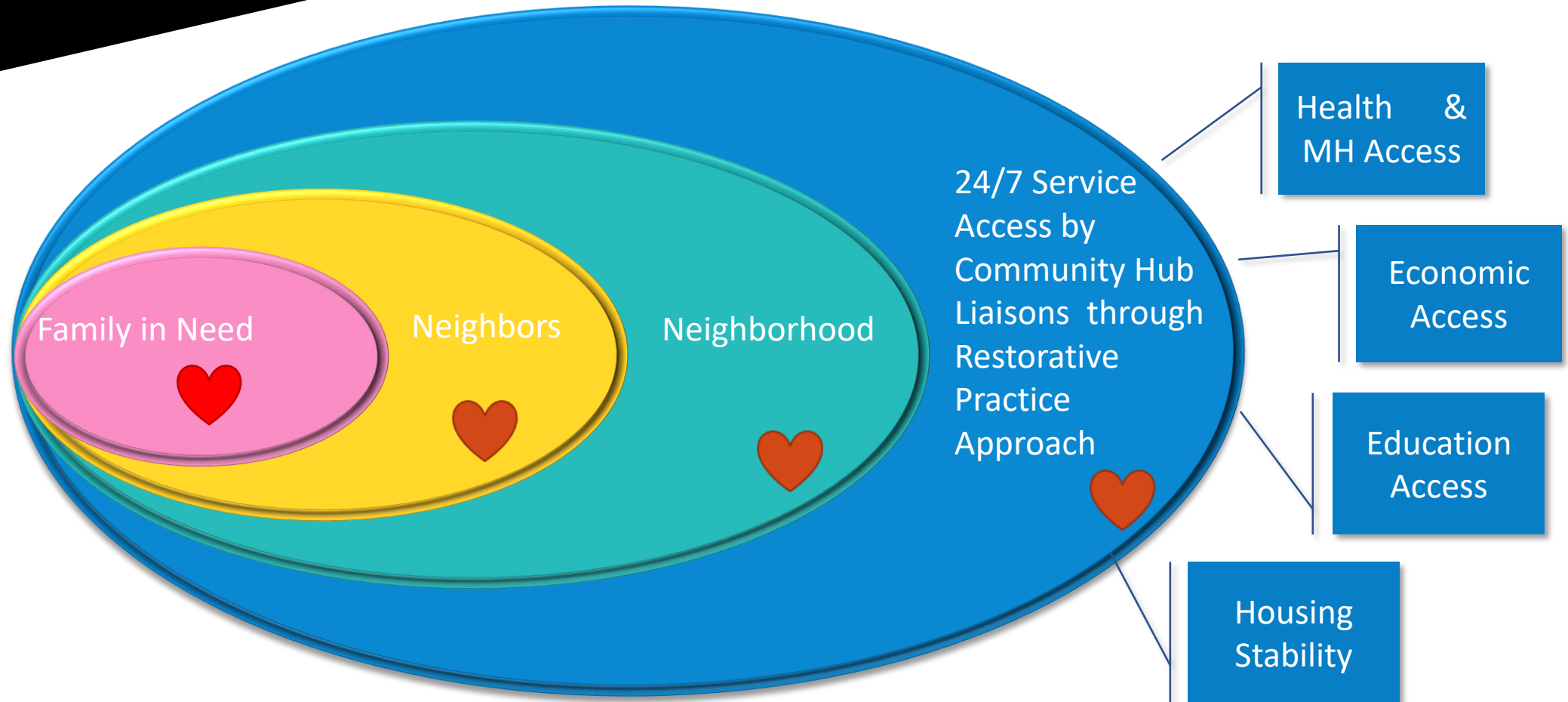
On Offenses:
"It's not important what they've done, it's the human behind the action that is important."



X COUNTY ON RECREATING THE VILLAGE

COMMUNITY TEAM HUBS

- an alternative response to 9-1-1





Budget and Structure

- 7 Elected County Commissioners
 - Elected Sheriff and Attorney
 - Appointed County Manager
- Service Team Model
- **FY20 Total Budget: \$741.7M**
 - Health and Wellness: \$363.2M
 - Strategic Team: \$59.2M
 - Information and Public Records: \$59.7M
 - Economic Growth and Community Investment: \$120.4M
 - Safety and Justice: \$139.2M



A new approach to **community-driven grantmaking**

"B'more Invested represents an emergent way of making grants in Baltimore - with people directly representing impacted communities and populations making the decisions about how philanthropic funds are invested."

Danielle Torain

Director

Open Society Institute-Baltimore

www.bmoreinvested.org



TRUTH AND RECONCILITATION

Human Rights Abuses

40 Countries

Community Driven

- Survivors
- Families
- Communities

Restorative Justice

Truth
Commission:











An official body
tasked with
discovering and
revealing past
wrongdoing by a
government, in
the hope of
resolving conflict
left over from the
past.



OVERVIEW OF YOUTH JUSTICE REIMAGINED:

Long Term Vision

By 2030, all young people in Los Angeles County have access to youth development resources and opportunities that promote their well-being and safety and that of their families and communities. In every community, systems are accountable to the people they impact, address the root causes of conflict and harm, and meaningfully empower young people to build accountability and responsibility to repair harm.

Youth Justice Reimagined		
	Juvenile Probation serves important functions	Here's how Youth Justice Reimagined will transform and improve them
In-School Services	 <p>In some schools, school-based probation officers conduct supervision and provide referrals to resources for probation-involved youth, but there was a connection to the prison pipeline.</p>	 <p>Schools are supported by dedicated youth development workers who can respond to conflict, make sure harm is repaired and mentor youth to help them grow.</p>
Figuring out what happened and deciding what to do	 <p>Conducts assessment and investigation, providing Pre-Plea reports and recommendations to the Juvenile Court.</p>	 <p>Collaborative YES Team works to figure out what happened, find the best options for youth and advocate for them in the system.</p>
Services in the community	 <p>In the community, probation officers conduct field supervision and provide referrals to resources for probation-involved youth.</p>	 <p>24-hour Youth and Community Centers with youth programming, restorative processes and YES Teams connecting youth to additional community-rooted supports.</p>
Secure Housing	 <p>Operates secure juvenile halls and camp facilities where youth who cannot return home are detained or incarcerated.</p>	 <p>Safe and Secure Healing Centers create spaces for youth to receive trauma-responsive services in small, residential, home-like centers close to their families.</p>
Distributing Resources	 <p>Probation receives and administers Juvenile Justice Crime Prevention Act funding, including funds for capacity-building, youth development, and prevention programs.</p>	 <p>Data-driven and transparent funding mechanisms direct resources to community-based services that help youth thrive and reduce justice system involvement.</p>



ROADMAP TO STRUCTURAL WELL-BEING



OTHERING

COLLABORATION

BELONGING





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What's Next

- Survey link in the chat
- Webinar materials in follow-up email in the next 3 days
- Register for the next event



OCAP website:

www.cdss.ca.gov/inforesources/ocap

FFPSA information:

www.cdss.ca.gov/inforesources/ffpsa

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www.CalTrin.org

caltrin.link/Reimagining_Prevention

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