

NATIONAL DOMESTIC WORKERS ALLIANCE



The work that makes all other work possible



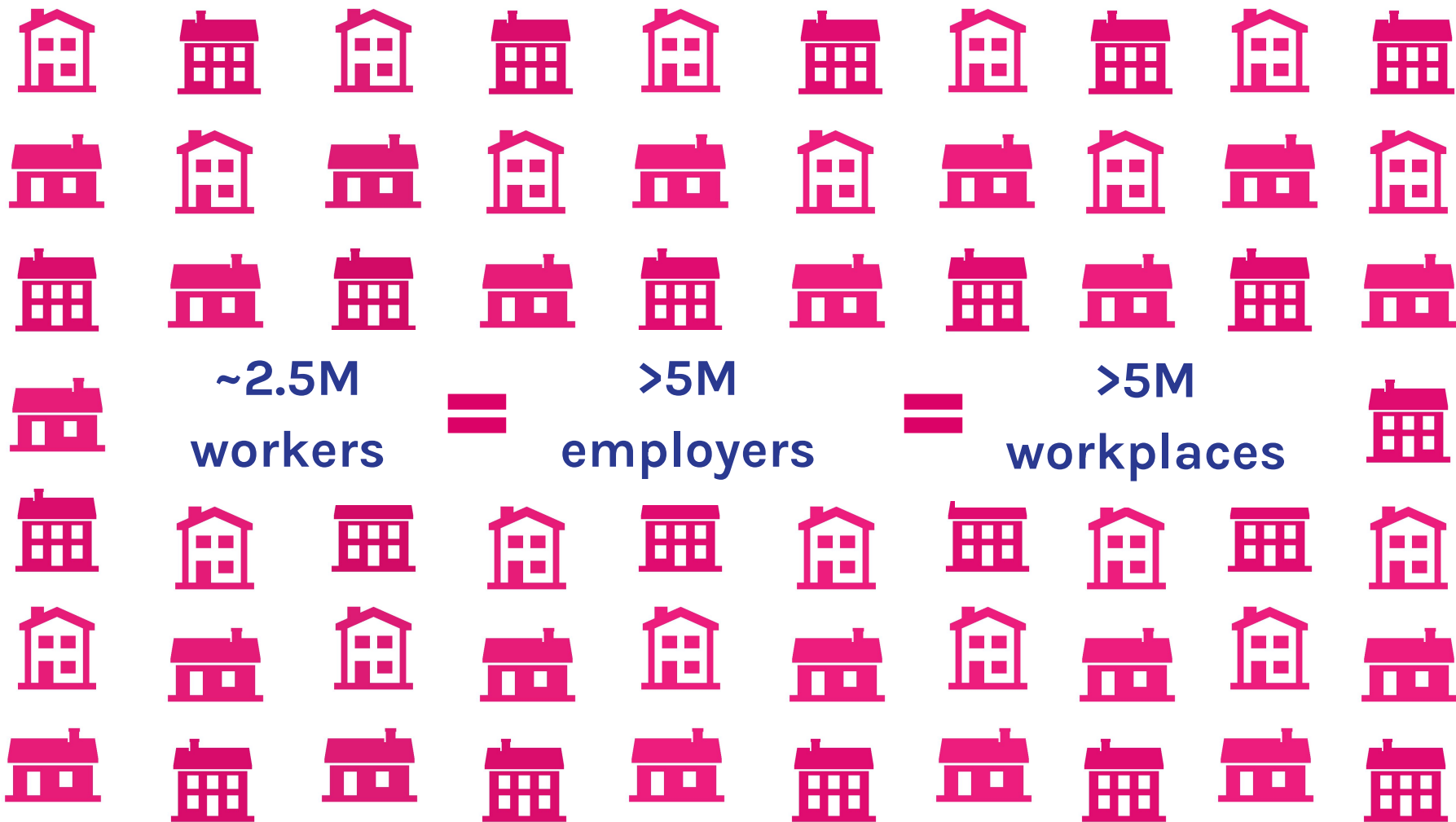
HOME CARE



CLEANING



CHILD CARE





~~Contract~~

~~Retirement~~

~~Healthcare~~

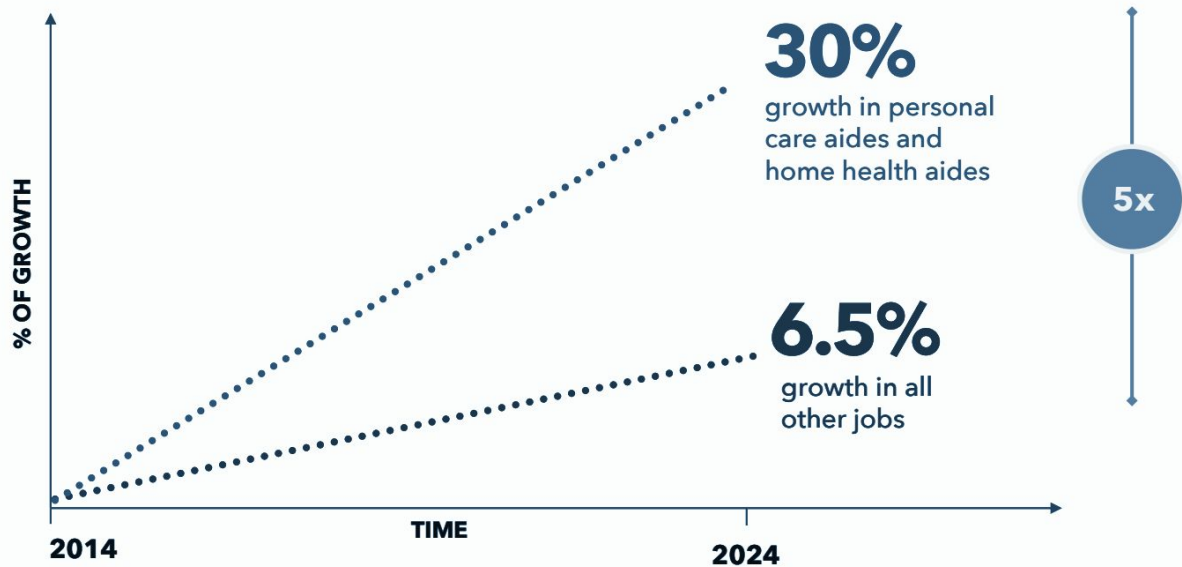
~~Consistent Hours~~

~~Right to Unionize~~

~~Minimum Wage~~

~~Overtime Pay~~

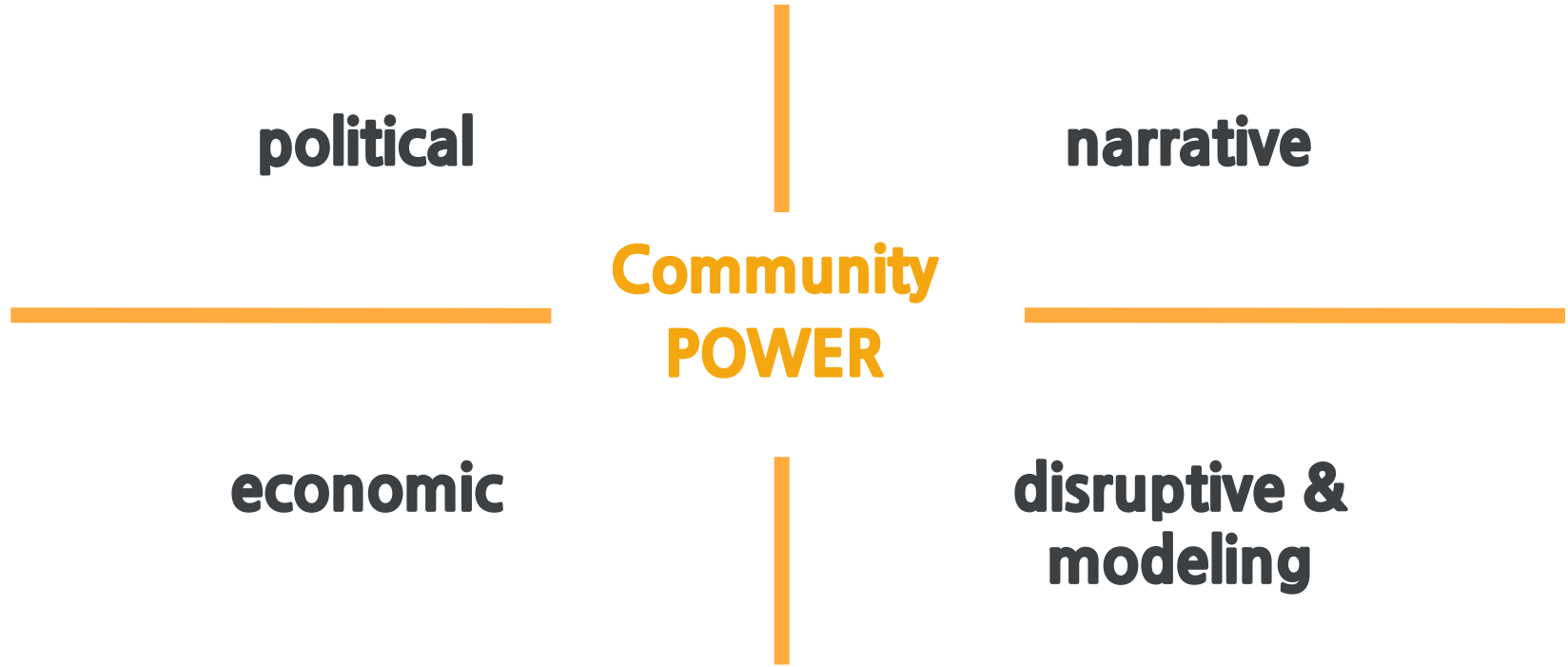
~~Weekends~~



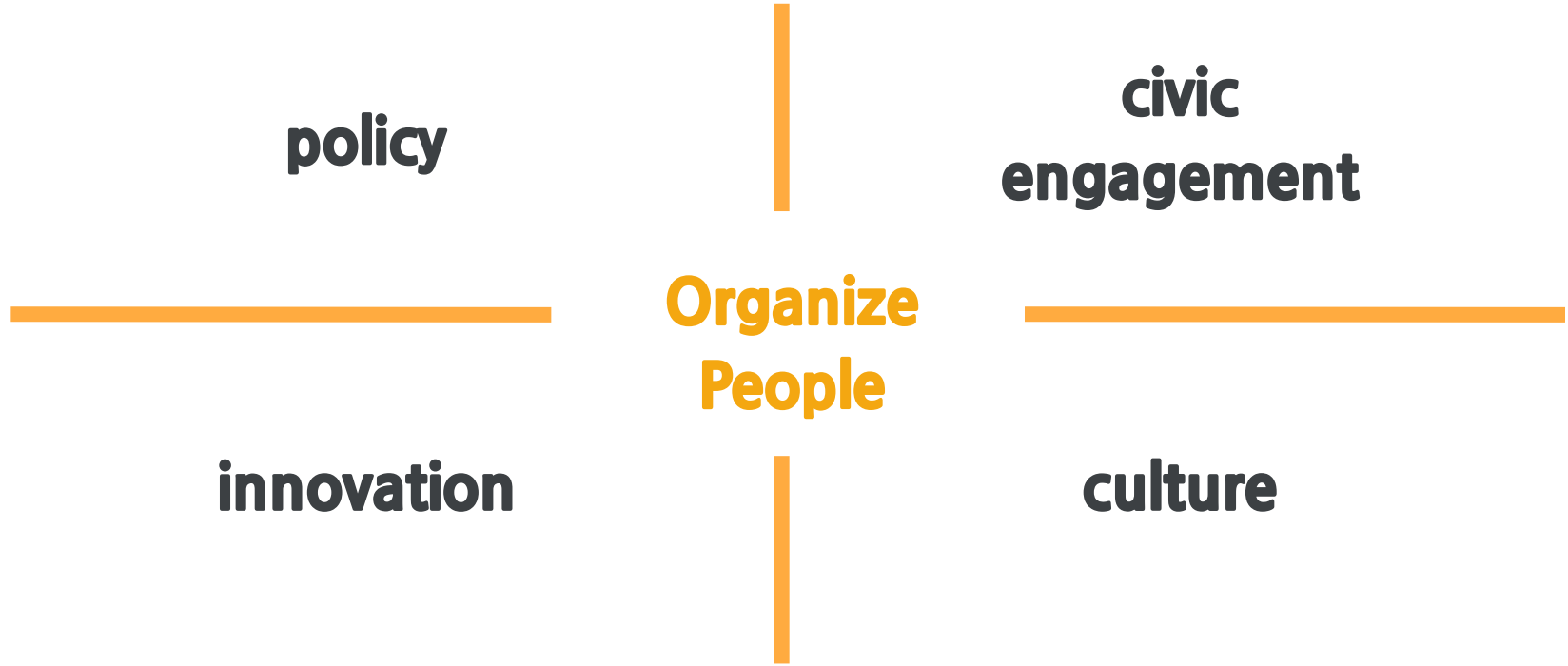
Source: Bureau of Labor Statistics

**Domestic
work jobs
are here to
stay.**

Our Theory of Power



How we achieve change



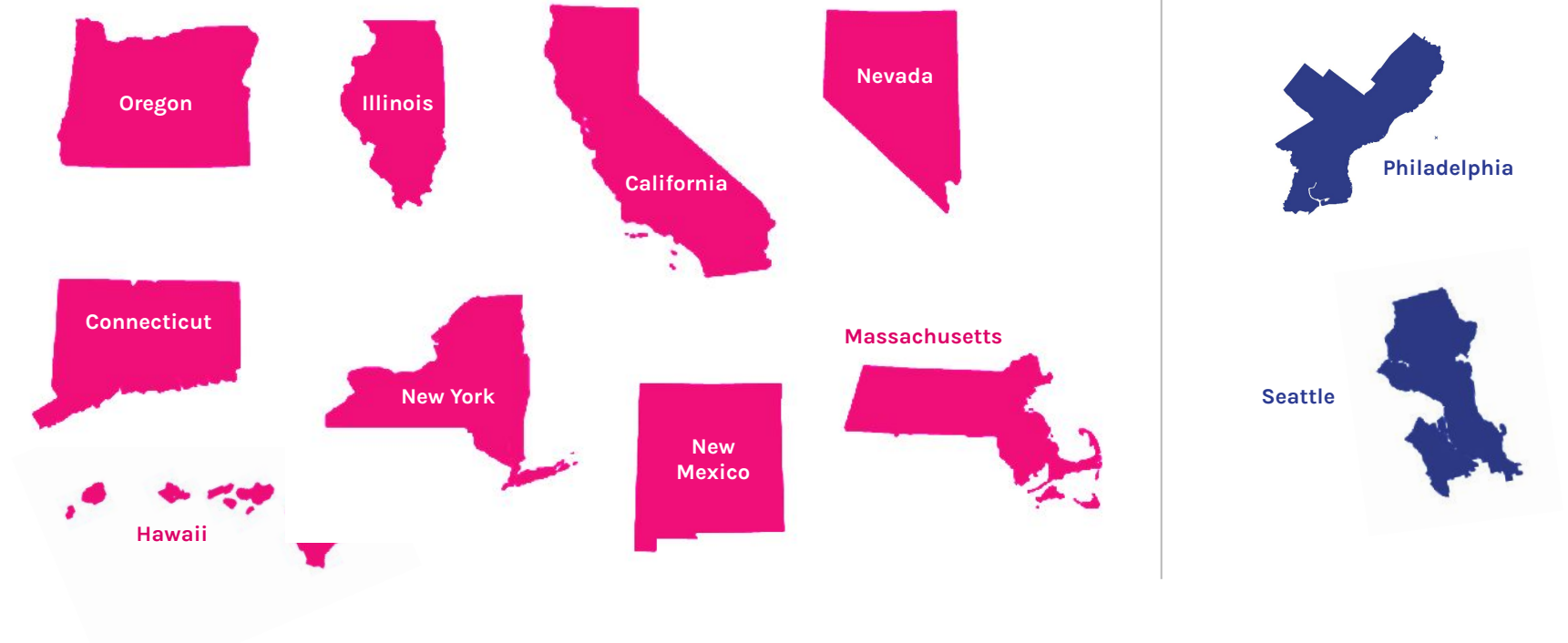
A community-driven vision for the future





New York paves the way for workers & communities around the country

We have won Domestic Worker Bills of Rights in 9 states and 2 cities.



Domestic Worker Bill of Rights 2.0



Seattle

First seat at the table:
Standards Boards



Philadelphia

First right to portable paid
time off

National Domestic Worker Bill of Rights

The New York Times

Opinion

The People Who Look After Your Children Deserve Basic Rights

A new bill would give nannies, house cleaners and home care workers long overdue protections.

By Ai-jen Poo

Ms. Poo is a founder of the National Domestic Workers Alliance which organizes and advocates for these workers.



Domestic workers would have new protections under a bill being proposed by Kamala Harris and Pramila Jayapal. Todd Heister/The New York Times

Caring Across Generations Universal Family Care

The New York Times

Opinion

The Big, Feminist Policy Idea America's Families Have Been Waiting For

How Universal Family Care could help people throughout their lives.

By Ai-jen Poo and Benjamin W. Veghte

Ms. Poo and Dr. Veghte are architects of Universal Family Care.



A woman with her caregiver in Gardena, Calif. Jenna Schoenefeld for The New York Times



Domestic workers are protagonists.

alia

POWERED
BY
NATIONAL
DOMESTIC
WORKERS
ALLIANCE



Biden Announces \$775 Billion Plan to Help Working Parents and Caregivers

In a speech in Delaware, Joseph R. Biden Jr. outlined proposals covering care for small children, older adults and family members with disabilities.



Rooted in community.



We are the future.



MEASURE

Community Led. Data Driven.

MEASURE CARE MODEL



PRESENTATION FOR:



WEMEASURE.ORG | HELLO@WEMEASURE.ORG

Problem (Opportunity)

Lived experience and quantitative data about complex social problems impacting people of color is not used effectively for change due mainly to historical and structural racism, lack of accessibility of equitable data tools, and village support.

Our Solve

MEASURE provides free data support to Black and Brown-led organizations.

MEASURE

Community Led. Data Driven.

what we do.





MEASURE CARE Model

Approach your program or project with the community first. This 3-6 month partnership with a MEASURE facilitator will result in a clear understanding and plan of how your solution aims to support your community.

Project Deliverables:

- A full community mobilization project plan.
- A historical time-line to better understand how injustice has "shown-up" over generations.
- A budget to keep you on track 3-4 success metrics to assess your community impact.
- A well defined theory of change statement that identifies outcomes, interventions and assumptions.

Turnaround Time: 3-6 months



Community Impact Metric Tool

Identify the long-term intended impacts and measurable short-term outcomes to effectively address the issue you're seeking to change.

Project Deliverables:

- 3-4 success metrics to assess your community impact.
- A well defined theory of change statement that identifies outcomes, interventions and assumptions.
- A theory of change map and digital file of your project metrics.

Turnaround Time: 2 - 4 weeks

Equity Focus Group Tool

Build highly-specific, lived experience feedback from community members with lived experience through our equity focus groups.

Project Deliverables:

- Racial equity centered and community focused evaluation of a particular program, policy or project.
- A historical timeline to better understand how injustice has "shown-up" over generations.
- A MEASURE Black paper which will include a summary of key findings from survey data.

Turnaround Time: 2 - 3 weeks



Community Survey Design Group

Gather insights to take action with a professionally designed survey for your stakeholders with an equitable lens.

Project Deliverables:

- A community-led and designed survey to help measure an important social justice issue in your community.
- A historical timeline to better understand how injustice has "shown-up" over generations.
- A MEASURE Black paper which will include a summary of key findings from survey data

Turnaround Time: 2 - 4 weeks



THE MEASURE CARE MODEL



C- **COMMUNITY** IS INVOLVED FROM THE BEGINNING.

A- **ADVOCATE** WITH COMMUNITY TO ADDRESS DISPARITIES.

R- GENERATE SOLUTIONS THAT STRENGTHEN COMMUNITY **RESILIENCE**.

E- USE DATA AND **EVIDENCE** FOR DATA-INFORMED DECISIONS.

1

2

3

Community Engagement Phase

- Understand and align on the problem
- Empathize with the target community
- Strengthen socio-cultural cohesiveness

Community Planning Phase

- Conduct Needs Assessment of target community.
- Develop Solutions and Community Action Plan.

Community Implementation Phase

- Create awareness
- Implement solutions and evaluate outcomes.

RESULTS



PROTECTING BLACK GIRLS



NEW POC-LED NONPROFITS

COMMUNITY VOICE:
"THE CARE MODEL PROVIDED
INSIGHT AND DATA FOR EACH
ORGANIZATION TO TELL THE
STORY OF NEEDS IN CENTRAL
TEXAS. THIS POSITIONED THE
ORGANIZATIONS FOR
ADDITIONAL FUNDING TO DO THE
WORK. IT WILL CONTINUE TO BE A
TOOL USED TO ENGAGE IN
CONVERSATIONS WITH
STAKEHOLDERS AND AS AN
EDUCATIONAL RESOURCE FOR
ALLIES AND THE WOMEN AND
FAMILIES WE SERVE."
- BIPOC NONPROFIT LEADER



INFORMING COVID-19 RESPONSE

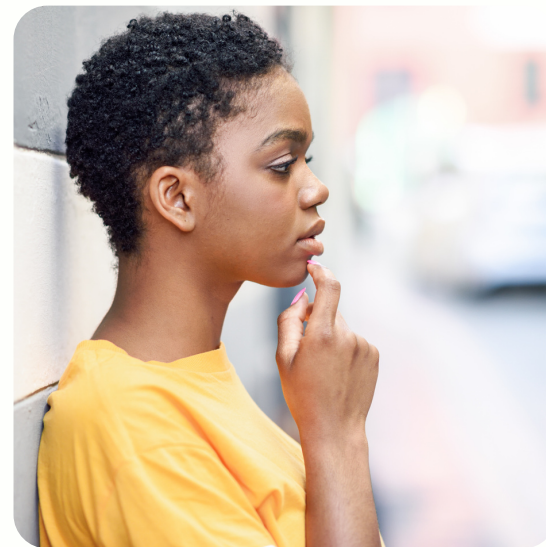


INCREASING EQUITY

INCREASING IMPACT



COMMUNITY ENGAGED
RESEARCH COURSE



RECRUITING 20 NEW CERTIFIED
MEASURE EDUCATORS



PROVIDING 1000+ HOURS OF FREE
DATA SUPPORT TO BIPOC-LED ORGS



USING THE CARE MODEL FOR
ACADEMIC RESEARCH



MEASURE

Community Led. Data Driven.

www.wemeasure.org

hello@wemeasure.org

[@memeofaustin](https://twitter.com/memeofaustin)





Community Power Building & Policy Advocacy

CONTRA COSTA COUNTY



**Roxanne Carrillo Garza, MSW, Senior Director
Community-Led Initiatives Workshop: January 2021**



HEALTHY RICHMOND

ABOUT HEALTHY RICHMOND



Healthy Richmond, one of the 14 [Building Health Communities](#) launched by [The California Endowment](#), convenes and coordinates community-based organizations and resident leaders to collectively work towards increased health equity and racial justice in the community. In this next phase of work Healthy Richmond has developed the following statements to guide its work around health and race equity in this moment.

VISION STATEMENT

Healthy Richmond envisions a transformed community where resident leaders (youth and adults), CBOs and system leaders work together to shift power and create equity within and across education, economy, healthcare and safe communities to increase race equity and eliminate racism.

PURPOSE STATEMENT

To empower and mobilize organizational and resident leadership most impacted by race inequity and anti-Blackness to transform and make radical changes to address racism in our community and system in order to build power and reallocate resources.

HORIZON STATEMENT FOR RACE EQUITY

Demonstration of collective impact and power-building for public systems change in Richmond that is rooted in healing and eliminating anti-Black racism and centers resident leaders and young people.



BUILDING POWER FOR EDUCATION EQUITY

WE DECIDE | WE WIN

To positively impact under-served students in their district, parents, students, and community leaders in West Contra Costa organized and advocated to direct the flow of new funding opportunities.

NOTE: The partners in this report are Healthy Richmond Schools & Neighborhoods Action Team.

DATA TRANSPARENCY: how LCAP funds for unduplicated students.

RECOMMENDATION: working with student committee on measure.

BUDGETING FOR C: wide positive intervention.

RECOMMENDATION: CSOs is the best improvements for models that are made from LCAP supplies.

We suggest that the Positive School Climate assessment can be reformed practices.

PARENT AND STUDENT engaged in the Official climate policy. Utilize students, parents, and RECOMMENDATION: official statement and group subcommittee rates for climate committee.

2018 LCAP & POSITIVE SCHOOL CLIMATE POLICY RECOMMENDATIONS

Healthy Richmond Schools & Neighborhoods Action Team

edFUND WCC PARENTS COUNCIL RYSE

HEALTHY RICHMOND PARENT TOWN-HALL TAKE-AWAY PLATFORM

On May 18th, 2020 Healthy Richmond partnered with local West Contra Costa residents to host a parent-led town-hall titled "Building related to Distance Learning within and allies generated to address problems."

For all demands, metrics should include inclusion from people with different needs and abilities.

May 17, 2019

West Contra Costa President Tom Pans Trustee Consuelo Lu

1108 Bissell Avenue Richmond, CA 9480

Dear West Contra C

Each year since its team has submitted LCAP. These recommendations ensure that our African American students support the strong each school year, or the community as a Unified School District.

This year, our team unduplicated count and this district so that Our recommendations students, as well as leaders. They represent

1. INCREASE CO-WELLNESS C

THIS SHALL BE AC-KEEPING WITH PUEMAILS, AND VOICONDUCTED BY WORKERS. THESE HOLISTIC NEEDS, ETC. LASTLY, PAR RESOURCES TO M

2. ESTABLISH A VOTE ON DIS

THIS SHALL BE AC-VENUE FOR PAREN DISTANCE LEARNI MOVING FORWARD AND OTHER EDUCU LEARNING PLANNI

3. OFFER MORE PROMOTE S

THIS SHALL BE AC OFFICIAL WORKS ON HOW TO NAV SUPPORTING THE SESSIONS AVAILA GROUPS AND ADV LEADERSHIP. THIS UPDATED WITH M

This take-away platform was compiled by our townhall series and follow up doc

pg 1.

Healthy Richmond Schools & Neighborhoods Action Team

Healthy Richmond Budget/LCAP Positive School Climate Policy Recommendations 2020-2021

NOTICE:

These DRAFT recommendations are currently under review for final approval and endorsement by the parents, students, and partners who make up the Healthy Richmond Schools & Neighborhoods Action Team as well as our Steering Committee. This recommendation was partially inspired by the comments made during our "Building Parent Power" Town hall where mental health was made a priority. Citations are available at the end and a more comprehensive report is available upon request.

"Our young people are demanding that we do everything in the way that we can learn and turn from passive policy to healing. Through funding mental health and youth development services and programs \$1.5 million dollars can support and mentor our young people who are struggling with the economic effects of COVID, and the ongoing trauma of centuries of racial injustice."
—Janae Rader, Director, Janae's Mindfulness Project (school health center at 82710)

A Healthy Richmond Case Study

WE DECIDE | WE WIN

To positively impact under-served students in their district, parents, students, and community leaders in West Contra Costa organized and advocated to direct the flow of new funding opportunities.

BACKGROUND

West Contra Costa families and schools

As a mid-sized district in California, West Contra Costa Unified School District (WCCUSD) serves nearly 30,000 young people across 56 schools in cities and communities in Richmond, San Pablo, El Cerrito, Hercules, Pinole, El Sobrante, and Kensington. The West Contra Costa region (WCC), and Richmond specifically, has a deep history of activism, rich diversity, and strong spirit of resilience which has continued to today as the community advocates for better education and health outcomes for their students in the face of significant inequities. Families in WCC have long felt a need for the district to better support students' mental and emotional health.

Looking back at the 2014-15 school year, African American, Latino, and Pacific Islander 3rd grade students met or exceeded standards in English Language Arts at lower rates (17%, 20%, 17%) than their peers (white: 52%, Asian: 47%). Additionally, 8th grade African American, Latino, and English Learner students experienced an achievement gap in math performance (6%, 14%, 3%) when compared to their peers of other ethnic and language backgrounds (white: 33%, Asian: 40%), making clear the critical need to provide resources and interventions to especially support students from historically underserved backgrounds.

To have a truly positive school climate, students should be able to feel confident that they are cared for, supported, and that the expectations set for them are clear, yet data indicate that African American students, who make up just 18% of the student population in 2014-15, were not faring well. These students represented nearly half of all out-of-school suspensions and 34% of all suspensions for defiance.^{1,2}

BUILDING HEALTHY COMMUNITIES

Building Healthy Communities (BHC) is a 10-year, \$1 billion comprehensive community initiative launched by The California Endowment in 2010 to advance statewide policy, change the narrative, and transform 54 of California's communities most devastated by health inequities into places where all people have an opportunity to thrive.

HEALTHY RICHMOND

As one of the 54 BHC communities, Healthy Richmond works to make meaningful and lasting local policy and systems changes, improve the health and safety of residents, and become a place where all children are safe, healthy, and ready to learn.

The Healthy Richmond staff engage, convene, and coordinate community-based organizations and resident leaders in the initiative to collectively work towards health equity and racial justice in the community.

For more information about Healthy Richmond go to www.healthyrichmond.net

Case Study on Community Power Building

LCAP Recommendations and Platforms from previous school years



KEY STRATEGIES FOR POWER BUILDING

Healthy Richmond's LCAP engagement process illuminated five key strategies for effective, community-centered power building.

Create safe
spaces for
participation

Invest in
“reach” to
ensure broad
participation

Create paths
for community
engagement
at different
levels

Cultivate
strategic
relationships
and
community

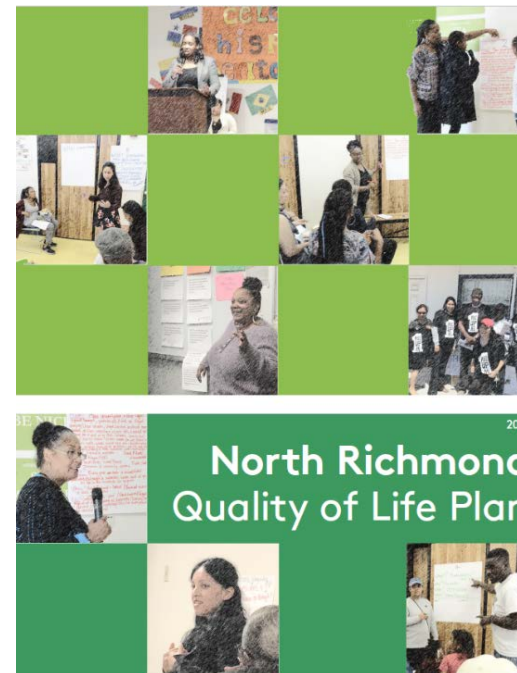
Attend to
reflection and
celebration



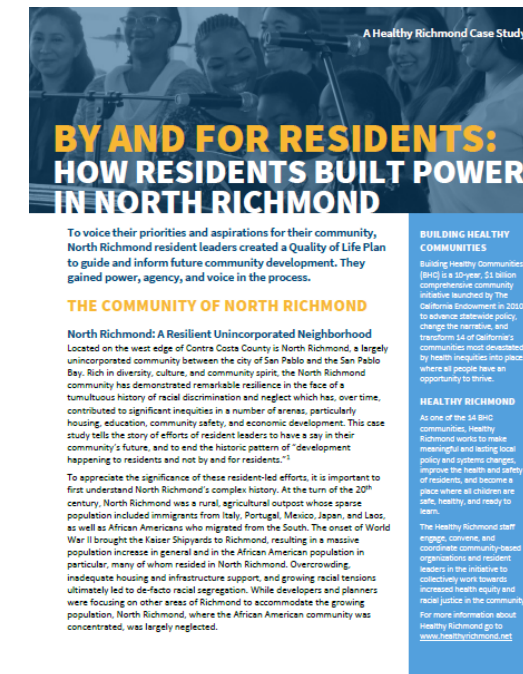
BUILDING POWER FOR ECONOMIC JUSTICE

BY AND FOR RESIDENTS – RESIDENT POWER BUILDING IN NORTH RICHMOND

To voice their priorities and aspirations for their community, North Richmond residents leaders created a Quality of Life Plan to guide and inform future community development. By participating in Healthy Richmond's leadership team, North Richmond resident leaders gained a deeper understanding of their leadership and change-making potential, used their voices to hold stakeholders accountable, and exercised real power.



Quality of Life Plan



Case Study on Resident
Power Building



KEY STRATEGIES FOR POWER BUILDING

“People Power” is a critical Driver of Change to achieve community transformation in TCE’s Building Healthy Communities initiative. Healthy Richmond used four main strategies to support resident power building in North Richmond.

**Leverage
inherent
strength of
residents**

**Equip residents
with an
understanding of
how policy and
systems work**

**Attend to
bridging cross-
cultural
connections**

**Build collective
capacity to
advocate
together**



BUILDING POWER FOR HEALTH EQUITY

HEALTHY EQUITY DINE AND LEARN SERIES

At Health Equity Dine and Learns, Community Health Advocates, systems health system administrators, and health providers come together to discuss approaches, strategies, and best practices being used to reduce barriers to accessing care for West Contra Costa residents. These events provide a space for resident Community Health Advocates to build their power and voice through meeting with health care leaders who are making decision that impact the community. This collaborative effort works to change structures in the health care system to integrate patient voice more fully into the decision-making process. As a result of this work, Healthy Richmond is actively involved in providing COVID response efforts with the health department.



WHO IS HEALTHY RICHMOND IN THIS MOMENT?

LEVERAGING OUR COLLECTIVE POWER FOR THE NEXT 10 YEARS

What is our collective power now and how are we intentional about leveraging the below strategies toward power building across the county?

- Strategic data
- Investing in resident leadership
- Bridging relationships with systems, system leaders, and supporting champions within
- Advancing accountability



CONTACT US



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rcgarza@richmondcf.org



www.healthyrichmond.net



<https://www.facebook.com/healthyrichmondbhc>





From Vision to Action: Effective Ways to Support Grassroots Community Power Building

MODERATOR:

ADITI VAIDYA, MPH

ROBERT WOOD JOHNSON FOUNDATION

SESSION OBJECTIVES

- ▶ Familiarize ourselves with the Community Power Building Ecosystem, developed through recent research by the Equity Research Institute of the University of Southern California.
- ▶ Expand our collective understanding of effective principles, research or tools to advance community power building efforts led by low income and Black, Indigenous and People of Color communities.
- ▶ Learn how leading practitioners are partnering with grassroots communities to advance their long term agendas for structural change.

PRESENTERS

- ▶ **Hahrie Han**, Stavros Niarchos Foundation Agora Institute and P3 Lab at John Hopkins University
- ▶ **Julie Fernandes**, Rockefeller Family Foundation
- ▶ **Ethan Frey**, Ford Foundation
- ▶ **Mimi Ho**, Movement Strategy Center
- ▶ **Taj James**, Full Spectrum Capital Partners

Lead Local

www.lead-local.org

Research Findings, Primers and Analysis

- *Leading Locally: A Community Power-Building Approach to Structural Change* by USC Equity Research Institute
- *A Primer on Community Power, Place, and Structural Change* by USC Equity Research Institute
- *The Importance of Building Narrative and Cultural Power; A Culture Change Primer* by Caring Across Generations
- *A Primer on Power, Housing Justice, and Health Equity: How Building Community Power Can Help Address Housing Inequities and Improve Health.* by Human Impact Partners & Right to the City Alliance
- *A Research Agenda for Developing and Measuring Community Power for Health Equity* by Vanderbilt University
- *Reflections on Measuring Community Power* by Stavros Niarchos Foundation Agora Institute and P3 Lab at John Hopkins University



HOW DO WE DEFINE COMMUNITY POWER?

interferes
community together
organization
important working understand
organized state money families
farmworkers policies against
organize public **power** members
tenants build communities
lives leaders time elections terms
women issue change black folks
policy **people** work
changing win **building** elected
issues organizing



HOW DO WE DEFINE COMMUNITY POWER?



- The ability of **communities** most impacted by structural inequities
- to develop, sustain, and grow an **organized base of people**
- who act together through **democratic structures**
- to **set agendas, shift public discourse, influence decision-makers, and cultivate ongoing relationships of mutual accountability**
- to **change systems** and advance health equity.

Community Power Building Ecosystem

Organizing and base building are **central** for historically excluded populations to have power, agency, and voice

Yet alone are **insufficient** to gain influence over decision-makers

Thus require an **ecosystem** of capacities—tailored to achieve advance health equity





P3



@HAHRIEHAN



Why power? Why community power?

Your theory of change

- Different kinds of problems need different kinds of solutions
- Problems of power exist when motivation and authority are not in alignment



Why power? Why community power?

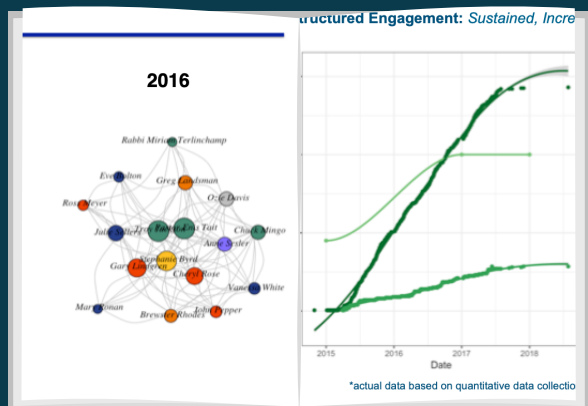
Why people power?

- In problems of power, more information, better technology, or more streamlined incentives alone will not solve the problem. **People need to act, together.**

How do we support community power groups?

Goals:

- Sharpen practice
- Make visible the work they are doing to enable learning
- Push boundaries of strategic thinking



How do we support community power groups?

Lesson #1: Focus on **shared learning**, not program evaluation, interventions, or disseminating expertise.


Lesson #2: Put **power, race, and inequality** at the center, to recognize the **uncertain, dynamic contexts** within which the communities act.

Lesson #3: Hope is belief in the **plausibility of the possible**, not the necessity of the probable (Maimonides)



Building Power for Health Equity





At Full Spectrum we grow
community wealth through the
transfer of productive capital
and assets to community
stewardship, management,
ownership and control.



1: Identify and Support Community Stewards

Who are the leaders and teams holding sacred responsibility for people and place (community)?



2: Long-Arc Vision

What is the community's vision and dreams for their grandchildren's grandchildren?



3: Gather Innovators, Leaders and Solutions (Clusters)

What community priorities and projects move toward that vision and bring it to life today? What kinds of capital is needed for those projects and priorities to achieve their greatest potential and generate the most value aligned with community values?



4: Build Communities of Capital Stewards Committed to Project Success

How can we bring together capital stewards to weave and deploy resources in ways that support restorative and regenerative development that advances community priorities?

Full Spectrum & Integrated Capital & Assets

Grants	Debt	Equity	Land	Enterprise	Public Finance & Tax Incentives
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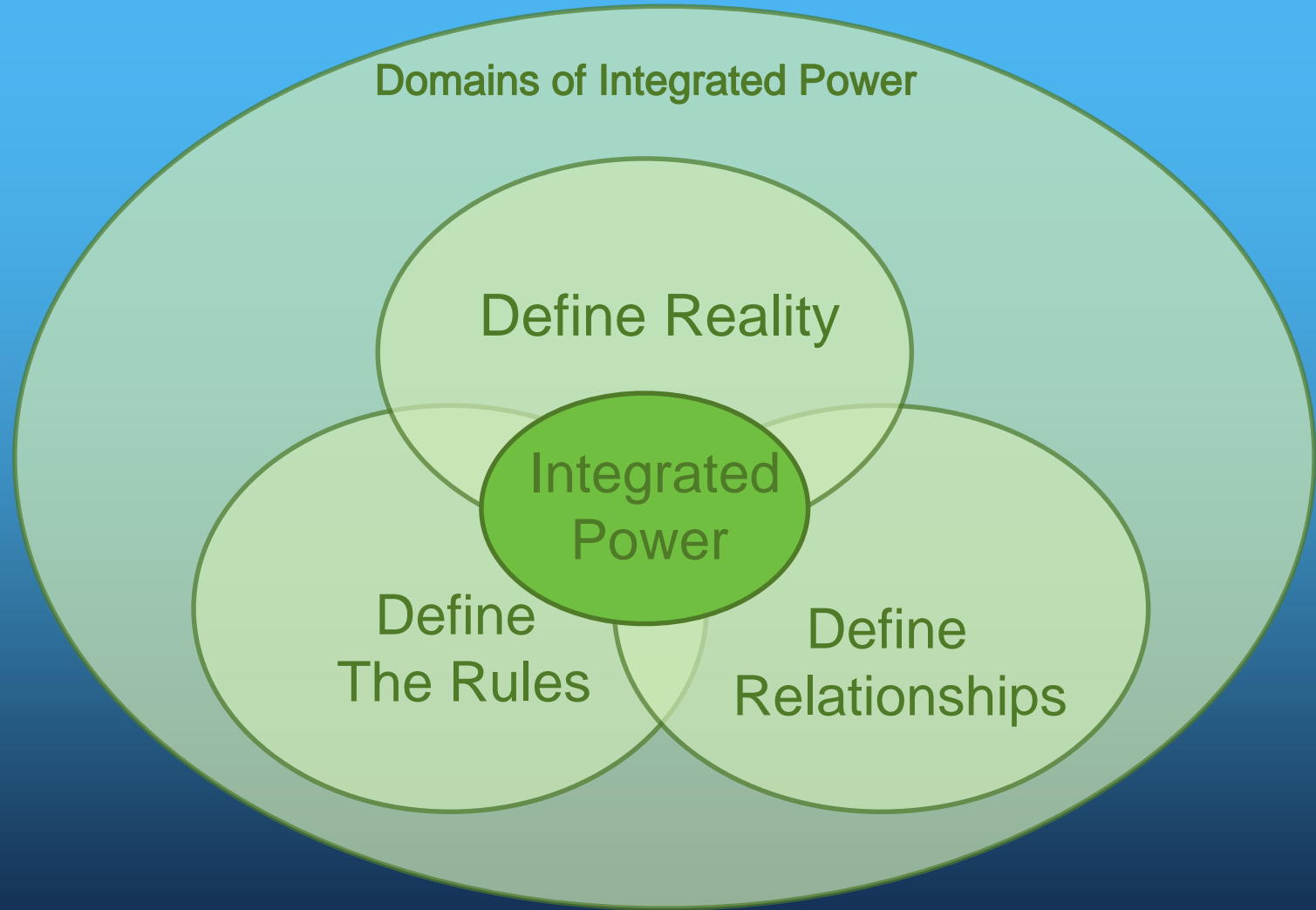
Cultivating Transformative Power:

Cultural Power: Rooting in the **Reality** of interdependence

Political Power: Rewriting the **Rules** to value the sacred

Economic Power: Reweaving & Repairing **Relationships** of care

Transformative: The Ways of Being, cooperating, co-creating that
emanate ***Power*** love, whole systems awareness and
interdependence



Health, Equity and Justice

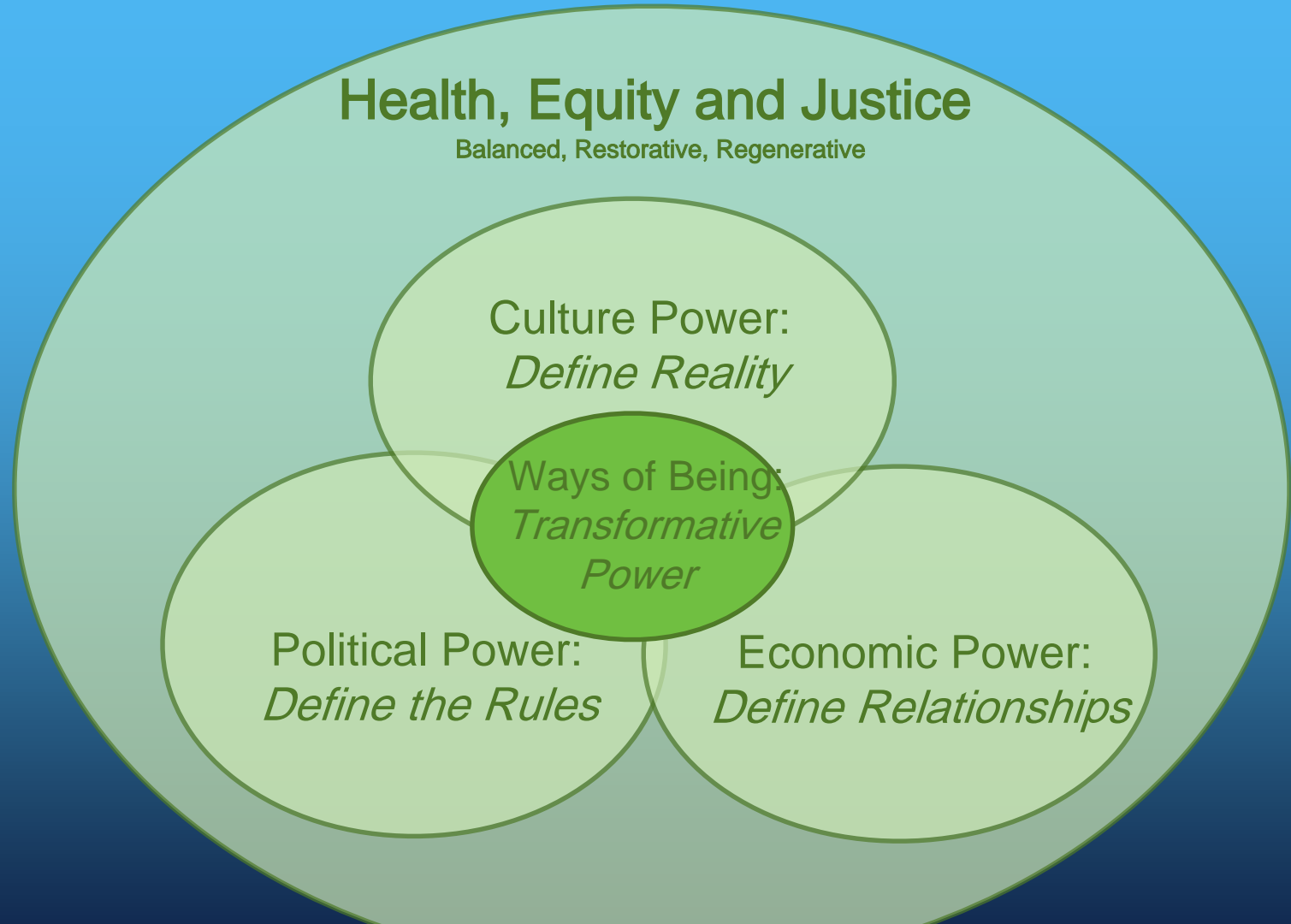
Balanced, Restorative, Regenerative

Culture Power:
Define Reality

Ways of Being:
*Transformative
Power*

Political Power:
Define the Rules

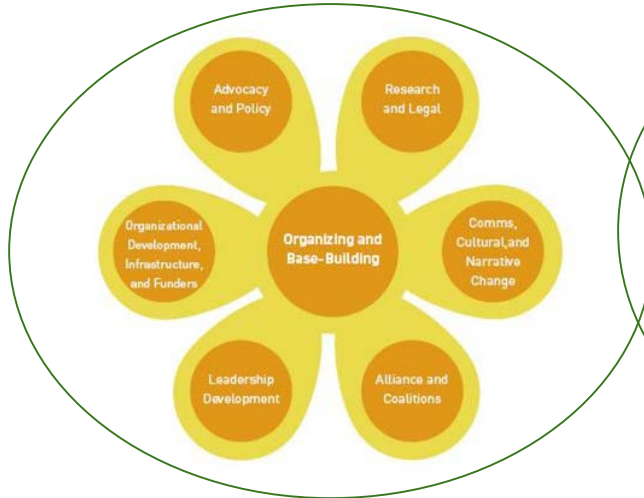
Economic Power:
Define Relationships



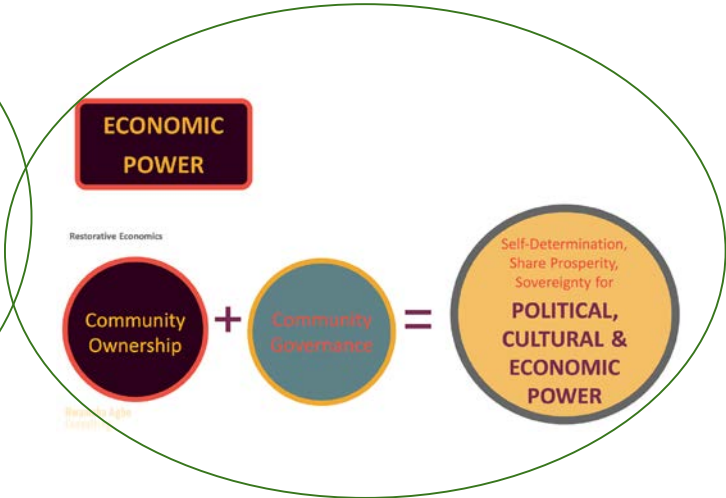
Cultural Power



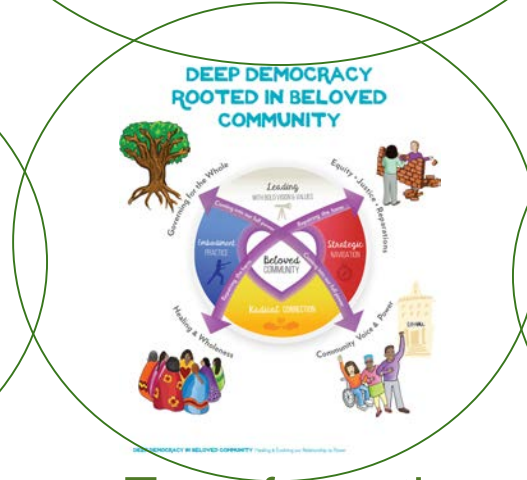
Political Power



Economic Power



Transformative Power





Advancing Health Justice

Voice and Power

1. *Strengthen Community Economic Power to Build Integrated Power*

Ecosystem Building

1. *Strengthen Integrated Power Ecosystems and Infrastructure*

Capitalize Community Economies for Health Equity

1. *Invest in economic strategies that aggregate, and circulate community power.*



Voice & Power

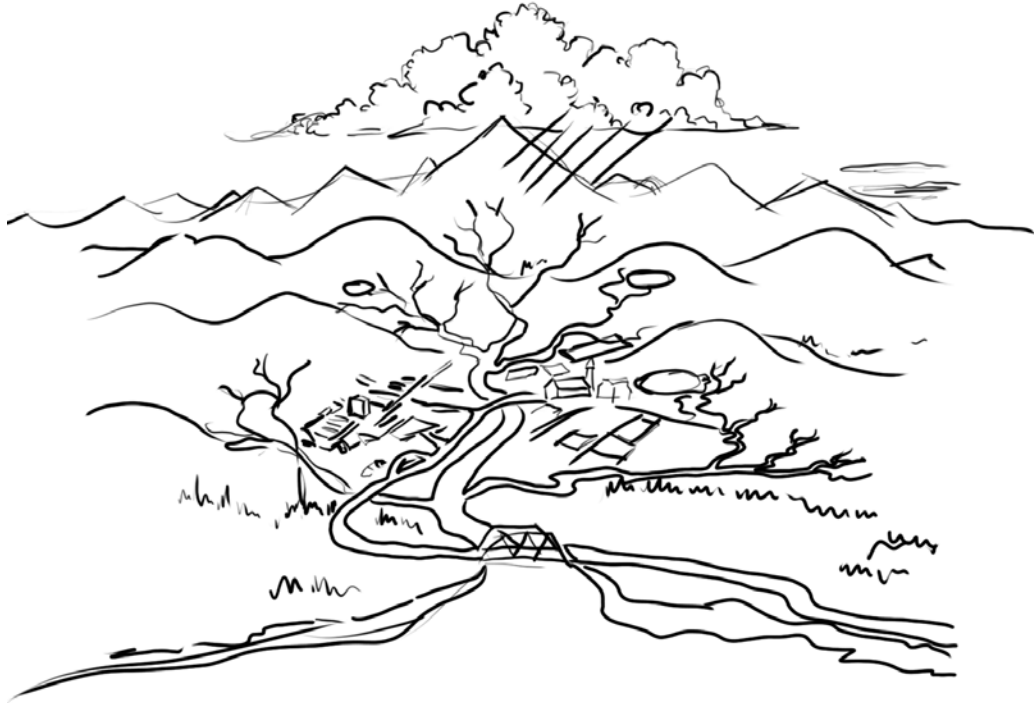
**Strengthen *Community Economic Power*
to Build *Integrated Power***

“Voice and Power is the Issue.”

Theory of Change



FSCP Ecosystem Watersheds



THE CLOUDS:
Capital & Capital Stewards

THE RIVERS:
Conduits to link Aggregate
Capital Supply to Aggregate
Capital Demand

THE LAKES:
Community Priorities, Projects
and Capital Needs



Who are the Community Stewards?



What is the communities Vision and Priorities?



What are Projects that advance the Communities Vision?



What are the Full Spectrum Capital needs of those Projects



What economic infrastructure does the community need to create to build community wealth?



Full Spectrum Capital Partners



Support stewardship circles & hubs

Apoyar los círculos de gobernanza comunitaria



Expand & diversify capacity of community to receive resources (of different types)

Ampliar y diversificar la capacidad de la comunidad para recibir recursos (de diferentes tipos)



Connect communities to each other for peer learning & cross-pollination

Conectar comunidades entre sí para el aprendizaje entre pares y la polinización cruzada



Help build community economic infrastructure to advance vision and priorities

Ayudar a construir la infraestructura económica de la comunidad para promover la visión y las prioridades



Be a bridge to capital investors

Ser un puente para los inversores de capital



Community Stewardship Roles



CIRCLE KEEPERS



LAND STEWARDSHIP



COMMUNITY-DRIVEN
PLANNING

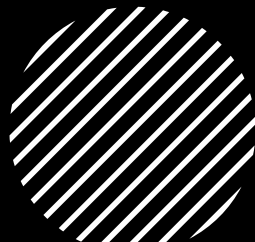


COMMUNITY CAPITAL
STEWARDSHIP





Community Capital Vehicles



Can be designed to meet the specific needs of the group and to ensure that a project can move through all its different phases



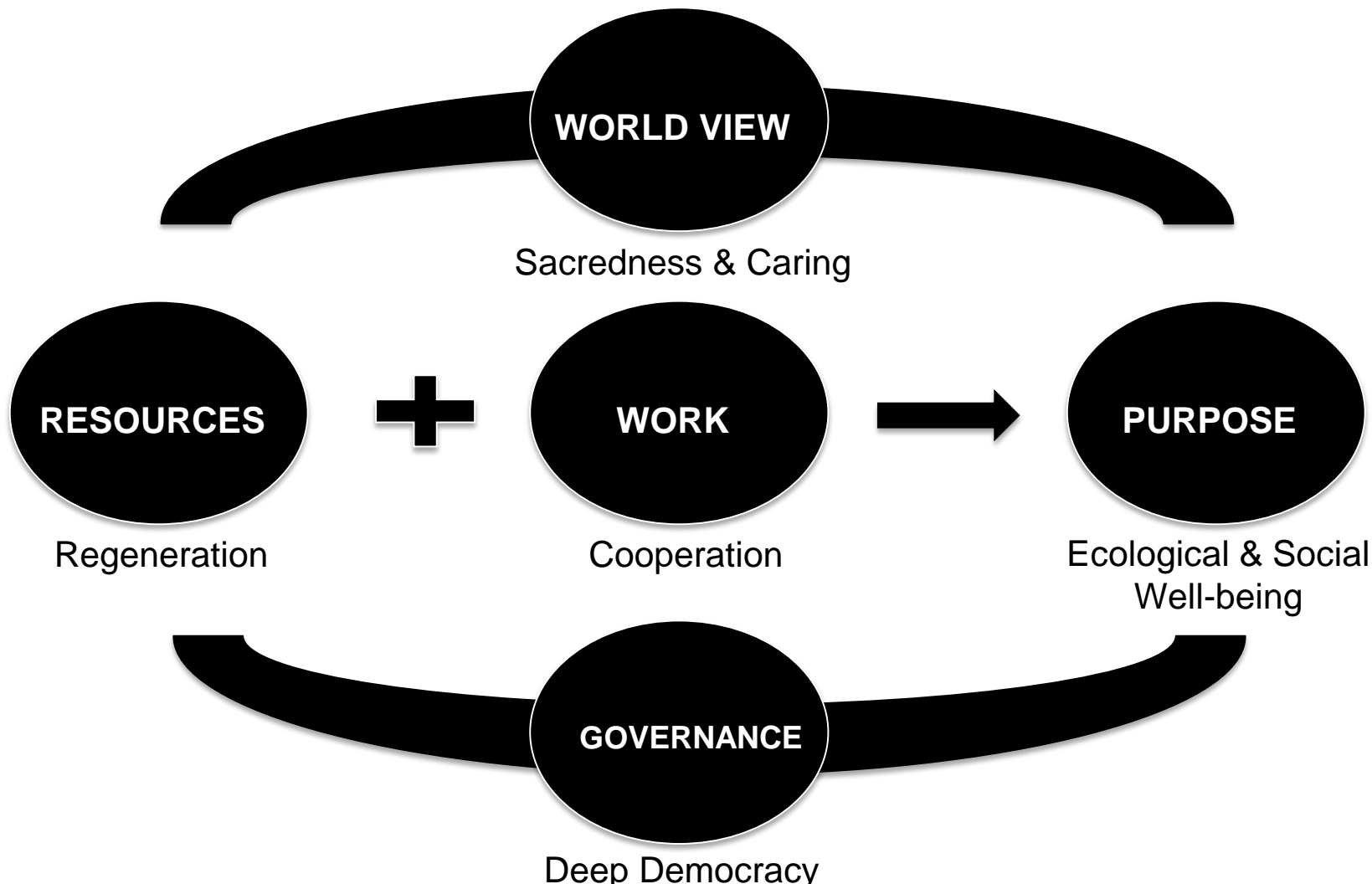
Examples:

Revolving
loan fund

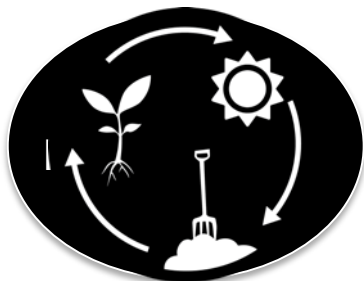
Seed
commons

Community
Foundation

LIVING ECONOMY



LIVING ECONOMY



Regeneration



Cooperation



Ecological & Social
Well-being



Deep Democracy

Sacredness & Caring







Equity =
People Centered &
Community Driven

To learn more about Equitable
Development for Health Equity visit

<http://bit.ly/EquityDevLearning>