

How are the Children?

Collective Impact Report
UPDATED for FY 20-21



*"It is in your hands to create a better world for all
who live in it."*

- Nelson Mandela -

Our Guiding Principles:

Complex Adaptive Systems Thinking

Adapting rules to address the whole system, it's intersections and relationships between the parts that affect children, youth and families.

Shifting Mental Models

Checking in on how our assumptions, beliefs and generalizations may cause harm and shifting our behaviors and actions to repair and restore trust.

Vision and Power Sharing

Growing cross cultural and inter-disciplinary partnerships and connections to share power, bust barriers and heal relationships in order to change policies, practices and how resources flow.

Personal Investment in Equity

Deepening our commitment to consciously address the circumstances and conditions that keep children, youth and families from experiencing the fullness of health, learning, safety and security.

Community and Peer Learning

Aligning, supporting and developing the capacities of every network to create and sustain meaningful impact.

SRFC teams have just exploded with existing & NEW members this past year.

SRFC is teaming up with the Ramsey County Children's Collaborative (RCCMHC), Sundance Family Foundation, local service clubs, cultural advisors, nonprofit/county/school/suburban and urban providers, and parents and youth. We have merged our teams and taken collective action to address the children's mental health crisis response system, homelessness, food insecurity, cultural healing, inequities and marginalization, and school linked mental health.

Some of these partners include....



Cultural Wellness Center
Health · Heritage · Harmony



Neighborhood House



Civic Engagement to support children, youth and families during COVID-19



With unrestricted “Silos to Circles” funding, SRFC paid for and organized lawn recognition signs for staff at Districts 621, 622, 623, 624 , 916 and St. Andrews to support and encourage essential workers who were, and continue to, provide childcare, food distribution , office support and in the case of St. Andrews, a Warming Shelter, during frigid temperatures for children, youth and families in our communities.

The SRFC have always been EARLY ADOPTERS when it comes to taking action to address community needs...

Since March, 2020, SRFC has maintained a shared [Basic Needs Resource Directory](#) to capture the moving parts of COVID resources and response with a growing number of unique viewers (1,600+) to-date.

SRFC started a Hand-Sewn Mask Making campaign and Front-Line Staff Appreciation Lawn Signs immediately in March. SRFC was able to help 8 agencies get masks for their employees and raised the urgency early on that hand sewn masks were needed. We were also instrumental in connecting partners to support the Ramsey County Care Center in receiving 200 hand sewn Isolation gowns to replace their disposable gowns through the volunteer efforts of the Suburban Ramsey Emergency Coalition early on. One of our funded partners provided over 535 meals to families and basic-needs supplies for over 700 families.

SRFC served as an Advisor on the Suburban Ramsey Emergency Coalition who raised \$150,000 to support COVID relief in the Roseville and Mounds View School Districts. We also started a subcommittee to explore the gaps in the child-care system for shift workers and those who are not deemed essential workers. Ramsey County created a Child Care Policy Team where we are continuing this work across the county.

We talked with Ramsey County about our concern with Children of incapacitated Parents affected by COVID 19 and they formed a think tank team to lay out the facets of the issue. This led to more guidance developed for parents to have a COVID plan.

Expanding Youth Opportunities to Learn, Earn & Lead



Our Youth Cultural Equity Advisors meeting with Andrea Jenkins, City of Minneapolis Council Member and Artist

Training for Middle-Skills Careers	Job Resources, Links & Videos
Pathways to Professions	Youth Updates

zoom WUNDERKAMMER EARN + LEARN EXPLORATORIUM | SUNDANCE FAMILY FOUNDATION

We contracted with the Cultural Wellness Center to offer Youth Cultural Equity Champion Advisor Training & Peer Mentoring

“I learned more about my cultural identity and more about the foundations of racism in the United States. Even though you may think you know everything about your race and culture, you really don’t.” - Youth Equity Champion -

At the onset of COVID 19, we merged our Suburban Ramsey Out of School Time Network (OSTN) with Ramsey County [YouthWorks!](#) Youth Works! promotes opportunities for personal, social and educational youth development, leadership and employment enabling youth to develop their voice to influence their place in society and to reach their full potential.

We talked with youth through YouthWorks! about their experiences during the pandemic. They talked about feeling abandoned by loss of jobs and school and how they are experiencing increased loneliness and isolation. We created a customized resource list for these youth and we partnered with Sundance Family Foundation to offer weekly [ZoomerKammer](#) meetings with employers dedicated to providing meaningful training and employment opportunities for youth and adults to earn a living wage and a career pathway to economic stability.

YOUTHWORKS! Reflections from partners regarding our work together in 20-21:

“Getting a chance to connect with you all and making things happen; this is such an inspiring group! Everyone’s moving these services and are so optimistic through it all. Thank you all!”

“This year has taught us to never give up and continue to push through challenges; reinvent and keep pushing! It’s the power of coming together that’s kept our programs alive! The space is supportive and so productive.”

“Working in nonprofits for over 40 years, this group of leaders is so agile.”

Cross Cultural & Intergenerational Community Engagement



Roseville Schools Intentional Social Interaction lead by the LIT's (Leaders in Training)



Cultural Health Summit - 200 people in attendance

*“I got more information out of this resource fair than any other resource fair I’ve been to”
~ Parent*

SRFC has trained **780 partners** in the Intentional Social Interaction (IZI) Model of Marnita’s Table. **76 (D)IZI’s** have been held to-date.

When George Floyd was murdered, we heard that youth needed a safe space to gather and process. We talked with Marnita’s Table, whom SRFC has partnered with since 2015. In response to this need, they held open-ended virtual evening safe spaces for youth conversations for two weeks straight.

Our Cultural Broker partnership with MHealth Fairview began in July of 2020 along with a newly funded CLUES Latinx Parent Support Group.

We continue to partner with Ramsey County Public Health Mental Health & Wellness Team (MHWAT) to hold annual Cultural Healer Summits and support the integration of Cultural Healers into schools.

We continue to hold Quarterly Basic Needs and Well-being Resource Fairs in collaboration with the Ramsey County Children’s Mental Health Collaborative. SRFC and RCCMH co-sponsored 8 Community Resource Fairs in FY 20-21. We teamed up with Community Resource Navigators to help guide parents to the resources they need and teach everyone how to access SRFC’s Resource Directory and RCCMHC’s Bulletin Board. These are popular events as group members get to ask any questions they have about needs they or those they care about have and between the folks in the zoom room, we usually have resources to offer them. We are all learners and teachers in the space as families oftentimes offered resource ideas that practitioners weren’t aware of. Here is a link of an upcoming [Resource Fair SRFC is hosting, in partnership with Ramsey County Upward Mobility Project, Sundance Family Foundation, Blue Cross/Blue Shield and the Ramsey County Children’s Mental Health Collaborative.](#)*

(D)ZI’s are Digital IZI’s

M Health Fairview Cultural Brokers



The Cultural Broker program was co-developed in 2016 in partnership with East Side Health and Wellbeing Collaborative. Cultural Brokers help bridge cultural gaps by translating and supporting people and their families as they navigate schools, healthcare, and other mainstream systems to ultimately build self-sufficiency.

In 2020-21, SRFC formalized a partnership with the Cultural Broker program:

“This partnership has been helpful for the staff to reach out and network. It has had a positive impact on the program.” (Keith B. Allen, Manager, Community Collaborations, M Health Fairview | Community Advancement)

SRFC community partners have connected families to a variety of services and resources, including employment assistance, housing assistance, and food assistance. Families feel more connected to their communities with reduced feelings of isolation and loneliness.

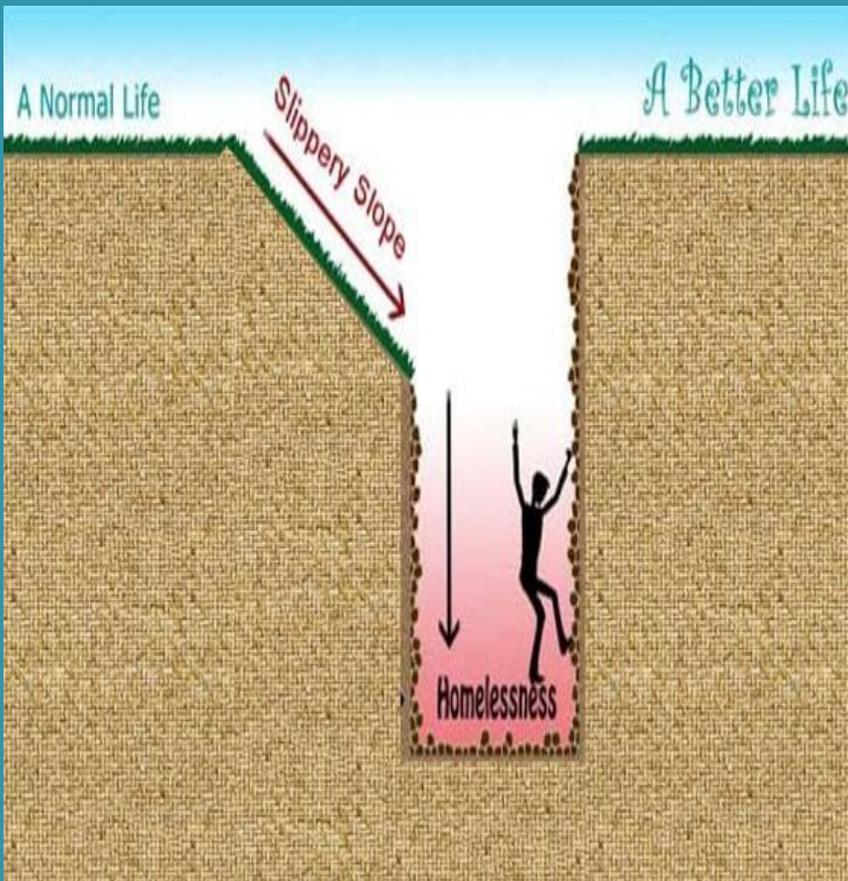
Cultural brokers provide community members with critical information and essential resources to live healthy lives in their community. The fact that Cultural Brokers belong to the communities they serve means they can more easily build trust and can have a greater impact on the communities' health. They are able to speak from the perspective of a relatable confidant, which can be more impactful than indirect guidance from a public official. The program is comprised of five Cultural Brokers located at five respective partner organizations representing different cultural communities: African American, American Indian, Hispanic/Latino, Hmong, and Karen.

Families feel positively about their relationships with cultural brokers.

- The Cultural Brokers served 38 Suburban Ramsey families out of the 255 they served in total.
 - 68% of Suburban Ramsey families were Asian
 - 16% were Hispanic
 - 13% were Black or African American, and
 - 3 % were Multi-Racial
- M Health Fairview reported that 90% of their families who have a relationship with a cultural broker would recommend the program to other families
- 90% of families also strongly agreed or agreed that working with cultural brokers helped decrease their stress.
- Thea Karen Cultural Broker shared a success story around how she helped spread awareness about the COVID-19 pandemic in the Karen community. She helped families access food and emergency assistance when their primary wage-earners were laid off. One family shared how relieved they were to have help from a member of their community who knew how to navigate various systems.

Homelessness in Suburban Ramsey County

In the four public school districts in Suburban Ramsey, we have over 900 students who were homeless last year (FY 19-20). The majority (62%) of these students were students of color. In the 2007-2008 school year, we have 189 students who were homeless in the 4 districts.



Due to the pandemic of 2020, we have an assured 'undercount' of our homeless youth and their families in our FY 19-20 & 20-21 statistics because of distance learning and not seeing students face to face to learn of their living situations. In addition, the eviction moratorium likely has contributed to families being able to stay in their homes when they could no longer afford rent. **Therefore, our FY 19-20 combined statistics of homeless students was 933 students and our FY 20-21 homeless student statistics total 605 with the vast majority being Black, Indigenous, People of Color (BIPOC).**

In FY 20-21:

- In Roseville Area Schools, **93%** of 108 homeless/highly mobile students identified as bi-racial or Black, Indigenous People of Color (BIPOC).
- In North St. Paul, Maplewood, Oakdale Schools, **80.5%** of homeless/highly mobile students identified as BIPOC (46.5% identifying as Black or African American, 17% Hispanic, 8% Asian Pacific Islander and 9% as American Indian or Alaskan Native).
- In White Bear Lake Area Schools, **49%** of the homeless/highly mobile 130 homeless students identify as BIPOC (34 identifying as Black, 28 Hispanic and 2 Asian/Pacific Islander).
- In Mounds View Schools, **70%** of the 117 homeless/highly mobile students identified as BIPOC with 28 students identifying as Black, 33 as Hispanic, 14 as Multi-racial and 7 as Asian. Only 35 students identified as White.

Source: Homeless Liaison Staff and Statisticians from Districts 621, 622, 623 and 624)

Supporting Family's Stability, Safety & Security

HOMESCHOOL STARTS WITH HOME - PRELIMINARY PRACTICE MODEL

IMPROVING SCHOOL ATTENDANCE AND ACADEMIC ACHIEVEMENT AMONG STUDENTS WHO HAVE EXPERIENCED OR WHO ARE AT RISK OF HOMELESSNESS
ONE TEAM



"NOTHING ABOUT US WITHOUT US"
CONTINUOUS LEARNING AND IMPROVEMENT

Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Team - Dedicated social workers meet weekly during COVID-19 to share resources so we can better help families. They are quick to jump in with advice and support when a partner has a situation that is difficult. The level of sophistication of knowledge and passion and dedication with these professionals is awe inspiring. They set the standard for full on true collaboration!

Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Reflections of working together in 20-21:

“I feel so safe in this group; this is my family; so grateful for all the different organizations and people who are just ready to jump in and do this work. We can share all of our emotions and people won’t exclude you. Let’s change together!!!”

“I appreciate you holding this space and supporting our partners.”

“The love we feel in this space is so critical. We can all show up as a we are. We can be vulnerable here. Let’s continue this good work into 2021.”

“Thank you ALWAYS for running these (Countywide) Navigator Meetings and creating a community that allows us to lean on each other. I value you, Mary Sue.”

The Homework Starts with Home Grant (HSWH)
 SRFC helped write the first and now second HSWH grant (pending). In our grant proposal, Suburban HSWH proposed to serve 48 households, or approximately 173 adults and children. **We have well exceeded that goal by serving 291 adults and children in 76 families to-date in our first HSWH grant.**

School-linked Community Social Workers/Community Resource Navigators

Provide intensive and responsive homeless prevention care management services to help families address highly complex issues in order to improve housing, economic and family stability.



“A thousand thanks for everything. I don’t know how else to thank you for all the help.”

~ Parent

School-Linked Community Social Workers/ Community Resource Navigators

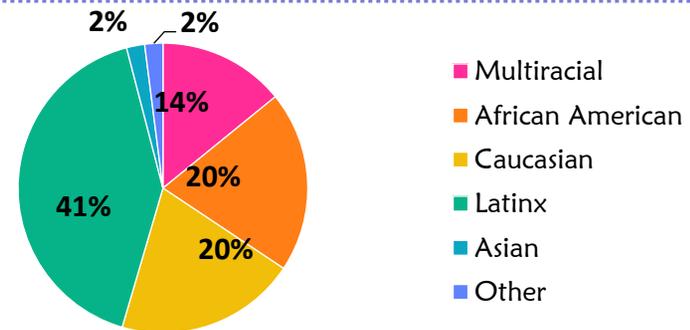
327 families served with care management support
(THREE TIMES the number of families since last year)

453 families served with Rapid Response Support
(EIGHT TIMES the number of families since last year)

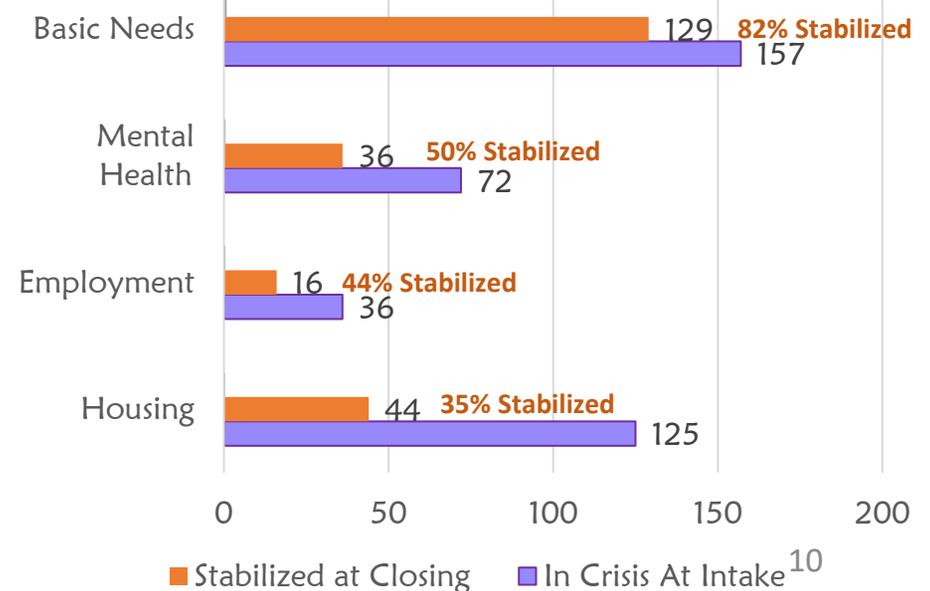
Homework Starts With Home Housing Partnership

76 families stably housed

33 families provided eviction prevention support



Top 4 Barriers Identified at Intake and Improved from Crisis (n=390)



School-Linked Mental Health

Provide treatment and support to help students reduce sources of stress that prevent school success.



“Excellent for the entire family. Would not have survived the past year without the services.”

~ Parent

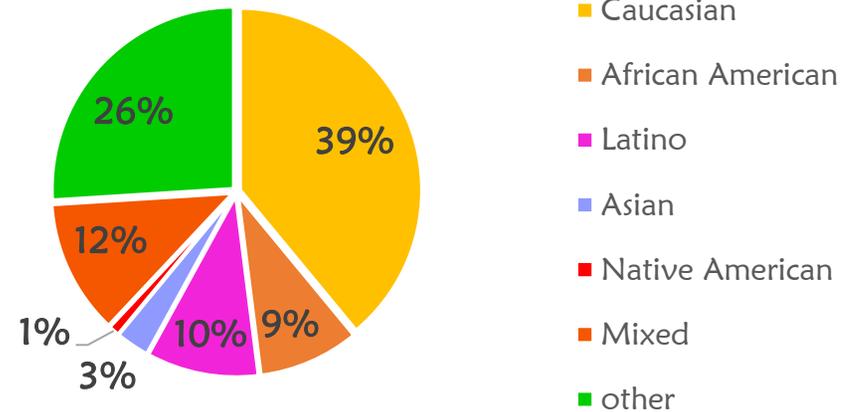
“Love, Love, Love telehealth. Makes it easier for parents scheduling and transportation especially as a single parent.”~ Parent

“I didn't have health insurance for most of the school year so the access I had at school was literally lifesaving.” ~ Student

250 students served with one-on-one therapeutic support

45 students participated in groups

33 students who were asked, **received mental health services for the first time**



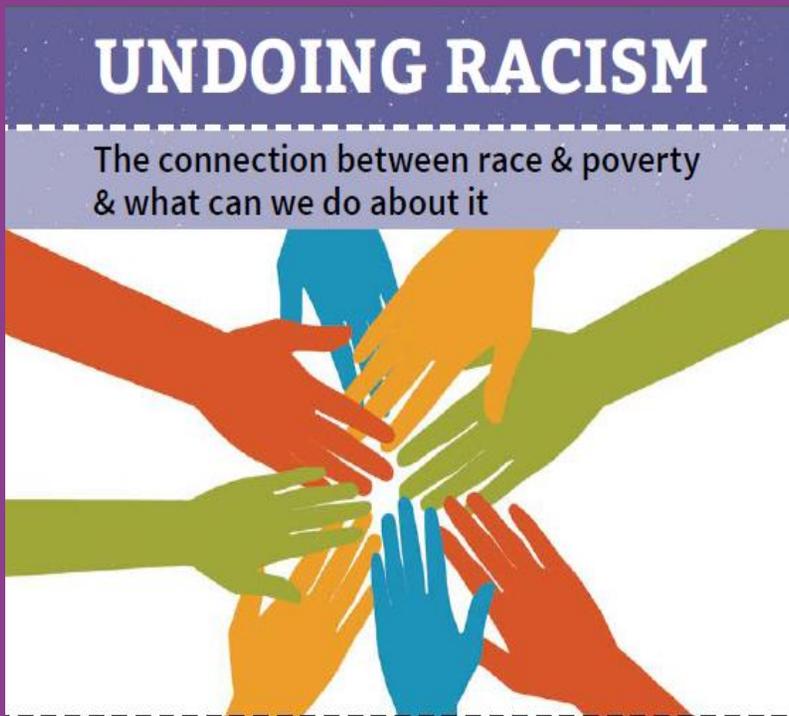
School Linked Mental Health Youth/Parent Survey (n=17 youth, 23 parents)

	Parent	Youth
Made a positive difference in your/child's life	83%	52%
Better school performance	65%	

- Partner organization's services were especially important in the past year, helping students recognize and manage mental health symptoms related to the pandemic and helped to reduce isolation related to the pandemic.
- Latino student groups were Latino-led, which was especially important in facilitating trust and empowering students to express their cultural identity.
- Students had the opportunity to engage in learning and conversation around topics they do not normally discuss with their friends and family.

Disrupt & Dismantle Systemic Inequalities

by changing policies, practices and resource flows



“It is difficult to put into words how leadership is so desperately needed at a time like this. I am grateful to our school, non-profit, county and state leaders for leading locally with such courage and vision. This is the leadership that will make the difference now and into the future.”

~ SRFC Director, Mary Sue Hansen

Joint Powers Board Structure | CHANGING POLICIES, PRACTICES, and RESOURCE FLOWS (FY 20-21)

- ❑ **Number of Black, Indigenous, Latinx, Asian and Other Non-White/People of Color (BIPOC) SRFC Joint Powers Board Members/Alternates**
 - ❑ **↑53% of our voting board members consist of BIPOC leaders. This is UP 23% from last year**
- ❑ **Increase number of contracts provided to BIPOC organizations and individuals**
 - ❑ **56% of SRFC contracts are with BIPOC organizations**
 - ❑ **38 smaller contracts with mostly BIPOC individuals (out of 43 total) who are also serving in the collaborative with programs and services. These individuals are providing services to the community through SRFC Co-Leadership, youth leadership, Mutual Aid Program assistance and Cultural Healing for a total of \$19,386.**
- ❑ **The percentage of BIPOC children, youth and families served in the LCTS Contracted Grantee Partnership Program Annually**
 - ❑ **52% of those served are BIPOC families**
 - ❑ **43% of service providers working on LCTS funded initiatives are BIPOC**
- **↑ From 5 to 7 BIPOC Targeted Universalism initiatives supported by SRFC to-date** (Cultural Brokers, Youth Cultural Equity Advisors, Latinx Parent Support Groups, Homework Starts with Home, Ramsey County System of Care Wrap Around Project, Upward Mobility Grant and Preschool Development Grants)
- **95% of BIPOC service provider staff and agency partners feel heard, respected and honored in SRFC gatherings**
- **Seated the Community Advisory Board (CAB) consisting of youth and adult Cultural Equity Advisors and Elders** to share power with the community regarding SRFC operations and programming. CAB members were given a budget of \$50,000 to recommend gap filling services. They funded Mutual Aid Projects.

Since 1998, SRFC allocated
\$4M in partner contributions
For SRFC operations and in turn.....

...leveraged a total of
\$48.9M
In direct services
For Suburban
Ramsey County



Allocated
\$22.2M
in LCTS funding



Served **134,817**
children, youth and families



Raised over
\$26.7M
For added direct
services



Cultivated **380**
strategic partnerships



Trained **856**
partners in Marnita's Table IZI/dIZI
model of Intentional Social
Interaction and Digital Interaction

FY 20-21 Expenses: Blending Partner Contribution to Achieve Impact

Health & Wellness

25% Staff time

- SLIMH service coordination
- System of Care grant support
- DHS School Based Mental Health grant support
- Crisis Response Peer Learning
- RCCMHC Hospital Crisis Kits
- Mental Health & Wellness Action Team
- COVID Mental Health and Wellness District Support

*State, County & SRFC Core Partners



Family Support & Housing Stability

25% Staff time

- CSW/CRN Support
- Heading Home SUBURBAN RAMSEY Basic Needs Practitioner Peer Learning and Rapid Response Teams
- Homework Starts with Home Grant Executive and Parent Advisory Support
- Safe Families
- Cultural Brokers
- Suburban Ramsey Emergency Coalition Advisory

*State, County, Faith Community & Core Partners



Systems Change Capacity Building

25% Staff time

- Cultivating new & existing partnerships
- SRFC administrative duties including partner consultation, grant writing, evaluation, fiscal oversight & board support

*Core Partners

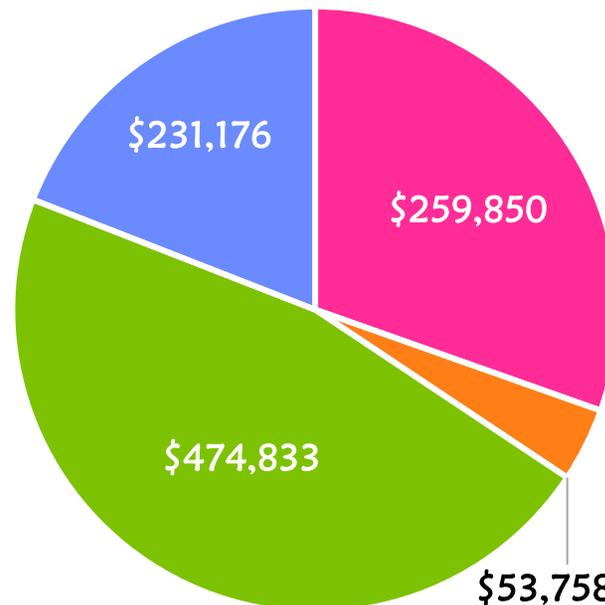


Community Engagement & Learning

25% Staff time

- Marnita's Table IZI/dIZI technical assistance, planning, implementation & evaluation
- YouthWorks! facilitation and coordination
- 21st Century Learning Center grant collaborative leadership support
- Youth Cultural Equity Advisors
- SRFC/RCCMHC Resource Fairs

*State, County, Community & Partners Core



SRFC Evaluation Dashboard



SRFC uses 3 evaluation tools that we will conduct yearly to measure progress within the lens of these values:

1. **Partner Service-Provider survey** – Does the collaborative help partners serve children, youth and families better? Do partners see a role in influencing systems change?
2. **Board survey** – What role do board members play in collaborative success? What needs to be changed or improved to support collaborative amongst board member organizations?
3. **SRFC Funded Initiatives survey** – Do collaborative services meet the gaps in needs? What are we missing?

These tools will capture 4 main collaborative goals:

1. **Value** – How does SRFC add value to the system of care and partnership organizations and partners?
2. **Influence** – What systems change is influenced by SRFC? Are members extending the influence of the collaborative? how broad is that awareness?
3. **Reach** – Are services reaching who you want to reach? Who should they be reaching? How deep and wide is SRFC's reach in the community?
4. **Functioning** - Thinking about the makeup of the leadership of SRFC and how SRFC is using contracting to advance BIPOC organizations. To be aware of BIPOC service providers feel and what is the experience as they are gathering for meetings or events. How well are inclusive processes working?

The tools focus on telling SRFC about the value of the collaborative, its influence on its members (and through extension to those they serve) and its reach. Administration tasks involve sending tools to partners to complete and downloading and copying spreadsheets into a dashboard workbook. Using the dashboard, SRFC will then facilitate conversations with partners and key stakeholders make sense of the data and use the findings for planning.

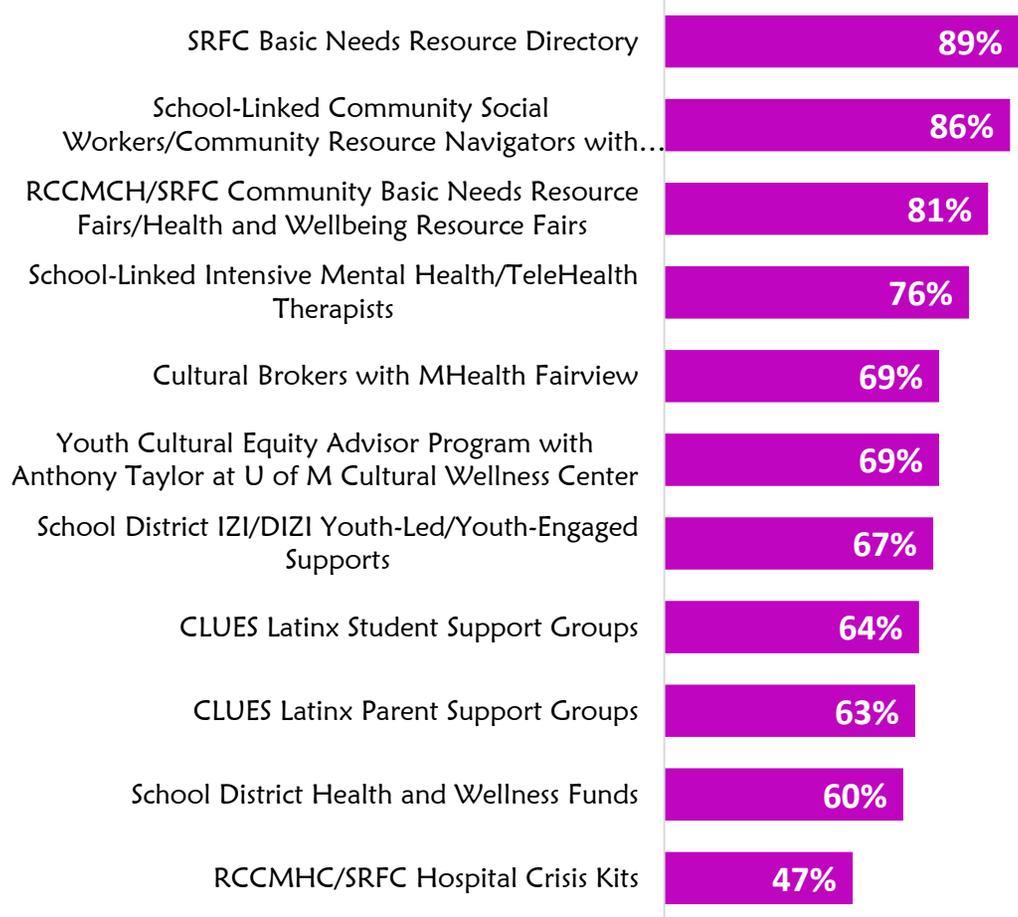


Value

SRFC staff and partners...



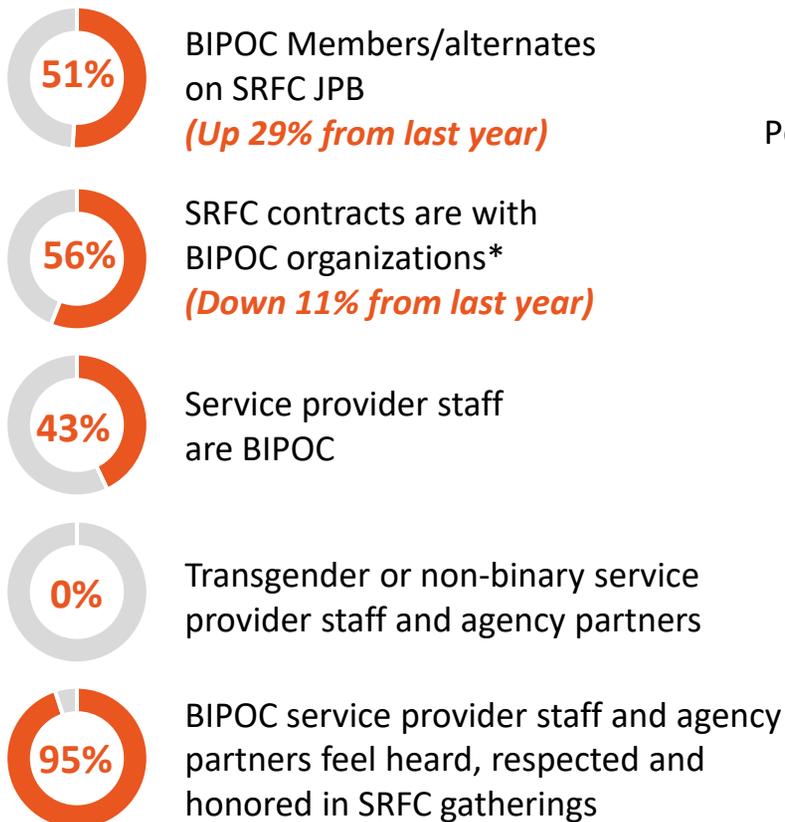
Percent of service provider partners who are aware and find value in these resources.





Functioning

How well does SRFC reflect the community we serve?



Board Partner Agreement that Collaborative is strong in...



* Purchase of Service Contracts are almost ALL with the BIPOC community and with the CAB Mutual Aid Initiatives. These aren't considered contracts but a more flexible agreement for ongoing services with the collaborative, when needed.

** Confidence



Influence

How well are key practices spreading?

Percent of partners who...

36%

Engage in youth-led/youth-engaged work

48%

Center on racial justice

57%

Almost always or usually use wrap-around/multi-service coordination

67%

Almost always or usually use race-informed practices

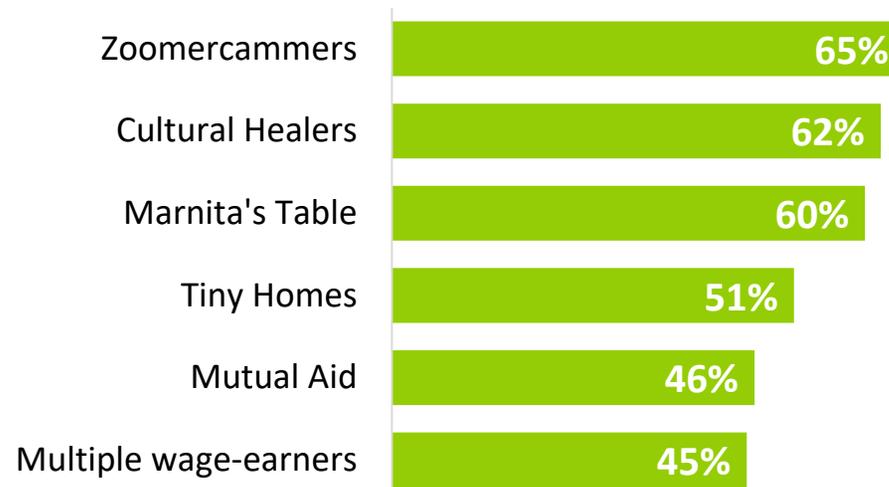
68%

Almost always/usually use trauma-informed practices

79%

Commit to low- or no-barrier access

Percent of service providers who have heard of...





Reach

Are services reaching those who they should in the community?

3,632

Total served
(could contain duplicates)

52%

Participants are BIPOC
(average across providers)

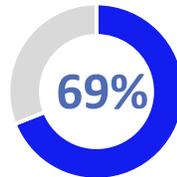
YES

Serving Non-binary or Transgender youth and families

75%

Economically at risk
(most common response among 1/3 of partners)

Are services aligned with their needs?



Participants in funded initiatives report they benefit from the service/are satisfied with the service
(average, 4 of 10 providers report numerical outcomes)

Percent of partner organizations asking *most* participants...

Yes, this information has a lot of influence on program planning.



... how they experience services?



... the impact services have on their lives?



... how responsive services are to their culture?





Suburban Ramsey Family Collaborative: Key Measurements 2021

Partner Team Following

180

service providers

77

services providers

70

people

48

service providers

Heading Home Basic Needs Partnership Team	YouthWorks! Team	Countywide Crisis Response/De-Escalation Peer Learning Team	Countywide Community Resource Navigators Team
8 years old	2 years old	4 years old <i>but 1+ year old as a shared team of both SRFC and RCCMHC</i>	2 years old
Meets weekly	Meets weekly	Meets Monthly	Meets monthly

25

service providers

12

advisors

27

Service providers

30

service providers

Expanded School Linked Mental Health Team	SRFC Community Advisory Board (CAB)	Suburban Early Childhood Partners	Combined Team CSW/CRN; Homeworks Starts with Home (HWSH); Safe Families
2 years old	1+ years old	1+ years old	2 years old
Meets monthly	Meets monthly	Meets Monthly	Meets weekly



Partner Teams

SRFC Partners are influencing systems change

Are members extending the influence of the collaborative?

48%

Influence
policy change

73%

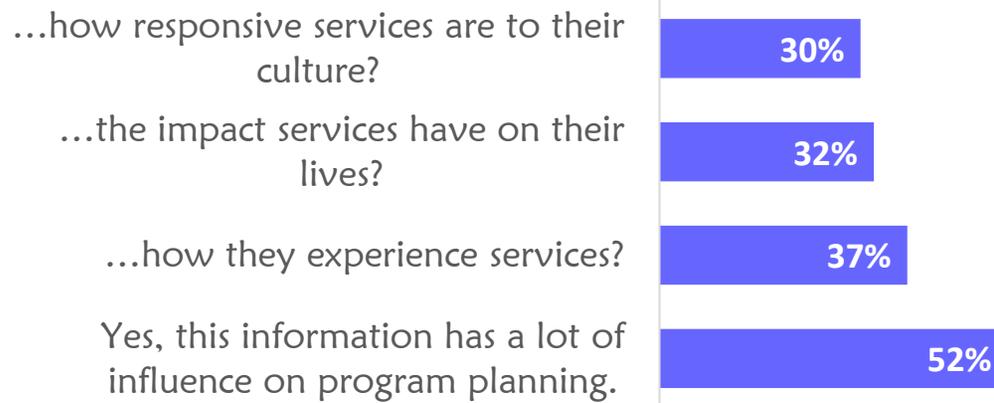
Influence
practice change

54%

Influence
resource change

Questions partners are using when evaluating their own services.

Percent of partner organizations asking *most* participants...





Thank you!

www.howarethechildren.org

