

Building Social and Economic Mobility for Families



In every corner of America. Helping people,
changing lives — for 60 years and counting.

**RECOGNIZING 60 YEARS OF
COMMUNITY ACTION!**



Wisconsin Community Action Conference



The Promise Of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

YOU
ARE
ON

LAND

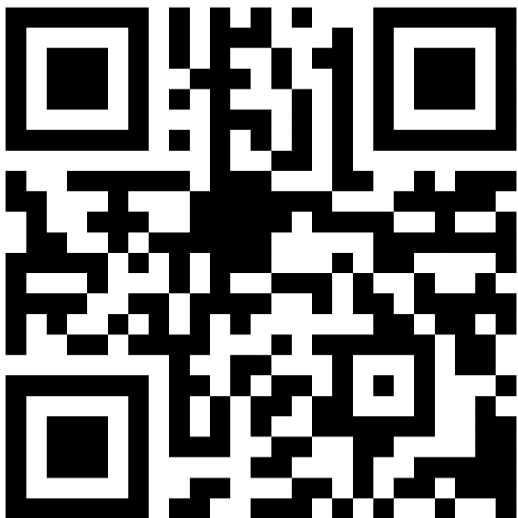
Land Acknowledgement

<https://native-land.ca/>

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted.

This meeting is being held on the traditional and ancestral homeland of the Ho-Chunk (Hoocąk) Nation and the Menominee (Kāēyās maceqtawak), and the 12 First Nations including the Oneida Nation of Wisconsin (Onnyote'a-ká), Forest County Potawatomi (Bodwéwadmi), Ojibwe (Anishinaabe) Nation communities, Stockbridge (Moheconnew)-Munsee (Lunaapeew) Band of the Mohicans, and the Brothertown Indian Nation and I pay my respect to elders both past and present, who have stewarded this land throughout the generations."

- Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.



Labor Acknowledgement

This is also to acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their descendants.

We are indebted to their labor and their sacrifice, and we intentionally acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today. We also acknowledge the labor of those who have fostered the conditions for us to be here today, those who have gathered and prepared food, readied the accommodations and provided essential services.



Tiffney Marley

Community Action Head Start Graduate



Tiffney Marley, CCAP, NCRT

Senior Vice President, Practice Transformation

National Community Action Partnership

Washington, DC

Who Is In The Room?

- CAA Executive Leadership
- CAA Board Members
- CAA Middle Management
- CAA Frontline
- CAA Customers
- Other

Objectives

- Define Social and Economic Mobility (SEM) and why it is the north star
- Highlight Community Action's legacy and historical efforts to advance SEM
- Identify promising frameworks and approaches for driving SEM for families and communities
- Engage in generative conversation to promote learning and implementation

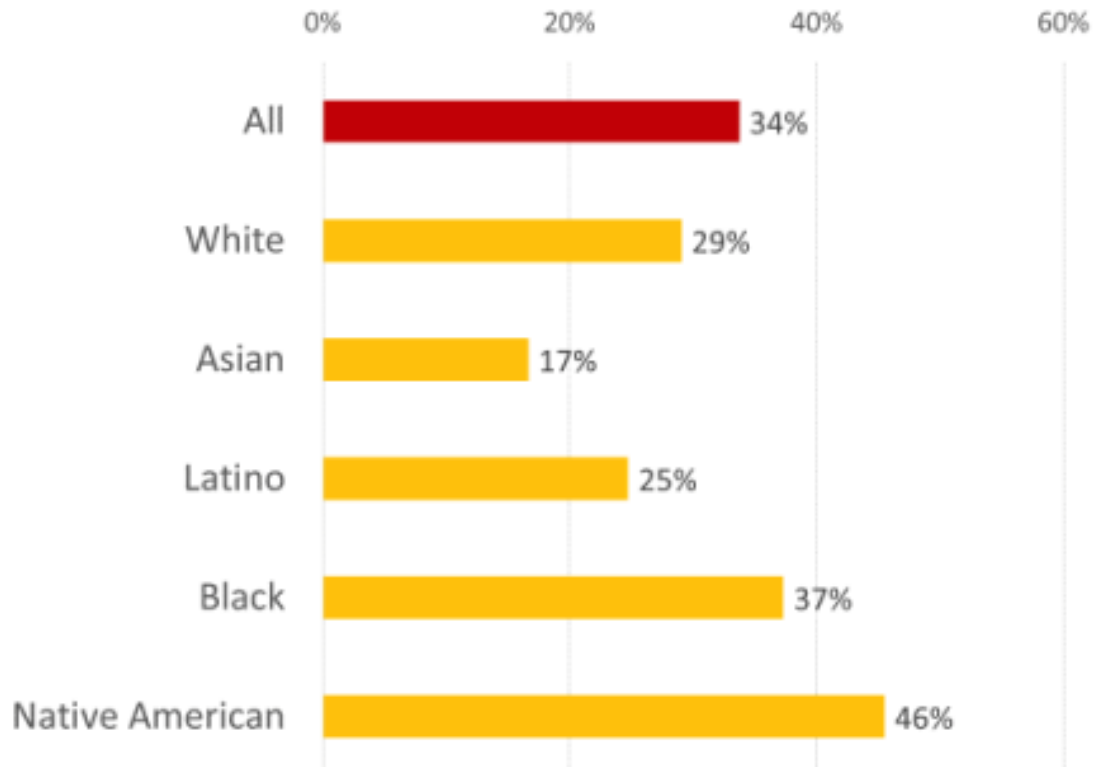
North Star: Social & Economic Mobility for Families

Why Are We Here Today?

Community Action believes in the promise that **every family** should have access to the opportunity for success

The Need to Unleash New Potential

Intergenerational Persistence of Low-Income Status by Racial and Ethnic Status






Reducing Intergenerational Poverty 2023, Consensus Study Report, National Academies Sciences, Engineering, and Medicine



Economic Insecurity Is Widespread, But Families Move In and Out of Poverty

(Drake, 2014)
(Cellini, 2008)
(Mistry, 2002)
(Han, 2021)

Economic insecurity is widespread

-  **Almost 50% of American families** with young children are at risk of poverty before their child enters kindergarten
-  **More than 50% of all Americans** will spend a year in poverty (*by age 65*)
-  **84% of all Black Americans** will spend a year in poverty (*by age 65*)

Families move in and out of poverty over time

-  **Almost 50%** of those who become poor are out of poverty a year later
-  **But more than 50% of those who previously left poverty will return to poverty within 5 years**

**THE VOLATILITY AND TURBULENCE CREATED BY ENTERING & LEAVING POVERTY
MAY CREATE SERIOUS STRESS FOR PARENTS AND IMPACT PARENTING**

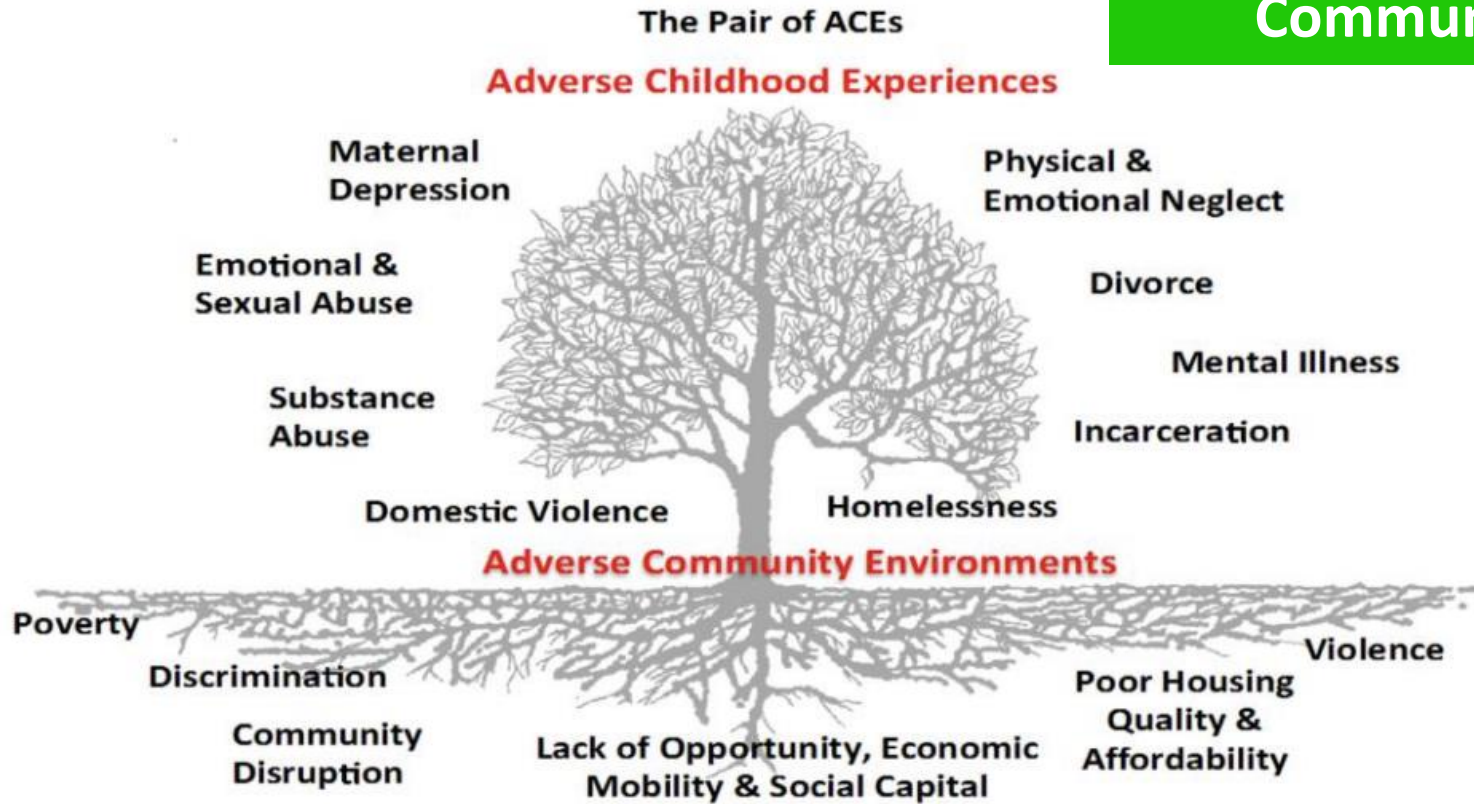
Resource: From Chapin Hall, Child and Family Well-being System: Economic and Concrete Supports as a Core Component

Environments and Experiences



Center for Community Resilience
Milken Institute School of Public Health

**Individuals and
Community**



Ellis, W., Dietz, W. (2017) A New Framework for Addressing Adverse Childhood and Community Experiences: The Building Community Resilience (BCR) Model. *Academic Pediatrics*. 17 (2017) pp. S86-S93. DOI information: 10.1016/j.acap.2016.12.011

Environments and Experiences

Individuals and Community

Community resilience looks like...



© Center for Community Resilience



What is Social and Economic Mobility?

Social mobility is the movement of individuals, families, and households between social strata. It relates to being valued in community and equitable, sustained access power and autonomy.

Economic mobility is the ability of an individual, family, or some other group to improve their economic status – usually measured in income, but also potentially including other assets and resources.

-Kresge Foundation



Social & Economic Mobility Defined

Economic success:

Having rising income and assets.

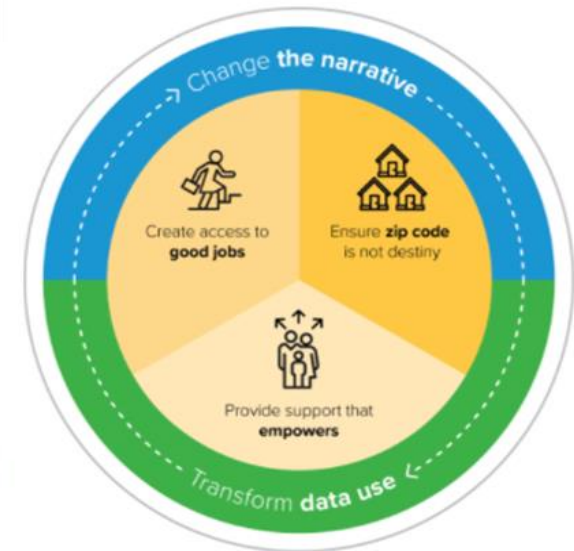
Power and autonomy: Having control over one's life, the ability to make choices, and the collective capacity to influence larger policies and actions that affect one's future.

Being valued in community:

Feeling the respect, dignity, and sense of belonging that come from contributing to one's community.

Source: [U.S. Partnership on Mobility from Poverty](#)

- Change the narrative.
- Create access to good jobs.
- Ensure zip code is not destiny.
- Provide support that empowers.
- Transform data use.



What is Social and Economic Mobility?

Help people move up the social and economic ladder toward achieving the American dream.

Building well-being and helping people reach their full potential.

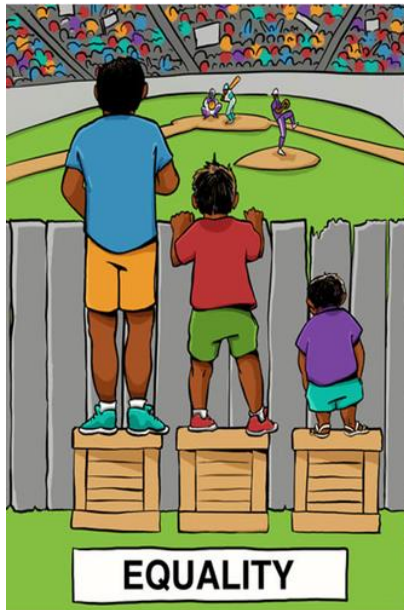
Strong Roots: Community Action

The National Community Action Network has had boots-on-the ground in fighting poverty for low-income children and families in local communities since 1964 when the **Economic Opportunity Act** was ratified.

The Economic Opportunity Act was a policy aimed to "eliminate the paradox of poverty in the midst of plenty in this Nation by opening to everyone the opportunity for education and training, the opportunity to work, and the opportunity to live in decency and dignity".



The North Star...



We must consider the importance of limiting the amount of time a child spends in poverty especially in their early childhood years.



Research Shows

Research shows that supporting children and their caregivers together has an outsize impact for generations



A college degree **doubles** a parent's income. [\(Kominski, 2011\)](#)



A \$3,000 increase during early childhood yields a **17% increase** in adult earnings. [\(Duncan & Magnuson, 2011\)](#)



The brains of new parents undergo **major changes**. [\(Phu, Erhart, Kim, & Watamura, 2020\)](#)



Research demonstrates a **13% ROI** in high quality early childhood education. [\(Heckman, 2016\)](#)



Parents with health insurance are **more likely to seek care** for their children. [\(Rosenbaum & Whittington, 2007\)](#)



Predictable, monthly unconditional cash aid given to low-income families may **increase infant brain activity**. [\(Troller-Renfree et al. 2022\)](#)

ascend
aspen institute

Accelerating Social and Economic Mobility

This requires deeper engagement with families, being data driven, person-centered, deep grounding in equity starting with racial equity, innovation, and achieving greater impact.

The Bottom Line

“Poverty is not just about a lack of money. It’s about a lack of power.”

-john a. powell, director of the Othering & Belonging Institute

Connecting to SEM Frameworks



WHERE THEY DREAM

WHOLE

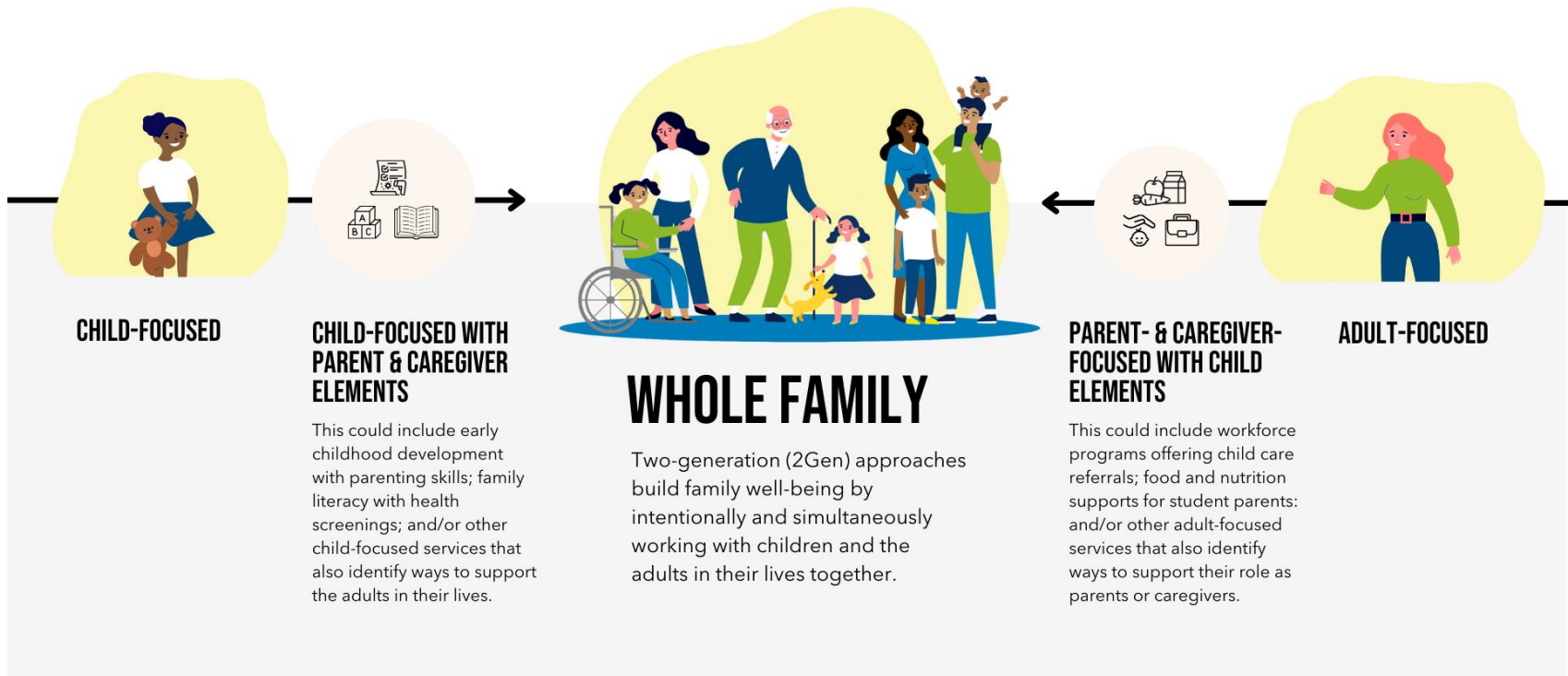


LE

FAMILY APPROACH

Whole Family Approach Concepts

TWO-GENERATION (#2GEN) APPROACHES CENTER WHOLE FAMILIES



Ascend 2Gen Components

#2GEN

THE SIX KEY COMPONENTS OF TWO-GENERATION APPROACHES

Two-generation approaches (2Gen) build family well-being by intentionally and simultaneously working with children and the adults in their lives together.

EARLY CHILDHOOD EDUCATION

- Head Start
- Early Head Start
- child care partnerships
- preK
- home visiting
- Family, Friend, and Neighbor Care (FFN)

K-12

- kindergarten ready
- 3rd grade reading skills
- parent engagement
- graduation and postsecondary prep

POSTSECONDARY & EMPLOYMENT PATHWAYS

- community college
- training and credentials
- workforce partnerships
- employer partnerships

SOCIAL CAPITAL

- peer and family networks
- coaching
- cohort strategies

HEALTH, INCLUDING MENTAL HEALTH

- mental, physical, and behavioral health
- coverage and access to care
- adverse childhood experiences and toxic stress

ECONOMIC ASSETS

- asset building
- housing and public supports
- financial capacity
- transportation



ascend
aspen institute

Whole Family Approach Concepts

Key Concept

- WFA is not a cookie-cutter or checklist approach
- However, there are some imperatives or principles that must be present
 - Parents and children together
 - SEM outcomes for children and adults (i.e., family-supporting income, child on grade reading)
 - Services/supports/interventions of sufficient intensity, duration, and quality

HALLMARKS OF THE 2GEN/WHOLE FAMILY APPROACH

- Deliver services of sufficient intensity, duration, and dosage to enable families to achieve social and economic mobility
- Measure parent, child, and family outcomes
- Center on families
- Integrate services
- Remove barriers
- Incorporate coaching (goal setting)
- Develop partnerships
- Centering equity, starting with racial equity
- Apply science and evidence while continually improving
- Attend to core life skills for children and parents
- Incorporate strategies that build family resiliency (trauma-informed focus)
- Provide high-quality services

Platforms for WFA

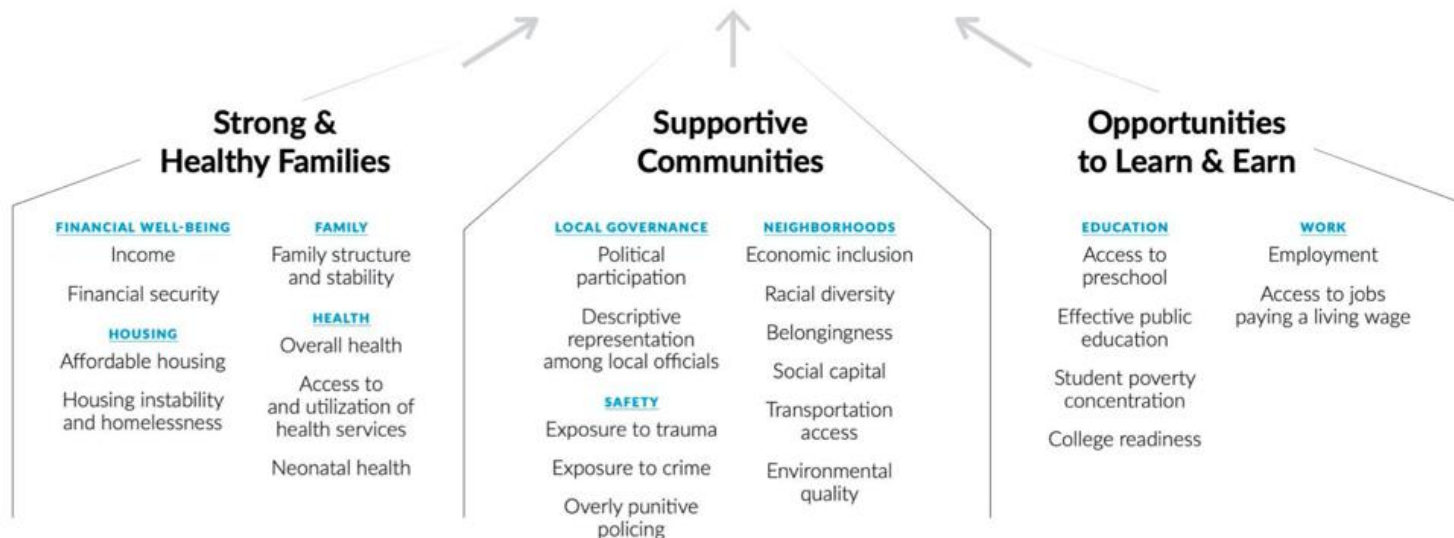
Organizations build WFA on different platforms:

- Head Start/Early Head Start
- Community Action
- Work Force Development
- Community Colleges
- United Way
- Women's Foundations
- Housing Agencies
- Cities, Counties, States

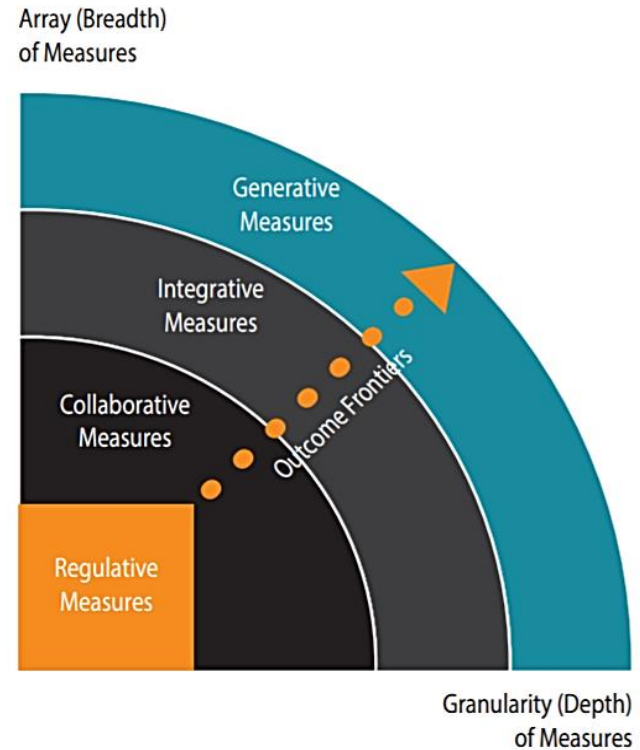
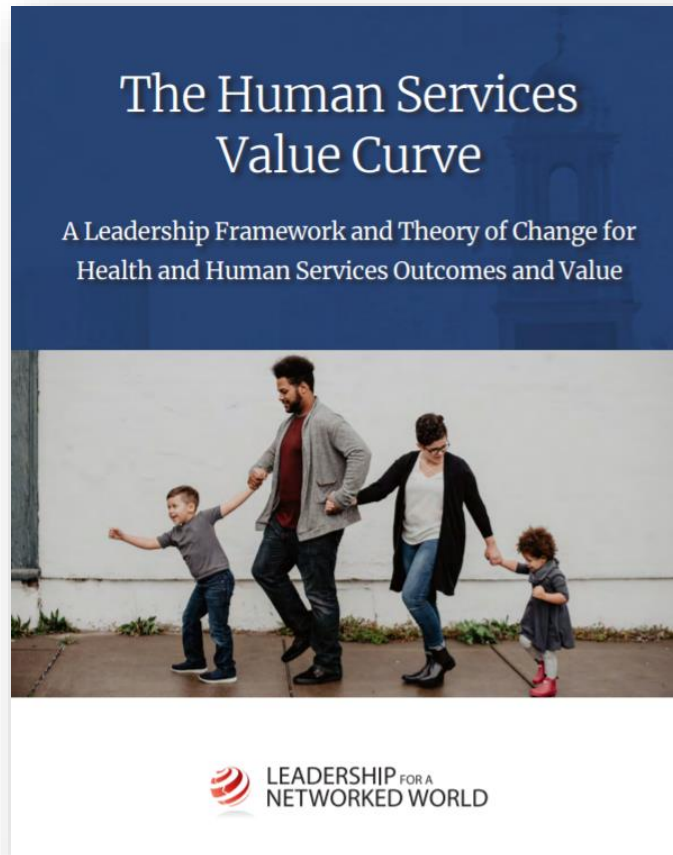


Upward Mobility Framework

Our Process:
Predictors



Human Services Value Curve (HSVC)



Transforming Leadership and Local Human Services Ecosystems Initiative

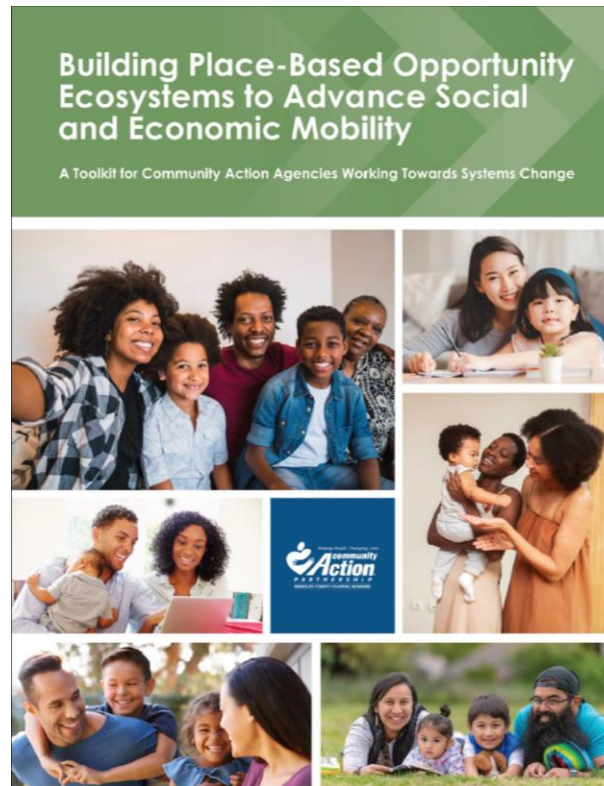
Transforming Leadership and Local Human Services Ecosystems Initiative

The Impact Community of Practice (COP) supports six (6) local teams who have chosen a local issue to work on together. This work will create change at the community level that builds opportunity across the community, centered in equity, to support children, parents and families achieve social and economic mobility.



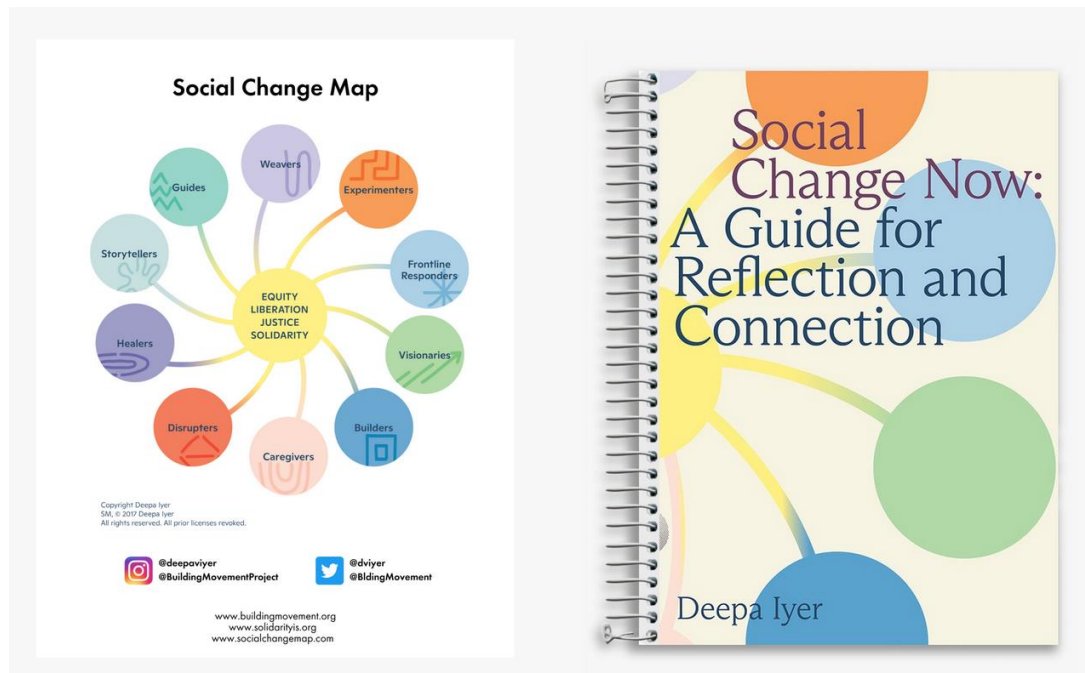
Resources

Building Place-Based Opportunity Ecosystems to Advance Social and Economic Mobility



<https://communityactionpartnership.com/systems-change/>

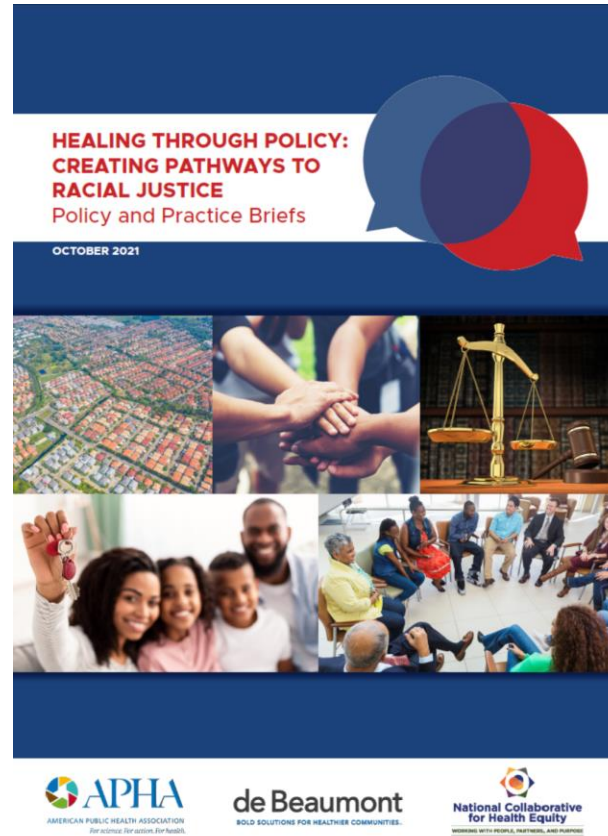
The Social Change Ecosystem Framework



<https://solidarityis.org/our-work/tools-resources/the-social-change-ecosystem-framework/>

Building Movement Project and Solidarity IS


Healing Through Policy: Creating Pathways To Racial Justice



<https://www.nationalcollaborative.org/healing-through-policy/>

Whole Family Approach Resources

Whole Family Approach
Design Plan

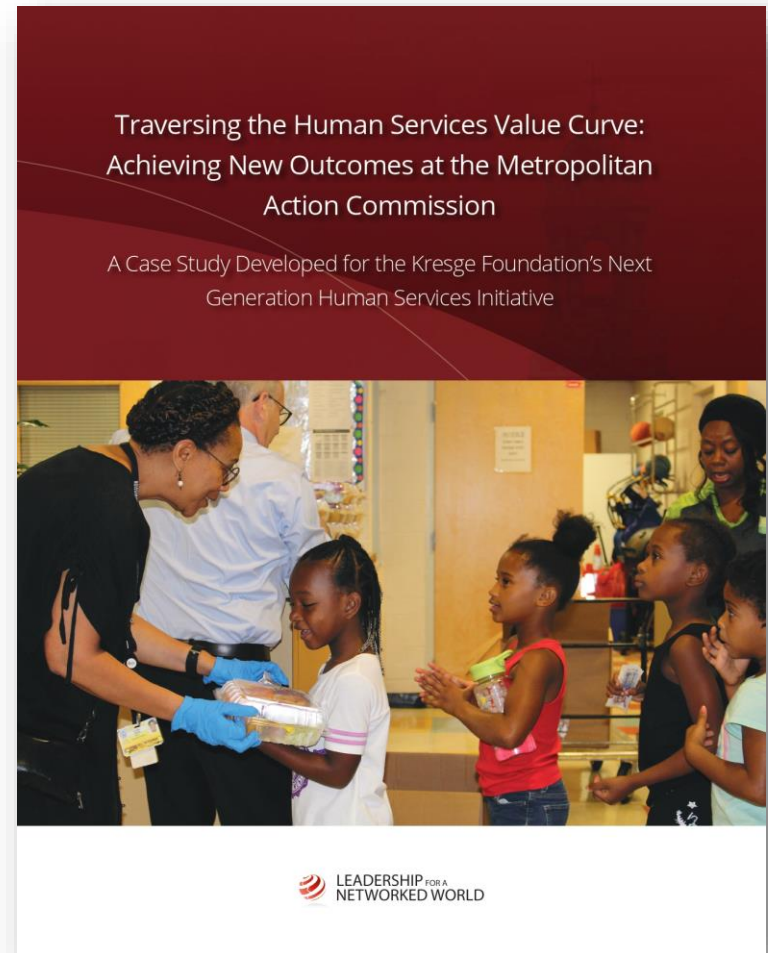
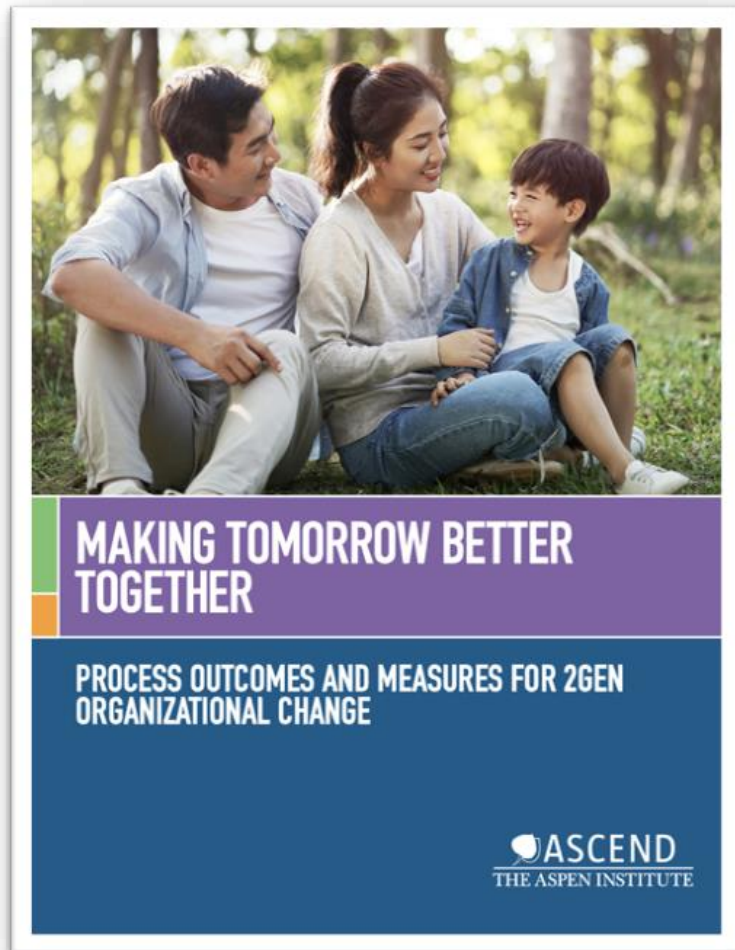
 **community Action**
PARTNERSHIP
AMERICA'S POVERTY FIGHTING NETWORK



Resource Guide

Whole Family Approach Building Blocks

Whole Family Approach Resources



Whole Family Approach (WFA)

Whole Family Approach Building Blocks:

1. Securing Funding and Other Resources
2. Building and Using Leadership
3. Attending to Organizational Culture and Systems
4. Engaging Family Voices
5. Aligning High Quality, Intentional, Intensive Services to Parents and Children
6. Parent and Child Service Integration
7. Understanding System, and Policy Change That Supports Parents and Children
8. Designing and Implementing with an Equity Lens

WHOLE FAMILY APPROACH

WHAT IS WHOLE FAMILY APPROACH?

Whole Family Approaches build family well-being by intentionally and simultaneously working with children and the adults in their lives together. As children, parents, and families grow and change across their lifespan, Whole Family Approaches align opportunities to help families pursue their goals and thrive. Providing integrated, high-quality, intentional supports to parents and children of the same time through a Whole Family Approach (WFA) has the potential to improve both parent and child social and economic well-being producing a legacy of family well-being that passes from one generation to the next.

Access WFA resources:

Whole Family Approach Institute
Learn about WFA through resources curated at this virtual event, including access to transformation stories, learn from outside experts on foundational areas/topics, deepen knowledge of racial equity and trauma-informed practice, and learn about building blocks critical to WFA success. (<https://bit.ly/WFAInstitute>)

Whole Family Approach Design Briefs
A new series of design briefs showcasing accomplishments of peers and stakeholders that will be useful to agencies working toward making transformations and in conversations with existing and potential partners, funders, and other stakeholders. (<https://bit.ly/WFABriefs>)

Regional Whole Family Approach Community of Practice

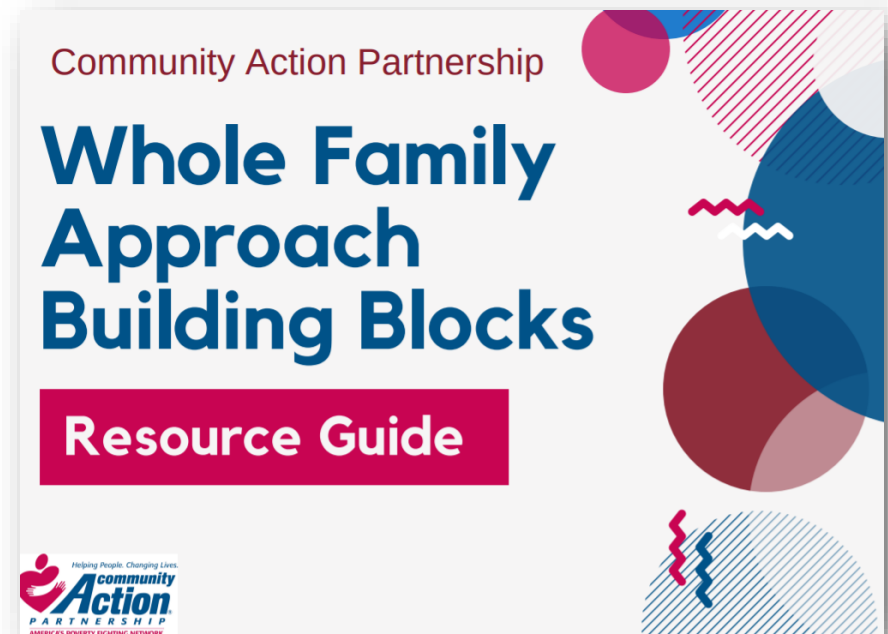
- Bluegrass Community Action Partnership
- Minnesota Valley Action Council
- Community Action Partnership of Ramsey & Washington Counties
- Neighborhood House
- District 4 HRDC
- NewCap, Inc.
- Lakes and Pines Community Action Council
- Olympic Community Action Programs
- Lakes and Prairies Community Action Partnership
- Tanana Chiefs Conference

Virginia 2Gen Community of Practice

- Hampton Roads Community Action Program
- STEPS, Inc.
- New River Community Action
- The Improvement Association
- People Inc.
- Thrive VA

The publication was created by National Community Action Partnership in the performance of the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Community Services, Grant Number 19010468. Any opinions, findings, and conclusions, or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the U.S. Department of Health and Human Services, Administration for Children and Families.

Advancing WFA in Community Action



Advancing WFA in Community Action

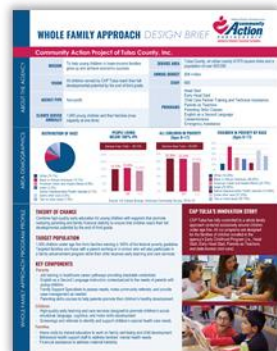
Now Available in Spanish!

Access this resource now at the NCAP's Virtual Exhibit Table

This series highlights examples of how Community Action Agencies from across the United States have put concepts into practice that build family well-being and social and economic mobility by working with children and their parents together.

More to
come!

Community Action Project of Tulsa County (OK)
MAHUBE-OTWA Community Action Partnership (MN)
Aroostook County Action Program (ME)
Blueprints (PA)
Community Action, Inc. (KS)



Narrative Change: Framing Matters

FRAMING FOR POLICY CHANGE:

“All families encounter problems: anyone can lose a job, encounter a legal problem, or face a big increase in rent. But not everyone is in the same position to weather these life storms. Some families don’t have access to the resources it takes to build well-being; some people grow up without access to medical care and develop lifelong health problems as a result; some attend schools that don’t prepare them for today’s economy and are locked into lower-wage jobs now. Others have a history of trauma, abuse, or neglect, which weakens their emotional and physical health.”

FRAMING FOR SYSTEMS CHANGE:

“Our state is updating our programs and services so that the needs of both children and their adult caregivers are addressed together. For example, if the state offers tuition grants or education loans for young adults enrolled in college or career training programs, it makes sense to see if participants have children and connect those who do to child care programs on the weekends or in the evenings. That way, parents can focus on making the most of their educational opportunities while their children’s development is being supported. The community benefits in the near term from a more highly skilled workforce, and in the long term from the future contributions of children whose potential is fostered from the start.”

Narrative Change: Framing Matters

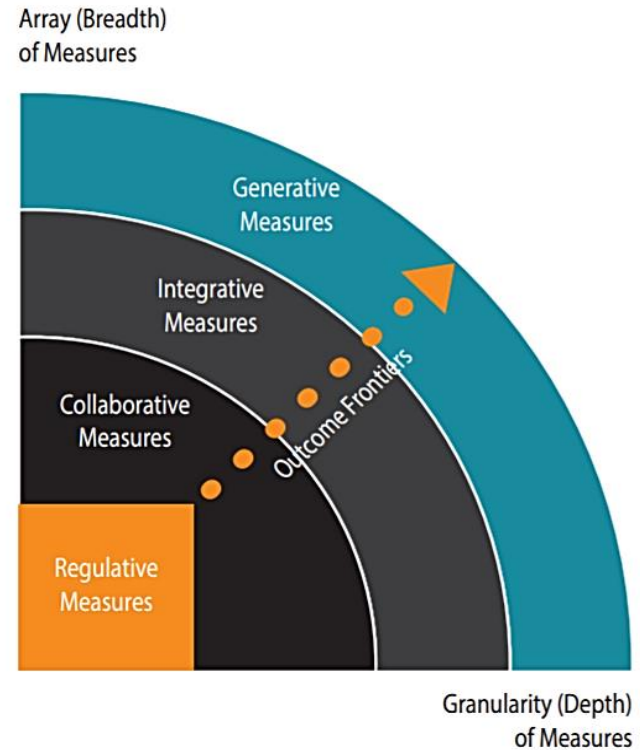
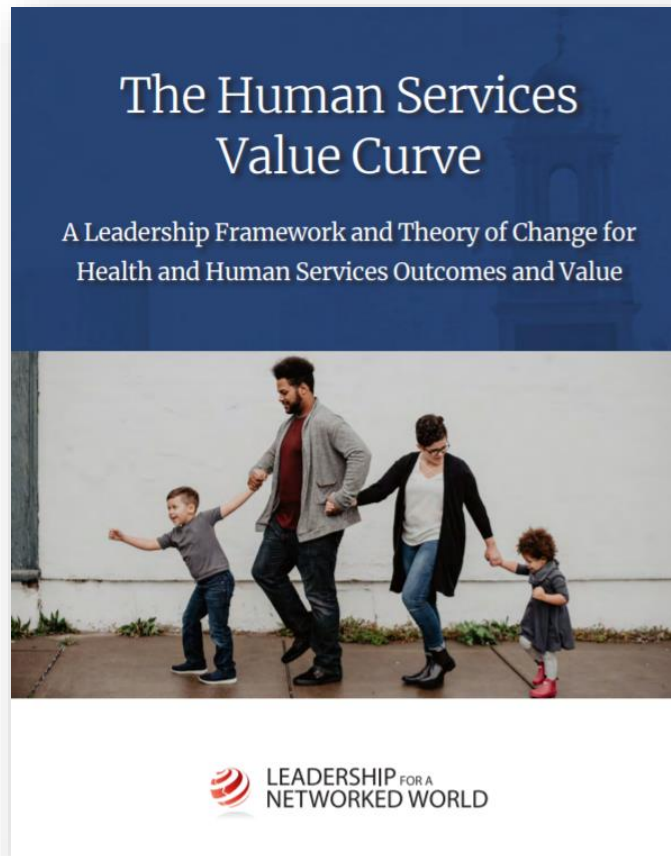
This framing playbook is intended for “the choir,” the agency leaders, social service professionals, and advocates, including families, who are leading their communities and constituencies toward two-generation approaches to supporting families. It offers guidance on how to make intentional choices about where to start, what to emphasize, and what to leave unsaid.

FRAMING TWO-GENERATION APPROACHES TO SUPPORTING FAMILIES

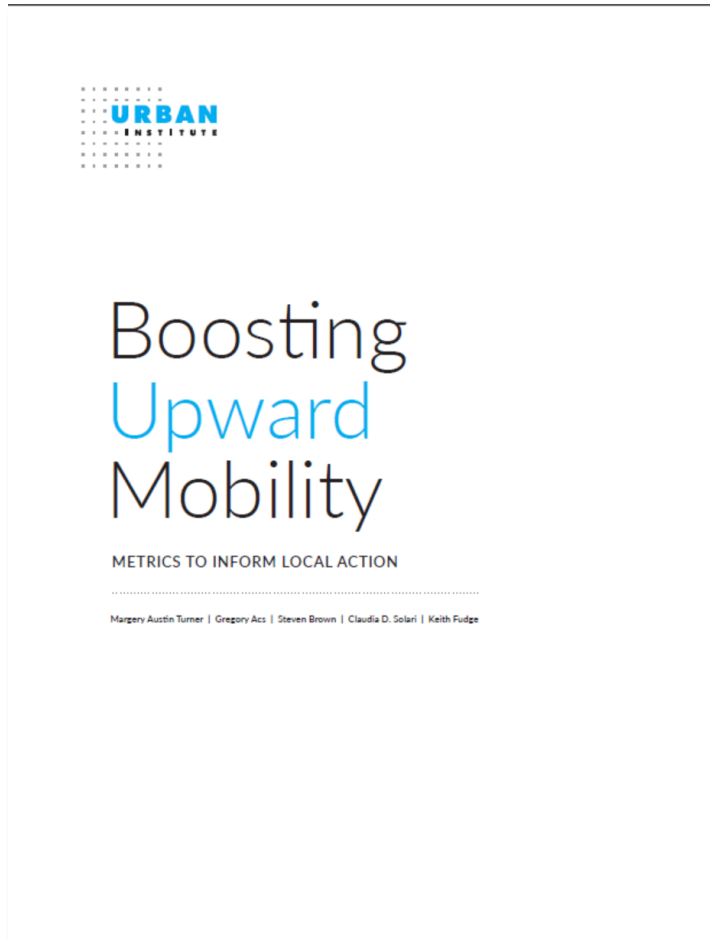
Guidance from the FrameWorks Institute



Human Services Value Curve (HSVC)

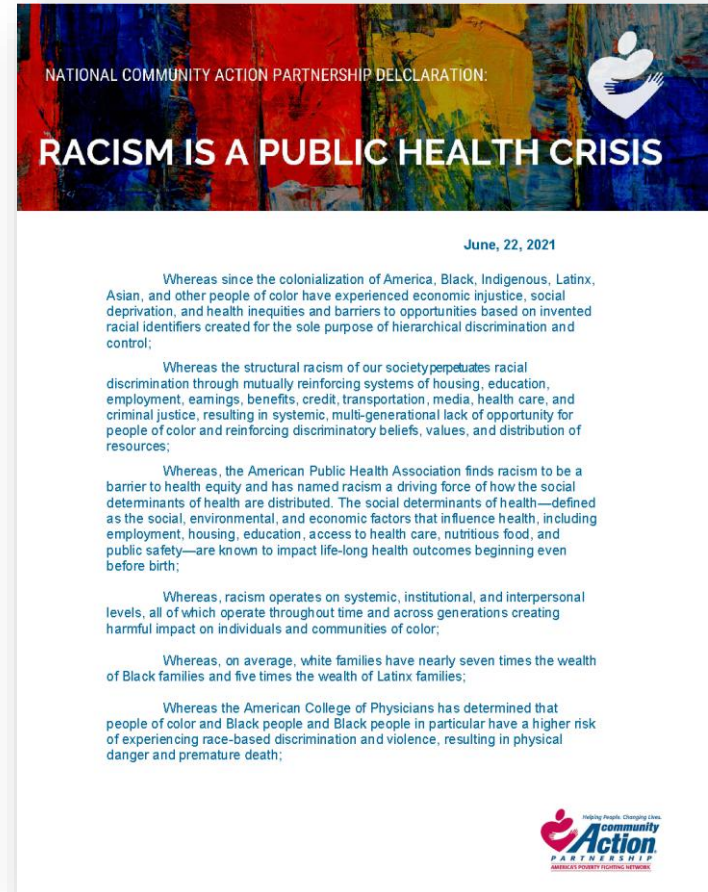


Boosting Mobility From Poverty



https://www.urban.org/sites/default/files/publication/102382/boosting-upward-mobility-metrics-to-inform-local-action-summary_1.pdf

Advancing Equity in Community Action



AUG. 31 - SEPT. 2, 2022

**2022
ANNUAL CONVENTION**

NEW YORK, NEW YORK



SAVE THE DATE!

For More Info



Tiffney Marley, CCAP, NCRT
Sr. Vice, Practice Transformation
National Community Action Partnership
tmarley@communityactionpartnership.com