



PRACTICE EQUITY.

COMMUNITY SCHOOLS 101

ERICA LOUISON, UNITED WAY OF THE NATIONAL CAPITAL AREA

WHEN NONE ARE IGNORED,
ALL WILL THRIVE.



United Way of the
National Capital Area

OBJECTIVES

- Participants will be informed about the regional role United Way of the National Capital Areas plays in support of equity for all residents.
- Participants will understand the pillars and characteristics of the Community Schools model.
- Participants will learn how to solve common community school barriers through a networking lens.

ICEBREAKER

Question

What's the one thing your parents did to embarrass you as a kid?

Use the chat box to drop your answer.

Keep it light. No traumatic events, please.



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**United Way of the
National Capital Area**



PRACTICE EQUITY.

*Every student receives the resources needed to acquire the basic **work skills** of reading, writing, and simple mathematics.*

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PRACTICE EQUITY.

WHO DO WE SERVE?

ALICE

Asset Limited, Income Constrained, Employed



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**United Way of the
National Capital Area**

WHAT MAKES UNITED WAY NCA DIFFERENT?

District of Columbia

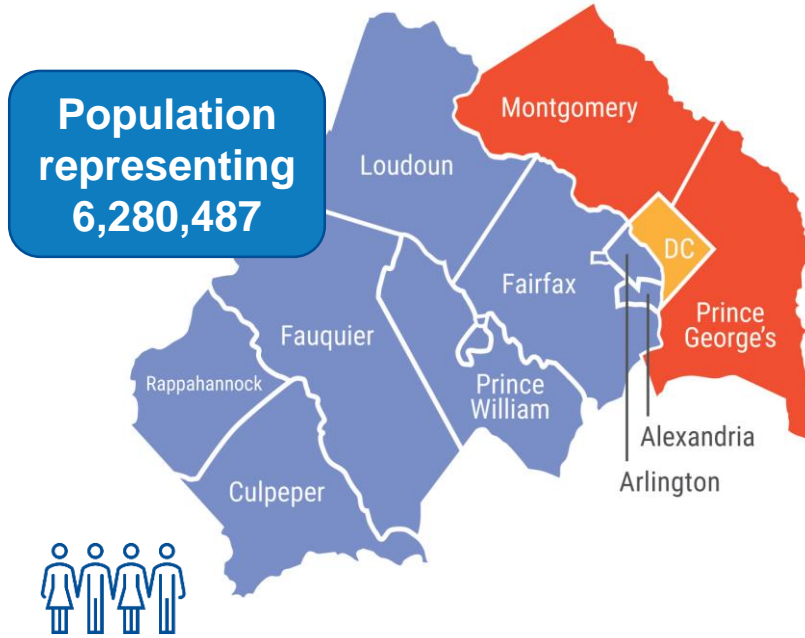
Maryland

- Montgomery County
- Prince George's County

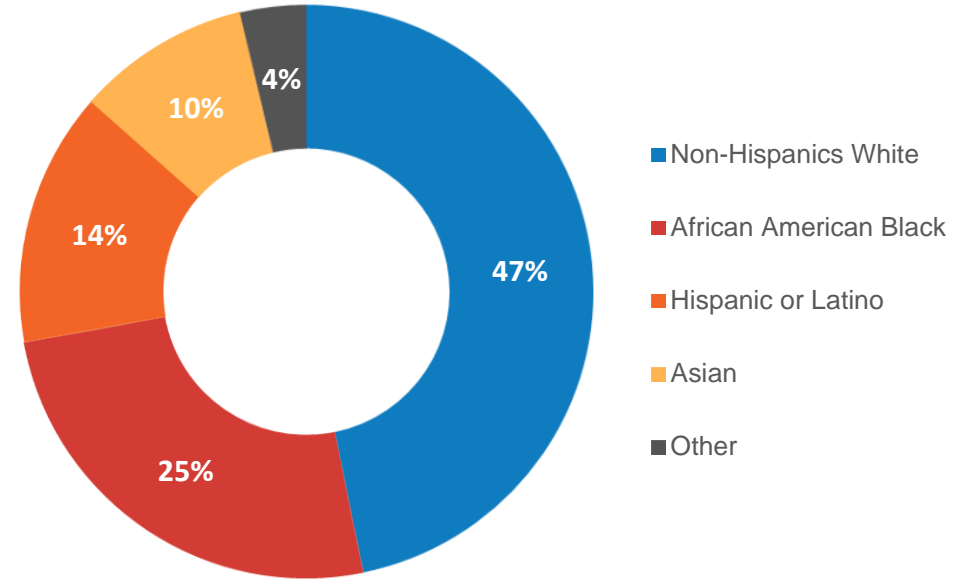
Virginia

- Alexandria
- Arlington County
- Culpeper County
- Fairfax County
- Fairfax City
- Falls Church
- Fauquier County
- Loudoun County
- Prince William County

Source: U.S. Census Bureau



87% of 400 nonprofit partners represent health and human services organizations reaching 671,000 under our three pillars



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**United Way of the
National Capital Area**

EQUITABLE ACCESS TO AND DISTRIBUTION OF HEALTH SERVICES

- We engage and empower the community
- Access to health resources that promote physical and mental well-being



CHOOSE HEALTHY LIFE

- Provide coronavirus testing, vaccinations and health screenings to underserved communities of color through local Black churches, the most trusted institution in the Black and Brown community.
 - 10 churches
 - 20 events
 - 4,000 COVID-19 tests administrated



EQUITY IN MENTAL HEALTH ACCESS

Mental Health Services

- In the District of Columbia, **59 percent of Black students and 39 percent of Latino students** up to age 17 have experienced one or more Adverse Childhood Experience.
- Our goal is to promote healthy mind, healthy body.



OTHER UNITED WAY NCA HEALTH PROGRAMS

- **2-1-1**
- **SingleCare**
- **Weekend Hunger Backpack Program (*new*)**



EQUITABLE ACCESS TO ECONOMIC OPPORTUNITY

Reducing Wealth Disparities

In the National Capital area, **the top 1% makes 22 times** the average annual income than the remaining 99% on average.

Our goal is to improve economic opportunities with financial training and workforce development for individuals.



PROJECT COMMUNITY CONNECT

- United Way NCA's annual Project Community Connect focuses on achieving equity for all of our community members, regardless of race, gender, income and ability.
- The event will be held from **Oct. 18-23, 2021**, providing essential services to those at risk of or experiencing homelessness, as well as the region's ALICE population.



EQUITABLE ACCESS TO EDUCATION

- United Way NCA is focused on the education pipeline from middle school to college and/or career success. We work in Title I schools in the National Capital Area, addressing attendance, behavior and course performance through our regional **Community Schools initiative**.



CHARACTER PLAYBOOK

- Character Playbook is an innovative and evidence-based digital curriculum for middle school students.
- Focused on positive character development and building healthy relationships.
- Six modules covering key concepts around positive character development, social-emotional learning (SEL) and building healthy relationships.



COMMUNITY SCHOOLS

Using a Community Schools model, we collaborate with nonprofit organizations that convene the partners and services within local middle schools to address the academic and non-academic needs of ALICE students and their families.



WHY COMMUNITY SCHOOLS?

- Each community is unique and has strengths to be leveraged and issues to tackle.
- Our students need support that extends beyond the walls of a school.
- Cookie cutter solutions do not work.
- Change and innovative solutions are necessary



COMMUNITY SCHOOLS PILLARS

1. Integrated student supports
2. Expanded learning time and opportunities
3. Family and community engagement
4. Collaborative leadership and practices



COMMUNITY SCHOOLS FEATURES

1. Program Approach
2. Community School Coordinator
3. Community School Advisory Team
4. Anticipated Results
5. Understanding of the School Community's Needs
6. Tiered Supports
7. Eligible Activities for Students
8. Community Partnerships
9. Theory of Change/Logic Model
10. Program Start-Up

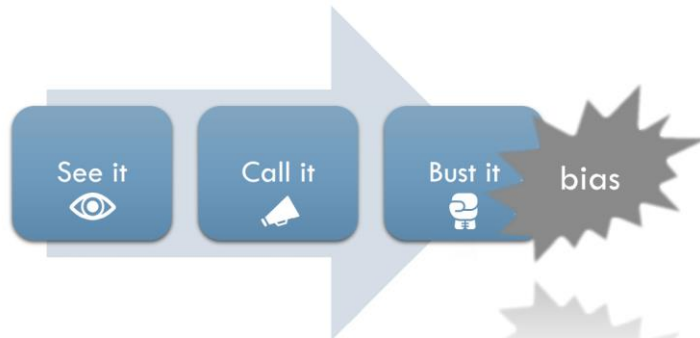


CHANGE IS HARD!

REFLECTION:

Describe the last time you took on learning something brand new.

- What was it?
- How successful were you?
- What's holding you back?



PRACTICE EQUITY.

	Confirmation Bias	Status Quo Bias	Overconfidence Bias
Description	Tendency to seek information that supports an existing point of view and ignore information that contradicts it.	Tendency to rationalize staying the course by overvaluing the benefits of the current state and downplaying the benefits of change.	Tendency to overestimate our abilities and the accuracy of our judgments and predictions.
Most likely to occur when...	<ul style="list-style-type: none"> • There's exuberance for an idea. • There's fear of being wrong. • There's pressure to be right. 	<ul style="list-style-type: none"> • Status quo has a long history. • Failed changes in recent memory. • There's change fatigue. 	<ul style="list-style-type: none"> • We have expertise. • Others perceive us as experts. • We've been right a lot in the past.
Consequences	<ul style="list-style-type: none"> • Critical information ignored. • Incorrect conclusions. • Bad decisions. 	<ul style="list-style-type: none"> • Unresolved problems. • Missed opportunities to explore. • Missed opportunities to innovate. 	<ul style="list-style-type: none"> • Failure to learn from others. • Faulty predictions. • Bad decisions.
Bias-Busting Questions	<ul style="list-style-type: none"> • Have we looked for any data or evidence to the contrary? • What would the opposition say? • How will you get your stakeholder to challenge, rather than just confirm, your ideas and perspectives? 	<ul style="list-style-type: none"> • If we don't make this change, what does this look like 6 months from now? • If you aren't enthusiastic about a proposed change, imagine for a moment that you are: what information would you need to make the case for change being considered? 	<ul style="list-style-type: none"> • How might this situation be different from your prior experience? • How open are you to exploring your stakeholder's ideas? <p>How comfortable are you with your stakeholder questioning your estimates or challenging your judgments?</p>

REFLECTION:

- Which bias is your team or school most prone to?
- When do you tend to see bias show up most often?
- What bias busting questions do you think will help you to combat bias?



NETWORKING WITH PURPOSE

Break Out of Your Echo Chamber!

- Purposeful networks are diverse and strong
- Combat bias a.k.a. “The Echo Chamber”
- Comprised of professional connections who help you succeed **operationally, strategically,** and **personally**



MANAGE YOUR NETWORK WITH PURPOSE

ACTIVITY:

1. Identify your closest connections
2. Label each connection (profession, demographics, role)
3. Super Connectors and Lone Wolves
4. Connect people who know each other
5. Assess your network (watch for biases)
6. Diversify and strengthen your network
7. Reassess again every 3-6 months



CHANGE IS HARD

Changing is hard. It involves not only learning new things, but unlearning things, too.

And that takes both patience and persistence.

The good news--you're not alone. Your peers, your leaders, and partners are here to help.

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” *-Barack Obama*



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THANK YOU

