

Child & Youth Think Tank Session February 16, 2012 Vancouver, BC

Summary Report

Think Tank Purpose

To contribute concretely to the Taking Stock outcomes of identifying challenges, methods and models of resource support and innovation in the sector.

Think Tank Objectives

- Determine and prioritize challenges
- Brainstorm innovative solutions to these challenges (and expected results of implementation)
- Define resources that are required to implement these solutions

Opening Activity

Expectations

Similarities	Differences
Have the conversation Re-energize minds New ideas Tools for collaborating better Some not heard of NACY Windows of opportunities	Some know NACY, some not Mixed views re: results of engaging with corporate sector Ages of who you're working with

Experiences over the past 3 years

Similarities	Differences
<ul style="list-style-type: none"> ▪ Funding ▪ Battle fatigue ▪ Rebuilding relationships ▪ Government relationship change ▪ Diversity of programming ▪ Leadership ▪ Resilient to change ▪ Partnerships – cluster competition 	<ul style="list-style-type: none"> ▪ Range from charitable status to advocacy ▪ Local versus wide geographic areas ▪ Cluster versus not cluster (in and out) ▪ Environmental versus social service ▪ Broader collaboration – breaking silos

Round 1

Common Ground

What are the barriers?	<ul style="list-style-type: none"> ▪ Funding and policy systems ▪ History ▪ Organizational culture ▪ Marginalization within social sector ▪ Fear of homogenization/lack of diversity ▪ Time/money/effort/resources (lack of)
What will happen if we achieve common grand?	<ul style="list-style-type: none"> ▪ Greater impact potentially than corporate or public sectors ▪ Shared resources ▪ Reduced competition ▪ Greater effectiveness for families ▪ Stronger communities ▪ Clarity/more compelling case
How do we get there?	<ul style="list-style-type: none"> ▪ Leadership – personal/organizational/sectoral ▪ Focus ▪ Clearly define goals/desired outcomes ▪ Incentives – what are the incentives that will work? ▪ Find champions ▪ Don't accept the status quo ▪ Redefine how we mobilize communities/clients ▪ Look for and use new models and approaches outside the typical ▪ Take the blinders off – become more inclusive, less quick to dismiss unconventional approaches

Family Balance

Definition	<ul style="list-style-type: none"> ▪ Create awareness of the benefits of helping families to find balance
Approaches	<ul style="list-style-type: none"> ▪ Public policy/advocacy ▪ Education ▪ Re-defining what support looks like ▪ Re-claiming 'family values' ideologically ▪ Normalizing families' experiences ▪ Put services where and when needed
Important because...	<ul style="list-style-type: none"> ▪ Supports for families have crumbled ▪ Recognize we "need a village"
Supporting sticky notes	<ul style="list-style-type: none"> ▪ Family pressures have changed

Public Education on Current Realities

Undefined notes	<ul style="list-style-type: none"> ▪ Positioning issues effectively ▪ Turning knowledge into action (mobilization) ▪ Methodology ▪ Poverty
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Evaluation

Undefined notes	<ul style="list-style-type: none"> ▪ Collaborating on outcomes
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Definitions of Collaboration and Partnership – Whose?

Current state	<ul style="list-style-type: none"> ▪ Walking the walk but not always talking the talk before hand ▪ Need meaningful discussion to clarify the roles within the partnership ▪ Whose definition?
Issues	<ul style="list-style-type: none"> ▪ Fear ▪ Competition ▪ No \$ ▪ Power dynamics ▪ Waste of resources
Importance	<ul style="list-style-type: none"> ▪ Need a clear defined idea that all parties can agree on and be truly comfortable with ▪ Building trust and relationships ▪ Successful results
Supporting sticky notes	<ul style="list-style-type: none"> ▪ Imbalance of power in collaborations with government

Child Centered

Current state	<ul style="list-style-type: none"> ▪ Fragmented approaches <ul style="list-style-type: none"> ○ Economy ○ Organization needs ○ Family focus ○ Individual (can be child) ○ Mandate/policy/funding can take precedent ○ Direct programming versus capacity building ▪ Can we define “what is a healthy childhood?” and create specific policies to fit ▪ “Prevent rather than react” ▪ Research directs outcomes which directs research
Supporting sticky notes	<ul style="list-style-type: none"> ▪ Ensure Aboriginal culture and language is available to Aboriginal children ▪ Make our schools, hospitals, communities more child-friendly and family-friendly ▪ Re-conceptualizing child development – “west” is not always “best”...

We Want a Shared Vision for Families

“Lack of a provincial/federal framework to support “health” of families with young children and across generations

Current state	<ul style="list-style-type: none"> ▪ Change in families and squeeze on families ▪ Change in our knowledge about health and vulnerability of children and families – Aboriginal Community has always valued children – embedded. ▪ Many silos and fragmentation – everyone owns their piece of the family ▪ No room for innovation – focus on crisis, remediation ▪ Moving to “targeted” – not universal ▪ Many coalitions to mitigate “ministerial whim” ▪ We worry about the schisms and conflicts and divisions ▪ Framework should incorporate a number of “lenses” to reflect the diversity of individuals and families
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Insurance and Liability – Not ‘Sexy’ but Needed ☺

Current state	<ul style="list-style-type: none"> ▪ Need: liability insurance, health, dental, pension ▪ Work safe not made a priority = \$ ▪ In partnerships who holds insurance? Business/private/non-profit ▪ Turn over of staff – incentive to stay
Importance	<ul style="list-style-type: none"> ▪ Without insurance the agency is at risk – higher cost to not have ▪ Required by contractors ▪ May not be best plan for people ▪ Standardized across agencies – assist with retention if good benefits and assist with recruitment and performance ▪ Think out of the box (ie: other sector plans, social enterprise, sharing ‘plans’ with HR) ▪ Challenge with pool of casual employees – liability issues unless orgs screen the employees themselves ▪ Families plan, eye glasses, address burn out, health and wellness

Pay Now or Pay Later

Current state	<p>React</p> <ul style="list-style-type: none"> ▪ Immediate problem ▪ Symptoms (fragmented services) ▪ Myths (tangible) <ul style="list-style-type: none"> ○ Families are a private domain ○ Government involvement starts when it’s needed ○ Focusing on highest risk makes most difference ○ Lower taxes are better 	<p>Prevent</p> <ul style="list-style-type: none"> ▪ Root causes ▪ Myths (skepticism) <ul style="list-style-type: none"> ○ It doesn’t affect me ○ It isn’t measurable ○ They vs we ○ There are enough supports for everyone to succeed ○ Intervention is equally effective at every age group
Importance	<ul style="list-style-type: none"> ▪ Life has change dramatically for families <ul style="list-style-type: none"> ○ Women in workforce ○ Time crunch ○ People feel they have no say in government decisions ▪ Resources are wasted in this system <ul style="list-style-type: none"> ○ Prevention is more cost effective ○ Prevention positively impacts health and judicial costs ○ Happy healthy people contribute to society ○ Symptom resolution is fragmented, root cause services can be integrated ▪ Vicious circle: fragmented organizations and funding cannot provide broad impact and outcomes of services! 	
Supporting sticky notes	<ul style="list-style-type: none"> ▪ Encourage neighbourhood/community level planning not reactive issue based 	

Education/Public Awareness of Social Issues In Sector

Current state	<ul style="list-style-type: none"> ▪ Fragmentation of issues ▪ Constantly changing group of politicians ▪ Constantly changing environment
Importance	<ul style="list-style-type: none"> ▪ They are the decision-makers

Develop Co-operatives of Community Agencies

Current state	<ul style="list-style-type: none"> ▪ Agencies competing for the same \$ ▪ Fragmented services ▪ High operating costs/admin costs ▪ Challenges to organizing ▪ Smaller/urban areas are suffering ▪ Too many plans
Importance	<ul style="list-style-type: none"> ▪ Government is moving in this direction ▪ Cost sharing/economies of scale ▪ Less competition ▪ Bigger voice for advocacy ▪ Resiliency – less impact on organization if larger ▪ Higher quality staff (qualifications/retention)

Improve Cross-Sectoral Collaboration

Current state	<ul style="list-style-type: none"> ▪ Forced collaborations with negative unintended consequences (eg decimating agencies creating different silos undermined integrity of true partnerships)
Importance	<ul style="list-style-type: none"> ▪ Prescribed collaboration (funding \$ dictate collaboration/outcome) ▪ True collaboration (collaboration dictates outcome and fits with funding \$) ▪ Inter-sectoral collaboration – community-wide is important therefore no one sector has the \$, expertise, capacity to do what needs to be done (could say same of provincial/federal level)
Supporting sticky notes	<ul style="list-style-type: none"> ▪ For Surrey: a new collaboration with business community as an ally ▪ Share information ▪ It's all about relationship building ▪ Assistance in establishing shared services to NFP's space etc. ▪ Cross-sectoral innovation ▪ Support and education around partnership and collaborative relationships

Shift Public Opinion – Paradigm Shift (about C & Y Issues)

Current state	<ul style="list-style-type: none"> ▪ Messages are watered down/fragmented ▪ Collective voices – community, regionally ▪ Can't be critical of funders – provincial/federal ▪ Not enough young people voting for child policies ▪ Messages are too soft – not getting out to the right people ▪ Stats are not getting out – marginalized populations are disproportionately vulnerable ▪ Misconception with the general population of what the needs really are ▪ Inequities of families and populations
Importance	<ul style="list-style-type: none"> ▪ All we know about the early years research and the impact on life-long health, learning and behaviour
Supporting sticky notes	<ul style="list-style-type: none"> ▪ Non-profit sector needs to proactively move away from being an “arm” of government simply meeting “deliverables” to becoming a separate collaborative force for a society that cares for all citizens with early emphasis on children and youth ▪ Educate public re importance of early childhood and the importance of good early care ▪ Identify and expand community champions with an interest in C&Y

Reframing Public Dialogue

Strategy: How to “prepare/be ready” for the window of opportunity for change (impacts from climate change, occupy movement, other)



Supporting sticky notes	<ul style="list-style-type: none"> ▪ Ground in social determinants of health ▪ Reframe from charity to rights and justice ▪ Establish a sector mobilization strategy for the provincial election ▪ Unified messaging from sector ▪ Go green in your organizations ▪ Build public support for spending on children and youth – politicians need to know they'll be supported to act ▪ Unified voice for children and families in BC ▪ Exercise democratic rights! Vote! Change government!
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Rights – Child, Family, Women, Indigenous
National Leadership and Strong, Progressive Child-Youth-Family Policies

Round 2

Collaboration and Achieving Common Ground

What needs to happen?	<ul style="list-style-type: none"> ▪ Define collaboration – more than one ▪ Recognize the time and place for collaboration ▪ Get the right people in the room ▪ Ensure top-down and bottom-up (and side 2 side) engagement, support and action ▪ Recognize difference between collaboration and common ground ▪ Respect diversity – in the full sense of the word ▪ Personal leadership practice (aka: Get over it)
What resources are required?	<ul style="list-style-type: none"> ▪ Shared risk – put skin in the game (we all have something to offer – no one group has the answer) ▪ Relationships – trust ▪ Time – money/priority ▪ Incentive (define this as looks different for various stakeholders) shared reward ▪ Equal distribution of burden and benefit
Expected results	<ul style="list-style-type: none"> ▪ Clarify ▪ Changed practice ▪ True/authentic relationship ▪ Paradigm shifts ▪ Sustainability
# of signatures	9

Collaboration and Partnership – Reduced Fragmentation

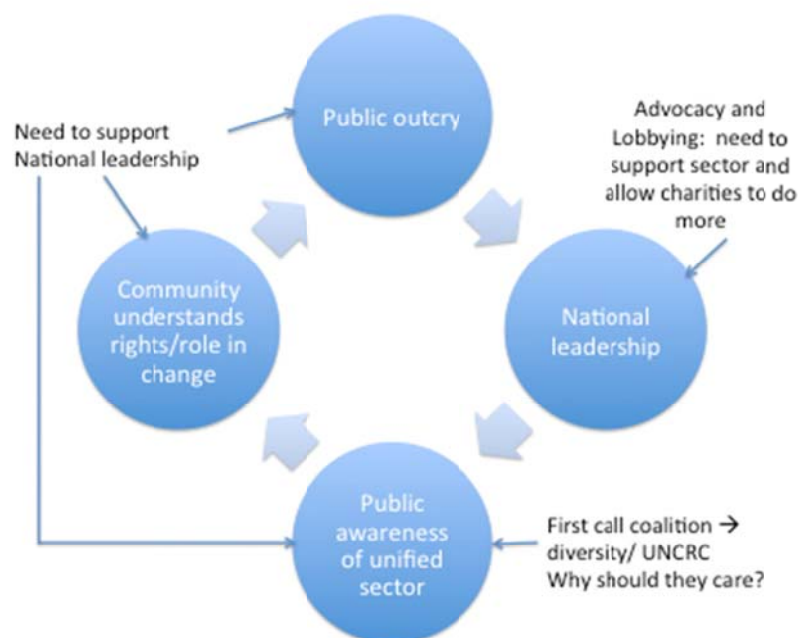
What needs to happen?	<ul style="list-style-type: none"> ▪ Change the funders/ing complexities (ie fed, prov, municipal, local, charity) ▪ Streamline evaluation reports – standardize ▪ Political will ▪ Identify existing working models (international/local) ▪ Educate our own sector (impact) ▪ More general education
What resources are required?	<ul style="list-style-type: none"> ▪ Time/energy/will/money ▪ Strategies on “What is collaborative”
Expected results	<ul style="list-style-type: none"> ▪ Less competition for funding ▪ Improved services ▪ Stronger sector ▪ Reduced duplication
# of signatures	6

Developing Community Collaboratives

What needs to happen?	<ul style="list-style-type: none"> Person(s) available to support development Resources (eg: handbook, framework, template) Cheat sheets on cost/benefit Guidelines regarding establishing common element signed by all Options re successful strategies and how to do it Research into other sectors for knowledge transferable to this sector
What resources are required?	<ul style="list-style-type: none"> National clearing house – experiences from across country Resources to document collaborative process (grants???)
Expected results	<ul style="list-style-type: none"> More partnership by choice – child, youth and family Better services for C & Y & families Scalable examples (eg: space, casual roster)
# of signatures	4

Advocacy and Voice

Description	<ul style="list-style-type: none"> Voice movement → approachable stakeholders Momentum How do we give voice and meaningful participation? What does it look like? Creating an environment we want for children and youth in BC Beyond “tokenism” Giving voice and influence “All” have a responsibility to the children
Supporting sticky notes	<ul style="list-style-type: none"> How to genuinely incorporate the energy, voice, and work of parents in local community coalitions Children’s’ input into policies and programs to be heard and valued (need more focus on this) C&Y included in discussions that directly impact them Non-profit sector “reps” sit in and have voice with ministry meetings, of issues impacting community
# of signatures	7



Number of votes: 12