



# Wellbeing Blueprint

Town Hall Discussion  
A Community of Action



# WELCOME

## Facilitators

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# Flow for Today's Town Hall

- ▶ Welcome & Introductions
- ▶ Overview
- ▶ Group Discussion & Sharing
- ▶ Bringing the Blueprint to Life
- ▶ Next Steps

# OVERVIEW

## Group Discussion

Wellbeing Blueprint Town Hall 7.22.2020

# Our vision

We believe in a country where everyone has a fair shot at wellbeing.

Transforming each system one by one is not enough. True transformation requires removing the roots of racism- across fields and sectors- and re-rooting the change in wellbeing.

We are coming together across fields, sectors and communities to take action and urge others to make change with us. Our blueprint for transformation is rooted in our shared belief that:

- ▶ We are all hardwired for wellbeing- the needs and experiences universally required in combination and balance to weather challenges and have health and hope.
- ▶ Our contexts offer us vastly different access to wellbeing, based on our race, gender, orientation, religion, wealth, and other factors.
- ▶ Cycles of poverty, trauma, and oppression are reinforced by differential, structural access to wellbeing.

# Core principles

We are calling for structural changes aligned with six core principles.

We are committing ourselves to this transformation and calling on others to join us.

1. Start with what matters to people: wellbeing.
2. Push against harms being concentrated in communities already facing the greatest adversity.
3. Build on, instead of undermining, social connections and social capital in communities.
4. Build financial stability.
5. Span boundaries.
6. Set our default to sustaining transformation beyond the pandemic.

# Each principle has a set of recommendations

## 1. Start with what matters to people: wellbeing.

We all need to be connected to others, feel we belong and to feel safe. We need to experience some predictability to life and that we have some influence over what's happening around us. We need to meet our needs for food, shelter, and other basics without shame or danger in ways that are relevant to our situations, and we need to know that small steps forward aren't going to cause everything to come crashing down or cost us what was working in other parts of our life.

- ▶ 1.1. Be public about the historical roots of our fields and agencies, and our journey towards equity and wellbeing.
- ▶ 1.2. Use restorative and transformative practices with communities as well as among individuals.
- ▶ 1.3. Center power for community decisions in the community.
- ▶ 1.4. Change structures that force unsustainable tradeoffs
- ▶ 1.5. Structure procurements to be centered on personal and community wellbeing.
- ▶ 1.6 Adjust benefits and expectations in recognition that people need support to cope and mitigate the trauma we are all experiencing, albeit some more deeply than others.

# GROUP DISCUSSION



# BRINGING THE BLUEPRINT TO LIFE

Examples & Focus on Principles & Recommendations

# Bringing the Principles to Life

1. Identify principle and recommendations/actions
2. Discuss issues and its impact
3. Envision what is possible with change through our individual efforts and with others (partners and the community)
4. Determine what it will take to make the change
  - Laws/rules/regulation
  - Policy
  - Structures
  - Training
  - Partners

# Principle

## 5. Span boundaries.

### Bright Spot Examples

- The Child Welfare and Juvenile Justice agency working with the City Civil Service Agency, to leverage expertise and resources, to create pathways to employment jointly developed a program to prepare systems involved youth to take civil services tests to qualify for city and state jobs.
- Partnership between Child Welfare and Juvenile Justice Agency with City Youth Agency to create and fund Afterschool programming in Detention and Juvenile Justice facilities to create a summer youth employment program for youth in out of home placement.
- Collaboration with City's Cultural Arts Agency, Child Welfare, and Juvenile Justice Agency to fund and develop a performing arts program in congregate care settings.

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# Poll & Discussion

# Wellbeing Blueprint Principle Discussion Questions

- ▶ What do you see as the opportunities with this principle and/or its recommendations?
- ▶ What do you see as potential challenges or roadblocks to advancing this principle and/or its recommendations?
- ▶ How could you center on community and what matters most to people?
- ▶ How could we work across silos? Who could be partners in the work?

# Principles & Recommendations

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## 2. Push against harms being concentrated in communities already facing the greatest adversity.

We didn't all come into this crisis on a level footing. Structural racism and historical trauma are foundational to many of the systems we lead. Ensuring that our responses now and moving forward are built on an anti-racist, equity and wellbeing-orientated platform is vital to ensuring that our responses shrink, rather than widen, racial and economic disparities. The goal should be to reduce inequities.

- ▶ 2.1. When deciding where to bring resources, start with the least capitalized communities.
- ▶ 2.2. Don't expect people who have been system-involved to magically make more progress than those who need help for the first time, and don't expect people who have been system-involved for a long period to do worse.
- ▶ 2.3. Support and create space for the nascent businesses
- ▶ 2.4. Track structural barriers to progress and workarounds. Adjust or eliminate policies being worked around whenever possible.
- ▶ 2.5 Use the different access to people's homes to help, not to surveil.
- ▶ 2.6 Separate out sanctions from treatment and help, and adjust both
- ▶ 2.7 Make access meaningful

### 3. Build on, instead of undermining, social connections & social capital in communities.

Our drive for social connectedness is innate, essential and universal. We count on others, need others to count on us and need to belong. But in economically distressed communities, particularly communities of color, social connectedness is often highly regulated or even criminalized. The result can be unnecessary creation of programs to do what social networks would otherwise do, and the hamstringing of community potential and health.

- ▶ 3.1. Remove obstacles to family members helping family members.
- ▶ 3.2. Enable social networks
- ▶ 3.3. Enable expansion and leverage of community networks.
- ▶ 3.4. Leverage community expertise in making bureaucracy work for people.

## 4. Build financial stability.

Prior to the pandemic, almost half of American families couldn't come up with \$400 to cover an emergency expense without taking on more debt. This is almost assuredly increasing as the economy stumbles. Public policy historically blocked people of color from many of the most important avenues for wealth accumulation, such as homeownership and post-secondary education, and families of color are particularly likely to continue to face the structural remnants of these policies. Economic recovery must address immediate financial stability and also address the persistent racial wealth gap.

- ▶ 4.1. Backstop loss.
- ▶ 4.2. Ensure access to basic nutritional and economic supports.
- ▶ 4.3. Don't automatically fund staffed programs that help people survive being poor, when what people need is money to be less poor.
- ▶ 4.4. Address the wealth gap.

## 5. Span boundaries.

The boundaries that require spanning are not simply between fields (e.g., housing and medicine); they are between sectors. The mental models that lock people into “client/patient/survivor/offender” or other service-focused definitions also lock problematic structures in place. Explicitly spanning not just fields, but also sectors is essential to long-term economic recovery and greater equity.

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- ▶ 5.1. Tap people’s humanity.
- ▶ 5.2. Advocate.
- ▶ 5.3. Expressly engage with other sectors and community leaders in making the transformation called for here, and in learning about what’s possible.

## 6. Set our default to sustaining changes beyond the pandemic.

While some changes will need to be reversed, altered or further refined, defaulting to sustaining wellbeing-oriented systems forces important accountability and reflection. Even when the pandemic is past, this expansive thinking is vital to fully appreciate the landscape before people, and ensure that we are all moving towards a fair shot at wellbeing.

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# Next Steps



## Join this Growing Community of Action [wellbeingblueprint.org](https://wellbeingblueprint.org)

- Sign on to the Blueprint
- Share an example/bright spot
- Help us continue to shape this
- Invite others to explore and sign on
- Reach out to us with ideas, questions and ways we can support you
- Take action!

Contact us:  
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