SPECTRUM

Workshop 4
February 17, 2021

Agenda

- 10:00 - Welcome and Overview

- 10:10 - Mission and Values Update

- 10:20 - Structure and Space Presentation and Breakout Discussions

- 10:55 - Break

- 11;05 - Demo Project 1 Presentation

- 11:30 - MACY: Thrival Kits
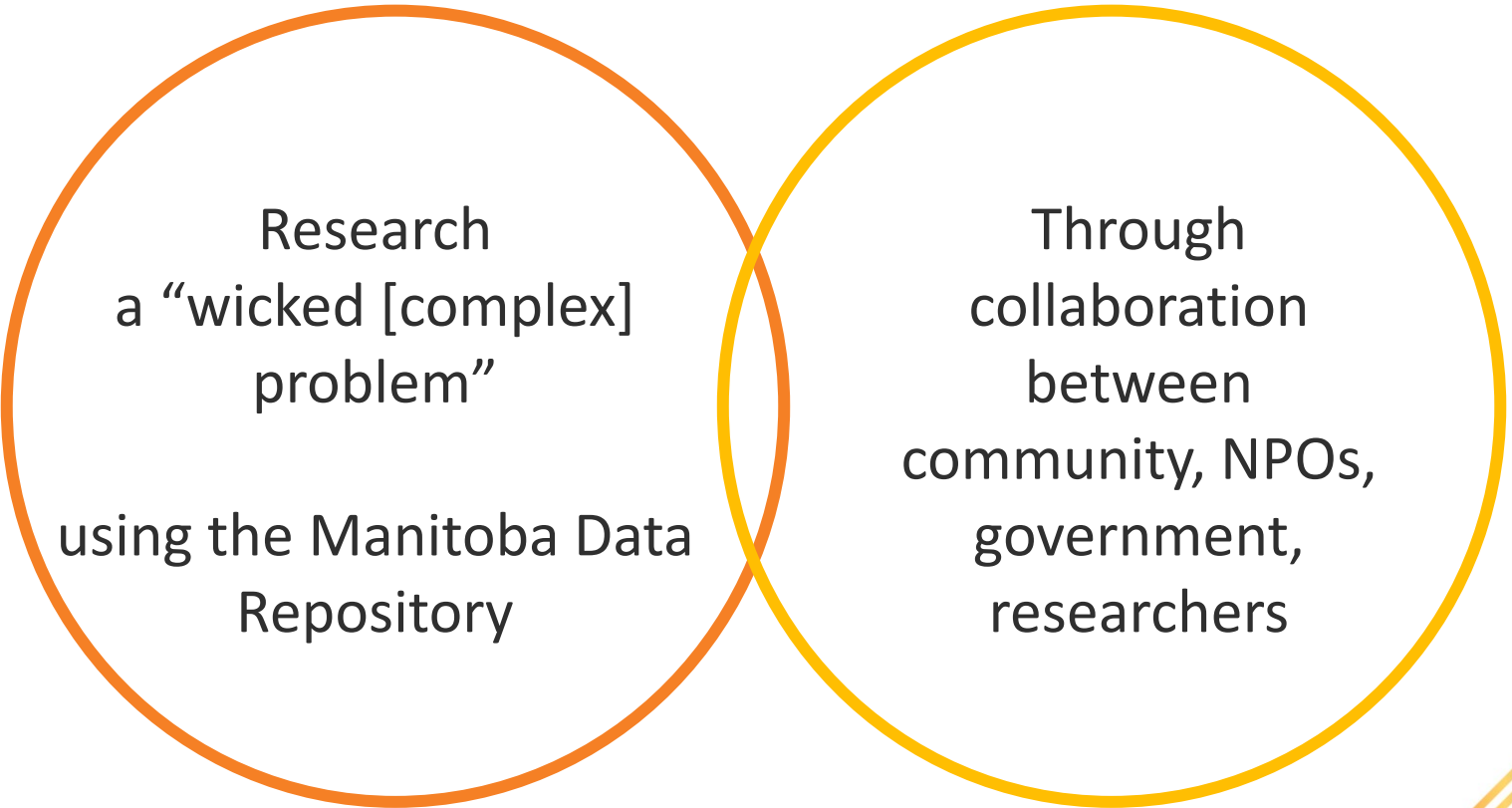
- 11:45 - Final Thoughts and Evaluation

SPECTRUM *PROJECT & PROCESS*

Research
a "wicked [complex] problem"

using the Manitoba Data Repository
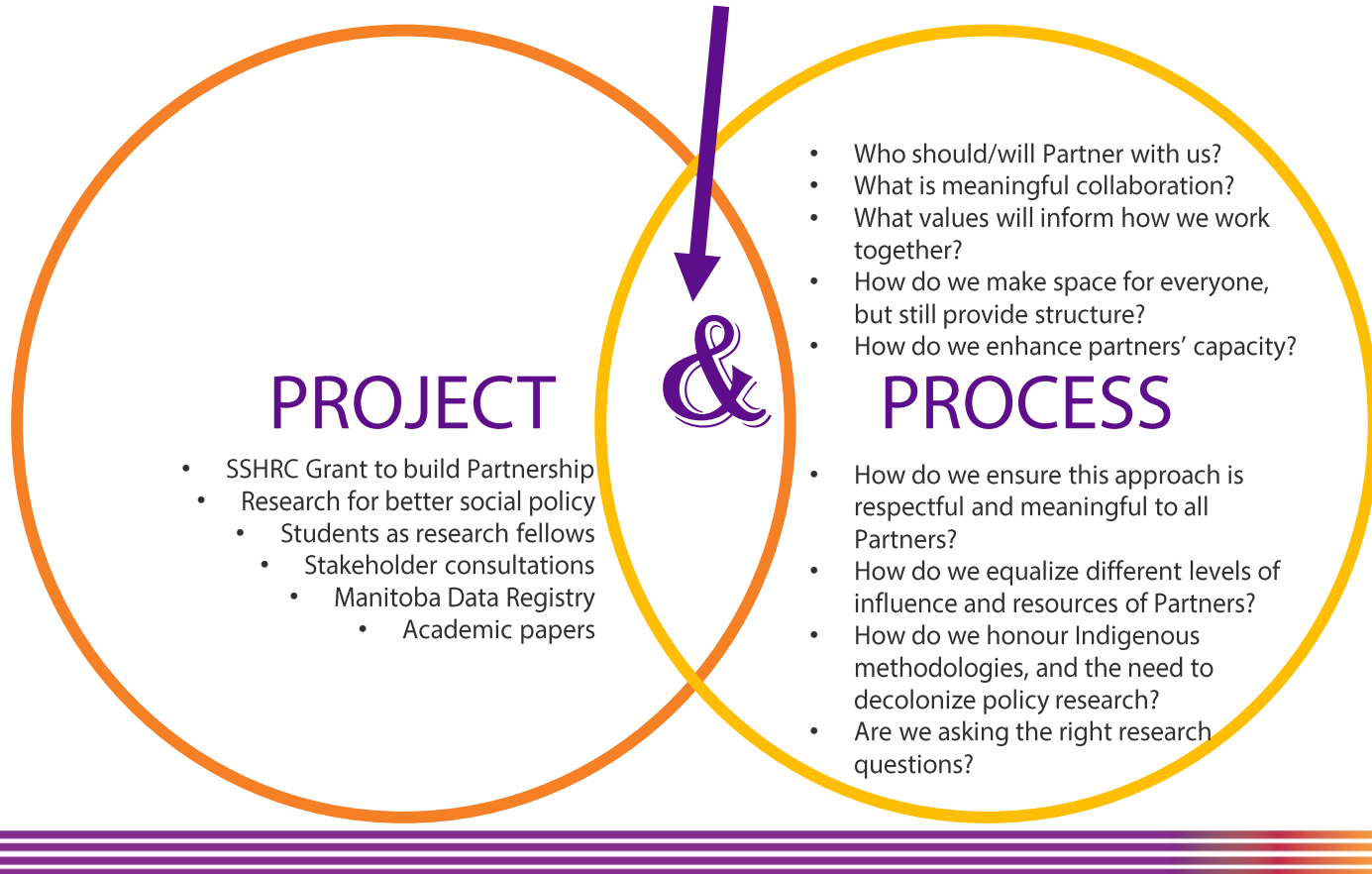
SPECTRUM *PROJECT & PROCESS*

Research
a "wicked [complex]
problem"

using the Manitoba Data
Repository

Through
collaboration
between
community, NPOs,
government,
researchers

SPECTRUM *PROJECT & PROCESS*

PROJECT

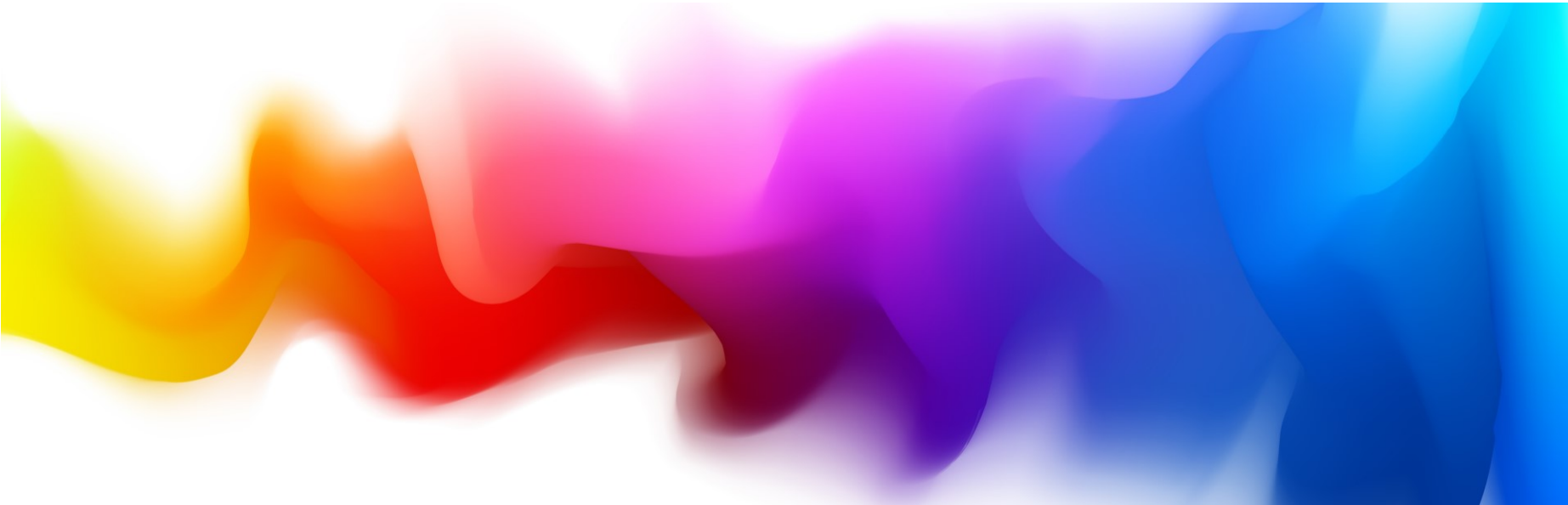- SSHRC Grant to build Partnership
- Research for better social policy
- Students as research fellows
- Stakeholder consultations
- Manitoba Data Registry
- Academic papers

&

PROCESS

- Who should/will Partner with us?
- What is meaningful collaboration?
- What values will inform how we work together?
- How do we make space for everyone, but still provide structure?
- How do we enhance partners' capacity?

- How do we ensure this approach is respectful and meaningful to all Partners?
- How do we equalize different levels of influence and resources of Partners?
- How do we honour Indigenous methodologies, and the need to decolonize policy research?
- Are we asking the right research questions?

- "Learning Partnership for Community Development and MinoBimaadiziwin in Brokenhead Ojibway Nation"

- "A Community-Based Participatory Action Research Project to Examine How People Who Use Drugs are Represented in Anti-Stigma Campaigns and How Anti-Stigma Work Can be Made More Inclusive"

- "Urban Indigenous Housing in BC: Means of and barriers to addressing Indigenous housing need in municipal housing policies and plans"
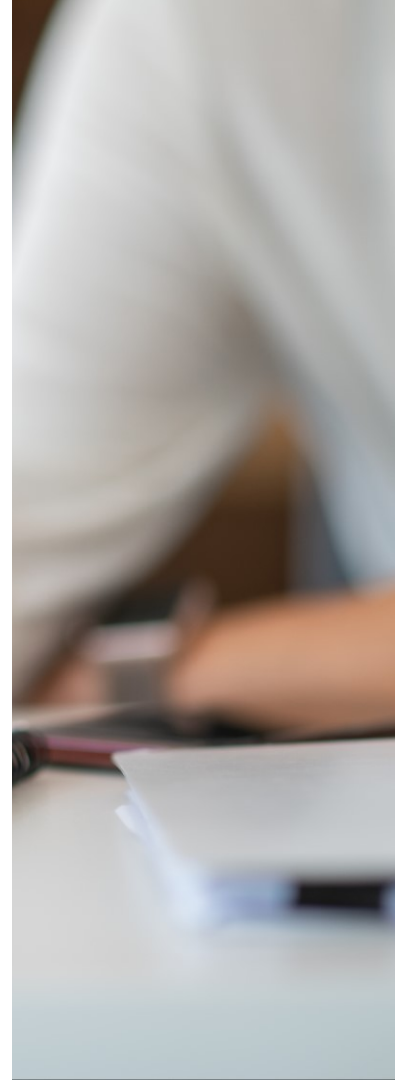
SPECTRUM is… and Values Working Groups Collaboration Update

February 17, 2021

Jamie Pfau and Delaney Coelho

Recap

- Iterative process

- Use of language, accessible

- Describe values in action statements instead of words

SPECTRUM's Original Mission Statement

Spectrum is a collaborative partnership of researchers, students, community organization representatives and government staff from across Manitoba seeking creative ways to improve ~~social~~ human services, programs, and policies through applied research, predominantly using the Manitoba population Research Data Repository.

Updated Mission

- Spectrum brings people together to use data and lived experience to inform how we can become a fairer and more just society . We share a commitment that we can achieve more by working together than we could working alone.
    - WHO – we are a collaborative partnership of community organization representatives, government staff, researchers and students from across Manitoba
    - WHY – we are seeking creative ways to make human services, programs and policies better serve people's needs
    - HOW – we are doing this through applied research, predominantly using the Manitoba Population Research Data Repository
    - WHAT – our ultimate goal is to achieve equity across the complete spectrum of outcomes, including: health and well-being, education, justice, housing, income, and employment.

SPECTRUM's Values

Collaboration: We will give partners the benefit of the doubt, ask questions when we need clarification, and actively participate in the work

Compassion: We will have compassion for each other by holding space for different perspectives and experiences

Courage: We will have courage to share freely the knowledge we bring for our collective benefit

Creativity & Innovation: We welcome and seek out new ideas of tackling complex problems

Respect for Diversity: We will not privilege one type of wisdom or ways of knowing over another

SPECTRUM's Approach

- How should SPECTRUM adopt an Anti-racist and decolonizing frameworks?
  - What does that look like?

- Require feedback and collaboration on the adoption operationalization of this framework
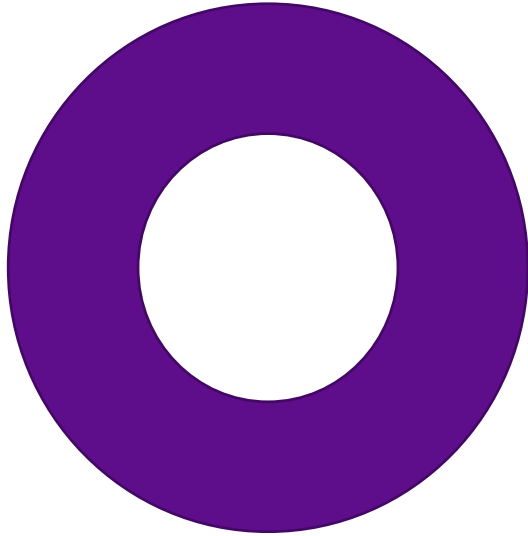
The SPECTRUM Partnership

- Evolution of Values and Mission Statement
- Enthusiasm to "start"
- Partnership is "the work"

WORKING GROUP

Space and Structure

In our previous discussions…

- We used the image of a circle, and made a connection to Indigenous teachings about circles – interconnectedness, no beginning or end, inclusive with space for silence

- We connected those ideas to concepts from design and partnership literatures – working across diversity, with empathy and commitment, to create a learning culture and navigate ambiguity

Our Mission and Values guide us

- **SPECTRUM** - **S**ocial **P**olicy **E**valuation **C**ollaborative **T**eam **R**esearch at **U**niversities in **M**anitoba

- SPECTRUM brings people together to use data and lived experience to inform how we can become a fairer and more just society.

VALUES:

- Collaboration

- Compassion

- Courage

- Creativity and Innovation

- Respect for Diversity

How can we ensure that our structure / space / way of working allows us to be accountable to each other and the communities we represent?

- A way of making decisions that allows for transparency

- A way to level power and influence by mobilizing resources into the hands of community organizations and others whose voices need amplification to promote balance: Having a seat at the table is not enough

- Noticing and responding with meaningful and timely discussion to explore solutions, when diversity narrows or power becomes too concentrated

- Regular, planned communication to, and among, all partners - with a space that includes "unfiltered" notes, meeting minutes, updates on opportunities to contribute, etc.

- Language matters – **how** we communicate creates the space within which we work together

What are we really talking about?

A space for collaboration / participatory problem solving

TRUST

- We need **TRUST** – so we need to know ourselves and each other

- Transparency and communication help foster **TRUST**

- To be true **PARTNERS**, we must acknowledge and address inequalities as an ongoing process

- Each partner has a responsibility (from the start) to be clear about **why** we are here, what we **bring**, and what we **want** from each other and from SPECTRUM

What are we really talking about?

A space for collaboration / participatory problem solving

COMMITMENT

- We need a shared **COMMITMENT** to each other, to SPECTRUM, and to the process

- We need a **COMMITMENT** to listening and seeking to understand each other, to create a safe space to test ideas with no "leaks"

- We need a **COMMITMENT** to thinking through our differences and ambiguity

- We will be a "learning organization" where we maintain flexibility and challenge underlying assumptions

- We will keep space for "deal breakers"

What are we really talking about?

A space for collaboration/participatory problem solving

CONSENSUS

- With our commitment, we will keep working to achieve **CONSENSUS** – listening to build a shared understanding

- **CONSENSUS** emerges from working together to understand and learn, accepting that "everybody has a piece of the truth"

- **EMPATHY** supports the work of getting to a **CONSENSUS**

- We are all **RESPONSIBLE** to speak from our expertise, because we share responsibility for our decisions

What does this mean practically?

STEERING GROUP/ ADMIN TEAM

ADVISORY GROUPS

COMMUNICATION AND TRANSPARENCY

FREQUENCY OF MEETINGS AND NEED FOR INFORMAL SPACES/TIME

CONNECTIONS BETWEEN P'SHIP MEETINGS (4 A YEAR?)

WRITTEN STATEMENT OF "COMMITMENTS"?

For your consideration:

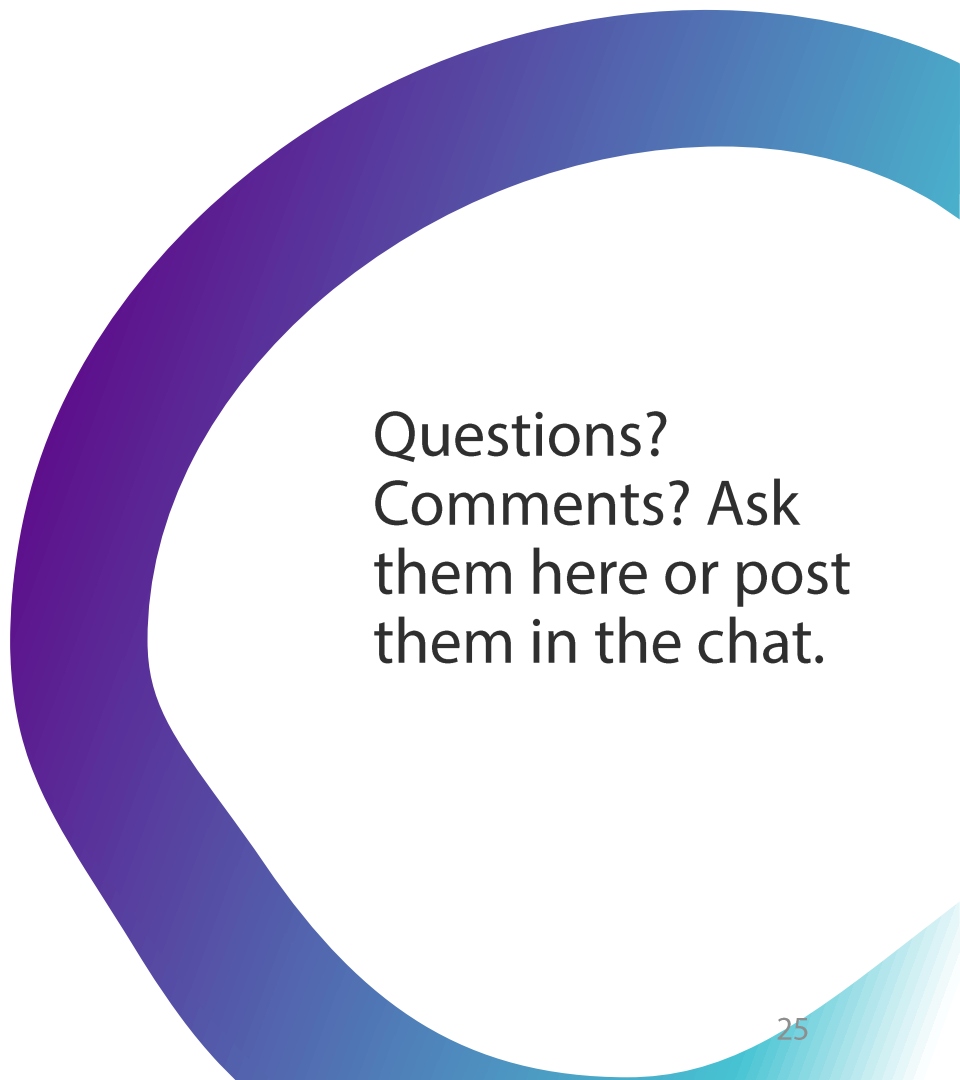The Collaborative Challenge - Making Quality Decisions Together in the Age of Complexity

Breakout Rooms

Break!

Questions? Comments? Ask them here or post them in the chat.

Demo Project 1

Research

Partnership building

Policy

Comparing Trajectories for Children in Care With Children Receiving CFS Without Going into Care

- longitudinal analysis of children & families involved in "Out of Home Care", compared to "Protective Services"
  - Desire to identify key drivers & inflection points in trajectories
  - These provide opportunities for new approaches to intervention

Demonstration Project 1 Team

Community Organization representatives: Nora Murdock (MFNERC), Rhonda Campbell (FNHSSM), Stephanie Sinclair (FNHSSM), Elizabeth Decaire (FNHSSM)

Government representatives: Scott Sinclair (Central Services), Chris Nash (Families), Elizabeth Debicka (Families)

Researchers: Marni Brownell (MCHP), Nathan Nickel (MCHP), Marlyn Bennett (Social Work)

Students: Benjamin Rommelaere (U Toronto), Anita Durksen (U Manitoba), Soomin Han (U Manitoba)

Policy Alignment

- Child and Family Services Transformation – Apprehension as a last resort.

- Priorities are community-based prevention and flexible funding policies so CFS authorities and agencies can provide early intervention services to support families before intrusive child protection intervention is warranted.

- Need quantitative evidence to supplement anecdotal understanding that outcomes are better when children receive services in their own home (when safe to do so).

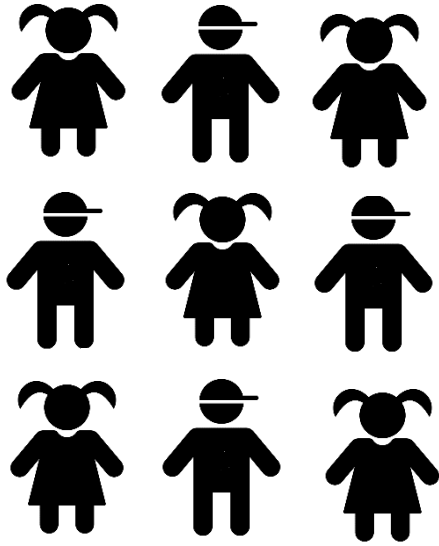Manitoba Population Research Data Repository
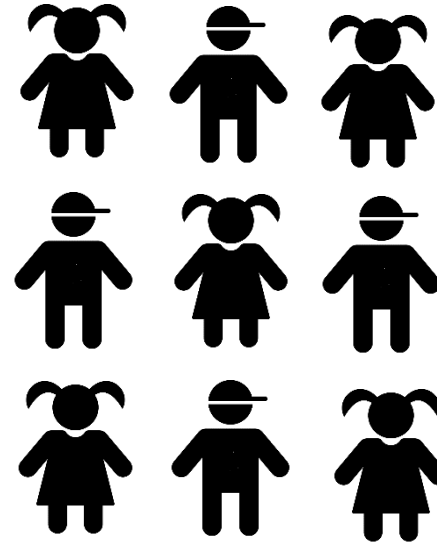
Contextualizing Data

- CFS data disproportionally includes Indigenous children
  - Almost 90% of children in care are Indigenous while making up only 25% of the population
  - Systemic bias stemming from colonial systems have contributed to this disproportionate representation and continues to effect the way families interact with child and family services, the health system, and other social services

Contextualizing Data

- This context requires a proportional response and *responsibility* when working with the data, including:
  - Applying for approvals from the Health Information Research Governance Committee (FNHSSM)
  - Involving Indigenous partners in the research process and incorporating their feedback into research questions, analysis decisions, presentations, publications, etc.
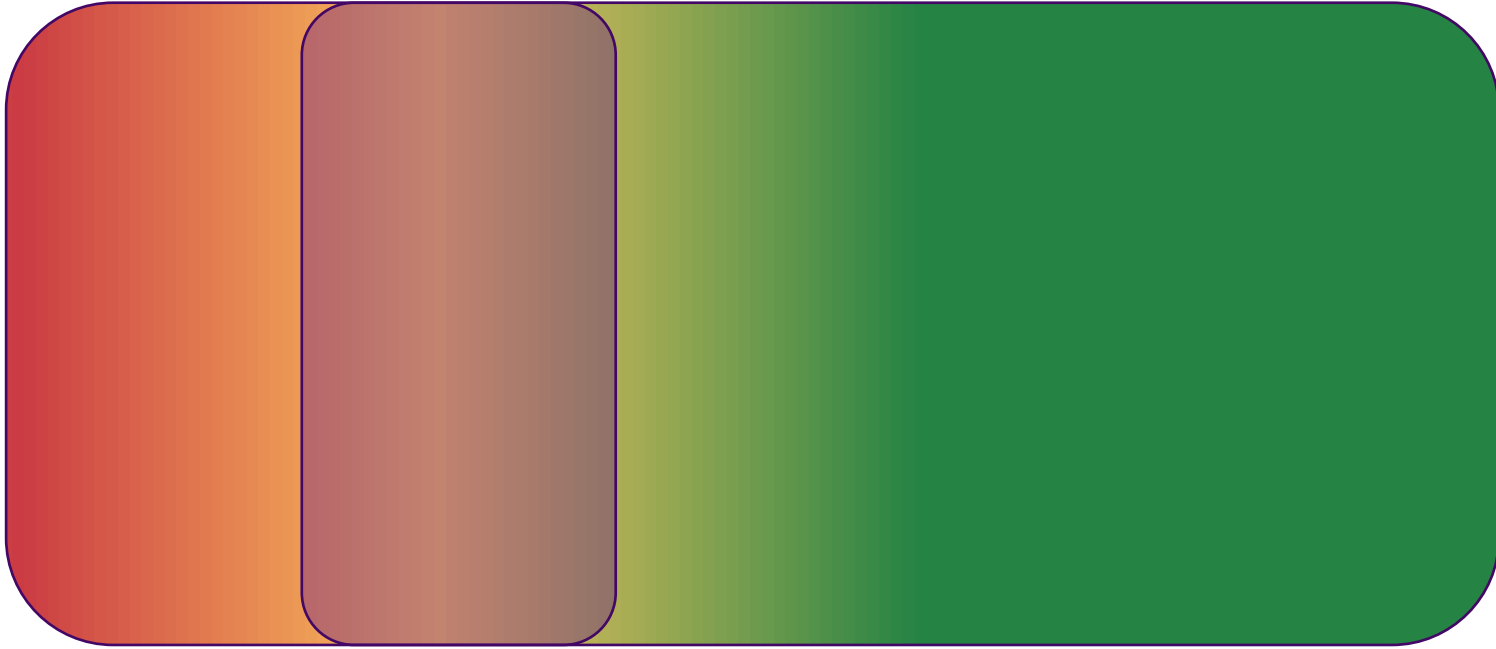 - Continually centering the values of compassion and decolonization that SPECTRUM works to embody

Children taken into care

Children not taken into care, but receiving protective services

Demo project 1: *Compare these 2 groups on outcomes: health, education, justice*

Unsafe   Safe with Plan   Safe

Measures of Child Health and Well-Being

Health
Mortality
Hospitalizations (any reason)
Hospitalizations for injury
STIs
Teen pregnancy
Teen birth
Suicide and suicide attempts
Mood/anxiety disorders

Education
Early Development Instrument
Grade 3 Reading
Grade 3 Numeracy
Grade 7 Mathematics
Grade 7 Student Engagement
Grade 8 Reading and Writing
High School completion

Justice
Any involvement (victim, witness, accused)
Charges

Questions?
Comments…

MACY Thrival Kits

Evaluation

https://www.surveymonkey.com/r/QX9M8VC

Until Next Time….

- Next workshop tentatively planned for **May 19th @ 1 pm**
  - Please be in touch if this time conflicts with any other major conferences, workshops, or events that might stop you or a rep from your organization from joining.