



Increasing equity, access and opportunity to ensure more students graduate high school career and college ready: *A Case Study on Collective Action*

November 18 | 11:45 am-1:00 pm

Presented by
Colette Stanzler and Jamie Hennick



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Welcome and Introductions



Colette Stanzler
Principal, Root Cause
she/her/hers



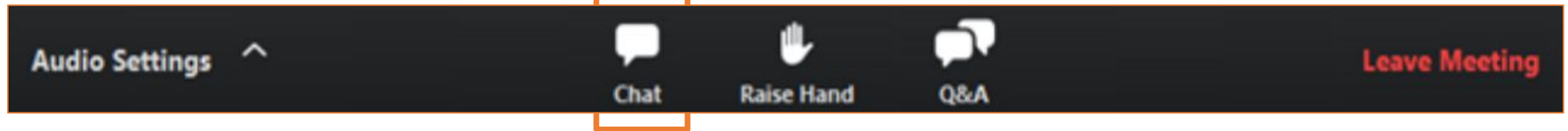
Jamie Hennick
Senior Manager, Root Cause
she/her/hers

All of you!

Workshop Logistics

- Share your name, pronouns, organization, and city in the chat.
- Do you have experience with Collective Action ?
Share: None, just learning, a little experience, lots of experience

- Use the chat if you are experiencing any tech issues.
- **Type questions** in the chat box throughout and we will address throughout the workshop..



Framework for Collective Action



Collective Action is an approach to **systems change** that brings together grantmakers, nonprofit service providers, public agencies, community members, the business community and other key stakeholders to share knowledge, resources and efforts in the pursuit of a **common purpose**.

Case Study: Boston Workforce Investment Network (WINs)

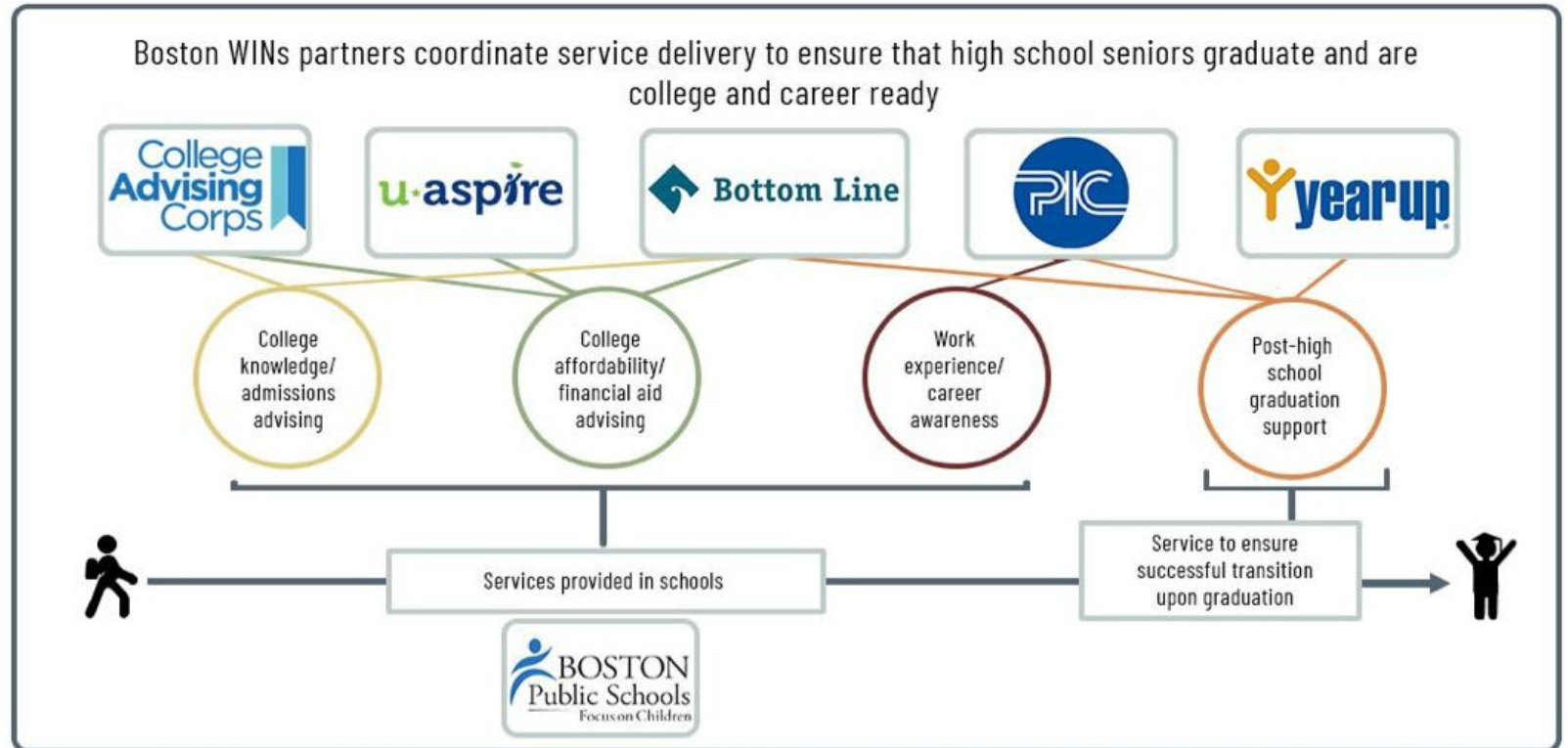
Common purpose: Coordinate college access and success programs to support students graduate with and persist through a plan for success whether that plan is college or a job-training program. The ultimate goal is to prepare Boston youth for a successful career in the workplace.

Funder: State Street Foundation

Timeframe: 2015-2021 (6 years)

Investment for collaboration: \$26 million

of schools involved: 24



WINs Model Met Preconditions for Collective Action

Opportunity/Need for Change	<ul style="list-style-type: none">● Is there a need to increase opportunities for a group of people?● Is the opportunity for change focused enough to be feasible?
Champion/Influencer	<ul style="list-style-type: none">● Is there someone who is going to drive this work forward and has the influence to do so?● Are there other influencers who can sustain the work over time?
Key Partners	<ul style="list-style-type: none">● Are there partners across sectors who have the capacity to work on the need and are committed working together in a new way?● Are there people who are most impacted involved as core partners?● Is the number of partners at the table a balance of inclusive but also realistic to work together in an accountable way?
Funding for Collaboration	<ul style="list-style-type: none">● Is there funding for the backbone organization to have the capacity to do this work well?● Is there funding for partners to make time to come together in an intentional and meaningful way?
Backbone Organization	<ul style="list-style-type: none">● Is there an organization to coordinate/manage this work?● Does that organization have capacity to do so?● Is that organization committed to this work?

Collective Action Among Partners = More Equitable Service Delivery

BEFORE



Varying ability and capacity for schools' to coordinate and provide CCLR service



AFTER

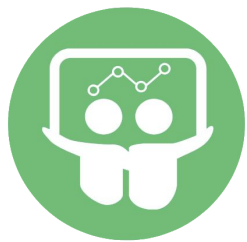
WINs structure added capacity with consistent model of CCLR partnership coordination



Partners and schools track numerous and differing CCLR milestones



Each WINs partners established and tracked a common set of milestones for each school



Varied data sharing (frequency, content, access)



Partners used shared data platform and review together on a regular basis

BEFORE



Partners hold individual meetings with guidance/counseling or informal group meetings



AFTER

Partners and schools have monthly meetings to develop shared goals and review data to ensure gaps are met



Referrals with varying levels of quality in handoffs



Discussion between partners about specific students and their needs, identifying more opportunities for handoffs



Redundant/inefficient service delivery



Partners "step back" from some services to focus on complementing and streamlining services with WINs partners

Visioning Together

In pairs, discuss what **preconditions for collective action** exist/don't exist in your work/community.

Guiding Question:

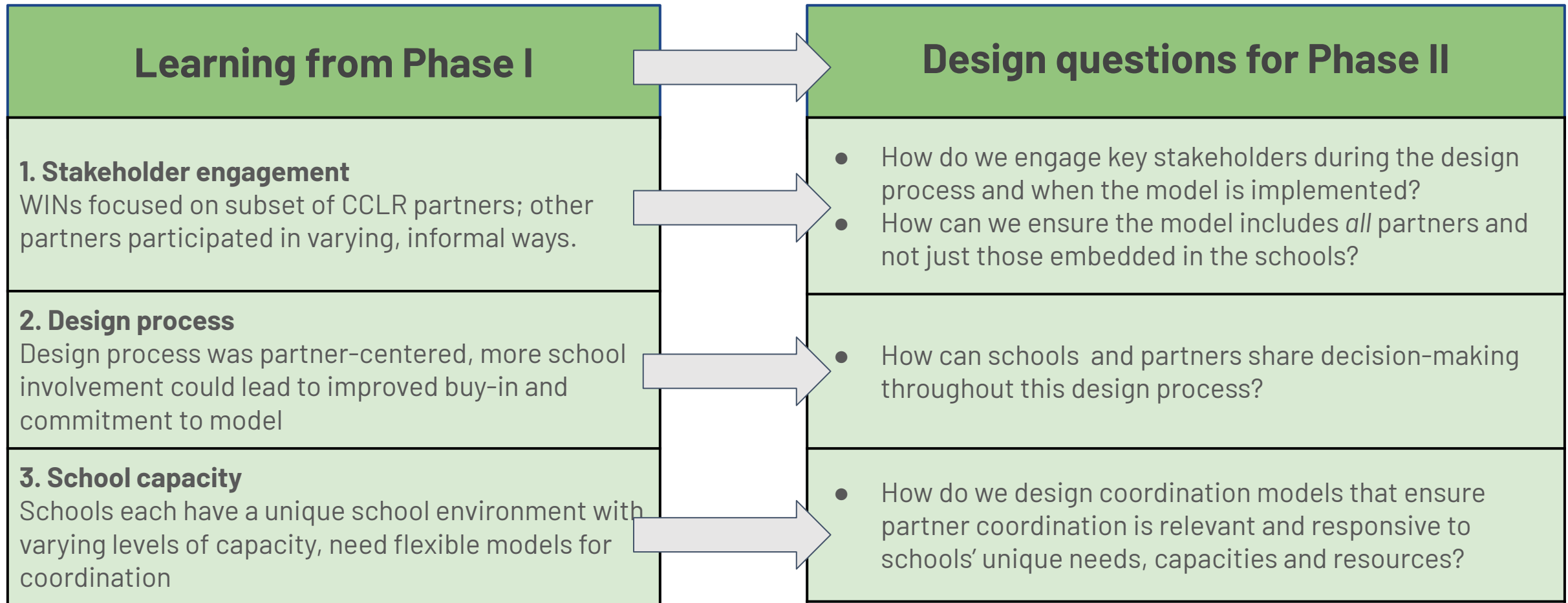
What preconditions are in place in your work/community that would make collective action possible? Which preconditions are not in place?

Discuss/share 1 or 2 examples of each

Please be prepared to share an example with the large group!

Opportunity to Design for Equity more Intentionally

Our **continuous learning mindset** throughout WINs helps us assess the limitations of the initiative and prioritize key questions to ask as we built our design process for the next iteration of coordination partnership.



Revitalizing and Learning: Strategic planning guided by equitable design practices

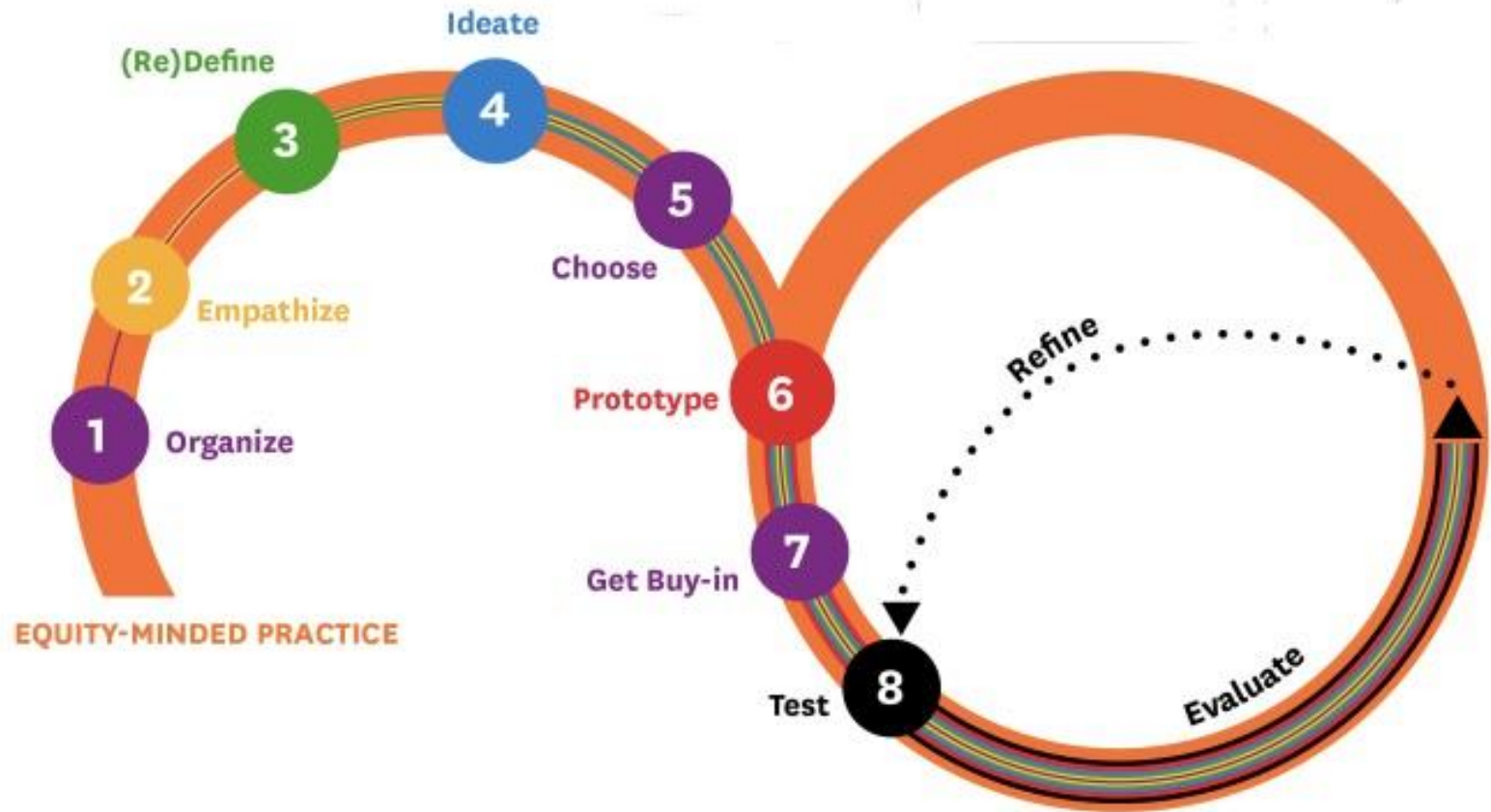
Underlying mechanisms to Equity Design:

- Address issues of identity, power and values
- Attend internally to team process & externally to design solutions

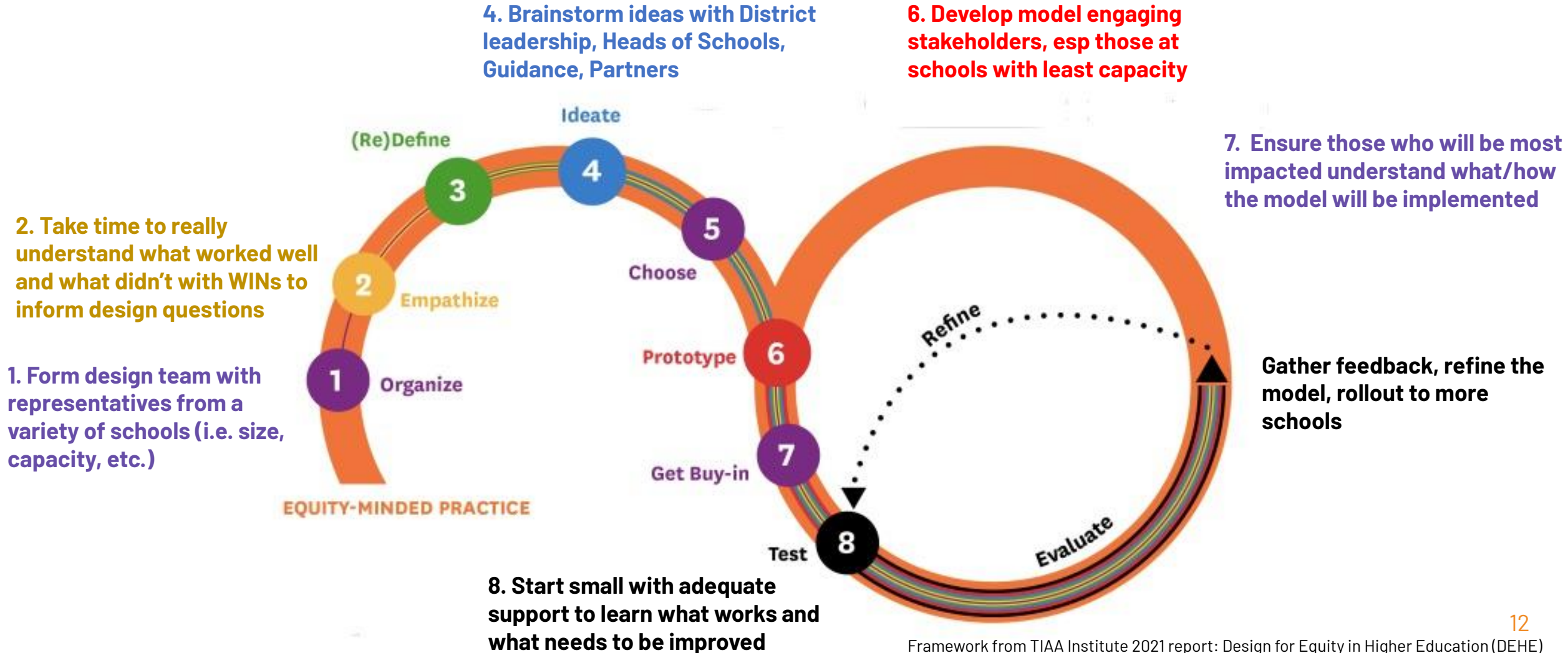
Notice bias and power.

Reflect on insights, actions, emotions.
Improve the process as you're working.

Collaborate and build relational trust.



Revitalizing and Learning: Strategic planning guided by equitable design practices



Visioning Together: Small Group Discussion

Consider the framework and example we shared:

Reflect

- What is your team's implicit or explicit design process?

Discuss for 10 minutes

- What challenges do you face in 'designing at the margins,' or ensuring those facing the most inequitable conditions have agency in the design process?

Please be prepared to share a challenge with the large group!

- **Share in the chat, or by raising your hand in zoom, to ask a question.**

Thank you for joining!

Please keep in touch by visiting our website at

rootcause.org or emailing us

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