

positiveexperience.org



HEALTHY OUTCOMES
FROM POSITIVE EXPERIENCES

Anti-racism progress report 2022

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A message from our Director

To our HOPEful partners:

Just over a year ago, the HOPE National Resource Center began its journey towards anti-racism. In addition to educating ourselves about race and racism, we worked with Jessica Jones and Chris Edmonds from The Code Group. With their guidance, we explored the role of anti-racism in the HOPE framework in multiple open, sometimes difficult, conversation is including:

- National Advisory Board meetings
- Internal National Resource Center meetings
- 1st Annual HOPE Retreat



Robert Sege, MD, PhD
Director, Center for Community-Engaged Medicine

Those efforts came together in HOPE's anti-racism statement, released in September 2021. The anti-racism statement is displayed prominently on our website alongside our mission, vision, theory of change, and guiding principles. The statement has been a significant guiding force for all of our work throughout the rest of the year. It will continue to guide us into the future.

We put the statement into action throughout the National Resource Center, reinforcing an organizational culture of anti-racism that we can share with our external partners and the numerous individuals and organizations that we train on an ongoing basis.

At the HOPE National Resource Center, we are re-affirming our ongoing commitment to making equity an intentional part of our work every day. We have organized this report into three sections. Each section represents one of our priorities for anti-racist implementation:

1. Administration and operations
2. Actions and programs
3. Communications and public recognitions.

This first-ever anti-racism annual report is one way to determine our progress in each of the priority areas. We will continue to strive to integrate anti-racism into our daily work at the HOPE National Resource Center.

Sincerely,

A handwritten signature in blue ink, appearing to read 'R. Sege'.

Robert Sege, MD, PhD

Background and context for the anti-racism annual report

National Resource Center

The HOPE (Healthy Outcomes from Positive Experiences) National Resource Center is the hub for information related to the HOPE framework. The team offers training and technical assistance to a diverse set of child- and family- service organizations here and abroad. Training and technical assistance can take the form of a traditional course, online or in-person, our annual HOPE summit, the HOPE Innovation Network, and HOPE facilitator certification.

Three sections:

1. National Resource Center
2. Racism and the work that we do
3. What it means to be anti-racist

The Research Department works with a number of foundations, public agencies, and colleagues to gather, analyze, and disseminate research that supports the impact of positive childhood experiences. Often, the research is published in peer-reviewed journals, and it is distributed to broader audiences through blog articles, traditional media interviews, and, recently, the social media networks of Twitter and LinkedIn.

Racism and the work we do

The HOPE framework is structured around a list of specific types of positive childhood experiences that support lifelong mental health, called the Four Building Blocks of HOPE:

1. Relationships
2. Environment
3. Social and civic engagement
4. Emotional growth

The Four Building Blocks are described but left to each family and community to define based on their lived experiences, cultures, and

resources. Lived experiences, cultures, and resources often overlap with the race(s) of the child and family and the racial make-up of the surrounding community. As such, children and families may have less access to the Four Building Blocks when systemic racism exists in their communities and within the service systems that they are working with. In short, we cannot promote the implementation of HOPE and the Four Building Blocks without acknowledging the affect that racism has on children and families.



What it means to be anti-racist

The HOPE National Resource Center accepts the definition of anti-racism, found in the glossary *Key equity terms and concepts: A glossary for shared understanding* from the Center for the Study of Social Policy. In this glossary, anti-racism is defined as the

Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.

Additionally, the National Resource Center accepts this definition of *Black anti-racism* from the glossary

Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy.

Based on these definitions, the HOPE National Resource Center has taken action by incorporating anti-racism into our trainings, technical assistance activities, written resources, podcast, videos, research, and general communications.



The HOPE National Resource Center works to embed anti-racism in all trainings, communications, and resources.

Background and context for the anti-racism annual report

Work of the National Resource Center

The anti-racism activities are a part of a thriving, growing organization, the HOPE National Resource Center. Understanding the overall impact of HOPE gives some perspective on the potential impact that our anti-racism activities could have. It also reiterates the need to ensure that anti-racism is ubiquitous throughout all HOPE-related materials and activities, because, without it, we could be perpetuating the systemic racism rather than disrupting it.



HOPE highlights

Fiscal year 2022

Trainings



HOPE around the world



Social media growth*

Twitter	January - June	LinkedIn	January - June
Followers	122% increase	Followers	77% increase
Impressions	399,300% increase	Profile views	72% increase
Likes	50% increase	Mentions	2% increase

*All social media started in January, numbers likely are not significant statistically

HOPE long-term growth goals

- ★ Increase training and technical assistance revenue by 85%
- ★ Create new training and technical assistance service offerings
- ★ Launch HOPE-informed organizational certification program
- ★ Publish on the long-term health outcomes associated with PCEs

Section 1: Administration and operations

Release of the HOPE anti-racism statement

The HOPE National Resource Center issued a new statement about how our intent to infuse an understanding of race, racism, and anti-racism into our work. We did so in recognition that each person is an individual with essential human dignity. Yet, our society continues to struggle with persistent racism. Beyond individual biases, systems perpetuate inequity via systemic racism, endangering the health of children and families of color.

We are committed to listening to the experiences of the many people that our work brings into contact with us. It was important to declare that commitment publicly. The anti-racism statement also provides a guidepost to hold ourselves, at the National Resource Center, accountable for active anti-racism in everything we do.

As we continue to develop the HOPE framework, we will maintain our focus on addressing the corrosive effects of racism, highlighting features of systems that perpetuate racist inequities through our online presence, providing trainings that highlight evidence based bias reduction techniques, and providing technical assistance to those desiring to examine their policies using HOPE to promote equity and to honor the dignity of each person. We welcome feedback on when HOPE resources are helpful, and when they fall short of our ideals.



Official HOPE anti-racism statement:

HOPE sees each person as an individual with essential human dignity. The HOPE Framework recognizes that positive childhood experiences (PCEs) help children grow into healthier adults. Research data have shown that adults who remember PCEs have better lifelong mental health. PCEs protect children who have had adverse childhood experiences (ACEs). This means that ACEs do not need to define a child's life or determine their fate.

We also know that our society still struggles with the lasting effects of hundreds of years of racism. Race is a social construct, and racism distributes power and privilege to certain groups based on their race. Racism can lead to barriers that make it challenging for children and families to have these PCEs.

Unconscious biases can make it harder for providers to identify and understand how families provide the love and support that their children need despite these barriers. HOPE-informed care seeks to help service providers show empathy by identifying, honoring, and promoting these family strengths.

The four building blocks of HOPE describe broad types of experiences that children need and leaves it to families and communities to decide on specific PCEs for themselves. Focus on HOPE and Positive Childhood Experiences brings to light the love, family, and community support that allow many to thrive even in the face of racism. At the same time, the HOPE framework supports advocacy to ensure that every child has equitable access to the Four Building Blocks, regardless of their race.

Maintaining an attitude of cultural humility allows the HOPE Framework to continue to improve and build on our evolving understanding of racism and its impacts.

Official glossary

Over the past year, we have learned that having a common language is an important foundation for anti-racism work. Thus, the HOPE National Resource Center adopted the Key equity terms and concepts: A glossary for shared understanding, from the Center for the Study of Social Policy. In



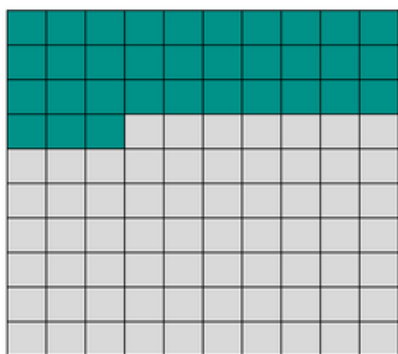
addition, the American Public Health Association has acknowledged racism as a public health crisis, and we also affirmed the definition of racism from APHA Past-President Camara Phyllis Jones, MD, MPH, PhD.

HOPE demographic profile

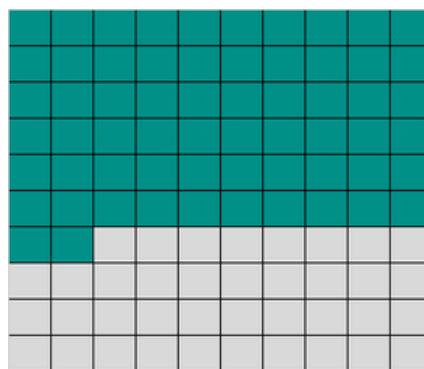
One key part of the HOPE anti-racism approach is to demonstrate diversity in the make-up of the team at the HOPE National Resource Center and our affiliated networks: FACES (Family and community experts) advisory council, National advisory board, and the HOPE Innovation Network.



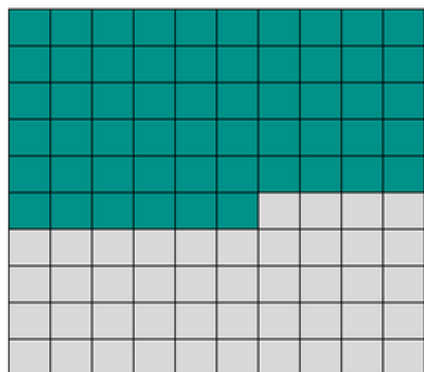
National Resource Center
33% BIPOC



FACES of HOPE
62% BIPOC



National Advisory Board
56% BIPOC



The FACES of HOPE Advisory Council and the National Advisory Board provide diverse input and feedback that augments the experiences and expertise of the HOPE team.

Robert Sege, MD, PhD

Student workers

In the summer of 2021, the HOPE National Resource Center welcomed a student from the 10-week Tufts Building diversity in biomedical sciences program. The Program is for undergraduates interested in getting a PhD or MD/PhD after college. The goal of the program is to promote diversity in biomedical leaders. The focus is on the research experience, but students also are trained in science communications and learn about career options in the biomedical science field.

This year, we reached out to the 2021 student intern and offered him a summer job. This gave us the opportunity to continue supporting the student to promote diversity in biomedical sciences, even when he was no longer officially a part of the program. In May of 2022, he re-joined our team and currently is developing an online course based on our HOPE Innovation Network cohort 2 trainings.



Also, the HOPE National Resource Center is hosting four summer interns through the Tufts MC's High School Summer Internship Program. The program offers youth from Boston public schools jobs, mentorship, role models, and personal and professional learning opportunities. This is a seven-week program that includes their summer projects and weekly enrichment workshops.

2022 Summer student workers

100% (5 out of 5) **BIPOC**



HOPE's reach

The HOPE National Resource Center expands the HOPE framework throughout various organizations. The HOPE Innovation Network is a group of organizations across the country that are taking a 6-month training series followed by 6 months of implementation. The trainings include anti-racism specifically, and it is embedded in all program activities. This year, the participants are adding HOPE to their intake or first contact processes.

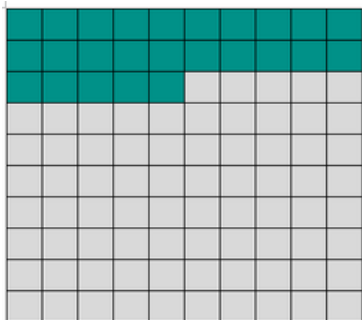
HIN organization	Website
Attachment Parenting International	attachmentparenting.org
Baby TALK Inc	babytalk.org
Boys and Girls Club of <u>Souhegan</u> Valley	svbgc.org
CareSource	caresource.com
Duluth Community School Collaborative	isd709.org
Family Support Barry	familysupportbarry.com
Greater Franklin Area Family Resource Center	gta-frc.org
James McHenry Elementary School	schools.pgcps.org/jamesmchenry/
Kansas Children's Service League	kcsf.org
Lake of the Woods	lakeofthewoodsschool.org

Each of these organizations serves diverse children and families in their communities and some have nationwide impact.

Various organizations participate in HOPE workshops to learn about HOPE and HOPE implementation. Here is a breakdown of the people who took HOPE workshops within the past year.

HOPE workshops

25% BIPOC



The HOPE Innovation Network and HOPE workshops are critical components of our work.

Robert Sege, MD, PhD



Goals for administration and operations

1. Improve demographic data collection:
 - a. Annual summit
 - b. Facilitator and ambassador trainings
 - c. Online courses and modules
2. Continue to develop and expand a culture of anti-racism in the National Resource Center
3. Establish a diversity goal for staffing the National Resource Center

Section 2: Actions and programs

Trainings

Organizations cannot implement HOPE without also implementing anti-racism techniques. Organizations that attempt to do so could create unintended consequences for the children and families they serve. For this reason, all HOPE trainings have anti-bias and anti-racism included as specific topics. This is addition to an introduction to the brain science related to implicit bias in most trainings. People who attend HOPE trainings leave with access to resources such as the *HOPE as an anti-racism framework in action* tool for organizations. One example is the interactive *HOPE in tribal communities* training that the National Resource Center team presented at the National Indian Child Welfare Association annual conference

Aside from including anti-racism in HOPE trainings, the National Resource Center has expanded its course offerings with the addition of the online course *HOPE and anti-racism approaches*.

This free course includes four modules with video lectures, interactive quizzes, and resources.

The 2nd annual summit keynote speaker, Dr. Wendy Ellis from the Center for Community Resilience at The George Washington University talked about community resilience and equity that included background on the "infrastructure of structural racism". This was ahead of her Community Resilience Tree launch, which the National Resource Center included in the HOPE resource library.



Section 2: Actions and programs

TTA changes to advance diversity

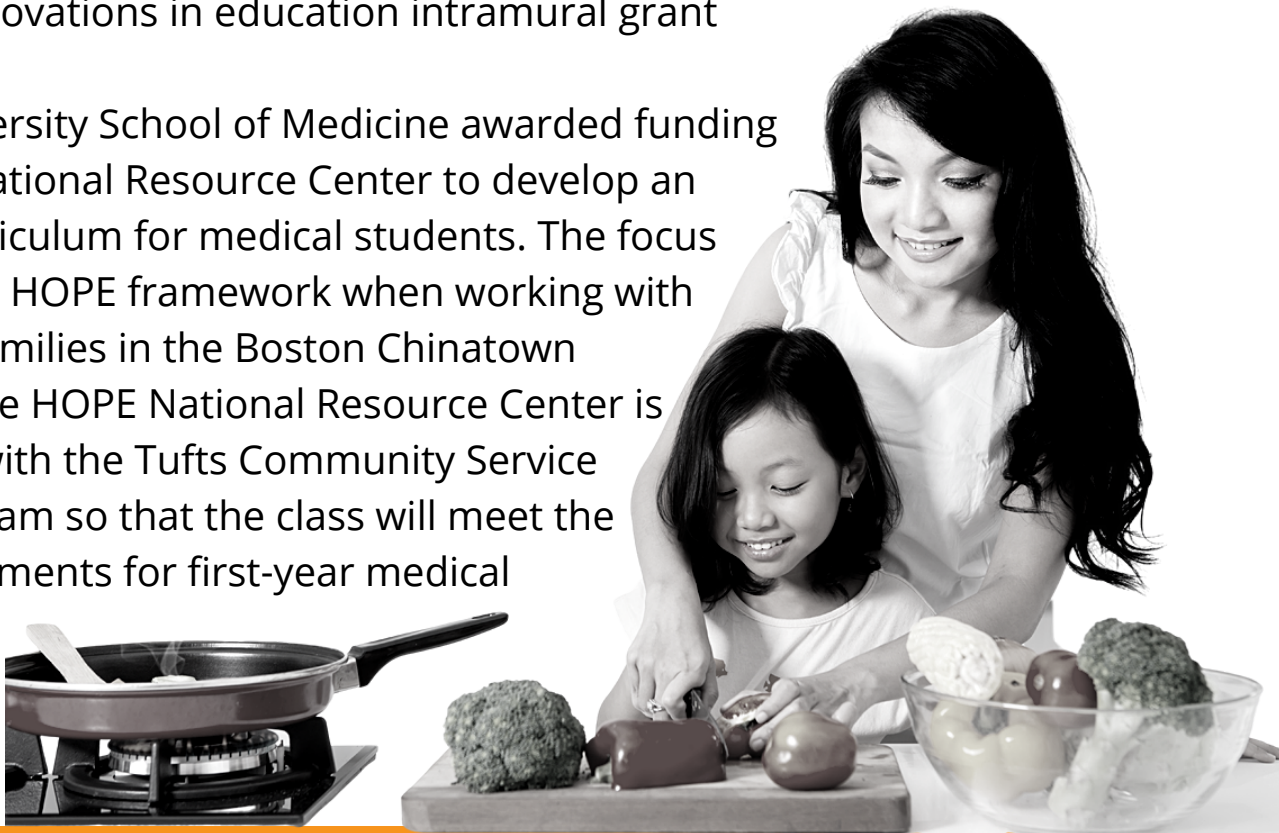
Many organizations that send staff to attend HOPE trainings work with children and families of color, lower-income, or live in socially-oppressed settings. Yet, the individuals attending our trainings themselves are less diverse. It is important that people affiliated with HOPE, such as HOPE-trained facilitators, reflect the diversity of children and families.

Change #1: Public Training-of-the-facilitator (ToF)

The National Resource Center began offering a Public ToF series to create space for individuals who are not affiliated with an organization or who are not selected by their organization to become certified. With input from FACES of HOPE, the National Resource Center is launching HOPE ambassadors and HOPE champions programs to expand HOPEs reach into communities more broadly. The Public ToF, HOPE ambassadors, and HOPE champions will expand opportunities for people of color to learn about HOPE.

Change #2: Innovations in education intramural grant

The Tufts University School of Medicine awarded funding to the HOPE National Resource Center to develop an innovative curriculum for medical students. The focus is on using the HOPE framework when working with children and families in the Boston Chinatown community. The HOPE National Resource Center is collaborating with the Tufts Community Service Learning program so that the class will meet the service requirements for first-year medical



Section 2: Actions and programs

students. The first iteration will be a pilot.

The planning committee includes representative leaders in the API community, including representatives from Boston Chinatown Neighborhood Center ("BCNC"), Asian Women for Health, an award-winning documentary filmmaker, and Addressing Disparities in Asian Populations through Translational Research ("ADAPT"). The students' community service learning activity will take place in the Boston Chinatown Neighborhood Center ("BCNC").

The National Resource Center has developed several courses about HOPE before but not an experiential curriculum with direct service. The aim of the curriculum is to teach medical students what it means to work with children and families in a way that is congruent with their cultural context and respectful of their strengths.





Goals for actions and programs

1. Develop recruitment strategies and/or programs to increase the diversity of facilitator and ambassador trainings
2. Complete Innovations in Education program pilot and execute full launch in the Tufts University School of Medicine
3. Apply for small grants to support researchers from underrepresented groups

Section 3: Communications and public recognitions

Communications

In the past year, the HOPE National Resource Center has adopted inclusive written materials guidelines in addition to the equity glossary. The guidelines focus on family-friendly language, accessibility for individuals with disabilities, and promoting equity. Today, the guidelines are used in HOPE blogs and newsletters.



Public recognitions

The HOPE National Resource Center makes a point to celebrate communities of color and to acknowledge historical traumas. Over the past year, HOPE has recognized the following:

- Black history month - Vlog series *HOPE Block by Block*, featuring Dr. Kamilah Legette (relationship), Robyn McGough, MSW (engagement), Dr. Wendy Ellis (environment, and Dr. Stephanie Irby Courd (emotional growth)
- Juneteenth
 - Celebrating Black fathers interview
 - Adopting equity glossary
 - Sharing books about Black history and the Black experience in the HOPE family library
 - Developing new anti-racism online course

Section 3: Communications and public recognitions

- National day of mourning - Written acknowledgement at forefront of Thanksgiving blog(s)/mentions
- Current events - Addressing the relevance of gun violence to hate crimes, police violence, community violence, and suicidality in addition to mass shootings
- Deliberately including and uplifting diverse thought leaders in the field at the annual HOPE summit
- National Women's History Month - Including women of color prominently in resource guide
- LGBTQ+ - Creating a resource specifically supporting access to the Four Building Blocks of HOPE in LGBTQ+ families, with acknowledgement of intersectionality with racial identity for LGBTQ+ families
- Working to ensure that images do not perpetuate racial stereotypes and are a positive depiction of children and families



Goals for communications and public recognitions

1. Audit resources and trainings to align with equity glossary and written materials guidelines
2. Increase the number of public recognitions that celebrate people of color



Goals for the upcoming year

1. Audit resources and trainings to align with equity glossary and written materials guidelines
2. Develop recruitment strategies to increase the diversity of facilitator and ambassador trainings
3. Improve demographic data collection:
 - a. Annual summit
 - b. Facilitator and ambassador trainings
 - c. Online courses and modules
 - d. Continue to develop and expand a culture of anti-racism in the National Resource Center
4. Seek ongoing information, resources, and support from FACEs and NAB members
5. Expand written guidelines to "communications" guidelines
6. Establish a diversity goal for staffing the National Resource Center
7. Apply for small grants to support researchers from underrepresented groups
8. Adding a tools for HOPE certified organizations to assess experiences of racism for the children and families they serve and quality improvement strategies based on the HOPE framework



Acknowledgements, resources, and information

- HOPE (Healthy Outcomes from Positive Experiences) [website](#)
- CSSP (2019). "Key Equity Terms and Concepts: A Glossary for Shared Understanding." Washington, DC: Center for the Study of Social Policy. Available at: <https://cssp.org/resource/key-equity-terms-concepts/>.
- Racism and health. American Public Health Association [website](#)
- [Center for Community Resilience at the George Washington University website](#)

