DENTON COUNTY
WORKFORCE SUCCESS
LEADERSHIP TEAM

Friday, September 25, 2020 | 8:30 a.m. to 10:00 a.m.
Virtual Meeting

Agenda

I.	Welcome	D. Koontz
II.	Review of Changes to Advance Together Implementation Proposal	A. McElroy
III.	Advance Together Team Questions	A. McElroy
IV.	Workgroup Updates	
	• Child Care	S. Redondo
	• Working Family Success – Financial Empowerment	A. McElroy
V.	Denton County Leadership Teams Update	
	• DCBHLT	H. Rodgers
	• DCHLT	E. Lusk
VI.	Backbone Support Update	
VII.	Public Comment	D. Koontz
VIII.	New Business	D. Koontz
IX.	Adjourn	D. Koontz

Next Meeting Date:
Friday, October 16, 2020 | 8:30 a.m. to 10:00 a.m. | Virtual Meeting

United Way
Denton County

Advance Together
Implementation Proposal

Components of Implementation Phase

Racial Equity

- **Develop Racial Equity Council (15-20 BIPOC Leaders)**
- **Create Racial Equity Coordinator position (UWDC)**
- **Racial Equity Anti-Racism Facilitation & Training**
- **Racial Equity Organizing Technical Assistance**

Activities:
- Develop strategic plan and create strategy for racial equity lens for DCWSLT:
  - Implement Racial Equity Assessment of DCWSLT and programs
  - Implement racial equity education, awareness, and community engagement events
  - Develop and maintain Racial Equity Dashboard
  - Develop state legislative agenda

Racial Equity

Community Engagement

WFS Navigation

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Community Engagement

- **Create part-time Community Engagement Navigator**
- **Develop & Implement ALICE Comprehensive Narrative**
- **Develop & Implement Community Engagement Activities**
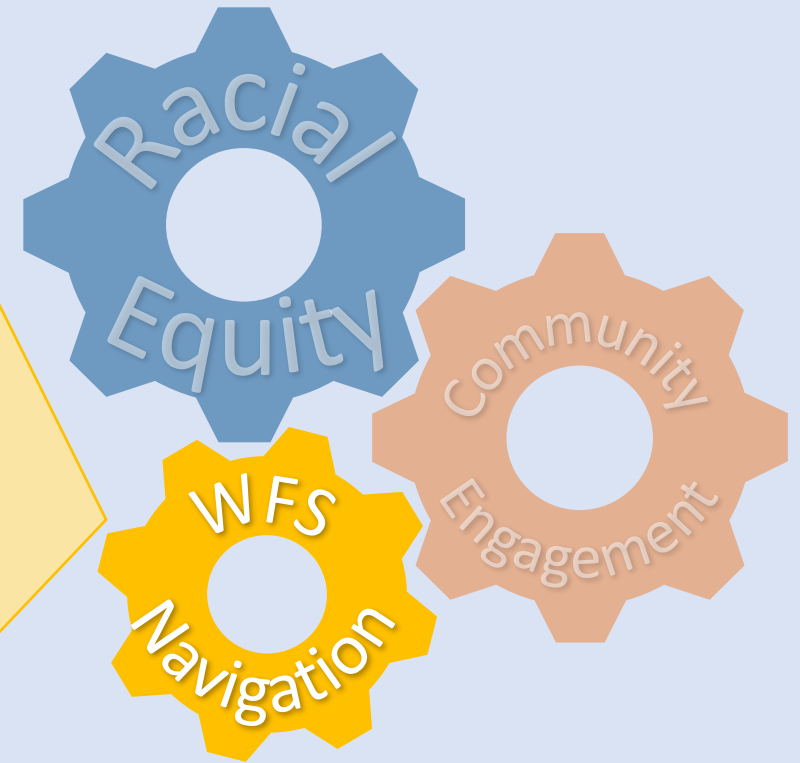
Activities:
- Develop plan for collection of supplemental and qualitative ALICE data
- Provide narrative of ALICE client service use, service awareness, and resource gaps
- Hosts regularly occurring network sessions to establish trust and rapport among ALICE households and capture early indicators of outcome success
- Develop and implement community engagement strategies that incorporate an on-going feedback loop from ALICE families into DCWSLT decision-making

Racial Equity

WFS Navigation

Community Engagement

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Financial Coaching

- **Create part-time Community Engagement Navigator***
- **Expand WFS services across Corinth, Denton, and Flower Mound campuses**

Activities:

- On-going resources for NCTC students experiencing academic/financial distress
- Supervise MSW level navigation interns
- Provide crisis support and navigation to students
- Coordinate access to on-campus and off-campus services
- Collaborates with various NCTC departments to provide support and guidance with university processing
- Assist in qualifying for and distributing of emergency assistance funds

Racial Equity

Community Engagement

WFS Navigation

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Proposed (Tentative) Expenditures

Racial Equity Coordinator	Community Engagement Navigator
• $173,612 - Racial Equity Coordinator (Full-Time, $35k/year + benefits, 3 years) • $1,800 cell stipend • $1,000 – Laptop/Tech Supplies • $5,500 – Racial Equity Facilitation & Training	• $100,122 – Community Engagement Navigator (Part-Time , $18/hr, up to 29 hours + FICA, 3 years) • $1,800 Cell Stipend • $1,000 Laptop/Tech Supplies
Racial Equity Total - $181,912	**FC Total - $102,922**
+$15,000 UWDC Administration Overhead Costs	
	TOTAL AT Request - $299,834

Root Problem 1: Increasing number of families making below survival wage in Denton County	Strategy: Increase families' access and knowledge of income increasing educational training and provide on-campus and off-campus supports/resources through integrated service delivery	Outcome: Increase in student completion and graduates earning at or above $16/hour upon graduation
	Year 1 actions: • Develop community score card to monitor and improve quality of services • Create student survey to assess student stressors and needs • Assess existing resources and student knowledge of/access to resources • Develop employer survey to assess available programs and employability after graduation • Create on-campus case management position • Increase available student emergency funds **Year 1 learning questions:** • Is our assumed intervention (integrated services) correct? • What do ALICE families actually need? • Have we identified viable, high-earning career pathways for ALICE households to increase income?	**How you will know:** • Increase in student retention and completion rates • Measure changes in personal, academic, and financial distress reported by students • Increased income among graduates • Increased employment among graduates • Increased financial capabilities among graduates

Root Problem 2: Under-representation of BIPOC employed at or above survival wage	**Strategy:** Create equitable access to workforce, education, and nonprofit services for BIPOC		**Outcome:** Increase in BIPOC making above or at a survival wage
	Year 1 actions: • Establish Racial Equity Council • Collect and analyze data regarding racial disparities • Complete racial equity assessment of DCWSLT and programs • Emphasize racial equity in community score card • Implement racial equity education and awareness • Develop legislative agenda • Understand the lived experiences of BIPOC	**Year 1 learning questions:** • What does our data tell us about racial inequities in our nonprofit systems of service delivery? • What does our data tell us about racial inequities in our workforce and education systems? • What strategies could we develop to tackle barriers reported by BIPOC? • Are our assumptions of racial inequity accurate? • Are our interventions culturally appropriate? Are our interventions in alignment with BIPOC professional desires/needs?	**How you will know:** • Track #s and increase of program completion among BIPOC students • Measure stable employment and income of BIPOC graduates vs non-BIPOC graduates • Track #s of BIPOC program participants and compare to county demographics

Root Problem 3: Disconnect between DCWSLT decision making and ALICE family feedback	**Strategy:** Develop and implement community engagement strategies that incorporate an on-going feedback loop from ALICE families into DCWSLT decision-making		**Outcome:** Increase in ALICE family participation in DCWSLT programming
	Year 1 actions: - Develop plan for collection of supplemental and qualitative ALICE data - Provide narrative of ALICE client service use, service awareness, and resource gaps - Hosts regularly occurring network sessions to establish trust and rapport among ALICE households and capture early indicators of outcome success - Develop BIPOC specific engagement strategies	**Year 1 learning questions:** - Is our assumed intervention (integrated services) correct? - What do ALICE families actually need? - What are the results of our assumed intervention (integrated services)?	**How you will know:** - Successful creation of ALICE comprehensive narrative - ALICE family attendance at network sessions - ALICE family feedback, opinions, and recommendations

Shared Goal

What is the shared goal that our team wants to address over the next 3 years?

Has our thinking about the shared goal changed since COVID?

Shared Goal

What are our team's opportunities for shared work?

How has/should COVID change(d) our response in the short-term and long-term?

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Systems Change

What are existing systems (such as policies, practice/behaviors, mindsets, and resources) that need to change to achieve our goal?

What issues around economic inclusion, racial equity, and diversity are part of the systems that need to be changed?

Systems Change

What steps should our team take to influence or make those system changes possible?

Shared Leadership

How will our team share power among and include different voices across the full social, racial, and economic diversity of our community?

What perspectives are missing?

Community Engagement

What steps do we need to take to welcome and involve clients in setting direction, making decisions, and participating in our effort?

Learning Orientation

What are the key barriers, challenges, and lessons we have learned in our work to this point?
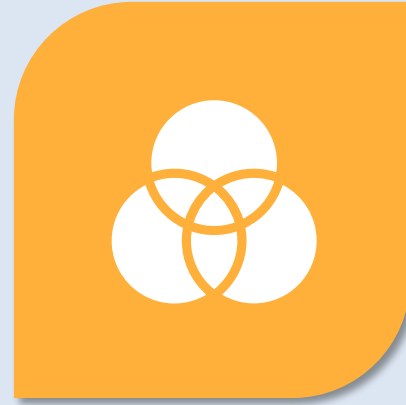
What data, research, community input, and/or peer learning do we need to achieve our shared goal?

Child Care Workgroup & Family Child Care Network Grant Update

DCBHLT & DCHLT Updates