

# The Wellbeing Learning Collaborative

**DPH Providers Meeting  
Marlborough, MA  
November 18, 2019**



**/FullFrameInitiative**



**@FullFrameInitv**

# Who We Are

*We are a social change organization that partners with pioneering organizations, systems and communities across the country to demonstrate the power of fundamentally shifting our country's focus from short-term fixes to fostering durable wellbeing.*

*Together, we are creating possibilities for lasting change in people's lives and sparking a broader movement that replaces poverty, violence, trauma and oppression with wellbeing and justice.*



# Assumptions Matter

- *People coping with significant challenges are different– even deviant*
- *Everyone has access to opportunity*
- *Change is additive*
- *Sustaining change is about willpower*
- *Issues and problems are discrete*
- *People with challenges are pathologies wrapped in skin, and services fix them*
- *Change happens at the level of the individual*

- *We're more alike than we're different*
- *Our circumstances are varied, and there are structural forces that block or undermine progress for some people more than others*
- *Change brings gains and losses*
- *Life is messy*
- *There's always something that's working*
- *Individual change is tied to family change, which is tied to community and social change*

*How do we get from problems and programs*

*to*

*people and possibilities ?*

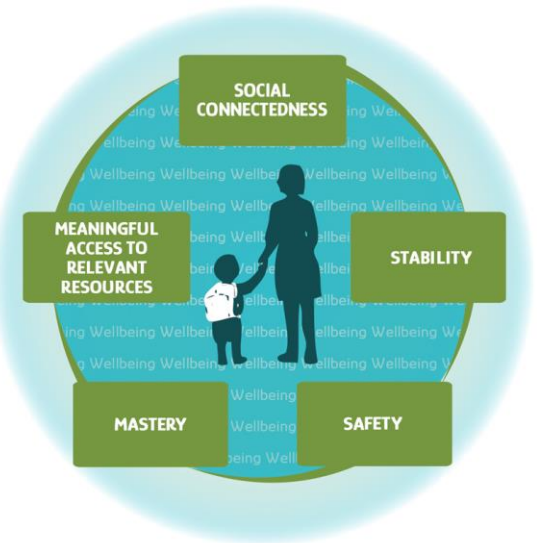
*By recognizing, legitimizing and building on  
our universal drive for wellbeing*



# Defining Wellbeing

*Wellbeing: /'wel 'bēiNG/ noun, the set of needs and experiences that are universally required in combination to weather challenges and have health and hope*

*We all need it.  
We don't all have access to it.  
Access to wellbeing improves health, hope & resilience.  
It is the promise of our country.*



# The Wellbeing Collaborative: Overview

A partnership between the Full Frame Initiative (FFI), the MA Department of Public Health (DPH), and a small group of sexual and domestic violence (SDV) providers interested in focusing their work to support the wellbeing of program participants.



# Overview continued

- 18 month commitment: June 2018-December 2019
- 12 participating organizations, 2 staff per organization
- Quarterly full day in-person meetings and quarterly 2-hour virtual meetings
  - Tool creation and practice, exercises, activities, discussions
- Commitment of 4-6 hours a month outside of meetings:
  - One-on-one coaching with FFI and/or site visits
  - Development of tools
  - Working on practice, policy, or cultural change within their program or organization (varies by org)
  - Completion of quarterly questionnaires for data purposes
- Use of an intranet site for information sharing and communication between members



# Purpose and Goals

- Develop providers' ability to shift their focus from problems and increasing safety to participants' strengths and increasing their access to wellbeing.
- Increase understanding and recognition of the motivators of participants' behaviors and decisions.
- Equip providers to recognize, anticipate and minimize tradeoffs in their own programs and in other systems.
- Create a vibrant learning collaborative of a group of innovative and creative SDV providers and key allies to build relationships and share practices and lessons learned.
- Increase the SDV field's understanding of how to increase access to wellbeing across diverse settings, geography, populations and service models.



# Organizations Involved

- Independence House
- Jeanne Geiger Crisis Center
- LUK, Inc.
- New Hope, Inc.
- On The Rise
- REACH
- Respond, Inc.
- The Salasin Project
- The Second Step
- The Women's Center
- Voices Against Violence
- YWCA – Central MA





# What We've Learned

- Staff are eager and motivated for change!
- Leadership commitment and buy-in is essential
- Staff turnover is both an obstacle and a place for opportunity
- Members are sharing what they learn in the WC with colleagues and others in the field
- Space for organizations to collaborate, co-create, and to support each other is valued and appreciated
- An overwhelming consensus that this work is important and needs to continue
- This requires capacity building and shifting how we view people, more than just training



# Indicators of Impact

## Practice Change

- Offering a variety of food and beverages for everyone
- Asking people who call the hotline about tradeoffs, resulting in more people safely staying in their homes

## Tool Creation

- A supervision form that promotes staff wellbeing
- A case presentation tool that centers wellbeing

## Policy Change

- Replaced day plans with a house calendar at a shelter, giving participants more control
- Removed the geographical restrictions on entering shelter



# Quotes from Members

“It [has] provided the ability to step back and look at doing the work in a more holistic way which increases wellbeing for all impacted by domestic violence.”

“The value of getting folks from the field together to share ideas and experiences is priceless!”

“We recently had a very challenging case where the survivor was weighing a lot of challenges in different parts of her life. This framework provided a helpful way to talk about what was going on.”



# Questions? Answers? Comments?



# Thank You!

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