



# Collaborating for Justice for Older African Americans

Webinar #2 – The Guiding Principles of Equitable Partnerships and Collaboration



Tuesday, March 26, 2024

# Disclaimer

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# Presenter Introductions

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# National Clearinghouse on Abuse in Later Life (NCALL)

NCALL is committed to creating a world that respects the dignity of older adults and enhances the safety and quality of life of older victims and survivors of abuse. We engage communities to foster a collaborative, inclusive, survivor-centered response to abuse in later life.



# Recap of Webinar #1

- Provided overview of NCALL's Collaborating for Justice for Older African Americans Project and Increasing Access Toolkit
- Described culturally-specific organizations' purpose, role, and importance in advancing elder justice in the African American community
- Discussed the impact of historical and present-day racial trauma
- Addressed importance of providing culturally-relevant, trauma-informed care
- Asked participants to identify, learn about and assess relationships with culturally-specific organizations in your community

# Recap: What are Culturally-Specific Programs?



Programs that are designed for, designed by, and led by the community they intend to serve.



The majority of individuals served are typically representative of the particular community.



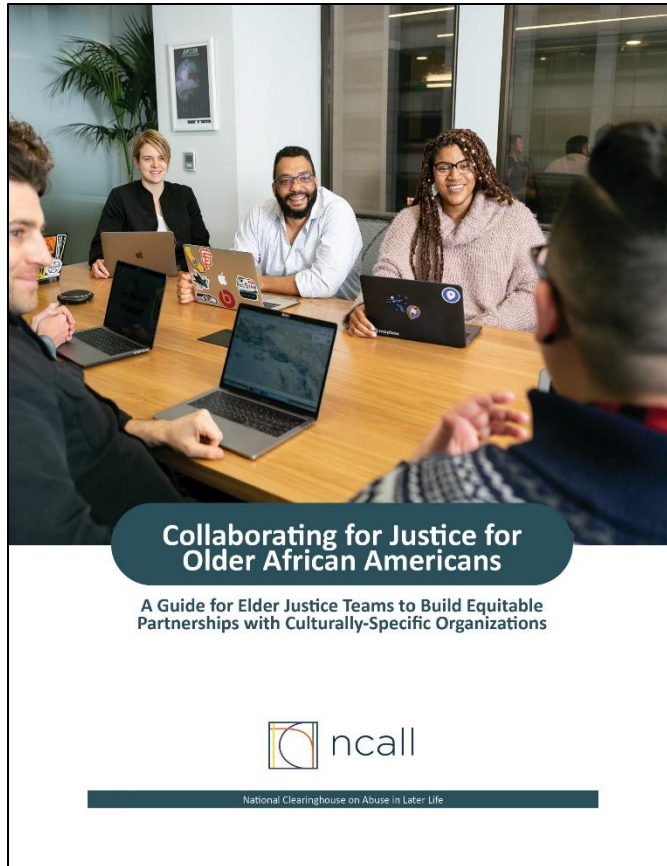
Services reflect the cultural values, norms, expectations & attitudes of the group served.

# Elements of African American Culturally-Specific Programs

- Community driven
- Racially and culturally literate
- Culturally grounded
- Peer support
- Holistic view of well-being
- Community based vs criminal justice based



# Access the Collaborating for Justice Guide



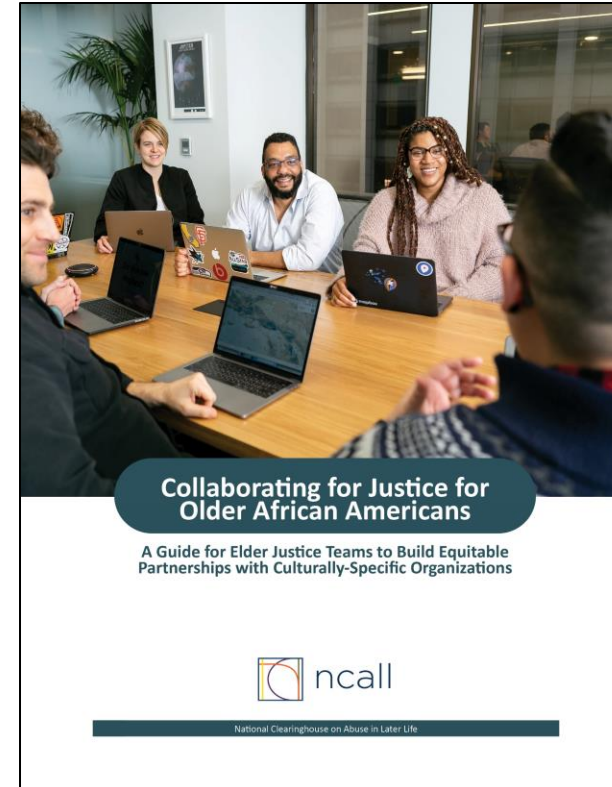
Collaborating for Justice for Older African Americans: A Guide for Elder Justice Teams to Build Equitable Partnerships with Culturally-Specific Organizations





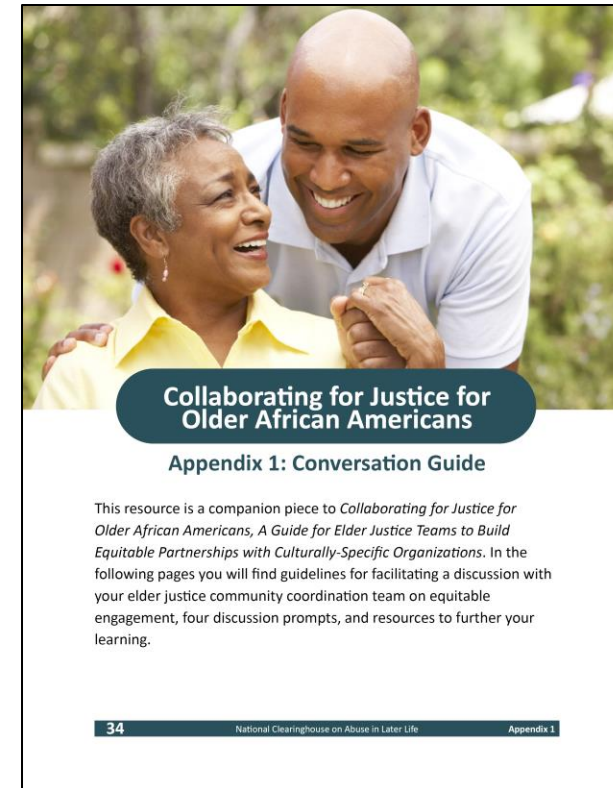
# Component 1: Report

- Discussion of the importance of culturally-specific programs
- Guiding Principles
- Practice Strategies



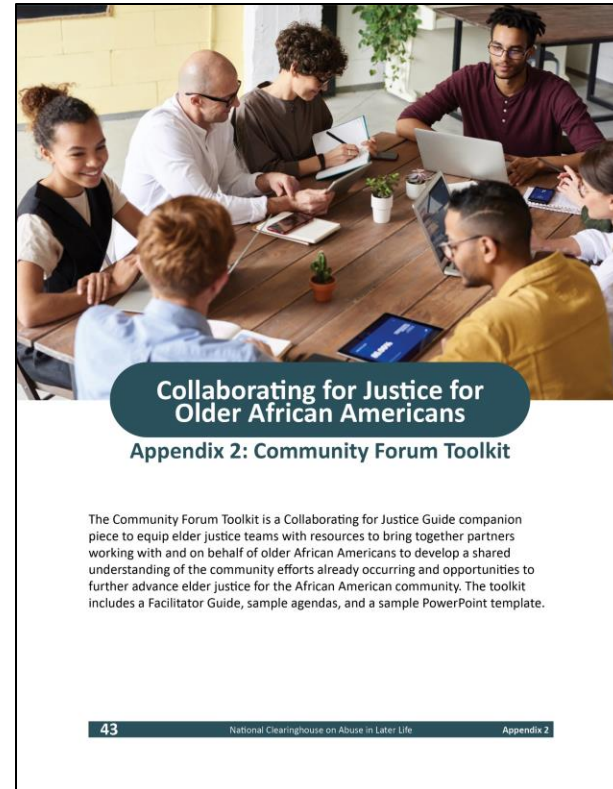
# Component 2: Conversation Guide

- Guidelines for facilitating a discussion with your elder justice community coordination team on equitable engagement
- Four discussion prompts
- Resources to further your learning.



# Component 3: Community Forum Toolkit

- Facilitator Guide
- Sample agendas
- Sample PowerPoint template



# Homework Check-In & Discussion

- Were you able to find any culturally-specific agencies in your community? Nationally?
- What did you learn about their services?
- Initial thoughts/quick feedback on reading and reviewing the Collaborating for Justice Guide

# Learning Objectives for Webinar #2

After attending this webinar, participants will be able to:

1. Emphasize the importance of equitable collaboration
2. Discuss roadblocks that African American culturally-specific organizations face in fully engaging in multidisciplinary elder justice collaborations
3. Describe and explain the Guiding Principles for Equitable Collaboration and Partnership



# Understanding Equitable Partnerships and Collaborations







# The Power of Collaboration <sup>(1)</sup>



“Meaningful collaborations can produce more useful tools, minimize tokenism and the replication of institutional oppressions, and contribute to environments where we can share power and foster racial equity.” Starr, R. W. (2018)

# The Power of Collaboration (2)

Improves victim safety through the following:

- Achieves a more complete picture of victims' needs
- Allows for survivors to have more options of available services
- Leverages resources and reduces duplication of services



# Collaborating to Respond to Elder Abuse



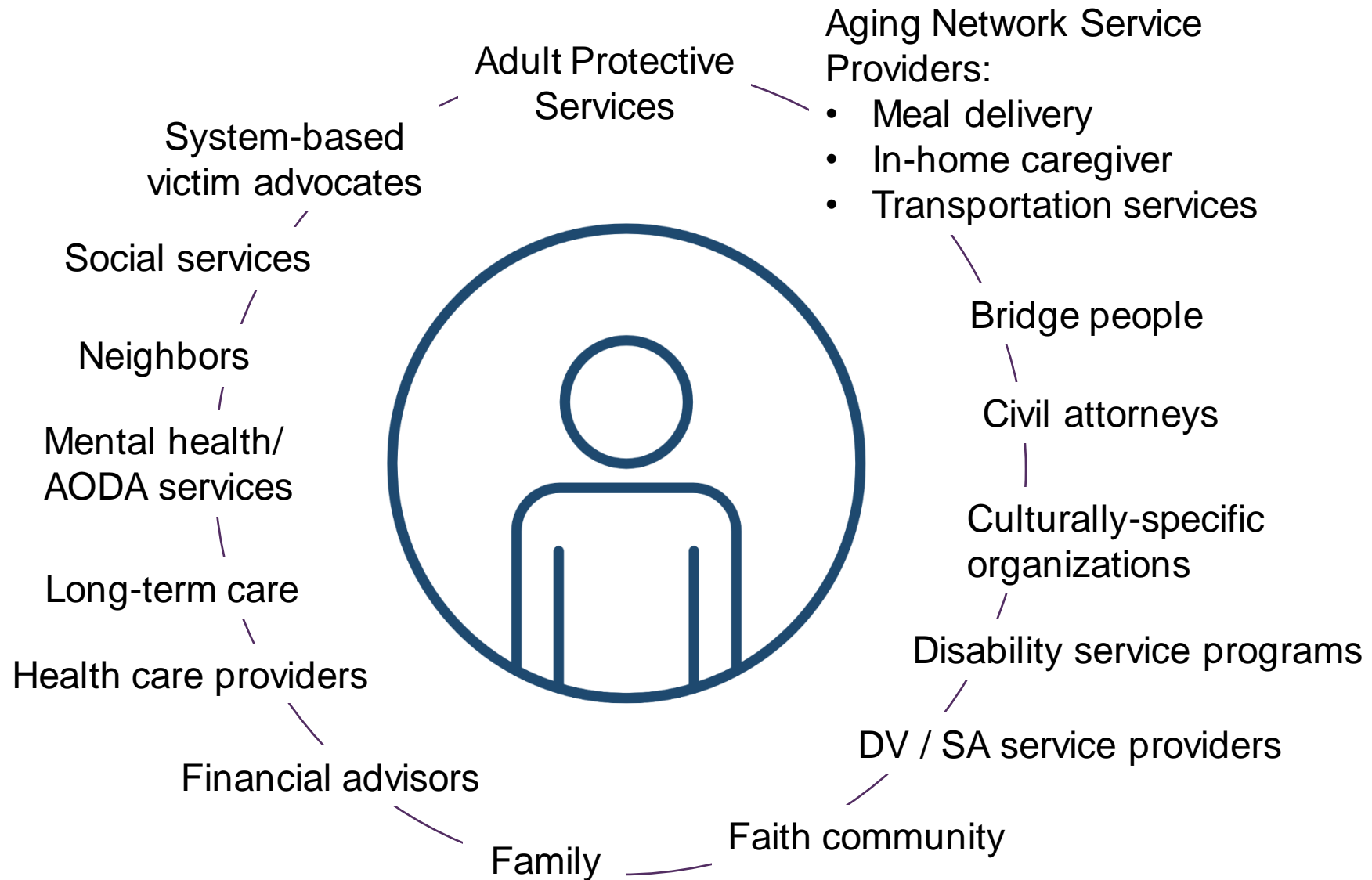
- Elder abuse and abuse in later life cases are often complicated and need collaborative responses.
- Many supports working together in coordination are more effective in advancing an older adult's safety, justice and healing.
- Collaboration can be formal or informal.

# Elder Justice Community Coordination Teams

Professionals from various agencies and organizations may work together through task forces or groups have been formed that meet regularly to address abuse in later life.

- Multidisciplinary Team (MDT) or Enhanced MDT
- Abuse in Later Life Coordinated Community Response (CCR)
- Domestic violence CCR or sexual assault response team with an abuse in later life component
- Elder Abuse Fatality Review Team
- Financial Abuse Specialist Team

# Elder Justice Partners



# Engaging Those Most Impacted

- Building comprehensive community responses must include intentionally and proactively engaging with those closest to the problem.
- Culturally-specific programs are key partners in effectively serving the African American community.



# Barriers to Equitable Collaboration

Mainstream organizations and community coordination teams:

- Have a varied level of awareness of culturally-specific programs
- May lack knowledge of effective relationship-building and collaboration strategies
- May not be aware of grassroots projects aimed at address African American community priorities
- If aware of culturally-specific organizations, may lack clear understanding of mission, approach, interests, and priorities



# Reflecting on Partnerships



Think about a time you had a successful partnership. What made it possible?

Think about a time where you struggled to form an effective partnership?



# Building Equitable Partnerships

# Guiding Principles of Equitable Collaboration





# 1: Incorporate an Understanding of the Historical and Present-Day Impact of Racism:



Authentic, equitable partnerships begin with a commitment to understand the history of and present-day impact of racism and its impact on the community.

# Strategies to Incorporate Understanding of Racism

- Deepen your knowledge of the history of race and racism—and the impact on victimization and help-seeking
- Build training into your organization's budget.
- Reflect on your own relationship with race, power and privilege.

## 2: Build a Holistic Network of Partners



Develop a strong understanding of community-based efforts occurring to support the African American community.

Think beyond typical elder justice partners to build a network that reflects the holistic experience of older African Americans.

# Strategies to Build a Holistic Network

- Be part of activities and events in the African American community, even if they are not elder-justice-specific.
- Identify intersections in your community.
- Engage faith leaders within the African American community.
- Attend or host community meetings to learn about the work being done.



# 3: Build Trust with Culturally-Specific Programs by Being Trustworthy



Trust building must be intentional and long-term; Mainstream entities must be willing to show they are trustworthy before expecting to be trusted.

# Strategies to Demonstrate Trustworthiness

- Speak out in public and in private against racism.
- Recognize achievements and accomplishments in the African American community.
- Support the priorities and work of the program.
- Follow through— enact change to be more culturally responsive.
- Address difficult issues; deal with conflicts directly vs prioritizing harmony.

# 4. Recognize Relationships are Everything

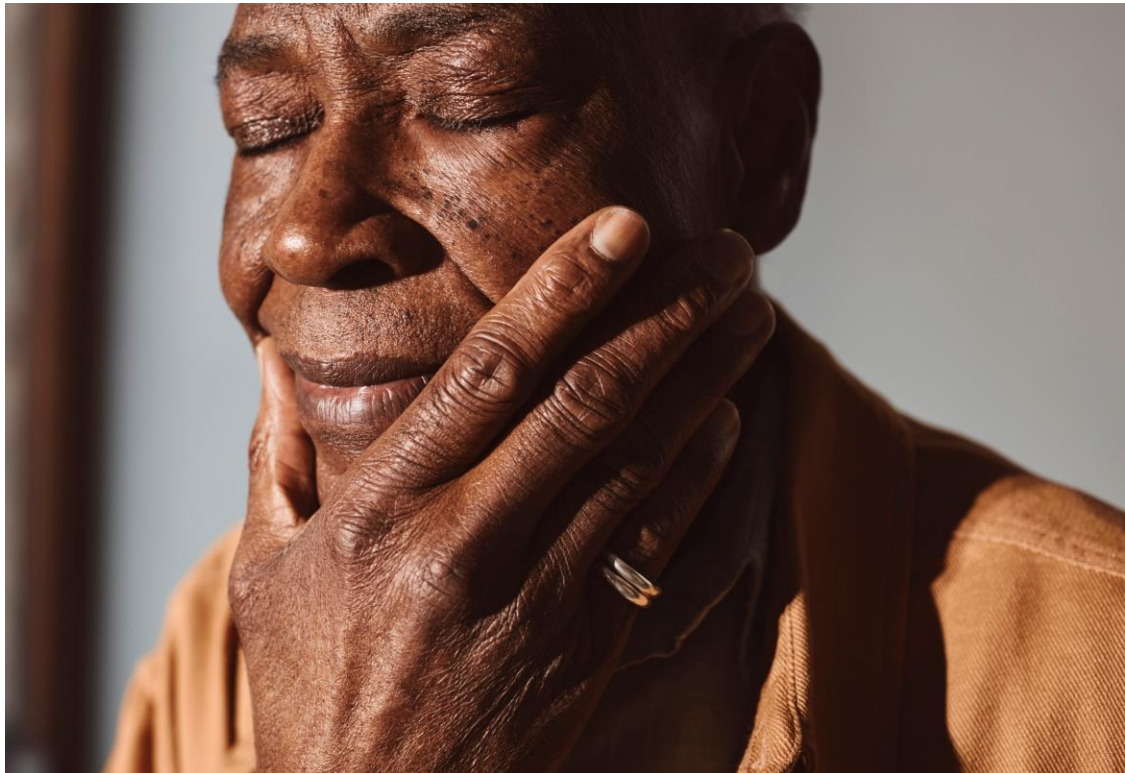


Mainstream entities will set themselves up to fail if they approach partnerships with culturally-specific programs with a one-time invitation to attend a meeting; rather, mainstream entities must cultivate authentic relationships over time.

# Strategies to Cultivate Relationships

- Attend community and cultural events - Go to the community in the spaces meant for the population they are serving.
- Attend the outreach events and fundraisers of the culturally-specific program. Show your interest in getting to know the program, people, and network.
- Seek out community members with shared interest in elder justice who are trusted and get to know them, their priorities, concerns and interests.
  - Consider “credible messengers” even if their current focus is not explicitly elder justice.

# 5. Value the Culturally-Specific Program's Expertise



African American culturally-specific programs are part of the community so they are well-positioned to develop solutions that will be effective for the community.



# Strategies to Demonstrate Value of the Culturally-Specific Program's Expertise

- Recognize and uplift the program's impact.
- Ask how the multidisciplinary team can support the work that the culturally-specific program is already doing.
- Make referrals to the culturally-specific program.
- Respect service models that are different from the mainstream or that approach the work differently.

# 6: Share Power and Resources



Inequities in power and access to resources impact the ability of community-based and culturally-specific programs to engage in community collaboratives. Sharing power and resources in meaningful ways promotes equitable partnership.



# Strategies to Share Power and Resources

- Amplify the issues that are important to the African American community or culturally-specific program.
- Involve the culturally-specific program from the start of the initiative, project, or collaborative.
- When writing new grants, bring the smaller program to the table at the concept phase of the grant application.
- Embrace conflict as healthy - don't attribute conflict to personalities.
- Publicly give credit to the smaller organization when the partnership shares an accomplishment.

# 7: Invest in Culturally-Specific Programs



Support the capacity of culturally-specific programs through sharing connections, funding, and other investments.

# Strategies to Invest in Culturally-Specific Programs

- Ask what support would be helpful.
- Share connections - policymakers, media, donors
- Review grant proposal budgets for equitable distribution of funds.
- Highlight the program in your newsletters, social media, or blog posts; encourage your network to volunteer, donate, or attend their events.
- Provide payment for committee work, training, speaking, etc.
- Consider not applying for a grant if the smaller organization is.

# 8: Promote Survivor-Defined Support, Including Alternatives to Law Enforcement



Older Black survivors are disinclined to seek help because of distrust of institutions and the risk of racial discrimination, so community solutions that revolve around a criminal legal system leave many older abuse victims without access to support and services.

# Strategies for Promoting Alternatives to Engaging Law Enforcement

- Map out how an older survivor reaches services based upon which organization they contact first.
- Ensure voices of community-based partners are weighed as heavily as criminal legal system partners.
- Discuss the limitations of centering criminal legal system.
- Learn how community-based and culturally-specific organizations are assisting older adults outside the criminal legal system.
- Discuss options for building a survivor-defined and community-based response that includes alternatives to the criminal legal system.



# Discussion Question: Which Guiding Principles Resonate?

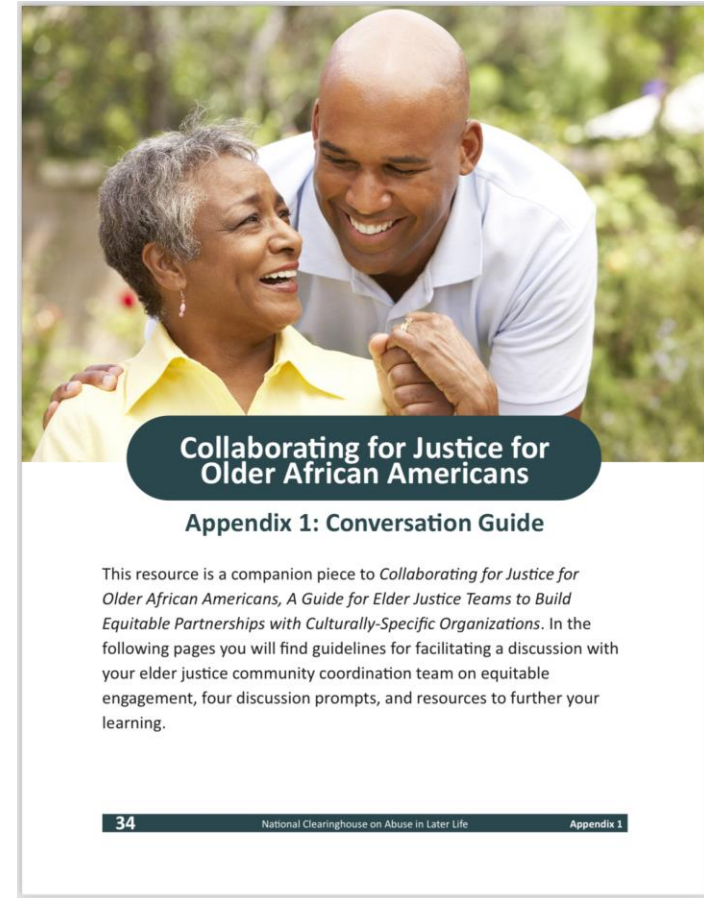




# Collaborating for Justice Guide: Conversation Guide

# Purpose of the Conversation Guide

- To prepare mainstream organizations, elder justice teams, community coordination teams, taskforces, MDTs, and more for the work of building equitable partnerships
- Designed for intra-agency or intra-team conversations to address internal challenges that may arise prior to your outreach and partnership building



# Focus of the Conversation Guide

Creating the space for courageous conversations on the following:

- The importance of intentionally supporting older African American adults
- Exploring fears and concerns about equitable engagement
- Organizational preparation for equitable engagement
- Creating the space to engage in difficult conversations about race, power, and collaboration

# Vision for the Conversation Guide

## Mainstream organizations and teams:

- Feel grounded and prepared to thoughtfully engage culturally-specific organizations
- Allow the Collaborating for Justice Project to serve as encouragement and support for the urgency of your organization or team's conversation
- Increase awareness of needs for more training or information to engage in successful equitable partnerships



# Contents of the Conversation Guide

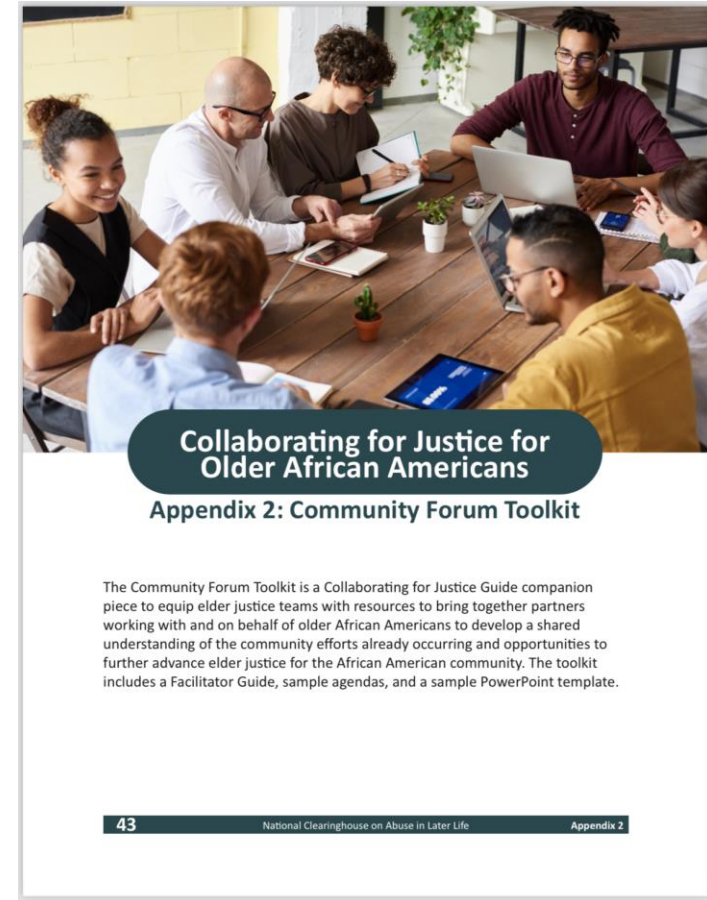
- Facilitator Guidelines
- Four Discussion Prompts
  - Understanding Barriers Older African Americans Face
  - Deepening Awareness of culturally-specific organizations
  - Challenges and Concerns about engagement
  - Next Steps for Engagement
- Resources for navigating difficult conversations about race, power and collaboration to further learning



# Collaborating for Justice Guide: Community Forum Toolkit

# Purpose of the Community Forum Toolkit

- Equip elder justice teams or organizations with resources to bring together partners working with and on behalf of older African Americans
- Develop a shared understanding of community efforts occurring and opportunities to further advance elder justice



# Importance of a Community Forum

## What is a community forum?

- A meeting bringing together partners like organizations, initiatives, individuals
- Everyone shares their work and learns more about the other to create a coordinate community where African Americans age with safety, dignity, and justice

## Why a community forum?

- To increase understanding of each partner in their support of older African Americans
- To identify community collaboration opportunities and strengthen initiatives

# How can the Community Forum Toolkit Help?

- Supports elder justice teams and organizations in planning and hosting a community forum
- Provides samples of materials that can be used in your forum and conversations with community partners in order to make it easier to get started
- Helps to create the importance space for conversations, ideas, and partnerships to develop which will ultimately improve the livelihood of older African American adults



# Contents of the Community Forum Toolkit

- Facilitator's Guide: Planning and Hosting a Community Forum Promoting Elder Justice in the African American Community
- Sample External Agenda – for Attendees
- Sample Internal Agenda – for Planning Group
- Sample PowerPoint Slides with Facilitator Notes

# Who should attend a community forum?

- Identify key stakeholders, including culturally-specific organizations, community-based and grassroots organizations, faith communities, African American community leaders, and older adults themselves
- Develop a comprehensive list of potential attendees and partners and be sure to think within and beyond the typical partners to build a comprehensive network that reflects the holistic experience of older African Americans
- Consider the importance of African American community members who may not be affiliated with an organization



# Discussion | Homework | Q + A

# Discussion Questions



- What would it look like to implement the Conversation Guide or Community Forum Toolkit?
- What would need to happen?

# Homework

- Set a time to discuss collaborating and partnering with culturally-specific organizations within your agency
- Document takeaways and next steps to engage in partnership





Questions/Comments?

# Upcoming Collaborating for Justice Webinar

## Webinar #3 – “A Conversation with Culturally-Specific Organization Leaders”

- Tuesday, April 16<sup>th</sup> at 2pm ET/1pm CT/12pm MT/11am CT
- We will host a discussion and Q+A with 3 culturally-specific organization leaders on their experiences with building equitable partnerships
  - Antonia Drew Norton, Asha Project, Milwaukee, WI
  - Kalimah Johnson, SASHA Center, Detroit, MI
  - Dr. Patricia Davenport, Our House, Greenville, MS



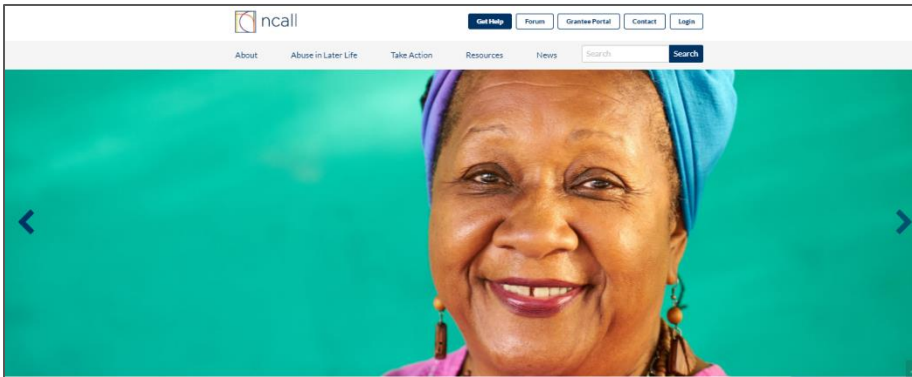


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# Thank You!

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