Equity-Centered Communities of Practice Playbook

Enhancing Mental Well-Being and Resilience in Arizona

Panelists: Anna Hartman, Angie Burleson, Zoë Baker, Jacquelyn Aguilar
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Today's presenters

Executive Director

AZ ACEs Consortium

Angie Burleson

Project Manager

ASU College of Health Solutions

Anna Hartman

Director of Health Strategy

ASU Knowledge Enterprise

Zoë Baker

Project Coordinator

ASU Knowledge Enterprise

Jaquelyn Aguilar

Agenda

- Background and Context
- Overview of the Playbook
- Integrating a Health Equity Lens
- Core Principles and Structure
- Implementation Strategies
- Sustainability and Future Directions
- Q&A and Discussion

Background & Context

- **Mental Health Statistics in Arizona:**

  - 40.8% of adults report symptoms of anxiety or depression (NAMI, 2021).

  - 27.4% of those seeking mental health care were unable to access services.

- **Challenges and Impact of COVID-19:**

  - Increased prevalence of mental health issues.

  - Impact on both adults and youth, necessitating urgent mental health support.

- **AZHIP Pandemic Recovery & Resilience**

  - Enhance resilience in Arizona communities

  - Mental Health & Trauma Implementation Team

What is a Community of Practice?

- **Definition:**
  - A CoP is a collaborative network of peers with shared interests and expertise.
  - Facilitates the exchange of explicit and implicit knowledge.
- **Purpose:**
  - To foster learning and proficiency through collaboration.
  - Example: Professional networks, academic groups, and support organizations.
- **Benefits:**
  - Enhanced knowledge sharing.
  - Increased capacity to address community needs.

Overview of the Playbook

Key Objectives:

- To address mental health needs through collaborative and inclusive practices.

- Gain a better understanding of the fundamentals and details of a sustainable Communities of Practice.

- Hear from a Community of Practice in Arizona and find out how to create and implement one in your own community.

Contents:

- Foundational Principles
- Community Structure and Governance
- Promoting Community Engagement
- Capacity Building and Training
- Data Collection and Evaluation
- Sustainability

Foundational Principles

- **Equity-Centered Approach:**
    - Focus on justice, fairness, and equal opportunities.
    - Prioritizes inclusivity and addresses disparities based on race, gender, socioeconomic status, etc.

- **Place-Based Approach:**
    - Tailors strategies to the unique geographic and cultural context of a community.
    - Ensures relevance and effectiveness of interventions.

Integrating Health Equity

We designed the playbook with a health literacy and health equity lens.
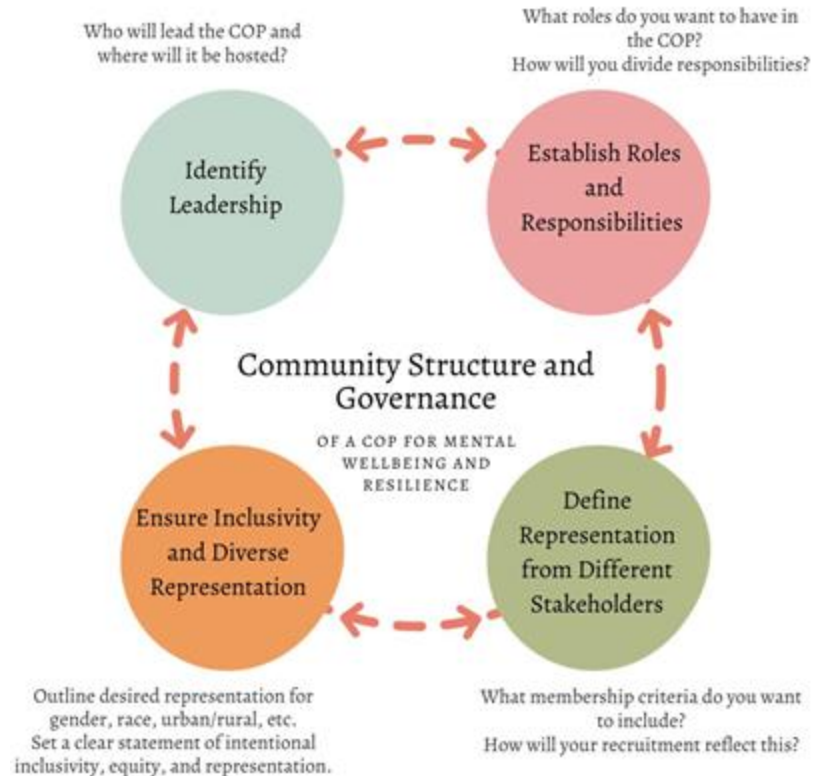
User-Friendly

- Using layperson language
- Providing an appendix with glossary of terms
- Use of images
- Giving step by step implementation
- Integrating case examples
- Linking directly to resources and training

Community Centered

- Opportunity to curate unique CoP based on diverse populations and individual community needs

- Co-created Playbook with community based organizations around Arizona

- Included resources on cultural sensitivity and relevance

Community Structure and Governance

Who will lead the COP and where will it be hosted?

What roles do you want to have in the COP? How will you divide responsibilities?

Identify Leadership

Establish Roles and Responsibilities

Community Structure and Governance

OF A COP FOR MENTAL WELLBEING AND RESILIENCE

Ensure Inclusivity and Diverse Representation

Define Representation from Different Stakeholders

Outline desired representation for gender, race, urban/rural, etc. Set a clear statement of intentional inclusivity, equity, and representation.

What membership criteria do you want to include? How will your recruitment reflect this?

Promoting Community Engagement

- **Techniques for Fostering Participation:**
  - Create a welcoming and inclusive environment.
  - Use various communication channels (meetings, forums, social media).
  - Encourage active involvement through collaborative projects and feedback loops.

- **Examples:**
  - Regular workshops and training sessions.
  - Community events and information sessions.

Capacity Building and Training

- **Strategies for Enhancing Skills:**
    - Provide targeted training and resources based on community needs.
    - Offer mentorship and peer learning opportunities.
- **Resources and Ideas for Trainings**

Focus Areas:

- Trauma-informed care.
- Cultural competency.
- Effective communication and collaboration techniques.
- Data analysis and utilization for improved outcomes.

Data Collection and Evaluation

- **Possible Methods for Assessing Effectiveness of CoP:**
  - Collect quantitative and qualitative data on CoP activities and outcomes.
  - Use surveys, interviews, and focus groups to gather feedback.
  - Consider what equity means in the context of the CoP.

- **Examples of Metrics for Success:**
  - Improvement in mental health indicators.
  - Increased community engagement and resource utilization.
  - Increased CoP member diversity, engagement, and participation.
  - Achievement of specific goals outlined in the playbook.

Sustainability and Future Directions

- **Strategies for Long-Term Impact:**
  - Develop a sustainability plan that can include funding, resource allocation, and leadership succession.
  - Foster strong partnerships with other organizations and stakeholders.
  - Continuously adapt and refine practices based on feedback and evolving needs.

- **Our Future Goals:**
  - Expand CoP initiatives across Arizona.
    - Provide support for new CoP creation.
  - Dissemination of CoP Playbook through an open source formatting online
    - Quarterly AZ ACEs CoP meetings

AZ ACEs Community of Practice

- **2 hour meeting**
    - Brief introduction on topic
    - Breakout rooms/ small groups for discussion
    - Call to action/Commitment to implementation

- **Quarterly**
    - August 2024 kick off meeting
    - Preventing Compassion Fatigue & Burnout

Q&A

- ○ Please put any questions or comments in the chat!
- ○ Are there any specific concerns or interests related to the playbook?

Conclusion

- **Call to Action:**
  - Recap importance of the Equity-Centered CoP Playbook in addressing mental health needs and benefits of an equity-centered and place-based approach.
  - Where to find the playbook and contribute to its implementation?

THANK YOU!

Contact Information

  - Angie Burleson- information@azaces.org
  - Zoë Baker- zo.baker@asu.edu