

Building and Sustaining
Collaboration for Change in
Ft. Collins...and Beyond

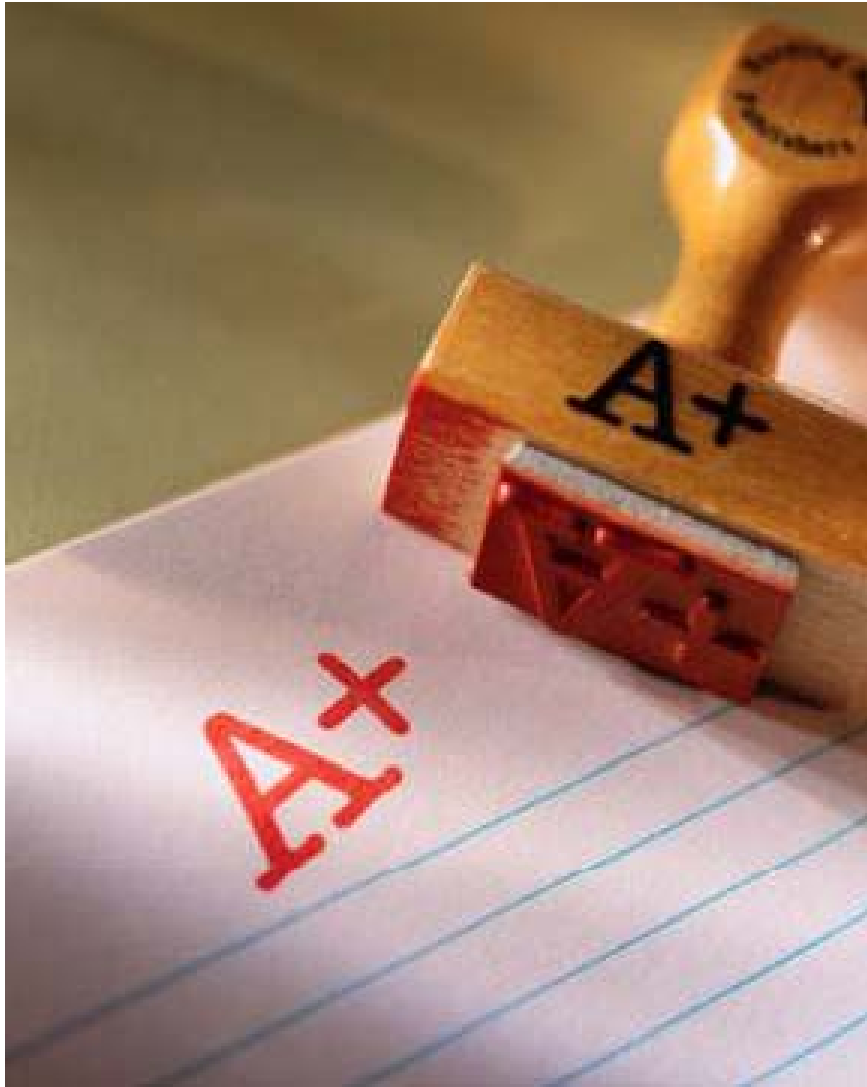


**The Healthy Colorado Youth
Alliance**

Agenda!

- Welcome!
- Who We Are
- Colorado Policies
- Stages of Organizational Development
- Building Collaborations
- Challenges and Opportunities





Welcome

Building Collaborations for Change

Our objectives for this session:

- Discuss three ways in which broader community collaboration will increase program effectiveness and sustainability.
- Understand the stages of organizational development of collaborations.
- Identify one key barrier to effective collaboration, and one step to address this.



Make a Date!



- Name
- Agency
- One word to describe the best quality you bring to your work



Who We Are

Comprehensive Sex Educators Alliance

Promoting and increasing education on healthy and safe relationships and sexuality including access to information, services and resources to prevent negative health outcomes in K-12 schools and community-based organizations in Poudre School District and Thompson School District.

History of the Group

The Healthy Colorado Youth Alliance



Who We Are

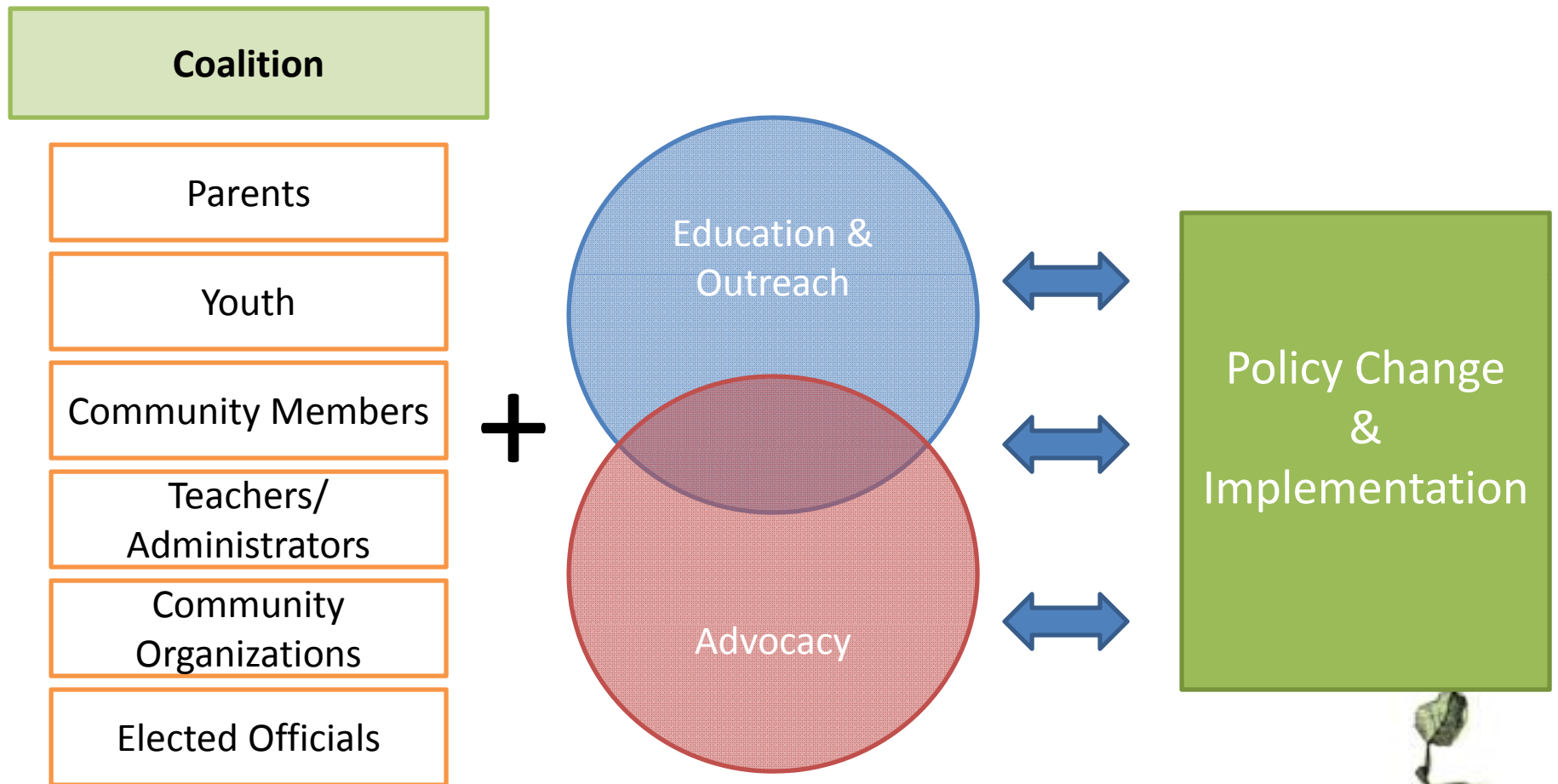
The Healthy Colorado Youth Alliance

Coalition of organizations and individuals who are working to increase access to comprehensive sexuality education for youth in Colorado.

The Healthy Colorado Youth Alliance



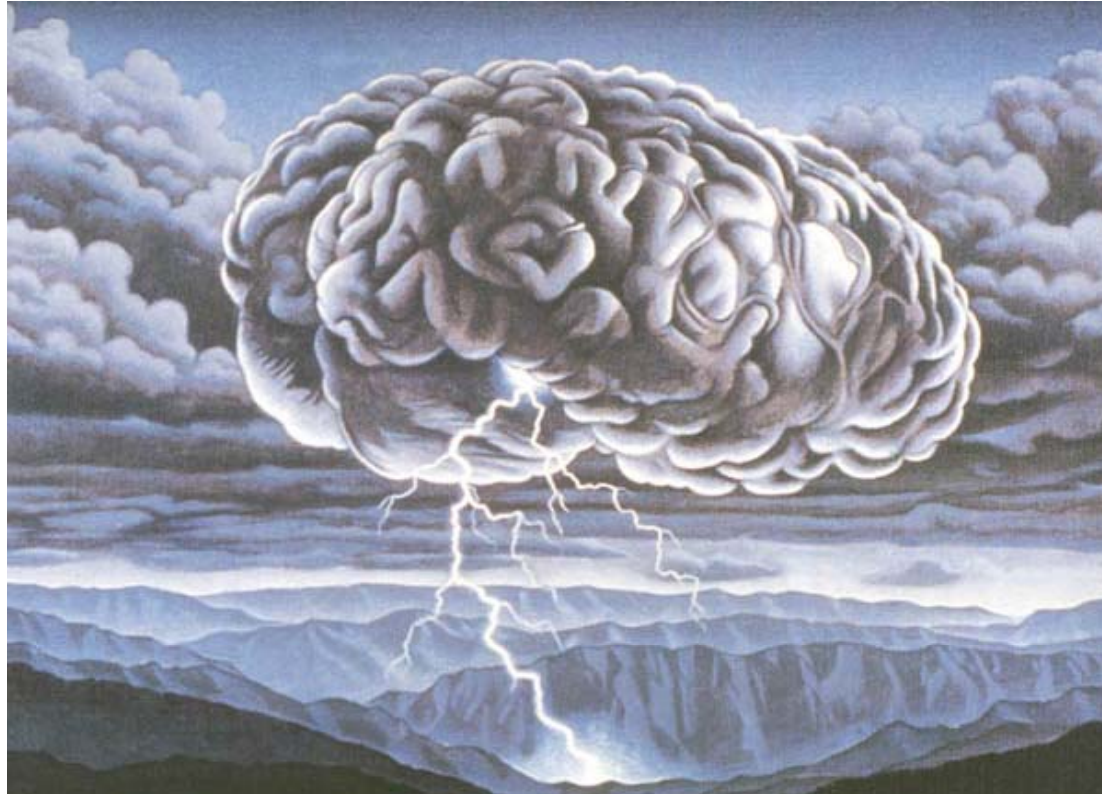
How We Organize for Impact



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Why Coalitions?



Colorado Policies and Data



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Colorado Policies

- HB 1292 – Colorado’s Healthy Youth Act
- Colorado Department of Education – Content Standards
- School District Policy
 - What the school teaches
 - What outside presenters teach

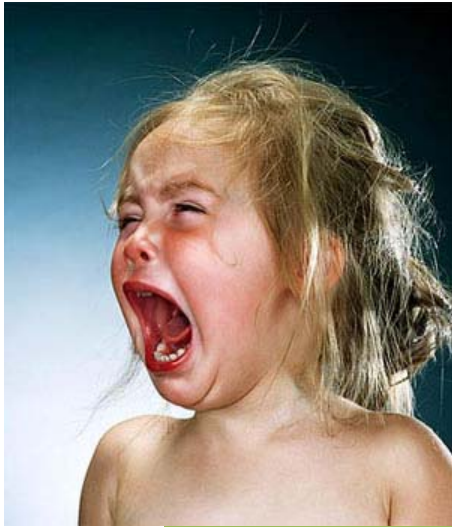


Colorado's Healthy Youth Act

- Signed into law in 2007
- Sets a standard for comprehensive sexuality education
- Curriculum must be:
 - science-based
 - age-appropriate
 - culturally sensitive
 - medically accurate
 - address the topics of abstinence and contraception, including emergency contraception



How Healthy ARE Our Youth?



Nearly half of all 15 to 19-year-olds in the US have had sex.

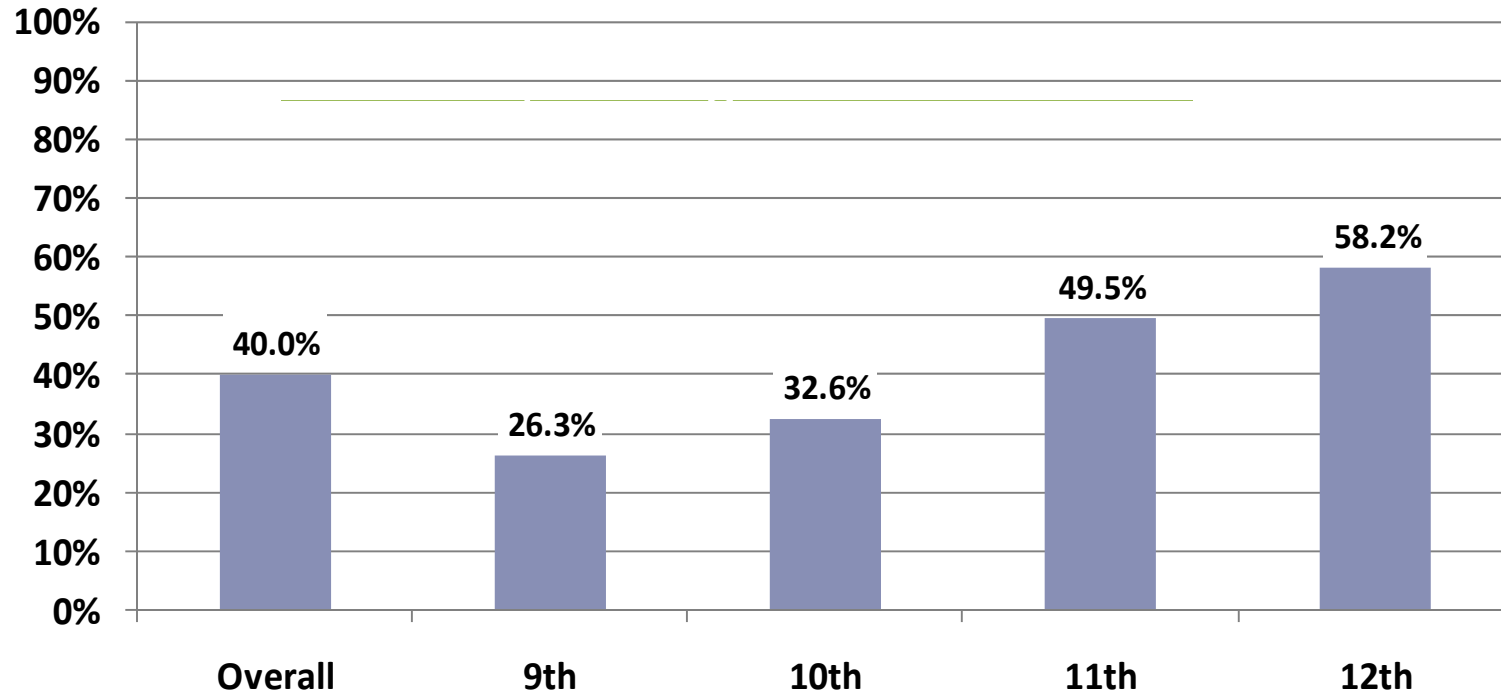
One in four teenaged girls in the US has at least one sexually transmitted disease or infection.

18% of Colorado Youth were never taught in school about AIDS or HIV.

How Healthy ARE Our Youth?

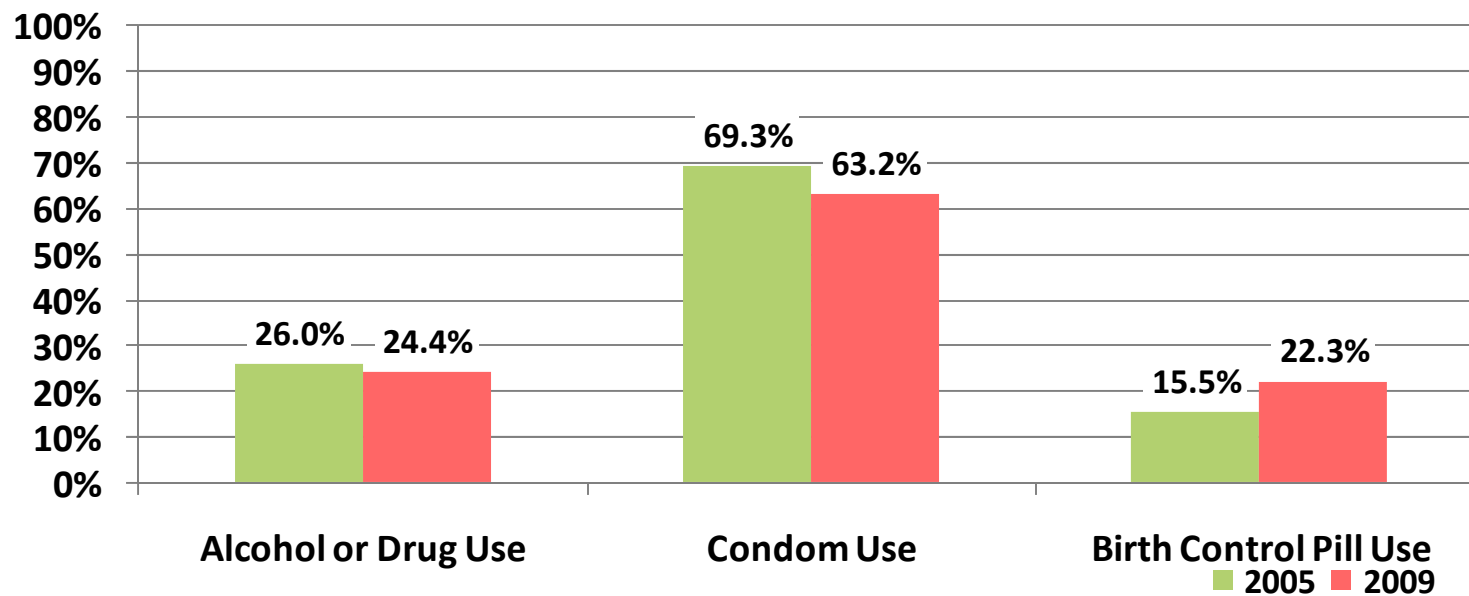
Teens in Colorado...

Lifetime Sexual Intercourse in Colorado by Grade (2009)

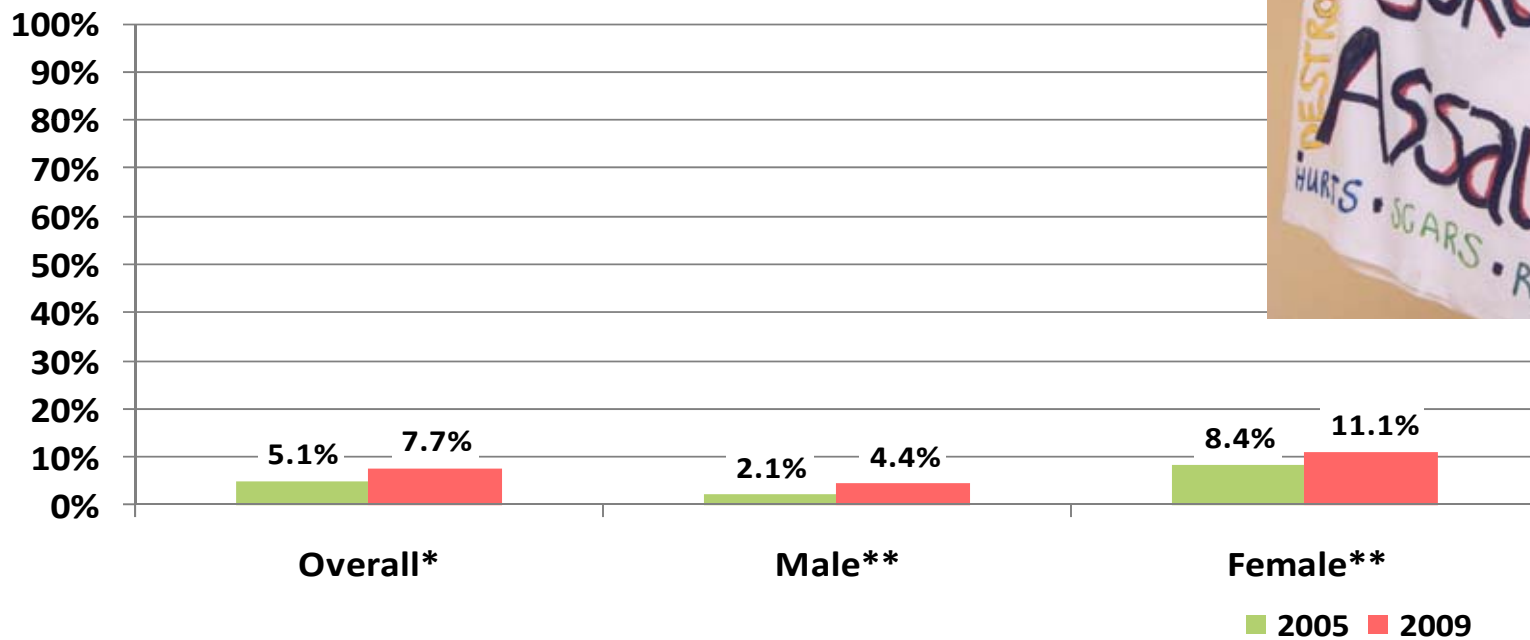




Last Sexual Intercourse Behavior by Year in Colorado



CO Forced Sexual Intercourse by Year and Gender



- In general, sexual assault is often underreported
- Numbers could be much higher

How are We Changing This?

Comprehensive Sex Educators Alliance

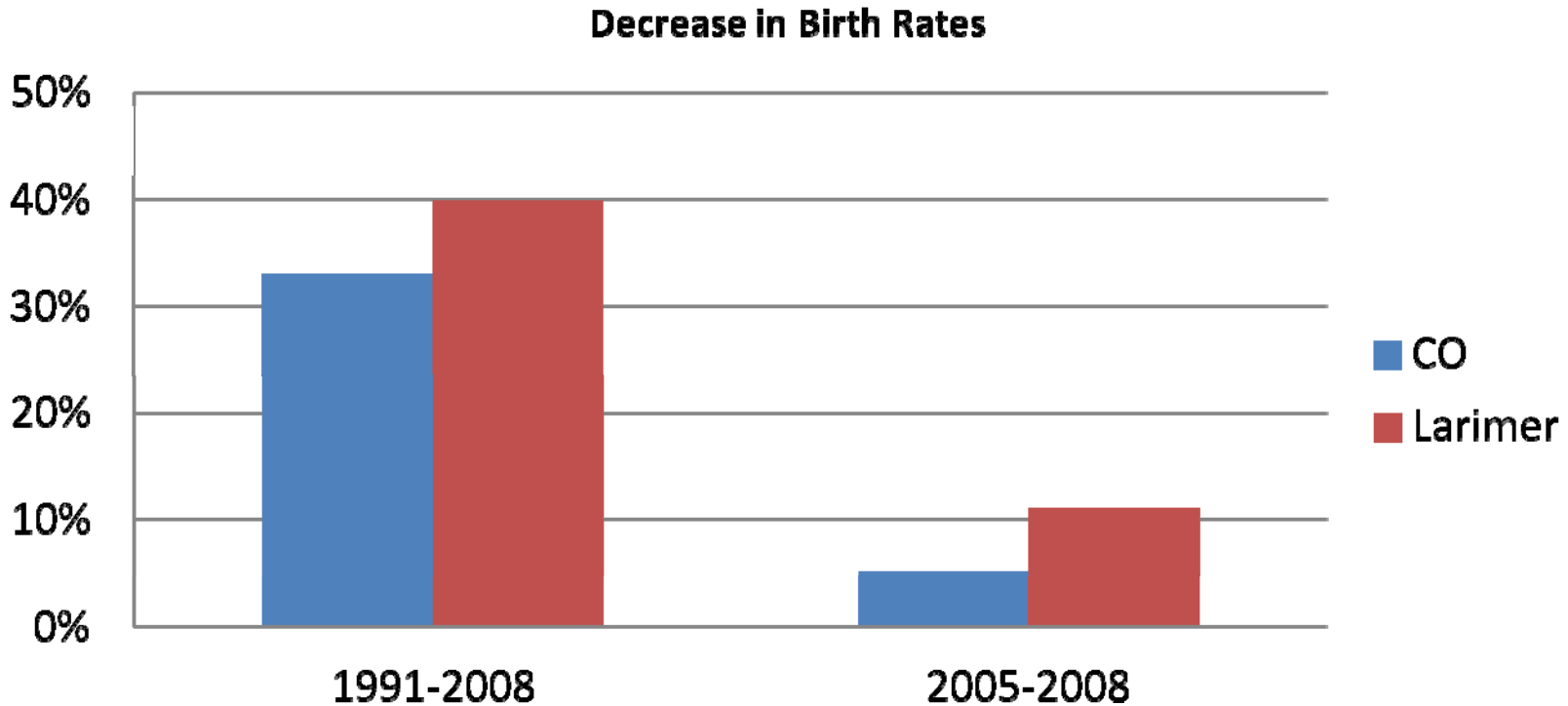
In the 2009-2010 school year alone, CSEA agencies spent over

7,000 hours providing **28 different**

programs to over **6,000 students** in the
Poudre School District.



Larimer County Teen Birthrate



Between 1991 and 2008 the teen birthrate in Larimer County dropped by over 39%

That decrease continued between 2005 and 2008, hitting 11% while the state average decline was less than 6%

Stages of Organizational Development



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Stages of Organizational Development

- Based on Organizational Development Theory
- Incorporates local trends
- Different for every group
- Different projects might be at different stages of the cycle



Stages of Development

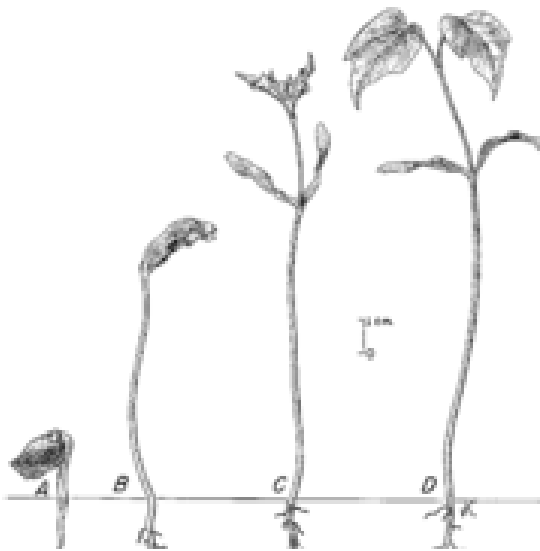
- Sprouting
- Rooting
- Flowering
- Fruiting
- Hibernating



Sprouting

the beginning

A few people or organizations developing interest in sexual health education. May be prompted by local current events or by what is/is not being taught in schools.



Activities:

- Informal meetings and information gathering

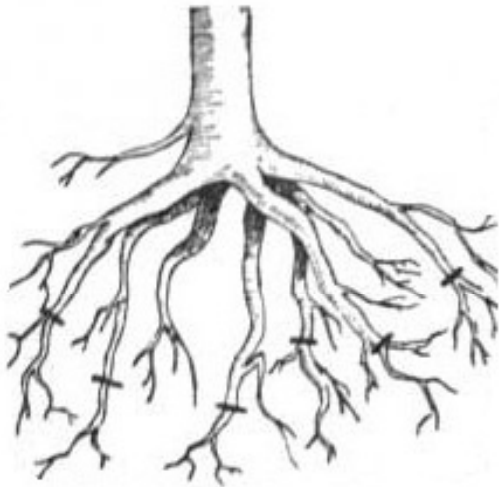
Possible Challenges in this Stage:

- Interest can come and then fade without moving to the next stage
- Duplication of efforts that have been made before
- Disconnectedness for existing or previous efforts



Rooting networking

Different people (parents, youth, community based organizations, etc.) come together to share updates on what they have been doing in regards to comprehensive sexual health education.



Activities:

- Information gathering and sharing
- Networking and relationship forming

Possible Challenges in this Stage:

- Trust can be difficult to establish
- Loss of passion for the issue
- Feeling of being ineffective

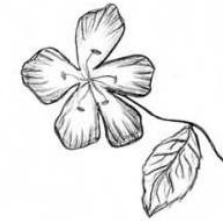
How Can The Alliance Help:

- Provide models for collaboration
- Help connect people in the community to each other

The Healthy Colorado Youth Alliance groups in the activities of The Alliance



Flowering planning



People come together to create a plan to change the status quo of comprehensive sexual health education. This stage marks a shift from information sharing to making plans to make change in the community.

Activities:

- Community assessment and action planning
- Policy evaluation and amendment
- Public education campaigns

Possible Challenges in this Stage:

- Inability to decide on a direction for action
- Lack of training on organizing

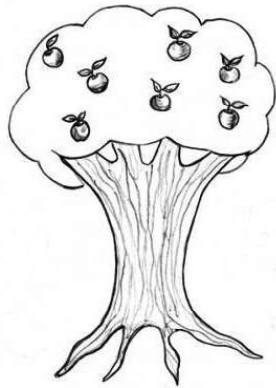
How Can The Alliance Help:

Organizational capacity building on:

- Advocacy
- Community organizing & campaign planning
- School board policy evaluation & amendment
- Resource/capacity mapping



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Fruiting performing

The group is executing plans that were made in the previous stage or that are being made in an ongoing manner in order to make changes in the community.

Activities:

- Change of policy
- Mapping of resources
- Adoption of curriculum

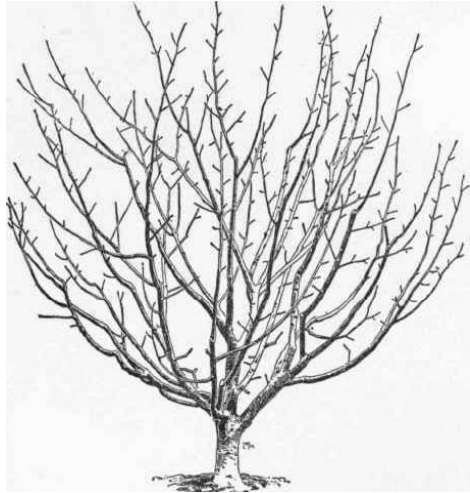
Possible Challenges in this Stage:

- Having difficulty reaching decision makers
- Becoming discouraged with campaigns that might seem to be unsuccessful

How Can The Alliance Help:

- Provide model policies
- Set up electronic action campaigns (such as petitions, LTE campaigns, etc.) using our online tool
- Assist with contacting decision makers





Hibernating

taking a break

Efforts of creating change decrease. The group may lose its zeal for change due to a variety of reasons lack of progress or disagreement between the group members. This can also be the natural repercussion of a successful campaign.

Activities :

- Group activities tend to slow down in this stage

Possible Challenges in this Stage:

- This stage can be challenging to move out of because of a loss of momentum

How Can The Alliance Help:

- Ongoing monitoring of the community
- When renewed interest is expressed again, The Alliance will resume assistance



Examples

- Sprouting
- Rooting
- Flowering
- Fruiting
- Hibernating



Questions?



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Regions

- Get together
- Assess where you think you're at



Building Collaborations, Organizing for Impact



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Recipe for (Organizing) Success

1. Find Shared Values and Beliefs
2. Conduct Outreach
3. Create a Plan
4. Make Change



Shared Values and Beliefs

- Ethical Communication
- What brings the group together?
- What keeps others out?
- How does the group incorporate marginalized communities of all kinds?

Having solid language is very important!



Conduct Outreach



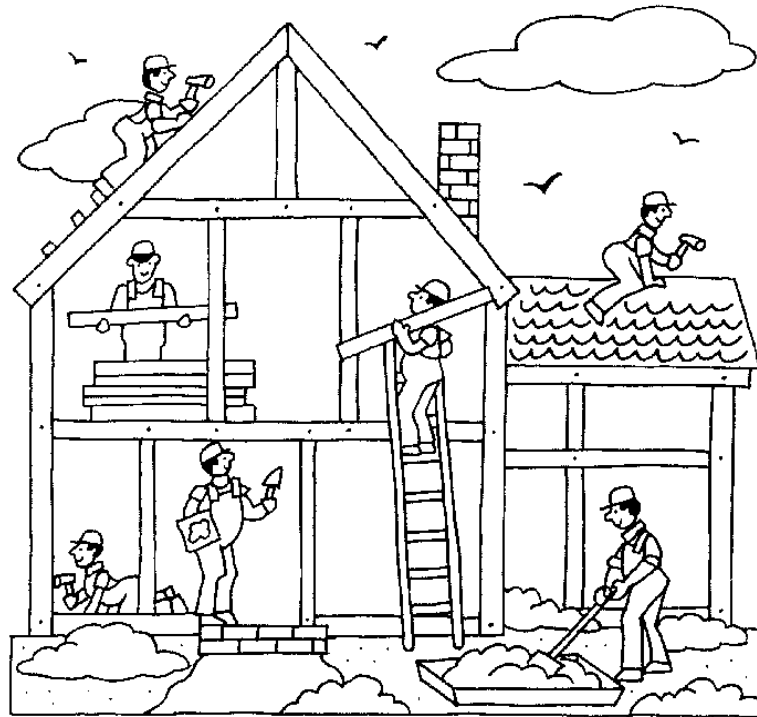
- Make sure that each perspective you hope to impact is represented
 - Make a plan for meaningful and authentic outreach and involvement
-

Create a Plan

- Find unifying goals/outcomes
- Make them SMART
- Get buy-in
- Use (or adapt) an established model

***DO NOT make this step before outreaching
to new stakeholders***

Create a Plan... Why Wait?



Create a Plan - Resources

- Wellstone Campaign Mapping
- Spitfire Strategies Smart Chart
- Midwest Academy Strategy Chart
- Getting to Outcomes
- Others?



Make Change



Celebrate Your Victories

Challenges



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Some Common Challenges

- Communication
- Competition
- “Hidden” Agendas



Trouble Shooting Sticky Situations



What one quality can you bring to collaborative work in your community?

What changes might be possible in your community working as part of a collaboration that are not possible working on your own?



Together we can do it!

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