

#EVAL24

# Centering Advocate Voices in the Development of Powered Together: A Tool for Measuring Collective Power in Coalitions





We facilitate meaningful learning and evaluation with and for our partners to advance equity and social justice.

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# Session Flow

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- Project background
- Our approach to participatory design
- Lessons learned
- Q&A







# The Project

# Overview of Child Care NEXT

**Mission:** Support states that are ready to mount long-term campaigns to achieve transformative change in their child care policies and funding.

**Est.:** 2021

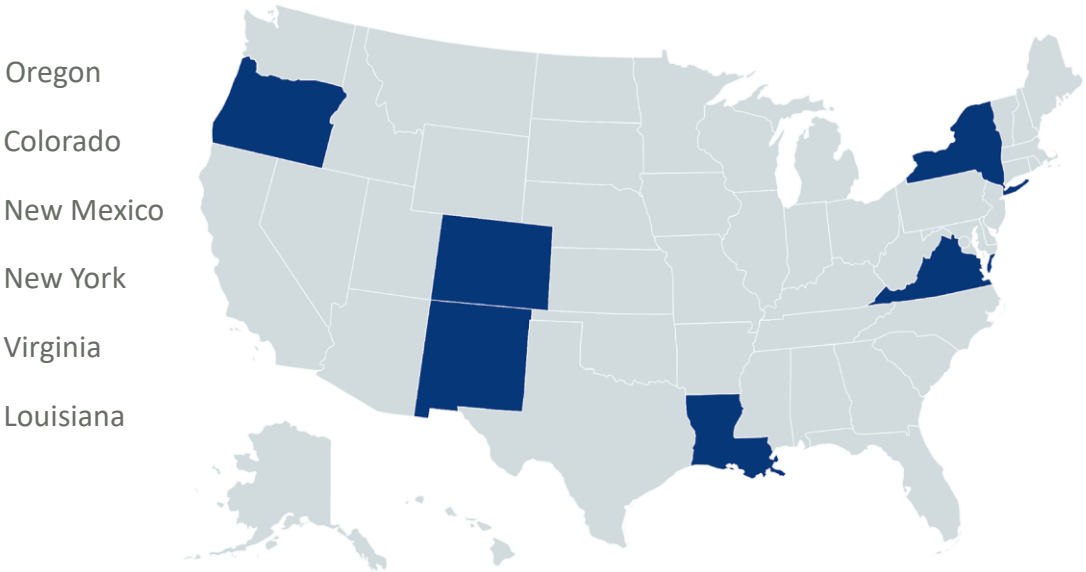
**Members:** Six state teams selected through a competitive process.

## Evaluation Question

What does it look like to make progress in building collective power?

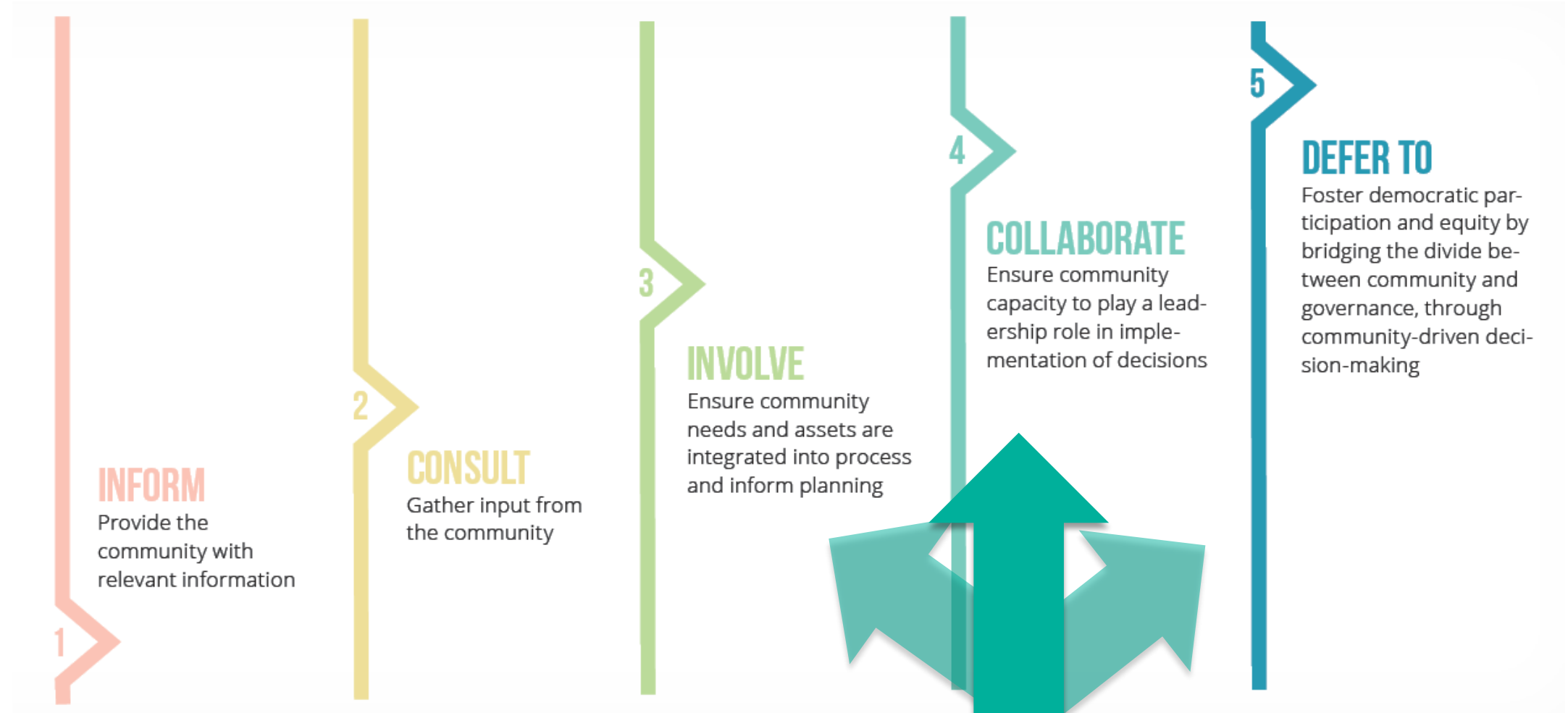
*Then updated in collaboration with coalition members to:*

**What does redistribution of power to people with lived experience look like?**





# Where we fall on the Spectrum



Rosa Gonzalez's Spectrum of Community Engagement to Ownership



# Our Approach



# Our Steps for Participatory Tool Design

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Phase 1

Explore

Phase 2:

Get  
Concrete

Phase 3:

Build learning &  
reflection tools



# Phase 1: **EXPLORE**



# Interviews

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13 total

2 interviews with state coalition

Included one “traditional” and ‘non-traditional’ member of the coalition.

DATA!



Oregon



Colorado



New Mexico



New York



Virginia



Louisiana

EXPLORE



# Understanding Collective Power

1. Building political strength by bringing diverse groups together, and
2. Centering the most impacted populations to lead changes in child care.

“We collectively do little without all agreeing on it.”

- CC NEXT member in New York

Creating Conditions for All to Contribute  
FACTORS THAT SUPPORT COLLECTIVE POWER

Strategies for Collective Power  
UNDERSTANDING COLLECTIVE POWER

represent...

with language justice, leadership training, offering stipends.

4, NY, OR, VA).

New Mexico recognizes that translator present. They emphasize as getting the presentation in Spanish. presentation ahead of time if someone translating the chat.

to make progress.

# Convening together

DATA!



**Conditions for All to Contribute**  
FACTORES QUE APOYAN EL PODER COLECTIVO

THEME 3

States are creating an environment where all can contribute regardless of language, role in the coalition, and geography.

- Creating language access/justice for members (n=7. CO, LA, OR, VA, NM).
- States are centering language by providing **interpretation** services at meetings and **translation** of documents for parents and providers so they can fully participate.
- States are timing and locating meetings so parents and provider groups can participate (n=9. CO, NM, OR, VA, LA).
- States hold meetings **outside of the 9-5 workday** and choose meeting locations so they are **central to all geographies** represented in the coalition.

Colorado sometimes **leads meetings in Spanish** to "switch the power dynamic." This forces English speaking people to experience what it is like for Spanish speakers. When English is the dominant language, it "stifles opinions and creativity of those who have wisdom and intelligence."

New Mexico recognizes that language access is much more than having a translator present. They emphasize the **importance of the details**, such as getting the presentation in Spanish and Mexican Spanish, sending that presentation ahead of time if someone has to access their phone, and translating the chat.

**Creación de condiciones para que todos contribuyan**  
FACTORES QUE APOYAN EL PODER COLECTIVO

TEMA 3

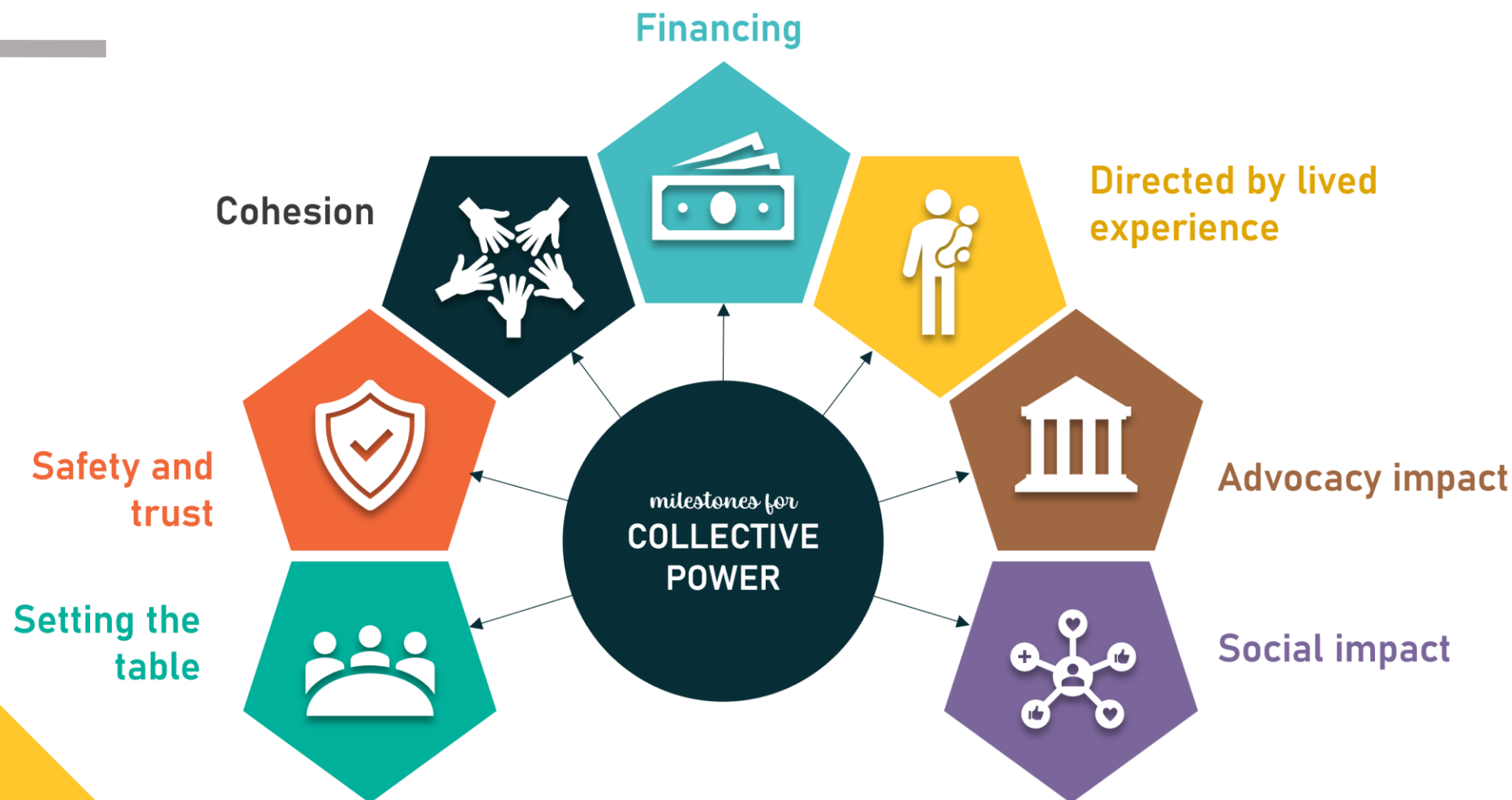
Los estados están creando un ambiente donde todos puedan contribuir sin importar el idioma, el papel o función en la coalición, y la geografía.

- Creación de acceso al idioma / justicia para los miembros (n=7. CO, LA, OR, VA, NM).
- Los estados se están enfocando en el idioma mediante el suministro de servicios de **interpretación** en reuniones y **traducción** de documentos para padres y proveedores para que ellos puedan participar plenamente.
- Los estados están agendando y ubicando las reuniones para que los grupos de padres y proveedores puedan participar (n=9. CO, NM, OR, VA, LA).
- Los estados realizan reuniones fuera de la jornada laboral de 9 a 5 y eligen lugares de reunión para que éstas sean centrales a todas las geografías representadas en la coalición.

Algunas veces, Colorado **dirige reuniones en español** para "cambiar la dinámica de poder". Esto obliga a las personas de habla inglesa a experimentar lo que experimentan los hispanohablantes. Cuando el inglés es el idioma dominante, esto "silencia las opiniones y la creatividad de quienes tienen sabiduría e inteligencia".

New Mexico reconoce que el acceso al idioma es mucho más que un traductor presente. Ellos enfatizan la **importancia de los detalles**, como: obtener la presentación en idioma español y español de México, enviar esa presentación con anticipación si alguien tiene que acceder a su teléfono, y traducir el chat.

# Milestones for Collective Power





# **Phase 2: GET CONCRETE**

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# Convening together



**Setting the table** / **Puesta en funcionamiento de la mesa**

MILESTONES FOR COLLECTIVE POWER / HITOS DEL PODER COLECTIVO

**1**

Setting the table in action looks like: / Poner en funcionamiento la mesa se parece a:

Setting the right decision-makers in place to contribute to the group, such as community representatives or child care associations. / Poner que los tomadores de decisiones apropiados contribuyan al grupo, como los representantes de la comunidad o las asociaciones de cuidado de niños.

Starting small with government groups. / Comenzar una actividad pequeña y con grupos de la comunidad.

Building trust and accountability. / Construir confianza y responsabilidad.

Working with decision-makers. / Trabajar con tomadores de decisiones.

Engaging with community members. / Involucrar a miembros de la comunidad.

Communicating with the media. / Comunicarse con los medios de comunicación.

Partnering with other organizations. / Asociarse con otras organizaciones.

Providing feedback. / Proporcionar retroalimentación.

Monitoring progress. / Monitorear el progreso.

The first big leap for us was bringing in a child care association...We recognized that while their values and politics are different than ours, they do share a lot of the same interests. / El primer paso para nosotros fue traer una asociación de cuidado infantil... Reconocimos que aunque sus valores y políticas son diferentes a los nuestros, ellos también comparten muchos de los mismos intereses.

- CC NEXT participant in New Mexico / - participante de CC NEXT en Nuevo México

A key piece of building power is that people have trust in the process, and there is a safe place to share your contribution. You go back to make sure people have been heard, listened to, and that there is trust and transparency. / Una pieza clave de crear poder es que la gente tenga confianza en el proceso y que haya un lugar seguro para compartir sus aportes. Usted regresa para verificar que la gente haya sido escuchada, y que haya confianza y transparencia.

- CC NEXT participant during the 2022 Convening / - participante de CC NEXT durante la reunión (asamblea)

**Advocacy progress** / **Avances en la defensa de los derechos**

MILESTONES FOR COLLECTIVE POWER / HITOS DEL PODER COLECTIVO

**6**

Advocacy progress in action looks like: / Los avances en la defensa de los derechos se parecen a:

New campaign launch / Lanzamiento de nueva campaña

Increased engagement in the campaign / Mayor participación en la campaña

Completing a cost-analysis study / Realización de un estudio de análisis de costos

Governor support for a bill / Apoyo del gobernador a un proyecto de ley

New legislative allocation of funds for child care / Nueva asignación legislativa de fondos para el cuidado de niños

Increased engagement in the campaign / Mayor participación en la campaña

Completing a cost-analysis study / Realización de un estudio de análisis de costos

Governor support for a bill / Apoyo del gobernador a un proyecto de ley

We are reaching new milestones with engagement—each training more people are involved and some people come back to learn more. / Estamos alcanzando nuevos hitos con la participación: en cada capacitación hay más personas involucradas y algunas vuelven para aprender más.

- CC NEXT participant in Virginia / - participante de CC NEXT en Virginia

# Initial indicators

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We referenced other literature to bring in indicators relevant to the concepts important to coalition members.

- CC Next Milestones Indicators Findings
- [Spectrum of Community Engagement to Ownership](#). *Facilitating Power*.
- [Voice-In, Voice-Out: Constituent Participation and Nonprofit Advocacy](#). (Guo & Saxton)
- [Power Building](#) in the Community Change Power in Places Initiative: Framework and Strategies. *Innovation Network*.
- [Measuring Collective Impact](#). FSG.
- [Promoting and Assessing Value Creation in Communities and Networks](#): A Conceptual Framework. *Health Res Policy Sys*.
- [Building Collective Power](#). *Innovation Network*.
- CC NEXT Core Principles RFP Rubric
- [Racial Equity Toolkit](#) *Collective Impact Forum*.
- AECF [REI Action Guide](#)
- [Racial Equity Framework FINAL \(fairchance.org\)](#) *Fair Chance*.
- [RacialJusticeImpactAssessment\\_v5.pdf \(raceforward.org\)](#) *Race Forward*.



# Validating indicators

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CC NEXT Adv

DATA!



Eval23

## GET CONCRETE

### Directed by lived experience

- Extent to which those with lived experience have leadership and decision-making power
- Extent to which state coalitions prepare those with lived experience to lead

### Advocacy impact

- Level of campaign engagement
- Number of racially diverse partnerships

### Social impact

- Increased funding for solutions
- Extent to which are better off

### Financing

- Level and type of financial compensation to parents and providers
- Extent to which participants contributed and agree with the funding

### Cohesion

- Extent to which members can articulate the coalition's
- Extent to which members feel solidarity and collaboration toward a common purpose and vision

### Safety and trust

- Extent to which members can be authentic and honest
- Extent to the coalition operates transparently and with clear rules of engagement.

### Setting the table

- Diversity of the table
- Extent to which new members are invited and welcome to the coalition



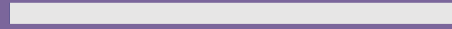
## Collective Power Indicators

GET CONCRETE



# Collective Power Framework


# Phase 3: TOOLS





# Piloting a tool to measure Collective Power

Distributed to a subset of coalition members in multiple states



Child

... are seeing their coalition tables with diverse groups of ... trying to welcome different voices and center grassroots, parents, and providers as decisionmakers.

**Definitions list**

\* 12. We want to understand the makeup of your CC NEXT coalition. On a scale of 1-5, with 1 being 'strongly disagree' and 5 being 'strongly agree', please rate the statements below.

	Strongly disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know/Not applicable
I feel that the representation of groups in my CC NEXT coalition is well-balanced.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My CC NEXT coalition includes						

# Pilot reflections

Q#	VAR	Q#	Variable	Correlation
12	MKUP2	13	PART1	0.286
12	MKUP13	13	PART10	0.538
12	MKUP17	12	MKUP26	0.381
12	MKUP 21	13	PART7	-0.125
12	MKUP22	12	MKUP27	0.535
12	MKUP25	13	PART14	0.447
13	PART6	13	PART4	0.401
17	RELA1	19	SAFE4	0.927
17	RELA2	17	RELA7	0.492
17	RELA9	19	SAFE1	0.189

# Design meeting with participants

DATA!

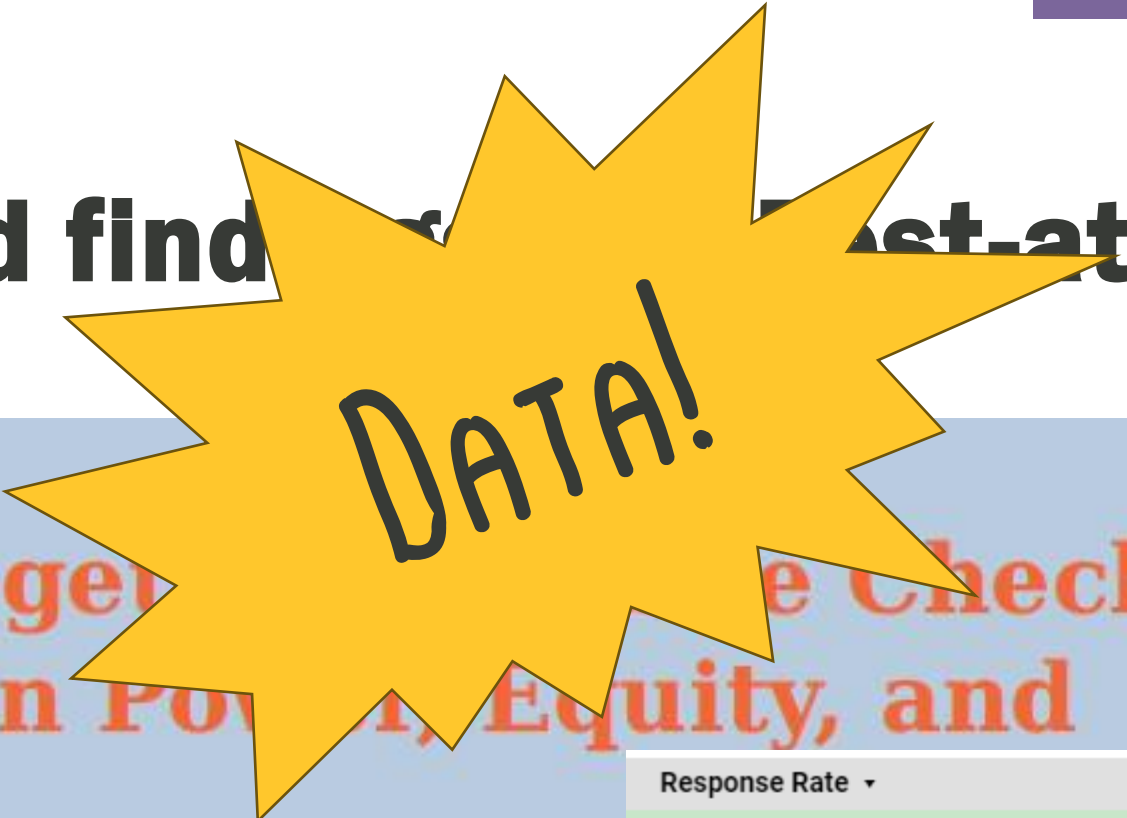
2  
VOTES



5  
VOTES



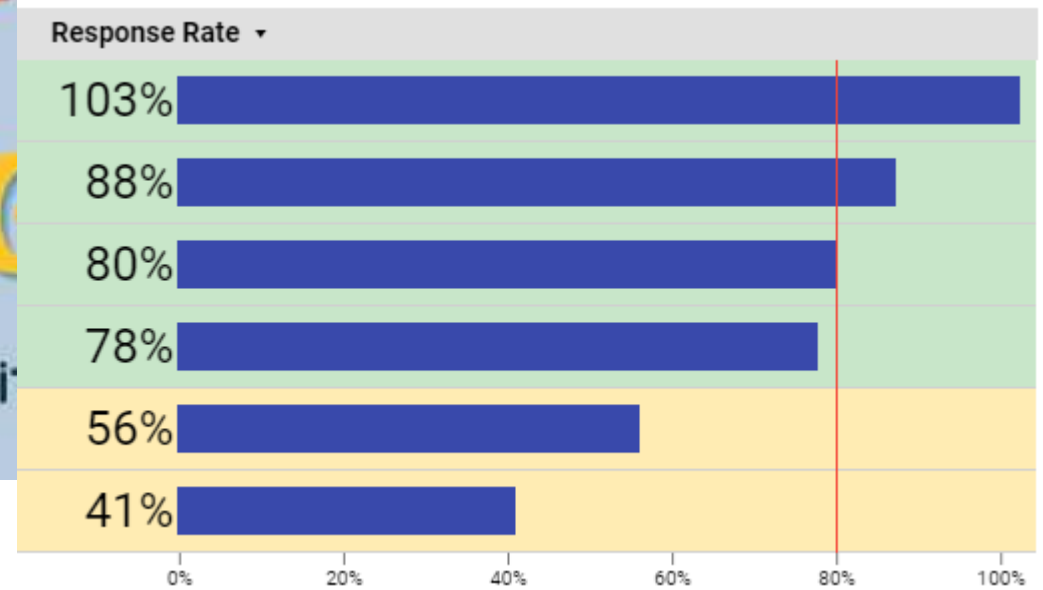
# Incorporated findings from ~~the~~ **Fast-at-Scale**



Powered Together  
for Coalition Power, Equity, and  
Strength

**POWERED TOGETHER**

A Pulse Check for Coalition Power, Equity





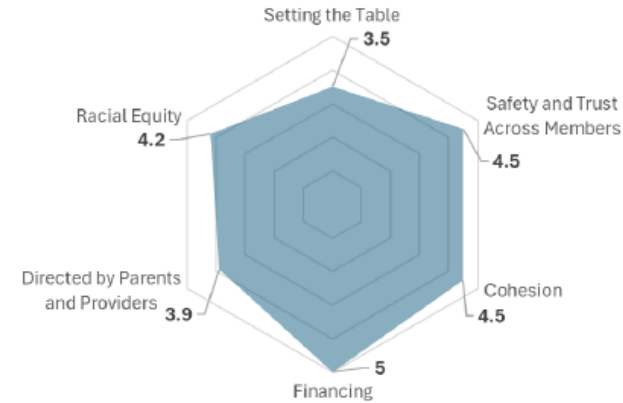
# Created reflection guide and data snapshot to share back data

Coalitions will receive their data snapshots next month!

## Your State Collective Power Snapshot

These are your overall scores for each milestone (out of 5).

Financing was your coalition's highest rated milestone; Setting the Table was your lowest.



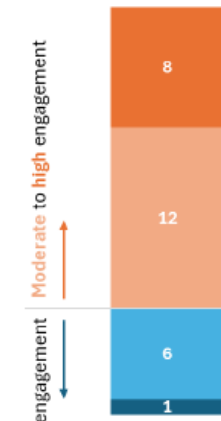
This is who responded to the Powered Together tool from your coalition.

**Total responses: 27**

Their coalition role



Their level of engagement in the coalition



(fake data)

# Our Steps for Participatory Tool Design



Interviews with coalition members  
Compile definition of collective power and understanding  
success and challenges  
Brainstorm milestones for collective power





# Lessons Learned



# Connecting with states directly

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- Participatory approach led to insights we could not have come up with otherwise.
- It's challenging to balance the unique context in states with identifying common factors (indicators)
- Long periods without experiential data from states left us feeling disconnected

# Engaging in this work with intention

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- Multiple rounds of data collection allowed us to course correct and build on established learning
- The learning was not just for us – we saw states learning from each other too!



# Navigating Power Dynamics

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- It was great to have a funder who was bought-in, but they had their own funders and challenges to navigate.
- As evaluators, we had to practice letting go of our power, too.



# Final Thoughts



# Emerging Questions

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1. Whose responsibility is it to build collective power?  
How has the participatory design of these tools supported their use of them?
2. How can collective power (and this framework) show the ebb and flow natural to group dynamics?
3. How should advocates continue to engage with this framework and tool to support its evolution?



# What's next

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1. States reflect on their data using the reflection guide and state snapshots
2. Self-assessment tool (free and accessible!)



# Learn more: Collective Power opportunity indicators and framework

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Visit [www.link.tree/Innonet\\_eval](http://www.link.tree/Innonet_eval)



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# POWERED TOGETHER

A Pulse Check for Coalition  
Power, Equity, and Strength



Let's plug in!

