

# Building Community Leadership, Power, Influence and Partnerships to Improve Health and Well-Being Through a Resident Leadership Academy



*Welcome!*

*We will get started momentarily*

**April 30, 2021**

10:00am – 11:00am PST / 1:00pm – 2:00pm EST



# Our Panelists





# A MODEL OF COMMUNITY ENGAGEMENT: THE RESIDENT LEADERSHIP ACADEMY



Dana Richardson  
The College for Behavioral Health Leadership  
(CBHL)  
Friday, April 30, 2021

# Presentation Outline

- Describe what the Resident Leadership Academy (RLA) is
- Describe how RLA informs and empowers local leaders to make change
- Highlight how CHIP RLA has adapted/pivoted in times of COVID-19
- Showcase how CHIP RLA has worked tirelessly to continue to fortify its community of leaders and partners & build capacity to affect change

The Resident Leadership Academy is a curriculum-based, public health leadership program that empowers residents from under-served and under-resourced communities to make positive changes in their neighborhoods, especially as it relates to improving food and physical activity environments, and public safety in high need communities.



# RESIDENT LEADERSHIP ACADEMY



Made possible by funding from the U.S. Department of Health and Human Services, through the County of San Diego.



# RLA: Created in Partnership with San Diego County HHSA

- ❧ **October 2010 to April 2011**: A 25-30 person External Review Committee made up of public and private sector representatives oversaw the development and implementation of the curriculum.



- ❧ CHIP produced a 450-page RLA Participant manual consisting of 10 - 2.5 hour sessions & 10 prep articles



- ❧ **April 2011 – November 2011**: CHIP staff successfully facilitated 4 RLAs in North, Central, East, and South regions of the San Diego County.



- Find RLA Curriculum (*1<sup>st</sup> Edition*):  
<https://www.livewellsd.org/content/livewell/home/community/resident-leadership-academy.html>



# RLA: Curriculum Overview



# 2012 HIGHLIGHTS – Show & Prove

- Finished CPPW (March 2012): (a) Created the RLA Trainer Guide (125 pages), (b) Created 3<sup>rd</sup> edition of the RLA Participant Manual in English & Spanish
- Business Development & Marketing Plan: Created RLA marketing materials, and defined a cost structure for RLA replication at new sites
- Worked with CCPA and Prevention Institute to complete 6 community engagement in public health trainings across CA (Fortuna, Oakland, Santa Ana, South LA, Sacramento, showcasing RLA as a replicable model)
- Earned 3 new contracts for RLA implementation in FY 2012-2013: Central Santa Ana, CA (Madison Park); San Diego – City Heights; Lemon Grove, CA



## 2013-Present: HIGHLIGHTS - Influencing the Field

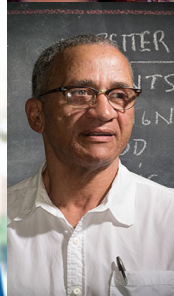
- Summer 2013: CHIP was commissioned by County of San Diego HHSA – Community Action Partnership (CAP) to create the RLA Train the Trainer Workshop Series, 4 non-consecutive days (8 hours/day)
- Completed 9 RLA Train the Trainer Workshop Seminars (Cohorts) in San Diego County. Total number of certified RLA Trainers: 140; Number of RLA Graduates countywide: 850
- At least 30% of our certified RLA Trainers speak a language other than English (Spanish, Vietnamese, Arabic, etc.)
- RLA has been replicated 75+ times in San Diego (urban/rural areas), and have launched dozens of community improvement project campaigns to improve health in underserved communities

# General Outcomes

- ❖ RLA is a mainstay in San Diego County. RLA has been replicated over 75 times in San Diego (urban/rural areas).
- ❖ Established a RLA Council that meets on bi-monthly basis that spans participation across all 6 regions of San Diego County
- ❖ There are RLA certified trainers and participants who are now Mayors, members of City Council, members of Community Planning Groups , middle management + directors of public and private organizations, **Paid** RLA Consultants & Facilitators, etc.
- ❖ A tool like the RLA, catalyzes sustainability, and inspires real leadership but the greatest blessing has been experiencing the *transformative feeling of building real trust* across a wide diversity of leaders

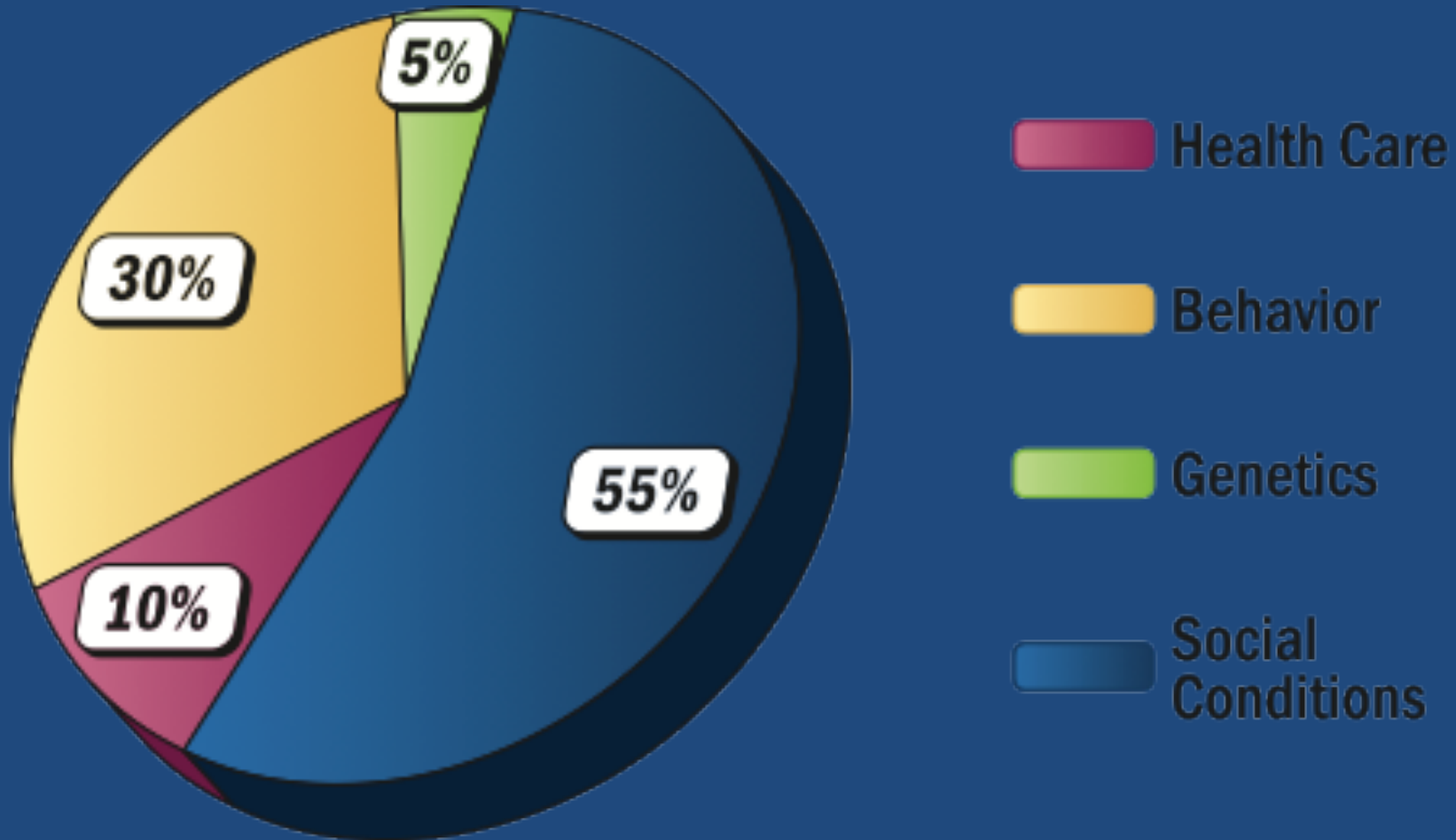


LIVE WELL  
SAN DIEGO





## WHAT DETERMINES HEALTH STATUS?



Source: [senatorfeldman.typepad.com/senator\\_dede\\_feldmans\\_blo/2009/03/focus-on-health.html](http://senatorfeldman.typepad.com/senator_dede_feldmans_blo/2009/03/focus-on-health.html)



# HOW DO ENVIRONMENTS MATTER?

## COMMUNITIES OF OPPORTUNITY

- Parks
- Sidewalks
- Grocery Stores
- Financial Institutions
- Better Performing Schools
- Good Public Transportation



## GOOD HEALTH STATUS

## POOR HEALTH STATUS

contributes to health disparities such as:  
Obesity  
Diabetes  
Asthma  
Infant mortality



## LOW-INCOME COMMUNITIES

- Fast Food Restaurants
- Liquor Stores
- Limited Public Transportation
- Unsafe/Limited Parks
- Poor Performing Schools
- Increased Pollution; Toxic Waste Sites

# Link to Behavioral Health Services

**Figure 3. The Emerging Pillars of Wellbeing**

**BELONGING/CONNECTEDNESS**

Sense of acceptance and being part of a community

**CONTROL OF DESTINY**

Sense of purpose, ability to influence events that shape life's circumstances

**DIGNITY**

Sense of one's value, honor, and respect

**HOPE/ASPIRATION**

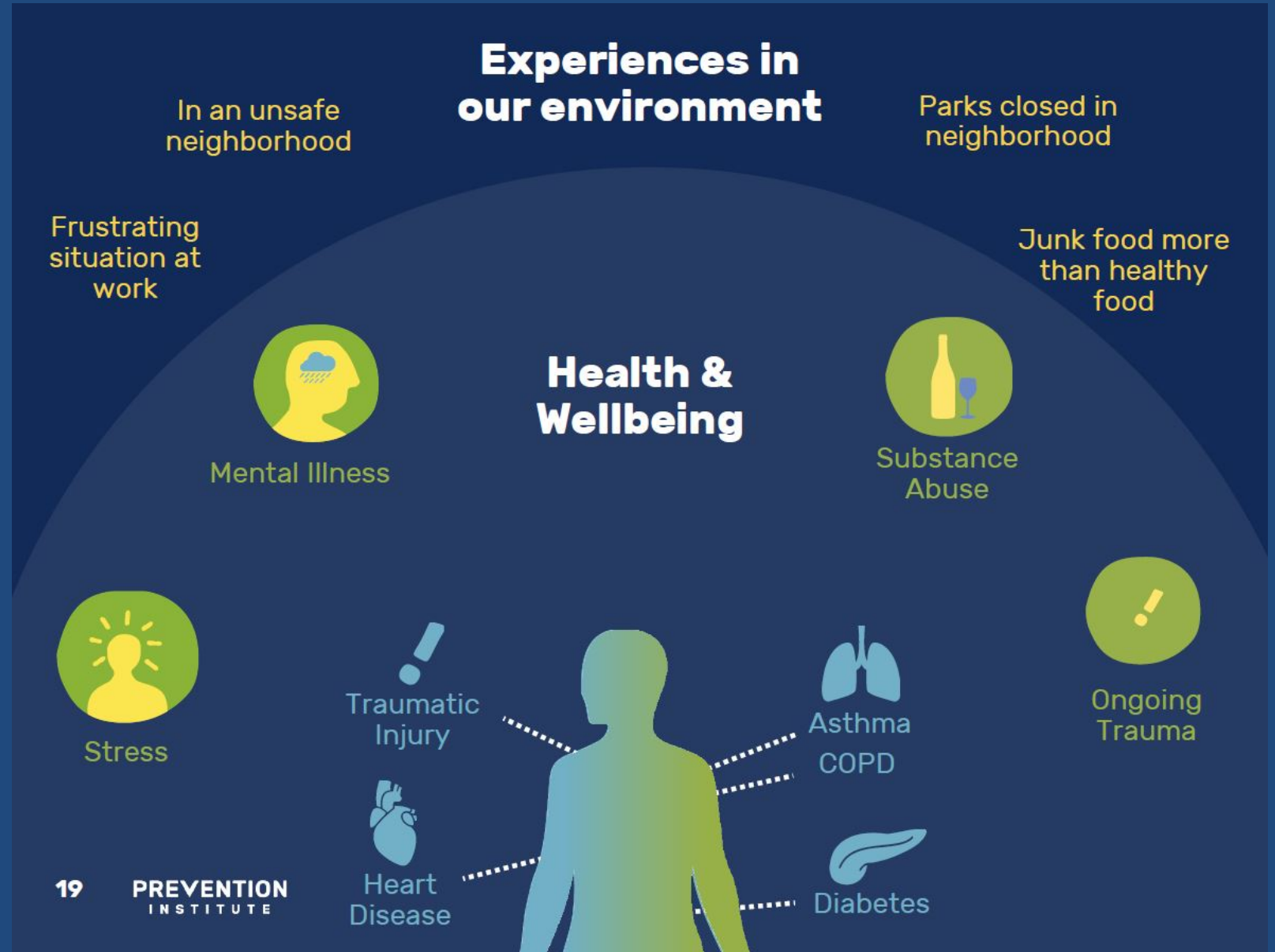
Belief that something better is possible and achievable

**SAFETY**

Experience of security

**TRUST**

Belief in the reliability, truth, ability, or strength of self and others





# Linkage To Trauma-Informed Care Framework

## COMMUNITY INITIATIVES LEARNING COMMUNITIES 2018-2019

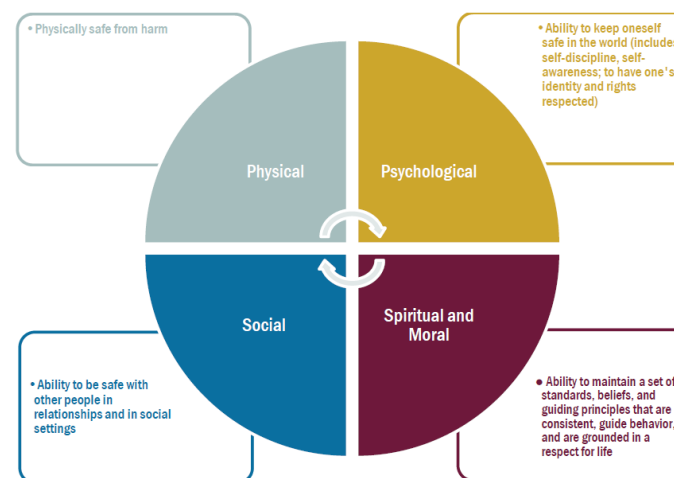
### HEALING COMMUNITIES: INFUSING TRAUMA-INFORMED PRACTICES IN COMMUNITY DEVELOPMENT ORGANIZATIONS

#### SIX KEY PRINCIPLES OF A TRAUMA-INFORMED APPROACH

1. Safety
2. Trustworthiness and Transparency
3. Peer Support
4. Collaboration and Mutuality
5. Empowerment, Voice and Choice
6. Cultural, Historical, and Gender Issues

*Figure 1: Six key principles of a trauma-informed approach, as identified by the Substance Abuse and Mental Health Services Administration*

#### 1. Four dimensions of safety



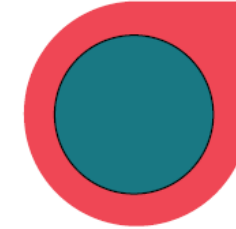
*Figure 3: Four dimensions of safety, as articulated by the Sanctuary Institute.*

# RLA ACTIVITIES & IMPACTS (FY 19-20)



# RLA ACTIVITIES & IMPACTS (FY 19-20)

## RLA Supplemental Trainings 2019-2020



#13 Speak Well  
Spokesperson Training  
11/15/19 (39A)

#14 Community Organizer  
12/6/19 (20A)

#15 The Art of Inclusive  
Communication: Law  
Enforcement/Resident  
Workshop 01/14/20 (42A)

#18 Land Use &  
Community Planning  
05/15/20 (28A)

#17 Changing Systems for  
Greater Responsiveness,  
Unity and Inclusion  
04/02/20 (45A)

#16 Moving Beyond the  
Buzz Words: The Role of  
Upstream Prevention in  
Community Health,  
Wellbeing, and Resiliency  
03/13/20 (32A)

#19 Trauma Informed  
Care: Understanding the  
Fabric of Communities  
One Thread at a Time  
05/22/20 (70A)

#20 Changing Systems  
Failing Men and Boys of  
Color 06/05/20 (43A)

#21 Implicit and Explicit  
Bias in the time of CV-19  
06/30/20 (58A)

# RLA ACTIVITIES & IMPACTS (FY 20-21)

## NEW Resident Leadership Academy Online Train-the-Trainer Facilitator Course



### COURSE DESCRIPTION

Community leaders and community-based organization staff will gain knowledge and skills to facilitate their own Resident Leadership Academy (RLA). RLAs are an authentic way to engage residents to bring positive changes to neighborhoods. RLAs provide powerful leverage to realize healthy, safe and thriving lives for all.

We are inviting local leaders and community-based organization staff who are passionate and already active in improving low-resourced communities in San Diego. Every participant is expected to make a commitment to working towards initiating an RLA after the training is completed.

### INSTRUCTORS

**Dana Richardson, President & CEO**  
Community Health Improvement Partners

**Yeni L. Palomino, Vice President, Community Health & Engagement**  
Community Health Improvement Partners

### COURSE INFORMATION

This will be an **online course** and **space is limited to 25**. Register early to reserve your spot.

### COURSE SCHEDULE

#### WINTER 2021

This course will run through March 10, 2021 through April 9, 2021 with **four mandatory Zoom sessions**: 3/18/21, 3/25/21, 4/1/21, and 4/8/21.



### ZOOM TRAINING DATES

Course Length:  
March 10, 2021-April 9, 2021  
**MANDATORY ZOOM SESSIONS**

Zoom Class #1: 3/18/21  
Zoom Class #2: 3/25/21  
Zoom Class #3: 4/1/21  
Zoom Class #4: 4/8/21

**TIME**  
10:00am-12:30pm  
All days



### HOW TO APPLY

You must complete **ALL** steps below to confirm your spot.

Register through Eventbrite to reserve your spot:

<https://rlat4t2021.eventbrite.com>

Take the RLA Community Experience Survey:  
<https://bit.ly/3p8Ugo8>

Once you have completed all steps, you will receive a confirmation email that you are registered for the training.

For more information, contact

Yeni L. Palomino  
[ypalomino@sdchip.org](mailto:ypalomino@sdchip.org)  
858-609-7969



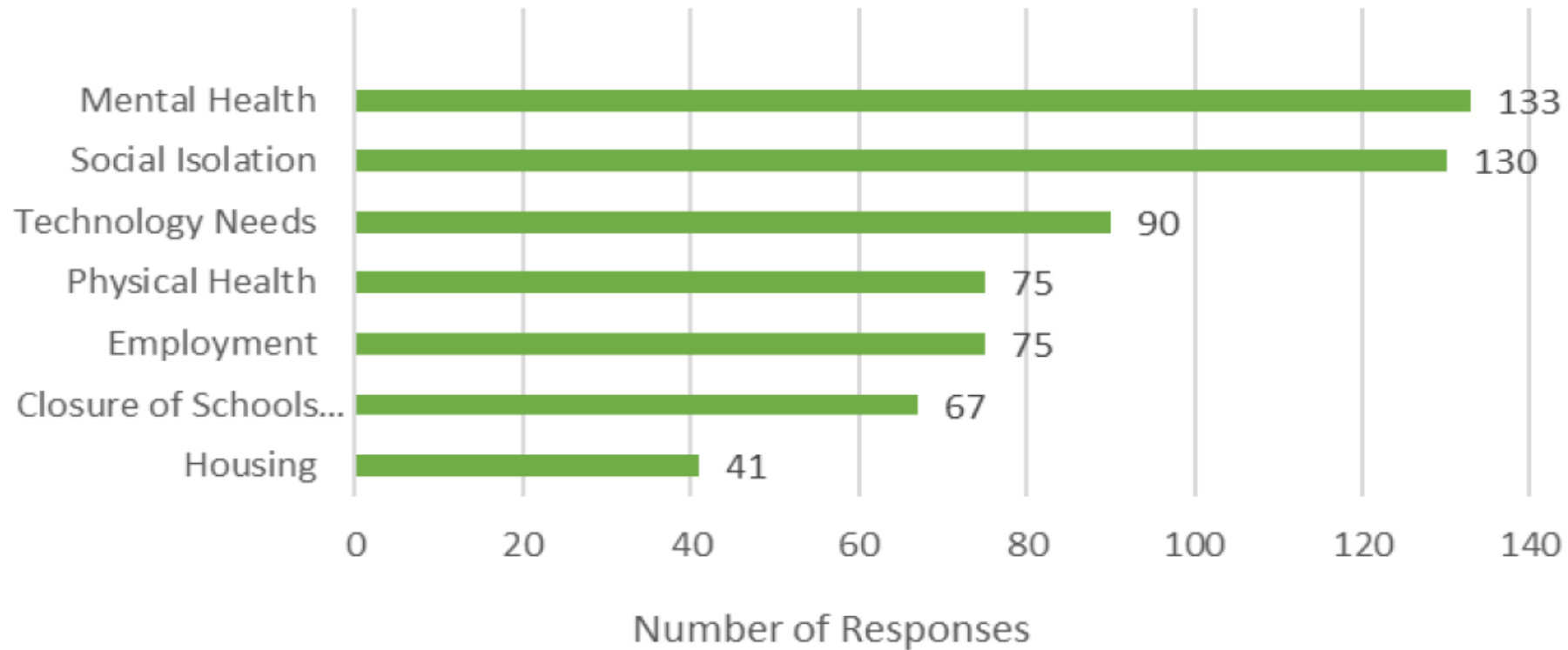
## RLA COVID-19 FOCUSED TRAININGS & SUPPLEMENTAL TRAININGS (FY 20-21)

- USING SOCIAL MEDIA STRATEGIES TO MOVE HEALTH EQUITY WORK FORWARD (10/23/20)
- PREPARING HIGH SCHOOLERS FOR COLLEGE IN TIMES OF COVID-19 (11/6/20)
- EXPUNGEMENT INFORMATIONAL WORKSHOP (12/11/20)
- TEACHING PARENTS HOW TO EDUCATE THEIR SMALL CHILDREN AT HOME (12/18/20)
- SUICIDE PREVENTION IN THE TIMES OF COVID-19 (1/15/21)
- HISTORICAL TRAUMA & COVID-19 (1/28/21)
- RESOURCE DAY #1: CLIMATE CHANGE & HEALTH (3/12/21)
- LEARNING THE BASICS OF ZOOM (3/19/21)
- UNDERSTANDING HOMELESSNESS & HOW TO ADDRESS IT (3/26/21)
- UNDERSTANDING GANG-RELATED DOCUMENTATION (4/2/21)
- RESTORATIVE PRACTICES (4/9/21)
- RESOURCE DAY #2: HOUSING RIGHTS DURING COVID-19 (4/16/21)



CARES ACT FUNDING (FY 20-21)- ECONOMIC STABILITY & RESILIENCE:  
SURVEY RESULTS ON COVID-19 IMPACTS ON RLA POPULATION

### How has the COVID-19 pandemic and its preventative measures impacted your life?



# CONTINUUM OF PUBLIC PARTICIPATION

## IAP2 PUBLIC PARTICIPATION SPECTRUM

INCREASING LEVEL OF PUBLIC IMPACT

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:
To provide the public with balanced and objective information to assist them in understanding the problems, alternatives and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision, including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.

Source: International Association for Public Participation



COMMUNITY HEALTH  
IMPROVEMENT PARTNERS

*making a difference together*

Dana Richardson

President & CEO

Community Health Improvement Partners, CHIP

[drichardson@sdchip.org](mailto:drichardson@sdchip.org)

858-609-7968



# *Live Well San Diego: Connection to Resident Leadership Academies across the County of San Diego*

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**Alexis Avina, EdD, MPH**

Manager, Live Well San Diego Support Team  
Office of Strategy & Innovation  
Health and Human Services Agency  
County of San Diego, CA

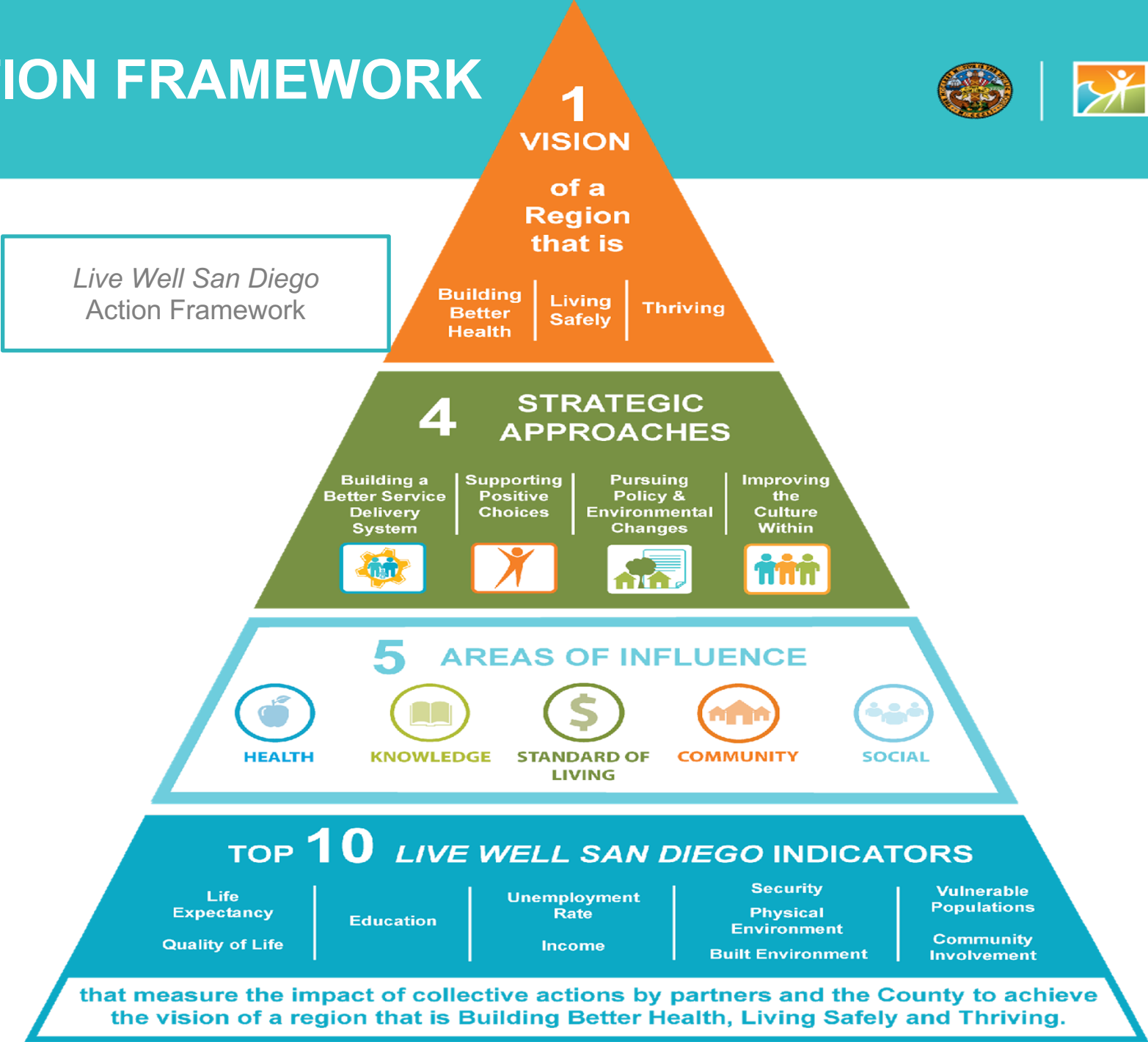




# ACTION FRAMEWORK



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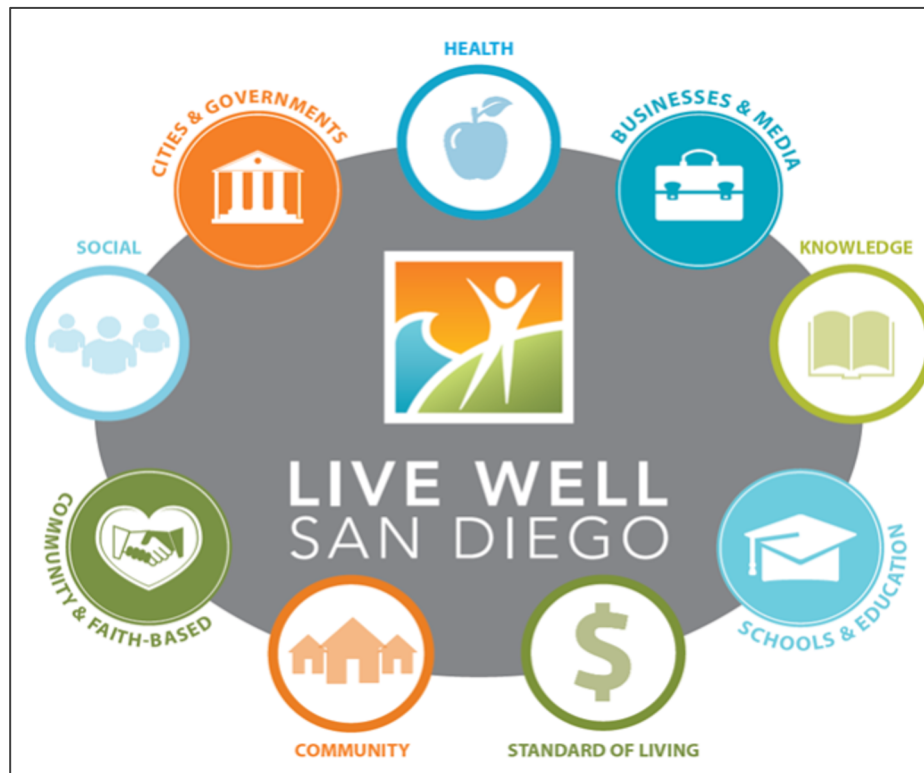
Live Well San Diego  
Action Framework

# COLLECTIVE EFFORTS TO ADDRESS WELLNESS HOLISTICALLY

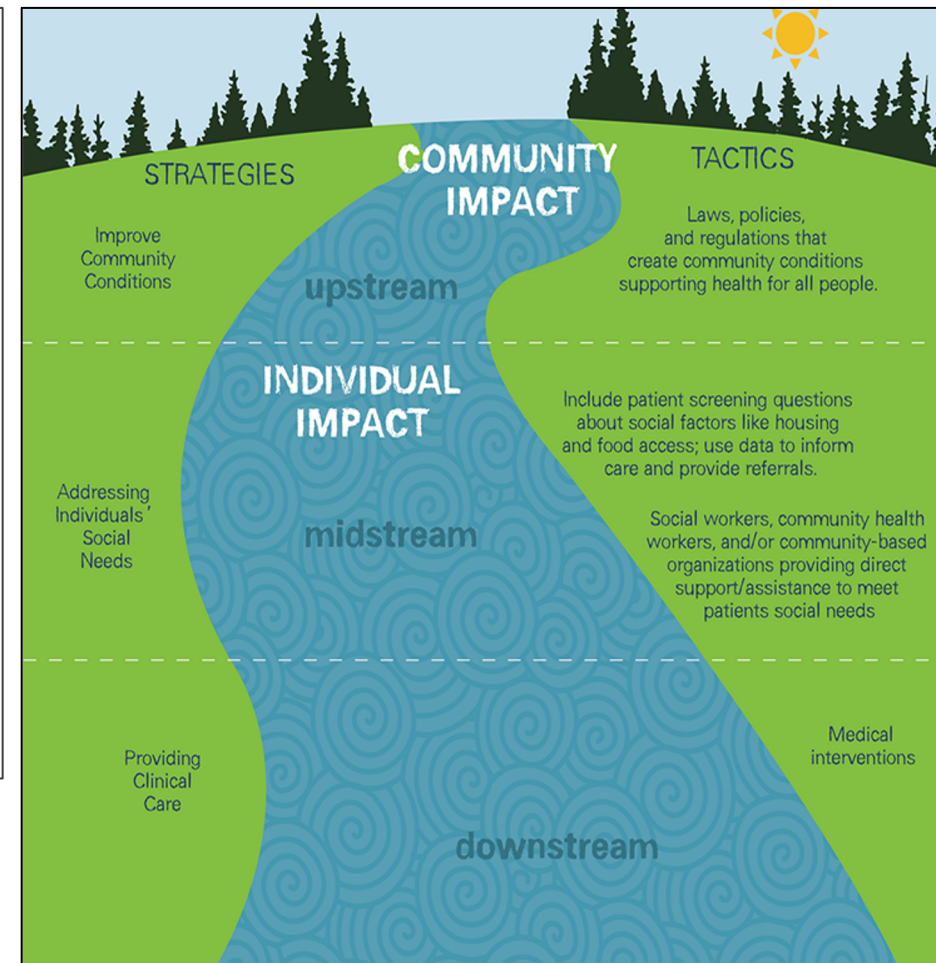


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## Collective Impact



## Social Determinants of Health

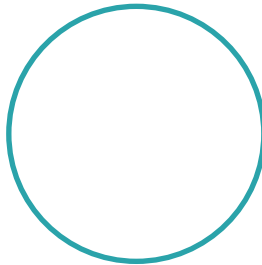


# ACTIVATING THE COMMUNITY FOR SIGNIFICANT AND SUSTAINABLE RESULTS



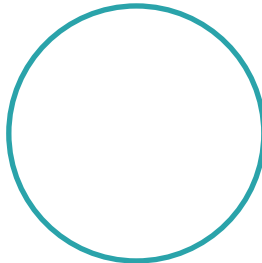
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## Benefits of Collaborating with Community Leaders



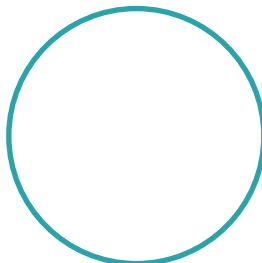
### Service Extender

- Bring Services
- Role Model
- Lead Community Improvement Plans



### Cultural Broker

- Trusted relationship
- Provide Quality Social Support
- Information
- Empathy & Reinforcement



### Social Change Agent

- Capacity building through RLA curriculum
- Taught how to access to tools and resources

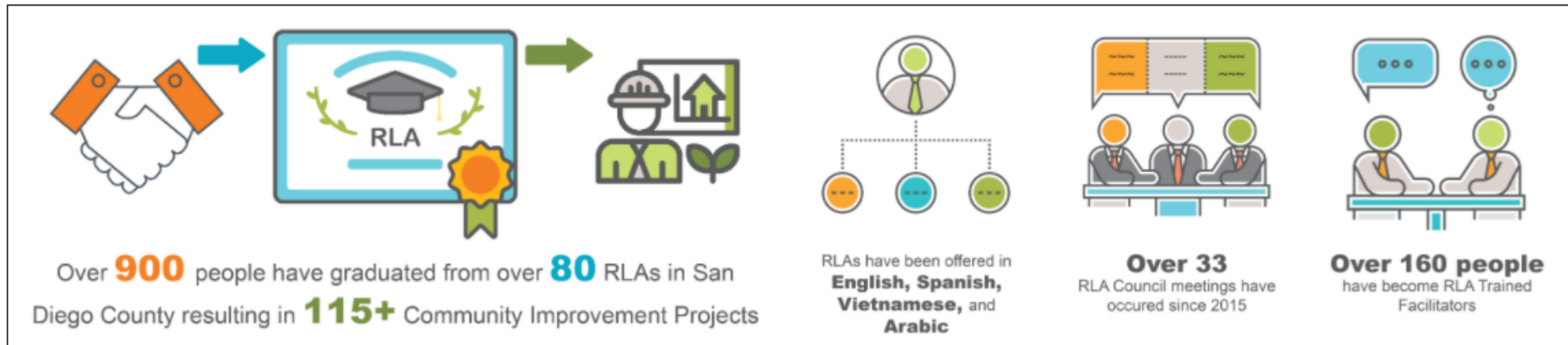


# RESIDENT LEADERSHIP ACADEMY



LIVE WELL  
SAN DIEGO

- Supports community members to create better, healthier neighborhoods
- Participants learn ways to involve local grassroots networks in Community Improvement Projects
- Engages residents in activities and knowledge that lead to healthier neighborhood environments







For more information visit:  
**LiveWellSD.org**

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**Alexis Avina, EdD, MPH**  
Manager, Live Well San Diego Support Team  
Office of Strategy & Innovation  
Health and Human Services Agency County of San Diego, CA  
**[Alexis.Avina@sdcounty.ca.gov](mailto:Alexis.Avina@sdcounty.ca.gov)**





JANICE LUNA REYNOSO







**NATIONAL CITY'S FIRST  
COMMUNITY GARDEN**



# JOE'S POCKET FARM



Inscríbete Hoy!  
Español Limitado

# RLA

Las clases  
serán en inglés

National City Resident Leadership Academy @ ARTS



## 24 DE ENERO



PARTICIPA ENTE 2018  
EN DECISIONES DE LA COMUNIDAD  
UNASE AL RLA @ ARTS

SESIONES DE 10 SEMANAS  
MIÉRCOLES DE 6PM-8PM

Aprende cómo tu comunidad  
puede volverse más saludable y más  
hermosa con tu liderazgo.  
(Clases son en inglés solamente)





**CITY HALL, NATIONAL CITY  
CIVIC ENGAGEMENT  
COMMUNITY GARDENS**





PARADISE CREEK FAMILY GARDEN





Janice Luna Reynoso

619-988-4392

[janice@mundogardens.com](mailto:janice@mundogardens.com)



**munDO**  
Gardens



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# **Creative Arts Youth**

## **Resident Leadership Academy**

**Andrea Nasser**

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# Background

- First-generation American
- Grew up & still live in Southeast San Diego
  - Culturally rich and diverse community in San Diego that has been historically and systemically underserved
- Bachelors in Public Health (SDSU)
- Peace Corps Volunteer in Benin, West Africa
- County of San Diego
  - Live Well San Diego – Health Information Specialist
  - Probation – Admin Analyst



# CREATIVE ARTS

## YOUTH RESIDENT LEADERSHIP ACADEMY



A SAFE SPACE TO BE HEARD

### WHO:

Youth ages 14 - 19

### WHAT:

A free 10 week leadership training that will empower you with the skills, knowledge and confidence to use your artistic and creative abilities to create positive change in your community

### WHEN:

January - March 2020, 4:00 - 6:00 PM

TRAINING DATES: 1/22 - 1/29 - 2/5 - 2/12 -  
2/19 - 2/26 - 3/4 - 3/11 - 3/18 - 3/25

### LOCATION:

National Conflict Resolution Center  
Center for Community Cohesion  
220 Euclid Ave, Suite 110, San Diego, CA 92114

### WHAT YOU GAIN FROM THIS:

- Develop leadership skills
- Learn strategies for improving the community
- Learn how to navigate city systems and processes
- Create new friendships and have fun
- Volunteer hours & Resume building
- Meet community leaders & get mentorship
- Express your creativity through a team project

### MEET & GREET + INFORMATIONAL SESSION:

January 15, 2020 @ 4:00-5:30 PM

### TO GET INVOLVED, VISIT:

[www.bit.ly/36ct122](http://www.bit.ly/36ct122)

### FOR MORE INFORMATION, PLEASE CONTACT:

Andrea Nasser, [andreasasser4@gmail.com](mailto:andreasasser4@gmail.com)  
619-560-8811







Walk Audit & Tour of  
Complete Street



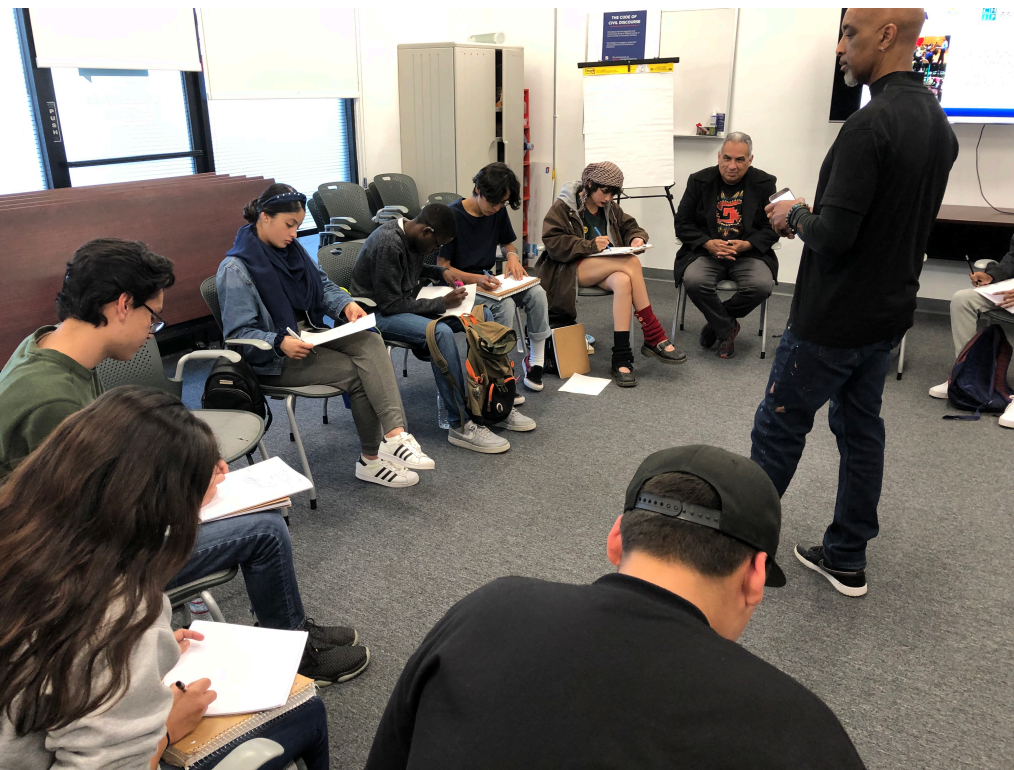
Checking in



Leadership  
Panel



# Maxx Moses





# CIP Ideas

- Affordable Housing
- Gathering Place
- School Mural
- Fix Sidewalks
- Community Clean Up
- School gardens
- Music club/performance

# CIP

- Gathering Place
  - Mural/art installations
  - Garden boxes
  - Live music
- Location: 68<sup>th</sup> & Imperial Ave



8 RLA IN PERSON TRAININGS

13 YOUTH PARTICIPANTS

20 ZOOM CIP DESIGN  
PLANNING SESSIONS

20+ COMMUNITY  
IMPROVEMENT PROJECT  
WORKDAYS (**100+ HOURS**)

A **FEW** ARGUMENTS

6 NEW COMMUNITY  
MEMBERS ENGAGED IN  
VOLUNTEERING

30 PLANTS & 9 PLANTER  
BOXES DONATED



# Impact on Myself

- Pushed me personally and professionally (led this via capacity as a community resident, invested 300 + hours outside of work)
- Created new networks and strengthened existing networks
- Showcased my abilities to key players within the County and in the community
- As of recent, 3 interviews for higher level positions focused on community services/social justice
- Interviewed by the RAND corporation
- Asked to be on source selection committees for large procurements for community programs
- Professional MBA w/ focus on Corporate Social Responsibility and Sustainability

**Thank You!**

**Questions?**

**Let's connect! [Linkedin.com/in/andreanasser](https://www.linkedin.com/in/andreanasser)**



# Contact Us!



## The College for Behavioral Health Leadership

Holly Salazar, CEO

[hsalazar@leaders4health.org](mailto:hsalazar@leaders4health.org)

<https://www.leaders4health.org/join-now/>

## Community Health Improvement Partners

Dana Richardson, CEO

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[www.sdchip.org](http://www.sdchip.org)