

Southern Regional Capacity Building for Positive Supports

June 12th 12pm-1pm

Purpose:

The purpose of Regional Capacity Building is to promote and share information about Positive Supports regionally, and share recommendations with state leaders. Positive Supports are practices that improve quality of life and cultural responsiveness. Each region will form a network to build partnerships and help strengthen their communities.

Focus areas:

- [Culture of Safety](#)
- [Person Centered Thinking and Practices](#)

Attendees: Haley Turner, Lexi Dunn, Randall Oldenburg, Amberlee Costello, Angie Fitzgerald, Kerri Leucuta, Melissa Hall, Cortney Kressin, Mindy Thomas, Rachel Freeman, Marta Milliken, Jae England-Sullivan

Agenda:

- Introductions and “What helps you thrive” Activity
 - “What’s One Thing That Helps You Thrive?”
It could be:
 - ♣ a routine
 - ♣ a support person
 - ♣ a favorite activity
 - ♣ a communication style
 - ♣ an environment that works for them
 - ♣ something small that makes a big difference
 - Reflection: Thinking about what’s helps us thrive:
 - ♣ Centers *what’s important to* the person, not just *what’s important for* them
 - ♣ Is accessible for all roles and lived experiences
 - ♣ Promotes empathy, voice, and mutual respect—core values of Person-Centered Thinking
- Culture of Safety action item brainstorming: [Collaborative Safety | Transform Your Organization's Culture](#)

o **Promotion within the Region**

- ♣ Share the information and benefits that can come from it. This is a pilot program that has a lot of potential, but not a lot of people know about it.
- ♣ Share out what it is, why it is important, giving examples.
- ♣ Take systems thinking and making it more broadly applicable. Use easy to understand/plain language for core messages.
- ♣ Highlight the values (ex. you won't get in trouble) and the overall premise
- ♣ Help people think it through when things happen vs. Emotional responses
- ♣ Panel discussion where people share stories?

o **Material Creation**

- ♣ Create a small work book/journal? It could be available as a digital/printable resource
- ♣ Someone else already took publicly accessible news stories and highlighted them as examples. This may be a good way to share information without worrying about content rights from collaborative safety.
- ♣ Create a brief based on the work of the RQC workgroups, and also formal recommendations for what the region wants. This may result in a policy ask (partner with Arc's Public Policy Team or Capitol Connector Team in this area)

o **Expanding on the work of the data action group: Need to discuss with DHS**

- ♣ Advocating for having more of an incident review process with more of a sample size.
- ♣ How can we make the mapping process be more of a benefit to the providers? The philosophy behind them is similar to the voice reviews we used to do.
- ♣ How can we collect more data beyond what is given to the Data Action Group? Can we do a community survey? Would this be integrated with DHS's Culture of Safety processes or would it be separate?

- ♣ Need to learn what the process is for becoming a trainer, with a train the trainer curriculum. Specifically, a train the trainer for the mapping process. Could DHS support this?
- ♣ Could RQC staff do the mappings? We would need to figure out how to do this confidentially, and would likely need additional funding to make this possible.
- ♣ Possibly have a Community of Practice, although this would be hard to get people to commit to. Could the Data Action Group be re-purposed for this?
- **Connections with other groups**
 - ♣ Future Health Professionals club at RCTC- connect with this group about doing training or some sort of connection with them. The RQC has heard that not having a culture of safety can be a deterrent to wanting a career as a DSP, so this may help with that as well
 - ♣ Talk with Stacy Danov about Echos and how this might be able to connect
 - ♣ Could we bring Quality Assurance into the project as well?
- **Provider related**
 - ♣ Have a list of provider orgs that are interested
 - ♣ Providers would need a lot of training and culture changing. Examples and going through scenarios would be helpful.
 - ♣ We need ways that people can get access to this information with reflection activities and ways to deliver to staff in a bite sized format. This would make it easier to transfer the information and would be less expensive for providers. The top level leadership needs to be on board, as these are policy changes and system changes. If management isn't invested, it won't work. "Managers" or "corporate" are often feared as they have power over people's jobs
 - ♣ What if we brought more providers into this with a brief video that would relate to their situation? There are quotes from providers that are public we could use.
 - ♣ This helps with staff retention as well.
 - ♣ You get blamed if something goes wrong (ex. Someone leaves the house and gets hurt), so people don't feel comfortable taking on a challenge.

- ♣ This can be a way to discover mitigation for critical incidents that happen
- Upcoming Events
 - o [June 23rd Great Minnesota Positive Supports Get Together](#)
 - ♣ Registration Link: (Virtual Registration Only)
<https://docs.google.com/forms/d/e/1FAIpQLSdDrSKuqHjChOK5xkSlUHPo0ljUFcr9oqlbt6nX02KiOv2qHQ/viewform>