

Intended Impact

*Chicagoland = The city of Chicago with a focus on the west side, and the western suburbs of Oak Park, River Forest, Cicero, Maywood, Forest Park, Berwyn, Bellwood, and Melrose Park

*Mobility & family well-being = economic success, being valued in the community, feeling of power and autonomy

Foundational Elements

Necessary pre-conditions for the strategies to be most effective

Organizational Culture:

- Family-Centered Coaching mindset, language, & process, grounded in and surrounded by a Racial Equity lens, is embedded throughout all levels of the organization: the family has the strength, ability, and potential to set and achieve their goals, they are in the driver's seat
- Awareness of systemic drivers of inequity, and organization's practices, policies, and approach reflect this awareness

Organizational Operations:

- Partnerships with and procurement from partners who uphold New Moms' FCC and racial equity principles and values
- Hiring and onboarding practices incorporate racial equity: seek to hire and onboard diverse candidates at all levels, reduce bias throughout hiring and onboarding process
- Staff are trained upfront and ongoing in Family-Centered Coaching Approach, including Diversity, Equity and Inclusion, Motivational Interviewing, Trauma-Informed Care, Harm Reduction, Executive Skills, Goal Setting, Financial Capabilities, and Best Practices for Working with Families and reflective supervision
- Staff performance evaluation includes fidelity to FCC and completion of individual DEI goals
- Awareness of systemic drivers of inequity, and organization's practices, policies, and approach reflect this awareness

Organizational Programming:

- Programming co-designed and co-developed with staff ideas, input, feedback, voice & choice
- Data collection is equitable and confidential, and measures and identifies areas of strength and opportunities for improvement

Strategies

New Moms' program actions



Targets

Immediate result of the strategies



Outcomes

Result by end of program engagement



Impacts

When Mom turns 30

Individualized & Group Family-Centered Coaching Grounded in Racial Equity

Environment

- Create a safe, trauma-informed physical space
- Provide housing & other basic needs
- Create positive and affirmative community
- Facilitate connections to community resources and social supports
- Employ behavioral science-informed, age- and academically-appropriate technology, tools, and materials
- Provide cash supports: wages/incentives/transfers
- Provide Spiritual Formation supports
- Display strengths-based, growth-orientated, and culturally and racially representative visuals and materials
- Celebrate strengths and successes
- Create regular opportunities for participant input, co-design, voice and choice

Knowledge

- Screen for and provide education: Parenting, child development, financial, Executive Skills, social skills & networking, mental, reproductive, & physical health, education and employment pathways
- Elicit reflection and feedback on program design and delivery implementation

Practice

- Practice: Parenting, money management, modifying the environment/mitigating ES weaknesses, goal setting and tracking, social skills & networking, literacy & numeracy, employment
- Co-create program design & delivery improvements with participants

Systems-Building

- Disseminate best practices to the field
- Engage in equity-grounded policy & advocacy at all levels
- Partner with young families & key stakeholders to advocate for 2Gen systems change grounded in racial equity

Goal Progression & Achievement

- Increase feeling of safety, trust, and quality of relationship for participant with New Moms
- Increase access to community resources: financial institutions, income supports, child care, mental/physical health care, job opportunities
- Increase knowledge of:
 - Parenting practices (child development/self-regulation and self-esteem, identify triggers, set limits, sustain routines)
 - Social skills and identifying/accessing social supports and connectedness
 - Money management (systems/institutions, financial values, preplanning and tracking expenses in a budget)
 - Mental, reproductive, and physical health
 - Executive Skills (their own, resulting behaviors)
 - Setting "good fit" SMART goals and tracking progress
 - Educational and career pathways and action steps
 - Literacy & numeracy
- Increase feelings of connection with spirituality, faith
- Increase feelings of voice and choice
- Increase housing stability
- Increase employment experience and income
- Increase goal progression



- Increase in awareness of New Moms' work
- Increase voice of young families at policy and advocacy tables
- Increase policy and advocacy partnerships

Goal & Milestone Achievement

- Increase engagement with community resources: financial institutions, income supports, mental/physical health, job opportunities
- Increase practice of:
 - Responsive parenting skills (developmentally appropriate practices, set limits, set and maintain routines)
 - Building social capital and connectivity
 - Financial stability, savings, debt reduction
 - Mental, reproductive, and physical health engagement/home
 - Using Executive Skills to set goals, modify the environment, and mitigate weaknesses
 - Educational level and school enrollment
 - Job attainment and 1-year retention rate
 - Stable housing attainment and retention
- Increase feelings of:
 - Self-efficacy, power, belonging
 - Spiritual hope, healing, and well-being
- Decrease stress
- Increase Milestone achievement
- Increase in child healthy development
- Increase in child educational readiness

- Mom increases:
 - Social capital
 - Feeling of power and autonomy
- Decrease in barriers to access supports



Family Well-Being

Mom

- Improved:
 - Economic mobility
 - Responsive parenting
 - Core life skills
 - Feeling of power and autonomy
 - Feeling of belonging

Child(ren)

- Improved:
 - Healthy development
 - Educational achievement



Whole Family

- Improved:
 - Family well-being
 - Positive relationships
 - Social capital and connectedness



Systems

- Improved:
 - Access to institutional support
 - Justice and racial equity in policymaking

Moderators

For whom & in what context

Staff

- Fidelity to FCC mindset, equity, & strategies
- Motivation & engagement
- Understanding of institutional/individual bias
- Quality/duration of relationship with participant

- Education/work history and status
- Racial/language concordance with participant

Moms

- Age of mom & child(ren)
- Number of children
- Pregnancy status
- Multi-program enrollment

- Housing status
- Participation, duration, & persistence in group & 1:1 coaching

External Systems

- Accessibility of family-supporting public benefits
- Level of bias/discrimination in institutions
- Affordable childcare & transportation accessible
- Public support for family-supporting policies