The Empower Action Model:
A Framework for the Prevention of ACEs Through the Promotion of Equity, Resilience and Wellbeing
Empower Action Model Development

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Goals

1. Understand why the Empower Action Model™ was developed and the science behind it

2. Gain an understanding of how the Empower Action Model™ is used in real-world application at the local level
Every child deserves to live their best life.
History of the South Carolina ACE Initiative

Starting the journey
2013 - 2015

Moving forward
2015 - 2017

Forging ahead
2018 →
Protective Factors

01 How do you know if you are preventing something?

02 How do you put these frameworks into action?

03 How do you connect the work at multiple levels?
We need...

A public health approach to child well-being

By definition, public health aims to provide the maximum benefit for the largest number of people.
Guiding Theories

1. Protective factors
2. Socio-ecological model
3. Life course perspective
4. Race equity and inclusion
Socio-Ecological Model

- Individual
- Interpersonal
- Organizational
- Community
- Public Policy
Life Course Perspective

Mechanisms by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan
Race Equity and Inclusion Action Guide

7 STEPS TO ADVANCE AND EMBED RACE EQUITY AND INCLUSION WITHIN YOUR ORGANIZATION

THE ANNE E. CASEY FOUNDATION
The Empower Action Model

- **CREATE**
  - Positive environments for social-emotional well-being
  - Support children and families through positive relationships
  - Share resources that allow individuals and families to meet their basic needs
  - Grow positive outcomes by promoting individual development
  - Build resilience through learning skills needed to manage stress and nurture children

- **BUILD**
  - Inclusive environments for all families
  - Strong cultural identity for all families

- **GROW**
  - Public Policy
  - Community
  - Organization
  - Interpersonal (Family)
  - Individual (Child)

- **SUPPORT**
  - Early Childhood
  - Adulthood

- **SHARE**
  - Race equity and inclusion in all policies and practices

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Empower Action Model Action-Oriented Protective Factors

Create
positive environments for social-emotional well-being

Support
children and families through positive relationships

Build
resilience through learning skills needed to manage stress and nurture children

Share
resources that allow individuals and families to meet their basic needs

Grow
positive outcomes by promoting individual development
## Empower Action Model Overview

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### Child
- Possess inner strength to positively meet challenges and overcome adversity
- Understand personal growth and development
- Engage in trusting, caring relationships with competent adults
- Manage emotions and relate positively to others
- Identify, find, and receive support to meet basic needs

### Family
- Manage stress and buffer its effects on family during tough times
- Engage in developmentally appropriate interactions with children
- Build mutual trust and support with children
- Foster children’s social-emotional development
- Have skills and tools to identify needs and connect to supports that strengthen families

### Caregivers
- Establish a system that values individual contributions, perspectives, differences and strengths
- Assess individual contexts, development and needs when setting expectations and career planning or training
- Foster positive relationships within the organization and promote engagement with family and community
- Create an environment that values the importance of positive social-emotional well-being
- Create an atmosphere where employees can access resources in times of need and for self-care

### Organization
- Demonstrate that individuals are valued, honored and supported by the community
- Demonstrate importance of community involvement in individual health and well-being through the development of programs focused on prevention
- Promote opportunities that build healthy relationships and support for parents while empowering parents to be leaders and decision-makers
- Understand the importance of positive community environments for individuals and social-emotional well-being for families
- Provide information and connection to services in the community to promote resilience

### Community
- Advocate for policies that build resilience including policies that create positive environments and provide services for health and well-being
- Promote the notion that we are all responsible for health and well-being through sound policies and programs
- Foster and endorse policies and programs that provide individuals and families with connection and support within their communities
- Adopt policies that promote safe, stable and nurturing environments
- Promote policies that create access to resources for all

### Public Policy

## Race Equity and Inclusion Tenets
- Individuals have positive cultural identity by honoring family history, race, and ethnicity
- Organizational policies and practices are racially and culturally inclusive and recognize the importance of diversity in workforce and leadership
- Community efforts eliminate messages that reinforce “otherness” of health outcomes while creating programs that are culturally competent and promote equity
- Policy efforts should work to dismantle systemic racial inequality
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**Overview: Example Level**
How the Empower Action Model fits into programs in South Carolina

**BUILD**
Parents as Teachers | Nurse-Family Partnership | South Carolina Center for Fatherhood and Families

**CREATE**
Child’s Haven | Children’s Place | Beyond Abuse

**GROW**
Strengthening Families Program | Triple P | Family Connection

**SHARE**
Harvest Hope | Sisters of Charity | YMCA | Family Resource Centers

**SUPPORT**
Big Brother Big Sister | Urban League | Federation of Families | Circle of Parents
The Empower Action Model

**Build**
- Child: Build character strengths, positive social interactions, and emotional intelligence
- Family: Build social-emotional learning and facilities
- Community: Build social-emotional learning and facilities
- Public Policy: Build social-emotional learning and facilities

**Grow**
- Child: Enhance personal growth and development
- Family: Enhance personal growth and development
- Community: Enhance personal growth and development
- Public Policy: Enhance personal growth and development

**Support**
- Child: Support and develop positive relationships
- Family: Support and develop positive relationships
- Community: Support and develop positive relationships
- Public Policy: Support and develop positive relationships

**Create**
- Child: Create opportunities for social and emotional learning
- Family: Create opportunities for social and emotional learning
- Community: Create opportunities for social and emotional learning
- Public Policy: Create opportunities for social and emotional learning

**Share**
- Child: Share learning and feedback for positive outcomes
- Family: Share learning and feedback for positive outcomes
- Community: Share learning and feedback for positive outcomes
- Public Policy: Share learning and feedback for positive outcomes

**Justice and Inclusion**
- Child: Advocate for the social justice and inclusion in the community
- Family: Advocate for the social justice and inclusion in the community
- Community: Advocate for the social justice and inclusion in the community
- Public Policy: Advocate for the social justice and inclusion in the community

**Framework**
- Child
- Family
- Community
- Public Policy
Empower Action Model

- Policy
- Community
- Organization
- Interpersonal (Family)
- Individual (Child)

BUILD
Inclusive environment for all families

GROW
Strong cultural identity for all families

SHARE
Race equity and inclusion in all policies and practices

SUPPORT
Early Childhood

UNDERSTAND
Adulthood
Empower Action Planning Guide
Ready. Set. Go.

Successful journeys have a plan, which helps you know the turns to make, who should join you and how to know when you've arrived. A plan also helps you handle the detours and roadblocks. This guide will get you on your way!

READY
Deciding on the journey

- Framing the scope
  - Review what is happening in your community.
  - Listen to and include families.
  - Catalogue local services.
  - Identify your champions.

SET
Planning for action

- Determining the details
  - Set your priorities.
  - Outline your plan.
  - Build your team.

GO
Work your plan

- Monitor your progress
  - Assess if your work is moving you closer to the goal.
  - Sustain the change over time.
The Empower Action Model™
Coalition Action Plan
Empower Action Model in the Field

Dana Powell, M.Ed.
Community Engagement and Training Coordinator;
Empower Action Coach
Children’s Trust of South Carolina
Empower Action Coalitions

- Resilient Richland
- Empower Action Marlboro
- Empower Oconee
OBJECTIVES

Objective One
Coalitions will have an infrastructure in place to support the creation of a sustainable, long-range plan, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.

Objective Two
Coalitions will have a sustainable, long-range plan, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.
Network Map & Collective Impact

Implementation Support System

COMMUNITY COACH

Support
Feedback

EA Community System

Backbone Organization

Empower Action Facilitator
Coalition Coordinator

Feedback

CORE TEAM

COUNTY COALITION

Children's Trust
OF SOUTH CAROLINA
FUNDERS & SYSTEM PARTNERS
& MODEL PURVEYORS

READY
Deciding on the journey
Relationships
Relationships
Relationships
THE ACTION PLANNING PROCESS

+ The Empower Action Model
+ Ready. Set. Go
+ The Five Protective Factors
Ready: Data Collection & Review

- Adverse Childhood Experiences
- Child Maltreatment
- KIDS Count / Child Well-Being
- Community Asset Surveys
- Core Team & Coalition Capacity Assessments
- Core Team & Coalition Collaboration Assessments
THE ACTION PLAN

+ BUILD
+ GROW
+ SUPPORT
+ CREATE
+ SHARE
Action Plan Development

THE ACTION PLAN

In order to **BUILD** resilience through learning skills needed to manage stress and nurture relationships, we will:

- **FAMILIES**
  - Support relationships within communities and neighborhoods by bringing parents together based on shared experiences which will help create strong neighborhoods.

- **ORGANIZATIONS**
  - Provide education on protective factors and mentoring programs and how those build and support strong communities.

- **COMMUNITIES**
  - Bring residents together to learn what they want and need to create vibrant, safe neighborhoods and encourage them to take leadership roles in creating change where they want to see change.
  - Develop a youth advisory board to provide feedback and create a sense of belonging in the community.

- **PUBLIC POLICY**
  - Advocate, endorse and support public policies that exist for early childhood education and community programs that promote for safe play, and resources for teens.
In order to **GROW** positive outcomes by promoting individual development, we will:

**FAMILIES**
- Support relationships within communities and neighborhoods by bringing parents together based on shared experiences to promote positive parenting.
- Identify already existing safe play spaces.

**ORGANIZATIONS**
- Encourage employers to provide opportunities for employees to learn about home ownership opportunities.
- Encourage the connection of teens and youth to employers with shared interest and career.

**COMMUNITIES**
- Bring residents together to learn what they want and need to create vibrant, safe neighborhoods and encourage them to take leadership roles in creating change where they want to see change.
- Develop a youth advisory board to provide feedback and create a sense of belonging in.

**PUBLIC POLICY**
- Advocate, endorse and support public policies that exist for early childhood education and community programs that promote for safe play, and resources for teens.
EXECUTIVE SUMMARY

+ Developing the plan
+ Who was involved
+ What's next
ACTION PLAN DEVELOPMENT OVERVIEW

EXECUTIVE SUMMARY

DEVELOPING THE PLAN

Use this space to share how you developed your action plan and the steps you took to bring people together this year.

Empower Oconee is an initiative of the United Way of Oconee County focused on supporting children and families so they are strong and can live to their full potential. The Coalition engages broad representation from the community including parents and caregivers, educators, local organizations, and faith-based institutions. The Core Team and Coalition partner and solicit feedback from our Parent Matters Advisory Group, United Way of Oconee County serves as the backbone organization providing staff support for meetings and planning efforts. Children’s Trust of South Carolina is a key partner in this work and is committed to building protective factors in communities throughout South Carolina that can and will support all children and families. The work is also supported by the Empower Oconee co-chairs, with a Core Team and a full Coalition comprised of caregivers, agency providers, faith-based representatives, local school district representatives, child welfare partners, and invested citizens that live and serve within Oconee County.

During the first months of our coalition meetings, we thoroughly assessed our county’s ACES Data Profile, provided to us by Children’s Trust. After discussing our own thoughts on the data, we polled our county through Community Asset Surveys. For data collection, Parent and Community Cafes were held throughout the county in an effort to facilitate discussion and brainstorming to look at the strengths within the county at large and within smaller community networks. The Coalition and the Core Team then took the ideas and feedback from the surveys and Parent and Community Café’s and assessed what were the critical needs within the community. From those survey results, in addition to conversations with the Core Team, other community leaders, and facilitated discussions in Coalition meetings, we were able to identify three areas of focus: early childhood support, teen resource support and safe/affordable housing. In order to expand safe and affordable housing to include fostering a strong sense of community and to empower existing leaders identified by the community, we titled the focus group, “Strong Communities”. Empower Oconee Coalition
Action Plan Development Partners

EXECUTIVE SUMMARY

WHO WAS INVOLVED

Identify individuals and organizations involved in the development of the action plan and the coalition’s planning process.

Empower Oconee is comprised of caregivers, agency providers, faith-based representatives, local school district representatives, child welfare partners, and invested citizens that live and serve within Oconee County. The Core Team consisted of child welfare partners, community members, a retired school district teacher, and a representative with a local college. In order to partner with existing programs and ensure the sustainability of the Empower Action Plan, the Coalition engaged members of local agencies such as: Safe Harbor, NAMI, Anderson University, United Way of Oconee Board, Strengthening Families Program, One Circle Foundation, Foothills YMCA, Department of Juvenile Justice, Foothills Alliance, The NOLA Network, Mentor Upstate, Oconee County First Steps, Carolina Family Engagement Center, local law enforcement and recreation facilities, Ripple of One, city councils and the School District of Oconee County. The School District of Oconee County, in an effort to become a trauma-informed school district, has trained 25-30 staff as Master ACEs trainers through Children’s Trust.

The Core Team and Coalition’s goal is to partner with these agencies by offering resources, volunteers, grant-sharing and other opportunities to best create community cohesiveness and best serve all children and families of Oconee County. The Core Team will continue to look for additional members that can help in the delivery of the action plan and who can carry out
**EXECUTIVE SUMMARY**

**WHAT’S NEXT**

Share what your coalition is planning to do with the action plan and the steps you’ll take to make progress over the next year

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1. **Strong Communities**
   - In addition to creating strategies to address Safe and Affordable Housing, this focus group will also seek to create safe play space throughout the community and support the community in creating safe neighborhoods. This focus group will empower existing leaders identified by the community to become change agents.

2. **Early Childhood**
   - Connect families to community organizations that promote positive parenting and development of young infant and preschool aged children.
   - Supporting families by building positive relationships with one another based on shared

3. **Youth Support**
   - Under the Teen Resources strategy, the Multiplying Good Students in Action program seeks to identify students who are passionate about service who may not have had opportunities for leadership experiences. The

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**SET** Planning for action  
**GO** Work your plan
Empower Action Model CQI

Inclusive environment for all families
Strong cultural identity for all families
Race equity and inclusion in all policies and practices

EMPOWER ACTION MODEL

Policy
Community
Organization
Interpersonal (Family)
Individual (Child)

GO
Work your plan

Early Childhood
Adulthood
Q & A

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