



Invitation to participate in a new learning cohort

January 29, 2021

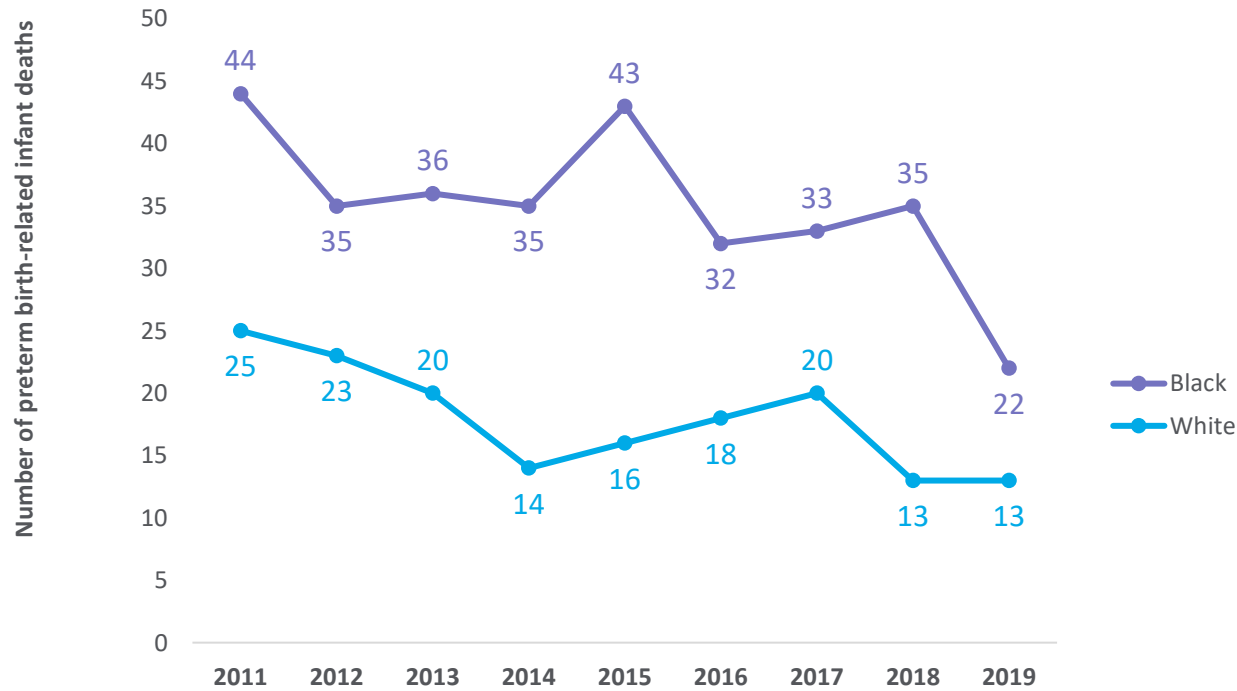


Centering the Voices of Black Women in maternal and child health



- In Cincinnati, we've worked hard to put a diverse network of Black women at the lead when it comes to infant mortality reduction. Our Queens Village initiative is at the heart of this work.
- In 2019 and 2020, Hamilton County saw steep declines in Black extreme preterm births leading to all time lows in Black infant mortality.
- In May of 2021 – in partnership with Optum Health - we'll launch a year-long, 8 city learning cohort with the goals of spreading what we've learned AND learning from other communities.
- Participating cities will receive \$20,000 in support for this work with a required local match.

Number of Preterm Birth-Related Infant Deaths by Race, Hamilton County, 2011-2019



Key Point:

- Black infant mortality improved in 2019 because of a positive trend in preterm birth-related deaths.

Notes:

- Black = non-Hispanic Black as defined by mother
- White = non-Hispanic White as defined by mother

Source:

- Hamilton County Fetal and Infant Mortality Review (FIMR)

What is a Queens Village

- Queens Village is a supportive community of powerful Black women who come together to relax, repower and take care of ourselves and each other.
- We center Black women's voices on changing not just racial disparities in birth outcomes but also the conditions that drive inequity in maternal and infant health.
- We provide a safe space for Black mothers to support and be supported by their peers, to connect, to relieve stress, to process trauma and to build a better world together for ourselves and our children.

Core Principles of Queens Village

1. Take a clear stance against racism

- Take a pause and listen to the voices and experiences of Black women's experience of racism
- Define what equity looks like in your community, organization and collective in partnership with Black women
- Pronounce unequivocally your commitment to equity and anti-racist practice
- Take a leadership role in your community facilitating anti-racist trainings and practices internally and externally.

2. Develop Trust & Shared Power

- Find and Empower Talent
- Build Trust
- Recognizing and Sharing Power

3. Build Consistent Community

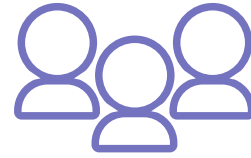
- Invest in CAB's ideas for community interventions
- Ensure frequency and consistency of engagement within and across the Village
- Build authentic relationships

What does a Queens Village do?



Reduce Black Women's Stress

by creating space for them to relax, rest and re-power



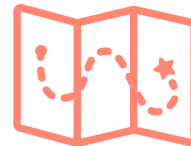
Invest in Black Women's Leadership

by developing social capital and power through community advisory boards and creating economic and professional pathways so that Black women can succeed and flourish



Engage with social, political and medical communities

to support equity initiatives and implicit bias that effect Black women



Change the Narrative about Black Women

by creating spaces and content for and by Black women that celebrate and amplify their voices

The Cohort

- Participants receive tools, support and community in defining and activating equitable outcomes to improve Black Infant Mortality in their communities
- Meetings every six weeks with significant on-the-ground work in between.
- Written curriculum, individual coaching from our team and support from the cohort.
- Ongoing relationship with an aligned community of practice.
- Access to Queens Village brand materials at conclusion of the cohort.
- \$20,000 in budget support with an expected local dollar match along with time commitment from a project lead.

Qualifications

- Existing entity addressing maternal and child health (501c3, health system, public health department, etc)
- Desire to enhance engagement and leadership of Black women in your work.
- Completion of readiness assessment
- Ohio initiatives will be prioritized.

Timeline

- **February 2021:** Applications open at cradlecincinnati.org/cohort
- **April 2021:** Partner cities notified. Participation agreements signed.
- **May 2021-April 2022:** Cohort #1 runs

Application Readiness Questions

- What anti-racist practices has your organization engaged in in the past 18 months?
- How prepared are you to hold difficult conversations about race and equity in your community?
- Provide an example of when your organization has followed the people you serve in your work.
- Why is it essential that we pause and truly listen to the voices and experiences of Black women in our communities?
- How will this initiative fit in your organizational structure? What additional capacities or resources can be leveraged to support this work?
- This program requires .5 FTE to sustain engagement. Will you hire a new staff member for this or shift existing staff? What additional responsibilities will this staff member be carrying?
- What was the last new initiative or program that your organization started? What did you learn from this process?
- Who are potential partners in your community? What would they bring to the table to support this initiative? Are you already in collaborative relationship with these organizations?
- Where do you see resistance to this initiative in your organization and community? How will you navigate this?



cradlecincinnati.org/cohort



Questions

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