

Presentation Type: Workshop Session

Section 1: Author & Co-Presenter Information

Redacted for sample.

Section 2: Presentation Modality

1. What type of presentation are you submitting?

Workshop Session

2. If accepted for a workshop or poster session, are all of your speakers able to attend the conference in Washington, DC?:

Yes

3. If accepted for a workshop session, do you agree to participate in a planning meeting to review best practices, learning objectives, and logistics for your session. All speakers are required to participate. (Y/N/N/A – Submitting a poster presentation)

Yes

Section 3: Overview

1. Have you presented at previous Summits on this topic or another?:

No

2. Have you presented the proposed presentation at another conference in the field?:

No

Section 4: Session Topic

1. Select the conference domain that best describes your presentations (select one):

Advocacy & Policy

2. Select the Summit's areas of focus that your session/poster applies to (please choose one):
(Note this sample shows area of focus from 2024 Summit)

The Power of Connection

Section 5: Session Details

1. **Submission Title (please limit title to 10-words or less):**

Exploring and Understanding Leadership Pathways for BIPOC Home Visitors

2. **Does your presentation include parent and/or provider voice or representation?:**

Yes

Please choose the extent to which parent/caregiver and/or provider voice or representation will be included in your presentation:

Parent/caregiver or provider will be a session speaker

3. **Ideal Audience: Provide a short description of the ideal audience for your session/poster. i.e., This session is ideal for home visiting advocates and/or program administrators interested in diverse and innovative ways of communicating the impact of their home visiting program. Please note: This description will be used to promote your session on the conference website.:**

This session is ideal for home visiting advocates, program leaders, and state and national administrators interested in developing, supporting, and sustaining leadership and advancement opportunities for BIPOC home visitors and supervisors.

4. **Session Description: Summarize your topic; state the importance, relevance, and impact for attendees. (1,500-character limit – 1 to 3 paragraphs) Please note: This description will be used to promote your session/poster on the conference website.:**

To support leadership capacity for BIPOC home visiting professionals, investment matters - both in compensation and in supporting workforce well-being, mental health, and leadership aspirations and representation that is nurtured and sustained. Recognizing this critical need, in 2023, Start Early launched a national project that centers the collective voice of BIPOC home visitors and supervisors in defining leadership within the home visiting field and addressing what is necessary to support that leadership. Two home visitors served as leaders on this project, engaging with 23 BIPOC home visiting professionals across the country via a series of focus groups. Additionally, a national survey was disseminated to the field to further learn from the BIPOC home visiting workforce. Data analysis and synthesis for this project will end in October 2023.

Findings from the focus groups included key messages that transcend years of experience, program model, and geographical location. BIPOC home visitors and supervisors expressed that they love their work, are dedicated to partnering with families, and bring a high level of expertise to their role. However, many individuals have felt the lack of investment in who they are as professionals and people. This workshop will explore human-centered design, report on

themes that emerged from the focus groups and national survey, and present a series of practice and policy recommendations based on the voices of BIPOC home visitors & supervisors.

5. **Please describe how your proposal integrates & addresses the conference's commitment to Diversity, Equity, Inclusion, and Belonging, as stated on the conference website. (3,000-character limit – 2 to 4 paragraphs):**

To best meet the needs of the communities across the United States, including the workforce and families served, the home visiting field is at an equity pivot point. National attention points to promoting workforce well-being (Sparr et al., 2022) in addition to equitable compensation (Sandstrom et al., 2020). Just as importantly, the home visiting field is grappling with a lack of BIPOC representation, including in leadership positions (Sandstrom et al., 2020). And representation alone is not enough – retaining, sustaining, and nurturing leadership for BIPOC home visiting professionals is critical. Historically, as with other early childhood systems, home visiting was built upon white-centered values and beliefs that served to limit who has a “seat at the table” in leadership and decision-making, including deciding how to define leadership qualities and career advancement and what related opportunities are offered. As the home visiting field continues to grow, a foundational aspect of recruitment, retention, and leadership building is to center the voice and experience of BIPOC home visitors in determining the vision for developing and supporting leadership trajectories.

This field engagement sought to understand leadership definition, values, and experiences of BIPOC home visiting professionals by hearing directly from BIPOC home visitors and supervisors. A human-centered design approach was the foundation of this project, and voices from the field were intentionally centered at all stages: design, development, implementation, data collection, and data synthesis. Notably, the project team engaged in necessary pivots to ensure BIPOC home visiting professional voice remained the project anchor. The learnings, reflections, and solutions from this field engagement cut across practice and policy and were driven by what BIPOC home visitors and supervisors identified they needed to feel supported and invested in as professionals and people.

6. **Describe the facilitation strategies/engagement approaches you will use to engage the audience. Clearly state the strategy and the percentage of your time spent using each. e.g., attendee discussions, Q&A sessions, and visual aids. Meeting rooms will include a mix of tables and theater style seating. (1,500-character limit):**

From the national focus groups, we developed a word cloud that summarizes how BIPOC home visitors and supervisors define leadership within home visiting. To mirror this approach during the session, we plan to start with an interactive word cloud asking attendees to scan a QR code as they get settled into the session and enter in up to three words to answer “How do you define leadership in home visiting?” We will then plan to hold a dialogue reflecting on the

2024 ACCEPTED SUBMISSION SAMPLE

responses from workshop attendees with what we heard from the field during the project focus groups. (5 minutes)

We will then move into a didactic part of the presentation, discussing the process and learnings from this field engagement (20 minutes)

When we present practice and policy recommendations, we will ask attendees to break out into groups to discuss how they would implement these recommendations, what implementation challenges they might encounter, and what additional information they would need to enact change. Facilitators will go around to the breakout groups to collect and share out reflections. (25 minutes)

We plan to end the workshop with Q&A (10 minutes)

7. Identify the learning outcomes for your proposal. Please utilize the resources in the CEU section of the conference website to learn more about developing learning outcomes.
 - *Attendees will be able to identify how they could directly implement or directly advocate for one of the recommendations from the Leadership Pathways group.*
 - *Attendees will identify the home visiting partners they will need to engage to advocate for changes that advance opportunities for leadership for BIPOC staff.*

8. If presenting with speakers that have not already been identified in the co-author section, please enter the full name, email address and speaking role below. Be sure to indicate speakers that are parents/caregivers and those that represent provider voice. If exceeding the limit of four speakers, please explain why. Exceptions will be made on a case-by-case basis. (1800-character limit):

N/A

9. Agree to follow conference best practices to prepare visually and auditory accessible presentations (PowerPoint) and materials. Please see conference website for related materials and support.

I agree