



Family, Friend and Neighbor (FFN) Grantee Overview

All Nations Rise (ANR)

Geographic Area: Statewide Tribal Nation communities (11 Tribes)

Focus Population: Indigenous-Native American

Activities to Support FFN Caregivers: All Nations Rise will develop an Indigenous FFN Network throughout rural and urban Minnesota through community outreach, Tribal media and marketing. It will also provide FFN caregivers with supports such as mini-grants, resources and training opportunities. All Nations Rise will identify and support the needs of FFN caregivers through focus groups, surveys and events, and support FFN caregivers who are interested in becoming a legal nonlicensed (LNL) providers or licensed providers. Additionally, All Nations Rise will establish statewide partnerships to support FFN caregivers that provide culturally relevant learning, health/safety, child development and age-appropriate educational activities.

Aviellah Curriculum & Consulting

Geographic Area: Twin Cities Metro Area, Chisago and Goodhue Counties

Focus Population: Caregivers of Black children

Activities to Support FFN Caregivers: Aviellah will provide coaching to FFN caregivers using a uniquely designed curriculum (Bulbinella) to support Black children in child care settings. Aviellah will build upon previous learning cohort work and will expand the age-focus of the curriculum from a focus on early childhood development to creating three curricular offerings for ages zero to four, five to eight and nine- to twelve-year-olds. Learning sessions scheduled for this grant cycle will include relationship-based coaching for participants to include extending programming to Chisago and Goodhue Counties. Recruitment and traditional marketing will leverage networks of community partners and offer incentives to motivate caregivers to participate.

Change Inc.

Geographic Area: Twin Cities, Child Care Aware Regions 6E-8-9-10

Focus Population: Latinx

Activities to Support FFN Caregivers: Change Inc. will assist FFN caregivers in implementing cultural and linguistically competent child care trainings with local partners. Change Inc. believes that strategies for health equity must be cocreated by and with populations who are facing the inequities, and they recognize that community-led initiatives are critical to their FFN work. Outreach will be based more on

trusted relationships than on formal referral processes. New FFN caregivers will be invited to connect with others through trainings, small group consultations and other planned events and activities.

Comunidades Latinas Unidas En Servicio (CLUES)

Geographic Area: Metro and Blue Earth-Mower Counties

Focus Population: Latino

Activities to Support FFN Caregivers: Outreach will continue and expand successful engagement and partnership with Latino FFN caregivers, building on our existing network of 227 FFN caregivers. CLUES is Minnesota's largest Latino-led nonprofit organization. CLUES has increased navigators to provide one-on-one supports to participants in accessing resources and information. Many in the community are not eligible to become legal nonlicensed providers given immigration status and barriers related to access. CLUES will also offer customized referrals to workforce training and small business development, as well as additional internal programs to support FFN caregivers. CLUES goal is to provide culturally anchored and responsive direct supports to Latino FFN caregivers so that they can provide high quality care and education that supports early learning, healthy development, and improves school readiness for Latino children.

Families First of Minnesota

Geographic Area: Child Care Aware Regions 8-9-10

Focus Population: Hispanic, Somali and Immigrant and Refugee Communities

Activities to Support FFN Caregivers: Families First of Minnesota plans to employ FFN navigators who will work across their regions to increase the diversity, number and educational capacity of FFN caregivers both existing and those not yet recognizing themselves as FFN caregivers.

Families First hopes to use their relationships within the communities they serve to focus on educating FFN caregivers and their families of the services and connections available to support their work as well as the families in their care. Additional activities include an expansion of service area and hiring of a navigator to support and build FFN networks and partnerships in southeastern Minnesota caregiver communities. Families First will continue developing relationships within the service area of diverse cultural communities and develop strategies to meet the needs of FFN caregivers that will allow the FFN work to become an integrated part of the early childhood ecosystem.

Fond du Lac (FDL) Tribal College

Geographic Area: Fond du Lac Community

Focus Population: Indigenous-Ojibwe

Activities to Support FFN Caregivers: A navigator-recruiter will be appointed to support Ojibwe FFN immersion trainees and provide culturally appropriate materials about early childhood care and regulations for caregivers. The navigator-recruiter will establish a system of partnerships for recruitment at five high schools in East Central Minnesota and at six colleges and universities in the state that teach Ojibwe language. These partners will help identify Ojibwe candidates with language facility who want to enter careers as early childhood caregivers.

Four Ojibwe-speaking FFN trainees will receive 800 hours of training and experience in Ojibwe-based child care and education, immersed in Ojibwe language and culture at Grandma's House, with elders, parents, young children and OOG (*Ojibwemotaadidaa Omaa Gidakiiminaang*) language staff. An announcement of the FFN program will be circulated to over 200 graduates of the OOG language programs, as well as other members of the FDL community who speak Ojibwe. The final months of the project will be devoted to assisting the FFN caregivers with information and applications to become legal nonlicensed or licensed child caregivers.

Hmong Early Childhood Coalition (HECC)

Geographic Area: Twin Cities

Focus Population: Hmong

Activities to Support FFN Caregivers: HECC provides training that is culturally and linguistically relevant to FFN caregivers in the areas of child development, health and well-being of children, coaching efforts of support and provide learning kits related to other areas of development through our Early Learning Coach and other staff. Along with the training opportunities, HECC is present in the community, doing outreach providing materials at community-based events or locations. HECC has created materials in both Hmong and English that consist of images and experiences that reflect the community of our children and FFN caregivers. HECC will host information sessions to assist Hmong FFN caregivers to become registered legal nonlicensed providers or licensed care providers.

Lakes & Prairies Community Action Partnership (CAPLP)

Geographic Area: Child Care Aware Regions 1-2-4

Focus Population: Latino, Somali, Arabic

Activities to Support FFN Caregivers: To ensure that programming has a foundation of racial and cultural relevance, bilingual/multi-lingual FFN Navigators have been hired from within the Somali and Latino communities. Our work in the New American Child Care Program has taught us that building meaningful, well-functioning, collaborative relationships with trusted (non-governmental) community partners is essential to creating and providing programming that will be relevant and honoring to the culture(s) it is meant to serve. CAPLP is expanding geographically and broadening their FFN professional development options. CAPLP will provide CPR/1st Aid training in Spanish and working to increase the supply of multi-lingual/multi-cultural trainers. CAPLP also supported the region's first-ever Develop approved Somali speaking trainer.

La Red Latina de Educación Temprana (Latino FFN Childcare Providers Network)

Geographic Area: Twin Cities (mainly Richfield/Bloomington), Shakopee, Hutchinson

Focus Population: Latino

Activities to Support FFN Caregivers: La Red was founded, staffed and governed by Latina FFN caregivers from Richfield and Bloomington since 2013. La Red will implement funding to continue their

home visiting program and continue to carry out three primary components of La Red's model, building credibility and expansion of the network, culturally relevant child care provider trainings and advocacy for policy and systems change. Their reach has expanded by launching new La Red chapters of members in Shakopee and Hutchinson. This is an exciting new development with significant opportunity to expand.

MAHUBE-OTWA Community Action Partnership (CAP)

Geographic Area: Child Care Aware Regions 2-5

Focus Population: Spanish and Tribal Nations

Activities to Support FFN Caregivers: MAHUBE-OTWA will continue to identify and recruit Spanish/bilingual FFN caregivers into support services and provide ongoing support to identified FFN caregivers. MAHUBE-OTWA will provide consistent, coordinated support to FFN caregivers, including technical assistance and registration support for legal nonlicensed (LNL) providers. We approach our work with cultural humility and our three organizational values: client-focused, community-minded, and resourceful.

Milestones

Geographic Area: Child Care Aware Regions 6W-7W

Focus Population: Somali, Latinx, African American

Activities to Support FFN Caregivers: To ensure that we are providing targeted focus to racially and culturally diverse FFN caregivers, Milestones contracts with Promise Neighborhood and Central Minnesota Community Empowerment Organization to provide the bulk of the work within their respective communities. This will include ensuring that all supports are available and implemented in a way that is racially and culturally relevant. The FFN supports and resources that are part of this project are available to all FFN caregivers without needing to register with the county. This creates opportunities to build relationships with FFN caregivers. When barriers to becoming a legal nonlicensed (LNL) provider are encountered, partners/contractors will work together to first understand what the barrier is and whenever possible will work to eliminate it. Milestones currently provides support for FFN caregivers to become LNL providers in order to access the Child Care Assistance Program. Through this work with Employment Services, relationships are in place with county partners to navigate this complex process.

Minneapolis Youth Coordinating Board (YCB)

Geographic Area: Broader Minneapolis

Focus Population: Somali, Immigrant, Refugee, New American

Activities to Support FFN Caregivers: The Minneapolis Youth Coordinating Board (YCB) has been supporting FFN caregivers in the city of Minneapolis since 2017. We work on a community needs model with FFN caregivers in Minneapolis. Through information we consistently gather and have an organic model which reflects the needs of the caregivers and families we serve through training, coaching and meetings both one on one and in small groups, based on current interests and needs of caregivers. We have been advocates for public policy that supports FFN caregivers going forward.

Through the current FFN grant funding we have expanded into the Cedar-Riverside community to work with Somali caregivers. We are connected with the Office of Immigrant and Refugee Affairs to ensure our newest community members are supported in the FFN world since many new families have only each other to rely on as they learn the system in the United States. We work with our high school outreach teams, as many older youth are FFN caregivers providing care for younger siblings or nieces and nephews. We provide ongoing opportunities for them to receive training in caring for young children.

Northland Foundation

Geographic Area: NE Minnesota and Bois Forte-Leech Lake-Grand Portage-Fond du Lac-Mille Lacs Tribal Communities

Focus Population: Black, Indigenous and Other People of Color

Activities to Support FFN Caregivers: Northland Foundation is a public charity serving northeastern Minnesota, encompassing seven counties and five Tribal Nations. With the previous DHS grant we were able to expand regional efforts to support FFN caregivers in a rural region with the highest shortage of child care in the state. We have the capacity and partnerships in place to build upon the current groundwork to strengthen support for FFN caregivers in underserved and under-resourced rural northeastern Minnesota communities. Together with our partners from across the region, we will: conduct outreach to identify needs, recruit participants, and engage new and existing FFN caregivers in programming; provide community-based education sessions for FFN caregivers in targeted sites; create a regional network to facilitate information sharing, provide training, strengthen relationships, and provide sustained supports for FFN caregivers; and increase the number of registered legal nonlicensed (LNL) providers. Through this collaboration, we will build a strong regional network to support FFN caregivers and the young children and families they serve for years to come.

Pine Technical and Community College

Geographic Area: Child Care Aware Regions 3-5-7E, Tribes (Leech Lake, Mille Lacs)

Focus Population: All Races

Activities to Support FFN Caregivers: PTCC has been extensively involved in supporting FFN and LNL providers through the DHS Child Care Aware of Minnesota Northeast District program over the past 25 years. The FFN work activities have included grant reimbursements for training, professional development training and learning materials, health and safety kits, data collection and contact management of FFN providers. The first goal will be to do outreach and identify Family, Friend, and Neighbor caregivers with free and obligation-free resources and tools. In building that non-obligatory relationship and utilizing Appreciate Inquiry, we will work to help FFN's who wish to build and sustain their caregiving activities by becoming a LNL or licensed family provider connecting them with Wayfinder and Empower to Educate services.

Restoration For All, Inc. (REFA)

Geographic Area: Twin Cities

Focus Population: African Immigrant, Refugee

Activities to Support FFN Caregivers: Restoration for All Inc. (REFA) has a history of convening and supporting FFN caregivers who are immigrants and refugees to make them and their work more visible and to support them. We do this by actively involving them in activities that will increase their knowledge, expertise and sense of self-efficacy so they can better attend to the psychological and social development of the young children in their care, thereby improving the quality of care and the outcomes for the children and families. REFA will provide support and connect current and potential FFN caregivers to community resources that include professional development opportunities to increase the quality of care to children and families.

Growing Up Healthy (GUH)

Geographic Area: Rice County

Focus Population: Latine and Somali

Activities to Support FFN Caregivers: The project involves more than a dozen different strategies to help provide racially and culturally relevant outreach, training and materials to Rice County's FFN caregivers. This includes offering Spanish CPR and first aid, creating a fund for one-time purchases to make environments safe for children and educational sessions. These activities have been developed from the intentional conversations GUH has had with FFN caregivers over the past three years. FFN navigators we serve are bilingual, enabling smooth communication with Spanish-speaking households. The new grant award will support the hire of an additional bilingual navigator that will speak Somali and have connections to Rice County's Somali community.

GUH's neighborhood organizers learn about new FFN caregivers and make direct referrals. As FFN caregivers encounter financial or training barriers to the legal nonlicensed (LNL) provider registration for CCAP, GUH will coordinate scholarship assistance and free training (including CPR/First Aid) to remove these barriers. GUH will document the barriers and challenges FFN caregivers face when trying to register as LNL and will raise those up with partners at the local and state levels to advocate for system improvements.

Sikkoo Mandoo Community Minnesota (SMCM)

Geographic Area: Minneapolis

Focus Population: Black-African Immigrant and Refugee-Oromo

Activities to Support FFN Caregivers: SMCM will hire bilingual and bicultural staff to engage and support new FFN's drawing from existing community connections and networks. SMCM will provide ongoing coaching and support communications (including in-home and community locations where caregivers are comfortable) to assess caregiver strengths, needs and interests. SMCM will also provide translation and interpretation support and co-develop a training and coaching plan. SMCM will provide mentoring and home visiting services for caregivers, knowing community members don't always feel comfortable engaging through county and government agencies. SMCM understands the need to provide culturally specific services, linguistically specific engagement, and meet clients "where they are". SMCM will also promote practices that strengthen families with a specific focus on Oromo

community members in Minnesota partnered with assessing continuous quality improvement of this work.

Tri-Valley Opportunity Council, Inc.

Geographic Area: Child Care Aware Regions 1-2

Focus Population: All communities needing assistance with an extra effort in the Somali, Russian Orthodox, and Lao communities

Activities to Support FFN Caregivers: Tri-Valley Opportunity Council, Inc. will provide outreach to individuals already providing Family, Friend and Neighbor (FFN) Care and legal nonlicensed (LNL) care and recruit new FFN caregivers. Special emphasis will be made in cultural communities and for persons with English as a second language. Community partners will be an important part of this work since they may already have the connections and relationships needed to engage potential caregivers and parents. As we develop relationships with the FFN caregivers, we will provide information on becoming a LNL caregiver to enable parents to use the CCAP program. If caregivers express an interest in caring for additional children or getting licensed, we will provide assistance and ensure that interpreters are available to provide translation. Activities will vary and will specifically meet the needs of the community being served. To ensure children have developmentally appropriate learning opportunities, we will provide resources and school readiness materials to caregivers. There will also be health and safety items distributed to caregivers to assist with providing a healthy and safe environment.

United Community Action Partnership (UCAP)

Geographic Area: Child Care Aware Regions 6E-8

Focus Population: Somali, East African, Hmong, Karen, Latine, Native American

Activities to Support FFN Caregivers: Many of the nine counties in our rural service area have a high level of FFN caregivers that resettle here for jobs. UCAP will actively recruit FFN caregivers to engage in surveys, listening sessions and conversations with cultural navigators and child care specialists and encourage them to partake in support services. Through the collaboration of child care specialists and cultural navigators, UCAP will offer supports individualized to each FFN caregiver needs, while encouraging the goal of becoming a legal nonlicensed provider. There will also be technical support to understand the community resources available to them and their families. When engaged in mentoring activities, the early childhood specialist and cultural navigators will practice reflective communication. All of these activities will be tracked and analyzed for participation numbers, resources given, community in-kind and support and gaps seen.

Amherst H. Wilder Foundation

Geographic Area: Urban and Greater MN-Worthington, Redwood Falls, Leech Lake, Mille Lacs, White Earth

Focus Population: African American, Native American, Diverse communities

Activities to Support FFN Caregivers: African American Babies Coalition (AABC) has developed and facilitated culturally relevant crisis prevention and intervention curriculum and training for licensed

and unlicensed FFN caregivers. This is a newly developed customized curriculum for FFN trainers called “Moving beyond Crisis” that builds on the innate assets that are culturally relevant and reflects the needs of the communities we serve. This ensures children and families in urban and rural Minnesota have the resources needed to address trauma in families and communities and responds to current stressful events. AABC will be partnering with infant and child health organizations to develop phase II of this curriculum.