

HCCT

HUMAN CAPACITY & COMMUNITY TRANSFORMATION

WHAT YOU NEED TO KNOW

Presenter's Guide

This document is intended to accompany the PowerPoint to communicate an introduction of Human Capacity and Community Transformation (HCCT) to the Community Action Network.



Human Capacity & Community Transformation Center of Excellence
National Community Action Partnership
www.communityactionpartnership.com/hcct

Slide 1

The slide features a dark blue header with the title "Human Capacity & Community Transformation" in white, bold font. Below the title is a white horizontal arrow pointing to the right. Underneath the arrow, the subtitle "What You Need To Know" is written in white. The main content area is white and contains the Community Action Partnership logo on the left, a box labeled "Insert Logo" in the center, and the presenter's information on the right. The presenter's information includes the labels "Name", "Title", and "Company" in red, italicized font. The Community Action Partnership logo consists of a red heart icon with hands, the text "Helping People. Changing Lives.", "community Action PARTNERSHIP", and "AMERICA'S POVERTY FIGHTING NETWORK". A smaller version of the logo is located in the bottom right corner of the slide.

Insert your own logo and name/title of presenter.

This might also be an opportunity to explain to your audience why you/your organization are making this presentation. For example, if a state association or state office is presenting, this is an excellent moment to note the critical collaboration that needs to occur between the two as part of HCCT.

Alternatively, this might also be a moment for the presenter to provide a brief introduction and personal testimonial about why they feel HCCT is an important initiative for the network to support.

Slide 2

What is HCCT?

- **Human Capacity Community Transformation (HCCT)** is a national initiative funded by the US Department of Health and Human Services, Office of Community Services
- 3 year timeframe: October 2019 – September 2022
- Key stakeholders: RPICs, State Associations, State CSBG offices, National Partners
- Meant to be a showcase for Community Action/CSBG



The last bullet is the key point of this slide: it is important to note that Community Action Agencies are already doing innovative and transformative work. HCCT seeks to identify those initiatives, figure out what makes them work, and package and disseminate information about them so other agencies can replicate them. (Note: this last sentence is very similar to the first bullet point on the next slide, so it could be a good transition statement going into Slide 3).

Slide 3

What is HCCT?

- HCCT's goal is to discover **high-impact work** that Community Action Agencies are doing by identifying and **highlighting** transformative work that strengthens families and builds resilient, supportive communities.
- By FY2022, the Network will be able to demonstrate **over 100** family-level and community-level strategies **currently used in the Network** that can and are being replicated across the country.
- The Network will show its potential to transform EVERY community by **building capacity across all agencies** to adopt these strategies and to develop other innovative and effective strategies.



This slide is more focused on the substance of HCCT – less about logistics and more about why we are engaging in this effort.

Optional note on bullet 2: We'll have at least 50 (1 from each state), but up to 165 (15 from each region).

Also note that bullet 3 will foreshadow a later slide that emphasizes that HCCT is partly about identifying what works but also building network capacity to do more of this work. Those are important pillars and worth emphasizing throughout.

Slide 4

HCCT values and principles

Core Values	Guiding Principles
Dignity	Sustainable independence
Society/Community	Support employment
Work	Individual empowerment
Responsibility	Government as catalyst
Impact	Community matters
	Evidence-based policy
	Individual/Family-centric design




The important point of this slide is to establish that HCCT is a project that has specific deliverables AND that has an underlying set of values and guiding principles serving as its foundation.

Those underlying values and guiding principles are very much at the center of Community Action's historical and present-day work. HCCT is very much aligned with Community Action.

More information on these guiding principles can be found on the HCCT Center of Excellence webpage: www.communityactionpartnership.com/hcct

Slide 5

HCCT IS ✓	HCCT IS NOT ❌
<ul style="list-style-type: none">• An opportunity to highlight and replicate the outstanding, high-impact work that is being done in the network• A continuation of moving the network from compliance to excellence in Organizational Standards	<ul style="list-style-type: none">• A new reporting or compliance requirement (i.e. it does not <i>necessarily</i> relate to Module 3)• A requirement to change what CAA's are currently doing• A requirement that CAA's have to develop new community-level initiatives



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PARTNERSHIP
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The presenter must remember that audiences will consist of people who may know HCCT well, some who know nothing about it and others who have heard information from a variety of sources. This slide is intended to ensure that some of the common misperceptions or concerns can be addressed directly.

Most important: HCCT is nothing NEW. It is all about highlighting, coordinating, and continuing the good work of Community Action. There are no requirements added for all agencies. CAAs may choose to opt in to be highlighted and resources and lessons learned will be available for all.

Slide 6

HCCT Focus Areas

HIGHLIGHT EFFECTIVE INITIATIVES

Identifying initiatives, documenting their impact, dissecting their operation, generating tools and resources to support their replication, developing communications channels to promote them across the network

BUILD NETWORK CAPACITY

To implement effective services that transform families and communities, agencies have to be well-organized and highly effective. We must not merely meet organizational standards, we must exceed them



(Referring back to a point from Slide 3):

HCCT has two primary focus areas. It is about highlighting the initiatives, but also about having the capacity to do the work and do it well. This includes but is not exclusive to the CSBG Organizational Standards. Training and support to CAAs on the CSBG Organizational Standards does continue as a part of HCCT, as well as striving to meet the Standards of Excellence, which are voluntary.

Slide 7

Combining the HC & CT

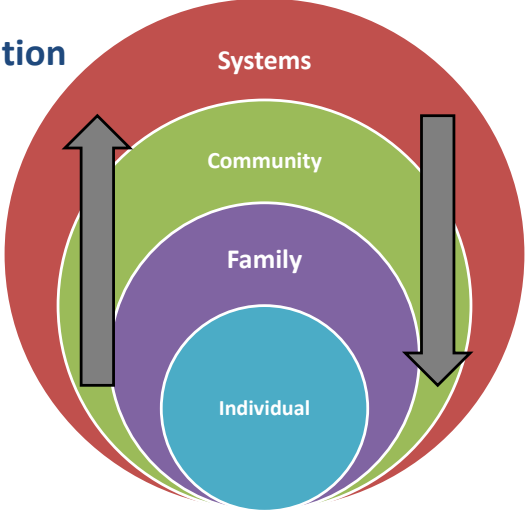
Community Transformation

- Systems change activities
- Cross-sector collaboration

Human Capacity

- Trauma-informed services
- Whole Family Approaches
- Equity Strategies

*Help communities thrive,
not just survive.*



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The name “HCCT” has two distinct but connected pieces.

Part of the goal of HCCT is to move beyond providing one-time direct services for customers to an intentional, strategic system of services that build human capacity. Simultaneously, it’s about collaboration and systems external to the CAA to transform communities so they can enable people to thrive, not just survive. In doing this, causes and conditions of poverty are addressed, and people can move out of poverty with less reliance on public supports.

Note: Depending on the time or depth of information that you want to present as a facilitator, you could relate this back to the CSBG Act to bring it full circle and reiterate that this IS Community Action.

https://www.acf.hhs.gov/sites/default/files/ocs/leg_title_icommunity_services_block_grant_act_10271998.pdf

Or, this might be an opportunity to remind participants about the Community Action Theory of change: https://communityactionpartnership.com/wp-content/uploads/2018/04/toc_dg_romang_icp.pdf

Slide 8

Building capacity

Every community is entitled to a strong, effective CAA that is advocating **community change** and providing **transformative services**.



CAPACITY BUILDING

What will this take?

- Resource development
- Partnerships
- Community assessment
- Strategic Planning
- Use of data/analysis
- Fiscal management
- Board governance
- Agency leadership
- Community engagement
- Effective communications
- Human resources management
- Staff development



To be able to do this transformative work, we recognize CAAs will need further Training & Technical Assistance on these topics - from Organizational Standards compliance to Excellence. This is part of the purpose of the HCCT Center of Excellence.

(if participants ask how this might benefit them, one example is a resource being developed for the entire network: a portfolio of organizational self-assessment tools that will be instructive for a CAA to identify areas to build capacity in, with corresponding tools to do so).

For more information on Organizational Standards, please visit or guide participants to:
<https://communityactionpartnership.com/organizational-standards/>

For more information on ROMA, please visit or guide participants to view the ROMA Cycle:
http://www.roma-nptp.org/resources/ROMA_Cycle.doc

However, you'll notice that this list of areas for capacity building does not explicitly say "Organizational Standards" or "Results Oriented Management & Accountability (ROMA)", but the items tie into these broader systems of accountability.

Slide 9

The Center of Excellence (COE)

The Community Action Partnership is in a co-operative agreement with the Office of Community Services to serve as the HCCT Center of Excellence (COE). As such, the Partnership is working to support the development of definitions, tools, assessments and other resources to support RPICs, states and local agencies throughout the HCCT 3-year period.



Contact them at any time!

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The Partnership Team is leading the HCCT Center of Excellence. They remain in service to the network's needs and coordinate with other national partners, the RPICs, and OCS in this effort.

Please also remind participants that State Associations, State CSBG offices and RPICs are all key stakeholders in HCCT. The Partnership's ability to collect and disseminate information, feedback and best-practices regarding HCCT is always going to depend on our entire network keeping one another informed – please be sure to include state associations and RPICs as you have questions or thoughts about HCCT!

Slide 10

Get Involved!

- HCCT is an opportunity for CAAs to demonstrate our best work
- Dot your I's, cross your T's – if your agency is operating a potential “highlighted initiative”, make sure your agency is ready to share:
 - How we did it
 - Data/results
- Contact State Association/RPIC:
[provide link/email]

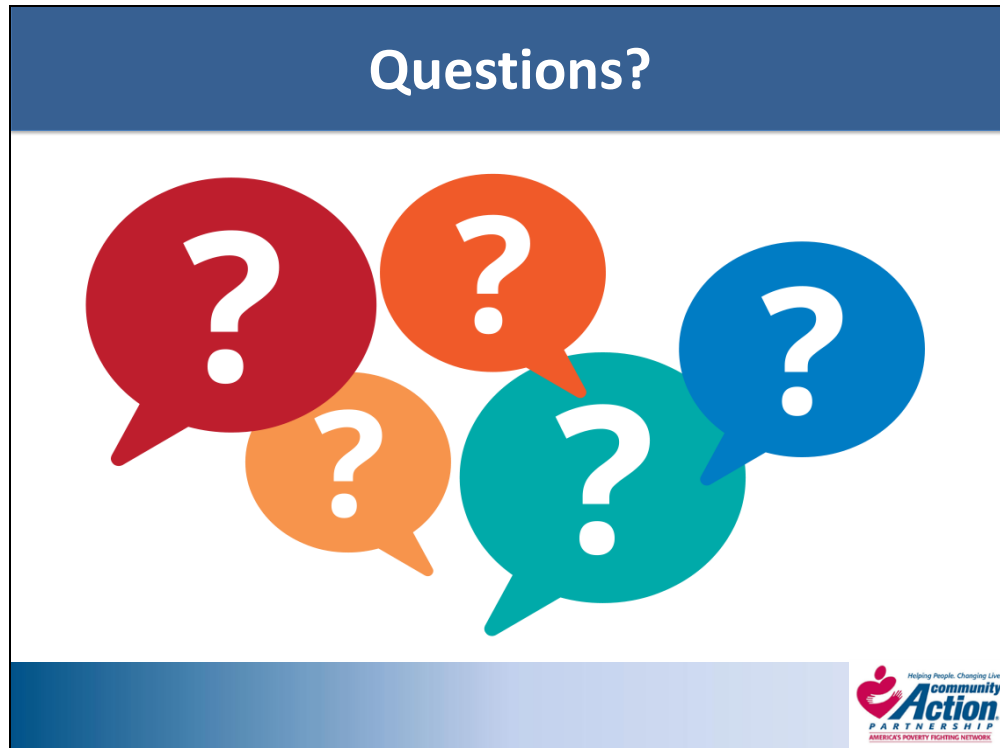


Call to Action: tell them what they can do to get involved. This is important because HCCT needs to be understood as Community Action's opportunity – we will make it work only if we all participate in it.

Here, feel free to edit specific to your state or RPIC. (i.e. What is your State/Region's process for soliciting initiatives? SurveyMonkey? Other collection process? Include that here as appropriate – as well as suggested actions audience members can/should take).

Note: Highlighted initiatives will be reviewed according to selection criteria – this process can be discussed with interested CAA's in a follow-up meeting/webinar/discussion. Selection criteria is set to be release by the Center of Excellence in July 2020.

Slide 11



Refer to accompanying HCCT Common Questions document to aid in answering questions or distribute directly to your audience.

Also remind participants that any questions that cannot be answered in this session might be questions others in the network could benefit from, so they should include their state association, RPIC and the Partnership (COE) if appropriate, so we can all share in the discussion.