



# Centering Parent Voice in Co-Design

30<sup>th</sup> Oklahoma Child Abuse and Neglect Conference  
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# BUILDING EQUITY-DRIVEN PARENT COLLABORATION



**Inform**  
**Parents with Child(ren)**  
*"We will keep you informed."*

**System Goal:** Parents are provided information, resources, and opportunities.

**Parents Experience:** Access to Newsletters, Brochures, Events/Fairs, Social Media, Presentations, Videos.

**Parents Gain Opportunities:** Learn from resources, increase knowledge, and provide support to other families.

**Key Equity Driver:** Do parents find it **ACCESSIBLE** and are **ECONOMIC BARRIERS REMOVED?**



**Participate**  
**Parents with Lived Experience**  
*"We care about your thinking and experience."*

**System Goal:** Parents provide input support decision-making.

**Parents Experience:** Involvement in Surveys, Focus Groups, Interviews.

**Parents Gain Opportunities:** Share experiences and insights for change.

**Key Equity Driver:** Do parents feel **SAFE** to share honest feedback?



**Engage**  
**Parent Leader**  
*"You are teaching us, and we are taking different actions."*

**System Goal:** Parents identify strengths and challenges and are integrated into the process.

**Parents Experience:** Membership on Authentic and Engaged Steering Committees, Advisory Boards, Work Groups.

**Parents Gain Opportunities:** Share lived experience and expertise, so policies, programs, and services meet family goals.

**Key Equity Driver:** Do parents understand the **PURPOSE** of the group and why their **VOICE** is **IMPORTANT?**



**Partnership**  
**Parent Consultants**  
*"Your leadership and expertise are critical to how we address these issues."*

**System Goal:** Parents are co-designers and support planning, decision-making, implementation and evaluation.

**Parents Experience:** Opportunities for Transparent Communications, Co-Empowered and Trusted Relationships, Decision-Making Power.

**Parents Gain Opportunities:** Develop and deliver presentations, design resources, and facilitate meetings.

**Key Equity Driver:** Do parents **TRUST** it is safe to **DISRUPT** the power flow?



**Steer**  
**Intersectional Professionals**  
*"We need your expertise and positional power in our*

**System Goal:** Intersectional professionals with "dual expertise" drive planning, decision-making, implementation, and evaluation.

**Intersectional Professionals Experience:** Roles within Organizations or Initiatives, Responsibilities, Accountability, and Authority to Influence change.

**Intersectional Professionals Gain Opportunities:** Combine lived experience, expertise, professional skills, and motivation to change systems.

**Key Equity Driver:** Do Intersectional Parent Professionals **LEAD** or **CO-LEAD** change efforts?

**\*\*\*Equitable approach means PAYING PARENTS from "Participate" through "Steer" Action Steps**

**Replication of product can be used by giving credit**





# INFORM

Parents with Child(ren)

*“We will keep you informed.”*

**System Goal:** Parents are provided information, resources, and opportunities.

## Parents Experience:

- Newsletters/Brochures
- Events/Fairs
- Presentations
- Social Media/Videos

**Parent Gain Opportunities:** Learn from resources, increase knowledge, and provide support to other families.

## Key Equity Driver:

Do parents find it **ACCESSIBLE** and are **ECONOMIC BARRIERS REMOVED?**



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# PARTICIPATE

## Parents with Lived Experience

*“We care about your thinking and experience.”*

**System Goal:** Parents provide input and support decision-making.

### Parents Experience:

- Surveys
- Focus groups
- Interviews

**Parents Gain Opportunities to:** Share experiences and insights for change.

### Key Equity Driver:

Do parents feel **SAFE** to share honest feedback?

\*\*\*An equitable approach means you **PAY PARENTS** for sharing their stories and lived experiences.



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# ENGAGE

## Parent Leaders

*“You are teaching us, and we are taking different actions.”*

**System Goal:** Parent Leaders are integrated into work and identify families' strengths and challenges.

**Parents Experience:**

- Authentic and Engaged Membership
- Steering Committees
- Advisory Boards
- Work Groups

**Parents Gain Opportunities:** Share lived experience and expertise, so policies, programs, and services meet family goals.

**Key Equity Driver:**

Do parents understand the **PURPOSE** of the group and why there is **IMPORTANT?**

\*\*\*An equitable approach means you **PAY PARENTS** for their leadership and knowledge.



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# PARTNERSHIP

## Parent Consultants

*“Your leadership and expertise are critical to how we address these issues.”*

**System Goal:** Parents are co-designers in planning, decision-making, implementation, and evaluation.

**Parents Experience:**

- Transparent Communications
- Co-Empowered and Trusted Relationships
- Decision-Making Power

**Parents Gain Opportunities:** Develop and deliver presentations, design resources, and facilitate meetings.

**Key Equity Driver:**

Do parents **TRUST** it is safe to **DISRUPT** the power flow?

\*\*\*An equitable approach means you **PAY PARENTS** for consultation and emerging expertise.



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# STEER

## Intersectional Professionals

*“We need your expertise and positional power in our efforts.”*

**System Goal:** Intersectional professionals with “dual expertise” drive planning, decision-making, implementation, and evaluation.

### **Intersectional Professionals Experience:**

- Roles within Organizations or Initiatives
- Responsibilities
- Accountability
- Authority to influence change

**Intersectional Professionals Gain Opportunities:** Combine lived experience, expertise, professional skills, and motivation to change systems.

### **Key Equity Driver:**

Do intersectional parent professionals **LEAD** or **CO-LEAD** change efforts?

\*\*\*An equitable approach means you **PAY INTERSECTIONAL PROFESSIONALS** appropriate contract compensation or competitive salaries (market driven).



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# \*\*\*Equitable approach means PAYING PARENTS from “Participate” through “Steer” Action Steps

**System Goal:** Parents are provided information, resources, and opportunities.

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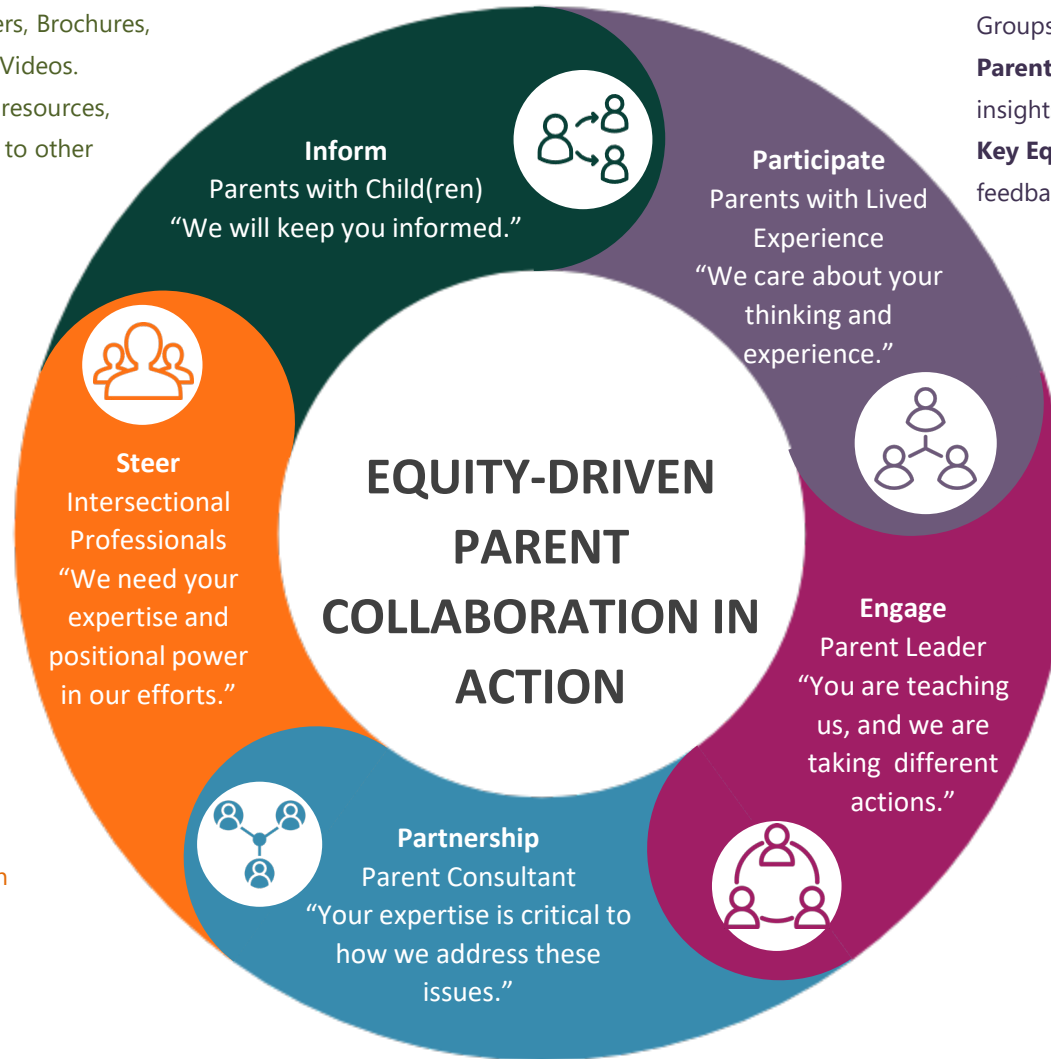
**Key Equity Driver:** Do parents feel it is **ACCESSIBLE** and are **ECONOMIC BARRIERS REMOVED?**

**System Goal:** Parent input supports decision-making.

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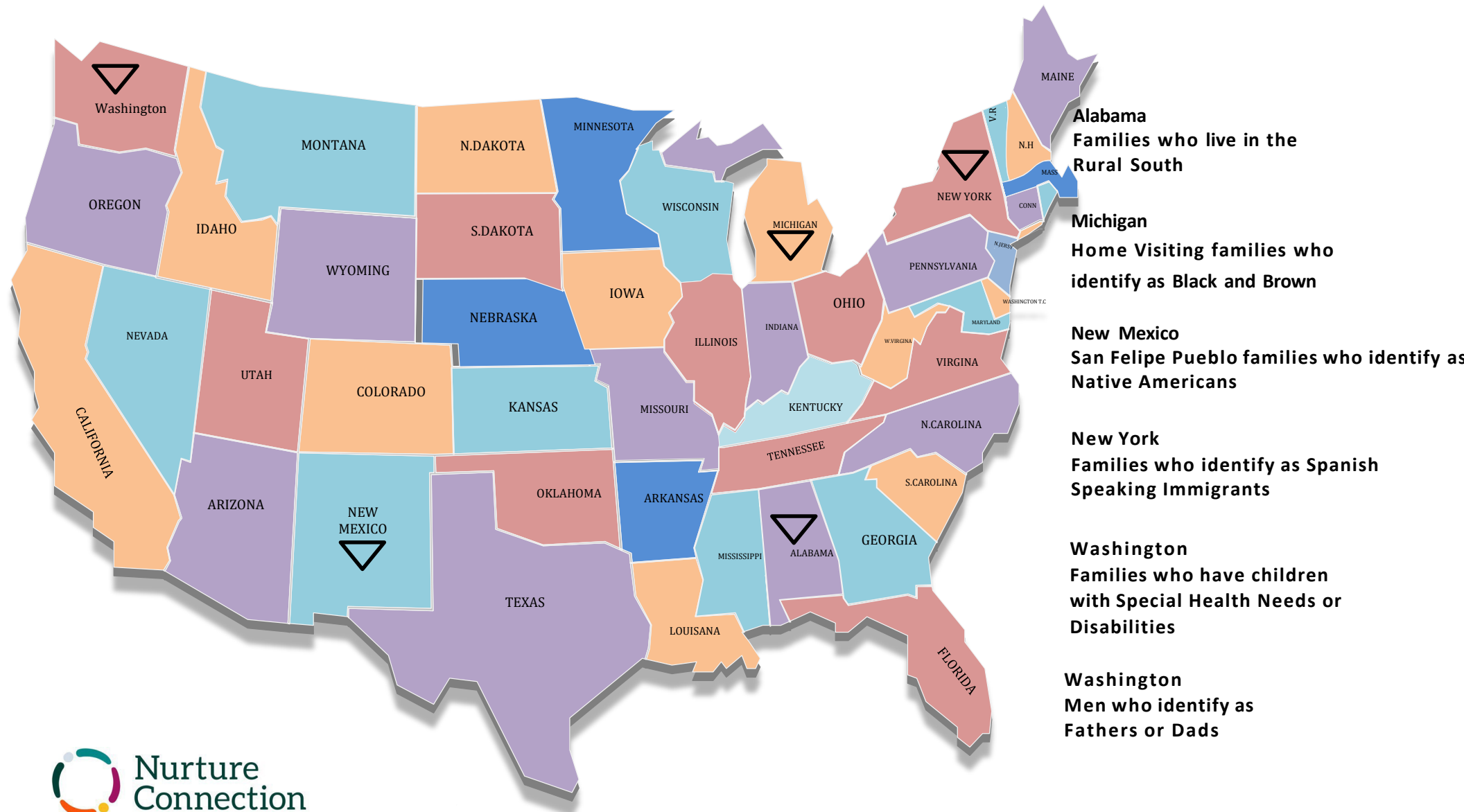
# FAMILY NETWORK COLLABORATIVE

The Family Network Collaborative puts Parent Collaboration as a Key Equity Strategy into action for Nurture Connection.

This Family Network Collaborative creates the structure for parents from underrepresented communities to directly speak for themselves and use their lived experience and expertise to guide Nurture Connection's Early Relational Health and ensures their voices are centered in all the Network's efforts.



# FAMILY NETWORK COLLABORATIVE



# FAMILY NETWORK COLLABORATIVE DEMOGRAPHICS

## NETWORK COMPOSITION

66 PARENT VOICES-CHILDREN AGES 0-5

85% Parents/Grandparents/Guardians

45% Poverty/Low-Income

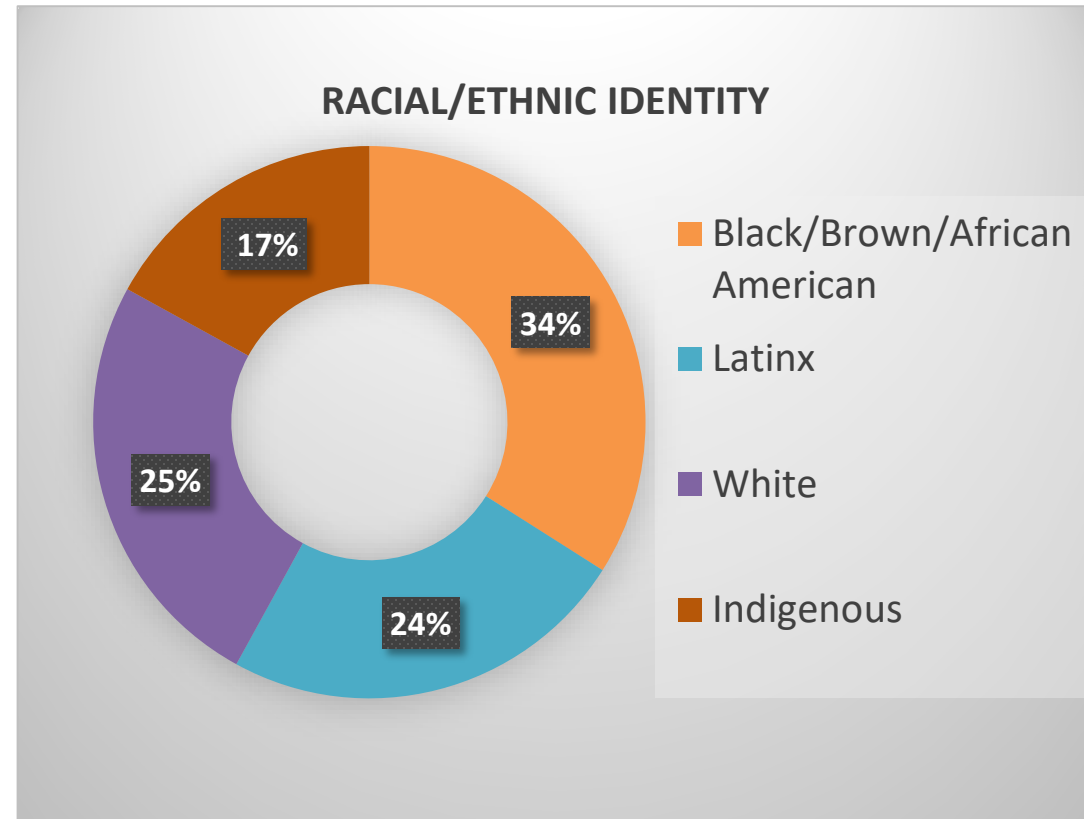
17% Immigrants

22% Father's/Dad's

24% Children with Special Health Needs/  
Disabilities

## US Geography (Urban/Rural/Suburban)

- 34% East
- 17% Midwest
- 17% South
- 17% Southwest
- 17% Northwest



# WHAT WE ARE LEARNING

**IT IS CRITICAL TO BUILD TRUST AND HUMAN CONNECTIONS**

**Go slow to go fast**

**“HOW” TO IMPLEMENT IS JUST AS IMPORTANT AS MISSION AND PURPOSE**

**Result Oriented**

**POWER DISRUPTION**

**Research, Workforce Development, Core Planning Team**

**PARENTS TEACH US ABOUT BARRIERS AND PITFALLS**

**What we cannot see from our perspective**

**LANGUAGE MATTERS**

**Translation into living room language**



## **Building Equity Driven Parent Collaboration**

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