



KIDBITS

Helping all children succeed for life.

W I N T E R 1 9 9 9

Success By 6® Cultural Dynamics Explores Role of Culture in Children's Lives

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The Success By 6 Cultural Dynamics Committee seeks to realize the mission of Success By 6—to **unite a caring community to make sure that children have what they need to succeed**—with an added focus on the cross-cultural issues that impact early childhood development.

The Cultural Dynamics Committee's focus has shifted, since its beginnings in the early 90s, from increasing awareness of diverse cultures to finding ways to involve more diverse sectors of the community in a dynamic, participatory process that can help build a safe and healthy environment for children.

The following was compiled from conversations with committee members and participants on lessons learned from Success By 6 cross-cultural dialogues.

How Does Cultural Complementarity Unite the Community Around Cultural Issues?

By promoting greater understanding and respect for diverse cultures of families in our community through tools to reduce barriers that lack of cultural understanding produces. The primary tool that has been developed is called the Cultural



Diverse leaders participate in Success By 6 Cultural Complementarity Dialogue.

Complementarity Model.

What is the Cultural Complementarity Model?

It is a "blueprint for rebuilding race relations" and a way to introduce new ways of thinking. It calls for mutual respect, a spirit of cooperation and an attitude of abundance rather than one of scarcity.

How Does This Connect to Success By 6 and Early Childhood?

Community building, peacemaking and undoing racism across cultures is a critical part of improving the lives of children. It affects the entire fabric of a young child's life and a child's relationship with health care

providers, child care workers, teachers and neighbors. If adults can change and become more open to understanding and respecting diverse cultures and race issues, they can be a positive influence on children and the development of the community.

There have been many positive outcomes as a result of our cross-cultural dialogues. Participants report feeling hope and optimism. They have become cultural resources for each other and new partnerships have formed. The Cultural Complementarity Model is being used to resolve conflicts between youth workers, community organizations and parents.

Resources & Materials Available

Kidbits Available On-Line

Kidbits is now available for download off the United Way of Minneapolis Area web site. Just type www.uwmisp.org in your browser and go to the area called Information and More. Under the subhead entitled Information Center, click on Publications and then click on Success By 6 Materials to take you to the current issue of Kidbits.

For the following materials, please contact Elizabeth Bergman at 612/340-7437

NEW! Success By 6 Brochure

In celebration of Success By 6 turning 10 years old, a new brochure has been developed with updated information, colorful new graphics, and recent accomplishments.

Cultural Sampler Book

This book is a tool for parents and caregivers to teach young children about cultural diversity. The book highlights family stories, writings, art, games and foods from diverse cultures. The activities and stories in the book highlight our similarities rather than differences. (5 for \$1, plus shipping.)

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What Lessons Have Participants Learned From This?

- This process brings people to a level of listening and understanding.
- The environment of the dialogues makes it easy for people to learn from each other and become resources for each other.
- This process allows new leadership to emerge.
- The model has found a niche as a tool for organizations to use in building better communication and trust in the workplace and to undo racism.
- It is a good model for reaching the parents of young children, who aren't often asked to join conversations on these issues. And it works across cultures, as well as across economic levels.

What Indicators Brought About Positive Results?

A feeling of trust has been established among the majority of participants.

During the "circle process", a unique synergy occurs and the commitment to an "attitude of abundance" sets the tone. Repeatedly, participants have told us this experience gave them new perspectives on how to stop the fear and help make the community a safe and peaceful place to live. This is important because fear is one of the barriers identified by the participants—fear of neighbors and youth, fear of asking people questions about where they came from, or what they wished to be called.

The application of the Cultural Complementarity Model, through cross-cultural dialogue, is an experience that builds hope as people meet across cultures and find they share a common vision and an enthusiasm for pursuing it.

For more information on the Success By 6 Cultural Complementarity Model, please call Victoria Amaris, United Way of Minneapolis Area, at 612-340-7589.



Young participant creates a special hat at the 1998 Stand For Children Event.

Third Annual Stand For Children Event Offers Day of Family Fun!



The third annual Stand For Children event will be held Saturday, June 5, from 11:00 a.m. to 5:00 p.m. at Loring Park in Minneapolis. This family day features a variety of live performances and activities sure to delight children of all ages. Parents and caregivers will also be able to pick up educational materials on topics related to parenting, early childhood education, summer activities and much more.

Stand For Children is an event to raise awareness of children's issues across the nation. The focus for this year's event will be learning readiness, and the importance of our children's education.

The Minneapolis Stand For Children Chapter, comprised of representatives from community organizations, agencies and churches, is currently in the midst of planning this 1999 event. Individuals and organizations are asked to include the Stand For Children event in community calendars, publications and postings. More detailed information and highlights of the event will soon be coming your way. For more information, please call Tom Fitzpatrick of Central Village – Way To Grow at 612-305-1284.



"Valuing Women's Work" Forums To Be Held in March

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Working mothers and women working in child care and early education are often pitted against each other in the marketplace – with child care rates that many parents can't afford, and low compensation for child care workers to make a living. Low provider wages and limited parental income is the "double bind" that fuels a child care crisis in staff turnover (41 percent) despite new research highlighting the crucial importance of stable, nurturing care when children are young. New brain research points to the critical window of opportunity for laying a strong foundation for learning and emotional development which takes place during the first few years of life.

The Success By 6 Child Care Task Force partners are sponsoring a forum called "Valuing Women's Work" in association with Child Care WORKS and the Minnesota Women's Consortium. The "Valuing Women's Work" forums will engage working mothers, child care and education providers, and concerned citizens in a dialogue about the need for quality care that is affordable and accessible for parents and learning-based for children.

While parents are responsible for providing for their child's basic needs as well as their learning and development, major increases in public and private investment in child care are needed to support parents in being the best parents they can be. The "Valuing Women's Work" forum will have dialogue sessions on child care quality, compensation, and affordability.

The "Valuing Women's Network" forum is free and open to the public. Participants will see the new video "The High Cost of Caring" and receive a free study guide. Bring a bag lunch and join us on Friday, March 5, 1999, noon – 1:00 p.m. at United Way of Minneapolis Area, Stuart Wells Room, 404 South Eighth Street, Minneapolis. To register, contact JoAnn Hurst at United Way of Minneapolis Area, 612-340-7653.



Junior League Volunteers deliver start-up items to first child care providers.

"Adopt A Child Care Challenge" One-Third of Way to Goal

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The Junior League of Minneapolis is pleased to announce that 25,000 items have been donated to the "Adopt A Child Care Challenge", their 75th anniversary community project. Collaborative partners in this venture include the United Way Success By 6 Child Care Task Force, TURN MetroLINC, World Vision, Center for Asian Pacific Islanders (CAPI) and Early Childhood Resource Center (ECRC).

"Adopt a Child Care Challenge" project is an effort to guarantee quality child care for children living throughout the Minneapolis area. The project's goal is to obtain 75,000 donated items to facilitate the opening of much needed home-based child-care throughout the metro area.

To meet this ambitious goal, 50,000 more items are needed. And, with less than 75 days left, we need your help!

Celebrating 75 Years!



JUNIOR LEAGUE MINNEAPOLIS

Touching lives, one by one

If you would like more information on what items are needed, how to donate items or funds, please contact the Junior League of Minneapolis office at (612) 821-0332, ext. 2.

Staffing Change at Success By 6 Northwest

Elizabeth Gardner, Success By 6 Northwest staff person for almost five years, left her position to pursue new opportunities. She leaves a legacy of commitment, talent and compassion, and has helped pave the way for children's needs to be addressed.

Gardner's successor is Valerie Jones, who began at the Northwest Hennepin Human Services Council in August, and assumed the Success By 6 Northwest responsibilities in November. Also, new at the Council is Executive Director Kathleen Roach. Roach came to the agency in October and has demonstrated her commitment to serving people by using sensitivity, insight, and humor to meet the

goals of human services. The staffing change created an opportunity for the Management, Public Awareness and Early Childhood Development committees to pause and reflect on their mission, and the means by which they worked toward their mission. As a result of this, the committees have reaffirmed that this initiative has been built by caring hands and is founded on a willingness to address the barriers that prevent children from growing up happy and healthy. These two elements will continue to blossom, with continued cultivation and care, just like the children who live here!

NationsBank Invests in Success By 6

In 1998, NationsBank Foundation graciously invested \$10 million in Success By 6. Planning grants of between \$10,000 and \$50,000 are available, as well as implementation grants of up to \$800,000. United Way of America will provide grants to United Way agencies in the promotion and expansion of Success By 6 initiatives in the District of Columbia and 22 other states served by NationsBank and/or Bank America.

The NationsBank Foundation made this extraordinary commitment because of their belief that investing in early childhood development will ensure a brighter future for children, families, and the nation. Their goal is to enable many more communities to benefit from Success By 6.

United Way of Minneapolis Area Success By 6 is being asked to review and evaluate grant applications. In addition, NationsBank requires that all grant recipients be licensed to use the name Success By 6, which must be approved by United Way of Minneapolis Area. The NationsBank Foundation has indicated a willingness to consider additional funding should the results of this first \$10 million investment prove worthwhile.

AmeriCorps® Fellows on Board with the Minneapolis Promise for Youth

Alexis Hutera and **Amy Felkner** have joined the United Way of Minneapolis Area team as AmeriCorps Promise Fellows for 1999. They will implement the goals of Minneapolis Promise for Youth, the west metro area's response to the Presidents' Summit for America's future, which is a collective effort of United Way and dozens of other community organizations to strengthen efforts to ensure that children and youth have access to fundamental resources critical to their success.



Alexis Hutera

Working in the Volunteer Center, Hutera's primary focus will be to assist agencies in expanding their efforts in the recruitment of volunteers to work with youth, and expanding their capacity to use youth as volunteers. She is an honors graduate of Lewis and Clark College in Portland, Oregon; and has a wide array of both volunteer and paid experience working with young people. Felkner will be part of the Community Affairs Department, where her responsibilities will include engaging young people in leadership in their schools and communities. She is a recent graduate of Stanford University, and is currently a speech coach at Apple Valley High School.



Amy Felkner

As AmeriCorps Promise Fellows, Hutera and Felkner will commit 1,700 hours of service during 1999, and will receive a stipend and education award through the Corporation for National Service.

For Kids' Sake.[®]

R A D I O

Is On The Air

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Claudia Hampston Daly
Executive Producer

There's a small revolution happening at the lower end of the FM radio dial. Tune in 89.3 WCAL at 1:00 p.m. on Sunday afternoons and you'll hear FOR KIDS' SAKE! RADIO, a one-hour weekly radio magazine on what works to improve kids' lives.

"Even now, when you hear broadcasts about children, it's often the horror stories, and not enough of who or what is out there solving the problems that generate those tragedies," says Claudia Hampston Daly, executive producer for the

series. "What we hope to do is tap the listener and say 'this is something you could do in your community'. We want to capture the active and activist nature of the public radio audience. These issues and concerns are universal, and as a society we have no time to waste. This series is a labor of love, but it's also a labor of hope. Healthy lives for children now mean a better future for everyone."

In each hour-long program, there are two major segments covering such topics as fetal alcohol syndrome, foster care, gangs, and brain research. Interspersed between are brighter, short segments: a bank officer specializes in loans for adoption, a Mexican-American "coming of age" birthday party, reviews and commentary by children. There are also surprises like a visit from Raffi, a chat with St. Paul Chamber Orchestra Artistic Director Bobby McFerrin, or a behind-the-scenes look at the Broadway version of *The Lion King*. And every hour ends with *The Talking Rainbow*, a story segment that Daly hopes "will bring the family together around the radio, and encourage dialogue and interaction." Daly and her crew don't just go to the adult authorities on issues; we hear from the often-ignored experts on children...the kids themselves.

WCAL's listening area includes the greater Twin Cities metro and bordering areas in Wisconsin and Southeastern Minnesota. In addition to Sunday afternoon's broadcast, there is a repeat broadcast on Monday evenings. Radio listeners outside WCAL's listening area should contact their local public radio station about FOR KIDS' SAKE! RADIO broadcasts. For more information, call the KidsInfoline at 507/646-3333 or send an email to wcalkids@stolaf.edu.



Dr. Ruby Payne to Speak At "Eight Who Rate" Awards Ceremony

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Ruby Payne, Ph. D. will be the special guest speaker at the annual "8 Who Rate" Awards Ceremony, honoring eight Anoka county youth who have overcome obstacles and demonstrate the assets needed to succeed in school and in life. And, in addition to honoring the eight youth, the event is designed to bring community awareness and understanding of issues of poverty to elected officials, school officials and community leaders.

Dr. Payne, a teacher, is a national and international speaker known for her work on issues of poverty. She is also the author of the acclaimed book, *A Framework for Understanding Poverty*, and is dedicated to efforts to improve the achievements of students.

The event is being planned and sponsored by Success By 6, Care About Kids, and a collaborative of four community initiatives from Anoka, Andover and Ramsey Youth First, Coon Rapids Youth First, Creating Community and Values First. Other groups providing assistance are the Anoka County Children and Youth Council, service organizations, and area businesses.

Success By 6 Hears From Minnesota State Legislators

Following the 1998 legislative session, Success By 6 sent a public policy survey to 43 Minnesota state senators and representatives who serve on legislative committees that address the needs of young children and their families. The survey was designed to collect information about Success By 6 public policy outcome indicators. Based on that criteria, here is a brief summary of the survey results:

- Legislators place a high priority on the needs of young children (from poverty and poor housing, to transportation and early childhood programs) in their public policy decision-making, and that their legislative voting record reflects their concern for young children. They also most frequently identified the lack of "adequate" or "quality" parenting skills as the greatest unmet need facing children.
- They indicated they have a good understanding of the needs facing young children and what they, as policy-makers, can do to act on those needs. However, they also did not believe that the business community has a good understanding of those needs, and indicated few businesses or corporate leaders had called children's issues to their attention during the last legislative session.
- When asked where we have made the most progress in meeting the needs of young children, legislators focused on increased funding for child care, health care, and early childhood programming (e.g., Head Start, Early Childhood Family Education).

A follow-up survey of legislators will be completed near the close of the 1999 legislative session.

Calendar of Events

This Calendar of Events section is a new addition to the KidBits newsletter. If you have special events, workshops, or conferences that you want to promote to readers, please contact Megan Lyman at 612-340-7596 and we will try to include them in the next issue of KidBits, which will be coming out in June of 1999. Below are just a few events you may want to attend in the upcoming months:

Wednesday-Friday, March 3-5

Family Literacy Conference: A Community of Promise
Marriott Southwest
5801 Opus Parkway, Minnetonka
For more information, contact Diane at the Literacy Training Network at 651-962-5441.

Friday, March 5, 12:00 noon-1:00 p.m.

Valuing Women's Work - Women's Forum
United Way of Minneapolis Area - Stuart Wells Room
No cost. Registration is necessary.
Contact Joann Hurst at 612-340-7653.
Also see article in this issue for more information.

Thursday, March 18, 5:30-8:00 p.m.

Care About Kids Conference:
Ruby Payne, Featured Speaker
Emanuel Christian Center
7777 University Avenue N.E., Spring Lake Park
Registration required.
See article in this issue for more information.

April

Child Abuse and Neglect Prevention Month

Thursday, April 22

Take Your Daughter to Work Day

Saturday, June 5, 11:00 a.m.-5:00 p.m.

Stand For Children in Loring Park
See article in this issue for more information.



United Way of Minneapolis Area
404 South Eighth Street
Minneapolis, MN 55404-1084
612/340-7400

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Editor: Nancy Hartzler, Megan Lyman, Jeffrey Paul

For more information, call 612/340-7582

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