Leadership Institute Description

The SABHC Leadership Institute (LI) is a pilot collaborative effort among the Santa Ana Building Healthy Communities Initiative (SABHC), current and potential partner organizations to increase the capacity, skills, and knowledge of community members from the City of Santa Ana.

Leadership Institute Mission

Providing Santa Ana community members and partners with the knowledge and skills needed for community engagement and to take civic action that empowers them to improve the quality of life of their neighborhoods.

Vision:

Santa Ana has a base of community leaders that can advance the work of SABHC’s goals to ensure health, equality, and power for community members of Santa Ana.

Purpose:

To provide high quality trainings to the community members of Santa Ana to engage in community or civic engagement efforts by partnering with existing and new, organizations and agencies to ensure residents have the necessary knowledge, skills, and capacity to be the change they want to see in Santa Ana.

Introductory Session Outcomes:

1. Increase participants’ knowledge, skills, and capacity to lead or support a community engagement and civic actions impacting the City of Santa Ana.
2. Participants know how to develop and launch neighborhood level base building project.
3. Provide opportunities to engage city staff and officials regarding a local/neighborhood level issue.
4. Provide opportunity for participants to learn about and commit to a SABHC campaigns and/or work groups.
Session breakdown:

<table>
<thead>
<tr>
<th>Date</th>
<th>Session</th>
<th>Organization</th>
<th>Session Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/28/18</td>
<td>Buen Vivir</td>
<td>OCCCO</td>
<td>This session will provide an introduction to the Leadership Institute and provide an opportunity for participants to get to know each other and begin a healthy personal investment in organizing in Santa Ana.</td>
</tr>
<tr>
<td>3/7/18</td>
<td>Experiencing Santa Ana</td>
<td>Santa Ana Unidos</td>
<td>This session will develop awareness of issues going on in the City of Santa Ana from resident’s personal experience and begin to develop investment in being part of finding solutions to these issues.</td>
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<tr>
<td>3/15/18</td>
<td>Santa Ana in a Larger Context</td>
<td>The Cambodian Family &amp; El Centro Cultural de Mexico</td>
<td>This session will create a connection between issues experienced in Santa Ana to broader systems of oppression.</td>
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<tr>
<td>3/21/18</td>
<td>Santa Ana City Structure</td>
<td>Kennedy Commission, The LGBT Center OC</td>
<td>This session will provide a breakdown of the governing structures in Santa Ana.</td>
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<tr>
<td>3/28/18</td>
<td>Santa Ana Decision Makers</td>
<td>OCCORD</td>
<td>This session will breakdown which people are in positions of power within the governing structure in Santa Ana.</td>
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<tr>
<td>Date</td>
<td>Session Title</td>
<td>Instructor(s)</td>
<td>Contact Info</td>
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<tr>
<td>4/4/18</td>
<td>How do we Change our Reality?</td>
<td>Latino Health Access &amp; The HUB</td>
<td>Contact: Nancy Mejia, Sarai Arpero, Ana Urzua</td>
</tr>
<tr>
<td>4/11/18</td>
<td>Base Building</td>
<td>Unite Here!</td>
<td>Contact: Ada Briceño</td>
</tr>
<tr>
<td>4/18/18</td>
<td>Public Speaking</td>
<td>Ruben Barreto</td>
<td>Contact: Ruben Barreto</td>
</tr>
<tr>
<td>4/25/18</td>
<td>Campaign Development</td>
<td>SABHC Hub &amp; ROC</td>
<td>Contact: Alexis Teodoro, Robertx Herrera</td>
</tr>
<tr>
<td>5/2/18</td>
<td>Communications</td>
<td>CHISPA</td>
<td>Contact: Hairo Cortes</td>
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</tbody>
</table>
Specifications

This inaugural cohort of the leadership Institute started with 43 participants and graduated 31 participants. Though this was the first time it launched there was a great deal of interest and support from partners. The breakdown for the opening cohort is as follows:

1. 28 women. 3 men
2. All Santa Ana residents
3. Ages ranged from 15-51
4. 100% of evaluated participants said:
   a. They would recommend or invite others to participate in the Leadership Institute
   b. They would like to stay involved, even if they didn’t know how.
5. 9 participants stated they would like to facilitate some of the sessions they received including:
   a. Buen Vivir
   b. How do we change our reality
6. Work group integration breakdown:
   a. Health for All: 9
   b. Education for All: 7
   c. Equity for All: 12
7. From varied neighborhoods including:
   a. Lacy
   b. Townsend
   c. Raitt
Evaluation

I. What went well?

A. Childcare: The fact that there was childcare was a big plus for participants. Parents and their children spoke highly of the quality of childcare. “Sin este servicio se me hubiera sido imposible asistir a los talleres”

   1. **Recommendation:** Child care must continue to be a must have in the leadership institute to guarantee participation.

B. Food: Participants found it to be a big help to have food and drinks at the sessions for them and their families. “Tener comida en los talleres fue de gran ayuda por que como mamas siempre andamos a la carrera.”

   1. **Recommendation:** Food must continue to be a must have in the leadership institute to guarantee participation. More variation in the food.

C. Location: Both locations were highly rated by participants.

   1. **Recommendation:** Continue centralized locations. There was a comment about having the sessions be in other neighborhoods which makes sense for connecting in neighborhoods. Make sure the location stays consistent throughout the sessions.

D. Sessions: The majority of folks rated the sessions and their facilitators very highly (3 stars and up) “Los temas que fueron muy bien organizados”

   1. **Recommendation:** Include more interactive activities within the session, those are what was remembered the most. Add sessions on wellness. Make sure facilitators have translation. Generally keep sessions the same. Folks really enjoyed the first session on wellness and the sessions with concrete information on city structures. “Me gustaría que la próxima vez los participantes participemos mas dinámicamente”

E. Communication with coordinator: Communication with coordinator and support offered was rated highly. Participants appreciated the weekly reminders and helpful attitudes of everyone on the team. “excelente, siempre recordandome las clases, los horarios y locación”

   1. **Recommendation:** continue high touch communication with participants.

F. Consistent turnout: Out of 43 there was a consistent set of 31 people that came to the sessions.
G. Comradery between participants: There was a great amount of community building between participants. They got to know each other and supported each other throughout the sessions. “El companerismo, la convivencia”

1. **Recommendation:** Create more spaces for interaction outside of leadership institute space. Park days, hike days, city council days, etc...

II. What needed work?

A. Timeliness: Most of the session started 15-20 minutes than planned because participants would come in late. This shortened the time that presenters had and made it difficult for the participants that would get there on time. “El horario, llegar a tiempo”

B. Day: having the institute on Wednesday was extremely difficult with all the things we have going on as staff. Wednesday were sustainability planning meeting, board committee meetings, they had evening classes at LHA on wednesdays which made it difficult to give extra time for presenters.

1. **Recommendation:** Change date to Thursdays

C. Labs: The labs did not get integrated into the Institute as planned. There wasn’t enough logistical planning. Labs would have been an integral part of the Institute as folks wanted to

1. **Recommendation:** Prioritize the integration of the labs into the Leadership Institute curriculum. There was a call from participants to get to put into practice the knowledge acquired.

D. Logistics: There were a lot of missteps in the logistics on coordinator’s end including last minute food runs, missing drinks, space etc..

1. **Recommendation:** Coordinate weekly logistics ahead of time including food menus. Check and triple check venue confirmations and time to allow for announcements and evaluations if necessary.

E. Session by session evaluations: Because of time constraints it was difficult to do sessions by session of evaluations to have a fresh perspective on the facilitators and content.

1. **Recommendation:** better timing and logistics. Look into mobile evaluation systems that can be integrated quickly and without much hassle.

F. Workgroup integration: There was a great opportunity to better integrate workgroups within the process of the leadership institute to beginning supporting the integration of participants into the workgroup.

1. **Recommendation:** onboarding process with workgroups. Include them more within the sessions by inviting them to speak early on or integrate workgroups within the labs for better support.

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G. Registration and enrollment: Registration and enrollment was very hectic especially on the first day. Mistakes in the database made it difficult to track folks.

   1. **Recommendation:** Make sure database is solid. Limit enrollment to 45 (30) and make sure that it is in all of marketing. For budgetary reasons as well it’s better to limit the amount of folks that are able to participate.

H. Materials: Participants did not really use the folders. Must find a better way to make sure the information is used.

III. **Next steps:**

A. Next date: Thursday, July 12, 2018 5:30pm -7:30pm

B. Outreach:

   1. Starting with new flyer and online graphics
   2. Ask participants to recruit one person.
   3. Participant videos for the last week of June. Can target folks in specific neighborhoods.
   4. **Asking participants to hold information session in their neighborhood where hub staff will come and talk to interested folks.**

C. Plan for 2-3 Leadership Institute sessions a year.

Folks looking to participate can sign up at [bit.ly/SABHCLI](http://bit.ly/SABHCLI) or contact Alma Leyva at [alma.leyva@sa-bhc.org](mailto:alma.leyva@sa-bhc.org) and (714) 900-7914
Leadership Institute Session One:
Buen Vivir
Facilitators: OCCCQ

“I want to talk to people in my community and let them know that we can change our community” - Maria de Jesus

“...It’s time to rise up and together make changes...” - Karina

www.sa-bhc.org/programs
“I liked the comradery, the topics for each session, and that I learned a lot”- Teodoro

“Yes, I would recommend the Leadership Institute, so we can do something for Santa Ana and the community”- Reyna

Leadership Institute Session Eight:
Public Speaking
Facilitators: Ruben Barreto