

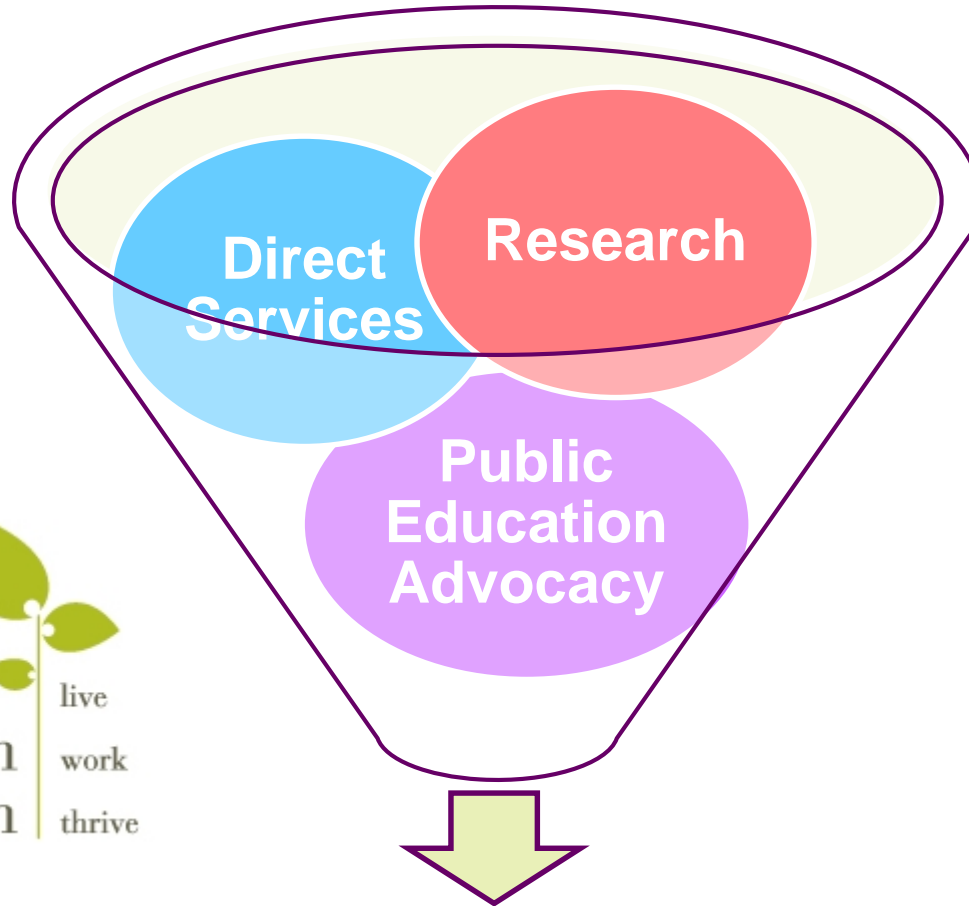
Crittenton Women's Union Using Brain Science to Create New Pathways Out of Poverty



Presentation to CWDA, 10/9/14
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President and CEO

What is CWU?

An Economic Mobility “Action Tank”



**New Pathways Out
of Poverty**

CWU Families Have Histories Indicative of Significant Life Stress

Avg. participant family monthly income is **\$664**



- **75%** are currently homeless or have recent history of homelessness;
- **40%** report a major MH diagnosis;
- **43%** report a history of abuse, violence, and/or trauma;
- **35%** report a physical, cognitive, and/or MH disability that serves as a barrier to work or school;
- **50%** have a least one child with diagnosed special needs.

Today, Getting Out of Poverty Is a Multi-tasking Process on Steroids=

Caring for family + Staying out of Debt + Maintaining Public Benefits + Going to school + Working full time

Over half of births are to single mothers;

Wage Gap Increasing: lowest quintile of earnings < 1/6th of median earnings and min. wage < 1/3 of self-sufficiency;

Less than 1/2 of poor have more than HS education; virtually all family sustaining jobs now require post-secondary education;

Waitlists for subsidized housing and childcare are often years' long.



Being in Poverty Creates Stress Which Compromises Executive Functioning

Developmentally:

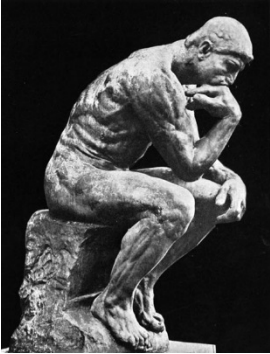
Affecting development of pre-frontal cortex and limbic systems- decreasing inhibitory control, working memory, and mental flexibility.

Situationally:

Creating “bandwidth tax” temporarily “hijacking” executive functioning



Common Stress-Related Challenges



- **Challenges Managing Thoughts, Organization, and Learning**



- **Challenges Managing Behavior, Emotions, and Interpersonal Relationships**



- **Challenges Managing Health and Well-being**

What can organizations do to help mitigate stress—related challenges?

First- adopt easy
brain-science based
program design
improvements to:

- Environments
- Staff Approaches
- Program materials
- Program access
- Staff training



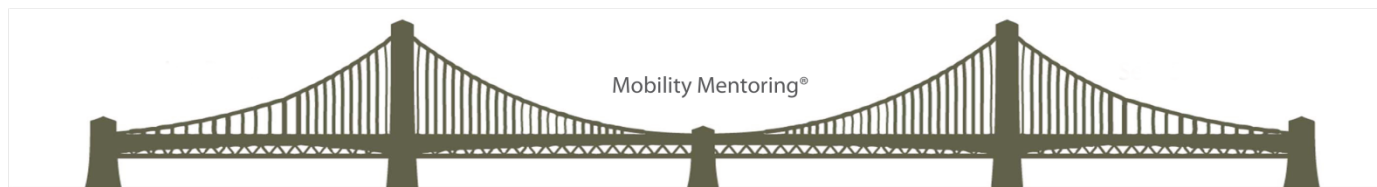
What can organizations do to help mitigate stress—related challenges?

Second- Provide participants with brain-science based tools for success:

- Personal organization strategies and tools
- Reminders/prompts
- Goals contracts
- Incentives
- Impulse/distraction control strategies
- Automatic goal-attainment strategies
- Problem-solving, goal-setting frameworks



CRITTONTON WOMEN'S UNION'S THEORY OF CHANGE BRIDGE TO SELF-SUFFICIENCY®



FUTURE ORIENTED DECISION MAKING

FAMILY STABILITY		WELL-BEING		EDUCATION AND TRAINING	FINANCIAL MANAGEMENT		EMPLOYMENT AND CAREER MANAGEMENT
Housing	Dependents	Health and Behavioral Health	Social Networks	Educational Attainment	Savings	Debts	Earnings Levels
No subsidy, housing costs less than 1/3 household take-home pay	Dependent needs met; serving as no barrier to parent/guardian school or work	Fully engaged in work, school, and/or family Health / behavioral health issues serving as no obstacle	Advocate/ Networker: Uses own and other resources and connections to advance the mobility goals of others	Completed bachelor's degree or higher	Savings of three months' expenses or more	Current on all balances and no outstanding debt other than mortgage or educational and/or car loans	Job with earnings \geq Mass. Index wage (If not calculated for specific family, use income \geq \$65,880)
No subsidy, housing costs exceed 1/3 household take-home pay	Dependent needs serving as minimal disruption to parent/guardian school or work	Minimal disruption to work, school, and/or family due to health / behavioral health issues	Developed Network: Consistent source of both support and leveraging connections	Completed associate's degree or postsecondary job training or certificate program	Savings of more than two months' expenses but less than three months' expenses	Current in payments and plans and paying more than minimum payments	Job with earnings of 66-99% of Mass. Index wage (If not calculated for specific family, use income range of \$43,481 - \$65,879)
Partial subsidy (shallow): Paying \$200 or more towards rent	Dependent needs serving as intermittent disruption to parent/guardian school or work	Intermittent disruptions to work, school, and/or family due to health / behavioral health issues	Emerging Network: Consistent source of support and occasional leveraging connections	Attending college or postsecondary job training program	Savings of at least one months' and up to two months' expenses	Structured payment plans in place and meeting minimum payments	Job with earnings of 33%-65% Mass. Index wage (If not calculated for specific family, use income range of \$21,741-\$43,480)
Full subsidy, permanent housing: Paying \$200 or less towards rent	Dependent needs serving as significant obstacle to parent/guardian school or work	Regular and recurring disruptions to work, school, and/or family due to health / behavioral health issues	Limited network: Occasional source of support	Completed postsecondary remedial education classes, college preparatory program, or prerequisites for job training/ readiness program	Savings of less than one months' expenses	Debts in excess of ability to pay, behind in payments	Job with earnings less than 33% Mass. Index wage
A. Homeless / co-housed with family or friends B. Homeless / transitional housing Homeless / emergency shelter	Recently emergent or not yet addressed dependent needs, requiring additional attention	Severely limited engagement in work, school and/or family due to significant health/ behavioral health issues	Isolated or draining network	Attending postsecondary remedial education classes, college preparatory program, or fulfilling prerequisites for job training/readiness program High school diploma or General Educational Development certificate GED obtained No high school diploma or GED	No savings	Defaults or nonpayment on all or most loans and accounts	Unemployed

CONTEXTUALIZED DECISION MAKING

Crittenton Women's Union Bridge to Self-Sufficiency®

MOBILITY MENTORING®

FAMILY STABILITY

She is spending less than 30% of her after-tax income on housing.

Her children's needs are being met and do not prevent her from pursuing schooling or work.

WELL-BEING

She is fully engaged in her work and her family, and no health or behavioral issues prevent her from pursuing schooling or employment.

She is a part of a strong social network, serving as an advocate, organizer, and support to others.

EDUCATION AND TRAINING

She has achieved a level of post-secondary education and/or training that has prepared her for a job paying enough to support her family.

FINANCIAL MANAGEMENT

She has savings equal to three months' worth of living expenses.

She has good credit and is managing her debts in balance with her income.

EMPLOYMENT AND CAREER MANAGEMENT

Her earnings from her job are greater than the real costs of basic living expenses for her family, as determined by CWU's Massachusetts Economic Independence Index.

What can organizations do to help mitigate stress–related challenges?

Third- Coach for permanent skill gains:

- Problem solving
- Surfacing and weighing options;
- Resistance against swamping, impulse control, and weighing current actions against future ramifications;
- Improved social skills and anticipation of others' point of view;
- Leadership and organization of groups and tasks.





IMPACT!!

Impact of Brain Science on Outcomes: MGH *Think:Kids* NYC Schools



In Fall, 2013:

5,200 NYPD school safety officers received introductory exposure to Collaborative Problem Solving (CPS)

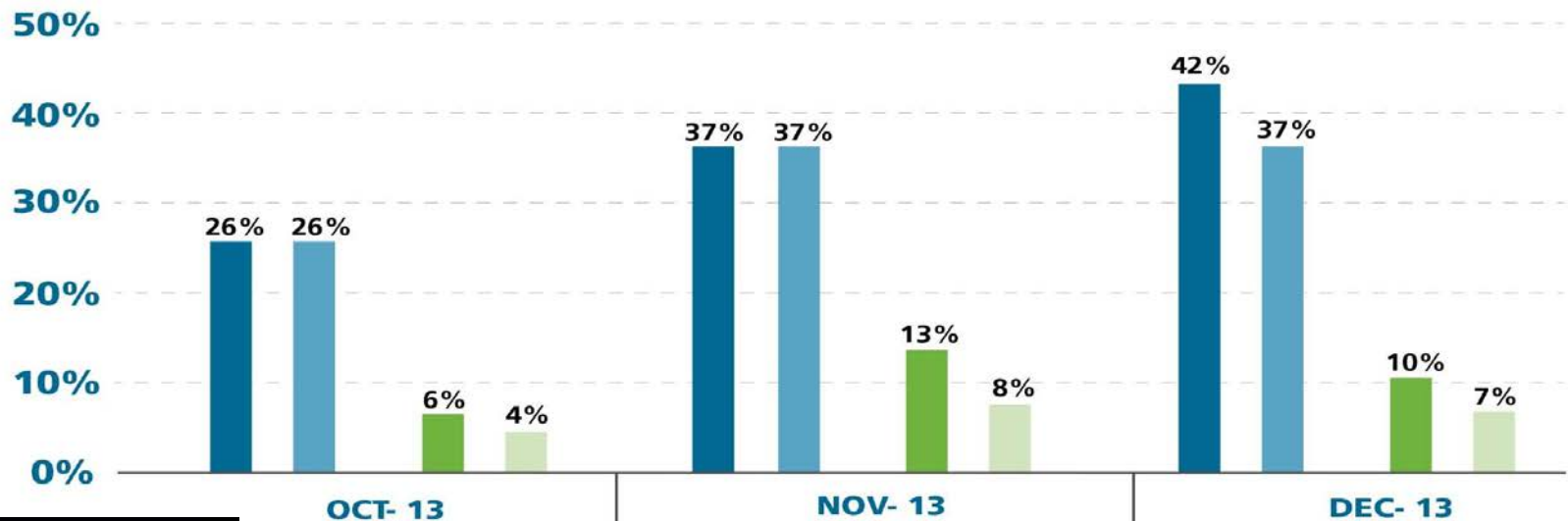
2013-2014 school year (compared to 2012-2013):

- ☐ 58% decline in arrests made in school
- ☐ 67% decline in summonses issued in school
- ☐ 20% decrease in reports of major crimes
- ☐ 39% decrease in reports of violent crimes

CPS in New York City Public Schools

Impact of Brain Science on Outcomes: PCG San Diego *Live Well* TANF Project

Employment Chart



Pilot Group

- Employed in Month- **Average 35%**
- Employed 20+ hrs week- **Average 33%**

Control Group

- Employed in Month- **Average 10%**
- Employed 20+ hrs week- **Average 6%**

FY'14 CWU Mobility Mentoring Outcomes

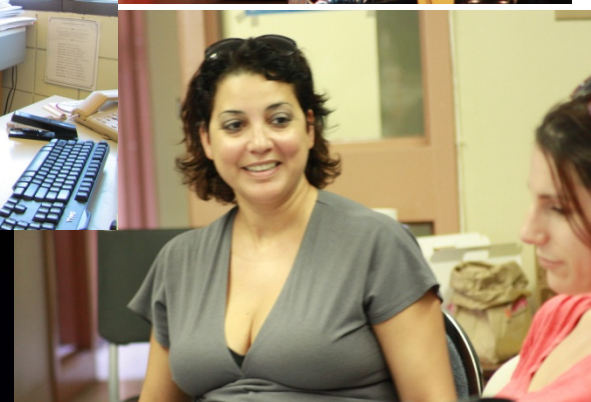


	FAMILY STABILITY	WELL-BEING	EDUCATION AND TRAINING	FINANCIAL MANAGEMENT	EMPLOYMENT AND CAREER MANAGEMENT
Overall Successful Goals Completion Rates (N=730)	85% Dependent	88% Social Supports	77% Education and Training	71% Asset Building	73% Employment
	75% Housing	75% Health		56% Debt Reduction	
Examples of Goals	Obtain child IEP; move into permanent housing	Stop smoking; obtain therapy; lose weight	Complete a semester; receive GED or college degree	Pay bills on time; save \$; improve credit score	Get a new job; get a family sustaining job
Statistical Significance Shelter Prog. (498 Control: 98 Tx)				$P \leq .001$	$P \leq .01-.05$

FY'14 CFO Program Outcomes

(CWU's Most Intensive Mobility Mentoring Program with Average Length of Participation=3 years)

- **95%** enrolled in school or employed; **58%** enrolled in school and employed;
- **29%** graduated during the current year (72% with college degrees; 28% with trade certificates);
- **38%** are now in a family sustaining job (avg. wage **\$28.03/hr.**- approx. double starting wages);
- Avg. total new participant savings **\$2,085.00/pp** since program start.





Better Lives Through Science

Additional Helpful Resources

- CWU's *Using Brain Science to Create New Pathways Out of Poverty* and *Mobility Mentoring* research briefs and the Economic Independence Exchange (shared learning group) at www.liveworkthrive.org website;
- Center on the Developing Child at Harvard University- research brief #11, *Building the Brain's "Air Traffic Control System"* and *Building Adult Capabilities* video at <http://developingchild.harvard.edu/>;
- CBPP- EF Shared Learning Group at www.buildingbetterprograms.org/category/executive-function/.

Questions?

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