Action Plan 2022
Key Focus Areas & Strategies
Our Action Plan is Grounded in Our **Playbook** and Furthers Our Call to Advance Race Equity
Collective Principles that Define Us – We Are *Always* Committed to...

- People and Public Service
- Building Common Ground
- Partnering Across Sectors
Three Catalyzing Focus Areas

- **Moving Health & Human Services Upstream**
  - Preventing Issues Before They Happen

- **Advancing Social & Economic Mobility**
  - Ensuring Families Succeed for the Long Term

- **Building Field Capacity**
  - Providing Insights and Tools that Move Us Forward
Pulling Key Levers

**Investing in Outcomes**
Build capacity and increase evidence of what works by involving families and communities in all aspects of design and implementation.

**Modern Platforms**
Capture insights, create efficiencies, and support informed decisions through modern technology, interoperability, and data analytics.

**Space for Innovation**
Encourage ingenuity to spur innovations on-the-ground with and through community, especially youth and parents with lived expertise.

**Integrated Policy Levers**
Align and modernize policies through whole family approaches and across social determinants of health to leverage resources for the most impact.

**Applying Science & Design**
Apply science-based and human-centered design principles to meet people where they are and to support implementation.

**Partnering for Impact**
Co-create solutions to accelerate systems-level change and drive community-informed and family-led outcomes.

*Each lever must be pulled through a RACE EQUITY LENS.*
Cornerstone
Our Policy Framework

First papers released November 2020

• Scaffolding for why human services matters

• Position human services leaders in our network to support policy action for the Federal Administration & Congress

• Address specific action required in ongoing response to the COVID-19 pandemic

• Lay groundwork for equitable recovery and long-term repair
Cornerstone Policy Briefs – 2021 Releases

**Core Principles for TANF Modernization** (April 2021)
Highlights how we can build common ground on what families need to thrive and how TANF can align with other key building blocks to achieve the outcomes we desire. Check out our [TANF Map of Core Principles](#) too!

**Harnessing Data & Technology to Construct a Human Services System that Supports Thriving & Equitable Communities** (August 2021)
Highlights how recent innovations in technology have opened a path for agencies to dramatically strengthen their data and technology infrastructure, while providing fairer and more equal access to crucial benefits and services.

**Unlocking the “Prevention Services” in the Family First Prevention Services Act** (December 2021)
Highlights the challenges and opportunities that the Family First Prevention Services Act offers to accelerate the shift towards a prevention-oriented child well-being system.
• Focus on Primary Prevention & Early Intervention
• Align Systems to Advance Child & Family Well-being

**Enabling Factors**
- Concrete and economic supports
- Quality early childhood supports
- Food & housing security
- Behavioral health supports
- Access to support systems that reduce stress
- Alternate pathways in response to risk of child maltreatment
- Continuum of care that supports all families

**Key Drivers & Actionable Areas**
- American Rescue Plan Act implementation
- Sustaining structural improvements achieved through pandemic response
- IV-B reauthorization
- Family First implementation
- Farm Bill reauthorization
- TA and cohort learning that fosters policy, practice and system alignment

Moving Health & Human Services Upstream

Preventing Issues Before They Happen

Apply a Race Equity Lens
• Focus on Whole Family Approaches
• Tackling Benefits Cliffs

Enabling Factors
• Education & skill development
• Employment & training services
• Partnerships to foster pathways for upward mobility
• Financial asset & credit-building
• Food & housing security
• Quality early childhood supports
• Broadband & transportation access
• Baseline of supports that meet people’s basic needs

Key Drivers & Actionable Areas
• TANF modernization
• American Rescue Plan Act implementation
• Sustaining structural improvements achieved through pandemic response
• Workforce, education & human services alignment
• Overcoming barriers to scale SNAP Employment & Training (E&T)
• Earned income & child tax credits
• TA and cohort learning that fosters policy, practice and system alignment
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<th>Building Field Capacity</th>
<th>Workforce Well-being</th>
<th>Data Insights and Interoperability</th>
<th>Culture of Evidence &amp; Equity</th>
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<td>Providing Insights and Tools that Move Us Forward</td>
<td>• TA support in the field</td>
<td>• Applying advanced analytics through a race equity lens</td>
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<td>Apply a Race Equity Lens</td>
<td>• Cross-collaboration with community-based orgs</td>
<td>• Inform policy opportunities for advancing interoperability</td>
<td>• Spotlight on importance of qualitative data</td>
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<td>• Leadership toolkit</td>
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<td>• E-learning module &amp; resource development</td>
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<td>Generative Leadership</td>
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<td>Crisis, Disaster Planning, &amp; Response</td>
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<td>• Cross-sector shared learning opportunities</td>
<td>• Additional Cornerstone briefs</td>
<td>• Embedding sustainable changes from pandemic lessons</td>
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<td>• Building agency capacity to drive systems level change informed by people with lived expertise</td>
<td>• Additional tools for field use informed by people with lived expertise</td>
<td>• Refugee repatriation and resettlement</td>
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<td>• EDI Peer Community</td>
<td>• EDI/Race equity tools</td>
<td>• Understanding intersection of HHS &amp; environmental justice</td>
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<td>TBA</td>
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**What We Aim to Impact**

**A Healthier, Equitable Ecosystem**
Creating thriving communities by understanding the enabling conditions for social and economic mobility and family well-being.

**Agile H/HS Workforce**
Focused on the critical role of the workforce and enhancing the well-being and overall capacity of workers at all levels to deliver on the agency’s mission.

**Data Optimization at All Levels**
Integrating and leveraging data while building the analytical capacity of health and human service agencies to inform sound policy and practice.

**Productive National Narrative**
Promoting productive narratives that facilitate finding common ground and advancing solutions that are locally-adaptable and centered on the whole family.

**Modern H/HS Policy**
Advancing policy at federal, state, and local levels that is human-centered; rooted in the context of what it takes to be healthy and well in a community; and focuses on achieving social and economic mobility across generations.

**Evidence-Informed Investments**
Supporting a culture of evidence in health and human service organizations and generating opportunities for building and spreading services that have been shown to work.