WELLBEING BLUEPRINT >>>>>>

Wellbeing Blueprint: A Call to Action
June 24, 2020 1:00 p.m. - 2:00 p.m. eastern
Questions and Responses

Question: Please share the Full Frame Initiative's definition of well-being. A few folk are new to the conversation. Please define or share where folk can go to discover FF's definition. Rather not assume we are defining well-being in similar ways.

Response: The Wellbeing Blueprint defines wellbeing as 'the set of needs and experiences universally required in combination and balance to weather challenges and have health and hope'. FFI does have a specific framework that fits within this, but this is a collaboration, and we're aware that small differences in definitions can really distract people of like minds and hearts from working together. We also feel that there's room under the tent for a lot of aligned ways of understanding wellbeing. More on this on the website!

Question: How can this blueprint help as evictions increase and unemployment payments stop?

Response: The Blueprint calls for an extension of moratoriums on evictions and more, and/but there's a lot more that needs to happen here. If this is an area of work and concern for you, we hope you'll join us in a cohort or lead us in some of this work.

Question: What does "within systems" mean? Aren't we all within systems in some sense?

Response: We all are, it's true. The piece you're referencing is a letter primarily from people leading public systems to peers, calling for and committing to change from the inside that centers on community. And we look forward to discussing this more!

Question: These are great. How was the Blueprint written?

Response: Iteratively over seven weeks — and it's still being written. We began with some core principles that a group of us have found vital in our communities, in social justice work and in systemic transformation. We cataloged some of the harms that communities have been pushing against for decades — even generations, and thought about how they showed up in systems, too — like undermining social networks, or forcing tradeoffs, or treating entrepreneurship in communities of color differently than entrepreneurship in white communities. And then we started sharing in our neighborhoods and networks — with

systems leaders, and those impacted by systems, faith leaders, educators and more. As momentum grew, we realized we needed perspectives from other fields and groups — people working with and living in communities affected by natural disaster and crisis. People pushing for transformation of policing. The value of boundary spanning conversations came up again and again, and connected us with others who would be hungry for this and will make it stronger. Our decision to launch in June came from a realization that this growth and iteration will be an ongoing journey, but we needed to purposefully open this up to a group beyond our networks.

Question: "Will you all be including formerly incarcerated youth leaders who have experience with the juvenile justice system in making this blueprint stronger? Especially those young leaders that are advocating for the total abolition of youth prisons?

Also, as it relates to "violence", is the blueprint including some piece around reimagining our response to violence both from systems and the community?"

Response: "Youth voice as a center is vital and will shape the evolution of the Blueprint in the weeks and months ahead. Please be in contact if you can and would like to be part of this. Regarding violence, we believe that restorative and transformational practices are necessary at the systemic as well as interpersonal levels. Violence has been perpetrated by systems, not just individuals within communities. Transformative work has been happening in communities for centuries, yet has been sidelined. Honoring and shining a light on that work is a vital part of the Blueprint's work. Please join us to make this happen.

Question: I'm energized about the idea of systems work that itself considers trade-offs of investing in some things and not others. I think this is missing from the current political environment and fills a need.

Response: Yes! Let's do it!

Question: First — great resonance with what we have been thinking about in Cambridge! We will be releasing a report on equity and innovation cities in the Fall which lifts up COVID data — and are very interested in launching a citywide conversation... would love some suggestions on how to run that process — pivoting to local wealth creation.

Response: This is so exciting! Let's have a conversation about if that's something the Blueprint community can support and learn with you in.

Question: Curious about possible role for research and evaluation for those committed to these ideals?

Response: So many possibilities embedded throughout. It's as much driven by what's of interest and relevant to you. Perhaps, for example, you could be part of a cohort that's taking on one of the recommendations and help create a data collection and analysis protocol to understand and demonstrate the efficacy of a shift; perhaps you're helping make more tools; perhaps something entirely different.

Question: For those of us who work in membership organizations...I'm curious as to what sort of/ action steps you're looking for … what would be valuable to you?

Response: Really, the question is how could the Blueprint help you advance your reform and transformation agenda, and how can we support each other in this. We're looking for partners who will help raise the visibility of the Wellbeing Blueprint (spread the word) and join the push to make it real, on the ground, in communities and in government. Your network members may be amazing examples of the recommendations in action — please let us know so we can highlight them on the website. The Blueprint might be of particular interest to a segment of your membership who could take on one recommendation and generate case examples and more, which can help both our groups continue to drive change. Other ideas: work with us to create tools, co-sponsor a learning cohort, help translate recommendations that don't seem immediately relevant for your membership into examples that demonstrate the interconnection between all of these issues (for example, a hospital taking on restorative justice/healing work with a community; a district court looking at how court practices intersect with wealth creation; etc.); help write a blog or link content on your website that aligns with the wellbeing Blueprint. If you work with policymakers, let them know about the Wellbeing Blueprint. As you and your members advocate for policies/bills, use the Blueprint and embedded tools to help mitigate forced, unsustainable tradeoffs of the proposed legislation/bills/policies. Use the Blueprint to guide procurements. Promote the Blueprint with members as an anchor in their internal and external policy discussions to identify possible consensus on opportunities for solutions.

Question: I find the notion of these domains being "hard-wired" quite interesting but want to know the basis of this assertion in some more specifics. What does "hardwired" mean in this context and what difference does this make?

Response: "The core concept here is that as human beings, we have really core needs that evolution has hardwired us for: People need to be connected to others and to be helpful. We all need to feel we belong and are safe. We need to experience some predictability to life, that we have some influence over what's happening around us, and to experience purpose and growth. We need to meet our needs for food, shelter and other basics without

shame or danger in ways that are relevant to our situations. We need to know that small steps forward aren't going to cause everything to come crashing down or cost us what was working in other parts of our life. We need to be able to hold onto, and build on, what matters to us. In combination and balance, these needs and experiences comprise our wellbeing.

At the same time, not everyone has equal access to these core needs, and biases are baked into our systems which undermine people's sense of belonging and/or influence and/or purpose and/or social connectedness, or other elements. When we understand that even in pursuit of helping, we're often cutting off people's access to these other essentials of life, we all get new insight into the harms systems and structures can cause; we also get new insights into different paths forward. That is the work we're advancing through the Wellbeing Blueprint. "