

NETWORK FOR THE DEVELOPMENT OF CHILDREN OF AFRICAN DESCENT (NdCAD)

MN-ICECI Special Projects Fund

Award Outcomes/Impact Summary Report

Grant Recipient: Network for the Development of Children of African Descent, Gevonee Ford, Exec. Director

Project Title: NdCAD Think Different-Do Different Fellowship

PROJECT PURPOSE

The project purpose was to launch a third cohort of the organization's Think Different-Do Different (TDDD) Fellowship. The fellowship is central to NdCAD's systems change efforts and replication of the organization's evidence-based family literacy model, which uses a culturally-rooted approach to meet educational needs of African American families and their young children. The fellowship builds and strengthens leadership capacities of parents, caregivers, educators, service providers and stakeholders to provide culturally responsive services and supports.

GRANT ACTIVITIES

The following activities and outcomes were supported by the grant:

- Recruited and accepted 10 fellows into Cohort 3 of the TDDD Fellowship
- Held 2 workshop training sessions with fellows and provided training materials
- Held 1 reflective learning session with graduates from Cohort 2 Fellowship
- Provided honorariums for 5.5 fellows in Cohort 3

HIGHLIGHTED IMPACTS & LESSONS LEARNED

- Past and current fellows said their participation in the fellowship impacts them at personal, professional and community levels; and provides collective, healing support that addresses isolation and de-valuing of culturally-grounded ways of knowing they often experience in workplace environments.
- NdCAD's 7 TDDD operating principles and model helped fellows expand their thinking about services they provide to children and families -- they became more confident in drawing from their own lived experiences and cultural grounding which now impacts how they work with families.
- Connections and relationships between current and past fellows are now being cultivated, which have implications for deep learning, networking and long-term sustainability of the fellowship program.
- Current fellows are excited to help the organization learn and understand the types of infrastructure that will be necessary to grow and expand the fellowship into the future.