

*Harnessing the Power of Science and  
Practice to Cultivate Sustainable Poverty  
Exits and Human Development*

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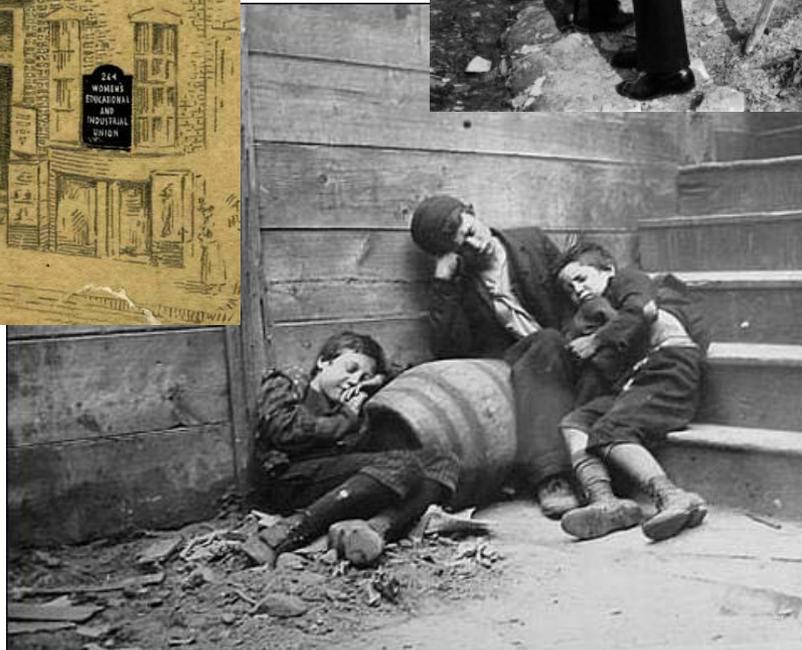
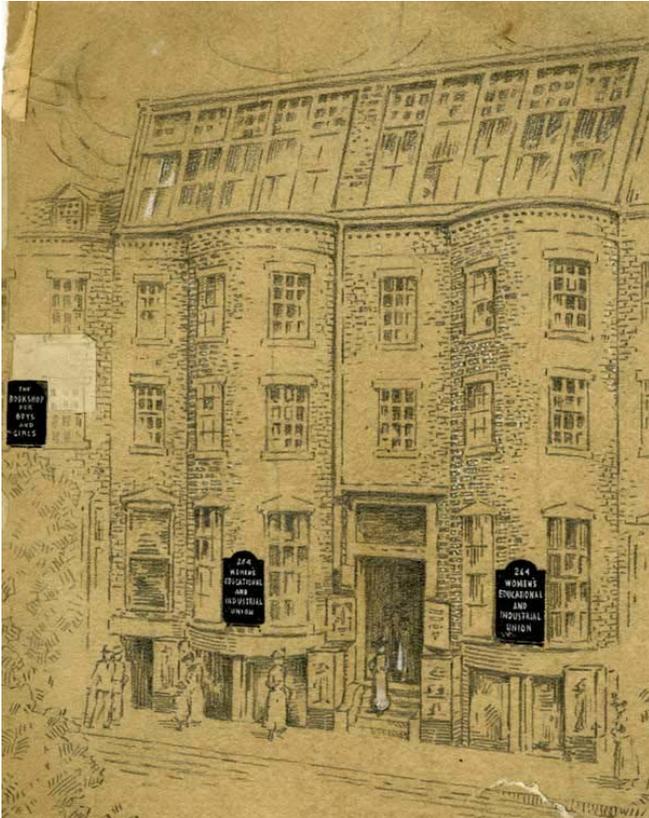


**EMPath**

*Economic Mobility Pathways*

**Mary Coleman, PhD**  
**Senior Vice President and COO**

# *We've been at this work a long time*



# *And what we do hasn't changed that much....*





# *We need to revolutionize human services- but how?*

## **Carefully Translating Science**

**(Synthesizing new scientific discoveries)**

## **=> Into Evolving Theories of Change and Promising Practices**

**(New applications, tools, and  
assessments, shared broadly and  
generatively)**

## **Transforming Lives and Systems**

## *Poverty and Scholarly Findings?*

- Poverty, trauma, and oppression, are similar in that they all produce stress;
- High levels of stress produce predictable changes in human development, thinking, and behavior:
  - Challenges to memory, focus, organization, problem-solving, persistence, resilience, focus on the future;
  - Heightened reactions to both positive and negative environmental cues: fight, flight, or freeze.

## Trauma-Informed Care (TIC)

“Trauma-Informed Care is a strengths-based framework that is grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological, and emotional safety for both providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment.”

Elizabeth Hopper, Ellen Bassuk, and Jeffrey Oliver, *The Open Health Services Policy Journal* 2010, 3, 80-100



# Early Developmental Trauma

Early Childhood Adversities  
Repeated Traumas during Childhood  
and Intergenerational Trauma

# Toward an Integrated Understanding of Experiential and Structural Trauma

## **Structural Oppression**

- Racism
- State-Sponsored and Gendered Violence and Lawlessness
- Implicit Bias and Discrimination
- Stereotype Threat
- Chronic Wage Insecurity
- Statelessness
- Untreated PTSD (from war, disasters, accidents, racism and religious persecution)

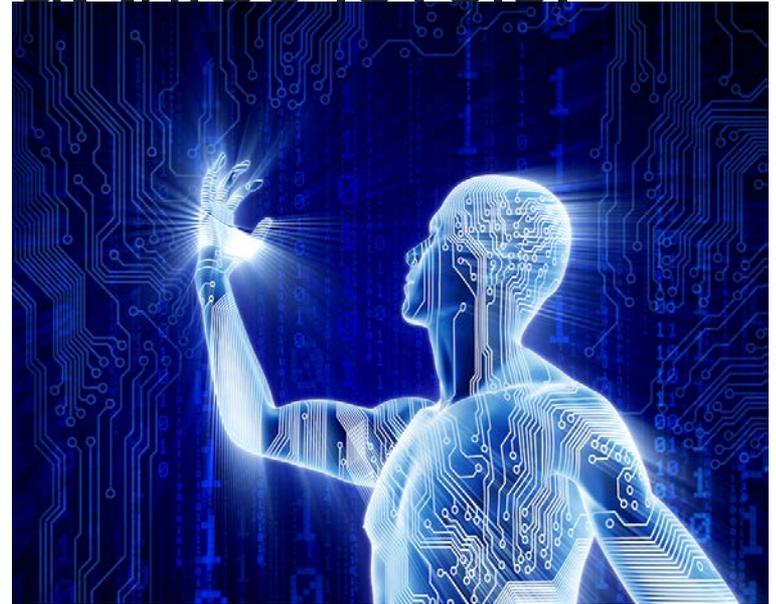
## **Adverse Childhood Experiences (ACEs)**

- Neglect
- Psychological, physical, sexual, and emotional abuse
- Repeated Community Violence and Domestic Violence
- Early Deaths of Parents
- Chronic Homelessness
- Chronic Poverty

# *The Human Services Revolution*

Is creating radical change at three levels:

- How the work is done
- Where the work is done
- With whom the work is done and its duration, progress and impact





# *Revolutionizing the front line: Shifting from Case Management to Economic Mobility Coaching*

	<b>Case Management</b>	<b>Coaching</b>
<b>Expert/Decision Maker</b>	Staff	Participant
<b>Staff approach</b>	Teach, direct, support, stabilize	Actively listen, co-invest, nudge/encourage, catalyze
<b>Goal of process</b>	Help “client” complete the program	Participant set & attain informed goals & new decision-making skills
<b>Staff tools, training &amp; evidence base</b>	Program-based	Evidence based- MM, MI, TIC, CBT,
<b>Use of data</b>	External Proof	Intrinsic coaching tool



## *Revolutionizing Poverty Exits*

- **Design environments to maximize the following:**
- Professional trust, goal-setting, unconditional positive regard, and resourceful networks
- Promote growth mindsets and high expectations
- Saturate message of counter-narrative
- Incorporate behavioral process design
- Align use of data across process, outcomes, and structural measures and systems



# *Revolutionizing the system*



- Shift from human services to human development
- Cross-pollinate: innovation happens at junctions
- Collaborate and bust through silos
- Shift impact measurement from evaluation to evolution
- Look for opportunities to scale in new places









## Impact

EMPath 3-5 yr. programs

from

65%

to

97%

Increase in employment rate

from

\$23k

to

\$45k

Increase in annual income

from

38%

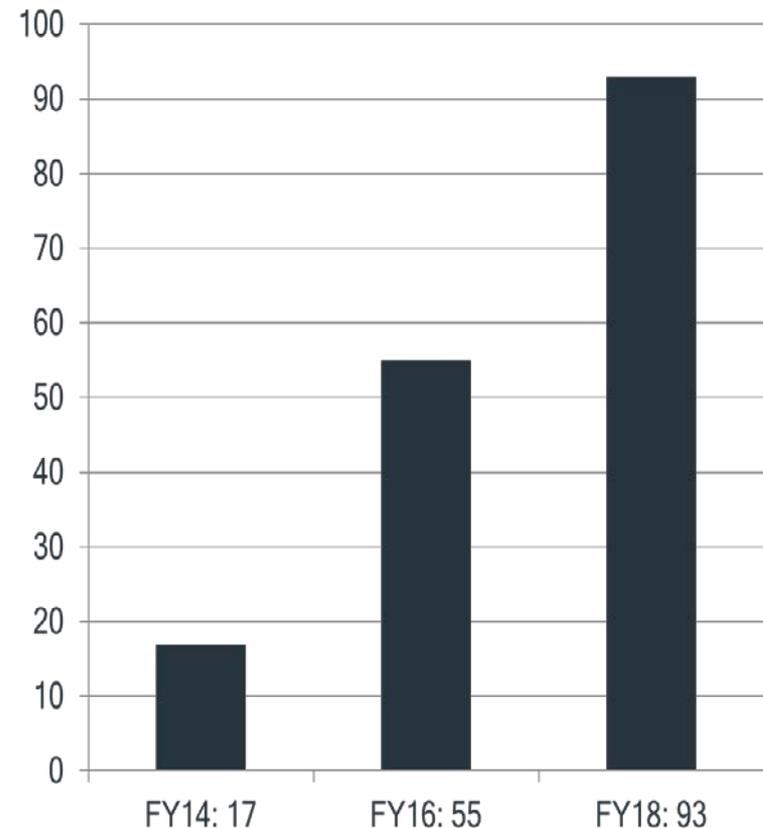
to

74%

Increase in college degrees

**Externally:** State of WA study found improvements in all 17 areas of parent functioning measured with over 5,000 families and improved readiness for school in their Early Headstart children

## Growth in Number of EMPATH Economic Mobility Exchange Member Organizations



# Intergen

FY17 Success



**83%**

of families saw an increase in family stability



**81%**

of children completed at least one goal



**100%**

of families completed at least one goal





# Revolutionizing EMPath

The Economic Mobility Exchange™ is a global learning network that shares Mobility Mentoring® knowledge and tools to mobilize sustainable world-wide exits from poverty.

Current Exchange Membership includes:

100 +

Member Organizations

28 / 5

States / Countries

8 Public

State-Wide Agencies

BRIGHAM HEALTH



BRIGHAM AND  
WOMEN'S HOSPITAL



Gemeente Rotterdam



NYC

ion for Children's Services



Educational  
Alliance



WASHINGTON STATE  
Department of  
Children, Youth, and Families

# *Additional Helpful Resources*

- Helpful tool for creating an ACEs informed environment:  
<https://www.acesconnection.com/blog/trauma-informed-physical-environments-assessment-tools>
- Helpful video on trauma-informed coaching (done for the World Bank online campus) <https://olc.worldbank.org/content/restoring-livelihoods-psychosocial-support-4> (Brain science video #4, Babcock)
- E.D. Babcock, “Harnessing the Power High Expectations: Using Brains Science to Coach for Breakthrough Outcomes”, EMPATH 2018.  
[http://s3.amazonaws.com/empath-website/pdf/Final\\_-\\_Harnessing the Power of High Expectations - EMPATH Babcock.pdf](http://s3.amazonaws.com/empath-website/pdf/Final_-_Harnessing_the_Power_of_High_Expectations_-_EMPATH_Babcock.pdf)
- 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/>
- E.D. Babcock, “Using Brain Science to Transform Human Services and Increase Personal Mobility from Poverty”, US Partnership for Mobility from Poverty, March 2018. [http://s3.amazonaws.com/empath-website/pdf/using\\_brain\\_science\\_to\\_transform\\_human\\_services\\_and\\_increase\\_personal\\_mobility\\_from\\_poverty\\_\(3\).pdf](http://s3.amazonaws.com/empath-website/pdf/using_brain_science_to_transform_human_services_and_increase_personal_mobility_from_poverty_(3).pdf)