

# **Best Practice Strategies to Eliminate Disproportionality for Inter-Disciplinary Success**

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Following the basic tenets of **Collaboration** outlined below provide a powerful method for harnessing the collaborative power and resources within your community to develop and implement effective strategies for the reduction and elimination of disproportionality:

## **Communication**

- Transparency
- Well-Informed partners for full/authentic participation of all
- Making decisions as a team
- Establishing and following through with Team Vision
- Overcoming mistrust and skepticism
- Using warm/open communication with partners
- Establishing roles, responsibilities and processes as a team and adhering to them

## **Compromise**

- Being prepared to give something up for greater, future gains
- Striking a balance between process and action
- Understanding the time it takes

## **Leadership**

- Use of strong, neutral facilitation
- Suspending own agenda/goals/aspirations for the greater good
- Identifying strong collaborative leaders and facilitators`

## **Inclusion**

- Fair processes
- Spreading decision-making and having a broad governance structure

**Indiana's System of Care (IN-SOC)** identifies *Collaboration* as a cornerstone in effective system of care development and expansion; and identifies multiple "collaboration" strategies within IN-SOC Expansion Strategic Plan.

**Primary Collaboration Goal:** *Child serving agencies and stakeholders build relationships around a shared vision. They partner within a formal structure and culture and are held accountable to co-create, implement and evaluate.*

**Desired Outcome:** *Implementing strategies to achieve this category's goals will ensure coordination and collaboration across all child and youth serving agencies, providers, and programs.*

\*Summary of information derived from the **Collaboration Best Practices TA Tool**, created by Technical Assistance Partnership: Comprehensive Community Mental Health Services for children and Their Families Program. Visit: <http://www.coloradofederation.org/wp-content/uploads/2015/07/8-Collaborative-Best-Practices-TA-Tool.pdf>