



20 | ANNUAL 21 | REPORT

eliminating racism
empowering women
ywca
Kalamazoo



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I highly encourage anyone, whether you are a new mom or a mother of multiple children, to join this program. The support physically and emotionally is unforgettable! Thank you for everything.

Cradle Home Visitation Program Participant

GOVERNANCE BOARD MEMBERS

ASCENSION BORGESS

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CHIEF OF QUALITY, BRONSON MEDICAL GROUP

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FAMILY HEALTH CENTER

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PRESIDENT & CEO

INTEGRATED SERVICES OF KALAMAZOO

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DIRECTOR OF SYSTEMS DEVELOPMENT

KALAMAZOO COMMUNITY FOUNDATION

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KALAMAZOO COUNTY HEALTH & COMMUNITY SERVICES

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HEALTH OFFICER/DIRECTOR

DEB LENZ, MA
DEPUTY HEALTH OFFICER, HEALTH & COMMUNITY SERVICES DEPARTMENT

NORTHSIDE MINISTERIAL ALLIANCE

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PRESIDENT, NMA

PASTOR LENZY BELL
VICE PRESIDENT, NMA

FETAL INFANT MORTALITY REVIEW (FIMR)

JOI DIXON, MPH
POPULATION RESEARCH MANAGER, WESTERN MICHIGAN UNIVERSITY HOMER STRYKER M.D. SCHOOL OF MEDICINE

HEALTH EQUITY SUBCOMMITTEE CHAIR

KOMAL RAZVI, MPH
DIRECTOR OF COMMUNITY HEALTH, YWCA KALAMAZOO

CYEKEIA LEE, MA
DIRECTOR OF COMMUNITY COLLABORATION, KALAMAZOO PROMISE

FRONTLINE SUBCOMMITTEE CHAIRS

TERRA BAUTISTA
PROGRAM SUPERVISOR, KCHCS

BRENDA O'ROURKE, RN, BSN
MCH DIVISION MANAGER, KCHCS

FUND DEVELOPMENT SUBCOMMITTEE CHAIRS

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DIRECTOR OF SPONSORED PROGRAMS ADMINISTRATION, WESTERN MICHIGAN UNIVERSITY HOMER STRYKER M.D. SCHOOL OF MEDICINE

IRENE MUTHUI, MSC
ASSOCIATE DIRECTOR OF IMPACT AND EQUITABLE SYSTEMS, UNITED WAY OF THE BATTLE CREEK & KALAMAZOO REGION

UNITED WAY OF THE BATTLE CREEK & KALAMAZOO REGION

ALYSSA STEWART, MPA
VP, IMPACT & ENGAGEMENT

IRENE MUTHUI, MSC
ASSOCIATE DIRECTOR OF IMPACT AND EQUITABLE SYSTEMS

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LISA GRAVES, MD
ASSOCIATE DEAN FACULTY AFFAIRS/INTERIM CHAIR DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE, WESTERN MICHIGAN UNIVERSITY HOMER STRYKER M.D. SCHOOL OF MEDICINE

YWCA KALAMAZOO

DEMETRIAS WOLVERTON, MSA
VICE PRESIDENT OF SOCIAL JUSTICE AND ADVOCACY

MEGAN DUNN, MBA
VICE PRESIDENT OF PROGRAMS

NON-VOTING EX OFFICIO

VON WASHINGTON, MA
BRONSON HEALTH FOUNDATION CHAIR

VOTING EX OFFICIO

CATHY KOTHARI, PHD
CRADLE KALAMAZOO SENIOR EPIDEMIOLOGIST, WESTERN MICHIGAN UNIVERSITY HOMER STRYKER M.D. SCHOOL OF MEDICINE

GOVERNANCE CO-CHAIR STATEMENT

The challenges of the past two years have both strained communities and demonstrated the importance of collaboration and partnership. Virtual platforms allowed subcommittees to continue collaborating and educational programs to occur even as COVID restricted our ability to meet in person. The leadership of Cradle Kalamazoo remains resolute in our shared commitment to end disparities in infant mortality in our community.

2021 brought significant changes to our collaboration, with YWCA Kalamazoo reassuming the leadership role for the operations of Cradle Kalamazoo. The Governance Committee is grateful for the passion, commitment, and energy the leadership team at YWCA Kalamazoo is bringing to this part of our collective work. We also thank Bronson Healthcare Group for supporting the operational team for the previous three years. The core work of Cradle Kalamazoo continues with leadership and engagement from community members of the sub-committees for Health Equity, Frontline and Care Coordination, Reproductive Health, and Safe Sleep. The incredible support of The Stryker-Johnson Family Foundation ensures that the Cradle Kalamazoo Team has the needed resources for the future.

The disparities in health outcomes in our community and the United States requires that we tailor resources to meet the specific needs of each human being. Community-focused data architecture, a justice and equity-focused strategic plan, and multi-sector collaboration help us to grow our understanding and impact. A general decrease in the mortality rates for Black infants energizes the Cradle Kalamazoo team. The ongoing disparity in rates between White and Black infants fuels our commitment to accelerate our work. Understanding the history of racism, particularly structural racism, remains central to unwinding the systemic barriers to perinatal health in Kalamazoo County. Our goal of 3 or fewer infant deaths for every 1000 live births and eliminating racial disparities is more critical than ever.



CHERYL DICKSON, MD, MPH
GOVERNANCE BOARD CO-CHAIR



AARON LANE-DAVIES, MD
GOVERNANCE BOARD CO-CHAIR



“Everything about [the program] has helped me become a better mother. I’ve learned so much about my kids and myself and feel prepared for every obstacle ahead of us.”

CRADLE HOME VISITATION
PROGRAM PARTICIPANT



OUR GOALS

GOAL 1

Reduce infant mortality rates to less than 3.0 per 1,000 live births by 2030.

GOAL 2

Create zero disparities in infant mortality rates.

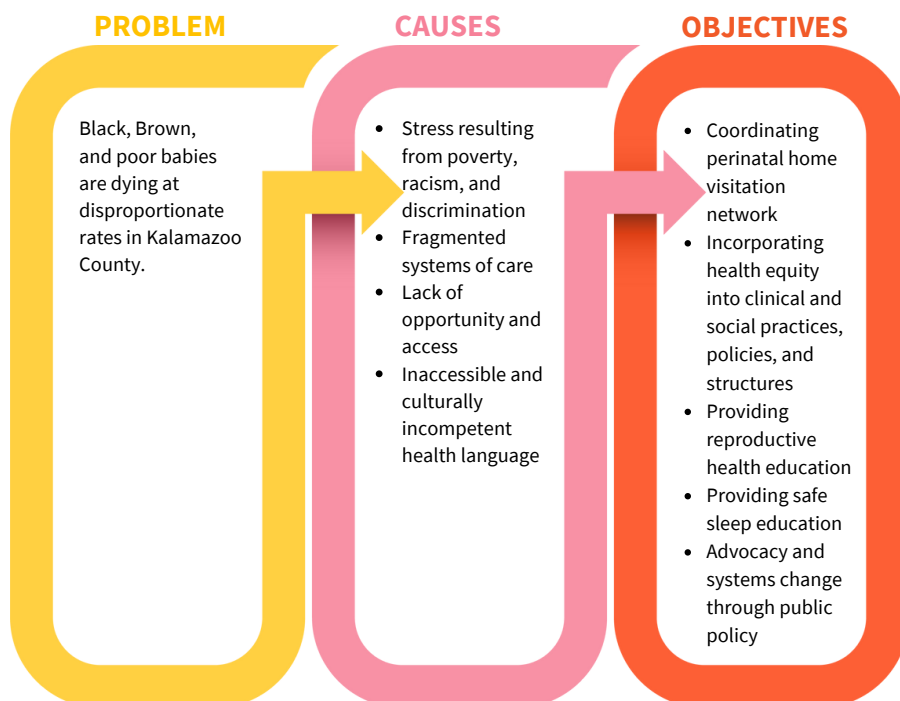


CRADLE OVERVIEW, STRATEGIC FOCUS AREAS, AND STRUCTURE



CRADLE OVERVIEW

Babies of color are 3-4x more likely to die before their first birthday, regardless of income level



INPUTS

- ADMINISTRATIVE BACKBONE
- RESEARCH/DATA BACKBONE/ FIMR
- COMMUNITY ENGAGEMENT
- OUTREACH/ HV
- HEALTH / CLINICAL EQUITY
- SAFE SLEEP
- REPRODUCTIVE HEALTH
- POLICY/ADVOCACY

OUTPUTS

- EMPOWER COLLABORATION
- ALIGN INFRASTRUCTURE
- INCREASE CAPACITY
- EQUITABLE RESOURCE DISTRIBUTION
- SYSTEMS CHANGE

OUTCOMES

IMPROVE
MATERNAL-INFANT
HEALTH AND WELL-
BEING (IMR)

ELIMINATE
DISPARITIES IN
IMR

REDUCE OVERALL
IMR TO 3.0 PER
1,000 LIVE BIRTHS

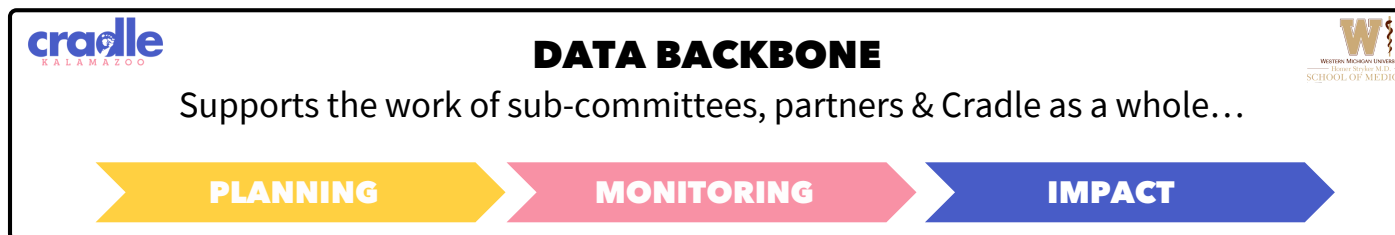
ABOUT CRADLE'S BACKBONE

Cradle's Backbone Infrastructure is a container for birth justice movement work in Kalamazoo.

Our Backbone infrastructure has Administrative functions, led by YWCA Kalamazoo, and Data functions, led by Western Michigan University Homer Stryker M.D. School of Medicine (WMed).

Together, the Administrative and Data Backbone use Cradle's collective vision and strategies to guide community partners working towards changing the systems that shape birth outcomes.





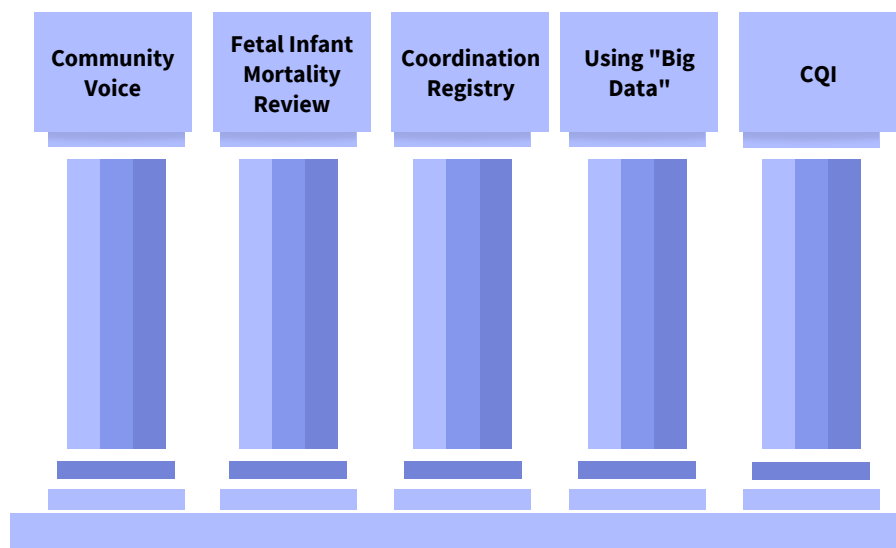
The Data Backbone, led by WMed's population health research team, supports the work of sub-committees, partners and Cradle as a whole by informing strategy (planning), documenting impact (monitoring), and measuring outcomes (impact).

Aligning with Cradle strategic objectives, the Data Backbone has developed multiple ongoing sources of information (data pillars) that center family voice, engage frontline stakeholders in equity solutions, and track the outcomes of this work upon disparities.

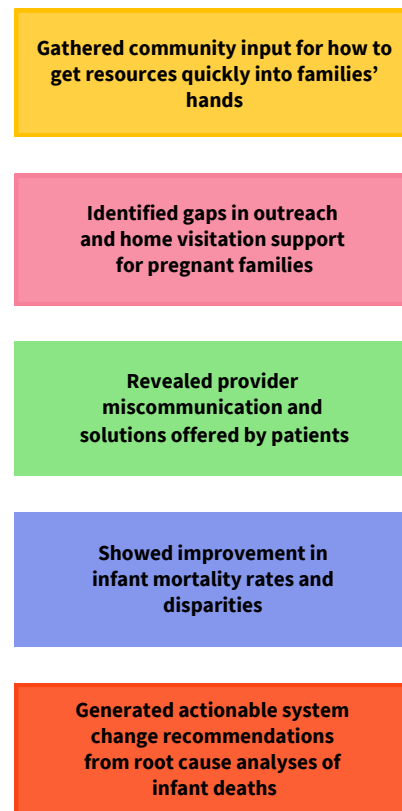
Cradle Objectives



Data Pillars



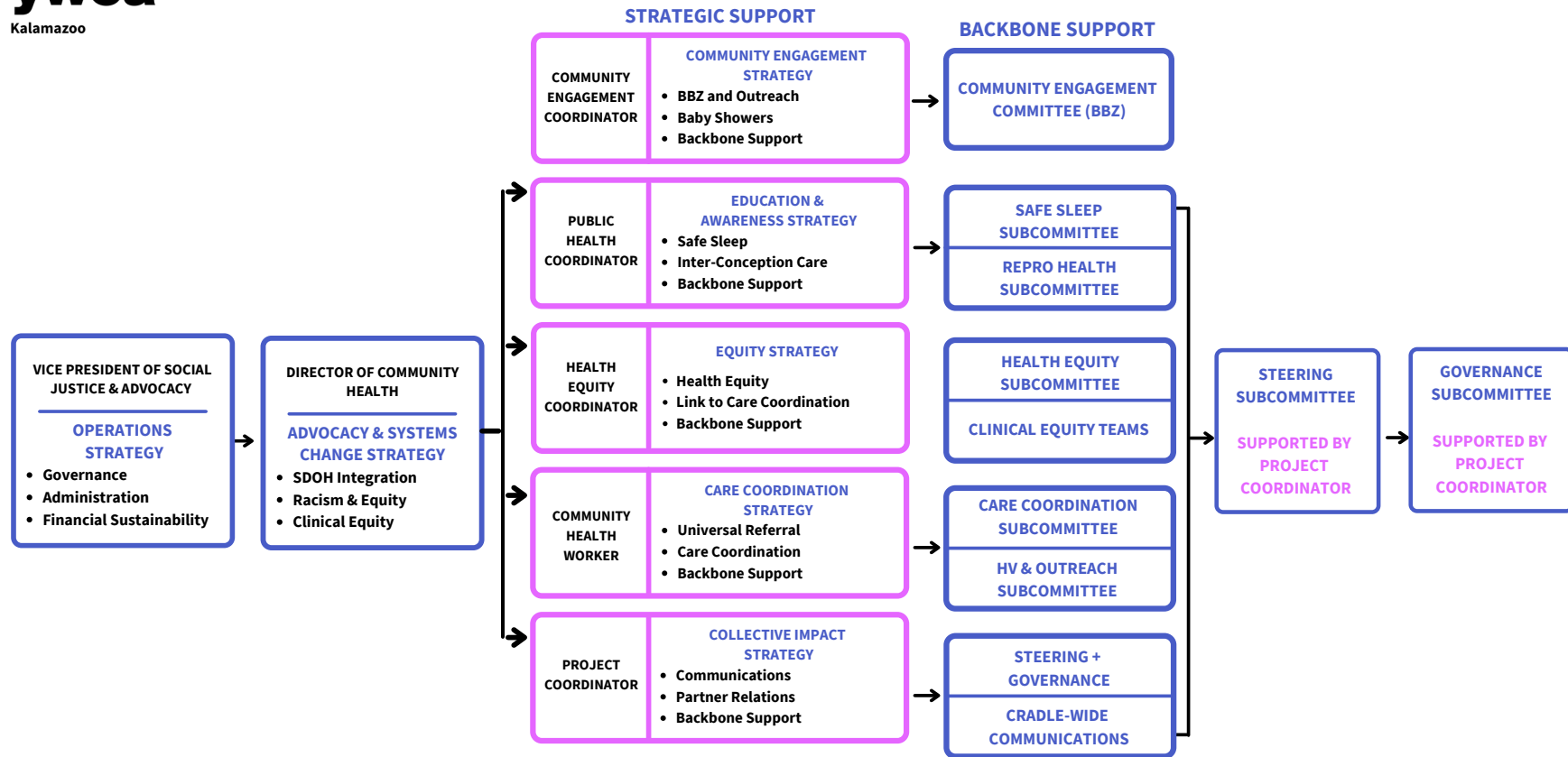
Data Use/Findings



To learn more about the Cradle Data Backbone, contact Dr. Cathy Kothari: catherine.kothari@med.wmich.edu and Nia Evans: nia.evans@med.wmich.edu

CRADLE ADMINISTRATIVE BACKBONE

eliminating racism
empowering women
ywca
Kalamazoo



Led by YWCA Kalamazoo’s Community Health team, the Administrative Backbone coordinates and convenes cross-sector community partners and aligns efforts across the collective to improve birth outcomes. YWCA staff supports shared and strategic operational leadership by providing technical support, fundraising for sustainability, engaging community partners, streamlining and facilitating Cradle-wide communication, and advancing public policy initiatives.



[Home visitors have] been helpful, easy to talk to and work with, non-judgmental and knowledgeable.

Cradle Home Visitation Program Participant

SUBCOMMITTEE ACCOMPLISHMENTS



Best Babies Zone (BBZ) and Community Engagement

The Best Babies Zone (BBZ) is a component of Cradle Kalamazoo's Community Engagement strategy. The BBZ in our community is the Northside neighborhood.

This initiative is a grassroots approach to support maternal infant health by empowering community members to identify their needs and lead the implementation of interventions. The vision of the Best Babies Zone is that all babies are born healthy, into communities that enable them to thrive and reach their full potential.

In addition to BBZ, Community Baby Showers are also a component of Community Engagement strategy.



2021 ACCOMPLISHMENTS

- Established 3 areas of focus: Housing/Financial stability, Education/Credential obtainment, and Counseling/Social Emotional wellness.
- Hired 4 Northside residents as Peer Support Navigators.
- Formed a partnership with the Black and Brown Therapy Collective to provide 4 free counseling sessions to 18 Northside families.
- Hosted 4 virtual community baby showers.
- 98% of BBZ event participants reported knowledge gain.
- 240 essential baby item bags and birth boxes were distributed.
- Hosted 2 events on social emotional wellness.

Care Coordination and Frontline Work

The Care Coordination Subcommittee was formed out of the Fetal Infant Mortality Review team recommendations to address fragmented systems of care.

The Care Coordination Subcommittee consists of leadership of health systems, home visiting providers, education, public health, and community-based organizations. This group works in collaboration with the Frontline Subcommittee.

The Frontline Subcommittee organizes and coordinates a network of home visitation programs with the goal of building meaningful partnerships, professional development and networking opportunities.



2021 ACCOMPLISHMENTS

- Over 1,330 people served collectively through home visitation and WIC services. 36 families connected to breastfeeding support.
- 116 events hosted, including parenting classes and support groups.
- Hired a Community Health Worker to serve as a liaison for Cradle-affiliated home visitation programs and connect pregnant and parenting families to social and medical resources.
- Dozens of essential items distributed to pregnant and parenting families including pack 'n' plays, books, phones, diapers and food packages.
- 5 staff members engaged in professional development such as continuing education, lactation certification, car seat certification, and/or postpartum support training.

Clinical Equity Teams

The Clinical Equity Teams (CET) function as the clinical arm of Cradle Kalamazoo and work in collaboration with the Health Equity Subcommittee, linking to the larger efforts of Cradle. CETs are established at Bronson, Ascension Borgess, WMed OBGYN, and the Family Health Center—each with an interdisciplinary team supporting maternal and infant health.

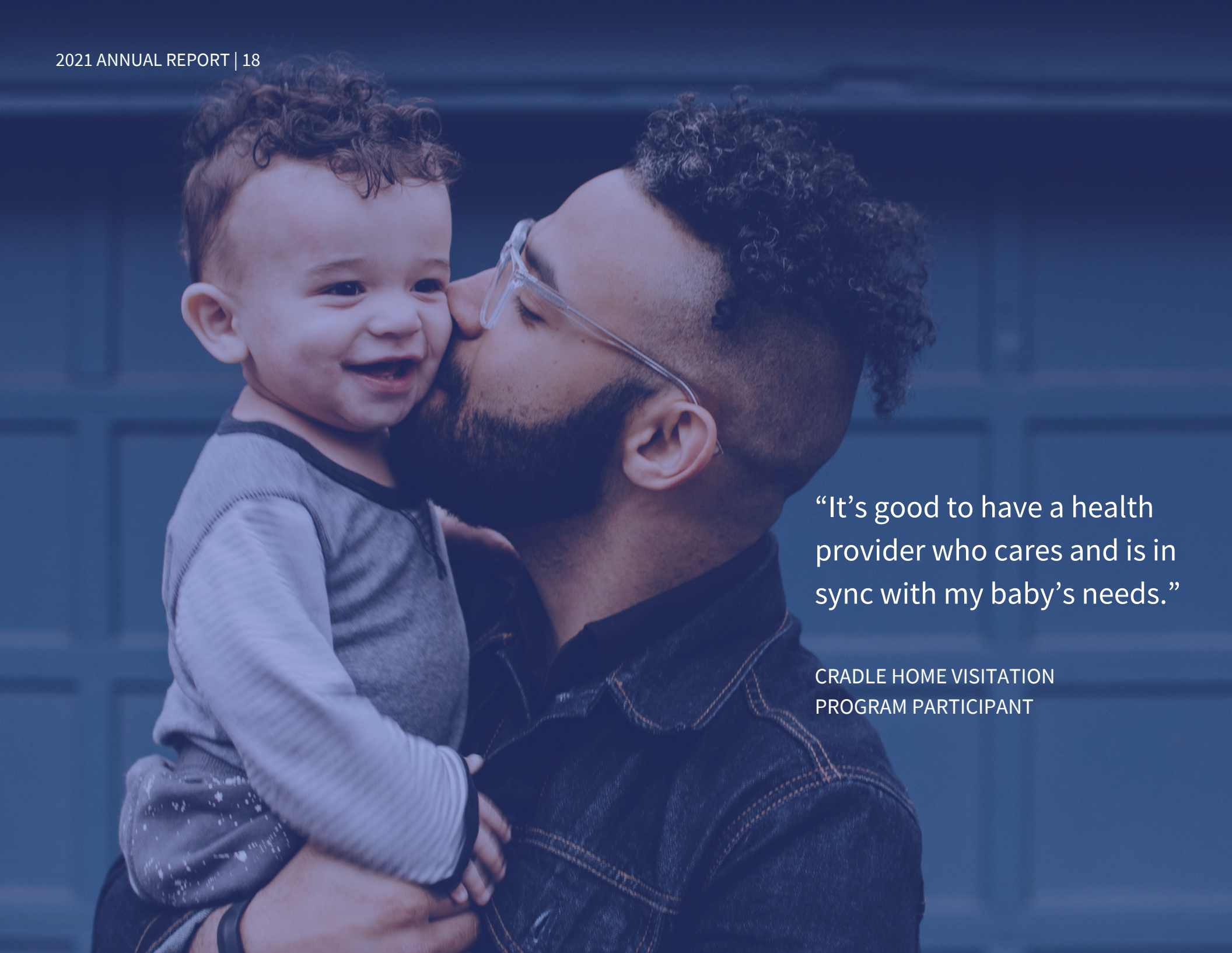
The CETs focus on shifting policies, practices, and procedures to ensure early and equitable access to prenatal and postpartum care in the clinical space.



To learn more about the Clinical Equity Teams, contact Dr. Lisa Graves, Cradle Clinical Lead: lisa.graves@med.wmich.edu

2021 ACCOMPLISHMENTS

- Despite COVID, clinical numbers have remained steady with the majority of women (over 80%) in Kalamazoo County getting first trimester visits and postpartum visits.
- Assessed and advocated for equitable processes to support pregnant clients navigating the clinical space in the midst of COVID such as telehealth access, childcare policies, and visitation policies.
- Created links between providers serving the houseless/underhoused and the clinical space to make healthcare more accessible via telehealth.
- Linked clinical providers to Cradle trainings for the following topics:
 - Leading with Race, Skills for Inclusive Leadership, Brave Space, Human Trafficking 101, and Domestic Violence and Sexual Assault
- Created the following patient education materials:
 - Postpartum 101 flyers in English, Arabic, French and Spanish, How to Stay Healthy While Breastfeeding, and Emergency Childcare Form (for use when in labor)
- Completed needs assessment to identify gaps between clinical space and Cradle Frontline teams.
- Added Cradle Frontline team representation to clinical equity meetings for integration.
- Hosted guest presentations from the following:
 - Child Protective Services, Red Birth Green, Easy Access Clinic, and Healthy Babies Healthy Start, ROSE program
- Developed health equity case studies for provider professional development and clinical team huddles.

A photograph of a man with dark curly hair, a beard, and glasses, wearing a dark denim jacket. He is holding a young child with curly hair and a joyful expression. The man is kissing the child on the cheek. The background is a dark, textured wall.

“It’s good to have a health provider who cares and is in sync with my baby’s needs.”

CRADLE HOME VISITATION
PROGRAM PARTICIPANT

Health Equity



The Health Equity Subcommittee (HES) works to ensure the cultural competency of infant mortality initiative programs, providers, and the community at-large.

The team plans anti-racist and health equity trainings for Cradle partners and works to build health equity into the strategies and practices of Cradle.

This team also mobilizes leaders and community residents to support systems change that results in health equity in relation to infant mortality reduction and racial disparities.

To learn more about the Health Equity Subcommittee, contact Danielle Raymond: dm4ward1@gmail.com

2021 ACCOMPLISHMENTS

- Developed a budget and compensation structure to onboard community member representation onto the Health Equity Subcommittee to ensure a grassroots approach to the team's efforts.
- Constructed a demographic matrix to ensure diverse representation in sectors, race/ethnicity, age, gender identity and LGBTQIA+ status. This matrix served as a model for groups across Cradle. Demographic makeup of the team includes:
 - 62% identify as Black, Indigenous, Person of Color (BIPOC)
 - 11% identify as gender non-conforming
 - 18% identify as LGBTQIA+
 - 80% represent sectors other than healthcare
 - Both co-chairs are BIPOC
- Partnered with Freedom Lifted to provide Cradle Kalamazoo's first collaborative-wide self-paced online training on topics of race, power, oppression and resistance with a 95% partner participation rate.
- Facilitated health equity and anti-bias education for 240 pregnant and parenting families with 97% knowledge gain among survey respondents.
- Established a partnership to deliver health equity and infant mortality presentations to 50 WMU School of Nursing students each semester.
- Provided audience-specific equity workshops and presentations to 547 community members on the following topics with over 95% knowledge gain:
 - Leading with Race, Skills for Inclusive Leadership, Health Equity and Intersection with Infant Mortality, Health Equity and Breastfeeding, Brave Space, and Justice at Work
- Engaged and mobilized key sector leaders, including 6 elected officials, on the intersection of housing and infant mortality.
- Created a comprehensive definition for "health equity" and commissioned the creation of an animated white board video illustrating this concept for Cradle-wide use.
 - Scan to view the video.



Reproductive Health

The Reproductive Health Subcommittee works to increase awareness about choices in reproductive healthcare services while promoting birth spacing and family planning.

The team also educates the community about reproductive health at various events, such as the Cradle Kalamazoo baby showers hosted by the YWCA via the Reproductive Health rotation.



2021 ACCOMPLISHMENTS

- Provided reproductive health education for 240 pregnant and parenting families via Community Baby Showers and essential item bags.
- Distributed 300 flyers promoting YWCA Kalamazoo Reproductive Health Fund for Kalamazoo County residents.
- Donated 50 condom kits to YWCA Kalamazoo for their health fund's emergency contraception kits.
- Onboarded two new co-chairs to lead subcommittee efforts:
 - Sravani Alluri, MD, Assistant Professor, Department of Family and Community Medicine; Director, Street Medicine Kalamazoo, WMU Homer Stryker MD School of Medicine
 - Cassy Jones McBryde, Executive Director, International Fuller Women Network

Safe Sleep

The Safe Sleep Subcommittee brings together representatives from diverse organizations that work with mothers, infants, and families to discuss ways to enhance community awareness of infant mortality due to unsafe sleep practices, and to develop best practices to enhance education in a culturally responsive manner that will promote behavior change to safe sleep practice.

The goals include increasing awareness of Safe Sleep practice and providing Safe Sleep trainings to empower community partners with continued programs in their organizations. The committee collects and develops best evidence strategies for promotion of Safe Sleep practice to fit the needs and resources for families.



2021 ACCOMPLISHMENTS

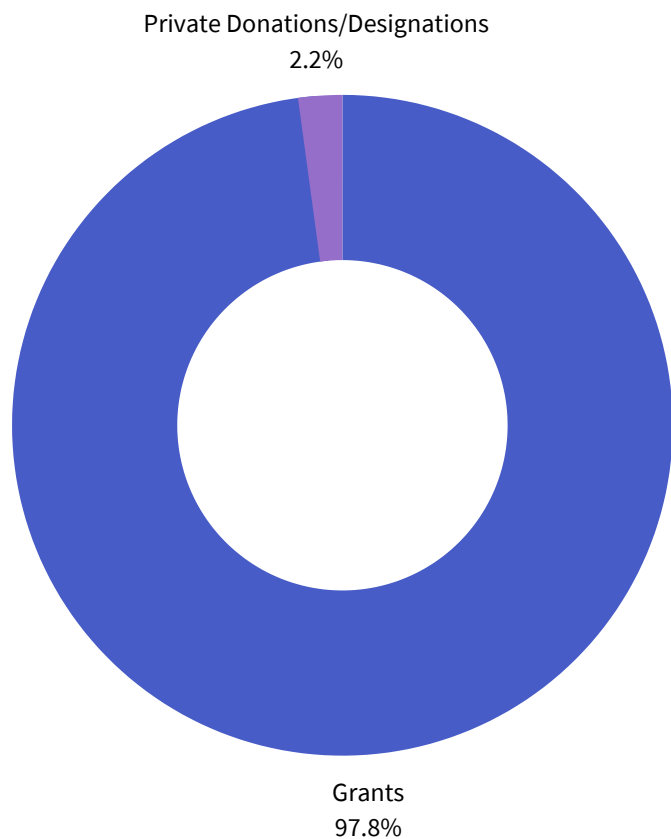
- Donated 240 sleep sacks to pregnant and parenting families in Kalamazoo via the Cradle baby showers.
- Distributed 10 pack n plays to pregnant and parenting families in Kalamazoo via the Cradle baby showers.
- Disseminated 300 safe sleep flyers throughout the community in multiple languages.
- Hosted 4 Train the Trainer workshops.
- Held 4 training sessions.
- Had 5 guest speakers.



The [home visitor] was there when I had questions with speedy responses that always aligned with my daughter's doctor. She helped in so many ways, and I feel blessed to have had her [as a part of my baby's] childhood.

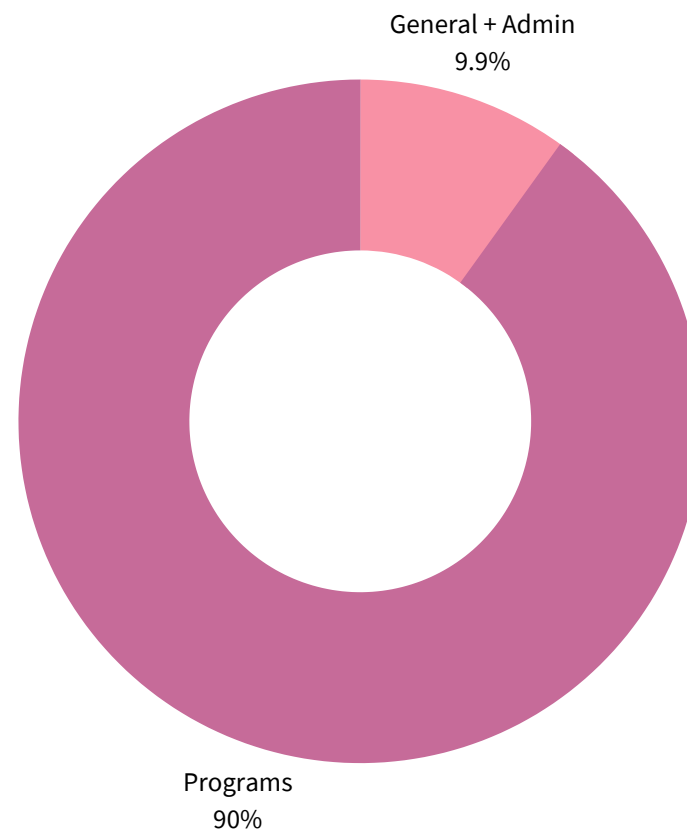
Cradle Home Visitation Program Participant

2021 FINANCIAL OVERVIEW



- Grants: \$381,319.14
- Private Donations/Designations: \$8,378.91

TOTAL REVENUE: \$389,698.05



- General + Admin: \$34,144.98
- Programs: \$309,159.13

TOTAL REVENUE: \$343,304.11

CRADLE KALAMAZOO PARTNERS

ASCENSION BORGESS HEALTH

BRONSON HEALTHCARE

ELIMINATING RACISM AND CREATING/CELEBRATING EQUITY (ERACCE)

ELIZABETH UPJOHN COMMUNITY HEALING CENTERS

FAMILY HEALTH CENTER

GOODWILL INDUSTRIES OF SOUTHWEST MICHIGAN

INTEGRATED SERVICES OF KALAMAZOO (ISK)

INTERFAITH STRATEGY FOR ADVOCACY AND ACTION IN THE COMMUNITY (ISAAC)

KALAMAZOO COMMUNITY FOUNDATION

KALAMAZOO COUNTY GOVERNMENT

- KALAMAZOO COUNTY COMMISSION
- KALAMAZOO COUNTY HEALTH & COMMUNITY SERVICES
 - HEALTHY BABIES HEALTHY START
 - HEALTHY FAMILIES AMERICA
 - NURSE FAMILY PARTNERSHIP
 - 4DAD FATHERHOOD
 - WIC

KALAMAZOO PROMISE

KRESA

NAACP – METROPOLITAN KALAMAZOO BRANCH

NORTHSIDE MINISTERIAL ALLIANCE

OPEN DOORS KALAMAZOO

PLANNED PARENTHOOD OF MICHIGAN

ROOTEAD ENRICHMENT CENTER

TWENTY HANDS

UNITED HEALTHCARE COMMUNITY PLAN

UNITED WAY OF THE BATTLE CREEK AND KALAMAZOO REGION

WESTERN MICHIGAN UNIVERSITY DEPARTMENT OF PSYCHOLOGY

WESTERN MICHIGAN UNIVERSITY HOMER STRYKER M.D. SCHOOL OF MEDICINE

YWCA KALAMAZOO



A NOTE OF GRATITUDE

Thank you, donors, volunteers, and community partners, for supporting Cradle Kalamazoo! We are filled with gratitude for your contributions to our mission to touch every Black birth and eliminate Kalamazoo's racial disparities in infant mortality. Our partners have worked hard to bring your gifts to life.

In 2021, we strengthened the fabric of our collective impact initiative to improve maternal-child health outcomes in our community. We brought Cradle back to its founding institution, YWCA Kalamazoo, and expanded operational capacity to meet the demands of systems change work.

Thank you for entrusting us with the charge of ensuring every baby has a chance at life. Your support is vital to the bold, impactful path Cradle Kalamazoo is embarking on to achieve birth equity for our Black babies, Black birthing people, and all childbearing families. We are excited to build a brighter future together.

With deepest appreciation,



Komal Razvi
Director of Community Health, YWCA Kalamazoo





To learn more about Cradle Kalamazoo, please visit cradlekalamazoo.com
or contact us at cradlekalamazoo@ywcakalamazoo.org.