

1. Describe the current visible power in KKG (who is at the table? how are decisions made? Do the decisions align with the evolving mission and vision?)

**Dept.
of
Health**

TIU

**Dept.
of Ed**

**core
leadership of
this group
that makes
the decisions**

OCDEL

Not all voices
present at
decision-making
meetings

Food Trust,
Early learning
resource
centers,
PAKeys, Early
headstart

**Group voting
process on
priorities**

**Grant
requirements
shape some
decisions
(CDC
priorities)**

Survey responses
are requested to
inform decisions,
while those in the
room make the final
decision

**State
Policy
guidelines
on QRIS**

**How is the
information
gathered?**

**Money/
funding**

a. What changes can be made to make visible power more inclusive

Core leadership
group - not named
or acknowledged
and that needs to
be talked through -
not just the funding
agencies.

no charter or bylaws
- no vision or
mission statement.
no quorum or other
requirements for
decisionmaking.

current leadership has
been very informal -
any partner can
approach the group
and set the agenda -
very informal process.
because its not
formal, everyone does
not have the
knowledge that that
is the process.

**Open call to
participate**

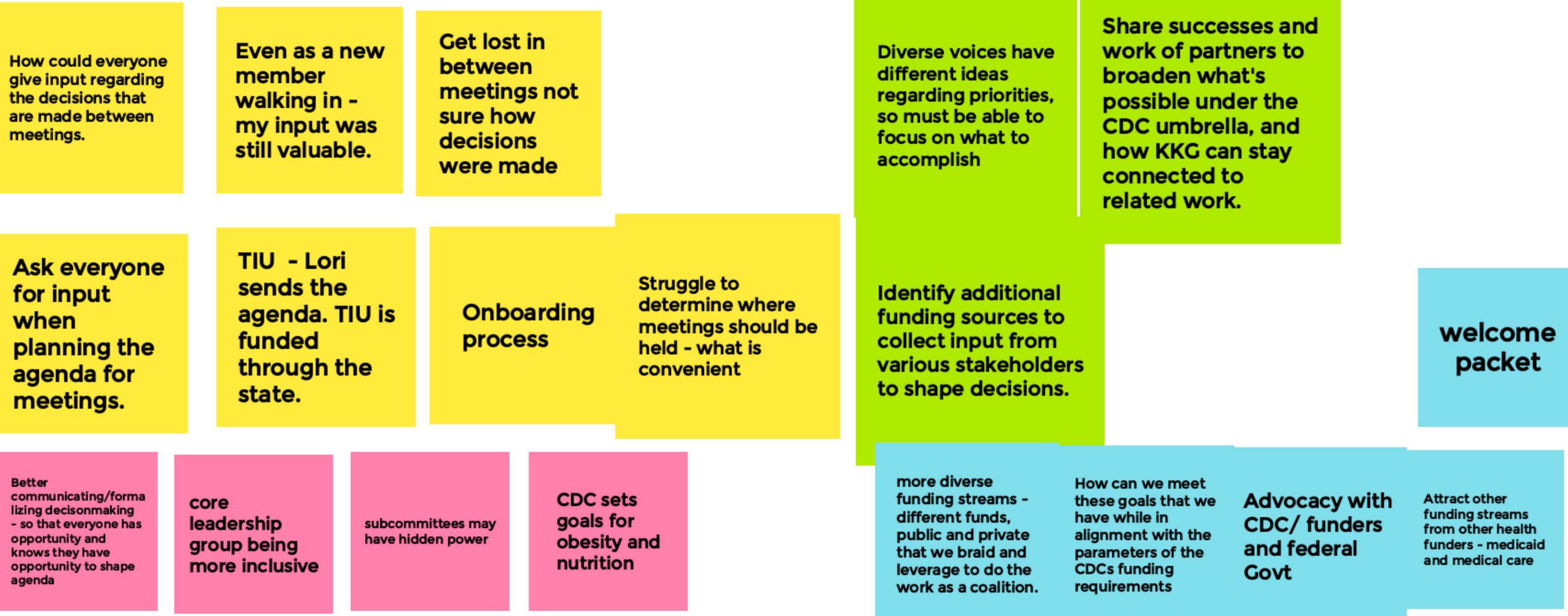
Invitation to the
leadership group.
Have shared
responsibility/rotating
roles.

A more
formalized
process for
decision
making

initiative - need to go
beyond program or
initiative if we want to
formalize it. (do we
want to become a
501c3? do we want to
be incorporated? the
informal nature
makes it more fluid,
make connections
that are more

2. Describe the hidden power [who/how is the agenda set? What topics are not on the formal/informal agenda (e.g. what should be discussed that is not)? How much voice do you have? What organizations have outsized influence beyond their official role? How do funding streams shape decisions? What interpersonal dynamics influence decision-making (e.g. gender, race, organizational hierarchies)]?

What changes can be made to make hidden power more inclusive?



3. Describe the invisible power [what narratives shape KKG's understanding of its work (e.g. how is obesity understood—root causes)? What narratives shape who is seen as experts on these issues? How are the perspectives of grassroots and communities' voices viewed and valued?

What changes can be made to make invisible power more inclusive (what narratives are beneficial? which are not, and how should they be changed?)

what is the invisible power?

Personal choice - if people would just eat right they would not be obese

This coalition - has a SDOH lens, but some of the strategies may not be realistic to address the root issues in communities

still very focused on health education - one size fits all. everyone doesn't have the same capacity - approach has to meet the different needs of different groups and communities. a kit isn't just a bandaid

Obesity - the definition itself carries some very strong words and people have a predisposed view in their minds of what obesity is.

In order to have inclusive language you must be sure to include those who can have the language. We cannot get stuck on words.

Timelines are invisible power - our culture is very time oriented. We feel rushed and produce a product but not necessarily the product we could make and be satisfied with that - if we took the time.

Community voices are valued

Structure of our meetings does not necessarily lend itself to grassroots voices.

demographics of the coalition - in our values we do value community, but we are not at the point where we have enough grassroots community members involved. their voices come in through different programs,

what narratives shape who are the experts?

medical clinicians, CDC, Funders & what their goals are seems challenging to challenge the funders and their philosophies on the causes of obesity

Bringing the voices of family providers, and parents into this coalition - when people aren't represented their voices aren't heard or represented. give them the seat. Let the community define the issue

What changes can be made to the invisible power?

Connect activities with root causes and communicate the linkage

Address barriers to key voices being engaged with KKG. Making it clear what the benefit is for participating. Building relationships.

