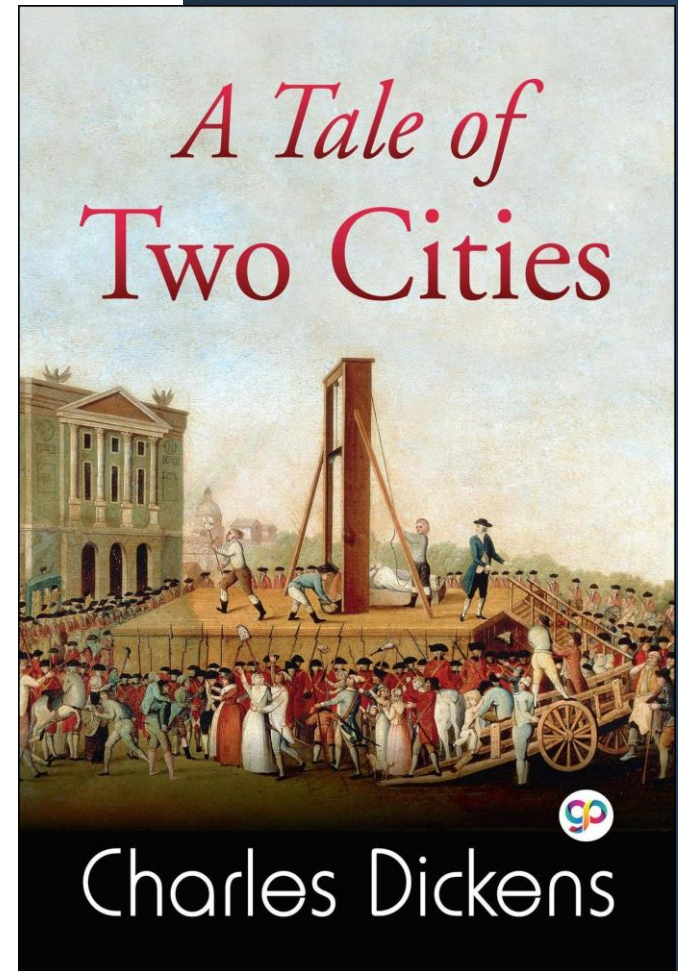


Paradigm Shift: Changing MUI Culture



Introduction: A Tale of Two Interviews

- Dumpster Diving
- Collaboration and Long-Term Prevention



Barriers to Collaboration:

- Investigators “policing” instead of fostering collaboration
- Staffing: How do we move from just getting enough bodies in the homes to best practices?
- Funding: How do we pay for Management/QA positions, better training opportunities, etc.



Barriers to Collaboration:

- Conflict Between County Boards and Providers
- Racism:
 - Personal Story of how race impacts investigation
 - How does racism/cultural bias impact MUI investigations?
 - Are IAs an extension of a flawed policing system in America?



How Do We Get to a Place of Real Partnership?

- MUI Responsibilities:
 - Better training on use of collaborative approaches while investigating
 - Understanding/Using trauma-informed practices with staff, as well as individuals
 - Renewed emphasis on teamwork to develop long-term solutions
 - Honest conversations about burnout
 - Accountability for IAs – Consider use of an Ombudsman or Impartial Entity to Mediate Concerns



How Do We Get to a Place of Real Partnership?

- Provider Responsibilities:
 - Forgiveness for Past IA/MUI Mistakes
 - Honesty and Willingness to Own Mistakes – Trust is needed on both Sides of the equation to be successful
 - Open-Mindedness about suggestions from others with a different perspective
 - Advocacy for Individuals in prevention planning



What's the Ultimate Goal?

- Renewed focus/passion for the Individuals we serve
- Meaningful partnerships
- Better accountability
- Increased creativity
- Increased efficiency
- Less MUIs, More focus on the Good Stuff!



Next Steps: Where Do We Go From Here?

Form

Form a committee of Providers and MUI Staff to discuss practical ways to partner moving forward



Present

Present ideas to DODD MUI Department, and let them know this is where we want to go



Sponsor

Sponsor trainings and forums that will move the needle forward in this process



Questions, Comments, Concerns??



THANK YOU!

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