



Turning Toward Each Other to Build a Thriving West Virginia

Appalachian Health Leadership Forum

Becky Payne

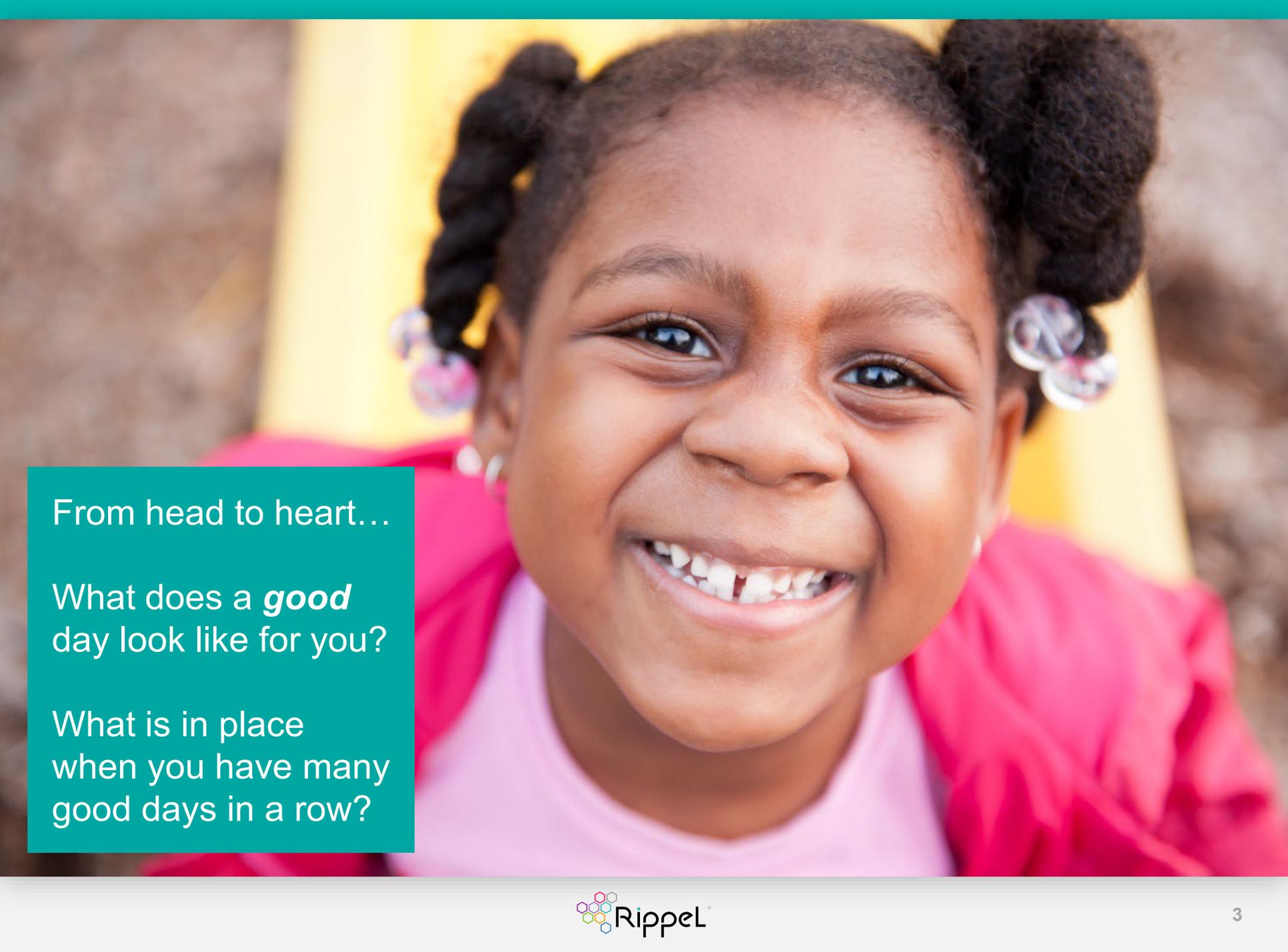
President & CEO, The Rippel Foundation



Rippel[®]

Seeding Innovations in Health

Rippel has one strategic purpose: to be a ***catalyst joining with others*** for a future where ***all*** people and places thrive with ***no exceptions.***



From head to heart...

What does a *good* day look like for you?

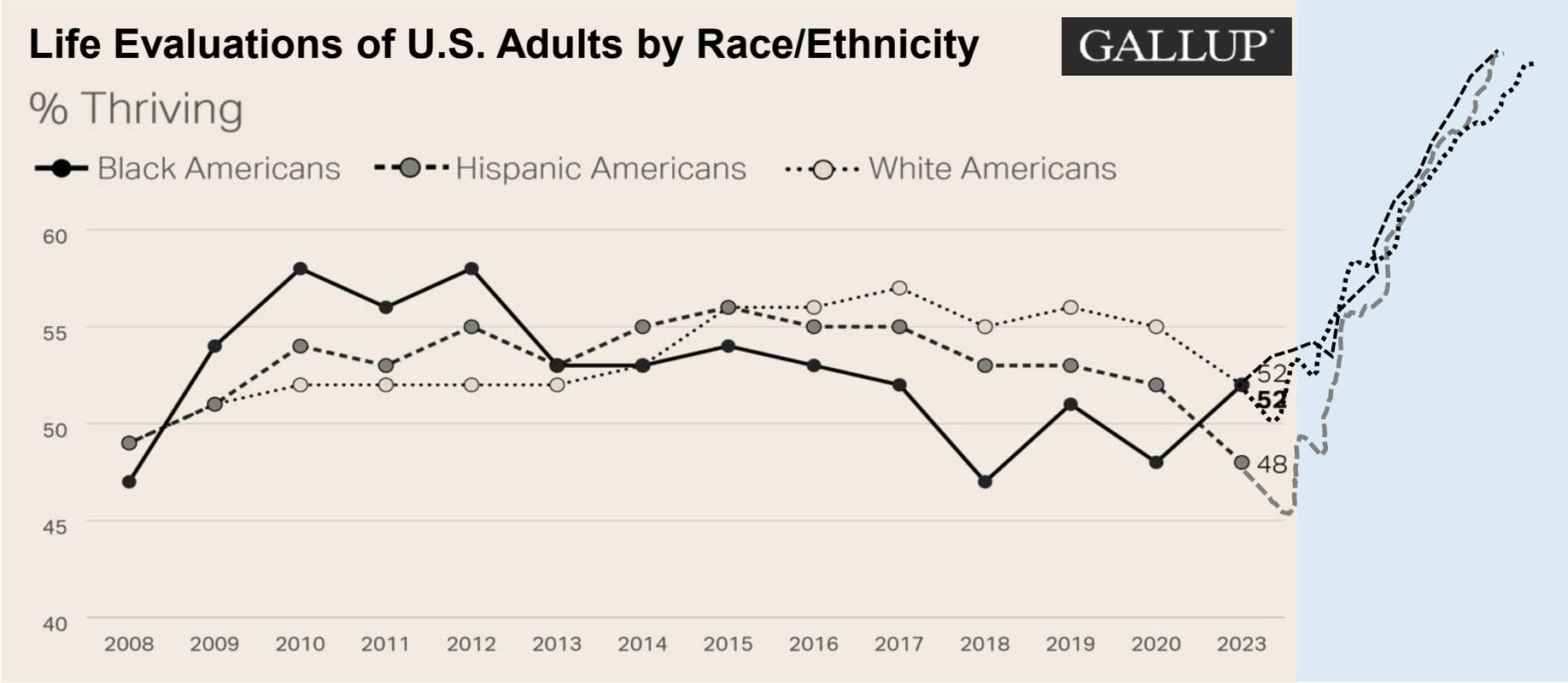
What is in place when you have many good days in a row?

One Unifying and Measurable Goal: All People and Places Thriving—No Exceptions!



100 Million Healthier Lives, National Committee on Vital and Health Statistics. Well Being in the Nation (WIN) Measurement Framework: Measures for Improving Health, Well-being, and Equity Across Sectors. 2019. <https://insight.livestories.com/s/v2/win-measures/2fda874f-6683-49bd-adb2-22f6f3c5a718/>.

How Might We Reach Even Greater Heights of Well-Being, Equity, and Racial Justice?



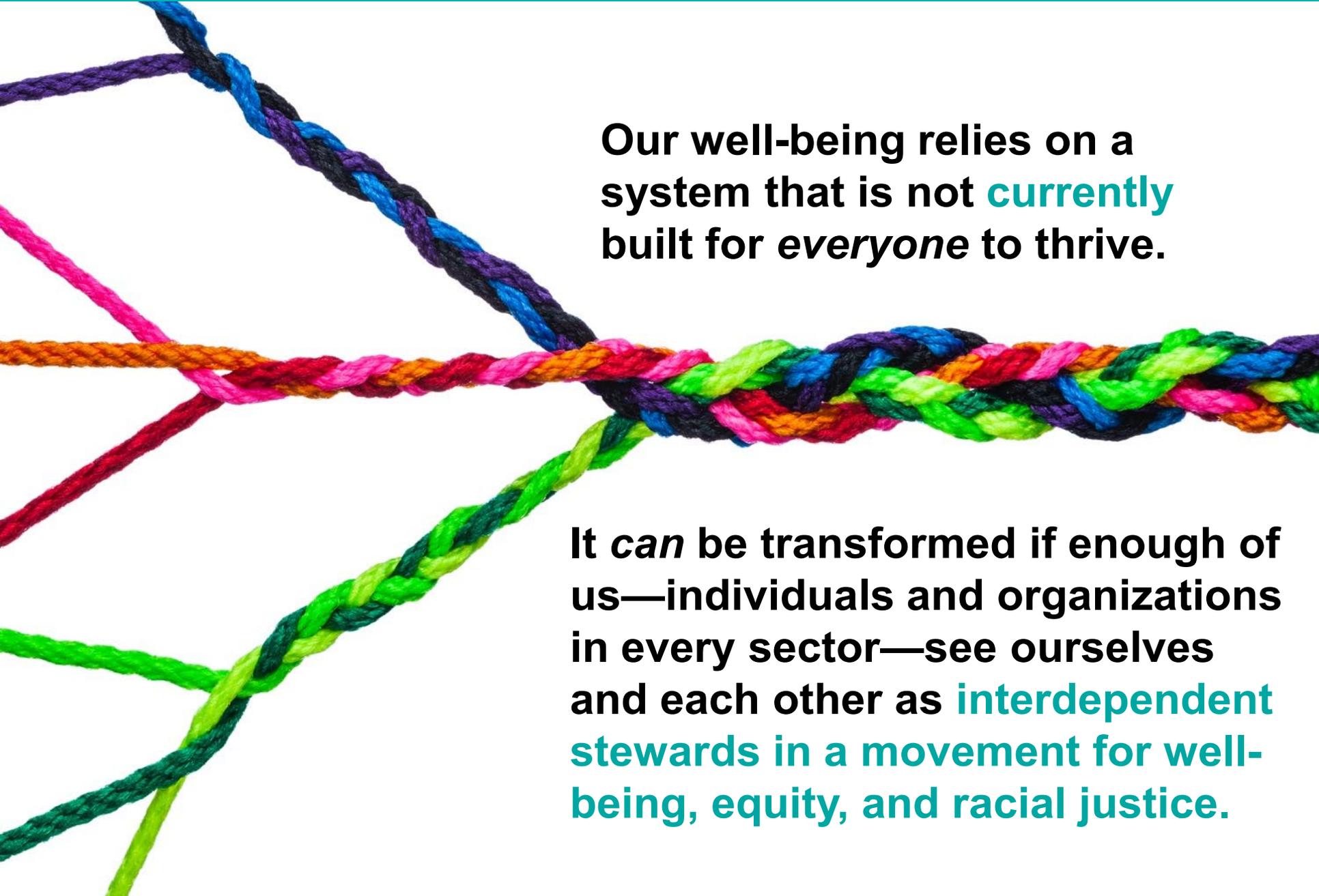
<https://paynecenter.org/wp-content/uploads/2023/10/Black-Thriving-in-America-2023.pdf>

Reflections



When you think about yourself and your family—what do you need to thrive?

What about the community members you serve?



Our well-being relies on a system that is not **currently built for *everyone* to thrive.**

It *can* be transformed if enough of us—individuals and organizations in every sector—see ourselves and each other as **interdependent stewards in a movement for well-being, equity, and racial justice.**

Interdependence:

The state of being dependent on one another

The interactions of an organism with its environment are vital to the survival and the functioning of entire ecosystem



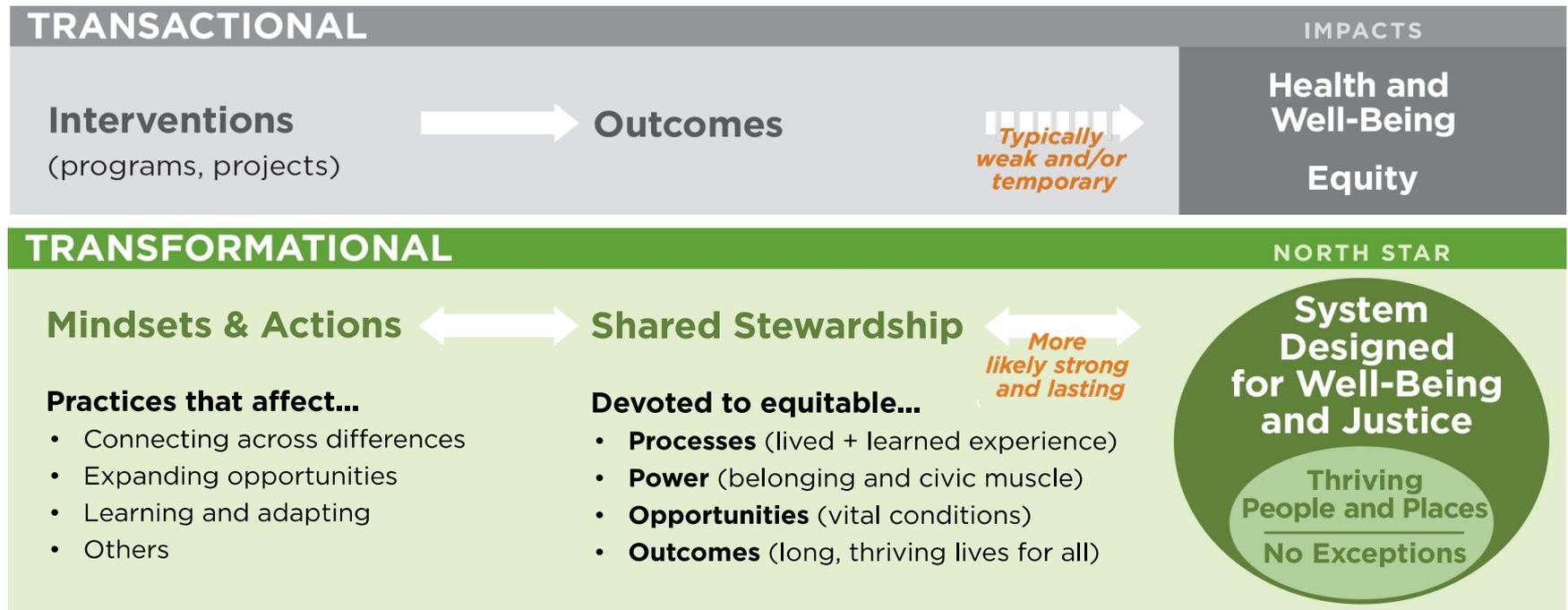
**“We grow in the
direction of the
questions we ask”**

—Kate Sibley



Contrasting Approaches to Change

How do we create strong, lasting change that accounts for complexity and interdependence?



Adapted from: Erickson, et.al. [Action Learning Synthesis of ReThink Health's Amplifying Stewardship Together Project](#)

A hand holding a glowing lightbulb in front of a chalkboard. The chalkboard has 'NEW MINDSET' and 'NEW RESULTS' written on it. A dashed arrow points from 'NEW MINDSET' to 'NEW RESULTS'. The lightbulb is glowing and has yellow lines radiating from it.

NEW
MINDSET

The future cannot be achieved with narrow projects or technical fixes.

NEW
RESULTS

It requires us to think and act differently.

Moving “Social Determinants” Into Wider Action

Can we develop a framework that is clear, concise, and built for concerted action?

Social Determinants of Health



Vital Conditions of Health & Well-Being



Milstein, et.al. [Vital Conditions Move the Social Determinants Agenda into Wider Action](#). *Health Affairs Forefront*

A Framework for Our Times

- Thriving Natural World 
- Basic Needs for Health & Safety 
- Humane Housing 
- Meaningful Work & Wealth 
- Lifelong Learning 
- Reliable Transportation 
- Belonging & Civic Muscle 



<http://Thriving.US>; <https://go.ripple.org/VitalConditions>

Vital Conditions for Health and Well-Being



Belonging & Civic Muscle is at the center because it is both a vital condition and a practical capacity necessary for equitable success in every other kind of work.

Vital Conditions for Health and Well-Being: <https://rippel.org/vital-conditions/>



THRIVING NATURAL WORLD

Sustainable resources, contact with nature, freedom from hazards

Clean air, water, soil; healthy ecosystems able to sustainably provide necessary resources; accessible natural spaces; freedom from the extreme heat, flooding, wind, radiation, earthquakes, pathogens



BASIC NEEDS FOR HEALTH + SAFETY

Basic requirements for health and safety

Nutritious food, safe drinking water; fresh air; sufficient sleep; routine physical activity; safe, satisfying sexuality and reproduction; freedom from trauma, violence, addiction and crime; routine care for physical and behavioral health



HUMANE HOUSING

Humane, consistent housing

Adequate space per person; safe structures; affordable costs; diverse neighborhoods (without gentrification, segregation, concentrated poverty); close to work, school, food, recreation, and nature



MEANINGFUL WORK + WEALTH

Rewarding work, careers, and standards of living

Job training/retraining; good-paying and fulfilling jobs; family and community wealth; savings and limited debt



LIFELONG LEARNING

Continuous learning, education, and literacy

Continuous development of cognitive, social, emotional abilities; early childhood experiences; elementary, high school, and higher education; career and adult education



RELIABLE TRANSPORTATION

Reliable, safe, and accessible transportation

Close to work, school, food, leisure; safe transport; active transport; efficient energy use; few environmental hazards

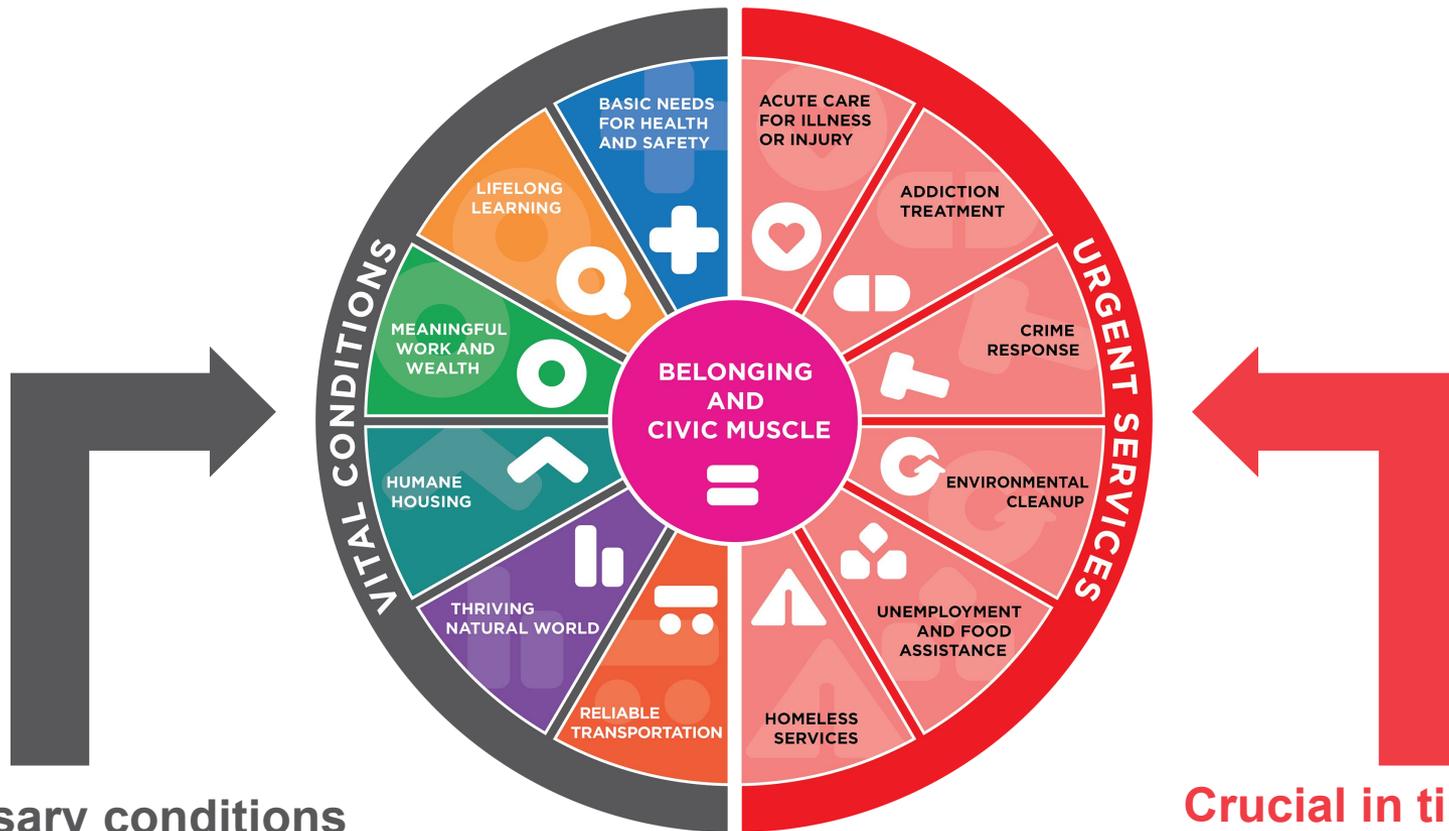


BELONGING + CIVIC MUSCLE

Sense of belonging and power to shape a common world

Social support; civic association; freedom from stigma, discrimination, oppression; support for civil rights, human rights; civic agency; collective efficacy; vibrant arts, culture, and spiritual life; equitable access to information; many opportunities for civic engagement (voting, volunteering, public work)

Well-Being Portfolio: Investments in Context

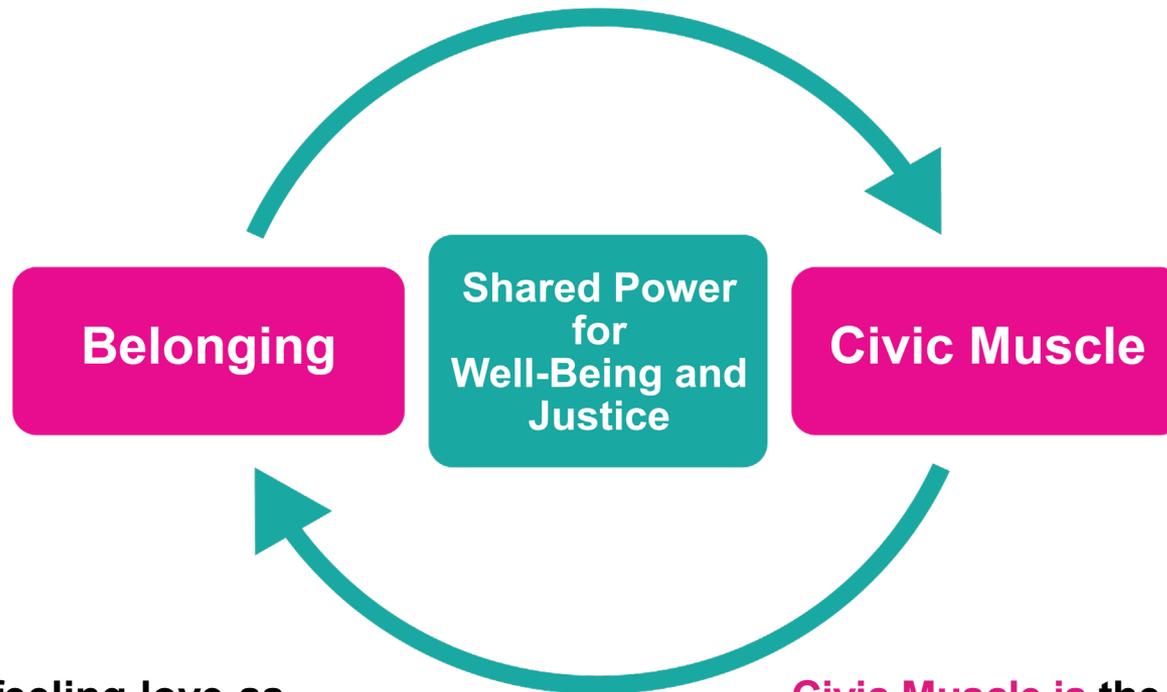


Necessary conditions
to produce opportunity
for well-being, thriving

Crucial in times of
crisis—inadequate to
produce wellbeing

Super Charging for Repair and Transformation

Belonging & Civic Muscle is the heart space. It is both a vital condition and a practical capacity that is *necessary* for shared power and accountability.



Belonging is feeling love as part of a community, embraced for who you are, and valued for what you bring.

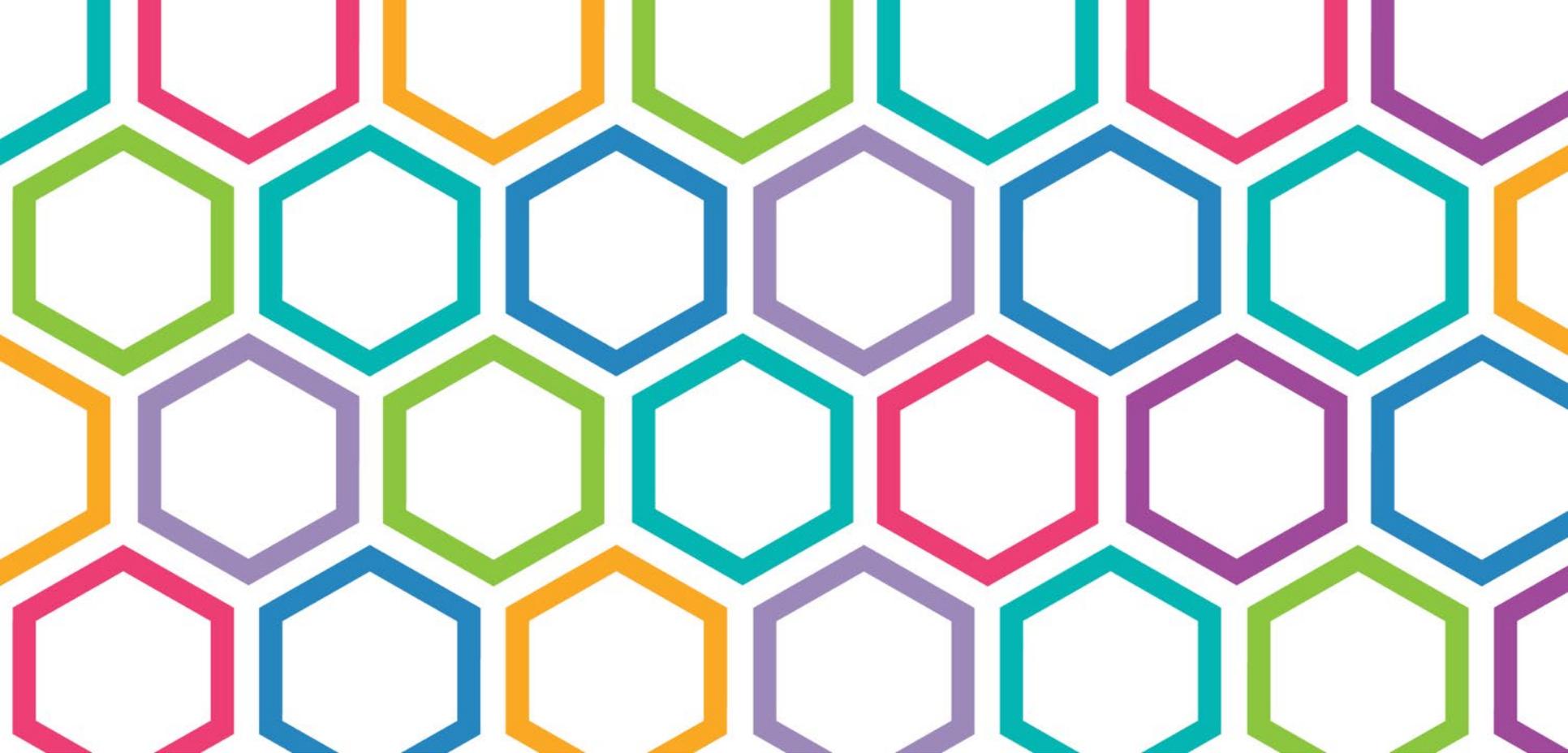
Civic Muscle is the power of people in a plural society to **work across differences** as shared stewards of an equitable, thriving future.

Learn more about belonging and civic muscle: <https://rippel.org/belonging-and-civic-muscle/>

Reflect again on your “Good Day”



What vital conditions allow you to experience your good day?
Is that available to all in your community?
What might it take to change that?
Who will bring about that change?



Becoming the Ancestors Future Generations Need

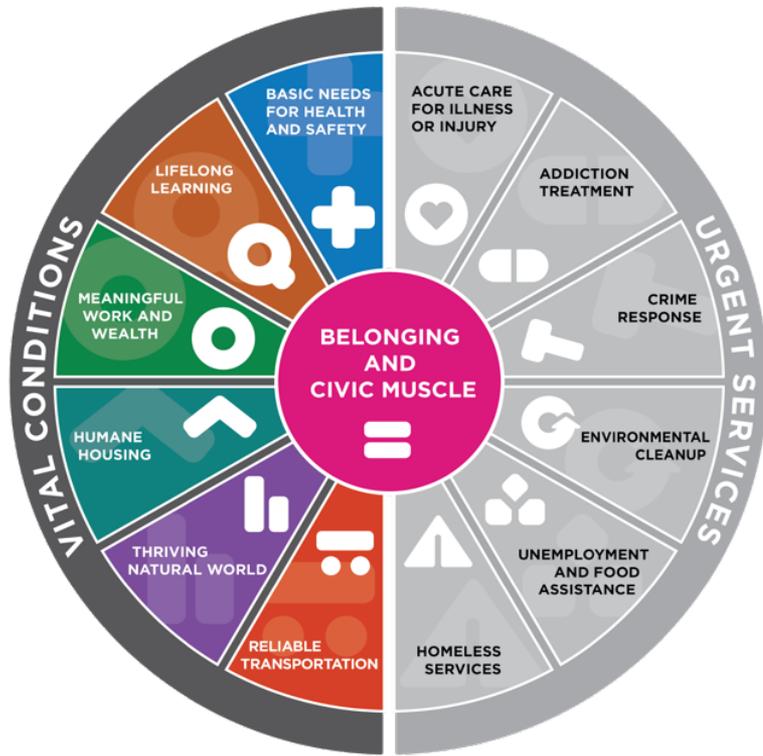
Turning Toward Each Other as Stewards



What is a Legacy?

- A **legacy** is a lasting impact on society
- Passes down for **generations**; it is what the next generation **inherits**
- Includes money and property but also policies, processes, **systems**, environmental conditions, **societal norms**, **stories**, etc.

Legacies for Living Together



We inherit vital conditions from our predecessors—their legacies are the starting points for our lives

We also possess enormous capacities to transform current and future conditions, for better or for worse

What legacies would make us “better ancestors” for generations to come?



Stewards

Stewards are people and organizations who take responsibility for working with others to create conditions that everyone needs to thrive together, beginning with those who are struggling and suffering

Everyone—including you—can be a steward



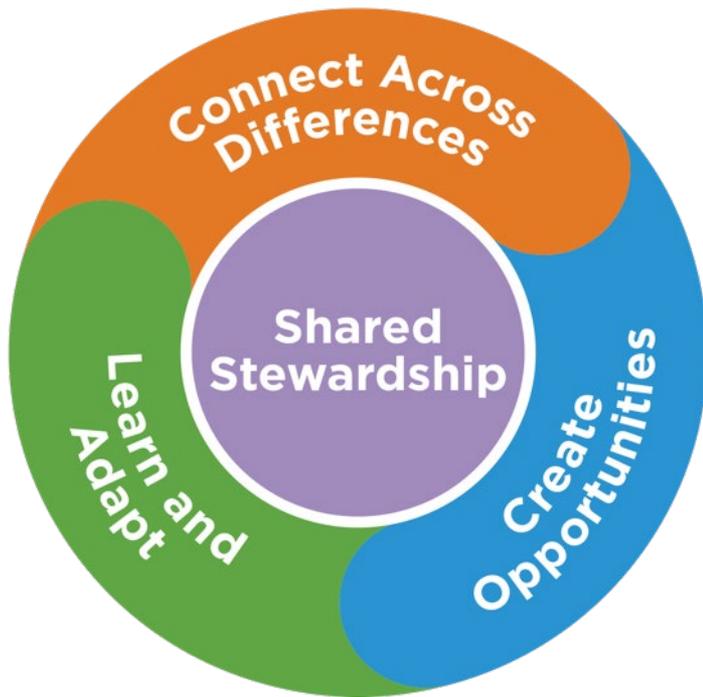
Shared Stewardship: <https://rippel.org/shared-stewardship/>;
Amplifying Stewardship <http://bit.ly/AmplifyingStewardship>

Pulse Check on Shared Stewardship: <https://rippel.org/pulsecheck/>
Thriving Together Through Shared Stewardship: <http://tiny.cc/SharedStewardshipVideo>



Throughout history, *stewards* have endeavored to extend what is **healthy and humane**, while working with equal vigor to resist and remove what is **toxic and cruel**.

How: Stewardship Essential Practices



CONNECTING ACROSS DIFFERENCES

- Weave Vested Interests
- Value Unheard Voices
- Earn Trust
- Strengthen Interdependence
- Build Shared Power

CREATING OPPORTUNITIES

- Expand Aspirations
- Change the Story
- Commit to Multisolving
- Bridge Timescales
- Align Investments

LEARNING AND ADAPTING

- Embrace Complexity
- Promote Abundance
- Habituate Action Learning
- Consider Legacies Past and Future
- Use Data to Chart Progress

A Strengthening Movement to Thrive Together

You are not alone



A [growing cadre](#) of organizations now explicitly focus on establishing the vital conditions and thriving together.

The Case for Long Arch Investing - Real Potential for Impact

Examples of Commitments to Future Generations

Delaware State Health Improvement Plan (SHIP)

- Healthy Communities Delaware introduced Vital Conditions and Thriving Together to statewide audiences
- State Department of Social Services uses vital conditions to guide State Health Assessment
- SHIP establishes six commitments across 5 vital conditions

Potential Impacts Over 25 Years

- + 4 pt in thriving

Limited by commitments of one agency and only some vital conditions



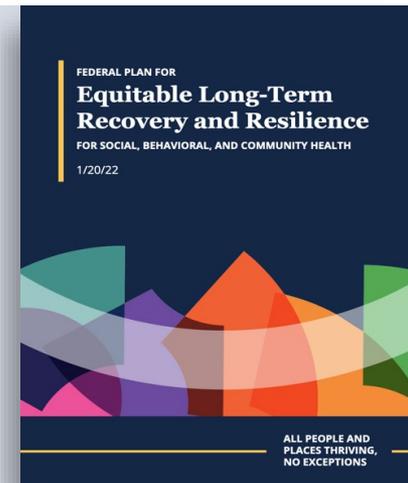
Federal Plan for Equitable Long Term Recover & Resilience (ELTRR)

- Interagency workgroup launched spring 2022
- 47 federal agencies align on 72 recommendations across all vital conditions
- Governance model

Potential Impacts Over 25 Years

- + 20 pt in thriving
- + 2.6 yrs life expectancy
- - 2.5 pt in suffering

Comprehensive plan, all vital conditions



WHY we are interested in change: the People



WHAT we are trying to change: the Places



Belonging is feeling love as part of a whole community, embraced for who you are, and valued for what you bring.

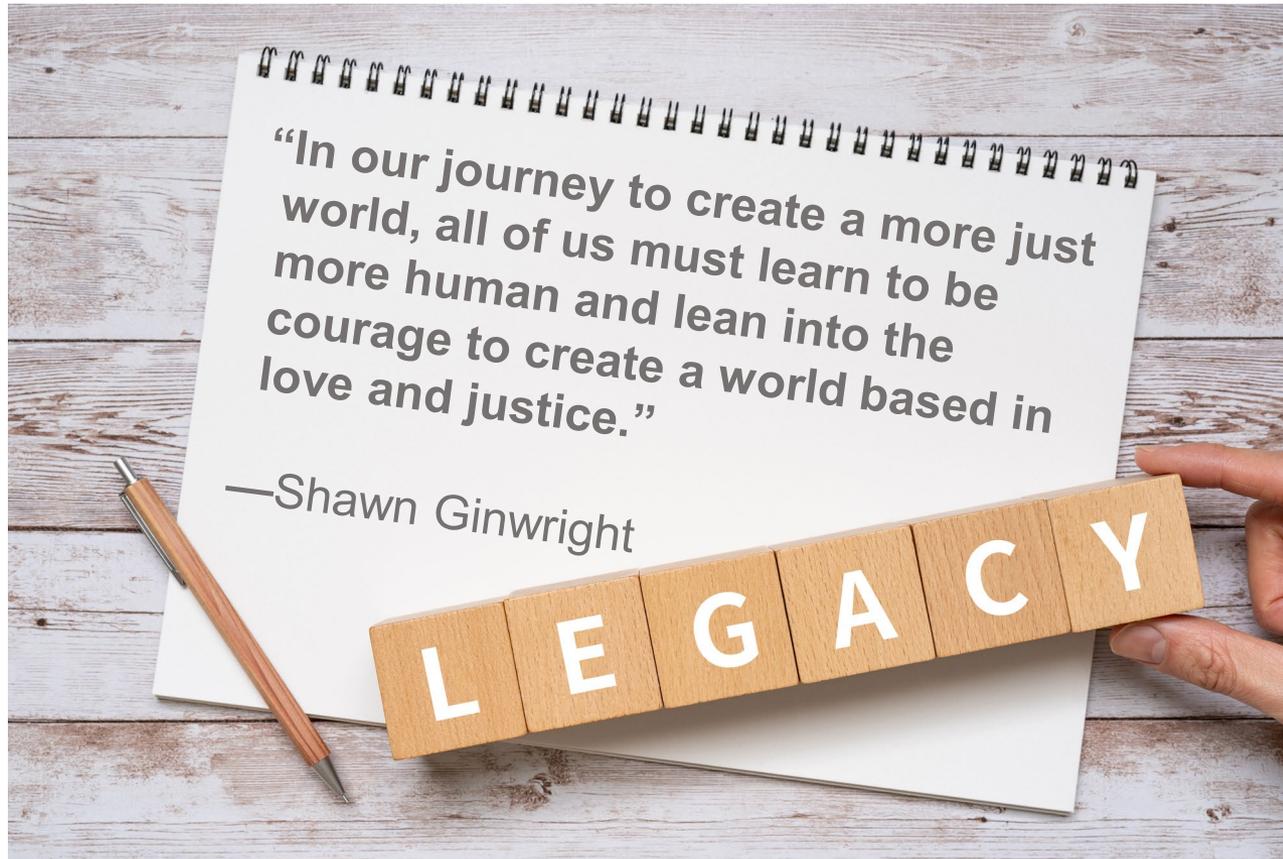
Civic Muscle is the power of people in a plural society to work across differences as shared stewards of an equitable, thriving future.



HOW we carry out the work: Our Legacies

Work with others to create conditions that everyone needs to thrive together, beginning with those who are struggling and suffering.

What two actions will you take on Monday to work toward thriving together in WV?





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