



ADVISORY COMMITTEE

Members:

Robert Silva (Chair), Silvia Rodriguez (Vice-Chair), Katie Andrews, Robin Blanks, Emily Bowen, Carolyn Curtis, Jose Goris, Heidi Keiser, Pooja Mittal, Alexandria Paige, Tony Smith, Ricki Townsend, Cid Van Koersel, Walter Wyniarczuk, Megan Masten

MEETING AGENDA

June 11, 2021

2:00-3:30PM

**THIS MEETING IS
HELD VIA
TELECONFERENCE/
WEBINAR DUE TO
COVID 19
RESTRICTIONS**

Join Zoom Meeting:

<https://saccounty-net.zoomgov.com/j/1604609452?pwd=S2FNeFRsZVpCdkV6R1BhTU5ZSXFQQT09>

Meeting ID: 160 460 9452

Passcode: 237313

Call-in: 1 669 254 5252 US

1. Call to Order/Roll Call
2. Welcome & Introductions
3. Icebreaker- Making Connections Virtually
4. Public Comments on Off-Agenda Items
5. Approve minutes for April 9, 2021 meetings
6. First 5 Sacramento Executive Director's Report
Julie Gallelo
7. Racial Equity, Diversity & Inclusion Discussion
 - Preview of the REDI Action Plan
LaTina Price, First 5 Program Planner
8. Member Announcements/Comments
9. Adjourn



ADVISORY COMMITTEE
DRAFT ACTION SUMMARY

Friday, April 9, 2021 - 2:00 PM

Members: Robert Silva (Chair), Silvia Rodriguez (Vice-Chair)
Katie Andrew, Robin Blanks, Emily Bowen, Carolyn Curtis, Kathy Fleming, Jose Goris, Heidi Keiser, Pooja Mittal, Amanda Morgan, Alexandria Paige, Jeff Rabinovitz, Tony Smith, Ricki Townsend, Cid Van Koersel, Walter Wyniarczuk

Staff: Julie Gallelo, Executive Director
Erin Maurie, Communications and Policy Director

Absent: Katie Andrews, Robin Blanks, Alexandria Paige, Ricki Townsend

1. Call to Order/Roll Call
ACTION: The Zoom Meeting was called to order at 2:07 PM. A quorum was established.
2. Welcome and Introductions
New member Megan Masten, Adult & Aging Commission
3. Public Comments on Off-Agenda Items
No Comment.
4. Approval of the Draft Action Summary from April 9, 2021
ACTION: Motion to approve from Carolyn Curtis and seconded by Pooja Mittal. Full Committee approval.
5. First 5 Sacramento's Executive Director's Report
Julie Gallelo shared the following items:
 - First 5 Sacramento's Resolution on Racial Equity and Social Justice
 - COVID-19 Vaccine for Childcare Providers
 - First 5 Virtual Advocacy Day
6. Racial Equity, Diversity, Inclusion Update: Operationalizing the Resolution on Racial Equity & Social Justice
The Committee reviewed the REDI draft action plan goals:

- Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento.
 - Offer ongoing professional development and training to the Commission, Committees, partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice.
 - Provide opportunities for community members of color to become a voice within our organization through education, training and internship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.
 - Continually monitor for the potential presence of health, school readiness and family strengthening disparities through data collection and evaluation, using equity to guide our research for equal health outcomes.
 - Prioritize the investment of promoting racial equity to address social determinants of health, school readiness and family strengthening, including but not limited to continuing support for First 5 Sacramento programs that reduce the death of African American children.
7. Presentation: Home Visiting Coordinating Committee
The vision of the HVCC is to improve the physical and emotional well-being of prenatal and parenting families through a coordinated system of care, with a focus on high quality home visiting that is easily accessible, equitable, culturally responsive and best meets the needs of those being served. The presentation topics included: barriers; opportunities; connections; home visiting programs; continuum of services; and referrals.
8. Presentation: Birth & Beyond Impact 2019/20
ASR presented the Birth and Beyond results for the 19/20 annual report. Results included: the impact of service during COVID; enhanced virtual reach for parent education with home visitation; crisis intervention and CPS outcomes.

9. Announcements/Comments
None.

Adjourned: 3:33 p.m.

Respectfully submitted,

Erin Maurie
First 5 Sacramento Commission

FIRST 5 SACRAMENTO COMMISSION
Advisory Committee Update
June 2021

HIGHLIGHTS OF LAST COMMISSION MEETING – May 3, 2021

- Approval of Funding Recommendations for Evaluation Services and RAACD Steering Committee Support
- Approval of Lease Agreement 2021-2027
- Approval of CalWORKs Revenue and Contracting Authority- Home Visiting
- Approval of Recommended Budget and 10-Year Financial Plan for FY 21/22
- Presentation: Birth & Beyond Evaluation Report for FY 19/20

UPCOMING COMMISSION MEETING AGENDA- August 2, 2021

- Approval of Updated 2021-2024 Implementation Plan
- Approval of Final Budget and 10-Year Financial Plan for FY 21/22
- Presentation: Community Connections Grant Wrap-up
- Presentation: Demonstrating Impact through Tableau Dashboards

CA State Budget Update

With the release of the Governor's May Revise last month, First 5 staff have been monitoring several bills that will greatly impact children and families, including:

- The disbursement of the \$300 million in Federal funds for child care funding
- SB 395 Vape Tax with First 5 receiving our equivalency of 15%
- Increased funding to support California's prevention work under the Family First Prevention Service Act to build locally driven services and support for children at risk of entering foster care
- Augmentation to the Emergency Child Care Bridge Program for Foster Children
- The ECE Coalition Letter ask for a comprehensive child care family focused plan (access, reimbursement structure, facilities improvements and professional development).
- The May revise was silent on the bill that was introduced into the State budget process which would send \$20 million in one-time COVID Relief funding to the county First 5 Commissions for local early childhood systems integration. The Association and First 5 Sacramento is supporting the bill due to the unique state fiscal and political landscape and the opportunity to advance the understanding of the connection between early childhood systems development and child outcomes to the work of First 5s. We have already begun our systems integration work within the Home Visiting Coordination Collaborative, but have many ideas for additional systems, including better integration of the health plans/health systems. Even if this money does not get allocated in the final State budget, First 5 staff will continue our efforts to work closely with the health plans and health systems, especially as relates to disproportionate health outcomes for minority children and pregnant women.
- The May Revise called for the elimination of Dental GMC, which has been an on-again/off-again item on the Governor's budget for the last two years. Key concerns with the elimination include: uncertainties regarding the Fee-For-Service (FFS) provider network capacity, a relatively short transition time (4-6 months) to move all clients from GMC to FFS, and the potential loss of a critical school-based oral exam and fluoride varnish program that is currently funded by the Dental plans. The upside is that we typically see higher utilization rates in a FFS model, so it is expected, though not guaranteed, that

rates would increase with the change. County leadership reached out to Senator Pan to advocate for a delay in terminating the program. As a result, the legislature has rejected the proposed termination and is asking the governor to conduct some research on the impact of moving to Fee-for-Service and to develop a transition plan prior to recommending any future elimination.

Office Space Updates

First 5 staff are working with County Architectural Services Department to prepare for the build out of the updated Commission offices at our current location. The lease, which was approved by the Commission in May, outlines a significantly reduced footprint with fewer individual offices and an update to existing cubicles that will allow for additional hoteling space. This will right-size staffing needs, as several First 5 employees will continue to telework several days a week. The lease eliminates one-third of our office space and improves the overall environment by building out a glass wall in the conference room and having new paint and carpets installed. We anticipate saving approximately \$67,000 per year on leasing costs, as compared to our current least rate. These funds, which will total nearly \$445,000 over the 80 month period, will be returned to the Commission's reserves for future investment into direct services for children and families.

Community Resilience/Leadership Initiative

The Commission's Community Connections Grant (CCG) Program will culminate on June 30. Over the last 5 years, more than 60 parent-led groups have been funded by First 5 to build social capital, reduce isolation for families with young children and provide family strengthening activities (literacy, arts, nutrition, cultural events, etc.) First 5 has been actively looking for partners in the community that would continue to support such a program that encourages building relationships and civic engagement. I am pleased to report that HealthNet, through a partnership with Lead 4 Tomorrow, will provide one year of funding for Family Huis and parent leadership opportunities. While the Family Huis help build leadership at the personal and family level, the community leadership program will work with other local community-based organizations, including our contractors and members of our Home Visiting Collaborative to build leadership capacity of parents and caregivers at the community level. Parents that participate in trainings and activities will receive a small stipend to recognize the value of their time and energy. The Commission staff are excited to partner with HealthNet and Lead4Tommorw to continue the work started through the CCG program.

Commission Seat Open

Commissioner Terrie Porter resigned her seat on the Commission as a result of her job move to Los Angeles. This leaves an open seat that will serve as Commissioner Wagstaff's alternate. According to bylaws, the seat must be filled by a County employee working in a leadership position within Social Services. Chevon Kothari, the County's new Director of Health Services, has applied to join the Commission and will begin in August, pending Board approval.

First 5 Sacramento Resolution on Racial Equity and Social Justice FY2020-2024

NOW, THEREFORE, BE IT RESOLVED, that First 5 Sacramento reinforces its mission, practices and policy priorities to address inequity and child poverty, in particular for African American and indigenous children and families. By prioritizing racial equity, First 5 Sacramento commits to the following:

GOAL 1: Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento.			
OBJECTIVES	CONSULTANTS and/or PARTNERS:	RESOURCES:	TIMELINE:
1.1 Conduct an initial review of policies & procedures and social media platforms (Facebook, Twitter, Instagram, LinkedIn) to look for diversity in images and content, identify biases, and exclusiveness. <ul style="list-style-type: none"> • Include education materials, pamphlets/brochures and giveaway items. 	UC Davis Intern First 5 Staff CCG Parent	Leveraged UC Davis Intern (20+ Hours) CCG Stipends (\$100)	April – June 2021
1.2 Consult with both experts and experienced partners to learn about best practices, common challenges, surprising discoveries and model changes.	SOS Committee Racial Justice Advocates (RJA)	Systems Improvement Funding	May – August 2021
1.3 Revise policies, procedures, practices, protocols, and publications as necessary to ensure racial equity, diversity and inclusion.	First 5 Staff UC Davis Intern	Leveraged UC Davis Intern (20+ Hours)	July 2021- December 2021
What resources will be needed and how could they be obtained? <ul style="list-style-type: none"> • Contract with Racial Justice Advocates FY2021-22 (\$30,000-40,000) 			
How will you track progress and know you have succeeded? Evaluation Measures: <ul style="list-style-type: none"> • 		Evaluation Tools: <ul style="list-style-type: none"> • 	

**First 5 Sacramento Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #2: Offer ongoing professional development and training to the Commission, Committees, partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice.				
OBJECTIVES:		CONSULTANTS and/or PARTNERS:	RESOURCES:	TIMELINE:
2.1	Develop a menu of on-going training opportunities available for Commissioners, staff and funded contractors. <ul style="list-style-type: none"> ○ Targeting all levels of racism (internalized, interpersonal, institutional and systemic) ○ Explore hosting an annual convening for partners and the community around racial equity and impact on children and families. 	RJA SOS Committee	Systems Improvement Funding	July 2021- June 2022
2.2	Modify contract language to include requirements for participating in REDI trainings and workshops provided by the Commission.	First 5 Staff		April/May 2021
What resources will be needed and how could they be obtained? <ul style="list-style-type: none"> • Contract with Racial Justice Advocates FY2021-22 (\$30,000-40,000) • 				
How will you track progress and know you have succeeded? Evaluation Measures: <ul style="list-style-type: none"> • • 		Evaluation Tools: <ul style="list-style-type: none"> • • 		

**First 5 Sacramento Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #3: Provide opportunities for community members of color to become a voice within our organization through education, training and internship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families			
OBJECTIVES:	CONSULTANTS and/or PARTNERS:	RESOURCES:	TIMELINE:
3.1 Commission and Committee Structure: Review committee structure for opportunities to increase accessibility to the public. Engage in the recruitment of people of color in leadership roles and decision making. <ul style="list-style-type: none"> ○ Identify and address language barriers ○ 	First 5 Staff UC Davis Intern SOS Committee		On-going
3.2 Stipends: Develop process and protocol for stipends to encourage community participation and increase community voice within all levels of the Commission’s work.	First 5 Staff	Systems Improvement Funding (SI)	June - October 2021
3.3 Parent Advocates: Provide trainings and opportunities for parents to participate in local advocacy efforts to affect change and improve conditions in their communities. <ul style="list-style-type: none"> ○ Parent Leadership Academy/ Family Hui ○ Pritzker Institute “...” 	Health Net Lead 4 Tomorrow Western Health Advantage Dignity Health	Grant Funding SI Stipends	July 2021 – June 2024
3.4 Fellowship/Mentorship: Provide fellowships for people of color interested in working in public service/social service for children and families (First 5 and beyond). <ul style="list-style-type: none"> ○ Explore partnerships with the business community to sponsor interns and provide other financial support for REDI efforts. 	First 5 Staff SOS Committee CA Center for Civic Participation	Systems Improvement Funding SI Stipends	July 2021- June 2024

**First 5 Sacramento Resolution on Racial Equity and Social Justice
FY2020-2024**

<p>3.5 Community Voice: Provide opportunities for parents and community members to regularly provide feedback to the Commission and funded programs.</p> <ul style="list-style-type: none"> ○ Explore “Human Centered Design” 		<p>SI Stipends Consulting Contract</p>	<p>July 2021- June 2024</p>
<p>3.6 Language Availability: Explore opportunities to be more inclusive of other languages in our Commission/Committee operations (written materials, simultaneous translation, website, etc.).</p>	<p>First 5 Staff Sacramento County</p>		<p>July 2021- June 2024</p>
<p>What resources will be needed and how could they be obtained?</p> <ul style="list-style-type: none"> • • 			
<p>How will you track progress and know you have succeeded? Evaluation Measures:</p> <ul style="list-style-type: none"> • 	<p>Evaluation Tools:</p> <ul style="list-style-type: none"> • 		

First 5 Sacramento Resolution on Racial Equity and Social Justice FY2020-2024

GOAL #4: Continually monitor for the potential presence of health, school readiness and family strengthening disparities through data collection and evaluation, using equity to guide our research for equal health outcomes.			
OBJECTIVES:	CONSULTANTS and/or PARTNERS:	RESOURCES:	TIMELINE:
4.1 Identify/strengthen data sources used to uncover and track social determinants of health and disparities. Continue to highlight disparities and address gaps.	ASR* First 5 Staff Evaluation Committee	*Allocated within current spending plan	July 2021- June 2024
4.2 Intentionally design reports that uncover and assess disparities and service gaps specifically affecting communities of color. <ul style="list-style-type: none"> ○ Evaluate data to provide insights into action that could be taken to mitigate these conditions. 	ASR* RJA Evaluation Committee	*Allocated within current spending plan Systems Improvement Funding	
4.3 Review and present data/reports to Commission and key stakeholders/community annually to bring awareness to the challenges and successes with decreasing disparities.	ASR* First 5 Staff		
4.4 Continue to invest in evaluation reports that specifically look at the impact of our efforts to reduce disparities in health, family resilience and school readiness.	ASR* First 5 Staff	*Allocated within current spending plan	
What resources will be needed and how could they be obtained?			
•			
How will you track progress and know you have succeeded?		Evaluation Tools:	
Evaluation Measures:		•	
•			

**First 5 Sacramento Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #5: Prioritize the investment of promoting racial equity to address social determinants of health, school readiness and family strengthening, including but not limited to continuing support for First 5 Sacramento programs that reduce the death of African American children.			
OBJECTIVES:	CONSULTANTS and/or PARTNERS:	RESOURCES:	TIMELINE:
5.1 Continued participation in collective impact initiative involving programs targeting reducing disparities in African American child deaths.	First 5 Staff Black Child Legacy		On-going
5.2 Ensure that funding continues to prioritize investments based on data and outcomes across all priority result areas.	First 5 Staff/ Commission		July 2021- June 2024
5.3 Invest in capacity building for community based organizations supporting children 0 – 5 and their families in order to reach new partners and increase equity in funding and targeted services. <ul style="list-style-type: none"> ○ Review policies and practices related to application process and funding allocations to ensure the accessibility of funding for new partners. ○ Provide learning opportunities and technical assistance to promote the use of culturally responsive service delivery methods? ○ Facilitate efforts and partnerships that bring community and diverse partners together to collectively address disparities? 	First 5 Staff RJA	Systems Improvement Funding	July 2021- June 2024

**First 5 Sacramento Resolution on Racial Equity and Social Justice
FY2020-2024**

What resources will be needed and how could they be obtained? <ul style="list-style-type: none">•	
How will you track progress and know you have succeeded? Evaluation Measures: <ul style="list-style-type: none">•	Evaluation Tools: <ul style="list-style-type: none">•