



ADVISORY COMMITTEE

Members:

Silvia Rodriguez (Chair), Katie Andrews, Robin Blanks, Emily Bowen, Carolyn Curtis, Jose Goris (Vice Chair), Rebecca Gross, Heidi Keiser, Megan Masten, Pooja Mittal, Tanya Morgan, Alexxandria Paige, Tony Smith, Ricki Townsend, Walter Wyniarczuk

MEETING AGENDA

In conformance with AB 361 and the Public Health Officer order of January 5, 2022, no in person meeting will be held this month and the public and members may participate in the meeting virtually via Zoom.

June 10, 2022

2:00-3:30PM

Join Zoom Meeting:

<https://saccounty-net.zoomgov.com/j/1618137893?pwd=S2UzVkhuQ0R0SDVUakR6NUZneGVRUT09>

Meeting ID:

161 813 7893

Passcode: 569066

Call-in: 1 669 254 5252

1. Call to Order/Roll Call
2. Welcome & Introductions
3. Public Comments on Off-Agenda Items
4. Commissioner Meet & Greet
 - Donna Sneeringer, Chief Strategy Officer, Child Care Resource Center
5. Membership Updates:
 - Advisory Committee Chair- Silvia Rodriguez
 - Elect Vice Chair
6. Approve minutes for March 30 and April 8, 2022 meetings
7. Executive Director's Report
8. Review REDI+CR Assessment Report/Action Plan
9. Bylaws Discussion:
 - Create Additional Seat for Representative of the Sacramento County Women & Girls Commission
 - Other Potential Seats
10. Member Announcements/Comments
11. Adjourn

**First 5 Sacramento
Advisory Committee
Agenda Item Cover Sheet**

Agenda Item – Chair Appointment and Vice Chair Election

Background

With the departure of Robert Silva, the Advisory Committee's longtime Chair, we need a replacement to for this position. It has been the practice of the Committee to have our Vice-chair step in to lead meetings, make appointments and conduct business when the Chair is unable to attend a meeting.

Silvia Rodriguez, our Vice-chair has agreed to step into the Chairperson role for the remainder of the calendar year. With Silvia moving into the Chairperson role, her current Vice-chair role will be open.

Junior Goris has expressed interest in stepping into the open Vice-chair role.

Staff Overview

The Committee will have the opportunity to vote for a new Vice-chair at the June 10 meeting. To date, only Junior Goris has nominated himself. Others may nominate themselves or fellow Committee members during this agenda item. The candidate with the most votes will be elected as the new Vice-chair.

Additional Information/ Next Steps

Chair Rodriguez and the newly elected Vice-chair will assume their positions immediately and serve the remainder of the calendar year.

Open elections for Chair and Vice-chair are held each year at the first meeting of the calendar year for that 12 month period.

Staff Recommendation

Please vote for a new Vice-chair.



SPECIAL JOINT MEETING: SOS and ADVISORY COMMITTEES
DRAFT ACTION SUMMARY

Wednesday, March 30, 2022

Advisory Committee Members:

Silvia Rodriguez (Advisory Vice-Chair), Katie Andrews, Robin Blanks Guster, Emily Bowen, Carolyn Curtis, Junior Goris, Rebecca Gross, Heidi Keiser, Megan Masten, Tony Smith, Ricki Townsend, Walter Wyniarczuk,

Commissioners: Donna Sneeringer (SOS Chair), Aiyana Evans

Staff:

Julie Gallelo, Executive Director
LaTina Price, Systems Optimization & Sustainability Manager
Eric Harrold, Chief of Administration
Lindsay Dunckel, Early Care/School Readiness Manger
Carmen Garcia Gomez, Evaluation Manager
Kris Clinton, Effective Parenting Manager
Linda Fong Somera, Health and Nutrition Manager
Stephanie Wills, Clerk of the Commission
Troy Coronado, Contract Analyst
Erin Maurie, Communications and Policy Director

Absent: Silvia Rodriguez (Advisory Vice-Chair), Katie Andrews, Emily Bowen, Megan Masten, Pooja Mittal, Ricki Townsend, Erik Fernandez y Garcia

1. Call to Order/Roll Call
ACTION: The Zoom Meeting was called to order at 12.02 PM. A quorum was established.
2. Welcome and Introductions
3. Public Comments on Off-Agenda Items
No Comment.
4. Discuss REDI + CR Survey Recommendations and Next Steps
Danielle Lawrence, Racial Justice Advocates (RJA)

Racial Justice Advocates facilitated discussion around the REDI+CR survey recommendations. Utilizing breakout groups and Jamboard tools to answer questions aimed at providing a deeper look into F5S organizational strengths, weaknesses, and opportunities and to further investigate responses from the Internal Survey.

Committee members provided ample feedback and rich discussion around the questions presented and insights from this activity will contribute to a data-informed process that will support F5S identify the high-level strategic themes that will inform the basis for F5S' Racial Equity Diversity Inclusion + Cultural Responsiveness (REDI+CR) Action Plan. RJA provided staff with a summary of participant responses organized into themes that will help F5S better understand how to prioritize the next steps in developing the REDI+CR Action Plan:

**1. What is coming up for you as you are reviewing the survey?
Rose, Thorns & Buds. In this context...**

Rose= A highlight, success, or something positive.

- Thrilled at the opportunity to strengthen communication and meaningfully engage all levels of First 5 and share externally the work and impacts
- We are dealing with the most important problem in our community
- Participation level-especially with the First 5 staff completed survey, showing buy-in and desire/care
- Willingness of staff and interest in learning more, and reflection on looking deeper and commitment
- Engaging in this internal survey process are something positive
- Commissioners completed the survey at a high level and showed high buy-in
- Commitment to REDI at all levels and gathering to discuss this
- Rose or thorn: Much of the survey responses were related to communication barriers and a rose is that we have a communication lead who can help us fix those barriers. The internal workgroup is also versed. There is an opportunity in the tension

Theme: Purpose & Vision

All participants agreed that they are aligned with the core values of REDI+CR and the importance of this work being strategically embedded into every aspect of F5S operations. One participant said, *"we are dealing with the most important problem in our community."* This foundational connection point was noted across other areas of this activity, reflecting synergy in values and commitment to addressing this critical issue collectively. Another participant stated that *"there is a willingness of staff and interest in learning more, and reflection on looking deeper and commitment."* A critical part of the F5S's next steps will be to capitalize on

this momentum by creating more structured opportunities for collective visioning.

Opportunities:

Existing

- Staff meetings- opportunities for deeper dialogue (not updates)
- Upcoming special meetings with staff, advisory, and commissioners
- 2022/2023 strategic planning process- has a focus on REDI work

Need to Create

- Individual staff only engagements
- Space to engage commissioners?
- A stakeholder advisory committee with existing contractors (BCLC, Birth & Beyond, Community Stakeholders)

Thorn= A challenge, barrier, or something that requires more discussion

- Communication and evaluating communication channels, researching new and better ways to communicate
- Reviewing the survey was "scary" as some of the information was new as a newer lead for the team but brought excitement as well due to racial equity work and the outward-facing statement
- Communication barriers were highlighted and seen in the survey
- This is a real opportunity to engage more inclusively
- Prioritizing and having accountability for this work
- Rose/Bud Giving ourselves the grace to get on the same page. Spending more time together, clarity on vision and mission. Working together as a group to create our shared vision.
- The report highlights that we need to improve communication amongst ourselves - this is a rose b/c we DO need to improve that communication
- As a brand new team member here, I was answering the survey as a member of the public and did not yet know much about our efforts.
- Opportunity to make sure we are all on the same page/can internalize the REDI efforts and speak eloquently about them outside of our organization
- Acknowledging expectations and roles around aligning with and advancing REDI+CR work for the commission
- This is a real opportunity to engage more inclusively

Theme: Communication's Infrastructure

Participants all agreed that ongoing communication is a vital component to F5S REDI+CR work. However, participants also shared that there is a need to improve the F5S communications infrastructure. One participant said, *"the report highlights that we need to improve communication amongst ourselves."* Creating a clear communications infrastructure will ensure that staff, committee members, commissioners, and constituents are updated

on all REDI+CR efforts and progress. Another participant stated, *"this is an opportunity to make sure we are all on the same page/can internalize the REDI efforts and speak eloquently about them outside of our organization."*

Opportunities:

- Build an effective communication strategy that engages the various constituencies affected by the communicated information.
- Identify the types of communication methods used in organizations.
- Racial equity resolution
- Survey Results
- Summary Results Special Meetings
- REDI Action Plan
- Incorporating the REDI work into ED report
- Creating a comprehensive communications plan

Bud = New ideas that have blossomed or something you are looking forward to knowing more about.

- Exciting to learn more about how Commissioners, staff, advisory, and community members are versed in racial equity and what they know to really expand our collective effort and increase our impact, wanting more information or an opportunity to learn how folks see themselves in this work
- Report discussed looking for ways in which we can more authentically engage, taking advantage of daily experiences in community and exploring how we as First 5 can weigh in and respond to real issues impacting our community. Ensuring our community feels seen and ensuring that is a part of our approach-responding to the community in real-time
- Excited around the advisory application process to diversify the leadership and grow capacity and hear fresh perspectives
- Intersecting issues and ensuring we are tying in our work and benefiting the community through the services we provide

Theme: Roles & Responsibilities

Across all groups, participants are interested in clarifying their roles and responsibilities as it pertains to advancing F5S REDI+CR work. Special attention should be focused on committees and commissioners. One participant stated, *"I'm excited to learn more about how Commissioners, staff, advisory, and community members are versed in racial equity and what they know to really expand our collective effort and increase our impact, wanting more information or an opportunity to learn how folks see themselves this work."*

Opportunities:

- Revise the recruitment process adding questions to applications on how they see their role in moving REDI work forward.

2. In your role as SOS or Advisory Committee Member, do you see yourself as an integral part of First-5's REDI+CR work? If so, how do you perceive your role in this work?

- The recommendations provide a clear reminder for Commissioners and Committee Chairs to create space for multiple perspectives
- As a commissioner, my job is to recognize and respond to inequities. Lead when there is a responsibility to do so. Must practice having tough conversations and lean into learning
- Staff must follow the same values. Staff is also leaders in this work
- Yes. Give feedback on the best ways to work with the community. My interaction with what they tell me they want. relay what I see and deal with into a working (?) action
- My role is to support the REDI initiative and how it relates to contracts and communication with the FRCs for present and future endeavors
- Everyone has an important role to play-and still learning what that is weaving through from RAACD to prevention of child death-have silos but ensuring we create an umbrella to continue to keep those connections rooted in racial equity (training, tech assistance opportunities to support along the way)-desire to be an asset and remove barriers
- Strategic at heart-How to make this relevant at all stages and how as leaders do we ensure that folks are able to "access" their role and ensure they have what they need and build on the strengths and keep it relevant. How do we define the win, get the buy-in
- Feel internal pressure or "responsibility" and can see how sectors interrelate and see the role to ensure we have a framework for collective success in this work
- Feel internal pressure or "responsibility" and can see how sectors interrelate and see the role to ensure we have a framework for collective success in this work
- Does view this as an integral part of the role- developing strategies, taking the time to plan, being thorough and inclusive of community voice.

Theme: Roles & Responsibilities

Some participants felt that they are an integral part of the REDI work, others felt like they needed clarification on roles and responsibilities. Across this activity, roles and responsibilities are illuminated twice as a key theme. It is clear that many participants have an anecdotal view of their role and responsibility, however, it will be important for the F5S planning team to further clarify this for all team members within their organizational ecosystem.

3. How can First-5 support you in engaging more candidly in this work; what tools, resources, and training opportunities are needed?

- TIME is needed!
- This is an all-hands-on-deck effort, everyone must be engaged. Every single person should play a vital role in this organization at all levels. i.e. Everyone takes the training etc.
- How do we systemically implant REDI considerations into day-to-day operations of the Commission
- Direction on prioritizing as it relates to current duties?
- Not sure what training is needed, tech assistance may be really good, supportive articles may be good
- When looking at capacity building and training look through the context and our capacity to intervene-looking at impact and real-life application
- I'd love to see a quick 2-3 question "check yourself" rubric before each vote/finalization of anything that circles back to the REDI work. So even if we were voting on what to have for lunch, we'd have a clear "check-in" with REDI priorities ahead of voting. (always the same 2-3 questions)
- What's the main focus and how do we know it's the right focus?
- Interest in real-life experiences and anecdotes on how redi work is impacting the families to put a face and feeling to the experiences and making the work personal
- I feel we have a whole new set of by-laws. This is what F5, Roles, Commitments, approach, values, and principles centering the work are needed
- We need to review and be clear. Where are we now? Need: A current snapshot, and a timetable to revisit
- Ongoing training, to mitigate turnover and shifts. Annual refreshers, orientation... How do we operationalize the work? How is this work kept before the collective
- What does the work look like in real-time?
- What help do we need to determine how to operationalize the work? How do we vision our success and determine the pathway
- More training on the experiences of BIPOC groups that we are working with?
- Spending more time together as a collective will help create a common vision and baseline of understanding for the organization that is inclusive of all members of the organization.
- Committee members may not be clear on the overall vision and mission of F5's REDI efforts. Also not clear about their roles, responsibility, and expectations.
- Real examples of what the day-to-day things that we can impact at First 5, internally and externally will help. Things that are doable change how we do our work. Training is great but then what?

Theme: Ongoing Capacity Building & Learning

Participants are interested in building in time institutionally for skill-building, team building/bonding, engaging in discussions related to F5S REDI+CR vision/goals, & hearing from external folks about their experiences. Creating opportunities for ongoing capacity building will support all team members, committees, and commissioners in gaining a greater understanding of F5S ideas, and approaches.

4. *Is there anything you would like to share that has not already been covered today?*

- How will we see this priority in our budget? Need staffing to support this work.

Theme: Ongoing Funding of REDI+CR Work

Recruitment processes

5. Member Announcements/Comments
No Comment.

Adjourned: 1:00 p.m.

Respectfully submitted,

Erin Maurie
First 5 Sacramento Commission



ADVISORY COMMITTEE
DRAFT ACTION SUMMARY

Friday, April 8, 2022 - 2:00 PM

Members: Robin Blanks, Emily Bowen, Carolyn Curtis, Jose Goris, Rebecca Gross, Heidi Keiser, Pooja Mittal, Tony Smith, Ricki Townsend, Walter Wyniarczuk

Staff: Julie Gallelo, Executive Director
Stephanie Wills, Clerk of Commission
Erin Maurie, Communications and Policy Director

Absent: Silvia Rodriguez (Vice-Chair), Megan Masten

1. Call to Order/Roll Call

ACTION: The Zoom Meeting was called to order at 2:05 PM. A quorum was established.

2. Welcome and Introductions

- Appreciation of Robert Silva

Julie Gallelo presented a First 5 Resolution to Robert Silva for his dedicated service on the Advisory Committee. During his 12 year tenure, Silva served 11 years as the Chair. His many contributions over the years excellently represented the Advisory Committee to help prioritize First 5 Sacramento's goals and result areas.

3. Commissioner Meet & Greet: Beth Hassett, Executive Director WEAVE

Beth shared her tenure with First 5 Sacramento, beginning as an Advisory Committee Member. She serves as the Commission's Vice Chair, chairs the Financial Planning Committee and also participated in several Strategic Planning Workgroups. Beth leads a staff of 130 focusing on three areas: domestic violence, rape crisis and human trafficking. WEAVE is embedded in the community- working closely with the criminal justice system, focusing on youth domestic violence and providing support to survivors. During the pandemic, outreach from domestic violence victims increased as a result of the isolation from sheltering in place. This increase in services unveiled the struggles of victims and created wider community support. Many of the Advisory Committee members have worked with Beth throughout the years and shared their related working experiences.

4. Public Comments on Off-Agenda Items
No Comment.

5. Approval of the Draft Action Summary from February 18, 2022
ACTION: Motion to approve from Walter Winiarczyk, seconded by Robin Blanks and unanimous Committee approval.

6. Debrief Joint SOS and Advisory Committee REDI Meeting

On March 30, First 5 hosted a joint meeting of the Advisory and Systems Optimization and Sustainability Committees to gather input provided by the Racial Equity, Diversity and Inclusion + Cultural Responsiveness Assessment that Commissioners, the Advisory Committee and Staff participated in last November. Breakout groups discussed potential successes, challenges and ideas. Additionally, members were asked how they perceive their role in this work and how First 5 can offer support to members engaging more candidly in this work.

- Robin shared how informative the meeting was and it broadened her perspective on our REDI work.
- Rebecca shared that this work is challenging through Zoom and in-person discussion would allow members to engage candidly.
- Heidi shared that it was helpful to be in a breakout group with staff and learn more about their perspective.

7. 2024 Strategic Planning-Our New Process and the Advisory Committee Role

Julie Gallelo and Lindsay Dunckel shared the March Commission meeting presentation on the new strategic planning process. Instead of a work group, staff will include the planning process in every meeting. This process will parallel with the Advisory Committee agendas. A detailed timeline showcased the year long process on the plan development. All elements will encompass our REDI efforts and will provide insightful tools to help implement equity into this process.

8. Member Announcements/Comments

- Moving forward, Advisory Committee meetings will be held in person at First 5 Sacramento.
- Community representatives are being recruited for open committee seats including: preschool, early care, and nutrition.
- Heidi suggested adding a seat to represent the newly formed Women's Commission.

Adjourned: 3:30 p.m.

Respectfully submitted,

Erin Maurie
First 5 Sacramento Commission

FIRST 5 SACRAMENTO COMMISSION
Advisory Committee Update
June 2022

HIGHLIGHTS OF LAST COMMISSION MEETING – May 2, 2022

- Approve FY22/23 Recommended Budget and 10-Year Financial Plan
- Racial Equity in Strategic Planning Discussion- Targeted Universalism
- Approval of 2024 Strategic Plan Decision Points:
 - Consultant Services Contract
 - Spending Plan
- Approve Proposal to First 5 CA for Refugee Support
- Approval of ARPA Funding to Implement Building Strong Families Project
- Approval of CalWORKs Home Visiting Revenue Agreement with DHA and Expenditure Contract with CAPC for the Family Support Initiative
- Public Hearing: First 5 CA Annual Report for FY21/22

FIRST 5 SACRAMENTO GENERAL UPDATES

Strategic Planning Update

Commissioners have begun discussions around Strategic Planning for the 2024 funding cycle. This strategic planning process will differ from those previously and aims to incorporate a Racial Equity framework for decision making. At the May Commission meeting, a consultant was hired and the \$44.6 Million spending plan was approved. Over the summer, staff will be busy collecting community input/parent voice to strengthen our understanding of child & family assets and needs. We will be reaching out to all partners to promote an on-line needs assessment survey. Our goal is to reach at least 2,000 parents and get their input on what's important/helpful in raising happy, healthy children who reach their full potential.

ARPA Funding Secured- Building Strong Families

First 5 partnered with the Department of Child, Family and Adult Services (DCFAS) to request American Rescue Plan Act funding to implement a new program titled Building Strong Families. Last month, the Sacramento County Board of Supervisors approved funding in the amount of \$3.9 million over the next 2.5 years. First 5 and DCFAS will contract with community based agencies to hire Family Support Navigators. The Navigators will connect stressed families to critical services such as home visiting, health and mental health services, transportation, housing and basic needs, with a goal of building stronger families in the geographic locations hardest hit by Covid.

Afghan Refugee Services Proposal Submitted

First 5 Sacramento applied for a grant from First 5 CA for \$750,000 for next fiscal year. If awarded, the funding will be distributed to six local refugee support agencies. These agencies attend a community listening session to help inform the development of our proposal. The group prioritized emergency housing, navigator/case management staffing and the distribution

of basic needs such as car seats, cribs, baby clothes, diapers, etc. Award notices will be sent on June 10, 2022.

Racial Equity, Diversity & Inclusion (REDI)

In the upcoming months, staff and our consultants, Racial Justice Advocates, will continue to meet to further actualize recommendations from our REDI + Cultural Responsiveness Survey. We will provide opportunities for committee members to review and plan to assess individual capacities to leverage and support the REDI+CR work. Lastly, the willingness and commitment of commissioners, advisory committee members and staff to support this work has been demonstrated throughout this process and was highlighted as exemplary.

**First 5 Sacramento
Advisory Committee
Agenda Item Cover Sheet**

Agenda Item – Review REDI+CR Assessment Report/Action Plan
<i>Background</i>
<p>A Special Joint Meeting of the SOS and Advisory Committees was held on March 30, 2022 to discuss the REDI+CR Survey Recommendations. Racial Justice Advocates facilitated discussion around the REDI+CR survey recommendations utilizing breakout groups and Jamboard tools as committee members participated in discussions and provided feedback on the survey results and recommendations.</p>
<i>Staff Overview</i>
<p>RJA has compiled a summary including key themes, highlights and takeaways from the Joint meeting discussion that will inform the final report and next steps for the Commission. This summary was included as part of the March 31, 2022 meeting minutes included in your packet.</p> <p>Committee members will have the opportunity to review and reflect on the meeting outcomes and provide insights into next steps.</p>
<i>Additional Information/ Next Steps</i>
<p>An additional Special Joint Meeting is planned for July 8, 2022 during the Advisory Committee meeting date and time. This meeting will provide time for more input and insights for the final report and next steps.</p>
<i>Staff Recommendation</i>
Discussion item

**First 5 Sacramento
Advisory Committee
Agenda Item Cover Sheet**

Agenda Item – Discussion Item: Membership Spaces

Background

At the April 2022 Advisory Committee Meeting, a member suggested adding a permanent seat to the Committee to ensure representation of the newly formed Sacramento Women’s Commission. There was enthusiasm for this idea and a brief discussion ensued regarding the potential to add additional community seats.

The Executive Director noted that the bylaws have a restriction to membership and that we might need to make some changes in order to bring on new community slots. Our current bylaws read:

“The number of members constituting the Advisory Committee shall be at least twelve and no more than twenty (12-20). Members shall be residents of, or employed in, Sacramento County at the time of appointment.

The membership of the Advisory Committee shall include (1) one representative identified by each of the Human Services Coordinating Council’s Member Advisory Boards, including the Public Health Advisory Board, Children’s Coalition, Alcohol and Drug Advisory Board, Mental Health Board, Disability Advisory Committee, Adult and Aging Commission; (2) one representative identified by the Human Services Coordinating Council; and (3) the remaining members shall be community representatives with the following types of interest/expertise: (a) interest/expertise in the priorities identified in the Commission’s Strategic Plan and/or (b) interest/expertise that fit the broader mission and goals of the Commission (including, but not limited to, education, child care, parent, grandparent, community/neighborhood, domestic violence, dental, medical society/providers, immigrant population, pre-school/co-op, parks and recreation, faith community, teen parents, foster care, lactation consultant and special needs.) An effort will be made to have representation from each supervisorial district.”

Staff Overview

Staff are happy to place a discussion item on the agenda and to work with Committee members to change the bylaws, if desired. Committee members

should take this opportunity to review all membership and determine if current seats meet the need of the Committee and our goals for racial equity, diversity and inclusion.

Additional Information/ Next Steps

This is a discussion item only. The Committee can vote on any desired changes to the bylaws at the next meeting schedule for August 12, 2022.

Staff Recommendation

Discussion item only.