



SPECIAL JOINT MEETING: SOS and ADVISORY COMMITTEES  
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 Manager  
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