



ADVISORY COMMITTEE

MEETING AGENDA

Values Statement: *Through respectful inquiry, genuine interest, and intention to learn from its diverse members, this committee operates as a safe space in order to fulfill our purpose to advise the Commission on how best to serve all children and families in Sacramento County.*

December 8, 2023

2:00-3:30PM

This is an In-Person Meeting for Committee Members

2750 Gateway Oaks Drive, Suite 330
Sacramento, CA 95833

Community/Public May Join By Zoom:

<https://saccounty-net.zoomgov.com/j/1602250649?pwd=bHVhT3gvOHFoc0JlYXVZdU4rU0M5Zz09>

Members:

Katie Andrew, Robin Blanks, Kairis Chiaji, Carolyn Curtis, Junior Goris (Vice Chair), Janea Hackett-Little, Heidi Keiser, Edward Lewis, Maria Lopez, Fatima Malik, Jennifer Mohammad, Alexxandria Paige, Silvia Rodriguez (Chair), Chase Smith, Tony Smith, Darsey Varnedoe, Darla Williams, Walter Wyniarczuk

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| 1. Call to Order/Roll Call | 5 minutes |
| 2. Welcome & Introductions | 10 minutes |
| 3. Public Comments on Off-Agenda Items | 2 minutes |
| 4. Approve Minutes from October 13, 2023 | 5 minutes |
| 5. Approve 2024 Meeting Calendar | 5 minutes |
| 6. Executive Director Update & October Meeting Debrief | 20 minutes |
| 7. Creating the Advisory Committee Meeting Structure | 30 minutes |
| 8. Member Announcements/Comments | 5 minutes |
| 9. Adjourn | |



ADISORY COMMITTEE
DRAFT ACTION SUMMARY

October 13, 2023 2:00 PM

Members: Katie Andrew, Robin Blanks, Kairis Chiaji, Carolyn Curtis, Junior Goris (Vice Chair), Janea Hackett-Little, Heidi Keiser, Edward Lewis, Maria Lopez, Fatima Malik, Jennifer Mohammad, Alexxandria Paige, Silvia Rodriguez (Chair), Chase Smith, Tony Smith, Darsey Varnedoe, Darla Williams, Walter Wyniarczuk

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

Absent: Katie Andrew, Janea Hackett-Little, Edward Lewis, Alexxandria Paige, Silvia Rodriguez, Walter Wyniarczuk

1. Call to Order/Roll Call

ACTION: The meeting was called to order at 2:05 PM by Vice-Chair Junior Goris.

2. Welcome and Introductions

The Advisory Committee welcomed new member, Maria Lopez, as a member at large, who is also a childcare provider and new parent. She was appointed and approved at the October Commission meeting.

3. Approval of the Minutes from August 11, 2023

ACTION: Motion to approve from Robin Blanks, seconded by Carolyn Curtius. Tony Smith abstained. Motion passes.

4. Executive Director's Report

Highlights included:

- Stipend opportunity-policy and procedures for members to utilize F5 stipends for participation at meetings
- Kairis Chiaji was appointed to the Systems Optimization and Sustainability Committee alternate seat
- August 2023 Commission meeting updates and upcoming meeting agenda review
- The RFP/A review process and committee member recruitment
- PLTI recruitment deadline extension
- Persimmony evaluation closed-loop referral portal

5. Continuing the Conversation: The Advisory Committee's Role in Advancing Racial Equity within First 5 Sacramento

- Review and Input on 2023/24 Internal Racial Equity Workplan
 - April Jean, Pure Jeanius Consulting & LaTina Price, First 5
- Review and Approve Values Statement & Meeting Agreements

April Jean with Pure Jeanius Consulting reviewed the scope of work for FY 23-24 that was included in the packet. Building upon the organizational framework developed in FY 22-23, the new milestones continue to build on internal capacity through planning, strategic implementation, ongoing trainings, technical assistance, a REDI+CR Action Plan and a final report. The signature project will be the planning and implementation of a Participatory Grant-Making Process to align with REDI+CR goals.

April introduced the group to a consensus voting process called *Fist to Five* by using the number of fingers raised. The goal is to provide a meaningful discussion leading to consensus with all five fingers raised as the 'best possible decision'. Group dialogue will continue until a 4 or 5 finger consensus or knowingly agree that further discussion is required on the topic.

Review and Approve Meeting Agreements and Values Statement

Advisory Committee members continued to engage in brave and meaningful conversations providing input on the Meeting Agreements and Values Statement. The Committee approved the Meeting Agreements with adding this statement to the end: *Make a commitment as a group to keep the Racial Equity, Diversity and Inclusion and Cultural Responsiveness (REDI+CR) conversations going.*

ACTION: Motion to approve the Advisory Committee Meeting Agreements from Kairis Chiaji, seconded by Fatima Malik. Motion unanimously passes with all fives using the Fist to Five process.

The Committee continued the discussion finalizing their Values Statement. The purpose of this statement is the 'why' related to the meeting agreements and the work of the Advisory Committee. It also represents how the group will navigate difficult conversations. A final statement will be included on all future meeting agendas. The Values Statement and Meeting Agreements will be referenced in the Committee Handbook, recruitment materials and other appropriate locations.

After further wordsmithing, the following was the final Values Statement for approval:

Through respectful inquiry, genuine interest and intention to learn from its diverse members, this committee operates as a safe space in order to fulfill our purpose to advise the Commission on how best to serve all children and families in Sacramento County.

ACTION: Motion to approve the Advisory Committee's Value Statement was conducted through the Fist to Five voting process. All were fives with Carolyn Curtis voting four.

The Committee agreed to review the Value Statement again in 2024 to ensure it is working for the members as intended. Fatima, Carolyn and Tony agreed to meet offline to further discuss racial equity and disproportionate outcomes.

6. Review Responses to "Creating our Meeting Framework" Activity

This item was tabled to the November 10th meeting.

7. Member Announcements/Public Comments

None

Adjourned: 4:25 p.m.

Respectfully submitted,

Erin Maurie

First 5 Sacramento Commission



ADVISORY COMMITTEE CALENDAR 2024

Second Friday of even months, except as noted, 2:00 – 3:30 p.m.
First 5 Conference Room
2750 Gateway Oaks Drive, Suite 330
Sacramento, CA 95833

Zoom link for the public:

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

MONTH	MONTH
JANUARY - NONE	JULY - NONE
FEBRUARY 9	AUGUST 9
MARCH - NONE	SEPTEMBER - NONE
APRIL 12	OCTOBER 11
MAY - NONE	NOVEMBER 8
JUNE 14	DECEMBER - NONE

Approved:

FIRST 5 SACRAMENTO COMMISSION Advisory Committee Updates December 2023

HIGHLIGHTS OF LAST COMMISSION MEETING – November 6, 2023

- Public Hearing: Review and Adoption of the First 5 Sacramento for Fiscal Year 2022-23 Financial Audit
- Public Hearing: Review and Adoption of the First 5 Sacramento Commission Annual Report for Fiscal Year 2022-23
- Presentation: Child Safety Forward Sacramento

FIRST 5 SACRAMENTO GENERAL UPDATES

Sac Family Connect

Formerly the Sacramento County Home Visiting Coordination Collaborative, Sac Family Connect is comprised of a network of more than 30 community agencies working collaboratively to create a unified system of care for home visiting and family support services.



First 5 Sacramento serves as the backbone organization and works with partners to promote increased coordination while creating significant systems changes for home visiting.

Launching this fall is an innovative website that will serve as a one-stop web portal to connect pregnant and parenting families with resources that best meet their needs. The website is a data portal that will generate a specialized list based on the user. In addition, the Sac Family Connect website is a dedicated training hub for providers to network, seek professional development opportunities, receive technical assistance and much more.

Funding Proposal Reviews

Staff is recruiting Advisory Committee members and local early childhood experts to join one (or more) of the review panels to make funding recommendations on the following competitive bid procure processes:

1. [Pregnancy Peer Support for African American Families](#)
2. [Oral Health Systems Improvement](#)
3. [Developmental Playgroups for Children with Special Needs](#)

The proposal review panel process will take place during fall/winter and staff will provide training on the scoring tool and all background information needed to assist with the evaluation of proposals. Recommendations for funding will be presented to the Commission beginning in February 2024.

Living Wage Survey

First 5 Sacramento is exploring our industry peers' and partners' attitudes and perspectives concerning policies and practices for achieving a livable wage. Staff are seeking feedback in helping us to understand the challenges and needs of community-based organizations in implementing a livable wage policy in Sacramento County. We recognize the overall value and positive impact that livable wage policies can have for our communities and community serving organizations. Our hope is that the outcomes from this survey will provide a current view of the landscape as well as a starting place for open dialogue and collaborative efforts supporting this pathway to increased sustainability and stability.

Staff reached out to executive/management level staff with decision-making authority to complete a short survey ["Assessment of Livable Wage Implementation and Change Readiness"](#). We will follow-up with results and next steps.

Racial Equity, Diversity & Inclusion and Cultural Responsiveness (REDI +CR)

Eight staff, several Advisory Committee members and Commissioners attended the two-day Sacramento County Racial Equity Summit: Creating Alignment and Collaboration for Change on October 18 and 19 at California State University, Sacramento. Commissioner Wesley and Alejandra Labrado led a workshop entitled Advancing Racial Equity through Parent Partnerships, and highlighted First 5's Parent Leadership Training Institute.



Additionally, staff continues to work with consultants to build capacity through technical assistance and thought partnership. Consultants are underway with the FY 23-24 scope of work that includes discovery into our current funding methods and developing a participatory grantmaking

process. An all-staff REDI+CR retreat is also being planned to provide opportunity for staff to build upon their existing knowledge and understanding on a personal and professional level to support the Commission's work.

Children's Trust Fund

First 5 Sacramento, in partnership with Youth Forward, re-convened early childhood leaders and advocates on October 24 to further discuss how the City of Sacramento can best use the Children's Trust Fund dollars (Measure L) for early childhood.



Advisory Committee Meeting Agreements

Be Present: Engage in active listening and be aware of your thoughts and feelings in the moment. What do you need to stay present and engaged? Limit technology and distractions to only that which furthers your learning.

Honor Confidentiality: Share themes and learning outside of the space, but not individual stories.

Establish Brave Space: In difficult conversations our learning often comes through our own discomfort and risk taking. By avoiding conflict or keeping others "comfortable" you may miss the opportunity to authentically engage with others or further your own understanding. However, we also recognize that sometimes our words create harm despite our best intentions. We acknowledge we are here to learn in community with one another. By centering our work on our shared goals and values and approaching conversations with respect and generosity we will further our shared learning.

Expect and Accept Non-Closure: We want to solve problems and resolve conflict, and this is lifelong work. These are processes and awareness-raising conversations intended to further individual transformation, not the transformation of others. Sometimes you may have to revisit conversations to reconcile differences, and in other cases, things will go left unsaid, unfinished.

Power Dynamics: This is a non-hierarchical space. Remember, power dynamics change based on individual's identities and positionality. Be cognizant of the fact that some voices and identities have been given privilege while other voices and identities have been discriminated against.

Take Space/Make Space If you are someone who tends to not speak a lot, challenge yourself to contribute by speaking more. If you tend to speak a lot, make space for others to participate and focus on listening. As a group, notice and acknowledge power dynamics in the room - who is talking first?

Who is holding power because of their role (like the facilitator), status, or identity? Who is disengaging or observing instead of actively participating?

Speak Your Truth and Let Others Speak Theirs: Different perspectives are welcome and encouraged. Speak from your own lived experience and not from experience that you do not personally have. Your normal may not be my normal.

Together We Know a Lot: Each of us brings knowledge to our discussions. And together, we know more than anyone of us alone. Shared learning is a practice in humility because we have something to learn from everyone in the room. It also means we all have a responsibility to share what we know and our questions, so that others may learn from us.

We Are Human, Not Perfect: As much as we'd like to be, we are human and therefore imperfect. We can't always be articulate. Often people feel hesitant to participate for fear of "messing up" or stumbling over their words. We encourage everyone to participate, even if you can't get it right all the time.

When Your Mind Starts to Judge, Instead Turn to Wonder: Approach problems and challenges from a place of curiosity and creative thinking rather from a point of frustration or judgment. This includes staying open to feedback and inquiry that others may offer you.

Make a Commitment as a Group: Keep the Racial Equity, Diversity and Inclusion and Cultural Responsiveness (REDI+CR) conversations going.

First 5 Sacramento Advisory Committee

Notes from Creating our Framework Activity on 8/11/23

1. What do you need to make these meetings a good space for collaboration and learning?

- Snack and drink
- Gluten-free snacks
- No meetings that could have been resolved as an email
- The name is “Advisory” – priorities / topics / policies the committee should advise on
- Members attend meetings (show up)
- Be respectful of one another
- Respect for each person’s truth and experiences
- Kindness and thoughtfulness in comments
- Raise hands if there’s comments / questions to allow those who are unable to talk better chance to talk
- Participate – I want to hear your ideas
- People to be more thoughtful about when they are speaking too much
- Open dialogue and being able to react to things
- Time to process heavy topics during the meeting or in an additional session
- More interactive presentations – process in small groups
- Presentation by ASR (evaluation reports)
- Review data from program evaluations

2. What kinds of things – agenda items, activities, resources, team-building, etc. – would make this meeting effective and a good use of your time? What would help to move the work forward?

- Ice-breaker question at each meeting to learn a little more about our colleagues (x2)
- Team-building activities
- Members presenting on their passions / history / work
- Dialogues / small group discussions / have some space for beginning brainstorming like what can we do to improve the well-being of children – physically, emotionally, socially, spiritually? (x6)
- Presentations from contractors (x6) (detailed presentations about funded programs; presentations about their successes and areas of growth; look & feel of programs)
- Hear from PLTI graduates
- More time to share what we are seeing from families/children in the county to better inform services / Information about the community / Economic disparities, cost-of-living, and access to resources(x4)
- Site visits (x2)
- Commissioner presentations/attendance (not always)
- Sub-Committee report-outs
- Staffers’ updates, pain points of current projects, what’s going well
- Policy priorities updates

- Action items the committee can help with
- Time frames for decision-making
- Post agendas online for review by community members before the meeting so they know if they want to join
- Many equate First 5 with child care – campaign toward educating that F5 is more than child care

3. What expertise – personal, professional, lived experience, passion, etc. – do you have that would be helpful to this committee?

- Father of 2, nurse, Sac County Public Health Advisory Board member, leadership experience with UC Davis (Chase)
- Public policy/advocacy experience, early ed & childcare, helping those with lived experience engage in advocacy, data experience – in the Children’s Report Card (Heidi)
- Nursing, paraeducator, child care, community talker, on various committees & advisory bodies, problem solver (Robin)
- Child safety (connected to a lot of child abuse prevention organizations), lived experience (trauma-filled until 2017) (Jennifer)
- Parent advocate, school site council president, children’s education advocate (Junior)
- Expertise in early childhood 0-8 years, have been in the industry for 30 years (Darla)
- Passions – gardening, eating seasonally, mental health in gardening (Janea)
- Community organizing, political expertise, health equity, advocacy (Darsey)
- Mental health, lived experience of mental health, social services, DHA network, parent-advocate, worked as a para-educator, being an educator (Anonymous)
- Word-smithing/editing, conflict resolution, “adding flesh to bones” real life example reminding us why we do the work, prayer, facilitating discussion (Anonymous)
- Public administrator for over 25+ years, advocacy, lived experience (Anonymous)