



# ADVISORY COMMITTEE

## Members:

Silvia Rodriguez (Chair), Katie Andrew, Robin Blanks, Carolyn Curtis, Jose Goris (Vice Chair), Heidi Keiser, Edward Lewis, Megan Masten, Jennifer Mohammad, Alexxandria Paige, Tony Smith, Darla Williams, Walter Wyniarczuk

## MEETING AGENDA

**May 19, 2023 11:30-1:00PM**

2750 Gateway Oaks Drive, Suite 330  
Sacramento, CA 95833

Join ZoomGov Meeting

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

Meeting ID: 160 225 0649

Passcode: 653925

+16692545252,,1602250649# US (San Jose)

<b>1. Call to Order/Roll Call</b>	2 minutes
<b>2. Welcome &amp; Introductions</b>	5 minutes
<b>3. Public Comments on Off-Agenda Items</b>	2 minutes
<b>4. Approve Minutes from Feb 10, 2023</b>	2 minutes
<b>5. Executive Director Update</b> <ul style="list-style-type: none"><li>• 2023/24 Operating Budget + Staffing</li><li>• Regional Home Visiting Coordination Grant</li><li>• Child Abuse Prevention Month</li></ul>	20 minutes
<b>6. Approve Updated Advisory Committee Bylaws to create 4 new "Member at Large" Seats</b>	15 minutes
<b>7. Approve Updated Advisory Committee Application</b>	10 minutes
<b>8. 2024 Implementation Plan Review &amp; Input</b>	30 minutes
<b>9. Member Announcements/Comments</b>	10 minutes
<b>10. Adjourn</b>	



**ADVISORY COMMITTEE**  
DRAFT ACTION SUMMARY

February 10, 2023 - 2:00 PM

**Members:** Katie Andrew, Robin Blanks, Carolyn Curtis, Junior Goris (Vice Chair), Heidi Keiser, Edward Lewis, Megan Masten, Jennifer Mohammad, Pooja Mittal, Tanya Morgan, Alexxandria Paige, Silvia Rodriguez (Chair), Tony Smith, Emily Asquith Velasquez, Darla Williams, Walter Wyniarczuk

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

**Absent:** Carolyn Curtis, Megan Masten, Pooja Mittal, Tanya Morgan and Alexxandria Paige

**1. Call to Order/Roll Call**

**ACTION:** The Zoom Meeting was called to order at 2:03 PM. A quorum was established.

**2. Welcome and Introductions**

Junior Goris dedicated this meeting to Tyre Nichols and in honor of Black History Month.

**3. Public Comments on Off-Agenda Items**

None at this time.

**4. Commissioner Meet and Greet: Supervisor Phil Serna**

Supervisor Phil Serna, District 1 and Chair of First 5, joined in person for a meet and greet with committee members. Serna has served as supervisor and chair for over 12 years. He started the meeting by thanking the members for their service and helping further the mission of First 5 Sacramento. Supervisor Serna is a native of Sacramento and has deep roots in the community with a long time personal investment in ensuring that children are healthy, safe and get the best start in life. At the start of his tenure with the Board of Supervisors, Serna created the Blue Ribbon Commission to address the 20 year disparity of African American child deaths and led the steering committee to create

programing to reduce this disparity. In his district the most pressing issue is homelessness, especially young people. His staff spends a considerable amount of time addressing chronic homelessness.

**5. Approval of the Draft Action Summary from November 18, 2022**

**ACTION:** Motion to approve from Robin Blanks, seconded by Walter Wyniarczuk. Motion passes.

**6. Executive Director's Report**

Highlights included:

- Last Commission meeting updates and upcoming meeting agenda
- REDI two-day staff retreat February 28<sup>th</sup> and March 1<sup>st</sup>
- Addressing living wage and benefits
- Parent Leadership Training Institute update
- Prop 10 revenue projections: revenue decline due to Prop 31 flavored tobacco ban

**7. Advisory Committee Recruitment**

Review Current Seat Openings

The committee reviewed the five current open seats:

1. Public Health Advisory Board
2. Alcohol and Drug Advisory Board
3. Disability Advisory Commission
4. Human Services Coordinating Council
5. Community Rep: Nutrition

The committee discussed the creation of four community at large seats. Some suggestions for increasing equity and inclusion on the committee were reaching out to the parents enrolled in the Parent Leadership Training Institute. Other discussion included changing the meeting time, allowing us to have alternates and recruit by neighborhood. Option 1: Add 4 seats, Option 2: Add 14 alternate seats or Option 3: A combo of new seats and alternates. The group agreed on Option 1 to recruit 4 community at large seats. The committee will vote on this item in April.

The bylaws were also reviewed to add language to Section 1: Composition to increase the number of Advisory Committee seats.

**ACTION:** Appoint Subcommittee to Revamp Application

The committee discussed revamping the application and appointed a subcommittee of the following members: Robin Banks, Jennifer Mohammad, Darla Williams and Tony Smith. Walter asked to send the application to provide comments.

**8. Appoint Alternate Member to the Financial Planning Committee**

The committee appointed Junior Goris to serve as the alternate member on the Financial Planning Committee.

**9. 2024 First 5 Strategic Planning Update**

Julie will send the Strategic Plan to the committee to comment and review and provide feedback on the strategies.

**10. Member Announcements/Comments**

Emily Asquith-Velasquez is stepping down from the committee after serving for six years. She will recruit for a replacement for the lactation seat.

Adjourned: 3:35 p.m.

Respectfully submitted,

Erin Maurie  
First 5 Sacramento Commission

**FIRST 5 SACRAMENTO COMMISSION**  
**Advisory Committee ED Updates**  
**May 2023**

**HIGHLIGHTS OF LAST COMMISSION MEETING – April 3, 2023**

- Approval of the Recommended Budget and 10 Year Financial Plan for FY23/24
- Approval of 2023 Policy Priorities
- Approval of Home Visiting Coordination Grant from First 5 CA
- Presentation: FY21-22 Annual Evaluation Report
- Presentation: Cross Systems Child Abuse Prevention Activities

**UPCOMING AGENDA ITEMS- June 5, 2023**

- Introduction of the 2023 Parent Leadership Training Institute Cohort Graduates
- Approval of 2024-2027 Implementation Plan
- Approval of CalWORKs Home Visiting Revenue and Expenditure Agreements
- Annual Review of the First 5 Sacramento 2021-2024 Strategic Plan
- Public Hearing: Annual Review of 2021-2024 Strategic Plan
- Public Hearing: First 5 CA Annual Report

**FIRST 5 SACRAMENTO GENERAL UPDATES**

**2024-2027 Strategic Plan Approved**

On April 3, Commissioners approved the 2024-2027 Strategic Plan. Between May 2022 and February 2023, the Commission met six times to develop the new Plan. Commissioners reviewed data and heard directly from parents and providers prior to creating the Plan. Over the course of nine months, Commissioners approved a \$44.6 million spending plan, crafted a new mission statement, and approved five long-term priorities, 9 desired outcomes and 14 goals to be accomplished within the plan.

Staff moved on to create the 2024 Implementation Plan, which is the companion document to the Strategic Plan and contains more information on allocations by strategy, competitive bid processes and sole source contracts. The Implementation Plan will be brought to the Commission at our June 5 meeting for approval. The timing will allow current contractors 12 months notification of reductions to any goal and it will allow potential new contractors to see funding levels and competitive bid timeframes.

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

On March 1, First 5 Sacramento staff participated in the second of three REDI+CR retreats facilitated by April Jean of Pure Jeanius Consulting. During

the first retreat held last November, staff completed an Equity Driven Leadership Self-Assessment, laying the foundation for the work ahead. The second retreat focused on the self and social justice, particularly how that pertains to tuning inward for outward change. Part two of this retreat on March 22 allowed staff time to re-examine the Equity Leadership Self-Assessment and individual roadmaps to strengthen and center self in the REDI+CR work. Staff are geared up and committed to the process of learning and positioning themselves to lead the Commission in its vision for racial equity and social justice.

#### First 5 Annual Summit Presentation

The First 5 Sacramento executive director was a panelist at the 2023 First 5 Annual Summit, where she presented on the Commission's strategic planning process. The title of the presentation was: *Strategic, Adaptable, Impactful and Equitable: One Commission's Journey*. More than 100 colleagues from across the state attended the presentation, engaged in conversation afterward and/or requested our sample documents. It was an amazing opportunity to share our local efforts to center racial equity in our new Strategic Plan.

#### Regional REDI Peer Learning Convenings

The First 5 Association held three virtual REDI Peer Learning meetings to better understand the REDI efforts of First 5's throughout the state. Julie Gallelo presented on the steps taken and parent voice included in our strategic planning journey in Sacramento County. The convenings were very insightful and included information about on-the-ground efforts to advance a REDI agenda in areas like grant making and contracting, strategic planning, staff development, hiring and community engagement. The peer learning strengthened our collective sense-making and the identification of ways to deepen First 5's REDI work throughout the state.

#### Racial and Health Equity Interdepartmental Meeting

First 5 staff participate in an interdepartmental group of County staff members interested in working on county systems change that intersects with our values of health and racial equity. This group of County staff have been meeting for a year now and continue to share resources, learn about each other's department level equity work - including challenges, and brainstorm ideas for increasing racial and healthy equity in the county. The group has prioritized evaluating county contracting policies while looking to inform and support the County's overall DEI efforts and its goals to increase equity in contracting through capacity building. First 5 Sacramento continues to lead by example and values the opportunity to engage its County colleagues in REDI+CR work.

## **Countywide Child Abuse Prevention Planning**

Sacramento County is fortunate to have a coordinated system of care working together to prevent child abuse and neglect. In 2019, the Child Abuse Prevention Center and the Department of Child, Family and Adult Services combined efforts to create the Sacramento County Prevention Cabinet. This group of 20+ decision makers representing diverse public and private systems meets monthly. The group serves as the governance body for Family First Sacramento, the County's multidisciplinary team working to create and implement child abuse prevention programming with State and Federal funding. Both of these groups work closely with the County's Children's System of Care, yet another group of cross-systems decision makers conducting primary through tertiary prevention planning to reduce child maltreatment.

These groups intermingle in a coordinated manner to ensure that DCFAS and other county agencies, including First 5, are investing their limited prevention resources in the best way to strengthen families and prevent abuse. These cross-systems efforts are working, as can be seen in the County's continued reduction in substantiated maltreatment rates over the last 5 years. However, racial disparities remain- substantiated maltreatment among African American children in Sacramento County was more than three times the county total in 2021.

## **First 5 Advocacy Day**

This year's annual First 5 Advocacy Day was held virtually on Wednesday, April 19. The day began with an opening meeting from 9-10 a.m., when two Sacramento parents who are First 5 Advisory Committee members spoke to the full statewide gathering through a video presentation. That was followed by legislative meetings scheduled throughout the day.

## **First 5 CA Toxic Stress Multi Media Campaign**

In April, First 5 CA will launched their Stronger Starts campaign that focuses on the causes of toxic stress and tips for parents. Building upon the previous 'Dragon' breathing campaign to create calm, Stronger Starts explains the causes, impacts and solutions to help alleviate toxic stress in a child's life. [See the TV commercial in English.](#)





## First 5 Sacramento Fiscal Year 2023-24 Budget Highlights

Recommended Budget Totals \$ 22.35 million

### ► Overall Expenditure Categorical Breakdown

Administration	5.4%	\$ 1.22 million	Personnel	11.9%	\$ 2.66 million
Evaluation	2.1%	\$ 0.47 million	Contractors	85.4%	\$ 19.08 million
Program	92.5%	\$ 20.67 million	Services/Supplies	2.7%	\$ 0.61 million
100.0% \$ 22.35 million			100.0% \$ 22.35 million		

### ► Program Expenditures by Result Area

Health	6.7%	\$ 1.50 million	Reducing African American Child Death
Nutrition	2.4%	\$ 0.53 million	Lactation Consultants
Medical, Dental, MH Access	0.2%	\$ 0.04 million	System Change Efforts to Ensure Families Have Access to Affordable Medical, Dental, and Mental Health Services.
Child Care Access	0.2%	\$ 0.05 million	System Change Efforts to Ensure Families Have Access to Affordable Medical, Dental, and Mental Health Services.
Quality Childcare	3.3%	\$ 0.73 million	Quality Childcare Programs
School Readiness	16.1%	\$ 3.59 million	Preschool Enhancements, Parent Education, Literacy, Screenings, Play Groups, Transition Camps
Empowered Families	28.5%	\$ 6.38 million	Family Resource Centers, Home Visits, Crisis Intervention, Parent Education, Emergency Child Care
CalWORKs	20.9%	\$ 4.68 million	Home Visiting Initiative
ARPA Programs	6.4%	\$ 1.42 million	Family Support Navigators and Child Abuse Prevention Augmented Services.
Home Visiting/Refugee	5.1%	\$ 1.15 million	Home Visiting Coordination Collaboration and Refugee Family Support Services
Evaluation	2.1%	\$ 0.47 million	Documents Qualitative and Quantitative Results of Programs
Program Management	1.4%	\$ 0.32 million	Costs that are shared by all programs
Systems Optimization	1.3%	\$ 0.28 million	Policy Advocacy and Sustainability and System Change Efforts
Administration	5.4%	\$ 1.22 million	
100.0% \$ 22.35 million			

### ► Revenues; Reserve Fund and Fund Balance

First 5 Reserve Fund	\$ 3,767,854
Proposition 10	\$ 10,269,385
MAA Claiming	\$ 405,923
CBCAP	\$ 51,521
CAPIT	\$ 444,000
Intergovernmental Revenue	\$ 4,688,443
Interest Income	\$ 163,040
Other Programs	\$ 2,563,172
<b>TOTAL FY 23/24 FUNDING</b>	<b>\$ 22,353,338</b>

RESERVE BALANCE	
Beginning Reserve Balance	\$ 20,537,095
Available for use in FY 23/24	
Fund Balance	\$ 12,507
Reserve Release	\$ 3,755,347
	<b>\$ 3,767,854</b>
Ending Reserve Balance	<b>\$ 16,781,748</b>

**\$ 18,585,484** Total Revenue



# Child Abuse Prevention Month

## Cross-Systems Child Abuse Prevention Efforts

Presented by:

**Stephanie Biegler**, Chief Program Officer of the Child Abuse Prevention Center

**April 3, 2023**

# Child Abuse and Neglect Prevention

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21<sup>st</sup> Century Public Health Approach to Child Welfare

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What's Working with Current Prevention Efforts

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Services that Strengthen Families and Build Protective Factors

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The Cost of Child Abuse and Neglect in Sacramento County

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Community Voice

# Child Safety Forward Sacramento

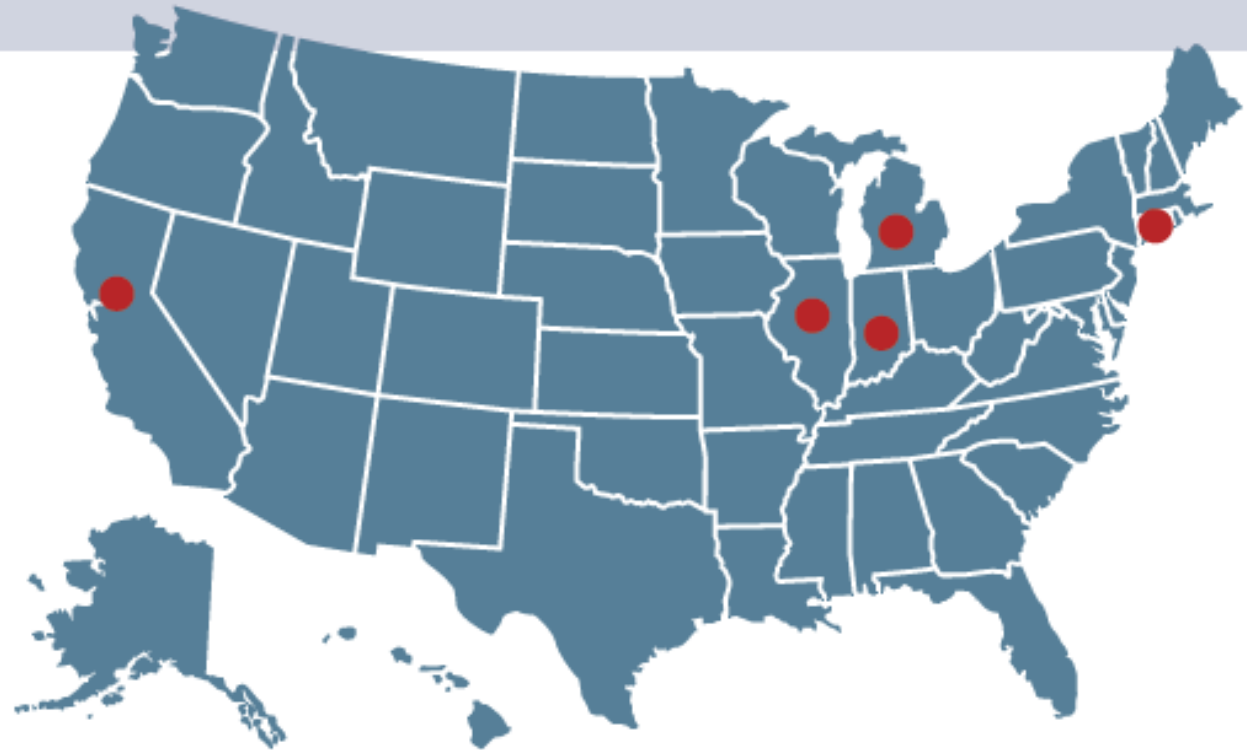
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## Child Safety Forward

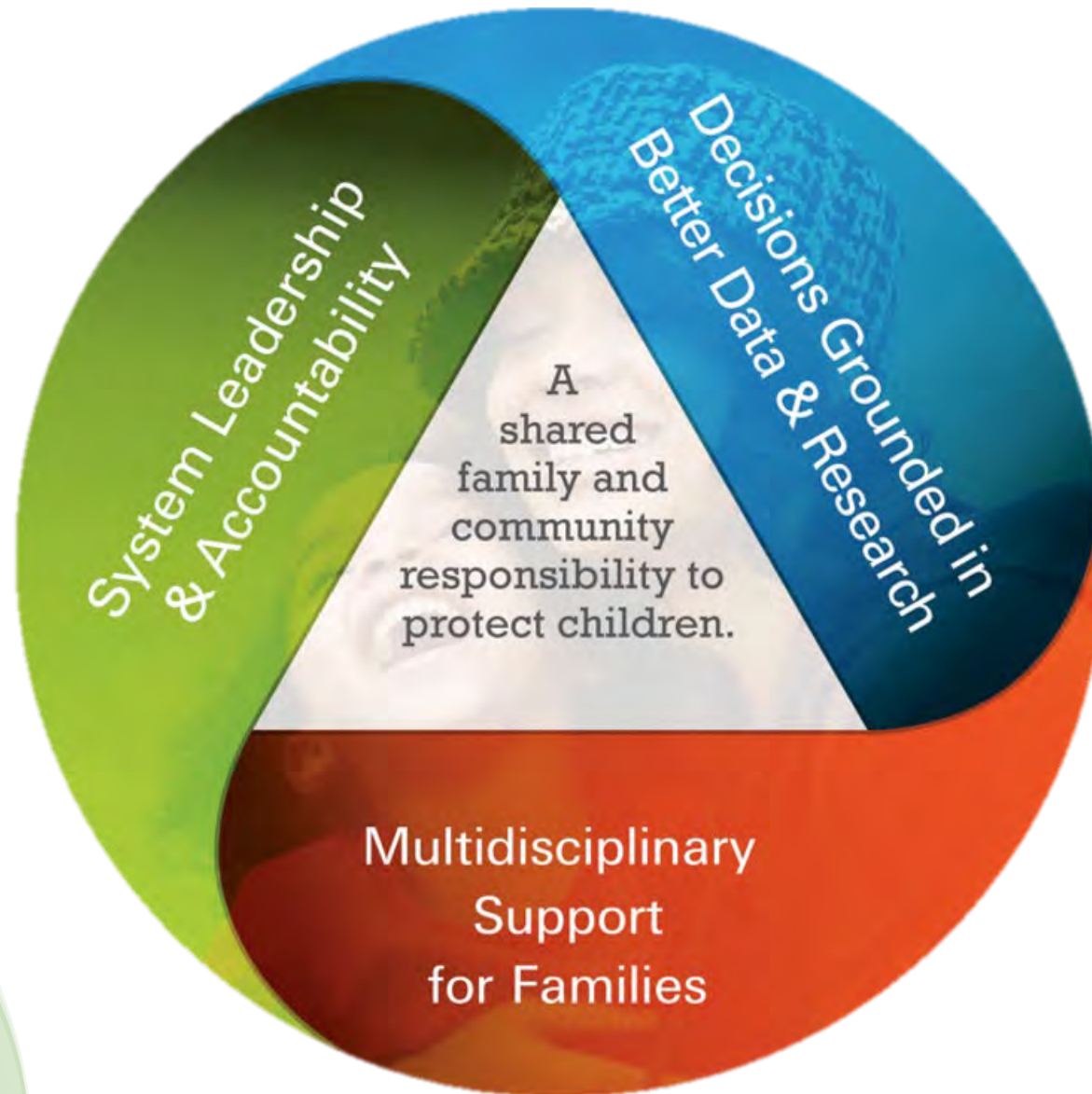
A National Initiative to Reduce Child Abuse and Neglect Fatalities and Injuries through a Collaborative, Community-Based Approach

In 2019, the Child Abuse Prevention Center applied to the U.S. Department of Justice, Office of Justice Programs, Office for Victims of Crime to be a demonstration site to develop multidisciplinary strategies and responses to address fatalities or near-death injuries as a result of child abuse or neglect.

**Child Abuse Prevention Council of Sacramento** is one of five demonstration sites in the nation chosen for this grant.



# 21st Century Public Health Approach to Child Welfare

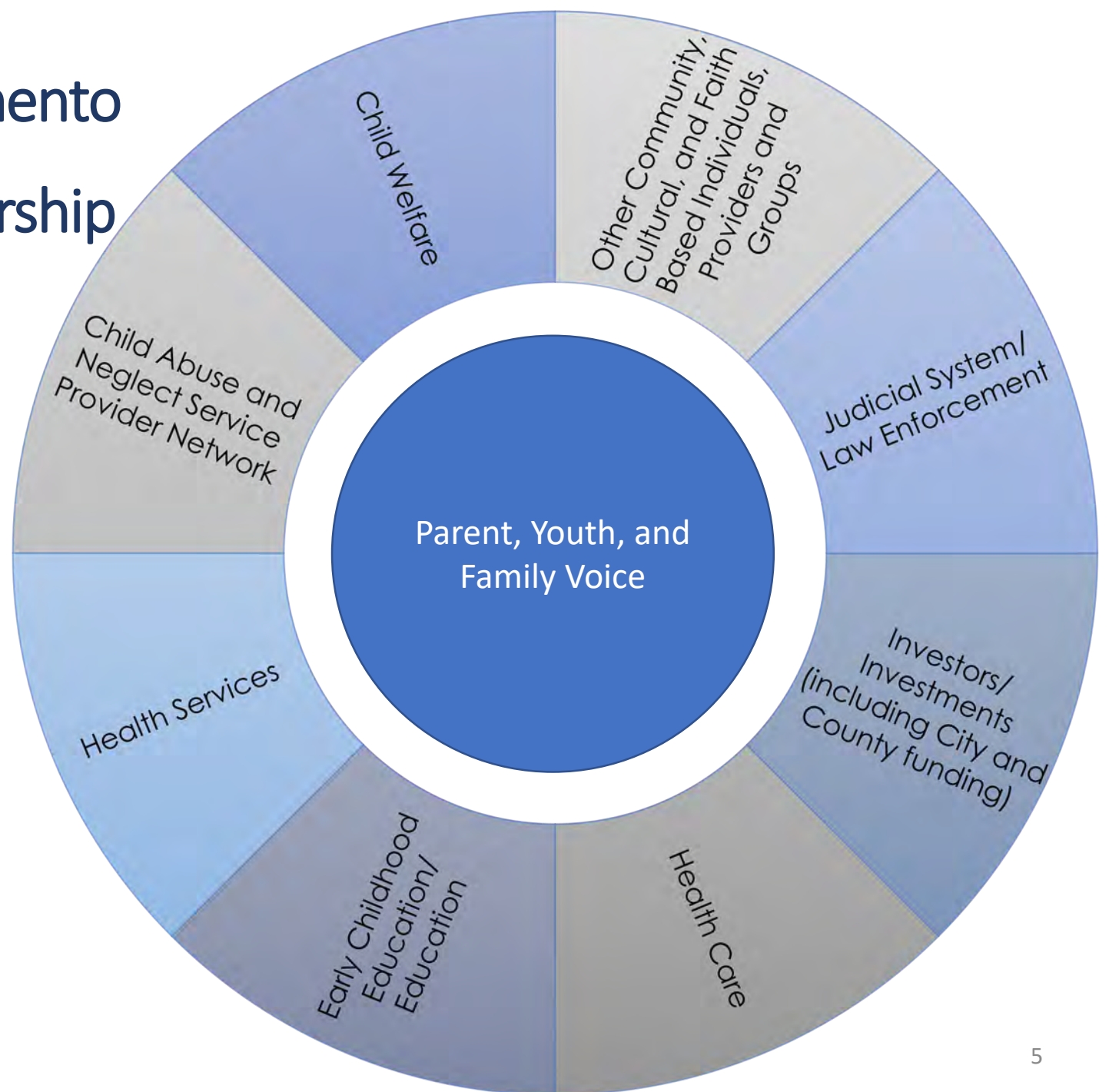


# Child Safety Forward Sacramento

## Prevention Cabinet Membership

# Child Safety Forward Sacramento Prevention Cabinet

- 39 Members
- 21 Agencies
- 8 Systems





# What's Working with Current Prevention Efforts

## **Initiatives that are working:**

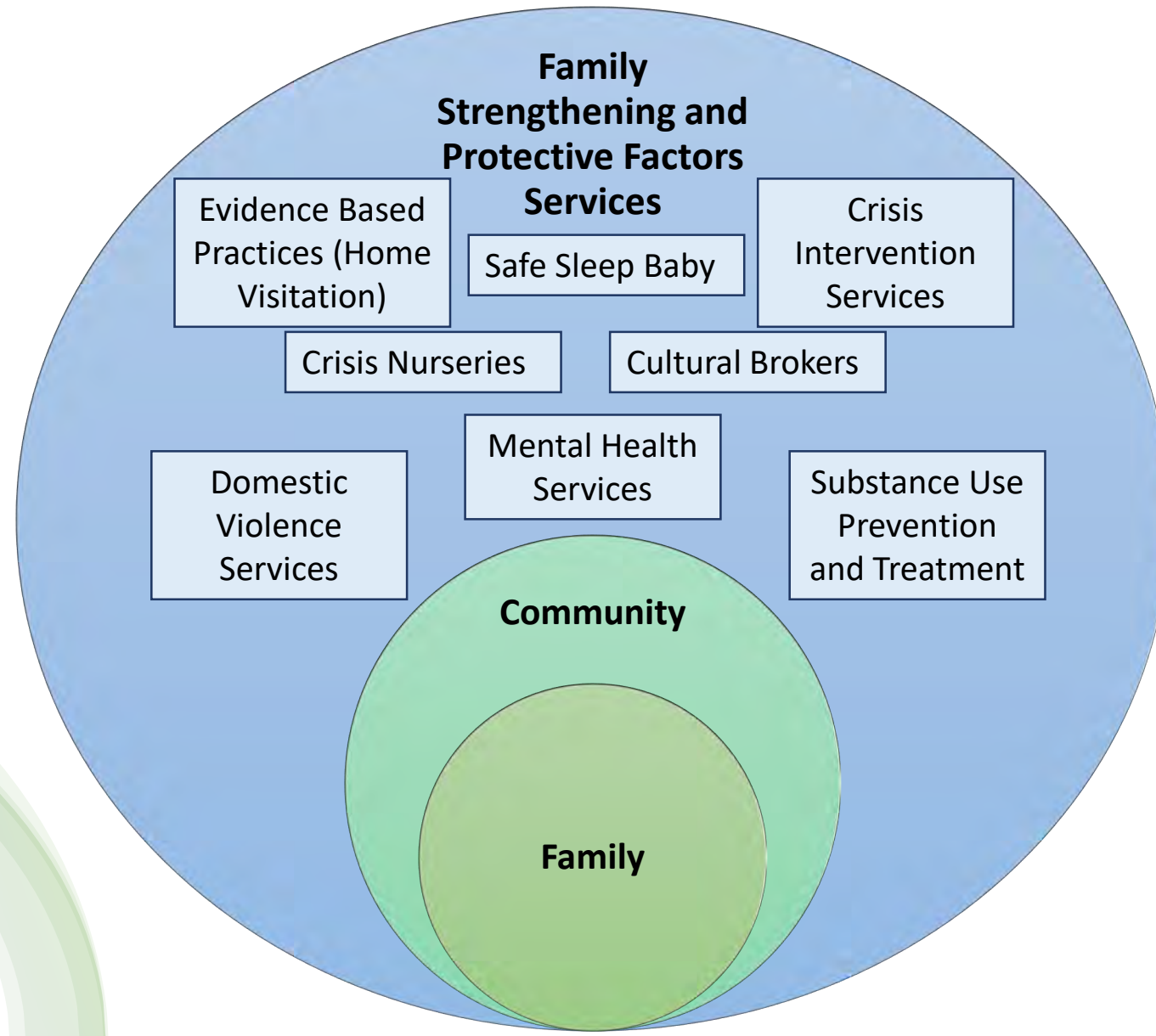
- Birth & Beyond Family Resource Centers
- Black Child Legacy Campaign
- Child Safety Forward Sacramento
- Reduction of African American Child Death

## **Results since 2015:**

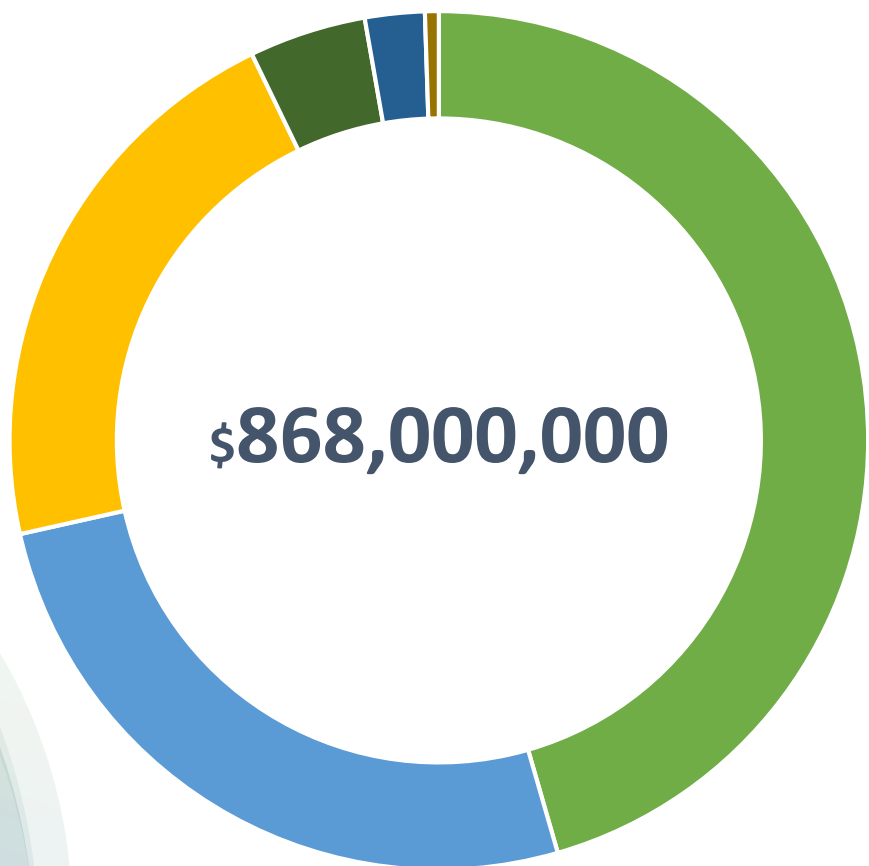
- 66% reduction in average monthly foster care entries
- 44% reduction in repeat maltreatment
- 46% reduction in the number of children in foster care
- 85% reduction in CAN homicides involving African American children 0 – 5 years and a 93% reduction in the disparity gap compared to other racial/ethnic groups.



# Services that Strengthen Families and Build Protective Factors



# The Cost of Child Abuse and Neglect in Sacramento County



■ Lifetime Productivity - \$395,109,535

■ Healthcare - \$225,322,554

■ Child Welfare - \$185,068,734

■ Education - \$38,238,511

■ Criminal Justice - \$19,519,735

■ Fatality - \$4,505,207

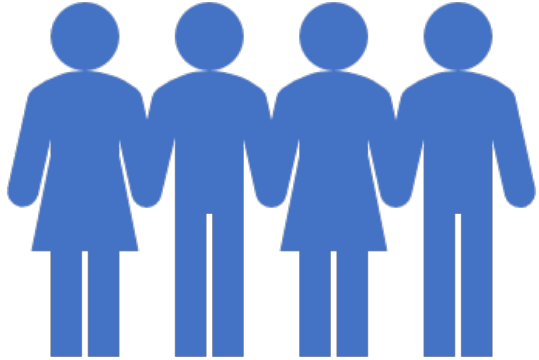


2021

Strengthening  
Families.  
Ending Child  
Abuse.



# Community Voice



We are, and will continue, learning how to best honor and uplift Community Voice and the lived expertise that they bring us.

- Community Listening Sessions
- Parent Advisory Boards
- Focus Groups to Develop Program Models
- Community Representatives
- Community Engagement Subcommittee
- Town Hall Meetings

# Thank You

**Sheila Boxley, President & CEO**  
Child Abuse Prevention Center  
[sboxley@thecapcenter.org](mailto:sboxley@thecapcenter.org)

# **BYLAWS FOR THE ADVISORY COMMITTEE OF THE FIRST 5 SACRAMENTO COMMISSION**

## **ARTICLE I - PURPOSE**

### **Section 1:     ROLE**

The role of the Advisory Committee is to serve as a technical advisory body to the First 5 Sacramento Commission.

## **ARTICLE II - COMPOSITION, APPOINTMENT, TERMS, DUTIES, and RESPONSIBILITIES**

### **Section 1:     COMPOSITION**

The number of members constituting the Advisory Committee shall be at least twelve and no more than twenty-five (12-~~2025~~). 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.

### **Section 2 - APPOINTMENT**

All appointments to the Advisory Committee shall be approved by the First 5 Sacramento Commission. Community representatives shall be identified by an ad hoc Nominating Committee composed of members of the Advisory Committee. (Member Advisory Board representatives shall be identified by their respective boards.) Each member of the Advisory Committee shall serve at the pleasure of the Commission and may be removed during the member's term at the will of the Commission.

### **Section 3:     TERMS**

The term of office for each member of the Advisory Committee shall be two years. No member shall serve more than three consecutive terms. A member who has served three consecutive terms can be considered for appointment again after a waiting period of two years, the equivalent of one term.

#### **Section 4: DUTIES and RESPONSIBILITIES**

The Advisory Committee shall be responsible for 1) providing ongoing advice, support and assistance to the Commission, 2) providing input into development of the strategic plan, 3) monitoring and updating the strategic plan annually, 3) participating in the Request For Proposal process as required by the Commission.

#### **Section 5 - COMPENSATION and REIMBURSEMENT**

Members of the Advisory Committee shall serve without compensation, but may receive reimbursement for specified costs for attending each regularly scheduled Advisory Committee meeting that is subject to the Brown Act. Total reimbursements for a member shall be made in compliance with the Commission's Stipend Policy. Stipend payments may be used to support member participation in whatever way is deemed necessary in order to participate in Committee activities (i.e., child care, transportation, technology, etc.). Requests for reimbursement will be made to the Commission staff and will comply with Commission policy.

### **ARTICLE III - CONFLICT OF INTEREST**

#### **Section 1: FINANCIAL REPORTING REQUIREMENTS**

Members of the Advisory Committee shall be subject to the financial reporting requirements of the Political Reform Act and shall make the same level of reporting as required of Members of the Board of Supervisors.

#### **Section 2: DEFINITION**

An Advisory Committee member is deemed to have a conflict of interest when he/she, or a relative or business associate, has one or more of the following relationships existing with a program or competing program under consideration:

- (a) Ownership of financial interest;
- (b) Director, trustee or officer;
- (c) Employee;
- (d) Provider of goods or services, including contracts with the First 5 Sacramento Commission; and/or
- (e) Material or other substantial interest which may prohibit objective decision.

In addition to specific relationships to a program under consideration, members may find themselves in conflict when discussing other matters.

#### **Section 3: WRITTEN DISCLOSURE REQUIREMENTS**

Members shall give an initial written disclosure to the full Advisory Committee of any conflict of interest as defined in Section 2, and thereafter, annually, the first month of the calendar year.

Members having a conflict of interest that occurs or is discovered subsequent to submission of any such written disclosure shall amend their disclosure in writing to the full Advisory Committee.

Written disclosures forms discussed here shall be distributed to each member of the Advisory Committee by the staff.

#### **Section 4: PROCEDURAL REQUIREMENTS**

Members having a conflict of interest on a specific issue before the Advisory Committee shall disclose the conflict before discussion of the issue in question, or as soon as the conflict becomes apparent, shall act ethically in the discussion of that issue or agenda item, and in cases when action is being taken, shall abstain from voting on said issue.

#### **Section 5: RECORDING DISCLOSURES & ABSTENTIONS**

Minutes of the Advisory Committee meetings shall include any disclosure of a conflict of interest and abstentions from voting due to a conflict of interest on said issue or any specific issue.

### **ARTICLE IV - CHAIRPERSON AND VICE-CHAIRPERSON**

The Chairperson and Vice-Chairperson shall be elected by the Advisory Committee.

- 1.1 CHAIRPERSON shall preside at all meetings, maintain order, call special meetings as needed, appoint committees, serve as a voting member of the First 5 Sacramento Commission Evaluation Sub-Committee (please see Vice-Chairperson role for stipulation) and generally represent the Advisory Committee. The Chairperson shall be elected annually and may serve two successive terms without interruption. The term of office is to begin the first meeting of the calendar year.
- 1.2 VICE-CHAIRPERSON shall conduct meetings or act as spokesperson in the absence of the chair. The vice-chairperson may serve as the voting member of the First 5 Sacramento Commission Evaluation Sub-Committee in place of the Chairperson. The vice-chairperson shall be elected annually and may serve two successive terms without interruption. The term of office is to begin the first meeting of the calendar year.

### **ARTICLE V - MEETINGS**

#### **Section 1: GENERAL**

- 1.1 Written public notices of all public meetings will be given at least three working days prior to the day of the meeting. Written notices will consist of the agenda and include date, time and place of the meeting, locations of posting (NRS 241.020), and items that are scheduled for action by the Advisory Committee.
- 1.2 Information regarding the issues to be addressed at a meeting shall be mailed to each Advisory Committee member approximately five (5) days prior to the scheduled meeting date. All items proposed for action at a Council meeting must be specified in the written notice, and background materials must be received by members at least three days prior to the meeting. The only exception shall be items with which members are familiar, in which case conceptual approval may be granted. In such situation, the completed item (report, plan, request) shall also be placed on a future agenda for Council approval.
- 1.3 Except as otherwise provided herein, Robert's Rules of Order as amended, shall be used as guidelines when a question or controversy arises.

## **Section 2: OPEN MEETINGS**

All Advisory Committee meetings shall be held in accordance with the open meeting requirements contained in the provisions of the Government Code commencing with Section 54550.

## **Section 3: REGULAR MEETINGS**

The regular meetings of this Committee shall be held at least bi-monthly, at a consistent hour, day and place as determined by the Committee. Meetings outside this location may be held to accommodate special activities or events.

## **Section 4: CANCELLATION OF MEETINGS**

- 4.1 The Chair, in consultation with Staff, may cancel any meeting for which a quorum is not expected or does not appear. Any business on any agenda for a cancelled meeting shall be conducted during the next regular meeting unless otherwise specified.
- 4.2 The Chair, in consultation with the Advisory Committee may cancel regular meetings. The Advisory Committee may schedule a series of cancellations during a particular period or periods of the year for the purpose of promoting improvement in the efficient conduct of business of the Advisory Committee.

## **Section 5: SPECIAL MEETINGS**

Special meetings of the Advisory Committee may be called in the manner provided for in Government Code Section 54956 or 54956.5.

## **Section 6: ADJOURNED MEETINGS and CONTINUED ITEMS**

Any meeting may be adjourned to a specific place, date and time by a majority of the members present. Any item that appears on an agenda posted pursuant to the Brown Act may be continued to another place, date and time by a majority of the members present.

## **Section 7: QUORUM**

The presence in person of a majority of the active membership shall constitute a quorum. All matters submitted for determination shall be decided by a majority of those voting.

## **Section 8: VOTING**

- 8.1 An affirmative vote by a majority of the members present is required to approve all matters.
- 8.2 The Chairperson shall not be a voting member, except to break a tie vote.
- 8.3 The Chairperson may elect to break a tie vote or carry the issue over for reconsideration of the matter at the next scheduled meeting.
- 8.4 An abstention shall be a non-considered vote, one that is neither considered to be in favor or opposition to the motion on which the vote is taken.

## **Section 9: COMMITTEE OF THE WHOLE**

In the event that there is no quorum for a regularly scheduled meeting, members may elect to conduct business as a committee of the whole. Any decisions must be approved at the next regular meeting at which a quorum is present.

## **Section 10: ABSENTEEISM**

Advisory Committee members who have three (3) unexcused absences or six (6) excused absences in a year will be automatically removed from the Committee. An absence from a meeting may be considered excused if a Committee member contacts staff prior to the meeting and informs them of their inability to attend.

## **ARTICLE VI - COMMITTEES**

### **Section 1: FIRST 5 SACRAMENTO COMMISSION EVALUATION COMMITTEE**

Two members of the Advisory Committee shall serve as voting members of the First 5 Sacramento Commission Evaluation Committee. Two members of the Advisory Committee may be appointed as Alternates to the voting members. The Alternate members may participate in all Evaluation Committee meetings, but may only vote in the absence of the Voting member. Voting and Alternate members of the Advisory Committee will be appointed by the Chair.

### **Section 2: FIRST 5 SACRAMENTO COMMISSION FINANCIAL PLANNING COMMITTEE**

Two members of the Advisory Committee shall serve as voting members of the First 5 Sacramento Commission Financial Planning Committee. Two members of the Advisory Committee may be appointed as Alternates to the voting members. The Alternate members may participate in all Financial Planning Committee meetings, but may only vote in the absence of the Voting member. Voting and Alternate members of the Advisory Committee will be appointed by the Chair.

### **Section 3: FIRST 5 SACRAMENTO COMMISSION SYSTEMS OPTIMIZATION AND SUSTAINABILITY COMMITTEE**

Two members of the Advisory Committee shall serve as voting members of the First 5 Sacramento Systems Optimization and Sustainability (SOS) Committee. Two members of the Advisory Committee will be appointed by the Chair. Two members of the Advisory Committee may be appointed as Alternates to the voting members. The Alternate members may participate in all Systems Optimization and Sustainability Committee meetings, but may only vote in the absence of the voting member. Voting and Alternate members of the Advisory Committee will be appointed by the Chair.

### **Section 4: STANDING COMMITTEES**

Standing committees may be established by formal action of the Advisory Committee to perform certain ongoing duties that provide a basis for purposeful action and accountability in Advisory Committee operations. Membership of a standing committee may include Advisory Committee members and non-Advisory Committee members. Standing Committee members are expected to

adhere to the same attendance requirements as outlined in these bylaws and are expected to fully participate in the work of the committee.

#### **Section 5: AD HOC COMMITTEES, TASK FORCES, AND WORK GROUPS**

Ad-hoc committees, task forces or work groups may be established by the Advisory Committee to perform certain duties for a specified length of time or task. Membership of an ad-hoc committee or task force or work group may include Advisory Committee members and non-Advisory Committee members. Committee members are expected to adhere to the same attendance requirements as standing committees.

#### **ARTICLE VII - AMENDMENT OF BYLAWS**

The Bylaws may be modified by a majority vote of the Advisory Committee. Amendments to the Bylaws shall be presented at one monthly meeting and voted upon at the following monthly meeting. Any meeting conducted to modify the Bylaws will be publicly noted according to the Brown Act.



**First 5 Sacramento Advisory Committee Seats & Terms**  
**May 2023**  
**(2 year terms/Max of 3)**

Seat No.	Category	Name	Appointed	Two Year Term 1	Two Year Term 2	Two Year Term 3 Membership Expires
1.	Public Health Advisory Board					
2.	Alcohol and Drug Advisory Board					
3.	Children's Coalition	Heidi Keiser	August 2020	August 2022	August 2024	Aug 2026
4.	Mental Health Board	Silvia Rodriguez	May 2018	May 2020	May 2022	May 2024
5.	Disability Advisory Commission					
6.	Adult and Aging Commission	Megan Masten	May 2021	May 2023	May 2025	May 2027
7.	Human Services Coordinating Council					
8.	Community Rep: Oral Health	Katie Andrew	Nov 2022	Nov 2024	Nov 2026	Nov 2028
9.	Community Rep: Preschool	Jennifer Mohammad	Nov 2022	Nov 2024	Nov 2026	Nov 2028
10.	Community Rep: Immigrant Populations					
11.	Community Rep: Neighborhood Groups	Darla Williams	Feb 2023	Feb 2025	Feb 2027	Feb 2029
12.	Community Rep: Nutrition					
13.	Community Rep: Parents	Alexxandria Paige	May 2022	May 2024	May 2026	May 2028
14.	Community Rep: Grandparents	Robin Blanks	Dec 2018	Dec 2020	Dec 2022	Dec 2024
15.	Community Rep: Faith Community	Jose Goris	August 2020	August 2022	August 2024	Aug 2026
16.	Community Rep: Education & Early Care	Edward Lewis	August 2022	August 2022	August 24	Aug 2026
17.	Community Rep: Children w/Special Needs					
18.	Community Rep: Foster Care	Walter Wyniarczuk	Feb 2020	Feb 2022	Feb 2024	Feb 2026
19.	Community Rep: Medical/Health Provider	Tony Smith	Feb 2023	Feb 2025	Feb 2027	Feb 2029
20.	Community Rep: Parks & Rec	Carolyn Curtis	January 2018	January 2020	Jan 2022	Jan 2024
21.	Community Rep: Lactation Consultant					
22.	Community Rep: At Large					
23.	Community Rep: At Large					
24.	Community Rep: At Large					
25.	Community Rep: At Large					

Yellow = Vacancy  
Orange = Terming Out



## APPLICATION FOR APPOINTMENT TO THE FIRST 5 ADVISORY COMMITTEE

The First 5 Sacramento Advisory Committee advises the First 5 Sacramento Commission on local issues impacting children ages 0 – 5 and their families in Sacramento County.

### PART I – PERSONAL INFORMATION

Name:	
Home Address:	
Work Address: (if applicable)	
PLEASE NOTE THAT ADVISORY COMMITTEE MEMBERS MUST LIVE AND/OR WORK IN SACRAMENTO COUNTY.	
Supervisory District in which you live (or work, if you live outside the county): District _____	
If you do not know the supervisory district in which you live: Go to <a href="https://www.saccounty.gov/SupervisorLookup/Pages/default.aspx">https://www.saccounty.gov/SupervisorLookup/Pages/default.aspx</a> to Find your County Supervisor/District or Call the County Clerk's office at 916-874-5411.	
Phone number(s):	Type: <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work
E-mail address:	Preferred Contact Method: <input type="checkbox"/> Text <input type="checkbox"/> Email <input type="checkbox"/> Call

Is this a new appointment request or an existing Advisory Committee member seeking another term?

Check One: ☐ New Appointment ☐ Another Term

### Part II – EXPERIENCE & EDUCATION

In this section, please tell us about yourself, your interests and experience. If you have a particular focus related to children 0 – 5 and their families, please include details in the space provided along with any additional related information.

Below is a list of areas in which First 5 is seeking representation. Please check all categories for which you have <b>Professional (PR)</b> and/or <b>Personal (PE)</b> by checking the experience type.					
PR	PE		PR	PE	
		Behavioral Health			Immigrant Populations
		Children with Special Needs			Lactation Consultant/Childbirth Educator
		Community/Neighborhood Groups			Medical Field (General)
		Oral Health			Medical Provider (OB/GYN or Pediatrician)
		Domestic Violence			Parent/Caregiver
		Early Care and Education			Parks and Recreation
		Education (General)			Child Advocate/Policy Arena
		Faith Community			Physical Health and Well-Being
		Foster Care			Child Nutrition
		Grandparent			Teen parent



## APPLICATION FOR APPOINTMENT TO THE FIRST 5 ADVISORY COMMITTEE

Attach additional pages if needed. A resume may also be attached containing this and any other information that would be helpful in evaluating your application for appointment

**Experience and Education:** Tell us more about your experience and education related to the areas you checked above. How do those areas connect to children prenatal to age 5 and their families? How does your experience prepare you to advise First 5 on funding and/or policy decisions?

**What goal or goals do you have in serving on the Advisory Committee?** *What would you like to see accomplished during your term?*

**Community Experience & Affiliations:** *Please list any community groups, memberships or affiliations that you are a part of.*

**Have you, or do you currently, served on any County Boards, Commissions or Committees?** *If yes, please list along with years served.*



## APPLICATION FOR APPOINTMENT TO THE FIRST 5 ADVISORY COMMITTEE

Other experience you feel would be helpful in making this appointment:

### PART III - REFERENCES

How did you hear about this opportunity to serve on First 5 Sacramento's Advisory Committee?

Do you or any member of your immediate family work for the First 5 Sacramento Commission, a funded program of First 5, or hold a position that might conflict with your ability to make impartial recommendations?

Yes No

If Yes, please explain:

**References:** Please list three references we may contact with telephone numbers.

Name	Phone Number
1.	
2.	
3	

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

Send completed application to Stephanie Wills, Clerk of the Commission  
First 5 Sacramento Commission  
2750 Gateway Oaks Drive, Suite 330  
Sacramento, CA 95833

Questions? Please call (916) 876-5875 or e-mail Stephanie Wills at [WillsSt@saccounty.gov](mailto:WillsSt@saccounty.gov)

Applicants appointed to the Advisory Committee will be required to complete and  
file a Statement of Economic Interests (Form 700).

**VOLUNTARY INFORMATION:** Responding to the questions below is completely voluntary. This information is gathered in accordance with State and Federal laws. The Advisory Committee is seeking broad representation to reflect our diverse community.

Gender:	Race/Ethnicity:
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## First 5 Advisory Committee Interview Questionnaire

### Interview Format

#### I. Provide Background on First 5:

First 5 Mission Statement: In partnership with parents, caregivers and their communities, we seek to advance equitable, inclusive, and culturally responsive prevention and early intervention policies, systems, and practices that eliminate racial inequities, promote optimal health and development, and improve the lives of children prenatal through age five and their families

#### II. Members ask Questions of Applicant (*Applicant to receive questions in advance of interview*)

#### III. Members Respond to Questions from Applicant

#### IV. Share Selection Process/Appointment Timeline

### Interview Questions

1. The work of the Advisory Committee is to help shape strategies and focus the Commission's resources to best meet the needs of Sacramento's young children and their families. Tell us a little bit about yourself and the life experiences that you bring to the Advisory Committee that will assist the group's work.
2. I'd like to read our mission statement now (*read from above*). What makes our organization's mission powerful for you?
3. Why are you interested in serving on the First 5 Advisory Committee?
4. Racial equity, diversity and inclusion (REDI) is being centered in the Commission's system, culture and decision-making.
  - a) What does it mean for you to have a commitment to racial equity, diversity, and inclusion?
  - b) How have you demonstrated that commitment, and how would you see yourself contributing here?
5. Working with people from different backgrounds or cultures can present challenges and opportunities. What is your approach to understanding the perspectives of colleagues who have different backgrounds?
6. (*Refer to application if no experience, skip question*) What do/did you like most about your role and/or the work of the other committees you have served on?
7. What connections do you have within the community and/or the business arena? Are you comfortable sharing information and ideas to build awareness and partnerships that further the mission of First 5?
8. How does the current term of the position fit in with your other responsibilities?
  - a) Are you willing and able to commit to our meeting schedule?
  - b) How do you feel about volunteering outside of the committees set meeting schedule to assist with community outreach to garner community input and support?



# **FIRST 5 SACRAMENTO COMMISSION**

For the Agenda of:  
May 19, 2023

**To:** Advisory Committee Members

**From:** Julie Gallelo  
Executive Director

**Subject:** Review & Provide Input on the First 5 Implementation Plan for Fiscal Years 2024-25 through 2026-27

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## **BACKGROUND:**

On April 3, 2023, the Commission approved the 2024 Strategic Plan, which includes a conceptual framework centering children and families and highlighting five priorities and five core functions. It also delineates nine outcomes and fourteen goals for the strategic plan period and includes a spending plan totaling \$44.6 million for Fiscal Years 2024-25 through 2026-27.

The 2024 Implementation Plan is a complementary document that lays out the specific strategies through which the Commission hopes to achieve its goals and outcomes. The Implementation Plan guides the design and release of funding processes that will determine what programs are funded in the strategic plan period.

## **DISCUSSION:**

The 2024-2025 strategic planning process was centered in racial equity, diversity, inclusion and cultural responsiveness. The process began with seeking broad community input through three focus groups and a parent survey that was completed by 855 parents representing all Sacramento zip codes. The plan was then developed through thoughtful discussions by the entire Commission, based on what they heard from the community, additional information on local data and trends, outcomes of currently-funded programs, and Commissioners' own expertise in the needs and gaps in services that could be most impacted by First 5 funds. The five long-term priorities were identified as:

- Racial Equity
- Health & Well-Being
- Quality Child Care
- Parent Partnership
- Systems Improvement

Before staff embarked on drafting the strategies, they convened three focus groups of parents in order to hear from them what services they felt could best achieve the identified Priorities, Outcomes, and Goals. Eighty-seven parents from a list of those who had participated in the strategic planning focus group as well as applicants and participants in the PLTI program. Thirty-eight parents registered for the three focus groups and twenty-six participated. They represented all ethnicities that First 5 tracks

and included 5 people who identify as immigrants/refugees, 8 people who speak a language other than English at home, 5 currently or formerly unhoused people, 3 people who identify as LGBTQ+, and 7 people who have a child with special needs. They live in 18 different ZIP codes in Sacramento County.

Some clear, overarching themes emerged from the three focus groups, among them:

- In the aftermath of the pandemic, families of young children are feeling particularly isolated and are looking for ways to connect with other families in their community
- Parents are struggling with stress and mental health challenges and would like self-care type activities apart from their children
- Parents struggle to know what resources are available and would like a central clearinghouse for information and navigators to help them connect to services
- Parents expressed a desire for introductory leadership roles in programs
- Parents talked about the importance of increasing awareness of and normalizing perinatal mood disorders beginning in pregnancy
- Parents of children with special needs feel they need more support in multiple aspects (navigating the transition in services at age 3, learning how to parent a child with special needs, getting connected to families like theirs, learning how to advocate for their children) and they would like free parent-child activities geared toward children with special needs

Armed with this information as well as information on the efficacy of current approaches, the ranking of Health & Well-Being goals that Commissioners' created in their December retreat, and knowledge of currently available services in the county as well as innovative ideas from other counties, staff drafted the Implementation Plan.

Within the Plan, each Priority has a Summary Chart that includes information on potential Indicators that could be evaluated, followed by a list of Strategies including a brief description of each, primary population, funding mechanism and the 3-year funding allocation. Each chart ends with a cost breakdown by expense category.

Most Strategies will be funded at partner organizations; a few smaller Strategies will be addressed internally at First 5.

The proposal process will enable service providers to specify the activities they plan to utilize to meet the Commission's goal for a particular result area. New contracts will be negotiated and executed for a three-year period.

## **Next Steps**

Following the approval of the Implementation Plan, Commission staff will develop and release Request for Proposals (RFPs), Request for Applications (RFAs), and other funding processes as outlined in the Implementation Plan. Commission staff will return to the Commission for contract authority in early 2024.

## **FISCAL IMPACT:**

Funding for the three-year period beginning Fiscal Year 2021-22 totals \$44.6 million. The amount includes expenditures for Administration, Evaluation, and Programs.



# 2024 IMPLEMENTATION PLAN

Fiscal Years 2024-25  
through 2026-27



DRAFT



## Introduction

The 2024-27 Strategic Plan communicates the Commission's priorities and defines the change it hopes to achieve through its investment of \$44.6 million over the three-year period. Developed with community input and centering racial equity, diversity, inclusion, and cultural responsiveness, the plan includes five priorities and nine goals.

This Implementation Plan is the next phase of the Commission's Strategic Plan process and serves as a complement to that document. The Implementation Plan outlines the specific strategies to be funded during the next 3-year funding cycle. These strategies are expected to achieve the Commission's goals and outcomes as outlined in the 2024 Strategic Plan.

## First 5 Sacramento Commission Foundational Statements

### Vision

Sacramento County will have strong communities where children are safe, healthy and reach their full potential.

### Mission

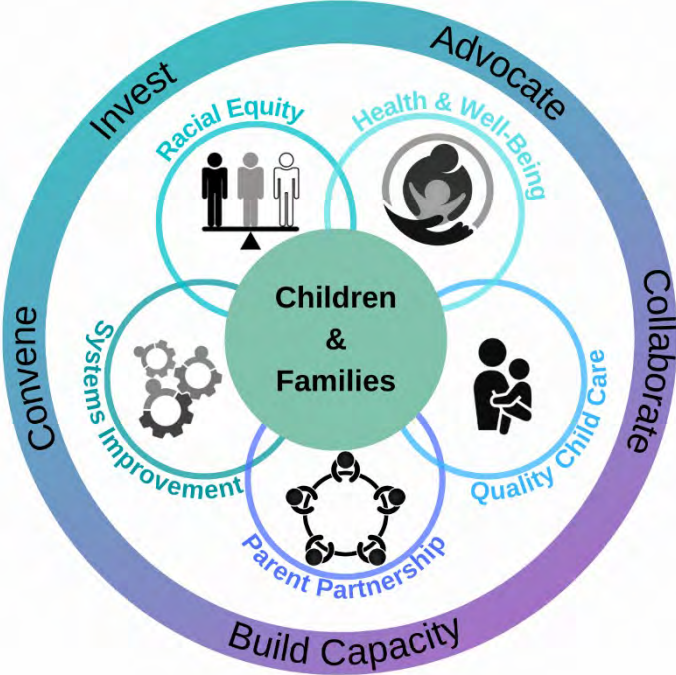
In partnership with parents, caregivers, and their communities, we seek to advance equitable, inclusive, and culturally responsive prevention and early intervention policies, systems, and practices that eliminate racial inequities, promote optimal health and development, and improve the lives of children prenatal through age five and their families.

### Foundational Principles

1. Make narrow and deep investments to achieve the greatest impact.
2. Look for opportunities to leverage other dollars to sustain critical services for children and families.
3. Choose strategies that promote prevention, early intervention and community collaboration.
4. Make data informed decisions that address community strengths and needs, build community assets, and prioritize underserved children and families.
5. Focus services on the county's most vulnerable families to reduce disparities in access to equitable, quality services and outcomes.

# IMPLEMENTATION PLAN OVERVIEW

In support of its mission, vision, and foundational principles, First 5 Sacramento has prioritized five areas of focus for long-term investment (2024 – 2034) as seen in the conceptual framework below. Children and families are at the center of the framework, informing and touched by all that First 5 does. The five priorities encircle this center, interlocking as an illustration of their interdependence. Around the outside are First 5’s Core Functions: to invest, advocate, convene, collaborate, and build capacity:



Information about planned expenditures and a summary sheet of each priority follow. The summary sheets lists potential indicators that could measure progress in each priority area. Summary sheets detail the strategies, the primary population to be served, the funding mechanism, and the three-year allocation for each strategy. Each chart ends with the costs for the priority area delineated by expense category.



## PLANNED EXPENDITURES

Funding for the three-year Strategic Plan period totals \$44.6 million. This allocation includes expenditures for Administration, Evaluation and Program. Planned expenditures for each Fiscal Year are as follows:

	FY 2024-25	FY 2025-26	FY 2026-27	Total
Administration	\$1,250,558	\$1,250,558	\$1,250,558	\$3,751,673
Evaluation	464,727	464,727	464,727	1,394,180
Program	13,164,746	13,164,746	13,164,746	39,494,148
<b>Total</b>	<b>\$14,880,000</b>	<b>\$14,880,000</b>	<b>\$14,880,000</b>	<b>\$44,640,000</b>

Planned program expenditures for the three-year period by Priority are as follows:

Priority Area	Total Program Expenditures	Percentage of Program Expenditures (\$39,494,148)
P1: Racial Equity	\$5,239,483	13%
P2: Health & Well-Being	\$25,498,817	65%
P3: Quality Child Care	\$1,746,494	4%
P4: Parent Partnership	\$1,047,897	3%
P5: Systems Improvement	\$1,397,195	4%
Program Staffing	\$2,698,373	7%
Program Management**	\$1,081,869	3%
Allocated Costs	\$426,540	1%
Media	\$165,150	<1%
Operational Costs	\$192,330	<1%
<b>Total Program Expenditures</b>	<b>\$39,494,148</b>	<b>100%</b>

\*The Health & Well-Being total includes \$72,330 in MAA fees.

\*\*The Program Management total includes the sum of these costs across all summary charts and the partial cost of salary and benefits for the Executive Director and Media Planner for activities that cross all result areas.

# Priorities Summary Sheets

## Potential Indicators

Indicators are specific areas of measurable change the Commission aims to impact by funding the particular strategies listed. The indicators will be used to develop Results Based Accountability (RBA) plans to inform programming and measure program effectiveness.

## Program Strategies

Each priority has identified program strategies to be implemented to support the achievement of the Commission's desired goals. Based on past programming, current research, community input, and evidenced effectiveness, each strategy listed has been prioritized for funding.

## Primary Population

In accordance with the Proposition 10 Children and Families Act, programs and services will be provided to pregnant women, children birth through five years of age, their parents/caregivers and early learning professionals. Some strategies will be geared toward specific, under-resourced populations in Sacramento County. For specific primary population details, refer to each Priority Area summary.

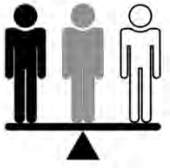
## Funding Mechanism

Some strategies will be subject to a competitive bid process and some strategies will be subject to a non-competitive funding process when there exists only a single entity that can carry out a given strategy, or an established infrastructure for that strategy, or braided funding or a matching requirement that complements First 5 funding. One strategy may be funded through a community-based, participatory funding process (the REDI+CR Funding Pathway).

Competitive bid processes serve as a means to seek qualified service providers who may or may not have previously contracted with the Commission. In addition, the competitive bid process provides the opportunity for new and innovative approaches. This proposal process will enable service providers to specify the means they plan to utilize to meet the Commission's goal(s) for a particular result area. New contracts will be negotiated and executed for a three-year period.

Requests for Proposals (RFPs) and Requests for Applications (RFAs) will be released in fall / winter 2023-24. The REDI+CR Funding Pathway process will take place in summer 2024. It is anticipated that funding recommendations will be made to the Commission in February - October 2024. Following contract negotiations, services will begin July 1, 2024 for all but the REDI+CR Funding Pathway.





## Priority 1: Racial Equity

### Potential Indicators

- Knowledge of Commission, staff, and partners/grantees on REDI+CR, including trauma informed practice
- Parent/caregiver contribution to decision making in F5 Sacramento's work
- Number/amount of leveraged committed resources to support underserved/unserved children's wellbeing and development
- Number and characteristics of new partners

Implementation Strategy	Primary Population	Funding Mechanism	3 – Year Allocation
<b>Strategy 1 – Internal First 5 REDI+CR Work</b> Capacity building, trainings, and education on Racial Equity, Diversity, Inclusion, and Cultural Responsiveness (REDI+CR) and trauma-informed care that will contribute to creating an inclusive, well-informed organization that is better prepared to advance equity throughout our agency.	Commissioners, Staff, Advisory Committee Members	Non-competitive RFA:  (Pure Jeanius Consulting)	\$150,000

<b>Strategy 2 – REDI+CR Funding Pathway</b> A separate funding pathway to engage new partners serving BIPOC populations and underserved communities, as well as technical assistance to build agency capacity among these new partners.	Small Community Based Organizations not currently funded by First 5	Competitive RFP and/or Participatory Funding Process	\$4,689,483
<b>Strategy 3 – External REDI+CR Work</b> A Pathway to the REDI+CR framework co-created with First 5 funded service providers, parents, and caregivers that guides capacity building goals and activities and provides metrics and benchmarks to ensure shared accountability among funded partners.	Funded partners and the communities they serve	Competitive RFP	\$216,000
<b>Strategy 4 – REDI+CR Communication Plan and Website Development</b> A comprehensive communication plan that will articulate the vision, strategies, and both internal and external activities that support REDI+CR principles as delineated in the First 5 REDI+CR Action Plan.	Commissioners, Advisory Committee Member, parents, community, providers	Competitive RFP	\$42,000
<b>Strategy 5 –Evaluation of REDI+CR Action Plan Activities</b> Evaluation specifically designed for the REDI+CR Plan and above strategies, inclusive of internal and external focused REDI activities, the newly developed REDI granting process and outcomes, as well as the REDI communications plan.	Created in collaboration with underserved/ unserved communities, BIPOC parents/ caregivers, & CBO's serving diverse neighborhoods, to be shared with the community at large.	Competitive RFP	\$142,000



Funds available for contracting	\$5,239,483
Internal F5 funds	\$0
Program Staffing: 0.50 FTE	\$306,210
Program Management	\$128,794
Media Costs	\$45,000
Program Support	\$30,000
Allocated Costs	\$50,779
<b>Total Program Allocation</b>	<b>\$5,800,266</b>





## Priority 2: Health & Well-Being

### Potential Indicators

- Percentage of pregnant women who receive prenatal care prior to the second trimester
- Infant mortality rate
- Percentage of clients who exclusively feed baby breastmilk at 6 months
- Number of children receiving developmental screens and percentage of those children who are subsequently linked to services
- Percentage of parents/caregivers demonstrating increased knowledge of child development and confidence in their ability to promote it
- Percentage of parents demonstrating increases in the Protective Factors
- Child maltreatment rates (allegations, substantiations and recurrence)

Implementation Strategy	Primary Population	Funding Mechanism	3 – Year Allocation
<b>Strategy 1 – Infant Safe Sleep</b> Infant safe sleep education for pregnant people and families with children up to one year of age, with a priority on infants under six months old in communities with higher risks for and rates of infant sleep related (ISR) deaths; includes training of parents/caregivers and provision of portable cribs.	Pregnant people and new parents with a child under one year of age. Focus on populations with risks and higher rates of ISR deaths	Non-Competitive RFA  (CAPC)	\$600,000

<p><b>Strategy 2 – Pregnancy Peer Support</b></p> <p>Regular and on-going education, support, accompaniment, and navigation services for pregnant African American people in Sacramento County provided by trained, community-based peer mentors. Assessments and screenings (including mental health) will be provided, as well as education and services relevant to a healthy pregnancy, birth, and infant.</p>	<p>Pregnant African American people in Sacramento County who enroll in the program before 30 weeks of pregnancy. Services and supports will be provided up to 6 weeks postpartum.</p>	<p>Competitive RFP</p>	<p>\$2,520,000</p>
<p><b>Strategy 3 – Breastfeeding Support</b></p> <p>Breastfeeding education and lactation support services for pregnant people and those with children up to one year old, particularly among communities with lower rates of breastfeeding. Services will help increase awareness, provide coaching, and address challenges or concerns, to help with the initiation and continuation of providing breastmilk through at least six months of age.</p>	<p>Pregnant people and new parents with a child under one year old. Focus on populations with lower breastfeeding rates and those with limited access to lactation consultants/ breastfeeding support services</p>	<p>Competitive RFP</p>	<p>\$1,211,032</p>
<p><b>Strategy 4 – Developmental Screening and Centralized Referrals</b></p> <p>Help Me Grow (HMG) Model to link families with children ages 0-5 with needed programs and services to screen for, assess, and/or address potential developmental delays and behavioral health challenges. Key components include universal screening, community outreach, centralized access point, partnership with medical providers, and a centralized data systems that can identify gaps, barriers and progress.</p>	<p>Children ages 0-5 who have not been screened for developmental delays and behavioral health challenges and those who need follow up services.</p>	<p>Non-competitive RFA  (SCOE)</p>	<p>\$1,020,000</p>

	Families living in transitional housing.		
<b>Strategy 5 – Developmental Playgroups for Children with Exceptional Needs</b> Developmental playgroups in community settings for children with exceptional needs ages 0 – 5 and their parents / caregivers, will be led by adults with expertise in working with children with exceptional needs. Groups will have a maximum of 8 children, will include sensory play, and will foster connections among families.	Children 0 - 5 with exceptional needs who are not enrolled in preschool and their parents / caregivers	Competitive RFP	\$300,000
<b>Strategy 6 – Family Engagement and Connection at Schools</b> This strategy consists of two parts: <b>a)</b> Structured developmental playgroups for children ages 0 through 3 and their caregivers that enhance learning and social skills and provide families with opportunities, ideas, and tools for enriched engagement with their children, increased knowledge of child development, and social connections to other parents.  <b>b)</b> Parent Cafés for parents/caregivers of children 0 - 5 focused on protective factors using the Be Strong Families Parent Café model. Cafés use structured, small group conversations to facilitate transformation and healing within families; build community; develop social connections; center parent knowledge, voice, and expertise; create parent leadership opportunities; as well as provide time for adult-only interaction.	Families with children 0 – 5 in the neighborhoods of targeted, low-income schools	Non-Competitive RFA (EGUSD, FCUSD, GJUESD, NUSD, RDUSD, RESD, SCUSD, SJUSD, TRUSD)	\$4,477,124
<b>Strategy 7 – Training for Parent Café Leaders</b> Initial training for funded and non-funded partners in Sacramento County in the Be Strong Families Parent Café model.	Funded school districts engaging in the Parent Café model & non-funded Sacramento	Competitive RFA	\$50,000

	County partners interested in using the model		
<b>Strategy 8 – Parent Support &amp; Connection at Family Resource Centers</b> An array of services to foster community engagement, build positive family environments, reduce stress, and eliminate isolation. Services may include self-care workshops, health & safety workshops, and stand-alone parenting classes on various topics such as parental resilience, child development, or social emotional development.	Families with children 0 – 5 years old	Non-competitive RFA for Family Resource Centers only  (Birth & Beyond)	\$3,751,566
<b>Strategy 9 – Case Management through Family Resource Centers</b> Short-term case management to improve outcomes for children and families. Concrete supports will be provided to families requesting basic needs or experiencing crises such as homelessness, food insecurity, substance use, domestic violence, etc. As parents move from crisis to self-sufficiency they will be referred to core services, such as home visiting and/or parent support & connection activities.	Families with children 0 – 5 years old requesting support with basic needs	Non-competitive RFA for Family Resource Centers only  (Birth & Beyond)	\$2,551,654
<b>Strategy 10 – Home Visiting through Family Resource Centers</b> Home visiting supportive services designed to offer evidence-based parenting education, provide information about child development, help parents gain access to resources and services, and reduce social isolation. Parents will receive one-on-one education and support during each home visit based on needs assessment.	Families/children 0 to 3 years. Secondary focus children 3 to 5 years(families that are not eligible for CalWORKs HVP)	Non-competitive RFA for Family Resource Centers only  (Birth & Beyond)	\$6,277,488
<b>Strategy 11 – Emergency Childcare &amp; Case Management</b> Temporary, safe, emergency child care for families experiencing crisis and provision of case management services to help	Families with children ages 0-5	Non-Competitive RFA	\$2,739,953

parents/caregivers mitigate the crisis. Services include overnight and/or day respite care for children to reduce risk for child abuse and neglect and to provide time for parents/caregivers to stabilize their situation. Families utilizing care will receive case management support and assistance in developing and implementing a plan to address their most pressing needs. Families will receive follow-up to assess progress made toward crisis resolution.		(Sacramento Children's Home)	
Funds available for contracting			\$25,498,817
Internal F5 funds			\$0
Program Staffing: 1.10 FTE			\$734,478
Program Management			\$283,346
Media Costs			\$15,150
Program Support			\$87,330
Allocated Costs			\$111,713
<b>Total Program Allocation</b>			<b>\$26,730,834</b>





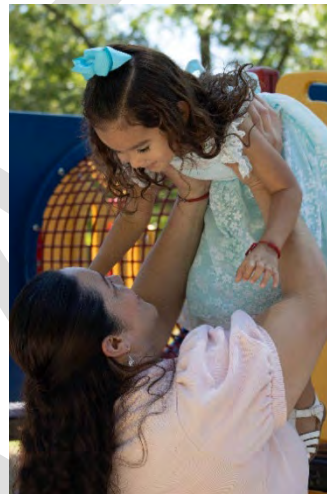
## Priority 3: Quality Child Care

### Potential Indicators

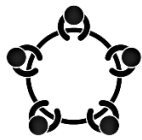
- Percentage of licensed center and family child care providers who participate in Raising Quality Together (RQT)
- Percent of child care providers (family and center based) demonstrating improvements based on pre and post assessments
- Number and characteristics of providers who receive coaching
- Number and characteristics of engagements of the Child Care Coalition

Implementation Strategy	Primary Population	Funding Mechanism	3 – Year Allocation
<b>Strategy 1 – Sacramento County Child Care Coalition</b> Staffing for facilitation and administration of the Sacramento Child Care Coalition, a group of engaged partners working together to strengthen families and improve access to high-quality, affordable, and equitable early learning and care across Sacramento County.	Sacramento elected leaders, business community, child care providers, and child care consumers	Non-competitive RFA  (Child Action, Inc.)	\$90,000
<b>Strategy 2 – Child Care Quality Supports</b> Short- and long-term coaching for child care providers, including behavioral consultation, to grow their expertise. Services focused on those serving unhoused and low-income families and/or serving children with special needs in inclusive settings.	Family child care providers, private child care centers not already engaged in quality improvement programming	Non-competitive RFA  (SCOE)	\$1,656,494
Funds available for contracting			\$1,746,494

Internal F5 funds	\$0
Program Staffing: 0.20 FTE	\$129,142
Program Management	\$51,518
Media Costs	\$15,000
Program Support	\$15,000
Allocated Costs	\$20,311
<b>Total Program Allocation</b>	<b>\$1,977,465</b>







## Priority 4: Parent Partnership

### Potential Indicators

- Number and characteristics of parents/caregivers and their contribution to decision making in F5 Sacramento's work
- Number and types of opportunities for parents/caregivers to make contributions
- Percentage and characteristics of parents/caregivers who move into leadership roles

Implementation Strategy	Primary Population	Funding Mechanism	3 – Year Allocation
<b>Strategy 1 – Parent Engagement Coordinator</b> A Program Coordinator to oversee parent/caregiver partnership activities, including on-going parent recruitment for giving feedback and for leadership roles. Coordinator will oversee Strategies 2 – 4 below.	Diverse parents and caregivers with lived experience & children ages 0-5 years old*	Competitive RFP	\$255,000
<b>Strategy 2 – Parent/Caregiver Feedback &amp; Expertise</b> Administrative support for a community partner to issue stipends to parents/caregivers; run focus groups (including providing child care and food) and survey outreach; as well as funds for stipends to parents/caregivers who participate in providing feedback and expertise to programming (i.e. participation in F5 Committees, focus groups, translation, outreach).	Diverse parents and caregivers with lived experience & children ages 0-5 years old*		\$105,000
<b>Strategy 3 – Scholarships for Parents/Caregivers</b> Scholarships to parents/caregivers for leadership and professional development, including but not limited to: <ul style="list-style-type: none"> <li>• Micro-grants for grassroots, parent-led community building activities</li> </ul>	Diverse parents and caregivers with lived experience & children ages 0-5 years old*		\$81,897

<ul style="list-style-type: none"> <li>Incentives for completing certification programs or training.</li> </ul>			
<b>Strategy 4 – Organizational Capacity to Engage Parent/Caregiver Leaders</b> Family engagement in leadership roles at partner organizations through provision of: <ul style="list-style-type: none"> <li>Agency mini-grants for parent/caregiver stipends</li> <li>Training and TA for family engagement and leadership (i.e. consultant)</li> <li>Training scholarships for organizations that serve primarily BIPOC families (i.e. Grant Writing, HOPE Certification, National Family Engagement Network)</li> </ul>	Funded partners		\$180,000
<b>Strategy 5 – Community Stipends</b> Stipends for parents/caregivers who serve on F5 committees, Commission, review panels, etc., creating a pathway to leadership that promotes diversity and equality in decision making for children and families.	Diverse parents and caregivers with lived experience & children ages 0-5 years old*	Internal F5 Funds	\$30,000
<b>Strategy 5 – Parent/Caregiver Leadership Development</b> Training options for parents/caregivers to learn about civic engagement, including but not limited to: <ul style="list-style-type: none"> <li>Parent Leadership Training Institute (PLTI)</li> <li>Parent Academy for Civic Engagement (PACE)</li> </ul>	Diverse parents and caregivers with lived experience & children ages 0-5 years old*	Internal F5 Funds and Mini-Grants	\$300,000
<b>Strategy 6 – Language Justice</b> Strategies that promote language justice including but not limited to: <ul style="list-style-type: none"> <li>Quality interpreters/translators for parent meetings and trainings</li> <li>Translated materials and First 5-affiliated websites</li> <li>Interpretation technology devices</li> </ul>	Parents, caregivers & community members who primarily speak a language other than English	Internal F5 Funds	\$96,000

Funds available for contracting	\$621,897
Internal F5 funds	\$426,000
Program Staffing: 0.45 FTE	\$283,673
Program Management	\$115,914
Media Costs	\$45,000
Program Support	\$30,000
Allocated Costs	\$45,701
<b>Total Program Allocation</b>	<b>\$1,568,185</b>

\* Including but not limited to: parents/caregivers who are BIPOC (Black, Indigenous, and People of Color), monolingual, refugees, single parents, young parents, first-time parents, LGBTQ+ parents, disabled parents, and parents of children with special needs





## Priority 5: Systems Improvement

### Potential Indicators

- Number and characteristics of individuals who receive scholarships for professional development
- Number of hospitals who receive Birthing Friendly designation
- Contributions of the Systems Liaison towards improving referrals and access
- Number and characteristics of agencies and community members engaged in convening of child and family serving agencies/systems
- Number of primary and dental care providers who participate in oral health trainings
- Resources leveraged from external sources in support of First 5's mission
- Number of engagements with elected officials in support of First 5's mission
- Number and types of outreach efforts to increase the public's awareness of First 5's mission

Implementation Strategy	Primary Population	Funding Mechanism	3 – Year Allocation
<b>Strategy 1 – Community Workforce Pipeline</b> Scholarships to support educational costs for BIPOC community members wishing to pursue paraprofessional education/certification in fields that improve the health of children prenatal through five (such as doulas, peer counselors, community health workers). Priority will be given to current/prior clients of First 5 funded programs.	Community members, especially the BIPOC community, that want to further their education and gain entry in to the workforce in positions that improve the health and well-being of children prenatal through five.	Application process from community directly to F5	\$150,000

<b>Strategy 2 – Health &amp; Hospital Systems Capacity-Building</b> Convenings, trainings, and technical assistance to support up to eight local birthing hospitals to pursue Birthing Friendly Hospital designation. Additional activities will be determined as requirements for designation are released.	Local birthing hospitals in Sacramento County	Non-Competitive Application/ Letter of Commitment	\$50,000
<b>Strategy 3 – Health Systems Liaison</b> A consultant to serve as the Commission’s liaison to local health plans and family service organizations to improve referrals and access to services for families. The Systems Liaison will participate in partner advisory groups/committees, maintain knowledge of pathways to access services, advocate for services, and help support some work of SFC.	Health plans and local organizations that focus on and/or provide services to pregnant women and their children through one year of age	Competitive RFP	\$250,000
<b>Strategy 4 – Promotion of Well-Mom and Well-Baby Services</b> Funding for communications, advocacy, network-building, care connecting, needs and barriers assessment, and tools to improve culturally competent services that address pregnancy, birth, and infant outcomes for families, particularly in diverse, underserved communities.	Health plans and local organizations that focus on and/or provide physical and mental health services to pregnant people and their children through one year of age	Internal First 5 Funds	\$150,000
<b>Strategy 5 – Sac Family Connect</b> A sustainable, unified system of family support agencies that connects families with the home visiting and family support services they need while maximizing available funding to serve more families. Funds will be used for marketing and outreach; maintaining the SacFamilyConnect website; and developing a system to share data across programs.	Organizations that serve families with young children, including but not limited to early education, family resource centers,	Internal First 5 and Media Communications Costs	\$75,000

	social services, public health, community incubators leads (CILs), health plans, as well as community members.		
<b>Strategy 6 – Black Child Legacy Campaign (BCLC) Leadership</b> Staff support of the BCLC Steering Committee	Members of the BCLC Steering Committee	MOU Extension (DCFAS)	\$300,000
<b>Strategy 7- Child Safety Forward Sacramento (Prevention Cabinet)</b> Support for cross-systems convenings and Town Hall events focused on family strengthening and community engagement in implementation of Child Safety Forward Sacramento goals.	Public & private leaders who participate on the Prevention Cabinet and the Community at large for Town Hall events.	Non-competitive RFA (CAPC)	\$60,000

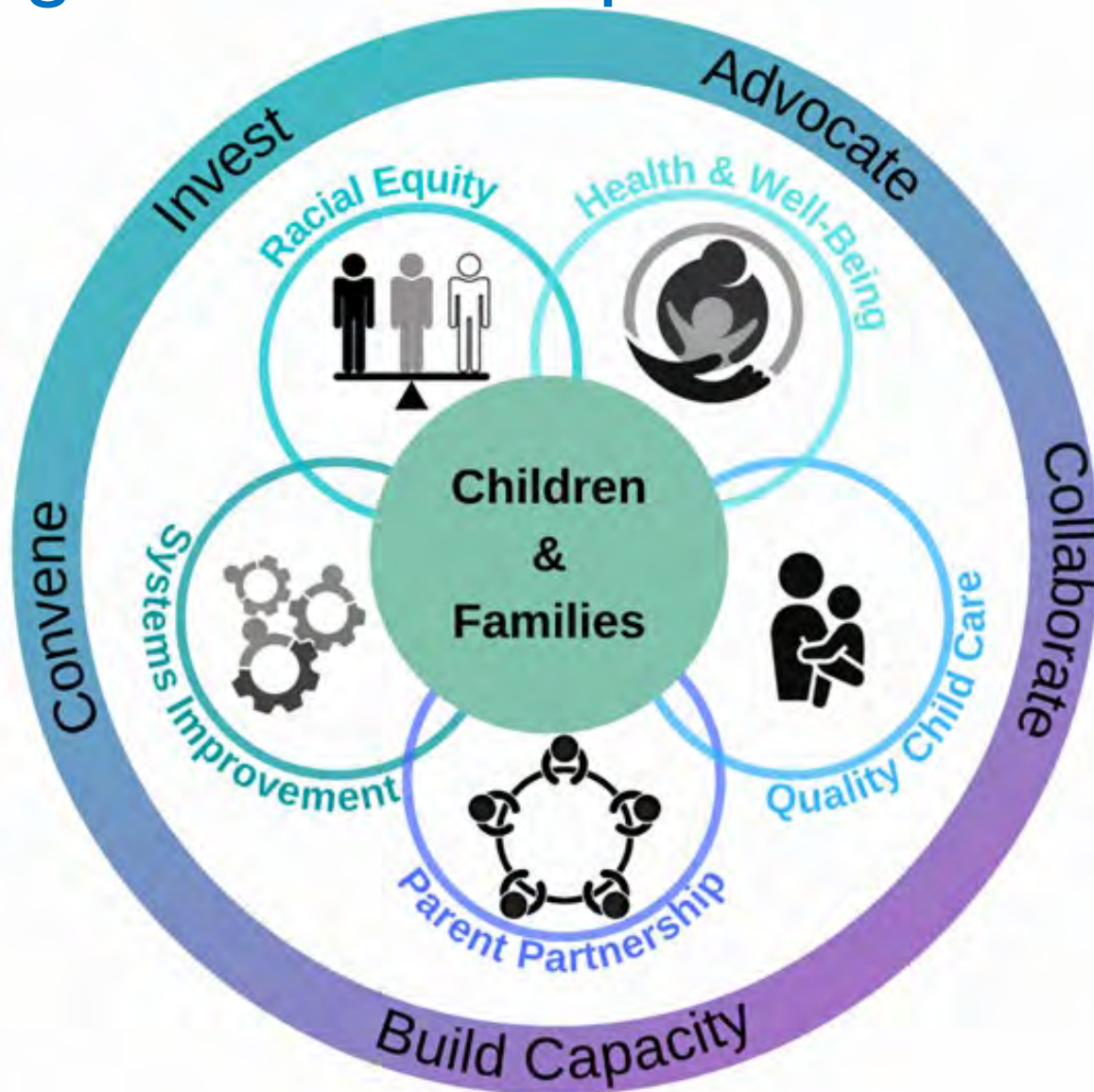
<b>Strategy 8- Oral Health System Improvements (0-5)</b> Expand oral health trainings to primary care providers to support medical-dental connection for young children  Develop a training for dental providers in alternative approaches to treating young children to reduce the number of referrals for sedation.  Increase the quantity and quality of Kindergarten Oral Health Assessment (KOHA) data being collected and reported by hosting an education and training event on ASTDD screening guidelines and passive consent policy.	Medi-Cal pediatricians and prenatal providers	Competitive RFP	\$260,000
	Denti-Cal providers serving children 0-5		
	School district oral health screeners and school staff		
<b>Strategy 9 – Public Will and Advocacy</b> Increase the public’s understanding of the importance of investing in children in their first five years utilizing social media, paid content and other methods.  Monitor and advocate for legislation that aligns with First 5 Sacramento’s Policy Platform  Engage state and local elected officials to encourage policies and build public support for investments in early childhood	General public, elected officials, foundations, funders, etc.	Primarily media-communications costs	\$102,195
Funds available for contracting			\$1,145,000
Internal F5 funds			\$252,195
Program Staffing: 1.95 FTE			\$1,244,870
Program Management			\$502,296
Media Costs			\$45,000
Program Support			\$30,000
Allocated Costs			\$198,037
<b>Total Program Allocation</b>			<b>\$3,417,398</b>



First 5 Sacramento 2024 Implementation Plan



# Strategic Plan Conceptual Framework



# Implementation Plan Overview

- Expands on the Strategic Plan by providing detail on the five Priorities
- Guides the design and release of funding processes that will determine what programs are funded in the strategic plan period
- Summary sheets include potential indicators, strategies, primary populations, funding mechanisms and the 3-year allocation for each Result Area



# Program Expenditures by Result Area

Priority Area	Total Program Expenditures	Percentage of Program Expenditures (\$39,494,148)
P1: Racial Equity	\$5,239,483	13%
P2: Health & Well-Being	\$25,498,817	65%
P3: Quality Child Care	\$1,746,494	4%
P4: Parent Partnership	\$1,047,897	3%
P5: Systems Improvement	\$1,397,195	4%
Program Staffing	\$2,698,373	5%
Program Management**	\$1,081,869	3%
Allocated Costs	\$426,540	1%
Media	\$165,150	<1%
Operational Costs	\$192,330	<1%
<b>Total Program Expenditures</b>	<b>\$39,494,148</b>	<b>100%</b>

# Result Areas Program Strategies

Result Area	Core Strategies	3-Year Allocation
P1: Racial Equity	• Internal First 5 REDI+CR Work	\$150,000
	• Community Funding Process	\$4,689,483
	• External REDI+CR Work	\$216,000
	• REDI+CR Communication Plan	\$42,000
	• Implementation & Evaluation of REDI+CR Action Plan Activities	\$142,000
P3: Quality Child Care	• Sacramento County Child Care Coalition	\$90,000
	• Child Care Quality Supports	\$1,656,494
P4: Parent Partnership	• Parent Engagement Coordinator	\$255,000
	• Parent Feedback & Expertise	\$105,000
	• Scholarships for Parents	\$81,897
	• Building Organizational Capacity to Engage Parent Leaders	\$180,000
	• Parent Leadership Development	\$300,000
	• Language Justice	\$96,000
	• Community Stipends	\$30,000

# Result Areas Program Strategies

Result Area	Core Strategies	3-Year Allocation
P2: Health & Well-Being	<ul style="list-style-type: none"> <li>• Infant Safe Sleep</li> </ul>	\$572,000
	<ul style="list-style-type: none"> <li>• Pregnancy Peer Support</li> </ul>	\$2,400,000
	<ul style="list-style-type: none"> <li>• Breastfeeding Support</li> </ul>	\$1,211,032
	<ul style="list-style-type: none"> <li>• Family Engagement &amp; Connection at Schools</li> </ul>	\$4,477,124
	<ul style="list-style-type: none"> <li>• Training for Parent Café Leaders</li> </ul>	\$50,000
	<ul style="list-style-type: none"> <li>• Developmental Play Groups for Children with Exceptional Needs</li> </ul>	\$300,000
	<ul style="list-style-type: none"> <li>• Developmental Screenings &amp; Centralized Referrals</li> </ul>	\$1,020,000
	<ul style="list-style-type: none"> <li>• Family Support Navigators</li> </ul>	\$2,700,000
	<ul style="list-style-type: none"> <li>• Parent Support &amp; Connection at FRCs</li> </ul>	\$3,500,000
	<ul style="list-style-type: none"> <li>• Home Visiting through FRCs</li> </ul>	\$5,000,000
	<ul style="list-style-type: none"> <li>• Case Management at FRCs</li> </ul>	\$1,854,100
	<ul style="list-style-type: none"> <li>• Emergency Child Care &amp; Case Management</li> </ul>	\$2,414,562

# Result Areas Program Strategies

Result Area	Core Strategies	3-Year Allocation
P5: Systems Improvement	<ul style="list-style-type: none"> <li>Black Child Legacy Campaign Coordination</li> </ul>	\$300,000
	<ul style="list-style-type: none"> <li>Promotion of Well-Mom and Well-Baby Services</li> </ul>	\$150,000
	<ul style="list-style-type: none"> <li>Health Systems Liaison</li> </ul>	\$250,000
	<ul style="list-style-type: none"> <li>Maternal Mental Health Support</li> </ul>	\$60,000
	<ul style="list-style-type: none"> <li>Health and Hospital Systems Capacity Building</li> </ul>	\$50,000
	<ul style="list-style-type: none"> <li>Oral Health Systems Improvements (0-3)</li> </ul>	\$260,000
	<ul style="list-style-type: none"> <li>Child Safety Forward (Prevention Cabinet)</li> </ul>	\$60,000
	<ul style="list-style-type: none"> <li>Sac Family Connect</li> </ul>	\$75,000
	<ul style="list-style-type: none"> <li>Community Workforce Pipeline</li> </ul>	\$150,000
	<ul style="list-style-type: none"> <li>Public Will and Advocacy</li> </ul>	\$102,195

# Next Steps

Upon approval of the 2024 Implementation Plan:

- Release of RFPs/RFAs in the Fall of 2023
- Commission approval of funding recommendations early 2024
- 3-year contracts negotiated Mar–Jun 2024
- New services begin July 1, 2024





# Questions?

