



ADVISORY COMMITTEE

This is an In-Person Meeting for Committee Members
2750 Gateway Oaks Drive, Suite 330
Sacramento, CA 95833

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

Community/Public May Join By Zoom:

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

MEETING AGENDA

October 13, 2023

2:00-3:30PM

- | | |
|---|------------|
| 1. Call to Order/Roll Call | 2 minutes |
| 2. Welcome & Introductions
(Your Name, Seat held, Pronouns, Your passion for being here) | 15 minutes |
| 3. Approve Minutes from August 11, 2023 | 2 minutes |
| 4. Executive Director Update <ul style="list-style-type: none">• Stipend Opportunity for Members• Appoint Kairis Chiaji to the SOS Committee Alternate Seat | 10 minutes |
| 5. Continuing the Conversation: The Advisory Committee's Role in Advancing Racial Equity within First 5 Sacramento <ul style="list-style-type: none">• Review and Approve Values Statement & Meeting Agreements• Review and Input on 2023/24 Internal Racial Equity Workplan<ul style="list-style-type: none">◦ April Jean, Pure Jeanius Consulting & LaTina Price, First 5 | 40 minutes |
| 6. Review Responses to "Creating our Meeting Framework" Activity | 15 minutes |
| 7. Member and Public Comments/Announcements | 5 minutes |
| 9. Adjourn | |



ADISORY COMMITTEE
DRAFT ACTION SUMMARY

August 11, 2023 2:00 PM

Members: Katie Andrew, Robin Blanks, Kairis Chiaji, Carolyn Curtis, Junior Goris (Vice Chair), Janea Hackett-Little, Heidi Keiser, Edward Lewis, 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, Edward Lewis

1. Call to Order/Roll Call

ACTION: The meeting was called to order at 2:03 PM

2. Welcome and Introductions

The Advisory Committee welcomed five new members that were appointed and approved at the August Commission meeting.

1. Chase Smith, Public Health Advisory Board seat (PHAB board member)
2. Kairis Chiaji, Lactation Consultant/Childbirth Educator seat (doula)
3. Fatima Malik, Member-at-Large seat (new parent)
4. Janea Hackett-Little, Nutrition seat
5. Darsey Varnedoe, Member-at- Large seat (health plan representative)

3. Public Comments on Off-Agenda Items

None at this time.

4. Approval of the Draft Action Summary from June 9, 2023

ACTION: Motion to approve from Robin Blanks, seconded by Junior Goris. Motion passes.

5. Executive Director's Report

Highlights included:

- Last Commission meeting updates and upcoming meeting agenda
- Strategic and Implementation Plan Update
- Prop 10 Revenue Decline/Tobacco Flavor Ban Update
- Racial Equity, Diversity & Inclusion and Cultural Responsiveness (REDI+CR) Update
- Sacramento Business Journal Partnership: Diversity, Equity and Inclusion efforts
- Parent Leadership Training Institute (PLTI) Graduation
- SMILE, CA Partnership
- City of Sacramento Children's Fund Update
- CA Accountable Communities for Health Initiative Grant

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

- a) Debrief June Committee Meeting- Racial Equity Discussion
- b) Develop Agreements for Meeting Interactions
- c) Member Check-in: State Views, Ask Questions, Be Curious

At the June meeting, an inquiry was made to a member of the Committee as to whether or not there is hard evidence that racism is a root cause of poor health outcomes for black women and babies. Julie Gallelo acknowledged that the inquiry was uncomfortable and it created discomfort among the members. She led a discussion on racism, white supremacy, white privilege and implicit bias and how they can show up in our own work at the Commission, as well as out in the larger world where kids and families are served, such as hospitals and health clinics.

The Commission adopted its Resolution on Racial Equity and Social Justice 2.5 years ago. And within that groundbreaking document, First 5 laid out our foundational belief, a core truth for us, that racism, not race, is the root of health and early learning disparities.

Committee members engaged in brave conversations around acknowledging when harm is being done, providing opportunity for members to express feelings and concerns around experiencing harm, and discussing ways to confront offensive behaviors. Members reviewed a set of agreements that would create a safe space for discussions and elected to convene a sub-committee (Silvia, Robin, Junior, Kairis and Jennifer) to create a values statement to declare how and why equity work is central to the overall purpose of the Advisory Committee.

Members expressed their gratitude to the Executive Director, staff and each other for taking on such courageous conversations and stepping

outside of their comfort zones because that is what is required to move this work forward. Staff, with the help of consultants, will be documenting our REDI work, recognizing that this is a journey, a work in progress. As this example shows, we are making progress. The staff's hope is that by documenting our process, we can create a pathway for others to do the same.

7. Orientation Handbook Review

Staff updated the Advisory Committee Orientation handbook for all members. It includes background on First 5, the role, responsibilities and recruitment of committee members and the Commission's REDI+CR framework.

8. Activity: Creating the Framework for Advisory Committee Meetings

First 5 staff, Lindsay Dunckel, led a hands-on group activity to create a framework for the committee. Members were asked to respond to the following three questions:

1. What do you need to make these meetings a good space for collaboration and learning?
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?
3. What expertise – personal, professional, lived experience, passion, etc. – do you have that would be helpful to this committee?

Feedback was collected and will be discussed at the October meeting.

9. Member Announcements/Comments

- Junior expressed his appreciation for being part of the committee interviews and learning about new members.
- Walter requested a future presentation on local and state mental health services.
- Fatima shared in the chat food justice resources.
- Silva shared information about available state mental health funding.

Adjourned: 3:40 p.m.

Respectfully submitted,

Erin Maurie

First 5 Sacramento Commission

FIRST 5 SACRAMENTO COMMISSION
Advisory Committee Updates
October 2023

HIGHLIGHTS OF LAST COMMISSION MEETING – October 2, 2023

- Advisory Committee- Appoint Maria Lopez to the Member-at-Large seat (childcare provider/new mother)
- Approval to Enter into a Revenue Agreement with the Sacramento County Department of Public Health (SCDPH) to Provide Oversight and Funding for Refugee Family Support and to Execute Second Amendments to Increase the Funding Allocation to Five Existing RFS Contractors

FIRST 5 SACRAMENTO GENERAL UPDATES

Parent Leadership Training Institute (PLTI) Application Deadline Extended

First 5 Sacramento, in partnership with Sacramento County Public Health, started recruiting for the second round of the [Parent Leadership Training Institute](#) (PLTI). The deadline to apply has been extended to October 23.

First 5 will convene two cohorts beginning in January 2024. Our English Language Cohort will be hosted at Robertson Community Center and our Spanish Language Cohort will be hosted at Valley Hi FRC.

[English Language Application](#)
[Spanish Language Application](#)

First 5 Announces Three-Year Funding Now Available

On September 19, staff released the first round of funding with Request for Proposals/Request for Applications (RFPs/RFAs) in line with two of our priority areas in the 2024 Implementation Plan: Health and Well-Being and Systems Improvement.

The following funding opportunities are now available for competitive bid:

- [Pregnancy Peer Support for African American Families](#)
- [Oral Health Systems Improvement](#)
- [Family Engagement and Connection at Schools](#)

Non-competitive RFAs were sent to the following agencies:

- Help Me Grow to the Sacramento Office of Education
- Breastfeeding Support Services to Sacramento County WIC and Community Resource Project WIC
- Crisis Nursery & Crisis Intervention Case Management Support to the Sacramento Children's Home

The second round of funding will be available on October 11 and a third on December 4. Details and how to apply are available on the First 5 Sacramento website.

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

Staff are pleased to announce that Pure Jeanius Consulting will continue to provide support in the 2023-2024 fiscal year. Pure Jeanius has worked with First 5 Sacramento staff, Commissioners, Advisory Committee Members and partners over the past two years to guide, facilitate and support the Commissions' racial equity, diversity and inclusion efforts. This continued trusted relationship and succession plays a big part in moving the internal work forward. New this year, staff will be working with consultants to begin developing a participatory process for non-traditional underserved organizations to co-create a more equitable approach to grant-making. Additionally, staff and Pure Jeanius will begin documenting the Commission's REDI journey, recognizing that this is a journey, a work in progress. The staff's hope is that by documenting our process, we can create a pathway for others to do the same.

Persimmony Closed-Loop Referral Portal

On October 2, First 5 launched our new closed-loop referral portal in the Persimmony data management system. The Commission, and especially the Evaluation Committee, wants to better understand how our funded services are impacting the children and families who receive them. Referrals through the new Portal give the Commission an opportunity to strengthen relationships between systems, provide warm handoffs, and "close the loop" on direct referrals. While this will mean that the number of referrals reported each year will be reduced, those numbers will be more meaningful, as we will have outcomes for those families. First 5 staff and the Evaluation Committee have been attempting to move data reporting toward meaningful outcome data and we also recognize that logging thousands of referrals with no follow-up data can be burdensome on already overwhelmed data entry staff. This shift further supports the ongoing intentional move toward eliminating "data for the sake of data". I can't wait to share out in our next annual report how many families were truly connected to services.

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

**Agenda Item 5– Continuing the Conversation: The Advisory Committee’s
Role in Advancing Racial Equity within First 5 Sacramento**

- Review and Approve Values Statement & Agreements

Background

In February 2021, the Commission adopted its Resolution on Racial Equity and Social Justice. And within that groundbreaking document, First 5 Sacramento laid out our foundational belief, a core truth for us, that racism, not race, is the root of health and early learning disparities.

At the June 9, 2023 Advisory Committee meeting, an inquiry was made to a member of the Committee as to whether or not there is hard evidence that racism is a root cause of poor health outcomes for black women and babies.

At the August 11, 2023 meeting, the Executive Director and fellow members acknowledged that the inquiry was uncomfortable and it created discomfort. A discussion ensued on racism, white supremacy, white privilege and implicit bias and how they can show up in our own work at the Commission, as well as out in the larger world where are kids and families are served, such as hospitals and health clinics.

Committee members engaged in brave conversations around acknowledging when harm is being done, providing opportunity for members to express feelings and concerns around experiencing harm, and discussing ways to confront offensive behaviors. Members reviewed a set of agreements that would create a safe space for discussions and elected to convene a sub-committee (Silvia, Robin, Junior, Kairis and Jennifer) to create a values statement to declare how and why equity work is central to the overall purpose of the Advisory Committee.

Additionally, at the August 11 meeting, members reviewed draft Meeting Agreements, which staff provided in an attempt to further create a safe space for conducting the work of the Advisory Committee. After discussion and some wordsmithing, a final version was developed and is attached in the packet for approval.

Staff Overview

The subcommittee met on September 21, 2023 to develop a draft Values Statement for consideration by the full Advisory Committee. That statement is:

We are a safe space for respectful inquiry with genuine intention to learn from diverse community leadership in the fulfillment of our purpose to advise the Commission on how to best serve all children and families in Sacramento County.

Advisory Committee members are encouraged to comment on and provide input into the draft Values Statement at this meeting. 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.

Additional Information/ Next Steps

Please see attached document for final version of Meeting Agreements, as modified at the August 11 meeting.

Staff Recommendation

Vote to approve an Advisory Committee Values Statement and finalized Meeting Agreements.

Pure Jeanius Community 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, ~~but~~ 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. ~~But~~ 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.

~~What's Missing/Others?~~ **Take ownership as a group and keep equity conversations going.**

Advisory Committee Amendments 8/11/2023

First 5 Sacramento All Staff Retreat #1-10.13.22

Pure Jeanius Consulting Work Plan w/First 5 Sacramento: FY23-24

Scope of Work Overview: The scope of work outlines how Pure Jeanius Consulting (PJC) will assist First 5 Sacramento in promoting equity and community impact through REDI+CR initiatives. PJC will manage various tasks, including planning, development, assistance, training, strategic implementation, and action plan creation. These efforts will lead to a comprehensive final report.

Workplan Description: The workplan is a guide that PJC and First 5 Sacramento will follow from **July 1, 2023, to June 30th, 2024**. It organizes tasks, assigns responsibilities, and sets milestones for each phase of the project. The workplan ensures that everyone knows what needs to be done, when it should be completed, and who is accountable. It keeps communication flowing and adjusts as needed, ensuring the project stays on track and reaches its goals. The workplan is like a roadmap that leads the project step by step to success.

Scope of Work

1. Initial Consultation and Project Orientation:
 - Schedule and conduct a 60-90 minute meeting with leadership.
 - Clarify project goals, outcomes, expectations, and background information.
 - Shape and schedule the subsequent steps based on the discussion.
2. Administration & Project Planning:
 - Develop a comprehensive project plan, including timelines and milestones.
 - Coordinate with planning/implementation team members for task assignments.
 - Manage project documentation and track progress.
 - Create project timelines, identify milestones, and set deadlines.
3. Monthly Meetings & Development:
 - Organize monthly 60-90 minute planning meetings for the team.
 - Prepare pre-meeting and post-meeting materials, work, readings, or tools.
 - Support the planning/implementation team in providing leadership within the agency ecosystem.
 - Assist the team in ongoing planning, all-team engagements, and addressing inquiries.
4. Technical Assistance:
 - Provide 1-on-1 or group-based coaching sessions for the planning/implementation team.
 - Offer additional planning meetings as required.
 - Prepare relevant materials, readings, or tools for assistance sessions.
5. Ongoing Training & Capacity Building:
 - Plan and host (3) 4-6 hour facilitated convenings for staff, advisory group, and commissioners.
 - Foster an internal culture of trust, healing, learning, personal development, and accountability.
 - Use these sessions to discuss REDI+CR progress and strategic plan implementation.
6. Strategic Planning Implementation & Participatory Grant-making:
 - Conduct an internal review and assessment of current grant-making processes.
 - Gather input from First 5 staff to assess alignment with REDI goals.
 - Partner with grantees and community members for external input and feedback.

- Organize electronic surveys, virtual listening sessions, and in-person sessions.
 - Provide a summary of findings and recommendations for participatory grant-making.
7. REDI+CR Action Plan Development:
- Collaborate to develop a comprehensive action plan outlining REDI+CR goals.
 - Ensure goals are specific, measurable, achievable, relevant, and time-bound (SMART).
 - Align other strategies and initiatives with the established goals.
 - Develop metrics for progress tracking and accountability.
8. Final Project Report:
- Collaborate with the team to create a final report outlining progress and goals.
 - Present the report clearly and comprehensively.
 - Include a workplan for ongoing efforts in each category.

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)