



ADVISORY COMMITTEE

Members:

Robert Silva (Chair), Silvia Rodriguez (Vice-Chair), Katie Andrews, Robin Blanks, Emily Bowen, Carolyn Curtis, Jose Goris, Rebecca Gross, Heidi Keiser, Megan Masten, Pooja Mittal, Alexandria Paige, Tony Smith, Ricki Townsend, Cid Van Koersel, Walter Wyniarczuk

MEETING AGENDA

**November 12,
2021**

2:00-3:30PM

**THIS MEETING IS
HELD VIA
TELECONFERENCE/
WEBINAR DUE TO
COVID 19
RESTRICTIONS**

Join Zoom Meeting:

<https://saccounty-net.zoomgov.com/j/1604609452?pwd=S2FNeFRsZVpCdkV6R1BhTU5ZSXFPQT09>

Meeting ID: 160 460 9452

Passcode: 237313

Call-in: 1 669 254 5252 US

1. Call to Order/Roll Call
2. Welcome & Introductions
3. Commissioner Meet & Greet
 - Erik Fernandez y Garcia, MD
4. Public Comments on Off-Agenda Items
5. Approve minutes for October 8, 2021 meeting
6. First 5 Sacramento Executive Director's Report
7. Approve Updated Advisory Committee Bylaws
8. Appoint Alternate Members to Standing Commission Committees (FPC, SOS, Evaluation)
9. Approve 2022 Advisory Meeting Calendar
10. REDI Update with Racial Justice Advocates
11. Meet District 5 Supervisorial Candidate- Patrick Hume
12. Member Announcements/Comments
13. Adjourn



ADVISORY COMMITTEE
DRAFT ACTION SUMMARY

Friday, October 8, 2021 - 2:00 PM

Members: Robert Silva (Chair), Silvia Rodriguez (Vice-Chair)
Katie Andrew, Robin Blanks, Emily Bowen, Carolyn Curtis, Jose Goris, Rebecca Gross, Heidi Keiser, Megan Masten, Pooja Mittal, Alexandria Paige, Tony Smith, Ricki Townsend, Walter Wyniarczuk

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

Absent: Megan Masten, Alexandria Paige

1. Call to Order/Roll Call
ACTION: The Zoom Meeting was called to order at 2:02 PM. A quorum was established.
2. Welcome and Introductions
Rebecca Gross, from a Community Connections Grant, joined the Advisory Committee in the Neighborhood/Community Group Seat.

Jaclyn Moreno, candidate for District 5 Board of Supervisors seat, joined the meeting.
3. Public Comments on Off-Agenda Items
No Comment.
4. Approval of the Draft Action Summary from August 13, 2021
ACTION: Motion to approve from Robin Blanks and seconded by Carolyn Curtis.
5. First 5 Sacramento's Executive Director's Report
Julie Gallelo shared the following items:

- Highlights from the October 4, 2021 Commission Meeting including the approval of the updated 2021-2024 Implementation Plan and approval of Community Voice Stipend Policy
 - The meeting agenda for the November 1, 2021 Commission Meeting
 - Emergency Supply Distribution
 - REDI update and internal survey
 - Afghan Refugee Services
 - Findings COVID response contractor survey
 - State policy updates
6. Review Revised Advisory Committee Bylaws
- Stipend policy
 - SOS Standing Committee
 - Appointment of Alternate Committee Members

The Committee reviewed the following by-laws changes that were approved by First 5 staff and the County legal team:

1. Update compensation and reimbursement for community participation to \$30 per hour. This was approved at the October Commission meeting. A maximum amount of \$10,000 per fiscal year was allocated.
2. Add the Systems Optimization and Sustainability (SOS) Committee to the bylaws.
3. Appoint alternates to the Commission's standing committees: Evaluation, Financial Planning, SOS and Advisory.

Bylaw changes require a 30 day public period for comment before a vote by the Advisory Committee at the November meeting.

7. Review FY21/22 County Budget Feedback Survey Results

Julie reviewed the feedback provided by the Commission and Advisory Committee on the FY21/22 County Budget. This is first time county leaders have sought a collaborative approach on priority areas in the county budget. The top two priority areas of focus are health and human service and public safety and justice. Other priorities are parks and recreation, land use, development and transportation and civic services. The county budget process for approval begins in January.

8. Meet District 5 Supervisorial Candidate Jaclyn Moreno

Jaclyn has a background in mental health and health and human services. She currently serves on the Elk Grove Consumes Community

Services District. She was appointment by current District 5 Supervisor Don Nottoli to a blue ribbon commission on the status of women and girls. That role motivated her to run for the Board of Supervisors. Areas of focus for her are women and children, water resources for the Delta community, creating a regional homelessness plan, improve mental health services and resources. Jaclyn answered questions from members.

9. Member Announcements/Comments

Co-Chair Silvia Rodriguez suggested a future agenda item on food insecurity and food deserts in Sacramento County's Farm to Fork Capitol.

Member Jose Goris suggested a future agenda item to learn more about programs of surrounding First 5's, the Association and the First 5 CA.

Adjourned: 3:26 p.m.

Respectfully submitted,

Erin Maurie
First 5 Sacramento Commission

FIRST 5 SACRAMENTO COMMISSION
Advisory Committee Update
November 2021

HIGHLIGHTS OF LAST COMMISSION MEETING – November 1, 2021

- Approval of 2020-21 Financial Audit
- Approval of 2020-21 Annual Report to the Legislature
- Nominate & Appoint Vice-Chair
- Nominate & Appoint Financial Planning Committee Member
- Presentation: Racial Equity Diversity & Inclusion Action Plan

FIRST 5 SACRAMENTO GENERAL UPDATES

Child Safety Forward Sacramento

A 20+ member multi-disciplinary team of child and family systems leaders formed the County's first ever Child Abuse Prevention Cabinet in 2019. This dedicated group has been meeting regularly since that time to develop a county level prevention plan that includes systems level changes to reduce child abuse and neglect throughout Sacramento County. The Prevention Cabinet has named this effort *Child Safety Forward Sacramento*. Commissioners Hassett and Wirtz join the First 5 executive director as active members of the Prevention Cabinet. Child Safety Forward Sacramento has an audacious vision to eliminate child abuse and neglect deaths and critical injuries by 2030. We are currently focused on recruitment of Community Representatives to ensure that community voice is involved in all levels of the Cabinet. The county's first Child Abuse Prevention Plan is expected to be shared with Commissioners, the Board of Supervisors and other key decision makers in spring 2022. We will also share it at the Advisory Committee.

Afghan Refugee Services

First 5 staff has been meeting with local organizations to discuss how the Commission can support the Afghan refugee families that are arriving in Sacramento. Staff met with Refugee Enrichment Development Association (REDA), a local community based organization that provides critical support services after the 90 days of resettlement aid to learn about short and long term needs. Staff has also connected REDA with partners like SCOE and Hui International to work together. In order to support our contractors, First 5 will administer a survey this fall to determine what information the providers need in order to better serve refugee families. REDA and resettlement agencies will be asked to present at upcoming contractor meetings, and a series of trainings will be developed.

Additionally, First 5 California allocated \$3 million for one year to support Afghan refugees resettling in eight counties across the state, including Sacramento. The investment will provide targeted county-level support for childcare, family supports, and resettlement coordination for refugees. More details to come over the next couple months.

CalWORKs Home Visiting Program (HVP) Reductions

On October 5, Commission staff learned of an unexpected reduction in CalWORKs Home Visiting funding for the current fiscal year. Overall, the CA Department of Social Services has reduced the Sacramento County DHA contract by approximately \$1.3 million dollars (22.4%). As a result, the Commission, which serves as the pass through entity for these funds to the Child Abuse Prevention Center (CAPC), will need to reduce the contract with CAPC by \$953,906. This changes the overall contract amount from \$4,448,443 to \$3,494,537. Staff are working with CAPC to begin the contract amendment and budget revision process. Lobbyists from the CA Family Resource Association and the First 5 Association are advocating for an augmentation to the budget in FY22/23 to replace the lost funds.

Racial Equity, Diversity & Inclusion (REDI) Update

Following the creation of our REDI Action Plan, which will be shared at the November Commission meeting, a contract with Racial Justice Advocates (RJA) was executed to conduct an internal-facing survey to be completed by Commissioners, Advisory Committee members and staff. Thank you to those who completed the survey, which was comprehensive and required some deeper thinking on the current REDI work of the Commission.

On October 28, the Commission executive director presented to the First 5 CA Commission on our local REDI efforts. The highlights shared were part of a larger presentation to connect the commitment of County Commissions' REDI efforts to the First 5 Association (F5A) strategic plan, mission and principles, and to link this work to First 5 CA's newly developed *North Star* statement on equity. Counties are on a continuum of the REDI journey and the F5A REDI work is allowing all counties to be on the journey in some way.

Health Plan Collaborations

Commission staff have been spending more time on the systems improvement strategies outlined in the Implementation Plan. Specific to our Health-related result area, staff have been meeting with health plans, including HealthNet, Anthem, and Molina, to share information about each other's services and seek opportunities to collaborate. Through facilitating connections to partners and funded programs, Molina has expressed interest in promoting the Black Mothers United program amongst its members. Anthem has met with one of our partners, Hui International, and will be providing them with funding to support the expansion of a parent education curriculum for Afghan families. In addition, Anthem will be providing funding to the Sacramento Maternal Mental Health Collaborative to support their *Be Mom Aware* public education campaign.

Home Visiting Coordination Collaborative (HVCC) Update

The Commission-led countywide Home Visiting Coordination Collaborative (HVCC) met in October and welcomed new parent representatives. The HVCC Executive Committee (which is comprised of the funders of each major

home visiting program in Sacramento County including the Department of Child, Family & Adult Services, Public Health, Department of Human Assistance, SETA and First 5) met in September to provide feedback on an MOU to streamline referrals. A workgroup came together to plan for a Parent Leadership Training. The workgroup consisted of parents, community partners and Lead4Tomorrow.

Office Remodel

The office remodel is complete and staff transitioned into their new workspace. We have begun a hybrid work schedule, working both from home and in the office. We will have two monthly staff meetings: one virtual and one in-person, and have implemented the County's new safety standards for employees returning to work. We anticipate by the New Year to have hybrid committee and community meetings in the First 5 conference room.

Commissioner Recruitment

Long-time Commissioner Kathy Kossick is retiring in December and will leave an open seat as an Alternate to Dr. Kasirye. Recruitment is underway, so please pass along this opportunity to anyone who may be interested.

FEDERAL/STATE UPDATES

The First 5 Association executive director is leaving to accept a position as the Director of the new Children & Youth Behavioral Health Initiative at the CA Dept of Health & Human Services. And while an ED departure is a setback for the organization, it's really wonderful that the Governor tapped the her to serve as director of a major new children and youth initiative in the state. This is a recognition the important role and contributions of the First 5 Network to the state's policy goals for children and families.

Camille Maben, the long-time director of First 5 CA, announced her retirement last month. Camille has been instrumental in bringing the Association and First 5 CA together to speak with one voice for children and families. Camille will remain in her position through the end of March to allow for a smooth leadership transition after the recruitment process.

Governor Newsom signed two bills that First 5 supported. SB 395 will impose a tax on electronic cigarettes. A portion of this revenue will provide funding to First 5s. We will share an update on the funding percentage as the details unfold. SB 65 (also known as the CA Mornibus Act) will improve maternal and infant mortality rates for BIPOC families by expanding services for pregnancy and postpartum care. This is in addition to the budget approval of 12-months Medi-Cal post-partum coverage.

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 (12-20). Members shall be residents of, or employed in, Sacramento County at the time of appointment.

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

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 ADVISORY COMMITTEE

For the Agenda of:
November 12, 2021

To: Advisory Committee Members

From: Julie Gallelo
Executive Director

Subject: Approve Updated Advisory Committee Bylaws

RECOMMENDATION

Staff recommend that the Advisory Committee approve the updated by-laws, first presented at the October 8, 2021 meeting.

BACKGROUND

On October 8, 2021, the Committee reviewed the following by-laws changes that were approved by First 5 staff and the County legal team:

1. Update compensation and reimbursement for community participation to \$30 per hour. This was approved at the October Commission meeting. A maximum amount of \$10,000 per fiscal year was allocated.
2. Add the Systems Optimization and Sustainability (SOS) Committee to the bylaws.
3. Appoint alternates to the Commission's standing committees: Evaluation, Financial Planning and Systems Optimization & Sustainability.

Members discussed the rationale for the updates and did not recommend any changes be made.

DISCUSSION

By-law changes require a 30 day public period for comment before a vote by the Advisory Committee at the November meeting. Commission staff have not received any public comment regarding the recommended changes.

CONCLUSION

Staff recommend that the Advisory Committee approve the updated by-laws without changes.

FIRST 5 ADVISORY COMMITTEE

For the Agenda of:
November 12, 2021

To: Advisory Committee Members

From: Julie Gallelo
Executive Director

Subject: Appoint Alternate Members to the Commission's Standing Committees.

RECOMMENDATION

Staff recommends the appointment of two Advisory Committee members to serve as Alternates to each of the Commission's standing committees.

BACKGROUND

As outlined in the updated Advisory Committee by-laws, the committee now has the authority to:

Appoint alternates to the Commission's standing committees: Evaluation, Financial Planning and Systems Optimization & Sustainability.

DISCUSSION

The rationale for these appointments is two-fold: 1) ensure a quorum at each standing committee and 2) allow for expanded participation among Advisory Committee members who wish to be more involved in the Commission's decision making process.

In order to provide maximum voting flexibility at each standing committee, staff recommend appointing a First Alternate and a Second Alternate to each committee. The First Alternate would be first in line to vote if either of the appointed Advisory Committee members is absent from the standing committee. And the Second Alternate would vote if both Advisory Committee members are absent or if one Advisory Committee members is absent and the First Alternate is absent.

Based on the order in which members asked to be considered for the new Alternate opportunities, staff recommend the following appointments:

- Evaluation Committee
 - First Alternate: Tony Smith
 - Second Alternate: Walter Wyniarczuk

- SOS Committee
 - First Alternate: Carolyn Curtis
 - Second Alternate: Heidi Keiser

- Financial Planning Committee
 - First Alternate: Open Seat
 - Second Alternate: Open Seat

CONCLUSION

Staff recommends the appointment of two Advisory Committee members to serve as Alternates to each of the Commission's standing committees.



ADVISORY COMMITTEE CALENDAR 2022

Second Friday of even months, except as noted, 2:00 – 3:30 p.m.
Zoom/First 5 Conference Room

MONTH	MONTH
JANUARY - NONE	JULY - NONE
FEBRUARY 18	AUGUST 12
MARCH - NONE	SEPTEMBER - NONE
APRIL 8	OCTOBER 14
MAY - NONE	NOVEMBER 18
JUNE 10	DECEMBER - NONE

Approved:

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

On February 1, 2021, the First 5 Sacramento Commission unanimously passed its Resolution on Racial Equity and Social Justice. This Resolution is both a declaration of racism as the root cause of health, early learning and family resilience disparities, as well as the Commission's pledge to actively and intentionally engage in work to dismantle racism both within and outside the First 5 network.

First 5 Sacramento reinforces its mission, practices and policy priorities to address inequity and child poverty, in particular for African American and indigenous children and families. By prioritizing racial equity, First 5 Sacramento commits to the following:

GOAL 1: Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento.	
OBJECTIVES	CONSULTANTS and/or PARTNERS:
1.1 Conduct an initial review of policies & procedures and social media platforms (Facebook, Twitter, Instagram, LinkedIn) to look for diversity in images and content, identify biases, and exclusiveness. <ul style="list-style-type: none"> • Include education materials, pamphlets/brochures and giveaway items. 	UC Davis Intern First 5 Staff Community Reps
1.2 Revise policies, procedures, practices, protocols, and publications as necessary to ensure racial equity, diversity and inclusion.	First 5 Staff UC Davis Intern First 5 Association
1.3 Consult with both experts and experienced partners to learn about best practices, common challenges, surprising discoveries and model changes.	SOS Committee Racial Justice Advocates (RJA) Local First 5s First 5 Association

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #2: Offer ongoing professional development and training to the Commission, Committees, partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice.	
OBJECTIVES:	CONSULTANTS and/or PARTNERS:
<p>2.1 Administer both an internal survey of Commissioners, staff, Advisory Committee members and an external survey of funded partners to:</p> <ul style="list-style-type: none"> ○ Evaluate institutional preparedness ○ Establish a baseline of knowledge surrounding racial equity and cultural responsiveness ○ Evaluate the viability of operationalizing integral components of systems change related to racial equity ○ Evaluate leadership’s individual and collective baseline of knowledge related to racial justice and anti-racism concepts to effectively translate racial equity and cultural responsiveness into day-to-day operations and engagement practices ○ Normalizing and foster an institutional culture rooted in racial equity and antiracism principals. 	<p>RJA</p>
<p>2.2 Develop a menu of on-going training opportunities available for Commissioners, staff, Advisory Committee members and funded partners.</p> <ul style="list-style-type: none"> ○ Informed by survey results ○ Targeting all levels of racism (internalized, interpersonal, institutional and systemic) ○ Explore hosting an annual convening for partners and the community around racial equity and impact on children and families 	<p>RJA SOS Committee Impact Foundry First 5 Association Other TBD</p>

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

<p>2.3 Modify contract language to include requirements for mandatory participating in REDI trainings and workshops provided by the Commission.</p>	<p>First 5 Staff</p>
<p>2.4 Facilitate peer learning group among early childhood educators and programs to advance the profession toward more equitable educational experiences, systems, and practices for all children.</p> <ul style="list-style-type: none"> ○ School Readiness Coordinator mandatory movie viewing and discussion: Reflecting on Anti-Bias in Education: The Early Years https://www.antibiasleadersece.com/the-film-reflecting-on-anti-bias-education-in-action/ ○ Voluntary Book Group: Advancing Equity and Embracing Diversity in Early Childhood Education: Elevating Voices and Actions https://www.naeyc.org/resources/pubs/books/advancing-equity-embracing-diversity 	<p>First 5 Staff School Readiness Program Staff</p>

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #3: Provide opportunities for community members of color to become a voice within our organization through education, training and fellowship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.	
OBJECTIVES:	CONSULTANTS and/or PARTNERS:
3.1 Commission and Committee Structure: Review committee structure for opportunities to increase accessibility to the public. Engage in the recruitment of people of color in leadership roles and decision making.	First 5 Staff UC Davis Intern SOS Committee Community Reps
3.2 Stipends: Develop process and protocol for stipends to encourage community participation and increase community voice within all levels of the Commission's work.	First 5 Staff
3.3 Parent Advocates: Provide trainings and opportunities for parents to participate in local advocacy efforts and civic engagement to affect change and improve conditions in their communities. <ul style="list-style-type: none"> ○ Including opportunity/training for parents' voice/participation in the budget process. 	Health Net Lead 4 Tomorrow Western Health Advantage Dignity Health Children's Coalition Community Reps
3.4 Fellowship/Mentorship: Provide fellowships for people of color interested in working in public service/social service for children and families (First 5 and beyond). <ul style="list-style-type: none"> ○ Explore partnerships with the business community to sponsor interns and provide other financial support for REDI efforts. 	First 5 Staff SOS Committee CA Center for Civic Participation First 5 Association Community Reps

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

3.5 Community Voice: Provide opportunities for parents and community members to regularly provide feedback to the Commission and funded programs.	First 5 Staff Community Reps
3.6 Language Availability: Explore opportunities to be more inclusive of other languages in our Commission/Committee operations (written materials, simultaneous translation, website, etc.).	First 5 Staff Sacramento County

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #4: Continually monitor for the potential presence of health, school readiness and family strengthening disparities through data collection and evaluation, using equity to guide our research for equal health outcomes.	
OBJECTIVES:	CONSULTANTS and/or PARTNERS:
4.1 Identify/strengthen data sources used to uncover and track social determinants of health and disparities. Continue to highlight disparities and address gaps.	ASR First 5 Staff Evaluation Committee SNACH First 5 Association
4.2 Intentionally design reader and user friendly reports that uncover and assess disparities and service gaps specifically affecting communities of color. <ul style="list-style-type: none"> ○ Evaluate data to provide insights into action that could be taken to mitigate these conditions. ○ Utilize both qualitative and quantitative methods to collect relevant data. 	ASR RJA Evaluation Committee Community Reps First 5 Association
4.3 Review and present data/reports to Commission and key stakeholders/community annually to bring awareness to the challenges and successes with decreasing disparities.	ASR First 5 Staff
4.4 Continue to invest in evaluation reports that specifically look at the impact of our efforts to reduce disparities in health, family resilience and school readiness.	ASR First 5 Staff

**First 5 Sacramento
Action Plan for Resolution on Racial Equity and Social Justice
FY2020-2024**

GOAL #5: Prioritize the investment of promoting racial equity to address social determinants of health, school readiness and family strengthening, including but not limited to continuing support for First 5 Sacramento programs that reduce the death of African American and Indigenous children.	
OBJECTIVES:	CONSULTANTS and/or PARTNERS:
5.1 Continued participation in collective impact initiative involving programs targeting reducing disparities in African American and Indigenous child deaths.	First 5 Staff Black Child Legacy
5.2 Ensure that funding continues to prioritize equitable investments based on data and outcomes across all priority result areas. <ul style="list-style-type: none"> a. Decolonization of data: data collection guided by community input, reflective of strengths and not primarily to highlight deficits. b. Reflective evaluation methods 	First 5 Staff/ Commission
5.3 Deepen investment in capacity building for community based organizations supporting children 0 – 5 and their families in order to reach new partners and increase equity in funding and targeted services. <ul style="list-style-type: none"> ○ Review policies and practices related to application process and funding allocations to ensure the accessibility of funding for new partners based on community informed and driven decision-making. ○ Engage non-funded agencies to access challenges with applying for First 5 funding, gauge interest in securing funding, and identify capacity building needs. ○ Provide learning opportunities and technical assistance to promote the use of culturally responsive service delivery methods. ○ Facilitate efforts and partnerships that bring community and diverse partners together to collectively address disparities. 	First 5 Staff RJA First 5 Assoc. CBO's/ Other Community Partners

Action Plan *for* Resolution on Racial Equity and Social Justice

Resolution on Racial Equity and Social Justice

February 1, 2021, First 5 Sacramento Commission unanimously passed its Resolution on Racial Equity and Social Justice.

Reinforces its mission, practices and policy priorities to address inequity and child poverty, in particular for African American and indigenous children and families.

1. Shape an inclusive, well-informed organization that is conscious of injustice and inequity...
2. Ensure racial equity is a core value in policies, procedures, practices, protocols and publications
3. Ensure shared accountability with funded service providers, parents and community
4. Offer ongoing professional development on implicit bias and anti-racist framework to support REDI
5. Create a pathway to leadership that promotes diversity and equality in decision making.
6. Use equity to guide research for equal outcomes, data collection and monitoring of disparities
7. Prioritize investments promoting racial equity
8. Facilitate trauma-informed trainings
9. Implement best practices that promote racial equity and address all levels of racism

“

A Resolution is the first step in an expression of what we value and how we intend to function with that value set in place.

Phil Serna, Chair
First 5 Sacramento Commission



A Resolution underscores our public footing about what our vision is for an equitable community, for racial diversity and inclusion. The more vocal we are the more we will hold ourselves to that standard.

Donna Sneeringer,
SOS Committee Chair
First 5 Sacramento Commission

REDI ACTION PLAN

By prioritizing racial equity, First 5 Sacramento commits to taking action.



Resolution on Racial Equity and Social Justice

- Developed with Commissioners, staff and Community Advisory Committee members
- Focused on ACTION
- Prioritized for action based on the IMPACT that achievement will have in the community
- Looked internally at Commission practices and externally at funded partner capacity building needs
- Implemented in partnership with community voice and honoring those with lived experience

GOAL 1:

Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento.

Conduct an initial review of policies & procedures and social media platforms.

Revise policies, procedures, practices, protocols, and publications to ensure racial equity, diversity and inclusion.

Consult with both experts and experienced partners to learn about best practices.

GOAL 2:

Offer ongoing professional development and training to the Commission, Committees, partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice.

Administer both an internal and external survey.

Develop a menu of on-going training opportunities.

Modify contract language to include requirements for mandatory participating in REDI trainings.

Facilitate peer learning group among early childhood educators and programs.

GOAL 3:

Provide opportunities for community members of color to become a voice within our organization through education, training and fellowship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.

- Commission and Committee Structure
- Stipends
- Parent Advocates
- Fellowship/Mentorship
- Community Voice
- Language Availability

GOAL 4:

Continually monitor for the potential presence of health, school readiness and family strengthening disparities through data collection and evaluation, using equity to guide our research for equal health outcomes.

Identify/strengthen data sources used to uncover and track social determinants of health and disparities.

Intentionally design reader and user friendly reports on disparities and gaps.

Review and present data/reports to bring awareness to the challenges and successes with decreasing disparities.

Continue to invest in evaluation reports that specifically look at the impact of our efforts to reduce disparities.

GOAL 5:

Prioritize the investment of promoting racial equity to address social determinants of health, school readiness and family strengthening, including but not limited to continuing support for First 5 Sacramento programs that reduce the death of African American and Indigenous children.

Continued participation in collective impact initiative for reducing disparities in African American child deaths.

Ensure that funding continues to prioritize data driven equitable investments across all priority result areas.

Deepen investment in capacity building to reach new partners and increase equity in funding.

Racial Justice Advocates

Racial Equity, Diversity, Inclusion, and
Cultural Responsiveness Self
Assessment: Where Are We Now?

Racial Justice Advocates

Values & Approaches

- Unapologetically Center Race
- Decentralize Dominant Culture Norms
- Community-Driven Programming
- Commitment to Social & Systemic Justice
- Systemic Thinking Approaches
- Leadership Reimagined

*“A system founded on constructs requires a radical reordering of it’s priorities”
- Martin Luther King Jr.*

REDI+CR Self-Assessment: Where Are We Now?



Data Collection Period: October 8 –22, 2021 resulting in 39 survey respondents.

Indicators of REDI+CR Implementation

Organization & Leadership

- Does your organization have a mission statement that incorporates racial equity- **Getting Started/Nearly There/Fully in Place**
- Has your organization made a public commitment to racial equity - **Fully in Place**
- Does your organization have an internal structure whose goal is to address issues of racial equity, for example an equity committee - **Getting Started**

Workforce Development

- Does your organization have written procedures to increase the recruitment, retention and promotion of people of color – **Not at All**
- Do you collect the racial, ethnic and linguistic makeup of your workforce - **Not at All**
- Are racial equity and cultural competency training voluntary or mandatory - **Voluntary**

Using Data for Understanding & Improvement

- In the agency, there is a system in place to gather and monitor data and information about how the REDI+CR is being implemented – **Getting Started**
- In the agency, we regularly disaggregate service data by race/ethnicity and language to look for differential impact – **Getting Started**

Partnerships

- The agency believes the following array of partners are essential to ensure elements of the REDI+CR are in place as intended:
 - Internal Teams - **Program Staff/ED (100%)**
 - Other Public Systems - **Health Services/SCOE (95.8%)**
 - Community - **First 5 Funded Providers (100%)**
 - Youth & Families - **Birth Parents/child Care Providers (96%)**

Areas for Targeted REDI+CR Implementation Efforts

Organization & Leadership

- Has the agency established communication processes and feedback mechanisms to monitor the quality of REDI+CR Implementation – **Getting Started**

Workforce Development

- REDI+CR values and principles are integrated into the employee recruitment and selection process at the agency – **Not at All**

Using Data for Understanding & Improvement

- In the agency, data about how the REDI+CR is being implemented are used to make decisions and improve REDI+CR implementation – **Getting Started**

Partnerships

- The agency's key partners understand their role in helping to advance our REDI+CR values, behaviors and practice elements - **Getting Started/Halfway There**
- Do you have a method in place to assess the overall satisfaction of communities of color with your organization – **Not at All**

Thanks!

**Open for discussion and
comments!**