

Resolution

FIRST 5 SACRAMENTO RESOLUTION ON RACIAL EQUITY AND SOCIAL JUSTICE

WHEREAS, First 5 Sacramento, in partnership with the community, supports a prevention and early intervention system that promotes optimal health and development, narrows disparities, and improves the lives of children 0 to 5 years and their families; and

WHEREAS, anti-racism work is foundational to achieving the above mission of First 5 Sacramento; and

WHEREAS, to address the persistent, local racially-based disparities in child and family outcomes, First 5 Sacramento is committed to an intentional focus on racial diversity, equity and inclusion in the implementation of the 2021-2024 Strategic Plan and beyond; and

WHEREAS, the racism suffered by African American and Indigenous people is uniquely connected to the origins of our nation and the evolution of our institutions, and as such, First 5 Sacramento acknowledges this history and seeks social justice and racial equity for these populations; and

WHEREAS, children from birth to age 5 years undergo a formative period of rapid development and thus are particularly vulnerable to bigotry, poverty, and violence; and

WHEREAS, the adverse impacts of racism begin prenatally, and are reflected in large, racially-based disparities in rates of maternal mortality, infant mortality, developmental and behavioral challenges childhood asthma, lead poisoning and other health issues; and

WHEREAS, racism contributes to the disproportionate experience and occurrence of toxic stress, which can develop when young children and their communities experience severe and/or prolonged adversity such as family economic hardship, community disinvestment, and consistent lack of basic needs, with potentially long lasting and generational impacts on children's physical, emotional and mental health; and

WHEREAS, First 5 Sacramento recognizes the importance of the community's voice and expertise in how to successfully support children with traditional culture and values intact, and;

WHEREAS, the Sacramento County Board of Supervisors passed a Resolution declaring racism as a public health crisis; and

WHEREAS, First 5 Sacramento, a County agency, is dedicated to improving health and wellness, eliminating disparities in school readiness, family strengthening and health, and achieving equity for all children ages 0-5 years and their families; and

WHEREAS, true, long-term, systemic change to address racially-based disparities in school readiness, family strengthening, and health outcomes cannot occur without action to address the root causes of inequity; and

WHEREAS, First 5 Sacramento recognizes that its practices are not exempt from the influences of historic systemic racism. We acknowledge this and are committed to developing the capacity to practice and embed anti-racist policies and approaches across our work internally and externally with our funded partners and in the communities we serve.

NOW, THEREFORE, BE IT RESOLVED, that First 5 Sacramento reinforces its mission, practices and policy priorities to address racial inequities, in particular for African American and Indigenous children and families. By prioritizing racial equity, First 5 Sacramento commits to the following:

1. Work to shape an inclusive, well-informed organization that is conscious of injustice and inequity through Commissioner and staff trainings and continuing education to expand understanding of how racial discrimination adversely affects families and children; and
2. Review and revise all policies, procedures, practices, protocols and publications to ensure racial equity is a core value of First 5 Sacramento; and
3. Invest in co-creating a framework 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; and
4. Offer ongoing professional development and training to the Commission, Committees, funded partners and staff on implicit bias and an anti-racist framework regarding racial, economic and social justice; and
5. Provide opportunities for community members of color to become a voice within our organization through education, training and internship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families; and

6. 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 outcomes; and
7. 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 children; and
8. Facilitate training and outreach of trauma-informed practices to First 5 funded partners; and
9. Implement best practices that promote racial equity and that address institutional, structural, systemic, interpersonal and intrapersonal racism.

BE IT FURTHER RESOLVED that the Commission will utilize the Systems Optimization and Sustainability (SOS) Committee to review progress made on achieving the goals declared within this Resolution and report out to the Commission on activities and outcomes.



Supervisor Phil Serna
Chair, First 5 Sacramento



Julie Gallelo
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