

CREATING PATHWAYS TOWARDS

RACIAL EQUITY DIVERSITY & INCLUSION

FIRST 5 SACRAMENTO'S 2021-2022 PROGRESS REPORT

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*A system founded on the
constructs of racism requires a
radical reordering of its
priorities.*

Dr. Martin Luther King Jr.

A Message from First 5 Sacramento Leadership

As leaders of First 5 Sacramento, we recognize that the Commission faces critical challenges during our next strategic planning period: challenges associated with systemic change or embracing the status quo. This report highlights the collective choice of Commissioners, Staff, and Advisory Committee members to accept the challenge that comes with institutional change and that ensures we have a solid foundation to achieve a thoughtful and equitable 2024 strategic plan.

First and foremost, we recognize that, like many other local agencies, First 5 Sacramento has suffered the consequence of historic and systemic racism for far too long. As such, this report documents the Commission's first-year journey to purposefully advance racial equity and social justice in all that we do in fulfillment of our mission to best serve all children and families in Sacramento County.

In early 2021, the Commission approved a historic Resolution addressing Racial Equity and Social Justice. The Resolution is both a declaration of racism as the root cause of health, early learning, and family resilience disparities, as well as our Commission's pledge to actively and intentionally engage in work to dismantle racism both within and outside the First 5 network. In unanimously adopting the Resolution, the Commission committed First 5 Sacramento to racial equity as its centerpiece objective in all its endeavors. Our deep and genuine respect for the diverse families we serve drives us to use our privilege to support First 5 Sacramento's deliberate efforts to advance social justice and fight racism. Our children and families, as well as our funded partners, deserve no less.

One of the first steps we took to ensure our aspirational Resolution affects substantive change was to assess First 5 Sacramento's commitment to Racial Equity, Diversity & Inclusion (REDI) and Cultural Responsiveness (CR) as it is currently practiced (or not). We are currently examining our internal operations, knowing that we must have a clear and shared understanding of a REDI culture and the nature of the work required to create and sustain it. Insights provided by the REDI+CR Assessment were shared with First 5's internal network. Robust discussions followed, allowing us to focus on what's working and where we want to prioritize our efforts moving forward.

We hope you will recognize that this report is unlike others we have previously offered. We hope you acknowledge First 5 Sacramento's potential and the agency's focus on deliberate and effective change, even as we face ever-increasing challenges. This report marks a critical step in our effort to produce a new strategic plan that names health, early learning, and family support inequities and calls out funding strategies & priorities that clearly address those inequities.

We have an excellent start, and it involves all of us. We want to encourage everyone's engagement and to bravely share your thoughts as we work together to create this new reality for First 5 Sacramento. It is the only way we will truly disrupt systems, change inequities, build new systems and develop new strategies. We look forward to working with each of you as we continue to deliver on our promise to center diversity, equity, and inclusion in all that we do and all that we stand for.



Phil Serna,
Chair, First 5 Commission



Julie Galleo,
Executive Director

Creating Our REDI+CR Roadmap

Turning Our Commitment Into Action

While First 5 Sacramento's journey towards Racial Equity, Diversity, and Inclusion began a few years before 2020, the reckonings for racial and economic justice amplified by a global health pandemic further catalyzed our efforts to address our nation's most pervasive force: structural racism. As a funding organization that promotes the reduction of disparities, and improvement of the lives of children ages 0 to 5 (and their families) in Sacramento County, it is critical that we actively work to disrupt patterns of racism and examine how our practices may further disadvantage historically marginalized groups and communities.

Over the past year, First 5 Sacramento has begun to explore its role in the movement to advance REDI+CR and to identify strategies to systematically address how these concepts show up in our work and the funding community at large. As the organization embarks on this critical work, we partnered with Racial Justice Advocates (RJA) to activate an internal organizational transformation process. RJA's support includes thought partnership, consultation, organizational surveying, and designing our Phase One REDI+CR Action Plan.

The overall goal of this collaboration is to support First 5 Sacramento with laying the foundation to fulfill our commitment of advancing REDI+CR within our internal and external operations. Over the year, we have learned that this work requires an honest assessment of our organizational ecology and an in-depth audit of how our behaviors, policies, and practices work to uphold inequities and the unequal distribution of power and resources.

Outlining Our Efforts

This report offers a practical view of our organization's initial efforts to center our work and advance solutions grounded in REDI+CR. It draws from our organization's experiences, and

commitments to date, focusing on efforts over the past year. The goal of this report is to:

- Update our partners, stakeholders, and community members on our progress in building an inclusive REDI+CR culture at First 5 Sacramento by assessing our organizational structures, processes, and policies.
- Articulate our organization's stated REDI+CR commitment, vision, values, and goals.
- Illustrate our approach to operationalizing REDI+CR across our lines of business and our work in communities and the public systems we engage.
- Invite our partners, stakeholders, and community members to join us in our efforts to dismantle structural racism and continue to hold us accountable for our words and actions.

Our ultimate objective is for First 5 Sacramento to be positioned as culturally intelligent change agents, with REDI+CR centered in all organizational operations, policy development, and strategic investments. This is a first step in ensuring that all members of our organization can lead and support respectful, relevant, and responsive programming for the diverse contractors and communities we serve.



Systemic racism is a machine that runs whether we pull the levers or not, and by just letting it be, we are responsible for what it produces.

Ijeoma Oluo,
So You Want to Talk About Race

Key REDI+CR Accomplishments 2021-2022

Establishing a firm understanding of how racism and inequities permeate through our work and daily lives, as well as seeing the undoing of racism within our organization is critical to the future of our work. Foundational planning and analysis is the crucial starting point for understanding "why" we are centering REDI+CR in the first place – for both our internally and externally facing work. It is our rationale for why we cannot fulfill our organizational mission without addressing the crippling and destabilizing effects of systemic racism. As such, First 5 Sacramento's commitment to REDI+CR and initial efforts are firmly rooted in establishing the necessary infrastructure that allows us to ask questions, investigate, participate in deep reflection and identify critical actions as a starting point.

Our 2021-2022 planning efforts called for us to investigate the root causes of racial inequities within our organization. As a first step, we completed the following activities:

01

Activating the REDI+CR Planning Team

The REDI+CR Planning Team supported the mission and goals, focusing on activities to integrate REDI+CR principles into First 5's functions and to monitor the implementation of the overall long-term strategy.

02

REDI+CR Organizational Assessment

We conducted a process for obtaining valid data and information about the organization's performance on key REDI+CR factors. The goal was to provide a data-informed understanding of the organization's current state around REDI+CR.

03

Identification of REDI+CR Strategic Priorities

Insights from the REDI+CR Organizational Assessment and feedback from the staff, Advisory Committee, and Commissioner's outlined First 5 Sacramento's organizational strengths, opportunities, and areas for growth. Through a data-informed process (quantitative and qualitative), high-level strategic themes were identified, informing the basis for the organization's foundational action plan.

Activating the REDI+CR Planning Team

The REDI+CR Planning Team was activated to lead the implementation of the organization's overall REDI+CR strategy. Initial priorities included providing technical assistance, guidance, and feedback to staff, Advisory Committee members, and Commissioners on integrating REDI+CR into all aspects of First 5 Sacramento's work.

The Planning Team met bi-monthly with RJA consultants to support the development of the following activities:

- Monthly planning meetings with RJA consultants.
- Development of the organization's REDI+CR strategic direction.
- Development of the REDI+CR Organizational Assessment.
- Review of the REDI+CR Organizational Assessment.
- Identification of REDI+CR strategic priorities to incorporate into the Action Plan.

REDI+CR Organizational Assessment

Understanding the starting point is the first step in initiating planning. In this phase, the First 5 Sacramento Staff, Advisory Committee members, and Commissioners participated in an internal organizational assessment developed by RJA to assess their understanding of REDI+CR concepts, practices, and culture and to make recommendations on actions needed to make progress on our internal priorities related to REDI+CR.

By collectively exploring "Where we are now" with putting REDI+CR into practice in our organization, a shared view of where to

focus our implementation and planning efforts emerged. 1) First 5 Sacramento has many organizational strengths to support REDI+CR implementation; 2) Individual and organizational capacity does not currently match the level needed to fully implement REDI+CR internally and externally and 3) First 5 Sacramento has started the conversation and has made a commitment but, clarification on direction, goals, and outcomes is needed to continue the organizations REDI+CR work.

Identifying Our REDI+CR Strategic Priorities

The assessment was followed by a series of Joint Planning Meetings with the Staff, Advisory Committee, and Commissioners to take a deeper dive into how members of the organization are integrating REDI+CR into their internal/external work, decision making, as well as their interactions with colleagues, stakeholders and partners. The overall goal was to better understand First 5 Sacramento's organizational strengths, weaknesses, and opportunities. Insights from these activities contributed to a data-informed process that will support identifying the high-level strategic priorities that will inform the basis for First 5 Sacramento's REDI+CR Action Plan.

REDI+CR Organizational Assessment Process



2022-2023 Strategic Priorities



Purpose & Vision

All members within the organization are aligned with the core values of REDI+CR. During the 2022-2023 planning year, First 5 Sacramento will create more opportunities for deeper dialogue with staff to clarify our mission, purpose, vision, and goals about REDI+CR.



Roles & Responsibilities

Over the next year, we will conduct assessments, hold listening sessions, and create the necessary infrastructure to ensure that all members of the organization have a clear roadmap that outlines their expectations, roles, and responsibilities to advance First 5 Sacramento's REDI+CR work.



Communications Infrastructure

We will create a comprehensive communications plan that includes the identification of First 5 Sacramento's target audiences and the most effective communication strategies. This plan will communicate our vision, strategy, and activities internally and externally.



Training, Learning, Capacity Building & Development

During the 2022-2023 planning year, we will create opportunities for team building and pathways for staff and leadership development. This will ensure that all team members, committees, and commissioners with gaining a greater understanding of REDI+CR ideas and approaches.



Create a Budget for Multi-Year REDI+CR Efforts

REDI+CR work is a significant undertaking that requires a multi-year investment and a sustained commitment. During the 2022-2023 planning year, First 5 Sacramento will identify a strategic pathway to embed REDI+CR into its operational budget.

Looking Ahead: 2022-2023 Planning Activities

Guided by the work accomplished during the 2021-2022 planning year, First 5 Sacramento will continue to build upon our identified Strategic Priorities, focusing specifically on our internal organizational development. This will be yet another step that will advance our long-term REDI+CR work.

**August
2022**

Ongoing REDI+CR Planning

The Planning Team will continue to meet monthly to support the ongoing planning and development implementation of the REDI+CR Action Plan. The Planning Team will also look to add additional staff, Commissioners, Advisory Committee Members, and Community Members/Parents to the planning team to ensure input across all levels of the organization.

**October
2022**

All Staff Convening #1: Establishing a Baseline of Knowledge of REDI+CR Concepts

This all-staff convening will engage staff in building a container of shared language, perspective, approaches, and shared purpose for thinking about REDI+CR within the organization. There will be time to discuss the strengths, weaknesses, and challenges within the organization. The overall goal is to align REDI+CR efforts with our organizational purpose and values.

**January
2023**

All Staff Convening #2: Build Institutional Capacity to Operationalize REDI+CR Strategies

This session will be structured to support all team members delving deeper into best practices for REDI+CR organizational development and how to do their work through a racial equity lens.

**April
2023**

All Staff Convening #3: Creating the Foundations for Our REDI+CR Action Plan

During this session, we will begin creating the foundational building blocks to design a Multi-Year Action Plan. This plan will inform and support organizational systems change implementation and sustainability. The plan will include measurable goals and objectives and detailed descriptions for each activity implemented within the organization.

**June
2023**

Develop, Finalize & Implement REDI+CR Action Plan

Each session outlined above will inform the basis for First 5 Sacramento's Multi-Year Action Plan. Once completed, this plan will serve as a roadmap for our REDI+CR work.



The Journey Ahead

“

First 5 Sacramento's REDI work is urgent because we are dealing with the most important problem in our community. -First 5 Commissioner

”

It is still early in our journey, and we are learning as we build. A crucial part of our work moving forward is ensuring that REDI+CR is our North Star. Once we build our organizational capacity to view our work through a REDI+CR lens, what follows is that we will be able to embed this work into the development of our goals, objectives, strategies, and strategic investments. It is with the understanding that we must first "get our house in order" to serve as a more effective and accountable funder and partner in the community.

We are grateful to the many members of our community (internally and externally) for engaging, providing guidance, and holding us accountable. Much work remains on the journey before us, but we will advance this work by citing our small wins' impacts and ripple effects.

We invite you to join us in this meaningful and powerful work. As we are learning, every action at the personal and organizational levels can positively impact our border community in Sacramento County. Remember, what we **all** do matters. We invite you to activate and focus your REDI+CR lens and join us as we create pathways toward Racial Equity, Diversity, and Inclusion!



*Not everything that is faced can
be changed, but nothing can be
changed until it is faced.*

James Baldwin

Appendix A

Core Concepts & Working Definitions

Culture refers to the traditions, beliefs, patterns of behavior, and creative productions of a particular identity group, particularly those that are considered important by that group. A concept of 'culture' can be developed for any identity group, not just those relating to ethnicity, nationality, or religion.

Cultural Responsiveness is a set of consistent behaviors, attitudes, services, and policies respectful of and relevant to the beliefs, practices, culture, and linguistic needs of diverse families and communities. A culturally responsive organization is designed to effectively meet the needs of individuals from diverse cultural backgrounds and experiences. It involves understanding the societal oppressions faced by various groups of people and respecting the strengths and assets inherent in different communities. This understanding is then reflected in decision-making, mission, vision, policies, program services, personnel, and staff.

Diversity is the experience of psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. The experience of having people who identify from varying demographics.

Inclusion is the act of creating environments in which any individual or group can be their authentic self and feel respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and recognizes the inherent value of different experiences, cultures, and perspectives.

Inequities are the difference in outcomes between population groups that are rooted in unfairness or injustices.

Race is a socially constructed system of categorizing humans largely based on observable physical features (phenotypes) such as skin color and on ancestry. There is no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions, and culture and is used as a basis for discrimination and domination.

Racial Equity is the achieved condition if one's racial identity no longer predicts how one fares in a statistical sense. When using the term, we consider racial equity as one part of racial justice. Thus we also include work to address the root causes of inequities, not just their manifestation. This includes eliminating policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to stop them.

Racism is the concept of one group having the power to carry out systemic racial discrimination through society's institutional policies and practices, thus shaping the cultural beliefs and values that support racist policies and practices.

Social Justice is a concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of power, wealth, education, healthcare, and other opportunities for personal activity and social privileges.

Systemic Racism is a social theory that explains how major societal institutions have been thoroughly pervaded by racial framing, ideas, stereotypes, images, emotions, and practices to perpetuate racial oppression not only on the surface level of society but also in its underlying permeations and interconnections through our major social groups, networks, and institutions. "systemic racism" and "structural racism" are synonymous in many ways.

Appendix B

Resolution on Racial Equity & Social Justice

On February 1, 2021, the First 5 Sacramento Commission unanimously approved a Racial Equity and Social Justice Resolution. The First 5 Sacramento Commission understands that 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.

“As stewards of resources and programs that support our community’s youngest people and their families, we have an obligation to clearly articulate First 5’s intent to ensure racism has no place in what we do and how we do it,” said First District Supervisor and Chair of the First 5 Sacramento Commission Phil Serna. “The resolution we adopted is the road map to ensure concern for racial equity and social justice permeates everything we do and that we’re held accountable.”

The resolution was the first step in activating First 5 Sacramento’s efforts to center racial equity, diversity, and inclusion in the agency’s critical early childhood services. The resolution is 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's Resolution on Racial Equity and Social Justice

WHEREAS, First 5 Sacramento, in partnership with the community, supports 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

Appendix B Continued

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 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 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 racial-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 historical 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 without funded partners and in the communities we serve.

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

- Work to shape an inclusive, well-informed organization that is conscious of Injustice and health inequity through commissioner and staff training and continuing education to expand understanding of how racial discrimination adversely affects families and children; and
- Review and revise all policies, procedures, practices, protocols, and publications to ensure racial Equity has a core value of First 5 Sacramento; and
- Invest in 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
- 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
- Provide opportunities for community members of color to become a voice within the organization through education, training, and internship opportunities; create a pathway to leadership that promotes diversity and equality and decision-making for children and families; and

Appendix B Continued

- Continually monitor 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
- Prioritize the investment in 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
- Facilitate training and Outreach of trauma-informed practices to First funded partners; and
- Implement the 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 to the Commission on activities and outcomes.



Supervisor Phil Serna
Chair, First 5 Sacramento



Julie Gallelo
Executive Director, First 5 Sacramento

Commissioners	Signature
Erik Fernández y García	DocuSigned by: Erik Fernández y García
David Gordon	DocuSigned by: David Gordon
Olivia Kasirye, MD	DocuSigned by: Olivia Kasirye
Donna Sneeringer	DocuSigned by: Donna Sneeringer
Bruce Wagstaff	DocuSigned by: Bruce Wagstaff
Steve Wirtz	DocuSigned by: Steve Wirtz
Aiyana Evans	DocuSigned by: Aiyana Evans
Beth Hassett, Vice Chair	DocuSigned by: Beth Hassett
Patrick Kennedy	DocuSigned by: PATRICK KENNEDY
Kathy Kossick	DocuSigned by: Kathy Kossick
Scott Moak	DocuSigned by: Scott Moak
Terrie Porter	DocuSigned by: Terrie Porter
Lee Turner Jonson	DocuSigned by: Lee Turner Jonson

Appendix C

REDI+CR Organizational Assessment

Background

The REDI+CR Organizational Assessment is a tool developed by RJA for First 5 Sacramento to assess the status of REDI plan implementation. Understanding the starting point is the first step in initiating planning. By collectively exploring “where are we now with putting racial equity and cultural responsiveness into practice in our agency?” a shared view of where to focus the agency’s implementation planning efforts has emerged. This baseline should be viewed as a starting point for First 5 Sacramento’s internal effort, and efforts should be measured over time to track systemic improvements towards their goals.

Survey Design

The survey consisted of 39 questions that addressed implementation efforts across four dimensions: Organization & Leadership, Workforce Development, Using Data for Understanding and Improvement, and Strengthening Partnerships for System Change. Survey respondents were asked to provide the answer that best describes, to their knowledge, where the organization is in relation to the organizational characteristics and implementation dimensions listed below:

- Not at All - Haven’t started work in this area yet
- Getting Started - Plans exist to use in planning and implementation
- Halfway There - This is in place, and we have evidence of its use
- Nearly There – This is happening more often than not
- Fully in Place - This is part of our routine, and we model it for others

At the outset, it was understood that some people might have a perspective on all areas, while others may be more familiar with certain areas. However, all feedback was deemed important as this self-assessment was not seeking to quiz the First 5 Sacramento staff and stakeholders on what they knew. This self-assessment was an endeavor to understand where First-5 Sacramento is in implementing REDI+CR work throughout the agency.

Survey Findings

Across all dimensions, the most common response was “Getting Started.” Meaning across the Agency, respondents perceive the REDI+CR work to still be in the planning and early implementation phase. While this perception may not be in congruence with actual implementation efforts, First-5 Sacramento is now poised to move forward with a baseline understanding of where the organization is and how it can effectively move forward.

Survey Recommendations

Theme #1: Engagement of the Staff, Commissioners, and Advisory Committee

The First 5 Sacramento staff, Commissioners, and Advisory Committee are essential partners in REDI+CR efforts. Ensuring that everyone is adequately trained and aware of implementation efforts means practices and programs do not rely on just a champion or two. Champions can move on to new challenges, and programs come and go with individuals. An advantage of a fully trained team of staff means the Agency has the knowledge, skills, abilities, and time to succeed and sustain the work. The team embodies the capacity needed to implement well, maintain, and improve programs and practices over time through a continuous improvement process.

Appendix C Continued

Theme #2: Improve Communication Systems of REDI Efforts:

Across all domains, survey responses demonstrated a lack of information sharing across all respondent types. More often than not, respondents were unaware of REDI+CR efforts that are nearly or fully in place.

Theme #3: Overview of Steps to Move Forward

The REDI+CR Self-Assessment provided a snapshot of where First-5 Sacramento is now. By attending to key areas of capacity building— Organization & Leadership, Workforce Development, Using Data for Understanding and Improvement, and Strengthening Partnerships for System Change —the practice of Racial Equity and Social Justice is more likely to take hold.

Final Survey Reflections

Identifying, addressing, and dismantling the long-term negative consequences of the Non-Profit Industrial Complex is imperative to radically ensure predictable positive outcomes for people who identify as Black, Indigenous, and People of Color (BIPOC). First 5 -Sacramento's partnership with RJA has provided the beginning of an internal and external process of systems evaluation and improvement that will lend itself to the best possible outcomes for BIPOC and other historically marginalized groups. As a community-based funder, First 5 Sacramento has the opportunity to improve outcomes for BIPOC folks through its work and, more importantly, the responsibility to move away from harmful practices rooted in white dominant cultural norms.

A critical reflection will be the continuous tension between the desire or expectation that this work will manifest rapidly and taking the time to change policies, practices, and the culture from which institutional racism grows. It has been said that “the enemy of racial equity is urgency,” and through this lens, we hope to challenge this urge to “get to the good part” or to “accomplish” a surface-level task. Based on RJA's engagement with First 5 Sacramento, and their demonstrated actions and commitment to the internal REDI+CR efforts, as seen in the bullets outlined below, RJA believes that First 5 Sacramento is well on its way to transformational change.

RJA high-level recommendations include:

- Shaping an inclusive, well-informed organization that is conscious of injustice and inequity.
- Ensure REDI+CR is a core value in policies, procedures, practices, protocols, and publications.
- Ensure shared accountability with funded service providers, parents, and the community.
- Offer professional development on implicit bias and anti-racism to support all REDI+CR efforts.
- Create a pathway to leadership that promotes diversity and equality in decision-making.
- Prioritize strategic investments promoting REDI+CR.
- Implement best practices that promote REDI+CR and address all levels of racism.
- Use REDI+CR to guide research for equal outcomes, data collection, and monitoring of disparities.



If we can do this work right, it's part of the long-term sustained impact of shifting power from institutions to people.

Unknown

Acknowledgements

A special thank you to the Racial Justice Advocates team, April Michelle Jean, Danielle Lawrence, Heather Gonzalez, Erin Thuston, and all of the incredibly brilliant and powerful women at RJA who contributed to our REDI+CR process and the development of this Progress Report.

First 5 Sacramento would also like to express our deepest appreciation to all those who provided input and feedback on the REDI+CR phase one planning efforts, especially our Staff and members of the REDI+CR Planning Team who made this project possible!

Finally, a HUGE thank you to our wonderful Commissioners and Advisory Committee Members. Your continued dedication to our REDI+CR efforts is a true testament to leadership and commitment to ensuring we do our best to effectively serve children and families in Sacramento County!

First 5 Sacramento Commissioners

Phillip Serna – Chair
Donna Sneeringer
Erik Fernández y García
David Gordon
Olivia Kasirye, M.D.
Bruce Wagstaff
Steve Wirtz

Alternate Commissioners

Patrick Kennedy
Beth Hassett – Vice Chair
Lee Turner Johnson
Aiyana Evans
Kathy Kossick
Chevon Kothari
Scott Moak

First 5 Sacramento Advisory Committee Members

Alexxandria Paige, ParentsKatie Andrew- Oral Health
Robin Blanks- Grandparents
Emily Bowen- Lactation Consultant
Carolyn Curtis- Parks & Recreation
Jose Goris- Faith Community
Rebecca Gross- Neighborhood Groups
Heidi Keiser- Children's Coalition
Megan Masten- Adult & Aging Commission
Pooja Mittal- Immigrant Population
Silvia Rodriguez– Vice Chair, Mental Health
Robert Silva – Chair, Education and Early Care
Tanya Morgan- Children with Special needs
Tony Smith- Medical & Health Provider
Ricki Townsend- Alcohol & Drug Advisory
Walter Wyniarczuk- Foster Care



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