

Commission Actions 8.22.22:

- ⇒ Approved Consent Agenda
- ⇒ Approved revenue contracts and community partner subcontracts to support a guaranteed basic income pilot, as recommended by Staff.
- ⇒ Approved a motion to approve revenue contact from SCHSD and contract with Triple P America, as recommended by Staff.



**First 5 Sonoma County
COMMISSION MEETING MINUTES
August 22, 2020**

*NOTE: MEETING CONDUCTED VIRTUALLY VIA ZOOM
PLATFORM*

I. Call to Order:

The First 5 Sonoma Commission met virtually this date in regular session via Zoom. A quorum was present, **Chair Nora Mallonee Brand** called the meeting of the First 5 Sonoma County Commission to order at 3:35pm.

Commission Members Present: Oscar Chavez, Raissa De La Rosa, Jennielynn Holmes, Supervisor Lynda Hopkins (virtual), Nora Mallonee Brand,

Absent: Karissa Kruse, Denia Candela, and Dr. Jose Morales

Staff: Angie Dillon-Shore, Renée Alger, Natalie Kramer, Sandra Uribe, Margaret Ingold, Leslie Corral Cisneros, Nora Cuevas, and Kathleen Natividad

II. Potential Conflicts of Interest

Commissioner Chavez recused himself from Agenda Item X, Triple P Contract with the County of Sonoma, Department of Human Resources.

Commissioner Hopkins also recused herself from the same Agenda Item X, Triple Contract with the County of Sonoma, Department of Human Resources .

No other Conflicts noted.

III. Public Comment on Non-Agendized Items

No public comment.

IV. Consent Agenda

No discussion, and no public comment.

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ACTION: Approve Consent Agenda

MOTION: HOLMES/CHAVEZ

AYES: CHAVEZ, HOLMES, BRAND, HOPKINS, DE LA ROSA

NAYS: NONE

ABSTAIN: NONE

RECUSE: NONE

V. First 5 Sonoma County Conflict of Interest Code Review

Kathleen Natividad, Program Coordinator, presented on the review of the First 5 Conflict of Interest Code and Policy. She noted that the Conflict of Interest Policy requires Commissioners to review the Policy every even-numbered year before October. She provided background on why the First 5 established the Conflict of Interest Code and Policy and reminded the Commission that the County of Sonoma Board of Supervisors is the Code reviewing Body for government agencies. So if there is an update to the policy, it needs to be approved by the Board.

Mrs. Natividad noted that the Conflict of Interest Policy was adopted by the Commission in May 2019 and the Code was adopted by the Commission in December 2020. The Code and Policy incorporates the Fair Political Practices Commission’s model code, is consistent with First 5’s past polices, and complies with State law. She requested that the Commissioners send any edits to the Policy or Code to her and Ms. Dillon-Shore by September 12th so they can bring changes to the September Commission meeting for approval.

No public comment.

VI. New Parent TLC MHSA Innovation Project Update

Kathleen Natividad, Program Coordinator, presented an update about the MHSA Innovation Project, New Parent TLC. She noted that Commission approved the revenue contract from Sonoma County Health Services, Behavioral Health Division for the program in September 2020. She then explained that New Parent TLC (Talk, Link, Confirm) employs a gatekeeper training model similar to the evidence-based model QPR (Question, Persuade, Refer) to intervene early with new parent mental health issues. NPTLC will promote interagency and community collaboration related to mental health services with the innovative model that engages childcare providers, cosmetology service providers, and employees of medium to large employers as “gatekeepers.” She then went on to explain the “TLC” part of “New Parent TLC”, gatekeepers will **Talk** to parents about parental mood disorders, **Link** them to culturally responsive resources for support, and

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Confirm that they received the support needed. The overall goal of NPTLC, is to build capacity and community awareness about the importance of early relational mental health.

She noted that the term “gatekeeper” is being used now, but it will possibly be changing to “connectors” as that feels more inclusive and more relevant to what folks would actually be doing, which is connecting new parents to resources.

Mrs. Natividad then presented a timeline of the project and noted that evaluation of the program will be occurring annually, to ensure First 5 is staying on track with targets and the goal of the program.

She then discussed the Culturally Responsive Curriculum Group. First 5 contracted with Allison Murphy, the CEO of Mothers Care, and Jenni Silverstein to develop the curriculum. To meet specific needs of the populations in Sonoma County, First 5 created a Culturally Responsive Curriculum Group focusing on the Latinx and LGBTQIA+ populations to ensure equity for all families in the community. For this group, First 5 partnered with: Positive Images, North Bay LGBTQI+ Families, Humanidad, Latino Service Providers, and Postpartum Care Center. **Mrs. Natividad** noted that First 5 will continue to engage the partners that participated in the group throughout the training development and implementation to ensure that the feedback given on the curriculum is woven through the whole project. She then shared some quotes from participants in the group.

No public comment.

Chair Nora Mallonee Brand commented that the quotes speak for themselves and that you do not always get that illustrative feedback, and that it brings up a lot of emotion as she has experienced postpartum things at different times. She hopes to get more updates as the program progresses.

Commissioner Chavez asked about outreach for the program.

Renee Alger responded that First 5 will be targeting three groups at the start of the program, child care providers, cosmetologists, and employers and will first assess the differences in those populations, and then decide how to move forward with outreach. She noted that First 5 has great connections with child care providers in Sonoma County, and will be getting the word out via social media and other platforms for intentional targeting.

Commissioner De La Rosa echoed that she thought it was a good idea to replace the term “gatekeeper” as it has a negative connotation.

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Ms. Dillon Shore responded that the term “gatekeeper” was inherited from the QPR training model, but it has taken on a completely different meaning in the last several years.

Chair Nora Mallonee Brand she said she liked the idea of “catching people where they are”, sometimes people are not as willing to open up in a doctor’s office setting.

VII. Advancing Diversity, Equity, Inclusion, & Belonging: Update

Angie Dillon-Shore, Executive Director, presented an update on the work that First 5 is doing to center diversity, equity, inclusion, and belonging. Although not a linear process, First 5 is continuing to move forward intentionally with ongoing opportunities for staff and Commissioners for reflection and learning and concrete changes to practices and policies and a framework development that will uplift certain priorities that can be incorporated into First 5’s daily work scopes. She reminded Commissioners that a preliminary framework was approved by the Commission in 2020 as a part of the current Strategic Plan, intended to be a placeholder until an official framework was developed, but it also served as a catalyst to move First 5’s work forward, and as a signal to the community and stakeholders that First 5 is serious about investing and prioritizing this work.

Ms. Dillon-Shore explained that as a Strategic Plan allocation the Commission invested \$150,000 over this FY and the last FY for consultant support to assess the current state of the organization, build capacity, and to develop a framework. The complexity of DEI work is it requires engagement by First 5 in many different levels with different modalities as First 5 is trying to change the bedrock that the organization was built on, and in order to do that First 5 must be intentional and prioritize in a systematic way.

She then outlined the process of the Framework Development and how it is informed by the Holistic Racial Equity Assessment (HREA) findings. She invited Commissioner Holmes to share any comments about her recent opportunity to review the findings in depth with consultants.

Commissioner Holmes shared that she was grateful for the opportunity to talk more with Reflecting Justice. The finding regarding lack of Commissioner engagement was a call to action to make space for this work and to call on her own lived experience as a child that experienced trauma, to bring this perspective to the table more often. She also noted challenging herself to ask the “next level questions” as a Commissioner as a way to be more deeply engaged. Finally, she commented about how vulnerable it is for a leader to move forward with this kind of evaluation of their internal organization, and she recognizes and appreciates First 5’s Executive Director for her vulnerability and expressed appreciation to Ms. Dillon-Shore for leaning into the HREA findings. Commissioner Holmes also thanked the First 5 Staff for all the time put into the reflecting on the report. Lastly, she noted that there are a couple of organizations in the community that are getting DEI work right and First 5 Sonoma County is one of them.

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Ms. Dillon-Shore thanked Commissioner Holmes for her candor and for taking the time to dig into the findings of the Report. She noted that the work is very hard and it requires First 5 to stay open, curious, and vulnerable, and connected to each other, and having intentionality around relationships because everyone is learning.

She then went on to talk about First 5's participation in restorative circles with Kevin Fong from Kahakulei Institute. Mr. Fong has facilitated two restorative circles to focus on deepening connections among staff and clarifying First 5's purpose. Staff will also be participating in a Circle for their off-site staff retreat in specific skill sets around how to facilitate a conversation and respectfully confront when values don't align in a way that maintains relationships and builds bridges. Also at the staff retreat will be Everyday Impact Consulting who will work with First 5 Staff on the draft Framework. In October, the framework will go to the Equity Work Group for feedback, and then to the Commission, hopefully at the October meeting.

Ms. Dillon-Shore discussed some of the concrete actions First 5 has taken which were informed by the HREA findings: Internally the First 5 established a 10% salary differential for bilingual employees, corrected an existing racial disparity in salaries for one of the job classes, revised recruitment announcements for Staff and Commissioners to center racial equity, elevated the value of Staff and Commissioner lives experience, and invested in the leadership capacity of BIPOC manager. Racial equity is also increasingly being centered in First 5's day to day work, examples include in the Guaranteed Basic Income Pilot, Child Savings Accounts, Mini-grants, Child Care Facilities Grant, New Parent TLC, and Shared Services Alliance that Leslie and Natalie are leading to build capacity for Spanish speaking family child care providers. Staff has been working hard to engage the voices of people at the margins through program design and outreach strategies, as well as minimizing administrative barriers. First 5 has received very positive and affirming feedback from our external stakeholders, referring to Mrs. Natividad's previous presentation on the Advisory group for the New Parent TLC curriculum to ensure its culturally responsiveness and inclusive, and how the quotes that she read shows that the participants felt included and that they belong in the work. In regards to language justice, Ms. Dillon-Shore noted the significant increase to the budget for translation and interpretation, Sandra Uribe has been working to translate the website, and First 5 is looking at all the ways we communicate with the community. For interpretation of Commission meetings and translation of materials, First 5 Staff will be bringing a recommendation to the Commission at the next meeting.

Chair Nora Mallonee Brand said one thing that stood out from what Commission Holmes said was setting an example and she wanted to uplift that this a time consuming and long term process to build trust. She stated that bringing in expertise is so important for hand holding and to see where the pitfalls are in the process.

Commissioner Chavez agreed and noted that it is important to normalize DEI work as hard work and that there are no short cuts, and that we are not going to solve this issue. He also noted the challenge of discussing issues around DEI, but that it is critical to do so and appreciates the candor. .

No public comment.

VIII. Commissioner Recruitment

Authored by: Kathleen Natividad

Date adopted: 9/26/22

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Ms. Dillon-Shore shared that Commissioner Guzman resigned from her seat for health reasons, leaving representation from the TK-12 education system open. Typically held by a Superintendent or Assistant Superintendent, this seat has always been important on the Commission especially now as Universal Pre-K is being rolled out throughout the State. The recruitment process has been launched, was sent to all the Superintendents in the county, a focus on knowledge around how K-12 and ECE systems mutually reinforce each other as well as the priority of building a diverse commission. Candidates will be interviewed in October and a full recommendation brought to the Commission in October, and then to the Board of Supervisors to appoint hopefully the end of the calendar year.

Commissioner Chavez asked if the recruitment includes analyzing geographic representation.

Ms. Dillon-Shore affirmed that geographic representation will be reviewed in combination with prioritizing the districts that scored the highest priority on the Equity Index
No public comment.

IX. Recommendation to Approve Revenue Contracts for Guaranteed Income Pilot, Subcontracts, and Increase Allocation to Goal Area IV. Community Resiliency & Engagement

Natalie Wright, presented a recommendation to approve revenue contracts from City of Santa Rosa, City of Petaluma, City of Healdsburg, and Corazon Healdsburg as well as subcontracts for the Guaranteed Basic Income Pilot Program, Pathway to Income Equity. The program is only possible because of the ARPA funds from the County of Sonoma and investments from local City government and partner agencies on the outreach. The revenue is making it possible to implement a countywide inclusive outreach process, offer accessible and bilingual application benefits counseling, conduct a rigorous evaluation, and direct 24 monthly \$500 payments to 305 families. A wide variety of partners will serve as application assistance sites around the county, ensuring culturally and linguistically responsive outreach and verification support for a diverse geographic group. Ms. Wright recommended that the Commission approve Outreach subcontracts.

Contractor: Corazón Healdsburg
Project: *Sonoma County Guaranteed Basic Income Pilot*
Amount: \$ 350,000
Source: Private donors and mixed discretionary
Term: 7/1/22-12/31/23

Contractor: Corazón Healdsburg
Project: *Sonoma County Guaranteed Basic Income Pilot*
Amount: \$ 250,000
Source: City of Healdsburg & American Rescue Plan Act (ARPA) Local

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Coronavirus Recovery ARPA
Term: 7/1/22-12/31/24

Contractor: Petaluma People Services Center
Project: *Sonoma County Guaranteed Basic Income Pilot*
Amount: \$588,000
Source: City of Petaluma & American Rescue Plan Act (ARPA) Local Coronavirus Recovery
Term: 7/1/22-12/31/24

Corazón Healdsburg	\$ 19,974
Community Action Partnership	\$38,996
Petaluma People Services Center	\$18,000
River to Coast Children’s Center	\$11,016
Community Baptist Church	\$7,000
Petaluma Adult School	\$18,000
Child Parent Institute	\$30,650

Commissioner Chavez expressed gratitude to the Commission for stepping up and taking on this important opportunity. That so many stakeholders pulled together across the region really speaks to the type of collaboration that is needed. He is excited to see what is learned from the pilot, the impact on families in need. Through his own lived experience, Commissioner Chavez knows what a few extra dollars meant in his household. He noted that this is especially important with current day inflation and hopes this pilot provides a buffer for income support.

ACTION: Approve the revenue contracts and community partner subcontracts to support guaranteed basic income pilot, as recommended by Staff.

MOTION: CHAVEZ/HOLMES

AYES: CHAVEZ, HOLMES, BRAND, HOPKINS, DE LA ROSA

NAYS: NONE

ABSTAIN: NONE

RECUSE: NONE

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X. Recommendation to Approve Revenue and Contract for Triple P: Goal Area I. Early Relational Health

Ms. Renee Alger, presented a recommendation to approve a revenue contract with HSD to support Triple P, as well as a contract with Triple P America for training. This partnership with the County of Sonoma Human Services Department and Triple P America ensures practitioners working with parents and families in Sonoma County have access to Triple P training, the Positive Parenting Program. She stated that last year was the first year the certification was offered in Spanish, and with the support of the Commission, First 5 was able to offer level 3 certification in both English and Spanish.

This year First 5 will fund three Triple P courses, two Level 3, one in English, and one in Spanish, and one Level 4 training, allowing a total of 60 providers to obtain a Triple P certification and support the prevention of child abuse across the county. The Human Service’s Department contribution to support Triple P training is \$39,326.43, the Title IV-E reimbursement they will be eligible to draw down.

The recommended contract with Triple P America is for \$102,340 for training and certification.

ACTION: Approve a motion to approve the revenue contract from HSD and contract with Triple P America, as recommended by Staff.

MOTION: DE LA ROSA/HOLMES

AYES: HOLMES, BRAND, DE LA ROSA

NAYS: NONE

ABSTAIN: NONE

RECUSE: CHAVEZ/HOPKINS

XI. Adjourn

Chair Nora Mallonee Brand adjourned the meeting at 4:22 PM.