FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Memo

To: Commission Members

From: Alexander Khu

Date: Monday September 14, 2020

Re: September 14, 2020 Commission Meeting

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings (Health Officer Order). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Members of the public may participate in the meeting online, or by telephone but MUST register first (see below).

When: September 14, 2020 06:00 PM Pacific Time (US and Canada)
Topic: September 14, 2020 Commission Meeting

Register in advance for this webinar:
https://us02web.zoom.us/webinar/register/WN_oU9dk1N6RLCTdMV4S9AyBQ

After registering, you will receive a confirmation email containing information about joining the webinar.

In lieu of making public comments at the meeting, members of the public also may submit public comments before or during the meeting by emailing comments to Brian Kelley at bkelley@first5coco.org. If you have difficulty emailing a public comment, please contact Brian Kelley, First 5 Contra Costa Communications Department, at 925-289-9758.

Please let me know if you have any questions.

Kind Regards,

Alexander Khu, Executive Assistant
First 5 Contra Costa
1485 Civic Court
Concord, CA 94520

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Commission Meeting Agenda

Monday, September 14, 2020, 6:00 pm

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings (Health Officer Order). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

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All comments submitted by email to the above email address before the conclusion of the meeting will be included in the record of the meeting. When feasible, the Commission Chair, or designated staff, also will read the comments into the record at the meeting, subject to a two-minute time limit per comment.

The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

1.0 Call to Order and Roll Call

2.0 Public Comment
The public may comment on any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

3.0 Approval of Consent Calendar **Action**
A Commissioner or member of the public may ask that any of the following consent items be removed from the consent calendar for consideration under Item 4.

3.1 **Approve the minutes from the July 13, 2020 meeting.**

3.2 **Approve the Contracts Docket**

3.2.1 APPROVE and AUTHORIZE the Executive Director or her designee to execute a contract amendment with East Bay Agency for Children (EBAC) to increase the payment limit by $10,710 (from $50,000 to $60,710) to provide staffing

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for facilitation, coaching and webinar support for implementation of Contra Costa's ACEs Network of Care sessions and peer to peer learning sessions. FY2020-21 budget line: Early Intervention Initiative: Children at Risk of Stress or Trauma ($28,200). Funded 100% ACEs Aware Grant funds.

3.2.2 APPROVE and AUTHORIZE the Executive Director or her designee to execute a contract amendment with Los Medanos College to increase the payment limit by $68,253 (from $300,000 to $368,253) to provide child care providers with academic advising, professional services and support, cohort classes, and incentives as they advance their education and professional training. FY2020-21 budget line: Early Childhood Education Initiative: Professional Development ($555,000). Funded 100% Prop 10 funds.

3.3 **Approve the Grants Docket**

3.3.1 RATIFY the application for a First 5 California grant in an amount up to $600,624 for the Dual Language Learner (DLL) Pilot Expansion Phase Project to provide resources to counties to expand effective strategies to support DLLs, and to identify policy recommendations for overcoming barriers to scaling these strategies and, if awarded, AUTHORIZE the Executive Director, or designee, to execute a grant agreement for the period upon execution to December 31, 2021. FY2020-21 budget line: ($299,406.53 year-1), ($301,217.71 year-2) Early Childhood Education Initiative: Early Learning Quality ($1,247,643). Funded 100% First 5 California funds.

3.3.2 RATIFY the application for a Children's Council of San Francisco grant and the execution of a grant agreement with Children's Council of San Francisco for $93,430.29 for IMPACT Region 4 Training & Technical Assistance Hub Implementation for the period July 1, 2020 to June 30, 2021. FY2020-21 budget line: Early Childhood Education Initiative: Early Learning Quality ($1,247,643). Funded 100% Children's Council of San Francisco.

3.4 **Accept the First 5 Contra Costa July and August 2020 Program Report**

3.5 **Appoint Chair to serve as negotiator for unrepresented employee: Executive Director**

4.0 Consider for discussion any items removed from the consent calendar.

5.0 Presentation honoring First 5 Board of Commissioner PJ Shelton for 12 years of service and First 5 Alternate Board of Commissioner Katharine Mason for 9 years of service to the First 5 Contra Costa Children and Families Commission.

6.0 Presentation honoring First 5 partner Odessa Caton for eleven years of service at the First 5 Contra Costa Centers.

8.0 Consider appointing the Nominating Committee for 2021 Officers' Election. ACTION

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9.0 Consider endorsement of two Revenue Generation Measures: ACTION
Contra Costa Sales Tax Measure X and State Prop 15: Schools and Communities First

10.0 Presentation of the COVID-19 Survey Findings and Report

11.0 Executive Director's Report

12.0 Communications

- Letter to Legislators:
  August 14, 2020 Joint Letter from Bay Area First 5 EDs on Budget and Vape Tax
  August 28, 2020 Support First 5 in Vape Proposal
  August 14, 2020 Support Letter for Ensuring Job Protection for Paid Family Leave
- First 5 Association Legislative Tracker
- QRIS Master Plan Letter
- Why We Must Talk About Race and Racism in Early Childhood Education Article (PDF)

13.0 Commissioner F.Y.I. Updates

14.0 Adjourn

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities or who may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others.

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FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Monday September 14, 2020

Agenda Item 3.1

Approve the minutes from the July 13, 2020 meeting.

Commission Meeting MINUTES
Monday, July 13, 2020, 6:00 pm

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings (Health Officer Order). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

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1.0 Call to Order and Roll Call

Marilyn Lucey opened and closed the meeting at 6:01 PM.
Due to COVID-19, the meeting was held on a web-based platform. The Chair introduced meeting protocols.

Commissioners present on roll call as follows:
District 1: Dr. Rocio Hernandez
District 2: Marilyn Lucey
District 3: PJ Shelton
District 4: Gareth Ashley
District 5: John Jones
EHSD: Katharine Mason for Kathy Gallagher
Children & Families Services: Roslyn Gentry for Kathy Marsh
Health Services Department: Dr. Chris Farnitano

Also present was Deputy Counsel Keiko Kobayashi.

Note that Commissioner Kathy Gallagher of EHSD was visible in the zoom participants' list but had been unable to speak due to technical issues with zoom. She had prompted the executive assistant by email to announce her attendance via participant's text reply.

Alternates present on roll call as follows:
District 1: Genoveva Garcia Calloway
District 3: Lee Ross

Absent were: BOS Commissioner Diane Burgis, BOS Alternate Candace Andersen, Health Services Alternate Daniel Peddycord, and Children & Families Services Kathy Marsh.

2.0 Public Comment

There were no comments from the members of the public via phone or online chat. There were no public written comments sent to the Communications Manager's email.

3.0 Approval of Consent Calendar

Motion was made by John Jones seconded by Dr. Chris Farnitano to approve the consent calendar.
All in favor by roll call:

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AYES: District 1: Dr. Rocio Hernandez
District 2: Marilyn Lucey
District 3: PJ Shelton
District 4: Gareth Ashley
District 5: John Jones
EHSD: Katharine Mason for Kathy Gallagher
Children & Families Services: Roslyn Gentry for Kathy Marsh
Health Services Department: Dr. Chris Farnitano

NOS: None

ABSTAIN: None

ABSENT: Board of Supervisor: Diane Burgis, Alternate Board of Supervisor: Candace Andersen

Motion was **APPROVED**.

5.0 COVID-19 Response Presentation

- Brian Kelley, First 5 Contra Costa Communications Specialist and Sarah Burke, First 5 Contra Costa Database Coordinator
- Lisa Korb, First 5 Contra Costa Family Support Program Officer
- Ruth Fernandez, First 5 Contra Costa Executive Director & Ali Uscilka, Director of Healthy and Active Before 5

1. Sarah Burke reported that First 5 Contra Costa designed a COVID 19 Community Impact survey to assess the needs of families with children from zero to 5 in the county. She reported that nearly 300 County's families responded. The survey asked questions on Economic Impact, Employment Status, Childcare, Child Development Concerns, Adult Resources, Mental Health and Policy Advocacy. Brian Kelley gave the preliminary result of the survey indicating that 35% needed assistance with rent/mortgage/paying bills, 32% needed baby supplies, 29% needed parenting support, 28% needed financial support, 26% needed access to food. Additionally, concerns for children with programs in early learning, social isolation and anxiety were also reported.

   PJ Shelton asked if the participants were able to elaborate what their cash assistance was going to be used for?
   Marilyn asked if there was any action that the county planned to take regarding food assistance.
   Brian informed that there were no response to that item at this time.
   Marilyn also asked how many families were able to avail of this survey?
   Sarah responded the survey only went out to families who signed a release and allowed to be contacted. Some people declined. She will look back on the numbers later.

   John Jones asked about testing, protective gear, counseling support. Families are feeling higher need. So if 75% comes from F5 sites, is the larger from East County since we have more sites there? Is there a way to push the survey beyond our First 5 sites?

   Sarah will look further into the numbers after the survey conclude and will then provide the Commission updates.

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John Jones and Gareth asked if the survey indicated the reason for the high demand for diapers and wipes.

Katharine Mason reported that at Head Start families reported that diapers and wipes were their top needs and were difficult to find in retail stores.

2. Lisa Korb reported on the Family Resource Center Emergency Relief Fund (state funds from the California Family Resource Association to provide relief to Contra Costa families. The grant released from the Office of Child Abuse Prevention, named Family Resource Centers as the recipient of the grant and foster and tribal families as the priority populations to be served.) First 5 Contra Costa purchased and distributed gift cards, children's books, and other supplies such as diapers, wipes, cleaning supplies to approximately 1,000 families who experienced loss of income resulting from COVID-19. First 5 Contra Costa collaborated with the local community partners, the Child Abuse Prevention Council and Scotts Valley Tribal to extend reach beyond our First 5 families. This outreach gave families unfamiliar to First 5 Centers an insight into the resources. Families that needed help but were afraid to ask for it now have First 5 to look for help.

3. Ruth Fernandez gave an update on the Cash Assistance efforts during the COVID-19 pandemic. Most impacted were immigrant families. We collaborated with Healthy and Active Before 5 (Countywide collaborative focusing on health equity issues of young children). Ali Uscilka, Director of Healthy and Active Before 5 reported on their partnership with Community Financial Resources who served as the bridge to get the payments out to families (via US Bank Focus Card that requires a Social Security Number and Self-Help Credit Union Savings account that does not require SSN). Over $155K distributed to 79 Regional Group Families. List of funders include East Bay Community Foundation, RCF Connects, Hellman Foundation Fund, S.H. Cowell Foundation, Y&H Soda Foundation, Contra Costa Regional Health Foundation, John Muir Health, SF Foundation, and Travis Credit Union.

6.0 Program Headlines Team Presentation

- ACEs Aware Grant – Presenter: Wanda Davis, First 5 Contra Costa Early Intervention Program Officer
- Census 2020 – Presenters: Fran Biderman, First 5 Contra Costa Special Projects Coordinator & Rhea Laughlin, First 5 Contra Costa Community Engagement Program Officer
- Ready Kids East County – Presenters: Liliana Gonzalez, First 5 Contra Costa Help Me Grow Coordinator and Lisa R. Johnson, First 5 Contra Costa Grants & Contracts Manager

1. Wanda Davis reported that First 5 Contra Costa is now the recipient of the ACEs Aware Grant. First 5 Contra Costa in partnership with Contra Costa Health Services Department, Trauma Transformed, and the Employment and Human Services Department has received $299,261 in grant funds from the Office of the California Surgeon General (CA-OSG) and the Department of Health Care Services (DHCS) to participate in the state's **ACEs Aware initiative**. We will have an early childhood curriculum and will give provider training. Grant activities also include provider engagement from CBOs and medical and health services practitioners through a Network of Care and a local Communications campaign linked to the ACEs Aware Communications and Public Awareness content.

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2. Fran Biderman gave the following report on the Census:
   Census outreach extended through October 31, 2020. First 5 Centers have been active on social media and conducting workshops virtually. Information distributed and the First 5 Contra Costa website frequently updated. We are working closely with the First 5 Association on census outreach, and the First 5he Regional Groups had been very active.
   Rhea Laughlin reported that the Regional Groups launched a leadership training since last Fall on why the Census matters, utilizing strategies like peer to peer outreach. The COVID-19 bore new strategies including phone tagging making over 4,000 calls. This resulted in reaching underrepresented families with young children. They also organized efforts on advocacy by posing questions on pressing concerns in our community.

   John Jones asked if the date got pushed back?
   Fran reported that yes, the date was pushed back. Additionally, she added that people who lost their ID number can still complete the census without their ID number.

   Lee Ross asked if we have a sense of who the 29% are who have not completed it?
   Families who are going undercounted, low income people of color. San Pablo, Richmond Bay Point Antioch, Pittsburg, and the Monument Community in Concord.
   Bethel Island and Byron may not have easy access to mail and/or may not have access to the internet.

   Gareth asked how do you alleviate the fear of people who are afraid to be reached out to?
   There is a lot fear fueled by the administration threats of the immigration questions. Key piece to help alleviate is utilizing the "peer to peer outreach" strategy. Help explain what are the benefits and what are the gains. Answer any questions based on misinformation. One of the concerns that some of the families had for example was "Would there be inter-agency sharing of information (such as ICE)? "This is where peer to pear outreach has been helpful.

3. Liliana Gonzalez provided an overview of the Ready Kids East County Initiative. She reported that learning and recommendations collected through the 2017 School Readiness Assessment and the 2018 African American Needs Assessment Project helped shape and guide the work for the initiative sponsored by the Lesher Foundation. The focus of the Ready Kids Initiative is to identify policy solutions and strategies to increase school readiness of African American young children (and all young children eventually).

   Lisa R. Johnson presented on the project structure and core values established by Design Team members of the Ready Kids East County initiative (with First 5 Contra Costa as the "backbone" organization). She outlined the timeline of virtual activities from 2020 through 2021 including a series of virtual Parent Cafes co-created and planned by the initiative's Design Team (a diverse group of community leaders, advocates, elected officials, and school leaders) and a Parent Advisory Group. The Ready Kids East County Imitative further advances First 5 Contra Costa's vision that all children will be healthy, ready to learn, and supported in safe nurturing families and communities. Our vision calls on First 5's courageous leadership to eradicate systems and structures that perpetuate racism and inequalities in income, education, housing, health, and well-being of young children and families of color.

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7.0 Executive Director's Report

Dr. Ruth Fernandez gave a presentation on the following:

LOCAL HIGHLIGHTS

Staffing Updates:

1. Announced the hiring of our new Deputy Director, Camilla Rand and Communications Manager, Natalie Blackmur.
2. The Job Brochure for Finance Operations Director has been posted.
3. Updates on the return to Work plan and Remote work assessment for the First 5 Contra Costa office.

County Initiatives and Policy Advocacy Updates:

a. Sales Tax Revenue Measure - On June 16, the BOS approved the expenditure of $10,000 to contribute to a second poll to assess voter interest in a half-cent sales tax. The poll was just completed and results were revealed last Friday, July 10 during a special Community Debrief session. Results of the second poll will be revealed and discussed tomorrow at the BOS meeting - the BOS will decide whether to place the measure on the November ballot. If the ballot measure was approved by voters - it would bring in over $81 million to the county. The official website was just released last week (https://www.healthyandsafecontracosta.com).

b. July 14 Board of Supervisors Meeting – Several items will be discussed at this meeting including the results of the second poll conducted for the Sales Tax Measure, proposed criteria for new County Administrator, and the eviction moratorium and the grace period to pay back rent ending July 15.

c. Reminder- Truth Act Forum scheduled for July 28, 2020.

STATE HIGHLIGHTS

FY 20-21 State Budget:

Child Care Moved to Social Services

a. Quality Early Learning and Child Care Contracts moved from Department of Education to the Department of Social Services. The budget moves forward with transferring child care services, with the exception of CSPP, to the Department of Social Services. The budget appropriates $2.3 million to assist in the transfer and creates the position of Deputy Director of Child Development to be appointed by the Governor. The First 5 Association never took a position on the transfer of child care or its policy predecessor as introduced in January as the "Department of Early Childhood Development". The First 5 Network will be watching this very closely and will be participating in discussions ahead, especially as they pertain to quality improvement efforts and linkages to other systems of care for children and families. The Early Childhood Policy Council (ECPC) and the Department of Finance are required to submit a report to the legislature in March 2021 with analysis of how this "structural shift" will improve services for children and their families. The Association is requesting comments and input from local commissions on this subject.

Nicotine-based Vaping Tax

b. Vape Tax deferred until later this summer. Negotiations around fund allocation and taxation structure to continue in the weeks ahead. The First 5 Association continues to advocate for the Prop 10 equivalency (of 14.8 %) of the Vape Tax, regardless of how funding from the tax is generated. The First 5 Network will continue working with champion state legislators and

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their staff on the Vape Tax, and will be asking local County First 5 Commissions to contact their lawmakers on this measure.

Prop 10 Revenue

c. Conversations continue with the CA Department of Tax and Fee Administration. Financial analysis will be completed for all Prop 10 financials reporting through HdL Consulting. The Association committed to pay for initial financial analysis – counties to contribute pro-rated fee for fund recovery.

Final Comments - First 5 Contra Costa has been involved in the Sales Tax Working Group meetings from the beginning recognizing the urgent need to identify new revenue strategies for community wellness and prevention services. Staff would like to bring to the September Commission meeting a report with recommendations on the Sales Tax Measure and other Revenue Generating Measures for Commission approval.

The Staff will come with a recommendation as suggested by Chair Marilyn Lucey.

Communications

- State Final Budget 2020

9.0 Commissioner F.Y.I. Updates

Gareth Ashley led a round of applause and thanked our Health Services Commissioner, Dr. Farnitano for all leadership and his contributions during the pandemic.

Katharine Mason announced that she will step down from the Commission after 9 years of service. Katharine recently been appointed as interim Director of Community Services Bureau. She thanked the Commission for the work they have been doing. PJ Shelton and Lee Ross led a round of applause and thanked Katharine Mason for her services.

Marilyn Lucey announced that her father in law, Gerald Lucey, recently passed away. Gerald Lucey is also the husband of our former District 2 Commissioner Belinda Lucey.

10.0 Adjourn

Meeting adjourned at 7:38 pm

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Monday September 14, 2020

Agenda Item 3.4

Accept the First 5 Contra Costa June 2020 Program Reports

PROGRAM UPDATES
JULY 2020

1. Early Childhood Education

Workforce Development Grant
In partnership with the County Office of Education (COE) and First 5, the Workforce Development Grant through Cal. Department of Education will promote Early Care and Education (ECE) workforce development. The goal is degree attainment and specialization trainings on dual language learning (DLL), trauma-informed practices and family engagement. 60% of this grant is to be allocated to stipends and 40% to administrative costs. This grant supports workforce development for teachers working in subsidized programs or at license-exempt programs receiving subsidized children.

Continued Support of Childcare Centers
Through Prop 10 funds, First 5 will continue to support private family childcare homes (FCC) and centers—Contra Costa's allocation is $242,000.

Professional Development Program (PDP) Implementation
First 5 will continue its partnership with COE and maintain the PDP structure, with the following changes: we will not be able to support lost wages and BA degree educational milestones. All other components will remain the same, including the strong partnership with the colleges through academic advising and the ECE database.

ECE Database
First 5 is working with Lianne Voelm to transition to online PDP applications for 20/21. It should be ready by mid-August and Terrissa Hein, from COE, will have full access to the database. Since there will not be a stand-alone AB212 program this year, both First 5 and COE will be overseeing the application and approval processes. The PDP application period will be from August 15, 2020 to January 15, 2021.

Quality Matters (QM)


We will focus this year on increasing the number of centers joining QM. The focus is on quality improvement strategies, not as much on assessments and ratings. Since we were not able to complete all 19-20 assessments and ratings given COVID-19, the assessments and rating funds will be reallocated to Quality Improvement grants—something much needed by providers due to increased costs related to COVID.

DLL Expansion Study
$11 million is allocated for 16 counties to continue the DLL study in partnership with AIR and First 5 CA. Contra Costa is coordinating with other Region 4 counties on the possibility of having a regional approach to the study. Contra Costa's allocation is $600,624. The grant will be available until December 2021 and we expect a contract from First 5 CA in October.

The IMPACT Five-Year Cycle will Sunset in 19-20
The IMPACT grants focus on supporting FCC, private centers, license-exempt and alternative settings.

2. Early Intervention

All Systems Go

State-wide Collaboration
This month we focused on start-up for launching the four ACEs Aware Grants. Staff are participating in the First 5 Association ACEs Aware grantee calls and the first call brought together First 5's communication grantees to share their projects and to see where we could leverage state-wide efforts. The first ACEs Aware grantees' meeting was held and information was shared on reporting and invoice processes. All appropriate First 5 staff (fiscal, data, program) will participate in these calls based on the topic.

Cross-department Collaboration
The Early Intervention Program Officer initiated an internal cross-department team meeting to identify where the grants intersected with each department functions, identified needed grant structures, and assigned work duties. A subset of staff met to establish the processes and timeline to complete modifications and revision to the Early Childhood Trauma training to create a pediatric focused version. Additionally, we hosted an "ACEs Aware Partnership Kick-Off meeting" to review the grant, layout expectations, and discuss the next steps to launch the provider engagement grant. We are planning for the first convening in September and the Provider Engagement design team are met on July 29 to determine a firm date and to begin the planning process. The Early Intervention Program Officer has held meetings with Trauma Transformed Director, Jen Leland, to plan for the provider engagement grant execution and for contract negotiations—Trauma Transformed (T2) will facilitate the meetings. She also met to onboard EHSD staff about grant partnership and hear their ideas for where they can provide support.

We're hiring
A Trauma and Resiliency Coordinator job description has been developed and we are in the process of hiring this temporary intermittent position. It is only for the length of the grant (one year), and this position will support the Early Intervention Program Officer in delivering all four ACEs grants.

Champions Identified
We were able to leverage our Help Me Grow (HMG) work with two community pediatricians (Dr. Botelho and Dr. Omotoso) for our ACEs work. During our meeting, both agreed to be our champions and share the experiences with other pediatric/family providers, along with being interviewed to support our work and attend our provider engagement sessions. Dr. Botello is currently screening for ACEs and Dr. Omotoso is doing work on making his site trauma informed and is engaged in staff wellness activities.

Staying the Course

The Help Me Grow Advisory Board met this month and had a robust discussion focused on the impact of the COVID-19 pandemic on families and their young children, as well as ways HMG can adapt to serve them during this time.

Our HMG Coordinator hosted our second virtual provider cafe. The Cafe highlighted one of our HMG Developmental Playgroup provider's, Baby Builders, and the Contra Costa Library's work on delivering services remotely to parents and their children. Their talks included the adaptation they needed to make, staff adjustments to providing distance learning, along with how to negotiate challenges.

ECE and EI Hosted an ASQ-3 Training

Our HMG Coordinator was the trainer for 32 Quality Matters providers to implement developmental screening. HMG is also working a survey of HMG health providers to determine the best ways support their screening efforts during COVID-19.

Contracts

All routine contractors have submitted the contract documents and our moving toward executions. HMG 211 has hired a HMG Coordinator to advance their work.

Continued Support for the Community

The Early Intervention (EI) Program Officer and the Family Support Officer drafted an equitable supply distribution plan for the agency.

3. Community Engagement

Housing Security

Concord Tenant Protections—Central County Regional Group (CCRG)

The Concord City Council met on July 7 to explore (1) extending the eviction and rent increase moratorium and (2) granting renewed requests for stronger housing protections. Among those protections were 'Just Cause eviction' and a rent cap to help Concord families mitigate widespread housing insecurity. The CCRG members, in partnership with the Raise the Roof Coalition, organized a tremendous turnout and delivered powerful testimony at the Council meeting. Ultimately, there was not enough political will to support families with long term housing protections. The City Council affirmed the extension of the local moratorium in accordance with the Governor's State of Emergency Order. Meanwhile, the CE Team and CCRG continue to support the tenants at Clayton Crossings for a resolution to the untenable rent increase issued in April. Clayton Crossings, an affordable housing complex located in the heart of the Monument, is home to nearly 300 Concord families, many of whom have young children, and are unemployed as a result of COVID-19. We continue to support the parents' efforts to organize and find a resolution with the property managers.

Equitable Representation

Voter Registration and Engagement—ALL

Voter engagement during the upcoming election cycle is critical to ensure young children's needs are represented. To increase voter participation among families with young children, the CE Team and Regional Groups launched a Voter Registration and Engagement Campaign in Richmond, Concord, and Bay Point at the end of June. Throughout July, the Regional Groups have conducted voter registration outreach via phone banking. Once, and if, large gatherings resume, the Regional Groups will carry out their original summer/fall plans to canvass door-to-door, and hold a voter registration drive and engagement events. We are working in partnership with Healthy & Active Before 5 to track and evaluate our project process outcomes. In just a few weeks since the project launched, the Regional Groups have made 3,000 calls to underrepresented families.

Park Equity

Richmond, Antioch, and Pittsburg Park Projects—West County Regional Group (WCRG) and East County Regional Group (ECRG)

To ensure community engagement in the Boorman Park development project, financed by the Prop 68 state grants, the WCRG and CE Team are leading the community partnership strategy. We are working with the City of Richmond and landscape architects to plan a community meeting that will be held on September 12, 2020. It is unclear at this time what the format of the meeting will be, however we will plan for multiple scenarios. We are still awaiting information from the City of Antioch regarding the Prop 68 project at Contra Loma Estates.

We are advancing our park improvement project at DeAnza Park in partnership with the ECRG and the City of Pittsburg. We have settled on a date for a community meeting to inform the final design of the multi-use path and accompanying fitness equipment. The meeting will be held on September 26, 2020. Our hope is to hold the meeting in person and will prepare for a virtual meeting as an alternative.

Racial and Immigrant Justice

The Regional Groups will participate in the 3rd annual Contra Costa Truth Act forum on July 28 to examine the Sheriff Department's policies and practices with immigrant families. Some practices and finance decisions in particular are of great concern, including collaboration with ICE, as they cause great harm to the immigrant community. The Regional Groups and allies will convene to raise questions and concerns with the Board of Supervisors and Sheriff Livingston during this important forum.

The CE team and Regional Groups continue our work that began several years ago to explore the interpersonal and systemic manifestations of racism and their impact on young children, families and community. This work has only intensified in July in the wake of numerous injustices perpetuated on Latino and African American communities and calls for a re-imagining of public safety and funding of social services. The Regional Groups and CE Team have been in deep dialogue with each other, coalition partners, and councilmembers to examine priorities and action needed for racial equity and investment in prevention.

Leadership Development and Mobilization

The CE Team and Regional Groups will host a New Member Leadership Orientation this month. The semi-annual training is designed to build community and to orient new parent participants to foundational approaches of organizing, advocacy, and systems change on behalf of young children. The New Member Leadership Orientation is a required step of Regional Group membership. We anticipate a new parent leadership cohort of 20-30 new members from East, West, and Central County.

4. FESP

FESP-related activities

FESP confirmed the participation of Solana Rice, Co-Founder and Co-Director of Liberation in a Generation, a national organization that aims to create a bold policy agenda for achieving the economic liberation of people of color in one generation. Solana will present to FESP members on July 30 and talk about linking racial, social and economic justice; establishing bold policy solutions; and creating an economy for all, including how to think about and respond to the calls for "defund the police." This presentation is in response to FESP members asking for a presentation on "redressing systemic inequities." The FESP Executive Committee had calls and discussed plans for the meeting, which will also include time for participants to meet in small groups to reflect and discuss how they felt about the presentation as well as to identify key actions that they will take in response to what they heard. There will also be time for highlights on many of the important happenings around the county including the Sales Tax measure, Office of Racial Equity and Social Justice, and the August 4 county budget hearing.

FESP continues to send information to FESP members about COVID-related resources, policy updates, important Board of Supervisor meetings, and participates on the West and Central/East county resource-rich community care meetings.

FESP has also started planning a September meeting to focus on the November election, the importance of voting, and the various new plans that will be instituted to make voting easy and accessible for all. This meeting will be co-sponsored with several other partners. Fran, along with many other community representatives, participated in a Zoom meeting with the county elections department to learn about their plans for voter and community engagement. In the coming months, FESP will be creating informative materials to be shared in order to ensure that those who want to vote can including how and where to register, when and where they can vote, where to drop off ballots if not returning them by mail, etc.

COVID-19

Fran participated on a small Return-to-Work ad hoc committee, which created a comprehensive Return-to-Work document outlining what is required for staff to return to work. The protocol addresses social distancing, PPE, cleaning requirements, and more.

Census 2020

Fran participated on the County Census Steering Committee on July 20. The county is supporting phone banking, census caravans, swag distribution at COVID-19 testing sites, food and school distribution sites, and will be mailing "It's not too late" postcards countywide. The First 5 Association is planning back-to-school census outreach and the First 5 Centers will be participating. Resources and information are sent on an ongoing basis to our partners, the First 5 Centers, First 5 grantees, and the 0-5 Working Group.

As of July 15, 71.4% of Contra Costa has self-responded to the Census—the second highest county in the state (San Mateo is first; California is at 63.2%, nationally 62.1%). County Census staff identified the areas with the lowest response rates and will continue to conduct outreach and support efforts to reach these particularly hard-to-count areas of the county (Bethel Island, Byron, North and Central Richmond, Monument Corridor, Pittsburg and Antioch, South East San Pablo)—many of these areas are home to families with young children. Additional funds have been obtained from the state to reach the five areas in the county with the lowest response rates.

The census will continue through October 31 and census staff (enumerators) will begin to conduct outreach to people's homes starting in mid-August for those who have not yet responded. The county is exploring the use of mobile assistance centers in order to conduct the most effective outreach: person-to-person outreach (done safely). Just a 5% undercount could result in a $500 million—a $1.1 billion dollar loss for Contra Costa County. The state is planning a Census Week of Action from July 27–August 7, 2020.

Tax-revenue measure
At the Board of Supervisors meeting on July 14, FM3, a polling firm, shared results from a second poll that revealed strong support with voters across the county for a sales tax measure. The Board of Supervisors agreed to direct county staff to draft ordinance language for such a measure; the Board will review the language on July 28 and vote on August 4 whether or not to place the measure on the November 3 ballot. A website for the campaign has been established: healthyandsafecontracosta.com. First 5 and FESP have been involved since the beginning of this campaign, which, if successful, would bring in up to $90 million to the county for vital services.

Budget Justice Coalition (BJC)
The BJC met several times in July to discuss follow-up from the June 23 Equity Presentation to the Board of Supervisors and the August 4 budget hearing. The BJC was successful in getting County Administrator David Twa to provide a "Budget 101" presentation at the Board of Supervisors meeting on July 14 to help community members better understand the overall budget/process in advance of the August 4 hearing. In addition, the Board agreed to release budget documents at least on week in advance of the hearing (minimum requirement in 96 hours) and to provide more detail about the Sheriff's budget in a user-friendly format. Fran participates on the BJC Steering Committee.

FESP Partnerships
FESP continues to participate on numerous coalitions/partnerships responding to the current COVID-19 and racial justice crises as well as continuing existing work. FESP supported the successful call to action and on July 14, the Board of Supervisors extended the countywide eviction moratorium until September 30, 2020 with a four-month timeframe for tenants to pay back-due rent. FESP has supported the call for the establishment of a county Office of Racial Equity and Social Justice and meetings with each member of the Board of Supervisors have been held to hear their thoughts and concerns. FESP participates on the CalFresh Working Group continuing to address the need to increase the county's capacity to get Contra Costa eligible residents CalFresh benefits.

5. Family Support

Community Advisory Councils (CAC)
Program Officer, Lisa Korb met with the CAC Coordinators and discussed our options for how to continue utilizing the work of the CACs while the Centers operate virtually. This is not the first time the CAC work has needed to be adapted to accommodate circumstances.

Each Center developed a CAC virtual plan and rolled it out to the CACs this month, which Lisa supported with attendance at each of the CAC meetings. Each plan will essentially have the CACs doing the same work, but on a higher frequency. They will find their focus (using the Five Protective Factors as a guide), collect data, and develop recommendations based on the data.

The CACs will be integral to the Centers responsiveness to the needs of families and their children. Each CAC will work at their own pace and some may develop several sets of recommendations over the next few months, while others may only develop a few. Based on our learning this year, we could see a permanent change in how the CAC works in the future.

PROGRAM UPDATES

August 2020

1. Family Support

ReadyRosie Roll Out

In the month of August, the First 5 Centers prepared for the roll out of ReadyRosie—an evidence-informed and research-based family engagement and early learning resource designed to be delivered online. All ReadyRosie content is based on the early childhood "Creative Curriculum" which builds on a foundation of research that has proven to have a positive impact on family behaviors and child outcomes. ReadyRosie will begin to be offered to families in September.

Community Advisory Council (CAC)

Throughout July, Program Officer Lisa Korb attended all 5 Community Advisory Council's (CAC) meetings to roll out an adapted process for the CACs to continue their work remotely. CACs will meet via zoom on a monthly basis. During their meetings, the CACs will be providing insight, feedback and recommendations that the First 5 Centers can use to respond to the current needs of families in light of COVID-19. CACs will determine what areas to focus on, collect and report out on information collected from families, and develop recommendations on an ongoing basis. Typically, CACs take a full year to develop one set of recommendations and this year the CACs will be producing multiple recommendations that the Centers can implement immediately.

2. Community Engagement

Park Equity: Richmond & Pittsburg Park Projects

West County Regional Group (WCRG) and East County Regional Group (ECRG)

We have been busily preparing for the upcoming park community events in West and East County. The WCRG, Community Engagement (CE) Team, and the City of Richmond will host a virtual Boorman Park Design Community meeting on September 12, 2020 from 11:00AM to 2:00PM. The meeting is intended to gather community input on the final park design before construction begins. The Boorman Park project is a $4M+ park renovation funded by Prop 68. The CE Team is leading the community partnership process.

The ECRG/CE Team will host a virtual DeAnza Park Design meeting on September 26, 2020 from 10:00AM to 12:00PM. The meeting will inform the final design of the multi-use path and accompanying fitness equipment added to the park. The improvement project is a collaborative effort with the City of Pittsburg and responds to the ECRG's Pittsburg Park Assessment that identified DeAnza Park as a top priority for investment. The project is funded by Kaiser Permanente, First 5, and the City of Pittsburg.

Equitable Representation

Voter Registration and Census—ALL

The Regional Groups continued their voter engagement campaign throughout August to promote increased participation among families with young children in the upcoming election cycle. Preliminary data shows the Regional Groups have made nearly 4,100 calls to underrepresented families and spoken to nearly 1000 people since the project began in June.

The CE Team is preparing to return to census promotion via phone banking for the remainder of August and September. We will resume voter engagement efforts in October.

Candidates Forums—Central County Regional Group (CCRG) and ECRG
The ECRG/CE Team and Healthy & Active Before 5 will host a virtual Bay Point Candidates Forum on Saturday, October 10 from 10:00AM to 12:00PM to bring families with young children, residents and candidates for the Ambrose Recreation and Parks District together. The forum is intended to explore questions of park equity and increase voter engagement for families with young children.

The CCRG/CE Team and Monument Impact are partnering to host the first ever District 2 Candidates Forum in Concord on Saturday, October 17 from 10:30AM to 12:30. The virtual event will offer families with young children an opportunity to engage in the democratic process and learn about the candidates' positions on housing and other matters important to Concord families.

Leadership Development and Mobilization

ALL
The CE Team and Regional Groups hosted a New Member Leadership Orientation on Saturday, August 1st. The semi-annual training is designed to build community and to orient new parent participants to foundational approaches of organizing, advocacy and systems change on behalf of young children. The New Member Leadership Orientation is a required step of Regional Group membership. We had a total attendance of 33 members with 20 new parents from across the County officially inducted into the Regional Group membership.

The CE Team worked with a WCRG Co-Chair, Tomasa Espinoza, to speak before the First 5 Association on August 19 to share the impact of the Regional Group projects on herself and families with young children. The presentation was successful and showcased the impact of our investment in parent leadership.

3. FESP

FESP-related activities

FESP held a successful meeting on July 30 with over 60 people in attendance for the presentation by Solana Rice, Co-Founder and Co-Director of Liberation in a Generation. Solana talked about the policy solutions needed to address long-term racial, social and economic injustices.

The FESP Executive Committee then began planning for the next FESP meeting on the November 3, 2020 election. Co-sponsored by Ensuring Opportunity, the Multi-Faith ACTION Coalition and the Budget Justice Coalition, FESP will hold the meeting on October 1 from 1:00-3:00 pm. Conversations were held with the co-sponsors to determine the best agenda for the meeting. The county Elections Division will talk about the new voting protocol in light of COVID-19 and the League of Women Voters will review several of the ballot measures that address economic, social and racial justice issues. There will be time at the meeting for FESP members to meet in break out groups to talk about what action steps they will take to promote the importance of voting and voting early. There will also be time for highlights on many of the important events happening around the county.

In addition to the FESP meeting, two community forums are being planned for October 7 and 8, one in English and one in Spanish, to provide an opportunity for community members to learn about the new voting process and the ballot measures. The goal for all of these events is to provide as much information as possible prior to the election so that everyone is prepared to vote.

FESP continues to send information to FESP members about COVID-related resources, policy updates, important Board of Supervisor meetings, and participates on the West and Central/East county resource-rich Community Care meetings. Fran participates on the Return to Work ad hoc committee, which created and updates a comprehensive Return to Work document outlining what is required for staff to return to work. The protocol addresses social distancing, PPE, cleaning requirements and more.

Census 2020

Efforts continue to encourage participation in the census, especially in light changes to the timeframe with the count to end by September 30 instead of October 31. The Communications team created a great flyer in English and Spanish encouraging census participation that was mailed to all of First 5 grantees and stakeholder groups. The 0-5 Census Working Group will hold a meeting on August 26 to brainstorm ideas for reaching particularly undercounted areas, many of which have high populations of families with young children. Census staff (enumerators) have begun the outreach campaign, calling people and leaving materials at people's homes if they have not completed the census. As of August 19, 73.7% of the county had self-responded to the Census (California is at 65.6%). For response rates by city: on our website here.

Tax-revenue measure

At the August 21 Board of Supervisors meeting, the Supervisors approved by a 4-1 vote placing the sales tax measure on the November 3, 2020 ballot. Final approval for increasing the sales tax cap by the Assembly and Governor is still in process. A website for the campaign has been established: https://www.healthyandsafecontracosta.com. First 5 and FESP have been involved since the beginning of this campaign, which, if successful, would bring in up to $90 million to the county for vital services.

Budget Justice Coalition (BJC)

The BJC met several times in August to discuss the county budget with a particular focus on criminal justice reform. Despite over 50 people testifying at the August 4 budget hearing to reallocate funds from the sheriff's budget to health and safety net services, the Board adopted the budget as is, which included 24 new Sheriff positions. Fran participates on the BJC Steering Committee, which will continue to advocate for increased budget transparency and community input and engagement.

FESP Partnerships

FESP continues to participate on numerous coalitions/partnerships responding to the current COVID-19 and racial justice crises as well as continuing existing work. FESP participates on the CalFresh Working Group to increase the county's capacity to get Contra Costa eligible residents CalFresh benefits. Advocacy at the August 14 Board of Supervisors meeting resulted in the lifting of the hiring freeze for county eligibility workers, enabling EHSD to hire more CalFresh workers - the need for food has skyrocketed during the COVID crisis. Fran has also participated on numerous webinars to learn more about COVID-19's impact on the food, housing and health sectors, and how COVID-19 has exacerbated existing problems primarily affecting people of color.

4. Early Childhood Education

Dual Language Learners Grant

First 5 Contra Costa applied for a grant through First 5 California to support dual language learners, their families and providers. This grant, in the amount of $600,424, is a unique collaboration with San Francisco, Santa Clara, San Mateo and Alameda counties that takes a regional approach to supporting providers through two training modules with follow-up coaching and support. We will also be partnering with Tandem locally, to provide books, resources and workshops to families. The grant is for one year, until December 2021. We are expecting to receive the award in September and the contract will be executed in October.

Quality Matters (QM)

We are pleased that we will be able to conduct 16 virtual ratings to providers to complete the 2019/20 cycle. Due to center closures and the pandemic, there were some providers who were not rated. Bringing in a consultant through the Office of Education (CCOE) will allow for all of the providers to be assessed as originally planned.

Trainings

The Quality Matters consortia will be conducting a series of trainings for providers in the coming months. First 5 staff will be conducting and hosting several, including Digital and Distance Learning Ideas and The Digital Consumption Dilemma Through Common Sense Media; and a series of two Program for Infant and Toddler Caregiving trainings.

Center on the Social and Emotional Foundations for Early Learning (CSEFEL)

First 5 coaches are completing their CSEFEL authorizations to become fully certified trainers and coaches in the Family Child Care Home (FCC) authorization strand. This will make the coaching team fully authorized as trainers and coaches in PreK, Infant-Toddler and FCC. We will be holding our first training for family childcare providers this fall. We are in the process of recruiting for providers now. This training will help providers understand and promote the social emotional development of the children in their care.

20-21 Contra Costa Professional Development Program (PDP)

Contra Costa has been awarded a Workforce Pathways Grant–total award $244,000. In partnership with the CCOE and the three local Community Colleges, we will continue to promote workforce development through educational attainment and professional development opportunities. The application timeline will be September 15, 2020 to January 15, 2021. New this year: participants will be able to apply to PDP online.

Coaching

Coaches continue to provide virtual support to providers, focusing on health and safety areas, distance learning strategies, and how to provide social and emotional well-being of children and families during this stressful time. For many providers who are struggling with under-enrollment and closures, the coaches have been a lifeline of support during this difficult time.

PROGRAM UPDATES

August 2020

5. Early Intervention

A New Addition to the Team

We officially hired Julie Elis as the new Trauma and Resiliency Coordinator. Julie will be supporting the ACEs Aware grant this fiscal year and working closely with Wanda and the Early Intervention team. Julie has a background in project management, program design, research and analysis, and facilitation.

Help Me Grow Cafe

On September 2, Contra Costa County Oral Heath Collective presented on perinatal health and supporting parents and young children's oral health. In other exciting news, we received an email from a parent coordinator from PUSD (Pittsburg Unified School District) who is interested in collaborating with HMG (Help me Grow) on parent webinars (like our HMG Cafe). More details to come as we discuss what seems like a perfect integration opportunity for HMG and Ready Kids.

Online Developmental Screening

Help Me Grow 211 will be launching a screening pilot to offer developmental screening online via the phone line for families with young children 0-5.

Monday September 14, 2020

Agenda Item 8.0

Consider appointing the Nominating Committee for the 2021 Officers' Election

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

2021 NOMINATING COMMITTEE PROCESS AND TIMELINE

SEPTEMBER 14, 2020	The Executive Committee Appoints Nominating Committee Chair and Members
LATE SEPTEMBER TO EARLY OCTOBER	Nominating Committee sends an email to the entire Commission to elicit interest to participate in Executive Committee
OCTOBER – EARLY NOVEMBER 2020	Nominating Committee meets to discuss and approve the nomination of Chair, Vice Chair, and Secretary/Treasurer for 2021
NO LATER THAN NOVEMBER 16, 2020	In accordance with the Bylaws the Nominating Committee sends out the Slate of Officers for election for 2021 to the Commission 2 weeks prior to the voting meeting on December 14, 2020.
DECEMBER 14, 2020	Commission votes and approves the Slate of Officers for Election for 2021.

Monday September 14, 2020

Agenda Item 9.0

Consider endorsement of two Revenue Generation Measures:
Contra Costa Sales Tax Measure X and State Proposition 15: Schools and Communities First

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Staff Report
September 14, 2020

ACTION: X
DISCUSSION: ____

TITLE: Revenue Generation Measure Endorsement

Introduction:
Prior to the COVID-19 pandemic, Contra Costa County was one of the few Bay Area counties that did not have a dedicated funding stream to fund the health and safety net services needed to help the county's most vulnerable residents. With the advent of COVID-19, this unmet need further increased as tens of thousands of families sought to avoid eviction, keep food on the table, and cope with health and financial security concerns. Twenty-one percent of county residents live below 200% of the federal poverty level, with significantly higher poverty in specific areas of the county where First 5 programs operate (San Pablo, 46.6%; Antioch, 30.3%; Pittsburg, 32.7%; Concord 27.2%).

Since at least 2016, the county has lacked an adequate number of social workers and eligibility workers to assist county residents access state and federally funded programs, thereby increasing financial hardship for residents and leaving millions of state and federal dollars unused. Other indicators of significant service and funding gaps include:
•The county hospital is over $70 million in debt;
•Lack of housing and mental health services are leading causes of homelessness;
•Interpersonal violence reports rose significantly over the past two years;
•Thousands of families struggle to find affordable and accessible early learning opportunities.

To comprehensively address this array of community needs, a new funding source is needed to shore up the county's health and social safety net and reduce economic and racial inequities.

Background:

<u>County Sales Tax Measure X</u>
In November 2019, the Contra Costa Board of Supervisors established an Ad Hoc Sales Tax Revenue Working Group to explore the potential of a 0.5% sales tax increase, which would bring in approximately $80 million annually to the county. A comprehensive Needs Assessment was developed, and two polls conducted to identify community needs and to gauge potential support for this type of revenue measure. Based on the positive polling results, the Board of Supervisors directed county staff to develop ordinance language, and on August 21 voted 4-1 to place it

on the November 3, 2020 ballot. The Healthy and Safe Contra Costa campaign (www.healthyandsafecontracosta.com) was established to support this effort. The ballot language will be: *"To keep Contra Costa's regional hospital open and staffed; fund community health centers; provide timely fire and emergency response; support crucial safety-net services; invest in early childhood services; protect vulnerable populations; and for other essential County services, shall the Contra Costa County measure levying a ½ cent sales tax, exempting food sales, providing an estimated $81,000,000 annually for 20 years that the State cannot take, requiring fiscal accountability, with funds benefiting County residents, be adopted?"*

State Proposition 15: Schools and Communities First
In addition to this local revenue measure, the California November ballot also includes Proposition 15, a statewide ballot measure that would close corporate tax loopholes related to Proposition 13.3. Since 1978, Proposition 13 has limited the tax rate for corporations, resulting in billions of dollars in lost revenue to the state, resulting in the decimation of funding for schools and safety net programs over the past four decades. Proposition 15 would raise an estimated $12 billion annually for schools and local communities. Contra Costa County and local cities collectively would receive $421.8 million1 each year. Proposition 15 exempts homeowners, small businesses, and renters from this tax increase. Ten percent of the largest commercial and industrial property owners would generate 92% of the new revenue (https://calbudgetcenter.org/resources/understanding-proposition-15-inequitable-taxes/). Noteworthy of mentioning that the Contra Costa Board of Supervisors is also in support of the Schools and Communities First statewide measure.

First 5 Contra Costa's mission is to foster the optimal development of our children, prenatal through 5 years of age. One of First 5's core values is to eliminate systemic and structural barriers that cause or contribute to inequities, so that all children and families in our community succeed.

First 5 Contra Costa's new Strategic Plan calls for advocacy for local, state, and federal funding and legislation that will leverage, expand, and sustain countywide investments in the early childhood system and eliminate disparities as well as create equitable opportunities and outcomes. It is imperative to support opportunities to bring in additional revenue that will directly benefit young children and their families in the county, a necessary imperative as Prop. 10 funds continue to decline.

Recommendation:
That the Commission support both revenue generation measures – countywide sales tax and Proposition 15 -- which will bring in additional revenue to the county to more fully fund critically needed health and safety net services for our county's most vulnerable residents.

Proposition 15: Schools & Communities First – November 3rd Statewide Ballot

Background: Proposition 13, approved by California voters in 1978, capped property taxes at 1% of assessed value and limited inflation to not exceed 2% annually. Counties, who determine the assessed value of commercial and industrial properties, can only reassess properties to their market value when a change in ownership occurs or in the event of new construction. Unlike land and buildings, business equipment is taxed based on how much it could be sold for today.

Overview: Proposition 15 would revise Proposition 13 by changing the tax assessment of commercial and industrial properties worth more than $3 million. Property taxes would be based on market value, instead of its purchase price.

Additionally, Proposition 15 would also change property tax laws as applied to business equipment starting in 2024. Businesses with less than $500,000 of equipment would not pay taxes on those items.

Implementation: The measure would be phased in starting in fiscal year 2022-2023, with only some business property owners paying higher taxes. Businesses with 50 or fewer employees would not be taxed based on the market value until the beginning of 2025.

Taxes will not change for:

- Commercial and industrial properties worth $3 million or less will not be subject to these new property tax assessments;
- Homeowners, residential rental property, and agricultural land will continue to be taxed based on original purchase price (no changes to current Prop 13);

Revenues: The LAO reports that revenue generation, beginning in 2025, is likely to be $8 - $12.5 billion per year, of which $6.5 - $11.5 billion would go to local governments. However, it is important to note that not all governments would be guaranteed new money. This largely depends on the types of commercial properties within a county and potential loss of revenue from lower taxes on equipment.

Revenue Beneficiaries:
Under Prop 15, revenues would be distributed to:

<u>1st phase</u>:

a) The state to backfill revenue decreases from the state's personal income tax and corporation tax due to increased tax deductions;
b) Counties to cover the costs of implementing the measure
    - Counties typically spend about $800 million each year on the taxation, collection and distribution process of property tax.
    - The measure sets aside several hundred million dollars per year to give to counties to pay for their costs of carrying out the measure.

<u>2nd phase</u>**: $6.5 - $11.5 billion** would be dedicated to local government and schools. Funds can only supplement, not supplant programs, and all entities must report on Prop 15 funds are spent. Funding will divvied up as follows:

c) **60% of the revenue would go to cities, counties, and special district**s.
    - Each city, county, or special district's share of the money depends on several things including the amount of new taxes paid by commercial properties in that community as of January 1, 2020.

d) **40% funding for schools and community college**s through a new statewide fund called "K-12 Education Fund" and be divided as follows:
    - 89% for K-12 schools, charter schools, and county offices of education based on funding the school entities receive from the state's Local Control Funding Formula (LCFF) as of July 1, 2019.
    - 11% for community colleges based funding that each district receives from the state's distribution formula as of January 1, 2020.

Opportunity for First 5: Prop 15 would provide millions of dollars per year to communities, and allows for discretion at the local government and school district levels on how funds should be spent. First 5s already work closely with boards of supervisors, city councils, school districts, and county offices of education, who will be making these spending determinations. Commissions can be thought partners in these planning conversations, many of which are likely happening now, to highlight the incredible need among children and families and the strong public opinion support that early childhood receives. Estimated revenue generation by county can be found **<u>here</u>**.

Vote: Prop 15 is a statewide proposition and will be on the November 3rd ballot. To pass the measure must achieve a simple majority, more than 50%.

A **YES** vote on this measure means: Property taxes on most commercial properties worth more than $3 million would be assessed based on market value, and new funding would go towards local governments and schools.

A **NO** vote on this measure means: Property taxes on commercial properties would remain the stay the same based on current law established under Prop 13.

Position: The Association does not have a position on Prop 15.

Additional Resources:

- Full text of Initiative
- LAO Analysis
- California Budget & Policy Center Report
- Estimated County Revenue Generation

Contra
Costa
County

To: Board of Supervisors

From: LEGISLATION COMMITTEE

Date: July 28, 2020

Subject: Recommendations on specified November 3, 2020 Ballot Measures

RECOMMENDATION(S):

ADOPT a position of "Support" on the following measures, which have qualified for the November 3, 2020 statewide general election ballot, as recommended by the Contra Costa County Legislation Committee (Mitchoff/Burgis):

1. Proposition 14: Authorizes Bonds to Continue Funding Stem Cell and Other Medical Research.
2. Proposition 15: Increases Funding for Public Schools, Community Colleges, and Local Government Services by Changing Tax Assessment of Commercial and Industrial Property.
3. Proposition 16: ACA 5, Government Preferences.
4. Proposition 17: ACA 6, Elections: Disqualification of electors.
5. Proposition 18: ACA 4, Elections: Voting age.
6. Proposition 25: Referendum to Overturn a 2018 Law that Replaced Money Bail System with a System Based on Public Safety Risk.

☑ APPROVE ☐ OTHER

☐ RECOMMENDATION OF CNTY ADMINISTRATOR ☑ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **07/28/2020** ☑ APPROVED AS RECOMMENDED ☑ OTHER

Clerks Notes: Split Vote-See Addendum

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: July 28, 2020

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: L. DeLaney, 925-335-1097

cc:

RECOMMENDATION(S): (CONT'D)

FISCAL IMPACT:

Prop. 14: State costs of $7.8 billion to pay off principal ($5.5 billion) and interest ($2.3 billion) on the bonds. Associated average annual debt payments of about $310 million for 25 years. The costs could be higher or lower than these estimates depending on factors such as the interest rate and the period of time over which the bonds are repaid. The state General Fund would pay most of the costs, with a relatively small amount of interest repaid by bond proceeds.

Prop. 15 estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: Net increase in annual property tax revenues of $7.5 billion to $12 billion in most years, depending on the strength of real estate markets. After backfilling state income tax losses related to the measure and paying for county administrative costs, the remaining $6.5 billion to $11.5 billion would be allocated to schools (40 percent) and other local governments (60 percent).

Prop. 25: The Fiscal Effect of SB 10 was provided in the Assembly Floor Analysis as follows: According to the Assembly Appropriations Committee, unknown costs, likely in the low hundreds of millions of dollars annually upon full implementation of the new pretrial release system for the courts to provide, or contract for, pretrial assessment services. According to budget staff, pretrial reform legislation is estimated to have an annual cost of $200 million, which is planned for in the multi-year state spending projections. For example, AB 1828 (Committee on Budget) includes $15 million for the judicial branch in the 2018-19 fiscal year for start-up activities to implement the new pretrial release system. AB 1828 also references the long-term funding estimate of $200 million and states that this amount is reflected in the most recent longer-term state spending plan.

BACKGROUND:

At its July 13, 2020 meeting, the Legislation Committee (Chair Mitchoff/Vice Chair Burgis) considered the 12 measures that have qualified for the November 30, 2020 statewide general election ballot. A summary of their actions on the 12 ballot measures is as follows:

	Number	Subject	Committee Action
1	Proposition 14	Stem Cell Research	**SUPPORT to Board of Supervisors**
2	Proposition 15	The "split-roll" initiative	**SUPPORT to Board of Supervisors**
3	Proposition 16	Affirmative Action	**SUPPORT to Board of Supervisors**
4	Proposition 17	Parolee voting	**SUPPORT to Board of Supervisors**
5	Proposition 18	Voting Age	**SUPPORT to Board of Supervisors**
6	Proposition 19	Property Tax Base Transfers	*Send to Board in August. No Committee Recommendation*
7	Proposition 20	Criminal Sentencing, Parole, and DNA Collection initiative	Back to Legislation Committee
8	Proposition 21	Rent Control	Back to Legislation Committee
9	Proposition 22	Gig Worker Classification	*Send to Board in August. No Committee Recommendation*
10	Proposition 23	Kidney Dialysis Clinics	Back to Legislation Committee
11	Proposition 24	Consumer data privacy	NO POSITION
12	Proposition 25	Bail Reform Referendum	**SUPPORT to Board of Supervisors**

November 3, 2020 Statewide Ballot Measures

1. Proposition 14
1880. (19-0022A1)

AUTHORIZES BONDS TO CONTINUE FUNDING STEM CELL AND OTHER MEDICAL RESEARCH. INITIATIVE STATUTE.
Authorizes $5.5 billion in state general obligation bonds to fund grants from the California Institute of Regenerative Medicine to educational, non-profit, and private entities for: (1) stem cell and other medical research, therapy development, and therapy delivery; (2) medical training; and (3) construction of research facilities. Dedicates $1.5 billion to fund research and therapy for Alzheimer's, Parkinson's, stroke, epilepsy, and other brain and central nervous system diseases and conditions. Limits bond issuance to $540 million annually. Appropriates money from General Fund to repay bond debt, but postpones repayment for first five years. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **State costs of $7.8 billion to pay off principal ($5.5 billion) and interest ($2.3 billion) on the bonds. Associated average annual debt payments of about $310 million for 25 years. The costs could be higher or lower than these estimates depending on factors such as the interest rate and the period of time over which the bonds are repaid. The state General Fund would pay most of the costs, with a relatively small amount of interest repaid by bond proceeds.**(19-0022A1.)

2. Proposition 15
1870. (19-0008A1)

INCREASES FUNDING FOR PUBLIC SCHOOLS, COMMUNITY COLLEGES, AND LOCAL GOVERNMENT SERVICES BY CHANGING TAX ASSESSMENT OF COMMERCIAL AND INDUSTRIAL PROPERTY. INITIATIVE CONSTITUTIONAL AMENDMENT.
Increases funding for K-12 public schools, community colleges, and local governments by requiring that commercial and industrial real property be taxed

based on current market value. Exempts from this change: residential properties; agricultural properties; and owners of commercial and industrial properties with combined value of $3 million or less. Increased education funding will supplement existing school funding guarantees. Exempts small businesses from personal property tax; for other businesses, exempts $500,000 worth of personal property. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **Net increase in annual property tax revenues of $7.5 billion to $12 billion in most years, depending on the strength of real estate markets. After backfilling state income tax losses related to the measure and paying for county administrative costs, the remaining $6.5 billion to $11.5 billion would be allocated to schools (40 percent) and other local governments (60 percent).**(19-0008.)

See *Attachment A* for the Government Finance & Administration Committee July 14, 2020 agenda item.

3. Proposition 16
ACA 5 (Resolution Chapter 23), Weber. Government preferences. (PDF)

4. Proposition 17
ACA 6 (Resolution Chapter 24), McCarty. Elections: disqualification of electors. (PDF)

5. Proposition 18
ACA 4 (Resolution Chapter 30), Mullin. Elections: voting age. (PDF)

6. Proposition 19
ACA 11 (Resolution Chapter 31), Mullin. The Home Protection for Seniors, Severely Disabled, Families, and Victims of Wildfire or Natural Disasters Act. (PDF)

7. Proposition 20
1840. (17-0044, Amdt.#1)
RESTRICTS PAROLE FOR NON-VIOLENT OFFENDERS. AUTHORIZES FELONY SENTENCES FOR CERTAIN OFFENSES CURRENTLY TREATED ONLY AS MISDEMEANORS. INITIATIVE STATUTE.
Imposes restrictions on parole program for non-violent offenders who have completed the full term for their primary offense. Expands list of offenses that disqualify an inmate from this parole program. Changes standards and requirements governing parole decisions under this program. Authorizes felony charges for specified theft crimes currently chargeable only as misdemeanors, including some theft crimes where the value is between $250 and $950. Requires persons convicted of specified misdemeanors to submit to collection of DNA samples for state database. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: **Increased state and local correctional costs likely in the tens of millions of dollars annually, primarily related to increases in penalties for certain theft-related crimes and the changes to the nonviolent offender release consideration process. Increased state and local court-related costs of around a few million dollars annually related to processing probation revocations and additional felony theft filings. Increased state and local law enforcement costs not likely to exceed a couple million dollars annually related to collecting and processing DNA samples from additional offenders.**(17-0044.)

8. Proposition 21
1862. (19-0001)
EXPANDS LOCAL GOVERNMENTS' AUTHORITY TO ENACT RENT CONTROL ON RESIDENTIAL PROPERTY. INITIATIVE STATUTE.
Amends state law to allow local governments to establish rent control on residential properties over 15 years old. Allows rent increases on rent-controlled properties of up to 15 percent over three years from previous tenant's rent above any increase allowed by local ordinance. Exempts individuals who own no more than two homes from new rent-control policies. In accordance with California law, provides that rent-control policies may not violate landlords' right to a fair financial return on their property. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **Potential reduction in state and local revenues of tens of millions of dollars per year in the long term. Depending on actions by local communities, revenue losses could be less or more.** (19-0001.)

9. Proposition 22
1883. (19-0026A1)
CHANGES EMPLOYMENT CLASSIFICATION RULES FOR APP-BASED TRANSPORTATION AND DELIVERY DRIVERS. INITIATIVE STATUTE.
Establishes different criteria for determining whether app-based transportation (rideshare) and delivery drivers are "employees" or "independent contractors." Independent contractors are not entitled to certain state-law protections afforded employees—including minimum wage, overtime, unemployment insurance, and workers' compensation. Instead, companies with independent-contractor drivers will be required to provide specified alternative benefits, including: minimum compensation and healthcare subsidies based on engaged driving time, vehicle insurance, safety training, and sexual harassment policies. Restricts local regulation of app-based drivers; criminalizes impersonation of such drivers; requires background checks. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **Increase in state personal income tax revenue of an unknown amount.** (19-0026A1)

10. Proposition 23
1882. (19-0025A1)
AUTHORIZES STATE REGULATION OF KIDNEY DIALYSIS CLINICS. ESTABLISHES MINIMUM STAFFING

AND OTHER REQUIREMENTS. INITIATIVE STATUTE.
Requires at least one licensed physician on site during treatment at outpatient kidney dialysis clinics; authorizes Department of Public Health to exempt clinics from this requirement due to shortages of qualified licensed physicians if at least one nurse practitioner or physician assistant is on site. Requires clinics to report dialysis-related infection data to state and federal governments. Requires state approval for clinics to close or reduce services. Prohibits clinics from discriminating against patients based on the source of payment for care. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **Increased state and local health care costs, likely in the low tens of millions of dollars annually, resulting from increased dialysis treatment costs.** (19-0025A1.)

11. Proposition 24
1879. (19-0021A1)
AMENDS CONSUMER PRIVACY LAWS. INITIATIVE STATUTE.
Permits consumers to: (1) prevent businesses from sharing personal information; (2) correct inaccurate personal information; and (3) limit businesses' use of "sensitive personal information"—such as precise geolocation; race; ethnicity; religion; genetic data; union membership; private communications; and certain sexual orientation, health, and biometric information. Changes criteria for which businesses must comply with these laws. Prohibits businesses' retention of personal information for longer than reasonably necessary. Triples maximum penalties for violations concerning consumers under age 16. Establishes California Privacy Protection Agency to enforce and implement consumer privacy laws, and impose administrative fines. Requires adoption of substantive regulations. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local governments: **Increased annual state costs of roughly $10 million for a new state agency to monitor compliance and enforcement of consumer privacy laws. Increased state costs, potentially reaching the low millions of dollars annually, from increased workload to DOJ and the state courts, some or all of which would be offset by penalty revenues. Unknown impact on state and local tax revenues due to economic effects resulting from new requirements on businesses to protect consumer information.** (19-0021A1.)

12. Proposition 25
1856. (18-0009)
REFERENDUM TO OVERTURN A 2018 LAW THAT REPLACED MONEY BAIL SYSTEM WITH A SYSTEM BASED ON PUBLIC SAFETY RISK.
If this petition is signed by the required number of registered voters and timely filed, a referendum will be placed on the next statewide ballot requiring a majority of voters to approve a 2018 state law (SB 10) before it can take effect. The 2018 law replaces the money bail system with a system for pretrial release from jail based on a determination of public safety or flight risk, and limits pretrial detention for most misdemeanors. (18-0009)

When Governor Edmund G. Brown Jr. signed SB 10 on August 28, 2018, the law was intended to take effect on January 1, 2020. The law was intended to establish a new system for determining a defendant's custody status while they await trial based on an assessment of risk to public safety and probability of missing a court date rather than their ability to pay cash bail. This bill delivered on a commitment made in August 2017 by Governor Brown, California Chief Justice Tani Cantil-Sakauye and the bill's authors, Senator Robert Hertzberg and Assemblymember Rob Bonta, to work together on reforms in the second year of the two-year legislative session. Quotations in media reports at the time included:

"This is a transformative day for our justice system. Our old system of money bail was outdated, unsafe, and unfair. It took a three-branch solution with Governor Brown, the Legislature led by Senator Hertzberg and Assemblymember Bonta, and the Judicial Council's Administrative Director Martin Hoshino working with judges in my Pretrial Detention Reform Work Group to bring about a fair and just solution for all Californians," said Chief Justice Cantil-Sakauye.

"Our path to a more just criminal justice system is not complete, but today it made a transformational shift away from valuing private wealth and toward protecting public safety. Thanks to the collaboration of the Governor, Chief Justice, and the Legislature, we are creating a system that is fairer for all Californians. Today's signing is historic, and California will continue to lead the way toward a safer and more equitable system," said Senator Hertzberg.

"Today, California takes a transformational step forward to correct a fundamental injustice. Abolishing money bail and replacing it with a risk-based system will enhance justice and safety. For too long, our system has allowed the wealthy to purchase their freedom regardless of their risk, while the poor who pose no danger languish in jail. No more. Freedom and liberty should never be pay to play," said Assemblymember Bonta.

"Wealth is not the measure of any woman or man. By eliminating cash bail, we are saying that those with the least ability to pay should not be released or incarcerated solely on the basis of their wealth or poverty. SB 10 is only one leg of the long journey toward perfecting our justice system, but it is an important one," said Assembly Speaker Anthony Rendon.

"Money bail has promoted a system of separate and unequal justice. SB 10 puts all Californians on equal footing before the law and makes public safety the only consideration in pre-trial detention. This critical reform is long overdue. I'm grateful to the author and the broad coalition of advocates who worked tirelessly to make it happen," said Senate President pro Tempore Toni Atkins.

The Public Policy Institute of California (PPIC) released a report in December 2019, Pretrial Risk Assessment in California. This report presents an overview of pretrial risk assessment in California and offers considerations for using, evaluating, and improving the effectiveness of local pretrial risk assessment systems.

- **Forty-nine of California's 58 counties use pretrial risk assessment tools alongside bail**. These tools rely on criminal history, demographic, and/or socioeconomic information to make "risk predictions" of whether individuals are likely to be arrested during the pretrial period or to miss their court date.
- **A risk assessment tool is only one component of informed pretrial decision making**. A comprehensive pretrial policy framework also includes an explanation of why a particular tool was chosen and how it should be used—as well as guidance regarding how risk assessment results should translate into decisions about release with or without supervisory conditions, or detention, in individual cases.
- **Equity is an ongoing concern**. Critics argue that risk assessment tools that use criminal history could propagate preexisting inequities in the criminal justice system for racial minorities and homeless, unemployed, and impoverished individuals. However, proponents maintain that these tools offer new opportunities for monitoring and evaluating

accuracy—which could ultimately help mitigate inequities.

- **Counties may face data challenges in testing a tool's accuracy and equity**. Local testing is critical, in part because many tools were not developed with populations that include Latinos and Asian Americans. Since the criminal history data used in these tools may be housed in different agencies and many counties may not process enough cases to properly test their tool on their own, data-sharing agreements and cross-county collaboration may be necessary.
- **Transparent decision making is essential**. By carefully tracking the risk predictions made by their assessment tool—as well as how these predictions are translated into release or detention decisions—counties can identify any patterns of inconsistency, inaccuracy, and inequity. To promote transparent decision making, judges and pretrial services officers should explicitly state their reasoning if they override the prescribed recommendation.

Note that there has been a significant policy shift by the Pretrial Justice Institute (PJI) regarding the use of risk assessment instruments in pretrial decision-making. Here is a link to the PJI statement:
https://www.pretrial.org/wp-content/uploads/Risk-Statement-PJI-2020.pdf

Additional information about the subject of bail reform was presented at the CSAC Administration of Justice Committee meeting of May 17, 2017, included as *Attachment B*.

Additional information about Prop. 25 can be found at:
https://ballotpedia.org/California_Proposition_25,_Replace_Cash_Bail_with_Risk_Assessments_Referendum_(2020)

ATTACHMENTS

Attachment A: CSAC GFA on Prop. 15

Attachment B: CSAC AOJ Bail Reform

Clerks Addendum:

Propositions 14, 16, and 18: AYES: Gioia, Andersen, Burgis, Mitchoff, Glover NOES: None ABSENT: None ABSTAIN: None

Propositions 15 and 25: AYES: Gioia, Burgis, Mitchoff, Glover NOES: Andersen ABSENT: None ABSTAIN: None

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 08/04/2020 by the following vote:

AYE:

NO:

ABSENT:

ABSTAIN:

RECUSE:

Resolution No. 2020/210

A RESOLUTION CALLING FOR AN ELECTION AND ORDERING THE SUBMISSION TO THE QUALIFIED ELECTORS OF CONTRA COSTA COUNTY A MEASURE PROPOSING AN ORDINANCE ENACTING A COUNTYWIDE TRANSACTIONS AND USE TAX AND ORDERING CONSOLIDATION OF THE ELECTION ON THE TAX ORDINANCE WITH THE CONSOLIDATED GENERAL ELECTION CALLED FOR NOVEMBER 3, 2020

WHEREAS, Contra Costa County provides important public services to its residents, such as health care at the Contra Costa Regional Medical Center and community health centers, fire-emergency response, crucial safety-net services, early childhood programs, services to protect vulnerable populations, and other essential County services.

WHEREAS, the Board of Supervisors recognizes the need for increased funding to continue providing critical County services and the difficulty of funding these services with revenues now available.

WHEREAS, Contra Costa County can better meet the needs of its population with an additional local source of revenue to fund essential County services.

WHEREAS, a half-cent (one-half of one percent) Countywide general transactions and use tax (sales tax) would generate an estimated $81 million annually for 20 years.

WHEREAS, Revenue and Taxation Code section 7299.2 authorizes Contra Costa County to impose by ordinance a transactions and use tax for general purposes to support Countywide programs at a rate of no more than 0.5 percent, provided the ordinance proposing the tax is submitted to the electorate and is approved by the voters voting on the ordinance pursuant to Article XIII C of the California Constitution.

WHEREAS, Article XIII C provides that a local government may impose a general tax after the tax is submitted to the electorate and approved by a majority vote.

WHEREAS, the Board of Supervisors desires to place a half-cent (one-half of one percent) Countywide general transactions and use tax (sales tax) on the ballot at the statewide general election on November 3, 2020, and consolidate the election on the sales tax measure with other elections to be held on that date.

NOW, THEREFORE, BE IT RESOLVED by the Contra Costa County Board of Supervisors:

1. Pursuant to Elections Code section 9140 and Government Code section 53724, the Board of Supervisors hereby calls and orders an election for the purpose of submitting Ordinance No. 2020-22, attached as Exhibit A and incorporated herein by reference, to the qualified electors of the County, with the election to be held on Tuesday, November 3, 2020.
2. The Board of Supervisors consents to the consolidation of the election on Ordinance No. 2020-22 with the statewide general election on Tuesday, November 3, 2020.
3. A ballot measure in substantially the following form shall be included on the ballot, in addition to any other matters required by law to be on the ballot:

To keep Contra Costa's regional hospital open and staffed; fund community health centers; provide timely fire and emergency response; support crucial safety-net services; invest in early childhood services; protect vulnerable populations; and for other essential county services, shall the Contra Costa County measure levying a ½ cent sales tax, exempting food sales, providing an estimated $81,000,000 annually for 20 years that the State cannot take, requiring fiscal accountability, with funds benefitting County residents, be adopted?	YES NO

A "yes" vote is a vote to approve the measure. A "no" vote is a vote to reject the measure.

4. At the time Ordinance No. 2020-22 was passed by the Board of Supervisors, Senate Bill 1349 (2020) was pending approval in the California Legislature.Notwithstanding anything to the contrary herein, Ordinance No. 2020-22 shall only become effective if Senate Bill 1349 is approved by the Legislature on or before August 24, 2020, and thereafter becomes law, and if Ordinance No. 2020-22, which establishes a general tax, is adopted and approved by a vote of at least a majority of the voters voting on the question at the election.

5. The full text of Ordinance No. 2020-22 shall be made available to the public in accordance with subdivisions (b)(3) and (b)(4) of Elections Code section 9160.

6. The Elections Office and the County Administrator are hereby authorized and directed to take any and all actions necessary under law to prepare for and conduct the general election and appropriate all monies necessary for the Elections Office and County Administrator to prepare and conduct the general election in a manner consistent with state and local laws.

7. The Elections Office is directed and authorized to certify the results of the election on the measure to the Contra Costa County Board of Supervisors.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: Timothy Ewell (925-335-1036)

ATTESTED: August 4, 2020

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc: Hon. Deborah R. Cooper, Clerk Recorder

Monday September 14, 2020

Agenda Item 10.0

Presentation of the COVID-19 Survey Findings and Report

FIRST 5 CONTRA COSTA

COVID-19

IMPACT SURVEY RESULTS

Prepared by Applied Survey Research for First 5 Contra Costa

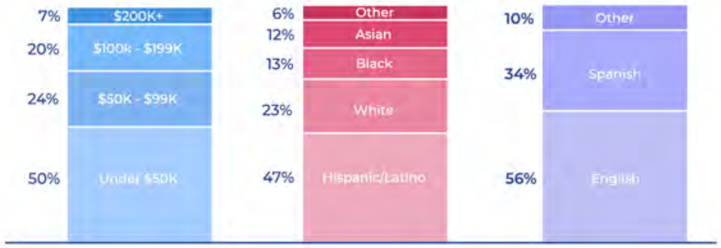
AUGUST 2020

THE SURVEY

The COVID-19 Impact Survey conducted on behalf of First 5 Contra Costa gathered important information on the needs of families with young children in the county and what parents identify as the supports that would be most beneficial in the COVID-19 era.

The 412 survey respondents represented the full spectrum of residents across the county, levels of income, race and ethnicities, and primary languages. The results indicate that the shelter in place (SIP) order, in effect for about four months at the time of the survey, has financially hurt many families and raised concerns about their own and their children's wellbeing.

RESPONDENT DEMOGRAPHICS



IMPACT OF COVID-19 ON FAMILIES

GENERAL DIFFICULTIES

The top areas of impact of COVID-19 included experiences of social isolation, rising household expenses, and stress due to family as an essential worker. Respondents with family incomes 50k and higher most often selected social isolation (63%) as the highest concern and respondents with family incomes under 50k most often selected household expenses (60%) as their highest concern.

FINANCIAL WELLBEING

Of those working at the time of the SIP order, one-third lost their employment and one-quarter experienced a decrease in work hours. Families with incomes under 50k were harder hit with nearly one-half (47%) losing their employment and 35% experiencing reduced work hours.

EMOTIONAL WELLBEING

Many respondents reported an emotional toll on their wellbeing as a result of COVID-19 over the prior two weeks.

CHILD WELLBEING

Nearly three out of five respondents expressed concerns about children making progress in their education or early learning and the effects of social isolation. Two out of five respondents indicated that child anxiety or stress and behavioral issues were significant concerns.

IMPACT OF COVID-19 ON FAMILY NEEDS

NEED FOR ASSISTANCE AND SUPPORTS

The top needs identified by respondents during the SIP order included: Assistance with rent, mortgage, or bills, parenting support, as well as baby supplies and baby needs. Almost all families needing baby items requested diapers (90%), two-thirds needed books/toys/education resources (66%), and slightly under one-half (44%) needed baby or maternity clothes.

CHILDCARE NEEDS AND CONCERNS

Three out of five respondents with professional childcare lost access due to the SIP order. A portion of respondents needed immediate access to childcare and one-third needed access once the order lifted in the county. A majority of respondents expressed concern about exposure to COVID-19 (77%) or cost (54%) if their child returned to childcare.

DESIRED ACTION STEPS

The survey asked respondents to prioritize key actions steps the County could take to support them and their families.
Over one-half of respondents prioritized action steps related to financial stabilization—debt forgiveness and stimulus checks and cash assistance.

61%
DEBT FORGIVENESS & STIMULUS CHECKS

54%
CASH ASSISTANCE

39%
EDUCATION/TRAINING PROGRAMS

38%
HEALTH CARE FOR ALL

Monday September 14, 2020

Agenda Item 11.0

Executive Director’s Report

REMOTE ORGANIZATIONS | COSTS AND BENEFITS ACROSS EMPLOYERS, EMPLOYEES AND THE COMMUNITY

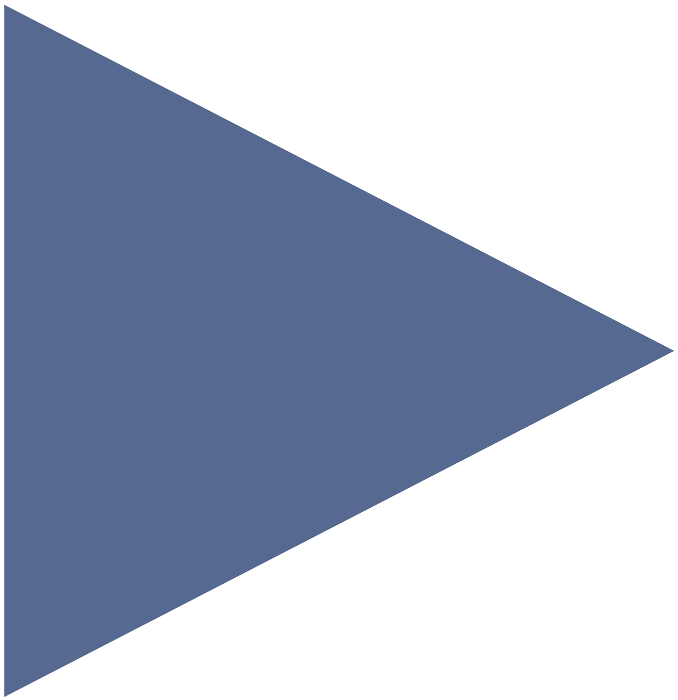
JULY 2020

10 Milk Street, Suite 1010, Boston, MA 02108

CONTEXT

- Since the pandemic began in March 2020, many workers have worked remote. While remote work was not uncommon prior to this time, **this is one of the first opportunities for organizations to determine the long-term viability of conducting all operations remotely**.
- There are several trade-offs that organizations must think of before making their operations remote. These include:
  - **Fiscal implications:** do cost savings with remote work outweigh operational costs with traditional working conditions? Are there new cost implications?
  - **Managing expectations:** how do you align policies to meet the needs of organizations and the wishes of its employees?
  - **Productivity**: how will the organization track and measure productivity?
  - **Community presence:** will community-based organizations lose an important link to the community if their organization is remote?
  - **Employee morale:** How do you foster a sense of community and promote innovation in a remote setting?
- An organization should conduct a **thorough cost-benefit analysis** – including both the hard costs and the non-easily quantifiable costs (staff morale) – before identifying the appropriate path forward.

PERSPECTIVES FROM THE FIELD



UNDERSTANDING THE TRADE-OFFS OF A REMOTE ORGANIZATION

Experts consulted had experience at private non-profit and for-profit institutions

- **Mark Whitehouse**, Global Director of Human Resources at Ravenswood Solutions
- **Cara Walker,** Director of Human Resources and Organizational Development at Public Health Solutions
- **Clarence White**, Chief Information Officer at The Salvation Army
- **Cindi Berns,** Development Director at Teen Line
- **Fraun Gray,** Talent Acquisition Team Lead at Randstad Professionals US LP
- **Paul Spence,** VP of Development at City Gospel Mission

OPPORTUNITIES AND CHALLENGES OF A REMOTE ORGANIZATION (1/2)

Communication with the community is vital	• **Make sure everyone is aware of the change.** Your website should reflect that your employees work remote and detail your continued engagement in the community. Touch base with your key contacts well-before the change happens. Make sure the community knows that, "we might not be in a physical place, but we are still here." • **While workers may be remote, the organization should not be.** It's important to re-double your efforts to connect with clients and partners when you do not have a brick-and-mortar location– attend community events, meet partners for coffee, etc. • **Invest in your communications department**. There needs to be a strategy behind communications – if you do it too much, it may discourage people from engaging.
Set expectations up front that this will be an adjustment	• **Transparency and honestly up-front is most important.** This might be the first-time an organization has re-considered its work location policies. Admitting that it will be a work-in-progress will build credibility with your staff. • **To start, air on the side of more dialogue, less policies.** Get a sense from your staff about what they would like to see regarding important policy components – working hours, daily check-ins, work remote expenses, etc.
Work with your team to set goals to measure productivity	• **Productivity is not just "showing up" – it is setting and meeting goals**. Rather than using technological functions to track your employees' behavior (e.g., VPN, keystrokes), work with your employees to set goals – and find ways to support them in meeting those goals. • **Not everything is "billable".** Building trust and relationships with a community takes time and "out-of-the-box" approaches. Judge your employees on the results – not based on how many emails they send or phone calls they make.

OPPORTUNITIES AND CHALLENGES OF A REMOTE ORGANIZATION (2/2)

Employees may struggle to adjust initially…

- **In-person sessions breed innovation and build camaraderie.** When people are together tackling a problem, it creates a positive energy. People can build trust with their colleagues, learn their non-verbal cues. "What two people come up with separately doesn't equal what they would come up with collaboratively. Ping ponging of ideas is really important."
- **Employees will be wary of micromanaging.** They may not be used to leadership checking-in with them all the time and will feel that it reflects their performance.

…which will require more effort on leadership's part

- **There need to be clear people structures in place**. This will allow employees to feel like they are part of a team, not just working. Create a Teams or Slack channel where employees can check-in and share both professional and personal updates.
- **Leadership will need to check-in with employees frequently.** Don't hesitate to check-in, even if it's just a hello. But don't be overbearing – get a sense of how often your employees want to check-in (via Slack, Teams, etc.) and keep on top of it.
- **Find out what works best for your employees.** With a typical 9-5 structure, there is not much room for flexibility. If the work permits it, consider allowing employees to make their own schedule if they are meeting their goals.

There are hidden costs that you might not foresee

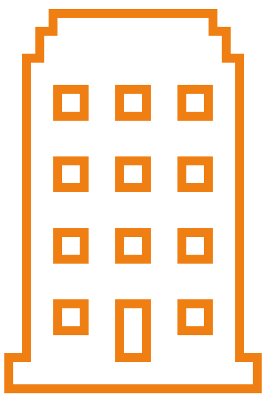
- **Initially there may appear to be drastic cost savings.** Removing some fixed costs (e.g., physical infrastructure) will result in near-term cost savings.
- **There will be more extensive IT costs and continued "office" costs.** Employees may need laptops, mobile hotspots, printers, document authorization services, supplies, etc.
- **But you can redirect some potential savings to employee supports.** Investing in an employee assistance program will allow you to support your employees personal and professional needs.

COSTS AND BENEFITS OF REMOTE WORK

COSTS & BENEFITS OF REMOTE WORK

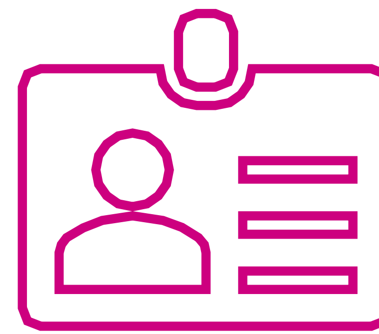
The vast increase in employees working from home has resulted in a significant increase in review and analysis of remote work trends.

The deck herein will examine some of the costs and benefits of remote work across the fields of:



EMPLOYERS

COMMUNITY



EMPLOYEES

EMPLOYER BENEFITS & COSTS

Benefits and costs for employers are generally industry dependent, but some key themes are highlighted herein

- In research broadly across sectors, teleworkers are found to be **more productive** than non-remote working counterparts.[1]
- Due to increased flexibility, employers often see the benefit of **lower attrition among remote workers.[7]**
- On average, employers see **reductions in unplanned absenteeism** due to less exposure to sick and employees and other community and working conditions, as well as an **increase in employees working when sick.[7]**
- Given the need for less office capacity, employers can also **save on office space and utilities** – resulting in lower fixed costs.[7]

- Employees report a **reduction in social interaction** – including less time to brainstorm and collaborate with colleagues.[1]
- **Household distractions, challenges in accessing technology** and required documents, and **lacking appropriate equipment** (space, desk, chair, etc.) can also impair productivity, and employee morale – potentially resulting in a less effective workspace.[1]
- Many of the studies conducted have been in industries in which “productivity” is more measurable—**productivity would likely be highly personal and dependent on industry** and company workstyle.
- **Ambiguity in state regulation** and taxation.[6]

Footnotes herein refer to references tab per Slide 17

EMPLOYEE BENEFITS & COSTS

The benefits and drawbacks of working from home are highly personal, and largely depend on whether employees choose to work from home

BENEFITS

- Some employees enjoy **additional work-life balance and flexibility** to do work on their time (which can allow for time to take care of kids and spend time with family) [1]
- **Reductions in time and money spent commuting** and **working from the office**, as well as time "getting ready" can also lead to **improved work-life balance and lower stress**[1]
- Overall, employees tend to feel more **"trusted by employers"** in a work from home environment, leading to **more empowerment**[7]

COSTS

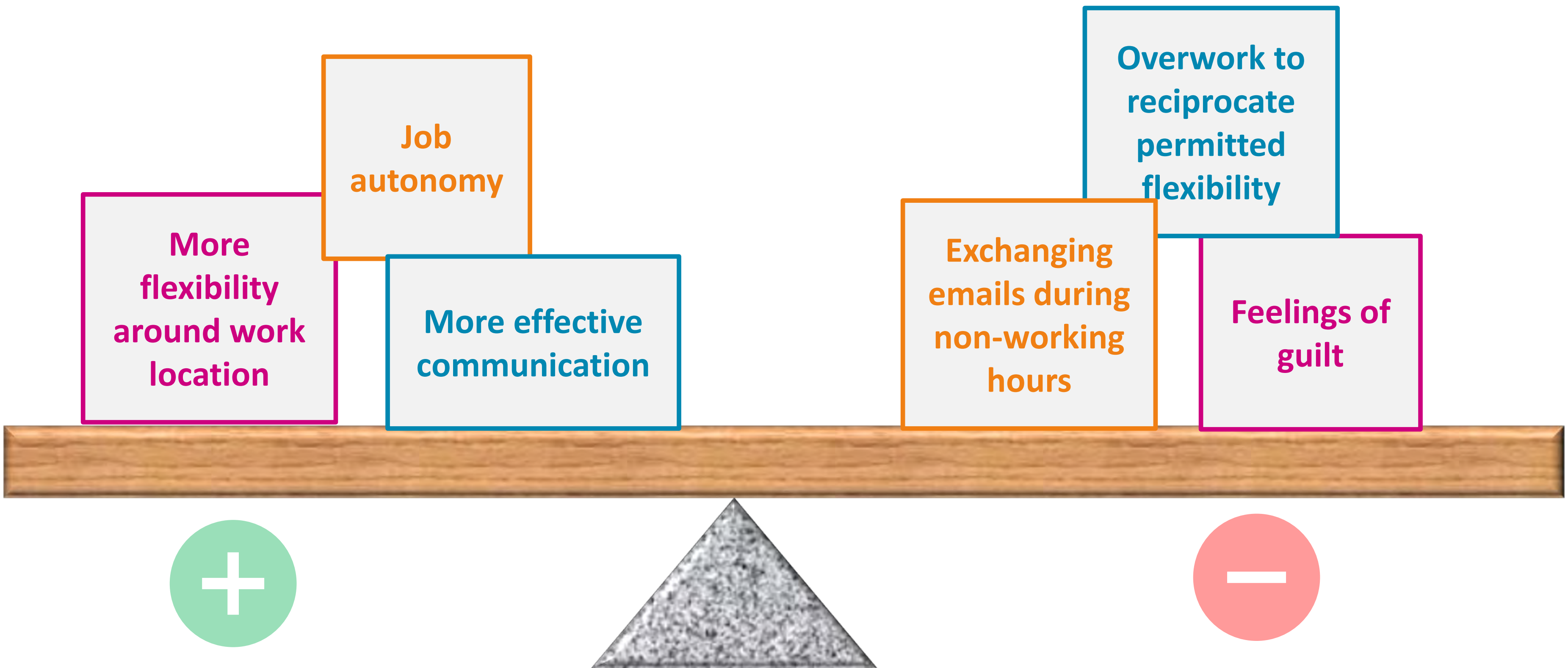
- Employees may feel **the effects of social isolation** - causing employees to feel isolated & lonely at times[1]
- Employees may have **trouble establishing a work-life balance**, as there are **fewer boundaries between work and home**, and may be further displaced by household distractions[1]
- Employees may experience **increased costs related to having a "home office" including increased electricity and internet costs**, as well as other equipment (ergonomic chairs, monitors, desks, etc.) that may need to be purchased[1]

Footnotes herein refer to references tab per Slide 17

DEEP DIVE: REMOTE WORKING & WELL-BEING

Researchers continue to attempt to define whether in fact remote work is beneficial for well being of employees, focusing on certain key research factors[9]

One study has reviewed the **well-being benefits of remote work** and been able to define the effect on much of the worker's affective state, social, and professional life. There is less information regarding cognitive functioning, and psychosomatic conditions. **As such, it is not particularly clear which way this scale tilts!**



COMMUNITY BENEFITS

Overall, there are many aspects of remote work which have significant impacts on the environmental footprint[7]

Lower **greenhouse gas emissions and oil consumption**, and improved air quality

Decreased traffic incidents and **road rage**

Opportunity to **revitalize cities** and conduct **highway maintenance**

Improved **emergency responsiveness** and **decreased human congestion**

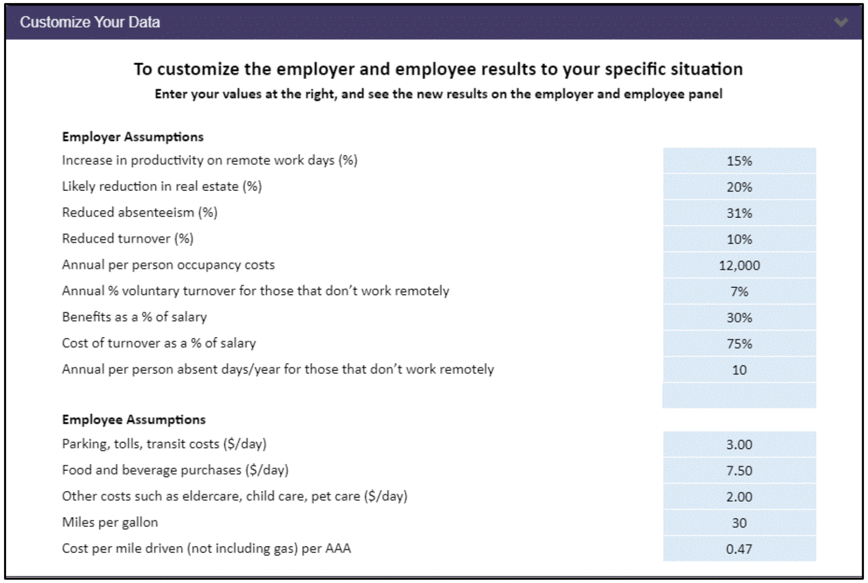
Opportunity for more **productivity among non-commuters**

Footnotes herein refer to references tab per Slide 17

FINANCIAL IMPLICATIONS OF REMOTE WORK

CALCULATING SAVINGS FROM REMOTE WORK

The Remote Work ROI Calculator V0.95 from Global Workplace Analytics is one off-the-shelf tool that may inform the financial ROI of remote work



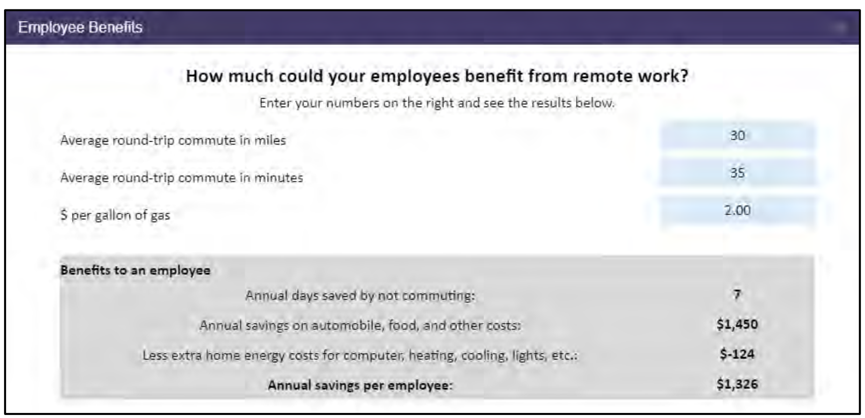
Customize Your Data

To customize the employer and employee results to your specific situation

Enter your values at the right, and see the new results on the employer and employee panel

Employer Assumptions	
Increase in productivity on remote work days (%)	15%
Likely reduction in real estate (%)	20%
Reduced absenteeism (%)	31%
Reduced turnover (%)	10%
Annual per person occupancy costs	12,000
Annual % voluntary turnover for those that don't work remotely	7%
Benefits as a % of salary	30%
Cost of turnover as a % of salary	75%
Annual per person absent days/year for those that don't work remotely	10
Employee Assumptions	
Parking, tolls, transit costs ($/day)	3.00
Food and beverage purchases ($/day)	7.50
Other costs such as eldercare, child care, pet care ($/day)	2.00
Miles per gallon	30
Cost per mile driven (not including gas) per AAA	0.47

- Before calculating any of the employee benefits or employer benefits, the **user needs to customize their assumptions to get a more accurate range of benefits.**
- Social Finance **has requested more information from Global Workplace Analytics** to further understand the formulas that create the benefits, as well as the assumptions that underly each for formula.

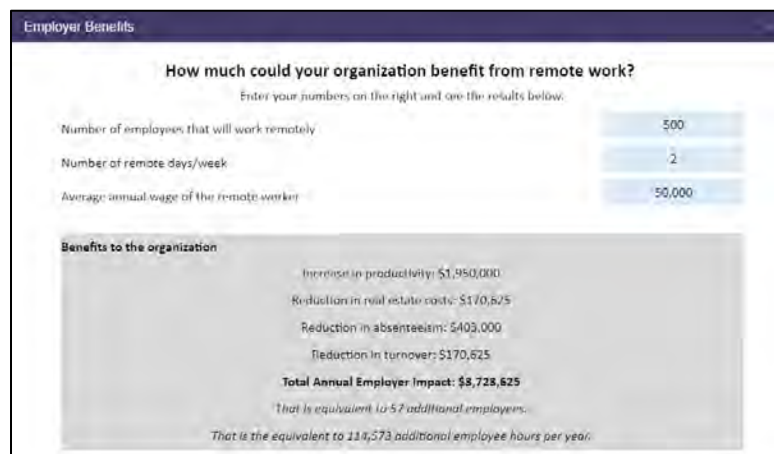


Employee Benefits

How much could your employees benefit from remote work?

Enter your numbers on the right and see the results below.

Average round-trip commute in miles	30
Average round-trip commute in minutes	35
$ per gallon of gas	2.00
Benefits to an employee	
Annual days saved by not commuting:	7
Annual savings on automobile, food, and other costs:	$1,450
Less extra home energy costs for computer, heating, cooling, lights, etc.:	$-124
Annual savings per employee:	**$1,326**



Employer Benefits

How much could your organization benefit from remote work?

Enter your numbers on the right and see the results below.

Number of employees that will work remotely	500
Number of remote days/week	2
Average annual wage of the remote worker	50,000

Benefits to the organization

Increase in productivity: $1,950,000

Reduction in real estate costs: $170,625

Reduction in absenteeism: $403,000

Reduction in turnover: $170,625

Total Annual Employer Impact: $8,728,625

That is equivalent to 57 additional employees.

That is the equivalent to 114,573 additional employee hours per year.

"The Remote Work ROI Calculator V0.95," Global Workplace Analytics

BEST PRACTICES IN REMOTE WORK

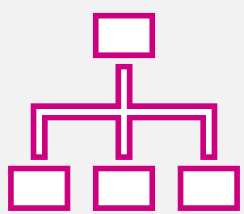
BEST PRACTICES IN REMOTE WORK POLICIES

Some best practices to institute in remote work policies include:[5]

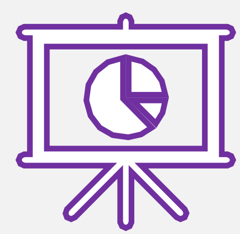
Employees have the choice (rather than being required) to work from home

Employees have tools/tech & receive proper training in tech use

Senior leaders remain committed to training, a culture of trust, and management by results



Employees are measured and evaluators based on results



Footnotes herein refer to references tab per Slide 17

RESOURCES

References to resources herein are indicated by footnotes in preceding materials

1	Working from home: The benefits and the cost
2	Top 5 Benefits of Remote Work for Companies
3	NBER Working Papers | Does Working from Home Work? Evidence from a Chinese Based Experiment
4	Global Work from Home Experience Survey Report
5	Telework in the 21st Century
6	The Future of Workplace Experience -- Tying it to Business Outcomes
7	Bottom Line on Telework in the US
8	The ROI of Well Being
9	Systematic reviewing remote e-workers' well-being at work: a multidimensional approach

FIRST 5 CONTRA COSTA

The Ready Kids East County Initiative

Ready Families, Ready Schools, and Ready Communities Build Ready Kids

In order to succeed in school, career, and life, young children must be fully supported and prepared to begin kindergarten, a responsibility shared by the child's family and community. Yet too often, society has failed African American children by denying them a fair start. The *Ready Kids East County Initiative* is a community-led effort to ensure that African American children in East Contra Costa County are ready for kindergarten.

What Is School Readiness and Why Is it Important?

Research in early childhood development tells us that kindergarten readiness includes the ability to listen and ask questions, solve problems, express thoughts and feelings, and self-regulate emotions. Thus, First 5 Contra Costa approaches readiness through three developmental areas: academics, social expression, and self-regulation.

Children depend on parents, caretakers, childcare providers, extended family members, and other adults to help them develop the competencies needed to succeed in school. A powerful influencer of readiness is child wellbeing, shaped by community environments that promote or impede health, safety, and security. Studies show that the key social determinants of economic and housing security, health and wellness, trauma, and access to resources are inextricably linked to school readiness. The *Ready Kids East County Initiative* views readiness through an ecological lens in which societal systems and all members of the community play a role in ensuring that children enter school ready to learn.

For African American children, society's failure to provide a strong early start compounds the host of factors that perpetuate racial inequities, including historical racism, generational disinvestment, school and community environments, public and school policies, and heightened exposure to adverse childhood experiences (ACEs). Inadequate preparation and support to succeed in kindergarten holds these children back not only in their early years, but throughout their education and life, impeding ongoing school performance, career opportunities, economic security, self-esteem, and quality of life.

Improving school readiness for African American children can help to mitigate the entrenched harms of systemic racism, increasing access to life-long opportunities. Going beyond the achievement gap in reading and math scores, the *Ready Kids East County Initiative* addresses the structural root causes that underpin the opportunity gap for children of color.

The disproportionate harm of the COVID-19 pandemic borne by people of color coupled with the nationwide cry for racial justice has laid bare the pervasive inequities that keep people of color—and in particular African Americans—at heightened risk. This initiative joins the growing national movement to dismantle longstanding racist structures and practices to finally achieve the long-sought vision of a more equitable society for African Americans.

Kindergarten Readiness in Pittsburg

First 5's *Ready or Not, Here We Come! An assessment of kindergarten readiness in Contra Costa County* (2017) revealed that 1 in 5 Contra Costa children were insufficiently prepared to begin kindergarten, with *22% of children not having proficiency in* ***any*** *measure of kindergarten readiness*. African American children showed startling unreadiness at 30%, a racial disparity echoed in school readiness assessments in other Bay Area counties and nationally.

In the East County city of Pittsburg, *39% of children were not ready to begin school*. Pittsburg is a dynamic, multicultural city with a rich and varied history of migration, resilience, industry, and suburban life juxtaposed with racial, economic, and health inequities, housing insecurity, and insufficient services and resources. These factors underscore the need for family focus and interventions that address poverty, systemic racism, and the local conditions that contribute to school readiness.

Of 15,046 students in the Pittsburg Unified School District (PUSD), 2,516 (16.7%) are African American (Population Reference Bureau, 2018). According to PUSD performance data (2019), over 75 percent of the district's children come from socially disadvantaged families. PUSD students test below the standard in English language arts (40.7 points below standard) and mathematics (82.5 points below standard); the district's *African American students perform 68.8 points below standard overall*. Of African American children age 3 to 5 in California, 38.8 percent are not enrolled in preschool or kindergarten. Just over half (52.9%) of PUSD students leave school prepared for college or a career.

Ready Families, Ready Schools, Ready Communities

Following an ecological model that looks at social determinants and root causes of school readiness, the *Ready Kids East County Initiative* seeks to engage parents and community members in uncovering and addressing the complex interpersonal, institutional, community, social, environmental, and public policy factors that perpetuate inequities in school readiness for African American children in Pittsburg and East Contra Costa County. Despite First 5 Contra Costa's 20 year history of serving young children and their families, just 10% of families served across our programs are African American. We know that systemic disparities hinder their childhood health and academic success. Along with organizations and systems throughout the county and across the nation, we have much work to do to achieve equity.

Ready Families

First 5 recognizes parents and caregivers as central to the healthy development of young children, and research demonstrates that the parent-child relationship is foundational to the child's learning and success in life. Infants who establish secure relationships with an adult have a base from which to explore the world and build knowledge. Infants with sensitive and responsive caregivers show improved language development and increased peer play.

Ready Schools

Schools are a natural nexus for families and communities and are a critical partner in promoting school readiness. The *Ready Kids East County Initiative* aims to deepen partnerships with schools and early childhood educators to improve school transitions, enhance parent engagement, and support children's learning. Collaboration is critical to ensuring that schools are ready to meet the cultural needs of young African American children.

The factors affecting school readiness are somewhat different for low-income children; understanding this can help in the design of programs and policies that close the readiness gap and ultimately the academic achievement gap. For low-income children, engagement in supportive activities, wellbeing, and participation in Transitional Kindergarten has a greater effect than do demographic differences, suggesting that for children in low-income households, early education resources have an outsized impact on school readiness.

Ready Communities

Communities provide housing, economic, food, health, transportation, parks, and other systems that shape the wellbeing of young children. Policy decisions, public resources, community cohesion, and political representation have a significant impact on quality of life and opportunity for children and families. Historically, institutional racism in public and private spheres has resulted in coordinated segregation, violence, voter suppression, economic and health inequities, and disinvestment in communities of color across the nation, including in Pittsburg. Current strategies for optimal school readiness among African American children must be rooted in this historical context and build upon the innovation, strength, and resilience of communities for meaningful policy interventions and transformed community environments.

Join Us

Guided by core values of equity, inclusion, and community partnership, *Ready Kids East County* will identify systemic interventions, family strengthening services, resources, and long-term policy solutions to increase kindergarten readiness for African American children. The community-centered process begins with facilitated interactive conversations with families, community members, and leaders to identify linkages and opportunities among schools, families, and the community. A Design Team and Community Advisory Group composed of early childhood and parent leaders will host a series of parent meetings grounded in cultural humility to foster a positive, enriching space for African American parents to share their challenges, successes, and strategies for nurturing children to be kindergarten ready. Ideas collected through these meetings will guide the next steps of the initiative.

We ask you—our community of parents, educators, and others committed to optimal school readiness for African American children—to join us in mitigating the complex interpersonal, institutional, community, and societal factors perpetuating inequities in school performance and in exploring evidence-based practices and innovative solutions to improve kindergarten readiness and child wellbeing in Pittsburg and beyond.

Over the coming months, we will seek partnerships with African American parents, early childhood educators, First 5 staff, and other stakeholders to identify strategies for school readiness. We will use outcomes from this series of conversations to inform the community, define goals, and drive outcomes.

We welcome your guidance and hope you will join us!

References

California School Dashboard. (2019) *District performance overview: Pittsburg Unified.* Retrieved from: https://www.caschooldashboard.org/reports/07617880000000/2019

Population Reference Bureau, analysis of data from the U.S. Census Bureau's American Community Survey microdata files (Dec. 2017). *Children ages 3-5 not enrolled in preschool or kindergarten, by race/ethnicity.* As cited on www.kidsdata.org, a program of the Lucile Packard Foundation for Children's Health. Retrieved on June 28, 2020.

Population Reference Bureau, analysis of data from the U.S. Census Bureau's American Community Survey microdata files (Jan. 2018). *Child population, by race/ethnicity.* As cited on www.kidsdata.org, a program of the Lucile Packard Foundation for Children's Health. Retrieved on June 28, 2020.

FIRST 5
CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Monday September 14, 2020

Agenda Item 12.0

Communications:

- Letter to Legislators:
  - August 14, 2020 Joint Letter from Bay Area First 5 EDs on Budget and Vape Tax
  - August 28, 2020 Support First 5 in Vape Proposal
  - August 14, 2020 Support Letter for Ensuring Job Protection for Paid Family Leave
- First 5 Association Legislative Tracker
- QRIS Master Plan Letter
- Why We Must Talk About Race and Racism in Early Childhood Education Article (PDF)

August 14, 2020

Dear Senator Glazer,

The First 5 County Commissions in the Bay Area (Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma) thank you for your leadership in passing and signing a state budget that prioritizes young children and their families.

We are also appreciative that the Nicotine-Based Vaping Tax ("vape tax") has been deferred and will be addressed in August. We ask that First 5 be included in the stakeholder process around policy implications and unintended consequences. The current proposal bypasses existing tobacco taxes, which will accelerate declining revenues at First 5s across the state. Now is not the time to accelerate cuts to primary prevention programs that help build strong families and support children's development and well-being.

In this vein, it is essential that California continue to ensure child care services are prioritized in order to reach our shared goals of equity, community health and economic recovery. When we first sheltered in place, this state took bold actions to ensure care was available to essential workers by dedicating $100 million towards emergency vouchers and cleaning supplies, granting flexibilities around family fees and eligibility standards, and launching a new child care website to help essential workers find care. Given the razor thin margins of the child care field, steady reimbursement rates and a hold harmless agreement with contracted child care providers are critical to keeping child care open and serving our working families.

These considerations in policies are of the utmost importance especially now, when many families with young children struggle to meet their basic needs in the current COVID-19 crisis. Your leadership in protecting existing resources and securing additional funding for communities, families and young children, has resulted in the following achievements in our respective counties:

- Alameda: First 5 Alameda is working with county partners on emergency child care response, including coordinated intake and referral, technical assistance for providers, and assigning advanced nursing students to open licensed childcare sites. First 5 contracted with Supplybank.org, in partnership with the R and R's, to provide essential supplies for providers and families to over 50 sites countywide. First 5 is also investing in Family Child Care through contributions to the Low Income Investment Fund (LIIF).
- Contra Costa: Thanks to efforts to prioritize child care, 243 (69%) of the 355 child care centers in Contra Costa County were able to remain open at half of their capacity, and 76% of Family Child Care providers did not close during the Shelter in Place.
- Marin: Maintaining the reimbursement rate for child care was critical to keeping the child care system working to serve upwards of 1500 children in our county—and allows parents to work in Marin and all across the state.
- Monterey: First 5 Monterey has been able to provide ongoing assistance to child care centers to help them navigate reopening and comply with the ever changing regulations for child care settings. The state budget allowed providers in Monterey County to provide safe and quality care during this crisis.
- Napa: It was vital for over 100 licensed child care providers in Napa County that reimbursement rates for child care were maintained so they could continue to provide their services to families in the county.

- San Benito: COVID-19, systemic racism, poverty, and immigration threats continue to have a significant impact on the health, development, and well-being of all San Benito children and families. More support from the state is needed to redress these effects, but we are thankful that the 2020-21 state budget includes several critical supports for San Benito families. Specifically, in these times of financial uncertainty and insecurity, the extension of the California Earned Income Tax Credit and the Young Child Tax Credit will give approximately 2400 San Benito households much needed economic relief.
- San Francisco: Stability of early care and education funding, specifically the maintenance of reimbursement rates for subsidized child care providers, has allowed 52% of San Francisco's licensed early care and education sites to re-open with increased confidence as of July 6th, 2020. Voucher extensions have ensured priority enrollment for children at risk of abuse, neglect, or exploitation; children in foster care; children with disabilities; children experiencing homelessness; and children exposed to domestic violence.
- San Mateo: The approval of the state budget and the preservation of funds for child care has allowed our county to leverage CARES Act funding to support our local child care centers and family child care homes who are in desperate need of financial resources to stay open for children and families.
- Santa Clara: First 5 Santa Clara County and its partners can continue to conduct over 22,000 developmental and behavioral screenings for children each year, detect developmental delays and disabilities, such as autism, emotional disturbances, and speech and language disorders, before a child enters elementary school, and then provide intervention and treatment services.
- Santa Cruz: The on-going funding and hold harmless guarantees contained in the budget have given our child care community a degree of financial certainty critical to the on-going provision of quality child care in these unprecedented and challenging times.
- Solano: With the state maintaining reimbursement rates for subsidized child care providers, Solano County and its partners can continue to provide child care for our essential workers and others, to support our workforce in getting back to work.
- Sonoma: This budget provides stability in childcare, an essential piece of our community infrastructure, for families and children in Sonoma that have been traumatized by fires, floods, and power outages and need stability in care and education and family supports now more than ever. Thank you for maintaining an investment in this essential service to ensure optimal child development for our youngest children.

Thank you for your leadership and unwavering commitment to California's future and the well-being of our communities and families. We appreciate your partnership and look forward to building on our successes and doing more to meet the moment.

Sincerely,

Alameda

Kristin Spanos

Kristin Spanos

FIRST 5 ALAMEDA COUNTY

Contra Costa

Ruth Fernandez

Marin

Amy Reisch

Monterey

Francine Rodd

Napa

Joelle Gallagher

San Benito

Lisa Faulkner

San Francisco

Theresa Zighera

San Mateo

Kitty Lopez

Santa Clara

Jolene Smith

Santa Cruz

David Brody

Solano

Michele Harris

Michele Harris

FIRST 5
SOLANO
CHILDREN AND FAMILIES COMMISSION

Sonoma

Angie Dillon-Shore

FIRST 5
SONOMA COUNTY

FIRST 5 CONTRA COSTA

August 28, 2020

Assemblymember Buffy Wicks (District 15)
State Capitol P.O. Box 942849
Sacramento, CA 94249-0015

Re: Support First 5 in Vape Tax Proposal

Dear Assemblymember Buffy Wicks,

On behalf of First 5 Contra Costa and the Contra Costa Board of Superiors, thank you for leadership during these unprecedented times. The virus has impacted every facet of our economy, government, and daily lives, and as more and more Californians struggle, safety net services will continue to be a lifeline for many throughout our state. **Most immediately, the Vape Tax proposal can play an immediate and critical role to bolstering safety net systems, especially for young children and families, and we request that First 5 receive its equivalency of 14.8% of any Vape Tax revenues.**

Families across our county face incredible stress. They are struggling to care for ill family members, work when childcare isn't available, and pay for food and rent after losing jobs. Children and adults alike are stressed by broken routines, social isolation, and anxiety at home and at large.

First 5's work in response to COVID-19 has been vital to the health and wellbeing of families and young children across the state. We have stepped up to organize pop-up child care, diaper and food drives, virtual home visiting and developmental screening, parent groups, mental health supports, and more. County-based First 5s are the only network that look across health, human services, and education for our young kids and their families to address critical gaps in services. In our recently completed COVID-19 Impact Survey of over 400 families in Contra Costa County, we sought to answer the questions on how this pandemic has affected families' wellbeing, their living situations, employment, and childcare needs. The survey confirmed much of what we already suspected. Families with the lowest household incomes were hit the hardest financially by the need to shelter in place. The survey responses also indicated a clear call to action. While families do everything they can to keep them and their children safe from COVID-19, they need public agencies to step in and advocate for their economic stability.

County First 5s were created by Proposition 10 (1998) as the foundation for building local early childhood systems of care, and are completely funded by a 50-cent-per-pack cigarette tax, and a corresponding equivalency tax on other tobacco products. Proposition 56 (2016) built upon this tax structure and enabled First 5, as well as public health and health care services, to receive revenue from vaping products. Given these voter mandates, we ask that the Vape Tax follow the existing tobacco tax structure on vaping products, where First 5 receives 14.8% of funding to continue to build early childhood development systems of care.

While we support the concept of the Vape Tax, we have concerns around how the proposal would dedicate funding. Specifically, our concerns center around:

Bypasses Voter Will: First 5 is concerned about the precedent the proposed new tax sets in bypassing the voter-approved tax structure. Through the passage of Prop 56, voters approved the current tax structure for vaping products. Voter will should be reflected in any vape tax structure and there is no sound reason to divert from the current funding structure.

Accelerates Already-Declining Revenues to First 5-Funded Programs: Children and families are struggling more than ever due to COVID-19. A new nicotine-based vaping tax will negatively impact existing tobacco taxes, including Prop 10. First 5 funds have declined by 50% since approved by voters in 1998. Accelerated declines will affect critical safety net programs for children and families, including but not limited to:

- Early Childhood Health & Developmental Screening**:** First 5 investments train health professionals and fill many critical system gaps that fundamentally support a child's health and development, including referrals to services, care coordination for parents, and services for children who would not otherwise qualify for early interventions. Care coordination has long been conducted through call centers and websites, and now developmental supports have moved to virtual settings as well.

- Impactful Early Learning: COVID-19 has placed a new spotlight on the need for safe and reliable child care. First 5 has led the state's efforts to build high-impact early care and education programs. These efforts are now being used to support and help sustain the child care field. The availability and sustainability of child care is essential to our state's economic recovery ahead.

- Home Visiting**:** First 5 has historically been the state's largest funder of home visiting services and systems. Many of these services are now occurring through virtual methods to continue to support families during these exceptionally stressful times.

- Outreach and Trusted Messengers**:** First 5s are critical outreach partners and trusted messengers in every county across the state. This has been clearly evident in our wide support for initiatives such as: (1) the 2020 Census, (2) the Young Child Tax Credit through EITC expansions, (3) the ACEs Aware campaign, and (4) the statewide Talk.Read.Sing.® campaign.

It is critical that First 5 receive its fair share of vape tax revenues, so it can continue to support the wellbeing of young children and their families through and beyond this global pandemic and recession, and into recovery in the years to come.

Thank you for your consideration of this important request. Should you have additional questions, please contact me at rfernandez@first5coco.org.

Sincerely,

Ruth Fernández, Ed.D.
Executive Director
First 5 Contra Costa

About First 5 Contra Costa:
First 5 Contra Costa helps young children start school healthy, nurtured and ready to learn by investing in programs and activities focused on children during their first five years—the most important time in children's development.

August 14, 2020

Assemblymember Rebecca Bauer-Kahan (District 16)
State Capitol P.O. Box 942849
Sacramento, CA 94249-0016

Re: SUPPORT for SB 1383 (Jackson) - Ensuring Job Protection for Paid Family Leave

Dear Assemblymember Rebecca Bauer-Kahan:

First 5 Contra Costa writes in strong support of Senate Bill 1383 (Jackson), which will provide California's workers with the essential job protection they need to care for themselves, a new child, or a seriously ill family member.

First 5 Contra Costa is committed to supporting the wellbeing of all children and their families, and in doing so, we believe that no family should have to choose between putting food on the table and caring for their children and loved ones. The current pandemic has highlighted gaps in job protections and paid family leave and placed our most vulnerable families in an impossible position of having to choose between their financial stability and the health and wellbeing of their children and family.

In 2004, California was the first in the nation to implement Paid Family Leave, an entirely employee-funded insurance program. However, 16 years later, too few workers are utilizing the program and low-income families and families of color are the most impacted.

Currently, 40 percent of California workers risk losing their jobs if they take leave to care for a loved one or themselves simply because their employer is too small. Low-income families and families of color are less likely to have their jobs protected, and unsurprisingly, have lower take-up rates of Paid Family Leave. Thus, these families are essentially subsidizing the program for higher-wage earners.

The COVID-19 pandemic has only exacerbated and highlighted the need for and importance of job-protected Paid Family Leave, with families across the state needing time off work to care for themselves or a sick family member. When workers know their job will be safe, they are more likely to get tested and stay home when they are sick, instead of going to work ill, which both risks their own health and risk spreading COVID-19 to coworkers and customers.

SB 1383 implements changes long championed by the California Work & Family Coalition and recommended by the Governor's Paid Family Leave Task Force. SB 1383 would ensure that workers can receive the Paid Family Leave benefits they pay for without the risk of losing their job. Specifically, SB 1383 provides:

- job-protected leave for employees who work for an employer with at least 5 employees, to bond with a newborn, adopted, or foster child, care for a seriously ill family member, address a military exigency, or care for one's own serious illness under the California Family Rights Act; and
- a more inclusive definition of family under the California Family Rights Act, to match the current definition under California's Paid Family Leave law, recognizing the value of diverse and multigenerational familial relationships and allowing families to care for each other during times of need.

Research shows that expanding access to job-protected leave also benefits employers, leading to reduced turnover and improved productivity and morale. A March 2020 Small Business Majority poll found that the majority of small businesses support extending job protection to all employees regardless of employer size. The 2020-2021 budget also includes funding and training resources to support small businesses whose employees take leave.

Now, more than ever, California's working families need to be able to access leave to care for themselves and their families without risking their job and economic security. No Californian should have to choose between keeping their job and caring for themselves, their new child or seriously ill family member. First 5 Contra Costa thanks you for your continued leadership to strengthen protections for working families.

Sincerely,

Ruth Fernández, Ed.D.
Executive Director
First 5 Contra Costa

cc: Lisa.Gardiner@sen.ca.gov; Katie@workfamilyca.org

About First 5 Contra Costa:
First 5 Contra Costa helps young children start school healthy, nurtured and ready to learn by investing in programs and activities focused on children during their first five years—the most important time in children's development.

2020 First 5 Association Bill Tracker

Updated: September 2, 2020

Questions? Contact Margot Grant Gould at margot@first5association.org or 510.227.6968.

Resilient Families				
Bill Number	**Author**	**Description**	**Position**	**Status**
AB 1593	Reyes (D-San Bernardino)	*Personal Income Taxes: earned income credit.* This bill would expand the Earned Income Tax Credit to tax filers with Individuals Tax identification Number (ITN). It would be prohibited to use these documents as evidence of an individual's citizenship or immigration status. *Association is also supporting corresponding budget request.*	Support	Stalled, but extended EITC to ITNs filers with children under age 6 in budget; re-introduced late in session as AB 1876 to expand to all ITN filers, which is now on Gov's Desk.
AB 2405	Burke (D-Inglewood)	*Right to safe, decent, and affordable housing.* This bill would require local jurisdictions to establish and submit to the Department of Housing and Community Development an actionable plan to house their homeless populations based on their latest point-in-time count. This bill would declare that every individual has the right to safe, decent, and affordable housing. Would require relevant state agencies and departments to consider this when revising, adopting, or establishing policies and regulations. Would impose a state-mandated local program.	Support	Governor's Desk
SB 1383	Jackson (D-Santa Barbara)	*Unlawful employment practice: family leave.* Applies to employees of employers with 5 or more employees. Provides unpaid job-protected leave for employees for up to 12 weeks, over a 12 month period, to bond with a newborn, adopted, or foster child, care for a seriously ill family member, address military exigency, or care for their own serious illness under the California Family Rights Act. Additionally provides job-protected leave for pregnancy and childbirth related disability, under the Pregnancy Disability leave Act.	Support	Governor's Desk

Comprehensive Health & Development				
AB 898	Wicks (D-Berkeley)	*Early and Periodic Screening Diagnosis, and Treatment services: behavioral health.* Currently, less than 5 percent of eligible children receive mental health services under the Medi-Cal program, and fewer than 3 percent receive ongoing clinical treatment. These estimates do not account for the children whose behavioral health needs diverge from strict diagnostic criteria required under EPSDT, many of which affect so many low-income children. This bill would create the Children's Behavioral Health Action Team to identify strategies and ways to connect children to critical behavioral health and EPSDT services. The First 5 Association or a designee is named as one of the 30 stakeholders in this group. *The bill is sponsored by the California Children's Trust.*	Support	Held in Senate Appropriations
AB 526	Petrie-Norris (D-Laguna Beach)	*Medi-Cal: California Special Supplemental Nutrition Program for Women, Infants, and Children.* Currently, an estimated 120,000 kids, infants, and pregnant women are enrolled in WIC, but do not receive Medi-Cal benefits, despite eligibility. This bill will establish an expedited pathway for Medi-Cal enrollment based on existing information obtained through WIC. If a WIC applicant does not show Medi-Cal enrollment based on a query to the Medi-Cal database (MEDS), the applicant could initiate Express Lane Eligibility enrollment for Medi-Cal using the WIC eligibility findings. *Co-sponsored by: Children Now, The Children's Partnership, Children's Defense Fund, and March of Dimes.*	Support	Held in Senate Appropriations

AB 2164 ** Was amended to include AB 2007.*	Salas (D-Bakersfield) & Rivas (D-Arleta)	*Telehealth.* This bill would provide that an FQHC or RHC "visit" includes an encounter between an FQHC or RHC patient and a health care provider using telehealth by synchronous interaction or asynchronous store. The bill would specify that an FQHC or RHC is not precluded from establishing a patient who is located within the FQHC's or RHC's federal designated service area through synchronous interaction or asynchronous store and forward as of the date of service if specified requirements are met. The bill would require the department to adopt regulations, as specified, and to provide a status report to the Legislature on a semiannual basis until those regulations have been adopted. As was done in AB 2007, clarify that FQHC/ RHC can "establish a patient" using telehealth. This will still fix the provider manual challenges that are impacting the Virtual Dental Home. The bill would make these provisions inoperative 180 days after the state of emergency for the COVID-19 pandemic has been terminated.	Support	Governor's Desk
AB 2360	Maienschein (D- San Diego)	*Telehealth: mental health.* This bill would require health care service plans and health insurers, by July 1, 2021, to establish or provide access to a telehealth consultation program that meets specified criteria and provides providers who treat children and pregnant women and certain postpartum persons with access to a mental health consultation program. The bill would require the consultation by a mental health clinician with expertise appropriate for pregnant, postpartum, and pediatric patients to be conducted by telephone or telehealth video and to include guidance on the range of evidence-based treatment options, screening tools, and referrals.	Support	Governor's Desk
SB 793	Hill (D-San Mateo)	*Flavored tobacco products.* This bill would prohibit a tobacco retailer from selling a flavored tobacco product, without preempting local ordinances related to the prohibition on the sale of flavored tobacco products. A violation of this prohibition would result in a fine of $250 for each violation.	Support	Signed into law *Referendum filed to overturn Flavors Ban*
Quality Early Learning				
AB 125	McCarty (D–Sacramento	*Early Childhood Education: reimbursement rates.* This bill would provide that it is the intent of the Legislature to enact legislation that would establish a single regionalized state reimbursement rate system for childcare, preschool, and early learning services that would achieve specified objectives. *Sponsored by First 5 CA, CCRC, and EveryChild CA*	Support	Held in Senate Appropriations

AB 324	Aguiar-Curry (D-Winters)	*Childcare services: state subsidized childcare: professional support stipends.* The bill revamps the AB 212 stipend program for subsidized childcare professional development. This bill would require CDE to develop guidelines for the use of these professional support stipends, with the goal of creating guidelines that create a standardized, effective, and measurable funding program, while still allowing for local flexibility. AB 324 would also expand the availability of professional support stipends to all qualified child care providers who work directly with children who receive state-subsidized child care services. *Sponsored by First 5 CA.*	Support	Held in Senate Appropriations *Bill language adopted in trailer bill around $195 million for one-time Professional Development Funding. Bill still applicable to current AB 212 stipends; this money was swept in the 2020 Budget.*
AB 2986	Reyes (D- Grand Terrace)	*Family childcare education networks.* Continuation of AB 2001 (Reyes). This bill would require family childcare home education network programs to include additional components in their educational objectives for family childcare homes that serve families eligible for subsidized care. This includes appropriate tools for provider assessments and developmental portfolios for each child, as well as including parent involvement opportunities. The contractors will also need to conduct site visits and offer training and technical assistance. The program providers will also have to adopt and use curriculum and provide age-appropriate and developmentally appropriate educational activities for children. *Sponsored by Child Care Resource Center*	Support	Held at Authors Request
SB 174	Leyva (D-Chino)	*Early Childhood Education: reimbursement rates.* This bill would provide that it is the intent of the Legislature to enact legislation that would establish a single regionalized state reimbursement rate system for childcare, preschool, and early learning services that would achieve specified objectives. *Sponsored by First 5 CA, CCRC, and EveryChild CA*	Support	Held in Assembly Appropriations.

Federal Bills				
HR 2	DeFazio (D-OR)	*The Moving Forward Act*. Stimulus package that includes funding for other critical infrastructure needs, in addition to child care, including: $30 billion for infrastructure updates to hospitals, strengthen the delivery of care, and increase capacity for community-based care. $100 billion to reduce housing inequalities, create jobs, and preserve existing affordable housing units. **(contains Child Care is Infrastructure Act)**	Support	Passed House; awaiting Senate committee referral
HR 7027	DeLauro (D-Connecticut) & Murray (D-Washington) & Scott (D-Virginia)	*Child Care is Essential Act.* This act would provide $50 billion in funding to stabilize the child care industry. The new Child Care Stabilization Fund would be part of the CCDBG program, and would provide grant funding to child care providers to stabilize the child care sector and support providers to safely reopen and operate.	Support	Passed House; referred to Senate Appropriations
HR 7201	Clark (D-MA)	*Child Care is Infrastructure Act.* H.R. 7201 will provide a $10 billion investment in our nation's child care infrastructure over the next 5 years and provide dedicated technical assistance resources through experienced intermediaries like Community Development Financial Institutions (CDFIs). The Child Care is Infrastructure Act (H.R. 7201) is included in two broader legislative packages; **The Moving Forward Act** (H.R. 2) and **The Child Care for Economic Recovery Act** (H.R. 7327).	Support	House Education & Labor, and Energy & Commerce, Ways & Means, and Financial Service
HR 7327	Lowey (D-NY)	*The Child Care for Economic Recovery Act.* Makes additional supplemental appropriations for disaster relief requirements for the fiscal year ending September 30, 2020, and for other purposes. **(Contains Child Care is Infrastructure Act)**	Support	Passed House, referred to Senate Appropriations

S 3721	Harris (D-CA)	*COVID-19 Racial and Ethnic Disparities Task Force.* Would create a task force to help better identify and address racial disparities related to the COVID-19 pandemic. Would inform weekly policy and funding recommendations provided to the U.S. Federal Emergency Management Agency (FEMA), other federal agencies and Congress; develop summaries of resource allocation throughout communities of color; and provide recommendations and advise to federal agencies on disbursement of CARES funding, including small businesses loans. Calls on the CDC to publish more detailed data on COVID-19 broken down by race and ethnicity, and establish a permanent Infectious Disease Racial and Ethnic Disparities Task Force to continue monitoring inequities within the health care system and improve future infectious disease responses.	Support	Senate Health, Education, Labor, and Pensions
S 3719	Harris (D-CA)	*Closing the Meal Gap Act of 2020.* Would permanently increase supplemental nutritional assistance program (SNAP) benefits by approximately 30 percent. The bill would accomplish this by requiring the U.S. Department of Agriculture (USDA) to calculate SNAP benefits based on a baseline "low-cost" bundle of groceries, rather than a "thrifty" bundle, as is currently done. Overall, by increasing the level of benefits SNAP provides, will decrease food insecurity, increase access to healthy food options, and support the nutritional needs of families and their developing children.	Support	Senate Agriculture, Nutrition, and Forestry
S 4112	Murray (D-WA)	*Coronavirus Child Care & Education Relief Act.* This legislation would build on the educational investments from the CARES Act and provide almost $430 billion in funding for child abuse and neglect prevention, child care, K-12 education, postsecondary education, and workforce development. This act will provide $50 billion to the **Child Care is Essential bill**, $1.5 billion for CAPTA, $33 billion to governors to support educational programs significantly impacted by COVID-19. Governors may also use funds to support early childhood education programs, including State pre-K programs, in order to ensure young children continue to receive care and services during the pandemic. Also provides increases for IDEA Part C ($500 million) and 619 ($400 million).	Support	Senate Health, Education, Labor, and Pensions

August 14, 2020

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Re: Quality Improvement in California

Dear Early Childhood Champions:

In 2017, staff and parent leaders from Parent Voices, the CA Child Care Resource & Referral Network, and the Child Care Law Center formed a group to begin examining CA's subsidized child care system and the racist, sexist, classist inequities within it. The group was called *Coloring Outside the Lines* and it planted the seeds in all of us to do better; to stop being afraid of calling out inequities when we see them and to hold ECE organizations and their staff accountable. What is new is that we've finally reached another Racial Reckoning in our nation and the Master Plan gives us an opportunity to take bold and decisive action.

Just over a month ago, Keisha Nzewi uttered a few words on a national webinar that brought on deep introspection among those who genuinely care about and work towards the improvement of our child care system: **QRIS is racist.** Though shocking to a few, this idea is not new. The overwhelming response has been that Keisha put into words, then said out loud, what many have felt for far too long. QRIS, though good in its intentions, has caused much harm since its inception, should be dismantled as a racist system and rebuilt as an anti-racist support for *all* child care providers, no matter the setting. It should be noted that Keisha was speaking of QRIS as a whole, not specifically about our own QCC. The following questions, analysis and requests were developed and answered in collaboration between California Child Care Resource & Referral Network and Parent Voices staff:

What motivated its creation?

QRIS was created as a consumer education tool so parents have more information about the child care programs they are choosing from, and as a way to direct higher subsidy reimbursements to “higher quality” programs.

Who designs QRIS?

Typically, the system has been designed by highly educated people, mostly women, and mostly white women. Those who have the greatest influence over QRIS, do not reflect the field that tries to work within the system. It was designed with child care centers in mind, resulting in trying to fit a round peg in a square whole when applying it to home based providers. This is evident when looking at the tools used in the system, which are dogmatic and eurocentric.

Who benefits from QRIS?

While many providers have undoubtedly benefited from the system, whether in increased training and education, and perhaps pay, the real winners are those who implement the system. For instance:

- Teachstone (CLASS)
- Brooks Publishing Company (ASQ)
- WestE
- Pinwheel and other QRIS management systems

These companies have a financial interest in keeping QRIS as is.

QRIS research is ongoing, keeping many institutional pockets lined while producing more unanswered questions. Local First 5 agencies determine who is worthy of receiving quality funds. In fact, the majority of Quality funding in California goes towards QRIS, much of it controlled by First 5. Additionally, QRIS was a way for R&Rs to earn more money during the Great Recession, perpetuating the inequity of pay between degreed coaches (more often white women) and R&R staff without degrees who still support provider quality (most often BIPOC women). Coaches are paid exponentially better than the teachers and Family Child Care providers that are being assessed, also furthering the inequities/racism that exists.

Who does QRIS leave out or overburden?

Exempt providers, providers, parents, R&R trainers who are most representative of the providers they serve, children and families are harmed the most. For instance:

- QRIS was designed without the people it was meant to support. It was something “done to them, not with them;”

- Traditional requirements and supports for center based program staff are not necessarily the most effective for FFN/Exempt providers
- There are few points of access to the field for home-based caregivers, especially FFN/Exempt, unless they go through an R&R, yet their funding has not been substantial or sustained for the level of support needed and provided across communities using evidence-informed practices
- Power and gatekeeping lies with the coaches, often pushing providers out of the field;
- QRIS dismisses parents' expertise on what is quality to them;
- The further away a child care professional is from children, the more they are paid, leaving the mostly BIPOC workforce undervalued and underpaid;
- Education is more often a measure of how well a provider speaks and understands English and not about the skills, or knowledge, or experience they bring.

While California has yet to link quality to reimbursements, much can be learned from the Low Income Child Care Subsidies Distribution in the State of Mississippi memorandum, from The Mississippi Advisory Committee, to the U.S. Commission on Civil Rights:

- Quality Star rating system is progressive, so a center may meet a number of high quality indicators, however if staff does not hold the prescribed professional credentials, or costly structural center upgrades are required, they can't achieve the higher rating and subsequent reimbursement incentives
- Providers who accept or rely on vouchers to support facility operations are predominantly "operated by black women, staffed by black teachers, and located in low-income black communities, and serve black children"
- Rates are 60% below MSs market rate, so providers can't afford to make necessary improvements to earn higher ratings
- RAND Corporation: **QRIS does not necessarily capture differences in program quality that are predictive of gains in key developmental domains**
- NWLC Karen Schulman: some directors believe that the classroom environment standards do not place enough emphasis in teacher-child interaction...while paying attention to maybe other things on a checklist that may not reflect the actual...very important aspects of the quality of care.
- So: the state's promotion of child care centers with higher QRIS ratings to parents may unfairly harm primarily Black owned and operated centers that cannot afford the required upgrades
- FY15 data: 17% of facilities owned or operated by providers of color held a score of 3 or better, compared to 28% of white owned/operated.
- "There is racial bias on the part of the center visitors--we don't know how the standards are weighted" (National Equity Project quote from a provider)

Until a new Quality Improvement System is developed, led by the providers who will benefit from the new system, the California Child Care Resource & Referral Network requests the Master Plan include the following actions:

1. An acknowledgement and authentic apology for past and present harms caused by the inherently racist QI system;
2. Make amends by providing meaningful supports and resources to Black, Indigenous, Litanx, APIA, immigrant, or monolingual caregivers and teachers in every setting who have been harmed by the QI system;
3. Provide access to opportunities determined by those who have been most vulnerable to harm for healing and building resilience.

Numbers 2 and 3 should likely be a standing part of any new QI system for some time to come. While we have not laid out what a new Quality Improvement System should look like, we would like to reiterate that it must include and be led by child care providers, who actually care for children-not administrators, not coaches, not ECE educators-but providers who are in the classrooms of child care centers, and in their own homes caring for children. It should also include parent leadership- quality is in the eye of the parent. **Not another dime should go towards quality until an equity analysis is done on our state's quality spending, and every provider, in every setting, is paid what they are worth.**

Finally, for further context, we recommend the following reading:

The Howard Colored Orphan Asylum: New York's First Black-Run Orphanage

The History of Women's Work and Wages and How it Has Created Success For Us All

Black women's labor market history reveals deep-seated race and gender discrimination

Mandarin-speaking nanny revolution grips America

The Historical Roots of American Domestic Worker Organizing Run Deep

For California Child Care Workers, Inequality Is Baked Into The System

Nannies and housecleaners have some of the hardest, least secure jobs in the nation. Now they're organizing to change that.

LATINA NANNIES / ANGLO FAMILIES : The INTIMATE EXPERIMENT : What Happens When Two Cultures Meet at the Playpen and the Cradle?

In Solidarity,

Keisha Nzewi, Director of Public Policy
California Child Care Resource & Referral Network

Mary Ignatius, Statewide Organizer
Parent Voices CA

Kim Kruckle, Executive Director
Child Care Law Center

Our Children, Our Workforce

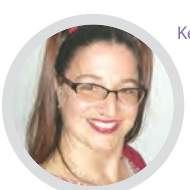
Why We Must Talk About Race and Racism in Early Childhood Education

by Kelly Matthews and Ijumaa Jordan

Racism exists in early childhood education. Writing that might be a shocking statement, but it is true because almost all institutions in the United States have policies and practices based in racism. Recently, I was listening to a Radiolab podcast episode titled "G: The Miseducation of Larry P," which begins with researching a California law that forbids administering IQ tests to African American students for placement in special education programs. The first episode discussed that when developed, IQ tests were normed to the cultural knowledge of white children in Europe. It has been documented that the researchers and developers of these tests supported Eugenics; when these tests were given in San Francisco in the 1970s, the head of the special education department testified that Black people were intellectually inferior. This personal bias was institutionalized through the large numbers of Black children given this test, resulting in the children being tracked into special education classes, which provided little formal education. These tests were usually administered in kindergarten. "Larry P" was given the test in first grade without his mother's permission. It was not until the lawsuit was filed that she learned that he was labeled the "R" word; it took her and her family years and an out-of-state move to have him placed in general education.

That was in the 1970s, so what about now? Black children are more likely to experience preschool suspension, which can lead into what is called the "Preschool to Prison Pipeline." Elementary schools have zero tolerance policies while preschools have children removed from programs for common developmentally appropriate behaviors of frustrated or frightened children, such as pushing, hitting, spitting and/or biting. Black children exploring their use of power through rough and tumble play or superhero play are perceived as too aggressive and disruptive. Policies that ban these types of play are seen as "best practices" that "keep everyone safe."

Racism is also present in ECE through the white cultural dominance of education. The cultural norms are white, Christian, middle class, heterosexual and abled. When Black children, Indigenous children, and children of color behave outside of these norms they are seen as "at risk," deviant, deficit and needing intervention and correction. Circle time is filled with cultural rules such as children sit and listen quietly while the teacher reads the book. It mirrors the unspoken rule that one should hold one's applause and appreciation until after the performance. That is not the cultural norm I (Ijumaa) was raised in. When my mother would read stories to my siblings and me, there was a conversation throughout the book reading. Sometimes whole new plots were added to the book. I brought this cultural understanding to my circle time or group reading time. In one program I worked for, the director critiqued my practice by saying it was "too loud" and "the children are not learning about books and reading if they are interrupting with questions and comments." I knew she was not right and



Kelly Matthews, owner of A Place for You Consulting in Oshkosh, Wisconsin, loves the playful mindfulness of improvisation, promotes experiential learning, and adores combining these two passions in her innovative offerings of professional development around the country. She can be reached at APlaceForYouConsult@yahoo.com.

Ijumaa Jordan shares a strong interest in helping teachers develop a strong sense of agency and integrity in her work with children. She has a graduate degree from Pacific Oaks College and has been strongly influenced by faculty there in how to teach adults with attention to issues of power, privilege, and culture.

years later I learned that Black children's (especially Black boys') emerging reading skills benefit from opportunities for them to participate in oral storytelling. Finding this out has me wondering about the impact of the white cultural norm of being quiet during reading time.

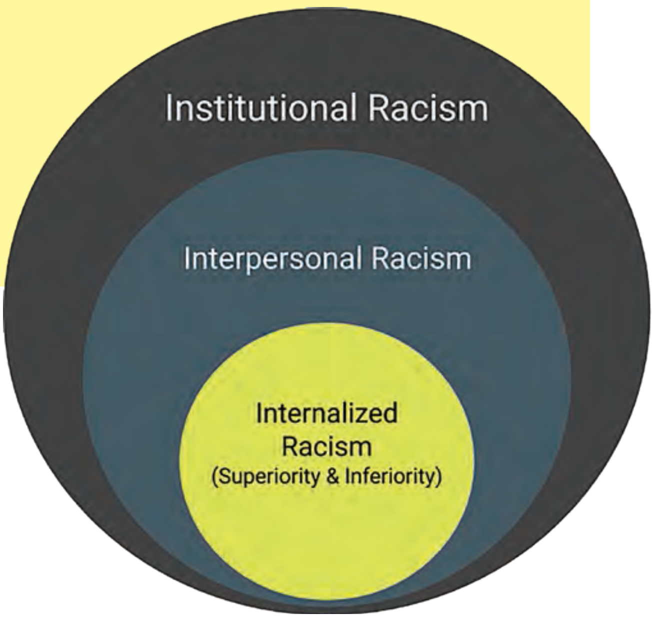
It may be hard to accept that these common early childhood program policies are racially based and racist. This may be because as a field we see ourselves as nice and good people who could never create policies that are racist and harm children and families—particularly for white women who have been raised to believe in their own inherent innocence and goodness based in whiteness. It is time to let go of the good/bad binary when thinking about and discussing race. Racist behavior can be done by any white person, not just a self-proclaimed white supremacist. As you build your awareness of how racism is systemic and institutionalized, you can join with and be accountable to people of color to change policies and practices.

Racism is … "an institutionalized system of power. It encompasses a web of economic, political, social, and cultural structures, actions, and beliefs that systemize and ensure an unequal distribution of privilege, resources, and power in favor of the dominant racial group at the expense of all other racial groups" (from Teaching/Learning Anti-Racism by Louise Derman-Sparks & Carol Brunson Day).

Institutional Racism: how the system gets baked into the business-as-usual of whole institutions; this includes the intended and unintended consequences of policies, practices, laws, styles, rules and procedures that function to the advantage of white people and to the disadvantage of people of color.

Interpersonal Racism: how the system gets played out between people; this includes behaviors based on conscious or unconscious biased assumptions about self and others. This usually looks like discrimination.

Internalized Racism: how the system gets into each of our bodies, minds, and souls as individuals; this includes both internalized racial superiority for white people and internalized racial inferiority for people of color.



Why Are We Not Talking about Racism?

There are reasons that pressure us not to talk about racism and especially racism in early childhood settings. For many white people, we have been taught it is "not nice" to talk about race, let alone racism. We are socialized to be quiet on the topic so we do not make people uncomfortable; with this cycle in place, we never learn the skills so that we can talk about race in useful and needed ways. In fact, by not talking about race when we need to and should, we are guaranteeing to make uncomfortable people who need us to address racism.

BIPOC [Black, Indigenous, People of Color] educators have another layer of reasons why they may not talk about racism at work: it can be dangerous. If they talk about race and racism, they can be labeled difficult or hard to work with, which in turn can impact their standing at work, their ability to be promoted, or if they are viewed as competent and capable in their role. They can be seen as playing the race card, even though it is never acknowledged that the dominant way of running the program, making decisions, and creating policies happen through a racial lens of whiteness.

There is another myth that interferes with our ability to talk about race and dismantle racism in early care and education settings. It is the innocence argument—you may have heard it go something like this: Children do not see race and you are putting adult concerns on them when you do talk about it, or children are innocent and do not need to deal with these hard things. But when you break down these arguments they do not hold up. There is research that shows that infants as young as 3 months notice race and show a preference for like-race faces (David, K, et.al, 2005), which is not surprising, because developmentally babies are noticing EVERYTHING at that age. We also know from research that children make associations about race as young as age 2, which is important because it means they are starting to attach attributes to race (Winkler, 2009).

The flipside to the "children are innocent" argument is the, "We are good people because we work with young children and good people are not racist" way of thinking. This one is a little trickier to break down, but here we go. The reasoning is that because we have dedicated our work to educating young children who, the theory goes, are innocent, we therefore create a sort of innocence bubble that envelopes us too. Our "goodness" as educators means we cannot be actively "bad" and since we know racists are bad, we cannot be racist. It is a circular and misguided idea. As we broke down in the introduction, we live in a racist system—the default of that system is to uphold racism. So we have to be not just neutral, but anti-racist in our work as early educators to help dismantle that damaging system.

We are socialized to be quiet on the topic so we do not make people uncomfortable; with this cycle in place, we never learn the skills so that we can talk about race in useful and needed ways.

There is another way we avoid talking about racism—by using the window dressing method. We add materials to our room which are racially diverse and leave it at that. We may have dolls with shades of brown skin; books which feature African American characters; or paint in rich mahogany and auburn. By adding such materials, we may think we have done enough to ensure the children in the room do not become racist because they have been exposed to diverse materials. It does not work that way. Here is the impact of not talking about it.

Implicit Bias and White Norms: The Impact of Silence

Racism is sometimes defined as prejudice plus power. Our American racial dynamics are set up so that white people hold and have the most access to power. White people, in particular white women, hold the power in early childhood education. They hold the authoritative and institutional power in roles as executive directors, directors, site supervisors, lead and mentor teachers, assessors, coaches and so on. While almost half of the early childhood workforce is made up of BIPOC, the leadership population does not reflect that.

White cultural norms are embedded into ideas, beliefs and policies of professionalism. I (Ijumaa) wear my hair how it naturally grows out of my head. I have been told directly and indirectly that my natural hair "made me seem less professional." There have been suggestions that I straighten my hair, or wear a straight or loosely curled wig. A few times my hair has disqualified me from job opportunities. Working with Kelly, the only time her hair has been questioned is when she wears ponytails, but never has a client not wanted to work with her. It is read as part of her playful and joyful personality, which is acceptable for white women.

As a white woman, Kelly automatically fits into the white cultural norm; her hair and hairstyles are not seen as unprofessional even when her hairstyle is not usually seen in a professional setting. She is still viewed as competent and professional. I do not have white privilege, which means my body and how I present myself is automatically seen as deviant from the norm. Being outside of the cultural norm means my competency and professionalism is questioned or disregarded. Not being aware of this implicit bias has real world impact on the individual and informs policy and practices within early childhood education.

There are early childhood education programs that prohibit educators from wearing their hair in braids, locks, Afros, twists and so on. Also, hair can only be "natural" colors: blonde, black or brown. Alternative hairstyles are considered unkempt and unprofessional. Clearly, this policy targets Black educators. One center leadership team I worked with was upset when I pointed out that the policy was hypocritical because during one of the beloved traditions of the school "crazy hair day," all the banned hairstyles were worn by the children and the Non-Black staff. There was an indirect message that Black culture (hairstyles in this case) is only acceptable when it is for white use and entertainment.

Instead of changing the hair policy they stopped crazy hair day. They did not want to address their anti-blackness when it was easier to label their Black consultant anti-fun.

We Need to Talk

We need to talk about these issues because we need to stop the harm that is happening to BIPOC children and educators. By naming what is happening, we stop society's gaslighting, which tells us these harms are in our heads. Our being taught in multiple ways not to talk about race may mean that white people are not caused discomfort, but that comfort comes at the steep price of the well-being of brown and black people. Once we start working to end the harm, we can begin creating a more just world and a more vibrant ECE system. Racism hurts everyone, though it does not hurt us all equally or in the same ways. We live diminished lives when structures are in place that keep us all from thriving. When we work actively to dismantle racism, we begin to create environments that support healthy racial identity for all children. When we start dismantling racism in ECE settings, we can also begin to support the adults in the programs. By creating strong, healthy models of representation and leadership, our programs thrive.

We realize it may feel daunting to consider these conversations. We, especially as white people, have been socialized to have a deep discomfort in talking about racism. But we must remember, our comfort in this situation is less important than the pain and damage the racism is causing. It may be tempting to say, "Oh, I will talk with them later, when we are not in public" (which can be a fine option in many cases), but the trouble comes when we do not follow up. There are some things you can do ahead of time to help the conversations happen when they need to.

Put in the work ahead of time. White people especially need to be able to de-center themselves and their experiences—and this takes work. And it is work that needs to be done prior to coming to these conversations with your colleagues. Because our world is so contaminated with racism, it is not enough as a white person to say, "I will just be better about racism"; there are too many ways racism is embedded in our everyday lived experiences to be vigilant without some skill building. I (Kelly) have found it helpful to have some guided experiences—facilitated workshops or article discussions with people trained to help white people process their place in a racist world.

Understand you will mess up. One of the things that keeps white people from talking about race and racism is our fear of hurting someone, of saying the wrong thing, or myriad other possibilities. But keeping silent causes harm. Not saying anything is already hurtful.

Know how to apologize. There are lots of resources out there that help us as white folks who are navigating our entrance into anti-racism work. Some of the most meaningful to me have explained how to apologize. I know, I know. Those of us in child care can spend a lot of time facilitating apologies between children. What struck me in my learning about apologies dealt with what happens afterwards.

An apology is a commitment to changed behavior. You acknowledge that what you did was harmful, and then you commit to not doing the thing that caused harm anymore. Understand that if someone took the time to tell you what you did wrong instead of just suffering through it silently, it means they have hope that you have the capacity for change and they care enough to show you a start on that path. It can be a "calling in" instead of a calling out—and there is a big difference. We can see "calling in as a practice of loving each other to allow each other to make mistakes, a practice of loving ourselves enough to know that what we are trying to do here is a radical unlearning of everything we have been configured to believe is normal" (Ngọc Loan Trần quoted in https://everydayfeminism.com/2015/01/guide-to-calling-in/).

So, listen and listen hard. Listen with humility. And listen with a commitment to do better.

Resources

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