

Memo

To: Commission Members
From: Alexander Khu
Re: April 26, 2021 Special 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: April 26, 2021 at 11:00 AM Pacific Time (US and Canada)
Topic: Commission Meeting*

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_tQ9S0OouQEOJU55S0me30A

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



Special Commission Meeting

A g e n d a

Monday, April 26, 2021, 11:00 AM

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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When: Apr 26, 2021 11:00 AM Pacific Time (US and Canada)

Topic: April 26, 2021 Special Commission Meeting

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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 April 12, 2021 Commission Meeting.

3.2 Accept the Minutes from the April 12, 2021 Executive Committee Meeting.

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

Special Commission Meeting AGENDA

Monday April 26, 2020

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- 5.0 Consider approval of Thrive By Five Proposal for American Rescue Plan Act funding. ACTION**
- 6.0 Commissioner F.Y.I. Updates**
- 7.0 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.



April 26, 2021

Agenda Item 3.1

Approve the Minutes from the April 12, 2021 Commission Meeting.



Commission Meeting

M I N U T E S

Monday, April 12, 2021, 6:00 pm

1.0 Call to Order and Roll Call

Commission Chair Marilyn Cachola Lucey called the April Commission meeting to order at 6:01 PM. Due to COVID-19, the meeting was held on a web-based platform. The Chair introduced meeting protocols. The Chair welcomed new District 2 Alternate, Srividia Iyengar to the meeting.

Commissioners present during roll call were:

District 1: Dr. Rocio Hernandez

District 2: Marilyn Cachola Lucey

District 3: Lee Ross

District 4: Gareth Ashley

District 5: John Jones

Health Services: Dr. Farnitano

Board of Supervisors: Candace Andersen

Children & Families Services (CFS): Roslyn Gentry for Kathy Marsh

Also present were:

District 2 Alternate: Srividia Iyengar

Deputy County Counsel Keiko Kobayashi

District 1 Alternate: Genoveva Garcia Calloway

Absent were:

District 4 Alternate: Matt Regan

BOS Alternate: Diane Burgis

Health Services Alternate: Daniel Peddycord

Children & Families Services Commissioner: Kathy Marsh

2.0 Public Comment

There was no public comment

3.0 Approval of Consent Calendar

There were no questions from the panel and the public regarding this item.

John Jones made a motion, seconded by Lee Ross to approve the remaining consent calendar.

All in favor by roll call:

District 1: Dr. Rocio Hernandez- yes

District 2: Marilyn Cachola Lucey- yes

District 3: Lee Ross - yes

District 4: Gareth Ashley - yes

District 5: John Jones - yes

Health Services: Dr. Chris Farnitano - yes

BOS: Candace Andersen- yes

Commission Meeting

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EHSD: Kathy Gallagher - yes

CFS: Roslyn Gentry for Kathy Marsh - yes

NOES: NONE

ABSTAIN: NONE

ABSENT: CFS Commissioner Kathy Marsh, Matt Regan, Daniel Peddycord, Supervisor Diane Burgis.

Consent calendar **APPROVED**.

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

No items removed from the consent calendar for discussion.

5.0 Consider approving a 3.00% increase in salary and up to \$1200 reimbursement every two years for memberships, subscriptions, and professional development for the Executive Director. Effective date 1/13/2021

Marilyn Cachola Lucey gave the following report:

At the February 8, 2021 Commission meeting, the Commission authorized me to negotiate compensation with the Executive Director.

Today I am requesting that the Commission approve 3% increase in salary and an increase in reimbursement up to \$1,200 every two years for memberships, subscriptions and professional development for the Executive Director. The previous reimbursement amount was \$825 every two years. These changes will be made effective on Ruth Fernandez's anniversary date of January 13, 2021 retroactively.

Gareth Ashley made a motion to approve, seconded by Dr. Rocio Hernandez.

All in favor by roll call:

District 1: Dr. Rocio Hernandez- yes

District 2: Marilyn Cachola Lucey- yes

District 3: Lee Ross - yes

District 4: Gareth Ashley - yes

District 5: John Jones - yes

Health Services: Dr. Chris Farnitano - yes

BOS: Candace Andersen- yes

EHSD: Kathy Gallagher - yes

CFS: Roslyn Gentry for Kathy Marsh - yes

NOES: NONE

ABSTAIN: NONE

ABSENT: CFS Commissioner Kathy Marsh, Matt Regan, Daniel Peddycord, Supervisor Diane Burgis.

The motion was **APPROVED**.

6.0 Public Hearing on the First 5 California 2019-20 Annual Report

The report can be found at:

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M I N U T E S
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https://ccfc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual-Report-19-20.pdf

The Contra Costa County Commission highlights can be found on page 36.

Marilyn Cachola Lucey opened the public hearing on the First 5 California 2019-20 Annual Report at 6:11 pm.

First 5 California prepares an annual report each year based in part on fiscal program and participant information provided by each 58 county commissions. County commissions are required by statute to hold an annual public hearing on First 5 California's annual report

Deputy Director Camilla Rand presented with the following 5 key project highlights:

- Ready Kids East County (a Leshner Foundation funded initiative)
- Needs related to the first COVID 19 Survey released summer 2020
- Supply Distribution and stipends distribution this past year
- READY Rosie online curriculum, First 5 Centers adopted. Provides online support and classes and video chat to families.
- Early Intervention Help Me Grow team held first virtual first café with Common Sense Media

After the presentation, the panel and public were invited to ask questions.

Ruth Fernandez added that our data is submitted to First 5 California for their strategic planning, planning for future investments and purposes of informing the impact of the work from each county. Each county's report is diverse with varying activities unique to their programs. Ruth also added that commissions follow the main issue category of the First 5 Association: namely, the whole child/whole family approach and comprehensive well-being.

There were no further questions or comments.

Chair closed the public hearing at 6:21 pm.

Lee Ross made motion, seconded by Dr. Chris Farnitano to accept the First 5 California Annual Report 2019-2020.

All in favor by roll call:

District 1: Dr. Rocio Hernandez- yes

District 2: Marilyn Cachola Lucey- yes

District 3: Lee Ross - yes

District 4: Gareth Ashley - yes

District 5: John Jones - yes

Health Services: Dr. Chris Farnitano - yes

BOS: Candace Andersen- yes

EHSD: Kathy Gallagher - yes

CFS: Roslyn Gentry for Kathy Marsh - yes

NOES: NONE

ABSTAIN: NONE

ABSENT: CFS Commissioner Kathy Marsh, Matt Regan, Daniel Peddycord, Supervisor Diane Burgis.

The motion **APPROVED**

7.0 Consider approving proposed First 5 Contra Costa Budget FY 2021-22

Sandra Dalida, Finance and Operations Director gave this report along with a visual slide presentation.



The fiscal year 2021-22 proposed budget reflects the priorities of the Commission's FY 2020/21 – FY 2022/23 Strategic Plan and maintains alignment with the long term fiscal strategies.

The proposed budget maintains focus on continuity of program initiatives, assures balanced revenues and expenditures, and reduces drawdown from the Unassigned Fund Balance -- \$1.5 million drawdown rather than the \$3.0 million as projected for year two of the Strategic Plan. The proposed budget exceeds the projected external funds balance in the Strategic Plan for FY 2021-22 by \$1.2 million – an additional factor in the drawdown allocation.

Major revenues cited were from the Proposition 10/Proposition 56/Surplus Money Fund Revenue, the State Grants including ACEs (Adverse Childhood Experiences, second round), the First 5 California Impact Grant, the First 5 California Dual Language Learner Grant (DLL), some sub-recipient awards in partnerships with County agencies to jointly provide essential services, namely: The California State Preschool Quality Rating and Improvement System Project in the county; the First 5 Contra Costa and the Contra Costa County Superintendent of Schools Quality Counts California Quality Rating and Improvement System project; the First 5 Contra Costa and County Behavioral Health joint project to provide Triple P Positive Parenting Program services to the 0-5 year old population in our county; and the First 5 Contra Costa and First 5 San Francisco implementation of the First 5 IMPACT Regional Technical Assistance and Training Services HUB benefitting of all First 5 agencies in our region.

Sandra cited Philanthropic Grants with the private foundations in support of ongoing First 5 Contra Costa activities: (East Bay Community Foundation Grant of \$50,000 in support of Community Engagement and Advocacy work), Dean and Margaret Leshner Foundation Grant of \$235,000 supporting Early Childhood Education Initiatives (Ready Kids – East County), and the Sunlight Giving Foundation Grant, year 3 of 3 of \$100,000 in support of general First 5 Contra Costa activities and services.

Sandra also reported that the proposed budget for wages and benefits increased \$427,718 more than the previous budget due to performance step increases for staff, cost of living allowance increase of 3%, and costs associated with three new positions essential to continued programs.

Other highlights are program initiatives specifically Stakeholder Engagement and Policy Advocacy for Community Engagement, Family Economic Security Partnerships and Communications. She noted that under the new Communications category, which was previously under the Systems Change Program Expenses category, pulled out Communications activities and services as a separate budget category. The Strategic Information and Planning (SIP) expenses decreased due to reduced need for contract data analysis and reconfiguring of staffing. Overall administrative overhead operating costs increased \$153,163.

After her presentation, the Chair invited panel questions.

John Jones asked how was the backfill dollars anticipated and is this only a one-time amount?

Sandra reported that the amount is unknown, and how it was configured is unknown at this time, and is not disclosed until the end of the entire tax season is completed.

What was the allocation in Communications?



Historically, Communications costs were included under program expenditures. The new Communications Budget category reflects staff salary and benefits and Communications' related professional services contracts and services.

Ruth noted that a few slight modifications were made to the budget structure and budget categories in order to better align with the new Strategic Plan. For instance, Communications Department its own category (formerly systems change/ public information), however no new investments were made, just represented differently in the budget structure.

Gareth: Purchase services in supplies in 3 locations – is that related to what was formerly called Public Information and Stakeholder Engagement?

Sandra replied that yes there were specific expenses used to be in Public Information and Stakeholder Engagement previously.

As for the expenses for the former public information and stakeholder engagement, it was for within the prior category, each category has purchased services and supplies within each program initiative, not program wide purchases of expenses.

Lee asked if the apparent Triple P – drop in funding, was due to less participation or is it less funding? Camilla responded that a partnership with the County Health Services Department our contribution is based on the amount matched each year and varies year to year. That is what the total is based on.

Vid lyengar commented that it compared to last year, revenue gone up \$2 million. And your expenses gone up proportionately. Where is this money mostly spent?

Sandra informed that the Communications funding was carved out of the total Program Expenses and made revenue and expenses go up proportionately. Additionally, the “must spend” amount from the Unallocated Funds that was previously approved, was factored into the total expenses which explains the projected increase in expenses total.

A motion was made by John Jones seconded by Kathy Gallagher to approve the proposed First 5 Contra Costa Budget FY 2021-22.

All in favor by roll call:

District 1: Dr. Rocio Hernandez- yes

District 2: Marilyn Cachola Lucey- yes

District 3: Lee Ross - yes

District 4: Gareth Ashley - yes

District 5: John Jones - yes

Health Services: Dr. Chris Farnitano - yes

BOS: Candace Andersen- yes

EHSD: Kathy Gallagher - yes

CFS: Roslyn Gentry for Kathy Marsh - yes

NOES: NONE

ABSTAIN: NONE



ABSENT: CFS Commissioner Kathy Marsh, Matt Regan, Daniel Peddycord, Supervisor Diane Burgis.

The motion **APPROVED**.

8.0 Approve proposed Policy Advocacy Framework and Policy Issue Areas for 2021-2023

Staff Report and Presentation

Camilla gave the following report:

First 5 Contra Costa had been supporting quality programs and services that promote young children's development and their families to thrive. It is essential that we have policies to prevent and rectify the economic, racial, health and social inequities that threaten a childhood well-being. Policy advocacy for early childhood is critical for addressing the root causes leading to long-term systems change and prevention.

On March 5, 2021, First 5 staff and the Executive Committee discussed the draft Policy Advocacy Framework and Priority Policy Issue Areas. The document incorporated the meeting discussions and suggestions. It outlined the purpose of the framework and the proposed Policy Priority areas for 2021-2023: Namely a) Revenue streams (e.g. Measure X), b) Family well-being (housing, economic security, Paid Family Leave etc.), c) Child Health and Well-being (e.g. FRC funding, worthy wages for child care providers) – Each of these align with the key components of the strategic plan.

Fran Biderman and Natalie Blackmur outlined each of the policy areas with the use of a PowerPoint presentation.

The following conversation followed after the presentation:

Gareth: advocacy is important. Looking at revenue slides where funds become available, I am wondering if funds drive policy or vice versa. Which activities do we conduct for creating the funds?

Camilla replied that our planning and decision making must align with strategic plan, priorities.

Natalie: combination of both creating opportunities for those revenue streams and advocating to get those revenue streams. She cited Measure X is an example of the creation of the revenue stream itself.

John Jones asked if staff have talked about resolution process when the areas you advocate for might be in conflict with your community partners or the county's political agenda?

Camilla's response was that the real work is ahead of us as the committee works out how this is going to look and how the work is going to get done.

Motion made by Chris Farnitano seconded by Rocio Hernandez to approve proposed Policy Advocacy Framework and Policy Issue Areas for 2021-2023

All in favor by roll call:

District 1: Dr. Rocio Hernandez- yes

District 2: Marilyn Cachola Lucey- yes

District 3: Lee Ross - yes

District 4: Gareth Ashley - yes

District 5: John Jones - yes

Health Services: Dr. Chris Farnitano - yes

BOS: Candace Andersen- yes

EHSD: Kathy Gallagher - yes

CFS: Roslyn Gentry for Kathy Marsh - yes

NOES: NONE

ABSTAIN: NONE

ABSENT: CFS Commissioner Kathy Marsh, Matt Regan, Daniel Peddycord, Supervisor Diane Burgis.

The motion **APPROVED**.

9.0 Executive Director's Report

Internal Updates:

- Organizational Assessment- it is in the best interest for our work to shift a bit and split the organizational assessment from the REDI (Race, Equity, Diversity and Inclusion) assessment. While both are critical, it is our recognition the first is the priority so that we can fully complete the development of our tactical plan. For this reason, we are in mutual agreement to terminate the contract with TJS so that we may focus on the organizational assessment.
- Hiring grant funded positions: Trauma and Resiliency Coordinator and Ready Kids East County Coordinator
- We are in the process of conducting a follow-up COVID-19 Community Impact Survey, Part 2

County Updates:

- We have scheduled the Spring Network of Care Convening for May 14. You should receive the invitation soon.
- Antioch CHANGE survey has launched. We are hoping to receive 1000 completed surveys by June on the housing needs of residents in Antioch. This important survey will drive the future work of the East County Regional Group and First 5. Respondents receive a \$5 Starbucks gift card.
- Child Care COVID-19 Relief Fund (Commission Approved – fundraised \$500,000 to date) applications will launch 4/16 This collaboration with Low Income Investment Fund, Tipping Point, Wells Fargo will provide grants of \$5,000 to \$10,000 to Contra Costa family child care providers experiencing financial hardship due to COVID-19.
- Collaborative Advocacy + Power Partnership Project (CAPP) – this partnership with Ensuring Opportunity and Family Economic Security partnership (FESP) will provide First 5 \$20,000 from the grant directly from Richmond Community Foundation. The purpose is to enhance the shared capacity and impact of policy and systems advocacy in Contra Costa County. CAPP's short-term objective is that residents, direct service providers, and advocacy organizations will work in deep partnership to effect significant changes in the inequitable policies, systems, cultural norms, and narratives that prevent children and families and all residents from thriving. Measure X Community Advisory Board: Ruth Fernandez formally appointed to an At-Large seat representing early childhood.

State Updates:

- First 5 Statewide Network Virtual Advocacy Day – April 27

- Post-Pandemic Relief and Recovery Efforts - American Rescue plan: As a First 5 Network, we have been having conversations on ways First 5 can show up to lend a hand. One way is to disseminate funds to families that need the help most. Our goal is to amplify our presence as a partner in collaboration with our county leaders. We have a proven track record of being a good steward of public funding. With that said, for First 5 Contra Costa, using our systems lens, this is a great way to exercise aligning our strategic plan to promote sustainability for young children's issues and needs for the long term. Our belief is that the ARP funding provides hopeful funding to our County. We are developing a proposal to formally submit to the County on behalf of our commission to make the case for our young children. This funding is a one-time opportunity, but an optimal opportunity. I wanted to bring this thought, ask for initial reactions just on that idea. A draft proposal will come to the commission.

After the report, the following questions followed:

Gareth asked what is the action needed to facilitate this matter immediately?

Ruth said yes, immediate action is needed and therefore a special meeting is to be held as soon as possible in order to formally submit this proposal for relief efforts to the County Board of Supervisors and County Administrator for consideration.

John Jones commented that with damage that the pandemic did last year to really focus on areas where we can provide support and restore our services is critical. As this money comes in, how we get back to where we once were, with a focus on early childhood is key. I think right now a broad proposal is needed.

Chris Farnitano echoed the sentiments made and commented that the draft proposal is on the vague side but it is important to be broad and flexible to develop a more concrete plan later.

10.0 Communications

- Antioch Change Survey Outreach flyer
- Child Care COVID-19 Relief Fund flyer

Both materials were reported on item 9 / Executive Director's Report.

11.0 Commissioner F.Y.I. Updates

None.

12.0 Adjourn

Chairwoman adjourned the meeting at 7:31 pm.

Reminder that the next standing meeting is on June 14, 2021.



April 26, 2021

Agenda Item 3.2

Accept the Minutes from the April 12, 2021 Executive Committee Meeting.



Executive Committee Meeting M I N U T E S

Monday April 12, 2021
5:00 p.m.

1.0 Call to Order

The meeting was called to order at 5:06 PM

Present were:

- Marilyn Cachola Lucey
- Dr. Rocio Hernandez
- Genoveva Garcia Calloway
- Lee Ross

First 5 Contra Costa staff in attendance were: Ruth Fernandez, Camilla Rand, Sandra Dalida, Shawn Garcia,

2.0 Public Comment

No comment from the public.

3.0 **CONSIDER accepting the report on significant program, financial or contracts matters, and on any personnel matters relating to Commission staff.**

Sandra Dalida gave a broad overview of the budget included in the packet.

The budget spreadsheet has been divided into the traditional categories of revenue and cited 3 major categories. The State Sales Tax, External revenue, Fund balance drawdown, Noted difference in state sales tax increase of approximately \$2.3 million and Prop. 56 revenue, the backfill was received and its projected to remain stable during the new fiscal year.

Sandra also noted that there is an increase in additional external funding in state grants and sub recipient partnerships with other county agencies.

Sandra indicated that the FY 2022 the Strategic Plan projected a need to draw down \$3 million from the fund balance. However, notice that there is only need to draw \$1.5 due to the securing of external funding sources including the Prop. 56 backfill.

The program categories, funding stays approximately the same (estimated 79% of the total budget).

She also noted that Communications used to be part of the "Systems Change" Initiative and that would bring it all the way up to 83% of the total budget. This year "Communications" is its own category to be aligned with the Strategic Plan.

Administrative expenses remain at 11.35%. With a small funding pot for COVID-19 supplies as staff prepares to return to work to ensure workspace is safe. Overall the proposed budget is \$14.4 million that includes a COLA (3% increase for staff) and that is included in the budget.

Sandra also reported on the proposed 3% COLA increase for staff and cited reasons for the proposed sum.

Executive Committee meeting

M I N U T E S

April 12, 2021

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Also cited three new staff positions (One Program Coordinator position associated with associated with new grant activities, an assistant for the Deputy Director, and Administrative Analyst). Cost associated with it are also included in the budget.

Sandra also noted current and emerging issues associated with the unveiling of Sales Tax SB 395 (an excise tax on electronic cigarettes that is on the horizon). Also the agency's effort to continue leveraging Prop 10 funding to partner and match other public funds.

Lee Ross arrived to the meeting at this time.

After the report, Marilyn asked about the policy for staff to either to choose to work from home if that will be an option (or is it the exception that everybody will return to physically return to the office pre-pandemic).

Ruth Fernandez replied that administration has not made a determination yet. She disclosed that administration is planning to have mandatory staff meetings in June and part of the process will be to begin discussions with staff about returning to work.

Ruth also cited that with limitations in school still not fully implemented, the agency is doing a plan of various phases on the return to work.

Ruth then provided information on the current organization assessment. Although they had begun the process two months ago, after selecting a consultant, and two meetings launched into the process, then realized that the core priority of the Organizational Assessment is to focus in the current time our structure, taking stock our workflows, our skills. The original plan was to blend the organizational assessment effort with REDI work and came up with this hybrid model. But during the process, staff discovered misalignment in expectations with the Consultants (The Justice Collective) and also realizing the blending of these two very specific efforts was not to our best advantage. So we agreed to terminate the partnership.

We will continue discussions with our CORE team and debrief and talk about pivot.

Ruth mentioned that administration will reach out to the 2 other candidates of the original RFP and make a decision to select one that would fit.

Marilyn Lucey underscored how the agency decisively moved fast and commended staff for quick action.

Lee Ross commented that the plan looks great. However, he wanted to ask about the policy and advocacy drafts as well as updates on Measure X. He asked if there are concrete things that First 5 Contra Costa would like to see happen with Measure X.

He also added that since the Federal Government is looking at including Universal Pre-school as part of the infrastructure, is First 5 Contra Costa doing something in terms of Policy Advocacy or anything else in terms of our Stakeholders Engagement along those lines?

Ruth reported that our Policy Advocacy work and Stakeholder Engagement certainly are working in Measure X, generating revenue efforts through our Federal Government or state or even locally, is all part of the dialog. I see our agency bring in a couple of things at a very macro level as an Early Childhood leader for the county. I believe our track record as good steward of public funds and ability to retain strong partnerships to understand the dynamics of the county makes us well positioned to be opportunistic and strategic about how we present ourselves as partners.

Executive Committee meeting

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For Universal Pre-school, I can say that the Association and the First 5 Network have been keeping close tabs on how we are doing advocacy, mobilizing our connections with our local legislative representatives and State representatives.

4.0 DISCUSS the Executive Director's work plan for 2021.

Ruth reported that the agency would like to come up with a tactical plan, an operational work plan for the organization. She informed that she is working with Nicole Young to develop that tactical plan and the model of a playbook connected to the framework that they are using around a strategy map using smart goals, and looking at the cycle of continuous quality improvement with very tangible links to our strategic goals. Internally, this includes assessing our technology systems as part of the organizational assessment. Also, we will take a close look at our human capital and see how we can grow, retain, and attract talent and see how workflows can be more efficient. And because of where we are in time and the landscape of remote work our workflow may shift or become different as we navigate the pandemic.

Dr. Hernandez gave feedback. She wanted First 5 Contra Costa be able to take an opportunity to start teaching other people and show others how to do this. She also asked Ruth had any of those models for that hybrid modalities that are beyond productivity metrics. She mentioned that through part of a foundation that she started in Texas where they were funding people to be able to get scholarships to early childhood education units to increase quality care, citing our work as it becomes part of diversity and inclusion and becomes part of the "Pre-school vs. Prison" pipeline that get put together if we include it intentionally in our work.

5.0 CONSIDER accepting the report on statewide, regional and local Policy Advocacy activities pertaining to children 0-5, including the activities of the First 5 Association of California, First 5 California, and other statewide advocacy groups.

Camilla made the following presentation:

Since March 5 – we went back to our Policy Advocacy Committee and worked through the feedback and the language. Stating the root cause, the policies that promote healthy child development. We felt we taken some of the past work, we kept in the purpose, we had a conversation reflective everything else remains the same our three priority areas remain the same. We can talk about it in depth at the commission meeting.

In your packet you see two outreach flyers I want to highlight:

- Antioch change initiative, launched survey last Monday = collaborative community efforts, Purpose the opportunity and barriers in housing in Antioch. Goal is to have over a thousand responses hoping to have 100 surveys each week. If you are able to spread the word, please move it along.
- COVID child care relief fund – press release and flyer released today. Application open this Friday for one week. \$5,000 to \$10,000 child care facilities.

Ruth gave a statewide item report:

Under our current Strategic Plan, one of our goals is Sustainability and Impact, related to this goal I would like to bring a proposal for Commission for consideration. The proposal conveys First 5 Contra Costa's vision of key need and gap areas for young children and families under the new federal funding coming to the county - \$223 million American Rescue Plan Act (ARPA). This ARPA funding presents an opportunity to elevate First 5's role as an experienced and agile partner with the county. Additionally, ARPA funds (while one-time) present an opportunity to re-imagine and re-design how we disseminate funding in a more holistic and equitable way.

Executive Committee meeting

M I N U T E S

April 12, 2021

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The First 5 Association provided general points that First 5s across the state could consider for local use, we've used these points as a start to develop a local plan. These funds are going to be sought out by many and it is going to be stiff competition.

My goal is – put together a proposal called Thrive by 5, investing in the first 5 years. We are asking for a small percentage of the funding coming to Contra Costa County in ARPA funding. My plan today is to present the notion of a proposal on behalf of First 5 Contra Costa and listen to the initial reaction from the commission.

The plan is to ask for support and would need to bring the proposal to the Commission for approval at a future meeting. Upon Commission approval, First 5 Contra Costa would submit to the County Administrator's Office and the BOS for consideration.

Given the time sensitivity, a special meeting would need to be convened to approve the proposal in the next couple of weeks so I can turn around and send to the county.

6.0

Adjourn

Meeting adjourned at 5:55 pm

Executive Committee meeting

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April 26, 2021

Agenda Item 5.0

Consider approval of Thrive By Five Proposal for American Rescue Plan Act funding.



**Staff Report
April 26, 2021**

ACTION: X
DISCUSSION:

TITLE: First 5 Contra Costa Thrive by Five Proposal for American Rescue Plan Act (ARPA) Funding

Introduction:

First 5 Contra Costa (F5CC) has been a leader for the past 20 years supporting quality programs and services that promote young children’s optimal healthy development and support all children and their families to thrive. We at First 5 Contra Costa have always known it takes a village to raise a child. And now, in the wake of the COVID-19 pandemic, families need that village more than ever. The pandemic has created a mountain of uncertainty, loss, and worry for families, whether they are facing health concerns, loss of childcare and early education opportunities, social isolation, or job loss and underemployment.

We also know from our COVID-19 Impact survey that families hit hardest by the pandemic are also families with the lowest household income. Childhood poverty has long-reaching negative impacts on physical and mental health, brain development, and education.

Poverty is also a known stressor, and as parents and children return to workplaces and campuses in the upcoming months, we know that greater trauma and toxic stress from the pandemic remains on the horizon.

Background:

The Coronavirus Local Fiscal Recovery Fund included in the American Rescue Plan Act (ARPA) provides Contra Costa County with the opportunity to build resilience across our communities and begin reimagining an equitable and accessible social safety-net for young children and families.

First 5 Contra Costa has been a committed partner during the COVID-19 crisis response, and we remain committed to our county’s ongoing recovery efforts; however, our First 5 (Proposition 10, 1998) funds alone cannot meet the great and growing needs of our young children and their families. Additional local and flexible funds are necessary to ensure young children’s needs are met today, as well as to set up systems of care for future crises and ongoing support.



Recommendation:

First 5 Contra Costa has long been the county's partner and proven steward of public funding to ensure resources reach children and families who are most in need.

Staff is recommending that the Commission approve the First 5 Contra Costa's Thrive by Five Proposal requesting \$11 million (or 5% of the American Rescue Plan Local COVID-19 Response Funding allocated to Contra Costa County: \$223,719,264) to ensure that children have the support they need to be healthy, safe, and ready to learn, as we emerge out of COVID-19 and better understand the full scope of need for young children and families.

These needs span mental and physical health, developmental supports, child care, basic survival (food, shelter), and more. This allocation over a three-year period (2021-2024) would provide \$3.7 million annually to increase access to critical resources and services in the abovementioned categories.

Fiscal Impact:

Over the three years that ARPA funds are available, First 5 Contra Costa would be contributing approximately \$1 million of in-kind support via reporting, evaluation and staff time and expertise.

During the last 10 years, First 5 Contra Costa distributed over \$125 million in Prop 10 revenue to pioneer, create, and support critical services and resources in the areas of Early Childhood Education, Family Support, Early Intervention, and Stakeholder and Community Engagement.

Investing Prop 10 funds to support the monitoring, reporting and evaluation of allocated ARPA funds for early childhood services is in alignment with First 5 Contra Costa's Strategic Plan intent to remain at the forefront of systems change for young children and their families, specifically the proposal supports our Strategic Plan core goals to: 1) Strengthen the integration of early childhood systems that foster equitable opportunities and outcomes for all young children and their families, and 2) Build on, sustain, and/or grow First 5's investments in the early childhood system¹.

¹ <http://www.first5coco.org/wp-content/uploads/2019/12/First-5-Contra-Costa-Strategic-Plan-FINAL-11-15-19-UPDATED2.pdf>



Thrive by Five:

Reimagining a Post-Pandemic System of Care for Children and Young Families

CONTEXT

We at First 5 Contra Costa have always known it takes a village to raise a child. And now, in the wake of the COVID-19 pandemic, families need that village more than ever. The pandemic has created a mountain of uncertainty, loss, and worry for families, whether they are facing health concerns, loss of childcare and early education opportunities, social isolation, or job loss and underemployment.

We join in our colleagues at the Contra Costa Budget Justice Coalition in seeing the **American Rescue Plan Act (ARPA)** as an opportunity to boldly work from a shared value of equity to address the needs of hard working families. In the struggles families have faced, we have seen how the COVID-19 pandemic has tested our safety net systems and revealed persistent inequities, at the root of which are policies and practices that have marginalized communities of color. With the American Rescue Plan, we could leverage resources to not just mitigate the impacts of the pandemic on young children and families, but also set Contra Costa County further on a path of systemic change.

The time to prepare for this opportunity is now, and First 5 Contra Costa stands ready, shoulder to shoulder with our coalition and county agency partners, to make the most of it. We propose to offer our expertise channeling resources to the early childhood system of service providers and supports as **one component in a multi-faceted, holistic, countywide recovery that supports families emerging from this pandemic housed, healthy, and financially stable.**

PROBLEM

COVID-19 has been devastating for our children and families, and has exacerbated longstanding inequities in our communities. Communities of color have shouldered more burdens from the pandemic, whether in illness, economic insecurity, or—more likely—a combination of both. Impacts from the pandemic include:

- **A spiraling childcare crisis:** Before the pandemic, Contra Costa County was already short 12,625 childcare slots.¹ Since the start of the pandemic, we have lost an additional 1,126 slots.² This lack of capacity has staggering implications for families as more caregivers begin returning to work, as well as for the childcare providers, most of whom are women of color and who, without adequate supports, are at risk of going out of business permanently.

¹ Contra Costa County Local Planning and Advisory Council for Early Care and Education (LPC), First 5 Contra Costa, Contra Costa County Office of Education and Contra Costa County Conservation and Development Department, *Contra Costa County Comprehensive Countywide Child Care Needs Assessment – 2017 to 2027*; August 2018: http://plan4kids.org/wp-content/uploads/2019/06/2017LPCNeedsAssessment_PDF.pdf

² Data from the California Department of Social Services Community Care Licensing Division, January, 2021: <https://app.box.com/s/hsgbvgqptmjer2u0cdp5nrc5ic4tqat4>

- **Deepening disparities and hardship for communities of color:** 29% of Latinx and 31% of Black families with children are facing three or more economic and health-related hardships during the pandemic, including trouble paying rent or household expenses, symptoms of anxiety or depression, and lack of healthcare coverage.³ We know from our COVID-19 Impact survey that families hit hardest by the pandemic are also families with the lowest household income.⁴ This is both a short- and long-term crisis: Childhood poverty has long-reaching negative impacts on physical and mental health, brain development, and education.
- **Increasing disconnect between systems of care and families:** For many families, pediatric visits are their entry point into referrals and connections to additional supports for their children. Yet well-child visits were down an estimated 24% nationally from pre-pandemic baselines in December 2020.⁵ This is a blow to preventive care and families' access to an entire system of early childhood resources.

COVID-19 has called on our social safety net to show up for families like never before. In response, First 5 and its partners have delivered meaningful supports to see them through this crisis and continue to mitigate its effects in the years to come. In so doing, we can also begin the long-term work of responding to the demands placed on this system by bolstering our early childhood education infrastructure and coordinating across early childhood mental health, medical, and education sectors to build back, stronger and better.

SOLUTION

The **Coronavirus Local Fiscal Recovery Fund** included in the American Rescue Plan provides Contra Costa County with the opportunity to build resilience across our communities and begin reimagining an equitable and accessible social safety-net for young children and families.

First 5 Contra Costa has long been the county's partner and proven steward of public funding to ensure resources reach children and families who are most in need. For over 20 years, First 5 Contra Costa has:

- Invested over \$200 million in evidence-based, developmentally appropriate and culturally responsive programs to dozens of community-based, cross-sector partners across the county;
- Bolstered our social safety-net;
- Distributed money quickly and effectively;
- Provided data and evaluation to demonstrate the effectiveness of programming; and
- Maximized impact by designing sustainability planning around short-term investments by emphasizing systems change into funded work.

First 5 Contra Costa has been a committed partner during the COVID-19 crisis response, and we remain committed to our county's ongoing recovery efforts; however, our First 5 (Proposition 10, 1998) funds alone cannot meet the great and growing needs of our young children and their families. **Additional local and flexible funds are necessary to ensure young children's needs are met today, as well as to set up systems of care for future crises and ongoing support.**

³ Padilla, Christine and Thomson, Dana, *More than One in Four Latino and Black Households with Children Are Experiencing Three or More Hardships during COVID-19*, Child Trends (January 13, 2021). <https://www.childtrends.org/publications/more-than-one-in-four-latino-and-black-households-with-children-are-experiencing-three-or-more-hardships-during-covid-19>

⁴ First 5 Contra Costa, COVID-19 Impact Survey, September 2020: <http://www.first5coco.org/covid-19-impact-survey/>

⁵ Ateev Mehrotra et al., *The Impact of COVID-19 on Outpatient Visits in 2020: Visits Remained Stable, Despite a Late Surge in Cases* (Commonwealth Fund, February, 2021). <https://www.commonwealthfund.org/publications/2021/feb/impact-covid-19-outpatient-visits-2020-visits-stable-despite-late-surge>

PROPOSAL

First 5 Contra Costa is requesting \$11 million (or 5% of the American Rescue Plan Local COVID-19 Response Funding allocated to Contra Costa County: \$223,719,264) to ensure that children have the support they need to be healthy, safe, and ready to learn, as we emerge out of COVID-19 and better understand the full scope of need for young children and families. These needs span mental and physical health, developmental supports, child care, basic survival (food, shelter), and more. This allocation over a three-year period (2021-2024) would provide \$3.7 million annually to increase access to critical resources and services in the abovementioned categories.

Over the past two decades First 5 Contra Costa partnered with dozens of community-based organizations (CBOs) and providers across the county to build a system of care that provides essential services and resources to young children and families. We have a proven history of being a trusted broker and responsible steward of public funds, the impact of which is most immediately visible in our COVID-19 response, in which we quickly mobilized both dollars and infrastructure to meet urgent needs of our service providers and families.

Undergirding this mobilization was two decades' worth of relationships, coordination, and infrastructure across the county. As we have done over the years, First 5 Contra Costa would plan and coordinate the swift and efficient release of these funds guided by the wisdom and knowledge of key trusted partners, such as the Early Learning Leadership Group (ELLG), a coalition of the key early childhood stakeholders in the County that includes Contra Costa County Office of Education, CocoKids, Employment and Human Services Department (EHSD), Community Services Bureau (CSB), Healthy and Active Before 5, and First 5 Contra Costa. These organizations and the County's Health Services Department are also leading ongoing work for the Children's Leadership Council (CLC) which was established in 2019 with support from Supervisor Gioia, Chair of the Board that fiscal year. First 5 Contra Costa has consistently co-led efforts for ELLG and CLC and would capitalize on the expertise of these groups to plan an equitable and coordinated rollout of resources for children and families.

PROPOSED ANNUAL BUDGET CATEGORIES

The following budget categories present critical issue areas that align with ARPA guidance for funding use and implementation⁶ with a focus on transformative approaches to short-term and long-term systemic needs.

Tackling the long-term effects of trauma from this crisis (10%)

This funding will address the existing effects of trauma and toxic stress on children and their families created by the pandemic. This will be done by connecting families, medical providers and mental health providers to a network of care that is critical as our county recovers. Further, this funding will build on the existing First 5 efforts that are gaining traction county-wide, including monthly provider peer-peer support sessions to understand toxic stress and intervene, training and technical support on ACES screenings for providers, and the build-out of robust resource and training platforms.

Instituting immediate support to mitigate the current mental health crisis (40%)

A mental health crisis has ensued since the pandemic, taxing an already burdened system. Families are suffering from the stress of isolation, economic hardship and more. This county needs a multilevel preventive intervention that joins mental health professionals with those who work with young children and their families to improve their social, emotional, and behavioral health and development. Concurrently, by expanding the Help Me Grow developmental supports and safety-net navigation, more children will receive periodic-based developmental and

⁶ <https://www.naco.org/resources/featured/naco-recovery-fund-faqs>

behavioral screens and families, in turn, receive appropriate referrals that result in timely access to services. Our current process of mapping of early intervention services county-wide will ensure referrals are intentional, and that families are matched with the providers and resources that best meet their needs.

Family Resource Centers as safety net “hubs” for families in need (15%)

During this crisis, families need trusted connections and brokers to essential resources and services. First 5's six Family Resource Centers (FRCs) have acted as lifelines now more than ever for families in need. Through diaper and PPE supply distribution, resource navigation to address food, housing, developmental concerns, and classes and events, the Centers provide parents and families with essential supports and community connections. First 5 Centers are also a linkage to financial assistance for families; over the past year we've distributed over \$60,000 in gift cards and coordinated a successful partnership with Community Financial Resources (CFR) and Healthy and Active Before 5 (HAB45) to distribute over \$200,000 philanthropic funding for cash assistance to the neediest families served by First 5 FRCs and our three Regional Groups. These funds will expand these efforts to serve more families and connect them to needed resources.

Immediate financial assistance to child care providers at risk of permanent closure (30%)

Safe and stable childcare is critical to keeping kids learning, parents earning, and our economy thriving. Immediate economic assistance is needed to support this essential field, which underpins our economic recovery ahead. Without intervention, the childcare field will continue to spiral as more providers shutter after a year of crisis. These funds will build upon the existing *Child Care Relief Fund*, a partnership with First 5 Contra Costa, Low-Income Investment Fund (LIIF) and other philanthropic funders that has raised \$500,000 to provide COVID relief grants to family childcare (FCC) providers. With additional funds, we can raise more matched funding resulting in more providers benefitting from these grants to recover from their losses and remain open.

Also critical for provider sustainability are direct supports in the form of PPE supplies, facilities upgrade to meet emerging COVID standards and technology equipment to support teachers and students who remain in distance learning. These increased costs are prohibitive to on-going sustainability and have been called out by providers as an added burden to their already struggling businesses.

Community organizing to advance equitable and community-driven recovery policies (5%)

The staggering inequities in COVID-19's health and economic impacts have their roots in policies and systems that continue to marginalize people of color and working people. We know that to build back stronger communities, families and residents, particularly those most impacted by systemic racism and oppression (exacerbated by this pandemic), have to lead the way in creating policies grounded in equity. To do that, First 5 would channel funds to support three county Regional Groups, which are made up of volunteer, largely low-income parents of color who organize and advocate for healthy, safe, and equitable communities. These funds would support these parents' work to advance community-driven, equitable policy advocacy that address the needs of those most impacted by COVID-19 and the root causes resulting in widespread health disparities.

Total Annual Fund

\$3,700,000

First 5 Contribution

Over the three years that ARPA funds are available, First 5 Contra Costa would be contributing approximately \$1 million in in-kind support via reporting and evaluation and staff time and expertise.

Reporting and Evaluation:

First 5 has robust evaluation and reporting capacity to bring to this work through staff time and a trusted cadre of existing consultants. An annual impact report would be produced for prenatal to 5 relief efforts. Reporting on the needs and ongoing challenges of young children and families is a priority for First 5 Contra Costa and in alignment with our Strategic Plan. Evaluation of collective impact efforts in this critical time for our County is another way in which First 5 Contra Costa is able to contribute to re-shaping and re-imagining comprehensive systems change work.

Staff Time and Expertise:

First 5's executive, management, and administrative teams collectively hold the expertise, knowledge, community connections and trusted name to manage these deliverables.

During the last 10 years, First 5 Contra Costa distributed over \$125 million in Prop 10 revenue to pioneer, create, and support critical services and resources in the areas of Early Childhood Education, Family Support, Early Intervention, and Stakeholder and Community Engagement. With that said, First 5 funds alone are not enough to respond to the growing and emerging needs of young children and their families.

SUMMARY

The time to act is now. First 5 Contra Costa stands ready to play an active, timely, and collaborative role with Contra Costa cities and other counties as we begin recovery efforts for our community. With this proposal, we're leaning into our expertise in funding services for families and children 0-5, and **we do so in recognition that we do this work shoulder to shoulder with county departments, local coalitions, and partners dedicated to ensuring children and families emerge from this pandemic healthy, housed, and financially stable.**

We know our communities in crisis need meaningful interventions that will begin to repair the destruction of the past year. We also know that the damage of this past year was actually generations in the making—the pandemic has truly laid bare where our systems fall short for too many children and families. **We believe ARPA dollars can lay important groundwork in understanding where our systems need repair, reimagining and restructuring so that all children in the county can realize their full potential.** And through that increased understanding, we can make smarter decisions, as a county, as we look to allocate longer term revenue streams such as Measure X.

We believe that this moment in time presents an urgent opportunity to re-design and coordinate our work in ways that are more equitable and relevant to the current crisis. We recognize that ARPA funds are aimed at addressing immediate relief, and we are sensitive to the implications this funding may or may not have on the sustainability of long term-critical services. However, we see ARPA funds as meeting an immediate need and, ultimately, serving as a proving ground for future investments in sustaining the transformative work of supporting young children and families.

TABLE 1: Eligible Uses of the American Rescue Plan Act of 2021 – Coronavirus Local Fiscal Recovery Funds⁷

Eligible Use for Fiscal Recovery Fund \$	Possible Child-Serving Use
To respond to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19) or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality;	• Direct cash assistance grant programs for families • Vouchers for child care or summer programming • Support for afterschool and summer programs • Investments in child and youth focused behavioral health supports
To respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the State, territory, or Tribal government (of the metropolitan city, nonentitlement unit of local government, or county) that are performing such essential work, or by providing grants to eligible employers that have eligible workers who perform essential work;	Premium pay for child care workers, teachers, etc.
For the provision of government services to the extent of the reduction in revenue of such State, territory, or Tribal government (such metropolitan city, nonentitlement unit of local government, or county) due to the COVID-19 public health emergency relative to revenues collected in the most recent full fiscal year prior to the emergency	Sustaining local agencies and coordinating bodies that serve children and youth
To make necessary investments in water, sewer, or broadband infrastructure.	Invest in these things as needed, but also consider how your state and/or community can treat child care and other programs and services for children and youth as critical SOCIAL infrastructure.

⁷ The Cradle-To-Career Guide to Federal Relief Funding for Kids During and Beyond COVID-19, Children’s Funding Project, March, 2021, <https://www.childrensfundingproject.org/>