

**FIRST 5 SAN MATEO COUNTY COMMISSION (F5SMC)
 PROGRAM, OPERATIONS AND PLANNING (POP) COMMITTEE MEETING**

On September 16, 2021, the Governor signed AB 361, which amended certain provisions of the Ralph M. Brown Act (Government Code section 54950, *et seq.*) to allow for local agency legislative bodies to conduct their meetings remotely either telephonically or by other electronic means under specified circumstances. Thus, pursuant to Government Code section 54953(e), the First 5 San Mateo County Commission POP Committee meeting will be conducted via remote conferencing.

DATE: February 7, 2022

TIME: 4:00 – 5:00 PM

Join Meeting

Online: <https://smcgov.zoom.us/j/95649457628>

Phone: +1 669 900 6833, Webinar ID: 956 4945 7628

COMMISSION MEMBERS: Ken Cole, Nancy Magee, Nkia Richardson
PUBLIC MEMBER: Harvey Kaplan, M.D.
STAFF: Kitty Lopez, Michelle Blakely, Myra Cruz

AGENDA		
1.	Adopt a resolution finding that, as a result of continuing COVID-19 pandemic state of emergency, meeting in person would present imminent risks to the health or safety of attendees (See Attachment 1a. and Attachment 1b.)	Cole/Magee
2.	Approval of the February 7, 2022 Program, Operations and Planning Committee Meeting Agenda	Cole/Magee
3.	Approval of the December 6, 2021 Program, Operations and Planning Committee Meeting Minutes (See Attachment 3)	Cole/Magee
4.	Elect POP Committee Chair	Cole/Magee
5.	Review Mini Parent Story Project Report: Conversations with Families Raising Young Children in SMC during the COVID 19 Pandemic <ul style="list-style-type: none"> - Review Family Story Project Conversations with Families with Young Children Report. (See Attachment 5A for Report and Video: https://first5sanmateo.org/family-story-project/) 	Lopez/Blakely
6.	First 5 SMC's SMC Equity Performance Action Plan 2022 (See Attachment 6)	Lopez/Blakely
7.	Programs & Systems Updates: Upcoming Agenda Topics for POP and Commission: Communications Services, Strategic Plan Implementation Plan FY 23-25; Grantee Presentations (See Attachment 7)	Lopez/Blakely

8.	Adjournment	
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NEXT MEETING: April 4, 2022

* **Public Comment:** This item is reserved for persons wishing to address the Commission POP Committee on any Commission POP Committee-related matters that are not otherwise on this meeting agenda. Public comments on matters not listed above shall be heard at the time the matter is called.

Persons wishing to address a particular agenda item should speak during that agenda item. Speakers are customarily limited to two minutes, but an extension may be provided to you at the discretion of the Commission POP Committee Chair.

The identified times are approximate and are intended to serve as a guide to the public and all First 5 meeting attendees regarding the approximate start times for any one section of the Agenda. The actual start and end times for an agenda item may differ from the noted times.

Public records that relate to any item on the open session agenda for a regular Commission POP Committee meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members, or a majority of the members of the Commission. The documents are also available on the First 5 Internet Web site at www.first5.smcgov.org.

Individuals who require special assistance or a disability-related modification or accommodation to participate in this meeting, or who have a disability and wish to request an alternative format for the agenda, meeting notice, agenda packet or other writings that may be distributed at the meeting, should contact Myra Cruz, by 12 Noon on Friday, February 4, 2022 at 650.372.9500 x232 and/or ecruz@smcgov.org. Notification in advance of the meeting will enable the Commission to make reasonable arrangements to ensure accessibility to this meeting, the materials related to it, and your ability to comment.

Date: February 7, 2022
To: Program, Operations and Planning Committee
From: Kitty Lopez, Executive Director
Subject: **Resolution to make findings allowing continued remote meetings under Brown Act**

RECOMMENDATION:

Adopt a resolution finding that, as a result of the continuing COVID-19 pandemic state of emergency declared by Governor Newsom, meeting in person for the Program, Operations and Planning Committee of the First 5 San Mateo County Commission would present imminent risks to the health or safety of attendees.

BACKGROUND:

On June 11, 2021, Governor Newsom issued Executive Order N-08-21, which rescinded his prior Executive Order N-29-20 and set a date of October 1, 2021 for public agencies to transition back to public meetings held in full compliance with the Brown Act. The original Executive Order provided that all provisions of the Brown Act that required the physical presence of members or other personnel as a condition of participation or as a quorum for a public meeting were waived for public health reasons. If these waivers had fully sunset on October 1, 2021, legislative bodies subject to the Brown Act would have to had contend with a sudden return to full compliance with in-person meeting requirements as they existed prior to March 2020, including the requirement for full physical public access to all teleconference locations from which board members were participating.

On September 16, 2021, the Governor signed AB 361, a bill that formalizes and modifies the teleconference procedures implemented by California public agencies in response to the Governor's Executive Orders addressing Brown Act compliance during shelter-in-place periods. AB 361 allows a local agency legislative body to continue to use teleconferencing under the same basic rules as provided in the Executive Orders when certain circumstances occur or when certain findings have been made and adopted by the legislative body.

AB 361 provides that Brown Act legislative bodies must return to in-person meetings on October 1, 2021, unless they choose to continue with fully teleconferenced meetings because a specific declaration of a state or local health emergency is appropriately made. AB 361 allows legislative bodies to continue to conduct virtual meetings as long as there is a gubernatorially-proclaimed public emergency in combination with (1) local health official recommendations for social distancing or (2) adopted findings that

meeting in person would present an imminent risk to health or safety of attendees. AB 361 became effective on October 1, 2021 and will sunset on January 1, 2024.

AB 361 also requires that, if the state of emergency remains active for more than 30 days, the legislative body must make findings by majority vote every 30 days to continue using the bill's exemption to the Brown Act teleconferencing rules. The findings demonstrate the need for teleconferencing persists due to the nature of the ongoing public health emergency. Effectively, this means that legislative bodies must either agendaize a Brown Act meeting once every thirty days to make these findings, or, if a legislative body has not made such findings within the prior 30 days, the legislative body must re-adopt the initial findings if it wishes to conduct a remote meeting.

DISCUSSION:

On September 28, 2021, in the interest of public health and safety, as affected by the state of emergency caused by the spread of COVID-19, the Board of Supervisors issued a finding that meeting in person would present imminent risks to the health or safety of attendees, and decided to invoke the provisions of AB 361 related to teleconferencing for Board meetings. The Board also strongly encouraged other County legislative bodies to make a similar finding and continue meeting remotely through teleconferencing.

Relevant data suggest that the Omicron variant of COVID-19 is more transmissible than the Delta variant. Indeed, local rates of transmission of COVID-19 continue to remain in the "high" tier as measured by the Centers for Disease Control. Requiring large numbers of individuals to gather, and potentially travel long distances, for in-person public meetings could potentially, and unnecessarily, expose numerous people to COVID-19, further contribute to the ongoing surge in cases caused by the Omicron variant, compound disruptions to our economy, and undermine public health measures during the current State of Emergency.

Accordingly, we recommend that the Program, Operations and Planning Committee of the First 5 San Mateo County Commission avail itself of the provisions of AB 361 allowing continuation of online meetings by adopting findings to the effect that conducting in-person meetings would present an imminent risk to the health or safety of attendees. A resolution to that effect and directing staff to take such other necessary or appropriate actions to implement the intent and purposes of the resolution, is attached hereto.

FISCAL IMPACT:

None

RESOLUTION NO.

RESOLUTION FINDING THAT, AS A RESULT OF THE CONTINUING COVID-19 PANDEMIC STATE OF EMERGENCY DECLARED BY GOVERNOR NEWSOM, MEETING IN PERSON FOR THE PROGRAM, OPERATIONS AND PLANNING (POP) COMMITTEE OF THE FIRST 5 SAN MATEO COUNTY COMMISSION WOULD PRESENT IMMINENT RISKS TO THE HEALTH OR SAFETY OF ATTENDEES

WHEREAS, on March 4, 2020, pursuant to Government Code section 8550, *et seq.*, Governor Newsom proclaimed a state of emergency related to the COVID-19 novel coronavirus, and subsequently, the San Mateo County Board of Supervisors (“Board”) declared a local emergency related to COVID-19, and the proclamation by the Governor and declaration by the Board remain in effect; and

WHEREAS, on March 17, 2020, Governor Newsom issued Executive Order N-29-20, which suspended certain provisions in the California Open Meeting law, Government Code section 54950, *et seq.* (the “Brown Act”), related to teleconferencing by local agency legislative bodies, provided certain requirements were met and followed; and

WHEREAS, on June 11, 2021, the Governor issued Executive Order N-08-21, which extended provisions of Executive Order N-29-20 that waive otherwise-applicable Brown Act requirements related to remote/teleconference meetings by local agency legislative bodies through September 30, 2021; and

WHEREAS, on September 16, 2021, Governor Newsom signed AB 361 into law, and AB 361 provides that a local agency legislative body subject to the Brown Act may continue to meet without complying with the otherwise-applicable requirements in the Brown Act related to remote/teleconference meetings by local agency legislative

ATTACHMENT 1B

bodies, provided that a state of emergency has been declared and the legislative body determines that meeting in person would present imminent risks to the health or safety of attendees, and provided that the legislative body makes such finding at least every thirty (30) days during the term of the declared state of emergency; and

WHEREAS, on September 28, 2021, in the interest of public health and safety, as affected by the state of emergency caused by the spread of COVID-19, the Board issued a finding that meeting in person would present imminent risks to the health or safety of attendees, and decided to invoke the provisions of AB 361 related to teleconferencing for meetings of the Board; and

WHEREAS, the Board also strongly encouraged other County legislative bodies to make a similar finding and continue meeting remotely through teleconferencing; and

WHEREAS, relevant data suggest that the Omicron variant of COVID-19 is more transmissible than the Delta variant; and

WHEREAS, indeed, local rates of transmission of COVID-19 continue to remain in the “high” tier as measured by the Centers for Disease Control; and

WHEREAS, requiring large numbers of individuals to gather, and potentially travel long distances, for in-person public meetings could potentially, and unnecessarily, expose numerous people to COVID-19, further contribute to the ongoing surge in cases caused by the Omicron variant, compound disruptions to our economy, and undermine public health measures during the current State of Emergency; and

WHEREAS, the POP Committee of the First 5 San Mateo County Commission has an important governmental interest in protecting the health, safety and welfare of those who participate in its meetings; and

WHEREAS, in the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the POP Committee of the First 5 San Mateo County Commission finds that meeting in person would present imminent risks to the health or safety of attendees, and the POP Committee of the First 5 San Mateo County Commission will therefore invoke the provisions of AB 361 related to teleconferencing for meetings of the San Mateo County Commission.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that

1. The recitals set forth above are true and correct.
2. The POP Committee of the First 5 San Mateo County Commission finds that meeting in person would present imminent risks to the health or safety of attendees.
3. Staff is directed to take such other necessary or appropriate actions to implement the intent and purposes of this resolution.

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**First 5 San Mateo County (F5SMC)
Program, Operations and Planning (POP)
COMMITTEE MEETING MINUTES**

**December 6, 2021
Virtual Meeting Via Zoom**

Commissioners Present: Ken Cole, Nancy Magee, Sandra Phillips-Sved (Chair)
Public Member: Harvey Kaplan
Staff: Kitty Lopez, Michelle Blakely, Myra Cruz

The meeting was called to order at 4:03 PM.

1. **Adopt a resolution finding, that as a result of continuing COVID-19 pandemic state of emergency, meeting in person would present imminent risks to the health or safety of attendees.**

MOTION: Commissioner Phillips-Sved to adopt the resolution / SECOND: Commissioner Cole. Motion approved.

2. **Approval of the December 6, 2021 Program, Operations, and Planning Committee Meeting Agenda:**

MOTION: Commissioner Phillips-Sved / SECOND: Commissioner Cole. Motion approved.

3. **Approval of the October 4, 2021 Program, Operations, and Planning Committee Meeting Minutes:**

MOTION: Commissioner Magee / SECOND: Commissioner Cole. Motion approved.

4. **Program/Systems Updates:**

- **Infant and Early Childhood Mental Health (IECMH) Summary**

Deputy Director, Michelle Blakely, shared that the report summary was included the POP packet and in the October 24th Commission Packet. Blakely shared that the First 5 Center for Children's Policy and The Children's Partnership released this report analysis focusing on early childhood mental health on a state level. They surveyed counties' community-based programs (not in the clinical settings and home visiting programs) who are providing services to infants, toddlers, and preschoolers. The report recommends funding and advocacy opportunities. There is a \$4.4 billion allocated in the CA state budget to fund Youth & Behavioral Health Initiatives, and they are determining the support and resources needed for community-based services to address children's mental health needs. This is one example of a funding opportunity.

Discussion ensued.

- **Home Visiting Initiative Update**

Hamai Consulting is finalizing the F5CA-F5SMC Home Visiting Landscape Survey (Phase 1). Over 12 HV agencies and 45+ parents and direct line home visitors have participated in focus groups and key stake holder interviews. A focus group for Farsi

speaking parents was requested and held in San Bruno. A presentation on the landscape survey will be presented at the January 2022 Commission meeting.

5. Grantee Leads and Subs Contractor Agencies

Michelle Blakely shared that the staff is working with Deputy County Counsel Monali Sheth in reviewing processes and language in the F5SMC agreement template applicable to grantee lead agencies and subcontractors' agreements. The focus is on any specificity needed in material changes to scopes of work, budgets, for sub-contacting agencies. Updates will be provided.

6. F5SMC Staff Updates:

- **Race and Equity**

The staff is continuing to work with Adene and Johnny of With/In Collaborative and TRISI Consultant, Ken Epstein of T2/East Bay Agency For Children (EBAC). Kitty and Michelle are also part of County's Race & Equity Subcommittees to develop tools on race and equity and communication strategies.

- **Trauma Informed Resiliency Systems Initiative (TRISI)**

TRISI Co-hort meetings are ending in January 2022 and have had great participation from six agencies. The TRISI Core Team will be gathering feedback from participants as part of the evaluation of the pilot and design of any future co-horts. There will be a presentation in the January Commission Meeting from Hamai Consulting and T2/EBAC.

The meeting adjourned 5:02 pm.

Date: February 7, 2022
To: Programs, Operations and Planning Committee
From: Kitty Lopez, Executive Director
Re: First 5 San Mateo County (F5SMC) Mini Parent Story Project Report:
Conversations with Families Raising Young Children in SMC during the
COVID-19 Pandemic

ACTION REQUESTED

No Action requested. Discussion on the Review Mini Parent Story Project Report:
Conversations with Families Raising Young Children in SMC during the COVID-19 pandemic.

BACKGROUND

In January 2020, First 5 San Mateo County partnered with the Silicon Valley Community Foundation to launch community conversations with families of young children in SMC. The intention was for families to speak candidly, to share their perspectives and experiences. Then, COVID-19 hit, and timelines and engagement processes were adjusted as needed over the course of 18 months. Silicon Valley Community Foundation provided a summary report of conversations and VIVA Social Impact has finalized videos and vignettes highlighting parent perspectives. See attachment 5A for Summary Report. Click the link for video vignette: <https://first5sanmateo.org/family-story-project/>

CONSIDERATIONS

Highlighting the perspectives of families with young children provides a foundational voice for advocacy and alignment in efforts and systems that support families with young children. One product of this project is to utilize a one-page advocacy document for communications and advocacy with partners, stakeholders and legislators.

ACTION REQUESTED

No Action requested. Discussion on the Review Mini Parent Story Project Report:
Conversations with Families Raising Young Children in SMC during the COVID-19 pandemic.



INTERNAL

Family Story Project – Conversations with Families Raising Young Children In San Mateo County During COVID-19

Family voices are critical to dismantling systemic inequities in children’s healthy development, to inform policy makers, and to influence decisions around the types of investments families need to thrive. With the belief that those closest to the challenges also need to be closest to the solutions, First5 San Mateo County started the Family Story Project – an opportunity to engage in dialogue and conversations with working families who are raising young children in under-resourced communities.

In January 2020, First5 San Mateo County partnered with the Silicon Valley Community Foundation to launch these community conversations with families. The idea was for families to speak candidly, to share their perspectives and experiences. Then, COVID-19 hit.

The pandemic forced a new way of life upon all of us, and highlighted the extreme disparities in wealth, and access to resources working families face daily. It underlined the difference between the insured and the uninsured, the secure and the vulnerable.

Below are the experiences and perspectives from parents about the challenges and barriers faced during the pandemic, family and community strengths that helped them overcome obstacles and families’ hopes and dreams for their children.

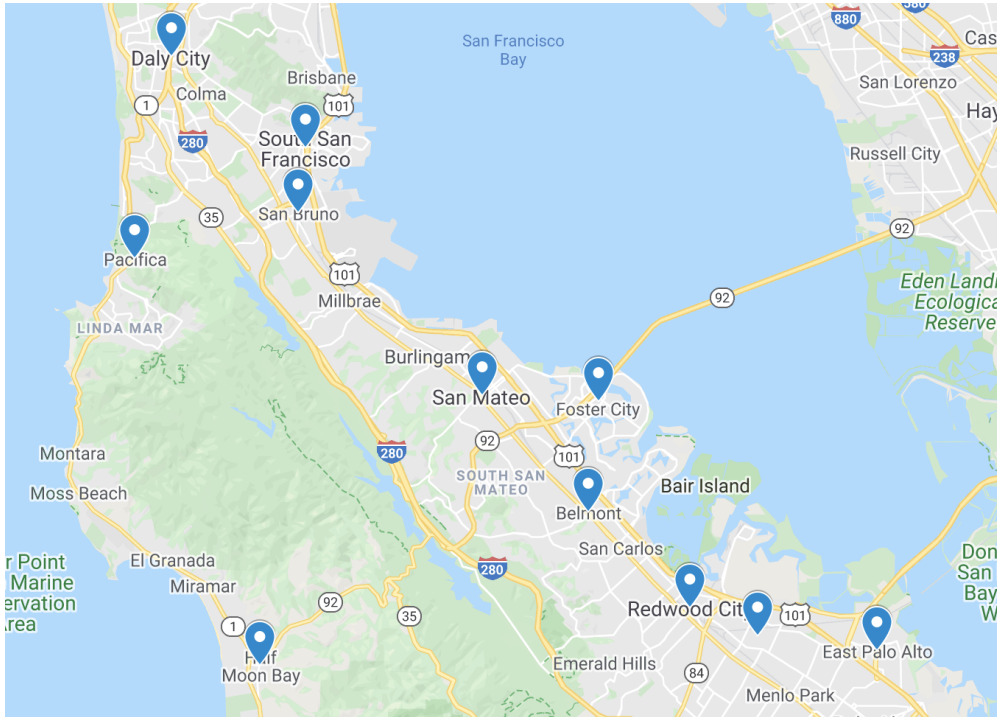
The report concludes with recommendations incorporating family’s perspectives and suggested strategies to support families.

STRUCTURE:

- Small group Zoom conversations with 6 parents/families moderated by Leticia Gonzalez in English and Spanish.
- In depth Zoom conversations with two parents at a time, moderated by Leticia Gonzalez and Elliot Margolis in English and Spanish.
- 1.5 hours conversations

GEOGRAPHIC & DEMOGRAPHIC SCOPE¹

The project included 10 community conversations conducted remotely in Zoom, in English and Spanish with 40 parents. Families were racially diverse and lived in: East Palo Alto, North Fair Oaks, Redwood City, Foster City, San Mateo, Daly City, Belmont, South San Francisco, Pacifica, San Bruno and Half Moon Bay. It included families raising children with special needs, single mothers, monolingual Spanish, undocumented, mixed status families (parents are undocumented, children were born in the USA), and at least three families recently experienced homelessness.



City	Hispanic or Latino	Asian	White	Black
Daly City	24%	57%	21%	
South San Francisco	33.9%	40%	34%	
San Bruno	26.8%	30.8%	32.8%	
Pacifica	18.7%	25.6%	69.9%	
San Mateo	24%	33.3%	54.1%	
Foster City	8.4%	51.4%	36.9%	
Belmont	12.1%	31.5%	67.2%	
Half Moon Bay	28%	5%	80%	
Redwood City	30.1%	18.7%	63.8%	
North Fair Oaks	N/A	N/A	N/A	
East Palo Alto	66.1%		38%	14.2%

¹ Demographic data pulled from the 2017 Demographic and Housing Estimates found on the <https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>. Numbers listed are the largest racial and ethnic groups by percentage in each city identified.

CHALLENGES AND BARRIERS

Undocumented Families

Undocumented families felt isolated and were not eligible to apply for governmental resources to support their families during the COVID-19 crisis. They struggled to meet their basic needs for food and are housing insecure. These families spoke of fear of their immigration status coming under scrutiny while providing information to nonprofit organizations requesting a lot of eligibility documentation. Some felt intimidated by the requirements and preferred not to apply.

- *Single mom of four, ages: 4, 8, 10 and 12: I had to stop working because I didn't have a place to take the children. School closing meant I had to quit my job; I couldn't earn money. My mother also works and couldn't help me. During the first months of the pandemic, we were living on the streets until June, July when we finally got a place to live. My children had trouble with school before COVID, hyperactivity and challenges concentrating. Now with the pandemic it is a lot worse and they have developed addiction to screens and YouTube. I found a school in San Francisco (we live in Daly City) that tested my five-year-old and allow me to send him to a small class because he is so behind. He can't talk at 4 and is hyperactive. I looked for help in different places, but we are undocumented, and most places asked for social security for a lot of things. StarVista is the only place that helped us a lot through my son's school (my 4-year-old).*
- *If you have a child that was born here, you qualify for food stamps and medical. I applied and it was a big help.*
- *All my children are Mexican so I could not apply for any of that. A program called Migrante helped me to find resources for my 4-year-old (diapers, books and games and support to play with him) I found them in the school district in SSF, also the Diaper Club.*

Families Experiencing Financial Insecurity– Low wage jobs paired with high cost of housing

Families are forced into shared housing situations to share the high cost of living. Larger households experienced higher levels of stress and risk of contracting the virus. These households could not socially distance, adults had to continue to work to generate some income, coming and going to various jobs, and risking the elders and those with pre-existing health conditions.

- *I had no work. I went from 40 Hours to nothing a week for a single mom. I was not sure if I was going to lose my housing with being behind in all the bills and expenses. Without Head Start opening I could not have gone back to work. That saved my life.*
- *Some of the support was difficult to navigate too. If you received unemployment your food stamps got cut. So as a family we had to decide which was more important unemployment cash or food stamps or rental assistance and possibly lose something else. WIC was great, stayed online and it continued. They did a great job and replied quickly.*
- *If you found a new job, you had to cross your fingers your child would not get a runny nose, or he would have to stay home for 2 weeks and you couldn't work so you would lose your new job.*
- *I lost my job because of the shelter in place (furlough), I lost not only my job but my benefits, health insurance and dental insurance, which was very stressful in the middle of a pandemic. I*

applied to get EDD until it got discontinued. I tried to apply for Medical but because I was getting EDD I was not eligible, and I was told I needed private insurance on my own. That was overwhelming, I was a student before COVID and my semester fees were due, I had rent money I had to come up with, car payments and credit card debt. What saved us was that my partner was able to get us in his insurance. I waited until EDD got cut and then went back to apply for Medi-Cal. I was also able to put my son on EBT.

- It was very hard for me because I was pregnant and all the uncertainty was a heavy load, then my 3-year-old was in speech therapy and all that was a mess, and he could not do it the same way on a screen. I also lost my job, so finances were tight and stressful. Luckily, I got a call from Peninsula Day Care (I had been calling since my older daughter was 2 years old! It had been at least a year) and they gave me a spot, that helped me to find work.*
- My family moved in with my parents for them to help me pay my bills and to help me with my son. They both work in the restaurant industry and both lost their jobs at the same time and struggle to make the mortgage payments. It was scary, then they started to work a few days a week. It is hard to explain what is happening to my son, that we do not have any money and I cannot buy him ice cream or anything else we would buy him before. He had a birthday, and I was very happy my siblings helped and came to see us with food and a pinata, so he had a birthday. Everyone chipped in.*
- Taxi drivers had no work from one day to the next. Zero income. We managed with my part time and navigating the EDD craziness. In this area you cannot not work. EDD alone is not enough for the monthly expenses and if you work, it must be so little that it still doesn't help. If you increase your hours too much you lose your EDD. We are stuck. This are the struggles we are facing now, figuring out how to make it work while we cannot work as we used to. They do not consider the high cost of rent and that you must work to cover it. There were no jobs during covid. We want to work; I am not complaining about that. You cannot make it on one salary that is less than 40 hours a week.*
- The hotel industry shut down all employees got furlough and had no income from one day to the next. Also lost our health insurance and benefits.*
- There were other organizations helping with diapers and food. I found one on Facebook called Hearts of Solidarity for mothers to share resources locally. That was great. They organize food drives and toy drives and things like that for free. No cash assistance but stuff you need for free. I learned about it because I was homeless for a while and stayed in the San Mateo Homeless shelter and from there, I learned about Loving you Back to Life which now is Hearts of Solidarity.*
- We live in a two bedroom and our daughter is 7. We are struggling financially and wonder if we should rent her room. She needs her privacy thought, we don't want to rent it, but we may have to rent it.*
- I was waiting for a below market rate apartment for 5 years. They called me and because I had lost my job, I had to turn it down a couple of times. I lost my job because I lost my car first. I couldn't get to work, I worked at Nordstrom and my work moved me to Hillsdale and I live in Daly City and I just couldn't get there.*
- We live with my sister and we have 6 small children at home. It is very chaotic; we have a lot of boys with a lot of energy and no place to go.*
- My husband lost his job for a party rental place, he found a job in Sacramento and travels back and forth every day. He is also looking for work in East Palo Alto where we live.*

- *The pandemic didn't get us all the same, we are more exposed, we must be on the streets every day and others can just work from home and life continued as usual. We have to leave our children; we can't work and take care of them at the same time like it is for other families.*
- *Small biz owners had to stop all work and put all business plans on hold, only being able to work a few hours and having to spend a lot of time looking after the children.*
- *Some of the support was difficult to navigate too. If you received unemployment your food stamps got cut. So as a family we had to decide which was more important unemployment cash or food stamps or rental assistance and possibly lose something else. WIC was great, stayed online and it continued. They did a great job and replied quickly.*

Language Barriers

Monolingual Spanish speaking families struggle to find reliable and trustworthy sources of information, and as a result relied on word of mouth from friends, family and neighbors, information that was not always reliable. These families reported struggling to connect to opportunities, resources and services that may be available to them.

- *If you are looking for a job, don't have school, don't know English or how to use a computer, you just don't qualify. It has been a challenge finding work. Having all the children at home was very hard. Thank God I took all those parenting classes that helped me to lose my fear of asking for help and gave me different tools. Thank God I had decided for my child to stay in Head Start for one more year. When they open, I found a couple of houses to clean. That was a blessing, I cannot afford a babysitter and I have a place I trust to leave him, safe and happy.*
- *If you speak Spanish, you feel sometimes embarrassed to go ask for help for fear of being judged and treated without respect. Just because you do not speak English some people think you don't know anything, and you are not worthy, and they can just be disrespectful and judge you.*
- *I understand English but never feel comfortable speaking it and prefer to ask for help in Spanish. I recently was at the school asking for help with a computer for remote learning. The woman in front of me spoke only Spanish and wasn't understanding what the person helping her was saying to a co-worker in English. He was making fun of her, saying he was just going to change the computer and she would leave happily. I was upset at how disrespectful that was. He is there to help, why does he think is ok to make fun of this mom just because she doesn't speak English?*
- *If you get a Latin person, you may get the same service, if not, you may not. You may have to wait until after the white person gets service, even if they arrived after you.*

Parenting Challenges

- *Parents being diagnosed with COVID had to send their kids away with family members and were not able to see them from one day to the next. This caused separation anxiety for the little ones that is long lasting. I just buried a very close friend who died from COVID. I am not going anywhere. I need to protect my daughter. She has asthma, and it is very scary. I am thankful for distance learning. I would not be comfortable sending her in person.*
- *We live very close to my daughter's school. We could not take her out anywhere because she would see the school and would start to cry about not being able to go. The school reopened*

and we sent her in person. Now we are gaining work hours and things seem to be getting better somehow.

- My kids hate school now and homework. Is all disconnected from friends and fun of playing.*
- It took my 3-year-old took six months to stay in school (crying 15 minutes every day) and now she is afraid of leaving the house because of the Virus. I am not sure how we are going to handle it when we have to go back.*
- Multitasking and balancing school and work was very challenging (mother of a 5-year-old and a 2-year-old in Head Start)*
- I see my son (3-year-old) being more aggressive and having lots of tantrums. Being stuck at home with limited physical activity and lots of screen time is not good. As soon as he started to go to school, he changed and is happier. He needs other children, and he needs interaction and play.*
- My Kids were mostly at home for 4 months – isolated and with lack of physical activity. I am not sure how he will do transitioning to Kinder. I had signed him up for the Big Lift Summer, but it was canceled for Kindergarteners, that was very disappointing.*
- Even for me, I'm not stressed as before now that she goes in person. I know she's in a good place right now and she's having fun while I am in my work. So that's helpful.*
- It was stressful knowing they were in school one week and at home the next. I had to continue working.*
- Managing 4 children at home (a child just entering middle school, a child just entering Kindergarten, a preschooler in Head Start and a baby). I have lost myself for a little bit because I am so stressed out. They have not done well with remote learning. It has been very intense and difficult on me.*
- I was working part time as an accountant and the businesses I worked for closed because of shelter in place so the hours went down for me. I am looking after three children under the age of 5. Shelter in place was very difficult as I could not work looking after the kids. I do not have the patience nor know how to help them with school. I am not a teacher. That is not what I chose to do. My plans for my business were put on hold and my plans for us as a family to be stronger and better off also were put on hold.*
- Children are falling behind; my child was doing well and was advancing, and I am afraid that is not going to continue. He cannot advance the same at home.*
- Keeping the children engaged and learning is very challenging when you have to work to pay the bills. For children with a lot of energy that is a big problem, and I am afraid my daughter will fall behind.*
- We didn't have two computers at home to use. I would have to choose between me attending my college classes and my son seeing his teacher/classmates. That is why I decided to send him in person as soon as the option was available.*
- My own desire to get my kids into an excellent program was there, and I was sad that I didn't have the money to be able to do that. And if I can be a part of the movement to provide early childhood education for every child, no matter their circumstance and their ability to pay, or whether they're rich, it doesn't matter.*

High Levels of Stress

Some parents exhibited signs of depression and could not even reach out for help. The situation felt too overwhelming, and the bad news were abundant. Parents mentioned therapy to cope and were thankful to have it available. For some it took 9 months to get a therapist, even with “good” insurance and in the middle specific crisis with teenagers. Some would have liked therapy and had no access, and some were too overwhelmed to reach out for help.

- *Depression/Anxiety and Feelings of being overwhelmed were expressed by all the parents that participated in the conversations.*
- *Feelings of being lost and of not being able to accomplish much -overpowering sense of hopelessness.*
- *Being away from family members was really hard emotionally for the adults and the children.*
- *Remote learning helped my daughter, twice a week she would get excited to see her friends and teacher and to show her toys etc.*
- *At least we have a backyard, and she gets to run outside and ride her scooter. I am the caretaker for my mother, and I had to make sure we were not seeing anyone or leaving the house.*
- *Having no activities or sports (swimming, martial arts, and sports) was challenging for children who looked forward to friends and physical activity. Parents had to manage all that energy at home.*
- *Families with older children were under a lot of stress and most teenagers went through depression and experienced challenges with remote learning.*

FAMILY AND COMMUNITY STRENGTHS

Resiliency

Families coped emotionally and otherwise with support from relatives, friends and family and neighbors. Some found new talents (baking, sewing, flower arrangements, learning to cook different foods from around the world for fun, trips to the ocean, hikes, and walks.

- *What motivates me and gives me happiness is having a job because I have seen lots of families who didn't have a job and it's hard. My sister doesn't have a job, but I do and because of that, I was able to share this Christmas with her. Imagine those who didn't have Christmas, that is sad.*
- *We must keep going. If I am fine, my family is going to be fine also. Seeing each child unique ideas and personality.*
- *I want to be involved with my child, I want to give her a happy childhood, I didn't have that I want to do better for her.*
- *Watching them grow is very special.*
- *Growing and learning with my kids gives me hope. They make me a better person and inspire me to do more and to be better.*
- *My happiness is to see my children smiling. It is exciting to know we haven't gotten sick and that we are alive. They are my strength and my happiness to keep going.*

- *Well, I am alive. I am doing better. I know God won't leave me. I am having this personal battle, but day to day I can wake up next to my children and my husband, and that is what makes me most happy, that I am alive with the people I love.*
- *Taking on 2 or 3 jobs and being exhausted all the time and not having any time to be with the children was hard. My husband now has had time and has gotten some rest he desperately needed and now knows he too, can look after the children when I need help with my business.*
- *Being forced to spend more time with my family has strengthened our bond. I like that saying, "Everything works out at the end, if it hasn't worked out, it isn't the end".*
- *I have gotten involved with my children's preschool, becoming a parent ambassador and participating in Father's café which is great.*
- *Having an opportunity to talk about the fears, the stress and all that has happened has been helpful to keep things in perspective.*
- *But the good thing that happened with the COVID, at least it's just like a family bonding. It's just like we're all together. Before, we were all busy working. Only on our day off we can do bonding most of the time with our kids. But now at least we can look at them every minute.*
- *No matter what happens, I know I have to keep going and figure out what I need to do to provide for my children.*

Helpful Community Supports

Parents had ideas about helpful programs and indicated a desired for greater access.

- *A learning center where we could bring the kids in the afternoon and get help with homework and support with their academics, that would be great.*
- *School districts to provide tutors and academic support for the children falling behind.*
- *Summer schools and afterschool programs that help with homework so when the kids get home they can rest and have dinner and go to bed earlier.*
- *Flexibility with the pick-up times for afterschool would be great. The Boys and Girls club requires the children to stay until 6 pm but they refuse to provide homework support. The kids must do their work after they get home tired from a full day.*
- *Programs that provide activities for children/families on weekends.*
- *Weekend opportunities for parents to connect with schools. We do not have flexibility at work and cannot miss work to do activities in school. That is a luxury I don't have.*
- *Access to library programs on weekends, outdoors for families and their children as well as internet. A lot of people cannot afford internet, or a printer and kids need access for homework and school. Parents need internet access for jobs, applications.*
- *Access to tutors would be great, we are not equipped to teach our children as they get older.*
- *Guidance for parents on how to help their children at home would be great. Some parents are scared to send kids to school. Options for remote learning in Kindergarten so that if the virus is still around in August, my child can stay home and still learn.*
- *Access to programs for children in speech therapy that can support parents. Activities for families to do with their children, games, or other ways to work with them. Speech therapy afterschool, in the same location.*

- *Affordable and quality preschools. I cannot afford a private preschool, but I want my child to have all the great kids in more wealthy families have. Education is very important; it should be for all kids.*
- *I would like the resources to ask for paperwork but not so many. Most have too many requirements and difficult/long applications to get support. You have to fill out so much paperwork and have to go back, over and over, spending time, energy and gas to get support. It is too much for small things. People fear that so much information is dangerous because it could be passed along to other institutions, to the government and immigration officers.*
- *I would like to see more services/front desk people and staff that can speak Spanish. I cannot express myself in English and that stops me from asking for help. I feel I get treated like I am dumb if I don't speak English. I also see front line staff treating Spanish speakers badly, without respect as people. They treat us worse than they would treat a white person that arrives to request a service. I have seen it and heard/understood their disrespectful comments in English in front of the person that only speaks Spanish.*
- *I would also like to see qualified translators. Sometimes you get a translator that says what they want to say and not what you are saying.*
- *More training to avoid discrimination and to treat all with respect is needed. To help us Latinos that only speak Spanish and for other cultures that do not speak English.*
- *Head Start did do a summer program for just the kids who were transitioning into kindergarten. So I did find that helpful, and that was through Head Start. I had signed up for a program, The Big Lift. And my son should have gone to The Big Lift program this summer, but they canceled it for kindergarteners. It was so disappointing.*

HOPES AND DREAMS

- It's just fun to see their personalities, and watch them grow.
- My childhood, it was very rough when I was a child and I just want to see how my kids grow to be better than that.
- What I love about being a mom is just growing with my kids, being the main guidance for my kids to grow into respectful and adventurous human beings. They're the reason why I became a better person and why I continue to do things for the community.
- So many things. For them to continue studying, to become independent when they grow, to cheer life, to have a positive mind.
- I want them to know who they are. I want them to respect and love themselves. I want them to be treated with respect. I want them to have the ability to make a mistake and to have to face the consequences of it in a healthy manner, so that they can learn from their mistakes.
- At the end of the day, I just want them to feel healthy, to feel happy, to feel loved, but most importantly, I want them to love themselves and respect themselves because that's one thing that I didn't do
- I definitely want my children to be happy 10 years from now. And being happy doesn't necessarily mean having everything they want, it means being loved and knowing that both of their parents support them 100 percent in whatever it is that they want or choose to be,

without having pressure, no limitations. Because love is unconditional. As a parent, you have to just be there.

- I want them to be safe and to grow healthy and study.
- We can listen to them. It feels good because sometimes we are so busy with our jobs or duties that we do not have time to listen to our children.
- I want her to be kind, I want her to be smart, confident, to have friends, to be smart and wise.
- I want to be present, to help her with her schoolwork, to make sure that she stays on top of it. I didn't have that. My parents didn't speak the language, so it was just me and my sister figuring things out. So, it will be different for her.

RECOMMENDATIONS

These conversations with families were candid and open ended intentionally. The idea was to hold space for families to talk about what they felt was important to share about the challenges they face and the potential solutions to those challenges. Families were grateful for the opportunity to provide their perspective and to share their experience navigating the day-to-day challenges of raising children on a low-income budget. On the one hand, they told stories about navigating daily stressors providing basic needs for their families – access to health care, quality childcare and preschool education for their children, food, and shelter. On the other hand, they told stories of entrepreneurial aspirations, resourcefulness and informal support systems from friends and family. For most, providing a better future and access to a better education for their children, was the engine that keeps them going.

Within this group of families, there were disparities accessing reliable sources of information, services, and resources as well as level of trust in governmental institutions and community organizations between first-generation English-speaking families, monolingual immigrant families and monolingual Spanish speaking families. The latter group expressed feeling isolated and experience higher levels of stress and financial instability impacting the adults and the children.

The families we talked to welcomed every opportunity they got to do better, to work harder, to learn and grow for themselves and their children. Their stories reflected their sense of community, expressing a desire to lift their families and their communities up. They contribute so much despite all the hurdles they must navigate. Imagine how much more they would be able to contribute if some of the barriers they face could be removed.

Below are recommendations that would start to level the playing field for working families raising children under the age of five in San Mateo County:

1. Increase level of investment to align support systems available to families:

- Invest in aligning systems providing safety net options for working families. Including: streamlining processes and applications and consolidating requirements and documentation. These systems often include multiple steps, long applications written in

technical language hard to understand and excessively burdensome eligibility requirements and documentation families need to provide.

- Invest in community navigator staff housed in trusted community-based organizations embedded in low-income zip codes of the county. Families often rely on informal support systems provided by staff at community clinics, community centers, preschool centers, and school-based social workers to navigate access information and referrals to resources and services for families.
- Practice trust based grantmaking providing multi-year, full cost grants to support the general operation of small nonprofit organizations embedded in low-income zip codes of the county, who are providing family centered solutions to the most pressing challenges.
- Invest in organizations embedded in communities of color that are trusted partners for families and engage them in the design of the solutions to the challenge's families face.
- Evaluate grant making process and identify ways to streamline the implementation and reporting requirements.
- Invest in designing family centered ways to capture family voices on a ongoing to inform policy makers and decisions about the types of investments different communities need.
- Fund afterschool and summer programs with enrichment activities for young children.

2. Advocacy

- *Support organizations working with undocumented families and increase access to services and resources.*
- *Advocate for affordable and high-quality early care and learning experiences for all children.*
- *Build bridges between preschools/schools and community organizations supporting the needs of the adults. Healthy adults translate into healthy children.*
- *Advocate for public transportation improvements and subsidies for working families.*
- *Offer responsive, flexible, and non-traditional hours to meet the needs of working families.*
- *Increase public and private partnerships to advocate for ways to bridge access to resources and support gap undocumented families with children face.*

FUNDED BY F5 SAN MATEO COUNTY

Date: February 7, 2022
To: Programs, Operations and Planning Committee
From: Kitty Lopez, Executive Director
Re: First 5 San Mateo County (F5SMC) Equity Performance Measures Action Plan 2022

ACTION REQUESTED

No Action requested. Discussion of F5SMC Equity Performance Measures Action Plan 2022

BACKGROUND

County Manager Mike Callagy and Chief Equity Officer Shireen Malekafzali have requested each county department to identify and implement equity performance measures. Department action plans have been submitted and will be reviewed by county leadership with Board of Supervisors presentation within the next months(s).

F5SMC's Action Plan: Actions and Outcomes

1. Intentionally targeted investments and systems improvement efforts towards populations of children and families that may experience challenges related to inequitable access to resources, systemic oppression, or situations within their families that can compromise child development
2. Track the number of clients across race/ethnicity who receive F5SMC-funded services. (Disaggregated)
3. Track the zip code of clients served who are funded by F5SMC (Disaggregated)
4. Learn about the equity-related characteristics of funded organizations (Disaggregated)
5. Implement Racial Equity, Human Centered Design (101) and Trauma & Resiliency Coaching and Consultation for F5 Staff and Commissioners to support F5's work internally and externally.

CONSIDERATIONS

F5SMC's racial equity, trauma and healing centered organization work is iterative, evolving, and ongoing and intended to support our organizational culture & approaches and strategic plan implementation. See Attachment 6A: Strategic Plan 2020-2025 Executive Summary.

ACTION REQUESTED

No Action requested. Discussion of F5SMC Equity Performance Measures Action Plan 2022.



First 5 San Mateo County **Strategic Plan**

July 1, 2020 - June 30, 2025

EXECUTIVE SUMMARY



Vision

Success for every child.

Mission

First 5 San Mateo County promotes positive outcomes for young children and their families through strategic investments, community leadership, and effective partnerships.

Desired Outcomes

The First 5 San Mateo County Commission (F5SMC) adopted the following desired outcomes to guide its efforts during the 2020-2025 Strategic Plan:

1. San Mateo County will give priority to young children and their families
2. Communities provide a safe and healthy environment for young children
3. Children have access to high-quality early care and education settings
4. Families feel connected to and supported by their communities and able to nurture their children's health and development
5. Children have healthy attachments to their parents and caregivers
6. Children have access to and are utilizing appropriate health care services to meet their health and developmental needs





Prioritizing San Mateo County's Young Children

The First 5 San Mateo County Commission strives to create conditions that will allow all young children in San Mateo County to thrive.

To this end, the Commission serves three primary community roles: Strategic Financial Investor, Community Partner in aligned efforts, and as a Community Leader to advocate for the prioritization of young children and their families.

This combination of focused financial investments and systems-level work enables the Commission to maximize declining revenues and take advantage of expanding partnership opportunities to achieve positive outcomes for children, families, and the community.

Core Values & Guiding Principles

We believe that our work must:

- Support the whole child within the whole family
- Build connections between the many systems that serve young children and their parents and caregivers
- Embrace the importance of fathers and male role models in the healthy development of children
- Promote positive early development and focus on prevention and early intervention
- Include children of diverse abilities
- Respect and engage parents and families
- Honor cultural, ethnic, and linguistic diversity
- Appreciate strengths
- Enlarge community capacity

In our work on behalf of young children, we strive to:

- Create value
- Promote equity
- Foster excellence
- Demonstrate effectiveness
- Achieve sustainable change



Supporting a Community Approach

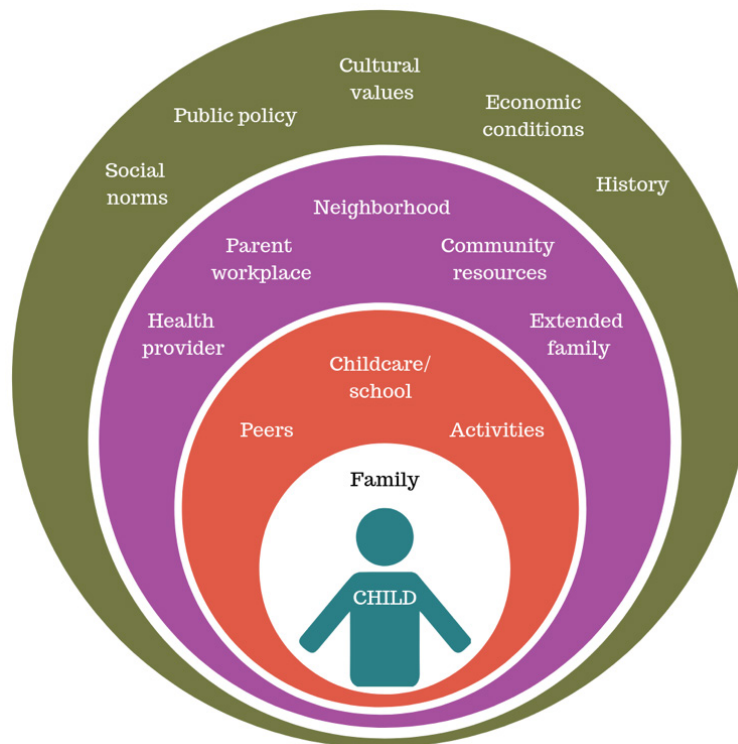
Prioritizing young children and those who care for them is especially important in light of the stark inequalities of opportunity in San Mateo County. Although it is one of the wealthiest regions of the nation, the cost of living here is high, making self-sufficiency a struggle for many families.

Lasting improvements to the well-being of San Mateo's youngest residents are possible when the community understands the importance of supporting young children and their families and works together to mobilize resources.

This effort requires common understanding, shared ownership, willingness to change, and commitment to opportunity for all children. First 5 San Mateo County supports a community-wide effort through:

1. Leadership on early childhood advocacy and policy development
2. Multidisciplinary community partnerships
3. Community education to increase understanding of the importance of the early years and build public will to invest in young children

Our approach to supporting children's success is aligned with Bronfenbrenner's Ecological Systems Theory, which was first published in 1979. This theory emphasizes environmental factors as central context to development. In this approach, the child is at the center of what can be visualized as concentric circles including other systems and influences, such as family, community, and public policy.



These factors influence the health, cognitive and social-emotional development, well-being, and long-term success of children and their caregivers. Each child's development and opportunity to thrive is thus shaped by the distribution of and access to resources and power. Understanding the complexity of achieving health and well-being, we strive to work broadly and proactively to create, support, and sustain the social, physical, and economic conditions for children's success.

Focus Area: Quality Care and Education

Early learning settings play a critical role in nurturing children’s social, emotional, and cognitive development. Supporting a continuum of high-quality early learning, beginning in infancy and with smooth transitions into toddler care, preschool, and elementary school, is a priority for the Commission.

STRATEGIES FOR INVESTMENT:

- 1 Support formal quality improvement in early learning settings
- 2 Expand access to early learning settings/environments for children with special needs

Focus Area: Healthy Children

Access to medical care for prevention, early detection, and treatment of physical, developmental, and mental health needs during the first five years is critical to children’s long-term well-being. Additionally, improving the conditions where children live, play, and go to school can help them thrive.

STRATEGIES FOR INVESTMENT:

- 1 Increase oral health access and utilization
- 2 Build early mental health systems and infrastructure improvements
- 3 Integrate systems for children with special needs and their families

Focus Area: Resilient Families

Children do well when cared for by supportive families, which, in turn, do better when they live in vibrant and supportive communities. Valuing today’s varied family structures, cultures, and languages is key to working effectively with parents. The more we create effective parent partnerships, the more stable foundations we create for lifelong learning and success.

STRATEGIES FOR INVESTMENT:

- 1 Provide intensive support for families with multiple risk factors
- 2 Promote parent connectivity and support networks
- 3 Build capacity and family engagement

History

Research shows that children’s brains develop more during the first five years than at any other time. What parents and caregivers do during these first years can make a profound difference in a child’s development and impacts the rest of a child’s life.

Based on this research, in 1998 California voters passed Proposition 10, the California Children and Families Act, which adds a 50-cent tax on all tobacco products to fund programs and improve systems to better the lives of children from the prenatal stage through age five. As a result, the First 5 San Mateo County Commission was established in 1999.

Since its inception, First 5 San Mateo County has invested more than \$120,000 million in local programs and has served over 63,000 children from birth through age five.

Each year, more than 8,000 parents and primary caregivers receive F5SMC services

First 5 San Mateo County has invested more than

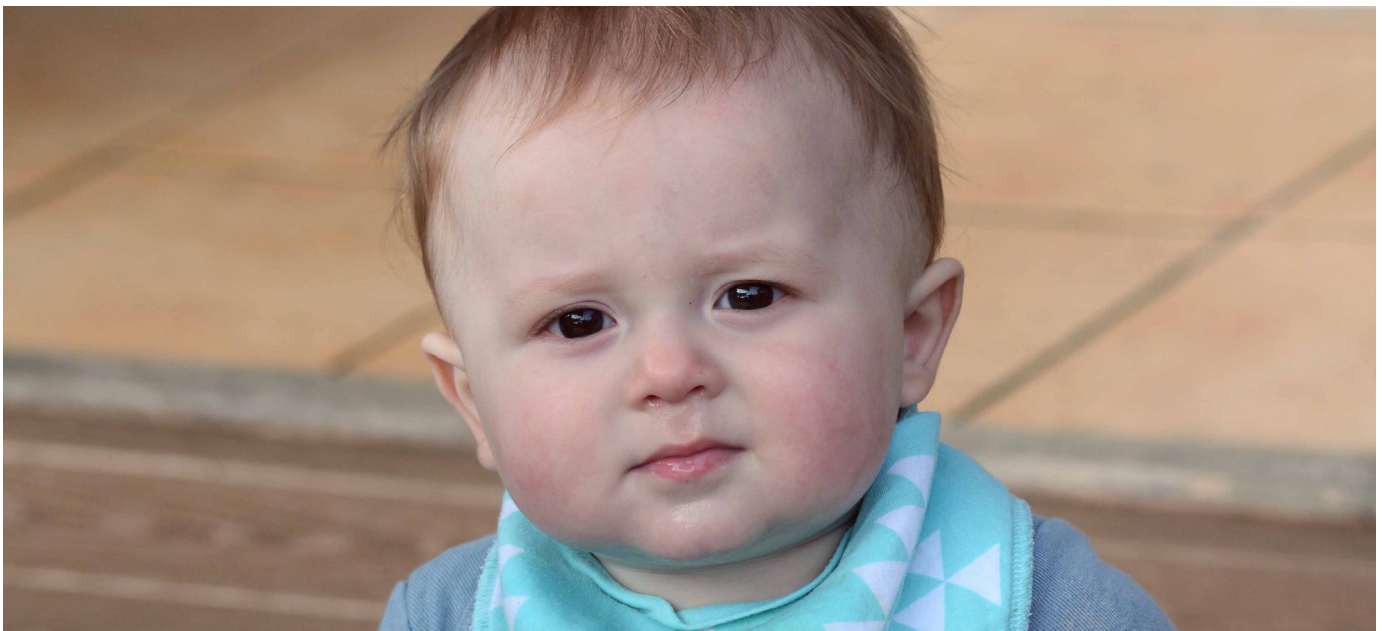
**\$120,000
million**

in local programs

Served over

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from birth
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Commissioners Who Adopted the Strategic Plan

Pam Frisella, Public Member, Commission Chair
Louise Rogers, Chief, San Mateo County Health, Commission Vice-Chair
Anne E. Campbell, County Superintendent of Schools
David J. Canepa, Board of Supervisors
Nicole Pollack, Director, San Mateo County Human Services Agency
Michael Garb, Public Member
Rosanne Foust, Public Member
Neel Patel, M.D., Public Member
Sandra Phillips-Sved, Public Member

2020 Current Commissioners

Louise Rogers, Chief, San Mateo County Health, Commission Chair
Sandra Phillips-Sved, Public Member, Commission Vice-Chair
Nancy Magee, County Superintendent of Schools
David J. Canepa, Board of Supervisors
Ken Cole, Director, San Mateo County Human Services Agency
Alexis Becerra, Public Member
Rosanne Foust, Public Member
Pam Frisella, Public Member
Neel Patel, M.D., Public Member

First 5 San Mateo County Staff

Kitty Lopez, Executive Director
Michelle Blakely, MA, Program and Planning Director
Khanh Chau, MBA, CPA, Fiscal Management Analyst
Myra Cruz, Administrative Secretary III
Jenifer Clark, Research and Evaluation Program Specialist
Karen Pisani, Family Support Program Specialist
Emily Roberts, MSW, MPH, Child Health and Development Program Specialist
Mai Le, MPH, Program Associate III
Mey Winata, Fiscal Office Specialist

The 2020-2025 First 5 San Mateo County Strategic Plan was adopted October 22, 2018.

First 5 San Mateo County
1700 S. El Camino Real, Suite 405
San Mateo, CA 94402
650.372.9500 www.first5sanmateo.org



Date: February 7, 2022
To: Program, Operations & Planning Committee (POP)
From: Kitty Lopez, Executive Director
Re: Programs & Systems Updates

- Upcoming Agenda Items for POP and Commission: Communications Services, Strategic Plan Implementation Plan FY 23-25; Grantee Presentations

ACTION REQUESTED

No Action. Brief updates on future POP and Commission Agenda Items

BACKGROUND

Program & Systems Updates and future agenda items provided as brief illustrations of the work in progress addressing the Commission's Strategic Plan 2020-2025 in the focus areas of: Quality Care and Education, Healthy Children, Resilient Families, and Policy, Advocacy and Communications.

Program and Systems Updates:

Communications Consultation Services

Staff are working on a Scope and Work and Budget Amendment for VIVA Social Impact our Communications Consultant for FY 22-23.

Strategic Plan Implementation FY 23-25

The Strategic Plan Implementation Plan (SPIP) and the Long-term Financial Plan (LTFP) FY 2020- 2025 is approved in two phases: Phase 1 June 1, 2020 thru June 30, 2023 and Phase 2 June 1, 2023 thru June 30, 2025. Current Grantee agreements sunset in June 2023. The Commission will need to approve the SPIP and LTFP for Phase 2 FY's 23-25. This past month, staff began discussions for timeline dates and deliverables for recommendations to sub-committees, strategic Plan a-hoc and Commission for FYs 2023-2025.

Grantee Presentations

Grantees and staff will continue to provide presentations to the Commission on projects and initiatives.

ACTION REQUESTED

No Action. Brief updates on future POP and Commission Agenda Items.