



Early Childhood Evaluation Advisory Subcommittee Meeting

March 20, 2023

3:30-4:30 p.m.

**1700 S. El Camino Real
Miller Ream Room, 1st Floor
San Mateo, CA 94402**

Participate via Zoom

Invite Link <https://smcgov.zoom.us/j/97577682498?pwd=OU96aFVQY3R1U1lyRE9hKzI0eXZFZz09>

Meeting ID: 975 7768 2498

Passcode: 455450

PLEASE NOTE: This meeting will be held in a hybrid format with both in-person and Zoom participation options for members of the public; Subcommittee members shall appear in person

This meeting of the Early Childhood Evaluation Advisory Subcommittee will be held at the address above in the Miller Ream Room on the first floor at 1700 S. El Camino Real, San Mateo, CA 94402 and by teleconference pursuant to California Assembly Bill 2449 and the Ralph M. Brown Act, CA Gov't Code. Section 54950, et seq. **Members of the Subcommittee are expected to attend the meeting in person.** For information on exceptions allowed by law please reach out to counsel for First 5, Jennifer Stalzer at jstalzer@smcgov.org. For information regarding how to participate in the meeting, either in person or remotely, please refer to the instructions at the end of the agenda.

Committee Members/F5SMC Commissioners: Louise Rogers (Chair), Noelia Corzo, Naveen Mahmood

Grantee Representatives: Heather Cleary, Peninsula Family Service; Carol Elliott, AbilityPath

EVALCORP Representatives: Kristen Donovan, Sally Lee, Devan Petersen, Marcella Hernandez-Wild

Staff: Kitty Lopez, Michelle Blakely, Jenifer Clark

Minutes: Jenifer Clark

AGENDA

	Item	Presenter
1.	Agenda Review & Announcements	Clark/All
2.	Approval of the Minutes of the January 9, 2023 Early Childhood Evaluation Advisory Committee (Attachment 2)	Rogers
3.	Discussion: Recent Evaluation Results <ul style="list-style-type: none"> Equity Indicators Project Key Informant Interview: Preliminary Findings (Attachment 3) Friday C.A.F.É. Evaluation: Participant Survey Results 	EVALCORP/ Clark
4.	Update: Other Research & Evaluation Activities	Clark

5.	Next Steps	Rogers/All
6.	Adjourn	Rogers
Next Meeting Date: <i>May 15, 2023</i>		

Public Participation:

The 3/20/2023 Early Childhood Evaluation Advisory Subcommittee meeting may be accessed through Zoom online at the Zoom link at the top of this agenda. The 3/20/2023 Early Childhood Evaluation Advisory Subcommittee meeting may also be accessed via telephone by dialing 1 669 900 6833 US. Enter the meeting ID: 975 7768 2498 then press #. (Find your local number: <https://smcgov.zoom.us/j/97577682498>). Members of the public can also attend this meeting physically in the Miller Ream Room.

*Written public comments may be emailed to jdclark@smcgov.org, and such written comments should indicate the specific agenda item on which you are commenting.

*Spoken public comments will be accepted during the meeting in person or remotely through Zoom at the option of the speaker. Public comments via Zoom will be taken first, followed by speakers in person.

***Please see instructions for written and spoken public comments at the end of this agenda.**

***Instructions for Public Comment During Hybrid Meetings**

During hybrid meetings of the Early Childhood Evaluation Advisory Subcommittee, members of the public may address the Members of the Subcommittee as follows:

***Written Comments:**

Written public comments may be emailed in advance of the meeting. Please read the following instructions carefully:

1. Your written comment should be emailed to jdclark@smcgov.org.
2. Your email should include the specific agenda item on which you are commenting, or note that your comment concerns an item that is not on the agenda or is on the consent agenda.
3. Members of the public are limited to one comment per agenda item.
4. The length of the emailed comment should be commensurate with the two minutes customarily allowed for verbal comments, which is approximately 250-300 words.
5. If your emailed comment is received by 5:00 p.m. on the day before the meeting, it will be provided to the Members of the Early Childhood Evaluation Advisory Subcommittee and made publicly available on the agenda website under the specific item to which your comment pertains. If emailed comments are received after 5:00p.m. on the day before the meeting, the Research & Evaluation Specialist will make every effort to either (i) provide such emailed comments to the Subcommittee and make such emails publicly available on the agenda website prior to the meeting, or (ii) read such emails during the meeting. Whether such emailed comments are forwarded and posted, or are read during the meeting, they will still be included in the administrative record.

***Spoken Comments**

In person Participation:

1. If you wish to speak to the Early Childhood Evaluation Advisory Subcommittee, please raise your hand during the Public Comment portion of the meeting (for items not on the agenda) or during the discussion of the agenda item you wish to comment on. If you have anything that you wish distributed to the Subcommittee and included in the official record, please hand it to the Research & Evaluation Specialists who will distribute the information to the Subcommittee members and staff.

Via Teleconference (Zoom):

1. The 3/20/2023 Early Childhood Evaluation Advisory Subcommittee meeting may be accessed through Zoom online at the links and telephone numbers listed above.
2. You may download the Zoom client or connect to the meeting using an internet browser. If using your browser, make sure you are using a current, up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. Certain functionality may be disabled in older browsers including Internet Explorer.
3. You will be asked to enter an email address and name. We request that you identify yourself by name as this will be visible online and will be used to notify you that it is your turn to speak.
4. When the Early Childhood Evaluation Subcommittee Chair calls for the item on which you wish to speak, click on "raise hand." Speakers will be notified shortly before they are called to speak.

***Additional Information:**

For any questions or concerns regarding Zoom, including troubleshooting, privacy, or security settings, please contact Zoom directly.

Public records that relate to any item on the open session agenda for a regular Early Childhood Evaluation Advisory Subcommittee 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 Early Childhood Evaluation Advisory Subcommittee.

FIRST 5 SAN MATEO COUNTY**Early Childhood Evaluation Advisory Subcommittee****Meeting Minutes**

January 9, 2023

Commissioners Present:	Louise Rogers, Naveen Mahmood
Grantee Representative Present:	Carol Elliott, AbilityPath
Grantee Representative Absent:	Heather Cleary
EVALCORP Representatives:	Kristen Donovan, Devan Petersen, Marcy Hernandez Wild
Staff:	Michelle Blakely, Jenifer Clark, Kitty Lopez

- 1. Resolution regarding meeting remotely due to the COVID-19 pandemic State of Emergency**
Louise Rogers brought up the question about whether the subcommittee meetings are required to meet in person once the COVID state of emergency is lifted by the State. For the Board of Supervisors, subcommittees are not covered by this particular Brown Act. For today we will continue this practice. F5SMC staff will check with our County Attorney regarding this question.
- 2. Agenda Review & Announcements**
The agenda was approved with no changes. Commissioner Mahmood was grateful to participate for the vaccination Town Hall sponsored by F5SMC, which she felt was a success.
- 3. Selection of Subcommittee Chair for Calendar Year 2023**
Louise graciously agreed to continue as Chair of the Subcommittee.
- 4. Approval of the minutes of the October 17, 2022 Early Childhood Evaluation Advisory Subcommittee**
Minutes were approved with no changes.
- 5. Discussion: Equity Indicators Project**
The group reviewed the revised Key Informant Interview (KII) Protocol and the proposed Staff and Board Member Survey for the Equity Indicators Project. The KII will be conducted with executive leaders at our funded partner organizations. There was robust discussion of the desired outcomes of Equity Indicators Project and the role each of these data collection modalities can play in achieving those outcomes. Committee members felt that the KII should focus on collecting information pertaining to how funded partners think about and foster diversity, equity, inclusion, and belonging (DEIB) for the clients they serve and eliminate items pertaining to how these values are enacted in regard to staff within the organization. Members are sensitive to the resource and time constraints of our grantees, who have been operating under extremely stressful conditions due to the COVID pandemic for several years now. It is important that F5SMC is thoughtful about making additional asks of their time and focus data collection on efforts on areas where there are clear pathways to actionable insights. One member suggested that items about internally-facing DEIB efforts could be added to the Staff and Board survey rather than included in the key-informant interview. The survey is fairly brief,

and the addition of some targeted items may be supportable. Staff will update the protocols in line with committee recommendations.

6. Update: Other Research & Evaluation Activities:

Staff continue to conduct the Friday CAFÉ Evaluation, including data analysis of the Participant Survey. Friday CAFÉ Participant focus groups are also being planned and should be implemented during the next two months. The Trauma-Informed Organizational Assessment of our TRISI Project will be in the field this month, with an anticipated closing date in mid-February.

7. Next Steps

F5SMC and EVALCORP will revise the Key Informant Interview protocol for the Equity Indicators Project in line with today's feedback.

The next meeting of the Early Childhood Evaluation Advisory Committee is scheduled to be held on Monday, March 20th at 3:30 pm. This meeting is likely to be in-person, pending discussions with our County Attorney as detailed above.



Equity Indicators Project Key Informant Interviews Findings 2023

Prepared by

EVALCORP
Measuring What Matters®

Agenda



Methods

Findings

Recommendations from Agencies

Summary

Methods



Methods

Purpose

To inform First 5 San Mateo County's (F5SMC) ongoing efforts to assess current work and better support Diversity, Equity, Inclusion, and Belonging (DEIB) among F5SMC's funded programs.

Protocol

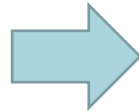
Interviews were completed which covered the following topics:

- Current DEIB practices
- How their agency supports children and families with diverse background and needs
- Ways to best support diverse children and families with diverse backgrounds and needs
- Recommendations for F5SMC to support funded partners

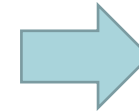
Each interview lasted approximately 45-60 minutes.

Participants

26 Agencies
Invited



24 Agencies
Participated



28 Executive -
Level Individuals
Participated

- **15 Agencies:**
Children/Family
Serving
- **2 Agencies:**
Children/Family
Provider Support
- **7 Agencies:**
Consultants

**Agency Tenure of
Individuals:**

- **6+ Years: 61%**
- **3-5 Years: 14%**
- **1-2 Years: 18%**
- **< 1 Year: 4%**

Coding and Analyses

Protocol Item Responses

The interview protocol included seven questions.

Consultants were asked six of the questions. The item “How does your organization help children and families from diverse background access services?” was not included, as they do not provide direct services to children and families.

Themes

Responses from each of the questions were coded qualitatively for themes.

The questions were open-ended, allowing for multiple themes to be coded for each question response.

Analysis

Themes were summarized for each agency who participated.

The total number and percent of themes are reported for each of the protocol questions.



Findings

Current DEIB Practices Incorporated by Funded Agencies (N=24)

DEIB Practice	%	Examples
Communication efforts (n=22)	92%	Translation; Inclusive outreach efforts
Leadership or advisory roles (n=21)	88%	Diversity in leadership; DEIB focus in leadership
Data collection and evaluation (n=21)	88%	Inclusive data collection; Data collection of demographics
Identification of community needs (n=20)	83%	Hear from communities at outreach events; Conduct needs formal assessments
Internal DEIB awareness efforts and training (n=20)	83%	Training for staff; Internal policies for DEIB
Resource allocation (n=19)	79%	Funding/resource allocation for DEIB efforts
Program planning (n=17)	71%	Culturally competent staff; Continuous quality improvement; Embed DEIB strategies

How Funded Partners Help Children & Families Access Services (N=17)*

DEIB Practice	%	Examples
Inclusive services (n=13)	76%	Services provided in a variety of languages; services for children with special needs; services for low-income families; responsive services for mental health needs; culturally competent services
Capacity building for agency staff (n=10)	59%	Training staff in cultural competency and DEIB practices
Connection to services (n=5)	29%	Warm hand offs and linkage to services for families
Community outreach (n=5)	29%	Assess community and client needs; gather community and client feedback
Childcare (n=3)	18%	Provides childcare subsidies, childcare centers

*Consultants (n=7) were not asked this question.

Challenges Children and Families Face When Accessing Services (N=24)

Challenges	%	Examples
System navigation (n=17)	71%	Lack of knowledge about available services; lack of warm hand offs; gaps in service linkages within the system
Lack of inclusive services (n=12)	50%	Lack of culturally competent services or providers; lack of services for different disability needs; bias in providers
Service/provider shortages (n=9)	38%	Long wait lists; lack of staff capacity
Stigma (n=9)	38%	Fear of being labeled; fear of authorities
Service delivery (n=7)	29%	Lack of flexibility in hours; lack of transportation to service locations; varying location of resources
Eligibility issues (n=6)	25%	Lack of insurance eligibility; high cost of services
Access to childcare (n=4)	17%	Issues with affordability, quality, and number of spaces

Future Efforts Agencies are Undertaking to Support Children and Families (N=24)

Support Needed	%	Examples
Expansion of services (n=9)	38%	Addressing service location gaps; providing services in schools; planning new services to meet current needs
Workforce development (n=6)	25%	Training in DEIB topics; hiring culturally competent staff
Community engagement (n=5)	21%	Sharing resources; hearing client and community feedback; raising awareness
Program planning (n=3)	13%	Partner collaboration; quality improvement
Identification of needs (n=2)	8%	Data collection to better understand community and client needs

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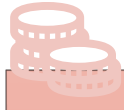
Recommendations from Agencies

Agency Suggestions for Ways F5SMC Can Provide Support (N=24)



Family Support: 38% (n=9)

- Connecting families to different resources, including transportation
- Raising awareness of available resources in the county
- Identifying families in need



Funding: 29% (n=7)

- Additional resources for provider staff and materials



Enhancing Systems Work: 25% (n=6)

- Connecting systems partners in comprehensive planning for children, especially for child health and cradle to career topics
- Providing sustainable DEIB action planning
- Support policy and advocacy for DEIB



Community Outreach: 21% (n=5)

- Translation and interpreters to support client languages
- Building additional relationships with community members

Agency Recommendations to Ensure Children and Families are Fully Supported (N=24)

Promote Community Engagement:

46% (n=11)

- Raising awareness of issues and resources; reducing stigma; parent education; incorporating parent voices

Promote Inclusive Services:

33% (n=8)

- Capacity building in staff; decision making through equity lens; services in different languages

Expand Services:

33% (n=8)

- Address service gaps (location, population specific); additional services to meet needs

Collaborate with Partners:

17% (n=4)

- Leverage resources; avoid duplication of efforts; data sharing

Provide Funding Support:

17% (n=4)

- Hiring staff; allocating funds for programs

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Summary of Findings

Summary

Summary of Findings

- **Top 3 DEIB Practices**
 - Communication Efforts
 - Leadership & Advisory Roles
 - Data & Evaluation
- **76%** of child & family serving organizations **provide inclusive services**
- **> 1/3** of funded partners are **expanding services**
- **Top Challenges:**
 - System Integration
 - Lack of Inclusive Services & Providers

Summary of Agency Recommendations

- **38%** of funded partners would like **assistance with supporting families**
 - Connections to Resources
 - Awareness of Resources
 - Identifying Families In Need
- **Nearly 50%** of funded partners recommend **engaging with the community**
- **1/3** of agencies **recommend both:**
 - Promoting inclusive services
 - Expanding those services