

San Mateo County First Five Commission

County of San Mateo Journeying Towards Equity and Belonging

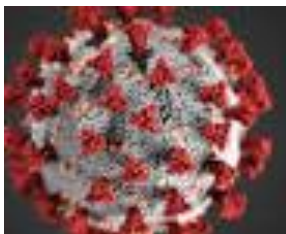
Shireen Malekafzali Taidi, Chief Equity Officer

July 22, 2024



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Countywide Journey: Pandemic as a Portal



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Defining Equity

Equity is the goal of ***just and fair inclusion*** into a society in which ***all can participate, prosper, and reach their full potential.***

- PolicyLink

To achieve equity, we must ***create the conditions*** that allow all to reach their full potential.

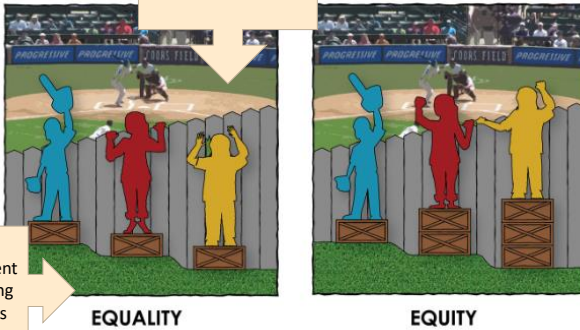
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Equity versus Equality



Different Needs = Different Resources

Different Barriers



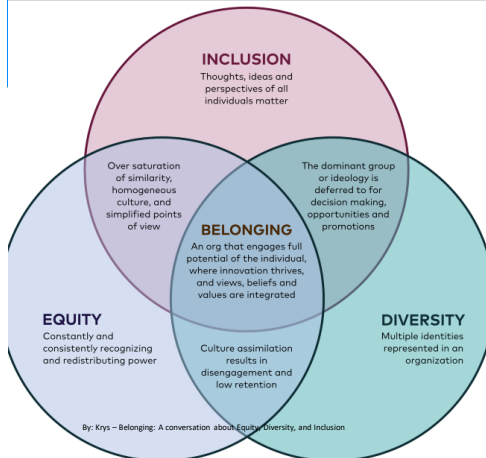
Different Starting Points

Journey to Justice: Remove barriers and level the playing field



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Diversity: a fact –people being different from one another.

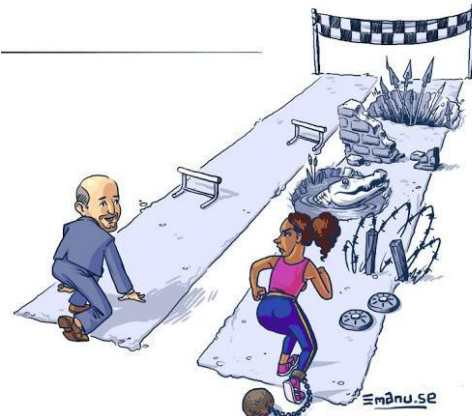


Equity: a goal—where everyone can reach their full potential.

Inclusion: a practice –to make space for people and ensure people are included

Belonging: a sense of authentic participation and power in the design or development - to not just be included in other people's spaces but to be a welcomed agent in the creation of the space with equitable distribution of power

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"What's the matter?
It's the same distance!"

CONTEXT MATTERS

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Barriers and Differentiated Beginnings: Root Causes of Inequities

Important to remind ourselves before we look at disparate outcomes because many often blame personal responsibility without a reminder of historic and recent inequities

Systems of Oppression & Discrimination

- White Supremacy
- Patriarchy
- Colonialism
- Transphobia
- Heterosexism
- Cisgenderism or Cisnormativity
- Ableism
- Ageism
- Nativism
- Anti-Blackness
- Classism
- Racism
- Sexism

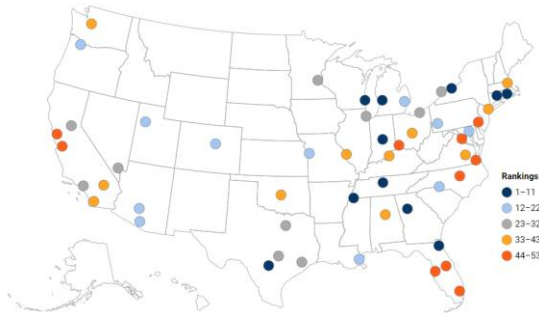
Policies & Practices

- Slavery
- Indigenous Genocide
- Racial property deed restrictions
- Home loan discrimination (redlining)
- Urban renewal
- Exclusion from the GI Bill Benefits
- Deindustrialization
- Housing discrimination
- Employment Discrimination
- School segregation
- Residential segregation
- Funding disparities
- Limited pipelines into leadership
- Incarceration inequities
- Implicit bias
- Loan discrimination
- Complaint-based systems
- Voter suppression
- Internment camps
- Discriminatory marriage rights
- Discriminatory tax laws
- Discriminatory immigration and citizenship laws
- Structural poverty
- Zero tolerance disciplinary policies
- Predatory lending

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Current Economic Reality

Overall Racial Inclusion Index
2009-2019



• Lack of shared prosperity

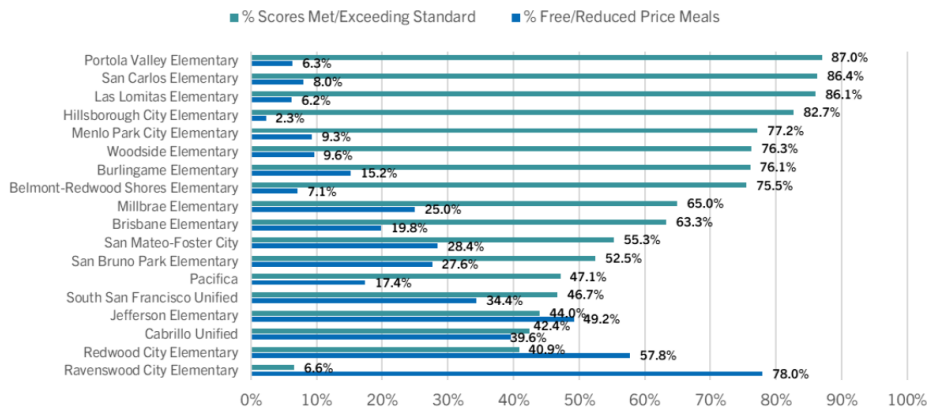
- 1st and 2nd most prosperous large metro area in the US
- 46th and 54th most racially inclusive large metro in the US (out of 56)

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3rd Grade Reading and Household Income are negatively correlated

Smarter Balanced Summative Assessments For ELA and Free/Reduced Price Meals by Districts (Third Graders)

San Mateo County, 2021-2022



Sources:
• California Department of Education, California Assessment of Student Performance and Progress, 2021-2022.

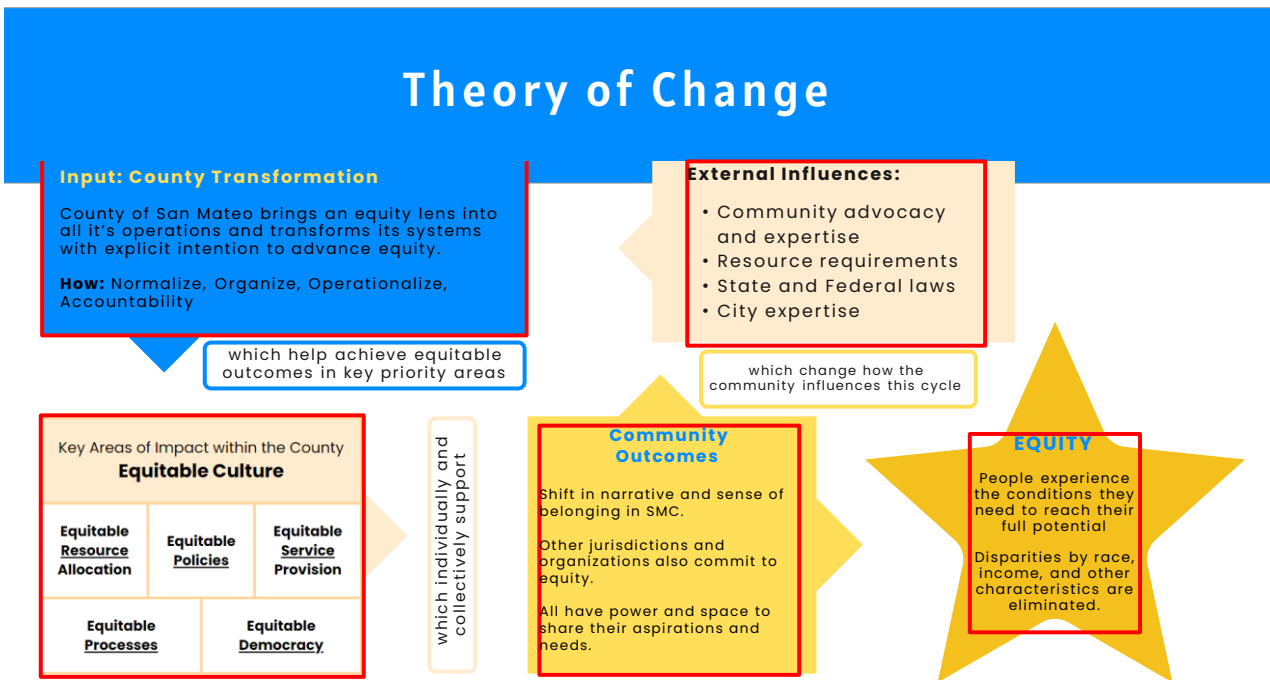
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San Mateo County is Diverse

- **63% People of Color**
- **Large Immigrant Community**
 - 35% foreign born
 - 57% of children have immigrant parents
- **HSA Clients:** over 50% of clients speak a primary language other than English
- **LGBTQ+:** Approximately 30,000 residents are LGBTQ+
- **People with disabilities:** 4.3% 65 and under; 29.3% of 65+
- **County social service clients:** 167,000 residents
- **Education:** 47.5% with less than Bachelor's degree

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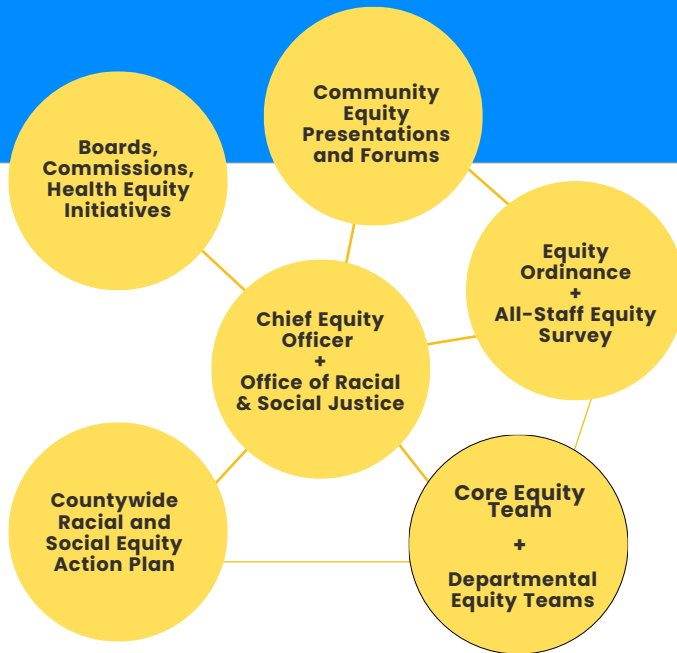


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Chief Equity Officer

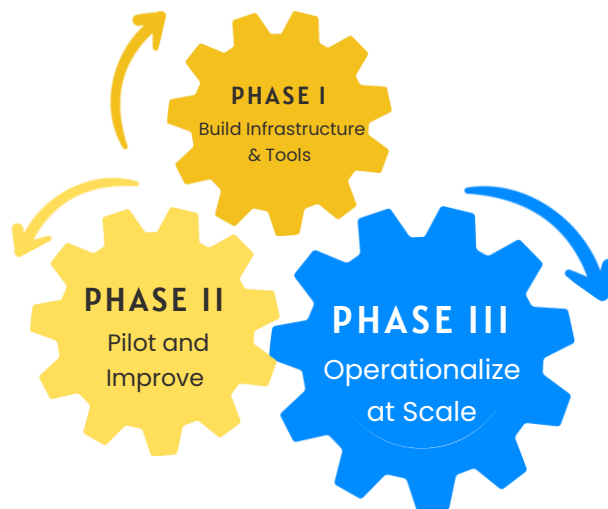
Purpose: Support and engage San Mateo County to build and drive more equitable and accountable systems, in order to produce more equitable outcomes for our communities.

Countywide Equity Infrastructure

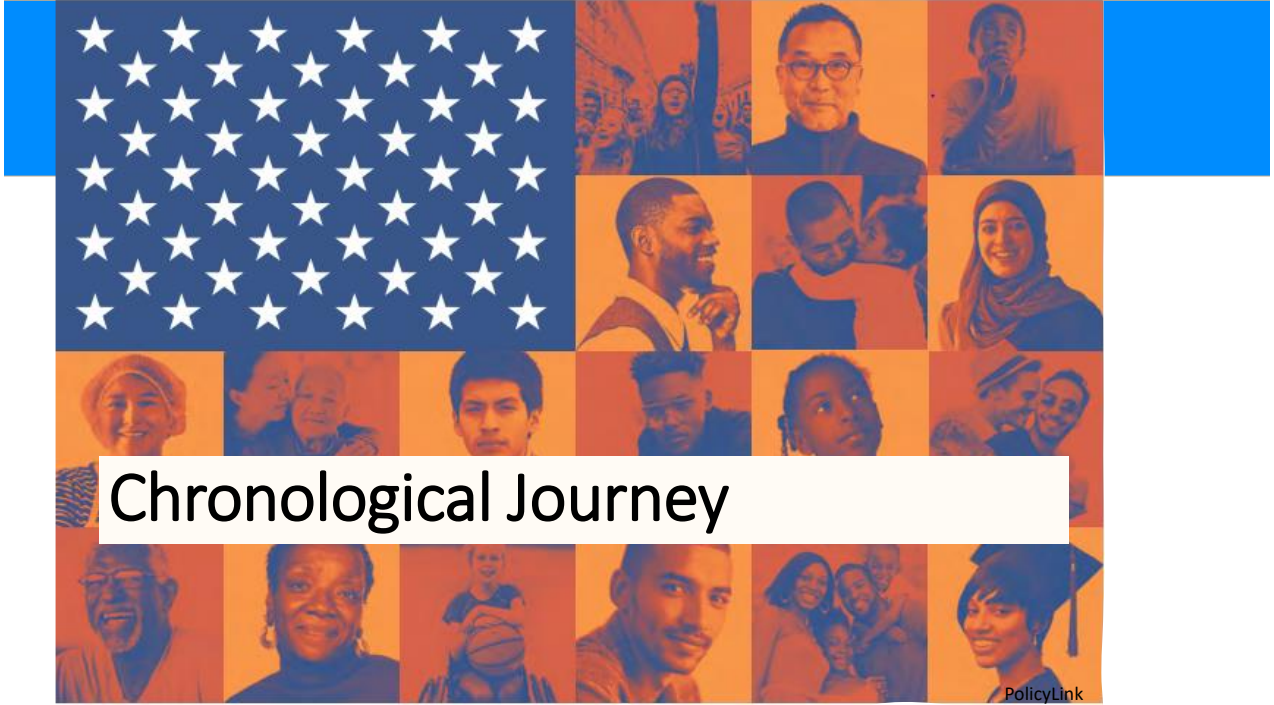


- Committees:**
- Boards and Commissions
 - Capacity Building
 - Community Engagement
 - Data
 - Performance
 - Policy
 - Staff Wellbeing
 - Tools

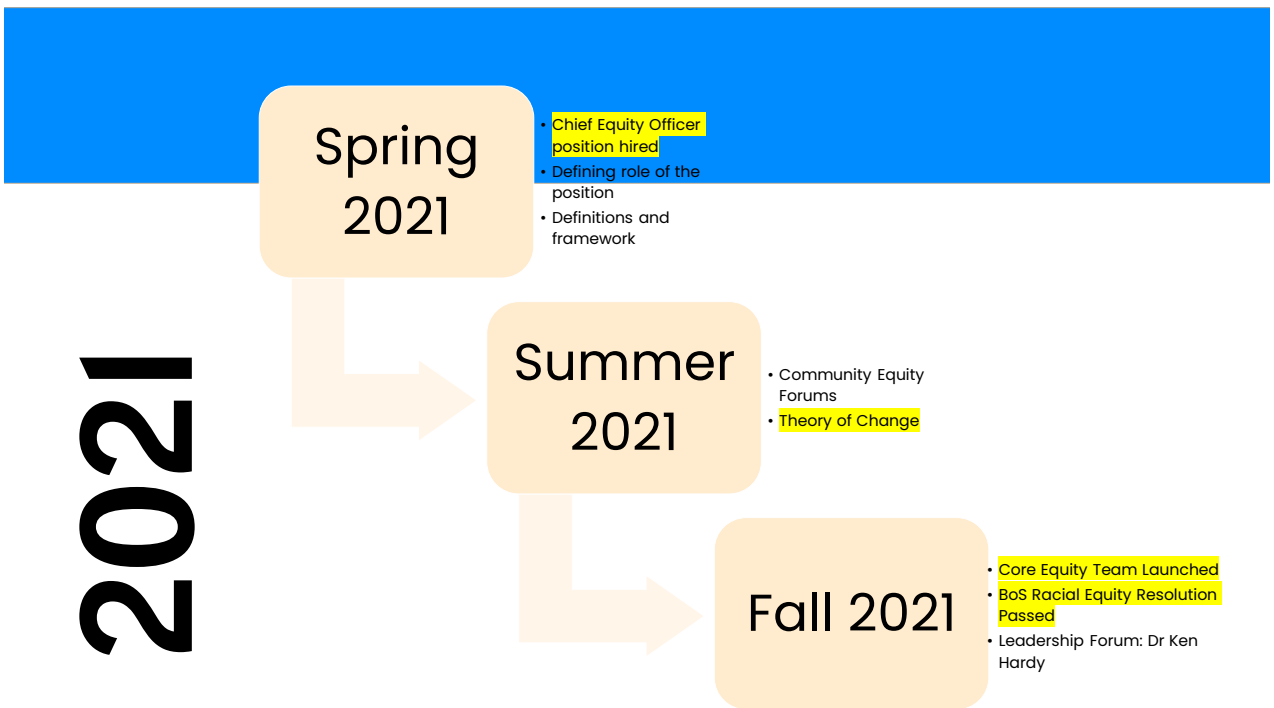
Our Journey



- Normalize**
- Discussions
 - Commitment and expectations
- Learning**
- Staff survey
 - Community outreach
 - Feedback
- Deepening**
- Turning learnings into action
 - Deepening commitments and discussions



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2022

Winter 2022

- 1.0 Countywide Racial Equity Action Plan
- BoS Anchor Institution Resolution Passed
- Equity Staff Survey 1.0 Launched
- Equity in Government Community of Practice Launch

Spring 2022

- All-Staff Equity Forums
- Budget Equity Performance Measure launched
- Equity Impact Assessment Toolkit Launch

Summer 2022

- Equity and Belonging Manager Hired
- Equity and Belonging Associate Hired
- Community Engagement with Equity Toolkit Launch

Fall 2022

- Staff Equity Resource Hub Launch
- Affinity Groups Launch

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2023

Winter 2023

- Foundational Equity Training Launch
- 21-Day Challenge Launch
- New Employee Equity Intro

Spring 2023

- CEO Pilot Equity Impact Statement into BoS Memos
- Staff Equity Newsletter
- Community Equity Bulletin

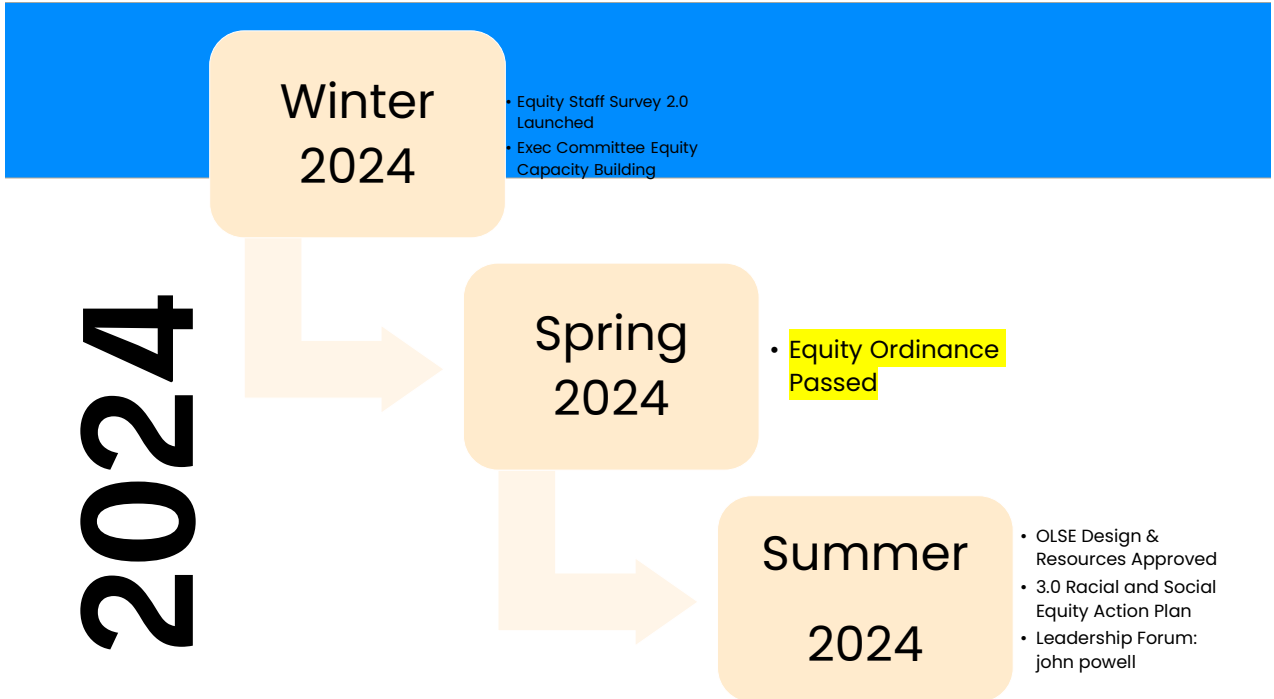
Summer 2023

- 2.0 Racial and Social Equity Action Plan FY23/24
- Essential Supervisory Series Equity Module Launch

Fall 2023

- SMC Equity Champions Launched
- Management Development Equity Module Launch

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Countywide Equity Action Plan

- **Countywide Racial and Social Equity Action Plan 1.0**

- Jan 2022 – June 2023 (1.0)
- July 2023 – June 2024 (2.0)
- July 2024 – June 2025 (3.0 – in development)
- 25 departments catalog specific actions and metrics
- 8 Interdepartmental priorities with actions identified
- Progress shared every fall

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Puzzle pieces are coming together

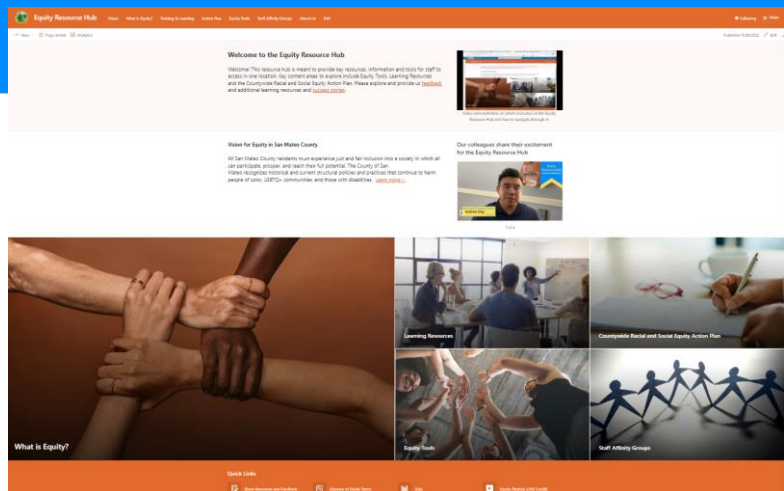


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Staff Equity Resource Hub

Empower staff with resources, information, and tools to bring an equity lens into operations

<https://smcgov.sharepoint.com/sites/EquityResourceHub>



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SMC Equity Ordinance – May 2024

Introducing Chapter 1.50 of the San Mateo County ordinance code to promote racial and social equity, inclusion, and belonging, and establish key responsibilities for County officers and employees discharging their public responsibilities.

- County of San Mateo prioritizes equity as core to County operations
- Codify the integration of equity into County practice
- Focus on key areas for the inclusion of equity into County operations
- Maintain flexibility on implementation specifics

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Ordinance

- ❖ Intentionally address issues of inequity within our institution, and proactively advance equity and a culture of belonging.
- ❖ Focus on supporting equitable outcomes linked to race, socio-economic status, and other identities

Individual

- Training and capacity building opportunities related to equity
- Competencies for supervisors, managers and executive leadership
- Integration of equity values into job descriptions for departmental and executive leadership positions

Institutional

- Racial and Social Equity Action Plan
- Review of policies and practices
- Data to inform planning and decision making disaggregated by demographics as possible

Structural

- Equity Impact Statements on Board memos
- Equity in budget performance metrics
- Equity key aspect in any strategic plan
- Office of Racial and Social Justice
- Aim towards an inclusive democracy
- Commitment to serving as an Anchor Institution – Inclusive staffing, procurement, and investment strategies
- Serving as a leader on issues of equity across the county – with cities and other jurisdictions

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Thank you

Home Visiting System Coordination Update

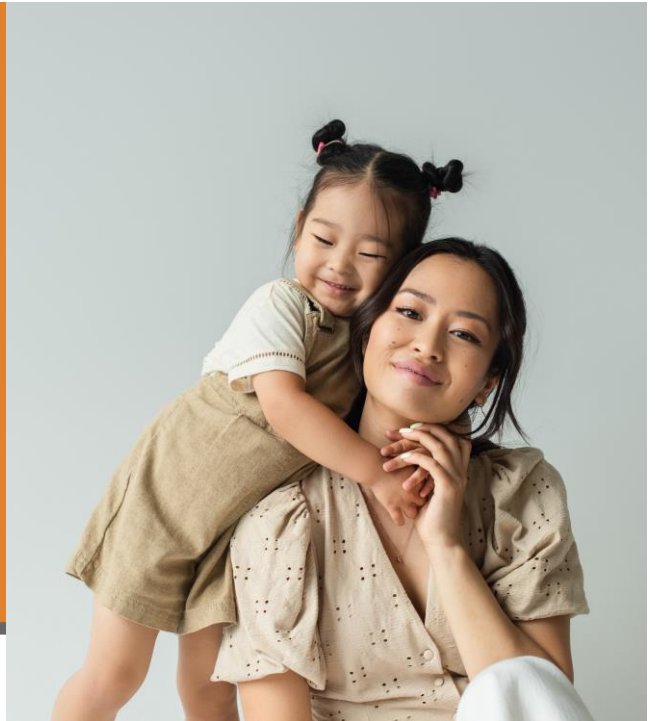
July 22, 2024



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Our North Star

We envision an effective system of care that supports young children and their families with culturally- and linguistically-relevant services, holds and nurtures parents as they navigate the system of care, and efficiently minimizes the burden on families and providers.



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Environmental Scan and Strategic Planning



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How We're Implementing the Strategies

Coordination
Committee

Central Hub Work
Group

Updating the
Environmental Scan



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Priority Area I

Expand program eligibility and flexibility to increase families' access to home visiting programs



Goal A

Develop a shared countywide definition of home visiting and how it supports children and families



Goal B

Increase funding for home visiting coordination by 30% from long-term, stable sources by 2025



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Definition of Home Visiting Programs

Home visiting is a strength-based, family-centered service delivery model in which home visitors partner with families in their home or preferred location to improve child and family well-being, health, and development. Home visiting programs use this service delivery model and:

- Serve children and families from prenatal through kindergarten entry and beyond based on family need and program guidelines.
- Include visits with families at least once a month.
- Conduct home visits at a location determined by the parent/family, preferably in the child's home or natural environment.
- Are interactive, and family centered. The following activities occur during home visits (not necessarily every visit):
 - Screening and assessments
 - Individualized, targeted support
 - Resource and referral
 - Building the partnership and relationship with the family
 - Information sharing and goal setting



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Priority Area 2

Strengthen continuity of care for families



Goal A

Connect 20% of home visiting programs to a central hub that facilitates information sharing and referrals and includes shared tools, resources, and systems by 2024



Goal B

Increase the percentage of children from birth to age 5 who are referred to home visiting services and receive a follow-up or connection to services to within 30 days by 20% by 2025



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Priority Area 3

Improve quality of home visiting services



Goal A

At least 50% of home visiting programs adopt policies and practices that strengthen support for home visiting staff by 2025



Goal B

At least 75% of enrolled children and families receive home visiting services and resources tailored to their demographic, linguistic, and cultural background by 2025



Updating the Environmental Scan



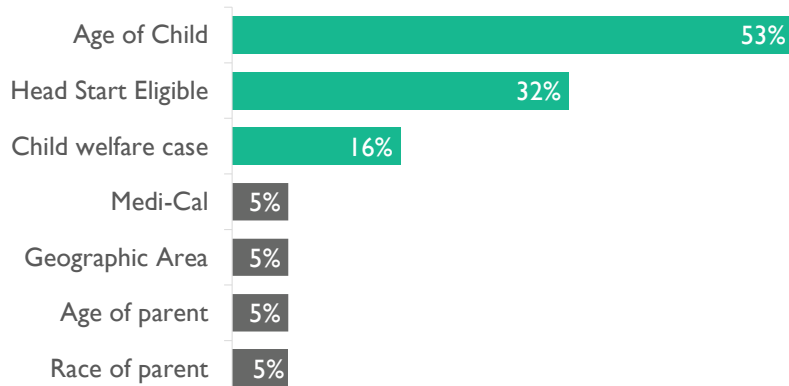
Home Visiting Programs

San Mateo County Family Health Services	<ul style="list-style-type: none"> • Black Infant Health (BIH) Program • Healthy Families (HF) Program • Nurse-Family Partnership (NFP) Program • Promoting First Relationships • Public Health Nursing Home Visiting (HSA)
IZZI Early Education	<ul style="list-style-type: none"> • Early Head Start, and Head Start
Star Vista	<ul style="list-style-type: none"> • Healthy Homes • Early Childhood Community Team • Together for Families • Differential Response (HSA)
Human Services Agency - Child and Family Services	<ul style="list-style-type: none"> • Parenting Education Services (Triple P) • Parenting Education Services (SafeCare) • Child Welfare Home Visiting
Peninsula Family Services	<ul style="list-style-type: none"> • Early Learning Center • First Step Child Development Center (CDC), Haven CDC, Mission CDC
Family Connections	<ul style="list-style-type: none"> • Family Connections Home Visiting



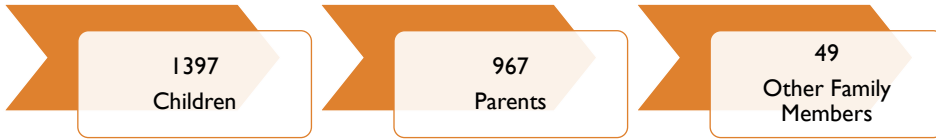
Eligibility

Most programs' eligibility is based on the age of the child, followed by Head Start eligibility and having an open child welfare case.



Families Served

San Mateo County home visiting programs are currently serving 1280 families.



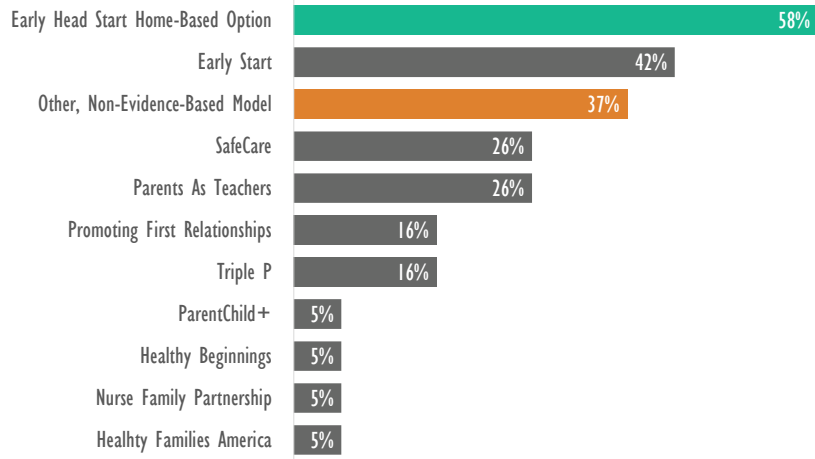
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Parents and Children Served



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Program Models



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Questions?



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Contact

clients@hamaiconsulting.com



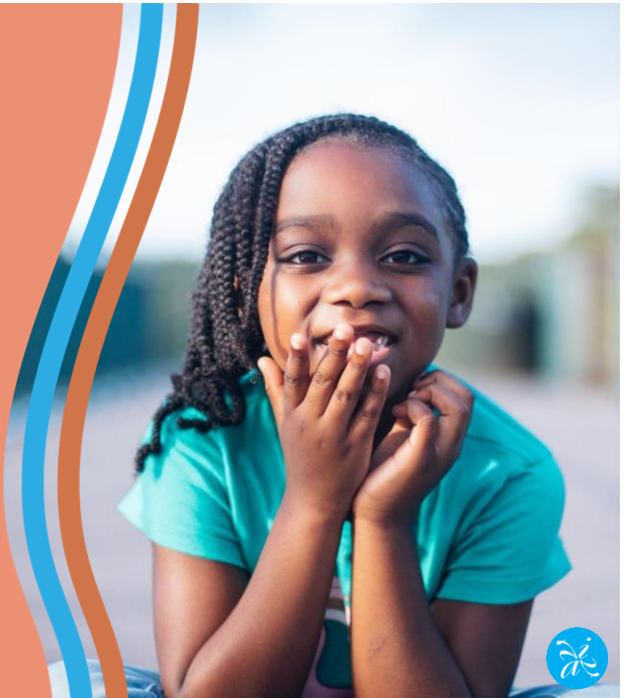


F5SMC Strategic Planning

Commission Meeting
July 22, 2024

Agenda

- I. Strategic Plan Refresh:
Process & Timeline
- II. Values & Guiding Principles
- III. Desired Outcomes
- IV. Discussion
- V. Closing



Strategic Plan Refresh



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Plan Refresh: Process & Timeline

May - June

Launch

- Document Review
- Meet with Staff
- Commissioner Survey



July- August

Learn

- Data/insight gathering
- Ad-hoc, Staff, & Commission
- System Leader & Community Partner Convenings

September - October

Refine & Review

- Staff & Ad-hoc meetings
- Feedback & refinement
- Final review & approval

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Community Engagement

System Leader Convening

August 14

- Landscape considerations and system priorities
- Opportunities for collaboration and systems strengthening

Community Partner Forum

August 19

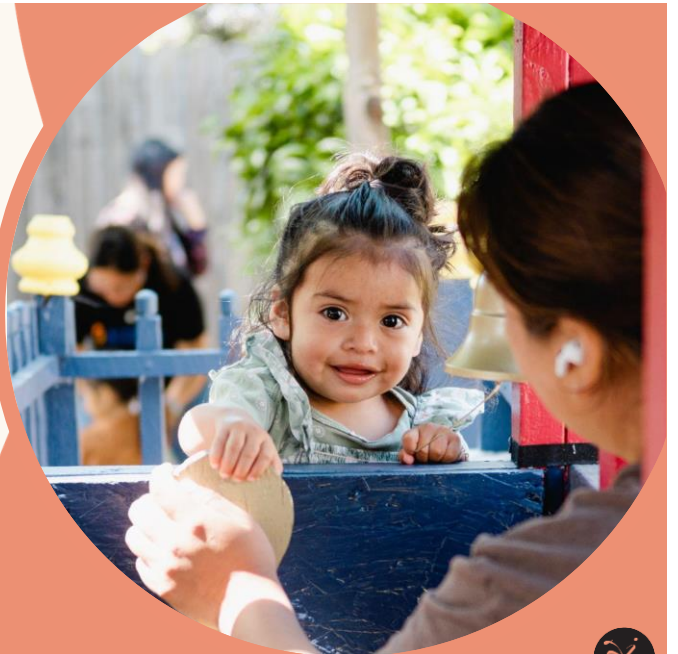
- Considerations for F5SMC as a “Partner” and “Leader” over the next 5 years
- Opportunities for collaboration

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Values, Guiding Principles, and Desired Outcomes



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Plan Refresh: Values, Guiding Principles & Desired Outcomes

Questions:

1. Do these resonate?
2. Do you have clarifying questions?
3. Is there any language that you take objection to?

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Discussion



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Desired Outcomes Discussion

Considering these things:

1. F5SMC Roles: Community Partner, Leader, and Investor
2. Your expertise and unique lens
3. The desired outcomes

What opportunities or considerations come up for you related to any of these outcomes, that you would want First 5 San Mateo County to have in mind when mapping out the next five years?

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