



# Steering Committee Meeting Minutes

Thursday, October 15, 2020

2:30 – 3:30 p.m.

Via Zoom

## Attendees (listed alphabetically)

Angie Dillon-Shore, First 5 Sonoma County  
 Beth Brown, Community Foundation Sonoma County  
 David Koch, Probation Department  
 Elece Hempel, Petaluma People Services Center  
 Angela Struckman, Human Services Department  
 Susan Fette, TLC Child and Family Services  
 Steve Herrington, Sonoma County Office of Education

## Not Present

Barbie Robinson, Department of Health Services  
 David Rabbitt, Board of Supervisors  
 Oscar Chavez, Project Staff

## Staff:

Ana Quintana, Project Staff  
 Helen Simi, Project Staff  
 Kellie Noe, Project Staff

Topic	Discussion	Decision	Next Steps
<b>Welcome, Agenda, Minutes</b>	<p>A motion to approve the July 16, 2020 minutes was made by Beth Brown and seconded by Angie Dillon-Shore. All are in favor.</p> <p>No changes to the agenda.</p> <p>Membership Update: Elece announced her term as chair ending this year. Please reach out to the Upstream team if you are interested.</p> <p>The new Human Services Director Angela Struckman was nominated to serve in former director's place, Karen Fies.</p>	Minutes approved from July 16, 2020	The Chair will be nominated by the Steering Committee and approved by the Policy Committee.

Topic	Discussion	Decision	Next Steps
			<p>The nomination to the Steering Committee will be approved by the Policy Committee.</p>
<p><b>Workplan Overview: Sharing our Framework &amp; Strategies</b></p>	<p>Kellie gave an overview of the strategy map and framework. As part of the RBA format this includes the three priority areas, System Improvements, Organizational Capacity Building and Racial Equity.</p> <p>As a result of the brainstorm activity the key ideas identified under Systems improvement where focus on policy, data sharing, partnerships and RBA.</p> <p>Ideas that resulted from Organizational Capacity Building where training strategies, overlapping work for build capacity in equity, building communities of learning and convening partners together and how to engage funders.</p> <p>Many great points where brought up for Racial Equity, such as defining what this means for our work and how are we aligning our goals with the Board as well as the goals and definitions that our partners have put in place and with the work that they are doing. Specific types of trainings that could be offered around racial equity and best practices for training. Additionally, looking at the Portfolios and how are they or how are they not incorporating best practices to racial equity. Lastly, there is a need for data and what does racial equity in our community look like right now. How are we sharing data points and how are we using common data points to measure the work that we are doing with racial equity.</p> <p>Angie shared that First 5 has recently started working with a group called the National Equity Project. They have been looking internally at the foundation and externally at DIY work. Angie expressed great appreciation for holding the space/time to have the required conversations and ability to meet people where they are.</p>		<p>Request feedback from the Policy Committee and continue to collect data to determine where we want to focus and specific activities.</p>

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<b>Approve November Policy Committee Agenda</b>	<p>The plan for the Policy Committee is to start the meeting with a presentation to inform on the priority area of Racial Equity within the workplan and some of the activities we would take on. Elece suggested that Angie share her presentation slides from July and how they have evolved to today. We need to acknowledge that everyone is evolving around this topic. Elece also suggested that we redline inequity on the agenda and change it to growing so that we know that this is an evolving process. The sticky note activity is very helpful with large groups to give attendees a chance to give input. The idea of utilizing breakout rooms on Zoom was also mentioned. Recording the meetings is also helpful.</p> <p>Motion to approve the agenda was made by Angie and seconded by Beth.</p>	<p>No other changes, agenda stands as written.</p>	
<b>Public Comment</b>	<p>None.</p>		
<b>Adjourn</b>	<p>3:30 p.m.</p>		