



# Steering Committee Meeting Minutes

Thursday, July 16, 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  
 Karen Fies, Human Services Department  
 Susan Fette, TLC Child and Family Services  
 Steve Herrington, Sonoma County Office of Education

Oscar Chavez, Project Staff

**Not Present**

Barbie Robinson, Department of Health Services  
 David Rabbitt, Board of Supervisors

**Staff:**

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

Topic	Discussion	Decision	Next Steps
<b>Welcome, Agenda, Minutes</b>	A motion to approve the April 16, 2020 minutes was made by Angie and seconded by Elece. All are in favor.  No changes to the agenda.	Minutes approved from April 16, 2020	
<b>Upstream and Racial Equity: A fresh conversation on an old challenge</b>	Membership update: it was suggested that outreach be made to the new Equity Officer, Alegria de la Cruz, to determine if she would have interest in joining the Policy Committee as a member.  Aug. policy mtg approach: how to facilitate discussion re racial equity with partners in the community. Per the last policy meeting, the work plan will be put on hold.  Discussion ensued. The group acknowledged the importance of speaking explicitly about racism, and the skills required to have the conversation. However, a conversation is not sufficient. We must look at own systems,		Oscar will reach out to Equity Officer.

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	<p>operationalizing, accountability to our systems as part of the problem. Additionally, the metrics and criteria we measure should be reviewed. It is important to look at our organization foundations and that of others, particularly through the lens of white privilege and who we are as professionals, people and organizations. Probation manager groups have initiated the difficult conversations and are looking at cultural consideration training in the future.</p> <p>Questions were brought up regarding the level of diversity of the applications to the Portfolio Review Committee. What could the training and support to organizations and non-profits look like? What efforts are made to recruit diverse individuals? To date, Upstream has not asked these questions of applicants. A similar discussion was made at the Portfolio Review Committee meeting and are looking forward to incorporating racial equity in the next workplan. At the policy level, we need to open the door.</p> <p>What does success look like for this meeting and for next year? Karen suggested to pose the question, “What actions does Upstream commit to doing?” to all members or to the Portfolio members to identify certain number of priority outcomes for the future.</p> <p>Upstream has highlighted racism and structural racism as a barrier for families to thrive. An example given by Oscar is the READY data that was recently presented to the First 5 Commission, it shows similar patterns of disproportionality. How do we address the root and not just offer more services? The root cause needs to be addressed and are we really lifting up the work that needs to be lifted to address the disproportionality and growing inequities in the data and in the way we deliver services?</p> <p>Other ways to transform this conversation is the relational element of trust building and what you choose to focus on. One place to start is the current health situation we are currently experiencing.</p> <p>A deeper look at how policy is created and how unconscious bias affects these decisions. What kind of evidence-based programming? Trauma-informed, developmentally appropriate and culturally relevant and competent</p> <p>Looking at what data and resources are needed to guide the conversation, Steve suggested an activity idea to look at some of the disparities given as examples to see if the group can draw out common factors. The common theme in multiple fields can generate the conversation. We can then move beyond the program and look at our organizational policy practice.</p>		

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<b>August Policy Committee Agenda</b>	<p>The group agrees that it is very timely to have this discussion at the August meeting. Some of the themes to bring up is to develop a commitment for having a more intentional racial equity pillar within Upstream and what it means. How do we look internally within our initiative and organizations? Perhaps looking at creating some metrics and holding accountability around the data mentioned today.</p> <p>As part of the strategic priorities, the Board of Supervisors is creating a racial pillar to present to the board on August 4<sup>th</sup>. Upstream will review to ensure alignment with this pillar.</p> <p>Big topics from this meeting will be taken and distilled through the next several meetings and linked back to the workplan.</p>		
<b>Public Comment</b>	None.		
<b>Adjourn</b>	3:30 p.m.		